

# Michigan Department of Community Health

## *Survey of Physicians 2007*

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### INTRODUCTION

As of January 2007, the total number of physicians licensed in Michigan is 41,785. Of these, 31,133 are doctors of allopathic medicine (MD) and 6,445 are doctors of osteopathic medicine (DO). In addition, there are 3,422 MDs and 785 DOs holding an educational limited license while they are enrolled in a graduate medical training program.

Physicians are required to renew their license every three years. In 2007, in conjunction with the license renewal process, the Michigan Department of Community Health (MDCH) conducted the third annual survey of fully licensed physicians to collect data on their employment characteristics, age, practice specialty, time spent providing patient care, practice capacity and acceptance of Medicaid, plans to continue practice, education background, professional activities, use of computer technology, gender, race and ethnicity, and foreign language proficiency. Physicians received a copy of the survey instrument with their license renewal form, and the survey was also available to physicians completing their license renewal online. A total of 5,363 responses were received.

The survey instrument is provided in Appendix A. Key findings from the survey are presented below. Comparisons to findings of the *MDCH Survey of Physicians 2005* and *MDCH Survey of Physicians 2006* are offered throughout the report. However, differences should be interpreted with caution; they may be due to changes over time or simple variation in the group of physicians renewing their licenses in 2007 compared to those renewing in 2005 or 2006.

### EMPLOYMENT CHARACTERISTICS

- About 65 percent of fully licensed physicians responding to this survey are *active* in Michigan—that is, they are providing patient care in Michigan (62 percent) or working as a physician in Michigan with no time in patient care (3 percent).<sup>1</sup> (See Exhibit 1.)
- About 36 percent of physicians licensed in Michigan are *not active*; they are not working as a physician, or they are working as a physician, but not in Michigan.

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<sup>1</sup> This definition of the term “active” is used throughout this report.

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**EXHIBIT 1**  
Employment Characteristics of Fully Licensed Physicians, 2007

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Status	Percentage
<b>Active in Michigan</b>	<b>65%</b>
Providing patient care services in Michigan	62
Working as a physician in Michigan but no time in patient care	3
<b>Not Active in Michigan</b>	<b>36</b>
Not working as a physician	7
Working as a physician, but not in Michigan	29

SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

NOTE: In 2005, physicians were asked to mark "all that apply," and response options included "semi-retired." The question was revised in 2006 and 2007 to obtain a more precise estimate of the proportion of physicians who are active in Michigan. Frequencies reported do not equal 100 percent due to rounding.

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### **PRACTICE SPECIALTY**

- About 36 percent of *active* physicians surveyed in 2007 indicate they are primary care doctors (i.e., their primary specialty is family practice, general medicine, internal medicine, or general pediatrics). The remainder are specialists in an area other than primary care. (See Exhibit 2.) In 2006, about 28 percent of the active physicians surveyed indicated a primary care specialty, and in 2005, about 34 percent indicated a primary care specialty.
- About 9 percent of *active* physicians reported a secondary specialty of geriatrics in 2007. This is a notable increase compared to 4 percent of physicians surveyed in 2006 and 6 percent of physicians surveyed in 2005.

**EXHIBIT 2**  
**Distribution of Active, Fully Licensed Physicians, by Specialty, 2007**

	Specialty			Specialty	
	Primary	Secondary		Primary	Secondary
Allergy & Immunology	1%	1%	Ophthalmology	2%	<1%
Anesthesiology	3	1	Orthopedic Surgery	3	<1
Cardiovascular Disease	3	3	Otolaryngology	1	<1
Critical Care Medicine	1	3	Osteopathic Manipulative Medicine	<1	3
Dermatology	1	1	Pathology (General)	3	1
Emergency Medicine	5	3	Pediatrics (General)	6	5
Endocrinology	1	1	Pediatrics subspecialty	2	3
Family Practice	16	5	Medical Pediatrics	<1	<1
Gastroenterology	1	1	Physical Medicine & Rehabilitation	2	1
General Medicine	3	5	Plastic Surgery	1	1
Geriatrics	1	9	Preventive Medicine	<1	2
Hospitalist	1	3	Psychiatry (Adult)	6	3
Infectious Disease	1	1	Psychiatry (Child & Adolescent)	1	4
Internal Medicine (General)	11	15	Pulmonary Disease	1	1
Nephrology	1	1	Radiology (Diagnostic)	4	1
Neurology	2	1	Radiology (Therapeutic)	1	1
Neurological Surgery	1	<1	Rheumatology	1	<1
Obstetrics & Gynecology (General)	4	2	Sports Medicine	<1	2
Obstetrics & Gynecology subspecialty	1	1	Surgery (General)	4	2
Gynecology (Only)	1	1	Thoracic Surgery	<1	<1
Occupational Medicine	1	2	Urology	1	<1
Oncology/Hematology	2	1	Vascular Surgery	<1	1
			Other	3	10

SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.  
NOTE: Percentages do not equal 100 percent due to rounding.

