The State of the Urology Workforce and Practice in the United States

2017

American Urological Association

Advancing Urology™

American Urological Association (AUA)
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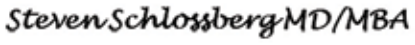
Preface

Recognizing the need for a reliable source of data describing the specialty of urology, the American Urological Association (AUA) has conducted its Annual Census since 2014. The Census consists of questions pertaining to important topics such as geographic distribution of providers, demographic characteristics, education and training, licensing and board certification, and patterns of practice. Each year the AUA receives a large number of potential questions from AUA committees, councils, sections, urology subspecialty societies and individual urologists. The goal of conducting the Annual Census is to gradually fill the knowledge gaps around the specialty with definitive information.

The AUA Annual Census is structured to analyze workforce practice and trends over time and to delve into new and emerging topics through base questions that are asked annually and new questions that vary each year. Responses to base questions in previous years are prepopulated in each subsequent year to be reviewed and updated as needed by the respondent. This strategy allows more time for participants to respond to the important questions on new topics, many of which provide data for use in lobbying and advocacy activities on behalf of the specialty. For instance, questions regarding burnout in the urologic community asked in the 2016 Annual Census have prompted specialty-wide discussion and efforts to recognize not only the impact of burnout on urologists, but also ways in which it can be minimized or prevented.

The State of the Urology Workforce and Practice in the United States, the annual publication summarizing Census findings, has emerged as a primary source of information about urology. Additionally, de-identified public use Census datasets from each survey are available to researchers for a nominal fee. Researchers have used these data to conduct studies and generate publications on the urologic practice and workforce.

As one of the AUA's primary data programs, the AUA Annual Census is now entering its fifth year of data collection. We encourage all urology community members to take part in and contribute to this important data effort each year. Please visit the AUA Census webpage at **www.AUAnet.org/Census** for more information and results.



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The AUA would like to thank all members of the urology community for their continued support of and participation in the AUA Annual Census.

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Executive Summary

The AUA, with more than 21,000 members worldwide, is committed to providing the urologic community with the education, research, advocacy and statistics required to address the increasing challenges and opportunities presented to the profession as the demand for care grows. Data relating to the urology workforce and practice patterns play an important role in generating knowledge to inform workforce policy and urologic care.

Data collection for the 2017 AUA Annual Census began in May 2017 at the AUA Annual Meeting in Boston, MA, and continued online until the end of September 2017. A total of 6,018 urologists and other urologic care professionals, representing 109 countries and regions throughout the world, completed the 2017 AUA Annual Census. The results on U.S. practicing urologists were adjusted for non-responses and are reported in this annual publication.

The Census is a novel data source that explores the profession of urology from multiple angles through the collection of information from practicing urologists and other professionals, worldwide. The data collected assist in filling knowledge gaps and meeting research needs while, ultimately, improving patient care.

Definition of the Urologist Population

Practicing urologists are defined as those with valid medical licenses reported in the National Provider Identifier (NPI) file as either urologists or pediatric urologists. Those who were reported as either surgeons or specialists in the NPI file were checked against the American Board of Urology (ABU) certification records maintained by the American Board of Medical Specialties (ABMS) and the American Osteopathic Board of Surgery (AOBS) certification records listed on the American Osteopathic Association (AOA) website. Urologists in residency training were excluded.

The 2017 U.S. urologist population consists of a total of 12,517 practicing urologists, which increased 2.7 percent from 12,186 practicing urologists in 2016.

Data Collection and Justification for Non-Response

A total of 6,018 respondents completed the 2017 AUA Annual Census–3,639 of whom were from the United States. Of these, 2,323 census respondents were validated to be practicing urologists in the United States and formed the Census sample file. The population file and the Census survey sample file were linked using post-stratification factors (i.e., gender, location, certification status and years since initial certification) to adjust for the non-response bias in a Census survey by using the assigned proper sample weight.

What is New in the 2017 AUA Annual Census?

- Career satisfaction, including work-life balance factors
- Self-employment vs. general employment status
- Daily work hours, including night calls and patient interactions
- Accepted insurance providers and patient payer status
- Relative value units and type and amount of compensation related to clinical activities
- Practicing urologists in academic institutions

The AUA strongly encourages all members to complete the Census each year either during the AUA Annual Meeting or between May and September online at **www.AUAnet.org/TakeCensus**.

KEY FINDINGS

- There are 12,517 practicing urologists in the United States.
- Of the 12,517 practicing urologists, 80 percent are considered to be actively practicing (Table 1-1), which is lower than 90 percent in 2016.
- The national urologist-to-population ratio increased to 3.85 per 100,000 population in 2017 (Table 1-2), up from 3.77 in 2016.
- The percentage of practicing urologists in the United States who maintain their primary practice locations outside of metropolitan areas increased to 10.7 in 2017 (Table 1-5) from 10.1 in 2016.
- The percentage of female urologists grew to 8.8 percent of the U.S. urologist population in 2017, up from 8.5 percent a year ago. And for the first time, the rising number of women surpassed 20 percent of all practicing urologists under the age of 45 in 2017 (Figure 2-1).
- Nearly 38 percent of urologists have completed at least one fellowship program during their career (Table 3-2). Practicing urologists in younger age groups are more likely to have completed fellowship training than practicing urologists in older age groups, and women age 45 or older are more likely to have completed

fellowship training than their male counterparts (Figure 3-1).

- Nearly 89 percent of practicing urologists in the United States are certified by the ABU, the AOBS or both (Table 3-6).
- Female practicing urologists are more likely to work in academic medical centers than their male counterparts (34.4 percent and 24.3 percent, respectively) (Table 4-3).
- Nearly 40 percent of practicing urologists in the United States have a primary subspecialty (Table 4-6), with oncology as the most common area (Table 4-7).
- The percentage of urologists who performed inpatient procedures decreased from 84.2 percent in 2014 to 78.4 percent in 2017 (Table 4-8).
- The percentage of employed urologists increased over the past four years to nearly 56 percent in 2017 (Table 4-11).

Approximately one-third of urologists work more than 60 hours a week (Table 5-1).

- The average number of work hours per week decreased to 51.6 hours (Table 5-5) in 2017 from 55.5 hours in 2016, mainly due to a reduction of clinical hours.

Approximately 93 percent of urologists would choose urology as their medical specialty if they had to choose again (Table 6-4).

93%

- Female practicing urologists age 45 or older are less likely to feel their work schedules leave them enough time for personal and/or family life compared to both younger female practicing urologists and their male counterparts (Figure 6-1).
- Female practicing urologists under age 45 are more likely to have symptoms of work-related physical discomfort in the last 6 months (Figure 6-2).
- Adopting electronic health records (EHRs) and fulfilling CMS mandates are the top factors that cause urologists' job dissatisfaction (Tables 6-8, 6-9 and 6-10).
- Approximately 41 percent of urologists have experienced ergonomic stress from performing surgery (Table 6-12).
- Avoiding the business challenges associated with running a practice, guaranteed income, and collegiality amongst colleagues are the top three reasons for urologists to choose to be employed (Table 7-1).
- Among those urologists who were previously an owner or partner of their practice, approximately 63 percent of them feel happier after switching to employment (7-3). In contrast, nearly 85 percent of practicing urologists reported being happier moving from being employed by others to owning their own practice (Table 7-11).
- Nearly one-third of practicing urologists reported receiving a straight annual salary in 2017 (Table 7-4). Practicing urologists in the older age groups are more likely to receive a straight salary (Table 7-5 and Figure 7-1).
- A vast majority of self-employed practicing urologists (92.3 percent) believe being a practice owner or partner provides greater opportunity for better patient care (Table 7-13).
- Approximately 62 percent of practicing urologists feel urology lends itself to part-time practice (Table 8-3).
- Approximately 32 percent of practicing urologists are aware of the percentage of their patients who are in financial hardship due to medical costs (Table 9-6).

No statistically significant gender difference in take-home pay related to clinical activities was seen (Figure 10-2).

- There are 3,157 practicing urologists working in academic institutions, of which 1,234 are assistant professors, 660 are associate professors, and 1,038 are full professors (Table 11-2).

CONCLUSION

The AUA Annual Census provides the urology community with a reliable and sustainable mechanism to describe practicing urologists in the United States, to understand their medical training and practicing characteristics and to identify cross-sectional and longitudinal variations across the specialty. The mechanism not only generates a novel data source to explore the profession of urology, but can be adapted to all medical specialties as well. The results are being used to inform health care policy and the preparation of future physician workforce.

The AUA strongly encourages all members to complete the Census each year either during the AUA Annual Meeting or between May and September online at **www.AUAnet.org/TakeCensus**.

About the American Urological Association

THE ORGANIZATION

Founded in 1902 and headquartered near Baltimore, Maryland, the AUA serves more than 21,000 members throughout the world as a leading advocate for the specialty of urology. The AUA is a premier urologic association, providing invaluable support to the urologic community by fostering the highest standards of urologic care.

AUA MISSION

The AUA mission is to promote the highest standards of urological clinical care through education, research, and the formulation of health care policy.

AUA VISION

The AUA vision is to be the premier professional association for the advancement of professional urologic patient care.

For more information about the AUA, please visit **www.AUAnet.org.**

About the AUA Annual Census

As a premier urologic association, the AUA is committed to serving the urologic community. The AUA supports the generation and dissemination of urologic knowledge through a systematic approach. The AUA's Annual Census is a systematically designed, specialty-representative survey of urology (similar to the U.S. Census). The results of the AUA's Annual Census are weighted to adjust for non-response bias, to accurately represent the entire specialty and to address the broad landscape of urology.

This publication serves as a primary source of information for the urology workforce in its effort to effectively convey the needs and demands of the urologic community. The findings also depict current clinical practice, including the use of EHRs, mechanisms to report quality measures and medications and procedures to treat urologic conditions of interest to the urologic community. Results from this publication provide an array of information that can bridge knowledge gaps, provide data to meet increasing research needs and, ultimately, improve patient care. Future Census publications will expand on initial findings, report trends over time, and identify cross-sectional and longitudinal variations across the specialty nationally and globally.

Definition of Terms

PRACTICE STATUS

In order to understand the manner in which this report classifies urologists, a Definition of Terms is provided:

UROLOGISTS: Physicians and surgeons who are specially trained for the diagnosis and treatment of genitourinary and adrenal gland diseases in patients of any age and of either sex

PRACTICING UROLOGISTS: Urologists who maintain current medical licensures and treat patients with urologic conditions

PRACTICING UROLOGISTS IN THE UNITED STATES: Practicing urologists with primary practice locations in at least one of the 50 U.S. states or the District of Columbia

ACTIVE PRACTICING UROLOGIST: Practicing urologists who treat patients with urologic conditions and who work at least 25 clinical hours per week

CERTIFIED UROLOGISTS: Urologists who are certified either by the ABU or the AOBS

LEVEL OF RURALITY

The ZIP code of each practicing urologist's primary practice location was converted to a rural-urban commuting area (RUCA) code based on RUCA3.10[1] (developed collaboratively by the Health Resources and Service Administration's Office of Rural Health Policy [ORHP], the United States Department of Agriculture's Economic Research Service [ERS], the WWAMI Rural Health Research Center [RHRC] based on 2010 United States Census work-commuting data, and 2012 United States Census Bureau revised urban area definition based on 2010 Census data and 2013 ZIP codes).

RUCA3.10 codes were grouped into four levels of rurality. An area with population size ≥ 50,000 was defined as a Metropolitan Area. An area with population size < 50,000 was defined as a Non-Metropolitan Area. The Non-Metropolitan Area was further classified: Micropolitan Area (population = 10,000-49,999), Small Town (population = 2,500-9,999), and Rural Area (population < 2,500).

Glossary

90% CI	90 Percent Confidence Interval
AUA	American Urological Association
ABU	American Board of Urology
ABMS	American Board of Medical Specialties
AOA	American Osteopathic Association
AOBS	American Osteopathic Board of Surgery
DO	Doctor of Osteopathic Medicine
EHR	Electronic Health Record
HMO	Health Maintenance Organization
MD	Medical Doctor
MOE	Margin of Error
NP	Nurse Practitioner
NPI	National Provider Identifier
PA	Physician Assistant
RUCA	Rural-Urban Commuting Area

Methodology

Data in the AUA Annual Census were collected and analyzed using survey methodology developed by Groves et al.[2] Two data files were established. One file was a population file containing basic demographic, geographic, and certification information for all practicing urologists in the United States in 2017. Another file was a sample data file containing a broad range of information collected from the Census. The population file and the Census survey sample file were linked through post-stratification factors to adjust for non-responses and the contribution of each respondent in a Census survey by assigned sample weight.

PRACTICING UROLOGIST POPULATION

Practicing urologists were identified jointly from the NPI file, which includes all physicians in the United States who hold valid medical licenses; ABU certification records maintained by the ABMS; and the AOBS certification records from the AOA website if the following criteria were met:

- Either urology or pediatric urology was listed as the medical specialty.
- A provider was listed as either a surgeon or a specialist and matched to either the 2017 ABU certification records as a urologist or the AOBS certification records as a urological surgeon. Manual checks of all individual urologists' and urologic surgeons' websites were performed to confirm that these physicians provided urologic care in 2017.
- Urologists in residency training were excluded.
- Urologists who were identified as certified by the ABU and/or the AOBS but not listed in the NPI file were excluded in order to ensure inclusion of only currently practicing urologists.

ORGANIZATION OF QUESTIONS

The Census consists of "base" and "supplemental" questions. Base questions that target the entire urology specialty will be asked annually in order to identify cross-sectional and longitudinal patterns. Examples of base question topics include practice status, clinical practice setting, primary and secondary subspecialties, patient encounters, and employment status. Supplemental questions will vary each year and focus on emerging issues; these questions may be distributed either to all participants or to a random subset of participants.

CENSUS TIMELINE

The AUA Annual Census officially launches during the AUA Annual Meeting, and the Census is available to respondents online through September of that same year. Census data are analyzed and reported in the annual publication *The State of the Urology Workforce and Practice in the United States*, which is available in the spring of the following year.

CENSUS DATA COLLECTION

Data collection for the 2017 AUA Annual Census began on May 12, 2017 during the 2017 AUA Annual Meeting and ended on September 30, 2017. Each respondent was assigned an identification number prior to the submission of responses to the Census questions. This step ensured the results could be linked to the population file and no respondent could take the survey more than once.

A total of 6,018 respondents completed the 2017 AUA Annual Census–2,323 of whom were practicing urologists in the United States. Those who self-reported as practicing urologists were checked against the practicing urologist population file and removed if there were no matches found. Those who were practicing outside the United States were also removed from this study, but their responses will be analyzed and reported separately with final analysis available on the AUA website.

SAMPLE WEIGHTING

The purpose of a survey is to sample the entire population of interest; generalizing the collected data to the rest of the population. In order to achieve this aim, the sample needs to be representative (i.e., reflect the characteristics of the population from which it is drawn); however, surveys often over-sample some subgroups of the population and under-sample others. In other words, unless a certain response rate is achieved, survey samples usually do not represent the population. The way in which a certain characteristic (e.g., age, education, race, sex) of a sample is distributed in the survey data may differ from the way it is distributed in the population. Thus, sample weighting is performed to address this difference. Post-stratification factors are used with lesser weight given to over-sampled data and greater weight given to under-sampled data. This utilization provides a mathematical correction for these biases, and a key

result is reasonable statistical confidence. The post-stratification factors are those significant characteristics that distinguish urologists from the sample and from the population.

In order to adjust for non-responses and resulting biases in the 2017 AUA Census sample, a standard post-stratification weighting technique was used to identify post-stratification factors. Identified factors include gender, geographic location, certification status, and years since initial certification. These factors were used to develop stratification cells for calculating sample weights.

CENSUS REPORTING WITH STATISTICAL CONFIDENCE

Results were based on either weighted Census samples or the practicing urologist population data described earlier in this report. Reported statistics based on the population data were preferred because of the lack of sampling bias. In contrast, when reported findings were based on weighted Census samples, error estimates were reported in the form of either margin of error (MOE) or confidence interval (CI), with estimation of measurement precision at a 90 percent level of confidence.

DATA ANALYSIS

After post-stratification weighting adjustment, the Census data were analyzed with IBM-SPSS Complex Samples 22.0.

MARGIN OF ERROR

Estimates of characteristics of the practicing urologists from the AUA Census sample data can differ from those that would be obtained if all practicing urologists were surveyed. MOE values at the 90 percent confidence level were used to measure and report the precision of each estimate. The MOE is the difference between an estimate and its upper or lower confidence bounds. The AUA reports both estimates and their associated MOE values in alignment with the U.S. Census Bureau in reporting the U.S. Census/American Community Survey.

