

# Faculty Recruitment and Retention Survey 2012

ACAPS Issues Committee

Michael Bentz, MD, Chair

John Giroto, Jack Coleman, John Kitzmiller,  
Tom Lawrence, Charles Verheyden

ASPS/PSF Academic Affairs Council

Nicholas Vedder, Chair

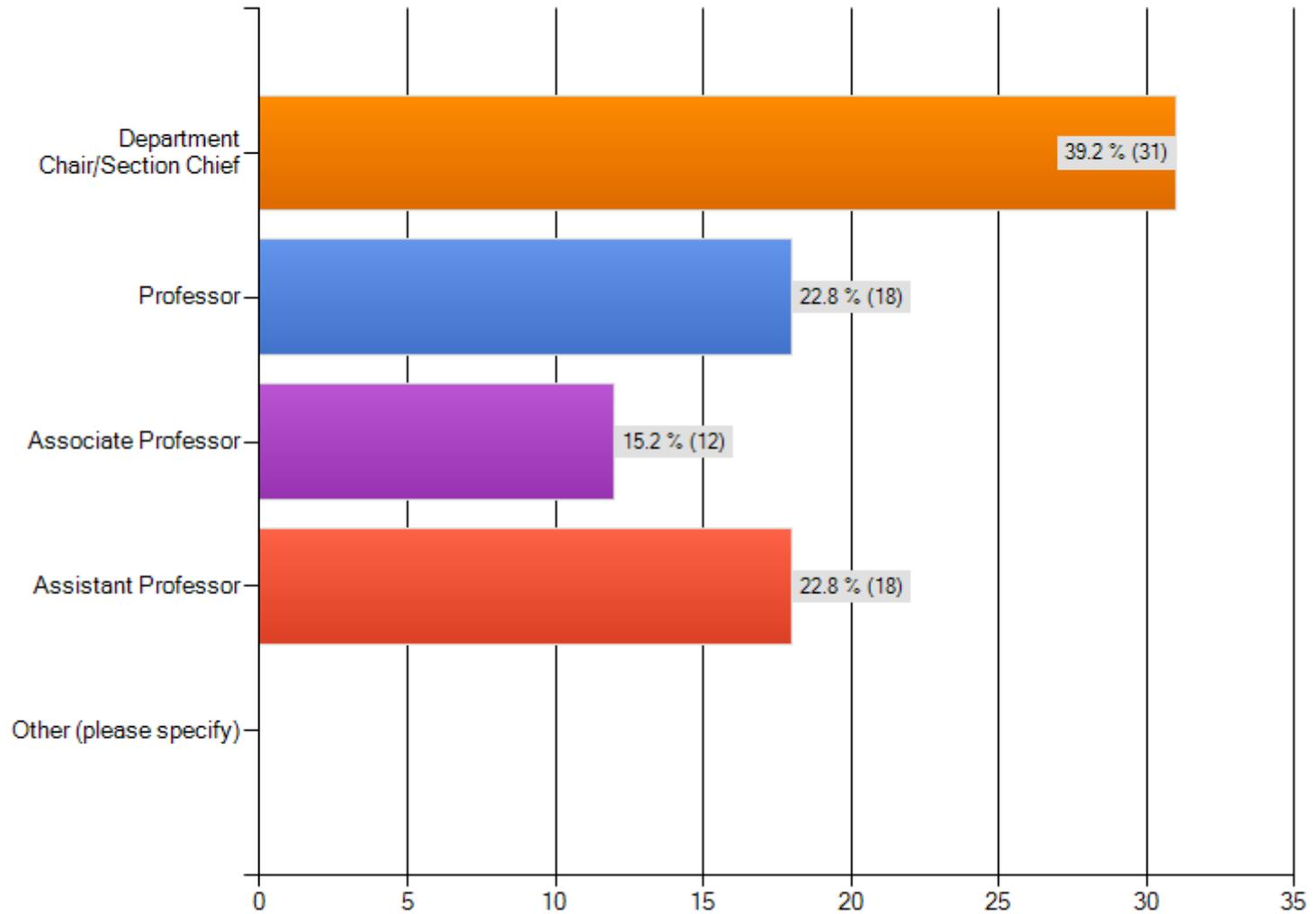
# Special Thanks

EJ Weldon, PRRI

ASPS Academic Affairs Council Staff

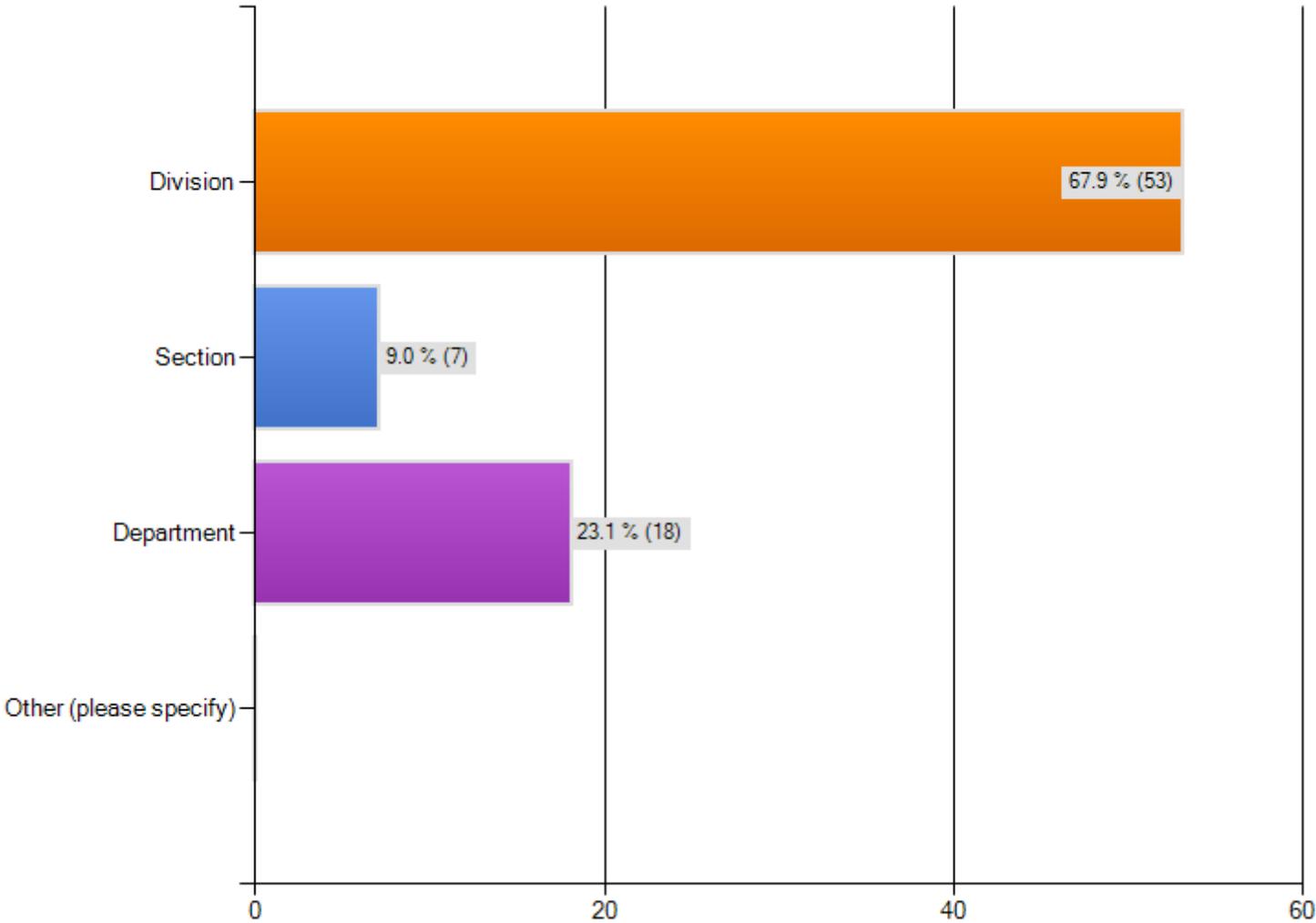
Keith Hume, Christopher Simmons

Please check the status that best applies to you:

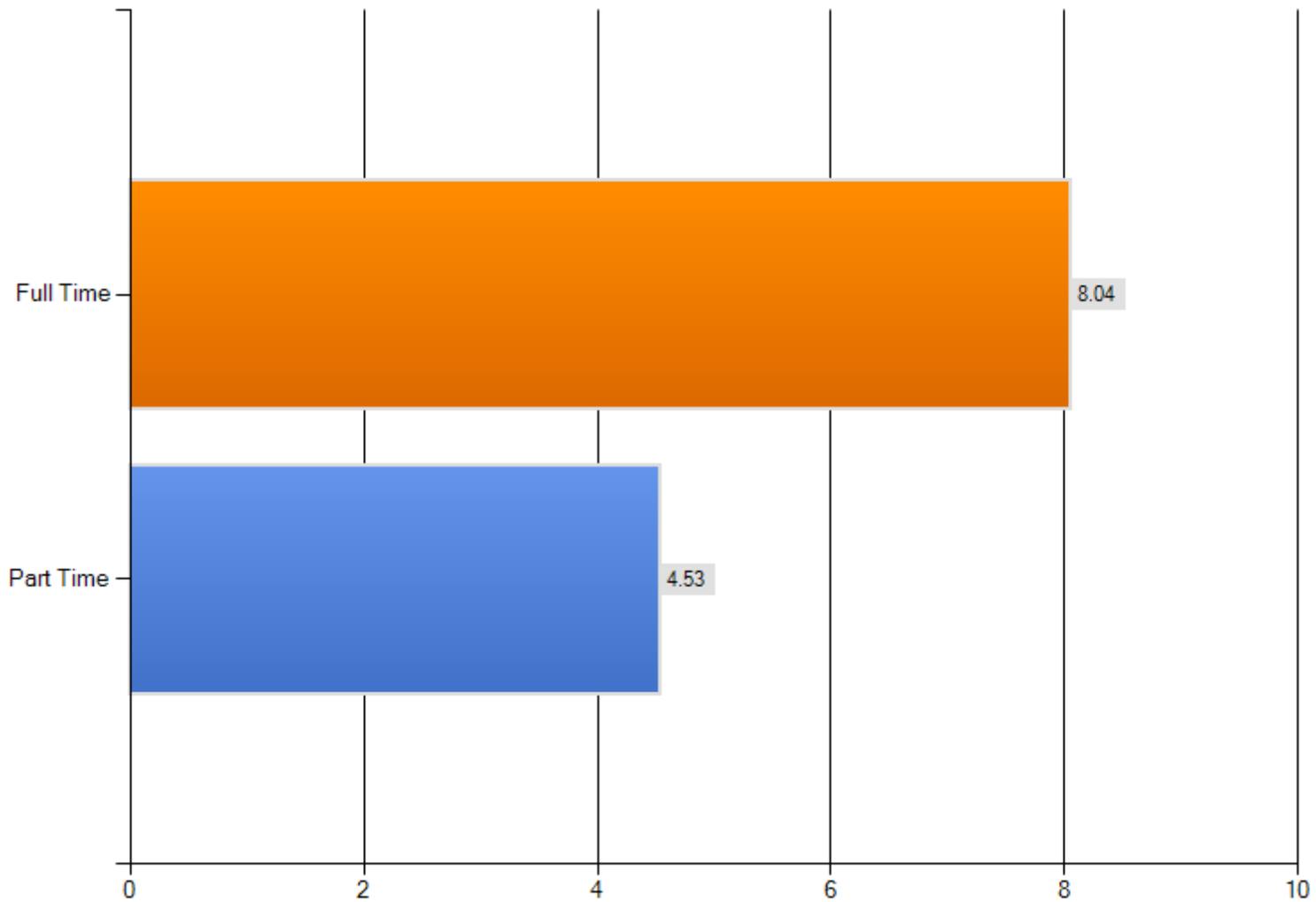


Answered Question 79 / Skipped Question 3

Does your group function as a:

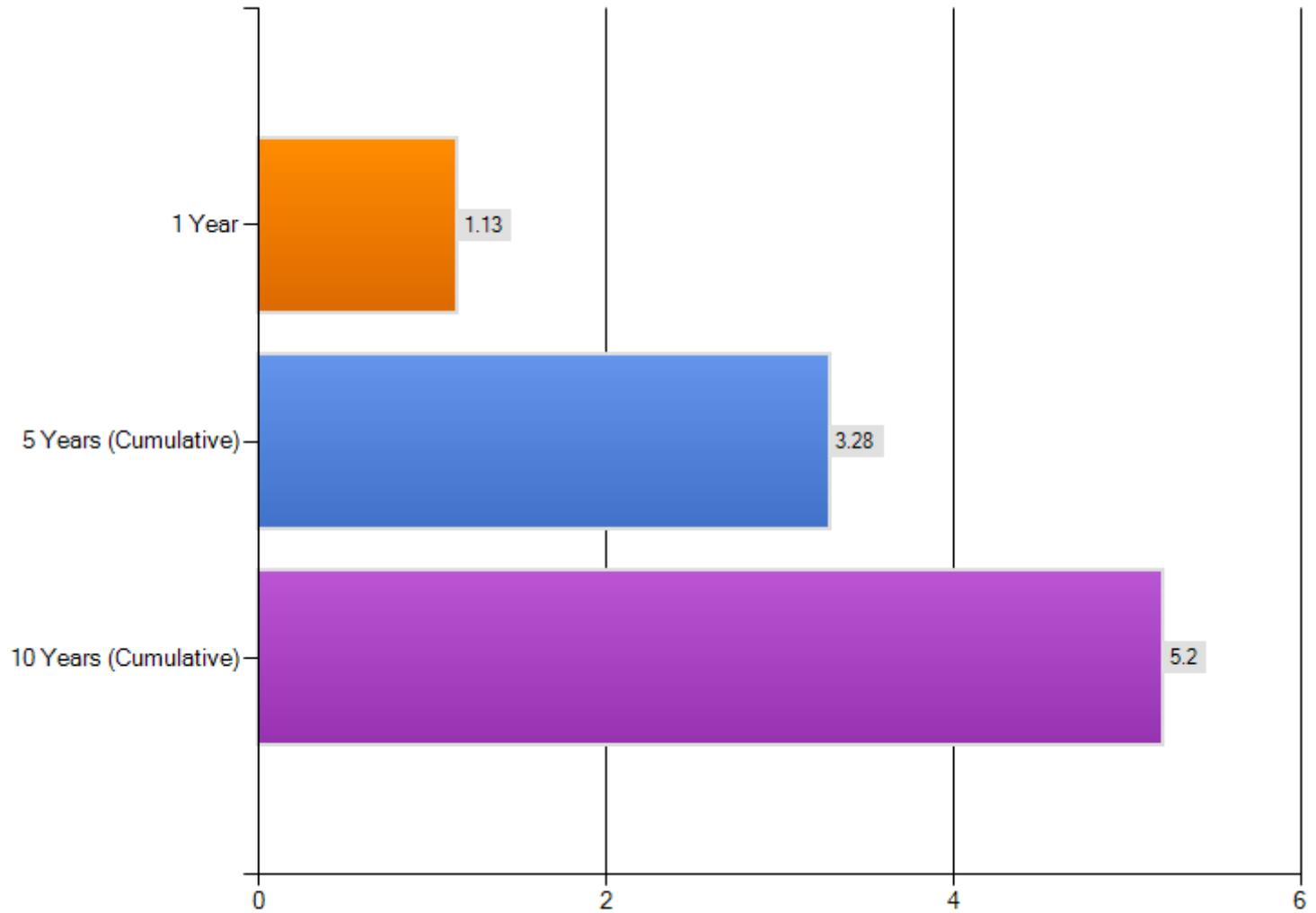


### How many faculty members are in your group?

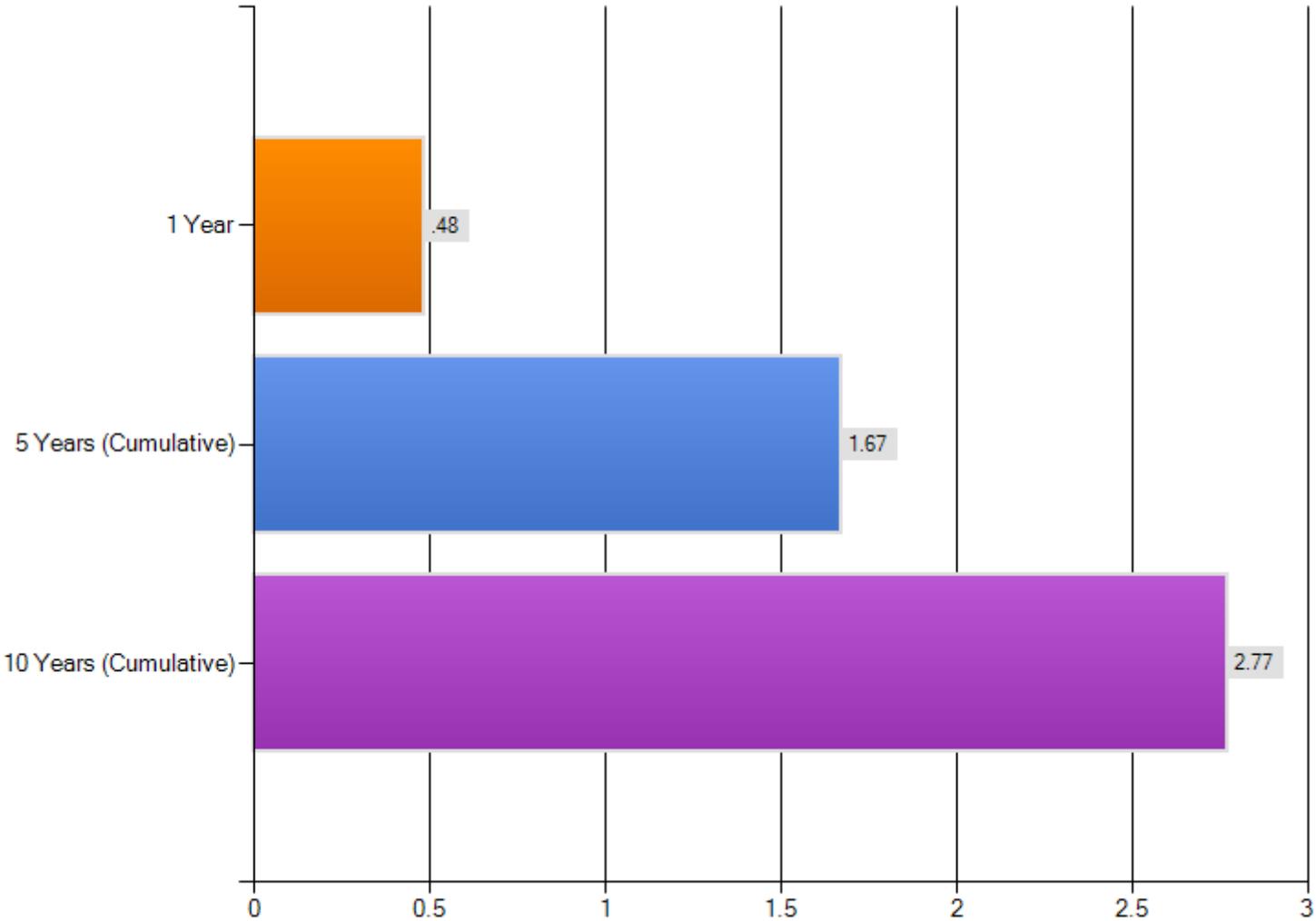


Answered Question 78 / Skipped Question 4

### How many faculty have you added in the past:

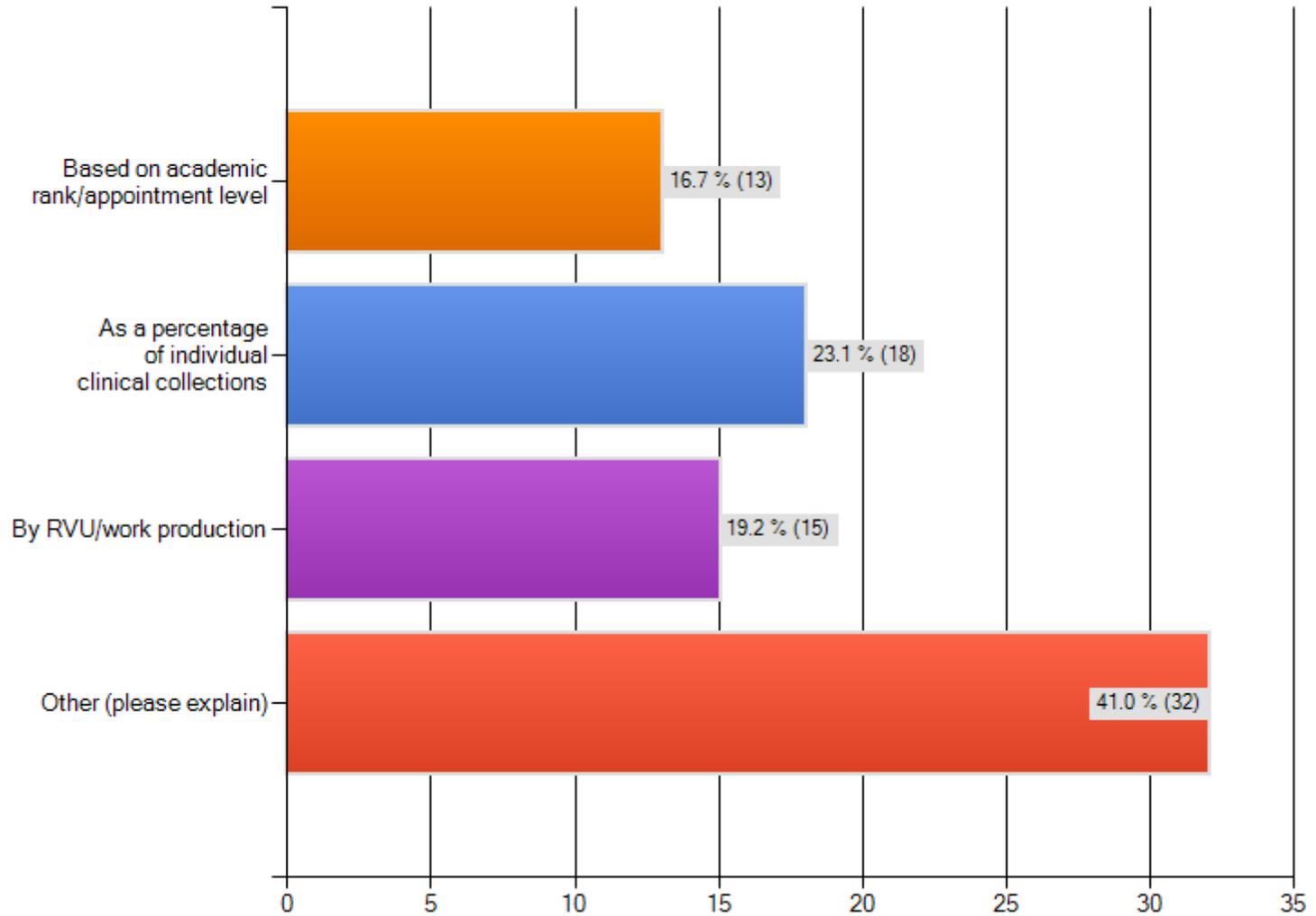


How many faculty have you lost in the past:



Plastic Surgery programs are growing!  
Doubling – in every time period!

