

NEPHROLOGY

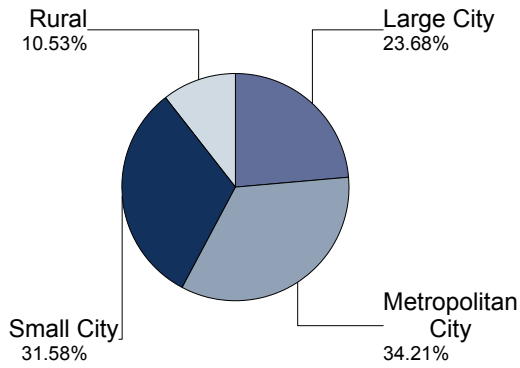
Nephrology is a board-certified subspecialty of internal medicine concerned with diagnosing and managing diseases of the kidneys and urinary system. Nephrologists commonly encounter conditions such as hypertension; fluid, electrolyte, acid-base, and mineral imbalances; glomerulonephritis; and polycystic kidney. Their patients with end-stage renal disease, often caused by diabetes or hypertension, may require hemodialysis or peritoneal dialysis. Physicians in this specialty also consult with surgeons about potential kidney transplants recipients and help manage their immunosuppressive regimen after transplantation.

This is a focused specialization requiring a broad knowledge of internal medicine. Nephrologists usually practice in partnerships or groups with other nephrologists, because the care of patients with renal disease often involves intensive, around-the-clock professional service.

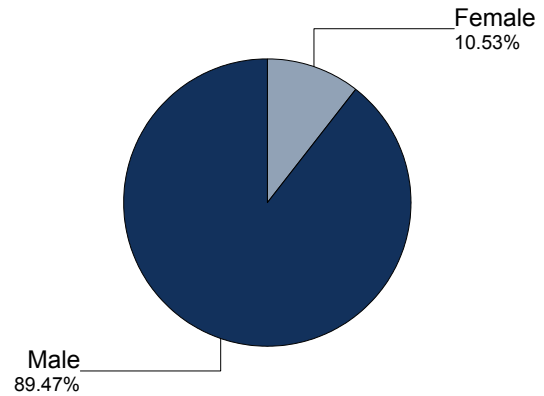
Profile

The following information reflects responses from 38 nephrologists who completed the 2003 Pathway Physician's Survey.

