



Compensation Report

American Society of Transplant Surgeons
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2013

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Introduction

About This Report

The **2013 Compensation Survey** is another important service provided by the ASTS. The information contained in this report represents complete, accurate and up-to-date compensation data on transplant staff surgeons and program directors. The report is designed to allow individuals to easily compare their compensation levels and benefits with their peers.

The Respondent Profile section of the report displays the various characteristics of the respondents.

The compensation data have been aggregated in the following groupings so individuals can compare their own data to the results of their peers. These aggregations include:

- All Respondents
- By Region
- By Practice Type
- By Primary Practice Areas
- By Academic Rank
- By Years in Practice
- By Center Transplant Volume
- By Personal Transplant Volume

Detailed results showing the results of every question are broken down by:

- All Respondents
- By Professional Level
- By Region
- By Practice Setting
- By Primary Practice

As an individual compares his/her compensation information to that of their peers, it is important to remember that the statistics published in this report should be regarded as “guidelines” rather than “absolute standards.” Because organizations will differ depending upon their location, size, and other factors, any two organizations may offer their employees a reasonably attractive compensation package and yet be very different. For example, duration of employment and nature of prior experience will obviously influence the compensation offering for a particular individual. Thus, a deviation between anyone’s compensation and a number appearing on a table in this report is not necessarily good or bad; it is merely an indication that additional scrutiny may be warranted.

ASTS is proud to present the enclosed insights into the compensation and benefits policies in the field of transplant surgeons. We wish to thank our members who submitted data for this study.

Survey Methodology

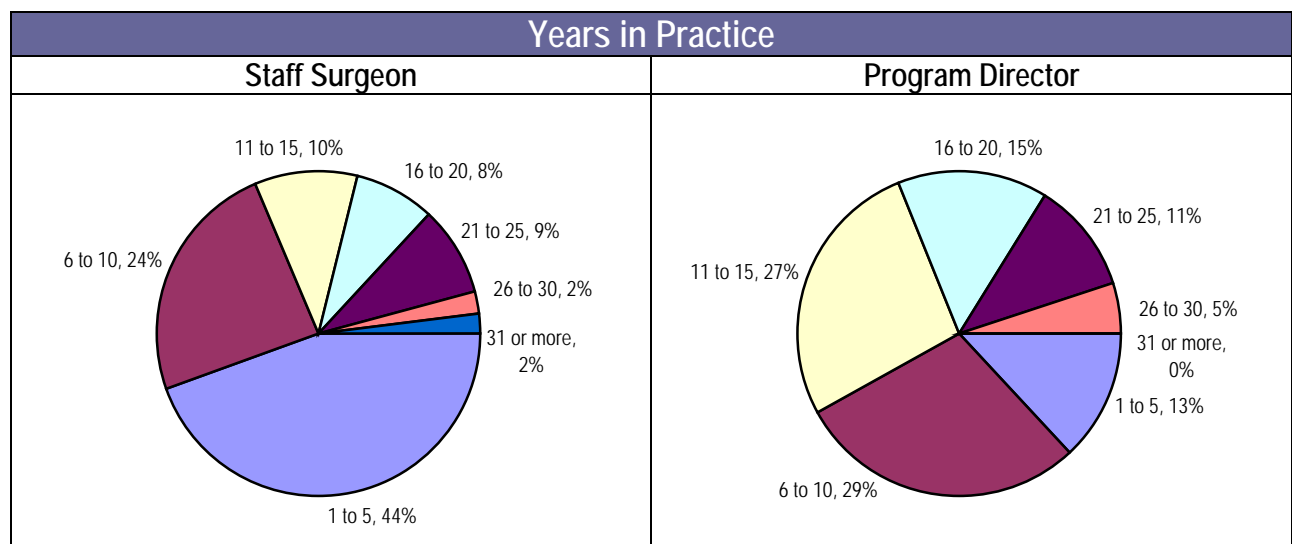
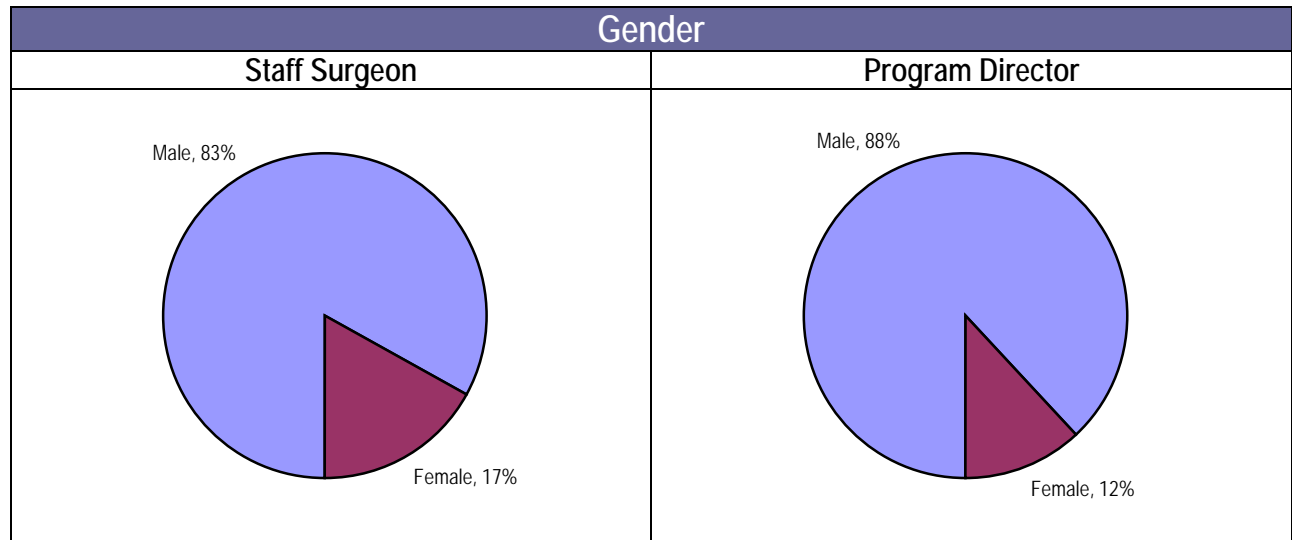
An email with a link to an online questionnaire was sent to approximately 1,035 ASTS members in December 2012. A total of 347 responses was received from staff surgeons and program directors by March 2013.

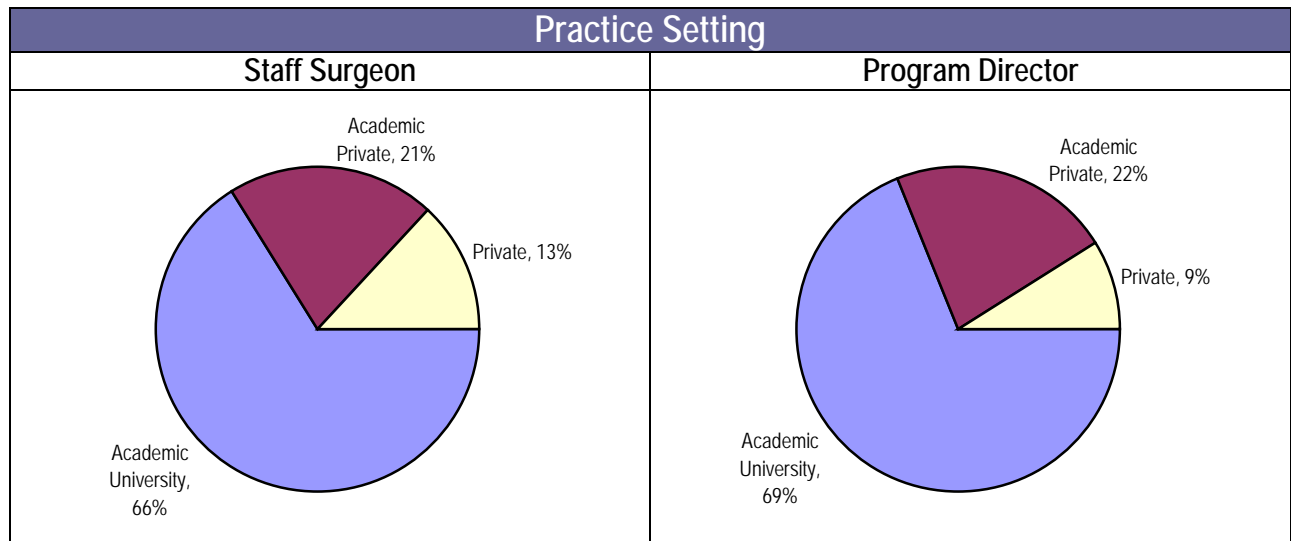
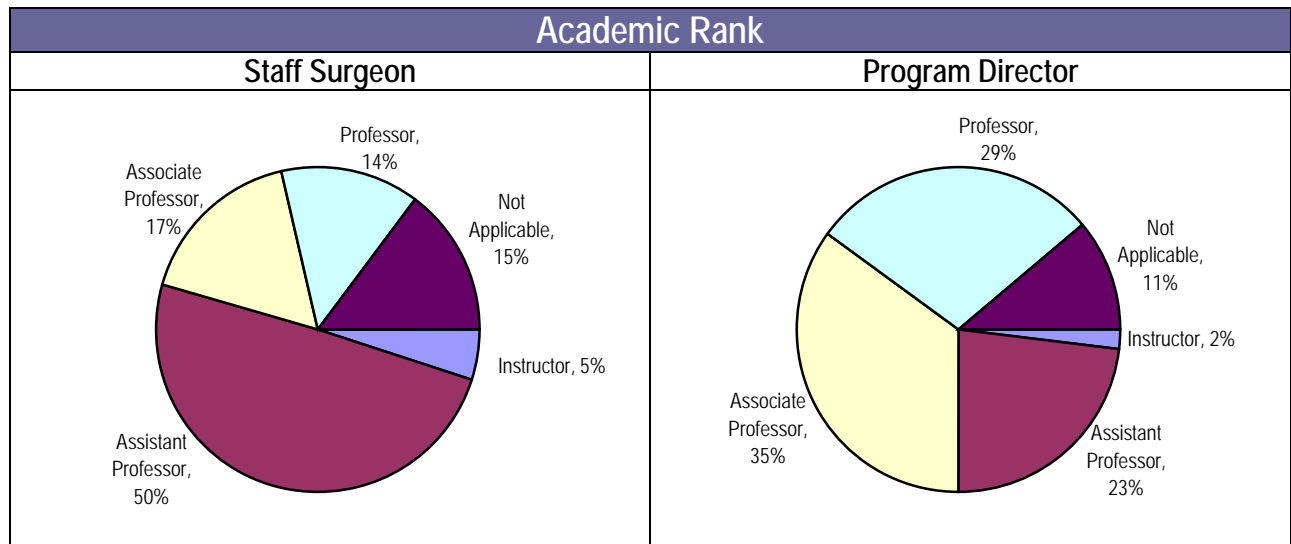
Final results were tabulated, and the report was completed in April 2013.

Definitions

Number of Responses:	The number of responses in a particular grouping.
Average:	The simple average of all responses for a particular item (e.g., it is the result of summing the values and dividing by the total number of responses).
Median (or 50th percentile):	The center value of the total distribution of the data that was reported (e.g., it is the value at which 50% of the responses are above and 50% are below). This measure is less likely than an average to be distorted by a few outlying responses.
10th Percentile:	The observation point below which 10% of the responses lie (e.g., 10% of the respondents earn less than this amount and 90% earn more).
25th Percentile:	The observation point below which 25% of the responses lie (e.g., 25% of the respondents earn less than this amount and 75% earn more).
75th Percentile:	The observation point below which 75% of the responses lie (e.g., 75% of the respondents earn less than this amount and 25% earn more).
90th Percentile:	The observation point below which 10% of the responses lie (e.g., 90% of the respondents earn less than this amount and 10% earn more).

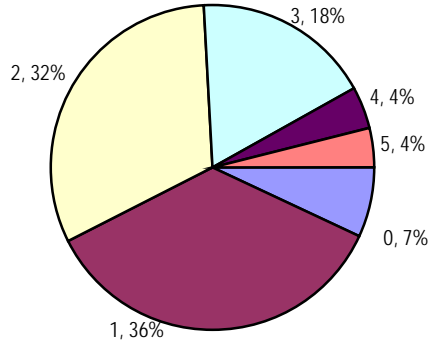
Respondent Profile



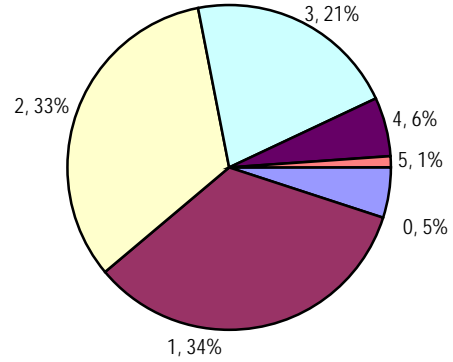


How many days per week, on average, did you conduct operative elective surgery last year?

Staff Surgeon

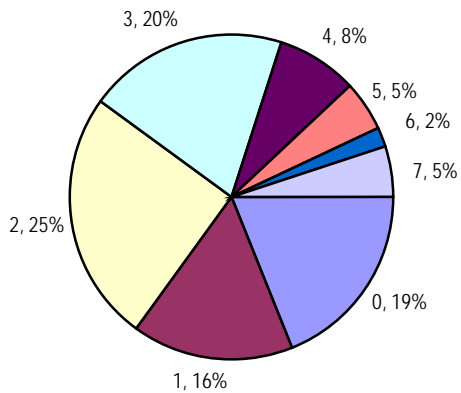


Program Director

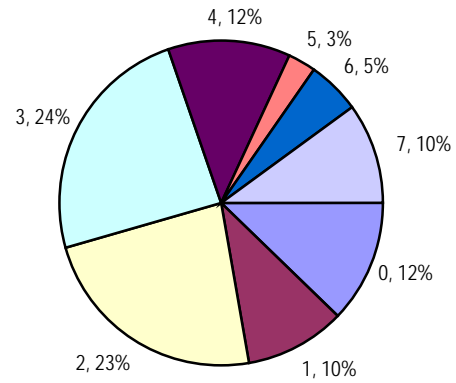


How many days per week, on average, did you field calls for donor recovery?

Staff Surgeon

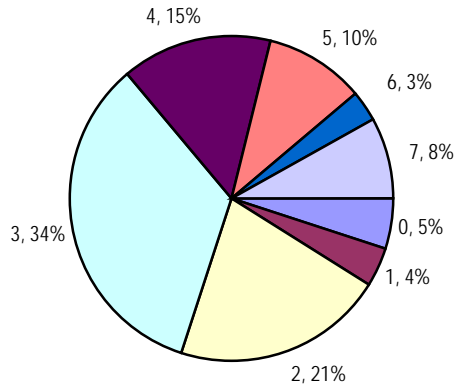


Program Director

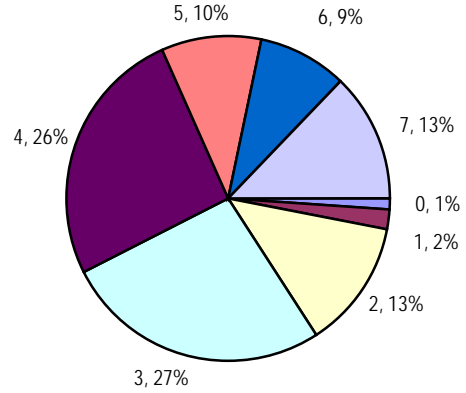


How many days per week, on average, did you field calls for transplant coverage last year?

