

You Can't Manage What You Don't Measure

USING DATA TO INFORM MEDICAL SOCIETY INITIATIVES

CMSS 2024: Shaping the Future of Medicine Together
Thursday, November 21, 2024

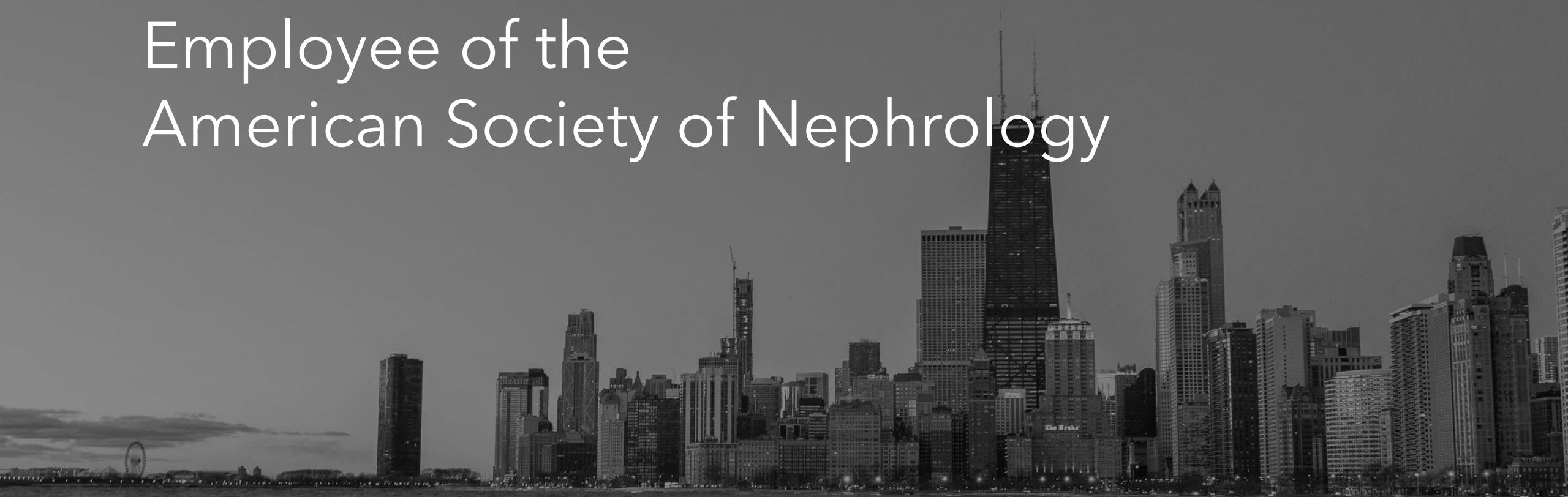
Kurtis A. Pivert, MS, CAP

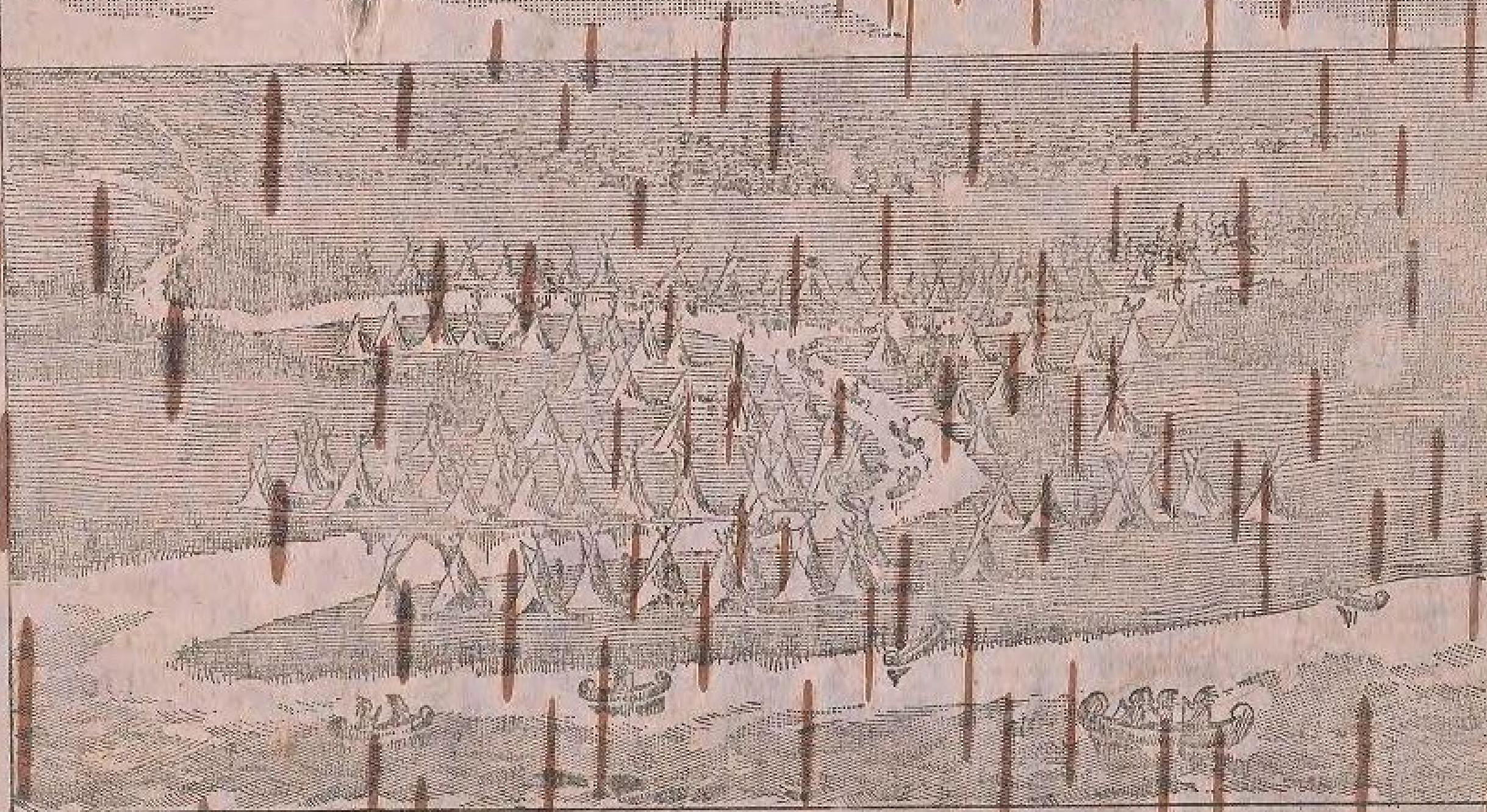
Director of Data Science
American Society of Nephrology



Disclosure

Employee of the
American Society of Nephrology





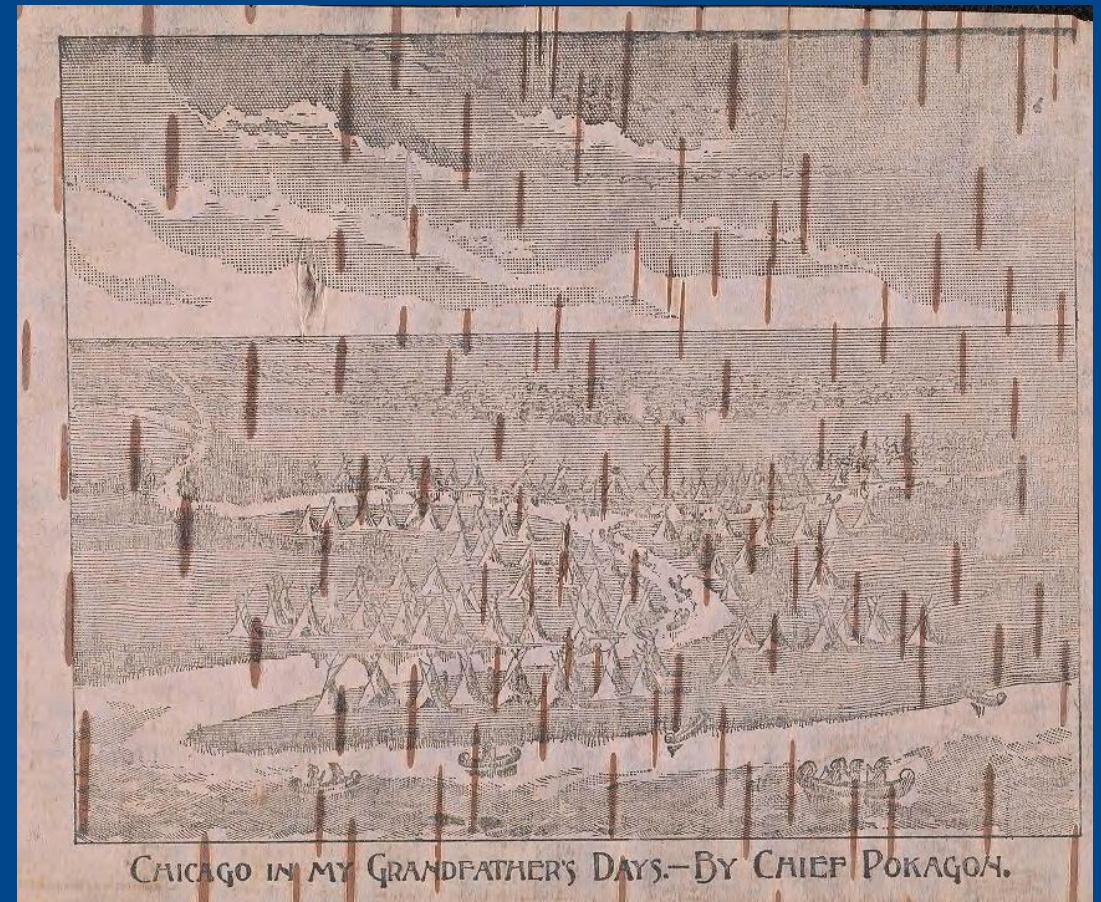
CHICAGO IN MY GRANDFATHER'S DAYS.—BY CHIEF POKAGON.

