2017

Compensation Survey

UBM

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Background

PURPOSE

- To better understand and report on current infectious diseases (ID) physician compensation trends, IDSA commissioned UBM Medica and Readex Research to conduct a survey, similar to one fielded in 2015

OBJECTIVES

- Assess ID physicians' compensation
- Determine the sources of their compensation
- Assess how compensation is structured by group (affiliation)
- Provide sufficient granularity to assess how compensation differs across practice affiliation and professional focus

Study Details

SAMPLE

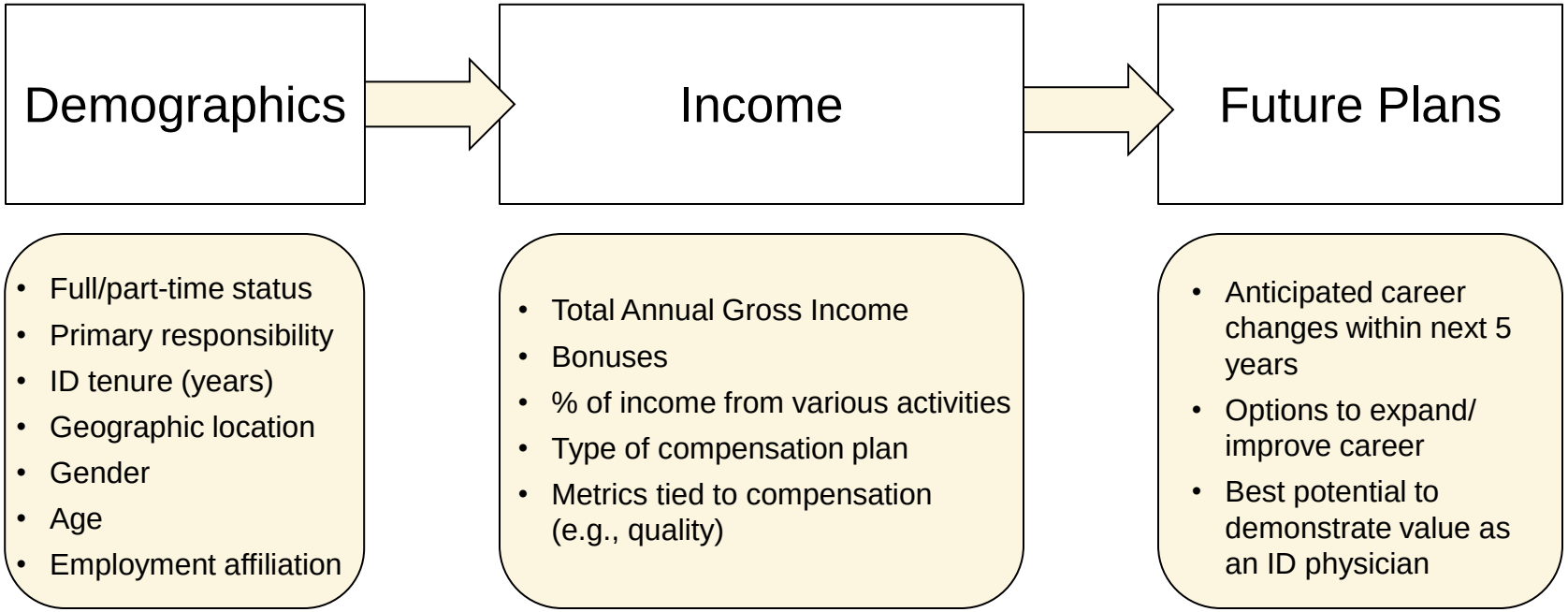
- 6,793 active IDSA members (as of March 2017) who are US-based and have an MD, DO, and/or MBBS degree.
  (Emeritus members and members-in training were excluded.)

METHOD AND RESPONSE

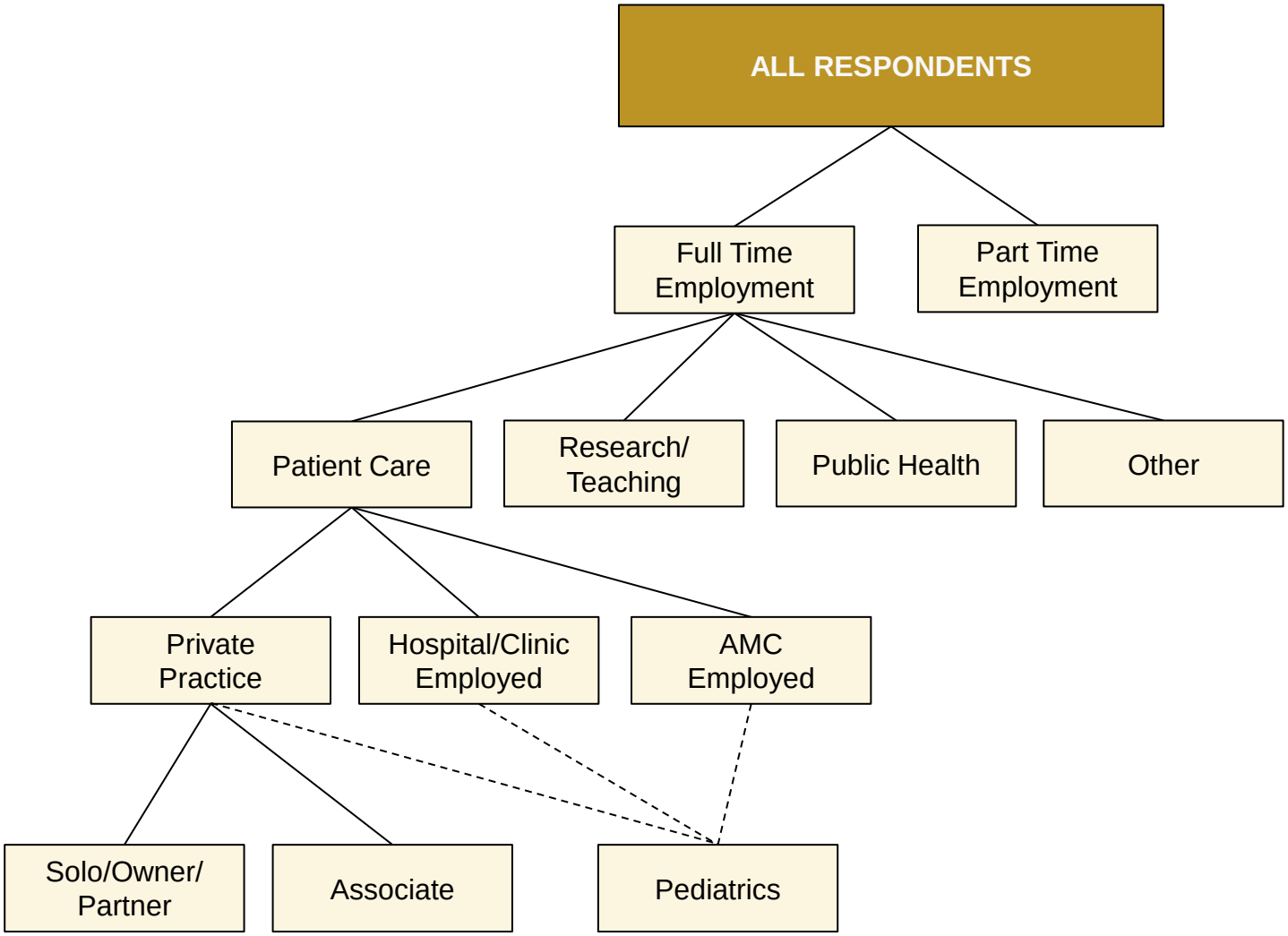
- Self-administered online survey
- Fielded May 22 to June 26, 2017
- Multiple emails requesting survey participation were sent by Readex and IDSA to the sample
- 2,504 total responses (37% response rate)

Survey Outline

The survey focused on three key areas:



Segmentation of Survey Respondents



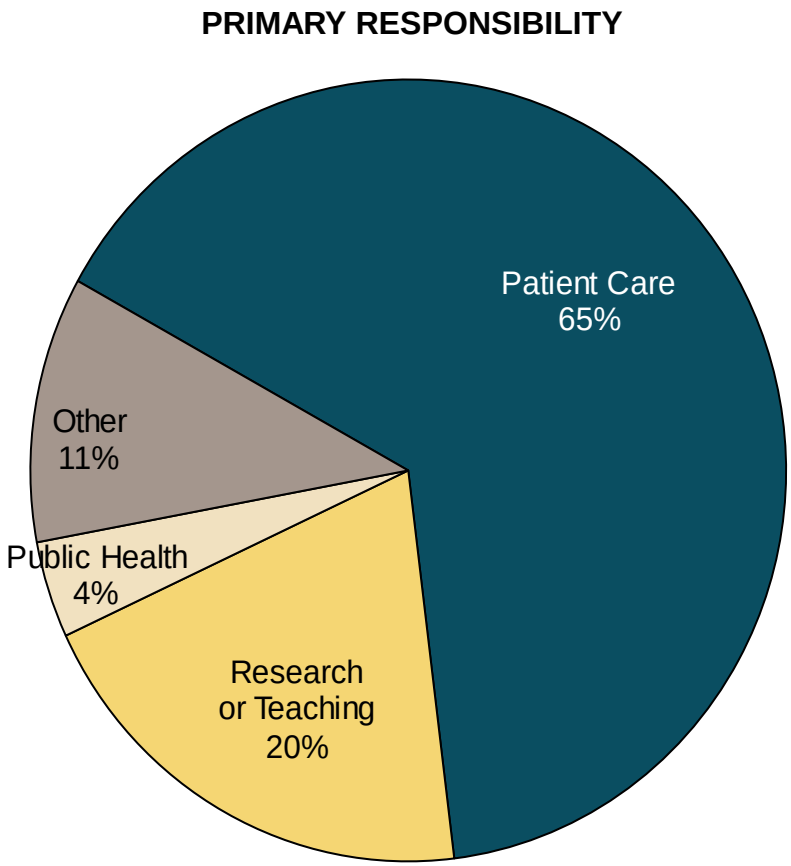
Data Notes/Definitions

- **Income figures <u>include</u> bonuses** (but <u>exclude</u> income from expert witness testimony and external consultant honoraria), and are based on those working <u>full time</u>.
- A **mean** is the arithmetic average of a set of values. Means are very much influenced by extremely large or extremely small values (e.g., one millionaire can substantially raise an estimate of average income).
- A **median** is the value that lies at the middle of a distribution. That is, 50% of the values are above it and 50% are below. It represents the "typical" response, and is not influenced by extreme values.
- **Percentiles**—10th, 25th, 50th (median), 75th, and 90th—are reported for income data and help to show the spread of incomes. 10% earn less than the 10th percentile, 25% earn less than the 25th percentile, etc.
- To ensure respondent confidentiality, income results based on fewer than 10 answering cases are suppressed.

Survey questions and bases will appear at the bottom of the slide.

Executive Summary

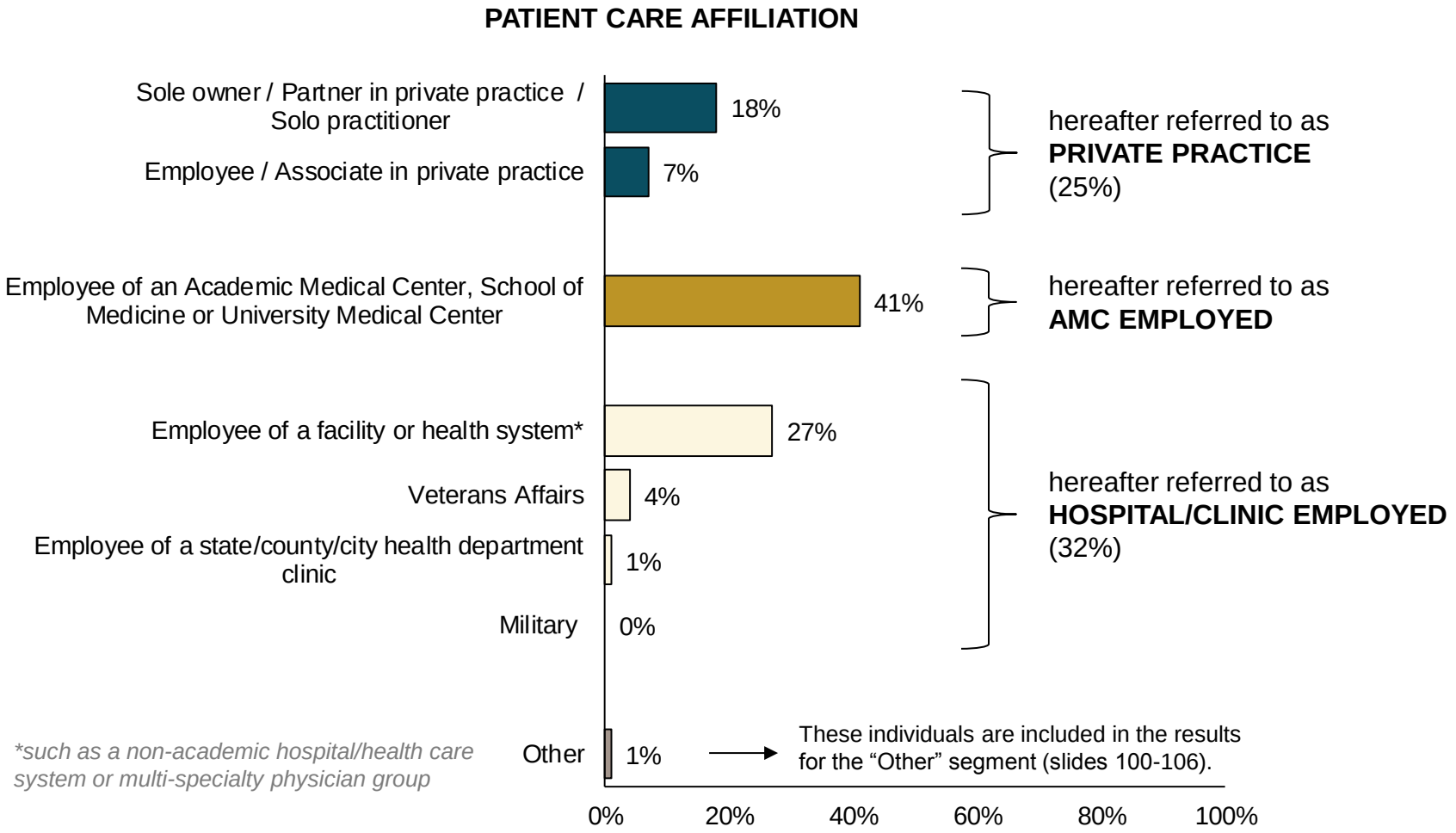
About two-thirds of respondents (65%) indicated patient care as their primary responsibility.



D4. Please indicate your primary responsibility with regards to your employment.

base (n): all 2,504 respondents

Among those in patient care, 25% are in private practice, 43% are employed by an AMC, and 31% are hospital/clinic employed.

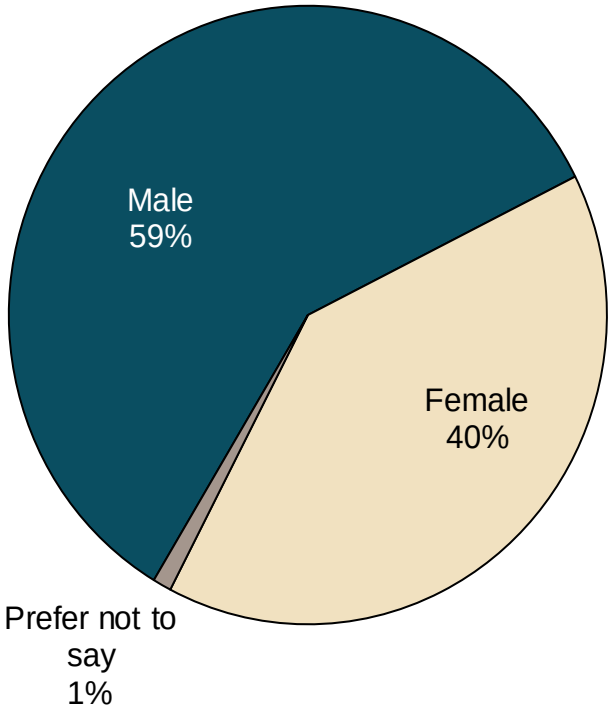


PC4. Which of the following best describes your primary employment affiliation?

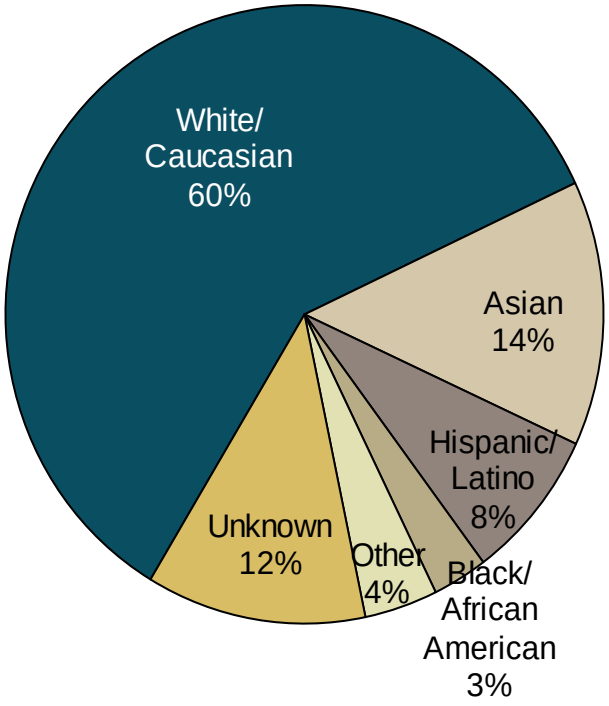
base (n): 1,630 respondents whose primary responsibility is patient care

A higher proportion of respondents are male (59%) than female (40%). Three-fifths (or more) are White/Caucasian.

GENDER



ETHNICITY



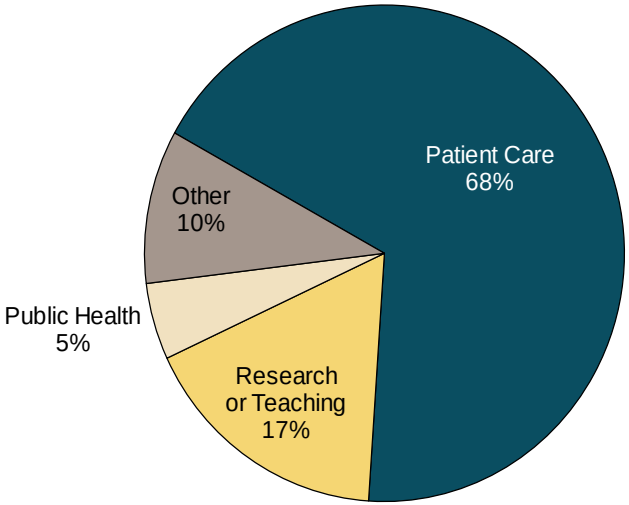
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): all 2,504 respondents

For comparison, similar break-downs for the overall US-based IDSA membership are provided here.

US-BASED IDSA MEMBERSHIP

PRIMARY RESPONSIBILITY



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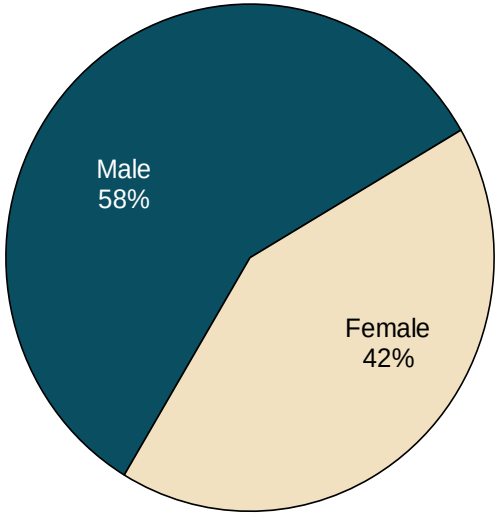
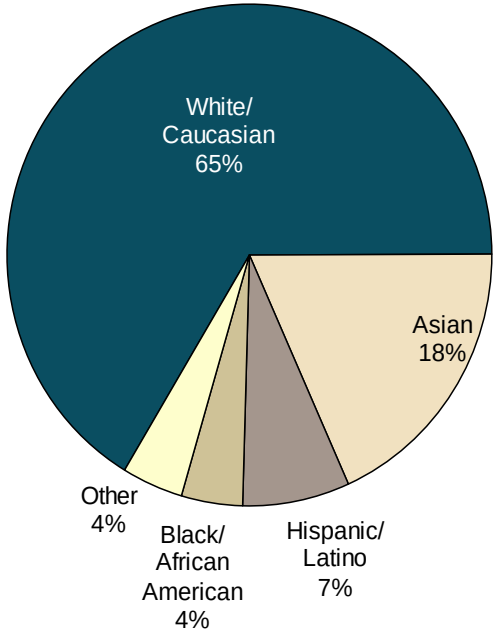


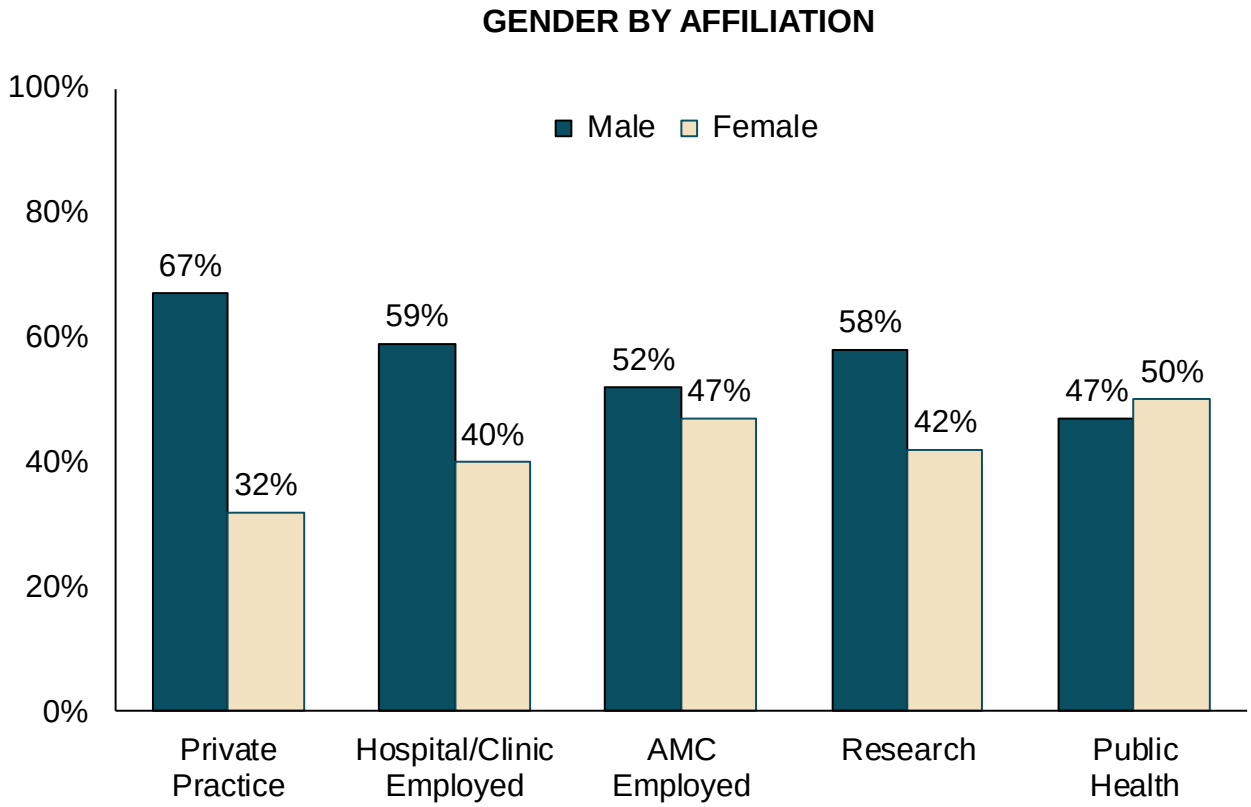
ETHNICITY



D4. Please indicate your primary responsibility with regards to your employment.

Based on IDSA US-based membership (n=6,793) as of March 2017

Higher proportions of respondents in private practice, hospital/clinic settings, and research are male than female whereas gender is more evenly split among those who are AMC employed or in public health.

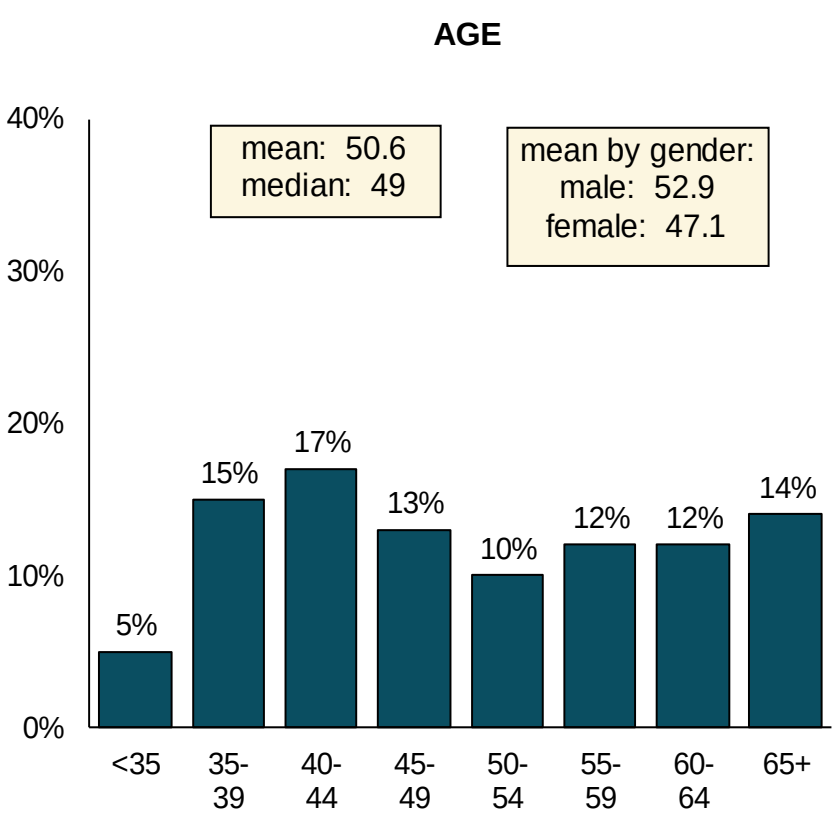


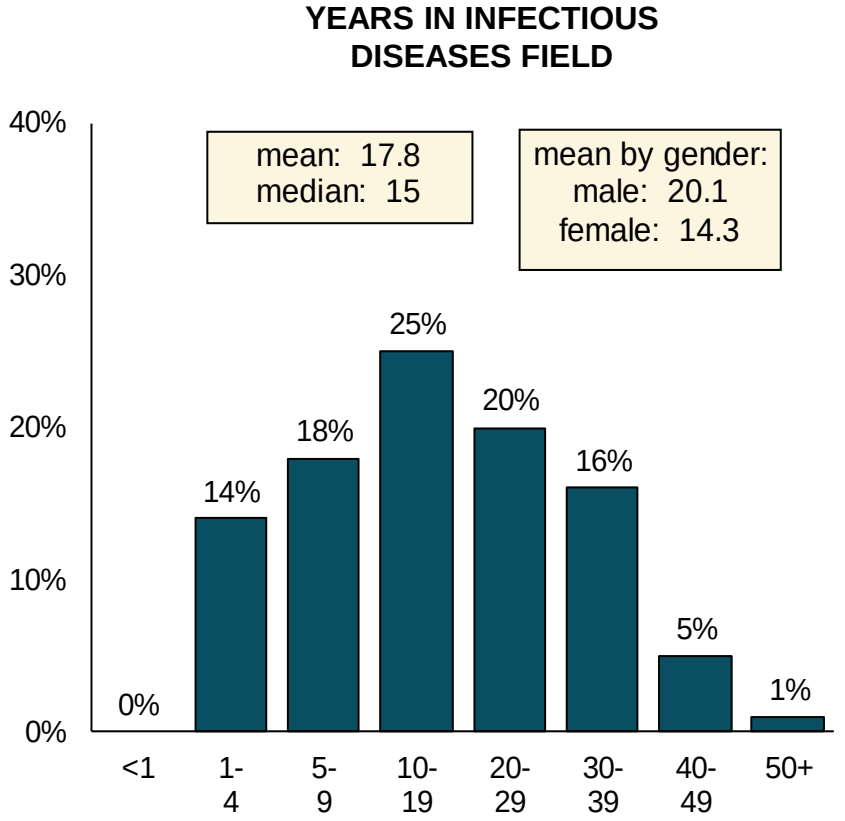
Percentages do not add to 100% due to rounding and those selecting "Non-binary / third gender," "Prefer to self-describe," "Prefer not to say," or did not answer the question.

D6. Please indicate your gender.

base (n): all respondents in each segment

The typical respondent is 49 years old and has been working in the infectious diseases field for 15 years. Males tend to be older and have longer industry tenures.

