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OCTOBER 2023

Compensation holds steady

But hospitalists may see big increases next year

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- Comfortable with IM procedures preferred, but not required

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- \$301K base salary with \$30K incentive bonus and CME stipend
- Academic appointment and student supervision opportunity
- Full subspecialist back up in house or by phone
- Comfortable with IM procedures preferred

MED-PEDS HOSPITALIST OR NOCTURNIST Greer Memorial Hospital

- BC/BE in internal medicine-pediatrics
- \$295k with a \$30k incentive bonus and CME stipend for Med – Peds Hospitalist
- \$360k with a 10k incentive bonus and CME stipend for Med – Peds Nocturnist
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- Comfortable with IM procedures preferred, but not required

HOSPITALIST – DEDICATED FLOAT Greenville Memorial Hospital

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- Admitting and consultation only
- Shift: 12pm – 12 am
- Part of a multi-physician admission team
- Academic appointment and resident supervision opportunity
- Full subspecialist back up

NOCTURNIST Greenville Memorial Hospital

- \$360K base salary with \$10K incentive bonus and CME allowance
- Academic appointment and resident/student supervision opportunity
- Full subspecialist back up
- Nurse practitioner coverage for floor calls
- Comfortable with IM procedures preferred, but not required

Phyllis Maguire

Compensation holds steady

But hospitalists may see big increases next year

CRUNCH THE NUMBERS in the 2023 Today's Hospitalist Compensation & Career Survey, and one big takeaway is that compensation for most hospitalists last year stayed the same. Mean compensation for nonacademic hospitalists who treat adults, for example, came in at \$341,471, an increase of only \$2,008 over what they reported the previous year.

But ask hospitalists and consultants around the country about physician compensation, and you get a mixed picture. Many hospitals and health systems are struggling with low margins, and some have not revisited physician compensation since before the pandemic. But other groups and markets are charging ahead, negotiating pay increases for 2024 and treating staff shortages and burnout as things of the past.

More stability

Kimberly Bell, MD, MMM, regional medical director, TeamHealth West Group, isn't surprised that 2023 survey results didn't reveal a big comp boost. "That's accurate," says Dr. Bell. "The biggest jump in compensation occurred before 2022."

Moreover, in the TeamHealth programs she directs in Washington state and Hawaii, "we're not seeing the same pressure to increase comp that we did before 2022." Why? For one, hospitals are no longer paying

outsized salaries to traveling clinicians, a real sore point for permanent staff. And while units in some hospitals remain closed because of staff shortages, staffing in many hospitals has recovered.

"In situations where staffing has stabilized, people feel their compensation is adequate," says Dr. Bell. "The biggest pressure we get is when doctors are concerned that they're being paid below market. But when we get to where the market rate is, we get a lot less angst over compensation."

Most TeamHealth contracts are renewed every three years, and many doctors have already received annual cost-of-living increases. "Programs that haven't kept up with inflation could potentially have a higher adjustment," she says. "It's really on a case-by-case basis."

Dr. Bell also points out that hospital administrators aren't pressuring physicians for ever-greater productivity. Instead, "hospitals are focused on hospitalists achieving their goals, whether those are patient experience, throughput, increased market share, better morale, lower medication and care costs, or antibiotic stewardship. Many facilities have the same struggles."

In the largest of the hospitals where Dr. Bell serves as the hospital medicine medical director, discussions will begin this November about cohorting patients for



geographic rounding. She expects to get that initiative off the ground within three to six months.

In our 2023 survey, compensation for hospitalists in national management groups dipped a bit, dropping by nearly \$5,000 (a 1.4% decrease) from the previous year, for a mean compensation of \$334,828. This year also brought bad news for some management giants: Envision Healthcare filed for bankruptcy, as did American Physician Partners. But Dr. Bell says that TeamHealth has successfully litigated insurance rates and maintained a more solid financial position.

“We are expanding,” she says. “We’re getting new business.”

No comp discount for big cities?

As a consultant for 20 years, Martin Buser, MPH, founding partner of Hospitalist Management Resources LLC, typically discounts hospitalist compensation targets when negotiating with hospitals and health systems in large California cities.

“Doctors want to live in San Francisco, so I usually look at national survey data and back off projected national compensation by about 10% or 15%,” Mr. Buser says. But that’s not the case for contracts being renewed in 2024.

“On the West Coast, there is so much demand to add or expand hospitalist programs that health systems now in large cities are willing to pay closer to the national average,” he explains. That means hospitalists working for most of his clients will make about \$350,000 a year in total compensation in 2024. According to our 2023 survey, hospitalists in the Pacific

region earned the most of any region, reporting a mean of \$360,449 and a median pay of \$342,500. (That’s compared to a mean of \$316,643 in the Northeast, where median pay this year was \$309,500.)

