

Summary of Neonatologist Productivity & Compensation

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Purpose

- The purpose of this study was to provide a free neonatologist specific national sampling of common productivity and compensation expectations
- This presentation is a simplified overview of some of the data obtained
- As such, interpretation of these data may not reflect an individual's specific needs, goals, or expectations.

Methodology

- Voluntary anonymous Qualtrics survey sent to all AAP Perinatal Section members
- Data obtained between October and November 2014
- Over 900 surveys initiated
 - 724 used in analysis
 - Eliminated:
 - Incomplete surveys
 - Part-time or retired positions
 - Surveys from other than a practicing neonatologist
- Thank you to all those who contributed to this effort by completing the survey or assisting in its development

Survey Data Categories

- Providers:
 - Years since fellowship
 - Years in current practice
 - Classification of primary clinical Unit
 - If Academic affiliation: rank, grant support
 - Average daily clinical responsibilities
 - Time: clinical, research, administrative, or other
 - Job type: Full, Part-time, job share, or per diem
 - Compensation
- Practice
 - If deliveries, volume
 - Number and type of associates
 - Type of practice group
 - Metropolitan Classification
 - Regional of County
 - Number, type, and size of Units affiliated with practice

Analysis

- Statistical analysis was done using JMP Pro 11.2 by SAS
- The majority of analysis and calculations were made using the data from the study. To complete some estimates, however, assumptions were needed to be made about data not directly obtained the survey. In such cases the assumption will be noted.

Goals

- As the health care environment evolves, taking stock of physician responsibilities, productivity, and compensation will help to inform needed decisions.
- To foster this role, it is our hope that these analysis will be submitted for publication or free public web-based presentations.
- Ultimately, beginning a dialogue to increase healthcare and health system transparency

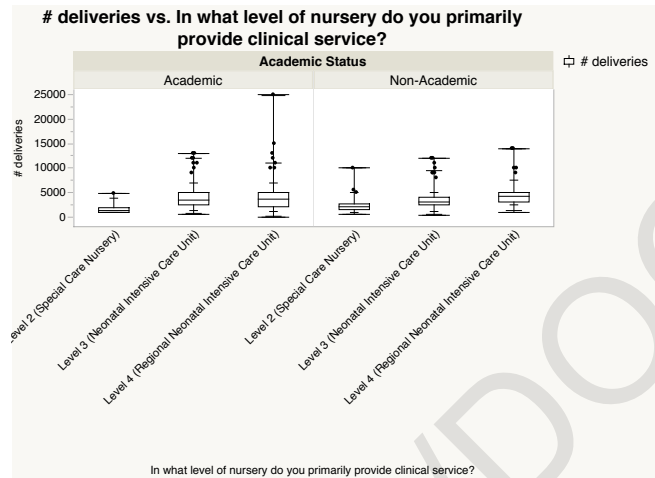
Sampled: AAP Perinatal Section Members

Region	Distribution of ABP Delegates (%)	Distribution of Survey Sample (%)	Distribution P-value
Great Lakes	657 (16.5)	121 (16.7)	0.89
Mid-Atlantic	769 (19.3)	148 (20.4)	0.49
North Central	204 (5.1)	54 (7.5)	0.02
Northeast	485 (12.2)	111 (15.3)	0.03
Northwest	123 (3.1)	26 (3.6)	0.50
South Central	414 (10.4)	66 (9.1)	0.28
Southeast	596 (15.0)	97 (13.4)	0.26
Southwest	217 (5.4)	36 (5.0)	0.59
West	517 (13.0)	65 (9.0)	<0.01
National	3982	724	

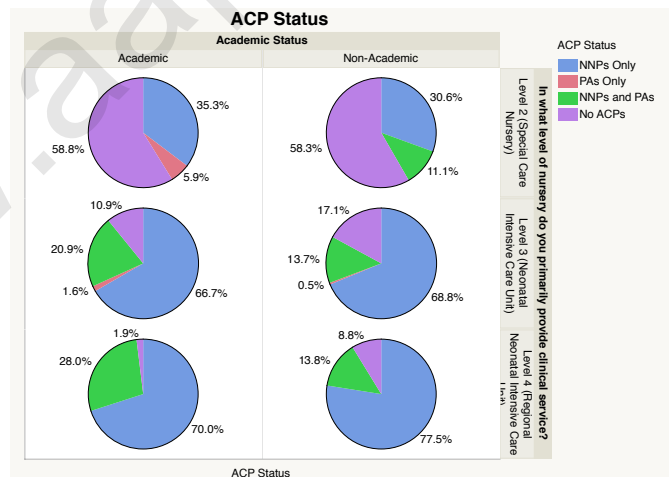
Sampling by Unit Level and Academic Status

In which region do you primarily practice?	Academic Status	Level 2: Special Care Nursery	Level 3: Neonatal Intensive Care Unit	Level 4: Regional Neonatal Intensive Care Unit
Great Lakes (OH, MI, IN, IL, WI, MN)	Academic	1	23	48
	Non-Academic	4	30	15
Mid-Atlantic (WV, VA, DE, MD, DC, NC, PA, NJ)	Academic	2	36	48
	Non-Academic	10	43	9
North Central (IA, MO, KS, NE, SD, ND)	Academic	0	9	20
	Non-Academic	1	20	4
Northeast (ME, NH, VT, MA, CT, NY, RI)	Academic	9	22	57
	Non-Academic	5	16	2
Northwest (MT, WY, ID, OR, WA)	Academic	0	2	3
	Non-Academic	2	9	10
South Central (TX, OK, AR)	Academic	0	8	22
	Non-Academic	5	19	12
Southeast (SC, GA, FL, AL, MS, LA, TN, KY)	Academic	4	11	31
	Non-Academic	6	29	16
Southwest (AZ, UT, CO, NM, NV)	Academic	0	8	11
	Non-Academic	0	13	4
West (CA, AK, HI)	Academic	1	10	17
	Non-Academic	3	26	8
National Sample	Academic	17	129	257
	Non-Academic	36	205	80

