



2019

Physician Practice Preference & Relocation Survey

2019 TMF PHYSICIAN SURVEY - HIGHLIGHTS AND KEY FINDINGS

The 16th annual *Physician Practice Preference & Relocation Survey* was conducted by The Medicus Firm (TMF) in May & June 2019, via a third-party survey program. Invitations to participate in the confidential, anonymous survey were emailed to a random sample of U.S. physicians via TMF's proprietary physician database, and the M3 Global Research website via a banner request. No honorarium was offered for participating in this survey, and a total of 1,903 medical professionals participated in 2019, including physicians and advanced practice clinicians in a variety of specialties.

VALUE-BASED PAY: NO SIGNIFICANT SHIFT SINCE LAST YEAR

There was again this year, no major change in the status of value-based pay from the prior year. A large portion of those surveyed (64.58%) said that no percentage of their 2018 income was quality, or value-based, or that they were unsure. This suggests that little progress was made year to year in implementing value-based physician compensation.

PHYSICIANS ON THE MOVE

Physicians are more often employed by hospitals and health systems and fewer physicians are owners or partners in their own medical practice. This year, 71% of physician survey respondents are employed, compared to 64% last year, and 58% in 2017. This trend continues to support that physicians have become more transient. Exiting partnerships or selling/closing a practice are unwanted inconveniences.

The percentage of physicians planning a definite or potential career change in the next 12 months increased substantially from 6.4% to 26.2%. Physicians who feel they are "definitely not" making a career change declined by almost 4 points to 22.03%.



WORK HOURS & BURNOUT

About 30.8% of physicians indicate that they work more than 50 hours per week, a decrease of 7.2% compared to last year. Also, many physicians indicated experiencing one or more symptoms of burnout over the past year, including physical or mental exhaustion, depersonalization or compassion fatigue, and decreased efficacy (doubting the meaning or quality of your work). Exhaustion was the most common symptom of burnout with 41.3% reporting frequent or overwhelming symptoms of exhaustion while only 12.35% said they never experienced those symptoms. Symptoms of efficacy was lowest with 23.46% reporting frequent or overwhelming symptoms while 31.84% had never experienced those symptoms.

COMPENSATION & CAREER CONCERNS

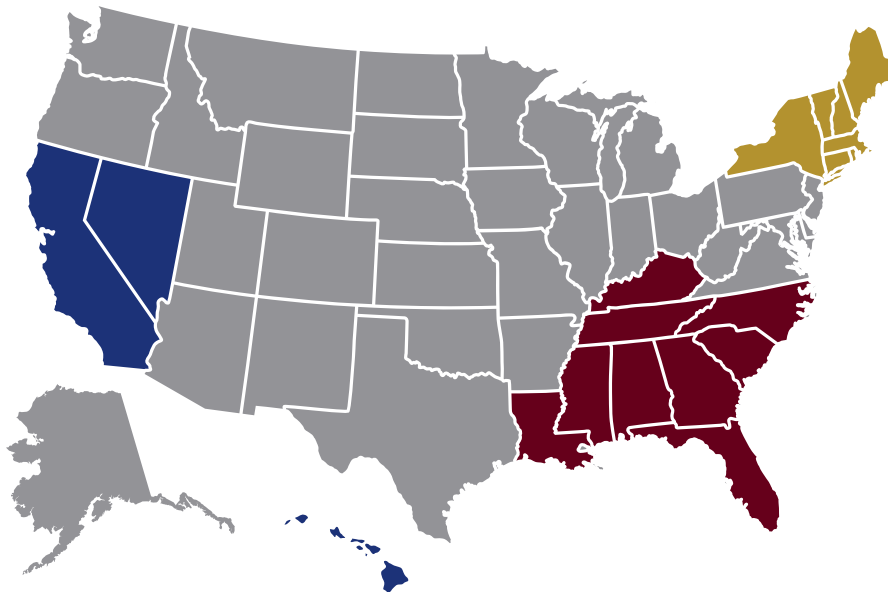
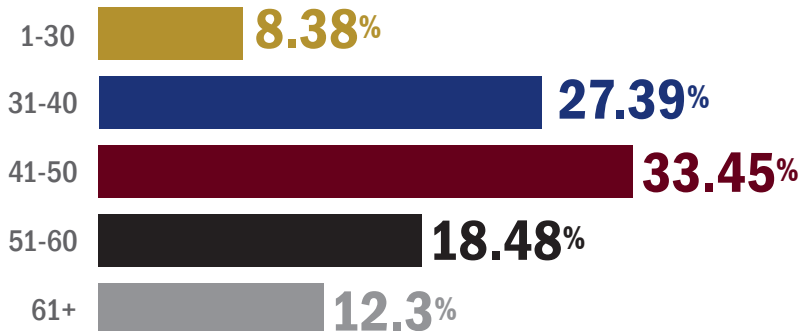
Many physicians' career concerns are similar to last year's survey. Physicians cited reimbursement decreases as less of a limitation on their income than in the preceding year. We also observed a 3.78% increase in those making a personal choice to work less and earn less. The choice to work and earn less is likely being driven by a combination of retiring baby boomer providers and young physicians gravitating more to employed and shift-based practices.

COMMUNITY & PRACTICE PREFERENCES

For the first time ever, major metro areas decreased in popularity among residents and fellows with a decline of 17.7%; mid-sized cities and suburban communities increased 8.3% and 5.9% meaning they still prefer large cities over smaller, more rural communities. Conversely, practicing physicians shifted more to a small city or small town/urban community than the previous year with a 5.3% increase.

The most significant shift in practice type preference was a decline by residents and fellows from academic roles which were down 11.9%, to hospital employment which increased 6.9%. For practicing physicians there were moderate shifts in practice setting preferences with single specialty group/partnership still being the most preferred at 28.5%.

