

## vital stats

## SPECIALISTS FAVORED

Top incomes for anesthesiologists and radiologists were up in 2002, while those for most specialties were down.

**T**HE 2002 PHYSICIAN COMPENSATION and Productivity Survey from Sullivan, Cotter and Associates, Inc., showed marked increases in income for the top 25 percent of anesthesiologists and diagnostic radiologists compared with the 2001 survey. Income for the top 25 percent of most other specialties was down. In addition, the median incomes for all but three of the 13 specialties we compared were down. Family practitioners and psychiatrists saw modest increases in both median and 75th percentile compensation rates.

Total cash compensation for the 75th percentile, or the top-earning 25 percent of physicians, is a target amount for many physicians. The ratio of total cash compensation to the gross charges indicates how much a physician might earn based on relative productivity in his specialty. The total cash compensation per work relative value unit allows for comparison of incomes for part-time work.

Sullivan, Cotter and Associates, Inc., is a human resources consulting firm devoted to health-care and physician compensation. The organization published its tenth annual report on physician compensation in November, 2002. The survey obtained information from 172 organizations, including hospitals, group practices, and integrated delivery systems representing 18,324 physicians, midlevel providers, PhDs, residents, and medical group executives. ■

## 2002 COMPENSATION SURVEY

From Sullivan, Cotter and Associates, Inc.

Specialty	Total Cash Compensation (TCC)		Ratio of TCC to Gross Charges	TCC per Work Relative Value Units
	MEDIAN	75th PERCENTILE		
Anesthesiology	\$211,831	\$303,000	.558	\$39.88
Cardiology/Invasive	257,600	335,629	.324	42.62
Dermatology	196,828	227,549	.255	36.89
Emergency Med	195,000	218,169	.446	38.42
Fam Prac (no ob/gyn)	140,348	165,520	.361	38.45
General Surgery	200,000	256,275	.275	44.17
Hospitalist	148,837	175,732	.559	52.71
Internal Medicine	140,031	169,558	.392	42.74
Ob/Gyn	205,000	245,900	.307	40.77
Orthopaedic Surgery	281,000	362,427	.244	50.87
Pediatrics	134,323	159,428	.316	36.31
Psychiatry	137,250	159,224	.520	43.02
Radiology (Diagnostic)	247,326	321,975	.308	51.95

NOTE: Gross patient charges include all direct professional services provided by the physician and do not include charges for ancillary services or physician extenders. Work Relative Value Units are calculated using the Resource-Based Relative Value Unit scale for all payers. The wRVUs are based on work personally performed by the physician. They do not include: RVUs attributed to physician extenders, technical components for laboratory, radiology and/or other procedures not personally performed by the physician, the practice expense component, or the malpractice expense component.

## STARTING SALARIES COMPARED WITH 3-5 YEARS POST RESIDENCY

Specialty	Starting Salary	3 to 5 Years After Residency	Percent Increase
Emergency Medicine	\$156,000	\$189,612	21.5
Family Practice (no ob/gyn)	120,000	136,025	13.4
Dermatology	137,500	217,410	58.1
Hospitalist	135,000	156,103	15.6
Internal Medicine	122,900	155,010	26.1
Obstetrics/Gynecology	165,250	206,022	24.7
Pediatrics	110,000	142,665	29.7
Psychiatry	124,900	157,371	26