

Overview

Introduction

Purpose

Medical Group Management Association (MGMA) in collaboration with the National Association of Physician Recruiters (NAPR) surveys its membership to obtain the most recent physician starting salary placement compensation data. This is the third year of data collection and the second year of stand-alone publication for the *Physician Placement Starting Salary Survey: 2007 Report Based on 2006 Data*. The report provides accurate data on the range of physician placements to assist recruiters and health care organizations in benchmarking salaries and other employment terms. The report also allows users to compare and learn more about the factors affecting first-year placement compensation.

Description

In this report you will find:

- Complete data on more than 1,900 physicians categorized by specialty;
- Data reported for signing bonuses and relocation expenses; and
- Information on first-year vacation and continuing medical education (CME) paid time off.

What's New?

In this year's publication of the *Physician Placement Starting Salary Survey Report*, Table A has been added to help see the changes within starting salaries through the surveyed years plus the percent change that has occurred. We also report starting salary and benefit information for all physicians in the survey, and break out for placements directly out of a residency or fellowship versus those that have joined a new practice but are not directly out of residency or fellowship.

Data Collection

There were three versions of the questionnaire this year. A printable and electronic questionnaire were made available in February 2007 to MGMA and NAPR member and nonmember organizations from independent recruiting firms and health care organizations with employed recruitment staff. This year a Web-based survey was also available to participants through the MGMA Web portal.

The table illustrates the response rate for the *2007 Physician Placement Starting Salary Survey Report*.

Response Rate		
	Medical Practices	
	Count	Percent
Questionnaires mailed	829	100.00%
Undeliverable	1	0.12%
Questionnaires reaching recipients	828	99.88%
Responses	274	33.09%
Excel surveys	34	12.41%
Web surveys	236	86.13%
Paper surveys	4	1.46%
*Ineligible or incomplete surveys	45	16.42%
Completed surveys included in the report	229	
**Gross response rate		33.09%
***Net response rate		27.66%

*Missing required answers; not a full year of data; academic practices or ambulatory surgery centers

** $(\text{Number of responses} / \text{number of questionnaires reaching recipients}) \times 100$.

*** $(\text{Responses} - \text{ineligible or incomplete surveys}) / \text{questionnaires reaching recipients} \times 100$.

How to Use This Report

Report Organization

Four sections appear in the report:

- 1. Key findings and demographics** – provides tables broken down by various demographic categories such as state, group type and ownership.
- 2. All physicians first year in practice** – provides tables for all participants in the survey.
 - Compensation** – tables broken down by specialty that include physician first year compensation data by practice type, ownership, geographic location, demographic classification and years of experience.
 - Bonus, vacation, and CME paid time off** - tables providing information about bonus stipends, first year vacation and CME paid time off.
- 3. First year post residency or fellowship** – provides tables for those participants indicating that the placement was directly out of a residency or fellowship.
 - Compensation** – tables broken down by specialty that include physician first year compensation data by practice type, ownership, geographic location, demographic classification, years of experience, and medical graduate.
 - Bonus, vacation, and CME paid time off** - tables providing information about bonus stipends, first year vacation and CME paid time off.
- 4. All physicians (excluding first year post residency or fellowship)** – provides tables for those participants indicating that the placement was in a new practice but not directly out of a residency or fellowship.
 - Compensation** – tables broken down by specialty that include physician first year compensation data by practice type, ownership, geographic location, demographic classification, years of experience, and medical graduate.
 - Bonus, vacation, and CME paid time off** - tables providing information about bonus stipends, first year vacation and CME paid time off.

Appendices

More information can be found in the appendices that will explain how the information is collected and defined in the survey and report.

Appendix A contains a list of abbreviations and acronyms used in the report as well as the states included in the geographic sections.

Appendix B contains the terms used in the report and the term definitions.

Appendix C contains formulas and methodology used in the report.

Appendix D contains a list of MGMA survey products.

Appendix E features the 2007 Physician Placement Starting Salary Survey Questionnaire and Guide to the Questionnaire as references for the user.

Additional information

Visit mgma.com for more information about the surveys and reports and to find future educational Web casts.

Any updates to this report can also be found on mgma.com

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