

# Overview

## Introduction

### Purpose

Each year, MGMA surveys its membership to obtain the most recent physician compensation and production data. This year MGMA's *Physician Compensation and Production Survey: 2008 Report Based on 2007 Data* continues to be a significant benchmarking tool for medical group practices and will assist medical practice executives in evaluating the ranges of compensation and productivity for both full-time equivalent (FTE) physicians and nonphysician providers. The report also allows users to compare and learn more about the factors affecting compensation and production.

### Description

In this report you will find

- Complete data on more than 50,000 physicians and nonphysician providers categorized by specialty;
- Complete data on more than 1,900 group practices categorized by their specialty or multispecialty;
- Data reported for more than 100 physician specialties and more than 25 nonphysician provider specialties;
- More than 10 performance ratios to illustrate the relationship between compensation and productivity; and
- Productivity measures of collections for professional charges, gross charges, ambulatory encounters, hospital encounters, surgical/anesthesia cases as well as total and physician work relative value units (RVUs).

### What's New?

This year the report contains four new tables, including physician compensation by practice total medical revenue, physician compensation to collections ratio by on-call duties, physician work RVUs by method of compensation and nonphysician provider compensation by number of FTE physicians in practice. There are two new subspecialties included in the summary tables for primary care: family practice: ambulatory only and internal medicine: ambulatory only, both of which specify less than 250 hospital encounters a year. There are also four new hospitalist specialties, as well as hospice/palliative care.

Summary tables are now made available for the new hospitalist specialties. Productivity is also represented by work RVUs instead of total RVUs this year.

### Data Collection

Invitations were mailed in January 2008 to MGMA member organizations that include both medical group practices and other types of organizations involved in physician practice management. Printed invitations were mailed with reminder magnets to selected organizations that were or were presumed to be affiliated with medical practices. Invitations to participate were also e-mailed to medical practices. The method of participation this year was almost completely electronic, at 99 percent via the Web portal and Excel survey.

### Response Rate

The table illustrates the response rate for the *2008 Physician Compensation and Production Survey Report*.

<b>Response Rate</b>		
	<b>Medical Practices</b>	
	<b>Count</b>	<b>Percent</b>
<b>Invitations mailed</b>	9,975	100.00%
Undeliverable	202	2.03%
Invitations reaching recipients	9,773	97.97%
<b>Responses</b>	1,991	20.37%
Excel surveys	430	21.60%
Web surveys	1,548	77.75%
Paper surveys	13	0.65%
*Ineligible or incomplete surveys	48	2.41%
<b>Completed surveys included in the report</b>	1,943	
**Gross response rate		20.37%
***Net response rate		19.88%

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

\*\*((Number of responses divided by the number of invitations reaching recipients) × 100.

\*\*\*((Responses minus ineligible or incomplete surveys) divided by invitations reaching recipients) × 100.

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## How to Use This Report

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### Report Organization

Six sections appear in the report:

- 1. Key findings and demographics** – provides changes in compensation and production over the years as well as tables broken down by various demographic categories such as state, group type and ownership.
- 2. Physician compensation and benefits** – tables presented by specialty that include physician compensation data by group type, size of multispecialty practice, ownership, geographic section, method of compensation, years in specialty, gender, clinical service hours worked, weeks worked and shareholder in the practice.
- 3. Physician productivity** – tables presented by specialty that include collections for professional charges, physician compensation to collections ratio, gross charges, compensation to gross charges ratio, ambulatory encounters, hospital encounters, surgery/anesthesia cases, RVUs and compensation per RVU ratios.
- 4. Physician time worked** – tables presented by specialty that include physician weeks worked per year and physician clinical service hours worked per week.
- 5. Summary tables** – tables presented by specialty, which include compensation, collections for professional charges, compensation to collections ratio and total RVUs by group type and geographic section.
- 6. Nonphysician providers** – tables presented for select specialties that include compensation, retirement benefits, collections for professional charges, gross charges, compensation to gross charges ratio, ambulatory encounters, hospital encounters and surgical/anesthesia cases.

### 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.

Appendices E and F feature the 2008 Compensation and Production Survey Questionnaire and Guide to the Questionnaire as references for the user.

### Additional Information

Visit [mgma.com](http://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](http://mgma.com).

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