

Table of Contents

Overview

Introduction

Purpose.....	xii
Description.....	xii
What's New?.....	xii
Data Collection	xii
Response Rate.....	xii

How to Use This Report

Report Organization.....	xiii
Appendices.....	xiii
Additional Information	xiii

Statistical Interpretation — A User's Guide

Introduction.....	xiv
Interpreting the Data	xiv
Using the Survey Report.....	xiv

Key Findings and Demographics — Section One

Key Findings

Factors Affecting Compensation	2
Compensation to Production Relationships.....	5
Compensation by Practice Total Medical Revenue	8
Compensation by Quartile of Production	9
Table A: Median Compensation for Selected Specialties, 2004–2008.....	11
Table B: Median Gross Charges (TC/NPP Excluded) for Selected Specialties, 2004–2008	12
Table C: Median Collections for Professional Charges (TC/NPP Excluded) for Selected Specialties, 2004–2008	13
Graph 1: Changes in Compensation and Gross Charges for Primary Care Physicians, 1998–2008	14
Graph 2: Changes in Compensation and Gross Charges for Specialty Care Physicians, 1998–2008	14
Primary Care.....	15
Specialty Care.....	15
Nonphysician Provider Analyses.....	16

Medical Practice

1: Responses Received.....	17
2: Geographic Section.....	17
3: Demographic Classification.....	17
4: State	18
5: Legal Organization	19
6: Organization Ownership.....	19
7: Group Type	19
8: Single-Specialty Group Type.....	20
9: Integration Options.....	21
10: 2008 Total Medical Revenue	21
11: 2008 Percent of Capitation Revenue	21
12: Practice Plans to Change Compensation Methodology.....	21
13: Productivity Measures Used in Compensation Methodology.....	22
14: Basis for Incentive/Bonus Used in Compensation Methodology.....	22
15: Health Records Storage	23

Providers

16: Physician Specialty.....	24
17: Physician Years in Specialty	25
18: FTE Physicians	25
19: FTE Physicians per Group.....	25

20: Clinical FTE.....	25
21: On-call Duties.....	25
22: Gender.....	25
23: Compensation to Gross Charges (TC/NPP Excluded) Ratio Category	26
24: Reporting Technical Component in Collections and Professional Gross Charges.....	26
25: Reporting Nonphysician Providers in Production.....	26

Physician Compensation and Benefits — Section Two

Compensation

Table 1: Physician Compensation.....	28
Table 2: Physician Compensation by Group Type.....	30
Table 3A: Physician Compensation by Size of Multispecialty Practice (50 or Fewer FTE Physicians)	32
Table 3B: Physician Compensation by Size of Multispecialty Practice (51 or More FTE Physicians).....	34
Table 4: Physician Compensation by Hospital Ownership.....	36
Table 5A: Physician Compensation by Geographic Section for All Practices	38
Table 5B: Physician Compensation by Geographic Section for Single-Specialty Practices.....	40
Table 5C: Physician Compensation by Geographic Section for Multispecialty Practices	42
Table 6: Physician Compensation by Demographic Classification	44
Table 7A: Physician Compensation by Practice Total Medical Revenue.....	46
Table 7B: Physician Compensation by Practice Total Medical Revenue	48
Table 8A: Physician Compensation by Method of Compensation (More Than Two Years in Specialty).....	50
Table 8B: Physician Compensation by Method of Compensation (More Than Two Years in Specialty).....	52
Table 9A: Physician Compensation by Years in Specialty	54
Table 9B: Physician Compensation 1–2 Years in Specialty	56
Table 10: Physician Compensation by Gender.....	58
Table 11: Physician Compensation by Clinical Service Hours Worked per Week.....	60
Table 12: Physician Compensation by Weeks Worked per Year	62
Table 13: Physician Compensation by Partner/Shareholder in Practice.....	64

Benefits

Table 14: Physician Retirement Benefits.....	66
Table 15: Physician Retirement Benefits by Group Type.....	68