Staff Surgeon

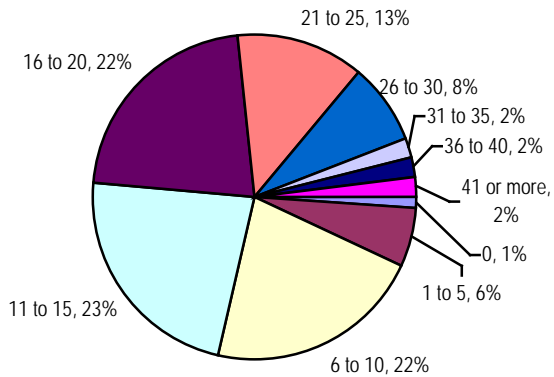


Program Director

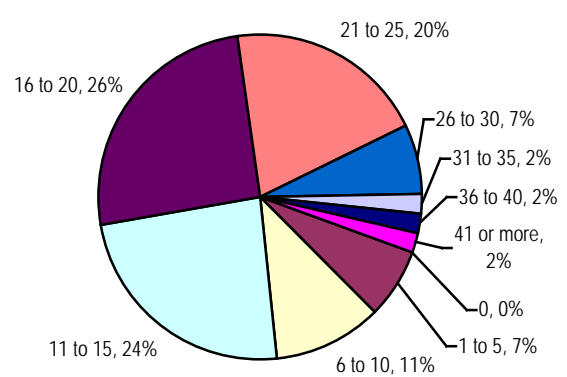


How many hours per week, on average, did you spend in the operating room last year?

Staff Surgeon

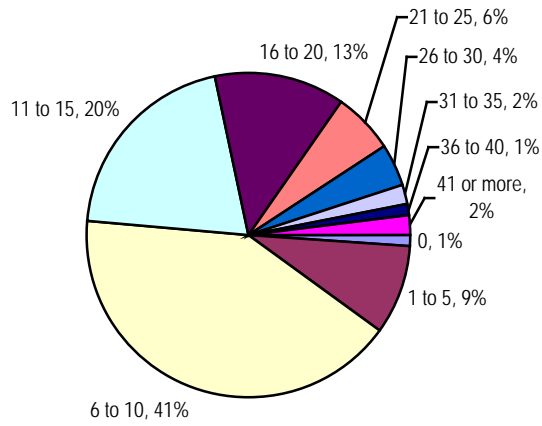


Program Director

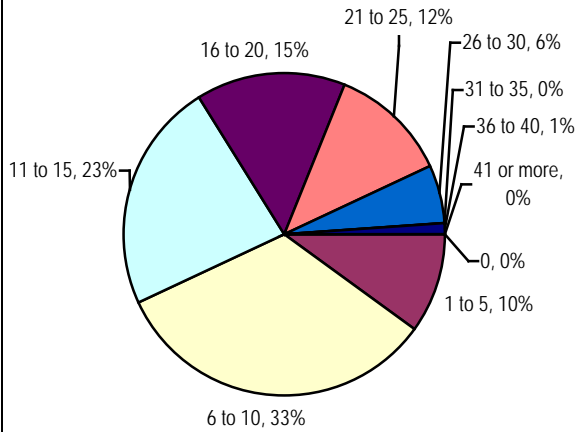


How many hours per week, on average, did you spend in the clinic last year?

Staff Surgeon

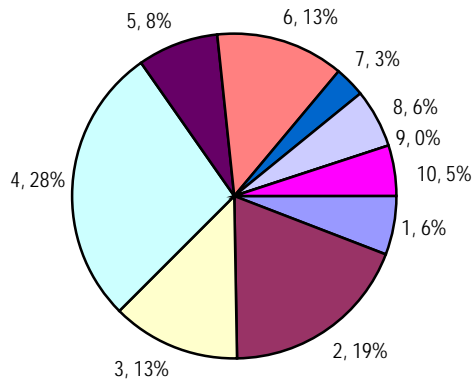


Program Director

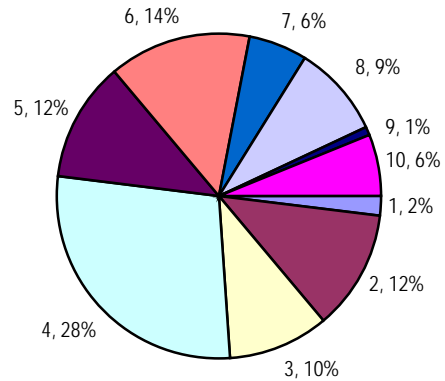


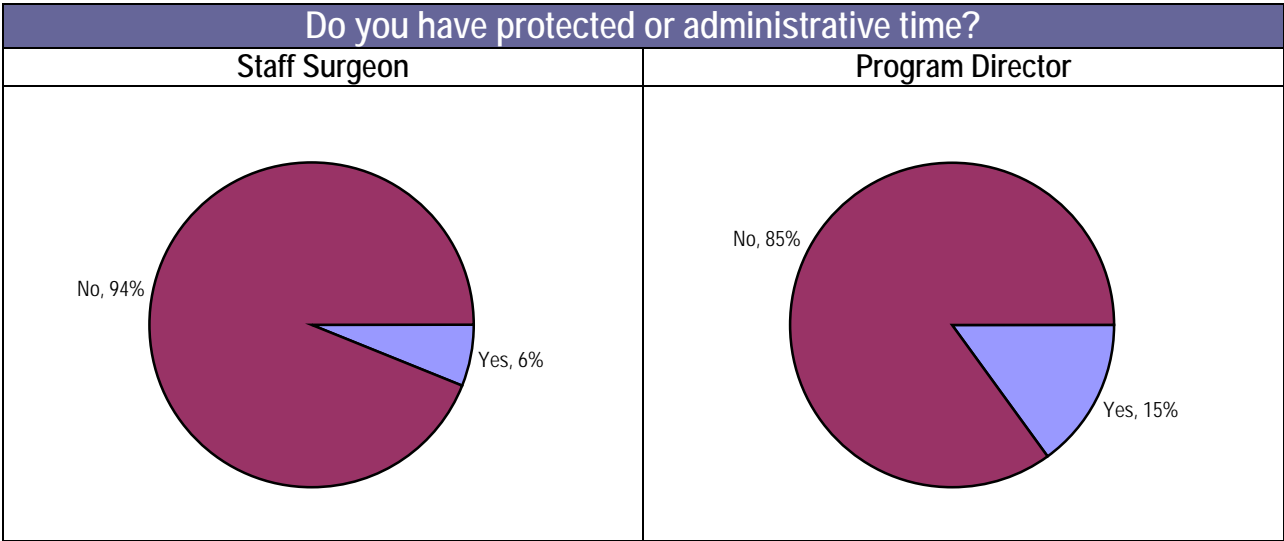
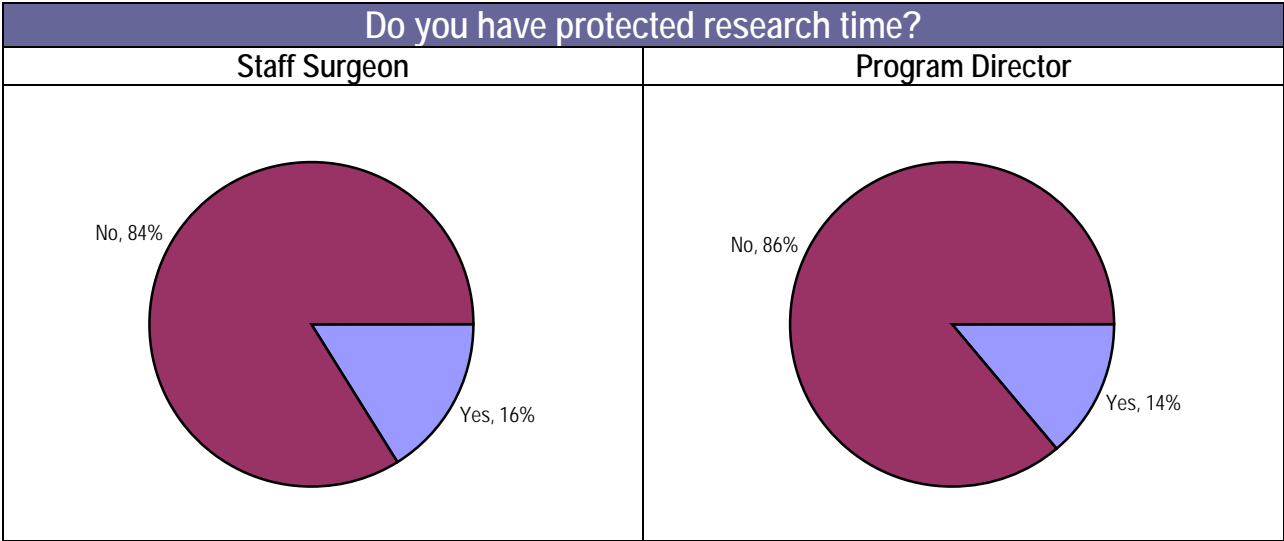
How many weekend days per month, on average, did you work/were on call last year?

Staff Surgeon



Program Director





Compensation Data by Professional Title

2013

Compensation Data by Professional Title

Staff Surgeon

	Number of Respondents	Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
All Respondents	172	\$225,000	\$225,000	\$275,000	\$307,267	\$362,500	\$460,000	\$237,500	\$275,000	\$326,250	\$354,578	\$409,375	\$512,500
Region													
Central	40	\$180,000	\$225,000	\$300,000	\$320,750	\$375,000	\$475,000	\$226,250	\$250,000	\$337,500	\$356,375	\$421,875	\$523,750
Northeast	50	\$143,500	\$225,000	\$275,000	\$280,500	\$325,000	\$420,000	\$238,750	\$272,500	\$300,000	\$316,250	\$350,000	\$443,750
South	49	\$225,000	\$250,000	\$325,000	\$325,000	\$375,000	\$425,000	\$250,000	\$293,750	\$350,000	\$376,276	\$425,000	\$512,500
West	31	\$225,000	\$225,000	\$275,000	\$311,452	\$325,000	\$475,000	\$250,000	\$300,000	\$350,000	\$388,065	\$465,000	\$630,000
Other	1	*	*	*	*	*	*	*	*	*	*	*	*
Practice Type													
Academic University	108	\$175,000	\$225,000	\$275,000	\$284,630	\$325,000	\$375,000	\$237,500	\$265,625	\$300,000	\$332,894	\$371,875	\$488,750
Academic Private	35	\$191,000	\$275,000	\$325,000	\$336,286	\$425,000	\$495,000	\$245,000	\$287,500	\$362,500	\$379,500	\$450,000	\$547,500
Private	22	\$225,000	\$262,500	\$325,000	\$346,136	\$387,500	\$545,000	\$225,000	\$309,375	\$381,250	\$393,295	\$456,250	\$556,250
Primary Practice Areas													
Kidney and/or Pancreas	148	\$220,000	\$225,000	\$275,000	\$298,311	\$325,000	\$425,000	\$237,500	\$275,000	\$318,750	\$345,777	\$400,000	\$500,000
Heart and/or Lung	2	*	*	*	*	*	*	*	*	*	*	*	*
Liver	115	\$225,000	\$225,000	\$275,000	\$314,348	\$375,000	\$445,000	\$250,000	\$287,500	\$337,500	\$366,522	\$425,000	\$512,500
Academic Rank													
Instructor	9	*	\$182,500	\$275,000	\$256,111	\$325,000	*	*	\$201,250	\$300,000	\$292,222	\$350,000	*
Assistant Professor	88	\$220,000	\$225,000	\$275,000	\$279,091	\$325,000	\$375,000	\$237,500	\$250,000	\$300,000	\$314,176	\$350,000	\$412,500
Associate Professor	29	\$175,000	\$250,000	\$325,000	\$334,655	\$400,000	\$475,000	\$262,500	\$312,500	\$400,000	\$400,603	\$481,250	\$600,000
Professor	20	\$225,000	\$237,500	\$350,000	\$363,250	\$462,500	\$610,000	\$276,250	\$353,125	\$412,500	\$432,000	\$509,375	\$637,500
Not Applicable	26	\$225,000	\$225,000	\$325,000	\$346,731	\$375,000	\$655,000	\$225,000	\$293,750	\$375,000	\$402,019	\$431,250	\$706,250

Staff Surgeon (continued)

		Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Years in Practice													
1 to 5 years	78	\$220,000	\$225,000	\$275,000	\$271,090	\$325,000	\$330,000	\$237,500	\$250,000	\$300,000	\$309,712	\$350,000	\$412,500
6 to 10 years	41	\$225,000	\$275,000	\$325,000	\$339,634	\$375,000	\$515,000	\$252,500	\$306,250	\$375,000	\$383,841	\$437,500	\$582,500
11 to 15 years	18	\$140,000	\$225,000	\$275,000	\$324,722	\$387,500	\$635,000	\$165,000	\$275,000	\$325,000	\$383,056	\$503,125	\$672,500
16 to 20 years	14	\$140,000	\$225,000	\$325,000	\$298,571	\$337,500	\$500,000	\$207,500	\$268,750	\$356,250	\$379,821	\$453,750	\$625,000
21 to 25 years	14	\$140,000	\$225,000	\$350,000	\$366,429	\$475,000	\$675,000	\$215,000	\$328,125	\$393,750	\$434,286	\$490,625	\$775,000
26 to 30 years	3	*	*	*	*	*	*	*	*	*	*	*	*
31 or more years	3	*	*	*	*	*	*	*	*	*	*	*	*
Center Transplant Volume													
Heart and Lung													
1 to 25	41	\$225,000	\$250,000	\$325,000	\$333,415	\$375,000	\$555,000	\$243,000	\$281,250	\$337,500	\$373,659	\$393,750	\$582,500
26 or more	30	\$180,000	\$225,000	\$275,000	\$314,333	\$375,000	\$475,000	\$250,000	\$287,500	\$343,750	\$372,250	\$462,500	\$523,750
Kidney and Pancreas													
1 to 100	72	\$225,000	\$225,000	\$275,000	\$289,722	\$325,000	\$410,000	\$237,500	\$256,250	\$300,000	\$326,701	\$371,875	\$442,500
101 to 200	38	\$225,000	\$262,500	\$300,000	\$328,947	\$375,000	\$485,000	\$250,000	\$275,000	\$343,750	\$380,592	\$462,500	\$605,000
201 or more	50	\$143,500	\$225,000	\$300,000	\$318,500	\$375,000	\$475,000	\$250,000	\$296,875	\$350,000	\$378,500	\$450,000	\$512,500
Liver and Intestine													
1 to 50	55	\$225,000	\$225,000	\$275,000	\$300,727	\$325,000	\$425,000	\$245,000	\$287,500	\$312,500	\$337,091	\$362,500	\$475,000
51 to 75	25	\$161,000	\$225,000	\$275,000	\$322,200	\$400,000	\$535,000	\$186,000	\$243,750	\$337,500	\$370,700	\$500,000	\$615,000
76 or more	51	\$225,000	\$225,000	\$275,000	\$321,961	\$375,000	\$465,000	\$262,500	\$287,500	\$350,000	\$386,176	\$450,000	\$582,500

