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# *Virginia's Physician Workforce: 2012*

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Healthcare Workforce Data Center

August 2013

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Healthcare Workforce Data Center  
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## The Physician Workforce At a Glance

### The Workforce

Licensees:	39,197
Virginia's Workforce:	19,697
Full-Time Equiv. Units:	19,654

### Background

HS Degree in VA:	20%
Med School in VA:	20%
Residency in VA:	27%

### Income by Role

Primary Care:	\$150k-\$175k
Non-Pri Care:	\$200k-\$225k
Highest:	Anesthesiology

### Survey Response Rate

All Licensees:	69%
Renewing Practitioners:	76%

### Specialty/Role

Primary Care:	42%
Board Certified:	67%

### Access

Practice is Full:	3%
Medicaid Participant:	61%

### Demographics

% Female:	35%
Diversity Index:	49%
Median Age:	51

### Finances

Median Income:	\$175k-\$200k
Health Benefits:	55%
Under 40 w/ Ed debt:	68%

### Typical Time Spent

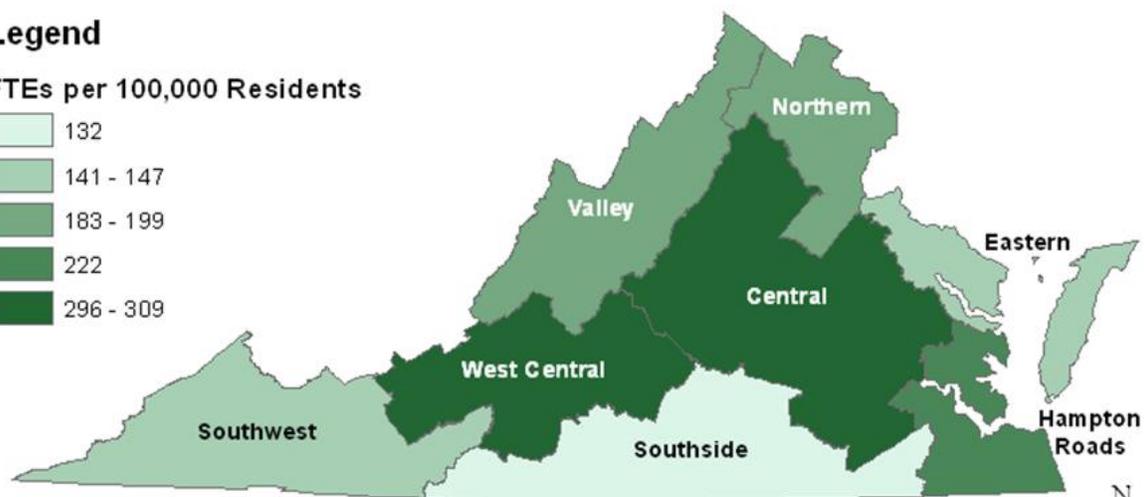
Patient Care:	90-99%
Administration:	1-9%
% Primarily Pat. Care:	86%

## Full-Time Equivalency Units per 100,000 Residents by Council on Virginia's Future Region

### Legend

FTEs per 100,000 Residents

132
141 - 147
183 - 199
222
296 - 309



0 25 50 100 150 200 Miles



## Executive Summary

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Over 27,000 Physicians voluntarily took part in the 2012 Physician Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which for Physicians occurs throughout the year in even years. These survey respondents represent 69% of the 39,197 physicians licensed in the state during the survey period and 76% of renewing practitioners.

The HWDC estimates that about 19,697 physicians were in Virginia's workforce in 2012, defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in medicine or osteopathic medicine at some point. These physicians provided 19,654 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off), about 1.00 FTEs per physician.

Almost two thirds of physicians are men. However, women are quickly gaining ground. Over half of physicians under 40 are women. The median age of physicians is 51. At least part of the high median age is explained by the long education required of physicians, which means there are few physicians under age 30. The physician population is diverse, mainly as a result of a relatively large proportion of Asian practitioners. In a random encounter between two physicians, there is a 49% chance they would be of a different race or ethnicity. For the Virginia population the chance is 54%.

About 1 in 5 physicians graduated from high school in Virginia. A similar amount completed medical school in Virginia, while more than 1 in 4 completed their residency in state. New York and Pennsylvania are the largest state sources of physicians outside of Virginia. Additionally, a significant number of physicians completed medical or a residency in Washington D.C. About 20% of Virginia's physicians completed secondary school (high school) outside of the United States.

67% of physicians are Board-certified. The most popular specialty was Internal Medicine, accounting for 30% of certificants, followed by Family Medicine and Pediatrics, each accounting for over 10% of certificants. 42% of physicians indicated they mostly fill a primary care role.

The typical physician earns between \$175,000 and \$200,000 per year. Additionally, 55% reported receiving employer-sponsored health insurance. Only 27% of physicians reported carrying educational debt. However, more than 2 out of 3 physicians under age 40 carry educational debt, with 40% of these owing \$100,000 or more.

Physicians focus most of their effort directly on caring for patients. The typical physician spends over 90% of his time on patient care and less than 10% on administration or other matters. 85% of physicians are in positions that primarily focus on patient care. Only 3% of physicians report that their practices are full, while 59% of physicians are accepting new Medicare patients and 53% are accepting new Medicaid patients.

## Healthcare Workforce Data Center

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### Overview

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The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below.

### HWDC Current Surveys

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Assisted Living Facility Administrators	Licensed Clinical Social Workers	Pharmacy Technicians
Audiologists	Licensed Practical Nurses	Physical Therapists
Certified Nurse Aides	Licensed Professional Counselors	Physical Therapy Assistants
Clinical Psychologists	Medical Doctors	Physician Assistants
Dental Hygienists	Nurse Practitioners	Registered Nurses
Dentists	Nursing Home Administrators	Speech-Language Pathologists
Doctors of Osteopathic Medicine	Pharmacists	

### The 2012 Physician Workforce Survey

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#### Methodology

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The Physician Workforce Survey is administered to physicians through the Department of Health Professions online renewal process. This survey was completed during the renewal period for physicians, which takes place in even-numbered years during the birth-month of each renewing physician. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.<sup>1</sup> Additionally, paper renewals were available to those who received them. The survey was not offered to students or new applicants. The survey text is available in the Appendix.

The information that was acquired from the Physician Workforce Survey was augmented by physician profile data from the Virginia Board of Medicine. The list of sections in the report that make use of this information is included in the Appendix. Physician profile data was matched to survey results by a physician's license number. Physician profile data is self-reported, and physicians are legally required to maintain accurate information in the Practitioner Information database, although physicians can choose not to answer certain questions in the profile. The Board of Medicine does not systematically verify the accuracy of this information, but they do investigate reported inaccuracies and conduct random audits throughout the year. More information can be obtained at <http://www.vahealthprovider.com/>.

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<sup>1</sup> Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

## Response Rates

The survey's population is all physicians licensed in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Physician Workforce. Our sample is a convenience sample of licensed professionals who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of physicians, resulted in an overall response rate among all renewing physicians of 76%.

The methodology excludes physicians first licensed during the survey period, as they are not required to renew until the next renewal cycle. It also excludes physicians who did not renew their licenses or who chose to renew using paper renewals. Using administrative data in our licensee files, we are able to determine response rates based on age and the metro status of the physician's mailing address with the Department of Health Professions.

Statistic	Physicians
Renewing Physicians, 2012	35,926
Licensees, 2012 Renewal Cycle	39,197
Completed Surveys	27,227
Proportion of licensees who completed a survey.	69%
Response Rate, Renewing Physicians	76%

Statistic	Non Respondents	Respondent	Response Rate (licensees)
<b>By Age</b>			
Under 35	1,805	1,536	46%
35 to 39	1,827	3,263	64%
40 to 44	1,566	3,839	71%
45 to 49	1,311	3,679	74%
50 to 54	1,136	3,601	76%
55 to 59	1,184	3,827	76%
60 to 64	934	3,179	77%
65 to 69	837	2,259	73%
70 and Over	1,370	2,044	60%
<b>Total</b>	<b>11,970</b>	<b>27,227</b>	<b>69%</b>
<b>New Licenses, 2012</b>			
License Issued in 2012	2,304	0	0%
<b>Metro Status</b>			
Metro	5,814	15,405	73%
Non-Metro	524	1,444	73%
Not in Virginia	5,632	10,378	65%

## Virginia's Physicians

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Not all of Virginia's licensed physicians live or work in the state. Out-of-state physicians maintain licenses in-state for a variety of reasons. Those serving in the military or working for the federal government must maintain a license to practice, but they may do so in any state. Retired physicians may maintain their licenses for prestige or occasional practice. Physicians may occasionally travel to Virginia to work, particularly those practicing in Virginia's border jurisdictions.

Approximately 58% of Virginia's physicians have a mailing address in Virginia. In addition, 19% percent have a mailing address in a state bordering Virginia (Kentucky, Maryland, North Carolina, Tennessee and West Virginia) or in the District of Columbia.

## Virginia's Physician Workforce

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Virginia's workforce consists of respondents who reported having at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, the respondent's mailing address was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice in the state at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military. Using these criteria, 14,165 respondents are in Virginia's workforce.

Status	Respondents
Working in Virginia	12,875
Not working, but plans to return to work in Virginia	1,290
<b>Total</b>	<b>14,165</b>

## Weighted Estimates

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To account for differences in response rates by key characteristics, this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of practitioners in categories based on the age of the respondent in five year categories and the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here:

<http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population-wide data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Status	Weighted Estimate
Working in Virginia	17,796
Not working, but plans to return to work in Virginia	1,901
<b>Total</b>	<b>19,697</b>

Using this methodology, we estimate that 19,697 physicians participated in Virginia's Physician workforce during the survey period, including 17,796 physicians who worked in Virginia in 2012 and 1,901 physicians who did not indicate working in Virginia in 2012, but who indicated plans to return to work in Virginia in the future.

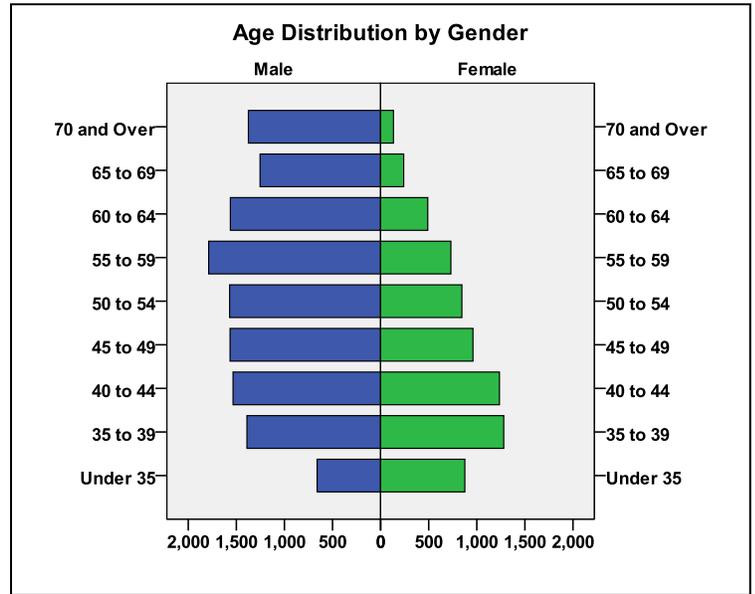
# Virginia's Physician Workforce

## Demographics

### Age & Gender

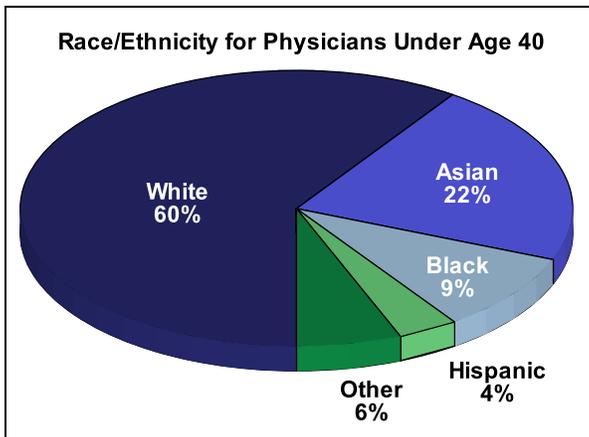
The median age for all of Virginia's physicians was 51, but disparities are evident across genders. For male physicians, the median age was 53, while females had a median age of 46. Male physicians represent approximately two-thirds of all licensed physicians in the state. However, females are better represented among younger age cohorts and account for a majority of physicians under the age of 40.

Age	Male		Female	
	Weighted Estimate	%	Weighted Estimate	%
Under 35	660	43%	876	57%
35 to 39	1,390	52%	1,280	48%
40 to 44	1,534	55%	1,235	45%
45 to 49	1,565	62%	960	38%
50 to 54	1,570	65%	845	35%
55 to 59	1,788	71%	730	29%
60 to 64	1,562	76%	490	24%
65 to 69	1,253	84%	240	16%
70 and Over	1,375	91%	133	9%
<b>Total</b>	<b>12,698</b>	<b>65%</b>	<b>6,790</b>	<b>35%</b>



### Diversity

Non-Hispanic whites accounted for 69% of all licensed physicians in the state of Virginia, which makes them overrepresented relative to their numbers in the overall population. Asians/Pacific Islanders were also significantly overrepresented among Virginia's physicians; although they represent just 6% of Virginia's population, they account for 17% of Virginia's physicians. Meanwhile, Hispanics and non-Hispanic Blacks are underrepresented amongst Virginia's licensed physicians; combined, they represent approximately 11% of all physicians in the state of Virginia, but they make up more than one-quarter of the overall population.

