

## 2018 FIT Exit Survey Results

Practice Management Committee

Mohamed Yassin, MD, FAAAAI

Weily Soong, MD, FAAAAI

## AAAAI FIT Exit Survey

- Web-based survey designed and implemented by the AAAAI Practice Management Committee
- Document the career choices of graduating FITs
- Provide a snapshot of the current employment market for graduating FITs
- Identify trends in the current economic climate
- Sent to all graduating FITs in 2018

## Demographics 2018 (N = 106)

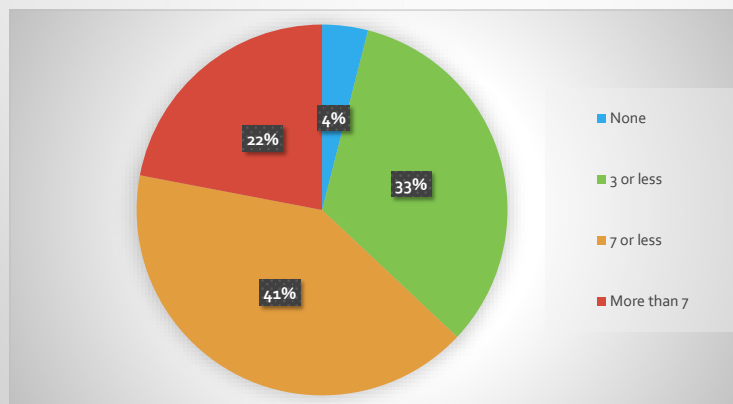
<b>Gender</b>	
Female	65%
Male	35%
<b>Race</b>	
White, non Hispanic	47%
Indian Subcontinent	13%
Asian/Pacific Islander	20%
Middle Easterner	7%
African American	7%
Hispanic/Latino(a)	3%
Other/prefer not to answer	3%

## Demographics 2018 (N = 106)

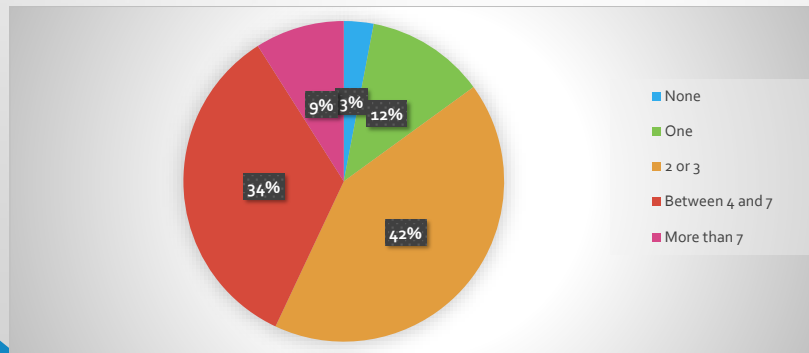
<b>Medical school location</b>	
US/Canada	83%
International	17%
<b>Type of residency training</b>	
Internal medicine	52%
Pediatrics	43%
Med/Peds	4%
Other	1%
<b>Post-fellowship plans</b>	
Entering workforce	92%
Additional training	8%

# The Job Hunt

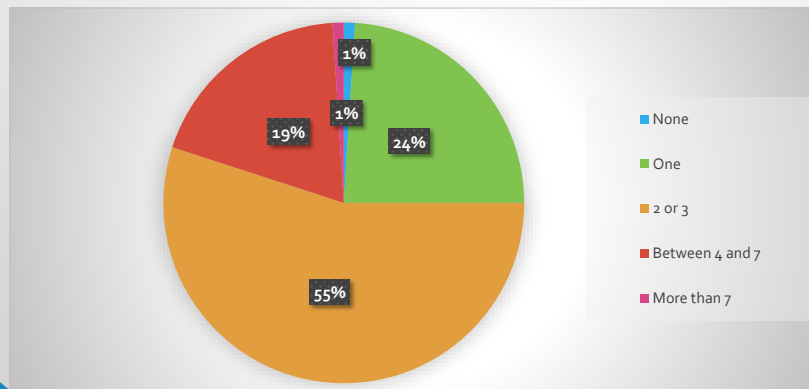
In your search for employment, how many positions did you inquire about?



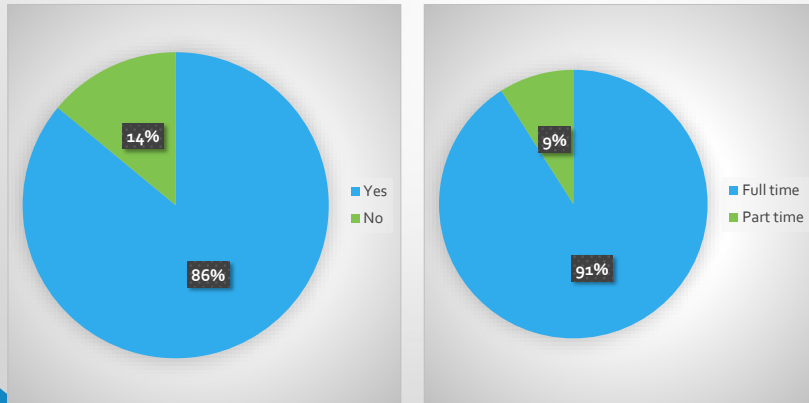
How many of your position inquiries led to interviews?



How many job offers did you receive?



