



**2011/12 Wisconsin Physician Survey
Preliminary Report
March 15, 2012**

The 2011/12 Wisconsin Physician Survey was conducted in conjunction with the license renewal cycles beginning in September 2011 (MDs) and January 2012 (DOs). The survey closed with the end of the DO renewal period on February 29, 2012. Detailed reports and analysis based on the survey will be made available over the next several months (see last page for list of anticipated reports).

I. Survey Response

Number of physicians licensed in Wisconsin

	Active MD Licenses as of 11-15-11	Active DO Licenses as of 3-15-12	Total of Active Licenses at end of each renewal period	Survey response as of 3-1-12	% Response
MD ¹ physicians with current Wisconsin license	21,391			6378	29.8%
Of these, MD physicians with in-state address ²	14,875			4358	
% in-state	69.5%			68.3%	
DO physicians with current Wisconsin license		1,352		419	31.0%
Of these, DO physicians with in-state address		946		282	
% in-state		70.0%		67.3%	
Total survey population			22,743	6797	29.9%
Of these, total physicians with in-state address			15,821	4640	
% in-state			69.6%	68.3%	

¹MBBS/MBChB degree physicians are licensed as MDs and included in all the following tables as MDs.

²Per DSPS address of record; could be either residence or workplace address. By November 15, 2011, all MD physicians who had not renewed by the license expiration date (October 31, 2011) would be in the "inactive" category. The license expiration date for DO physicians was February 29, 2012, and the first count of active and inactive licenses after that was March 15, 2012.

Note: This table does not include the special license types, such as the physician training license (TEP) and the visiting or locum tenens license. These totaled 537 as of 11-15-11. It is clear from comments and responses to the survey that there are a number of locum tenens and camp physicians who choose to maintain a regular license rather than one of these special types.

Overall response

Overall response: 29.8% of MD physicians with an active Wisconsin license as of 11-15-11

31.0% of DO physicians with an active Wisconsin license as of 3-15-11

N = 6608 fully completed surveys, another 189 partially completed, providing basic demographic information on a total of 6797 physicians licensed in Wisconsin, 6378 MDs and 419 DOs. The overall response rate was 29.9%.

Respondents living in Wisconsin

Of this sample,

- Of the 6771 who completed the place of residence question, 4640 (68.5%) indicated an in-state place of residence, similar to the percentage for all licensed physicians as reported by DSPS (68.3%).

Patient Care Status

	Survey- All respondents	
Working as a physician in Wisconsin, providing patient care	4353	64.1%
Working as a physician in Wisconsin, not providing patient care	209	3.1%
Working as a physician, but not in Wisconsin	1723	25.3%
Not working as a physician (living in Wisconsin)	366	5.4%
Not working as a physician (living outside Wisconsin)	146	2.1%
	6797	100.0%

Training Status

	Survey- All respondents	
Completing a residency or fellowship in Wisconsin	359	5.3%
Completing a residency or fellowship outside the state	70	1.0%
Total residents and fellows	429	6.3%

Physicians are not eligible for a full license until they have completed one year of post-graduate training. Most post-graduate trainees (medical residents) do not receive their regular license until sometime in the second half of the PG-2 year, so the population surveyed included very few PG-1s or 2s. As of December 2011, the ACGME reported 1818 individuals in ACGME-approved medical residencies or fellowships in Wisconsin. 993 of these were at the PG-3 level or above. Survey respondents represent 36.1% of these positions at the PG—3 level and above, indicating a somewhat higher response rate from the residents and fellows than from physicians as a whole.

