



Examining topics affecting the recruitment and retention of physicians and advanced practice professionals

A resource provided by Merritt Hawkins, the nation's leading physician search and consulting firm and a company of AMN Healthcare (NYSE: AMN), the largest healthcare workforce solutions company in the United States.

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2018 Compilation of Physician Compensation Surveys

Introduction









At one time, the majority of physicians in the United States were independent contractors who paid themselves from profits derived from their practices. Little information about physician compensation was generated during the era when physicians were typically small business owners.

Today, an increasing number of physicians are paid salaries by large medical groups, hospitals, and other healthcare organizations. Consequently, there is more interest in physician compensation and the question of what to pay physicians, and a number of organizations now track physician compensation trends.

This compilation includes compensation numbers from several of these organizations, including Merritt Hawkins. Merritt Hawkins' numbers, however, **are distinct from those of other organizations in that we track average salary or income guarantee offers made to physicians being recruited by hospitals, medical groups and other organizations**, rather than total gross income as it appears on a physicians' tax return. Our numbers therefore are indicative of starting salaries. Merritt Hawkins' numbers include only the salary or income guarantee amount and are not inclusive of production bonuses or benefits.

The numbers are derived from Modern Healthcare magazine's July 23, 2018 physician compensation feature and from Merritt Hawkins' **2018 Review of Physician and Advanced Practitioner Recruiting Incentives**.

Organizations Tracking Physician Compensation

 American Medical Group Association (AMGA)	 Merritt Hawkins & Associates
 Compdata Surveys	 Integrated Healthcare Strategies
 ECG Management	 Sullivan Cotter Physicians
 Hospital and Healthcare Compensation Service (HHCS)	 Sullivan Cotter Medical Group

ANESTHESIOLOGY

Compensation ranges from \$371,000 to \$437,418

IHS	\$437,734	4.8%
AMGA	\$430,754	63.6%
Sullivan-M	\$428,253	-0.2%
ECG Management	\$427,844	4.8%
Sullivan-P	\$411,869	4.5%
Compdata	\$403,600	9.5%
HHCS	\$388,798	1.7%
Merritt Hawkins	\$371,000	-1.3%

% change 2016-17 data

CARDIOLOGY (invasive)

Compensation ranges from \$444,108 to \$625,180

Sullivan-M	\$625,180	1.7%
Sullivan-P	\$624,120	2.8%
AMGA	\$612,910	2.4%
IHS	\$594,325	2.7%
Merritt Hawkins	\$590,000	4.8%
Compdata	\$575,100	14.7%
ECG Management	\$529,168	2.2%
HHCS	\$444,108	0.2%

% change 2016-17 data

CARDIOLOGY (noninvasive)

Compensation ranges from \$391,948 to \$519,100

Compdata	\$519,100	22.4%
IHS	\$514,252	-1.5%
AMGA	\$497,888	2.5%
Sullivan-M	\$493,178	0.8%
Sullivan-P	\$482,689	4.4%
ECG Management	\$456,614	1.6%
Merritt Hawkins	\$427,000	0.2%
HHCS	\$391,948	3.9%

% change 2016-17 data

DERMATOLOGY

Compensation ranges from \$371,454 to \$492,127

ECG Management	\$492,127	-2.5%
Sullivan-M	\$486,943	-3.3%
IHS	\$475,689	2.2%
Sullivan-P	\$465,769	-1.1%
AMGA	\$460,238	0.7%
Compdata	\$447,500	2.2%
Merritt Hawkins	\$425,000	1.0%
HHCS	\$371,454	3.0%

% change 2016-17 data

EMERGENCY MEDICINE

Compensation ranges from \$317,127 to \$374,264

IHS	\$374,264	0.9%
Sullivan-M	\$367,830	3.9%
Merritt Hawkins	\$358,000	2.6%
Sullivan-P	\$352,697	4.3%
AMGA	\$351,728	1.0%
Compdata	\$345,400	2.5%
HHCS	\$325,881	1.0%
ECG Management	\$317,127	-0.4%

% change 2016-17 data

FAMILY PRACTICE

Compensation ranges from \$235,100 to \$266,562

Sullivan-M	\$266,562	0.9%
IHS	\$262,683	1.5%
Sullivan-P	\$260,725	1.9%
ECG Management	\$249,087	2.9%
AMGA	\$244,799	1.1%
Merritt Hawkins	\$241,000	4.3%
HHCS	\$240,466	0.6%
Compdata	\$235,100	2.9%