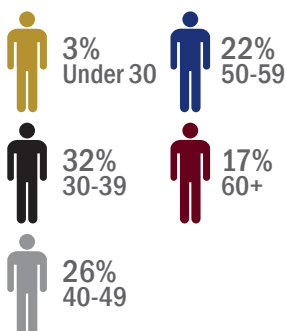
AVERAGE NUMBER OF HOURS WORKED PER WEEK



MOST PREFERRED REGION TO LIVE & WORK:

- 1ST SOUTHEAST 23.3%**
(SC, GA, FL, AL, MS, LA, TN, KY, NC)
- 2ND NEW ENGLAND/NORTHEAST 13.6%**
(NY, MA, VT, NH, RI, CT, ME)
- 3RD PACIFIC 11.2%**
(CA, NV, HI)

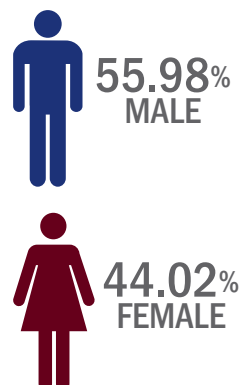
AGE RANGES OF RESPONDENTS:*



MEDICAL EDUCATION OF RESPONDENTS:*

- 47.7% M.D. - from U.S. Allopathic Medical School
- 9.88% D.O. - from U.S. School of Osteopathic Medicine
- 15.85% International MD/DO or equivalent degree (MBBS, etc.) from International Medical School (outside the U.S.)
- 17.64% Nurse Practitioner
- 9.2% Physician Assistant

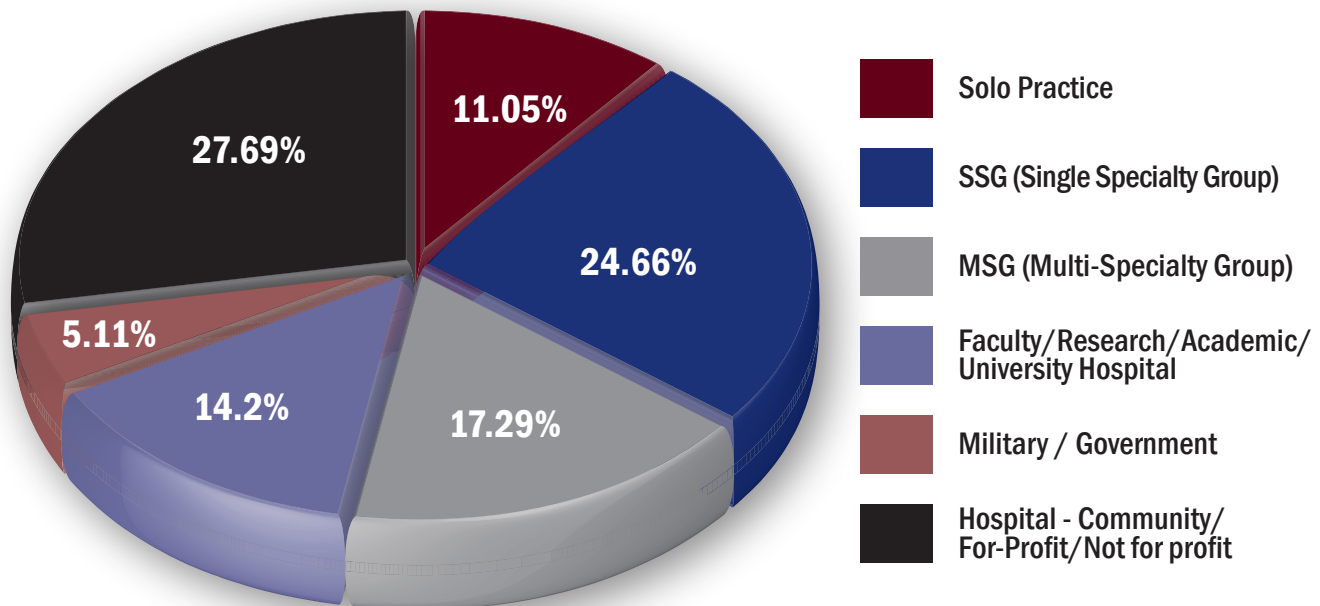
GENDER:*



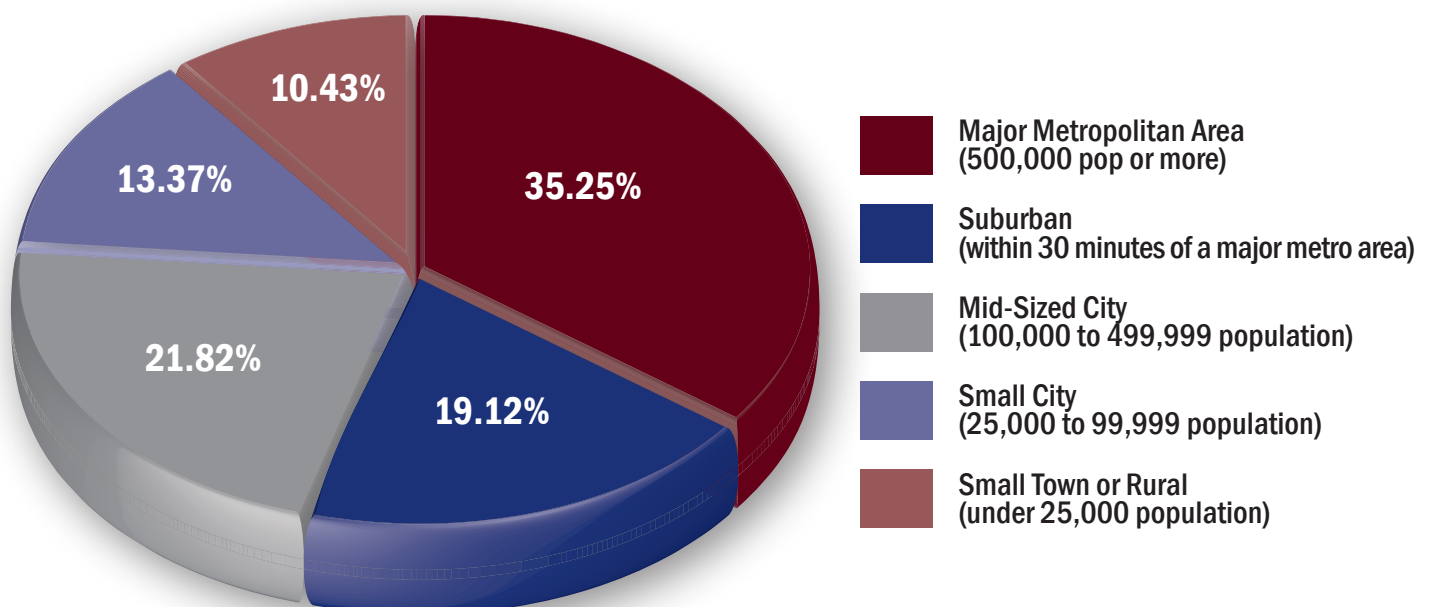
- **71.1% EMPLOYED** by hospital, medical group, or other health facility
- **21.39% PRIVATE PRACTICE** (self-employed, partner/owner, or contractor)
- **7.51% IN TRAINING** (resident or fellowship)

*Approximately 85% of total survey respondents provided demographics and background information.

