

Table 1: Physician Compensation

	Phys	Med Pracs	Mean	Std. Dev.	25th %tile	Median	75th %tile	90th %tile
Allergy/Immunology	159	80	\$312,268	\$141,606	\$213,175	\$267,735	\$379,908	\$516,288
Anesthesiology	3,259	166	\$419,596	\$128,983	\$338,287	\$423,657	\$496,769	\$571,819
Anesthesiology: Pain Management	164	54	\$488,836	\$213,909	\$387,128	\$401,611	\$524,879	\$859,777
Anesthesiology: Pediatric	55	6	\$498,376	\$151,103	\$404,682	\$479,085	\$668,229	\$697,387
Cardiology: Electrophysiology	246	104	\$522,984	\$189,263	\$395,874	\$490,386	\$607,709	\$777,461
Cardiology: Invasive	503	133	\$491,291	\$200,880	\$362,907	\$457,310	\$600,625	\$712,764
Cardiology: Invasive-Interventional	669	150	\$537,624	\$220,555	\$389,211	\$497,500	\$639,965	\$811,697
Cardiology: Noninvasive	733	160	\$435,267	\$187,285	\$306,000	\$421,377	\$536,021	\$637,929
Critical Care: Intensivist	85	30	\$299,043	\$108,636	\$230,073	\$281,773	\$338,230	\$454,345
Dentistry	72	16	\$190,860	\$61,123	\$142,787	\$179,328	\$243,410	\$276,443
Dermatology	312	124	\$437,157	\$207,895	\$281,883	\$385,088	\$566,034	\$744,785
Dermatology: Dermatopathology	7	5	*	*	*	*	*	*
Dermatology: Mohs Surgery	34	26	\$674,454	\$246,705	\$475,491	\$602,016	\$845,444	\$1,105,893
Emergency Medicine	928	73	\$280,260	\$90,749	\$225,028	\$262,475	\$332,501	\$398,497
Endocrinology/Metabolism	339	154	\$224,580	\$87,554	\$172,954	\$206,340	\$256,085	\$315,929
Family Practice (with OB)	926	155	\$217,089	\$74,567	\$166,173	\$202,528	\$251,078	\$320,655
Family Practice (without OB)	5,524	612	\$201,512	\$80,445	\$151,207	\$183,999	\$233,948	\$297,760
FP: Ambulatory Only (No Inpatient Work)	471	66	\$185,455	\$61,383	\$144,147	\$170,000	\$211,220	\$270,851
Family Practice: Sports Medicine	71	38	\$252,636	\$134,502	\$173,431	\$222,000	\$268,030	\$364,589
Gastroenterology	936	209	\$496,139	\$236,292	\$343,708	\$465,509	\$610,118	\$777,340
Gastroenterology: Hepatology	12	8	\$287,529	\$78,134	\$222,509	\$261,626	\$344,343	\$435,817
Genetics	11	8	\$161,240	\$38,441	\$134,167	\$162,559	\$195,069	\$209,741
Geriatrics	95	46	\$194,634	\$63,186	\$150,000	\$179,950	\$231,747	\$283,134
Hematology/Oncology	608	142	\$433,745	\$225,896	\$277,886	\$367,564	\$522,247	\$783,651
Hematology/Oncology: Oncology (Only)	63	25	\$368,881	\$145,767	\$264,833	\$400,000	\$445,617	\$545,910
Hospice/Palliative Care	31	13	\$174,531	\$40,771	\$151,228	\$170,593	\$189,035	\$227,818
Hospitalist: Family Practice	116	50	\$219,930	\$44,934	\$193,763	\$218,066	\$249,148	\$273,208
Hospitalist: Internal Medicine	3,140	390	\$225,544	\$68,320	\$187,423	\$215,000	\$249,208	\$299,116
Hospitalist: IM-Pediatric	38	18	\$194,994	\$60,378	\$174,338	\$190,000	\$230,235	\$285,486
