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PROFESSIONAL SURVEY REPORT

Calendar Year 2023

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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. All the salary data throughout the report refer to salaries for medical physicists who work in the U.S. The exceptions to this are the rows of data in the body of the report that are labeled Canada (e.g. pages 7 through 10) and all of page 20. We want to caution readers that when there are fewer than 30 respondents, the numbers cannot be compared across years. There is the potential for too much volatility.

Non-binary gender: We recognize that gender is non-binary, and we included ways non-binary people could tell us their gender. However, few people who responded still identify as something other than man or woman. Thus, we can report gender data only for men and women. We will continue to include the additional options, and we will incorporate the information into the report when there are enough respondents in that category.

HIGHLIGHTS

Average salary for calendar year 2023

The average primary salary for calendar year 2023 grew to \$229,700 and the total income including consulting fees averaged \$235,200. Each of these was 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.

Physicists who did not change employers in 2023

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 6.2% and 10.0%. The overall increases were higher than the increases reported the previous year which were between 2.9 and 10%.

Members Who Were Full-Time Employed in 2022 & 2023 and Did Not Change Employers

		Median Salary 2023	Increase in Median Salary since 2022
	N	\$	%
Masters - no cert.	56	165,000	10.0
Masters - with cert.	766	230,000	6.3
PhDs - no cert.	68	180,500	6.2
PhDs - with cert.	770	235,400	7.0

Physicists who changed employers in 2023

Approximately 7.9% (N=190) of the full-time employed medical physicists who resided in the U.S. reported changing employers during 2023. These members reported an increase in median salary of 12%. These data include residents graduating from residency programs and transitioning into staff positions.

Salaries for Medical Physicists who Changed Employers during 2023

	N	Median Years Exp	Median Primary Salary Before Change	Median Primary Salary After Change
Masters - no cert.	19	3	\$60,000	\$170,000
Masters - with cert.	71	14	207,000	230,000
PhDs - no cert.	11	3	75,000	175,000
PhDs - with cert.	75	10	200,000	230,000

Of the medical physicists who changed employers during 2023 and who resided in the U.S.:

- 26% reported that they used the AAPM Placement Services to find their new positions.
- Slightly less than half (44%) reported that using personal contacts was the most successful method for finding their new position.
- 37% took a newly created position.
- An additional 44% filled a position that an incumbent medical physicist vacated.

Of all employed medical physicists (N=2566) who responded to the survey and who resided in the U.S.:

- 1,752 reported that they graduated from a medical physics graduate program. Of those who did, 78% said that the program was CAMPEP approved.
- 1031 reported that they graduated from a medical physics residency program. Of those who did, 87% said that the program was CAMPEP approved.
- 79 medical physicists reported that they took their first positions in 2023 and that these were postdocs, residencies, and other training positions. Of these, 38% reported that they used the AAPM Placement Service to find their positions.
- This is only the second time since Medical Physicist Assistants (MPAs) were invited to join AAPM that we are collecting data on the utilization of MPAs. It is also the first year since the change in the membership categories that MPAs were invited to participate in the survey. There were 14 survey respondents that reported salary from employment as an MPA. The use of MPAs was reported 132 times (virtually unchanged from last year). We continue to recognize that there may be duplicate entries, but we realize that the use of MPAs is gaining momentum. Mining our AAPM membership database we identified 105 distinct members that identify as MPAs (vs. 83 last year). This is an indication that we still have a long way to go to get all the MPAs to join AAPM.

- When it comes to our DMP colleagues there is a discrepancy between the number of members that report income as DMPs (72) vs. the number of members that identify themselves as DMP in the profiles (59). This discrepancy is smaller from last year. In order to improve on our statistics in the future we need to encourage the DMP community to increase participation in the survey and properly report their credentials in the AAPM directory.
- We will continue to monitor the utilization of MPAs in today's practice as well as the number of DMPs in the field as the distribution amongst degrees changes over time.

Distribution of Membership

- A majority (77%) of medical physicists specify radiation oncology as their primary discipline.
- Nearly all respondents are full-time employed (94%).
- Only 2.4% of members who were full-time employed identified themselves as being primarily self-employed consultants.
- Women comprise 27% of the respondents.

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 and associate AAPM members who resided in the U.S. or Canada as of the end of 2023. It was not sent to student, retired, or corporate members. The survey was conducted entirely online, and, of the 5,830 members who were asked to participate, 2,798 (48%) responded to the questionnaire and another 57 emailed us reasons why they did not participate. No members or staff of the AAPM (including the survey subcommittee) see individual data.

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; or
- Primary salary increased or decreased by more than 10% 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 \$500,000). Salaries as low as \$49,000 were included for postdocs and residents. Time spent in residency is considered work experience and should be reported as such. 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, 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, indicated that they were full-time employed, and were not in a training program. Salaries for postdoctoral fellows, residents, and DMPs 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.
- 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 for physicists working in 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.