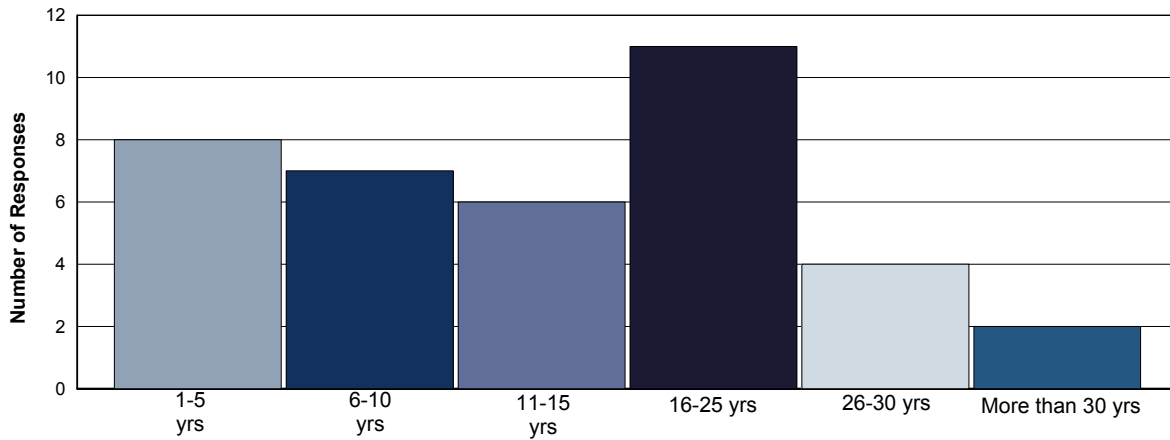
A. Respondents by types of areas



B. Respondents by gender

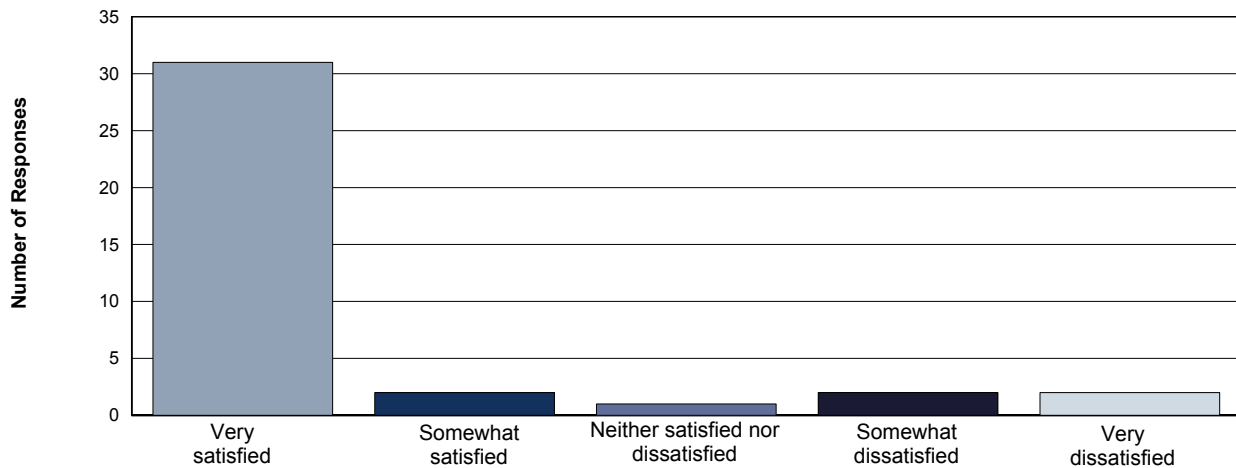


C. Respondents by years in practice

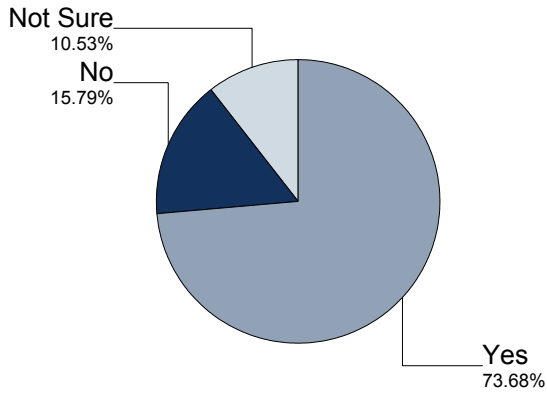


Perspectives

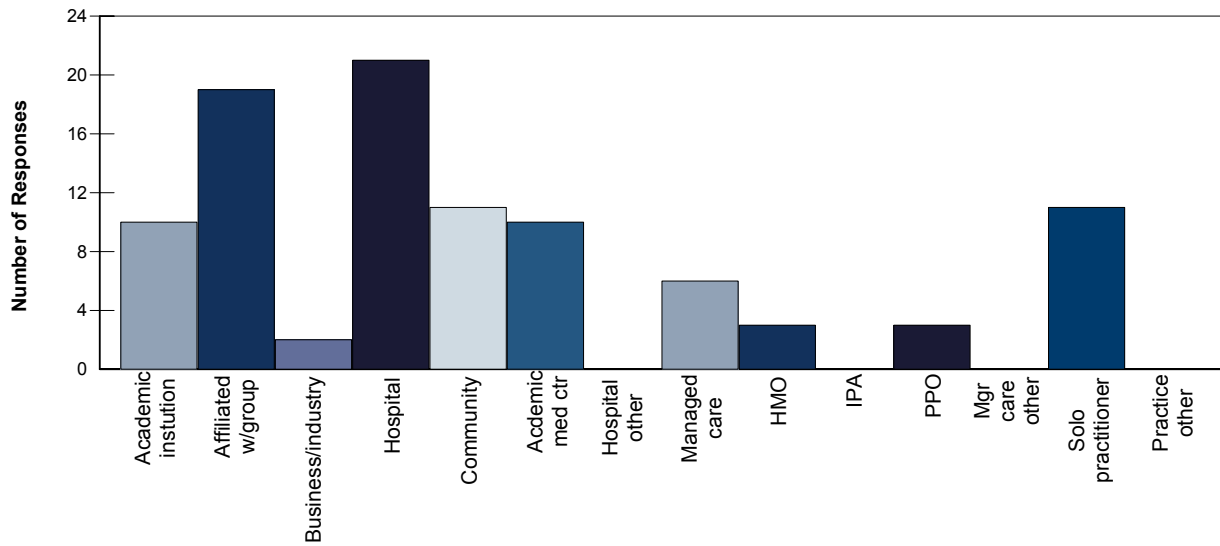
A. Respondents' satisfaction with current specialty/area of work



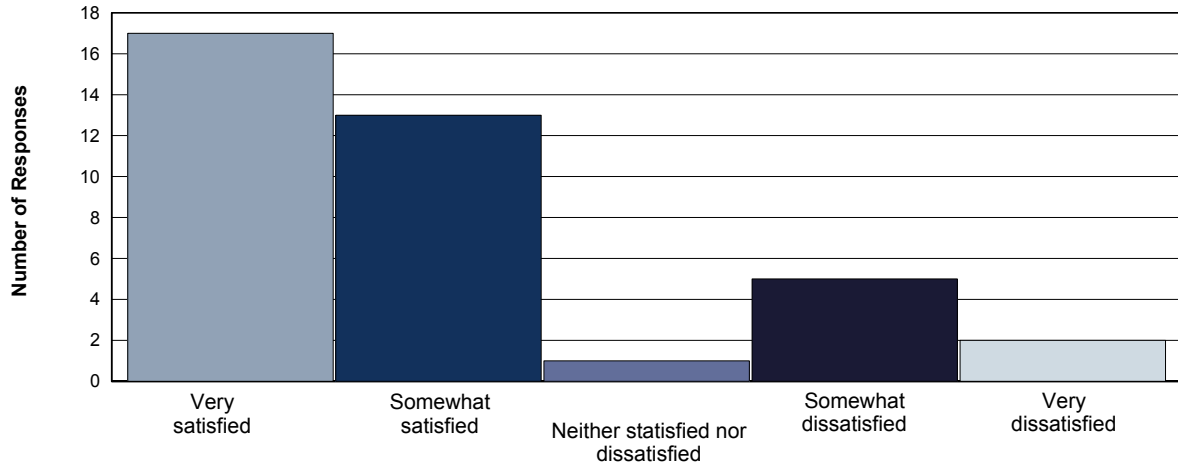
B. Would you choose this specialty again?



