



PHAIRIFY

ASBrS Surgeon Compensation Study

Study Guide

Our Study Guide will help you prepare for, and complete, your ASBrS Surgeon Compensation Study (Study). Review the Study questions and information requirements, below, before accessing the on-line application to streamline the experience.

The Study consists of questions aimed at discovering your current practice, productivity, and compensation measures. Certain Study questions will have a follow-up, forward-looking question designed to understand your desired state for that topic. For example, the Study will ask about your current compensation and then ask how much compensation you would require for a future job. We combine those prospective terms into anonymous profiles we call “Ideal Career Opportunities” (ICOs). Those ICOs help the market understand the specific elements of desired opportunities in your specialty. At the same time, Phairify’s application will notify you of jobs meeting the exact terms of any of your ICOs for you to pursue if you want.

Once you have completed and submitted your Study, you will have a few options. You can go to the “Inform” page to review aggregated Study responses from your peers, and benchmark yourself across various measures. You can go to the “Share” page to see Study participation by your Society peers, or you can visit the “Connect” page to develop additional ICOs.

The Study is designed to be quick and intuitive and is available any time on any device. The 20 minutes you spend completing the Study provides immediate access to best-in-class market intelligence and a unique, career management tool. For best results, we recommend taking the Study on a desktop computer or tablet the first year of the study to best familiarize yourself with the application and its features.

***Phairify does not request, collect, or use any personally identifiable or sensitive information, and all of your submitted data and ICOs are completely anonymous and kept secure consistent with our Privacy Policy.***

Welcome to Phairify!

## ASBrS Surgeon Compensation Study - Study Guide

The Study covers the subject areas listed, below. A complete set of questions and answer options is provided on the following pages.

- Fellowship training.
- Years in practice of current specialty.
- Practice type (private, academic, etc.).
- Practice ownership.
- FTE status.
- Professional functions (clinical, research, etc.).
- Breast-surgery-specific practice questions.
- Leadership positions.
- Academic rank.
- On-call services (nights, weekends, etc.).
- On-call compensation.
- wRVUs generated.
- Clinical hours and total hours worked.
- Compensation method (salary, bonus, etc.).
- Total cash compensation.
- Professional development activity reimbursement.
- Ancillary income types and amounts.
- Signing bonus, loan subsidy, or relocation expense reimbursements.

Assess the questions and collect the information resources you need to provide your answers. For example, refer to your federal tax forms to provide reported income amounts for the reporting period.

Questions? Please consult our FAQs, email [support@phairfy.com](mailto:support@phairfy.com), or call 888-400-3130.

## ASBrS Surgeon Compensation Study Questions

*[For information only; sign in to Phairify to complete the Study]*

### **Have you received fellowship training beyond residency?**

- Yes, in breast surgical oncology
- Yes, in complex general surgical oncology
- Yes, other
- No

**How many years have you been in the practice of breast surgery since your final year of training in residency or fellowship?** *Include your current year of practice when calculating your response. Report all amounts using the slider or entering it in the text box.*

- \_\_\_\_\_ years

**How many full-time positions as a surgeon have you held since finishing your residency or fellowship?** *Include your current position in your calculation. Report all amounts using the slider or entering it in the text box.*

- \_\_\_\_\_ full-time jobs

**For the reporting year (1/1/2024 - 12/31/2024), which of the following best describes your primary practice type?** *As used here, 'primary practice' type means where you devoted greater than 50% of your professional effort during the reporting period. Your selection here will be referred to in this study as your Primary Practice type even if you do not have a secondary practice.*

- Private practice / Physician owned
- Physician-owned under a Health System Foundation Model (a legal structure that allows physicians to work for a hospital or health system but be employed by a captive or foundation)
- Hospital / Health System / Integrated Health System (no academic affiliation)
- Independent Non-Profit Foundation (not affiliated with a health system)
- Academic / Medical School-sponsored
- Academic / Non-Medical School-sponsored
- Government (e.g., Veterans Affairs)
- Private Investors / Publicly Traded Corporation / Retail
- Insurance Company

**For the reporting year (1/1/2024 - 12/31/2024), were you an employee, an owner, or a partial owner of your practice?**

- Employee
- Owner
- Partial Owner
- Not applicable
- I don't know

**[If you answered 'Owner' OR 'Partial Owner' to the prior question regarding practice ownership please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), did you share in any profits from your primary practice?**

