

Summary of Neonatologist Productivity & Compensation: National Summary

Eric Horowitz, MD, MHA, RD, FAAP
Division of Newborn Medicine
Boston Children's Hospital

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 with IRB review from Duke University Medical Center
- Data obtained between March and April 2016
- Over 700 surveys initiated
 - 424 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 13.1 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.

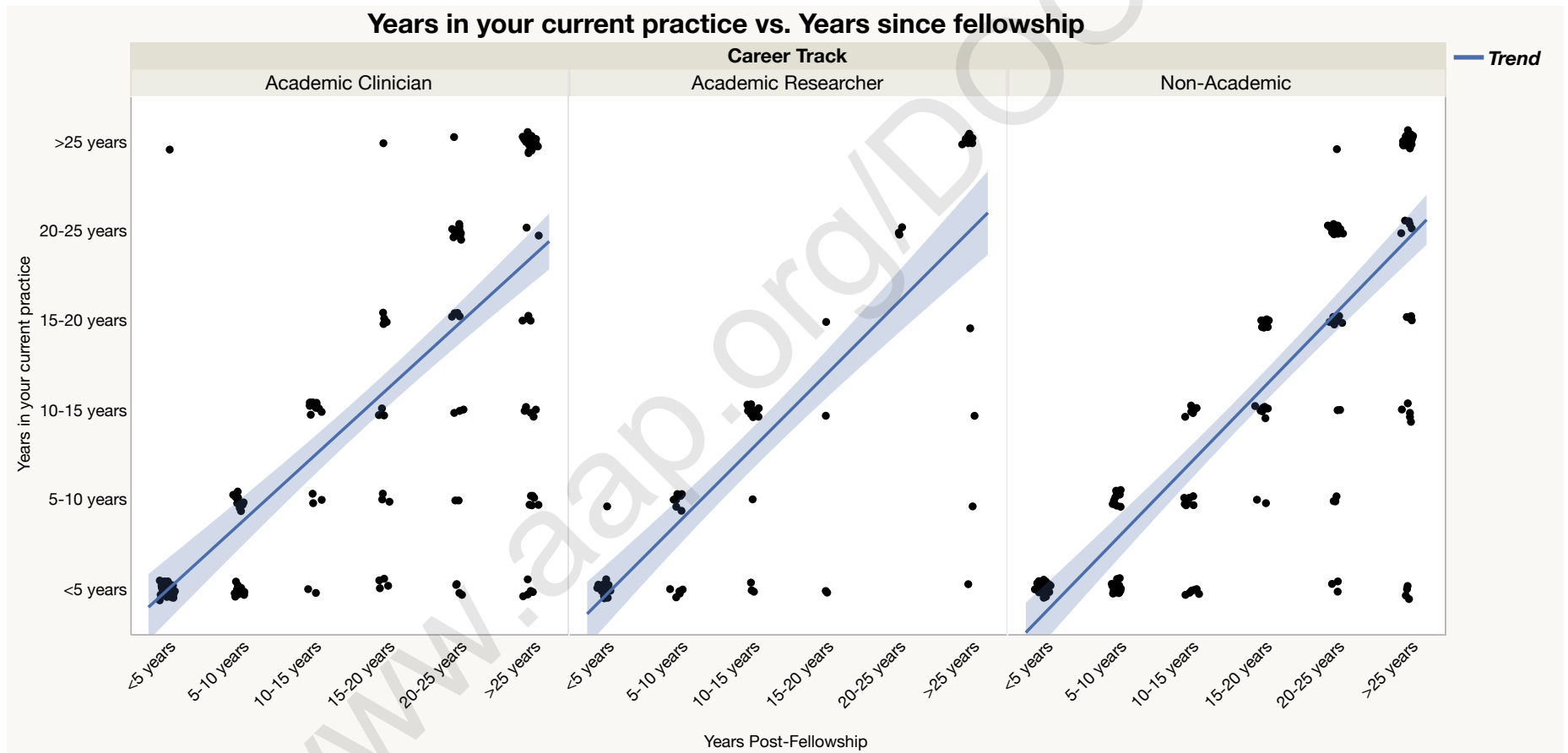
Goals

- 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

