

The 2013 ACR Commission on Human Resources Workforce Survey

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Background: The ACR Commission on Human Resources conducts an annual electronic survey during the first quarter of the year to better understand the present workforce situation for radiologists.

Methods: We used the Practice of Radiology Environment Database (PRED) to identify 2,067 practice leaders and asked them to complete an electronic survey developed by the Commission on Human Resources. The survey asked group leaders or their designates to report the number of radiologists they currently employ or supervise, the number hired in 2012, and the number they plan to hire in 2013 and 2016. The leaders were also asked to report the subspecialty area that was used as the main reason for hiring that physician.

Results: Of the 2,067 practice leaders surveyed, 22% responded, a figure corresponding to 23% of all practicing radiologists in the United States. These results showed that 54% of radiologists are in private practice and 46% are employed by various other entities. The current workforce consists of 21% general radiologists and 79% subspecialists. The largest areas of subspecialty include general interventionalists, neuroradiologists, and body imagers. In 2012, 1,407 radiologists were hired. The greatest number of radiologists hired involved general interventional radiologists, followed by general radiologists, body imagers, and those specializing in musculoskeletal radiology, neuroradiology, and breast imaging. In 2013, 1,526 job opportunities were projected and in 2016, 1,434 job opportunities. In 2013, the most sought-after individuals will be general radiologists, general interventionalists, breast imagers, neuroradiologists, musculoskeletal radiologists, and body imagers.

Conclusion: Based on the data collected from the responding practices, the demand for hiring radiologists in 2013 will be similar to 2012. Each of the 1,200 residents who complete their training programs each year should have a position available, but the job may not necessarily be in the subspecialty, geographic area, or type of practice that the individual desires.

Key Words: Human resources, manpower, radiologists, radiology employment, workforce

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INTRODUCTION

The Commission on Human Resources of the ACR has undertaken its second annual survey of the radiology workforce as part of its mission [1]. Last year, the results showed that a reported 1,241 radiologists had been hired in 2011, and estimates showed that 1,103 positions would be available in 2012 [1]. In 2013, a relatively

similar electronic survey was distributed to the heads of more than 2,000 radiology practices identified through the Practice of Radiology Environment Database (PRED). These practices in the PRED[®] database represent approximately 65% of all practicing radiologists in the United States [1]. This is a report of the 2013 results for the questions regarding practicing radiologists. We anticipate future reports on the workforce survey results for midlevel practitioners and radiology technologists.

MATERIALS AND METHODS

Using the ACR PRED database, we electronically distributed 2,067 surveys to the leaders of these practices in the United States. The group leaders were asked to respond to a survey developed by the commission that was similar to the survey sent in 2012 [1]. The survey questions addressed the makeup of the current workforce, who was hired in 2012, and who is anticipated to be

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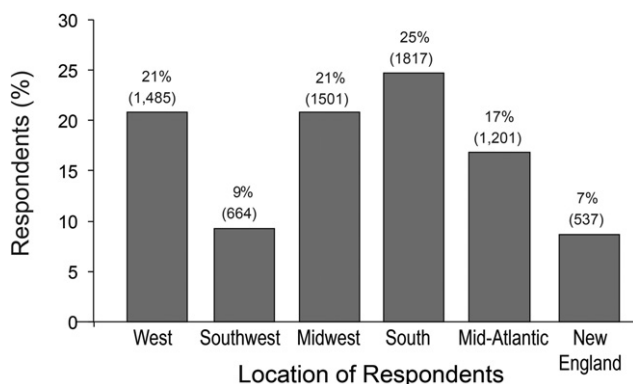
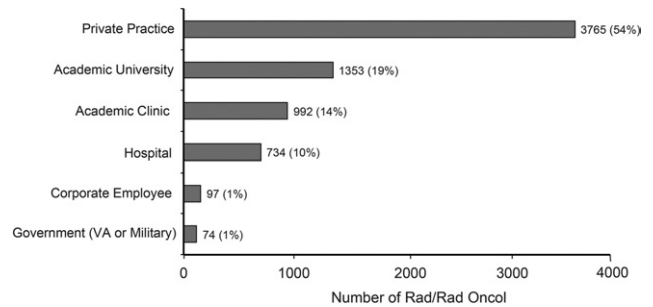
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Table 1. Type of practice definitions