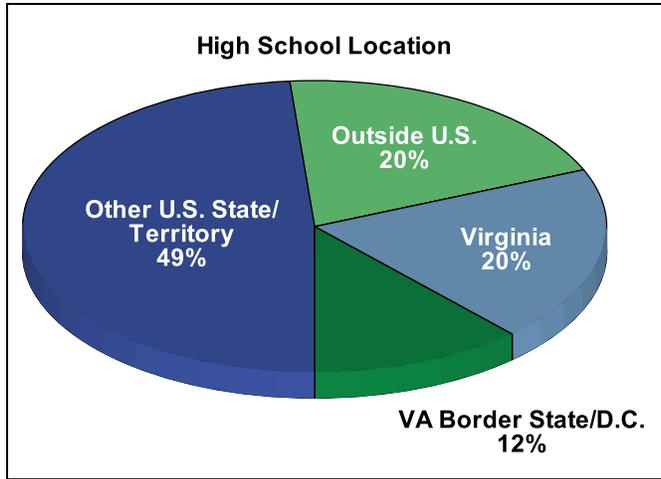


Race/ Ethnicity	Virginia Population	All Physicians		Physicians Under 40	
	%	Weighted Estimate	%	Weighted Estimate	%
White, non-Hispanic	64%	12,253	69%	2,242	60%
Black, non-Hispanic	19%	1,377	8%	349	9%
Hispanic of any race	8%	597	3%	133	4%
Asian or Pacific Islander	6%	2,948	17%	824	22%
American Indian or Alaskan Native	0%	17	0%	7	0%
Other Race	-	417	2%	131	4%
Two or more races	2%	204	1%	77	2%

## Education

### High School Location

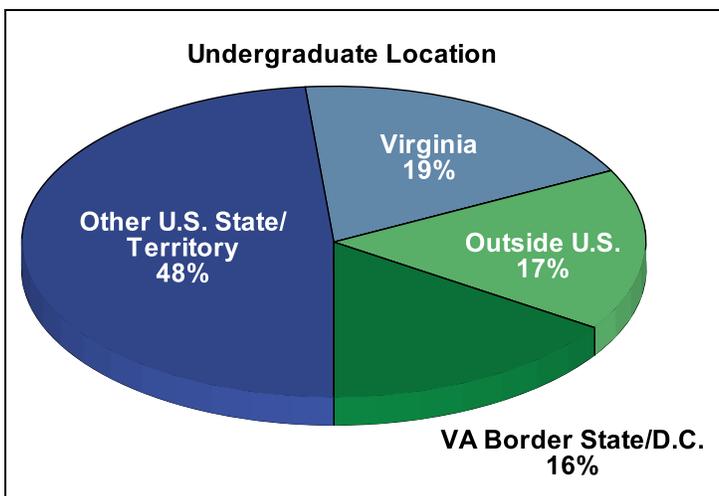
Only one-fifth of all licensed physicians received their high school education in the state of Virginia. Instead, more than 60% received their high school education in another U.S. state, including nearly one-half who went to a school in a state that does not border Virginia. In addition, one-fifth of all licensed physicians went to high school in a foreign country.



State	Weighted Estimate	%
Virginia	3,738	20%
Outside U.S./Canada	3,671	20%
New York	1,715	9%
Pennsylvania	1,090	6%
Maryland	997	5%
New Jersey	845	4%
All Other Locations	7,070	36%
<b>Total</b>	<b>19,127</b>	<b>100%</b>

### Undergraduate Location

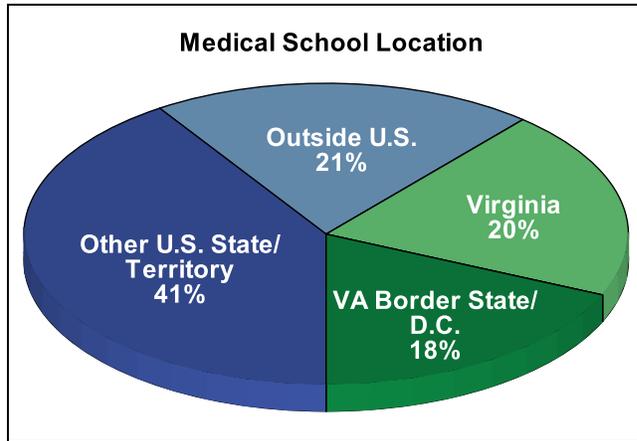
A plurality of Virginia's licensed physicians received their undergraduate degree inside the state, but these practitioners accounted for less than one-fifth of all physicians. Two-thirds of licensed physicians went to college outside of Virginia, while 17% went to college in a foreign country.



State	Weighted Estimate	%
Virginia	3,565	19%
Outside U.S./Canada	3,017	17%
New York	1,411	8%
Pennsylvania	1,187	6%
North Carolina	961	5%
Massachusetts	790	4%
Maryland	777	4%
Washington, D.C.	584	3%
All Other Locations	6,585	34%
<b>Total</b>	<b>18,878</b>	<b>100%</b>

## Medical Degree Location<sup>2</sup>

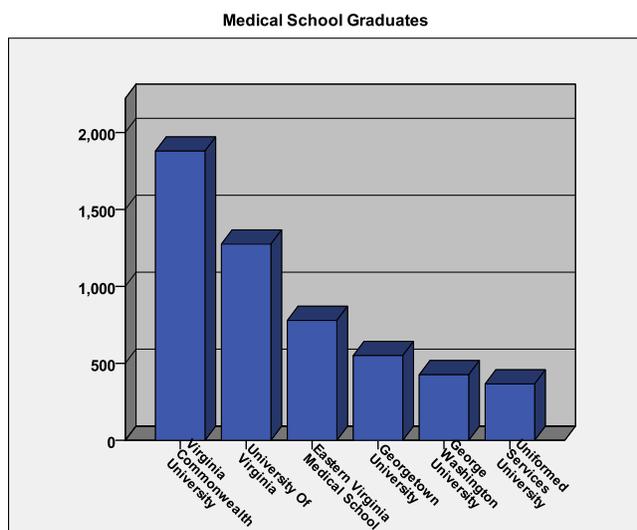
An approximately equal number of physicians (18-21%) received their medical degree either in Virginia, a state bordering Virginia, or in a foreign country. Meanwhile, more than 40% of all physicians went to medical school in a state that does not border Virginia.



State	Weighted Estimate	%
Virginia	3,915	20%
Outside U.S./Canada	3,842	21%
Pennsylvania	1,309	7%
Washington, D.C.	1,220	6%
New York	1,170	6%
Maryland	781	4%
North Carolina	655	3%
All Other Locations	6,369	33%
<b>Total</b>	<b>19,260</b>	<b>100%</b>

## Medical Schools<sup>2</sup>

Approximately 20% of all licensed physicians attended medical school in Virginia, half of whom went to the Virginia Commonwealth University School of Medicine in Richmond (formerly known as MCV). The other half went to one of the four other medical schools in Virginia: the University of Virginia, Eastern Virginia Medical School, Edward Via Virginia College of Osteopathic Medicine (53 graduates), and VCU's INOVA campus (5 graduates). Two-thirds of licensed physicians went to medical schools that were each attended by less than one percent of all licensed physicians in Virginia.

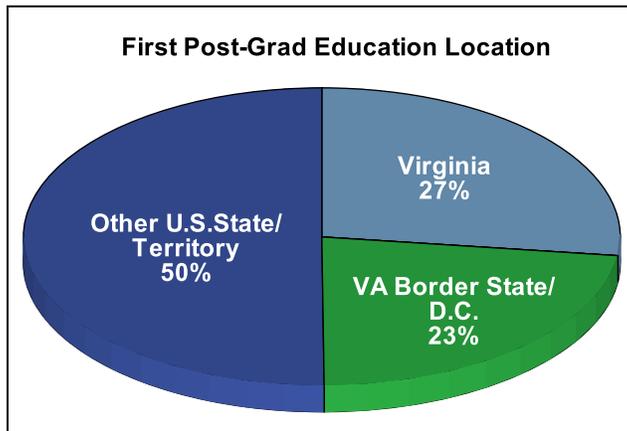


Institution	Weighted Estimate	%
Virginia Commonwealth University	1,879	10%
University of Virginia	1,275	7%
Eastern Virginia Medical School	779	4%
Georgetown University	550	3%
George Washington University	426	2%
Uniformed Services University of the Health Sciences	366	2%
University of Maryland	275	1%
Drexel University	262	1%
Jefferson Medical College	255	1%
Howard University	254	1%
University of North Carolina	211	1%
Wake Forest University	207	1%
Philadelphia College of Osteopathic Medicine	194	1%
All Other Locations	12,720	66%
<b>Total</b>	<b>19,653</b>	<b>100%</b>

<sup>2</sup> Data on Medical School Location is from the HWDC survey, while data on individual medical schools is from the physician profile. Both sources contained some missing or invalid entries, creating slight differences in final counts.

## Residency Location

More than one-quarter of all licensed physicians undertook their first residency in Virginia, more than any other state. In addition, 23% of all licensed physicians received their first post-graduate education in a state bordering Virginia or Washington, D.C. However, half of all licensed physicians received their education outside of Virginia or a state bordering Virginia.



State	Weighted Estimate	%
Virginia	5,057	27%
Washington, D.C.	1,817	10%
New York	1,790	10%
Pennsylvania	1,292	7%
Maryland	1,068	6%
North Carolina	795	4%
Ohio	653	4%
California	629	3%
All Other Locations	5,450	29%
<b>Total</b>	<b>18,552</b>	<b>100%</b>

## Graduate & Resident Retention

The previous sections identified where Virginia's current physicians have completed their education and training. Since the HWDC only surveys physicians licensed in Virginia we do not have information on where students and residents trained in Virginia have gone. The American Association of Medical Colleges provides this data in its annual Data Book. Among currently active physicians in the United States, Virginia has retained 34.5 percent of Virginia medical school graduates and 39.4 of Virginia residents according to AAMC statistics.<sup>3</sup>

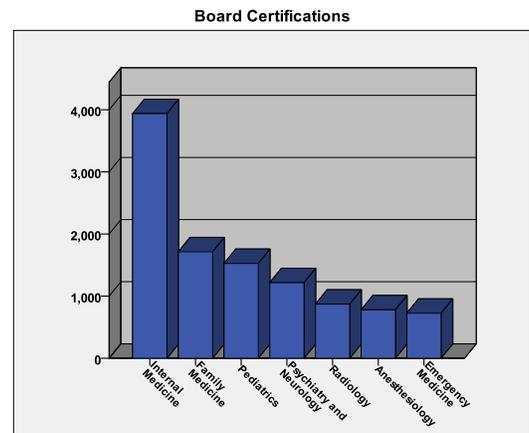
<sup>3</sup> American Association of Medical Colleges. *AAMC Data Book: Medical Schools and Teaching Hospitals by the Numbers*. Susan Rowe & Stefanie Wisniewski, Ed. April 2012. pp. 143-146. Includes both Medical Doctors and Doctors of Osteopathic Medicine.

## Certifications & Licenses

### Board Certifications

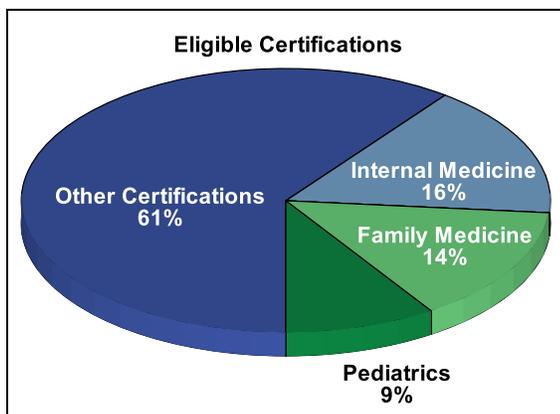
A total of 13,734 physicians held at least one board certification. Within this group, the most popular specialty was internal medicine: Nearly 30% of all physicians with at least one board certification had a specialty in internal medicine. Family medicine and pediatrics were also popular, with more than 10% of respondents holding a certification in those specialties. With respect to subspecialties, 221 physicians held a total of 232 board certifications in subspecialties related to elderly care.

Specialty	Weighted Estimate	% of Physicians
Internal Medicine	3,938	20%
Family Medicine	1,714	9%
Pediatrics	1,526	8%
Psychiatry and Neurology	1,217	6%
Radiology	871	4%
Anesthesiology	780	4%
Emergency Medicine	725	4%
Other	3,435	17%



### Board-Eligible

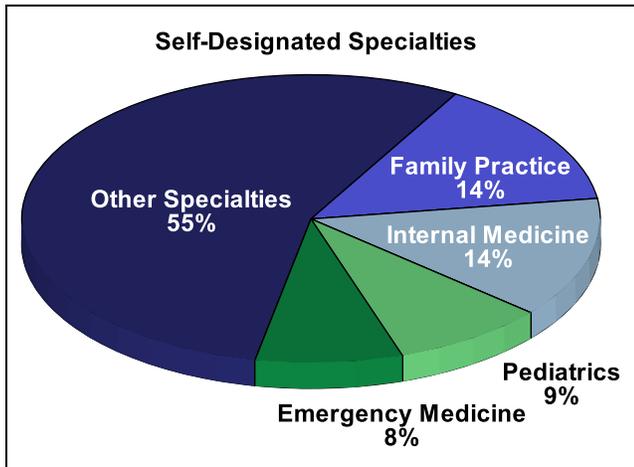
In total, 30% of physicians were eligible for a board certification in either Internal Medicine or Family Medicine. In addition, nearly 10% of physicians were eligible for the Pediatrics certification, while more than five percent each were eligible for either Psychiatry & Neurology: Psychiatry, Obstetrics & Gynecology, or Emergency Medicine.



