

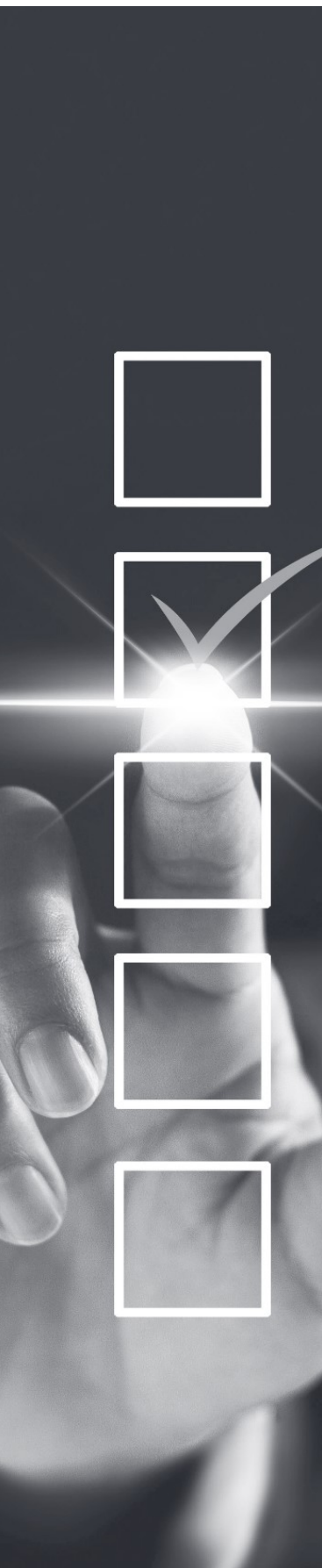


2024 SCAROP Financial Survey

Published with 2023 Information

The Society of Chairs of Academic Radiation Oncology Programs (SCAROP)
and The American Society for Radiation Oncology (ASTRO)

ASTRO | AMERICAN SOCIETY
FOR RADIATION ONCOLOGY



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INTRODUCTION

The Society of Chairs of Academic Radiation Oncology Programs (SCAROP) and the American Society for Radiation Oncology (ASTRO) have conducted this survey for the fourth time. The 2024 SCAROP Financial Survey is a member census, and primarily represents radiation oncology departments of United States medical schools. This report presents significant indicators valued by leaders of academic radiation oncology clinical services in maintaining a viable operation. This survey report allows users to evaluate and compare faculty and non-faculty compensation and bonuses, along with department funding resources.

FORWARD

In fall of 2023, we assembled a Financial Survey Work Group to review the 2021 SCAROP Financial Survey report and identify new opportunities to make this survey report of the highest value to the field. While we are retaining much of the content from previous years, we continue to refine the questionnaire and our analysis. We continue to engage with the SCAROP community to gather more feedback and prioritize new topics for the 2025 survey.

DESCRIPTION

The report addresses two primary department components — benchmarks for department administration and faculty personnel compensation.

The profile of faculty and administration is displayed by faculty/administration title, years of experience in academic rank, gender, race/ethnicity, formal education level, rank and tenure track.

Compensation tables were formatted to display mean, standard deviation, 25th, 50th (median) and 75th percentiles for five or more responses. We excluded all part-time physicians from the compensation tables.

ANTI-TRUST COMPLIANCE AND CONFIDENTIALITY

In order to comply with the antitrust laws, only summary statistics are reported and only when there are sufficient responses to be statistically appropriate to protect the anonymity of those submitting data. For all compensation information, a minimum of five individuals are required to report results to prevent competitors from linking particular data to an individual source. The survey information has been compiled solely to assist in informing report users of key benchmarks.

These data, contained in the report, may not be used to limit competition, restrain trade or reduce or stabilize salary or benefit levels.

DISTRIBUTION

This Survey is being offered for purchase only pursuant to the terms available [here](#). By continuing with this purchase, you agree that you have read and agree to the terms of this purchase and license for access to and use of the Survey.

SURVEY METHODOLOGY

The survey was launched on January 09, 2024, via email to all SCAROP members listed on the member roster. A total of 106 members representing their respective radiation oncology departments received a copy of the questionnaire.

