

COMPENSATION SURVEY TRENDS

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2021-2022 Survey Demographics

- 98 institutions
- 18,903 individual records
 - 14,912 MDs
 - 1,309 PhDs
 - 2,250 Other (APPs, Administrators, etc)
- 34 subspecialties



Survey Dimensions

Filters

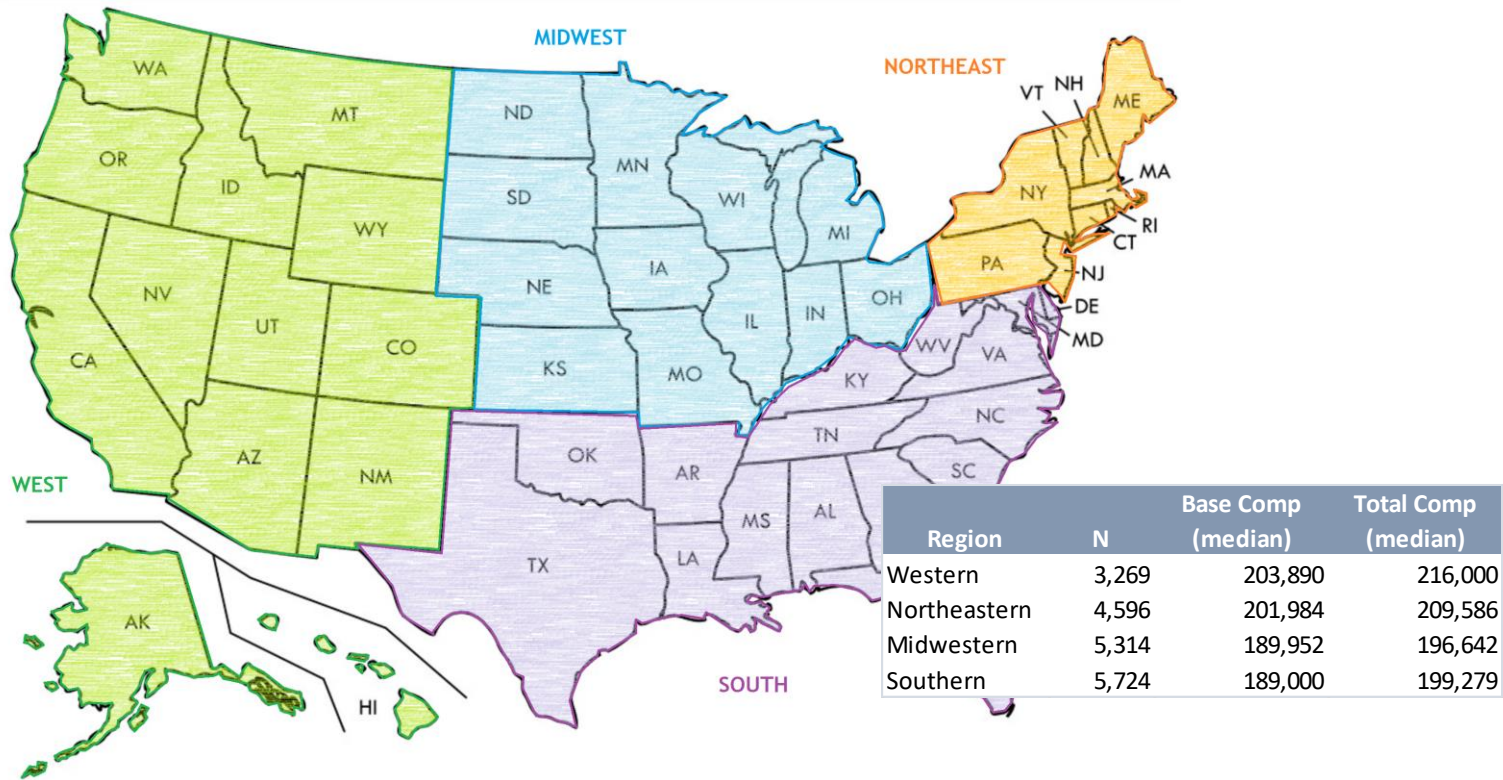
- Survey Year
- Subspecialty
- Rank
- Degree (MD or DO, MD/PhD, PhD, PhD Equivalent)
- Responsibility (clinician, researcher, chairman, division head, NP, PA, administrator, etc)
- Region (West, Midwest, Northeast, South)
- NPP (was non-physician effort involved in generating these RVUs?)
- Years in Rank
- School Type (public or private)

Results

- Compensation (Base Comp or Total Comp)
- Productivity (Normalized RVUs or Absolute Work RVUs)



