



2022 Faculty Compensation and Production Survey



KEY FEATURES

- ✓ Data collected for CY or FY 2021
- ✓ Benchmarks available at no charge to all who submit data
- ✓ Streamlined data collection templates
- ✓ Survey submissions accepted until April 1, 2022
- ✓ Key benchmarks available in August 2022

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 faculty 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 faculty 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, in 2022, ECG will publish RVU benchmarks calculated using both the 2021 and 2020 Medicare Physician Fee Schedules.

MEMBER BENEFITS

Members of ECG's *Faculty 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.

SELECT MEMBERS

Banner Health

College of Medicine—University of Central Florida

Dartmouth-Hitchcock

Einstein Healthcare Network

Emory University

Medical University of South Carolina

Nebraska Medicine

SLU Care

Stanford University School of Medicine

SUNY Upstate Medical University

The University of Kansas Health System

University of Alabama Health Services Foundation

University of Cincinnati

University of Illinois Physicians Group

University of Maryland Faculty Physicians

University of Minnesota Physicians

University of Oklahoma College of Medicine

University of Rochester Medical Center

University of Vermont Medical Group

UW Health

Wayne State University Physician Group

- 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 2021 and 2020 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are captured 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

WHO WE ARE

With knowledge and expertise built over the course of nearly 50 years, ECG is a national consulting firm that is leading healthcare forward. ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to providers, building multidisciplinary teams to meet each client's unique needs—from discrete operational issues to enterprise-wide strategic and financial challenges.

ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, and healthcare payers. Part of Siemens Healthineers' global Enterprise Services business, ECG's subject matter experts deliver smart counsel and pragmatic solutions.

ECG's annual provider performance surveys include the *Physician and APP Compensation Survey*, the *Pediatric Subspecialty Physician and APP Compensation Survey*, and the *Faculty Compensation and Production Survey*.

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