This is the survey you've been hearing so much about. Please complete and return the survey! The 10 minutes you spend today could positively impact your profession for the future.

MEDICAL PRACTICE IN 2008: THE PHYSICIANS' PERSPECTIVE

SURVEY INTRODUCTION

What is the state of medical practice in America today? And what is the state of your practice?

At the Physicians’ Foundation for Health Systems Excellence, we believe it is time the nation heard your perspective on these important questions.

Through Merritt Hawkins & Associates, a national physician search and consulting firm, we have initiated one of the most comprehensive physician surveys ever conducted. This survey has been sent to virtually every primary care physician in the United States and to tens of thousands of specialists.

Our goal is to determine whether or not you believe that current medical practice conditions are eroding your ability to meet the needs of your patients. We are also seeking to learn more about the daily challenges you face and to determine where you see the future of medical practice heading. Our mission is to give physicians a voice so that their concerns and their perspectives are better understood by policy makers and the public at large. Results of the survey will be released to media outlets such as The Wall Street Journal and also sent to presidential nominees, Congress, employers, insurers and health care policy makers around the country.

The survey may be taken anonymously, or you may include your E-mail address if you would like results of the survey sent to you. Responses must be received by June 25, 2008.

About the Physicians’ Foundation for Health Systems Excellence

The Physicians’ Foundation for Health Systems Excellence (PFHSE) is a national grant making foundation. PFHSE devotes its resources to helping improve the quality of the medical practice environment. The foundation provides grants to non-profit organizations for practice-based, innovative projects that promote physician education or address quality of care or patient safety issues. PFHSE was established in 2004 as part of a settlement in an anti-racketeering class action lawsuit between physicians and medical societies against the managed care industry. Its Board is comprised of physician and medical society leaders from around the country. For additional information about PFHSE, please visit www.physiciansfoundations.org.

Physicians’ Foundation for Health Systems Excellence

Return completed surveys to:

USPS:  c/o Merritt Hawkins & Associates, 5001 Statesman Drive, Irving, TX 75063
FAX:  Phil Miller, Merritt Hawkins & Associates, (469) 524-1404
E-mail: sgodwin@mhagoup.com

Questions?
Call (800) 876-0500 (Merritt Hawkins & Associates) or E-mail info@physiciansfoundations.org
PART ONE: OPINIONS, PERSPECTIVES, AND PRACTICE PLANS

Instructions:

To Submit Electronically: To make your selection(s), double click the box to the left of your desired response and select the “Checked” button under the “Default Value” subheading, then select “OK”. Once complete, save and email to stephanie.godwin@mhtagroup.com.

To Submit via Fax: Print form, make your selections with an “x” in blue or black ink. Once complete, fax to 972-983-0758.

1. State in which you currently practice: ________

2. What is your medical specialty?
   - [ ] Family Practice
   - [ ] Internal Medicine
   - [ ] Pediatric
   - [ ] OB/GYN
   - [ ] Urology
   - [ ] Otolaryngology
   - [ ] General Surgery
   - [ ] Orthopedic Surgery
   - [ ] Cardiology
   - [ ] Other

3. How many years you have been in medical practice (post residency/fellowship)?
   - [ ] 0-5 years
   - [ ] 6-10 years
   - [ ] 11-15 years
   - [ ] 16-20 years
   - [ ] 21-25 years
   - [ ] 26 or more

4. What is your gender? [ ] Male [ ] Female

5. What is your age?
   - [ ] 35 or younger
   - [ ] 41-45
   - [ ] 51-55
   - [ ] 61-65
   - [ ] 36-40
   - [ ] 46-50
   - [ ] 56-60
   - [ ] 66 or older

6. What size community do you practice in?
   - [ ] 2 – 25,000
   - [ ] 25,001 – 100,000
   - [ ] 100,000 or more

7. In the past five years, has the practice of medicine become:
   - [ ] More satisfying
   - [ ] Less satisfying
   - [ ] The same
   - [ ] Not applicable

8. How do you now find the practice of medicine?
   - [ ] Very satisfying
   - [ ] Satisfying
   - [ ] Less Satisfying
   - [ ] Unsatisfying

9. What do you find satisfying about medical practice?

<table>
<thead>
<tr>
<th>Most Satisfying</th>
<th>Somewhat Satisfying</th>
<th>Least Satisfying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prestige of medicine</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Financial rewards</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Patient relationships</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Intellectual stimulation</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Professional/Collegial relationships</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
10. What do you find **unsatisfying** about medical practice?