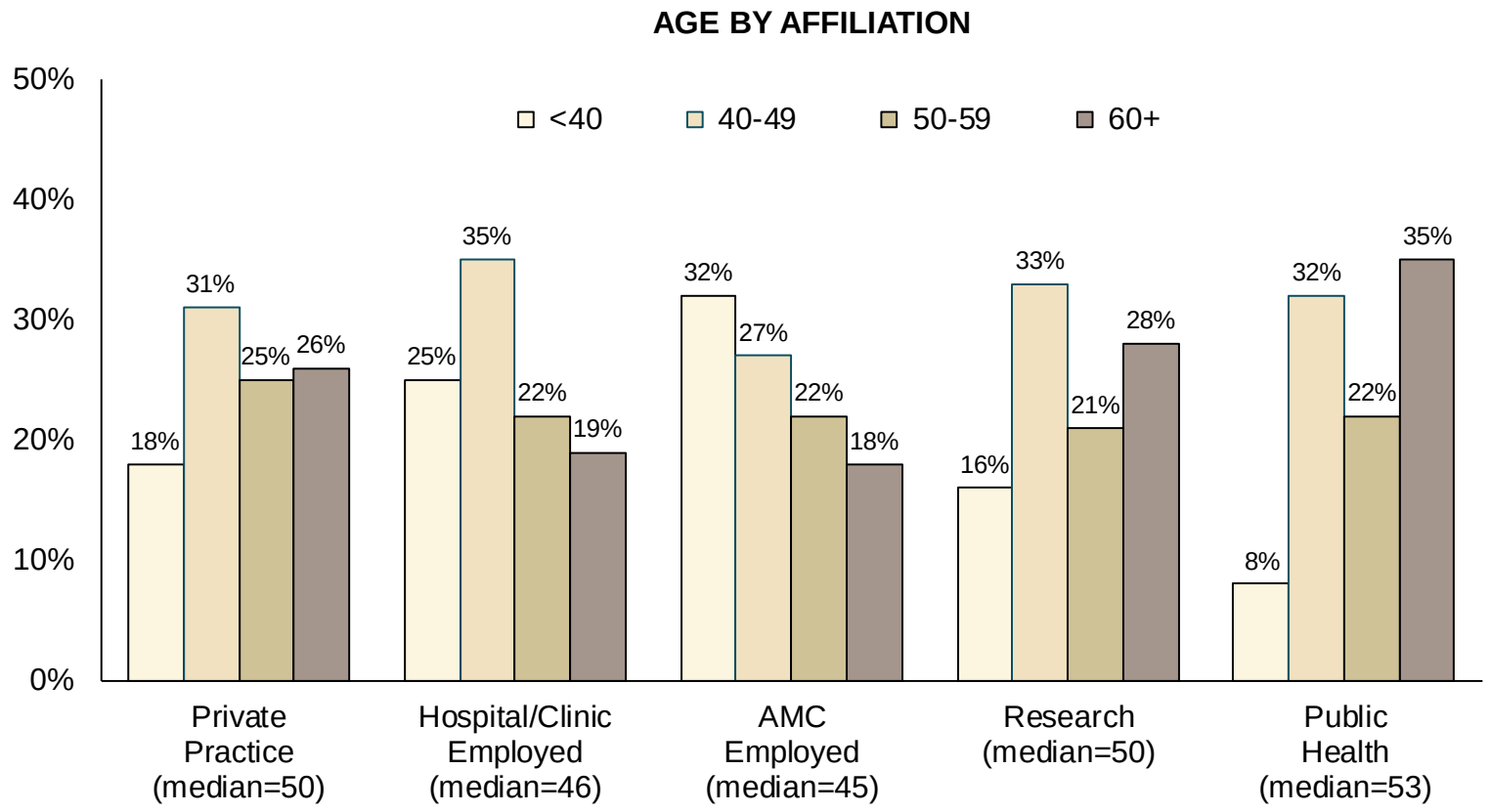




D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): all 2,504 respondents (fill-in answers)

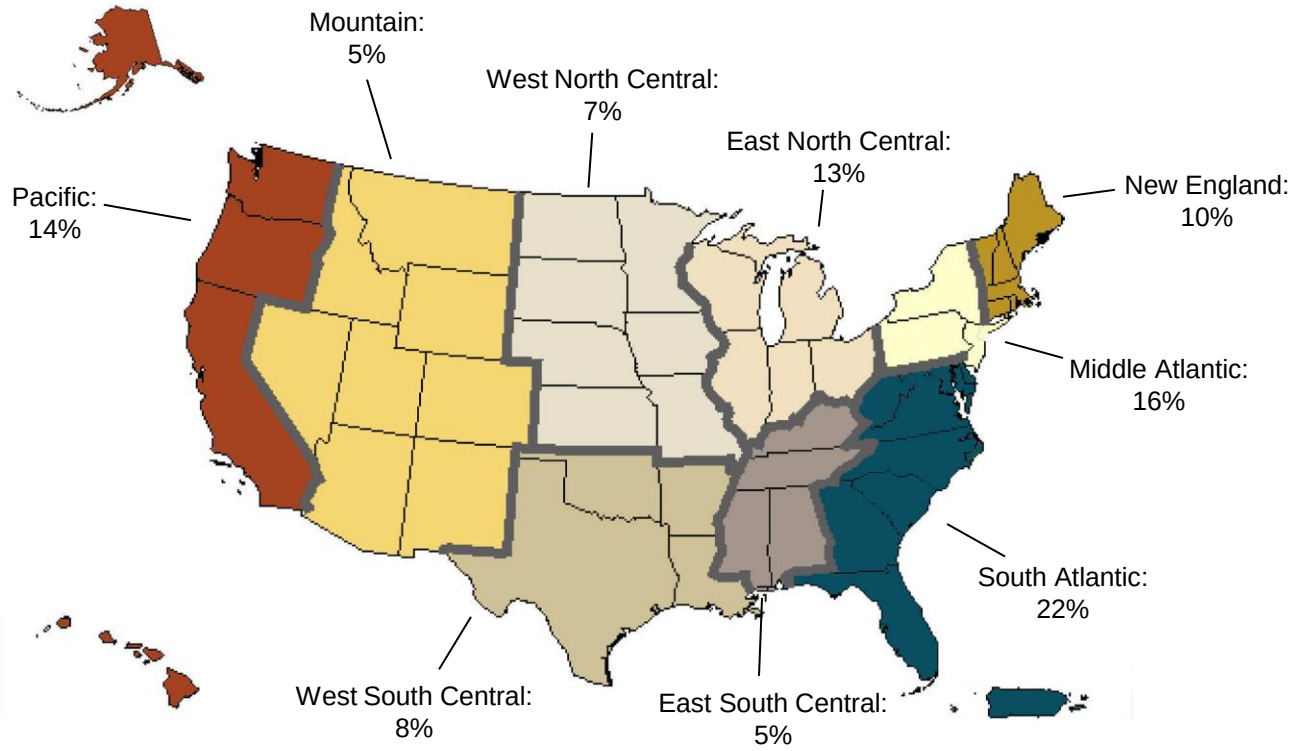
Age distributions differ by employment affiliation, with the public health segment among those most likely to be 60 or older.



D5. What is your age?

base (n): all respondents in each segment

Respondents were well-dispersed across all regions of the United States.



D3. Please provide the zip code in which the primary facility where you work is located.

base (n): *all 2,504 respondents*

90% of respondents consider themselves full time.

*All income data in this report is based on those working **full time**.*

	Total #	# Full Time	% Full Time	# Part Time	% Part Time
Patient Care	1,606	1,474	92%	132	8%
Private Practice	408	366	90%	42	10%
Hospital/Clinic Employed	523	472	90%	51	10%
AMC Employed	675	636	94%	39	6%
Research	490	462	94%	28	6%
Public Health	104	89	86%	15	14%
Other	304	218	72%	86	28%
TOTAL	**2,504**	**2,243**	**90%**	**261**	**10%**

D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): all 2,504 respondents

Income by Primary Responsibility/Affiliation

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
ALL FULL TIME RESPONDENTS	2,212	238,300	138,000	165,000	**212,200**	275,000	350,000
Patient Care	1,455	240,800	140,000	170,000	**215,000**	275,000	350,000
Private Practice	354	316,600	153,000	194,000	**260,000**	359,300	511,300
Hospital/Clinic Employed	468	248,700	164,600	200,000	**237,500**	280,000	350,000
AMC Employed	633	192,600	132,400	150,000	**181,500**	221,700	271,200
Research	460	211,500	118,100	150,000	**190,000**	254,800	319,000
Public Health	88	188,600	139,500	160,000	**189,500**	219,500	243,300
Other	209	300,200	160,000	200,000	**265,000**	361,000	450,000

PP4/EP1/AMP3/R6/PH5/O3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity:
Private Practice Sole Owner/Partner/Solo Practitioner

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Gender and Age							
Male	192	360,000	172,200	228,500	**300,000**	400,000	600,000
60+	62	346,500	168,800	225,000	**298,500**	363,600	588,800
50 - 59	59	383,900	150,000	212,400	**300,000**	450,000	882,000
40 - 49	53	373,300	180,000	250,000	**320,400**	434,500	680,000
<40	17	276,600	175,000	200,000	**240,000**	325,000	442,000
Female	67	301,200	138,000	189,000	**250,000**	350,000	514,000
60+	11	311,800	96,000	120,000	**250,200**	400,000	890,000
50 - 59	22	302,500	125,800	177,500	**250,000**	456,300	571,500
40 - 49	23	328,400	158,000	210,000	**289,000**	400,000	592,000
<40	11	231,200	149,000	189,000	**240,000**	258,700	324,000
Ethnicity							
Asian	32	404,400	136,000	192,500	**293,800**	587,500	970,000
Black/African American	10	347,000	108,000	217,500	**262,700**	350,000	1,040,000
Hispanic/Latino	20	290,800	140,700	169,500	**300,000**	350,000	495,000
White/Caucasian	150	329,400	171,400	218,800	**298,500**	400,000	543,000
other	15	415,400	158,000	300,000	**390,000**	444,000	851,000

PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity:
Private Practice Associate/Employee

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Gender and Age							
Male	57	260,500	161,600	180,000	**220,000**	336,500	500,000
60+	15	229,700	141,100	176,400	**200,000**	260,000	410,000
50 - 59	8	-	-	-	**-**	-	-
40 - 49	11	290,100	150,800	200,000	**253,000**	350,000	541,000
<40	23	220,500	162,400	174,800	**193,100**	230,000	383,600
Female	35	207,100	142,000	165,000	**200,000**	250,000	300,000
60+		-	-	-	**-**	-	-
50 - 59	2	-	-	-	**-**	-	-
40 - 49	14	224,900	155,000	196,500	**216,500**	250,000	315,000
<40	19	186,100	125,000	155,000	**170,000**	200,000	280,000
Ethnicity							
Asian	29	243,600	150,000	175,000	**210,000**	300,000	425,000
Black/African American	6	-	-	-	**-**	-	-
Hispanic/Latino	12	202,500	163,000	185,300	**191,500**	206,000	293,600
White/Caucasian	37	243,800	158,000	172,400	**220,000**	272,500	400,000
other	4	-	-	-	**-**	-	-

PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity: **Hospital/Clinic Employed**

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Gender and Age							
Male	286	265,900	180,000	210,000	**250,000**	300,000	380,000
60+	65	263,800	170,000	200,000	**237,600**	283,300	406,600
50 - 59	59	293,600	190,000	220,000	**252,500**	350,000	435,000
40 - 49	103	270,100	197,600	230,000	**254,000**	300,000	356,000
<40	58	233,700	159,200	187,300	**222,000**	266,800	330,700
Female	180	220,900	150,000	181,100	**220,000**	250,000	300,000
60+	17	240,000	171,300	185,000	**222,000**	283,000	340,000
50 - 59	38	247,300	178,000	219,600	**239,000**	261,700	307,300
40 - 49	65	227,300	168,600	199,000	**220,000**	252,000	300,000
<40	60	192,000	71,000	150,000	**200,000**	235,000	297,800
Ethnicity							
Asian	81	253,900	158,000	200,000	**250,000**	300,000	371,100
Black/African American	17	215,600	124,000	172,500	**220,000**	250,000	301,200
Hispanic/Latino	44	254,600	180,000	210,500	**242,800**	278,000	355,000
White/Caucasian	245	249,400	165,000	200,000	**236,000**	280,100	332,700
other	25	242,900	149,600	185,000	**220,000**	291,500	377,400

EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity: **AMC Employed**

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Gender and Age							
Male	328	205,600	137,700	159,300	**195,500**	245,000	284,100
60+	69	244,100	170,000	213,600	**240,000**	275,000	350,000
50 - 59	79	239,200	165,000	190,000	**230,000**	280,000	320,000
40 - 49	82	191,800	138,600	157,300	**180,000**	220,000	260,000
<40	98	163,000	130,000	143,500	**155,000**	180,000	210,000
Female	296	177,000	129,800	147,000	**170,000**	200,000	240,000
60+	30	203,500	159,100	168,800	**198,500**	220,000	290,200
50 - 59	59	194,200	150,000	170,000	**193,000**	210,000	266,000
40 - 49	91	179,900	130,800	147,000	**170,000**	203,000	242,400
<40	111	157,900	120,000	135,000	**156,000**	178,000	209,400
Ethnicity							
Asian	98	179,000	120,000	144,800	**170,000**	210,000	270,000
Black/African American	14	188,300	65,000	147,500	**175,000**	257,800	279,000
Hispanic/Latino	49	185,300	135,000	145,000	**180,000**	215,000	260,000
White/Caucasian	372	198,800	139,500	160,000	**190,000**	230,000	275,000
other	19	156,700	125,000	134,000	**150,000**	161,500	216,000

AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity: **Research**

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Gender and Age							
Male	261	233,500	129,200	155,600	**220,000**	282,500	348,400
60+	85	273,300	175,000	215,500	**261,300**	300,000	400,000
50 - 59	62	294,900	171,200	215,800	**253,000**	321,300	375,400
40 - 49	81	187,400	130,100	146,000	**160,000**	226,000	288,800
<40	32	131,200	75,000	102,500	**135,000**	159,300	170,000
Female	196	182,400	111,400	140,000	**171,500**	215,000	280,000
60+	32	249,300	184,400	210,000	**242,000**	289,300	320,500
50 - 59	39	223,800	150,000	177,000	**215,000**	260,000	326,500
40 - 49	76	166,900	128,800	150,000	**162,500**	187,800	211,500
<40	48	122,800	64,500	101,000	**127,500**	144,500	165,600
Ethnicity							
Asian	46	170,400	119,200	138,400	**158,600**	192,500	231,500
Black/African American	14	192,300	101,500	146,300	**172,500**	236,500	335,000
Hispanic/Latino	26	190,700	117,400	150,000	**173,500**	231,300	266,900
White/Caucasian	317	221,100	127,000	150,000	**200,000**	263,500	325,300
other	8	-	-	-	**-**	-	-

R6. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity: **Public Health**

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Gender and Age							
Male	38	206,300	153,900	175,000	**201,500**	235,000	250,000
60+	16	214,000	159,900	178,800	**228,900**	241,500	250,000
50 - 59	12	222,000	154,100	198,500	**211,500**	245,000	315,500
40 - 49	10	175,100	140,400	152,300	**175,000**	194,000	227,000
<40		-	-	-	**-**	-	-
Female	47	174,900	128,000	140,000	**175,000**	200,000	230,400
60+	9	-	-	-	**-**	-	-
50 - 59	7	-	-	-	**-**	-	-
40 - 49	22	173,300	130,000	155,000	**173,800**	192,500	217,000
<40	8	-	-	-	**-**	-	-
Ethnicity							
Asian	9	-	-	-	**-**	-	-
Black/African American	6	-	-	-	**-**	-	-
Hispanic/Latino	3	-	-	-	**-**	-	-
White/Caucasian	58	195,700	140,000	161,500	**194,000**	230,000	250,000
other	3	-	-	-	**-**	-	-

PH5. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

Income by Gender/Age and by Ethnicity: **Other**

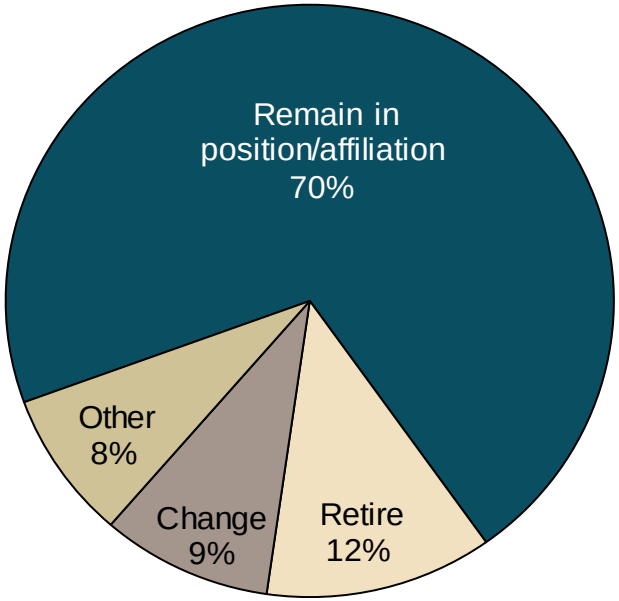
	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Gender and Age							
Male	134	322,500	160,000	218,800	**300,000**	400,000	500,000
60+	51	346,000	200,000	250,000	**300,000**	392,000	490,000
50 - 59	47	351,700	175,200	250,000	**350,000**	420,000	504,000
40 - 49	29	280,800	155,000	165,900	**250,000**	390,000	450,000
<40	7	-	-	-	**-**	-	-
Female	73	264,500	148,600	192,000	**250,000**	306,700	399,000
60+	23	290,200	133,000	194,000	**300,000**	360,000	490,000
50 - 59	20	265,700	180,500	201,300	**240,000**	297,500	424,500
40 - 49	26	255,600	135,400	187,300	**243,000**	276,300	329,000
<40	2	-	-	-	**-**	-	-
Ethnicity							
Asian	19	283,800	120,000	190,000	**262,000**	400,000	430,000
Black/African American	7	-	-	-	**-**	-	-
Hispanic/Latino	13	276,700	72,900	190,000	**212,000**	344,700	660,000
White/Caucasian	138	320,000	174,500	233,000	**287,000**	377,500	477,500
other	7	-	-	-	**-**	-	-

O3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): those full time in each segment answering (fill-in answers)

A majority (70%) plan to remain in their position/affiliation in the next five years. Public health will likely see the highest proportion of retirees.

FUTURE PLAN IN NEXT 5 YEARS ACROSS ALL SEGMENTS
(excluding the "Other" segment)



% Who Plan to Retire Within Next 5 Years	TOTAL
Private Practice	11%
Hospital/Clinic Employed	13%
AMC Employed	11%
Research	13%
Public Health	22%

PP10/EP8/AMP10/R14/PH9. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 2,200 respondents asked this question (the "Other" segment did not see this question); those in each segment

Detailed Findings:

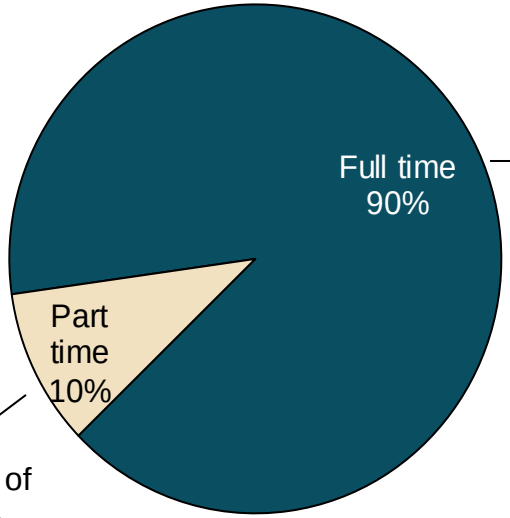
Private Practice

Sole owners/partners in private practice/solo practitioners and employees/associates in private practice

PRIVATE PRACTICE

90% of private practice respondents consider themselves full time. The remaining results in this section are based on this full-time group (hereafter referred to as private practice physicians).

EMPLOYMENT STATUS



Average # of part-time hours per week: **21.4**

366 full-time private practice respondents

267 are sole owners/partners/solo practitioners

99 are employees/associates in private practices

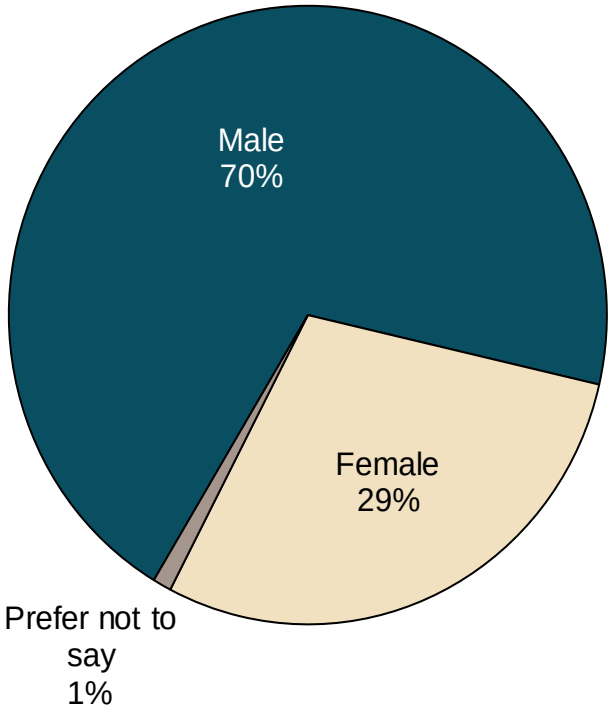
D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): all 408 private practice respondents; 42 part-time private practice respondents (for hours worked)

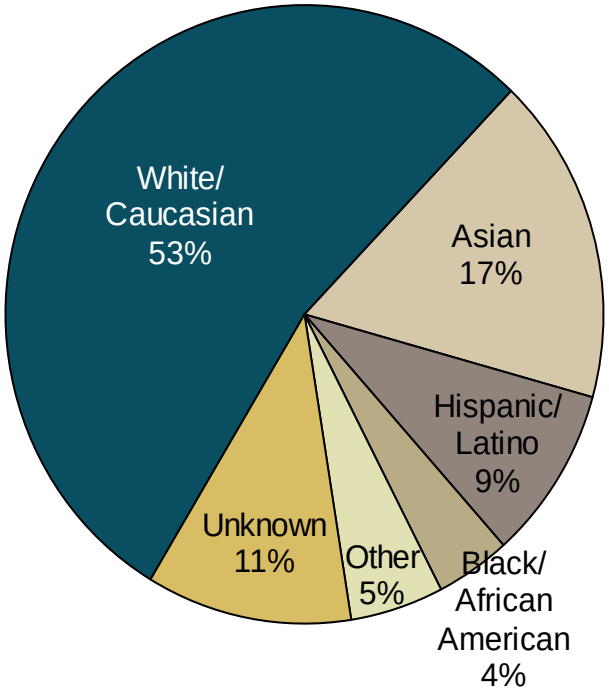
PRIVATE PRACTICE

A majority of private practice physicians are male (70%). About half (or more) are White/Caucasian (53%).

GENDER



ETHNICITY

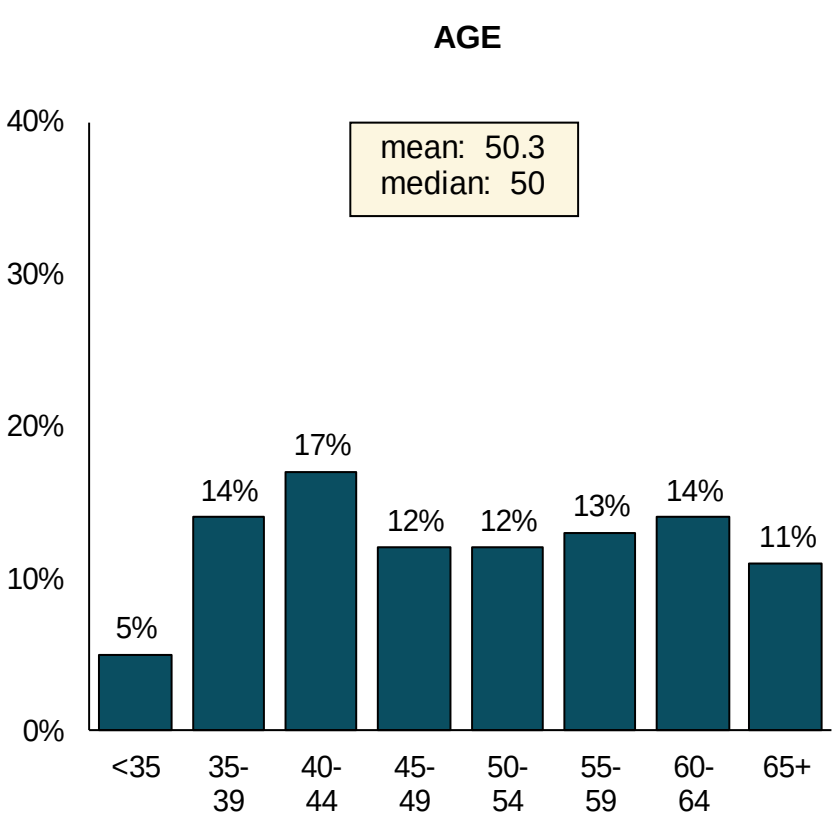


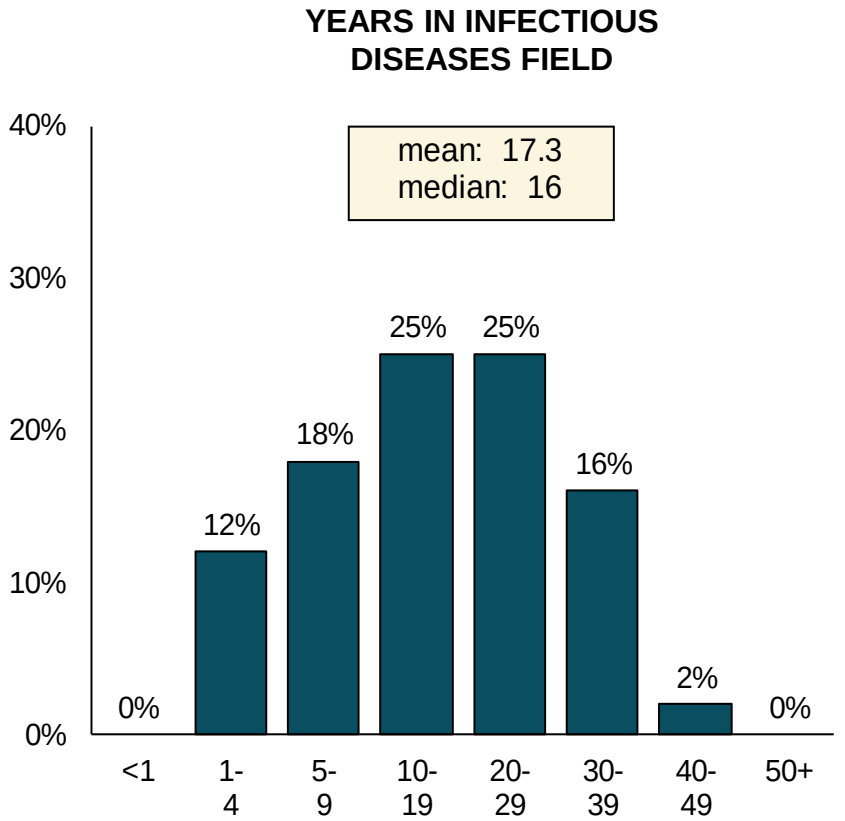
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 366 full-time private practice respondents

PRIVATE PRACTICE

The typical private practice physician is 50 years old and has been working in the infectious diseases field for 16 years.





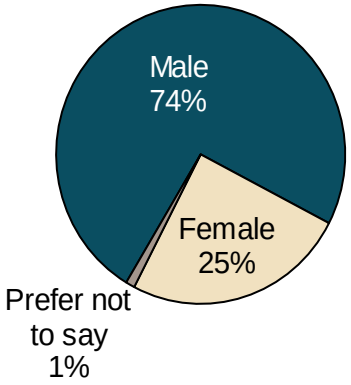
D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): 366 full-time private practice respondents (fill-in answers)

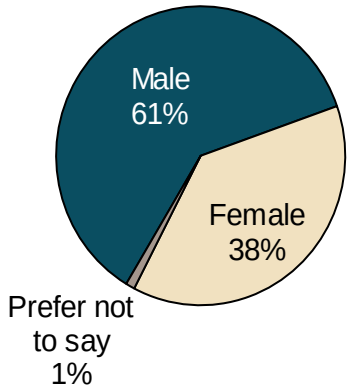
PRIVATE PRACTICE

Sole owners/partners/solo practitioners are slightly more likely than employees/associates to be male and also tend to be older.

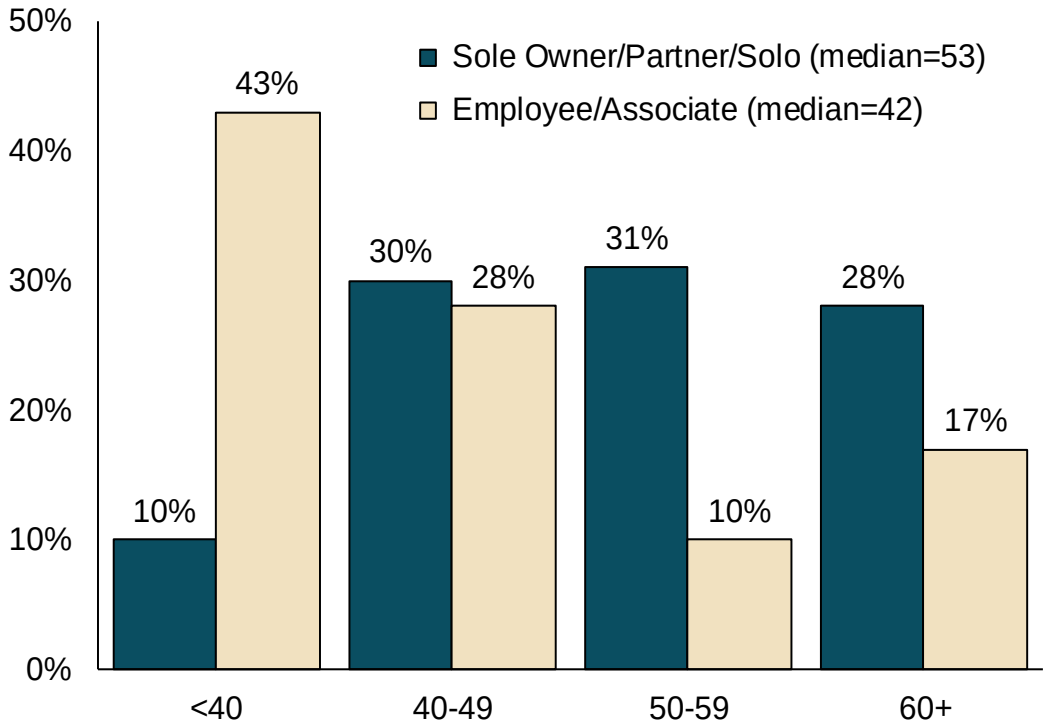
GENDER: Sole Owner/Partner/Solo Practitioner



GENDER: Employee/Associate



AGE



D6. Please indicate your gender.
D5. What is your age?

base (n): full-time private practice respondents in each segment

PRIVATE PRACTICE

Profiles at a Glance: Sole Owners/Partners/Solo Practitioners vs. Employees/Associates

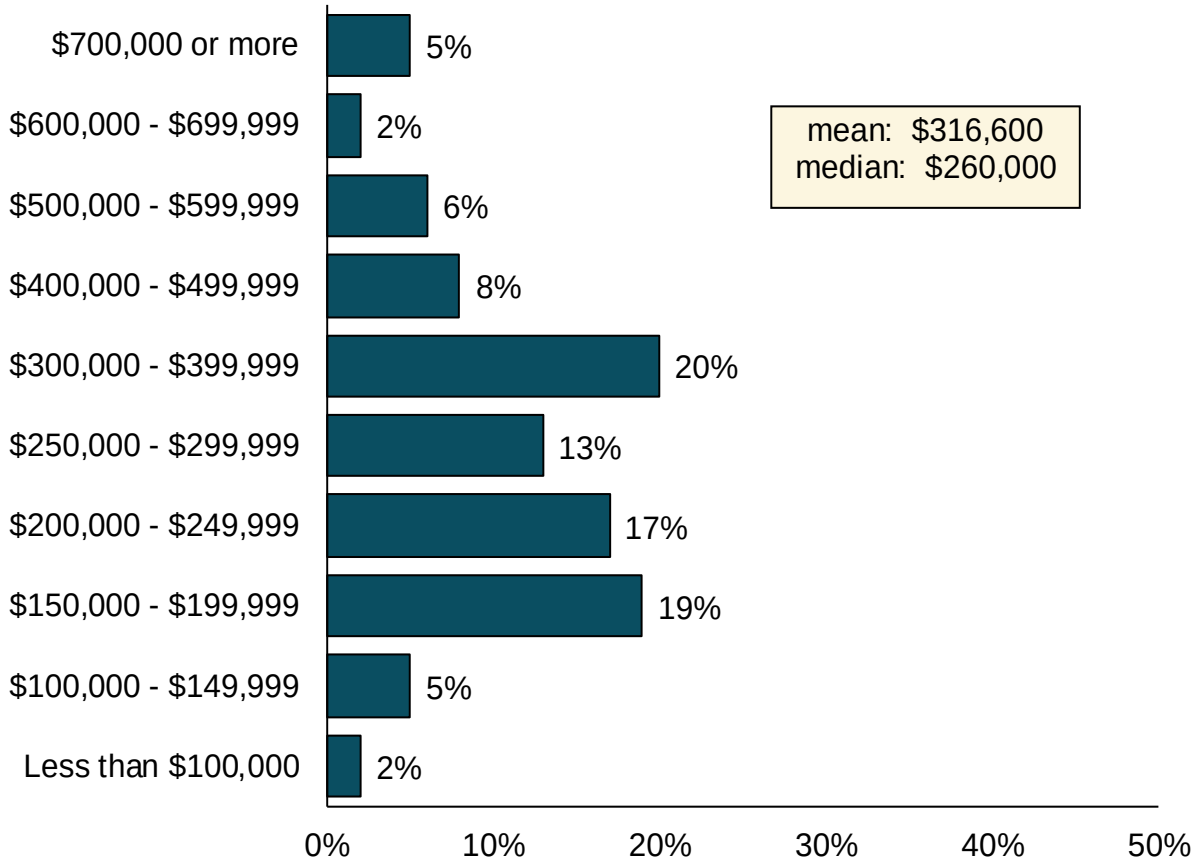
Sole owners/partners/solo practitioners reported significantly higher average and median incomes than employees/associates in private practice.

	Sole Owner/Partner/ Solo Practitioner	Employee/Associate in Private Practice
Avg. Age [median]	52.3 [53]	44.9 [42]
Avg. Years in ID Field [median]	19.2 [20]	12.1 [7]
Gender	74% male, 25% female	61% male, 38% female
Ethnicity	57% White/Caucasian 12% Asian 18% other 13% unknown	41% White/Caucasian 29% Asian 23% other 6% unknown
Avg. Income [median] [10th-90th]	$344,400 [$300,000] [$152.7K - $586.0K]	$238,700 [$208,000] [$152.0K - $400.0K]

base (n): full-time private practice respondents in each segment (statistics based on those answering)

PRIVATE PRACTICE

The typical private practice physician reported an income of $260,000.



