

EXECUTIVE SUMMARY REPORT OF RESEARCH FINDINGS FROM THE
Today's Hospitalist 2023
Compensation & Career Survey





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BACKGROUND AND METHODOLOGY

Today's Hospitalist, a Roman Press publication, conducted a 14th wave of Compensation and career tracking research among its hospitalist audience to develop a current picture of hospital medicine.

Survey Method: An online survey was fielded between June 13 and June 30, 2023.

Invitation: Respondents were invited to the survey through e-mail invitations to all Today's Hospitalist subscribers and e-newsletter recipients with e-mail addresses on file, supplemented by e-newsletter, website and social media posts.

Invitational e-mails and announcements included a direct link to the live survey hosted by Survey Monkey.

Survey: Participants could take one of two surveys:
Adult hospitalist survey (40 questions)
Pediatric hospitalist survey (40 questions)

Incentive: Respondents were invited to enter an optional drawing for a \$500 Visa Gift Card grand prize provided by Today's Hospitalist.

Response: In total, 663 responses were received. After screening out non-hospitalists, analyses were conducted among 623 hospitalist physicians:

- 556 adult hospitalist physicians
- 16 med/peds hospitalists who treat adults and children
- 51 pediatric hospitalist physicians

Statistical confidence interval: For a sample of N=1,000 a 95% level of confidence (where 19 of 20 random samples are likely to show results within this range) is +/- 3.9% for statistics near the 60%/40% distribution range, and +/- 2.4% for statistics at a 90%/10% distribution.

Statistical confidence is a function of sample size.

FINDINGS

Full-time hospitalists and hospitalists who treat adults: Unless otherwise stated, data herein pertains to hospitalists who treat adults.

Mean, median and mode: Mean (or average) and median (or mid point) are used to identify the central tendency of responses to survey questions. Mode identifies the most common value. This survey reports the mean (average response) and the median (middle response). The latter eliminates the extreme high and low values in the data set and is sometimes taken as a better measure of a mid point. Mode is reported in order to relay the value in a dataset that appears most often.

HOSPITALIST COMPENSATION

2022-2023 TOTAL DIRECT COMPENSATION

Q. What was your total direct compensation as a hospitalist in 2022, including all bonuses, incentives and other forms of regular compensation other than benefits?

On average, full-time hospitalists who treat adults earned **\$339,438** in 2022 (an increase of less than 1% over the 2021 average salary of \$337,501). One in three earned between \$200,000 and \$299,000, one-half earned between \$300,000 and \$399,000, and one in five earned \$400,00 or more.

Base: Full-time hospitalists who treat adults N=487

<\$200k (COMBINED)	0.8%
\$200k-\$299k (COMBINED)	30.9%
\$200 – \$224k	1.6%
\$225 – \$249k	5.3%
\$250 – \$274k	10.7%
\$275 – \$299k	13.3%
\$300k-\$399k (COMBINED)	47.7%
\$300 – \$324k	21.1%
\$325 – \$349k	10.0%
\$350 – \$374k	10.9%
\$375 – \$399k	5.7%
\$400k-\$499k (COMBINED)	13.7%
\$400 – \$424k	7.4%
\$425 – \$449k	2.0%
\$450 – \$474k	3.1%
\$475 – \$499k	1.2%
\$500-\$599k (COMBINED)	4.9%
\$500 – \$524k	2.9%
\$525 – \$549k	2.0%
\$600 & over (COMBINED)	1.8%
Mean	\$339,438
Median	\$320,000
Mode	\$350,000

Results exceed 100% due to rounding.

PERCENT OF INCOME FROM EXTRA SHIFTS

Q. What percent of your income comes from extra shifts?

Three out of five hospitalists earn income from extra shifts. Among those working extra shifts, 11.4% of their annual income comes from extra shifts.

Base: Hospitalists who treat adults N=555

None	39.1%
1% – 3%	9.2%
4% – 5%	14.6%
6% – 10%	17.5%
11% – 19%	6.0%
20% – 25%	8.7%
>25%	4.9%
Mean (excluding none):	11.4%
Mean (including none):	7.6%
Median (excluding none):	10.0%
Median (including none):	5.0%
Mode (excluding none):	10.0%

STANDARD HOURLY RATE AND ADDITIONAL FOR EXTRA SHIFTS

Q. What is your standard hourly rate, and how much over that (if any) are you paid for doing extra shifts?

The average adult hospitalist shift rate increased by 3%, from \$137 per hour in 2021 to \$142 per hour in 2022. Furthermore, three out of four daytime hospitalists receive an extra amount above standard shift rate for extra shifts.