Physician Productivity — Section Three

Collections for Professional Charges

Table 16: Collections for Professional Charges (TC/NPP Excluded).....	72
Table 17: Collections for Professional Charges (TC/NPP Excluded) by Group Type	74
Table 18: Collections for Professional Charges (TC/NPP Excluded) by Hospital Ownership	76
Table 19: Collections for Professional Charges (TC/NPP Excluded) by Geographic Section for All Practices.....	78
Table 20: Collections for Professional Charges (TC/NPP Excluded) by Years in Specialty.....	80
Table 21: Collections for Professional Charges (TC/NPP Excluded) by Gender.....	82
Table 22: Collections for Professional Charges (TC/NPP Excluded) by Clinical Service Hours Worked per Week.....	84
Table 23: Collections for Professional Charges (TC/NPP Excluded) by Weeks Worked per Year	86
Table 24: Collections for Professional Charges (NPP Excluded) with 1–10% Technical Component	88
Table 25: Collections for Professional Charges (NPP Excluded) with More Than 10% Technical Component	90

Compensation to Collections Ratio

Table 26: Physician Compensation to Collections Ratio (TC/NPP Excluded).....	92
Table 27: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Group Type.....	94
Table 28A: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Geographic Section for All Practices	96
Table 28B: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Geographic Section for Single-Specialty Practices.....	98
Table 28C: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Geographic Section for Multispecialty Practices.....	100
Table 29: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Clinical Service Hours Worked Per Week.....	102

Table 30: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Years in Specialty	104
Table 31: Physician Compensation to Collections Ratio (TC/NPP Excluded) by Hospital Ownership	106
Table 32: Physician Compensation to Collections Ratio (TC/NPP Excluded) by On-call Duties	108
<i>Gross Charges</i>	
Table 33: Physician Gross Charges (TC/NPP Excluded)	110
Table 34: Physician Gross Charges (TC/NPP Excluded) by Group Type	112
Table 35A: Physician Gross Charges (TC/NPP Excluded) by Size of Multispecialty Practice (50 or Fewer FTE Physicians)	114
Table 35B: Physician Gross Charges (TC/NPP Excluded) by Size of Multispecialty Practice 18 (51 or More FTE Physicians).....	116
Table 36: Physician Gross Charges (TC/NPP Excluded) by Hospital Ownership	118
Table 37: Physician Gross Charges (TC/NPP Excluded) by Geographic Section for All Practices.....	120
Table 38A: Physician Gross Charges (TC/NPP Excluded) by Method of Compensation (More Than Two Years in Specialty)	122
Table 38B: Physician Gross Charges (TC/NPP Excluded) by Method of Compensation (More Than Two Years in Specialty)	124
Table 39: Physician Gross Charges (TC/NPP Excluded) by Years in Specialty.....	126
Table 40: Physician Professional Gross Charges (TC/NPP Excluded) by Clinical Service Hours Worked per Week.....	128
Table 41: Physician Gross Charges (NPP Excluded) with 1–10% Technical Component	130
Table 42: Physician Gross Charges (NPP Excluded) with 1–10% Technical Component by Group Type.....	132
Table 43: Physician Gross Charges (NPP Excluded) with More Than 10% Technical Component	134
Table 44: Physician Gross Charges (NPP Excluded) with More Than 10% Technical Component by Group Type	136
<i>Ambulatory Encounters</i>	
Table 45: Physician Ambulatory Encounters (NPP Excluded).....	138
Table 46: Physician Ambulatory Encounters (NPP Excluded) by Group Type.....	140
Table 47: Physician Ambulatory Encounters (NPP Excluded) by Hospital Ownership.....	142
Table 48: Physician Ambulatory Encounters (NPP Excluded) by Geographic Section for All Practices	144
Table 49: Physician Ambulatory Encounters (NPP Excluded) by Years in Specialty	146
Table 50: Physician Ambulatory Encounters (NPP Excluded) by Gender	148
<i>Hospital Encounters</i>	
Table 51: Physician Hospital Encounters (NPP Excluded)	150
Table 52: Physician Hospital Encounters (NPP Excluded) by Group Type	152
<i>Surgery/Anesthesia Cases</i>	
Table 53: Physician Surgery/Anesthesia Cases (NPP Excluded)	154
Table 54: Physician Surgery/Anesthesia Cases (NPP Excluded) by Group Type	156
<i>RVUs (CMS RBRVS Method)</i>	
Table 55: Total RVUs (CMS RBRVS Method) (TC/NPP Excluded)	158
Table 56: Total RVUs (CMS RBRVS Method) (TC/NPP Excluded) by Group Type	160
Table 57: Total RVUs (CMS RBRVS Method) (TC/NPP Excluded) by Hospital Ownership	162
Table 58: Physician Compensation to Total RVUs Ratio (CMS RBRVS Method) (TC/NPP Excluded).....	164
Table 59: Physician Compensation to Total RVUs Ratio (CMS RBRVS Method) (TC/NPP Excluded) by Group Type..	166
Table 60: Collections to Total RVUs Ratio (CMS RBRVS Method) (TC/NPP Excluded)	168
Table 61: Total RVUs to Total Encounters Ratio (CMS RBRVS Method) (TC/NPP Excluded)	170
Table 62: Physician Work RVUs (CMS RBRVS Method) (NPP Excluded)	172
Table 63: Physician Work RVUs (CMS RBRVS Method) (NPP Excluded) by Group Type	174
Table 64: Physician Work RVUs (CMS RBRVS Method) (NPP Excluded) by Hospital Ownership	176
Table 65: Physician Work RVUs (CMS RBRVS Method) (NPP Excluded) by Method of Compensation	178
Table 66: Physician Compensation to Physician Work RVUs Ratio (CMS RBRVS Method) (NPP Excluded).....	180
Table 67: Physician Compensation to Physician Work RVUs Ratio (CMS RBRVS Method) (NPP Excluded) by Group Type	182
Table 68: Collections to Physician Work RVUs Ratio (CMS RBRVS Method) (NPP Excluded)	184
Table 69: Work RVUs to Total Encounters Ratio (CMS RBRVS Method) (NPP Excluded).....	186
Physician Time Worked —Section Four	
Table 70: Physician Weeks Worked per Year.....	190

