



Society of Plastic Surgical Skin Care Specialists

2010
Practice Profile Survey

2010 Practice Profile Survey

The 2010 SPSSCS Practice Profile Survey was compiled, tabulated and analyzed by Industry Insights, Inc. and is intended for use by SPSSCS, its members and other interested parties.

The enclosed review and analysis is based on results and comments collected by a 3-page questionnaire fielded between December 1, 2010 and January 31, 2011.

The survey was mailed to all current members as well as prior members who dropped their memberships within the past two years, a total of 689 individuals. To encourage participation, respondents were given a \$5 Starbucks gift card as well as the study's Executive Summary. All responses were received anonymously. To provide credit for participating, a postage-paid Business Reply Postcard requesting contact information was included with the survey.

A secure, online version of the survey was available for those who preferred to participate online. A reminder mailing was used to increase participation after the initial deadline.

Two hundred sixty-nine (269) responses were collected prior to the January 31 deadline, representing a 39.0% response rate.

It is believed that the data presented in this report represent a valid cross-section of current and recent members' profiles and circumstances, pay structures, services offered, other general information. Statistically, any multiple choice question that received 269 responses would provide a 95% level of confidence that the response is accurate within +/- 4.67%. However, the statistical validity of responses for any given question varies somewhat depending on sample sizes and the demographics of the response. Industry Insights, therefore, makes no representations or warranties with respect to the results of this study and shall not be liable to SPSSCS, its members, or anyone else for information inaccuracies, errors, or omissions in content.

Industry Insights is a professional research and consulting firm that specializes in conducting industry research, customer satisfaction surveys, operating and compensation studies, educational programs and various customized research services.

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Introduction

ABOUT THE 2010 PRACTICE PROFILE SURVEY

The 2010 Practice Profile Survey was conducted in order to quantify the characteristics and pay structures of the Association's current and recent membership and to determine a variety of important issues facing their practices and their industry. The ultimate purpose of the study was to provide SPSSCS' members with a useful tool for evaluating their own circumstances in relation to the overall industry. To facilitate ease of use, the structure of this report largely parallels the flow of the survey instrument itself. A copy of the questionnaire can be found in the Appendix of this report.

To field this study, SPSSCS retained the services of Industry Insights, Inc., an independent research and consulting firm headquartered in Columbus, Ohio.

The enclosed review and analysis is based on results and comments collected by a 3-page questionnaire fielded between December 1, 2010 and January 31, 2011.

The survey was mailed to all current members as well as prior members who dropped their memberships within the past two years, a total of 689 individuals. To encourage participation, respondents were given a \$5 Starbucks gift card as well as the study's Executive Summary. All responses were received anonymously. To provide credit for participating, a postage-paid Business Reply Postcard requesting contact information was included with the survey.

A secure, online version of the survey was available for those who preferred to participate online. A reminder mailing was issued to increase participation after the initial deadline.

Industry Insights accepted completed survey forms during the fielding period, and in all, 269 completed and usable surveys were collected.

To ensure confidentiality, all online forms were submitted directly to Industry Insights' secure server and all paper forms were returned directly to Industry Insights, using a postage-paid business reply envelope (BRE). Upon receipt, the questionnaires underwent data examination to ensure that directions were followed and that the data were consistent, accurate, and complete. This process included:

- Entry (and verification/re-entry) of data by keying personnel trained and experienced in working with survey data (paper forms only)
- Examination of aggregate responses for inaccuracies/errors
- Tabulation of results using standard statistical procedures

Detailed attributes and characteristics of the sample are outlined in the Executive Summary as well as the Demographics section contained in the Appendix of this report. It is believed that the data presented in this report represent a valid cross-section of current and recent members' profiles and circumstances, pay structures, services offered, other general information. However, the statistical validity of responses for any given question varies somewhat depending on sample sizes and the demographics of the response. Industry Insights, therefore, makes no representations or warranties with respect to the results of this study and shall not be liable to SPSSCS, its members, or anyone else for information inaccuracies, errors, or omissions in content.

HOW TO USE THIS REPORT

Using the information within this report, industry members can compare their own profiles, service offerings, and pay structures with the overall industry as well as peers who most closely match their circumstances.

Understanding the Data

In order to use the information in this report to its maximum advantage, it is important to understand *how the tables are organized* and *how to interpret the various items*.

How the Tables are Organized

The tables in this report are organized to include a number of important findings for the most relevant “groupings” of respondents and have been segmented as follows:

- By Current Membership Status
- By Age
- By Licenses Held
- By Years as a Skin Care Professional
- By Years Practice has Been in Operation
- By Number of Plastic Surgeons in Practice
- By Number of Skin Care Specialists in Practice
- By Type of Practice
- By Skin Care Clinic Type
- By Skin Care Clinic Owner
- By Number of Hours Worked per Week
- By Percent of Working Hours Spent with Patients
- By 2010 Total Income
- By Income Change 2009 vs 2010
- By Frequency of Reading the SPSSCS Quarterly Newsletter

For ease of use, the survey’s general findings and observations are highlighted in the “Executive Summary” section (beginning on page 5). More specific and detailed results for each of the above categories can be located in the “Detailed Information” section (beginning on page 41).

NOTE: In some cases, questions included a response choice labeled “other” – to capture items that were not listed as possible choices. In addition, the survey included two open-ended questions. Respondents’ explanations for these “other” choices as well as their other responses to both open-ended questions are provided in the “Open Ended Responses” section (beginning on page 281).

Interpreting the Numbers

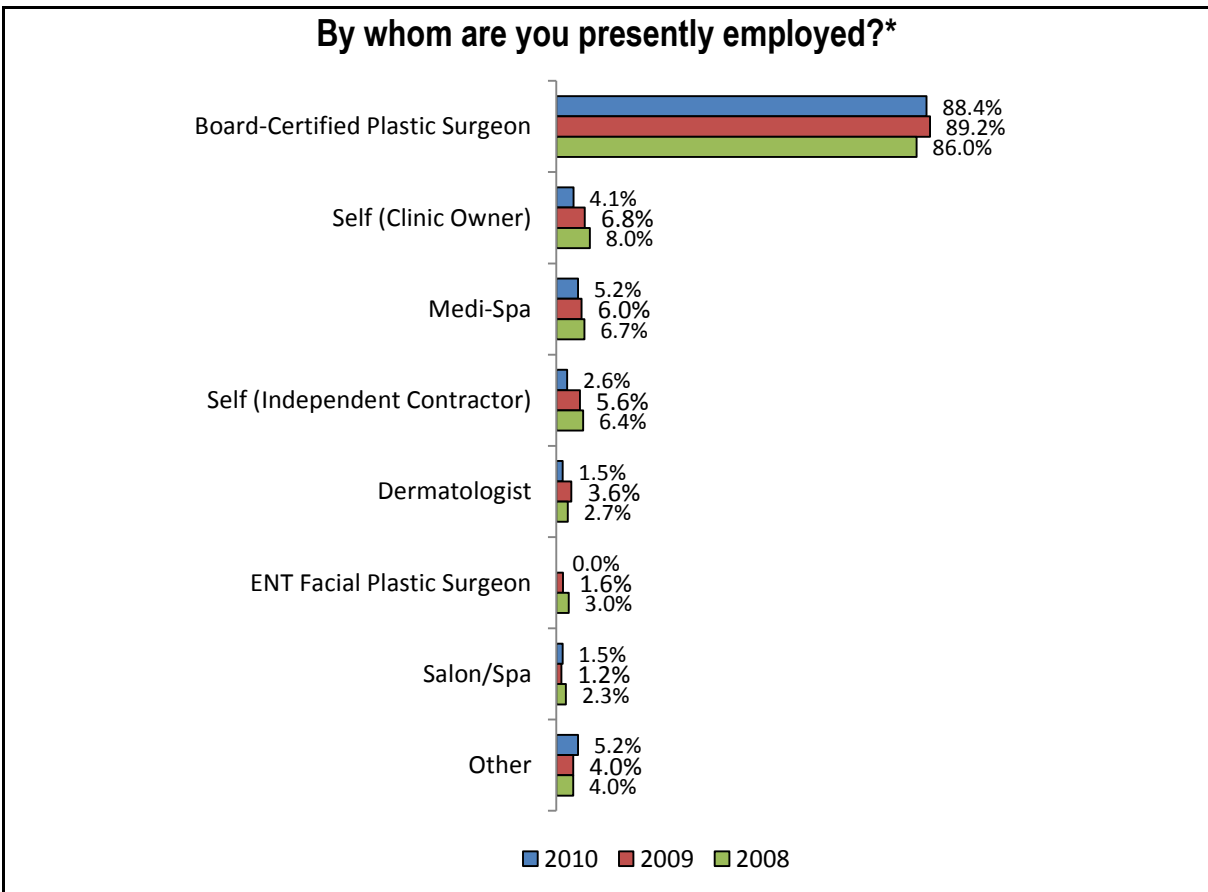
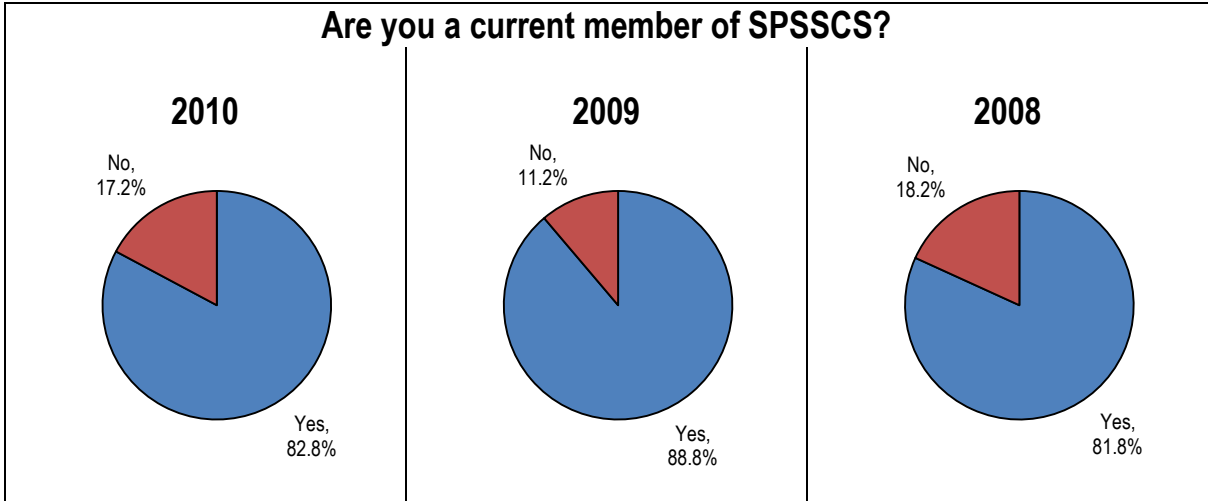
The statistics included in this study are reported as independent values and as frequencies of responses, based on the structure of the possible values.

Frequencies of responses are often shown throughout this report since questions normally involved a list of pre-chosen selections (in the form of checkboxes). When more than one response for a particular question was permitted, the listed frequency pertains to the number of respondents selecting a particular item as a percentage of all respondents who answered at least one item within the given question. Since more than one selection was allowed for this question type, the sum of response frequencies is normally much greater than 100%.

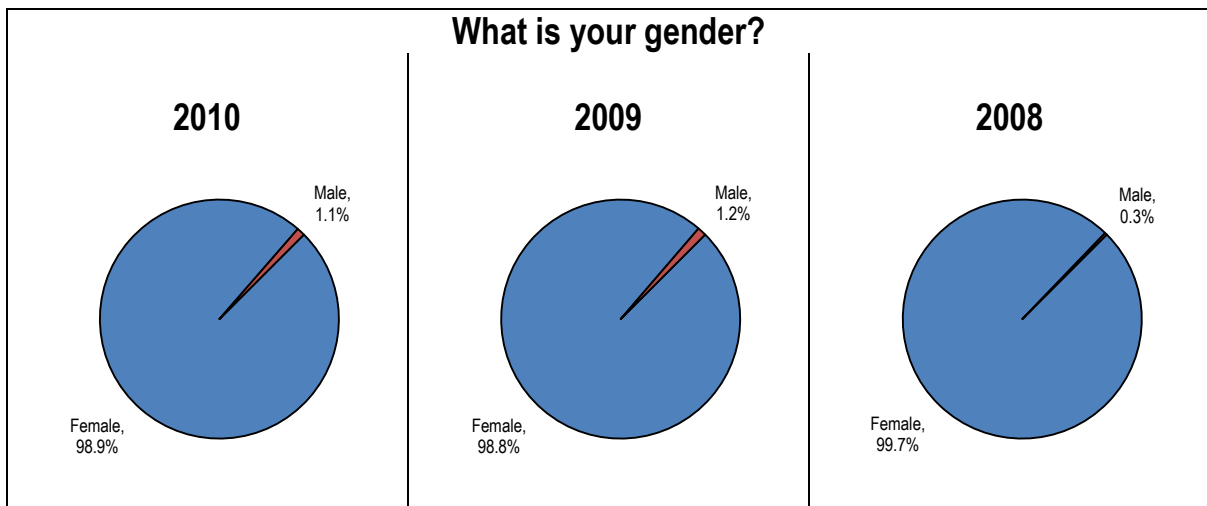
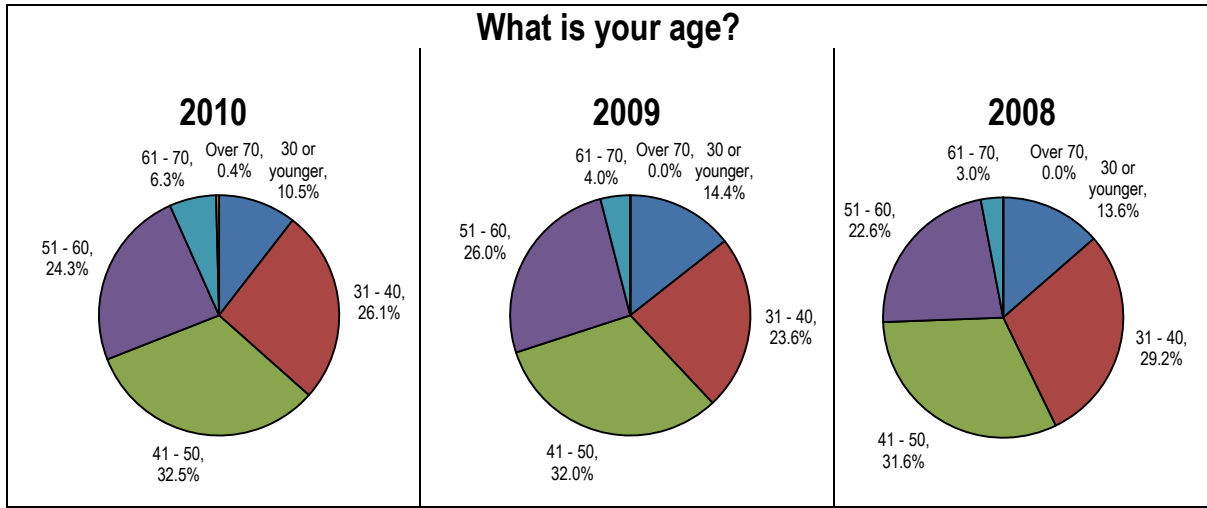
The sample size accompanies each question in the detailed section of the report. It is represented by “(N)” and typically precedes the response frequencies.