Dermatology, endocrinology, and psychiatry for adults are the specialties for which active physicians say that they or their patients have the greatest difficulty scheduling a timely appointment for a referral. Six to 7 percent of physicians note difficulty scheduling appointments for referrals to these specialty areas. About 5 percent of physicians also indicate difficulty arranging appointments for referrals to neurology, orthopedic surgery, and psychiatry for children and adolescents. Physicians surveyed in 2005 and 2006 reported the greatest difficulty scheduling referrals for these same six specialty areas, plus rheumatology.

### EXHIBIT 3

#### Greatest Difficulty Scheduling Referrals, by Specialty Area, 2007

Specialty	Percentage of active physicians indicating difficulty scheduling a referral to the identified specialty
Dermatology	7%
Endocrinology	6
Psychiatry (Adult)	6
Neurology	5
Orthopedic Surgery	5
Psychiatry (Children & Adolescent)	5

SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

### TIME SPENT PROVIDING PATIENT CARE

- Fully licensed physicians who provide patient care spend an average of 42 hours per week providing such care.
- Twenty-five percent of these physicians spend 30 hours or less per week providing patient care.
- Twenty-five percent of physicians who provide patient care spend more than 50 hours per week providing patient care.

### PRACTICE CAPACITY AND ACCEPTANCE OF MEDICAID

Survey questions on practice capacity and acceptance of patients from publicly funded programs were modified after the 2005 survey of licensed physicians. Therefore, the following percentages should not be compared with survey findings from 2005.

- Eleven percent of physicians who are providing patient care report that their practice is full, compared to 16 percent of physicians surveyed in 2006. Another 50 percent report that their practice is nearly full and they can accept only a few new patients, compared to 47 percent in 2006. (See Exhibit 4.)
- Forty percent report that their practice is far from full and they can accept many new patients. (See Exhibit 4.)
- Eighty-seven percent of physicians who are providing patient care report that they currently provide care to Medicaid patients. (See Exhibit 5.)

- Seventy-three percent provide care to *new* Medicaid patients compared to 80 percent of physicians surveyed in 2006. (See Exhibit 5.)
- Ninety-one percent of physicians who are providing patient care report that they provide care to Medicare patients. (See Exhibit 5.)
- Eighty-six percent provide care to *new* Medicare patients. (See Exhibit 5.)

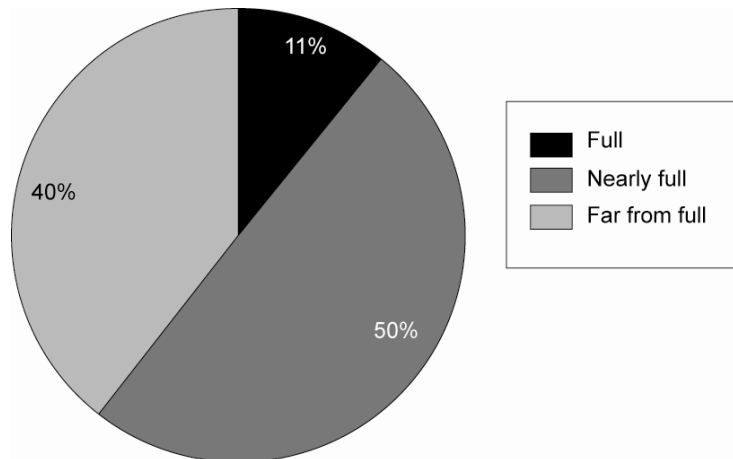
On the average, physicians who are providing patient care spend 21 percent of their patient care time with Medicaid patients, but 50 percent of physicians who are providing patient care report that they spend 10 percent or less of their patient care time with Medicaid patients. In 2006, 50 percent of the physicians who were providing patient care reported that they spent 15 percent or less of their patient care time with Medicaid patients.

Physicians who are providing patient care spend an average of 9 percent of their patient care time with patients who pay on a sliding fee scale, but 50 percent of physicians who are providing patient care do not spend *any* time with patients who pay on a sliding fee scale. This finding is consistent with data from the 2006 survey of physicians.