C. Respondents by practice environment



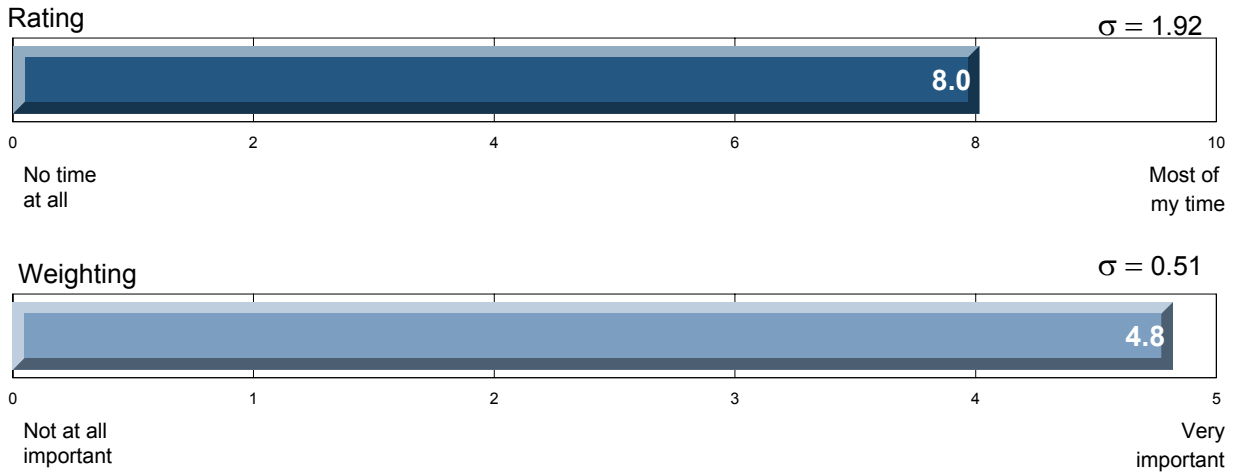
D. Respondents' satisfaction with practice environment



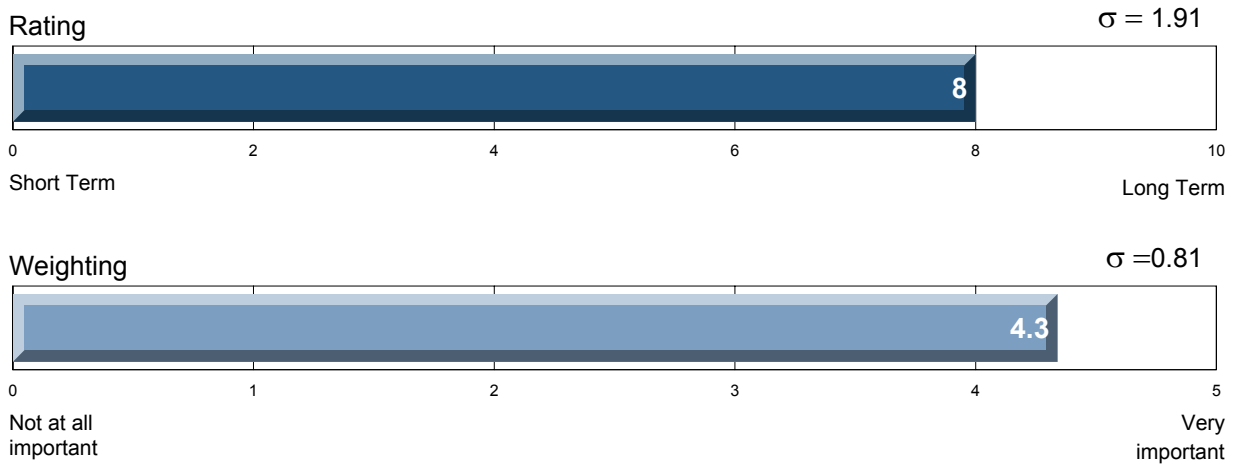
Rating and Weighting of Critical Factors

Critical Factors represent significant aspects of physicians' experiences in their practices. The rating represents their assessment of their current practice characteristics, while the weighting represents the importance of each factor to physicians.

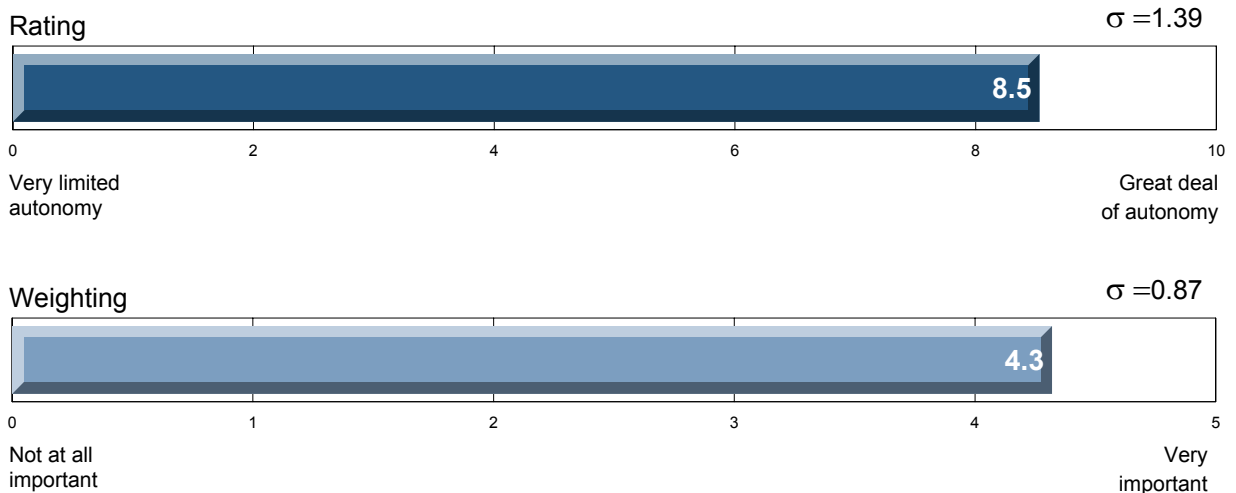
A. Caring for patients: How much time do you spend directly seeing and caring for patients?