Board-Eligible Specialty	Weighted Estimate	%
Internal Medicine	443	16%
Family Medicine	384	14%
Pediatrics	257	9%
Psychiatry & Neurology: Psychiatry	175	6%
Obstetrics & Gynecology	163	6%
Emergency Medicine	157	6%
Anesthesiology	126	5%
Orthopedics	86	3%
Other	949	35%
<b>Total</b>	<b>2,740</b>	<b>100%</b>

## Self-Designated Specialty

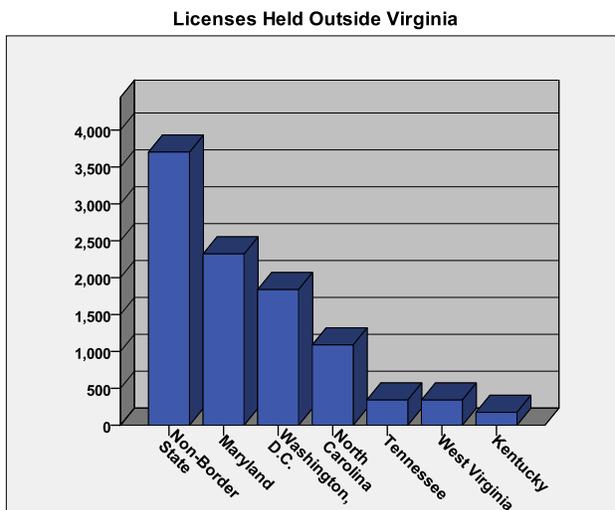
Self-designated medical specialties largely mirrored the distribution seen with respect to board-eligible certifications. Nearly 30% indicated a specialty in either Family Practice or Internal Medicine. Meanwhile, at least 5% of physicians indicated a specialty in one of the following areas: Pediatrics, Emergency Medicine, Anesthesiology, Psychiatry, or Obstetrics & Gynecology.



Specialty	Weighted Estimate	%
Family Practice	1,820	14%
Internal Medicine	1,712	14%
Pediatrics	1,090	9%
Emergency Medicine	1,042	8%
Anesthesiologist	739	6%
Psychiatry	691	6%
Obstetrics & Gynecology	662	5%
Other	4,893	39%
<b>Total</b>	<b>12,649</b>	<b>100%</b>

## Out-of-State Licenses

A total of 7,044 physicians held at least one medical license in a state other than Virginia. A majority of physicians with an out-of-state license held the license in a state that did not border Virginia. However, one-third did have a medical license in Maryland, and more than one-quarter held a license in Washington, D.C.

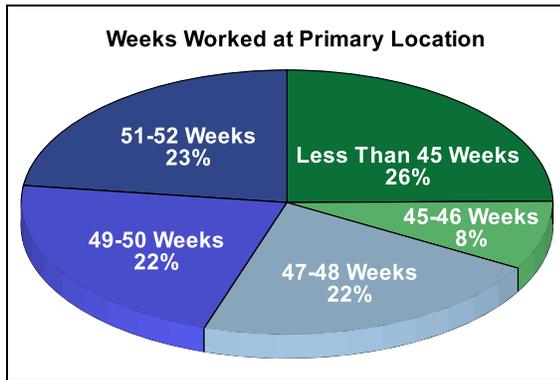


State	Weighted Estimate	% of Physicians
Other U.S. State	3,702	19%
Maryland	2,321	12%
Washington, D.C.	1,838	9%
North Carolina	1,088	6%
Tennessee	341	2%
West Virginia	341	2%
Kentucky	174	1%

## Employment Characteristics<sup>4</sup>

### Weeks Worked

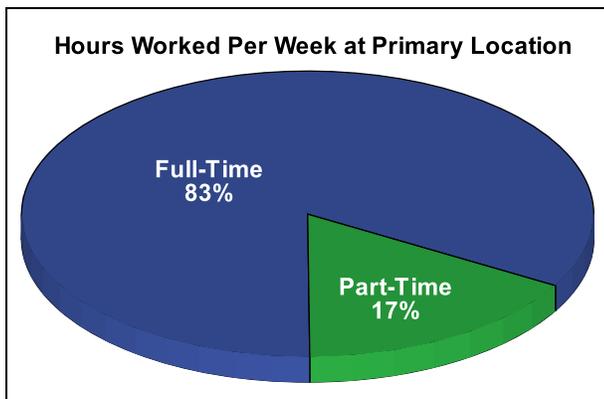
Three-fourths of all licensed physicians worked at least 45 weeks at their primary work location, including nearly one-quarter who worked either 51 or 52 weeks per year. For those physicians who worked at a secondary work location, work weeks were more evenly distributed. Nearly thirty percent of physicians worked less than 9 weeks, while one-third worked at least 45 weeks at their secondary work location.



Weeks	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
1-4 Weeks	176	1%	899	20%
5-8 Weeks	139	1%	358	8%
9-12 Weeks	267	2%	525	12%
13-16 Weeks	180	1%	171	4%
17-20 Weeks	261	2%	247	5%
21-24 Weeks	261	2%	163	4%
25-28 Weeks	546	3%	203	4%
29-32 Weeks	460	3%	114	3%
33-36 Weeks	332	2%	70	2%
37-40 Weeks	932	2%	191	4%
41-44 Weeks	911	5%	129	3%
45-48 Weeks	5,204	30%	648	14%
49-52 Weeks	7,804	45%	853	19%
<b>Total</b>	<b>17,472</b>	<b>100%</b>	<b>4,571</b>	<b>100%</b>

### Hours Worked

In total, 83% of licensed physicians worked full-time at their primary work location, including nearly half who worked between 40 and 60 hours per week. However, among those who also had a secondary work location, fourth-fifths only worked part-time (less than 30 hours per week) at that location.



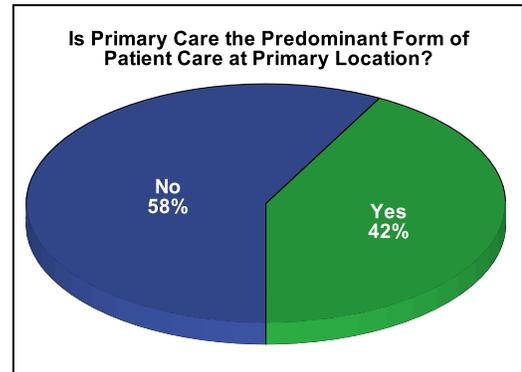
Hours	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
1-9 Hours	511	3%	1,929	42%
10-19 Hours	811	5%	1,131	25%
20-29 Hours	1,590	9%	576	13%
Part-Time	2,912	17%	3,635	80%
30-39 Hours	2,607	15%	215	5%
40-49 Hours	5,175	30%	343	8%
50-59 Hours	3,287	19%	169	4%
60-69 Hours	2,117	12%	84	2%
70-79 Hours	642	4%	41	1%
80+ Hours	720	4%	57	1%
Full-Time	14,546	83%	909	20%
<b>Total</b>	<b>17,459</b>	<b>100%</b>	<b>4,544</b>	<b>100%</b>

<sup>4</sup> Work locations refer to those locations where physicians have been employed at any time in the 12 months prior to taking the survey. In other words, work location data may not refer to a physician's current work location.

## Primary Care

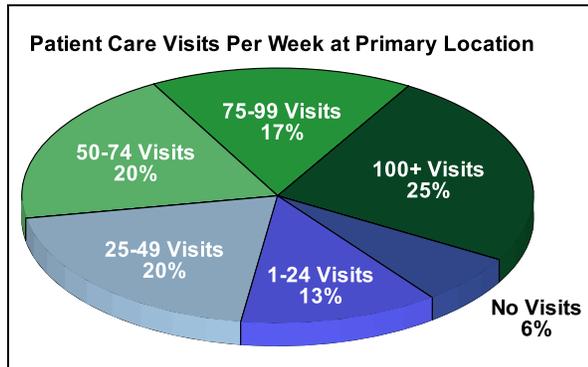
In total, 58% of licensed physicians had a primary work location where primary care was not the predominant form of patient care. In addition, two-thirds of licensed physicians had a secondary work location where primary care was not the predominant form of patient care.

Primary Care	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
No	9,504	58%	2,776	67%
Yes	6,922	42%	1,357	33%
<b>Total</b>	<b>16,426</b>	<b>100%</b>	<b>4,133</b>	<b>100%</b>



## Patient Care Visits

Three-quarters of all licensed physicians had less than 100 patient visits per week at their primary work location. More than 90% of licensed physicians with a secondary work location also had less than 100 patient visits per week.



PC Visits Per Week	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
0-49 Visits	6,796	39%	3,639	81%
50-99 Visits	6,269	36%	585	13%
100-149 Visits	3,131	18%	181	4%
150-199 Visits	539	3%	40	1%
200 or More Visits	527	3%	72	2%
<b>Total</b>	<b>17,261</b>	<b>100%</b>	<b>4,516</b>	<b>100%</b>

## Patient Care Capacity

In total, 30% of licensed physicians have a primary work location that can accept many new patients, although approximately one-third of all licensed physicians have a primary work location that has a limited capacity to accept new patients. Only three percent of licensed physicians currently have a primary work location that cannot accept new patients. About a third of physicians indicated they do not manage the number of patients they accept (e.g., Emergency Room physicians, clinics). Of all licensed physicians who have a secondary work location, one-third work at a location that can accept many new patients.

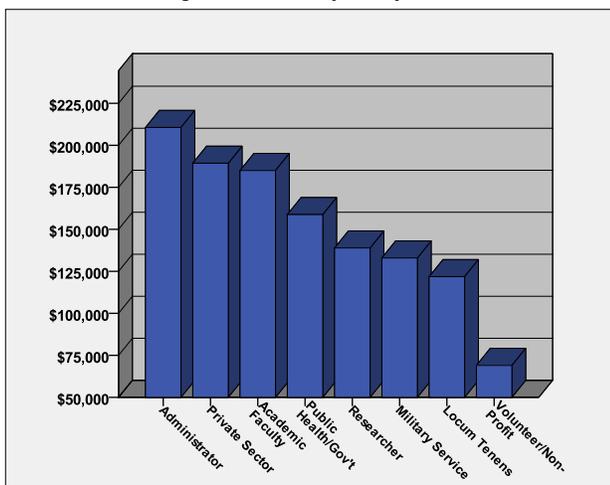
Specialty	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Practice is Far From Full	5,343	30%	1,523	33%
Practice is Almost Full	5,687	32%	943	20%
Practice is Full	591	3%	136	3%
Do not Manage Patient Load	6,030	34%	2,035	44%
<b>Total</b>	<b>17,650</b>	<b>100%</b>	<b>4,637</b>	<b>100%</b>

## Primary Work Role

More than 60% of licensed physicians worked in the private sector. Meanwhile, 12% worked in academia, while 11% worked either in the public sector or in the military.

Role	Weighted Estimate	%
Private Sector	11,927	61%
Academic Faculty	2,312	12%
Public Health/Government Practice	1,205	6%
Military Service	1,012	5%
Locum Tenens	421	2%
Other	2,602	13%
<b>Total</b>	<b>19,478</b>	<b>100%</b>

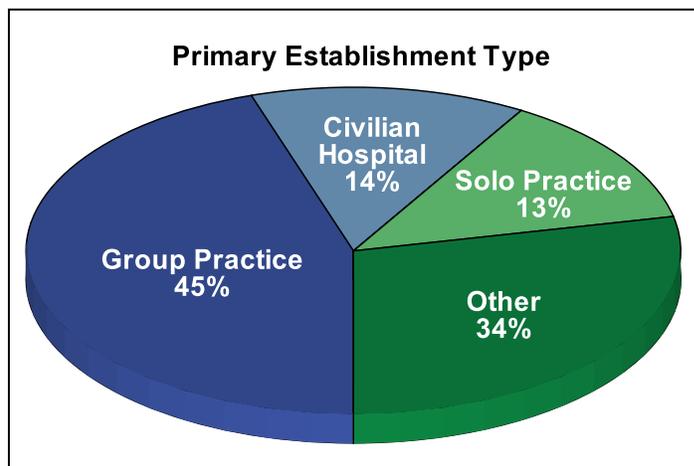
Average Annual Income by Primary Work Role



## Work Setting

For both primary and secondary work locations, a majority of licensed physicians worked in one of three work settings: Group Practices, Civilian Hospitals or Solo Practices. Group practices alone accounted for nearly half of all primary work settings and nearly 40% of secondary work settings. Medical/Osteopathic schools and Military Facilities also accounted for a small but important proportion of primary work settings. All other work settings each accounted for less than 5% of all licensed physicians with a primary work location.

Type	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Group Practice	7,536	45%	1,615	38%
Civilian Hospital	2,285	14%	1,060	25%
Solo Practice	2,188	13%	438	10%
Military/D.o.D. Facility	1,187	7%	145	3%
Medical/Osteopathic School or Patent University	1,146	7%	134	3%
Other	872	5%	371	9%
Veterans Administration	451	3%	79	2%
Local/State Government Agency	356	2%	104	3%
Non-Profit/Safety Net Clinic/FQHC	284	2%	77	2%
Mental Health Facility	252	2%	82	2%
Insurance Company	111	1%	30	1%
Nursing Home/Long-Term Care Facility	73	0%	88	2%
K-12 School or Non-Medical College	21	0%	7	0%
Supplier Company	5	0%	1	0%
<b>Total</b>	<b>16,767</b>	<b>100%</b>	<b>4,229</b>	<b>100%</b>



## Distribution of Work Hours

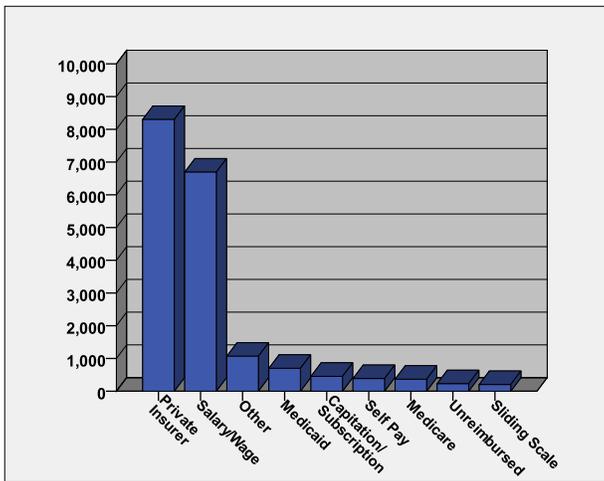
More than 90% of licensed physicians spent less than 20% of their total work time on research or educational tasks, and nearly four-fifths of licensed physicians spent less than 20% of their time on administrative tasks. For most physicians, patient care was the focus of their attention: 71% of licensed physicians spent at least 80% of their time on patient care at their primary work location, and 82% did the same in their secondary work location.