Land Acknowledgement

Ojibwe

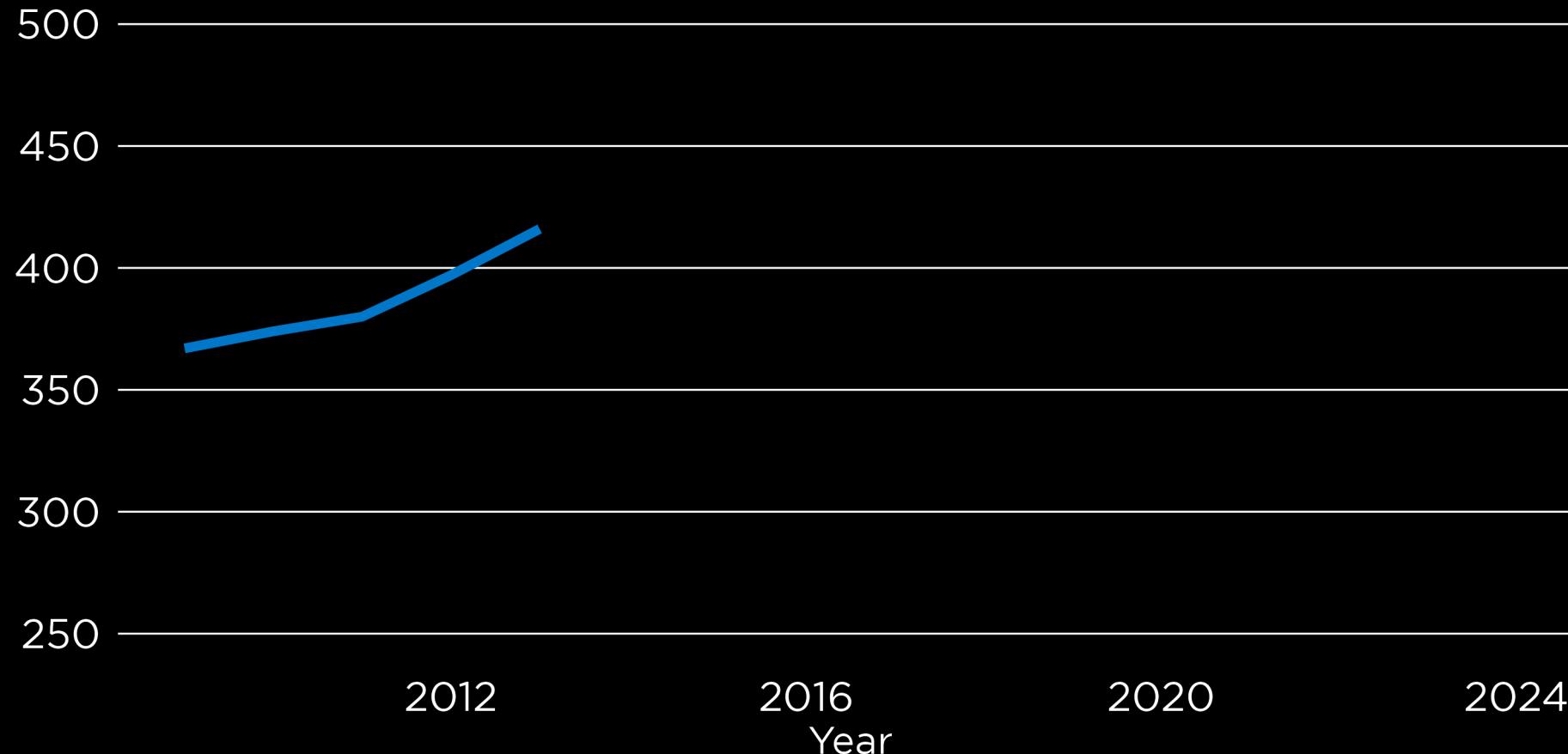
Odawa

Potawatomi



Offered Nephrology Fellowship Positions

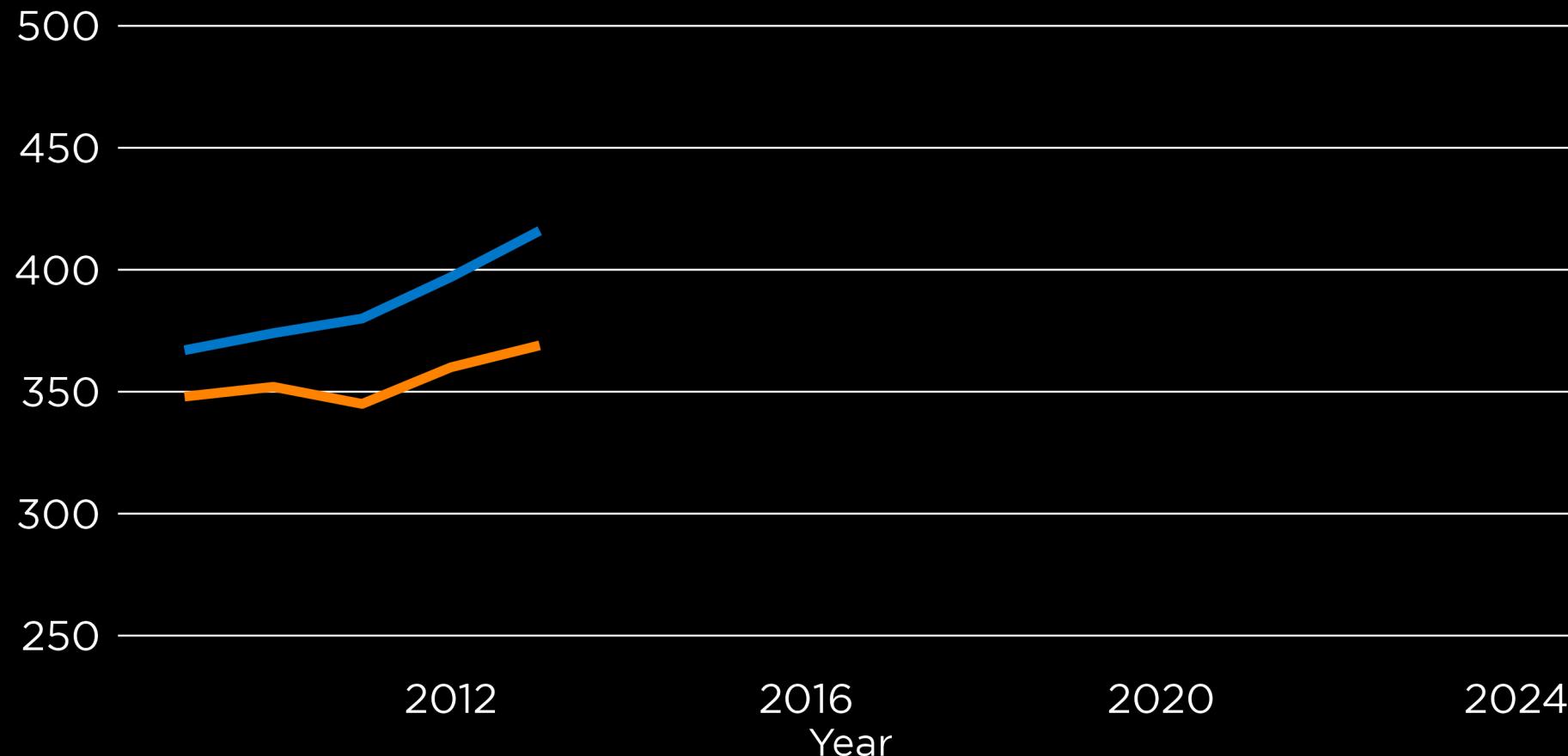
2009–2024



Source: NRMP

Offered and **Filled** Nephrology Fellowship Positions

2009–2024



Source: NRMP

Offered and **Filled** Nephrology Fellowship Positions

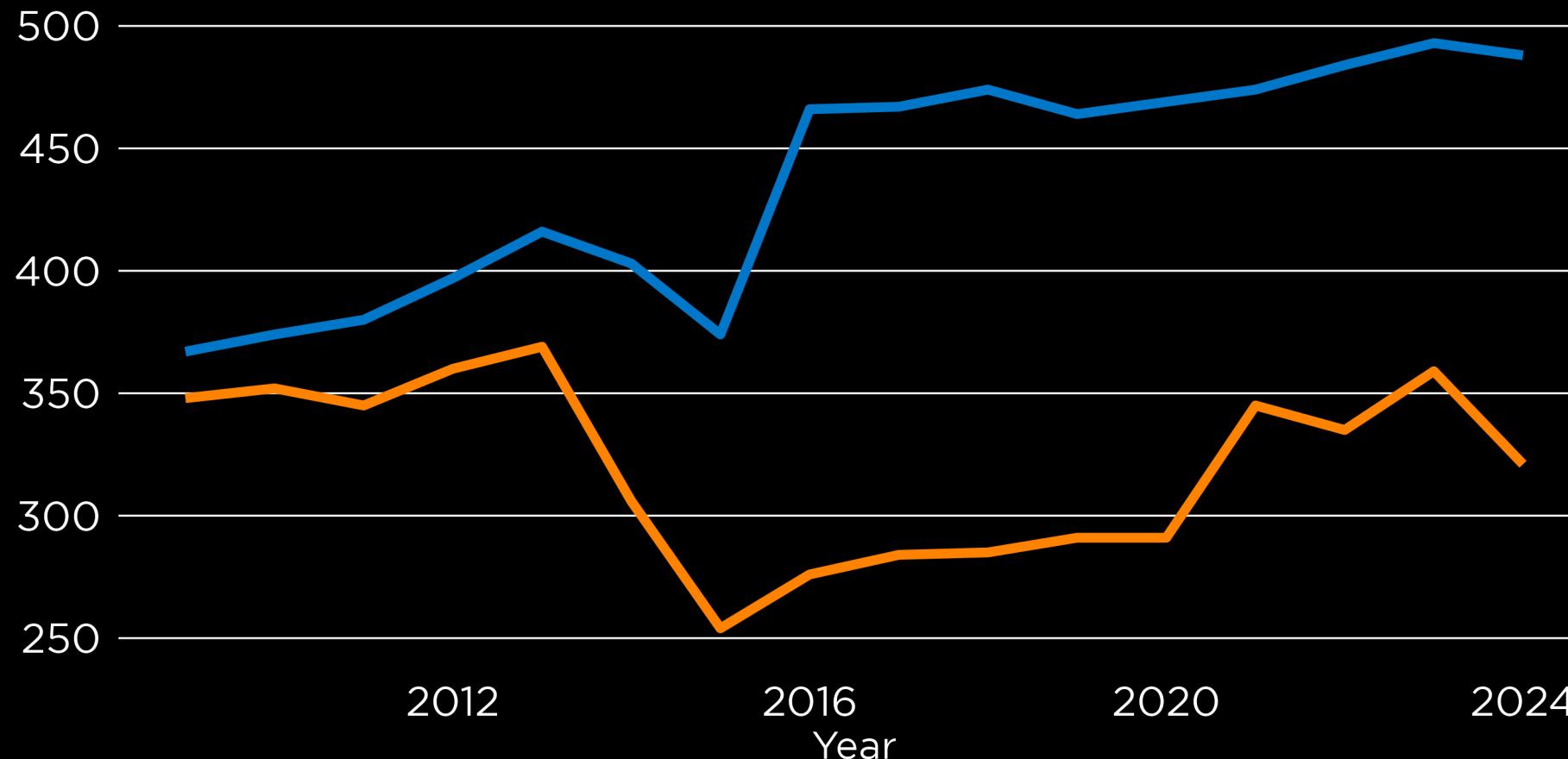
2009–2024



Source: NRMP

Offered and **Filled** Nephrology Fellowship Positions

2009–2024



Source: NRMP

Measuring to Manage

Measuring to Manage

Current Workforce

Measuring to Manage

Current Workforce

Incoming Workforce

Measuring to Manage

Current Workforce

Incoming Workforce

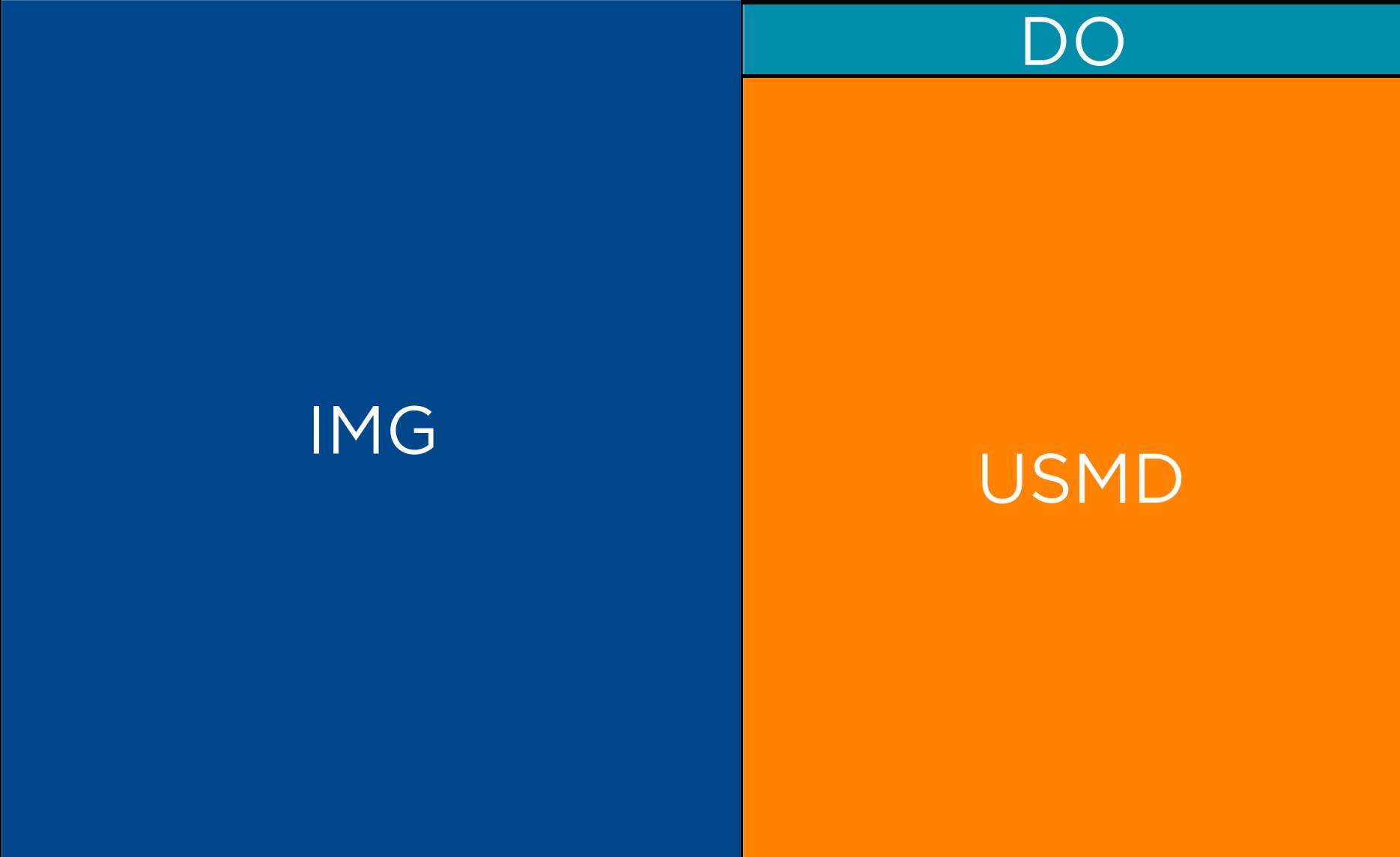
Deterring Factors

Nephrology Workforce

- Clinicians: MD, DO, MBBS, MBChB
- Scientists: PhD, MD/PhD
- Pharmacists: PharmD
- APPs: RN, NP, PA
- Dieticians: RD, RDN
- Social Workers: MSW, DSW

Nephrology Workforce

- **Clinicians: MD, DO, MBBS, MBChB**
- **Scientists: PhD, MD/PhD**
- **Pharmacists: PharmD**
- **APPs: RN, NP, PA**
- **Dieticians: RD, RDN**
- **Social Workers: MSW, DSW**