## Have you secured a position?



## Satisfaction with practice opportunities

Was it difficult finding a satisfactory position?	
Yes	39%
No	59%
I haven't looked yet	2%
If yes, what difficulties did you encounter?	
Overall lack of positions/practice opportunities	68%
Lack of positions in desired setting	68%
Inadequate salary/compensation/benefits offered	45%
Family considerations	45%
Long commute to the practice location	24%
Prefer to live in a larger city	21%
Limited opportunities due to Visa status	3%

## Practice Details

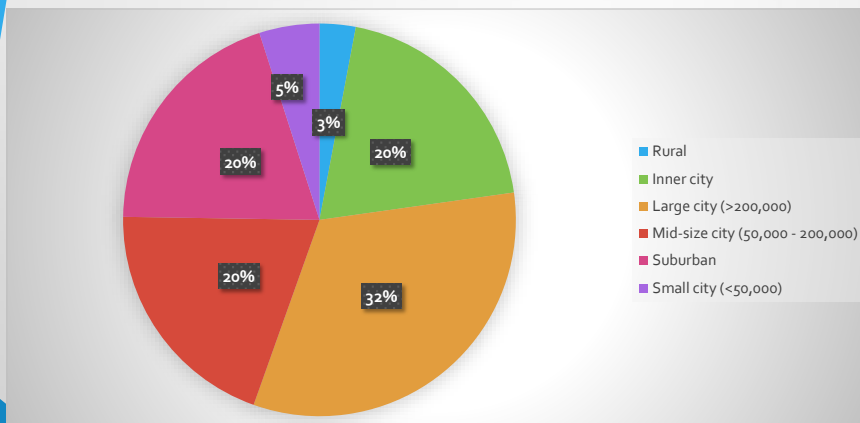
Which best describes the location of your primary activity after fellowship training?

- Different state from my current training program – 43%
- Same city/county as my current training program – 38%
- Same state, but different city/county from my current training program – 16%
- Outside the US – 2%
- Canada – 1%

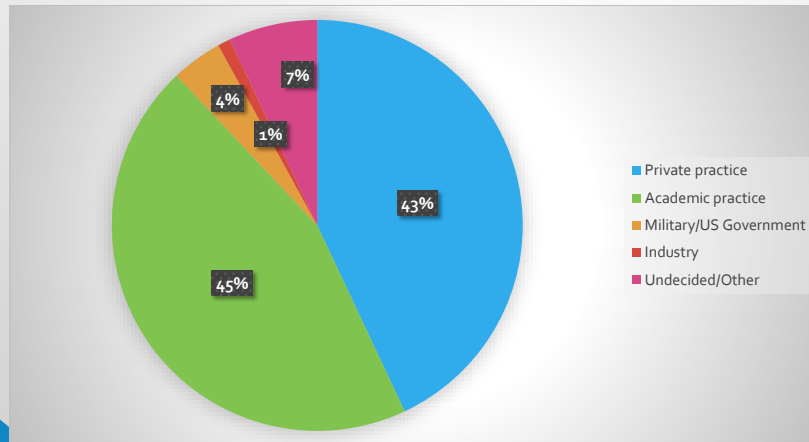
Compared to my current fellowship training program, the location of my primary activity after fellowship is:

- In a different state – 43%
- In the same city/county – 38%
- In the same state, but different city/county – 16%
- Outside the US – 2%
- In Canada – 1%

Which best describes the location of your primary activity after fellowship training?



## Primary Practice Setting



## Private Practice

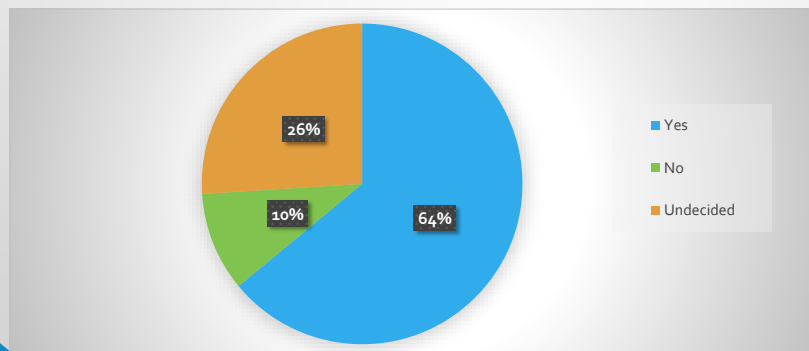
Practice type	Percent
Small single specialty group (<4 allergists)	39%
Medium single specialty group (4-8 allergists)	22%
Independently operated multispecialty group	12%
Large single specialty group (>8 allergists)	10%
Solo practice	10%
Single specialty practice with locations in >1 state	5%
Health-system operated multispecialty group	2%



## Academic Practice

Practice type	Percent
Both clinical and research	56%
Clinical only	37%
Research only	7%

Do you expect to be in this position for more than 3 years?



## Financial Details

What is your level of personal debt (other than mortgage and car loans) you and your spouse are responsible for as of June 2018?

	Percent
None	30%
<\$50,000	14%
\$50,000 - \$100,000	6%
\$100,001 - \$150,000	9%
\$150,001 - \$200,000	9%
\$200,001 - \$250,000	5%
\$250,001 - \$300,000	9%
\$300,000+	18%

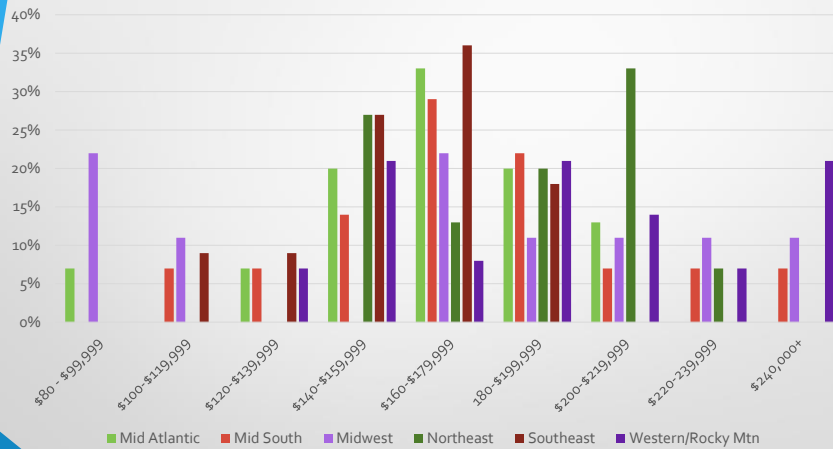
## Personal Debt Load

	Academic Practice	Private Practice
<\$100,000	51%	45%
\$100,000 - \$250,000	23%	25%
\$250,000+	26%	30%