B. Continuity of care: How much continuity of care do you have with patients, (i.e., the length of patient relationships)?



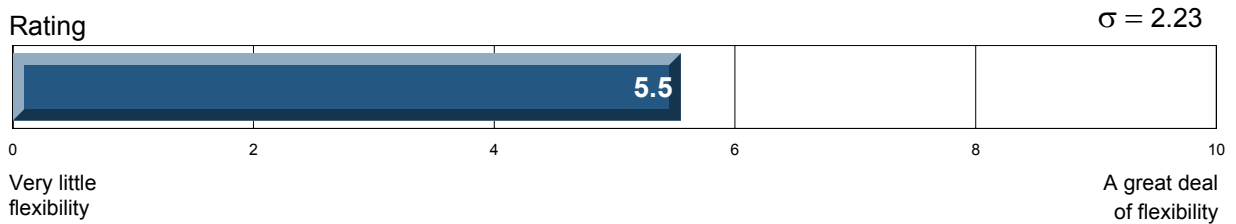
C. Autonomy: To what extent do you have the final word on the treatment of your patients?



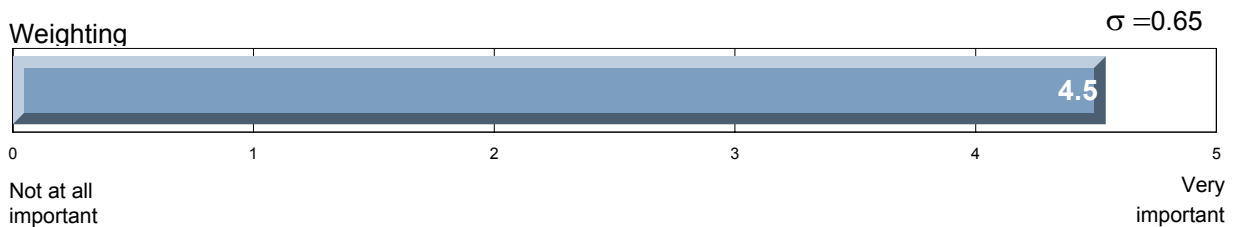
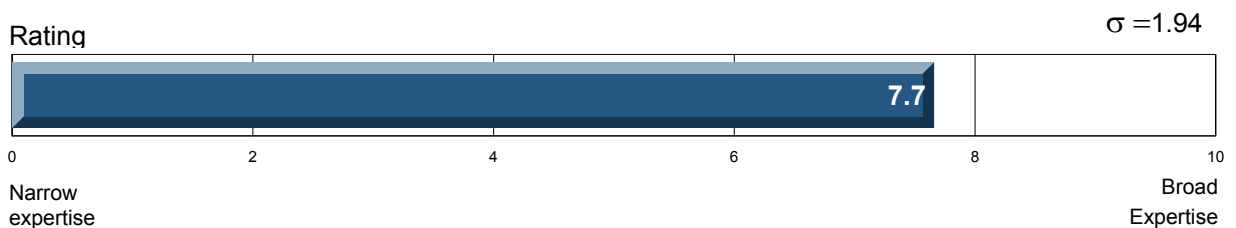
D. Diversity: How much routine (similar work) or diversity (different tasks/activities) is involved in your work?



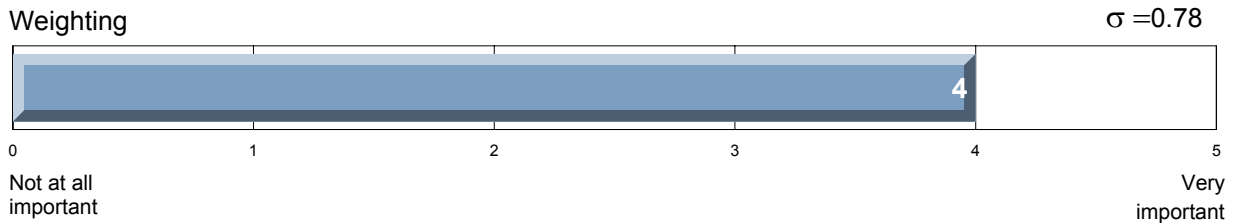
E. Personal time: Does your work allow you to control the scheduling and amount of time you spend on personal activities, (i.e., family, leisure)?