Hospitalist: Pediatric	156	37	\$168,605	\$48,029	\$136,171	\$160,038	\$188,534	\$229,112
Infectious Disease	197	86	\$221,358	\$82,864	\$169,614	\$201,543	\$264,133	\$347,782
Internal Medicine: General	3,868	456	\$214,906	\$83,982	\$160,731	\$197,080	\$250,000	\$316,038
IM: Ambulatory Only (No Inpatient Work)	246	36	\$212,365	\$66,070	\$166,036	\$193,798	\$251,695	\$316,120
Internal Med: Pediatric	135	47	\$220,884	\$84,630	\$160,909	\$201,125	\$258,094	\$336,320
Nephrology	273	79	\$319,598	\$152,799	\$218,990	\$290,986	\$390,000	\$487,581
Neurology	683	201	\$268,526	\$130,989	\$193,813	\$237,918	\$308,370	\$413,390
Obstetrics/Gynecology: General	1,745	320	\$311,427	\$127,388	\$224,515	\$282,645	\$371,989	\$492,321
OB/GYN: Gynecology (Only)	191	94	\$247,353	\$112,896	\$170,321	\$229,879	\$298,289	\$402,204
OB/GYN: Gynecological Oncology	78	34	\$398,159	\$152,716	\$303,942	\$392,189	\$466,733	\$604,799
OB/GYN: Maternal & Fetal Med	95	39	\$422,750	\$160,525	\$315,502	\$402,264	\$548,000	\$640,961
OB/GYN: Reproductive Endocrinology	18	12	\$339,602	\$103,528	\$276,067	\$336,812	\$389,244	\$509,105
OB/GYN: Urogynecology	27	20	\$323,207	\$135,812	\$248,637	\$294,053	\$362,754	\$556,820
Occupational Medicine	101	67	\$219,885	\$100,279	\$163,742	\$195,920	\$251,012	\$341,666
Ophthalmology	430	126	\$376,943	\$190,441	\$250,671	\$338,208	\$456,444	\$631,366
Ophthalmology: Corneal & Ref Surgery	21	13	\$423,924	\$139,629	\$308,053	\$386,730	\$542,335	\$652,947
Ophthalmology: Pediatric	35	22	\$304,931	\$112,382	\$231,619	\$297,251	\$353,733	\$457,173
Ophthalmology: Retina	44	30	\$619,114	\$243,792	\$435,461	\$578,753	\$772,422	\$1,002,727
Orthopedic (Nonsurgical)	42	27	\$235,887	\$128,609	\$144,687	\$194,957	\$316,314	\$466,051
Orthopedic Surgery: General	928	248	\$524,259	\$272,148	\$345,065	\$473,770	\$653,841	\$876,427
Orthopedic Surgery: Foot & Ankle	72	52	\$518,463	\$239,257	\$342,237	\$453,543	\$628,554	\$917,364
Orthopedic Surgery: Hand	141	76	\$544,106	\$268,389	\$364,990	\$486,717	\$619,662	\$866,311
Orthopedic Surgery: Hip & Joint	121	59	\$597,834	\$249,435	\$432,606	\$564,139	\$695,489	\$879,191
Orthopedic Surgery: Pediatric	52	23	\$468,798	\$166,153	\$338,390	\$485,283	\$589,684	\$655,899
Orthopedic Surgery: Spine	129	73	\$710,055	\$381,138	\$429,003	\$613,709	\$937,464	\$1,201,400
Orthopedic Surgery: Trauma	37	22	\$592,536	\$214,184	\$437,764	\$526,501	\$636,308	\$920,858
Orthopedic Surgery: Sports Med	187	80	\$653,642	\$290,781	\$442,742	\$599,759	\$802,497	\$1,073,486
Otorhinolaryngology	525	174	\$428,530	\$219,072	\$281,059	\$370,534	\$537,980	\$725,422
Otorhinolaryngology: Pediatric	18	10	\$317,982	\$148,699	\$201,883	\$295,391	\$425,001	\$588,530

