

# **Anesthesia Resources**

## **The 2016 Anesthesia Labor Market**

*New Practice Information and Preferences*



## Content

Introduction.....	3
Somnia Survey Questions.....	3
Executive Summary.....	4
Key Findings.....	4
Practice Information.....	4
Clinical Experience.....	4
Professional Development.....	6
Fellowships.....	6
Leadership Experience.....	7
State Licenses.....	8
Current Practice State.....	8
Anesthesiology Specialty Nationally.....	9
Current Compensation.....	10
Other Industry Compensation Reports.....	11
Practice Preferences.....	11
Preferred Practice Location.....	11
Factors Affecting Acceptance of New Position.....	12
Other Practice Preferences.....	14
Practice Setting.....	14
Staffing Model.....	14
Work Schedule.....	15
About Somnia Anesthesia.....	16

## Introduction

Uncertainty and change depict the present state of the healthcare industry. The details and future of health reform remain largely unknown. More than half (59%) of healthcare executives list changes to the Affordable Care Act as their number one concern.<sup>1</sup>

Healthcare mergers and acquisition transactions continue to have an impact on growth strategies, including the anesthesiology specialty. 2016 was another record-breaking year in acquisition transactions for anesthesiology and pain management practices.<sup>2</sup>

Somnia Anesthesia (Somnia) conducted its annual anesthesia labor market survey. Considering the volatile market, we felt it was important to understand the current practice information and preferences of anesthesia providers. This report shares specific results, as well as data from other healthcare industry reports regarding the specialty.

## Somnia's Survey Questions

Both anesthesiologists and certified registered nurse anesthetists (CRNAs) participated in the online survey. Most of the respondents (62%) are anesthesiologists. The remaining 38% are CRNAs.

Participants answered questions related to **practice information and regarding** their clinical and leadership experience, licensing, salary, and current and past practice locations.

The survey also asked respondents to share personal **practice preferences** regarding the following:

- Preferred geographic practice location
- Commute time to ideal practice location
- Preferred practice setting, staffing model, and work schedule

## Executive Summary

Somnia Anesthesia (Somnia) conducted research through the *2016 Anesthesia Labor Market: Practices and Preferences Survey* and other industry reports. The objective of the research was to identify demographic and practice information and to obtain provider preferences related to the practice of anesthesiology.

The following are key findings from the research.

### Key Findings

- **Supply and Demand** – Most survey respondents are experienced anesthesia professionals with nearly 20 years of experience. Although meeting future demand is still a concern, specialty reports reveal growth in the number of anesthesiologists and CRNAs.
- **Advanced Practice Registered Nurses** – Anesthesiologists are among specialists with the highest predicted attrition rates. Analysts project staffing models with moderate or high use of CRNAs will significantly (by 30% to 60%) ease physician demand.
- **Professional Development** – Seven out of ten survey participants currently hold or have held leadership positions. More than one-third have completed fellowships in practice specialties.
- **Regional Differences** – Regional differences still exist in the number of practicing anesthesia professionals, with the Northeast and West presenting the greatest challenge for coverage.
- **Work Schedule** – Work schedule has moved up as a top priority for anesthesia professionals, sharing the top slot with compensation.
- **Staffing Model** – Most survey participants prefer the Care Team Model to other models and a hospital setting to other settings, such as an ambulatory surgical center or an independent practice.

## Practice Information

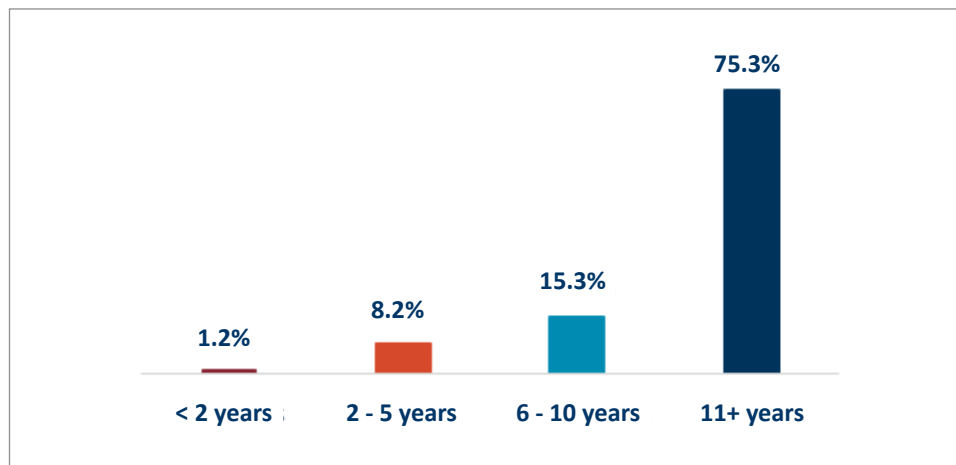
### Clinical Experience

**Three-quarters of survey respondents have over 11 years of clinical experience.** The majority of anesthesiologists (80.4%) and most CRNAs (69.7%) fit that category with an average that's closer to 20 years of experience.