CONFIDENCE INTERVALS

Estimates based on the AUA Census samples can differ from those that would be obtained if all practicing urologists were surveyed. A 90 percent confidence interval (90% CI) was used to mark the upper or lower confidence bounds of the estimated parameter by Census samples with 90 percent statistical confidence.

LIMITATIONS

The results of the AUA Annual Census are subject to the following limitations:

- As a population-based and weighted survey, the analysis of the AUA Annual Census data relied on the absolute number of responses to report statistics for small geographic, demographic, and clinical categories. Women and racial/ethnic minority groups were not well represented in the urologist population and, therefore, were difficult to analyze.
- AOBS certification of osteopathic doctors was obtained via the AOA's online urologic surgeon list without direct verification by the AOBS. Information contained in the AOA's "DO Directory" (public list) is not the primary source for verification of physician credentials.
- The AUA Annual Census is subject to sampling and estimate errors. Thus, the MOE is the appropriate tool when comparing two groups.
- The practicing urologist population in the United States was based on the assumption that urologists who maintain their medical licenses in the Census year are considered practicing urologists.
- Geographic classifications, such as levels of rurality and state, were determined based on the primary office location in the NPI file. The actual geographic coverage of practice for each practicing urologist may be beyond the area reported.
- Census data are self-reported, non-validated, and subject to bias or misrepresentation.

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Practicing Urologists
in the United States

Section 1: Geographic Distribution

Primary Observations

- In 2017, 12,517 urologists were identified as "practicing urologists" in the United States. Of those practicing urologists, 80 percent are "actively" practicing (Table 1-1) compared to 90 percent in 2016.
- The national urologist-to-population ratio increased to 3.85 per 100,000 in 2017, up from 3.77 in 2016 and 3.72 in 2015. Among the 50 U.S. states, New Hampshire has the highest urologist-to-population ratio, while Nevada has the lowest (Table 1-2).
- The AUA's Southeastern Section has the greatest number of practicing urologists, accounting for 21.3 percent of the total practicing urologist population in the United States (Table 1-3).
- Practicing urologists maintain their primary practice locations in nearly 37.8 percent of all U.S. counties (Table 1-4), up from 36.5 percent in 2016.
- The percentage of practicing urologists in the United States who maintain their primary practice locations outside of metropolitan areas increased to 10.7 in 2017 (Table 1-5), up from 10.1 in 2016 and 9.3 in 2015. The likelihood of practicing urologists maintaining their primary practice locations in non-metropolitan areas increases with the age of the urologist (Figure 1-5).

TABLE 1-1

Practice Status

Type of Urologist	Number of Practicing Urologists	Percent (%)
Practicing Urologists	12,517	100.0
Active Practicing Urologists	10,012*	80.0

(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory; 2017 AUA Annual Census. *Active practicing urologists are defined as those who work 25 or more clinical hours per week.)

TABLE 1-2

Urologist-to-Population Ratio by State of Primary Practice Location (Ranked from High to Low)

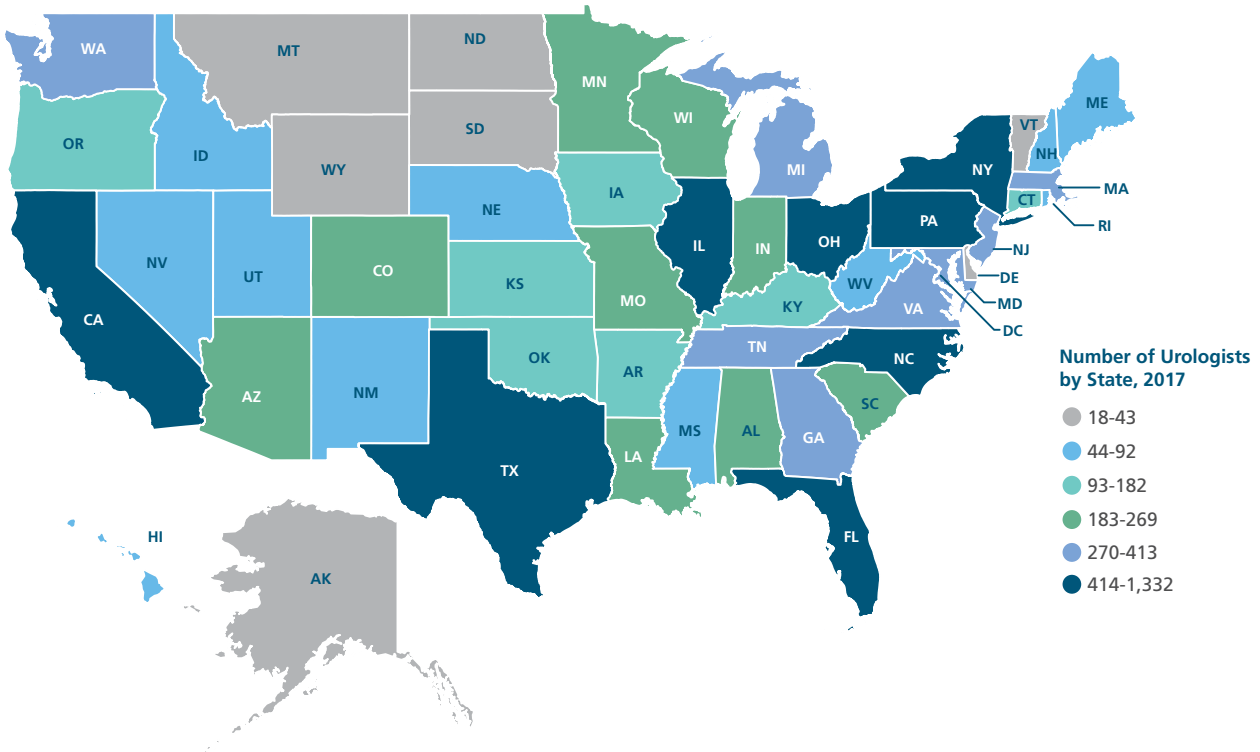
State	Number of Practicing Urologists*	Urologist-to-Population Ratio^	Relative Position
U.S. (50 States & DC)	**12,517**	**3.85**	**National Average**
New Hampshire	71	5.30	High
New York	976	4.94	
Massachusetts	334	4.88	
Vermont	30	4.81	
Connecticut	167	4.68	
Pennsylvania	595	4.66	
Louisiana	216	4.60	
New Jersey	403	4.50	
Maryland	271	4.49	
West Virginia	81	4.45	
Hawaii	63	4.40	Medium High
Tennessee	294	4.38	
Rhode Island	46	4.35	
South Dakota	37	4.24	
Ohio	480	4.13	
Florida	864	4.12	
Oregon	170	4.08	
North Carolina	417	4.06	
Michigan	400	4.02	
Wisconsin	229	3.96	
Maine	52	3.90	Medium
South Carolina	195	3.88	
Illinois	495	3.88	
Washington	284	3.83	
Minnesota	211	3.80	
Alabama	183	3.76	
Virginia	315	3.73	
Indiana	247	3.71	
Missouri	226	3.70	
Kentucky	163	3.66	

State	Number of Practicing Urologists*	Urologist-to-Population Ratio^	Relative Position
Delaware	35	3.65	Medium Low
Colorado	203	3.60	
Kansas	104	3.58	
Arizona	249	3.53	
Montana	36	3.42	
California	1,332	3.37	
Alaska	25	3.35	
Nebraska	62	3.23	
Oklahoma	127	3.22	
Georgia	332	3.19	
Arkansas	95	3.17	Low
New Mexico	65	3.12	
Wyoming	18	3.08	
Mississippi	92	3.08	
Iowa	96	3.05	
Texas	839	2.97	
Idaho	49	2.86	
North Dakota	21	2.77	
Utah	83	2.67	
Nevada	72	2.40	

(Data source: NPI 9/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)
*In reporting results from the 2017 AUA Census, states with fewer than 50 reported urologists were manually checked against these urologists' web sites.
^Urologist-to-population ratio is per 100,000 population.

FIGURE 1-1

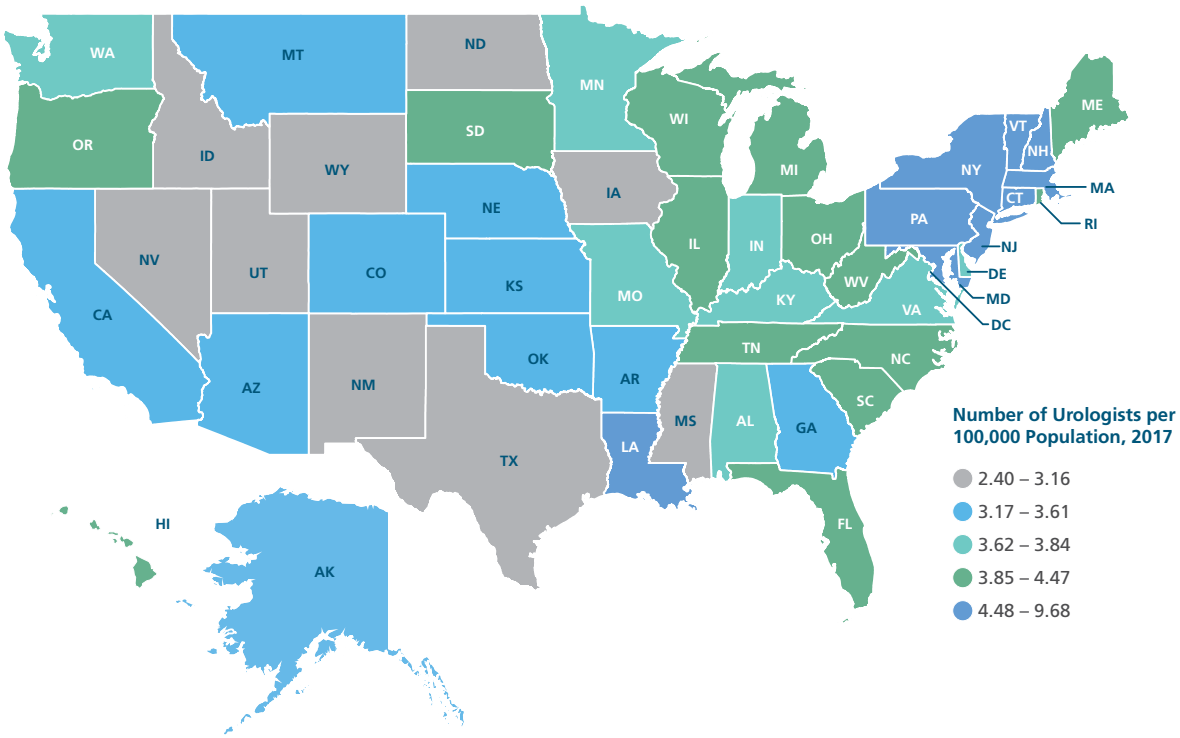
Number of Practicing Urologists by State of Primary Practice Location



(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)

FIGURE 1-2

Practicing Urologist-to-Population Ratio by State of Primary Practice Location



(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)

TABLE 1-3

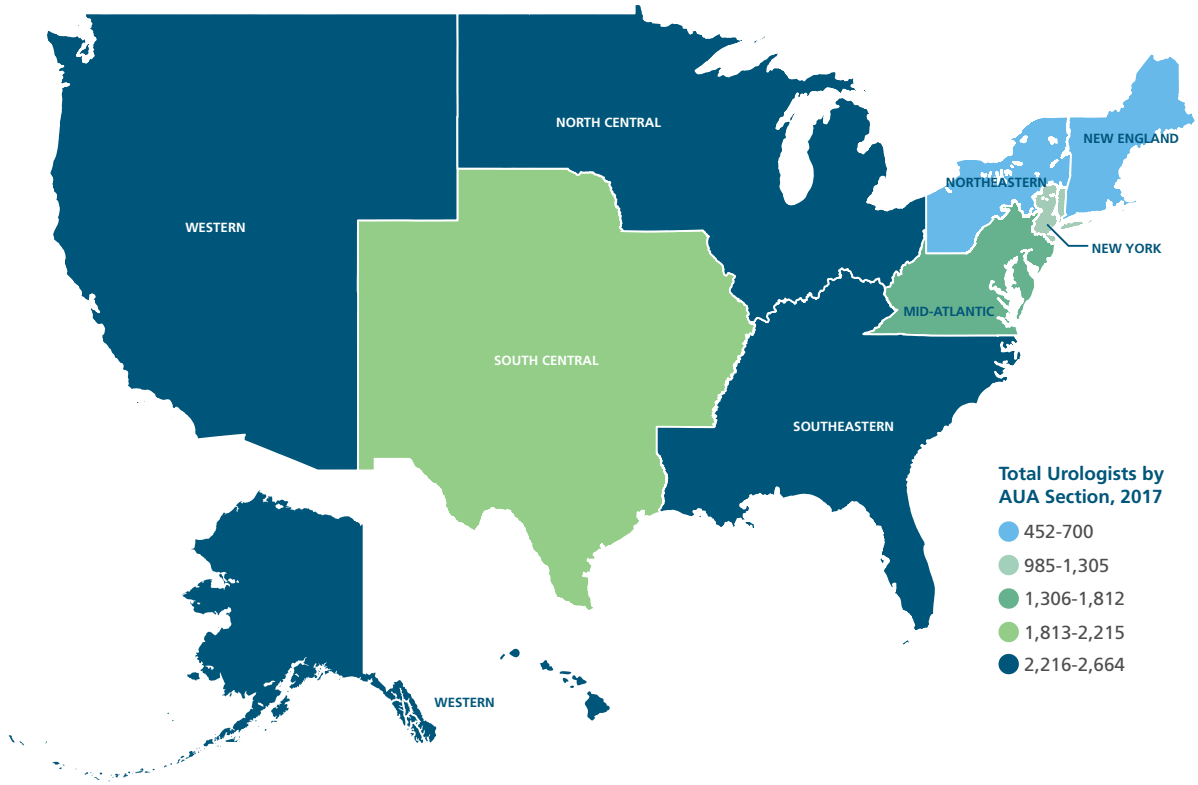
AUA Section (United States Only*)

AUA Section	Number of Practicing Urologists	Percent (%)
Southeastern	2,664	21.3
Western	2,381	19
North Central	2,216	17.7
South Central	1,813	14.5
Mid-Atlantic	1,306	10.4
New York	985	7.9
New England	700	5.6
Northeastern	452	3.6
Total	**12,517**	**100.0**

(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)
*Some AUA Sections have non-U.S. members who were not included in this report due to lack of urologist population files in those countries.

FIGURE 1-3

Practicing Urologists by AUA Section (United States Only)



(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)

TABLE 1-4

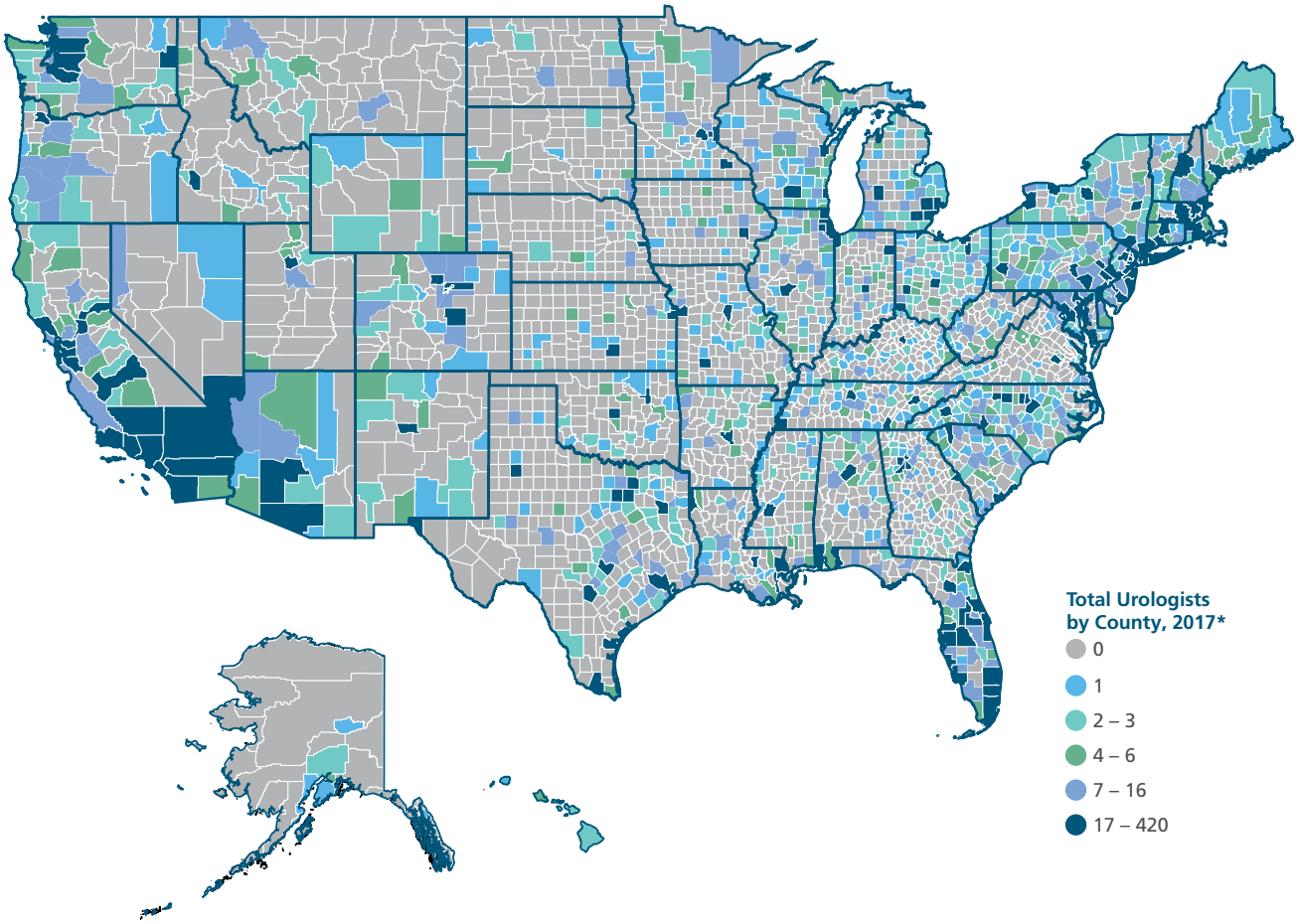
County of Primary Practice Location

Urologist Supply	Number of Counties	Percent (%)
Counties with 0 Urologists	1,956*	62.2
Counties with at least 1 Urologist	1,188	37.8
Counties with 1 Urologist	307	9.8
Counties with 2-3 Urologists	297	9.4
Counties with 4-8 Urologists	275	8.7
Counties with 9 or more Urologists	309	9.8
Total	**3,144**	**100.0**

(Data source: NPI 09/2017 file. *Based on the U.S. Census 2013 population estimates, these 1,956 counties represent a population of 47,300,238 Americans.)

