

Comparing Professional Profiles of Neonatologist Clinicians With and Without an Academic Appointment

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Table 2: Professional Duties and Expectations – Clinical Neonatologists by Academic Affiliation

	All n = 520	Clinical Neonatologist		p-value
		Without Appointment 212 (41%)	With Appointment 308 (59%)	
Clinical Time				
Percent of Professional Time (Clinical)*	75%	81%	71%	<0.001
Weekday (Monday through Friday)**	90 (50 - 120)	85 (48 - 130)	90 (52 - 120)	NS
Weeknight (night of Monday through Friday)**	35 (20 - 52)	38.5 (19.5 - 61)	30 (20 - 48)	0.05
Weekend day (Saturday or Sunday)**	24 (15 - 35)	24 (16 - 36)	24 (14 - 30)	NS
Weekend nights* (night of Saturday or Sunday)**	15 (10 - 24)	18 (10 - 25)	15 (10 - 24)	NS
Clinical Hours**	1764 (1152 - 2304)	1914 (1080 - 2526)	1667 (1178 - 2196)	NS
Average Daily Census**				
Critical Care	6 (4 - 10)	5 (3 - 10)	7 (5 - 10)	<0.001
Intensive Care	10 (5 - 12)	10 (5 - 15)	9.5 (5 - 10.75)	NS
Non-Critical Care	0 (0 - 4)	0 (0 - 3)	0 (0 - 5)	NS
Normal Newborn	0 (0 - 4)	0 (0 - 5)	0 (0 - 3.5)	0.007
Total Rounding Census	20 (15 - 28)	20 (14 - 28)	20 (16 - 28)	NS
Calculated Estimate of Annual wRVU**	8910 (4280 - 14670)	7120 (3220 - 14260)	9330 (4980 - 14950)	0.029
Level nursery where most time spent*				
Level 4	156 (30%)	39 (18%)	117 (38%)	<0.001
Level 3	310 (60%)	146 (69%)	164 (53%)	0.024
Level 2	51 (10%)	27 (13%)	24 (8%)	NS
Level 1	2 (0%)	0 (0%)	2 (1%)	NA
Have Outpatient Duties				
Yes*	94 (18%)	34 (16%)	60 (20%)	NS
Outpatient Days**	12 (6 - 28)	10 (5 - 20)	14.5 (6 - 30)	NS
Engage in Research				
Yes*	162 (31%)	27 (13%)	135 (45%)	<0.001
Research Time				
Percent of Professional Time*	3%	1%	4%	<0.001
Annual Funding**	\$0 (\$0 - \$10,000)	\$0 (\$0 - \$0)	\$0 (\$0 - \$10,000)	NS
Scholarly Productivity**				
Paper submissions	2 (1 - 3)	1 (1 - 2)	2 (1 - 3)	0.033
Publications in Past Year	1 (1 - 2)	1 (1 - 2)	2 (1 - 3)	0.048
Principal Authorship	2 (1 - 5)	2 (1 - 4)	3 (1 - 7)	0.001
Presentations	4 (2 - 6)	2.5 (2 - 5)	4 (2 - 6)	0.007
Teaching Time*				
Percent of Professional Time	6%	4%	8%	<0.001
Administrative Time				
Percent of Professional Time*	10%	9%	11%	NS
Weeks of Professional Time**	5 (2 - 12)	4 (2 - 12)	6 (2.55 - 14.75)	NS
Internal Roles*				