Table 1: Physician Compensation (continued)

	Phys	Med Pracs	Mean	Std. Dev.	25th %tile	Median	75th %tile	90th %tile
Pain Management: Nonanesthesia	34	25	\$383,377	\$245,799	\$241,790	\$309,675	\$414,529	\$809,359
Pathology: Anatomic & Clinical	222	33	\$377,831	\$185,073	\$254,587	\$347,958	\$438,374	\$612,081
Pathology: Anatomic	77	15	\$281,507	\$112,658	\$200,486	\$248,146	\$316,198	\$430,000
Pathology: Clinical	44	13	\$343,924	\$208,384	\$201,676	\$252,396	\$424,374	\$578,035
Pediatrics: General	2,699	347	\$211,575	\$84,320	\$151,817	\$192,000	\$255,632	\$325,307
Pediatrics: Adolescent Medicine	19	9	\$186,395	\$87,686	\$138,600	\$162,807	\$181,311	\$378,667
Pediatrics: Allergy/Immunology	29	7	\$192,032	\$47,990	\$158,522	\$182,153	\$213,961	\$237,602
Pediatrics: Cardiology	90	29	\$314,600	\$106,592	\$223,220	\$322,506	\$384,341	\$467,593
Pediatrics: Child Development	22	13	\$168,368	\$47,540	\$135,926	\$151,612	\$185,543	\$250,055
Pediatrics: Critical Care/Intensivist	85	25	\$327,546	\$122,170	\$229,289	\$300,000	\$429,905	\$516,979
Pediatrics: Emergency Medicine	43	6	\$251,684	\$71,618	\$188,859	\$243,013	\$307,783	\$352,819
Pediatrics: Endocrinology	47	24	\$189,771	\$62,899	\$155,066	\$180,151	\$208,562	\$252,203
Pediatrics: Gastroenterology	56	29	\$313,712	\$149,545	\$219,328	\$271,648	\$348,922	\$592,855
Pediatrics: Genetics	14	4	\$151,188	\$35,467	\$130,453	\$158,673	\$178,074	\$198,086
Pediatrics: Hematology/Oncology	91	26	\$226,845	\$90,856	\$171,551	\$208,000	\$246,900	\$371,934
Pediatrics: Infectious Disease	22	11	\$198,679	\$74,543	\$144,597	\$169,440	\$242,895	\$333,852
Pediatrics: Neonatal Medicine	169	34	\$359,172	\$157,327	\$248,522	\$300,000	\$498,128	\$579,833
Pediatrics: Nephrology	18	12	\$218,259	\$80,947	\$161,778	\$200,923	\$263,046	\$368,333
Pediatrics: Neurology	67	34	\$267,901	\$125,988	\$190,000	\$225,000	\$296,650	\$494,229
Pediatrics: Pulmonology	41	19	\$280,976	\$111,202	\$197,037	\$246,350	\$365,566	\$466,037
Pediatrics: Radiology	8	3	*	*	*	*	*	*
Pediatrics: Urgent Care	2	1	*	*	*	*	*	*
Physiatry (Physical Medicine & Rehabilitation)	282	110	\$278,589	\$140,301	\$190,385	\$241,115	\$331,103	\$489,246
Podiatry: General	189	100	\$216,611	\$84,745	\$155,861	\$196,180	\$269,469	\$340,281
Podiatry: Surg-Foot & Ankle	76	40	\$287,449	\$116,121	\$196,348	\$278,286	\$350,439	\$457,357
Podiatry: Surg-Forefoot Only	6	5	*	*	*	*	*	*
Psychiatry: General	455	108	\$206,482	\$81,120	\$164,400	\$191,267	\$235,516	\$286,187
Psychiatry: Child & Adolescent	101	43	\$211,660	\$73,201	\$166,488	\$195,698	\$214,461	\$323,972
Psychiatry: Geriatric	11	6	\$234,056	\$39,665	\$205,088	\$223,456	\$262,159	\$303,753
