

American College of Medical Genetics and Genomics
2021 Salary Survey Report
July 2022

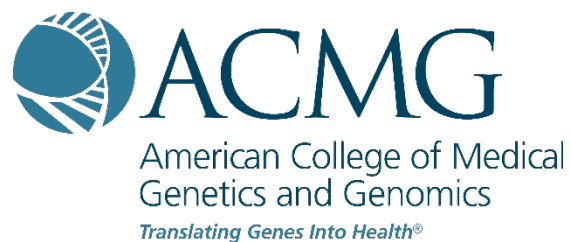


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Introduction

This report contains the findings of the Salary Survey conducted by the American College of Medical Genetics and Genomics (ACMG) from September 22, 2021 to November 2, 2021. It represents the eighth national survey undertaken to specifically collect data about the compensation of American Board of Medical Genetics and Genomics (ABMGG)/Molecular Genetic Pathology (MGP) certified MD/DO and PhD medical geneticists in the United States. The results of this survey will be of interest to ACMG members, and trends discovered through analysis of the data will be useful to the ACMG in its advocacy for medical geneticists. Where appropriate, this report includes comparisons with data collected in the 2019 Salary Survey. The results listed in this report represent a compilation of the information that was provided to the ACMG. The ACMG makes no statement regarding the representativeness of these data.

The ACMG Salary Survey Workgroup developed the survey tool. Workgroup members included Kathy Kaiser-Rogers, PhD, FACMG; Melissa Crenshaw, MD, FACMG; Jinbo Fan, PhD, FACMG; Kimihio Oishi, MD, FACMG; Zohra Shad, MD, FACMG; Lina Shao, PhD, FACMG; Tatiana Yuzyuk, PhD, FACMG, as well as Michelle McClure, PhD (ACMG Professional Staff Liaison).

The survey was not conducted as a statistically valid sample. Rather, the survey was administered in a web-based format, and participants were recruited from the ACMG membership. Only those who were current members of the ACMG, ABMGG/MGP certified or with active candidate status, and employed full-time in the United States were permitted to participate in the survey. A total of 392 surveys were submitted and 389 were included in the final analysis; the participation rate was estimated to be approximately 27%. Given the diversity among our survey participants, there were some subgroups for which insufficient data were obtained for reporting purposes. To maintain anonymity but still provide some information for as many groupings as possible, only the mean and median have been reported for subgroups with four entries. Those subgroups with less than four entries have been marked “ID” for insufficient data. **New to the survey this year are data regarding how salaries were impacted by the COVID-19 pandemic.**

We thank all who participated in this survey and hope you will find the data helpful. The ACMG is continually looking for ways to enhance the utility of the survey data. Therefore, we welcome any suggestions that address this issue, as well as ideas for future surveys. Please also let us know if you would like to participate on a future working group by contacting ACMG at acmg@acmg.net. We trust that this process and its subsequent findings will continue to be a valuable member benefit.

Sample Overview and Characteristics

	<u>2021</u>	<u>2019</u>
Number of Individuals who submitted a survey:	392	359
The number of surveys included in this analysis:	389	357
<ul style="list-style-type: none"> MD/DO with a current US medical license: (with or without a PhD or master's degree) 	179	168
<ul style="list-style-type: none"> PhDs, and MDs without a current US medical license: (with or without a master's degree) 	210	189
<i>PhDs</i>	199	178
<i>MDs without a current medical license*</i>	11	11

**Note: MDs without a current medical license typically function as laboratory directors.*

The number of participants was slightly higher for the 2021 survey compared with the 2019 survey (392 vs 359). The actual participation rate was also higher for the 2021 survey (27%) compared with the 2019 survey (25%); 392/1428 and 359/1460 ACMG members invited to participate for the 2021 and 2019 surveys, respectively. Infosurv Research, the professional organization involved in processing the data from this survey, have indicated that a response rate of approximately 27% suggests 95% accuracy with a +/- 5% margin of error when the data are examined in total.

All participants included in the survey **were required to meet the criteria listed below:**

- Full time employment within the USA
- Hold an MD/DO, DDS, and/or a PhD degree
- Current ABMG or MGP certification or active candidate status
- Current member of the ACMG
- A completed survey with no ambiguous answers in mandatory fields (*e.g.*, no salary information or an annual salary that was low or high enough to be considered a likely typographical error)

A total of 3 survey participants were excluded based on one or more of the criteria above.

Gender Distribution Among Participants

Participants were asked “With which gender do you most identify?” and were provided with a series of answer options. Responses were only received for the categories of male, female, and prefer not to respond. **More female participants were present within both the MD and PhD groups, with the difference being most significant for the PhDs** where the number of female participants was almost twice that of male participants. The percentages of male and female participants in the MD and PhD groups were similar to those reported in 2019 and in prior years. Of all of the individuals who were invited to participate in the survey, 40% were male and 60% were female based on ACMG membership data.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 389)</u>			
Female	242 (62%)	107 (60%)	135 (65%)
Male	142 (37%)	68 (38%)	74 (35%)
Transgender Female	0	0	0
Transgender Male	0	0	0
Non-binary	0	0	0
Not listed	0	0	0
Prefer not to respond/No response	5 (1%)	4 (2%)	1 (<1%)
<u>2019 (n= 355)</u>			
Female	218 (61%)	95 (57%)	123 (65%)
Male	137 (39%)	71 (43%)	66 (35%)

Employment setting

The majority of participants (74%) in the 2021 survey were employed by a **public/noncommercial institution** (*i.e.*, an academic medical center or university, a government agency or facility, a hospital, nonprofit, or some other public institution) rather than a **private/commercial institution** (commercial/industry, HMO/managed care, or private practice); this trend is particularly striking for the MD group. A similar distribution was seen in the prior ACMG salary survey data.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 389)</u>			
Public Institution	288 (74%)	160 (89%)	128 (61%)
Private Institution	101 (26%)	19 (11%)	82 (39%)
<u>2019 (n= 357)</u>			
Public Institution	275 (77%)	148 (88%)	127 (67%)
Private Institution	82 (23%)	20 (12%)	62 (33%)

Academic Appointments

Tenure Status

As in past surveys, **more non-tenure track geneticists (74%) participated in the 2021 survey than those who were either tenured or on the tenure track**. This distribution was most skewed among the PhD geneticists where the number of non-tenure track participants was almost five times that of the tenured/tenure track.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 208)</u>			
Non-tenure track	154 (74%)	83 (68%)	71 (83%)
Tenured/Tenure track	54 (26%)	39 (32%)	15 (17%)
<u>2019 (n= 184)</u>			
Non-tenure track	129 (70%)	63 (62%)	66 (81%)
Tenured/Tenure track	55 (30%)	39 (38%)	16 (20%)

Tenure Status by Gender*

The female geneticists who participated in the 2021 survey were four times as likely to be in a non-tenure track position (81%) rather than a tenured or tenure track position; this trend was most apparent within the PhD group where females were more than seven times more likely to be in a non-tenure track position. Among the male geneticists, the number of non-tenure track individuals (60%) was also greater than those who were either tenured or in a tenure track position. While similar numbers of male MD participants were present in each group, the male PhD participants were almost three times as likely to be in a non-tenure track position rather than a tenured or tenure track position.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021</u>			
Female (n= 130)			
Non-tenure track	105 (81%)	61 (76%)	44 (88%)
Tenured/Tenure track	25 (19%)	19 (24%)	6 (12%)
Male (n= 73)			
Non-tenure track	44 (60%)	18 (47%)	26 (74%)
Tenured/Tenure track	29 (40%)	20 (53%)	9 (26%)
<u>2019</u>			
Female (n= 114)			
Non-tenure track	86 (75%)	42 (68%)	44 (85%)
Tenured/Tenure track	28 (25%)	20 (32%)	8 (15%)
Male (n= 69)			
Non-tenure track	42 (61%)	20 (51%)	22 (73%)
Tenured/Tenure track	27 (39%)	19 (49%)	8 (27%)

**Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.*

Academic Rank

Among all 2021 survey participants, the academic rank of assistant professor was most common (41%), followed by full professor (31%) and then associate professor (26%). Within the MD group, assistant professors represented the highest percentage of participants (37%), followed by full professors (33%) and then associate professors (28%). Within the PhD group, assistant professors also represented the highest percentage of participants (47%), followed by approximately equal numbers of full professors (27%) and associate professors (24%). Only 4 instructors participated in the survey.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 212)</u>			
Instructor	4 (2%)	2 (2%)	2 (2%)
Assistant Professor	87 (41%)	47 (37%)	40 (47%)
Associate Professor	56 (26%)	35 (28%)	21 (24%)
Professor	65 (31%)	42 (33%)	23 (27%)
<u>2019 (n= 202)</u>			
Instructor	6 (3%)	4 (3%)	2 (2%)
Assistant Professor	72 (36%)	34 (30%)	38 (44%)
Associate Professor	55 (27%)	32 (28%)	23 (26%)
Professor	69 (34%)	45 (39%)	24 (28%)

Academic Rank by Self-Identified Gender*

Among the female participants in the 2021 survey, assistant professors were most common (41%) followed by associate professors (28%), full professors (27%), and instructors (2%). The percentage of full professors was slightly higher within the MD group (29%) compared with the PhD group (23%). The percentage of associate professors was slightly lower within the MD group (27%) compared with the PhD group (31%).

Among the male participants assistant professors were also most common (42%) followed by full professors (34%), associate professors (23%), and instructors (1%). The percentage of associate (32%) and full professors (39%) was higher within the MD group compared with the PhD group (14% and 28%, respectively), while the percentage of assistant professors was higher within the PhD group (55%) compared with the MD group (29%).

Only 4 instructors participated in the survey, and both males and females were represented in this group; three (75%) of these instructors were female.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021</u>			
Female (n= 135)			
Instructor	3 (2%)	2 (2%)	1 (2%)
Assistant Professor	55 (41%)	35 (42%)	20 (38%)
Associate Professor	38 (28%)	22 (27%)	16 (31%)
Professor	36 (27%)	24 (29%)	12 (23%)
Other	3 (2%)	0 (0%)	3 (6%)
Male (n= 77)			
Instructor	1 (1%)	0 (0%)	1 (3%)
Assistant Professor	32 (42%)	12 (29%)	20 (55%)
Associate Professor	18 (23%)	13 (32%)	5 (14%)
Professor	26 (34%)	16 (39%)	10 (28%)
Other	0 (0%)	0 (0%)	0 (0%)
<u>2019</u>			
Female (n= 125)			
Instructor	4 (3%)	3 (4%)	1 (2%)
Assistant Professor	51 (41%)	24 (34%)	27 (49%)
Associate Professor	36 (29%)	21 (30%)	15 (27%)
Professor	34 (27%)	22 (31%)	12 (22%)
Male (n= 76)			
Instructor	2 (3%)	1 (2%)	1 (3%)
Assistant Professor	21 (28%)	10 (23%)	11 (34%)
Associate Professor	19 (25%)	11 (25%)	8 (25%)
Professor	34 (45%)	22 (50%)	12 (38%)

**Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.*

Department of Primary Appointment (public institutions only)

The distribution of participants in the current survey was similar to that observed in the earlier surveys. **Most respondents have their primary appointment in Pediatrics (37%) or Pathology/Lab Medicine (29%),** while the fewest appointments were reported in Obstetrics/Gynecology (4%) and Internal Medicine (4%). **Within the MD group the most common department of primary appointment is Pediatrics (58%)** followed by Medical Genetics (16%) and Genetics (11%), with other departments representing the remaining 15% of the group. **Within the PhD group, most participants had their primary appointment in Pathology/Lab Medicine (66%),** followed

by Medical Genetics (8%), Pediatrics (8%), and Genetics (8%). The remaining 10% of participants held primary appointments in some other department.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 217)</u>			
Pediatrics	81 (37%)	74 (58%)	7 (8%)
Pathology/Lab Medicine	63 (29%)	3 (2%)	60 (66%)
Genetics	21 (10%)	14 (11%)	7 (8%)
Medical Genetics	27 (12%)	20 (16%)	7 (8%)
Obstetrics/Gynecology	8 (4%)	6 (5%)	2 (2%)
Internal Medicine	9 (4%)	7 (6%)	2 (2%)
Other	8 (4%)	3 (2%)	5 (6%)
<u>2019 (n= 204)</u>			
Pediatrics	68 (33%)	62 (54%)	6 (7%)
Pathology/Lab Medicine	68 (33%)	5 (4%)	63 (70%)
Genetics	16 (8%)	12 (11%)	4 (4%)
Medical Genetics	32 (16%)	20 (18%)	12 (13%)
Obstetrics/Gynecology	8 (4%)	6 (5%)	2 (2%)
Internal Medicine	5 (2%)	5 (4%)	0 (0%)
Other	7 (3%)	4 (4%)	3 (3%)

Medical Genetics Board Certification

The distribution of board certifications was similar to that seen in earlier surveys. The most common certification cited was **Clinical Genetics (29%)**, followed by both Cytogenetics and Molecular Genetics (22%), Molecular Genetics (18%), Clinical & Biochemical Genetics (9%) and Cytogenetics (6%). Each of the other certifications cited represented 3% or fewer of the participants.

<u>2021 (n= 389)</u>	<u>Total</u>
Clinical Genetics	112 (29%)
Clinical & Biochemical Genetics	33 (9%)
Clinical & Cytogenetics	<10
Clinical & Molecular Genetics	12 (3%)
Clinical & Biochemical & Molecular Genetics	<10
Biochemical Genetics	12 (3%)
Biochemical & Molecular Genetics	<10
Cytogenetics	25 (6%)
Cytogenetics & Molecular Genetics*	86 (22%)
Molecular Genetics	69 (18%)
PhD Genetics or PhD + 1-2 Other	10 (3%)
Other Certification Combinations	<10
<u>2019 (n= 357)</u>	
Clinical Genetics	106 (30%)
Clinical & Biochemical Genetics	23 (6%)
Clinical & Cytogenetics	<10
Clinical & Molecular Genetics	13 (4%)
Clinical & Biochemical & Molecular Genetics	<10
Biochemical Genetics	11 (3%)

Biochemical & Molecular Genetics	<10
Cytogenetics	36 (10%)
Cytogenetics & Molecular Genetics*	52 (15%)
Molecular Genetics	67 (19%)
PhD Genetics or PhD + 1-2 Other	14 (4%)
Other Certification Combinations	13 (4%)

**Beginning in 2019, the Cytogenetics and Molecular Genetics groupings include those certified in Laboratory Genetics and Genomics (LGG).*

Types of Laboratories Directed

Approximately half of the participants (44%) indicated they spent some portion of their time directing a laboratory (*i.e.*, have daily "hands-on" technical, administrative, and personnel supervision responsibilities in the laboratory). Lab direction was much more common among the PhD group (74%) than the MD group (7%). A breakdown of the types of laboratories the participants direct is as follows:

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 389)</u>			
Biochemical Genetics	15 (4%)	<5	13 (6%)
Cytogenetics	31 (8%)	<5	29 (14%)
Molecular Genetics	75 (19%)	8 (5%)	67 (33%)
Cytogenetics & Molecular	34 (9%)	<5	34 (17%)
Biochemical & Molecular	<5	<5	<5
Other/Not Designated	15 (4%)	<5	13 (6%)
None	218 (56%)	165 (93%)	53 (26%)
<u>2019 (n= 357)</u>			
Biochemical Genetics	13 (4%)	<5	10 (5%)
Cytogenetics	36 (10%)	<5	33 (17%)
Molecular Genetics	62 (17%)	<5	59 (31%)
Cytogenetics & Molecular	37 (10%)	<5	36 (19%)
Biochemical & Molecular	<5	<5	<5
Other/Not Designated	8 (2%)	<5	6 (3%)
None	198 (55%)	156 (93%)	42 (22%)

Years of Work Experience (excluding training years) as a Clinical Geneticist and/or Clinical Lab Director

There was an increased number of participants with less than or equal to 15 years of experience (67%) compared to those with greater than 15 years of experience (33%). This skewing was greatest within the PhD group where 75% of the participants have less than or equal to 15 years of experience. In comparison 59% of participants in the MD group have less than or equal to 15 years of experience. These data are similar to those obtained for the 2019 survey.

	<u>Total</u>	<u>MD group</u>	<u>PhD group</u>
<u>2021 (n= 389)</u>			
0-2 years	52 (13%)	19 (11%)	33 (16%)
3-5 years	66 (17%)	25 (14%)	41 (19%)
6-10 years	87 (22%)	38 (21%)	49 (23%)

11-15 years	58 (15%)	23 (13%)	35 (17%)
16-20 years	39 (10%)	20 (11%)	19 (9%)
21+ years	87 (23%)	54 (30%)	33 (16%)

2019 (n= 357)

0-2 years	51 (14%)	18 (11%)	33 (17%)
3-5 years	65 (18%)	24 (14%)	41 (22%)
6-10 years	75 (21%)	35 (21%)	40 (21%)
11-15 years	54 (15%)	25 (15%)	29 (15%)
16-20 years	27 (8%)	16 (10%)	11 (6%)
21+ years	85 (24%)	50 (30%)	35 (19%)

Retirement Expectations Regarding Genetics-Related Work

Number of Years Before Reducing Hours Spent in Genetics-Related Work (i.e., partially retiring)

Approximately 34% of the participants indicated they plan to reduce the number of hours they spend doing genetics-related work within the next 10 years, with the reported percentage being significantly higher for the MD group (43% versus 27%). These data are similar to those obtained from the 2019 survey.

2021	0-5 Years	6-10 Years	>10 Years	Undecided
MD/DO (n= 179)	47 (26%)	30 (17%)	88 (49%)	14 (8%)
PhD (n= 209)	23 (11%)	34 (16%)	129 (62%)	23 (11%)
Total (n= 388)	70 (18%)	64 (16%)	217 (56%)	37 (10%)

Number of Years Before Complete Retirement

Approximately 23% of the participants indicated they plan to retire within the next 10 years with the reported percentage being significantly higher among the MD group (28% versus 18%). These data are similar to those obtained from the 2019 survey.

2021	0-5 Years	6-10 Years	>10 Years	Undecided
MD/DO (n= 179)	24 (13%)	27 (15%)	110 (62%)	18 (10%)
PhD (n= 210)	19 (9%)	20 (9%)	142 (68%)	29 (14%)
Total (n= 389)	43 (11%)	47 (12%)	252 (65%)	47 (12%)

Information Regarding Participation in, and the Usefulness of, Prior ACMG Salary Surveys

Approximately 71% of those who participated in the 2021 ACMG Salary Survey also participated in one or more of the seven prior surveys; 22% and 7% indicated they either did not participate or were unsure about their participation, respectively. Of the 362 individuals who responded about the helpfulness of prior surveys, 93% found the data helpful. The most common benefit cited was that the survey data allowed the participant to “help the ACMG obtain a larger data sample”. The most common reason cited by those who found the prior survey(s) unhelpful was that their administration would not recognize the validity of the ACMG Salary Survey findings. Similar data were obtained from all of the prior surveys.

2021	Prior Participation	No Prior Participation	Unsure About Prior Participation	2021	Prior Survey Helpful	Prior Survey Not Helpful
MD/DO (n= 179)	129 (72%)	32 (18%)	18 (10%)	MD/DO (n= 164)	150 (91%)	14 (9%)
PhD (n= 210)	148 (70%)	54 (26%)	8 (4%)	PhD (n= 198)	185 (93%)	13 (7%)
Total (n= 389)	277 (71%)	86 (22%)	26 (7%)	Total (n= 362)	335 (93%)	27 (7%)

Why are you participating in the survey this year?	MD/DO (n=178)	PhD (n=210)
To help the ACMG obtain a larger data sample	158 (89%)	181 (86%)
Felt obligated because viewed and/or used the past survey data	133 (75%)	163 (78%)
Value the quality of this survey	112 (63%)	156 (74%)
Primary resource for compensation data in our field	134 (75%)	169 (81%)
Other	8 (5%)	4 (2%)

Why didn't you previously participate?	MD/DO (n=32)	PhD (n=53)
Not Eligible – Was a trainee	19 (59%)	32 (60%)
Not aware survey was being conducted	8 (25%)	8 (15%)
Not Eligible – Not an active ACMG member	6 (19%)	4 (8%)
Intended to participate but forgot	3 (9%)	5 (9%)
Too busy to participate	5 (16%)	6 (11%)
Survey was not relevant to my position	0 (0%)	1 (2%)
Survey was too long	1 (3%)	2 (4%)
Other	0 (0%)	1 (2%)

Findings for Group 1: MD/DO with a Current US Medical License (With or Without a PhD or Master's Degree) N= 179

1.1: Summary of Salary Findings

Three types of salaries are reported in the data below and include:

- **Base salary:** current annual salary (excluding medical practice supplement, bonuses, or incentive pay).
- **Base plus supplement:** current annual salary plus additional medical practice supplement income. This refers to additional income based on medical practice earnings or administrative responsibilities.
- **Total compensation (referred to as “total salary” in the text):** current annual salary plus additional medical practice supplement income, bonuses, and incentive payments.

*All participants were separated into either the public or the private sector based on the type of primary employer they identified. Those who worked in an academic medical center or university, a government agency or facility, a hospital, a nonprofit organization, or some other public institution were **placed in the public sector category**. Those who identified themselves as working in a commercial/industry, HMO/managed care, or a private practice setting were **placed in the private sector category**.*

Impact of the COVID-19 Pandemic

Impact of COVID-19 on annual salary

2021: Approximately 15% of participants (26 out of 179) indicated their annual base salary (excluding medical practice supplement, bonuses, or incentive pay) for the current fiscal year was impacted because of the COVID-19 pandemic. This includes 12 participants (7%) who experienced a positive impact and 14 participants (8%) who were negatively impacted. Approximately 74% of participants (132 out of 179) were not impacted at all, while the remaining 21 participants (12%) were unsure how their salary was impacted.

Twenty-three participants responded to a follow-up question that asked if their annual salary had been impacted by various factors. Increased work hours (26%; 6 out of 23) was the most commonly cited reason their salary was impacted.

<u>2021 (n= 23)</u>	<u>Total</u>
Increased work hours	6 (26%)
Increased patient/sample volume	4 (17%)
Decreased patient volume	2 (9%)
Furloughs	1 (4%)
Decreased work hours	0 (0%)
I don't know	6 (26%)
Other	7 (30%)

Impact of COVID-19 on benefits

2021: Approximately 32% of participants (57 out of 179) indicated that their benefits were impacted because of the COVID-19 pandemic. Approximately 58% of participants (103 out of 179) reported there was no impact, while the remaining 19 participants (11%) did not know if their benefits were impacted.

The 57 impacted participants responded to follow-up questions regarding the impact of COVID-19 on their benefits. The most commonly cited negative impacts were decreased employer retirement contribution (49%), decreased professional funds (47%), and decreased bonus/incentive pay (40%). Only five participants identified any positive impact on their benefits.

<u>2021 (n=57)</u>	<u>Negative (Decrease)</u>	<u>Positive (Increase)</u>
Bonus/incentive pay	23 (40%)	3 (5%)
Medical practice supplemental pay	4 (7%)	0 (0%)
Other professional income	3 (5%)	0 (0%)
Changes to healthcare coverage	2 (4%)	0 (0%)
Employer retirement contribution	28 (49%)	0 (0%)
Professional funds	27 (47%)	0 (0%)
Vacation/sick leave/PTO	7 (12%)	3 (5%)
I don't know	0 (0%)	0 (0%)
Other	2 (4%)	0 (0%)
No impact	0 (0%)	17 (30%)
No response	0 (0%)	35 (61%)

Medical Practice Supplements

MD geneticists within the public sector

2021: Approximately **19% of participants (31 out of 160)** indicated they received this type of payment. The mean supplement amount was **\$20,559**, the median was **\$13,000**, and the range was **\$2,000 to \$76,000**. **Clinical productivity (52%) and administrative duties (58%) were most frequently cited as the basis for this payment.**

2019: Approximately **20% of participants (30 out of 148)** indicated they received this type of payment. The mean supplement amount was **\$25,426**, the median was **\$16,750**, and the range was **\$1,000 to \$150,000**. **Clinical productivity (80%) and administrative duties (50%) were most frequently cited as the basis for this payment.**

MD geneticists within the private sector

2021: Approximately **21% of participants (4 out of 19)** indicated they received this type of payment. The mean supplement amount was **\$43,750** and the median was **\$20,000**. **Administrative duties were most frequently cited as the basis for this payment.**

2019: Approximately **20% of participants (4 out of 20)** indicated they received this type of payment. The mean supplement amount was **\$87,750** and the median was **\$67,500**. **Clinical productivity was most frequently cited as the basis for this payment.**

Bonus/Incentive Payments

MD geneticists within the public sector

2021: Approximately **47% of participants (75 out of 160)** indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$16,026**, the median was **\$8,000**, and the range was **\$500 to \$120,000**. **Clinical productivity (67%), quality metrics/goals met (52%), and corporate/department/division financial goals met (37%)** were cited most often as the basis for bonuses.

2019: Approximately **48% of participants (71 out of 148)** indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$19,931**, the median was **\$15,000**, and the range was **\$1,000 to \$70,000**. **Clinical productivity (63%), quality metrics/goals met (46%), and corporate/department/division financial goals met (34%)** were cited most often as the basis for bonuses.

MD geneticists within the private sector

2021: Approximately **74% of participants (14 out of 19)** indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$31,186**, the median was **\$16,500**, and the range was **\$2,005 to \$118,000**. **Quality metrics/goals met (64%), corporate/department/division financial goals met (50%), and clinical productivity (43%)** were cited most often as the basis for bonuses.

2019: Approximately **75% of participants (15 out of 20)** indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$58,219**, the median was **\$30,000**, and the range was **\$1,000 to \$400,000**. **Corporate/department/division financial goals met (53%), quality metrics/goals met (47%), and clinical productivity (33%)** were cited most often as the basis for bonuses.

Remunerated Outside Professional Activity Payments and Other Professional Income

MD geneticists within the public sector

2021: Approximately **69% of participants (111 out of 160)** indicated their employer allows them to take part in remunerated outside activities. Of these, 75 (68%) participants indicated they are permitted to keep all of the money earned, 4 (4%) indicated they get to keep a portion of the earned money, and 5 (5%) indicated all of the money earned goes to their employer or is placed in a development/professional activity account. Another 9 (8%) individuals indicated that fund allocation was dependent on some other variable or that they did not know how funds were allocated, and 18 individuals did not provide any information on how those funds were allocated.

Approximately 30% of participants (48 out of 160) indicated they received “other professional income”. This income was most often obtained in the form of consulting fees (65%), followed by honoraria (42%), expert witness fees (19%), speakers bureaus (17%), editorial board compensation (8%), and/or royalties (6%).

2019: Approximately **75% of participants (111 out of 148)** indicated their employer allows them to take part in remunerated outside activities. Of these, 82 (74%) participants indicated they are permitted to keep all of the money earned, 5 (5%) indicated they get to keep a portion of the earned money, and 5 (5%) indicated all of the money earned goes to their employer or is placed in a development/professional activity account. Another 17 (15%) individuals indicated that fund allocation was dependent on some other variable or that they did not know how funds were allocated, and 2 individuals did not provide any information on how those funds were allocated.

Approximately 33% of participants (49 out of 148) indicated they received “other professional income”. This income was most often obtained in the form of consulting fees (67%), followed by honoraria (37%), expert witness fees (22%), royalties (10%), speakers bureaus (10%), and/or editorial board compensation (8%).

MD geneticists within the private sector

2021: Approximately 53% of participants (10 out of 19) indicated their employer allows them to take part in remunerated outside activities, and 10 (100%) of these individuals indicated they are permitted to keep all of the money earned.

Approximately 26% of participants (5 out of 19) indicated they received “other professional income”.

This income was obtained most frequently in the form of stock options not provided by the employer as part of a retirement package (60%) and consulting fees (40%).

2019: Approximately 65% of participants (13 out of 20) indicated their employer allows them to take part in remunerated outside activities, and 11 (85%) of these individuals indicated they are permitted to keep all of the money earned.

Approximately 35% of participants (7 out of 20) indicated they received “other professional income”.

This income was obtained most frequently in the form of honoraria (71%), consulting fees (57%), and stock options not provided by the employer as part of a retirement package (43%).

Use of Quality Metrics

In the **public sector**, 160 participants responded to the question “Is any of your professional compensation as a Geneticist based on quality metrics?” The majority (54%) indicated “no” while 56 (35%) indicated “yes”. The remaining 18 (11%) individuals indicated “I don’t know”. The results obtained from the 19 respondents in the **private sector** were similar with the majority (68%) indicating their compensation is not based on quality metrics. The remaining 4 (21%) participants answered “yes” and 2 (11%) participants responded “I don’t know”.

Quality Metrics	Public	Private
Don't Know	18 (11%)	2 (11%)
No	86 (54%)	13 (68%)
Yes	56 (35%)	4 (21%)
Total	160	19

Relative Value Units

National standards for RVU production by geneticists are lacking. Based on data from past surveys, many geneticists do not know their RVU goal. The Salary Survey Workgroup therefore chose to drop the question starting in 2017 regarding the number of RVUs obtained and has replaced it with several more general questions to address whether individuals have RVU targets, and if so, whether they are incentivized for reaching or exceeding, or penalized for not reaching, their target.

Among participants within the public sector, the majority (58%) indicated that they have an RVU target. **Among the 92 individuals who indicated they had an RVU target, 27 (29%) indicated they were penalized for missing their target while 59 (64%) said they were incentivized.** The most common penalties cited were a decreased bonus and/or supplement (54%) or a decreased base salary (35%). The most common incentive reported was an increased bonus and/or supplement (78%). **Of the 19 participants from within the private sector, only 2 indicated that they had an RVU target.** Both indicated that they were penalized for missing their target and incentivized for meeting their target.

RVUs	Public (160)	Private (19)
No Target	59 (37%)	16 (84%)
Have Target	92 (58%)	2 (11%)
Unsure	9 (6%)	1 (5%)

For those with RVUs with a target:		
Penalized	27 (29%)	2 (100%)
Incentivized	59 (64%)	2 (100%)

Call Requirements

In the public sector, 83% of respondents (133 out of 160) were required to be on call. Of those required to be on call, only 11% were the sole geneticist that takes call whereas 89% indicated that call was shared. Of those who share call, 47% indicated call time was shared equally.

In the private sector, 47% of respondents (9 out of 19) were required to take call. Of those required to be on call, 44% were the sole geneticist that takes call whereas 56% indicated that call was shared. Of those who share call, 40% indicated call time was shared equally.

Are you the sole geneticist that takes call:	Public (133)	Private (9)
Yes	15 (11%)	4 (44%)
No	118 (89%)	5 (56%)

For those that share call:	Public (118)	Private (5)
Evenly split	56 (47%)	2 (40%)
Unequal distribution	63 (53%)	3 (60%)

Physician Extenders

For those that were required to be on call, we also asked if physician extenders help with call. **Within the public sector, 71% of respondents (94 out of 133) used physician extenders to help with call.** MD trainees (50%) were the most commonly used physician extenders followed by genetic counselors (33%).

Within the private sector, genetic counselors (33%) were the most commonly used physician extenders followed by MD trainees (11%).

Types of physician extenders that help with call:	Public (133)	Private (9)
MD Trainees	67 (50%)	1 (11%)
Nurse Practitioners	19 (14%)	-
Physician Assistants	4 (3%)	-
Genetic Counselors	44 (33%)	3 (33%)
Other	8 (6%)	-
None	39 (29%)	6 (67%)

1.2: Information Regarding Salary Increases and Decreases for Both the Current and Prior Fiscal Year

Among the **public sector** MD/DO participants who answered the questions regarding salary increases and decreases, **46% indicated they received a raise for the current fiscal year, while 32% indicated a raise for the prior year. The median percentage increase in salary for those who did receive a raise was 3.9% for the current year and 3% for the prior year.** For the prior year, 8% of participants indicated their salary decreased.

In the **private sector**, **68% of the MD/DO participants indicated they received a raise for the current fiscal year while 53% indicated a raise for the prior year. The median percentage increase in salary for those who did receive a raise was 6% for the current year and 4% for the prior year.** For the prior year, 21% of participants indicated their salary decreased.

Table 1.2: Salary Increases and Decreases for the Current and Prior Fiscal Year

Public	Yes	Count	% Change			
			Mean	Median	25th %ile	75th %ile
Current Fiscal Year (n=160)						
Salary Increase	46%	74	7.75%	3.90%	2.00%	7.00%
Salary Decrease	0%	0	ID	ID	ID	ID
No Change	45%	72				
Review has not yet occurred	9%	14				
Prior Fiscal Year (n=160)						
Salary Increase	32%	51	8.51%	3.00%	2.00%	10.00%
Salary Decrease	8%	12	7.15%	4.00%	2.50%	11.00%
No Change	60%	97				

Private	Yes	Count	% Change			
			Mean	Median	25th %ile	75th %ile
Current Fiscal Year (n=19)						
Salary Increase	68%	13	9.25%	6.00%	3.00%	10.00%
Salary Decrease	0%	0	ID	ID	ID	ID
No Change	16%	3				
Review has not yet occurred	16%	3				
Prior Fiscal Year (n=19)						
Salary Increase	53%	10	18.76%	4.00%	1.50%	20.00%
Salary Decrease	21%	4	8.75%	10.00%	7.50%	10.00%
No Change	26%	5				

ID is used in place of “insufficient data”

1.3: MD/DO Median Total Annual Compensation (Salary)

The total median salary for all MD/DO geneticists who participated in the survey was \$223,000 while the range was \$44,000-\$650,000. The median total salary was \$91,272 higher in the private sector (\$310,000) than in the public sector (\$218,728).

Table 1.3: MD/DO Median Total Annual Compensation (Salary)

Category	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
MD/DO	Base Salary:	\$232,803	\$180,000	\$215,000	\$252,000	\$44,000	\$650,000	179
	Base+Supp:	\$237,342	\$184,000	\$217,000	\$260,000	\$44,000	\$650,000	
	Total Comp:	\$246,496	\$187,500	\$223,000	\$270,000	\$44,000	\$650,000	
MD/DO Public	Base Salary:	\$225,780	\$176,336	\$210,000	\$239,843	\$44,000	\$650,000	160
	Base+Supp:	\$229,764	\$180,000	\$214,900	\$246,000	\$44,000	\$650,000	
	Total Comp:	\$237,276	\$184,000	\$218,728	\$259,500	\$44,000	\$650,000	
MD/DO Private	Base Salary:	\$291,945	\$216,133	\$273,000	\$300,000	\$178,000	\$550,000	19
	Base+Supp:	\$301,155	\$216,133	\$280,994	\$300,000	\$178,000	\$570,000	
	Total Comp:	\$324,135	\$218,183	\$310,000	\$359,000	\$190,800	\$630,000	

1.4: MD/DO Median Total Annual Compensation (Salary) by Years of Experience as a Clinical Geneticist or Clinical Lab Director

In the public sector, the median total annual salary generally increased with years of experience, with the exception of a \$15,775 decrease for 3-5 years relative to 0-2 years, and a \$24,463 decrease for 21+ years relative to 16-20 years.