In return, Mr. Buser says that the hospital administrators he works with want doctors to increase productivity. To bump up productivity, he—like Dr. Bell—is seeing more groups move toward unit-based rounding.

Hospitals also want groups not currently working with ad-

vanced practice providers to start doing so, particularly for night coverage, going from two MD/DO nocturnists to one MD/DO and one APP. And some hospitals are increasing the amount of incentive money being put at risk.

“In a negotiation I just finished, the risk pool was doubled from \$25,000 to \$50,000,” Mr. Buser says. When he’s negotiating bonus packages, physicians always want him to strike patient satisfaction from the incentive equation because patient satisfaction has so many variables that doctors can’t control.

“It’s the most difficult incentive to achieve,” Mr. Buser says, noting that hospitals won’t do away with patient satisfaction incentives because executives are often bonused on those targets as well. He sees groups take the bonus money tied to that incentive from hospitals and distribute it themselves among group members.

“The top physicians might get 120% of the bonus, where ones who struggle may get 50%,” says Mr. Buser. “Group members know who among them excel.” While most hospitalists balk at calling patients after discharge, he adds, “the ones who do often score the highest on patient satisfaction. Because of that call, the patient now

“In situations where staffing has stabilized, people feel their compensation is adequate.”

—Kimberly Bell, MD, MMM
TeamHealth West Group



has a physician name and a voice.”

Appropriately managing observation patients is another incentive cropping up. “Hospitals want to keep down the percentage of admissions that go through observation,” Mr. Buser explains, “so patients aren’t being placed in observation and then admitted a day or two later.”

Hospitalists are also being bonused on responding within 24 hours to billing queries.

“Case management ends up sitting on hundreds of thousands of dollars of claims waiting for physicians to weigh in,” says Mr. Buser. “Hospitals need hospitalists to respond more quickly so that can change.”

Compensation catch-up

Academic hospitalists emerged as one of the winners in this year's survey. Academic hospitalists, who made up 16% of our 2023 respondents, reported a mean compensation of \$295,326. That's an increase of more than \$11,000—or 4%—over the previous year.

But mention that figure to Mohamad Moussa, MD,



“Health systems now in large cities are willing to pay closer to the national average.”

—**Martin Buser, MPH**
Hospitalist Management
Resources LLC

director of hospital medicine at Atlanta's Emory Johns Creek Hospital, and he says that compensation for his group “is way lower.” As Dr. Moussa explains, he and colleagues maintain a “hybrid academic practice.”

While they don't supervise residents and fellows, they do help train nurse practitioners and physician assistants and do teaching, lectures and other academic work. They also earn the same amount as doctors in the Emory system who train residents and fellows.

From talking to other hospitalists in his area, Dr. Moussa knows he could make significantly more working somewhere else. “Within five miles of my hospital is a hospital in another health system that pays up to 20% more a year than what we earn,” he says.

So why are he and his fellow hospitalists content with much lower compensation? “Lower comp is the condition of every prestigious institution around the country,” Dr. Moussa replies. “More people want to join such institutions because of their brand and stability. In return, they accept less income.”

Plus, hospitalists appreciate the lower daily census ▶

How much do hospitalists make?

All hospitalists	\$330,371
Treat adults	\$339,438
Treat adults, nonacademic	\$341,471
Treat adults, academic	\$295,326
Treat children	\$236,393

Pay by type of employer

Hospital/hospital corporation	\$336,621
Local hospitalist group	\$354,927
Multispecialty/primary care gr.	\$359,994
National hospitalist mgmt. co.	\$334,828
University/medical school	\$290,773

Pay by U.S. region

Midwest	\$352,375
Mountain	\$329,572
Northeast	\$316,643
Pacific	\$360,449
South	\$341,176
Southwest	\$328,581



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Hospitalist Physician Opportunities in Beautiful Upstate, SC

Prisma Health, the largest healthcare provider in South Carolina, seeks a BC/BE Internal Medicine Physician Hospitalist to join our growing team in the beautiful “Golden Corner” of upstate SC.

Prisma Health Oconee Memorial Hospital, in Seneca, SC, is one of the newest hospitals to join Prisma Health in Upstate SC, serving approximately 80,000 people. The town and medical campus are surrounded by the Foothills of the Blue Ridge Mountains, three beautiful lakes (Hartwell, Jocassee, and Keowee), magnificent waterfalls, 11 golf courses, Clemson University, and two excellent school systems to choose from- making this area a wonderful place to raise a family. Enjoy easy access for hiking, whitewater rafting, kayaking and fly fishing and the ability to live in the mountains or on the lakefront and still be just minutes from work.