FIGURE 1-4

Number of Practicing Urologists at County Level Based on Primary Practice Location



(Data source: NPI 09/2017 file.) *Population based figures will be continually updated.

TABLE 1-5

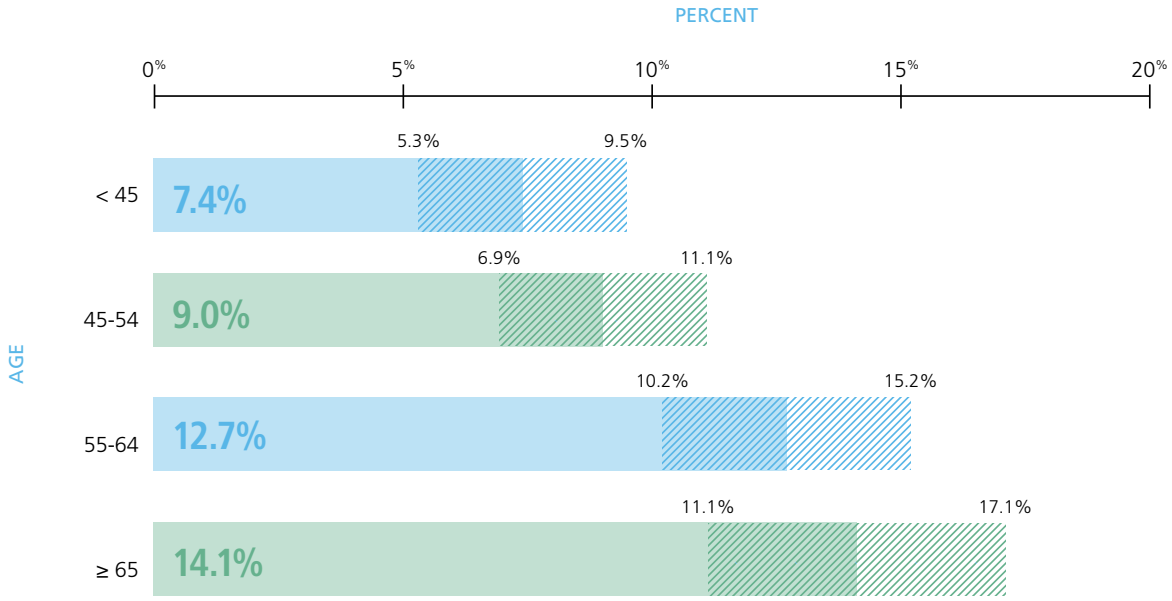
Level of Rurality of Primary Practice Location

Rurality Level	Number of Practicing Urologists	Percent (%)
Metropolitan	11,177	89.3
Non-Metropolitan	1,340	10.7
Micropolitan	1,065	8.5
Rural	58	0.5
Small Town	217	1.7
Total	**12,517**	**100.0**

(Data source: NPI 09/2017 file, Rural Urban Commuting Area Codes Data from RUCA3.10)

FIGURE 1-5

Percent of Practicing Urologists Whose Primary Practice Locations are Outside Metropolitan Areas (by Age)*



(Data source: NPI 09/2017 file, weighted samples from the 2017 AUA Annual Census and Rural Urban Commuting Area Codes Data from RUCA3.10.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

Section 2: Demographic Characteristics

Primary Observations

- The median age of practicing urologists in the United States is 55 years (Table 2-1).
- The urologic workforce in the United States is predominantly male (Table 2-2).
- The percentage of female urologists increased to 8.8 percent of the U.S. urologist population in 2017, up from 8.5 percent a year ago. And for the first time, the rising number of women surpassed 20 percent of all practicing urologists under the age of 45 in 2017 (Figure 2-1).
- Among practicing urologists, there are higher percentages of females observed in the younger age groups (Figure 2-1). These data suggest an increasing number of females are entering the urologist workforce in the United States.
- The urologist workforce in the United States is predominantly non-Hispanic (Table 2-3 and Table 2-4).

TABLE 2-1

Age

	Population Represented		
Age Group (Year)	Number	Percent (%)	± MOE (%)
≤ 34	505	4.0	0.8
35 - 44	2,744	21.9	1.2
45 - 54	2,760	22.0	1.2
55 - 64	2,892	23.1	1.2
≥ 65	3,616	28.9	1.0
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median age is 55.)

TABLE 2-2

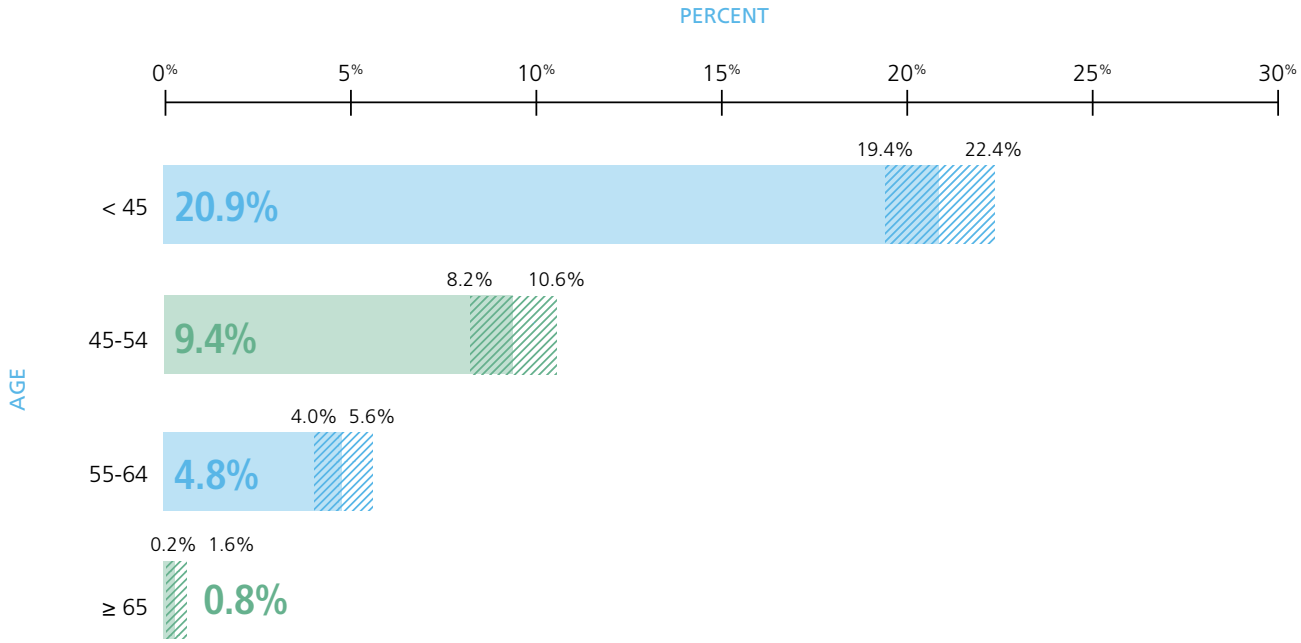
Gender

Gender	Number of Practicing Urologists	Percent (%)
Male	11,411	91.2
Female	1,106	8.8
Total	**12,517**	**100.0**

(Data source: NPI 09/2017 file.)

FIGURE 2-1

Percent of Female Practicing Urologists (by Age)*



(Data source: NPI 09/2017 file and weighted samples from the 2017 AUA Annual Census.)
*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 2-3

Ethnicity

	Population Represented		
	Number	Percent (%)	± MOE (%)
Hispanic	517	4.2	0.8
Non-Hispanic	11,699	95.8	0.8
Total Reported	**12,216**	**100.0**	
Not Reported	301		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 2-4

Race

Race	Population Represented		
	Number	Percent (%)	± MOE (%)
White	9,948	84.2	1.5
Asian	1,466	12.4	1.3
African American/ Black	255	2.2	0.5
Other Races (Including Multiple Races)	142	1.2	0.5
Total Reported	**11,810**	**100.0**	
Not Reported	706		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 2-5

Country of Origin

Country of Origin	Population Represented		
	Number	Percent (%)	± MOE (%)
North and South America	10,698	85.5	1.5
United States	10,173	81.3	1.6
Canada	199	1.6	0.5
Rest of Countries	326	2.6	0.7
Asia	1,297	10.4	1.3
India	577	4.6	1.0
Rest of Countries	720	5.8	1.0
Europe	314	2.5	0.7
Africa	207	1.7	0.7
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Section 3: Education, Training, State Licensing, Certification, and Years of Practice

Primary Observations

- Nearly 38 percent of urologists have completed at least one fellowship program during their career (Table 3-2). Practicing urologists in younger age groups are more likely to have completed fellowship training than practicing urologists in older age groups, and women ages 45 or older are more likely to have completed fellowship training than their male counterparts (Figure 3-1).
- The top three areas for fellowship of practicing urologists are: Oncology, Robotic Surgery and Pediatrics (Table 3-3).
- Approximately 19 percent of practicing urologists in the United States maintain medical licensure in more than one state (Table 3-5).
- Nearly 89 percent of practicing urologists in the United States are certified by the ABU, the AOBS or both (Table 3-6).
- Practicing urologists in the United States have practiced urology for a median of 22 years since completing residency, while 31.1 percent of practicing urologists have more than 30 years of experience (Table 3-7).

TABLE 3-1

Age at Completion of Residency

Age at Completion of Residency	Population Represented		
	Number	Percent (%)	± MOE (%)
≤ 30	1,121	9.0	1.2
31	2,099	16.8	1.5
32	3,478	27.8	1.8
33	2,432	19.4	1.6
34	1,287	10.3	1.3
35	786	6.3	1.0
≥ 36	1,313	10.5	1.2
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median age at completion of residency is 32.)

TABLE 3-2

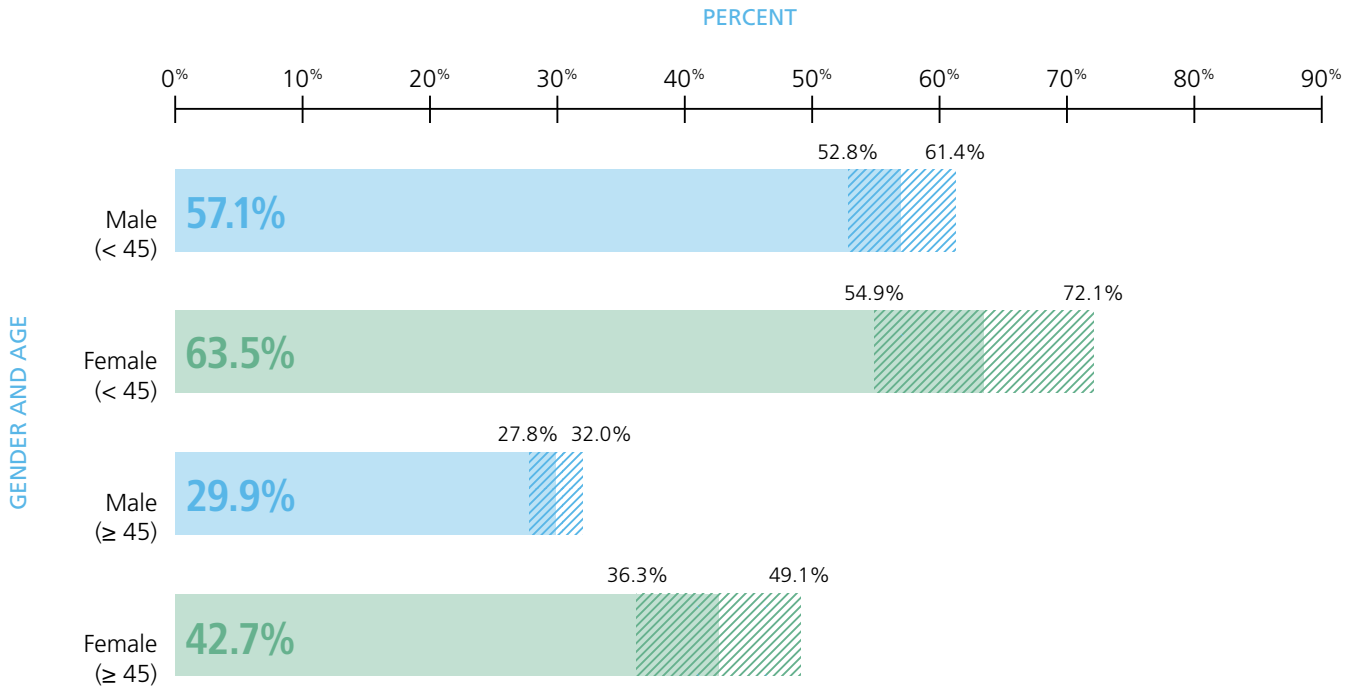
Completion of Fellowship Experience

Fellowship Experience	Population Represented		
	Number	Percent (%)	± MOE (%)
No Fellowship	7,789	62.2	1.8
Fellowship Trained	4,728	37.8	1.8
One	3,448	27.5	1.8
Two or More	1,279	10.2	1.2
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. Fellowship experience was reported on programs with a duration of one year or longer.)

FIGURE 3-1

Percent of Practicing Urologists with Completed Fellowship Experience (by Gender and Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census. Fellowship experience was reported on programs with a duration of one year or longer.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 3-3

Fellowship Area

Area of Fellowship	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Oncology	1,510	12.1	1.3
Robotic Surgery	865	6.9	1.0
Pediatrics	782	6.3	1.0
Endourology/Stone Disease	720	5.8	0.8
Female Pelvic Medicine and Reconstructive Surgery	617	4.9	0.7
Research	447	3.6	0.7
Male Genitourinary Reconstruction	367	2.9	0.7
Male Infertility	324	2.6	0.7
Erectile Dysfunction	300	2.4	0.7
Renal Transplantation	224	1.8	0.7

(Data source: Weighted samples from the 2017 AUA Annual Census. Fellowship experience was reported on programs with a duration of one year or longer. This is a multiple selection question, so the total number of counts may differ from the total number of practicing urologists.)

TABLE 3-4

Age at Completion of Most Recent Fellowship

Age at Completion of Most Recent Fellowship	Population Represented		
	Number	Percent (%)	± MOE (%)
≤ 32	970	20.5	2.6
33	841	17.8	2.3
34	956	20.2	2.5
35	640	13.5	2.1
≥ 36	1,321	27.9	3.0
Fellowship Trained	**4,728**	**100.0**	
Not Fellowship Trained	7,789		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census. Fellowship experience was reported on programs with a duration of one year or longer. The median age is 34.)

