

What does a Neurologist earn?



AAMC Faculty Salary Report FY19: provides updated compensation data from the FY 2019 survey of 151 accredited U.S. medical schools. If you are an AAMC member, costs \$43 to download.

Doximity 2019 Physician Compensation Report: responses of nearly 90,000 licensed U.S. doctors across six years

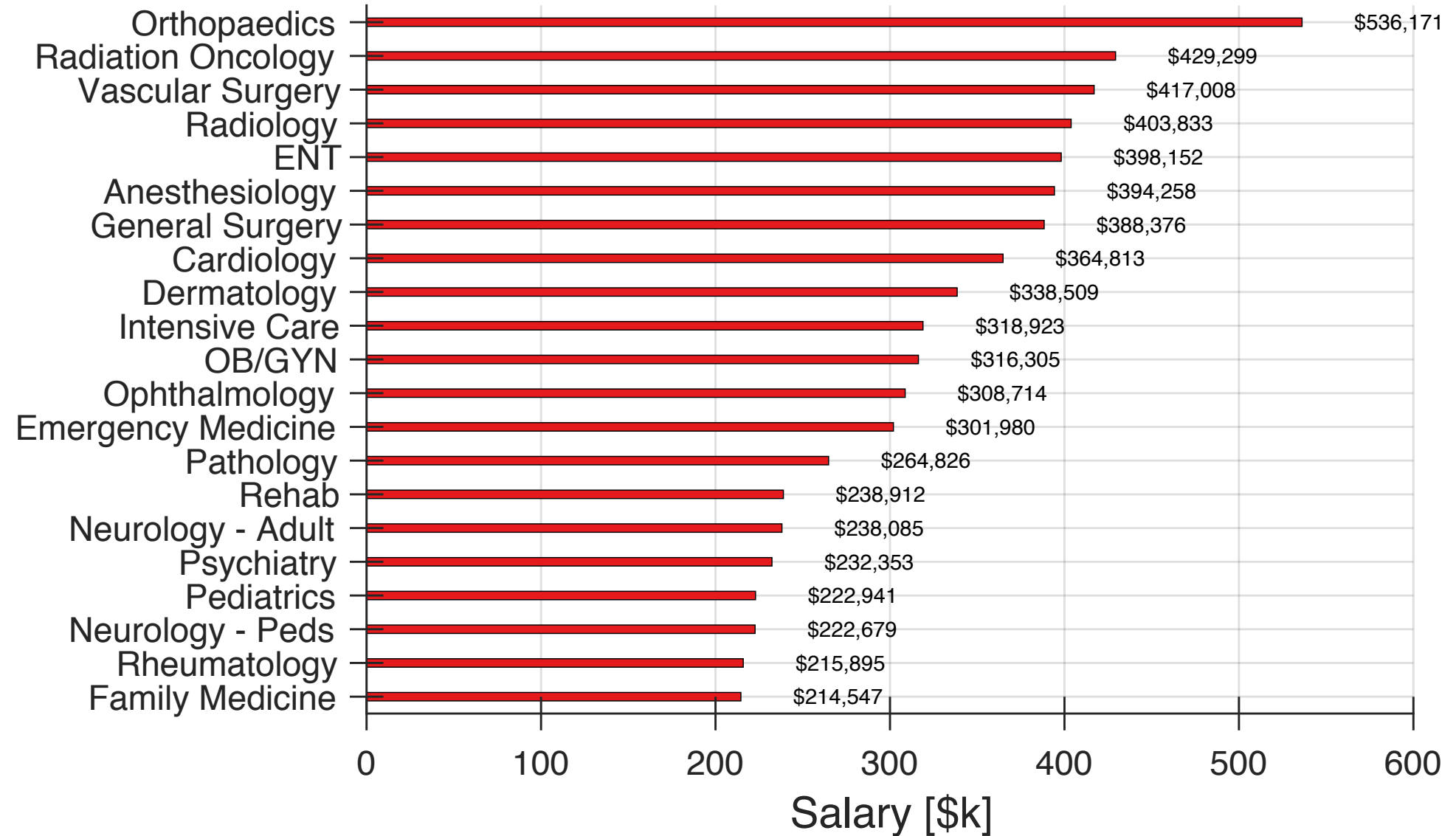
Medical Group Management Association (MGMA) Reports: collects salary data for physicians and sells access to this information.

Merritt Hawkins 2019 Review of Physician and Advanced Practitioner Recruiting Incentives: “Head hunting” company helps with physician recruitment. Provides some information from their searches.

<https://github.com/gkaguirre/neuroSalaries>

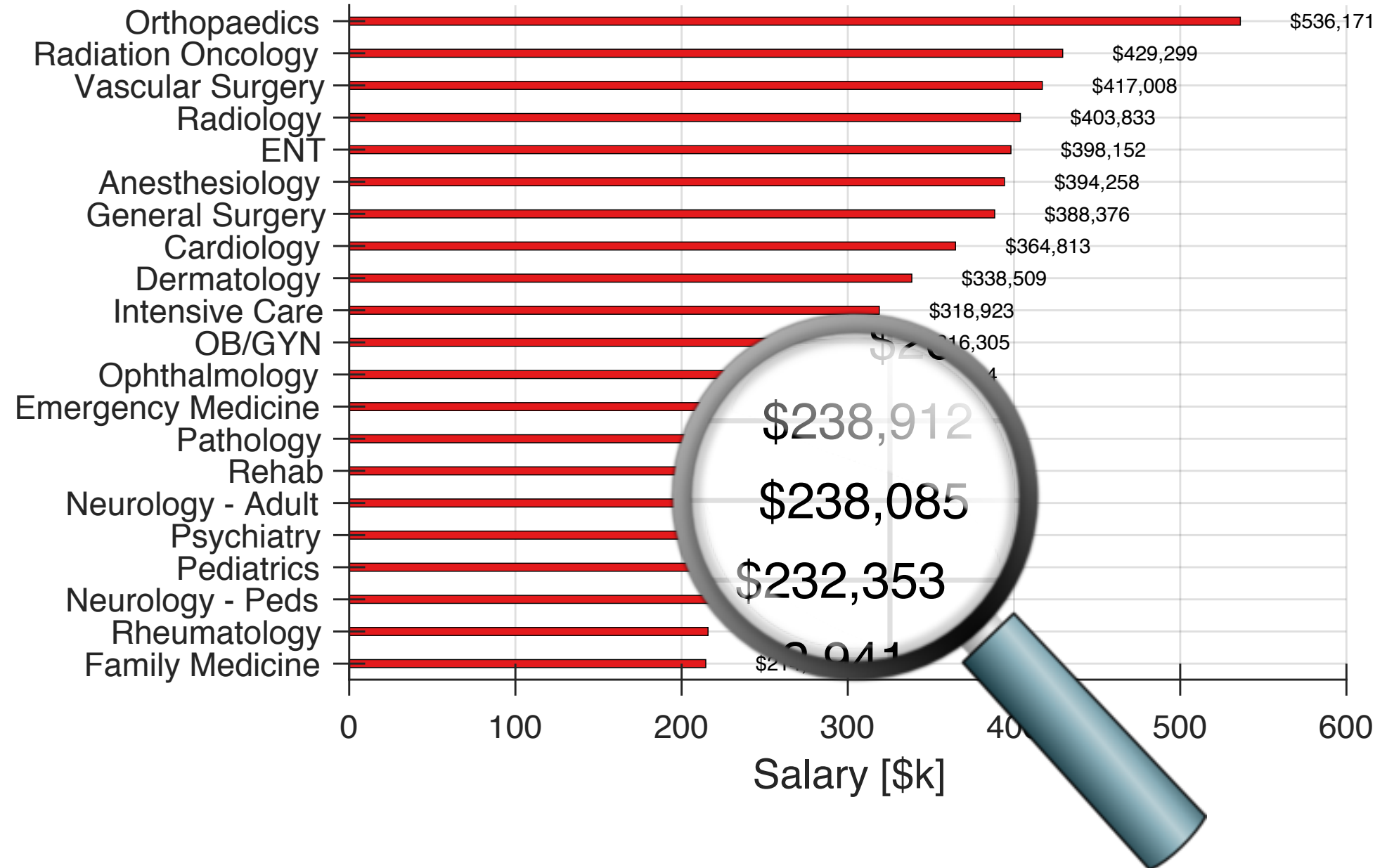
Median academic salary across ranks [asst, assoc, full] by specialty