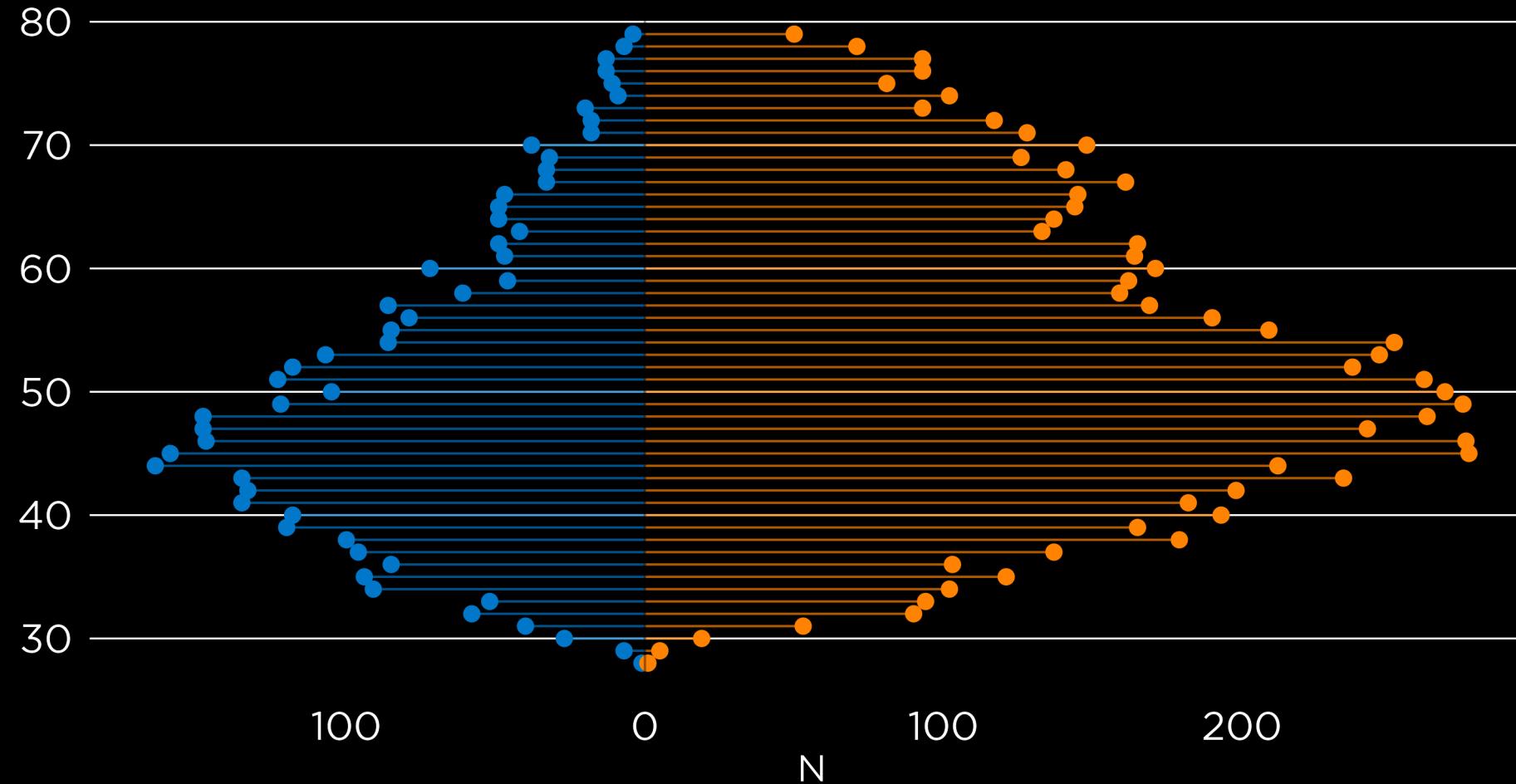


DO

IMG

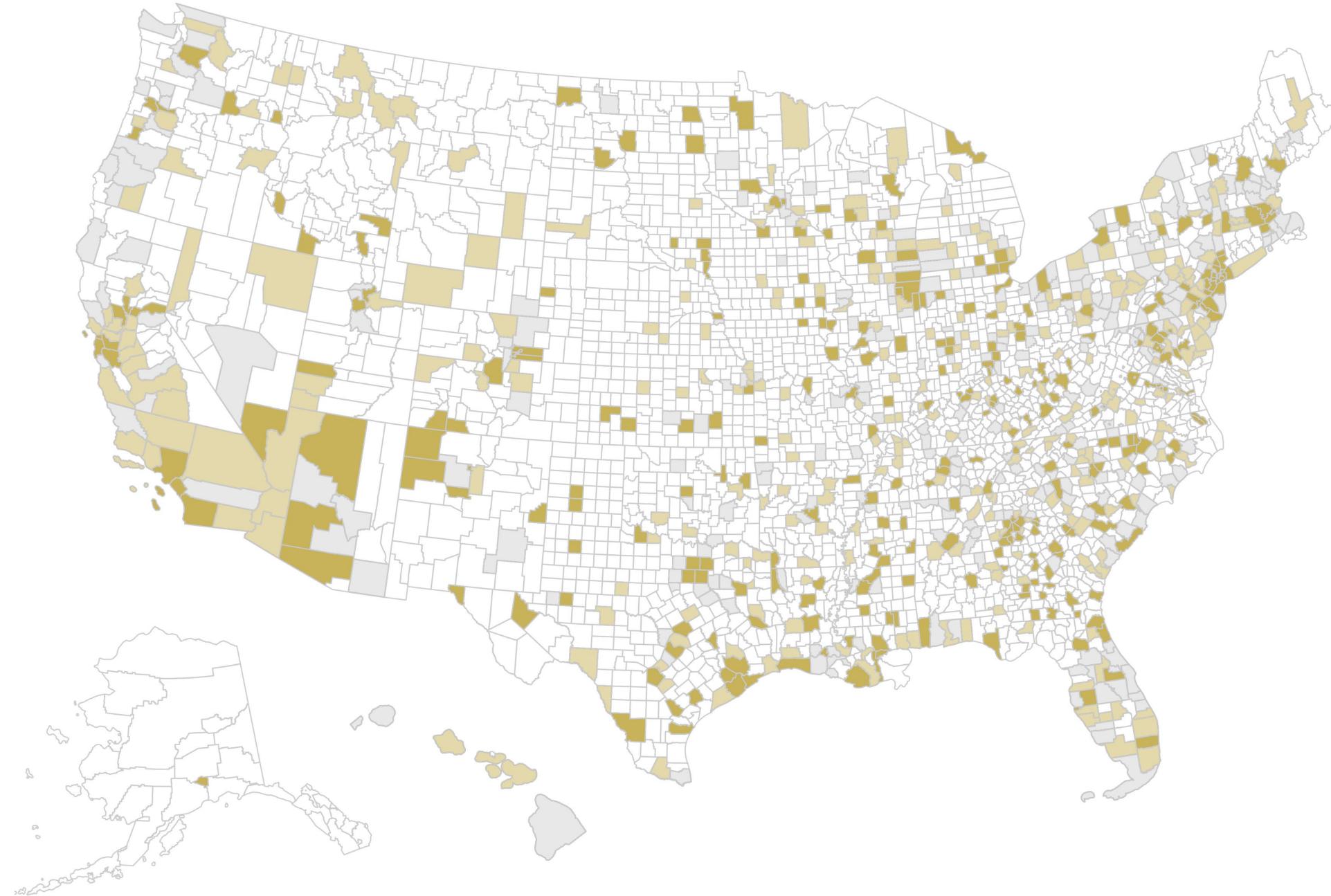
USMD

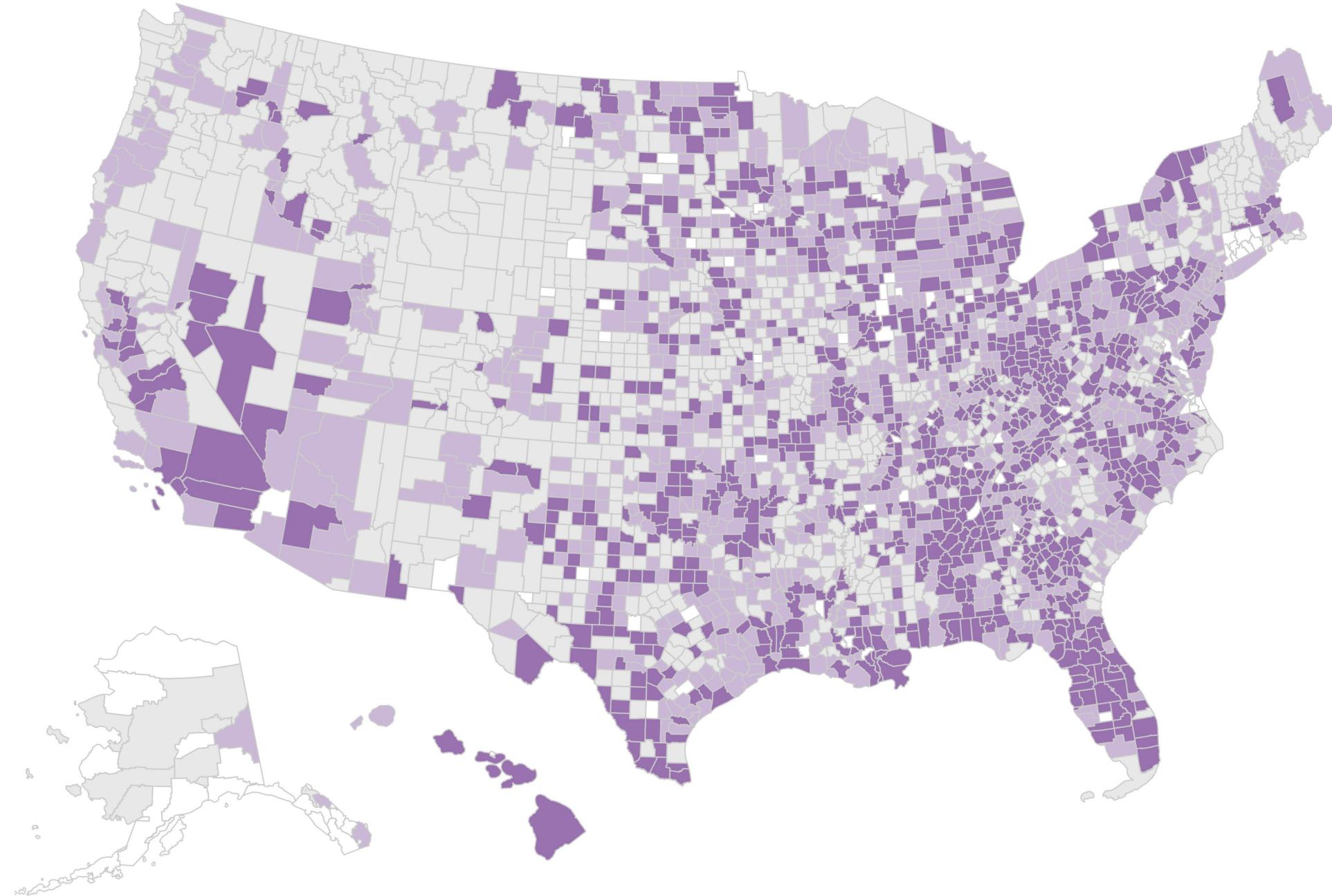
Age Distribution of **Female** and **Male** Nephrologists