In the private sector, the median total annual salary also increased with increasing years of experience.

Compensation in the private sector (n=19) was generally higher than in the public sector (n=160), however a direct comparison could only be made for those with 21+ years of experience; in this group median total annual salary in the private sector, when compared with the public sector, was \$95,647 higher.

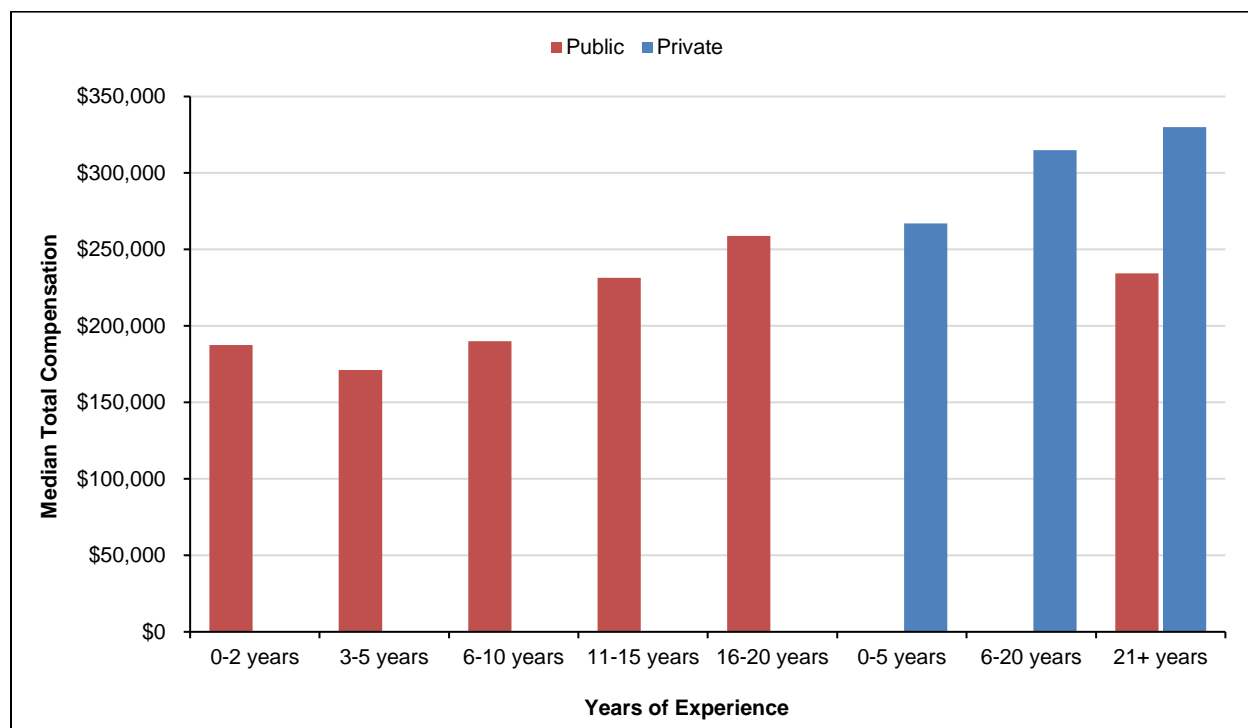
Table 1.4: MD/DO Salaries by Years of Experience

** Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

Sector	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	0-2 years	Base Salary:	\$190,512	\$160,000	\$187,500	\$200,000	\$121,200	\$360,000	18
		Base+Supp:	\$190,512	\$160,000	\$187,500	\$200,000	\$121,200	\$360,000	
		Total Comp:	\$193,635	\$162,664	\$187,500	\$200,000	\$121,200	\$360,000	

Sector	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	3-5 years	Base Salary:	\$177,502	\$160,000	\$168,725	\$192,000	\$120,000	\$237,500	22
		Base+Supp:	\$178,502	\$160,000	\$168,725	\$200,000	\$120,000	\$237,500	
		Total Comp:	\$191,323	\$163,369	\$171,225	\$204,000	\$120,000	\$352,328	
	6-10 years	Base Salary:	\$212,653	\$175,000	\$185,000	\$219,660	\$100,500	\$525,000	33
		Base+Supp:	\$212,925	\$175,000	\$185,000	\$220,000	\$100,500	\$525,000	
		Total Comp:	\$221,612	\$175,000	\$190,000	\$231,160	\$100,500	\$565,000	
	11-15 years	Base Salary:	\$240,459	\$195,000	\$231,500	\$272,000	\$170,470	\$385,000	18
		Base+Supp:	\$248,459	\$205,000	\$231,500	\$297,000	\$173,800	\$385,000	
		Total Comp:	\$254,209	\$207,000	\$231,500	\$307,000	\$173,800	\$385,000	
	16-20 years	Base Salary:	\$294,284	\$217,228	\$238,500	\$326,500	\$190,000	\$650,000	20
		Base+Supp:	\$302,984	\$219,728	\$247,300	\$341,500	\$195,000	\$650,000	
		Total Comp:	\$313,649	\$223,500	\$258,816	\$365,800	\$195,000	\$650,000	
	21+ years	Base Salary:	\$235,901	\$205,000	\$225,000	\$257,000	\$44,000	\$420,000	49
		Base+Supp:	\$241,785	\$210,000	\$230,000	\$268,000	\$44,000	\$430,000	
		Total Comp:	\$247,095	\$215,000	\$234,353	\$270,000	\$44,000	\$435,000	
PRIVATE	0-10 years*	Base Salary:	\$268,945	\$195,000	\$252,000	\$273,000	\$178,000	\$550,000	9
		Base+Supp:	\$270,612	\$195,000	\$260,000	\$273,000	\$178,000	\$550,000	
		Total Comp:	\$302,812	\$200,514	\$267,000	\$312,000	\$190,800	\$630,000	
	11-20 years*	Base Salary:	\$317,537	\$270,000	\$287,686	\$300,000	\$180,000	\$550,000	5
		Base+Supp:	\$325,537	\$287,686	\$290,000	\$300,000	\$180,000	\$570,000	
		Total Comp:	\$346,998	\$310,000	\$315,000	\$339,990	\$200,000	\$570,000	
	21+ years	Base Salary:	\$307,752	\$288,626	\$300,000	\$359,000	\$216,133	\$375,000	5
		Base+Supp:	\$331,752	\$288,626	\$300,000	\$359,000	\$216,133	\$495,000	
		Total Comp:	\$339,653	\$296,126	\$330,000	\$359,000	\$218,138	\$495,000	

Graph 1.4: MD/DO Salaries by Years of Experience



1.5: MD/DO Median Total Annual Compensation (Salary) by Years of Experience as a Clinical Geneticist or Clinical Lab Director, and by Gender*

In the public sector, the median total annual salary of males was greater than that of females in the 3-5 year, 6-10 year, 16-20 year, and 21+ year experience levels and lower for the 0-2 year and 11-15 year experience levels. The median total annual salary differences in the groups with higher male salaries ranged from \$8,535 for those with 21+ years of experience to \$44,910 for those with 6-10 years of experience. In contrast, the median total annual salary differences in the groups with higher female salaries ranged from \$7,500 for those with 0-2 years of experience to \$22,500 for those with 11-15 years of experience.

Within the private sector, the data were insufficient for meaningful comparisons.

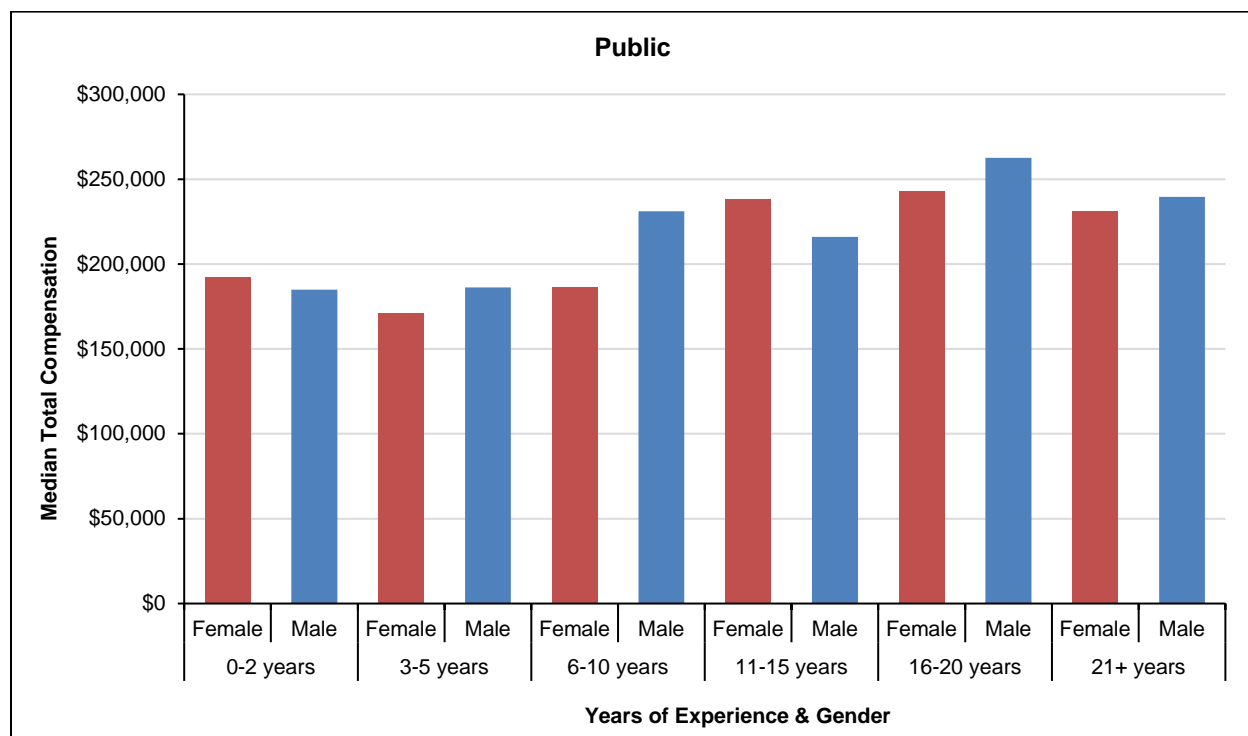
*Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.

Table 1.5: MD/DO Salaries by Years of Experience and Gender

Sector	Exper	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	0-2 years	Female	Base Salary:	\$197,170	\$160,000	\$190,000	\$200,000	\$140,000	\$360,000	13
			Base+Supp:	\$197,170	\$160,000	\$190,000	\$200,000	\$140,000	\$360,000	
			Total Comp:	\$201,266	\$162,664	\$192,500	\$200,000	\$144,400	\$360,000	
		Male	Base Salary:	\$173,200	\$160,000	\$185,000	\$185,000	\$121,200	\$214,800	5
			Base+Supp:	\$173,200	\$160,000	\$185,000	\$185,000	\$121,200	\$214,800	

Sector	Exper	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Total Comp:	\$173,792	\$162,960	\$185,000	\$185,000	\$121,200	\$214,800	
	3-5 years	Female	Base Salary:	\$175,294	\$159,000	\$168,725	\$188,813	\$120,000	\$237,500	16
			Base+Supp:	\$176,044	\$159,000	\$168,725	\$194,813	\$120,000	\$237,500	
			Total Comp:	\$184,517	\$162,685	\$171,225	\$200,500	\$120,000	\$282,800	
		Male	Base Salary:	\$183,388	\$164,000	\$178,500	\$205,000	\$152,000	\$222,328	6
			Base+Supp:	\$185,055	\$164,000	\$178,500	\$205,000	\$152,000	\$232,328	
			Total Comp:	\$209,471	\$165,000	\$186,250	\$215,000	\$152,000	\$352,328	
	6-10 years	Female	Base Salary:	\$193,234	\$170,000	\$184,500	\$200,000	\$100,500	\$336,000	22
			Base+Supp:	\$193,234	\$170,000	\$184,500	\$200,000	\$100,500	\$336,000	
			Total Comp:	\$197,080	\$170,000	\$186,250	\$207,000	\$100,500	\$369,600	
		Male	Base Salary:	\$251,489	\$180,000	\$219,660	\$240,000	\$139,144	\$525,000	11
			Base+Supp:	\$252,308	\$180,000	\$220,000	\$240,000	\$139,144	\$525,000	
			Total Comp:	\$270,678	\$183,000	\$231,160	\$320,000	\$153,058	\$565,000	
	11-15 years	Female	Base Salary:	\$247,147	\$220,000	\$233,000	\$270,000	\$170,470	\$385,000	10
			Base+Supp:	\$253,147	\$220,000	\$233,000	\$270,000	\$200,470	\$385,000	
			Total Comp:	\$257,497	\$222,500	\$238,500	\$270,000	\$200,470	\$385,000	
		Male	Base Salary:	\$232,100	\$193,000	\$207,500	\$286,000	\$173,800	\$310,000	8
			Base+Supp:	\$242,600	\$196,500	\$216,000	\$303,500	\$173,800	\$335,000	
			Total Comp:	\$250,100	\$196,500	\$216,000	\$321,000	\$173,800	\$360,000	
	16-20 years	Female	Base Salary:	\$286,950	\$210,000	\$220,000	\$348,000	\$190,000	\$505,000	11
			Base+Supp:	\$297,405	\$215,000	\$237,000	\$378,000	\$195,000	\$540,000	
			Total Comp:	\$304,978	\$219,455	\$243,000	\$383,000	\$195,000	\$542,500	
		Male	Base Salary:	\$261,747	\$225,000	\$240,000	\$262,631	\$200,000	\$432,000	7
			Base+Supp:	\$270,176	\$227,000	\$247,600	\$280,000	\$200,000	\$432,000	
			Total Comp:	\$285,890	\$227,000	\$262,631	\$295,000	\$200,000	\$507,000	
	21+ years	Female	Base Salary:	\$231,190	\$203,536	\$222,790	\$234,818	\$156,000	\$415,000	28
			Base+Supp:	\$235,732	\$205,603	\$227,044	\$252,500	\$156,000	\$415,000	
			Total Comp:	\$243,007	\$210,000	\$231,150	\$266,131	\$156,000	\$435,000	
		Male	Base Salary:	\$251,765	\$208,000	\$239,685	\$300,000	\$141,000	\$420,000	19
			Base+Supp:	\$260,246	\$215,000	\$239,685	\$300,000	\$163,515	\$430,000	
			Total Comp:	\$263,220	\$224,274	\$239,685	\$300,000	\$163,515	\$430,000	

Graph 1.5: MD/DO Salaries by Years of Experience and Gender



1.6.A: MD/DO Median Total Annual Compensation (Salary) by Region

To facilitate making comparisons, the region designations used for this analysis are identical to those used in the Association of American Medical Colleges (AAMC) annual survey (*see Appendix for map depicting regions*). The regional distribution of the current ACMG survey participants (MD/DO group only) was as follows: 27% work in the Midwest, 16% in the Northeast, 34% in the South, and 23% in the West.

Within the public sector, the median total annual salaries were similar across all regions. A \$25,915 difference in the median total annual salary was observed between the Northeast positioned at the low end of the spectrum (\$205,835) and the Western region positioned at the high end (\$231,750).

Within the private sector, the median total annual salary for the Western region was \$303,063. There were insufficient data for the Midwest-Great Plains, Northeast, and Southern regions.

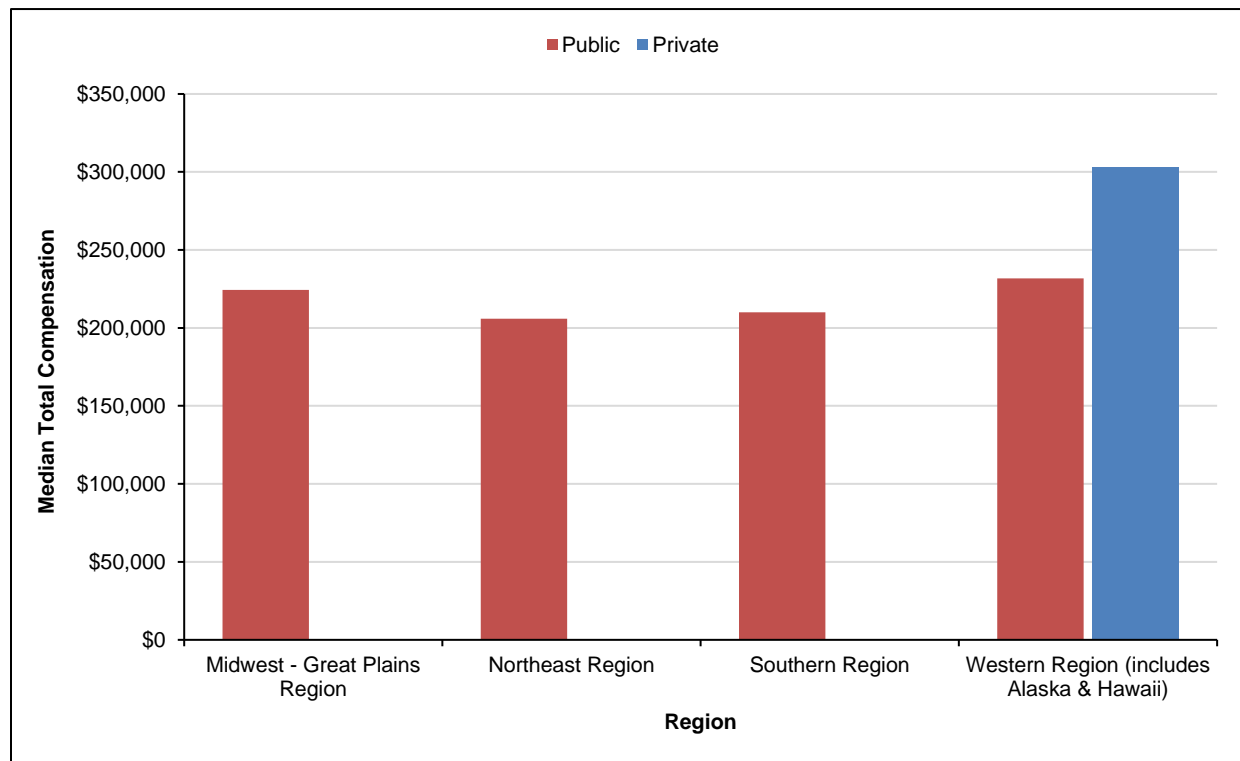
The median total annual salary in the private sector was \$71,313 higher than in the public sector for the Western region, which represents the only region with reportable data.

Table 1.6.A: MD/DO Salaries by Region

Sector	Region	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	Base Salary:	\$238,386	\$185,000	\$210,000	\$254,000	\$140,000	\$525,000	45
		Base+Supp:	\$243,167	\$190,000	\$217,000	\$268,000	\$140,000	\$525,000	
		Total Comp:	\$252,110	\$190,000	\$224,274	\$277,202	\$144,400	\$565,000	

Sector	Region	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Northeast Region	Base Salary:	\$227,170	\$166,567	\$195,500	\$250,000	\$44,000	\$505,000	28
		Base+Supp:	\$231,884	\$168,832	\$200,235	\$268,500	\$44,000	\$540,000	
		Total Comp:	\$238,413	\$168,832	\$205,835	\$276,000	\$44,000	\$542,500	
	Southern Region	Base Salary:	\$212,976	\$173,800	\$202,867	\$230,000	\$100,500	\$650,000	57
		Base+Supp:	\$216,748	\$173,800	\$207,000	\$238,000	\$100,500	\$650,000	
		Total Comp:	\$224,147	\$173,800	\$210,000	\$255,000	\$100,500	\$650,000	
	Western Region (includes Alaska and Hawaii)	Base Salary:	\$229,902	\$205,000	\$222,790	\$237,000	\$164,832	\$415,000	30
		Base+Supp:	\$232,409	\$205,000	\$227,044	\$240,000	\$164,832	\$415,000	
		Total Comp:	\$238,908	\$205,000	\$231,750	\$251,334	\$169,000	\$435,000	
PRIVATE	Western Region (includes Alaska and Hawaii)	Base Salary:	\$291,761	\$248,000	\$276,997	\$300,000	\$180,000	\$550,000	12
		Base+Supp:	\$306,345	\$255,500	\$284,810	\$300,000	\$180,000	\$570,000	
		Total Comp:	\$326,136	\$257,500	\$303,063	\$364,497	\$200,000	\$570,000	

Graph 1.6.A: MD/DO Salaries by Region



1.6.B: MD/DO Median Total Annual Compensation (Salary) by Region Comparing High Cost Areas to Other Areas

To classify areas as high cost, the latest Regional Price Parity data for US major metro areas was pulled from the Bureau of Economic Analysis' website (<https://www.bea.gov/news/2021/real-personal-consumption-expenditures-and-personal-income-state-2020>). This report includes an index score that is calculated based on the cost of goods and services in each major metropolitan area. The US average index score is 100. Metro areas with higher scores are more expensive than average. Scores range from 82.4 (Florence-Muscle Shoals, AL) to 117.4 (San Francisco, CA metro area).

For this report, metro areas with an index score of at least 110 are classified as high cost areas. This means that each of these metro areas is at least 10% more expensive than the average cost of living in the United States. Fourteen metro areas are identified as high cost areas: San Francisco-Oakland-Berkeley, CA; New York-Newark-Jersey City, NY-NJ-PA; Urban Honolulu, HI; San Diego-Chula Vista-Carlsbad, CA; San Jose-Sunnyvale-Santa Clara, CA; Seattle-Tacoma-Bellevue, WA; Los Angeles-Long Beach-Anaheim, CA; Poughkeepsie-Newburgh-Middletown, NY; Washington-Arlington-Alexandria, DC-VA-MD-WV; Napa, CA; Oxnard-Thousand Oaks-Ventura, CA; Salinas, CA; Boston-Cambridge-Newton, MA-NH; and Santa Maria-Santa Barbara, CA. . These data were collected to determine if there is a difference in compensation for these high cost living areas when compared to other areas.

Within the public sector, median total annual salaries were higher in the high cost areas for which comparisons can be made, with the exception of the Southern region. For the Northeast region, a difference of \$72,000 was observed in the high cost areas (\$271,000) compared to the other areas surveyed (\$199,000). For the Western region, a difference of \$3,073 was observed in the high cost areas (\$231,750) compared to the other areas surveyed (\$228,677). For the Southern region, a difference of \$8,772 was observed in the other areas (\$210,000) compared to the high cost areas surveyed (\$201,228). A comparison for the Midwest-Great Plains region could not be made due to insufficient data for high cost areas.

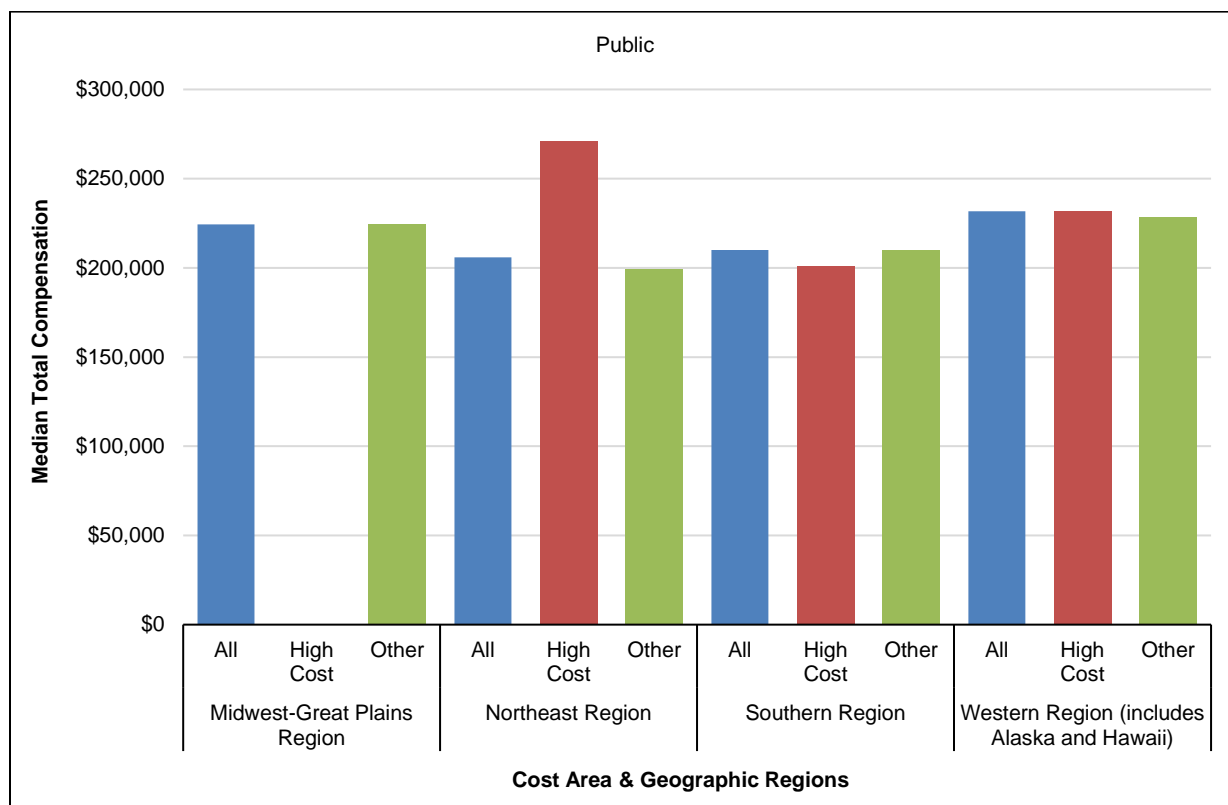
Within the private sector, the data were insufficient for meaningful comparisons.

Table 1.6.B: MD/DO Salaries by Region in High Cost and Other Areas

Sector	Region	Cost Area	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest- Great Plains Region	All	Base Salary:	\$238,386	\$185,000	\$210,000	\$254,000	\$140,000	\$525,000	45
			Base+Supp:	\$243,167	\$190,000	\$217,000	\$268,000	\$140,000	\$525,000	
			Total Comp:	\$252,110	\$190,000	\$224,274	\$277,202	\$144,400	\$565,000	
		High Cost	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		Other	Base Salary:	\$238,386	\$185,000	\$210,000	\$254,000	\$140,000	\$525,000	45
			Base+Supp:	\$243,167	\$190,000	\$217,000	\$268,000	\$140,000	\$525,000	
			Total Comp:	\$252,110	\$190,000	\$224,274	\$277,202	\$144,400	\$565,000	
	Northeast Region	All	Base Salary:	\$227,170	\$166,567	\$195,500	\$250,000	\$44,000	\$505,000	28
			Base+Supp:	\$231,884	\$168,832	\$200,235	\$268,500	\$44,000	\$540,000	
			Total Comp:	\$238,413	\$168,832	\$205,835	\$276,000	\$44,000	\$542,500	
		High Cost	Base Salary:	\$274,552	\$192,313	\$234,000	\$360,500	\$44,000	\$505,000	

Sector	Region	Cost Area	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Base+Supp:	\$282,052	\$192,313	\$261,500	\$360,500	\$44,000	\$540,000	12
			Total Comp:	\$291,244	\$195,013	\$271,000	\$377,300	\$44,000	\$542,500	
		Other	Base Salary:	\$191,633	\$161,332	\$186,500	\$214,500	\$120,000	\$300,000	16
			Base+Supp:	\$194,258	\$161,332	\$195,500	\$214,500	\$120,000	\$300,000	
			Total Comp:	\$198,790	\$161,332	\$199,000	\$228,500	\$120,000	\$300,000	
	Southern Region	All	Base Salary:	\$212,976	\$173,800	\$202,867	\$230,000	\$100,500	\$650,000	57
			Base+Supp:	\$216,748	\$173,800	\$207,000	\$238,000	\$100,500	\$650,000	
			Total Comp:	\$224,147	\$173,800	\$210,000	\$255,000	\$100,500	\$650,000	
		High Cost	Base Salary:	\$193,943	\$156,000	\$197,500	\$219,455	\$121,200	\$272,000	6
			Base+Supp:	\$199,776	\$156,000	\$199,728	\$225,000	\$121,200	\$297,000	
			Total Comp:	\$202,609	\$160,000	\$201,228	\$225,000	\$121,200	\$307,000	
		Other	Base Salary:	\$215,216	\$173,800	\$202,867	\$234,000	\$100,500	\$650,000	51
			Base+Supp:	\$218,745	\$173,800	\$207,000	\$239,685	\$100,500	\$650,000	
			Total Comp:	\$226,681	\$173,800	\$210,000	\$258,292	\$100,500	\$650,000	
	Western Region (includes Alaska and Hawaii)	All	Base Salary:	\$229,902	\$205,000	\$222,790	\$237,000	\$164,832	\$415,000	30
			Base+Supp:	\$232,409	\$205,000	\$227,044	\$240,000	\$164,832	\$415,000	
			Total Comp:	\$238,908	\$205,000	\$231,750	\$251,334	\$169,000	\$435,000	
		High Cost	Base Salary:	\$235,828	\$202,500	\$229,500	\$242,418	\$164,832	\$415,000	16
			Base+Supp:	\$236,428	\$202,500	\$231,590	\$242,418	\$164,832	\$415,000	
			Total Comp:	\$244,298	\$210,000	\$231,750	\$265,631	\$169,832	\$435,000	
		Other	Base Salary:	\$223,131	\$205,000	\$216,776	\$230,489	\$169,000	\$400,000	14
			Base+Supp:	\$227,815	\$205,000	\$218,776	\$240,000	\$169,000	\$400,000	
			Total Comp:	\$232,747	\$205,000	\$228,677	\$248,000	\$169,000	\$400,000	

Graph 1.6.B: MD/DO Salaries by Region in High Cost and Other Areas



1.7: MD/DO Median Total Annual Compensation (Salary) by Region and Years of Experience as a Clinical Geneticist or Clinical Lab Director

Within the public sector, there was a general trend toward an increasing median total salary with increasing years of experience within all four regions. However, there were exceptions to this trend in all regions. These discrepancies may reflect real differences, or they may be the result of the low number of participants within some groups.

The data available from the private sector were insufficient to make comparisons.

Table 1.7: MD/DO Salaries by Region and Years of Experience

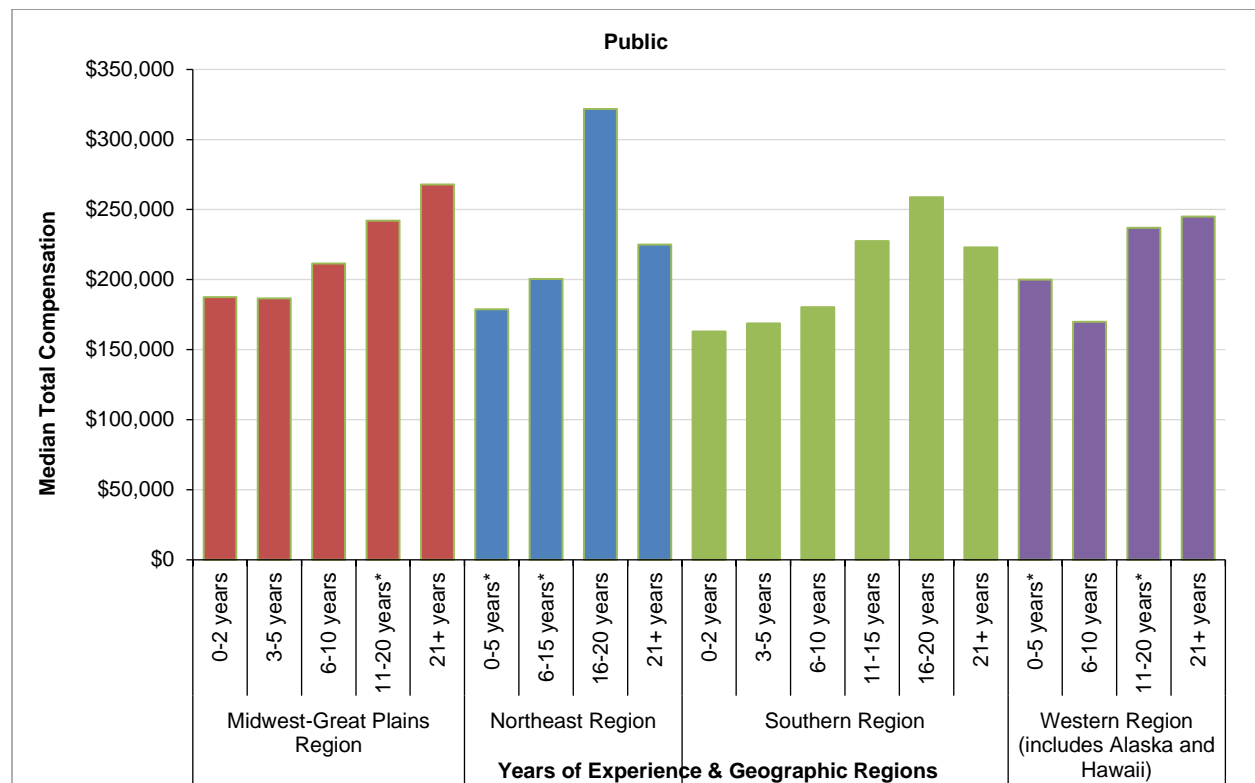
* Groupings for years of experience were altered to reach sufficient participant numbers for reporting.

Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	0-2 years	Base Salary:	\$177,000	\$157,000	\$187,500	\$190,000	\$140,000	\$200,000	6
			Base+Supp:	\$177,000	\$157,000	\$187,500	\$190,000	\$140,000	\$200,000	
			Total Comp:	\$178,150	\$157,000	\$187,500	\$192,500	\$144,400	\$200,000	
		3-5 years	Base Salary:	\$186,750	\$164,000	\$178,000	\$205,000	\$158,000	\$237,500	6
			Base+Supp:	\$186,750	\$164,000	\$178,000	\$205,000	\$158,000	\$237,500	

Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Total Comp:	\$194,978	\$168,500	\$186,500	\$215,000	\$163,369	\$250,000	
		6-10 years	Base Salary:	\$250,658	\$184,079	\$210,000	\$235,000	\$165,000	\$525,000	11
			Base+Supp:	\$251,113	\$184,079	\$210,000	\$235,000	\$165,000	\$525,000	
			Total Comp:	\$267,900	\$187,239	\$211,500	\$320,000	\$165,000	\$565,000	
		11-20 years*	Base Salary:	\$265,556	\$200,000	\$240,000	\$310,000	\$190,000	\$432,000	9
			Base+Supp:	\$270,111	\$202,000	\$242,000	\$310,000	\$195,000	\$432,000	
			Total Comp:	\$284,556	\$202,000	\$242,000	\$360,000	\$195,000	\$507,000	
		21+ years	Base Salary:	\$261,357	\$215,000	\$254,000	\$305,000	\$141,000	\$420,000	13
			Base+Supp:	\$274,369	\$224,274	\$268,000	\$315,000	\$163,515	\$430,000	
			Total Comp:	\$276,792	\$231,800	\$268,000	\$315,000	\$163,515	\$430,000	
	Northeast Region	0-5 years*	Base Salary:	\$170,286	\$156,000	\$175,332	\$192,313	\$120,000	\$195,000	8
			Base+Supp:	\$171,786	\$156,000	\$176,145	\$195,000	\$120,000	\$200,000	
			Total Comp:	\$174,836	\$157,000	\$178,832	\$197,513	\$120,000	\$212,000	
		6-15 years*	Base Salary:	\$236,353	\$170,470	\$185,000	\$336,000	\$160,000	\$385,000	7
			Base+Supp:	\$240,639	\$175,000	\$200,470	\$336,000	\$160,000	\$385,000	
			Total Comp:	\$246,367	\$175,000	\$200,470	\$369,600	\$160,000	\$385,000	
		16-20 years	Base Salary:	\$326,167	\$215,000	\$265,000	\$500,000	\$207,000	\$505,000	6
			Base+Supp:	\$341,167	\$215,000	\$292,500	\$500,000	\$207,000	\$540,000	
			Total Comp:	\$356,717	\$243,000	\$321,800	\$500,000	\$211,200	\$542,500	
		21+ years	Base Salary:	\$198,143	\$156,000	\$214,000	\$257,000	\$44,000	\$300,000	7
			Base+Supp:	\$198,143	\$156,000	\$214,000	\$257,000	\$44,000	\$300,000	
			Total Comp:	\$201,714	\$156,000	\$225,000	\$257,000	\$44,000	\$300,000	
	Southern Region	0-2 years	Base Salary:	\$192,240	\$160,000	\$160,000	\$160,000	\$121,200	\$360,000	5
			Base+Supp:	\$192,240	\$160,000	\$160,000	\$160,000	\$121,200	\$360,000	
			Total Comp:	\$194,545	\$160,000	\$162,960	\$168,565	\$121,200	\$360,000	
		3-5 years	Base Salary:	\$181,239	\$160,068	\$166,225	\$211,664	\$140,000	\$234,000	8
			Base+Supp:	\$182,489	\$160,068	\$166,225	\$216,664	\$140,000	\$234,000	
			Total Comp:	\$206,027	\$162,318	\$168,725	\$241,900	\$150,000	\$352,328	
		6-10 years	Base Salary:	\$183,547	\$172,500	\$178,836	\$200,000	\$100,500	\$280,000	12
			Base+Supp:	\$183,547	\$172,500	\$178,836	\$200,000	\$100,500	\$280,000	
			Total Comp:	\$187,290	\$172,500	\$180,336	\$203,500	\$100,500	\$300,000	
		11-15 years	Base Salary:	\$233,180	\$191,000	\$222,500	\$272,000	\$173,800	\$310,000	10
			Base+Supp:	\$244,380	\$205,000	\$227,500	\$297,000	\$173,800	\$335,000	
			Total Comp:	\$248,630	\$207,000	\$227,500	\$307,000	\$173,800	\$335,000	
			Base Salary:	\$301,614	\$219,455	\$233,800	\$262,631	\$210,000	\$650,000	

Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Western Region (includes Alaska and Hawaii)	16-20 years	Base+Supp:	\$309,114	\$220,000	\$251,300	\$262,631	\$219,455	\$650,000	6
			Total Comp:	\$312,448	\$220,000	\$258,816	\$267,600	\$219,455	\$650,000	
		21+ years	Base Salary:	\$211,531	\$191,434	\$209,000	\$234,000	\$165,000	\$258,292	16
			Base+Supp:	\$214,531	\$192,103	\$212,934	\$238,843	\$165,000	\$258,292	
			Total Comp:	\$221,687	\$206,103	\$223,000	\$244,843	\$165,000	\$270,000	
	Western Region (includes Alaska and Hawaii)	0-5 years*	Base Salary:	\$196,907	\$175,000	\$185,000	\$218,551	\$170,000	\$235,000	7
			Base+Supp:	\$196,907	\$175,000	\$185,000	\$218,551	\$170,000	\$235,000	
			Total Comp:	\$205,162	\$180,000	\$200,000	\$235,000	\$170,000	\$251,334	
		6-10 years	Base Salary:	\$191,746	\$169,000	\$169,900	\$215,000	\$164,832	\$240,000	5
			Base+Supp:	\$192,546	\$169,000	\$169,900	\$219,000	\$164,832	\$240,000	
			Total Comp:	\$195,946	\$169,832	\$169,900	\$223,000	\$169,000	\$248,000	
		11-20 years*	Base Salary:	\$234,000	\$233,000	\$233,000	\$237,000	\$220,000	\$247,000	5
			Base+Supp:	\$234,000	\$233,000	\$233,000	\$237,000	\$220,000	\$247,000	
			Total Comp:	\$240,200	\$233,000	\$237,000	\$244,000	\$220,000	\$267,000	
		21+ years	Base Salary:	\$260,769	\$220,579	\$228,088	\$270,000	\$205,000	\$415,000	13
			Base+Supp:	\$266,245	\$226,000	\$237,835	\$272,077	\$205,000	\$415,000	
			Total Comp:	\$273,105	\$230,179	\$245,000	\$290,000	\$205,000	\$435,000	

Graph 1.7: MD/DO Salaries by Region and Years of Experience



1.8: MD/DO Median Total Annual Compensation (Salary) by Region and Gender*

In the public sector, the median total annual salary of males was greater in all regions except the Western region where the median was \$29,677 higher for women. The median total annual salary for males was \$56,765 higher in the Northeast, \$49,500 higher in the Midwest-Great Plains, and \$18,000 higher in the Southern region.

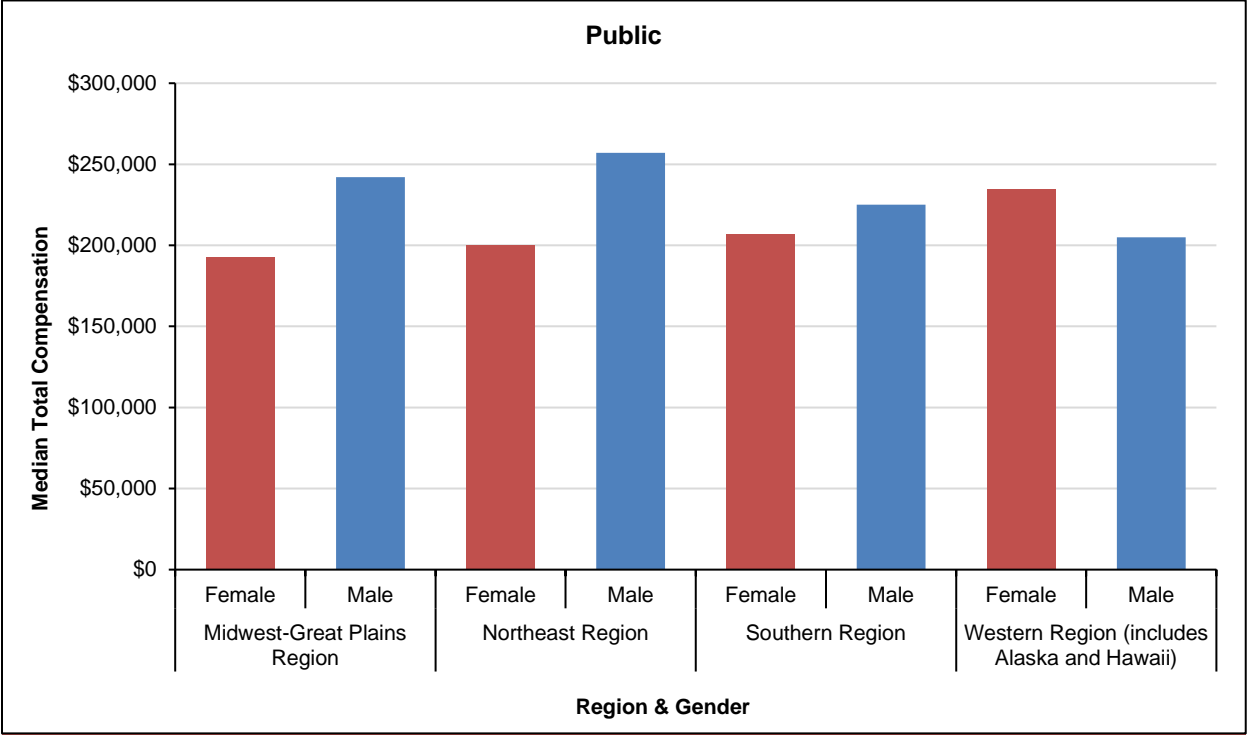
The data available from the private sector were insufficient to make comparisons.

*Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.

Table 1.8: MD/DO Salaries by Region and Gender

Sector	Region	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	Female	Base Salary:	\$202,076	\$165,000	\$190,000	\$231,800	\$140,000	\$348,000	17
			Base+Supp:	\$204,606	\$165,000	\$190,000	\$231,800	\$140,000	\$378,000	
			Total Comp:	\$207,239	\$169,000	\$192,500	\$231,800	\$144,400	\$383,000	
		Male	Base Salary:	\$262,299	\$199,274	\$225,000	\$310,000	\$141,000	\$525,000	27
			Base+Supp:	\$268,675	\$202,000	\$227,000	\$315,000	\$163,515	\$525,000	
			Total Comp:	\$281,866	\$204,000	\$242,000	\$328,000	\$163,515	\$565,000	
	Northeast Region	Female	Base Salary:	\$234,671	\$170,470	\$195,000	\$243,000	\$120,000	\$505,000	22
			Base+Supp:	\$238,171	\$175,000	\$198,000	\$243,000	\$120,000	\$540,000	
			Total Comp:	\$245,571	\$175,000	\$200,235	\$247,000	\$120,000	\$542,500	
		Male	Base Salary:	\$230,800	\$220,000	\$225,000	\$257,000	\$152,000	\$300,000	5
			Base+Supp:	\$241,800	\$220,000	\$257,000	\$280,000	\$152,000	\$300,000	
			Total Comp:	\$245,800	\$225,000	\$257,000	\$295,000	\$152,000	\$300,000	
	Southern Region	Female	Base Salary:	\$202,459	\$172,000	\$200,000	\$220,000	\$100,500	\$360,000	37
			Base+Supp:	\$205,783	\$172,000	\$201,000	\$230,000	\$100,500	\$360,000	
			Total Comp:	\$212,050	\$172,450	\$207,000	\$230,000	\$100,500	\$360,000	
		Male	Base Salary:	\$231,073	\$173,800	\$210,000	\$247,600	\$121,200	\$650,000	19
			Base+Supp:	\$235,915	\$173,800	\$210,000	\$247,600	\$121,200	\$650,000	
			Total Comp:	\$245,909	\$173,800	\$225,000	\$267,600	\$121,200	\$650,000	
	Western Region (includes Alaska and Hawaii)	Female	Base Salary:	\$235,886	\$214,276	\$227,044	\$237,418	\$164,832	\$415,000	24
			Base+Supp:	\$238,853	\$214,276	\$231,590	\$240,000	\$164,832	\$415,000	
			Total Comp:	\$245,977	\$215,000	\$234,677	\$257,798	\$169,832	\$435,000	
		Male	Base Salary:	\$197,760	\$185,000	\$205,000	\$214,800	\$169,000	\$215,000	5
			Base+Supp:	\$198,560	\$185,000	\$205,000	\$214,800	\$169,000	\$219,000	
			Total Comp:	\$199,360	\$185,000	\$205,000	\$214,800	\$169,000	\$223,000	

Graph 1.8: MD/DO Salaries by Region and Gender



1.9.A: MD/DO Median Total Annual Compensation (Salary) by Department of Primary Appointment for Individuals at Academic Institutions in the Public Sector

A sufficient number of entries were obtained only for the departments listed in the table below.

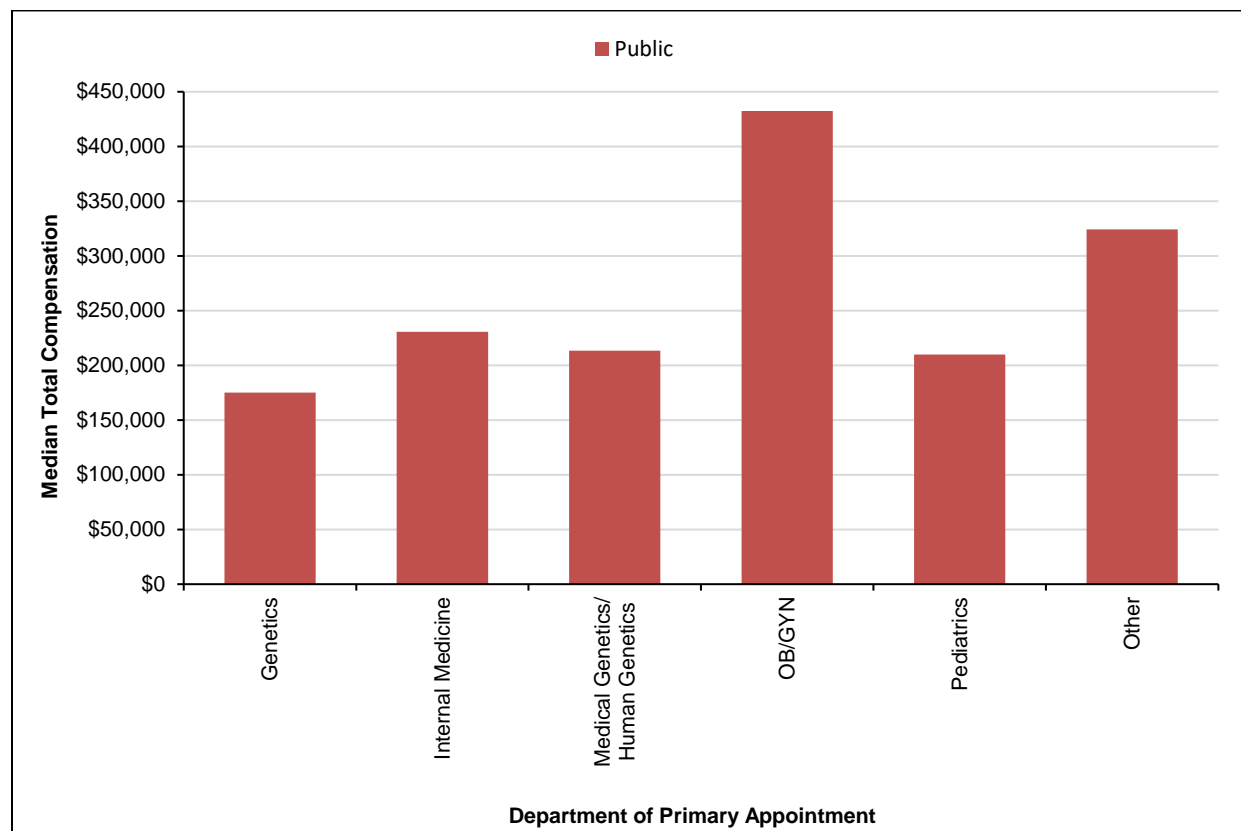
Among those departments with sufficient data to allow evaluation, the median total annual salary was lowest for those with a primary appointment in Genetics (\$175,000), followed by Pediatrics (\$210,000), Medical Genetics/Human Genetics (\$213,500), Internal Medicine (\$230,500), Other Department (\$324,300), and Obstetrics/Gynecology (\$432,500). A \$257,500 difference in the median total annual salary was observed between those individuals with a primary appointment in Genetics (lowest) and Obstetrics/Gynecology (highest).

Table 1.9.A: MD/DO Salaries by Department of Primary Appointment

Sector	Prim Appt	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Genetics	Base Salary:	\$182,240	\$165,000	\$175,000	\$201,000	\$139,144	\$220,000	14
		Base+Supp:	\$182,598	\$165,000	\$175,000	\$201,000	\$139,144	\$220,000	
		Total Comp:	\$185,120	\$169,000	\$175,000	\$201,000	\$153,058	\$225,000	
	Internal Medicine	Base Salary:	\$229,571	\$185,000	\$226,000	\$245,000	\$172,000	\$336,000	7
		Base+Supp:	\$229,571	\$185,000	\$226,000	\$245,000	\$172,000	\$336,000	
		Total Comp:	\$235,586	\$185,000	\$230,500	\$247,000	\$172,000	\$369,600	

Sector	Prim Appt	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Medical Genetics/Human Genetics	Base Salary:	\$254,068	\$185,000	\$200,000	\$285,000	\$160,000	\$650,000	20
		Base+Supp:	\$254,968	\$185,000	\$202,500	\$285,000	\$160,000	\$650,000	
		Total Comp:	\$261,819	\$185,000	\$213,500	\$295,000	\$162,960	\$650,000	
	OB/GYN	Base Salary:	\$417,500	\$385,000	\$417,500	\$500,000	\$280,000	\$505,000	6
		Base+Supp:	\$425,000	\$385,000	\$422,500	\$500,000	\$280,000	\$540,000	
		Total Comp:	\$432,083	\$385,000	\$432,500	\$500,000	\$300,000	\$542,500	
	Pediatrics	Base Salary:	\$200,994	\$175,000	\$202,867	\$225,000	\$44,000	\$348,000	73
		Base+Supp:	\$206,999	\$179,450	\$207,000	\$233,000	\$44,000	\$378,000	
		Total Comp:	\$212,365	\$181,450	\$210,000	\$237,000	\$44,000	\$383,000	
	Other	Base Salary:	\$320,250	\$260,000	\$302,500	\$360,000	\$257,000	\$439,500	6
		Base+Supp:	\$321,583	\$268,000	\$302,500	\$360,000	\$257,000	\$439,500	
		Total Comp:	\$328,850	\$268,000	\$324,300	\$360,000	\$257,000	\$439,500	

Graph 1.9.A: MD/DO Salaries by Department of Primary Appointment



1.9.B: MD/DO Salaries for Those with a Primary Appointment in Medical Genetics/Human Genetics by Years of Experience

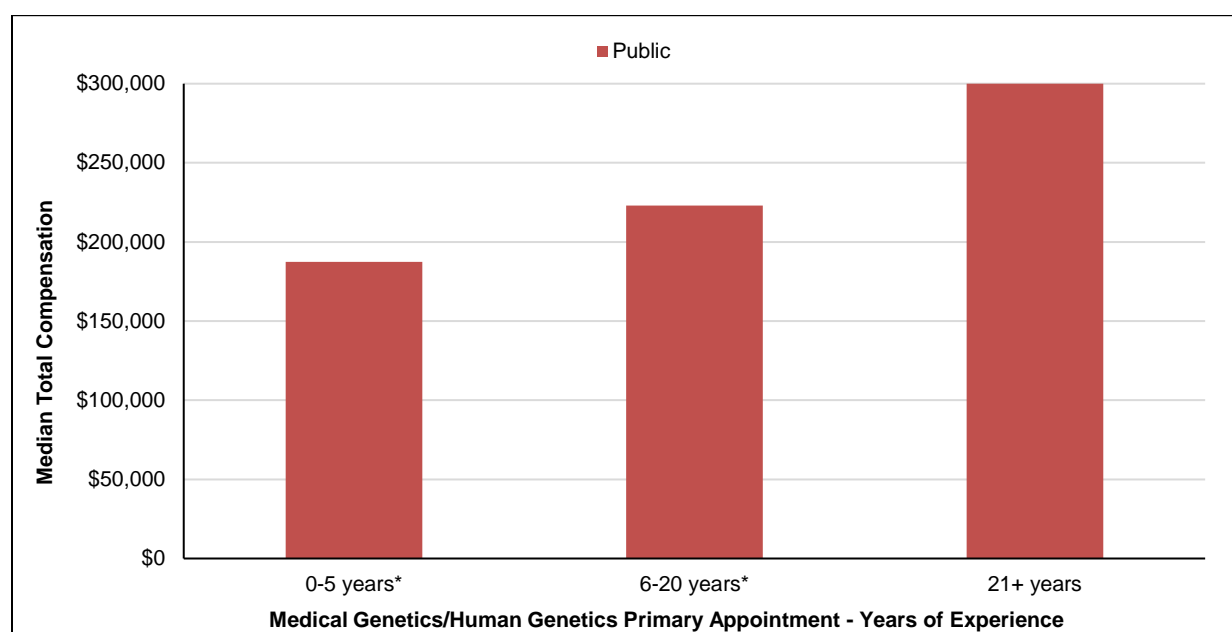
Within the Department of Medical Genetics/Human Genetics subgroup there were sufficient participants to allow for comparisons by years of experience. **The median total annual salary increased with experience**; individuals with 0-5 years of experience had the lowest median total salary (\$187,500) while those with 21+ years of experience had the highest median total salary (\$300,000).

Table 1.9.B: MD/DO Salaries for Those with a Primary Appointment in Genetics by Years of Experience

** Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

Sector	Prim Appt	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
Public	Medical Genetics/ Human Genetics	0-5 years*	Base Salary:	\$180,875	\$162,000	\$186,500	\$192,500	\$160,000	\$205,000	8
			Base+Supp:	\$182,375	\$162,000	\$187,500	\$197,500	\$160,000	\$205,000	
			Total Comp:	\$187,128	\$168,533	\$187,500	\$203,500	\$162,960	\$215,000	
		6-20 years*	Base Salary:	\$296,382	\$185,000	\$215,000	\$432,000	\$177,672	\$650,000	7
			Base+Supp:	\$297,239	\$185,000	\$219,000	\$432,000	\$177,672	\$650,000	
			Total Comp:	\$308,525	\$185,000	\$223,000	\$507,000	\$177,672	\$650,000	
		21+ years	Base Salary:	\$311,937	\$270,000	\$300,000	\$350,000	\$239,685	\$400,000	5
			Base+Supp:	\$311,937	\$270,000	\$300,000	\$350,000	\$239,685	\$400,000	
			Total Comp:	\$315,937	\$290,000	\$300,000	\$350,000	\$239,685	\$400,000	

Graph 1.9.B: MD/DO Salaries for Those with a Primary Appointment in Medical Genetics/Human Genetics by Years of Experience



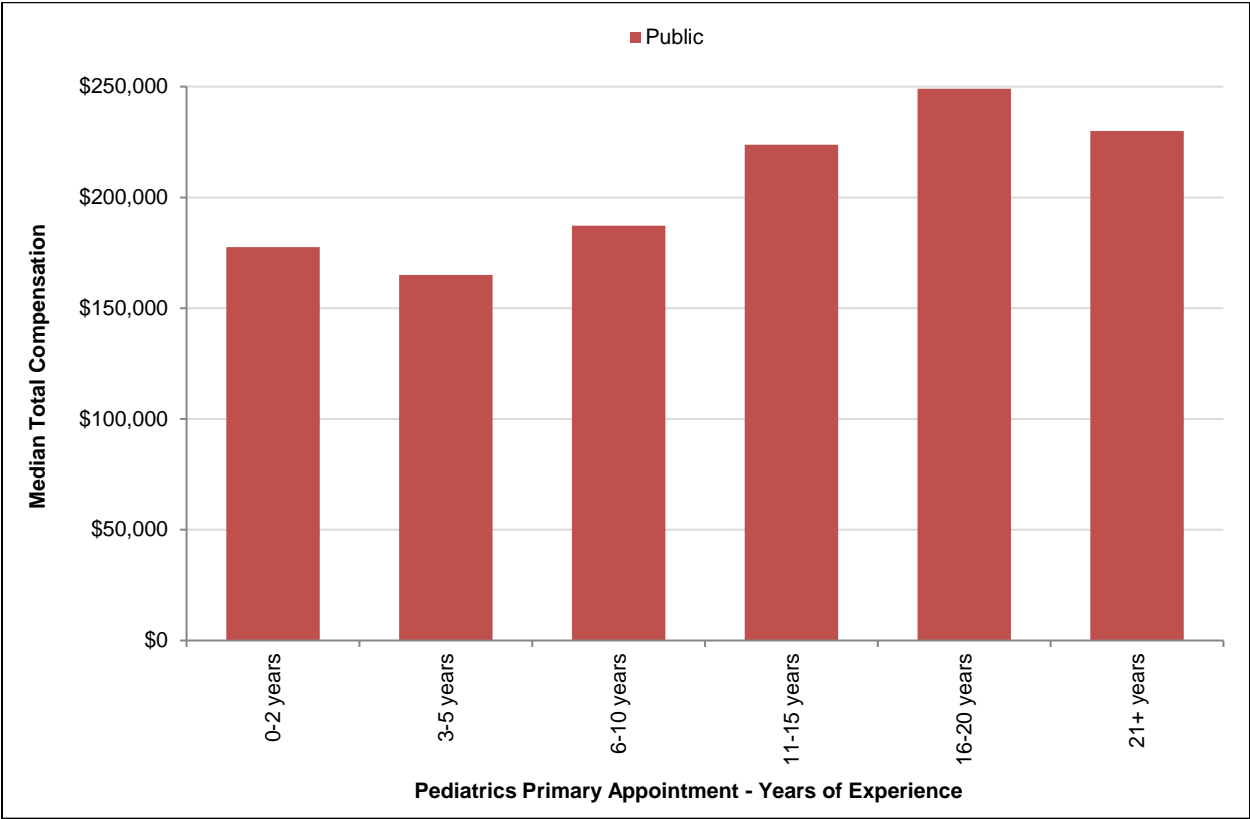
1.9.C: MD/DO Salaries for Those with a Primary Appointment in Pediatrics by Years of Experience

Within the Department of Pediatrics subgroup there were sufficient participants to allow for comparisons by years of experience. **The median total annual salary generally increased with experience**, with the exception of a decrease for 3-5 years relative to 0-2 years, and a decrease for 21+ years relative to 16-20 years. The largest increase was observed between 6-10 and 11-15 years of experience (\$36,511).

Table 1.9.C: MD/DO Salaries for Those with a Primary Appointment in Pediatrics by Years of Experience

Sector	Prim Appt	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Pediatrics	0-2 years	Base Salary:	\$177,411	\$157,000	\$176,332	\$200,000	\$140,000	\$214,800	6
			Base+Supp:	\$177,411	\$157,000	\$176,332	\$200,000	\$140,000	\$214,800	
			Total Comp:	\$178,561	\$157,000	\$177,582	\$200,000	\$144,400	\$214,800	
		3-5 years	Base Salary:	\$169,830	\$156,000	\$165,000	\$180,000	\$120,000	\$234,000	11
			Base+Supp:	\$169,830	\$156,000	\$165,000	\$180,000	\$120,000	\$234,000	
			Total Comp:	\$178,221	\$160,000	\$165,000	\$200,000	\$120,000	\$282,800	
		6-10 years	Base Salary:	\$182,870	\$169,000	\$184,000	\$200,000	\$160,000	\$219,660	11
			Base+Supp:	\$183,325	\$169,000	\$184,000	\$200,000	\$160,000	\$224,660	
			Total Comp:	\$186,430	\$169,832	\$187,239	\$200,000	\$160,000	\$231,160	
		11-15 years	Base Salary:	\$210,934	\$183,000	\$207,500	\$233,000	\$170,470	\$270,000	8
			Base+Supp:	\$219,934	\$201,235	\$215,000	\$233,000	\$191,000	\$270,000	
			Total Comp:	\$223,496	\$201,235	\$223,750	\$238,500	\$191,000	\$270,000	
		16-20 years	Base Salary:	\$241,125	\$212,500	\$231,000	\$243,500	\$207,000	\$348,000	8
			Base+Supp:	\$257,625	\$226,000	\$244,500	\$267,500	\$207,000	\$378,000	
			Total Comp:	\$266,650	\$239,500	\$249,000	\$281,000	\$211,200	\$383,000	
		21+ years	Base Salary:	\$210,756	\$202,867	\$214,000	\$231,800	\$44,000	\$305,000	29
			Base+Supp:	\$218,664	\$207,000	\$217,000	\$238,000	\$44,000	\$315,000	
			Total Comp:	\$224,102	\$210,000	\$230,000	\$245,000	\$44,000	\$315,000	

Graph 1.9.C: MD/DO Salaries for Those with a Primary Appointment in Pediatrics by Years of Experience



1.10: MD/DO Median Total Annual Compensation (Salary) by Non-Tenure or Tenure Track and Years of Experience within the Public Sector

In general, the median total annual salary increased with years of experience within the non-tenure track group with one exception. The median total annual salary decreased by \$24,821 between 16-20 years (\$255,000) and 21+ years (\$230,179) of experience. Within the tenure track/tenured group, a similar trend was observed between increasing years of experience and salary, with the exception of those on the tenure track with 6-10 years of experience. The median total annual salary for this group (\$172,000) was \$26,013 less than that for those with 0-5 years of experience (\$198,013). Direct comparisons could not be made between the non-tenure track group and their tenure track or tenured counterparts.

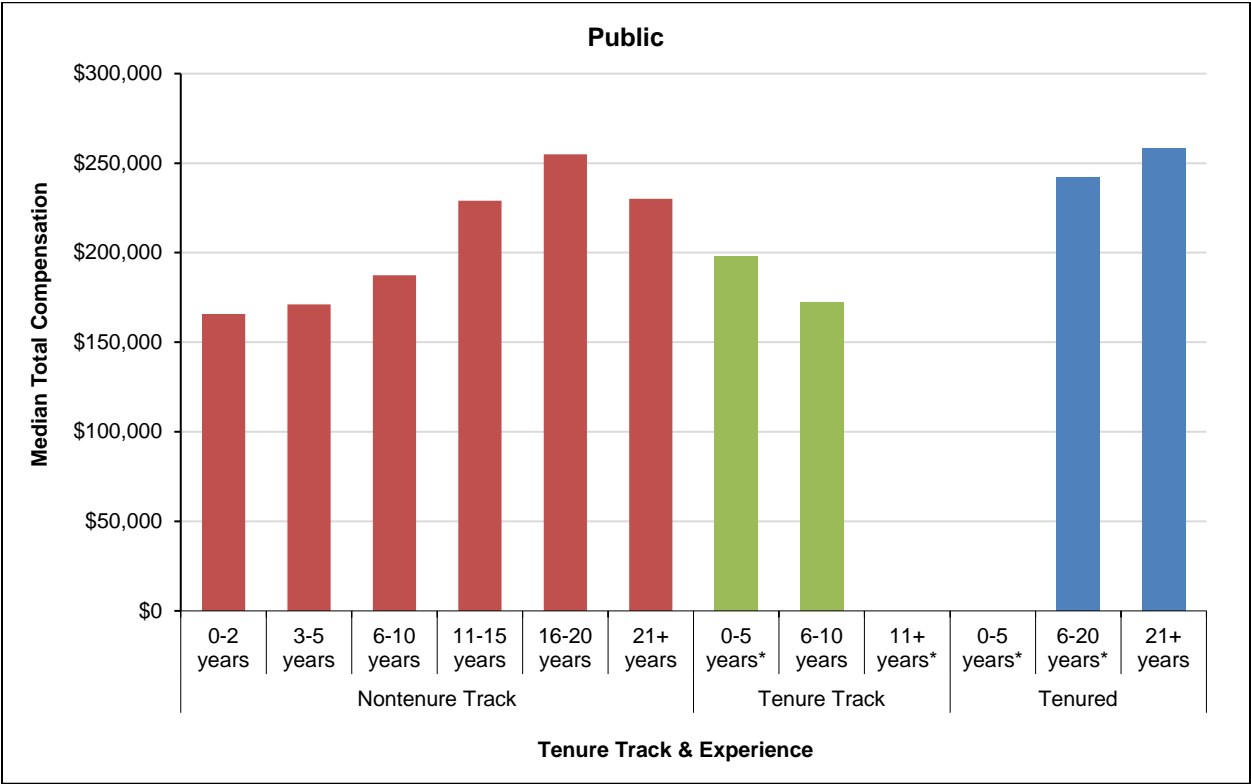
Table 1.10: MD/DO Salaries by Non-Tenure or Tenure Track and Years of Experience

** Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

Sector	Tenure	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Non-Tenure Track	0-2 years	Base Salary:	\$171,466	\$160,000	\$161,332	\$190,000	\$140,000	\$200,000	10
			Base+Supp:	\$171,466	\$160,000	\$161,332	\$190,000	\$140,000	\$200,000	
			Total Comp:	\$173,309	\$160,000	\$165,763	\$192,500	\$144,400	\$200,000	

Sector	Tenure	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		3-5 years	Base Salary:	\$177,382	\$164,068	\$168,725	\$184,000	\$156,000	\$234,000	12
			Base+Supp:	\$178,382	\$164,068	\$168,725	\$190,000	\$156,000	\$234,000	
			Total Comp:	\$187,740	\$164,818	\$171,225	\$206,000	\$160,000	\$282,800	
		6-10 years	Base Salary:	\$202,369	\$175,000	\$184,540	\$200,000	\$164,832	\$439,500	18
			Base+Supp:	\$202,869	\$175,000	\$184,540	\$200,000	\$164,832	\$439,500	
			Total Comp:	\$205,211	\$175,000	\$187,370	\$207,000	\$165,000	\$439,500	
		11-15 years	Base Salary:	\$235,184	\$187,500	\$224,000	\$251,500	\$170,470	\$385,000	8
			Base+Supp:	\$244,184	\$203,500	\$229,000	\$251,500	\$200,470	\$385,000	
			Total Comp:	\$247,746	\$212,250	\$229,000	\$257,000	\$200,470	\$385,000	
		16-20 years	Base Salary:	\$309,636	\$210,000	\$225,000	\$500,000	\$190,000	\$650,000	11
			Base+Supp:	\$322,364	\$215,000	\$247,000	\$500,000	\$195,000	\$650,000	
			Total Comp:	\$328,700	\$220,000	\$255,000	\$500,000	\$195,000	\$650,000	
		21+ years	Base Salary:	\$213,353	\$180,000	\$215,000	\$239,685	\$44,000	\$350,000	23
			Base+Supp:	\$218,509	\$196,000	\$224,274	\$239,685	\$44,000	\$350,000	
			Total Comp:	\$223,452	\$204,205	\$230,179	\$257,000	\$44,000	\$350,000	
	Tenure Track	0-5 years*	Base Salary:	\$207,303	\$174,500	\$190,813	\$207,900	\$152,000	\$360,000	8
			Base+Supp:	\$207,303	\$174,500	\$190,813	\$207,900	\$152,000	\$360,000	
			Total Comp:	\$210,041	\$176,750	\$198,013	\$209,400	\$152,000	\$360,000	
		6-10 years	Base Salary:	\$209,857	\$160,000	\$172,000	\$280,000	\$139,144	\$336,000	6
			Base+Supp:	\$209,857	\$160,000	\$172,000	\$280,000	\$139,144	\$336,000	
			Total Comp:	\$221,110	\$160,000	\$172,000	\$300,000	\$153,058	\$369,600	
		11+ years*	Base Salary:							ID
	Tenured	0-5 years*	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		6-20 years*	Base Salary:	\$280,749	\$215,246	\$240,000	\$348,000	\$200,000	\$432,000	7
			Base+Supp:	\$285,607	\$215,246	\$242,000	\$378,000	\$200,000	\$432,000	
			Total Comp:	\$303,407	\$216,246	\$242,000	\$383,000	\$200,000	\$507,000	
		21+ years	Base Salary:	\$259,300	\$210,000	\$238,000	\$270,000	\$202,867	\$420,000	15
			Base+Supp:	\$266,549	\$215,867	\$255,000	\$272,077	\$205,000	\$430,000	
			Total Comp:	\$271,116	\$225,000	\$258,292	\$290,000	\$205,000	\$430,000	

Graph 1.10: MD/DO Salaries by Non-Tenure or Tenure Track and Years of Experience within the Public Sector



1.11: MD/DO Median Total Annual Compensation (Salary) by ABMGG/MGP Certification

The median total annual salary for those employed in the public sector was lowest for those board certified in both Clinical Genetics and Genomics and Biochemical Genetics (\$200,000; includes Medical Biochemical Genetics or Clinical Biochemical Genetics). This was followed by individuals certified in Clinical Genetics and Genomics only (\$215,000), Clinical Genetics and Genomics plus Molecular Genetics & Genomics (\$225,000), and Clinical Genetics and Genomics plus one or two other certifications (\$258,500). A \$58,500 difference in median total annual salary was observed between those individuals with board certifications in both Clinical Genetics and Genomics and Biochemical Genetics (lowest) and those certified in Clinical Genetics and Genomics plus one or two other certifications (highest).