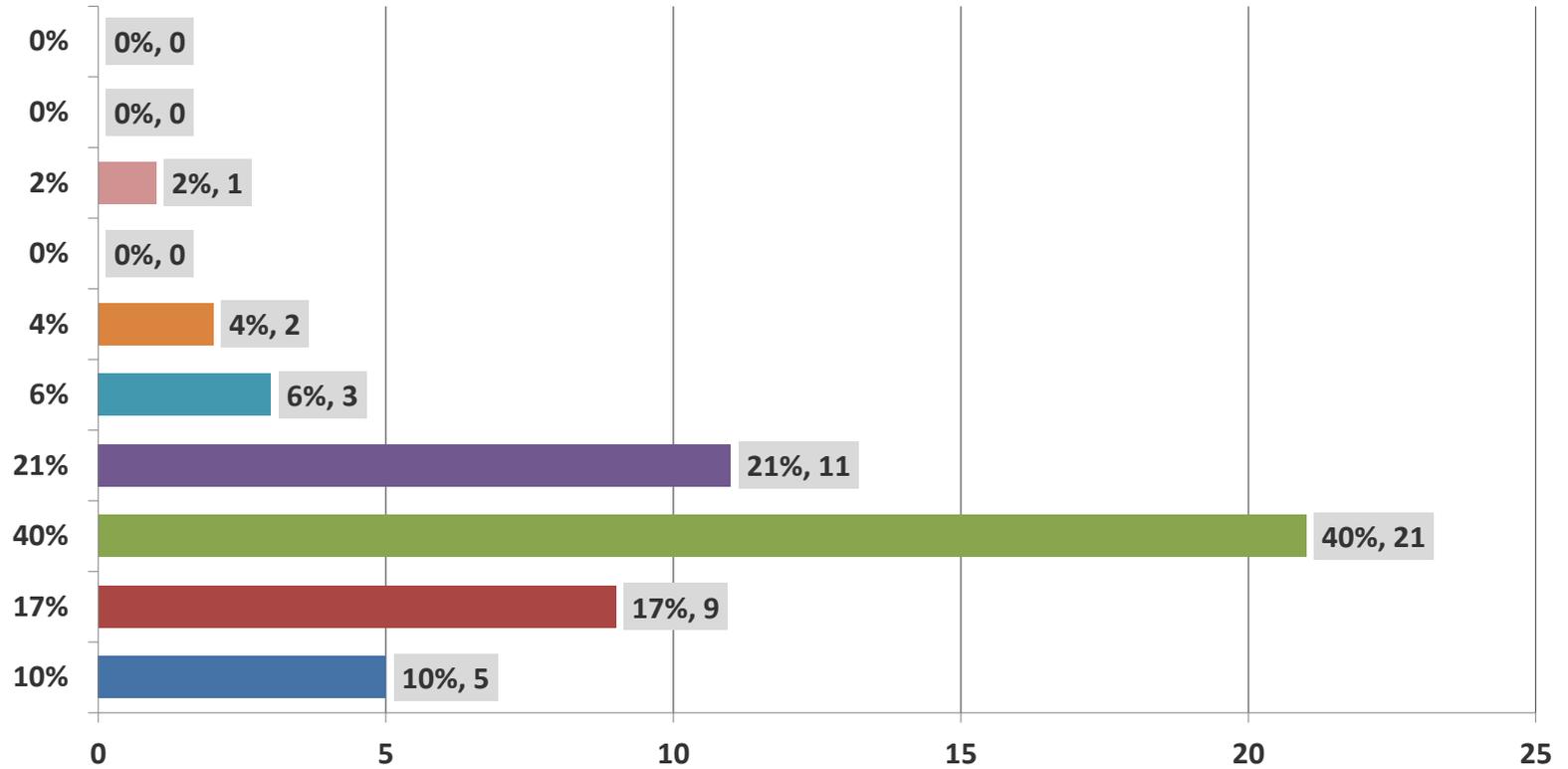
### How are faculty members compensated?



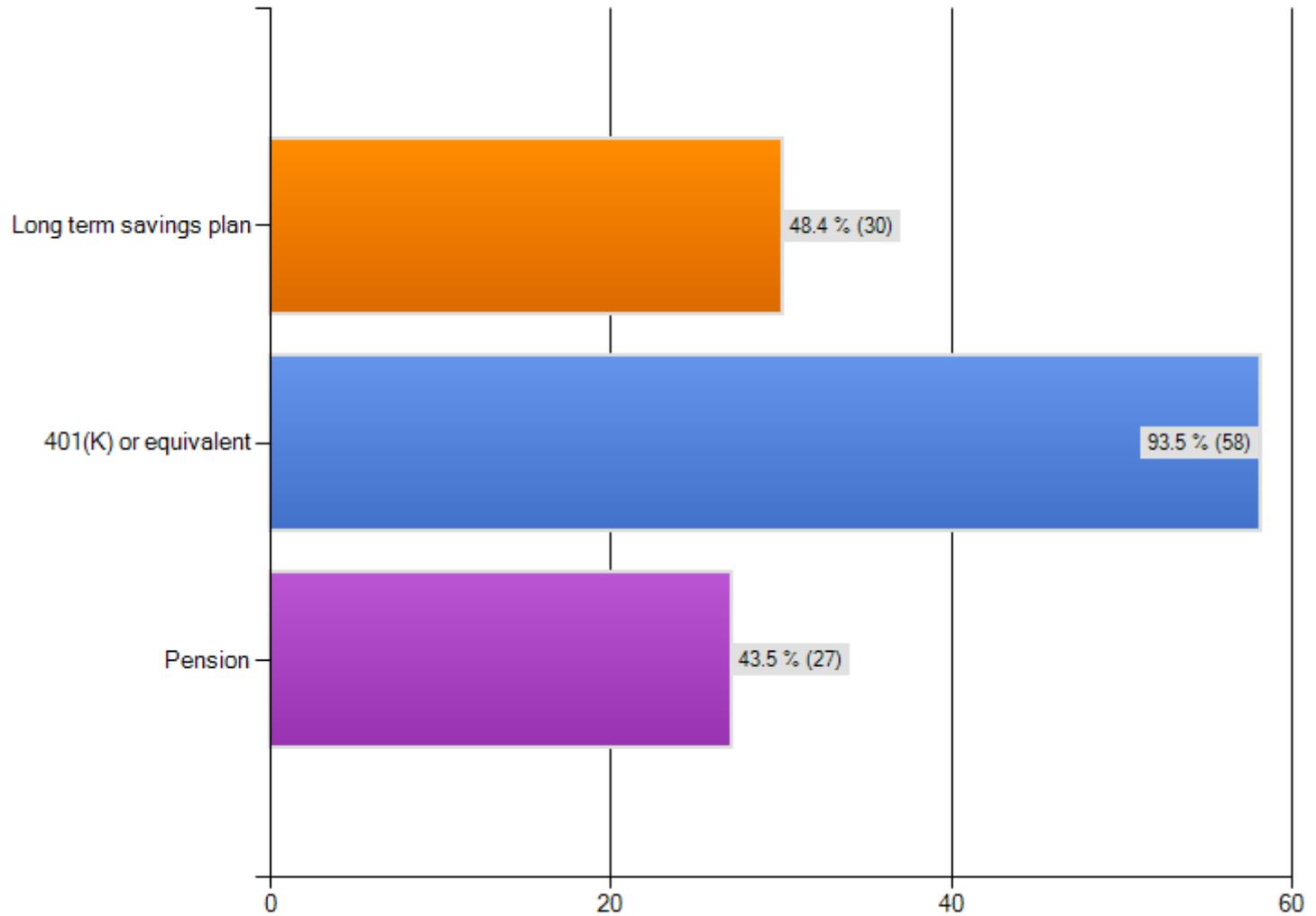
What was the mid point salary range for a graduate resident who was recently hired?