Staff Surgeon (continued)

	Number of Respondents	Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Personal Transplant Volume													
Heart and Lung													
1 to 10	1	*	*	*	*	*	*	*	*	*	*	*	*
11 or more	3	*	*	*	*	*	*	*	*	*	*	*	*
Kidney and Pancreas													
1 to 25	75	\$225,000	\$225,000	\$275,000	\$314,067	\$375,000	\$475,000	\$245,000	\$275,000	\$312,500	\$348,233	\$400,000	\$492,500
26 to 50	48	\$216,500	\$225,000	\$275,000	\$288,750	\$325,000	\$380,000	\$248,750	\$275,000	\$337,500	\$354,375	\$409,375	\$512,500
51 or more	22	\$150,500	\$225,000	\$325,000	\$310,455	\$375,000	\$460,000	\$215,000	\$275,000	\$350,000	\$366,136	\$450,000	\$498,250
Liver and Intestine													
1 to 20	65	\$225,000	\$275,000	\$275,000	\$305,231	\$325,000	\$425,000	\$250,000	\$287,500	\$312,500	\$345,038	\$381,250	\$500,000
21 or more	43	\$225,000	\$225,000	\$325,000	\$345,465	\$425,000	\$575,000	\$255,000	\$325,000	\$375,000	\$415,814	\$465,000	\$630,000

Program Director

	Number of Respondents	Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
All Respondents	108	\$225,000	\$275,000	\$375,000	\$380,093	\$475,000	\$530,000	\$287,500	\$350,000	\$425,000	\$445,949	\$512,500	\$650,000
Region													
Central	40	\$225,000	\$275,000	\$375,000	\$375,000	\$462,500	\$570,000	\$288,750	\$350,000	\$412,500	\$435,625	\$500,000	\$611,250
Northeast	22	\$175,000	\$262,500	\$325,000	\$361,364	\$475,000	\$525,000	\$253,750	\$309,375	\$443,750	\$430,114	\$503,125	\$652,500
South	28	\$270,000	\$275,000	\$375,000	\$398,214	\$475,000	\$635,000	\$298,750	\$331,250	\$431,250	\$466,071	\$618,750	\$726,250
West	17	\$265,000	\$325,000	\$375,000	\$386,765	\$450,000	\$545,000	\$305,000	\$381,250	\$450,000	\$458,824	\$525,000	\$690,000
Other	0	*	*	*	*	*	*	*	*	*	*	*	*
Practice Type													
Academic University	72	\$225,000	\$275,000	\$325,000	\$355,556	\$425,000	\$510,000	\$278,750	\$340,625	\$412,500	\$422,222	\$500,000	\$600,000
Academic Private	24	\$225,000	\$337,500	\$425,000	\$431,250	\$512,500	\$600,000	\$312,500	\$400,000	\$500,000	\$507,813	\$643,750	\$762,500
Private	9	*	\$275,000	\$375,000	\$402,778	\$525,000	*	*	\$306,250	\$400,000	\$444,444	\$568,750	*
Primary Practice Areas													
Kidney and/or Pancreas	85	\$225,000	\$275,000	\$375,000	\$369,118	\$450,000	\$525,000	\$295,000	\$350,000	\$412,500	\$433,529	\$500,000	\$635,000
Heart and/or Lung	5	*	\$325,000	\$425,000	\$435,000	\$550,000	*	*	\$443,750	\$500,000	\$527,500	\$625,000	*
Liver	68	\$225,000	\$325,000	\$375,000	\$392,647	\$475,000	\$575,000	\$287,500	\$350,000	\$443,750	\$456,801	\$546,875	\$652,500
Academic Rank													
Instructor	2	*	*	*	*	*	*	*	*	*	*	*	*
Assistant Professor	25	\$205,000	\$275,000	\$325,000	\$315,000	\$325,000	\$495,000	\$245,000	\$293,750	\$337,500	\$364,000	\$412,500	\$535,000
Associate Professor	38	\$225,000	\$325,000	\$375,000	\$388,158	\$475,000	\$530,000	\$300,000	\$371,875	\$450,000	\$470,395	\$553,125	\$630,000
Professor	31	\$225,000	\$325,000	\$375,000	\$408,871	\$475,000	\$605,000	\$320,000	\$400,000	\$450,000	\$484,677	\$550,000	\$710,000
Not Applicable	11	\$195,000	\$275,000	\$375,000	\$415,909	\$625,000	\$705,000	\$195,000	\$300,000	\$400,000	\$446,591	\$650,000	\$725,000

Program Director (continued)

	Number of Respondents	Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Years in Practice													
1 to 5 years	14	\$175,000	\$225,000	\$275,000	\$289,286	\$325,000	\$475,000	\$212,500	\$275,000	\$312,500	\$337,500	\$362,500	\$575,000
6 to 10 years	32	\$190,000	\$287,500	\$325,000	\$354,688	\$425,000	\$560,000	\$273,750	\$340,625	\$412,500	\$426,953	\$521,875	\$617,500
11 to 15 years	28	\$225,000	\$325,000	\$425,000	\$408,929	\$475,000	\$530,000	\$335,000	\$403,125	\$450,000	\$495,982	\$587,500	\$727,500
16 to 20 years	16	\$225,000	\$375,000	\$400,000	\$418,750	\$475,000	\$625,000	\$338,750	\$400,000	\$475,000	\$478,125	\$559,375	\$650,000
21 to 25 years	12	\$240,000	\$325,000	\$375,000	\$416,667	\$475,000	\$725,000	\$256,250	\$359,375	\$443,750	\$465,625	\$500,000	\$781,250
26 to 30 years	5	*	\$325,000	\$375,000	\$415,000	\$525,000	*	*	\$350,000	\$400,000	\$440,000	\$550,000	*
31 or more years	0	*	*	*	*	*	*	*	*	*	*	*	*
Center Transplant Volume													
Heart and Lung													
1 to 25	27	\$275,000	\$325,000	\$375,000	\$393,519	\$475,000	\$475,000	\$345,000	\$350,000	\$450,000	\$445,833	\$500,000	\$625,000
26 or more	31	\$185,000	\$275,000	\$375,000	\$370,161	\$425,000	\$525,000	\$290,000	\$350,000	\$450,000	\$454,839	\$550,000	\$640,000
Kidney and Pancreas													
1 to 100	48	\$225,000	\$275,000	\$325,000	\$364,583	\$425,000	\$575,000	\$297,500	\$328,125	\$393,750	\$415,885	\$481,250	\$605,000
101 to 200	25	\$275,000	\$325,000	\$375,000	\$391,000	\$425,000	\$495,000	\$282,500	\$381,250	\$450,000	\$456,500	\$506,250	\$680,000
201 or more	30	\$180,000	\$225,000	\$375,000	\$365,000	\$475,000	\$525,000	\$265,000	\$340,625	\$437,500	\$452,917	\$553,125	\$646,250
Liver and Intestine													
1 to 50	36	\$225,000	\$275,000	\$325,000	\$363,889	\$412,500	\$590,000	\$283,750	\$325,000	\$387,500	\$410,069	\$471,875	\$615,000
51 to 75	24	\$200,000	\$325,000	\$425,000	\$406,250	\$475,000	\$525,000	\$243,750	\$371,875	\$500,000	\$483,854	\$600,000	\$693,750
76 or more	25	\$225,000	\$325,000	\$375,000	\$399,000	\$475,000	\$565,000	\$330,000	\$412,500	\$500,000	\$497,000	\$575,000	\$690,000

Program Director (continued)

	Number of Respondents	Base Salary						Total Compensation					
		10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Personal Transplant Volume													
Heart and Lung													
1 to 10	1	*	*	*	*	*	*	*	*	*	*	*	*
11 or more	4	*	*	*	*	*	*	*	*	*	*	*	*
Kidney and Pancreas													
1 to 25	33	\$225,000	\$275,000	\$375,000	\$394,697	\$475,000	\$605,000	\$267,500	\$325,000	\$425,000	\$454,545	\$593,750	\$720,000
26 to 50	39	\$225,000	\$275,000	\$325,000	\$337,821	\$375,000	\$425,000	\$287,500	\$325,000	\$400,000	\$393,269	\$450,000	\$512,500
51 or more	19	\$175,000	\$275,000	\$375,000	\$369,737	\$475,000	\$525,000	\$300,000	\$362,500	\$412,500	\$447,368	\$500,000	\$675,000
Liver and Intestine													
1 to 20	34	\$225,000	\$275,000	\$325,000	\$370,588	\$425,000	\$625,000	\$281,250	\$325,000	\$400,000	\$429,779	\$500,000	\$662,500
21 or more	33	\$245,000	\$325,000	\$425,000	\$415,909	\$475,000	\$525,000	\$292,500	\$375,000	\$500,000	\$484,091	\$581,250	\$687,500
Number of programs directed													
One	64	\$225,000	\$275,000	\$375,000	\$375,000	\$462,500	\$525,000	\$281,250	\$340,625	\$400,000	\$437,305	\$512,500	\$650,000
Two or more	43	\$225,000	\$275,000	\$375,000	\$386,628	\$475,000	\$575,000	\$292,500	\$350,000	\$450,000	\$458,721	\$537,500	\$665,000
Number of Protected Administrative Days per Week													
One	17	\$175,000	\$225,000	\$325,000	\$322,059	\$450,000	\$475,000	\$235,000	\$343,750	\$412,500	\$439,706	\$525,000	\$685,000
Two or more	2	*	*	*	*	*	*	*	*	*	*	*	*

Compensation Data by Academic Rank

2013

Compensation Data by Academic Rank

	Number of Respondents	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Instructor							
Base Salary							
All Respondents	11	\$140,000	\$225,000	\$275,000	\$264,091	\$325,000	\$365,000
Region:							
Central	1	*	*	*	*	*	*
Northeast	7	*	\$225,000	\$275,000	\$275,000	\$325,000	*
South	1	*	*	*	*	*	*
West	1	*	*	*	*	*	*
Total Compensation							
All Respondents	11	\$165,000	\$237,500	\$300,000	\$298,182	\$350,000	\$480,000
Region:							
Central	1	*	*	*	*	*	*
Northeast	7	*	\$250,000	\$300,000	\$298,214	\$350,000	*
South	1	*	*	*	*	*	*
West	1	*	*	*	*	*	*
Assistant Professor							
Base Salary							
All Respondents	115	\$225,000	\$225,000	\$275,000	\$287,696	\$325,000	\$375,000
Region:							
Central	35	\$205,000	\$225,000	\$275,000	\$316,429	\$375,000	\$525,000
Northeast	34	\$140,000	\$225,000	\$275,000	\$260,588	\$325,000	\$325,000
South	30	\$225,000	\$225,000	\$275,000	\$286,667	\$325,000	\$370,000
West	15	\$225,000	\$225,000	\$275,000	\$278,333	\$275,000	\$385,000
Total Compensation							
All Respondents	115	\$237,500	\$275,000	\$300,000	\$326,717	\$350,000	\$442,500
Region:							
Central	35	\$237,500	\$250,000	\$325,000	\$357,500	\$412,500	\$560,000
Northeast	34	\$231,250	\$250,000	\$300,000	\$298,824	\$337,500	\$362,500
South	30	\$238,750	\$275,000	\$306,250	\$325,000	\$350,000	\$435,000
West	15	\$250,000	\$275,000	\$300,000	\$315,000	\$337,500	\$440,000

Compensation Data by Academic Rank

	Number of Respondents	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile
Associate Professor							
Base Salary							
All Respondents	83	\$225,000	\$325,000	\$375,000	\$378,373	\$475,000	\$525,000
Region:							
Central	26	\$225,000	\$325,000	\$375,000	\$383,269	\$437,500	\$575,000
Northeast	23	\$175,000	\$275,000	\$425,000	\$412,609	\$525,000	\$635,000
South	23	\$195,000	\$275,000	\$325,000	\$351,087	\$425,000	\$475,000
West	11	\$235,000	\$325,000	\$325,000	\$352,273	\$375,000	\$475,000
Total Compensation							
All Respondents	83	\$300,000	\$362,500	\$450,000	\$449,458	\$537,500	\$607,500
Region:							
Central	26	\$292,500	\$371,875	\$425,000	\$452,019	\$531,250	\$612,500
Northeast	23	\$269,000	\$350,000	\$475,000	\$474,022	\$550,000	\$697,500
South	23	\$277,500	\$337,500	\$425,000	\$416,848	\$487,500	\$545,000
West	11	\$340,000	\$350,000	\$425,000	\$460,227	\$550,000	\$632,500
Professor							
Base Salary							
All Respondents	82	\$225,000	\$325,000	\$425,000	\$425,793	\$475,000	\$625,000
Region:							
Central	20	\$225,000	\$337,500	\$425,000	\$412,500	\$475,000	\$610,000
Northeast	23	\$225,000	\$325,000	\$425,000	\$438,043	\$525,000	\$625,000
South	21	\$235,000	\$375,000	\$475,000	\$475,000	\$625,000	\$705,000
West	17	\$208,000	\$325,000	\$375,000	\$372,941	\$450,000	\$525,000
Total Compensation							
All Respondents	82	\$316,250	\$400,000	\$487,500	\$495,762	\$559,375	\$692,500
Region:							
Central	20	\$353,750	\$403,125	\$450,000	\$471,250	\$518,750	\$648,750
Northeast	23	\$315,000	\$387,500	\$487,500	\$500,543	\$550,000	\$767,500
South	21	\$305,000	\$412,500	\$550,000	\$548,214	\$650,000	\$745,000
West	17	\$310,000	\$400,000	\$450,000	\$465,588	\$512,500	\$670,000

Detailed Results

All Respondents
By Professional Title
By Region of Practice
By Setting of Practice
By Primary Practice

2013

Detailed Survey Results—All Respondents

	Responses	Percent
PERSONAL DEMOGRAPHICS		
Gender:		
Responses	346	100%
Male	301	87%
Female	45	13%
Retired:		
Responses	334	100%
Yes	4	1%
No	330	99%
How many years have you been in practice?		
Responses	344	100%
1 - 5	94	27%
6 - 10	77	22%
11 - 15	59	17%
16 - 20	48	14%
21 - 25	42	12%
26 - 30	20	6%
31 or more	4	1%
AAMC Region of Practice:		
Responses	345	100%
Central	91	26%
Northeast	100	29%
South	96	28%
West	57	17%
Age:		
Responses	339	100%
Less than 30	0	0%
31 - 34	6	2%
35 - 40	76	22%
41 - 45	78	23%
46 - 50	67	20%
51 - 55	57	17%
56 - 60	39	12%
61 - 65	12	4%
Over 65	4	1%
Are you...		
Responses	328	100%
Board certified	310	95%
Board eligible	18	5%
Location of medical education:		
Responses	337	100%
Within the US	253	75%
Outside the US	84	25%

Detailed Survey Results—All Respondents

	Responses	Percent
Race:		
Responses	343	100%
American Indian/Alaska Native	10	3%
Asian	67	20%
Black or African American	18	5%
White	236	69%
Other	12	3%

Ethnicity:		
Responses	296	100%
Hispanic or Latino	24	8%
Not Hispanic or Latino	272	92%

If you are a program director, for what programs do you serve as directors?