Region Map



Base Compensation Over Time

Specialty	2018-2019	2019-2020	2020-2021	2021-2022	Trend	% Inc (4 years)	CAGR
Adolescent Medicine	165,939	172,294	174,400	181,800		9.6%	3.1%
Allergy/Immunology	172,840	178,500	185,000	188,700		9.2%	2.9%
Bone Marrow Transplant	230,000	220,168	219,804	220,008		-4.3%	-1.5%
Cardiology - Critical Care	258,215	277,023	275,706	275,614		6.7%	2.2%
Cardiology - Diagnostic	240,011	253,751	254,269	258,294		7.6%	2.5%
Cardiology - Interventional	285,459	294,405	297,077	315,311		10.5%	3.3%
Child Development	165,068	170,189	175,500	183,000		10.9%	3.5%
Critical Care/Intensive Care	230,600	237,475	240,000	244,158		5.9%	1.9%
Dermatology	280,099	296,255	302,094	319,912		14.2%	4.5%
Emergency Medicine	220,197	225,284	233,376	231,242		5.0%	1.6%
Endocrinology/Metabolism	162,380	167,661	172,253	175,847		8.3%	2.7%
Epilepsy	223,828	224,307	229,557	230,000		2.8%	0.9%
Gastroenterology/Nutrition	211,858	217,352	221,554	223,144		5.3%	1.7%
General Pediatrics	160,164	164,823	169,054	170,700		6.6%	2.1%
Genetics	175,119	185,000	184,995	185,545		6.0%	1.9%
Hematology/Oncology	186,232	191,214	194,126	200,000		7.4%	2.4%
Hospitalist	164,217	169,983	170,274	176,000		7.2%	2.3%
Infectious Diseases	166,833	170,150	170,000	177,595		6.5%	2.1%
Neonatology	236,745	240,000	239,208	246,510		4.1%	1.3%
Nephrology	174,663	175,000	180,000	186,469		6.8%	2.2%
Neurology	203,085	210,000	210,472	217,568		7.1%	2.3%
Palliative Care	182,637	180,540	179,502	190,708		4.4%	1.4%
Pulmonary	184,359	189,443	195,020	202,530		9.9%	3.2%
Rheumatology	169,479	175,000	177,624	179,375		5.8%	1.9%
Sleep Medicine	194,368	198,508	208,656	207,235		6.6%	2.1%
Sports Medicine	200,207	210,100	211,354	223,619		11.7%	3.7%

Includes
 Median Base Comp only
 Degree: MDs, DOs, and MD/PhDs only
 Ranks: Asst, Assoc, Prof
 Responsibility: Clinician
 All Regions



Total Compensation Over Time

Specialty	2018-2019	2019-2020	2020-2021	2021-2022	Trend	% Inc (4 years)	CAGR
Adolescent Medicine	171,946	179,133	180,000	189,175		10.0%	3.2%
Allergy/Immunology	180,057	184,493	192,702	195,124		8.4%	2.7%
Bone Marrow Transplant	232,475	230,792	230,581	233,722		0.5%	0.2%
Cardiology - Critical Care	271,342	289,960	287,500	288,392		6.3%	2.0%
Cardiology - Diagnostic	252,779	267,092	267,612	273,929		8.4%	2.7%
Cardiology - Interventional	298,503	307,402	310,650	325,886		9.2%	2.9%
Child Development	171,228	175,893	183,964	189,904		10.9%	3.5%
Critical Care/Intensive Care	247,044	250,000	254,047	255,001		3.2%	1.1%
Dermatology	305,292	327,433	324,471	337,781		10.6%	3.4%
Emergency Medicine	234,820	239,155	246,482	244,604		4.2%	1.4%
Endocrinology/Metabolism	169,470	173,427	178,000	183,091		8.0%	2.6%
Epilepsy	242,604	241,606	235,528	238,590		-1.7%	-0.5%
Gastroenterology/Nutrition	222,836	228,241	228,029	232,600		4.4%	1.4%
General Pediatrics	170,000	174,560	176,996	180,000		5.9%	1.9%
Genetics	186,831	191,776	194,932	195,378		4.6%	1.5%
Hematology/Oncology	196,931	200,868	204,250	208,453		5.9%	1.9%
Hospitalist	171,142	177,388	178,260	182,151		6.4%	2.1%
Infectious Diseases	174,480	177,212	178,111	181,062		3.8%	1.2%
Neonatology	251,300	256,402	258,381	264,535		5.3%	1.7%
Nephrology	186,173	186,254	190,839	194,875		4.7%	1.5%
Neurology	213,150	221,705	217,873	222,525		4.4%	1.4%
Palliative Care	186,748	185,000	186,900	194,408		4.1%	1.3%
Pulmonary	192,703	198,581	204,592	210,000		9.0%	2.9%
Rheumatology	178,510	181,340	183,929	185,640		4.0%	1.3%
Sleep Medicine	210,638	210,484	222,207	215,041		2.1%	0.7%
Sports Medicine	213,141	222,210	226,104	238,220		11.8%	3.7%