Electronic reminders and telephone communications were periodically communicated to all members. The original deadline was February 23; however, on February 21, the final reminder was sent to those who had started the survey but not completed it. The final response was received on March 1.

57 constituent departments (54%) completed the survey representing 1,919 physicians, medical physicists, basic scientists, department administrators and others in faculty and non-faculty positions.



Data were examined and evaluated for outlying and missing values from both a logical and statistical perspective. Contacts were initiated to respondents who submitted values that were found unusual or missing.

LIMITATIONS OF THE DATA

The reader of this report should be aware of the limitations of the survey results. The survey is a census, not a randomized sample. The survey respondents may not be representative of all radiation oncology departments as participation is voluntary.

Any comparisons of individual compensation information to the values reported in the tables should be made with the awareness that several factors influence compensation. Some examples of these are ability to pay, supply/demand situation in the labor market, location, institution size and compensation method. A compensation philosophy that works well for one organization may not replicate success in another.

Efforts have been made in editing the data to ensure a consistent, representative report.

HOW TO USE THIS REPORT

This survey is a view of participating organizations' pay policies at a specific point in time that shows the diversity and complexity of radiation oncology departments. It does not yield a single "correct" range of pay for a specific job.

Missing Data: Not all participants answered every question. Tables in this report include only those who answered the pertinent questions; zeros and missing values are not included in the compensation tables, and in the preponderance of this report. Tables show where zeros remained as a legitimate value.



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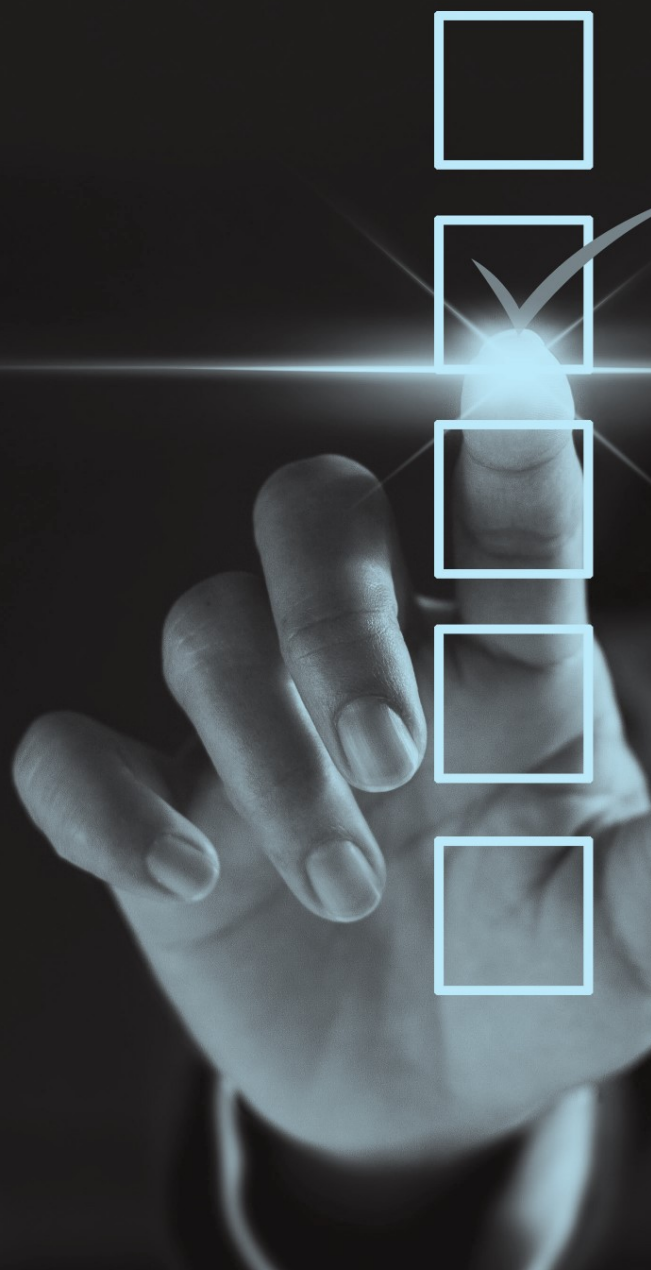
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SUMMARY OF RESPONSES





