

**AMERICAN ASSOCIATION OF
PHYSICISTS IN MEDICINE**



PROFESSIONAL INFORMATION REPORT

CALENDAR YEAR 2012

INTRODUCTION

Each year the AAPM surveys its members regarding professional training, work experience and board certification as well as job responsibilities, income and benefits. Additionally, several banks of questions are asked on a rotating basis every two years. This year's survey includes a detailed charge list for consulting tasks performed in Radiation Oncology Consulting. All the salary data in the Introduction and throughout the report refer to salaries for medical physicists who work in the U.S. The exceptions to this are those rows of data in the body of the report that are labeled Canada (e.g. pages 8 through 12) and all of page 20.

HIGHLIGHTS

Average salary for calendar year 2012

Compensation for medical physicists reflected the fragile economy during 2012. The average primary salary for calendar year 2012 grew to \$170,000 and the total income including consulting fees averaged \$175,700. Each of these was only slightly higher than the previous year. Please note that these values do not include any income derived from benefits such as pension plans, bonuses or profit-sharing funds.

The salary changes reported by individuals who did not change employers may be the most accurate measure of actual salary change. Regardless of degree level and board certification, the groups in the table below reported salary increases between 2.8% and 7.1%. The overall increases were slightly higher than the increases reported the previous year. However, half of the medical physicists working for the government, both in hospitals and non-hospitals, reported no salary increase during 2012.

Members Who Were Full-Time Employed in 2011 & 2012 and Did Not Change Employers

	N	Median Salary 2012 (\$)	Increase in Median Salary since 2011 (%)
M.S. no cert	225	120,000	7.1
M.S. with cert	863	178,000	2.9
PhD's no cert	234	130,200	4.2
PhD's with cert	840	185,000	2.8

Note: Of all full-time employed medical physicists who did not change employers between 2011 and 2012, a significant number (21%) reported that they received no increase in salary during 2012. In addition, some (4%) reported that their salary in 2012 was lower than in 2011.

Physicists who changed employers in 2012

Approximately 8.0% (N=228) of the full-time employed medical physicists who resided in the U.S. reported changing employers during 2012. These data do not include full-time employed consultants. These members reported an increase in median salary of 13.9%.

Salaries for Medical Physicists who Changed Employers during 2012

	<i>Number</i>	<i>Median Years Exp</i>	<i>Median Primary Salary Before Change</i>	<i>Median Primary Salary After Change</i>
Masters no cert.	39	4	\$113,000	\$128,000
Masters with cert.	77	7	150,000	170,000
PhDs no cert.	34	4	95,500	129,000
PhDs with cert.	75	10	165,000	185,000

Of the medical physicists who changed employers during 2012 and who resided in the U.S.:

- 20% reported that they used the AAPM Blue Book to find their new positions.
- The majority (45%) reported that using personal contacts was the most successful method for finding their new position.
- Fewer than half (43%) took a newly created position.
- An additional 55% filled a position that an incumbent medical physicist vacated.

Of all employed medical physicists (N=3,125) who responded to the survey and who resided in the U.S.:

- 1,639 reported that they graduated from a medical physics graduate program. Of those who did, 49.2% said that the program was CAMPEP approved.
- 525 reported that they graduated from a medical physics residency program. Of them, 47.1% said that the program was CAMPEP approved.
- 251 medical physicists reported that they took their first positions in 2012 and that these were postdocs, residents, and other training positions. Of these, 20% reported that they used the AAPM Placement Service to find their positions.
- 119 respondents began full-time employment during 2012, not including postdocs and residents. Of them, 17% reported that the positions they took were advertised in the AAPM Blue Book. Medical physicists who were employed for the first time in 2012 used the AAPM Placement Service at approximately the same rate as those who reported changing employers.

Distribution of Membership

- A majority (77%) of medical physicists specify radiation oncology as their primary discipline.
- Nearly all respondents are employed full-time (97%).
- Only 3.8% of members who were full-time employed identified themselves as being primarily a self-employed consultant, while another 17.7% reported consulting income.
- Women continue to comprise 22% of the AAPM membership.

HOW THE SURVEY WAS CONDUCTED

The data collection and analysis was handled by the Statistical Research Center (SRC) of the American Institute of Physics (AIP). The questionnaire was distributed to all regular AAPM members who resided in the U.S. or Canada as of the end of 2012. It was not sent to student, retired, associate or corporate members.

The survey was conducted entirely online, and of the 5,467 members who were asked to participate, 3,341 (61%) responded to the questionnaire and another 189 emailed us reasons why they did not participate.

External Validation of Salary Data

The AAPM contracted with the Center for Health Workforce Studies (CHWS) at the University of Albany, State University of New York, to conduct an independent validation of the salary data collected by the Statistical Research Center of AIP. CHWS confirmed the accuracy of the salary data that were collected by AIP and published in the AAPM Professional Information Report in May 2010. This validation report has been released on the AAPM website under the Survey Validation Subcommittee of the Professional Services Committee of the Professional Council of AAPM and can be found at: <http://aapm.org/pubs/studies.asp>

Data Validation Procedures

The AIP Statistical Research Center uses a number of different procedures to examine internal consistency and reliability as well as to ensure that the respondents are practicing medical physicists. First, each returned questionnaire was inspected to ensure that all relevant items had been answered. The data were then checked for any of the following unlikely employment characteristics:

- Total salary did not equal primary salary plus consulting salary; and
- Primary salary increased by more than 10% or decreased without an employer change.

Questionnaires were also scrutinized if the reported salaries were outside of the typical range for the individual's employment category, or if the salary fell outside the typical range of medical physicists in general (below \$50,000 or above \$450,000). Salaries as low as \$35,000 were included for postdocs and residents. The salary distributions were then closely examined for unusual fluctuations within each employment category and for unusual variations from year to year. On the rare occasion that any of these discrepancies could not be resolved then the response was excluded from the analysis.

Finally, full salary distributions were only reported for groups with at least 12 respondents. For groups of 5 to 11 respondents, only the average salaries have been reported. Data for groups of fewer than 5 members represent low reliability and were therefore omitted.