## What is your expected base salary for the first year of practice?

Base Salary	Percent
< \$80,000	3%
\$80,000 - \$99,999	3%
\$100,000 - \$119,999	4%
\$120,000 - \$139,999	5%
\$140,000 - \$159,999	19%
\$160,000 - \$179,999	23%
\$180,000 - \$199,999	19%
\$200,000 - \$219,999	14%
\$220,000+	10%

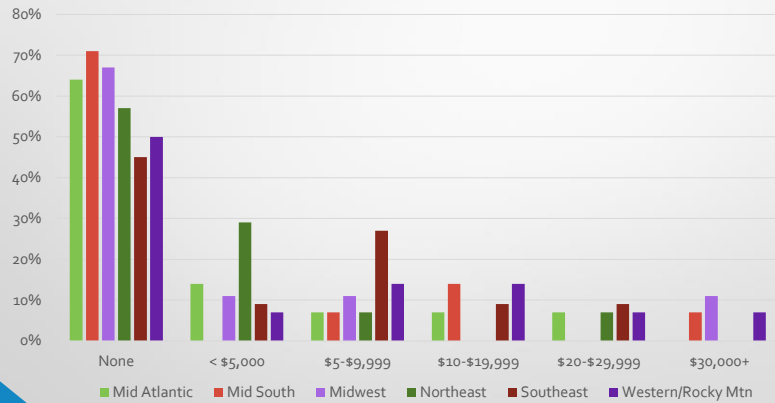
## Expected base salary by region



## What is your expected signing bonus during the first year of practice?

Signing Bonus	Percent
None	60%
<\$5,000	12%
\$5,001 - \$9,999	12%
\$10,000 - \$19,999	8%
\$20,000 - \$29,999	5%
\$30,000+	3%

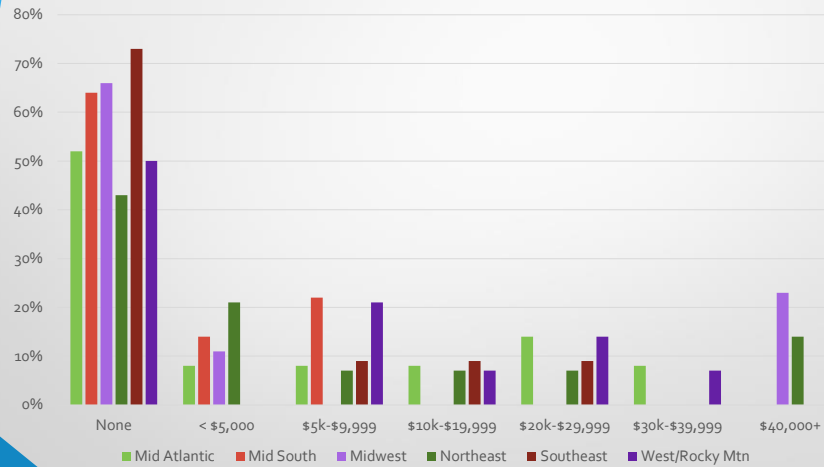
## Expected signing bonus by region



What is your expected additional incentive income during the first year of practice?

Bonus Income	Percent
None	58%
<\$5,000	8%
\$5,000 - \$9,999	13%
\$10,000 - \$19,999	6%
\$20,000 - \$29,999	8%
\$30,000 - \$39,999	2%
\$40,000 - \$49,999	0%
\$50,000+	5%

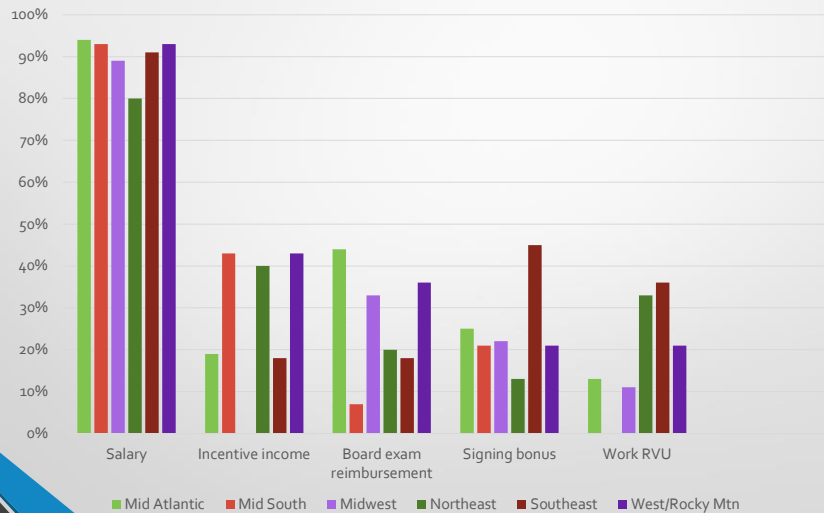
## Additional incentive income by region