Number of Respondents

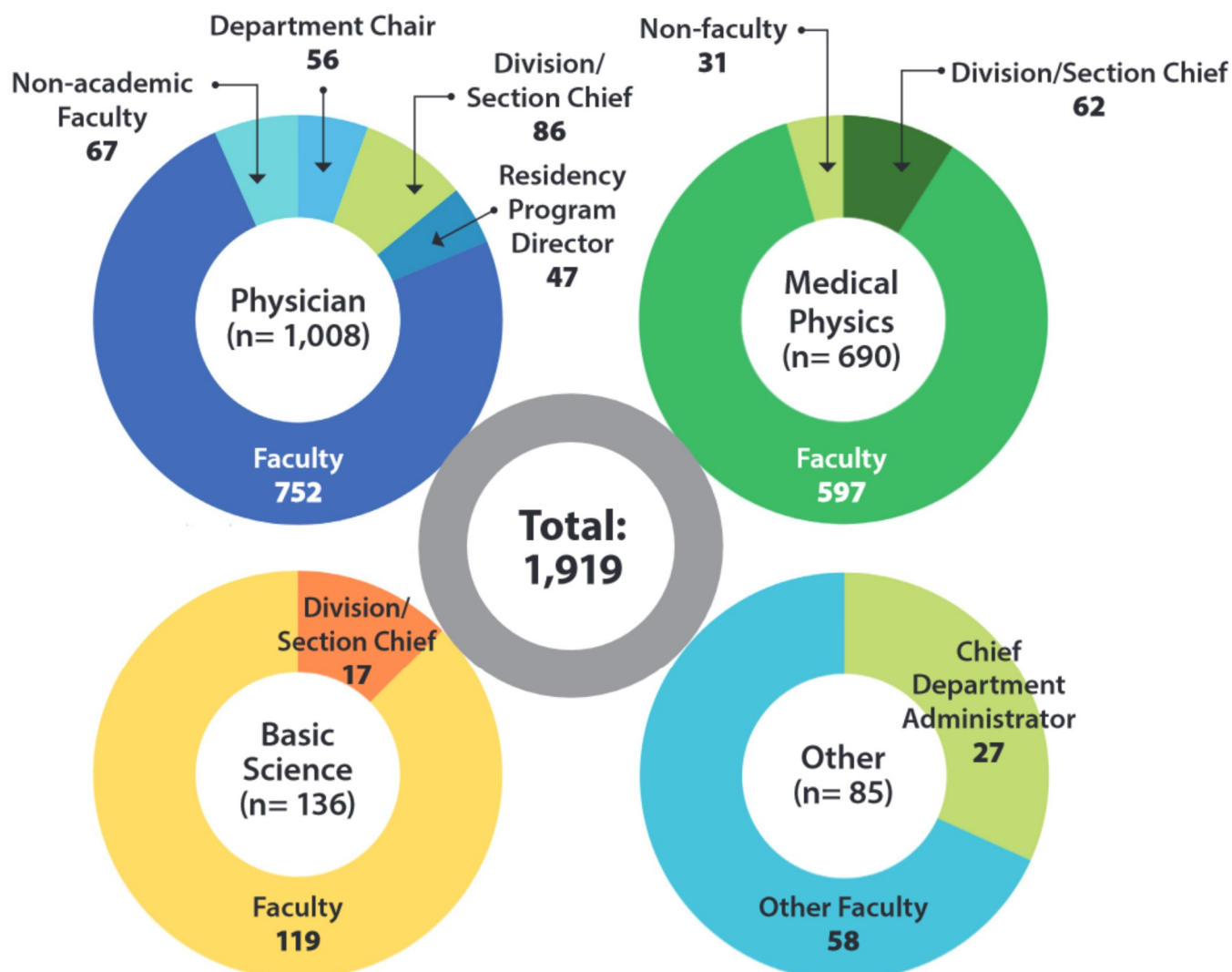


57 Departments



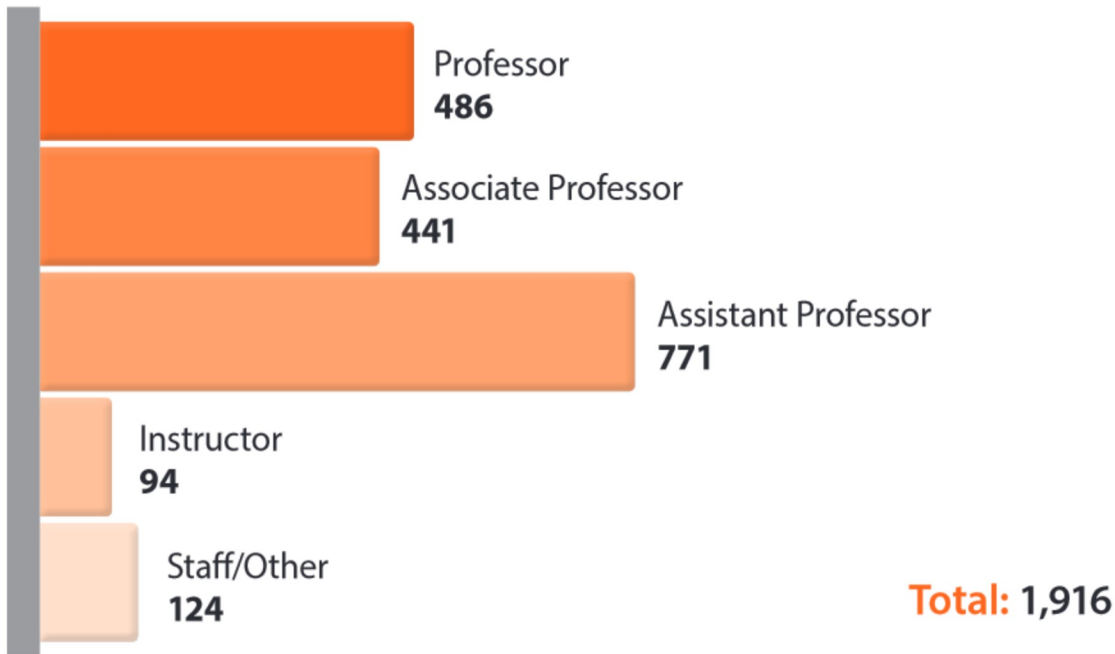
1,919 Individual Positions

Number of Faculty by Job Title