Base: Hospitalists who treat adults N=491

Standard hourly rate	N=491
< \$100 per hour	3.1%
\$100 – \$124 per hour	21.4%
\$125 – \$149 per hour	37.1%
\$150 – \$174 per hour	26.7%
\$175 or more per hour	11.8%
Mean	\$141.51
Median	\$140.00

Extra amount above standard for extra shifts	N=393
No extra \$ above standard rate	24.7%
< \$100 per hour	22.9%
\$100 – \$124 per hour	3.6%
\$125 – \$149 per hour	11.2%
\$150 – \$174 per hour	20.1%
\$175 or more per hour	17.6%
Mean (excluding none)	\$124.04
Mean (including none)	\$93.42
Median (excluding none)	\$150.00
Median (including none)	\$120.00

Total for extra shifts (standard shift rate + extra shift rate)	N=383
< \$200 per hour	46.0%
\$200 – \$249 per hour	8.9%
\$250 – \$299 per hour	19.8%
\$300 – \$349 per hour	13.1%
\$350 or more per hour	12.3%
Mean (excluding none)	\$261.32
Mean (including none)	\$231.37
Median (excluding none)	\$280.00
Median (including none)	\$228.00

TOP INDICATORS OF COMPENSATION

COMPENSATION BY PAY STRUCTURE

Q. How are you paid?

Hospitalists who earn a straight salary with no bonus or incentive pay report earning about 6% less than hospitalists who receive bonus and incentive pay.

Base: Full-time hospitalists who treat adults N=487

Payment model	Mean pay	Median pay	% of respondents
100% salary	\$319,075	\$300,000	33.9%
Combined salary, bonus/incentive & productivity	\$338,742	\$325,000	60.7%
100% productivity	\$403,957	\$350,000	5.4%

PAY BY PATIENT TYPE

Pediatric hospitalists earn two-thirds of the annual compensation of hospitalists who treat adults. However, for full-time pediatric hospitalists, total mean comp in this survey came in at a gain of \$13,447 (6%) over last year's average.

Base: All full-time hospitalists N=534

Type of patient	Mean pay	Median pay	% of respondents
Treat adults**	\$340,202	\$320,000	77.1%
Treat children	\$236,393	\$232,450	18.7%
Treat both children and adults*	\$315,383	\$315,000	2.8%

*N=15 (statistically unreliable)

**Treat adults in this table excludes hospitalists who treat both children and adults

PAY BY ACADEMIC DUTIES

One in six hospitalists are academic hospitalists. There's usually a significant difference between academic and nonacademic hospitalists, and this year was no different. On average, academic hospitalists earn 16% less than nonacademic hospitalists. Mean compensation for academic hospitalists this year was \$295,326. That's a bump of \$11,429, or 4.0%, over the previous year. For nonacademic hospitalists, by comparison, mean comp was \$341,471—an increase of only \$2,008, or about one half of 1%.

Base: Fulltime who treat adults (excluding program directors) N=393

Are you an academic hospitalist?	Mean pay	Median pay	% of respondents
Yes	\$295,326	\$290,000	16.3%
No	\$341,471	\$320,000	83.7%

PAY BY WORKLOAD

Workload is a key indicator of pay for hospitalists, with those seeing 21 or more patients earning more than their colleagues seeing 20 or less patients.

Base: Full-time hospitalists
who treat adults

N=487

Daytime patient encounters per shift	Mean pay	Median pay	% of respondents
9 or less*	\$321,716	\$333,000	3.3%
10 – 14	\$331,337	\$314,000	18.3%
15 – 17	\$340,740	\$325,000	34.9%
18 – 20	\$335,205	\$310,000	23.2%
21 or more	\$346,625	\$325,000	12.1%

*N=16 (statistically unreliable)

PAY BY CRITICAL CARE SERVICE

One out of two hospitalists serve in the ICU, with one out of three hospitalists serving as an attending physician in the ICU.

Base: Full-time hospitalists
who treat adults

N=466

Do you work in the ICU?	Mean pay	Median pay	% of respondents
Yes, as attending	\$368,536	\$350,000	35.3%
Yes, but not as attending	\$349,431	\$320,000	16.6%
No	\$314,590	\$300,000	48.1%

PAY BY WORK SCHEDULE

The majority of full-time hospitalists who treat adults work 14 to 16 shifts per month and earn an average of \$329,539 per year. Longstanding trends in hospitalist pay have held up. Hospitalists who work more shifts and see more patients still report higher compensation.