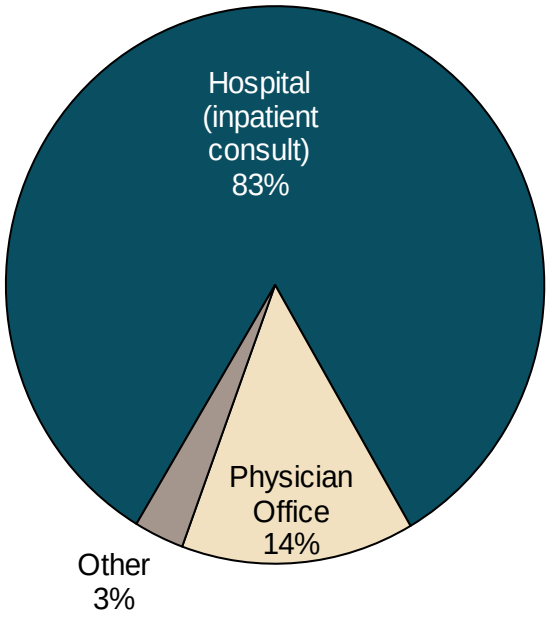
PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 366 full-time private practice respondents (fill-in answers)

PRIVATE PRACTICE

A majority of those in private practice see most of their patients in an inpatient hospital setting.

FACILITY WHERE MOST PATIENTS ARE SEEN



Average % of care done in an inpatient setting:

75.2%

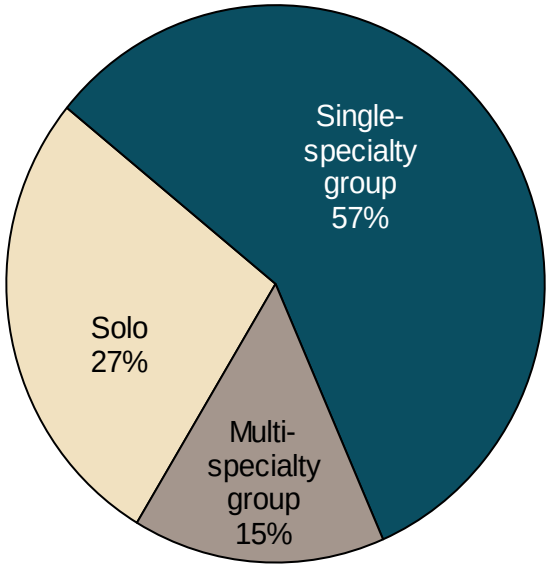
PC2. In what type of facility do you see most of your patients?
PP3. What percent of your patient care/clinical practice is done in the inpatient setting?

base (n): 366 full-time private practice respondents; those who are not at a solo practice for average number of physicians

PRIVATE PRACTICE

A majority of those in private practice are part of a single-specialty group.

PRACTICE TYPE



Average number of physicians in group:

Single-specialty: 8.8 [median = 5]

Multi-specialty: 107 [median = 34]

PP1. What type of private practice is this?
PP2. How many physicians are in your group?

base (n): 366 full-time private practice respondents; those who are not at a solo practice for average number of physicians

PRIVATE PRACTICE

Those who see most of their patients in an inpatient hospital facility and those who are part of a solo practice reported higher median incomes than other segments analyzed.

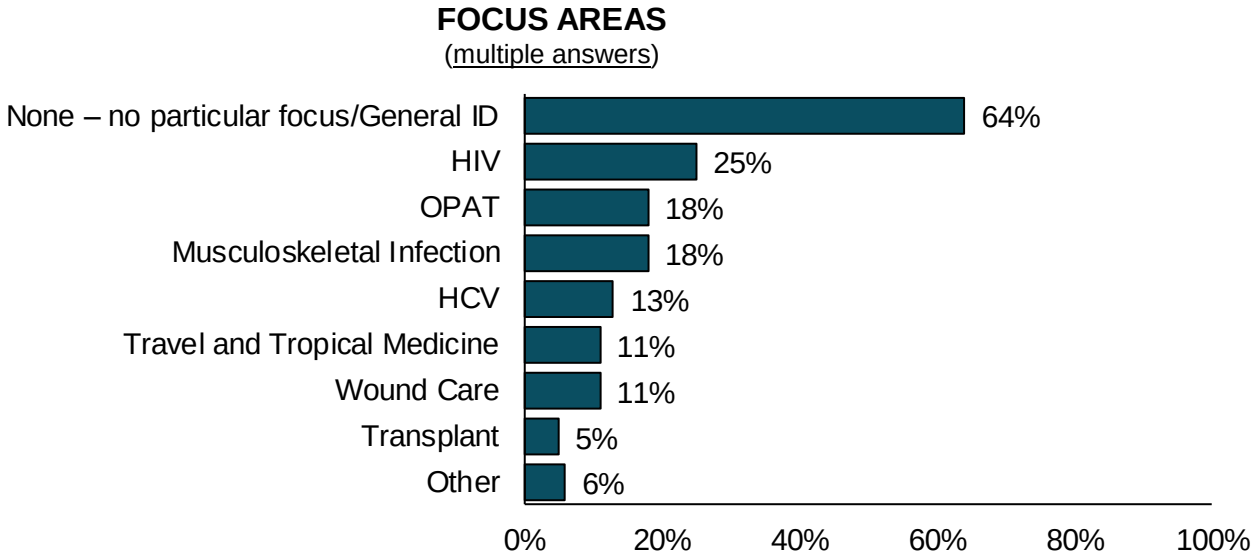
	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Facility Where Most Patients Seen							
Hospital (inpatient consult)	296	313,000	160,000	200,000	**270,000**	359,800	500,000
Physician office	48	357,900	100,000	182,500	**227,500**	456,300	982,000
Practice Type							
solo	97	360,900	128,000	185,000	**300,000**	447,000	710,000
single-specialty group	206	307,600	160,000	195,000	**262,500**	351,000	500,000
multi-specialty group	49	266,600	165,000	190,000	**220,000**	300,000	500,000

PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time private practice respondents in each segment answering (fill-in answers)

PRIVATE PRACTICE

Most private practice physicians are General ID.



	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Focus Area(s)							
HIV only*	11	250,900	143,600	150,000	**210,000**	285,000	550,800
HCV and HIV only*	5	-	-	-	**-**	-	-
no focus/general ID + other combinations	307	316,500	154,200	195,000	**260,000**	374,300	501,000

** with or without transplant*

PC3. Please indicate if your clinical work has a particular focus.
PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 366 full-time private practice respondents (multiple answers); those in each segment answering (fill-in answers)

PRIVATE PRACTICE

Males in private practice reported a higher median income than females ($290,000 versus $230,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	249	337,200	165,000	200,000	**290,000**	400,000	560,000
60+	77	323,800	164,000	200,000	**280,000**	350,000	526,500
50 - 59	67	384,900	148,800	220,000	**300,000**	460,000	760,400
40 - 49	64	359,000	180,000	246,300	**304,500**	421,300	580,000
<40	40	244,400	163,200	186,300	**217,500**	286,300	390,000
Female	102	268,900	142,100	177,500	**230,000**	300,000	450,000
60+	11	311,800	96,000	120,000	**250,200**	400,000	890,000
50 - 59	24	300,800	127,000	192,500	**257,500**	437,500	552,500
40 - 49	37	289,300	158,000	200,000	**250,000**	312,500	462,000
<40	30	202,600	131,000	163,800	**187,000**	241,300	298,000
Ethnicity							
Asian	61	327,900	150,000	180,000	**240,000**	350,000	716,000
Black/African American	16	308,800	130,500	172,500	**242,500**	300,000	680,000
Hispanic/Latino	32	257,700	147,900	185,300	**216,500**	317,300	435,000
White/Caucasian	187	312,500	164,400	195,000	**270,000**	375,000	503,500
other	19	364,900	100,000	240,000	**300,000**	427,500	500,000

PP4. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time private practice respondents in each segment answering (fill-in answers)

PRIVATE PRACTICE

Few private practice physicians reported their compensation being tied to performance or having separately negotiated hourly on-call service rates.

- Only 14% reported that at least part of their compensation is tied to performance as measured by quality metrics (e.g., metrics related to HIV, HCV, C-diff infection rate, CLABSI rate, CAUTI rate, SSI rate, etc.).

- Only 7% reported having a separately negotiated hourly on-call service rate in the 12 months prior to January 1, 2017.
  - Among those who did, the median hourly rate was $113.

PP9. What percent, if any, of your compensation is tied to performance as measured by quality metrics?
PP8. If you provided separately negotiated on-call service in the 12 months prior to January 1, 2017, what was your average hourly rate in that timeframe?

base (n): 366 full-time private practice respondents (fill-in answers)

PRIVATE PRACTICE

As would be expected, patient care accounts for a majority of private practice physicians' time and income (on average).

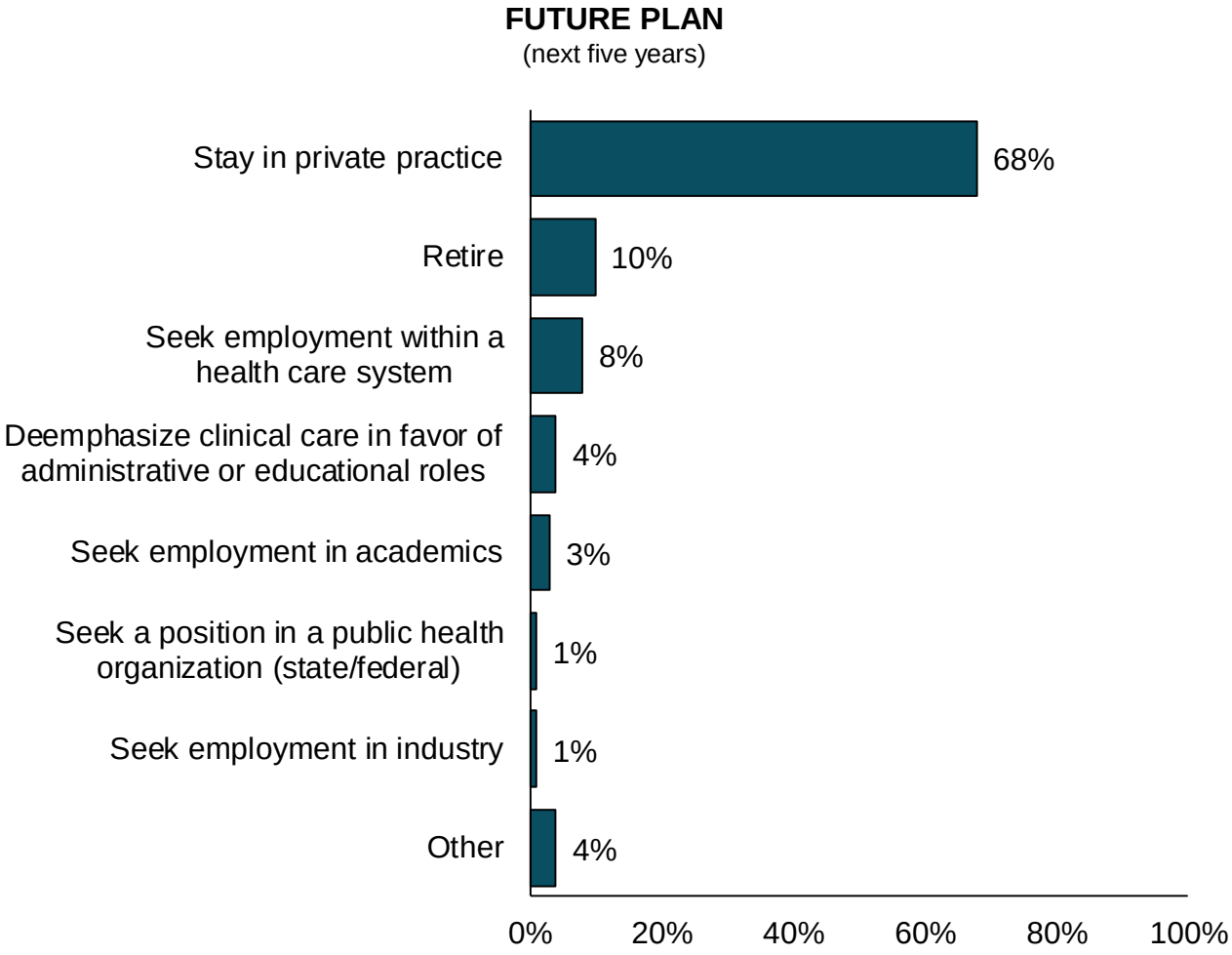
		% who perform this activity	avg. % of time on activity	avg. % of income from activity
Core ID Activities	Patient care	99%	84%	88%
	Epidemiology/infection control	53%	4%	3%
	Biopreparedness activities	5%	0%	0%
	Antimicrobial stewardship	54%	4%	2%
	Employee health	11%	0%	0%
	Patient safety/healthcare quality improvement	16%	1%	0%
Administration/ Leadership/ Committee Roles	Administration	20%	2%	1%
	Department/division/institutional/system leadership roles	21%	1%	1%
	Hospital P&T or other facility/system-wide committee	27%	1%	0%
Grant Funding	Seeking grant funding for basic research	0%	0%	0%
	Seeking grant funding for clinical/translational research	1%	0%	0%
	Seeking grant funding for public health research	0%	0%	0%
Research	Basic research	1%	0%	0%
	Clinical/translational research	8%	1%	1%
Academic	Teaching activities	30%	2%	1%
	Administrative education roles (e.g., program director)	3%	0%	0%
Other	Expert witness testimony	10%	0%	1%
	External consultant honoraria	8%	0%	1%
	Other public health	4%	0%	0%
	Other sources	4%	1%	1%

PP6/PP7. Approximately what percentage of your time [total gross income] (across all facilities/employers relating to infectious diseases) was spent on [came from] each of these activities in the 12 months prior to January 1, 2017?

base (n): 366 full-time private practice respondents (fill-in answers)

PRIVATE PRACTICE

About two in three private practice physicians plan to stay in private practice in the next five years.

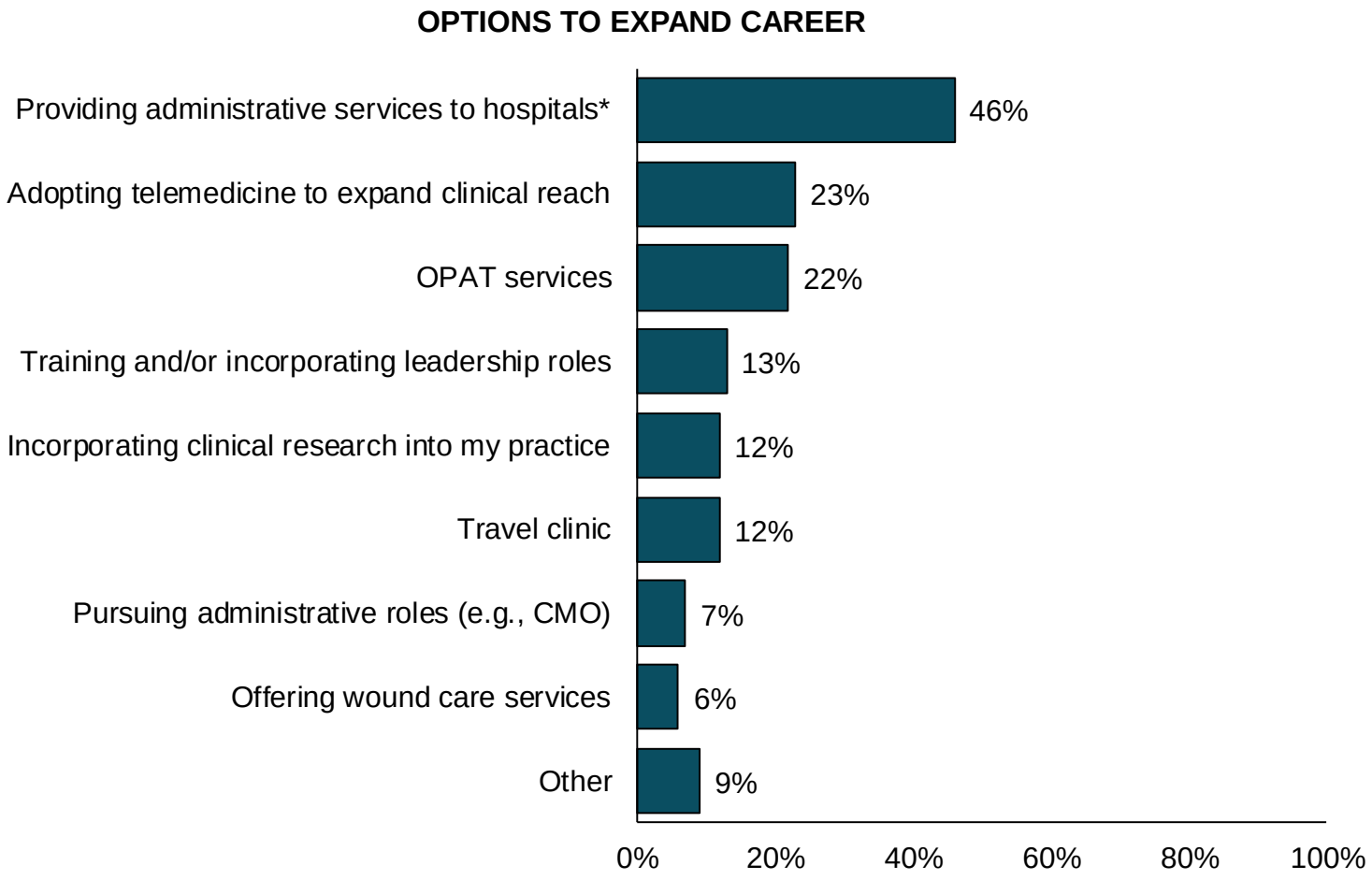


PP10. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 366 full-time private practice respondents

PRIVATE PRACTICE

Nearly half of private practice physicians intend to pursue providing administrative services to hospitals to expand their careers/improve their compensation.



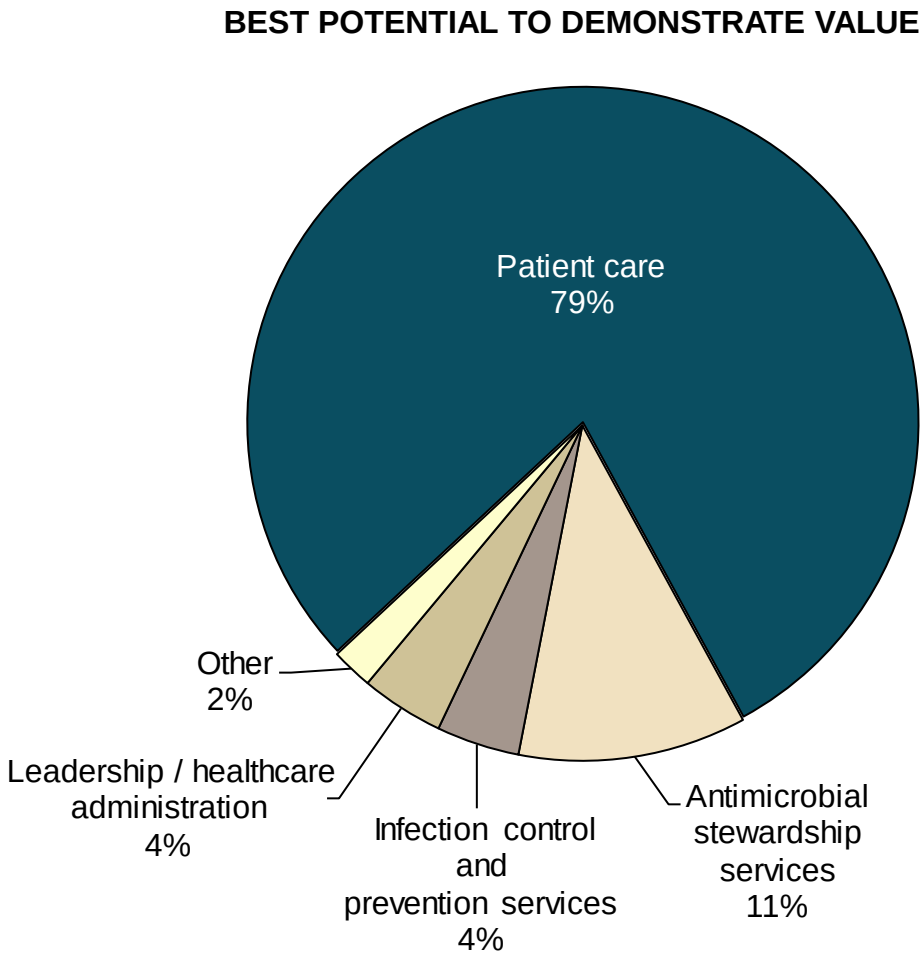
**infection control, antimicrobial stewardship, quality improvement, population health management*

PP11. In terms of expanding your career/improving your compensation, what options do you intend to pursue?

base (n): 366 full-time private practice respondents (multiple answers)

PRIVATE PRACTICE

A majority of private practice physicians report patient care as their best potential for demonstrating their value as an ID physician.



PP12. What area below represents your best potential for demonstrating your value as an ID physician to your practice?

base (n): 366 full-time private practice respondents

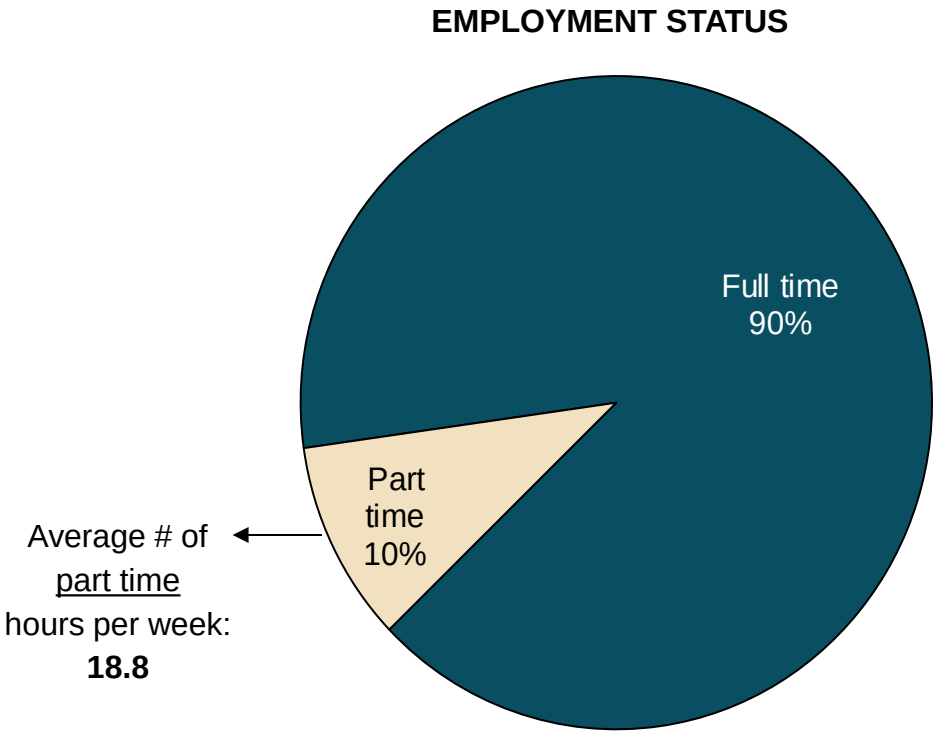
Detailed Findings:

Hospital/Clinic Employed

Employees of facility or health systems (such as a non-academic hospital/health care systems or multi-specialty physician groups), state/county/city health department clinics, Veterans Affairs, and Military

HOSPITAL/ CLINIC EMPLOYED

90% of respondents employed by hospitals/clinics consider themselves full time. The remaining results in this section are based on this full-time group (hereafter referred to as hospital/clinic physicians).



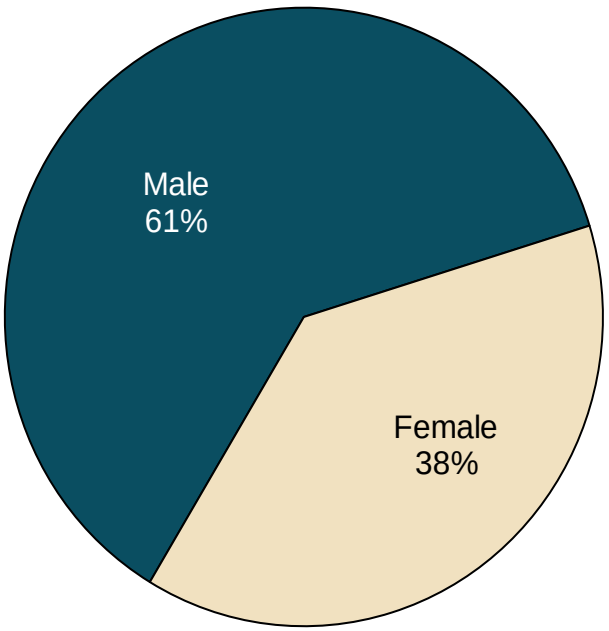
D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): 523 respondents employed by a hospital/clinic; 51 part-time respondents employed by a hospital/clinic (for hours worked)

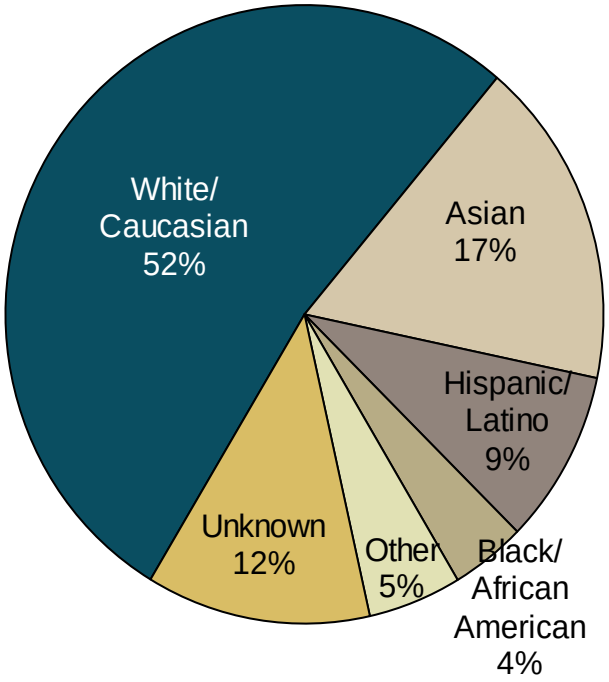
HOSPITAL/ CLINIC EMPLOYED

Three in five hospital/clinic physicians are male (61%). About half (or more) are White/Caucasian (52%).

GENDER



ETHNICITY

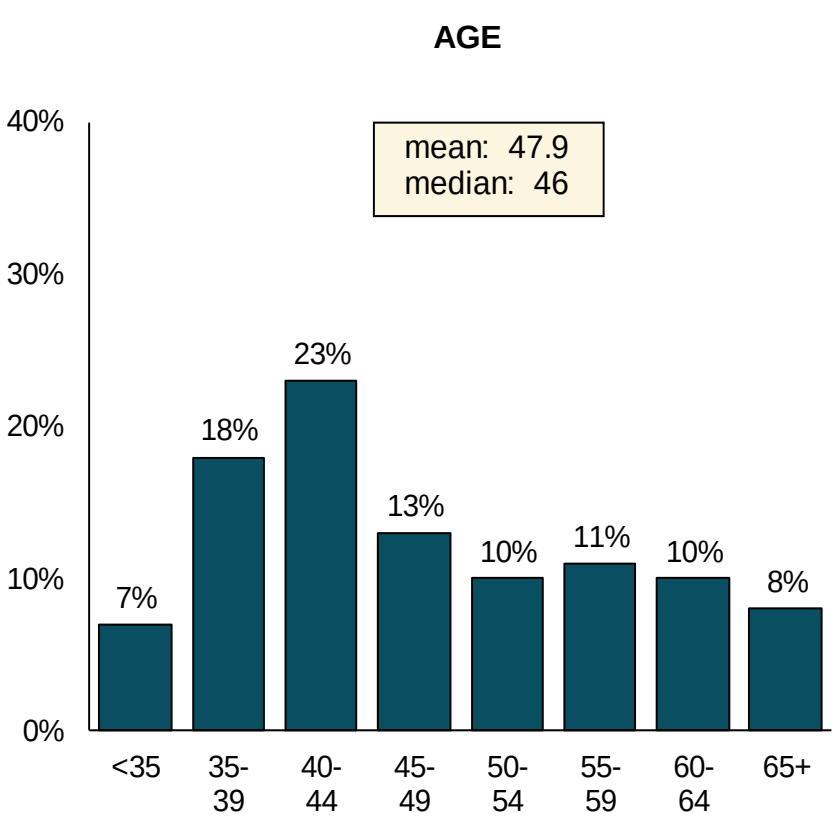


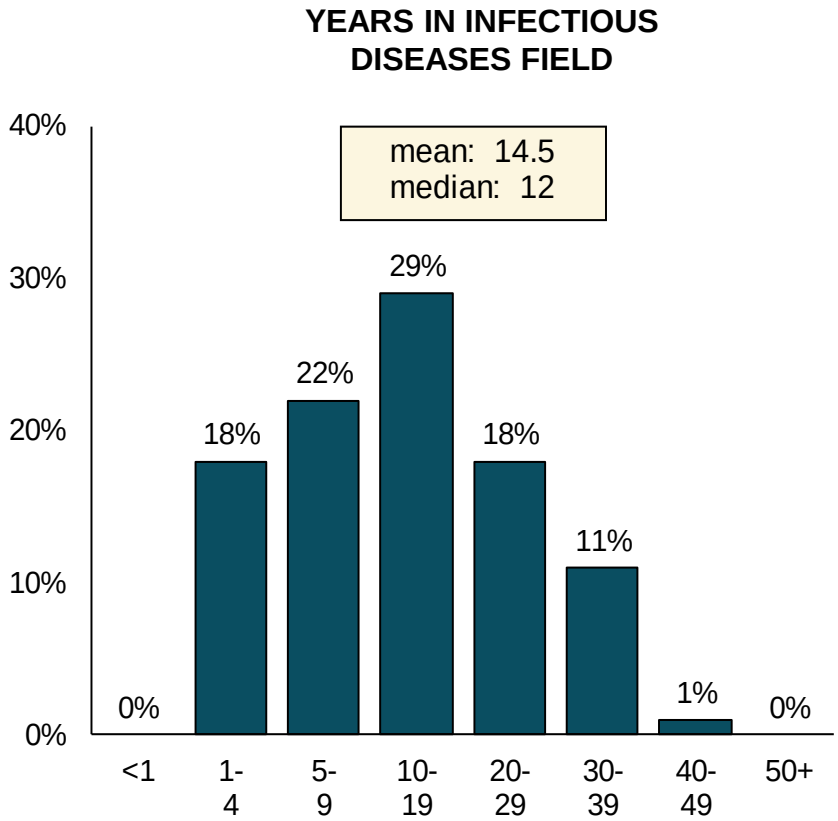
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 472 full-time respondents employed by a hospital/clinic

HOSPITAL/ CLINIC EMPLOYED

The typical hospital/clinic physician is 46 years old and has been working in the infectious diseases field for 12 years.

