



Section

6

Hospital
Medicine
Workforce
Experience

Section 6: Hospital Medicine Workforce Experience

SHM's inaugural *Hospital Medicine Workforce Experience* Survey is a provider-level survey and meant to complement the group-level *State of Hospital Medicine* Survey. The *Hospital Medicine Workforce Experience* Survey received 562 responses. The survey was sent to the SHM membership at large. *SoHM* Survey participants were also encouraged to send it to their group members. Similar, but not identical, demographic breakdowns are observed across both surveys, including in Employment Model and Predominant Scheduling Patterns.

Things You Need to Know About Section 6

Section 6 asked an array of questions about the structure of participants' work and their perceptions of their work life and well-being.

- Participants of the *Hospital Medicine Workforce Experience* Survey (Tables 6.1-6.11)
- Patient Census (Table 6.12)
- Paid Time Off and Benefits (Table 6.13)
- Backup Systems (Tables 6.14a-6.14c)
- Well-being, Burnout, and Engagement (Tables 6.15a-6.15c)

Notes about data tables in this section:

Due to insufficient volume of responses (fewer than 10 responses), certain demographic breakdowns were categorically excluded from charts in Section 6. These include: Employment Model (Other), Typical Shift Duration (24 and 25 or more), Age (64 or older), Years Practicing as a Hospitalist (30 or more years), and Gender (Other).

Please be aware when demographic breakdowns result in small sample sizes, which means outliers may have a larger influence on the result reported out. We encourage readers to keep this in mind as they are reviewing data tables in this section.

Participants of the Hospital Medicine Workforce Experience Survey

Below are demographic breakdowns of respondents to the *Hospital Medicine Workforce Experience Survey*. While we opened the survey up to any SHM member, respondents were overwhelmingly physician hospitalists.

Table 6.1

Employment Model

| | Providers | Percent |
|---|-----------|---------|
| Hospital, health system or IDS | 322 | 58.1% |
| Private local/regional hospitalist-only medical group | 33 | 6.0% |
| Multistate hospitalist management company | 25 | 4.5% |
| Private multispecialty or primary care medical group | 10 | 1.8% |
| University, med school or faculty practice | 154 | 27.8% |

Table 6.2

Role

| | Providers | Percent |
|---------------------|-----------|---------|
| Physician | 495 | 89.2% |
| Nurse practitioner | 22 | 4.0% |
| Physician assistant | 25 | 4.5% |
| Non-clinical staff | 13 | 2.3% |

Table 6.3

Predominant Schedule

| | Providers | Percent |
|--|-----------|---------|
| Seven days on followed by seven days off | 242 | 43.4% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 33 | 5.9% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 33 | 5.9% |
| Variable schedule | 241 | 43.4% |
| Other | 8 | 1.4% |

Table 6.4

Shifts Per Year

| | Providers | Percent |
|------------------|-----------|---------|
| < 50 shifts | 27 | 6.1% |
| 50 - 99 shifts | 21 | 4.7% |
| 100 - 149 shifts | 51 | 11.4% |
| 150 - 199 shifts | 310 | 69.5% |
| ≥ 200 | 37 | 8.3% |

Table 6.5

Typical Shift

| | Providers | Percent |
|---------------------------|-----------|---------|
| Days | 280 | 50.2% |
| Nights (nocturnist) | 32 | 5.7% |
| Mix, predominantly days | 215 | 38.5% |
| Mix, predominantly nights | 17 | 3.0% |
| Other | 14 | 2.5% |

Table 6.6

Typical Shift Duration in Hours

| | Providers | Percent |
|-------|-----------|---------|
| 8 | 47 | 8.4% |
| 10 | 191 | 34.3% |
| 12 | 279 | 50.1% |
| Other | 34 | 6.1% |

Table 6.7

Years Practicing as Hospitalist

| | Providers | Percent |
|----------------|-----------|---------|
| < 5 years | 107 | 19.5% |
| 5 to 9 years | 155 | 28.3% |
| 10 to 19 years | 221 | 40.3% |
| 20 to 29 years | 61 | 11.1% |

Table 6.8

Age

| | Providers | Percent |
|-------|-----------|---------|
| 25-34 | 89 | 16.0% |
| 35-44 | 258 | 46.5% |
| 45-54 | 148 | 26.7% |
| 55-64 | 54 | 9.7% |

Table 6.9

Gender

| | Providers | Percent |
|----------------------------|-----------|---------|
| Female or Cisgender Female | 302 | 54.6% |
| Male or Cisgender Male | 238 | 43.0% |
| Prefer Not to Disclose | 12 | 2.2% |

Table 6.10

Race

| | Providers | Percent |
|---|-----------|---------|
| American Indian or Alaskan Native | 0 | 0% |
| Asian (including East Asian, South Asian, or Southeast Asian) | 107 | 19.4% |
| Black or African American | 17 | 3.1% |
| Hispanic or Latino/a/x | 25 | 4.5% |
| Middle Eastern or North African | 10 | 1.8% |
| Native Hawaiian or Pacific Islander | 2 | 0.4% |
| White | 348 | 63.0% |
| Multi-Racial | 16 | 2.9% |
| Other | 2 | 0.4% |
| Prefer Not to Disclose | 25 | 4.5% |

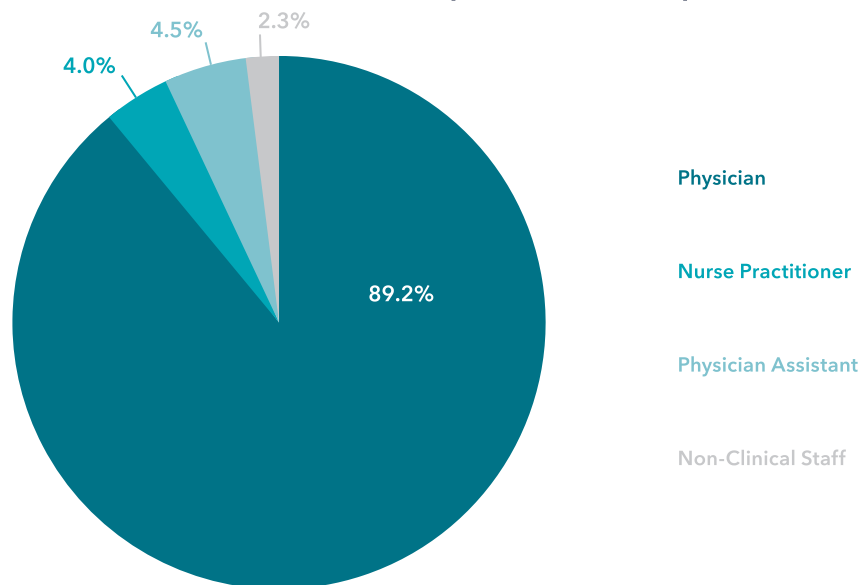
Table 6.11

Region

| | Providers | Percent |
|---------|-----------|---------|
| East | 133 | 24.1% |
| South | 159 | 28.9% |
| Midwest | 143 | 46.0% |
| West | 112 | 20.3% |

Figure 6.2

Role of Workforce Experience Participants



Patient Census

The *Hospital Medicine Workforce Experience Survey* asked participants to self-report on their average daily patient census (Table 6.12a) and their perception of safety associated with their average daily patient load (Figure 6.12b). We note that most participants reported average patient census of 11 to 20 patients, with the plurality reporting 11 to 15 patients. This data is not intended to create patient volume standards for the field, but rather to help inform discussions and decision-making in groups. When looking at this data, we encourage readers to consider data across multiple different demographic breakdowns as these are co-occurring.