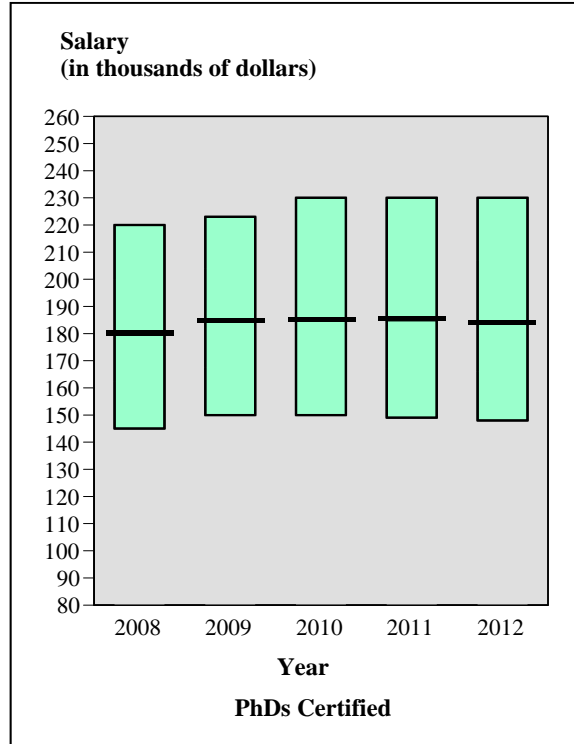
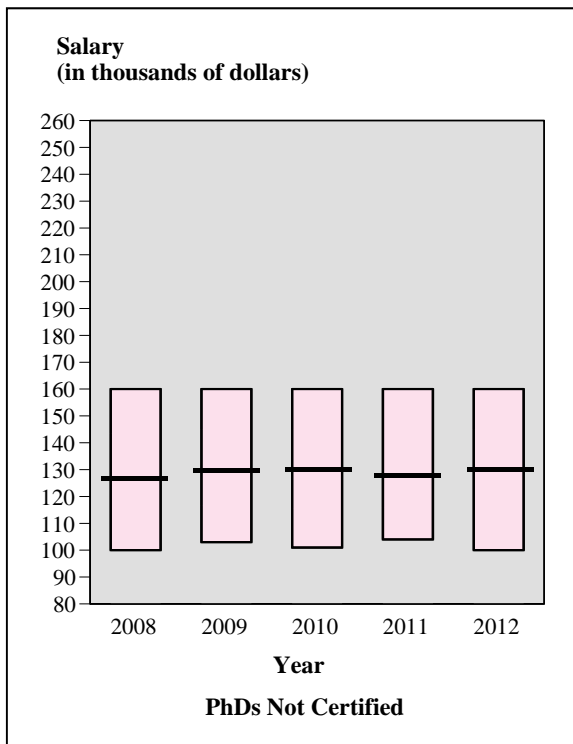
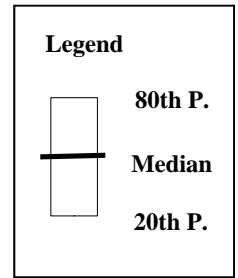
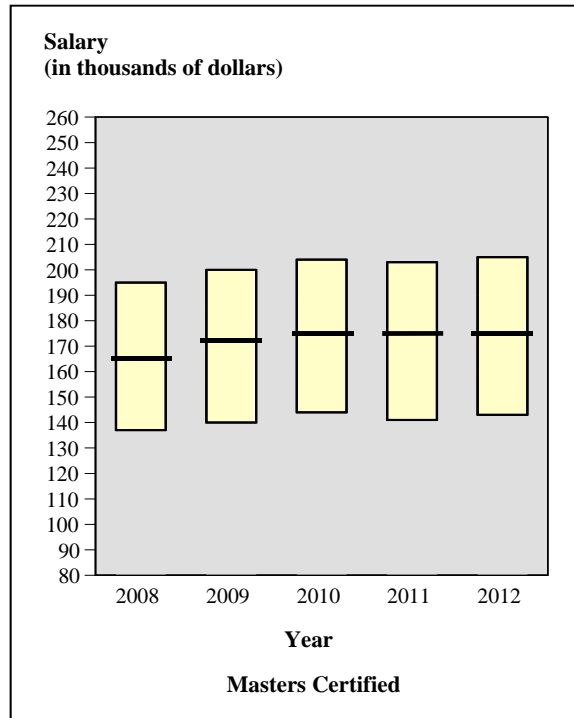
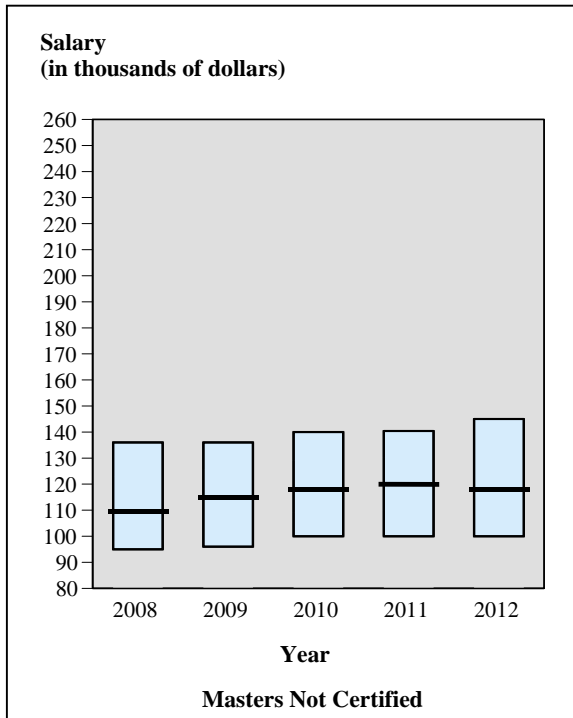
ORGANIZATION OF THE REPORT

- The salary data shown on the following pages include only those individuals who had an income over \$50,000, indicating that they were full-time employed, and were not in a training program. Salaries for postdoctoral fellows and residents can be found in a separate table near the end of the report.
- Because a majority of medical physicists are employed in radiation oncology there are two pages of salary data that are specific to this sub-group.
- The overall salaries for male and female medical physicists appear near the top of each salary versus degree-board certification table. Please note when comparing salary data by gender, readers should consider that the median experience of women as a group can be 4 years less than that of their male colleagues with similar degrees and board certification.
- A breakdown of the salary ranges versus the number of employees supervised is also included in the report.
- Members were identified as being primarily a consultant if their consulting salary was their largest source of income. Part-time employees who are primarily consultants are included in the consulting salary data.
- Salary data are provided on residents of Canada as a separate page. There is also a summary line of data about Canadians at the bottom of each degree level page. Canadian salaries are reported in Canadian dollars.