Base: Full-time hospitalists
who treat adults

N=489

Shifts per month	Mean pay	Median pay	% of respondents
1 – 13	\$329,123	\$320,000	13.5%
14 – 16	\$329,539	\$320,000	68.7%
17 – 20	\$366,867	\$325,000	12.7%
> 20	\$434,024	\$350,000	5.1%

Base: Full-time hospitalists
who treat adults

N=487

Primary shift	Mean pay	Median pay	% of respondents
7-on/7- off	\$339,381	\$315,000	56.9%
Other daytime shift	\$334,603	\$320,000	34.9%
Only nighttime (nocturnist)	\$360,372	\$350,000	8.2%

Base: Full-time hospitalists
who treat adults

N=487

Shift length	Mean pay	Median pay	% of respondents
8 – 9 hours	\$338,671	\$315,000	13.6%
10 – 11 hours	\$335,583	\$320,000	27.9%
12 hours	\$339,314	\$320,000	56.5%
13 or more hours*	\$331,909	\$335,000	2.3%

*N=11 (statistically unreliable)

PAY BY EMPLOYER TYPE AND GROUP SIZE

Hospitalists at universities/medical schools earn 12% less than the average adult hospitalist, while hospitalists employed at multispecialty/primary care groups earn 6% more than the average hospitalist. Compensation for hospitalists in these two groups was up about 7% from last year. In contrast, pay for hospitalists working for local hospitals and local hospitalist groups was down about 2%.

Base: Fulltime and treat adults N=453

Employer model	Mean pay	Median pay	% of respondents
Hospital/hospital corporation	\$336,621	\$320,000	60.9%
Local hospitalist group	\$354,927	\$330,000	9.1%
Multispecialty/primary care group	\$359,994	\$350,000	10.4%
National hospitalist management company	\$334,828	\$320,000	12.1%
University/medical school	\$290,773	\$280,000	7.5%

Base: Fulltime and treat adults N=476

No. of FTE hospitalists in group	Mean pay	Median pay	% of respondents
1 – 4	\$337,147	\$310,000	8.2%
5 – 9	\$348,356	\$320,000	16.6%
10 – 15	\$330,161	\$306,000	19.5%
16 – 20	\$346,711	\$320,000	14.9%
21 – 30	\$342,227	\$330,000	16.8%
31 – 50	\$338,697	\$325,000	13.0%
More than 50	\$330,258	\$320,000	10.9%

EXPERIENCE DIFFERENTIAL

Base: Fulltime and treat adults N=495

Years worked ...	As a hospitalist		In current job	
	Mean	Median	Mean	Median
2 or less	\$279,192	\$300,000	\$329,160	\$320,000
3 – 4	\$326,586	\$310,000	\$326,460	\$310,000
5 – 9	\$340,907	\$310,000	\$338,506	\$320,000
10 – 14	\$352,070	\$320,000	\$346,258	\$329,000
15 – 19	\$347,333	\$338,500	\$366,987	\$350,000
20 or more	\$338,660	\$310,000	\$332,392	\$300,000

COMPENSATION BY GEOGRAPHY

Pay varies by geography, with hospitalists in the Southwest reporting a drop in pay of about 8%. Meanwhile, hospitalists in the Pacific told us they had a gain of about the same amount. The Northeast remains the lowest paying region, while pay in the Midwest remains the highest in terms of regional pay, followed by the Pacific.

Base: Fulltime and treat adults N=485

Compensation by region	Mean pay	Median pay	% of respondents
Midwest	\$352,375	\$320,000	21.0%
Mountain	\$329,572	\$310,000	6.0%
Northeast	\$316,643	\$309,500	21.0%
Pacific	\$360,449	\$342,500	13.4%
South	\$341,176	\$325,000	31.2%
Southwest	\$328,581	\$300,000	8.9%

PAY BY DEMOGRAPHICS

In our survey, three out of four hospitalists are male. Female hospitalists earn 11.6% less than their male colleagues annually. As for hourly pay rates, women report earning \$134 an hour, while men report earning 6% more at \$143 an hour.