Figure 6.12a

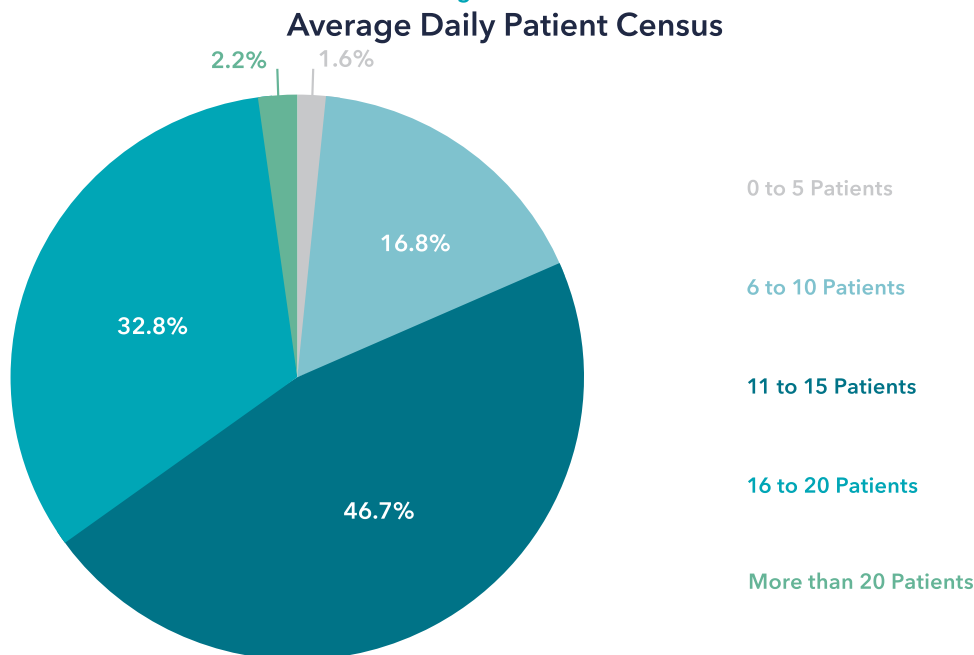


Figure 6.12b

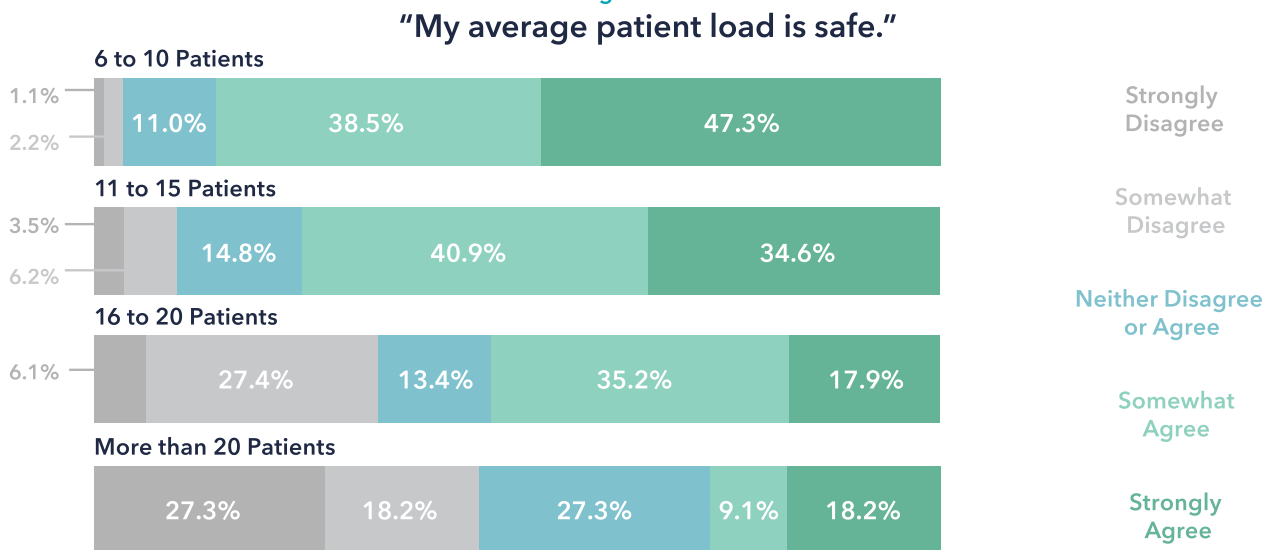


Figure 6.12b shows the responses "My average patient load is safe" within a given range of daily patient census. While there is a trend of decreasing perception of safety as patient load increases, we note that the correlation is not uniform across all responses. Nearly a quarter of respondents with 20 or more patients still deemed their patient load as safe. Some factors that may impact perceptions of safety could be presence of support staff, structures in place that help support the workload, relative severity of the patient population, or other external factors. While specifics cannot be provided within the data of the *Hospital Medicine Workforce Experience Survey*, we encourage readers to think about what structures could be in place to ensure clinicians feel supported and safe with their given workload.

Footnote

Participants were asked to rate on a scale of 1-5 (1 = Strongly Disagree; 5 = Strongly Agree) if they agreed with the statement "My average patient load is safe."

Table 6.12a

Average Daily Patient Census

| | Providers | 6 to 10 patients | 11 to 15 patients | 16 to 20 patients | More than 20 patients |
|--|-----------|------------------|-------------------|-------------------|-----------------------|
| Total | 555 | 16.8% | 46.7% | 32.8% | 2.2% |
| Region | | | | | |
| East | 131 | 19.1% | 50.4% | 29.0% | 1.5% |
| South | 158 | 10.1% | 42.4% | 43.7% | 3.2% |
| Midwest | 142 | 21.8% | 50.7% | 22.5% | 2.8% |
| West | 112 | 17.0% | 46.4% | 31.3% | 0.9% |
| Employment Model | | | | | |
| Hospital, health system or IDS | 320 | 17.8% | 44.1% | 34.1% | 1.9% |
| Private local/regional hospitalist-only medical group | 32 | 21.9% | 28.1% | 46.9% | 3.1% |
| Multistate hospitalist management company | 25 | 0.0% | 16.0% | 72.0% | 12.0% |
| Private multispecialty or primary care medical group | 10 | 20.0% | 10.0% | 50.0% | 20.0% |
| University, med school or faculty practice | 153 | 15.0% | 65.4% | 19.0% | 0.0% |
| Role | | | | | |
| Physician | 492 | 12.8% | 48.8% | 35.4% | 2.2% |
| Nurse practitioner | 22 | 45.5% | 40.9% | 9.1% | 0.0% |
| Physician assistant | 25 | 76.0% | 16.0% | 0.0% | 4.0% |

See page 213 for footnotes.

Table 6.12a

Average Daily Patient Census (continued)

| | Providers | 6 to 10 patients | 11 to 15 patients | 16 to 20 patients | More than 20 patients |
|--|-----------|------------------|-------------------|-------------------|-----------------------|
| Predominant Schedule | | | | | |
| Seven days on followed by seven days off | 242 | 8.7% | 39.7% | 48.3% | 2.9% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 32 | 37.5% | 31.3% | 28.1% | 3.1% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 31 | 19.4% | 61.3% | 12.9% | 3.2% |
| Variable schedule | 240 | 20.4% | 55.0% | 21.3% | 1.3% |
| Shifts Per Year | | | | | |
| < 50 shifts | 27 | 11.1% | 44.4% | 44.4% | 0.0% |
| 50 - 99 shifts | 21 | 23.8% | 61.9% | 9.5% | 0.0% |
| 100 - 149 shifts | 51 | 25.5% | 51.0% | 17.6% | 2.0% |
| 150 - 199 shifts | 308 | 13.6% | 42.9% | 39.6% | 2.9% |
| ≥ 200 | 37 | 16.2% | 59.5% | 21.6% | 2.7% |
| Typical Shift Duration | | | | | |
| 8 | 46 | 30.4% | 45.7% | 17.4% | 2.2% |
| 10 | 190 | 13.7% | 61.6% | 22.1% | 0.5% |
| 12 | 278 | 15.5% | 38.5% | 42.1% | 3.6% |
| Other | 34 | 20.6% | 32.4% | 44.1% | 0.0% |
| Typical Shift | | | | | |
| Days | 278 | 11.9% | 42.4% | 43.2% | 1.4% |
| Nights (nocturnist) | 32 | 59.4% | 21.9% | 6.3% | 3.1% |
| Mix, predominantly days | 215 | 12.1% | 57.7% | 27.0% | 3.3% |
| Mix, predominantly nights | 16 | 50.0% | 37.5% | 6.3% | 0.0% |
| Other | 14 | 50.0% | 28.6% | 7.1% | 0.0% |

Footnotes

Participants were asked to self-report their average daily census.

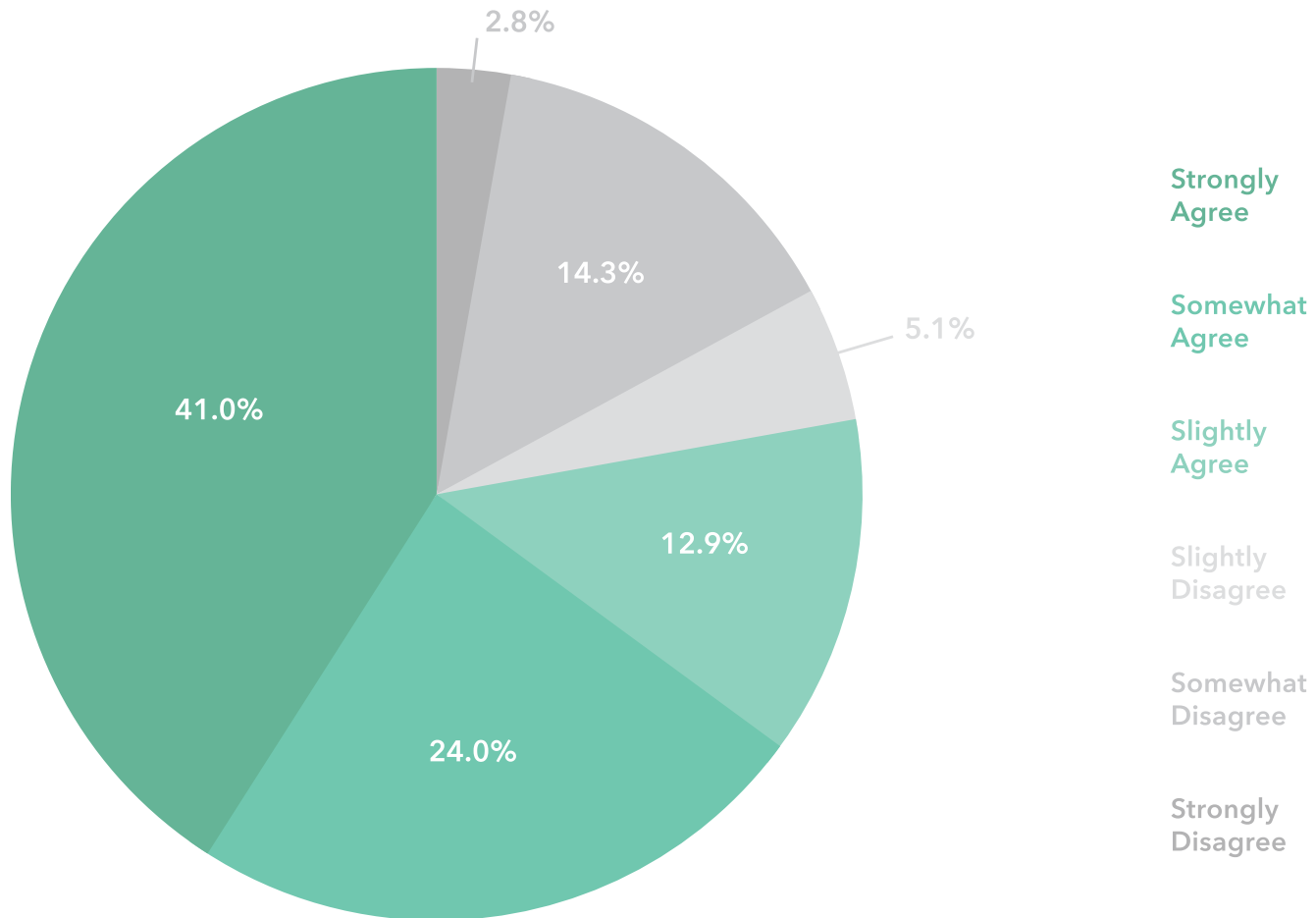
Results for "0 to 5 patients" were omitted due to insufficient data.

