2016 Practice & Salary Survey: New Graduate Data

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The Survey

- Sent to all active AMSSM Members
- 28 Questions on SurveyMonkey
- Self-Reported Data
- Total of 443 Physicians Completed Survey

- In practice:
  - 0-1 year: 79
  - 2-3 years: 100
  - 4-5 years: 59
  - 6-10 years: 84
  - 11-20 years: 78
  - 21+ years: 39
# The Survey

1. Survey participants should include board-certified physicians in practice

## 1. How many half days do you spend in the following activities?

<table>
<thead>
<tr>
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<th>1</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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<tbody>
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<tr>
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</table>

## 2. How many hours per week do you spend in the following activities.

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<th>6-10</th>
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<th>21-25</th>
<th>26-30</th>
<th>31-35</th>
<th>36-40</th>
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<tr>
<td>Patient Care/Training Room</td>
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<tr>
<td>Administration</td>
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</table>
Primary Board Certification

• Physicians in practice 0-1 year (78 Responses):

  • Family Medicine: 67% (52 responses)
  • Physical Medicine & Rehab: 13% (10 responses)
  • Pediatrics: 9% (7 responses)
  • Internal Medicine: 4% (3 responses)
  • Emergency Medicine: 6% (5 responses)
  • Medicine-Pediatrics: 1% (1 response)
Primary Board Certification

- Physicians in practice 0-5 years (237 Responses):
  - Family Medicine: 68 % (161 responses)
  - Physical Medicine & Rehab: 11 % (26 responses)
  - Pediatrics: 11 % (26 responses)
  - Internal Medicine: 4 % (9 responses)
  - Medicine-Pediatrics: 3 % (8 responses)
  - Emergency Medicine: 3 % (7 responses)
Primary Board Certification

- Physicians in practice 6+ years (196 Responses):
  - Family Medicine: 78 % (153 responses)
  - Pediatrics: 9 % (17 responses)
  - Internal Medicine: 7 % (13 responses)
  - Emergency Medicine: 4 % (8 responses)
  - Physical Medicine & Rehab: 1 % (3 responses)
  - Medicine-Pediatrics: 1 % (2 responses)
Fellowship Training

• Physicians in practice 0-1 year who completed a sports medicine fellowship (79 Responses):

• 100% completed sports medicine fellowship
Salary Data

- All respondents (0-20+ years in practice, 415 responses):
  - Average Salary: $232,500
  - Salary Range: $95,000 to $800,000
  - 40% of those surveyed reported salary <$200,000
  - 32% between $200,000 and $250,000
Salary Data

- Physicians in practice 0-1 year (n=77):
  - Average Salary: $201,100
  - Salary Range: $120,000 to $300,000
  - 53% of those surveyed reported salary <$200,000
  - 58% between $170,000 and $230,000
Salary Data

- Physicians in practice 0-1 years (n=77):
  - Average Salary: $201,100
  - Range: $120,000 to $300,000
  - 25th %ile: $175,000
  - 50th %ile: $195,000
  - 75th %ile: $225,000
Salary Data

- Physicians in practice 2-3 years (n=99):
  - Average Salary: $220,100
  - Range: $110,000 to $380,000
  - 25th %ile: $185,000
  - 50th %ile: $215,000
  - 75th %ile: $245,000
Salary Data

• Physicians in practice 4-5 years (n=53):
  • Average Salary: $234,150
    • Range: $100,000 to $440,000
    • 25\textsuperscript{th} %ile: $185,000
    • 50\textsuperscript{th} %ile: $215,000
    • 75\textsuperscript{th} %ile: $275,000
Salary Data

• Physicians in practice 0-5 years (n=229):
  • Average Salary: $216,965
  • Range: $105,000 to $430,000
  • 25\textsuperscript{th} \text{%}ile: $185,000
  • 50\textsuperscript{th} \text{%}ile: $205,000
  • 75\textsuperscript{th} \text{%}ile: $245,000
Salary Data

- Physicians in practice 6+ years (n=185):
  - Average Salary: $251,837
  - Range: $95,000 to $850,000
  - 25th %ile: $195,000
  - 50th %ile: $225,000
  - 75th %ile: $310,000
Is my salary affected by which region of the country in which I practice?
Regional Salary Data: 0-1 Year in practice