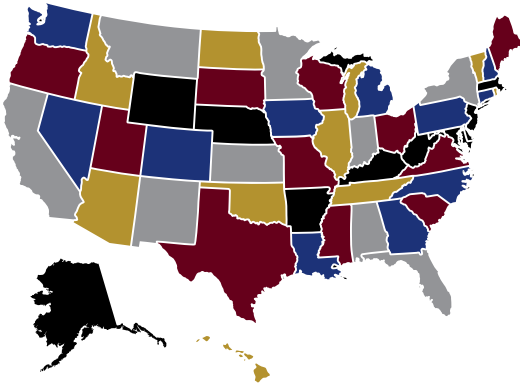
Which of the following best describes your current practice setting?



Which of the following community descriptions best characterizes the area in which you currently practice?



In which state
do you currently
reside?

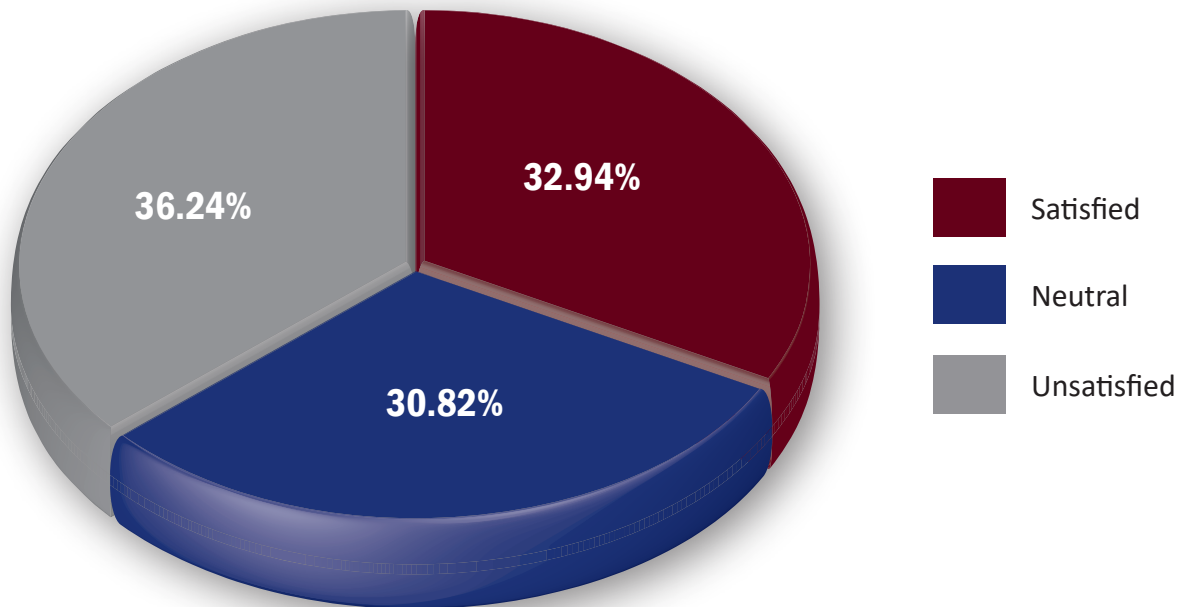


AK0.3%	KY.....1.1%	OH3.2%
AL.....1.4%	LA.....1.5%	OK.....1.0%
AR.....0.6%	MA.....3.0%	OR.....1.4%
AZ2.2%	MD.....2.0%	PA4.3%
CA7.4%	ME0.4%	PR0.2%
CO1.8%	MI3.0%	RI0.4%
CT1.7%	MN.....1.5%	SC.....1.5%
DC.....0.5%	MO.....2.0%	SD0.3%
DE0.4%	MS0.9%	TN2.8%
FL6.4%	MT0.5%	TX.....7.9%
FM0.1%	NC.....3.4%	UT1.3%
GA.....3.2%	ND.....0.4%	VA3.7%
HI0.3%	NE0.3%	WA1.5%
IA0.8%	NH.....0.8%	WI1.6%
ID0.3%	NJ.....3.2%	WV0.6%
IL.....3.7%	NM.....0.8%	WY0.4%
IN2.5%	NV.....0.6%	
KS.....0.9%	NY8.0%	

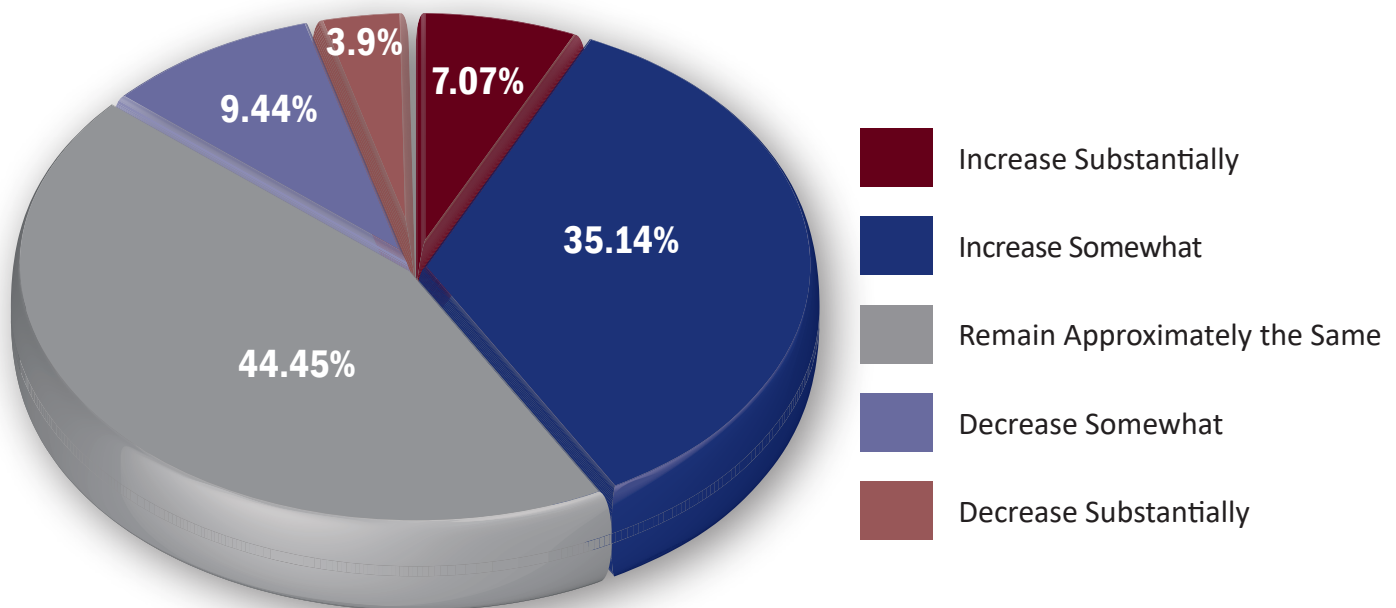
What is your specialty?