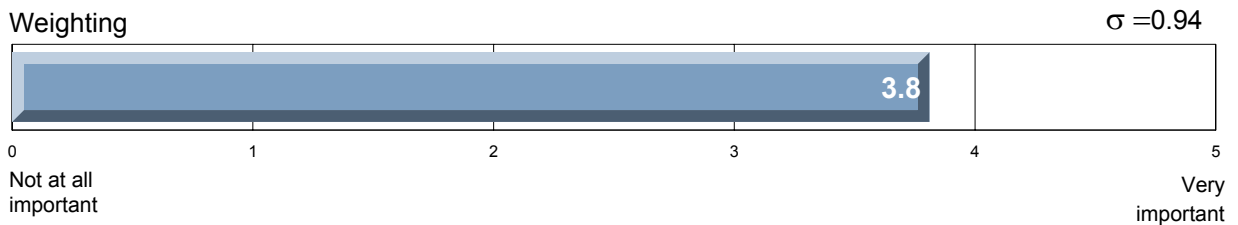
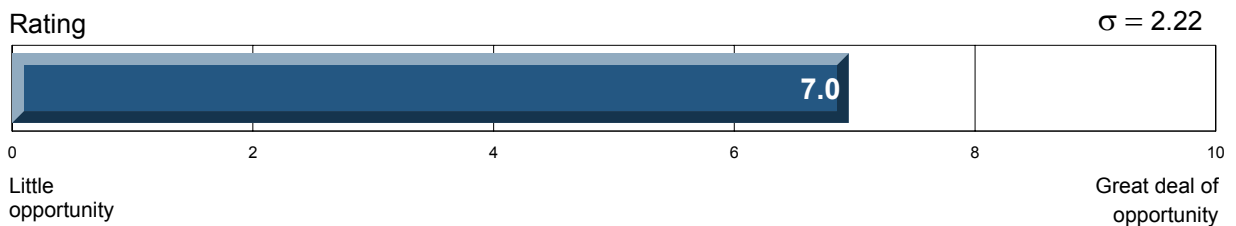
F. Expertise: How broad is the scope of your work?



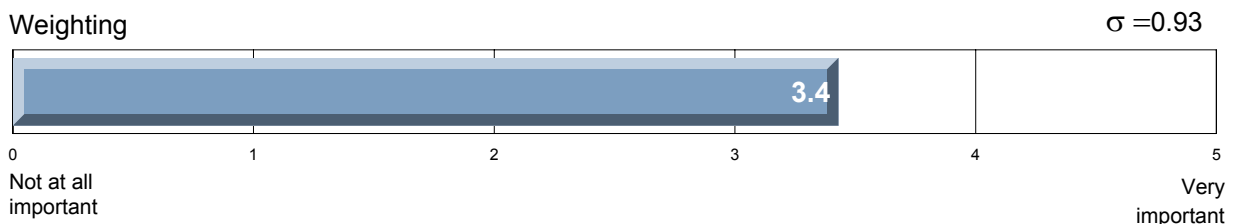
G. Income satisfaction: Compared to all physicians, do you feel you are fairly compensated for the amount of time and effort you spend?



H. Creativity: To what extent does your work provide opportunity for creativity?



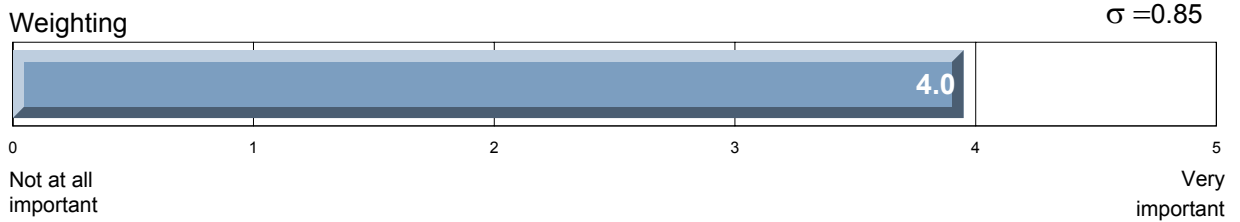
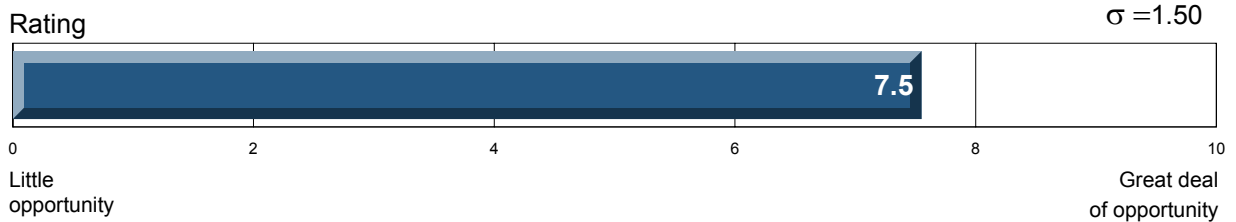
I. Certainty of outcomes: How much certainty of clinical outcomes does your work provide?



J. Clinical decision-making: On what basis are your clinical decisions made?



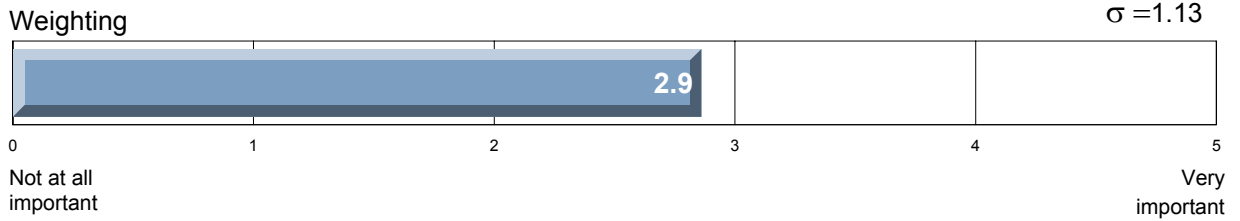
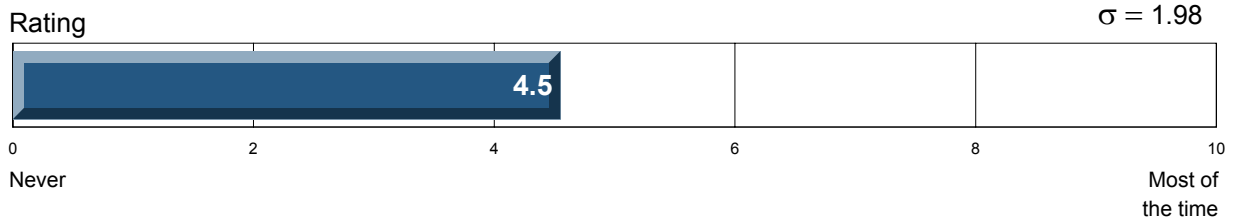
K. Patient decision-making: To what extent do your patients have input into decisions about their health care?



