Faculty Recruitment and Retention Survey 2012

ACAPS Issues Committee
Michael Bentz, MD, Chair
John Girotto, Jack Coleman, John Kitzmiller, Tom Lawrence, Charles Verheyden
ASPS/PSF Academic Affairs Council
Nicholas Vedder, Chair
Special Thanks

EJ Weldon, PRRI
ASPS Academic Affairs Council Staff
Keith Hume, Christopher Simmons
Please check the status that best applies to you:

- Department Chair/Section Chief: 39.2% (31)
- Professor: 22.8% (18)
- Associate Professor: 15.2% (12)
- Assistant Professor: 22.8% (18)
- Other (please specify)
Does your group function as a:

- Division: 67.9% (53)
- Section: 9.0% (7)
- Department: 23.1% (18)
- Other (please specify):
How many faculty members are in your group?

- Full Time: 8.04
- Part Time: 4.53

Answered Question 78 / Skipped Question 4
How many faculty have you added in the past:

- 1 Year: 1.13
- 5 Years (Cumulative): 3.28
- 10 Years (Cumulative): 5.2

Answered Question 78 / Skipped Question 4
How many faculty have you lost in the past:

- 1 Year: 0.48
- 5 Years (Cumulative): 1.67
- 10 Years (Cumulative): 2.77

Answered Question 76 / Skipped Question 6
Plastic Surgery programs are growing! Doubling – in every time period!
What was the mid point salary range for a graduate resident who was recently hired?

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid Point Salary Range (Median)</td>
<td>$235,000</td>
</tr>
<tr>
<td>Average Salary Range (Mean)</td>
<td>$241,161</td>
</tr>
<tr>
<td>Minimum Salary Reported</td>
<td>$175,000</td>
</tr>
<tr>
<td>Maximum Salary Reported</td>
<td>$375,000</td>
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</tbody>
</table>

Answered question and included in analysis  

- 56

Skipped question or not included in analysis  

- 26
What percentage of payroll covers benefits?

- 0%, 0 (0 responses)
- 2%, 1 (1 response)
- 4%, 2 (2 responses)
- 6%, 3 (3 responses)
- 21%, 11 (11 responses)
- 40%, 21 (21 responses)

Answered Question 52 / Skipped Question 30
Please identify all the non-insurance/health benefits you offer. Check all that apply:

- Long term savings plan: 48.4% (30)
- 401(K) or equivalent: 93.5% (58)
- Pension: 43.5% (27)

Answered Question 62 / Skipped Question 20
Up to what percentage does the organization contribute to the 401(K) or equivalent?

- >10%: 10, 10
- 10%: 9, 9
- 9%: 0, 1
- 8%: 3, 3
- 7%: 4, 4
- 6%: 5, 5
- 5%: 11
- 4%: 1
- 3%: 2
- 2%: 5
- <1%: 3

Answered Question 53 / Skipped Question 29
Please identify all other types of benefits you offer. Check all that apply:

- Medical Insurance: 100.0% (62)
- Dental Insurance: 96.8% (60)
- Vision Plan: 87.1% (54)
- Malpractice Insurance: 98.4% (61)
- Long Term Disability (LTD): 90.3% (56)
- Life Insurance: 90.3% (56)
- Other (please specify): 11.3% (7)

Answered Question 62 / Skipped Question 20
**Where do you generate the funds to pay for benefits?**

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Yes</th>
<th>No</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical revenue of the plastic surgery division/department</td>
<td>52</td>
<td>2</td>
<td>54</td>
</tr>
<tr>
<td>Clinical revenue of the department of surgery</td>
<td>18</td>
<td>21</td>
<td>39</td>
</tr>
<tr>
<td>Hospital</td>
<td>18</td>
<td>23</td>
<td>41</td>
</tr>
<tr>
<td>Medical school</td>
<td>21</td>
<td>24</td>
<td>45</td>
</tr>
<tr>
<td>Grant support</td>
<td>5</td>
<td>27</td>
<td>32</td>
</tr>
<tr>
<td>Endowment Accounts</td>
<td>3</td>
<td>29</td>
<td>32</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>10</td>
<td>14</td>
</tr>
</tbody>
</table>

Answered Question  59 / Skipped Question  23
What other "special benefits" do you offer new faculty members? Check all that apply:

- Paid moving expenses: 83.0% (44)
- Mortgage loan assistance (i.e. portion of a house down payment): 11.3% (6)
- Protected time for research: 58.5% (31)
- Seed funds to start research projects: 52.8% (28)
- NP / PA support: 62.3% (33)
- Debt assistance (i.e. paying off medical school debts)
- Signing bonus: 24.5% (13)
- Other (please specify): 5.7% (3)
How are on-going faculty salaries supported?

