

Overview

Introduction

Purpose

MGMA, in collaboration with NAPR, surveys its membership to obtain the most recent physician starting salary placement compensation data. This is the fourth year of data collection and the third year of stand-alone publication for the *Physician Placement Starting Salary Survey Report*. 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 4,000 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 B was added to compare compensation and signing bonuses for residents/fellows versus established physicians. In the Key Findings, our relocation graph was broken out into an all physician graph, a first year out of residency or fellowship graph and an established physician in a new practice graph. This year the following specialties were introduced into the survey: family practice: ambulatory only; hospice/palliative care; hospitalist: family practice; hospitalist: pediatrics; hospitalist: internal medicine-pediatrics; hyperbaric wound care; internal medicine: ambulatory only and surgery: bariatric. Lastly, four new demographic tables were added: New Physician Hired Out of Residency or Fellowship, Size of Practice, Production Bonus and Relocation Expenses Paid.

Data Collection

Two versions of the questionnaire were available this year. An electronic questionnaire was made available in November 2007 to MGMA, NAPR and ASPR member and nonmember organizations from independent recruiting firms and health care organizations with employed recruitment staff. We also implemented a perpetual survey in November 2007 via the Web portal, which allowed survey participants to enter placements individually on an ongoing basis throughout the entire year. Ninety-seven percent of survey respondents used this new method.

The table below illustrates the response rate for the 2008 *Physician Placement Starting Salary Survey Report*.

Response Rate		
Medical Practices		
	Count	Percent
Invitations mailed	2,032	100.00%
Responses	479	23.57%
Excel surveys	16	3.34%
Web surveys	463	96.66%
*Ineligible or incomplete surveys	25	5.22%
Completed surveys included in the report	454	
**Gross response rate		23.57%
***Net response rate		22.34%

*Missing required answers

** $(\text{Number of responses divided by the number of invitations mailed}) \times 100$.

*** $(\text{Responses minus ineligible or incomplete surveys divided by the number of invitations mailed}) \times 100$.

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 a New 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 First Year (Excluding First Year Post Residency or Fellowship) in a New Practice** – 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 2008 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 find future educational Web casts.

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

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