Pulmonary Medicine	245	116	\$310,982	\$136,430	\$222,068	\$288,279	\$370,944	\$482,500
Pulmonary Medicine: Critical Care	162	36	\$337,278	\$119,103	\$264,469	\$322,263	\$402,414	\$512,660
Pulmonary Medicine: General & Critical Care	212	45	\$363,331	\$136,088	\$262,273	\$347,541	\$435,899	\$527,015
Radiation Oncology	202	52	\$543,064	\$193,364	\$386,877	\$518,991	\$676,242	\$819,170
Radiology: Diagnostic-Invasive	359	55	\$479,896	\$188,434	\$310,001	\$476,975	\$654,278	\$716,873
Radiology: Diagnostic-Noninvasive	866	91	\$515,354	\$167,411	\$405,416	\$468,594	\$611,123	\$780,376
Radiology: Neurological	7	3	*	*	*	*	*	*
Radiology: Nuclear Medicine	53	25	\$475,915	\$180,923	\$384,243	\$468,234	\$563,073	\$788,153
Rheumatology	323	135	\$250,937	\$104,919	\$181,265	\$226,206	\$303,826	\$400,503
Sleep Medicine	61	43	\$367,919	\$167,815	\$237,778	\$318,288	\$480,194	\$587,049
Surgery: General	1,127	288	\$360,595	\$149,482	\$264,581	\$336,084	\$432,046	\$550,282
Surgery: Bariatric	46	31	\$437,764	\$187,882	\$313,149	\$391,524	\$551,876	\$718,371
Surgery: Cardiovascular	245	81	\$532,136	\$205,970	\$396,336	\$518,475	\$615,871	\$732,986
Surgery: Cardiovascular-Pediatric	8	8	*	*	*	*	*	*
Surgery: Colon & Rectal	52	25	\$406,710	\$193,905	\$283,676	\$385,995	\$479,573	\$683,913
Surgery: Neurological	256	97	\$675,825	\$355,177	\$481,192	\$600,525	\$821,830	\$1,072,089
Surgery: Neurological-Pediatric	2	2	*	*	*	*	*	*
Surgery: Oncology	27	16	\$382,791	\$186,085	\$260,230	\$319,917	\$469,873	\$726,252
Surgery: Oral	25	14	\$379,606	\$137,172	\$264,033	\$381,856	\$457,014	\$580,006
Surgery: Pediatric	55	24	\$467,991	\$171,942	\$326,604	\$444,493	\$555,377	\$650,296
Surgery: Plastic & Reconstruction	180	83	\$435,143	\$203,669	\$312,254	\$392,812	\$520,316	\$739,034
Surgery: Thoracic (Primary)	58	27	\$484,444	\$189,542	\$349,708	\$462,950	\$597,188	\$773,097
Surgery: Transplant	30	11	\$431,675	\$153,811	\$331,160	\$405,023	\$505,550	\$681,939
Surgery: Trauma	87	26	\$430,302	\$150,388	\$348,868	\$408,588	\$470,551	\$572,546
Surgery: Trauma-Burn	13	6	\$379,750	\$92,680	\$323,771	\$363,863	\$456,951	\$527,420
Surgery: Vascular (Primary)	205	84	\$423,528	\$134,373	\$332,015	\$422,523	\$517,456	\$591,046
Urgent Care	612	111	\$222,420	\$93,154	\$158,490	\$205,385	\$258,837	\$340,411
Urology	704	175	\$427,288	\$198,522	\$299,214	\$390,678	\$523,273	\$655,291
Urology: Pediatric	10	8	\$435,497	\$155,168	\$326,111	\$363,171	\$567,000	\$762,619

Compensation by Health and Human Services Region: More detailed regional differences also impact compensation. The following tables report those differences by specialty for designated Health and Human Services (HHS) regions.

