

2018 Member & Salary Survey Results Show Positive Growth



Results of ACFAS' 2018 Member Survey reveal the College continues on the right track when it comes to meeting members' needs and expectations. The survey findings also present compelling statistics on salary and compensation for foot and ankle surgeons. The College's overall performance upholds its high rankings with nearly 90 percent of respondents rating it as excellent or good. An overwhelming majority also agreed or strongly agreed ACFAS understands their issues and priorities.

Members continue to rate ACFAS' face-to-face CME meetings (the Annual Scientific Conference, Surgical Skills, regional and specialty courses, etc.) and *The Journal of Foot & Ankle Surgery (JFAS)* as top offerings and value the College's work in providing electronic education (podcasts, streaming video lectures, etc.), clinical consensus statements and ways to enhance postdoctoral training.

Eleven of 16 key programs were rated better than in the 2015 survey. A gap analysis indicated the College's five key strengths, based on both high importance score and high satisfaction ratings:

- provider of face-to-face CME meetings
- publisher of *JFAS*,
- building consumer awareness of ACFAS members,
- provider of electronic CME resources,
- advocate for DPM credentialing and privileging.

Even though "building consumer awareness of ACFAS members" was in the top five programs (due in part to the recent *Take a New Look at Foot & Ankle Surgeons* campaign), it was also rated highest in what members wanted more in the future. Members' written comments were especially clear in demanding even more work in building patient awareness and referrals.

In 2012, 62 percent of members primarily read print newspapers and magazines versus online. In 2018, that number was 40 percent. However, *JFAS* readers consistently prefer to read the *Journal* in print (slipping only 3 percent since 2012.) When asked if *JFAS* should be available only online, the written comments were loud and clear: No! Fortunately, ACFAS has no such plans; print will continue.

Also in the open-ended responses, a surprising number of members seemed confused between the roles of ACFAS and ABFAS. ACFAS will continue to explain the difference between the two organizations in our publications. And another factoid: In 2012, 26 percent of members had a practice Facebook page; this year 50 percent do.

Compensation results showed increases in members' average annual salary (7.8 percent) and share of profit from practice (27 percent) over the past three years. Average annual



salary is higher among members 36 to 65 years old and among those who had spent two years in residency or who were certified in reconstructive rearfoot/ankle (RRA) surgery.

A positive correlation also exists between years practicing in the field or specialty and average salary, with a higher average salary for those with more years working in the field.

All members, of all ages, years of residency and years in practice saw salary increases over the past three years. The highest salaries tend to be those with four or more years in residency, those with a fellowship and those working in an orthopedic practice. Average salaries tend to decrease for members as they approach retirement age. Visit acfas.org/compensation for the 2018 Compensation and Benefits Survey Data.

Similar to 2015, half of all ACFAS members were invited to participate in the Member Needs and Opinions Survey, and half

received the Practice Economics Survey. Both surveys received a 25 percent or greater response rate, which is very high for association surveys. Highlights of the Practice Economics Survey will be published in the next issue of *ACFAS Update*.

The survey results were reviewed in depth by the Board of Directors at their July meeting and will now be shared with various committees. Understanding your needs and expectations is an ongoing priority for ACFAS, and thanks to the results of our 2018 Member Survey, we now have an even clearer picture of how we can better serve you.



Dues Invoices Arriving in October

Giving You More Time to Pay

ACFAS is giving you more time to pay your annual dues before the holiday rush begins! You will receive your annual ACFAS member dues renewal reminder in October—two and a half months before the deadline.

Watch your email for renewal instructions for the 2019 calendar year, coming soon. **The deadline for payment will be December 31, 2018.**