

trainees expect and practicing urologists experience job satisfaction commiserate with the hard work we each put in every day for our patients.

Andrew T. Lenis, Department of Urology, David Geffen School of Medicine at UCLA, Los Angeles, CA

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<https://doi.org/10.1016/j.urology.2018.12.048>
UROLOGY 127: 47–48, 2019. © 2019 Elsevier Inc.

AUTHOR REPLY



We appreciate and agree with the editorial comment. Urology is indeed a gem of a specialty. Despite the increasing

recognition of physician burnout in urology, we cannot rely on the healthcare system to change or improve the drivers of dissatisfaction in the near future. Payers and regulators are not likely to substantively decrease the administrative burden of practicing medicine. We will not have less interaction with the electronic health record. In the increasing quest for efficiency, proof of value, and ultimately financial margin, urologists will likely have to cope with more pressure for documentation and administration. Although the effect of the Range of Affect Theory is only 1 component affecting job satisfaction, it is a component that can be addressed. Residency and fellowship programs can help trainees set appropriate expectations for clinical practice. Training programs should teach strategies for managing administrative tasks, maintaining work-life balance, and coping with the current demands of practicing urology. Given the recent understanding of the importance of physician wellness, trainees will need all of these skills to help them sustain job satisfaction as a urologist in spite of the stressors that lie ahead of them.

Julie W. Cheng, Department of Urology, Loma Linda University Health, Loma Linda, CA

<https://doi.org/10.1016/j.urology.2018.12.049>
UROLOGY 127: 48, 2019. © 2019 Elsevier Inc.