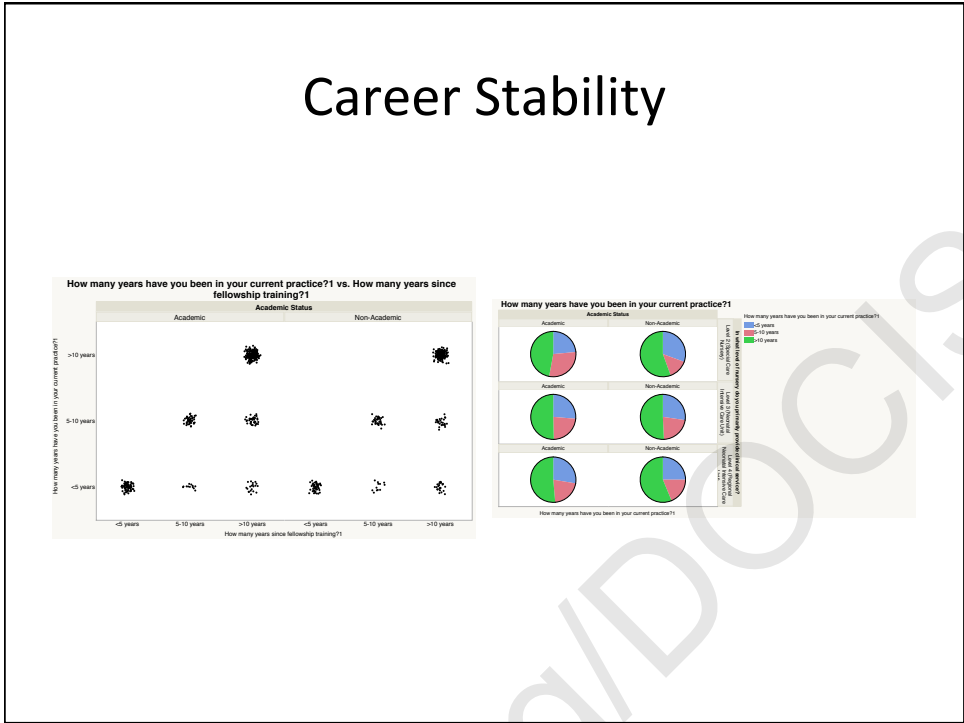
Delivery Volumes of Birthing Hospitals



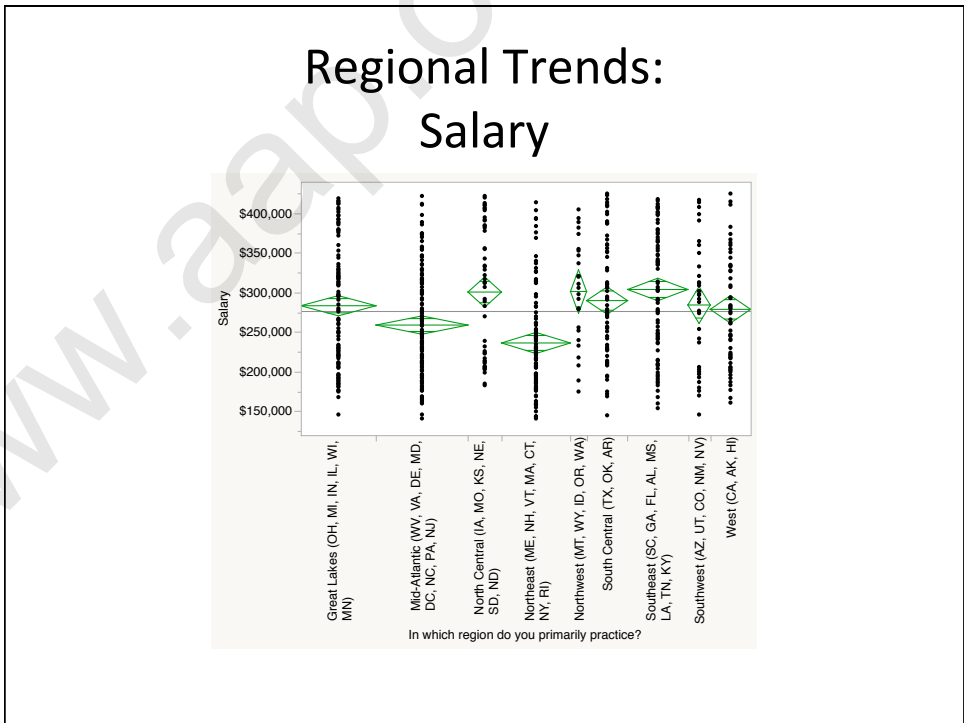
Advance Care Provider Trends



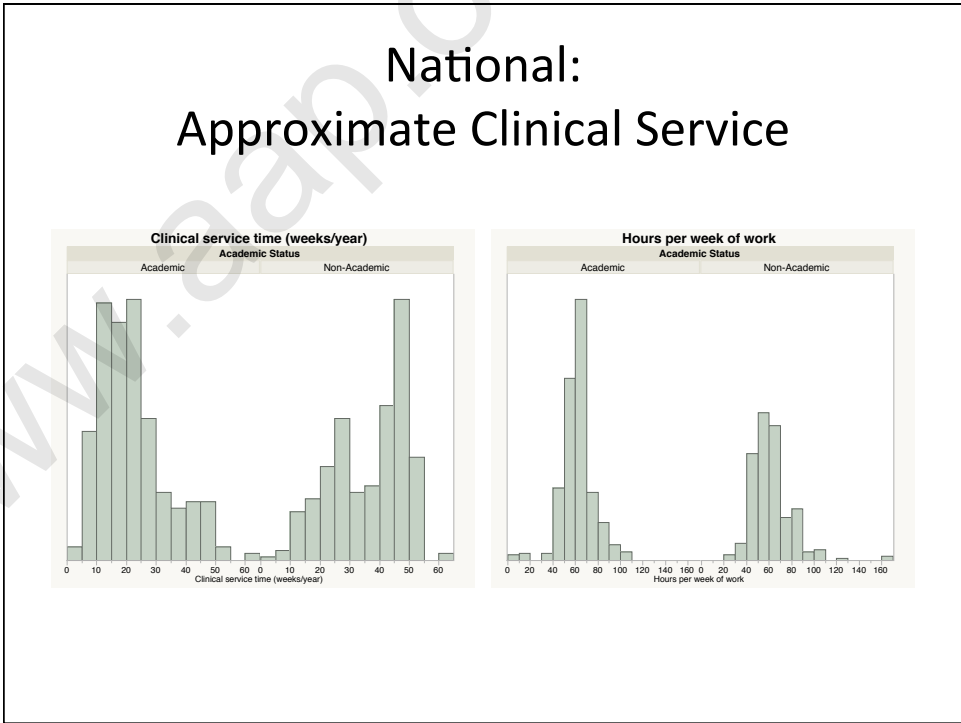
Career Stability

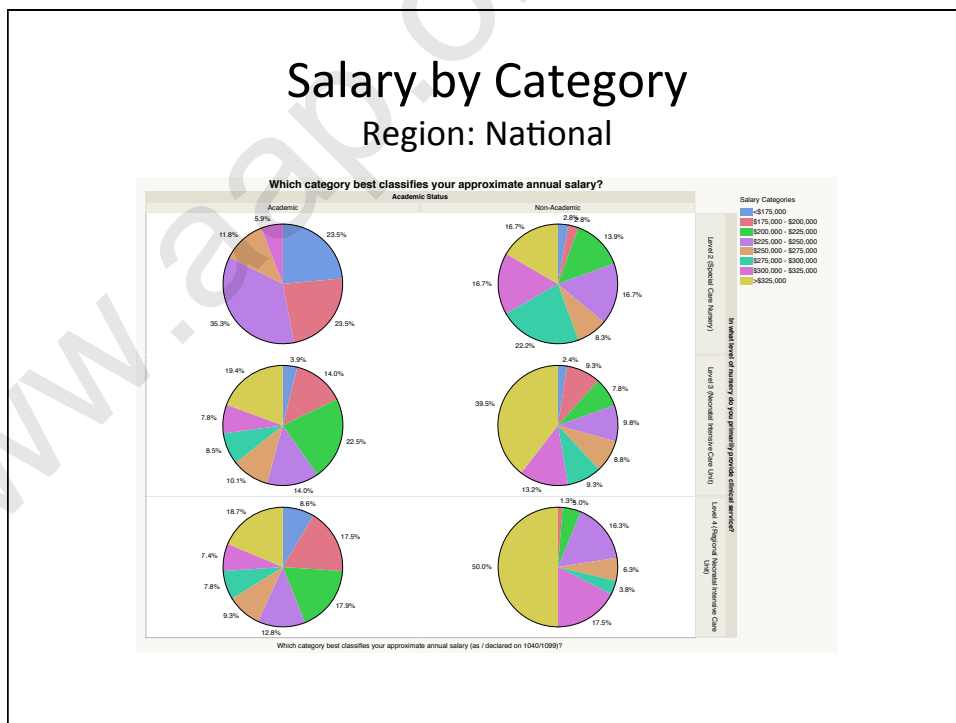
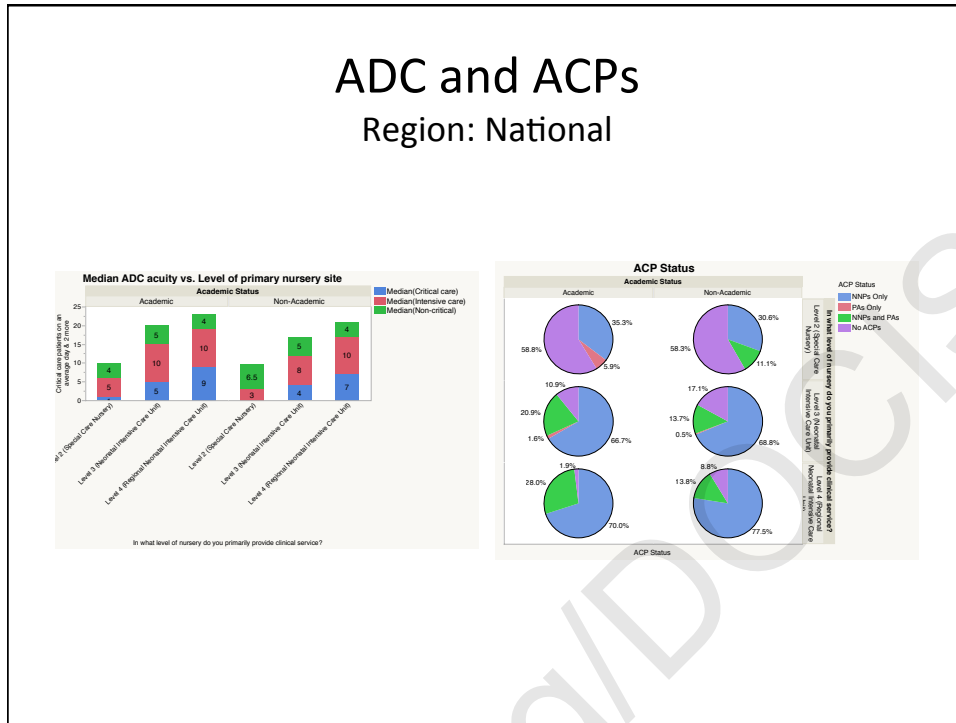


Regional Trends: Salary

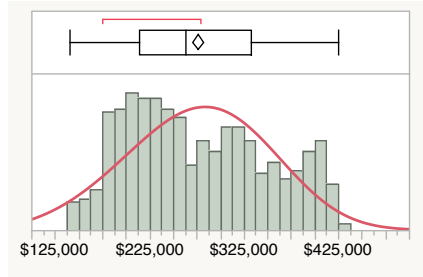


National





Estimated Salary*: Histogram and Quartiles Region: National

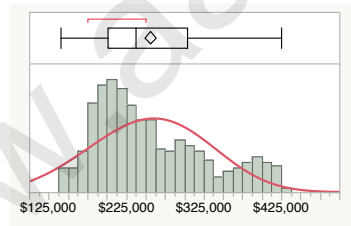


Percentile		Salary
90.00%		\$391,000
75.00%	quartile	\$333,000
50.00%	median	\$263,000
25.00%	quartile	\$214,000
10.00%		\$185,500

*Salary values estimated from salary ranges obtain by survey

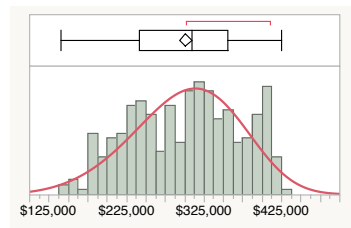
Estimated Salary*: Histogram and Quartiles Region: National

Academic



Percentile		Salary
90.00%		\$376,000
75.00%	quartile	\$303,000
50.00%	median	\$237,000
25.00%	quartile	\$201,000
10.00%		\$178,000

Non-Academic

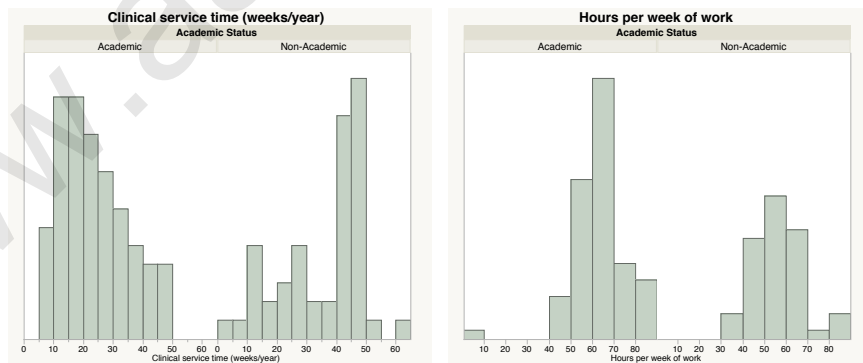


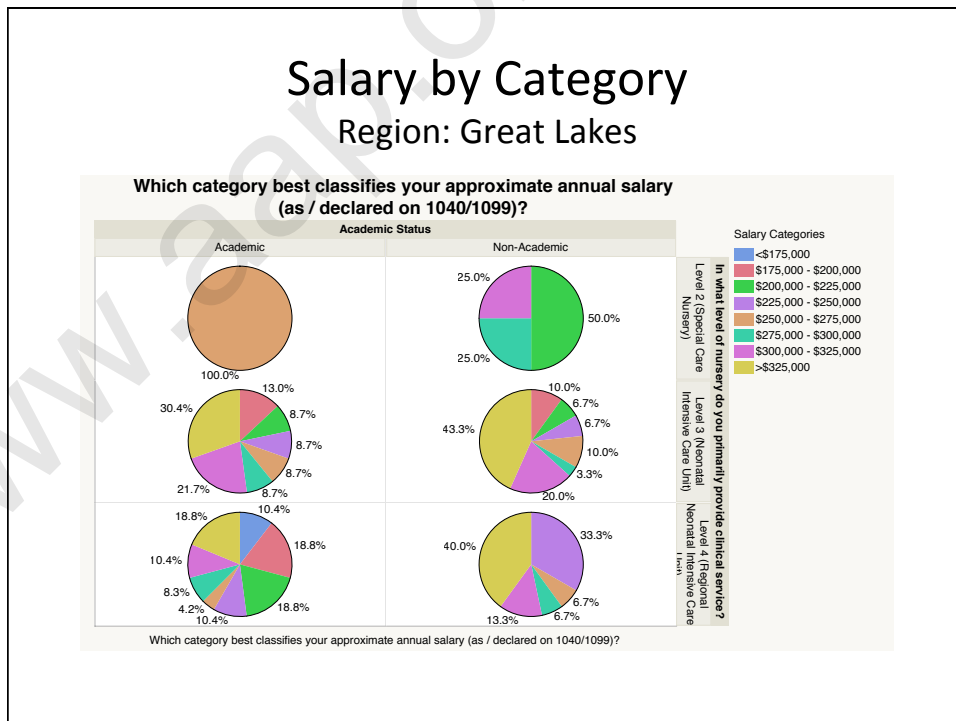
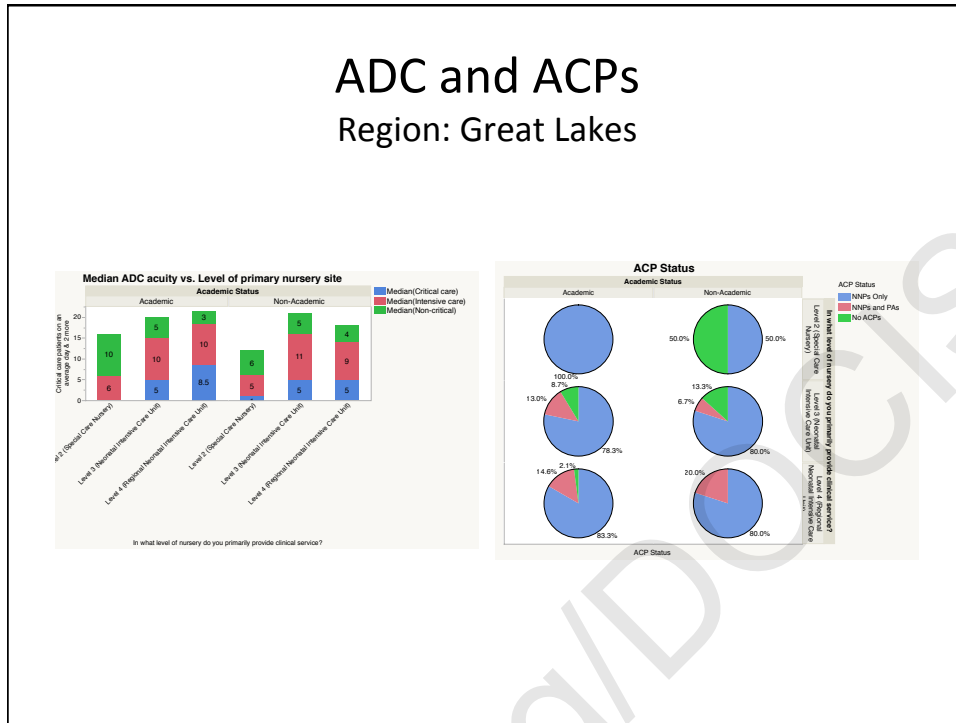
Percentile		Salary
90.00%		\$400,600
75.00%	quartile	\$355,500
50.00%	median	\$309,000
25.00%	quartile	\$241,500
10.00%		\$206,200

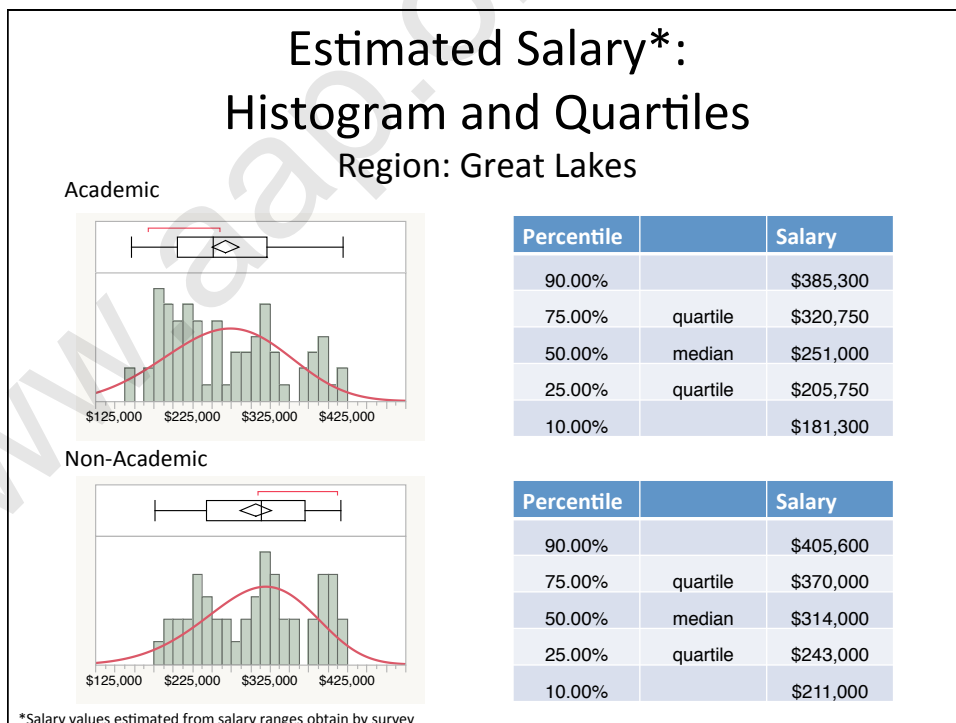
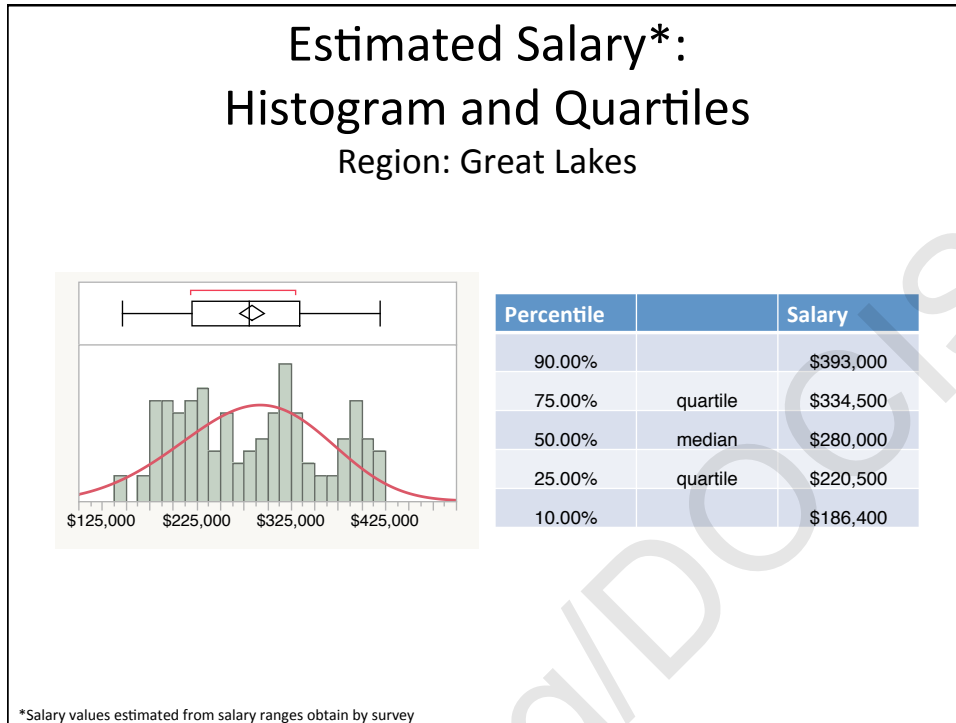
*Salary values estimated from salary ranges obtain by survey