OCONEE MEMORIAL HOSPITAL OPPORTUNITIES

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Oconee Memorial Hospital

- \$360K base salary with \$10K incentive bonus and CME allowance
- E-ICU coverage at night
- One in house nurse practitioner and one remote nurse practitioner coverage of floor calls

HOSPITALIST

Oconee Memorial Hospital

- \$295k base salary with \$30K incentive bonus and CME allowance
- Academic appointment and resident/student supervision opportunity
- Full subspecialist back up in-person or by phone

Located equal distance between Atlanta, Ga, and Charlotte, NC, Seneca is only ten minutes from Clemson University, and a short drive to Greenville, SC.

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Details Include:

- EPIC Electronic Medical Record system
- 7 on/7 off schedule with 1 week of time off per year
- Additional shifts paid at a premium
- IM procedures desired, but not required.
- Simulation center training & bedside training available if needed.

Benefits include:

- Excellent compensation and benefits packages
- Relocation benefit
- Paid malpractice with tail coverage.

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Natasha Durham, Physician Recruiter,
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of between 14 and 16 patients. “We’re very comfortable with that,” says Dr. Moussa, who points out that administration doesn’t expect physicians to take on more patients.

“More patients than that and you can’t be attentive to patient and family needs,” he explains. “It also becomes hard for doctors to safeguard their own wellness over time.” Dr. Moussa trained at Emory and has worked there 16 years. “I’m not thinking of leaving—and I hope to retire doing the same job.”

But he notes that hospitalist compensation there hasn’t been revisited or adjusted upwards since the pandemic began, even to cover inflation, although



“I’m not thinking of leaving—and I hope to retire doing the same job.”

—Mohamad Moussa, MD
Emory Johns Creek Hospital

those talks have now begun. And physician CME funds reduced during the pandemic haven’t been restored.

While each physician used to receive \$3,000 a year for CME, that was cut in half in 2020. The health system also cut another source of support: faculty development awards, which helped faculty members become an expert in a particular field.

As hospitalist leaders negotiate compensation, Dr. Moussa hopes more robust CME and faculty development support will come back. “I’ve talked to other hospitalist medical directors in different systems and they said their CME during the pandemic was also cut,” he points out. “But many of them now are getting that back, and I’m hoping that wave will reach our hospital soon.”

Back to productivity

At MedOne Healthcare Partners, a local hospitalist group based in Columbus, Ohio, that also covers post-acute care facilities, chief executive and medical officer Senthuran Siva, MD, says that group compensation historically was based heavily on productivity. (The group also gets some contract support from the six hospitals it covers.)

But group members had to change their comp model during the pandemic when patient volumes—and professional billing—plummeted. The group moved to a shift rate for a subset of shifts so it didn’t need to lay anyone off.

Now, Dr. Siva reports, the group’s compensation formula has reverted in large part back to productivity, and physician income has rebounded to prepandemic levels. “Our providers generally work more shifts than in typical programs,” he notes, “and they see more patients than your average hospitalist.” While the number of monthly shifts that group members work ranges from 14 to the low- or mid-20s, the average is 18 shifts per month. Doctors’ average daily census is 18 patients.

In this year’s survey, local hospitalist groups lost a bit of ground from the previous year, reporting 2.4% less income for a mean compensation this year of \$354,927. According to Dr. Siva, that mean is in the ballpark of what his group members earn.

His group has recently started talking with partner hospitals about financial support. According to figures released this summer by the Society of Hospital Medicine, the median amount of financial support given to hospitalists who treat adults is \$209,063 per FTE. (The median for pediatric hospitalists is \$202,802.)

At Dr. Siva’s group, hospitals set up a bonus pool with incentives. He notes that some incentives, for example, are tied to Vizient data on mortality rates.

Sepsis is a diagnosis-specific metric group members are measured on. And “one incentive is figuring



Pay by satisfaction

Very satisfied	\$383,341
Satisfied/Somewhat satisfied	\$330,509
Somewhat/Very unsatisfied	\$319,903

Pay by gender

Male physicians	\$349,234
Female physicians	\$312,111

Pay by shifts per month

1 – 13	\$329,123
14 – 16	\$329,539
17 – 20	\$366,867
20 or more	\$434,024

Pay by patients per shift

9 or less*	\$321,716
10 – 14	\$331,337
15 – 17	\$340,740
18 – 20	\$335,205
21 or more	\$346,625

Find more survey data at todayshospitalist.com/salary-survey-results/

out low-acuity pathways for patients who present to the ED,” Dr. Siva says. “In the past, we might have said, ‘That’s a simple admission we may discharge tomorrow.’ Now, we’re trying to take care of these patients outside hospital walls.” (See “Done right, telehealth can stretch staffing dollars” on page 12.)

Dr. Siva also notes that his group’s work at post-acute care facilities—MedOne now covers 150 facilities, making it the largest post-acute provider group in Ohio—means many fewer readmissions to hospitals from SNFs and rehab.

“Post-acute care is another service line and revenue stream,” he points out. “It’s also allowed us to get more in the value space and offer the entire continuum of care, from the acute setting to long-term care, inpatient rehab and standard post-acute facilities.”