AAMC Faculty Salary Report, FY 2019, table 11



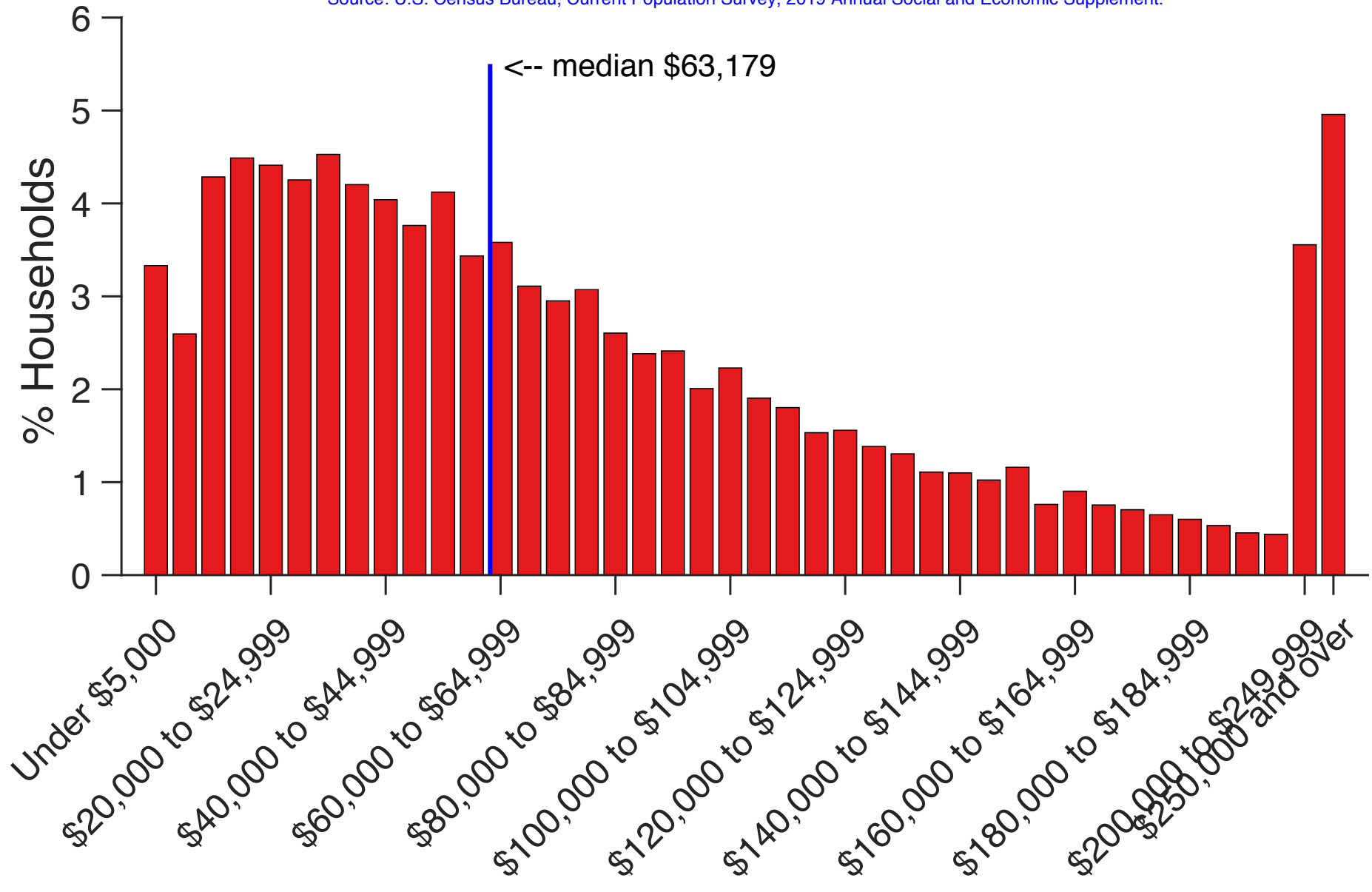
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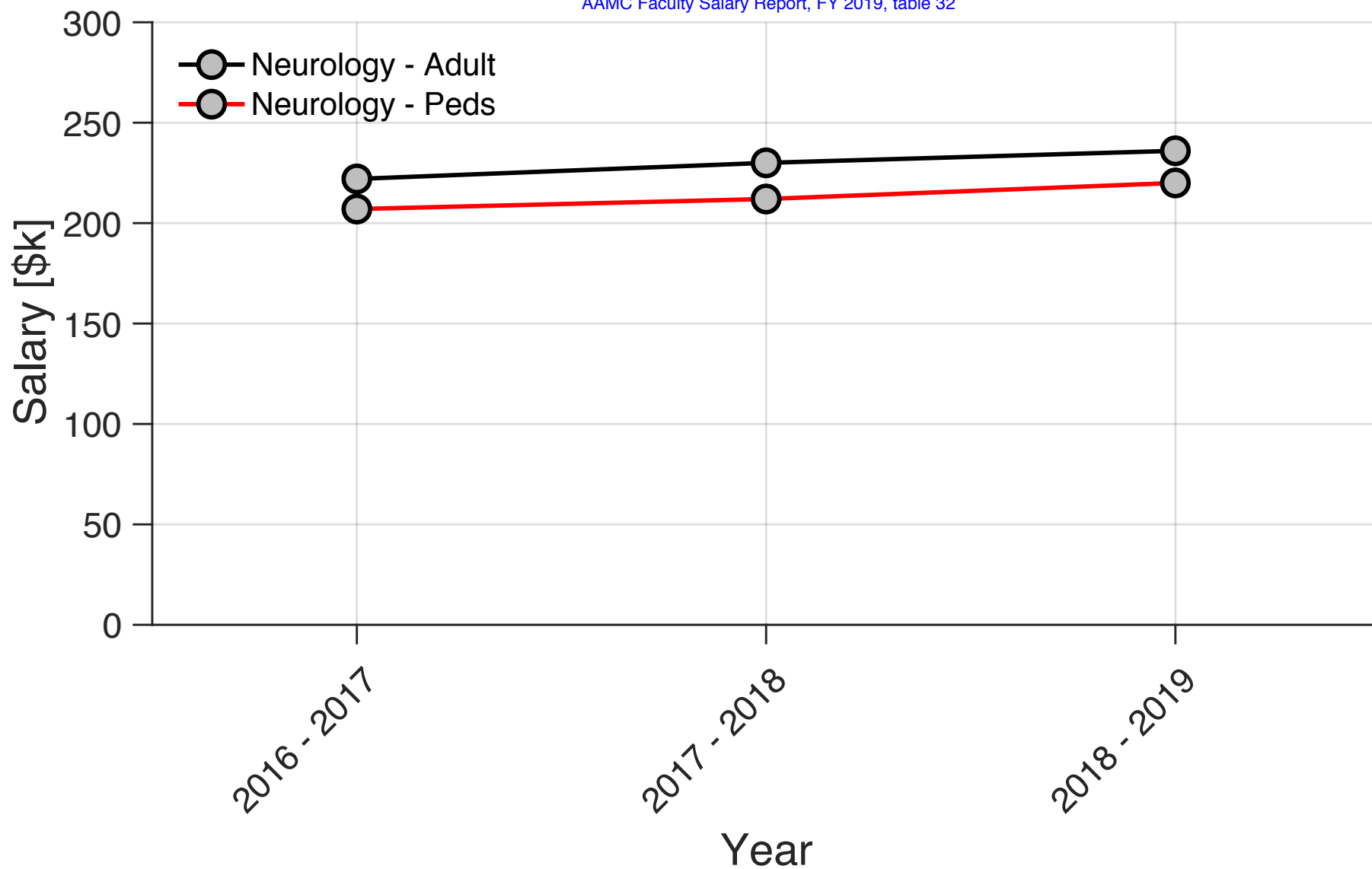
Distribution of annual household income in the United States