TO REQUEST ADDITIONAL INFORMATION

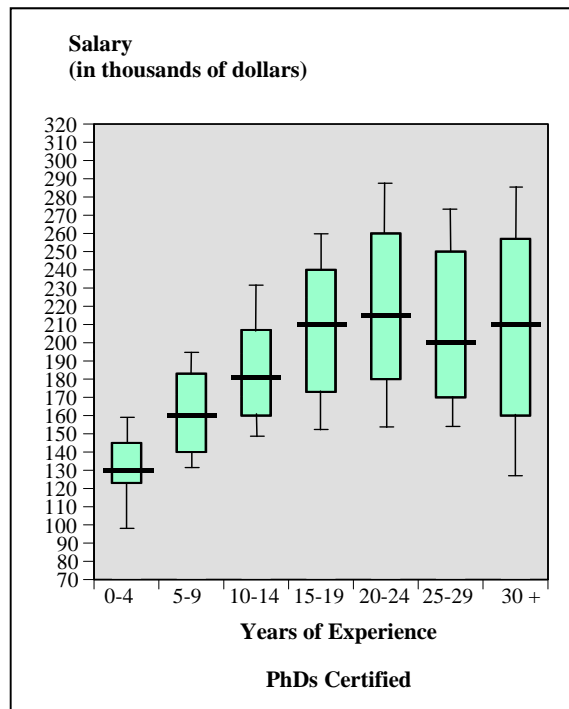
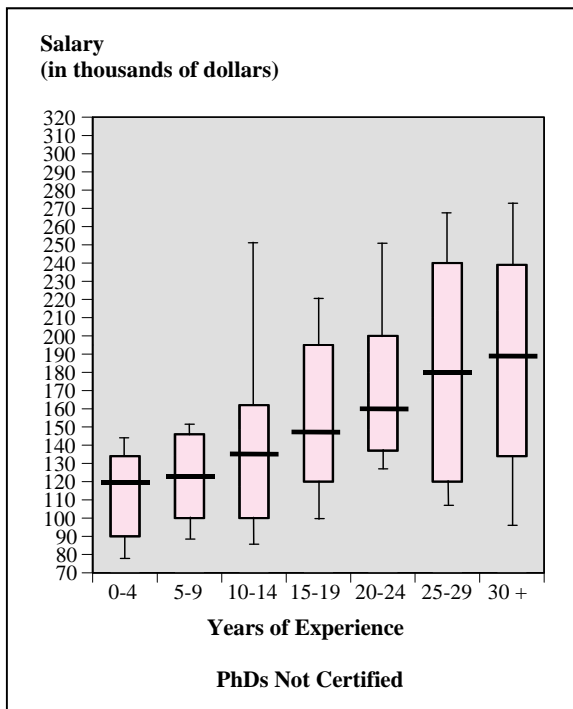
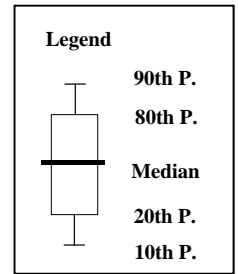
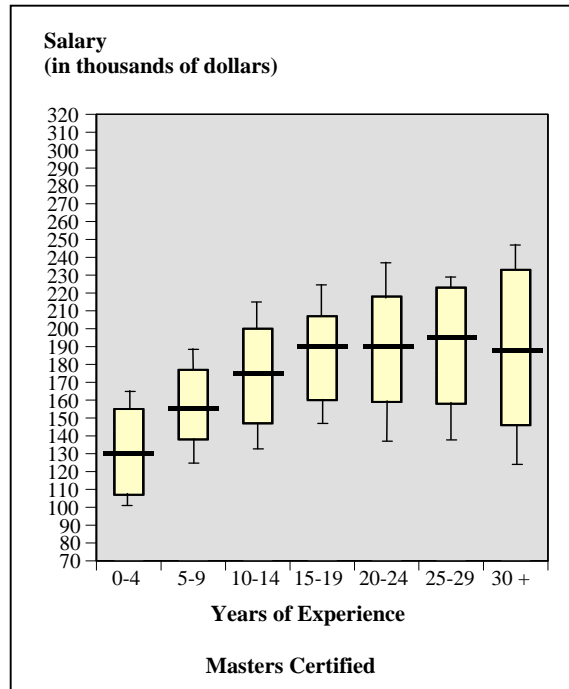
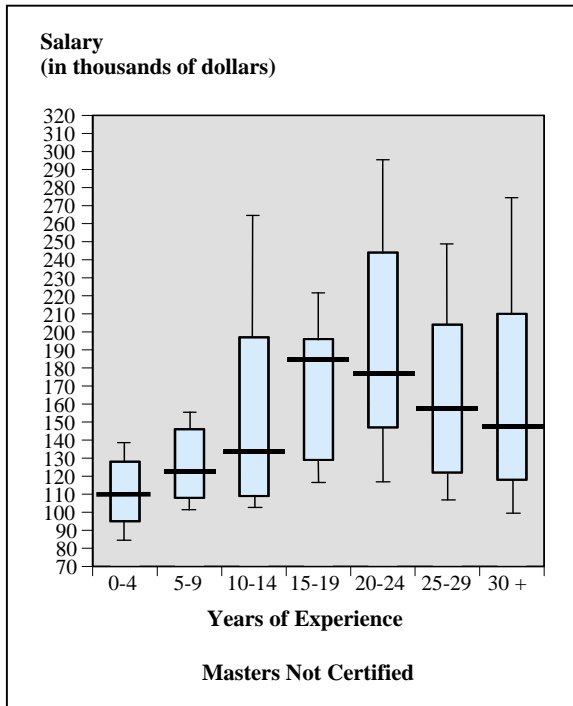
Additional data, such as salaries versus degree-certification combinations in selected states, are available upon request if the sample size is determined to be large enough to assure anonymity and reliability. Such queries should be directed to Roman Czujko of the Statistical Research Center of the American Institute of Physics at rczujko@aip.org or (301) 209-3080. The AAPM Professional Information Survey is a task of the Workforce Assessment Committee in cooperation with the Professional Council. Comments or requests for further information may be directed to me at john.sweet@comcast.net or at (970) 331-1276.

John B. Sweet
Chair of the Professional Survey Subcommittee



TYPICAL PRIMARY SALARY RANGES VERSUS SURVEY YEAR
Separated by Degree Level and Board Certification

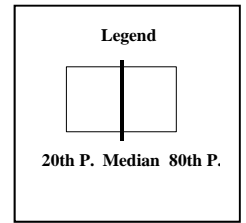




TYPICAL PRIMARY SALARY RANGES VERSUS YEARS OF EXPERIENCE
Separated by Degree Level and Board Certification

*Note too few respondents to provide more detailed statistics.





PRIMARY SALARY RANGES OF MEMBERS WHO CHANGED EMPLOYERS IN 2012
 Separated by Degree Level and Board Certification



TYPICAL SALARY RANGES VERSUS STATE (ALL DEGREES)

State	Median Yrs		Primary Income				Total Income			
	Number	Exper	Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
All US	2844	13	170.0	125.0	167.3	209.0	175.7	126.5	170.3	217.5
Alabama	20	18	167.1	133.2	168.0	208.4	180.2	135.2	179.0	218.4
Alaska	*	*	*	*	*	*	*	*	*	*
Arizona	51	11	179.6	132.4	160.5	240.0	185.2	132.4	184.0	249.4
Arkansas	11	18	160.2				167.5			
Northern California	110	12	178.3	121.8	180.0	225.0	183.3	121.8	181.4	226.0
Southern California	150	15	182.1	133.1	175.0	228.2	191.5	139.2	180.0	239.4
Colorado	45	14	177.5	144.1	170.0	203.3	185.0	144.1	185.0	215.8
Connecticut	34	15	201.9	155.0	185.4	242.0	211.3	155.0	202.1	250.0
Delaware	*	*	*	*	*	*	*	*	*	*
Florida	155	16	181.2	135.8	180.0	220.0	186.9	135.8	189.9	227.0
Georgia	64	10	150.6	115.0	140.3	187.0	152.8	115.0	140.3	195.1
Hawaii	6	23	130.3				137.8			
Idaho	12	6	155.2	123.0	151.7	184.2	160.2	123.0	155.3	210.3
Illinois	108	12	166.9	120.0	170.0	204.2	176.3	120.6	170.0	220.0
Indiana	66	11	157.5	112.5	160.8	199.2	161.8	112.5	163.3	200.0
Iowa	28	10	168.7	129.0	161.5	203.6	173.6	129.0	164.0	203.6
Kansas	15	15	166.0	105.0	180.0	219.0	172.8	105.0	185.0	224.8
Kentucky	34	12	162.4	125.0	162.5	195.0	165.1	125.0	162.5	200.0
Louisiana	35	13	161.4	110.0	160.0	204.8	167.8	110.0	160.0	230.4
Maine	11	18	149.8				150.7			
Maryland	90	11	157.4	120.6	147.8	200.0	160.8	120.6	149.0	200.0
Massachusetts	103	13	168.5	125.0	170.0	203.6	174.5	128.6	172.0	210.4
Michigan	114	15	168.3	133.0	157.0	195.0	170.4	134.0	159.2	200.0
Minnesota	76	10	179.9	133.2	184.5	213.8	187.7	135.8	185.0	221.2
Mississippi	14	16	169.8	110.0	200.0	225.0	170.5	110.0	203.5	225.0
Missouri	65	15	169.6	124.2	155.0	215.8	173.5	124.2	155.0	219.4
Montana	9	11	156.8				159.5			
Nebraska	11	9	171.8				171.8			
Nevada	14	13	167.6	125.0	161.0	216.0	170.8	125.0	162.5	216.0
New Hampshire	13	20	189.0	135.4	200.0	213.4	199.3	135.4	208.0	233.2
New Jersey	84	17	181.9	135.0	181.0	225.0	191.3	135.0	186.1	243.0
New Mexico	12	16	157.0	103.6	145.0	213.6	161.6	120.8	145.0	213.6
Northern New York	80	15	173.0	123.4	172.5	214.0	176.4	125.9	175.0	224.4
Southern New York	133	15	176.1	130.0	180.0	212.6	183.6	139.0	185.0	231.0
North Carolina	90	13	162.1	120.5	154.5	197.4	166.4	124.3	155.0	200.2
North Dakota	9	15	152.3				159.5			
Ohio	104	10	162.5	120.0	160.0	200.0	168.1	120.0	166.6	208.0
Oklahoma	30	9	164.1	121.0	155.0	219.8	171.3	125.6	169.8	224.4
Oregon	29	12	169.1	135.0	171.0	194.0	170.0	135.0	171.0	194.0
Pennsylvania	169	13	174.6	135.0	173.0	215.0	180.9	137.5	180.0	220.0
Rhode Island	10	10	169.8				174.1			
South Carolina	28	11	164.7	129.8	165.0	197.3	169.7	129.8	165.0	208.6
South Dakota	6	7	175.9				175.9			
Tennessee	64	8	151.9	122.0	150.0	180.0	163.6	122.0	151.0	190.0
Texas	224	12	171.2	125.0	165.5	210.0	176.3	128.0	170.2	225.0
Utah	22	8	156.1	128.4	155.9	183.6	160.3	128.4	157.5	190.0
Vermont	7	16	200.0				200.0			
Virginia	74	10	160.6	120.0	159.0	196.0	163.4	120.0	160.0	202.0
Washington	68	13	175.1	121.3	170.0	220.0	179.0	130.6	175.0	224.0
West Virginia	9	8	183.3				187.7			
Wisconsin	87	12	156.3	120.0	151.0	189.4	159.2	120.0	155.6	191.4
Wyoming	5	10	154.3				154.3			
Washington, D. C.	14	19	166.7	130.0	173.0	200.0	178.0	130.0	185.0	235.0
Canada (CDN\$)	189	12	137.2	100.0	140.0	170.0	139.8	103.0	142.0	172.0

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing.