## How will you be compensated during your first year in practice? (Check all that apply)

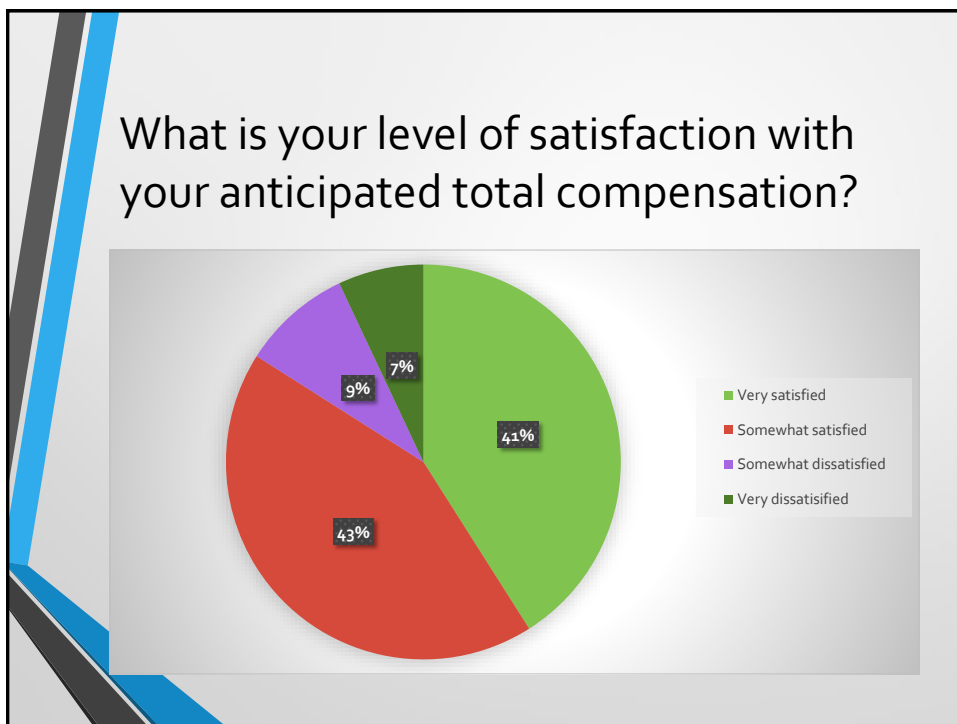
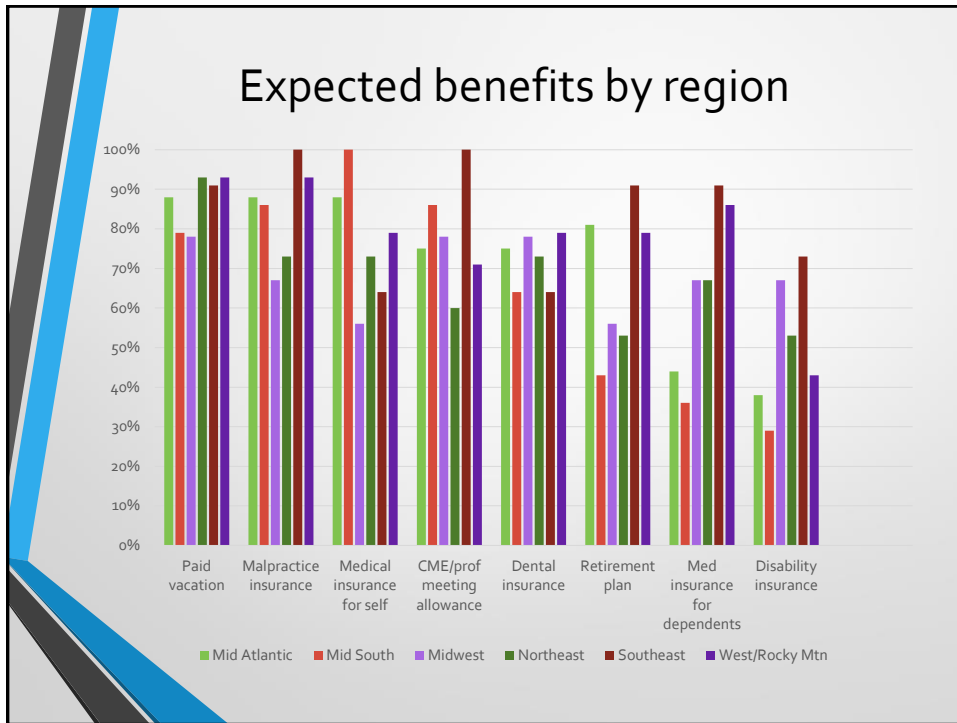
Compensation type	Percent
Salary as an employee/associate	91%
Incentive income	30%
Reimbursement for the board exam	27%
Signing bonus	24%
Work RVU	19%
Cell phone reimbursement	12%
Travel/gas reimbursement	10%
Self employment practice income as owner/partner	5%
Other	4%
Hourly/per diem compensation as a contractor	3%

## Type of compensation by region



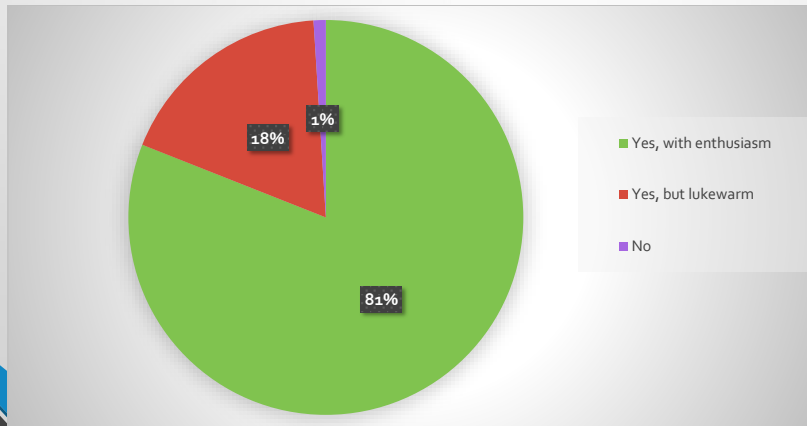
## What are your expected benefits during the first year of practice? (check all that apply)

Benefit type	Percent
Paid vacation	88%
Malpractice insurance	86%
Medical insurance for self	78%
CME/professional meeting allowance	76%
Dental insurance	72%
Retirement plan	67%
Medical insurance for spouse/dependents	64%
Disability insurance	49%
Car allowance	3%





Would you recommend the specialty of allergy/immunology to medical students or other physicians in training?



# 2019 FIT Exit Survey Results

PRACTICE MANAGEMENT COMMITTEE  
MOHAMED YASSIN, MD, FAAAAI  
PRIYA BANSAL, MD, FAAAAI

## AAAAI FIT Exit Survey

- ▶ Web-based survey designed and implemented by the AAAAI Practice Management Committee
- ▶ Document the career choices of graduating FITs
- ▶ Provide a snapshot of the current employment market for graduating FITs
- ▶ Identify trends in the current economic climate
- ▶ Sent to all graduating FITs in 2019
  - ▶ 51% response rate

