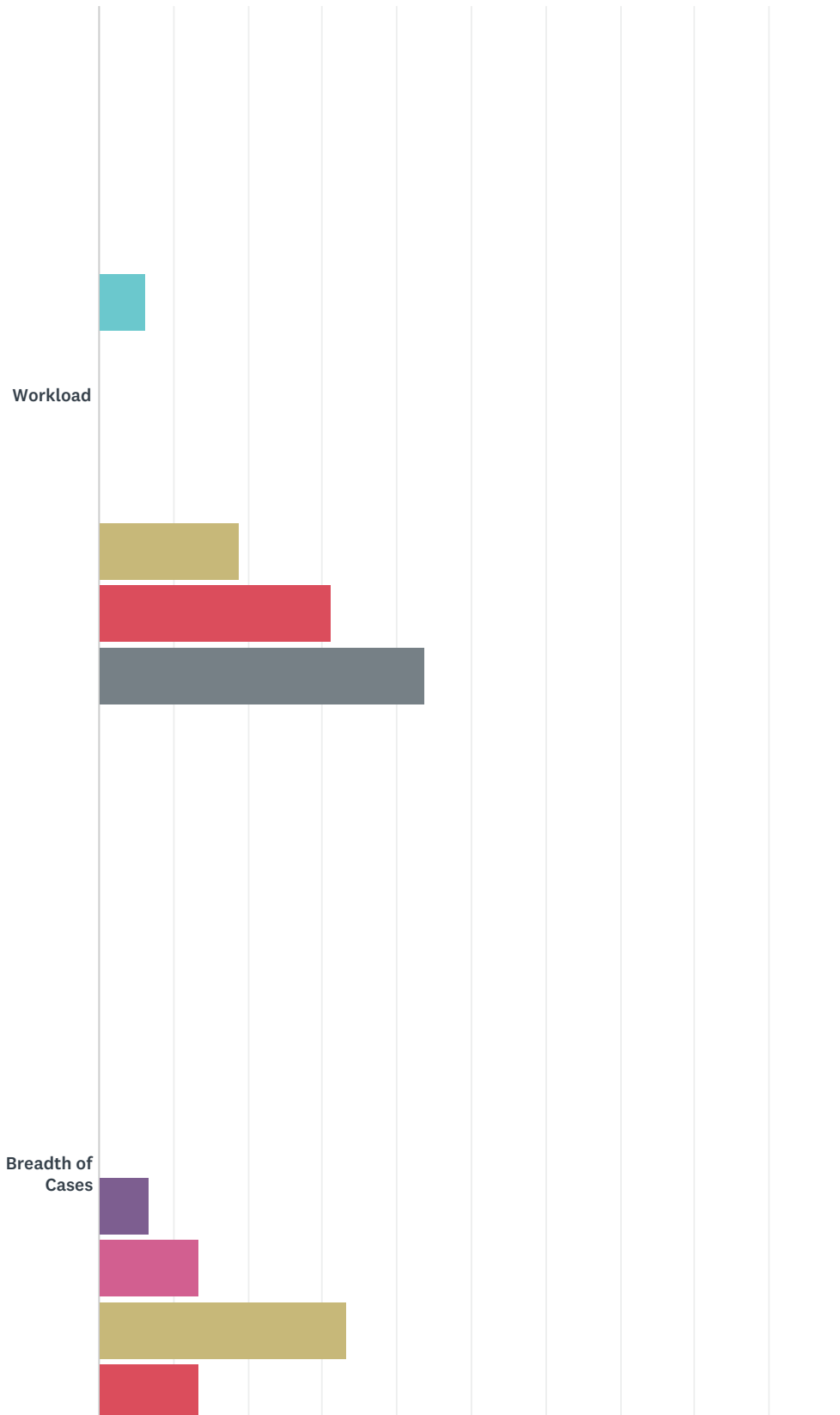
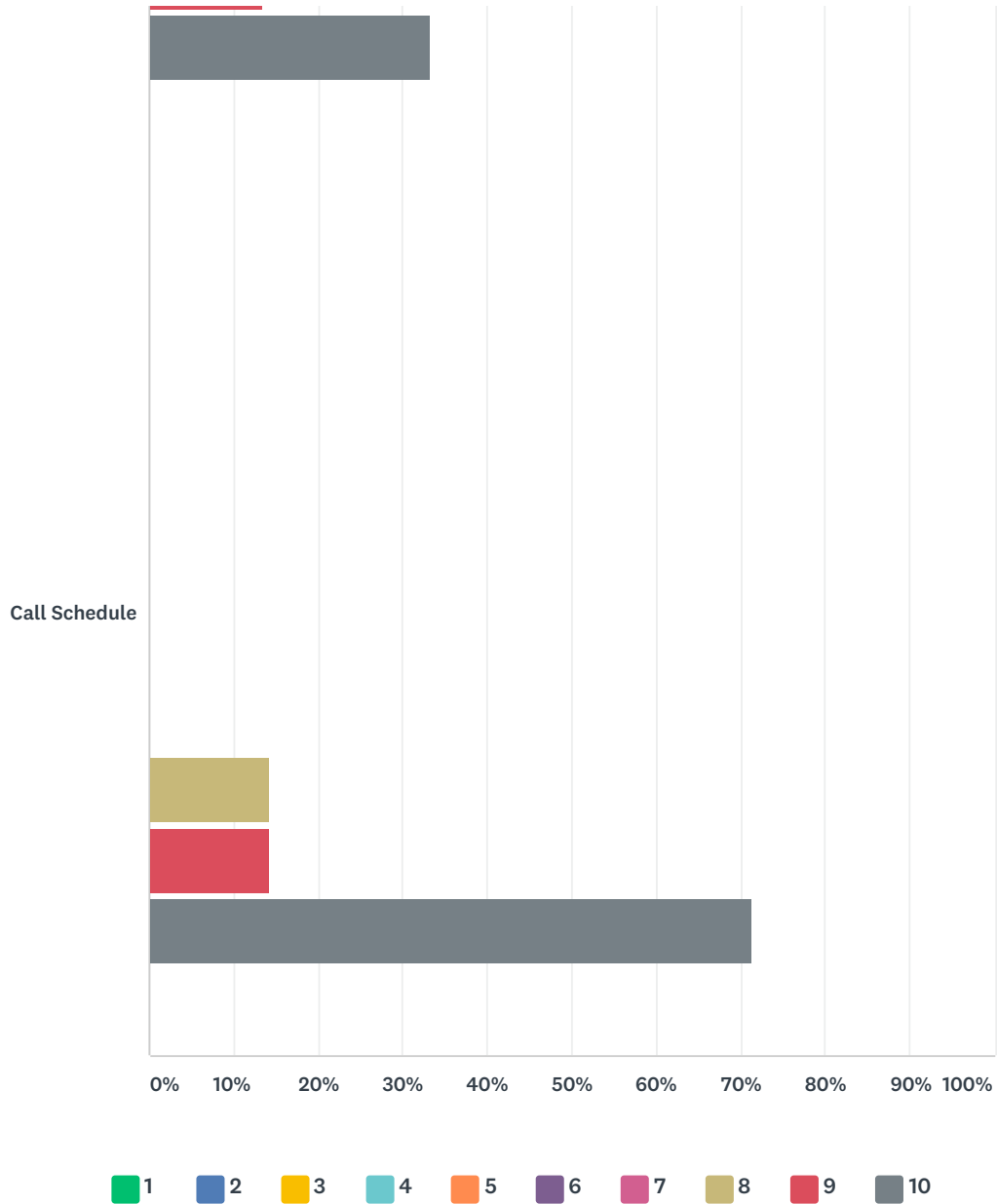


Q1 Please rank your experience during your fellowship year on a scale of 1-10, with 1 being nonsatisfactory, and 10 being completely satisfactory.