TYPICAL SALARY RANGES FOR MASTERS DEGREES-NO CERTIFICATION

	Number	Median Yrs Exper	Primary Income			Total Income				
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Overall	350	4	125.5	100.0	118.1	145.0	127.8	100.0	120.0	148.6
Sex										
Male	248	4	128.5	100.0	120.0	150.0	131.1	100.0	122.0	150.0
Female	98	4	119.1	98.0	114.0	135.0	120.7	98.0	114.5	135.0
Type of Position										
Primarily Clinical	294	4	124.5	100.0	117.3	144.0	126.6	100	119.9	145
Primarily Academic	*	*	*	*	*	*	*	*	*	*
Primarily Administrative	7	25	199.8				208.4			
Primarily Regulatory & Standards	16	14	106.0	80.4	106.0	133.0	113.2	80.4	112.5	145.2
Primarily Proj Res, Dev & Mgmt	11	12	138.6				138.6			
Primarily Application Specialist	8	5	104.3				104.4			
Primary Employment										
Private or Community Hospital	114	4	130.7	108.0	125.0	147.0	133.8	108.0	125.0	151.9
Government Hospital	8	7	115.6				115.6			
Med School or Univ Hospital	41	3	116.3	90.8	114.2	130.0	119.9	93.6	115.0	134.8
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	75	3	110.8	90.0	110.0	125.0	111.2	90.0	110.0	125.0
Medical (physician's) Group	30	4	139.5	105.4	121.0	184.0	144.8	105.4	123.5	189.0
Industrial or Commercial Firm	20	13	138.7	102.0	128.1	184.0	138.7	102.0	128.1	184.0
Cancer Center	42	3	119.8	98.0	116.5	140.8	120.8	98.0	117.4	143.2
Primary Discipline										
Radiation Oncology	271	4	126.3	105.0	120.0	148.0	128.3	105.0	122.0	150.0
Diagnostic Radiology	51	3	118.9	91.2	110.0	125.0	120.8	91.2	110.0	128.4
Nuclear Medicine	5	7	159.5				172.4			
Magnetic Resonance	*	*	*	*	*	*	*	*	*	*
Rad Safety/Health Physics	11	6	108.9				117.1			
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Number of Physicists										
Only one in department/section	61	5	136.0	105.0	125.0	161.8	139.4	106.6	128.0	168.0
Share duties	263	4	122.1	100.0	117.0	140.4	124.3	100.0	117.0	143.4
Years Experience										
0 - 2	80	2	101.9	87.0	101.5	120.0	102.2	90.0	101.5	120.0
3 - 4	121	3	116.9	103.8	115.0	131.6	117.7	103.8	115.5	131.6
5 - 9	73	6	125.2	107.8	122.0	145.7	127.0	107.8	125.0	150.0
10 - 14	20	12	158.5	109.2	132.5	197.4	167.9	115.2	136.5	235.0
15 - 19	13	15	169.6	129.2	185.0	197.2	176.3	129.2	185.0	211.3
20 - 24	10	22	188.6				195.7			
25 - 29	15	26	167.5	122.0	157.9	204.7	171.7	130.4	157.9	230.0
30+	16	32	161.7	118.2	146.5	210.0	170.4	118.2	148.5	210.0
Academic Rank										
Instructor	6	3	110.3				110.3			
Assistant Professor	*	*	*	*	*	*	*	*	*	*
Associate Professor	*	*	*	*	*	*	*	*	*	*
Professor	*	*	*	*	*	*	*	*	*	*
Canada (CDN\$)	11	5	91.2				91.6			

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



TYPICAL SALARY RANGES FOR MASTERS DEGREES - WITH CERTIFICATION

	Primary Income						Total Income			
	Median Yrs		Percentiles				Percentiles			
	Number	Exper	Average	20th	Median	80th	Average	20th	Median	80th
Overall	1083	16	175.9	143.2	175.0	205.0	183.3	145.0	180.0	216.0
Sex										
Male	810	17	179.4	147.0	179.0	209.0	188.4	150.0	185.0	220.9
Female	268	15	164.8	130.0	160.4	196.6	167.2	133.2	164.0	200.0
Type of Position										
Primarily Clinical	987	15	176.8	144.6	176.0	204.6	183.4	146.0	180.0	215.0
Primarily Academic	7	20	157.9				182.1			
Primarily Administrative	30	21	193.0	160.0	190.0	232.3	217.4	165.3	225.5	260.0
Primarily Regulatory & Standards	32	21	153.1	124.6	145.5	177.4	168.8	125.0	150.0	210.0
Primarily Proj Res, Dev & Mgmt	13	20	147.5	94.8	140.0	190.0	150.4	99.2	147.5	190.0
Primarily Application Specialist	8	17	161.9				164.9			
Certification										
ABR-Therap. Radiol. Physics	835	15	179.4	147.6	178.5	206.2	185.5	150.0	182.0	215.5
ABR-Diag. Radiol. Physics	200	22	168.7	130.0	167.9	200.0	180.0	132.9	175.0	217.4
ABR-Med. Nuclear Physics	49	28	186.1	140.0	181.0	226.2	194.8	147.2	195.0	233.0
ABR-Radiologic Physics	16	36	190.9	132.4	193.5	240.6	209.0	132.4	216.5	248.0
Am Bd of Health Phys	33	15	161.0	109.8	146.0	194.8	167.5	109.8	156.0	216.0
Am Bd of Sci in Nuc Medicine	20	19	169.7	130.0	170.0	217.2	178.3	131.0	180.0	226.0
ABMP-Radiation Oncology	82	22	201.5	174.8	193.5	234.6	209.2	175.0	195.4	247.0
ABMP-Diagnostic Imaging	26	23	173.2	148.2	178.0	196.4	184.5	148.2	188.6	221.0
ABMP-Magnetic Resonance Imaging	*	*	*	*	*	*	*	*	*	*
ABMP-Med. Health Physics	13	23	168.9	136.0	173.5	191.2	196.3	138.2	185.0	254.0
CCPM & Other - in the US	40	13	157.3	102.0	153.5	197.3	165.3	111.0	155.0	199.8
Primary Employment										
Private or Community Hospital	451	16	178.7	150.0	180.0	202.0	187.3	154.0	185.0	215.6
Government Hospital	23	16	150.5	101.6	151.8	191.6	163.4	104.8	170.0	204.0
Med School or Univ Hospital	177	15	166.2	134.8	163.0	198.3	172.4	137.1	167.0	204.8
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	6	15	135.0				135.0			
Medical Physics Service Group	150	14	169.7	135.0	165.0	200.0	172.6	136.8	169.9	206.0
Medical (physician's) Group	76	17	191.7	150.2	180.0	232.4	197.9	156.8	187.0	247.2
Industrial or Commercial Firm	21	19	166.5	143.3	160.0	193.8	169.1	146.0	164.0	193.8
Cancer Center	95	13	182.5	150.0	180.0	210.0	191.0	150.0	187.0	216.0
Primary Discipline										
Radiation Oncology	884	15	179.7	148.0	180.0	207.0	186.3	150.0	183.0	216.3
Diagnostic Radiology	164	20	160.7	125.0	159.0	189.5	172.0	126.0	164.5	210.0
Nuclear Medicine	5	25	173.3				177.3			
Magnetic Resonance	*	*	*	*	*	*	*	*	*	*
Rad Safety/Health Physics	17	20	139.3	104.8	135.0	170.0	150.6	104.8	140.0	226.0
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Number of Physicists										
Only one in Department/Section	253	18	176.6	145.0	175.0	203.2	188.2	147.8	181.0	225.0
Share duties	789	15	175.8	143.2	176.0	204.0	182.1	145.0	180.0	215.0
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	42	4	136.0	118.0	130.3	155.6	142.1	119.7	130.3	157.5
5 - 9	279	7	156.4	138.0	155.0	177.0	159.5	139.0	158.0	182.0
10 - 14	161	12	175.0	146.7	175.0	199.6	181.3	147.4	178.2	205.0
15 - 19	169	17	187.5	160.0	190.0	207.0	196.5	165.0	192.0	220.0
20 - 24	177	22	190.2	159.2	190.0	218.8	199.0	161.8	195.0	230.4
25 - 29	80	27	191.4	158.4	194.5	216.9	201.7	171.2	202.1	229.8
30+	169	34	187.3	146.0	188.0	233.0	198.6	150.0	200.0	245.0
Academic Rank										
Instructor	32	16	167.7	134.8	175.0	200.0	175.3	138.0	181.7	200.0
Assistant Professor	24	17	161.2	127.5	171.5	180.0	173.5	130.0	176.0	191.0
Associate Professor	6	32	174.4				174.9			
Professor	*	*	*	*	*	*	*	*	*	*
Canada (CDN\$)	47	18	138.6	108.4	135.0	166.6	139.6	108.4	140.0	167.1