Responses	137	100%
Heart	4	3%
Lung	2	1%
Kidney	66	48%
Liver	50	36%
Pancreas	56	41%
Intestine	8	6%
Hepatobiliary	11	8%
Not Applicable	5	4%

What is your academic rank?

Responses	346	100%
Instructor	11	3%
Assistant Professor	117	34%
Associate Professor	85	25%
Professor	88	25%
Not Applicable	45	13%

COMPENSATION DETAILS

What objective criteria are used to evaluate your compensation?

Responses	347	100%
Surgical activity	259	75%
Administrative responsibility	184	53%
Academic rank	139	40%
Academic productivity	127	37%
National leadership	62	18%
None	46	13%

Detailed Survey Results—All Respondents

	Responses	Percent
Is your compensation based on the following national metrics?		
Responses	315	100%
MGMA	48	15%
AAMC	63	20%
Other	17	5%
Unknown	187	59%
How is your clinical activity measured?		
Responses	347	100%
Total case volume	88	25%
Transplant volume	82	24%
RVU (Relative Value Units) expectation	207	60%
Billing/collection dollar amount	136	39%
I don't know	53	15%
On what criteria was your incentive/bonus based?		
Responses	347	100%
Surgical activity	189	54%
Administrative responsibility	79	23%
Academic rank	23	7%
Academic productivity	68	20%
National leadership	29	8%
Surgical outcomes	27	8%
Financial performance of the institution	51	15%
Financial performance of the section	99	29%
None	103	30%
Did you receive income from any of the following last year?		
Responses	347	100%
Donor work	89	26%
Administrative work	75	22%
Grant support	42	12%
Call coverage	22	6%
Other	12	3%
What is your perception of your overall compensation?		
Responses	347	100%
Over compensated	2	1%
Fairly compensated	162	47%
Under compensated	183	53%
Do you clearly understand the basis on which your compensation is based?		
Responses	343	100%
Yes	208	61%
No	135	39%

Detailed Survey Results—All Respondents

	Responses	10 th Percentile	25 th Percentile	Average	Median	75 th Percentile	90 th Percentile
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ADDITIONAL BENEFITS

What was the total matching dollar amount your institution contributed to your retirement plan last year?

Staff Surgeon	146	\$2,500	\$7,500	\$17,825	\$17,500	\$22,500	\$39,000
Program Director	100	\$2,500	\$7,500	\$20,100	\$17,500	\$25,000	\$47,500

What was your personal contribution to your retirement plan last year?

Staff Surgeon	151	\$3,500	\$12,500	\$20,629	\$17,500	\$25,000	\$42,500
Program Director	105	\$7,500	\$12,500	\$23,905	\$22,500	\$32,500	\$47,500

	Responses	Percent
Does your center offer a deferred compensation plan?		
Responses	332	100%
Yes	142	43%
No	190	57%

Does your center offer a defined pension benefit plan?

Responses	323	100%
Yes	162	50%
No	161	50%

Does your institution have a college tuition benefit program?

Responses	337	100%
Yes	132	39%
No	205	61%

PRACTICE DEMOGRAPHICS

What is the setting of your practice?

Responses	334	100%
Academic University	225	67%
Academic Private	73	22%
Private	36	11%

Detailed Survey Results—All Respondents

	Responses	Percent
What is the primary area of interest for your practice?		
Responses	347	100%
Kidney	284	82%
Liver	220	63%
Pancreas	187	54%
Intestine	26	7%
Heart	4	1%
Lung	4	1%
Live donor liver	50	14%
Live donor nephrectomy	138	40%
Live donor hepatectomy	42	12%
Hepatobiliary surgery	143	41%
Vascular access	85	24%

What percent of your practice is non-transplant surgery?		
Responses	339	100%
0 - 10%	105	31%
11% - 20%	61	18%
21% - 30%	51	15%
31% - 40%	30	9%
41% - 50%	37	11%
51% - 60%	18	5%
61% - 70%	11	3%
71% - 80%	11	3%
81% - 90%	7	2%
91% - 100%	8	2%

What was your CENTER'S total heart transplant volume last year?		
Responses	206	100%
0	49	24%
1 - 5	9	4%
6 - 10	36	17%
11 - 15	27	13%
16 - 20	34	17%
21 - 25	20	10%
26 - 30	10	5%
31 or more	21	10%

What was your CENTER'S total lung transplant volume last year?		
Responses	197	100%
0	95	48%
1 - 5	11	6%
6 - 10	18	9%
11 - 15	17	9%
16 - 20	12	6%
21 - 25	11	6%
26 - 30	12	6%
31 or more	21	11%

Detailed Survey Results—All Respondents

	Responses	Percent
What was your CENTER'S total kidney transplant volume last year?		
Responses	327	100%
0	3	1%
1 - 25	15	5%
26 - 50	48	15%
51 - 75	51	16%
76 - 100	42	13%
101 - 125	31	9%
126 - 150	27	8%
151 - 175	8	2%
176 - 200	18	6%
201 - 225	36	11%
226 - 250	16	5%
251 or more	32	10%

What was your CENTER'S total liver transplant volume last year?		
Responses	289	100%
0	26	9%
1 - 10	6	2%
11 - 20	23	8%
21 - 30	34	12%
31 - 40	36	12%
41 - 50	21	7%
51 - 60	22	8%
61 - 70	15	5%
71 - 80	20	7%
81 - 90	8	3%
91 - 100	19	7%
101 - 110	18	6%
111 - 120	15	5%
121 - 130	7	2%
131 - 140	5	2%
141 - 150	3	1%
151 or more	11	4%

What was your CENTER'S total pancreas transplant volume last year?		
Responses	290	100%
0	32	11%
1 - 5	90	31%
6 - 10	73	25%
11 - 15	31	11%
16 - 20	26	9%
21 - 25	22	8%
26 - 30	7	2%
31 or more	9	3%

Detailed Survey Results—All Respondents

	Responses	Percent
What was your CENTER'S total intestine transplant volume last year?		
Responses	217	100%
0	168	77%
1 - 5	27	12%
6 - 10	11	5%
11 - 15	3	1%
16 - 20	4	2%
21 - 25	2	1%
26 - 30	1	0%
31 or more	1	0%
What was your PERSONAL total heart transplant volume last year?		
Responses	170	100%
0	163	96%
1 - 5	2	1%
11 - 15	2	1%
16 - 20	1	1%
26 - 30	1	1%
31 or more	1	1%
What was your PERSONAL total lung transplant volume last year?		
Responses	169	100%
0	163	96%
1 - 5	3	2%
11 - 15	1	1%
16 - 20	1	1%
31 or more	1	1%
What was your PERSONAL total kidney transplant volume last year?		
Responses	313	100%
0	21	7%
1 - 25	134	43%
26 - 50	108	35%
51 - 75	34	11%
76 - 100	13	4%
101 - 125	2	1%
126 - 150	1	0%
151 or more	0	0%

Detailed Survey Results—All Respondents

	Responses	Percent
What was your PERSONAL total liver transplant volume last year?		
Responses	269	100%
0	62	23%
1 - 10	45	17%
11 - 20	73	27%
21 - 30	50	19%
31 - 40	24	9%
41 - 50	12	4%
51 - 60	2	1%
61 - 70	1	0%
71 or more	0	0%

What was your PERSONAL total pancreas transplant volume last year?		
Responses	253	100%
0	75	30%
1 - 5	138	55%
6 - 10	27	11%
11 - 15	7	3%
16 - 20	5	2%
26 - 30	1	0%
31 or more	0	0%

What was your PERSONAL total intestine transplant volume last year?		
Responses	189	100%
0	168	89%
1 - 5	17	9%
6 - 10	3	2%
16 - 20	1	1%
21 or more	0	0%

What was your PERSONAL total NON-transplant volume last year?		
Responses	332	100%
0	8	2%
1 - 25	64	19%
26 - 50	68	20%
51 - 75	48	14%
76 - 100	34	10%
101 - 125	21	6%
126 - 150	22	7%
151 - 200	25	8%
201 - 250	20	6%
251 - 300	10	3%
301 or more	12	4%

Detailed Survey Results—All Respondents

	Responses	Percent
HOURS AND WORK SCHEDULE		
How many days per week, on average, did you conduct operative elective surgery last year?		
Responses	328	100%
0	17	5%
1	121	37%
2	109	33%
3	60	18%
4	13	4%
5	8	2%
6	0	0%
7	0	0%
How many days per week, on average, did you field calls for donor recovery?		
Responses	329	100%
0	55	17%
1	42	13%
2	78	24%
3	70	21%
4	33	10%
5	17	5%
6	8	2%
7	26	8%
How many days per week, on average, did you field calls for transplant coverage last year?		
Responses	329	100%
0	12	4%
1	10	3%
2	59	18%
3	96	29%
4	66	20%
5	32	10%
6	16	5%
7	38	12%

Detailed Survey Results—All Respondents

	Responses	Percent
How many hours per week, on average, did you spend in the operating room last year?		
Responses	328	100%
0	1	0%
1 - 5	18	5%
6 - 10	64	20%
11 - 15	79	24%
16 - 20	75	23%
21 - 25	49	15%
26 - 30	23	7%
31 - 35	7	2%
36 - 40	5	2%
41 or more	7	2%

How many hours per week, on average, did you spend in the clinic last year?		
Responses	333	100%
0	2	1%
1 - 5	29	9%
6 - 10	127	38%
11 - 15	73	22%
16 - 20	48	14%
21 - 25	28	8%
26 - 30	13	4%
31 - 35	3	1%
36 - 40	3	1%
41 or more	7	2%

How many weekend days per month, on average, did you work/were on call last year?		
Responses	335	100%
1	13	4%
2	52	16%
3	40	12%
4	96	29%
5	35	10%
6	43	13%
7	13	4%
8	22	7%
9	1	0%
10	20	6%

Do you have protected research time?		
Responses	338	100%
Yes	48	14%
No	290	86%

Detailed Survey Results—All Respondents

	Responses	Percent
How many days per week, on average, did you have protected research time last year?		
Responses	48	100%
1	23	48%
2	14	29%
3	9	19%
4	2	4%
5 or more	0	0%
What percent of protected research time is funded by the following:		
Extramural funding (NIH or foundation)	32	47.1%
Intramural funding	32	43.2%
Pharmaceutical trials	32	4.1%
Other	32	5.6%
Do you have protected administrative time?		
Responses	338	100%
Yes	44	13%
No	294	87%
If yes, how many days per week, on average, did you have protected administrative time last year?		
Responses	44	100%
1	35	80%
2	5	11%
3	2	5%
4	2	5%
5 or more	0	0%
Who performs the organ recoveries in your practice?		
Responses	347	100%
Surgeon always	168	48%
Surgeon and fellow(s) together	95	27%
Surgeon sometimes	55	16%
Fellow(s) go alone after training	86	25%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
PERSONAL DEMOGRAPHICS				
Gender:				
Responses	179	100%	112	100%
Male	149	83%	99	88%
Female	30	17%	13	12%
How many years have you been in practice?				
Responses	178	100%	111	100%
1 - 5	79	44%	14	13%
6 - 10	42	24%	32	29%
11 - 15	18	10%	30	27%
16 - 20	15	8%	17	15%
21 - 25	16	9%	12	11%
26 - 30	4	2%	6	5%
31 or more	4	2%	0	0%
AAMC Region of Practice:				
Responses	178	100%	111	100%
Central	43	24%	40	36%
Northeast	51	29%	24	22%
South	52	29%	29	26%
West	31	17%	18	16%
Age:				
Responses	176	100%	108	100%
Less than 30	0	0%	0	0%
31 - 34	6	3%	0	0%
35 - 40	59	34%	15	14%
41 - 45	50	28%	23	21%
46 - 50	27	15%	30	28%
51 - 55	17	10%	23	21%
56 - 60	12	7%	10	9%
61 - 65	2	1%	6	6%
Over 65	3	2%	1	1%
Are you...				
Responses	169	100%	104	100%
Board certified	157	93%	99	95%
Board eligible	12	7%	5	5%
Location of medical education:				
Responses	174	100%	107	100%
Within the US	123	71%	83	78%
Outside the US	51	29%	24	22%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
Race:				
Responses	176	100%	111	100%
American Indian/Alaska Native	6	3%	4	4%
Asian	39	22%	21	19%
Black or African American	13	7%	3	3%
White	113	64%	78	70%
Other	5	3%	5	5%
Ethnicity:				
Responses	151	100%	96	100%
Hispanic or Latino	10	7%	10	10%
Not Hispanic or Latino	141	93%	86	90%
If you are a program director, for what programs do you serve as directors?				
Responses	N/A	N/A	112	100%
Heart	N/A	N/A	4	4%
Lung	N/A	N/A	2	2%
Kidney	N/A	N/A	50	45%
Liver	N/A	N/A	38	34%
Pancreas	N/A	N/A	48	43%
Intestine	N/A	N/A	8	7%
Hepatobiliary	N/A	N/A	9	8%
Not Applicable	N/A	N/A	5	4%
What is your academic rank?				
Responses	179	100%	111	100%
Instructor	9	5%	2	2%
Assistant Professor	89	50%	26	23%
Associate Professor	30	17%	39	35%
Professor	25	14%	32	29%
Not Applicable	26	15%	12	11%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
COMPENSATION DETAILS				
What objective criteria are used to evaluate your compensation?				
Responses	179	100%	112	100%
Surgical activity	127	71%	87	78%
Administrative responsibility	71	40%	74	66%
Academic rank	63	35%	52	46%
Academic productivity	64	36%	44	39%
National leadership	25	14%	28	25%
None	33	18%	10	9%
Is your compensation based on the following national metrics?				
Responses	165	100%	98	100%
MGMA	16	10%	19	19%
AAMC	25	15%	22	22%
Other	8	5%	6	6%
Unknown	116	70%	51	52%
How is your clinical activity measured?				
Responses	179	100%	112	100%
Total case volume	46	26%	25	22%
Transplant volume	44	25%	20	18%
RVU (Relative Value Units) expectation	101	56%	66	59%
Billing/collection dollar amount	66	37%	47	42%
I don't know	37	21%	15	13%
On what criteria was your incentive/bonus based?				
Responses	179	100%	112	100%
Surgical activity	85	47%	67	60%
Administrative responsibility	27	15%	30	27%
Academic rank	11	6%	7	6%
Academic productivity	26	15%	31	28%
National leadership	9	5%	13	12%
Surgical outcomes	7	4%	14	13%
Financial performance of the institution	22	12%	18	16%
Financial performance of the section	51	28%	32	29%
None	60	34%	27	24%
Did you receive income from any of the following last year?				
Responses	179	100%	112	100%
Donor work	53	30%	25	22%
Administrative work	19	11%	38	34%
Grant support	21	12%	13	12%
Call coverage	10	6%	10	9%
Other	9	5%	2	2%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What is your perception of your overall compensation?				
Responses	179	100%	112	100%
Over compensated	1	1%	0	0%
Fairly compensated	81	45%	58	52%
Under compensated	97	54%	54	48%

Do you clearly understand the basis on which your compensation is based?