Anesthesiology 3.38%	Neurosurgery..... 1.19%	Pulmonary/Critical Care Medicine..... 2.05%
Cardiology 4.11%	OB/GYN 5.10%	Radiology..... 3.38%
Emergency Medicine 5.83%	Oncology / Hem Onc 2.39%	Urgent Care 2.19%
Family Practice 14.71%	Orthopedic Surgery 3.51%	Urology 1.79%
Gastroenterology..... 1.79%	Otolaryngology 1.39%	Vascular Surgery 0.86%
General Surgery 2.92%	Pathology 1.52%	Nurse Practitioner (any specialty) 4.37%
Hospitalist..... 3.98%	Pediatrics 7.62%	Physician Assistant (any specialty) 1.59%
Internal Medicine 6.49%	PMR - Physical Medicine & Rehab..... 2.52%	Other 6.43%
Neurology 2.39%	Psychiatry 6.49%	

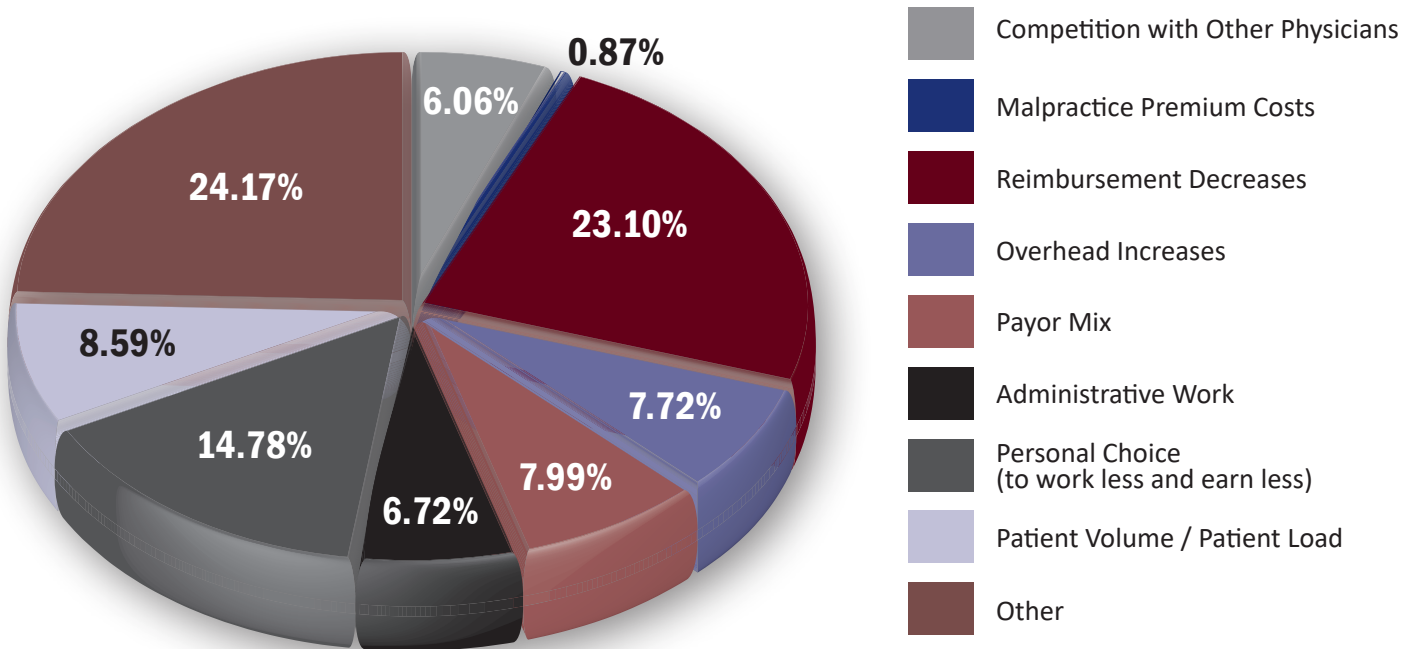
How did you feel about your 2018 compensation in general? Select the answer that best describes how satisfied you are with your 2018 income.



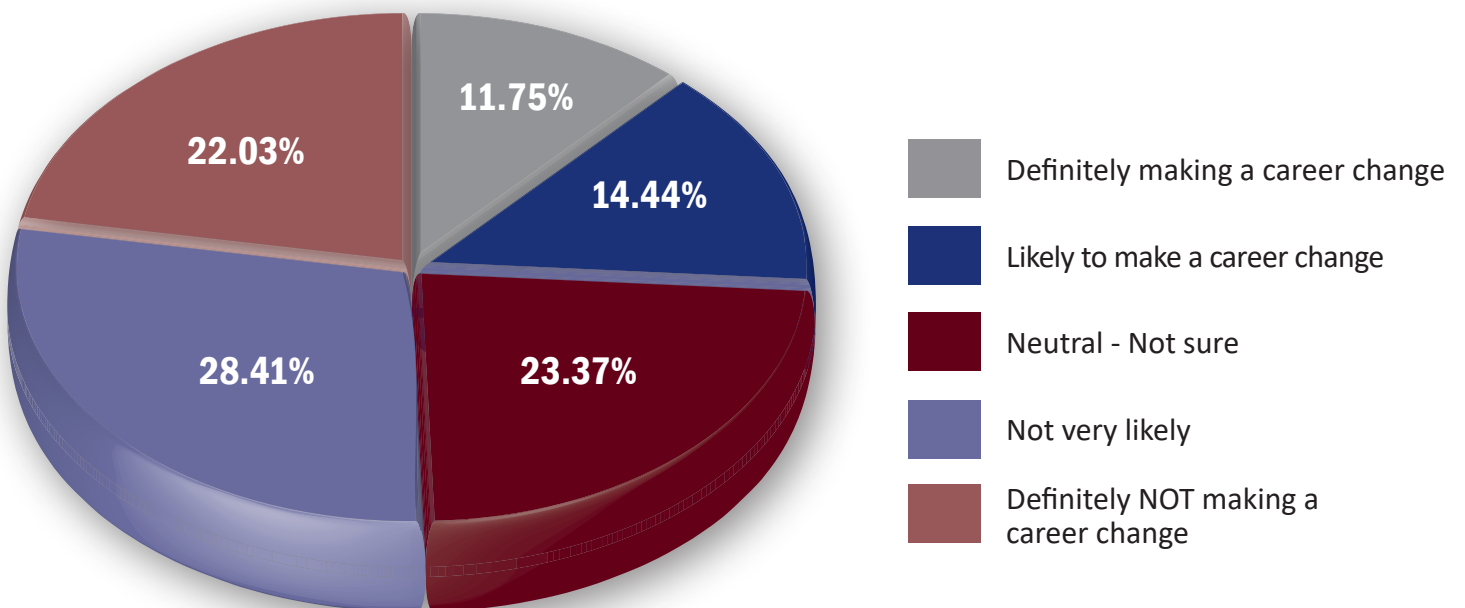
How do you anticipate your 2019 income will compare to what it was in 2018?