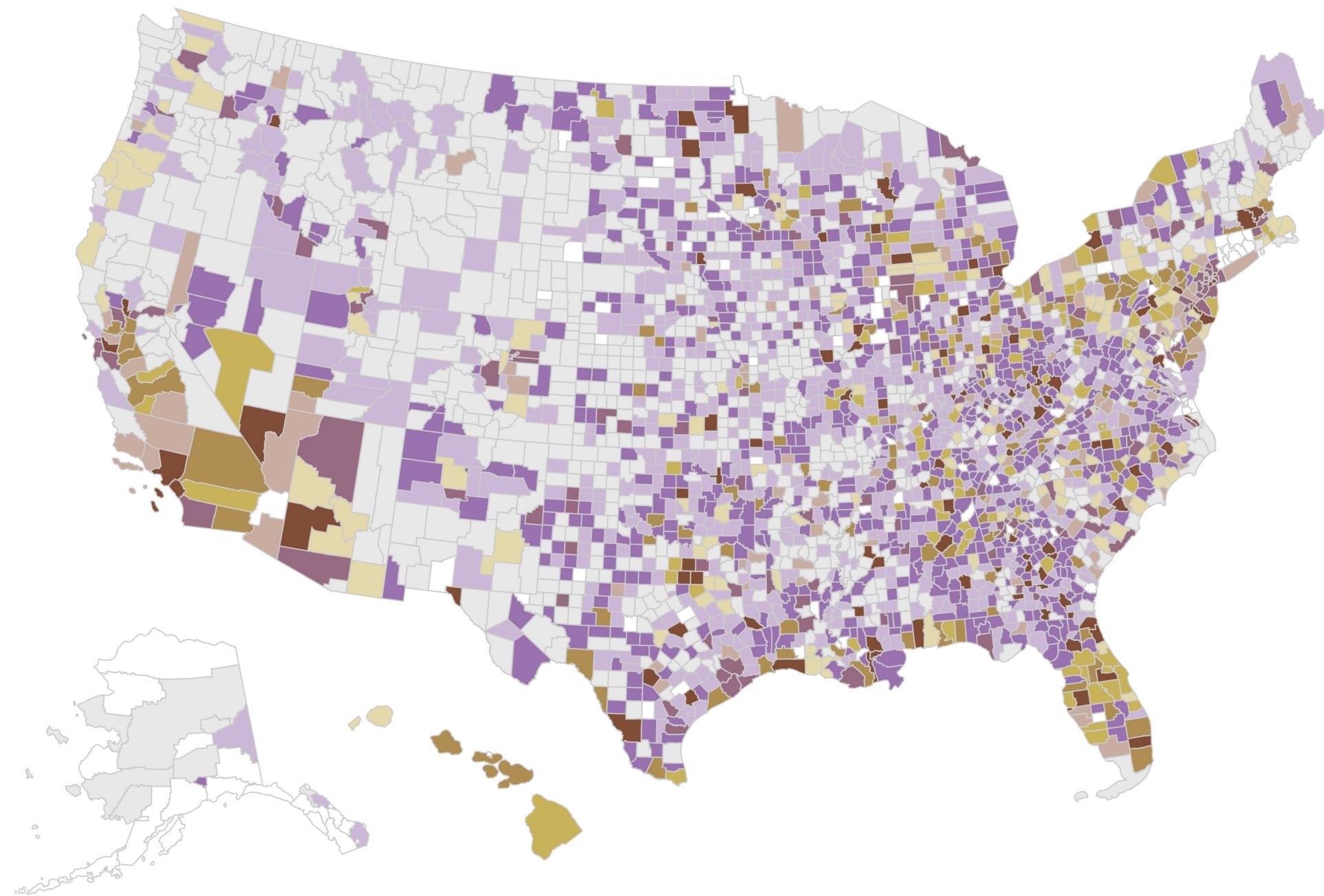


Source: AMA

Race and Ethnicity

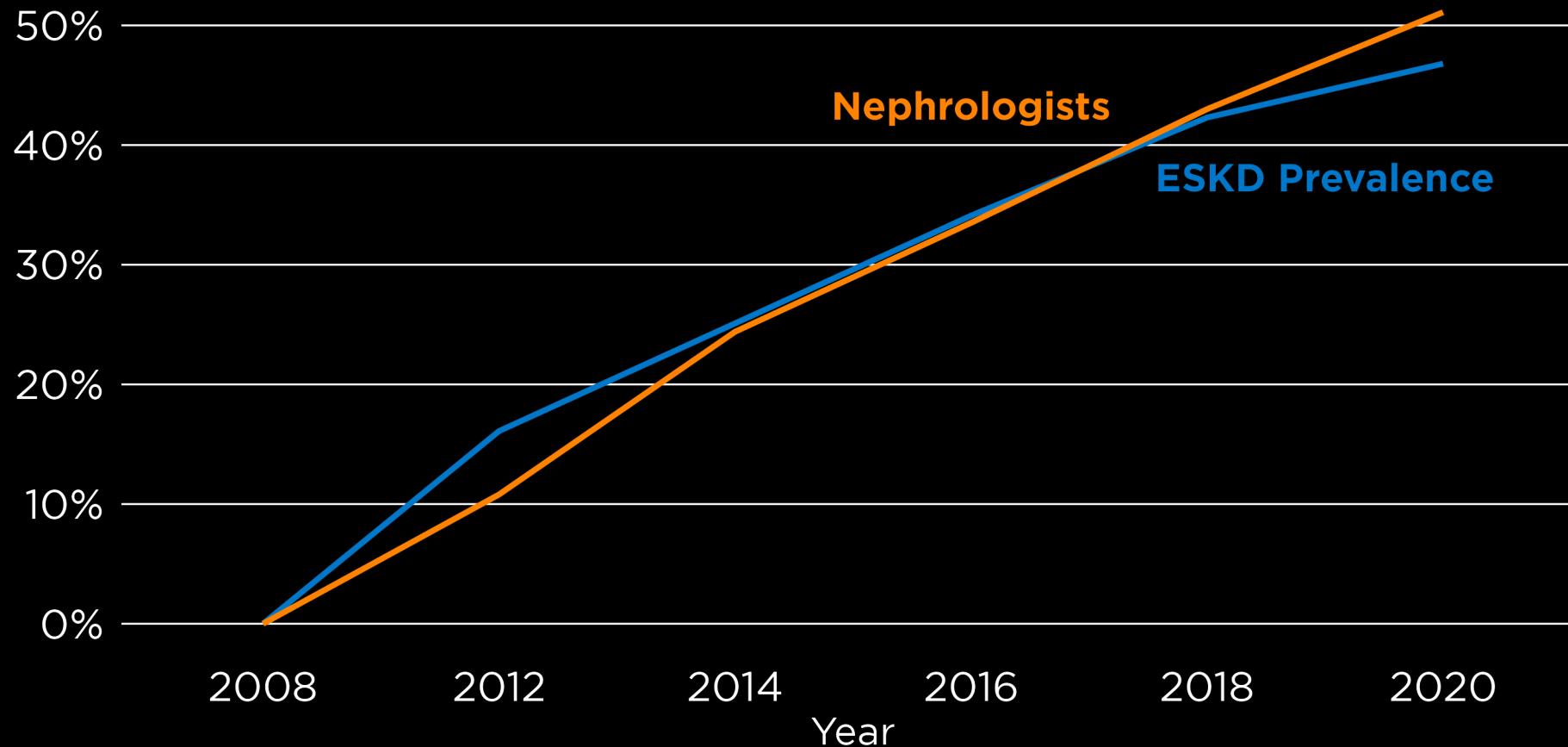






Change in **ESKD Prevalence** and **US Nephrologists**

2008–2020



Sources: AMA and USRDS

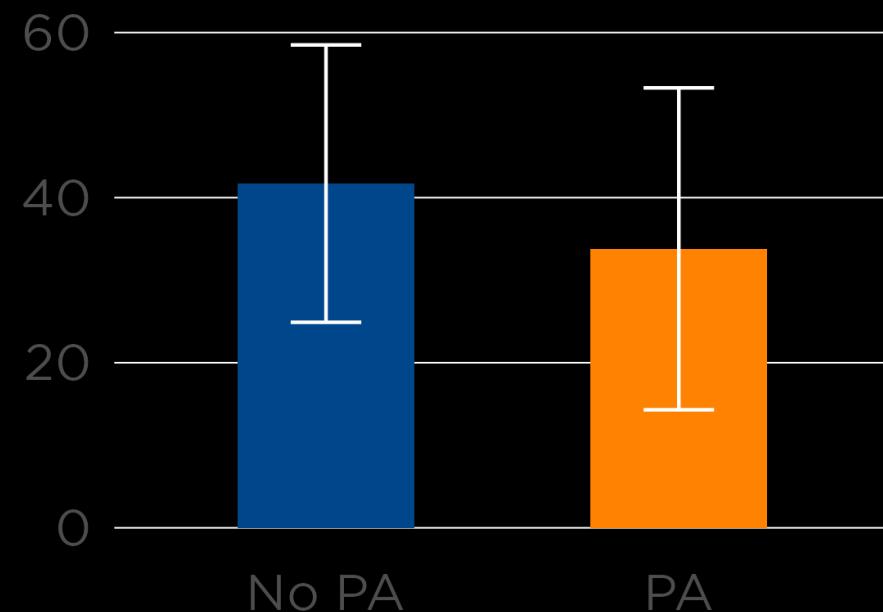
A New System Dynamics Model of the U.S. Physician Workforce

Published Nov 30, 2023

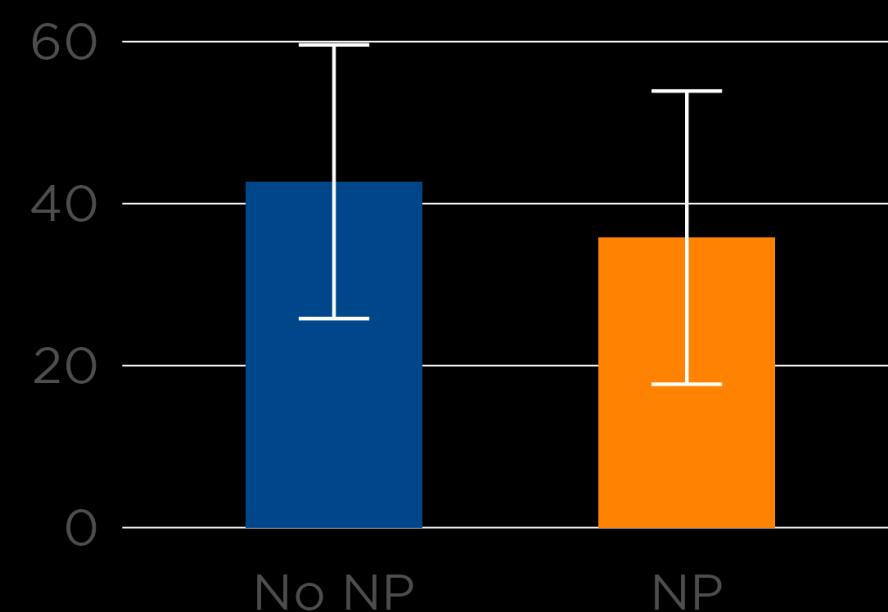


Nephrologist: Mean Weekly Hours