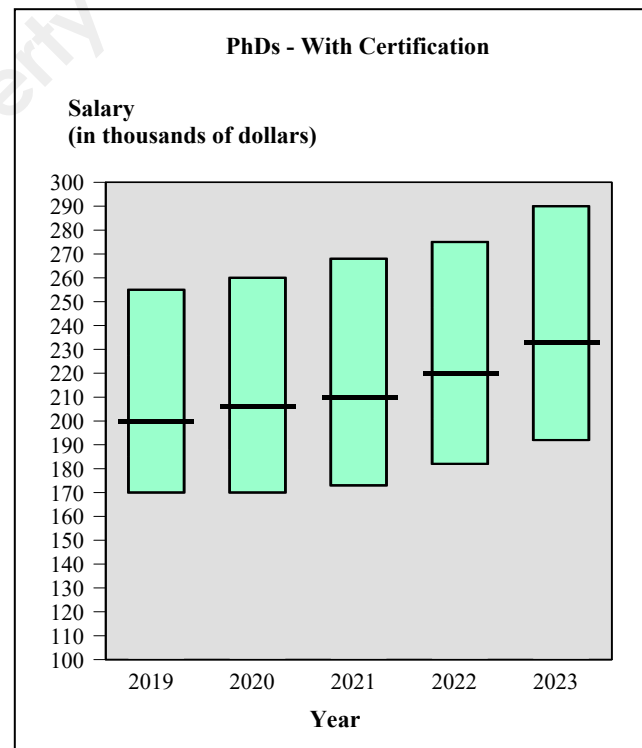
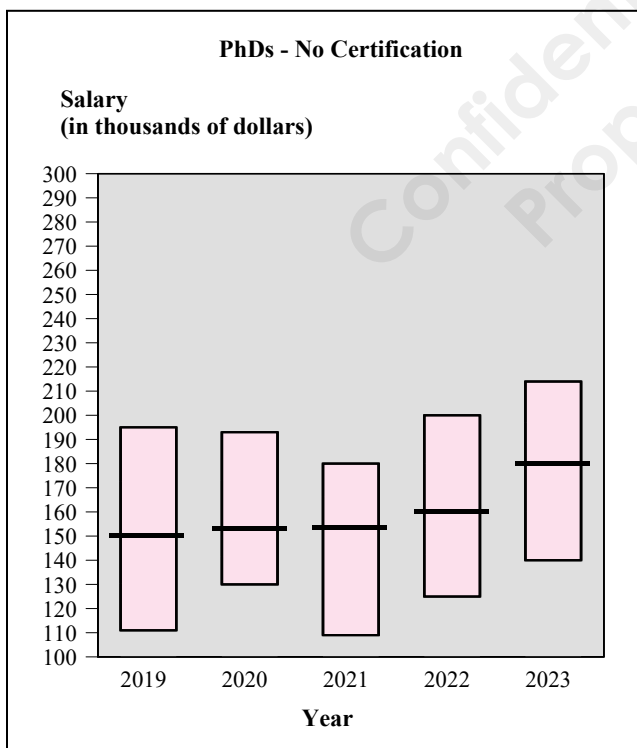
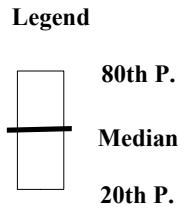
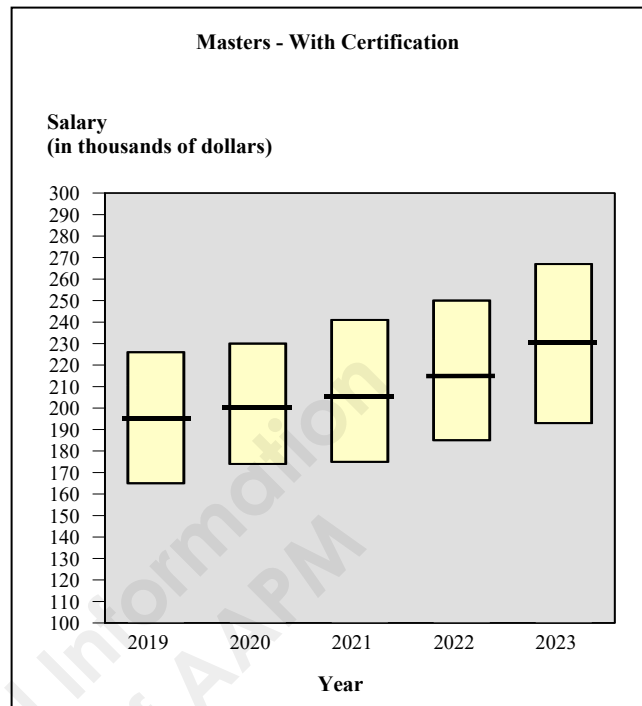
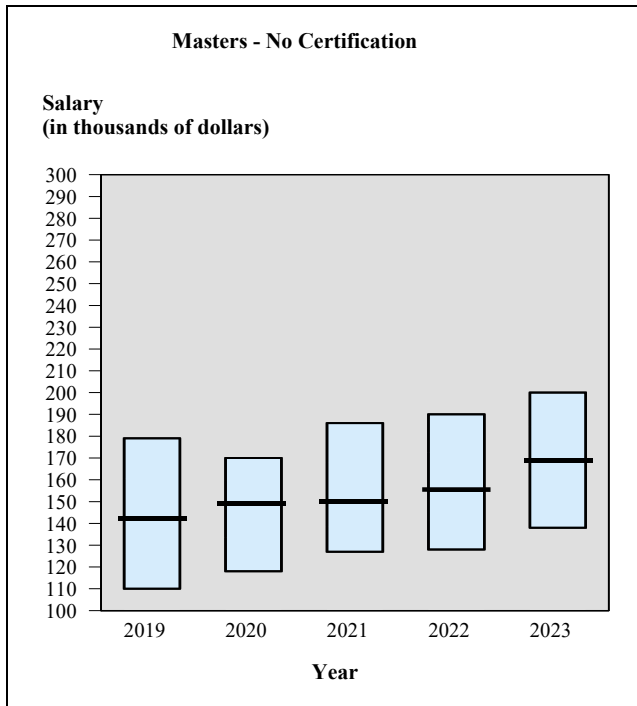
TO REQUEST ADDITIONAL INFORMATION

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 Julius Dollison of the Statistical Research Center of the American Institute of Physics at jdolliso@aip.org. The AAPM Professional 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 Savvas.Morris@stvin.org.

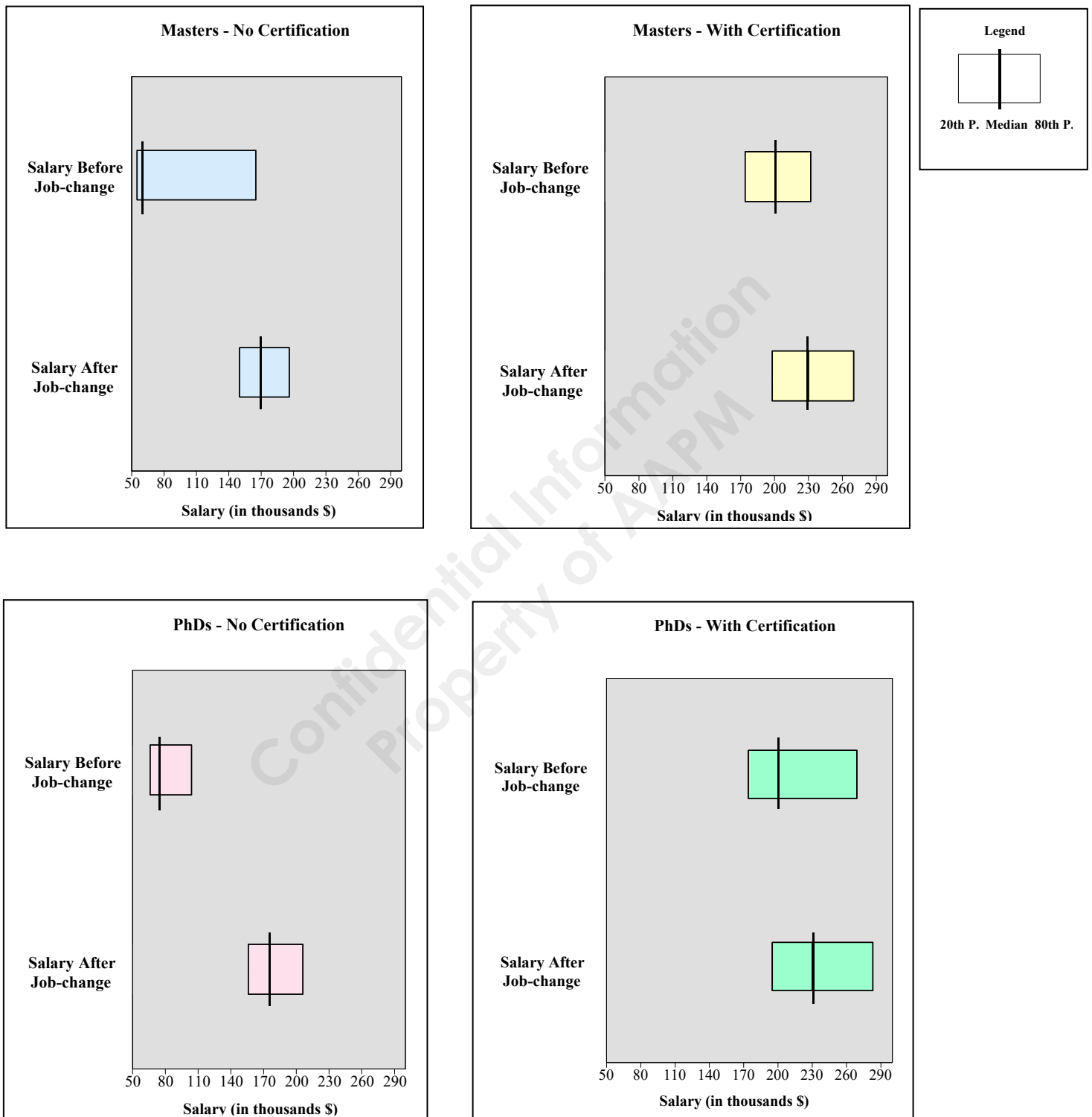
Savvas Morris
Chair of the Professional Survey Subcommittee