Physician Compensation by Health and Human Services Region*

	HHS Region 1		HHS Region 2		HHS Region 3		HHS Region 4		HHS Region 5	
	Phys	Median	Phys	Median	Phys	Median	Phys	Median	Phys	Median
Allergy/Immunology	5	*	3	*	8	*	10	\$271,987	51	\$299,942
Anesthesiology	195	\$439,000	288	\$323,461	254	\$390,087	408	\$464,000	542	\$445,894
Anesthesiology: Pain Management	17	\$439,000	1	*	7	*	39	\$401,611	53	\$387,128
Anesthesiology: Pediatric	*	*	2	*	*	*	12	*	*	*
Cardiology: Electrophysiology	6	*	8	*	16	\$461,355	47	\$538,409	70	\$447,465
Cardiology: Invasive	8	*	19	\$494,565	16	\$425,000	106	\$489,508	114	\$444,506
Cardiology: Invasive-Interventional	12	\$413,583	38	\$464,861	34	\$486,356	144	\$550,000	138	\$461,434
Cardiology: Noninvasive	27	\$324,191	89	\$395,226	55	\$395,000	163	\$472,753	184	\$400,000
Critical Care: Intensivist	8	*	4	*	13	\$258,145	14	\$281,773	18	\$293,944
Dentistry	20	*	0	*	11	\$208,680	6	*	16	*
Dermatology	15	\$277,523	28	\$308,240	10	\$344,949	27	\$353,234	74	\$406,067
Dermatology: Dermatopathology	*	*	3	*	1	*	*	*	1	*
Dermatology: Mohs Surgery	2	*	*	*	4	*	4	*	12	\$574,583
Emergency Medicine	70	\$249,283	87	\$202,006	151	\$235,545	168	\$332,843	282	\$279,531
Endocrinology/Metabolism	22	\$192,872	19	\$197,692	33	\$206,340	54	\$215,993	89	\$211,716
Family Practice (with OB)	2	*	4	*	36	\$198,417	15	\$227,447	514	\$207,436
Family Practice (without OB)	104	\$167,640	75	\$183,058	618	\$174,241	735	\$195,974	1,599	\$179,987
FP: Ambulatory Only (No Inpatient Work)	8	*	*	*	57	\$183,991	136	\$166,336	101	\$172,283
Family Practice: Sports Medicine	4	*	5	*	7	*	7	*	11	\$197,998
Gastroenterology	32	\$360,533	21	\$462,244	52	\$439,772	167	\$445,602	250	\$499,062
Gastroenterology: Hepatology	0	*	5	*	*	*	1	*	2	*
Genetics	0	*	2	*	*	*	2	*	6	*
Geriatrics	7	*	6	*	8	*	14	\$157,026	26	\$183,941
Hematology/Oncology	36	\$319,576	35	\$504,377	69	\$349,296	117	\$379,864	136	\$357,350
Hematology/Oncology: Oncology (Only)	2	*	22	*	*	*	2	*	10	\$367,796
Hospice/Palliative Care	*	*	*	*	5	*	2	*	7	*
Hospitalist: Family Practice	5	*	3	*	7	*	40	\$238,760	24	\$205,472
Hospitalist: Internal Medicine	258	\$190,000	136	\$191,182	376	\$209,679	727	\$232,594	574	\$211,417
Hospitalist: IM-Pediatric	9	*	4	*	2	*	9	*	6	*
Hospitalist: Pediatric	6	*	11	*	15	\$161,583	29	\$189,295	29	\$163,104
Infectious Disease	9	*	16	\$159,147	31	\$203,899	28	\$235,722	54	\$198,940
Internal Medicine: General	320	\$186,741	150	\$195,986	220	\$187,923	689	\$216,588	998	\$188,510
IM: Ambulatory Only (No Inpatient Work)	12	\$188,891	2	*	43	\$188,959	18	\$151,998	27	\$200,850
Internal Med: Pediatric	1	*	1	*	6	*	37	\$216,931	58	\$193,548
Nephrology	8	*	15	\$289,419	68	\$339,505	27	\$322,325	80	\$274,655
Neurology	44	\$200,000	78	\$238,959	86	\$238,783	90	\$283,093	166	\$237,144
Obstetrics/Gynecology: General	78	\$232,222	31	\$259,848	143	\$249,441	238	\$209,999	539	\$290,543
OB/GYN: Gynecology (Only)	11	\$185,004	11	*	25	\$245,550	38	\$227,429	34	\$227,154
OB/GYN: Gynecological Oncology	3	*	4	*	7	*	16	\$388,192	14	\$380,079
OB/GYN: Maternal & Fetal Med	3	*	3	*	14	\$390,230	16	\$344,603	22	\$469,951
OB/GYN: Reproductive Endocrinology	4	*	2	*	4	*	0	*	2	*
OB/GYN: Urogynecology	4	*	*	*	8	*	4	*	3	*
Occupational Medicine	4	*	1	*	5	*	6	*	31	\$198,356
Ophthalmology	17	\$280,180	16	\$358,489	33	\$291,280	68	\$350,173	140	\$346,548
Ophthalmology: Corneal & Ref Surgery	*	*	*	*	2	*	7	*	4	*
Ophthalmology: Pediatric	0	*	1	*	3	*	7	*	11	\$323,853
Ophthalmology: Retina	3	*	0	*	3	*	11	\$649,298	10	\$607,076
Orthopedic (Nonsurgical)	1	*	3	*	4	*	11	\$244,160	9	*
Orthopedic Surgery: General	50	\$393,089	36	\$563,308	58	\$431,896	102	\$414,635	238	\$526,471
Orthopedic Surgery: Foot & Ankle	4	*	7	*	7	*	11	\$602,840	14	\$411,735
Orthopedic Surgery: Hand	12	\$399,869	12	\$593,137	5	*	18	\$485,517	33	\$494,587
Orthopedic Surgery: Hip & Joint	8	*	16	\$682,138	7	*	20	\$594,578	23	\$515,882
Orthopedic Surgery: Pediatric	*	*	11	\$365,650	1	*	14	\$551,562	8	*
Orthopedic Surgery: Spine	5	*	13	\$475,268	6	*	24	\$649,220	26	\$762,953
Orthopedic Surgery: Trauma	3	*	4	*	6	*	8	*	4	*
Orthopedic Surgery: Sports Med	9	*	20	\$736,545	9	*	38	\$599,948	31	\$672,011
Otorhinolaryngology	19	\$439,013	18	\$255,445	24	\$379,149	113	\$381,717	119	\$363,309
Otorhinolaryngology: Pediatric	*	*	0	*	*	*	9	*	1	*