“Our providers generally work more shifts than in typical programs.”

—**Senthuran Siva, MD**
MedOne Healthcare Partners



More revenue (and comp) next year?

In this year’s survey, hospitalists employed by hospitals or hospital corporations reported earning a mean of \$336,621. That’s a percentage or two off last year’s mean, while median compensation this year is \$320,000.

According to Shyam Odeti, MD, MS, MBA, section chief for hospital medicine at Carilion Clinic, a seven-hospital system serving Virginia and West Virginia, that median is on par with what the physicians in his group earn. The group consists of about 100 providers, ▶



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Nocturnist Opportunities in Columbia, South Carolina

Prisma Health, the largest healthcare provider in South Carolina, is seeking a board-certified/board-eligible Internal Medicine or Family Medicine Physician nocturnist to practice in beautiful Columbia, South Carolina.

This is an employed opportunity for a nocturnist to join a well-established medicine service that is seeking additional staff due to increasing volume and practice coverage. The group provides hospitalist coverage at Prisma Health Richland and Prisma Health Baptist Parkridge; Joint Commission-accredited medical centers, that offers state-of-the-art medicine.

Competitive Compensation Package:

- Paid relocation and malpractice with tail coverage
- Professional expense allowance
- Generous benefits including retirement, health, dental and vision coverage.
- Public Service Loan Forgiveness qualified employer
- NP Support

NOCTURNIST OPPORTUNITY

- ***\$391,000 base salary with \$15K incentive bonus***
- ***Shift: 7pm -7am***
- ***Nocturnal support staffed by Advance Provider Practitioners***

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Columbia, SC is the state capitol with a thriving economy and downtown revitalization. We are home to the University of South Carolina which affords rich cultural and sports entertainment options. Columbia is ideally located approximately 2 hours from the beaches of South Carolina and the Blue Ridge mountains.



Qualified candidates should submit a letter of interest and CV to:
Natasha Durham, Physician Recruiter,
Natasha.Durham@PrismaHealth.org

about 30 of whom are advanced practice providers.

As Dr. Odeti explains, Carilion adjusts compensation based on experience. “We have a tiered model,” he says. “As people get more experience, their salaries increase.” As for adjusting those tiers, “we made one in 2022.” While hospitalists employed by hospitals in our survey reported deriving about 14% of their income from bonuses and incentives, Dr. Odeti says such bonuses make up more of his group members’ total income.

Recent performance incentives include among others early identification and order set utilization for sepsis, reducing the mortality index, and improving throughput by working to reduce ED holds. One performance metric for hospitalists is attending and completing training sessions on crucial conversations and on provider communication to improve patient experience.

Other innovations throughout the health system also offer incentives. Those include chronic disease education in the evening for admitted patients and their families in Carilion’s two critical access hospitals; covering gyn/onc patients in the system’s flagship hospital in Roanoke; starting a sickle cell collaborative with the state; and admitting all ortho patients and creating a care continuum through a new perioperative surgical home.

Dr. Odeti points out that “compensation is just one tiny part of physician satisfaction, and we focus on important factors including workload, schedule, growth opportunities, culture and burnout.” He also cites his group’s retention rate, which is over 98% for the past three years, as proof. “I have one opening in the next three months,” he says, “and I already have 10 applications.”

Dr. Odeti is not surprised that our 2023 survey didn’t

find significant comp increases. “Hospital medicine compensation is intricately tied to health system investment, making the system’s financial stability a crucial factor.” After federal covid relief funds evaporated, “health systems’ average margin dropped to negative 0.35%,” he explains. “Like for our peers nationwide, that’s the reason we did not see an increase.”

For 2023, Dr. Odeti doesn’t expect to see major changes in hospitalist income either, in part because of

“Just because this year looks flat, I’m not worried about hospitalists’ revenue generation or their compensation.”

—**Shyam Odeti, MD, MS, MBA**
Carilion Clinic



doctors’ learning curve with E/M changes.

“Based on historical billing data, RVUs and revenue generated by hospital medicine should go up about 9% or 10% with the new E/M changes,” he says. “But we haven’t yet seen that impact. People are still learning how to use these new codes.”

That should change next year when Dr. Odeti believes hospital medicine will generate more revenue. “Just because this year looks flat compared to previous ones,” he says, “I’m not worried about hospitalists’ revenue generation or their compensation.” **TH**

Phyllis Maguire is Executive Editor of Today's Hospitalist.



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Nocturnist Opportunity in Sumter, South Carolina

Prisma Health, is seeking a board-certified/board-eligible Internal Medicine or Family Medicine physician to practice in beautiful Sumter, South Carolina.