| Answer Options                                      | Response         |
|---|------------------|
| Mid Point Salary Range ( <b>Median</b> )            | <b>\$235,000</b> |
| Average Salary Range (Mean)                         | \$241,161        |
| Minimum Salary Reported                             | \$175,000        |
| Maximum Salary Reported                             | \$375,000        |
| <i>Answered question and included in analysis</i>   | <i>56</i>        |
| <i>Skipped question or not included in analysis</i> | <i>26</i>        |

### What percentage of payroll covers benefits?

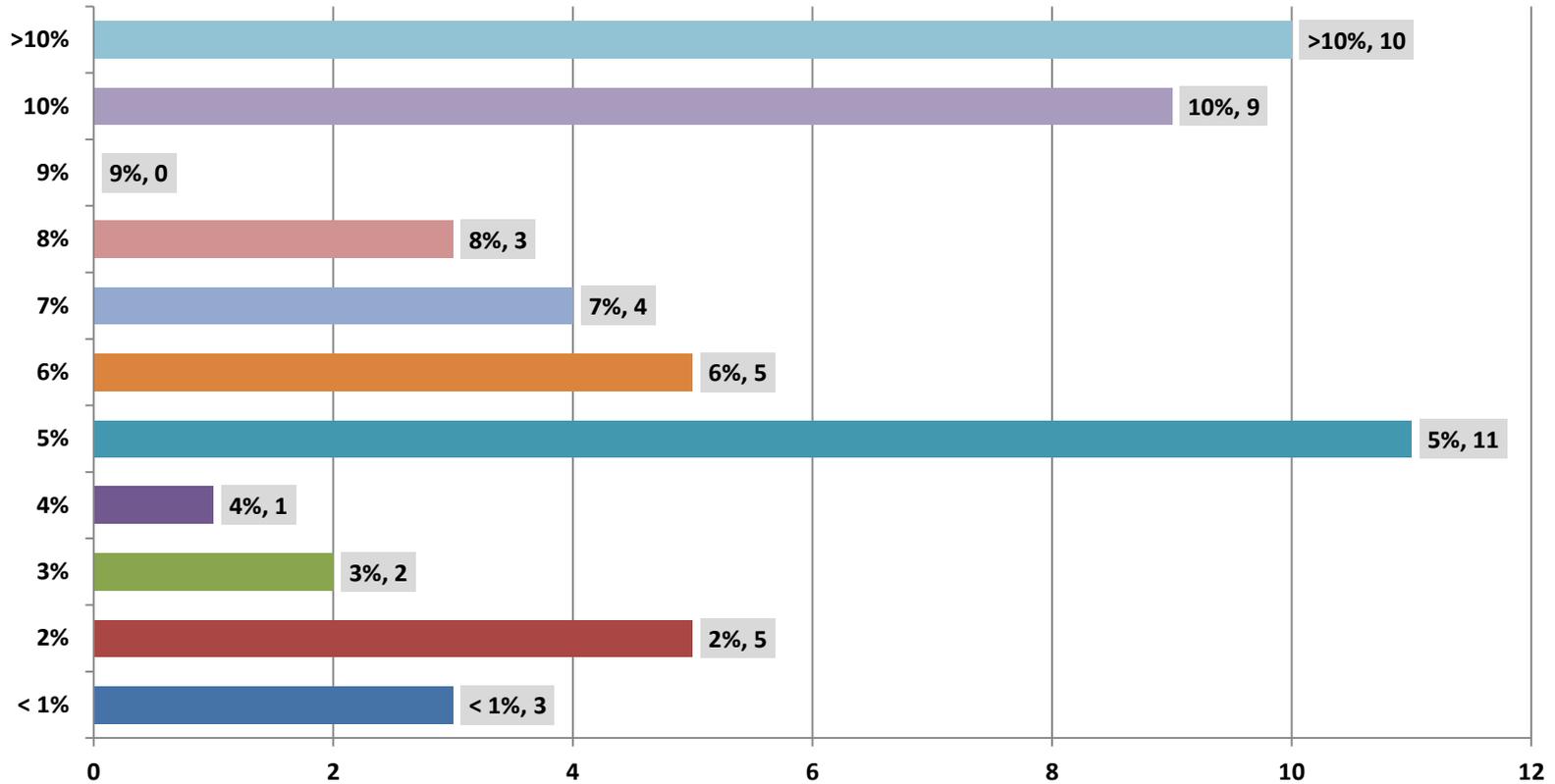


Please identify all the non-insurance/health benefits you offer. Check all that apply:

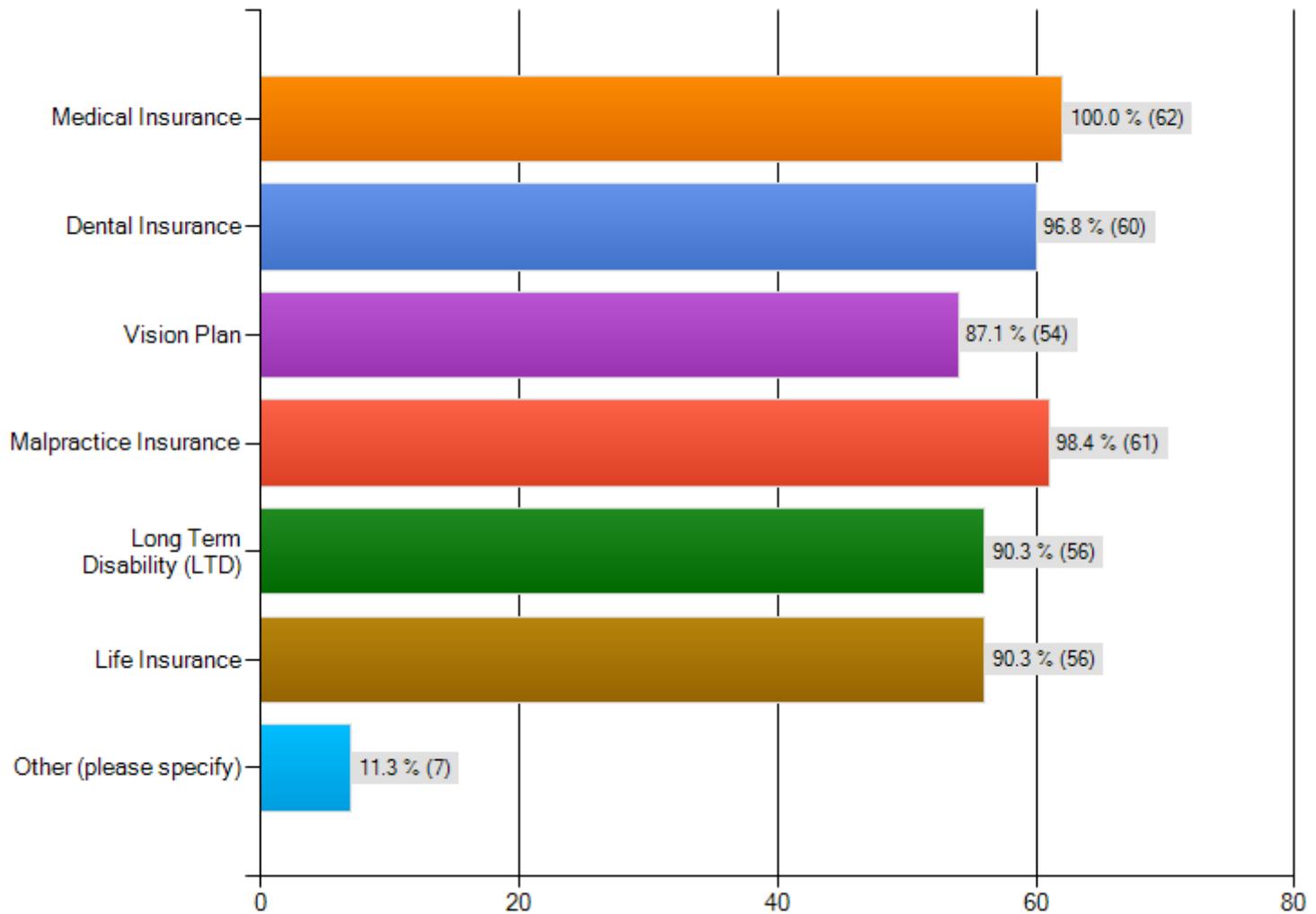


Answered Question 62 / Skipped Question 20

# Up to what percentage does the organization contribute to the 401(K) or equivalent?



Please identify all other types of benefits you offer. Check all that apply:

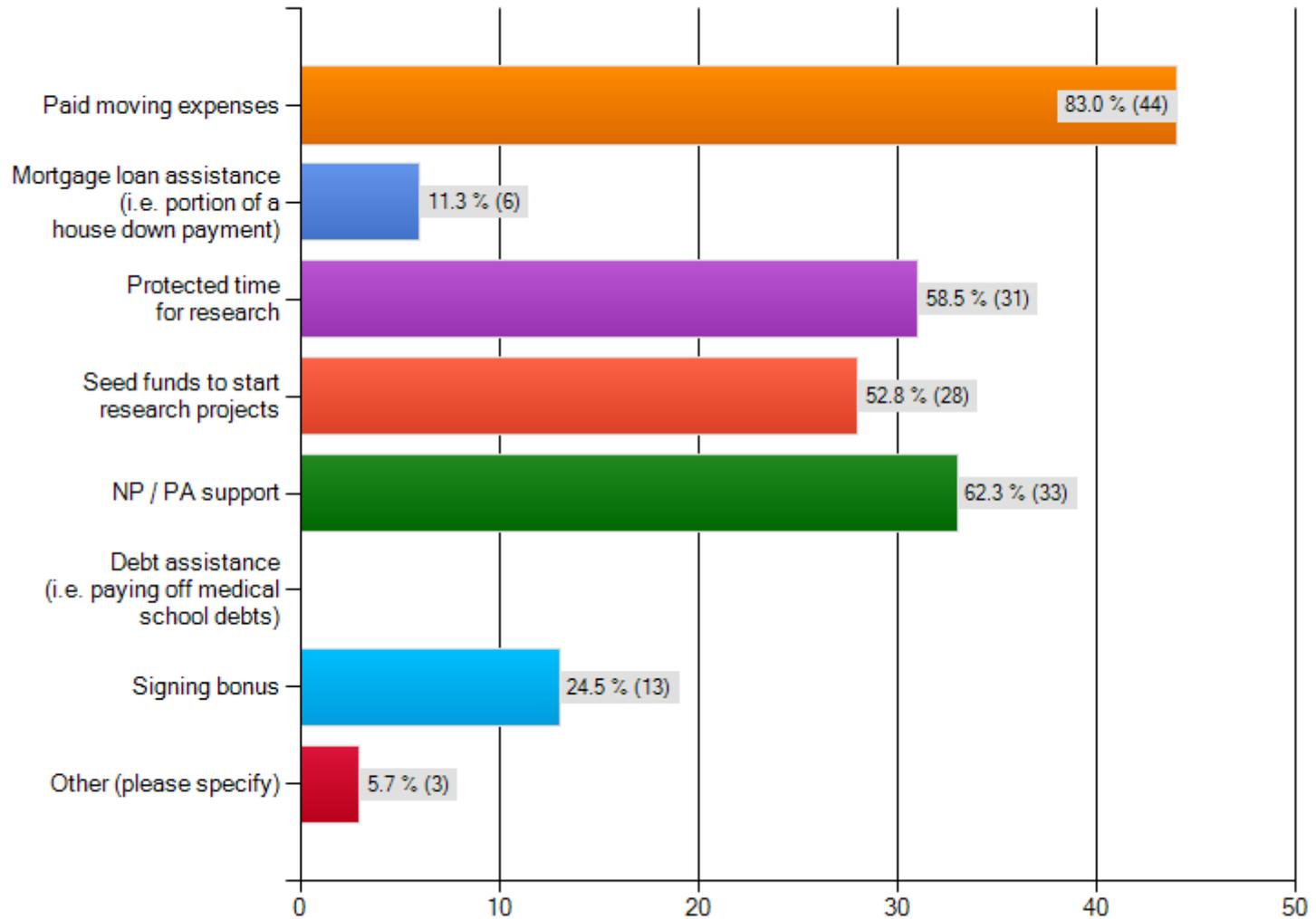


Answered Question 62 / Skipped Question 20

Where do you generate the funds to pay for benefits?

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

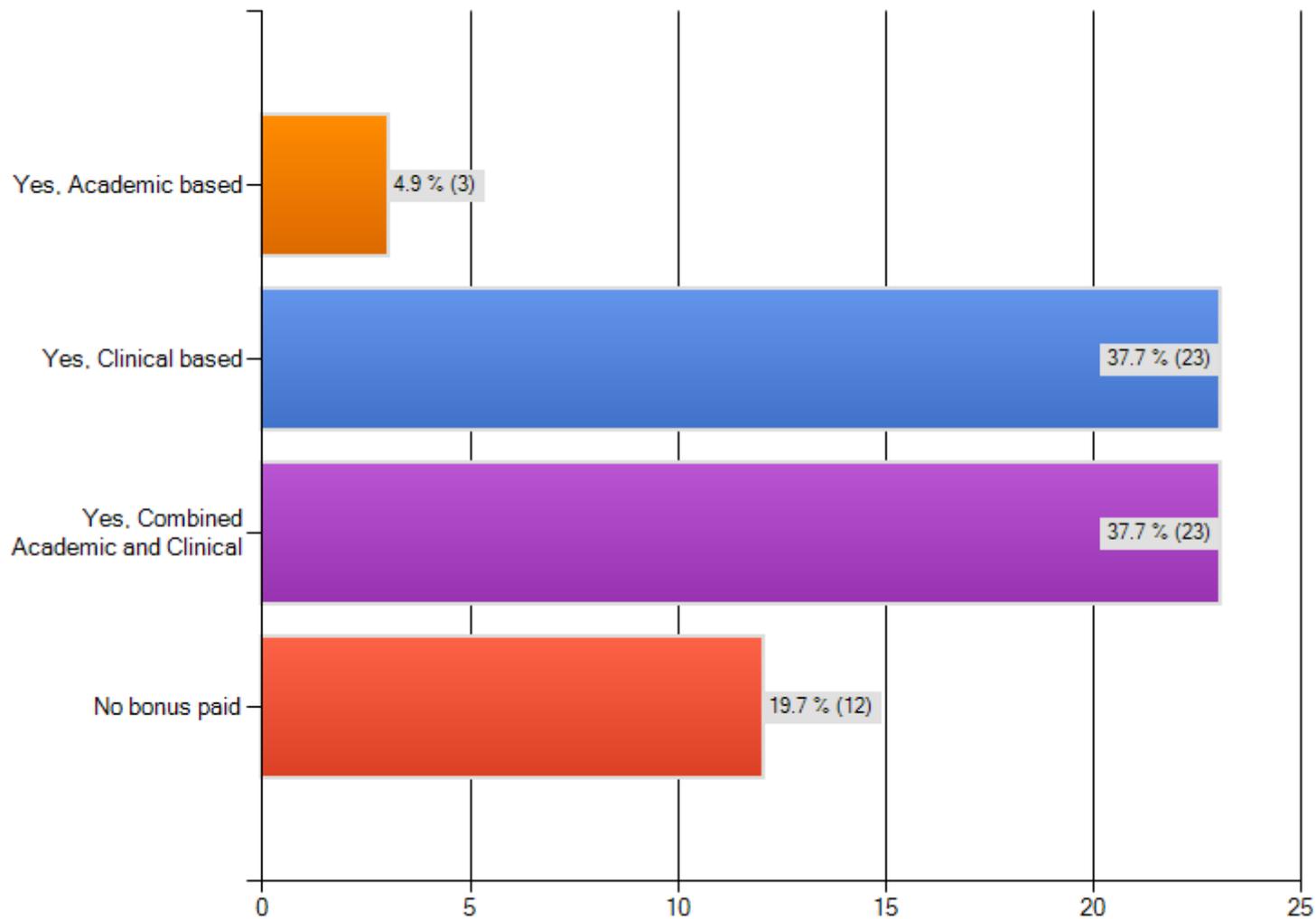
**What other "special benefits" do you offer new faculty members? Check all that apply:**