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



TYPICAL SALARY RANGES FOR PHD DEGREES-NO CERTIFICATION

	Number	Median Yrs Exper	Primary Income				Total Income			
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Overall	350	7	137.6	100.2	130.0	160.0	140.6	102.2	130.0	164.0
Sex										
Male	269	9	141.4	105.0	130.0	165.0	144.8	105.0	132.4	179.5
Female	77	4	123.4	94.6	122.0	142.2	125.1	94.6	122.0	143.4
Type of Position										
Primarily Clinical	146	4	130.5	110.0	130.0	146.8	133.0	110.4	130.0	149.5
Primarily Academic	104	16	137.4	88.8	130.5	180.0	140.7	88.8	132.0	181.2
Primarily Administrative	*	*	*	*	*	*	*	*	*	*
Primarily Regulatory & Standards	10	13	134.6				134.6			
Primarily Proj Res, Dev & Mgmt	70	13	142.4	104.2	127.5	169.6	146.0	105.0	130.0	188.0
Primarily Application Specialist	5	10	138.2				138.2			
Primary Employment										
Private or Community Hospital	56	4	135.9	118.2	135.0	158.0	141.5	118.2	135.0	163.6
Government Hospital	10	6	105.9				105.9			
Med School or Univ Hospital	150	8	137.5	100.0	130.0	162.0	139.3	100.6	130.0	165.0
College or University	13	15	133.5	77.8	124.0	185.0	147.8	77.8	125.0	268.0
Government (non-hospital)	9	8	112.7				112.7			
Medical Physics Service Group	9	5	134.4				134.4			
Medical (physician's) Group	9	4	135.8				135.8			
Industrial or Commercial Firm	67	13	149.7	110.0	130.0	186.0	153.2	110.0	131.3	190.0
Cancer Center	22	4	119.0	87.4	122.5	135.8	119.0	87.4	122.5	135.8
Primary Discipline										
Radiation Oncology	180	5	135.9	108.4	130.0	155.0	137.8	110.0	130.0	155.0
Diagnostic Radiology	73	10	126.6	94.5	121.3	155.1	130.3	94.5	121.3	155.6
Nuclear Medicine	18	20	123.9	93.2	121.2	162.0	124.5	93.8	121.2	163.2
Magnetic Resonance	28	19	156.2	99.8	145.0	222.0	157.5	99.8	145.0	223.8
Rad Safety/Health Physics	*	*	*	*	*	*	*	*	*	*
Engineering	26	11	150.3	100.4	127.5	208.0	157.1	102.6	145.0	212.2
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Number of Physicists										
Only one in department/section	49	10	138.1	100.0	132.0	160.0	142.8	100.0	134.5	162.0
Share duties	255	6	137.0	105.0	130.0	158.0	139.5	107.0	130.0	160.0
Years Experience										
0 - 2	31	2	112.5	91.0	119.0	133.6	112.6	91.0	119.0	133.6
3 - 4	91	3	116.6	89.4	120.0	135.0	117.2	89.4	120.0	135.0
5 - 9	75	6	122.6	100.0	123.0	140.0	124.4	100.6	125.0	144.8
10 - 14	37	12	143.1	98.0	135.0	162.0	147.0	98.0	136.0	174.0
15 - 19	43	17	156.0	118.4	147.3	195.2	160.7	118.4	147.3	202.0
20 - 24	27	23	175.2	137.0	160.0	200.0	185.2	137.0	160.0	230.0
25 - 29	14	27	177.3	120.0	180.5	240.0	186.6	120.0	197.5	250.0
30+	29	35	184.1	134.1	189.0	240.0	187.0	142.0	190.0	250.0
Academic Rank										
Instructor	14	4	115.0	85.0	124.5	137.5	115.0	85.0	124.5	137.5
Assistant Professor	57	5	119.2	92.0	120.0	140.0	120.4	92.0	125.0	140.0
Associate Professor	29	17	133.0	95.0	132.0	160.0	134.4	98.0	132.0	165.0
Professor	36	25	187.7	148.4	186.5	220.0	197.3	148.4	199.5	251.4
Canada (CDN\$)	30	5	107.7	78.4	98.3	139.4	110.7	78.4	107.0	145.8