Answered: 16 Skipped: 0



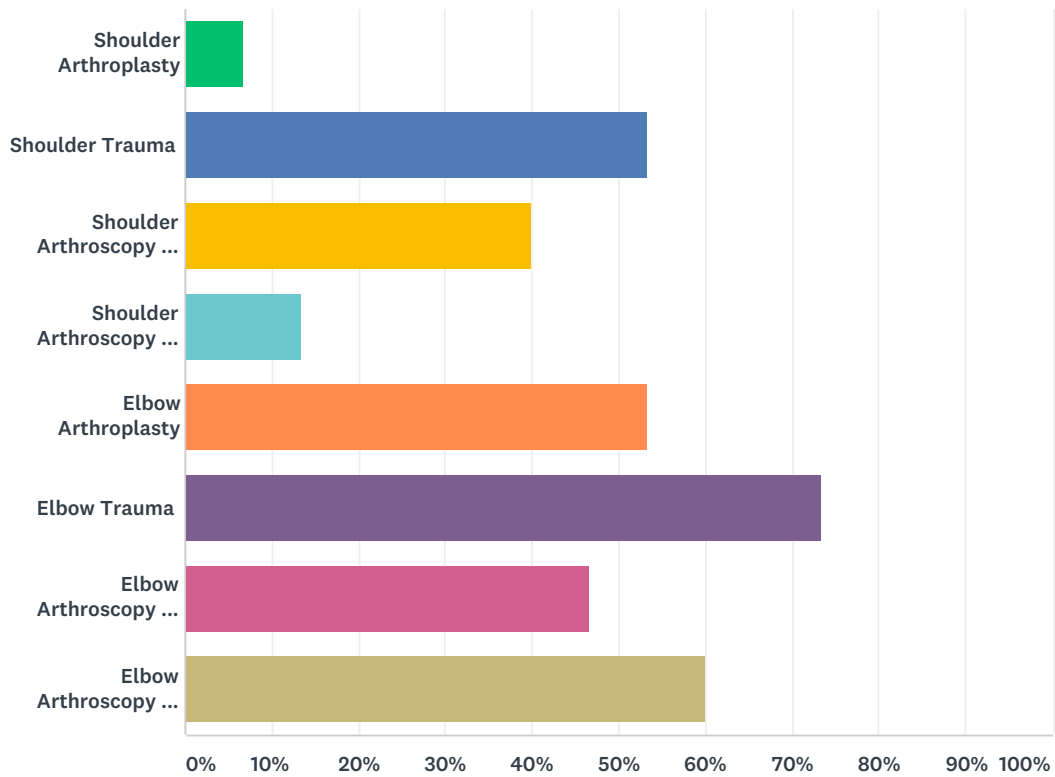
ASES Fellowship Survey: 2018-2019 Fellowship Graduates



	1	2	3	4	5	6	7	8	9	10	TOTAL
Workload	0.00% 0	0.00% 0	0.00% 0	6.25% 1	0.00% 0	0.00% 0	0.00% 0	18.75% 3	31.25% 5	43.75% 7	16
Breadth of Cases	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6.67% 1	13.33% 2	33.33% 5	13.33% 2	33.33% 5	15
Call Schedule	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	14.29% 2	14.29% 2	71.43% 10	14

Q2 Please check all areas in which you desired additional training during your fellowship year.

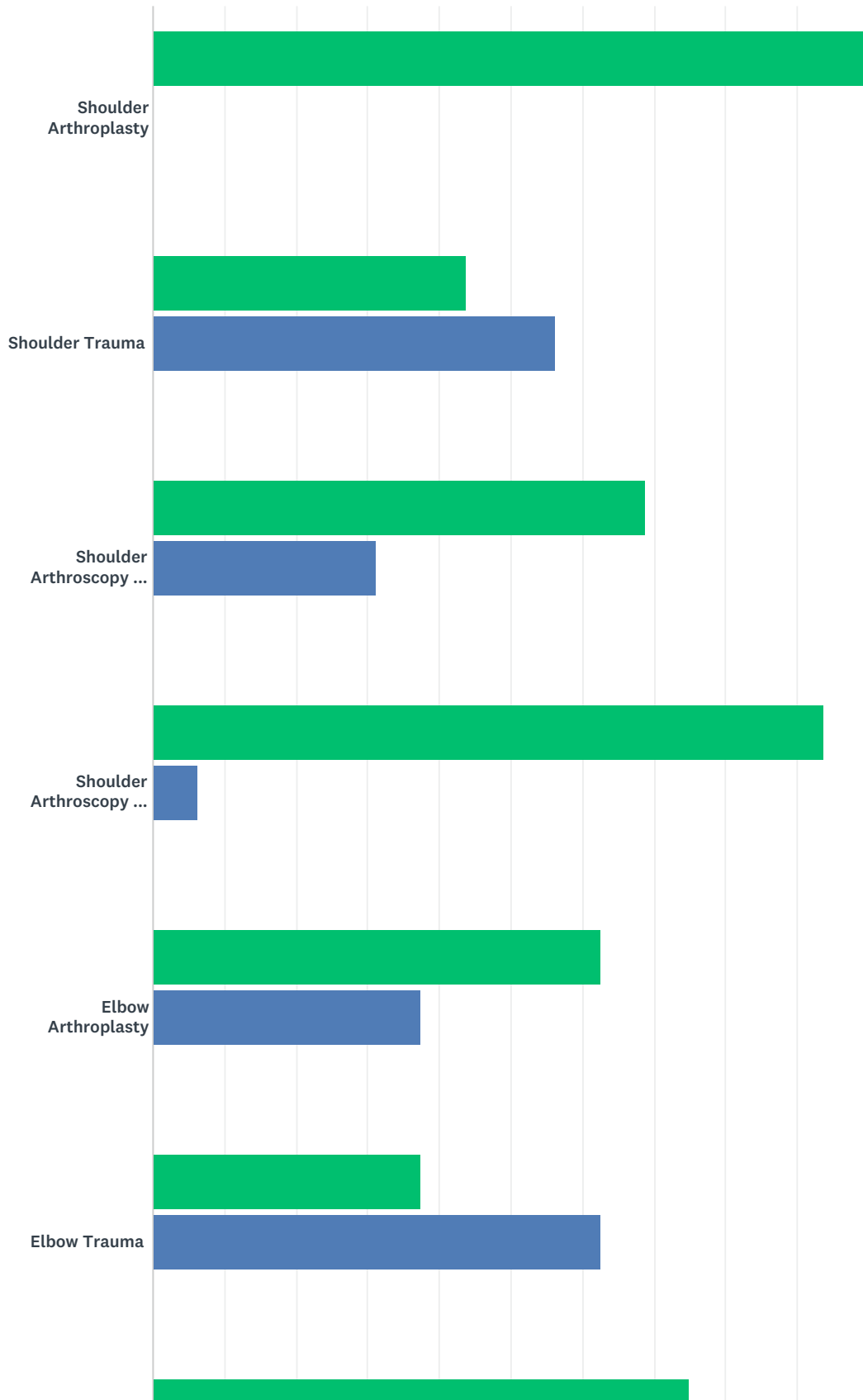
Answered: 15 Skipped: 1



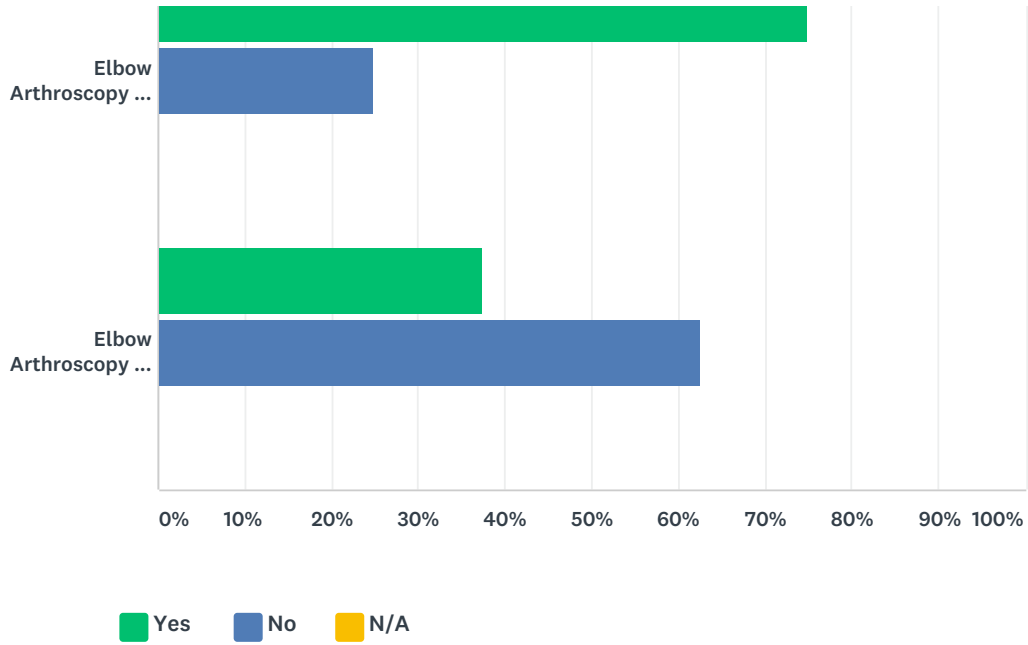
ANSWER CHOICES	RESPONSES	
Shoulder Arthroplasty	6.67%	1
Shoulder Trauma	53.33%	8
Shoulder Arthroscopy - Instability	40.00%	6
Shoulder Arthroscopy - Cuff	13.33%	2
Elbow Arthroplasty	53.33%	8
Elbow Trauma	73.33%	11
Elbow Arthroscopy - Basic	46.67%	7
Elbow Arthroscopy - Advanced	60.00%	9
Total Respondents: 15		

Q3 Did the caseload meet your expectations?