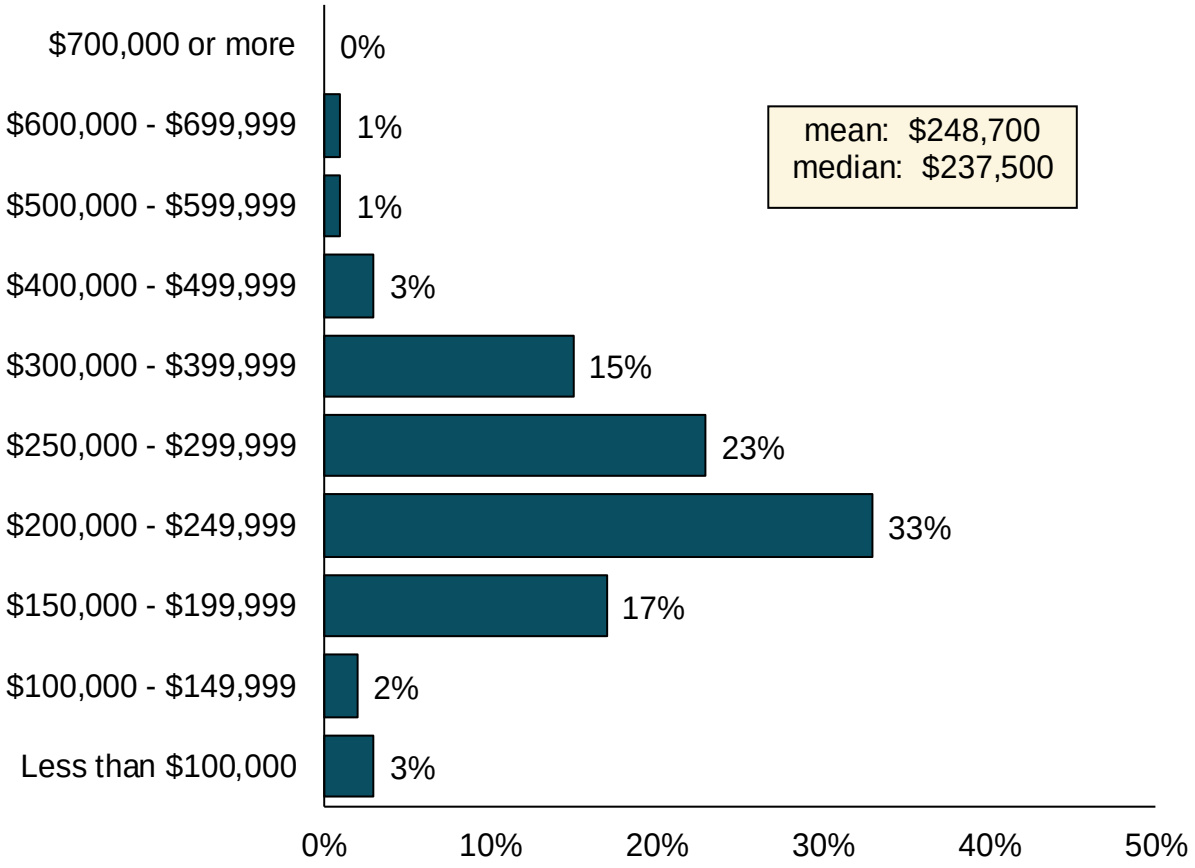




D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?
base (n): 472 full-time respondents employed by a hospital/clinic (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

The typical hospital/clinic physician reported an income of $237,500.



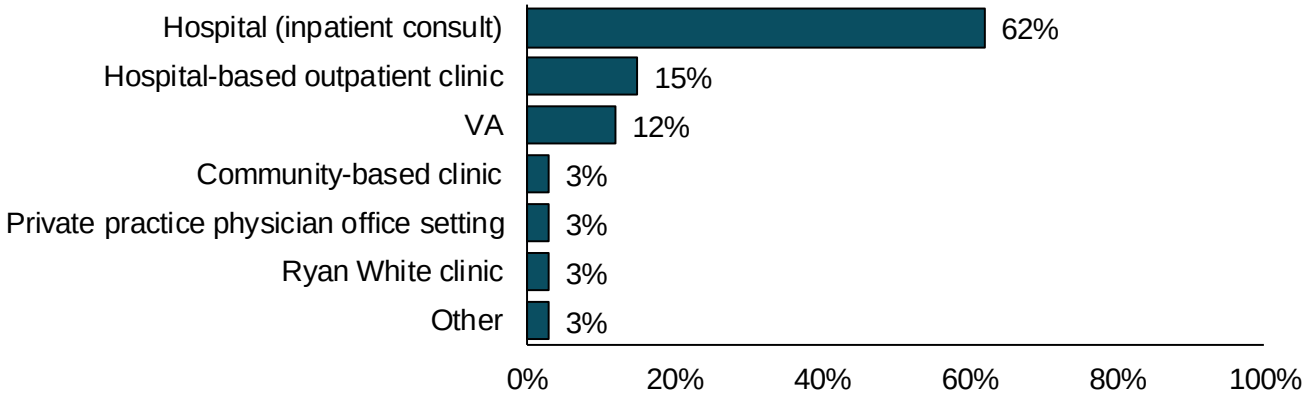
EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 472 full-time respondents employed by a hospital/clinic (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

A majority of hospital/clinic physicians see most of their patients in an inpatient hospital setting, where the median income is among the highest of facility types

FACILITY WHERE MOST PATIENTS ARE SEEN



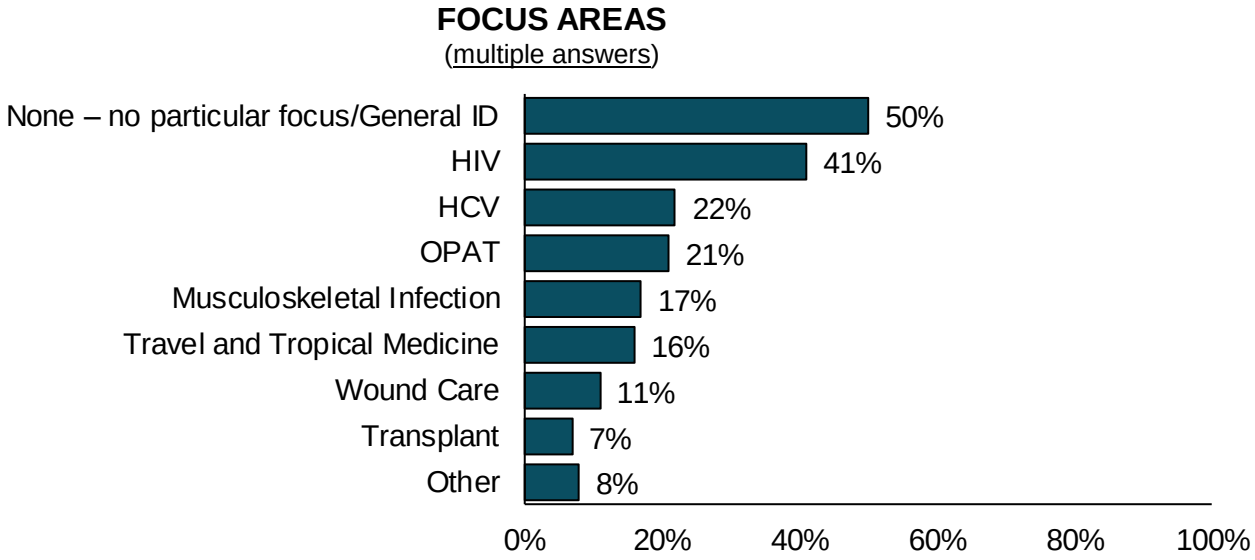
	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Facility Where Most Patients Seen							
hospital (inpatient consult)	288	260,600	169,800	210,000	**250,000**	295,000	370,600
hospital-based outpatient clinic	72	248,200	161,500	201,300	**236,800**	283,800	330,100
VA	55	205,700	156,000	185,000	**200,000**	228,000	254,200
community-based clinic	14	195,800	142,500	160,000	**190,000**	224,500	262,500
private practice physician office setting	13	265,500	148,000	200,000	**251,000**	317,500	416,500
Ryan White Clinic	13	216,300	169,200	180,000	**210,000**	237,500	299,000
other	13	242,300	118,000	180,000	**250,000**	301,000	354,000

PC2. In what type of facility do you see most of your patients?
EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 472 full-time respondents employed by a hospital/clinic; those in each segment answering (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

Half of hospital/clinic physicians practice General ID. These General ID physicians tend to report higher incomes than those focused on HIV only or on HCV and HIV only.



	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Focus Area(s)							
HIV only*	37	226,800	161,400	190,000	**210,000**	250,500	334,000
HCV and HIV only*	29	228,400	150,000	182,500	**200,000**	237,500	330,000
no focus/general ID + other combinations	375	253,300	165,000	200,000	**242,000**	290,000	350,000

** with or without transplant*

PC3. Please indicate if your clinical work has a particular focus.
EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 472 full-time respondents employed by a hospital/clinic (multiple answers); those in each segment answering (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

Male hospital/clinic physicians reported a higher median income than females ($250,000 versus $220,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	286	265,900	180,000	210,000	**250,000**	300,000	380,000
60+	65	263,800	170,000	200,000	**237,600**	283,300	406,600
50 - 59	59	293,600	190,000	220,000	**252,500**	350,000	435,000
40 - 49	103	270,100	197,600	230,000	**254,000**	300,000	356,000
<40	58	233,700	159,200	187,300	**222,000**	266,800	330,700
Female	180	220,900	150,000	181,100	**220,000**	250,000	300,000
60+	17	240,000	171,300	185,000	**222,000**	283,000	340,000
50 - 59	38	247,300	178,000	219,600	**239,000**	261,700	307,300
40 - 49	65	227,300	168,600	199,000	**220,000**	252,000	300,000
<40	60	192,000	71,000	150,000	**200,000**	235,000	297,800
Ethnicity							
Asian	81	253,900	158,000	200,000	**250,000**	300,000	371,100
Black/African American	17	215,600	124,000	172,500	**220,000**	250,000	301,200
Hispanic/Latino	44	254,600	180,000	210,500	**242,800**	278,000	355,000
White/Caucasian	245	249,400	165,000	200,000	**236,000**	280,100	332,700
other	25	242,900	149,600	185,000	**220,000**	291,500	377,400

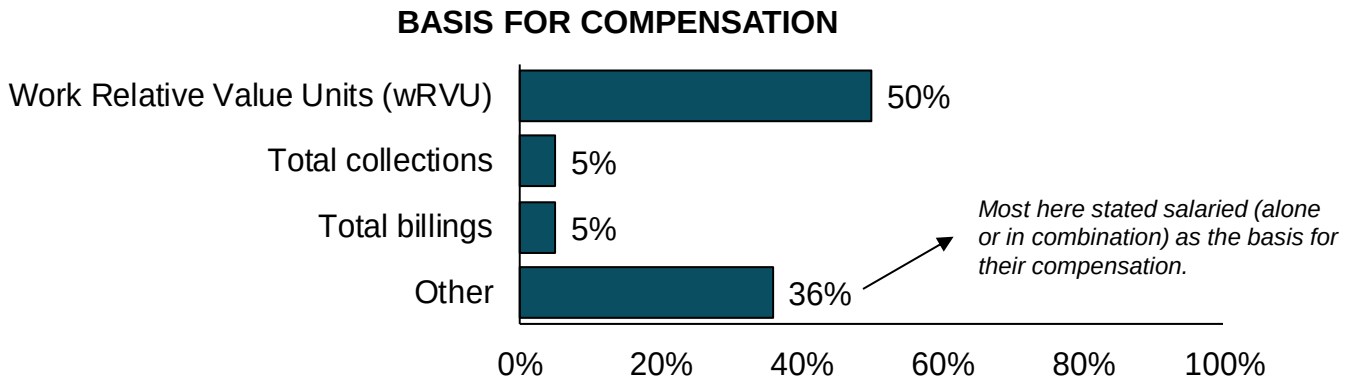
EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents employed by a hospital/clinic in each segment answering (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

About two in five hospital/clinic physicians reported at least part of their compensation is tied to performance. Half reported wRVU as the basis for their compensation.

- 37% reported that at least part of their compensation is tied to performance as measured by quality metrics (e.g., metrics related to HIV, HCV, C-diff infection rate, CLABSI rate, CAUTI rate, SSI rate, etc.).
- Half reported wRVU as the basis for their compensation.
  - The average target (among those who reported a wRVU target for a clinical FTE in their practice) is 4,400.



EP7. What percent, if any, of your compensation is tied to performance as measured by quality metrics?
EP5. What is the basis for your compensation related to patient care?
EP6. What is the wRVU target for a clinical FTE in your practice?

base (n): 472 full-time respondents employed by a hospital/clinic (fill-in answers for quality metrics and wRVU target)

HOSPITAL/ CLINIC EMPLOYED

Patient care accounts for a majority of hospital/clinic physicians' time and income (on average).

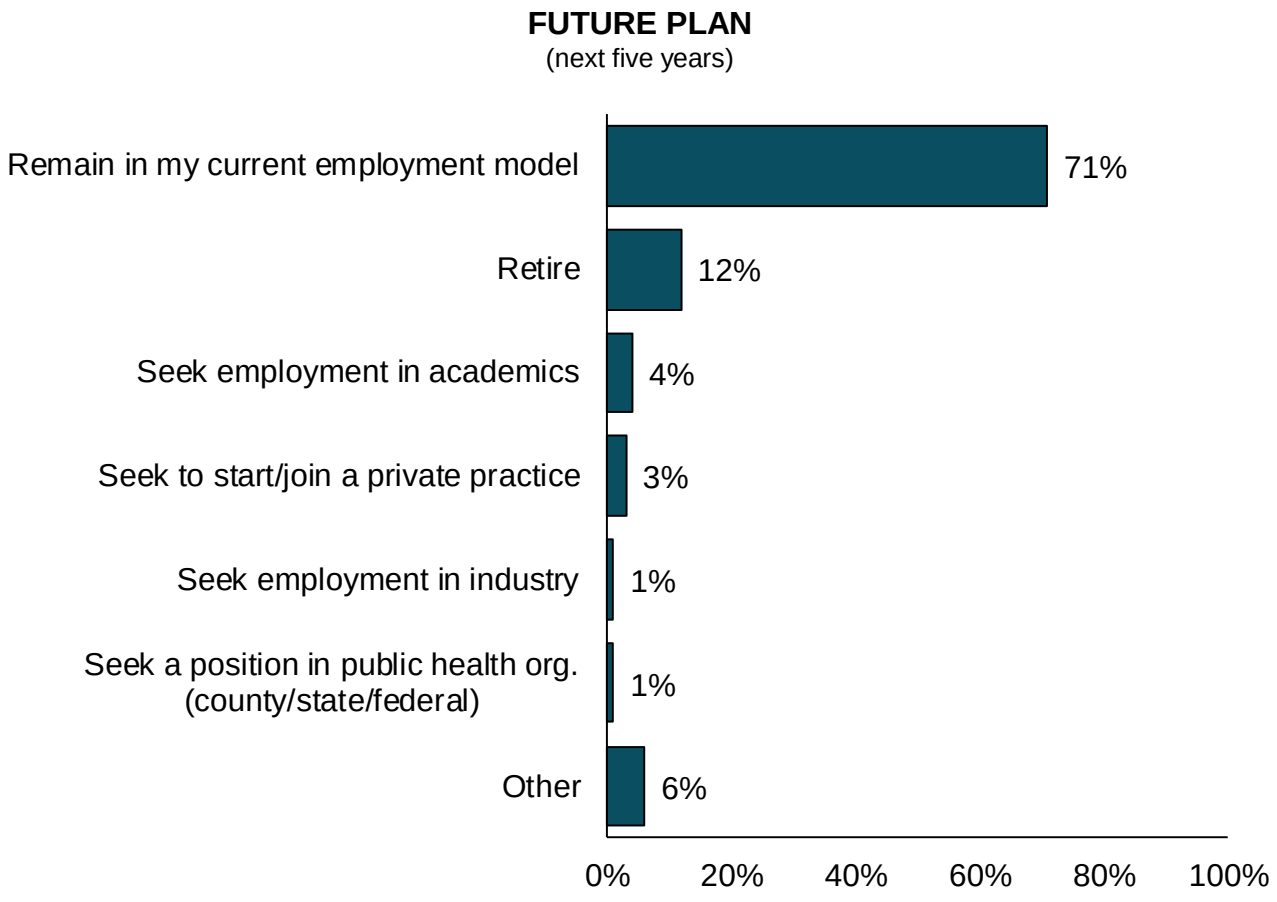
		% who perform this activity	avg. % of time on activity	avg. % of income from activity
Core ID Activities	Patient care	100%	74%	81%
	Epidemiology/infection control	55%	6%	4%
	Biopreparedness activities	7%	0%	0%
	Antimicrobial stewardship	58%	5%	3%
	Employee health	12%	0%	0%
	Patient safety/healthcare quality improvement	22%	1%	1%
Administration/ Leadership/ Committee Roles	Administration	31%	3%	2%
	Department/division/institutional/system leadership roles	26%	2%	2%
	Hospital P&T or other facility/system-wide committee	26%	1%	0%
Grant Funding	Seeking grant funding for basic research	1%	0%	0%
	Seeking grant funding for clinical/translational research	5%	0%	0%
	Seeking grant funding for public health research	1%	0%	0%
Research	Basic research	3%	0%	0%
	Clinical/translational research	20%	2%	1%
Academic	Teaching activities	46%	4%	2%
	Administrative education roles (e.g., program director)	8%	1%	1%
Other	Expert witness testimony	5%	0%	0%
	External consultant honoraria	6%	0%	1%
	Other public health	3%	0%	0%
	Other sources	2%	0%	2%

EP3/EP4. Approximately what percentage of your time [total gross income] (across all facilities/employers relating to infectious diseases) was spent on [came from] each of these activities in the 12 months prior to January 1, 2017?

base (n): 472 full-time respondents employed by a hospital/clinic (fill-in answers)

HOSPITAL/ CLINIC EMPLOYED

A majority of hospital/clinic physicians plan to remain in their current employment model in the next five years.

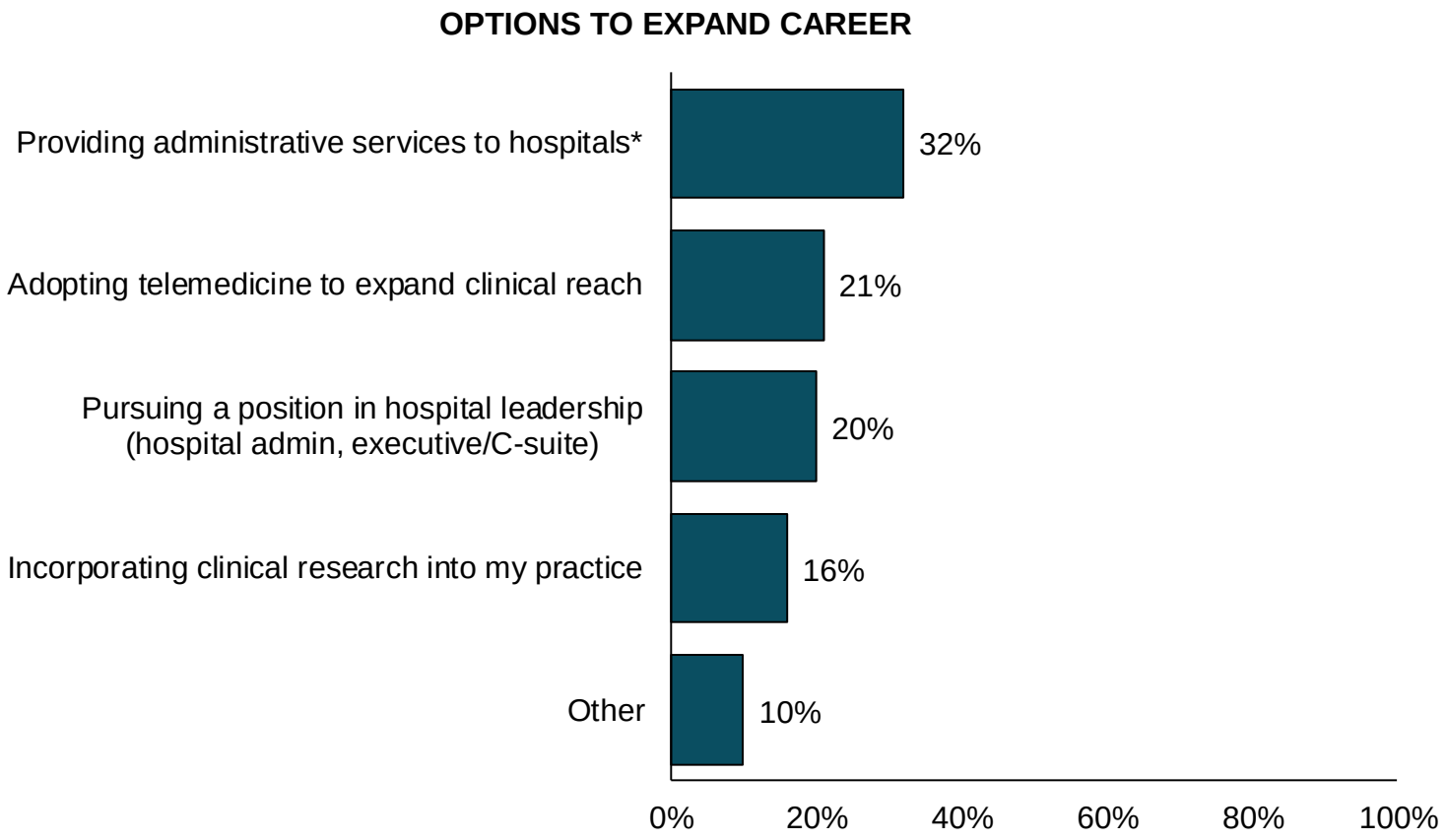


EP8. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 472 full-time respondents employed by a hospital/clinic

HOSPITAL/ CLINIC EMPLOYED

Hospital/clinic physicians intend to expand their careers/improve their compensation via various avenues.



** infection control, antimicrobial stewardship, bio-preparedness, quality improvement, population health management*

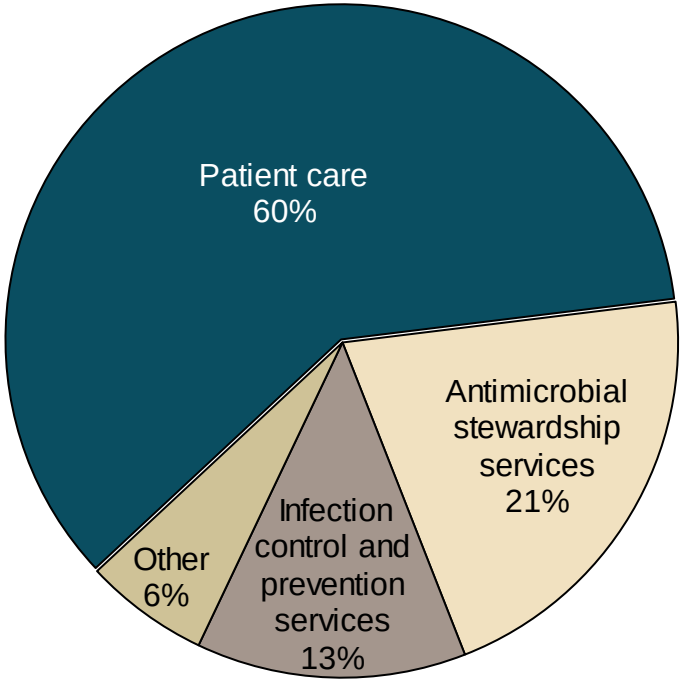
EP9. In terms of expanding your career/improving your compensation, what options do you intend to pursue?

base (n): 472 full-time respondents employed by a hospital/clinic (multiple answers)

HOSPITAL/ CLINIC EMPLOYED

Three-fifths of hospital/clinic physicians report patient care as their best potential for demonstrating their value as an ID physician to their facility/system.

BEST POTENTIAL TO DEMONSTRATE VALUE



EP10. What area below represents your best potential for demonstrating your value as an ID physician to your facility/system?

base (n): 472 full-time respondents employed by a hospital/clinic

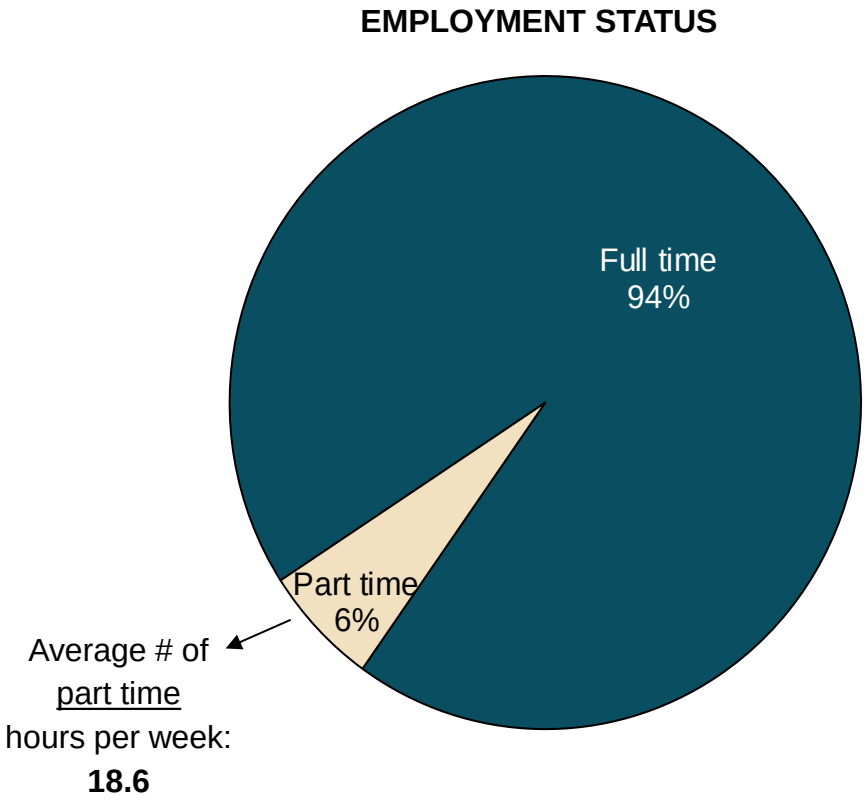
Detailed Findings:

AMC Employed

Employees of Academic Medical Centers, Schools of Medicine, and University Medical Centers

AMC EMPLOYED

94% of respondents employed by AMCs consider themselves full time. The remaining results in this section are based on this full-time group (hereafter referred to as AMC physicians).



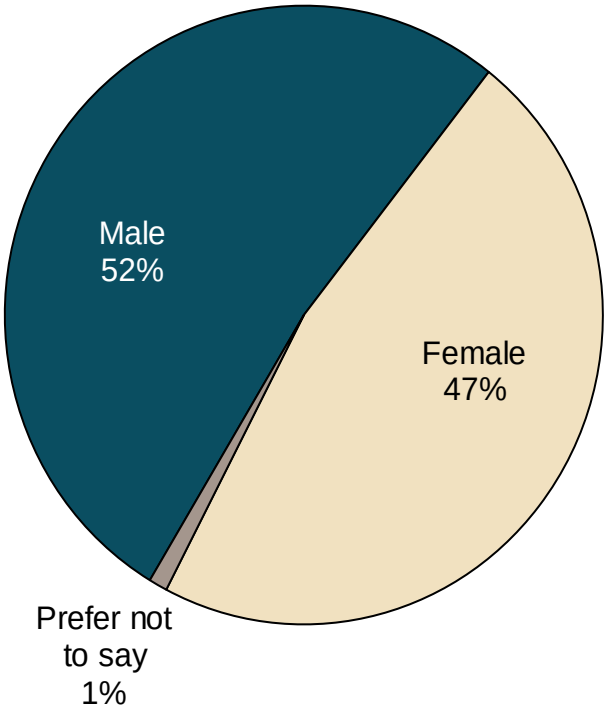
D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): 675 respondents employed by an AMC; 39 part-time respondents employed by an AMC (for hours worked)

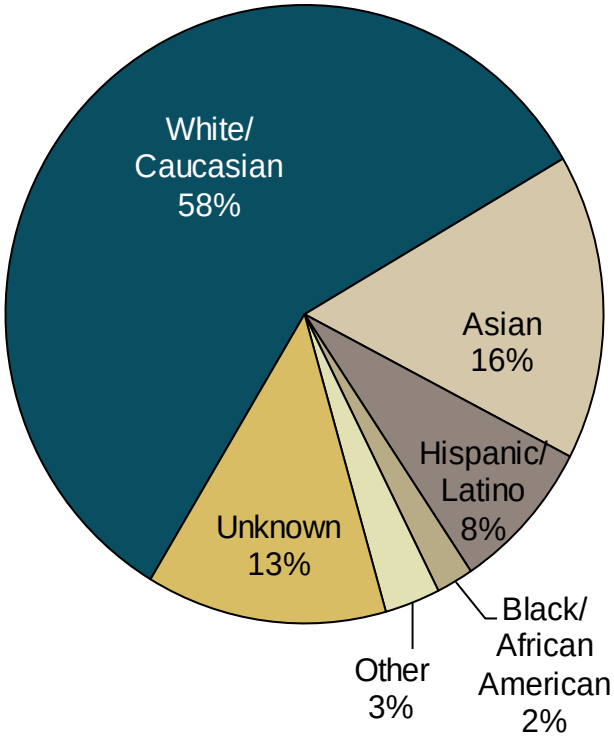
AMC EMPLOYED

Nearly equal proportions of AMC physicians are male (52%) versus female (47%). About three-fifths (or more) are White/Caucasian (58%).

GENDER



ETHNICITY



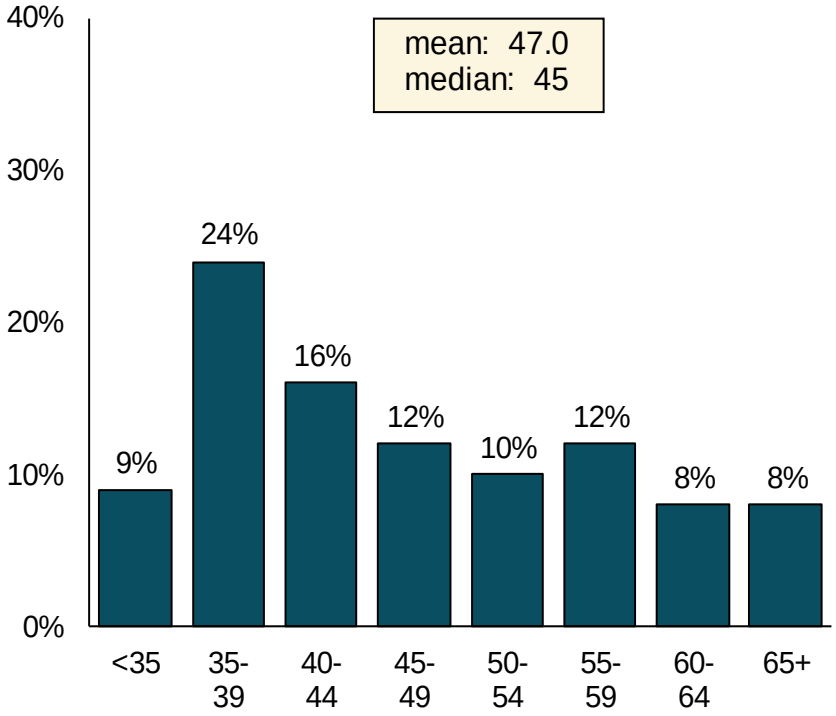
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 636 full-time respondents employed by an AMC

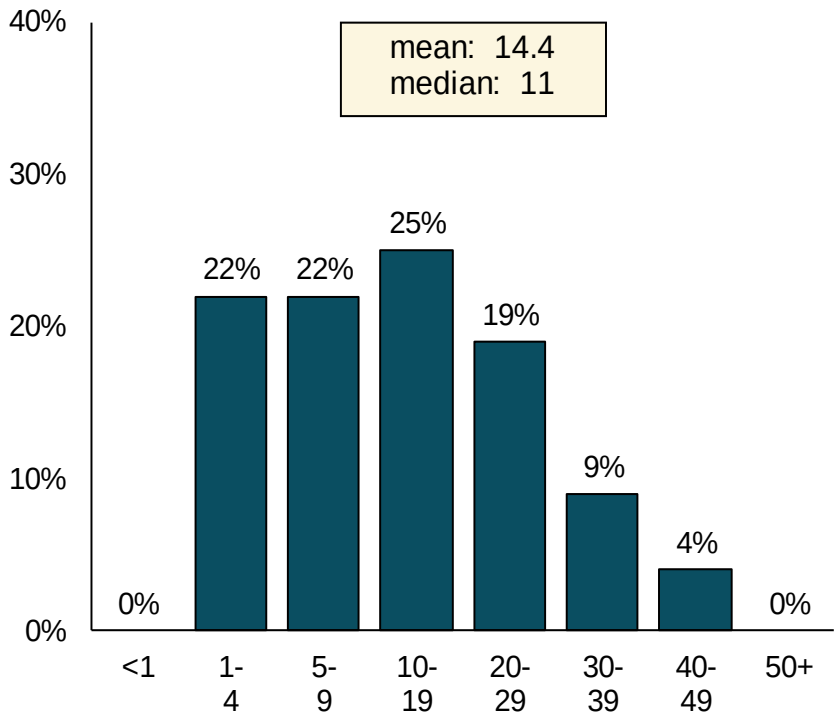
AMC EMPLOYED

The typical AMC physician is 45 years old and has been working in the infectious diseases field for 11 years.