TYPICAL PRIMARY SALARY RANGES VERSUS SURVEY YEAR

Separated by Degree Level and Board Certification



PRIMARY SALARY RANGES OF MEMBERS WHO CHANGED EMPLOYERS IN 2023 Separated by Degree Level and Board Certification



TYPICAL SALARY RANGES FOR MASTERS DEGREES - NO CERTIFICATION

	Number	Median Yrs Exper	Primary Income Percentiles				Total Income Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
Overall	96	6	168.8	138.4	168.7	200.0	173.0	138.4	170.0	205.0
Gender										
Male	58	8	170.4	136.3	170.0	202.0	174.6	136.3	170.0	211.0
Female	38	5	165.6	139.8	165.0	197.8	170.0	139.8	167.4	205.7
Prefer not to respond	*	*	*	*	*	*	*	*	*	*
Type of Position										
Primarily Clinical	76	4	169.3	139.4	170.0	200.0	174.1	139.4	170.0	205.0
Primarily Academic	*	*	*	*	*	*	*	*	*	*
Primarily Administrative	*	*	*	*	*	*	*	*	*	*
Primarily Regulatory & Standards	7	15	146.9				148.7			
Primarily Proj Res, Dev & Mgmt	*	*	*	*	*	*	*	*	*	*
Primarily Application Specialist	*	*	*	*	*	*	*	*	*	*
Primary Employment										
Private or Community Hospital	22	5	180.1	162.6	170.0	211.0	192.2	163.5	171.0	251.6
Government Hospital	*	*	*	*	*	*	*	*	*	*
Med School or Univ Hospital	19	3	160.2	134.8	160.0	189.7	163.2	134.8	165.0	189.7
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	27	9	152.0	123.4	150.0	196.0	153.4	123.4	150.0	196.1
Medical (physician's) Group	*	*	*	*	*	*	*	*	*	*
Industrial or Commercial Firm	6	13	168.4				168.4			
Cancer Center	12	4	163.7	115.0	170.0	207.0	163.7	115.0	170.0	207.0
Primary Discipline										
Radiation Oncology	64	5	175.7	149.7	171.6	209.9	178.5	150.0	171.6	224.2
Diagnostic Radiology	25	7	148.5	113.8	150.0	177.5	150.5	113.8	150.0	178.4
Nuclear Medicine	*	*	*	*	*	*	*	*	*	*
Magnetic Resonance	*	*	*	*	*	*	*	*	*	*
Rad Safety/Health Physics	*	*	*	*	*	*	*	*	*	*
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Only one in department/section	6	14	218.7				242.5			
Share duties with other physicists	74	6	163.0	136.7	165.0	200.0	164.3	136.7	167.5	200.0
Share duties with MPAs	6	4	173.4				175.3			
Years Experience										
0 - 2	11	2	140.1				141.2			
3 - 4	31	3	155.5	126.1	169.8	178.0	156.1	126.1	169.8	178.0
5 - 9	17	7	153.7	129.5	150.0	197.6	153.8	129.5	152.0	197.7
10 - 14	8	13	162.4				183.3			
15 - 19	9	17	181.1				183.7			
20 - 24	7	22	225.4				232.0			
25 - 29	6	27	201.5				209.2			
30+	9	37	204.3				219.0			
Academic Rank										
Instructor	*	*	*	*	*	*	*	*	*	*
Adjunct Professor	*	*	*	*	*	*	*	*	*	*
Assistant Professor	*	*	*	*	*	*	*	*	*	*
Associate Professor	*	*	*	*	*	*	*	*	*	*
Professor	*	*	*	*	*	*	*	*	*	*
Canada (CDN\$)	*	*	*	*	*	*	*	*	*	*

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

			Median Yrs	Primary Income			Total Income			
				Percentiles			Percentiles			
	Number	Exper	Average	20th	Median	80th	Average	20th	Median	80th
Overall	902	15	231.4	192.8	230.0	267.4	238.3	195.0	233.0	276.5
Gender										
Male	655	16	237.8	200.0	235.0	272.1	246.3	202.8	239.1	285.0
Female	226	15	212.6	176.6	210.7	247.5	214.9	178.8	212.8	250.0
Prefer not to respond	9	23	227.0				247.9			
Type of Position										
Primarily Clinical	819	15	230.2	193.9	229.5	265.0	237.3	195.4	231.0	275.0
Primarily Academic	*	*	*	*	*	*	*	*	*	*
Primarily Administrative	38	20	275.3	229.8	276.5	338.5	284.4	231.6	279.9	356.0
Primarily Regulatory & Standards	23	22	203.9	160.0	200.0	252.0	204.6	161.6	200.0	252.0
Primarily Proj Res, Dev & Mgmt	11	14	240.1				240.6			
Primarily Application Specialist	7	18	205.5				209.8			
Certification										
ABR-Therap. Radiol. Physics	740	15	236.1	200.0	232.2	270.0	242.5	200.6	236.0	280.0
ABR-Diag. Radiol. Physics	142	16	213.8	172.0	204.5	254.0	222.7	175.0	208.3	267.6
ABR-Med. Nuclear Physics	18	28	216.5	152.8	227.5	278.4	240.6	153.2	237.5	311.1
ABR-Radiologic Physics	*	*	*	*	*	*	*	*	*	*
Am Bd of Health Phys	19	23	228.2	187.0	215.0	293.0	236.3	187.0	238.0	310.0
Am Bd of Sci in Nuc Medicine	20	18	203.8	157.5	201.0	239.2	209.9	157.5	204.2	287.2
ABMP-Radiation Oncology	21	31	259.1	230.2	261.5	298.8	265.4	230.2	265.0	313.0
ABMP-Diagnostic Imaging	6	28	252.0				260.3			
ABMP-Magnetic Resonance Imaging	*	*	*	*	*	*	*	*	*	*
ABMP-Med. Health Physics	10	25	223.4				233.6			
CCPM & Other - in the US	27	16	226.6	182.0	231.2	291.5	240.1	184.4	240.4	292.8
Primary Employment										
Private or Community Hospital	393	16	234.1	196.6	231.0	268.8	242.4	199.8	235.0	280.2
Government Hospital	12	18	236.7	215.2	241.1	248.9	259.1	221.0	247.2	297.8
Med School or Univ Hospital	147	15	214.9	188.0	216.3	246.3	218.8	189.6	218.4	248.9
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	155	14	226.5	190.0	229.0	258.0	231.6	190.0	230.0	269.0
Medical (physician's) Group	57	19	251.5	214.6	242.0	285.0	261.8	215.6	248.0	302.4
Industrial or Commercial Firm	24	16	238.7	190.0	231.1	285.0	240.2	190.0	233.6	285.0
Cancer Center	69	15	238.3	205.0	234.0	275.0	245.2	213.0	243.9	276.5
Primary Discipline										
Radiation Oncology	751	15	236.5	200.0	233.0	270.0	242.8	201.0	236.0	280.0
Diagnostic Radiology	126	14	208.0	167.8	200.0	246.6	218.9	173.8	204.0	260.0
Nuclear Medicine	7	25	204.7				217.1			
Magnetic Resonance	*	*	*	*	*	*	*	*	*	*
Rad Safety/Health Physics	15	20	193.0	145.8	190.0	234.0	197.4	145.8	202.0	237.4
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Only one in Department/Section	145	18	228.5	196.8	230.0	260.0	238.0	201.6	235.0	274.2
Share duties with other physicists	693	15	233.0	194.7	230.0	270.0	239.2	196.0	234.0	279.4
Share duties with MPAs	51	10	212.6	176.6	210.0	240.6	222.0	176.6	210.0	249.6
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	37	4	187.7	166.0	190.0	215.8	187.8	166.0	190.0	215.8
5 - 9	140	7	205.8	178.9	203.0	226.0	208.9	180.0	204.0	230.0
10 - 14	222	12	221.7	190.0	218.0	247.0	228.0	192.3	222.3	253.0
15 - 19	206	17	237.5	206.6	239.3	268.8	248.2	207.4	240.0	280.6
20 - 24	105	22	254.2	220.0	250.0	288.0	261.6	222.2	254.8	295.0
25 - 29	73	26	263.0	225.4	250.6	298.7	274.7	231.1	264.5	322.9
30+	120	33	244.8	210.0	243.9	292.5	250.2	213.0	250.0	305.1
Academic Rank										
Instructor	*	*	*	*	*	*	*	*	*	*
Adjunct Professor	*	*	*	*	*	*	*	*	*	*
Assistant Professor	19	16	219.4	194.0	210.0	236.9	221.6	195.0	210.0	240.0
Associate Professor	*	*	*	*	*	*	*	*	*	*
Professor	*	*	*	*	*	*	*	*	*	*
Canada (CDN\$)	23	19	179.3	139.9	179.9	207.8	181.7	141.7	185.9	213.0