1. Private practice: The radiologists or ancillary personnel are employed or are partners/shareholders in a private, physician-run practice, whether practicing in a hospital or office.
2. Hospital: The radiologists or ancillary personnel are employed by a non-teaching hospital.
3. Academic university: The radiologists or ancillary personnel are employed by an academic university.
4. Academic clinic: The radiologists or ancillary personnel are employed by an academic clinic such as the Geisinger Clinic, Mayo Clinic, Cleveland Clinic, etc.
5. Corporate employee: The radiologists or ancillary personnel are employed by a for-profit corporate entity (eg, teleradiology companies).
6. Government (Veterans Affairs or military): The radiologists or ancillary personnel are employed by the government, including Veterans Affairs and military institutions.

hired in 2013 and 2016. The 2013 survey included the same subspecialty areas used in the 2012 survey [1]. The survey was transmitted by e-mail to each group leader on January 24, 2013. Each e-mail contained an embedded link to the survey as well as a unique username and password for each group. This enabled different group members to respond to the survey questions as appropriate and for groups to complete the survey in multiple sessions over time before the close of the survey. The survey was conducted for 6 weeks, with reminder e-mails sent weekly to groups that had not yet responded to the survey or that had started the survey but not entered any data. A reminder postcard was also mailed to these groups during the fourth week of the survey. The survey was concluded and final data received on March 6, 2013.

The survey asked respondents to subdivide their departments between physicians primarily practicing general radiology and those hired to mainly serve as subspecialists. Leaders were also asked to describe their organizational type, similar to the 2012 methodology. New definitions for organizational type were supplied with the 2013 survey to improve the quality of responses (Table 1).

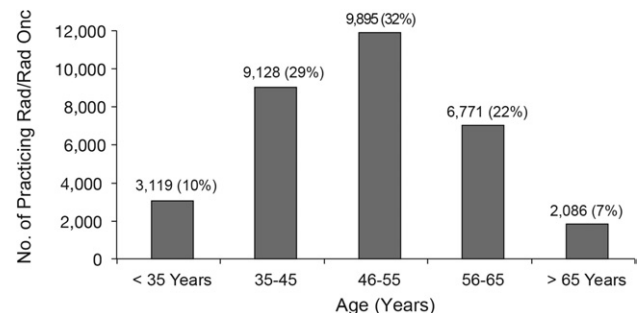
**Fig 1.** 2013 survey response: Percentage of respondents and number of radiologists by region.**Fig 2.** 2013 survey results: Number and percent of radiologists/radiation oncologists in practices by organization type.

RESULTS

Responses were received from 462 of the 2,067 practices surveyed (22%). This cohort represents 7,206 of the 31,000 practicing radiologists in the country (23%). The 2013 response rate, however, decreased from 2012 (25%) [1]. The percentage of respondents represented by geographic regions in the survey was similar both to the overall makeup of ACR members and to 2012 results (Fig. 1). The largest percentage of radiologists practice in the South (25%), followed by the West and Midwest (both 21%), the Mid-Atlantic (17%), the Southwest (9%) and New England (7%).

Of the total representative group of responding radiologists, 54% were in private practice, 19% worked in academic university practices, 14% practiced in academic clinics, 10% were hospital employees, 1% were corporate employees, and 1% worked in either the Veterans Affairs or the military (Fig. 2). In 2012, 55% of radiologists were reported to be in private practice.

The age of practicing radiologists mirrored the results of the 2012 survey. Projections estimated that the workforce consists of approximately 2,086 individuals over 65 years of age (7%); 6,771 between the ages of 56 and 65 (22%); 9,895 between the ages of 46 and 55 (32%); 9,128 between the ages of 35 and 45 (29%); and 3,119 under 35 years (10%) (Fig. 3). When divided by geographic regions, the only variation between the national

**Fig 3.** 2013 survey results: Estimated projected number of total population of practicing radiologists/radiation oncologists by age based on survey results.

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