## PERCENTAGE OF OPT-OUT STATES (BY REGION)

1. West – 47.1%
2. Midwest – 41.2%
3. South – 5.9%
4. Northeast – 5.9%

Figure 1 – Number of years of clinical experience (Somnia 2016 Anesthesia Labor Market Survey)

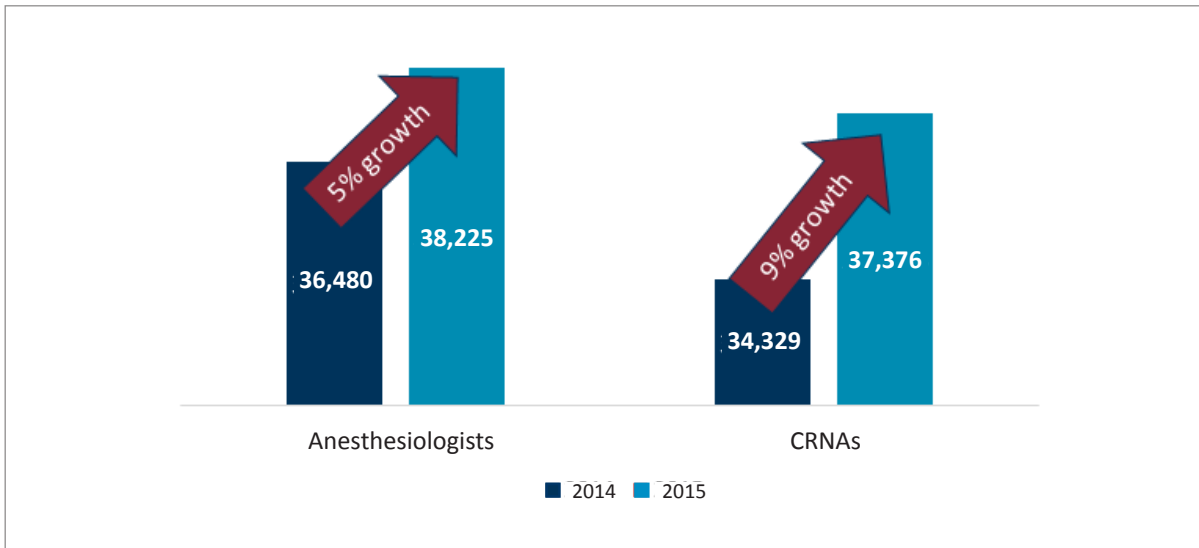


- Average number of years since graduation – 24 years for anesthesiologists; 19 years for CRNAs
- Nine out of ten survey participants started their career in full-time positions

One industry concern is the impact of an aging workforce across all types of healthcare providers. Studies predict physician retirement decisions will have the greatest impact on supply.<sup>3</sup>

A report compiled by the American Society of Anesthesiologists (ASA) offers some encouragement. The average anesthesiologist's age is 46.5, while the average for CRNAs is 38.6. However, the report also showed the number of anesthesiologists and CRNAs in the U.S. grew in the last two years.<sup>4</sup>

Figure 2 – Number of anesthesia professionals (ASA’s 2016 Anesthesia Almanac)



**Anesthesiology is among identified specialties with the highest attrition rates.** The expectation is there will be fewer anesthesiologists in the future than the number practicing today.

Analysts project staffing models with “moderate” to “high use” of advanced practice registered nurses, such as CRNAs, will help ease between 30% and 60% of the demand for physicians in the specialty.<sup>5</sup> Twenty-four states and the District of Columbia have “no requirement for a written collaborative agreement, no supervision, no conditions for practice” for CRNAs.<sup>6</sup>

Additionally, the Centers for Medicare and Medicaid Services (CMS) implemented a rule in 2001 that allows state governors to opt out of the requirement for physician supervision of CRNAs. As of February 2017, 17 states elected the opt-out.<sup>7</sup> Using the ASA report data, opt-out states account for 18.5% of practice locations for CRNAs.

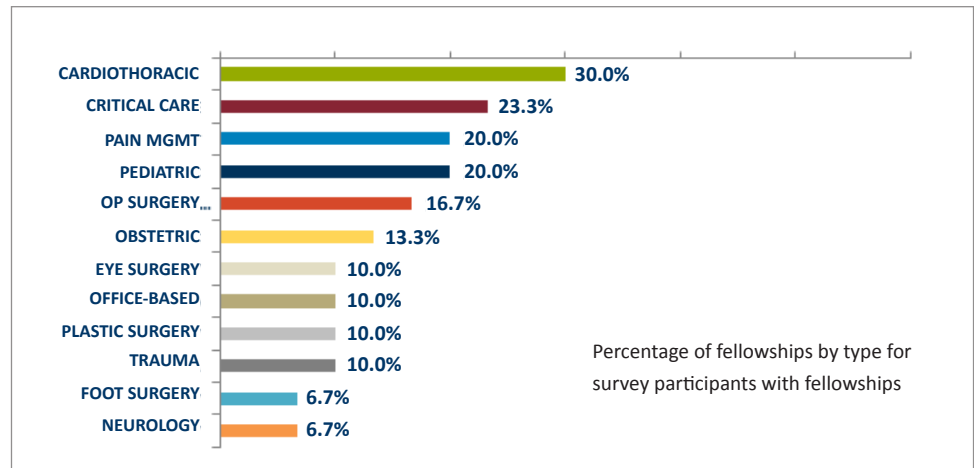
## Professional Development

The Somnia survey asked participants to share information related to their professional development, including additional training and leadership experience.

### FELLOWSHIPS

More than one-third (34%) of survey participants listed fellowships, some listing more than one. Forty-seven percent of anesthesiologists and 15% of CRNAs who responded have completed fellowships.