Base: Fulltime and treat adults N=477

Gender	Mean pay	Median pay	% of respondents
Male physicians	\$349,234	\$325,500	74.1%
Female physicians	\$312,111	\$300,000	24.3%
Prefer not to say/other	-	-	1.7%

PROGRAM DIRECTOR COMPENSATION AND DUTIES

PROGRAM DIRECTOR STATUS

Q. Are you a program director? What was the average total compensation for hospitalists in your group in 2021, including all bonuses and incentive pay?

Twenty percent of hospitalists in this survey are program directors. On average, program directors reported earning \$368,359, which is 8.5% (and nearly \$30,000) more than average adult hospitalist compensation.

Base: Full-time program directors that treat adults	N=101
\$200k-\$299k (COMBINED)	12.0%
\$200 – \$249k	2.0%
\$250 – \$299k	10.0%
\$300k-\$399k (COMBINED)	59.4%
\$300 – \$349k	33.3%
\$350 – \$399k	12.6%
\$400k-\$499k (COMBINED)	19.8%
\$400 – \$449k	13.9%
\$450 – \$499k	6.0%
\$500 & over (COMBINED)	9.0%
\$500 – 599k	6.0%
\$600k+	3.0%
Mean	\$368,359
Median	\$350,000
Mode	\$350,000

PROGRAM DIRECTOR ANNUAL PAY DIFFERENTIAL

Q. What is your annual pay differential?

Nearly all program directors receive extra annual pay for their duties. Among program directors reporting a pay differential, each receives on average nearly \$65,500 annually in additional pay.

Base: Hospitalist program directors who treat adults	N=99
None (0)	8.1%
1% – 10%	34.3%
11% – 20%	33.3%
21% – 30%	9.1%
31% – 40%	7.1%
41% – 50%	5.1%
>50%	3.0%
Median (excluding none)	14.0%
Median (including none)	14.0%
Mean (excluding none)	18.0%
Mean (including none)	16.0%

Base: Hospitalist program directors who treat adults	N=107
Zero - no differential	7.5%
Under \$10,000	1.9%
\$10,000 – \$19,999	8.4%
\$20,000 – \$29,999	17.8%
\$30,000 – \$39,999	10.3%
\$40,000 – \$49,999	5.6%
\$50,000 – \$69,999	18.7%
\$70,000 – \$99,999	12.2%
\$100,000 – \$200,000	14.0%
>\$200,000	3.7%
Median (excluding none)	\$50,000
Mean (excluding none)	\$65,467
Mean (including none)	\$60,572

CHANGE IN COMPENSATION

CHANGE IN COMPENSATION FROM LAST YEAR

Q. Has your compensation changed from last year?

Two out of three hospitalists say that they did not receive a pay increase last year. However, compensation for all hospitalists came in at a mean of \$330,371. That's about \$15,000—or 4.6%—higher than we found in last year's survey. Driving that difference was an increase in pay by 4% for academic hospitalists and by 6% pediatric hospitalists.

In contrast, the mean gain for full-time hospitalists who treat adults was less than \$2,000—or 0.6%—over last year's average compensation.

Base: Hospitalists who treat adults	N=548
Change in compensation from last year	
No, my pay did not change from last year	57.7%
Compensation increased since last year	38.0%
Compensation decreased since last year ⁴	4.4%

AMOUNT OF CHANGE IN COMPENSATION SINCE BEFORE THE PANDEMIC

Q. In 2022, how much more (or less) were you making than before the pandemic?

Base: Hospitalists who treat adults	N=548
Pay decreased	4.4%
No change from previous year	57.7%
Pay increased (COMBINED)	38.0%
Increased 1% – 3%	14.4%
Increased 4% – 5%	7.1%
Increased 6% – 10%	9.1%
Increased 11% – 20%	5.1%
Increased >21%	2.2%
Mean change (all)	2.5%
Mean increase	7.8%
Mean decrease	-10.5%
Mode (excluding 0)	3.0%

INCENTIVES AND BONUSES

ANNUAL DOLLAR AMOUNT OF COMPENSATION FROM BONUSES AND INCENTIVES

Q. Approximately how much of your compensation comes from bonuses and incentives?

Three out of five hospitalists say that bonuses and incentives play a part in their compensation, but in varying degrees. On average, among full-time hospitalists who treat adults and receive salary and incentive pay, roughly \$41,000 is derived from incentive agreements.

Hospitalists working at a national hospitalist management company or a university/medical school have less of their pay tied to incentive bonus (12.1% and 9.5% respectively) than hospitalists working at a local hospitalist group (17.5%), multispecialty/primary care practice (16.6%) and hospital/hospital corporation (14.0%).