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**EXHIBIT 4**  
Practice Capacity, 2007

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SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

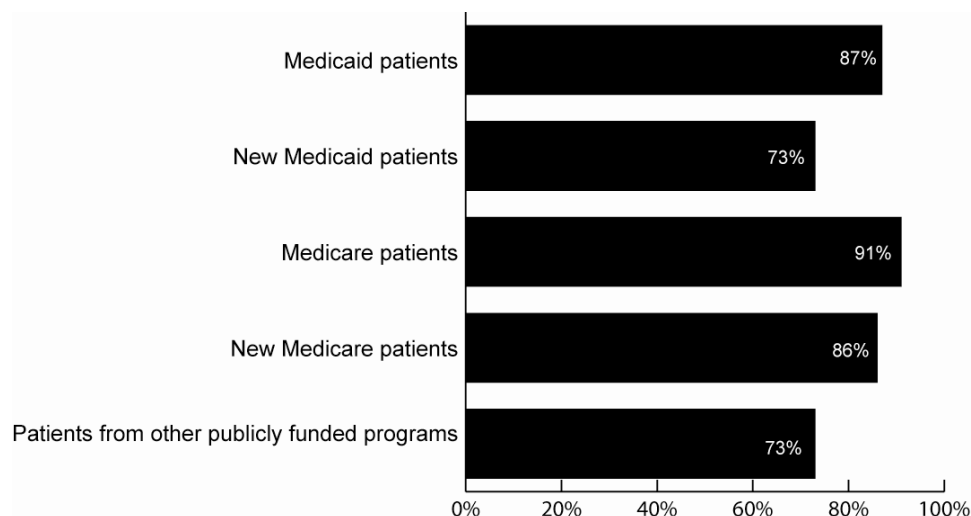
NOTE: Data presented are only for active, fully licensed physicians who are providing patient care services. Percentages do not equal 100 percent due to rounding.

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**EXHIBIT 5**  
Percentage of Physicians Providing Care to Patients from  
Publicly Funded Programs, 2007

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SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

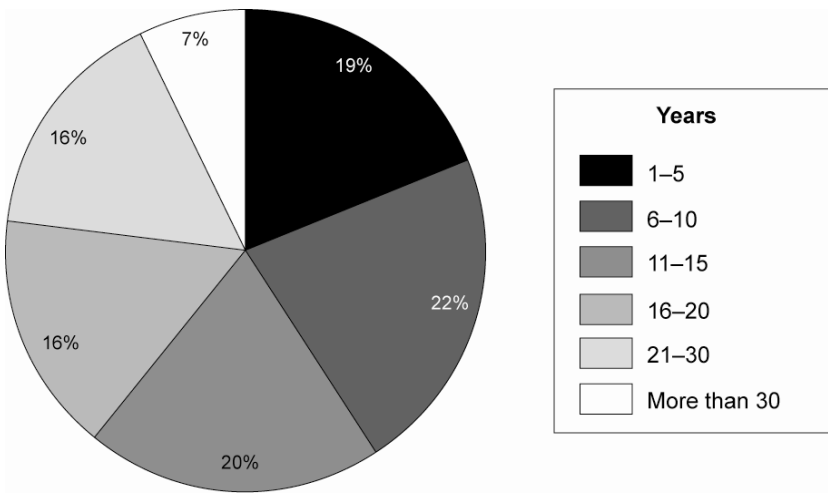
NOTE: Data presented are only for active, fully licensed physicians who are providing patient care services.

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## PLANS TO CONTINUE PRACTICE

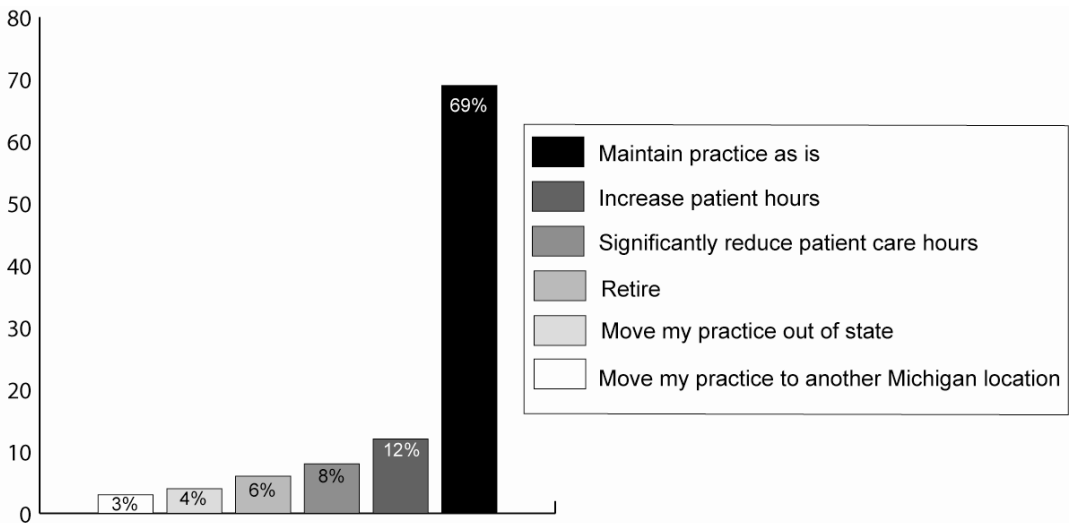
- Forty-one percent of *active* physicians surveyed in 2007 indicate that they only plan to practice medicine for one to ten more years, compared to 34 percent of physicians surveyed in 2006 and 38 percent of those surveyed in 2005. (See Exhibit 6.)
- In the next three years, 12 percent of *active* physicians plan to increase patient care hours, 8 percent plan to significantly reduce patient care hours, 4 percent plan to move their practice out of state, and 6 percent plan to retire. (See Exhibit 7.)
- For physicians who are planning to retire or reduce their patient care hours, the factors cited most often are age (67 percent), increasing administrative/regulatory burden (36 percent), inadequate reimbursement for services (34 percent), medical malpractice insurance cost (25 percent), lifestyle changes (24 percent), and general lack of job satisfaction (20 percent). (See Exhibit 8.)