Paid Time Off and Benefits

Figure 6.13a and Table 6.13a show responses to questions about Paid Time Off (PTO). We asked whether respondents had PTO and then their perception of whether they could use PTO without negatively impacting their colleagues or patients. Most clinicians who have access to PTO felt they could use it, but almost a quarter felt there was an impact on their colleagues or patients. We encourage groups that offer PTO to consider how to ensure everyone in the group feels comfortable taking time off without concern for negative consequences.

Figure 6.13a

Ability to Use PTO Without Negatively Affecting Colleagues and/or Patients



Key Finding:

Approximately 75% of participants reported being able to use their PTO.

Footnote

Participants were asked to rate on a scale of 0-5 (0 = Strongly Disagree; 5 = Strongly Agree) if they agreed with the statement "I can use my PTO without negatively affecting my colleagues and/or patients."

Table 6.13a

Access to PTO

| | Providers | Yes | No |
|--|-----------|--------|--------|
| | 556 | 43.50% | 56.50% |
| Region | | | |
| East | 132 | 62.9% | 37.1% |
| South | 159 | 42.1% | 57.9% |
| Midwest | 141 | 38.3% | 61.7% |
| West | 112 | 30.4% | 69.6% |
| Employment Model | | | |
| Hospital, health system or IDS | 319 | 44.2% | 55.8% |
| Private local/regional hospitalist-only medical group | 33 | 30.3% | 69.7% |
| Multistate hospitalist management company | 25 | 0.0% | 100.0% |
| Private multispecialty or primary care medical group | 10 | 50.0% | 50.0% |
| University, med school or faculty practice | 154 | 50.6% | 49.4% |
| Role | | | |
| Physician | 493 | 41.4% | 58.6% |
| Nurse practitioner | 22 | 63.6% | 36.4% |
| Physician assistant | 25 | 68.0% | 32.0% |
| Non-clinical staff | 12 | 58.3% | 41.7% |
| Predominant Schedule | | | |
| Seven days on followed by seven days off | 241 | 36.9% | 63.1% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 33 | 60.6% | 39.4% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 31 | 77.4% | 22.6% |
| Variable schedule | 241 | 41.9% | 58.1% |

Table 6.13a

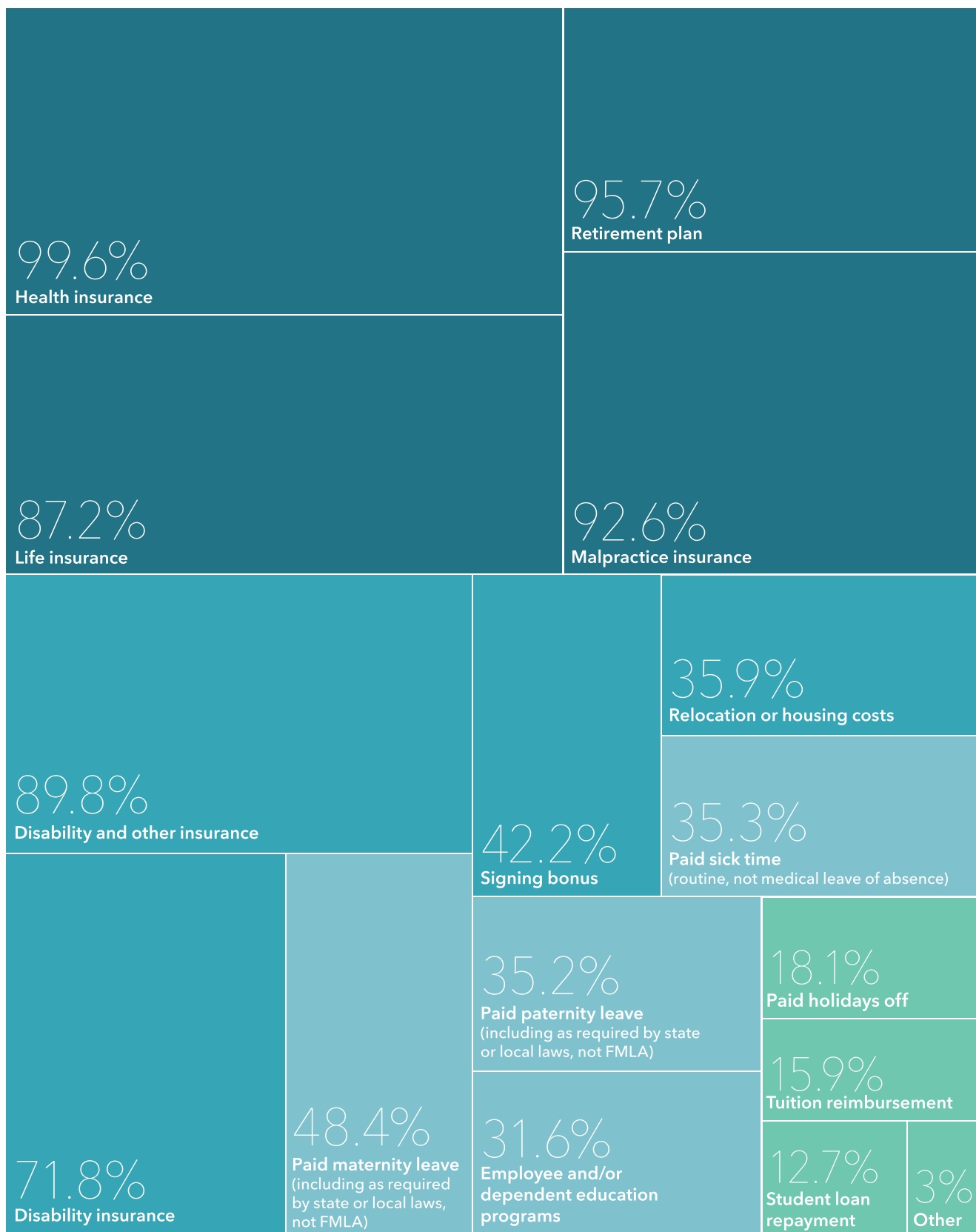
Access to PTO (continued)

| | Providers | Yes | No |
|-------------------------------|-----------|-------|-------|
| Shifts Per Year | | | |
| < 50 shifts | 27 | 29.6% | 70.4% |
| 50 - 99 shifts | 21 | 42.9% | 57.1% |
| 100 - 149 shifts | 51 | 39.2% | 60.8% |
| 150 - 199 shifts | 309 | 35.6% | 64.4% |
| ≥ 200 | 37 | 56.8% | 43.2% |
| Typical Shift Duration | | | |
| 8 | 47 | 68.1% | 31.9% |
| 10 | 191 | 42.4% | 57.6% |
| 12 | 278 | 39.9% | 60.1% |
| Other | 33 | 48.5% | 51.5% |
| Typical Shift | | | |
| Days | 278 | 49.3% | 50.7% |
| Nights (nocturnist) | 32 | 37.5% | 62.5% |
| Mix, predominantly days | 215 | 39.1% | 60.9% |
| Mix, predominantly nights | 17 | 29.4% | 70.6% |
| Other | 14 | 28.6% | 71.4% |

Figure 6.13b

Employee Benefits

Figure 6.13b shows the self-reported employee benefits of *Hospital Medicine Workforce Experience Survey* participants. Similar trends are observed in the *SoHM* employee benefit data tables (3.22b and 4.23b).



Footnote

Participants self-reported and were instructed to select all that apply, therefore percentages will not add up to 100%.

Backup Systems

Backup systems are integral parts of managing schedules in hospital medicine groups and providing coverage when an employee needs time off for whatever reason. According to the 2023 *SoHM* data, nearly 20% of adult hospitalist groups have a voluntary backup system and 26% have mandatory systems. There were more respondents in this *Hospital Medicine Workforce Experience Survey* who work in groups with voluntary systems than reported in the *SoHM Report*. We asked about voluntary backup systems and whether or not they decide to volunteer for those systems.

Table 6.14a

Have Voluntary Backup System

| | Providers | Yes | No |
|--|-----------|-------|-------|
| | 551 | 40.1% | 59.9% |
| Region | | | |
| East | 130 | 36.9% | 63.1% |
| South | 155 | 38.1% | 61.9% |
| Midwest | 143 | 35.7% | 64.3% |
| West | 111 | 54.1% | 45.9% |
| Employment Model | | | |
| Hospital, health system or IDS | 317 | 39.7% | 60.3% |
| Private local/regional hospitalist-only medical group | 32 | 40.6% | 59.4% |
| Multistate hospitalist management company | 25 | 36.0% | 64.0% |
| Private multispecialty or primary care medical group | 10 | 70.0% | 30.0% |
| University, med school or faculty practice | 153 | 39.9% | 60.1% |
| Other | 10 | 40.0% | 60.0% |
| Role | | | |
| Physician | 488 | 41.0% | 59.0% |
| Nurse practitioner | 22 | 18.2% | 81.8% |
| Physician assistant | 25 | 48.0% | 52.0% |
| Non-clinical staff | 12 | 33.3% | 66.7% |
| Predominant Schedule | | | |
| Seven days on followed by seven days off | 239 | 38.1% | 61.9% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 32 | 43.8% | 56.3% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 31 | 54.8% | 45.2% |
| Variable schedule | 240 | 40.4% | 59.6% |
| Other | 8 | * | * |

See page 219 for footnote.