Figure 3 – Fellowships completed by survey participants  
(Somnia 2016 Anesthesia Labor Market Survey)



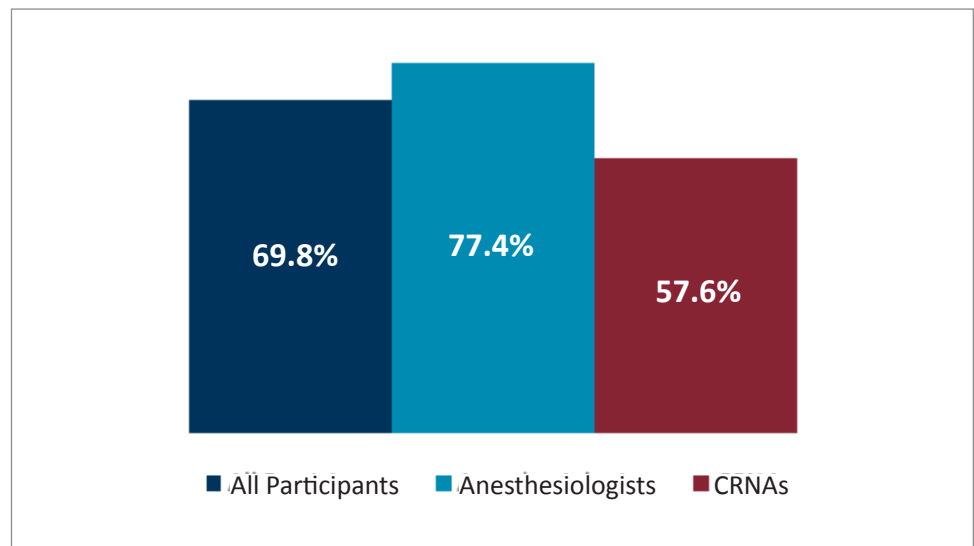
## TOP 3 STATES FOR ACTIVE ANESTHESIOLOGY LICENSES

- All survey participants – California, Michigan, New York
- Anesthesiologists – California, Michigan, Florida
- CRNAs – California, Massachusetts, North Carolina

## LEADERSHIP EXPERIENCE

Seven out of ten survey participants currently hold or have held leadership positions. Figure 4 illustrates the percentage of survey participants with leadership experience, including the corresponding percentage for anesthesiologists versus CRNAs.

Figure 4 – Survey participants with leadership experience  
(Somnia 2016 Anesthesia Labor Market Survey)



## State Licenses

**Half of all survey participants hold licenses in multiple states.** The licenses they held were from 40 states plus the District of Columbia. Most (31%) of the active licenses were from the South. The West was next (28%), followed by the Northeast (24%) and Midwest (17%) regions.

Over one-quarter (26.4%) of anesthesiologists and nearly half (48.5%) of CRNAs who responded have worked in three or more facilities in the last five years.

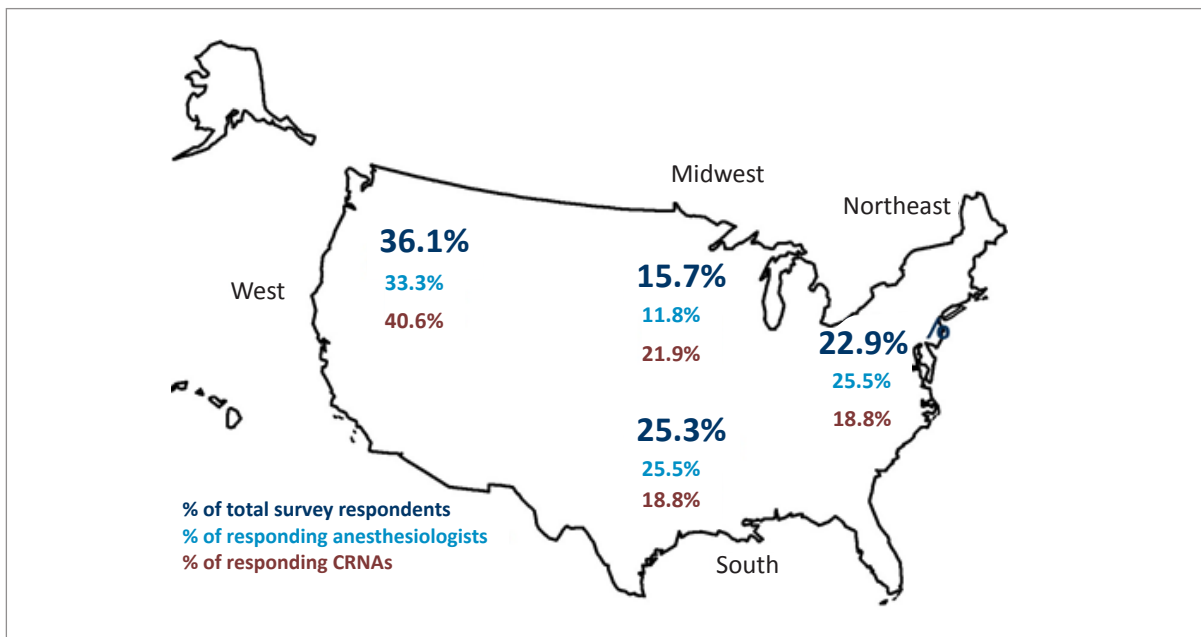
## CURRENT PRACTICE STATE

The Somnia survey also requested the participants' current practice state. Results showed the following states ranked highest of all responses.