Great Lakes Region (OH, MI, IN, IL, WI, MN)

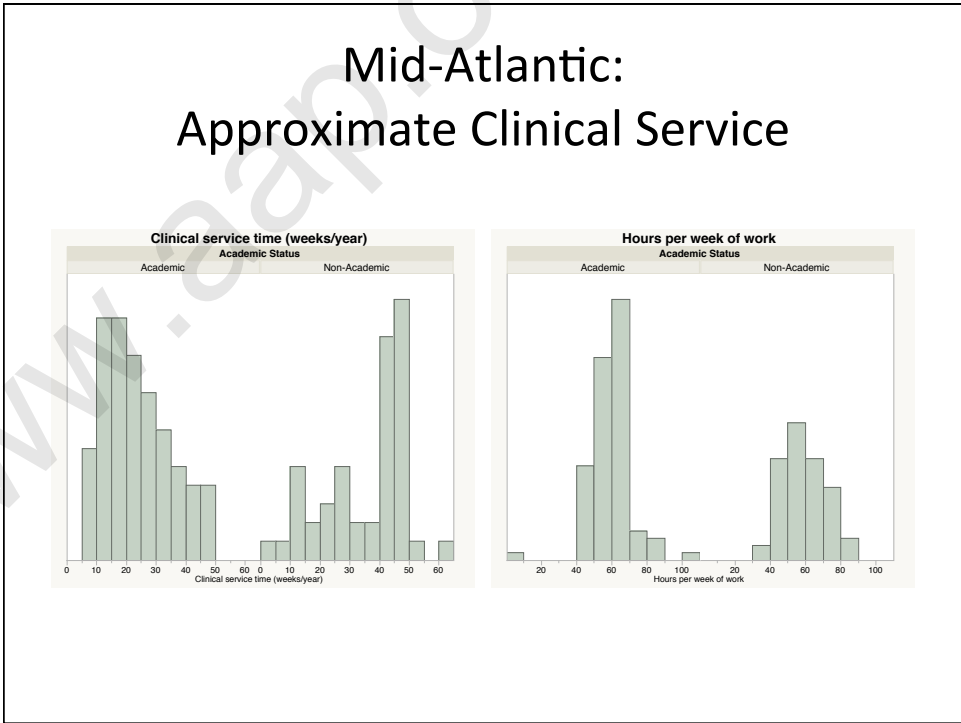
Great Lakes: Approximate Clinical Service

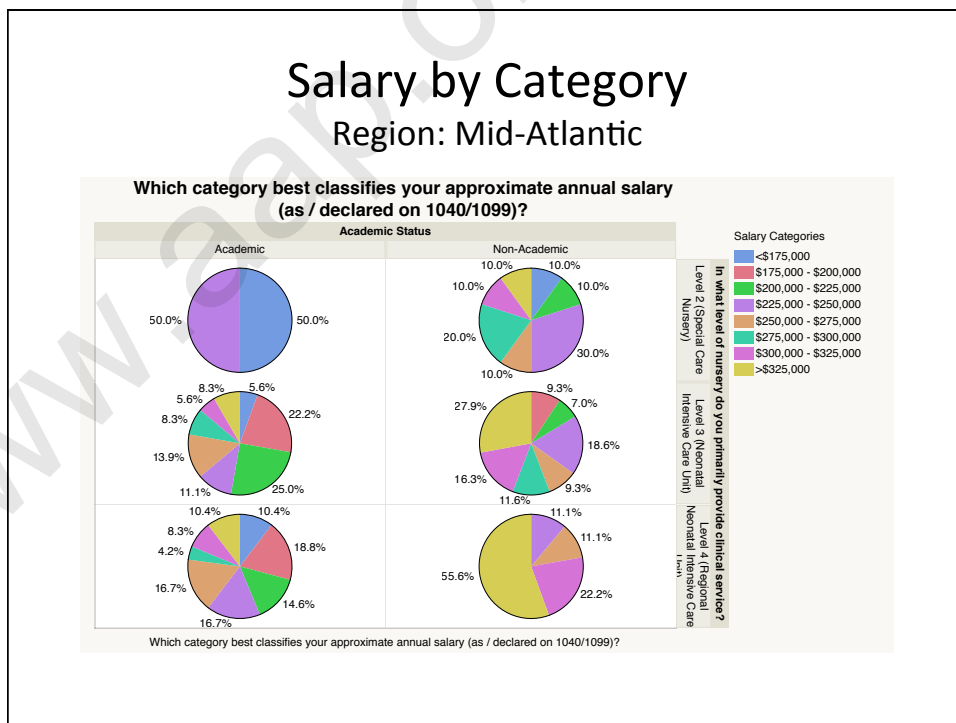
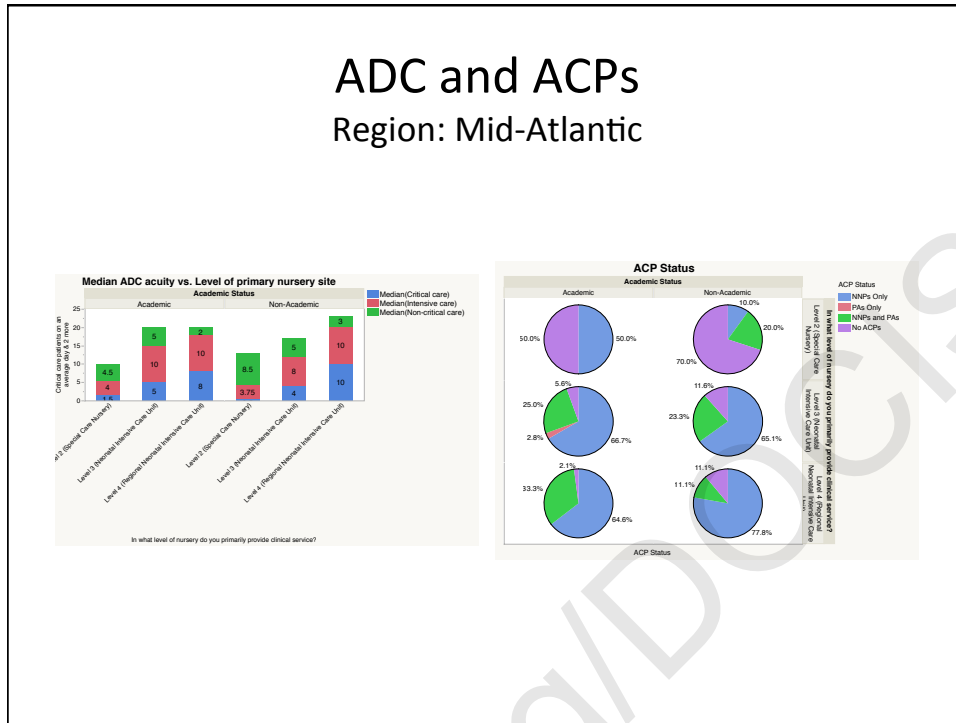


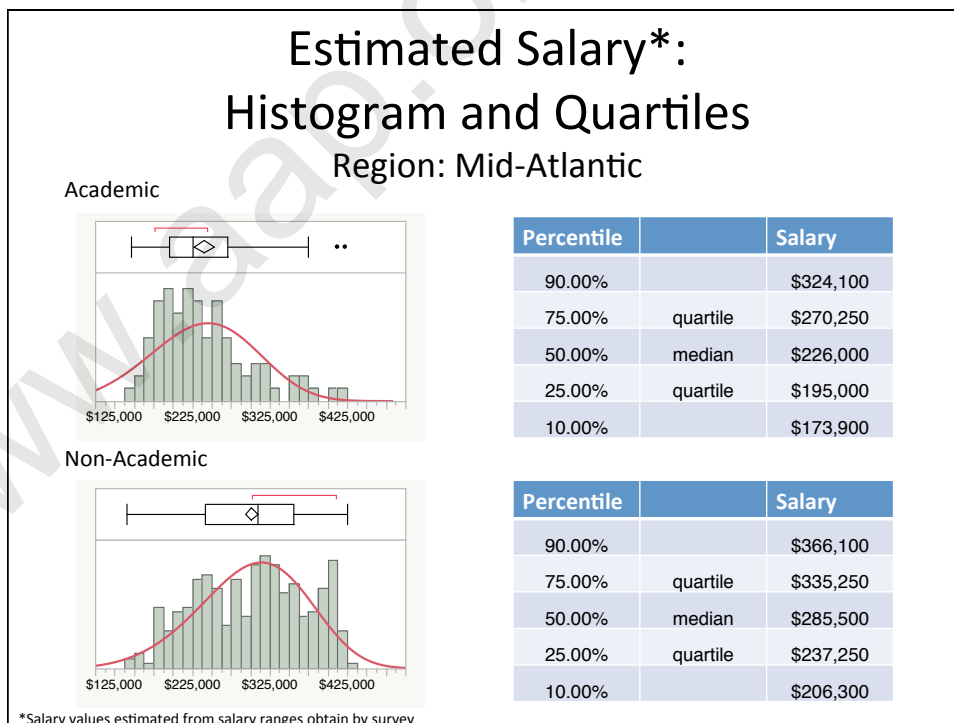
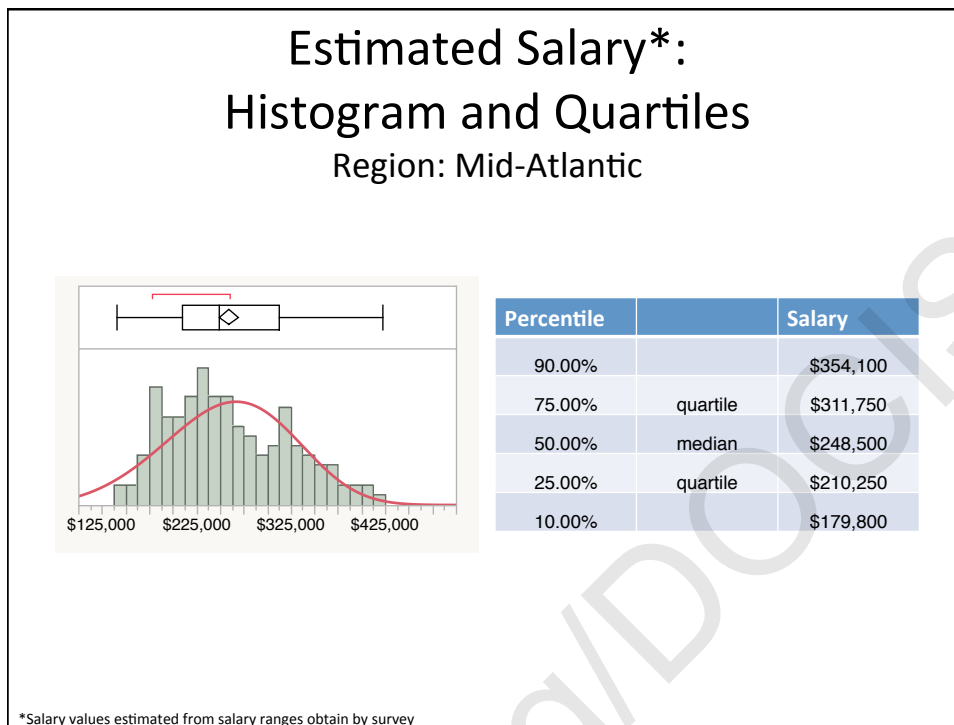




Mid-Atlantic Region (WV, VA, DE, MD, DC, NC, PA, NJ)