Answered: 16 Skipped: 0



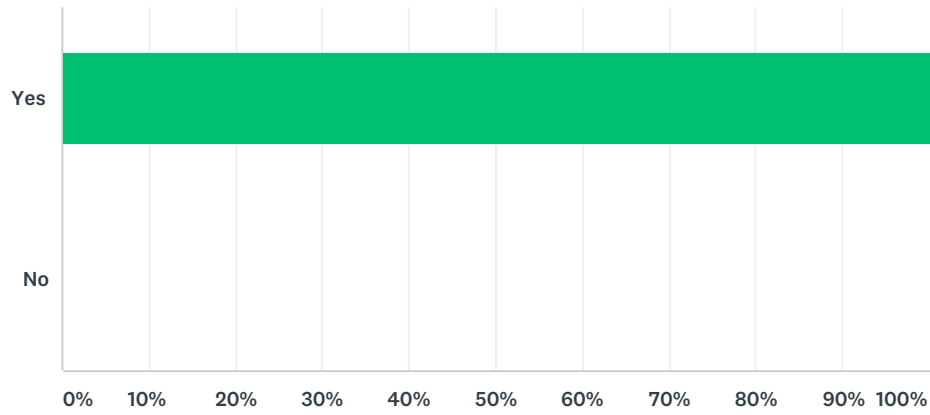
ASES Fellowship Survey: 2018-2019 Fellowship Graduates



	YES	NO	N/A	TOTAL RESPONDENTS
Shoulder Arthroplasty	100.00% 16	0.00% 0	0.00% 0	16
Shoulder Trauma	43.75% 7	56.25% 9	0.00% 0	16
Shoulder Arthroscopy - Instability	68.75% 11	31.25% 5	0.00% 0	16
Shoulder Arthroscopy - Cuff	93.75% 15	6.25% 1	0.00% 0	16
Elbow Arthroplasty	62.50% 10	37.50% 6	0.00% 0	16
Elbow Trauma	37.50% 6	62.50% 10	0.00% 0	16
Elbow Arthroscopy - Basic	75.00% 12	25.00% 4	0.00% 0	16
Elbow Arthroscopy - Advanced	37.50% 6	62.50% 10	0.00% 0	16

Q4 Did you participate actively in patient rounds and care?

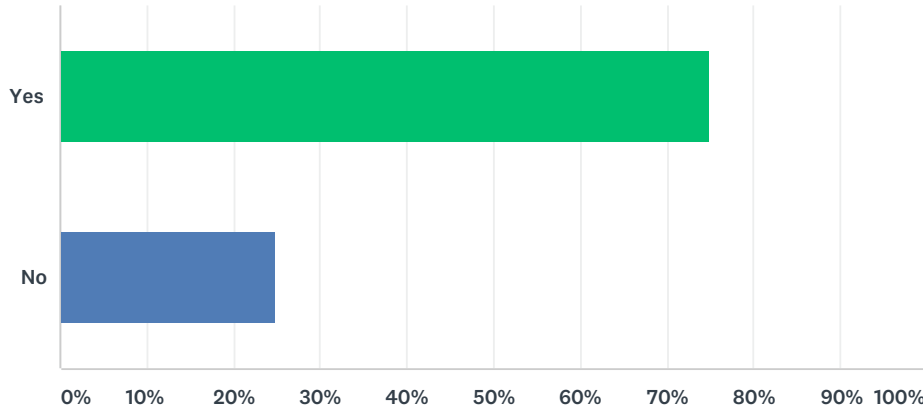
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	16
No	0.00%	0
TOTAL		16

Q5 Did you take call as a fellow?

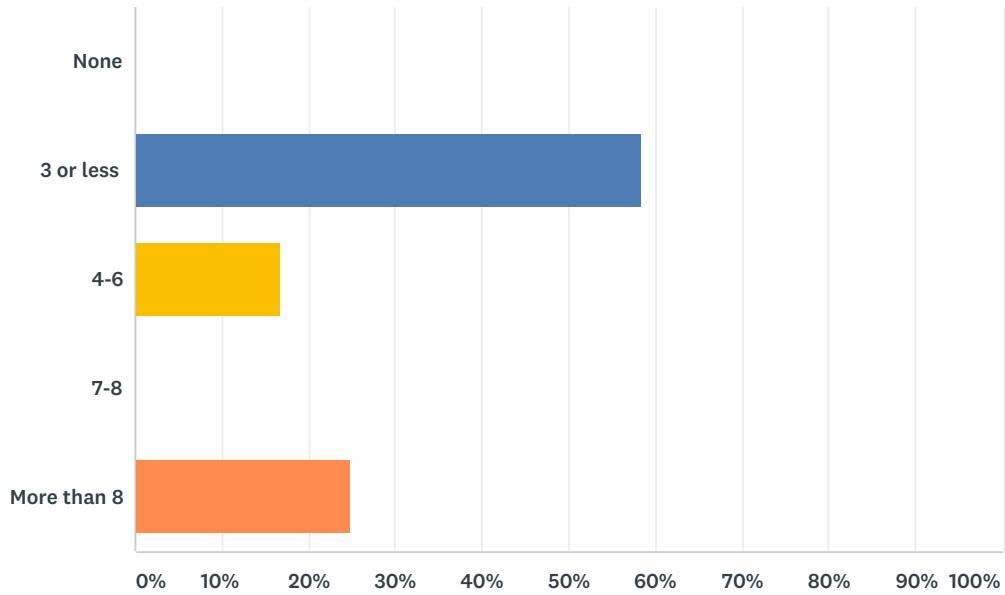
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	75.00%	12
No	25.00%	4
TOTAL		16

Q6 If yes, how many nights per month (average) did you take call during your fellowship year?

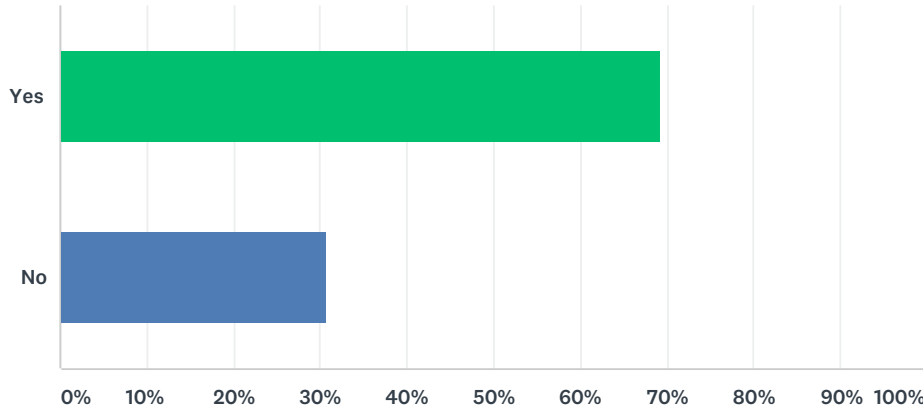
Answered: 12 Skipped: 4



ANSWER CHOICES	RESPONSES	
None	0.00%	0
3 or less	58.33%	7
4-6	16.67%	2
7-8	0.00%	0
More than 8	25.00%	3
TOTAL		12

Q7 When on call, was there always an attending on call with you?