Table 6.14a

Have Voluntary Backup System (continued)

| | Providers | Yes | No |
|-------------------------------|-----------|-------|-------|
| Shifts Per Year | | | |
| < 50 shifts | 27 | 37.0% | 63.0% |
| 50 - 99 shifts | 21 | 28.6% | 71.4% |
| 100 - 149 shifts | 51 | 31.4% | 68.6% |
| 150 - 199 shifts | 309 | 39.8% | 60.2% |
| ≥ 200 | 37 | 51.4% | 48.6% |
| Typical Shift Duration | | | |
| 8 | 45 | 48.9% | 51.1% |
| 10 | 189 | 39.2% | 60.8% |
| 12 | 276 | 38.8% | 61.2% |
| Other | 34 | 44.1% | 55.9% |
| Typical Shift | | | |
| Days | 275 | 43.6% | 56.4% |
| Nights (nocturnist) | 32 | 40.6% | 59.4% |
| Mix, predominantly days | 214 | 35.0% | 65.0% |
| Mix, predominantly nights | 16 | 62.5% | 37.5% |
| Other | 14 | 21.4% | 78.6% |

Footnote

*Omitted due to insufficient data.

Table 6.14b

If Participants in Voluntary Backup Regularly Volunteer

| | Providers | Yes | No |
|--|-----------|-------|-------|
| | 232 | 53.0% | 47.0% |

Table 6.14c

Reasons They Don't Volunteer

| | Providers | No compensation/ shift credit | Work/ life balance | Burnout or moral injury |
|--|-----------|----------------------------------|-----------------------|----------------------------|
| | 105 | 9.5% | 73.3% | 17.1% |

Key Finding:

Of those in a voluntary backup system who do not regularly volunteer, almost three out of four reported it was due to work/life balance.

Well-being, Burnout, and Engagement

A note about these tables and graphs:

Of the participants of the survey, 539 responded to the questions on well-being, burnout, and engagement. Participants were asked to disagree or agree with the statements on a scale of 0 to 5 (0 = Strongly Disagree, 5 = Strongly Agree). SHM did not define any of the terms in the statements (i.e., burnout, meaning) and as such is being inclusive of how an individual defines and perceives these qualities. Where able, these questions were compared to demographics and workplace structures (Tables 6.15b and 6.15c). Please be aware of small sample sizes in this section as you are looking at the data, particularly for certain demographic breakdowns. Smaller sample sizes are more susceptible to outliers in the data.

The results present a complicated picture for the field. The vast majority of respondents reported finding meaning and purpose in their work and feel like they are making a difference in their job. At the same time, a majority reported feeling burned out to some degree and are considering leaving their job due to burnout or a lack of wellness. We believe these results are a call to action for all of us to find ways to engage, support, and uplift hospitalists and combat burnout and moral injury.

Table 6.15a

Well-being, Burnout, and Engagement

| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
|--|-------------------|-------------------|-------------------|----------------|----------------|----------------|
| "I find the work that I do full of meaning and purpose." | 1.3% | 6.9% | 5.8% | 10.6% | 36.4% | 39.1% |
| "I feel burned out from my work." | 4.6% | 16.0% | 10.7% | 17.7% | 30.1% | 21.0% |
| "I feel like I am making a meaningful difference at my job." | 0.4% | 7.7% | 8.6% | 18.5% | 38.9% | 26.0% |
| "I am considering leaving my job due to burnout/lack of wellness and support." | 19.6% | 19.4% | 8.9% | 19.1% | 14.8% | 18.2% |
| "I have a chance to use my strengths every day at work." | 1.1% | 6.5% | 9.7% | 21.3% | 37.8% | 23.6% |

Footnote

Participants were asked to rate on a scale of 0-5 (0 = Strongly Disagree; 5 = Strongly Agree) if they agreed with the statements.

Figure 6.15a

Well-being, Burnout, and Engagement

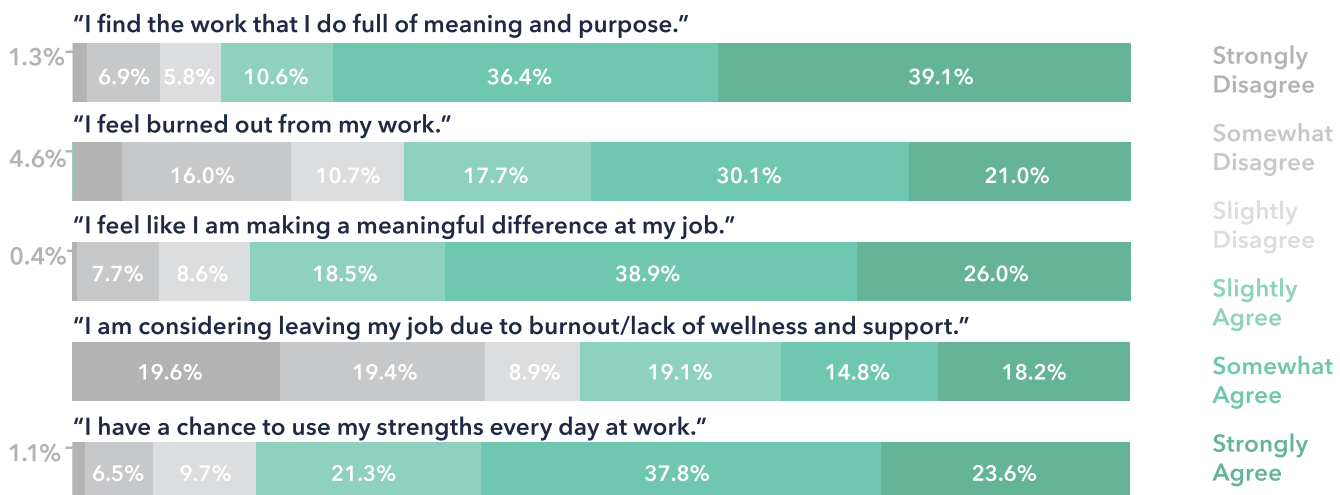
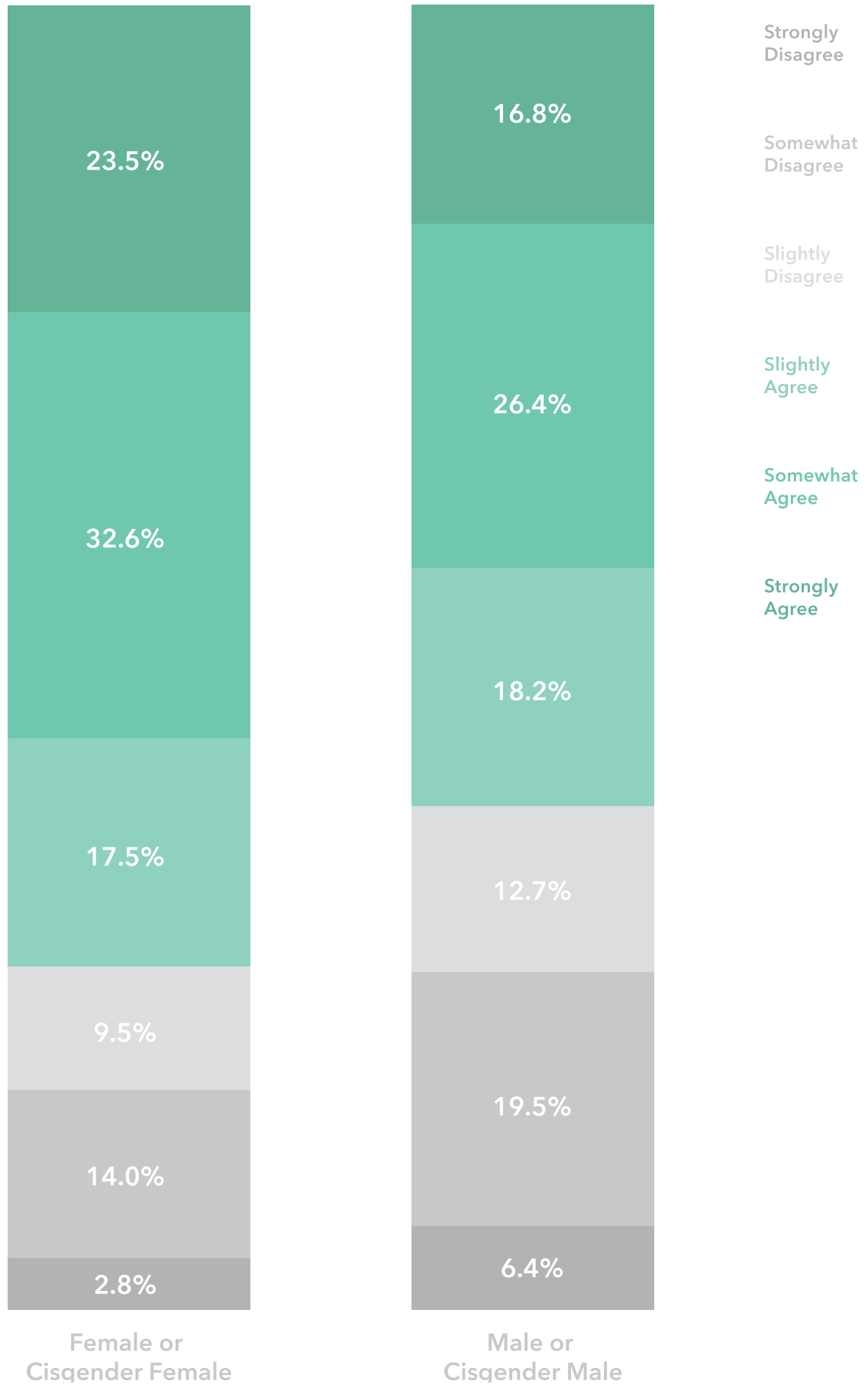


Figure 6.15b

Gender and Rate of Agreement to "I feel burned out from my work."