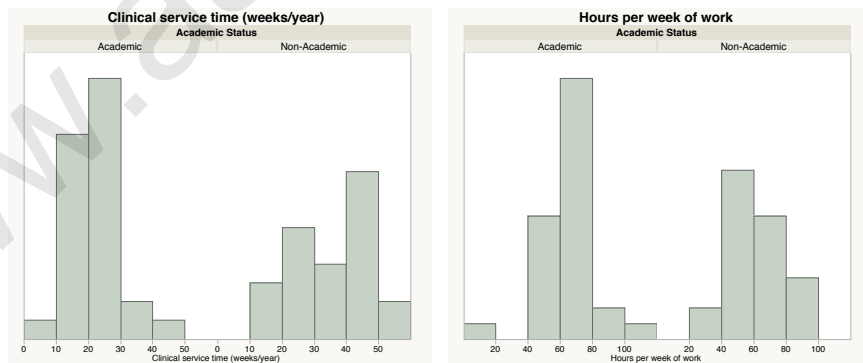


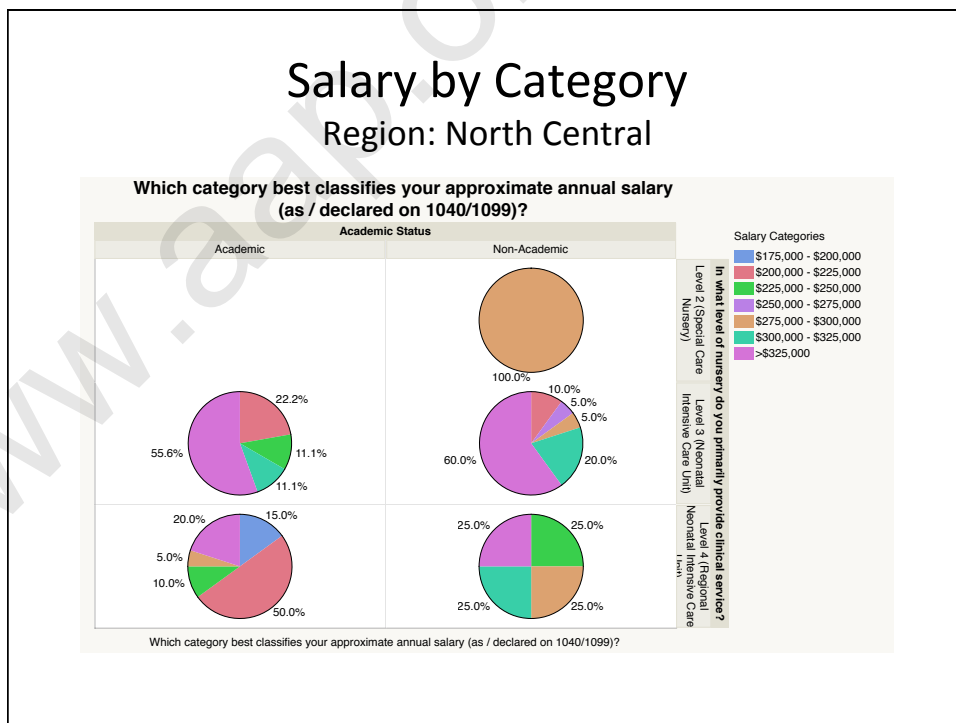
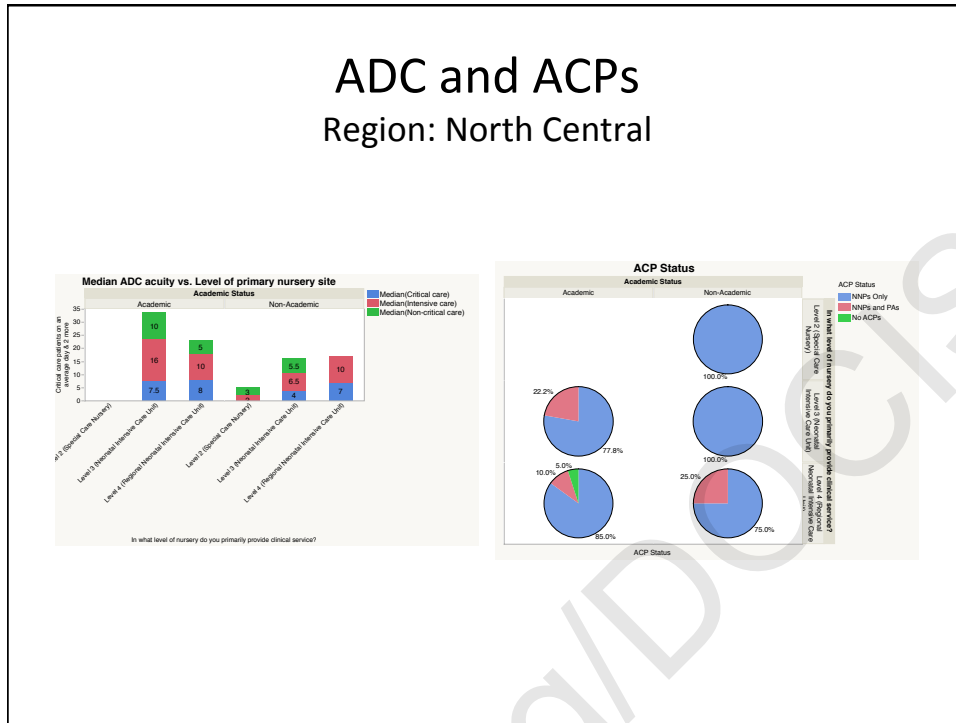




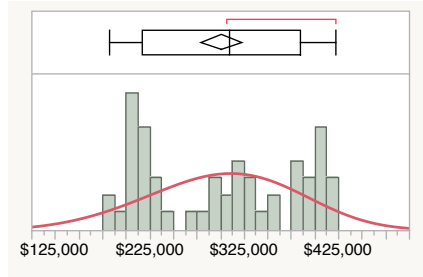
North Central Region (IA, MO, KS, NE, SD, ND)

North Central: Approximate Clinical Service





Estimated Salary*: Histogram and Quartiles Region: North Central

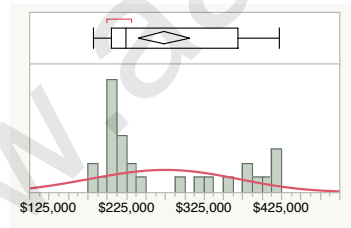


Percentile		Salary
90.00%		\$410,500
75.00%	quartile	\$384,250
50.00%	median	\$309,500
25.00%	quartile	\$216,250
10.00%		\$204,500

*Salary values estimated from salary ranges obtain by survey

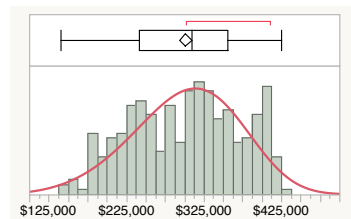
Estimated Salary*: Histogram and Quartiles Region: North Central

Academic



Percentile		Salary
90.00%		\$413,000
75.00%	quartile	\$368,500
50.00%	median	\$224,000
25.00%	quartile	\$206,000
10.00%		\$199,000

Non-Academic

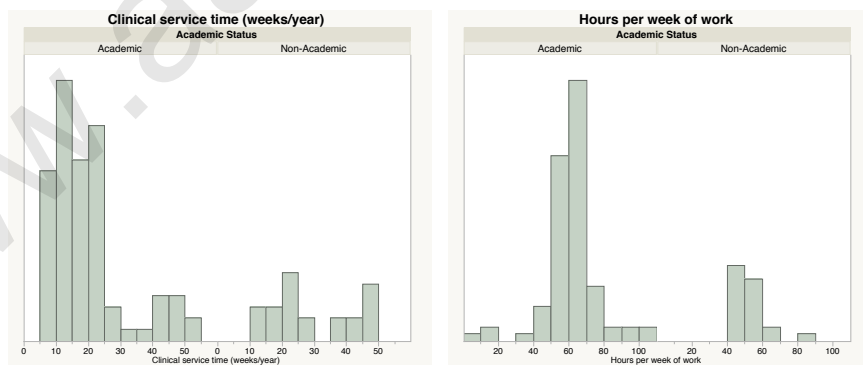


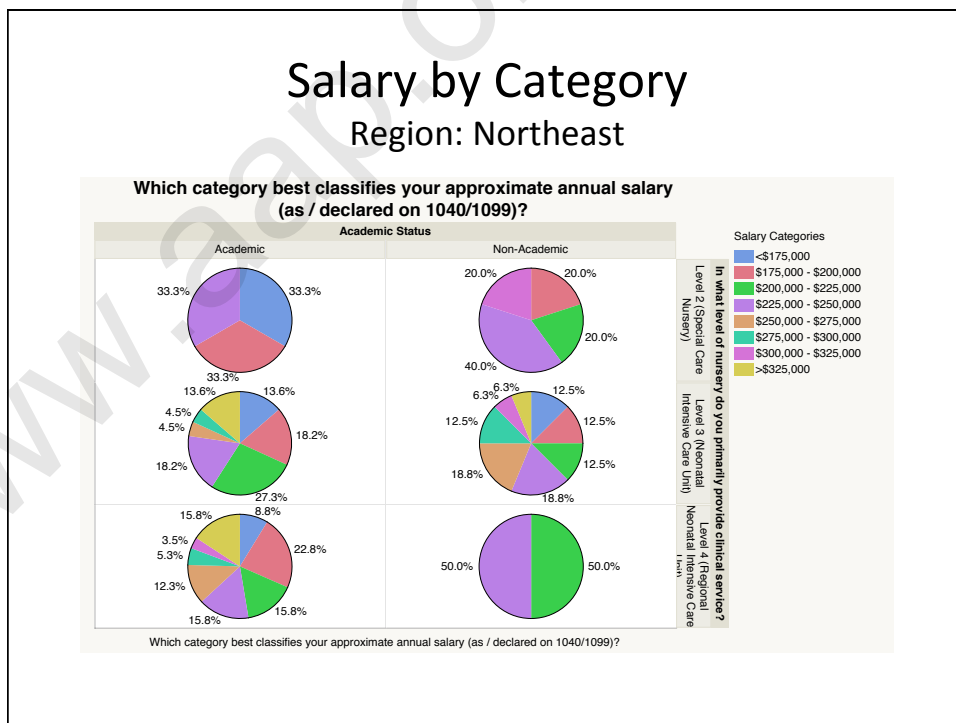
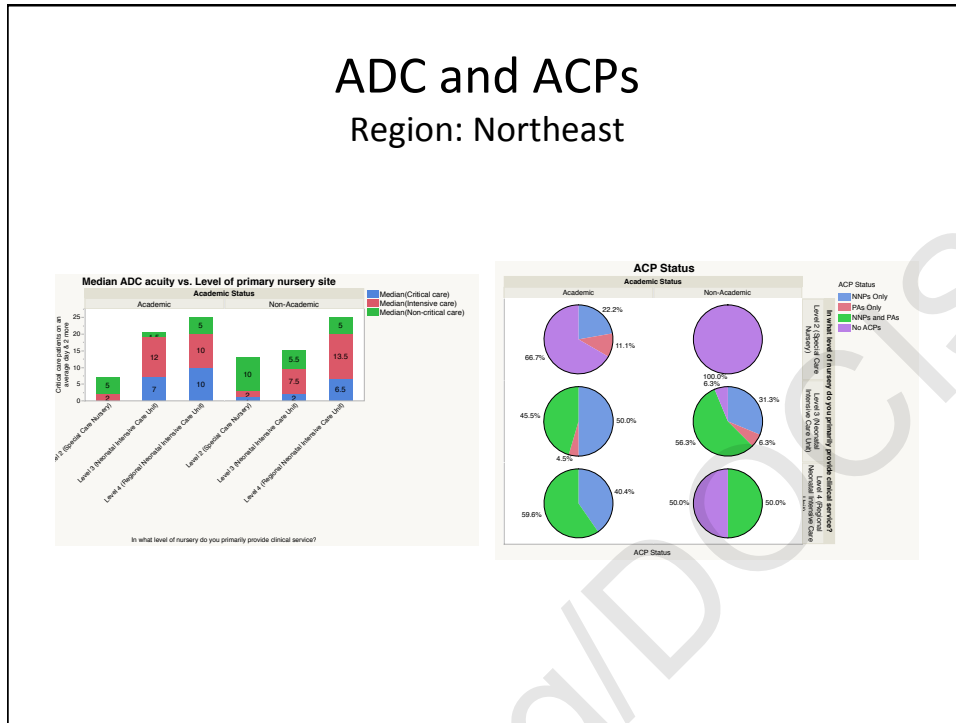
Percentile		Salary
90.00%		\$408,200
75.00%	quartile	\$391,500
50.00%	median	\$329,000
25.00%	quartile	\$289,000
10.00%		\$226,000

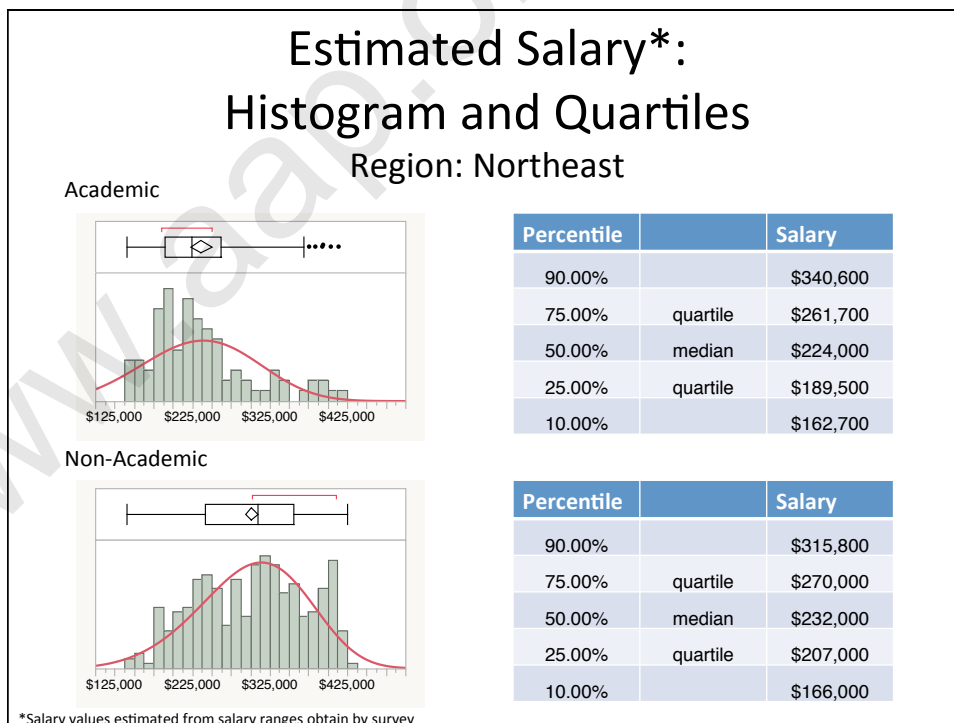
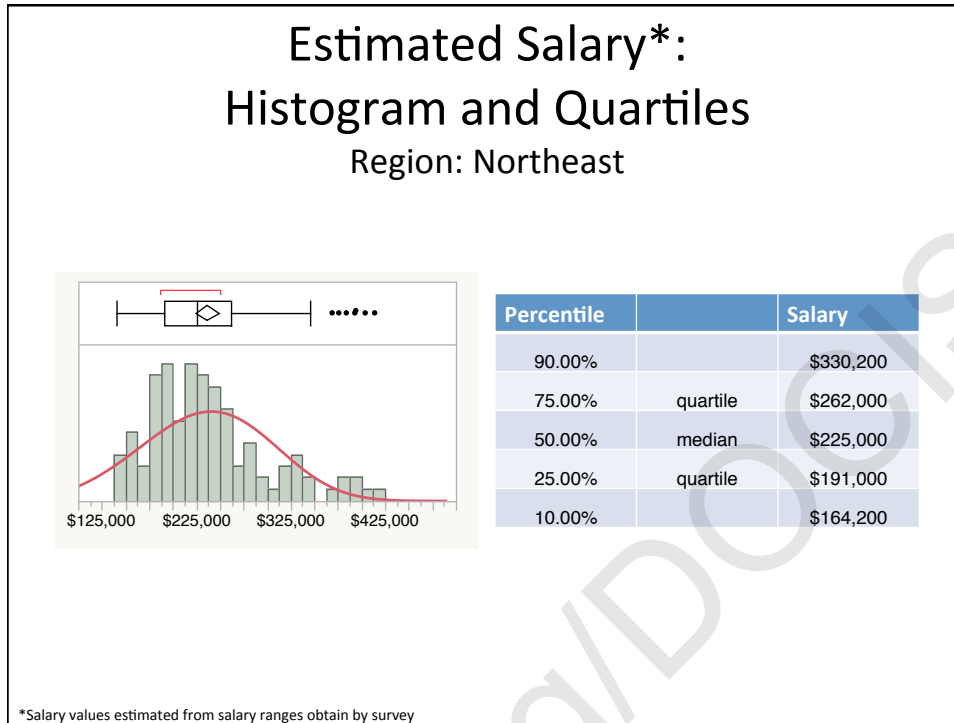
*Salary values estimated from salary ranges obtain by survey