Source: U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement.



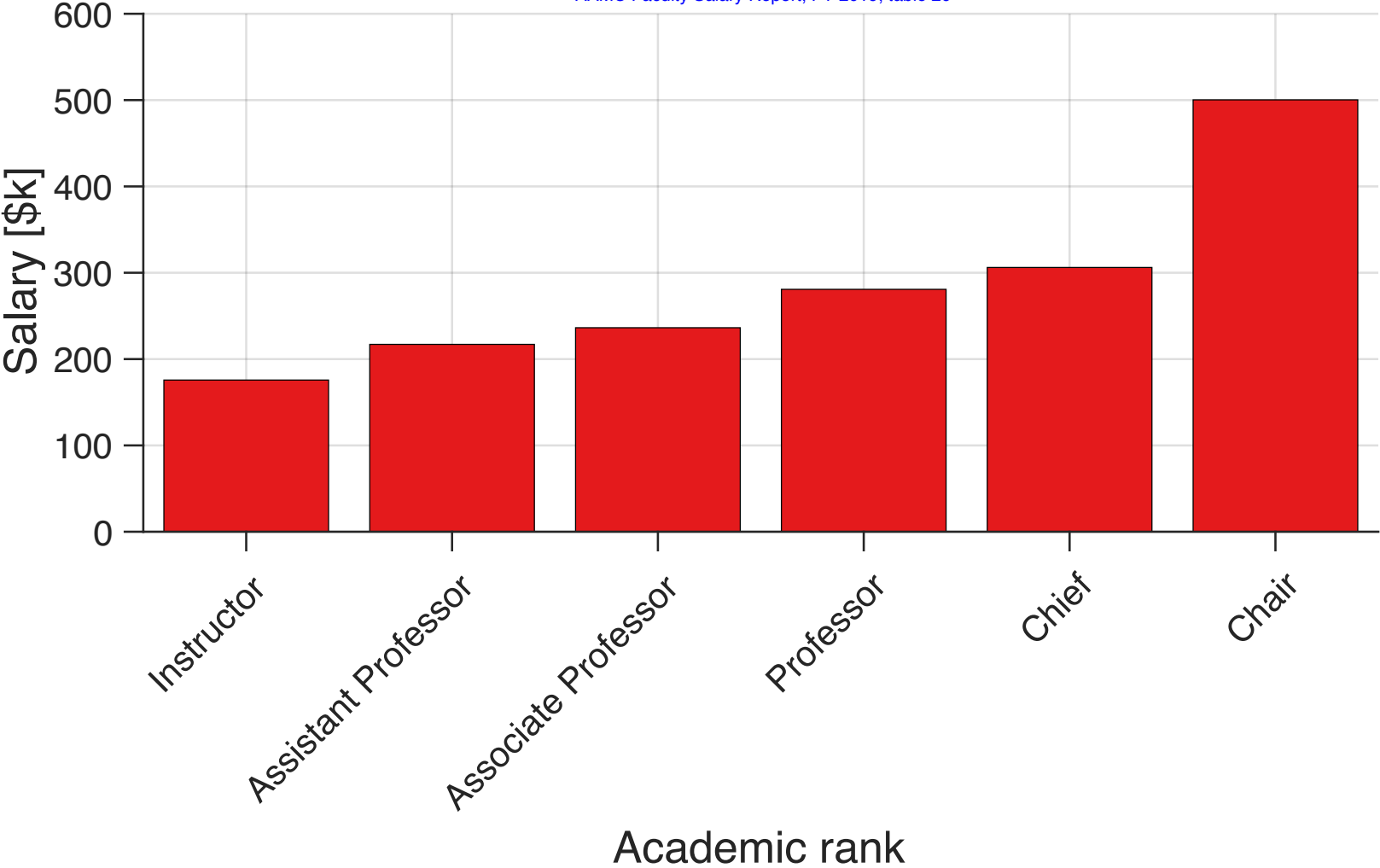
Median neurology salary across ranks [asst, assoc, full] by year

