

Recruiting Physicians Today

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THE PHYSICIANS FOUNDATION'S SIXTH BIENNIAL SURVEY FINDS PHYSICIANS ARE PESSIMISTIC ABOUT THE FUTURE OF THE PROFESSION AS BURNOUT RATES CONTINUE TO RISE

The Physicians Foundation, a nonprofit organization that seeks to advance the work of practicing physicians and helps them facilitate the delivery of health care to patients, has released the findings of its 2018 survey of US physicians, revealing the impact of several factors driving physicians to reassess their careers. The new survey, administered by Merritt Hawkins, includes responses from almost 9,000 physicians across the country and underscores the overall impact of excessive regulatory/insurer requirements, loss of clinical autonomy, and challenges with electronic health record (EHR) design/interoperability on physician attitudes toward their medical practice environment and overall dissatisfaction — all of which have led to professional burnout.

Seventy-Eight Percent of Physicians Have Experienced Burnout in Their Medical Practices

Survey results show that one of the chief culprits contributing to physician burnout is the frustration physicians feel with the inefficiency of EHRs.

“The perceptions of thousands of physicians in the Physicians Foundation's latest survey reflect front-line observations of our health care system and its impact on all of us,

and it's sobering,” said Gary Price, MD, president of the Foundation. “Their responses provide important insights into many critical issues. The career plans and practice pattern trends revealed in this survey — some of which are a result of burnout — will likely have a significant effect on our physician workforce, and ultimately, everyone's access to care.”

Seventy-Nine Percent Find Most Satisfaction in Patient Relationships

Consistent with the finding of past biennial Physician Foundation surveys, 79 percent of physicians report that patient relationships continue to be their greatest source of professional satisfaction while intellectual stimulation was a distant second at 55 percent.

Only 10 Percent of Physicians Feel the Ability to Impact the Health Care System

Ten percent of physicians believe they have a good or great ability to significantly influence the health care system.

Tim Norbeck, CEO of the Physicians Foundation, noted, “Practicing physicians are the leaders of our healthcare system, yet their voices are often not heard. Our survey found that over 60 percent of physicians feel they have very little ability to influence the health care system. Our goal at the Physicians Foundation is to give physicians a voice and to ultimately change this paradigm.” Norbeck

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continued, “We hope policy makers, health care influencers, media, and other stakeholders will use the findings of our survey as a valuable resource to better understand the underlying challenges facing our health care system and, as a result, will formulate effective policies to advance the health and interests of patients.”

Additional Key Findings

- Of physicians surveyed, 18.5 percent now practice some form of telemedicine.
- Only 31 percent of physicians are in private practice, down from 48 percent in 2014.
- Eighty percent of physicians report being at full capacity or overextended.
- Forty percent of physicians plan to either retire in the next one to three years or cut back on hours — up from 36 percent in 2016.
- Forty-six percent of physicians plan to change career paths.
- Sixty-nine percent of physicians are prescribing fewer pain medications in response to the opioid crisis.
- Thirty-one percent of patients do not follow physician treatment plans.

To access the full survey report and to learn more about the Physicians Foundation, visit www.physiciansfoundation.org.

About the Physicians Foundation

The Physicians Foundation is a nonprofit 501(c)(3) organization that seeks to advance the work of practicing physicians and helps them facilitate the delivery of health care to patients. It pursues its mission through a variety of activities including grant-making, research, white papers, and policy studies. Since 2005, the Foundation has awarded numerous multi-year grants totaling more than \$50 million. In addition, the Foundation focuses on the following core areas: physician leadership, physician practice trends, physician shortage issues, and the impact of health care reform on physicians and patients. As the health care system in America continues to evolve, the Physicians Foundation is steadfast in its determination to strengthen the patient-physician relationship and assist physicians in sustaining their medical practices in today’s practice environment. For more information, visit www.PhysiciansFoundation.org.