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



TYPICAL SALARY RANGES FOR PHD DEGREES - NO CERTIFICATION

	Number	Median Yrs Exper	Primary Income Percentiles				Total Income Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
Overall	103	7	180.9	140.0	180.0	214.0	185.1	140.0	180.0	220.0
Gender										
Male	81	7	184.4	140.6	180.0	219.2	189.3	145.3	181.0	220.0
Female	20	5	163.9	130.6	153.0	204.6	165.9	130.6	158.0	204.6
Prefer not to respond	*	*	*	*	*	*	*	*	*	*
Type of Position										
Primarily Clinical	43	4	174.5	154.2	180.0	206.2	180.3	157.6	180.0	210.3
Primarily Academic	32	12	179.2	129.4	162.5	242.7	181.9	129.4	167.5	244.8
Primarily Administrative	5	15	273.8				273.8			
Primarily Regulatory & Standards	5	5	184.0				188.2			
Primarily Proj Res, Dev & Mgmt	17	14	176.4	131.8	176.3	211.0	181.6	131.8	176.3	228.0
Primarily Application Specialist	*	*	*	*	*	*	*	*	*	*
Primary Employment										
Private or Community Hospital	16	4	172.4	122.0	185.0	220.2	180.1	132.0	185.0	220.2
Government Hospital	*	*	*	*	*	*	*	*	*	*
Med School or Univ Hospital	47	5	184.0	147.0	170.5	216.1	187.9	151.2	180.0	216.1
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	7	10	201.7				201.7			
Medical Physics Service Group	*	*	*	*	*	*	*	*	*	*
Medical (physician's) Group	*	*	*	*	*	*	*	*	*	*
Industrial or Commercial Firm	21	14	189.6	144.6	190.0	220.0	194.7	144.6	195.0	232.0
Cancer Center	8	5	176.4				180.5			
Primary Discipline										
Radiation Oncology	48	4	178.8	144.6	180.0	214.4	182.3	148.6	180.0	221.0
Diagnostic Radiology	26	10	182.8	133.8	177.0	212.9	187.3	133.8	184.0	219.2
Nuclear Medicine	*	*	*	*	*	*	*	*	*	*
Magnetic Resonance	9	13	197.1				209.6			
Rad Safety/Health Physics	*	*	*	*	*	*	*	*	*	*
Engineering	8	10	149.8				149.9			
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	*	*	*	*	*	*	*	*	*	*
Only one in department/section	5	25	225.6				226.0			
Share duties with other physicists	63	5	186.9	149.4	180.0	221.0	191.1	150.0	182.0	225.6
Share duties with MPAs	11	3	146.0				157.3			
Years Experience										
0 - 2	13	2	167.0	113.6	163.5	189.2	170.3	113.6	168.5	197.0
3 - 4	27	3	167.6	141.0	170.0	206.6	177.2	151.6	185.0	211.4
5 - 9	11	7	184.1				184.1			
10 - 14	15	12	180.5	130.0	150.0	242.6	183.0	130.0	150.0	242.6
15 - 19 **	8	16	170.0				177.2			
20 - 24	*	*	*	*	*	*	*	*	*	*
25 - 29	10	27	224.7				229.2			
30+	9	34	214.1				214.7			
Academic Rank										
Instructor	*	*	*	*	*	*	*	*	*	*
Adjunct Professor	*	*	*	*	*	*	*	*	*	*
Assistant Professor	26	4	162.8	140.0	167.6	200.0	168.6	140.0	181.0	200.0
Associate Professor	8	23	155.1				155.2			
Professor	9	30	273.7				278.5			
Canada (CDN\$)	11	5	138.6				138.8			

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

** due to the low number of responses in this category, members are advised to take additional care in drawing market-wide conclusions based on the data presented.