Percentage of Work Hours	Primary Work Location							
	Administrative		Patient Care		Research		Education	
	Count	%	Count	%	Count	%	Count	%
0-19%	12,491	79%	652	4%	15,243	97%	14,450	92%
20-39%	2,198	14%	528	3%	277	2%	1,072	7%
40-59%	494	3%	1,025	7%	77	1%	136	1%
60-79%	194	1%	2,438	15%	88	1%	29	0%
80-100%	355	2%	11,169	71%	43	0%	32	0%
<b>Total</b>	<b>15,732</b>	<b>100%</b>	<b>15,813</b>	<b>100%</b>	<b>15,727</b>	<b>100%</b>	<b>15,719</b>	<b>100%</b>
Percentage of Work Hours	Secondary Work Location							
	Administrative		Patient Care		Research		Education	
	Count	%	Count	%	Count	%	Count	%
0-19%	3,516	90%	206	5%	3,855	98%	3,729	95%
20-39%	203	5%	62	2%	26	1%	104	3%
40-59%	56	1%	126	3%	11	0%	41	1%
60-79%	32	1%	326	8%	12	0%	11	0%
80-100%	109	3%	3,216	82%	12	0%	36	1%
<b>Total</b>	<b>3,915</b>	<b>100%</b>	<b>3,935</b>	<b>100%</b>	<b>3,917</b>	<b>100%</b>	<b>3,920</b>	<b>100%</b>

## Reimbursement Methods

A total of 17,105 physicians indicated at least one reimbursement method at their primary work location. At primary work locations, licensed physicians were reimbursed largely in one of two primary ways: private insurance and salary/wages. Nearly half of physicians who reported at least one reimbursement method indicated that they received compensation from private insurance, while 39% worked in a salaried or wage position. These trends were largely mirrored in secondary work locations, although self payment methods and Medicaid were also significant reimbursement methods for these physicians.

Reimbursement Methods at Primary Location

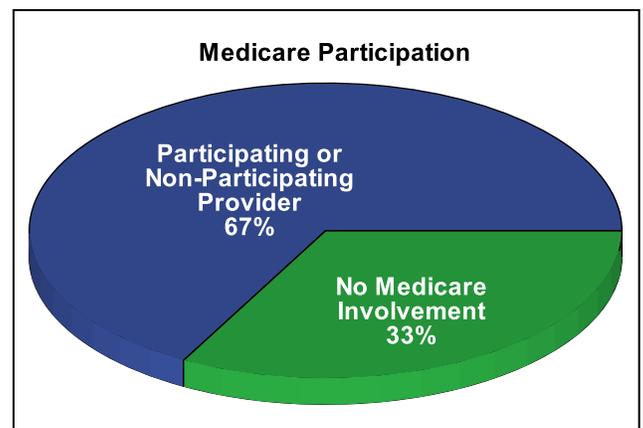


Method	Primary Work Location		Secondary Work Location	
	Weighted Estimate	% of Respondents	Weighted Estimate	% of Respondents
Private Insurance	8,299	49%	2,097	46%
Salary/Wage	6,692	39%	1,783	39%
Other	1,067	6%	347	8%
Medicaid	698	4%	785	17%
Capitation/Subscription	453	3%	100	2%
Self Pay	385	2%	1,006	22%
Medicare	364	2%	374	8%
Unreimbursed	227	1%	130	3%
Sliding Scale	202	1%	182	4%

## Medicare

More than two-thirds of licensed physicians accept Medicare, including 2,493 who are participating providers and 11,691 who are non-participating providers.<sup>5</sup> In addition, nearly 60% of physicians accept new Medicare patients.

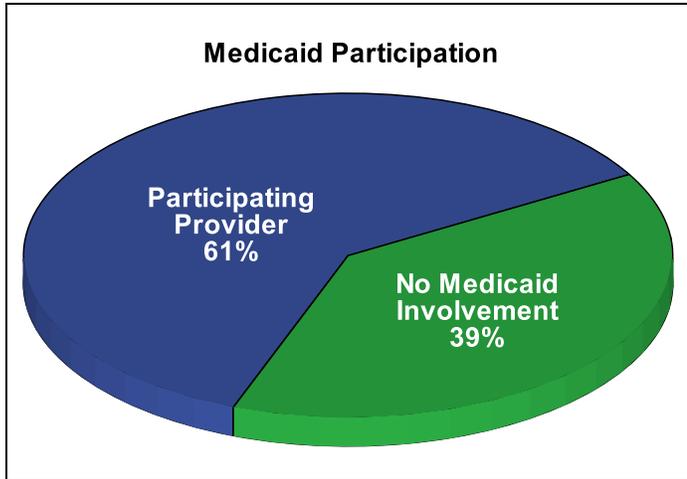
Response	Participating Provider		Non-Participating Provider		Accepting New Patients	
	Weighted Count	%	Weighted Count	%	Weighted Count	%
Yes	2,493	14%	11,691	66%	10,582	59%
No	15,321	86%	6,123	34%	7,231	41%
<b>Total</b>	<b>17,814</b>	<b>100%</b>	<b>17,814</b>	<b>100%</b>	<b>17,814</b>	<b>100%</b>



<sup>5</sup> Note that the choice of being a participating provider or a non-participating provider was not mutually exclusive for each physician if, for instance, the physician worked at multiple locations that had different rules concerning the Medicaid program. This is why the sum of participating and non-participating providers is not equal to their individual weighted estimates.

## Medicaid

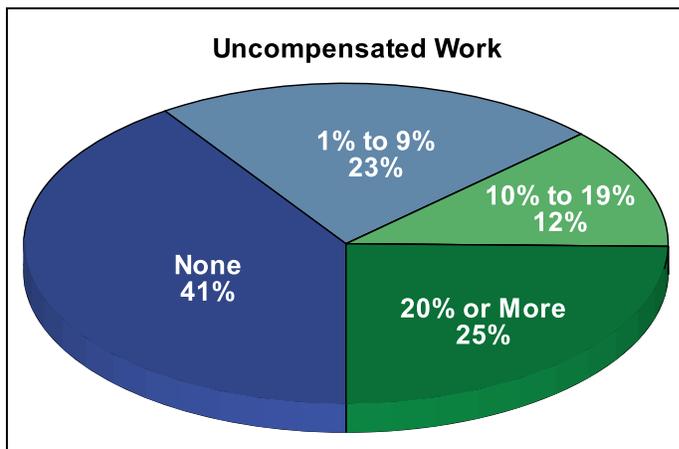
More than 60% of licensed physicians participated in the Medicaid program, and more than half accept new Medicaid patients.



Response	Medicaid			
	Participating Provider		Accepting New Patients	
	Weighted Count	%	Weighted Count	%
Yes	10,851	61%	9,355	53%
No	6,963	39%	8,459	48%
<b>Total</b>	<b>17,814</b>	<b>100%</b>	<b>17,814</b>	<b>100%</b>

## Unreimbursed Work

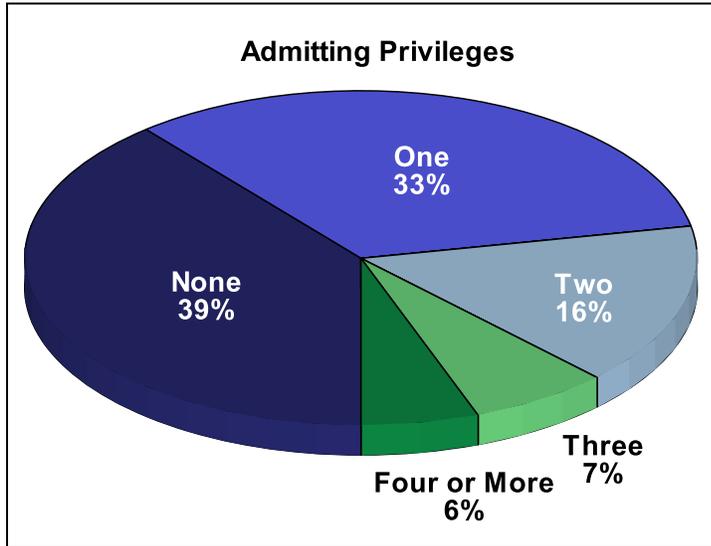
More than 40% of all licensed physicians were reimbursed for all the work that they performed. In addition, more than three-quarters of all physicians were reimbursed for at least 80% of their work. However, approximately 13% of physicians went uncompensated for at least 80% of the work that they performed.



Percent	Weighted Estimate	%
None	6,172	41%
1-19%	5,297	35%
20-39%	1,336	9%
40-59%	318	2%
60-79%	266	2%
80-99%	692	5%
100%	1,157	8%
<b>Total</b>	<b>15,238</b>	<b>100%</b>

## Admitting Privileges

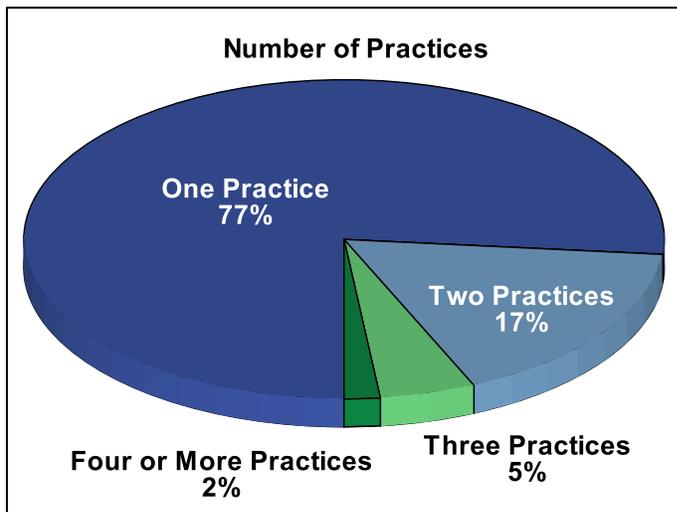
Nearly 40% of licensed physicians did not have admitting privileges at any medical facility, while one-third had admitting privileges at just one facility. Approximately 28% of physicians had admitting privileges at multiple medical facilities.



Number of Facilities	Weighted Estimate	%
Zero	3,201	39%
1	2,707	33%
2	1,290	16%
3	553	7%
4 or More	465	6%
<b>Total</b>	<b>8,216</b>	<b>100%</b>

## Number of Practices

More than three-quarters of all licensed physicians worked at only one practice location. Among those who worked at multiple locations, the majority worked at just two practices. Less than 10% of all physicians had three or more practices.



Number of Practices	Weighted Estimate	%
1	15,173	77%
2	3,256	17%
3	922	5%
4 or More	347	2%
<b>Total</b>	<b>19,697</b>	<b>100%</b>

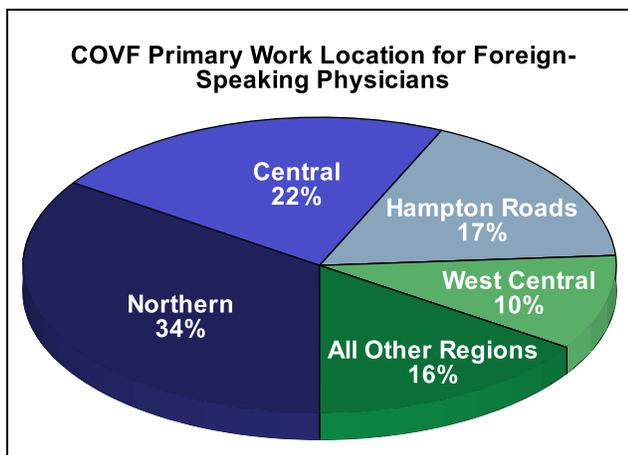
## Primary Foreign Language Spoken

A total of 4,400 physicians speak a primary language other than English. Of this group, more than one-quarter speak Spanish. In addition, Hindi, French and Tagalog/Filipino are spoken by at least 5% of all licensed physicians who primarily speak a foreign language. Foreign-speaking physicians tend to practice in major metropolitan areas: Approximately 17% work in Fairfax County, while Richmond, Norfolk, Montgomery County and Prince William County also hosted a significant number of foreign-speaking physicians.

Language	Weighted Estimate	%
Spanish	1,135	26%
Hindi	507	12%
French	354	8%
Telephone Interpretation	301	7%
Tagalog/Filipino	270	6%
Arabic	190	4%
German	172	4%
Persian	154	4%
Korean	142	3%
Urdu	137	3%
All Other Foreign Languages	1,038	24%
<b>Total</b>	<b>4,400</b>	<b>100%</b>

## Distribution of Work Locations

More than half of all licensed physicians with a primary work location worked in one of two of Virginia's eight Council of Virginia's Future (COVF) regions: Northern and Central. In addition, more than 80% worked in one of four regions: Northern, Central, Hampton Roads and West Central. This distribution of work locations largely held for secondary work locations as well, although licensed physicians with a secondary work location were somewhat more likely to work outside the state.