- Pacific Coast: $206,400 (n=7)
- Mountain: $166,400 (n=7)
- Southwest: $186,700 (n=6)
- Noncontiguous: (n=0)
- Heartland: $206,800 (n=11)
- Mid-Atlantic: $215,900 (n=11)
- Appalachian Highlands: $213,000 (n=10)
- New England: $179,000 (n=5)
- Southeast: $196,800 (n=11)
Regional Salary Data: 0-3 years in practice

Pacific Coast: $211,100 (n=18)
Mountain: $193,800 (n=13)
Heartland: $230,500 (n=22)
Midwest: $208,500 (n=20)
Appalachian Highlands: $213,700 (n=31)
Southeast: $218,000 (n=22)

Noncontiguous: $191,200 (n=17)
New England: $179,300 (n=7)

(n=0)
Regional Salary Data: 0-5 years in practice

Pacific Coast
- $214,166 (n=23)
- $195,333 (n=15)
- $225,800 (n=25)
- $238,484 (n=33)
- $179,285 (n=7)
- $215,348 (n=43)
- $223,846 (n=26)
- $193,250 (n=20)
- $221,551 (n=29)

Noncontiguous
- $193,250 (n=20)
- $179,285 (n=7)
- (n=0)
Regional Salary Data: 6+ years in practice

Pacific Coast: $266,363 (n=11)
New England: $232,666 (n=15)
Mid-Atlantic: $249,583 (n=12)
Appalachian Highlands: $270,909 (n=11)
Heartland: $240,625 (n=40)
Mountain: $247,500 (n=12)
Southeast: $276,590 (n=22)
Southwest: $240,625 (n=40)
Noncontiguous: $195,000 (n=1)
Regional Salary Data: All Responses

- Pacific Coast: $223,600 (n=50)
- Mountain: $225,384 (n=26)
- Heartland: $233,513 (n=37)
- Midwest: $239,657 (n=73)
- New England: $215,681 (n=22)
- Mid-Atlantic: $228,611 (n=72)
- Appalachian Highlands: $237,837 (n=37)
- Southeast: $256,923 (n=52)
- Southwest: $213,593 (n=32)
- Noncontiguous: $195,000 (n=1)
What is your clinical practice setting?

In Practice 0 - 1 Year (n=92)

- Private Practice Only: 30
- Private / Academic: 10
- Academic Only: 10
- College Only: 5
- College / Academic: 5
- College / Private: 2
- Private Practice / College / Academic: 1
Salary: Private Practice vs Academic vs College/University

In Practice 0-1 Year (n=67)

- **Private Practice**
  - $209,000 (32 responses)

- **Academic (Medical Education)**
  - $183,600 (7 responses)
  - $178,300 (9 responses)

- **College/University**
  - $185,000 (3 responses)
  - $183,000 (5 responses)
  - $230,000 (2 responses)
  - $230,600 (9 responses)
What is your clinical practice setting?

Physicians in practice 0-3 years (n=187)

- Private Practice Only: 80%
- Mixed Private Practice / Academic: 20%
- Academic Only: 10%
- College Only: 5%
- Mixed College / Academic: 3%
- Mixed Private / College: 2%
- Private, College, & Academic: 1%
Salary: Private Practice vs Academic vs College/University

In Practice 0-3 Years (n=187)

- **Private Practice**
  - $224,500 (77 responses)

- **Academic**
  - $196,800 (20 responses)

- **College/University**
  - $186,700 (12 responses)
  - $192,200 (11 responses)
  - $218,800 (25 responses)
  - $227,500 (6 responses)
What is your clinical practice setting?

Physicians in practice 0-5 years (n=216)

Private Practice Only
Mixed Private Practice / Academic
Academic Only
College Only
Mixed College / Academic
Mixed Private / College
Private, College, & Academic

Percentage

0 10 20 30 40 50 60 70 80 90 100
Salary: Private Practice vs Academic vs College/University

In Practice 0-5 Years (n=216)

- **Academic (Medical Education)**
  - $197,678 (28 responses)
- **Private Practice**
  - $223,125 (32 responses)
- **College/University**
  - $197,692 (15 responses)
  - $192,333 (15 responses)
  - $258,000 (10 responses)
  - $232,760 (96 responses)
  - $188,157 (19 responses)
What is your clinical practice setting?

