

Table of Contents

Overview

Introduction

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

How to Use This Report

Report Organization.....	xi
Appendices.....	xi
Additional Information	xi

Statistical Interpretation — A User's Guide

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

Key Findings and Demographics — Section One

Key Findings

Health and Human Services Regions.....	2
Physician Placement Location Analysis	3
Factors Affecting First-Year Guaranteed Compensation	5
Signing Bonus and Other Benefits.....	10
Table A: Median First-Year Guaranteed Compensation for All Physicians in a New Practice Compared to Median Physician Compensation for Selected Specialties, 2008–2011	11
Table B: Median Comparison of First-Year Guaranteed Compensation and Signing Bonus for New Physicians and Established Physicians	12

Demographics

1: Responses Received.....	13
2: Geographic Section.....	13
3: Practice Type.....	13
4: Demographic Classification.....	13
5: Location of Placement	14
6: Relocation of Placement	14
7: Physician Recruiter Employed by	15
8: Practice Ownership.....	15
9: Medium Used to Attract Placement.....	15

Physicians

10: Physician Primary Specialty.....	16
11: Physician Years of Experience.....	17
12: Type of Medical Graduate	17
13: Gender.....	17
14: New Physician Hired out of Residency or Fellowship.....	17
15: Size of Practice	17
16: Production Bonus.....	17
17: Nose Coverage.....	17
18: Nose Coverage Amount.....	17
19: Tail Coverage.....	17
20: Tail Coverage Amount	17
21: Signing Bonus.....	17
22: Loan Forgiveness.....	18

23: Loan Forgiveness Amount	18
24: Relocation Expenses Paid	18
25: Years to Partnership	18

Nonphysician Providers

26: Nonphysician Provider Specialty	19
27: Nonphysician Provider Gender	19
28: Nonphysician Provider Production Bonus	19
29: Nonphysician Provider Signing Bonus	19
30: Nonphysician Provider Nose Coverage	19
31: Nonphysician Provider Tail Coverage	19
32: Nonphysician Provider Loan Forgiveness	19
33: Nonphysician Provider Loan Forgiveness Amount	19
34: Nonphysician Provider Relocation Expenses Paid	19

All Physicians First Year in a New Practice — Section Two

Compensation

Table 1: All Physicians First-Year Compensation in a New Practice	24
Table 2: All Physicians First-Year Compensation in a New Practice by Practice Type	26
Table 3: All Physicians First-Year Compensation in a New Practice by Practice Ownership	28
Table 4: All Physicians First-Year Compensation in a New Practice by Geographic Location of Placement	30
Table 5A: All Physicians First-Year Compensation in a New Practice by HHS Region of Placement	32
Table 5B: All Physicians First-Year Compensation in a New Practice by HHS Region of Placement	34
Table 6: All Physicians First-Year Compensation in a New Practice by Demographic Classification	36
Table 7: All Physicians First-Year Compensation in a New Practice by Years of Experience	38
Table 8: All Physicians First-Year Compensation in a New Practice by Type of Medical Graduate	40
Table 9: All Physicians First-Year Compensation in a New Practice by Gender	42

Bonus, Vacation, and CME Paid Time Off

Table 10: All Physicians First-Year Signing Bonus in a New Practice	46
Table 11: All Physicians First-Year Paid Relocation Expenses in a New Practice	48
Table 12: All Physicians First-Year Vacation in a New Practice (Weeks Excluding CME)	50
Table 13: All Physicians First-Year CME Paid Time Off in a New Practice (Weeks)	52

First-Year Post-Residency or Fellowship — Section Three

Compensation

Table 14: First-Year Post-Residency or Fellowship Compensation	58
Table 15: First-Year Post-Residency or Fellowship Compensation by Practice Type	60
Table 16: First-Year Post-Residency or Fellowship Compensation by Practice Ownership	62
Table 17: First-Year Post-Residency or Fellowship Compensation by Geographic Location of Placement	64
Table 18: First-Year Post-Residency or Fellowship Compensation by Demographic Classification	66
Table 19: First-Year Post-Residency or Fellowship Compensation by Type of Medical Graduate	68
Table 20: First-Year Post-Residency or Fellowship Compensation by Gender	70

Bonus, Vacation, and CME Paid Time Off

Table 21: First-Year Post-Residency or Fellowship Signing Bonus	74
Table 22: First-Year Post-Residency or Fellowship Paid Relocation Expenses	76
Table 23: First-Year Post-Residency or Fellowship Vacation (Weeks Excluding CME)	78
Table 24: First-Year Post-Residency or Fellowship CME Paid Time Off (Weeks)	80

All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) — Section Four

Compensation

Table 25: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation	86
Table 26: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Practice Type	88
Table 27: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Practice Ownership	90

Table 28: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Geographic Location of Placement.....	92
Table 29: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Demographic Classification	94
Table 30: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Type of Medical Graduate.....	96
Table 31: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Compensation by Gender.....	98

Bonus, Vacation, and CME Paid Time Off

Table 32: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Signing Bonus.....	102
Table 33: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Paid Relocation Expenses.....	104
Table 34: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) Vacation (Weeks Excluding CME)	106
Table 35: All Physicians First-Year (Excluding First-Year Post-Residency or Fellowship) CME Paid Time Off (Weeks).....	108

Nonphysician Providers — Section Five

Table 36: All Nonphysician Providers First-Year Compensation in a New Practice.....	112
Table 37: All Nonphysician Providers First-Year Compensation in a New Practice by Practice Type.....	112
Table 38: All Nonphysician Providers First-Year Compensation in a New Practice by Practice Ownership	113
Table 39: All Nonphysician Providers First-Year Compensation in a New Practice by Geographic Location of Placement.....	113
Table 40: All Nonphysician Providers First-Year Compensation in a New Practice by Demographic Classification.....	114
Table 41: All Nonphysician Providers First-Year Compensation in a New Practice by Years of Experience	114
Table 42: All Nonphysician Providers First-Year Compensation in a New Practice by Type of Medical Graduate.....	115
Table 43: All Nonphysician Providers First-Year Compensation in a New Practice by Gender.....	115
Table 44: All Nonphysician Providers First-Year Paid Relocation Expenses	116
Table 45: All Nonphysician Providers First-Year Vacation in a New Practice (Weeks Excluding CME)	116
Table 46: All Nonphysician Providers First-Year CME Paid Time Off in a New Practice (Weeks).....	117

Appendices

Appendix A: Abbreviations, Acronyms, and Geographic Sections.....	120
Appendix B: Glossary of Common Survey Terms	122
Appendix C: Formulas and Methodology	124
Appendix D: MGMA Survey Products.....	126
Appendix E: Physician Placement Starting Salary Survey: 2012 Questionnaire and Guide Based on 2011 Data	129