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Competitive Compensation Package:

- Paid relocation and malpractice with tail coverage
- Professional expense allowance
- Generous benefits including retirement, health, dental and vision coverage.
- Public Service Loan Forgiveness qualified employer

NOCTURNIST OPPORTUNITY

- *\$415,000 base salary with \$15K incentive bonus*
- *Shift: 7pm -7am*
- *Nocturnal support staffed by Advance Provider Practitioners*

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Phyllis Maguire

Done right, telehealth can stretch staffing dollars

Hospitalists look for ways to implement telemedicine

IN HIS RECENT CONSULTING WORK, Martin Buser, MPH, founding partner of Hospitalist Management Resources LLC, finds that hospitals pummeled by inflation are looking for creative ways to rein in staffing costs. High on the list of possible innovations is the use of telehealth, particularly for night coverage.

“Hospitals are looking at having a nocturnist with one or two physician assistants cover two or three hospitals or more within a system,” says Mr. Buser. The pushback he gets when he proposes that solution is that doctors need to be onsite to answer codes. “But if the hospital has a rapid response team and an ER physician is always available to respond, then it can be an option to consider.”

Kimberly Bell, MD, MMM, regional medical director, TeamHealth West Group, says her company is now offering several hospitals the opportunity to implement telemedicine in their hospitalist programs. Right now, it’s being used predominantly to cover nights for small practices, but some TeamHealth programs are also using it during the day for patient overflow.

In terms of the financial benefits of telemedicine vs. hiring more physicians and advanced practice providers, “people are certainly open to the concept,” says Dr. Bell. At the same time, she points out that telehealth really isn’t an option in hospitals that have a large number of admissions. “Over a certain number, you really need an in-house person.”

And it’s a paradigm shift. “Many hospitals are a little skeptical to sign on initially,” Dr. Bell says. “That’s because it’s new and different, and they aren’t sure how their medical staffs will embrace it.”

ED, observation coverage

But in Columbus, Ohio, hospitalist Senthuran Siva, MD, chief executive and medical officer of MedOne Healthcare Partners, a local group that covers six hospitals and about 150 post-acute facilities, says his group is all in on telehealth. The group first began using telemedicine several years ago for post-discharge patient follow-up, which they found was a great tool to improve patient satisfaction scores.

And during the pandemic, he and his colleagues realized that patients at some of the freestanding EDs in the health systems they cover were waiting 10 hours or more to be seen. “We were trying to get these patients discharged and out of the hospital sooner,” says Dr. Siva. That’s when the hospitalists began partnering with the ED physicians and the health systems to use telehealth and see some patients in those EDs.

“We start taking care of patients in that setting—and sometimes we modify their treatment plan, change their medications or even discharge them because we are more familiar with outpatient pathways that patients can use.”

Dr. Siva is one of 15 physicians in his group who rotate through those telemedicine shifts, which last eight hours. His group offers 24/7 telemedicine coverage.

Telehospitalists work in one of the Columbus hospitals that the group covers or from home. The group has leveraged its telehealth capability to also provide oversight to an observation unit in one facility that has advanced practice providers on the ground.

What’s a typical census for a telehospitalist shift? “In the EDs alone, we usually see about five patients a day,” Dr. Siva says. As for the observation unit, “that’s another 20 to 23 patients, so it can be a pretty busy day.” **TH**

Phyllis Maguire is Executive Editor of Today's Hospitalist.



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About Concord, MA and Emerson Health



Emerson Health is a full-service, regional health care system providing advanced medical services to more than 300,000 people in 25 towns. We make

high-quality healthcare more accessible to those who live and work in our community at Emerson Hospital in Concord, health centers in Bedford, Groton, Sudbury, Westford and Concord and Urgent Care settings in Hudson, Littleton and Maynard.

Emerson has strategic alliances with several academic centers in Boston including Mass General Brigham, Massachusetts Eye and Ear Infirmary and Tufts Medical Center.

Concord is known for its rich history, revolutionary war sites and many famous authors. The surrounding communities are among the best places to live in Massachusetts with several top-ranked school systems in the state and is located just 20 miles Northwest of Boston .



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Email CV to Iulniculescu@yahoo.com


Specialized Care for Hospitalized Patients



We are seeking *locum* and either *full-time* (one in two weeks) or *part-time* (one in four weeks) hospitalists to join our team at Royal Inland Hospital.

The hospitalist service is a robust and growing program that provides MRP or collaborative care medical support to roughly 2/3 of all patients admitted to Royal Inland Hospital.

- We currently function in a model of providing care over seven consecutive days, with one late/evening shift and one overnight call.
- We work closely with our Emergency Medicine colleagues, seeing new admissions or on the wards working closely with colleagues from a range of internal medicine subspecialties and surgical specialties - general surgery, neurosurgery, orthopedics, and vascular surgery. We also provide the majority of MRP care for admitted stroke patients.
- There is a well-established culture of *collegiality* and *collaboration* within the hospital. A permanent hospitalist position is available for a suitable candidate.
- Candidates interested in part-time positions may also be interested in a variety of other opportunities in Kamloops, such as obstetrics, emergency, primary care, and urgent care.

