

Overview

Introduction

Purpose

Each year, MGMA surveys its members and nonmembers to obtain the most recent management compensation and benefit data. MGMA's *Management Compensation Survey: 2008 Report Based on 2007 Data* continues to be a significant benchmarking tool for medical practices and those interested in assessing the annual compensation and benefit patterns of physician executives, executive management, senior management, general management, specialists and supervisors within a medical group practice environment.

Description

In this report you will find

- Complete management compensation and benefit data of responding medical practices, for more than 50 key management positions within both physician-owned practices and hospital- or integrated delivery system-owned practices, including two physician executive positions; and
- Summary statistics to compare and learn more about the different factors driving compensation and benefits for a variety of management positions within medical group practices.

What's New?

We added several new graphs to the key findings section. These graphs include Management Compensation by American College of Medical Practice Executives (ACMPE) Status and Management Compensation by MGMA Membership. We also added Table E: Retirement Compensation as a Percent of Total Compensation.

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 Management Compensation Survey Report*.

Response Rate		
	Medical Practices	
	Count	Percent
Invitations mailed	9,975	100.00%
Undeliverable	202	2.03%
Invitations reaching recipients	9,773	97.97%
Responses	1,755	17.96%
Excel surveys	257	14.64%
Web surveys	1,487	84.73%
Paper surveys	11	0.63%
*Ineligible or incomplete surveys	270	15.38%
Completed surveys included in the report	1,485	
**Gross response rate		17.96%
***Net response rate		15.19%

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

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

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

How to Use This Report

Report Organization

Eleven sections appear in the report:

1. **Key findings and demographics** – provides changes in management compensation over the years as well as tables broken down by various demographic categories such as state, group type and ownership.
2. **Management compensation and benefits** – shows tables broken down by management position that include total compensation, total compensation by group type, bonus and incentives and retirement benefits.
3. **Physician executive summary tables** – provides data for two positions held by physicians and classified as physician executive positions and includes tables by practice characteristics, individual characteristics, bonus incentive information, retirement benefits and professional organization fees.
4. **Executive management summary tables** – provides data for nine positions that classify as executive management positions and includes tables by practice characteristics, individual characteristics, bonus and incentive information, retirement benefits and professional organization fees.
5. **Senior management summary tables** – provides data for 18 positions that classify as senior managers and includes tables by practice characteristics, individual characteristics, bonus and incentive information and retirement benefits.
6. **General management summary tables** – provides data for 15 positions that classify as general managers and includes tables by practice characteristics, individual characteristics, bonus and incentive information and retirement benefits.
7. **Specialist summary tables** – provides data for two positions that classify as specialists and includes tables by practice characteristics, individual characteristics, bonus and incentive information and retirement benefits.
8. **Supervisor summary tables** – provides data for four positions that classify as supervisors and includes tables by practice characteristics, individual characteristics, bonus and incentive information and retirement benefits.
9. **Compensation by single specialty** – provides compensation data by management position for 15 specialties.
10. **Hospital/Integrated Delivery System (IDS)-owned practices demographics** – provides changes in compensation over the years as well as tables broken down by various demographic categories such as position and gender.
11. **Hospital/IDS-owned practices summary tables** – provides data for 47 positions for practices that classify as hospital/IDS-owned and includes tables by individual characteristics, bonus and incentive information and retirement benefits.

Appendices

More information can be found in the appendices that will explain how the information was 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 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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