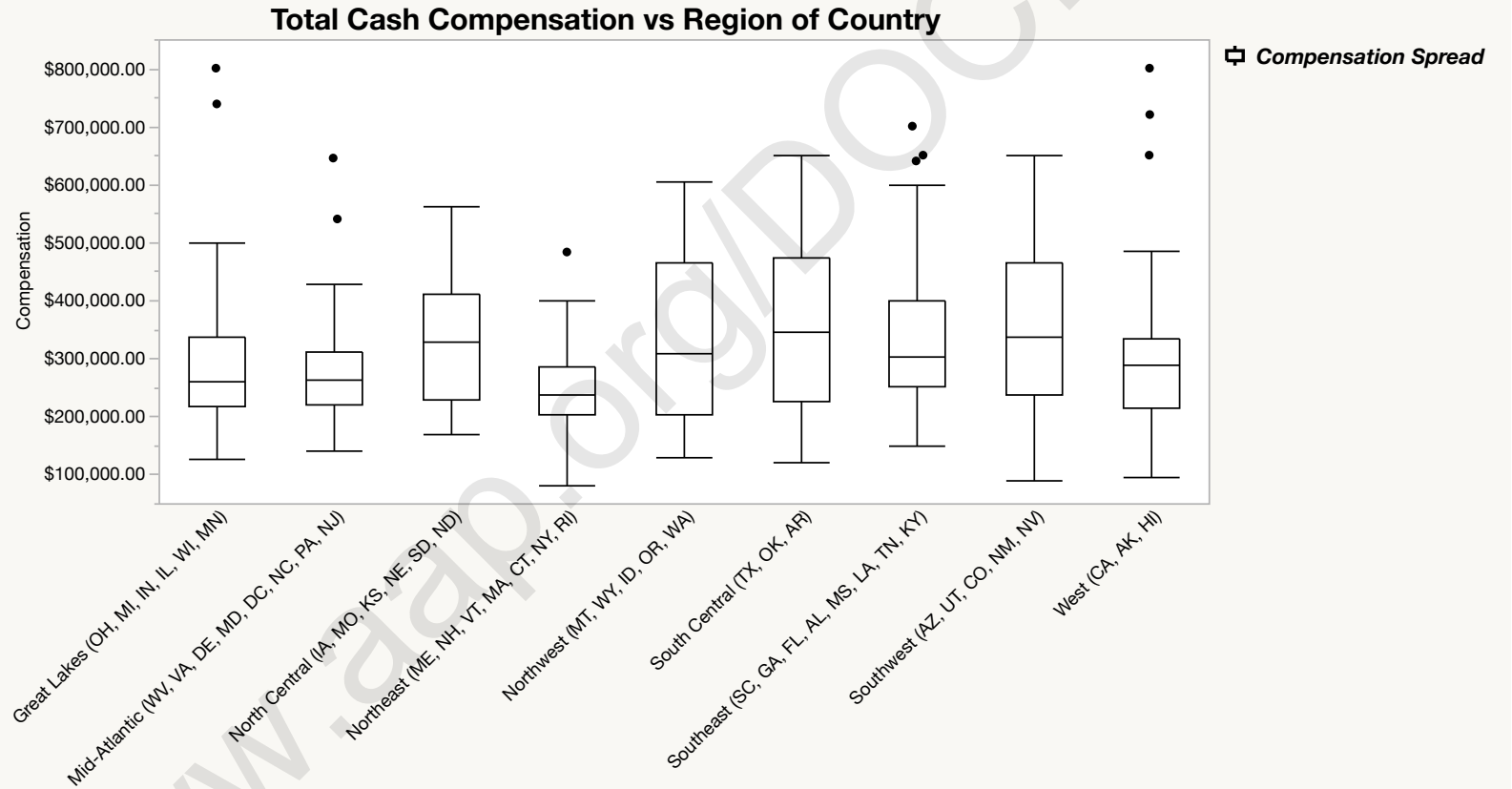
Sampled: AAP Perinatal Section Members

Region	Distribution of ABP Delegates (%)	Distribution of Survey Sample (%)	Distribution Chi Sq (p-value)
Great Lakes	665 (16.7)	87 (19.2)	0.19
Mid-Atlantic	683 (17.2)	85 (18.7)	0.41
North Central	200 (5.0)	28 (6.2)	0.30
Northeast	491 (12.3)	70 (15.4)	0.06
Northwest	134 (3.4)	15 (3.3)	0.94
South Central	431 (10.8)	39 (8.6)	0.14
Southeast	637 (16.0)	63 (13.9)	0.26
Southwest	215 (5.4)	17 (3.7)	0.13
West	522 (13.1)	50 (11.0)	0.20
National	3978	454	