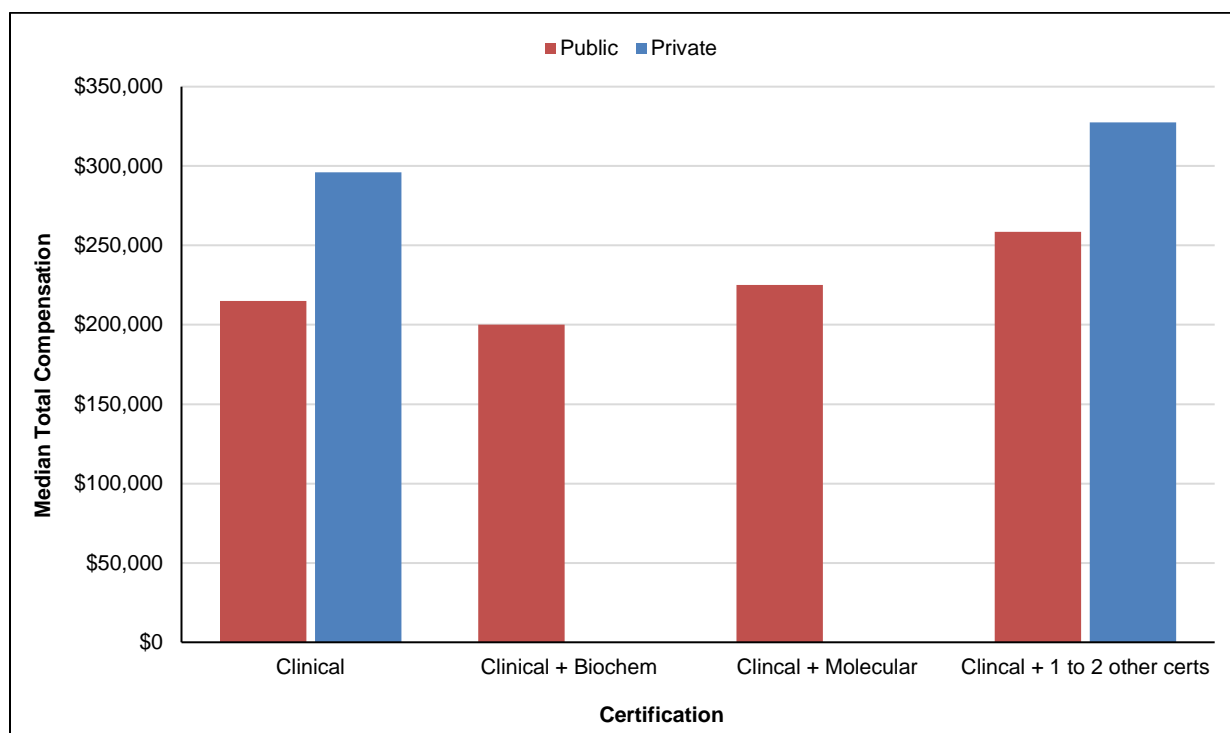
For those employed in the private sector, the median total salary for individuals with a board certification in Clinical Genetics & Genomics only (\$296,126) was \$31,369 lower than for those certified in Clinical Genetics and Genomics plus one or two other certifications (\$327,495).

Table 1.11: MD/DO Salary by ABMGG/MGP Certification

Sector	Cert	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Clinical	Base Salary:	\$232,463	\$180,000	\$210,000	\$245,000	\$44,000	\$650,000	101
		Base+Supp:	\$237,288	\$185,000	\$214,800	\$257,000	\$44,000	\$650,000	

Sector	Cert	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$243,733	\$187,500	\$215,000	\$267,000	\$44,000	\$650,000	
	Clinical + Biochem	Base Salary:	\$193,967	\$160,000	\$190,000	\$222,328	\$121,200	\$270,000	31
		Base+Supp:	\$195,387	\$160,000	\$200,000	\$227,000	\$121,200	\$270,000	
		Total Comp:	\$207,559	\$162,960	\$200,000	\$242,000	\$121,200	\$352,328	
	Clinical + Molecular	Base Salary:	\$211,591	\$184,079	\$219,455	\$220,000	\$175,000	\$247,600	7
		Base+Supp:	\$213,019	\$184,079	\$220,000	\$225,000	\$175,000	\$247,600	
		Total Comp:	\$218,185	\$187,239	\$225,000	\$228,000	\$175,000	\$267,600	
	Clinical + 1 to 2 other certs	Base Salary:	\$255,217	\$220,000	\$239,685	\$300,000	\$165,000	\$400,000	11
		Base+Supp:	\$259,126	\$237,835	\$240,000	\$300,000	\$165,000	\$400,000	
		Total Comp:	\$266,856	\$238,000	\$258,500	\$300,000	\$165,000	\$400,000	
PRIVATE	Clinical	Base Salary:	\$286,570	\$244,000	\$273,000	\$300,000	\$187,514	\$550,000	11
		Base+Supp:	\$289,752	\$244,000	\$273,000	\$300,000	\$187,514	\$570,000	
		Total Comp:	\$312,161	\$248,000	\$296,126	\$330,000	\$200,514	\$570,000	
	Clinical + 1 to 2 other certs	Base Salary:	\$299,336	\$187,500	\$278,843	\$367,000	\$178,000	\$550,000	8
		Base+Supp:	\$316,836	\$187,500	\$288,843	\$427,000	\$178,000	\$550,000	
		Total Comp:	\$340,599	\$197,500	\$327,495	\$427,000	\$190,800	\$630,000	

Graph 1.11: MD/DO Salary by ABMG/MGP Certification



1.12: MD/DO Median Total Annual Compensation (Salary) by Certification and Experience

Within the **public sector** sufficient data were available to examine salaries across multiple levels of experience for only those boarded in Clinical Genetics and Genomics only and those boarded in both Clinical and Biochemical Genetics. **Among those boarded in Clinical Genetics & Genomics, there was a general trend of increasing median total salary with increasing experience with some exceptions.** The median total salary for those with 0-2 years of experience was \$17,550 higher than those with 3-5 years of experience, while the median for those with 21+ years of experience was \$47,823 less than those with 16-20 years of experience. **Similarly, among those boarded in both Clinical Genetics & Genomics and Biochemical Genetics, there was a general trend toward an increasing median total salary with increasing experience.** However, the median total salary for those with 3-5 years of experience was \$22,609 higher than those with 6-10 years of experience, and the median for those with 11-20 years of experience was \$22,897 higher than those with 21+ years of experience.

Within the **private sector**, there was also a general increase in median total salary with increasing experience.

Table 1.12: MD/DO Salary by Certification and Years of Experience

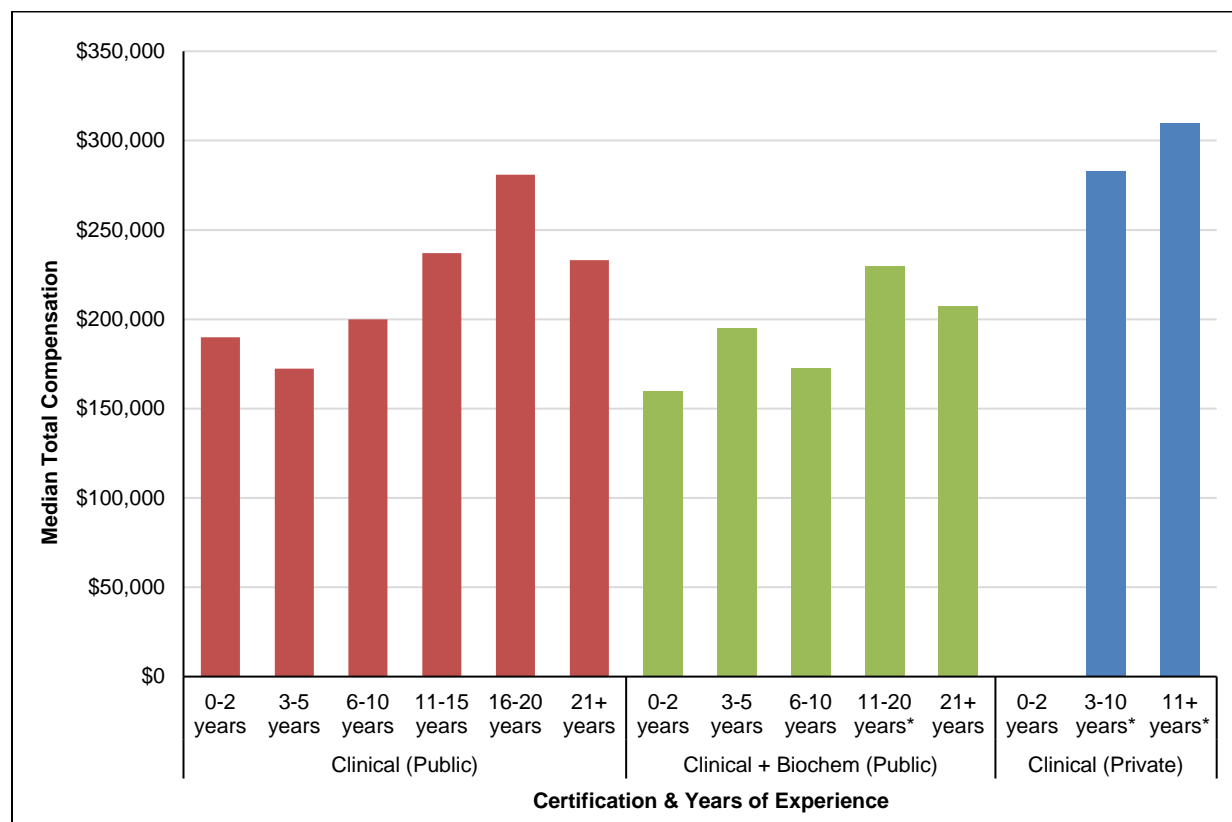
** Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

* Groupings for years of experience were altered to reach sufficient participant numbers for reporting.

Sector	Cert	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Clinical	0-2 years	Base Salary:	\$203,860	\$162,664	\$190,000	\$214,800	\$160,000	\$360,000	11
			Base+Supp:	\$203,860	\$162,664	\$190,000	\$214,800	\$160,000	\$360,000	
			Total Comp:	\$205,094	\$168,565	\$190,000	\$214,800	\$160,000	\$360,000	
		3-5 years	Base Salary:	\$174,583	\$164,135	\$170,000	\$188,000	\$140,000	\$205,000	13
			Base+Supp:	\$175,507	\$164,135	\$170,000	\$192,000	\$140,000	\$205,000	
			Total Comp:	\$181,996	\$165,000	\$172,450	\$201,000	\$150,000	\$215,000	
		6-10 years	Base Salary:	\$217,216	\$177,672	\$200,000	\$235,000	\$100,500	\$525,000	23
			Base+Supp:	\$217,608	\$177,672	\$200,000	\$235,000	\$100,500	\$525,000	
			Total Comp:	\$224,764	\$177,672	\$200,000	\$247,000	\$100,500	\$565,000	
		11-15 years	Base Salary:	\$245,376	\$195,000	\$231,500	\$300,000	\$170,470	\$385,000	14
			Base+Supp:	\$252,805	\$202,000	\$231,500	\$310,000	\$173,800	\$385,000	
			Total Comp:	\$258,948	\$202,000	\$237,000	\$325,000	\$173,800	\$385,000	
		16-20 years	Base Salary:	\$334,886	\$220,000	\$254,816	\$466,000	\$190,000	\$650,000	12
			Base+Supp:	\$345,303	\$226,000	\$271,316	\$466,000	\$195,000	\$650,000	
			Total Comp:	\$357,778	\$240,000	\$281,000	\$503,500	\$195,000	\$650,000	
		21+ years	Base Salary:	\$232,743	\$202,137	\$225,500	\$263,500	\$44,000	\$420,000	28
			Base+Supp:	\$241,219	\$211,000	\$229,044	\$271,140	\$44,000	\$430,000	
			Total Comp:	\$246,675	\$212,500	\$233,177	\$283,601	\$44,000	\$430,000	
	Clinical + Biochem	0-2 years	Base Salary:	\$166,125	\$140,000	\$158,500	\$200,000	\$121,200	\$218,551	6
			Base+Supp:	\$166,125	\$140,000	\$158,500	\$200,000	\$121,200	\$218,551	

Sector	Cert	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Total Comp:	\$172,816	\$144,400	\$159,980	\$200,000	\$121,200	\$251,334	
		3-5 years	Base Salary:	\$193,065	\$156,000	\$189,625	\$234,000	\$152,000	\$237,500	7
			Base+Supp:	\$194,493	\$156,000	\$189,625	\$234,000	\$152,000	\$237,500	
			Total Comp:	\$222,022	\$160,000	\$195,025	\$282,800	\$152,000	\$352,328	
		6-10 years	Base Salary:	\$180,639	\$165,000	\$172,000	\$190,000	\$164,832	\$220,000	6
			Base+Supp:	\$180,639	\$165,000	\$172,000	\$190,000	\$164,832	\$220,000	
			Total Comp:	\$198,139	\$169,000	\$172,416	\$190,000	\$165,000	\$320,000	
		11-20 years*	Base Salary:	\$227,167	\$220,000	\$229,000	\$240,000	\$175,000	\$270,000	6
			Base+Supp:	\$232,833	\$220,000	\$230,000	\$242,000	\$205,000	\$270,000	
			Total Comp:	\$235,750	\$222,500	\$230,000	\$242,000	\$220,000	\$270,000	
		21+ years	Base Salary:	\$202,991	\$179,450	\$207,103	\$210,000	\$156,000	\$258,292	6
			Base+Supp:	\$202,991	\$179,450	\$207,103	\$210,000	\$156,000	\$258,292	
			Total Comp:	\$206,658	\$181,450	\$207,103	\$230,000	\$156,000	\$258,292	
PRIVATE	Clinical	0-2 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		3-10 years*	Base Salary:	\$250,702	\$252,000	\$260,000	\$273,000	\$187,514	\$280,994	5
			Base+Supp:	\$253,702	\$260,000	\$267,000	\$273,000	\$187,514	\$280,994	
			Total Comp:	\$292,302	\$267,000	\$283,000	\$312,000	\$200,514	\$398,994	
		11+ years*	Base Salary:	\$330,952	\$288,626	\$300,000	\$300,000	\$216,133	\$550,000	5
			Base+Supp:	\$334,952	\$288,626	\$300,000	\$300,000	\$216,133	\$570,000	
			Total Comp:	\$344,853	\$296,126	\$310,000	\$330,000	\$218,138	\$570,000	

Graph 1.12: MD/DO Salary by Certification and Years of Experience



1.13: MD/DO Median Total Annual Compensation (Salary) by Whether the Participant Directs a Clinical Genetics Lab(s), Performs Direct Patient Care, Performs Both Functions, or Performs Neither Function

In the public sector, the majority (93%) of MD participants indicated they performed direct patient care but did not direct a laboratory, and a minority (4%) performed both functions. Results are not shown for the “Neither Lab Direction nor Patient Care” or “Lab Direction w/o Patient Care” groups in the table below due to insufficient data. **The median total annual salary was \$12,500 higher for those who both direct a laboratory and perform direct patient care (\$227,500) compared to those who only perform patient care (\$215,000).**

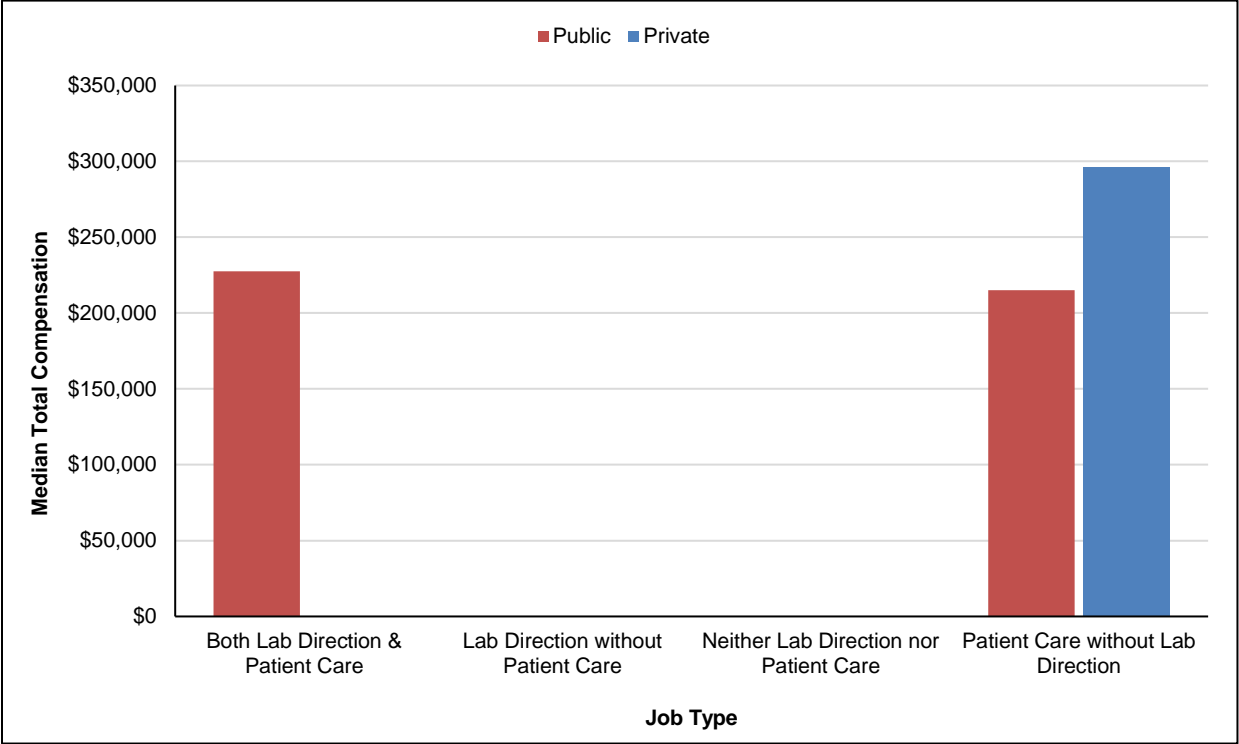
In the private sector, insufficient data were available for those involved in laboratory direction and those who perform neither lab direction nor patient care. The total median salary for those who perform only patient care was \$296,126.

Those in the private sector who perform patient care but do not direct a lab reported a median total income (\$296,126) that was \$81,126 higher than that reported in the public domain (\$215,000).

Table 1.13: MD/DO Salary by Job Type

Sector	Lab Direction/ Patient Care	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Both Lab Direction and Patient Care	Base Salary:	\$200,500	\$175,000	\$215,000	\$220,000	\$140,000	\$238,000	6
		Base+Supp:	\$200,500	\$175,000	\$215,000	\$220,000	\$140,000	\$238,000	
		Total Comp:	\$222,067	\$175,000	\$227,500	\$238,000	\$144,400	\$320,000	
	Lab Direction w/o Patient Care	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Neither Lab Direction nor Patient Care	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Patient Care w/o Lab Direction	Base Salary:	\$224,006	\$175,000	\$207,000	\$237,668	\$44,000	\$650,000	148
		Base+Supp:	\$228,258	\$179,725	\$210,000	\$242,500	\$44,000	\$650,000	
		Total Comp:	\$235,235	\$182,225	\$215,000	\$257,646	\$44,000	\$650,000	
PRIVATE	Both Lab Direction and Patient Care	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Lab Direction w/o Patient Care	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Neither Lab Direction nor Patient Care	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Patient Care w/o Lab Direction	Base Salary:	\$318,297	\$244,000	\$280,994	\$359,000	\$187,514	\$550,000	11
		Base+Supp:	\$321,479	\$244,000	\$280,994	\$359,000	\$187,514	\$570,000	
		Total Comp:	\$343,707	\$248,000	\$296,126	\$398,994	\$200,514	\$630,000	

Graph 1.13: MD/DO Salary by Job Type



1.14: MD/DO Median Total Annual Compensation (Salary) by Lab Direction

In the public sector, there was a \$14,133 difference in the median total salary for those that direct a laboratory (\$230,000) compared with those that do not (\$215,867).

In the private sector, there was a \$11,937 difference in the median total salary for those that direct a laboratory (\$315,000) compared with those that do not (\$303,063).

For both those who direct and those who do not direct a lab, the median total annual salary was \$85,000 and \$87,196 higher, respectively, in the private sector.

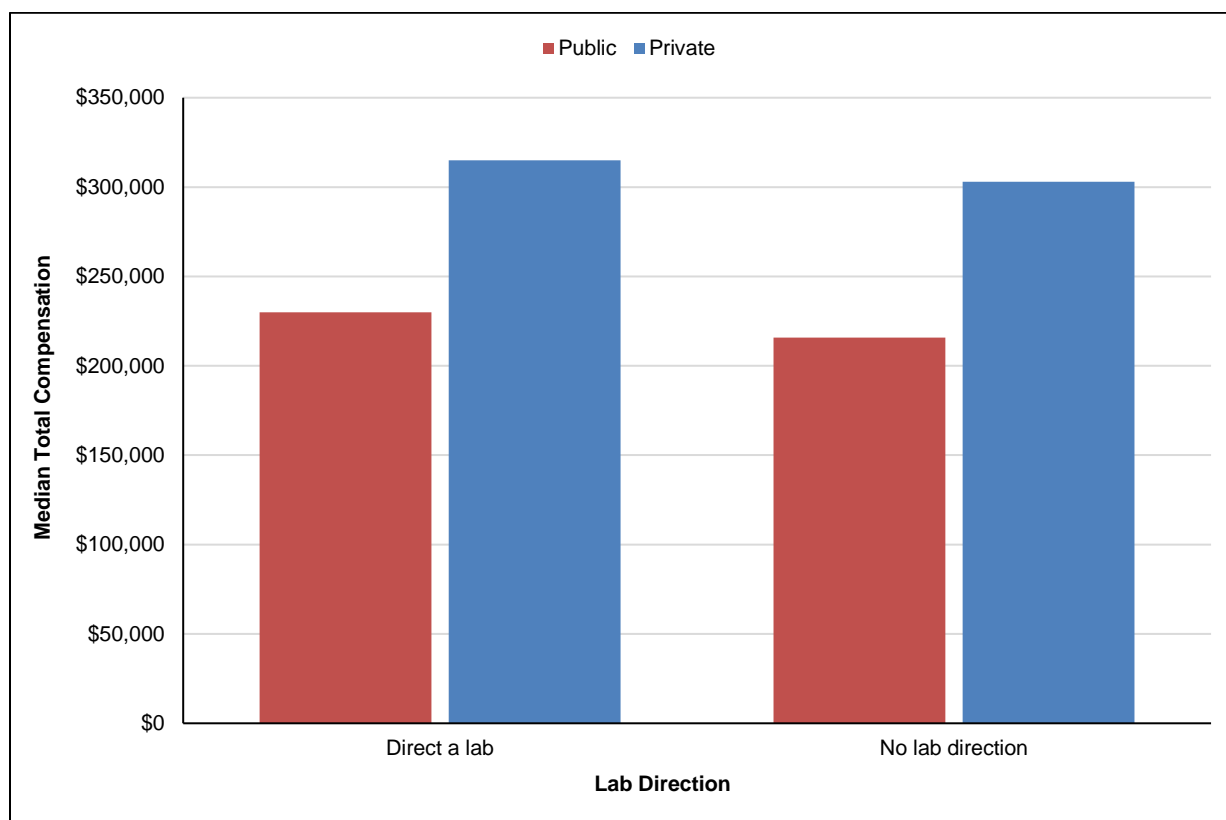
There was insufficient data to provide information based on the type of lab directed.

Table 1.14: MD/DO Salaries by Lab Direction

Sector	Lab Type	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Direct a Lab	Base Salary:	\$235,773	\$210,000	\$220,000	\$238,000	\$140,000	\$439,500	9
		Base+Supp:	\$236,662	\$210,000	\$220,000	\$238,000	\$140,000	\$439,500	
		Total Comp:	\$251,039	\$219,455	\$230,000	\$268,000	\$144,400	\$439,500	
	No Lab Direction	Base Salary:	\$225,185	\$175,000	\$208,000	\$240,000	\$44,000	\$650,000	151
		Base+Supp:	\$229,353	\$180,000	\$214,000	\$247,000	\$44,000	\$650,000	

Sector	Lab Type	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$236,456	\$183,000	\$215,867	\$258,500	\$44,000	\$650,000	
PRIVATE	Direct a Lab	Base Salary:	\$258,137	\$180,000	\$270,000	\$287,686	\$178,000	\$375,000	5
		Base+Supp:	\$286,137	\$180,000	\$287,686	\$290,000	\$178,000	\$495,000	
		Total Comp:	\$308,158	\$200,000	\$315,000	\$339,990	\$190,800	\$495,000	
	No Lab Direction	Base Salary:	\$304,019	\$244,000	\$276,997	\$300,000	\$187,514	\$550,000	14
		Base+Supp:	\$306,519	\$244,000	\$276,997	\$300,000	\$187,514	\$570,000	
		Total Comp:	\$329,841	\$248,000	\$303,063	\$359,000	\$195,000	\$630,000	

Graph 1.14: MD/DO Salaries by Lab Direction



1.15: MD/DO Median Total Annual Compensation (Salary) by Administrative Position

Participants were asked to select their most prominent title or that which best reflects or is most closely tied to their salary. In some cases, data were combined to achieve sufficient numbers of entries for reporting purposes; these combinations are indicated in the table below. In each case, an attempt was made to place individuals within the category that was most likely to reflect their pay scale.

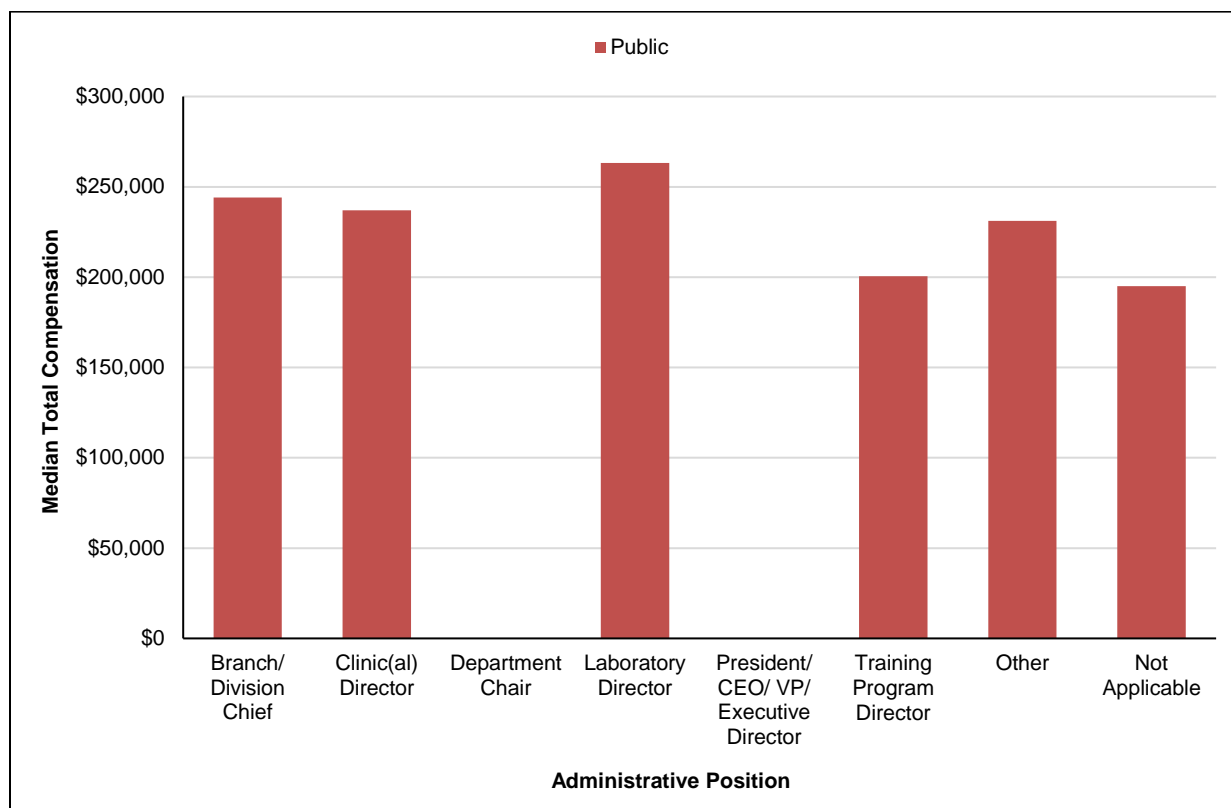
Within the **public sector**, the highest median total salary was observed for those who perform a role of **Lab Director (\$263,146)** followed by **Branch/Division Chief (\$244,000)**, **Clinic(al) Director (\$237,000)**, **“Other” (\$231,160)**, and **Training Program Director (\$200,500)**. The data were insufficient to report for the categories of President/CEO/Vice or President/Executive Director and Department Chair.

The data obtained from the **private sector** were insufficient to report or identify trends.

Table 1.15: MD/DO Salaries by Administrative Position

Sector	Admin Position	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Division Chief	Base Salary:	\$246,487	\$200,000	\$220,000	\$246,052	\$100,500	\$505,000	33
		Base+Supp:	\$254,916	\$207,000	\$235,000	\$270,000	\$100,500	\$540,000	
		Total Comp:	\$264,438	\$216,246	\$244,000	\$277,202	\$100,500	\$542,500	
	Clinic(al) Director	Base Salary:	\$242,203	\$195,000	\$225,000	\$272,000	\$164,832	\$420,000	29
		Base+Supp:	\$248,395	\$195,000	\$233,000	\$297,000	\$164,832	\$430,000	
		Total Comp:	\$254,430	\$200,000	\$237,000	\$307,000	\$165,000	\$430,000	
	Department Chair	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Lab Director	Base Salary:	\$294,448		\$259,146				4
		Base+Supp:	\$296,448		\$263,146				
		Total Comp:	\$297,698		\$263,146				
	President/CEO or Vice President/Executive Director	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Training Program Director	Base Salary:	\$207,912	\$177,672	\$193,000	\$220,000	\$156,000	\$360,000	22
		Base+Supp:	\$208,503	\$177,672	\$193,000	\$220,000	\$156,000	\$360,000	
		Total Comp:	\$214,061	\$181,450	\$200,500	\$220,000	\$156,000	\$360,000	
	Other	Base Salary:	\$203,606	\$169,900	\$219,455	\$238,000	\$141,000	\$257,000	11
		Base+Supp:	\$213,697	\$190,000	\$219,455	\$238,000	\$157,000	\$257,000	
		Total Comp:	\$217,061	\$190,000	\$231,160	\$239,685	\$157,000	\$257,000	
	Not Applicable	Base Salary:	\$206,663	\$164,135	\$189,813	\$220,000	\$44,000	\$650,000	50
		Base+Supp:	\$207,095	\$164,135	\$190,000	\$220,000	\$44,000	\$650,000	
		Total Comp:	\$215,649	\$165,000	\$195,013	\$231,800	\$44,000	\$650,000	

Graph 1.15: MD/DO Salaries by Administrative Position



1.16: MD/DO Median Total Annual Compensation (Salary) by Percentage of Time Spent Performing Various Functions Including Clinical Laboratory Direction, Clinical Patient Care, Administrative Functions, Research, or Teaching

1.16.A: MD/DO Salaries by Percentage of Time Spent Performing Clinical Laboratory Direction Including Laboratory Administration and Case Reading/Sign-out

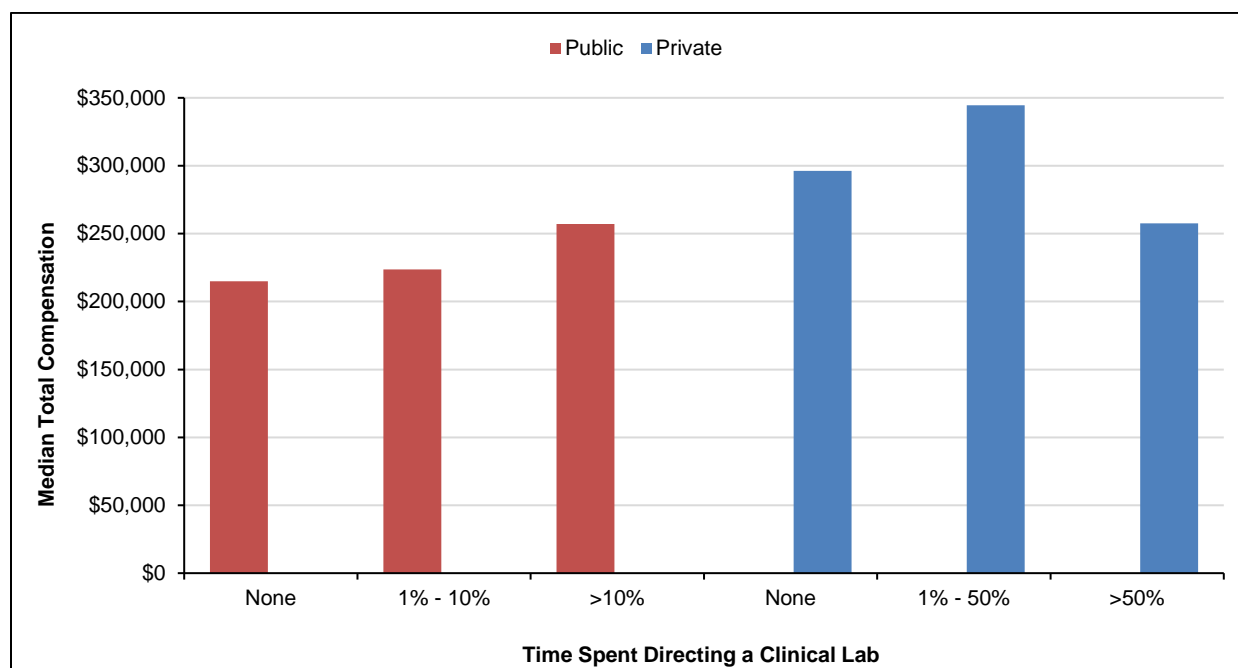
In the public sector, the majority (88%) of participants indicated that they did not spend any time directing a laboratory. Of those that did spend some time directing a laboratory, 63% spent only 1-10% of their time performing this function. The median total annual salary was highest for those who spent greater than 10% of their time directing a clinical lab (\$257,000) and lowest (\$215,000) for those who spent no time on this function.

