

# Summary of Neonatologist Productivity & Compensation: West Region (CA, AK, HI)

Eric Horowitz, MD, MHA, RD, FAAP  
Division of Neonatology  
Duke University Medical Center

# 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.

# 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

# Methodology

- Voluntary anonymous Qualtrics survey sent to all AAP Perinatal Section members
- Data obtained between March to 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

# 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

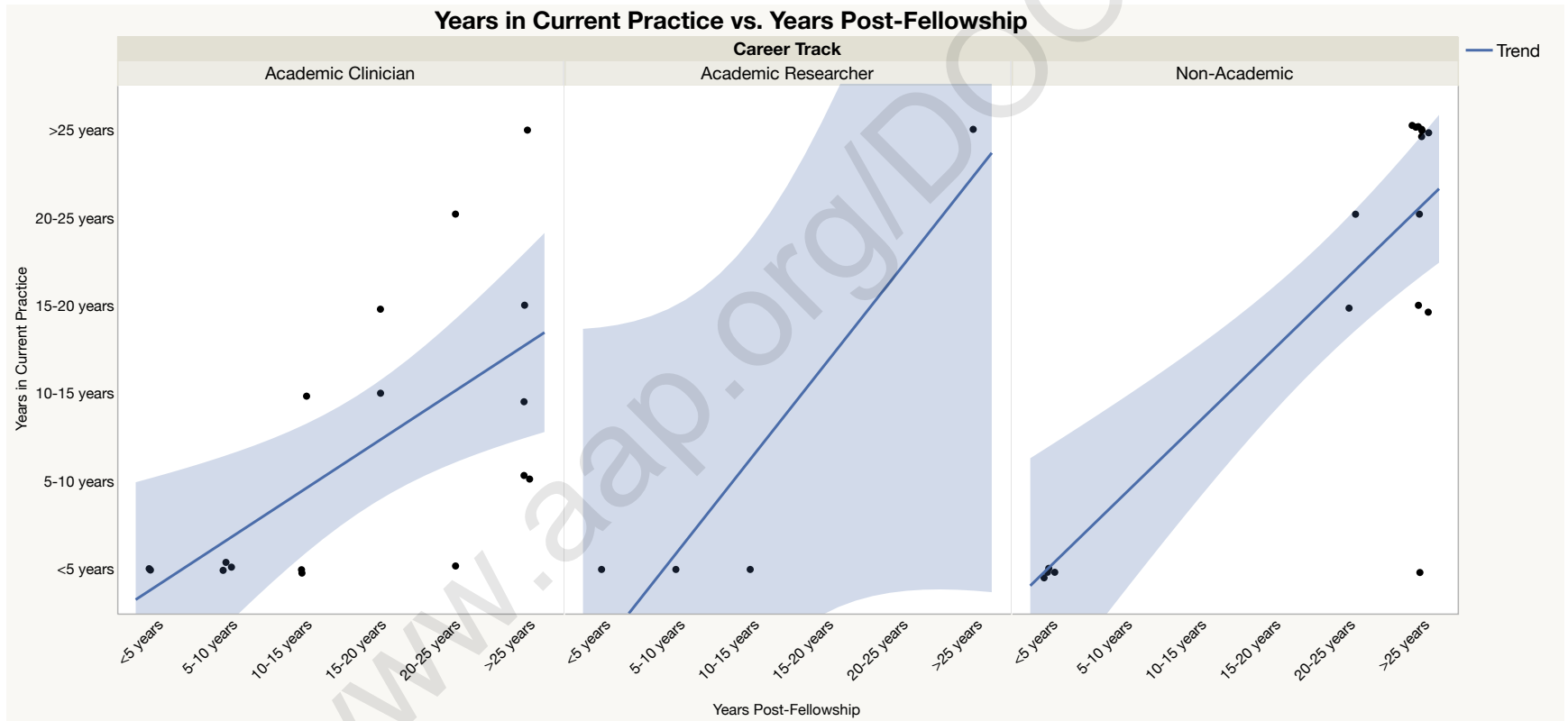
- As the health care environment evolves, taking stock of physician responsibilities, productivity, and compensation will help to inform needed decisions.
- To foster this role, it is our hope that these analysis will be submitted for publication or free public web-based presentations.
- Ultimately,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

