

# 2025 Academic Compensation and Production Survey

## ECG's survey is the industry's most rigorous and accurate benchmarking resource for academic providers.

ECG's survey provides an in-depth review of academic-focused and national market trends, including academic compensation, production, benefit packages, compensation plan design and metrics, recruiting efforts and signing bonuses by specialty, and numerous other key data points.

We have designed our survey with our academic partners' data needs in mind, to provide accurate and reliable information that will help address the complexities of the tripartite mission of academic medical centers and schools of medicine.

Survey members will receive academic compensation and work RVU benchmarks along various demographic categories, including by rank, for their faculty and the market. The results will also include compensation-to-production (i.e., net professional collections, work RVUs, and total RVUs) ratios by specialty and academic rank. In order to help administrators adopt benchmarks that align with their provider compensation plan methodologies, ECG will publish RVU benchmarks calculated using the 2020, 2024, and 2025 Medicare Physician Fee Schedules in the 2025 survey. ►

## KEY FEATURES

- Data collected for CY or FY 2024
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until March 7, 2025
- Key benchmarks available in July 2025



CONTACT US



## SELECT MEMBERS

ArdentHealth  
Baylor Scott & White Health  
Brigham and Women's  
Physicians Organization  
Carilion Clinic  
Cedars-Sinai Medical Group  
Dartmouth Health  
Inova Health System  
Jefferson Health

Kansas University Health System  
Massachusetts General  
Physicians Organization  
Nebraska Medicine  
NewYork-Presbyterian  
Northwestern Medicine  
Prisma Health  
Renown Health  
Stanford Health Care

The Ohio State University  
Trinity Health  
Tufts Medicine  
UC Davis Health  
University Hospitals Medical Group  
University of Colorado Anschutz  
Medical Campus  
University of Illinois  
Physicians Group

University of Missouri Faculty  
University of Rochester  
USF Health  
UT Regional One Physicians  
UVA Health  
USF Health  
UT Health San Antonio  
UW Medicine

## MEMBER BENEFITS

Members of ECG's *Academic Compensation and Production Survey* receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of regional and national market trends, including:

- Detailed analysis of provider trends, issues, and opportunities by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- Detailed compensation metrics by specialty and academic rank, including base compensation, value-based (quality and patient satisfaction) compensation, and stipends for medical directors and supervision of advanced practice providers (APPs).
- Production metrics by specialty and academic rank, including net professional collections, work and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense (and as a percentage of compensation) by specialty, benefits plan composition, continuing medical education days and dollars, and paid time off.
- Additional metrics, such as work standards by specialty, recruiting efforts by specialty, APP utilization statistics, and compensation plan design and incentives.
- Access to ECGVault, the online data portal that allows for robust organization and market trending of provider performance by specialty and academic rank, using current and historical survey data. ECGVault is available to all current survey member organizations, without restrictions on the number of users or licenses per organization.

## SURVEY METHODOLOGY

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2020, 2024, and 2025 Medicare Physician Fee Schedules. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.



*We appreciate ECG's rigorous and thoughtful methodology to their compensation survey. The consistency with which they approach calculating work RVUs, for example, is most valuable and ensures confidence in the results. In addition, their online data portal, ECGVault, makes accessing their benchmarks easy and convenient, and we are able to customize the data set for the attributes that are important for us when we compare our physicians' performance to the market."*

### **DR. HARRIS A. FRANKEL**

Senior Vice President and  
Chief Medical Officer

Nebraska Medicine,  
Omaha, Nebraska

## The Courage to Change Healthcare.™

Since its founding, ECG has kept pace with an ever-evolving industry, steadfast in its commitment to and passion for healthcare. Together with our clients, we're making healthcare more accessible, sustainable, and effective for the patients and communities they support.



A Siemens Healthineers Company

Learn more at  
[ecgmc.com](https://ecgmc.com)