TYPICAL SALARY RANGES FOR PHD DEGREES - WITH CERTIFICATION

	Number	Median Yrs Exper	Primary Income Percentiles				Total Income Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
Overall	924	14	241.2	192.0	233.0	290.0	246.1	194.6	235.1	300.0
Gender										
Male	689	15	244.4	194.2	237.8	296.0	250.8	196.5	240.0	300.9
Female	210	12	232.5	187.3	223.0	276.2	233.3	187.9	225.0	276.2
Prefer not to respond	25	13	212.8	190.0	220.0	237.9	212.9	190.0	220.0	237.9
Type of Position										
Primarily Clinical	696	14	239.2	194.6	232.0	280.5	244.1	195.0	235.0	289.6
Primarily Academic	150	13	233.7	180.0	220.0	296.0	238.0	182.2	227.5	308.8
Primarily Administrative	50	19	300.1	252.9	303.2	340.0	307.3	271.6	305.0	340.0
Primarily Regulatory & Standards	8	17	179.0				193.1			
Primarily Proj Res, Dev & Mgmt	13	14	256.4	197.6	250.0	343.1	261.0	197.6	300.0	343.1
Primarily Application Specialist	*	*	*	*	*	*	*	*	*	*
Certification										
ABR-Therap. Radiol. Physics	708	14	249.4	200.0	240.0	300.0	253.3	200.0	243.5	300.0
ABR-Diag. Radiol. Physics	160	13	220.4	178.2	210.0	262.0	228.9	180.0	215.0	284.5
ABR-Med. Nuclear Physics	20	18	217.7	148.6	217.5	257.2	248.5	169.6	239.1	337.7
ABR-Radiologic Physics	*	*	*	*	*	*	*	*	*	*
Am Bd of Health Phys	10	17	223.5				240.2			
Am Bd of Sci in Nuc Medicine	36	15	221.1	186.7	215.9	256.3	235.5	187.5	222.1	285.2
ABMP-Radiation Oncology	31	30	284.2	206.8	285.0	368.0	299.7	214.3	300.0	393.6
ABMP-Diagnostic Imaging										
ABMP-Magnetic Resonance Imaging	16	17	203.6	168.0	195.0	232.9	218.1	170.1	197.5	273.2
ABMP-Med. Health Physics	*	*	*	*	*	*	*	*	*	*
CCPM & Other - in the US	37	14	220.0	187.6	210.0	257.1	230.1	189.3	215.0	301.4
Primary Employment										
Private or Community Hospital	233	15	247.8	206.3	245.0	284.5	252.8	210.0	250.0	290.0
Government Hospital	16	17	224.2	160.1	240.0	274.0	232.7	160.1	240.0	299.8
Med School or Univ Hospital	493	13	236.7	187.3	225.0	290.0	241.1	188.6	230.0	297.2
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	36	15	226.7	181.5	205.6	295.0	230.3	181.5	210.3	295.0
Medical (physician's) Group	26	17	250.9	207.4	249.9	300.8	266.5	212.0	251.0	321.2
Industrial or Commercial Firm	15	14	247.5	198.4	250.0	301.8	250.8	198.4	260.0	301.8
Cancer Center	86	14	254.7	203.2	240.0	320.0	258.7	203.2	240.0	325.0
Primary Discipline										
Radiation Oncology	722	14	248.0	200.0	240.0	298.0	252.1	200.0	240.0	300.0
Diagnostic Radiology	142	12	216.6	176.8	210.0	252.2	225.5	178.1	215.0	276.8
Nuclear Medicine	22	17	217.4	150.8	199.3	304.0	221.0	151.1	202.5	308.0
Magnetic Resonance	20	18	207.3	166.8	195.0	231.8	209.4	167.8	195.0	233.4
Rad Safety/Health Physics	8	15	204.4				216.5			
Engineering	*	*	*	*	*	*	*	*	*	*
Ultrasound	*	*	*	*	*	*	*	*	*	*
Administrative	6	17	311.0				312.0			
Only one in Department/Section	54	19	235.4	196.5	240.0	270.0	238.5	199.4	243.0	271.2
Share duties with other physicists	775	14	242.6	195.0	233.9	292.9	247.7	196.3	237.0	300.0
Share duties with MPAs	69	9	229.0	181.1	206.4	284.1	234.4	182.1	210.0	313.0
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	44	4	185.0	173.0	188.3	210.0	187.1	173.0	188.3	210.0
5 - 9	215	7	204.4	178.0	200.0	232.0	206.4	178.0	201.0	234.0
10 - 14	218	12	238.7	200.0	229.0	284.1	243.9	200.0	230.8	290.0
15 - 19	178	17	257.6	221.2	250.0	302.8	262.4	222.9	251.1	307.6
20 - 24	127	21	265.7	226.2	260.0	319.4	269.6	231.7	263.2	320.0
25 - 29	63	26	270.7	210.4	277.0	319.6	279.8	214.7	280.3	334.9
30+	71	32	291.5	231.0	288.2	358.0	305.6	250.8	298.5	382.4
Academic Rank										
Instructor	*	*	*	*	*	*	*	*	*	*
Adjunct Professor	*	*	*	*	*	*	*	*	*	*
Assistant Professor	207	8	206.7	176.0	200.0	232.8	210.5	177.0	200.0	235.0
Associate Professor	142	16	247.0	208.8	244.8	293.0	252.4	210.0	250.0	300.0
Professor	89	23	302.4	242.4	300.0	360.4	309.1	251.6	305.3	366.5
Canada (CDN\$)	49	14	190.1	155.8	187.5	216.0	192.3	155.8	187.5	216.2

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 Masters Degrees - No Certification

	Number	Median Yrs Exper	Primary Income				Total Income			
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Gender										
Male	38	6	176.9	147.1	175.0	219.0	181.0	153.8	175.0	235.0
Female	25	4	172.9	150.0	170.0	206.1	173.9	150.0	170.0	206.1
Prefer not to respond	*	*	*	*	*	*	*	*	*	*
Primary Employment										
Private or Community Hospital	17	5	192.9	167.9	175.0	226.8	201.2	167.9	175.0	251.6
Government Hospital	*	*	*	*	*	*	*	*	*	*
Med School or Univ Hospital	13	3	161.4	139.8	170.0	189.7	162.3	139.8	170.0	189.7
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	12	8	156.9	105.4	165.0	203.6	158.6	105.4	165.0	207.7
Medical (physician's) Group	*	*	*	*	*	*	*	*	*	*
Industrial or Commercial Firm	5	13	189.3				189.3			
Cancer Center	10	4	168.5				168.5			
Years Experience										
0 - 2	8	2	127.5				127.5			
3 - 4	24	3	165.1	160.0	170.0	180.0	165.1	160.0	170.0	180.0
5 - 9	7	5	176.0				176.0			
10 - 14	*	*	*	*	*	*	*	*	*	*
15 - 19	6	17	188.6				190.5			
20 - 24	5	23	205.6				206.8			
25 - 29	*	*	*	*	*	*	*	*	*	*
30+	7	37	211.3				227.8			

Typical Salary Ranges for Masters Degrees - With Certification

	Number	Median Yrs Exper	Primary Income				Total Income			
			Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Gender										
Male	536	16	243.5	208.0	239.1	275.0	251.4	210.0	243.0	288.4
Female	194	15	216.9	182.0	214.9	250.0	218.7	185.0	215.0	251.0
Prefer not to respond	8	21	236.7				260.2			
Primary Employment										
Private or Community Hospital	350	16	237.1	200.0	235.0	270.0	244.0	201.0	238.0	280.8
Government Hospital	12	18	236.7	215.2	241.1	248.9	259.1	221.0	247.2	297.8
Med School or Univ Hospital	116	15	222.2	195.0	225.5	248.3	223.8	195.0	225.5	249.6
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	96	15	232.2	195.6	231.0	265.1	238.1	195.6	233.0	275.0
Medical (physician's) Group	56	19	248.4	214.4	241.5	283.8	258.9	215.4	246.5	295.8
Industrial or Commercial Firm	21	16	241.3	190.8	230.0	291.6	243.0	190.8	235.0	291.6
Cancer Center	68	15	238.5	203.2	234.5	275.0	245.6	212.7	244.1	278.8
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	33	4	193.1	175.0	190.0	217.9	193.1	175.0	190.0	217.9
5 - 9	120	7	209.5	182.6	207.5	226.5	212.6	182.6	208.8	230.0
10 - 14	170	12	226.9	200.0	223.0	250.0	232.7	202.2	226.0	255.8
15 - 19	189	17	240.4	211.1	240.0	270.0	251.8	214.0	245.0	285.0
20 - 24	88	22	257.0	226.6	254.0	289.6	262.2	230.0	260.0	294.2
25 - 29	60	27	266.9	227.0	258.0	298.7	272.5	227.0	265.0	301.0
30+	89	33	259.8	230.0	254.0	304.0	264.9	231.0	260.0	306.9