II. Survey Data: Demographics

Age and practice status - all respondents

Current status (Q1):	Physician in WI, providing pt care N= 4343	Physician in WI, not providing pt care N=203	Physician not working in WI N=1717	Not working as physician N=510	Total N=6773
Under 30	2.6%	0.5%	0.5%	0.0%	1.8%
30-39	23.7%	7.9%	13.0%	3.5%	19.0%
40-49	25.3%	14.3%	22.8%	5.7%	22.9%
50-59	29.6%	19.7%	33.9%	13.1%	29.2%
60-69	15.4%	31.0%	22.8%	36.5%	19.3%
70-79	3.0%	21.7%	6.3%	32.2%	6.6%
80 and above	0.4%	4.9%	0.7%	9.0%	1.2%
	100.0%	100.0%	100.0%	100.0%	100.0%

Gender and age - all respondents

Age (Q7):	Under 30 N=208	30-39 N=1319	40-49 N=1589	50-59 N=1985	60-69 N=1210	70-79 N=395	80 & older N=67	Total N=6773
Male	49%	55%	63%	73%	87%	94%	99%	70%
Female	51%	45%	37%	27%	13%	6%	1%	30%

Medical school attended – all respondents

Current status (Q1):	Physician in WI, providing pt care N= 4343	Physician in WI, not providing pt care N= 203	Physician not working in WI N= 1717	Not working as physician N= 510	Total N=6773
UW Medical School	15.5%	21.7%	8.6%	19.2%	14.2%
Medical College of Wisconsin	14.5%	13.8%	7.7%	11.8%	12.6%
Total – Wisconsin	30.0%	35.5%	16.4%	31.0%	26.8%

Specialty distribution: principal practice specialty, all respondents

	Survey- All respondents*	
	#	%
I. Primary Care Disciplines: Family Medicine, General Practice, General Internal Medicine, General Pediatrics, Medicine & Pediatrics, Adolescent Medicine, Geriatrics	2,323	34.3%
II. Subspecialty Medicine and Pediatrics (including Dermatology and Allergy & Immunology)	973	14.4%
III. Surgical Disciplines: General Surgery, OB/Gyn, Ophthalmology, Otolaryngology, Urology, other Surgical Subspecialties.	1,077	15.9%
IV. All other patient care specialties	2,295	33.9%
V. Non-patient care	44	0.6%
Unspecified/No Response	61	0.9%
TOTAL	6773	100.0%

*All respondents, including Wisconsin-licensed physicians practicing in other states, fully licensed residents/fellows (generally, PG3 level and above), and retirees.

III. Comparison to other data sources

Is this a representative sample of Wisconsin-licensed physicians?

In order to assess the quality of the survey sample, we have used information from a variety of other sources, including the American Association of Medical Colleges (AAMC), the American Medical Association (AMA) website, and information provided by the Wisconsin Medical Society from its member database. As this preliminary report was in preparation, we received data from the Department of Safety and Professional Services that will enable us to compare the survey sample to the entire population of Wisconsin-licensed physicians on several key variables (including age, gender, specialty and location). That analysis will be presented in a subsequent report.

The following tables compare survey responses from those who indicated they are “working as a physician in Wisconsin” (excluding residents and fellows) to AAMC estimates of active physicians.¹

Proportion of physicians who provide patient care

	Survey data – “Working as a physician in Wisconsin,” excluding residents and fellows			Latest AAMC estimates for active physicians in Wisconsin		
	MD	DO	Total	MD	DO	Total
Working as physician in WI	3933	270	4203	13,512	804	14,319
Patient care physician in WI	3729 (94.8%)	265 (98.1%)	3994 (95.0%)	11,953 (88.5%)	721 (89.7%)	12,674 (88.5%)

- **The proportion of patient care physicians in the survey sample of physicians working in Wisconsin is higher than the proportion of patient care physicians in the active physician population in Wisconsin as estimated by the AAMC.**

¹ 2011 State Physician Workforce Data Book, Center for Workforce Studies, American Association of Medical Colleges, November 2011. The AAMC uses the AMA Masterfile data for these estimates. “Active physicians” includes those who report working in administration, direct patient care, medical research, medical teaching or other non-patient care activities. It does not include those who are retired, semi-retired, temporarily not in practice, not active for other reasons, residents or fellows.