In the private sector, the majority (58%) of participants indicated that they did not spend any time directing a laboratory. The median total annual salary was highest for those who spent 1-50% of their time directing a clinical lab (\$344,500) and lowest (\$257,500) for those who spent greater than 50% of their time on this function.

Table 1.16.A: MD/DO Salaries by Time Spent Directing a Clinical Lab

Sector	Clinical Lab Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$224,267	\$175,000	\$207,000	\$237,500	\$44,000	\$650,000	141
		Base+Supp:	\$228,624	\$179,450	\$210,000	\$243,000	\$44,000	\$650,000	
		Total Comp:	\$236,106	\$181,450	\$215,000	\$258,500	\$44,000	\$650,000	
	1% - 10% (Avg = 7.3%)	Base Salary:	\$227,391	\$192,040	\$214,728	\$247,000	\$165,000	\$400,000	12
		Base+Supp:	\$228,641	\$192,040	\$217,661	\$248,000	\$165,000	\$400,000	
		Total Comp:	\$231,779	\$193,620	\$223,728	\$250,146	\$165,000	\$400,000	
	>10% (Avg=38.1%)	Base Salary:	\$253,500	\$220,000	\$238,000	\$260,000	\$140,000	\$439,500	7
		Base+Supp:	\$254,643	\$220,000	\$238,000	\$268,000	\$140,000	\$439,500	
		Total Comp:	\$270,271	\$225,000	\$257,000	\$320,000	\$144,400	\$439,500	
PRIVATE	None	Base Salary:	\$317,843	\$244,000	\$273,000	\$375,000	\$187,514	\$550,000	11
		Base+Supp:	\$331,934	\$244,000	\$273,000	\$495,000	\$187,514	\$570,000	
		Total Comp:	\$348,162	\$248,000	\$296,126	\$495,000	\$200,514	\$630,000	
	1% - 50% (Avg=28.8%)	Base Salary:	\$279,499		\$290,497				4
		Base+Supp:	\$279,499		\$290,497				
		Total Comp:	\$319,699		\$344,500				
	>50% (Avg=84.3%)	Base Salary:	\$233,172		\$232,500				4
		Base+Supp:	\$238,172		\$241,343				
		Total Comp:	\$262,498		\$257,500				

Graph 1.16.A: MD/DO Salaries by Time Spent Directing a Clinical Lab



1.16.B: MD/DO Salaries by Percentage of Time Spent Performing Clinical Patient Care with Direct Patient Involvement

In the public sector, the majority (98%) of participants indicated they spent some portion of their time performing direct patient care. Of those that did spend some time performing direct patient care, 83% spent >25% of their time on this function. Those who spent the least amount of time performing direct patient care had the highest total median salary (\$284,000 for 0% and \$290,000 for 1-10%), while those that spent the most time on this function had the lowest (\$211,350 for 51-75% and \$207,500 for >75%).

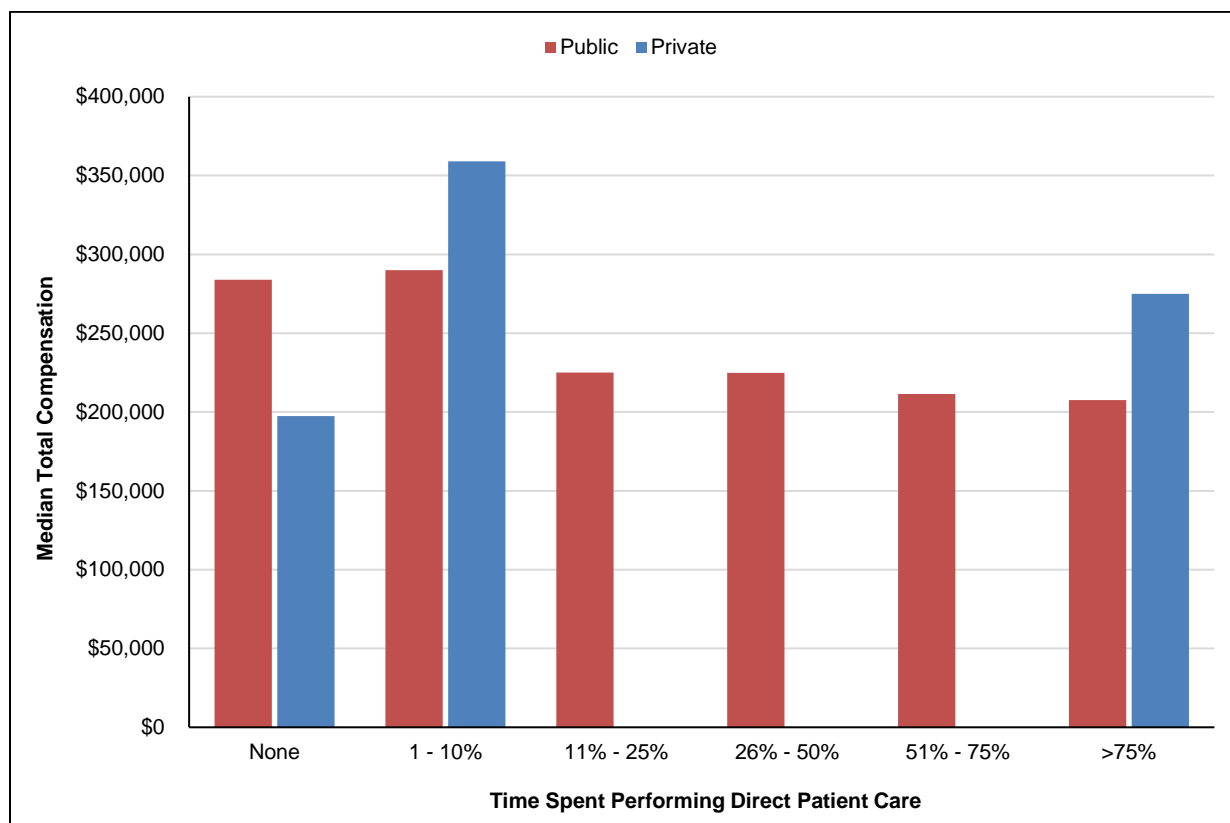
In the private sector, insufficient data were available to establish trends and make meaningful comparisons.

Table 1.16.B: MD/DO Salaries by Time Spent Performing Direct Patient Care

Sector	Patient Care Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$304,739		\$280,000				4
		Base+Supp:	\$306,739		\$284,000				
		Total Comp:	\$306,739		\$284,000				
	1% - 10% (Avg = 8.3%)	Base Salary:	\$260,292	\$189,625	\$270,000	\$305,000	\$165,000	\$400,000	9
		Base+Supp:	\$263,069	\$189,625	\$270,000	\$305,000	\$165,000	\$400,000	
		Total Comp:	\$276,136	\$195,025	\$290,000	\$348,600	\$165,000	\$400,000	
	11% - 25% (Avg = 20.0%)	Base Salary:	\$231,184	\$160,000	\$215,000	\$302,000	\$100,500	\$432,000	17
		Base+Supp:	\$233,537	\$160,000	\$225,000	\$302,000	\$100,500	\$432,000	
		Total Comp:	\$245,709	\$160,000	\$225,000	\$307,000	\$100,500	\$507,000	
	26% - 50% (Avg = 40.3%)	Base Salary:	\$223,982	\$191,000	\$217,330	\$237,500	\$44,000	\$500,000	40
		Base+Supp:	\$227,547	\$198,235	\$217,934	\$238,843	\$44,000	\$500,000	
		Total Comp:	\$230,913	\$200,735	\$224,750	\$242,500	\$44,000	\$500,000	
	51% - 75% (Avg = 65.7%)	Base Salary:	\$209,797	\$170,000	\$200,000	\$235,000	\$140,000	\$505,000	46
		Base+Supp:	\$216,617	\$175,000	\$208,500	\$243,000	\$140,000	\$540,000	
		Total Comp:	\$221,778	\$177,672	\$211,350	\$255,000	\$144,400	\$542,500	
	>75% (Avg = 84.9%)	Base Salary:	\$227,801	\$174,400	\$197,500	\$229,044	\$140,000	\$650,000	44
		Base+Supp:	\$230,255	\$174,400	\$202,103	\$231,164	\$140,000	\$650,000	
		Total Comp:	\$241,741	\$174,400	\$207,500	\$250,667	\$150,000	\$650,000	
PRIVATE	None	Base Salary:	\$203,250		\$187,500				4
		Base+Supp:	\$203,250		\$187,500				
		Total Comp:	\$224,450		\$197,500				
	1% - 10% (Avg = 6.4%)	Base Salary:	\$316,999	\$280,994	\$300,000	\$359,000	\$270,000	\$375,000	5
		Base+Supp:	\$344,999	\$290,000	\$300,000	\$359,000	\$280,994	\$495,000	
		Total Comp:	\$379,599	\$330,000	\$359,000	\$398,994	\$315,000	\$495,000	
	11% - 25%	Base Salary:							ID
		Base+Supp:							

Sector	Patient Care Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:							
	26% - 50%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	51% - 75%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	>75% (Avg = 86.6%)	Base Salary:	\$320,159	\$230,067	\$262,500	\$419,313	\$187,514	\$550,000	8
		Base+Supp:	\$324,534	\$230,067	\$270,000	\$419,313	\$187,514	\$570,000	
		Total Comp:	\$339,097	\$233,069	\$275,000	\$433,063	\$200,514	\$630,000	

Graph 1.16.B: MD/DO Salaries by Time Spent Performing Direct Patient Care



1.16.C: MD/DO Salaries by Percentage of Time Spent Performing Administrative Functions

In the public sector, the majority (83%) of participants indicated they spent at least some time doing **administrative work**. Of those that spent some time performing administrative functions, the majority (83%) indicated they spent 1 to 25% of their time on this function. **Median total salary increased with the amount of time spent on administrative functions**, from \$187,500 for those with no administrative functions to a high of

\$333,500 for those who spent 51-75% of their time performing administrative duties. There were insufficient data for the group with more than 75% time spent performing administrative functions.

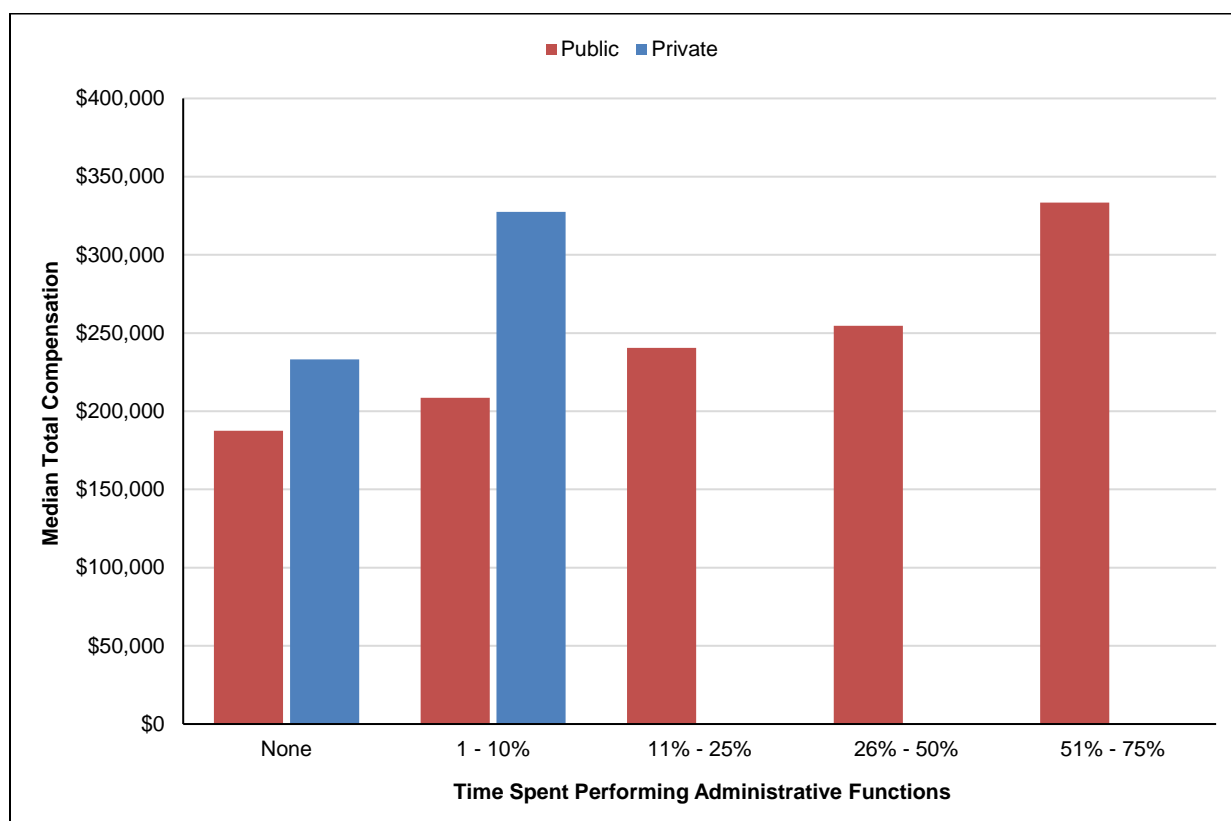
In the private sector, insufficient data were available to establish trends and make meaningful comparisons.

Table 1.16.C: MD/DO Salaries by Time Spent Performing Administrative Functions

Sector	Administrative Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$205,452	\$162,068	\$186,500	\$217,500	\$120,000	\$525,000	28
		Base+Supp:	\$206,224	\$162,068	\$187,500	\$217,500	\$120,000	\$525,000	
		Total Comp:	\$215,043	\$166,600	\$187,500	\$222,590	\$120,000	\$565,000	
	1% - 10% (Avg = 7.7%)	Base Salary:	\$215,078	\$176,336	\$200,000	\$231,745	\$44,000	\$650,000	80
		Base+Supp:	\$217,198	\$178,836	\$205,000	\$233,500	\$44,000	\$650,000	
		Total Comp:	\$223,485	\$181,500	\$208,500	\$240,843	\$44,000	\$650,000	
	11% - 25% (Avg = 19.5%)	Base Salary:	\$239,684	\$195,000	\$228,400	\$254,000	\$100,500	\$505,000	30
		Base+Supp:	\$247,322	\$195,000	\$235,000	\$270,000	\$100,500	\$540,000	
		Total Comp:	\$255,776	\$200,000	\$240,500	\$270,000	\$100,500	\$542,500	
	26% - 50% (Avg = 40.2%)	Base Salary:	\$267,412	\$215,000	\$231,918	\$312,000	\$141,000	\$500,000	18
		Base+Supp:	\$278,079	\$219,455	\$238,918	\$328,000	\$195,000	\$500,000	
		Total Comp:	\$284,658	\$230,500	\$254,631	\$328,000	\$195,000	\$500,000	
	51% - 75% (Avg = 65.0%)	Base Salary:	\$290,500		\$291,000				4
		Base+Supp:	\$296,750		\$303,500				
		Total Comp:	\$316,750		\$333,500				
	>75%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
PRIVATE	None	Base Salary:	\$240,095	\$187,500	\$230,067	\$274,313	\$178,000	\$359,000	8
		Base+Supp:	\$240,095	\$187,500	\$230,067	\$274,313	\$178,000	\$359,000	
		Total Comp:	\$252,383	\$197,500	\$233,069	\$304,063	\$190,800	\$359,000	
	1% - 10% (Avg = 7.9%)	Base Salary:	\$331,399	\$261,000	\$276,997	\$418,843	\$187,514	\$550,000	8
		Base+Supp:	\$338,274	\$270,000	\$284,340	\$420,000	\$187,514	\$570,000	
		Total Comp:	\$375,562	\$275,000	\$327,495	\$484,497	\$200,514	\$630,000	
	11% - 25%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	26% - 50%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							

Sector	Administrative Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	51% - 75%	Base Salary: Base+Supp: Total Comp:							ID
	>75%	Base Salary: Base+Supp: Total Comp:							ID

Graph 1.16.C: MD/DO Salaries by Time Spent Performing Administrative Functions



1.16.D: MD/DO Salaries by Percentage of Time Spent Performing Research

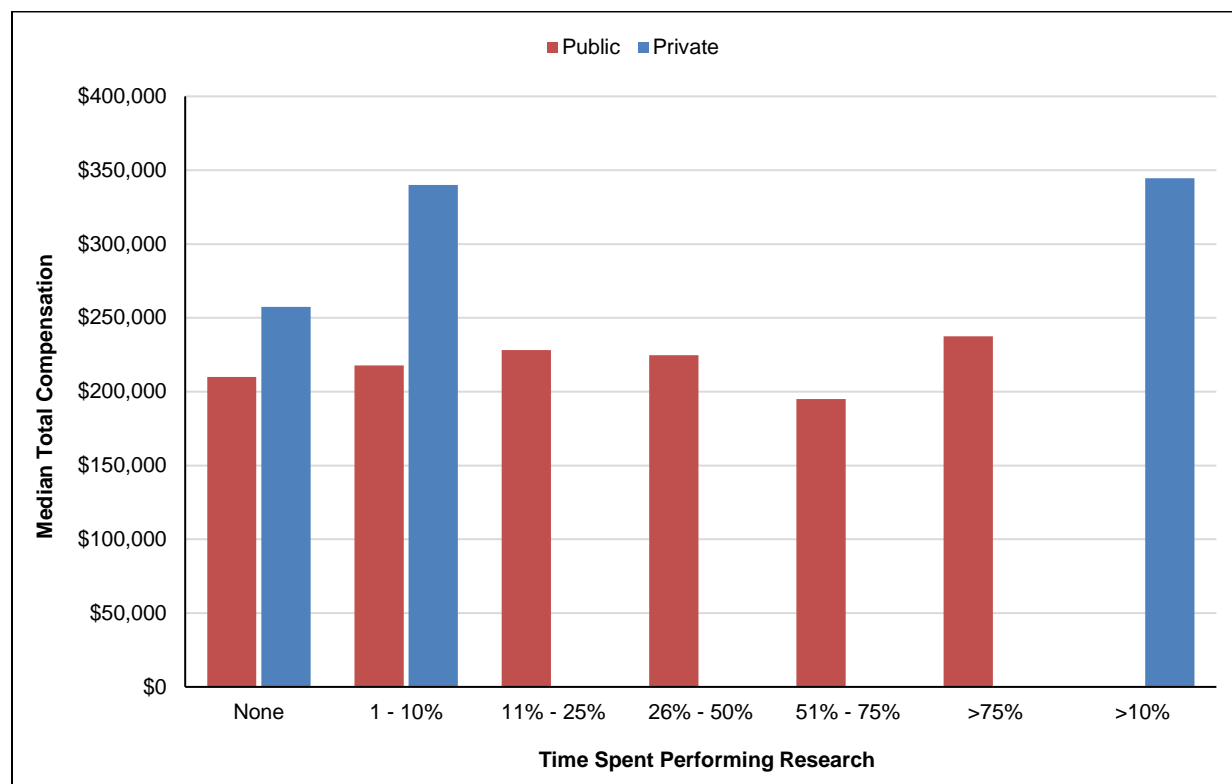
In the public sector, the majority (82%) of participants spent some portion of their time doing research. Of the individuals who indicated they perform this type of activity, 49% spent only 1-10% of their time, 37% spent 11-50%, and 14% spent over 50% of their time doing so. **The median total annual salary was lowest for those who indicated spending 51-75% of their time performing research (\$195,025).** However, the median salaries were relatively similar for each of the remaining research performing groups (\$217,851 to \$237,500).

In the private sector, 42% of respondents reported spending no time doing research. Those who spent some portion of their time doing research had a higher median total salary (\$339,990 to \$344,500) than those who spent no time on this function (\$257,500).

Table 1.16D: MD/DO Salaries by Percentage of Time Spent Performing Research

Sector	Research/Other Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$238,756	\$172,000	\$200,000	\$225,000	\$140,000	\$650,000	29
		Base+Supp:	\$245,687	\$180,000	\$204,205	\$250,000	\$140,000	\$650,000	
		Total Comp:	\$256,008	\$185,000	\$210,000	\$255,000	\$150,000	\$650,000	
	1% - 10% (Avg = 7.1%)	Base Salary:	\$219,202	\$179,725	\$212,000	\$234,500	\$100,500	\$505,000	64
		Base+Supp:	\$223,761	\$182,500	\$214,400	\$237,918	\$100,500	\$540,000	
		Total Comp:	\$231,029	\$187,500	\$217,851	\$258,750	\$100,500	\$542,500	
	11% - 25% (Avg = 19.6%)	Base Salary:	\$238,441	\$174,416	\$219,830	\$253,800	\$140,000	\$500,000	24
		Base+Supp:	\$240,441	\$174,416	\$224,830	\$257,800	\$140,000	\$500,000	
		Total Comp:	\$246,205	\$181,916	\$228,080	\$267,800	\$144,400	\$500,000	
	26% - 50% (Avg = 37.4%)	Base Salary:	\$225,500	\$187,540	\$215,290	\$241,500	\$44,000	\$432,000	24
		Base+Supp:	\$229,525	\$196,000	\$221,434	\$242,500	\$44,000	\$432,000	
		Total Comp:	\$235,030	\$196,000	\$224,750	\$244,500	\$44,000	\$507,000	
	51% - 75% (Avg = 66.5%)	Base Salary:	\$210,746	\$160,000	\$189,625	\$280,000	\$120,000	\$336,000	15
		Base+Supp:	\$210,746	\$160,000	\$189,625	\$280,000	\$120,000	\$336,000	
		Total Comp:	\$220,547	\$160,000	\$195,025	\$300,000	\$120,000	\$369,600	
	>75%	Base Salary:	\$219,050		\$227,500				4
		Base+Supp:	\$219,050		\$227,500				
		Total Comp:	\$224,050		\$237,500				
PRIVATE	None	Base Salary:	\$235,018	\$191,257	\$248,000	\$266,500	\$180,000	\$288,626	8
		Base+Supp:	\$236,893	\$191,257	\$252,000	\$270,000	\$180,000	\$288,626	
		Total Comp:	\$250,205	\$200,257	\$257,500	\$289,563	\$195,000	\$312,000	
	1% - 10% (Avg = 6.9%)	Base Salary:	\$364,117	\$270,000	\$300,000	\$550,000	\$216,133	\$550,000	7
		Base+Supp:	\$386,974	\$287,686	\$300,000	\$550,000	\$216,133	\$570,000	
		Total Comp:	\$411,161	\$310,000	\$339,990	\$570,000	\$218,138	\$630,000	
	> 10% (Avg = 45.0%)	Base Salary:	\$279,499		\$290,497				4
		Base+Supp:	\$279,499		\$290,497				
		Total Comp:	\$319,699		\$344,500				

Graph 1.16.D: MD/DO Salaries by Percentage of Time Spent Performing Research



1.16.E: MD/DO Salaries by Percentage of Time Spent Teaching

In the public sector, 86% of participants indicated they spent some time teaching. Of those who spent time teaching, 82% devoted 10% or less of their time to this. **Median total salary decreased with the amount of time spent teaching**, from a high of \$243,000 for those with no time teaching to a low of \$198,500 for those who spent over 25% of their time teaching.

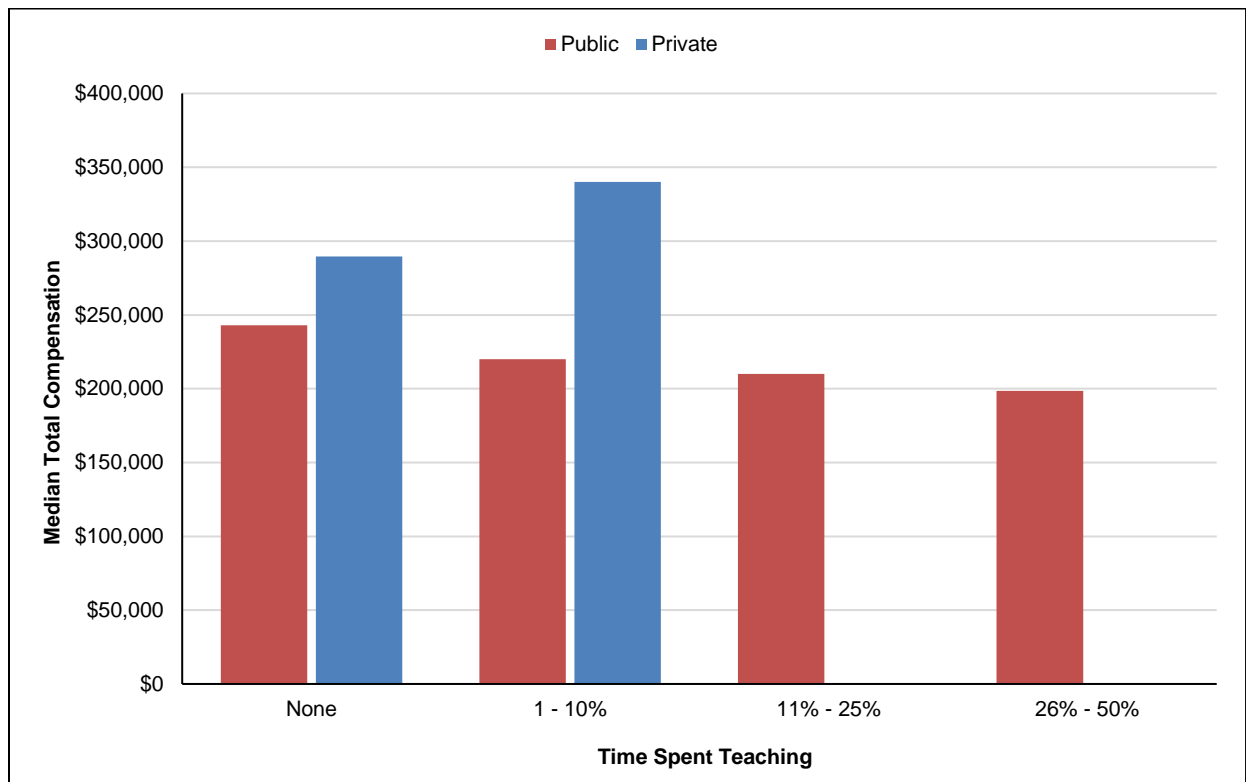
In the private sector, those who spent no time teaching had a lower median total salary (\$289,563) than those who spent 1-10% of their time teaching (\$339,990).

Table 1.16.E: MD/DO Salaries by Percentage of Time Spent Teaching

Sector	Teaching Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$248,248	\$190,000	\$218,551	\$243,000	\$160,000	\$650,000	23
		Base+Supp:	\$252,161	\$190,000	\$219,000	\$250,000	\$160,000	\$650,000	
		Total Comp:	\$266,412	\$190,000	\$243,000	\$320,000	\$160,000	\$650,000	
	1% - 10% (Avg = 7.1%)	Base Salary:	\$225,995	\$173,800	\$210,000	\$245,000	\$44,000	\$525,000	113
		Base+Supp:	\$230,193	\$180,000	\$214,800	\$254,000	\$44,000	\$540,000	
		Total Comp:	\$237,217	\$180,000	\$220,000	\$264,261	\$44,000	\$565,000	
	11% - 25% (Avg = 20.1%)	Base Salary:	\$209,696	\$185,000	\$203,536	\$226,000	\$169,000	\$300,000	18
		Base+Supp:	\$213,751	\$185,000	\$205,603	\$238,000	\$169,000	\$300,000	
		Total Comp:	\$217,835	\$195,000	\$210,036	\$238,000	\$169,000	\$300,000	

Sector	Teaching Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	> 25% (Avg = 33.3%)	Base Salary: Base+Supp: Total Comp:	\$183,862 \$183,862 \$185,029	\$177,672 \$177,672 \$177,672	\$195,000 \$195,000 \$198,500	\$215,000 \$215,000 \$215,000	\$100,500 \$100,500 \$100,500	\$220,000 \$220,000 \$220,000	6
PRIVATE	None	Base Salary:	\$248,018	\$191,257	\$266,500	\$294,313	\$180,000	\$300,000	8
		Base+Supp:	\$248,018	\$191,257	\$266,500	\$294,313	\$180,000	\$300,000	
		Total Comp:	\$265,830	\$200,257	\$289,563	\$311,000	\$195,000	\$330,000	
	1% - 10% (Avg = 5.2%)	Base Salary:	\$323,892	\$244,000	\$280,994	\$375,000	\$178,000	\$550,000	11
		Base+Supp:	\$339,801	\$244,000	\$287,686	\$495,000	\$178,000	\$570,000	
		Total Comp:	\$366,538	\$248,000	\$339,990	\$495,000	\$190,800	\$630,000	
	> 10%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							

Graph 1.16.E: MD/DO Salaries by Percentage of Time Spent Teaching



Findings for Group 2: PhDs and MDs without a Current US Medical License (With or Without a Master's Degree) N= 210

2.1: Summary of Salary Findings

Three types of salaries are reported in the data below and include:

- **Base salary:** current annual salary (excluding medical practice supplement, bonuses or incentive pay).
- **Base plus supplement:** current annual salary plus additional medical practice supplement income. This refers to additional income based on medical practice earnings or administrative responsibilities.
- **Total compensation (referred to as “total salary” in the text):** current annual salary plus additional medical practice supplement income, bonuses, and incentive payments.

*All participants were separated into either the public or the private sector based on the type of primary employer they identified. Those who worked in an academic medical center or university, a government agency or facility, a hospital, a nonprofit organization, or some other public institution were **placed in the public sector category**. Those who identified themselves as working in a commercial/industry, HMO/managed care, or a private practice setting were **placed in the private sector category**.*

Impact of the COVID-19 Pandemic

Impact of COVID-19 on annual salary

2021: Approximately 20% of participants (41 out of 210) indicated their annual base salary (excluding medical practice supplement, bonuses, or incentive pay) for the current fiscal year was impacted because of the COVID-19 pandemic. This includes 25 participants (12%) who experienced a positive impact and 16 participants (8%) who were negatively impacted. Approximately 71% of participants (149 out of 210) were not impacted at all, while the remaining 20 participants (10%) were unsure how their salary was impacted.

Thirty-nine participants responded to a follow-up question that asked if their annual salary had been impacted by various factors. Increased patient/sample volume (41%; 16 out of 39) and increased work hours (36%; 14 out of 39) were the most commonly cited reasons their salary was impacted.

<u>2021 (n= 39)</u>	<u>Total</u>
Increased work hours	14 (36%)
Increased patient/sample volume	16 (41%)
Decreased patient volume	7 (18%)
Furloughs	0 (0%)
Decreased work hours	0 (0%)
I don't know	6 (15%)
Other	5 (13%)

Impact of COVID-19 on benefits

2021: Approximately 30% of participants (63 out of 210) indicated their benefits were impacted because of the COVID-19 pandemic. Approximately 62% of participants (130 out of 210) reported there was no impact, while the remaining 17 participants (8%) did not know if their benefits were impacted.

The 63 impacted participants responded to follow-up questions regarding the impact of COVID-19 on their benefits. Bonus/incentive pay is cited most frequently as both a negative impact (40%; 25 out of 63) and a positive impact (17%).

<u>2021 (n=63)</u>	<u>Negative (Decrease)</u>	<u>Positive (Increase)</u>
Bonus/incentive pay	25 (40%)	11 (17%)
Medical practice supplemental pay	4 (6%)	0 (0%)
Other professional income	2 (3%)	1 (2%)
Changes to healthcare coverage	1 (2%)	1 (2%)
Employer retirement contribution	23 (37%)	0 (0%)
Professional funds	20 (32%)	0 (0%)
Vacation/sick leave/PTO	4 (6%)	2 (3%)
I don't know	0 (0%)	0 (0%)
Other	0 (0%)	1 (2%)
No impact	2 (3%)	6 (10%)
No response	11 (17%)	43 (68%)

Medical Practice Supplements

PhD geneticists within the public sector

2021: Approximately **13% of participants** (16 out of 128) indicated they received this type of payment. The mean supplement amount was **\$14,896**, the median was **\$8,588**, and the range was **\$1,000 to \$50,000**. **Clinical productivity (50%) and administrative duties (31%) were cited most frequently** as the basis for this payment.