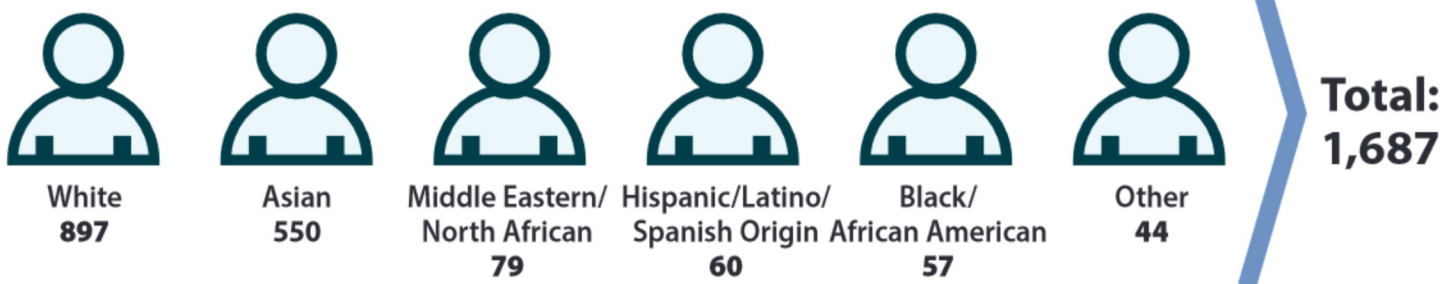




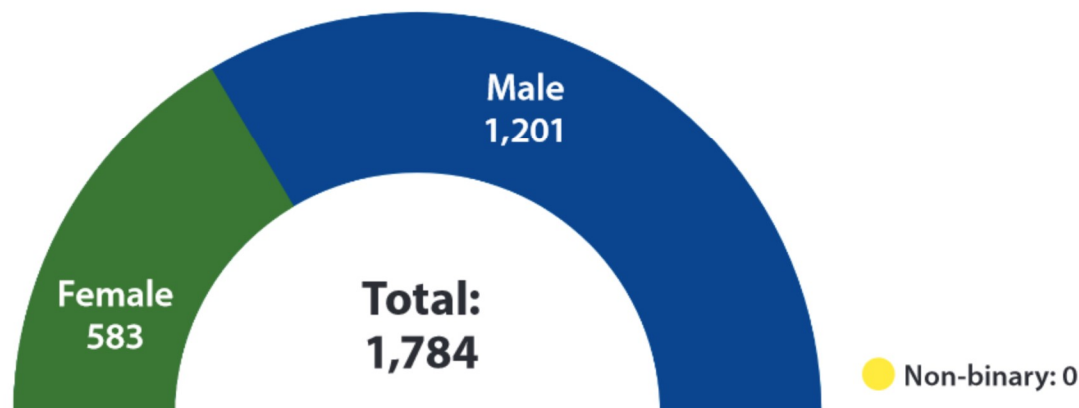
Number of Faculty by Academic Rank



Number of Faculty by Race and Ethnicity