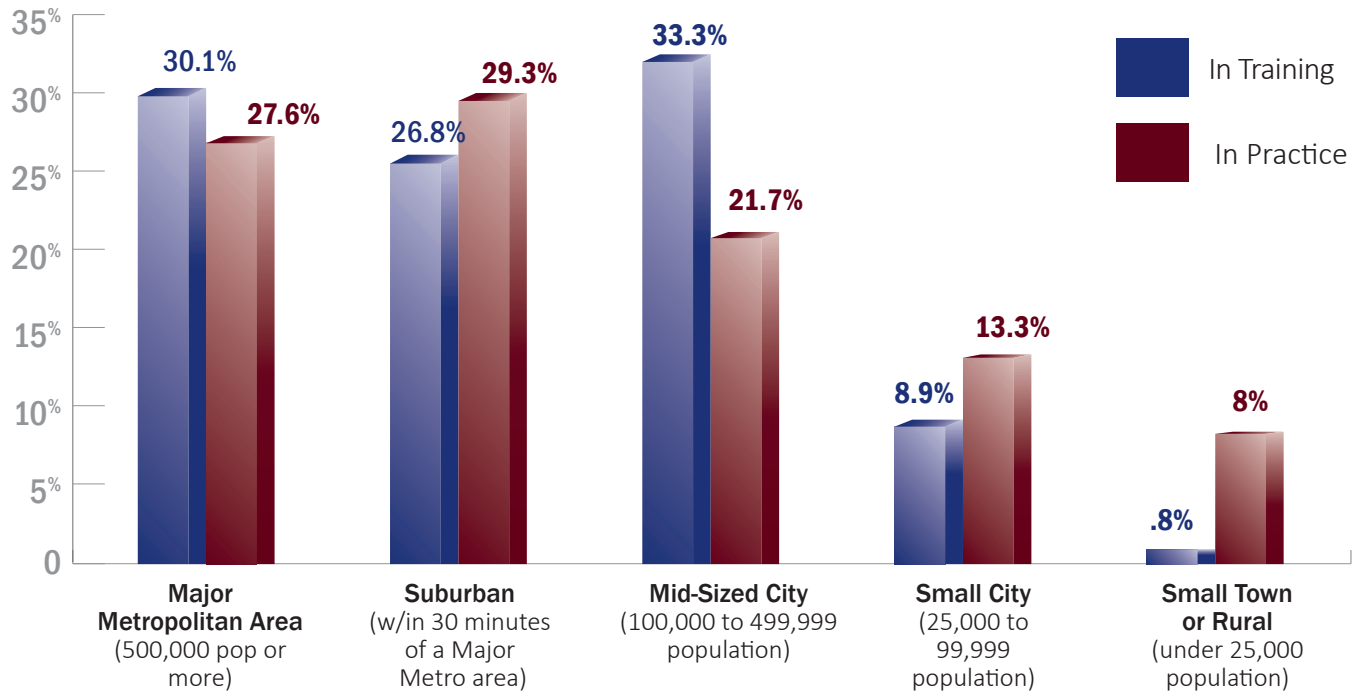
Which of the following do you feel limits your income the most?



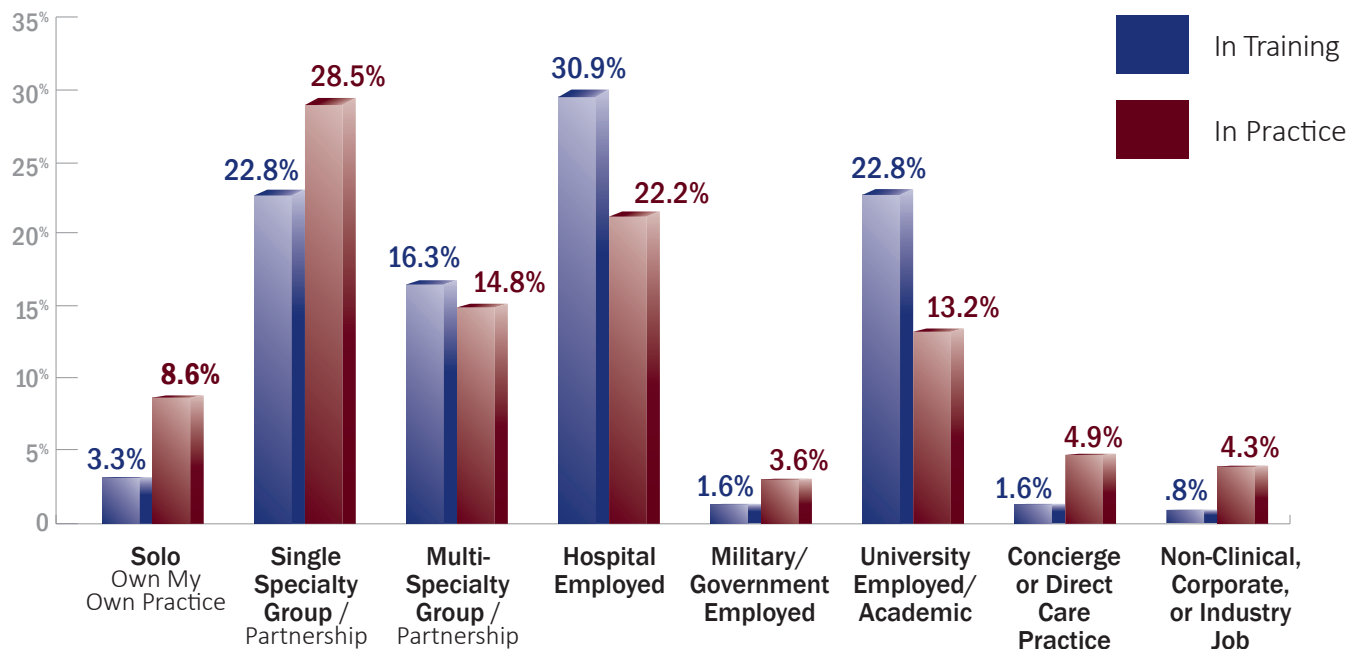
How likely are you to make a career change within the next 12 months?