Kamloops is a vibrant city of 100,000, set on a vast landscape of sandstone canyons, grasslands, and evergreen timberlands. Enjoy the amenities of a big city, while having eight provincial parks at your doorstep. Kamloops is surrounded by extensive mountain biking, hiking, skiing, boating, and fishing opportunities. Play a round at Tobiano golf course or head up to Sun Peaks Four Season Resort for world-class mountain biking and skiing.

The Royal Inland Hospital is looking for locum coverage and long-term positions.

- Remuneration is minimum **\$12,540** per week *plus* MOCAP and PMA premier hours.
- Travel and accommodations are reimbursed.
- Additional hospitalist training or rotations is helpful, but not mandatory.

Apply today to live, work, and play where others only vacation. It's better here!

VISIT **BETTERHERE.CA**

EMAIL YOUR CV TO **JLEVANCIO@GMAIL.COM**

Today's Hospitalist

Results from the 2022 Today's Hospitalist
Compensation & Career Survey are on the Web!

View 35 charts with data on hospitalist **pay and productivity**



www.todayshospitalist.com/salary-survey-results/

Inspire health.
Serve with Compassion.
Be the difference.

Gorgeous Lakes, Ideal Climate, Award-winning Downtown

Prisma Health and the University of South Carolina School of Medicine Greenville are pleased to announce the expansion of the Graduate Medical Education programs with the addition of a Clinical Informatics fellowship program. The program will be part of an established and successful sponsoring institution and Department of Internal Medicine. We are seeking additional Clinical Informaticist faculty to help design a successful program within an already thriving Clinical Informatics department. Come bring your vision to life!

CLINICAL INFORMATICIST FACULTY OPPORTUNITY

- Assist in development of an innovative education curriculum that integrates hands on clinical experience with the clinical informatics realm.
- Assist with the instruction, evaluation, and advancement of fellows.
- Program is set to commence with 1 to 2 fellows in 2024 or 2025.
- 25% dedicated admin FTE to teaching within the clinical informatics fellowship. Remaining FTE composed of clinical time within an established Hospitalist program.
- The qualified candidate will receive a faculty appointment at the University of South Carolina School of Medicine Greenville consistent with their credentials.
- Opportunity to advance within fellowship and clinical informatics leadership roles.

Qualifications:

- Board Certified in Internal Medicine/Family Medicine & ABPM Clinical Informatics Physicians
- Passion for teaching and fostering a culture of excellence.
- Strong leadership, communication, and interpersonal skills
- Ability to thrive in a collaborative and innovative environment

Benefits:

- Competitive salary commensurate with experience
- Relocation Benefits and Professional allowance
- Generous benefits including retirement, health, dental and vision coverage.
- Public Service Loan Forgiveness Employer

Prisma Health is a not-for-profit health company and the largest healthcare system in South Carolina. With nearly 30,000 team members, 18 acute and specialty hospitals, 2,947 beds and more than 300 outpatient sites with nearly 2,000 physicians, Prisma Health serves more than 1.2 million unique patients annually in its 21-county market area that covers 50% of South Carolina. Prisma Health's goal is to improve the health of all South Carolinians by enhancing clinical quality, the patient experience and access to affordable care, as well as conducting clinical research and training the next generation of medical professionals.

GREENVILLE, South Carolina: is a beautiful place to live and work and is located on the I-85 corridor between Atlanta and Charlotte and is one of the fastest growing areas in the country. Ideally situated near beautiful mountain ranges, beaches and lakes, we enjoy a diverse and thriving economy, excellent quality of life and wonderful cultural and educational opportunities. Check out all that Greenville, SC has to offer! [#yeahTHATgreenville](#)



Please submit a letter of interest and CV to:

Natasha Durham, Physician Recruiter,
Natasha.Durham@PrismaHealth.org



Emerson Health: Hospitalist/Nocturnist

Based in: Concord, Mass.

Contact: Diane Forte Willis;

dfortewillis@emersonhosp.org

EMERSON HEALTH is located in historic Concord, Mass. Emerson Health is a full-service regional health care system that provides advanced medical services to more than 300,000 people in 25 towns. Emerson enjoys a suburban location with access to metropolitan areas such as Boston, New York and Providence, as well as access to mountains, lakes and coastal areas.

Position overview

- Manageable daily census.
- Flexible scheduling to ensure work-life balance.
- Dedicated nocturnist program.
- Intensivist coverage of CCU.
- Access to top specialty care.

Compensation

- Competitive compensation and bonus structure.
- Comprehensive benefit package including CME allowance.
- Sign-on bonus.