## West Region

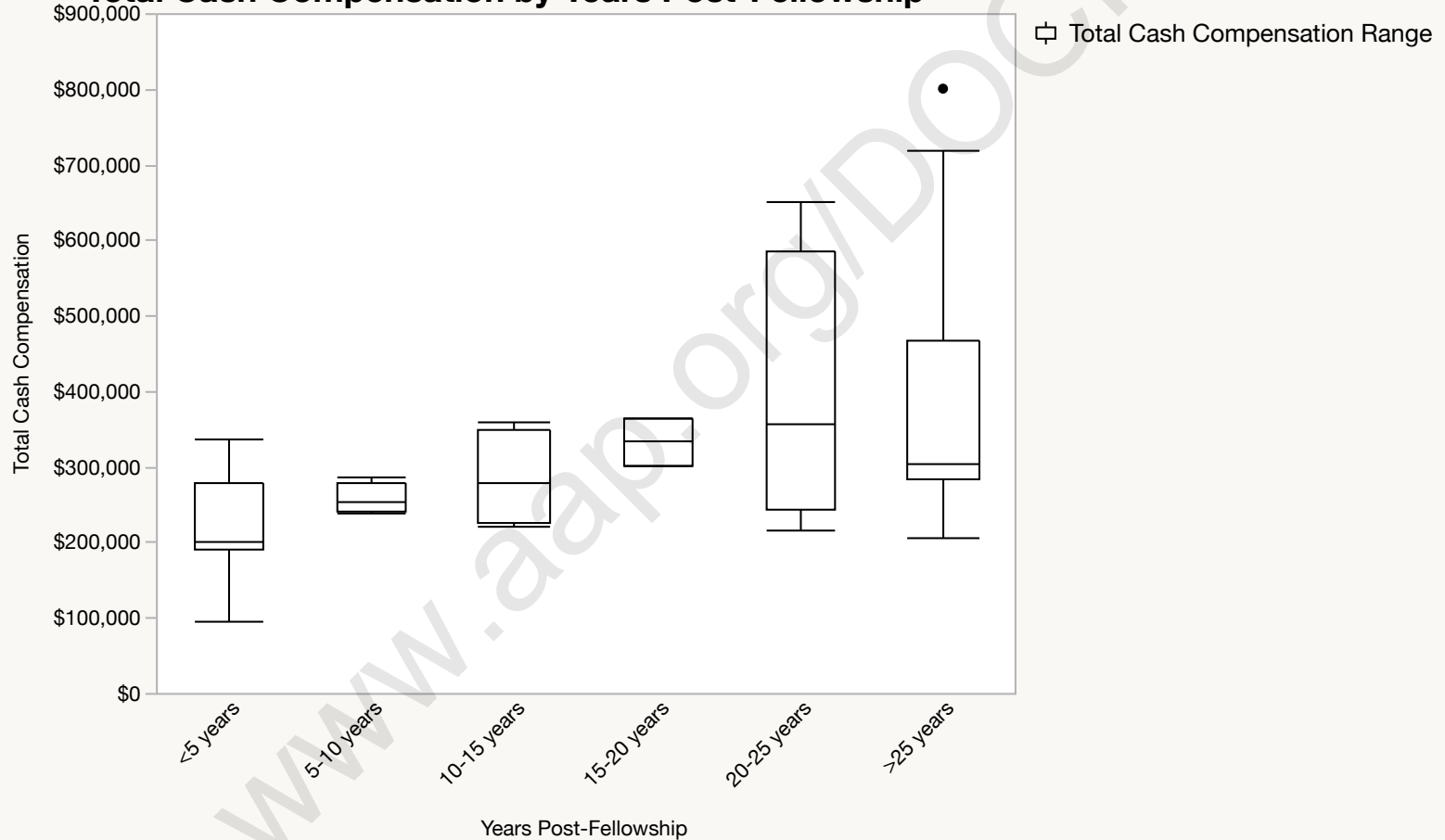




# Cross Sectional Salary Trend

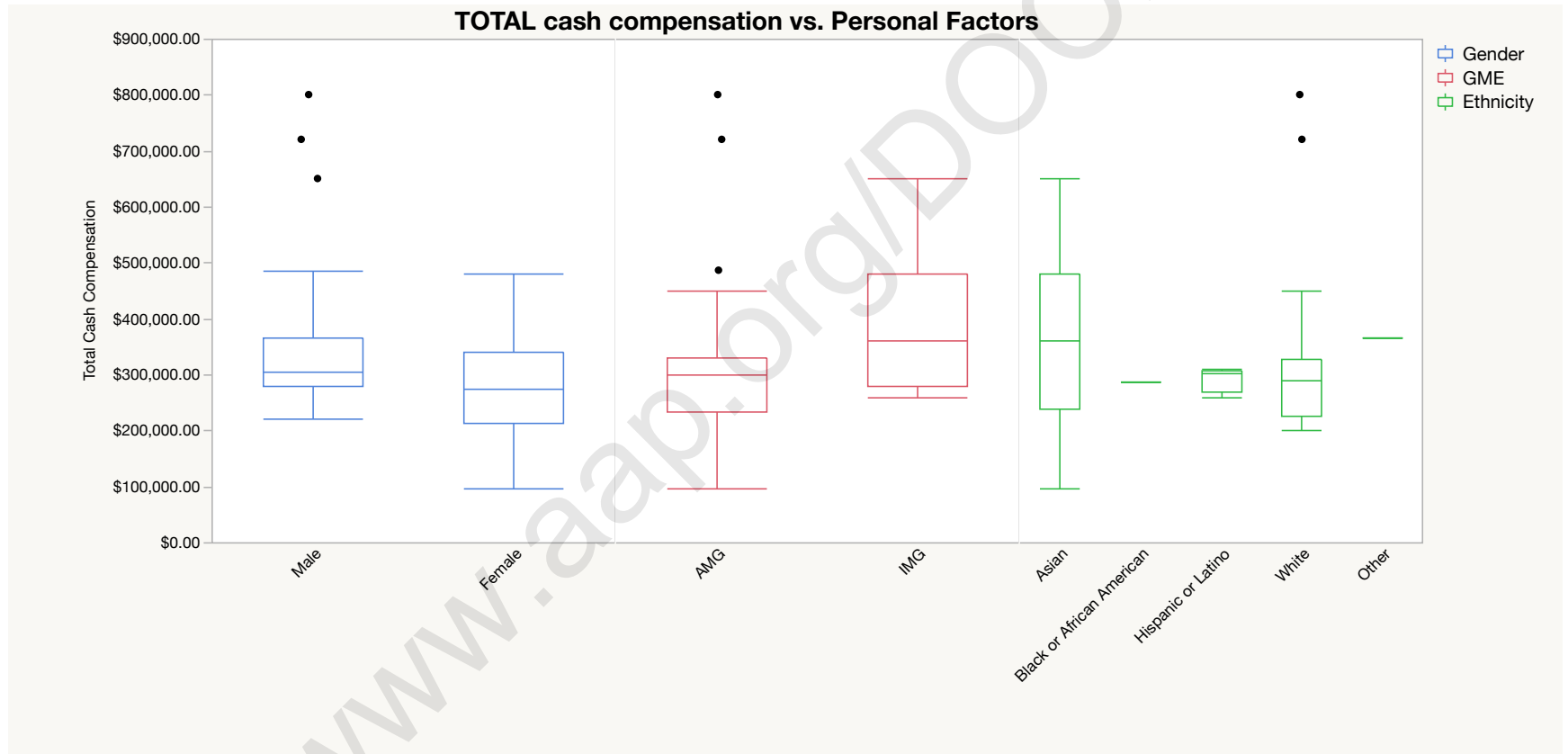
## West Region

### Total Cash Compensation by Years