## Demographics 2019 (N = 97)

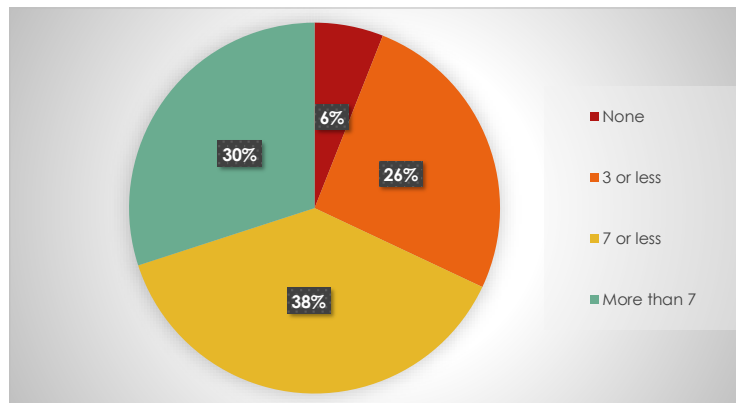
<b>Gender</b>	
Female	77%
Male	23%
<b>Race</b>	
White, non Hispanic	47%
Asian/Pacific Islander	23%
Indian Subcontinent	13%
Middle Easterner	5%
Multiracial	3%
African American	2%
Hispanic/Latino(a)	2%
Prefer not to answer	5%

## Demographics 2019 (N = 97)

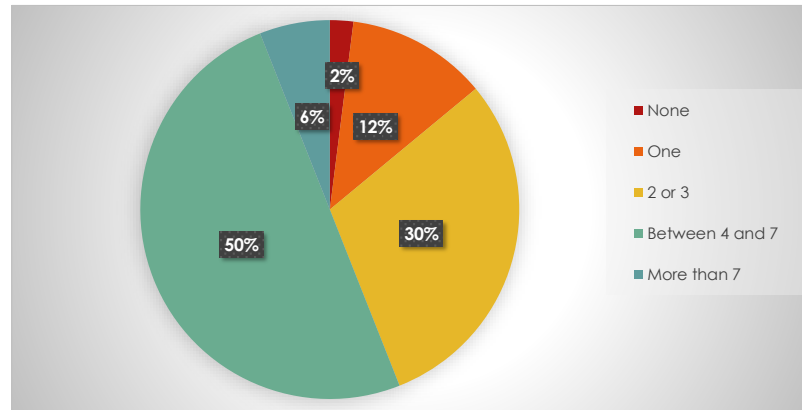
<b>Medical school location</b>	
US/Canada	88%
International	12%
<b>Type of residency training</b>	
Internal medicine	49%
Pediatrics	44%
Med/Peds	7%
<b>Post-fellowship plans</b>	
Entering workforce	97%
Additional training	3%

# The Job Hunt

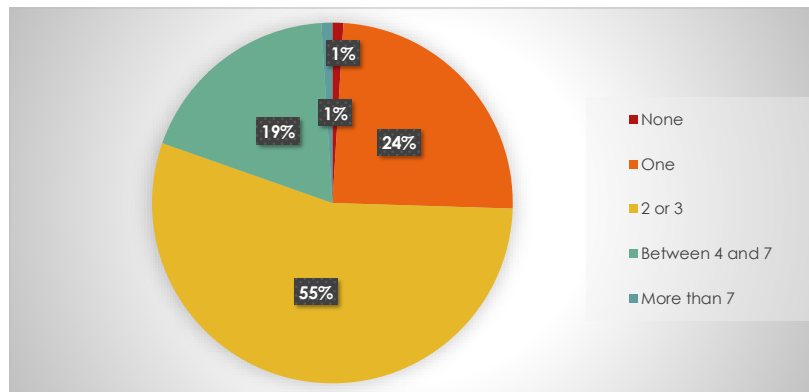
In your search for employment, how many positions did you inquire about?



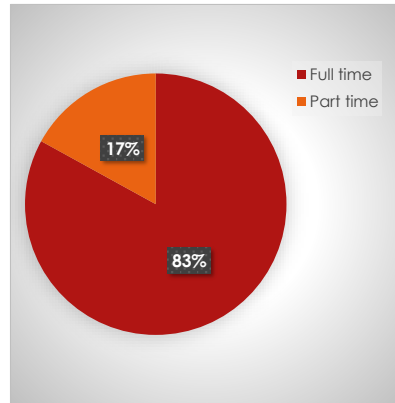
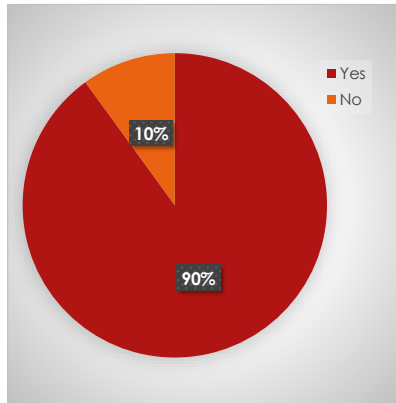
How many of your position inquiries led to interviews?



How many job offers did you receive?



## Have you secured a position?



## Satisfaction with practice opportunities

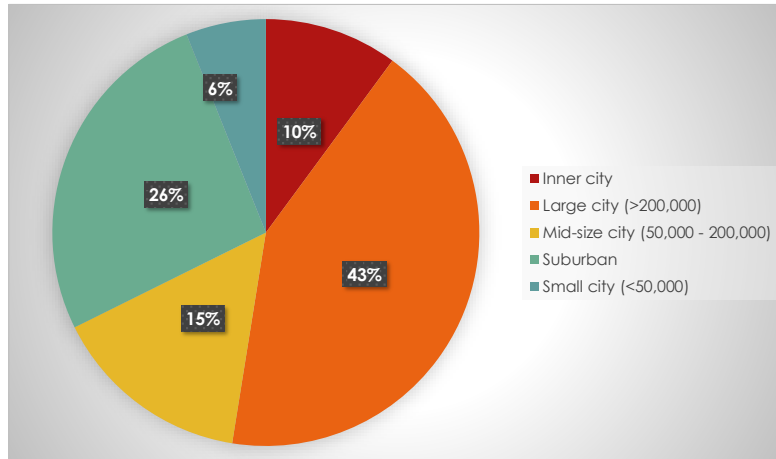
Was it difficult finding a satisfactory position?	
Yes	36%
No	63%
I haven't looked yet	1%
If yes, what difficulties did you encounter?	
Lack of positions in desired setting	71%
Inadequate salary/compensation/benefits offered	65%
Overall lack of positions/practice opportunities	58%
Family considerations	45%
Long commute to the practice location	32%
Prefer to live in a larger city	32%
Prefer to live in a smaller city	10%
Limited opportunities due to Visa status	6%