TABLE 3-5

Number of State Medical Licenses

	Population Represented	
Number of Licenses	Number	Percent (%)
Total Reported	**12,507**	**100.0**
1	10,192	81.5
2	1,919	15.3
3	331	2.6
4	65	0.5
Not Reported	10	
Total	**12,517**	

(Data source: NPI 09/2017 file.)

TABLE 3-6

Certification Status

	Population Represented	
Certification Status	Number	Percent (%)
Not Certified	1,731	13.8
Certified	10,786	86.2
By ABU	10,578	
By AOBS	220	
By ABU or AOBS	10,786	
By Both ABU and AOBS	12	
Total	**12,517**	**100.0**

(Data source: NPI 09/2017 file, ABU certification records from the ABMS Directory of Board Certified Medical Specialists, AOA DO Directory.)

TABLE 3-7

Total Number of Years of Practicing Urology since Completion of Residency

Total Number of Years of Practicing Urology since Completion of Residency	Population Represented		
	Number	Percent (%)	+/- MOE (%)
1-5	1,953	15.6	1.1
6-10	1,314	10.5	0.9
11-15	1,305	10.4	0.8
16 - 20	1,325	10.6	0.7
21 - 25	1,375	11.0	**0.8**
26 - 30	1,357	10.8	0.8
≥ 31	3,888	31.1	1.0
Total Reported	**12,517**	**100.0**	**1.1**

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of years practicing urology since completion of residency is 22.)

Section 4: Characteristics of the Urology Practice

Primary Observations

- Nearly 60 percent of practicing urologists in the United States are in private practice (including solo, single urology, or multispecialty groups) (Table 4-2). Male urologists ages 45 or older are more likely to choose private practice than those who are under 45 (Figure 4-2).
- Female practicing urologists are more likely to work in academic medical centers than their male counterparts (34.4 percent and 24.3 percent, respectively) (Table 4-3).
- Nearly 40 percent of practicing urologists in the United States have a primary subspecialty (Table 4-6); oncology is the most common area (Table 4-7).
- Nearly 80 percent of practicing urologists in the United States reported performing one or more major inpatient surgical procedure in a typical month (Table 4-8). The percentage of practicing urologists who perform inpatient surgical procedures decreases with age (Table 4-9).
- Female practicing urologists are more likely to be employed by others compared to their male counterparts in both younger and older age groups (Figure 4-5).

TABLE 4-1

Number of Urologists per Practice

	Population Represented		
Number of Urologists	Number	Percent (%)	± MOE (%)
1	1,944	15.5	1.5
2	1,224	9.8	1.2
3	1,111	8.9	1.2
4	1,141	9.1	1.2
5 - 9	2,921	23.3	1.6
10 - 15	1,815	14.5	1.5
≥ 16	2,362	18.9	1.5
Total Reported	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of urologists per practice in the United States is 5.)

TABLE 4-2

Work Setting

Work Setting	Population Represented		
	Number	Percent (%)	± MOE (%)
Private Practices	**7,453**	**59.5**	**2.0**
Solo Practice	1,204	9.6	1.2
Single Urology Group	4,244	33.9	1.8
Multispecialty Group	2,004	16.0	1.3
Institutional Settings	**4,947**	**39.5**	**2.0**
Academic Medical Center	3,157	25.2	1.6
Public or Private Hospital	1,416	11.3	1.3
Private Hospital	567	4.5	0.8
Veteran Affairs (VA)	459	3.7	0.8
Non-VA Military Hospital	109	0.9	0.5
Other Public Hospital	280	2.2	0.7
Community Health Center/HMO/Managed Care Organization	336	2.7	0.7
Other Settings	**117**	**0.9**	**0.5**
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. Sums from numbers and percentages may contrast with calculated totals due to intrinsic rounding errors.)

TABLE 4-3

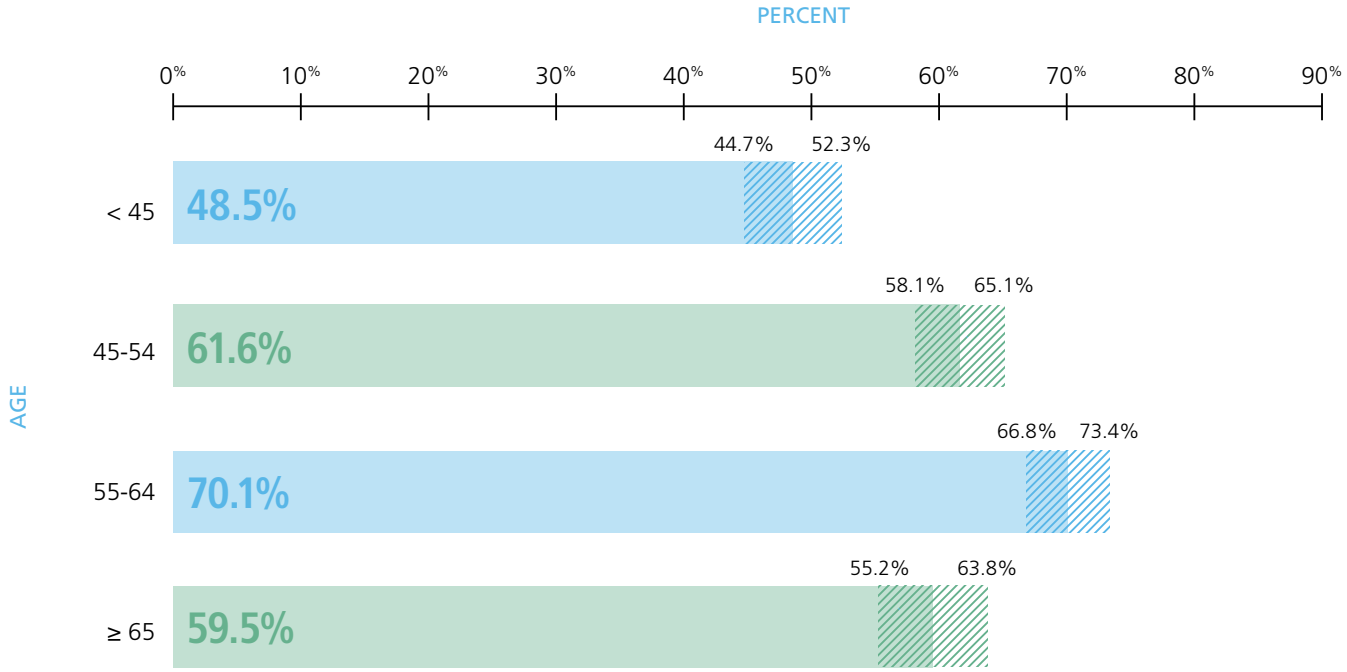
Work Setting by Gender

Work Setting	Male			Female		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Academic Medical Center	2,776	24.3	1.8	381	34.4	5.6
Multispecialty Group	1,814	15.9	1.4	190	17.2	4.7
Single Urology Group	3,954	34.7	1.9	290	26.2	4.6
Others	2,866	25.1	1.8	245	22.2	5.1
Total	**11,410**	**100.0**		**1,106**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. Sums from numbers and percentages may contrast with calculated totals due to intrinsic rounding errors.)

FIGURE 4-1

Percent of Practicing Urologists in Private Practice (by Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 4-4

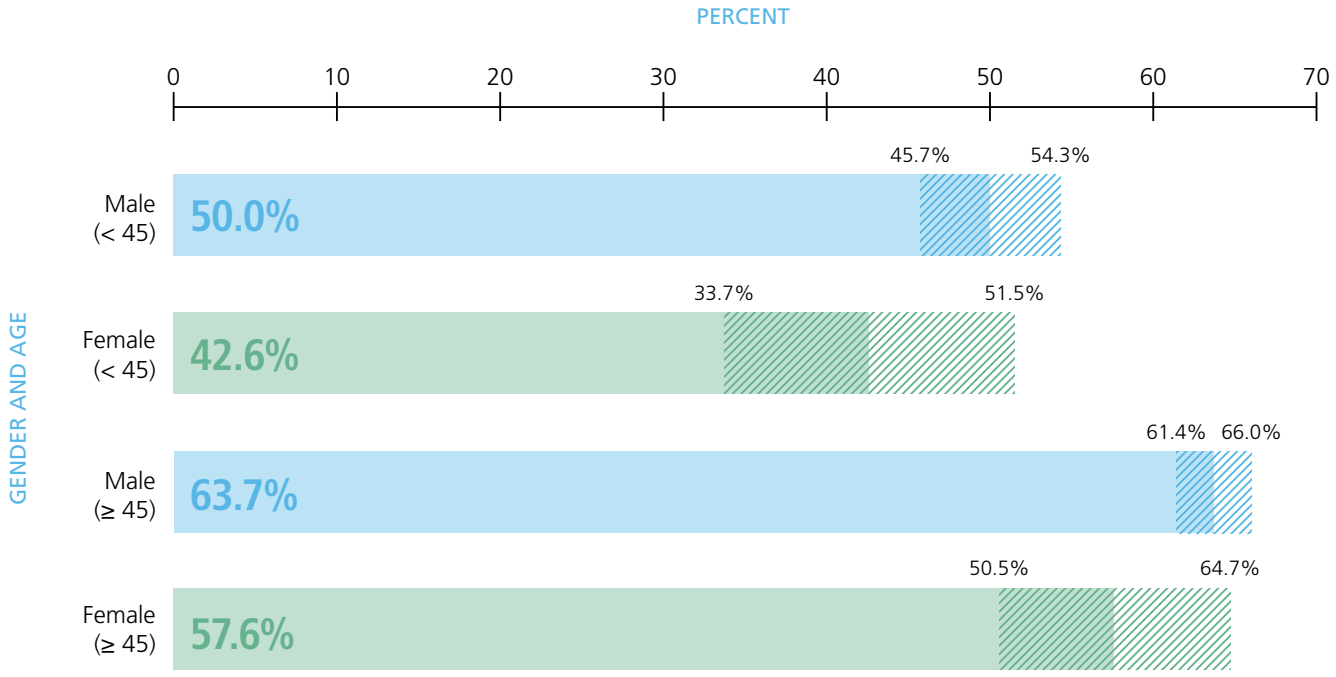
Number of Practicing Urologists by Work Setting

Number of Practicing Urologists	Population Represented		
	Number	Percent (%)	± MOE (%)
Institutional Settings (Academic, Hospitals and Health Care Systems)			
1	381	7.7	1.8
2-5	1,426	28.8	2.9
6-9	1,016	20.5	2.5
More than 9	2,124	42.9	3.2
Total	**4,947**	**100.0**	
Private Practices (Solo, Single-Specialty and Multispecialty)			
1	1,496	20.1	2.1
2-5	2,870	38.5	2.4
6-9	1,037	13.9	1.7
More than 9	2,050	27.5	2.2
Total	**7,453**	**100.0**	
Other Settings			
1	67	57.1	23.1
More than 1	50	42.9	23.1
Total	**117**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 4-2

Percent of Practicing Urologists in Private Practice (by Gender and Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 4-5

Number of Office Locations per Practice

Number of Office Locations	Population Represented		
	Number	Percent (%)	± MOE (%)
1	4,399	35.1	2.0
2	2,319	18.5	1.5
3	1,771	14.2	1.3
4	1,033	8.3	1.2
≥ 5	2,995	23.9	1.5
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of office locations per practice is 2.)

TABLE 4-6

Primary Subspecialty

Primary Subspecialty	Population Represented		
	Number	Percent (%)	± MOE (%)
General Without Subspecialty	7,740	61.8	1.8
Oncology	1,460	11.7	1.3
Pediatrics	702	5.6	0.8
Endourology/Stone Disease	538	4.3	0.8
Female Pelvic Medicine and Reconstruction	677	5.4	0.8
Erectile Dysfunction	220	1.8	0.7
Male Infertility	245	2.0	0.5
Renal Transplantation/Laparoscopic Surgery	122	1.0	0.3
Male Genitourinary Reconstruction	313	2.5	0.7
Robotic Surgery	501	4.0	0.7
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 4-7

Any Subspecialty

Area of Practice	Population Represented		
	Number	Percent (%)	± MOE (%)
Oncology	7,751	61.9	1.8
Endourology/Stone Disease	7,707	61.6	2.0
Erectile Dysfunction	6,680	53.4	2.0
Robotic Surgery	4,117	32.9	1.6
Laparoscopic Surgery	4,023	32.1	1.6
Female Pelvic Medicine and Reconstructive Surgery	3,986	31.8	1.8
Male Infertility	3,260	26.0	1.8
Pediatrics	2,367	18.9	1.5
Male Genitourinary Reconstruction	2,275	18.2	1.5

(Data source: Weighted samples from the 2017 AUA Annual Census. This is a multiple selection question so the total number of counts may be more than the total number of practicing urologists.)

TABLE 4-8

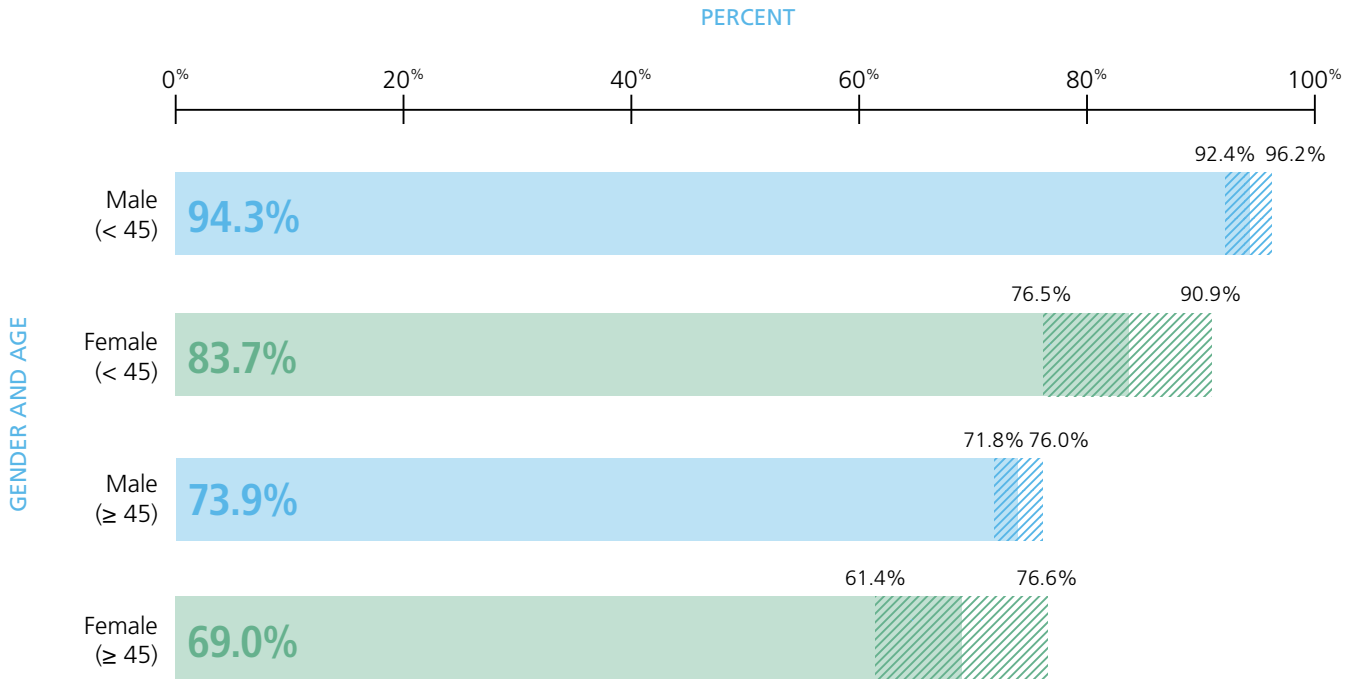
Number of Major Inpatient Operative Procedures Performed in a Typical Month

Number of Procedures per Month	Population Represented		
	Number	Percent (%)	+/- MOE (%)
None	2,698	21.6	1.6
At Least One	9,818	78.4	1.6
1 - 4	3,145	25.1	1.6
5 - 9	2,925	23.4	1.6
≥ 10	3,749	30.0	1.8
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 4-3

Percent of Practicing Urologists Who Reported Performing Inpatient Procedures (by Gender and Age*)



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 4-9

Performing Inpatient Procedures (by Age)

Age	Population Represented		
	Number	Percent (%)	+/- MOE (%)
All Ages	9,818	78.4	1.6
< 45	2,993	92.1	2.2
45 – 54	2,413	87.4	2.3
55 - 64	2,387	82.5	2.6
65 - 74	1,591	66.7	4.9
≥ 75	434	35.3	8.2

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 4-10

Other Professional Roles

Other Roles	Population Represented		
	Number	Percent (%)	± MOE (%)
Educator	1,197	9.6	1.2
Researcher	936	7.5	1.0
Administrator/Medical Officer/ Practice Manager	442	3.5	0.7