<table>
<thead>
<tr>
<th>Most Unsatisfying</th>
<th>Somewhat Unsatisfying</th>
<th>Least Unsatisfying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long hours/lack of personal time</td>
<td>□</td>
<td>2</td>
</tr>
<tr>
<td>Managed care issues</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Malpractice/defensive medicine pressures</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Reimbursement issues</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Medicare/Medicaid/Government regulations</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Pressure of running a practice</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Lack of clinical autonomy</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Non clinical paperwork</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Patient attitudes</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Other</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>

11. Assess the financial health of your practice:

- [ ] Healthy and profitable
- [ ] Profitable, but running on low margins
- [ ] Break-even
- [ ] Unprofitable

12. What do you see as impediments to the delivery of patient care in your practice environment? Please rate each of the following:

<table>
<thead>
<tr>
<th>Major Impediment</th>
<th>Minor Impediment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Difficulty with managed care organizations</td>
<td>□</td>
</tr>
<tr>
<td>Malpractice/defensive medicine</td>
<td>□</td>
</tr>
<tr>
<td>Cost of implementing health information technology</td>
<td>□</td>
</tr>
<tr>
<td>Non-clinical paperwork</td>
<td>□</td>
</tr>
<tr>
<td>Demands on physician time</td>
<td>□</td>
</tr>
<tr>
<td>Declining reimbursement</td>
<td>□</td>
</tr>
<tr>
<td>Shortage of primary care physicians</td>
<td>□</td>
</tr>
<tr>
<td>Patient attitudes</td>
<td>□</td>
</tr>
</tbody>
</table>

13. How would you describe the professional morale of physicians you know or with whom you work?

- [ ] Positive
- [ ] Mixed
- [ ] Poor
- [ ] Very low

14. How would you describe YOUR OWN professional morale?

- [ ] Positive
- [ ] Mixed
- [ ] Poor
- [ ] Very low
15. Do you believe there is a shortage of primary care physicians in the United States today?  □ Yes  □ No

15a. **IF YES**, please rate each of the reasons for a shortage:

<table>
<thead>
<tr>
<th>Reason</th>
<th>Very Important</th>
<th>Moderately Important</th>
<th>Unimportant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fewer medical graduates choosing primary care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practice closures due to rising costs/declining reimbursement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physicians choosing early retirement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physicians choosing to work fewer hours</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physicians choosing non-clinical roles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aging population/growing population</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16. In the next 1-3 years, do you plan to (check all that apply)

- □ Retire
- □ Cut back on hours/patients seen
- □ Work part-time (20 hours a week or less)
- □ Work locum tenens
- □ Switch to “concierge/boutique” practice
- □ Close your practice to new patients
- □ Seek a non-clinical job within medicine/healthcare
- □ Seek a job/business unrelated to medicine/healthcare
- □ Continue practicing as I am
- □ Work locum tenens
- □ Switch to “concierge/boutique” practice

17. If you had the financial means to retire today, would you, or would you maintain your practice for at least a few more years or even indefinitely?

- □ Retire
- □ Maintain practice
- □ Practice indefinitely

18. If you had your career to do over again, would you:

- □ Choose primary care
- □ Choose a surgical/diagnostic medical specialty
- □ Choose a non-clinical path (research, physician administrator, etc.)
- □ Choose NOT to be a physician

19. Based on what you know today, would you recommend medicine as a career to your children or to other young people?

- □ Yes
- □ No

20. Which best describes your current attitude to your medical career:

- □ Medicine is highly rewarding
- □ Medicine is somewhat rewarding
- □ Medicine is no longer rewarding
### PART TWO: PRACTICE CHARACTERISTICS

1. Is your practice:

- [ ] A solo practice
- [ ] A small group practice (5 or fewer physicians)
- [ ] A large group practice (6 + physicians)
- [ ] Hospital based
- [ ] Government/Armed Services
- [ ] Other

2. Are you:

- [ ] Employed (by hospital, group or other entity)
- [ ] Practice owner/partner/associate

3. On average, how many hours do you work a week? **Include** time spent on clinical, administrative/business, compliance and all other duties related to your practice.

<table>
<thead>
<tr>
<th>Hours</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 - 30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31 - 40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>51 - 60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>71 - 80</td>
<td></td>
<td></td>
</tr>
<tr>
<td>91 - 100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. Of the total work hours indicated above, on average how many hours a week do you spend on **clinical/patient care** duties versus administrative/business and other non-clinical “paperwork” duties?

**Clinical/patient care** duties:

- [ ] 0 - 10 hrs
- [ ] 11 - 20 hrs
- [ ] 21 - 30 hrs
- [ ] 31 - 40 hrs
- [ ] 41 - 50 hrs
- [ ] 51 - 60 hrs
- [ ] 61 or more

**Non-clinical** duties:

- [ ] 0 - 10 hrs
- [ ] 11 - 20 hrs
- [ ] 21 - 30 hrs
- [ ] 31 - 40 hrs
- [ ] 41 - 50 hrs
- [ ] 51 - 60 hrs
- [ ] 61 or more

5. In the past three years, has a growing volume of non-clinical duties caused you to spend less time per patient?  

- [ ] Yes
- [ ] No

6. In the past three years, has the time you allocate to non-clinical duties in your practice:

- [ ] Increased
- [ ] Decreased

7. On average, how many patients do you see per day? (include both **office** and **hospital patient** encounters)

<table>
<thead>
<tr>
<th>Patients</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 – 20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 – 31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31 – 40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>41 – 50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>51 – 60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>61 or more</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. Which of the following most accurately describes your current practice?