Responses	177	100%	111	100%
Yes	95	54%	69	62%
No	82	46%	42	38%

	10 th	25 th			75 th	90 th
Responses	Percentile	Percentile	Average	Median	Percentile	Percentile

ADDITIONAL BENEFITS

What was the total matching dollar amount your institution contributed to your retirement plan last year?

Staff Surgeon	146	\$2,500	\$7,500	\$17,825	\$17,500	\$22,500	\$39,000
Program Director	100	\$2,500	\$7,500	\$20,100	\$17,500	\$25,000	\$47,500

What was your personal contribution to your retirement plan last year?

Staff Surgeon	151	\$3,500	\$12,500	\$20,629	\$17,500	\$25,000	\$42,500
Program Director	105	\$7,500	\$12,500	\$23,905	\$22,500	\$32,500	\$47,500

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
Does your center offer a deferred compensation plan?				
Responses	169	100%	109	100%
Yes	71	42%	49	45%
No	98	58%	60	55%

Does your center offer a defined pension benefit plan?

Responses	166	100%	104	100%
Yes	81	49%	53	51%
No	85	51%	51	49%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
Does your institution have a college tuition benefit program?				
Responses	172	100%	109	100%
Yes	66	38%	47	43%
No	106	62%	62	57%

PRACTICE DEMOGRAPHICS

What is the setting of your practice?				
Responses	171	100%	109	100%
Academic University	113	66%	75	69%
Academic Private	36	21%	24	22%
Private	22	13%	10	9%

What is the primary area of interest for your practice?				
Responses	179	100%	112	100%
Kidney	153	85%	88	79%
Liver	119	66%	70	63%
Pancreas	98	55%	61	54%
Intestine	15	8%	11	10%
Heart	0	0%	4	4%
Lung	2	1%	2	2%
Live donor liver	24	13%	18	16%
Live donor nephrectomy	75	42%	46	41%
Live donor hepatectomy	19	11%	15	13%
Hepatobiliary surgery	68	38%	51	46%
Vascular access	48	27%	26	23%

What percent of your practice is non-transplant surgery?				
Responses	174	100%	110	100%
0 - 10%	60	34%	32	29%
11% - 20%	29	17%	20	18%
21% - 30%	20	11%	23	21%
31% - 40%	12	7%	11	10%
41% - 50%	22	13%	9	8%
51% - 60%	9	5%	5	5%
61% - 70%	5	3%	4	4%
71% - 80%	7	4%	4	4%
81% - 90%	5	3%	2	2%
91% - 100%	5	3%	0	0%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What was your CENTER'S total heart transplant volume last year?				
Responses	102	100%	73	100%
0	27	26%	15	21%
1 - 5	5	5%	4	5%
6 - 10	18	18%	12	16%
11 - 15	16	16%	6	8%
16 - 20	12	12%	16	22%
21 - 25	8	8%	9	12%
26 - 30	6	6%	3	4%
31 or more	10	10%	8	11%
What was your CENTER'S total lung transplant volume last year?				
Responses	98	100%	69	100%
0	50	51%	27	39%
1 - 5	5	5%	4	6%
6 - 10	8	8%	8	12%
11 - 15	9	9%	7	10%
16 - 20	6	6%	4	6%
21 - 25	9	9%	2	3%
26 - 30	3	3%	7	10%
31 or more	8	8%	10	14%
What was your CENTER'S total kidney transplant volume last year?				
Responses	167	100%	108	100%
0	2	1%	1	1%
1 - 25	5	3%	8	7%
26 - 50	25	15%	9	8%
51 - 75	21	13%	18	17%
76 - 100	23	14%	17	16%
101 - 125	15	9%	14	13%
126 - 150	15	9%	6	6%
151 - 175	3	2%	4	4%
176 - 200	8	5%	5	5%
201 - 225	18	11%	14	13%
226 - 250	13	8%	3	3%
251 or more	19	11%	9	8%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What was your CENTER'S total liver transplant volume last year?				
Responses	152	100%	95	100%
0	15	10%	7	7%
1 - 10	4	3%	1	1%
11 - 20	13	9%	2	2%
21 - 30	13	9%	16	17%
31 - 40	18	12%	13	14%
41 - 50	9	6%	6	6%
51 - 60	13	9%	7	7%
61 - 70	6	4%	8	8%
71 - 80	9	6%	10	11%
81 - 90	5	3%	2	2%
91 - 100	14	9%	4	4%
101 - 110	8	5%	8	8%
111 - 120	11	7%	3	3%
121 - 130	5	3%	1	1%
131 - 140	1	1%	2	2%
141 - 150	2	1%	1	1%
151 or more	6	4%	4	4%

What was your CENTER'S total pancreas transplant volume last year?				
Responses	150	100%	95	100%
0	16	11%	9	9%
1 - 5	42	28%	31	33%
6 - 10	41	27%	20	21%
11 - 15	20	13%	10	11%
16 - 20	10	7%	13	14%
21 - 25	9	6%	9	9%
26 - 30	4	3%	2	2%
31 or more	8	5%	1	1%

What was your CENTER'S total intestine transplant volume last year?				
Responses	112	100%	75	100%
0	85	76%	58	77%
1 - 5	15	13%	10	13%
6 - 10	5	4%	4	5%
11 - 15	2	2%	0	0%
16 - 20	2	2%	2	3%
21 - 25	1	1%	1	1%
26 - 30	1	1%	0	0%
31 or more	1	1%	0	0%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What was your PERSONAL total heart transplant volume last year?				
Responses	82	100%	63	100%
0	79	96%	60	95%
1 - 5	2	2%	0	0%
6 - 10	0	0%	0	0%
11 - 15	0	0%	1	2%
16 - 20	0	0%	1	2%
21 - 25	0	0%	0	0%
26 - 30	1	1%	0	0%
31 or more	0	0%	1	2%
What was your PERSONAL total lung transplant volume last year?				
Responses	82	100%	63	100%
0	80	98%	59	94%
1 - 5	0	0%	3	5%
6 - 10	0	0%	0	0%
11 - 15	1	1%	0	0%
16 - 20	0	0%	1	2%
21 - 25	0	0%	0	0%
26 - 30	0	0%	0	0%
31 or more	1	1%	0	0%
What was your PERSONAL total kidney transplant volume last year?				
Responses	162	100%	101	100%
0	12	7%	6	6%
1 - 25	77	48%	35	35%
26 - 50	52	32%	42	42%
51 - 75	16	10%	12	12%
76 - 100	5	3%	6	6%
101 - 125	0	0%	0	0%
126 - 150	0	0%	0	0%
151 or more	0	0%	0	0%
What was your PERSONAL total liver transplant volume last year?				
Responses	140	100%	92	100%
0	30	21%	23	25%
1 - 10	27	19%	11	12%
11 - 20	39	28%	25	27%
21 - 30	27	19%	16	17%
31 - 40	13	9%	10	11%
41 - 50	3	2%	5	5%
51 - 60	1	1%	1	1%
61 - 70	0	0%	1	1%
71 or more	0	0%	0	0%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What was your PERSONAL total pancreas transplant volume last year?				
Responses	129	100%	85	100%
0	40	31%	22	26%
1 - 5	73	57%	46	54%
6 - 10	12	9%	10	12%
11 - 15	2	2%	5	6%
16 - 20	2	2%	1	1%
21 - 25	0	0%	0	0%
26 - 30	0	0%	1	1%
31 or more	0	0%	0	0%

What was your PERSONAL total intestine transplant volume last year?				
Responses	95	100%	69	100%
0	83	87%	62	90%
1 - 5	11	12%	4	6%
6 - 10	1	1%	2	3%
11 - 15	0	0%	0	0%
16 - 20	0	0%	1	1%
21 or more	0	0%	0	0%

What was your PERSONAL total NON-transplant volume last year?				
Responses	169	100%	110	100%
0	7	4%	1	1%
1 - 25	38	22%	18	16%
26 - 50	37	22%	21	19%
51 - 75	20	12%	20	18%
76 - 100	23	14%	5	5%
101 - 125	9	5%	7	6%
126 - 150	6	4%	12	11%
151 - 200	11	7%	10	9%
201 - 250	9	5%	7	6%
251 - 300	4	2%	4	4%
301 or more	5	3%	5	5%

HOURS AND WORK SCHEDULE

How many days per week, on average, did you conduct operative elective surgery last year?				
Responses	170	100%	105	100%
0	12	7%	5	5%
1	62	36%	36	34%
2	54	32%	35	33%
3	30	18%	22	21%
4	6	4%	6	6%
5	6	4%	1	1%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
How many days per week, on average, did you field calls for donor recovery?				
Responses	171	100%	105	100%
0	32	19%	13	12%
1	28	16%	11	10%
2	43	25%	24	23%
3	34	20%	25	24%
4	13	8%	13	12%
5	9	5%	3	3%
6	3	2%	5	5%
7	9	5%	11	10%
How many days per week, on average, did you field calls for transplant coverage last year?				
Responses	172	100%	104	100%
0	9	5%	1	1%
1	7	4%	2	2%
2	36	21%	13	13%
3	58	34%	28	27%
4	25	15%	27	26%
5	18	10%	10	10%
6	5	3%	9	9%
7	14	8%	14	13%
How many hours per week, on average, did you spend in the operating room last year?				
Responses	168	100%	107	100%
0	1	1%	0	0%
1 - 5	10	6%	7	7%
6 - 10	37	22%	12	11%
11 - 15	38	23%	26	24%
16 - 20	37	22%	28	26%
21 - 25	22	13%	21	20%
26 - 30	13	8%	7	7%
31 - 35	4	2%	2	2%
36 - 40	3	2%	2	2%
41 or more	3	2%	2	2%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
How many hours per week, on average, did you spend in the clinic last year?				
Responses	170	100%	109	100%
0	1	1%	1	1%
1 - 5	16	9%	11	10%
6 - 10	70	41%	36	33%
11 - 15	34	20%	25	23%
16 - 20	22	13%	16	15%
21 - 25	11	6%	13	12%
26 - 30	7	4%	6	6%
31 - 35	3	2%	0	0%
36 - 40	2	1%	1	1%
41 or more	4	2%	0	0%
How many weekend days per month, on average, did you work/were on call last year?				
Responses	172	100%	109	100%
1	10	6%	2	2%
2	32	19%	13	12%
3	22	13%	11	10%
4	48	28%	31	28%
5	14	8%	13	12%
6	22	13%	15	14%
7	5	3%	6	6%
8	10	6%	10	9%
9	0	0%	1	1%
10	9	5%	7	6%
Do you have protected research time?				
Responses	176	100%	110	100%
Yes	28	16%	15	14%
No	148	84%	95	86%
How many days per week, on average, did you have protected research time last year?				
Responses	28	100%	15	100%
1	8	29%	11	73%
2	9	32%	4	27%
3	9	32%	0	0%
4	2	7%	0	0%
5 or more	0	0%	0	0%