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 4-11

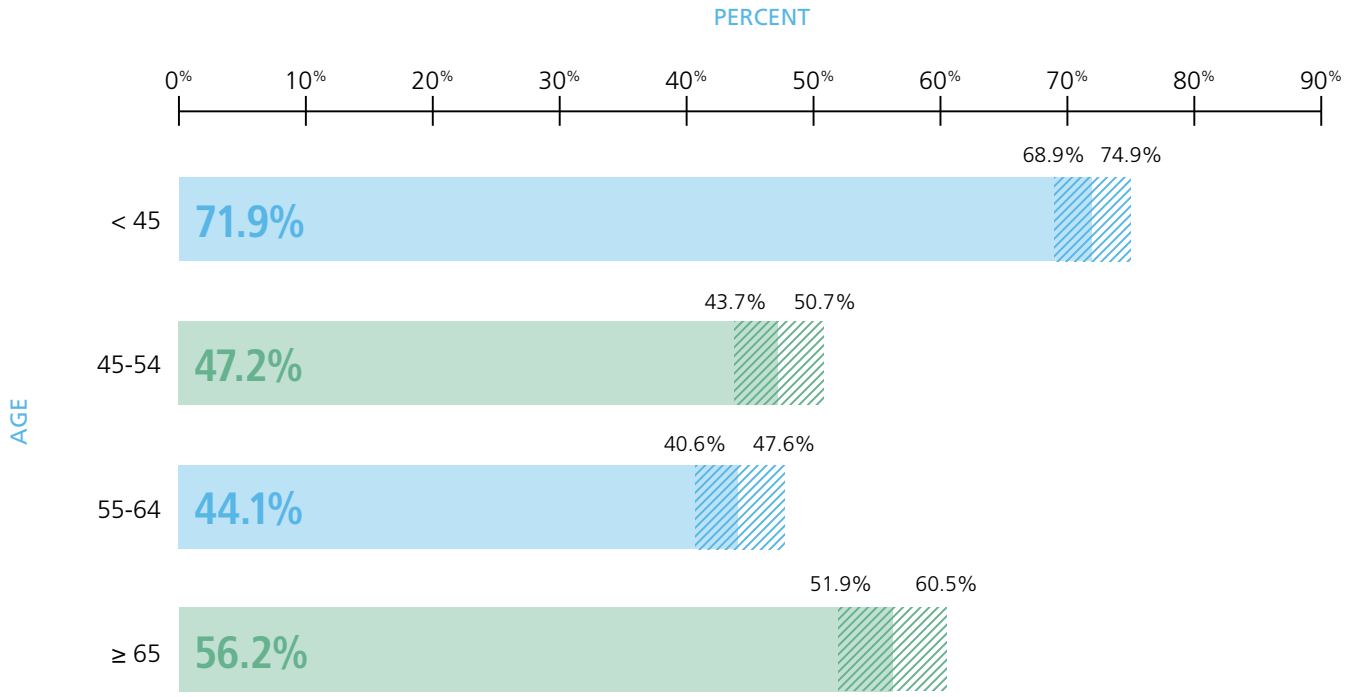
Employment Status

Employment Status	Population Represented		
	Number	Percent (%)	± MOE (%)
I am the sole owner of my practice	1,283	10.2	1.3
I am a partner in my practice	3,980	31.8	1.6
I am employed by others	6,944	55.5	1.8
A combination of the above	310	2.5	0.7
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 4-4

Percent of Employed Practicing Urologists (by Age)*

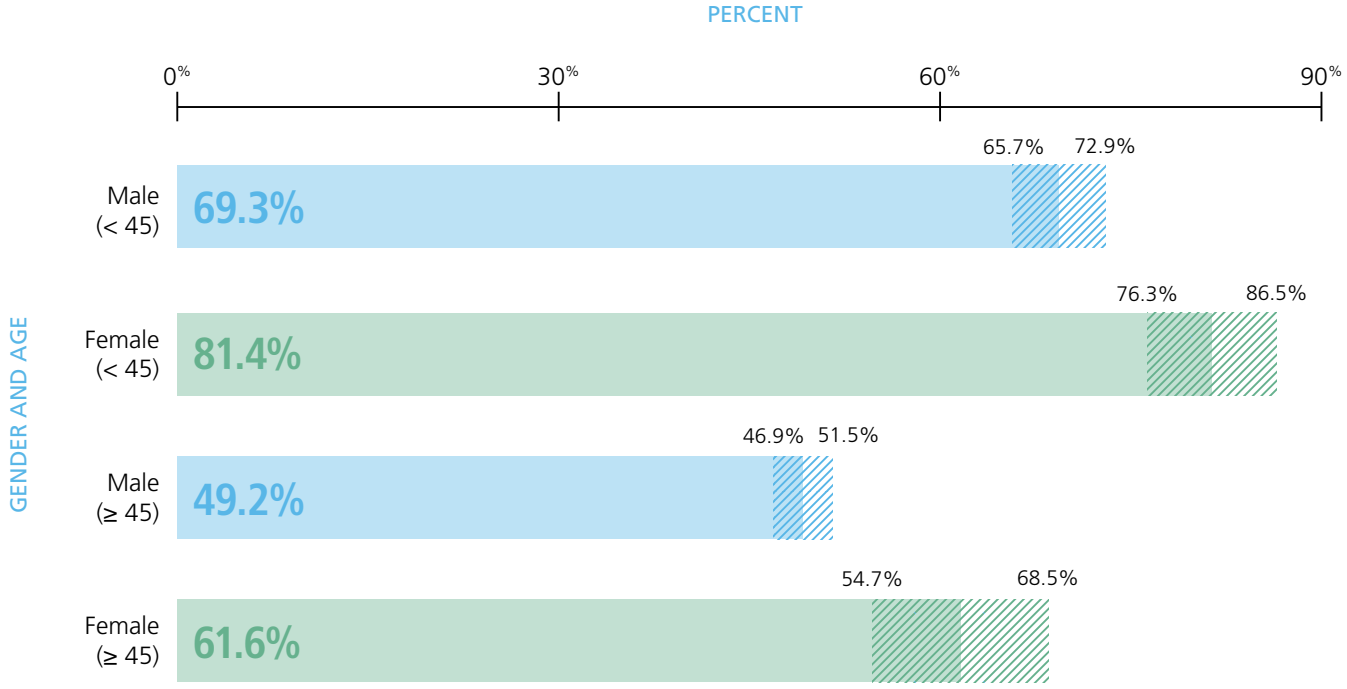


(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

FIGURE 4-5

Percent of Employed Practicing Urologists (by Gender and Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

Section 5: Work Hours, Patient Encounters, and Practice Patterns

Primary Observations

- Approximately one-third of urologists work more than 60 hours per week (Table 5-1).
- The median number of minutes a practicing urologist spends with a patient in a typical office visit is 15 minutes (Table 5-3).
- In 2017, the average number of worked hours per week decreased to 51.6 hours (Table 5-5), compared to 55.5 hours in 2016.
- In 2017, the median number of clinical hours directly related to patient care per week decreased to 45 hours from 50 hours in 2016.
- Practicing urologists work a median 48 weeks per year (Table 5-9) and see 70 patients in a typical week, suggesting an estimated 3,360 patient visits/ encounters per urologist each year.
- Nearly 30 percent of practicing urologists in the United States plan to fully retire after age 70 (Table 5-10).

TABLE 5-1

Total Number of Work Hours in a Typical Week

	Population Represented		
Hours per Week	Number	Percent (%)	± MOE (%)
≤ 35	2,645	21.1	1.6
36 - 40	645	5.2	1.0
41 - 45	870	7.0	1.0
46 - 50	1,202	9.6	1.2
51 - 55	1,401	11.2	1.2
56 - 60	1,789	14.3	1.3
≥ 61	3,964	31.7	1.8
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. This table is based on a derived question summing work hours from both clinical work and non-clinical work. The median number of work hours per week is 55.)

TABLE 5-2

Number of Clinical Hours Directly Related to Patient Care in a Typical Week

Number of Clinical Hours per Week	Population Represented		
	Number	Percent (%)	± MOE (%)
< 25	2,504	20.0	1.6
≥ 25	10,012	80.0	1.6
25 - 30	913	7.3	1.2
31 - 35	650	5.2	1.0
36 - 40	1,533	12.3	1.3
41 - 45	813	6.5	1.0
46 - 50	2,019	16.1	1.3
51 - 55	619	4.9	0.8
56 - 60	1,959	15.6	1.3
≥ 61	1,506	12.0	1.2
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of clinical hours directly related to patient care per week is 45.)

TABLE 5-3

Number of Minutes Spent with a Patient in a Typical Office Visit

	Population Represented		
Number of Minutes	Number	Percent (%)	± MOE (%)
≤ 10	3,451	27.6	1.6
11-14	711	5.7	0.8
15 - 19	4,933	39.4	2.0
≥ 20	3,421	27.3	1.8
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of minutes spent with a patient during a typical office visit is 15.)

TABLE 5-4

Number of Non-Clinical (Administration, Teaching, Research, etc.) Hours in a Typical Week

Number of Non-Clinical Hours per Week	Population Represented		
	Number	Percent (%)	± MOE (%)
≤ 1	2,052	16.4	1.5
2-5	4,670	37.3	2.0
6-10	3,047	24.3	1.6
11-15	1,010	8.1	1.2
16 - 20	969	7.7	1.2
≥ 21	768	6.1	1.0
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of non-clinical hours per week is 5.)

TABLE 5-5

Median/Mean Work Hours per Week (by Gender)

Median/Mean Hours per Week	Population Represented		Total
	Men	Women	
Clinical Hours	45/43.4	40/40.6	45/43.2
Non-Clinical Hours	5/8.4	5/8.5	5/8.4
Total Work Hours	**55/51.9^**	**50/49.1**	**55/51.6**

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of hours per week for male and female, combined, is 56. ^The totals are subject to rounding errors)

TABLE 5-6

Number of Patient Visits/Encounters in a Typical Week

Patient Visits/ Encounters	Population Represented		
	Number	Percent (%)	± MOE (%)
≤ 50	4,009	32.0	1.8
51 - 75	3,032	24.2	1.6
76 - 100	3,546	28.3	1.6
101 - 125	1,096	8.8	1.0
≥ 126	833	6.7	0.8
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of patient visits/encounters per week is 70.)

TABLE 5-7

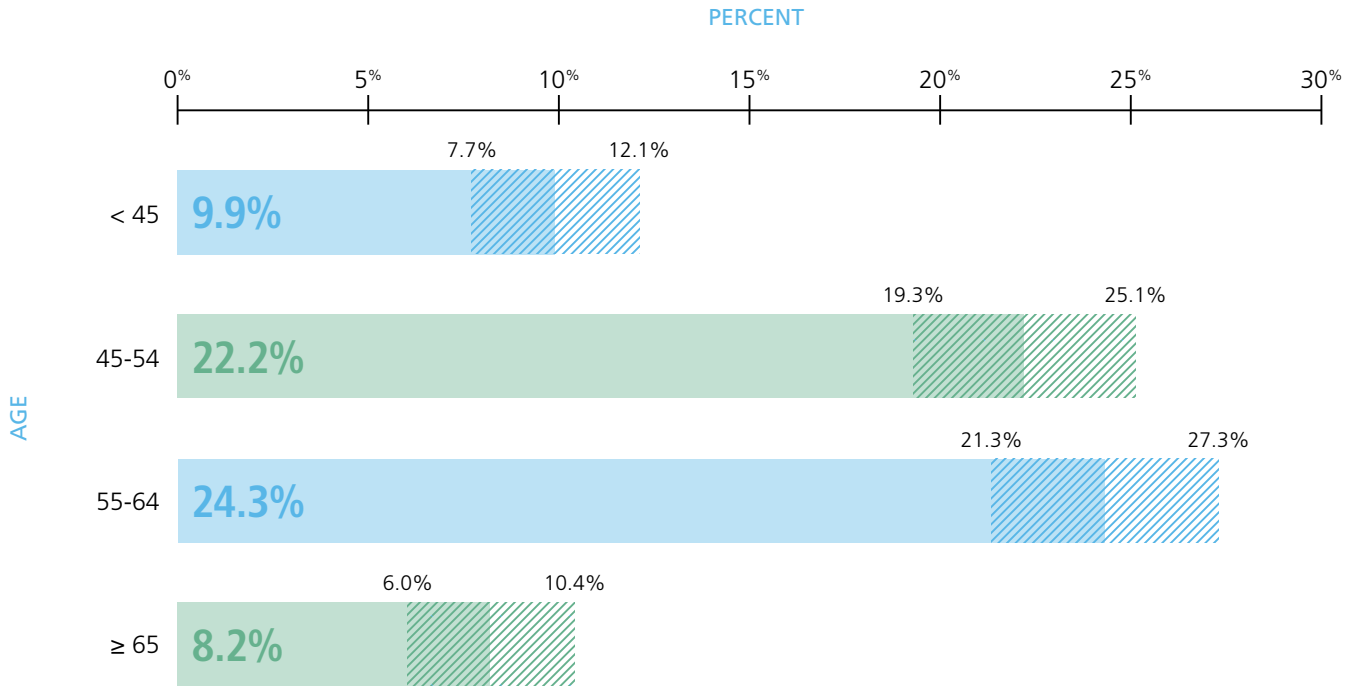
Number of Patient Visits/Encounters in a Typical Week (by Gender)

Patient Visits/ Encounters	Male Urologists		Female Urologists	
	Percent (%)	± MOE (%)	Percent (%)	± MOE (%)
≤ 50	31.8	2.0	34.0	5.6
51 – 75	23.4	1.8	32.4	5.4
76 – 100	28.7	1.8	24.6	4.9
≥ 101	16.0	1.3	9.1	3.3
Total	**100.0**		**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 5-1

Percent of Practicing Urologists with More Than 100 Patient Visits/Encounters in a Typical Week (by Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)
*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 5-8

Percent of Female Patient Visits/Encounters

	Population Represented		
Percent	Number	Percent (%)	+/- MOE (%)
≤ 25	4,576	36.6	1.8
26-50	6,819	54.5	2.0
51-75	597	4.8	0.8
>75	525	4.2	0.7
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median percentage of patient visits/encounters by female patients is 33.)

TABLE 5-9

Number of Weeks of Vacation Leave in the Previous Year

Number of Weeks of Vacation Leave	Population Represented		
	Number	Percent (%)	± MOE (%)
≤ 2	2,390	19.1	1.6
3	2,508	20.0	1.5
4	3,149	25.2	1.6
5-6	2,953	23.6	1.6
≥ 7	1,517	12.1	1.3
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of vacation weeks is 4.)

TABLE 5-10

Age at Planned Full Retirement from Practice

Planned Retirement Age	Population Represented		
	Number	Percent (%)	± MOE (%)
< 60	590	4.7	0.8
60 - 65	4,455	35.6	1.5
66 - 70	3,777	30.2	1.6
71 - 75	2,068	16.5	1.5
>75	1,626	13.0	1.3
Total	**12,517**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median age at planned full retirement from practice is 68.)

TABLE 5-11

Age at Planned Full Retirement from Practice (by Current Age)

	Population Represented		
Retirement Age	**Number**	**Percent (%)**	**± MOE (%)**
Current Age: ≤ 44 — *Median planned full retirement age: 65*			
< 60	324	10.0	2.3
60 - 65	1,837	56.5	3.9
66 - 70	831	25.6	3.5
≥ 71	257	7.9	2.2
Total	**3,249**	**100.0**	
Current Age: 45-54 — *Median planned full retirement age: 65*			
<60	232	8.4	2.0
60-65	1,516	54.9	3.5
66-70	736	26.7	3.1
≥ 71	276	10.0	2.2
Total	**2,760**	**100.0**	
Current Age: 55-64 — *Median planned full retirement age: 67*			
<60	28	1.0	0.6
60-65	1,053	36.4	3.2
66-70	1,316	45.5	3.4
≥ 71	496	17.1	2.9
Total	**2,892**	**100.0**	
Current Age: ≥ 65 — *Median planned full retirement age: 75*			
≤ 70	950	26.3	3.1
≥ 71	2,666	73.7	3.1
Total	**3,616**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 5-12

Use of Medical Scribes

Use of Medical Scribes among Urologists	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	1,141	9.2	1.3
No	11,242	90.8	1.3
Total Reported	**12,383**	**100.0**	
Not Reported	133		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 5-13

Does Your Practice Allow Sales Representatives into the Office?