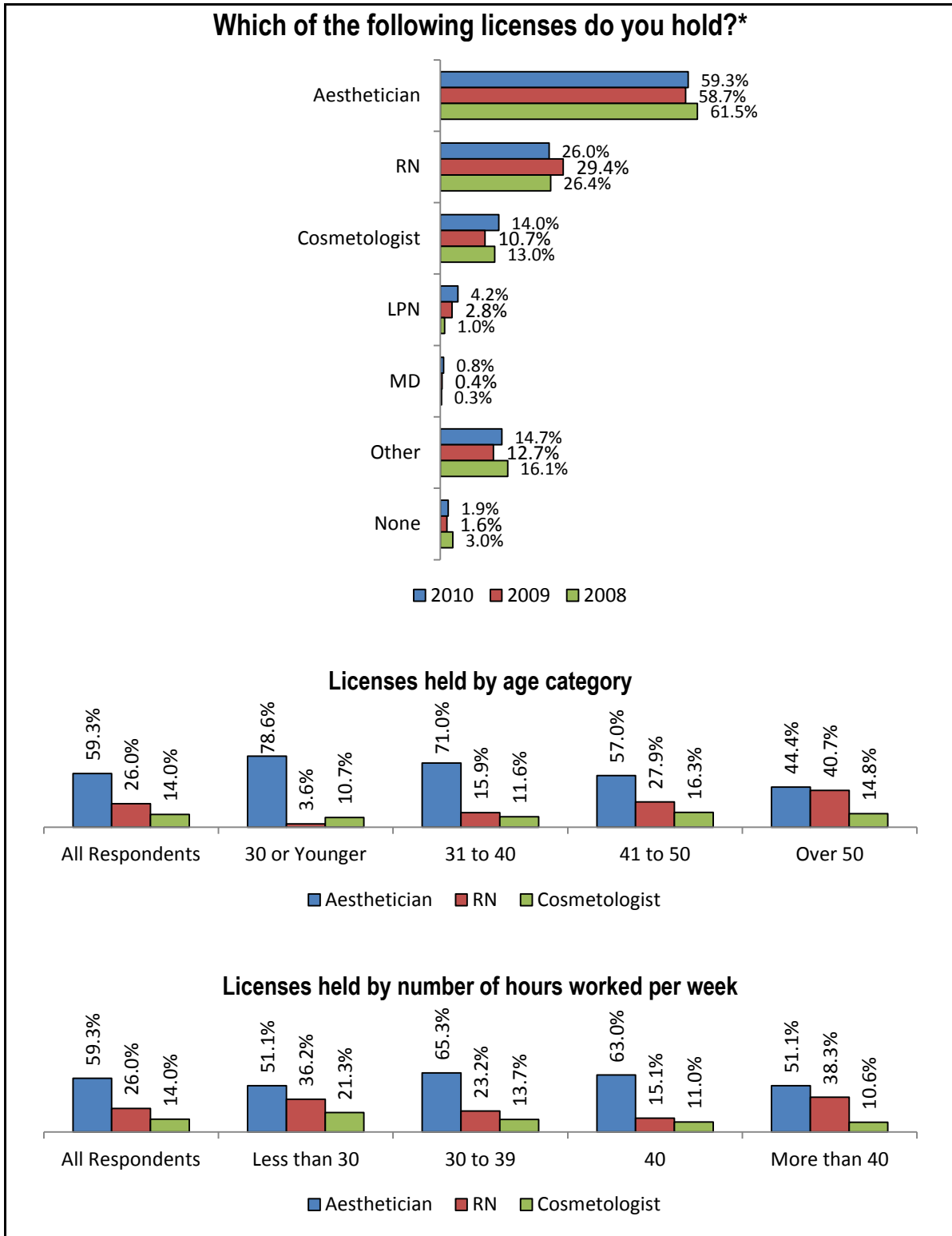
Executive Summary

RESPONDENT PROFILE



* Multiple responses allowed.

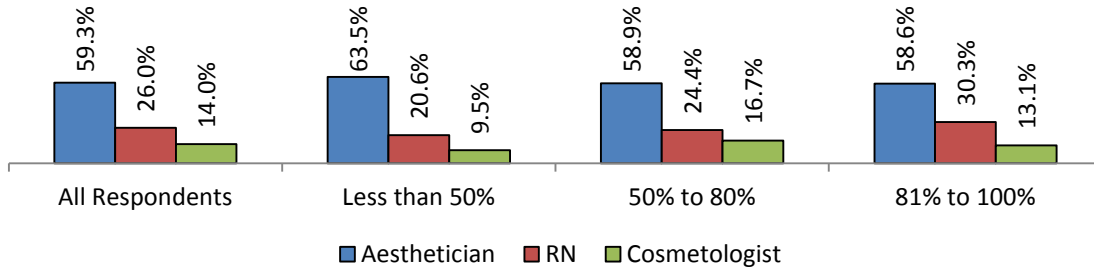




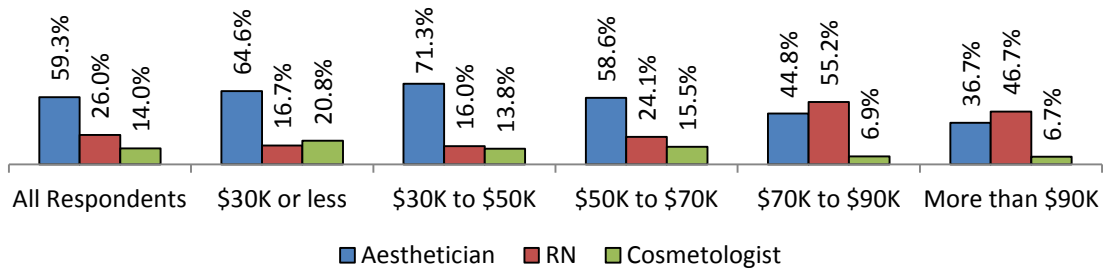
* Multiple responses allowed.

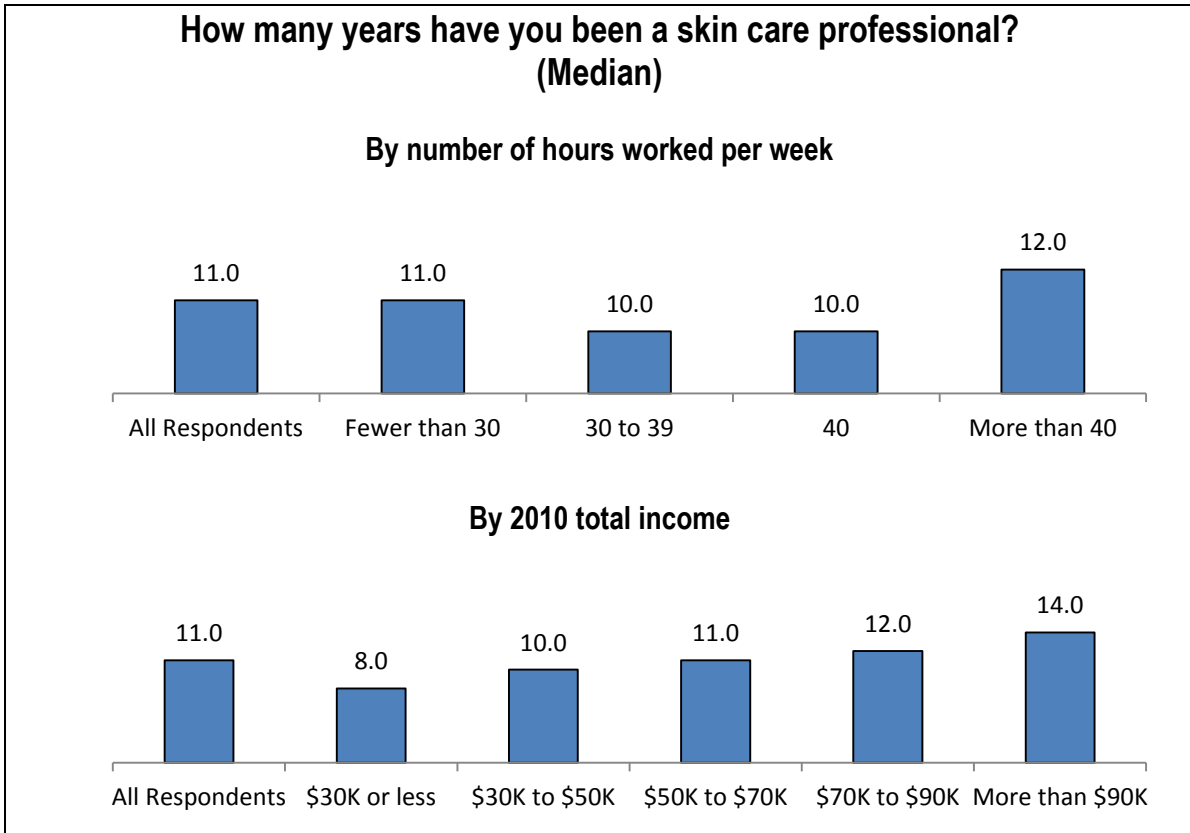
Which of the following licenses do you hold? (continued)

Licenses held by percent of working hours spent with patients



Licenses held by 2010 total income

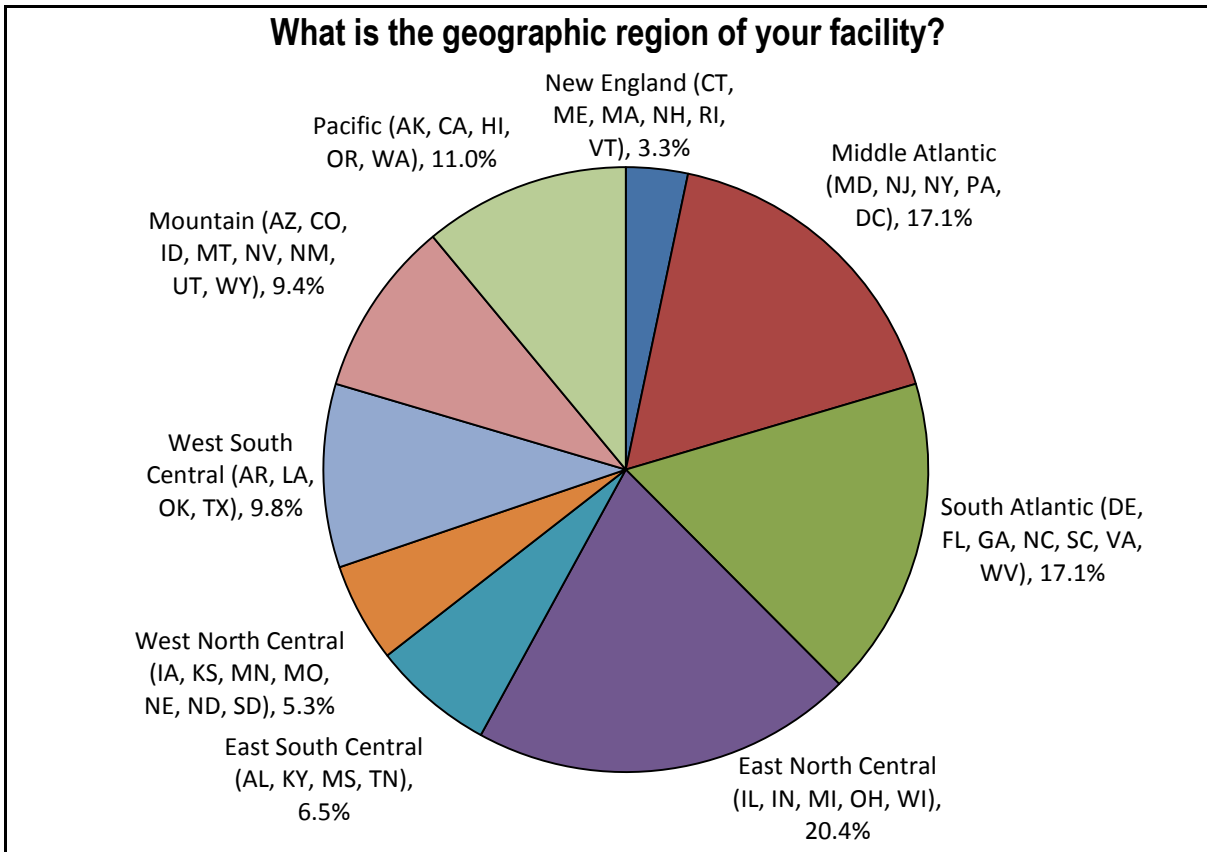


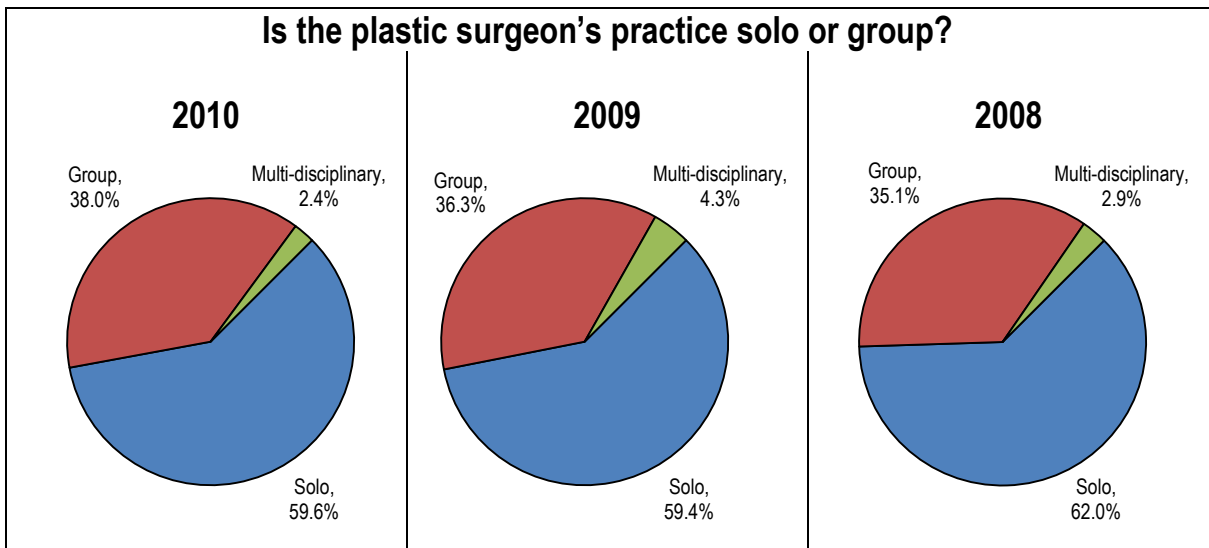
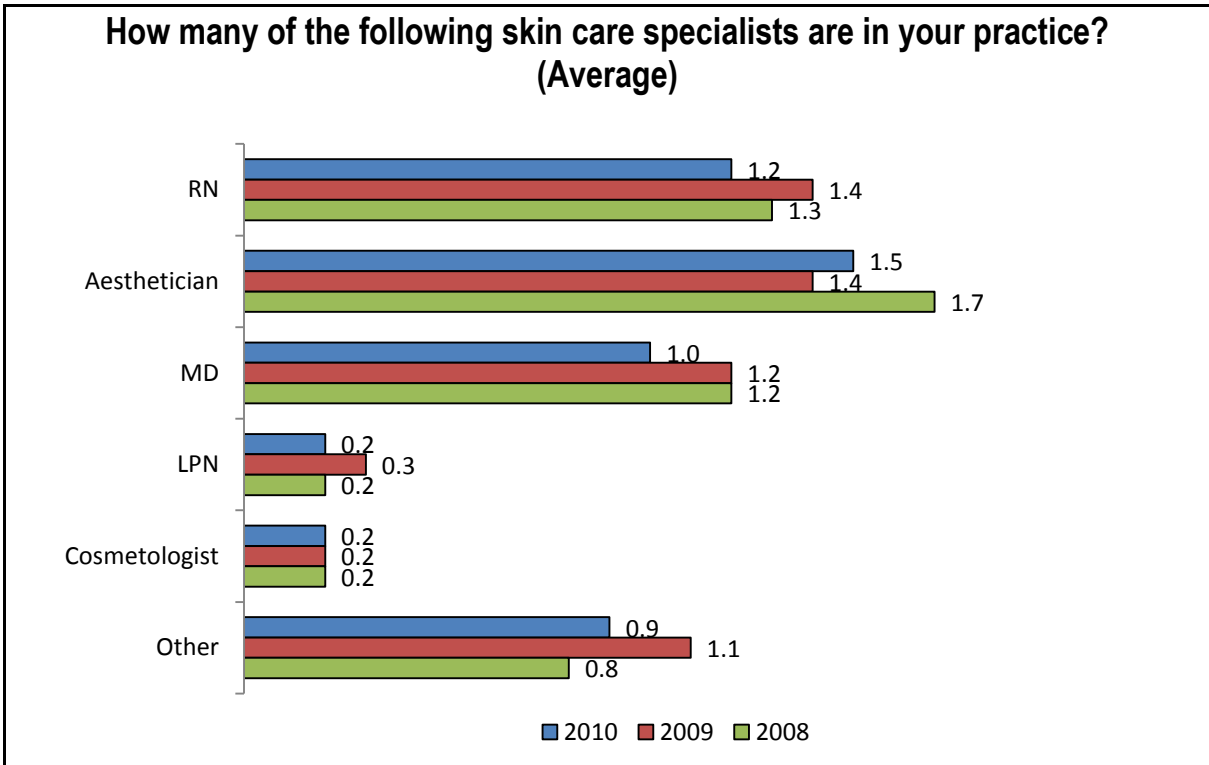