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Table 6.15b

Well-being by Participant Demographic

| | Providers | "I find the work that I do full of meaning and purpose." | | | | | |
|--|-----------|--|-------------------|-------------------|----------------|----------------|----------------|
| | | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Years in Practice | | | | | | | |
| < 5 years | 104 | 2.0% | 7.8% | 4.9% | 16.7% | 43.1% | 25.5% |
| 5 to 9 years | 152 | 1.3% | 5.4% | 5.4% | 12.8% | 36.2% | 38.9% |
| 10 to 19 years | 215 | 0.9% | 7.5% | 6.6% | 7.5% | 34.3% | 43.2% |
| 20 to 29 years | 59 | 0.0% | 5.1% | 5.1% | 8.5% | 35.6% | 45.8% |
| Age | | | | | | | |
| 25-34 | 87 | 1.1% | 6.9% | 3.4% | 18.4% | 44.8% | 25.3% |
| 35-44 | 252 | 1.6% | 7.3% | 6.5% | 10.9% | 38.5% | 35.2% |
| 45-54 | 143 | 0.7% | 4.2% | 4.9% | 8.5% | 33.8% | 47.9% |
| 55-64 | 53 | 0.0% | 11.5% | 7.7% | 1.9% | 21.2% | 57.7% |
| Gender | | | | | | | |
| Female or Cisgender Female | 294 | 1.4% | 6.5% | 5.5% | 10.3% | 38.1% | 38.1% |
| Male or Cisgender Male | 232 | 0.9% | 7.0% | 4.8% | 10.0% | 34.9% | 42.4% |
| Prefer not to disclose | 12 | 0.0% | 9.1% | 27.3% | 18.2% | 27.3% | 18.2% |
| Race | | | | | | | |
| American Indian or Alaskan Native | 0 | * | * | * | * | * | * |
| Asian (including East Asian, South Asian or Southeast Asian) | 104 | 1.9% | 6.8% | 7.8% | 13.6% | 31.1% | 38.8% |
| Black or African American | 16 | 0.0% | 6.3% | 0.0% | 12.5% | 50.0% | 31.3% |
| Hispanic or Latino/a/x | 25 | 0.0% | 8.0% | 0.0% | 4.0% | 36.0% | 52.0% |
| Middle Eastern or North African | 10 | 0.0% | 10.0% | 0.0% | 10.0% | 30.0% | 50.0% |
| Native Hawaiian or Pacific Islander | 2 | * | * | * | * | * | * |
| White | 339 | 0.9% | 5.4% | 5.4% | 10.2% | 38.0% | 40.1% |
| Multi-Racial | 16 | 6.3% | 12.5% | 0.0% | 0.0% | 37.5% | 43.8% |

See page 226 for footnotes.

Table 6.15b

Well-being by Participant Demographic (continued)

| | "I feel burned out from my work." | | | | | |
|--|-----------------------------------|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Years in Practice | | | | | | |
| < 5 years | 4.0% | 15.0% | 10.0% | 20.0% | 27.0% | 24.0% |
| 5 to 9 years | 2.7% | 18.8% | 12.1% | 16.8% | 29.5% | 20.1% |
| 10 to 19 years | 2.9% | 15.0% | 9.2% | 18.0% | 33.5% | 21.4% |
| 20 to 29 years | 12.5% | 16.1% | 8.9% | 14.3% | 30.4% | 17.9% |
| Age | | | | | | |
| 25-34 | 2.4% | 13.3% | 14.5% | 20.5% | 27.7% | 21.7% |
| 35-44 | 3.6% | 17.4% | 9.7% | 16.2% | 31.6% | 21.5% |
| 45-54 | 5.2% | 18.7% | 9.0% | 18.7% | 31.3% | 17.2% |
| 55-64 | 7.8% | 7.8% | 13.7% | 15.7% | 25.5% | 29.4% |
| Gender | | | | | | |
| Female or Cisgender Female | 2.8% | 14.0% | 9.5% | 17.5% | 32.6% | 23.5% |
| Male or Cisgender Male | 6.4% | 19.5% | 12.7% | 18.2% | 26.4% | 16.8% |
| Prefer not to disclose | 0.0% | 8.3% | 0.0% | 0.0% | 50.0% | 41.7% |
| Race | | | | | | |
| American Indian or Alaskan Native | * | * | * | * | * | * |
| Asian (including East Asian, South Asian or Southeast Asian) | 3.1% | 19.6% | 10.3% | 18.6% | 27.8% | 20.6% |
| Black or African American | 0.0% | 0.0% | 12.5% | 25.0% | 50.0% | 12.5% |
| Hispanic or Latino/a/x | 16.7% | 4.2% | 8.3% | 29.2% | 29.2% | 12.5% |
| Middle Eastern or North African | 0.0% | 40.0% | 10.0% | 20.0% | 20.0% | 10.0% |
| Native Hawaiian or Pacific Islander | * | * | * | * | * | * |
| White | 3.4% | 15.6% | 11.3% | 17.8% | 29.8% | 22.1% |
| Multi-Racial | 18.8% | 25.0% | 12.5% | 6.3% | 18.8% | 18.8% |

See page 226 for footnotes.

Table 6.15b

Well-being by Participant Demographic (continued)

| | "I feel like I am making a meaningful difference at my job." | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Years in Practice | | | | | | |
| < 5 years | 0.0% | 8.9% | 10.9% | 20.8% | 41.6% | 17.8% |
| 5 to 9 years | 0.0% | 5.4% | 7.4% | 22.3% | 41.2% | 23.6% |
| 10 to 19 years | 0.5% | 7.5% | 9.0% | 17.5% | 36.3% | 29.2% |
| 20 to 29 years | 0.0% | 10.2% | 6.8% | 11.9% | 39.0% | 32.2% |
| Age | | | | | | |
| 25-34 | 0.0% | 8.1% | 8.1% | 18.6% | 48.8% | 16.3% |
| 35-44 | 0.0% | 7.3% | 9.3% | 21.5% | 40.7% | 21.1% |
| 45-54 | 0.7% | 5.7% | 7.9% | 16.4% | 35.0% | 34.3% |
| 55-64 | 0.0% | 11.5% | 9.6% | 9.6% | 26.9% | 42.3% |
| Gender | | | | | | |
| Female or Cisgender Female | 0.0% | 8.0% | 7.6% | 19.0% | 39.8% | 25.6% |
| Male or Cisgender Male | 0.4% | 6.6% | 8.3% | 17.5% | 39.0% | 28.1% |
| Prefer not to disclose | 0.0% | 0.0% | 50.0% | 20.0% | 30.0% | 0.0% |
| Race | | | | | | |
| American Indian or Alaskan Native | * | * | * | * | * | * |
| Asian (including East Asian, South Asian or Southeast Asian) | 0.0% | 3.9% | 5.9% | 21.6% | 43.1% | 25.5% |
| Black or African American | 0.0% | 12.5% | 0.0% | 18.8% | 56.3% | 12.5% |
| Hispanic or Latino/a/x | 0.0% | 8.0% | 0.0% | 16.0% | 36.0% | 40.0% |
| Middle Eastern or North African | 0.0% | 0.0% | 10.0% | 30.0% | 30.0% | 30.0% |
| Native Hawaiian or Pacific Islander | * | * | * | * | * | * |
| White | 0.3% | 7.2% | 9.3% | 17.5% | 38.9% | 26.8% |
| Multi-Racial | 0.0% | 13.3% | 6.7% | 6.7% | 40.0% | 33.3% |

See page 226 for footnotes.

Table 6.15b

Well-being by Participant Demographic (continued)

| | "I am considering leaving my job due to burnout/lack of wellness and support." | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Years in Practice | | | | | | |
| < 5 years | 16.1% | 12.6% | 10.3% | 23.0% | 14.9% | 23.0% |
| 5 to 9 years | 23.6% | 18.7% | 9.8% | 14.6% | 17.1% | 16.3% |
| 10 to 19 years | 17.1% | 21.8% | 8.8% | 18.2% | 14.7% | 19.4% |
| 20 to 29 years | 20.4% | 22.4% | 6.1% | 26.5% | 12.2% | 12.2% |
| Age | | | | | | |
| 25-34 | 15.5% | 16.9% | 14.1% | 23.9% | 12.7% | 16.9% |
| 35-44 | 20.2% | 19.7% | 6.7% | 17.8% | 15.9% | 19.7% |
| 45-54 | 19.6% | 18.7% | 13.1% | 16.8% | 15.9% | 15.9% |
| 55-64 | 20.0% | 20.0% | 2.2% | 24.4% | 13.3% | 20.0% |
| Gender | | | | | | |
| Female or Cisgender Female | 19.8% | 14.3% | 8.0% | 19.4% | 16.9% | 21.5% |
| Male or Cisgender Male | 19.0% | 26.6% | 10.9% | 16.8% | 12.0% | 14.7% |
| Prefer not to disclose | 9.1% | 0.0% | 0.0% | 54.5% | 18.2% | 18.2% |
| Race | | | | | | |
| American Indian or Alaskan Native | * | * | * | * | * | * |
| Asian (including East Asian, South Asian or Southeast Asian) | 18.2% | 16.9% | 11.7% | 18.2% | 15.6% | 19.5% |
| Black or African American | 50.0% | 16.7% | 0.0% | 0.0% | 8.3% | 25.0% |
| Hispanic or Latino/a/x | 10.0% | 20.0% | 10.0% | 30.0% | 15.0% | 15.0% |
| Middle Eastern or North African | 0.0% | 33.3% | 33.3% | 22.2% | 11.1% | 0.0% |
| Native Hawaiian or Pacific Islander | * | * | * | * | * | * |
| White | 19.9% | 19.2% | 8.3% | 17.8% | 15.6% | 19.2% |
| Multi-Racial | 25.0% | 33.3% | 8.3% | 0.0% | 8.3% | 25.0% |

See page 226 for footnotes.