Base: Full-time adult hospitalists N=299
who receive salary & incentive pay

Annual compensation from bonuses/incentives

Under \$10,000	5.7%
\$10,000 – \$19,999	19.7%
\$20,000 – \$29,999	20.7%
\$30,000 – \$39,999	17.7%
\$40,000 – \$59,999	16.1%
\$60,000 – \$99,999	15.7%
\$100,000 or more	4.3%

Mean	\$40,867
Median	\$30,000
Mode	\$30,000

Base: Full-time adult hospitalists N=276
who receive salary & incentive pay

Percent of compensation from bonuses/incentives

Up to 5%	22.8%
6% – 9%	13.4%
10% – 11%	21.0%
12% – 16%	13.4%
17% – 20%	11.6%
21% – 30%	12.7%
More than 30%	5.1%

Mean	13.8%
Median	10.0%
Mode	10.0%

INDIVIDUAL VS GROUP BASED INCENTIVES

Q. Are your incentives individual- or group-based?

Half of hospitalist incentive recipients receive incentives based on a combination of individual and group measures, while roughly one in three report getting only individual incentives, and one in five receive only group-based incentives.

Base: Hospitalists who treat adults and receive salary & incentive pay	N=475
Combination of individual and group-based incentives	49.3%
Individual-based incentives	29.1%
Group-based incentives	21.7%

MEASURES USED TO CALCULATE BONUSES AND INCENTIVES

Q. Which measures are used to calculate your bonus or incentives? (select all that apply)

Nine out of ten hospitalists who receive incentive or bonus pay report that their incentives include two or more measures. Quality measures are the dominant incentive methods, followed closely by clinical measures and then productivity. One in three are incentivized for their committee work and citizenship.

Base: Hospitalists who treat adults and receive salary & incentive pay	N=476
Quality measures (satisfaction scores, guideline compliance, documentation, etc.)	72.5%
Productivity (no. of admissions, shifts worked, RVUs)	64.1%
Clinical measures (e.g., core measures)	58.4%
Committee work	36.1%
Citizenship	33.0%
Other	9.0%

EMPLOYER AND GROUP CHARACTERISTICS

SIZE OF PRIMARY HOSPITAL

Q. How large is your primary hospital?

Base: Hospitalists who treat adults	N=572
Under 100 beds	15.4%
100 – 249 beds	31.1%
250 – 500 beds	36.2%
Over 500 beds	17.3%
Mean	310
Median	375

DIRECT EMPLOYER / PRIMARY WORKPLACE

Q. Which of these best describes your direct employer or primary workplace?

The majority of adult hospitalists (58%) and pediatric hospitalists (63%) work directly for a hospital or hospital corporation. In contrast, only 7% of adult hospitalists (and 28% of pediatric hospitalists) work for a university or medical school.

Base:	Hospitalists who treat adults	Pediatric hospitalists
	N=572	N=51
A hospital or hospital corporation	57.5%	62.7%
A national hospitalist management company	10.3%	-
A multispecialty or primary care group	9.3%	5.9%
A local hospitalist group	8.9%	-
A university/medical school	7.3%	27.5%
Locum hospitalist company	2.8%	2.0%
Veterans Administration	2.3%	-
Solo practitioner	1.0%	-
Other	0.5%	2.0%

GROUP TURNOVER

Q. How many hospitalists joined your group last year?

Q. How many hospitalists left your group last year?

Number of hospitalists that ...	<u>JOINED your group last year</u>	<u>LEFT last year</u>
Base: Hospitalists who treat adults	N=531	N=528
None	15.3%	22.3%
1 or more	84.7%	77.7%
Mean (including none)	3.3	2.7
Median (excluding none)	3.0	2.0

GROUP STAFFING

Q. How has the pandemic affected staffing in your group? (check all that apply)

Base: Hospitalists who treat adults	N=551
We need more docs	52.6%
Significant cut back in FTE hours	13.6%
Staff don't want to work extra shifts	37.4%
No changes	28.1%

SCHEDULING AND WORK PATTERNS

FULL-TIME OR PART-TIME

Q. Do you consider yourself full-time or part-time?

Nine out of 10 hospitalist who treat adults reported working fulltime; the remaining one in 10 are part-timers. Among employer types, more than one in four hospitalists employed by national hospitalist management companies (27%) report working parttime. In contrast, multi-specialty practices employ the least part-time hospitalists (8%). Regionally, one in seven hospitalists in the Pacific region report working parttime, while only one in 15 hospitalists in the South and Southwest report working parttime.