AGE



YEARS IN INFECTIOUS DISEASES FIELD

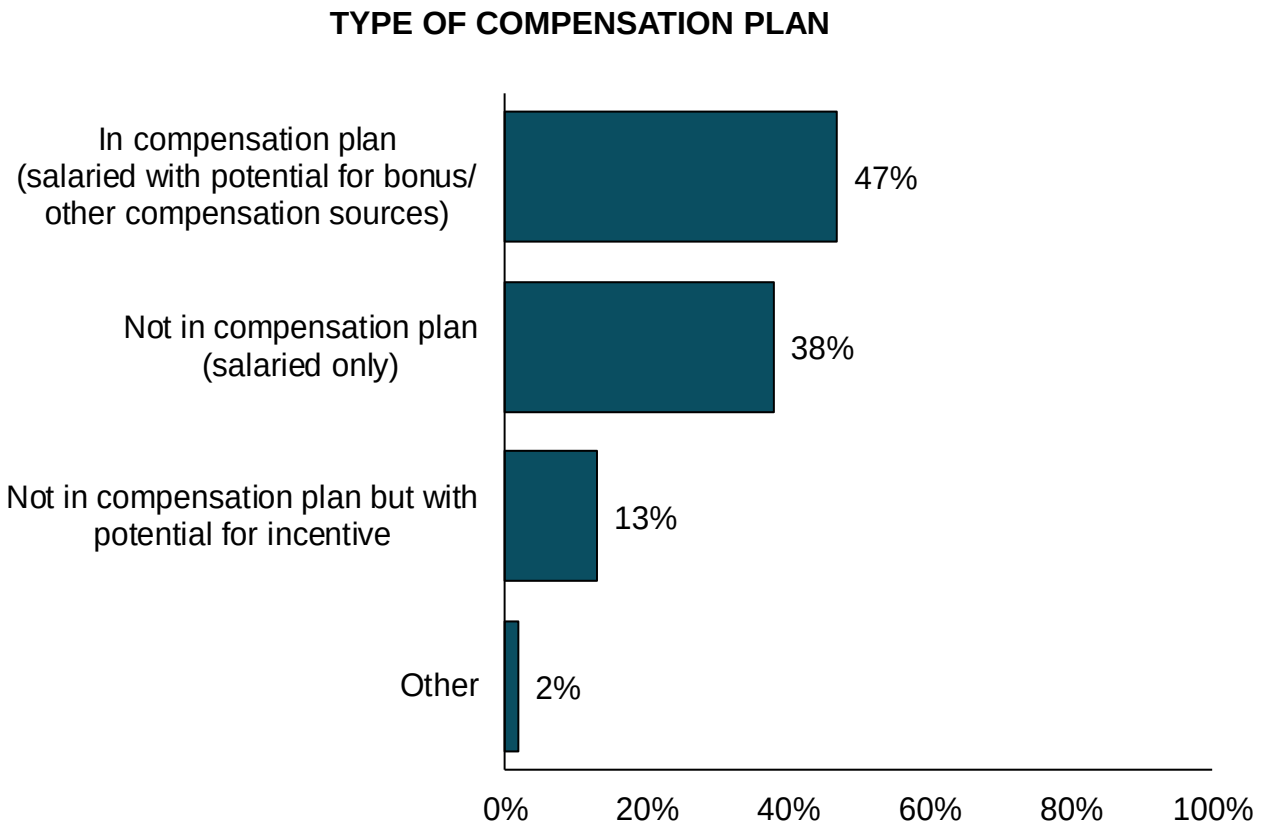


D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): 636 full-time respondents employed by an AMC (fill-in answers)

AMC EMPLOYED

Nearly half of AMC physicians are in compensation plans—salaried with potential for bonuses/other compensation sources (47%).

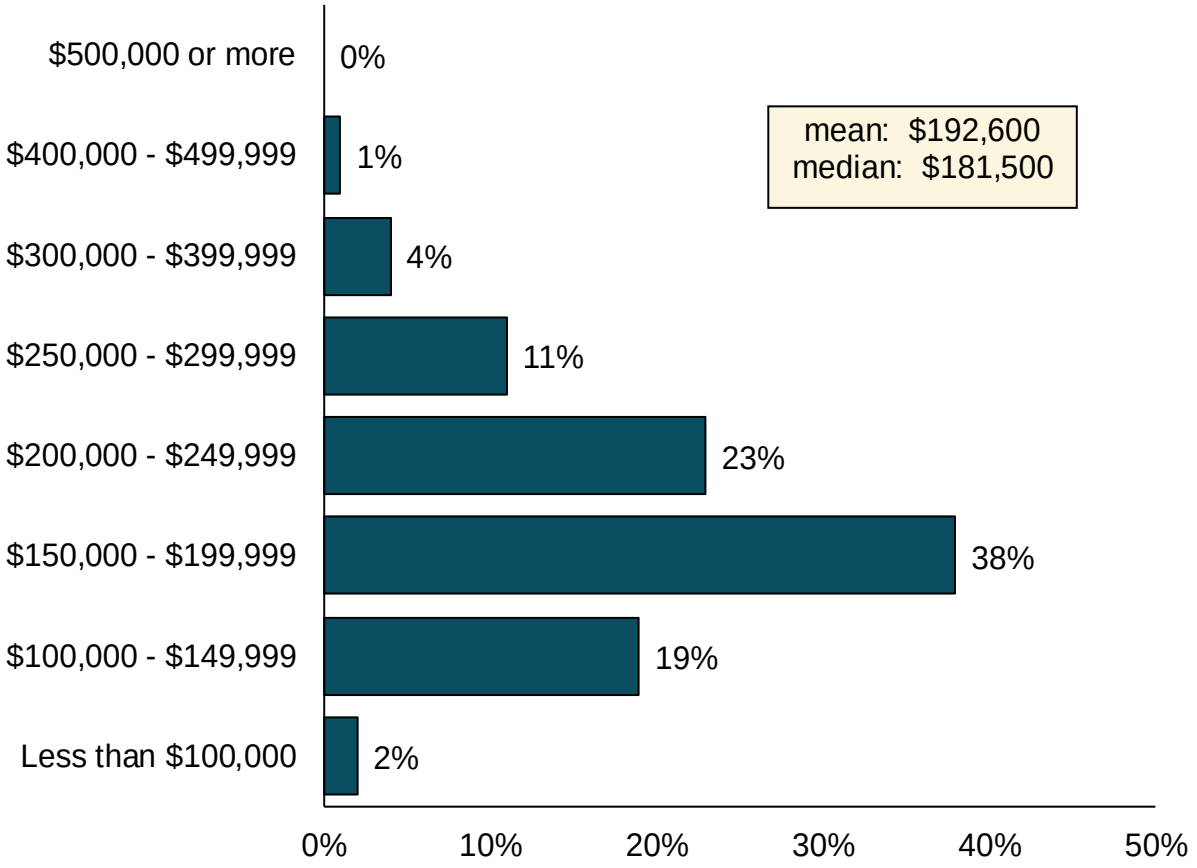


AMP1. Please indicate your compensation plan status.

base (n): 636 full-time respondents employed by an AMC

AMC EMPLOYED

The typical AMC physician reported an income of $181,500.



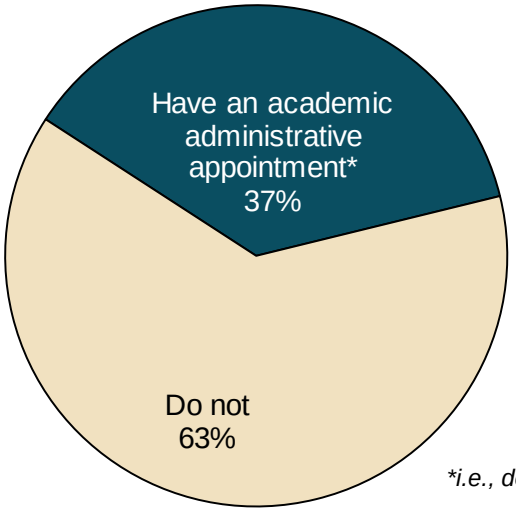
AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 636 full-time respondents employed by an AMC (fill-in answers)

AMC EMPLOYED

37% of AMC physicians have an academic administrative appointment. The median salary of those who do is higher than those who don't.

ACADEMIC ADMINISTRATIVE APPOINTMENT



**i.e., dean, chair, division chief, etc.*

	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Academic Administrative Appointment							
yes	231	216,300	149,100	170,000	**210,000**	255,000	297,300
no	402	179,000	130,000	145,000	**170,000**	200,000	245,000

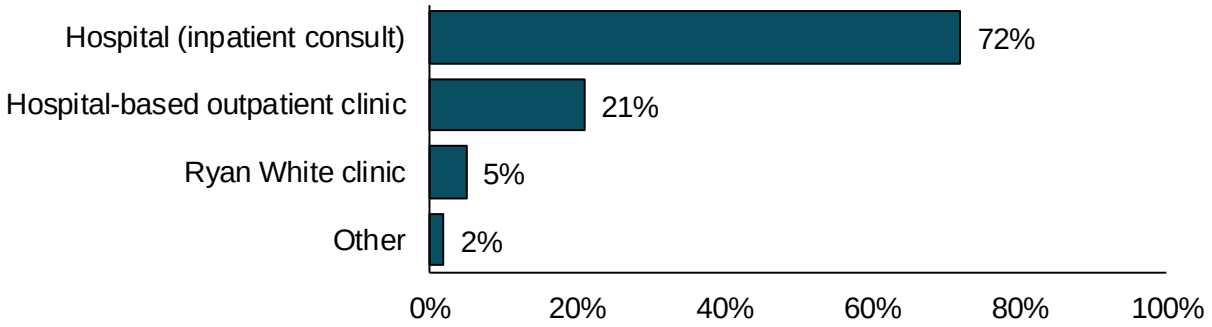
AMP2. Do you have an academic administrative appointment (i.e., dean, chair, division chief, etc.)?
AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 636 full-time respondents employed by an AMC; those in each segment answering (fill-in answers)

AMC EMPLOYED

A majority of AMC physicians see most of their patients in an inpatient hospital setting, where the median is among the highest for the common facility types.

FACILITY WHERE MOST PATIENTS ARE SEEN



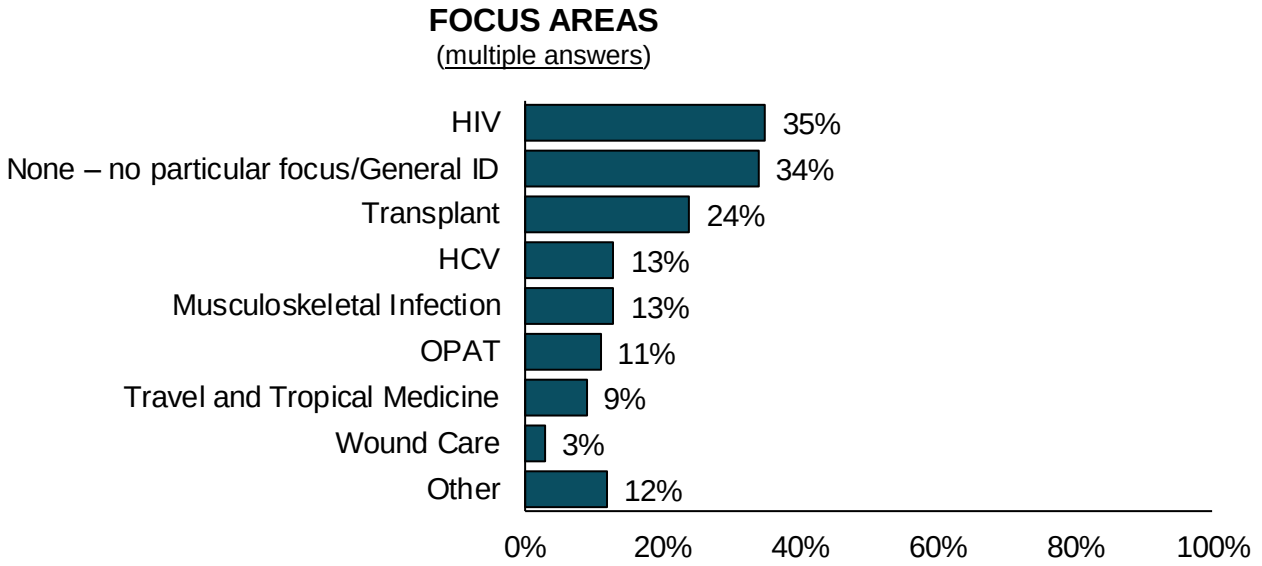
	n	average	PERCENTILE 10th	25th	50th (median)	75th	90th
Facility Where Most Patients Seen							
hospital (inpatient consult)	456	192,800	130,700	150,000	**183,000**	225,000	272,600
hospital-based outpatient clinic	134	192,600	134,500	150,000	**180,000**	220,000	275,000
Ryan White Clinic	28	177,100	129,000	140,600	**161,200**	199,500	249,600

PC2. In what type of facility do you see most of your patients?
AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 636 full-time respondents employed by an AMC; those in each segment answering (fill-in answers)

AMC EMPLOYED

Many AMC physicians reported HIV as a focus area (35%). A similar proportion are general ID (34%).



	n	mean	PERCENTILE 10th	25th	50th (median)	75th	90th
Focus Area(s)							
HIV only*	95	185,200	133,000	150,000	**167,000**	220,000	270,000
HCV and HIV only*	32	196,300	138,600	160,000	**189,000**	219,500	280,800
no focus/general ID + other combinations	356	194,600	131,700	153,300	**182,400**	223,800	270,000

** with or without transplant*

PC3. Please indicate if your clinical work has a particular focus.
AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 636 full-time respondents employed by an AMC (multiple answers); those in each segment answering (fill-in answers)

AMC EMPLOYED

Male AMC physicians reported a higher median income than females ($195,000 versus $170,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	328	205,600	137,700	159,300	**195,500**	245,000	284,100
60+	69	244,100	170,000	213,600	**240,000**	275,000	350,000
50 - 59	79	239,200	165,000	190,000	**230,000**	280,000	320,000
40 - 49	82	191,800	138,600	157,300	**180,000**	220,000	260,000
<40	98	163,000	130,000	143,500	**155,000**	180,000	210,000
Female	296	177,000	129,800	147,000	**170,000**	200,000	240,000
60+	30	203,500	159,100	168,800	**198,500**	220,000	290,200
50 - 59	59	194,200	150,000	170,000	**193,000**	210,000	266,000
40 - 49	91	179,900	130,800	147,000	**170,000**	203,000	242,400
<40	111	157,900	120,000	135,000	**156,000**	178,000	209,400
Ethnicity							
Asian	98	179,000	120,000	144,800	**170,000**	210,000	270,000
Black/African American	14	188,300	65,000	147,500	**175,000**	257,800	279,000
Hispanic/Latino	49	185,300	135,000	145,000	**180,000**	215,000	260,000
White/Caucasian	372	198,800	139,500	160,000	**190,000**	230,000	275,000
other	19	156,700	125,000	134,000	**150,000**	161,500	216,000

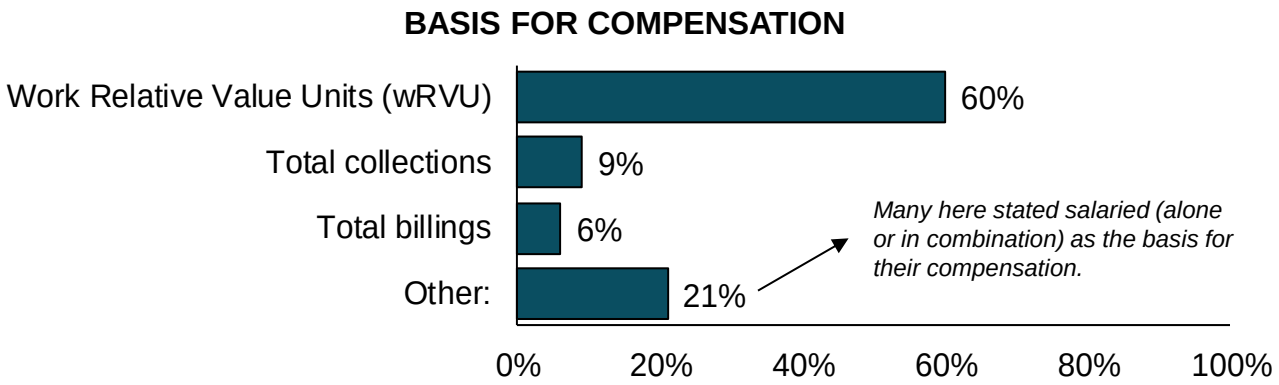
AMP3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents employed by an AMC in each segment answering (fill-in answers)

AMC EMPLOYED

A minority of AMC physicians reported their compensation is tied to performance, at least in part. Three-fifths reported wRVU as the basis for their compensation.

- Only 15% reported that at least part of their compensation is tied to performance as measured by quality metrics (e.g., metrics related to HIV, HCV, C-diff infection rate, CLABSI rate, CAUTI rate, SSI rate, etc.).
- 60% reported wRVU as the basis for their compensation.
  - The average target (among those who reported a wRVU target for a clinical FTE in their practice) is 3,010.



AMP9. What percent, if any, of your compensation is tied to performance as measured by quality metrics?
AMP7. What is the basis for your compensation related to patient care?
AMP8. What is the wRVU target for a clinical FTE in your practice?

base (n): 636 full-time respondents employed by an AMC (fill-in answers for quality metrics and wRVU target)

AMC EMPLOYED

Patient care accounts for a majority of AMC physicians' time and income (on average).

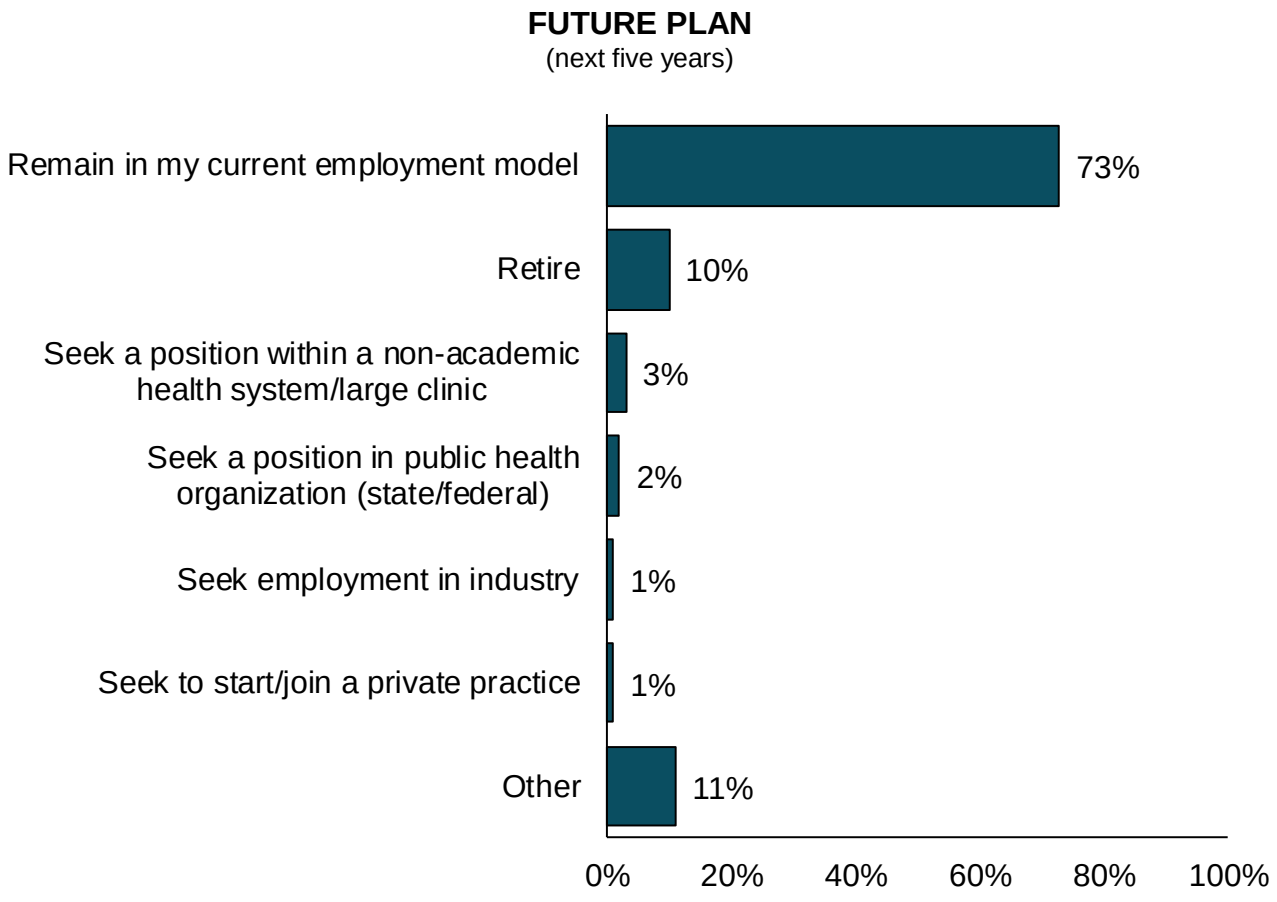
		% who perform this activity	avg. % of time on activity	avg. % of income from activity
Core ID Activities	Patient care	98%	57%	65%
	Epidemiology/infection control	31%	7%	8%
	Biopreparedness activities	5%	0%	0%
	Antimicrobial stewardship	36%	5%	4%
	Employee health	6%	0%	0%
	Patient safety/healthcare quality improvement	15%	1%	1%
Administration/ Leadership/ Committee Roles	Administration	37%	4%	4%
	Department/division/institutional/system leadership roles	28%	3%	2%
	Hospital P&T or other facility/system-wide committee	17%	1%	0%
Grant Funding	Seeking grant funding for basic research	2%	0%	0%
	Seeking grant funding for clinical/translational research	12%	1%	1%
	Seeking grant funding for public health research	2%	0%	0%
Research	Basic research	4%	1%	0%
	Clinical/translational research	48%	6%	4%
Academic	Teaching activities	77%	9%	6%
	Administrative education roles (e.g., program director)	21%	3%	3%
Other	Expert witness testimony	6%	0%	1%
	External consultant honoraria	5%	0%	0%
	Other public health	3%	0%	0%
	Other sources	4%	1%	1%

AMP5/AMP6. Approximately what percentage of your time [total gross income] (across all facilities/employers relating to infectious diseases) was spent on [came from] each of these activities in the 12 months prior to January 1, 2017?

base (n): 636 full-time respondents employed by an AMC (fill-in answers)

AMC EMPLOYED

A majority of AMC physicians plan to remain in their current employment model in the next five years.

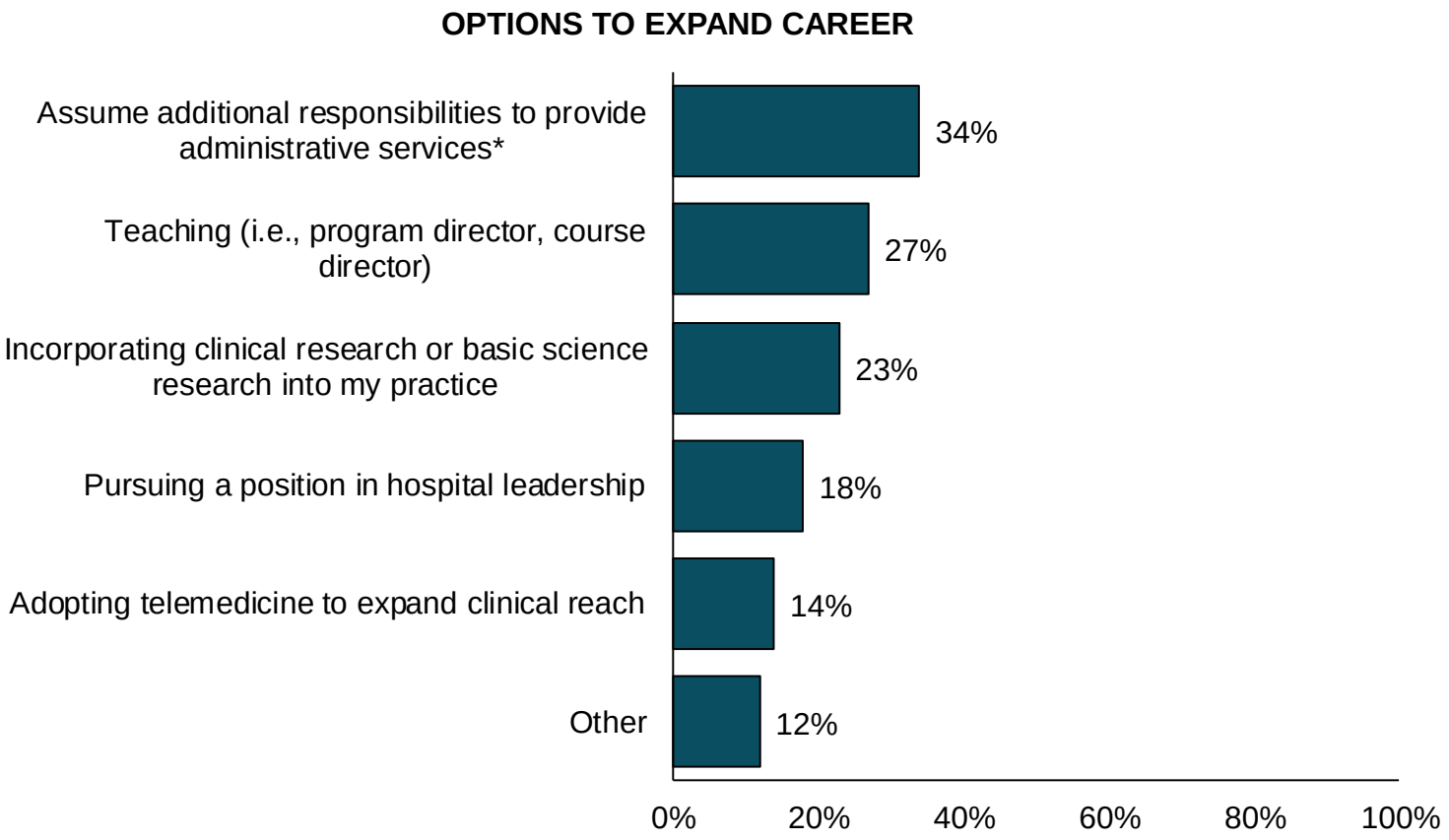


AMP10. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 636 full-time respondents employed by an AMC

AMC EMPLOYED

AMC physicians intend to expand their careers/improve their compensation via various avenues.



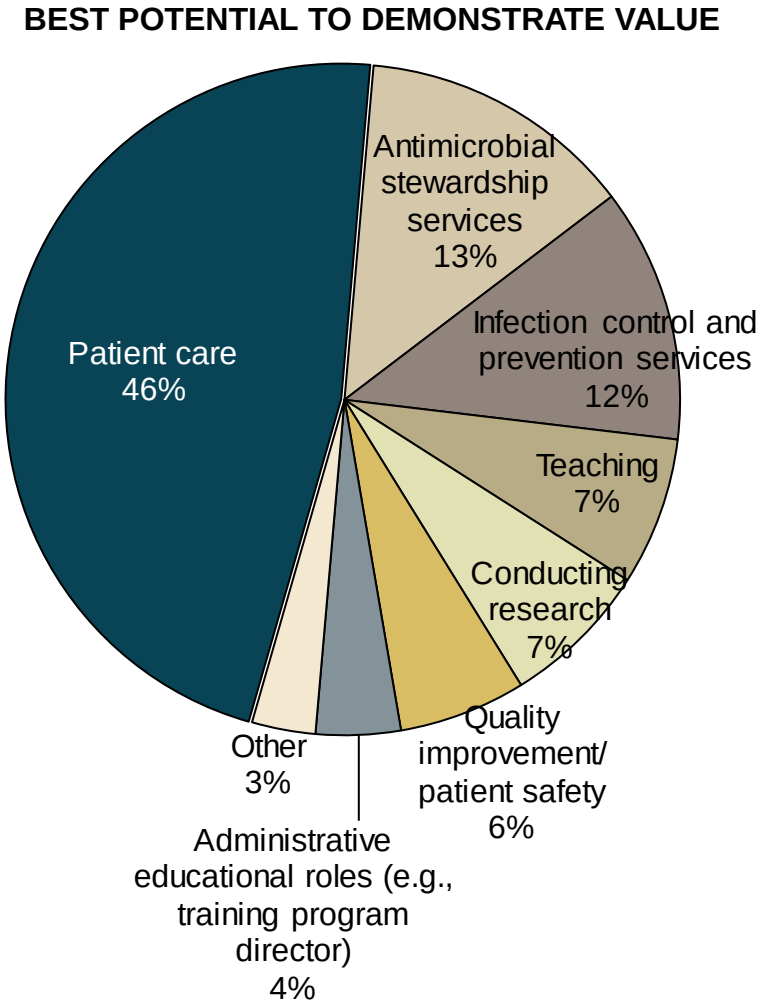
** infection control, antimicrobial stewardship, quality improvement, population health management*

AMP11. In terms of expanding your career/improving your compensation, what options do you intend to pursue?

base (n): 636 full-time respondents employed by an AMC (multiple answers)

AMC EMPLOYED

AMC physicians are most likely to report patient care as their best potential for demonstrating their value as an ID physician to their facilities/systems.



AMP12. What area below represents your best potential for demonstrating your value as an ID physician to your facility/system?

base (n): 636 full-time respondents employed by an AMC

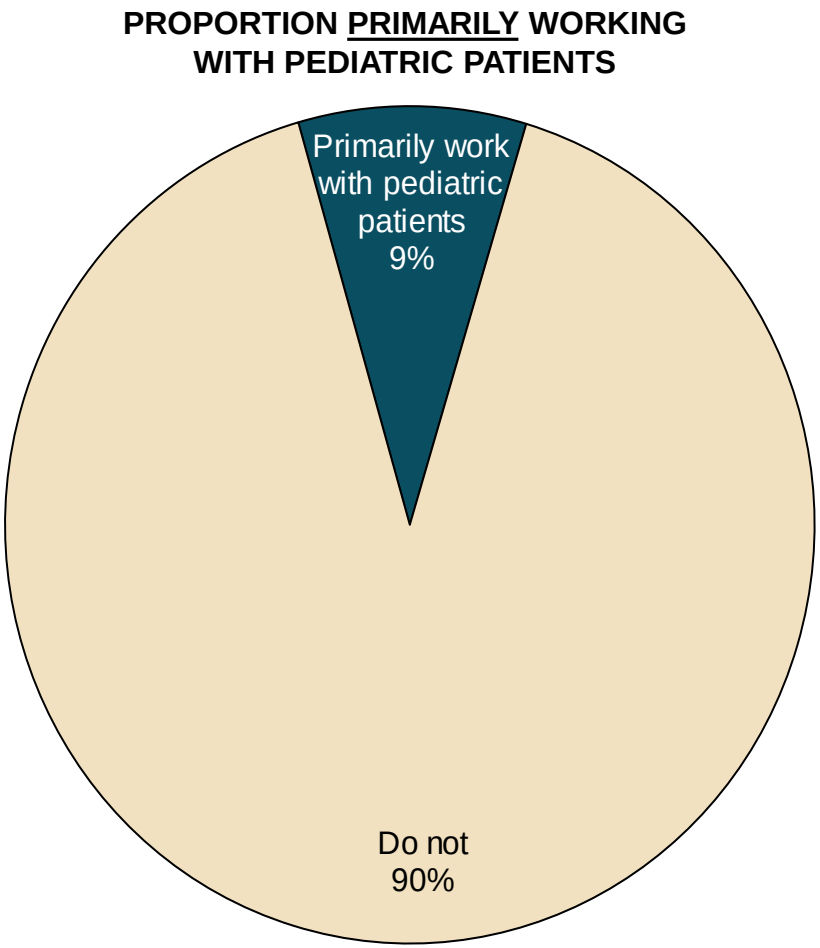
Detailed Findings:

Pediatrics

Those whose primary responsibility is patient care and who primarily work with pediatric patients

PEDIATRICS

9% of full-time respondents in patient care indicated they primarily work with pediatric patients (hereafter referred to as pediatric physicians).