Answered: 13 Skipped: 3

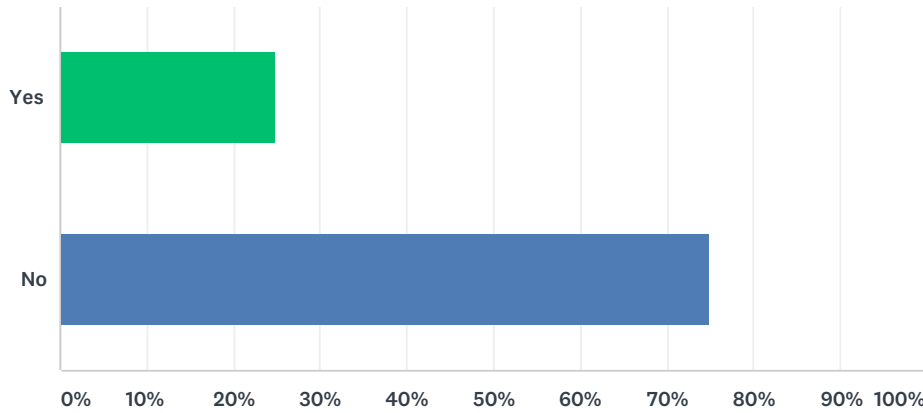


ANSWER CHOICES	RESPONSES	
Yes	69.23%	9
No	30.77%	4
TOTAL		13

#	COMMENTS:	DATE
1	NA	8/15/2019 12:20 PM
2	NA—didn't take call	8/6/2019 5:15 AM

Q8 Or, did you take call as an attending? (i.e. no published backup call schedule)

Answered: 12 Skipped: 4

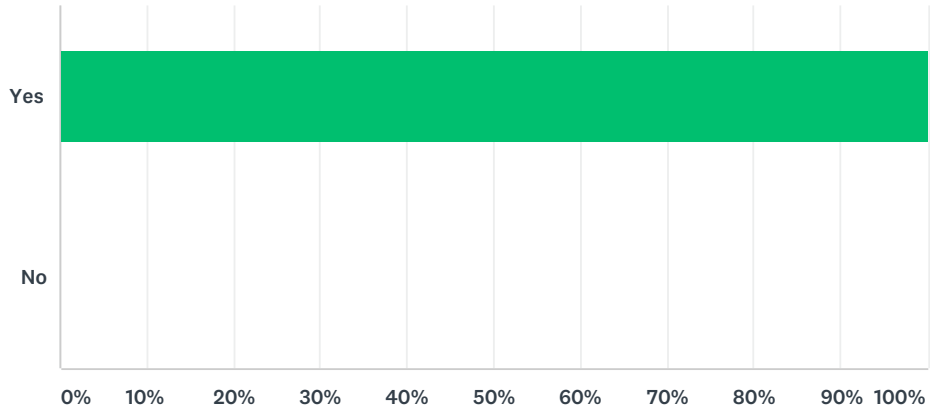


ANSWER CHOICES	RESPONSES	
Yes	25.00%	3
No	75.00%	9
TOTAL		12

#	COMMENTS:	DATE
1	NA	8/15/2019 12:20 PM
2	NA—didn't take call	8/6/2019 5:15 AM

Q9 Did you attend/participate in clinic regularly?

Answered: 16 Skipped: 0

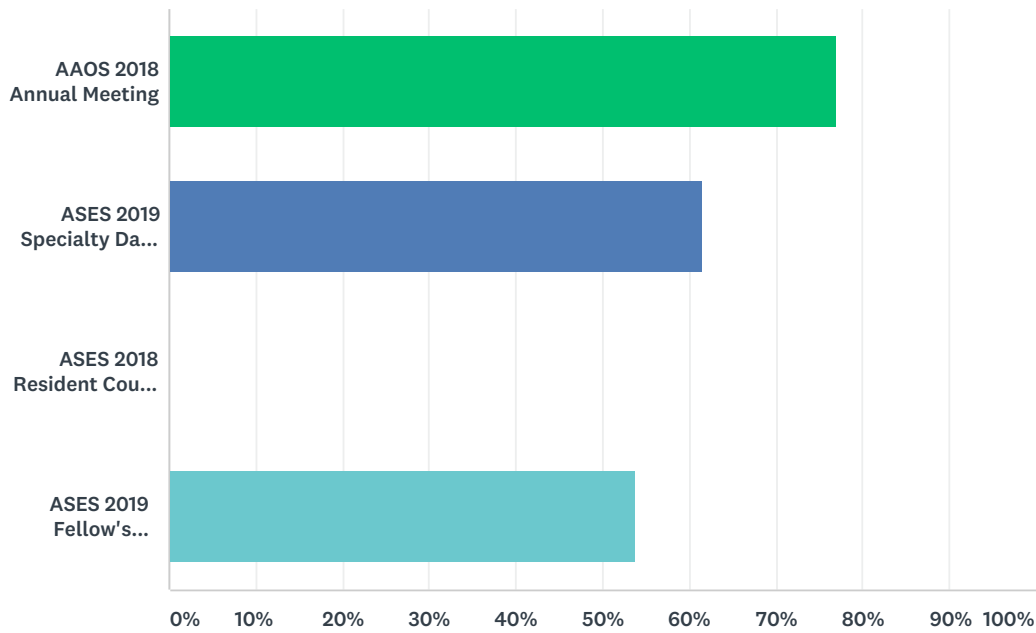


ANSWER CHOICES	RESPONSES	
Yes	100.00%	16
No	0.00%	0
TOTAL		16

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

**Q10 Indicate which course(s) you attended during your fellowship year.
Please check all that apply.**

Answered: 13 Skipped: 3

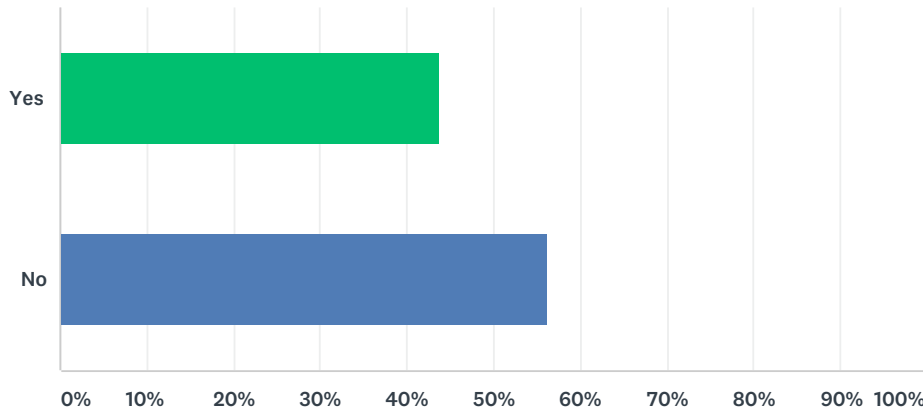


ANSWER CHOICES	RESPONSES
AAOS 2018 Annual Meeting	76.92% 10
ASES 2019 Specialty Day Meeting	61.54% 8
ASES 2018 Resident Course in Rosemont, IL	0.00% 0
ASES 2019 Fellow's Symposium in San Diego, CA	53.85% 7
Total Respondents: 13	

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q11 Did you have your job position secured prior to your fellowship?

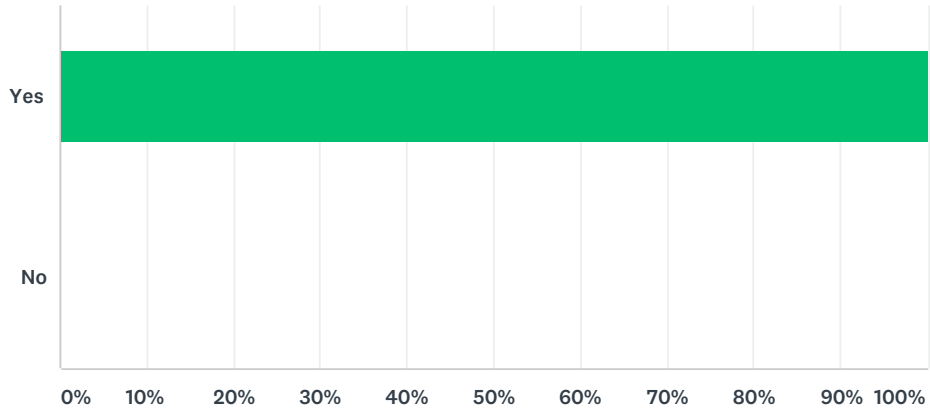
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	43.75%	7
No	56.25%	9
TOTAL		16

Q12 If yes, did you honor your commitment?