## How are on-going faculty salaries supported?

| Answer Options   | Yes | No | Response Count |
|--|-----|----|----------------|
| Clinical revenue of the individual surgeon                       | 52  | 2  | 54             |
| Share revenue from the whole plastic surgery division/department | 35  | 11 | 46             |
| Clinical revenue of the department of surgery                    | 12  | 29 | 41             |
| Hospital   | 31  | 14 | 45             |
| Medical school   | 22  | 18 | 40             |
| Grant support  | 16  | 20 | 36             |
| Endowment Accounts   | 12  | 23 | 35             |
| Other  | 4   | 8  | 12             |

### Do you pay your faculty a bonus?



Answered Question 61 / Skipped Question 21

Where do you acquire funds to pay a bonus?

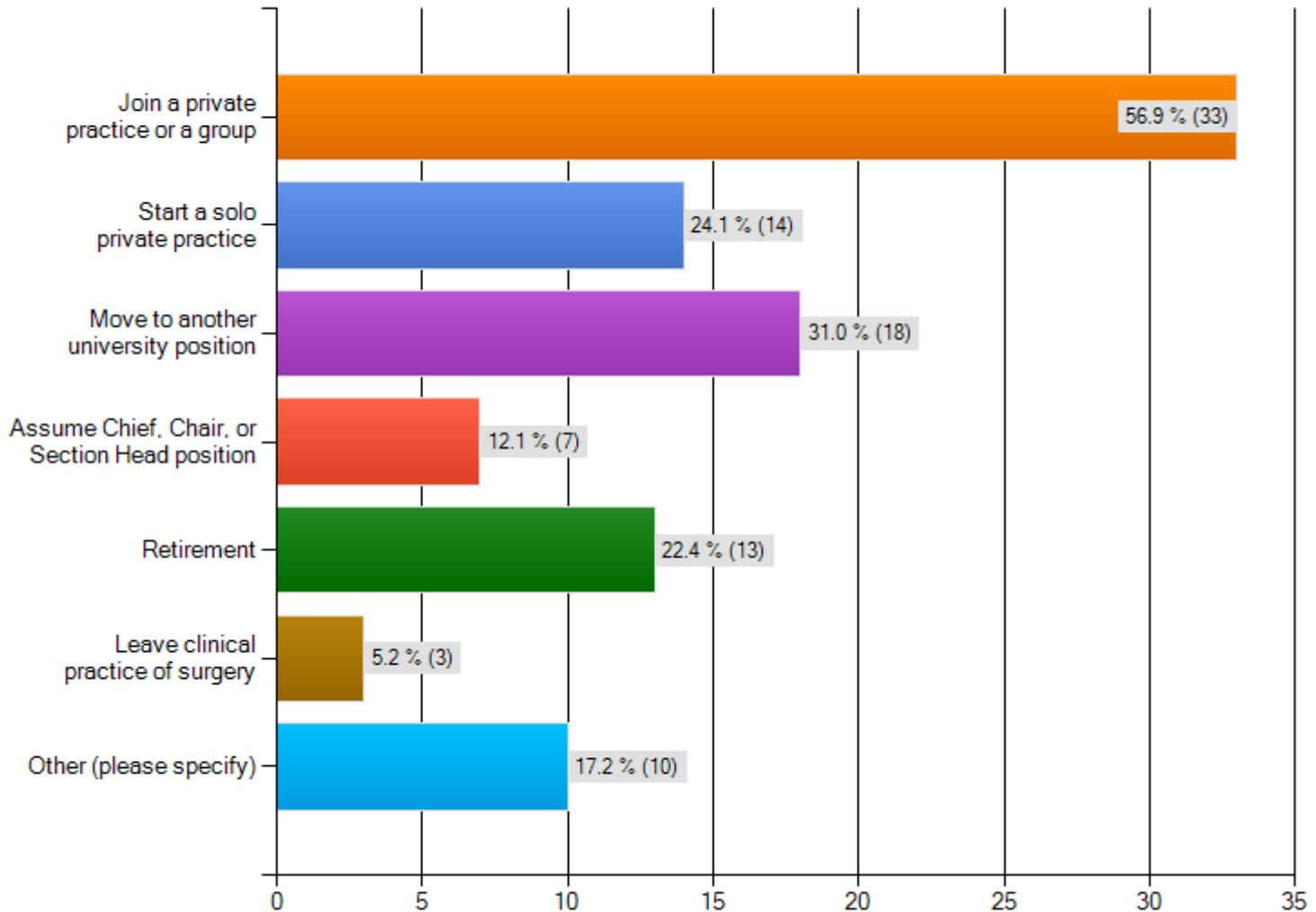
| Answer Options  | Yes | No | Response Count |
|---|-----|----|----------------|
| Clinical revenue of the individual surgeon                        | 38  | 3  | 41             |
| Shared revenue from the whole plastic surgery division/department | 27  | 9  | 36             |
| Clinical revenue of the department of surgery                     | 10  | 22 | 32             |
| Hospital  | 7   | 22 | 29             |
| Medical school  | 5   | 23 | 28             |
| Grant support   | 3   | 24 | 27             |
| Endowment Accounts  | 3   | 24 | 27             |
| Other   | 0   | 8  | 8              |

