

# Executive Summary: Neurology Compensation and Productivity Report

2017 Report Based on 2016 Data



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# Neurology Compensation and Productivity Report

Dear Colleague,

I am pleased to share with you the results of the American Academy of Neurology's 2017 *Neurology Compensation and Productivity Survey*. The leadership of the AAN greatly appreciates all the time and effort that respondents, staff, and volunteers devoted to this project. Because of each of you, we had a total of 1,372 completions. I sincerely thank you for the important role you have played in helping us develop this valuable tool for neurology. We hope that you find these results helpful in navigating today's rapidly changing health care environment. You may wish to use them to benchmark your practice by comparing productivity, salary, and practice characteristics in a variety of ways that will help you identify practice efficiencies as well as areas of potential growth.

Eligible members who participated and completed the survey receive complimentary access to this report as well as the customizable results dashboard, an online feature that allows filters to be applied to tailor the results. We urge you to continue to participate in the future so you can compare your year-to-year progress in achieving your goals. Also, please encourage your peers to complete the survey, as well, so it can remain the largest survey dedicated solely to neurology compensation and productivity. The more robust data we make available, the better neurologists can position themselves for success.

Thank you for your interest in the 2017 *Neurology Compensation and Productivity Report*. I look forward to your participation in the next survey.

Sincerely,



**Ralph L. Sacco, MD, MS, FAHA, FAAN**

*President, American Academy of Neurology*

## Your Practice Data Is Important for Neurology's Future—and Yours!

Data for the Neurology Compensation and Productivity Report relies on a large number of respondents in order to maintain a representative sample size. Your contribution to this data is vital. Take part in the survey and you will help the AAN continue its efforts of providing the most robust compensation data available to neurologists like you.

For more information, visit [AAN.com/view/NeuroSurvey](http://AAN.com/view/NeuroSurvey) or contact [benchmark@aan.com](mailto:benchmark@aan.com).

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# Data Description

The 2017 *Neurology Compensation and Productivity Survey* reports on physician and practice performance from 2016 data. The number of survey respondents was 1,372, making this the largest and most comprehensive compensation report for neurologists in the United States. Data were collected through an online survey, which included approximately 75 questions. The questions aimed to capture an extensive list of compensation, productivity, and performance measures for both neurologists and practice administrators. In order to participate in the survey, respondents had to be members of the AAN who currently practice in the United States or were practice administrators in the United States submitting on behalf of their neurologists.

The survey offered two distinct response tracks: neurologist or practice administrator. Of the 1,372 respondents, 1,313 identified as neurologists and 59 identified as practice administrators. The two respondent types answered different questions: Neurologists answered questions regarding personal compensation and productivity information, while practice administrators reported on practice performance.

The proportion of female neurologists participating in the survey increased from 27 percent in 2014 to 34 percent in 2017. Neurologists are adequately represented in each geographic region and 93 percent reported practicing in a metropolitan area. The largest percentage of respondents (44 percent) identify as being in an academic practice, while 7 percent remain in a solo practice. Of the neurologists participating in the survey, 73 percent were employed by a practice or a hospital in 2016 and the median number of years respondents have been practicing neurology was between 8 to 12 years.



**This Report includes vital information to advocate for ourselves including negotiations with employers and health care administrators, among other purposes.**