2019: Approximately **16% of participants** indicated they received this type of payment. The mean supplement amount was **\$30,025**, the median was **\$15,000**, and the range was **\$1,000 to \$120,000**. **Clinical productivity (60%) and administrative duties (55%) were cited most frequently** as the basis for this payment.

PhD geneticists within the private sector

2021: Only 1% (1 out of 82) indicated they received this type of payment. Therefore, there was insufficient data for reporting purposes.

2019: Only one participant (2%) indicated they received this type of payment. Therefore, there was insufficient data for reporting purposes.

Bonus/Incentive Payments

PhD geneticists within the public sector

2021: Approximately **48% of participants** (61 out of 128) indicated they received this type of payment. The mean bonus/incentive pay amount indicated was **\$14,953**, the median was **\$10,000**, and the range was **\$100 to \$50,000**. **Attainment of financial goals (61%) and clinical productivity (48%)** were most commonly cited as the basis for this payment. Other factors considered for this type of payment included quality metrics/goals met (36%), scholarship/publication record (20%), teaching (20%), project completion (12%), grants and contracts (13%), and starting/sign-on bonus (3%).

2019: Approximately **43% of participants** indicated they received this type of payment. The mean bonus/incentive pay amount indicated was **\$15,072**, the median was **\$10,000**, and the range was **\$50 to \$60,000**. **Clinical productivity (56%) and attainment of financial goals (42%)** were most commonly cited as the basis for this payment. Other factors considered for this type of payment included quality metrics/goals met (25%), scholarship/publication record (24%), teaching (22%), project completion (11%), grants and contracts (11%), and starting/sign-on bonus (7%).

PhD geneticists within the private sector

2021: Approximately **76% of participants** (62 out of 82) indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$43,855**, the median was **\$27,031**, and the range was **\$1,700 to \$495,000**. **Attainment of financial goals (64%), quality metrics/goals met (43%), clinical productivity (43%), and project completion (22%)** were most frequently cited as the basis for this payment.

2019: Approximately **58% of participants** indicated they received this type of payment. The mean amount of bonus/incentive pay was **\$19,998**, the median was **\$15,000**, and the range was **\$800 to \$97,460**. **Attainment of financial goals (67%), quality metrics/goals met (47%), clinical productivity (44%), and project completion (25%)** were most frequently cited as the basis for this payment.

Remunerated Outside Professional Activity Payments and Other Professional Income

PhD geneticists within the public sector

2021: Approximately **45% (58 out of 128) of participants indicated their employer allows them to take part in remunerated outside activities**. Of these, 74% indicated they are permitted to keep all of the money earned, while only 1 individual indicated that all of the money earned goes to their employer. An additional 18% indicated they did not know what their institution's policy was regarding this issue, while four individuals indicated fund allocation was dependent upon some other policy.

Approximately 13% (16 out of 128) of participants indicated they received "other professional income". This income was most often obtained in the form of consulting fees (68%) or honoraria (60%).

2019: Approximately **65% (83 out of 127) of participants indicated their employer allows them to take part in remunerated outside activities**. Of these, 60% (50 out of 83) indicated they are permitted to keep all of the money earned, while only 1 individual indicated they are allowed to keep only a portion of the earned money and 2 indicated that all of the money earned goes to their employer. An additional 30% (25 out of 83) indicated they did not know what their institution's policy was regarding this issue, while three individuals indicated fund allocation was dependent upon some other policy.

Approximately 20% (26 out of 127) of participants indicated they received "other professional income". This income was most often obtained in the form of consulting fees (88%) or honoraria (46%).

PhD geneticists within the private sector

2021: Approximately 26% (21 out of 82) of participants indicated their employer allows them to take part in remunerated outside activities. Of these, 86% (18 out of 21) indicated they are permitted to keep all of the money earned, while only 1 individual indicated that all of the money earned goes to their employer. An additional 10% indicated they did not know what their institution's policy was regarding this issue.

Nine (11%) individuals indicated they received "other professional income". This income was most often obtained in the form of consulting fees (78%) and stock options not provided by the employer (33%).

2019: Approximately 29% (18 out of 62) of participants indicated their employer allows them to take part in remunerated outside activities. Of these, 67% (12 out of 18) indicated they are permitted to keep all of the money earned, and 33% (6 out of 18) did not know what their institution's policy was regarding this issue.

Five (8%) individuals indicated they received "other professional income". This income was most often obtained in the form of consulting fees (80%), speakers' bureaus (40%), and honoraria (40%).

Quality Metrics

In the public sector, 127 participants responded to the question "Is any of your compensation as a Medical Geneticist based on quality metrics?" Over half (65%) indicated "no" while 21% (27 out of 127) indicated "yes". An additional 13% (17 out of 127) of individuals indicated "I don't know". The results obtained **in the private sector** were somewhat similar, with 46% (38 out of 82) of respondents indicating their compensation was not based on quality metrics. The remaining 29 (35%) participants answered "yes" while 15 (18%) participants responded "I don't know".

Quality Metrics	Public	Private
I Don't Know	17 (13%)	15 (18%)
No	83 (65%)	38 (46%)
Yes	27 (21%)	29 (35%)
Total	127	82

Call Requirements

In the public sector, 23% of respondents (29 out of 127) were required to be on call. Of those required to be on call, 18% were the sole geneticist that takes call whereas 82% indicated that call was shared. Of those who share call, 90% indicated call time was shared equally.

In the private sector, 11% of respondents (9 out of 82) were required to take call. Of those required to be on call, 100% indicated that call was shared with. For those that shared call, it was evenly split for approximately 75% of them.

Are you the sole geneticist that takes call:	Public (28)	Private (8)
Yes	5 (18%)	0 (0%)
No	23 (82%)	8 (100%)

For those that share call:	Public (21)	Private (8)
Evenly split	19 (90%)	6 (75%)
Unequal distribution	2 (10%)	2 (25%)

Use of Physician Extenders

For those that were required to be on call, we also asked if physician extenders help with call. **Within the public sector, 50% of respondents (14 out of 28) used physician extenders to help with call.** MD trainees (21%) were the most commonly used physician extenders.

Within the private sector, 75% of respondents (6 out of 8) indicated that physician extenders are used to help with call. Genetic counselors (75%) were the most commonly used physician extenders.

Types of physician extenders that help with call:	Public (28)	Private (8)
MD Trainees	6 (21%)	1 (13%)
Nurse Practitioners	-	-
Physician Assistants	-	-
Genetic Counselors	4 (14%)	6 (75%)
Other	7 (25%)	2 (25%)
None	14 (50%)	2 (25%)

2.2: Information Regarding Salary Increases and Decreases for Both the Current and Prior Fiscal Year

Among the **public sector**, PhD participants who answered the questions regarding salary increases and decreases, **a greater number of individuals indicated that their salary increased during the current fiscal year (54%) than during the prior fiscal year (40%); the median percentage increase in salary was 3% for both the prior fiscal year and the current fiscal year.** Three individuals reported a salary decrease for the prior year while none reported a decrease for the current year.

In the private sector, slightly more individuals indicated that their salary increased during the current fiscal year (62%) than during the prior fiscal year (56%). Among those who reported a salary increase, the median percentage increase in salary was 5% and 4% for the current and prior fiscal years, respectively. For the prior year, 12% of participants indicated their salary decreased, which is significantly more than the 1% noted for the current fiscal year.

Table 2.2: Salary Increases and Decreases for the Current and Prior Fiscal Year

Public	Yes	Count	% Change			
			Mean	Median	25th %ile	75th %ile
Current Fiscal Year (n=125)						
Salary Increase	54%	68	6.45%	3.00%	2.00%	7.80%
Salary Decrease	0%	0	ID	ID	ID	ID
No Change	30%	38				
Review has not Occurred	15%	19				
Prior Fiscal Year (n=128)						
Salary Increase	40%	51	6.42%	3.00%	2.00%	6.00%
Salary Decrease	2%	3	ID	ID	ID	ID
No Change	58%	74				

Private	Yes	Count	% Change			
			Mean	Median	25th %ile	75th %ile
Current Fiscal Year (n=82)						
Salary Increase	62%	51	10.33%	5.00%	2.90%	11.50%
Salary Decrease	1%	1	ID	ID	ID	ID
No Change	24%	20				
Review has not Occurred	12%	10				
Prior Fiscal Year (n=82)						
Salary Increase	56%	46	8.02%	4.00%	2.00%	10.00%
Salary Decrease	12%	10	8.60%	10.00%	2.70%	10.00%
No Change	32%	26				

ID is used in place of “insufficient data”

2.3: PhD Median Total Annual Compensation (Salary)

The median total salary for all PhD geneticists who participated in the survey was \$195,000 while the range was \$100,000 to \$1,280,130. The median total salary was \$36,356 lower in the public sector (\$183,644) than in the private sector (\$220,000).

Table 2.3: PhD Median Total Annual Compensation (Salary)

Category	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PhD	Base Salary:	\$200,683	\$160,000	\$184,500	\$225,000	\$100,000	\$785,130	210
	Base+Supp:	\$201,961	\$162,000	\$185,000	\$225,000	\$100,000	\$785,130	
	Total Comp:	\$219,252	\$167,000	\$195,000	\$240,600	\$100,000	\$1,280,130	
PhD Public	Base Salary:	\$192,473	\$154,250	\$180,000	\$209,000	\$100,000	\$479,000	128
	Base+Supp:	\$194,335	\$156,000	\$180,000	\$212,580	\$100,000	\$479,000	
	Total Comp:	\$201,461	\$162,650	\$183,644	\$221,153	\$100,000	\$479,000	

PhD Private	Base Salary:	\$213,499	\$167,970	\$195,500	\$240,000	\$116,000	\$785,130	82
	Base+Supp:	\$213,865	\$167,970	\$195,500	\$240,000	\$116,000	\$785,130	
	Total Comp:	\$247,024	\$178,000	\$220,000	\$272,200	\$125,000	\$1,280,130	

2.4: PhD Median Total Annual Compensation (Salary) by Years of Experience

In the public sector, a direct correlation between median total annual salary and years of experience was observed. Those with 0-2 years of experience had the lowest median total annual salary (\$147,000) while those with 21+ years of experience had the highest (\$216,000).

In the private sector, a correlation between median total annual salary and years of experience was observed with one exception; the median total annual salary in the group with 21+ years of experience (\$237,500) was \$87,250 less than that for those with 16-20 years of experience (\$324,750) and \$12,500 less than those with 11-15 years of experience (\$250,000). Those with 0-2 years of experience had the lowest median total annual salary (\$169,000) while those with 16-20 years of experience had the highest.

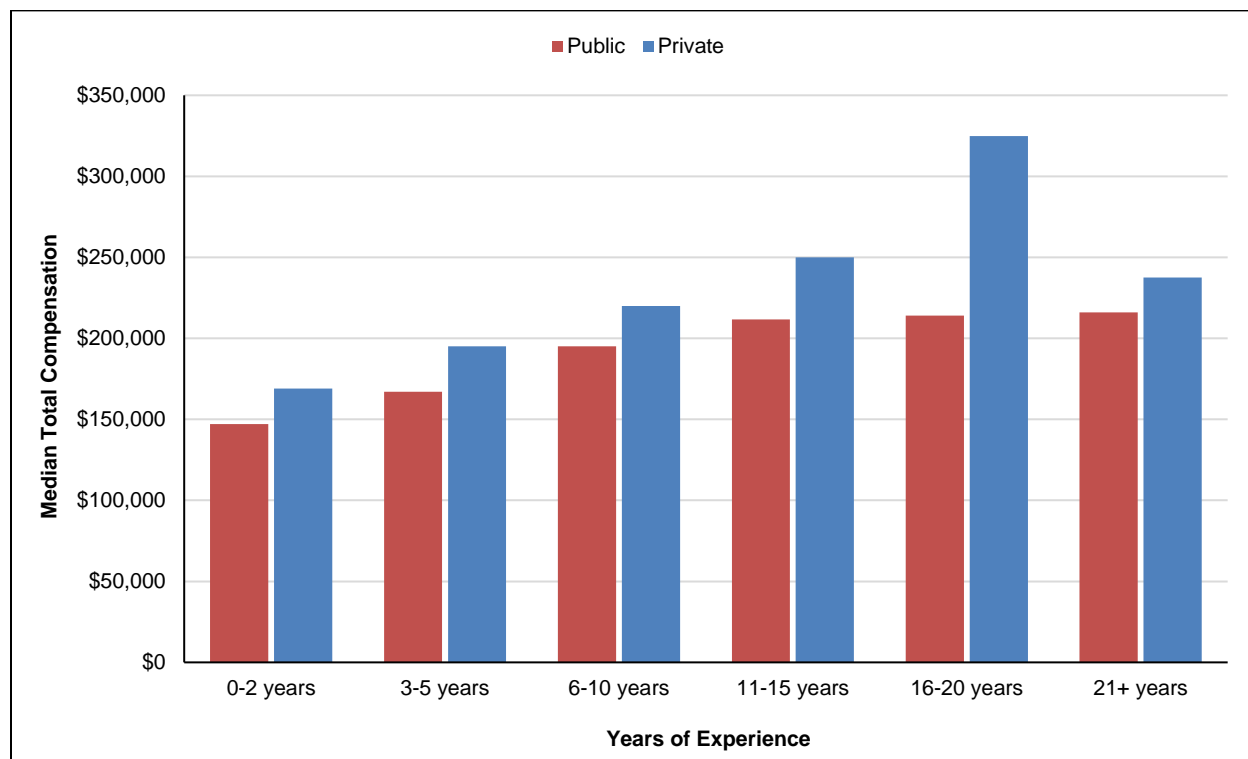
Median total annual salary in the private sector was higher than the public sector. The median total annual salary in the private sector was \$22,000 higher for those with 0-2 years of experience, \$28,000 higher for 3-5 years, \$25,000 higher for 6-10 years, \$38,420 higher for 11-15 years, \$110,750 higher for 16-20 years, and \$21,500 higher for 21+ years.

Table 2.4: PhD Salaries by Years of Experience

Sector	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	0-2 years	Base Salary:	\$145,783	\$134,900	\$145,000	\$156,000	\$120,000	\$171,000	19
		Base+Supp:	\$146,833	\$135,900	\$145,000	\$160,191	\$120,000	\$171,000	
		Total Comp:	\$152,513	\$138,000	\$147,000	\$164,572	\$120,000	\$207,000	
	3-5 years	Base Salary:	\$162,967	\$147,500	\$161,150	\$179,500	\$100,000	\$250,000	28
		Base+Supp:	\$165,225	\$150,000	\$162,650	\$179,500	\$100,000	\$250,000	
		Total Comp:	\$169,869	\$152,050	\$167,000	\$180,537	\$100,000	\$250,000	
	6-10 years	Base Salary:	\$190,441	\$163,542	\$190,000	\$205,000	\$120,000	\$287,445	23
		Base+Supp:	\$191,717	\$165,520	\$190,000	\$205,000	\$120,000	\$287,445	
		Total Comp:	\$199,864	\$168,000	\$195,000	\$225,000	\$120,000	\$292,750	
	11-15 years	Base Salary:	\$226,342	\$175,644	\$206,080	\$284,225	\$149,701	\$355,000	20
		Base+Supp:	\$226,342	\$175,644	\$206,080	\$284,225	\$149,701	\$355,000	
		Total Comp:	\$238,424	\$179,100	\$211,580	\$290,500	\$150,000	\$405,000	
	16-20 years	Base Salary:	\$207,739	\$185,000	\$210,000	\$230,000	\$152,000	\$260,000	13
		Base+Supp:	\$211,047	\$186,000	\$214,000	\$230,000	\$152,000	\$260,000	
		Total Comp:	\$212,836	\$186,500	\$214,000	\$239,000	\$152,000	\$260,000	

Sector	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	21+ years	Base Salary:	\$227,842	\$180,000	\$200,000	\$234,000	\$129,612	\$479,000	25
		Base+Supp:	\$231,154	\$180,000	\$200,000	\$234,000	\$129,612	\$479,000	
		Total Comp:	\$240,030	\$180,000	\$216,000	\$240,600	\$129,612	\$479,000	
PRIVATE	0-2 years	Base Salary:	\$155,000	\$130,000	\$151,500	\$163,000	\$116,000	\$260,000	14
		Base+Supp:	\$157,143	\$138,000	\$155,000	\$163,000	\$116,000	\$260,000	
		Total Comp:	\$181,391	\$147,000	\$169,000	\$191,500	\$125,000	\$312,000	
	3-5 years	Base Salary:	\$179,098	\$165,000	\$180,000	\$195,000	\$122,000	\$240,000	13
		Base+Supp:	\$179,098	\$165,000	\$180,000	\$195,000	\$122,000	\$240,000	
		Total Comp:	\$194,757	\$176,970	\$195,000	\$210,000	\$146,000	\$284,000	
	6-10 years	Base Salary:	\$229,720	\$173,000	\$200,000	\$240,000	\$155,000	\$785,130	26
		Base+Supp:	\$229,720	\$173,000	\$200,000	\$240,000	\$155,000	\$785,130	
		Total Comp:	\$267,671	\$179,900	\$220,000	\$276,000	\$162,980	\$1,280,130	
	11-15 years	Base Salary:	\$235,694	\$190,000	\$210,000	\$305,000	\$175,000	\$327,600	15
		Base+Supp:	\$235,694	\$190,000	\$210,000	\$305,000	\$175,000	\$327,600	
		Total Comp:	\$265,112	\$230,000	\$250,000	\$330,000	\$178,816	\$372,000	
	16-20 years	Base Salary:	\$294,670	\$216,022	\$266,000	\$325,000	\$195,000	\$500,000	6
		Base+Supp:	\$294,670	\$216,022	\$266,000	\$325,000	\$195,000	\$500,000	
		Total Comp:	\$365,337	\$235,000	\$324,750	\$475,000	\$232,522	\$600,000	
	21+ years	Base Salary:	\$216,563	\$191,000	\$212,500	\$250,000	\$173,500	\$252,000	8
		Base+Supp:	\$216,563	\$191,000	\$212,500	\$250,000	\$173,500	\$252,000	
		Total Comp:	\$257,063	\$208,000	\$237,500	\$276,000	\$173,500	\$440,000	

Graph 2.4: PhD Salaries by Years of Experience



2.5: PhD Median Total Annual Compensation (Salary) by Years of Experience as a Medical Geneticist or Clinical Lab Director and Gender*

In the public sector, the median total annual salary of male respondents and female respondents was similar for early and late career individuals, while there were greater differences mid-career. The median total annual salary for males was lower at 0-2 years (\$100), 3-5 years (\$5,570), 6-10 years (\$5,000), 11-15 years (\$25,660), and 16-20 years (\$11,471) of experience. However, the median total annual salary was \$3,788 higher for male respondents at 21+ years.

In the private sector, data were insufficient to make comparisons above 10 years of experience. However, the median total annual salary for males was higher at 0-2 years (\$14,750), 3-5 years (\$12,500), and 6-10 (\$12,000) years of experience.

**Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.*

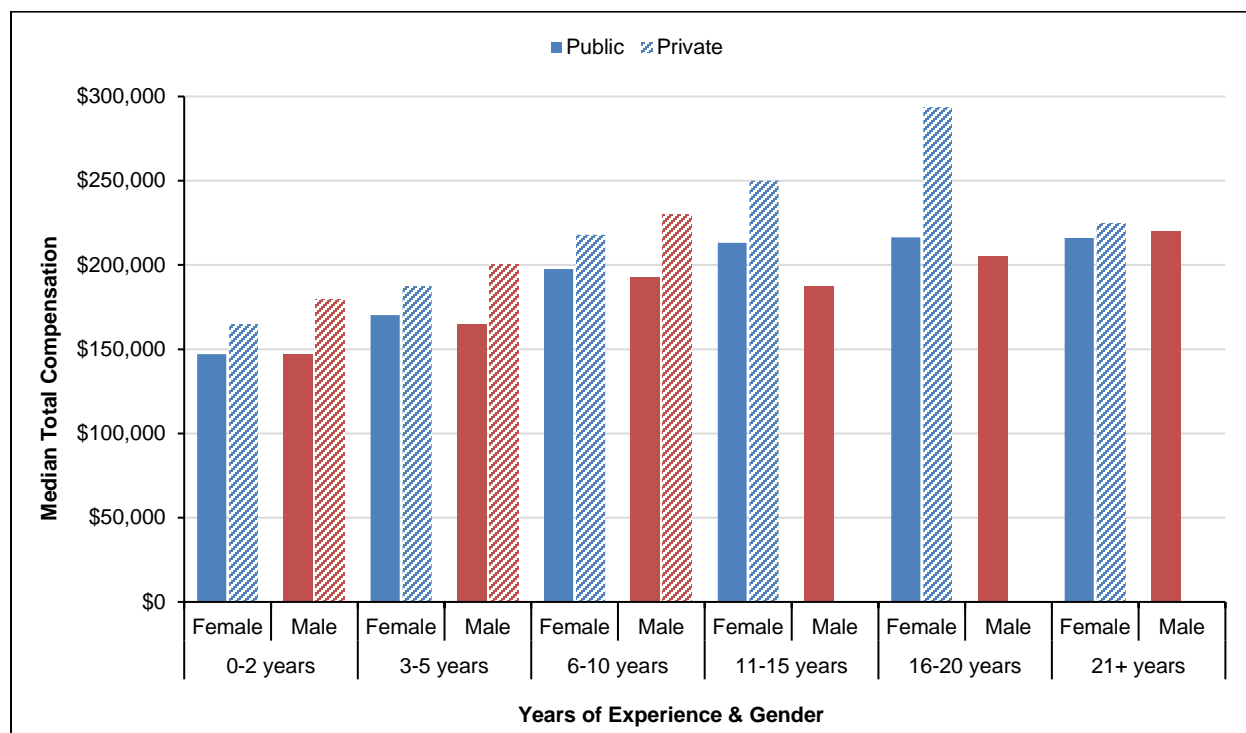
Table 2.5: PhD Salaries by Years of Experience and Gender

Sector	Exper	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	0-2 years	Female	Base Salary:	\$144,062	\$130,220	\$141,100	\$159,000	\$120,000	\$167,000	12
			Base+Supp:	\$144,895	\$130,220	\$141,100	\$161,096	\$120,000	\$167,000	
			Total Comp:	\$151,640	\$137,170	\$147,100	\$162,382	\$120,000	\$207,000	
		Male	Base Salary:	\$148,734	\$136,740	\$145,000	\$154,500	\$134,900	\$171,000	7
			Base+Supp:	\$150,154	\$145,000	\$145,675	\$154,500	\$135,900	\$171,000	
			Total Comp:	\$154,011	\$145,000	\$147,000	\$171,000	\$135,900	\$179,500	
	3-5 years	Female	Base Salary:	\$162,602	\$154,000	\$163,000	\$179,000	\$118,102	\$205,000	14
			Base+Supp:	\$166,173	\$159,000	\$163,500	\$179,000	\$140,000	\$205,000	
			Total Comp:	\$171,334	\$163,000	\$170,220	\$181,073	\$140,000	\$215,000	
		Male	Base Salary:	\$163,331	\$145,000	\$153,000	\$180,000	\$100,000	\$250,000	14
			Base+Supp:	\$164,277	\$150,000	\$153,000	\$180,000	\$100,000	\$250,000	
			Total Comp:	\$168,403	\$150,000	\$164,650	\$180,000	\$100,000	\$250,000	
	6-10 years	Female	Base Salary:	\$188,956	\$163,000	\$189,250	\$205,000	\$120,000	\$287,445	14
			Base+Supp:	\$189,456	\$163,000	\$189,250	\$205,000	\$120,000	\$287,445	
			Total Comp:	\$197,179	\$163,500	\$197,500	\$209,778	\$120,000	\$292,750	
		Male	Base Salary:	\$194,344	\$176,000	\$190,000	\$212,500	\$155,520	\$242,233	8
			Base+Supp:	\$197,139	\$176,000	\$190,000	\$212,500	\$165,520	\$254,593	
			Total Comp:	\$200,798	\$183,894	\$192,500	\$215,500	\$168,000	\$254,593	
	11-15 years	Female	Base Salary:	\$232,555	\$180,000	\$212,160	\$285,000	\$149,701	\$355,000	15
			Base+Supp:	\$232,555	\$180,000	\$212,160	\$285,000	\$149,701	\$355,000	
			Total Comp:	\$248,532	\$180,000	\$213,160	\$318,450	\$150,401	\$405,000	
		Male	Base Salary:	\$207,700	\$168,000	\$187,500	\$245,000	\$150,000	\$288,000	5
			Base+Supp:	\$207,700	\$168,000	\$187,500	\$245,000	\$150,000	\$288,000	
			Total Comp:	\$208,100	\$168,000	\$187,500	\$247,000	\$150,000	\$288,000	
	16-20 years	Female	Base Salary:	\$213,827	\$190,723	\$216,346	\$242,238	\$152,000	\$260,000	8
			Base+Supp:	\$214,202	\$192,223	\$216,346	\$242,238	\$152,000	\$260,000	
			Total Comp:	\$215,545	\$197,473	\$216,471	\$242,238	\$152,000	\$260,000	
		Male	Base Salary:	\$198,000	\$185,000	\$186,000	\$205,000	\$184,000	\$230,000	5
			Base+Supp:	\$206,000	\$186,000	\$205,000	\$224,000	\$185,000	\$230,000	
			Total Comp:	\$208,500	\$186,500	\$205,000	\$224,000	\$185,000	\$242,000	
	21+ years	Female	Base Salary:	\$214,489	\$180,500	\$197,000	\$233,737	\$129,612	\$479,000	17
			Base+Supp:	\$218,477	\$180,500	\$197,000	\$233,737	\$129,612	\$479,000	
			Total Comp:	\$228,868	\$180,500	\$216,000	\$238,737	\$129,612	\$479,000	
		Male	Base Salary:	\$256,217	\$176,500	\$205,038	\$350,831	\$135,000	\$450,000	

Sector	Exper	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Base+Supp:	\$258,092	\$176,500	\$205,038	\$350,831	\$150,000	\$450,000	8
			Total Comp:	\$263,749	\$176,500	\$219,788	\$351,206	\$165,000	\$450,000	
PRIVATE	0-2 years	Female	Base Salary:	\$153,700	\$125,000	\$151,500	\$160,000	\$116,000	\$260,000	10
			Base+Supp:	\$156,700	\$130,000	\$155,000	\$160,000	\$116,000	\$260,000	
			Total Comp:	\$175,897	\$141,000	\$165,000	\$184,968	\$125,000	\$312,000	
		Male	Base Salary:	\$158,250		\$152,500				4
			Base+Supp:	\$158,250		\$152,500				
			Total Comp:	\$195,125		\$179,750				
	3-5 years	Female	Base Salary:	\$180,811	\$165,000	\$185,000	\$195,000	\$149,864	\$205,000	6
			Base+Supp:	\$180,811	\$165,000	\$185,000	\$195,000	\$149,864	\$205,000	
			Total Comp:	\$184,644	\$178,000	\$187,500	\$195,000	\$149,864	\$210,000	
		Male	Base Salary:	\$177,630	\$151,443	\$180,000	\$200,000	\$122,000	\$240,000	7
			Base+Supp:	\$177,630	\$151,443	\$180,000	\$200,000	\$122,000	\$240,000	
			Total Comp:	\$203,425	\$170,002	\$200,000	\$232,000	\$146,000	\$284,000	
	6-10 years	Female	Base Salary:	\$239,765	\$173,000	\$199,000	\$240,000	\$155,000	\$785,130	17
			Base+Supp:	\$239,765	\$173,000	\$199,000	\$240,000	\$155,000	\$785,130	
			Total Comp:	\$287,596	\$176,600	\$218,000	\$264,000	\$162,980	\$1,280,130	
		Male	Base Salary:	\$210,744	\$179,900	\$230,000	\$240,000	\$156,800	\$245,000	9
			Base+Supp:	\$210,744	\$179,900	\$230,000	\$240,000	\$156,800	\$245,000	
			Total Comp:	\$230,035	\$180,000	\$230,000	\$276,000	\$166,411	\$288,000	
	11-15 years	Female	Base Salary:	\$238,494	\$190,000	\$210,000	\$305,000	\$175,000	\$327,600	13
			Base+Supp:	\$238,494	\$190,000	\$210,000	\$305,000	\$175,000	\$327,600	
			Total Comp:	\$267,052	\$230,000	\$250,000	\$330,000	\$178,816	\$372,000	
		Male	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
	16-20 years	Female	Base Salary:	\$242,756		\$225,511				4
			Base+Supp:	\$242,756		\$225,511				
			Total Comp:	\$323,756		\$293,750				
		Male	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
	21+ years	Female	Base Salary:	\$207,300	\$186,000	\$200,000	\$225,000	\$173,500	\$252,000	5
			Base+Supp:	\$207,300	\$186,000	\$200,000	\$225,000	\$173,500	\$252,000	
			Total Comp:	\$223,300	\$191,000	\$225,000	\$225,000	\$173,500	\$302,000	

Sector	Exper	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Male	Base Salary: Base+Supp: Total Comp:							ID

Graph 2.5: PhD Salaries by Years of Experience and Gender



2.6.A: PhD Median Total Annual Compensation (Salary) by Region

To facilitate making comparisons, the region designations used for this analysis are identical to those used in the Association of American Medical Colleges (AAMC) annual survey (*see Appendix for map depicting regions*). The regional distribution of the current ACMG survey participants (PhD group only) was as follows: 32% reside in the Midwest, 25% in the Northeast, 23% in the South, and 20% in the West.

Within the **public sector**, the median total annual salary was lowest in the Southern region (\$176,500), followed by the Midwest-Great Plains (\$181,569), the Northeast (\$183,894), and the Western (\$214,080) regions. A \$37,580 difference in the median total annual salary was observed between the Southern (lowest) and the Western (the highest) regions.

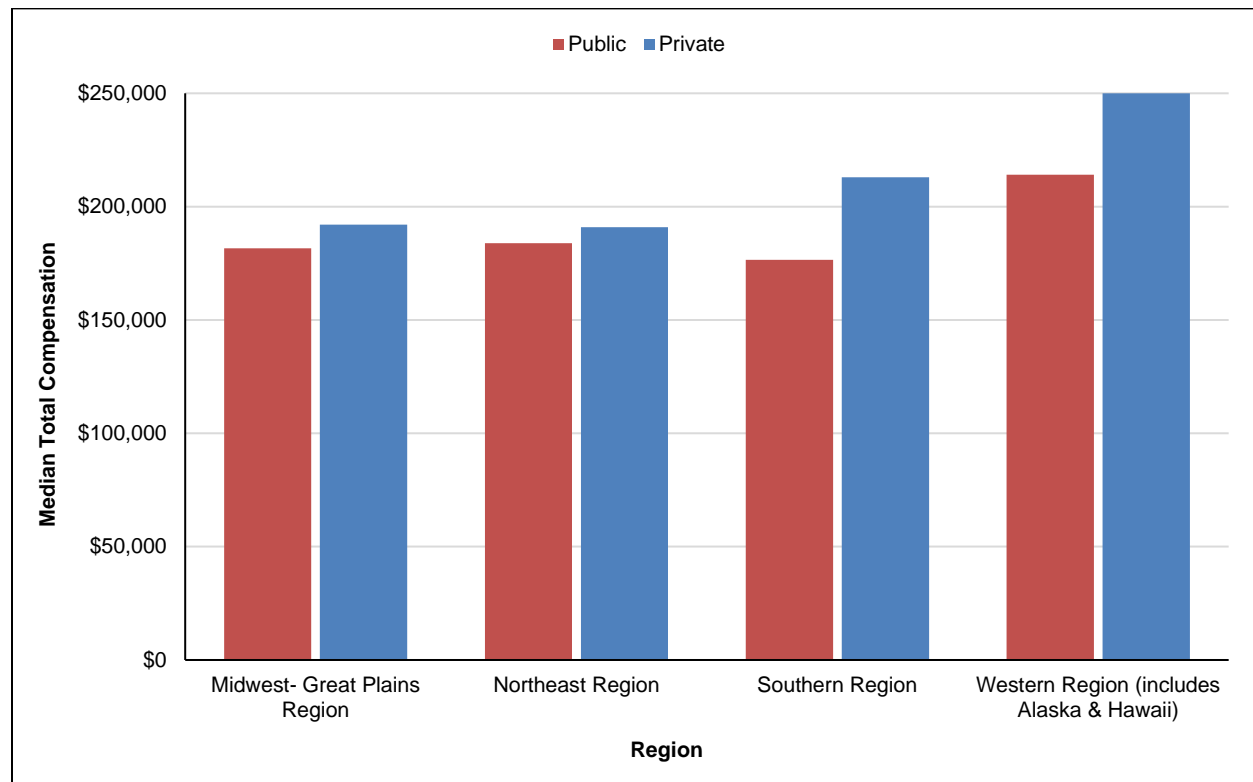
Within the **private sector**, the median total annual salary was lowest in the Northeast region (\$191,000), followed by the Midwest-Great Plains (\$192,000), the Southern (\$213,000), and the Western (\$250,000) regions. A \$59,000 difference in the median total annual salary was observed between the Northeast (lowest) and the Western (the highest) regions.

Compensation in the private sector was higher than in the public sector for all regions. The median total annual salary in the private sector was \$35,920 higher in the Western region, \$36,500 in the Southern region, \$10,431 in the Midwest-Great Plains region, and \$7,106 in the Northeast region.