Post-Fellowship



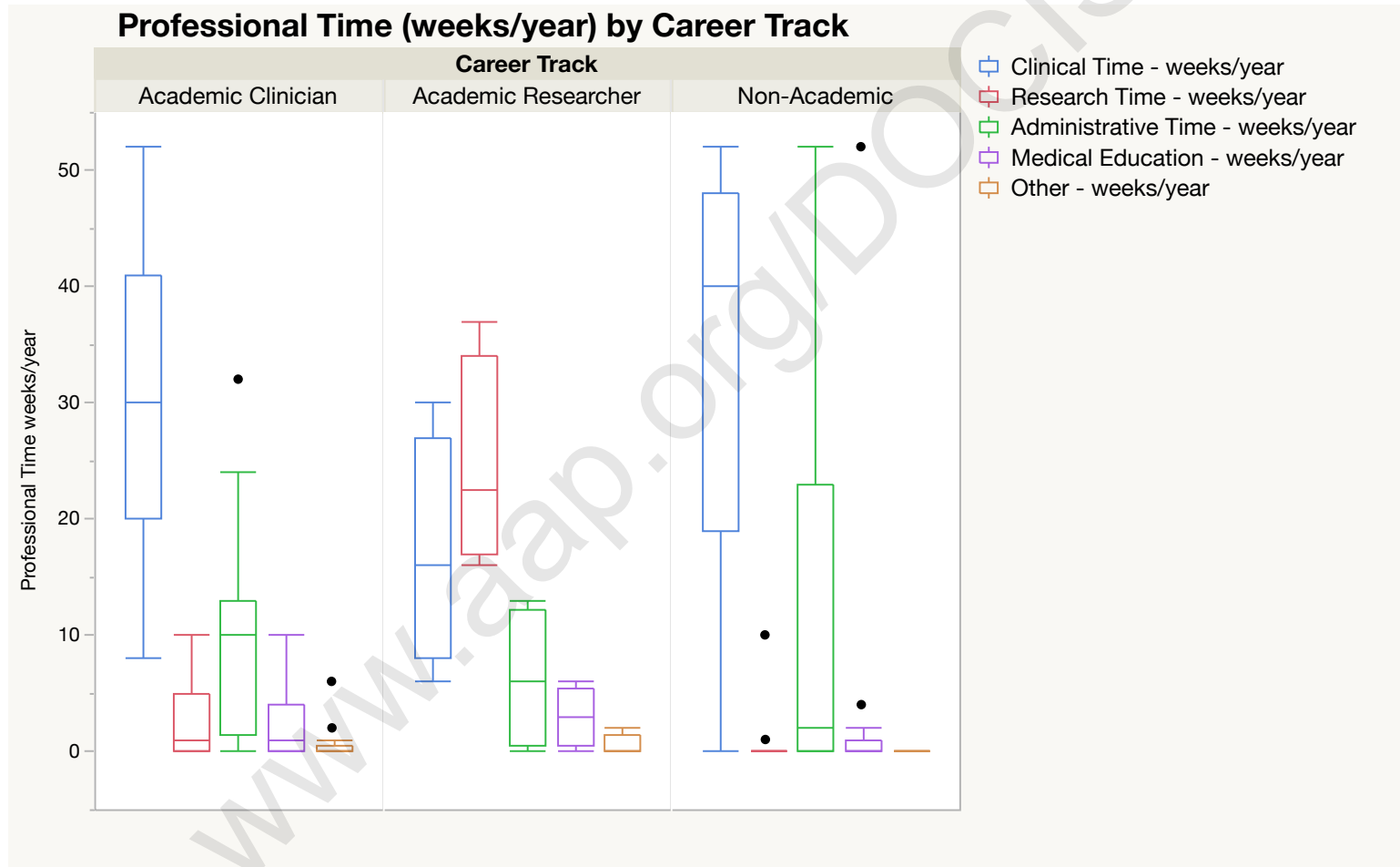
# Compensation and Personal Factors

## West Region

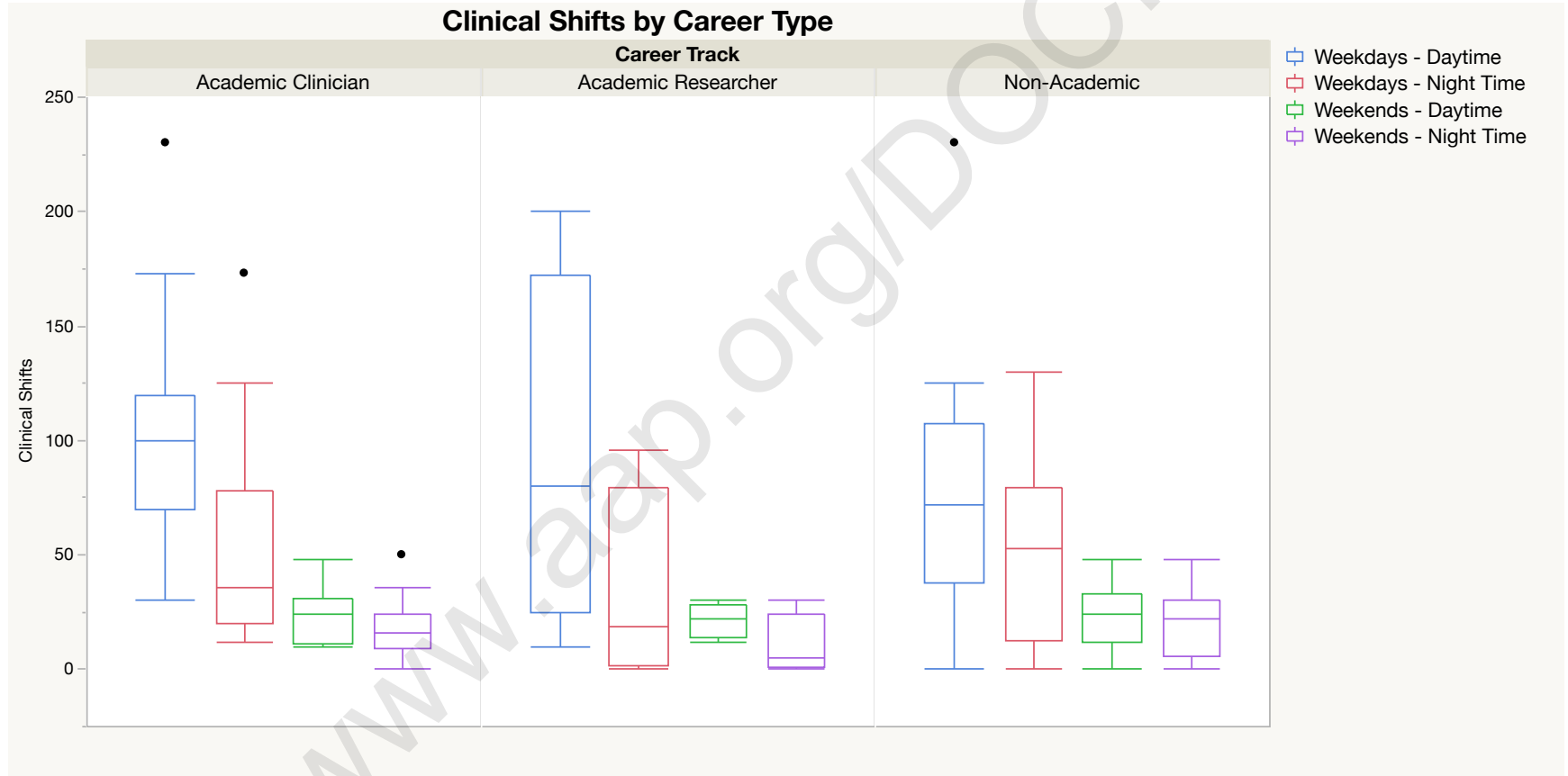


# Professional Duties by Career Type

## West