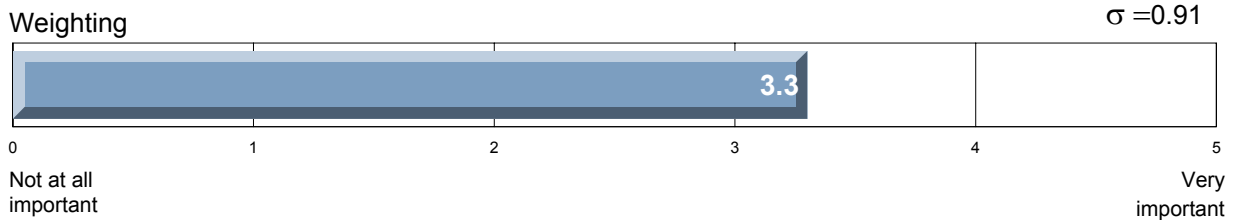
L. Interacting with other physicians/members of health-care team: To what extent does your work provide opportunities for you to interact with other physicians/ members of a health-care team?



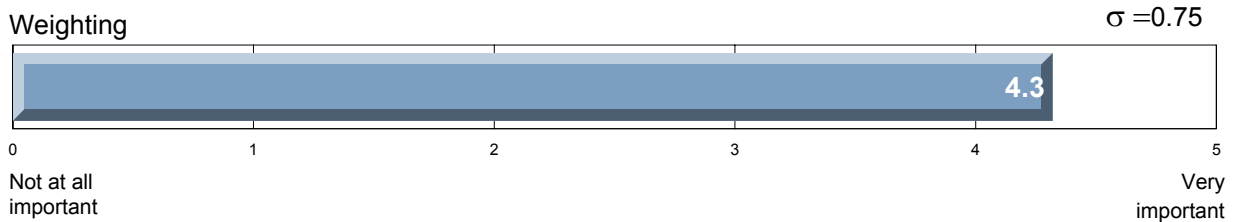
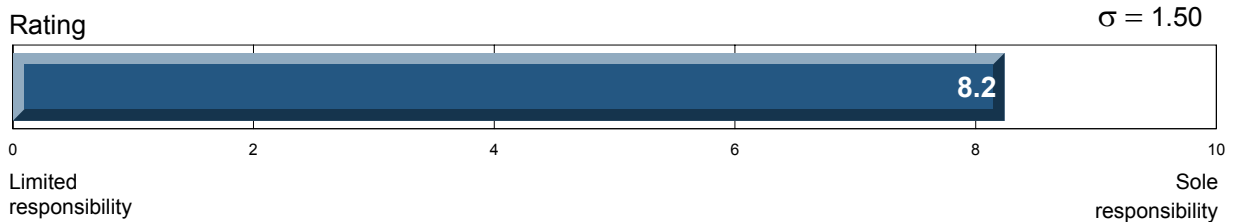
M. Manual/mechanical activities: How often do you use manual/mechanical activities for highly skilled tasks (i.e., following procedures, performing operations)?



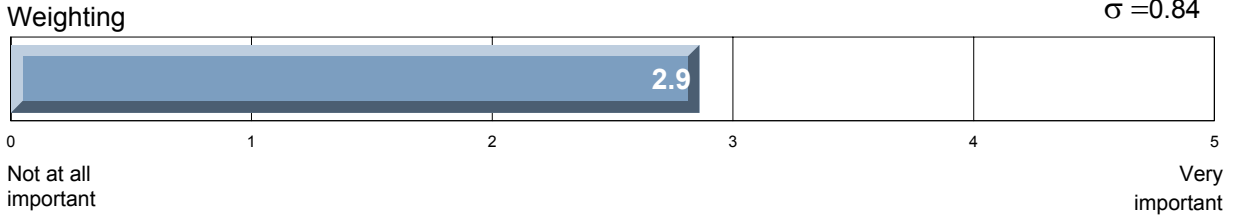
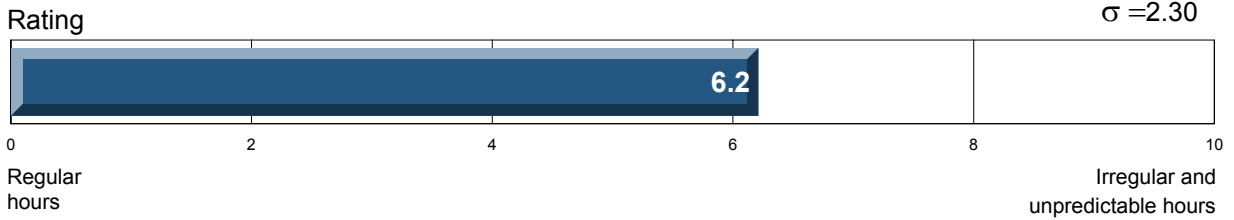
N. Pressure: How much pressure do you have in your work (i.e., dealing with clinical crises, need for immediate decisions about patients, dealing with multiple patients simultaneously).