- Yes
- No

**[If you answered 'Yes' to the prior question regarding practice ownership please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was the amount of your share of profits from your primary practice? *Report all amounts using the slider or entering it in the text box.***

- \$\_\_\_\_\_

**Did you change your primary practice employer during the reporting period (1/1/2024 – 12/31/2024)? *Answer 'Yes' to this question if your primary practice employer changed during the reporting period.***

- Yes
- No

**[If you answered 'Yes' to the prior question regarding changing employers please answer the following question]**

**For how many months of the reporting period (1/1/2024 – 12/31/2024), were you in the practice for which you are reporting data for this Study? *For purposes of this question, your response should include any month in which you were in that practice. Report all amounts using the slider or entering it in the text box.***

- \_\_\_\_\_ month(s)

**For the reporting year (1/1/2024 – 12/31/2024), based on your contract, what was your full-time equivalent (FTE) status for your total professional time (clinical plus all other activities, including administrative)?** *Full-time professional practice would equal 1.0 FTE. Round entry to the nearest 0.1. Report all amounts using the slider or entering it in the text box.*

- \_\_\_\_\_ FTE

**For the reporting year (1/1/2024 – 12/31/2024), estimate the percentage of your actual professional time spent on the following professional functions during a typical month?** *Enter amounts to equal 100%. Entries round to the nearest 5%. Report all amounts using the slider or entering it in the text box.*

- Clinical-Patient Care
- Teaching or Training (e.g., Residents / Learners)
- Administrative or Management (e.g., APPs, Committees)
- Research

**For the reporting year (1/1/2024 – 12/31/2024), what portion of your clinical practice was breast-related?**

- Less than one-quarter
- About one-quarter
- About one-half
- About three-quarters
- 100%

**For the reporting year (1/1/2024 – 12/31/2024), how many breast cancers did you treat?**

- 0
- 1-25
- 26-50
- 51-100
- 101-150
- 151-200
- 201-300
- 300+
- I don't know

**For the reporting year (1/1/2024 – 12/31/2024), did you serve in a leadership position? Select all that apply.**

- Director (any form of Directorship)
- Division Chief
- Department Chair
- Vice Chair (i.e., Clinical Affairs, Education, Research)
- Assistant Dean
- Associate Dean
- Dean
- Assistant CMO
- CMO
- Other
- None

**For the reporting year (1/1/2024 - 12/31/2024), if you possessed an academic rank, what was it? If you held more than one academic rank during the reporting period, select the rank you held for the longest period.**

- Clinical Instructor
- Assistant Professor
- Associate Professor
- Professor
- Affiliated / Adjunct Faculty
- I did not possess an academic rank
- I was not affiliated with an academic institution.

**For the reporting year (1/1/2024 - 12/31/2024), did you provide call coverage outside of breast surgery? As used here, "call" includes the responsibility to see new consults and primary responsibility for in-house patient coverage.**

- Yes
- No

**[If you answered 'Yes' to the prior question regarding call coverage please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was the frequency of call services taken outside of breast surgery in a typical month?**

- 1:1 (every night call)
- 1:2 (every other night call)

- 1:3 (every third night call)
- 1:4 (every fourth night call)
- 1:5 (every fifth night call)
- 1:6 (every sixth night call)
- 1:7 (every seventh night call)
- 1:8 (every eighth night call)
- 1:9 (every ninth night call)
- 1:10 (every tenth night call)
- Other

**[If you answered 'Yes' to the prior question regarding call coverage please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), were you compensated for providing call services outside of breast surgery separately from your salary?**

- Yes
- No

**[If you answered 'Yes' to the prior question regarding call coverage please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was the average compensation for taking one call shift outside of breast surgery? *Your answer should be based on 24-hour call shift equivalents. For example, if you were paid an average of \$500 for a 12-hour call shift, your 24-hour call shift equivalent compensation would be \$1000 (\$500 x 2). Round amounts to the next highest \$10. Report all amounts using the slider or entering it in the text box.***