Chair, Institutional Committee	33 (7%)	12 (6%)	21 (7%)	NS
Medical Director	191 (38%)	84 (40%)	107 (36%)	NS
Division Chief	31 (6%)	12 (6%)	19 (6%)	NS
Department Chair	19 (4%)	11 (5%)	8 (3%)	NS
None	199 (39%)	83 (40%)	116 (39%)	NS
External Roles*				
State Committee Chair	10 (2%)	3 (1%)	7 (2%)	NS
National Committee Chair	6 (1%)	1 (0%)	5 (2%)	NS
Inter-Institutional Collab Director	6 (1%)	0 (0%)	6 (2%)	0.014
International Collab Chair	0 (0%)	0 (0%)	0 (0%)	NS
None	363 (74%)	160 (80%)	203 (70%)	0.013
Cash Compensation**				
Base Compensation	\$262,000 (\$225,000 - \$315,000)	\$280,000 (\$238,000 - \$327,500)	\$250,000 (\$219,500 - \$302,500)	0.003
Administrative stipend	\$15,000 (\$5,000 - \$30,000)	\$15,000 (\$6,000 - \$30,000)	\$15,000 (\$3,500 - \$35,250)	NS
Extra duty earnings	\$20,000 (\$10,000 - \$50,000)	\$20,000 (\$10,000 - \$50,000)	\$23,250 (\$10,000 - \$41,850)	NS
Productivity incentive	\$25,000 (\$10,000 - \$80,000)	\$75,000 (\$24,000 - \$120,000)	\$19,000 (\$5,000 - \$48,500)	<0.001
Quality incentive	\$15,000 (\$8,750 - \$25,000)	\$20,000 (\$9,500 - \$26,250)	\$13,500 (\$8,250 - \$21,500)	NS
Research incentive	\$15,000 (\$10,000 - \$20,000)	\$10,000 (\$10,000 - \$10,000)	\$20,000 (\$20,000 - \$20,000)	NS
Calculated Total Cash Compensation	\$300,000 (\$241,000 - \$365,000)	\$321,600 (\$250,000 - \$390,000)	\$288,550 (\$235,000 - \$344,300)	0.003
Employment Status*				
Employee	431 (83%)	152 (72%)	279 (91%)	<0.001
Full/Part owner	40 (8%)	28 (13%)	12 (4%)	<0.001
Contractor	52 (10%)	33 (16%)	19 (6%)	0.001
Other Employment Type	11 (2%)	7 (3%)	4 (1%)	NS
Benefits*				
Bonus	316 (61%)	136 (65%)	180 (59%)	NS
Health Insurance	482 (94%)	196 (94%)	286 (93%)	NS
Malpractice	493 (96%)	197 (95%)	296 (96%)	NS
Loan Repayment	5 (1%)	1 (0%)	4 (1%)	NS
Reimburse for Professional Expenses	444 (86%)	179 (86%)	265 (86%)	NS
Tuition Reimbursement	62 (12%)	8 (4%)	54 (18%)	<0.001
Paid Family Care Leave	136 (26%)	49 (23%)	93 (30%)	0.013
Paid Family Medical Leave	208 (40%)	71 (34%)	137 (45%)	0.016
Dependent Care Leave	182 (35%)	62 (30%)	120 (39%)	0.029
Life Insurance	394 (77%)	162 (78%)	232 (76%)	NS
Long-Term Disability Ins	345 (67%)	136 (65%)	209 (68%)	NS
Short-Term Disability Ins	326 (63%)	123 (59%)	203 (66%)	NS
Retirement	400 (78%)	152 (73%)	248 (81%)	0.044
Other	14 (3%)	8 (4%)	6 (2%)	NS