Table 2.6.A: PhD Salaries by Region

Sector	Region	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	Base Salary:	\$196,710	\$159,500	\$180,162	\$221,846	\$118,102	\$450,000	52
		Base+Supp:	\$198,132	\$161,000	\$180,162	\$221,846	\$129,612	\$450,000	
		Total Comp:	\$203,091	\$164,271	\$181,569	\$230,644	\$129,612	\$450,000	
	Northeast Region	Base Salary:	\$189,008	\$154,000	\$179,500	\$203,250	\$100,000	\$355,000	40
		Base+Supp:	\$191,723	\$154,000	\$179,500	\$205,288	\$100,000	\$355,000	
		Total Comp:	\$201,401	\$161,350	\$183,894	\$219,683	\$100,000	\$405,000	
	Southern Region	Base Salary:	\$171,439	\$144,000	\$171,500	\$192,500	\$130,000	\$233,737	24
		Base+Supp:	\$173,764	\$144,000	\$171,500	\$198,500	\$130,000	\$233,737	
		Total Comp:	\$178,568	\$147,500	\$176,500	\$204,000	\$135,900	\$240,600	
	Western Region (includes Alaska and Hawaii)	Base Salary:	\$227,734	\$166,072	\$205,000	\$258,500	\$154,500	\$479,000	12
		Base+Supp:	\$227,734	\$166,072	\$205,000	\$258,500	\$154,500	\$479,000	
		Total Comp:	\$240,388	\$178,496	\$214,080	\$264,500	\$163,500	\$479,000	
PRIVATE	Midwest-Great Plains Region	Base Salary:	\$185,930	\$130,000	\$179,900	\$225,000	\$116,000	\$327,600	15
		Base+Supp:	\$187,930	\$150,000	\$179,900	\$225,000	\$116,000	\$327,600	
		Total Comp:	\$204,235	\$160,000	\$192,000	\$245,000	\$130,000	\$355,162	
	Northeast Region	Base Salary:	\$191,462	\$165,000	\$170,000	\$200,000	\$138,000	\$325,000	13
		Base+Supp:	\$191,462	\$165,000	\$170,000	\$200,000	\$138,000	\$325,000	
		Total Comp:	\$219,615	\$178,000	\$191,000	\$230,000	\$168,000	\$475,000	
	Southern Region	Base Salary:	\$200,886	\$163,000	\$195,000	\$220,000	\$125,000	\$500,000	25
		Base+Supp:	\$200,886	\$163,000	\$195,000	\$220,000	\$125,000	\$500,000	
		Total Comp:	\$226,934	\$165,000	\$213,000	\$260,000	\$125,000	\$600,000	
	Western Region (includes Alaska and Hawaii)	Base Salary:	\$248,511	\$199,000	\$230,000	\$252,000	\$156,800	\$785,130	29
		Base+Supp:	\$248,511	\$199,000	\$230,000	\$252,000	\$156,800	\$785,130	
		Total Comp:	\$298,760	\$210,000	\$250,000	\$322,416	\$166,411	\$1,280,130	

Graph 2.6.A: PhD Salaries by Region



2.6.B: PhD Median Total Annual Compensation (Salary) by Region Comparing High Cost Areas to Other Areas

To classify areas as high cost, the latest Regional Price Parity data for US major metro areas was pulled from the Bureau of Economic Analysis' website (<https://www.bea.gov/news/2021/real-personal-consumption-expenditures-and-personal-income-state-2020>). This report includes an index score that is calculated based on the cost of goods and services in each major metropolitan area. The US average index score is 100. Metro areas with higher scores are more expensive than average. Scores range from 82.4 (Florence-Muscle Shoals, AL) to 117.4 (San Francisco, CA metro area).

For this report, metro areas with an index score of at least 110 are classified as high cost areas. This means that each of these metro areas is at least 10% more expensive than the average cost of living in the United States. Fourteen metro areas are identified as high cost areas: San Francisco-Oakland-Berkeley, CA; New York-Newark-Jersey City, NY-NJ-PA; Urban Honolulu, HI; San Diego-Chula Vista-Carlsbad, CA; San Jose-Sunnyvale-Santa Clara, CA; Seattle-Tacoma-Bellevue, WA; Los Angeles-Long Beach-Anaheim, CA; Poughkeepsie-Newburgh-Middletown, NY; Washington-Arlington-Alexandria, DC-VA-MD-WV; Napa, CA; Oxnard-Thousand Oaks-Ventura, CA; Salinas, CA; Boston-Cambridge-Newton, MA-NH; and Santa Maria-Santa Barbara, CA. These data were collected to determine if there is a difference in compensation for these high cost living areas when compared to other areas.

Within the public sector, median total annual salaries were higher in the high cost areas for which comparisons can be made. In the Northeast region, the median total annual salary was \$34,000 higher in the high cost areas (\$206,000) compared to the other areas (\$172,000). In the Western region, the median total annual salary was \$1,840 higher in the high cost areas (\$215,000) compared to the other areas (\$213,160). The data were insufficient to make comparisons for the Midwest-Great Plains and Southern regions.

Within the private sector, the median total annual salary in high cost areas was generally higher compared with other areas with one exception. In the Northeast region, the median total annual salary was \$25,750 lower in the high cost areas (\$180,000) compared to the other areas (\$205,750). In the Southern region, the median total annual salary was \$11,000 higher in the high cost areas (\$219,000) compared to the other areas (\$208,000). In the Western region, the median total annual salary was \$62,500 higher in the high cost areas (\$292,500) compared to the other areas (\$230,000). The data were insufficient to make comparisons for the Midwest-Great Plains region.

Table 2.6.B: PhD Salaries by Region in High Cost and Other Areas

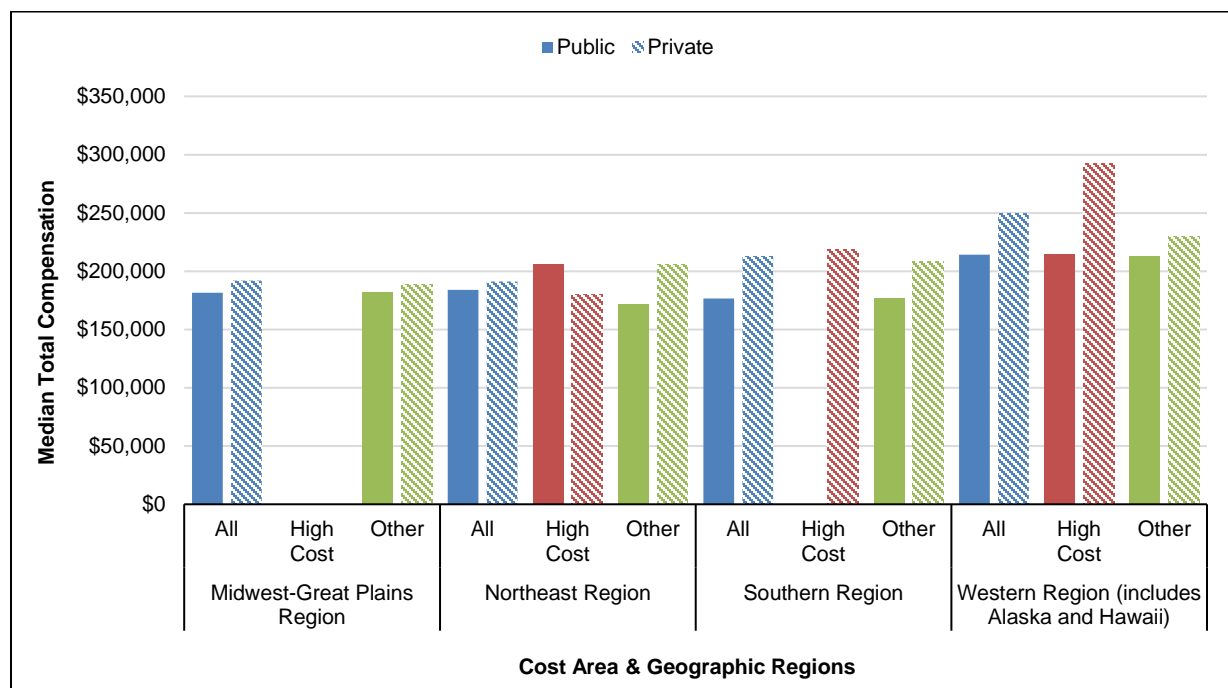
** Note: Metropolitan area was not available for all respondents. Therefore, the sum of the sample size in the “High Cost” and “Other” groups may not equal the total in the “All” category.*

Sector	Region	Cost Area	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	All	Base Salary:	\$196,710	\$159,500	\$180,162	\$221,846	\$118,102	\$450,000	52
			Base+Supp:	\$198,132	\$161,000	\$180,162	\$221,846	\$129,612	\$450,000	
			Total Comp:	\$203,091	\$164,271	\$181,569	\$230,644	\$129,612	\$450,000	
		High Cost	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		Other	Base Salary:	\$196,710	\$159,500	\$180,162	\$221,846	\$118,102	\$450,000	52
			Base+Supp:	\$198,132	\$161,000	\$180,162	\$221,846	\$129,612	\$450,000	
			Total Comp:	\$203,091	\$164,271	\$181,569	\$230,644	\$129,612	\$450,000	
	Northeast Region*	All	Base Salary:	\$189,008	\$154,000	\$179,500	\$203,250	\$100,000	\$355,000	40
			Base+Supp:	\$191,723	\$154,000	\$179,500	\$205,288	\$100,000	\$355,000	
			Total Comp:	\$201,401	\$161,350	\$183,894	\$219,683	\$100,000	\$405,000	
		High Cost	Base Salary:	\$196,246	\$154,000	\$200,000	\$238,000	\$120,000	\$283,450	15
			Base+Supp:	\$198,152	\$154,000	\$200,000	\$238,000	\$120,000	\$283,450	
			Total Comp:	\$205,211	\$154,100	\$206,000	\$239,000	\$120,000	\$318,450	
		Other	Base Salary:	\$184,665	\$150,000	\$168,000	\$195,424	\$100,000	\$355,000	25
			Base+Supp:	\$187,865	\$150,000	\$168,000	\$195,424	\$100,000	\$355,000	
			Total Comp:	\$199,116	\$162,300	\$172,000	\$210,000	\$100,000	\$405,000	
	Southern Region	All	Base Salary:	\$171,439	\$144,000	\$171,500	\$192,500	\$130,000	\$233,737	24
			Base+Supp:	\$173,764	\$144,000	\$171,500	\$198,500	\$130,000	\$233,737	
			Total Comp:	\$178,568	\$147,500	\$176,500	\$204,000	\$135,900	\$240,600	
		High Cost	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		Other	Base Salary:	\$171,342	\$143,000	\$171,500	\$188,000	\$130,000	\$233,737	22
			Base+Supp:	\$173,879	\$143,000	\$171,500	\$197,000	\$130,000	\$233,737	
			Total Comp:	\$178,756	\$150,000	\$176,500	\$200,000	\$135,900	\$240,600	
		All	Base Salary:	\$227,734	\$166,072	\$205,000	\$258,500	\$154,500	\$479,000	

Sector	Region	Cost Area	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Western Region (includes Alaska and Hawaii)		Base+Supp:	\$227,734	\$166,072	\$205,000	\$258,500	\$154,500	\$479,000	12
			Total Comp:	\$240,388	\$178,496	\$214,080	\$264,500	\$163,500	\$479,000	
		High Cost	Base Salary:	\$259,200	\$164,000	\$205,000	\$285,000	\$163,000	\$479,000	5
			Base+Supp:	\$259,200	\$164,000	\$205,000	\$285,000	\$163,000	\$479,000	
			Total Comp:	\$270,100	\$165,000	\$215,000	\$328,000	\$163,500	\$479,000	
		Other	Base Salary:	\$205,258	\$168,144	\$205,000	\$234,000	\$154,500	\$283,000	7
			Base+Supp:	\$205,258	\$168,144	\$205,000	\$234,000	\$154,500	\$283,000	
			Total Comp:	\$219,165	\$179,500	\$213,160	\$238,000	\$177,492	\$291,000	
PRIVATE	Midwest- Great Plains Region	All	Base Salary:	\$185,930	\$130,000	\$179,900	\$225,000	\$116,000	\$327,600	15
			Base+Supp:	\$187,930	\$150,000	\$179,900	\$225,000	\$116,000	\$327,600	
			Total Comp:	\$204,235	\$160,000	\$192,000	\$245,000	\$130,000	\$355,162	
		High Cost	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		Other	Base Salary:	\$181,710	\$130,000	\$177,450	\$220,000	\$116,000	\$327,600	14
			Base+Supp:	\$183,853	\$150,000	\$177,450	\$220,000	\$116,000	\$327,600	
			Total Comp:	\$201,324	\$160,000	\$188,484	\$232,000	\$130,000	\$355,162	
	Northeast Region*	All	Base Salary:	\$191,462	\$165,000	\$170,000	\$200,000	\$138,000	\$325,000	13
			Base+Supp:	\$191,462	\$165,000	\$170,000	\$200,000	\$138,000	\$325,000	
			Total Comp:	\$219,615	\$178,000	\$191,000	\$230,000	\$168,000	\$475,000	
		High Cost	Base Salary:	\$181,800	\$165,000	\$170,000	\$186,000	\$138,000	\$250,000	5
			Base+Supp:	\$181,800	\$165,000	\$170,000	\$186,000	\$138,000	\$250,000	
			Total Comp:	\$195,400	\$178,000	\$180,000	\$191,000	\$168,000	\$260,000	
		Other	Base Salary:	\$197,500	\$162,500	\$180,000	\$205,000	\$160,000	\$325,000	8
			Base+Supp:	\$197,500	\$162,500	\$180,000	\$205,000	\$160,000	\$325,000	
			Total Comp:	\$234,750	\$178,000	\$205,750	\$232,750	\$170,000	\$475,000	
	Southern Region*	All	Base Salary:	\$200,886	\$163,000	\$195,000	\$220,000	\$125,000	\$500,000	25
			Base+Supp:	\$200,886	\$163,000	\$195,000	\$220,000	\$125,000	\$500,000	
			Total Comp:	\$226,934	\$165,000	\$213,000	\$260,000	\$125,000	\$600,000	
		High Cost	Base Salary:	\$190,750	\$160,000	\$195,500	\$225,000	\$125,000	\$240,000	8
			Base+Supp:	\$190,750	\$160,000	\$195,500	\$225,000	\$125,000	\$240,000	
			Total Comp:	\$213,775	\$165,000	\$219,000	\$261,100	\$125,000	\$295,000	
		Other	Base Salary:	\$205,656	\$163,000	\$190,000	\$210,000	\$140,000	\$500,000	17
			Base+Supp:	\$205,656	\$163,000	\$190,000	\$210,000	\$140,000	\$500,000	
			Total Comp:	\$233,127	\$173,500	\$208,000	\$260,000	\$147,000	\$600,000	

Sector	Region	Cost Area	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Western Region (includes Alaska and Hawaii)*	All	Base Salary:	\$248,511	\$199,000	\$230,000	\$252,000	\$156,800	\$785,130	29
			Base+Supp:	\$248,511	\$199,000	\$230,000	\$252,000	\$156,800	\$785,130	
			Total Comp:	\$298,760	\$210,000	\$250,000	\$322,416	\$166,411	\$1,280,130	
		High Cost	Base Salary:	\$276,806	\$207,500	\$247,500	\$301,000	\$156,800	\$785,130	16
			Base+Supp:	\$276,806	\$207,500	\$247,500	\$301,000	\$156,800	\$785,130	
			Total Comp:	\$342,433	\$222,500	\$292,500	\$340,000	\$166,411	\$1,280,130	
		Other	Base Salary:	\$213,686	\$181,000	\$200,000	\$230,000	\$173,000	\$312,000	13
			Base+Supp:	\$213,686	\$181,000	\$200,000	\$230,000	\$173,000	\$312,000	
			Total Comp:	\$245,009	\$199,000	\$230,000	\$276,000	\$175,500	\$372,000	

Graph 2.6.B: PhD Salaries by Region in High Cost and Other Areas



2.7: PhD Median Total Annual Compensation (Salary) by Region and Years of Experience as a Medical Geneticist or Clinical Lab Director

In the public sector, a general correlation between median total annual salary and years of experience was observed; however, there were a few exceptions. In the Midwest-Great Plains region, those with 11-15 years of experience (\$193,806) earned less than those with 6-10 years of experience (\$201,500), and those with 21+ years of experience (\$204,000) earned less than those with 16-20 years of experience (\$230,471). In the Northeast region, those with 3-5 years of experience had a lower median total salary (\$154,100) than those with 0-2 years of experience (\$159,286).

In the private sector, a general correlation between median total annual salary and years of experience was observed; however, there were a few exceptions. In the Southern region, the median total annual salary of those with >15 years of experience (\$242,500) was lower than those with 11-15 years of experience (\$250,000). In the Western region, those with >15 years of experience had a lower median total salary (\$297,000) than those with 11-15 years of experience (\$330,000).

For both sectors, the observed lack of correlation could be valid, or it may reflect the low number of participants in some categories and/or the fact that salary is influenced by multiple factors, only one of which is experience. Note that the data obtained for some categories were insufficient to report.

Table 2.7: PhD Salaries by Region and Years of Experience

** Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

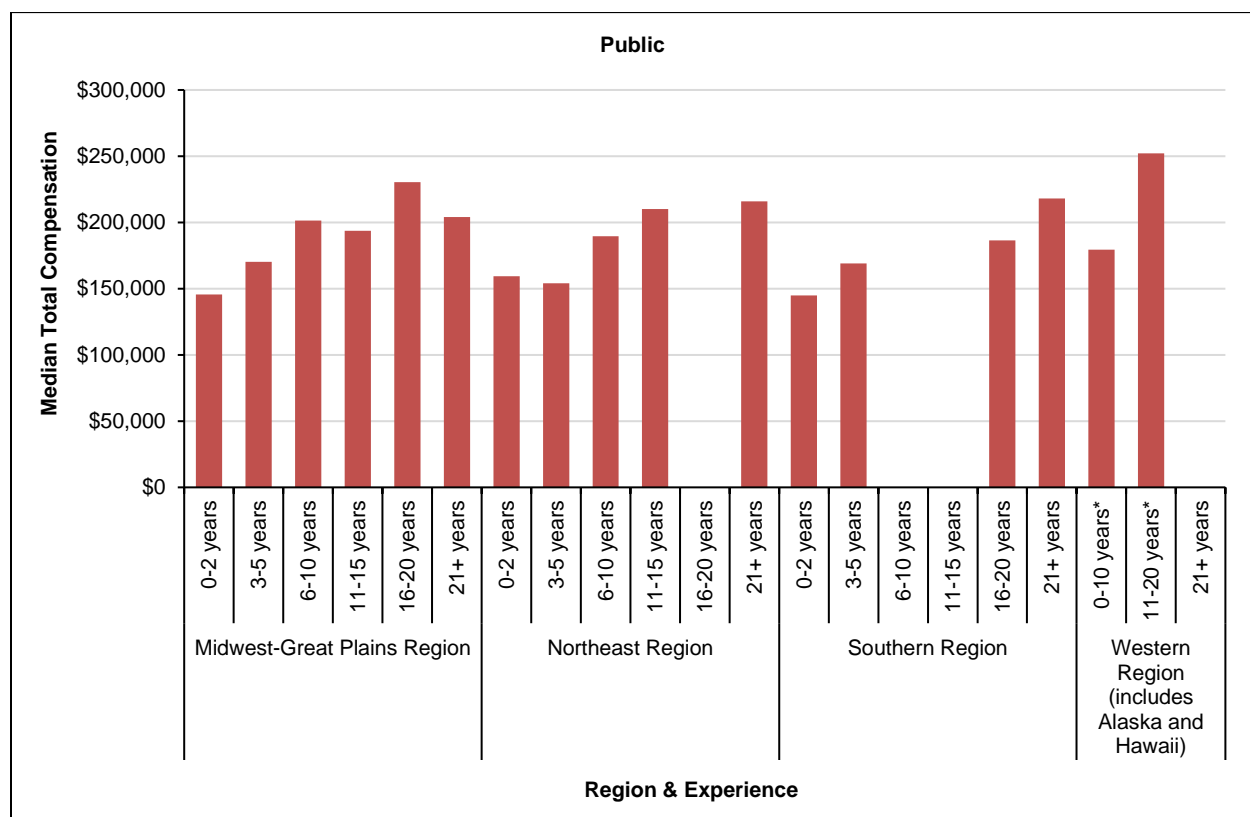
Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest- Great Plains Region	0-2 years	Base Salary:	\$145,302	\$136,340	\$144,200	\$156,000	\$130,000	\$167,000	9
			Base+Supp:	\$146,295	\$136,340	\$145,000	\$156,000	\$130,000	\$167,000	
			Total Comp:	\$153,288	\$139,375	\$145,675	\$156,000	\$130,000	\$207,000	
		3-5 years	Base Salary:	\$165,897	\$154,500	\$163,000	\$172,500	\$118,102	\$250,000	12
			Base+Supp:	\$170,064	\$159,500	\$163,000	\$174,051	\$139,339	\$250,000	
			Total Comp:	\$175,140	\$164,000	\$170,220	\$180,537	\$139,339	\$250,000	
		6-10 years	Base Salary:	\$206,949	\$183,500	\$197,500	\$225,000	\$163,542	\$287,445	10
			Base+Supp:	\$207,649	\$183,500	\$197,500	\$225,000	\$163,542	\$287,445	
			Total Comp:	\$214,952	\$183,500	\$201,500	\$236,287	\$163,542	\$292,750	
		11-15 years	Base Salary:	\$215,891	\$180,000	\$193,056	\$245,000	\$162,000	\$290,000	9
			Base+Supp:	\$215,891	\$180,000	\$193,056	\$245,000	\$162,000	\$290,000	
			Total Comp:	\$220,774	\$180,000	\$193,806	\$250,000	\$171,288	\$290,000	
		16-20 years	Base Salary:	\$227,042		\$224,346				4
			Base+Supp:	\$227,042		\$224,346				
			Total Comp:	\$230,104		\$230,471				
		21+ years	Base Salary:	\$251,222	\$162,250	\$202,000	\$350,831	\$129,612	\$450,000	8
			Base+Supp:	\$252,222	\$166,250	\$202,000	\$350,831	\$129,612	\$450,000	
			Total Comp:	\$252,816	\$166,250	\$204,000	\$351,206	\$129,612	\$450,000	
	Northeast Region	0-2 years	Base Salary:	\$152,393		\$159,286				4
			Base+Supp:	\$152,393		\$159,286				
			Total Comp:	\$152,393		\$159,286				
		3-5 years	Base Salary:	\$154,033	\$145,000	\$150,000	\$162,300	\$100,000	\$206,000	9
			Base+Supp:	\$155,504	\$150,000	\$150,000	\$162,300	\$100,000	\$214,240	
			Total Comp:	\$159,627	\$150,000	\$154,100	\$172,000	\$100,000	\$214,240	
		6-10 years	Base Salary:	\$182,207	\$157,960	\$189,500	\$200,250	\$120,000	\$242,233	8
			Base+Supp:	\$185,002	\$162,960	\$189,500	\$200,250	\$120,000	\$254,593	
			Total Comp:	\$189,195	\$172,094	\$189,500	\$207,889	\$120,000	\$254,593	

Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		11-15 years	Base Salary:	\$236,279	\$168,000	\$200,000	\$310,000	\$150,000	\$355,000	7
			Base+Supp:	\$236,279	\$168,000	\$200,000	\$310,000	\$150,000	\$355,000	
			Total Comp:	\$256,993	\$168,000	\$210,000	\$360,000	\$150,000	\$405,000	
		16-20 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		21+ years	Base Salary:	\$198,044	\$180,000	\$195,424	\$210,076	\$135,000	\$274,899	9
			Base+Supp:	\$206,155	\$180,000	\$195,424	\$210,076	\$150,000	\$324,899	
			Total Comp:	\$224,044	\$180,000	\$216,000	\$235,076	\$164,000	\$362,453	
	Southern Region	0-2 years	Base Salary:	\$139,618	\$134,900	\$138,000	\$145,000	\$130,000	\$150,191	5
			Base+Supp:	\$141,818	\$135,900	\$138,000	\$145,000	\$130,000	\$160,191	
			Total Comp:	\$145,818	\$138,000	\$145,000	\$150,000	\$135,900	\$160,191	
		3-5 years	Base Salary:	\$163,400	\$143,000	\$156,000	\$180,000	\$138,000	\$200,000	5
			Base+Supp:	\$163,400	\$143,000	\$156,000	\$180,000	\$138,000	\$200,000	
			Total Comp:	\$167,600	\$143,000	\$169,000	\$180,000	\$138,000	\$208,000	
		6-10 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		11-15 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		16-20 years	Base Salary:	\$183,400	\$184,000	\$185,000	\$186,000	\$152,000	\$210,000	5
			Base+Supp:	\$192,000	\$185,000	\$186,000	\$213,000	\$152,000	\$224,000	
			Total Comp:	\$192,100	\$185,000	\$186,500	\$213,000	\$152,000	\$224,000	
		21+ years	Base Salary:	\$204,547	\$188,000	\$197,000	\$231,000	\$173,000	\$233,737	5
			Base+Supp:	\$204,907	\$188,000	\$197,000	\$232,800	\$173,000	\$233,737	
			Total Comp:	\$213,467	\$197,000	\$218,000	\$238,737	\$173,000	\$240,600	
	Western Region (includes Alaska and Hawaii)	0-10 years*	Base Salary:	\$173,300	\$163,000	\$164,000	\$180,000	\$154,500	\$205,000	5
			Base+Supp:	\$173,300	\$163,000	\$164,000	\$180,000	\$154,500	\$205,000	
			Total Comp:	\$190,600	\$165,000	\$179,500	\$215,000	\$163,500	\$230,000	
		11-20 years*	Base Salary:	\$246,290		\$247,580				4
			Base+Supp:	\$246,290		\$247,580				
			Total Comp:	\$259,290		\$252,080				
		21+ years	Base Salary:							ID
			Base+Supp:							

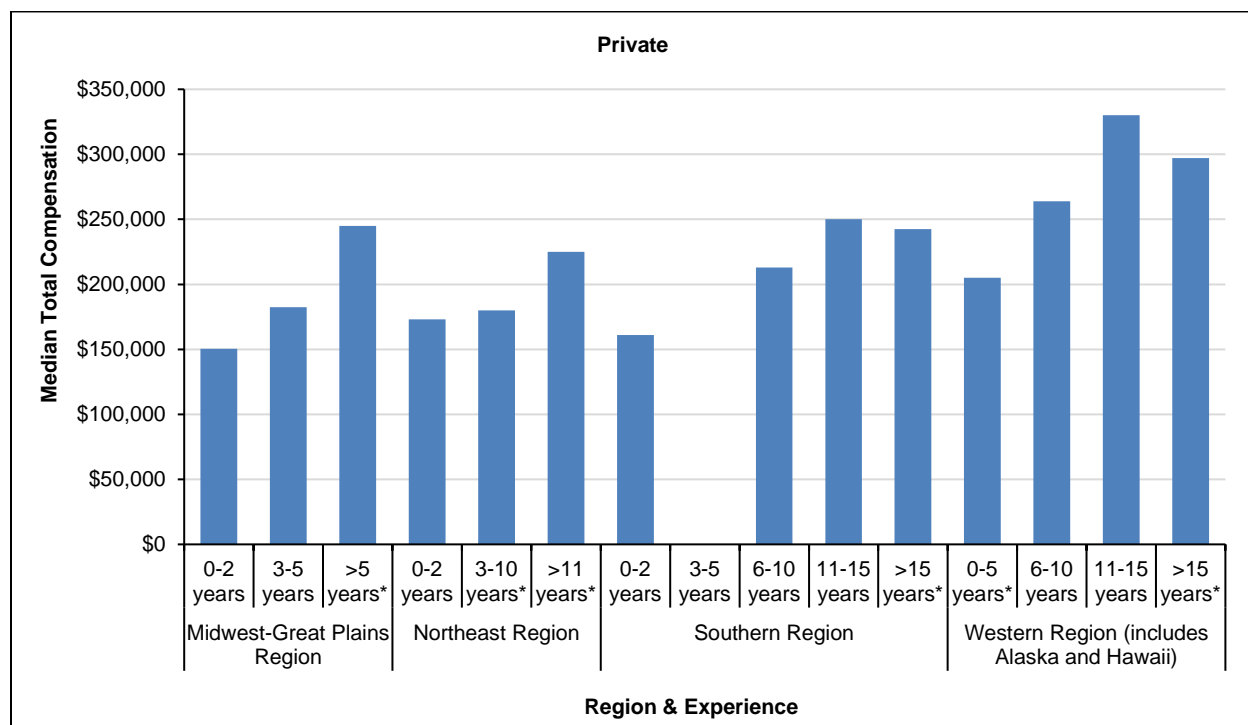
Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Total Comp:							
PRIVATE	Midwest- Great Plains Region	0-2 years	Base Salary:	\$131,500		\$125,000				4
			Base+Supp:	\$139,000		\$140,000				
			Total Comp:	\$153,992		\$150,500				
		3-5 years	Base Salary:	\$162,611		\$166,722				4
			Base+Supp:	\$162,611		\$166,722				
			Total Comp:	\$185,751		\$182,501				
		>5 years*	Base Salary:	\$230,357	\$179,900	\$225,000	\$245,000	\$175,000	\$327,600	7
			Base+Supp:	\$230,357	\$179,900	\$225,000	\$245,000	\$175,000	\$327,600	
			Total Comp:	\$243,509	\$192,000	\$245,000	\$260,500	\$179,900	\$355,162	
	Northeast Region	0-2 years	Base Salary:	\$155,750		\$160,000				4
			Base+Supp:	\$155,750		\$160,000				
			Total Comp:	\$176,375		\$173,000				
		3-10 years*	Base Salary:	\$176,250		\$170,000				4
			Base+Supp:	\$176,250		\$170,000				
			Total Comp:	\$189,500		\$180,000				
		>11 years*	Base Salary:	\$212,625	\$178,000	\$195,000	\$230,000	\$170,000	\$325,000	8
			Base+Supp:	\$212,625	\$178,000	\$195,000	\$230,000	\$170,000	\$325,000	
			Total Comp:	\$246,438	\$185,500	\$225,000	\$247,750	\$180,000	\$475,000	
	Southern Region	0-2 years	Base Salary:	\$152,200	\$140,000	\$143,000	\$163,000	\$125,000	\$190,000	5
			Base+Supp:	\$152,200	\$140,000	\$143,000	\$163,000	\$125,000	\$190,000	
			Total Comp:	\$181,200	\$147,000	\$161,000	\$213,000	\$125,000	\$260,000	
		3-5 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		6-10 years	Base Salary:	\$197,873	\$163,990	\$197,500	\$230,000	\$155,000	\$245,000	8
			Base+Supp:	\$197,873	\$163,990	\$197,500	\$230,000	\$155,000	\$245,000	
			Total Comp:	\$214,873	\$165,000	\$213,000	\$252,500	\$162,980	\$295,000	
		11-15 years	Base Salary:	\$205,763	\$185,000	\$210,000	\$225,000	\$178,816	\$230,000	5
			Base+Supp:	\$205,763	\$185,000	\$210,000	\$225,000	\$178,816	\$230,000	
			Total Comp:	\$232,203	\$185,000	\$250,000	\$272,200	\$178,816	\$275,000	
		>15 years*	Base Salary:	\$266,125		\$195,500				4
			Base+Supp:	\$266,125		\$195,500				
			Total Comp:	\$314,625		\$242,500				
			Base Salary:	\$197,995	\$175,000	\$190,000	\$205,000	\$167,970	\$260,000	

Sector	Region	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Western Region (includes Alaska and Hawaii)	0-5 years*	Base+Supp:	\$197,995	\$175,000	\$190,000	\$205,000	\$167,970	\$260,000	6
			Total Comp:	\$215,662	\$180,000	\$205,000	\$215,000	\$176,970	\$312,000	
		6-10 years	Base Salary:	\$269,530	\$174,900	\$230,000	\$245,000	\$156,800	\$785,130	11
			Base+Supp:	\$269,530	\$174,900	\$230,000	\$245,000	\$156,800	\$785,130	
			Total Comp:	\$338,914	\$176,600	\$264,000	\$322,416	\$166,411	\$1,280,130	
		11-15 years	Base Salary:	\$270,800	\$210,000	\$305,000	\$312,000	\$210,000	\$317,000	5
			Base+Supp:	\$270,800	\$210,000	\$305,000	\$312,000	\$210,000	\$317,000	
			Total Comp:	\$308,600	\$240,000	\$330,000	\$371,000	\$230,000	\$372,000	
		>15 years*	Base Salary:	\$242,860	\$216,022	\$250,000	\$252,000	\$200,000	\$297,000	7
			Base+Supp:	\$242,860	\$216,022	\$250,000	\$252,000	\$200,000	\$297,000	
			Total Comp:	\$299,860	\$232,522	\$297,000	\$352,500	\$225,000	\$440,000	

Graph 2.7a: PhD Salaries by Region and Years of Experience (Public Sector)



Graph 2.7b: PhD Salaries by Region and Years of Experience (Private Sector)



2.8: PhD Median Total Annual Compensation (Salary) by Region and Gender*

In the public sector, the median total annual salary of males was greater than that of females within the Midwest region but not within the Northeast and Southern regions. The median total annual salary for males was \$29,750 higher in the Midwest, \$37,778 lower in the Northeast, and \$2,096 lower in the Sothern regions. The data were insufficient to make comparisons for the Western region.

In the private sector, the median total annual salary for males was greater than that of females within the Northeast and Southern regions but not within the Midwest and Western regions. The median total annual salary for males was \$13,600 lower in the Midwest, \$6,000 higher in the Northeast, \$85,000 higher in the Southern, and \$24,000 lower in the Western regions.