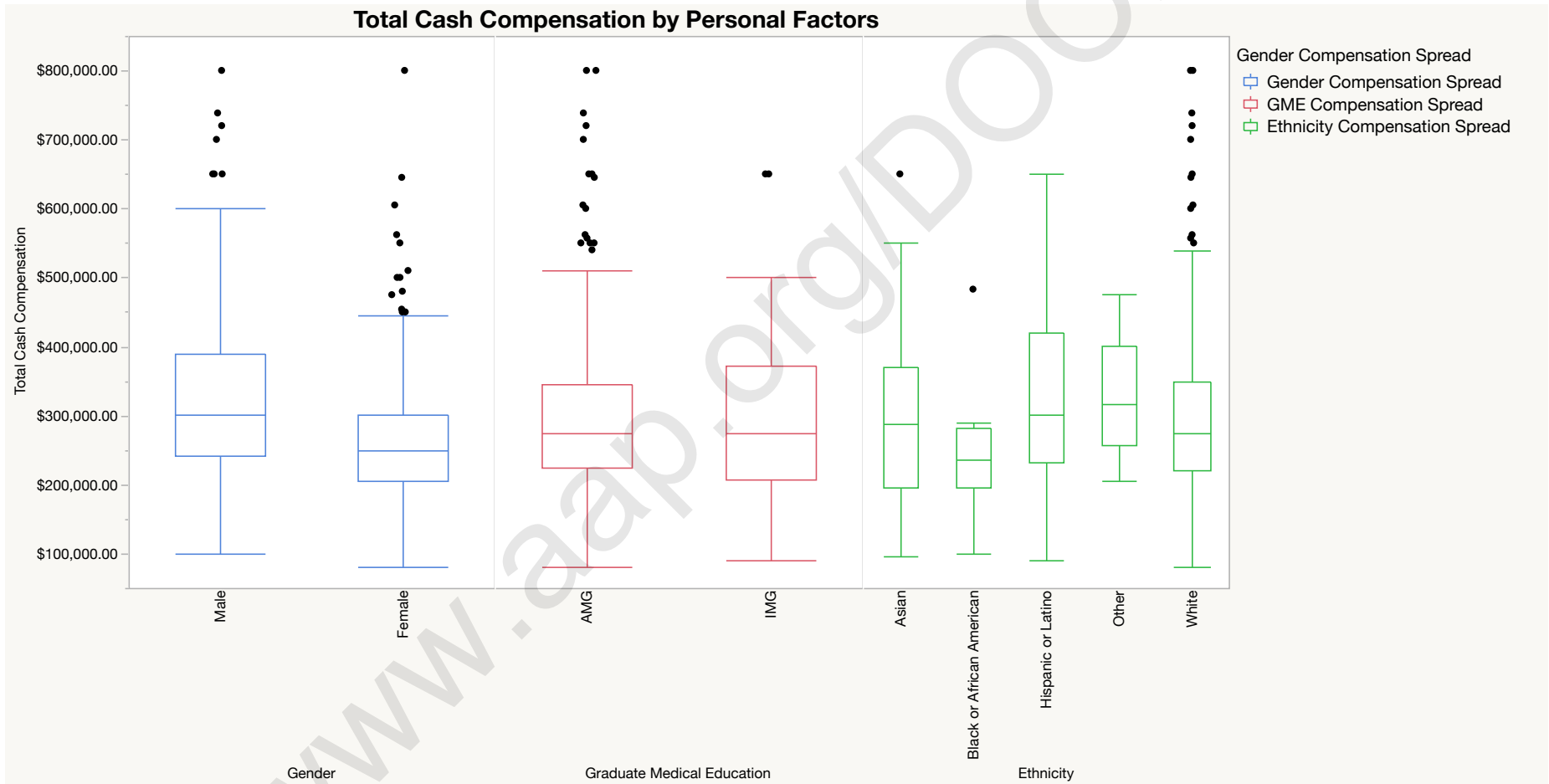
Career Stability



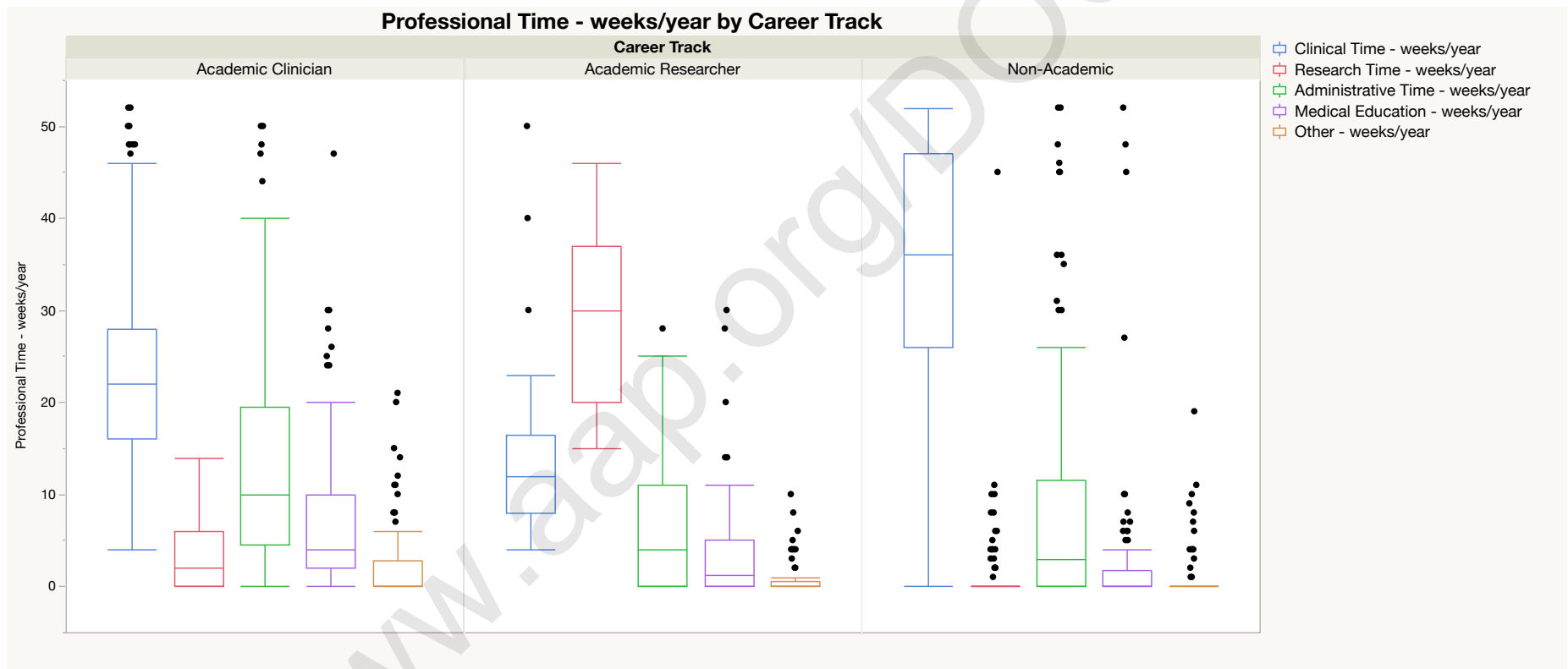
Regional Trends: Salary



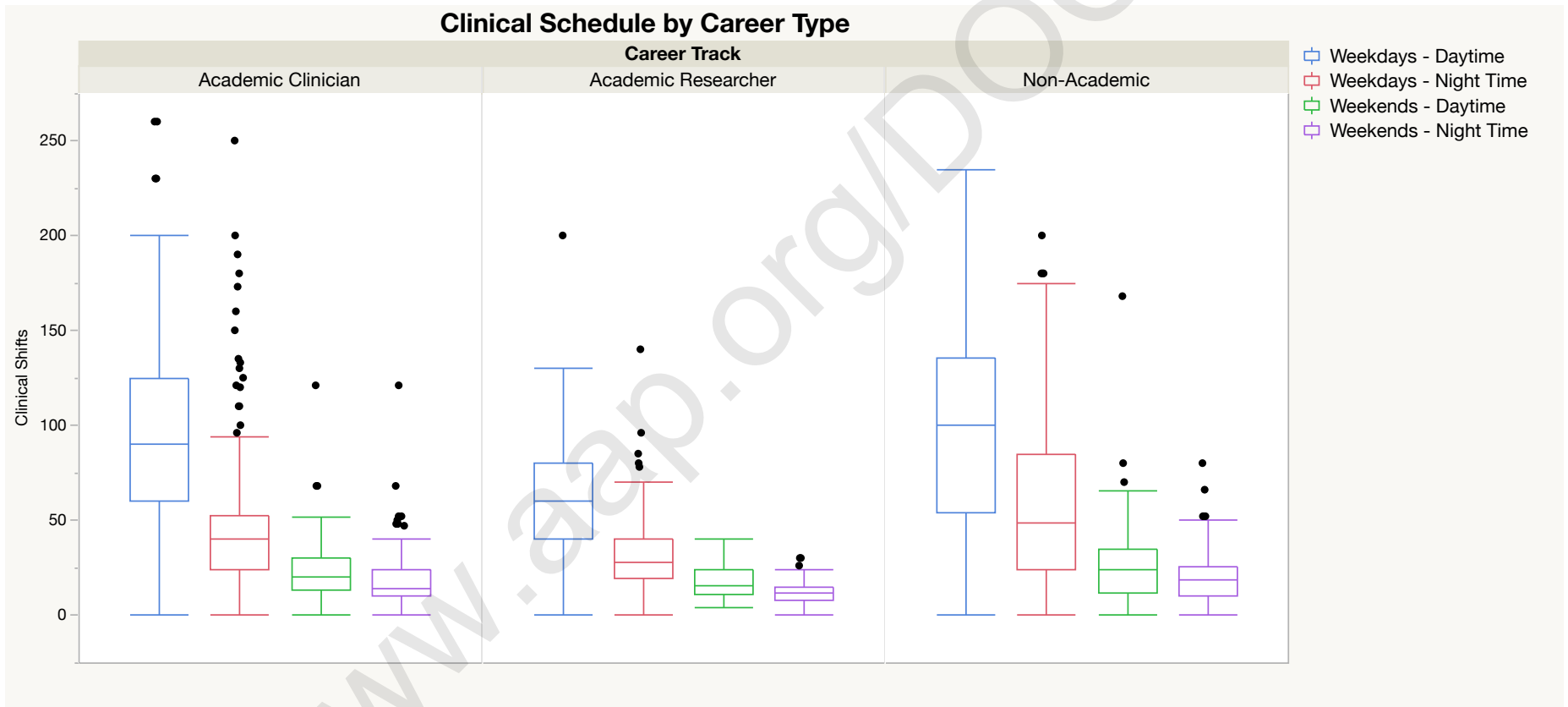
Compensation and Personal Factors