- California (19.8% of all responses)
- Washington (8.1% of all responses)
- New York and Massachusetts (7.0% of all responses)

While California topped the list of states in which the majority of responding anesthesiologists and CRNAs worked, practice locations were spread across 26 states. Figure 4 illustrates the current practice locations by regional percentages for Somnia survey participants.

Figure 5 – Practice location by region (Somnia 2016 Anesthesia Labor Market Survey)





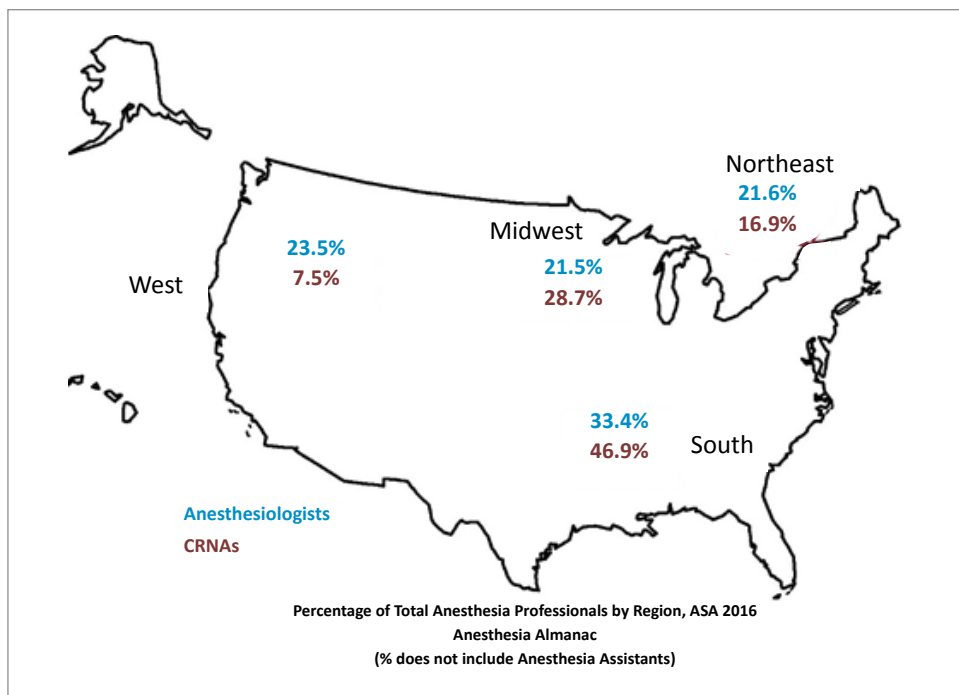
## ANESTHESIOLOGY SPECIALTY NATIONALLY

ASA's 2016 Anesthesia Almanac report shared the top 10 states for full-time equivalent anesthesiologists and CRNAs. The top 10 states represent 55% of all anesthesiologists and 53% of all CRNAs.<sup>8</sup>

- **Top three states for anesthesiologists** – California, Texas, and New York
- **Top three states for CRNAs** – Texas, Florida, and Pennsylvania
- **States on both top 10 lists** – Florida, Illinois, Michigan, Ohio, New York, Pennsylvania, and Texas

Although the West has the most opt-out states, it ranks last in the percentage of CRNAs practicing in that region (as illustrated in Figure 6).<sup>9</sup> Consistent with RAND Corporation's final briefing to the ASA, regional differences still exist, particularly in the Northeast and West.<sup>10</sup>

Figure 6 – Practice location by region (ASA 2016 Anesthesia Almanac)



## Current Compensation

Survey participants were asked to share their current compensation range. Results are shown for responding anesthesiologists (Figure 7) and CRNAs (Figure 8), followed by average compensation information obtained from other industry reports.

Figure 7 – Anesthesiologist Compensation Range (Somnia 2016 Anesthesia Labor Market Survey)