Number of Faculty by Gender

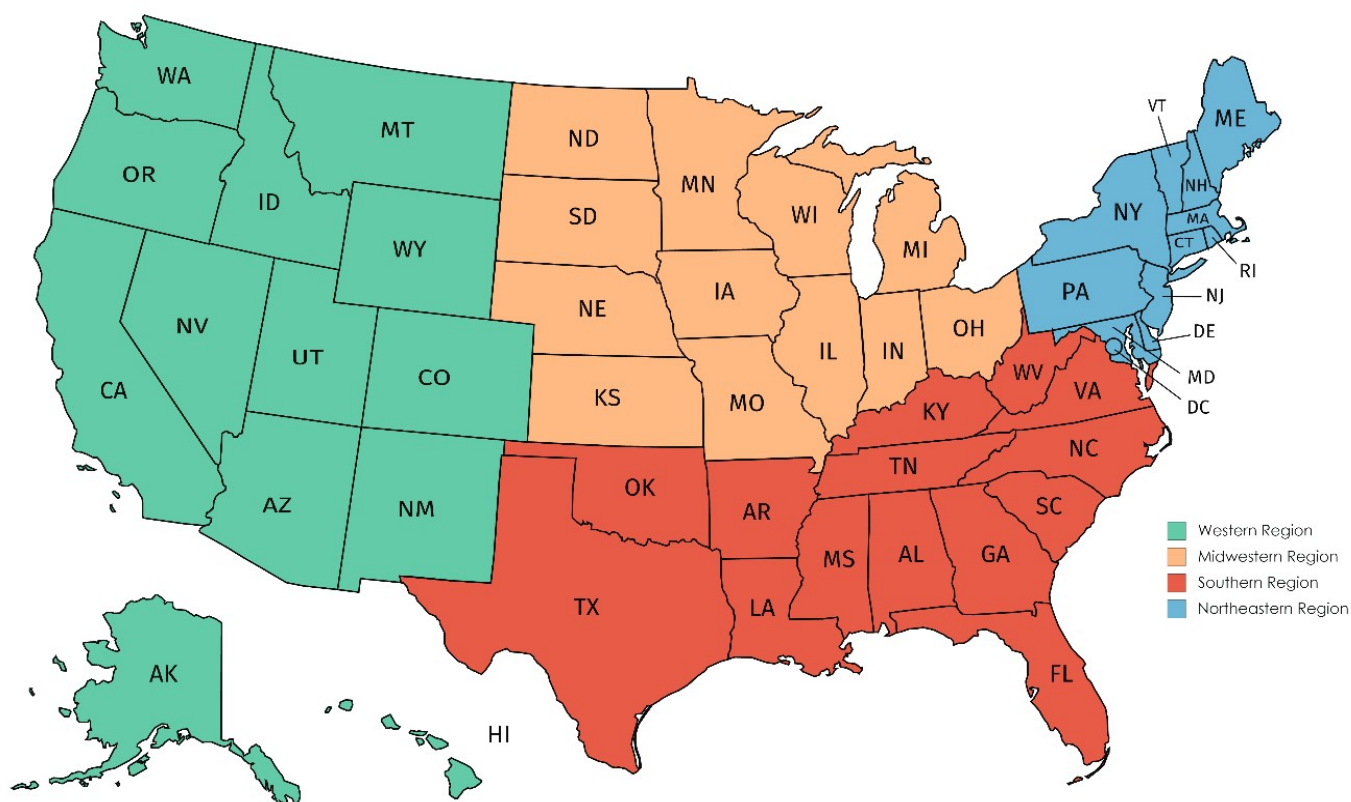


Note: Data for every faculty member for every question may not be available because of missing data.