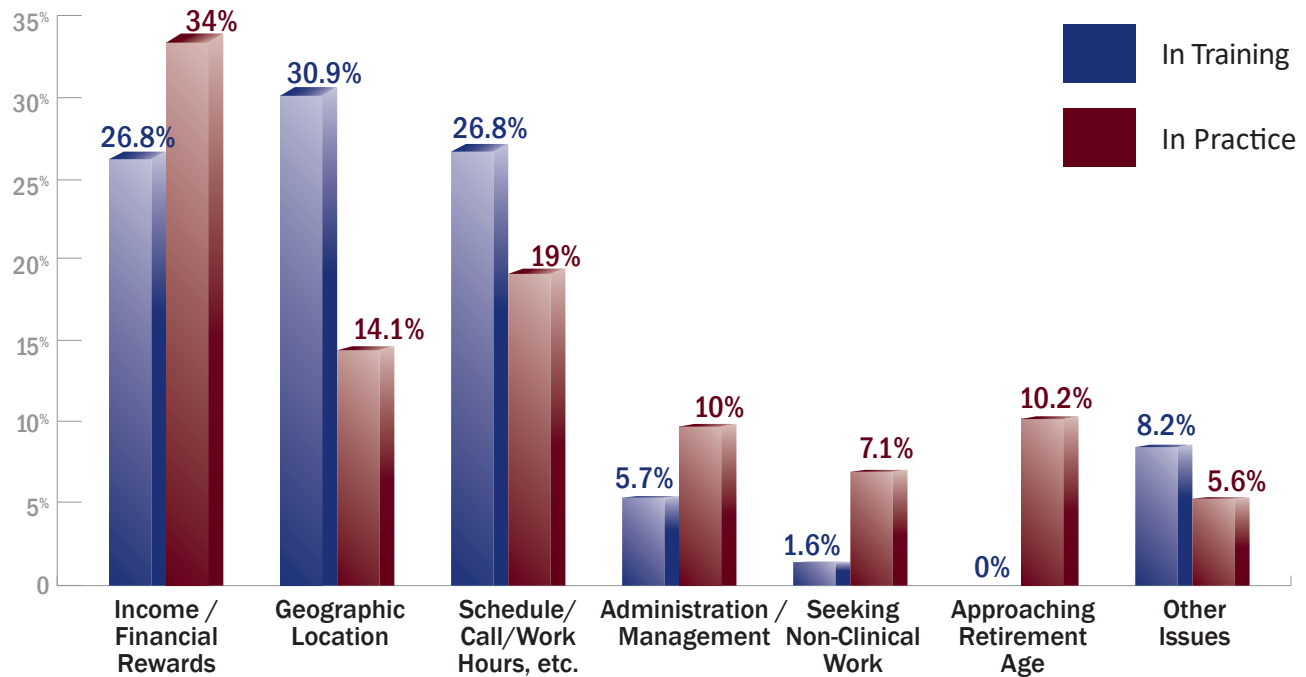
In what size community would you prefer to live and work?



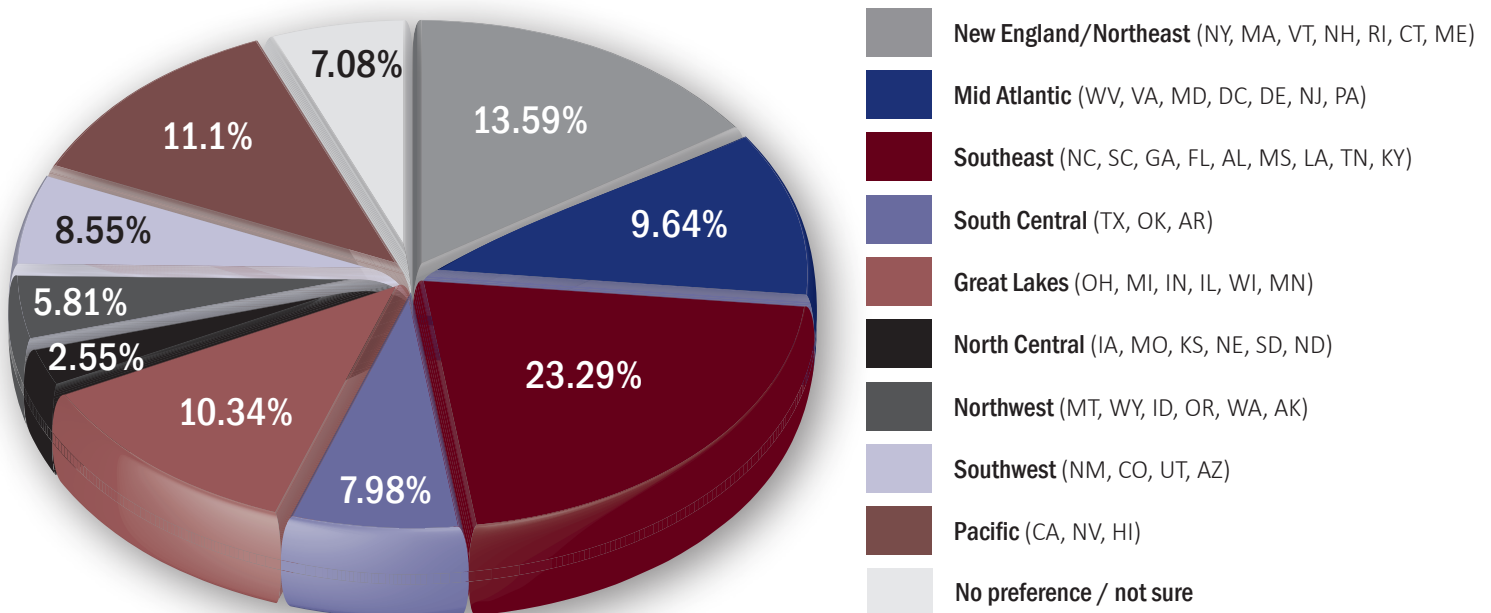
What type of practice setting appeals to you the most?