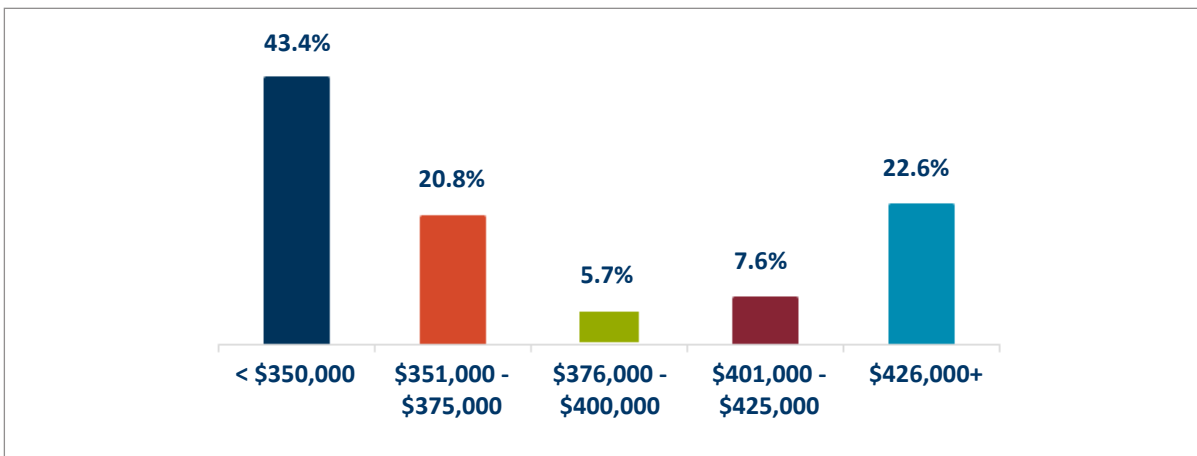
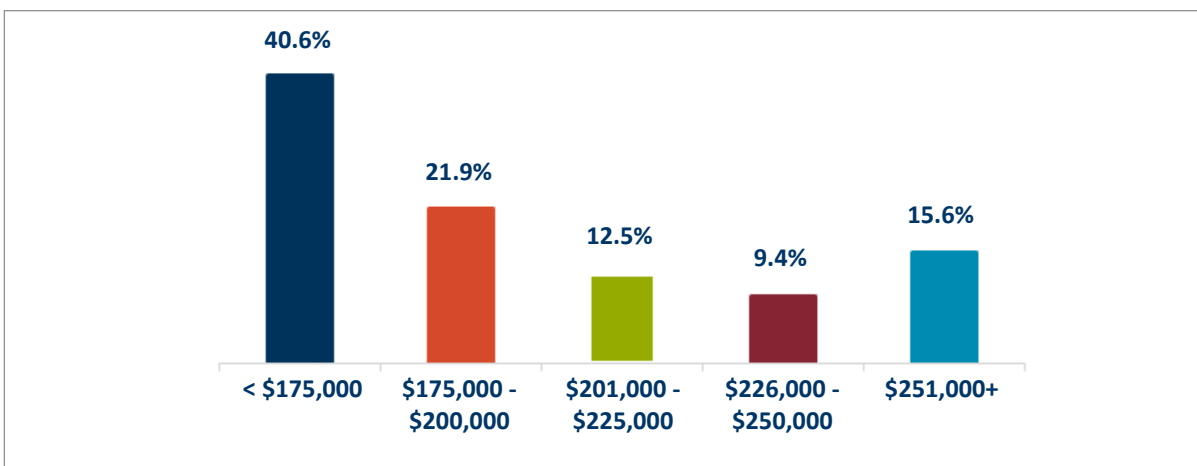


Figure 8 – CRNA Compensation Range (Somnia 2016 Anesthesia Labor Market Survey)



## OTHER INDUSTRY COMPENSATION REPORTS

A 2017 physician compensation report ranked anesthesiologists' average compensation ninth highest of those surveyed at \$364,000.<sup>11</sup> That is down from the 2016 report, which placed anesthesiologists seventh, but with a slightly lower compensation average of \$360,000.<sup>12</sup>

A 2017 report representing CRNAs practicing both on a locum tenens and a permanent basis reveals the average annual compensation in 2016 was \$173,129.<sup>13</sup>

## Practice Preferences

**Twenty-eight percent of physicians would not choose to be physicians** if they had the opportunity to make their career choice again. More than one-quarter (27%) of anesthesiologists would choose a different career path from medicine. With increasing access challenges, those survey results are a frightening trend.

To improve our understanding of anesthesia provider satisfaction, the Somnia survey contained questions regarding personal practice preferences. The following summarizes those responses and shares information from other industry resources.

## Preferred Practice Location

Most graduating anesthesia professionals have location preferences when selecting their first position. The Somnia survey asked participants to identify that location. Responses varied from general regions to specific cities and states. Some expressed interest in smaller or rural areas rather than a specific location.

**Over 8 of 10 anesthesia professionals secured positions in their preferred location.** Nearly three-quarters of CRNAs (74.2%) obtained positions in their preferred location. Most anesthesiologists (88.7%) also began their careers in the location of their choice.

The anesthesia professionals surveyed are willing to commute to their preferred location. Some indicated as much as a four-or five-hour round-trip commute. The average commute time participants find acceptable is up to 45 minutes.

Survey participants feel a connection to their practice community, with 63% indicating ties, such as family, alumni relations, volunteer work, military, or some other connection.

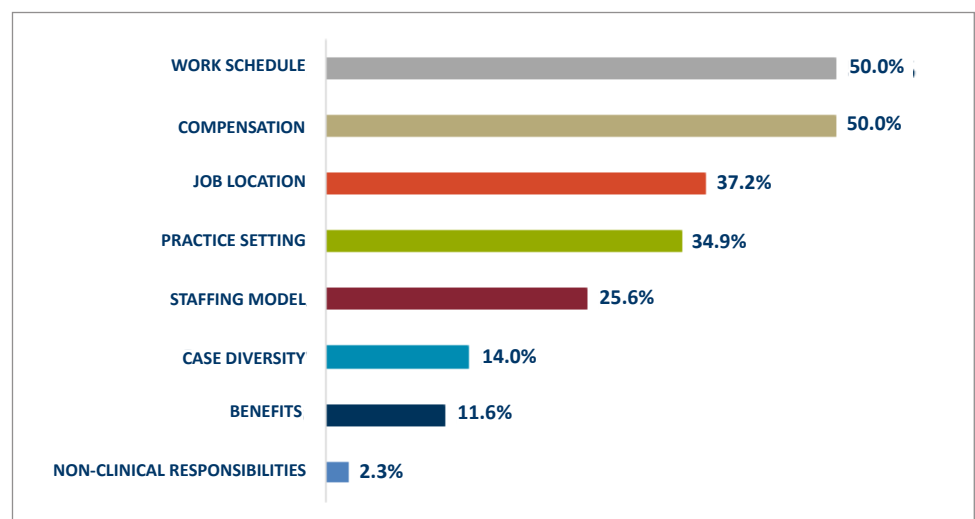
## Factors Affecting Acceptance of New Position

Many factors affect the decision to accept a new position. We asked survey participants to select their two top criteria when accepting a new position. Their responses indicate a shift in priorities, consistent with other industry results. Figure 9 illustrates overall results for the Somnia survey.