## How do you determine the size of the bonus?

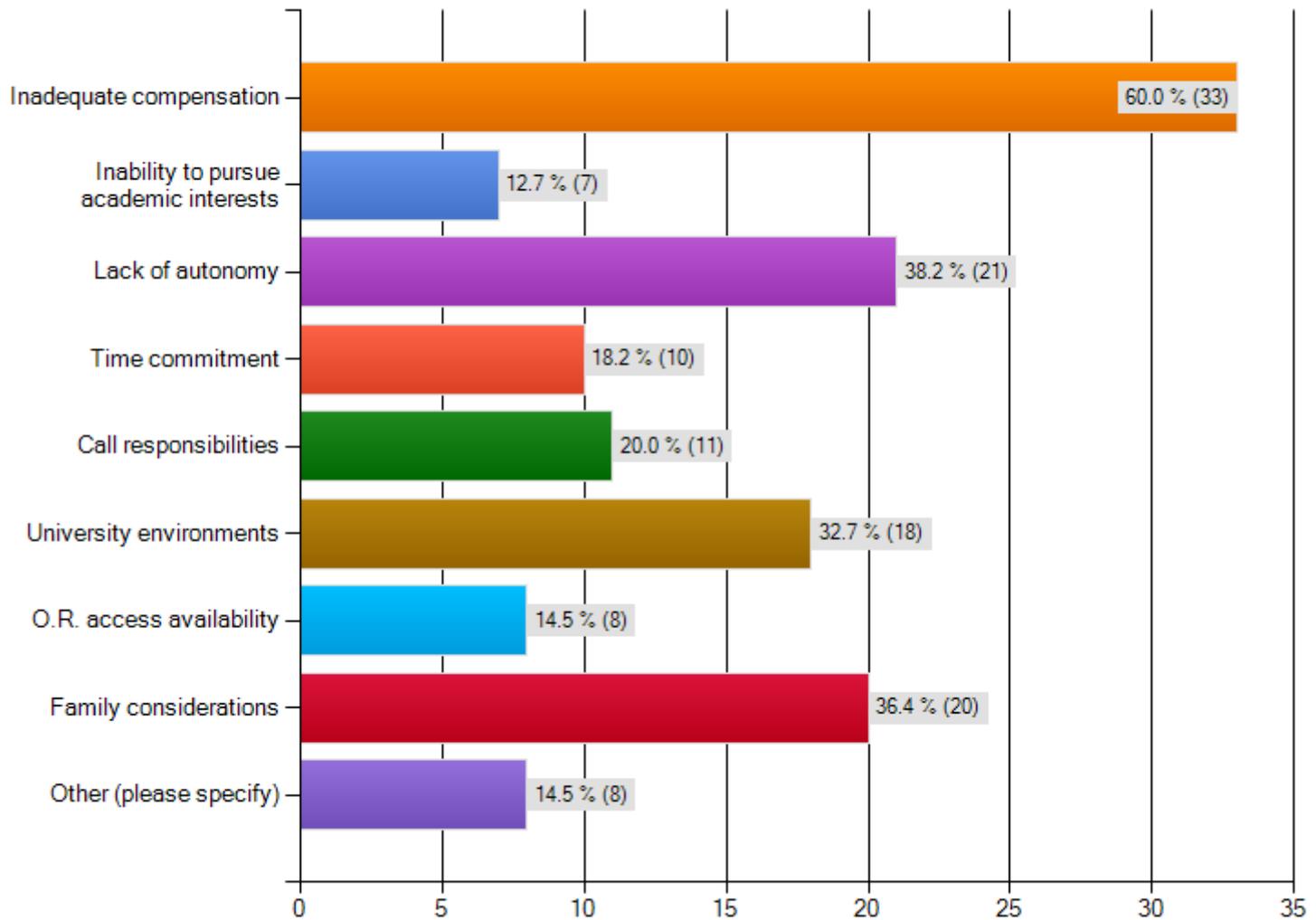
| Answer Options                             | Yes | No | Response Count |
|--|-----|----|----------------|
| Clinical revenue of the individual surgeon | 34  | 7  | 41             |
| Teaching efforts                           | 24  | 9  | 33             |
| RVU production of the individual surgeon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

Answered Question 45 / Skipped Question 37

**What are the most common reasons faculty have left your group? Check all that apply:**

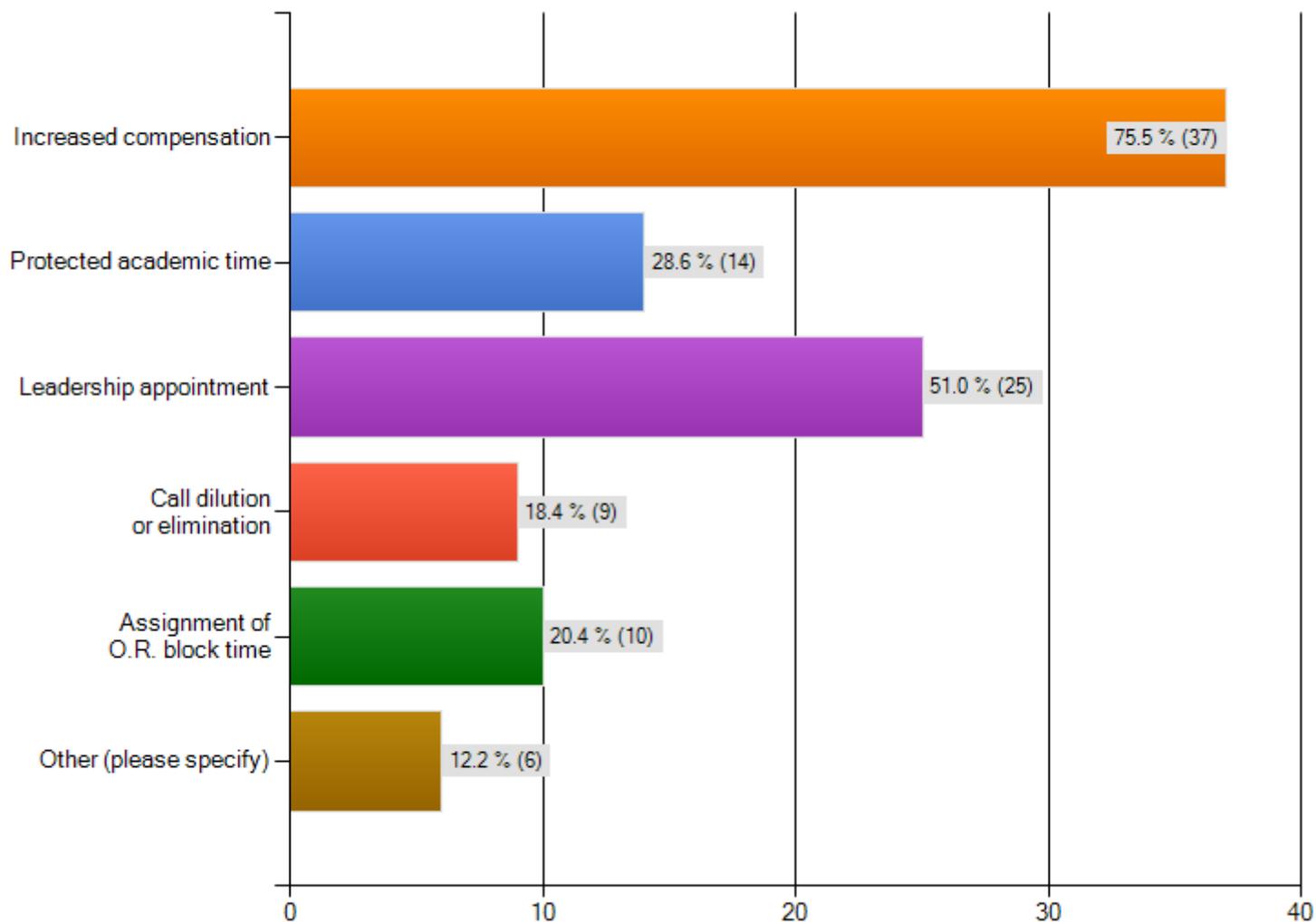


**What are the most common complaints of departing faculty? Check all that apply:**



**Answered Question 55 / Skipped Question 27**

**What have you used successfully as faculty retention? Check all that apply:**



# 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