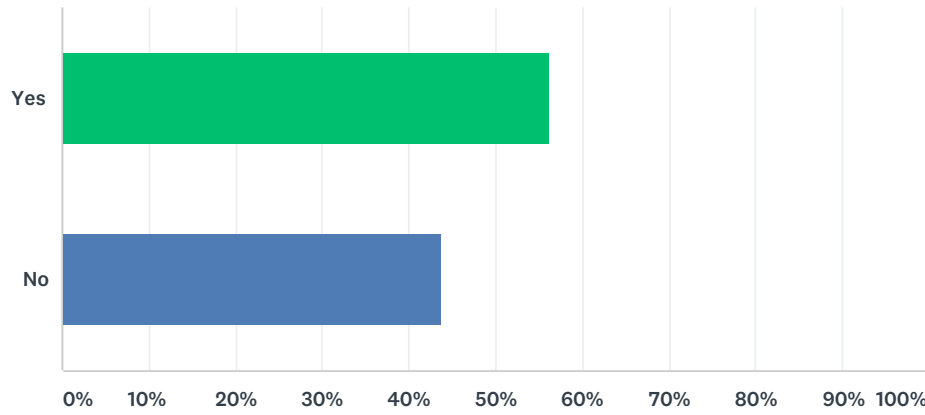
Answered: 7 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	100.00%	7
No	0.00%	0
TOTAL		7

Q13 Did you secure your job during your fellowship?

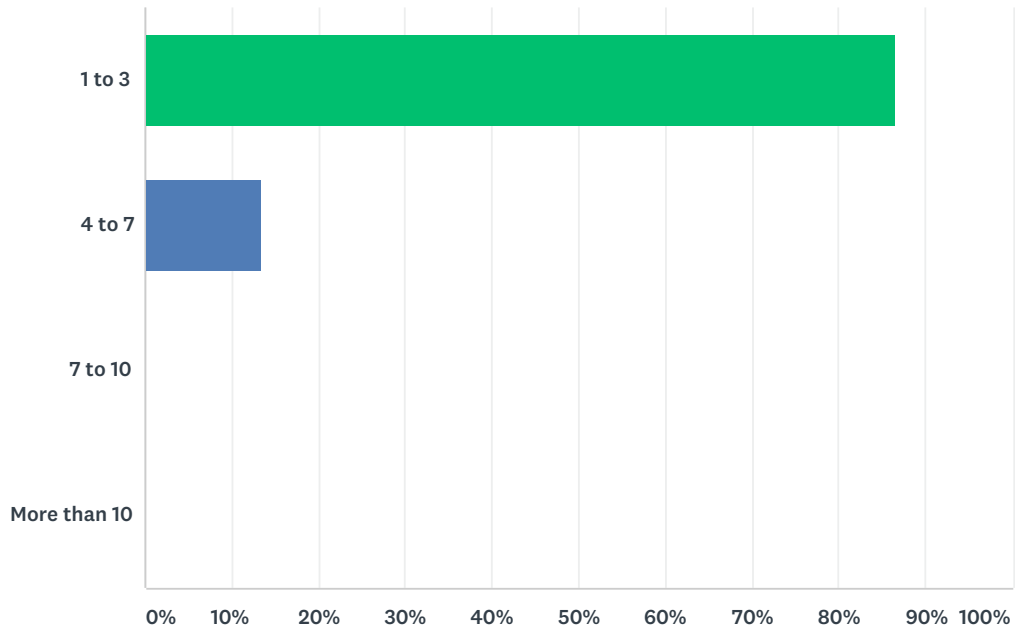
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	56.25%	9
No	43.75%	7
TOTAL		16

Q14 How many job interviews did you go on to find your job?

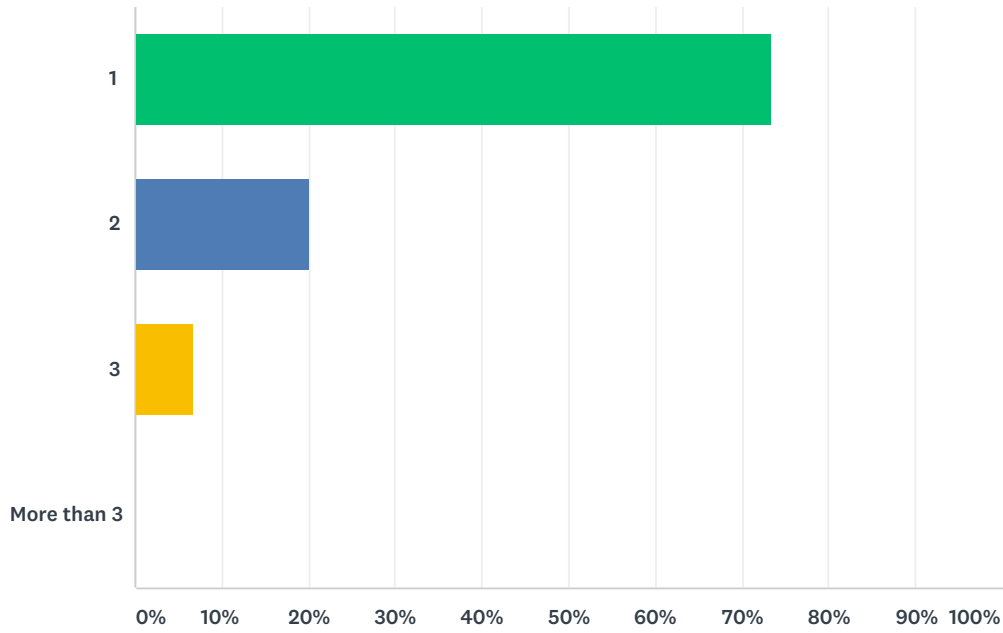
Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 to 3	86.67%	13
4 to 7	13.33%	2
7 to 10	0.00%	0
More than 10	0.00%	0
TOTAL		15

Q15 For the position you took, how many times did you interview at the location prior to making your decision?

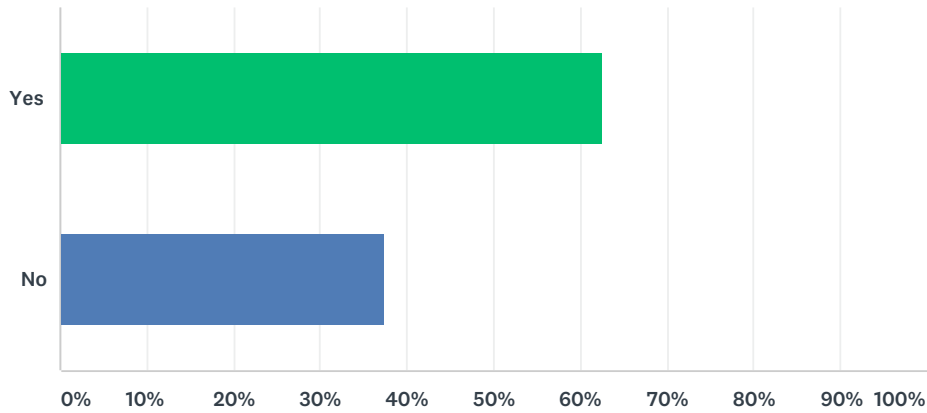
Answered: 15 Skipped: 1



ANSWER CHOICES	RESPONSES	
1	73.33%	11
2	20.00%	3
3	6.67%	1
More than 3	0.00%	0
TOTAL		15

Q16 Were you offered a signing bonus?