Includes
 Median Total Comp (base + bonus)
 Degree: MDs, DOs, and MD/PhDs only
 Ranks: Asst, Assoc, Prof
 Responsibility: Clinician
 All Regions



Bonus Compensation Over Time

Specialty	2018-2019	2019-2020	2020-2021	2021-2022	Trend	% Inc (4 years)	CAGR
Adolescent Medicine	6,007	6,839	5,600	7,375		22.8%	7.0%
Allergy/Immunology	7,217	5,993	7,702	6,424		-11.0%	-3.8%
Bone Marrow Transplant	2,475	10,624	10,777	13,714		454.1%	75.9%
Cardiology - Critical Care	13,127	12,937	11,794	12,778		-2.7%	-0.9%
Cardiology - Diagnostic	12,768	13,341	13,343	15,635		22.5%	6.9%
Cardiology - Interventional	13,044	12,997	13,573	10,575		-18.9%	-6.7%
Child Development	6,160	5,704	8,464	6,904		12.1%	3.8%
Critical Care/Intensive Care	16,444	12,525	14,047	10,843		-34.1%	-12.8%
Dermatology	25,193	31,178	22,377	17,869		-29.1%	-10.7%
Emergency Medicine	14,623	13,871	13,106	13,362		-8.6%	-2.9%
Endocrinology/Metabolism	7,090	5,766	5,747	7,244		2.2%	0.7%
Epilepsy	18,776	17,299	5,971	8,590		-54.3%	-22.7%
Gastroenterology/Nutrition	10,978	10,889	6,475	9,456		-13.9%	-4.8%
General Pediatrics	9,836	9,737	7,942	9,300		-5.4%	-1.8%
Genetics	11,712	6,776	9,937	9,833		-16.0%	-5.6%
Hematology/Oncology	10,699	9,654	10,124	8,453		-21.0%	-7.5%
Hospitalist	6,925	7,405	7,986	6,151		-11.2%	-3.8%
Infectious Diseases	7,647	7,062	8,111	3,467		-54.7%	-23.0%
Neonatology	14,555	16,402	19,173	18,025		23.8%	7.3%
Nephrology	11,510	11,254	10,839	8,406		-27.0%	-9.9%
Neurology	10,065	11,705	7,401	4,957		-50.8%	-20.8%
Palliative Care	4,111	4,460	7,398	3,700		-10.0%	-3.4%
Pulmonary	8,344	9,138	9,572	7,470		-10.5%	-3.6%
Rheumatology	9,031	6,340	6,305	6,265		-30.6%	-11.4%
Sleep Medicine	16,270	11,976	13,551	7,806		-52.0%	-21.5%
Sports Medicine	12,934	12,110	14,750	14,601		12.9%	4.1%

Includes
Median Bonus Comp (total - base)
Degree: MDs, DOs, and MD/PhDs only
Ranks: Asst, Assoc, Prof
Responsibility: Clinician
All Regions



Bonus as % of Total Comp

Specialty	Asst Prof	Assoc Prof	Prof
Adolescent Medicine	2%	2%	4%
Allergy/Immunology	3%	4%	4%
Bone Marrow Transplant	6%	4%	2%
Cardiology - Critical Care	2%	5%	2%
Cardiology - Diagnostic	4%	5%	4%
Cardiology - Interventional	4%	5%	3%
Child Development	2%	4%	3%
Critical Care/Intensive Care	4%	6%	5%
Dermatology	3%	8%	5%
Emergency Medicine	5%	5%	4%
Endocrinology/Metabolism	3%	4%	4%
Epilepsy	5%	5%	1%
Gastroenterology/Nutrition	4%	4%	6%
General Pediatrics	6%	3%	4%
Genetics	2%	4%	3%
Hematology/Oncology	3%	4%	4%
Hospitalist	4%	4%	2%
Infectious Diseases	4%	3%	5%
Neonatology	6%	7%	6%
Nephrology	3%	4%	4%
Neurology	3%	2%	2%
Palliative Care	6%	0%	N/A
Pulmonary	5%	4%	3%
Rheumatology	3%	2%	3%
Sleep Medicine	2%	2%	N/A
Sports Medicine	1%	2%	N/A