*Please refer to Appendix A for composition of Health and Human Services regions.

Physician Compensation by Health and Human Services Region* (continued)

	HHS Region 1		HHS Region 2		HHS Region 3		HHS Region 4		HHS Region 5	
	Phys	Median	Phys	Median	Phys	Median	Phys	Median	Phys	Median
Pain Management: Nonanesthesia	2	*	7	*	2	*	10	\$358,409	7	*
Pathology: Anatomic & Clinical	21	\$327,632	17	*	29	\$293,344	9	*	71	\$320,382
Pathology: Anatomic	10	*	17	*	*	*	15	*	19	\$316,139
Pathology: Clinical	5	*	16	*	0	*	5	*	5	*
Pediatrics: General	144	\$172,320	86	\$169,058	120	\$171,631	360	\$199,669	752	\$184,979
Pediatrics: Adolescent Medicine	1	*	*	*	5	*	8	*	5	*
Pediatrics: Allergy/Immunology	*	*	*	*	21	*	0	*	2	*
Pediatrics: Cardiology	6	*	7	*	10	\$249,588	29	\$333,698	9	*
Pediatrics: Child Development	0	*	4	*	3	*	4	*	8	*
Pediatrics: Critical Care/Intensivist	2	*	*	*	6	*	9	*	31	\$300,000
Pediatrics: Emergency Medicine	*	*	7	*	*	*	6	*	6	*
Pediatrics: Endocrinology	1	*	2	*	5	*	9	*	15	\$164,989
Pediatrics: Gastroenterology	3	*	*	*	14	\$260,000	12	\$297,100	11	\$215,540
Pediatrics: Genetics	0	*	*	*	0	*	1	*	0	*
Pediatrics: Hematology/Oncology	3	*	11	*	10	\$178,625	23	\$221,000	17	\$218,175
Pediatrics: Infectious Disease	1	*	6	*	1	*	1	*	5	*
Pediatrics: Neonatal Medicine	7	*	9	*	27	\$268,323	1	*	39	\$331,525
Pediatrics: Nephrology	*	*	2	*	1	*	3	*	8	*
Pediatrics: Neurology	2	*	3	*	5	*	8	*	19	\$223,368
Pediatrics: Pulmonology	2	*	1	*	6	*	4	*	13	\$432,083
Pediatrics: Radiology	*	*	2	*	*	*	*	*	6	*
Pediatrics: Urgent Care	*	*	*	*	2	*	*	*	*	*
Physiatry (Physical Medicine & Rehabilitation)	10	\$235,793	32	\$159,104	29	\$222,230	34	\$287,525	75	\$234,045
Podiatry: General	10	\$139,371	4	*	4	*	11	\$188,979	63	\$202,803
Podiatry: Surg-Foot & Ankle	1	*	1	*	7	*	10	\$274,547	33	\$292,767
Podiatry: Surg-Forefoot Only	*	*	*	*	*	*	*	*	1	*
Psychiatry: General	27	\$182,934	84	\$160,726	51	\$195,000	67	\$216,122	120	\$197,754
Psychiatry: Child & Adolescent	12	\$182,310	17	*	19	\$205,212	5	*	21	\$194,463
Psychiatry: Geriatric	1	*	0	*	6	*	1	*	1	*
Pulmonary Medicine	12	\$243,500	19	\$294,779	27	\$250,549	45	\$320,950	49	\$309,137
Pulmonary Medicine: Critical Care	7	*	18	*	1	*	28	\$322,361	37	\$339,298
Pulmonary Medicine: General & Critical Care	9	*	1	*	38	\$327,104	59	\$371,822	24	\$435,323
Radiation Oncology	4	*	8	*	14	\$452,293	44	\$496,104	30	\$452,865
Radiology: Diagnostic-Invasive	4	*	63	*	19	\$548,210	49	\$600,000	88	\$472,879
Radiology: Diagnostic-Noninvasive	44	\$395,800	33	\$309,001	117	\$489,658	133	\$513,854	118	\$456,561
Radiology: Neurological	*	*	4	*	1	*	2	*	*	*
Radiology: Nuclear Medicine	*	*	6	*	5	*	9	*	11	\$459,177
Rheumatology	8	*	52	\$198,866	29	\$218,058	40	\$235,684	77	\$230,006
Sleep Medicine	1	*	1	*	10	\$326,987	9	*	13	\$358,809
Surgery: General	44	\$267,089	29	\$257,500	85	\$302,352	191	\$302,808	301	\$352,751
Surgery: Bariatric	0	*	3	*	7	*	12	\$418,006	8	*
Surgery: Cardiovascular	3	*	15	\$361,183	38	\$497,425	41	\$535,608	43	\$500,000
Surgery: Cardiovascular-Pediatric	*	*	*	*	1	*	2	*	2	*
Surgery: Colon & Rectal	6	*	7	*	2	*	8	*	16	\$423,617
Surgery: Neurological	14	\$456,368	6	*	24	\$578,326	60	\$660,595	53	\$742,538
Surgery: Neurological-Pediatric	*	*	1	*	*	*	*	*	1	*
Surgery: Oncology	1	*	6	*	4	*	7	*	3	*
Surgery: Oral	1	*	2	*	4	*	*	*	13	\$369,365
Surgery: Pediatric	*	*	2	*	7	*	21	\$429,095	8	*
Surgery: Plastic & Reconstruction	15	\$372,500	11	\$230,549	19	\$350,000	17	\$496,654	43	\$406,301
Surgery: Thoracic (Primary)	2	*	5	*	17	\$495,169	14	\$438,576	7	*
Surgery: Transplant	5	*	5	*	4	*	1	*	4	*
Surgery: Trauma	3	*	*	*	19	\$385,537	27	\$396,392	17	\$401,203
Surgery: Trauma-Burn	0	*	3	*	3	*	*	*	3	*
Surgery: Vascular (Primary)	12	\$332,500	11	*	19	\$406,888	49	\$438,811	46	\$414,069
Urgent Care	4	*	6	*	11	\$237,435	98	\$199,353	166	\$188,461
Urology	19	\$363,000	29	\$353,279	89	\$387,295	93	\$385,000	174	\$397,662
Urology: Pediatric	*	*	1	*	1	*	2	*	0	*