COVF	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Northern	4,867	28%	1,396	30%
Central	4,054	24%	806	17%
Hampton Roads	3,345	20%	799	17%
West Central	1,962	11%	405	9%
Valley	901	5%	197	4%
Southwest	569	3%	172	4%
Southside	476	3%	118	3%
Eastern	178	1%	67	1%
<b>Virginia</b>	<b>16,353</b>	<b>95%</b>	<b>3,960</b>	<b>85%</b>
VA Border State/D.C.	274	2%	208	4%
Other U.S. State	269	2%	251	5%
Several Localities	248	1%	201	4%
Outside U.S.	24	0%	67	1%
<b>Total</b>	<b>17,168</b>	<b>100%</b>	<b>4,687</b>	<b>100%</b>

## Full-Time Equivalency Units (FTEs)

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked (as we did in the previous section). Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as medications dispensed)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate.

For this survey, respondents were asked to provide estimates for both the number of hours worked per week and the number of weeks worked per year at up to two separate locations. Hours were given in 10-hour intervals, from which the midpoint was used as the estimate for that respondent at that location. For those who indicated having a job but did not provide an estimate for either hours or weeks, the average hours or weeks worked for all respondents in the same age group and rural/urban status was imputed for that location. Using either the user-supplied or estimated values, FTEs were calculated by multiplying weeks and hours together and dividing the result by 2,000 hours, the HWDC's definition of one full-time job. FTEs are binned into half-point increments in the chart below, but actual values are used in the maps that begin on page 31.

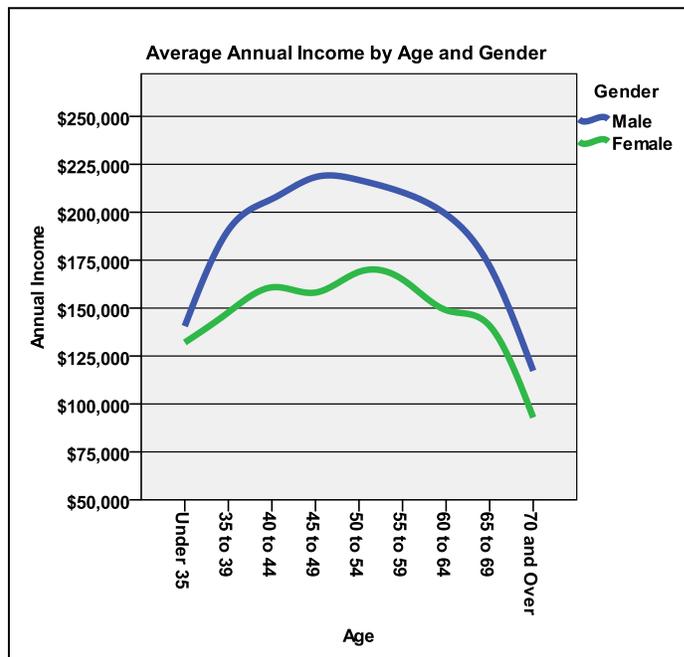
Using this methodology, it is estimated that Virginia's licensed physicians provided 19,654 FTEs across all primary and secondary work locations, which is equivalent to an average of 1.00 FTEs per physician.

Age	Total FTEs	
	Mean	Sum
Under 35	1.01	1,556
35 to 39	1.01	2,722
40 to 44	1.02	2,847
45 to 49	1.06	2,689
50 to 54	1.08	2,634
55 to 59	1.09	2,775
60 to 64	1.06	2,194
65 to 69	0.90	1,359
Over 69	0.57	876
<b>Total</b>	<b>1.00</b>	<b>19,654</b>

FTEs	Primary Work Location		Secondary Work Location		Combined Locations	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
0.0	2,970	15%	18,071	92%	2,771	14%
0.5	3,323	17%	1,391	7%	2,801	14%
1.0	7,836	40%	182	1%	7,792	40%
1.5	4,624	24%	47	0%	5,092	26%
2.0	943	5%	7	0%	1,135	5%
2.5 and Above	0	0%	0	0%	105	1%
<b>Total</b>	<b>19,697</b>	<b>100%</b>	<b>19,697</b>	<b>100%</b>	<b>19,697</b>	<b>100%</b>

The average salary for all licensed physicians in the state of Virginia was \$176,000. Nearly 20% of physicians made less than \$100,000, while nearly 40% made at least \$200,000 annually. Income disparities were seen between genders: Male physicians made an average of \$190,000 per year, but female physicians earned an average of \$153,000 annually. Disparities were also pronounced across age cohorts. The peak earning years for physicians were between age 50-54; within this group, the average physician earned \$200,000 per year. Average annual earnings remained above \$180,000 for all age cohorts between 40 and 64 but dropped off considerably outside of this range. For instance, average annual income for physicians under the age of 35 was \$135,000, while average income for physicians above age 69 was \$115,000.<sup>6</sup>

Annual Income	Weighted Estimate	%
Less than \$50,000	688	6%
\$50,000-\$99,999	1,507	12%
\$100,000-\$149,999	2,454	20%
\$150,000-\$199,999	2,790	23%
\$200,000-\$249,999	2,169	18%
\$250,000-\$299,999	1,092	9%
\$300,000 or More	1,435	12%
<b>Total</b>	<b>12,135</b>	<b>100%</b>



<sup>6</sup> A two-way, between-group ANOVA was run to determine the statistical validity of these results. A Levene’s Test of Equality of Error Variances produced a test value of  $F = 7.188$  ( $p\text{-value} = 0.000$ ), which suggests that the variance of income was not equal across the independent variables (age and gender), thereby violating one of the assumptions of the model. Under such conditions, a stricter significance level is generally required. Regardless, the test determined that income varied meaningfully across both age ( $F = 88.497$ ,  $p\text{-value} = 0.000$ ) and gender ( $F = 468.405$ ,  $p\text{-value} = 0.000$ ). In addition, there was also a statistically significant interaction effect between age and gender ( $F = 10.300$ ,  $p\text{-value} = 0.000$ ).

## Income by Specialty

Incomes diverged by Board Certification. Board Certified practitioners in Family Medicine and Pediatrics tended to have the lowest annual incomes. Board Certified Anesthesiologists and Thoracic & Cardiac Surgeons tended to have higher annual incomes. All of the primary care specialties were in the lower income ranges. Generally, physicians in the primary care specialties can expect to earn about \$50,000 less per year than physicians in non-primary care specialties. However, much wider divergence in salaries exists between individual specialties. Board-Certified Family Medicine or Pediatric Physicians can expect to earn \$100,000 or more less than their counterparts in many of the surgical specialties.

Differences in primary care and specialty care salaries were confirmed by examining income by role. Physicians who indicated they predominantly practiced primary care at their primary work location earned median annual incomes of \$150,000-\$175,000. Those who did not indicate predominantly practicing primary care earned median annual incomes of \$200,000-\$225,000.

Board Certification	25 <sup>th</sup> %ile	Median Income	75 <sup>th</sup> %ile
<b>Primary Care</b>			
Family Medicine	\$100,000-\$124,000	\$150,000-\$174,999	\$175,000-\$199,999
Internal Medicine	\$125,000-\$149,999	\$175,000-\$199,999	\$225,000-\$249,000
Obstetrics and Gynecology	\$100,000-\$124,000	\$175,000-\$199,999	\$225,000-\$249,000
Pediatrics	\$100,000-\$124,000	\$125,000-\$149,999	\$175,000-\$199,999
<b>Total</b>	\$100,000-\$124,000	\$150,000-\$174,999	\$200,000-\$224,999
<b>Not Primary Care</b>			
Allergy and Immunology	\$100,000-\$124,000	\$175,000-\$199,999	\$225,000-\$249,000
Anesthesiology	\$200,000-\$224,999	\$275,000-\$299,999	Over \$300,000
Colon and Rectal Surgery	\$150,000-\$174,999	\$175,000-\$199,999	\$250,000-\$274,000
Dermatology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
Emergency Medicine	\$175,000-\$199,999	\$225,000-\$249,000	\$250,000-\$274,000
Medical Genetics	*	*	*
Neurological Surgery	\$175,000-\$199,999	\$275,000-\$299,999	Over \$300,000
Neuromusculoskeletal Medicine	*	*	*
Nuclear Medicine	\$175,000-\$199,999	\$250,000-\$274,000	Over \$300,000
Ophthalmology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
Orthopaedic Surgery	\$150,000-\$174,999	\$275,000-\$299,999	Over \$300,000
Otolaryngology	\$100,000-\$124,000	\$200,000-\$224,999	Over \$300,000
Pathology	\$125,000-\$149,999	\$200,000-\$224,999	\$250,000-\$274,000
Physical Medicine and Rehabilitation	\$150,000-\$174,999	\$200,000-\$224,999	\$250,000-\$274,000
Plastic Surgery	\$150,000-\$174,999	\$225,000-\$249,000	Over \$300,000
Preventive Medicine	\$125,000-\$149,999	\$150,000-\$174,999	\$200,000-\$224,999
Psychiatry and Neurology	\$125,000-\$149,999	\$175,000-\$199,999	\$200,000-\$224,999
Radiology	\$175,000-\$199,999	\$250,000-\$274,000	Over \$300,000
Surgery	\$175,000-\$199,999	\$225,000-\$249,000	Over \$300,000
Thoracic and Cardiac Surgery	\$200,000-\$224,999	\$250,000-\$274,000	Over \$300,000
Urology	\$125,000-\$149,999	\$200,000-\$224,999	Over \$300,000
<b>Total</b>	\$150,000-\$174,999	\$200,000-\$224,999	\$275,000-\$299,999

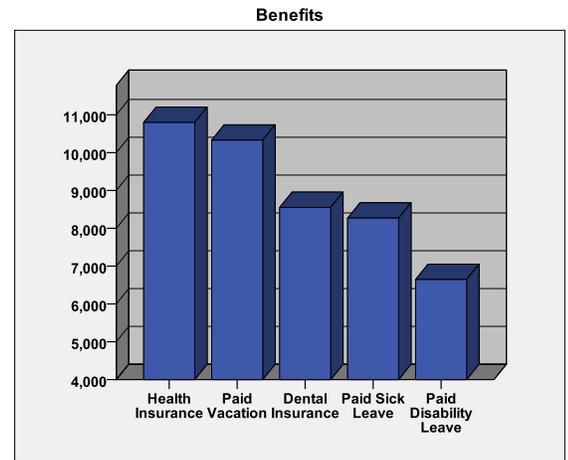
\*Withheld due to low numbers.

## Benefits

A total of 12,290 physicians indicated receiving at least one benefit from their employer. More than half of all physicians received health insurance and paid vacation as part of their overall compensation package. In addition, a significant minority of physicians also received dental insurance, sick leave and paid disability leave.

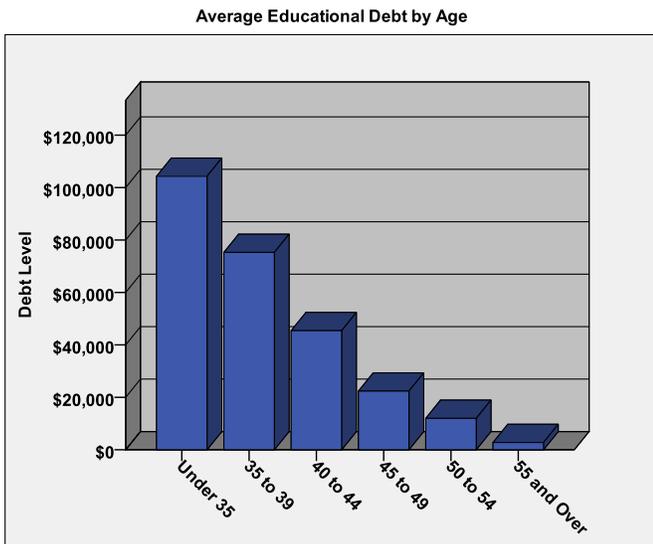
Of 6,692 physicians who are wage or salaried employees at their primary work location, 5,364 received at least one other benefit. More than half of all wage/salaried physicians received health insurance, paid vacation, dental insurance and sick leave. Nearly half of all wage/salaried physicians also received paid disability leave.

Benefit	All Physicians		Wage/Salaried Physicians	
	Weighted Estimate	% of All Physicians	Weighted Estimate	% of Wage/Salaried Physicians
Health Insurance	10,798	55%	4,719	71%
Paid Vacation	10,330	52%	4,793	72%
Dental Insurance	8,551	43%	4,071	61%
Sick Leave	8,268	42%	3,865	58%
Paid Disability Leave	6,645	34%	3,126	47%



## Educational Debt

Among all of Virginia's physicians, nearly three-quarters had no educational debt, but this mainly reflects the age demographics of the profession. For those physicians under the age of 40, only one-third carried no educational debt. More than one-quarter of physicians under the age of 40 had between \$100,000 and \$200,000 in educational debt, and 13% had more than \$200,000 in educational debt. However, average educational debt drops off quickly in later age cohorts. By the age of 55, the average educational debt drops below \$5,000, and more than 90% of physicians in that age group carry no educational debt.