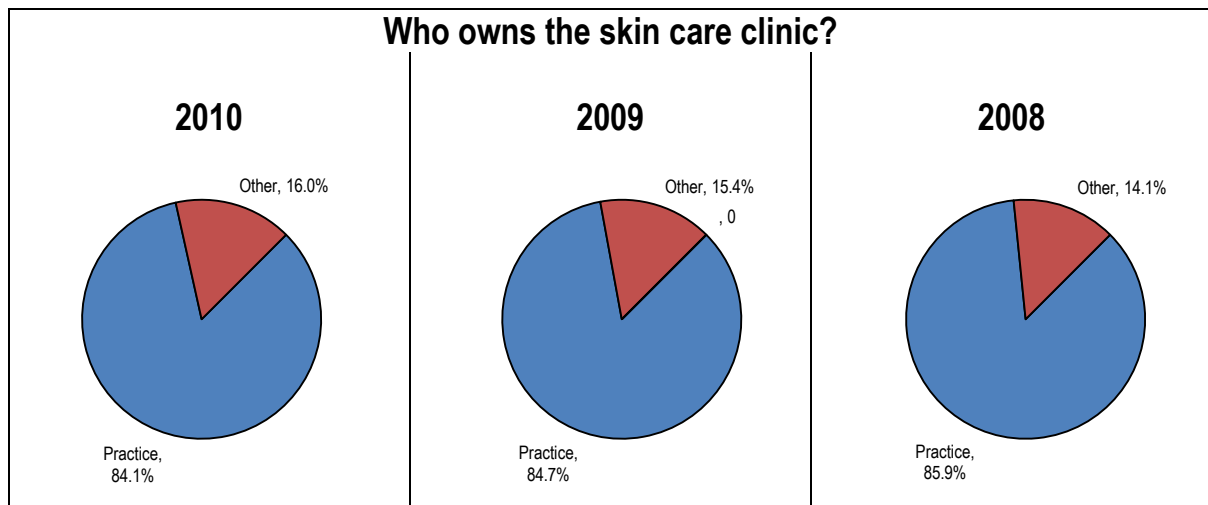
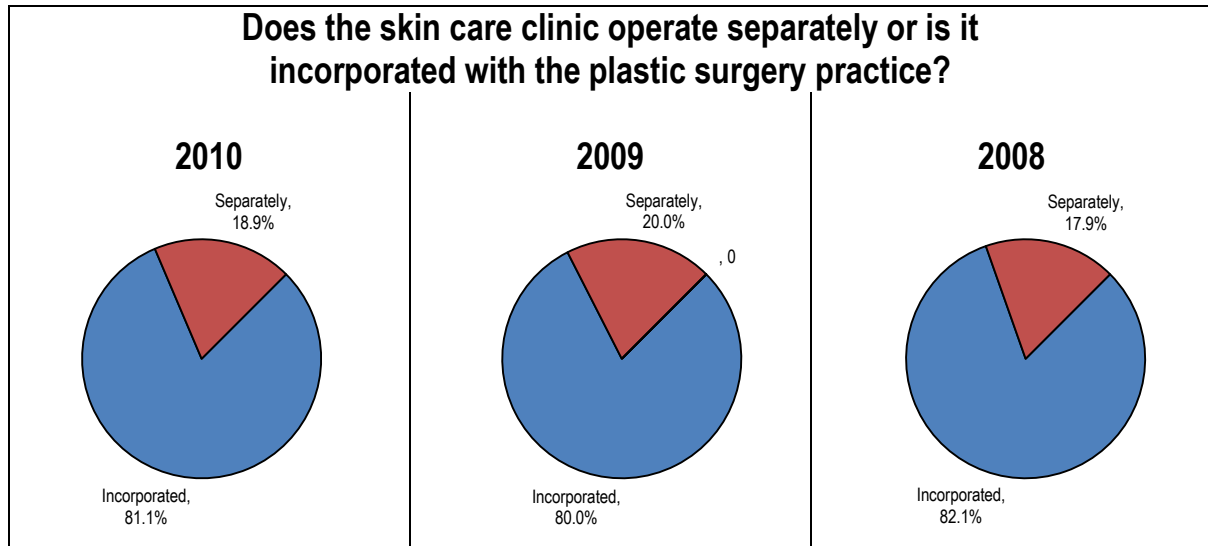
	2008 Median	2009 Median	2010 Median
How many years have you been a skin care professional?	10.0 years	10.0 years	11.0 years
How many years have you practiced in plastic surgery?	7.0 years	8.0 years	9.0 years
How many years have you practiced skin care in the plastic surgery field?	6.0 years	7.0 years	8.0 years

PRACTICE'S PROFILE

	2008 Median	2009 Median	2010 Median
How many years has the plastic surgery practice been in business?	18.0 years	19.0 years	20.0 years
How many years has the plastic surgery practice been offering skin care?	10.0 years	10.0 years	12.0 years
Number of plastic surgeons in your practice?	1.0	1.0	1.0



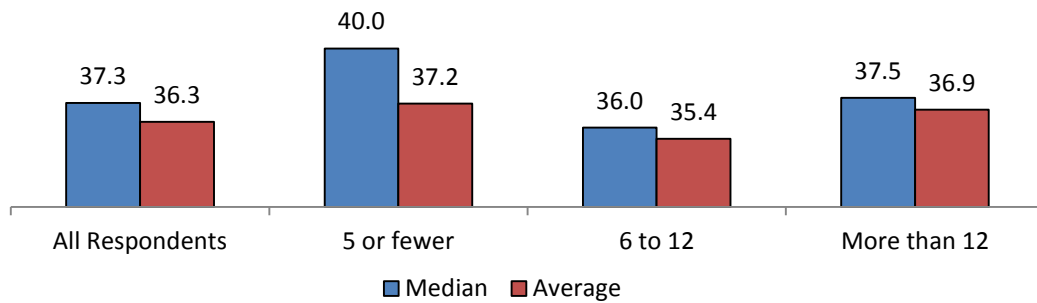




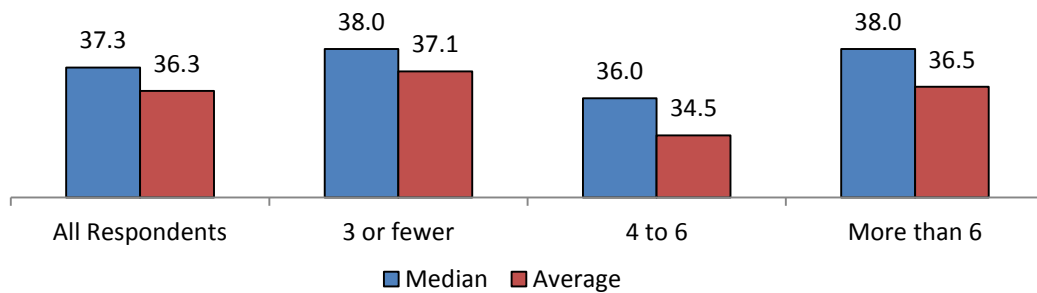
WORK LIFE

**How many hours do you work during a typical week?
(Include all work-related functions, not just seeing patients)**

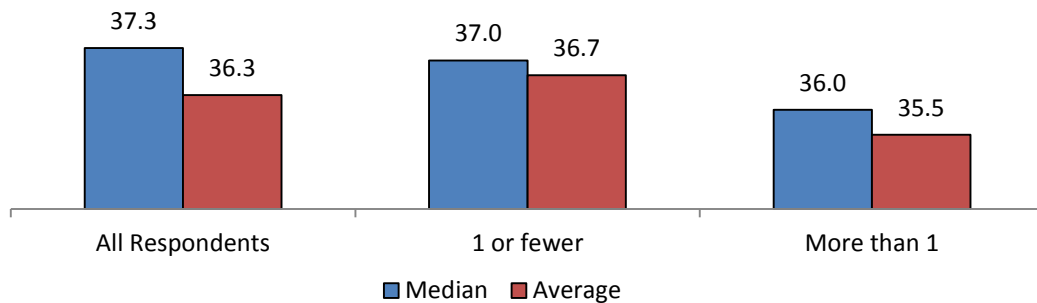
By years as skin care professional



By number of skin care specialists

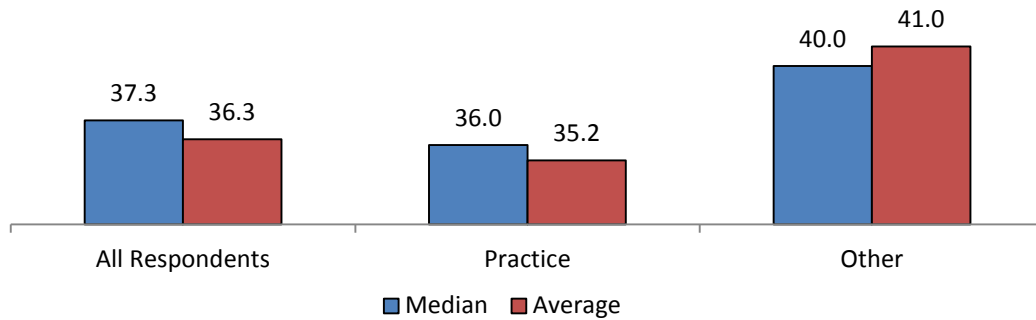


By number of plastic surgeons in practice

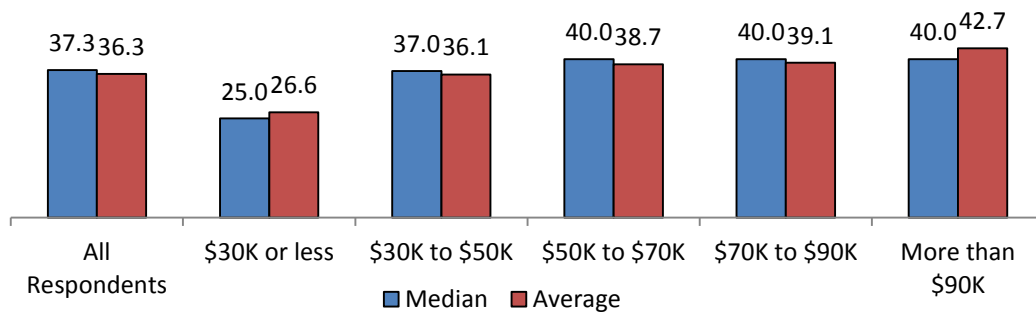


**How many hours do you work during a typical week?
(Include all work-related functions, not just seeing patients)
(continued)**

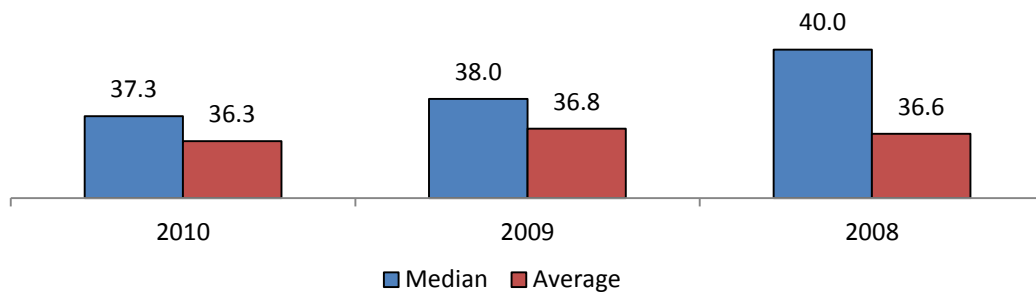
By who owns the clinic



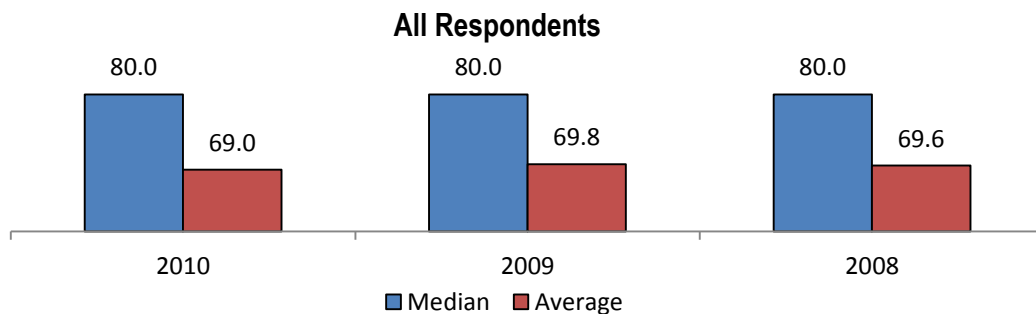
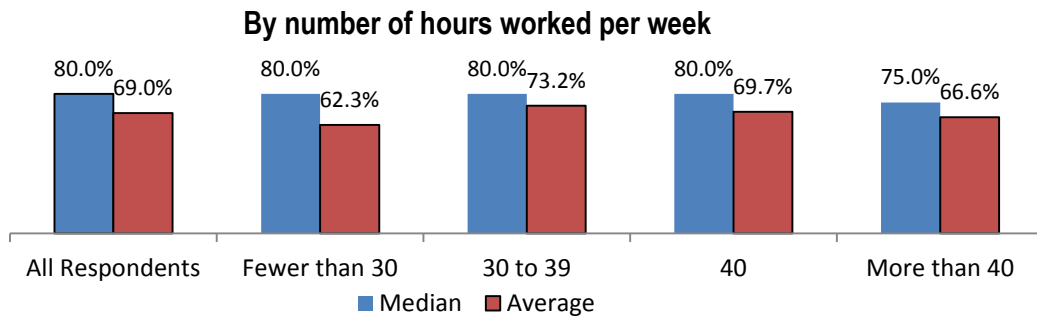
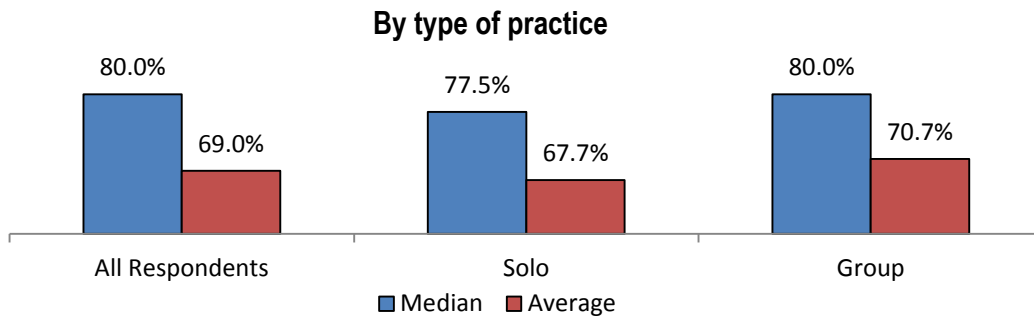
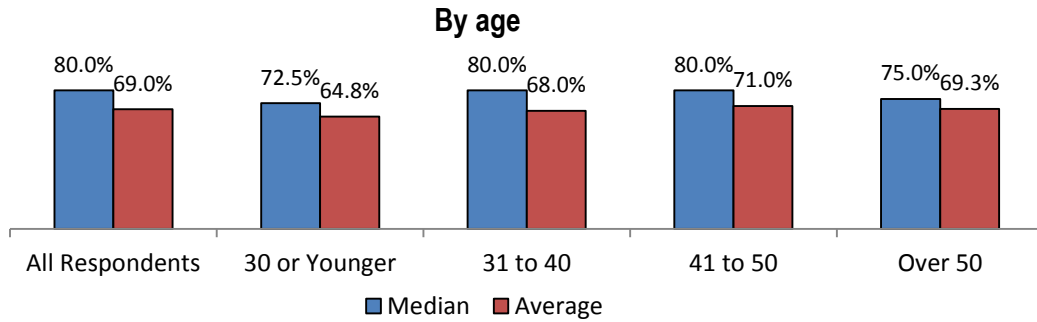
By 2010 total income