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



TYPICAL SALARY RANGES FOR PHD DEGREES- WITH CERTIFICATION

	Number	Median Yrs Exper	Primary Income				Total Income			
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Overall	1031	15	190.3	148.2	184.1	230.0	196.3	150.0	187.0	240.0
Sex										
Male	868	16	193.9	150.0	187.3	240.0	200.6	152.3	192.0	245.4
Female	158	10	170.6	139.6	170.0	199.9	172.3	140.0	172.3	200.0
Type of Position										
Primarily Clinical	824	14	189.2	150.0	185.0	226.0	195.0	150.0	187.0	235.0
Primarily Academic	119	17	189.2	139.0	175.0	240.0	195.6	140.0	180.5	243.0
Primarily Administrative	45	21	227.3	175.0	227.5	274.0	233.6	175.0	237.5	275.0
Primarily Regulatory & Standards	12	27	158.5	108.0	154.4	220.0	182.8	108.0	156.4	249.4
Primarily Proj Res, Dev & Mgmt	24	22	197.0	150.0	190.0	246.0	203.2	150.0	190.0	271.6
Primarily Application Specialist	*	*	*	*	*	*	*	*	*	*
Certification										
ABR-Therap. Radiol. Physics	733	12	193.1	150.0	185.0	235.0	198.0	151.0	187.5	240.0
ABR-Diag. Radiol. Physics	199	22	182.3	141.2	175.0	220.0	192.2	145.0	181.6	234.5
ABR-Med. Nuclear Physics	64	30	182.3	141.6	180.0	221.0	194.0	146.8	185.0	240.0
ABR-Radiologic Physics	33	37	196.8	124.8	190.0	268.2	207.0	124.8	198.0	296.0
Am Bd of Health Phys	25	29	154.3	120.0	150.0	199.0	163.8	120.0	155.6	204.8
Am Bd of Sci in Nuc Medicine	24	25	183.9	144.0	175.0	224.0	191.3	145.8	180.0	236.0
ABMP-Radiation Oncology	135	21	233.4	195.0	229.0	270.0	243.5	200.0	240.0	285.0
ABMP-Diagnostic Imaging	19	24	197.3	163.3	200.0	250.0	215.2	163.9	225.0	250.0
ABMP-Magnetic Resonance Imaging	13	20	183.1	146.2	155.0	209.6	199.5	150.0	167.8	252.0
ABMP-Med. Health Physics	7	30	186.9				206.9			
CCPM & Other - in the US	35	19	194.0	146.2	190.0	241.7	199.4	146.2	200.0	249.8
Primary Employment										
Private or Community Hospital	272	15	196.4	160.0	191.9	235.0	205.1	165.0	200.0	245.0
Government Hospital	25	21	178.7	125.8	171.1	231.4	187.2	129.7	171.1	233.7
Med School or Univ Hospital	482	13	185.7	144.0	175.0	225.0	189.5	145.0	180.0	232.0
College or University	8	20	151.8				164.3			
Government (non-hospital)	6	19	133.5				133.5			
Medical Physics Service Group	60	16	194.4	130.0	186.0	250.0	197.6	130.0	189.0	261.6
Medical (physician's) Group	40	17	212.2	166.4	219.0	249.2	222.9	170.0	224.7	258.2
Industrial or Commercial Firm	19	21	191.2	150.0	185.0	212.0	197.4	150.0	187.0	250.0
Cancer Center	74	15	200.1	156.0	200.0	230.0	201.8	160.0	200.0	235.0
Primary Discipline										
Radiation Oncology	819	14	197.1	155.0	190.0	240.0	201.9	155.0	193.0	245.0
Diagnostic Radiology	139	20	166.6	127.0	165.0	200.0	177.6	130.0	173.2	217.0
Nuclear Medicine	31	23	161.2	128.5	146.0	195.5	169.5	128.5	163.6	210.2
Magnetic Resonance	13	13	147.1	116.4	150.0	173.6	153.4	116.4	151.0	173.6
Rad Safety/Health Physics	13	25	159.4	117.2	150.0	209.4	168.8	117.2	160.0	212.2
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Number of Physicists										
Only one in Department/Section	156	20	177.4	136.9	175.0	211.2	186.1	146.4	180.0	222.0
Share duties	846	14	192.3	150.0	185.0	234.6	197.9	150.0	188.0	240.0
Years Experience										
0 - 2	6	2	101.7				101.7			
3 - 4	58	4	132.7	125.0	130.5	145.0	133.3	125.8	131.2	145.6
5 - 9	244	7	162.6	140.0	160.0	182.6	164.2	140.5	160.0	184.2
10 - 14	187	12	185.3	160.0	181.0	207.4	190.9	160.0	185.0	212.6
15 - 19	155	17	209.5	173.2	210.5	240.0	217.1	179.2	215.0	250.0
20 - 24	142	21	219.2	180.0	215.0	260.0	230.1	180.0	220.0	279.4
25 - 29	69	27	209.2	170.0	200.0	250.0	217.5	176.0	210.0	250.0
30+	173	34	209.8	160.0	210.0	256.6	218.2	165.6	214.7	269.1
Academic Rank										
Instructor	18	6	146.0	110.0	144.0	185.2	148.4	110.0	149.5	191.0
Assistant Professor	197	8	163.6	140.0	161.0	185.0	165.3	140.0	162.0	185.0
Associate Professor	129	18	195.8	155.0	190.0	240.0	199.3	162.0	197.0	240.6
Professor	95	26	236.5	180.6	230.0	286.6	246.6	187.8	240.0	300.0
Canada (CDN\$)	100	13	150.9	125.0	150.0	179.0	154.2	125.0	151.5	181.0

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



ONLY MEDICAL PHYSICISTS INVOLVED IN RADIATION ONCOLOGY PHYSICS

Typical Salary Ranges for Masters Degrees - No Certification

	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
Sex										
Male	190	4	128.9	105.0	125.0	150.0	131.3	105.0	125.0	150.0
Female	80	4	120.3	100.0	115.0	137.4	121.3	100.0	115.0	137.4
Primary Employment										
Private or Community Hospital	95	4	132.4	110.0	125.0	150.0	135.2	110.4	127.0	158.5
Government Hospital	5	9	129.7				129.7			
Med School or Univ Hospital	25	3	117.2	94.4	115.0	129.9	118.9	94.4	115.0	129.9
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	56	3	114.3	97.6	113.3	133.0	114.7	97.6	113.7	133.0
Medical (physician's) Group	28	4	141.7	106.6	125.5	186.0	147.3	106.6	125.5	194.0
Industrial or Commercial Firm	13	12	138.1	105.0	133.0	175.0	138.1	105.0	133.0	175.0
Cancer Center	41	3	119.6	98.0	115.0	141.2	120.7	98.0	115.0	143.8
Years Experience										
0 - 2	58	2	105.4	90.0	106.0	125.8	105.6	90.0	106.0	128.8
3 - 4	103	3	118.3	104.5	116.0	134.2	119.2	104.5	120.0	134.2
5 - 9	61	6	128.4	110.0	125.0	150.0	130.2	110.6	125.0	150.0
10 - 14	14	12	149.8	120.0	136.5	175.0	153.4	120.0	136.5	175.0
15 - 19	10	16	181.3				188.9			
20 - 24	8	22	165.7				174.6			
25 - 29	9	26	176.0				181.8			
30+	7	32	167.4				178.9			

Typical Salary Ranges for Masters Degrees -With Certification

	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
Sex										
Male	658	15	183.9	154.0	181.0	210.5	192.1	155.0	187.1	223.6
Female	225	14	167.3	135.0	164.4	199.0	169.3	135.0	167.5	200.0
Primary Employment										
Private or Community Hospital	400	15	180.7	155.0	180.0	202.2	188.1	156.2	185.2	214.9
Government Hospital	13	16	158.7	105.2	156.0	204.0	171.6	125.2	176.0	221.4
Med School or Univ Hospital	133	14	171.2	140.0	170.0	202.3	175.0	140.0	173.0	203.6
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	98	11	175.3	142.0	175.0	210.0	178.5	143.0	175.0	211.0
Medical (physician's) Group	71	16	190.9	149.4	180.8	231.8	197.2	157.6	188.0	245.4
Industrial or Commercial Firm	18	20	172.6	146.7	162.0	197.0	174.6	149.4	167.5	197.0
Cancer Center	92	13	182.5	150.0	180.0	210.4	191.2	150.0	187.0	216.0
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	38	4	138.8	119.9	133.0	157.2	144.6	119.9	133.0	159.2
5 - 9	248	7	158.5	140.0	157.5	178.0	161.8	140.0	160.0	183.2
10 - 14	137	12	180.9	156.2	180.0	200.0	187.5	156.2	181.0	208.3
15 - 19	138	17	193.5	174.9	192.0	210.0	201.5	175.0	195.0	220.0
20 - 24	139	22	194.7	170.0	195.0	220.0	201.4	172.6	200.0	228.7
25 - 29	58	27	198.2	174.6	196.4	221.0	211.1	179.4	206.8	237.5
30+	123	34	193.5	160.0	193.5	236.0	202.9	167.0	200.6	245.2