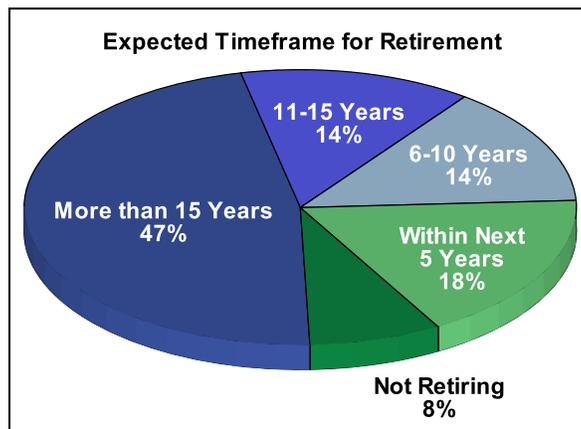
Debt	All Physicians		Physicians Under 40	
	Weighted Estimate	%	Weighted Estimate	%
No Debt	11,391	73%	1,092	32%
Less Than \$50,000	1,152	7%	460	14%
\$50,000-\$99,999	1,026	7%	508	15%
\$100,000-\$149,999	852	5%	495	15%
\$150,000-\$199,999	640	4%	418	12%
\$200,000-\$249,999	381	2%	262	8%
\$250,000 Or More	261	2%	170	5%
<b>Total</b>	<b>15,703</b>	<b>100%</b>	<b>3,406</b>	<b>100%</b>

## Future Plans

### Retirement Age

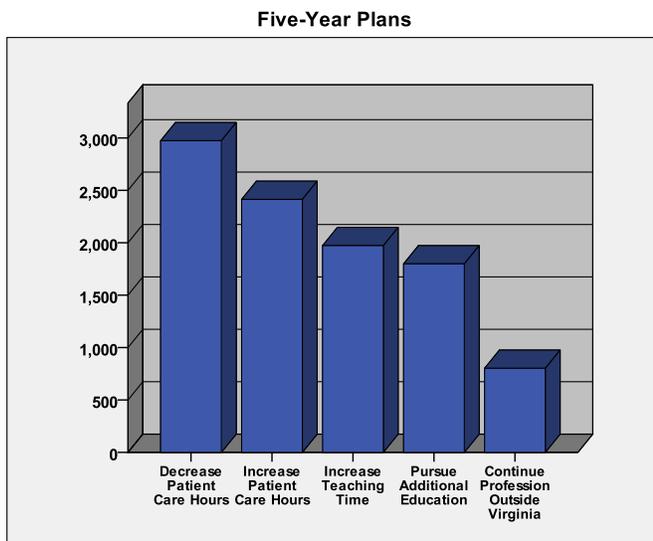
More than one-third of all physicians expect to retire sometime between the ages of 65 and 69, and more than half expect to retire in their 60s. For those physicians not planning on retiring in their 60s, nearly four times as many physicians plan on retiring in their 70s or later compared to those who plan for an early retirement. When these retirement expectations are compared to current ages, it is determined that nearly 20% of physicians expect to retire within the next five years, while nearly half plan on working for at least the next 15 years.

Retirement Age	Weighted Estimate	%
Under Age 50	92	1%
50 to 54	299	2%
55 to 59	1,074	7%
60 to 64	3,330	21%
65 to 69	5,696	36%
70 to 74	2,752	17%
75 to 79	1,004	6%
80 and Over	422	3%
Not Retiring	1,230	8%
<b>Total</b>	<b>15,871</b>	<b>100%</b>



### Five-Year Plans

A total of 9,646 physicians indicated an expected change related to their professional career over the next five years. Most of these plans related to patient care: 31% of physicians with a five-year plan expect to decrease their patient care hours, while one-quarter expect to do the opposite. Meanwhile, a significant minority of physicians plan on increasing teaching time or pursuing additional educational opportunities. Only 8% of physicians with a five-year plan expect to leave the state, and only 5% plan on leaving the profession.



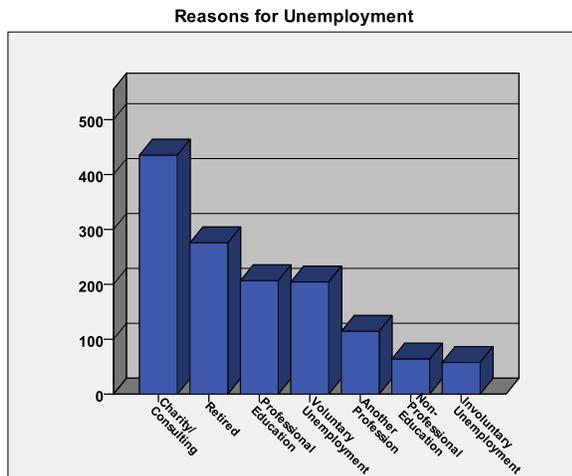
Plan	Weighted Estimate	% of Respondents
Decrease Patient Care Hours	2,973	31%
Increase Patient Care Hours	2,413	25%
Increase Teaching Time	1,972	20%
Pursue Additional Education	1,799	19%
Continue Profession Outside Virginia	802	8%
Leave Profession	486	5%
Decrease Teaching Time	314	3%

## Non-Practicing Physicians

### Reason for Unemployment

A total of 1,052 physicians provided a reason for not practicing in the 12 months prior to taking the survey. Of this group, more than 40% left the profession because of retirement, while more than one-quarter chose to perform charity and/or consulting work. Only 5% of non-practicing physicians were forced into the situation involuntarily.

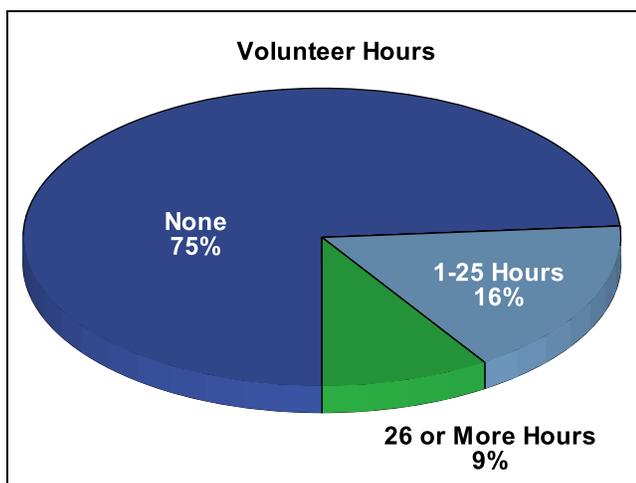
Reason	Weighted Estimate	% of Physicians	% of Respondents
Charity/Consulting	435	2%	41%
Retired	275	1%	26%
Professional Education	207	1%	20%
Voluntary Unemployment	203	1%	19%
Another Profession	111	1%	11%
Non-Professional Education	62	0%	6%
Involuntary Unemployment	56	0%	5%



### Volunteer Hours

Three-quarters of all non-practicing physicians did no volunteer work, while 16% performed between 1 and 25 hours of volunteer work. Nearly 10% of non-practicing physicians performed more than 25 hours of volunteer work.

Hours	Weighted Estimate	%
None	1,389	75%
1-25 Hours	296	16%
26-50 Hours	73	4%
51-75 Hours	40	2%
76-100 Hours	58	3%
<b>Total</b>	<b>1,855</b>	<b>100%</b>

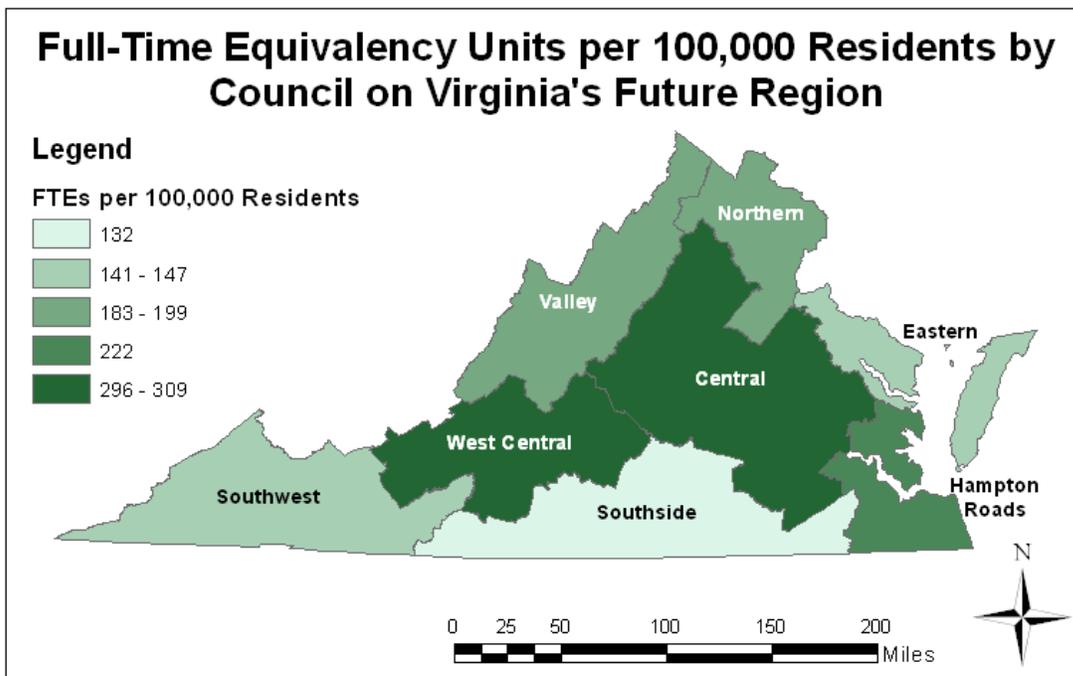
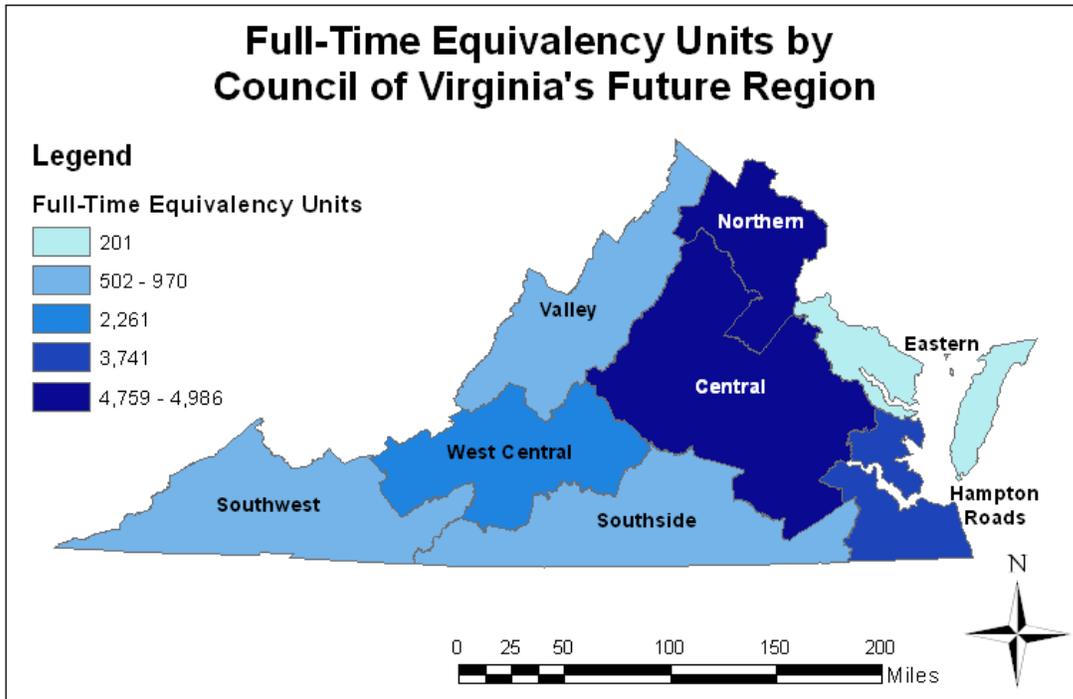