About Merritt Hawkins

Merritt Hawkins is a leading physician search and consulting firm in the United States and is a company of AMN Healthcare (NYSE: AMN). For more information, visit www.merritthawkins.com.

KEY FINDINGS – MALE VS. FEMALE PHYSICIANS

More Female Physicians Feel Burned Out

Female physicians are more likely to express feelings of burnout than males



Sometimes, often, always feel burned out
Female physicians – 85% | Male physicians – 74%

Female Physicians Spend More Time on Paperwork

Female physicians spend 12% more time on paperwork than male physicians



Hours spent on paperwork per week:
Female physicians – 12 | Male physicians – 11

Source: The Physicians Foundation 2018 *Survey of America’s Physicians: Practice Patterns and Perspectives*, conducted by Merritt Hawkins.

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Excerpt from 2018 Survey of America's Physicians: Practice Patterns and Perspectives

THE IMPACT OF PHYSICIAN PRACTICE PATTERNS

Another key factor affecting physician supply is the way in which physicians choose to practice — the hours they work, number of patients they see, the types of patients they see, when they plan to retire, etc.

In addition to gauging physician morale levels, the *Survey of America's Physicians* examines physician practice plans and patterns in order to determine what effect these will have on patient access to care.

Since the survey was first conducted in 2012, it has consistently indicated that a significant number of physicians plan to alter their practice patterns. When asked what they plan to do in the next one to three years, physicians provided varying answers (full chart can be found at www.PhysiciansFoundation.org).

The majority of physicians (54.2%) responding to the 2018 survey indicate they will continue practicing as they are, approximately the same number as in 2016 and 2014 and up from 49.8% in 2012. The remaining 45.8% indicate they will alter their practice patterns in one or more of nine different ways, ranging from retiring to merging with another physician or medical group.

All of these options, with the possible exception of a practice merger, are likely to reduce overall physician FTEs should physicians choose to pursue them.

More than 17% of physicians indicate they plan to retire in the next one to three years, the highest number recorded by the survey. Should they do so, approximately 136,000 physicians would be removed from the workforce, given a total workforce of approximately 800,000 physicians in active patient care. During that same three-year period, about 85,000 physicians will complete residency and enter the workforce, potentially leaving 51,000 vacancies. Though physicians may not retire at a rate of approximately 6% over the next three years, 32% of physicians are 60 or older and a wave of physician retirements can be anticipated.

More than 12% of physicians indicate they will seek a non-clinical job in the next one to three years. Non-clinical jobs taken by physicians often include research, quality control, or administrative positions within health care, or new jobs and careers apart from health care. Whether working within health care or apart, these physicians would no longer be seeing patients. Should physicians leave clinical roles at this rate, an additional 96,000 physicians would be removed from the workforce.

Physician practice plans over the next three years vary by physician type, as the chart below indicates.

2018 Physician Plans in the Next Three Years by Physician Type

| | 45 or < | 46 or > | Male | Female | Employed | Owner | PC | Specialist |
|----------------------|---------|---------|-------|--------|----------|-------|-------|------------|
| Continue as I am | 69.3% | 47.5% | 53.2% | 56.0% | 58.2% | 53.0% | 54.8% | 53.9% |
| Cut back on hours | 17.6% | 24.5% | 22.4% | 22.3% | 22.1% | 24.2% | 22.4% | 22.3% |
| Retire | 1.1% | 24.6% | 10.5% | 12.8% | 12.8% | 19.4% | 15.3% | 18.4% |
| Concierge/direct pay | 5.9% | 3.9% | 3.8% | 4.1% | 4.1% | 5.1% | 7.0% | 3.3% |
| Locum tenens | 9.9% | 7.8% | 8.3% | 9.4% | 9.4% | 5.0% | 8.9% | 8.2% |
| Non-clinical job | 13.8% | 11.7% | 11.1% | 14.7% | 13.0% | 9.9% | 12.8% | 12.1% |
| Employed by hospital | 8.4% | 2.5% | 4.3% | 4.5% | 4.5% | 4.1% | 4.7% | 4.1% |
| Part-time | 6.4% | 9.5% | 7.4% | 8.1% | 8.1% | 7.0% | 8.9% | 8.4% |
| Sell practice | 1.3% | 2.7% | 2.6% | 0.4% | 0.4% | 6.3% | 2.1% | 2.3% |
| Merge | 4.1% | 2.2% | 2.8% | 2.2% | 2.2% | 4.2% | 2.1% | 3.2% |