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



ONLY MEDICAL PHYSICISTS INVOLVED IN RADIATION ONCOLOGY PHYSICS

Typical Salary Ranges for PhD Degrees - No Certification

	Number	Median Yrs Exper	Primary Income			Total Income				
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Sex										
Male	134	5	140.5	110.8	130.0	159.4	142.8	112.0	130.0	160.0
Female	48	4	123.6	90.0	125.0	142.2	124.4	90.0	125.0	143.4
Primary Employment										
Private or Community Hospital	41	4	139.3	126.2	137.5	162.2	142.0	126.2	137.5	168.0
Government Hospital	6	6	108.3				108.3			
Med School or Univ Hospital	77	4	132.6	105.0	129.5	145.0	134.2	105.0	129.5	145.0
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	5	5	149.3				149.3			
Medical (physician's) Group	9	4	135.8				135.8			
Industrial or Commercial Firm	21	15	153.9	110.4	139.0	210.4	157.7	110.4	139.0	217.6
Cancer Center	18	4	119.7	88.2	124.0	135.4	119.7	88.2	124.0	135.4
Years Experience										
0 - 2	19	2	119.3	100.0	122.5	134.0	119.5	101.0	122.5	134.0
3 - 4	70	3	120.7	90.4	125.0	137.4	121.1	90.4	125.0	137.4
5 - 9	48	6	131.1	117.6	130.3	150.0	133.8	119.8	131.3	150.0
10 - 14	13	12	155.2	102.8	155.0	186.0	157.3	102.8	155.0	203.6
15 - 19	15	16	171.2	113.6	158.0	249.6	175.8	113.6	160.0	251.2
20 - 24	7	23	198.0				207.4			
25 - 29	*	*	*	*	*	*	*	*	*	*
30+	6	35	200.8				202.8			

Typical Salary Ranges for PhD Degrees -With Certification

	Number	Median Yrs Exper	Primary Income			Total Income				
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Sex										
Male	690	15	201.2	160.0	195.0	240.0	206.6	160.0	200.0	250.0
Female	126	10	173.9	140.0	173.0	200.0	175.4	140.0	175.0	200.9
Primary Employment										
Private or Community Hospital	233	14	200.9	168.8	198.0	240.0	208.2	169.4	200.4	245.1
Government Hospital	17	12	191.8	132.6	176.7	257.0	202.9	132.6	176.7	291.0
Med School or Univ Hospital	378	12	191.9	150.0	180.0	235.0	194.7	150.0	181.3	240.0
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	43	18	205.8	150.0	190.0	260.0	209.7	150.0	195.0	265.3
Medical (physician's) Group	37	17	213.7	167.2	223.0	250.0	222.6	174.0	223.0	254.5
Industrial or Commercial Firm	13	18	192.8	144.0	176.0	227.6	199.6	144.0	176.0	279.6
Cancer Center	69	14	200.9	160.0	200.0	230.0	202.7	162.0	200.0	235.0
Years Experience										
0 - 2	5	1	100.0				100.0			
3 - 4	49	4	132.8	126.0	131.0	143.9	132.9	126.0	131.0	143.9
5 - 9	212	7	164.2	144.2	160.0	182.0	165.7	144.5	161.5	184.0
10 - 14	156	11	191.1	165.0	185.0	210.0	195.3	165.4	186.3	219.2
15 - 19	124	17	220.2	188.9	220.0	248.5	227.1	190.0	225.0	257.0
20 - 24	115	21	231.0	190.0	220.0	265.0	242.4	195.4	235.0	289.4
25 - 29	44	27	218.9	189.0	216.6	250.0	224.8	190.0	220.0	250.7
30+	114	34	230.3	190.0	225.0	270.0	235.2	192.4	225.0	286.0

Note: Salaries are in thousands of dollars. Primary Income excludes monies contributed by employers to benefits, pensions, or profit-sharing



TYPICAL SALARY RANGES VERSUS NUMBER OF EMPLOYEES SUPERVISED
Separated by Degree Level and Board Certification

Masters Degrees - No Certification

Total Employees Supervised	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
None	233	3	118.0	96.8	115.0	137.9	119.1	97.4	115.0	139.0
1 - 3	44	5	141.9	112.0	125.0	151.4	147.5	112.0	129.0	174.7
4 - 9	53	4	129.6	110.0	125.0	146.0	132.1	110.0	125.0	150.0
10 or more	20	9	166.7	111.2	154.5	250.0	174.5	111.6	154.5	260.0

Masters Degrees - With Certification

Total Employees Supervised	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
None	458	12	163.9	135.0	164.0	192.0	168.2	135.0	165.0	195.0
1 - 3	274	19	177.4	149.0	179.0	206.0	187.1	151.8	187.5	217.0
4 - 9	238	18	187.7	154.9	186.6	220.0	196.6	155.8	195.0	237.2
10 or more	113	19	196.5	159.4	194.3	235.0	207.1	163.5	202.0	244.5

PhD Degrees - No Certification

Total Employees Supervised	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
None	214	5	127.7	98.0	125.0	145.0	129.1	98.0	125.0	146.0
1 - 3	56	12	140.8	105.8	137.0	163.0	146.0	105.8	137.0	181.8
4 - 9	56	17	155.9	120.0	150.0	190.0	160.0	120.0	155.5	199.2
10 or more	24	18	176.0	130.0	174.0	220.0	185.4	130.0	177.8	240.0

PhD Degrees - With Certification

Total Employees Supervised	Number	Median Yrs Exper	Primary Income				Total Income			
			Percentiles				Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
None	404	10	167.5	138.0	165.0	196.0	171.9	139.0	166.0	200.0
1 - 3	251	16	186.7	150.1	185.0	220.0	192.1	155.0	190.0	225.0
4 - 9	207	18	206.9	166.6	202.0	246.0	216.3	172.0	210.0	258.2
10 or more	169	19	229.9	180.0	230.0	280.0	236.4	180.0	235.0	287.0

Note: Salaries are in thousands of dollars



TYPICAL CONSULTING INCOME
Separated by Degree Level and Board Certification

	MS Degree - No Certification					MS Degrees - With Certification				
		Percentiles					Percentiles			
Primarily a Consultant	Number	Average	20th	Median	80th	Number	Average	20th	Median	80th
Average Consulting Income	12	179,700	97,700	145,000	270,000	63	185,400	118,000	180,000	245,200
Hourly Fee	10	153				52	173	134	150	177
Daily Fee	7	942				50	1,310	1,000	1,220	1,540
Median Yrs Experience		12					25			
Secondarily a Consultant										
Average Consulting Income	33	21,300	6,000	10,000	40,400	216	31,000	5,000	16,500	50,000
Hourly Fee	37	167	98	140	200	262	160	120	150	200
Daily Fee	37	1,126	600	1,000	1,500	235	1,264	820	1,200	1,500
Median Yrs Experience		4					15			

	PhD Degrees - No Certification					PhD Degrees - With Certification				
		Percentiles					Percentiles			
Primarily a Consultant	Number	Average	20th	Median	80th	Number	Average	20th	Median	80th
Average Consulting Income	*	*	*	*	*	32	181,100	120,000	200,000	225,000
Hourly Fee	*	*	*	*	*	32	169	128	163	192
Daily Fee	*	*	*	*	*	29	1,400	1,200	1,200	1,550
Median Yrs Experience		*					30			
Secondarily a Consultant										
Average Consulting Income	33	21,500	3,000	10,000	40,000	172	27,300	4,180	15,050	45,000
Hourly Fee	32	205	100	155	300	202	184	125	160	225
Daily Fee	29	1,600	600	1,200	2,250	187	1,362	1,000	1,200	1,600
Median Yrs Experience		7					15			

Individuals categorized as "Primarily Consultants" earned more from consulting income than from any other source

TYPICAL SALARY RANGES FOR POSTDOCTORAL FELLOWS AND RESIDENTS

	Number	Yrs Exper	Percentiles			
			Average	20th	Median	80th
Postdoctoral Fellows	34	2	49,900	45,000	48,000	53,000
Residents	109	2	51,100	47,000	50,000	55,000