Table 71: Physician Weeks Worked per Year by Years in Specialty.....	192
Table 72: Physician Clinical Service Hours Worked per Week.....	194
Table 73: Physician Clinical Service Hours Worked per Week by Years in Specialty.....	196

Summary Tables — Section Five

List of Summary Tables.....	199
Table 74: Allergy/Immunology.....	200
Table 75: Anesthesiology.....	201
Table 76: Anesthesiology: Pain Management.....	202
Table 77: Cardiology: Electrophysiology.....	203
Table 78: Cardiology: Invasive.....	204
Table 79: Cardiology: Invasive/Interventional.....	205
Table 80: Cardiology: Noninvasive.....	206
Table 81: Dermatology.....	207
Table 82: Emergency Medicine.....	208
Table 83: Endocrinology/Metabolism.....	209
Table 84: Family Practice (with OB).....	210
Table 85: Family Practice (without OB).....	211
Table 86: Family Practice: Ambulatory Only (No Inpatient Work).....	212
Table 87: Gastroenterology.....	213
Table 88: Hematology/Oncology.....	214
Table 89: Hospitalist: Internal Medicine.....	215
Table 90: Hospitalist: Internal Medicine (Less Than 250 Ambulatory Encounters).....	216
Table 91: Hospitalist: Pediatrics.....	217
Table 92: Infectious Disease.....	218
Table 93: Internal Medicine: General.....	219
Table 94: Nephrology.....	220
Table 95: Neurology.....	221
Table 96: Obstetrics/Gynecology: General.....	222
Table 97: Obstetrics/Gynecology: Gynecology (Only).....	223
Table 98: Ophthalmology.....	224
Table 99: Orthopedic Surgery: General.....	225
Table 100: Orthopedic Surgery: Hand.....	226
Table 101: Orthopedic Surgery: Hip and Joint.....	227
Table 102: Orthopedic Surgery: Spine.....	228
Table 103: Orthopedic Surgery: Sports Medicine.....	229
Table 104: Otorhinolaryngology.....	230
Table 105: Pathology: Anatomic and Clinical.....	231
Table 106: Pediatrics: General.....	232
Table 107: Physiatry (Physical Medicine and Rehabilitation).....	233
Table 108: Podiatry: General.....	234
Table 109: Psychiatry: General.....	235
Table 110: Pulmonary Medicine: General.....	236
Table 111: Pulmonary Medicine: Critical Care.....	237
Table 112: Radiation Oncology.....	238
Table 113: Radiology: Diagnostic-Invasive.....	239
Table 114: Radiology: Diagnostic-Noninvasive.....	240
Table 115: Rheumatology.....	241
Table 116: Surgery: General.....	242
Table 117: Surgery: Cardiovascular.....	243
Table 118: Surgery: Neurological.....	244
Table 119: Surgery: Plastic and Reconstruction.....	245
Table 120: Surgery: Vascular (Primary).....	246
Table 121: Urgent Care.....	247
Table 122: Urology.....	248

