

**Satisfaction with Work-Life Balance and the Career and Retirement Plans of U.S. Oncologists**

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## Appendix 1: Survey questions regarding career and retirement plans

### Career Plans:

What is the likelihood that you will reduce the number of hours you devote to clinical care over the next 12 months?

- a. none
- b. slight
- c. moderate
- d. likely
- e. definite

What is the primary reason you are considering reducing the number of hours you devote to clinical care over the next 12 months? (only asked of those who answer b-e on question above)

- a. declining re-imburement for clinical care
- b. to spend more time with family
- c. personal health problems
- d. a family member's health problems
- d. to pursue administrative/leadership opportunities
- e. to pursue research or medical education opportunities
- f. other: \_\_\_\_\_

What is the likelihood that you will leave your current practice situation within 2 years?

- a. none
- b. slight
- c. moderate
- d. likely
- e. definite

What do you plan to do if you leave your current practice? (only asked of those who answer b-e to question above)

- a. Look for a different practice opportunity and continue to work as a physician
- b. Look for a different job in medicine (e.g. administration, other) and no longer work as a physician
- c. Leave the practice of medicine altogether to pursue a different career
- d. Retire
- e. other: \_\_\_\_\_

### Retirement Plans:

At what age do you plan to retire? \_\_\_\_ (if you are already retired, please indicate the age at which you retired)

Are you considering retirement at an age **earlier** than you had previously planned due to any of the following factors (check all that apply) ?

- a. personal health problems
- b. a family member's health problems
- c. helping family members care for their children
- d. declining medicare reimbursement rates for clinical care
- e. declining private insurer reimbursement rates for clinical care
- f. personnel conflicts within my practice group or hospital
- g. rapid increases in the complexity of oncology care making it difficult to stay current
- h. introduction of electronic medical records
- i. other: \_\_\_\_\_

Are you considering retirement at an age **later** than you had previously planned due to any of the following factors (check all that apply) ?

- a. declines in value of my retirement accounts (e.g. 401k, IRA) in recent years
- b. the economy
- c. a previous divorce
- d. my children's college expenses
- e. need to provide financial support for my children
- f. need to provide financial support for my parents or other family member
- g. I enjoy my work too much to retire
- h. other: \_\_\_\_\_

What is the net effect of all factors on your retirement plans:

- a. I expect to retire earlier than I had previously planned
- b. I expect to retire later than I had previously planned
- c. I expect to retire about the time had always planned