Physicians in practice 6+ years (n=176)

- Private Practice Only: 60%
- Academic Only: 30%
- Mixed Private Practice / Academic: 20%
- College Only: 15%
- Mixed College / Academic: 10%
- Mixed Private / College: 5%
- Private, College, & Academic: 0%
Salary: Private Practice vs Academic vs College/University

In Practice 6+ Years (n=176)

Academic (Medical Education)
- $215,370 (27 responses)

Private Practice
- $271,935 (62 responses)
- $269,230 (26 responses)
- $286,818 (11 responses)

College/University
- $312,916 (12 responses)
- $246,786 (14 responses)
- $199,791 (24 responses)
Orthopedic Surgery Clinic

• For those that answered that they work in an Orthopedic Surgery Clinic:

  • 0-5 Years into practice (n=68):

    • Average Salary: $236,544
    • Range: $110,000 to $440,000
    • 25th %ile: $195,000
    • 50th %ile: $215,000
    • 75th %ile: $257,500
For those that answered that they work in an Orthopedic Surgery Clinic:

- 6+ Years into practice (n=48):
  - Average Salary: $278,333
  - Range: $120,000 to $900,000
  - 25th %ile: $195,000
  - 50th %ile: $245,000
  - 75th %ile: $315,000
Compensation per work RVU

- What is your compensation per work RVU?
  - Overall (n=87):
    - Average: $45.44 per work RVU
    - Range: $10 - $110 per work RVU
    - 25th %ile: $40 per work RVU
    - 50th %ile: $45.74 per work RVU
    - 75th %ile: $51.26 per work RVU
What is your compensation per work RVU?

Other answers:

- $40 per RVU for Family Med and $89 per RVU for Ortho Clinic
- [Dept average RVU] X [# RVUs over target] X [20%]
- $58 per RVU for first 2,500 RVUs, then $74/RVU for >2,500 RVUs
- $47.66 per RVU after 4,500 RVUs
- None unless exceed 15% of target RVUs
- Depends on total RVUs produced per quarter, from $35-40
- Tiered RVU system - $40-55% per RVU
How are you paid?

- Physicians less than 0-1 year into practice (n=76):
  - Salary: 91%
    - 2/3 of those on salary are ONLY on salary
  - 29% of physicians report Salary + Incentive pay
    - Only 1 physician on Incentive only
  - 4 of 76 had some Contract/Hourly pay
    - One of these reported hourly pay for coverage/training room
### What is your specific clinical practice setting type?

(0-1 Year into practice; Check all that apply; n=79)

<table>
<thead>
<tr>
<th>Setting Type</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Sports Medicine Clinic</td>
<td>62%</td>
</tr>
<tr>
<td>Family Medicine Clinic</td>
<td>39%</td>
</tr>
<tr>
<td>Orthopedic Clinic</td>
<td>25%</td>
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<tr>
<td>Athletic Coverage</td>
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<tr>
<td>Urgent Care</td>
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<tr>
<td>Student Health</td>
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<tr>
<td>Internal Medicine Clinic</td>
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<tr>
<td>Resident seeing patients</td>
<td>5%</td>
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<tr>
<td>Medical Education Faculty</td>
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<tr>
<td>Fellow seeing patients</td>
<td>4%</td>
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<tr>
<td>Emergency Department</td>
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<tr>
<td>Multi-specialty Clinic</td>
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<tr>
<td>PM&amp;R Clinic</td>
<td>4%</td>
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<tr>
<td>Occupational Medicine</td>
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<tr>
<td>Pediatric Clinic</td>
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<tr>
<td>Federally Qual Health Ctr</td>
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<tr>
<td>Pediatric Ortho Surg Clin</td>
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</tbody>
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Contracts

• Utilize 3rd Party for reviewing contract?
  • Physicians 0-1 year into practice (n=71):
    • Yes: 15%
      • 16-17% last few years; 30-50% previously
    • No: 82%
    • Not sure: 3%
Continuing Medical Education

• How much CME funding do you receive annually in addition to your salary?
  • 0-3 years in practice (n=179)
  • 11% report no CME funding

• For those that receive CME funding:
  • Average: $3,745
  • 25th %ile: $2,250
  • 50th %ile: $3,000
  • 75th %ile: $5,000
Questions?

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