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

	Median Yrs		Primary Income Percentiles				Total Income Percentiles			
	Number	Exper	Average	20th	Median	80th	Average	20th	Median	80th
Gender										
Male	35	4	181.8	154.0	180.0	218.6	185.5	154.0	180.0	226.4
Female	12	4	163.2	120.9	170.0	209.2	166.5	120.9	182.5	209.2
Prefer not to respond	*	*	*	*	*	*	*	*	*	*
Primary Employment										
Private or Community Hospital	8	6	195.4				201.4			
Government Hospital	*	*	*	*	*	*	*	*	*	*
Med School or Univ Hospital	27	4	177.3	149.8	170.0	209.4	180.9	156.0	180.0	209.4
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	*	*	*	*	*	*	*	*	*	*
Medical (physician's) Group	*	*	*	*	*	*	*	*	*	*
Industrial or Commercial Firm	7	22	166.6				166.6			
Cancer Center	6	4	179.8				184.6			
Years Experience										
0 - 2	9	2	153.2				153.2			
3 - 4	17	4	172.6	150.2	180.0	210.3	182.9	158.8	187.5	217.0
5 - 9	5	7	181.0				181.0			
10 - 14	6	14	193.1				193.1			
15 - 19	*	*	*	*	*	*	*	*	*	*
20 - 24	*	*	*	*	*	*	*	*	*	*
25 - 29	5	25	182.1				182.1			
30+	*	*	*	*	*	*	*	*	*	*

Typical Salary Ranges for PhD Degrees - With Certification

	Median Yrs		Primary Income Percentiles				Total Income Percentiles			
	Number	Exper	Average	20th	Median	80th	Average	20th	Median	80th
Gender										
Male	532	15	251.1	202.2	245.0	300.0	256.4	204.9	250.0	308.8
Female	169	12	240.7	197.6	230.0	285.0	241.6	197.6	231.0	285.4
Prefer not to respond	5	16	264.9				264.9			
Primary Employment										
Private or Community Hospital	191	15	252.6	210.2	250.0	289.4	255.6	212.4	250.6	290.0
Government Hospital	14	16	232.6	198.0	240.0	280.0	242.4	198.0	252.5	310.0
Med School or Univ Hospital	371	13	245.0	196.3	232.1	297.9	248.5	196.8	234.0	300.0
College or University	*	*	*	*	*	*	*	*	*	*
Government (non-hospital)	*	*	*	*	*	*	*	*	*	*
Medical Physics Service Group	22	15	242.4	192.6	240.0	300.0	246.7	192.6	240.0	300.0
Medical (physician's) Group	25	17	251.5	206.5	251.0	303.4	267.7	211.0	251.0	325.6
Industrial or Commercial Firm	11	12	256.9				261.5			
Cancer Center	76	13	251.8	205.0	240.0	316.6	255.5	205.0	240.0	321.6
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	33	4	188.6	173.8	187.5	213.0	191.0	173.8	187.5	213.0
5 - 9	162	7	209.8	181.0	206.0	235.0	211.5	181.5	206.0	235.0
10 - 14	174	12	244.2	205.8	233.7	285.6	247.9	205.8	235.0	292.3
15 - 19	147	17	260.7	223.9	250.5	305.6	264.9	224.8	256.3	308.8
20 - 24	108	21	275.3	237.7	265.1	320.0	279.7	241.3	270.0	320.5
25 - 29	47	26	279.6	221.6	282.2	329.7	289.4	232.0	286.0	349.3
30+	47	32	308.5	259.2	300.0	370.5	318.0	268.8	310.0	392.4

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	65	4	160.6	138.0	164.8	187.0	163.9	138.0	166.3	195.0
1 - 3	15	20	201.2	152.0	192.1	234.6	206.5	152.0	192.1	242.6
4 - 9	8	7	151.1				151.1			
10 or more	10	15	185.0				196.5			

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	475	14	218.9	187.0	218.0	250.0	224.7	189.8	221.2	256.9
1 - 3	163	17	231.0	194.2	230.0	266.0	239.9	199.6	235.0	280.0
4 - 9	174	16	247.3	204.5	247.0	288.8	256.5	206.4	250.0	301.9
10 or more	94	18	265.6	221.5	261.4	309.7	270.6	221.5	267.5	312.5

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	63	4	167.9	132.4	170.0	200.5	173.3	134.6	173.0	202.8
1 - 3	15	7	181.4	142.5	171.0	210.6	182.8	143.2	171.0	210.6
4 - 9	16	15	195.6	156.8	195.7	230.7	197.4	156.8	195.7	232.8
10 or more	9	15	244.2				249.8			

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	446	11	221.8	181.5	216.7	258.0	225.3	185.0	219.8	260.0
1 - 3	169	14	232.8	190.0	231.9	270.0	238.9	194.0	234.3	279.2
4 - 9	158	16	256.0	210.0	250.0	307.6	263.3	210.0	260.0	313.0
10 or more	151	18	294.3	237.2	300.0	350.0	299.4	249.7	300.0	353.8

Note: Salaries are in thousands of dollars.



TYPICAL CONSULTING INCOME
Separated by Degree Level and Board Certification

MS Degrees - No Certification						MS Degrees - With Certification				
	Number	Percentiles				Number	Percentiles			
		Average	20th	Median	80th		Average	20th	Median	80th
Primarily a Consultant										
Average Consulting Income	*	*	*	*	*	33	239,800	154,000	230,000	350,000
Hourly Fee	*	*	*	*	*	27	213	150	200	250
Daily Fee	*	*	*	*	*	18	1,670	1,000	1,550	2,000
Median Yrs Experience						17				
Secondarily a Consultant										
Average Consulting Income	11	32,800				130	44,100	7,000	23,700	85,000
Hourly Fee	13	164	80	150	250	130	230	169	200	275
Daily Fee	5	1,307				80	1,635	1,200	1,600	2,000
Median Yrs Experience	5					15				

PhD Degrees - No Certification						PhD Degrees - With Certification				
	Number	Percentiles				Number	Percentiles			
		Average	20th	Median	80th		Average	20th	Median	80th
Primarily a Consultant										
Average Consulting Income	*	*	*	*	*	12	257,917	171,000	250,000	320,000
Hourly Fee	*	*	*	*	*	9	224			
Daily Fee	*	*	*	*	*	8	1,411			
Median Yrs Experience						26				
Secondarily a Consultant										
Average Consulting Income	13	33,200	14,800	36,300	51,600	106	38,000	7,000	20,000	50,600
Hourly Fee	6	201				85	253	150	200	300
Daily Fee	*	*	*	*	*	41	1,737	1,200	1,500	2,400
Median Yrs Experience	7					14				

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

TYPICAL SALARY RANGES FOR POSTDOCTORAL FELLOWS AND RESIDENTS

	Number	Median Yrs Exper	Percentiles			
			Average	20th	Median	80th
Postdoctoral Fellows	23	3	59,200	54,000	57,000	63,400
Residents	111	2	62,900	57,000	62,400	69,300



CONSULTANTS WHO SUPPLY THEIR OWN EQUIPMENT BY PRIMARY DISCIPLINE

Primary Discipline	Percent
Nuclear Medicine Physics	58
Health Physics	58
Magnetic Resonance Physics	57
Diagnostic Radiological Physics	53
Radiation Oncology Physics	21
Total number of Respondents	384

PERCENT OF HOURLY FEE CONSULTANTS CHARGE FOR TRAVEL TIME

	Percent
Full rate	17
51 - 99 %	8
Half rate	40
Less than half rate	22
Missing data	13
Total number of Respondents	113

HOURLY CHARGES FOR RETESTING DIAGNOSTIC IMAGING EQUIPMENT

Number	Average	20th Percentile	Median	80th Percentile
51	257	187	200	300

CHARGES FOR *LOCUM TENENS* SERVICES IN DIAGNOSTIC IMAGING

	Number	Average	20th Percentile	Median	80th Percentile
Per hour	12	351	228	253	500
Per day	7	1,829			
Per week	*	*	*	*	*