Northeast Region (ME, NH, VT, MA, CT, NY, RI)

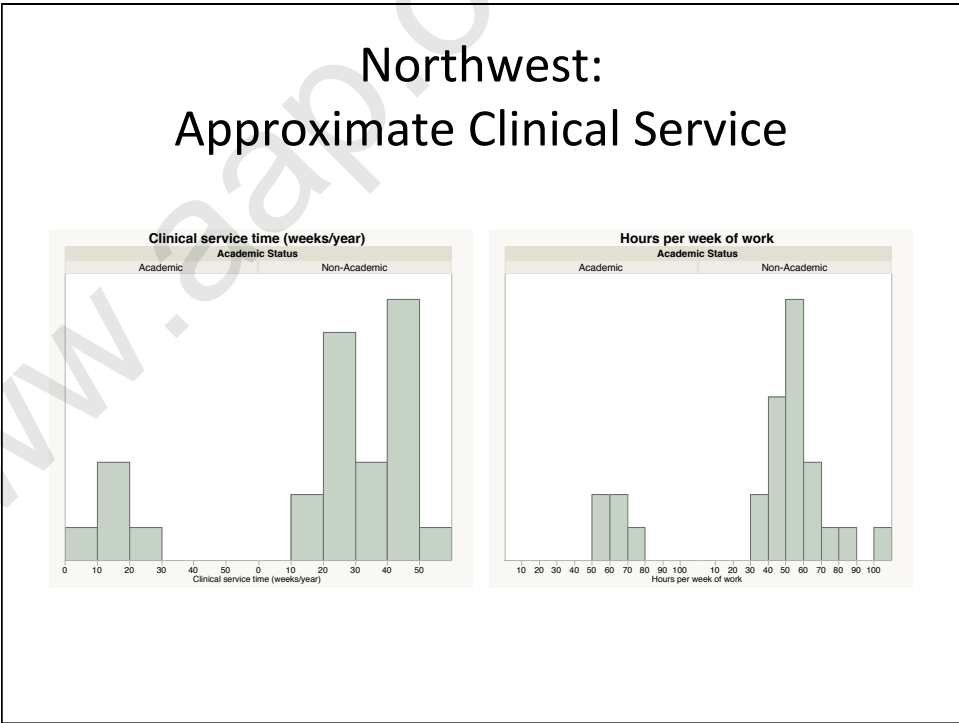
Northeast: Approximate Clinical Service

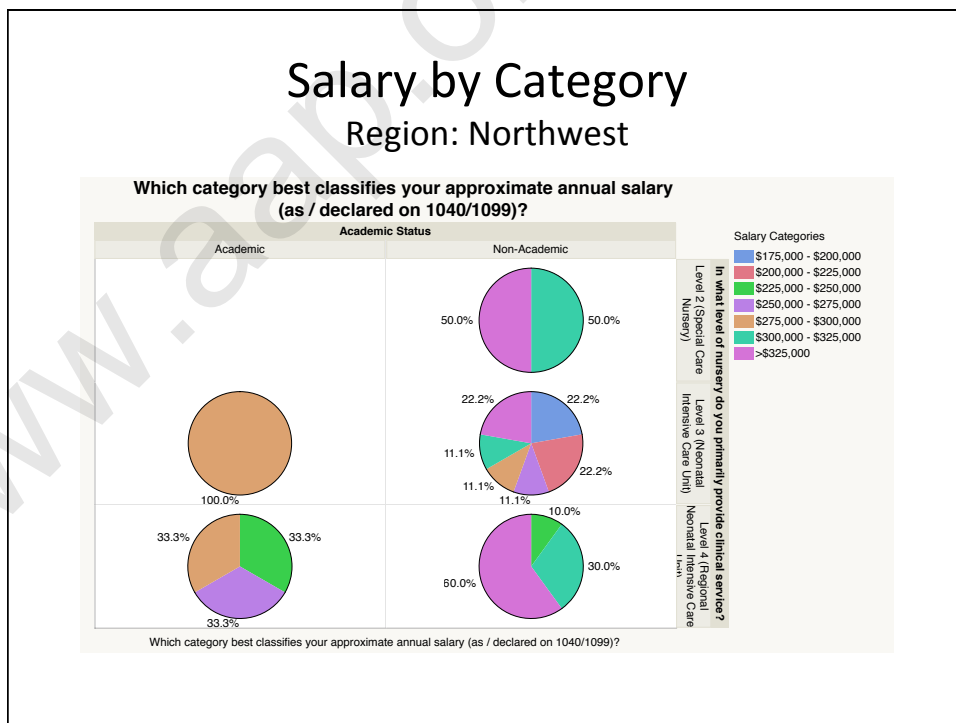
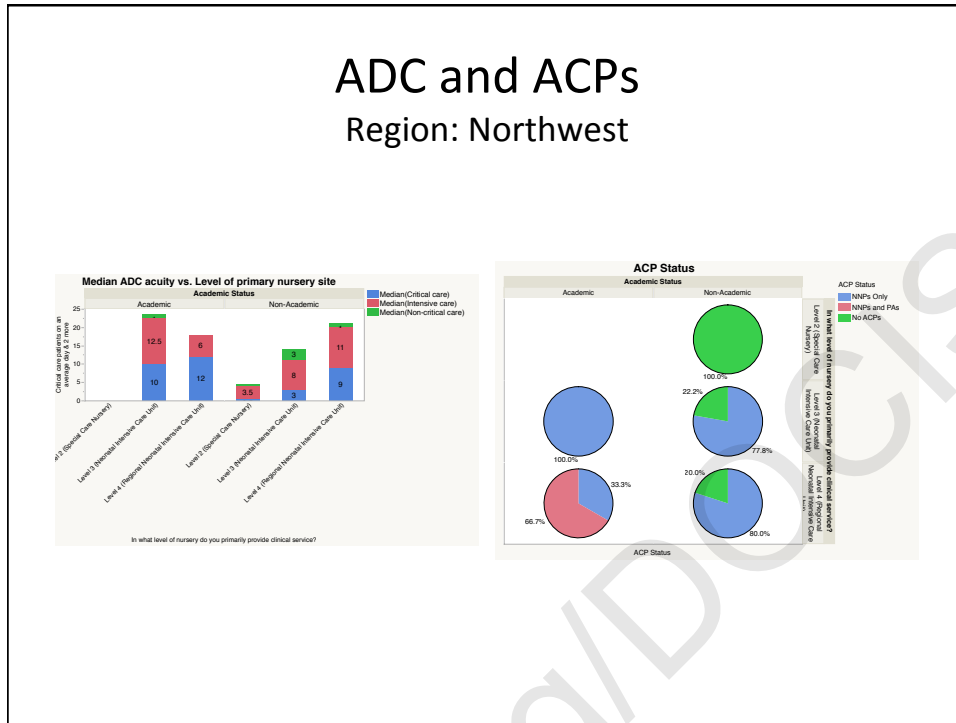


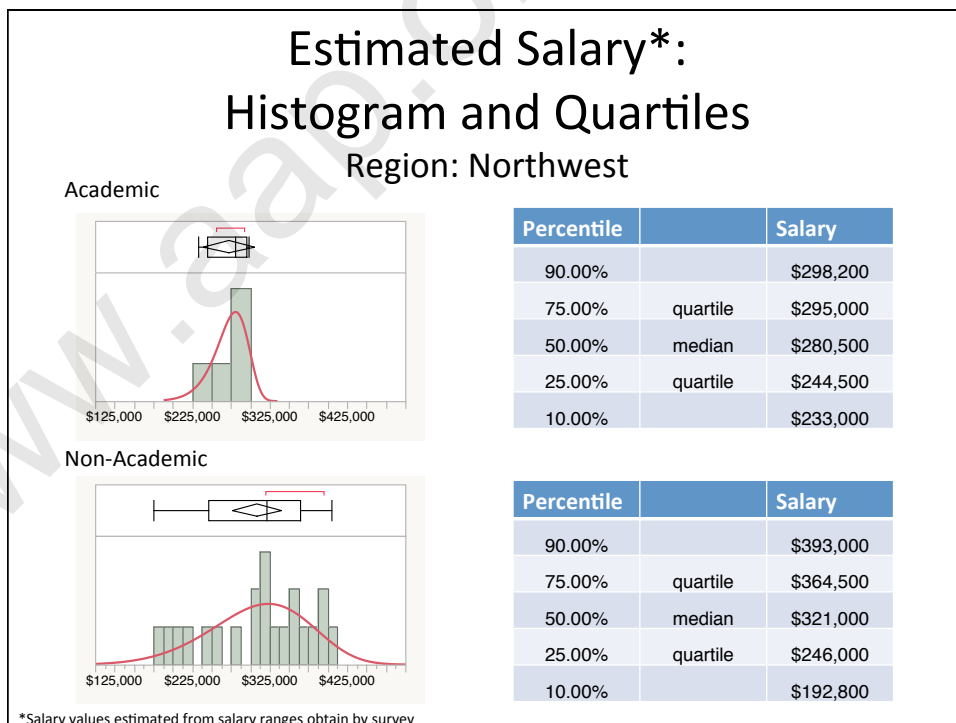
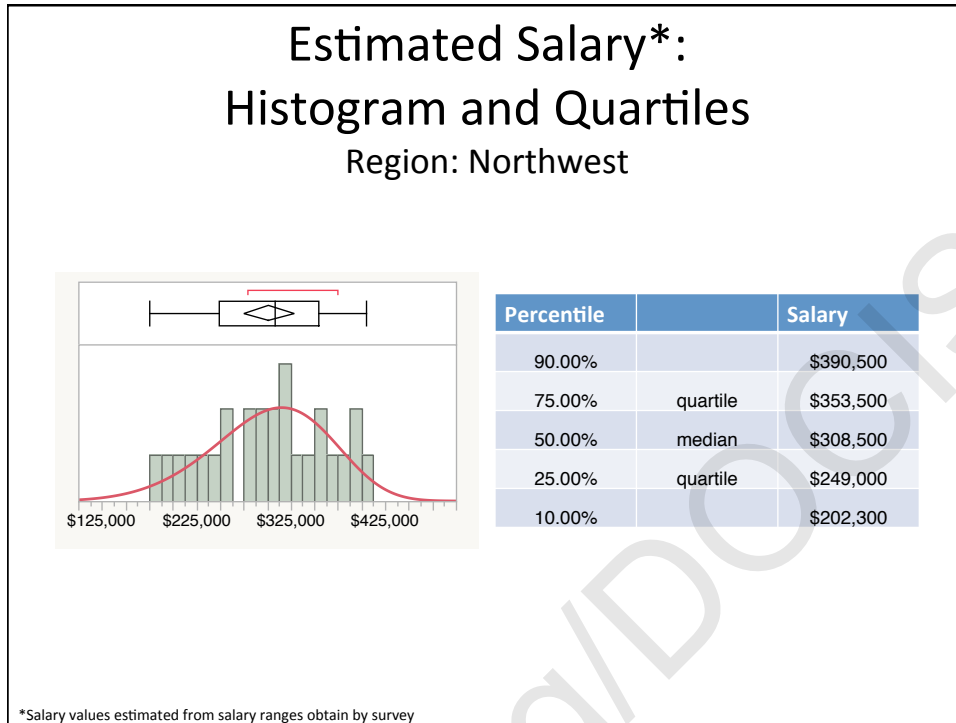




Northwest Region (MT, WY, ID, OR, WA)

