

Overview

Introduction

Purpose

MGMA, in collaboration with NAPR, surveys its members and nonmembers to obtain the most recent physician starting salary placement compensation data. This is the fifth year of data collection and the fourth 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 3,500 providers 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?

This year's report contains

- A new section with data on nonphysician providers such as first year compensation, paid relocation expenses, vacation time, and weeks of paid time off for continuing medical education;
- Several new tables in the key findings section that provide information on tail coverage, loan forgiveness, and years to partnership;
- Key findings offering in-depth information on location of placement and relocation. This section also analyzes trends in placements by looking at states that have shown a decline in placements over the past three years as well as states that have shown a consistent increase in placements. In terms of relocation, we identify states with the highest relocation and provide information about where the physicians are relocating when not remaining within these states; and
- A breakdown of salary difference among specialties between first year post residency or fellowship physicians and experienced physicians. The same compensation analysis also compares practice types and practice ownership.

Data Collection

Two versions of the questionnaire were available this year. An electronic questionnaire was made available in June 2008 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 June 2008 via the Web portal, which allowed survey participants to enter placements individually on an ongoing basis throughout the entire year. Ninety-eight percent of survey respondents used this method.

Response Rate

The table below illustrates the 2009 response rate.

	Medical Practices	
	Count	Percent
Invitations Mailed	8,235	100.00%
Undeliverable	124	1.51%
Invitations reaching recipients	8,111	98.49%
Responses	686	8.46%
Excel surveys	12	1.75%
Web surveys	597	87.03%
Paper surveys	0	0.00%
*Ineligible or incomplete surveys	77	11.22%
Completed surveys included in the report	609	
**Gross response rate		8.46%
***Net response rate		7.51%

*Missing required answers.
 **(Number of responses divided by the number of invitations reaching recipients) × 100.
 ***((Responses minus ineligible or incomplete surveys) divided by number of invitations reaching recipients) × 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, years of experience, and board certification.
 - 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)** — 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.
5. **Nonphysician Providers** — provides tables for select specialties that include compensation, bonus, 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 information on other 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 to find future educational webcasts. Any updates to this report may be found on mgma.com.

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