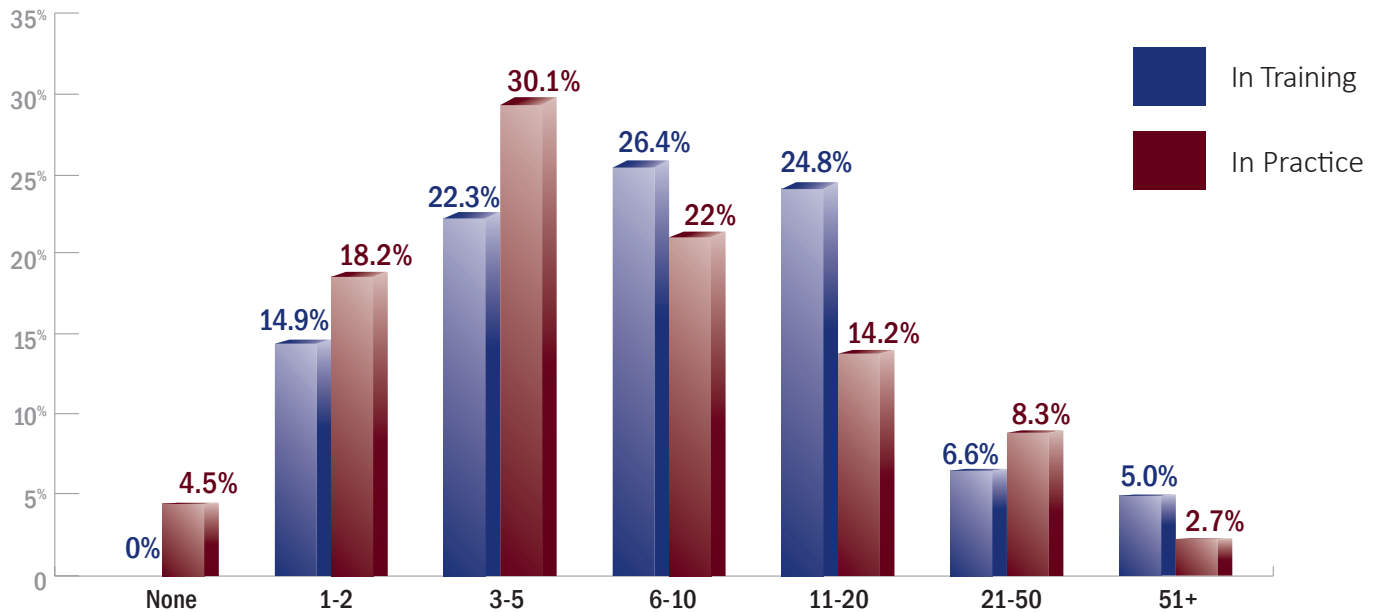
What is the most important deciding factor, if/when making a career move and/or choosing your next practice opportunity?



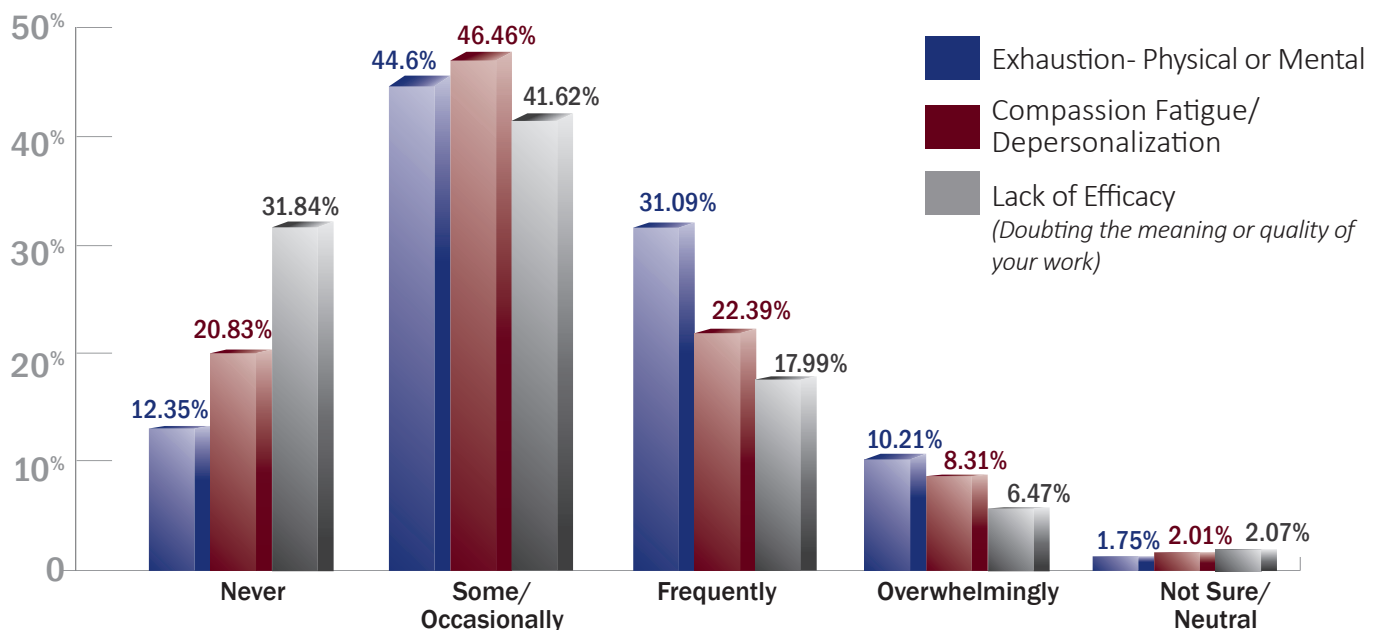
In which of the following regions would you prefer to work?