AAMC Faculty Salary Report, FY 2019, table 32



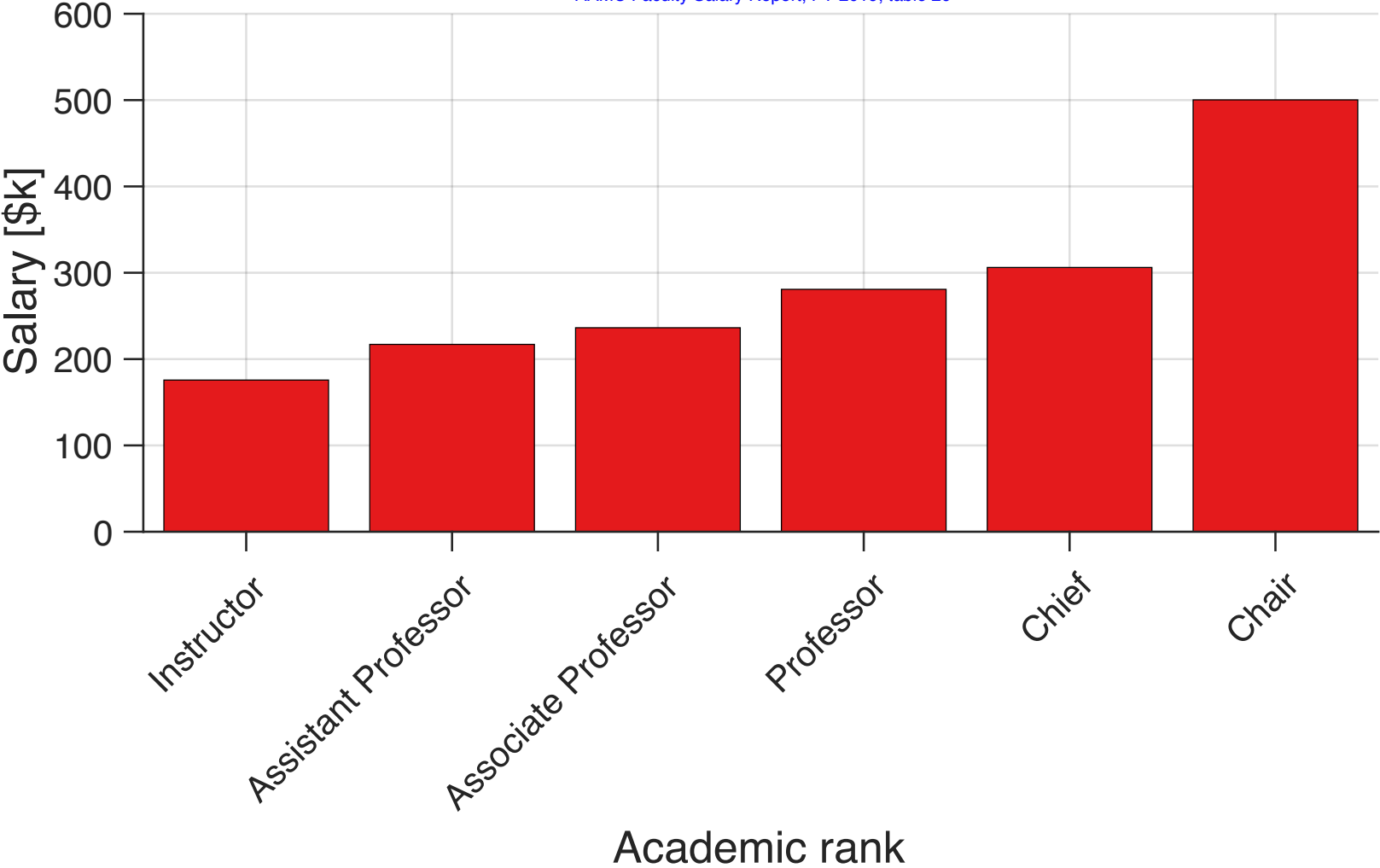
Median neurology salary across ranks

AAMC Faculty Salary Report, FY 2019, table 20



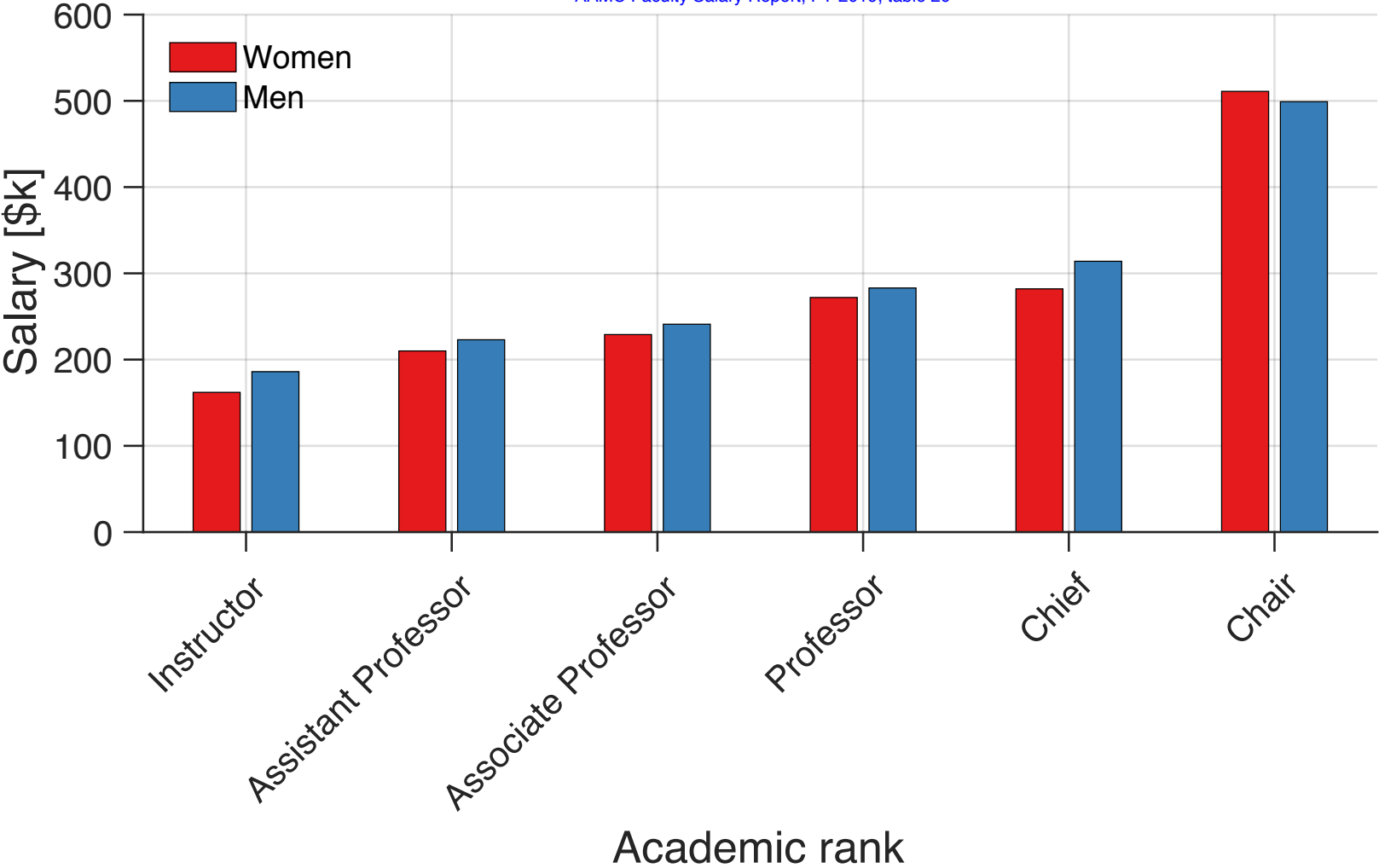
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September 17, 2015