**EXHIBIT 6**  
**Physician Plans to Continue Practicing, 2007**



SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.  
 NOTE: Data presented are for *active* physicians fully licensed in Michigan.

**EXHIBIT 7**  
**Physician Practice Plans for the Next Three Years, 2007**



SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.  
 NOTE: Data presented are for *active* physicians fully licensed in Michigan. Physicians were asked to “mark all that apply,” so percentages equal more than 100 percent.

**EXHIBIT 8**  
**Distribution of Factors Contributing to Decisions to Retire or  
 Reduce Patient Care Hours, 2007**

Factors	Percentage
Age	67%
Increasing administrative/regulatory burden	36
Inadequate reimbursement for services	34
Medical malpractice insurance cost	25
Lifestyle changes	24
General lack of job satisfaction	20
Personal or family health concerns	16
Moved to management/consulting/teaching/research	11
Childbearing/childrearing	3
Employer/employee conflict	3
Other	2

SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

NOTE: Data presented are for *active* physicians fully licensed in Michigan. Physicians were asked to “mark all that apply,” so percentages equal more than 100 percent.

## ORIGIN AND EDUCATION BACKGROUND

The 2007 survey findings on the origin and education background of fully licensed physicians are similar to the findings from the 2005 and 2006 survey of physicians; significant differences are noted below.

- In the 2007 survey, 48 percent of *active* Michigan-licensed physicians grew up in Michigan (compared to 41 percent in the 2006 survey), 27 percent grew up in another U.S. state, and 25 percent grew up in another country (compared to 29 percent in the 2006 survey). (See Exhibit 9.)
- Forty-two percent of active physicians grew up in a suburban area, 33 percent in an urban area, and 25 percent in a rural area/small town. (See Exhibit 9.)
- Survey results show that 39 percent (34 percent in 2006) of active physicians attended a medical school in Michigan, 33 percent attended a medical school in another state, and 28 percent (33 percent in 2006) attended a medical school in another country. (See Exhibit 10.)
- Of the active physicians surveyed in 2007 who attended a medical school in Michigan, 43 percent attended Wayne State University School of Medicine, 26 percent attended University of Michigan Medical School, 19 percent attended Michigan State University College of Osteopathic Medicine, and 13 percent attended Michigan State University College of Human Medicine. (See Exhibit 10.) In 2006, 33 percent of the active physicians surveyed attended University of Michigan Medical School and 12 percent attended the Michigan State University College of Osteopathic Medicine.