Region

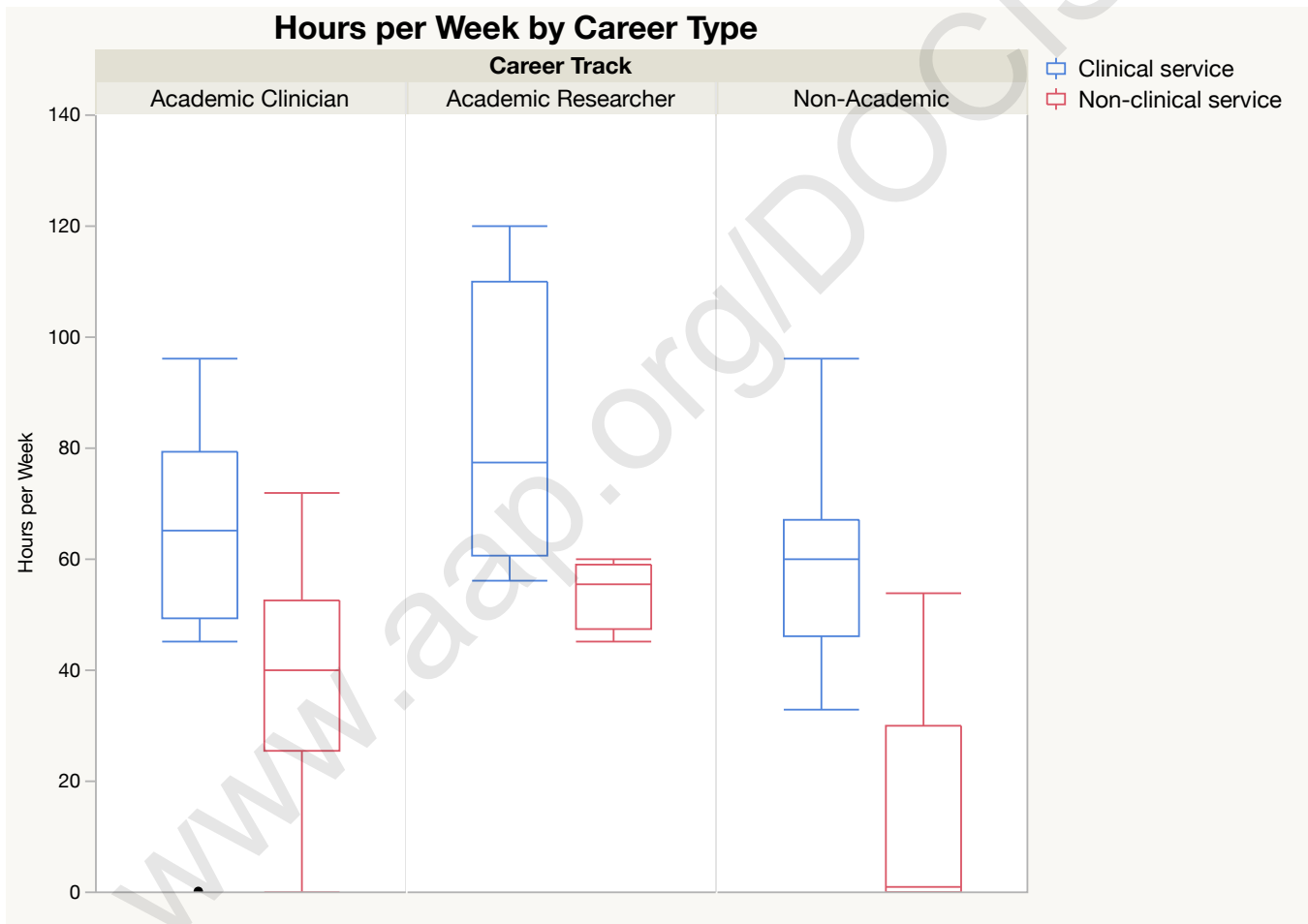


# Clinical Schedule West Region

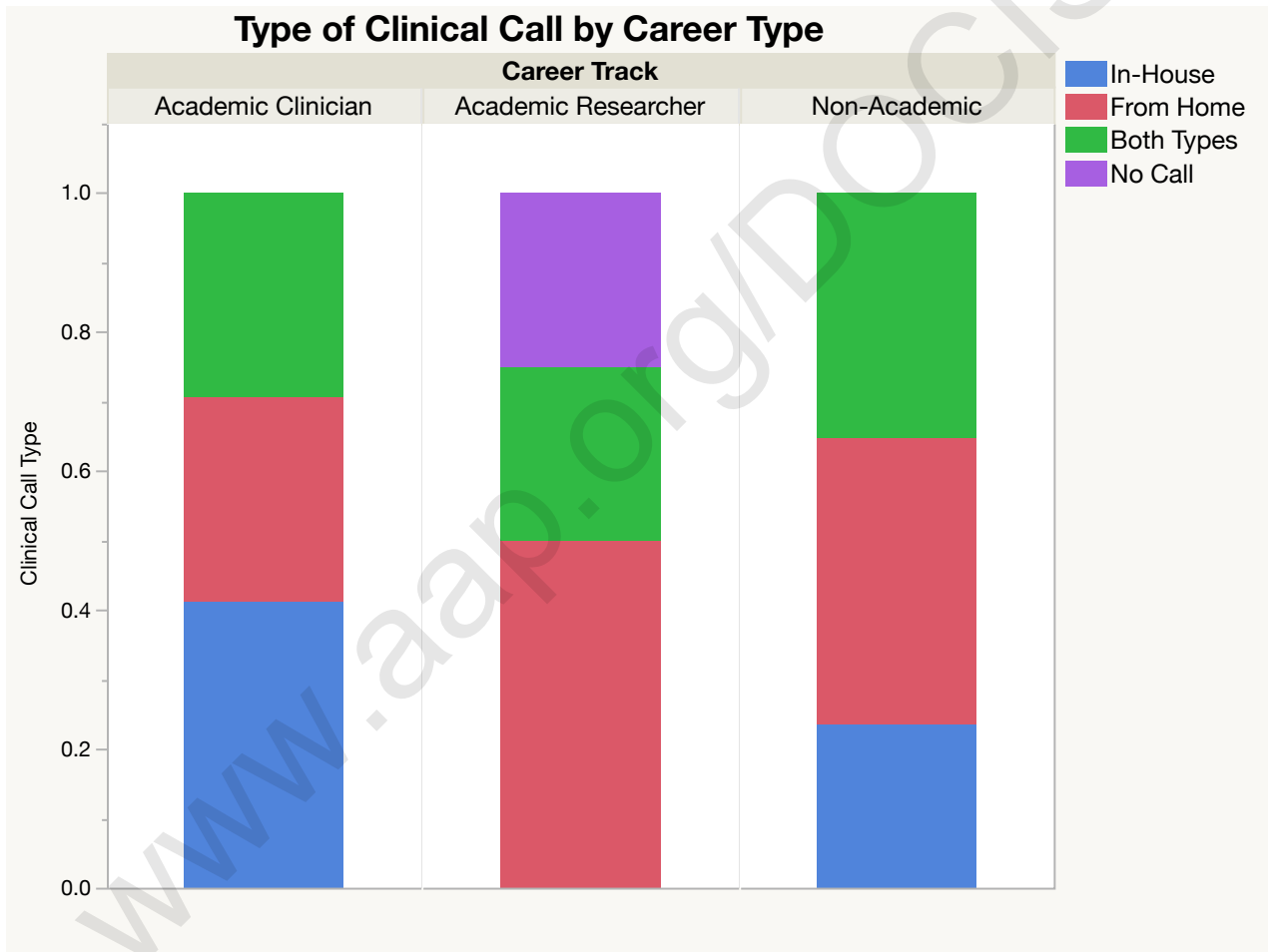


# Hours Worked per Week

## West Region

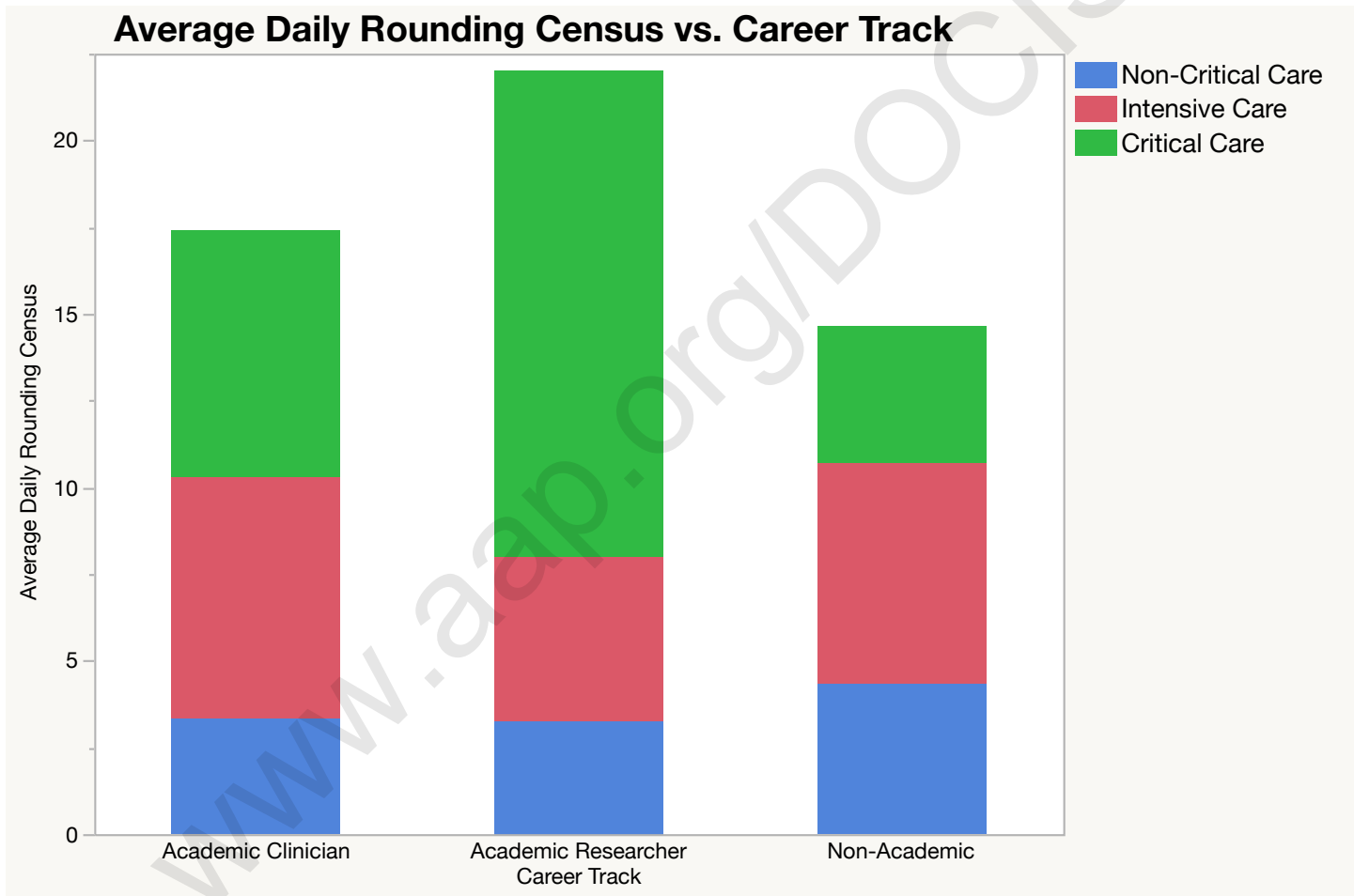


