



2026 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 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, 2025, and 2026 Medicare Physician Fee Schedules in the 2026 survey. ▶

KEY FEATURES

- Data collected for CY of FY 2025
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted January-March 2026
- Results available July 2026 for all participants



CONTACT US



SELECT MEMBERS

Baylor Scott & White Health

Brigham and Women's
Physicians Organization

Carilion Clinic

Dartmouth Health

Emory Clinic

Indiana University - IU Health

Inova Health System

Jefferson Health

Kansas University Health System

Massachusetts General
Physicians Organization

Nebraska Medicine

NewYork-Presbyterian

Stanford Health Care

The Ohio State University

Trinity Health

UC San Diego School of Medicine

UNC Faculty Physicians

University Hospitals Medical Group

University of Colorado
Anschutz Medical Campus

University of Illinois
Physicians Group

University of Missouri
Faculty

University of Rochester

University of Utah

UPMC

UT Regional One Physicians

UT Health San Antonio

UW Medicine

MEMBER BENEFITS

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

- ECG's expert assessment of provider trends, issues, and opportunities related to compensation, production, benefits, recruiting, and more.
- Detailed compensation metrics by specialty, including clinical, nonclinical, base, and incentive compensation (such as clinical quality, patient satisfaction, and production), as well as APP supervision and total compensation.
- Production metrics by specialty, including net professional collections, work and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, retirement expense, retirement as a percentage of compensation, and continuing medical education expense.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.
- ECGVault, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider levels. ECGVault allows for robust organization and market trending of physician and APP performance by specialty, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault's Dynamic Reports, which entitles them to an unlimited number of users and 24/7 access to reports and data.

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 multiple years of the Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.

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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 our founding, ECG has kept pace with an ever-evolving industry, steadfast in our 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.

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