Another Research Gender Gap: Men Get More Start-Up Money

By Mary Ellen McIntire

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JAMA. 2015;314(11):1175-1177

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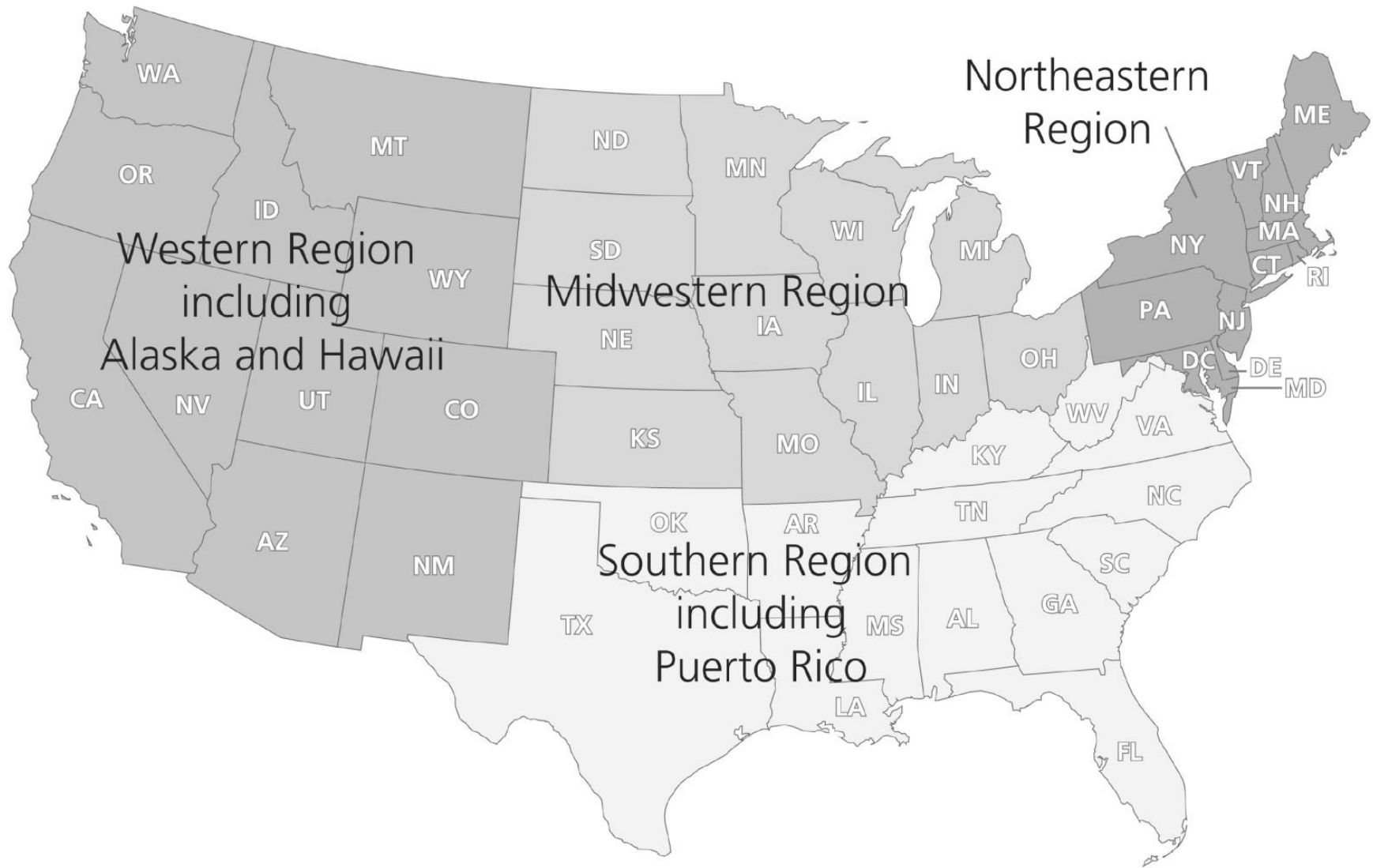
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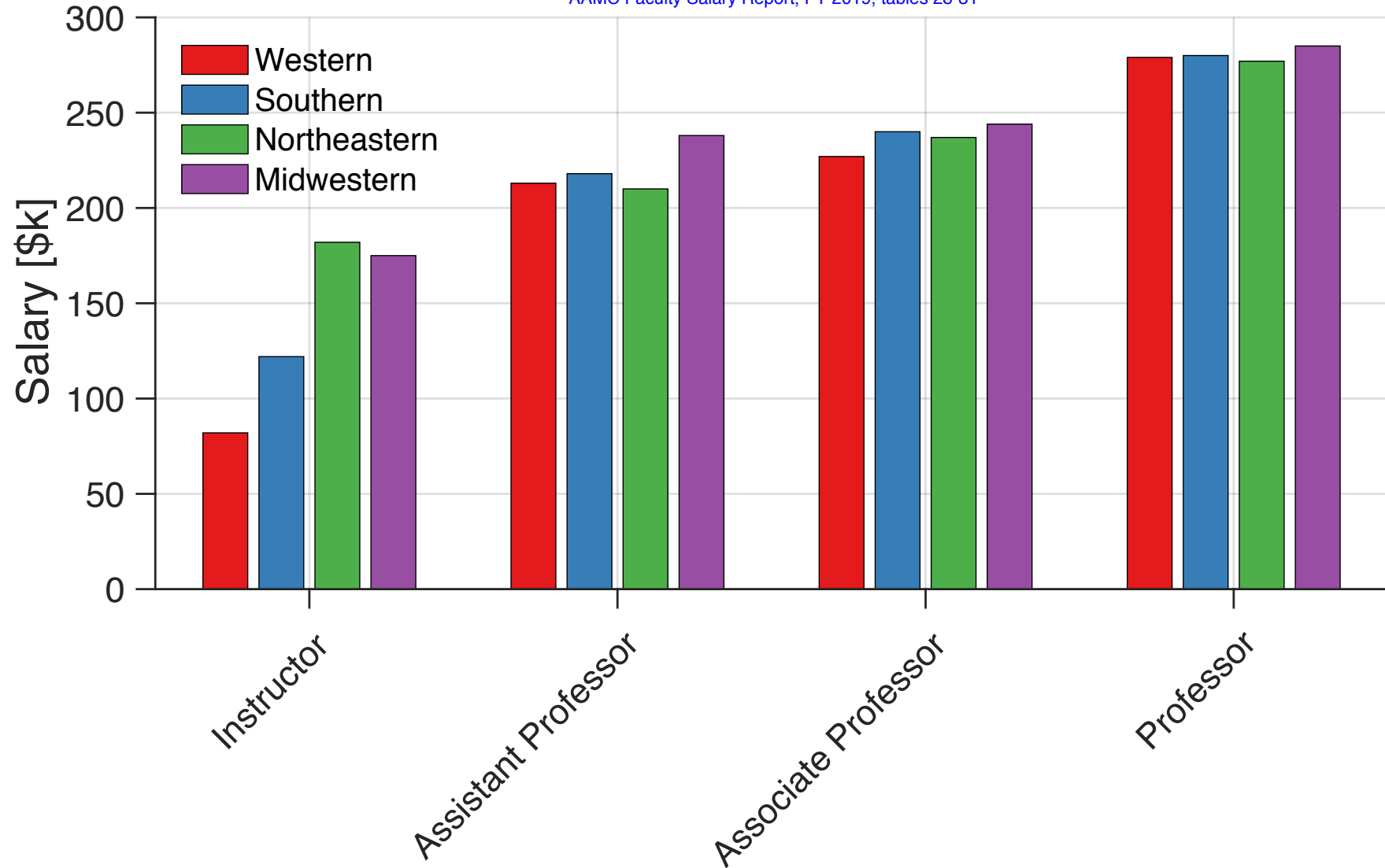
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Median neurology salary by region and rank