Detailed Survey Results—Professional Title

	STAFF SURGEON		PROGRAM DIRECTOR	
	Responses	Percent	Responses	Percent
What percent of protected research time is funded by the following?				
Extramural funding (NIH or foundation)	24	49.3%	12	57.1%
Intramural funding	24	36.6%	12	35.4%
Pharmaceutical trials	24	1.3%	12	0.6%
Other	24	12.9%	12	6.9%
Do you have protected administrative time?				
Responses	173	100%	110	100%
Yes	10	6%	17	15%
No	163	94%	93	85%
If yes, how many days per week, on average, did you have protected administrative time last year?				
Responses	10	100%	17	100%
1	8	80%	15	88%
2	0	0%	1	6%
3	2	20%	0	0%
4	0	0%	1	6%
5 or more	0	0%	0	0%
Who performs the organ recoveries in your practice?				
Responses	179	100%	112	100%
Surgeon always	83	46%	53	47%
Surgeon and fellow(s) together	43	24%	35	31%
Surgeon sometimes	30	17%	19	17%
Fellow(s) go alone after training	53	30%	27	24%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
PERSONAL DEMOGRAPHICS								
Gender:								
Responses	91	100%	100	100%	95	100%	57	100%
Male	77	85%	86	86%	85	89%	50	88%
Female	14	15%	14	14%	10	11%	7	12%
Retired:								
Responses	88	100%	98	100%	91	100%	54	100%
Yes	1	1%	3	3%	0	0%	0	0%
No	87	99%	95	97%	91	100%	54	100%
How many years have you been in practice?								
Responses	90	100%	99	100%	95	100%	57	100%
1 - 5	28	31%	25	25%	26	27%	15	26%
6 - 10	20	22%	16	16%	31	33%	9	16%
11 - 15	16	18%	16	16%	14	15%	12	21%
16 - 20	10	11%	18	18%	8	8%	12	21%
21 - 25	9	10%	18	18%	11	12%	4	7%
26 - 30	6	7%	5	5%	5	5%	4	7%
31 or more	1	1%	1	1%	0	0%	1	2%
AAMC Region of Practice:								
Responses	91	100%	100	100%	96	100%	57	100%
Central	91	100%	0	0%	0	0%	0	0%
Northeast	0	0%	100	100%	0	0%	0	0%
South	0	0%	0	0%	96	100%	0	0%
West	0	0%	0	0%	0	0%	57	100%
Age:								
Responses	88	100%	97	100%	94	100%	57	100%
Less than 30	0	0%	0	0%	0	0%	0	0%
31 - 34	1	1%	0	0%	3	3%	2	4%
35 - 40	19	22%	24	25%	24	26%	9	16%
41 - 45	22	25%	18	19%	24	26%	12	21%
46 - 50	20	23%	17	18%	19	20%	11	19%
51 - 55	14	16%	21	22%	11	12%	11	19%
56 - 60	10	11%	12	12%	10	11%	7	12%
61 - 65	2	2%	3	3%	2	2%	5	9%
Over 65	0	0%	2	2%	1	1%	0	0%
Are you...								
Responses	84	100%	93	100%	92	100%	56	100%
Board certified	80	95%	87	94%	86	93%	55	98%
Board eligible	4	5%	6	6%	6	7%	1	2%
Location of medical education:								
Responses	86	100%	99	100%	93	100%	56	100%
Within the US	60	70%	68	69%	75	81%	49	88%
Outside the US	26	30%	31	31%	18	19%	7	13%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
Race:								
Responses	89	100%	100	100%	96	100%	55	100%
American Indian/Alaska Native	2	2%	2	2%	3	3%	3	5%
Asian	18	20%	21	21%	18	19%	10	18%
Black or African American	6	7%	4	4%	4	4%	4	7%
White	60	67%	71	71%	67	70%	35	64%
Other	3	3%	2	2%	4	4%	3	5%
Ethnicity:								
Responses	73	100%	84	100%	87	100%	49	100%
Hispanic or Latino	6	8%	5	6%	10	11%	3	6%
Not Hispanic or Latino	67	92%	79	94%	77	89%	46	94%
If you are a program director, for what programs do you serve as directors?								
Responses	43	100%	36	100%	37	100%	20	100%
Heart	1	2%	1	3%	1	3%	1	5%
Lung	0	0%	1	3%	1	3%	0	0%
Kidney	21	49%	19	53%	15	41%	10	50%
Liver	14	33%	14	39%	16	43%	6	30%
Pancreas	19	44%	15	42%	10	27%	11	55%
Intestine	4	9%	2	6%	1	3%	1	5%
Hepatobiliary	4	9%	2	6%	3	8%	2	10%
Not Applicable	3	7%	1	3%	1	3%	0	0%
What is your academic rank?								
Responses	90	100%	100	100%	96	100%	57	100%
Instructor	1	1%	7	7%	1	1%	1	2%
Assistant Professor	35	39%	35	35%	31	32%	15	26%
Associate Professor	26	29%	24	24%	24	25%	11	19%
Professor	23	26%	24	24%	22	23%	18	32%
Not Applicable	5	6%	10	10%	18	19%	12	21%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
COMPENSATION DETAILS								
What objective criteria are used to evaluate your compensation?								
Responses	91	100%	100	100%	96	100%	57	100%
Surgical activity	68	75%	74	74%	75	78%	40	70%
Administrative responsibility	50	55%	55	55%	57	59%	21	37%
Academic rank	29	32%	35	35%	46	48%	26	46%
Academic productivity	35	38%	40	40%	33	34%	17	30%
National leadership	19	21%	16	16%	19	20%	6	11%
None	10	11%	17	17%	9	9%	10	18%
Is your compensation based on the following national metrics?								
Responses	83	100%	90	100%	84	100%	55	100%
MGMA	14	17%	11	12%	10	12%	13	24%
AAMC	18	22%	17	19%	20	24%	7	13%
Other	6	7%	5	6%	6	7%	0	0%
Unknown	45	54%	57	63%	48	57%	35	64%
How is your clinical activity measured?								
Responses	91	100%	100	100%	96	100%	57	100%
Total case volume	19	21%	30	30%	26	27%	12	21%
Transplant volume	17	19%	27	27%	29	30%	9	16%
RVU (Relative Value Units) expectation	52	57%	54	54%	66	69%	34	60%
Billing/collection dollar amount	30	33%	41	41%	42	44%	22	39%
I don't know	18	20%	14	14%	9	9%	11	19%
On what criteria was your incentive/bonus based?								
Responses	91	100%	100	100%	96	100%	57	100%
Surgical activity	52	57%	49	49%	54	56%	33	58%
Administrative responsibility	22	24%	16	16%	30	31%	10	18%
Academic rank	6	7%	3	3%	9	9%	4	7%
Academic productivity	23	25%	14	14%	20	21%	10	18%
National leadership	8	9%	3	3%	14	15%	3	5%
Surgical outcomes	8	9%	1	1%	16	17%	1	2%
Financial performance of the institution	10	11%	11	11%	20	21%	9	16%
Financial performance of the section	26	29%	18	18%	36	38%	18	32%
None	23	25%	43	43%	21	22%	15	26%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
Did you receive income from any of the following last year?								
Responses	91	100%	100	100%	96	100%	57	100%
Donor work	28	31%	23	23%	26	27%	12	21%
Administrative work	19	21%	18	18%	18	19%	18	32%
Grant support	14	15%	8	8%	14	15%	6	11%
Call coverage	6	7%	2	2%	9	9%	4	7%
Other	3	3%	6	6%	3	3%	0	0%

What is your perception of your overall compensation?

Responses	91	100%	100	100%	96	100%	57	100%
Over compensated	1	1%	1	1%	0	0%	0	0%
Fairly compensated	50	55%	43	43%	44	46%	25	44%
Under compensated	40	44%	56	56%	52	54%	32	56%

Do you clearly understand the basis on which your compensation is based?

Responses	91	100%	99	100%	93	100%	57	100%
Yes	56	62%	59	60%	54	58%	37	65%
No	35	38%	40	40%	39	42%	20	35%

	10 th	25 th			75 th	90 th
Responses	Percentile	Percentile	Average	Median	Percentile	Percentile

ADDITIONAL BENEFITS

What was the total matching dollar amount your institution contributed to your retirement plan last year?

Staff Surgeon

Central	36	\$2,500	\$7,500	\$19,236	\$17,500	\$25,000	\$44,000
Northeast	42	\$2,500	\$7,500	\$15,060	\$17,500	\$22,500	\$25,000
South	44	\$5,000	\$7,500	\$18,409	\$12,500	\$21,250	\$47,500
West	23	\$2,500	\$12,500	\$19,348	\$22,500	\$25,000	\$35,500

Program Director

Central	37	\$2,500	\$12,500	\$20,878	\$17,500	\$25,000	\$39,500
Northeast	21	\$7,500	\$10,000	\$19,881	\$17,500	\$25,000	\$51,500
South	26	\$6,000	\$7,500	\$20,000	\$17,500	\$25,000	\$42,000
West	15	\$2,500	\$2,500	\$19,833	\$12,500	\$22,500	\$60,500

Detailed Survey Results—By Geographic Region

	Responses	10 th Percentile	25 th Percentile	Average	Median	75 th Percentile	90 th Percentile
What was your personal contribution to your retirement plan last year?							
Staff Surgeon							
Central	36	\$2,500	\$8,750	\$23,056	\$17,500	\$37,500	\$47,500
Northeast	43	\$7,500	\$12,500	\$18,023	\$17,500	\$22,500	\$32,500
South	46	\$2,500	\$12,500	\$22,337	\$17,500	\$32,500	\$47,500
West	25	\$2,500	\$12,500	\$18,800	\$17,500	\$23,750	\$34,500
Program Director							
Central	37	\$11,500	\$12,500	\$23,919	\$22,500	\$32,500	\$47,500
Northeast	23	\$4,500	\$12,500	\$20,652	\$17,500	\$22,500	\$46,500
South	28	\$7,000	\$17,500	\$25,357	\$22,500	\$32,500	\$48,000
West	16	\$9,500	\$12,500	\$26,406	\$21,250	\$37,500	\$50,500

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
Does your center offer a deferred compensation plan?								
Responses	89	100%	94	100%	91	100%	55	100%
Yes	39	44%	40	43%	34	37%	28	51%
No	50	56%	54	57%	57	63%	27	49%

Does your center offer a defined pension benefit plan?								
Responses	87	100%	90	100%	89	100%	54	100%
Yes	47	54%	46	51%	36	40%	31	57%
No	40	46%	44	49%	53	60%	23	43%

Does your institution have a college tuition benefit program?								
Responses	89	100%	98	100%	92	100%	55	100%
Yes	37	42%	43	44%	41	45%	9	16%
No	52	58%	55	56%	51	55%	46	84%

PRACTICE DEMOGRAPHICS

What is the setting of your practice?								
Responses	89	100%	96	100%	91	100%	55	100%
Academic University	61	69%	75	78%	54	59%	33	60%
Academic Private	22	25%	14	15%	25	27%	11	20%
Private	6	7%	7	7%	12	13%	11	20%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
What is the primary area of interest for your practice?								
Responses	91	100%	100	100%	96	100%	57	100%
Kidney	69	76%	83	83%	85	89%	44	77%
Liver	56	62%	55	55%	69	72%	38	67%
Pancreas	44	48%	47	47%	62	65%	32	56%
Intestine	10	11%	5	5%	3	3%	7	12%
Heart	1	1%	1	1%	1	1%	1	2%
Lung	1	1%	1	1%	2	2%	0	0%
Live donor liver	11	12%	21	21%	10	10%	6	11%
Live donor nephrectomy	44	48%	31	31%	43	45%	19	33%
Live donor hepatectomy	11	12%	15	15%	11	11%	4	7%
Hepatobiliary surgery	28	31%	35	35%	48	50%	30	53%
Vascular access	30	33%	31	31%	18	19%	5	9%
What percent of your practice is non-transplant surgery?								
Responses	89	100%	97	100%	95	100%	55	100%
0 - 10%	26	29%	30	31%	29	31%	20	36%
11% - 20%	16	18%	18	19%	17	18%	9	16%
21% - 30%	14	16%	14	14%	16	17%	7	13%
31% - 40%	6	7%	12	12%	9	9%	3	5%
41% - 50%	12	13%	5	5%	13	14%	6	11%
51% - 60%	4	4%	6	6%	4	4%	3	5%
61% - 70%	2	2%	5	5%	4	4%	0	0%
71% - 80%	3	3%	3	3%	2	2%	3	5%
81% - 90%	4	4%	2	2%	1	1%	0	0%
91% - 100%	2	2%	2	2%	0	0%	4	7%
What was your CENTER'S total heart transplant volume last year?								
Responses	64	100%	55	100%	51	100%	34	100%
0	14	22%	18	33%	5	10%	12	35%
1 - 5	6	9%	0	0%	3	6%	0	0%
6 - 10	7	11%	15	27%	10	20%	4	12%
11 - 15	11	17%	5	9%	8	16%	3	9%
16 - 20	10	16%	10	18%	9	18%	4	12%
21 - 25	7	11%	3	5%	5	10%	4	12%
26 - 30	3	5%	1	2%	6	12%	0	0%
31 or more	6	9%	3	5%	5	10%	7	21%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
What was your CENTER'S total lung transplant volume last year?								
Responses	60	100%	50	100%	51	100%	34	100%
0	25	42%	32	64%	17	33%	20	59%
1 - 5	8	13%	0	0%	3	6%	0	0%
6 - 10	6	10%	8	16%	3	6%	1	3%
11 - 15	5	8%	1	2%	8	16%	3	9%
16 - 20	3	5%	1	2%	5	10%	3	9%
21 - 25	3	5%	0	0%	6	12%	1	3%
26 - 30	3	5%	5	10%	3	6%	1	3%
31 or more	7	12%	3	6%	6	12%	5	15%

What was your CENTER'S total kidney transplant volume last year?								
Responses	88	100%	94	100%	88	100%	54	100%
0	1	1%	0	0%	0	0%	2	4%
1 - 25	7	8%	7	7%	0	0%	1	2%
26 - 50	12	14%	24	26%	6	7%	6	11%
51 - 75	13	15%	20	21%	13	15%	5	9%
76 - 100	8	9%	10	11%	16	18%	8	15%
101 - 125	5	6%	5	5%	12	14%	9	17%
126 - 150	8	9%	5	5%	11	13%	3	6%
151 - 175	5	6%	1	1%	1	1%	0	0%
176 - 200	4	5%	5	5%	6	7%	2	4%
201 - 225	10	11%	11	12%	9	10%	6	11%
226 - 250	6	7%	2	2%	6	7%	2	4%
251 or more	9	10%	4	4%	8	9%	10	19%

What was your CENTER'S total liver transplant volume last year?								
Responses	78	100%	77	100%	82	100%	50	100%
0	8	10%	4	5%	6	7%	8	16%
1 - 10	2	3%	2	3%	1	1%	1	2%
11 - 20	6	8%	10	13%	4	5%	3	6%
21 - 30	14	18%	9	12%	7	9%	4	8%
31 - 40	6	8%	11	14%	13	16%	6	12%
41 - 50	3	4%	10	13%	6	7%	2	4%
51 - 60	0	0%	12	16%	5	6%	5	10%
61 - 70	4	5%	2	3%	6	7%	3	6%
71 - 80	13	17%	0	0%	2	2%	4	8%
81 - 90	1	1%	6	8%	0	0%	1	2%
91 - 100	8	10%	2	3%	6	7%	3	6%
101 - 110	4	5%	4	5%	8	10%	2	4%
111 - 120	5	6%	4	5%	6	7%	0	0%
121 - 130	3	4%	0	0%	4	5%	0	0%
131 - 140	0	0%	1	1%	2	2%	1	2%
141 - 150	1	1%	0	0%	0	0%	2	4%
151 or more	0	0%	0	0%	6	7%	5	10%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
What was your CENTER'S total pancreas transplant volume last year?								
Responses	76	100%	77	100%	85	100%	49	100%
0	9	12%	8	10%	10	12%	5	10%
1 - 5	13	17%	40	52%	18	21%	19	39%
6 - 10	11	14%	21	27%	27	32%	14	29%
11 - 15	9	12%	5	6%	13	15%	3	6%
16 - 20	13	17%	1	1%	9	11%	3	6%
21 - 25	7	9%	2	3%	7	8%	5	10%
26 - 30	5	7%	0	0%	1	1%	0	0%
31 or more	9	12%	0	0%	0	0%	0	0%

What was your CENTER'S total intestine transplant volume last year?								
Responses	66	100%	55	100%	56	100%	38	100%
0	45	68%	42	76%	51	91%	30	79%
1 - 5	15	23%	4	7%	3	5%	3	8%
6 - 10	1	2%	5	9%	1	2%	4	11%
11 - 15	1	2%	1	2%	0	0%	1	3%
16 - 20	2	3%	2	4%	0	0%	0	0%
21 - 25	1	2%	1	2%	0	0%	0	0%
26 - 30	1	2%	0	0%	0	0%	0	0%
31 or more	0	0%	0	0%	1	2%	0	0%

What was your PERSONAL total heart transplant volume last year?								
Responses	47	100%	50	100%	39	100%	32	100%
0	46	98%	48	96%	37	95%	30	94%
1 - 5	0	0%	0	0%	1	3%	1	3%
6 - 10	0	0%	0	0%	0	0%	0	0%
11 - 15	0	0%	1	2%	0	0%	1	3%
16 - 20	0	0%	0	0%	1	3%	0	0%
21 - 25	0	0%	0	0%	0	0%	0	0%
26 - 30	0	0%	1	2%	0	0%	0	0%
31 or more	1	2%	0	0%	0	0%	0	0%