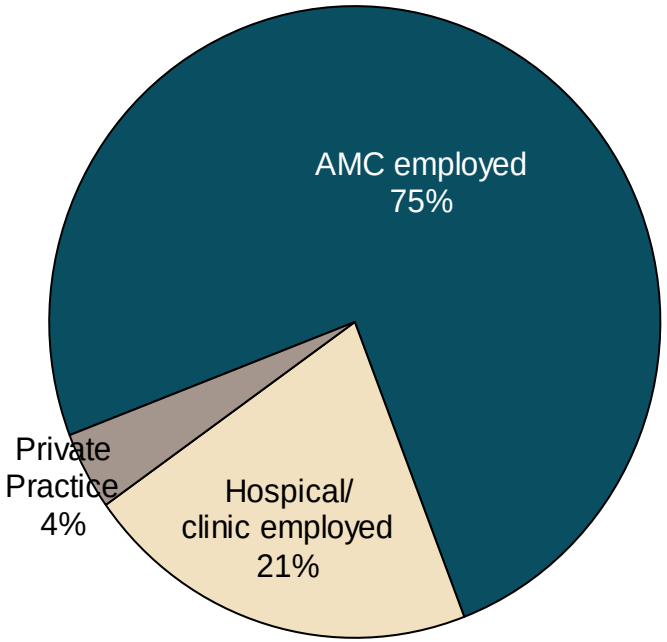
PC1. Do you work primarily with pediatric patients?

base (n): 1,493 full-time respondents whose primary responsibility is patient care

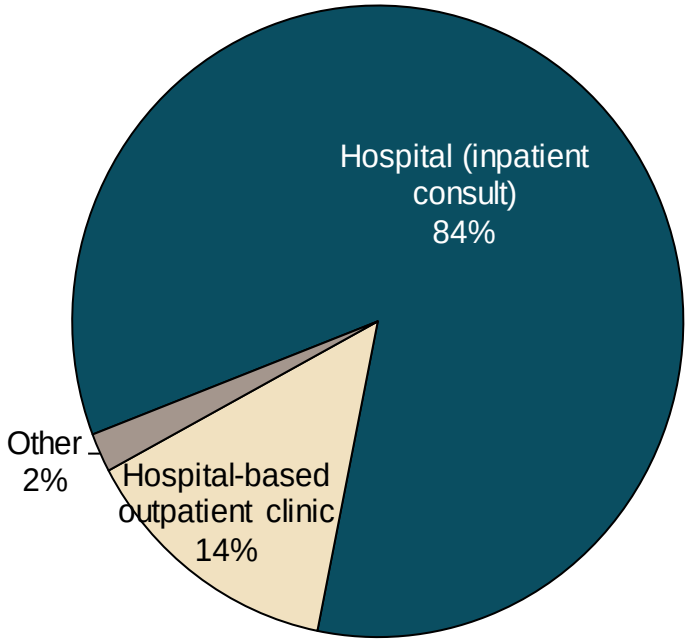
PEDIATRICS

A majority of pediatric physicians are employed by an AMC (75%) and see most of their patients in an inpatient hospital setting (84%).

PRIMARY AFFILIATION



FACILITY WHERE MOST PATIENTS ARE SEEN



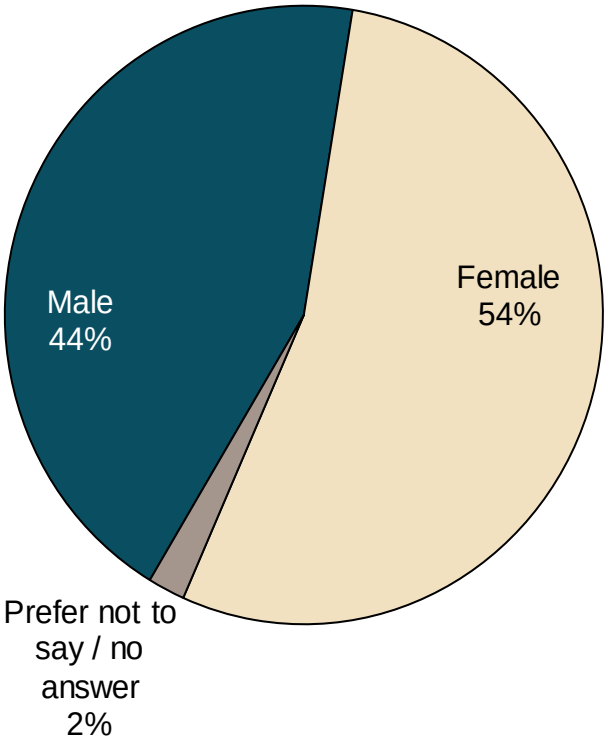
PC4. Which of the following best describes your primary employment affiliation?
PC2. In what type of facility do you see most of your patients?

base (n): 140 full-time respondents who primarily work with pediatric patients

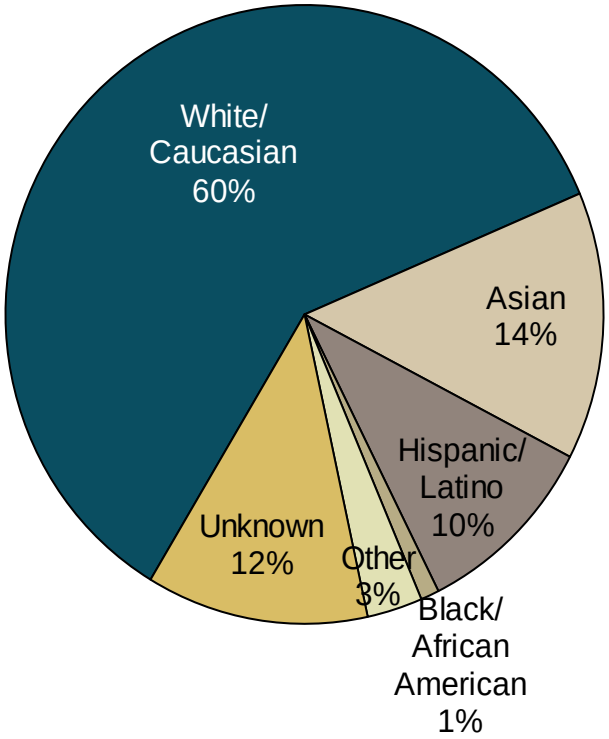
PEDIATRICS

Similar proportions of pediatric physicians are male (44%) versus female (54%). Three-fifths (or more) are White/Caucasian.

GENDER



ETHNICITY

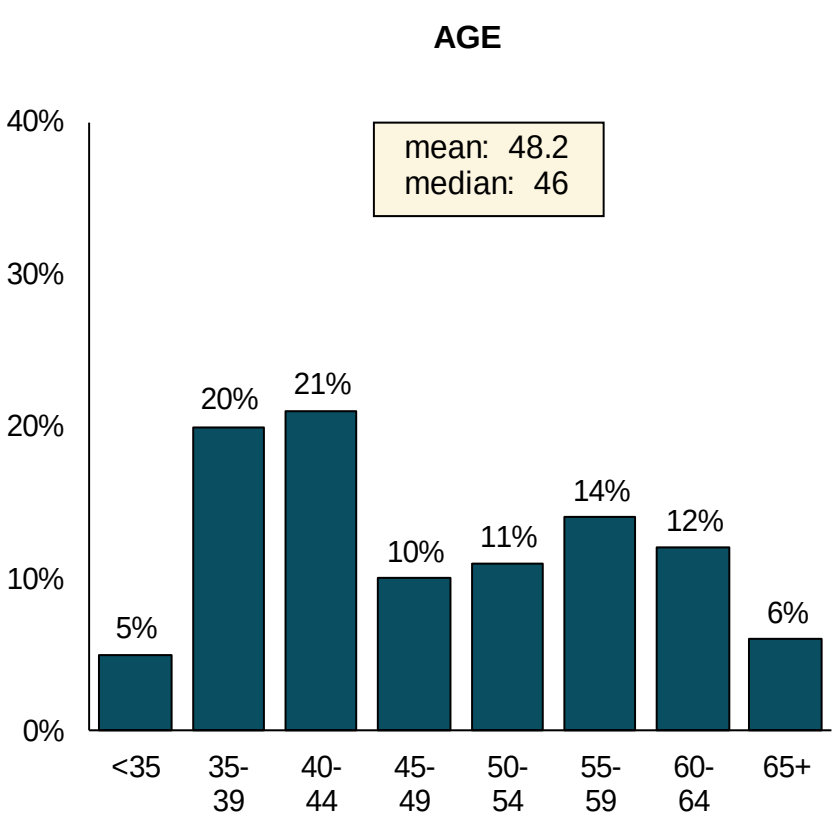


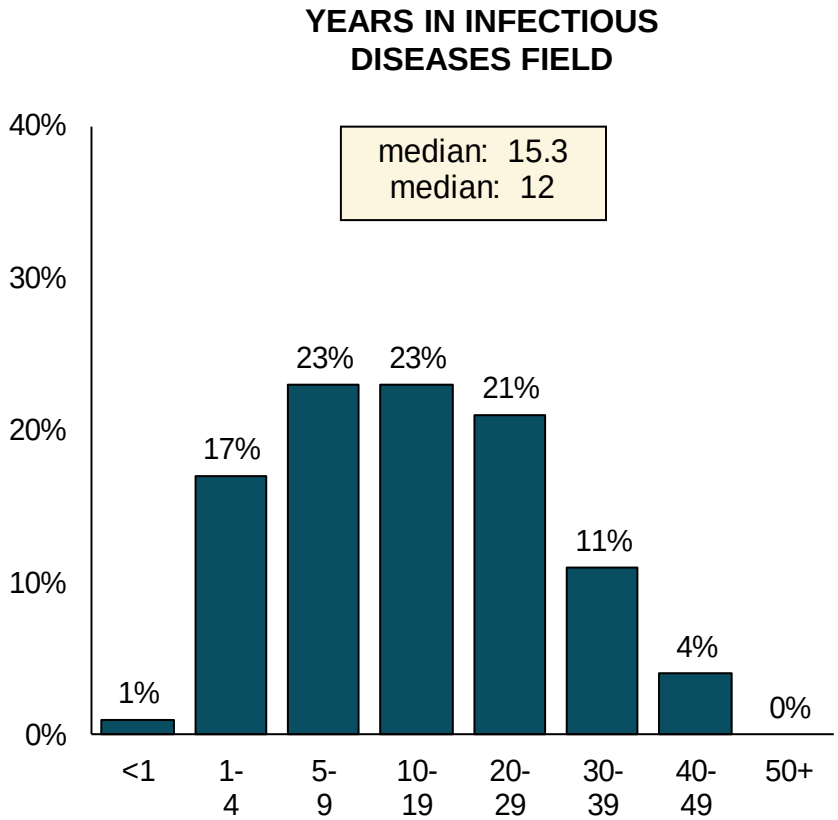
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 140 full-time respondents who primarily work with pediatric patients

PEDIATRICS

The typical pediatric physician is 46 years old and has been working in the infectious diseases field for 12 years.





D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): 140 full-time respondents who primarily work with pediatric patients (fill-in answers)

PEDIATRICS

Male pediatric physicians reported a higher median income than females ($180,000 versus $164,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
TOTAL	138	185,700	130,000	146,500	**168,500**	200,000	263,300
Male	61	198,000	136,000	150,000	**180,000**	227,500	321,400
60+	11	228,300	146,000	200,000	**242,000**	262,500	275,600
50 - 59	17	241,000	157,200	172,800	**212,500**	322,400	383,000
40 - 49	18	174,300	120,000	140,000	**167,300**	180,500	322,000
<40	15	155,300	129,600	140,000	**150,000**	165,000	194,800
Female	75	177,100	130,000	145,000	**164,000**	200,000	239,200
60+	13	223,200	150,600	162,000	**181,500**	255,000	428,000
50 - 59	19	189,100	157,000	164,000	**192,000**	200,000	232,000
40 - 49	23	166,300	123,400	138,000	**150,000**	180,000	256,000
<40	20	148,200	125,400	130,800	**144,500**	172,300	198,000
Ethnicity							
Asian	19	174,600	130,000	147,000	**160,000**	180,500	277,000
Black/African American	1	-	-	-	**-**	-	-
Hispanic/Latino	14	202,800	127,000	139,500	**167,500**	253,100	377,500
White/Caucasian	84	184,800	131,500	146,300	**175,000**	205,300	260,000
other	4	-	-	-	**-**	-	-

EP1. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

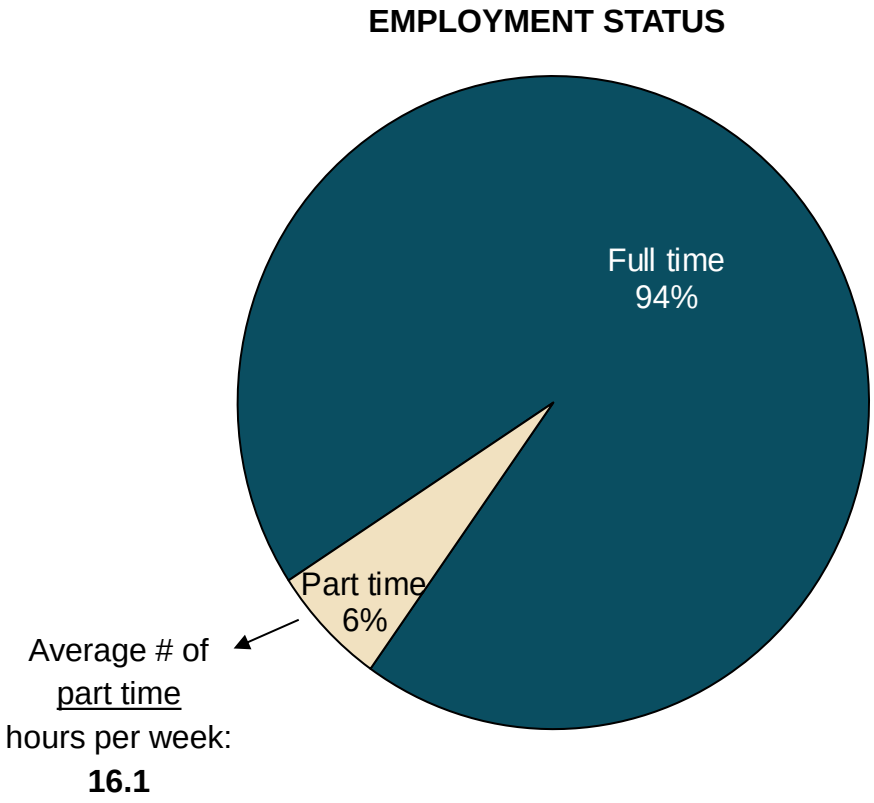
base (n): full-time respondents who primarily work with pediatric patients in each segment answering (fill-in answers)

Detailed Findings:

Research/Teaching

Those whose primary responsibility is research (basic, clinical) or teaching (the majority of their work is focused on research activity or teaching)

94% of respondents whose primary responsibility is research or teaching consider themselves full time. The remaining results in this section are based on this full-time group (hereafter referred to as researchers/teachers).

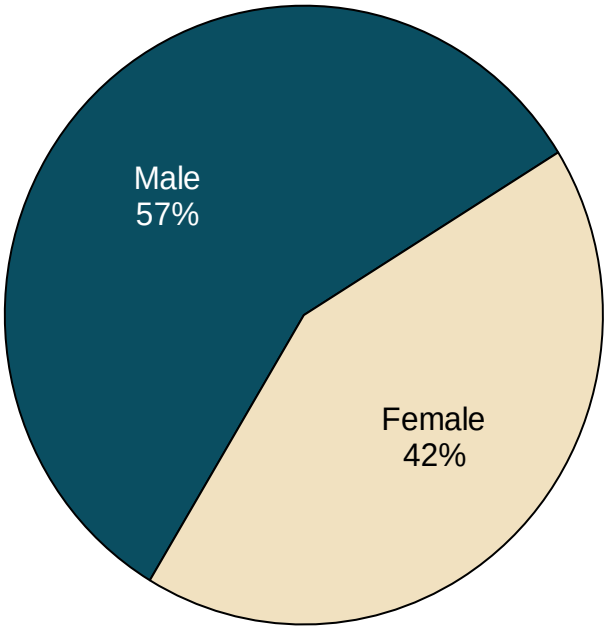


D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

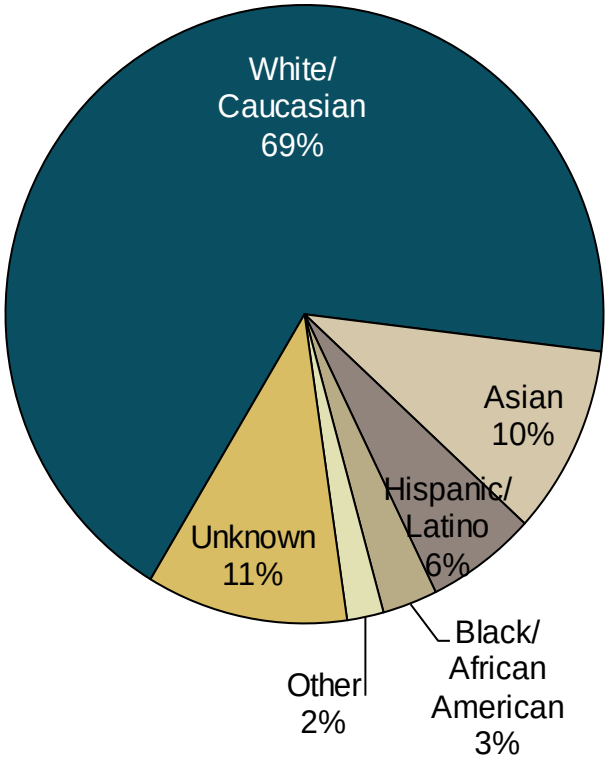
base (n): 490 respondents whose primary responsibility is research or teaching; 28 part-time respondents whose primary responsibility is research or teaching (for hours worked)

Researchers/teachers are slightly more likely to be male (57%) than female (42%). A majority are White/Caucasian.

GENDER



ETHNICITY



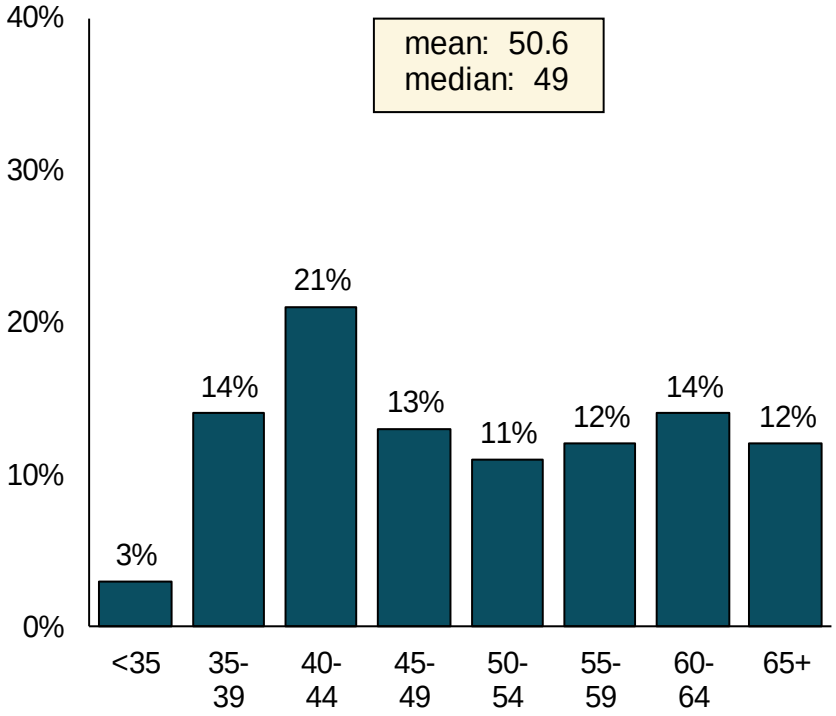
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 462 full-time respondents whose primary responsibility is research or teaching

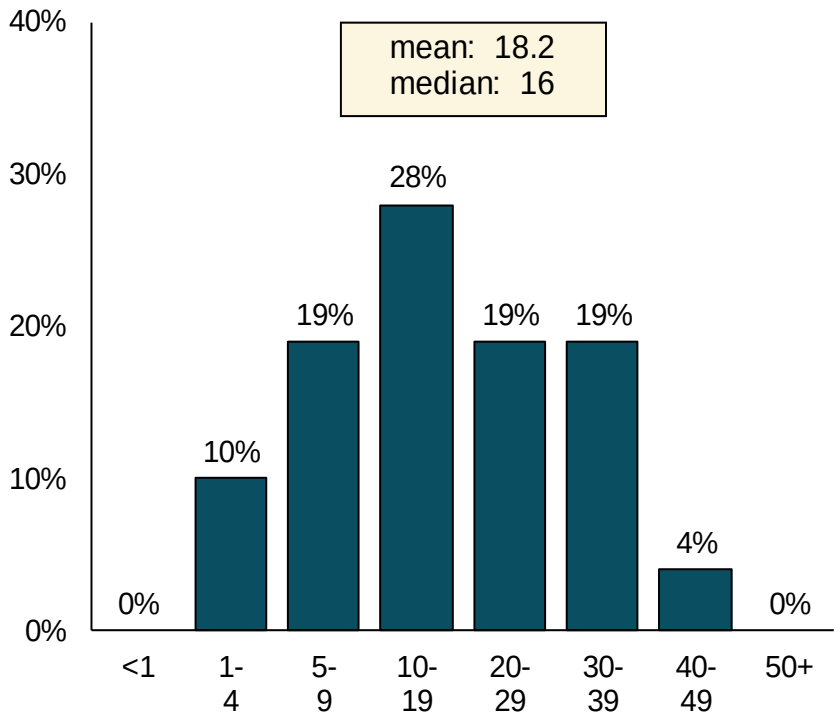
RESEARCH/ TEACHING

The typical researcher/teacher is 49 years old and has been working in the infectious diseases field for 16 years.

AGE



YEARS IN INFECTIOUS DISEASES FIELD

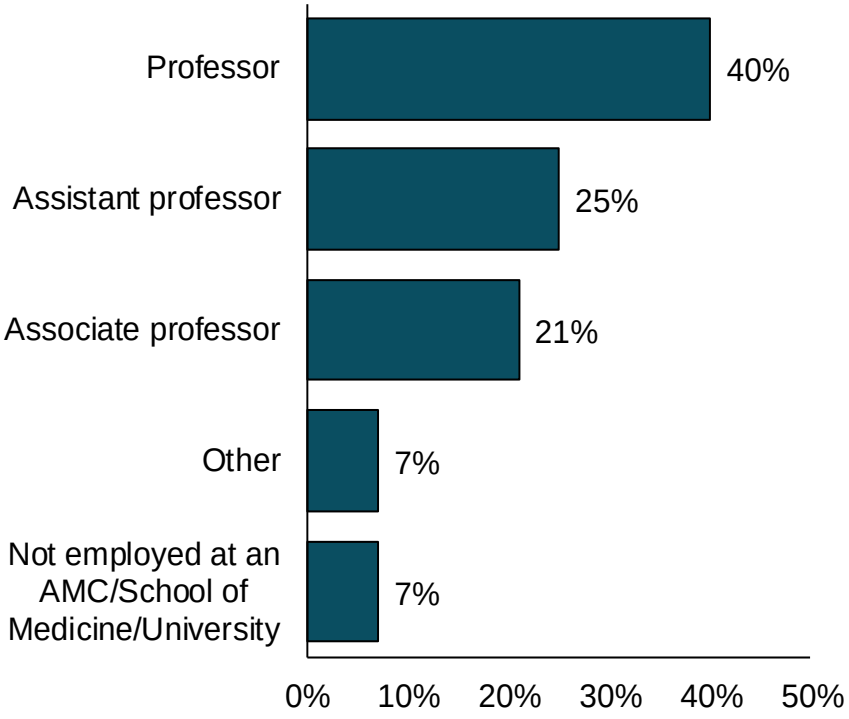


D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

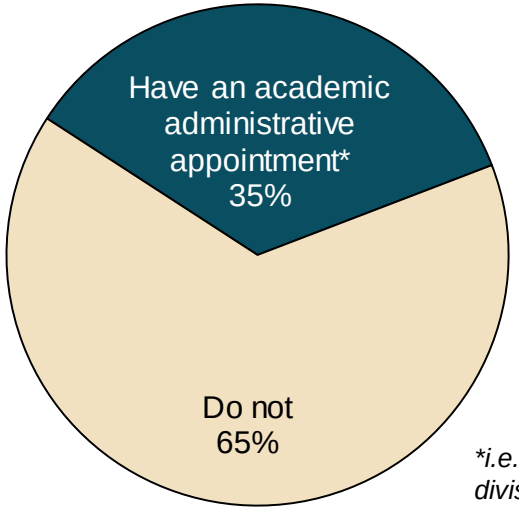
base (n): 462 full-time respondents whose primary responsibility is research or teaching (fill-in answers)

40% of researchers/teachers are professors; 35% have an academic administrative appointment, and most (83%) are MDs.

ACADEMIC RANK



ACADEMIC ADMINISTRATIVE APPOINTMENT



**i.e., dean, chair, division chief, etc.*

Professional degrees held:
83% MD
13% MD-PhD
1% PhD
18% other

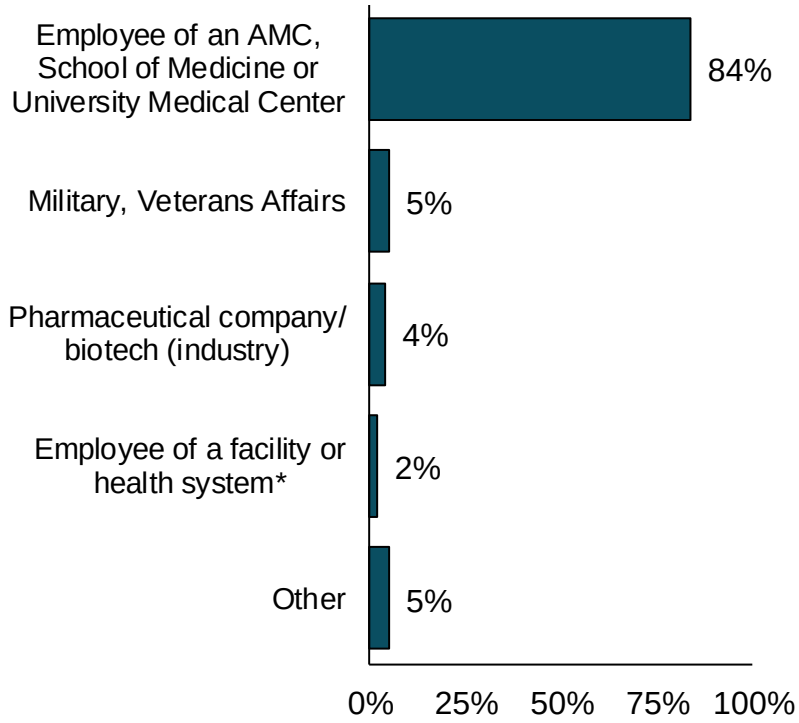
R3. If employed at an Academic Medical Center/School of Medicine/University, what is your academic rank?
R4. Do you have an academic administrative appointment (i.e., dean, chair, division chief, etc.)?
R2. Please select your professional degrees held.

base (n): 462 full-time respondents whose primary responsibility is research or teaching (multiple answers for degrees held)

RESEARCH/ TEACHING

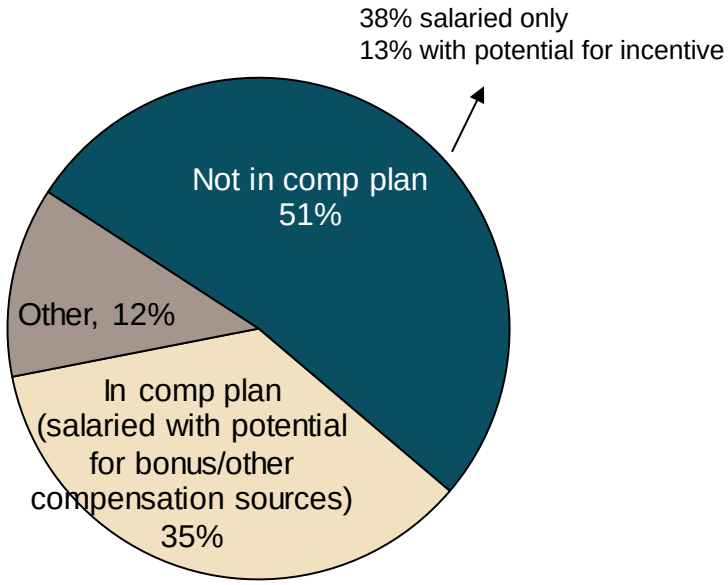
Most researchers/teachers are employees of AMCs, schools of medicine, or university medical centers.

PRIMARY EMPLOYMENT AFFILIATION



*such as a non-academic hospital/health care system or multi-specialty physician group

COMPENSATION PLAN



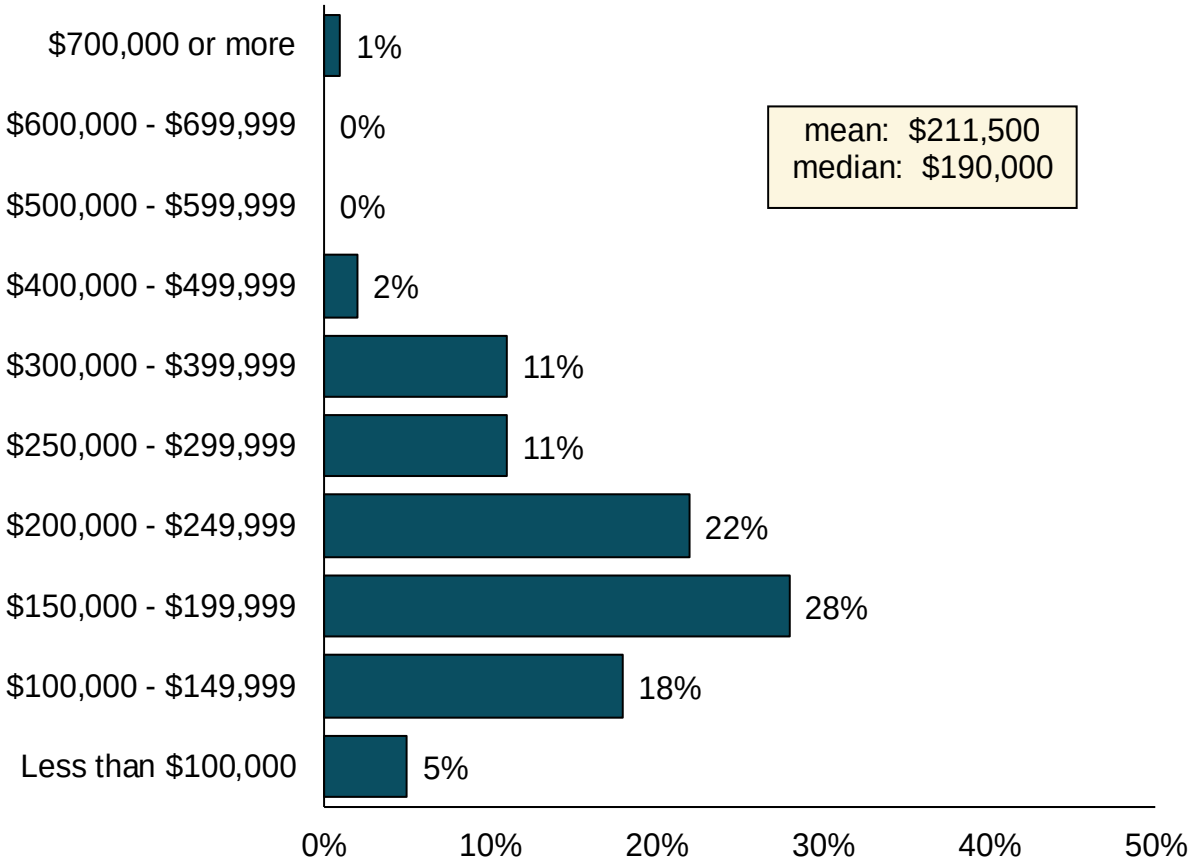
Among those who see patients, **23%** reported that at at least part of their compensation is tied to performance as measured by quality metrics (e.g., metrics related to HIV, HCV, C-diff infection rate, CLABSI rate, CAUTI rate, SSI rate, etc.).