# Executive Summary

**FIGURE 1**

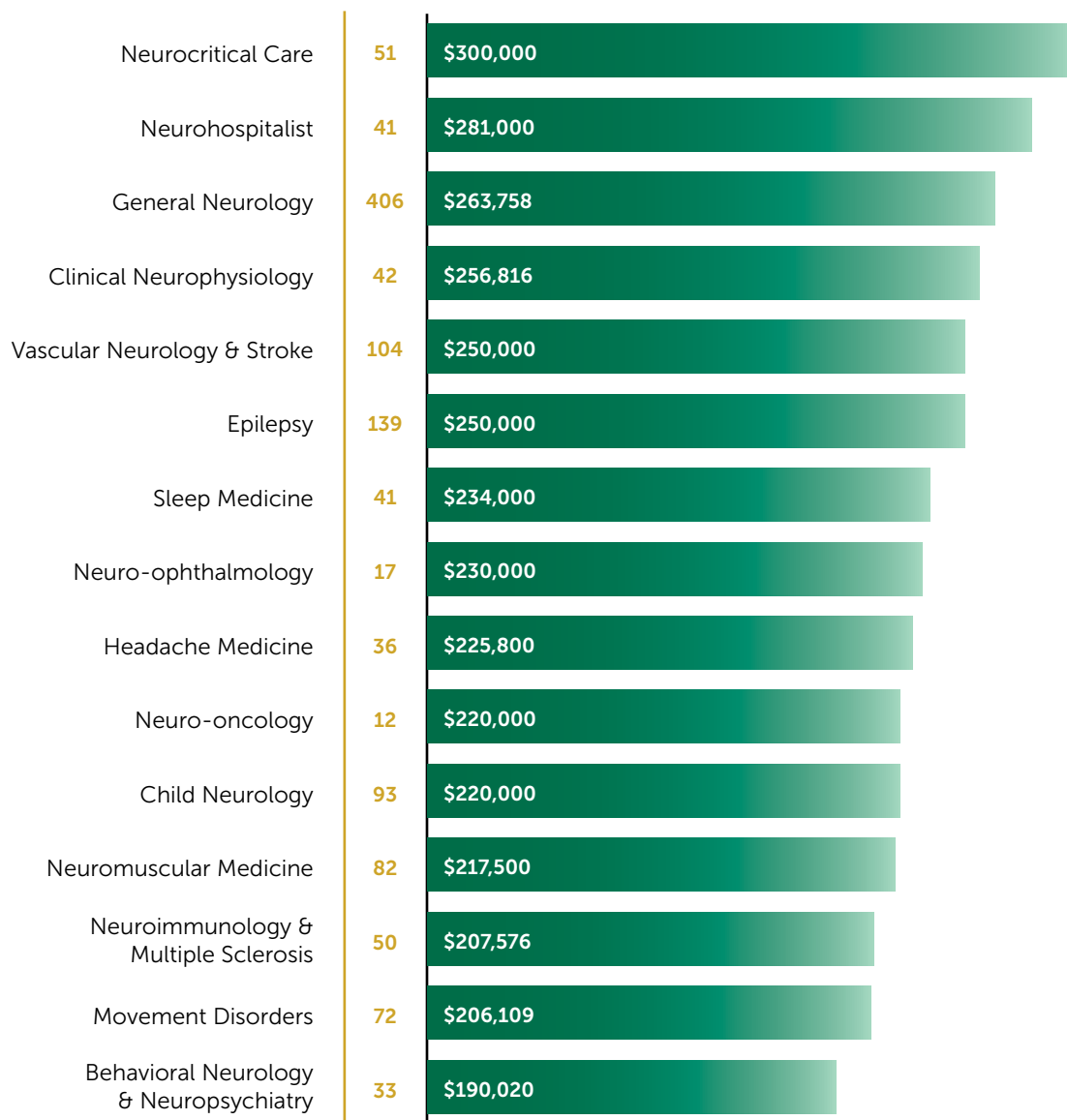
## Neurologist Annual Compensation by Practice Setting

	Physician Count 'N'	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean
<b>Academic medical center-based group</b>	593	*	\$213,100	*	*
<b>Government-based group</b>	29	*	\$200,000	*	*
<b>Hospital-based group</b>	196	*	\$290,500	*	*
<b>Multispecialty group</b>	154	*	\$300,000	*	*
<b>Neurology group</b>	219	*	\$256,818	*	*
<b>Other</b>	20	*	\$214,300	*	*
<b>Solo practice</b>	75	*	\$250,000	*	*
<b>Total</b>	<b>1,286</b>	<b>*</b>	<b>\$246,987</b>	<b>*</b>	<b>*</b>

\*Visit [AAN.com/practice/neurology-compensation-and-productivity/](http://AAN.com/practice/neurology-compensation-and-productivity/) to learn more and access the full report.

**FIGURE 2**

## Neurologist Annual Compensation by Subspecialty



(N=1,286)

Available responses for this question that did not receive sufficient responses for reporting included geriatrics neurology, pain medicine, neuro-otology, traumatic brain injury, sports neurology, neurogenetics, neuroepidemiology, infectious diseases and neurovirology, palliative neurology, and neuroimaging. Visit [AAN.com/practice/neurology-compensation-and-productivity/](https://www.aan.com/practice/neurology-compensation-and-productivity/) to learn more and access the full report.