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Yes</th>
<th>No</th>
<th>Response Count</th>
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</thead>
<tbody>
<tr>
<td>Clinical revenue of the individual surgeon</td>
<td>52</td>
<td>2</td>
<td>54</td>
</tr>
<tr>
<td>Share revenue from the whole plastic surgery division/department</td>
<td>35</td>
<td>11</td>
<td>46</td>
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<tr>
<td>Clinical revenue of the department of surgery</td>
<td>12</td>
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<td>41</td>
</tr>
<tr>
<td>Hospital</td>
<td>31</td>
<td>14</td>
<td>45</td>
</tr>
<tr>
<td>Medical school</td>
<td>22</td>
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<tr>
<td>Grant support</td>
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<tr>
<td>Endowment Accounts</td>
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<td>23</td>
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</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>8</td>
<td>12</td>
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</table>

Answered Question  58 / Skipped Question  24
Do you pay your faculty a bonus?

- Yes, Academic based: 4.9% (3)
- Yes, Clinical based: 37.7% (23)
- Yes, Combined Academic and Clinical: 37.7% (23)
- No bonus paid: 19.7% (12)

Answered Question 61 / Skipped Question 21
Where do you acquire funds to pay a bonus?

<table>
<thead>
<tr>
<th>Answer Options</th>
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<th>No</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical revenue of the individual surgeon</td>
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<td>3</td>
<td>41</td>
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<tr>
<td>Shared revenue from the whole plastic surgery division/department</td>
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<td>9</td>
<td>36</td>
</tr>
<tr>
<td>Clinical revenue of the department of surgery</td>
<td>10</td>
<td>22</td>
<td>32</td>
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<tr>
<td>Hospital</td>
<td>7</td>
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<td>Endowment Accounts</td>
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<tr>
<td>Other</td>
<td>0</td>
<td>8</td>
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</table>

Answered Question 46 / Skipped Question 36
How do you determine the size of the bonus?

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Yes</th>
<th>No</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical revenue of the individual surgeon</td>
<td>34</td>
<td>7</td>
<td>41</td>
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<tr>
<td>Teaching efforts</td>
<td>24</td>
<td>9</td>
<td>33</td>
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<tr>
<td>RVU production of the individual surgeon</td>
<td>28</td>
<td>10</td>
<td>38</td>
</tr>
<tr>
<td>Papers published/abstracts presented</td>
<td>22</td>
<td>10</td>
<td>32</td>
</tr>
<tr>
<td>Hospital/society committee participation</td>
<td>16</td>
<td>13</td>
<td>29</td>
</tr>
<tr>
<td>Grant awards</td>
<td>16</td>
<td>12</td>
<td>28</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>9</td>
<td>15</td>
</tr>
</tbody>
</table>

Answered Question 45 / Skipped Question 37
What are the most common reasons faculty have left your group? Check all that apply:

- Join a private practice or a group: 56.9% (33)
- Start a solo private practice: 24.1% (14)
- Move to another university position: 31.0% (18)
- Assume Chief, Chair, or Section Head position: 12.1% (7)
- Retirement: 22.4% (13)
- Leave clinical practice of surgery: 5.2% (3)
- Other (please specify): 17.2% (10)

Answered Question 58 / Skipped Question 24
What are the most common complaints of departing faculty? Check all that apply:

- Inadequate compensation: 60.0% (33)
- Inability to pursue academic interests: 12.7% (7)
- Lack of autonomy: 38.2% (21)
- Time commitment: 18.2% (10)
- Call responsibilities: 20.0% (11)
- University environments: 32.7% (18)
- O.R. access availability: 14.5% (8)
- Family considerations: 36.4% (20)
- Other (please specify): 14.5% (8)
What have you used successfully as faculty retention? Check all that apply:

- Increased compensation (75.5% (37))
- Protected academic time (28.6% (14))
- Leadership appointment (51.0% (25))
- Call dilution or elimination (18.4% (9))
- Assignment of O.R. block time (20.4% (10))
- Other (please specify) (12.2% (6))

Answered Question 49 / Skipped Question 33
CONCLUSIONS

• There is a NET growth in PS faculty
• Money is the leading driver of all things
• BUT, leadership, autonomy, research, environment, family considerations are key drivers to satisfaction/retention
• Compensation is typically tied to individual and/or shared clinical productivity
• Private practice is the main competitor
• Not everyone is destined to thrive in academics