

Advanced training and job satisfaction among recent Canadian Plastic Surgery graduates

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Objectives:

1. Evaluate the practice focus of recent plastic surgery graduates and assess if areas of additional training (ie advanced degrees, fellowships) have been incorporated into their practice.
2. Determine factors that influence job satisfaction amongst recent Canadian plastic surgery graduates.

Survey

Part 1: Basic demographics:

1. What year did you finish residency?
2. How old are you?
3. What is your gender?
 - a. Female
 - b. Male
 - c. Other
4. What is your marital status?
 - a. Divorced
 - b. Married/common-law
 - c. Single
 - d. Prefer not to disclose
5. Do you have children?
 - a. Yes
 - b. No
 - c. Prefer not to disclose
6. Where did you do your plastic surgery residency?
7. Did you do a master's degree or PhD?

- a. Master's
 - b. PhD
 - c. No
8. What kind of advanced degree did you do?
- a. did not do one
 - b. MA
 - c. MBA
 - d. MEd
 - e. MPH
 - f. MSc
 - g. Other
9. Do you feel that having a Master's or PhD is necessary to obtain the job you desire?
- a. Highly unnecessary
 - b. Somewhat unnecessary
 - c. Neutral
 - d. Somewhat necessary
 - e. Highly necessary
10. What best describes your current job status?
- a. Permanent attending position
 - b. Doing a locum
 - c. In a fellowship
 - d. Not working/job-seeking
 - e. Other

Part 2: If you do not have a permanent job: (doing a locum, in a fellowship, not working/ job-seeking, other):

11. Which best describes your highest level of training? (FRCSC, in first fellowship, completed 1 fellowship, in second fellowship, completed 2 fellowships, in third fellowship, completed 3 fellowships)
12. In which of the following fellowship subspecialty areas have you obtained fellowship training (or are currently undertaking)?
- a. Breast reconstruction
 - b. Burns
 - c. Cosmetic
 - d. Craniofacial
 - e. General plastic surgery
 - f. Hand and wrist
 - g. Microsurgery
 - h. Pediatrics
 - i. Other (Please specify)
13. Do you have a permanent attending surgeon position arranged?
- a. Yes
 - b. No
14. (If yes to Question 13) What is your planned year of commencement?

- a. 2016
 - b. 2017
 - c. 2018
 - d. 2019
 - e. 2020
15. How would you best describe your anxiety towards future job prospects?
- a. Very pessimistic
 - b. Somewhat pessimistic
 - c. Neutral
 - d. Somewhat optimistic
 - e. Very optimistic
16. Which Province/territory are you hoping to work in? (Additional options are United States and Other)
17. What is your preference for future practice?
- a. Academic centre
 - b. Non-academic centre
 - c. Indifferent
18. Have you done (or are you currently doing) a locum?
- a. Yes
 - b. No
19. (If yes to question 18) How long collectively have you spent doing locums?
- a. 0-3 months
 - b. 4-6 months
 - c. 7-12 months
 - d. Greater than 12 months

Part 3: If you have a permanent attending position:

20. What is the population size of the community that you practice in?
- a. Town (less than 100,000)
 - b. City (101,000 to 300,000)
 - c. Large city (300,001 to 1,000,000)
 - d. Metropolis (greater than 1,000,000)
21. Which province/territory are you currently practicing in? (Additional options are United States and Other)
22. (If not practicing in Canada) What is your main reason for not practicing in Canada?
- a. Lack of jobs
 - b. Financial reasons
 - c. Lack of specific practice opportunities
 - d. Return of service commitments
 - e. Other (please specify)
23. Did you do a fellowship?
- a. Yes
 - b. No