What was your PERSONAL total lung transplant volume last year?								
Responses	48	100%	48	100%	39	100%	32	100%
0	46	96%	47	98%	37	95%	31	97%
1 - 5	1	2%	1	2%	0	0%	1	3%
6 - 10	0	0%	0	0%	0	0%	0	0%
11 - 15	1	2%	0	0%	0	0%	0	0%
16 - 20	0	0%	0	0%	1	3%	0	0%
20 - 25	0	0%	0	0%	0	0%	0	0%
25 - 30	0	0%	0	0%	0	0%	0	0%
31 or more	0	0%	0	0%	1	3%	0	0%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
What was your PERSONAL total kidney transplant volume last year?								
Responses	84	100%	89	100%	85	100%	52	100%
0	5	6%	5	6%	2	2%	9	17%
1 - 25	38	45%	51	57%	33	39%	11	21%
26 - 50	35	42%	20	22%	33	39%	19	37%
51 - 75	4	5%	9	10%	12	14%	9	17%
76 - 100	2	2%	3	3%	5	6%	2	4%
101 - 125	0	0%	1	1%	0	0%	1	2%
126 - 150	0	0%	0	0%	0	0%	1	2%
151 or more	0	0%	0	0%	0	0%	0	0%
What was your PERSONAL total liver transplant volume last year?								
Responses	73	100%	70	100%	74	100%	50	100%
0	18	25%	19	27%	12	16%	13	26%
1 - 10	11	15%	11	16%	10	14%	13	26%
11 - 20	22	30%	19	27%	18	24%	13	26%
21 - 30	15	21%	12	17%	15	20%	7	14%
31 - 40	4	5%	4	6%	14	19%	2	4%
41 - 50	2	3%	5	7%	4	5%	1	2%
51 - 60	1	1%	0	0%	1	1%	0	0%
61 - 70	0	0%	0	0%	0	0%	1	2%
71 or more	0	0%	0	0%	0	0%	0	0%
What was your PERSONAL total pancreas transplant volume last year?								
Responses	63	100%	71	100%	70	100%	46	100%
0	20	32%	25	35%	14	20%	15	33%
1 - 5	29	46%	41	58%	43	61%	24	52%
6 - 10	9	14%	4	6%	8	11%	6	13%
11 - 15	2	3%	1	1%	3	4%	1	2%
16 - 20	2	3%	0	0%	2	3%	0	0%
21 - 25	0	0%	0	0%	0	0%	0	0%
26 - 30	1	2%	0	0%	0	0%	0	0%
31 or more	0	0%	0	0%	0	0%	0	0%
What was your PERSONAL total intestine transplant volume last year?								
Responses	58	100%	50	100%	42	100%	37	100%
0	47	81%	45	90%	41	98%	33	89%
1 - 5	11	19%	2	4%	1	2%	3	8%
6 - 10	0	0%	2	4%	0	0%	1	3%
11 - 15	0	0%	0	0%	0	0%	0	0%
16 - 20	0	0%	1	2%	0	0%	0	0%
21 or more	0	0%	0	0%	0	0%	0	0%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
What was your PERSONAL total NON-transplant volume last year?								
Responses	88	100%	97	100%	91	100%	53	100%
0	3	3%	2	2%	1	1%	2	4%
1 - 25	16	18%	16	16%	14	15%	17	32%
26 - 50	14	16%	20	21%	26	29%	8	15%
51 - 75	15	17%	12	12%	13	14%	8	15%
76 - 100	5	6%	15	15%	11	12%	3	6%
101 - 125	8	9%	4	4%	6	7%	3	6%
126 - 150	9	10%	5	5%	5	5%	1	2%
151 - 200	7	8%	7	7%	6	7%	5	9%
201 - 250	3	3%	8	8%	6	7%	3	6%
251 - 300	2	2%	5	5%	1	1%	2	4%
301 or more	6	7%	3	3%	2	2%	1	2%

HOURS AND WORK SCHEDULE

How many days per week, on average, did you conduct operative elective surgery last year?

Responses	85	100%	95	100%	93	100%	52	100%
0	3	4%	7	7%	5	5%	2	4%
1	30	35%	35	37%	35	38%	20	38%
2	28	33%	33	35%	32	34%	16	31%
3	17	20%	16	17%	15	16%	10	19%
4	4	5%	2	2%	4	4%	3	6%
5	3	4%	2	2%	2	2%	1	2%

How many days per week, on average, did you field calls for donor recovery?

Responses	85	100%	95	100%	92	100%	54	100%
0	16	19%	16	17%	10	11%	11	20%
1	14	16%	14	15%	11	12%	3	6%
2	23	27%	21	22%	24	26%	9	17%
3	11	13%	20	21%	26	28%	13	24%
4	4	5%	11	12%	12	13%	6	11%
5	7	8%	6	6%	3	3%	1	2%
6	4	5%	2	2%	0	0%	2	4%
7	6	7%	5	5%	6	7%	9	17%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
How many days per week, on average, did you field calls for transplant coverage last year?								
Responses	85	100%	97	100%	90	100%	54	100%
0	3	4%	5	5%	0	0%	4	7%
1	2	2%	6	6%	1	1%	1	2%
2	12	14%	17	18%	22	24%	7	13%
3	26	31%	22	23%	31	34%	17	31%
4	16	19%	23	24%	16	18%	10	19%
5	7	8%	12	12%	9	10%	3	6%
6	8	9%	3	3%	3	3%	2	4%
7	11	13%	9	9%	8	9%	10	19%

How many hours per week, on average, did you spend in the operating room last year?								
Responses	84	100%	95	100%	92	100%	54	100%
0	1	1%	0	0%	0	0%	0	0%
1 - 5	2	2%	12	13%	1	1%	3	6%
6 - 10	14	17%	27	28%	12	13%	11	20%
11 - 15	20	24%	18	19%	30	33%	11	20%
16 - 20	25	30%	20	21%	18	20%	10	19%
21 - 25	12	14%	10	11%	16	17%	11	20%
26 - 30	6	7%	6	6%	7	8%	3	6%
31 - 35	0	0%	1	1%	4	4%	2	4%
36 - 40	1	1%	0	0%	2	2%	2	4%
41 or more	3	4%	1	1%	2	2%	1	2%

How many hours per week, on average, did you spend in the clinic last year?								
Responses	86	100%	95	100%	94	100%	55	100%
0	0	0%	1	1%	0	0%	1	2%
1 - 5	10	12%	6	6%	5	5%	8	15%
6 - 10	40	47%	34	36%	33	35%	19	35%
11 - 15	16	19%	22	23%	21	22%	13	24%
16 - 20	12	14%	19	20%	13	14%	4	7%
21 - 25	3	3%	9	9%	10	11%	5	9%
26 - 30	3	3%	3	3%	4	4%	3	5%
31 - 35	0	0%	0	0%	2	2%	1	2%
36 - 40	0	0%	1	1%	2	2%	0	0%
41 or more	2	2%	0	0%	4	4%	1	2%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
How many weekend days per month, on average, did you work/were on call last year?								
Responses	85	100%	98	100%	95	100%	54	100%
1	4	5%	5	5%	0	0%	4	7%
2	13	15%	19	19%	15	16%	5	9%
3	11	13%	13	13%	12	13%	4	7%
4	27	32%	23	23%	33	35%	13	24%
5	5	6%	11	11%	9	9%	10	19%
6	11	13%	13	13%	12	13%	6	11%
7	5	6%	2	2%	1	1%	3	6%
8	5	6%	7	7%	5	5%	5	9%
9	0	0%	0	0%	1	1%	0	0%
10	4	5%	5	5%	7	7%	4	7%
Do you have protected research time?								
Responses	89	100%	98	100%	94	100%	54	100%
Yes	20	22%	12	12%	8	9%	6	11%
No	69	78%	86	88%	86	91%	48	89%
How many days per week, on average, did you have protected research time last year?								
Responses	20	100%	12	100%	8	100%	6	100%
1	6	30%	8	67%	5	63%	3	50%
2	9	45%	2	17%	2	25%	1	17%
3	4	20%	1	8%	1	13%	2	33%
4	1	5%	1	8%	0	0%	0	0%
5 or more	0	0%	0	0%	0	0%	0	0%
What percent of protected research time is funded by the following?								
Extramural funding (NIH or foundation)	10	57.5%	9	58.0%	6	21.7%	5	56.0%
Intramural funding	10	37.5%	9	37.6%	6	61.7%	5	20.0%
Pharmaceutical trials	10	0.0%	9	1.1%	6	16.7%	5	4.0%
Other	10	5.0%	9	3.3%	6	0.0%	5	20.0%
Do you have protected administrative time?								
Responses	89	100%	97	100%	94	100%	55	100%
Yes	12	13%	18	19%	8	9%	5	9%
No	77	87%	79	81%	86	91%	50	91%

Detailed Survey Results—By Geographic Region

	CENTRAL		NORTHEAST		SOUTH		WEST	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
If yes, how many days per week, on average, did you have protected administrative time last year?								
Responses	12	100%	18	100%	8	100%	5	100%
1	10	83%	14	78%	6	75%	4	80%
2	1	8%	3	17%	0	0%	1	20%
3	1	8%	0	0%	1	13%	0	0%
4	0	0%	1	6%	1	13%	0	0%
5 or more	0	0%	0	0%	0	0%	0	0%
Who performs the organ recoveries in your practice?								
Responses	91	100%	100	100%	96	100%	57	100%
Surgeon always	35	38%	49	49%	57	59%	27	47%
Surgeon and fellow(s) together	26	29%	33	33%	30	31%	6	11%
Surgeon sometimes	24	26%	13	13%	8	8%	9	16%
Fellow(s) go alone after training	33	36%	22	22%	11	11%	17	30%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
PERSONAL DEMOGRAPHICS						
Gender:						
Responses	225	100%	73	100%	36	100%
Male	197	88%	63	86%	30	83%
Female	28	12%	10	14%	6	17%
Retired:						
Responses	219	100%	71	100%	34	100%
Yes	3	1%	0	0%	0	0%
No	216	99%	71	100%	34	100%
How many years have you been in practice?						
Responses	224	100%	73	100%	34	100%
1 - 5	66	29%	14	19%	12	35%
6 - 10	52	23%	16	22%	5	15%
11 - 15	35	16%	18	25%	3	9%
16 - 20	32	14%	12	16%	4	12%
21 - 25	26	12%	7	10%	7	21%
26 - 30	11	5%	4	5%	3	9%
31 or more	2	1%	2	3%	0	0%
AAMC Region of Practice:						
Responses	223	100%	73	100%	36	100%
Central	61	27%	22	30%	6	17%
Northeast	75	34%	14	19%	7	19%
South	54	24%	25	34%	12	33%
West	33	15%	11	15%	11	31%
Age:						
Responses	221	100%	70	100%	36	100%
Less than 30	0	0%	0	0%	0	0%
31 - 34	3	1%	2	3%	1	3%
35 - 40	52	24%	13	19%	10	28%
41 - 45	49	22%	18	26%	7	19%
46 - 50	47	21%	12	17%	5	14%
51 - 55	34	15%	15	21%	7	19%
56 - 60	27	12%	8	11%	3	8%
61 - 65	7	3%	2	3%	2	6%
Over 65	2	1%	0	0%	1	3%
Are you...						
Responses	214	100%	70	100%	34	100%
Board certified	203	95%	64	91%	33	97%
Board eligible	11	5%	6	9%	1	3%
Location of medical education:						
Responses	218	100%	72	100%	34	100%
Within the US	164	75%	54	75%	26	76%
Outside the US	54	25%	18	25%	8	24%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
Race:						
Responses	221	100%	73	100%	36	100%
American Indian/Alaska Native	5	2%	3	4%	2	6%
Asian	47	21%	12	16%	6	17%
Black or African American	8	4%	8	11%	2	6%
White	156	71%	48	66%	22	61%
Other	5	2%	2	3%	4	11%
Ethnicity:						
Responses	188	100%	61	100%	34	100%
Hispanic or Latino	12	6%	6	10%	4	12%
Not Hispanic or Latino	176	94%	55	90%	30	88%
If you are a program director, for what programs do you serve as directors?						
Responses	89	100%	31	100%	12	100%
Heart	4	4%	0	0%	0	0%
Lung	2	2%	0	0%	0	0%
Kidney	39	44%	17	55%	8	67%
Liver	34	38%	10	32%	3	25%
Pancreas	37	42%	15	48%	4	33%
Intestine	7	8%	1	3%	0	0%
Hepatobiliary	8	9%	3	10%	0	0%
Not Applicable	4	4%	0	0%	0	0%
What is your academic rank?						
Responses	224	100%	73	100%	36	100%
Instructor	9	4%	1	1%	1	3%
Assistant Professor	86	38%	22	30%	5	14%
Associate Professor	63	28%	16	22%	2	6%
Professor	65	29%	19	26%	1	3%
Not Applicable	1	0%	15	21%	27	75%

COMPENSATION DETAILS

What objective criteria are used to evaluate your compensation?

Responses	225	100%	73	100%	36	100%
Surgical activity	173	77%	50	68%	26	72%
Administrative responsibility	122	54%	36	49%	16	44%
Academic rank	113	50%	17	23%	1	3%
Academic productivity	106	47%	15	21%	1	3%
National leadership	54	24%	6	8%	0	0%
None	25	11%	14	19%	7	19%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
Is your compensation based on the following national metrics?						
Responses	205	100%	65	100%	34	100%
MGMA	23	11%	13	20%	11	32%
AAMC	51	25%	7	11%	0	0%
Other	9	4%	5	8%	3	9%
Unknown	122	60%	40	62%	20	59%
How is your clinical activity measured?						
Responses	225	100%	73	100%	36	100%
Total case volume	53	24%	17	23%	14	39%
Transplant volume	51	23%	18	25%	10	28%
RVU (Relative Value Units) expectation	142	63%	42	58%	14	39%
Billing/collection dollar amount	99	44%	19	26%	12	33%
I don't know	34	15%	11	15%	4	11%
On what criteria was your incentive/bonus based?						
Responses	225	100%	73	100%	36	100%
Surgical activity	126	56%	39	53%	17	47%
Administrative responsibility	57	25%	10	14%	8	22%
Academic rank	21	9%	0	0%	0	0%
Academic productivity	57	25%	8	11%	0	0%
National leadership	25	11%	2	3%	1	3%
Surgical outcomes	19	8%	1	1%	6	17%
Financial performance of the institution	32	14%	9	12%	9	25%
Financial performance of the section	82	36%	5	7%	7	19%
None	62	28%	29	40%	9	25%
Did you receive income from any of the following last year?						
Responses	225	100%	73	100%	36	100%
Donor work	57	25%	23	32%	6	17%
Administrative work	53	24%	10	14%	9	25%
Grant support	37	16%	2	3%	1	3%
Call coverage	8	4%	7	10%	7	19%
Other	10	4%	0	0%	1	3%
What is your perception of your overall compensation?						
Responses	225	100%	73	100%	36	100%
Over compensated	1	0%	1	1%	0	0%
Fairly compensated	92	41%	44	60%	22	61%
Under compensated	132	59%	28	38%	14	39%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
Do you clearly understand the basis on which your compensation is based?						
Responses	221	100%	73	100%	36	100%
Yes	129	58%	52	71%	22	61%
No	92	42%	21	29%	14	39%

	Responses	10 th Percentile	25 th Percentile	Average	Median	75 th Percentile	90 th Percentile
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ADDITIONAL BENEFITS

What was the total matching dollar amount your institution contributed to your retirement plan last year?

Staff Surgeon

Academic University	96	\$2,500	\$7,500	\$19,036	\$17,500	\$25,000	\$42,500
Academic Private	29	\$2,500	\$5,000	\$17,155	\$12,500	\$22,500	\$47,500
Private	16	\$6,000	\$8,750	\$14,688	\$15,000	\$21,250	\$22,500

Program Director

Academic University	67	\$2,500	\$12,500	\$21,679	\$17,500	\$25,000	\$48,500
Academic Private	20	\$2,500	\$7,500	\$21,250	\$17,500	\$25,000	\$60,000
Private	10	\$2,500	\$2,500	\$10,000	\$10,000	\$17,500	\$17,500

What was your personal contribution to your retirement plan last year?