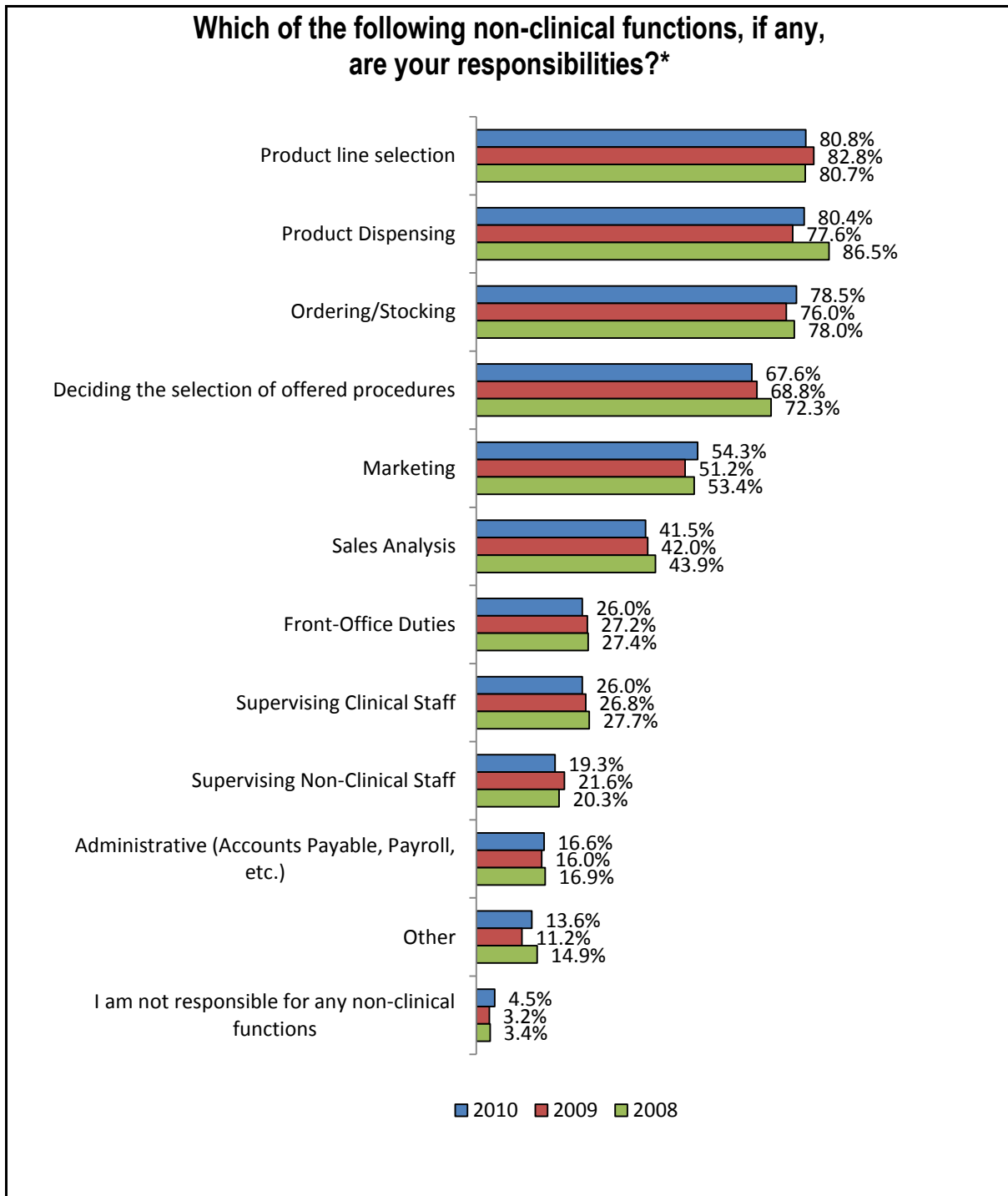


All Respondents

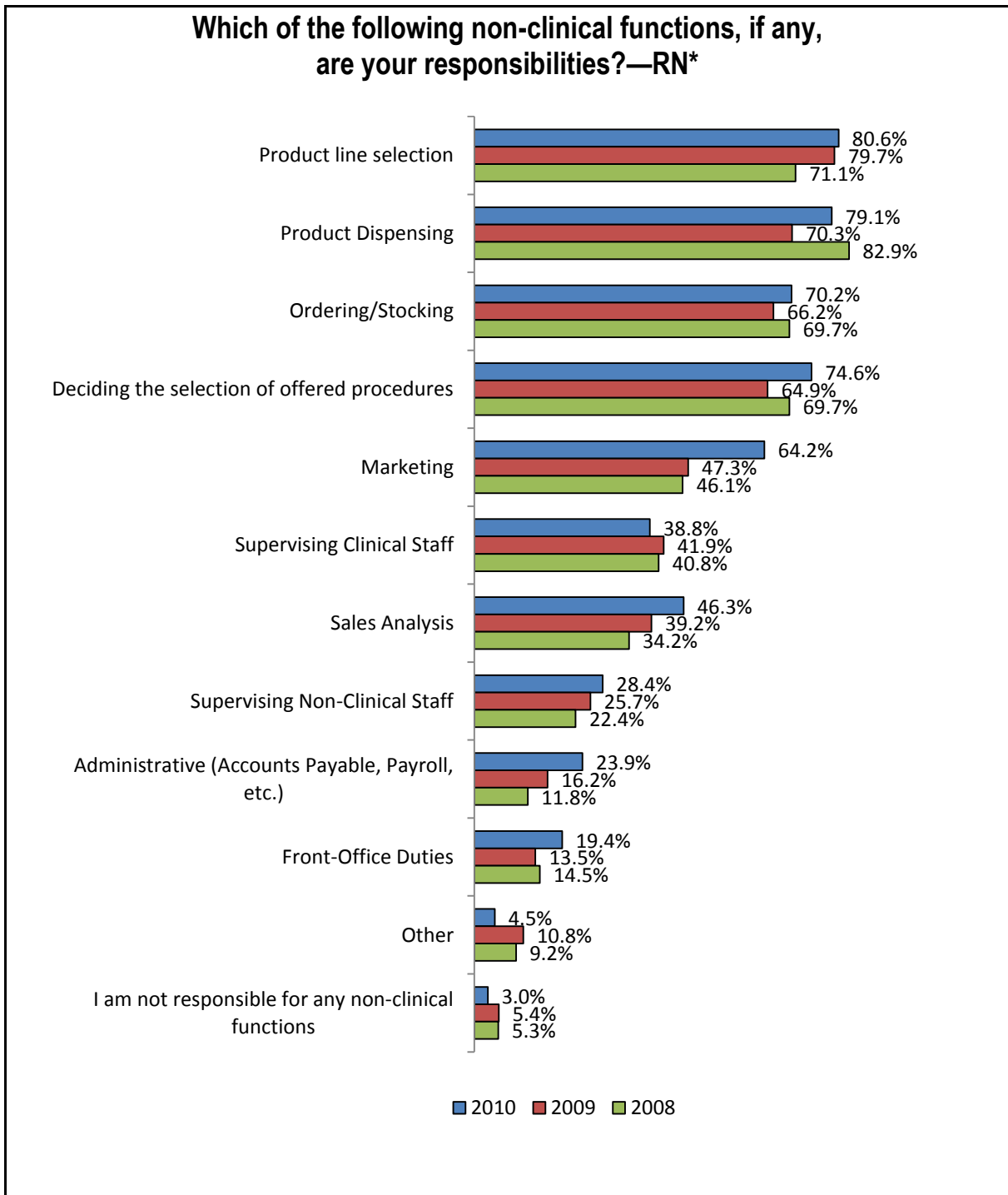


Of the total hours worked per week, what percentage of your time is spent working directly with patients?

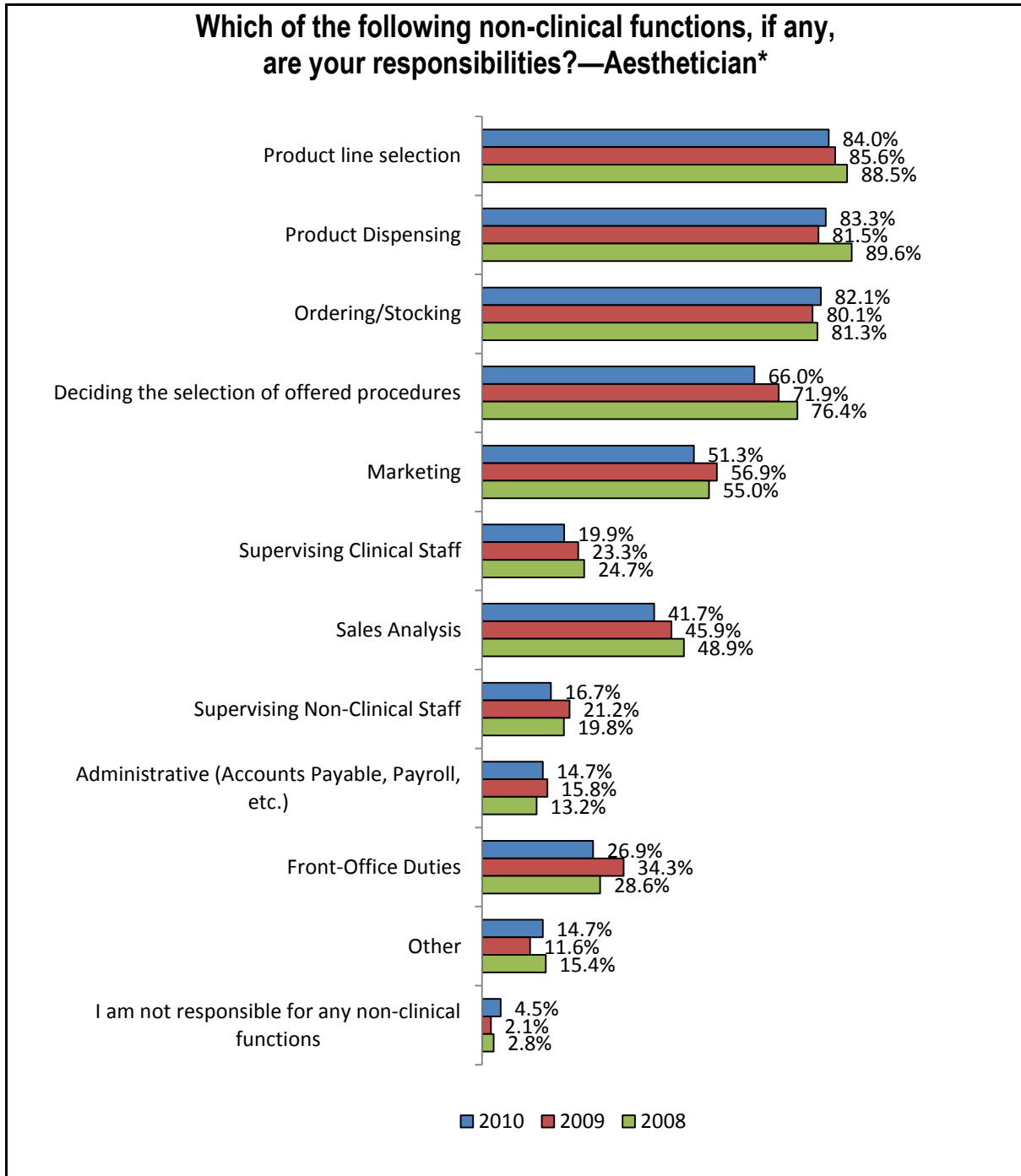




* Multiple responses allowed.



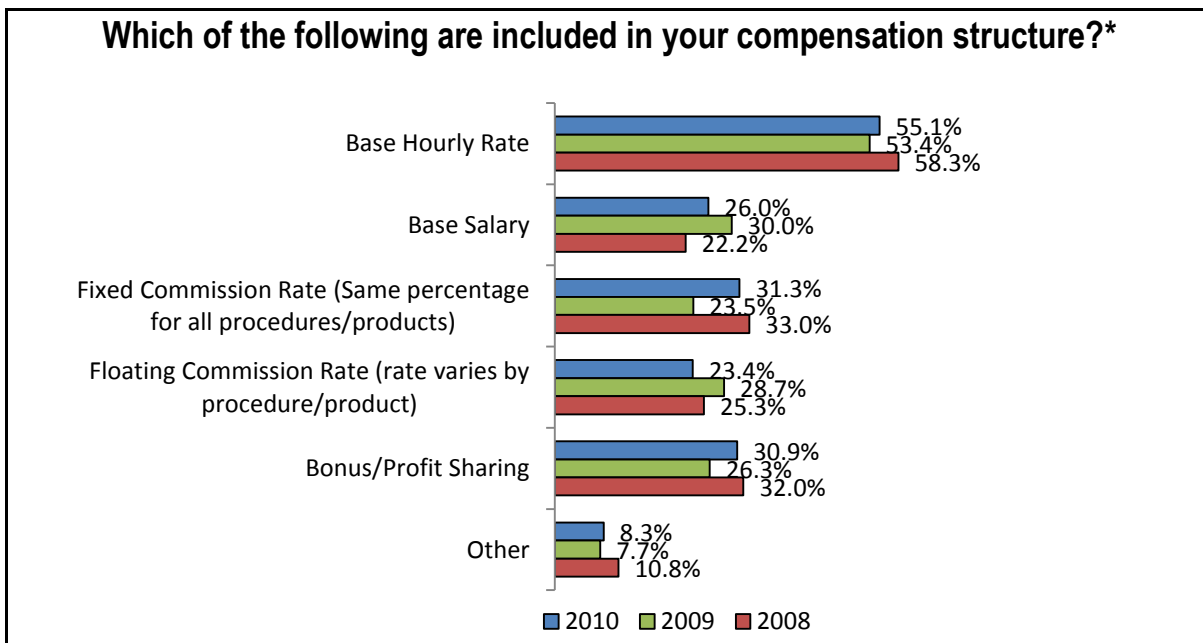
* Multiple responses allowed.



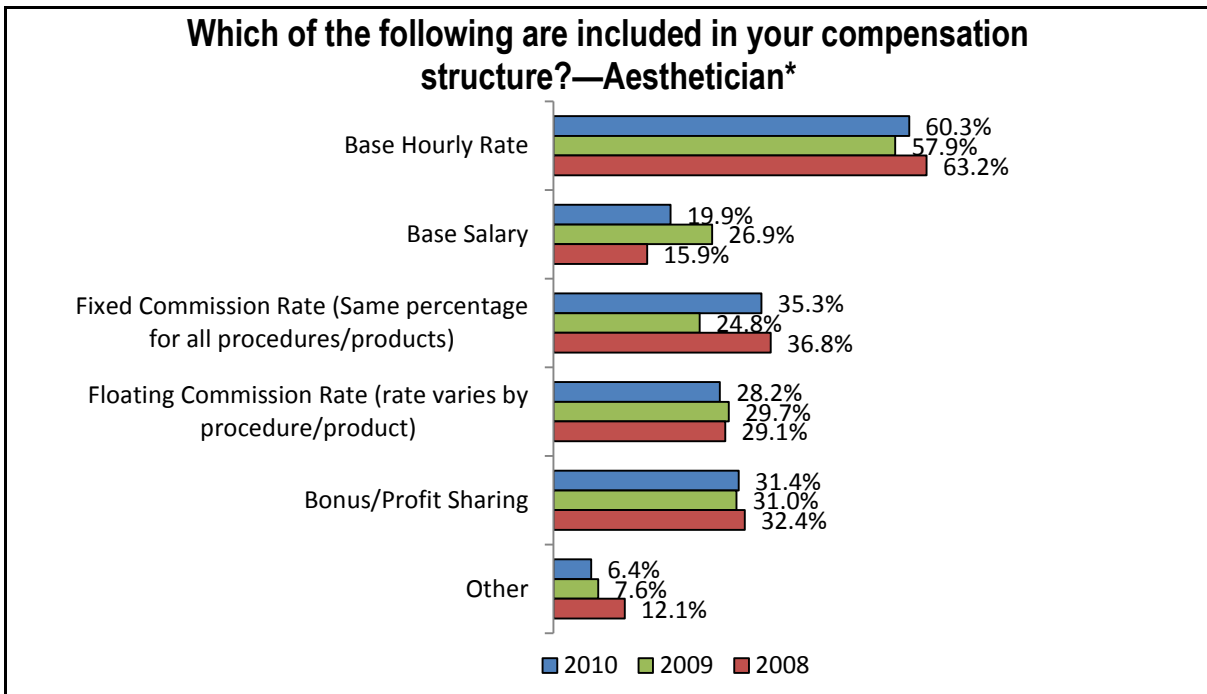
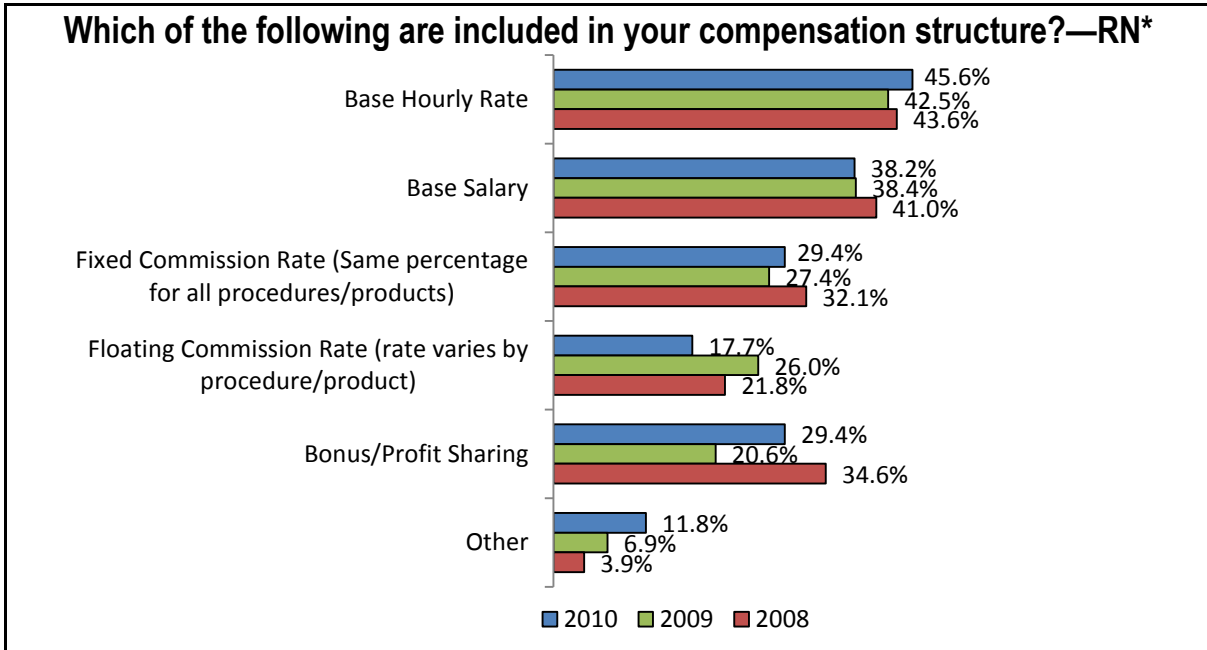
* Multiple responses allowed.