WHAT'S NEW AT NEJM GROUP?

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Upcoming Recruiter Meetings and Medical Conventions

Society of Hospital Medicine (SHM)[†]
March 25–27, 2019
National Harbor, MD

Association of Staff Physician Recruiters (ASPR)
April 6–10, 2019
Orlando, FL

ACP Internal Medicine[†]
April 11–13, 2019
Philadelphia, PA

Alliance for Academic Internal Medicine (AAIM formerly APDIM)[†]
April 14–17, 2019
Philadelphia, PA

American Society of Clinical Oncology (ASCO)[†]
May 31–June 4, 2019
Chicago, IL

[†]Call (800) 635-6991 or email ads@nejmcareercenter.org for more details on bonus convention distribution of your paid recruitment ad in selected NEJM issues at these physician conventions.

PROMOTIONAL NOTES/NEWS

The First Chance to Reach the Class of 2020 and In Demand Specialties Physician Career Guide!

Final-year residents and fellows start their job searches very early. This is your first opportunity to reach the class of 2020! Our *Career Guide: MD Career Path* edition is not only sent to ALL final-year residents and fellows but also their program directors who assist them in their job search. See below for more details.

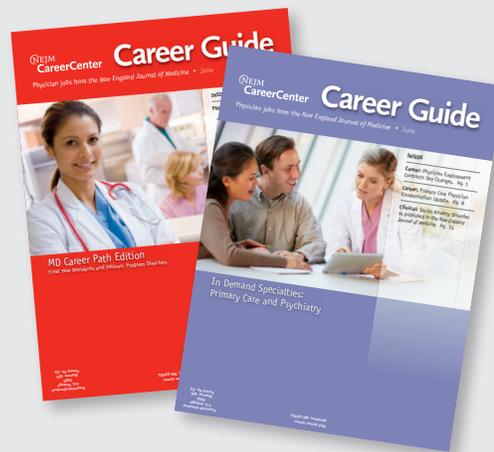
Additionally, this year's *Career Guide: In Demand Specialties* edition will feature primary care and psychiatry. This special Career Guide will be sent out to practicing physicians in the most in-demand specialties of the year.

Here's how you can participate:

Run a paid line or display print ad (of any size) in selected NEJM issues, and in addition to reaching over 140,000 weekly recipients of NEJM, your ad will automatically be reprinted for FREE in the corresponding Career Guide magazine, mailed directly to a specific target audience of physicians. Additionally, your ad will run on NEJMCareerCenter.org, the heavily trafficked companion website of the *New England Journal of Medicine*. Our unique solution offers unmatched reach to physician passive jobseekers!

CAREER GUIDE: MD Career Path
NEJM ISSUE: May 30, 2019
CLOSING DATE: May 10, 2019
AUDIENCE: All final-year residents and fellows and over 9,000 program directors
BONUS REACH: Over 45,000*

CAREER GUIDE: In Demand
NEJM ISSUE: June 27, 2019
CLOSING DATE: June 7, 2019
AUDIENCE: Primary care and psychiatry physicians currently in practice
BONUS REACH: Over 35,000*



Contact us at (800) 635-6991 or ads@nejmcareercenter.org to reserve your ad space today!

*Counts are estimates only and are subject to change based on data collected and approved by the AMA.