Staff Surgeon

Academic University	97	\$7,500	\$12,500	\$20,619	\$17,500	\$25,000	\$38,500
Academic Private	31	\$2,500	\$12,500	\$21,452	\$17,500	\$32,500	\$47,500
Private	18	\$7,000	\$12,500	\$20,694	\$17,500	\$23,125	\$48,000

Program Director

Academic University	70	\$8,000	\$12,500	\$23,500	\$17,500	\$26,875	\$52,000
Academic Private	22	\$14,000	\$21,250	\$28,750	\$28,750	\$37,500	\$47,500
Private	10	\$3,000	\$11,250	\$20,000	\$20,000	\$32,500	\$32,500

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
Does your center offer a deferred compensation plan?						
Responses	216	100%	71	100%	34	100%
Yes	95	44%	28	39%	12	35%
No	121	56%	43	61%	22	65%
Does your center offer a defined pension benefit plan?						
Responses	209	100%	70	100%	34	100%
Yes	99	47%	44	63%	13	38%
No	110	53%	26	37%	21	62%
Does your institution have a college tuition benefit program?						
Responses	219	100%	72	100%	35	100%
Yes	109	50%	17	24%	1	3%
No	110	50%	55	76%	34	97%

PRACTICE DEMOGRAPHICS

What is the setting of your practice?						
Responses	225	100%	73	100%	36	100%
Academic University	225	100%	0	0%	0	0%
Academic Private	0	0%	73	100%	0	0%
Private	0	0%	0	0%	36	100%
What is the primary area of interest for your practice?						
Responses	225	100%	73	100%	36	100%
Kidney	177	79%	65	89%	33	92%
Liver	151	67%	45	62%	16	44%
Pancreas	118	52%	47	64%	19	53%
Intestine	24	11%	2	3%	0	0%
Heart	4	2%	0	0%	0	0%
Lung	4	2%	0	0%	0	0%
Live donor liver	40	18%	9	12%	0	0%
Live donor nephrectomy	94	42%	22	30%	19	53%
Live donor hepatectomy	28	12%	12	16%	1	3%
Hepatobiliary surgery	99	44%	25	34%	14	39%
Vascular access	60	27%	16	22%	8	22%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
What percent of your practice is non-transplant surgery?						
Responses	223	100%	72	100%	36	100%
0 - 10%	70	31%	24	33%	6	17%
11% - 20%	39	17%	14	19%	7	19%
21% - 30%	36	16%	9	13%	5	14%
31% - 40%	21	9%	6	8%	3	8%
41% - 50%	25	11%	7	10%	5	14%
51% - 60%	10	4%	5	7%	2	6%
61% - 70%	7	3%	1	1%	3	8%
71% - 80%	8	4%	2	3%	1	3%
81% - 90%	2	1%	3	4%	2	6%
91% - 100%	5	2%	1	1%	2	6%
What was your CENTER'S total heart transplant volume last year?						
Responses	143	100%	39	100%	19	100%
0	32	22%	9	23%	8	42%
1 - 5	7	5%	0	0%	1	5%
6 - 10	24	17%	6	15%	5	26%
11 - 15	19	13%	5	13%	1	5%
16 - 20	29	20%	2	5%	2	11%
21 - 25	15	10%	5	13%	0	0%
26 - 30	7	5%	3	8%	0	0%
31 or more	10	7%	9	23%	2	11%
What was your CENTER'S total lung transplant volume last year?						
Responses	139	100%	37	100%	16	100%
0	64	46%	18	49%	12	75%
1 - 5	7	5%	3	8%	0	0%
6 - 10	11	8%	4	11%	3	19%
11 - 15	10	7%	5	14%	0	0%
16 - 20	8	6%	3	8%	0	0%
21 - 25	8	6%	2	5%	1	6%
26 - 30	12	9%	0	0%	0	0%
31 or more	19	14%	2	5%	0	0%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
What was your CENTER'S total kidney transplant volume last year?						
Responses	211	100%	72	100%	35	100%
0	1	0%	1	1%	1	3%
1 - 25	7	3%	5	7%	2	6%
26 - 50	28	13%	10	14%	9	26%
51 - 75	25	12%	17	24%	8	23%
76 - 100	35	17%	3	4%	4	11%
101 - 125	17	8%	12	17%	2	6%
126 - 150	19	9%	4	6%	2	6%
151 - 175	6	3%	2	3%	0	0%
176 - 200	8	4%	8	11%	1	3%
201 - 225	25	12%	8	11%	2	6%
226 - 250	11	5%	1	1%	3	9%
251 or more	29	14%	1	1%	1	3%

What was your CENTER'S total liver transplant volume last year?						
Responses	198	100%	56	100%	25	100%
0	12	6%	8	14%	6	24%
1 - 10	4	2%	1	2%	1	4%
11 - 20	14	7%	6	11%	3	12%
21 - 30	25	13%	4	7%	2	8%
31 - 40	29	15%	4	7%	3	12%
41 - 50	13	7%	3	5%	3	12%
51 - 60	17	9%	5	9%	0	0%
61 - 70	10	5%	4	7%	0	0%
71 - 80	15	8%	1	2%	4	16%
81 - 90	8	4%	0	0%	0	0%
91 - 100	13	7%	3	5%	2	8%
101 - 110	15	8%	2	4%	0	0%
111 - 120	8	4%	5	9%	0	0%
121 - 130	2	1%	4	7%	1	4%
131 - 140	4	2%	1	2%	0	0%
141 - 150	3	2%	0	0%	0	0%
151 or more	6	3%	5	9%	0	0%

What was your CENTER'S total pancreas transplant volume last year?						
Responses	197	100%	60	100%	27	100%
0	15	8%	8	13%	7	26%
1 - 5	63	32%	18	30%	9	33%
6 - 10	54	27%	14	23%	3	11%
11 - 15	22	11%	4	7%	4	15%
16 - 20	16	8%	10	17%	0	0%
21 - 25	12	6%	6	10%	3	11%
26 - 30	6	3%	0	0%	1	4%
31 or more	9	5%	0	0%	0	0%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
What was your CENTER'S total intestine transplant volume last year?						
Responses	157	100%	38	100%	17	100%
0	115	73%	32	84%	17	100%
1 - 5	22	14%	4	11%	0	0%
6 - 10	9	6%	2	5%	0	0%
11 - 15	3	2%	0	0%	0	0%
16 - 20	4	3%	0	0%	0	0%
21 - 25	2	1%	0	0%	0	0%
26 - 30	1	1%	0	0%	0	0%
31 or more	1	1%	0	0%	0	0%
What was your PERSONAL total heart transplant volume last year?						
Responses	118	100%	34	100%	15	100%
0	112	95%	34	100%	14	93%
1 - 5	1	1%	0	0%	1	7%
6 - 10	0	0%	0	0%	0	0%
11 - 15	2	2%	0	0%	0	0%
16 - 20	1	1%	0	0%	0	0%
21 - 25	0	0%	0	0%	0	0%
26 - 30	1	1%	0	0%	0	0%
31 or more	1	1%	0	0%	0	0%
What was your PERSONAL total lung transplant volume last year?						
Responses	117	100%	34	100%	15	100%
0	111	95%	34	100%	15	100%
1 - 5	3	3%	0	0%	0	0%
6 - 10	0	0%	0	0%	0	0%
11 - 15	1	1%	0	0%	0	0%
16 - 20	1	1%	0	0%	0	0%
21 - 25	0	0%	0	0%	0	0%
26 - 30	0	0%	0	0%	0	0%
31 or more	1	1%	0	0%	0	0%
What was your PERSONAL total kidney transplant volume last year?						
Responses	198	100%	70	100%	36	100%
0	15	8%	2	3%	3	8%
1 - 25	83	42%	33	47%	14	39%
26 - 50	71	36%	21	30%	13	36%
51 - 75	19	10%	11	16%	4	11%
76 - 100	8	4%	3	4%	1	3%
101 - 125	1	1%	0	0%	1	3%
126 - 150	1	1%	0	0%	0	0%
151 or more	0	0%	0	0%	0	0%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
What was your PERSONAL total liver transplant volume last year?						
Responses	181	100%	55	100%	24	100%
0	40	22%	13	24%	8	33%
1 - 10	31	17%	10	18%	4	17%
11 - 20	53	29%	13	24%	5	21%
21 - 30	34	19%	7	13%	5	21%
31 - 40	15	8%	7	13%	1	4%
41 - 50	6	3%	4	7%	1	4%
51 - 60	1	1%	1	2%	0	0%
61 - 70	1	1%	0	0%	0	0%
71 or more	0	0%	0	0%	0	0%
What was your PERSONAL total pancreas transplant volume last year?						
Responses	167	100%	56	100%	26	100%
0	52	31%	12	21%	9	35%
1 - 5	92	55%	30	54%	14	54%
6 - 10	15	9%	10	18%	2	8%
11 - 15	4	2%	2	4%	1	4%
16 - 20	3	2%	2	4%	0	0%
21 - 25	0	0%	0	0%	0	0%
26 - 30	1	1%	0	0%	0	0%
31 or more	0	0%	0	0%	0	0%
What was your PERSONAL total intestine transplant volume last year?						
Responses	136	100%	34	100%	16	100%
0	117	86%	32	94%	16	100%
1 - 5	15	11%	2	6%	0	0%
6 - 10	3	2%	0	0%	0	0%
11 - 15	0	0%	0	0%	0	0%
16 - 20	1	1%	0	0%	0	0%
21 or more	0	0%	0	0%	0	0%
What was your PERSONAL total NON-transplant volume last year?						
Responses	215	100%	71	100%	36	100%
0	5	2%	1	1%	1	3%
1 - 25	44	20%	13	18%	3	8%
26 - 50	46	21%	16	23%	4	11%
51 - 75	28	13%	13	18%	6	17%
76 - 100	24	11%	5	7%	5	14%
101 - 125	15	7%	1	1%	4	11%
126 - 150	15	7%	3	4%	3	8%
151 - 200	12	6%	11	15%	2	6%
201 - 250	16	7%	1	1%	3	8%
251 - 300	4	2%	3	4%	3	8%
301 or more	6	3%	4	6%	2	6%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
How many days per week, on average, did you conduct operative elective surgery last year?						
Responses	216	100%	69	100%	35	100%
0	15	7%	1	1%	0	0%
1	79	37%	29	42%	10	29%
2	79	37%	19	28%	8	23%
3	34	16%	12	17%	13	37%
4	6	3%	6	9%	1	3%
5	3	1%	2	3%	3	9%

How many days per week, on average, did you field calls for donor recovery?						
Responses	215	100%	69	100%	36	100%
0	35	16%	8	12%	12	33%
1	25	12%	10	14%	4	11%
2	54	25%	20	29%	3	8%
3	44	20%	17	25%	8	22%
4	21	10%	8	12%	3	8%
5	12	6%	3	4%	1	3%
6	7	3%	1	1%	0	0%
7	17	8%	2	3%	5	14%

HOURS AND WORK SCHEDULE

How many days per week, on average, did you field calls for transplant coverage last year?						
Responses	216	100%	69	100%	35	100%
0	7	3%	2	3%	3	9%
1	6	3%	1	1%	1	3%
2	35	16%	21	30%	2	6%
3	71	33%	15	22%	8	23%
4	41	19%	19	28%	6	17%
5	23	11%	2	3%	5	14%
6	9	4%	3	4%	4	11%
7	24	11%	6	9%	6	17%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
How many hours per week, on average, did you spend in the operating room last year?						
Responses	213	100%	70	100%	36	100%
0	1	0%	0	0%	0	0%
1 - 5	13	6%	3	4%	1	3%
6 - 10	44	21%	10	14%	9	25%
11 - 15	52	24%	15	21%	10	28%
16 - 20	50	23%	18	26%	4	11%
21 - 25	29	14%	15	21%	5	14%
26 - 30	17	8%	4	6%	1	3%
31 - 35	2	1%	2	3%	2	6%
36 - 40	2	1%	2	3%	1	3%
41 or more	3	1%	1	1%	3	8%

How many hours per week, on average, did you spend in the clinic last year?						
Responses	218	100%	71	100%	35	100%
0	1	0%	0	0%	1	3%
1 - 5	25	11%	2	3%	1	3%
6 - 10	95	44%	22	31%	9	26%
11 - 15	48	22%	16	23%	7	20%
16 - 20	28	13%	13	18%	3	9%
21 - 25	11	5%	11	15%	6	17%
26 - 30	5	2%	2	3%	5	14%
31 - 35	1	0%	0	0%	2	6%
36 - 40	0	0%	3	4%	0	0%
41 or more	4	2%	2	3%	1	3%

How many weekend days per month, on average, did you work/were on call last year?						
Responses	219	100%	72	100%	35	100%
1	8	4%	4	6%	1	3%
2	32	15%	9	13%	8	23%
3	23	11%	13	18%	3	9%
4	64	29%	18	25%	9	26%
5	26	12%	8	11%	1	3%
6	27	12%	10	14%	6	17%
7	11	5%	1	1%	1	3%
8	14	6%	4	6%	4	11%
9	1	0%	0	0%	0	0%
10	13	6%	5	7%	2	6%

Do you have protected research time?						
Responses	223	100%	72	100%	35	100%
Yes	42	19%	6	8%	0	0%
No	181	81%	66	92%	35	100%

Detailed Survey Results—By Setting of Practice

	ACADEMIC UNIVERSITY		ACADEMIC PRIVATE		PRIVATE	
	Responses	Percent	Responses	Percent	Responses	Percent
How many days per week, on average, did you have protected research time last year?						
Responses	42	100%	6	100%	0	0%
1	20	48%	3	50%	0	0%
2	14	33%	0	0%	0	0%
3	6	14%	3	50%	0	0%
4	2	5%	0	0%	0	0%
5 or more	0	0%	0	0%	0	0%
What percent of protected research time is funded by the following?						
Extramural funding (NIH or foundation)	28	47.2%	3	61.7%	0	0%
Intramural funding	28	41.7%	3	38.3%	0	0%
Pharmaceutical trials	28	4.6%	3	0.0%	0	0%
Other	28	6.4%	3	0.0%	0	0%
Do you have protected administrative time?						
Responses	220	100%	73	100%	36	100%
Yes	29	13%	11	15%	4	11%
No	191	87%	62	85%	32	89%
If yes, how many days per week, on average, did you have protected administrative time last year?						
Responses	29	100%	11	100%	4	100%
1	24	83%	10	91%	1	25%
2	1	3%	1	9%	3	75%
3	2	7%	0	0%	0	0%
4	2	7%	0	0%	0	0%
5 or more	0	0%	0	0%	0	0%
Who performs the organ recoveries in your practice?						
Responses	225	100%	73	100%	36	100%
Surgeon always	102	45%	40	55%	24	67%
Surgeon and fellow(s) together	66	29%	19	26%	4	11%
Surgeon sometimes	41	18%	9	12%	4	11%
Fellow(s) go alone after training	65	29%	17	23%	2	6%