Which of the following non-clinical functions, if any, are your responsibilities?		Ordering/ Stocking	Sales Analysis	Supervising Clinical Staff	Front-Office Duties	Supervising Non-Clinical Staff	Administrative (Accounts Payable, Payroll, etc.)
All Respondents		78.5%	41.5%	26.0%	26.0%	19.3%	16.6%
By age	30 or Younger	78.6%	39.3%	21.4%	42.9%	14.3%	14.3%
	31 to 40	85.5%	36.2%	23.2%	27.5%	18.8%	17.4%
	41 to 50	80.0%	43.5%	22.4%	25.9%	11.8%	14.1%
	Over 50	70.7%	45.1%	34.2%	19.5%	29.3%	19.5%
By years as skin care professional	5 or fewer	76.1%	41.3%	23.9%	32.6%	15.2%	15.2%
	6 to 12	82.9%	40.2%	20.5%	28.2%	15.4%	16.2%
	More than 12	74.8%	43.4%	33.3%	21.2%	26.3%	18.2%
By number of skin care specialists	3 or fewer	89.8%	49.2%	26.3%	29.7%	17.0%	20.3%
	4 to 6	75.0%	33.3%	26.4%	25.0%	20.8%	15.3%
	More than 6	62.9%	37.1%	25.8%	22.6%	21.0%	11.3%
By 2010 total income	\$30K or less	72.3%	34.0%	10.6%	36.2%	10.6%	12.8%
	\$30K to \$50K	86.3%	39.0%	13.7%	29.5%	10.5%	14.7%
	\$50K to \$70K	88.1%	44.1%	30.5%	28.8%	20.3%	17.0%
	\$70 to 90K	69.0%	51.7%	48.3%	6.9%	34.5%	20.7%
	More than \$90K	60.0%	50.0%	56.7%	13.3%	46.7%	26.7%

PAY & BENEFITS

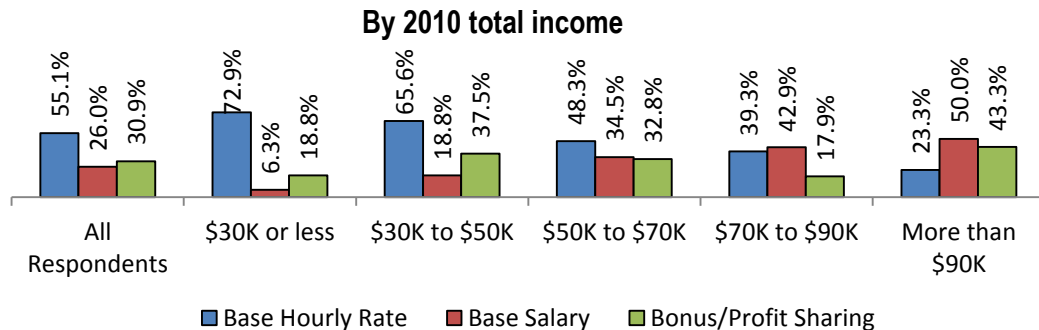
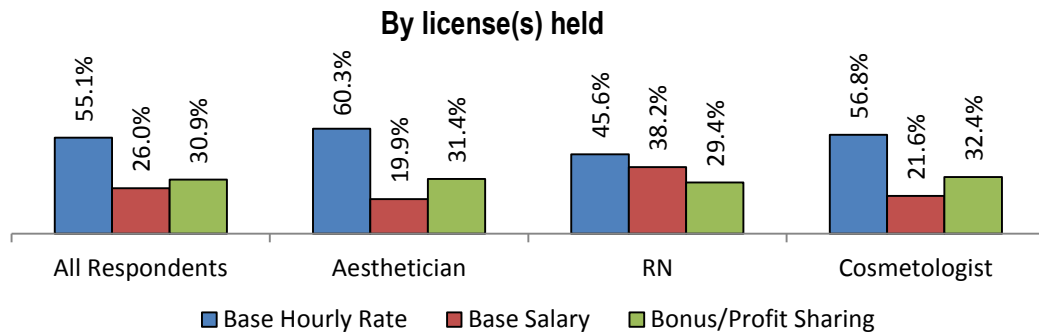
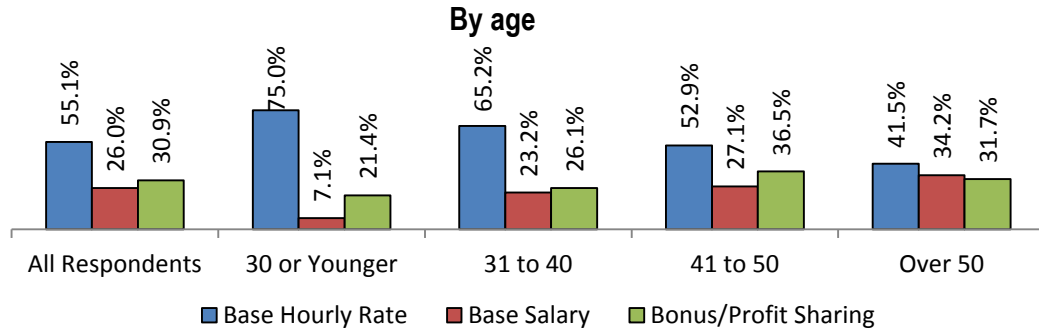


* Multiple responses allowed.



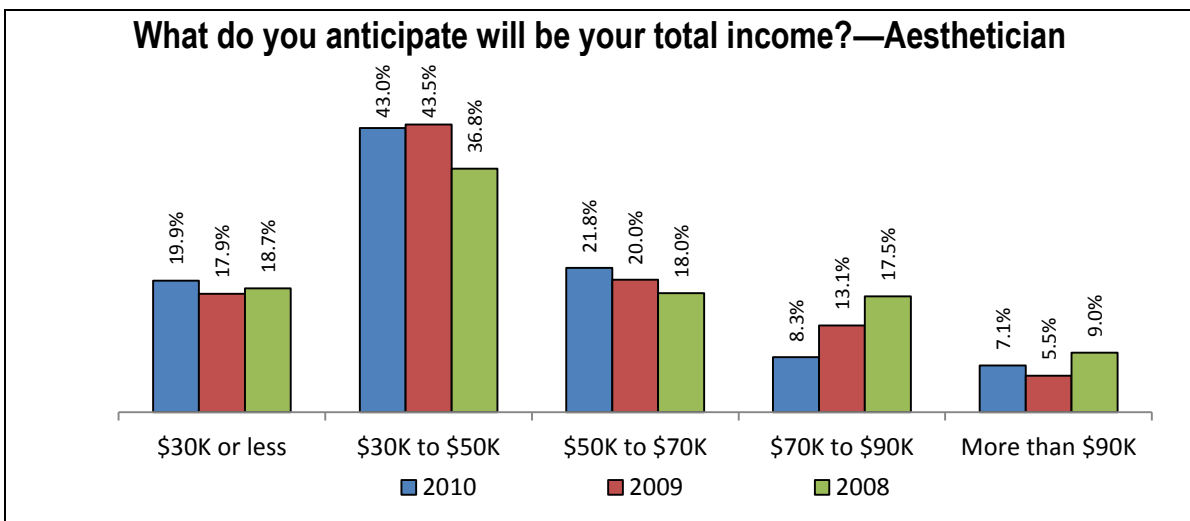
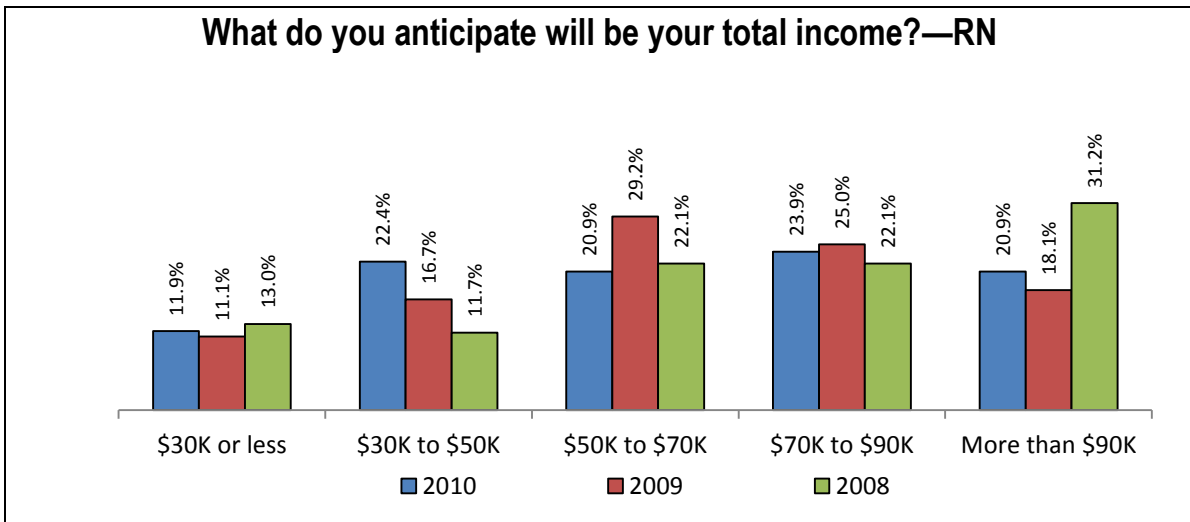
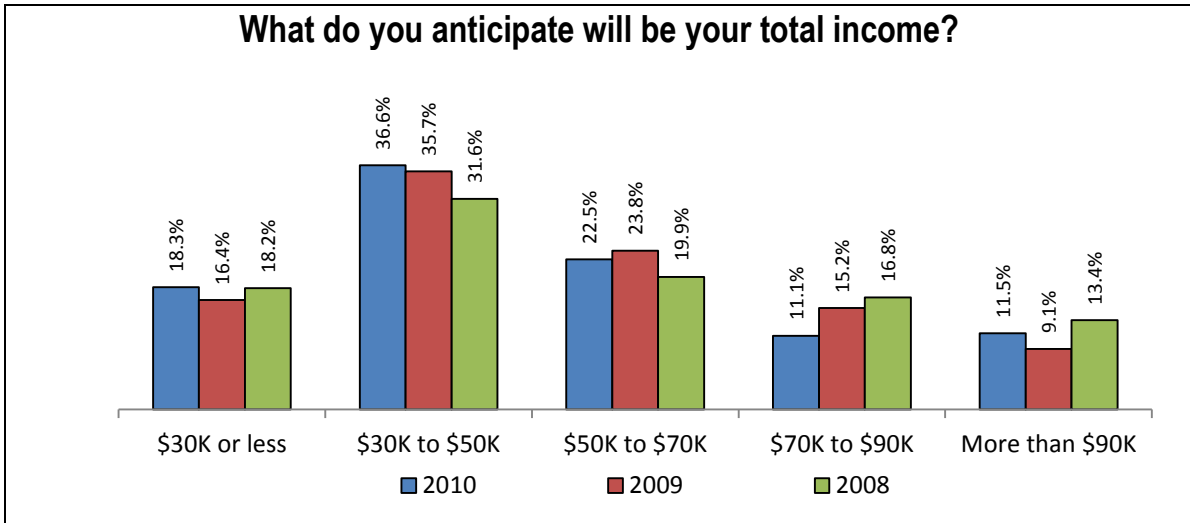
* Multiple responses allowed.

Which of the following are included in your compensation structure?



Percentage of respondents with the following compensation structures:

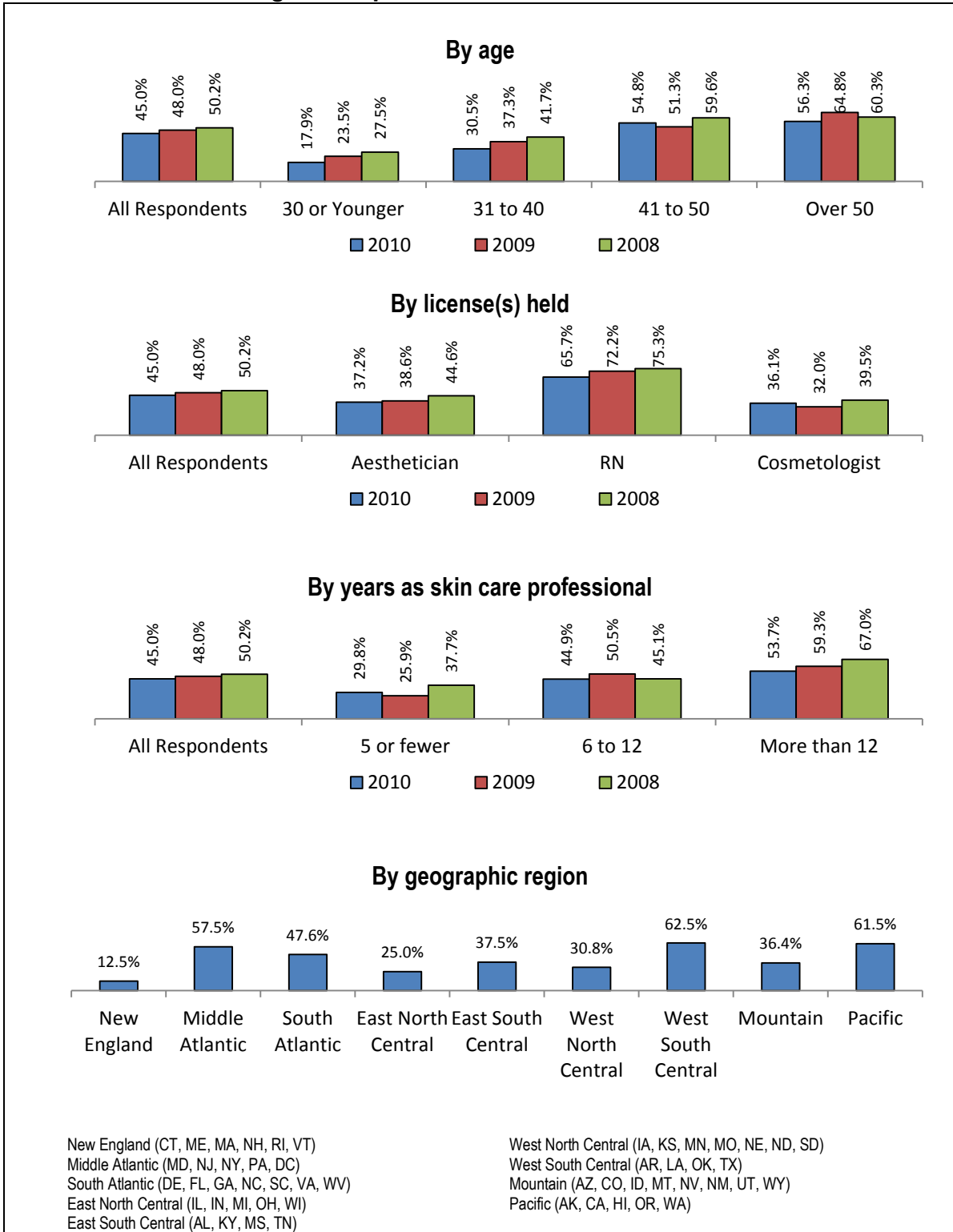
	2008	2009	2010
STRUCTURES WITH BASE HOURLY RATES:			
Base Hourly Rate only	14.1%	17.0%	15.9%
With Fixed Commission Rates			
Base Hourly Rate + Fixed Commission Rate	14.8%	13.0%	10.2%
Base Hourly Rate + Fixed Commission Rate + Floating Commission Rate (rate varies by procedure/product)	0.3%	0.0%	0.0%
Base Hourly Rate + Fixed Commission Rate + Bonus/Profit Sharing	6.1%	3.2%	3.0%
Base Hourly Rate + Fixed Commission Rate + Bonus/Profit Sharing + Other	0.3%	0.0%	0.0%
Base Hourly Rate + Fixed Commission Rate + Other	0.7%	0.0%	0.8%
With Floating Commission Rates			
Base Hourly Rate + Floating Commission Rate	7.1%	9.3%	8.3%
Base Hourly Rate + Floating Commission Rate + Bonus/Profit Sharing	3.7%	5.3%	4.2%
Base Hourly Rate + Floating Commission Rate + Bonus/Profit Sharing + Other	0.7%	0.0%	0.0%
Base Hourly Rate + Floating Commission Rate + Other	0.0%	0.4%	0.0%
Without Commission			
Base Hourly Rate + Bonus/Profit Sharing	8.1%	5.3%	11.3%
Base Hourly Rate + Other	2.4%	0.0%	1.5%
STRUCTURES WITH BASE SALARY:			
Base Salary only	6.4%	14.2%	9.8%
With Fixed Commission Rates			
Base Salary + Fixed Commission Rate	3.0%	1.2%	4.5%
Base Salary + Fixed Commission Rate + Bonus/Profit Sharing	1.0%	2.0%	3.0%
Base Salary + Fixed Commission Rate + Bonus/Profit Sharing + Other	0.3%	0.0%	1.1%
With Floating Commission Rates			
Base Salary + Floating Commission Rate	3.0%	3.6%	1.1%
Base Salary + Floating Commission Rate + Bonus/Profit Sharing	1.4%	2.0%	1.1%
Base Salary + Floating Commission Rate + Bonus/Profit Sharing + Other	0.3%	0.0%	0.0%
Base Salary + Floating Commission Rate + Other	0.0%	0.4%	0.4%
Without Commission			
Base Salary + Bonus/Profit Sharing	6.4%	5.3%	3.0%
Base Salary + Bonus/Profit Sharing + Other	0.0%	0.8%	0.8%
Base Salary + Other	0.3%	0.4%	1.1%
STRUCTURES WITHOUT BASE SALARY OR HOURLY RATE:			
Fixed Commission Rate Only	4.4%	3.2%	6.4%
Fixed Commission Rates			
Fixed Commission Rate + Floating Commission Rate	1.0%	0.0%	0.4%
Fixed Commission Rate + Bonus/Profit Sharing	1.0%	0.0%	1.5%
Fixed Commission Rate + Bonus/Profit Sharing + Other	0.0%	0.4%	0.0%
Fixed Commission Rate + Other	0.0%	0.4%	0.4%
Floating Commission Rates			
Floating Commission Rate	5.1%	5.7%	6.8%
Floating Commission Rate + Bonus/Profit Sharing	2.4%	2.0%	1.1%
Floating Commission Rate + Bonus/Profit Sharing + Other	0.3%	0.0%	0.0%
Other Structures			
Bonus/Profit Sharing Only	0.0%	0.0%	0.0%
Other Only	5.4%	4.9%	1.5%
Bonus/Profit Sharing Only + Other Only	0.0%	0.0%	0.8%