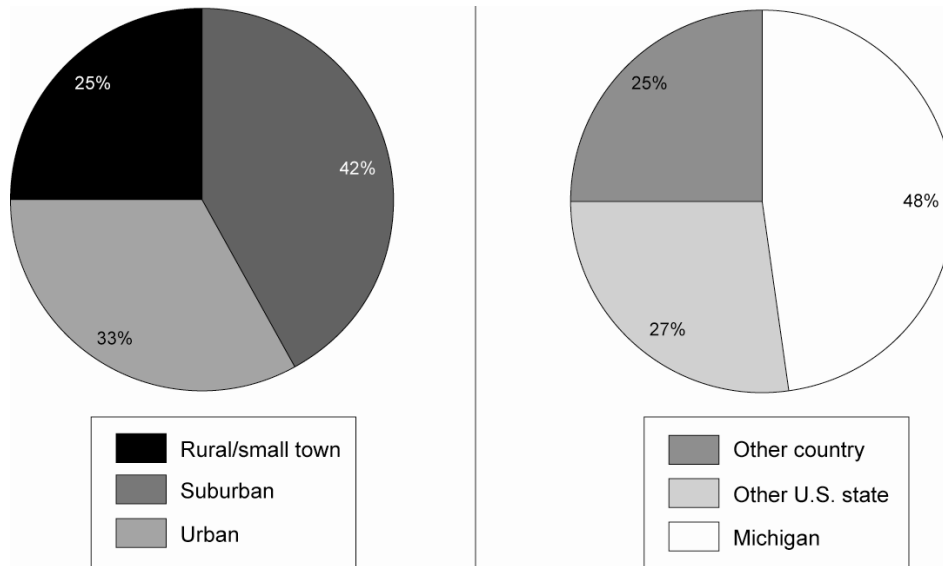


- Sixty-two percent of active physicians surveyed in 2007 did a residency in Michigan (compared to 56 percent of active physicians surveyed in 2006); 15 percent did a fellowship in Michigan.
- About 6 percent of fully licensed physicians are also currently enrolled in a graduate medical training program in Michigan.

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**EXHIBIT 9**  
Origin of Physicians, 2007

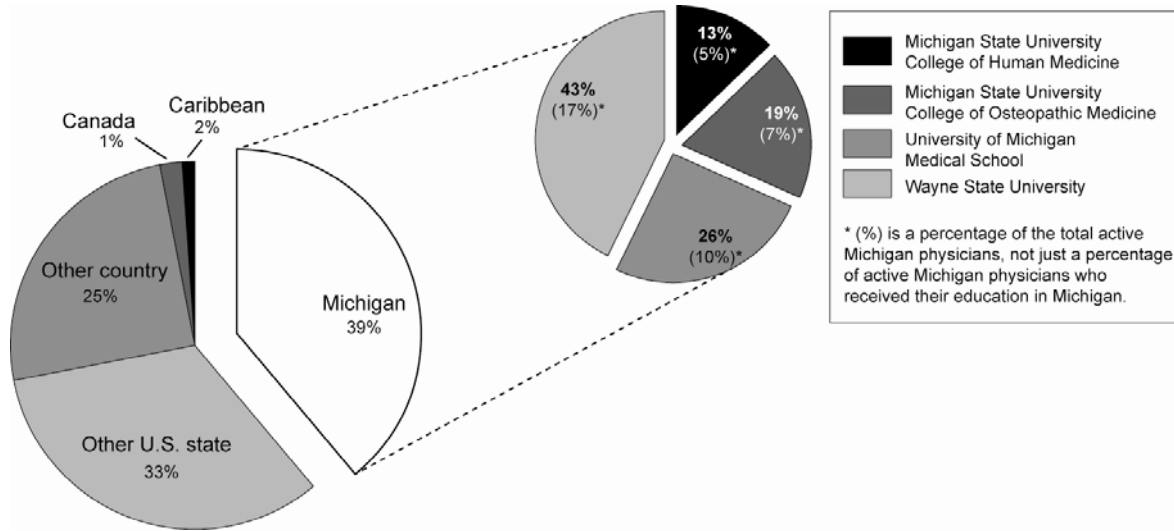
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SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.  
NOTE: Data presented are for *active* physicians fully licensed in Michigan.

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**EXHIBIT 10**  
Education Background of Fully Licensed Physicians, 2007



SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

NOTE: Data presented are for *active* physicians fully licensed in Michigan. Percentages do not equal 100 percent due to rounding.

## PROFESSIONAL ACTIVITIES

- Fifty-two percent of *active* physicians surveyed in 2007 are involved in teaching, compared to 54 percent of active physicians surveyed in 2006 and 48 percent in 2005. (See Exhibit 11.)
- Twenty-one percent of active physicians are involved in research, compared to 32 percent of active physicians surveyed in 2006 and 20 percent of those surveyed in 2005.
- Twenty-four percent are involved in administration in a private practice; 16 percent are involved in administration in a medical school, hospital, health plan, or nursing home.
- Fifteen percent are involved in emergency room care, compared to 18 percent of active physicians surveyed in 2006 and 14 percent of those surveyed in 2005.

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**EXHIBIT 11**  
Distribution of Professional Activities, 2007

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Professional activity	Percentage
Teaching	52%
Administration in a private practice	24
Research	21
Administration in medical school, hospital, health plan, or nursing home	16
Emergency room care	15
Patient care in a nursing home	8
Medical examiner	2

SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.  
NOTE: Data presented are for *active* physicians fully licensed in Michigan.