CHARGES FOR TASKS PERFORMED BY RESPONDENTS ENGAGED IN DIAGNOSTIC IMAGING CONSULTING

Commissioning Charges						Annual Charges				
	Number	Average	20th Percentile	Median	80th Percentile	Number	Average	20th Percentile	Median	80th Percentile
Radiographic Tube	57	575	362	480	640	70	470	326	401	500
Fluoroscopic Tube	55	563	354	480	700	69	491	350	450	550
Bi-Plane Cath-Lab	50	1,124	724	960	1,480	58	1,022	700	903	1,220
<i>ACR survey of the following:</i>										
Digital Mammo Unit	53	1,992	1,500	1,880	2,205	63	1,913	1,500	1,800	2,200
Screen/Film Mammo Unit	24	1,729	1,250	1,680	2,000	22	1,742	1,268	1,680	2,080
Stereotactic Breast Biopsy Unit	46	1,564	1,200	1,500	2,000	56	1,497	1,200	1,470	2,000
Ultrasound Unit	43	527	340	500	750	52	517	330	500	660
<i>ACR survey of the following:</i>										
MRI Unit	55	2,058	1,500	1,900	2,480	65	2,177	1,500	1,800	2,180
CT Unit	53	1,835	1,474	1,750	2,210	65	1,732	1,431	1,680	2,000
PET Unit	42	2,023	1,500	1,900	2,625	49	1,825	1,500	1,725	2,250
PET/CT Unit (both parts)	41	3,203	2,500	3,000	3,960	46	3,051	2,500	2,875	3,960
<i>ACR survey of the following:</i>										
SPECT Unit	46	2,036	1,500	2,000	2,500	55	1,824	1,324	1,800	2,180
Planar Unit	40	1,728	1,200	1,588	2,400	48	1,499	1,000	1,500	1,751
SPECT/CT Unit (both parts)	41	3,191	2,500	3,000	4,300	46	2,922	2,080	2,775	3,852
Audit Radiation Safety Program						43	1,541	800	1,250	2,000
Audit NM QA & record keeping						41	1,439	750	1,000	2,300

CHARGES FOR SHIELDING DESIGNS BY DIAGNOSTIC IMAGING CONSULTANTS

	Number	Average	20th Percentile	Median	80th Percentile
<i>Per tube charges:</i>					
Radiographic Unit	67	745	450	600	1,000
Fluoroscopic Unit	67	771	450	600	1,000
CT Unit	63	931	500	750	1,176
MRI Unit	11	2,109			
<i>Per room charges:</i>					
Planar NM Unit	40	939	512	750	1,220
SPECT Unit	40	990	562	795	1,220
PET Unit	43	1,519	730	1,400	2,080
SPECT/CT Unit	44	1,235	700	1,000	1,500
PET/CT Unit	45	1,610	1,000	1,500	2,128



CHARGES FOR TASKS PERFORMED BY RESPONDENTS ENGAGED IN RADIATION ONCOLOGY CONSULTING

Tasks	Number	Average Income	20th Percentile	Median	80th Percentile
Linac facility shielding design	24	12,292	6,000	7,500	12,000
Linac facility radiation safety survey	26	3,638	2,000	3,000	5,000
The following acceptance tests performed with the vendor:					
Basic accelerator (single photon, no electrons)	12	4,858	1,720	2,750	10,000
Typical accelerator (dual photon, multiple electrons)	14	8,971	2,500	7,750	10,000
Radiographic / Fluoroscopic simulator	7	2,097			
CT Simulator	9	2,762			
Accelerator commissioning :					
Typical accelerator (dual photon, multiple electrons)	22	51,323	36,000	50,000	64,000
Tomotherapy unit	7	37,857			
Cyberknife	6	47,500			
Other commissioning:					
Basic beam data collection	12	18,375	5,600	11,250	33,000
Processing of the data into hand calculation tables	9	6,089			
Configuration of the planning system	11	9,364			
Testing of the planning system algorithms	11	6,736			
Electronic wedge commissioning	10	4,450			
Absolute output calibration	13	5,500	4,200	5,000	8,100
IMRT program commissioning	11	8,636			
SRS / SBRT program commissioning	12	11,375	9,000	10,000	15,000
HDR Brachytherapy program commissioning	10	8,650			
Prostate seed implant program commissioning	10	7,250			
Continuing medical physics consultation (77336), weekly per patient	14	823	75	125	200

CHARGES FOR *LOCUM TENENS* SERVICES IN RADIATION ONCOLOGY

	Number	Average	20th Percentile	Median	80th Percentile
Per hour	76	223	185	215	250
Per day	43	1,654	1,200	1,664	2,040
Per week	21	8,290	6,000	8,000	10,000

SALARY RANGES FOR DMPs INVOLVED IN DIAGNOSTIC AND THERAPY PHYSICS

DMP Statement

The AAPM PSS is constantly striving to accurately report salary information by category based on degree and certification.

Some of the groups are too small and the counting statistics are low to the extent they cannot produce valid data.

Last year we presented a separate table for the DMP group for the first time. This year due to the excessive noise in the data we decided against a separate table. We would like to encourage all our DMP members to participate in the 2024 survey so we can produce a meaningful table next year. Increased participation and accurate reporting will help us produce a table representative of the DMP market. Until we reach that point we highly recommend to our DMP members to use the existing tables that properly describe their certification status for meaningful data.



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	6	48	24	15	7	712
Government Hospital	36	47	11	3	3	86
Med School or Univ Hospital	3	40	22	26	9	808
College or University	-	62	8	7	23	13
Government (non-hospital)	15	54	8	23	-	13
Medical Physics Service Group	7	49	17	20	7	235
Medical (physician's) Group	3	42	26	22	7	97
Industrial or Commercial Firm	8	47	18	15	12	76
Cancer Center	10	37	19	25	9	216
Self-employed Consultant	17	51	11	13	8	53

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
Average # vacation days	25	29	27	24	18	24	23	28	19	28
Average # holiday days	10	8	12	10	13	11	11	8	8	10
Average # sick days	19	10	46	21	12	14	15	8	13	19

PENSIONS AND PROFIT SHARING

	Number	Average amount	Percent of primary salary
Pensions only	469	16,036	6.7
Profit sharing only	173	13,519	5.6
Both	46	24,600	9.8



WORK ENVIRONMENT AND PROVIDING SERVICES AT ONE OR MORE INSTITUTIONS

	Work Environment		
	Only Physicist at Institution %	Share Duties with other Physicists %	Share Duties with MPAs %
Provide services at:			
Single Institution	54	61	58
Multiple Institutions	46	39	42
Number of Respondents	226	1757	154

WORK ENVIRONMENT AND DISCIPLINE OF WORK

	Work Environment		
	Only Physicist at Institution %	Share Duties with other Physicists %	Share Duties with MPAs %
Provide services for:			
Radiation Oncology	81	83	68
RSO	33	16	20
Diagnostic Radiology	21	18	34
Nuclear Medicine	19	12	18
Number of Respondents	226	1757	154