About Emerson

In addition to Emerson Hospital in Concord, Emerson Health has health centers in Bedford, Groton, Sudbury, Westford and Concord, along with urgent care settings in Hudson, Littleton and Maynard. Emerson has strategic alliances with several academic centers in Boston including Mass General Brigham, Massachusetts Eye and Ear Infirmary, and Tufts Medical Center.

About Concord

Concord, which is located just 20 miles northwest of Boston, is known for its rich history, Revolutionary War sites and famous authors. Surrounding communities feature several top-ranked school systems.



Prisma Health: Nocturnist

Based in: Columbia, S.C.

Contact: Natasha Durham;

natasha.durham@prismahealth.org

PRISMA HEALTH, the largest health care provider in South Carolina, is seeking a board-certified/board-eligible internal medicine or family medicine physician nocturnist to practice in Columbia, S.C. The group provides hospitalist coverage at Prisma Health Richland and Prisma Health Baptist Parkridge. Both facilities are Joint Commission-accredited medical centers that offer state-of-the-art medicine.

Columbia, S.C., is the state capital with a thriving economy and downtown revitalization. The town is home to the University of South Carolina, which affords rich cultural and sports entertainment options. Columbia is located about two hours from the beaches of South Carolina and the Blue Ridge mountains.

Position overview

- Shift: 7 p.m.-7 a.m.
- Nocturnal support staffed by advance provider practitioners.

Compensation

- \$391,000 base salary with \$15,000 incentive bonus.
- Sign-on bonus available.
- Paid relocation and malpractice with tail coverage.
- Professional expense allowance.
- Generous benefits including retirement, health, and dental and vision coverage.
- Public service loan forgiveness-qualified employer.

About Prisma

Prisma Health is South Carolina's largest nonprofit health care provider. It has nearly 30,000 team members, 18 acute and specialty hospitals, 2,947 beds, and more than 300 outpatient sites with nearly 2,000 physicians. Prisma Health serves more than 1.2 million unique patients annually in its 21-county market area covering 50% of South Carolina.



Prisma Health: Hospitalists/Nocturnists

Based in: Greenville, S.C.

Contact: Natasha Durham;

natasha.durham@prismahealth.org

PRISMA HEALTH, the largest health care provider in South Carolina, is seeking board-certified/board-eligible internal medicine or family medicine physician hospitalists and nocturnists to practice in Greenville, S.C. Greenville is located on the I-85 corridor between Atlanta and Charlotte and is one of the fastest-growing areas in the country. Situated near mountain ranges, beaches and lakes, Greenville enjoys a diverse and thriving economy, excellent quality of life, and cultural and educational opportunities.

Hospitalist: Greenville Memorial Hospital/Hillcrest Hospital/Baptist Easley Hospital

- \$280,000-\$295,000 base salary with \$30,000 incentive bonus and CME stipend.
- Academic appointment and resident/student supervision opportunity.
- Potential of up to \$40,000 sign-on bonus for a four-year commitment.
- Full subspecialist back-up in house or by phone.
- Comfortable with IM procedures preferred, but not required.

Hospitalist/Daytime Rounder: Laurens County Hospital

- \$301K base salary with \$30,000 incentive bonus and CME stipend.
- Up to \$40,000 sign-on bonus for a four-year commitment.
- Academic appointment and student supervision opportunity.
- Full subspecialist back-up.
- Comfortable with IM procedures preferred, but not required.

Med-Peds Hospitalist or Nocturnist: Greer Memorial Hospital

- BC/BE in internal medicine-pediatrics.
- \$295,000 with a \$30,000 incentive bonus and CME stipend for a med-peds hospitalist.
- \$360,000 with a \$10,000 incentive bonus and CME stipend for med-peds nocturnist.
- Up to \$40,000 sign-on bonus for a four-year commitment.
- Academic appointment and resident/student supervision opportunity.
- Adult and pediatric specialist support in-house or by phone.
- Comfortable with IM procedures preferred, but not required.

Hospitalist/Dedicated Float: Greenville Memorial Hospital

- \$295,000 base salary with \$30,000 incentive bonus and CME stipend.
- Admitting and consultation only.
- Shift: 12 p.m.-12 a.m.
- Part of a multiphysician admission team.
- Academic appointment and resident supervision opportunity.
- Full subspecialist back-up.

Nocturnist: Greenville Memorial Hospital

- \$360,000 base salary with \$10,000 incentive bonus and CME allowance.
- Up to \$40,000 sign-on bonus for a four-year commitment.
- Academic appointment and resident/student supervision opportunity.
- Full subspecialist back-up.
- Nurse practitioner coverage for floor calls.
- Comfortable with IM procedures preferred, but not required.

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Prisma Health: Hospitalist/Nocturnist
Based in: Seneca, S.C.
Contact: Natasha Durham;
natasha.durham@prismahealth.org

PRISMA HEALTH, the largest health care provider in South Carolina, seeks a board-certified/board-eligible internal medicine physician hospitalist and nocturnist to join its growing team in the beautiful “Golden Corner” of upstate South Carolina.