## Practice Details

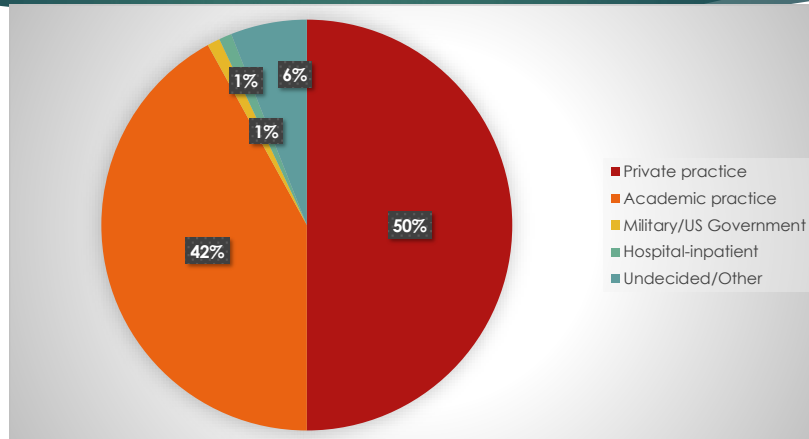
Which best describes the location of your primary activity after fellowship training?

Different state from my current training program	48%
Same city/county as my current training program	37%
Same state, but different city/county from my current training program	11%
Outside the US	2%
Canada	2%

Which best describes the location of **your** primary activity after fellowship training?



Primary Practice Setting





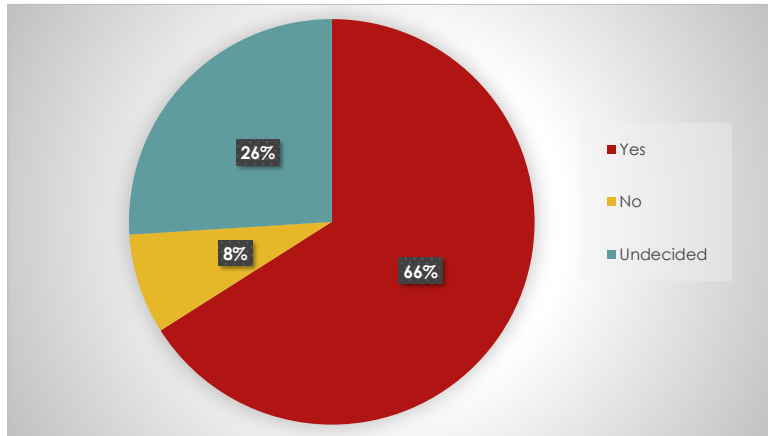
## Private Practice (N=45)

Practice type	Percent
Small single specialty group (<4 allergists)	27%
Health-system operated multispecialty group	20%
Medium single specialty group (4-8 allergists)	18%
Independently operated multispecialty group	15%
Large single specialty group (>8 allergists)	9%
Solo practice	7%
Single specialty practice with locations in >1 state	4%

## Academic Practice (N=38)

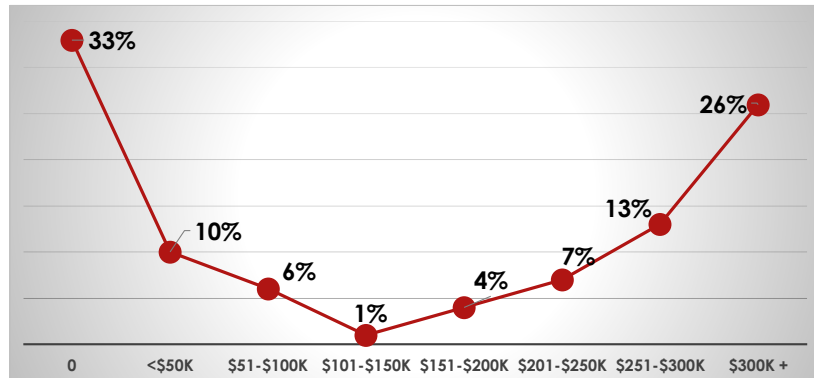
Practice type	Percent
Clinical only	53%
Both clinical and research	42%
Research only	5%

Do you expect to be in this position for more than 3 years?

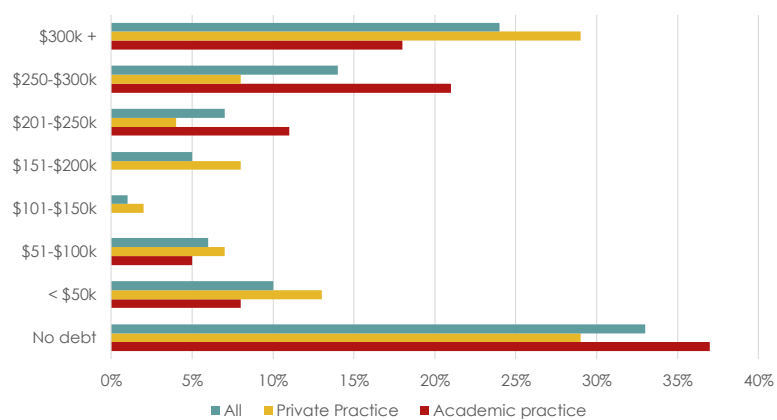


Financial  
Details

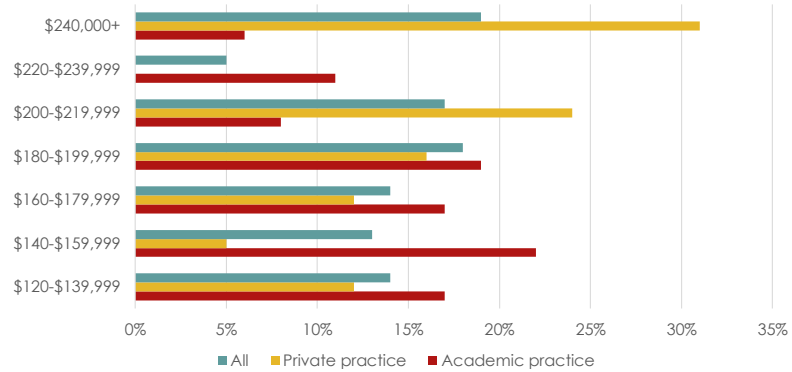
What is your level of personal debt (other than mortgage and car loans) you and your spouse are responsible for as of June 2019?