**FIGURE 3**

## Neurologist Annual Work RVUs by Practice Setting

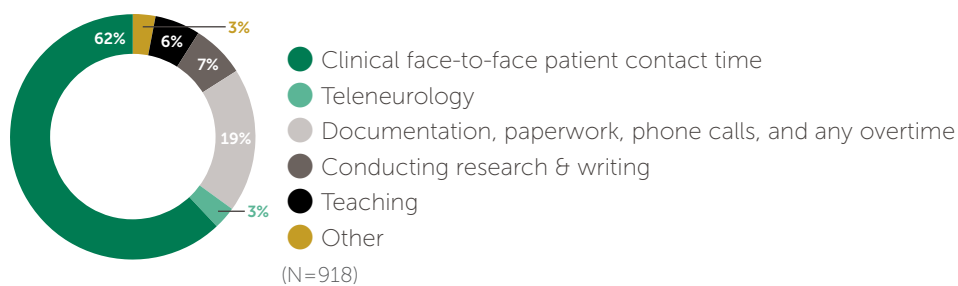
	Physician Count 'N'	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Mean
Academic medical center-based group	434	*	3,108	*	*
Hospital-based group	104	*	4,800	*	*
Multispecialty group	76	*	5,000	*	*
Neurology group	84	*	5,876	*	*
Solo practice	11	*	5,000	*	*
<b>Total</b>	<b>718</b>	<b>*</b>	<b>3,994</b>	<b>*</b>	<b>*</b>

Available responses for this question that did not receive sufficient responses for reporting include Government-based group.

\*Visit [AAN.com/practice/neurology-compensation-and-productivity/](http://AAN.com/practice/neurology-compensation-and-productivity/) to learn more and access the full report.

**FIGURE 4**

## Neurologist Allocation of Time During Average Work Week



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# Appendix

## Survey Methods

- **Data Collection:** Invitations were emailed on March 28, 2017, to eligible AAN members in the US. Participation in the survey was completely electronic through an online survey portal. Data collection closed on May 12, 2017.
- **Instrument:** An initial draft of the survey instrument was developed by members of the Practice Management and Technology Subcommittee, the Business Research Administrators in Neurology Society (BRAINS), and the Quality Measurement and Reporting Subcommittee in the fall of 2012. Since the inaugural year, the instrument has been redesigned to include skip logic sophistication to minimize response fatigue. The questions are reviewed and modified annually to ensure the survey remains relevant.
- **Response:** Invitations were emailed to 15,083 AAN members, including both practice managers and physicians. Overall, 1,724 surveys were started with 1,372 respondents completing and submitting their results. The data reflects the results from these respondents and may or may not be representative of the relevant population.
- **Data Analysis:** For this report, analyses were performed with SPSS version 22 for Windows, a PC-based statistical package. The reported median should be considered the most valid measure of central tendency due to the range of responses. Extreme outliers were removed during the data analysis.

## Formulas

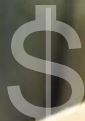
- **Compensation per Neurologist Work RVU:** Total Neurologist Compensation/Neurologist Work RVU
- **Revenue per Physician Work RVU:** Total Revenue Attributed to a Neurologist for All Personally Performed Services/Neurologist Work RVU
- **Compensation to Revenue Ratio:** Total Neurologist Compensation/Total Revenue Attributed to a Physician for All Personally Performed Services

## Explanation of Terms Used

- **N** – The number of physicians or practice managers who responded to survey questions used to create each figure.
- **25<sup>th</sup> Percentile** – The value where 25 percent of the respondents have scores below and the rest above the value.
- **Median** – The value that divides all responses in half. When organized from the lowest to highest, exactly 50 percent of respondents have scores at or below the value.
- **75<sup>th</sup> Percentile** – The value where 75 percent of the respondents have scores below and the rest above the value.
- **Mean** – The value representing a central tendency among all responses computed as an arithmetic average.
- **StDev** – Standard deviation is the value representing how spread out the scores are as compared to the mean value.
- **FTE** – Full-time Equivalent.
- **wRVU** – Physician Work Relative Value Unit
- **Rural** – Population less than 50,000
- **Small Metropolitan** – Population from 50,000 to 250,000
- **Medium Metropolitan** – Population from 250,001 to 1,000,000
- **Large Metropolitan** – Population of more than 1,000,000

## Regional Designations

Northeast	Midwest	South	West
CT	IA	AL	AK
MA	IL	AR	AZ
ME	IN	DE	CA
NH	KS	DC	CO
NJ	MI	FL	HI
NY	MN	GA	ID
PA	MO	KY	MT
RI	NE	LA	NV
VT	ND	MD	NM
	OH	MS	OR
	SD	NC	UT
	WI	OK	WA
		SC	WY
		TN	
		TX	
		VA	
		WV	



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