Table 6.15b

Well-being by Participant Demographic (*continued*)

| | "I have a chance to use my strengths every day at work." | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Years in Practice | | | | | | |
| < 5 years | 1.0% | 5.9% | 10.9% | 29.7% | 35.6% | 16.8% |
| 5 to 9 years | 0.0% | 4.7% | 10.1% | 18.8% | 45.6% | 20.8% |
| 10 to 19 years | 1.0% | 9.0% | 9.0% | 20.0% | 34.3% | 26.7% |
| 20 to 29 years | 1.7% | 3.4% | 10.2% | 22.0% | 30.5% | 32.2% |
| Age | | | | | | |
| 25-34 | 1.2% | 5.8% | 10.5% | 30.2% | 37.2% | 15.1% |
| 35-44 | 0.4% | 6.1% | 10.9% | 20.2% | 39.7% | 22.7% |
| 45-54 | 0.7% | 7.9% | 5.8% | 18.7% | 36.7% | 30.2% |
| 55-64 | 1.9% | 5.8% | 13.5% | 19.2% | 32.7% | 26.9% |
| Gender | | | | | | |
| Female or Cisgender Female | 0.3% | 5.2% | 10.0% | 22.1% | 37.9% | 24.5% |
| Male or Cisgender Male | 1.3% | 8.0% | 8.4% | 20.4% | 38.5% | 23.5% |
| Prefer not to disclose | 0.0% | 18.2% | 27.3% | 18.2% | 27.3% | 9.1% |
| Race | | | | | | |
| American Indian or Alaskan Native | * | * | * | * | * | * |
| Asian (including East Asian, South Asian or Southeast Asian) | 1.0% | 5.0% | 8.9% | 20.8% | 34.7% | 29.7% |
| Black or African American | 0.0% | 6.7% | 6.7% | 13.3% | 53.3% | 20.0% |
| Hispanic or Latino/a/x | 0.0% | 12.0% | 8.0% | 8.0% | 40.0% | 32.0% |
| Middle Eastern or North African | 0.0% | 20.0% | 20.0% | 30.0% | 30.0% | 0.0% |
| Native Hawaiian or Pacific Islander | * | * | * | * | * | * |
| White | 0.6% | 5.4% | 9.3% | 23.1% | 38.6% | 23.1% |
| Multi-Racial | 0.0% | 12.5% | 12.5% | 12.5% | 31.3% | 31.3% |

Key Findings:

Higher rates of agreement are found as the years in practice and age increases in the statements "I find the work that I do full of meaning and purpose" and "I feel like I am making a meaningful difference at my job."

Higher rates of agreement are found for females and cisgender females in the statements "I feel burned out from my work" and "I am considering leaving my job due to burnout/lack of wellness and support."

Hospitalists in the early years of practice were more likely to agree with the statements "I feel burned out from my work" and "I am considering leaving my job due to burnout/lack of wellness and support."

Footnotes

*Omitted due to insufficient data.

Participants were asked to rate on a scale of 0-5 (0 = Strongly Disagree; 5 = Strongly Agree) if they agreed with the statements.

Figure 6.15c

Voluntary Backup System and Agreement with "I feel burned out from my work."

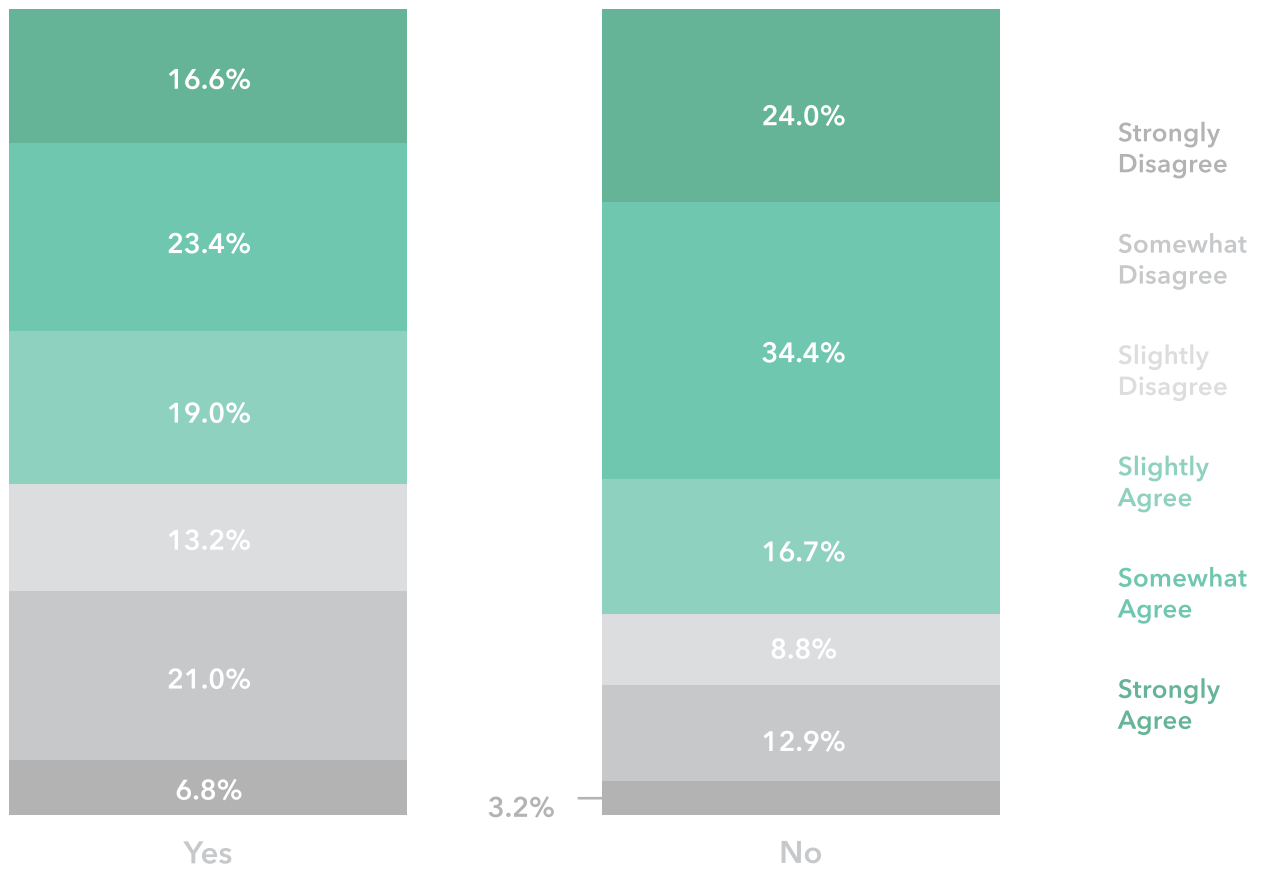
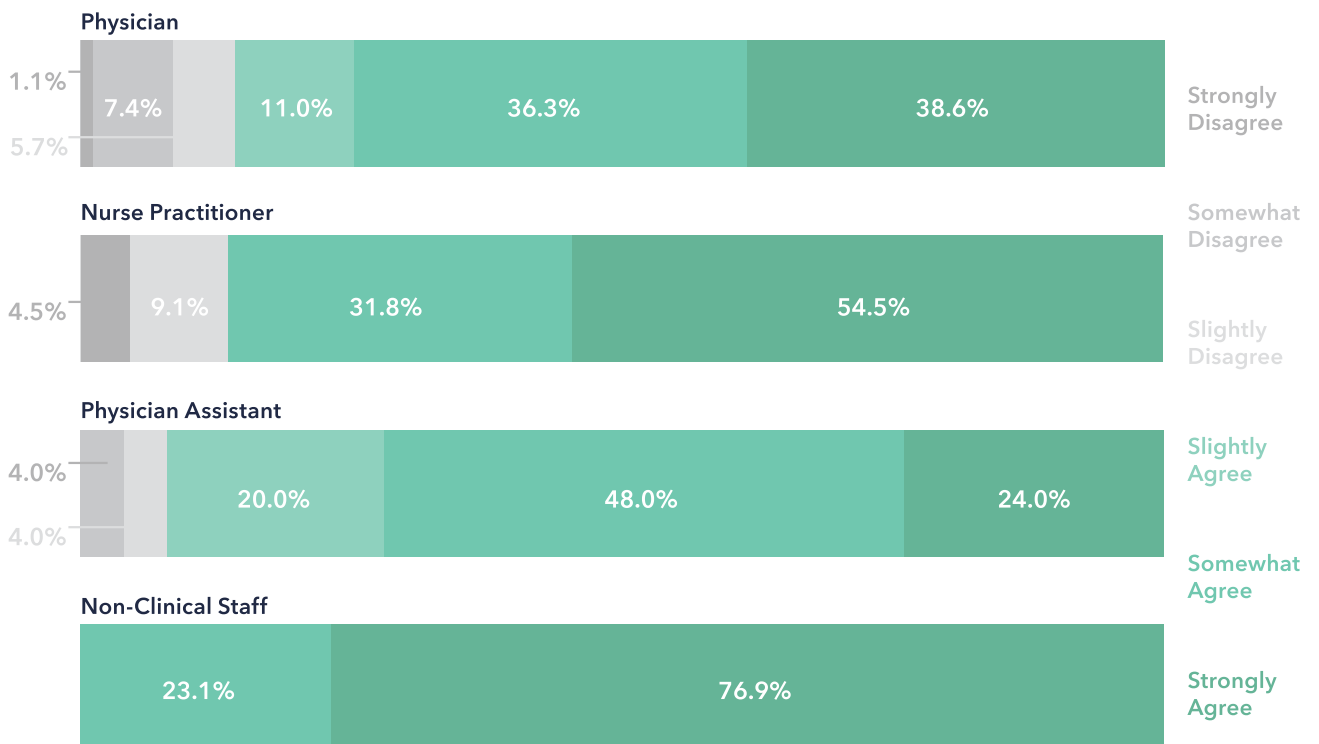


Figure 6.15d

Role and Agreement with "I find the work that I do full of meaning and purpose."