Base: Hospitalists who treat adults	N=572
Fulltime	89.5%
Parttime	10.5%

CHANGE IN SCHEDULE

Q. Have you moved to cut back from a full-time position?

In our survey, one in six hospitalists have moved to cut back from a full-time position.

Base: Hospitalists who treat adults	N=571
Yes	16.3%
No	83.7%

AMOUNT OF EXTRA SHIFTS

Q. Are you taking on more/fewer/the same number of extra shifts since the pandemic?

Three in five hospitalists are taking on less extra shifts, two in five are taking on more extra shifts and one in two have experienced no difference in the number of extra shifts they work since the pandemic.

Base: Hospitalists who treat adults	N=559
More	22.0%
No difference	49.2%
Fewer	28.8%

PRIMARY SHIFT

Q. What is your primary shift?

On average, 8% of adult hospitalists work only nights, while the majority of adult hospitalists (55%) work a 7-on/7-off schedule. The percent of hospitalists working 7-on/7-off increases to 71% when employed by a national hospitalist management company, while at universities/medical centers, more adult hospitalists (14%) report working as nocturnists.

Base: Hospitalists who treat adults	N=572
7-on/7-off	55.4%
Other daytime shifts	36.5%
Only nighttime shifts/I'm a nocturnist	8.0%

SHIFT LENGTH

Q. How long are your typical shifts?

The majority of hospitalists (57%) work a 12-hour shift. Three out of four adult hospitalists employed by national hospitalist management companies report working a 12-hour shift. 10-hour to 11-hour shifts are more common among academic hospitalists (33.7%) than nonacademic hospitalists (21.6%).

Base: Hospitalists who treat adults	N=571
Less than 8 hours	1.9%
8 – 9 hours	12.3%
10 – 11 hours	25.9%
12 hours	56.7%
13 or more hours	3.2%
Mean	11.3 hours
Median	12.0 hours

SHIFTS/MONTH HOSPITALISTS WORK

Q. How many shifts do you work each month? How many weekend shifts do you work each month?

On average, adult hospitalists work 15 shifts a month. Of these, nearly four shifts are on weekends.

Base: Full-time hospitalists
who treat adults N=510

Total shifts worked per/month (including weekends)

1 – 13 shifts	13.1%
14 – 16 shifts	68.8%
17 – 20 shifts	12.9%
> 20 shifts	5.1%

Mean	15.0 shifts
Median	15.0 shifts

Base: Full-time hospitalists
who treat adults N=458

Number of weekend shifts worked per month

None	1.3%
1 – 2 shifts	18.8%
3 – 4 shifts	72.1%
5 – 6 shifts	6.8%
7 – 8 shifts	1.1%

Mean	3.6 shifts
Median	4.0 shifts

HOURS WORKED PER MONTH (AVG. HOURS PER SHIFT x SHIFTS PER MONTH)

Q. How long are your typical shifts? How many shifts do you work each month?

Two out of three hospitalists work at least 160 hours per month. Nearly one in 10 works 200 hours or more, while another third work fewer than 160 hours. On average, hospitalists report working 170 hours per month.

Base: Full-time hospitalists who treat adults	N=490
Under 120 hours/month	3.9%
120 – 139	5.1%
140 – 159	23.7%
160 – 179	29.6%
180 – 199	28.6%
200 – 239	4.1%
240+	5.1%
Mean (full-time adult hospitalists)	170.2 hours
Median (full-time adult hospitalists)	168.0 hours

PAID TIME OFF

Q. How much paid time off (if any) do you receive each year?

Only one in three hospitalists receive paid time off (PTO). Of those who receive PTO, the average amount is 2.4 weeks.

Base: Hospitalists who treat adults	N=501
None, I do not receive PTO	66.7%
Receive PTO (NET)	33.3%
Up to one week	11.4%
Two weeks	8.6%
Three weeks	5.8%
Four weeks	4.4%
Five or more weeks	3.2%
Mean (including none)	0.8 weeks
Mean (excluding none)	2.4 weeks

PATIENT MANAGEMENT

NP/PA PATIENT BILLING

Q. Do NPs/PAs in your group bill independently?

Three out of four hospitalists work with NPs/PAs.