Gender

	Survey data: "Working as a physician in WI" N=4166 (excludes residents & fellows)	AAMC estimates: "Active physicians in WI" N=14,311
% Female	1367 (32.8%)	4179 (29.2%)

- **The proportion of females in the survey sample is somewhat higher than the proportion of females in the active physician population in Wisconsin as estimated by AAMC.**

Age

	Survey data: "Working as a physician in WI" N=4140 (excludes residents & fellows)	AAMC estimates: "Active physicians in WI" N=14,303
% under age 40	779 (18.8%)	17.1%
% age 40-59	2423 (58.5%)	61.3%
% age 60 or older	938 (22.7%)	21.6%

- **The proportion of physicians age 40-59 in the survey sample is somewhat lower than the proportion in the active physician population in Wisconsin as estimated by AAMC.**

Medical school type

Active physicians in Wisconsin by medical school type:	Survey data: "Working as a physician in WI" N=4166 (excludes residents & fellows)	AAMC estimates: "Active physicians in WI" N=14,316
MD graduates, US and Canada	3263 (78.3%)	10,800 (75.4%)
DO graduates	270 (6.5%)	804 (5.6%)
International medical graduates (IMG)	633 (15.2%)	2582 (18.0%)

- **The proportion of international medical graduates is slightly lower, and the proportion of US MD graduates slightly higher, in the survey sample than in the active physician population in Wisconsin as estimated by AAMC.**

Wisconsin medical schools

Active physicians in WI who are graduates of WI medical schools	Survey data: "Working as a physician in WI" N=4166 (excludes residents & fellows)	AAMC estimates: "Active physicians in WI" N=14,319
UW	673 (16.2%)	2246 (15.7%)
MCW	599 (14.4%)	2082 (14.5%)
Total	1272 (30.5%)	4328 (30.2%)

- **The proportion of Wisconsin medical school graduates in the survey sample is about the same as the proportion in the active physician population in Wisconsin as estimated by AAMC.**

This data on Wisconsin medical schools should not be confused with the retention rate. According to the AAMC 2011 State Physician Workforce Data, in December 2010 there were 11,439 active physicians who were graduates of Wisconsin medical schools, of whom 37.8% were in practice in Wisconsin. Wisconsin ranks 25th among the states in physicians retained from in-state MD programs. For UWSMPH only, there are 5193 graduates of whom 2246 (43.3%) are active in Wisconsin. For MCW only, there are 6246 active graduates, of whom 2082 (33.3%) are active in the state. Active physicians who completed medical residencies (referred to as graduate medical education, or GME) in Wisconsin total 11,865, 5600 (47.2%) of whom are currently active in the state. The retention rate from GME is 47.2%, just below the U.S. average and well above the median for all states (ranking 19th). The combined retention rate is 70.2% (3599 active physicians who completed both the MD and a medical residency program in Wisconsin, of whom 2525 are active in Wisconsin). Wisconsin ranks 21st among the states and above the U.S. average of 66.6% for the combined retention rate.

Specialty distribution: principal practice specialty of physicians practicing in Wisconsin

Wisconsin only	Survey- WI only ¹	AAMC ²	WI Medical Society- WI only ³	AMA- WI only ⁴
		%	#	#
I. Primary Care Disciplines: Family Medicine, General Practice, General Internal Medicine General Pediatrics, Med/Peds, Adolescent Med, Geriatrics	1,711 (36.9%)	5410 (37.8)%	5659 (42.9%)	6662 (36.5%)
II. Subspecialty Medicine and Pediatrics (including Dermatology and Allergy & Immunology)	682 (14.7%)		1333 (10.1%)	2226 (12.2%)
III. Surgical Disciplines: General Surgery, OB/Gyn, Ophthalmology, Otolaryngology, Urology, other Surgical Subspecialties.	637 (13.7%)		2551 (19.3%)	3647 (20.0%)
IV. All other patient care specialties	1,458 (31.4%)		3627 (27.5%)	4992 (27.3%)
V. Non-patient care	16 (0.3%)		14 (0.1%)	54 (0.3%)
Unspecified/No Response	136 (2.9%)		12 (0.1%)	673 (3.7%)
TOTAL	4,640	14,319	13,196	18,254

¹Survey respondents who indicated they are " Providing patient care in Wisconsin" or "Working as a physician in Wisconsin but not providing patient care" in response to Question 1. Includes fully licensed residents/fellows (generally, PG-3 and above).