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## USE OF COMPUTER TECHNOLOGY

The use of computer technology for receiving or transmitting information has expanded since 2005. Active fully licensed physicians surveyed in 2007 report that someone in their medical practice uses a computer or computer-like device to receive or transmit:

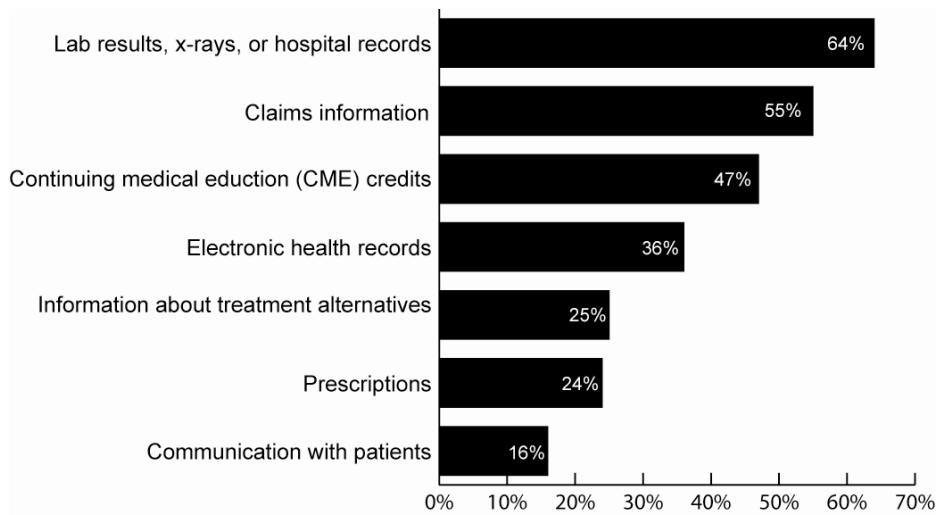
- Lab results, x-rays, or hospital records (64 percent in 2007, compared to 56 percent in 2005)
- Continuing medical education (47 percent, compared to 40 percent in 2005)
- Claims information (55 percent, compared to 48 percent in 2005)
- Electronic health records (36 percent, compared to 29 percent in 2005)
- Information about treatment alternatives (25 percent, compared to 23 percent in 2005)
- Prescriptions (24 percent, compared to 16 percent in 2005)
- Communication with patients (16 percent, compared to 14 percent in 2005)

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## EXHIBIT 12

### Use of Computer Technology to Receive or Transmit Information, 2007

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SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

NOTE: Data presented are for *active* physicians fully licensed in Michigan.

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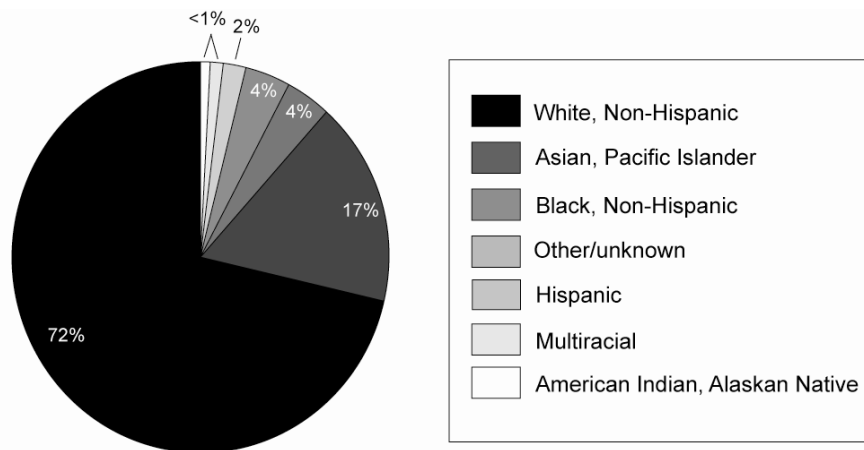
## GENDER, RACE, AND ETHNICITY

- Seventy-four percent of *active* fully licensed physicians surveyed in 2007 are male; 26 percent are female.
  - Seventeen percent of active fully licensed physicians surveyed in 2007 are Asian or Pacific Islander, 4 percent are African American, 2 percent are Hispanic, and less than 1 percent are American Indian/Alaskan Native.
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## EXHIBIT 13

### Race and Ethnicity of Physicians, 2007

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SOURCE: Michigan Department of Community Health Survey of Physicians, 2007.

NOTE: Data presented are for *active* physicians fully licensed in Michigan. Percentages do not equal 100 percent due to rounding.