Nonphysician Providers — Section Six

Key Findings and Demographics

1: Nonphysician Provider Specialty	252
2: FTE Nonphysician Providers.....	253
3: Nonphysician Provider Clinical FTE.....	253
4: Nonphysician Provider Gender.....	253
5: Nonphysician Provider per FTE Physician.....	253
6: FTE Nonphysician Providers per Group	253

Compensation

Table 123: Nonphysician Provider Compensation	254
Table 124: Nonphysician Provider Compensation by Group Type	255
Table 125: Nonphysician Provider Compensation by Hospital Ownership	256
Table 126: Nonphysician Provider Compensation by Geographic Section.....	257
Table 127A: Nonphysician Provider Compensation by Size of Practice (50 or Fewer FTE Physicians)	258
Table 127B: Nonphysician Provider Compensation by Size of Practice (51 or More FTE Physicians).....	259
Table 128: Nonphysician Provider Compensation by Years in Specialty.....	260
Table 129: Nonphysician Provider Compensation by Gender.....	261

Retirement Benefits

Table 130: Nonphysician Provider Retirement Benefits.....	262
Table 131: Nonphysician Provider Retirement Benefits by Group Type	263

Collections

Table 132: Nonphysician Provider Collections for Professional Charges (TC Excluded).....	264
Table 133: Nonphysician Provider Collections for Professional Charges (TC Excluded) by Group Type.....	265
Table 134: Nonphysician Provider Compensation to Collections Ratio (TC Excluded)	266

Gross Charges

Table 135: Nonphysician Provider Gross Charges (TC Excluded)	267
Table 136: Nonphysician Provider Gross Charges (TC Excluded) by Group Type	268
Table 137: Nonphysician Provider Gross Charges (TC Excluded) by Geographic Section.....	269
Table 138: Nonphysician Provider Compensation to Gross Charges Ratio (TC Excluded)	270
Table 139: Nonphysician Provider Compensation to Gross Charges Ratio (TC Excluded) by Group Type	271

Ambulatory Encounters

Table 140: Nonphysician Provider Ambulatory Encounters	272
Table 141: Nonphysician Provider Ambulatory Encounters by Group Type	273

Hospital Encounters

Table 142: Nonphysician Provider Hospital Encounters	274
Table 143: Nonphysician Provider Hospital Encounters by Group Type.....	275

Surgical/Anesthesia Cases

Table 144: Nonphysician Provider Surgical/Anesthesia Cases	276
Table 145: Nonphysician Provider Surgical/Anesthesia Cases by Group Type.....	277

RVUs (CMS RBRVS Method)

Table 146: Nonphysician Provider Total RVUs (CMS RBRVS Method) (TC Excluded)	278
Table 147: Nonphysician Provider Compensation to Total RVUs Ratio (CMS RBRVS Method) (TC Excluded).....	279
Table 148: Nonphysician Provider Work RVUs (CMS RBRVS Method).....	280
Table 149: Nonphysician Provider Work RVUs (CMS RBRVS Method) by Group Type.....	281
Table 150: Nonphysician Provider Compensation to Work RVUs Ratio (CMS RBRVS Method).....	282

Appendices

Appendix A: Abbreviations, Acronyms, and Geographic Sections	284
Appendix B: Terms Used in the Report.....	285
Appendix C: Formulas and Methodology	291
Appendix D: MGMA Survey Products.....	293
Appendix E: Compensation and Production Survey: 2009 Questionnaire Based on 2008 Data	295
Appendix F: Compensation and Production Survey: 2009 Guide to the Questionnaire Based on 2008 Data.....	303