AAMC Faculty Salary Report, FY 2019, tables 28-31



What about private practice?

What about private practice?

I only have old data,
so we can only make relative statements

Doximity survey 2019

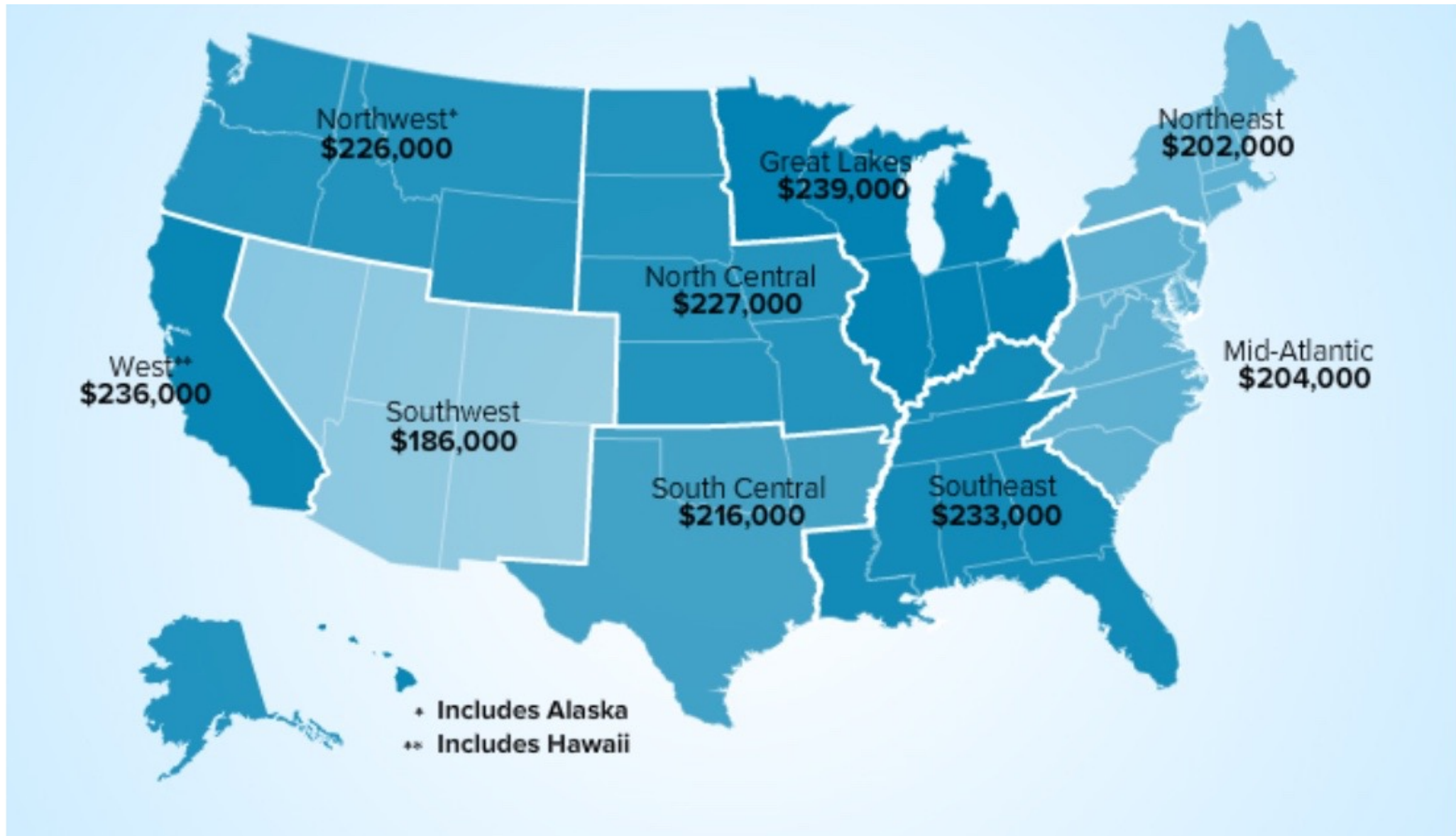
	2018 Average Compensation	2017 Average Compensation	% Change
Single Specialty Group	\$377,414	\$373,240	1%
Solo Practice	\$366,967	\$354,624	3%
Multi-specialty Group	\$360,767	\$355,972	1%
Health System/IDN/ACO	\$342,027	\$341,444	0%
Industry / Pharmaceutical	\$337,547	\$289,469	17%
Hospital	\$330,433	\$355,094	-7%
Health Maintenance Organization	\$327,784	\$330,523	-1%
Academic	\$307,180	\$338,449	-9%