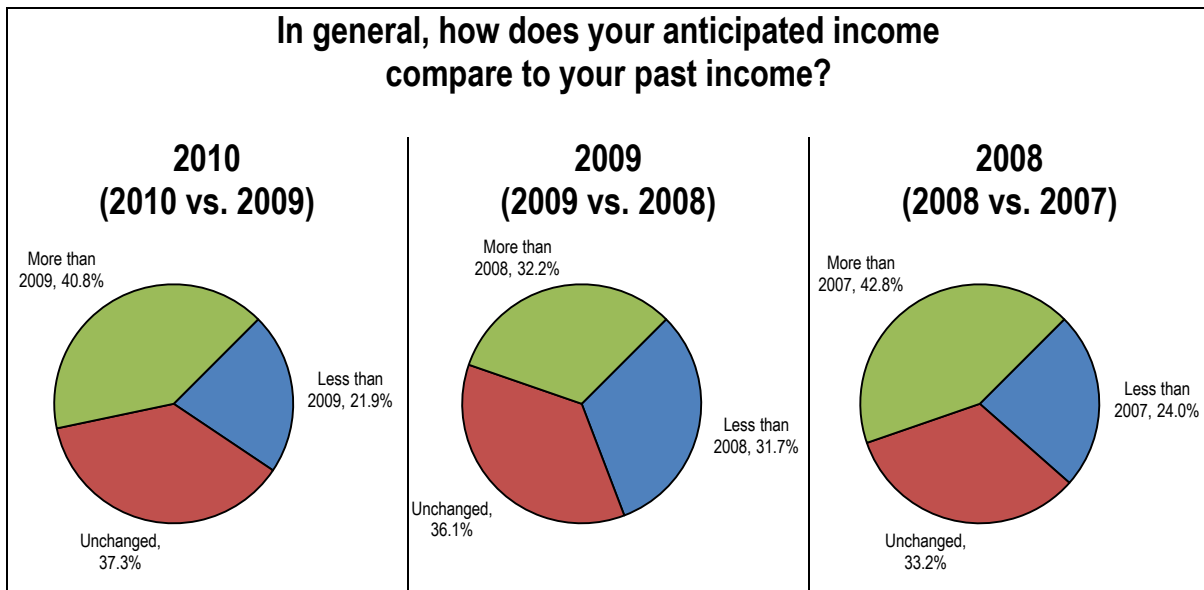
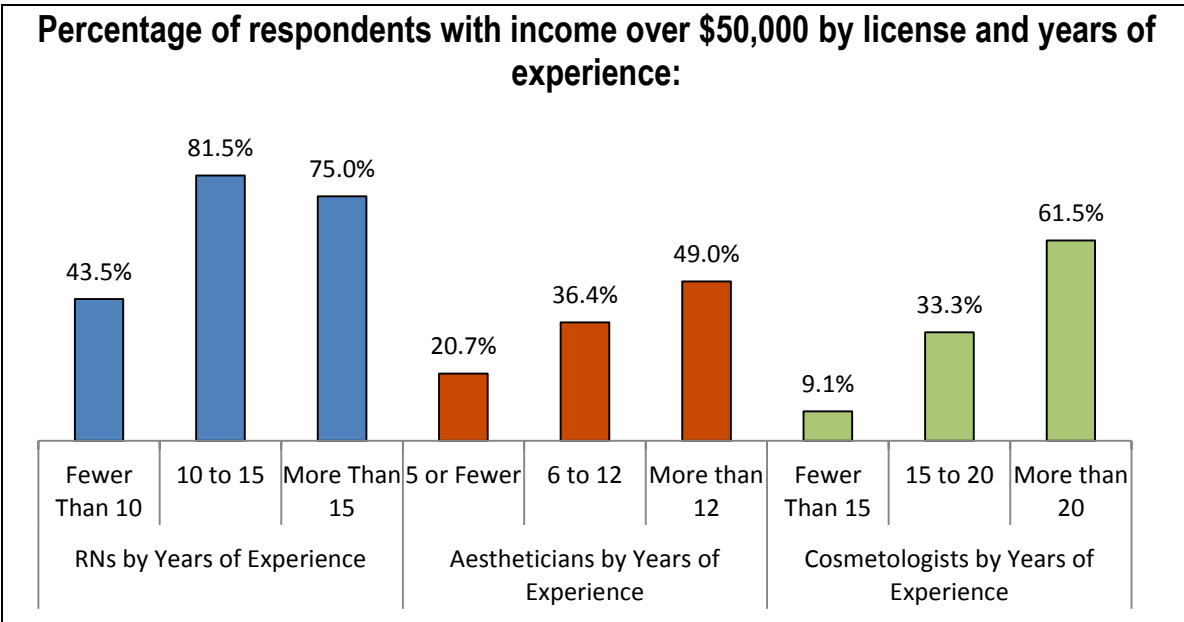


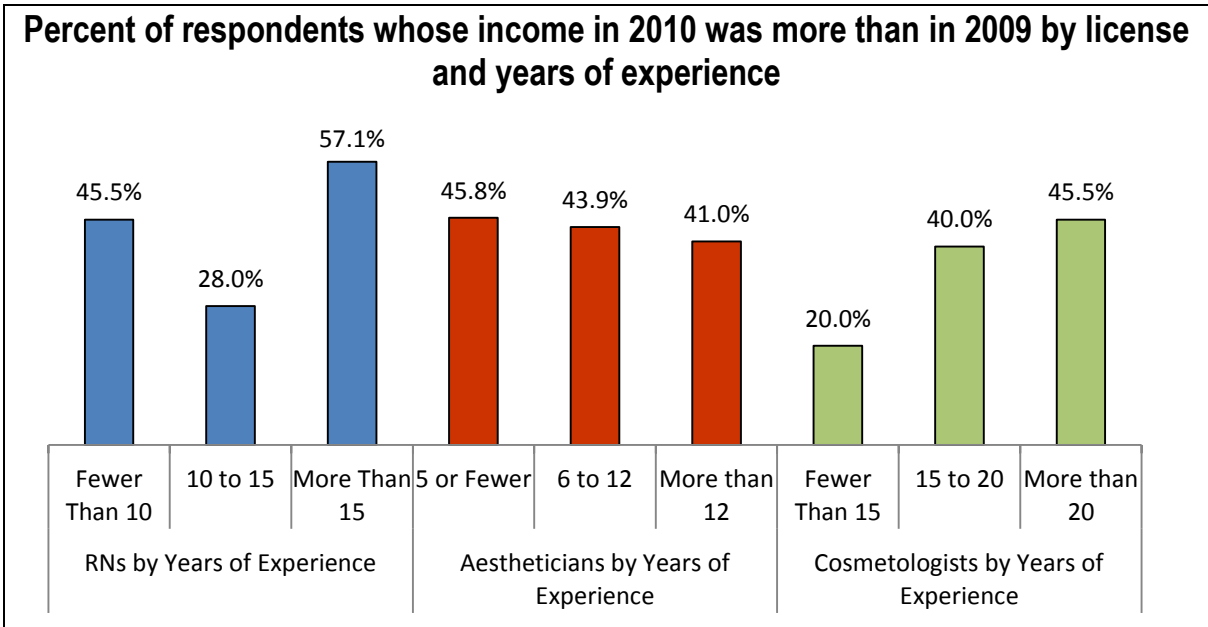
What do you anticipate will be your total income in 2010? – by license and years of experience

License	Years of experience		
RNs	Fewer than 10	10 to 15	More than 15
Less than \$30,000	26.1%	7.4%	0.0%
\$30,001 to \$50,000	30.4%	11.1%	25.0%
\$50,001 to \$70,000	17.4%	37.0%	0.0%
\$70,001 to \$90,000	17.4%	25.9%	31.3%
Over \$90,000	8.7%	18.5%	43.8%
Aestheticians	5 or Fewer	6 to 12	More than 12
Less than \$30,000	27.6%	16.9%	18.4%
\$30,001 to \$50,000	51.7%	46.8%	32.7%
\$50,001 to \$70,000	17.2%	20.8%	26.5%
\$70,001 to \$90,000	3.5%	9.1%	10.2%
Over \$90,000	0.0%	6.5%	12.2%
Cosmetologists	Fewer than 15	15 to 20	More than 20
Less than \$30,000	45.5%	33.3%	7.7%
\$30,001 to \$50,000	45.5%	33.3%	30.8%
\$50,001 to \$70,000	0.0%	25.0%	46.2%
\$70,001 to \$90,000	9.1%	8.3%	0.0%
Over \$90,000	0.0%	0.0%	15.4%

Percentage of respondents with income over \$50,000:



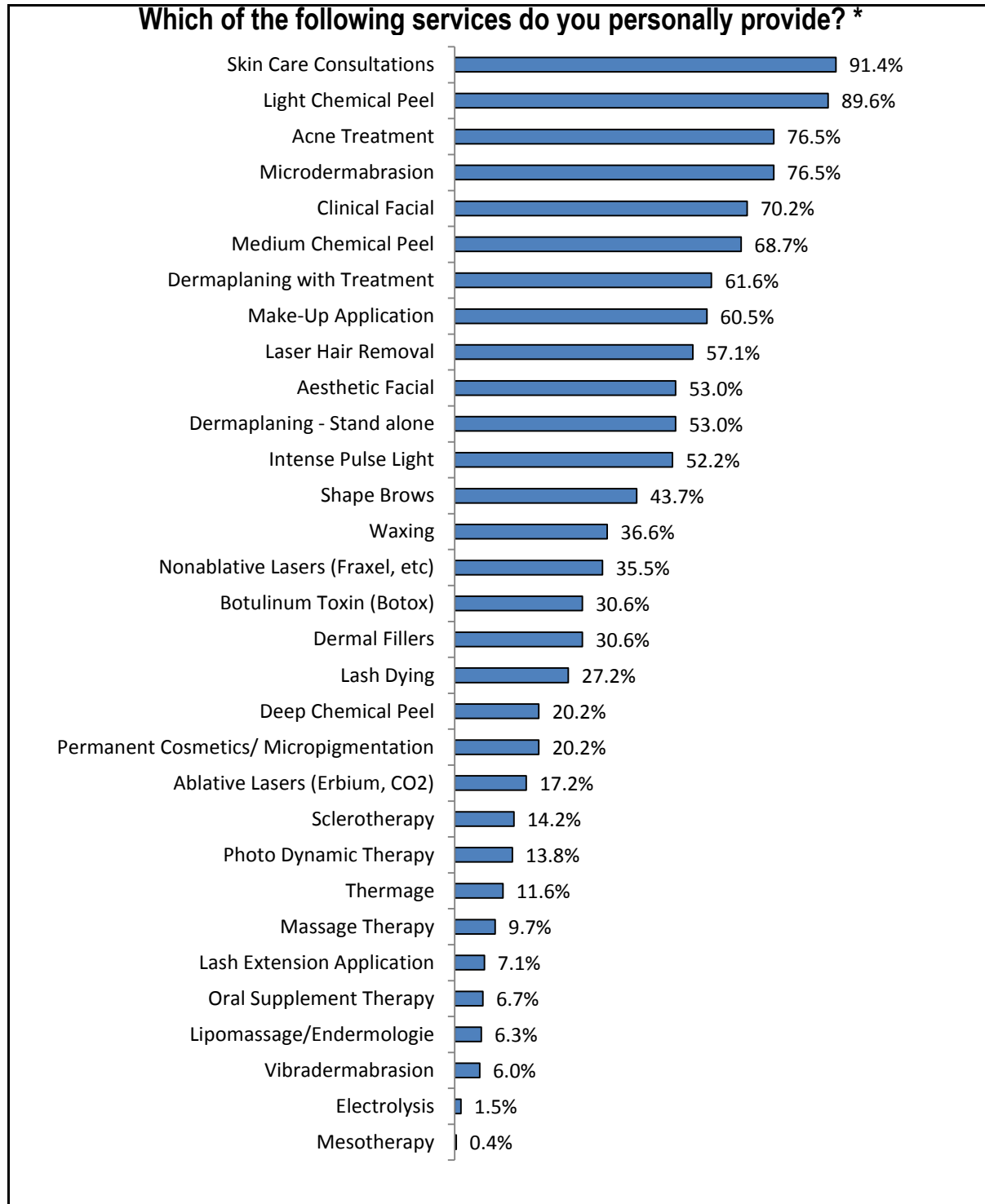




EMPLOYEE BENEFITS OFFERED

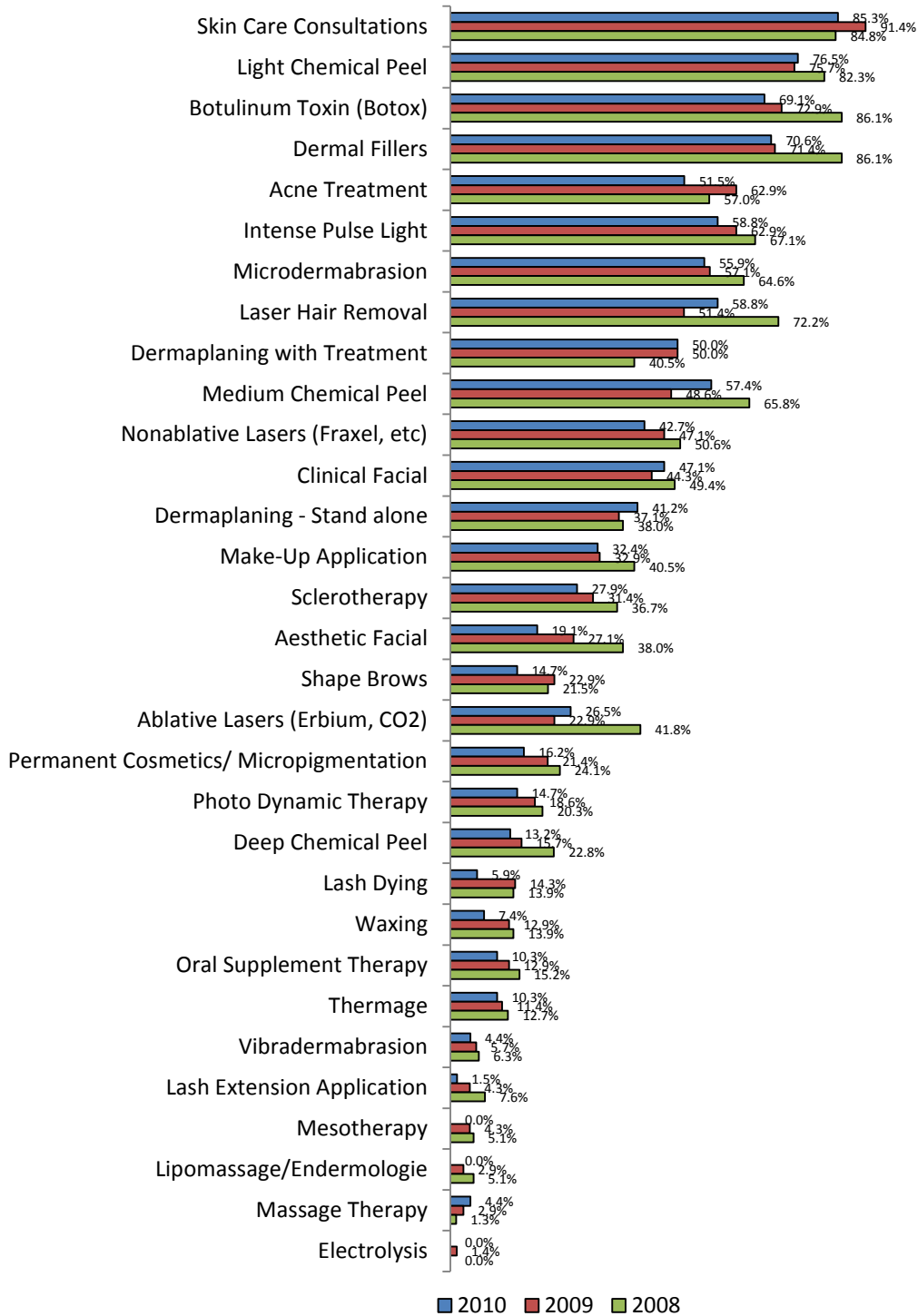
	Fully Paid by Practice	Partially Paid by Practice	Offered but Not Paid by Practice	Not Offered by Practice
Medical Insurance	28.5%	39.4%	8.0%	24.1%
Life Insurance	21.4%	17.3%	12.7%	48.6%
Dental Insurance	14.9%	24.5%	13.1%	47.6%
Disability Insurance	16.1%	19.7%	17.4%	46.8%
Retirement Plan (IRA, 401(k), etc.)	22.3%	43.7%	6.5%	27.5%
Continuing Education Expenses	48.8%	27.8%	2.4%	21.0%

SERVICES PROVIDED

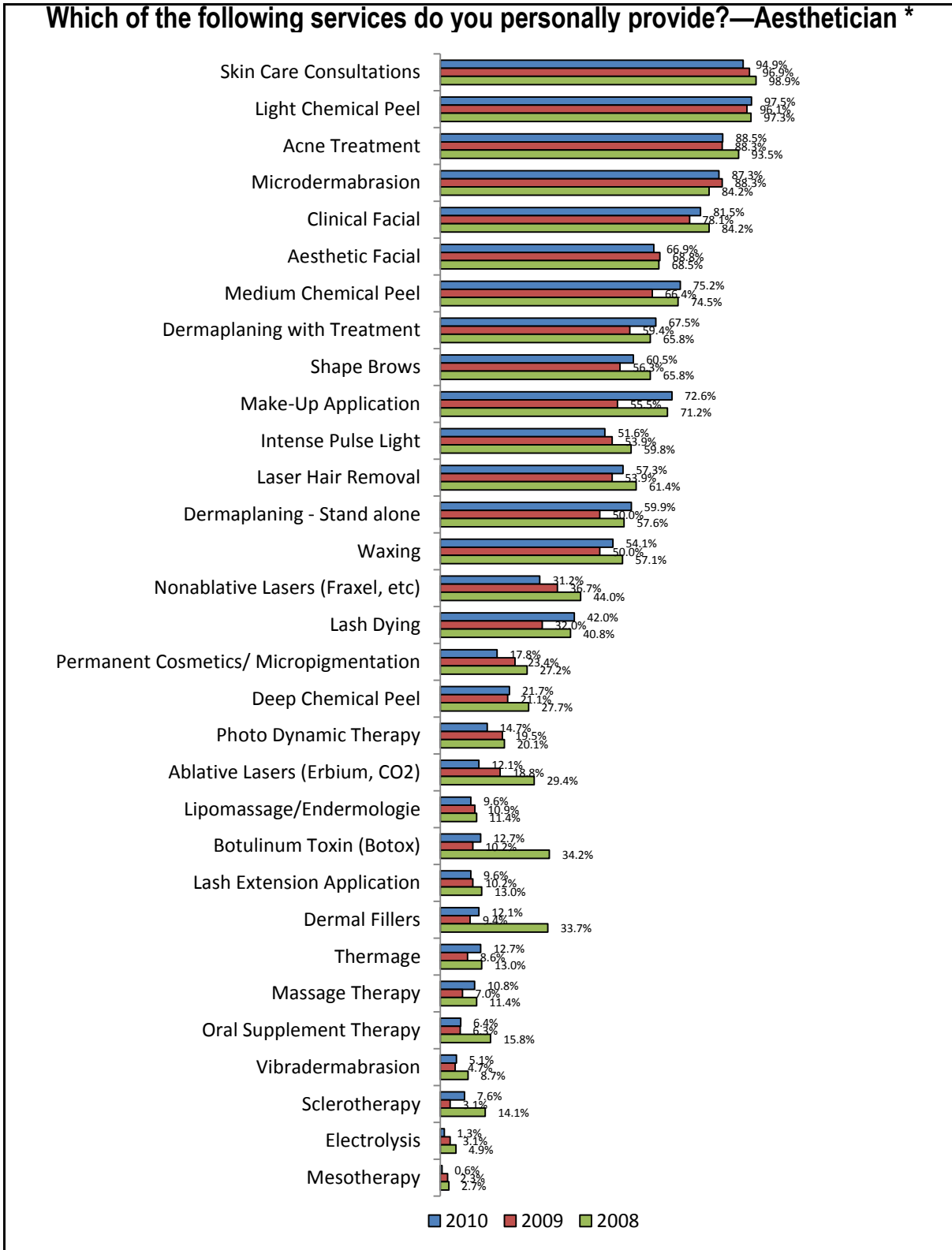


* Multiple responses allowed.

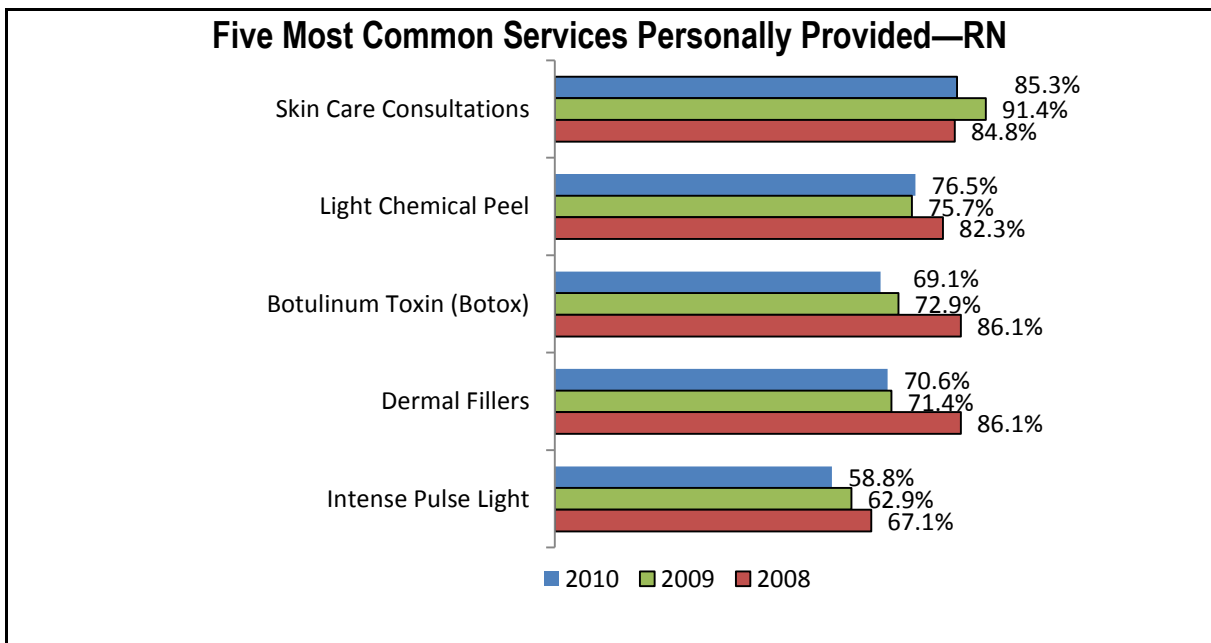
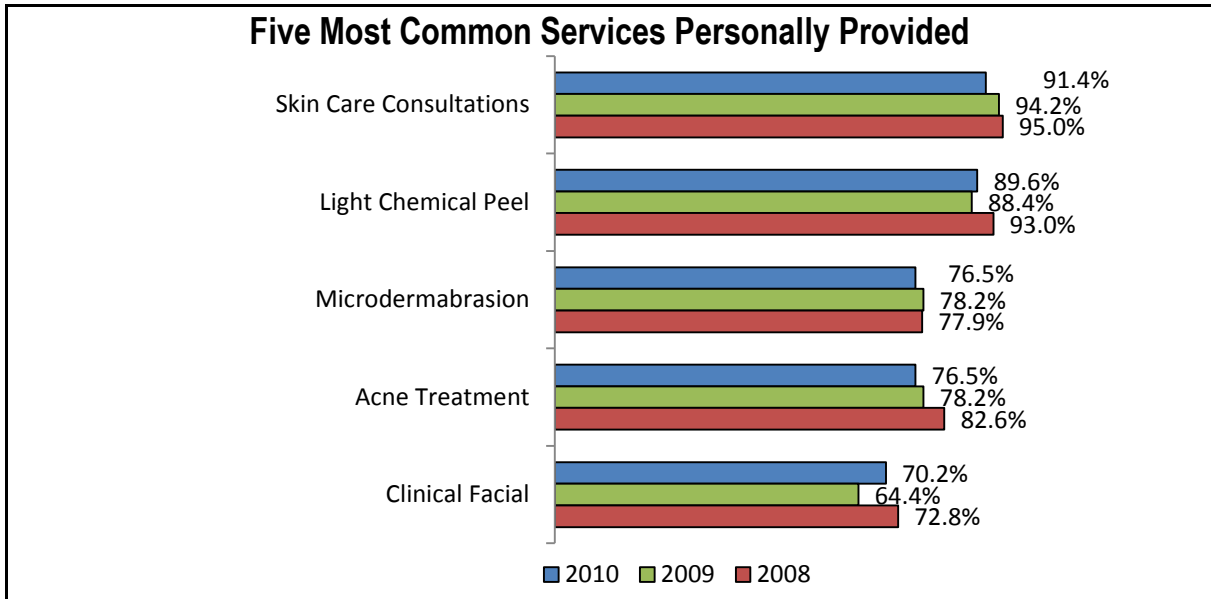
Which of the following services do you personally provide?—RN*

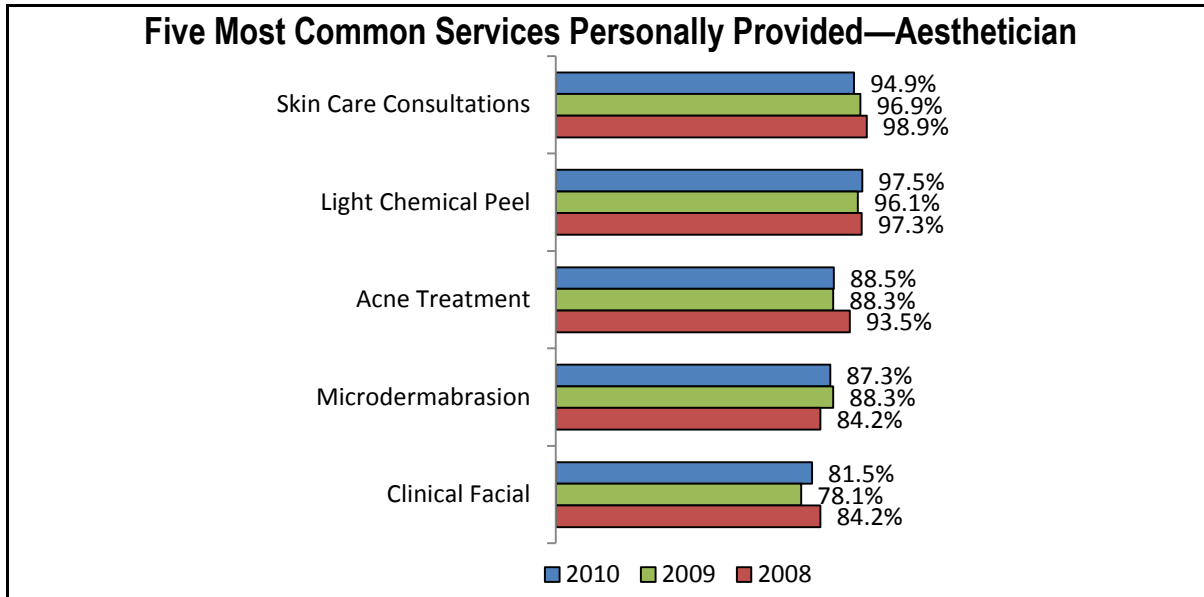


* Multiple responses allowed.



