2024 SCAROP Financial Survey

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The Society of Chairs of Academic Radiation Oncology Programs (SCAROP) and The American Society for Radiation Oncology (ASTRO)
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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.
SUMMARY OF RESPONSES

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Number of Faculty by Job Title
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Number of Faculty by Race and Ethnicity
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Admitting Privileges among Physician Faculty Members
Admitting Privileges Trend among Physician Faculty Members

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New: FTEs per LINAC and New Starts

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**PHYSICIAN COMPENSATION**

Median Compensation by Job Title
Physician Median Compensation by Region – Compared to National Median
Physician: Department Chair
Physician: Division/Section Chief
Physician: Residency Program Director
Physician: Faculty
Physician: Non-academic Faculty

Physician: Professor
Physician: Associate Professor
Physician: Assistant Professor
Physician: Instructor

Physician: Physician Scientist (70%+ Research Effort)

BENCHMARKING FOR PHYSICIANS

Faculty are Expected to Achieve a wRVU Benchmark
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wRVU Benchmarks
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wRVU Benchmarks: Physician Scientists
wRVU Benchmarks: FTE Physicians w/Grant(s)
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wRVU vs. Clinical Percent Allocation – ALL FTE Physicians

FTE Physician wRVUs: 2018 – 2023 Trend
FTE Physician wRVUs Productivity

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wRVUs by Total Compensation: Physician (FTE) Department Chair
wRVUs by Total Compensation: Physician (FTE) Division/Section Chief
wRVUs by Total Compensation: Physician (FTE) Residency Program Director
wRVUs by Total Compensation: Physician (FTE) Faculty
wRVUs by Total Compensation: Non-academic Physician (FTE) Faculty

PHYSICIAN RECRUITMENT AND FUNDING SOURCE

Departments Hired Physicians Directly out of Training during the 12-Month Reporting Period
Total Start-up Package for a Physician Scientist Hired during the 12-month Reporting Period
Average Cash Compensation Paid to Successfully Hire the Most Recent Physician Directly out of Training
MEDICAL PHYSICS

Medical Physics: Division/Section Chief Compensation
Medical Physics: Faculty Compensation
Medical Physics: Non-faculty Compensation

Recruitment of Medical Physicists Directly out of Training
Departments Hired Medical Physicists Directly out of Training during the 12-Month Reporting Period
Number of Medical Physicist(s) Hired Directly out of Training during the 12-Month Reporting Period
Type of Training Program from which Medical Physicists were Directly Hired
Average Cash Compensation Paid to Successfully Hire the Most Recent Medical Physicist Directly out of Training
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BASIC SCIENCE

Basic Science: Division/Section Chief Compensation
Basic Science: Faculty Compensation

Basic Science Program within the Department
Departments Hired Basic Scientists during the 12-Month Reporting Period
Total Start-up Package for a Basic Scientist Hired during the 12-month Reporting Period
Sources of Salary Support Not Covered by Grants/External Funding
Departments Required Basic Scientists to Cover a Portion of their Salary with Grants/External Funding
Year Basic Scientists are Required to Cover a Portion of their Salary with Grants/External Funding
Basic Scientists (Regardless of Rank) Percent Salary Expected to be Funded
Basic Scientist Eligibility for Incentive Compensation
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SENIOR ADMINISTRATION

Chief Department Administrator Compensation
Senior Administrator Responsibilities
SUMMARY OF RESPONSES
Number of Respondents

57 Departments
1,919 Individual Positions

Number of Faculty by Job Title

- **Physician** (n=1,008)
  - Faculty 752
  - Residency Program Director 47
  - Division/Section Chief 86
- **Non-faculty** (n=31)
- **Division/Section Chief** (n=62)
- **Medical Physics** (n=690)
  - Faculty 597
- **Basic Science** (n=136)
  - Faculty 119
  - Division/Section Chief 17
- **Other** (n=85)
  - Other Faculty 58
  - Chief Department Administrator 27

Total: 1,919
Number of Faculty by Academic Rank
- Professor: 486
- Associate Professor: 441
- Assistant Professor: 771
- Instructor: 94
- Staff/Other: 124
Total: 1,916

Number of Faculty by Race and Ethnicity
- White: 897
- Asian: 550
- Middle Eastern/North African: 79
- Hispanic/Latino/Spain Origin: 60
- Black/African American: 57
- Other: 44
Total: 1,687

Number of Faculty by Gender
- Male: 1,201
- Female: 583
Total: 1,784

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.

Number of Respondents by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>2021</th>
<th>2024</th>
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</thead>
<tbody>
<tr>
<td>Western</td>
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<td>13</td>
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<td>14</td>
</tr>
<tr>
<td>Northeastern</td>
<td>19</td>
<td>18</td>
</tr>
<tr>
<td>Southern</td>
<td>17</td>
<td>12</td>
</tr>
</tbody>
</table>

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
- 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