Answered: 16 Skipped: 0

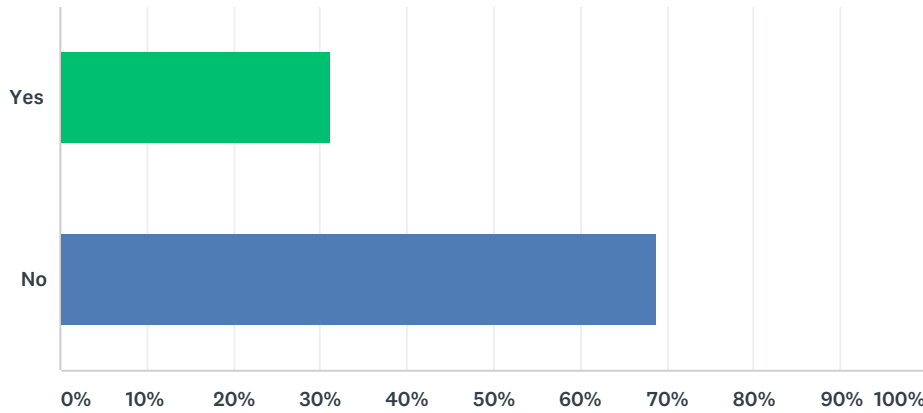


ANSWER CHOICES	RESPONSES	
Yes	62.50%	10
No	37.50%	6
TOTAL		16

#	AMOUNT OF SIGNING BONUS:	DATE
1	\$50,000	8/15/2019 12:22 PM
2	50000	8/9/2019 5:22 PM
3	20000	8/7/2019 8:43 AM
4	10000	8/6/2019 3:59 PM
5	\$10,000	8/6/2019 5:23 AM
6	50,000	8/6/2019 5:16 AM

Q17 Did you get assistance in obtaining your job from your fellowship Faculty?

Answered: 16 Skipped: 0

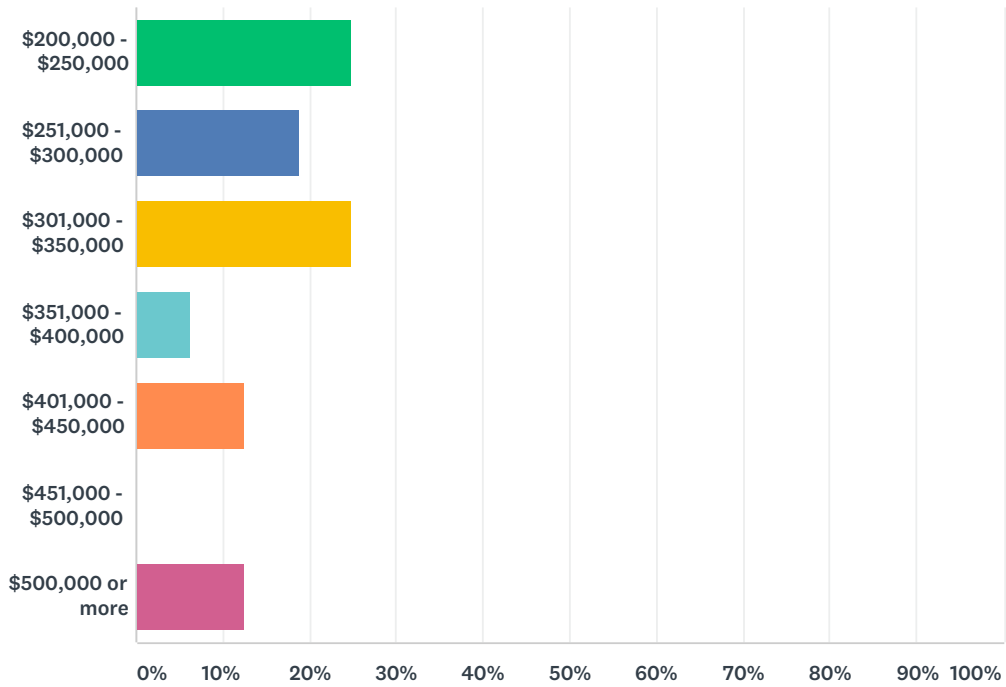


ANSWER CHOICES	RESPONSES	
Yes	31.25%	5
No	68.75%	11
TOTAL		16

#	OTHER (PLEASE SPECIFY)	DATE
1	Not for the job that I took but for other jobs that I looked into.	8/12/2019 8:58 PM
2	Letter of recommendation and advice regarding the position but I found and applied for the position on my own	8/6/2019 5:23 AM
3	Already had job. They offered help many times if needed	8/6/2019 4:45 AM

Q18 Please indicate your starting gross take home pay:

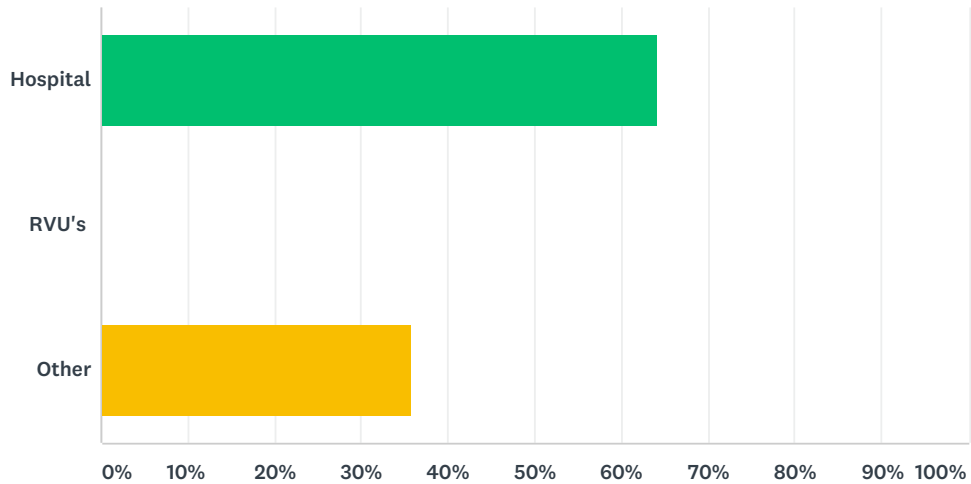
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
\$200,000 - \$250,000	25.00%	4
\$251,000 - \$300,000	18.75%	3
\$301,000 - \$350,000	25.00%	4
\$351,000 - \$400,000	6.25%	1
\$401,000 - \$450,000	12.50%	2
\$451,000 - \$500,000	0.00%	0
\$500,000 or more	12.50%	2
TOTAL		16

Q19 Is your pay based on contributions from the hospital or RVU's?

Answered: 14 Skipped: 2

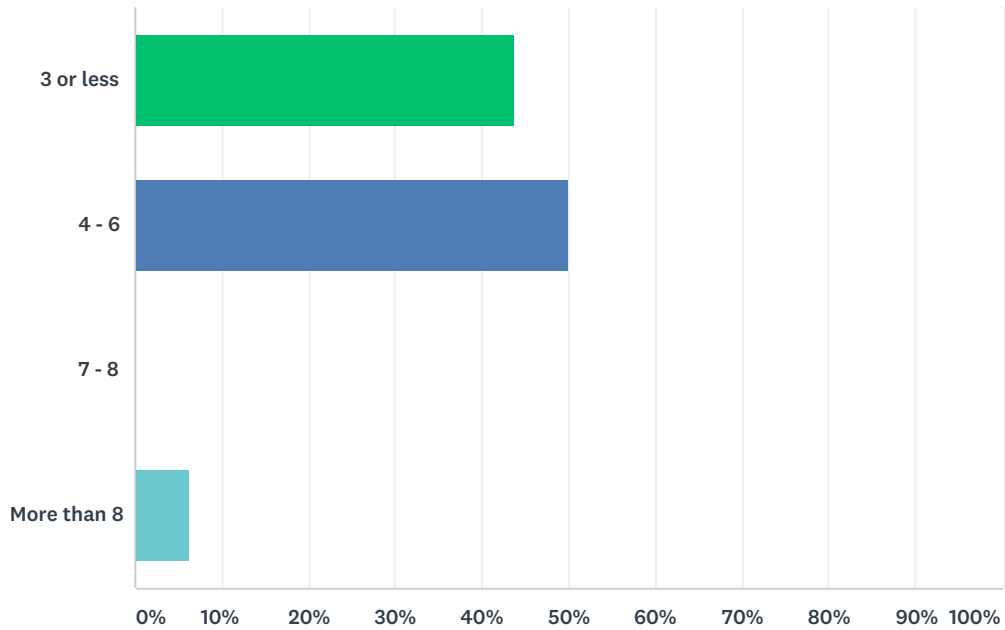


ANSWER CHOICES	RESPONSES
Hospital	64.29% 9
RVU's	0.00% 0
Other	35.71% 5
TOTAL	14

#	OTHER (PLEASE SPECIFY)	DATE
1	Collections	8/15/2019 12:22 PM
2	Salary	8/8/2019 3:41 AM
3	Salary with rvu, academic/research, cost goals	8/6/2019 3:59 PM
4	No	8/6/2019 5:11 AM
5	Percentage of my collections	8/6/2019 4:45 AM