Regional Analysis

To help improve the usefulness of this data, we created regions based on the regions identified in the AAMC's 2023 Faculty Salary Report.^[1]

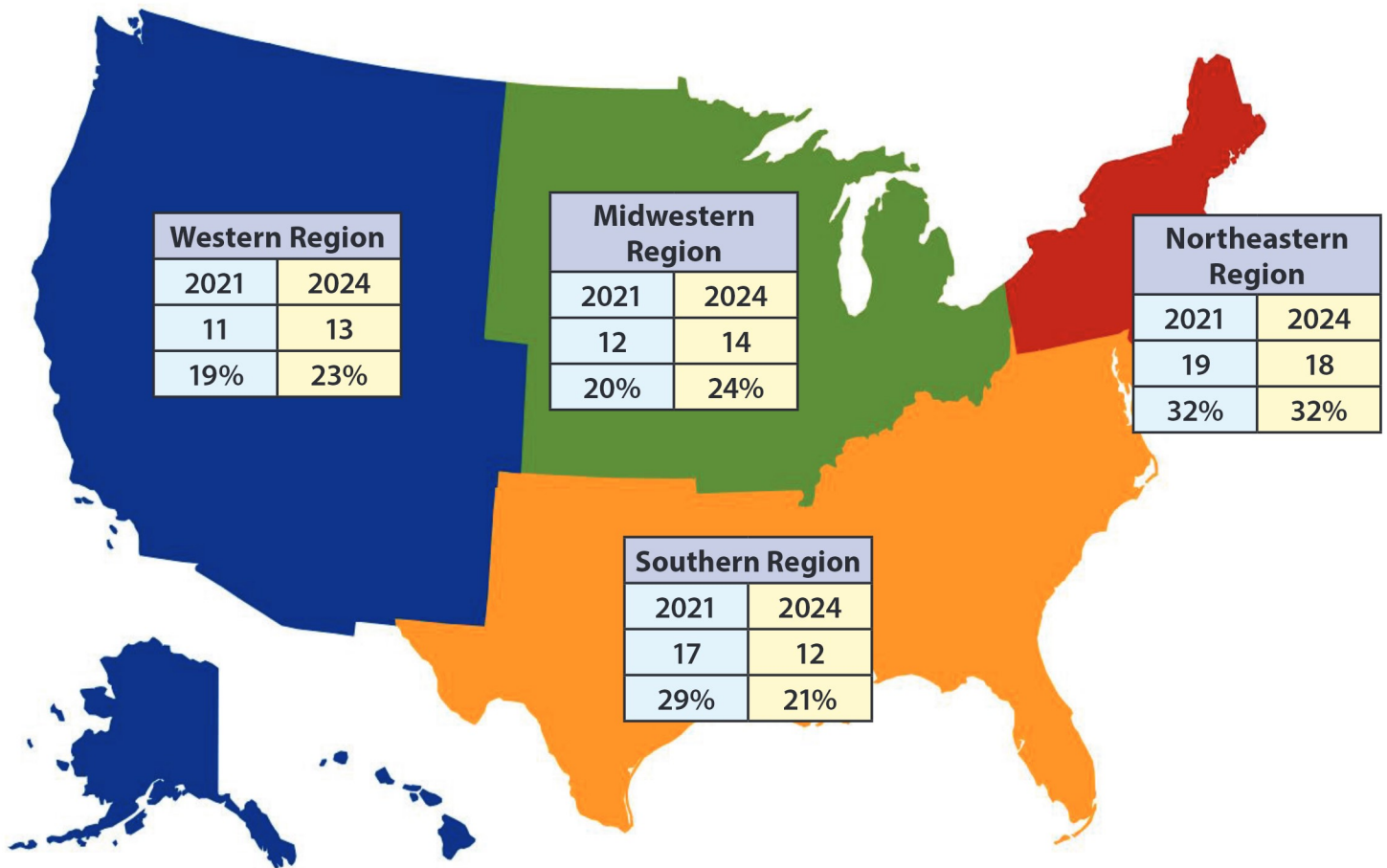


There are important differences between the 2024 SCAROP Financial Survey and the 2023 AAMC Faculty Salary Report. The AAMC Faculty Salary Report has data from 155 medical schools, while the SCAROP Financial Survey has data from 57 radiation oncology academic programs. The SCAROP Financial Survey focuses primarily on radiation oncology departments that have residency programs. 54 departments in our sample have residency programs; three do not. The AAMC Faculty Salary Report focuses on medical schools which may or may not have active radiation oncology residency programs. Additionally, the AAMC Faculty Salary Report tool requests information from three category sources (Fixed/Contractual Salary, Medical Practice Supplement and Bonus/Incentive Pay), while the SCAROP Financial Survey only solicits information regarding Base Pay and Incentive Pay.

[1] American Association of Medical Colleges. AAMC Faculty Salary Report FY 2023. Washington, DC.



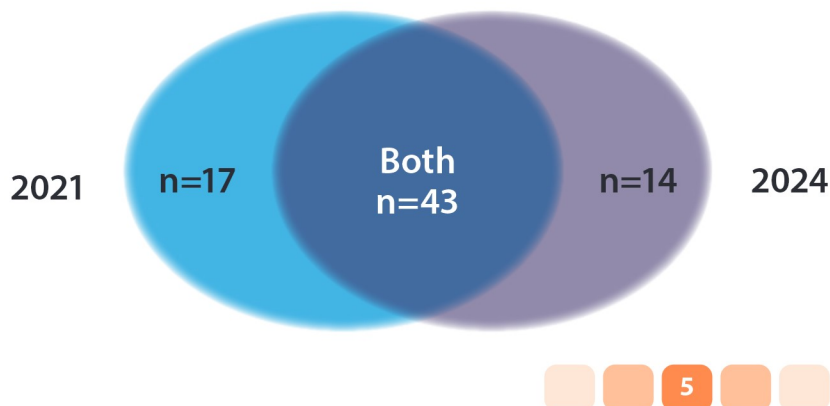
Number of Respondents by Region



Total
 2021: 59 departments
 2024: 57 departments

Year to Year Comparisons

Of the 57 departments who responded to the 2024 financial survey, three-fourths participated in the 2021 financial survey (n=43). This high level of repeat participation leads to stability of the survey results.





Survey Respondents by Region

Respondents who completed the 2021 Financial Survey are noted in **bold**.

Northeastern Region

Brown University
Dartmouth-Hitchcock