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# Appendix: Survey Instrument

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*MDCH Survey of Physicians 2007*

**MICHIGAN DEPARTMENT OF COMMUNITY HEALTH**  
*Survey of Physicians*

This information is being collected by the Michigan Department of Community Health to describe the supply and distribution of physicians in Michigan. Data from this survey will be used to inform state and local decision making regarding the recruitment and education of physicians. Your response is critical for ensuring both the quality and validity of this important data. Your participation is encouraged and truly appreciated. *Please complete the survey and return it with your renewal application in the envelope provided.*

If you renew your license via the Internet, you will have the opportunity to complete this survey online.

**MARKING INSTRUCTIONS**

- Use a No. 2 pencil or a blue or black ink pen only.
- Do not use pens with ink that soaks through the paper.
- Make solid marks that fill the response completely.
- Make no stray marks on this form.

**CORRECT:** ● **INCORRECT:** ☑ ✕ ○ ●

1. Please enter your 10-digit permanent ID number beginning with the numbers 43 or 51. (This number is located directly above your name on the renewal application form.)

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2. Are you an MD or DO?

- a) MD ..... (A)
- b) DO ..... (B)

3. What is your current status? (Mark one.)

- a) Providing patient care services in Michigan ..... (A)
- b) Working as a physician in Michigan but no time in patient care ..... (B)
- c) Working as a physician, but not in Michigan. .... (C)
- d) Not working as a physician ..... (D)

4. Are you enrolled in a Michigan graduate medical training program (i.e., internship or residency)?

- a) Yes ..... (A)
- b) No ..... (B)

5. What is your gender?

- a) Female ..... (A)
- b) Male ..... (B)

6. In what year were you born? .....

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7. What is your race/ethnicity?

- a) American Indian/Alaskan Native ..... (A)
- b) Asian or Pacific Islander ..... (B)
- c) Black, Non-Hispanic ..... (C)
- d) Hispanic ..... (D)
- e) Multiracial ..... (E)
- f) White, Non-Hispanic ..... (F)
- g) Other/Unknown ..... (G)

8. Please indicate your citizenship status:

- a) Native-born U.S. .... (A)
- b) Naturalized U.S. .... (B)
- c) Permanent resident ..... (C)
- d) H-1 temporary worker ..... (D)
- e) J-1 exchange visitor ..... (E)

9. Please indicate the street address and ZIP code for your main practice site and, if applicable, a ZIP code for an additional practice site (no PO Box).

a) Main Site Address

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

City

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

County

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Zip Code

--	--	--	--	--

Additional Site Zip Code

--	--	--	--	--

b) Not providing patient care ..... (B)

10. Is your main practice site an outpatient or inpatient site? (Mark one.)

- a) Outpatient ..... (A)
- b) Inpatient ..... (B)

11. How many hours per week do you spend providing direct patient care? .....

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

12. Do you have hospital admitting privileges?

- a) Yes ..... (A)
- b) No ..... (B)

13. Are you involved in any of the following professional activities? (Please mark all that apply.)

- a) Research ..... (A)
- b) Teaching ..... (B)
- c) Administration in a private practice ..... (C)
- d) Administration in medical school, hospital, health plan, or nursing home ..... (D)
- e) Emergency room care ..... (E)
- f) Medical Examiner ..... (F)
- g) Patient care in a nursing home ..... (G)

14. Which best describes your patient care practice capacity?

(If you are not providing patient care, please skip to question 17.)

- a) My practice is full; I cannot accept any new/additional patients .. (A)
- b) My practice is nearly full; I can accept a few new patients, ..... (B)
- c) My practice is far from full; I can accept many new patients ..... (C)

15. Are you currently providing care to ...

- |  |     |    |
|--|-----|----|
|  | Yes | No |
| a) Medicaid patients? .....                            | Y   | N  |
| b) New Medicaid patients? .....                        | Y   | N  |
| c) Medicare patients? .....                            | Y   | N  |
| d) New Medicare patients? .....                        | Y   | N  |
| e) Patients from other publicly funded programs? ..... | Y   | N  |

16. What percentage of your direct patient care time is spent with patients...

- a) insured by Medicaid?                      b) paying on a sliding fee scale, in which the fee varies with patient income?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

%

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

%

PLEASE DO NOT WRITE IN THIS AREA



[SERIAL]

17. A) Mark the practice specialty(ies) in which you spend most of your professional time. Mark **ONE primary**, and, if applicable, **ONE secondary** specialty.

B) Identify specialties for which you or your patients have the greatest difficulty scheduling/obtaining/arranging a timely appointment when making referrals. (Mark up to 3 specialties.)