Q20 Number of nights on call expected per month:

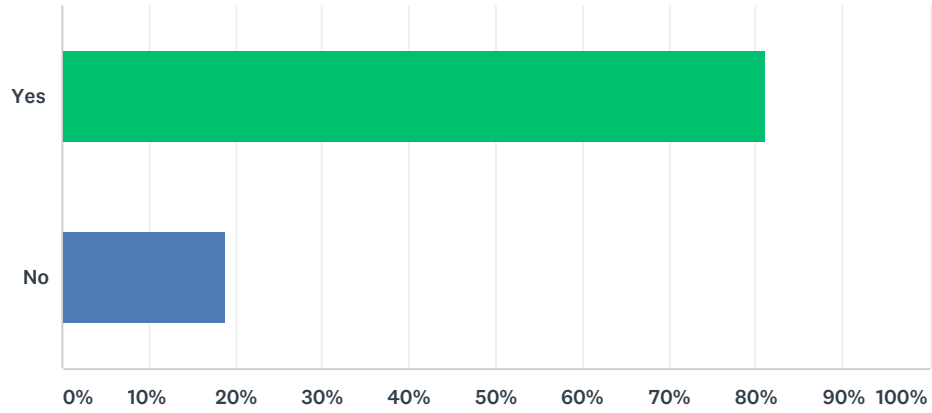
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
3 or less	43.75%	7
4 - 6	50.00%	8
7 - 8	0.00%	0
More than 8	6.25%	1
TOTAL		16

Q21 Will you receive call pay?

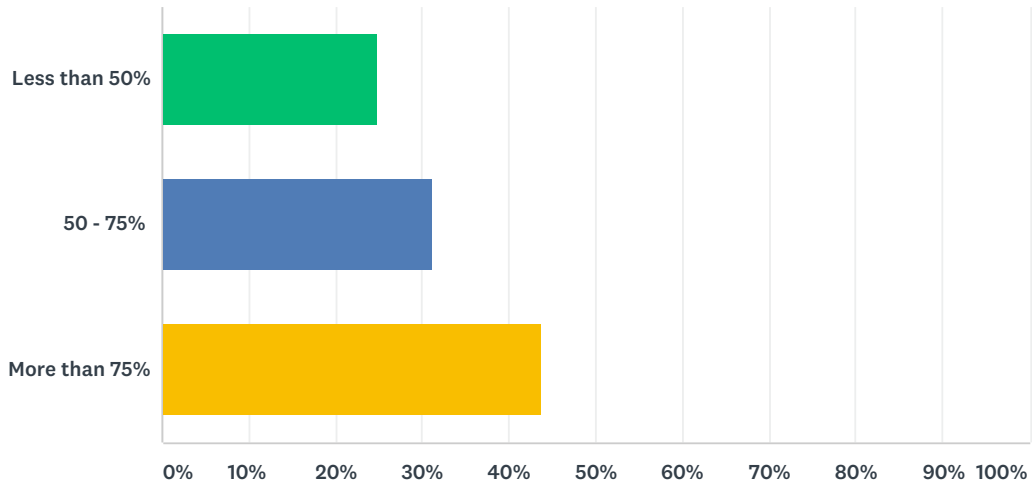
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	81.25%	13
No	18.75%	3
TOTAL		16

Q22 At the start of your practice, what percentage do you anticipate being devoted to shoulder & elbow?

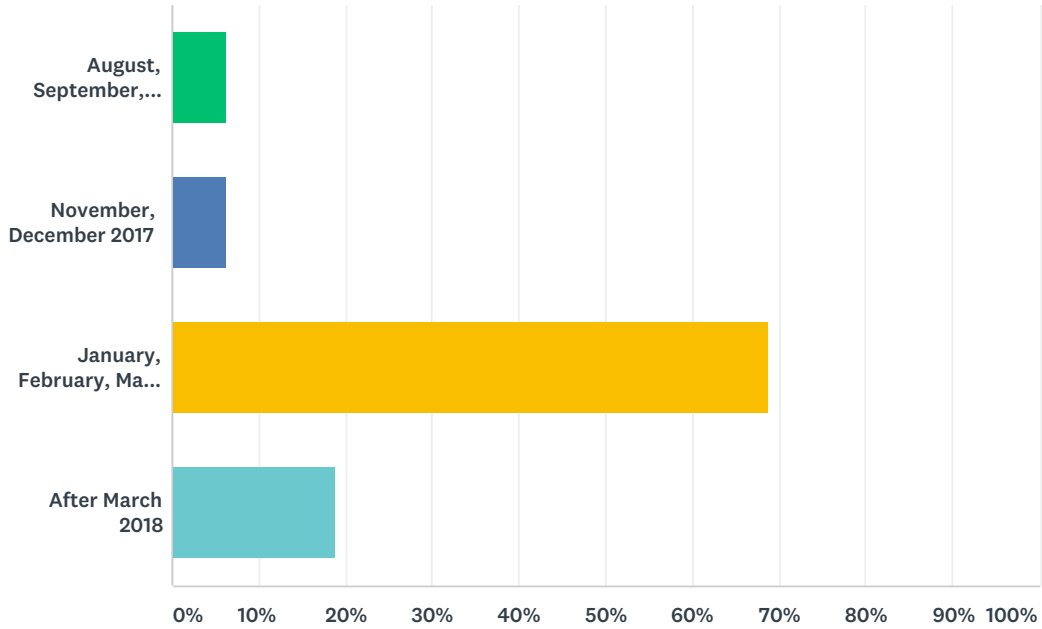
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 50%	25.00% 4
50 - 75%	31.25% 5
More than 75%	43.75% 7
TOTAL	16

Q23 At what time in the year did you secure your job? This should be the date you signed your contract.

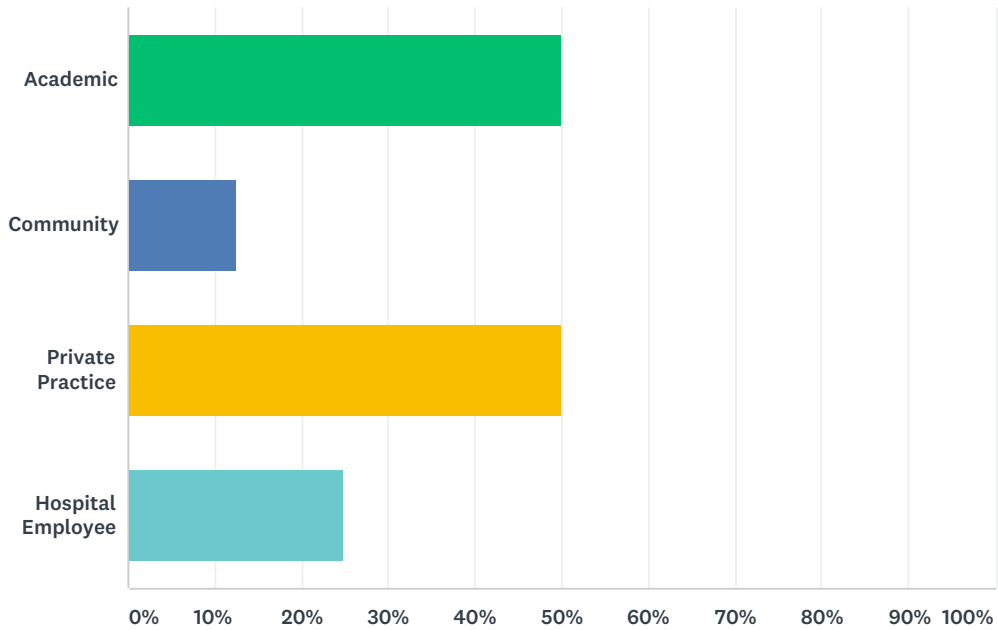
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
August, September, October 2017	6.25%	1
November, December 2017	6.25%	1
January, February, March 2018	68.75%	11
After March 2018	18.75%	3
TOTAL		16

Q24 Please describe your job setting.