Permissibility of Sales Representatives in Office	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	9,197	75.8	2.3
No	2,930	24.2	2.3
Total Reported	**12,127**	**100.0**	
Not Reported	389		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Section 6: Professional Satisfaction, Life and Work Balance, and Physical Discomfort

Primary Observations

- Approximately 93 percent of urologists would choose urology as their medical specialty if they had to choose again (Table 6-4).
- Female practicing urologists age 45 or older are less likely to feel their work schedules leave them enough time for personal and/or family life compared to both younger female practicing urologists and their male counterparts (Figure 6-1).
- Female practicing urologists under age 45 are more likely to have symptoms of work-related physical discomfort in the last 6 months (Figure 6-2).
- Adopting EHRs, fulfilling CMS mandates, and dealing with office staffing and complicated requirements are the three top factors contributing to urologists' job dissatisfaction (Tables 6-8, 6-9 and 6-10).
- Approximately 41 percent of urologists have experienced physical discomfort attributed to performing surgery (Table 6-12).

TABLE 6-1

Satisfaction with Profession

Profession	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Satisfied	8,733	70.3	2.1
Both Satisfied and Dissatisfied/Neutral	3,180	25.6	2.1
Dissatisfied	503	4.1	0.8
Total Reported	**12,417**	**100.0**	
Not Reported	99		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-2

Satisfaction with Work Autonomy

Work Autonomy	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	10,069	83.2	1.8
No	2,034	16.8	1.8
Total Reported	**12,103**	**100.0**	
Not Reported	413		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-3

Choice of Medicine as a Career Again

Medicine	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	9,379	84.5	1.8
No	1,727	15.5	1.8
Total Reported	**11,106**	**100.0**	
Not Reported	1,410		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-4

Choice of Urology as Medical Specialty Again

Urology	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	10,802	93.4%	1.2%
No	762	6.6%	1.2%
Total Reported	**11,564**	**100.0**	
Not Reported	952		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-5

Work Schedule Leave You Enough Time for Your Personal and/or Family Life?

Enough Time for Personal and/or Family Life	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	8,308	67.3	2.1
No	4,042	32.7	2.1
Total Reported	**12,350**	**100.0**	
Not Reported	166		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-6

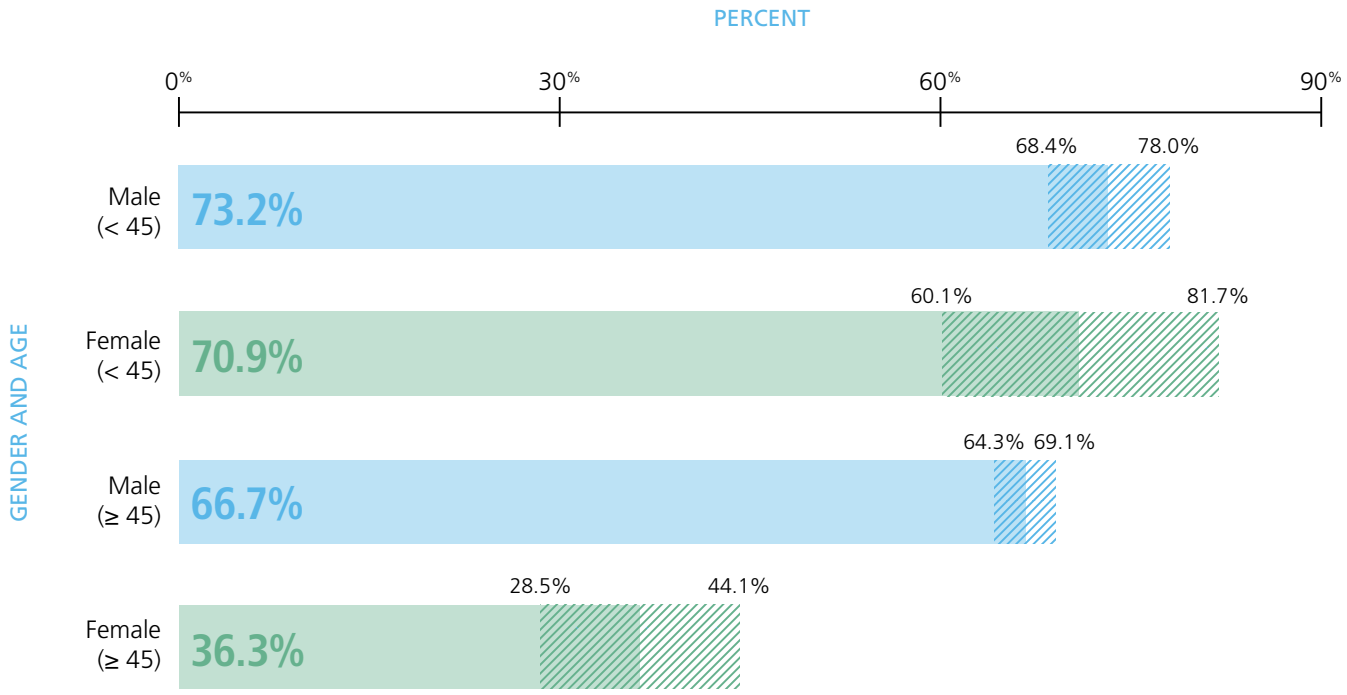
Work Schedule Leave You Enough Time for Personal and/or Family Life (by Gender)?

Work and Life Balance	Male Urologists			Female Urologists		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Yes	7,689	68.2	2.1	619	57.6	8.1
No	3,587	31.8	2.1	455	42.4	8.1
Total Reported	**11,276**	**100.0**		**1,074**	**100.0**	
Not Reported	134			32		
Total	**11,410**			**1,106**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 6-1

Work Schedule Can Leave Enough Time for Personal and/or Family Life (by Gender and Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 6-7

Employment Status for Better Work/Life Balance

Better Work/ Life Balance	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Being a Practice Owner or Partner	2,442	58.5	3.2	1,075	21.7	3.5
Being an Employee	1,735	41.5	3.2	3,884	78.3	3.5
Total Reported	**4,177**	**100.0**		**4,959**	**100.0**	
Not Reported	1,395			1,985		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-8

Primary Workplace Dissatisfaction

First Dissatisfied Area	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Electronic Medical Records	3,667	29.3	2.3
Decreasing Reimbursements	2,241	17.9	1.8
CMS Mandates	1,610	12.9	1.6
Not Enough Time for My Personal and Family Life	1,478	11.8	1.3
Office Staffing and Complicated Requirements	1,010	8.1	1.5
Too Many Patients to See	896	7.2	1.3
Others	967	7.7	1.4
None of the Above	648	5.2	1.3
Total	**12,516**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-9

Secondary Workplace Dissatisfaction

Second Dissatisfied Area	Population Represented		
	Number	Percent (%)	+/- MOE (%)
CMS Mandates	2,824	22.6	2.0
Decreasing Reimbursements	1,997	16.0	1.8
Electronic Medical Records	1,866	14.9	1.8
Office Staffing and Complicated Requirements	1,714	13.7	1.6
Not Enough Time for My Personal and Family Life	1,153	9.2	1.3
Too Many Patients to See	941	7.5	1.3
Others	1,102	8.8	1.5
None of the Above	919	7.3	1.5
Total	**12,516**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-10

Third Workplace Dissatisfaction

Third Dissatisfied Area	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Office Staffing and Complicated Requirements	2,023	16.2	1.8
Decreasing Reimbursements	1,767	14.1	1.6
CMS Mandates	1,661	13.3	1.6
Not Enough Time for My Personal and Family Life	1,443	11.5	1.5
Electronic Medical Records	1,314	10.5	1.5
Others	2,642	21.1	2.0
None of the Above	1,666	13.3	1.8
Total	**12,516**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 6-11

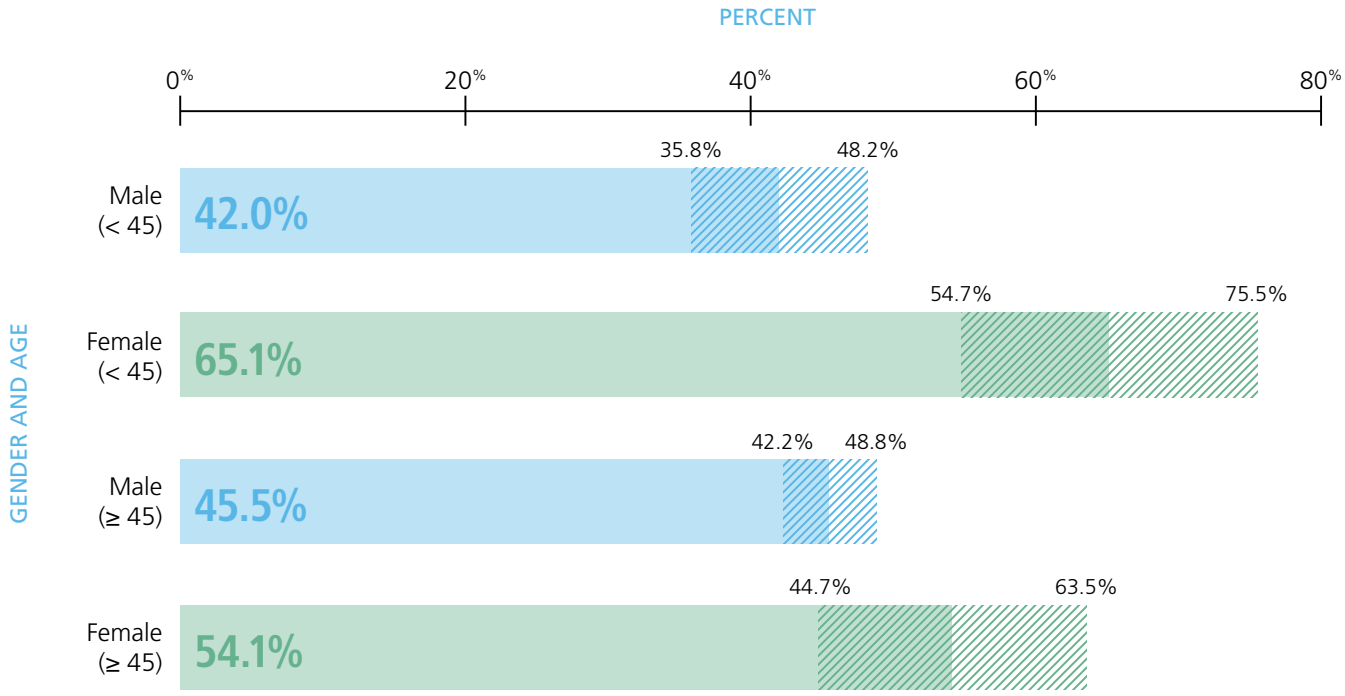
Any Symptoms of Work-Related Physical Discomfort in the Last Six Months

Symptoms of Work-Related Physical Discomfort	Population Represented		
	Number	Percent (%)	+/- MOE (%)
No	5,312	54.0	2.6
Yes	4,534	46.0	2.6
Total Reported	**9,846**	**100.0**	
I prefer not to answer	139		
I Do not Perform Major Inpatient Operative Procedure	2,533		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 6-2

Symptoms of Work-Related Physical Discomfort in the Last Six Months (by Gender and Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 6-12

Actions under Consideration to Deal with Physical Discomfort from Performing Surgery

Actions under Consideration	Population Represented		
	Number	Percent (%)	+/- MOE (%)
No Physical Discomfort from Performing Surgery	5,868	58.8	2.8
Avoid a Particular Case or Type of Surgery Altogether	2,040	20.4	2.3
Decreasing the Length of Your Operation Room Day	1,355	13.6	2.0
Use of Adjuncts to Improve Ergonomics/Decrease Pain	1,124	11.3	1.6
Increasing the Variety of Cases on an Operation Room Day	962	9.6	1.6
Minimizing the Number of Consecutive (back to back) Elective Operation Room Days	956	9.6	1.6
Early Retirement	774	7.8	1.3

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Section 7: Employment vs. Self-Employment

Primary Observations

- The top three reasons for urologists to choose employment (vs. being self-employed) include not having to deal with the business of running a practice, guaranteed income, and collegiality amongst colleagues (Table 7-1).
- Among those employed urologists who were an owner or partner of their practices previously, approximately 63 percent of them feel happier after switching to employment (Table 7-3). In contrast, close to 85 percent of practicing urologists who were employed previously feel happier after switching to self-employment (Table 7-11).
- About one-third of practicing urologists reported receiving a straight annual salary in 2017 (Table 7-4), and practicing urologists in the older age groups are more likely to receive a straight salary (Table 7-5 and Figure 7-1).
- A vast majority of self-employed practicing urologists (92.3 percent) believe being a practice owner or partner provides greater opportunities for patient care (Table 7-13).
- Almost the same percentages (approximately 67 percent) of the employed and self-employed practicing urologists believe their current employment status provides greater financial security (Table 7-14).

Part 1: Employed Practicing Urologists

Definition:

- Employed practicing urologists are those who identified themselves as employed by others only.
- Employed practicing urologists may work in any work setting including institutions such as academic medical centers, public and private hospitals, and independent practices such as single urology practices and multi-specialty practices.

TABLE 7-1

What Do You Like Most about Employment?

Points of Satisfaction	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Not Having to Deal with the Business of Running a Practice	2,612	39.4	3.8
Guaranteed Income/Even Cash Flow	1,210	18.2	2.9
Collegiality amongst Colleagues	865	13.0	2.8
Not Having to Deal with Insurers/Billing	618	9.3	2.1
Only Option in the Region in which I Wanted to Live	283	4.3	1.6
Limited Call Duties	231	3.5	1.5
Good Benefits Package	223	3.4	1.1
More Regular Hours	162	2.4	1.2
Staff Provided by Employer	136	2.0	1.4
Others	292	4.4	1.4
Total Reported	**6,631**	**100.0**	
Not Reported	313		
Total	**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-2

What Do You Dislike the Most about Employment?

Points of Dissatisfaction	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Limited Influence in Decision Making	2,773	39.9	3.8
Too Many Rules	1,893	27.3	3.5
Less/Lack of Autonomy	1,740	25.1	3.1
More Limited Income Potential	1,517	21.9	3.1
Being Managed	1,424	20.5	3.0
Less Control over Work Schedule	1,081	15.6	2.6
Burdensome Productivity Formula	1,071	15.4	2.6
Unpleasant Office Culture	472	6.8	1.7
Less Interesting Work	225	3.2	1.4
Others	721	10.4	2.5

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-3

Were You an Owner or Partner of Your Practice(s) in the Past?