*Please refer to Appendix A for composition of Health and Human Services regions.

Physician Compensation by Health and Human Services Region*

	HHS Region 6		HHS Region 7		HHS Region 8		HHS Region 9		HHS Region 10	
	Phys	Median	Phys	Median	Phys	Median	Phys	Median	Phys	Median
Allergy/Immunology	23	\$261,108	9	*	22	\$237,885	15	\$322,056	13	\$246,028
Anesthesiology	269	\$501,306	230	\$450,429	345	\$410,493	413	\$396,363	315	\$381,124
Anesthesiology: Pain Management	0	*	20	\$446,497	6	*	8	*	13	\$362,966
Anesthesiology: Pediatric	20	*	*	*	*	*	21	*	*	*
Cardiology: Electrophysiology	21	\$444,125	34	\$599,360	18	\$492,101	7	*	19	\$416,839
Cardiology: Invasive	58	\$509,147	64	\$605,185	44	\$438,340	28	\$414,621	46	\$369,606
Cardiology: Invasive-Interventional	73	\$497,166	71	\$632,235	56	\$507,147	34	\$471,773	69	\$412,772
Cardiology: Noninvasive	38	\$461,990	76	\$554,703	32	\$462,653	46	\$345,849	23	\$282,059
Critical Care: Intensivist	*	*	4	*	7	*	8	*	9	*
Dentistry	*	*	6	*	7	*	6	*	*	*
Dermatology	18	\$374,111	24	\$458,852	37	\$403,519	39	\$484,340	40	\$374,738
Dermatology: Dermatopathology	*	*	1	*	1	*	*	*	*	*
Dermatology: Mohs Surgery	*	*	1	*	4	*	4	*	3	*
Emergency Medicine	13	\$329,554	34	\$358,717	68	\$290,455	19	\$253,571	36	\$253,809
Endocrinology/Metabolism	24	\$191,560	30	\$242,186	24	\$194,323	24	\$246,094	20	\$207,552
Family Practice (with OB)	7	*	111	\$226,524	142	\$190,872	1	*	94	\$177,591
Family Practice (without OB)	376	\$191,554	687	\$192,985	531	\$181,681	350	\$214,874	449	\$184,400
FP: Ambulatory Only (No Inpatient Work)	19	\$175,000	78	\$186,096	15	*	9	*	48	\$157,566
Family Practice: Sports Medicine	5	*	5	*	14	\$231,128	2	*	11	\$192,028
Gastroenterology	95	\$520,364	72	\$506,652	74	\$371,018	50	\$401,251	123	\$464,386
Gastroenterology: Hepatology	1	*	1	*	*	*	2	*	*	*
Genetics	1	*	*	*	*	*	0	*	*	*
Geriatrics	1	*	8	*	3	*	7	*	15	\$166,749
Hematology/Oncology	46	\$499,157	23	\$479,025	61	\$398,805	33	\$390,457	52	\$351,807
Hematology/Oncology: Oncology (Only)	3	*	2	*	5	*	17	\$426,710	*	*
Hospice/Palliative Care	1	*	2	*	13	*	1	*	*	*
Hospitalist: Family Practice	9	*	3	*	10	*	11	\$233,240	4	*
Hospitalist: Internal Medicine	187	\$220,506	164	\$223,764	197	\$207,128	246	\$239,488	275	\$199,813
Hospitalist: IM-Pediatric	3	*	2	*	1	*	1	*	1	*
Hospitalist: Pediatric	13	*	30	\$122,369	*	*	23	\$141,277	0	*
Infectious Disease	1	*	27	\$220,888	14	\$196,154	4	*	13	\$219,181
Internal Medicine: General	233	\$207,090	348	\$209,473	375	\$186,037	259	\$228,624	276	\$195,639
IM: Ambulatory Only (No Inpatient Work)	2	*	3	*	2	*	64	*	73	\$180,687
Internal Med: Pediatric	6	*	14	\$199,667	6	*	*	*	6	*
Nephrology	12	\$287,339	15	\$323,246	15	\$331,413	10	\$295,837	23	\$260,369
Neurology	25	\$218,460	50	\$261,489	41	\$220,667	38	\$259,095	65	\$217,905
Obstetrics/Gynecology: General	136	\$277,100	128	\$327,981	204	\$260,932	85	\$373,660	163	\$263,303
OB/GYN: Gynecology (Only)	10	\$219,240	7	*	9	*	29	\$258,645	17	\$208,971
OB/GYN: Gynecological Oncology	4	*	4	*	1	*	18	\$455,183	7	*
OB/GYN: Maternal & Fetal Med	2	*	4	*	16	\$450,587	4	*	11	\$259,500
OB/GYN: Reproductive Endocrinology	*	*	*	*	3	*	3	*	*	*
OB/GYN: Urogynecology	1	*	2	*	5	*	*	*	*	*
Occupational Medicine	2	*	10	\$238,283	24	\$197,189	10	\$229,250	8	*
Ophthalmology	18	\$347,978	28	\$478,635	37	\$285,018	37	\$451,840	36	\$281,491
Ophthalmology: Corneal & Ref Surgery	2	*	*	*	4	*	*	*	2	*
Ophthalmology: Pediatric	3	*	2	*	*	*	7	*	1	*
Ophthalmology: Retina	1	*	6	*	6	*	1	*	3	*
Orthopedic (Nonsurgical)	2	*	3	*	1	*	4	*	4	*
Orthopedic Surgery: General	43	\$390,772	86	\$555,001	122	\$413,505	58	\$471,306	135	\$478,055
Orthopedic Surgery: Foot & Ankle	2	*	4	*	9	*	2	*	12	\$595,092
Orthopedic Surgery: Hand	3	*	9	*	12	\$413,328	7	*	30	\$473,135
Orthopedic Surgery: Hip & Joint	5	*	6	*	6	*	9	*	21	\$568,572
Orthopedic Surgery: Pediatric	6	*	1	*	2	*	8	*	1	*
Orthopedic Surgery: Spine	4	*	8	*	16	\$472,609	12	\$744,346	15	\$613,709
Orthopedic Surgery: Trauma	1	*	*	*	6	*	*	*	5	*
Orthopedic Surgery: Sports Med	3	*	15	\$780,934	16	\$574,498	9	*	37	\$625,168
Otorhinolaryngology	32	\$323,685	35	\$490,480	56	\$355,626	37	\$380,840	72	\$334,254
Otorhinolaryngology: Pediatric	*	*	*	*	2	*	5	*	1	*

*Please refer to Appendix A for composition of Health and Human Services regions.

Physician Compensation by Health and Human Services Region* (continued)