% change 2016-17 data

GASTROENTEROLOGY

Compensation ranges from \$405,400 to \$529,880

AMGA	\$529,880	2.1%
Sullivan-M	\$521,303	-1.0%
ECG Management	\$200,021	-1.1%
IHS	\$498,283	-5.7%
Sullivan-P	\$497,463	0.9%
Merritt Hawkins	\$487,000	-1.0%
HHCS	\$415,074	4.3%
Compdata	\$405,400	-4.6%

% change 2016-17 data

GENERAL SURGERY

Compensation ranges from \$350,000 to \$442,171

IHS	\$442,171	-2.6%
Sullivan-M	\$431,852	-2.1%
HHCS	\$421,145	0.6%
ECG Management	\$416,351	3.0%
AMGA	\$415,987	0.7%
Sullivan-P	\$413,166	-0.1%
Compdata	\$392,300	4.5%
Merritt Hawkins	\$350,000	-14.8%

% change 2016-17 data

HOSPITALIST

Compensation ranges from \$265,300 to \$305,484

IHS	\$305,484	1.4%
Sullivan-M	\$299,695	2.4%
Sullivan-P	\$290,713	2.2%
HHCS	\$289,372	4.1%
AMGA	\$287,099	2.0%
ECG Management	\$279,853	3.9%
Merritt Hawkins	\$269,000	1.9%
Compdata	\$265,300	8.6%

% change 2016-17 data

INTENSIVIST

Compensation ranges from \$353,000 to \$420,668

Sullivan-M	\$420,668	5.1%
ECG Management	\$416,982	4.3%
AMGA	\$409,628	2.4%
Sullivan-P	\$390,126	0.9%
IHS	\$383,201	-3.1%
Compdata	\$358,900	31.3%
Merritt Hawkins	353,000	-7.1%
HHCS	N/A	N/A

% change 2016-17 data

INTERNAL MEDICINE

Compensation ranges from \$254,800 to \$278,946

Sullivan-M	\$278,946	1.2%
HHCS	\$277,254	1.4%
IHS	\$273,546	3.0%
Sullivan-P	\$268,401	2.1%
Merritt Hawkins	\$261,000	1.6%
ECG Management	\$259,554	2.7%
AMGA	\$258,027	-0.7%
Compdata	\$254,800	1.5%
% change 2016-17 data		

NEONATOLOGY

Compensation ranges from \$298,922 to \$355,311

Sullivan-M	\$355,311	1.9%
AMGA	\$321,804	-4.6%
Sullivan-P	\$318,502	0.2%
Compdata	\$317,300	3.8%
ECG Management	\$317,300	0.6%
Merritt Hawkins	\$300,000	-10.7%
IHS	\$298,922	-4.8%
HHCS	N/A	N/A
% change 2016-17 data		

NEUROLOGY

Compensation ranges from \$288,650 to \$336,800

Compdata	\$336,800	7.1%
IHS	\$332,229	-1.2%
Sullivan-M	\$318,205	3.5%
AMGA	\$302,060	2.3%
Sullivan-P	\$301,177	3.3%
Merritt Hawkins	\$301,000	-1.3%
HHCS	\$299,619	1.2%
ECG Management	\$288,650	-1.1%
% change 2016-17 data		

OB/GYN

Compensation ranges from \$324,000 to \$367,606

IHS	\$367,606	3.6%
Sullivan-M	\$367,161	-1.3%
Sullivan-P	\$356,006	1.4%
AMGA	\$345,908	0.9%
HHCS	\$341,994	1.4%
ECG Management	\$334,016	-0.1%
Compdata	\$330,700	0.1%
Merritt Hawkins	\$324,000	-3.3%
% change 2016-17 data		

ONCOLOGY

Compensation ranges from \$348,173 to \$545,900

Compdata	\$545,900	10.5%
IHS	\$490,628	-2.7%
Sullivan-M	\$452,323	0.1%
AMGA	\$438,323	-1.4%
Merritt Hawkins	\$425,000	-9.8%
ECG Management	\$424,352	-0.7%
Sullivan-P	\$404,394	-1.0%
HHCS	\$348,833	1.0%
% change 2016-17 data		