**Compensation has always been king.** It was number one (61.7%) in Somnia’s 2015 Anesthesia Labor Market Survey.<sup>16</sup> However, participants in the 2016 survey nudged “compensation” to share the stage with “work schedule” as a top priority.

Part of the reason may be found in a physician lifestyle survey in which over half of anesthesiologists (51%) reported feeling burned out.<sup>17</sup> An industry trend shows physicians are considering non-clinical jobs, retirement, or concierge medicine. Nearly half (48%) of physicians plan to cut back on hours or make a change that could affect patient access.<sup>18</sup>

Figure 9: Prioritized Job Search Criteria



When comparing the responses of anesthesiologists to CRNAs, the responses indicated a few differences and similarities (see Figures 9 and 10).

- **Compensation** – placed first for CRNAs and second for anesthesiologists
- **Work schedule** – was number one for anesthesiologists and number two for CRNAs
- **Location** – ranked in the bottom two for CRNAs but was in the top three for anesthesiologists
- **Benefits** – received the second lowest percentage of votes from both anesthesiologists and CRNAs

Figure 10 – Top Anesthesiologist Priorities (Somnia 2016 Anesthesia Labor Market Survey)

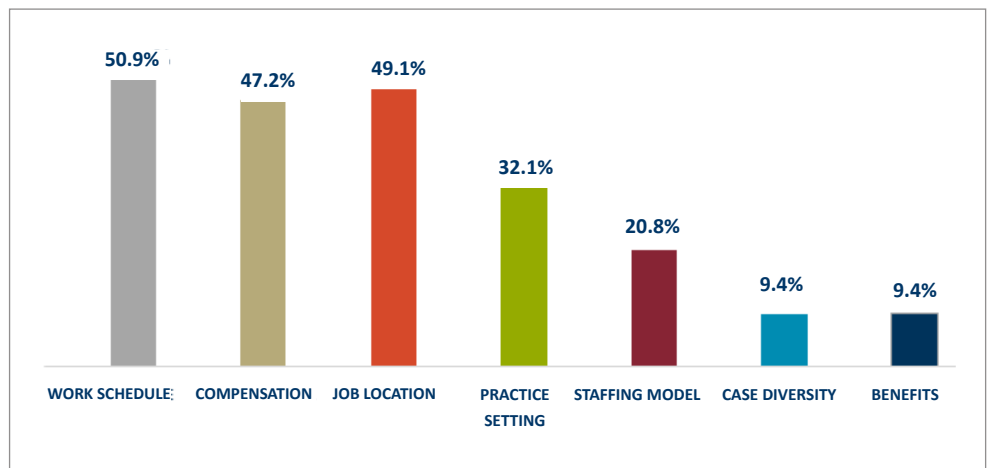
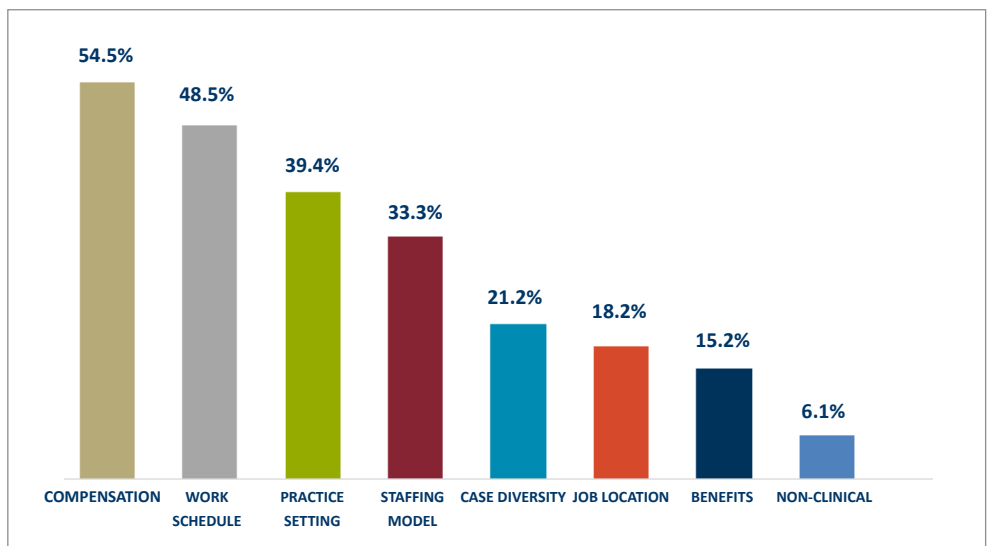


Figure 11 – Top CRNA Priorities (Somnia 2016 Anesthesia Labor Market Survey)