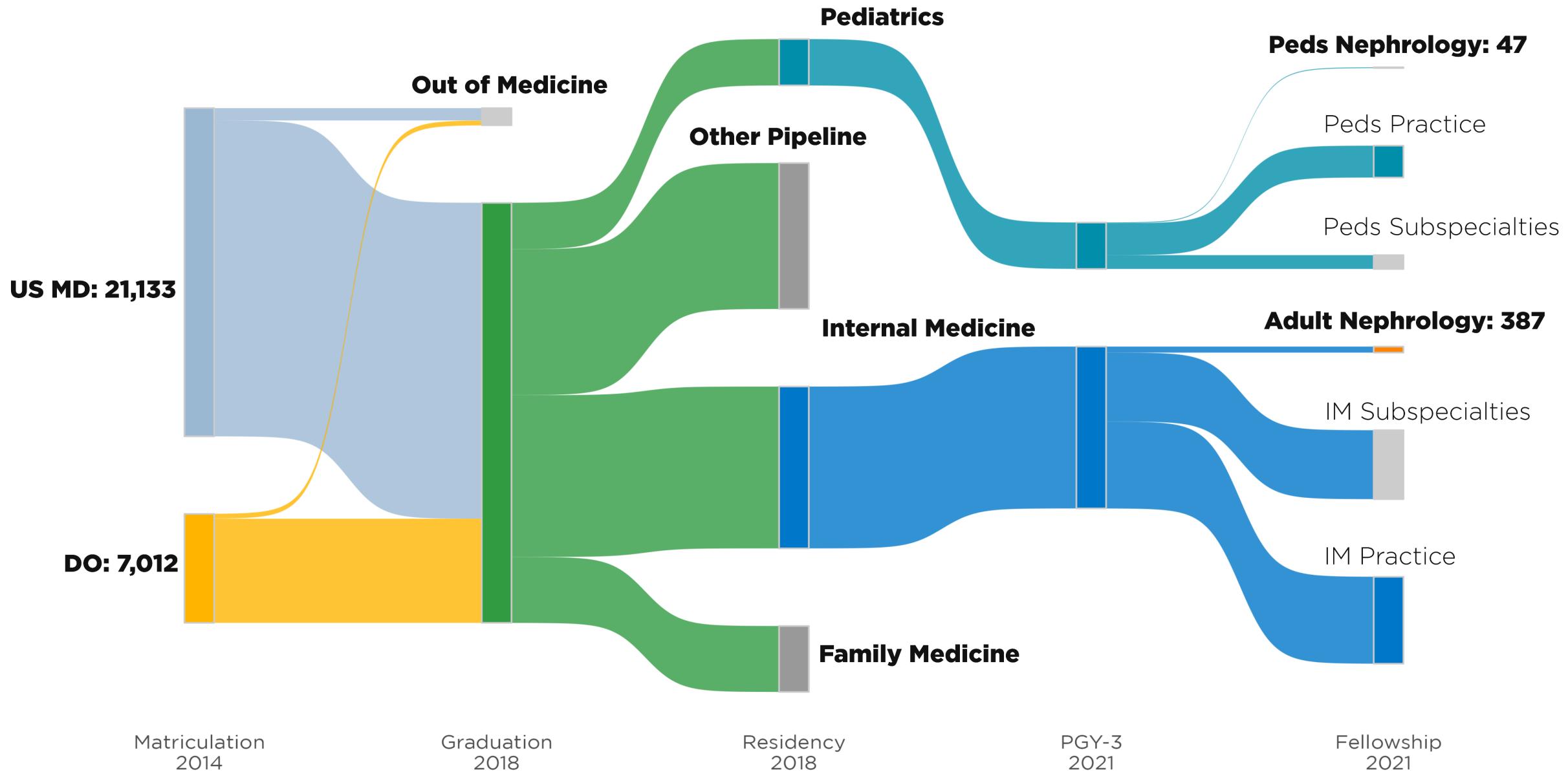
Patient Care Hours
Without and **With** PAs



Patient Care Hours
Without and **With** NPs

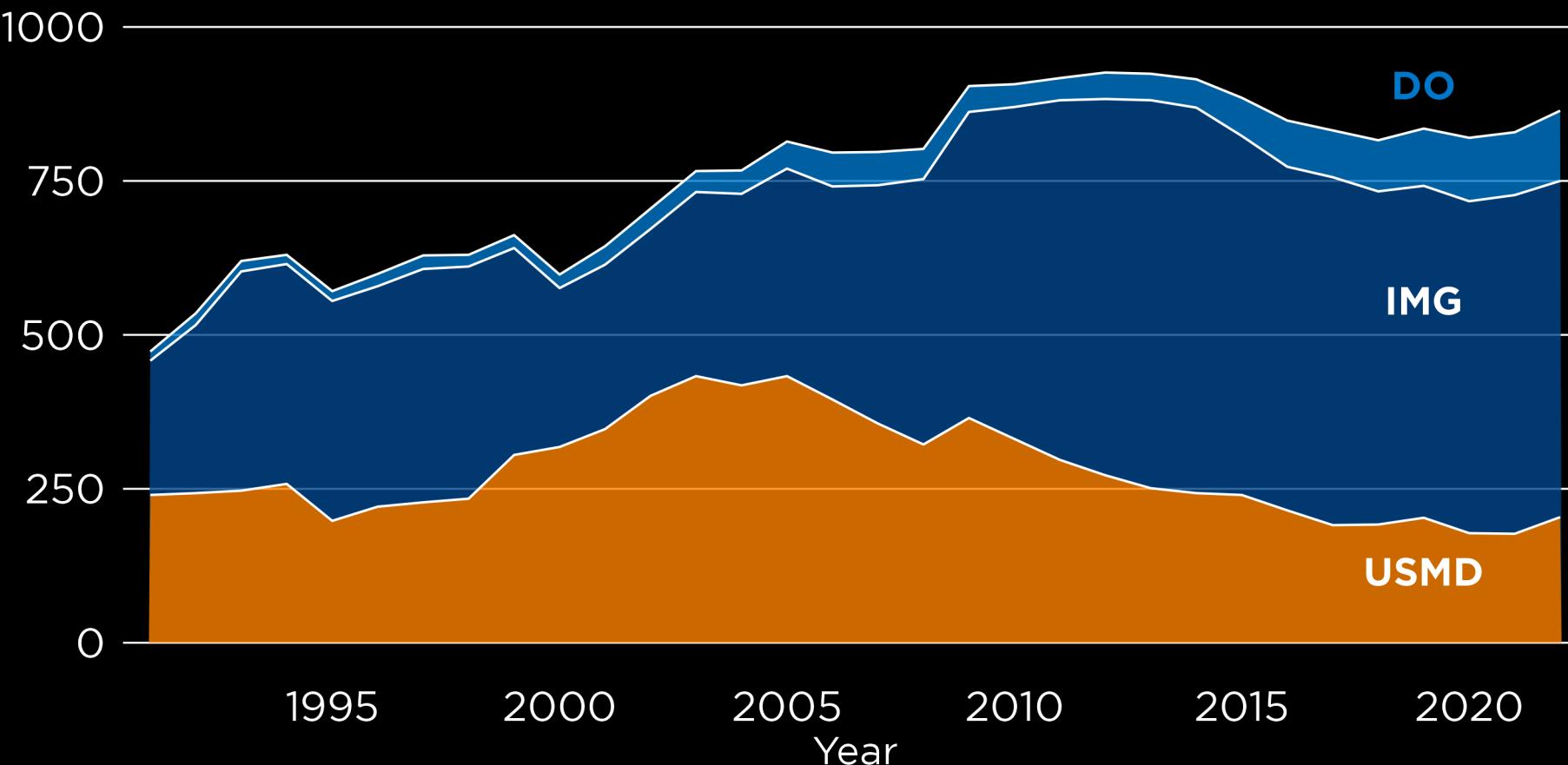


Source: DOI: 10.1016/s0272-6386(99)70214-3



Nephrology Fellows' Educational Status

1991-2022



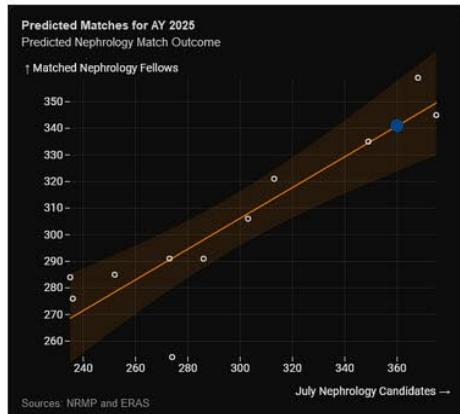
Source: JAMA



ASN DATA

Reports

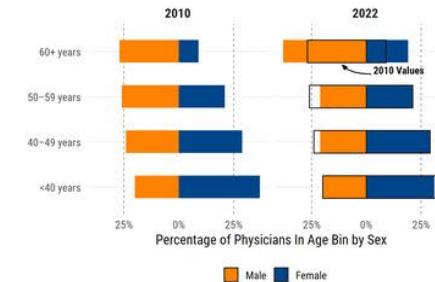
[ERAS 2025: Nephrology Fellowship Applications](#)