CHARGES FOR TASKS PERFORMED BY RESPONDENTS ENGAGED IN RADIATION ONCOLOGY CONSULTING

Tasks	Number	Average Income	20th Percentile	Median	80th Percentile
Linac facility shielding design	80	6,383	3,500	5,000	7,950
Linac facility radiation safety survey	83	2,639	1,200	2,000	3,000
The following acceptance tests performed with the vendor:					
Basic accelerator (single photon no electrons)	51	4,142	2,000	3,000	6,600
Typical accelerator (dual photon multiple electrons)	63	7,509	4,000	6,000	12,000
Radiographic / Fluoroscopic simulator	32	1,594	690	1,000	2,200
CT Simulator	36	2,019	904	2,000	2,800
Accelerator commissioning :					
Typical accelerator (dual photon multiple electrons)	66	35,068	20,000	33,500	50,000
Tomotherapy unit	17	21,647	15,000	20,000	32,000
Cyberknife	18	31,361	15,000	30,000	46,000
Other commissioning:					
Basic beam data collection	47	16,032	8,000	14,000	25,000
Processing of the data into hand calculation tables	43	4,392	2,000	3,500	5,000
Configuration of the planning system	47	9,548	5,000	10,000	15,000
Testing of the planning system algorithms	42	4,602	2,300	5,000	5,000
Electronic wedge commissioning	36	3,574	2,000	3,250	5,000
Absolute output calibration	50	2,507	1,500	2,000	3,000
IMRT program commissioning	46	9,466	5,000	9,925	13,800
SRS / SBRT program commissioning	35	13,629	5,000	12,000	19,200
HDR Brachytherapy program commissioning	32	7,484	5,000	6,750	10,000
Prostate seed implant program commissioning	27	5,241	3,300	5,000	7,500
Continuing medical physics consultation (77336), weekly per patient	39	143	50	100	150

CONSULTANTS WHO SUPPLY THEIR OWN EQUIPMENT BY PRIMARY DISCIPLINE

Primary Discipline	Percent
Administrative	100
Health Physics	87
Diagnostic Radiological Physics	67
Nuclear Medicine Physics	59
Magnetic Resonance Physics	57
Engineering	40
Radiation Oncology Physics	33
Total number of Respondents	740

PERCENT OF HOURLY FEE CONSULTANTS CHARGE FOR TRAVEL TIME

	Percent
Full rate	14
51 - 99 %	9
Half rate	51
Less than half rate	14
Missing data	12
Total number of Respondents	206

* Only 206 consultants (38%) charge for travel.



HOURS WORKED IN AN AVERAGE WEEK VERSUS EMPLOYMENT SECTOR

	39 hrs or less %	40 to 44 hrs %	45 to 49 hrs %	50 to 54 hrs %	55 hrs or more %	Total Number N
Private or Community Hospital	3	30	26	27	14	906
Government Hospital	18	45	12	13	12	149
Med School or Univ Hospital	2	24	17	34	23	894
College or University	-	33	4	30	33	27
Government (non-hospital)	21	54	13	8	4	24
Medical Physics Service Group	9	36	17	23	15	299
Medical (physician's) Group	1	32	26	28	13	158
Industrial or Commercial Firm	5	39	16	22	18	134
Cancer Center	9	28	25	23	15	281
Self-employed Consultant	11	49	8	18	14	114

BENEFIT INFORMATION VERSUS EMPLOYMENT SECTOR

	All %	Priv or Comm. Hosp %	Gov't Hospital %	Med School/ Univ Hosp %	College or Univ. %	Gov't Non- Hosp %	Service Group %	Medical Group %	Commercial Firm %	Cancer Center %
Professional Liability Insurance	54	49	36	55	26	16	80	64	26	51
Medical Coverage	97	97	89	99	100	95	89	97	99	98
Dental Coverage	90	94	77	94	83	63	67	93	93	91
Life Insurance	84	90	75	89	78	79	55	83	87	84
Disability Insurance	81	86	59	87	70	53	55	74	81	82
Defined Benefit Retirement Prog.	52	56	64	64	65	84	26	35	37	38
Defined Contribution Retirement Tax Deferred Program	86	88	70	88	83	63	75	92	92	89
Tuition Benefits (Self)	49	48	33	64	65	26	28	33	46	40
Dependent's Tuition	20	8	19	44	44	26	3	3	9	15
Membership Dues	69	54	20	84	48	21	76	79	82	73
Professional Travel Allowance	82	75	56	89	52	63	87	89	78	87
Publications	48	31	25	70	52	32	41	46	67	46



PRIMARY REASON RESPONDENTS GAVE FOR CHANGING JOBS

	Number		Number
Total number of respondents	262	Position eliminated	10
Professional growth	68	Employment terminated	7
Desired geographic change	55	Personnel cutbacks	2
Higher salary	37	No tenure	-
Staffing, workload	24	Other	44
Personality conflicts	12	Missing data	3

WORK ENVIRONMENT AND PROVIDING SERVICES AT ONE OR MORE INSTITUTIONS

	Work Environment	
	Only Physicist at Institution %	Share Duties with other Physicists %
Provide services at:		
Single Institution	47	44
Multiple Institutions	53	56
Number of Respondents	523	2168

WORK ENVIRONMENT AND DISCIPLINE OF WORK

	Work Environment	
	Only Physicist at Institution %	Share Duties with other Physicists %
Provide services for:		
Radiation Oncology	77	82
RSO	42	21
Diagnostic Radiology	27	21
Nuclear Medicine	25	15
Number of Respondents	524	2179



TYPICAL SALARY RANGES FOR AAPM MEMBERS WORKING IN CANADA

Salaries in Canadian Dollars

	Primary Income						Total Income			
	Number	Median Yrs Exper	Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Overall	189	12	137.2	100.0	140.0	170.0	139.8	103.0	142.0	172.0
Masters - No Certification	11	5	91.2				91.6			
Masters - With Certification	47	18	138.6	108.4	135.0	166.6	139.6	108.4	140.0	167.1
PhD - No Certification	30	5	107.7	78.4	98.3	139.4	110.7	78.4	107.0	145.8
PhD - With Certification	100	13	150.9	125.0	150.0	179.0	154.2	125.0	151.5	181.0
PhD -With Certification (all data below)										
Gender										
Male	77	15	155.0	133.7	155.0	181.3	159.2	134.7	156.0	186.2
Female	21	10	140.9	117.0	142.0	165.0	141.0	117.9	142.0	165.0
Type of Position										
Primarily Clinical	74	13	145.3	125.0	146.1	165.0	146.7	125.0	146.6	165.0
Primarily Academic	9	26	159.1				182.3			
Primarily Administrative	14	19	187.1	170.0	186.5	199.0	188.6	179.0	186.5	199.0
Certification										
ABR-Therap. Rad. Physics	13	13	152.6	141.5	148.0	175.8	153.2	141.5	148.0	177.4
ABMP-Radiation Oncology	*	*	*	*	*	*	*	*	*	*
CCPM	93	13	150.0	122.8	150.0	179.4	153.6	122.8	150.0	181.2
Primary Employment										
Government Hospital	40	16	153.7	133.4	155.8	180.4	154.1	133.4	155.8	180.8
Med School or Univ Hospital	30	17	161.8	139.6	157.0	186.6	171.7	142.6	160.0	199.0
Cancer Center	23	11	142.1	121.2	146.0	171.8	142.9	121.2	146.0	171.8
Primary Discipline										
Radiation Oncology	82	13	153.3	131.0	151.5	179.0	154.5	131.0	151.5	180.0
Diagnostic Radiology	8	12	125.1				135.4			
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	9	3	109.0				109.9			
5 - 9	19	7	129.6	118.0	131.0	143.0	129.6	118.0	131.0	143.0
10 - 14	24	12	152.0	137.0	150.0	170.0	152.2	137.0	150.0	170.0
15 - 19	17	17	172.9	150.8	171.8	195.2	176.1	150.8	171.8	195.2
20 - 24	14	22	158.2	146.0	159.0	175.0	161.3	148.0	159.5	178.0
25 - 29	9	26	166.3				188.6			
30 +	7	36	182.4				185.3			

Of all employed medical physicists residing in Canada:

- 63% reported that they graduated from a medical physics graduate program. Of those who did, 47% said that the program was CAMPEP approved
- 45% reported that they graduated from a medical physics residency program. Of them, 43% said that the program was CAMPEP approved.
- 3% of respondents began full-time employment during 2012