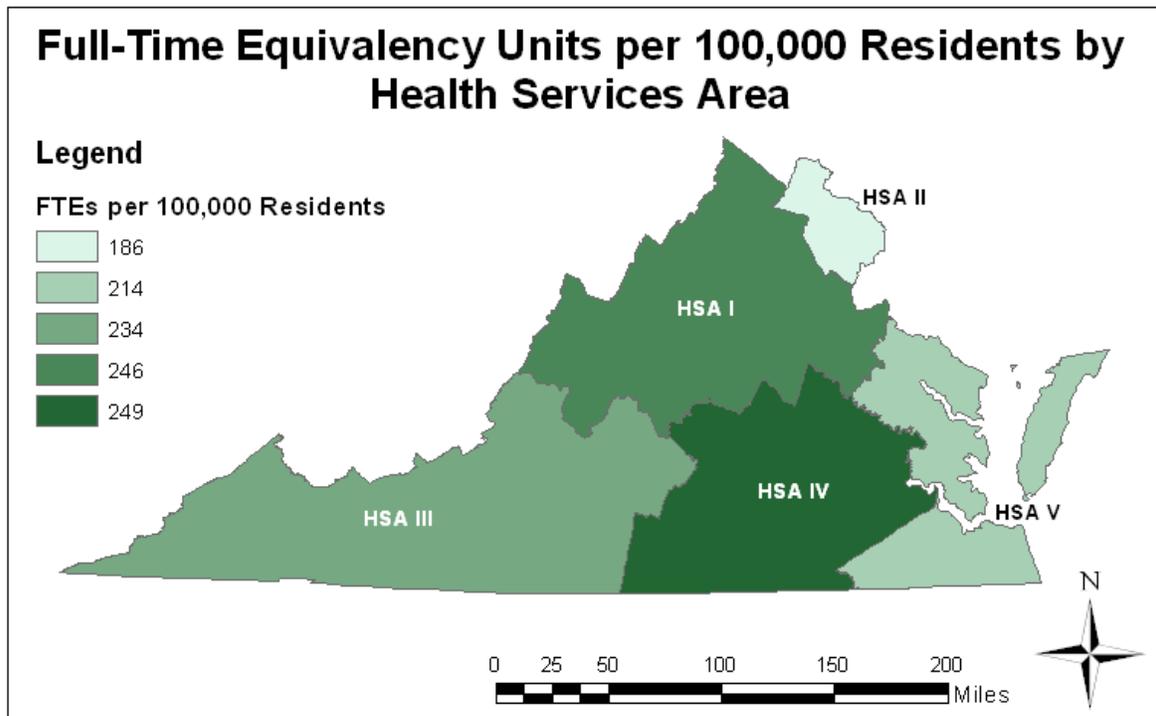
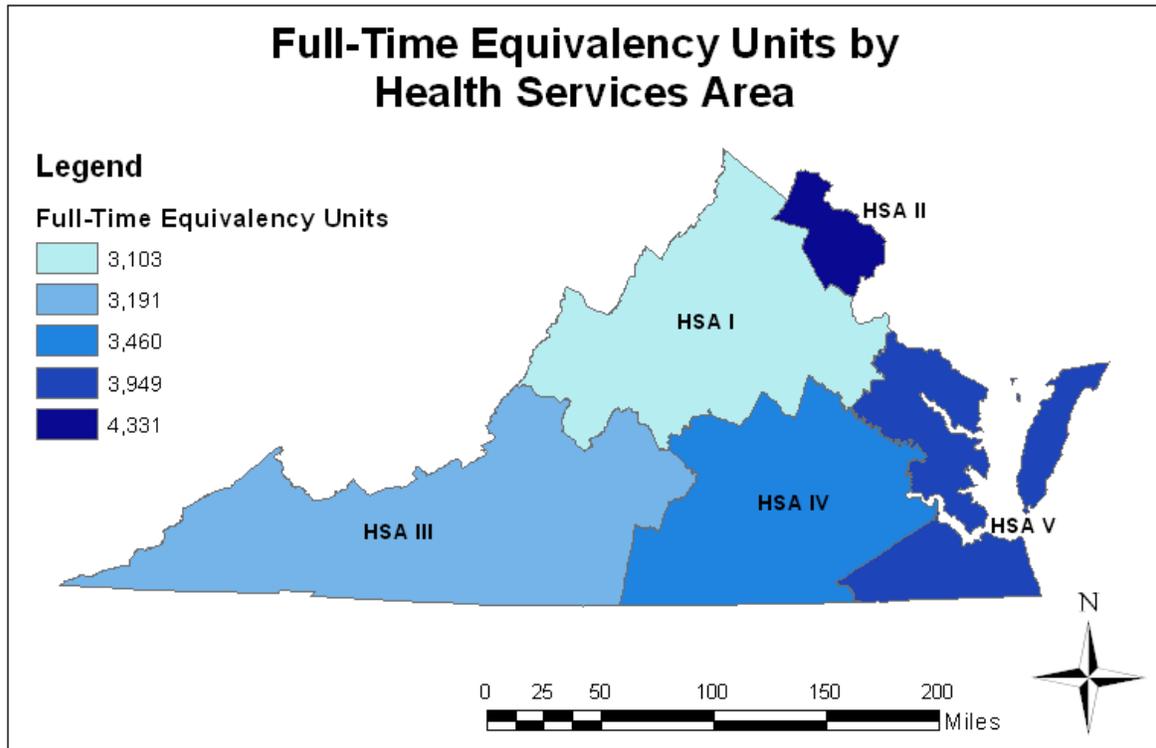
## Return to Workforce

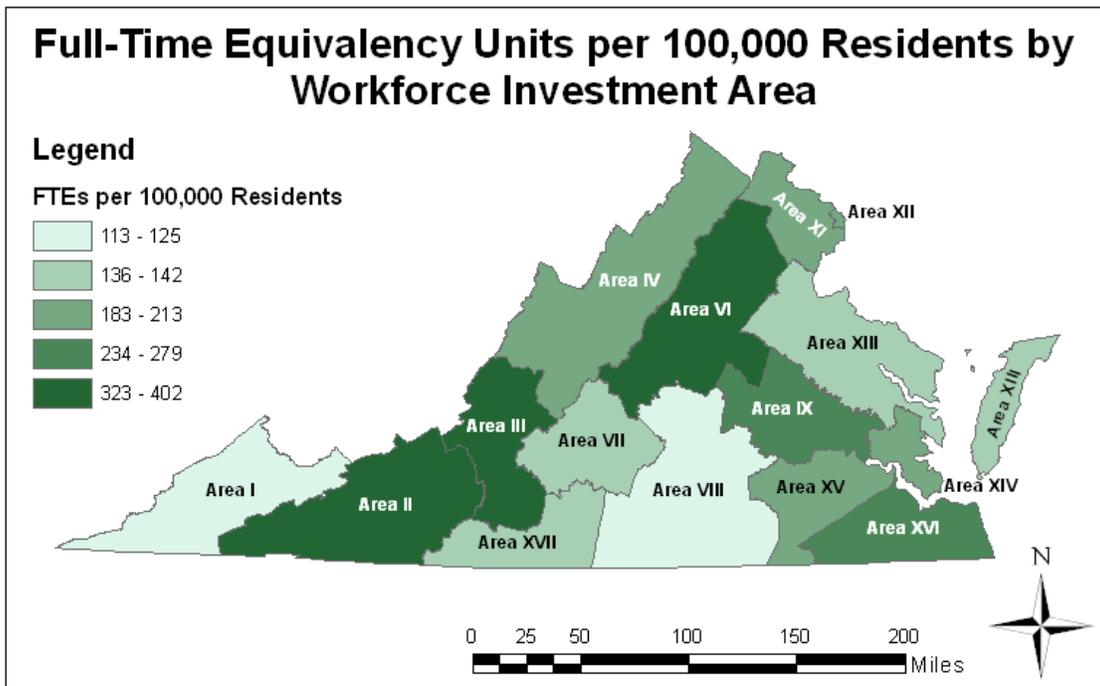
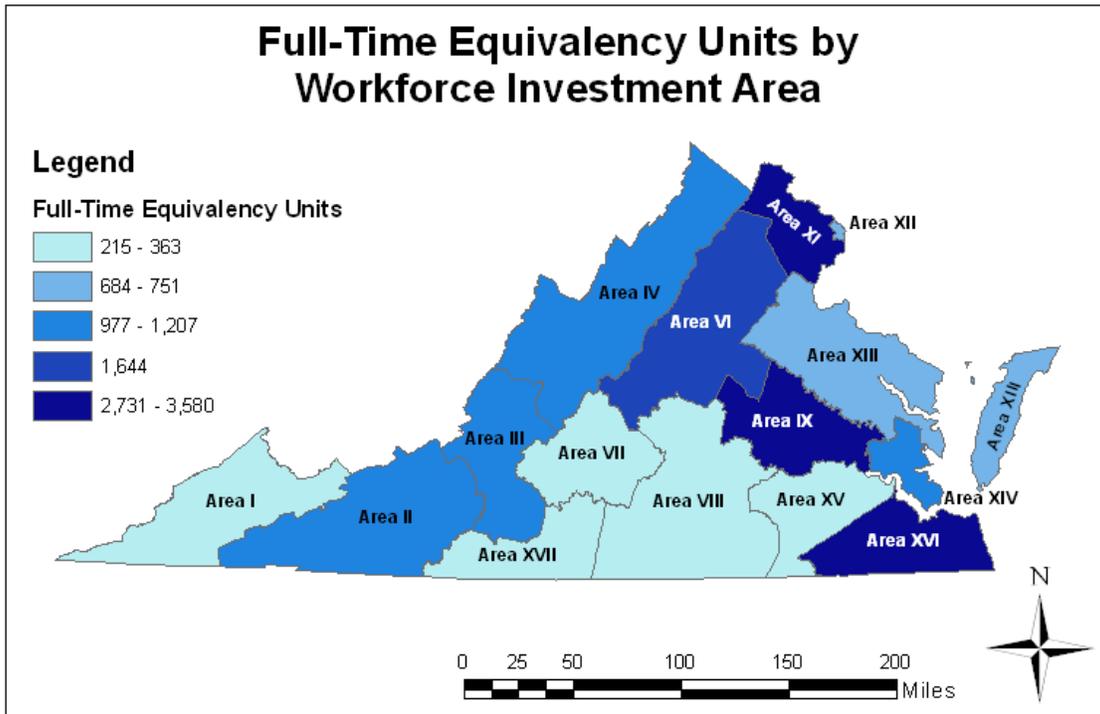
In total, 1,901 non-practicing physicians indicated an intention to return to the workforce, but nearly 40% could not provide a timetable for their return. However, nearly one-quarter of currently non-practicing physicians plan on returning to the workforce within the next year, while 18% expect to be out of the workforce for at least the next year.

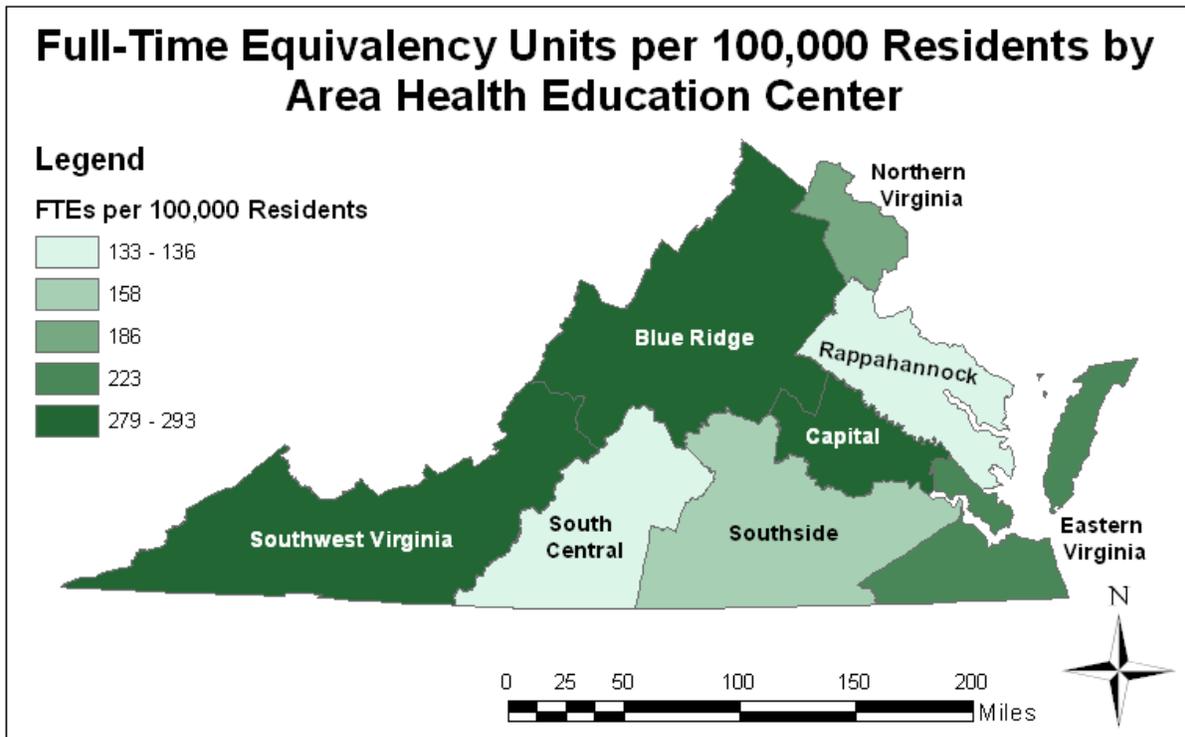
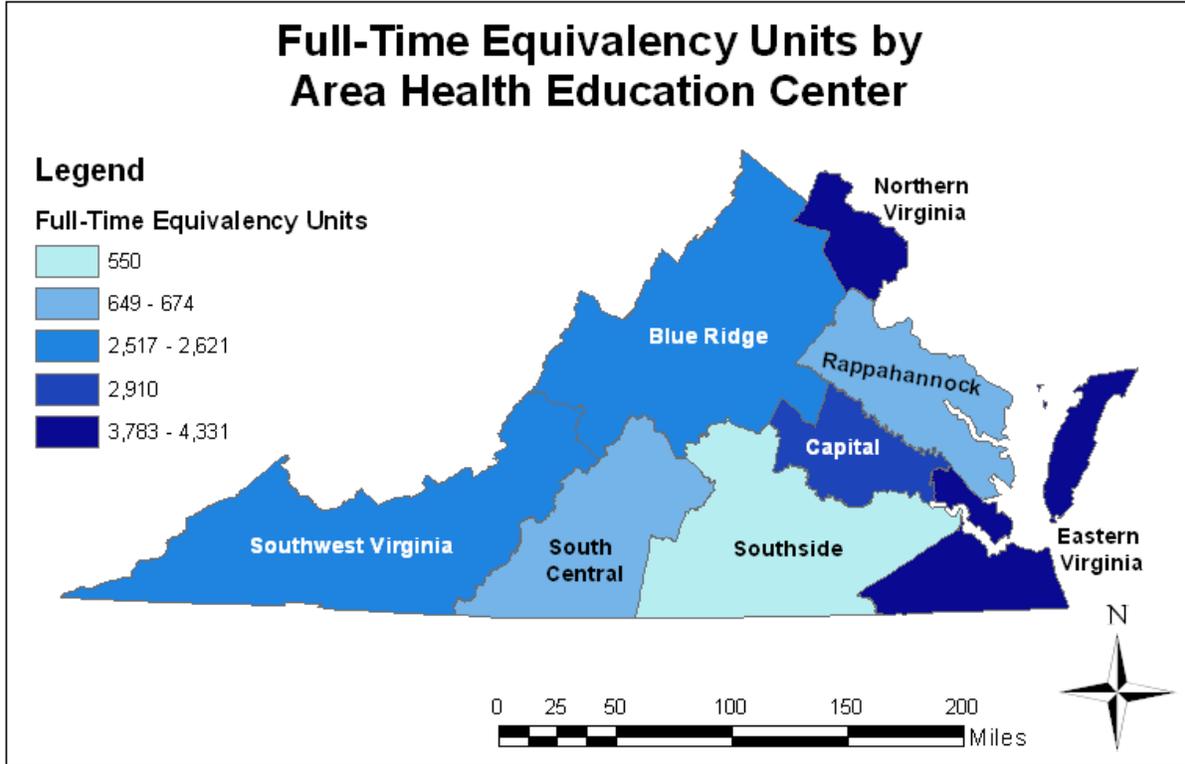
Return Timeframe	Weighted Estimate	%
Within 1 Year	462	24%
1-2 Years	159	8%
3-5 Years	106	6%
More than 5 Years	73	4%
Don't Know	735	39%
Volunteer	367	19%
<b>Total</b>	<b>1,901</b>	<b>100%</b>











## Appendices

### Appendix A: Weights

The 2012 Physician Workforce Survey was supplemented with additional data that was taken from the Virginia Board of Medicine’s Practitioner Information website (referred to as the Profile Data in the report). More information concerning the Profile Data can be read in the Methodology Section on page 2. The following sections of this report were derived from the Profile Data:

Report Sections
Medical Schools
First Post-Grad Education Location
Board Certifications
Board-Eligible Certifications
Self-Designated Specialty
Medicare
Medicaid
Number of Practices
Primary Foreign Language Spoken

Final weights were calculated by multiplying the two weights and the overall response rate:  $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$ .