Switch from Previous Self-Employment to Employment	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes, I Feel Happier Now after I Switched to Employment	1,774	62.7	5.7
Yes, I Don't Feel Happier Now after I Switched to Employment	1,057	37.3	5.7
Total Reported	**2,831**	**100.0**	
No, I Have Been an Employed Urologist All the Time	3,766		
Not Reported	347		
Total	**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-4

Compensation Methods

Methods	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Base Salary + Productivity Targets/ Formula Only	2,577	38.0	3.6
Straight Salary	2,235	33.0	3.7
Base Salary + Productivity Targets/ Formula + Bonus Ladder	1,394	20.6	3.2
Others	572	8.4	2.3
Total Reported	**6,777**	**100.0**	
Not Reported	167		
Total	**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-5

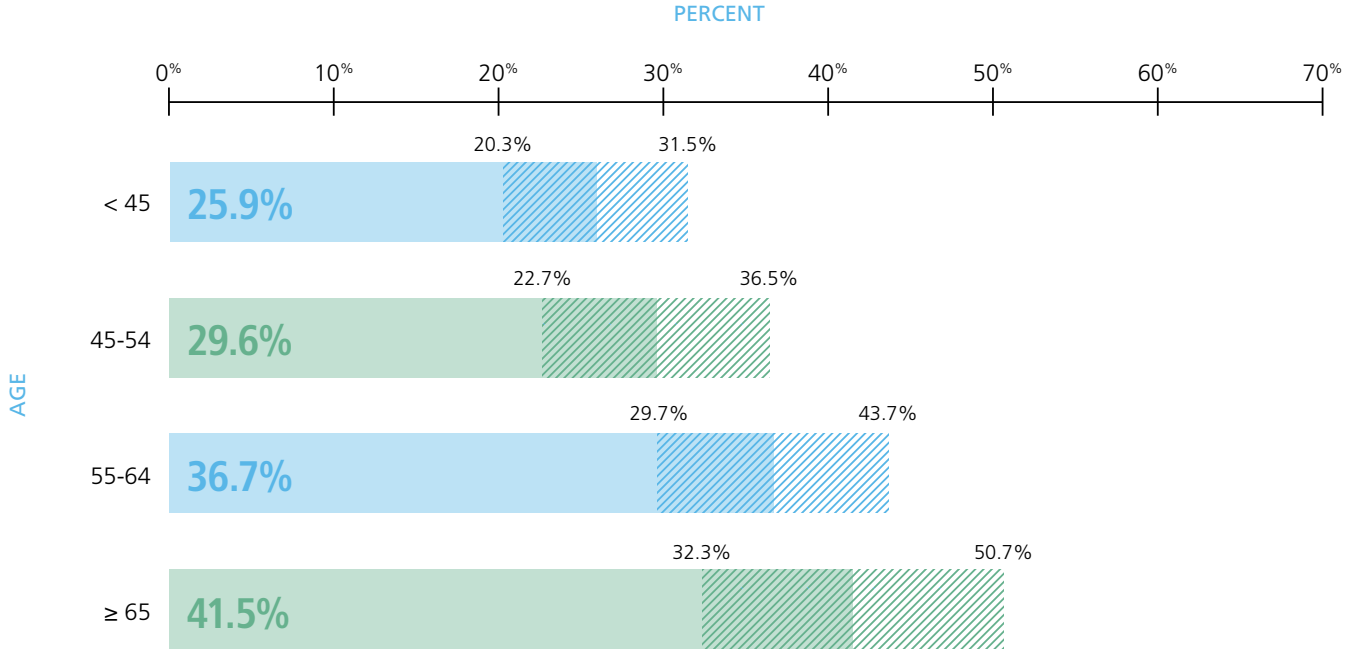
Compensation Methods (by Age)

Methods	< 45		45-54		55-64		≥65	
	Percent (%)	+/- MOE (%)	Percent (%)	+/- MOE (%)	Percent (%)	+/- MOE (%)	Percent (%)	+/- MOE (%)
Base salary + Productivity Targets/ Formula Only	52.9	6.8	41.8	7.1	38.3	6.6	17.0	6.7
Straight Salary	25.9	5.6	29.6	6.9	36.7	7.0	41.5	9.2
Base Salary + Productivity Targets/ Formula + Bonus Ladder	16.2	4.5	20.4	5.2	16.8	5.8	28.5	8.0
Others	5.0	2.6	8.1	4.3	8.2	3.7	13.0	6.5

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 7-1

Percent of Practicing Urologists Paid by Salary Only (by Age)*

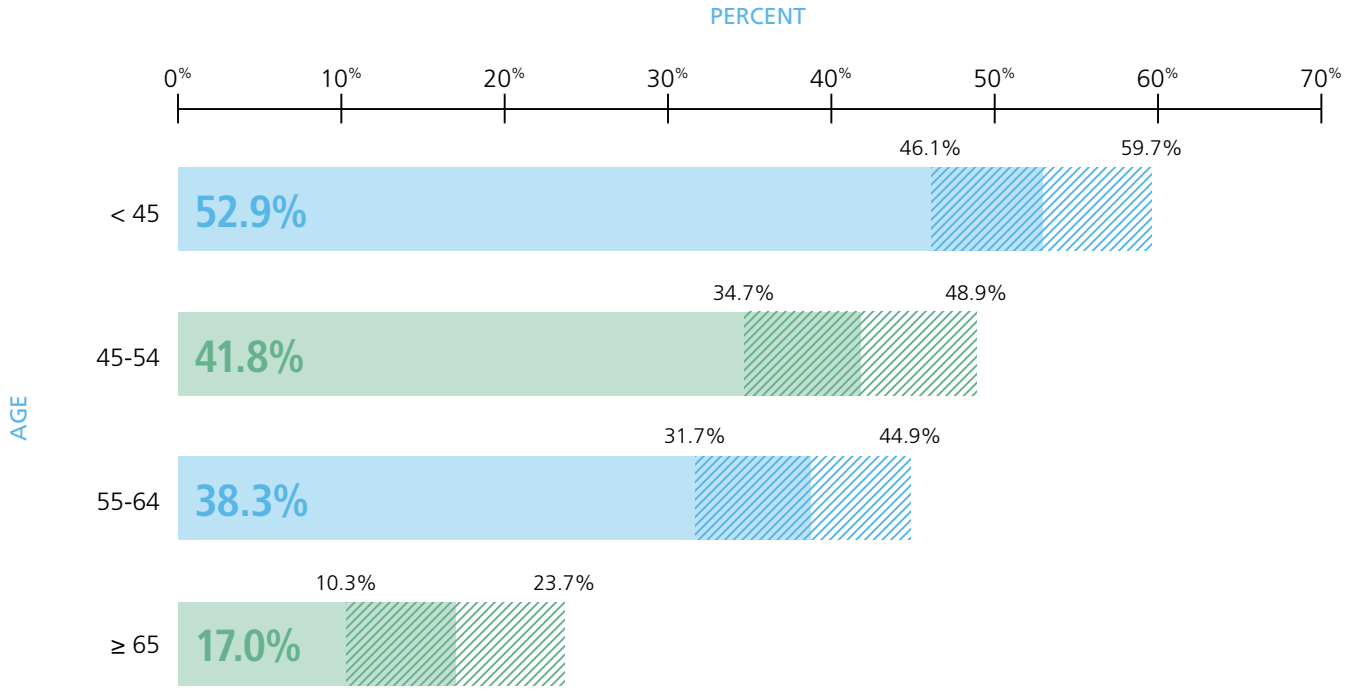


(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

FIGURE 7-2

Percent of Practicing Urologists Paid by Salary and Productivity Target (by Age)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

TABLE 7-6

Improvement of Life/Work Balance since Becoming Employed

Switch from Previous Self-Employment to Employment	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Life/Work Balance Improved After I Became Employed	1,850	61.8	5.6
Life/Work Balance Did Not Improve After I Became Employed	1,145	38.2	5.6
Total Reported	**2,995**	**100.0**	
I Have Never Been a Sole Owner or Partner of My Practice	3,391		
Not Reported	559		
Total	**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-7

Perception Regarding Employment in the Next Two Years

Future Plans	Population Represented		
	Number	Percent (%)	+/- MOE (%)
I Intend to Remain Employed	5,848	91.1	2.2
I May Become Self-Employed	309	4.8	1.7
I Am Considering Transitioning to Self-Employment	159	2.5	1.1
I Am Definitely Transitioning to Self-Employment	101	1.6	1.0
Total Reported	**6,418**	**100.0**	
Not Reported	526		
Total	**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Part 2: Self-Employed Practicing Urologists

Definition:

- Self-employed practicing urologists are those who identified themselves as either a sole owner or a partner of their practice.
- Self-employed practicing urologists usually work in private practices including solo practices, single urology practices and multi-specialty practices.

TABLE 7-8

If You Were Employed in the Past, Has Your Life/Work Balance Improved After You Became Self-Employed?

Improvement in Work and Life Balance Since Becoming Self-Employed	Population Represented		
	Number	Percent (%)	+/- MOE (%)
My Life/Work Balance Has Improved After I Became Self-Employed	679	52.8	5.8
My Life/Work Balance Has not Improved after I Became Self-Employed	608	47.2	5.8
Total Reported	**1,287**	**100.0**	
I Have Never Been Employed	3,222		
Not Reported	1,063		
Total	**5,572**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-9

Perception Regarding Self-Employment in the Next Two Years

Perception Regarding Self-Employment	Population Represented		
	Number	Percent (%)	+/- MOE (%)
I Intend to Remain Self-Employed	3,816	80.0	2.3
I May Become Employed	471	9.9	1.8
I Am Considering Transitioning to Employment	329	6.9	1.4
I Am Definitely Transitioning to Employment	151	3.2	0.9
Total Reported	**4,767**	**100.0**	
Not Reported	805		
Total	**5,572**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-10

Drawbacks of Employment/Being an Employed Urologist

Drawbacks of Employment	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Limited Influence in Decision Making	3,246	58.3	2.9
Less/Lack of Autonomy	3,022	54.2	2.8
Less Control over Work Schedule	2,818	50.6	2.8
Being Managed	2,579	46.3	2.8
Too Many Rules	2,252	40.4	2.8
Burdensome Productivity Formula	1,906	34.2	2.8
More Limited Income Potential	1,748	31.4	2.6
Unpleasant Office Culture	1,079	19.4	2.3
Less Interesting Work	359	6.4	1.5
Others	430	7.7	1.5

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-11

Change in Happiness After Switching to Self-Employment

Change of Happiness	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes, I Feel Happier After Switching to Self-employment	1,069	84.6	4.4
Yes, I Do Not Feel Happier After Switching to Self-employment	194	15.4	4.4
Total Reported	**1,263**	**100.0**	
No, I Have Been a Self-employed Urologist All the Time	3,777		
Not Reported	533		
Total	**5,572**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-12

Recommendation of Self-Employment over Employment

Recommendation of Employment	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes, I Recommend Self-Employment	3,512	82.7	2.5
No, I Do Not Recommend Self-Employment	736	17.3	2.5
Total Reported	**4,247**	**100.0**	
Not Reported	1,325		
Total	**5,572**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Part 3: Self-Employed vs. Employed Practicing Urologists

Definition:

The Self-perceived opinion, from both self-employed and employed practicing urologists, regarding which employment status is more beneficial to patient care, financial security, professional development, and work and life balance.

TABLE 7-13

Greater Opportunity for Better Patient Care by Employment Status

Greater Opportunity for Patient Care	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Being a Practice Owner or Partner	4,141	92.3	1.7	1,646	38.7	4.9
Being an Employee	346	7.7	1.7	2,604	61.3	4.9
Total Reported	**4,487**	**100.0**		**4,250**	**100.0**	
Not Reported	1,085			2,694		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-14

Greater Financial Security by Employment Status

Greater Financial Security	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Being a Practice Owner or Partner	3,011	67.3	3.0	1,757	32.6	4.3
Being an Employee	1,460	32.7	3.0	3,632	67.4	4.3
Total Reported	**4,471**	**100.0**		**5,389**	**100.0**	
Not Reported	1,101			1,555		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-15

Greater Opportunity for Professional Development by Employment Status

Greater Opportunity for Professional Development	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Being a Practice Owner or Partner	3,709	84.8%	2.3%	1,921	39.3%	4.5%
Being an Employee	665	15.2%	2.3%	2,967	60.7%	4.5%
Total Reported	**4,374**	**100%**		**4,888**	**100%**	
Not Reported	1,198			2,056		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 7-16

Better Work/Life Balance by Employment Status

Better Work/ Life Balance	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Being a Practice Owner or Partner	2,442	58.5	3.2	1,075	21.7	3.5
Being an Employee	1,735	41.5	3.2	3,884	78.3	3.5
Total Reported	**4,177**	**100.0**		**4,959**	**100.0**	
Not Reported	1,395			1,985		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

Section 8: Full-Time, Part-Time, Daily Patient Quota, and Night Calls

Primary Observations

- 93 percent of full-time practicing urologists who work 40 hours or more per week in 2017 plan to continue to be full-time in 2018 (Table 8-2).
- Approximately 62 percent of practicing urologists feel that urology lends itself to part-time practice (Table 8-3).
- Approximately 78 percent of employed practicing urologists do not receive extra compensation for being on call (Table 8-7).

TABLE 8-1

Number of Days Practicing Urologists Work in a Typical Week

Number of Days Worked in a Week	Population Represented		
	Number	Percent (%)	+/- MOE (%)
≤ 3	1,098	8.8	1.7
4	1,423	11.4	1.6
5	7,942	63.5	2.4
≥ 6	2,054	16.4	1.8
Total	**12,516**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. Median number of days is 5.)

TABLE 8-2

Practicing Urologists Who Currently Work 40 Hours or Longer per Week but Plan to Work Part-Time Within 1 Year

Plan to Go to Part-Time Status Within 1 Year	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	653	7.0	1.3
No	8,627	93.0	1.3
Total Reported	**9,280**	**100.0**	
Not Reported	390		
Total	**9,670**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 8-3

Urology Lending Itself to Part-Time Practice

Compatibility of Urology with Part-Time Work	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	7,231	62.4	2.4
No	4,351	37.6	2.4
Total Reported	**11,582**	**100.0**	
Not Reported	934		
Total	**12,516**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 8-4

Daily Patient Quotas

Daily Patient Quotas	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
≤ 15	429	7.8	1.8	1,035	15.7	3.3
16 - 20	553	10.0	1.8	984	14.9	3.0
21 - 25	758	13.7	1.9	1,062	16.1	3.0
26 - 30	716	12.9	1.8	736	11.2	2.4
≥31	1,160	21.0	2.2	747	11.3	2.4
No Daily Quota	1,915	34.6	2.7	2,033	30.8	3.6
Total Reported	**5,531**	**100.0**		**6,597**	**100.0**	
Not Reported	42			348		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 8-5

Monthly Night Call Volume

Number of Night Calls per Month	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
0	760	13.8	2.3	1,391	20.2	3.4
1-4	1,243	22.6	2.4	1,844	26.8	3.3
5-8	2,133	38.8	2.6	1,762	25.6	3.2
9-12	572	10.4	1.6	1,059	15.4	2.8
≥ 13	786	14.3	1.9	821	11.9	2.3
Total Reported	**5,495**	**100.0**		**6,877**	**100.0**	
Not Reported	78			66		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 8-6

Hospital Coverage of On Call at the Same Time

Number of On Call Hospitals	Population Represented		
	Number	Percent (%)	+/- MOE (%)
0	1,594	12.7	1.8
1	4,641	37.1	2.5
2	3,030	24.2	2.0
3	1,770	14.1	1.5
≥ 4	1,481	11.8	1.4
Total	**12,516**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. The median number of on call hospitals is 2.)

TABLE 8-7

Daily On Call Reimbursement

Reimbursement per Day	Self-Employed			Employed		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
$1 - $500	949	18.4	2.1	797	12.0	2.5
$501 - 1,000	919	17.8	2.1	426	6.4	2.0
$1,001 - 1,500	288	5.6	1.4	167	2.5	1.4
≥ $1,501	115	2.2	0.7	66	1.0	0.6
Not Paid to Be On Call	2,899	56.1	2.8	5,182	78.1	3.3
Total Reported	**5,170**	**100.0**		**6,638**	**100.0**	
Not Reported	402			306		
Total	**5,572**			**6,944**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

SECTION 9: Medical Insurance Acceptance and Patients from Vulnerable Populations

Primary Observations

- Nearly three-fourths of practicing urologists accept Medicaid HMO patients (Table 9-1).
- Approximately 42 percent of practicing urologists report the percentage of uninsured patients they see in their practice has remained consistent since 2015 (Table 9-3).
- Approximately 32 percent of practicing urologists are aware of the percentage of their patients who are in financial hardship due to medical costs (Table 9-6).

TABLE 9-1

Acceptance of Medicaid HMO Patients

Medicaid HMO Patients	Population Represented		
	Number	Percent (%)	+/- MOE (%)
No	2,637	26.4	2.4
Yes, the Percentage is Between 75% and 100% of the Medicaid Patients I See	565	5.7	1.2
Yes, the Percentage is Between 50% and 74% of the Medicaid Patients I See	931	9.3	1.7
Yes, the Percentage is Between 25% and 49% of the Medicaid Patients I See	2,142	21.4	2.4
Yes, the Percentage is Under 25% of the Medicaid Patients I See	3,713	37.2	2.7
Total Reported	**9,988**	**100.0**	
Not Reported	2,529		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-2

Acceptance of Medicare Advantage Patients

Medicare Advantage Patients	Population Represented		
	Number	Percent (%)	+/- MOE (%)
No	898	10.0	1.7
Yes, the Percentage is Between 75% and 100% of the Medicare Patients I See	369	4.1	1.1
Yes, the Percentage is Between 50% and 74% of the Medicare Patients I See	1,514	16.9	2.2
Yes, the Percentage is Between 25% and 49% of the Medicare Patients I See	3,198	35.7	2.7
Yes, the Percentage is Under 25% of the Medicare Patients I See	2,980	33.3	2.6
Total Reported	**8,959**	**100.0**	
Not Reported	3,558		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-3

Change in Percentage of Uninsured Patients Practicing Urologists Have Seen Since 2015

Uninsured Patients Since 2015	Population Represented		
	Number	Percent (%)	+/- MOE (%)
I Do Not Accept Uninsured Patients	930	9.3	1.8
Increased	2,483	24.9	2.3
Decreased	2,375	23.8	2.4
Stayed the Same	4,196	42.0	2.7
Total Reported	**9,983**	**100.0**	
Not reported	2,534		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-4

Change in Percentage of Patients Covered by Commercial Payers Practicing Urologists Have Seen Since 2015

Patients Covered by Commercial Payers Since 2015	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Increased	1,654	17.8	2.3
Decreased	2,924	31.5	2.4
Stayed the Same	4,712	50.7	2.8
Total Reported	**9,291**	**100.0**	
Not Reported	3,226		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-5

Percentage of Patients Who Canceled a Visit Due to High Deductible

Percentage of Canceled Appointments Due to High Deductible	Population Represented		
	Number	Percent (%)	+/- MOE (%)
0	598	10.9	2.7
1 - 10	3,244	59.0	3.6
11 - 20	1,172	21.3	2.9
≥ 21	487	8.9	2.0
Total Reported	**5,501**	**100.0**	
Not Reported	7,016		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-6

Awareness of the Percentage of Patients Who Are in Financial Hardship Due to Medical Costs

Awareness of Patient Financial Hardship	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes, I Am Aware	2,875	31.8	2.6
No, I Am Not Aware	6,156	68.2	2.6
Total Reported	**9,031**	**100.0**	
Not Reported	3,486		
Total	**12,517**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 9-7

Estimated Percentage of Patients in Financial Hardship Due to Medical Costs

Percentage of Patients in Financial Hardship	Population Represented		
	Number	Percent (%)	+/- MOE (%)
≤ 5	745	25.9	4.0
6 — 10	866	30.1	4.6
11 — 15	308	10.7	2.9
16 — 20	271	9.4	2.7
21 — 30	376	13.1	3.1
≥ 31	310	10.8	3.2
Total	**2,875**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census. Median percentage of patients with financial hardship due to medical costs is 10 percent.)