Prisma Health Oconee Memorial Hospital serves approximately 80,000 people in Seneca, S.C. Seneca is located between Atlanta and Charlotte, N.C., and is 10 minutes from Clemson University and a short drive to Greenville, S.C.

Hospitalist: Oconee Memorial Hospital

- \$295,000 base salary with \$30,000 incentive bonus and CME allowance.
- Academic appointment and resident/student supervision opportunity.
- Full subspecialist back-up in-person or by phone.

Nocturnist: Oconee Memorial Hospital

- \$360,000 base salary with \$10,000 incentive bonus and CME allowance.
- E-ICU coverage at night.
- Coverage of floor call with one in-house and one remote NP.

Compensation

- Excellent compensation and benefits packages.
- Relocation benefit.
- Paid malpractice with tail coverage.
- Public service loan forgiveness qualified employer.

About Prisma

Prisma Health is South Carolina’s largest nonprofit health care provider. It has nearly 30,000 team members, 18 acute and specialty hospitals, 2,947 beds, and more than 300 outpatient sites with nearly 2,000 physicians. Prisma Health serves more than 1.2 million unique patients annually in its 21-county market area covering 50% of South Carolina.



Prisma Health: Nocturnist
Based in: Sumter, S.C.
Contact: Natasha Durham;
natasha.durham@prismahealth.org

PRISMA HEALTH, the largest health care provider in South Carolina, is seeking a board-certified/board-eligible internal medicine or family medicine physician to practice as a nocturnist in Sumter, S.C. This is an employed opportunity for a nocturnist to join a well-established medicine service that is seeking additional staff due to increasing volume and practice coverage. The group provides hospitalist coverage at Prisma Health Tuomey Hospital, a Joint Commission-accredited medical center that offers state-of-the-art medicine.

Sumter, S.C., has a vital and growing downtown, an active chamber of commerce and a growing industrial base. The city has preserved a small-town feeling with tree-lined streets and beautiful parks. (For more information, see <https://www.sumtersc.gov/community/top10>.)

Position overview

- Shift: 7 p.m.-7 a.m.
- Nocturnal support staffed by advance provider practitioners.

Compensation

- \$415,000 base salary with \$15,000 incentive bonus.
- Sign-on bonus available.
- Paid relocation and malpractice with tail coverage.
- Professional expense allowance.
- Generous benefits including retirement, health, and dental and vision coverage.
- Public service loan forgiveness-qualified employer.

About Prisma

Prisma Health is South Carolina’s largest nonprofit health care provider. It has nearly 30,000 team members, 18 acute and specialty hospitals, 2,947 beds, and more than 300 outpatient sites with nearly 2,000 physicians. Prisma Health serves more than 1.2 million unique patients annually in its 21-county market area covering 50% of South Carolina.

Edward Doyle

How happy are you?

High levels of dissatisfaction are down

LOOK AT THE TOP-LEVEL statistics for hospitalist job satisfaction, and a huge majority—86%—reported in the 2023 Today’s Hospitalist Compensation & Career Survey being satisfied or very satisfied. But only one in five say they are very satisfied with their careers—a big drop from our survey in 2019, when 55% were very satisfied.

On the flip side, 14% of hospitalists reported career dissatisfactions. That number is 4% lower than in our previous survey.

Patient volume

A tipping point for dissatisfaction may be having 21 or more patient encounters per shift. While 13% to 16% of hospitalists with 10 through 20 patient encounters per shift say they’re dissatisfied, that jumps to 23% for hospitalists with 21 or more patient encounters.

Shift length

Dissatisfaction levels are lowest for those working eight to nine hour shifts. Among those working 10-11 hours, 15% are unsatisfied, while the dissatisfaction level is 16% for those working 12-hour shifts.

Pay matters

Satisfaction rates are significantly higher when you earn more. Hospitalists who reported being very satisfied, for example, earned just over \$383,000. Among dissatisfied hospitalists, average compensation came in at just under \$320,000—a 20% difference.

Employer type

The highest levels of dissatisfaction are found in national hospitalist management groups, where 22.8% of hospitalists reported being somewhat or very unsatisfied. A low number of hospitalists at universities/medical schools also say they’re dissatisfied (9.5%).

Among hospitalists employed by hospitals, 20.1% are very satisfied, while 14.2% are dissatisfied.

	2023	2022	Difference
Very satisfied	20%	20%	0%
Satisfied	66%	62%	+4%
Dissatisfied	14%	18%	-4%

Work experience

Hospitalists with 20-plus years in the specialty are the most satisfied, with 28% saying they’re very satisfied. But among those in the field between three and four years, the very satisfied number drops to 11%. The dissatisfaction percentage for that group is the highest of any in this category: 24%. 

Ed Doyle is Editor of Today’s Hospitalist.