# Call Type West Region



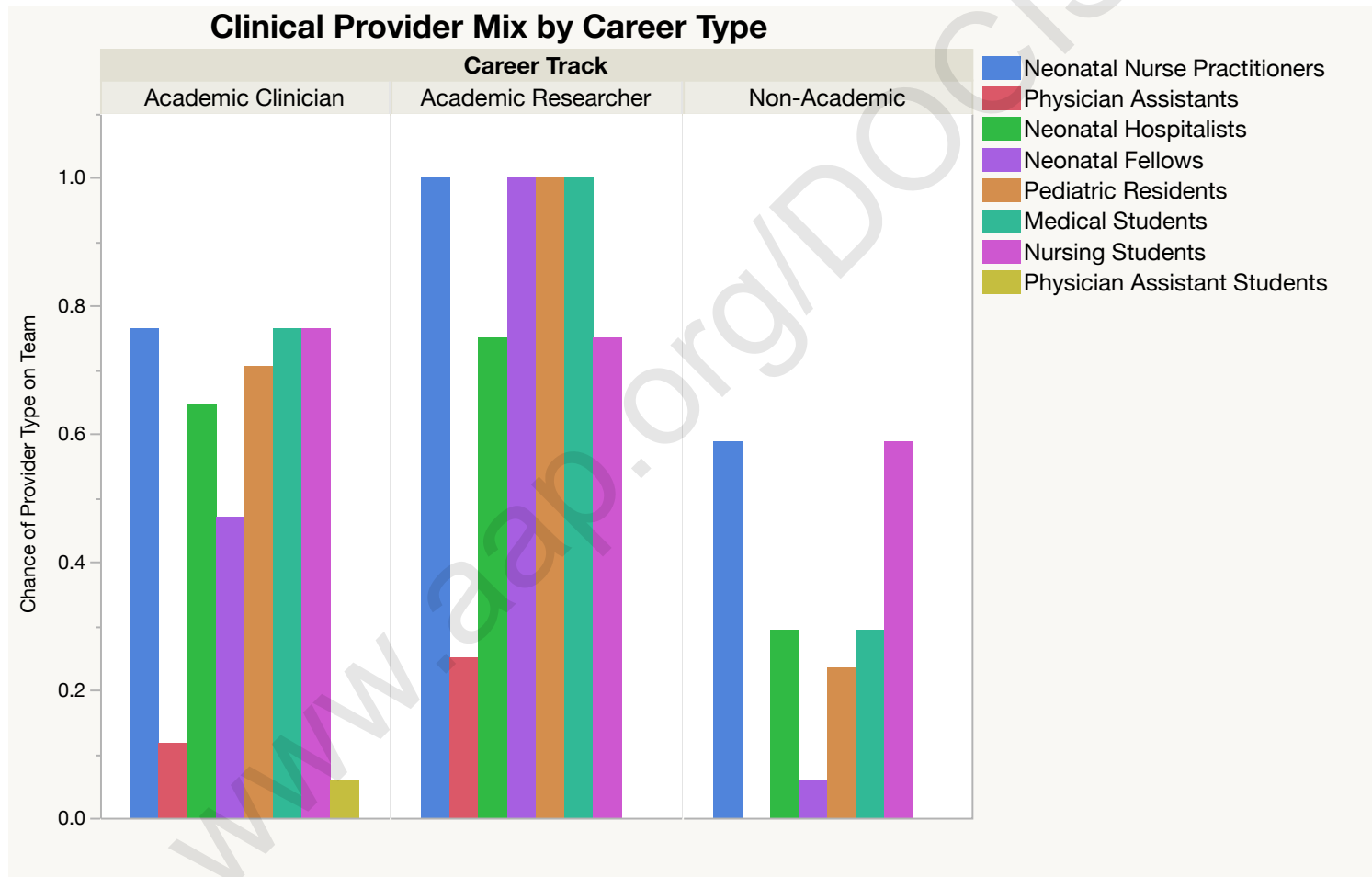
# Clinical Demands

## West Region



# Clinical Team Mix

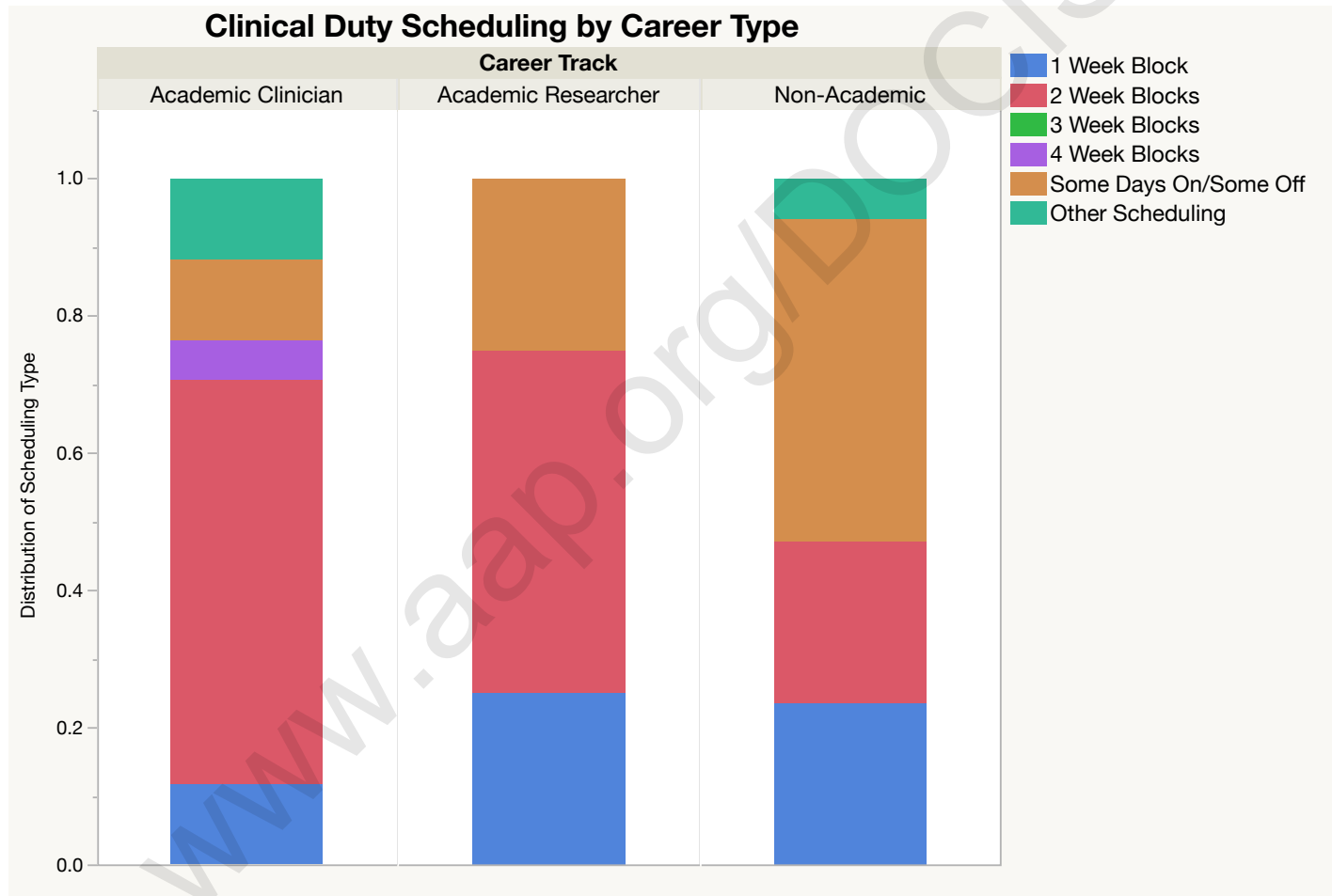
## West Region





# Scheduling of Clinical Time

## West Region



# West Region Compensation and External Salary Funding

Professional Type	Percentile		Compensation	% Salary Funded
Academic Clinician	90%		\$422,000	15%
	75%	quartile	\$303,500	1%
	50%	median	\$287,000	1%
	25%	quartile	\$230,000	0%
	10%		\$200,000	0%
Academic Researcher	90%		\$320,000	75%
	75%	quartile	\$310,000	75%
	50%	median	\$260,000	1%
	25%	quartile	\$204,000	0%
	10%		\$192,000	0%
Non-Academic	90%		\$736,000	25%
	75%	quartile	\$467,000	1%
	50%	median	\$330,000	0%
	25%	quartile	\$265,000	0%
	10%		\$183,200	0%