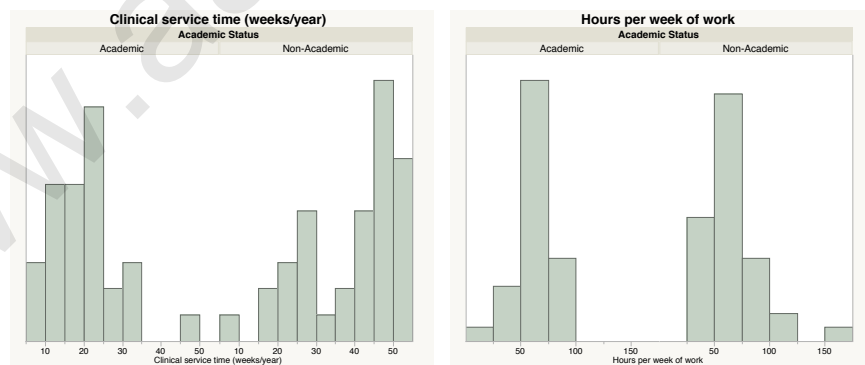




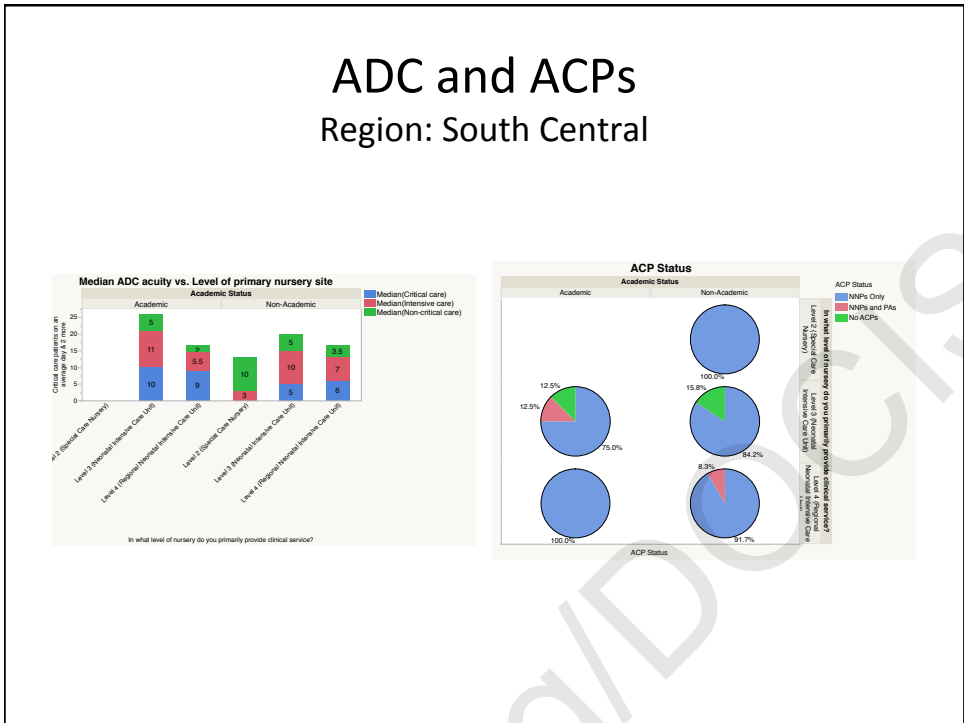


South Central Region (TX, OK, AR)

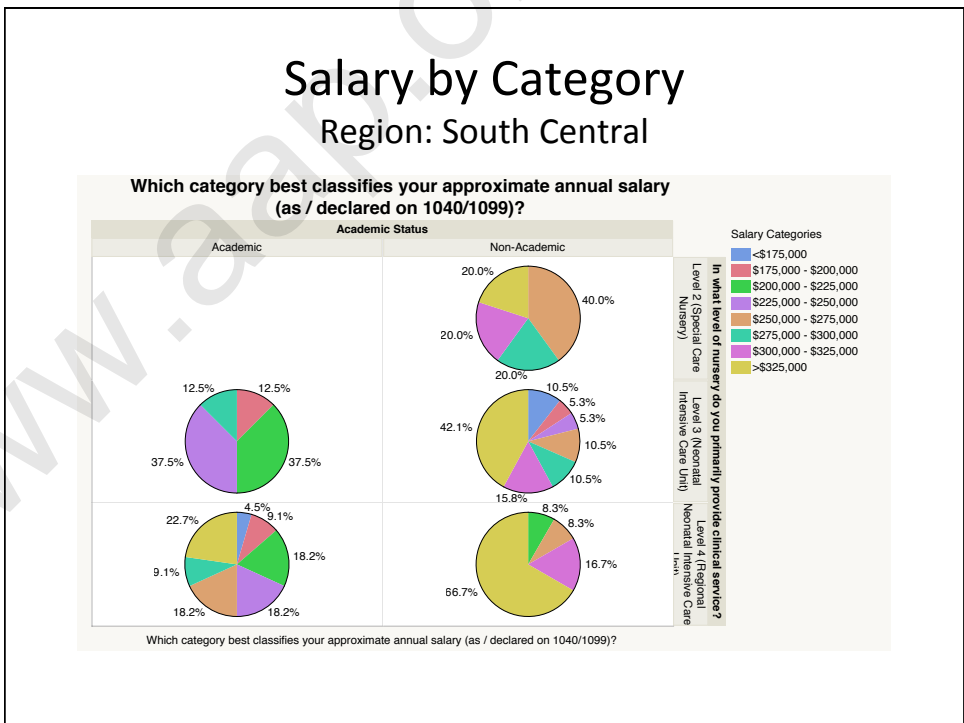
South Central: Approximate Clinical Service

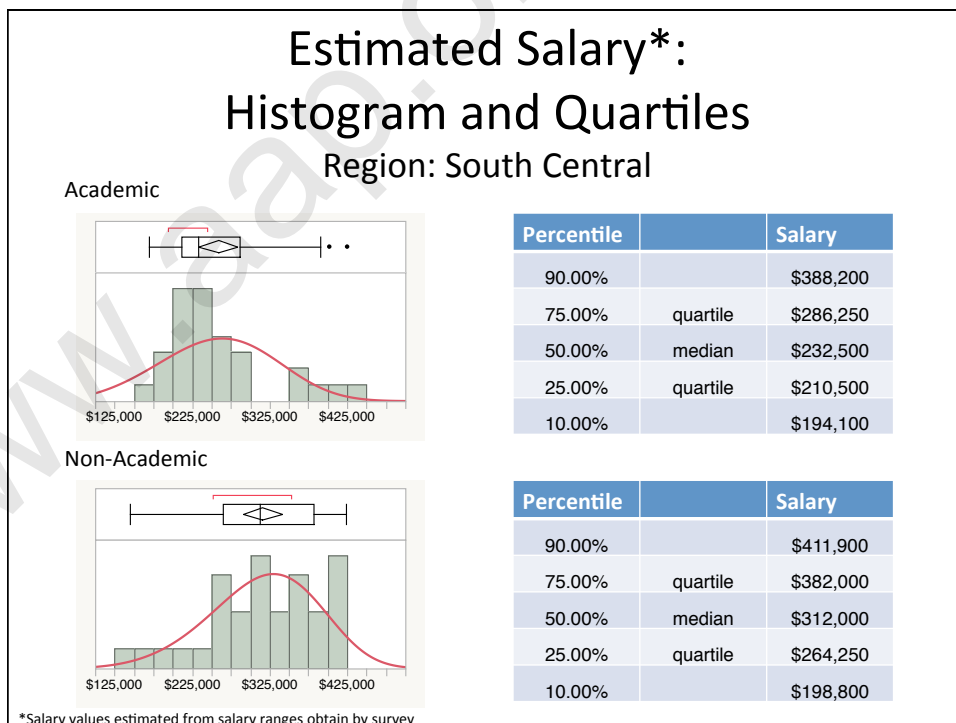
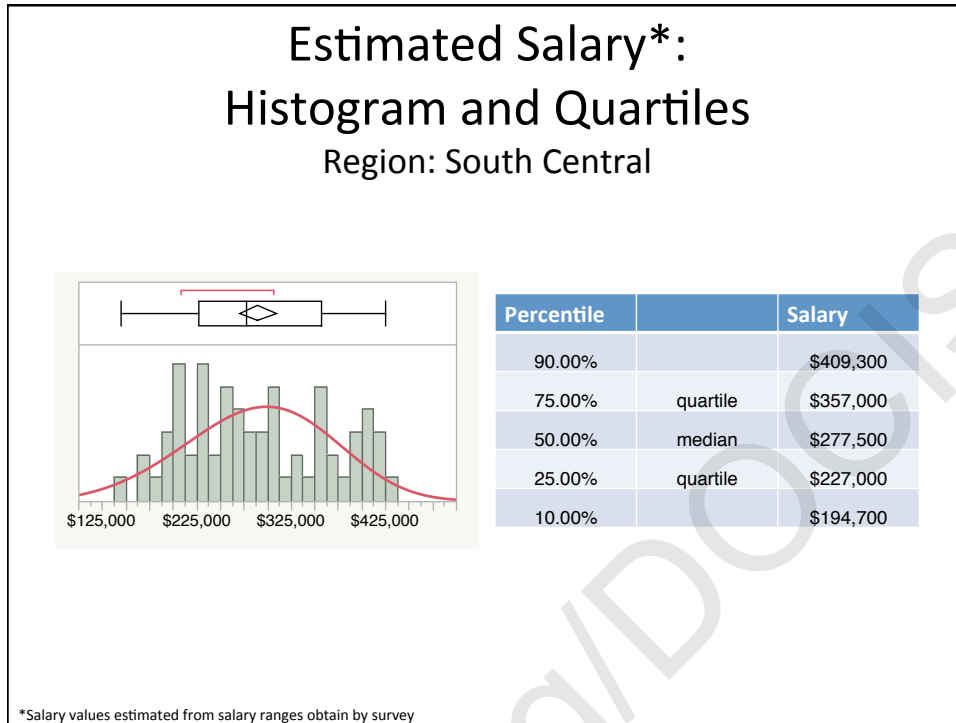


ADC and ACPs Region: South Central



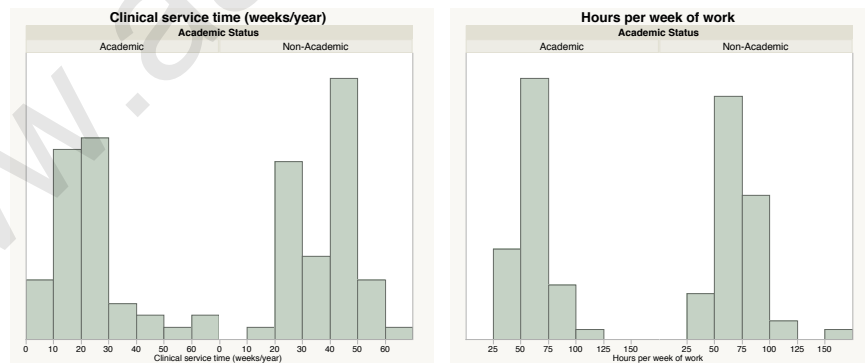
Salary by Category Region: South Central

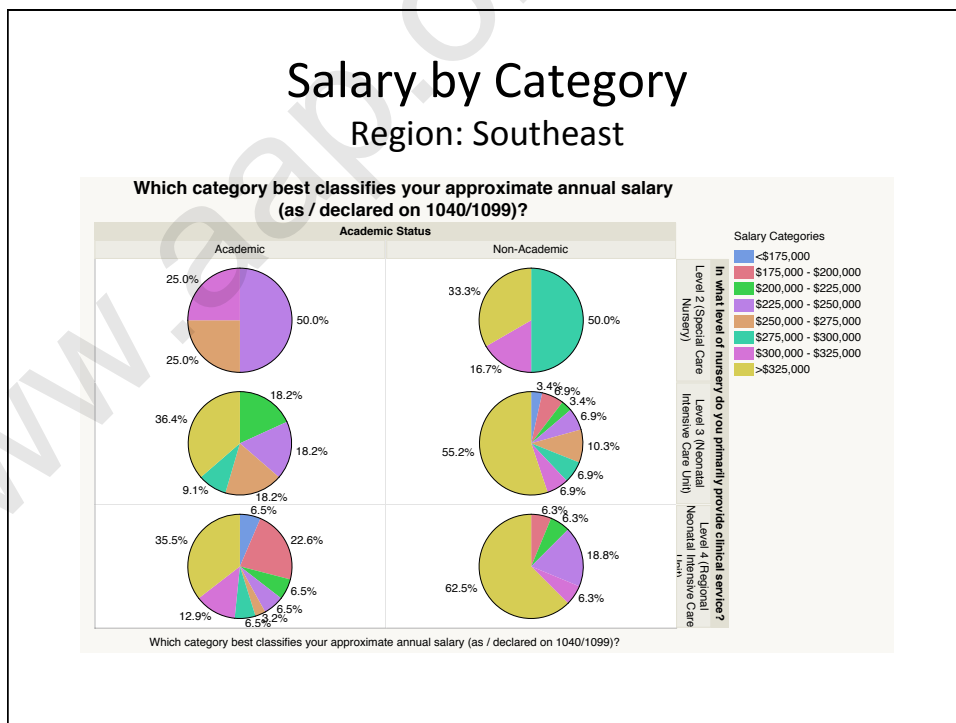
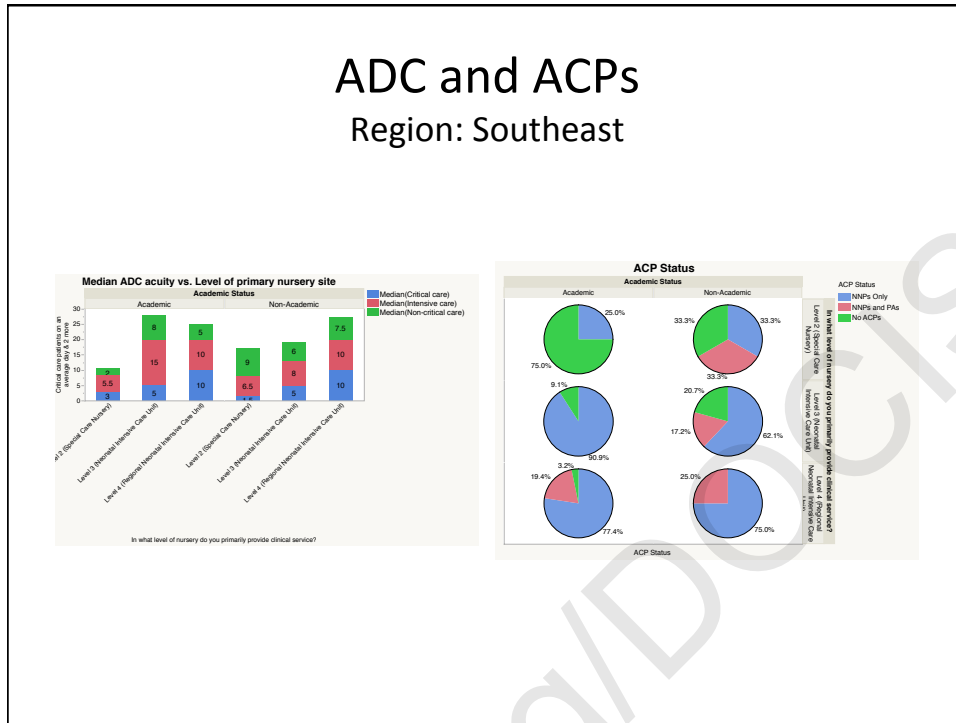