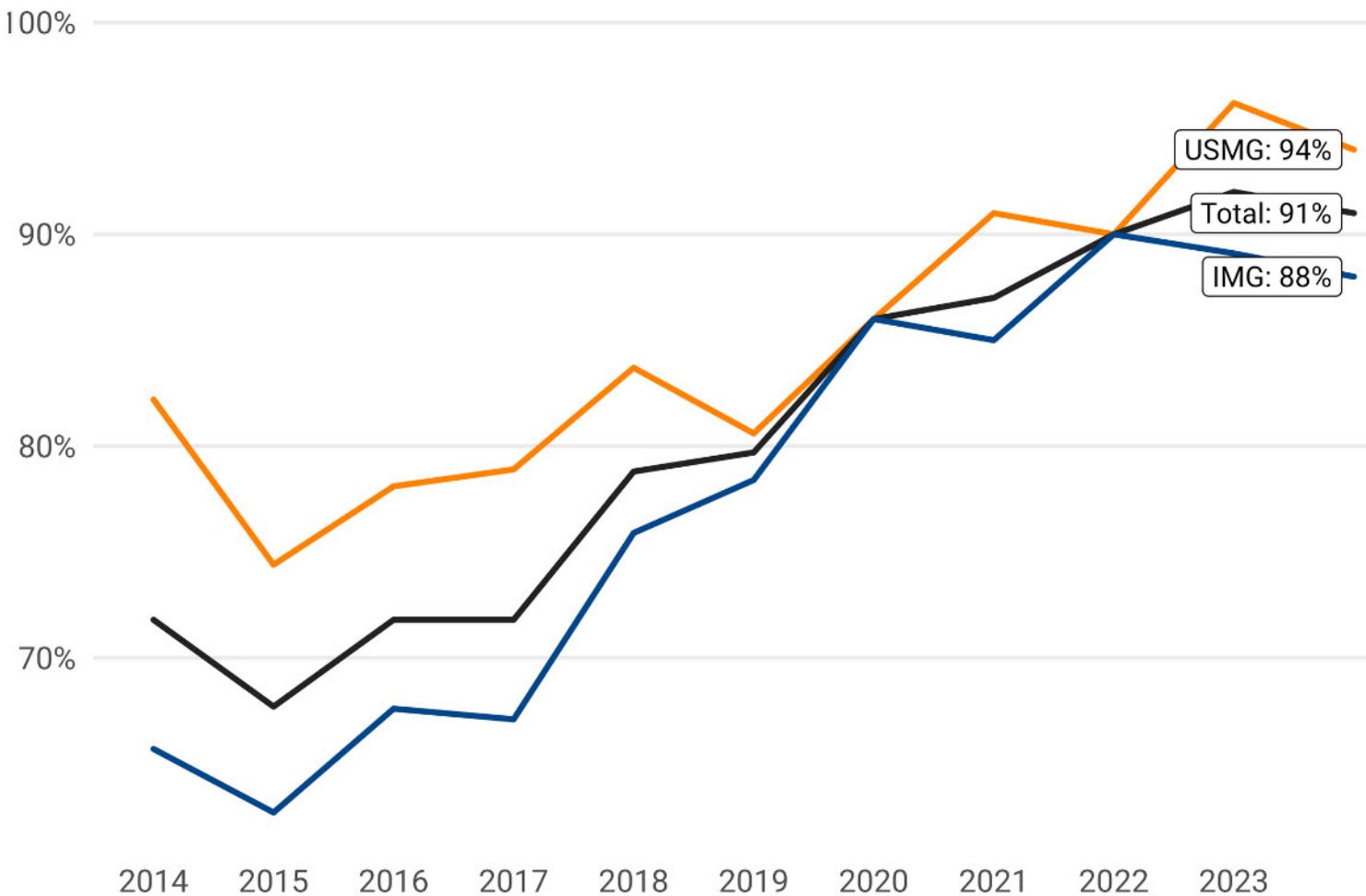
Led by [Kurtis A. Pivert, MS](#), the ASN Data Analytics Program supports informed, strategic decision-making and implementation of ASN initiatives and programs by collecting, managing, analyzing and synthesizing data relevant to nephrology and nephrology professionals.

Data Detail

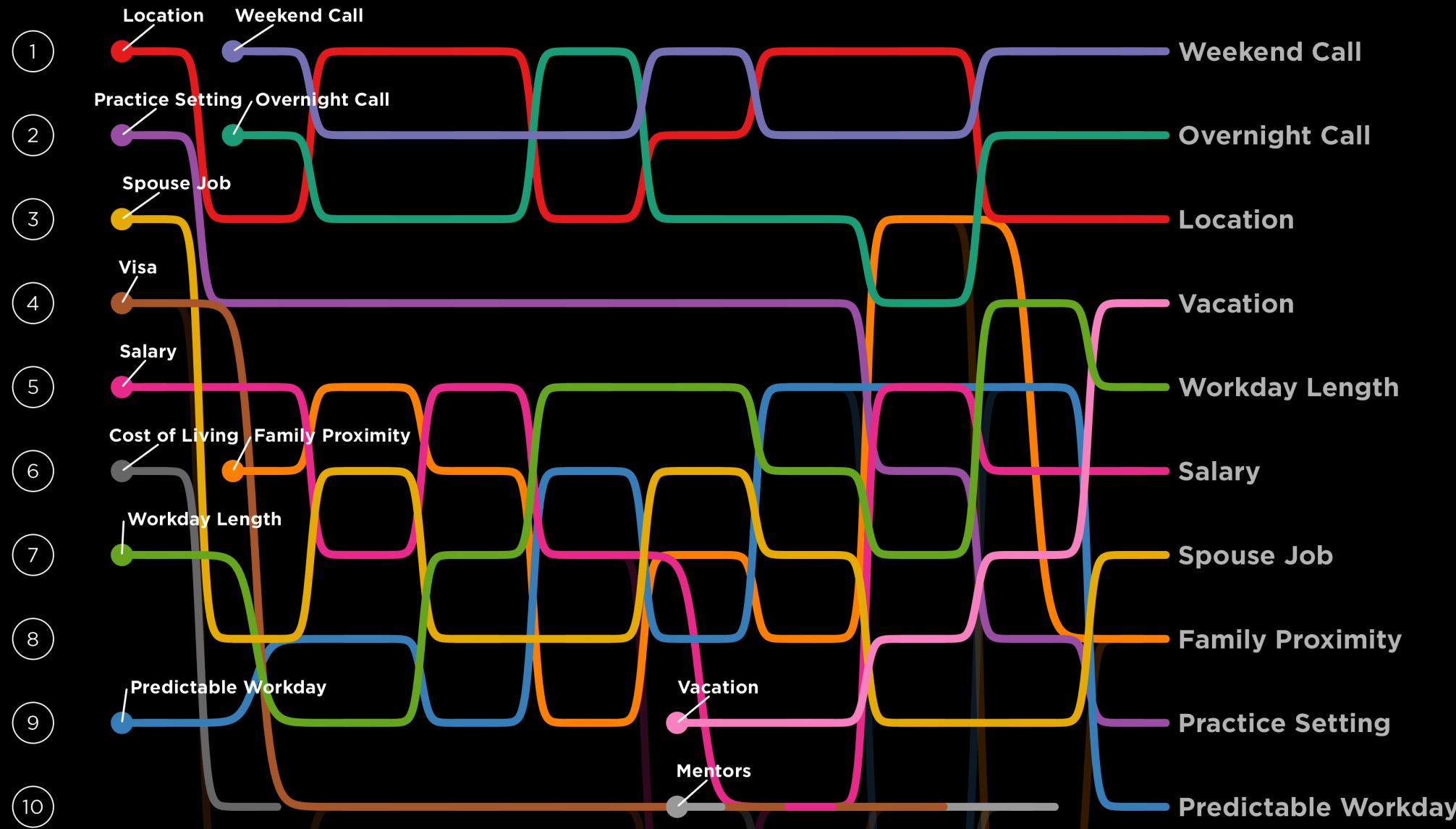
[Data Detail: Physician Trends in the 2022 FSMB Census](#)



[Data Detail: Telehealth Trends in ESRD](#)