- [ ] I have time to see more patients and assume more duties
- [ ] I am at full capacity
- [ ] I am overextended and overworked
9. Which best describes your current practice?

- [ ] I usually have the time to fully communicate with and treat patients
- [ ] I sometimes have the time to fully communicate with and treat patients
- [ ] I usually do NOT have the time to fully communicate with and treat patients

10. How would you rate the need for additional primary care physicians in your area?

- [ ] No immediate need
- [ ] Moderate need for more primary care physicians
- [ ] Urgent need for more primary care physicians

11. Are you currently recruiting a physician/physicians to your practice?  
   [ ] Yes  [ ] No

12. How difficult is it to recruit physicians to your practice?

- [ ] Very difficult
- [ ] Moderately difficult
- [ ] Not difficult
- [ ] Not applicable/Don't know

13. Have cost/reimbursement hassles or time issues in your practice compelled you to close your practice to any category of patient?

- [ ] Yes, I have had to close my practice to: (check all that apply)  [ ] No

- [ ] New patients
- [ ] Medicaid patients
- [ ] Medicare patient
- [ ] Indigent patients
- [ ] Some HMO/managed care patients due to reimbursement, denied claims, hassle factors
- [ ] Certain managed care companies
- [ ] Self pay patients
- [ ] Other

14. Typically, if a patient contacts your office or is referred to you, how long would that patient wait until the first available appointment with you or your practice?

   Urgent:

   - [ ] Same day
   - [ ] 2-5 days
   - [ ] 6-10 days
   - [ ] 16-20 days
   - [ ] 21 days or more
   - [ ] Not applicable

   Non-urgent:

   - [ ] Same day
   - [ ] 31-60 days
   - [ ] 2-5 days
   - [ ] 61-90 days
   - [ ] 6-10 days
   - [ ] 91-120 days
   - [ ] 11-30 days
   - [ ] 121 days or more
   - [ ] Not applicable
15. What did overhead in your practice run as a percent of income in 2007?

- [ ] 0-25%
- [ ] 26-40%
- [ ] 41-50%
- [ ] 51-60%
- [ ] 61-90%
- [ ] 91% or more
- [ ] Do Not Know

16. Which of the following payers provide reimbursement that is less than your cost of providing care? (check all that apply)

- [ ] Medicare
- [ ] Medicaid
- [ ] SCHIP
- [ ] CHAMPUS
- [ ] Some indemnity plans
- [ ] Some HMO/PPO
- [ ] None of the above
- [ ] Do Not Know

17. Estimate the approximate dollar amount of *uncompensated* care you provide each year.

- [ ] $0-5,000
- [ ] $5,001-$15,000
- [ ] $15,001-$25,000
- [ ] $25,001-$35,000
- [ ] $35,001-$50,000
- [ ] $50,001 or more
- [ ] Do Not Know

18. Describe income in your practice over the past three years

- [ ] Increasing
- [ ] Flat
- [ ] Decreasing

19. Has flat or declining payer reimbursement affected your practice? (check all that apply)

- [ ] Yes, have been unable to provide staff with raises
- [ ] Yes, have been unable to purchase needed equipment
- [ ] Yes, have had to reduce time per patient
- [ ] Yes, I have had to reduce charity/uncompensated care
- [ ] No, I have made no changes

20. Assume a **10.6% cut in Medicare** reimbursement becomes effective July 1, 2008, as has been proposed, and an additional 5% reduction is made in 2009. Under these conditions, which best describes overhead in your practice?

- [ ] Overhead would be sustainable over the next 1-5 years
- [ ] Overhead would not be sustainable over the next 1-5 years
- [ ] I am a pediatrician and/or I do not see Medicare patients

21. What changes will you make in your practice if Medicare reduces your fees by 10% or more? (check all that apply)

- [ ] Reduce number of Medicare patients I see
- [ ] Stop seeing Medicare patients
- [ ] Close my practice/retire
- [ ] No changes
- [ ] Seek new sources of revenue
- [ ] Reduce or eliminate charity care
- [ ] Seek a non-clinical position
22. Do you have the time/money/personnel and/or resources or time to implement/install electronic medical records (EMR) into your practice?

- Time: □ Yes □ No
- Money: □ Yes □ No
- Personnel: □ Yes □ No
- Resources/Expertise: □ No

☐ We have already installed/implemented electronic medical records

23. Which of the following describes your current Emergency Department on-call arrangement?

- □ I have no hospital emergency department on-call duties
- □ I receive an on-call stipend from the hospital
- □ I do not receive an on-call stipend from the hospital

24. Is Emergency Department call:

- □ A burden
- □ A benefit
- □ Not applicable

25. Given the alternatives, do you believe the United States should adopt a single payer, Canadian-style health system?

- □ Yes □ No

COMMENTS: If you could make a statement to policy makers and the public regarding the practice of medicine today from the physicians' perspective, what would you say?

Thank you for your participation. If you would like results of this survey emailed to you, please provide your email address in the space below (your email address will not be used for marketing purposes or given to any outside organization for such purposes.)

My email address is __________________________________________________________