We used *Wilcoxon test for medians of data with skewed distribution, **t-tests to compare means of normally distributed data, and ***chi-square analysis for categorical data.

Table 1: Respondent Characteristics

	All n = 520	Clinical Neonatologist Academic Status		p-value
		Without Appointment 212 (41%)	With Appointment 308 (59%)	
Sample Size	n = 520	212 (41%)	308 (59%)	
Gender Identity*				
Male	201 (39%)	88 (42%)	113 (37%)	NS
Female	303 (59%)	120 (57%)	183 (60%)	
Ethnic and Racial Identity*				
Hispanic/Latinx	40 (8%)	16 (8%)	24 (8%)	NS
Asian	97 (19%)	38 (18%)	59 (20%)	NS
Native Hawaiian/Pacific Islander	1 (0%)	1 (0%)	0 (0%)	NS
Black/African American	20 (4%)	9 (4%)	11 (4%)	NS
Middle Eastern/North African	13 (3%)	7 (3%)	6 (2%)	NS
American Indian/Alaska Native	1 (0%)	0 (0%)	1 (0%)	NS
White	345 (68%)	143 (68%)	202 (67%)	NS
Other	14 (3%)	1 (0%)	13 (4%)	0.003
Declined	27 (5%)	11 (5%)	16 (5%)	NS
Sexual Identity**				
Lesbian or gay	12 (2%)	7 (3%)	5 (2%)	NS
Straight, that is, not lesbian or gay	466 (91%)	194 (93%)	272 (90%)	
Bisexual	6 (1%)	1 (0%)	5 (2%)	NS
Something else	1 (0%)	0 (0%)	1 (0%)	
Decline to respond	0 (0%)	0 (0%)	0 (0%)	
Age**				
31-35	32 (6%)	10 (5%)	22 (7%)	NS
36-40	87 (17%)	31 (15%)	56 (19%)	
41-45	85 (17%)	34 (16%)	51 (17%)	
46-50	73 (15%)	28 (14%)	45 (15%)	
51-55	62 (12%)	30 (14%)	32 (11%)	
56-60	65 (13%)	31 (15%)	34 (12%)	
61-65	53 (11%)	24 (12%)	29 (10%)	
66-70	31 (6%)	13 (6%)	18 (6%)	
71 years or older	14 (3%)	6 (3%)	8 (3%)	
Medical School**				
United States	380 (74%)	155 (74%)	225 (74%)	NS
Canada	2 (0%)	0 (0%)	2 (1%)	
Caribbean	14 (3%)	9 (4%)	5 (2%)	
Other	117 (23%)	46 (22%)	71 (23%)	
AAP Membership**				
AAP only	65 (13%)	25 (12%)	40 (13%)	NS
Both AAP and SONPM	389 (75%)	158 (75%)	231 (75%)	
Neither the AAP nor SONPM	65 (13%)	29 (14%)	36 (12%)	
AAP District Location**				
District I (CT, ME, MA, NH, RI, VT)	23 (5%)	3 (1%)	20 (7%)	<0.001
District II (NY)	31 (6%)	2 (1%)	29 (10%)	
District III (DE, DC, MD, NJ, PA, WV)	58 (12%)	20 (10%)	38 (13%)	
District IV (KY, NC, SC, TN, VA)	49 (10%)	25 (12%)	24 (8%)	
District V (IN, MI, OH)	39 (8%)	21 (10%)	18 (6%)	
District VI (IL, IA, KA, MN, MO, NE, ND, SD, WI)	35 (7%)	13 (6%)	22 (7%)	
District VII (AR, LA, MS, OK, TX)	78 (15%)	32 (16%)	46 (15%)	
District VIII (AK, AZ, CO, HI, ID, MN, NV, NM, OR, UT, WA, WY)	77 (15%)	33 (16%)	44 (15%)	
District IX (CA)	56 (11%)	31 (15%)	25 (8%)	
District X (AL, FL, GA, PR)	58 (12%)	25 (12%)	33 (11%)	

We used *t-tests to compare means of normally distributed data and **chi-square analysis for categorical data

We found differences between clinical neonatologists with and without academic appointments

Those with Academic Appointments:

- Covered higher level units
- Generated more wRVUs
- Engaged more in research activities
- Attested to a greater output of scholarly work
- Received more generous fringe benefits

Those without Academic Appointments:

- Received higher cash compensation
- Reported a higher likelihood of owning a group or working as a contractor

However, clinical neonatologists with and without academic appointment did not differ with respect to:

- Age distribution
- Gender, racial or ethnic, and sexual identities
- Medical training; AAP affiliation; or administrative duties

BACKGROUND

- Previous attempts to define a clinical full-time equivalent (FTE) have employed institutional data and data from other commercial organizations.
- These data have not allowed comparison of neonatologists with and without an academic appointment nor have they provided granular information about the individual components of professional assignments (e.g., clinical, educational, administrative, research)
- The granular data from our survey may help guide institutional strategic planning and facilitate individual benchmarking.

OBJECTIVE

- To compare the professional work profiles of neonatologists with and without academic appointments who self-identified their primary care path as a clinical neonatologist.

METHODS

- The AAP conducted a voluntary anonymous survey of all board-eligible and board-certified United States neonatologists from July through November 2021.
- 2113, or 30%, of surveyed individuals responded.
- The survey included questions about professional duties, social factors, and compensation.
- We analyzed the subset of 520 respondents who were board-eligible or board-certified, held a full-time position, and self-identified as clinical neonatologists to compare neonatologists with and without an academic appointment. We used t-test of means, Wilcoxon test of medians, and chi-square analysis of proportions, as appropriate, using JMP 16.1.0 by SAS (Cary, NC).

This AAP study provides a look at the demographics, duties, and compensation of neonatologists with and without academic appointments who identified clinical neonatology as their primary career path. These data will assist current efforts to provide a definition of a clinical FTE within the neonatologist workforce.