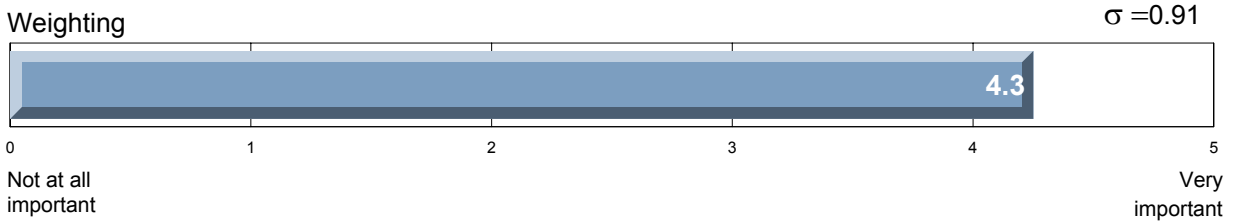
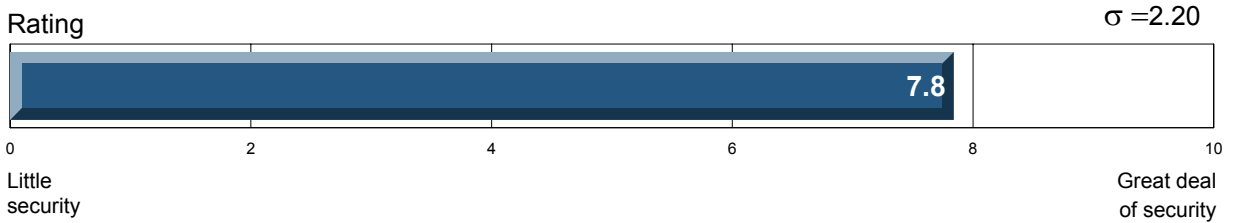
O. Responsibility: How much responsibility do you assume for patient outcomes in your work?



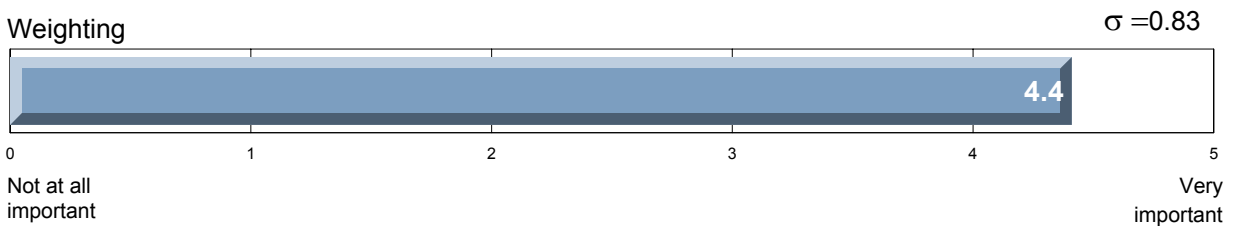
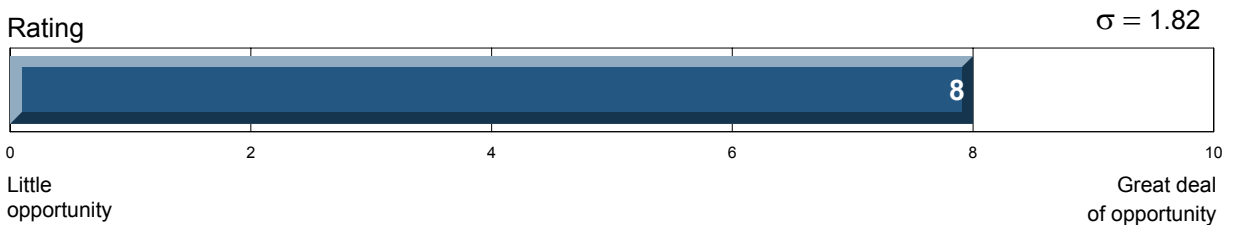
P. Schedule: What type of schedule do you have in your work?



Q. Security: How much professional security do you have in your position, (i.e., know where you stand and are certain of your future professionally, will there be a need for your services in the future)?