ORTHOPEDIC SURGERY

Compensation ranges from \$501,342 to \$678,847

IHS	\$678,847	10.6%
Sullivan-M	\$632,066	1.8%
Sullivan-P	\$609,439	3.2%
ECG Management	\$600,080	4.4%
AMGA	\$586,345	0.9%
Compdata	\$575,500	7.6%
Merritt Hawkins	\$533,000	-7.9%
HHCS	\$501,324	-14.4%
% change 2016-17 data		

PEDIATRICS

Compensation ranges from \$221,345 to \$264,361

Sullivan-M	\$264,361	1.7%
Sullivan-P	\$252,617	3.7%
IHS	\$251,239	1.1%
AMGA	\$245,153	1.7%
ECG Management	\$243,845	0.7%
Compdata	\$235,300	9.4%
Merritt Hawkins	\$230,000	-4.2%
HHCS	\$221,345	24.9%

% change 2016-17 data

PLASTIC SURGERY

Compensation ranges from \$387,100 to \$587,746

IHS	\$587,746	0.2%
Sullivan-M	\$562,326	2.1%
Sullivan-P	\$525,034	3.3%
AMGA	\$517,736	-2.0%
ECG Management	\$496,431	0.6%
HHCS	\$430,890	7.2%
Compdata	\$387,100	1.6%
Merritt Hawkins	N/A	N/A

% change 2016-17 data

PSYCHIATRY

Compensation ranges from \$251,100 to \$281,880

HHCS	\$281,880	-0.7%
Sullivan-M	\$272,880	-0.1%
IHS	\$270,533	1.4%
Merritt Hawkins	\$261,000	-0.8%
AMGA	\$256,400	-3.8%
Sullivan-P	\$255,322	1.4%
ECG Management	\$253,961	-1.0%
Compdata	\$251,100	4.8%

% change 2016-17 data

RADIOLOGY

Compensation ranges from \$371,000 to \$516,542

ECG Management	\$516,542	-2.4%
Sullivan-M	\$509,082	-1.3%
Sullivan-P	\$488,338	1.8%
AMGA	\$487,239	-3.2%
Compdata	\$475,800	10.8%
IHS	\$445,624	-3.2%
HHCS	\$428,457	-2.8%
Merritt Hawkins	\$371,000	-14.9%

% change 2016-17 data

UROLOGY

Compensation ranges from \$386,000 to \$494,020

Sullivan-M	\$494,020	3.7%
Sullivan-P	\$469,667	3.4%
ECG Management	\$465,697	-0.8%
IHS	\$465,456	-3.8%
AMGA	\$453,419	-0.1%
HHCS	\$398,108	-3.9%
Compdata	\$397,000	1.7%
Merritt Hawkins	\$386,000	-16.1%

% change 2016-17 data



If you would like additional information about physician compensation, including Merritt Hawkins' *2018 Review of Physician Recruiting Incentives*, please call us or visit our website.

About Merritt Hawkins

Established in 1987, Merritt Hawkins is the leading physician search and consulting firm in the United States and is a company of AMN Healthcare (NYSE: AMN), the largest healthcare workforce solutions organization in the nation. Merritt Hawkins' provides physician and advanced practitioner recruiting services to hospitals, medical groups, community health centers, telehealth providers and many other types of entities nationwide.

The thought leader in our industry, Merritt Hawkins produces a series of surveys, white papers, books, and speaking presentations internally and also produces research and thought leadership for third parties. Organizations for which Merritt Hawkins has completed research and analysis projects include **The Physicians Foundation, the Indian Health Service, Trinity University, the American Academy of Physician Assistants, the Association of Academic Surgical Administrators, the North Texas Regional Extension Center, The Society For Vascular Surgery, the Maryland State Medical Society** and others.

Merritt Hawkins' white papers include:

- ❖ Psychiatry: "The Silent Shortage"
- ❖ Rural Physician Recruiting Strategies
- ❖ Addressing Physician Burnout, Turnover and Retention
- ❖ The Aging Physician Workforce: A Demographic Dilemma
- ❖ Nurse Practitioners and Physician Assistants: Supply, Distribution, and Scope of Practice Considerations
- ❖ The Physician Shortage: Data Points and State Rankings
- ❖ Physician Supply Considerations: The Emerging Shortage of Medical Specialists
- ❖ RVU FAQ: Understanding RVU Compensation in Physician Employment Agreements
- ❖ The Economic Impact of Physicians
- ❖ Trends in Incentive-Based Physician Compensation

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