²AAMC data from 2011 State Physician Workforce Data Book. Based on the AMA Masterfile as of December 2010. Includes both MD and DO, excludes residents/fellows and physicians over 75.

³Provided by Wisconsin Medical Society, December 16, 2011. Includes both MD and DO. Excludes retirees.

⁴AMA data as of May 2010, downloaded Dec 2011; includes MD and DO; also includes residents and some retirees. Address provided could be home or office.

- **Surgical disciplines may be under-represented in the survey data. Other non-primary care specialties may be over-represented.**

Regional distribution (survey respondents residing in Wisconsin only)

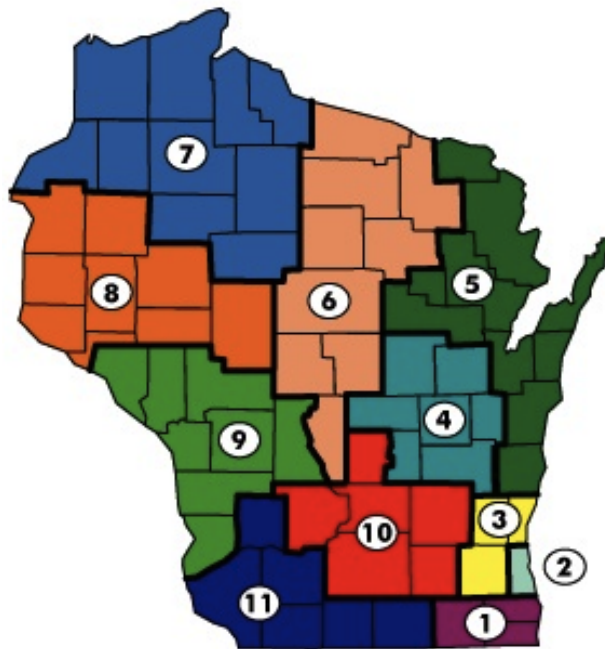
County of residence	Survey Q15 (residence)	%	Survey Q37b/41a (principal place of work)	%	AMA listing ¹	%	Wisconsin Medical Society ²	%
DWD Region 1 (Southeast)	209	4.5%	257	5.8%	755	4.1%	652	4.9%
DWD Region 2 (Milwaukee)	767	16.6%	1207	27.2%	3993	21.9%	3,345	25.3%
DWD Region 3 (W-O-W)	999	21.6%	420	9.5%	2871	15.7%	1,323	10.0%
DWD Region 4 (Fox Valley)	405	8.8%	390	8.8%	1338	7.3%	1,128	8.5%
DWD Region 5 (Green Bay Area)	366	7.9%	344	7.7%	1404	7.7%	1,124	8.5%
DWD Region 6 (North Central)	280	6.1%	240	5.4%	1475	8.1%	819	6.2%
DWD Region 7 (Northwest)	53	1.1%	71	1.6%	243	1.3%	173	1.3%
DWD Region 8 (West Central)	252	5.5%	290	6.5%	1025	5.6%	1,150	8.7%
DWD Region 9 (Western)	136	2.9%	143	3.2%	913	5.0%	729	5.5%
DWD Region 10 (South Central)	1043	22.6%	939	21.1%	3668	20.1%	2,373	18.0%
DWD Region 11 (Southwest)	106	2.3%	141	3.2%	569	3.1%	380	2.9%
	4616	100.0%	4442	100.0%	18,254	100%	13,196	100.0%
County not indicated	24							
Total	4640							

¹AMA data as of May 2010, downloaded Dec 2011; MD and DO; includes residents and some retirees. Address provided could be home or office.

²Information provided by Wisconsin Medical Society, December 16, 2011. Excludes retirees. Includes both MD and DO.

- Differences in response rate between Milwaukee and adjoining counties is most likely due to difference between residence and place of work. Combined percentages for Regions 2 and 3 are similar.
- West Central and Western regions may be under-represented in the survey data. The South Central region is slightly over-represented.