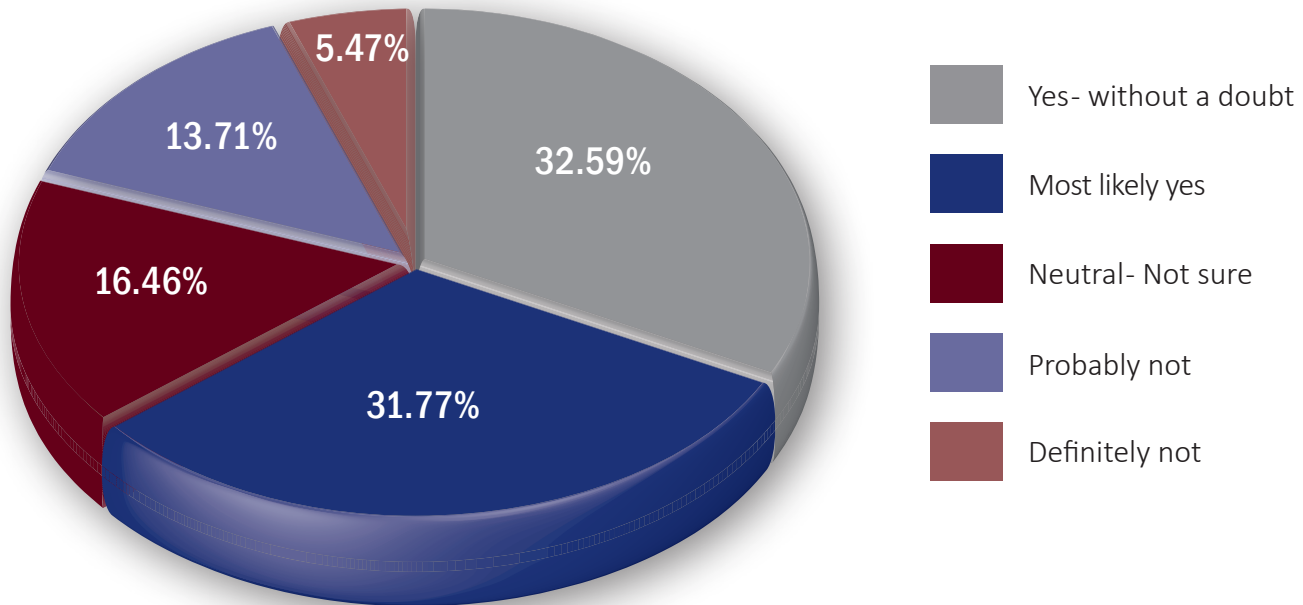
On average, how many solicitations per week do you receive (via phone, email, regular mail, etc.) about new practice opportunities?



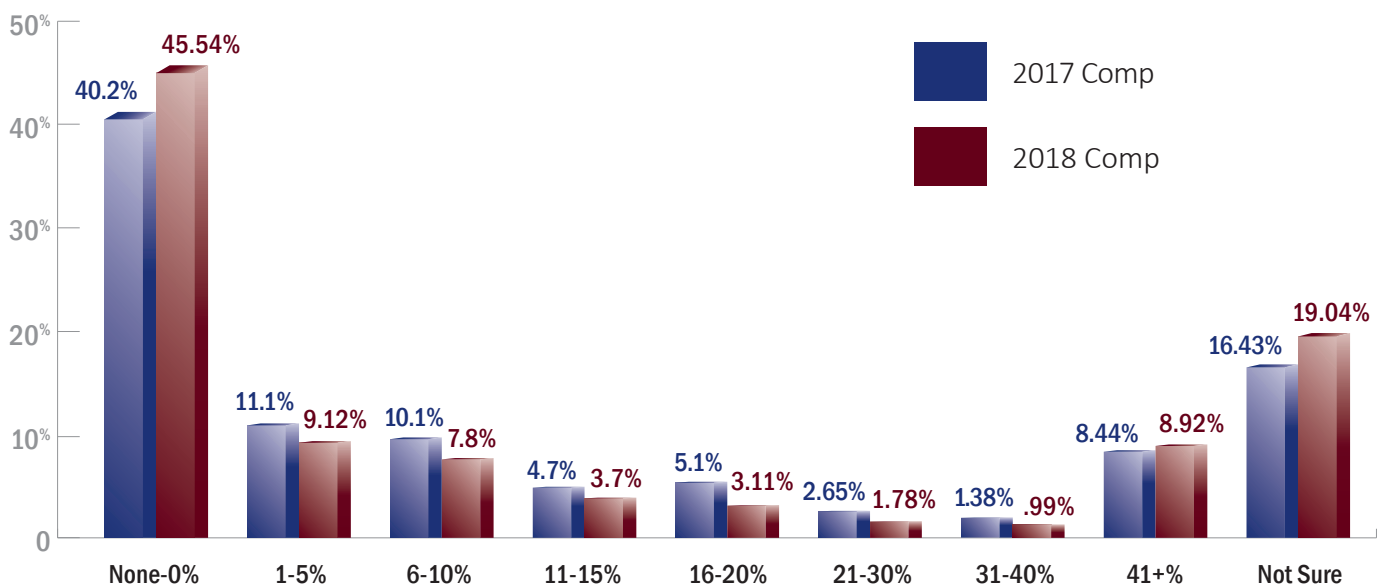
Which of the following symptoms of burnout have you experienced in the last year?



Would you choose medical practice as a career again, if given a chance to go back and re-start your career?



What percentage of your 2018 income was quality, or value-based, as opposed to base salary or volume/production based pay?



About The Medicus Firm:

Since 2001, The Medicus Firm has partnered with hospitals and physician groups nationwide to help them meet their physician recruitment needs.

The Medicus Firm has grown into one of the largest physician search firms in the industry through excellent client satisfaction, employee engagement & retention, and industry stewardship.

We have successfully recruited to a wide variety of locations and settings including rural, mid-size, and metro areas, academic, private practice, and employment opportunities, making TMF among the most knowledgeable, effective recruitment teams in the industry.

From our offices in Dallas, TX, and Atlanta, GA, more than 100 associates are focused on our clients' success in recruiting permanent physicians, nurse practitioners, physician assistants, CRNAs, dentists and physician executives.

Winner of the "Best Companies to Work for in Texas" for Ten Consecutive Years!

The Medicus Firm was selected as Best Company to Work for in Texas for the tenth consecutive year. The survey is conducted by Best Companies Group in conjunction with Texas Monthly, The Society for Human Resource Management and the Texas Association of Business. The Medicus Firm places a high value on the recruitment and retention of excellent internal talent which translates into improved outcomes on behalf of our clients.



Best of Staffing - Client Satisfaction

The Medicus Firm was named to Inavero's Best of Staffing List seven times in the past eight years. Best of Staffing, presented by Careerbuilder and Inavero, is the nation's only client satisfaction award that recognizes exceptional service in the staffing industry across all sectors (medical, legal, industrial, etc.). The Medicus Firm completed a rigorous client survey process to be considered for the award. Fewer than 1% of all staffing firms made the final list. This award denotes the staffing industry's elite leaders in service quality and client satisfaction.



The Medicus Firm proudly serves as an Executive Partner of the Medical Group Management Association.



AAPPR Strategic Corporate Partner

The Medicus Firm is a vocal and enthusiastic supporter of AAPPR (Association for Advancing Physician and Provider Recruitment), its members and its mission and is a proud Strategic Corporate Partner.



Forbes named The Medicus Firm among the nation's Best Professional Recruiting Firms, for 2017, 2018 and 2019.

The Medicus Firm is a proud and active member of the National Association of Physician Recruiters (NAPR) serving on its board of directors, ethics committee, vendor services committee, and education committee. To learn more about the NAPR and its membership, visit: www.NAPR.org.