George Washington University
 Georgetown University Hospital
Johns Hopkins University
Memorial Sloan Kettering Cancer Center
Mount Sinai Hospital
NY Presbyterian Brooklyn Methodist Hospital
Rutgers University

Stony Brook University
 Thomas Jefferson University Health
Tufts Medical Center
University of Maryland Medical Center
University of Pennsylvania Health System
University of Pittsburgh Medical Center
University of Rochester
 Westchester Medical Center/ NY Medical College
Yale University

Midwestern Region

Case Western Reserve University
Henry Ford Health System
 Indiana University Health Physicians
 Mayo Clinic Minnesota
Medical College of Wisconsin
Northwestern University
 Ohio State University

Rush University
University of Iowa
University of Kansas
University of Michigan
 University of Missouri, Columbia
University of Wisconsin, Madison
 Washington University School of Medicine

Southern Region

Baylor College of Medicine
Duke University
Emory University
 H. Lee Moffitt Cancer Center & Research Institute
Medical University of South Carolina
University of Alabama at Birmingham

University of Arkansas for Medical Sciences
University of Kentucky
University of Louisville
University of North Carolina at Chapel Hill
University of Texas MD Anderson Cancer Center
Virginia Commonwealth University Health

Western Region

Loma Linda University
 Mayo Clinic Arizona
 Oregon Health and Science University
Stanford University
 University of Arizona
University of California, Davis
University of California, Irvine

University of California, San Francisco
University of California, Los Angeles
University of Colorado
University of Southern California
University of Utah
University of Washington