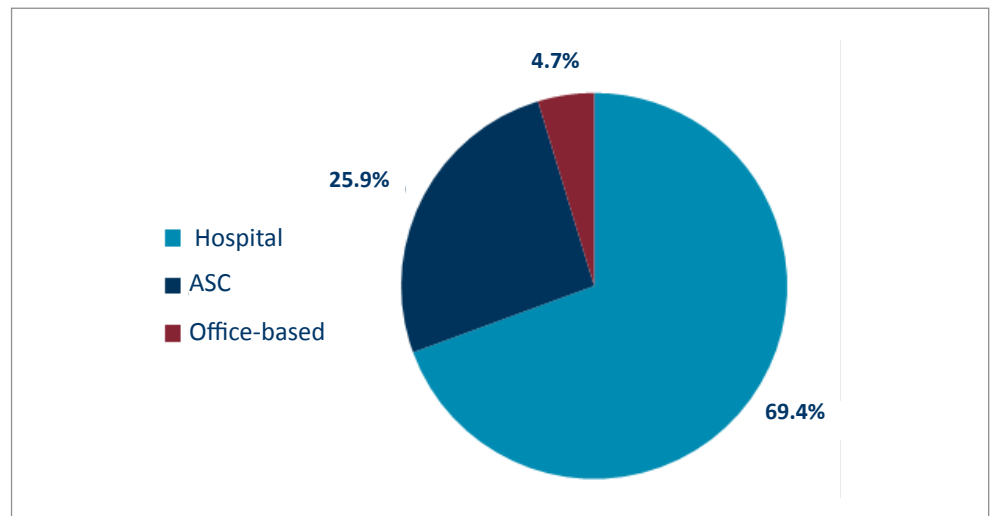
## Other Practice Preferences

Like any job, the work environment plays a major role in healthcare employee morale. The practice setting, staffing model, and work schedule influence provider satisfaction. The Somnia survey requested input from participants as to their practice preferences in those areas.

### PRACTICE SETTING

Nearly 70% of survey participants prefer a hospital setting over an ambulatory or office setting (as shown in Figure 12). The hospital setting was listed as the preferred setting by both anesthesiologists (75%) and CRNAs (60.6%).

Figure 12 – Preferred Practice Setting (Somnia 2016 Anesthesia Labor Market Survey)

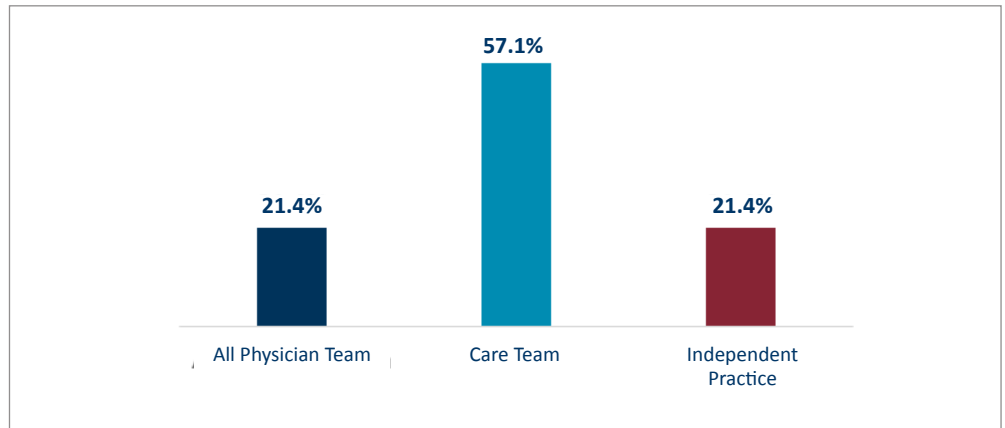


### STAFFING MODEL

The industry's trend toward coordinated and accountable care supports variations of a team model. The anesthesia care team model blends the skills of physicians, CRNAs, and anesthesia assistants to improve anesthesia coverage and overall performance.

Somnia's survey participants prefer the care team model over an all-physician team or independent practice, as shown in Figure 13.

Figure 13 – Preferred Staffing Model (Somnia 2016 Anesthesia Labor Market Survey)

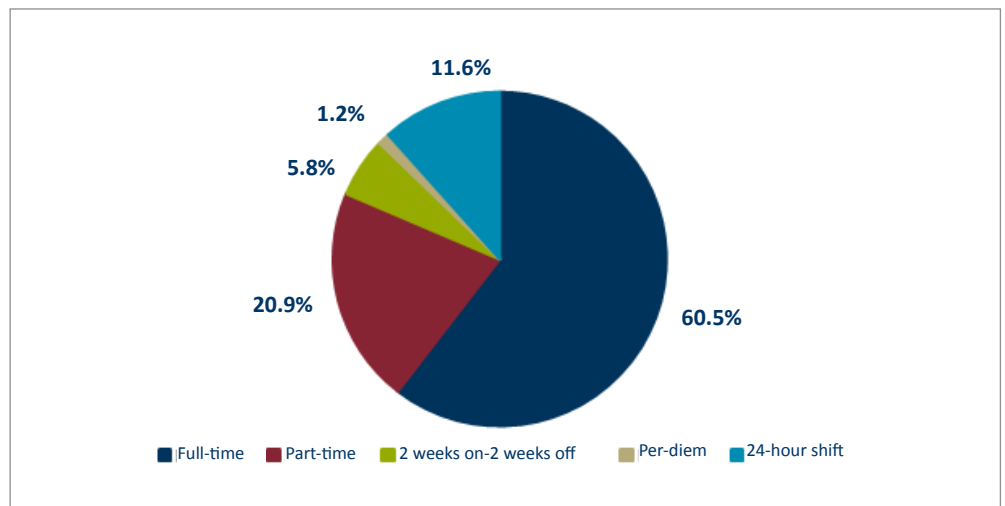


Most participating anesthesiologists (54.9%) and CRNAs (60.6%) favor the care team model.