Age	Survey Data		Profile Data
	Response Rate	Weight	Response Rate
Under 35	46.0%	2.173913	91.8%
35 to 39	64.1%	1.560062	96.7%
40 to 44	71.0%	1.408451	97.7%
45 to 49	73.7%	1.356852	98.6%
50 to 54	76.0%	1.315789	98.7%
55 to 59	76.4%	1.308901	98.6%
60 to 64	77.3%	1.293661	99.0%
65 to 69	73.0%	1.369863	98.9%
70 and Over	59.9%	1.669449	98.4%

Rural Status	Survey Data		Profile Data
	Response Rate	Weight	Response Rate
Metro, 1 million+	72.8%	1.373626	98.5%
Metro, 250,000 to 1 million	76.4%	1.308901	98.2%
Metro, 250,000 or less	70.5%	1.418440	98.4%
Urban pop 20,000+, Metro adj	80.1%	1.248439	99.7%
Urban pop 20,000+, nonadj	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	77.1%	1.297017	98.4%
Urban pop, 2,500-19,999, nonadj	63.9%	1.564945	98.1%
Rural, Metro adj	67.0%	1.492537	97.4%
Rural, nonadj	73.9%	1.353180	97.3%
Virginia border state/DC	66.9%	1.494768	96.9%
Other US State	63.1%	1.584786	96.5%

Appendix B: The 2012 Physician Workforce Survey

Question	Choices
<b>Education and Background</b>	
1) Sex	Male Female
<i>Please select the items that best describe your race/ethnicity. Please answer both question 2a about Hispanic origin and 2b about race/ethnicity.</i>	
2a) Select one:	Hispanic, Latino or Spanish Origin Not Hispanic, Latino or Spanish Origin Prefer not to respond
2b) Select all that apply:	White Black or African American American Indian or Alaska Native Asian Native Hawaiian or Pacific Islander Some other race Prefer not to respond
2c) If some other race, please specify:	(Fill in the Blank)
3) Where did you graduate high school (Secondary School)?	Outside Of The U.S. or Canada Canada List of U.S. States and Territories
4) Where did you complete your undergraduate degree?	Did not obtain an undergraduate degree Outside of the US or Canada Canada List of U.S. States and Territories
5) Where did you complete your medical/osteopathic degree?	Outside of the US or Canada Canada List of U.S. States and Territories
6) Where did you complete your initial residency?	Outside of the US or Canada Canada List of U.S. States and Territories
7) Do you hold a license to practice medicine or osteopathy in any other US jurisdiction? Please check all that apply:	Maryland West Virginia Kentucky Tennessee North Carolina District of Columbia One or more other US states/territories
8a) Which choice best describes your <strong>primary role in medicine/osteopathy?</strong>	Academic Faculty Administrator Inactive in medicine/osteopathy, long-

	term
	Inactive in medicine/osteopathy, temporary
	Locum Tenens
	Military Service
	Private Practice/Private Sector Employment
	Public health/government practice
	Researcher
	Retired
	Volunteer/Non-profit health
	Other
8b) If other, please provide a one or two word description:	(Fill in the Blank)
9) Within the past 12 months, have you worked, practiced, taught or volunteered in a Medicine or Osteopathy related position or a position that drew on your Medical or Osteopathic background? (if only occasional practice--less than 100 hrs--please select "No")	No
	Yes
<i>If you answered "No" to Question 9, please go to Question 32. If you answered "Yes", please continue.</i>	
<b>Primary Work Location</b>	
<i>Question 10 through Question 16 refer to your primary place of employment, work or practice. This is the place where you spend the most work hours during an average workweek, or where you spent the most weeks working in the past 12 months. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a particular location should use that location as his or her primary work location. Persons who consistently work in multiple locations (i.e. temporary workers, locum tenens) should indicate this in Question 10.</i>	
10) Please select the location of your primary place of employment, work or practice:	Outside of US
	Virginia Border State/DC
	Other US State
	List of Virginia Counties and Independent Cities
	Several localities (temporary, mobile clinic, etc.)
11) Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc)	List of 1 to 52 Weeks in One-Week Increments
12a) How many hours do you work in an average workweek at this location?	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
80 or more hours	
12b) On average, what proportion of your workweek is spent on administrative, regulatory or business-related matters?	None
	1% to 9%

	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
12c) On average, what proportion of your workweek is spent performing research?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
12d) On average, what proportion of your workweek is spent teaching medicine or osteopathy health career students?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
12e) On average, what proportion of your workweek is spent providing patient care (including patient education and consulting)?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%

	80% to 89%
	90% to 99%
	100%
13) Would you describe your patient care activities here as predominantly primary care?	Yes
	No
	Not Applicable
14a) Average number of patient care visits you conduct at this location per week:	None
	1 to 24
	25 to 49
	50 to 74
	75 to 99
	100 to 124
	125 to 149
	150 to 174
	175 to 199
	200 to 224
	225 to 249
	250 to 274
	275 to 299
	300 or more
14b) Is your practice accepting new patients at this location?	Not applicable; I do not provide patient care at this location
	Not applicable; I do not manage my patient load at this location
	I cannot accept any additional patients; my practice is full
	I can accept some additional patients; my practice is nearly full
	I can accept many additional patients; my practice is far from full
15) Practice setting?	Solo practice
	Group practice
	Military/DoD facility
	Veterans Administration
	Civilian Hospital-outpatient department
	Civilian Hospital-emergency department
	Civilian Hospital-all else
	Nursing home/long term care facility
	Non-profit/safety net clinic/FQHC
	Local/state government agency
	K-12 school or non-medical college
	Mental health facility
	Medical/Osteopathic school or parent university
	Insurance company

	Supplier company
	Other
16) Reimbursement method: Please indicate how you are reimbursed for patient care activities at this location. Please check all that apply:	Private Insurer-Fee for service
	Capitation/Subscription or group-model HMO
	Self-pay (full)
	Sliding Scale
	Medicaid
	Medicare
	Unreimbursed
	Salary/wage
	Other
<i>If you only have one practice location, please skip to question 26. If you have additional practice locations, please continue.</i>	
<b>Secondary Work Location</b>	
<i>Question 17 through Question 25 refer to your secondary place of employment, work or practice. This is the place where you spend the second most work hours during an average workweek, or where you spent the second most weeks working in the past 12 months. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a second location should use that location as his or her secondary work location. Persons with a primary work location who also consistently work in multiple locations (i.e. temporary workers, locum tenens) should indicate this in Question 17.</i>	
17) Please select the location of your secondary place of employment, work or practice:	Outside of US
	Virginia Border State/DC
	Other US State
	List of Virginia Counties and Independent Cities
	Several localities (temporary, mobile clinic, etc.)
18) Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc)	List of 1 to 52 Weeks in One-Week Increments
19a) How many hours do you work in an average workweek at this location?	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
80 or more hours	
19b) On average, what proportion of your workweek is spent on administrative or business-related matters?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%

	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
19c) On average, what proportion of your workweek is spent performing research?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
19d) On average, what proportion of your workweek is spent teaching medicine or osteopathy health career students?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
19e) On average, what proportion of your workweek is spent on patient care (including patient education)?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%

20) Would you describe your patient care activities here as predominantly primary care?	Yes
	No
	Not Applicable
21a) Average number of patient care visits you conduct at this location per week:	None
	1 to 24
	25 to 49
	50 to 74
	75 to 99
	100 to 124
	125 to 149
	150 to 174
	175 to 199
	200 to 224
	225 to 249
	250 to 274
	275 to 299
300 or more	
21b) Is your practice accepting new patients at this location?	Not applicable; I do not provide patient care at this location
	Not applicable; I do not manage over my patient load at this location
	I cannot accept any additional patients; my practice is full
	I can accept some additional patients; my practice is nearly full
	I can accept many additional patients; my practice is far from full
22) Practice setting?	Solo practice
	Group practice
	Hospital-outpatient department
	Hospital-emergency department
	Hospital-all else
	Nursing home/long term care facility
	Non-profit/safety net clinic/FQHC
	Military/DoD facility
	Veterans Administration
	Local/state government agency
	K-12 school or non-medical college
	Mental health facility
	Medical/Osteopathic school or parent university
Insurance company	
Supplier company	
Other	
23) Reimbursement method: Please indicate how you are reimbursed	Private Insurer

for patient care activities at this location. Please check all that apply:	Capitation/Subscription or group-model HMO
	Self-pay (full)
	Sliding Scale
	Medicaid
	Medicare
	Unreimbursed
	Salary/wage
	Other
24) Total hours of patient care services provided at all other locations in the past 12 months:	None
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
80 or more hours	
25) In Virginia, give the number of facilities where you have admitting privileges?	0
	1
	2
	3
	4
	5
	6
	7
	8
	9
10 or more	
<b>Employment Information</b>	
<i>The Healthcare Workforce Data Center collects compensation information to assess the balance of supply and demand in the state and in localities, and to assist students in planning health careers. Information from the questions will only be presented in the aggregate. The confidentiality of information for these and all questions is protected by law. All survey questions are voluntary.</i>	
26) What is your estimated annual net income from Medicine/Osteopathy and related activities?	Volunteer work only
	Less than \$25,000
	\$25,000-\$49,999
	\$50,000-\$74,999
	\$75,000-\$99,999
	\$100,000-\$124,999
	\$125,000-\$149,999
	\$150,000-\$174,999
\$175,000-\$199,999	

	\$200,000-\$224,999
	\$225,000-\$249,000
	\$250,000-\$274,999
	\$275,000-\$299,999
	\$300,000 or more
	Prefer not to respond
27) Do you receive the following benefits from any employer? Please check all that apply:	Paid Vacation
	Paid Sick Leave
	Paid Disability Leave
	Health Insurance
	Dental Insurance
28) Overall, what percentage of your non-volunteer work is unreimbursed?	None
	1% to 9%
	10% to 19%
	20% to 29%
	30% to 39%
	40% to 49%
	50% to 59 %
	60% to 69%
	70% to 79%
	80% to 89%
	90% to 99%
	100%
29) What is your estimated current educational debt?	None
	\$25,000 or less
	\$25,000 to \$49,999
	\$50,000 to \$74,999
	\$75,000 to \$99,999
	\$100,000 to \$124,999
	\$125,000 to \$149,999
	\$150,000 to \$174,999
	\$175,000 to \$199,999
	\$200,000 to \$224,999
	\$225,000 to \$249,999
	\$250,000 to \$274,999
	\$275,000 to \$299,999
	\$300,000 or more
30) At what age do you predict you will retire:	Under age 50
	50 to 54
	55 to 59
	60 to 64
	65 to 69
	70 to 74

	75 to 79
	80 or over
	I do not intend to retire
31) Within the next five years do you plan to do any of the following? Please check all that apply:	Retire
	Cease working in the medicine/osteopathy field.
	Continue working in the medicine/osteopathy field, but cease practicing in Virginia
	Increase patient care hours
	Decrease patient care hours
	Increase time spent teaching medicine/osteopathy
	Decrease time spent teaching medicine/osteopathy
	Pursue additional medicine/osteopathy-related education
<i>End of Questionnaire for active Physicians-Thank you! If you answered "No" to Question 9, please continue.</i>	
32) If you did not practice, teach or otherwise work in medicine/osteopathy within the past twelve months, did/are you. . .? Please check all that apply:	I am retired.
	Work occasionally for charity/consultation/special patients?
	Pursue specialty education?
	Pursue non-medicine/osteopathy education?
	Work in another profession or non-medicine/osteopathy field?
	Experience temporary voluntary unemployment (including for medical reasons)?
	Experience temporary involuntary unemployment?
33) Do you provide any volunteer, mentoring or other services in Virginia? If so, approximately how many hours in the past year?	None
	1-25 hours
	26-50 hours
	51-75 hours
	76-100 hours
34) Do you expect to begin working in the medicine/osteopathy profession in Virginia? If so, when?	Not currently planning to practice/work in Virginia.
	Plan to practice/work in a volunteer capacity
	Yes, within the next year
	Yes, within 1-2 years
	Yes, within 3-5 years
	Yes, in more than 5 years
Yes, do not know when	
<i>End of Questionnaire-Thank you!</i>	