	Hospitalists who treat adults
Base: Hospitalists who treat adults	N=569
Yes, NPs/PAs bill independently	27.1%
No, all NP/PA encounters are supervised	34.1%
Combination of the above depending on the task	16.3%
Not applicable, I do not work with NPs/PAs	22.5%

Q. What's a typical patient census for you and your NP/PA partners?

Patient census with NP/PA partners averages 18, but ranges from one to 30 or more patients.

Base: Hospitalists who work with NPs/PAs

	Hospitalists who treat adults
	N=298
1 – 9	12.1%
10 – 14	13.4%
15 – 17	18.8%
18 – 20	19.8%
21 – 29	25.5%
30 or more	10.4%
Mean	18.7
Median	18.0

PATIENT ENCOUNTERS PER SHIFT / REASONABLE ENCOUNTERS PER SHIFT (ALL HOSPITALISTS / DAYTIMERS)

Q. How many patient encounters do you have per shift on average?

Daytime adult hospitalists on average each take 16.4 patient encounters per shift, while nocturnists average 10.5 patient encounters per shift. Hospitalists who work for national management hospitalist companies encounter 18.9 patients per shift, 4.6 more than hospitalists employed by universities/medical schools, which average just 14.3 patient encounters per shift.

One out of two hospitalists who see 21 or more patients per shift work in the South.

Base: Hospitalists who treat adults

	Daytime hospitalists who treat adults	Nocturnists
Base: Answering	N=526	N=46
1 – 9	4.0%	42.6%
10 – 14	21.1%	42.6%
15 – 17	37.8%	4.3%
18 – 20	24.9%	6.4%
21 or more	12.2%	4.3%
Mean	16.4	10.7
Median	16.0	10.0

Q. How many patient encounters per shift do you think is reasonable?

On average, daytime hospitalists who treat adults would prefer two fewer patient encounters per shift. Nocturnists would prefer 1.5 fewer patient encounters per shift.

	Daytime hospitalists who treat adults	Nocturnists
Base: Answering	N=526	N=47
Mean	14.5	9.1
Median	15.0	8.0

WORK IN ICU

Q. Do you work in the ICU?

One out of two adult hospitalists serve in the ICU, and of those, most (69.5%) serve as attending physicians.

Base: Hospitalists who treat adults	N=572
Yes, serve as an attending in the ICU	35.5%
Yes, serve in ICU but not as attending	15.6%
No	49.0%

HOSPITALIST CAREER SATISFACTION

OVERALL SATISFACTION WITH CAREER AS A HOSPITALIST

Q. Overall, how satisfied are you with your career as a hospitalist?

Hospitalist satisfaction has increased since last year’s survey. While the percent of very satisfied hospitalists stayed level at about 20%, the number who reported they were satisfied versus unsatisfied increased 5%.

Our survey found a positive correlation between satisfaction and overall compensation, with “very satisfied” hospitalists earning on average \$383,341 compared to \$330,509 for hospitalists who are satisfied or somewhat satisfied with their careers. In contrast, hospitalists who report dissatisfaction with their careers earned an average of \$319,903.

Base: Hospitalists who treat adults	N=552
VERY SATISFIED	19.6%
SATISFIED/SOMEWHAT SATISFIED (COMBINED)	66.1%
Satisfied	41.1%
Somewhat satisfied	25.0%
SOMEWHAT/VERY UNSATISFIED (COMBINED)	14.3%
Somewhat unsatisfied	11.1%
Very unsatisfied	3.3%

CAREER SATISFACTION

Q. Are you more satisfied with your career now than at the beginning of your career?

Pediatric hospitalists are slightly more satisfied now than at the beginning of their career, while adult hospitalists are somewhat less satisfied now than at the beginning of their career.

	Hospitalists who treat adults N=552	Pediatric hospitalists N=50
Base: Answering		
Yes, I am more satisfied now than at the beginning of my career	33.9%	38.0%
I am neither more or less satisfied than at the beginning of my career	30.3%	32.0%
No, I am less satisfied than at beginning of my career	35.9%	30.0%

BURNOUT

Q. How significant is burnout as an issue for you?

Nine out of 10 hospitalists report that burnout has significance as an issue for them.