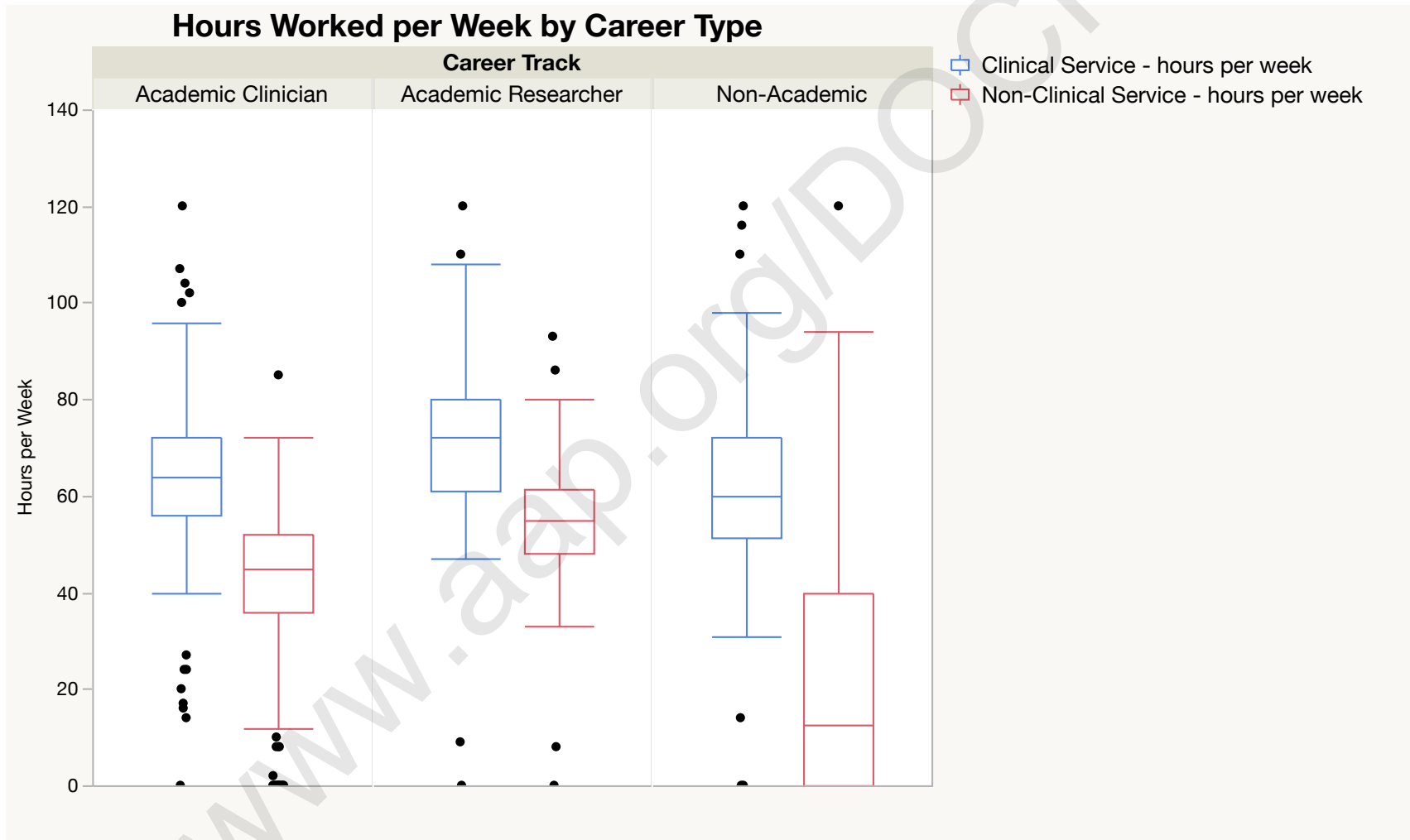
Professional Duties by Career Type



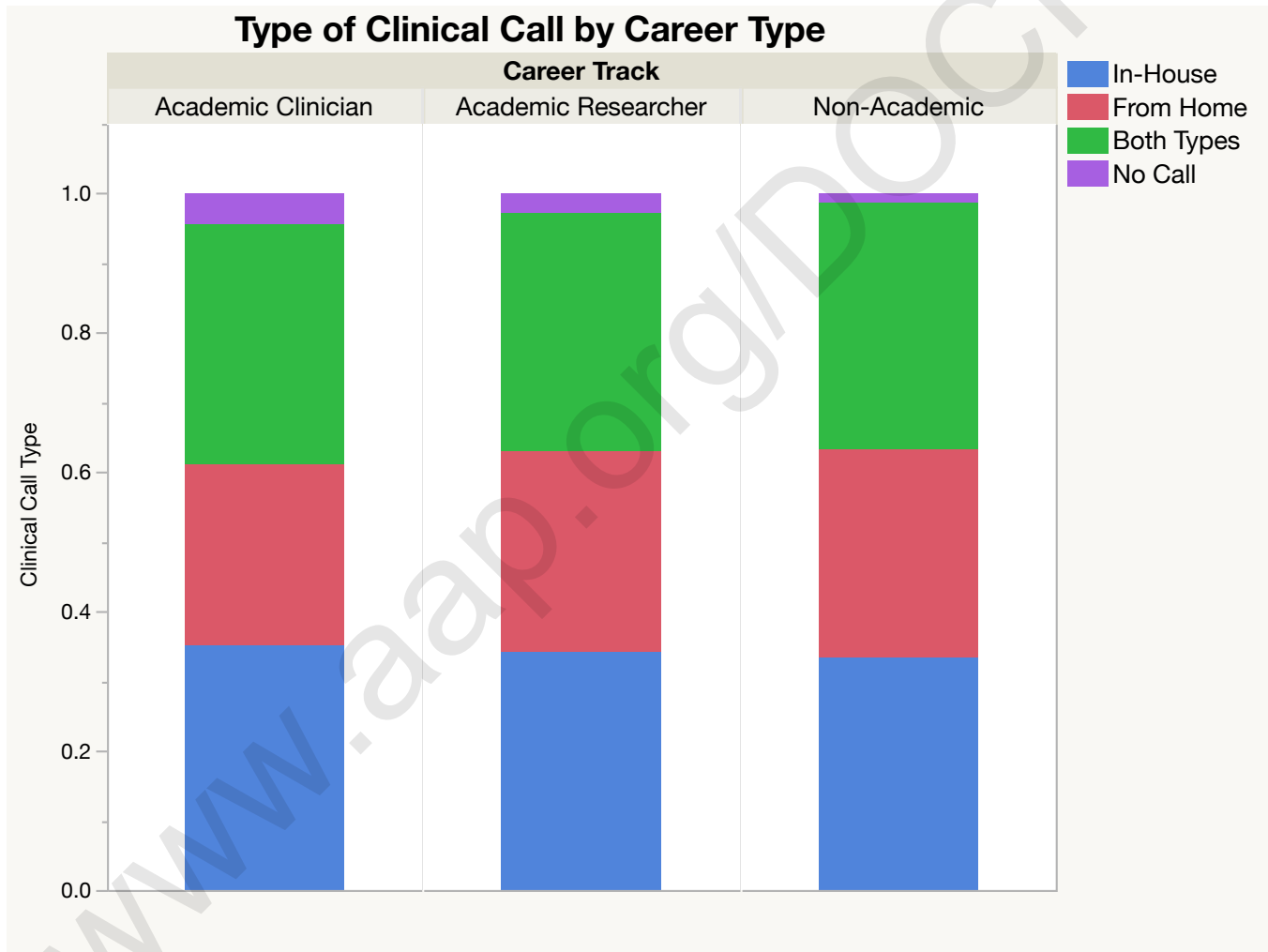
Clinical Schedule



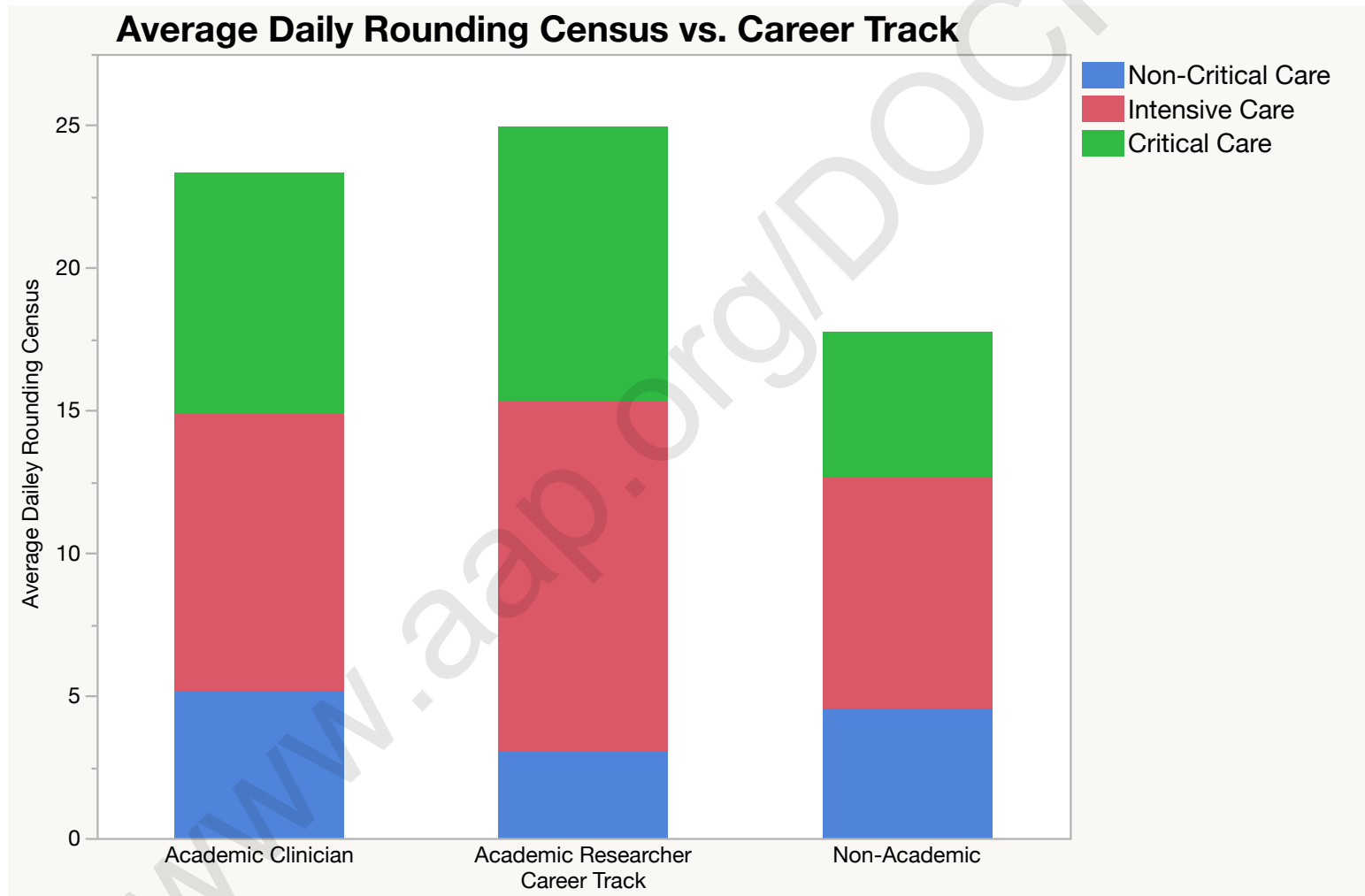
Hours Worked per Week