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Academic	50.00% 8
Community	12.50% 2
Private Practice	50.00% 8
Hospital Employee	25.00% 4
Total Respondents: 16	

#	OTHER (PLEASE SPECIFY)	DATE
1	mixed	8/12/2019 8:58 PM
2	Hospital Employee in an Academic setting (medical students and residents/fellows with research), not classic academic employee with university.	8/6/2019 3:59 PM

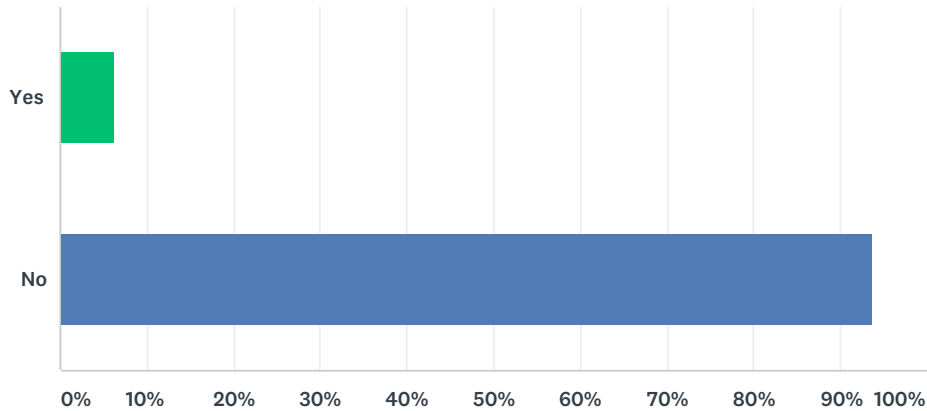
Q25 Please provide comments about your fellowship. You may disclose the name of your fellowship if you wish.

Answered: 6 Skipped: 10

#	RESPONSES	DATE
1	Great arthroplasty experience but lacking in arthroscopic experience	8/15/2019 12:22 PM
2	Loved my fellowship. Really did. Best bonding with attending I have ever had	8/9/2019 5:22 PM
3	Outstanding	8/6/2019 4:12 PM
4	Amazing shoulder volume for scope and open. Will be able to do anything in shoulder. Elbow is enough to start practice, but not enough to tackle monster cases. Shoulder experience gives us enough to tackle anything that comes our way.	8/6/2019 3:59 PM

Q26 Do you feel the number of graduating fellows this year affected your job search?

Answered: 16 Skipped: 0

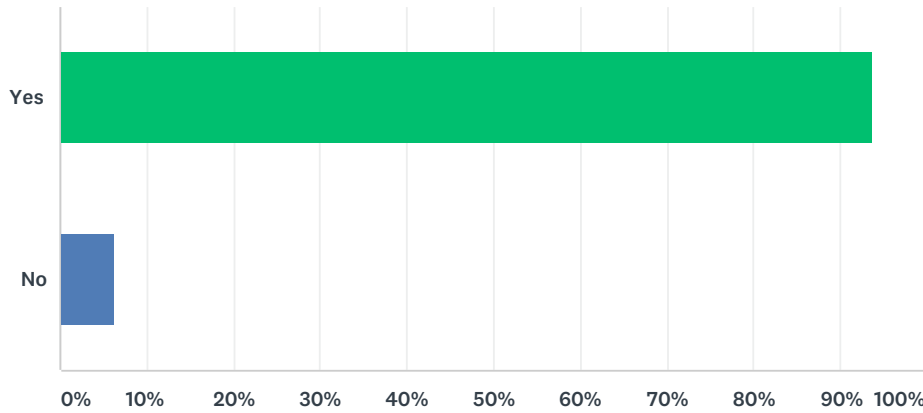


ANSWER CHOICES	RESPONSES
Yes	6.25% 1
No	93.75% 15
TOTAL	16

#	OTHER (PLEASE SPECIFY)	DATE
1	There is no market for Shoulder & Elbow surgeons. The current state of affairs is much more dire than I expected. Shoulder & Elbow societies need to advocate more for Shoulder & Elbow positions in the market place.	8/7/2019 8:43 AM
2	Just a comment but I think it would be helpful to have a job resource center on the ASES website. It would be beneficial to academic practices, hospital systems and private practices looking for a shoulder and elbow surgeon to have a place to post the job with the ASES. It would also help fellows looking for jobs to potentially streamline the process if they could post a resume to the forum as well that practices could see right away.	8/6/2019 7:50 AM

Q27 Do you support the recent efforts to accredit educational standards of ASES Fellowship Match Program?

Answered: 16 Skipped: 0

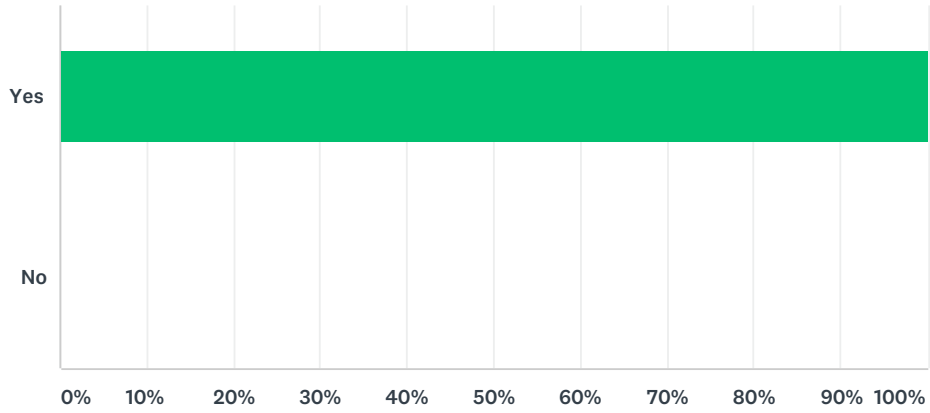


ANSWER CHOICES	RESPONSES	
Yes	93.75%	15
No	6.25%	1
Total Respondents: 16		

#	OTHER (PLEASE SPECIFY)	DATE
1	only if based on ASES standards. NOT ACGME	8/6/2019 3:59 PM

Q28 Do you have a mentor?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	16
No	0.00%	0
Total Respondents: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q29 Please provide comments on what the ASES can offer you (your feedback is confidential).

Answered: 3 Skipped: 13

#	RESPONSES	DATE
1	The ASES needs to start focusing on research and advocacy that Shoulder & Elbow specific positions have value. It is absurd that the majority of shoulder arthroplasty done in this day and age is done by surgeons that do fewer than 10 shoulder arthroplasty cases per year. This is a society level issue that needs to start getting more attention. Sports Surgeons, Hand Surgeons, Trauma Surgeons, and Orthopaedic Generalists are all taking jobs away from Shoulder and Elbow trained surgeons. This cultural change should have happened yesterday. Lets get to work on it.	8/7/2019 8:43 AM
2	N/A	8/6/2019 4:12 PM
3	My fellowship match and mentors from residency and fellowship provided the most with job search. What ASES can do is recruit those that have NOT decided on a S&E career and are contemplating it. Every top applicant is told by their hand and sports attendings in residency that they won't find a S&E job. Doesn't matter who you are. This is probably false for the vast majority of applicants and ASES should make a strong effort to dispel these rumors. They should have alumni (anonymous if they wish) post their out of fellowship job publicly on ASES fellowship website. Also there should be a very public and searchable S&E job database - maybe can work with AAOS and JBJS and a private company (careers.com, practicematch, practicelink etc) to create a S&E job database that is accessible via ASES website. Also, some fear that only academic jobs are available for S&E and private jobs are not available. This job board may help. There is a large number of ASES members as faculty in residencies and they could be advocates for young residents to pursue S&E.	8/6/2019 3:59 PM