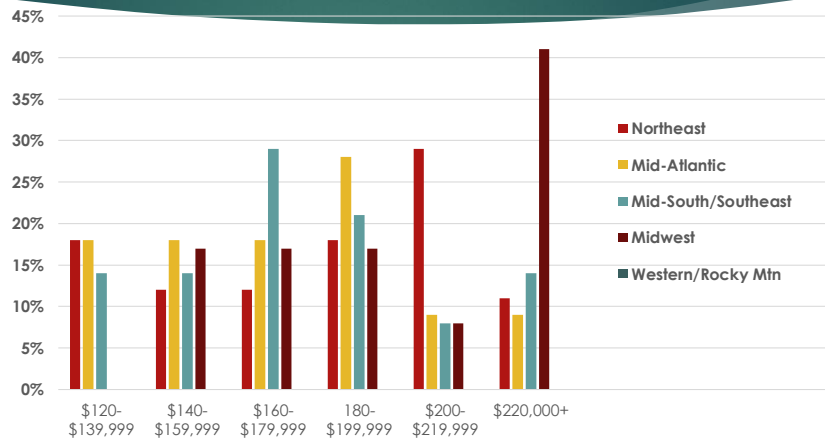
Personal Debt Load by Type of Practice



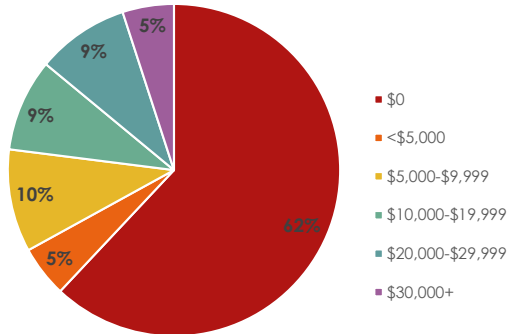
## What is your expected income (all sources) for the first year of practice?



## Expected income by region



## What is your expected signing bonus during the first year of practice?



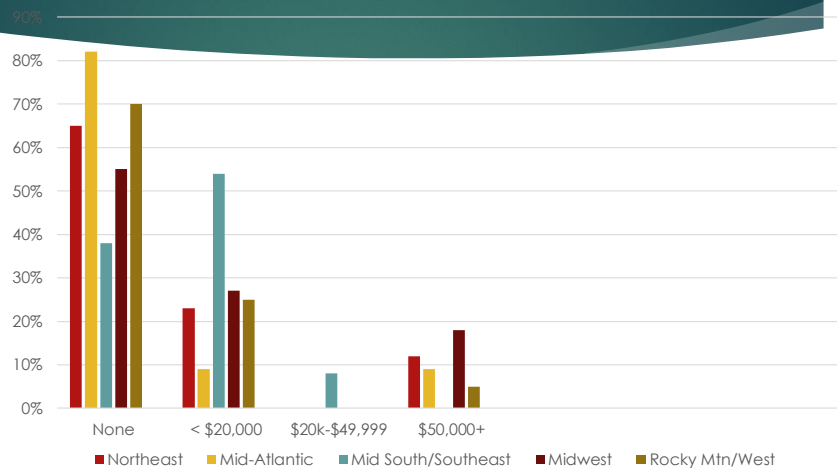
## Expected signing bonus by region



What is your expected additional incentive income during the first year of practice?

Additional Incentive Income	Percent
None	63%
<\$5,000	9%
\$5,000 - \$9,999	5%
\$10,000 - \$19,999	13%
\$20,000 - \$29,999	1%
\$30,000 - \$39,999	0%
\$40,000 - \$49,999	3%
\$50,000+	6%

Additional incentive income by region



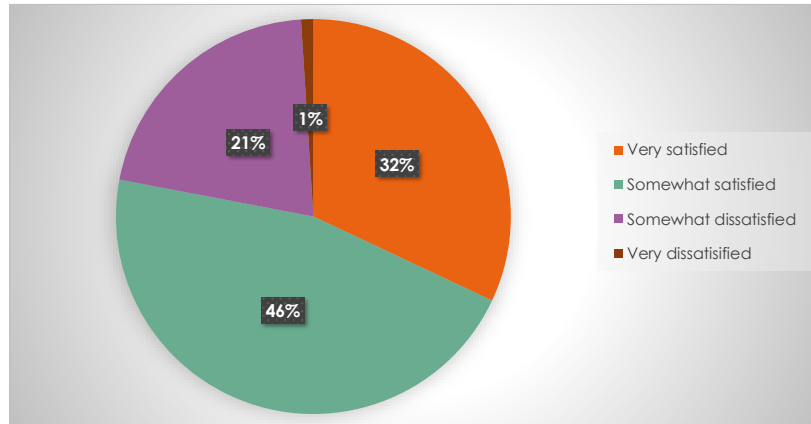
How will you be compensated during your first year in practice? (Check all that apply)

Compensation type	Percent
Salary as an employee/associate	94%
Incentive income	49%
Reimbursement for the board exam	32%
Signing bonus	32%
Work RVU	29%
Travel/gas reimbursement	13%
Cell phone reimbursement	9%
Relocation/moving expenses	7%
Hourly/per diem compensation as a contractor	5%
Self employment practice income as owner/partner	4%