R1. Which of the following best describes your primary employment affiliation?
R5. Please indicate your compensation plan status.
R13. If you see patients, what percent, if any, of your compensation is tied to performance as measured by quality metrics?

base (n): 462 full-time respondents whose primary responsibility is research or teaching (fill-in answers for quality metrics)

RESEARCH/ TEACHING

The typical researcher/teacher reported an income of $190,000.



R6. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 462 full-time respondents whose primary responsibility is research or teaching (fill-in answers)

RESEARCH/ TEACHING

Median income correlates positively with academic rank, and researchers/teachers holding academic appointments reported a higher median income than those who don't.

			PERCENTILE				
	n	average	10th	25th	50th (median)	75th	90th
Academic Rank							
professor	183	260,200	191,200	216,000	**250,000**	300,000	336,000
associate professor	98	184,600	150,000	160,000	**175,000**	200,000	231,000
assistant professor	114	149,200	115,500	134,100	**144,500**	160,000	173,500
other	33	103,500	53,800	74,300	**100,000**	116,500	156,000
Academic Appointment							
yes	161	251,700	155,700	200,000	**245,000**	300,000	342,000
no	297	189,500	103,800	138,000	**163,000**	215,500	280,400

R6. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents whose primary responsibility is research or teaching in each segment answering (fill-in answers)

RESEARCH/ TEACHING

Male researchers/teachers reported a higher median income than females ($220,000 versus $171,500).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	261	233,500	129,200	155,600	**220,000**	282,500	348,400
60+	85	273,300	175,000	215,500	**261,300**	300,000	400,000
50 - 59	62	294,900	171,200	215,800	**253,000**	321,300	375,400
40 - 49	81	187,400	130,100	146,000	**160,000**	226,000	288,800
<40	32	131,200	75,000	102,500	**135,000**	159,300	170,000
Female	196	182,400	111,400	140,000	**171,500**	215,000	280,000
60+	32	249,300	184,400	210,000	**242,000**	289,300	320,500
50 - 59	39	223,800	150,000	177,000	**215,000**	260,000	326,500
40 - 49	76	166,900	128,800	150,000	**162,500**	187,800	211,500
<40	48	122,800	64,500	101,000	**127,500**	144,500	165,600
Ethnicity							
Asian	46	170,400	119,200	138,400	**158,600**	192,500	231,500
Black/African American	14	192,300	101,500	146,300	**172,500**	236,500	335,000
Hispanic/Latino	26	190,700	117,400	150,000	**173,500**	231,300	266,900
White/Caucasian	317	221,100	127,000	150,000	**200,000**	263,500	325,300
other	8	-	-	-	**-**	-	-

R6. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents whose primary responsibility is research or teaching in each segment answering (fill-in answers)

RESEARCH/ TEACHING

As would be expected, research accounts for a significant portion of researchers'/teachers' time and income.

		% who perform this activity	avg. % of time on activity	avg. % of income from activity
Core ID Activities	Patient care	87%	18%	18%
	Epidemiology/infection control	11%	2%	2%
	Biopreparedness activities	4%	0%	1%
	Antimicrobial stewardship	11%	1%	1%
	Employee health	2%	0%	0%
	Patient safety/healthcare quality improvement	6%	1%	0%
Administration/ Leadership/ Committee Roles	Administration	39%	5%	5%
	Department/division/institutional/system leadership roles	31%	5%	5%
	Hospital P&T or other facility/system-wide committee	7%	0%	0%
Grant Funding	Seeking grant funding for basic research	26%	3%	2%
	Seeking grant funding for clinical/translational research	46%	6%	3%
	Seeking grant funding for public health research	8%	1%	0%
Research	Basic research	32%	13%	15%
	Clinical/translational research	75%	35%	39%
Academic	Teaching activities	67%	6%	4%
	Administrative education roles (e.g., program director)	16%	2%	2%
Other	Expert witness testimony	4%	0%	0%
	External consultant honoraria	6%	0%	1%
	Other public health	4%	0%	0%
	Other sources	3%	0%	2%

R9/R10. Approximately what percentage of your time [total gross income] (across all facilities/employers relating to infectious diseases) was spent on [came from] each of these activities in the 12 months prior to January 1, 2017?

base (n): 462 full-time respondents whose primary responsibility is research or teaching (fill-in answers)

The average research/teacher is currently receiving support from 4.6 research grants, averaging $1.37 million in annual funding.

SPONSORED RESEARCH GRANTS

	% receiving	Avg. # grants receiving	Avg. annual funding (based on those who receive funding)
Federal	81%	3.1	$ 1,120,000
Industry	31%	0.7	$ 146,000
Other	41%	0.8	$ 40,400
Non-Profit	---	---	$ 67,900
TOTAL	87%	**4.6**	**$ 1,370,000**

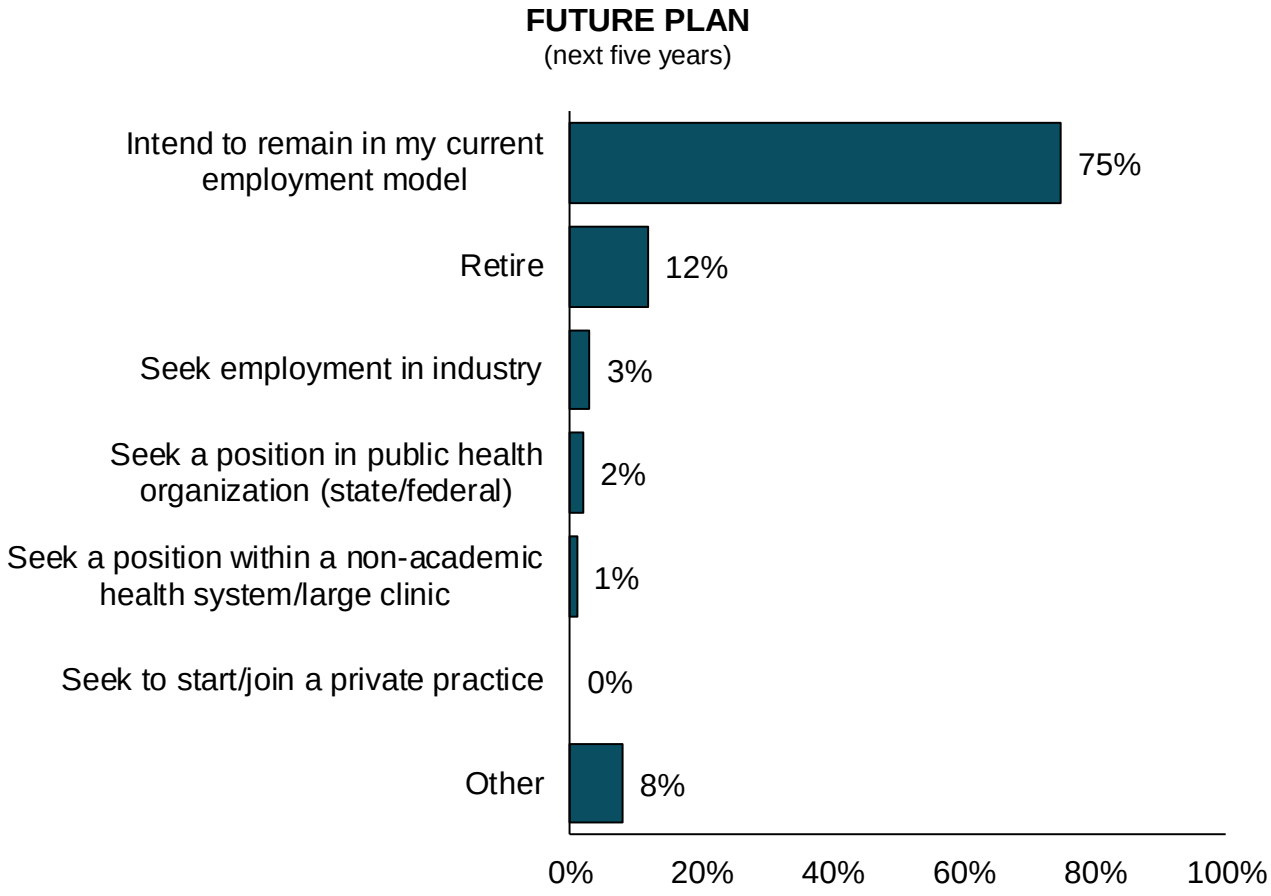
49% indicated their institution provides **subsidies** for their work, such as provision of support staff, technician, free core services, etc.

R11. How many of each of these research grants are you currently receiving support from?
R12. What is the annual direct research funding (in dollar amounts) of grants supporting your work?
R8. Does your institution provide subsidies for your work, such as provision of support staff, technician, free core services, etc.?

base (n): 462 full-time respondents whose primary responsibility is research or teaching (fill-in answers for R11 and R12)

RESEARCH/ TEACHING

A majority of researchers/teachers plan to remain in their current employment model in the next five years.

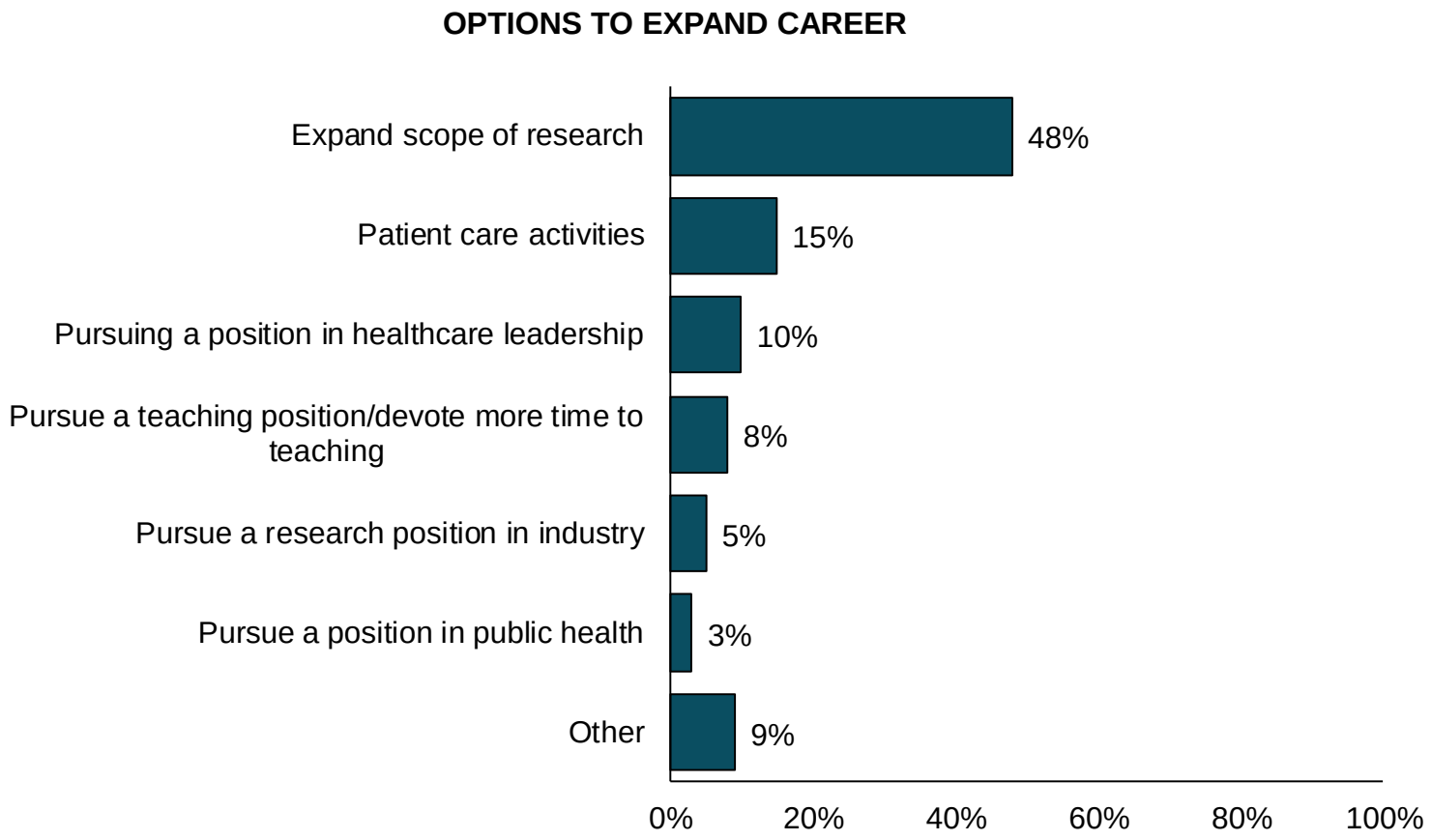


R14. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 462 full-time respondents whose primary responsibility is research or teaching

RESEARCH/ TEACHING

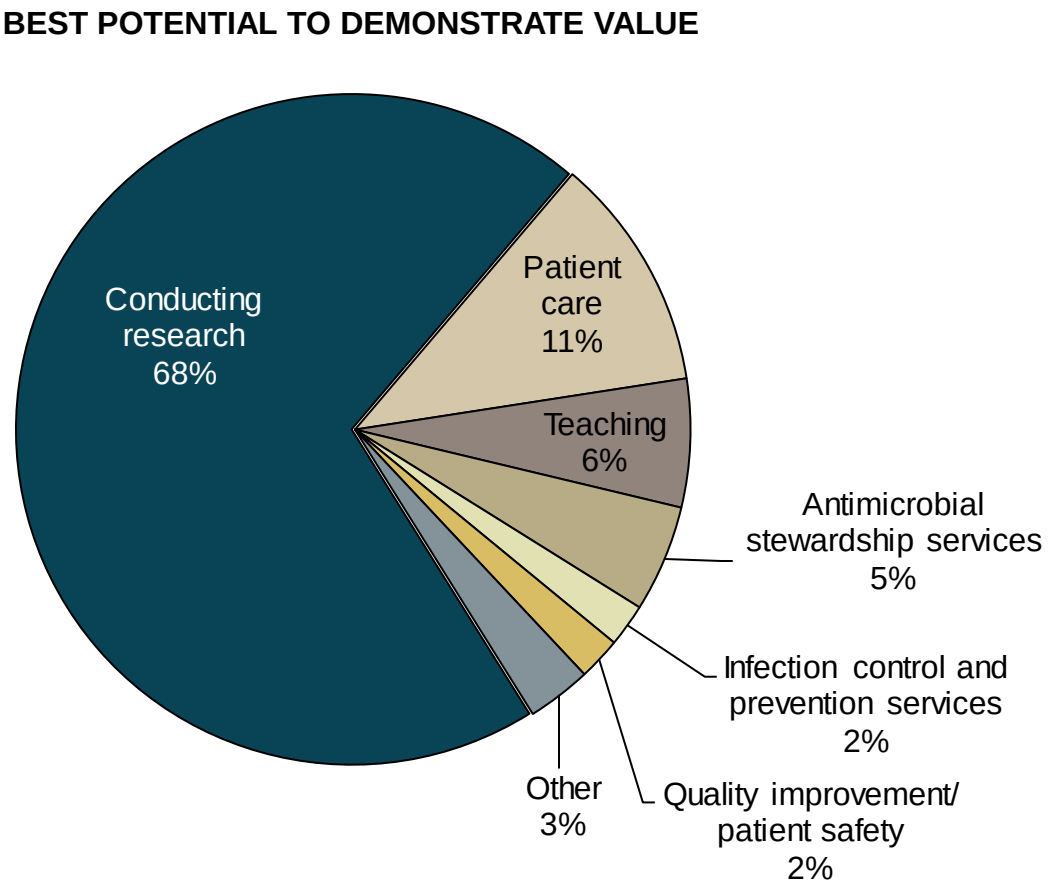
Many researchers/teachers intend to expand their careers/ improve their compensation by pursing an expansion of the scope of their research.



R14b. In terms of expanding your career/improving your compensation, what options do you intend to pursue?

base (n): 462 full-time respondents whose primary responsibility is research or teaching

Researchers/teachers are most likely to report conducting research as their best potential for demonstrating their value as an ID physician.



R15. What area below represents your best potential for demonstrating your value as an ID physician?

base (n): 462 full-time respondents whose primary responsibility is research or teaching

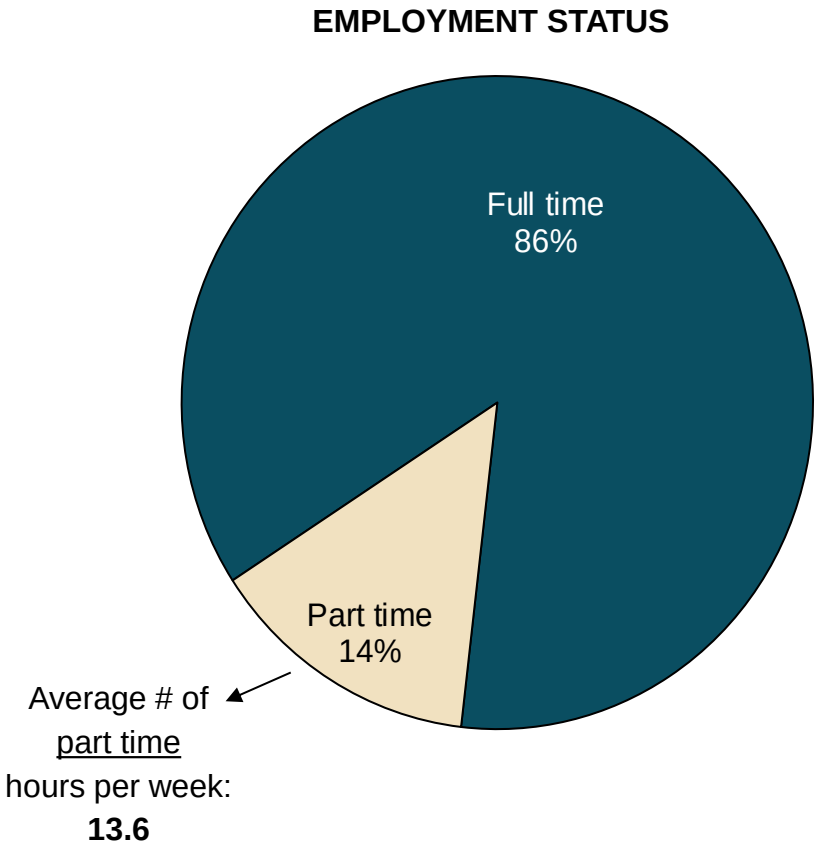
Detailed Findings:

Public Health

Those whose primary responsibility is public health (the majority of their work is focused on public health activities either in the federal/state/municipal level capacity)

PUBLIC HEALTH

86% of respondents whose primary responsibility is public health consider themselves full time. The remaining results in this section are based on this full-time group (hereafter referred to as public health physicians).



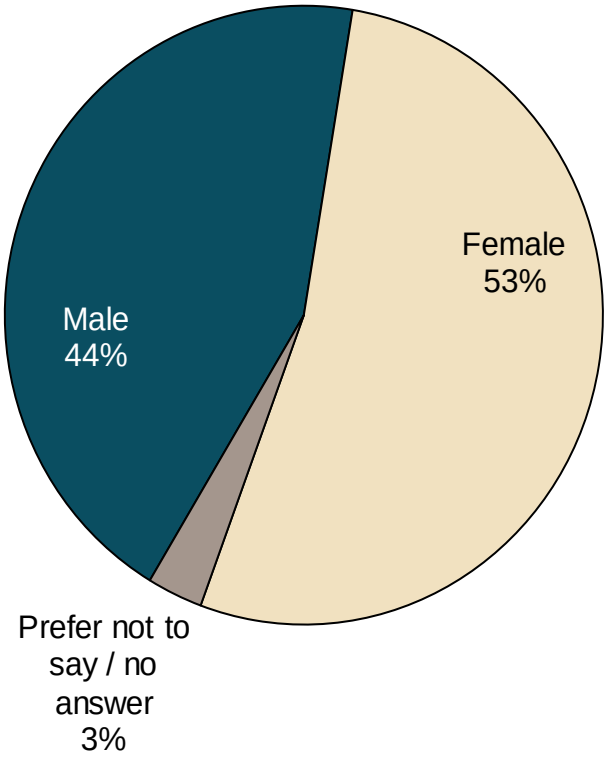
D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): 104 respondents whose primary responsibility is public health; 15 part-time respondents whose primary responsibility is public health (for hours worked)

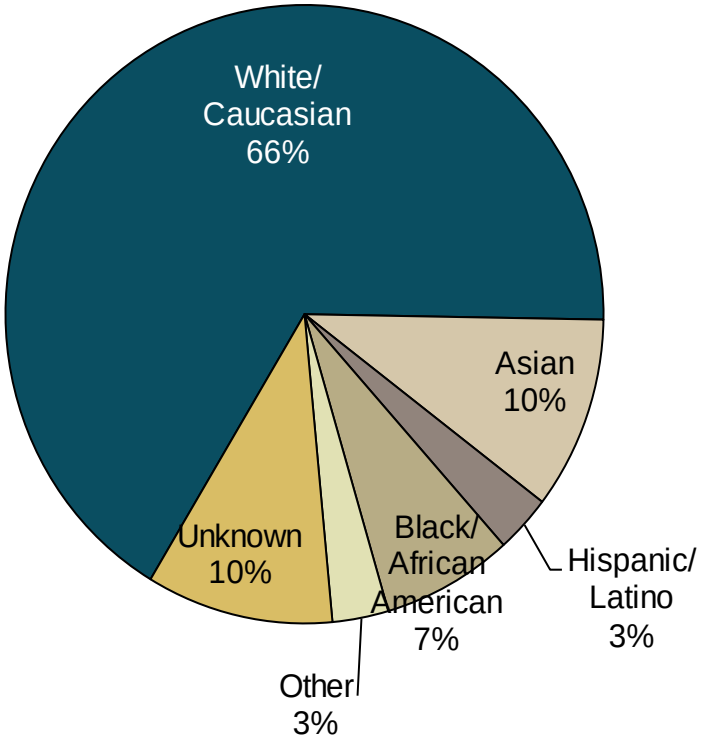
PUBLIC HEALTH

Public health physicians are nearly evenly split between males (44%) and females (53%). Two-thirds (or more) are White/ Caucasian.

GENDER



ETHNICITY



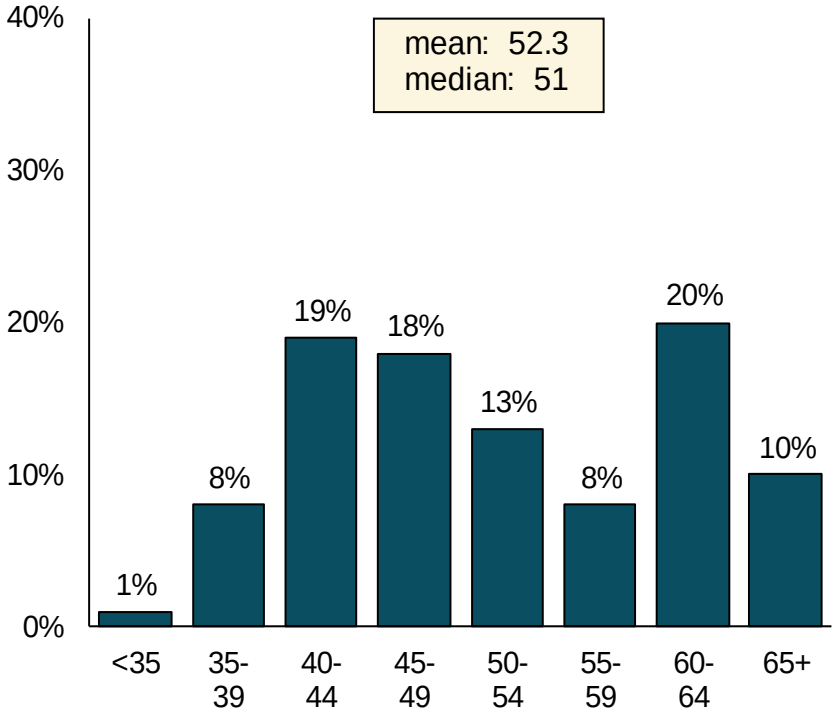
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 89 full-time respondents whose primary responsibility is public health

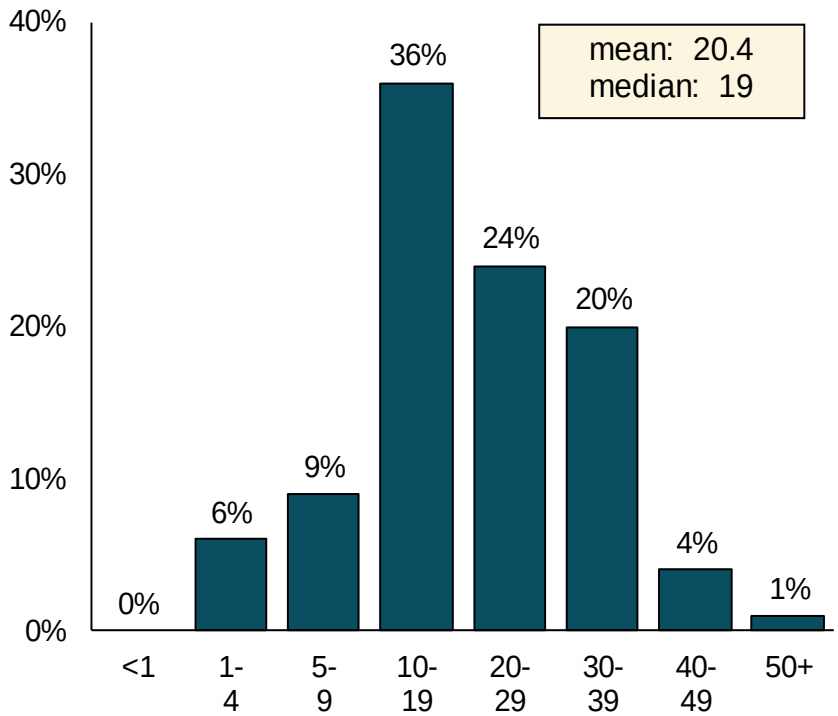
PUBLIC HEALTH

The typical public health physician is 51 years old and has been working in the infectious diseases field for 19 years.

AGE



YEARS IN INFECTIOUS DISEASES FIELD



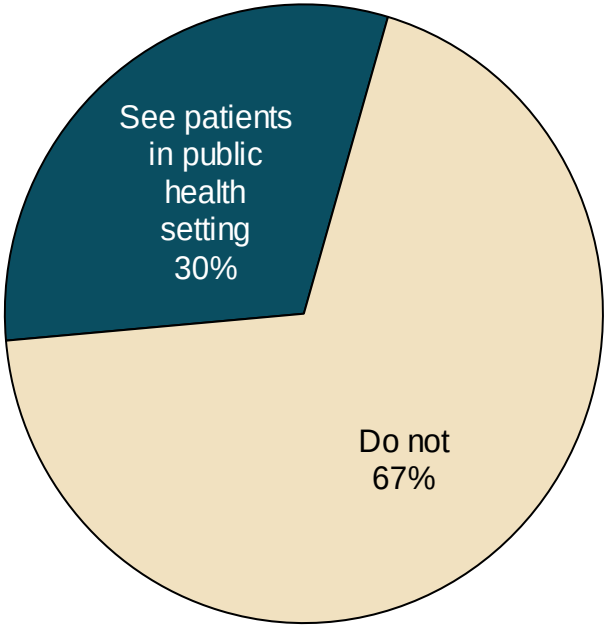
D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): 89 full-time respondents whose primary responsibility is public health (fill-in answers)

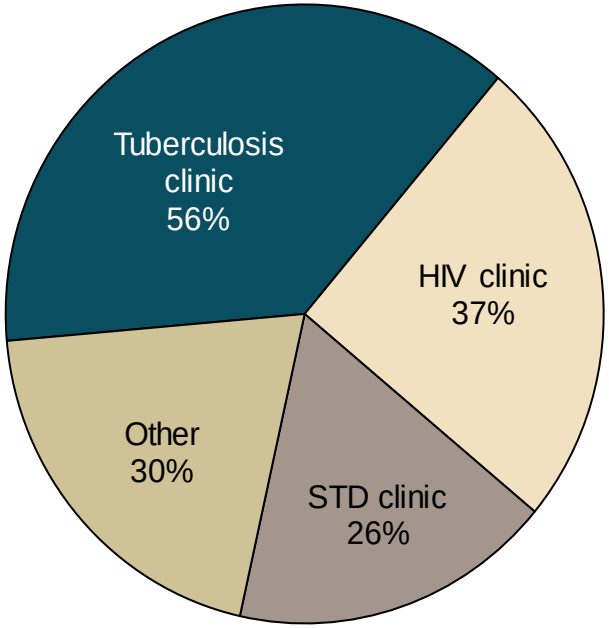
PUBLIC HEALTH

30% of public health physicians see patients in a public health setting, most commonly at a tuberculosis clinic.

PROPORTION WHO SEE PATIENTS IN PUBLIC HEALTH SETTING



LOCATION OF PATIENT CARE IN A PUBLIC HEALTH SETTING
(among those who see patients in a public health setting)



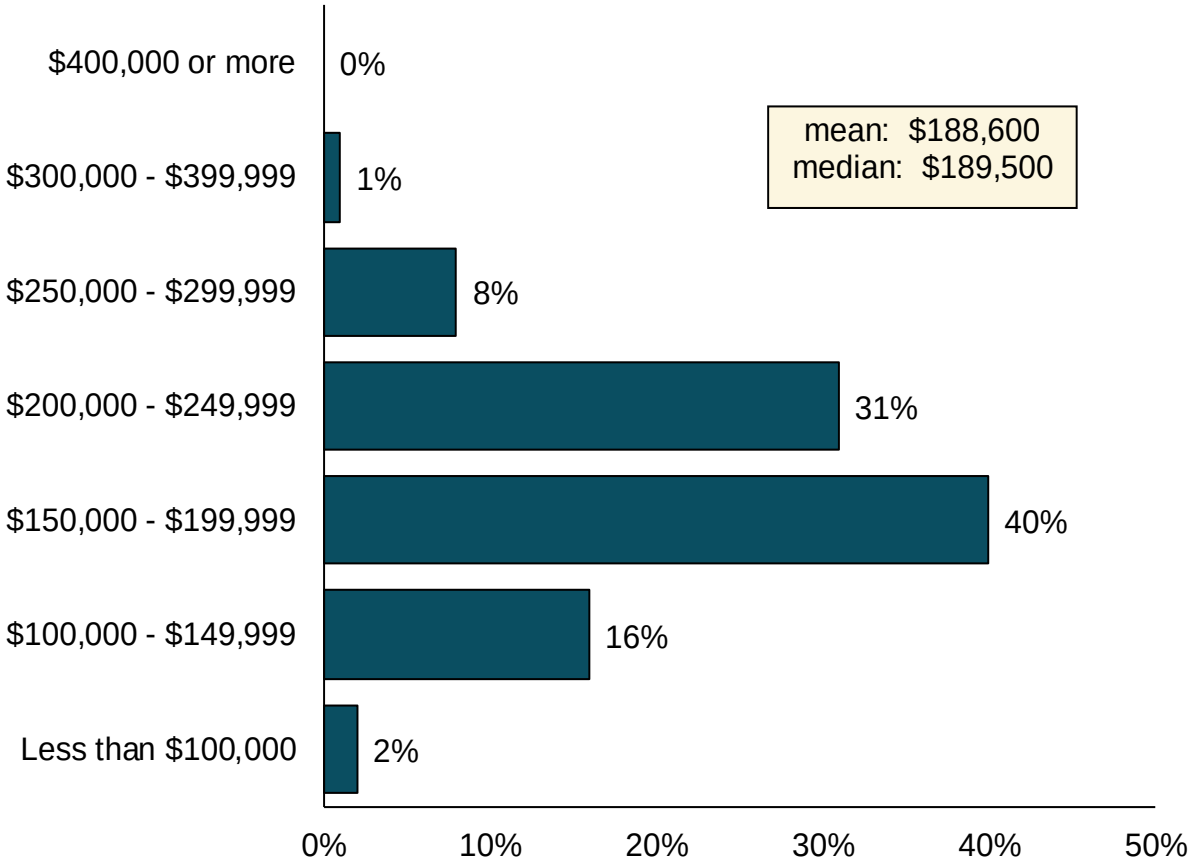
85% of those who see patients in a public health setting do so as an infectious disease/HIV physician on official time in their job; 11% do so on their own time (4% do not at all).