24. (If you have done a fellowship) How many fellowships did you do?
- a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. Other (Please specify)
25. In which areas did you do your fellowships?
- a. Breast reconstruction
 - b. Burns
 - c. Cosmetic
 - d. Craniofacial
 - e. General plastic surgery
 - f. Hand and wrist
 - g. Microsurgery
 - h. Pediatrics
 - i. Other (Please specify)
26. Where did you do your fellowships? (Choose all that apply)
- a. Asia
 - b. Australia
 - c. Canada
 - d. Europe
 - e. United States
 - f. Other (Please specify)
27. What percentage of your practice is devoted to:
- a. Patient care (OR/clinic)?
 - b. Teaching?
 - c. Research?
 - d. Administration?
28. On average, how many OR days do you get per month?
- a. 1-2
 - b. 3-4
 - c. 5-8
 - d. 9-12
 - e. Greater than 12
29. Do you feel that you are provided with sufficient OR time for the needs of your practice?
- a. Yes
 - b. No
30. On average, how many full-day equivalents do you spend in clinic per month?
- a. 1-2
 - b. 3-4
 - c. 5-8
 - d. 9-12
 - e. Greater than 12
31. On average, how many days do you spend on-call per month?
- a. 1-2

- b. 3-4
 - c. 5-8
 - d. 9-12
 - e. Greater than 12
32. On average, how many patients do you see per week?
- a. 0-20
 - b. 21-40
 - c. 41-60
 - d. 61-80
 - e. 81-100
 - f. 101-120
 - g. Greater than 120
33. What is your current wait-list time?
- a. Less than 6 weeks
 - b. Greater than 6 weeks but less than 3 months
 - c. Greater than 3 months but less than 6 months
 - d. Greater than 6 months, but less than 1 year
 - e. 1 year or greater
34. Is cosmetic plastic surgery a part of your practice?
- a. Yes
 - b. No
35. What percentage of your practice (in terms of hours) is dedicated to cosmetic plastic surgery?
- a. Less than 25%
 - b. Greater than 25%, but less than 50%
 - c. Greater than 50%, but less than 75%
 - d. Greater than 75%, but less than 100%
 - e. 100%
36. Which area(s) of plastic surgery consume(s) the majority of time in your practice? (Pick up to 2)
- a. Breast reconstruction
 - b. Burns
 - c. Cosmetic
 - d. Craniofacial
 - e. General plastic surgery
 - f. Hand and wrist
 - g. Microsurgery
 - h. Pediatrics
 - i. Other (Please specify)
37. Do you have a university affiliation?
- a. Yes
 - b. No
38. Do you work with residents or medical students?
- a. Yes
 - b. No
39. How many papers have you published since becoming an attending surgeon?

40. Do you have your own lab?
- Yes
 - No
41. (If you have your own lab) On average, how many hours per week do you dedicate to running your lab?
- 0-4
 - 5-8
 - 9-12
 - 13-16
 - 17-20
 - 21-30
 - 31-40
 - Greater than 40
42. Was your first attending surgeon position your first choice for location?
- Yes, first choice
 - No, second choice
 - No, third choice
 - Other (please specify)
43. How many times have you switched jobs since starting practice?
- 0
 - 1
 - 2
 - 3
 - 4
 - Other (please specify)
44. Are you currently looking for another job?
- Yes
 - No
45. How satisfied are you with your current job situation?
- Very unsatisfied
 - Somewhat unsatisfied
 - Neutral
 - Somewhat satisfied
 - Very satisfied
46. (If somewhat unsatisfied or very unsatisfied) What is the main source of your job dissatisfaction?
- Hours/week
 - Access to hospital resources/facilities
 - Financial remuneration
 - Call frequency
 - Case mix
 - Location
 - Other (please specify)
47. How satisfied are you with each of the following aspects of your current job situation? (Very unsatisfied, somewhat unsatisfied, neutral, somewhat satisfied, very satisfied)

- a. Access to OR time
- b. Administrative duties
- c. Call requirements
- d. Collegiality within Plastic Surgery program
- e. Exact case mix desired
- f. Location
- g. Monetary incentive
- h. Opportunity for teaching
- i. Opportunity to perform research
- j. Work-life balance

48. Rank in order (1-10) from most to least important (1 being most important and 10 being least important), the following factors that may influence your job satisfaction. Please only use each number once.

- a. Access to OR time
- b. Administrative duties
- c. Call requirements
- d. Collegiality within Plastic Surgery program
- e. Exact case mix desired
- f. Location
- g. Monetary incentive
- h. Opportunity for teaching
- i. Opportunity to perform research
- j. Work-life balance