DWD Workforce Development Regions



Region 1: Kenosha, Racine, Walworth

Region 2: Milwaukee

Region 3: Washington, Ozaukee, Waukesha

Region 4: Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, Winnebago

Region 5: Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, Sheboygan

Region 6: Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, Wood

Region 7: Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Region 8: Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk, St. Croix

Region 9: Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau, Vernon

Region 10: Columbia, Dane, Dodge, Jefferson, Marquette, Sauk

Region 11: Grant, Green, Iowa, Lafayette, Richland, Rock

IV. Estimating the Number of Active Patient Care Physicians in Wisconsin

Using the total of Wisconsin licensed MDs & DOs providing an address in Wisconsin as of the conclusion of the survey and subtracting the number of post-graduate trainees (medical residents and fellows) at the PG-3 level and above provides a basis for estimation of the total number of active physicians in Wisconsin and physicians providing patient care in Wisconsin.

This is a preliminary estimate only. We will reevaluate it using demographic data from DSPS on all licensed physicians and information from the survey respondents on average hours of patient care per week.

Licensure data

All Wisconsin-licensed physicians (MDs as of 11-15-11; DOs as of 3-15-12)	22,743
Of these, number with a Wisconsin address	15,821

Survey data, excluding trainees (medical residents and fellows)

All survey respondents, excluding trainees	6797
Survey respondents living in WI, excluding trainees	4281

Survey respondents working as physician in WI, excluding trainees	4,203
Survey respondents providing patient care in WI, excluding trainees	3,994
Survey respondents who are primary care physicians in WI, excluding trainees	1,604
Survey respondents who are primary care physicians providing patient care in WI, excluding trainees	1,524

Survey respondents (excluding trainees) working as physician in WI, as % of all respondents	61.8 %
Survey respondents (excluding trainees) providing patient care in WI, as % of all respondents	58.8 %
Survey respondents (excluding trainees) who are primary care physicians in WI, as % of all respondents	23.6 %
Survey respondents (excluding trainees) who are primary care physicians providing patient care in WI, as % of all respondents	22.4 %

Estimates based on survey data

Working as physician in WI	14,063
Providing patient care as physician in WI	13,364
Primary care physicians in WI	5,367
Patient care primary care physicians in WI	5,099

Comparison to other estimates

WHA ² : Estimate of patient care physicians in Wisconsin, 2010	10,144
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AAMC ³ : Active physicians in WI, December 2010	14,319
AAMC: Active patient care physicians in WI, December 2010	12,675
AAMC: Active primary care physicians in WI, December 2010	5,410
AAMC: Active patient care primary care physicians in WI, December 2010	4,887

The preliminary estimate of patient care physicians based on the survey data is 589 physicians higher than the estimate for December 2010 developed by the AAMC. Adjusting the survey-based estimate to account for physicians over 75, part-time and volunteer patient care only will bring it closer to the AAMC estimate, which excluded retired and semi-retired physicians. The WHA estimate of active patient care physicians in 2010 is over 2,000 physicians lower than the AAMC estimate. It is likely that the final estimate based on the survey data will be closer to the AAMC estimate than the WHA estimate.

² Wisconsin Hospital Association, *100 New Physicians a Year: An Imperative for Wisconsin*, November 2011.

³ AAMC, *2011 State Physician Workforce Data Book*, Center for Workforce Studies.

Survey reports in progress

1. Summary Report (will include comparison of survey sample to DSPS data on all licensees)
2. Item response (simple frequencies and some cross-tabulations for each item on the questionnaire)
3. Detail on hours of patient care
4. Detail on practice specialty and certification
5. Urban and rural distribution and other detail by region and county
6. Workforce projections under alternate scenarios

These reports will be made available as they are completed over the next several months.

Background

The 2011/12 Wisconsin Physician Survey was funded with a *State Health Care Workforce Development (SHCWD)* planning grant from the Bureau of Health Professions/HRSA/DHHS. The grant was awarded to the Area Health Education Centers (AHEC) program at the University of Wisconsin School of Medicine and Public Health, in partnership with the Department of Workforce Development (DWD). The Wisconsin Medical Examining Board approved implementation of the survey as part of the 2011-12 MD and DO license renewal process. DWD and the Department of Safety and Professional Services (DSPS) coordinated implementation of the survey, using an outside vendor (Chamberlain Research Consultants) to program and host the survey online. The Office of Economic Advisors at DWD serves as custodian of the data.