R. Sense of accomplishment: To what extent does your work provide the opportunity to see end results?



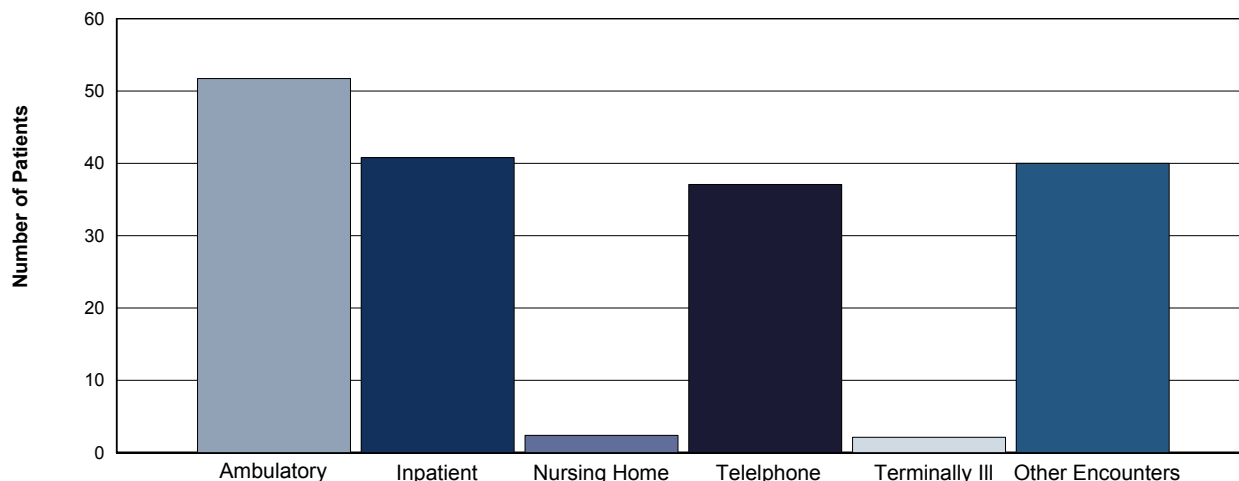
Weekly distribution of time

According to the survey, nephrologists spend their week as follows:

<u>Activity</u>	<u>Average Hours per week (may overlap)</u>
Patient care activities	44.81
On-call(in contact)	13.97
On-call(available)	56.91
Administrative	7.97
Professional travel	5.09
Continuing education	3.05
Community service	1.80
Research	9.58
Other professional	5.00

Patient profile

A. Patient encounters per week



B. Patient characteristics

<i>By age</i>	<u>%</u>
Infants(0-2 yrs)	0.28
Children(3-18 yrs)	1.81
Adults(19-64 yrs)	47.30
Older adults(65+ yrs)	51.68

<i>Percentage of patient encounters that deal with:</i>	<u>%</u>
Routine check-ups	16.03
Acute illness	29.75
Chronic illness	59.34
Terminal illness	11.21

<i>By race</i>	<u>%</u>
Underrepresented minority (URM)	40.00
Non-URM	60.00

Percentage of time per patient encounter devoted to:

<i>By type of insurance</i>	<u>%</u>
Medicaid/Medicare	66.65
Uninsured	10.88
Other	22.77

	<u>%</u>
Acute conditions	30.41
Chronic conditions	60.41
Preventive health	18.75

C. Five types of illnesses/conditions most frequently encountered

	<u>Number of responses</u>
Chronic renal failure/Transplantation	41
Hypertension	33
Diabetes mellitus	24
Acute renal failure	12
Electrolyte imbalances	12

Specialty: Nephrology

Total survey responses: 38

Summary of comments for question: *List up to three other factors, if any, you would advise students to consider carefully before selecting your specialty?*

Physicians who completed the Pathway Physician's Survey, 2003, submitted the following comments. The majority of comments are categorized by the Critical Factors that are rated and weighted in another section. Numbers in parentheses indicate the total number of responses for a particular comment.

1. Caring for Patients

- Commitment to patient care (3)
- Patient education is critical component
- Being able to see the patient as a whole not just focusing on your specialty area (2)

2. Continuity of Care

- Long-term relation with patients

3. Autonomy

- Autonomy from government regulations

4. Diversity

5. Personal Time

- Lifestyle (3)
- Family obligations
- Need for personal time
- Freedom

6. Expertise

- Interest in general internal medicine
- Interest in physiology
- Interest specifically in diseases of the kidney
- Nephrology is a cerebral subspecialty
- The most intellectual medical specialty, i.e. nephrologists teach cardiologists about congestive heart failure.
- Appreciation for pathophysiology
- Intellectual challenge

7. Income Satisfaction

- Income potential (3)
- Not to expect to be too lucrative
- Money is not all
- Economy

8. Creativity

9. Certainty of Outcomes

10. Clinical Decision Making

- Problem analysis in depth

11. Patient Decision Making

12. Interacting with Other Physicians/Members of Health-care Team

- Quality of colleagues in other specialties, support staff, nurses (2)
- Ability to interact with patients and other physicians

13. Manual /Mechanical Activities

- Procedural skills

14. Pressure

15. Responsibility

- Work responsibility

16. Schedule

- Prepared for phone calls at odd hours
- Occasional long hours at a time
- Necessary time commitment (2)
- Erratic hours
- Number of emergency calls

17. Security

18. Sense of Accomplishment

19. Patient Characteristics

- Patient population of the sub-specialty

20. Types of Illnesses

- Ability to cope with chronic incurable type of patient population (2)
- Chronic/severe illness (5)
- Comfort level in dealing with end-stage disease and death
- Ability to deal with terminal illness (2)
- Frustrations in dealing with chronically/critically ill patients (2)

21. Practice Environment

22. Health Care Environment

- Regulation by government, insurance, etc. (2)
- Reimbursement control by Congress

23. Personality/Temperament

- Being a perfectionist
- Dedication (3)
- Feeling of being unique, nobody but you who can do it.
- Confidence
- Honesty
- Talent

24. Miscellaneous Comments

- Positive attitude
- Availability
- Commitment to continuing education (3)
- Time spent in training
- Students should first like the field
- Hard work
- Interesting
- Challenging
- Location
- Gatekeeper position
- Thinking physiologically
- Pride in your work
- Business aspect
- Satisfying (2)
- High incidence of ongoing self abuse
- Hassle factor
- Defensive medicine
- Looking for alternative explanations
- Recognition
- Compatible with personal happiness?
- Charity care