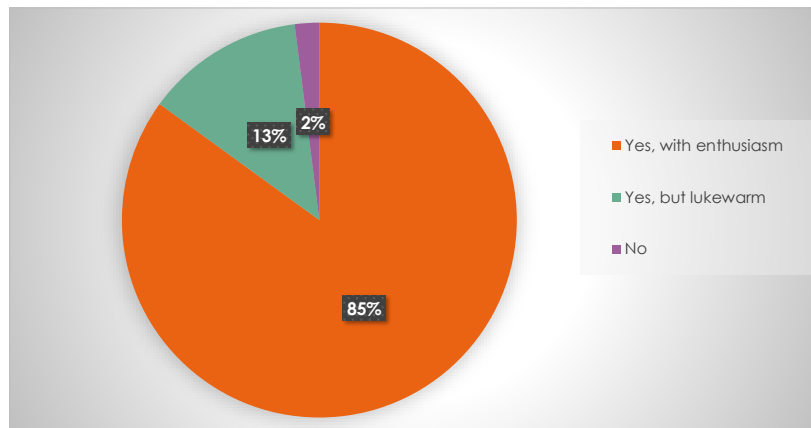
What are your expected benefits during the first year of practice? (check all that apply)

Benefit type	Percent
Paid vacation	79%
Malpractice insurance	79%
CME/professional meeting allowance	74%
Medical insurance for self	73%
Dental insurance	70%
Retirement plan	66%
Medical insurance for spouse/dependents	60%
Disability insurance	55%
Car allowance	3%

What is your level of satisfaction with your anticipated total compensation?



Would you recommend the specialty of allergy/immunology to medical students or other physicians in training?





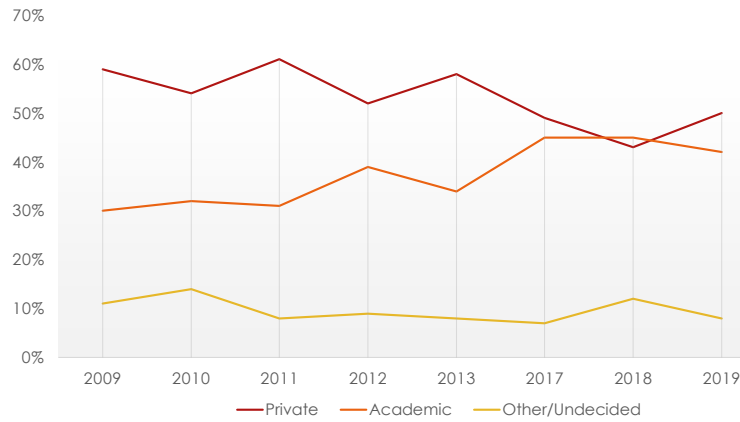
## Historical Data

- ▶ The next several slides show comparisons on some key data points from multiple three years of FIT exit surveys
- ▶ Data is provided from 2009, 2010, 2011, 2012, 2013, 2017, 2018 and 2019
  - ▶ The FIT exit survey was administered in 2014 but the response rate was too low to support meaningful calculations
  - ▶ The Workforce Committee was sunset and the exit survey was discontinued in 2015 and 2016 until the Practice Management Committee resurrected it in 2017

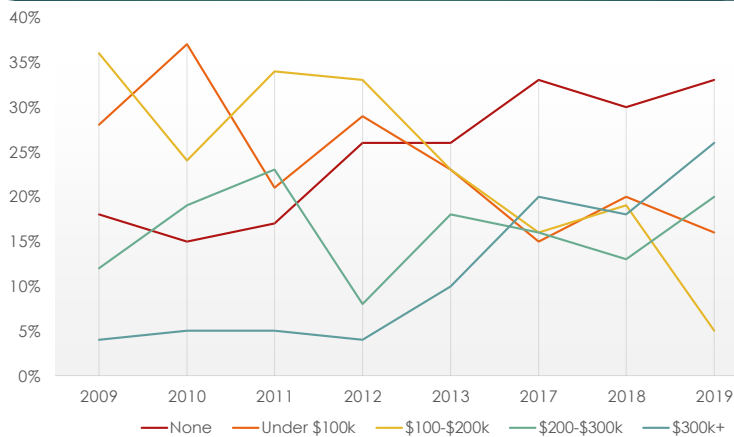
## Response rates by Survey Year

Survey Year	Total # FITs	# FIT responses	Response Rate
2019	192	97	51%
2018	186	106	57%
2017	182	109	60%
2013	124	79	64%
2012	112	72	64%
2011	140	97	69%
2010	182	82	45%
2009	175	113	64%

## Type of Practice



## Personal Debt Load



## Was it difficult finding a satisfactory position?

Year	Yes	No	Haven't Looked Yet
2019	32%	63%	1%
2018	39%	59%	2%
2017	42%	55%	3%
2013	44%	55%	1%
2012	50%	47%	3%
2011	39%	59%	2%
2010	51%	45%	4%
2009	44%	52%	4%

## If yes, what difficulties did you encounter?

	2019	2018	2017	2013	2012	2011	2010
Overall lack of positions/practice opportunities	58%	68%	51%	55%	54%	42%	71%
Lack of positions in desired setting	71%	68%	72%	58%	46%	37%	48%
Lack of positions in desired location	42%	23%	N/A	76%	80%	68%	81%
Inadequate salary/compensation/benefits offered	65%	45%	51%	52%	51%	32%	48%
Family considerations	45%	45%	26%	15%	31%	34%	36%
Limited opportunities due to Visa status		3%	3%	3%	0%	0%	5%

## Practice Location

Year	Inner City	Large City 200,000+	Med. City 50k – 200k	Small City <50,000	Suburbs	Rural
2019	10%	42%	15%	6%	27%	0%
2018	20%	33%	20%	5%	20%	2%
2017	16%	50%	15%	1%	17%	1%
2013	11%	45%	N/A	11%	33%	1%
2012	13%	42%	N/A	10%	33%	2%
2011	15%	38%	N/A	9%	36%	2%
2009	15%	31%	N/A	10%	44%	0%

## Would you recommend the specialty of allergy/immunology?

Year	Yes, with enthusiasm	Yes, but lukewarm	No
2019	85%	13%	2%
2018	81%	18%	1%
2017	80%	18%	2%
2013	85%	14%	1%
2012	78%	22%	0%
2011	84%	15%	1%
2010	84%	15%	1%
2009	80%	18%	2%