The survey had a total of 58 questions for physicians active in patient care in Wisconsin, covering demographics, education and licensure, practice specialty, current employment status and retirement plans, and patient care practice characteristics. To provide information for the Health Professions Shortage Area designations, primary care and outpatient mental health providers answered 8 to 16 additional questions depending on number of practice sites. Most questions were straightforward and had simple “select one” response items or short fill in. A few were multipart questions. The survey did not include opinion questions, Likert or other scaled response items. Most physicians required about 10 minutes to complete the survey. Primary care physicians required closer to 15 minutes, depending on number of practice locations listed.

Nancy Sugden, Assistant Dean, Academic Affairs, UWSMPH and principal investigator for the Workforce Development planning grant, developed the survey in consultation with the members of the Wisconsin Council on Medical Education and Workforce (WCMEW), the Wisconsin Healthcare Workforce Data Collaborative (WHWDC) and staff at the Department of Workforce Development and the Department of Health Services. A variety of questionnaires from other states and national organizations were reviewed in compiling the questionnaire, including:

Wisconsin Physician Profile Survey (DHFS, 2000 – the last year a survey was included with licensure)

Wisconsin Medical Society Survey, 2009

Wisconsin HPSA Online Survey Questions for Primary Care and Mental Health (provided by Anne Dopp in DHS)

Proposed Minimum Data Sets for Physicians, PAs and NPs (distributed at February 2011 State Health Care

Workforce Development grantees meeting sponsored by the National Center for Health Workforce Analysis, Health Resources and Services Administration)

New York Physician Survey, 2009-2011 (New York State Education Department)

Massachusetts Physician Workforce Study (Massachusetts Medical Society, 2007 and 2010)

Michigan Survey of Physicians, Survey Findings 2009 (Michigan Department of Community Health)

Survey of Physicians Over 50 (American Medical Association and Association of American Medical Colleges)

Survey of Physicians Under 50 (American Medical Association and Association of American Medical Colleges)

Physician Survey on Primary Care (American Medical Association and Association of American Medical Colleges, 2009)

Acknowledgments:

This project would not have been possible without the assistance of current and former DWD staff, including Dennis Winters, Thomas Walsh, Victoria Udalova and Rita Black-Radloff. DSPS staff (including Thomas Ryan, Carolann Puster, TJ Cobb, Craig Lovell and Gene Hilpert) were essential in coordinating with the Medical Examining Board and the license renewal process. Anne Dopp at the Primary Care Office in DHS consulted on questions related to the health professions shortage areas and prior surveys done by DHS. The survey was reviewed and tested by physician members of the Wisconsin Council on Medical Education and Workforce (WCMEW), the Wisconsin Medical Society, and members of the Wisconsin Medical Examining Board, as well as colleagues in other State Health Care Workforce Development (SHCWD)-grantee states with experience in implementing workforce surveys. The HRSA National Center for Health Workforce Analysis and the Center for Workforce Studies at the American Association of Medical Colleges (AAMC) provided additional information and assistance.

Jennifer Thelen and staff at Chamberlain Research Consultants were very adept and efficient in working with the various agency partners involved in implementing the survey. Support from the Medical Examining Board, the Wisconsin Hospital Association, the Wisconsin Medical Society and the Wisconsin Association of Medical Group Managers was critical in improving the response rate on the survey.

The UW School of Medicine and Public Health and the Area Health Education Centers (AHEC) program contributed Ms. Sugden's time for the project. Support for programming and hosting the survey online, and the time of DWD staff for consultation and data analysis, is provided through the Wisconsin State Health Care Workforce Development (SHCWD) Planning Grant from the National Center for Health Workforce Analysis at the Bureau of Health Professions (BHPr)/Health Resources and Services Administration (HRSA).

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