

2024 Faculty Compensation and Production Survey



KEY FEATURES

- ✓ **Data collected for CY or FY 2023**
- ✓ **Benchmarks available at no charge to all who submit data**
- ✓ **Streamlined data collection templates**
- ✓ **Survey submissions accepted until March 29, 2024**
- ✓ **Key benchmarks available in July 2024**

ECG's survey is the industry's most rigorous and accurate benchmarking resource for academic providers.

ECG's survey provides an in-depth review of academic-focused and national market trends, including faculty compensation, production, benefit packages, compensation plan design and metrics, recruiting efforts and signing bonuses by specialty, and numerous other key data points.

We have designed our survey with our academic partners' data needs in mind, to provide accurate and reliable information that will help address the complexities of the tripartite mission of academic medical centers and schools of medicine.

Survey members will receive faculty compensation and work RVU benchmarks along various demographic categories, including by rank, for their faculty and the market. The results will also include compensation-to-production (i.e., net professional collections, work RVUs, and total RVUs) ratios by specialty and academic rank. In order to help administrators adopt benchmarks that align with their provider compensation plan methodologies, in 2024, ECG will publish RVU benchmarks calculated using both the 2020, 2023, and 2024 Medicare Physician Fee Schedules.

MEMBER BENEFITS

Members of ECG's *Faculty Compensation and Production Survey* receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of regional and national market trends, including:

- Detailed analysis of provider trends, issues, and opportunities by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- Detailed compensation metrics by specialty and academic rank, including base compensation, value-based (quality and patient satisfaction) compensation, and stipends for medical directors and supervision of advanced practice providers (APPs).
- Production metrics by specialty and academic rank, including net professional collections, work and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense (and as a percentage of compensation) by specialty, benefits plan composition, continuing medical education days and dollars, and paid time off.
- Additional metrics, such as work standards by specialty, recruiting efforts by specialty, APP utilization statistics, and compensation plan design and incentives.

SELECT MEMBERS

Carilion Clinic
CMU College of Medicine
Emory Healthcare
Kirk Kerkorian School of Medicine at UNLV
Rutgers Health
St. Louis University
Stanford University School of Medicine
SUNY Upstate Medical University
The University of Kansas Health System
UC Davis
University of Alabama Health Services Foundation
University of Cincinnati
University of Colorado Anschutz Medical Campus
University of Illinois Physicians Group
University of Miami Health System & Miller School of Medicine
University of Minnesota Physicians
University of Rochester
University of Texas Medical Branch
University of Vermont Medical Group
USF Health—Tampa General
UT Health San Antonio
UW Medicine

- Access to ECGVault, the online data portal that allows for robust organization and market trending of provider performance by specialty and academic rank, using current and historical survey data. ECGVault is available to all current survey member organizations, without restrictions on the number of users or licenses per organization.

SURVEY METHODOLOGY

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2022, 2023, and 2024 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are captured in detail by ECG.

“We appreciate ECG's rigorous and thoughtful methodology to their compensation survey. The consistency with which they approach calculating work RVUs, for example, is most valuable and ensures confidence in the results. In addition, their online data portal, ECGVault, makes accessing their benchmarks easy and convenient, and we are able to customize the data set for the attributes that are important for us when we compare our physicians' performance to the market.”

Dr. Harris A. Frankel

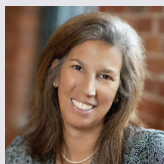
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WHO WE ARE

With knowledge and expertise built over the course of 50 years, ECG is a national consulting firm that is leading healthcare forward. ECG offers a broad range of strategic, financial, operational, and technology-related consulting services. ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, investors, and payers/health plans. As an affiliated partner of Siemens Healthineers, ECG's subject matter experts have a proven track record of delivering results through pragmatic solutions.

ECG's annual provider performance surveys include the *Physician and APP Compensation Survey*, the *Pediatric Subspecialty Physician and APP Compensation Survey*, the *Faculty Compensation and Production Survey*, and the *Advanced Practice Provider Compensation Survey*.

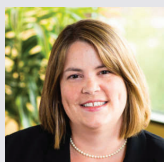
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