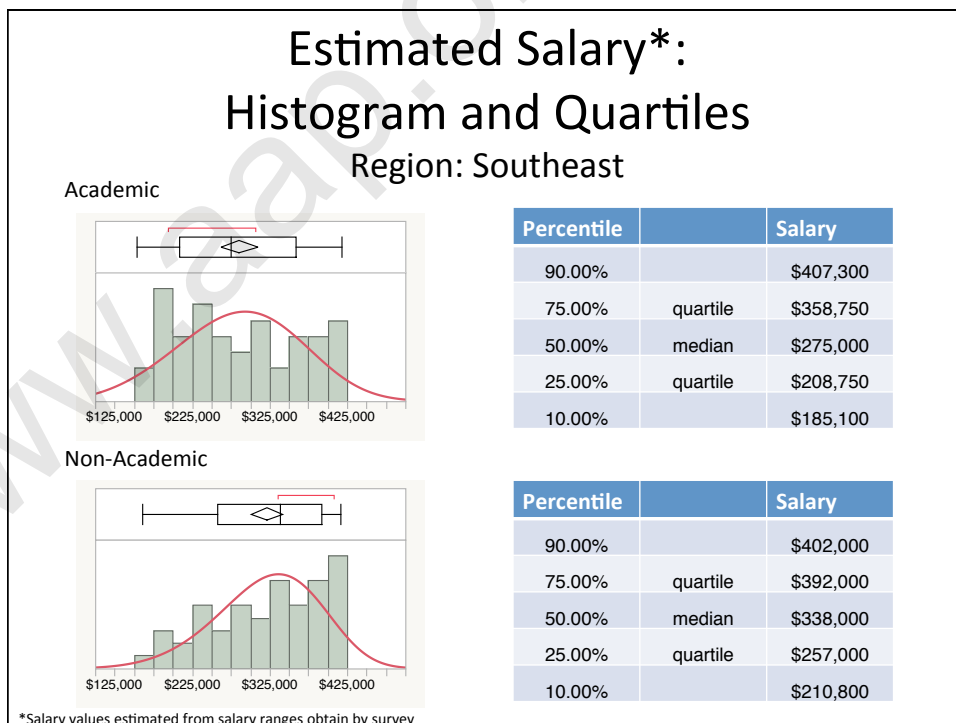
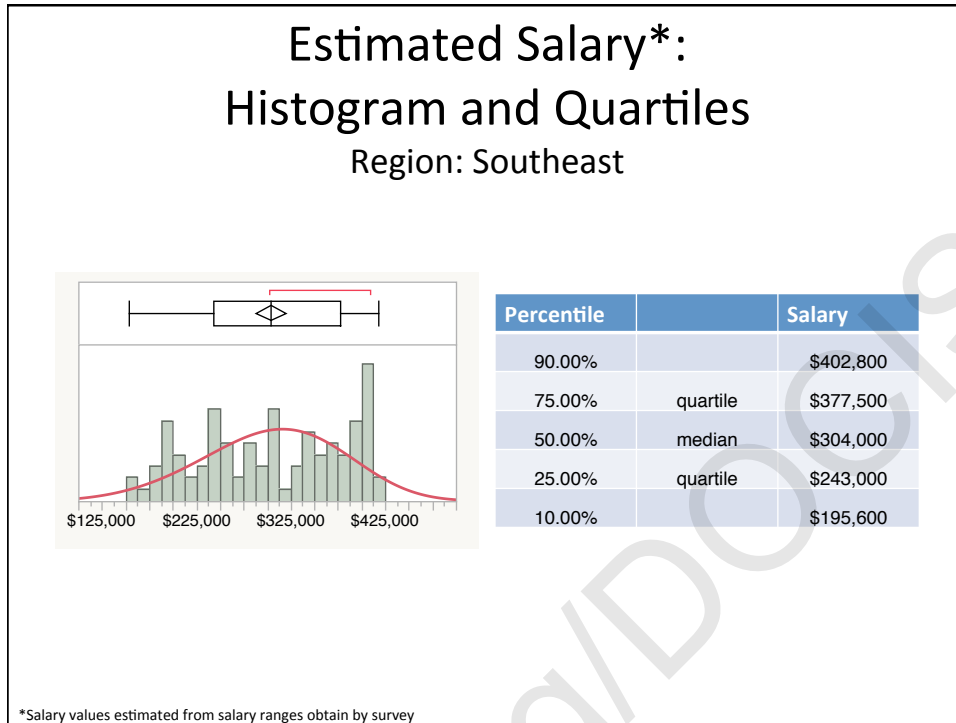


Southeast Region (SC, GA, FL, AL, MS, LA, TN, KY)

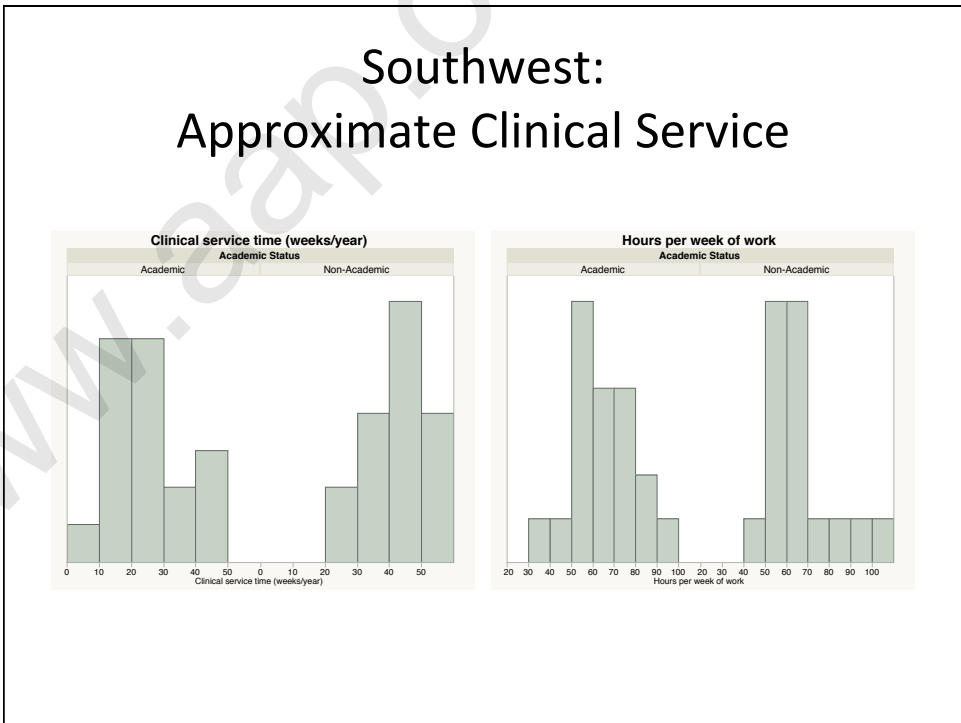
Southeast: Approximate Clinical Service



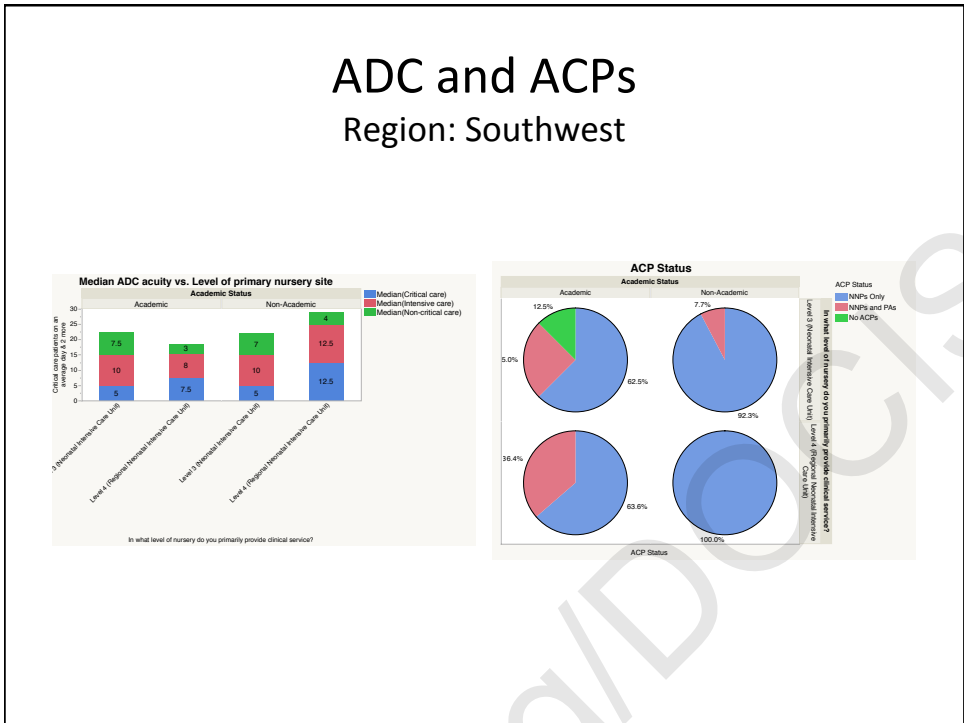




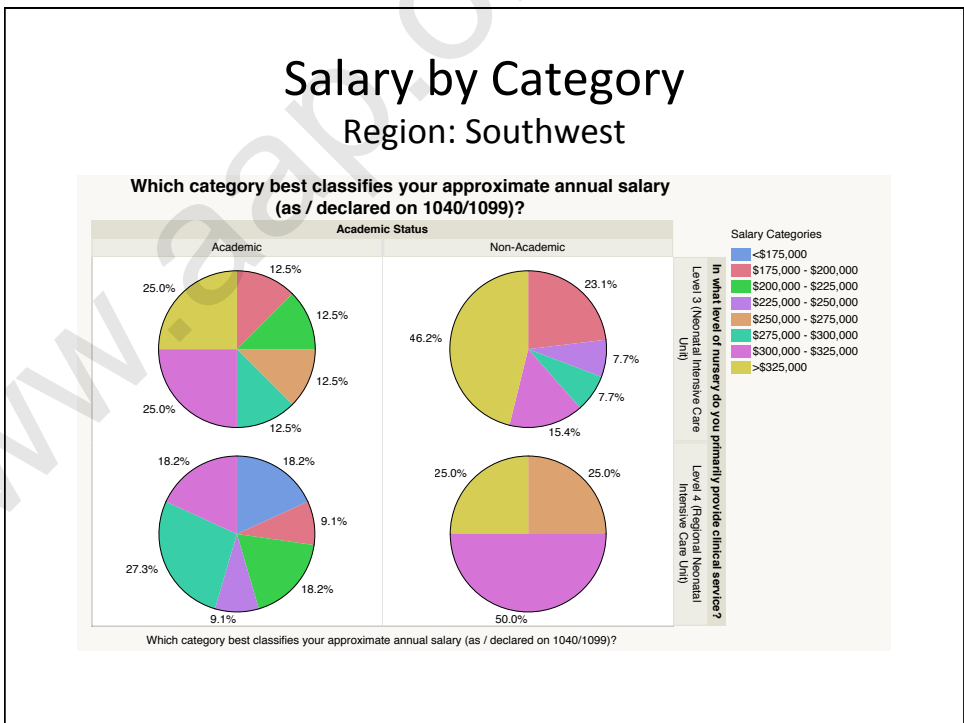
Southwest Region (AZ, UT, CO, NM, NV)



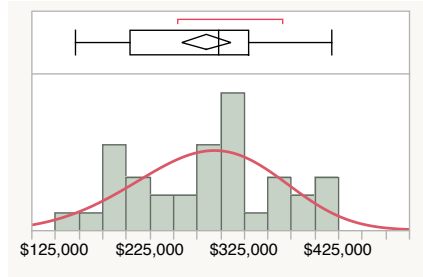
ADC and ACPs Region: Southwest



Salary by Category Region: Southwest



Estimated Salary*: Histogram and Quartiles Region: Southwest

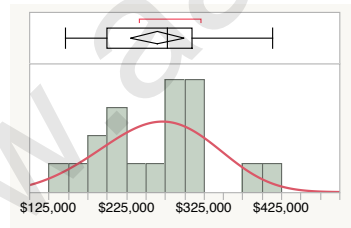


Percentile		Salary
90.00%		\$401,700
75.00%	quartile	\$330,000
50.00%	median	\$297,500
25.00%	quartile	\$203,750
10.00%		\$178,800

*Salary values estimated from salary ranges obtain by survey

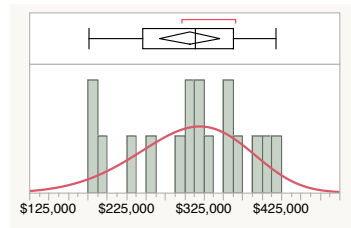
Estimated Salary*: Histogram and Quartiles Region: Southwest

Academic



Percentile		Salary
90.00%		\$391,000
75.00%	quartile	\$309,000
50.00%	median	\$277,000
25.00%	quartile	\$200,000
10.00%		\$170,000