Important Factors





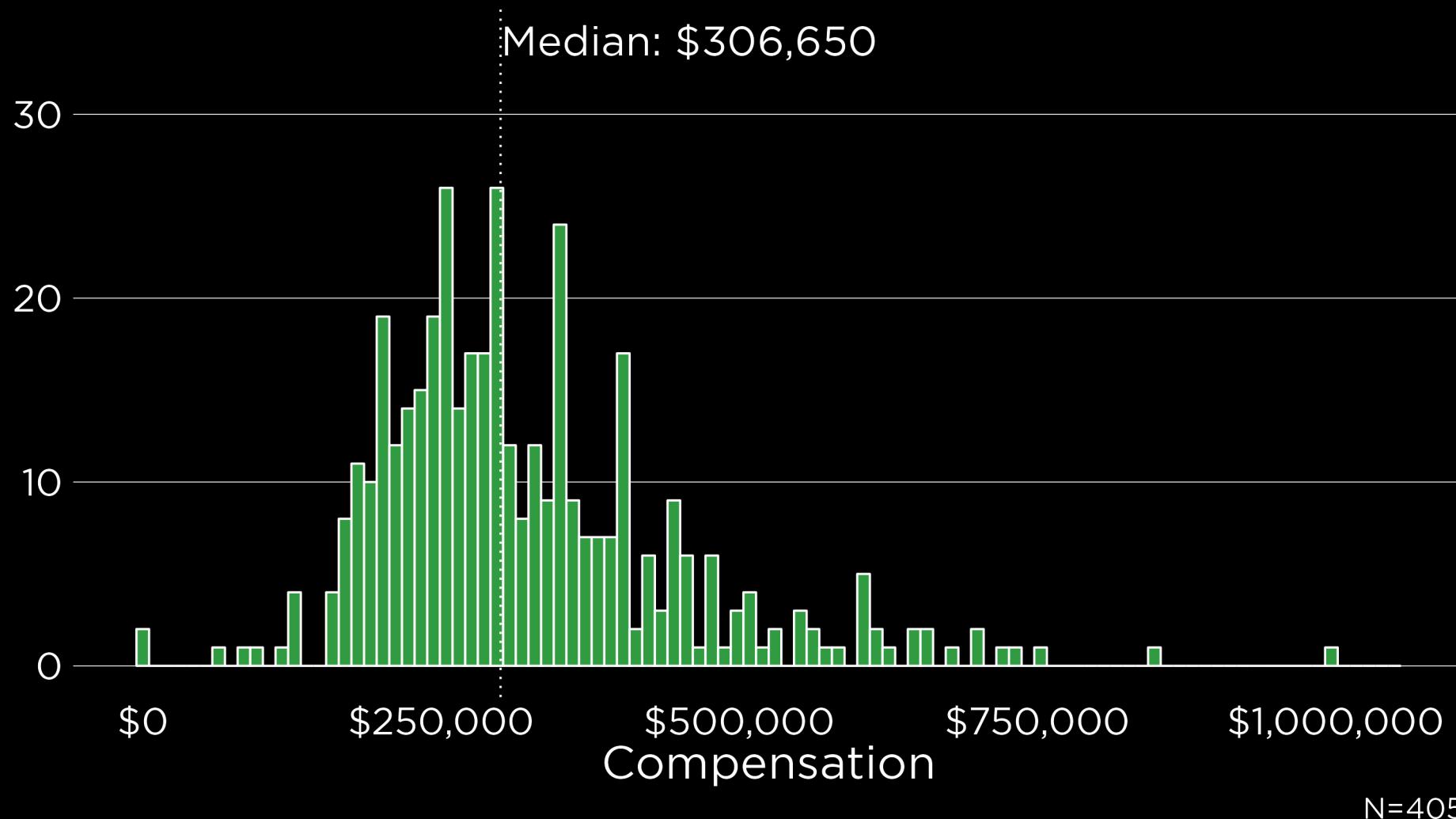
Why Not Nephrology?

Why Not?

Why Not?

Compensation

Nephrology Compensation



Specialty	N	Mean Age	Mean Income
Interventional Cardiology	4,250	51.1	\$628,800
Gastroenterology	13,880	52.1	\$543,200
Hematology-Oncology	10,070	50.7	\$526,200
Medical Oncology	3,270	52.2	\$515,200
Cardiovascular Disease (Cardiology)	19,500	53.3	\$491,000
Nephrology	9,420	50.2	\$425,200
Pulmonary Disease	10,770	51.8	\$384,000
Hematology	690	52.2	\$381,800
Critical Care (Intensivists)	3,030	48.7	\$381,600
Rheumatology	5,250	51.8	\$335,100
Infectious Disease	7,450	50.7	\$291,500
Hospitalist	12,370	42.5	\$283,400
Endocrinology	6,570	50.0	\$276,500
Internal Medicine	118,530	48.1	\$261,300

Source: Gottlieb JD, Polykova M, Rinz K, Udalova V. Who Values Human Capitalists' Human Capital? The Earnings and Labor Supply of U.S. Physicians. *University of Chicago, Becker Friedman Institute for Economics Working Paper No. 2023-95*. Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4510223

Why Not?

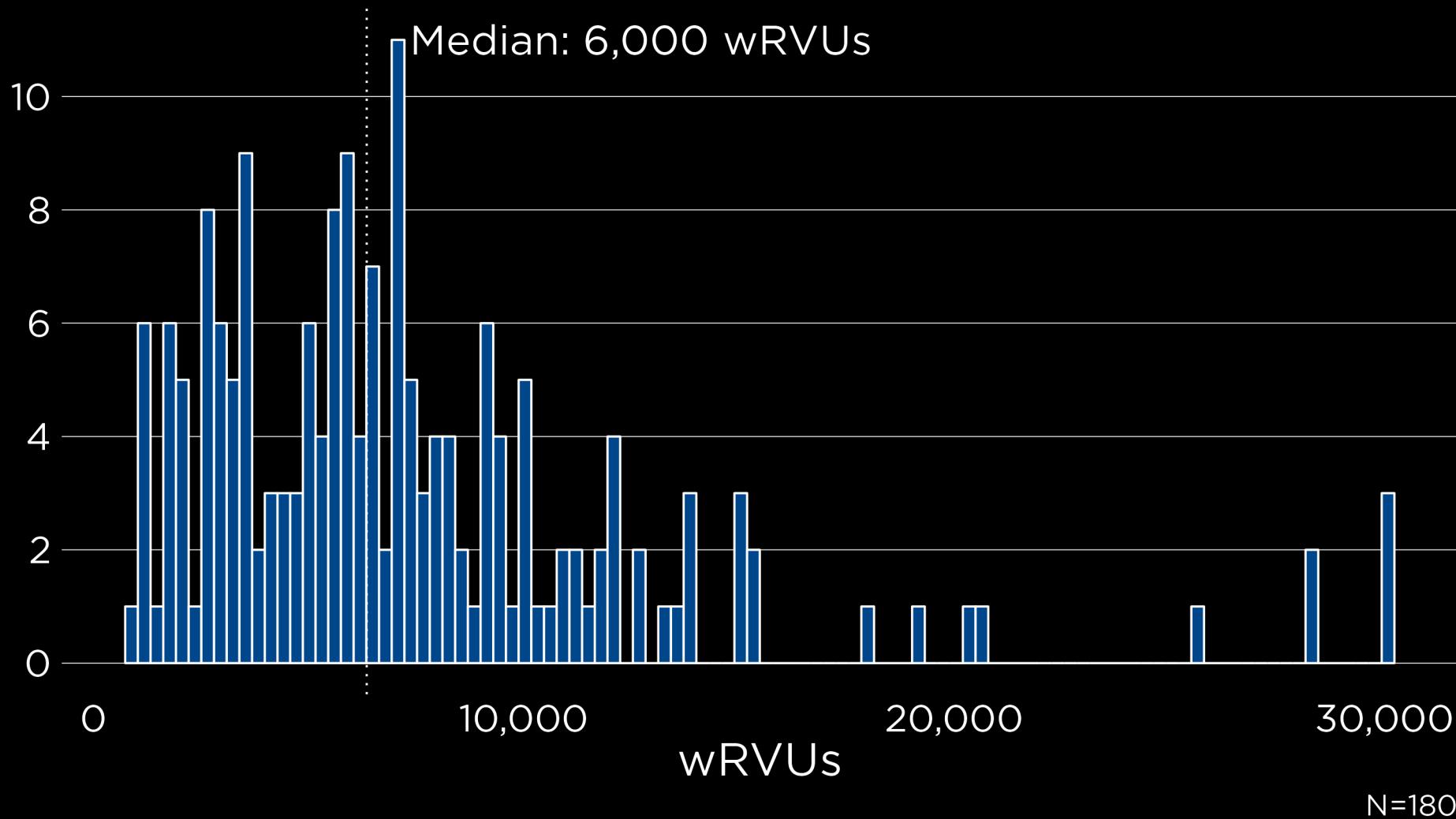
Compensation

Why Not?

Compensation

Work-Life Balance

wRVUs



Why Not?

Compensation

Work-Life Balance

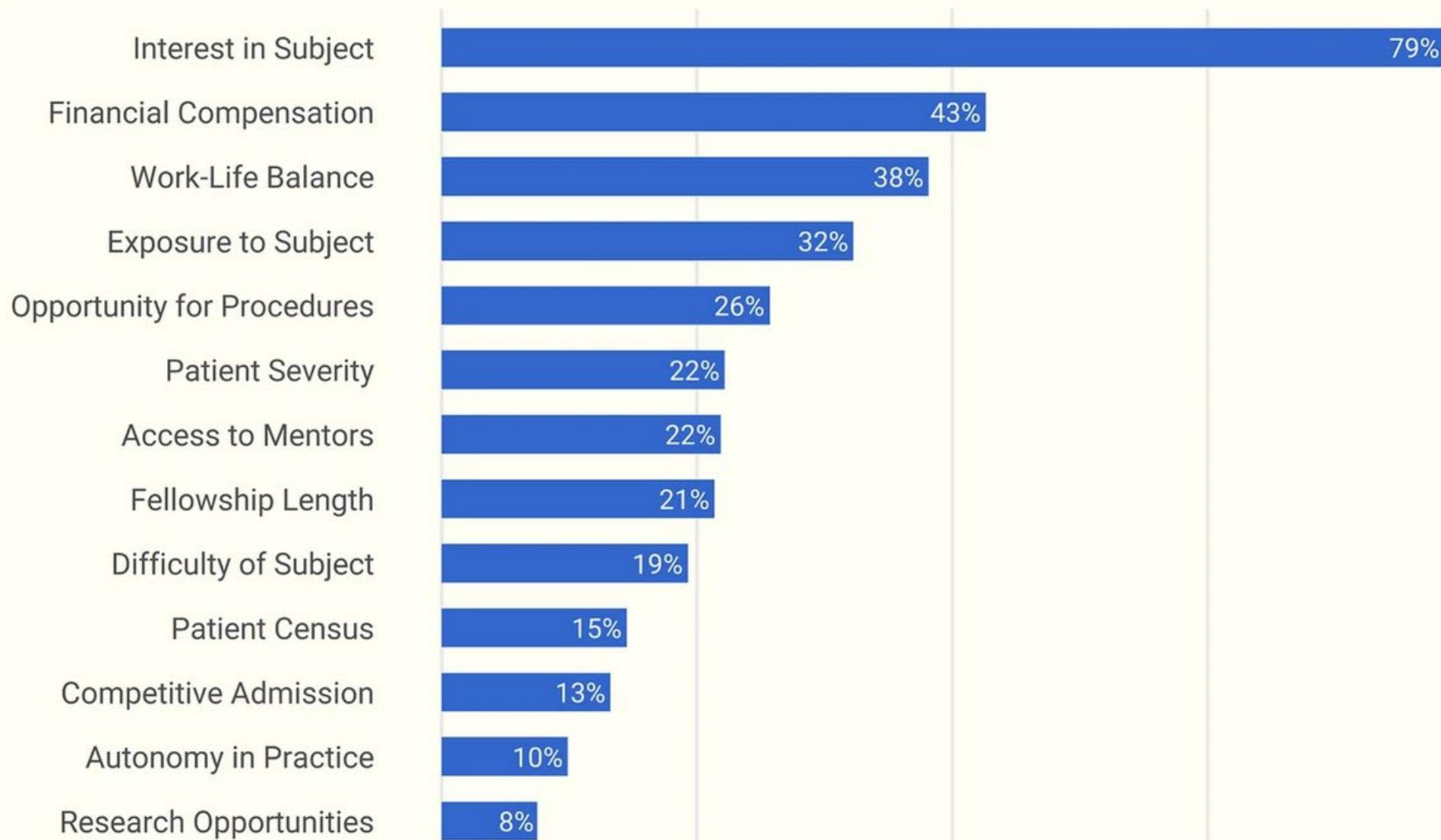
Why Not?