	PRIMARY	SECONDARY	REFERRAL DIFFICULTY
1) Allergy & Immunology	1	1	1
2) Anesthesiology	2	2	2
3) Cardiovascular Disease	3	3	3
4) Critical Care Medicine	4	4	4
5) Dermatology	5	5	5
6) Emergency Medicine	6	6	6
7) Endocrinology	7	7	7
8) Family Practice	8	8	8
9) Gastroenterology	9	9	9
10) General Medicine	10	10	10
11) Geriatrics	11	11	11
12) Hospitalist	12	12	12
13) Infectious Disease	13	13	13
14) Internal Medicine (General)	14	14	14
15) Nephrology	15	15	15
16) Neurology	16	16	16
17) Neurological Surgery	17	17	17
18) Obstetrics & Gynecology (General)	18	18	18
19) Obstetrics & Gynecology Subspecialty	19	19	19
20) Gynecology (Only)	20	20	20
21) Occupational Medicine	21	21	21
22) Oncology/Hematology	22	22	22
23) Ophthalmology	23	23	23
24) Orthopedic Surgery	24	24	24
25) Otolaryngology	25	25	25
26) Osteopathic Manipulative Medicine	26	26	26
27) Pathology (General)	27	27	27
28) Pediatrics (General)	28	28	28
29) Pediatrics Subspecialty	29	29	29
30) Medical Pediatrics	30	30	30
31) Physical Medicine & Rehabilitation	31	31	31
32) Plastic Surgery	32	32	32
33) Preventive Medicine	33	33	33
34) Psychiatry (Adult)	34	34	34
35) Psychiatry (Child & Adolescent)	35	35	35
36) Pulmonary Disease	36	36	36
37) Radiology (Diagnostic)	37	37	37
38) Radiology (Therapeutic)	38	38	38
39) Rheumatology	39	39	39
40) Sports Medicine	40	40	40
41) Surgery (General)	41	41	41
42) Thoracic Surgery	42	42	42
43) Urology	43	43	43
44) Vascular Surgery	44	44	44
45) Other	45	45	45
b) (Specify)			

18. Indicate the percentage of your direct patient care time spent in your primary and secondary specialties:

a) Primary Specialty

b) Secondary Specialty

			%
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

			%
0	0		
1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
7	7		
8	8		
9	9		

19. In your medical practice, does someone use a computer or computer-like device (e.g., PDA) to receive or transmit... (Mark all that apply.)

- a) lab results, x-rays, or hospital records?  (A)
- b) prescriptions?  (B)
- c) claims information?  (C)
- d) electronic health records?  (D)
- e) communication with your patients?  (E)
- f) information about treatment alternatives?  (F)
- g) continuing medical education (CME) credits?  (G)

20. How would you describe the area where you grew up? (Please mark an answer in both sections A & B.)

SECTION A

- a) Rural/small town  (A)
- b) Suburban  (B)
- c) Urban  (C)

SECTION B

- d) Michigan  (D)
- e) Other U.S. state  (E)
- f) Other country  (F)

21A. Please indicate where you attended medical school.

- a) Michigan  (A)
- b) Other U.S. state  (B)
- c) Canada  (C)
- d) Caribbean  (D)
- e) Other country  (E)

B. If in Michigan, please specify the school.

- a) Michigan State University College of Human Medicine  (A)
- b) Michigan State University College of Osteopathic Medicine  (B)
- c) University of Michigan Medical School  (C)
- d) Wayne State University School of Medicine  (D)

22. If you did a residency or fellowship, was it an... (Mark all that apply.)

- a) in-state residency?  (A)
- b) in-state fellowship?  (B)
- c) out-of-state residency?  (C)
- d) out-of-state fellowship?  (D)

23. To assist us in projecting the supply of physicians in the future, please tell us how much longer you plan to practice medicine.

- a) 1-5 years  (A)
- b) 6-10 years  (B)
- c) 11-15 years  (C)
- d) 16-20 years  (D)
- e) 21-30 years  (E)
- f) More than 30 years  (F)

24. In the next 3 years, I plan to... (Mark all that apply.)

- a) maintain my practice as is.  (A)
- b) increase patient care hours.  (B)
- c) significantly reduce patient care hours.  (C)
- d) move my practice to another Michigan location.  (D)
- e) move my practice out of state.  (E)
- f) retire.  (F)

25. If you are retiring or reducing your patient care hours, what are the factors that led to this decision? (Mark all that apply.)

- a) Age  (A)
- b) General lack of job satisfaction  (B)
- c) Childbearing/childrearing  (C)
- d) Lifestyle changes  (D)
- e) Medical malpractice insurance cost  (E)
- f) Personal or family health concerns  (F)
- g) Increasing administrative/regulatory burden  (G)
- h) Employer/employee conflict  (H)
- i) Inadequate reimbursement for services  (I)
- j) Moved to management/consulting/teaching/research  (J)
- k) Other (Specify)

Thank you!

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
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