PH2. If you see patients in a public health setting, please indicate the percent of your time spent in patient care in a public health setting.
PH3. In what location do you see patients in a public health setting?
PH4. How do you see patients as an infectious disease/HIV physician?

base (n): 89 full-time respondents whose primary responsibility is public health; 27 who see patients in a public health setting (multiple answers)

PUBLIC HEALTH

The typical public health physician reported an income of $189,500.

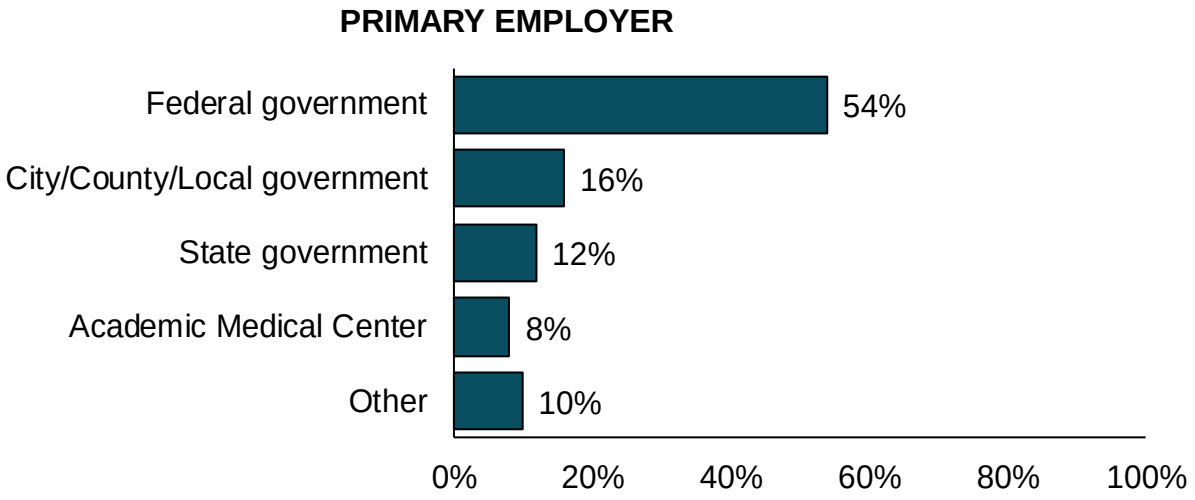


PH5. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 89 full-time respondents whose primary responsibility is public health (fill-in answers)

PUBLIC HEALTH

About half of public health physicians work for the federal government, and reported a higher median salary than those at a state or more local level.



	n	average	PERCENTILE 10th	25th	50th (median)	75th	90th
Primary Employer							
Federal government	48	192,700	140,000	170,000	**191,000**	225,900	242,800
State government	11	170,300	70,000	130,000	**175,000**	218,000	248,500
City/County/Local government	14	185,100	130,000	159,000	**179,500**	215,000	250,000
Academic Medical Center	7	-	-	-	**-**	-	-
other	8	-	-	-	**-**	-	-

PH1. Who is your primary employer?
PH5. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 89 full-time respondents whose primary responsibility is public health; those employed full time answering (fill-in answers)

PUBLIC HEALTH

Male public health physicians reported a higher median income than females ($201,500 versus $175,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	38	206,300	153,900	175,000	**201,500**	235,000	250,000
60+	16	214,000	159,900	178,800	**228,900**	241,500	250,000
50 - 59	12	222,000	154,100	198,500	**211,500**	245,000	315,500
40 - 49	10	175,100	140,400	152,300	**175,000**	194,000	227,000
<40		-	-	-	**-**	-	-
Female	47	174,900	128,000	140,000	**175,000**	200,000	230,400
60+	9	-	-	-	**-**	-	-
50 - 59	7	-	-	-	**-**	-	-
40 - 49	22	173,300	130,000	155,000	**173,800**	192,500	217,000
<40	8	-	-	-	**-**	-	-
Ethnicity							
Asian	9	-	-	-	**-**	-	-
Black/African Americar	6	-	-	-	**-**	-	-
Hispanic/Latino	3	-	-	-	**-**	-	-
White/Caucasian	58	195,700	140,000	161,500	**194,000**	230,000	250,000
other	3	-	-	-	**-**	-	-

PH5. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents whose primary responsibility is public health in each segment answering (fill-in answers)

PUBLIC HEALTH

Epidemiology/infection control, administration/leadership roles, and other public health activities account for the greatest amount of public health physicians' time and incomes (on average).

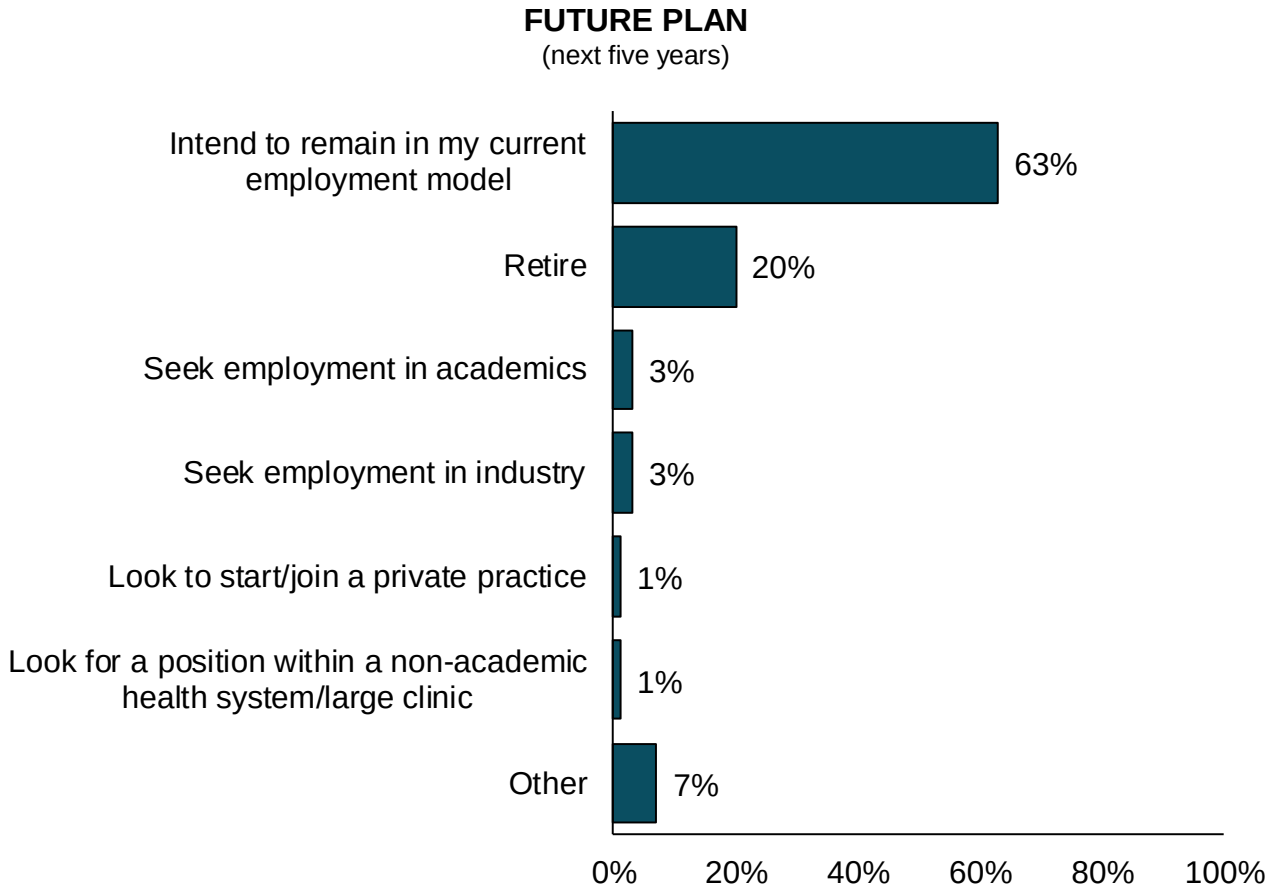
		% who perform this activity	avg. % of time on activity	avg. % of income from activity
Core ID Activities	Patient care	48%	6%	4%
	Epidemiology/infection control	56%	21%	18%
	Biopreparedness activities	29%	4%	3%
	Antimicrobial stewardship	17%	3%	2%
	Employee health	10%	1%	1%
	Patient safety/healthcare quality improvement	15%	1%	1%
Administration/ Leadership/ Committee Roles	Administration	46%	14%	18%
	Department/division/institutional/system leadership roles	39%	13%	15%
	Hospital P&T or other facility/system-wide committee	4%	0%	0%
Grant Funding	Seeking grant funding for basic research	0%	0%	0%
	Seeking grant funding for clinical/translational research	2%	0%	0%
	Seeking grant funding for public health research	24%	3%	2%
Research	Basic research	4%	1%	1%
	Clinical/translational research	24%	6%	6%
Academic	Teaching activities	36%	3%	1%
	Administrative education roles (e.g., program director)	6%	1%	1%
Other	Expert witness testimony	4%	0%	0%
	External consultant honoraria	6%	1%	1%
	Other public health	45%	21%	26%
	Other sources	0%	0%	0%

PH7/PH8. Approximately what percentage of your time [total gross income] (across all facilities/employers relating to infectious diseases) was spent on [came from] each of these activities in the 12 months prior to January 1, 2017?

base (n): 89 full-time respondents whose primary responsibility is public health (fill-in answers)

PUBLIC HEALTH

A majority of public health physicians intend to remain in their current employment model in the next five years.

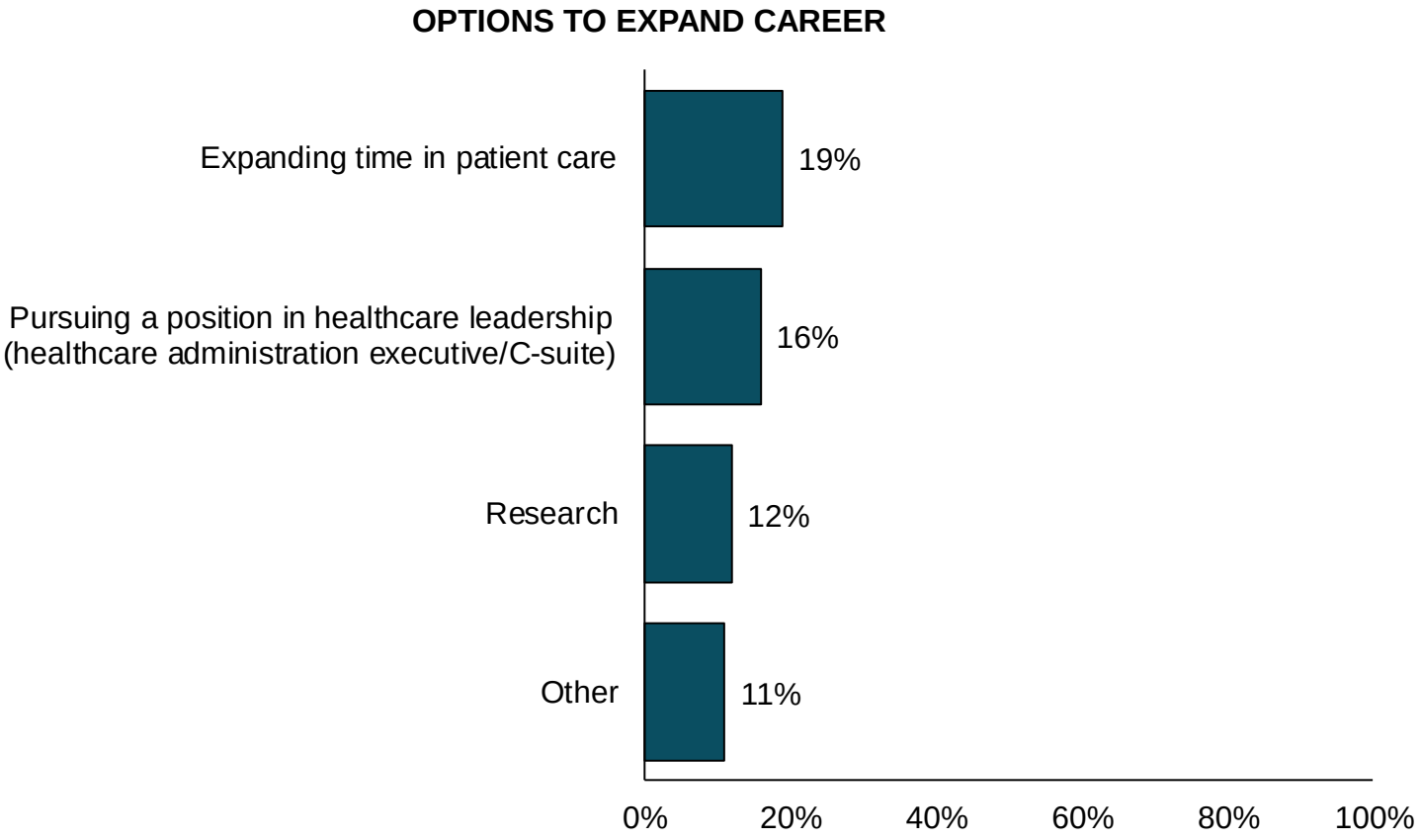


PH9. Looking ahead 5 years, which statement best characterizes your future plan?

base (n): 89 full-time respondents whose primary responsibility is public health

PUBLIC HEALTH

Many public health physicians intend to expand their careers/ improve their compensation via various avenues.



PH10. In terms of expanding your career/improving your compensation, what options do you intend to pursue?

base (n): 89 full-time respondents whose primary responsibility is public health

Detailed Findings:

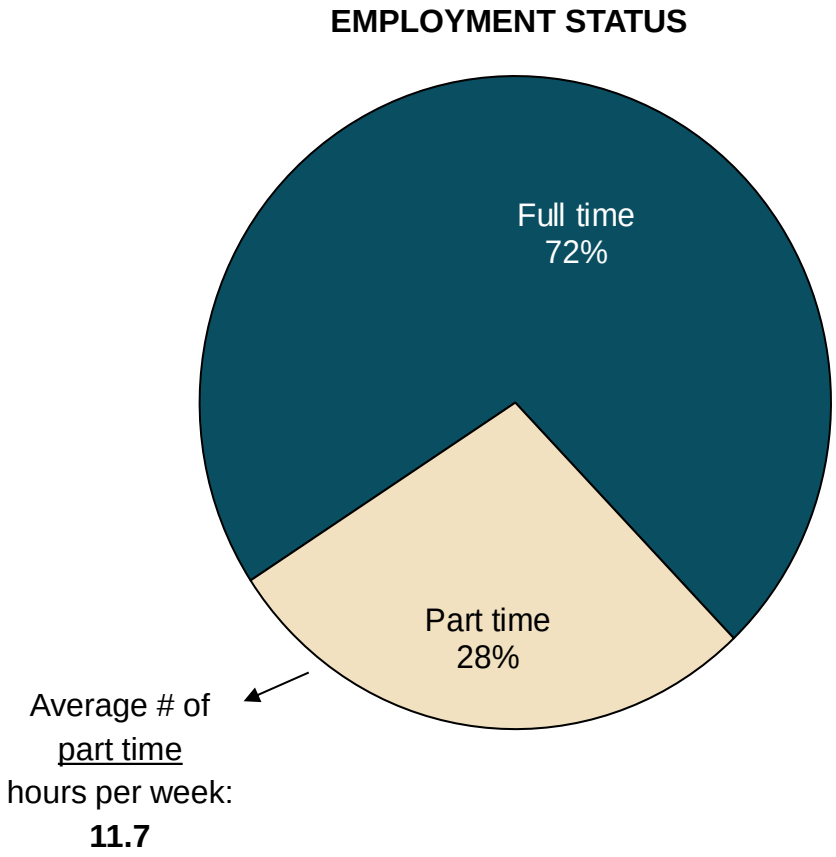
Other

Those whose primary responsibility is something other than patient care, research/teaching, and public health

(and including those in patient care who indicated an affiliation other than private practice, hospital/clinic employed, and AMC employed)

OTHER

72% of respondents whose primary responsibility is not one of the listed options consider themselves full time. The remaining results in this section are based on this full-time group.



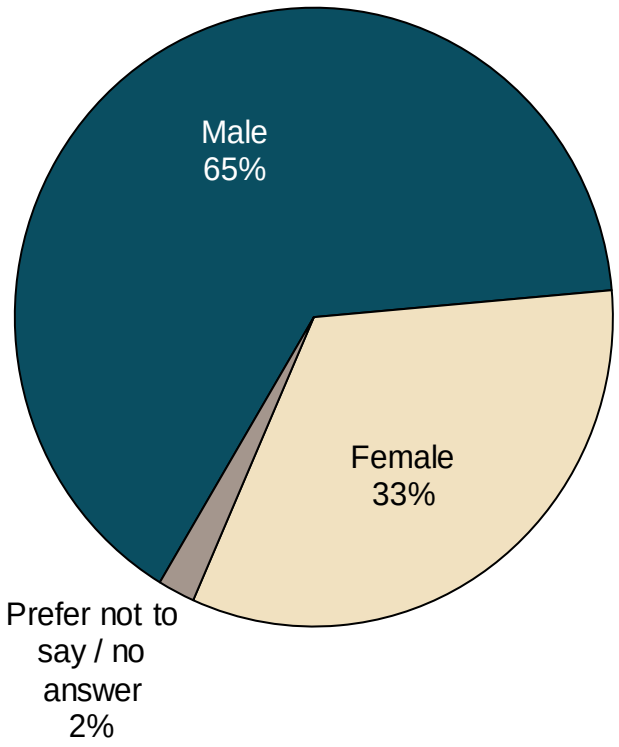
D1. Including your work across all employers/facilities relating to infectious diseases, do you consider yourself full or part time?

base (n): 304 respondents categorized as "other" as their primary responsibility or those who indicated their patient care affiliation as "other"; 86 part-time respondents categorized as "other" (for hours worked)

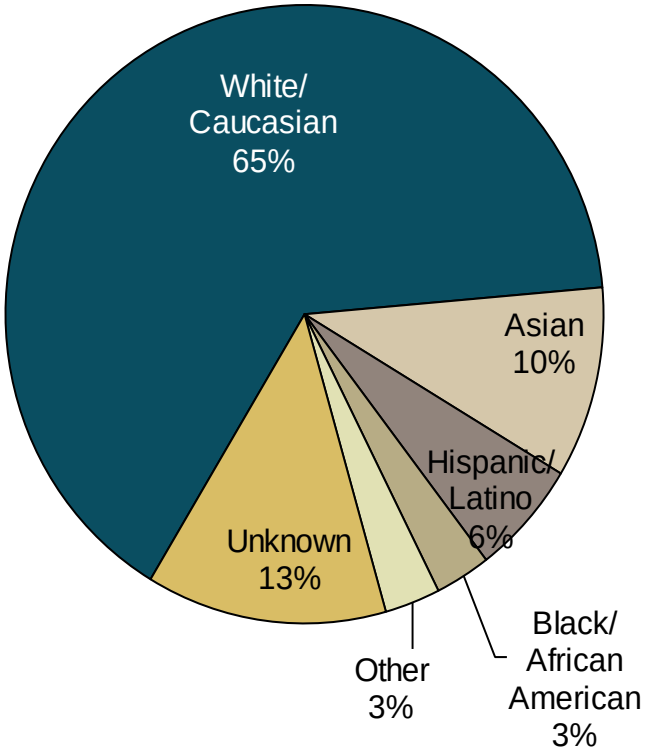
OTHER

Those categorized as "other" are more likely to be male (65%) than female (33%). Nearly two-thirds (or more) are White/ Caucasian.

GENDER



ETHNICITY

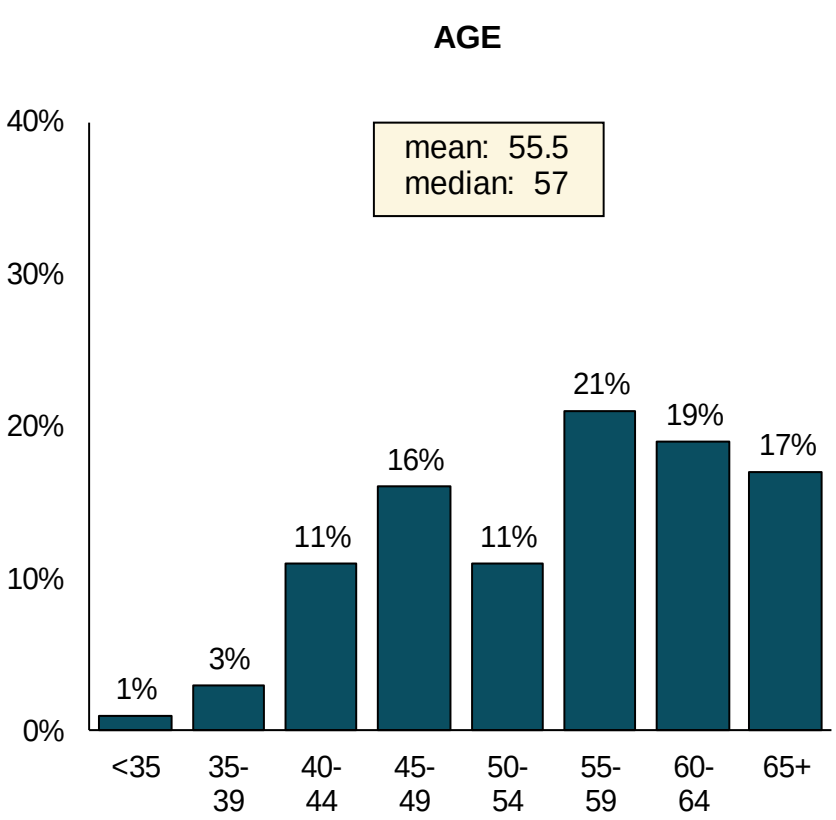


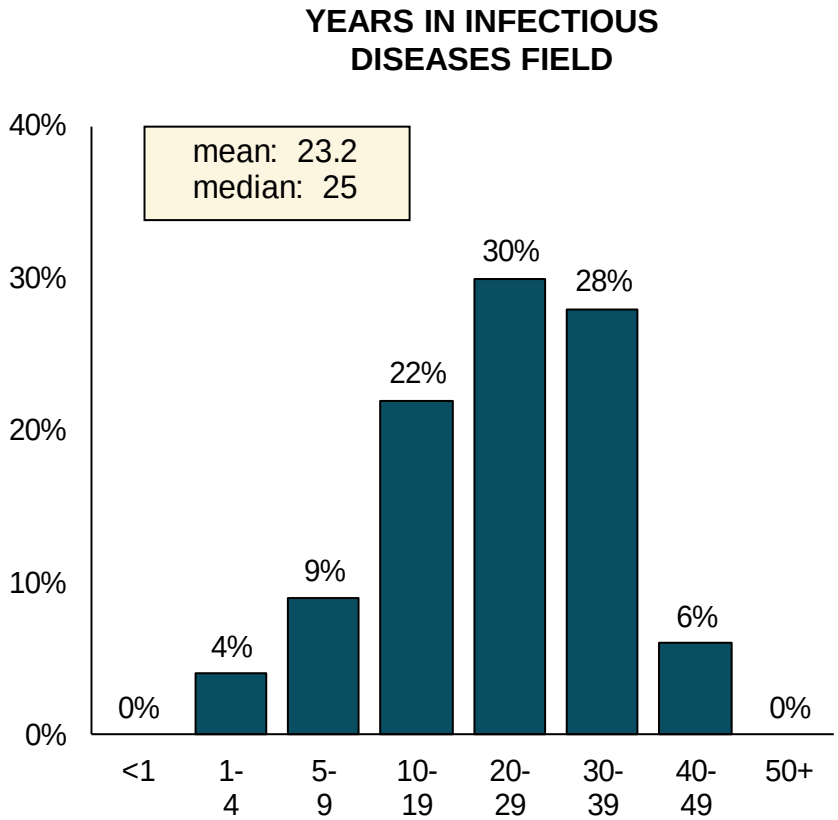
D6. Please indicate your gender.
Ethnicity: appended from IDSA list

base (n): 218 full-time respondents categorized as "other" as their primary responsibility or those who indicated their patient care affiliation as "other"

OTHER

The typical respondent categorized as “other” is 57 years old and has been working in the infectious diseases field for 25 years.



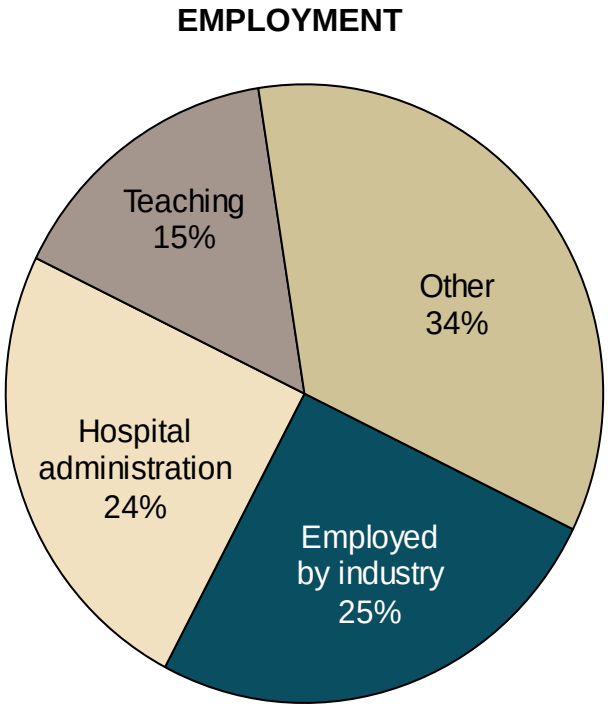


D5. What is your age?
D2. For how many years have you been working in the infectious diseases field?

base (n): 218 full-time respondents categorized as “other” as their primary responsibility or those who indicated their patient care affiliation as “other” (fill-in answers)

OTHER

Those categorized as “other” indicated a variety of categories that best suits their employment.



Examples of “other” include:

Employed by insurance plan

Government contractor

Medical association

Medical school administration

Philanthropy

Public health consulting

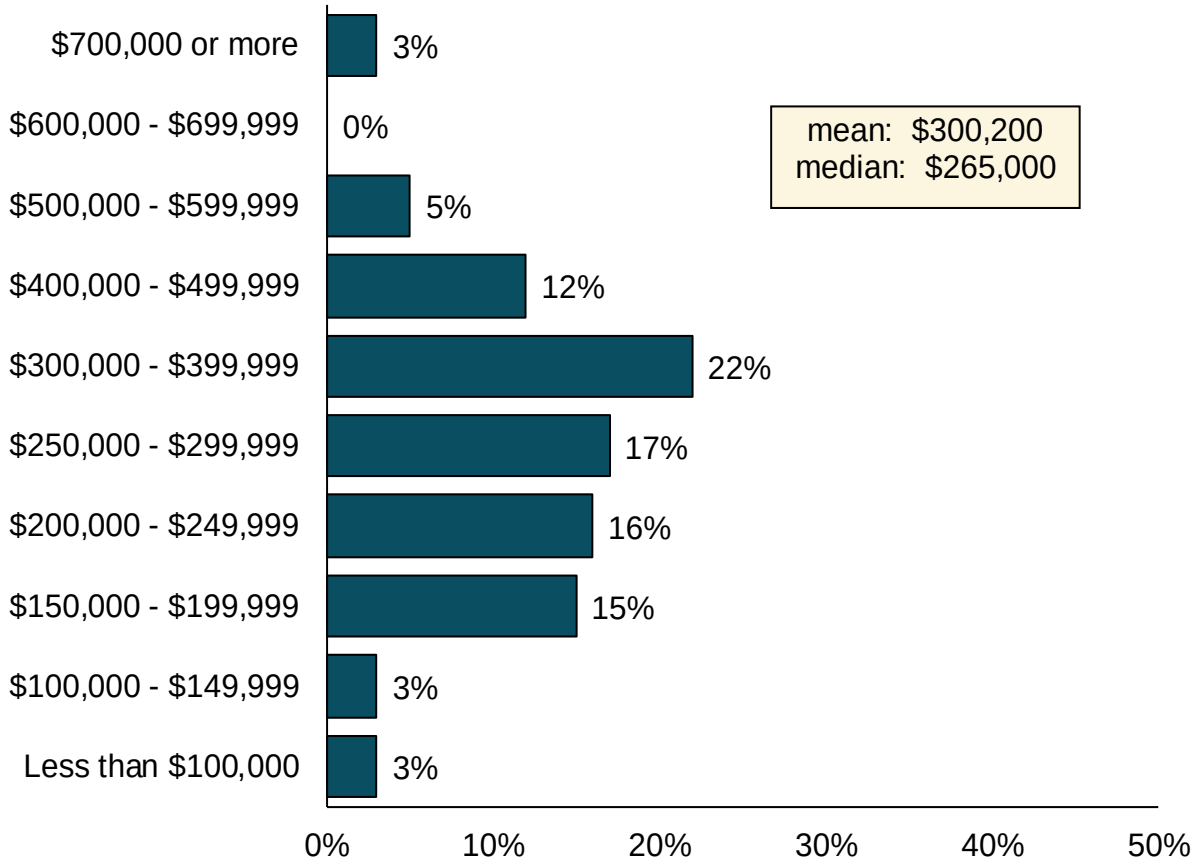
University administration

O1. Please indicate the category that best suits your employment.

base (n): 218 full-time respondents categorized as “other” as their primary responsibility or those who indicated their patient care affiliation as “other” (fill-in answers)

OTHER

The typical respondent categorized as “other” reported an income of $265,000.



O3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): 218 full-time respondents categorized as “other” as their primary responsibility or those who indicated their patient care affiliation as “other” (fill-in answers)

OTHER

Male respondents categorized as "other" reported a higher median income than females ($300,000 versus $250,000).

			PERCENTILE				
	n	mean	10th	25th	50th (median)	75th	90th
Male	134	322,500	160,000	218,800	**300,000**	400,000	500,000
60+	51	346,000	200,000	250,000	**300,000**	392,000	490,000
50 - 59	47	351,700	175,200	250,000	**350,000**	420,000	504,000
40 - 49	29	280,800	155,000	165,900	**250,000**	390,000	450,000
<40	7	-	-	-	**-**	-	-
Female	73	264,500	148,600	192,000	**250,000**	306,700	399,000
60+	23	290,200	133,000	194,000	**300,000**	360,000	490,000
50 - 59	20	265,700	180,500	201,300	**240,000**	297,500	424,500
40 - 49	26	255,600	135,400	187,300	**243,000**	276,300	329,000
<40	2	-	-	-	**-**	-	-
Ethnicity							
Asian	19	283,800	120,000	190,000	**262,000**	400,000	430,000
Black/African American	7	-	-	-	**-**	-	-
Hispanic/Latino	13	276,700	72,900	190,000	**212,000**	344,700	660,000
White/Caucasian	138	320,000	174,500	233,000	**287,000**	377,500	477,500
other	7	-	-	-	**-**	-	-

O3. In the 12 months prior to January 1, 2017, approximately what was your total gross income from all sources (facilities/employers) for your work relating to infectious diseases?

base (n): full-time respondents categorized as "other" as their primary responsibility or those who indicated their patient care affiliation as "other" in each segment answering (fill-in answers)