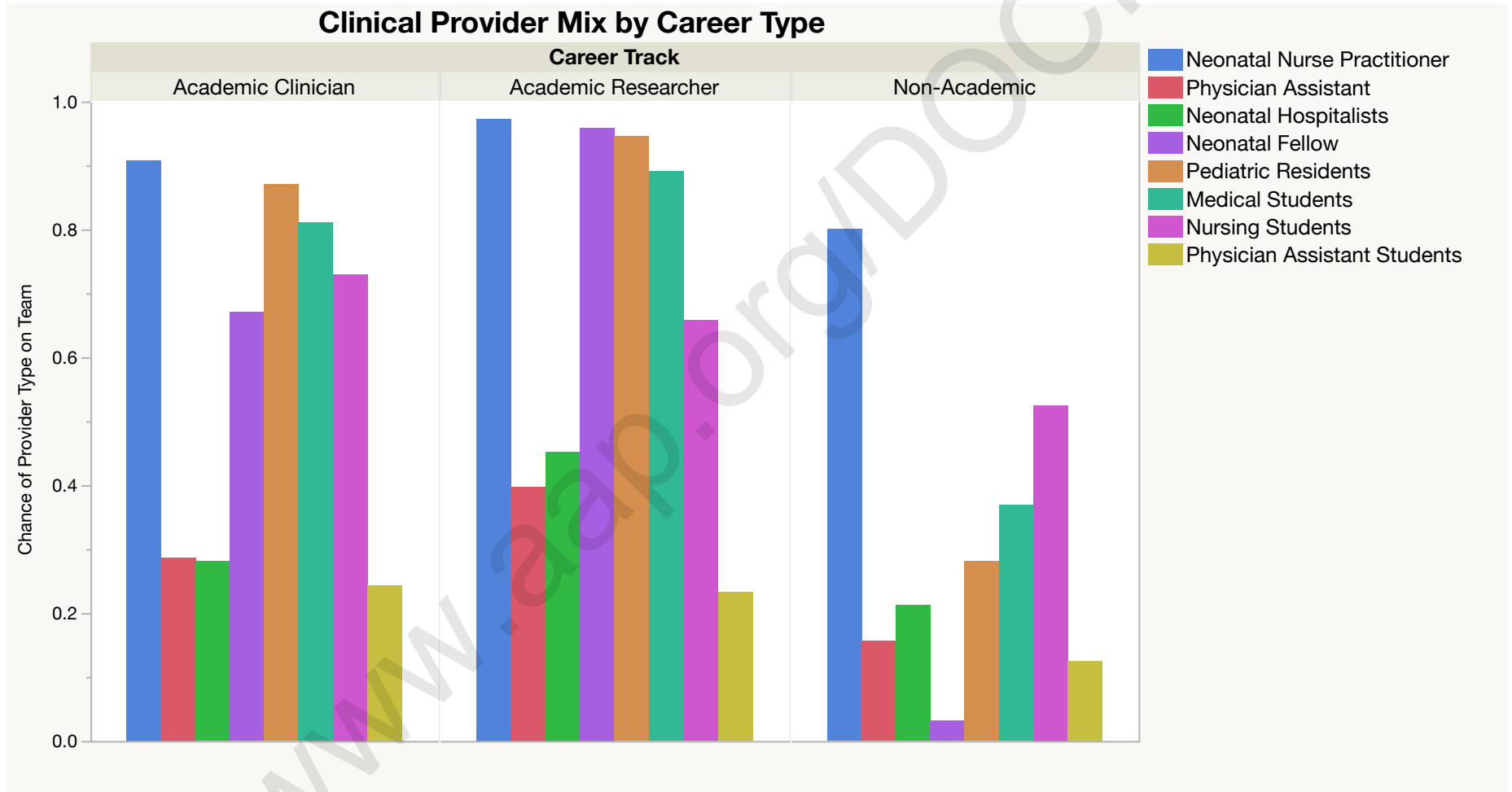
Call Type



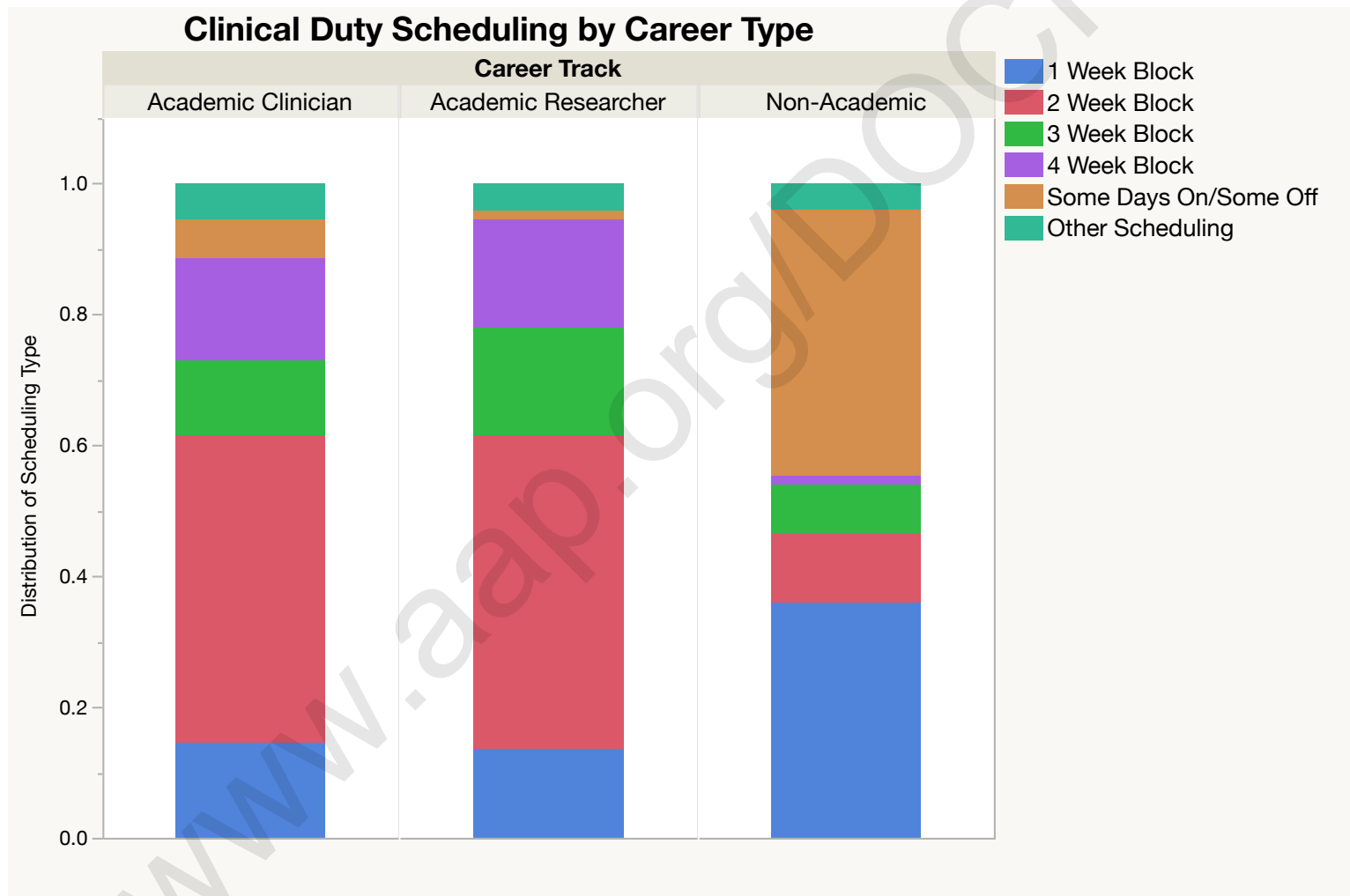
Clinical Demands



Clinical Team Mix



Scheduling of Clinical Time



National Medians of Compensation and External Salary Funding

Professional Type \$101,450	Percentile		Cash Compensation	% Salary Funded
Academic Clinician n=184	90.0%		\$400,000.00	26.5%
	75.0%	quartile	\$325,000.00	5%
	50.0%	median	\$260,000.00	1%
	25.0%	quartile	\$220,000.00	0%
	10.0%		\$180,000.00	0%
Academic Researcher n=70	90.0%		\$348,500.00	70%
	75.0%	quartile	\$275,000.00	48%
	50.0%	median	\$227,000.00	12%
	25.0%	quartile	\$192,000.00	0%
	10.0%		\$170,500.00	0%
Non-Academic n=139	90.0%		\$510,000.00	3%
	75.0%	quartile	\$425,000.00	0%
	50.0%	median	\$330,000.00	0%
	25.0%	quartile	\$250,000.00	0%
	10.0%		\$215,000.00	0%