	Hospitalists who treat adults N=552	Pediatric hospitalists N=50
Base: Answering		
SIGNIFICANT (COMBINED)	89.3%	90.0%
Very significant	21.2%	10.0%
Significant	36.2%	30.0%
Slightly significant	31.9%	50.0%
INSIGNIFICANT	10.7%	10.0%

CAREER ATTRIBUTES

Q. Which factors are most important to your career satisfaction? (Select up to three)

This year, we drilled down to look at the career attributes that affect hospitalist satisfaction. Hospitalists report that career satisfaction is most affected by compensation and work schedule.

Base: Hospitalists who treat adults N=549

Factors that contribute to career satisfaction

Compensation	76.0%
Work schedule	75.0%
Collegiality (among group, administration, staff & referring docs)	59.4%
Being respected	41.7%
Location	39.7%
Quality of care provided	38.8%
Having formal time off	29.7%
Group governance/transparency of administration	26.0%
Growth opportunities	21.9%
Amount of night call	17.9%
Practice model (e.g., in-hospital group, multispecialty practice)	15.1%
Employer model (e.g., local group, national management company)	11.7%
Job description	10.4%
NP/PA support	7.1%
Amount of ICU patients	5.8%

CAREER ATTRIBUTES

Q. Which factors most contribute to dissatisfaction with your career? (Select up to three)

Burnout, administrative burden and bad patient behavior are the three factors that most contribute to hospitalists' dissatisfaction with their careers.

Base: Hospitalists who treat adults N=538

Factors that contribute to career dissatisfaction

Burnout	58.7%
Administrative burden (documentation and coding compliance)	54.8%
Bad patient behavior	41.6%
Group's poor relationship with hospital leadership	24.9%
Scheduling (too many hours, too little flexibility)	23.8%
Allocation of time (not able to accomplish workload, research, etc)	20.6%
EMR	20.3%
Lack of support from other specialties	19.9%
Lack of opportunity for career growth	16.7%
Group governance/support	14.7%
Lack of collegiality with other specialties	13.4%
Quality of patient care	10.8%
Lack of career mentoring	8.7%
Lack of collegiality in my group	8.0%
ICU work	2.2%

YEARS WORKED /YEARS AT CURRENT JOB

Q. How many years have you been a hospitalist?

Q. How many years have you been at your current job?

On average, hospitalists have been working in their career for 11.5 years and in their current job for eight years.

Program directors in our survey reported 14.4 years of experience as a hospitalist and have been with their current employer for 10.8 years. Aside from program directors, hospitalists employed by a multispecialty/primary care practice enjoy the greatest length of employment with their current employer (10.0 years). The shortest length of employment is found among nocturnists and hospitalists employed by national hospitalist management companies, where hospitalists average 6.1 years and 6.8 years with their current employers respectively.

	Years as hospitalist	Years at current job
Base: Hospitalists who treat adults		N=552
<1 year – 2 years	5.1%	17.0%
3 – 4 years	13.4%	20.8%
5 – 9 years	24.3%	28.1%
10 – 14 years	28.4%	20.8%
15 – 19 years	16.5%	8.2%
20 or more years	12.3%	5.1%
Mean	11.5	8.0
Median	12.0	7.0

HOSPITALIST PROFILE

SPECIALTY TRAINED IN

Q. What specialty did you train in?

Four out of five hospitalists who treat adults were trained in internal medicine, while one out of six trained in family medicine.

Base: Hospitalists who treat adults	N=602
General internal medicine	66.1%
Other internal medicine subspecialty	7.8%
Family medicine	14.8%
Med-peds	3.0%
Pediatrics	8.3%

PATIENT TYPE

Q. What type of patient do you treat?

Nine out of 10 hospitalists treat only adults.

Base: All hospitalist physicians	N=623
Adults only	89.2%
Adults and children	2.6%
Children only	8.2%

GENDER

Q. Are you ...

While three out of four hospitalists who treat adults are male, three out of five pediatric hospitalists are female.

	Hospitalists who treat adults	Pediatric Hospitalists
Base: Answering	N=540	N=50
Male	74.1%	38.0%
Female	24.3%	60.0%
Prefer not to say/other	1.7%	2.0%

GEOGRAPHIC DISTRIBUTION

Q. What U.S. region do you work in?

The South boasts the largest adult hospitalist workforce, with more than one in four hospitalists located in the South. One in five are in the Midwest or Northeast, one in eight in the Pacific, one in 12 in the Southwest and less than one in 20 are in Mountain states.

Base: Hospitalists who treat adults N=551

South	27.8%
Midwest	21.1%
Northeast	21.1%
Pacific	15.6%
Southwest	8.3%
Mountain	6.2%