- \$\_\_\_\_\_ / 24-hour shift equivalent

**For the reporting year (1/1/2024 - 12/31/2024), what was the total number of wRVUs you generated, without regard to your compensation method? *Use the checkbox if you did not generate any wRVUs. Make a best estimate if the exact figure is not known (e.g., it is acceptable to annualize wRVU totals known for a calendar quarter or month). Report all amounts using the slider or entering it in the text box. Round wRVU amounts to the nearest 100. Please be certain to record your work RVU (wRVU) total and NOT your RVU total.***

- \_\_\_\_\_ total annual wRVUs

**For the reporting year (1/1/2024 – 12/31/2024), how many total hours did you work in a typical week? *"Total hours" includes all forms of clinical care, administrative and management activity, teaching, research, meetings and leadership activities but excludes time spent on call.***

- Less than 20 hours
- 21-30 hours
- 31-40 hours
- 41-50 hours
- 51-60 hours
- 61-70 hours
- 71-80 hours
- 81 or more hours

**For the reporting year (1/1/2024 – 12/31/2024), how many clinical hours did you work in a typical week?** *"Clinical hours" are defined as any activity related to patient care (e.g., performing an operation, clinical rounds, performing consults, charting).*

- Less than 20 hours
- 21-30 hours
- 31-40 hours
- 41-50 hours
- 51-60 hours
- 61-70 hours
- 71-80 hours
- 81 or more hours

**For the reporting year (1/1/2024 – 12/31/2024), what compensation method was used to determine your total compensation?** *As used here, "Deferred Compensation" means a plan that allows an employee to decide to be paid in a later year instead of the current year, such as a 401(k), 403(b), or 409(a) plan.*

- Salary
- Salary + Discretionary Bonus as determined by the practice
- Salary + Formula Bonus (based on production, hours, value-based outcomes, profit distributions, etc., including methods using the greater of a base salary or production-based compensation)
- Salary + Bonus + Deferred Compensation
- Production-based (wRVUs, collections, hours, etc., or any combination thereof)

**[If your answer to the compensation method question included a “Salary” component please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was your base salary?** *Report all amounts using the slider or entering it in the text box. Round amounts to the next highest \$1000.*

○ \$ \_\_\_\_\_

**[If your answer to the compensation method question included a “Bonus” component please answer the following question]**



**For the reporting year (1/1/2024 - 12/31/2024), what was your bonus amount?** Report all amounts using the slider or entering it in the text box. Round amounts to the next highest \$1000.

- \$ \_\_\_\_\_

**[If your answer to the compensation method question included a “Production-Based” component please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was your productivity-based compensation amount?** Report all amounts using the slider or entering it in the text box. Round amounts to the next highest \$1000.

- \$ \_\_\_\_\_

**[If your answer to the compensation method question included a “Production-Based” component please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), was your productivity compensation based upon wRVUs?**

- Yes
- No

**[If you answered “Yes” to the prior question regarding wRVU-based productivity compensation please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), was your wRVU Rate flat or tiered?** As used here, a 'Flat Rate' means the same wRVU rate applies regardless of level of productivity, and a 'Tiered Rate' means the wRVU rate changes based on level of productivity.

- Flat wRVU Rate
- Tiered wRVU Rate

**[If you answered “Flat wRVU Rate” OR “Tiered wRVU Rate” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), what was your Base \$ / wRVU Compensation Rate?** Report all amounts using the slider or entering it in the text box.

- \$ \_\_\_\_\_ / wRVU

[If you answered “Tiered wRVU Rate” to the prior question please answer the following question]

For the reporting year (1/1/2024 - 12/31/2024), at which level of productivity did the base \$ / wRVU compensation rate transition to a new \$ / wRVU compensation rate? Report all amounts using the slider or entering it in the text box. Round amounts to the next highest 10 wRVUs.

- \_\_\_\_\_ wRVUs

[If you answered “Tiered wRVU Rate” to the prior question please answer the following question]

For the reporting year (1/1/2024 - 12/31/2024), what was your new \$ / wRVU Compensation Rate? Report all amounts using the slider or entering it in the text box.

- \$\_\_\_\_\_ / wRVU

[If you reported holding a leadership position to the earlier question please answer the following question]

For the reporting year (1/1/2024 - 12/31/2024), were you compensated for acting as [INSERT REPORTED LEADERSHIP ROLE]?

- No, I was not compensated for that role.
- Yes, I was compensated for that role, and that compensation was included in my base salary.
- Yes, I was compensated for that role separately by my practice.
- Yes, I was compensated for that role separately by my employer (e.g., hospital, health system, university).