## WORK SCHEDULE

A full-time work schedule is the schedule of choice for most survey participants. Anesthesiologists and CRNAs matched the 60% overall selection in their responses.

Figure 14 – Preferred Work Schedule (Somnia 2016 Anesthesia Labor Market Survey)



## About Somnia Anesthesia

Somnia Anesthesia (Somnia) has a history of adapting to a rapidly changing healthcare industry through progressive and resourceful thinking.

Somnia optimizes anesthesia services for healthcare facilities throughout the country by combining clinical excellence with unparalleled management acumen. Owned and led by anesthesiologists since 1996, with an extensive clinical and administrative infrastructure and singular focus on anesthesiology, Somnia builds and manages local anesthesia teams that consistently deliver the highest quality patient care, enhance operating room performance, increase revenues, and achieve full surgeon and patient satisfaction.

To find out how your facility can benefit from Somnia's national anesthesia management expertise, call 877.795.5788 or visit [www.somniainc.com](http://www.somniainc.com).

## References

- <sup>1</sup> Dyrda, Laura. "8 trends in healthcare mergers & acquisitions for 2017." Becker's ASC Review. Accessed January 10, 2017.
- <sup>2</sup> "Anesthesiology Practice Acquisitions 2016: Another Record-Breaking Year for Anesthesiology Acquisitions." Haverford Healthcare Advisors, January 2017.
- <sup>3</sup> "Physician Shortage and Projections The 2016 Update: Complexities of Physician Supply and Demand: Projections from 2014 to 2025." Association of American Medical Colleges. Accessed April 3, 2017. <https://www.aamc.org/data/workforce/reports/439206/physicianshortageandprojections.html>.
- <sup>4</sup> "2016 Anesthesia Almanac." American Society of Anesthesiologists. Accessed April 3, 2017. <https://www.asahq.org/resources/analytics-and-research-services>.
- <sup>5</sup> Ibid.
- <sup>6</sup> "CRNA Independent Practice Map." National Council of State Board of Nursing. Accessed April 4, 2017. <https://www.ncsbn.org/5404.htm>.
- <sup>7</sup> "Conditions for Coverage (CfCs) & Conditions of Participations (CoPs) , Spotlight." CMS.gov Centers for Medicare & Medicaid Services. February 3, 2017. Accessed April 1, 2017. <https://www.cms.gov/Regulations-and-Guidance/Legislation/CfCsAndCoPs/Spotlight.html>.
- <sup>8</sup> Ibid.
- <sup>9</sup> Haverford Healthcare Advisors (see n. 2).
- <sup>10</sup> Baird, Matthew, Lindsay Daugherty, Krishna B. Kumar, Aziza Arifkhanova, "The Anesthesiologist Workforce in 2013: A Final Briefing to the American Society of Anesthesiologists," 2014.
- <sup>11</sup> "Medscape Physician Compensation Report 2017." Medscape. Accessed April 3, 2017. <http://www.medscape.com/slideshow/compensation-2017-overview-6008547> (login required).
- <sup>12</sup> "Medscape Physician Compensation Report 2016." Medscape Physician Compensation Report 2016. Accessed April 1, 2017. <http://www.medscape.com/features/slideshow/compensation/2016/public/overview#page=2>.
- <sup>13</sup> "Compensation & Employment Report: CRNA 2017 Report." LocumTenens.com.
- <sup>14</sup> "Survey of America's Physicians: Physician Practice Patterns & Perspectives." Physicians Foundation Survey: Physician Practice Patterns & Perspectives | Merritt Hawkins. September 2016. <https://www.merrithawkins.com/physicians-foundation-survey.aspx>.
- <sup>15</sup> "Medscape Log In. Accessed April 4, 2017. <http://www.medscape.com/slideshow/compensation-2017-anesthesiology-6008562> (login required).
- <sup>16</sup> Somnia Anesthesia. "The 2015 Anesthesia Labor Market: New Practice Information and Preferences." Somnia Anesthesia Labor Market Survey 2015. March 2016. <http://info.somniaanesthesiaservices.com/2015-anesthesia-labor-market-survey>.
- <sup>17</sup> Peckham, Carol. "Medscape Lifestyle Report 2017: Race and Ethnicity, Bias and Burnout." Medscape Log In. January 11, 2017. Accessed April 4, 2017. <http://www.medscape.com/features/slideshow/lifestyle/2017/overview#page=2> (login required).
- <sup>18</sup> Merritt Hawkins (see n. 14).





Local Teams. National Support.  
Exceptional Results.

**SOMNIA, INC.**

**10 COMMERCE DRIVE**

**NEW ROCHELLE, NY 10801**

**877.795.5788**

**WWW.SOMNIAINC.COM**