	HHS Region 6		HHS Region 7		HHS Region 8		HHS Region 9		HHS Region 10	
	Phys	Median	Phys	Median	Phys	Median	Phys	Median	Phys	Median
Pain Management: Nonanesthesia	2	*	*	*	1	*	1	*	2	*
Pathology: Anatomic & Clinical	33	*	4	*	25	\$478,209	7	*	6	*
Pathology: Anatomic	*	*	0	*	9	*	2	*	5	*
Pathology: Clinical	7	*	6	*	*	*	0	*	*	*
Pediatrics: General	393	\$226,454	202	\$220,349	267	\$179,795	183	\$238,302	192	\$190,940
Pediatrics: Adolescent Medicine	*	*	0	*	0	*	*	*	*	*
Pediatrics: Allergy/Immunology	1	*	0	*	1	*	4	*	0	*
Pediatrics: Cardiology	14	*	3	*	2	*	10	\$298,904	*	*
Pediatrics: Child Development	2	*	*	*	0	*	1	*	*	*
Pediatrics: Critical Care/Intensivist	11	\$446,730	14	\$294,307	2	*	10	*	*	*
Pediatrics: Emergency Medicine	17	*	4	*	*	*	3	*	*	*
Pediatrics: Endocrinology	6	*	3	*	1	*	4	*	1	*
Pediatrics: Gastroenterology	4	*	2	*	4	*	6	*	*	*
Pediatrics: Genetics	2	*	*	*	*	*	3	*	8	*
Pediatrics: Hematology/Oncology	11	*	3	*	1	*	11	*	1	*
Pediatrics: Infectious Disease	5	*	*	*	*	*	3	*	*	*
Pediatrics: Neonatal Medicine	*	*	17	\$315,000	25	\$263,034	35	*	9	*
Pediatrics: Nephrology	2	*	1	*	0	*	1	*	*	*
Pediatrics: Neurology	10	\$405,905	5	*	2	*	12	\$218,735	1	*
Pediatrics: Pulmonology	7	*	3	*	0	*	4	*	1	*
Physiatry (Physical Medicine & Rehabilitation)	8	*	18	\$267,642	23	\$233,711	16	\$384,637	37	\$270,000
Podiatry: General	10	\$176,471	18	\$250,535	21	\$196,709	27	\$213,408	21	\$196,418
Podiatry: Surg-Foot & Ankle	1	*	3	*	8	*	7	*	5	*
Podiatry: Surg-Forefoot Only	*	*	1	*	2	*	*	*	2	*
Psychiatry: General	15	\$197,231	28	\$258,365	27	\$207,815	15	\$220,280	21	\$185,000
Psychiatry: Child & Adolescent	7	*	5	*	10	\$200,694	2	*	3	*
Psychiatry: Geriatric	1	*	1	*	*	*	*	*	*	*
Pulmonary Medicine	3	*	28	\$286,774	22	\$247,571	13	\$328,727	27	\$269,499
Pulmonary Medicine: Critical Care	11	*	11	*	16	\$420,249	18	\$412,000	15	\$273,737
Pulmonary Medicine: General & Critical Care	34	\$295,328	17	\$349,666	16	\$429,765	0	*	14	\$306,865
Radiation Oncology	13	\$667,000	17	\$856,188	31	\$468,133	28	\$750,579	13	\$510,965
Radiology: Diagnostic-Invasive	81	\$588,654	8	*	13	\$654,053	11	\$474,636	23	\$388,759
Radiology: Diagnostic-Noninvasive	59	\$446,000	39	\$618,634	67	\$591,709	117	\$697,631	139	\$424,782
Radiology: Nuclear Medicine	2	*	3	*	3	*	11	\$564,147	3	*
Rheumatology	22	\$237,220	22	\$297,750	26	\$223,706	20	\$234,125	27	\$213,204
Sleep Medicine	1	*	4	*	7	*	2	*	13	\$338,759
Surgery: General	47	\$281,252	97	\$380,969	144	\$346,391	53	\$396,803	136	\$347,213
Surgery: Bariatric	*	*	9	*	3	*	1	*	3	*
Surgery: Cardiovascular	21	\$522,750	25	\$524,982	27	\$621,367	10	\$807,271	22	\$483,749
Surgery: Cardiovascular-Pediatric	2	*	*	*	0	*	1	*	*	*
Surgery: Colon & Rectal	1	*	6	*	2	*	2	*	2	*
Surgery: Neurological	14	\$521,226	17	\$670,190	19	\$526,707	31	\$749,981	18	\$510,864
Surgery: Neurological-Pediatric	0	*	*	*	*	*	*	*	*	*
Surgery: Oncology	0	*	2	*	*	*	4	*	*	*
Surgery: Oral	1	*	1	*	3	*	*	*	*	*
Surgery: Pediatric	2	*	6	*	4	*	3	*	2	*
Surgery: Plastic & Reconstruction	2	*	20	\$401,351	22	\$395,623	18	\$488,112	13	\$359,231
Surgery: Thoracic (Primary)	5	*	5	*	2	*	1	*	*	*
Surgery: Transplant	1	*	*	*	1	*	7	*	2	*
Surgery: Trauma	6	*	10	\$507,093	4	*	1	*	*	*
Surgery: Trauma-Burn	*	*	3	*	1	*	*	*	*	*
Surgery: Vascular (Primary)	12	\$402,409	10	*	13	\$440,000	8	*	25	\$372,372
Urgent Care	43	\$162,170	34	\$206,182	113	\$210,921	60	\$252,066	77	\$236,818
Urology	83	\$382,228	58	\$438,837	59	\$404,244	38	\$461,735	62	\$385,013
Urology: Pediatric	2	*	*	*	0	*	2	*	2	*

*Please refer to Appendix A for composition of Health and Human Services regions.

Primary care physicians in HHS Region 9 — which includes California, Nevada, Arizona, and Hawaii — received the highest compensation, at \$226,717. Respondents reported the lowest compensation (\$178,337) for primary care physicians in HHS Region 3, which includes Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia. Specialty care physicians in HHS Region 7, which includes Iowa, Kansas, Missouri, and Nebraska, reported the highest compensation (\$396,329). Specialty care physicians located in HHS Regions 1 and 2 receive the lowest compensation levels (\$260,789 and \$260,200, respectively). HHS Region 1 includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont, and Region 2 includes New York and New Jersey.