Doctors earn ~25% more in private specialty practices as compared to academic settings

Median Neurologist compensation 2013, by practice setting



Median Neurologist compensation 2013, by region



KEY FINDINGS

Physician Compensation Rankings by Metro Area

As we found in 2017, metro areas with lower average compensation tend to also be the home of more academic institutions and nationally renowned academic health systems, which can pay slightly less than private institutions. Prestigious and large medical schools ensure a strong pipeline of well-qualified doctors competing for a fixed number of positions in the area, which results in lower compensation.



Metro areas with the **HIGHEST** compensation for physicians in 2018:

1. Milwaukee — \$395,363
2. New Orleans — \$384,651
3. Riverside, Calif. — \$371,296
4. Minneapolis — \$369,889
5. Charlotte, N.C. — \$368,205
6. Dallas — \$362,472
7. Atlanta — \$362,267
8. Los Angeles — \$356,390
9. Cincinnati — \$354,129
10. Hartford, Conn. — \$352,129

Metro areas with the **LOWEST** compensation for physicians in 2018:

1. Durham, N.C. — \$266,180
2. Providence, R.I. — \$267,013
3. San Antonio — \$276,224
4. Virginia Beach, Va. — \$294,491
5. New Haven, Conn. — \$295,554
6. Las Vegas — \$297,776
7. Austin, Texas — \$299,297
8. Denver — \$303,454
9. Washington, D.C. — \$305,216
10. Boston — \$305,634

Total compensation 2013, by experience (private practice)

<u>Rank</u>	25%	Median	75%
Starting	\$175,000	\$200,000	\$225,000
1-2 years	\$197,000	\$230,000	\$282,000
All levels	\$202,000	\$250,000	\$316,000

Total compensation 2013, by sub-specialty across rank

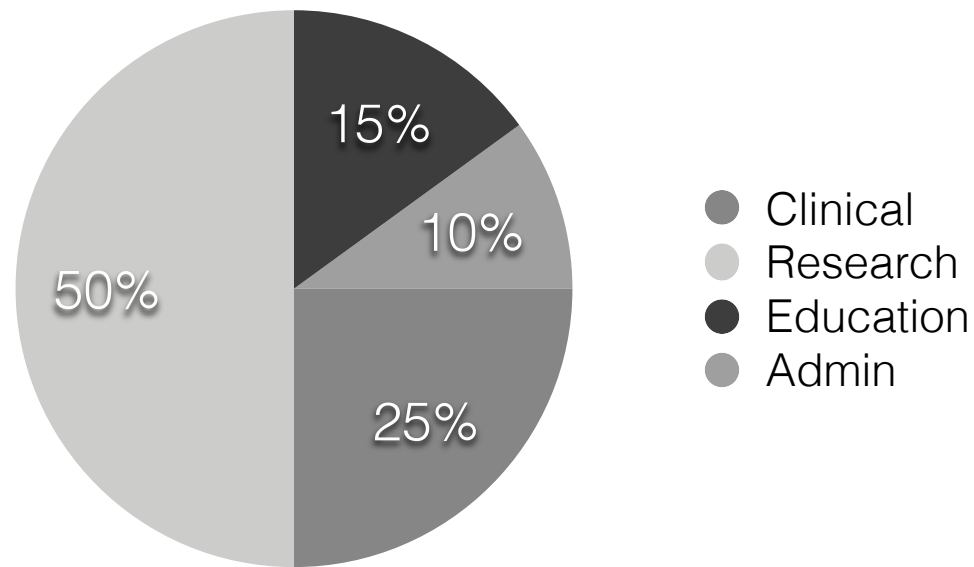
<u>Sub-specialty</u>	Median
Neurology: Epilepsy/EEG	\$197,167
Neurology: Neuromuscular	\$185,079
Neurology: Stroke Medicine	\$191,000

Academic neurologists earn less.

However, consider:

- schedule flexibility
- benefits (health, tuition, retirement)
- intellectual fulfillment

What does an academic Neurologist do?



You must “cover” your salary

Education:

- Small: salary support from teaching medical students and residents in clinical settings
- Larger:
 - organize a medical school course (Dlugos, Ellman)
 - run the medical student clerkship (Pruitt)
 - administer the residency program...

Administration:

- Serve on committees (e.g., CoAP, Finance)
- Section chief
- Vice-chair for research, clinical activity, etc.