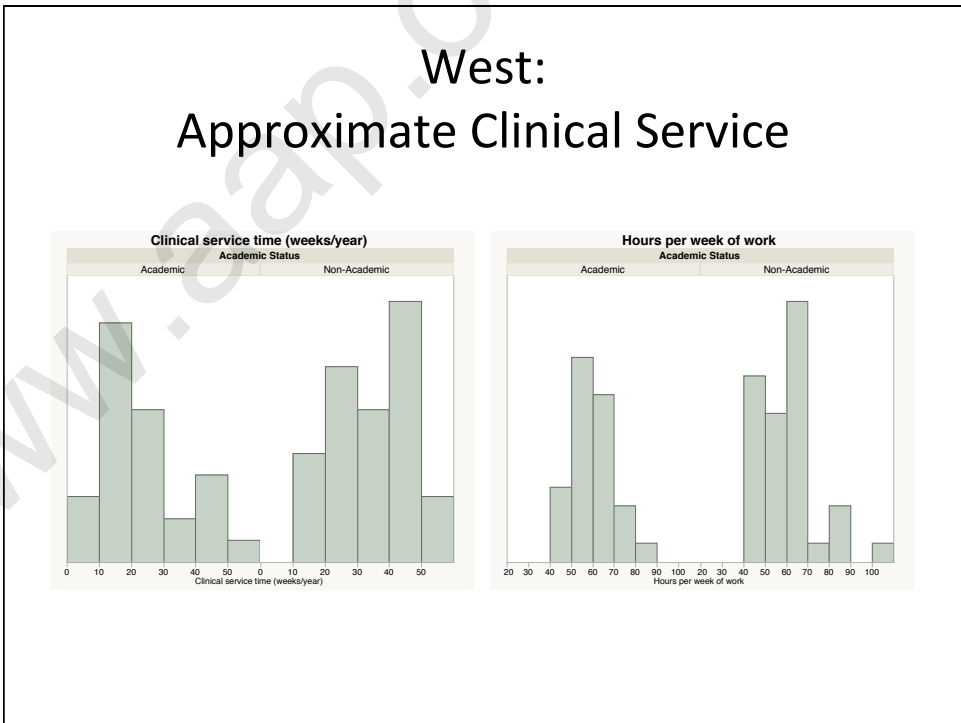
Non-Academic

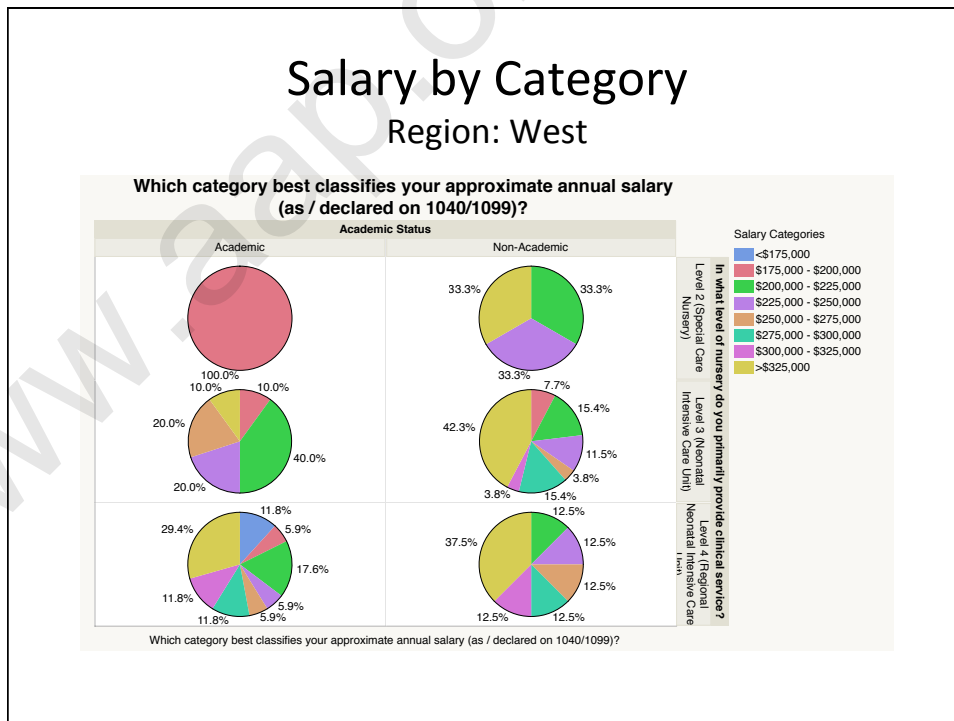
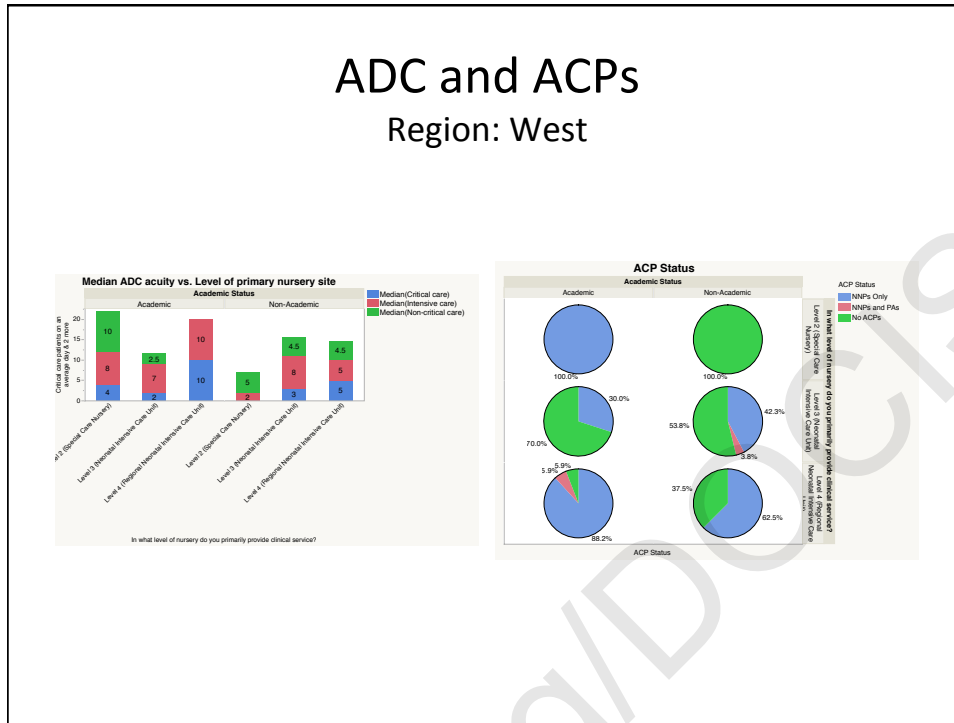


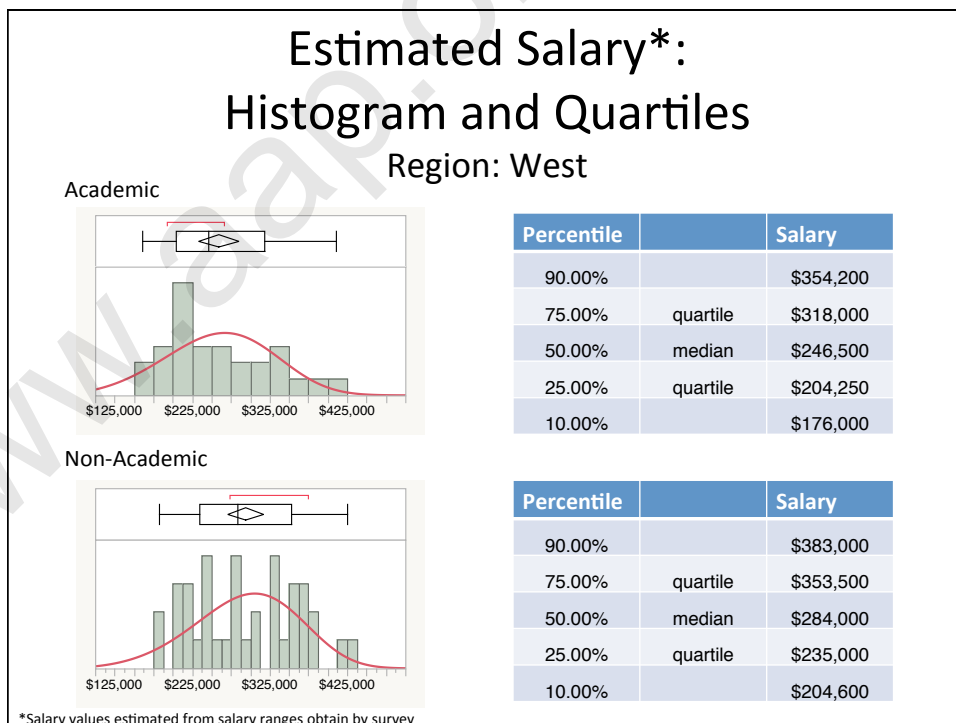
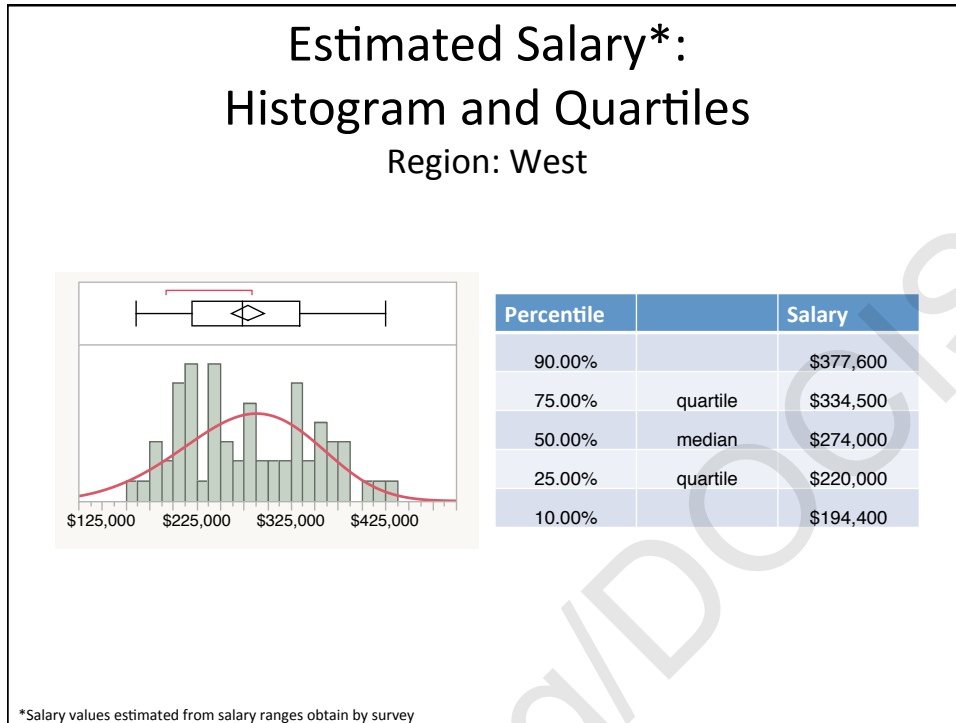
Percentile		Salary
90.00%		\$409,800
75.00%	quartile	\$362,500
50.00%	median	\$313,000
25.00%	quartile	\$245,500
10.00%		\$179,200

*Salary values estimated from salary ranges obtain by survey

West Region (CA, AK, HI)







		10.00%	25.00%	Percentile 50.00%	75.00%	90.00%
National	Overall (n=724)	\$185,500	\$214,000	\$263,000	\$333,000	\$391,000
	Academic (n=403)	\$178,000	\$201,000	\$237,000	\$303,000	\$376,000
	Non-Academic (n=321)	\$206,200	\$241,500	\$309,000	\$355,500	\$400,600
Great Lakes (OH, MI, IN, IL, WI, MN)	Overall (n=121)	\$186,400	\$220,500	\$280,000	\$334,500	\$393,000
	Academic (n=72)	\$181,300	\$205,750	\$251,000	\$320,750	\$385,300
	Non-Academic (n=49)	\$211,000	\$243,000	\$314,000	\$370,000	\$405,600
Mid-Atlantic (WV, VA, DE, MD, DC, NC, PA, NJ)	Overall (n=148)	\$179,800	\$210,250	\$248,500	\$311,750	\$354,100
	Academic (n=86)	\$173,900	\$195,000	\$226,000	\$270,250	\$324,100
	Non-Academic (n=62)	\$206,300	\$237,250	\$285,500	\$335,250	\$366,100
North Central (IA, MO, KS, NE, SD, ND)	Overall (n=54)	\$204,500	\$216,250	\$309,500	\$384,250	\$410,500
	Academic (n=29)	\$199,000	\$206,000	\$224,000	\$368,500	\$413,000
	Non-Academic (n=25)	\$226,000	\$289,000	\$329,000	\$391,500	\$408,200
Northeast (ME, NH, VT, MA, CT, NY, RI)	Overall (n=111)	\$164,200	\$191,000	\$225,000	\$262,000	\$330,200
	Academic (n=88)	\$162,700	\$189,500	\$224,000	\$261,700	\$340,600
	Non-Academic (n=23)	\$166,000	\$207,000	\$232,000	\$270,000	\$315,800
Northwest (MT, WY, ID, OR, WA)	Overall (n=26)	\$202,300	\$249,000	\$308,500	\$353,500	\$390,500
	Academic (n=5)	\$233,000	\$244,500	\$280,500	\$295,000	\$298,200
	Non-Academic (n=21)	\$192,800	\$246,000	\$321,000	\$364,500	\$393,000
South Central (TX, OK, AR)	Overall (n=66)	\$194,700	\$227,000	\$277,500	\$357,000	\$409,300
	Academic (n=30)	\$194,100	\$210,500	\$232,500	\$286,250	\$388,200
	Non-Academic (n=36)	\$198,800	\$264,250	\$312,000	\$382,000	\$411,900
Southeast (SC, GA, FL, AL, MS, LA, TN, KY)	Overall (n=97)	\$195,600	\$243,000	\$304,000	\$377,500	\$402,800
	Academic (n=46)	\$185,100	\$208,750	\$275,000	\$358,750	\$407,300
	Non-Academic (n=51)	\$210,800	\$257,000	\$338,000	\$392,000	\$402,000
Southwest (AZ, UT, CO, NM, NV)	Overall (n=36)	\$178,800	\$203,750	\$297,500	\$330,000	\$401,700
	Academic (n=19)	\$170,000	\$200,000	\$277,000	\$309,000	\$391,000
	Non-Academic (n=17)	\$179,200	\$245,500	\$313,000	\$362,500	\$409,800
West (CA, AK, HI)	Overall (n=65)	\$194,400	\$220,000	\$274,000	\$334,500	\$377,600
	Academic (n=28)	\$176,000	\$204,250	\$246,500	\$318,000	\$354,200
	Non-Academic (n=37)	\$204,600	\$235,000	\$284,000	\$353,500	\$383,000