TYPICAL SALARY RANGES FOR AAPM MEMBERS WORKING IN CANADA

	Primary Income						Total Income			
	Number	Median Yrs Exper	Average	Percentiles			Average	Percentiles		
				20th	Median	80th		20th	Median	80th
Overall	106	17	180.8	146.4	179.0	211.2	184.0	150.0	182.5	213.6
Masters - No Certification	*	*	*	*	*	*	*	*	*	*
Masters - With Certification	23	19	179.3	139.9	179.9	207.8	181.7	141.7	185.9	213.0
PhD - No Certification	11	5	138.6				138.8			
PhD - With Certification	49	14	190.1	155.8	187.5	216.0	192.3	155.8	187.5	216.2
PhD - With Certification (all data below)										
Gender										
Male	29	14	199.2	160.0	192.0	228.0	202.8	160.0	192.0	234.8
Female	20	13	176.1	155.0	178.0	210.0	176.1	155.0	178.0	210.0
Prefer not to respond	*	*	*	*	*	*	*	*	*	*
Type of Position										
Primarily Clinical	43	13	183.0	155.6	183.5	210.0	185.5	155.6	186.0	210.8
Primarily Academic	*	*	*	*	*	*	*	*	*	*
Primarily Administrative	*	*	*	*	*	*	*	*	*	*
Certification										
ABR-Therap. Rad. Physics	*	*	*	*	*	*	*	*	*	*
CCPM	48	14	189.5	155.6	187.0	216.0	191.7	155.6	187.0	216.0
Primary Employment										
Government Hospital	23	13	183.9	160.3	180.0	210.4	187.9	160.3	185.0	212.8
Med School or Univ Hospital	10	22	218.3				219.5			
Cancer Center	13	10	175.6	150.0	175.0	209.6	175.6	150.0	175.0	209.6
Primary Discipline										
Radiation Oncology	40	13	192.3	160.0	187.0	216.0	192.3	160.0	187.0	216.0
Years Experience										
0 - 2	*	*	*	*	*	*	*	*	*	*
3 - 4	*	*	*	*	*	*	*	*	*	*
5 - 9	12	7	152.0	133.6	155.8	165.6	153.0	139.0	155.8	165.6
10 - 14	13	12	185.0	162.4	180.0	199.2	190.5	162.4	180.0	229.9
15 - 19	8	18	203.9				203.9			
20 - 24	7	24	227.3				227.3			
25 - 29	5	27	239.1				243.1			
30 +	*	*	*	*	*	*	*	*	*	*

Note: Salaries are in thousands of Canadian dollars

Of all employed medical physicists residing in Canada:

- 73% reported that they graduated from a medical physics graduate program. Of those who did, 78% said that the program was CAMPEP approved.
- 59% reported that they graduated from a medical physics residency program. Of those who did, 74% said that the program was CAMPEP approved.
- 4% of respondents began full-time employment during 2023.



TYPICAL SALARY RANGES VERSUS STATE (ALL DEGREES)

State	Median Yrs		Primary Income Percentiles				Total Income Percentiles			
			Average	20th	Median	80th	Average	20th	Median	80th
All US	2200	14	229.7	185.0	225.0	273.0	235.2	187.0	228.8	280.4
Alabama	26	14	208.4	164.1	193.5	239.2	218.2	164.1	195.7	258.0
Alaska	*	*	*	*	*	*	*	*	*	*
Arizona	47	14	241.5	201.4	230.0	278.8	247.0	207.1	235.0	287.0
Arkansas	17	12	212.5	167.0	212.0	248.8	216.3	167.0	212.0	251.0
Northern California	87	15	250.1	200.0	247.8	301.4	253.4	200.0	249.5	313.2
Southern California	95	14	256.2	216.7	246.5	291.0	265.6	220.0	256.2	307.0
Colorado	52	13	221.5	185.9	225.3	251.2	230.5	185.9	226.2	263.8
Connecticut	23	13	221.7	167.5	212.9	278.6	223.6	167.5	212.9	278.6
Delaware	7	15	252.5				252.8			
Florida	130	15	246.0	196.7	247.9	290.0	251.2	200.0	254.5	300.0
Georgia	50	14	217.9	172.6	215.0	244.2	218.5	172.6	217.3	244.2
Hawaii	5	7	249.8				254.8			
Idaho	8	14	228.5				239.1			
Illinois	69	13	226.9	173.0	218.0	275.0	229.2	173.0	218.0	275.0
Indiana	48	16	214.9	169.4	221.8	268.1	230.4	182.1	235.5	274.3
Iowa	14	14	256.0	200.0	240.1	343.6	268.9	202.8	240.1	343.6
Kansas	10	16	221.3				237.5			
Kentucky	31	17	211.3	165.7	216.0	248.2	215.1	165.7	221.2	252.7
Louisiana	23	18	214.7	168.2	204.0	270.4	235.2	168.2	217.3	321.8
Maine	8	7	193.4				193.4			
Maryland	61	12	209.4	165.9	195.0	258.0	210.9	167.2	195.0	265.1
Massachusetts	77	16	228.4	181.6	221.0	265.8	232.1	181.6	227.0	270.0
Michigan	87	14	216.7	180.1	214.7	250.0	221.5	180.1	214.7	254.2
Minnesota	65	11	237.7	185.0	232.5	304.0	238.5	185.0	232.5	304.0
Mississippi	6	19	209.6				216.6			
Missouri	57	13	225.0	188.5	220.0	258.2	231.0	191.0	220.2	263.4
Montana	*	*	*	*	*	*	*	*	*	*
Nebraska	7	22	237.5				238.4			
Nevada	9	15	257.9				261.7			
New Hampshire	15	20	208.4	152.0	198.0	284.6	227.0	154.8	225.0	289.1
New Jersey	42	15	241.6	208.3	240.0	287.9	247.5	208.3	243.5	300.0
New Mexico	11	12	217.8				220.0			
Northern New York	39	14	219.9	182.0	211.0	260.0	222.2	182.0	214.0	271.7
Southern New York	136	13	242.6	190.0	234.3	300.0	251.1	200.0	236.0	305.0
North Carolina	95	14	217.8	175.2	206.0	250.0	221.7	176.8	207.0	264.1
North Dakota	*	*	*	*	*	*	*	*	*	*
Ohio	96	13	218.9	180.0	210.5	258.6	222.9	184.4	215.0	270.0
Oklahoma	16	11	193.5	157.5	195.5	223.0	200.2	161.6	201.0	258.0
Oregon	25	10	229.0	186.0	220.0	258.0	233.1	190.0	220.0	270.5
Pennsylvania	106	16	226.5	190.8	222.0	255.4	230.8	190.8	224.3	270.0
Rhode Island	5	28	281.0				298.8			
South Carolina	23	15	224.7	195.6	225.0	248.4	227.5	197.0	225.1	250.2
South Dakota	10	14	278.6				280.6			
Tennessee	59	15	223.1	180.0	218.0	252.0	234.4	182.0	226.2	270.0
Texas	182	14	240.9	190.0	237.0	291.0	246.0	190.0	238.0	298.2
Utah	17	12	227.0	188.0	225.0	273.2	230.7	188.0	230.0	274.5
Vermont	5	11	223.6				223.6			
Virginia	43	17	222.1	181.0	203.6	252.5	226.5	181.0	208.0	260.6
Washington	58	15	225.7	179.7	225.0	276.4	229.5	179.7	232.1	276.4
West Virginia	7	16	230.9				230.9			
Wisconsin	74	14	212.5	177.3	212.0	252.0	219.2	177.3	215.0	260.0
Wyoming	*	*	*	*	*	*	*	*	*	*
Washington, D. C.	6	19	222.2				232.2			
Canada (CDN\$)	106	17	180.8	146.4	179.0	211.2	184.0	150.0	182.5	213.6

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