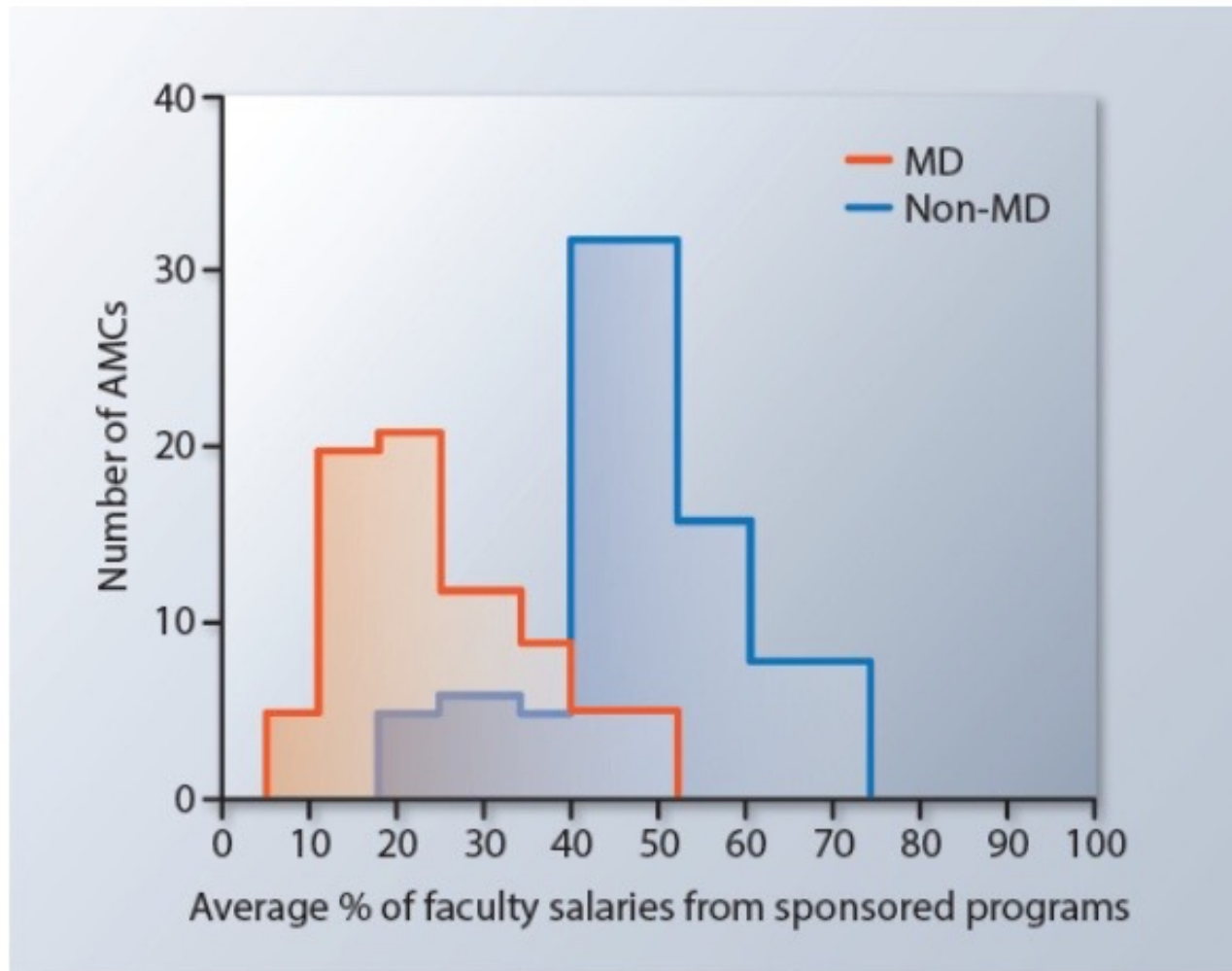
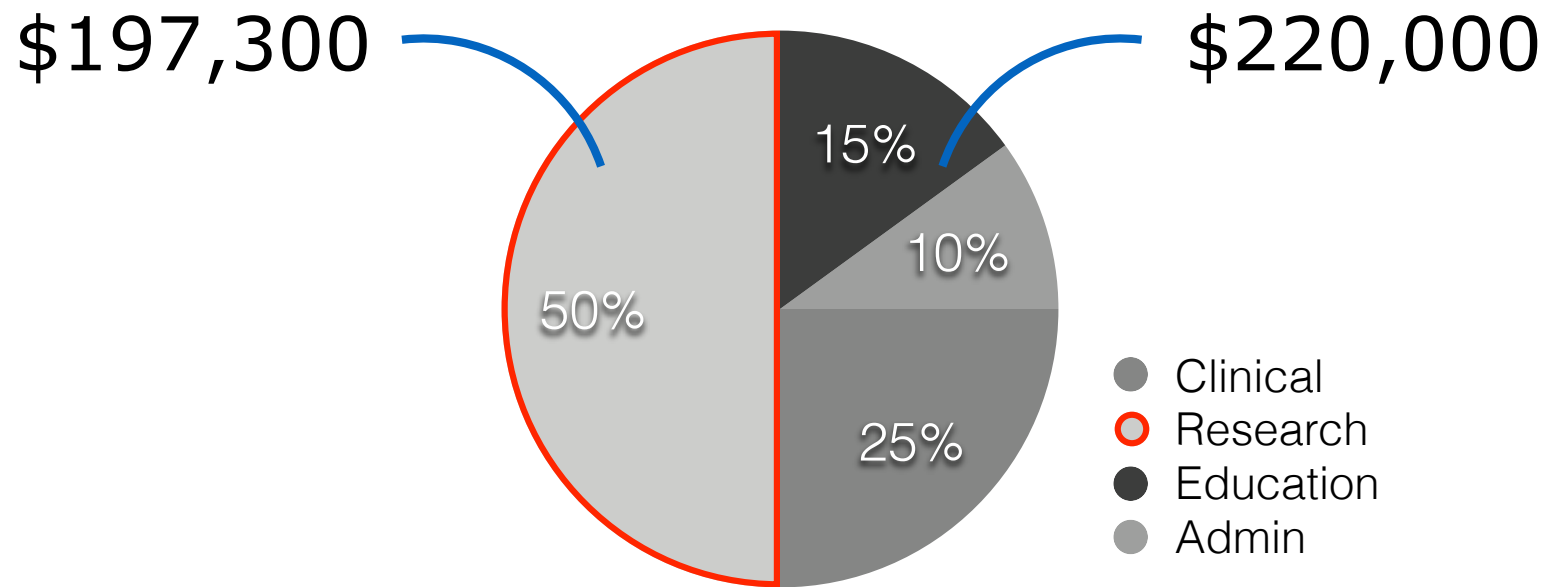


Fig. 1. Showing the money. Distribution of average salary coverage from sponsored programs at 72 academic medical centers in 2013. Because these data were obtained by dividing the total amount of sponsored support for faculty salaries by the total faculty-salary support from all sources at each institution, distributions across investigators at individual institutions are not available. [Data provided by the Association of American Medical Colleges, April 2015]

Research:

- Extramural funding (a “sponsored program”) is used to pay for research costs, *including your salary and fringe benefits (+32%)*
- Typically, a single R01 grant supports between 25 and 50% of the PI’s salary
- A K award provides 75% salary support; this is a special deal between the NIH and the University

The NIH salary cap: \$197,300



= \$208,650

Other sponsored programs (Department of Defense, industry partners) do not have this limit

Other sources to consider:

- Industry sponsored activity
(e.g., clinical trial recruitment)
- Legal work
- Consulting

Be aware of 1-day-in-7 and conflict of interest rules

Salary negotiation:

- Helps to have multiple offers
- Can ask chair for range of salaries or median salaries at your career stage
- Talk to other faculty members. You can ask: “What do you think the median (middle) salary is here for Assistant Profs?”.

Salary negotiation:

- Establish shared intent
- “I know this department is committed to equitable salaries for men and women. Can you assure me that the salary we are discussing is at or above the median for other people in the department at my career stage?”

<https://www.aamc.org/system/files/c/2/496548-gwimssalaryequity.pdf>

Non-salary incentives (especially in private practice):

- Relocation allowance (98% of offers)
mean \$10k
- Signing bonus (70% of offers)
mean \$32k
- Loan forgiveness (30% of offers)
mean \$100k