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Table 6.15c

Well-being by Participant Workplace Structure

| Providers | "I find the work that I do full of meaning and purpose." | | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|-------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree | |
| Employment Model | | | | | | | |
| Hospital, health system or IDS | 314 | 1.3% | 7.1% | 5.8% | 12.9% | 33.7% | 39.2% |
| Private local/regional hospitalist-only medical group | 32 | 0.0% | 0.0% | 9.7% | 12.9% | 41.9% | 35.5% |
| Multistate hospitalist management company | 24 | 4.2% | 20.8% | 20.8% | 8.3% | 25.0% | 20.8% |
| Private multispecialty or primary care medical group | 10 | 0.0% | 10.0% | 0.0% | 10.0% | 60.0% | 20.0% |
| University, med school or faculty practice | 150 | 0.7% | 4.7% | 2.7% | 6.0% | 42.3% | 43.6% |
| Other | 10 | 0.0% | 10.0% | 0.0% | 10.0% | 20.0% | 60.0% |
| Role | | | | | | | |
| Physician | 481 | 1.1% | 7.4% | 5.7% | 11.0% | 36.3% | 38.6% |
| Nurse practitioner | 22 | 4.5% | 0.0% | 9.1% | 0.0% | 31.8% | 54.5% |
| Physician assistant | 25 | 0.0% | 4.0% | 4.0% | 20.0% | 48.0% | 24.0% |
| Non-clinical staff | 13 | 0.0% | 0.0% | 0.0% | 0.0% | 23.1% | 76.9% |
| Predominant Work Schedule | | | | | | | |
| Seven days on followed by seven days off | 233 | 2.2% | 10.1% | 7.5% | 12.3% | 32.2% | 35.7% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 32 | 0.0% | 0.0% | 3.1% | 6.3% | 43.8% | 46.9% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 31 | 0.0% | 6.5% | 0.0% | 9.7% | 38.7% | 45.2% |
| Variable schedule | 239 | 0.8% | 5.0% | 5.5% | 10.1% | 39.5% | 39.1% |
| Other | 8 | * | * | * | * | * | * |
| Shifts Per Year | | | | | | | |
| < 50 shifts | 27 | 0.0% | 3.7% | 3.7% | 22.2% | 33.3% | 37.0% |
| 50 - 99 shifts | 21 | 0.0% | 4.8% | 4.8% | 9.5% | 14.3% | 66.7% |
| 100 - 149 shifts | 51 | 0.0% | 3.9% | 3.9% | 11.8% | 51.0% | 29.4% |
| 150 - 199 shifts | 309 | 2.0% | 8.2% | 6.6% | 11.2% | 35.5% | 36.5% |
| ≥ 200 | 37 | 0.0% | 10.8% | 2.7% | 10.8% | 32.4% | 43.2% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| Providers | "I find the work that I do full of meaning and purpose." (continued) | | | | | | |
|--------------------------------|--|-------------------|-------------------|----------------|----------------|----------------|-------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree | |
| Typical Shift Duration | | | | | | | |
| 8 | 45 | 0.0% | 2.2% | 2.2% | 11.1% | 42.2% | 42.2% |
| 10 | 188 | 0.5% | 7.4% | 3.7% | 8.5% | 36.2% | 43.6% |
| 12 | 271 | 2.2% | 7.9% | 7.5% | 12.7% | 35.2% | 34.5% |
| Other | 34 | 0.0% | 3.2% | 9.7% | 6.5% | 41.9% | 38.7% |
| Access to PTO | | | | | | | |
| Yes | 235 | 0.4% | 4.8% | 4.3% | 10.0% | 34.6% | 45.9% |
| No | 309 | 2.0% | 8.5% | 6.9% | 11.1% | 37.6% | 34.0% |
| Voluntary Backup System | | | | | | | |
| Yes | 216 | 1.4% | 6.5% | 4.7% | 9.8% | 35.5% | 42.1% |
| No | 327 | 1.2% | 7.1% | 6.5% | 11.2% | 36.6% | 37.3% |

| | "I feel burned out from my work." | | | | | |
|---|-----------------------------------|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Employment Model | | | | | | |
| Hospital, health system or IDS | 4.0% | 14.6% | 11.6% | 15.9% | 33.1% | 20.9% |
| Private local/regional hospitalist-only medical group | 6.5% | 16.1% | 9.7% | 22.6% | 25.8% | 19.4% |
| Multistate hospitalist management company | 0.0% | 8.7% | 13.0% | 4.3% | 26.1% | 47.8% |
| Private multispecialty or primary care medical group | 10.0% | 20.0% | 0.0% | 20.0% | 10.0% | 40.0% |
| University, med school or faculty practice | 5.6% | 21.0% | 9.1% | 21.0% | 27.3% | 16.1% |
| Other | 0.0% | 10.0% | 0.0% | 30.0% | 30.0% | 30.0% |
| Role | | | | | | |
| Physician | 3.9% | 17.4% | 10.4% | 17.4% | 30.4% | 20.4% |
| Nurse practitioner | 9.1% | 4.5% | 4.5% | 18.2% | 27.3% | 36.4% |
| Physician assistant | 4.0% | 12.0% | 16.0% | 20.0% | 24.0% | 24.0% |
| Non-clinical staff | 15.4% | 0.0% | 15.4% | 15.4% | 38.5% | 15.4% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| | "I feel burned out from my work." (continued) | | | | | |
|--|---|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Predominant Work Schedule | | | | | | |
| Seven days on followed by seven days off | 3.1% | 15.2% | 11.2% | 17.9% | 27.8% | 24.7% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 0.0% | 26.7% | 16.7% | 13.3% | 30.0% | 13.3% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 3.4% | 24.1% | 3.4% | 24.1% | 24.1% | 20.7% |
| Variable schedule | 5.6% | 15.0% | 10.3% | 17.6% | 33.0% | 18.5% |
| Other | * | * | * | * | * | * |
| Shifts Per Year | | | | | | |
| < 50 shifts | 3.7% | 29.6% | 3.7% | 18.5% | 25.9% | 18.5% |
| 50 - 99 shifts | 15.8% | 5.3% | 5.3% | 15.8% | 31.6% | 26.3% |
| 100 - 149 shifts | 0.0% | 28.0% | 6.0% | 18.0% | 36.0% | 12.0% |
| 150 - 199 shifts | 5.1% | 13.8% | 11.1% | 17.8% | 29.6% | 22.6% |
| ≥ 200 | 2.9% | 17.1% | 5.7% | 20.0% | 28.6% | 25.7% |
| Typical Shift Duration | | | | | | |
| 8 | 4.8% | 14.3% | 14.3% | 21.4% | 35.7% | 9.5% |
| 10 | 6.1% | 19.4% | 7.8% | 17.2% | 30.6% | 18.9% |
| 12 | 3.1% | 15.3% | 11.5% | 17.6% | 29.8% | 22.9% |
| Other | 2.9% | 8.8% | 14.7% | 20.6% | 26.5% | 26.5% |
| Access to PTO | | | | | | |
| Yes | 3.1% | 16.9% | 13.3% | 15.6% | 29.8% | 21.3% |
| No | 5.7% | 15.4% | 8.7% | 19.5% | 29.9% | 20.8% |
| Voluntary Backup System | | | | | | |
| Yes | 6.8% | 21.0% | 13.2% | 19.0% | 23.4% | 16.6% |
| No | 3.2% | 12.9% | 8.8% | 16.7% | 34.4% | 24.0% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| | "I feel like I am making a meaningful difference at my job." | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Employment Model | | | | | | |
| Hospital, health system or IDS | 0.3% | 7.2% | 11.7% | 18.6% | 36.2% | 26.1% |
| Private local/regional hospitalist-only medical group | 0.0% | 3.2% | 3.2% | 32.3% | 35.5% | 25.8% |
| Multistate hospitalist management company | 0.0% | 16.7% | 16.7% | 29.2% | 16.7% | 20.8% |
| Private multispecialty or primary care medical group | 0.0% | 10.0% | 0.0% | 10.0% | 50.0% | 30.0% |
| University, med school or faculty practice | 0.0% | 6.8% | 3.4% | 15.0% | 48.3% | 26.5% |
| Other | 0.0% | 10.0% | 0.0% | 10.0% | 50.0% | 30.0% |
| Role | | | | | | |
| Physician | 0.2% | 7.2% | 8.5% | 19.6% | 38.7% | 25.7% |
| Nurse practitioner | 0.0% | 9.1% | 9.1% | 4.5% | 45.5% | 31.8% |
| Physician assistant | 0.0% | 12.0% | 16.0% | 20.0% | 36.0% | 16.0% |
| Non-clinical staff | 0.0% | 0.0% | 0.0% | 0.0% | 46.2% | 53.8% |
| Predominant Work Schedule | | | | | | |
| Seven days on followed by seven days off | 0.9% | 11.1% | 10.2% | 20.9% | 32.0% | 24.9% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 0.0% | 0.0% | 9.7% | 16.1% | 48.4% | 25.8% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 0.0% | 3.2% | 3.2% | 19.4% | 32.3% | 41.9% |
| Variable schedule | 0.0% | 5.9% | 8.0% | 17.3% | 44.7% | 24.1% |
| Other | * | * | * | * | * | * |
| Shifts Per Year | | | | | | |
| < 50 shifts | 0.0% | 7.4% | 7.4% | 22.2% | 25.9% | 37.0% |
| 50 - 99 shifts | 0.0% | 9.5% | 9.5% | 19.0% | 19.0% | 42.9% |
| 100 - 149 shifts | 0.0% | 3.9% | 11.8% | 13.7% | 47.1% | 23.5% |
| 150 - 199 shifts | 0.7% | 9.6% | 8.0% | 21.6% | 36.5% | 23.6% |
| ≥ 200 | 0.0% | 5.4% | 5.4% | 10.8% | 59.5% | 18.9% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| "I feel like I am making a meaningful difference at my job." (continued) | | | | | | |
|--|-------------------|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |

Typical Shift Duration

| | | | | | | |
|-------|------|-------|------|-------|-------|-------|
| 8 | 0.0% | 0.0% | 4.4% | 28.9% | 42.2% | 24.4% |
| 10 | 0.0% | 11.2% | 8.0% | 14.9% | 39.4% | 26.6% |
| 12 | 0.8% | 7.2% | 9.8% | 18.9% | 39.8% | 23.5% |
| Other | 0.0% | 0.0% | 9.7% | 22.6% | 29.0% | 38.7% |

Access to PTO

| | | | | | | |
|-----|------|------|-------|-------|-------|-------|
| Yes | 0.4% | 5.7% | 6.6% | 17.5% | 41.0% | 28.8% |
| No | 0.3% | 8.9% | 10.2% | 19.4% | 37.5% | 23.7% |

Voluntary Backup System

| | | | | | | |
|-----|------|------|------|-------|-------|-------|
| Yes | 0.0% | 8.5% | 9.9% | 12.3% | 37.3% | 32.1% |
| No | 0.6% | 6.9% | 7.8% | 22.8% | 40.0% | 21.9% |

| "I am considering leaving my job due to burnout/lack of wellness and support." | | | | | | |
|--|-------------------|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |

Employment Model

| | | | | | | |
|---|-------|-------|-------|-------|-------|-------|
| Hospital, health system or IDS | 17.9% | 17.9% | 8.9% | 19.9% | 15.0% | 20.3% |
| Private local/regional hospitalist-only medical group | 16.7% | 20.8% | 8.3% | 29.2% | 12.5% | 12.5% |
| Multistate hospitalist management company | 4.5% | 13.6% | 4.5% | 18.2% | 22.7% | 36.4% |
| Private multispecialty or primary care medical group | 33.3% | 0.0% | 0.0% | 33.3% | 0.0% | 33.3% |
| University, med school or faculty practice | 24.2% | 21.8% | 11.3% | 16.1% | 15.3% | 11.3% |
| Other | 20.0% | 40.0% | 0.0% | 10.0% | 10.0% | 20.0% |

Role

| | | | | | | |
|---------------------|-------|-------|-------|-------|-------|-------|
| Physician | 19.0% | 20.1% | 9.0% | 19.0% | 14.7% | 18.3% |
| Nurse practitioner | 11.1% | 5.6% | 11.1% | 16.7% | 16.7% | 38.9% |
| Physician assistant | 31.6% | 5.3% | 10.5% | 21.1% | 21.1% | 10.5% |
| Non-clinical staff | 22.2% | 33.3% | 0.0% | 33.3% | 11.1% | 0.0% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| "I am considering leaving my job due to burnout/lack of wellness and support." (continued) | | | | | | |
|--|-------------------|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Predominant Work Schedule | | | | | | |
| Seven days on followed by seven days off | 15.5% | 19.7% | 9.3% | 19.2% | 16.1% | 20.2% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 17.4% | 21.7% | 13.0% | 30.4% | 4.3% | 13.0% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 26.1% | 17.4% | 8.7% | 17.4% | 8.7% | 21.7% |
| Variable schedule | 21.8% | 19.7% | 7.8% | 18.1% | 16.1% | 16.6% |
| Other | * | * | * | * | * | * |
| Shifts Per Year | | | | | | |
| < 50 shifts | 15.8% | 5.3% | 10.5% | 36.8% | 10.5% | 21.1% |
| 50 - 99 shifts | 29.4% | 5.9% | 5.9% | 11.8% | 23.5% | 23.5% |
| 100 - 149 shifts | 18.6% | 18.6% | 14.0% | 27.9% | 9.3% | 11.6% |
| 150 - 199 shifts | 21.0% | 20.6% | 9.5% | 16.3% | 14.7% | 17.9% |
| ≥ 200 | 12.9% | 16.1% | 0.0% | 32.3% | 16.1% | 22.6% |
| Typical Shift Duration | | | | | | |
| 8 | 22.9% | 20.0% | 5.7% | 20.0% | 20.0% | 11.4% |
| 10 | 17.4% | 22.8% | 8.7% | 19.5% | 16.1% | 15.4% |
| 12 | 19.9% | 16.3% | 10.4% | 18.1% | 14.9% | 20.4% |
| Other | 14.8% | 29.6% | 0.0% | 29.6% | 3.7% | 22.2% |
| Access to PTO | | | | | | |
| Yes | 19.8% | 19.2% | 8.2% | 19.8% | 15.9% | 17.0% |
| No | 19.1% | 19.5% | 9.4% | 18.8% | 14.1% | 19.1% |
| Voluntary Backup System | | | | | | |
| Yes | 23.4% | 22.2% | 7.0% | 19.0% | 13.9% | 14.6% |
| No | 17.1% | 17.9% | 10.0% | 19.3% | 15.4% | 20.4% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| | "I have a chance to use my strengths every day at work." | | | | | |
|--|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Employment Model | | | | | | |
| Hospital, health system or IDS | 1.3% | 6.9% | 11.1% | 20.3% | 38.0% | 22.3% |
| Private local/regional hospitalist-only medical group | 0.0% | 9.7% | 16.1% | 16.1% | 38.7% | 19.4% |
| Multistate hospitalist management company | 0.0% | 20.8% | 8.3% | 8.3% | 45.8% | 16.7% |
| Private multispecialty or primary care medical group | 0.0% | 0.0% | 0.0% | 33.3% | 33.3% | 33.3% |
| University, med school or faculty practice | 0.0% | 4.0% | 6.0% | 26.0% | 36.7% | 27.3% |
| Other | 0.0% | 0.0% | 10.0% | 30.0% | 30.0% | 30.0% |
| Role | | | | | | |
| Physician | 0.8% | 7.2% | 9.3% | 21.4% | 38.1% | 23.1% |
| Nurse practitioner | 0.0% | 0.0% | 4.8% | 38.1% | 33.3% | 23.8% |
| Physician assistant | 0.0% | 4.2% | 25.0% | 12.5% | 33.3% | 25.0% |
| Non-clinical staff | 0.0% | 0.0% | 0.0% | 15.4% | 38.5% | 46.2% |
| Predominant Work Schedule | | | | | | |
| Seven days on followed by seven days off | 2.2% | 11.1% | 7.1% | 22.6% | 36.3% | 20.8% |
| Other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) | 0.0% | 0.0% | 6.3% | 21.9% | 37.5% | 34.4% |
| Monday through Friday, with rotating or moonlighter weekend coverage | 0.0% | 3.3% | 10.0% | 16.7% | 26.7% | 43.3% |
| Variable schedule | 0.4% | 3.8% | 13.1% | 20.8% | 40.7% | 21.2% |
| Other | * | * | * | * | * | * |
| Shifts Per Year | | | | | | |
| < 50 shifts | 0.0% | 3.7% | 7.4% | 25.9% | 33.3% | 29.6% |
| 50 - 99 shifts | 0.0% | 5.0% | 15.0% | 15.0% | 25.0% | 40.0% |
| 100 - 149 shifts | 0.0% | 5.9% | 15.7% | 13.7% | 45.1% | 19.6% |
| 150 - 199 shifts | 1.7% | 8.3% | 8.3% | 22.2% | 36.4% | 23.2% |
| ≥ 200 | 0.0% | 5.6% | 13.9% | 30.6% | 36.1% | 13.9% |

See page 235 for footnotes.

Table 6.15c

Well-being by Participant Workplace Structure (continued)

| | "I have a chance to use my strengths every day at work." (continued) | | | | | |
|--------------------------------|--|-------------------|-------------------|----------------|----------------|----------------|
| | Strongly Disagree | Somewhat Disagree | Slightly Disagree | Slightly Agree | Somewhat Agree | Strongly Agree |
| Typical Shift Duration | | | | | | |
| 8 | 0.0% | 2.3% | 4.5% | 29.5% | 31.8% | 31.8% |
| 10 | 0.5% | 5.3% | 10.6% | 21.8% | 36.2% | 25.5% |
| 12 | 1.9% | 9.1% | 9.5% | 19.0% | 38.8% | 21.7% |
| Other | 0.0% | 0.0% | 12.5% | 25.0% | 43.8% | 18.8% |
| Access to PTO | | | | | | |
| Yes | 0.4% | 3.0% | 8.7% | 23.4% | 35.9% | 28.6% |
| No | 1.7% | 9.3% | 10.6% | 19.9% | 38.7% | 19.9% |
| Voluntary Backup System | | | | | | |
| Yes | 0.9% | 6.1% | 11.8% | 16.5% | 35.4% | 29.2% |
| No | 1.3% | 6.9% | 8.4% | 24.4% | 39.4% | 19.7% |

Key Findings:

Higher rates of strong agreement are found for nurse practitioners in the statements "I find the work that I do full of meaning and purpose" and "I feel like I am making a meaningful difference at my job" when compared to their physician and physician assistant colleagues. However, this same demographic was more likely to agree strongly with the statement "I feel burned out from my work" and "I am considering leaving my job due to burnout/lack of wellness and support."

Survey participants who worked for employment models without voluntary backup systems had higher rates of agreement with the statements "I feel burned out from my work" and "I am considering leaving my job due to burnout/lack of wellness and support."

Employees working a seven on/seven off schedule indicated lower rates of agreement with the statement "I feel like I am making a meaningful difference at my job." Lower rates were also observed as shifts per year increased.

Employees working other fixed rotating block schedule (e.g., 9 days on/5 days off, 5 days on/5 days off, or similar) had higher rates of disagreement with the statement "I am considering leaving my job due to burnout/lack of wellness and support."

Footnotes

*Omitted due to insufficient data.

Participants were asked to rate on a scale of 0-5 (0 = Strongly Disagree; 5 = Strongly Agree) if they agreed with the statements.