Includes
 Bonus as % (Bonus ÷ Total)
 Degree: MDs, DOs, and MD/PhDs only
 Ranks: Asst, Assoc, Prof
 Responsibility: Clinician
 All Regions
 2021-2022 Survey Data



Base Comp % Increase by Rank

Specialty	Asst Prof	Assoc Prof	Prof	% inc. Asst > Assoc	% inc. Assoc > Prof
Adolescent Medicine	163,200	191,120	233,500	17%	22%
Allergy/Immunology	170,000	201,456	255,242	19%	27%
Bone Marrow Transplant	170,643	236,854	304,410	39%	29%
Cardiology - Critical Care	242,010	305,265	397,653	26%	30%
Cardiology - Diagnostic	230,000	271,253	337,772	18%	25%
Cardiology - Interventional	260,000	328,730	399,651	26%	22%
Child Development	168,433	186,660	224,786	11%	20%
Critical Care/Intensive Care	225,000	263,805	322,069	17%	22%
Dermatology	295,153	316,910	387,708	7%	22%
Emergency Medicine	217,851	250,774	296,111	15%	18%
Endocrinology/Metabolism	160,000	190,000	235,000	19%	24%
Epilepsy	213,628	243,715	257,000	14%	5%
Gastroenterology/Nutrition	203,851	238,579	302,294	17%	27%
General Pediatrics	160,092	182,956	230,489	14%	26%
Genetics	175,000	189,574	233,978	8%	23%
Hematology/Oncology	173,092	215,785	272,336	25%	26%
Hospitalist	168,956	197,242	231,732	17%	17%
Infectious Diseases	153,000	185,112	234,527	21%	27%
Neonatology	227,100	263,950	306,592	16%	16%
Nephrology	171,000	202,807	238,857	19%	18%
Neurology	206,828	231,685	273,443	12%	18%
Palliative Care	179,004	204,483	N/A	14%	
Pulmonary	182,937	222,450	262,580	22%	18%
Rheumatology	165,830	194,811	250,079	17%	28%
Sleep Medicine	190,940	223,952	N/A	17%	
Sports Medicine	208,104	259,744	N/A	25%	
AVERAGE	195,448	230,757	282,079	18.2%	22.2%

Includes
Median Base Comp only
Degree: MDs, DOs, and MD/PhDs only
Ranks: Asst, Assoc, Prof
Responsibility: Clinician
All Regions
2021-2022 Survey Data



Clinicians & Researchers

Specialty	Clinician		Researcher		
	Median Bonus Amount	Bonus as % of Total	Median Bonus Amount	Bonus as % of Total	
Adolescent Medicine	8,150	4%	5,831	4%	
Allergy/Immunology	7,500	4%	10,669	6%	←
Bone Marrow Transplant	13,714	6%	5,159	2%	
Cardiology - Critical Care	12,778	4%	N/A	N/A	
Cardiology - Diagnostic	15,643	6%	9,707	4%	
Cardiology - Interventional	10,575	3%	N/A	N/A	
Child Development	3,511	2%	1,552	1%	
Critical Care/Intensive Care	10,843	4%	17,989	7%	←
Dermatology	17,869	5%	N/A	N/A	
Emergency Medicine	13,362	5%	2,901	1%	
Endocrinology/Metabolism	7,211	4%	8,352	5%	←
Epilepsy	8,590	4%	N/A	N/A	
Gastroenterology/Nutrition	8,500	4%	0	0%	
General Pediatrics	9,287	5%	9,204	5%	
Genetics	7,046	4%	7,491	5%	
Hematology/Oncology	8,299	4%	4,688	2%	
Hospitalist	6,151	3%	0	0%	
Infectious Diseases	3,586	2%	5,511	3%	←
Neonatology	17,763	7%	8,319	4%	
Nephrology	8,473	4%	5,551	3%	
Neurology	5,042	2%	169	0%	
Palliative Care	3,700	2%	N/A	N/A	
Pulmonary	7,355	4%	4,597	2%	
Rheumatology	6,265	3%	2,508	1%	
Sleep Medicine	7,263	3%	17,020	8%	←
Sports Medicine	14,601	6%	N/A	N/A	
AVERAGE	9,349	4.1%	6,361	3.2%	

Includes
Median Bonus Comp (total - base)
Bonus as % (Bonus ÷ Total)
Degrees: MDs, DOs, MD/PhDs, PhDs, PhD Equiv.
Ranks: Asst, Assoc, Prof
Responsibility: Clinician & Researcher
All Regions
2021-2022 Survey Data



Thoughts?



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