SECTION 10: Relative Value Unit (RVU) Activity and the Take-Home Pay Related to Your Clinical Activity

Primary Observations

- Nearly half of the practicing urologists in the United States earn more than $350,000 as their take-home pay related to their clinical activities (Table 10-3).
- No statistically significant gender difference in take-home pay related to clinical activities was seen (Figure 10-2).
- The median take-home pay related to clinical activities was approximately $350,000 in 2017 (Table 10-3).

TABLE 10-1

Total Number of RVUs Performed in the Previous Year

Total RVUs Performed Last Year	Population Represented		
	Number	Percent (%)	+/- MOE (%)
≤ 9,500	1,853	49.4	4.5
9,501 – 12,500	774	20.6	3.4
12,501 – 16,500	617	16.5	3.3
≥ 16,501	504	13.5	2.7
Total Reported	**3,748**	**100.0**	
I Don't Know	5,199		
Total Who Agreed to Answer the Questions	**8,947**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 10-2

Number of Work RVUs Performed in the Previous Year

Work RVUs	Population Represented		
	Number	Percent (%)	+/- MOE (%)
≤ 5,000	798	17.8	3.6
5,001 – 7,000	1,231	27.5	3.8
7,001 – 8,500	815	18.2	3.0
≥ 8,501	1,635	36.5	3.7
Total Reported	**4,479**	**100.0**	
I Don't Know	4,468		
Total Who Agreed to Answer the Questions	**8,947**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 10-3

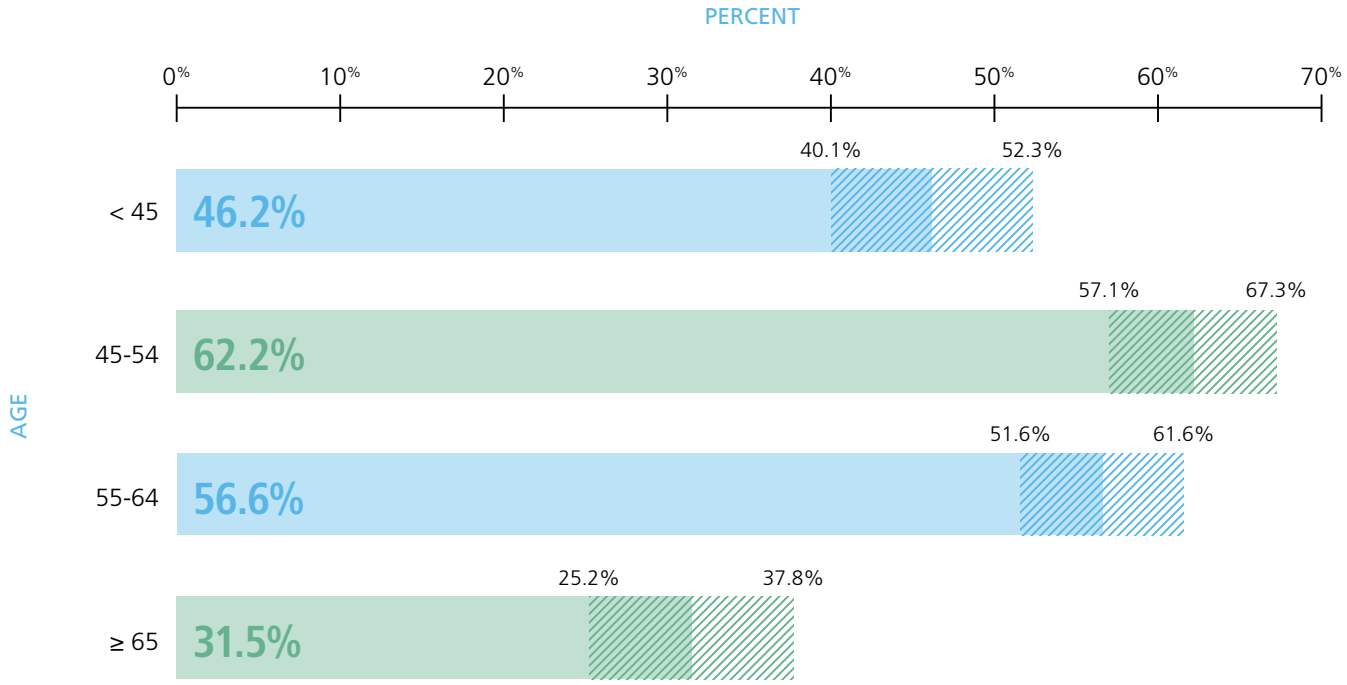
Take-Home Pay Related to Clinical Activities in the Previous Year

Take-Home Pay Related to Clinical Activity in the Previous Year	Population Represented		
	Number	Percent (%)	+/- MOE (%)
< $200,000	1,082	12.9	2.3
$200,001 – $250,000	854	10.2	1.9
$250,001 – $300,000	1,072	12.8	2.2
$300,001 – $350,000	1,277	15.2	2.2
$350,001 – $400,000	1,086	12.9	1.8
> $400,000	3,018	36.0	2.7
Total Reported	**8,388**	**100.0**	
Not Reported	559		
Total	**8,947**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

FIGURE 10-1

Take-Home Pay Related to Clinical Work over $350,000 in the Previous Year (by Age)*

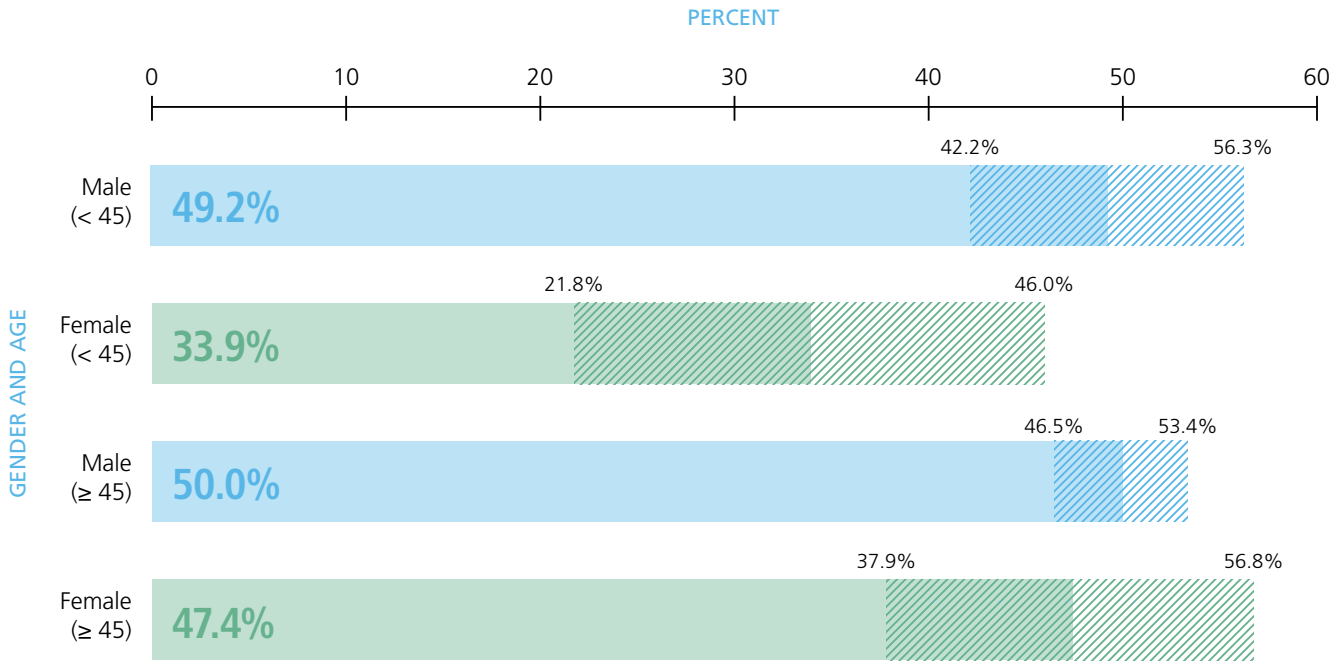


(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

FIGURE 10-2

Take-Home Pay Related to Clinical Work over $350,000 in the Previous Year (by Gender and Age)*

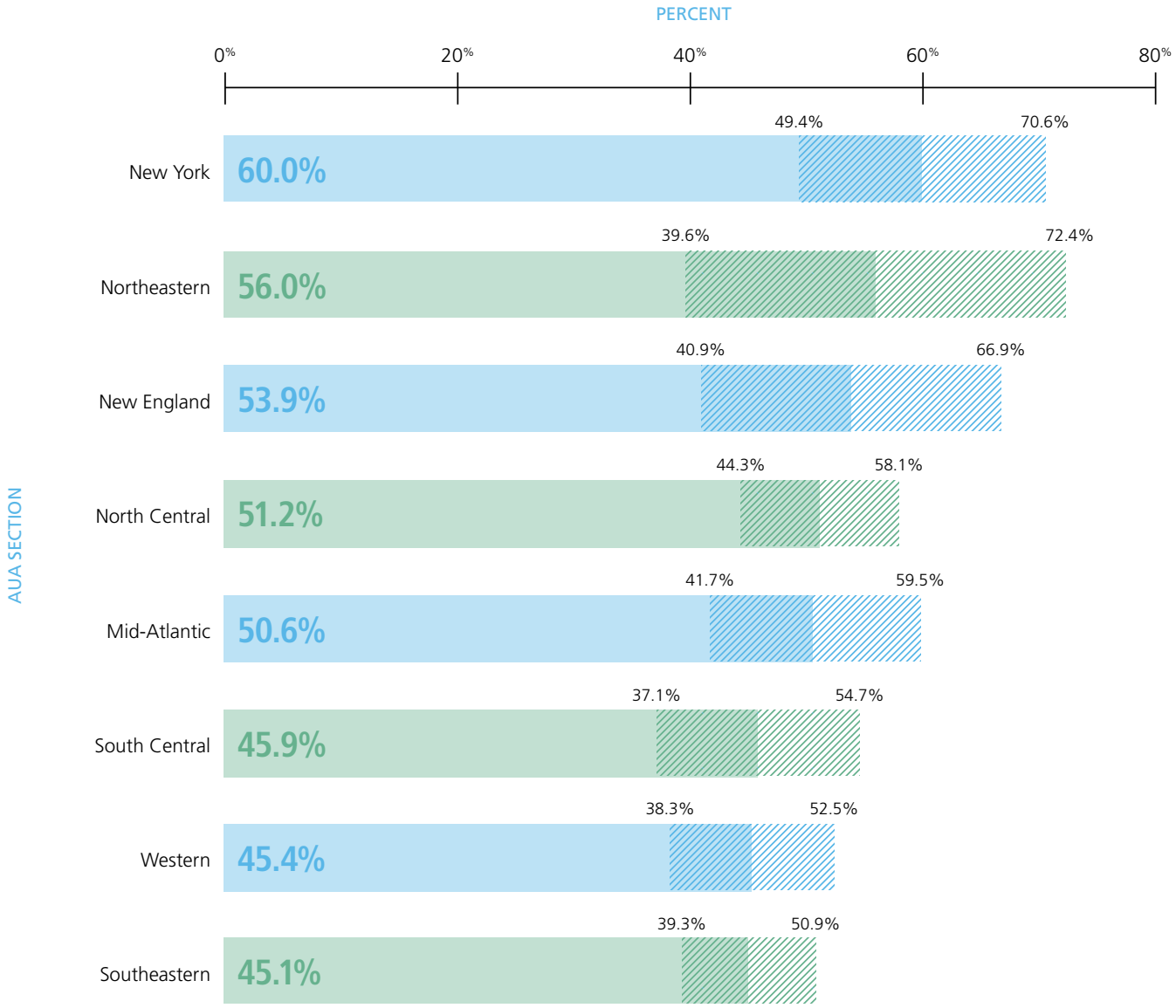


(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

FIGURE 10-3

Take-Home Pay Related to Clinical Work over $350,000 in the Previous Year (by AUA Sections)*



(Data source: Weighted samples from the 2017 AUA Annual Census.)

*Bold numbers are point estimates. The dashed bars represent upper and lower 90% confidence limits.

SECTION 11: Practicing Urologists in Academic Institutions

Primary Observations

- There are 3,157 practicing urologists working in academic institutions, of which 1,263 are assistant professors, 660 are associate professors, and 1,234 are full professors (Table 11-2).
- On average it takes approximately 6 years for practicing urologists to advance from assistant professors to associate professors and 12 years to become full professors (Table 11-5).
- Approximately 46 percent of practicing urologists in academic institutions have been principal investigators (PI) in grant-funded projects (Table 11-7).

TABLE 11-1

Academic Career Track

Academic Career Track Description	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Clinician-Educator	1,749	55.4	4.0
Clinician-Researcher, NIH-Funded	469	14.8	2.8
Clinician-Researcher, Self-Funded	407	12.9	2.6
Clinical-Researcher, Industry-Funded	235	7.4	2.2
Clinician-Only	175	5.5	2.0
Others	122	3.9	1.4
Total	**3,157**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-2

Academic Level

Level	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Assistant Professors	1,263	40.0	2.9
Associate Professors	660	20.9	2.7
Full Professors	1,234	39.1	2.9
Total	**3,157**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-3

Academic Level (by Gender)

Level	Male Urologists			Female Urologists		
	Number	Percent (%)	+/- MOE (%)	Number	Percent (%)	+/- MOE (%)
Assistant Professors	1,014	36.5	3.5	249	65.4	8.0
Associate Professors	579	20.9	2.9	81	21.2	7.9
Full Professors	1,183	42.6	3.3	51	13.4	1.4
Total	**2,776**	**100.0**		**381**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-4

Average Age by Academic Levels

Professor Level	Population Represented		
	Number	Average Age	+/- MOE
Assistant Professor	1,262	44.1	1.6
Associate Professor	660	49.8	1.3
Full Professor	1,234	62.1	0.9
Total Reported	**3,157**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-5

Average Number of Years in Tenure Track Transition

Average Years	Population Represented		
	Number	Years	+/- MOE
From Assistant Professor to Associate Professor	1,750	6.2	0.3
From Associate Professor to Full Professor	1,130	6.7	0.4
From Assistant Professor to Full Professor	1,129	12.0	0.5

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-6

Total Number of Published Peer-Reviewed Manuscripts

Number of Published Peer-Reviewed Manuscripts	Population Represented		
	Number	Percent (%)	+/- MOE (%)
< 10	594	18.8	3.2
10-29	721	22.8	3.1
30-49	432	13.7	2.6
50-99	625	19.8	3.0
≥ 100	784	24.8	3.0
Total	**3,157**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-7

Being a Principal Investigator (PI) of Grant-Funded Projects

Being a Principal Investigator (PI) of Grant-Funded Projects	Population Represented		
	Number	Percent (%)	+/- MOE (%)
Yes	1,368	45.7	3.9
No	1,623	54.3	3.9
Total Reported	**2,991**	**100.0**	
Not Reported	166		
Total	**3,157**		

(Data source: Weighted samples from the 2017 AUA Annual Census.)

TABLE 11-8

Number of Grant-Funded Projects for Which You Have Been a Principal Investigator (PI)

Number of Grant-Funded Projects as a PI	Population Represented		
	Number	Percent (%)	+/- MOE (%)
≤ 2	533	39.0	5.2
3-4	360	26.3	4.0
5-8	256	18.7	3.5
≥ 9	187	13.7	3.6
Not Reported	32	2.3	1.8
Total	**1,368**	**100.0**	

(Data source: Weighted samples from the 2017 AUA Annual Census.)

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