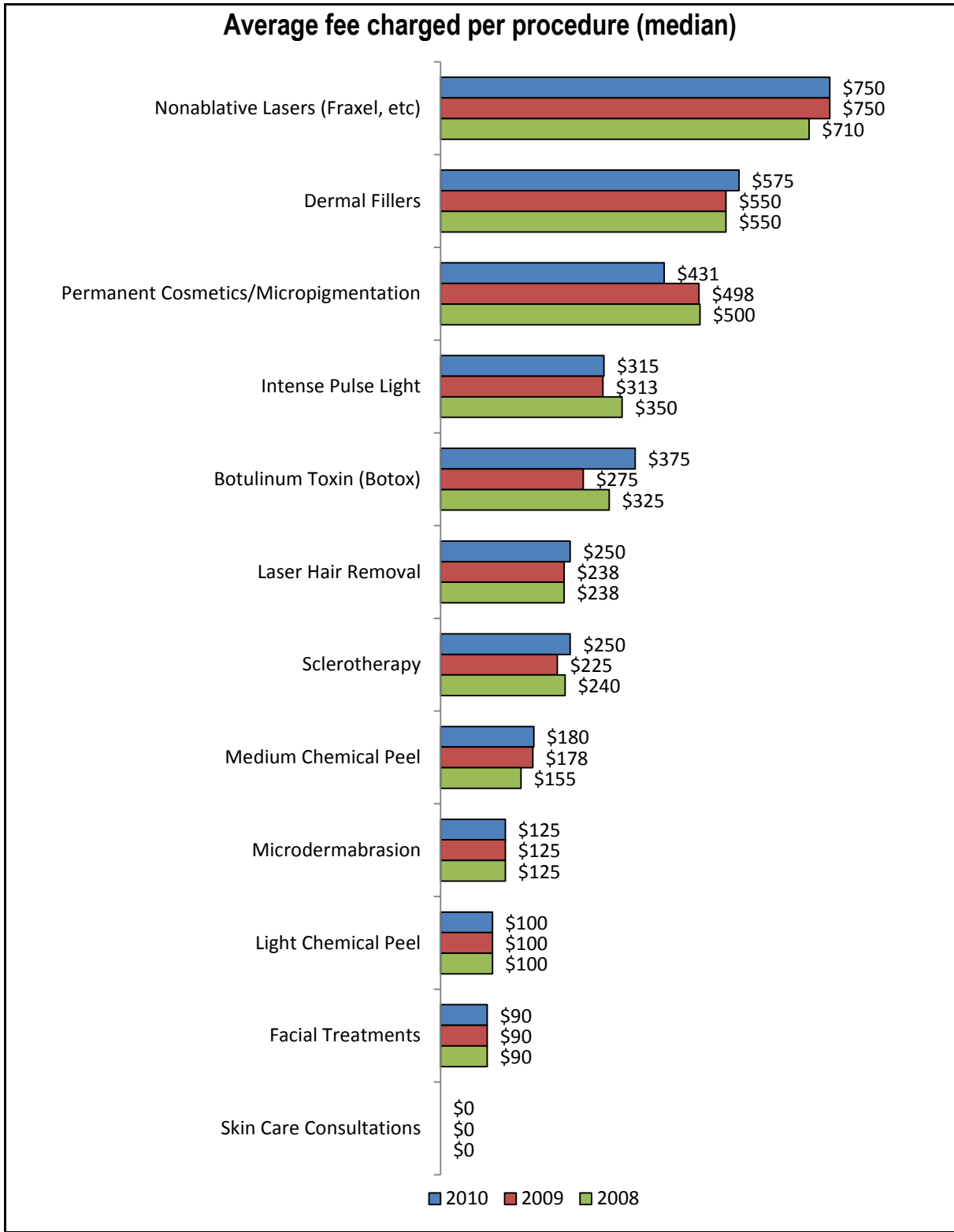
* Multiple responses allowed.



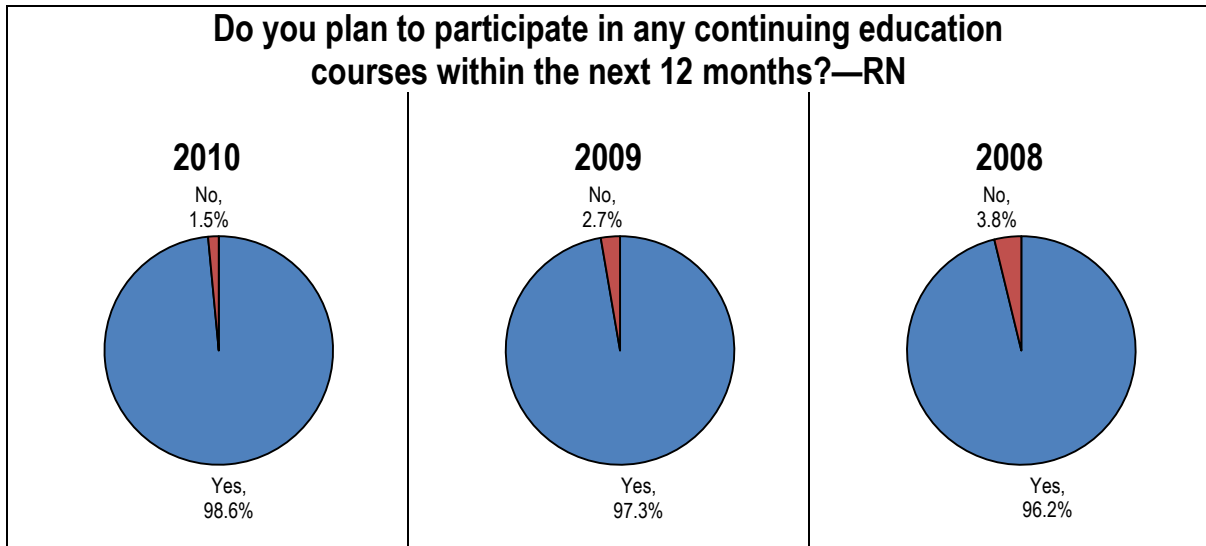
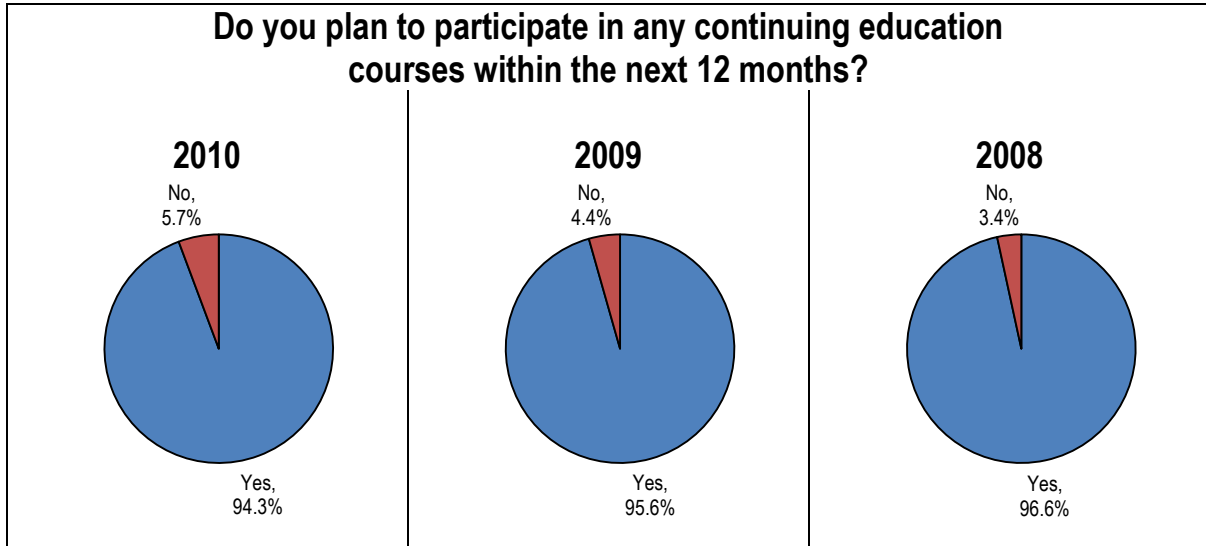


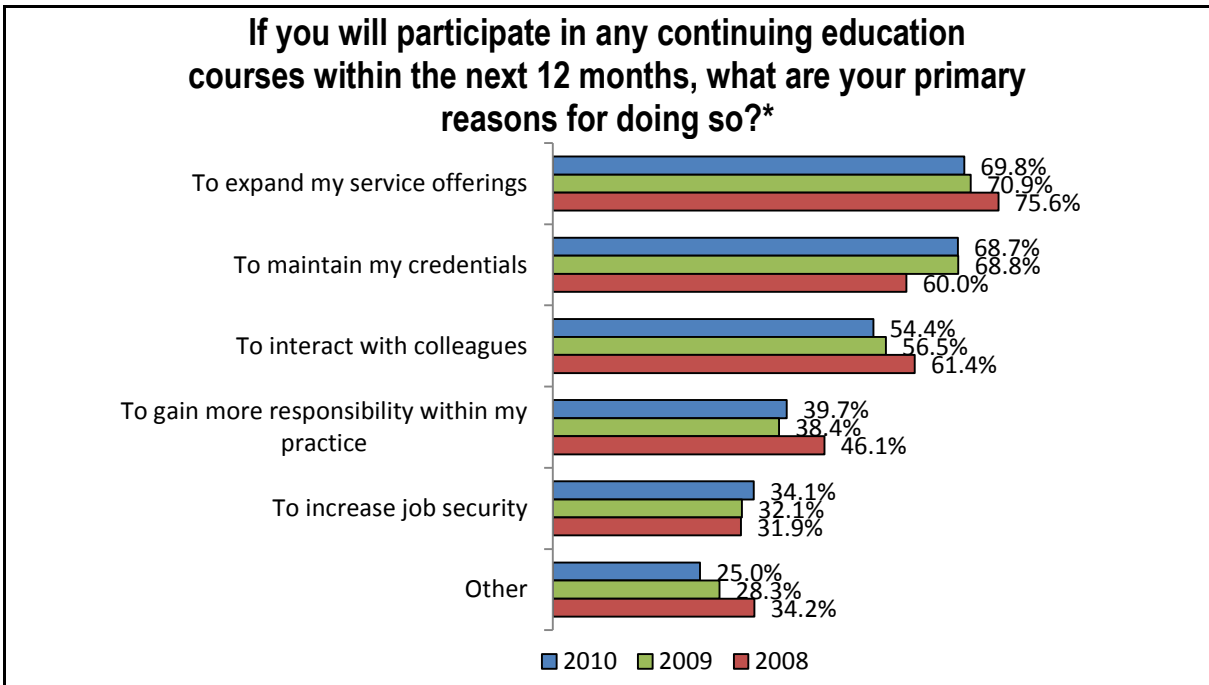
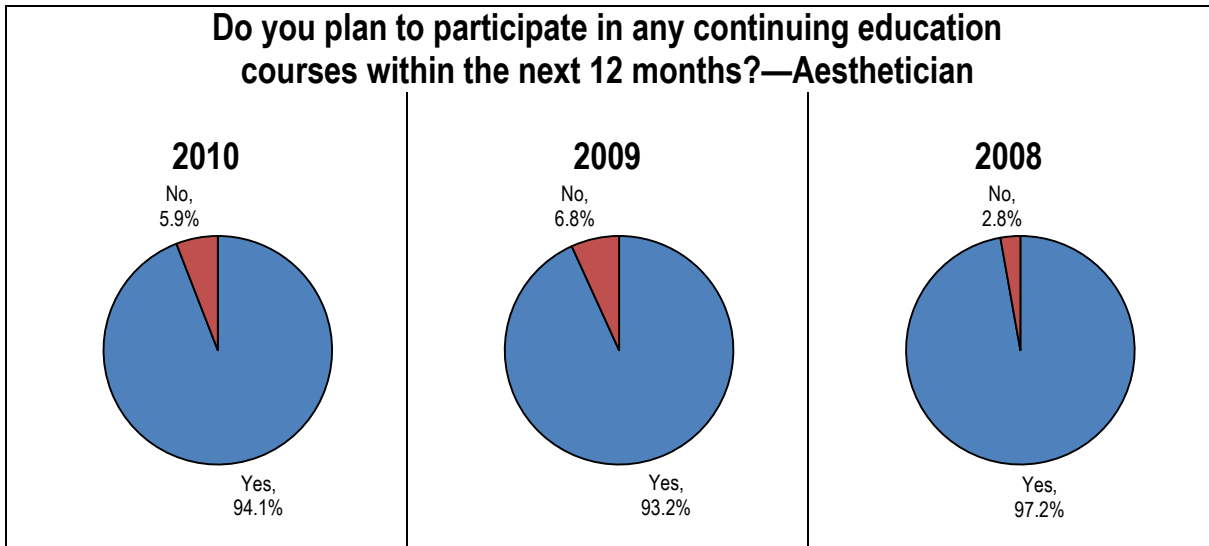
How frequently do you personally provide this procedure?

	Provide very frequently	Provide fairly frequently	Rarely provide	Service not offered
Facial Treatments	41.1%	22.8%	13.0%	23.2%
Light Chemical Peel	57.0%	28.1%	7.4%	7.4%
Medium Chemical Peel	32.4%	28.5%	17.4%	21.7%
Microdermabrasion	52.6%	22.4%	10.1%	14.9%
Botulinum Toxin (Botox)	35.1%	4.0%	0.0%	60.9%
Dermal Fillers	31.0%	7.1%	0.0%	61.9%
Permanent Cosmetics/Micropigmentation	6.4%	17.3%	4.6%	71.7%
Sclerotherapy	7.3%	8.5%	6.1%	78.1%
Intense Pulse Light	32.7%	29.6%	4.6%	33.2%
Laser Hair Removal	41.3%	23.9%	4.5%	30.4%
Nonablative Lasers (Fraxel, etc)	21.6%	18.8%	6.3%	53.4%
Skin Care Consultations	75.7%	18.4%	2.9%	2.9%

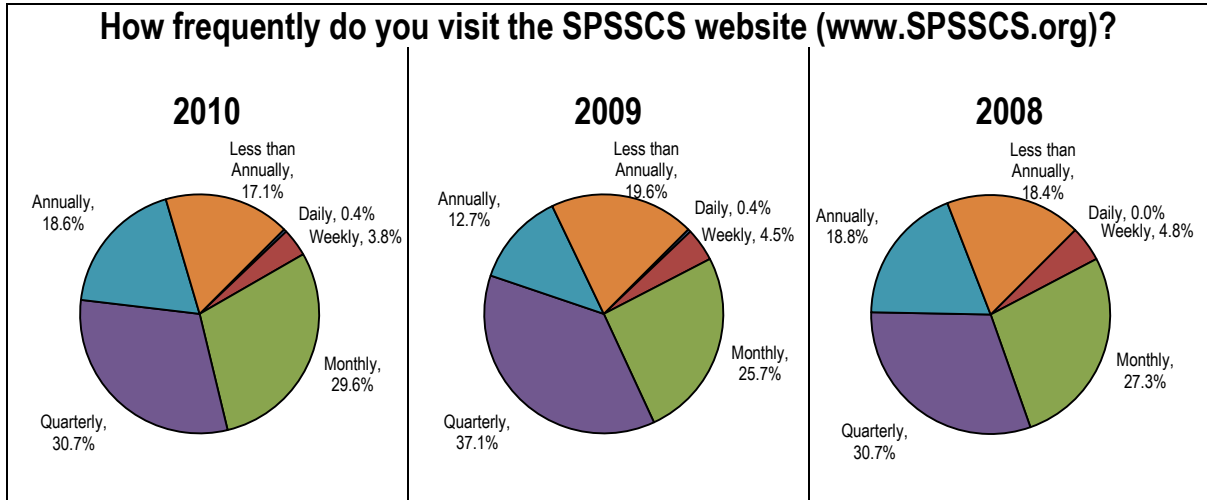
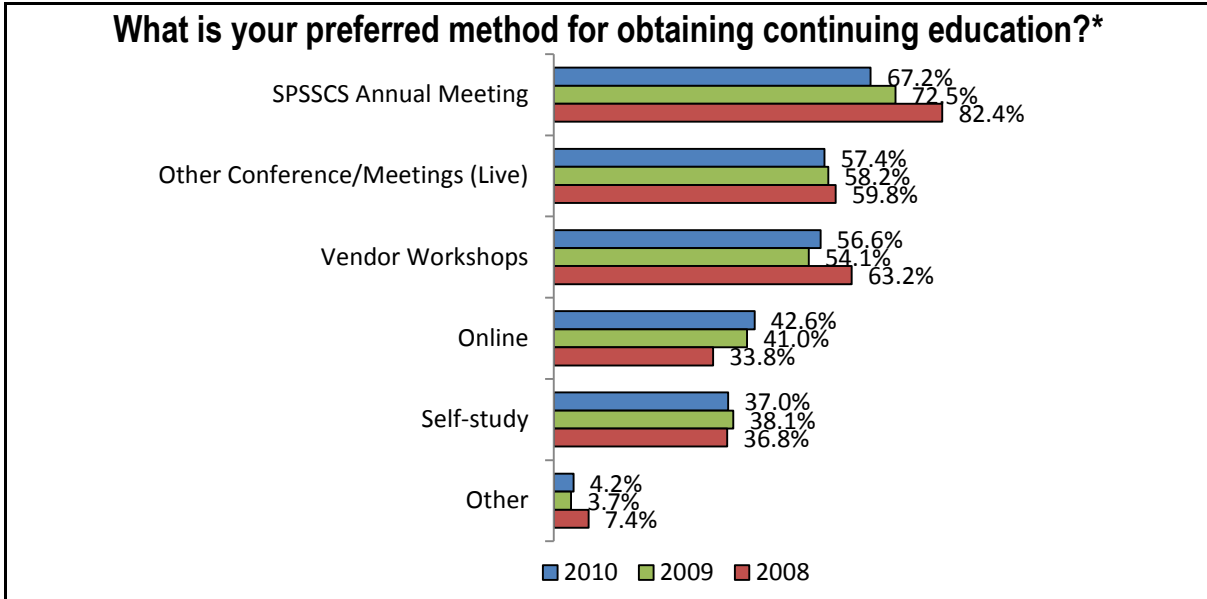


THOUGHTS ABOUT THE INDUSTRY, SPSSCS, AND OTHER GENERAL INFORMATION





* Multiple responses allowed.



* Multiple responses allowed.