Compensation

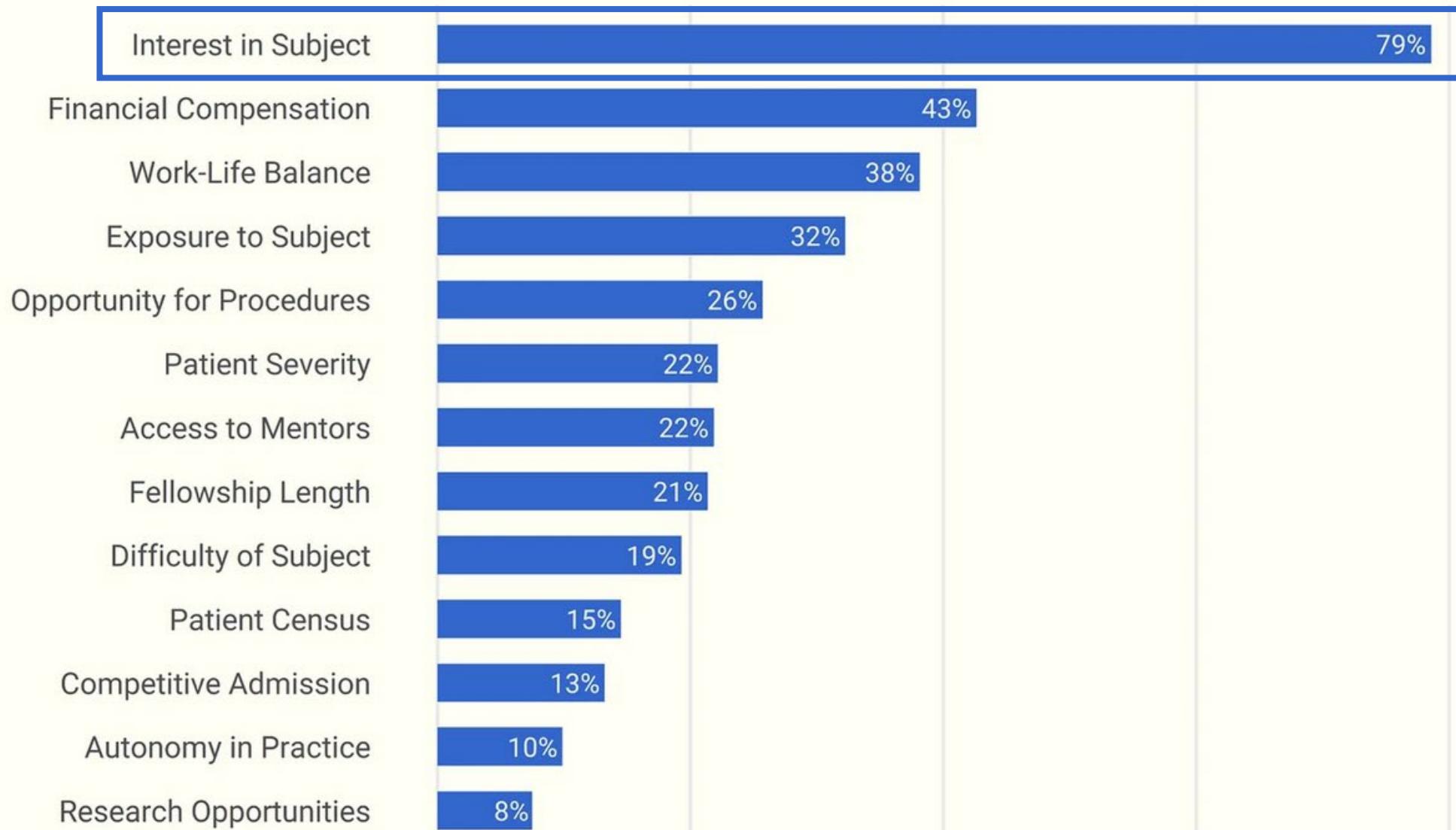
Work-Life Balance

Exposure

Exposure



Exposure



Initiatives

Pre-Med

Medical School

Residency

Pre-Med

- Free Membership
- Kidney MAPS

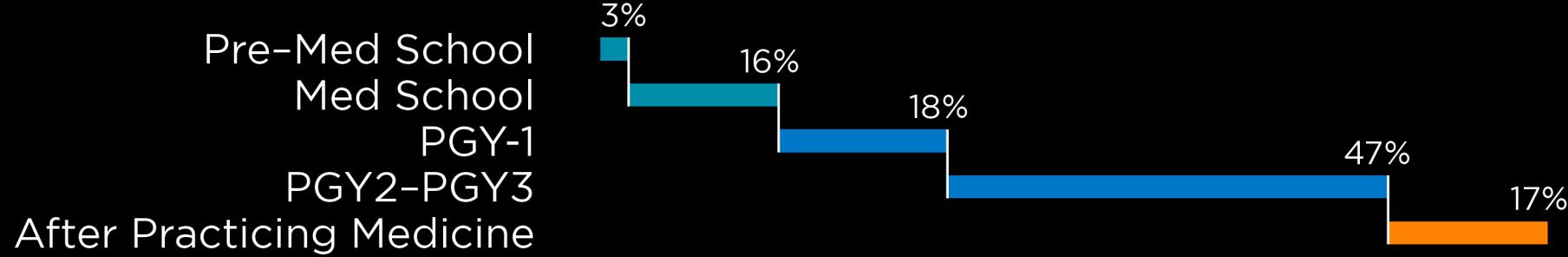
Medical School

- Free Membership
- Kidney STARS
- Kidney Week
- Mentorship
- Kidney MAPS
- Kidney TREKS

Residency

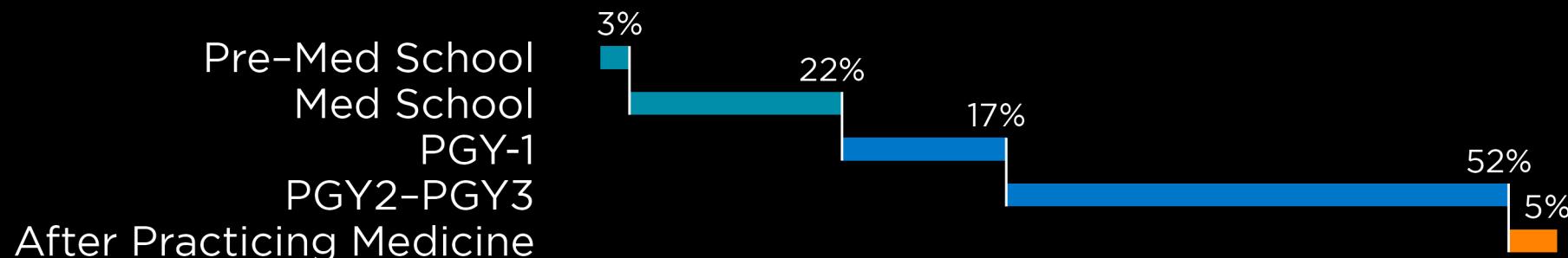
- Free Membership
- Kidney STARS
- Kidney Week
- Mentorship
- Kidney MAPS
- Kidney TREKS
- Loan Forgiveness

IMGs



N=266

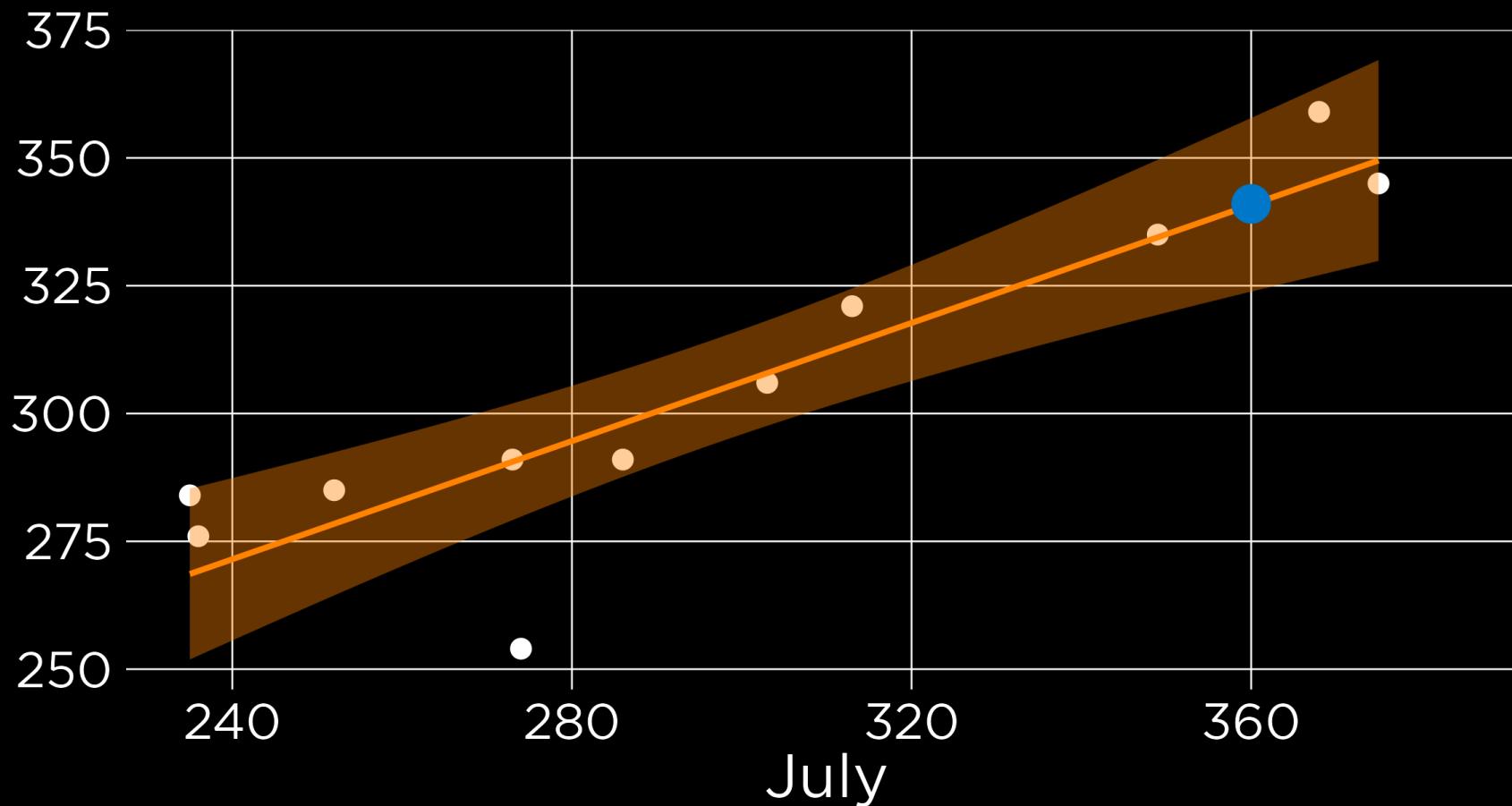
USMGs



N=184

2025?

Previous and **Predicted** Nephrology Matches



Source: NRMP

Dr. Stephen M. Sozio Johns Hopkins University

Dr. Suzanne M. Boyle Temple University



/kurtis-pivert



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 ASN DATA

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Chicago Bridge

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Waves

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Protest

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Chicago Board of Trade

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Medscape

<https://www.medscape.com/slideshow/2023-compensation-overview-6016341#1>

Chicago Symphony Center

Kurtis A. Pivert