[If you answered “Yes” to the prior question regarding leadership compensation please answer the following question]

For the reporting year (1/1/2024 - 12/31/2024), what was the annualized compensation you received for serving as [REPORTED LEADERSHIP ROLE]? Report all amounts using the slider or entering it in the text box. Round amounts to the next highest \$1000.

- \$\_\_\_\_\_ / year

For the reporting year (1/1/2024 - 12/31/2024), what was your annual allowance for professional development activities provided by the practice (e.g., CME expenses,

membership dues, conferences, licensing, and related travel)? Use the checkbox to indicate \$0. Report all other amounts using the slider or entering it in the text box. Round amounts to the nearest \$500.

- \$\_\_\_\_\_ / year

**For the reporting year (1/1/2024 - 12/31/2024), for the professional work you report in this Study, what was your total cash compensation?** To answer this question, please report **ONLY** income derived from professional work reported in this study, including base salary, bonuses, leadership compensation, and on-call compensation. Do not include ancillary income (i.e., locum tenens assignments, legal expert work, etc.), honoraria, expense reimbursements, fringe benefits paid by a medical school or department such as life and health insurance, retirement plan contributions, automobile allowances, or any employer contributions to 401(k), 403(b), or Keogh Plan. Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.

- \$\_\_\_\_\_

**For the reporting year (1/1/2024 - 12/31/2024), did you have income from any of the following?** Select all that apply.

- Locums
- Legal work
- Consulting
- Speaking engagements
- Non-medical
- Other
- I did not have any other income sources

**[If you answered “Locums” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any locums work you performed.** Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.

- \$\_\_\_\_\_

**[If you answered “Legal” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any legal work you performed.** Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.

- \$\_\_\_\_\_

**[If you answered “Consulting” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any consulting work you performed. Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.**

- \$\_\_\_\_\_

**[If you answered “Speaking Engagements” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any speaking engagements you performed. Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.**

- \$\_\_\_\_\_

**[If you answered “Non-medical” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any non-medical work you performed. Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.**

- \$\_\_\_\_\_

**[If you answered “Other” to the prior question please answer the following question]**

**For the reporting year (1/1/2024 - 12/31/2024), please provide the income amount from any other work you performed. Report amounts using the slider or entering it in the text box. Round amounts to the next highest \$500.**

- \$\_\_\_\_\_

**Did you start a new job in 2022, 2023, or 2024?**

- Yes
- No

[If you answered “Yes” to the prior question about starting a new job please answer the following question]

**Which of the following were included in your current employment or service agreement? *Select all that apply.***

- Signing Bonus
- Retention Bonus
- Loan Forgiveness
- Relocation Allowance
- Research Fund
- None of these

[If you answered “Signing Bonus” to the prior question please answer the following question]

**Please provide the amount of the signing bonus included in your current employment or service agreement. *Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.***

- \$\_\_\_\_\_

[If you answered “Signing Bonus” to the prior question please answer the following question]

**In what year is the signing bonus paid? *Indicate the year of employment or service in which the contractual signing bonus is to be paid to you.***

- Upon start of employment or service
- Year 1 of employment
- Year 2 of employment
- Year 3 of employment
- After year 3 of employment

[If you answered “Retention Bonus” to the prior question please answer the following question]

**Please provide the amount of the retention bonus included in your current employment or service agreement. *Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.***

- \$\_\_\_\_\_

**[If you answered “Retention Bonus” to the prior question please answer the following question]**

**What term of employment or service is required to earn the retention bonus?**

- One year of employment
- Two years of employment
- Three years of employment
- More than three years of employment

**[If you answered “Loan Forgiveness” to the prior question please answer the following question]**

**Please provide the amount of loan forgiveness included in your current employment or service agreement. Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.**

- \$\_\_\_\_\_

**[If you answered “Relocation Assistance” to the prior question please answer the following question]**

**Please provide the amount of relocation assistance included in your current employment or service agreement. Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.**

- \$\_\_\_\_\_

**[If you answered “Research Fund” to the prior question please answer the following question]**

**Please provide the amount of start-up research funding included in your current employment or service agreement. Report amounts using the slider or entering it in the text box. Round amounts to the nearest \$1000.**

- \$\_\_\_\_\_