**Gender categories shown reflect the categories for which data were available. No responses were received for categories other than male and female.*

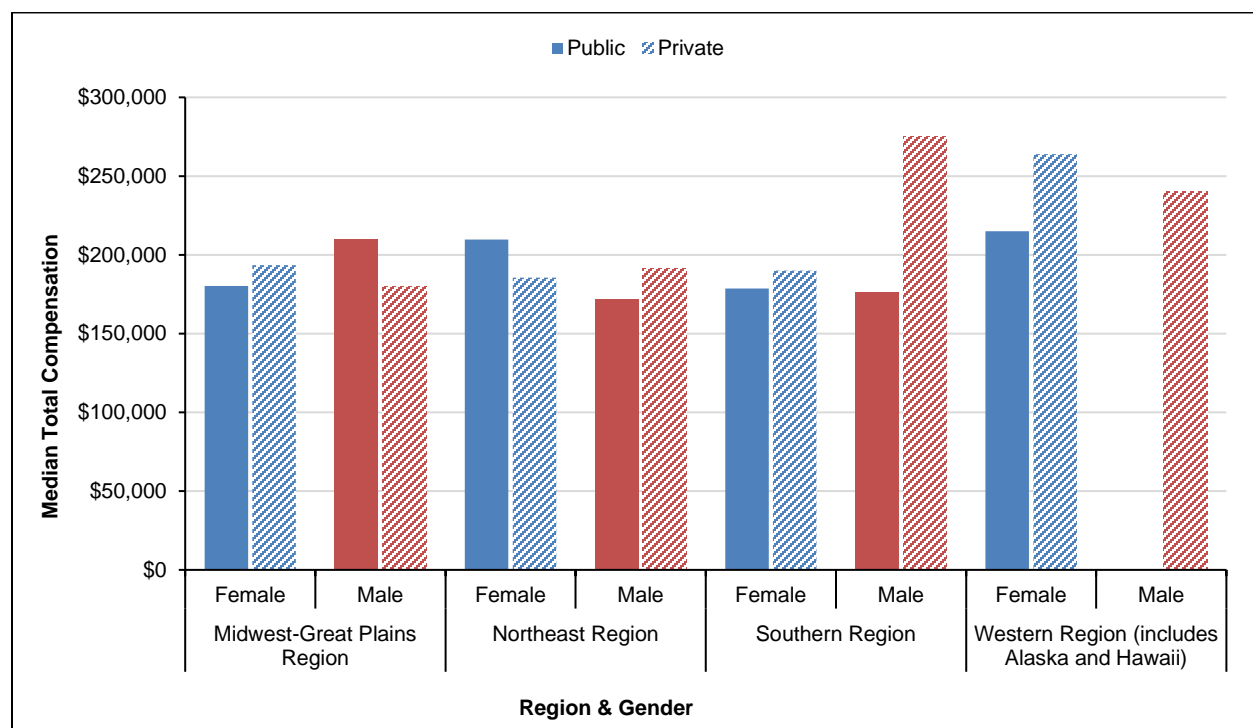
Table 2.8: PhD Salaries by Region and Gender

Sector	Region	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Midwest-Great Plains Region	Female	Base Salary:	\$182,228	\$160,500	\$175,644	\$204,500	\$118,102	\$290,000	36
			Base+Supp:	\$184,033	\$162,000	\$175,644	\$204,500	\$129,612	\$290,000	
			Total Comp:	\$190,181	\$164,271	\$180,250	\$207,500	\$129,612	\$292,750	
		Male	Base Salary:	\$229,296	\$155,000	\$207,500	\$256,331	\$136,740	\$450,000	

Sector	Region	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
			Base+Supp:	\$229,855	\$155,000	\$207,500	\$256,331	\$139,339	\$450,000	16
			Total Comp:	\$232,137	\$162,383	\$210,000	\$256,706	\$139,339	\$450,000	
	Northeast Region	Female	Base Salary:	\$205,223	\$164,000	\$195,000	\$239,000	\$120,000	\$355,000	21
			Base+Supp:	\$207,985	\$164,000	\$195,000	\$239,000	\$120,000	\$355,000	
			Total Comp:	\$222,098	\$164,000	\$209,778	\$260,000	\$120,000	\$405,000	
		Male	Base Salary:	\$171,086	\$150,000	\$168,000	\$200,000	\$100,000	\$242,233	19
			Base+Supp:	\$173,749	\$150,000	\$168,000	\$200,000	\$100,000	\$254,593	
			Total Comp:	\$178,526	\$154,000	\$172,000	\$204,500	\$100,000	\$254,593	
	Southern Region	Female	Base Salary:	\$173,759	\$143,000	\$161,000	\$200,000	\$130,000	\$233,737	14
			Base+Supp:	\$174,816	\$143,000	\$165,096	\$200,000	\$130,000	\$233,737	
			Total Comp:	\$181,516	\$150,000	\$178,596	\$213,000	\$138,000	\$240,600	
		Male	Base Salary:	\$168,190	\$145,000	\$176,500	\$185,000	\$134,900	\$200,000	10
			Base+Supp:	\$172,290	\$145,000	\$176,500	\$186,000	\$135,900	\$224,000	
			Total Comp:	\$174,440	\$145,000	\$176,500	\$186,500	\$135,900	\$224,000	
	Western Region (includes Alaska and Hawaii)	Female	Base Salary:	\$243,700	\$168,144	\$212,160	\$283,000	\$163,000	\$479,000	9
			Base+Supp:	\$243,700	\$168,144	\$212,160	\$283,000	\$163,000	\$479,000	
			Total Comp:	\$252,239	\$177,492	\$215,000	\$291,000	\$163,500	\$479,000	
		Male	Base Salary:							ID
PRIVATE	Midwest-Great Plains Region	Female	Base Salary:	\$190,860	\$130,000	\$185,000	\$225,000	\$116,000	\$327,600	10
			Base+Supp:	\$193,860	\$150,000	\$185,000	\$225,000	\$116,000	\$327,600	
			Total Comp:	\$209,063	\$160,000	\$193,500	\$247,000	\$130,000	\$355,162	
		Male	Base Salary:	\$176,069	\$151,443	\$179,900	\$182,000	\$122,000	\$245,000	5
			Base+Supp:	\$176,069	\$151,443	\$179,900	\$182,000	\$122,000	\$245,000	
			Total Comp:	\$194,580	\$170,002	\$179,900	\$232,000	\$146,000	\$245,000	
	Northeast Region	Female	Base Salary:	\$200,750	\$162,500	\$178,000	\$220,000	\$160,000	\$325,000	8
			Base+Supp:	\$200,750	\$162,500	\$178,000	\$220,000	\$160,000	\$325,000	
			Total Comp:	\$233,188	\$177,000	\$185,500	\$247,750	\$170,000	\$475,000	
		Male	Base Salary:	\$176,600	\$165,000	\$170,000	\$200,000	\$138,000	\$210,000	5
			Base+Supp:	\$176,600	\$165,000	\$170,000	\$200,000	\$138,000	\$210,000	
			Total Comp:	\$197,900	\$180,000	\$191,500	\$220,000	\$168,000	\$230,000	
	Southern Region	Female	Base Salary:	\$182,564	\$162,980	\$181,908	\$200,000	\$125,000	\$240,000	18
			Base+Supp:	\$182,564	\$162,980	\$181,908	\$200,000	\$125,000	\$240,000	
			Total Comp:	\$197,687	\$165,000	\$190,000	\$220,000	\$125,000	\$295,000	

Sector	Region	Gender	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Male	Base Salary:	\$248,000	\$190,000	\$225,000	\$245,000	\$140,000	\$500,000	7
			Base+Supp:	\$248,000	\$190,000	\$225,000	\$245,000	\$140,000	\$500,000	
			Total Comp:	\$302,143	\$250,000	\$275,000	\$285,000	\$161,000	\$600,000	
	Western Region (includes Alaska and Hawaii)	Female	Base Salary:	\$263,424	\$199,000	\$216,022	\$305,000	\$173,000	\$785,130	19
			Base+Supp:	\$263,424	\$199,000	\$216,022	\$305,000	\$173,000	\$785,130	
			Total Comp:	\$322,351	\$210,000	\$264,000	\$350,000	\$175,500	\$1,280,130	
		Male	Base Salary:	\$220,177	\$180,000	\$230,000	\$250,000	\$156,800	\$297,000	10
			Base+Supp:	\$220,177	\$180,000	\$230,000	\$250,000	\$156,800	\$297,000	
			Total Comp:	\$253,938	\$200,000	\$240,000	\$288,000	\$166,411	\$440,000	

Graph 2.8: PhD Salaries by Region and Gender



2.9.A: PhD Median Total Annual Compensation (Salary) by Department of Primary Appointment for Individuals at Academic Institutions in the Public Sector

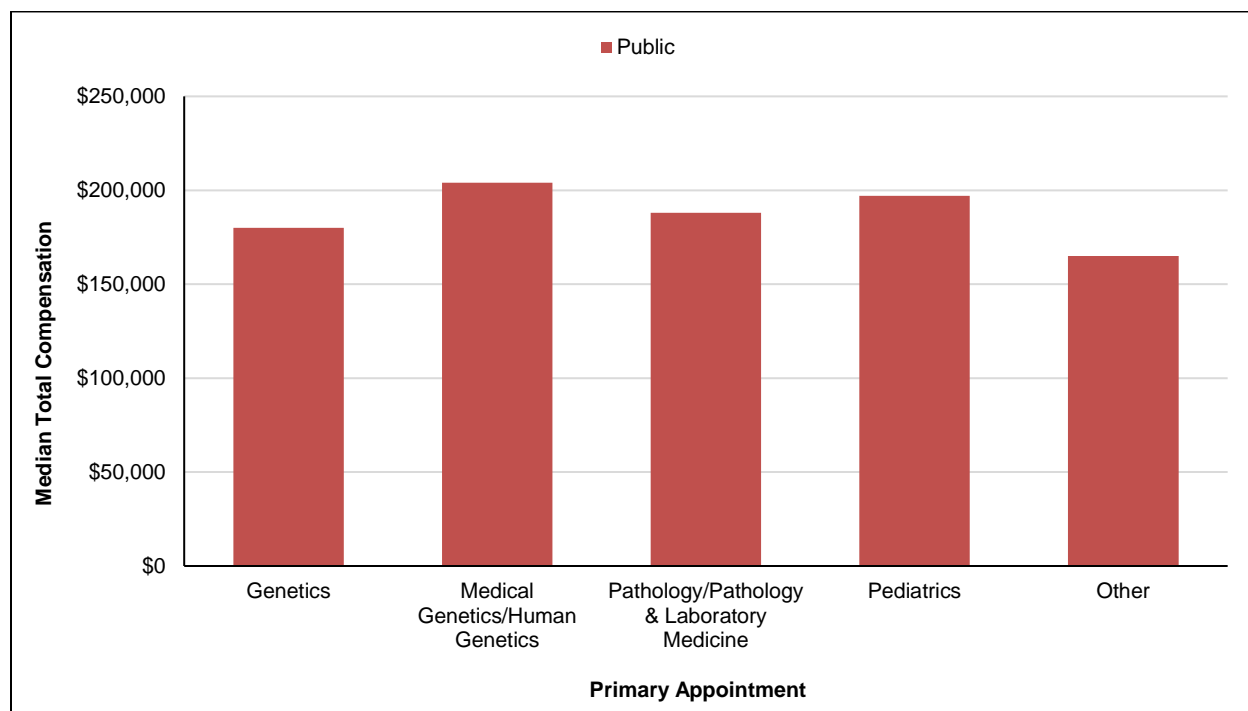
Sufficient data were available only for the departments listed in the table below. The salary information for all other departmental affiliations was combined and is reported under the heading "Other".

Among those departments that could be evaluated, the median total annual salary was lowest for those with a primary appointment in "Other" departments (\$165,000), followed by Genetics (\$180,000), Pathology/Lab Medicine (\$188,088), Pediatrics (\$197,000), and Medical Genetics/Human Genetics (\$204,000). A \$39,000 difference in the median total annual salary was observed between those individuals with a primary appointment in "Other" departments (lowest) compared to Medical Genetics/Human Genetics (highest).

Table 2.9.A: PhD Salaries by Department of Primary Appointment

Sector	Prim Appt	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Genetics	Base Salary:	\$175,343	\$145,000	\$180,000	\$186,000	\$140,000	\$231,000	7
		Base+Supp:	\$176,314	\$150,000	\$180,000	\$186,000	\$140,000	\$232,800	
		Total Comp:	\$177,500	\$150,000	\$180,000	\$186,500	\$140,000	\$240,600	
	Medical Genetics/Human Genetics	Base Salary:	\$207,768	\$190,000	\$204,000	\$234,000	\$180,323	\$245,000	7
		Base+Supp:	\$207,768	\$190,000	\$204,000	\$234,000	\$180,323	\$245,000	
		Total Comp:	\$208,840	\$190,000	\$204,000	\$238,000	\$181,073	\$247,000	
	Pathology/Pathology & Lab Medicine	Base Salary:	\$203,786	\$155,010	\$181,750	\$234,500	\$120,000	\$479,000	60
		Base+Supp:	\$206,411	\$158,000	\$181,750	\$234,500	\$120,000	\$479,000	
		Total Comp:	\$215,096	\$166,000	\$188,088	\$244,500	\$120,000	\$479,000	
	Pediatrics	Base Salary:	\$184,336	\$143,000	\$197,000	\$218,691	\$120,000	\$262,662	7
		Base+Supp:	\$185,479	\$143,000	\$197,000	\$218,691	\$120,000	\$262,662	
		Total Comp:	\$185,622	\$143,000	\$197,000	\$218,941	\$120,000	\$263,412	
	Other	Base Salary:	\$166,758	\$135,000	\$150,000	\$180,000	\$100,000	\$310,000	9
		Base+Supp:	\$173,981	\$150,000	\$162,300	\$180,000	\$100,000	\$310,000	
		Total Comp:	\$184,901	\$150,000	\$165,000	\$180,000	\$100,000	\$360,000	

Graph 2.9.A: PhD Salaries by Department of Primary Appointment



2.9.B: PhD Median Total Annual Compensation (Salary) for Those with Primary Appointments in Pathology Departments by Years of Experience for Individuals at Academic Institutions in the Public Sector

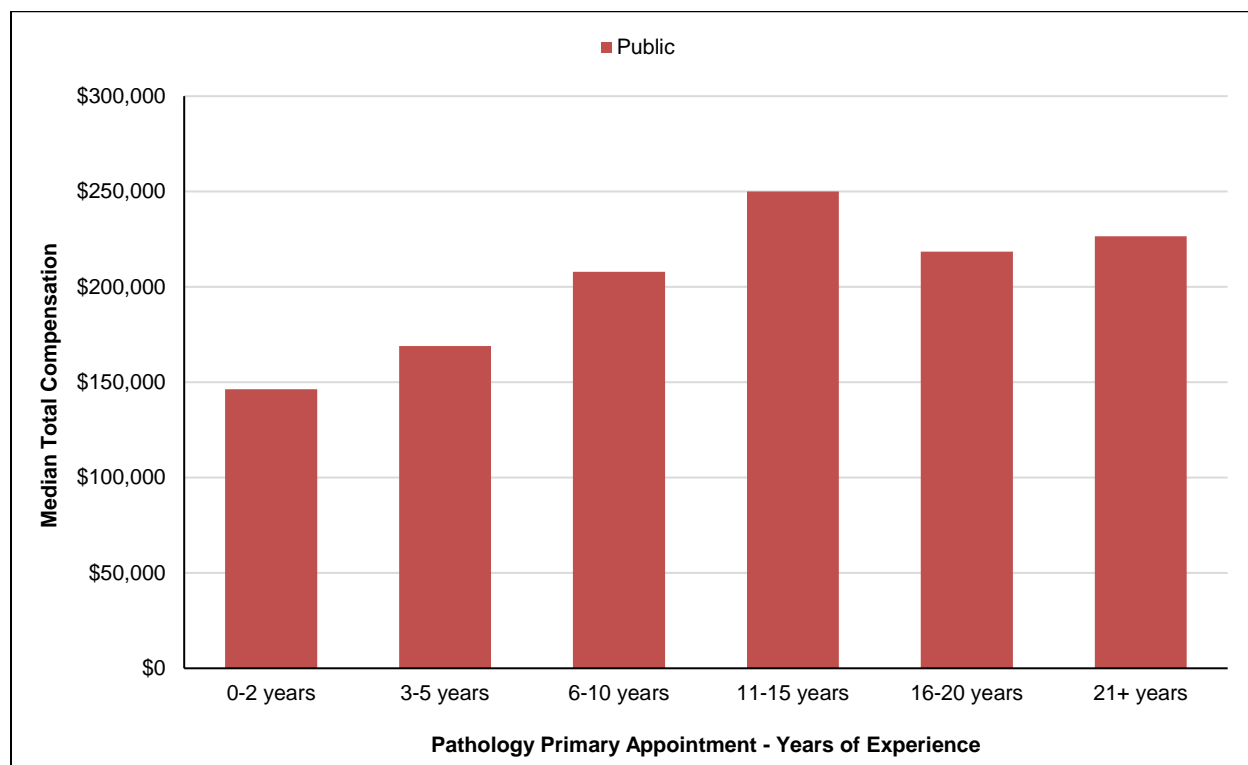
Pathology/Pathology & Lab Medicine was the only department with sufficient data to examine the salary information by years of experience. **There was a general correlation between increasing years of experience and median total salary with one exception.** The median total salary was higher for those with 11-15 years of experience (\$250,000) than those with 16-20 (\$218,500) or 21+ (\$226,538) years of experience. A \$103,662 difference in the median total annual salary was observed between those individuals with 0-2 years of experience (lowest) and with 11-15 years of experience (highest).

Table 2.9.B: PhD Salaries by Years of Experience for Those with Primary Appointment in Pathology

Sector	Prim Appt	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Pathology/Pathology & Laboratory Medicine	0-2 years	Base Salary:	\$143,641	\$136,340	\$141,100	\$150,191	\$130,000	\$171,000	10
			Base+Supp:	\$145,535	\$136,340	\$144,600	\$154,500	\$130,000	\$171,000	
			Total Comp:	\$151,128	\$139,375	\$146,338	\$160,191	\$136,340	\$179,500	
		3-5 years	Base Salary:	\$170,411	\$154,000	\$163,000	\$179,000	\$139,339	\$250,000	13
			Base+Supp:	\$171,045	\$154,000	\$163,000	\$179,000	\$139,339	\$250,000	
			Total Comp:	\$177,501	\$163,000	\$169,000	\$182,064	\$139,339	\$250,000	

Sector	Prim Appt	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		6-10 years	Base Salary:	\$201,320	\$180,000	\$197,500	\$242,233	\$120,000	\$287,445	10
			Base+Supp:	\$204,256	\$180,000	\$197,500	\$254,593	\$120,000	\$287,445	
			Total Comp:	\$216,285	\$183,787	\$207,889	\$254,593	\$120,000	\$292,750	
		11-15 years	Base Salary:	\$234,420	\$183,675	\$230,000	\$285,000	\$168,000	\$290,000	11
			Base+Supp:	\$234,420	\$183,675	\$230,000	\$285,000	\$168,000	\$290,000	
			Total Comp:	\$245,420	\$187,500	\$250,000	\$291,000	\$168,000	\$328,000	
		16-20 years	Base Salary:	\$202,741	\$171,445	\$197,000	\$239,000	\$152,000	\$260,000	6
			Base+Supp:	\$209,908	\$171,445	\$218,500	\$239,000	\$152,000	\$260,000	
			Total Comp:	\$211,658	\$181,945	\$218,500	\$239,000	\$152,000	\$260,000	
		21+ years	Base Salary:	\$276,712	\$185,000	\$205,038	\$439,000	\$168,144	\$479,000	10
			Base+Supp:	\$282,512	\$188,000	\$205,038	\$439,000	\$168,144	\$479,000	
			Total Comp:	\$295,452	\$204,500	\$226,538	\$439,000	\$173,000	\$479,000	

Graph 2.9.B: PhD Salaries by Years of Experience for Those with Primary Appointment in Pathology



2.10: PhD Median Total Annual Compensation (Salary) by Non-Tenure or Tenure Track and Years of Experience for Individuals Within the Public Sector

Among participants who identified themselves as being on the non-tenure track, there was a general correlation between increasing years of experience and median total annual salary with one exception. The median salary for those with 11-15 years of experience (\$193,806) was \$14,194 lower than that of those with 6-10 years of experience (\$208,000).

There were insufficient data to look for trends among the tenure track/tenured group, or to make meaningful comparisons between the non-tenure track group and their tenure track or tenured counterparts.

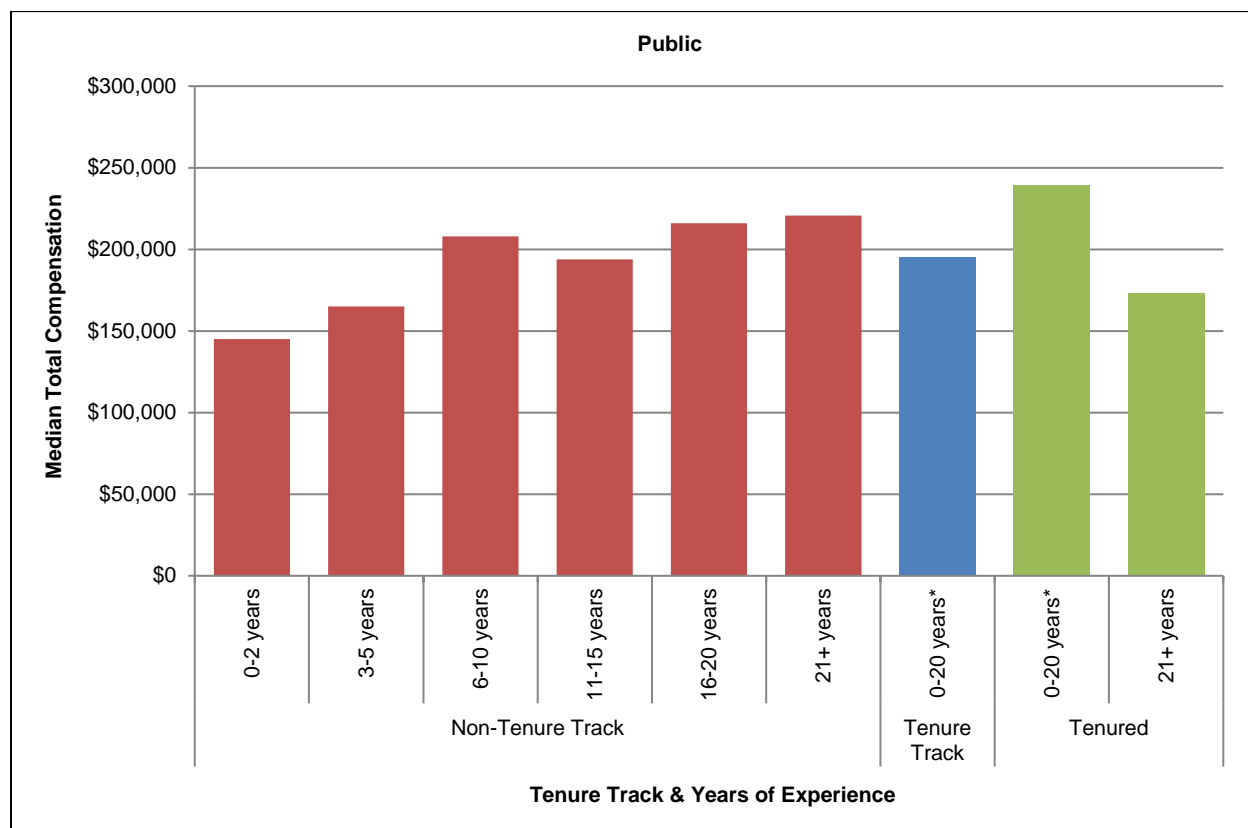
Table 2.10: PhD Salaries by Non-Tenure and Tenure Track and Years of Experience

**Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

Sector	Tenure	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Non-Tenure Track	0-2 years	Base Salary:	\$140,191	\$130,440	\$137,370	\$145,000	\$120,000	\$171,000	10
			Base+Supp:	\$142,085	\$130,440	\$141,100	\$145,675	\$120,000	\$171,000	
			Total Comp:	\$145,178	\$138,000	\$144,938	\$150,000	\$120,000	\$171,000	
		3-5 years	Base Salary:	\$153,898	\$143,000	\$156,000	\$165,000	\$100,000	\$180,323	19
			Base+Supp:	\$156,793	\$150,000	\$160,000	\$168,102	\$100,000	\$180,323	
			Total Comp:	\$161,525	\$150,000	\$165,000	\$180,000	\$100,000	\$194,000	
		6-10 years	Base Salary:	\$197,873	\$160,400	\$190,000	\$242,233	\$120,000	\$287,445	11
			Base+Supp:	\$200,542	\$165,520	\$190,000	\$254,593	\$120,000	\$287,445	
			Total Comp:	\$210,932	\$183,500	\$208,000	\$254,593	\$120,000	\$292,750	
		11-15 years	Base Salary:	\$209,566	\$180,000	\$193,056	\$245,000	\$150,000	\$285,000	11
			Base+Supp:	\$209,566	\$180,000	\$193,056	\$245,000	\$150,000	\$285,000	
			Total Comp:	\$217,635	\$180,000	\$193,806	\$250,000	\$150,000	\$328,000	
		16-20 years	Base Salary:	\$199,356	\$171,445	\$197,000	\$218,691	\$152,000	\$260,000	6
			Base+Supp:	\$206,523	\$171,445	\$215,846	\$224,000	\$152,000	\$260,000	
			Total Comp:	\$208,314	\$181,945	\$215,971	\$224,000	\$152,000	\$260,000	
		21+ years	Base Salary:	\$244,658	\$188,000	\$202,000	\$262,662	\$168,144	\$479,000	14
			Base+Supp:	\$248,929	\$193,000	\$202,000	\$262,662	\$168,144	\$479,000	
			Total Comp:	\$260,778	\$204,000	\$220,683	\$263,412	\$177,492	\$479,000	
	Tenure Track	0-20 years*	Base Salary:	\$199,300	\$154,500	\$195,000	\$205,000	\$154,000	\$288,000	5
			Base+Supp:	\$199,300	\$154,500	\$195,000	\$205,000	\$154,000	\$288,000	
			Total Comp:	\$204,320	\$179,500	\$195,000	\$205,000	\$154,100	\$288,000	
			Base Salary:							ID

Sector	Tenure	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Tenured	21+ years	Base+Supp:							
			Total Comp:							
		0-20 years*	Base Salary:	\$234,000	\$186,000	\$239,000	\$250,000	\$185,000	\$310,000	5
			Base+Supp:	\$234,000	\$186,000	\$239,000	\$250,000	\$185,000	\$310,000	
			Total Comp:	\$244,100	\$186,500	\$239,000	\$250,000	\$185,000	\$360,000	
		21+ years	Base Salary:	\$225,000	\$144,000	\$173,000	\$234,000	\$135,000	\$439,000	5
			Base+Supp:	\$229,600	\$152,000	\$173,000	\$234,000	\$150,000	\$439,000	
			Total Comp:	\$233,400	\$165,000	\$173,000	\$238,000	\$152,000	\$439,000	

Graph 2.10: PhD Salaries by Non-Tenure and Tenure Track and Years of Experience



2.11: PhD Median Total Annual Compensation (Salary) by ABMGG Certification

The median total annual compensation for those employed in the **public sector** was lowest for those boarded in Molecular Genetics & Genomics plus Cytogenetics (\$176,746), followed by Molecular Genetics & Genomics (\$180,000), Biochemical Genetics (\$195,500), Biochemical Genetics plus Molecular Genetics (\$197,500), Cytogenetics & Genomics (\$206,250), and other combinations of board certifications (\$208,580). **A \$31,834 difference in the median total annual salary was observed between those individuals boarded in Molecular Genetics & Genomics plus Cytogenetics (lowest) and those with “other” combinations of board certifications (highest).**

For those employed in the **private sector**, the lowest median total annual salary was seen among those boarded in both Molecular and Cytogenetics (\$202,500), followed by Molecular Genetics & Genomics (\$220,000), Cytogenetics & Genomics (\$235,500), and other combinations of board certifications (\$236,000). **A \$33,500 difference in the median total annual salary was observed between those boarded in both Molecular Genetics and Cytogenetics (lowest) and those with “other” combinations of board certifications (highest).**

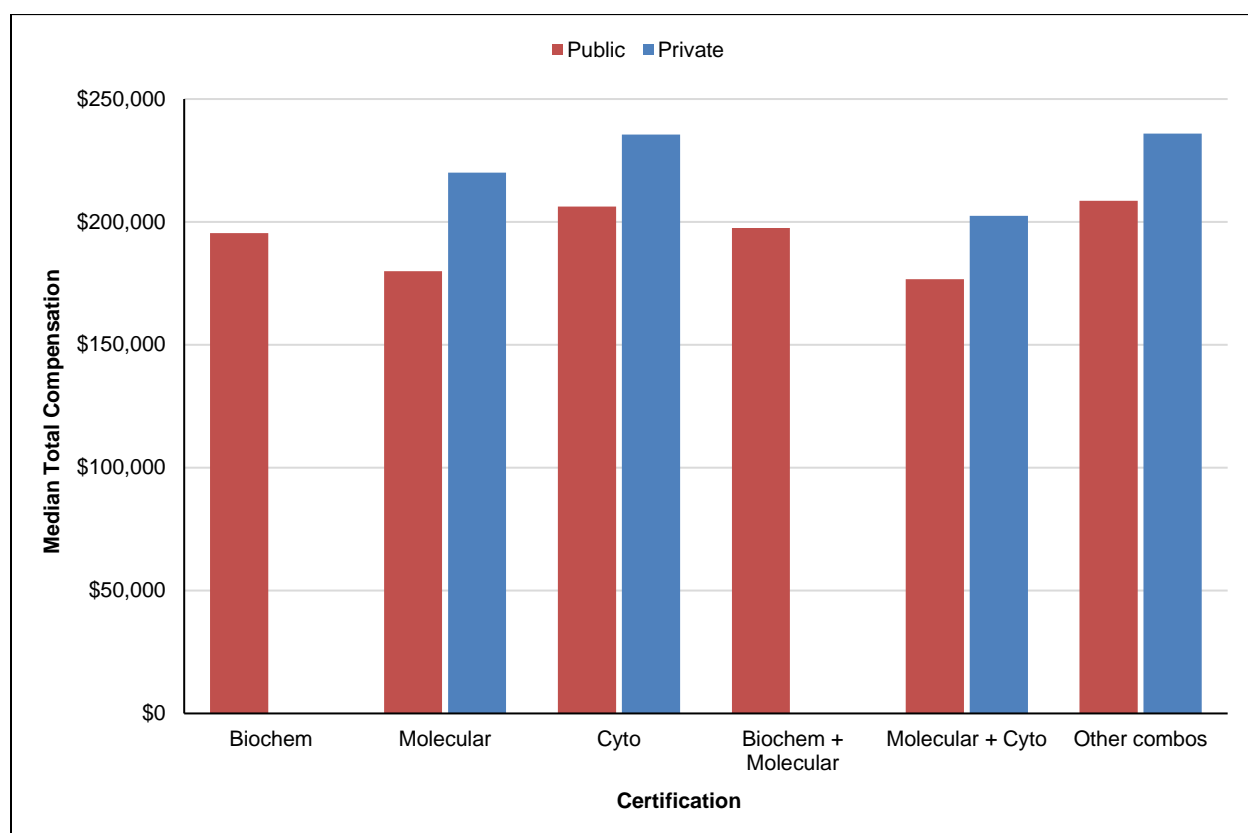
Table 2.11: PhD Salaries by ABMGG Certification

**Beginning in 2019, the Cytogenetics and Molecular Genetics groupings include those certified in Laboratory Genetics and Genomics (LGG).*

Sector	Cert	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Biochem	Base Salary:	\$248,625	\$166,000	\$192,500	\$335,000	\$152,000	\$450,000	8
		Base+Supp:	\$248,850	\$166,000	\$192,500	\$335,900	\$152,000	\$450,000	
		Total Comp:	\$250,700	\$166,500	\$195,500	\$339,800	\$152,000	\$450,000	
	Molecular	Base Salary:	\$180,011	\$150,000	\$170,000	\$200,500	\$100,000	\$262,662	31
		Base+Supp:	\$180,503	\$150,000	\$170,000	\$200,500	\$100,000	\$262,662	
		Total Comp:	\$184,917	\$150,401	\$180,000	\$210,000	\$100,000	\$292,750	
	Cyto	Base Salary:	\$204,989	\$171,445	\$187,000	\$210,076	\$129,612	\$479,000	18
		Base+Supp:	\$205,878	\$171,445	\$190,500	\$210,076	\$129,612	\$479,000	
		Total Comp:	\$215,755	\$173,000	\$206,250	\$236,287	\$129,612	\$479,000	
	Biochem + Molecular	Base Salary:	\$206,500		\$197,500				4
		Base+Supp:	\$206,500		\$197,500				
		Total Comp:	\$206,500		\$197,500				
	Molecular + Cyto*	Base Salary:	\$182,704	\$150,000	\$166,000	\$200,000	\$118,102	\$355,000	56
		Base+Supp:	\$185,210	\$152,000	\$167,551	\$206,500	\$120,000	\$355,000	
		Total Comp:	\$192,855	\$156,883	\$176,746	\$215,971	\$120,000	\$405,000	
	Other combos	Base Salary:	\$210,598	\$180,500	\$200,500	\$234,000	\$135,000	\$310,000	10
		Base+Supp:	\$217,098	\$180,500	\$200,500	\$234,000	\$150,000	\$324,899	
		Total Comp:	\$232,554	\$182,064	\$208,580	\$238,000	\$165,000	\$362,453	
PRIVATE	Molecular	Base Salary:	\$209,708	\$175,000	\$200,000	\$240,000	\$122,000	\$350,000	

Sector	Cert	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Base+Supp:	\$209,708	\$175,000	\$200,000	\$240,000	\$122,000	\$350,000	37
		Total Comp:	\$238,596	\$179,900	\$220,000	\$276,000	\$146,000	\$440,000	
	Cyto	Base Salary:	\$212,266	\$186,000	\$196,000	\$252,000	\$149,864	\$312,000	7
		Base+Supp:	\$212,266	\$186,000	\$196,000	\$252,000	\$149,864	\$312,000	
		Total Comp:	\$246,481	\$191,000	\$235,500	\$302,000	\$149,864	\$372,000	
	Molecular + Cyto*	Base Salary:	\$191,383	\$157,500	\$188,500	\$213,011	\$116,000	\$317,000	28
		Base+Supp:	\$192,454	\$157,500	\$188,500	\$213,011	\$116,000	\$317,000	
		Total Comp:	\$211,335	\$163,990	\$202,500	\$236,261	\$125,000	\$371,000	
	Other combos	Base Salary:	\$290,313	\$170,000	\$207,500	\$325,000	\$138,000	\$785,130	10
		Base+Supp:	\$290,313	\$170,000	\$207,500	\$325,000	\$138,000	\$785,130	
		Total Comp:	\$378,513	\$180,000	\$236,000	\$475,000	\$168,000	\$1,280,130	

Graph 2.11: PhD Salaries by ABMGG Certification



2.12: PhD Median Total Annual Compensation (Salary) by Certification and Years of Experience

Among those in the **public sector** with sufficient data to make comparisons, **a general correlation between median total salary and years of experience was observed** with one exception for those boarded in Molecular Genetics & Genomics. For individuals board certified in Cytogenetics and Genomics only, there was a \$28,500 difference in median total salary between those with 21+ years of experience (highest) and those with 3-10 years of experience (lowest). For individuals board certified in Molecular Genetics and Genomics only, there was a \$84,900 difference between those with more than 15 years of experience (highest) and those with 3-5 years of experience (lowest).

Within the **private sector**, sufficient data were only available for those certified in **Molecular Genetics and Genomics**, and the expected correlation between median total salary and years of experience was observed. The highest median total salary was observed for those with more than 15 years of experience (\$297,000), and the lowest was observed for those with 3-5 years of experience (\$179,000).

Table 2.12: PhD Salaries by Certification and Years of Experience

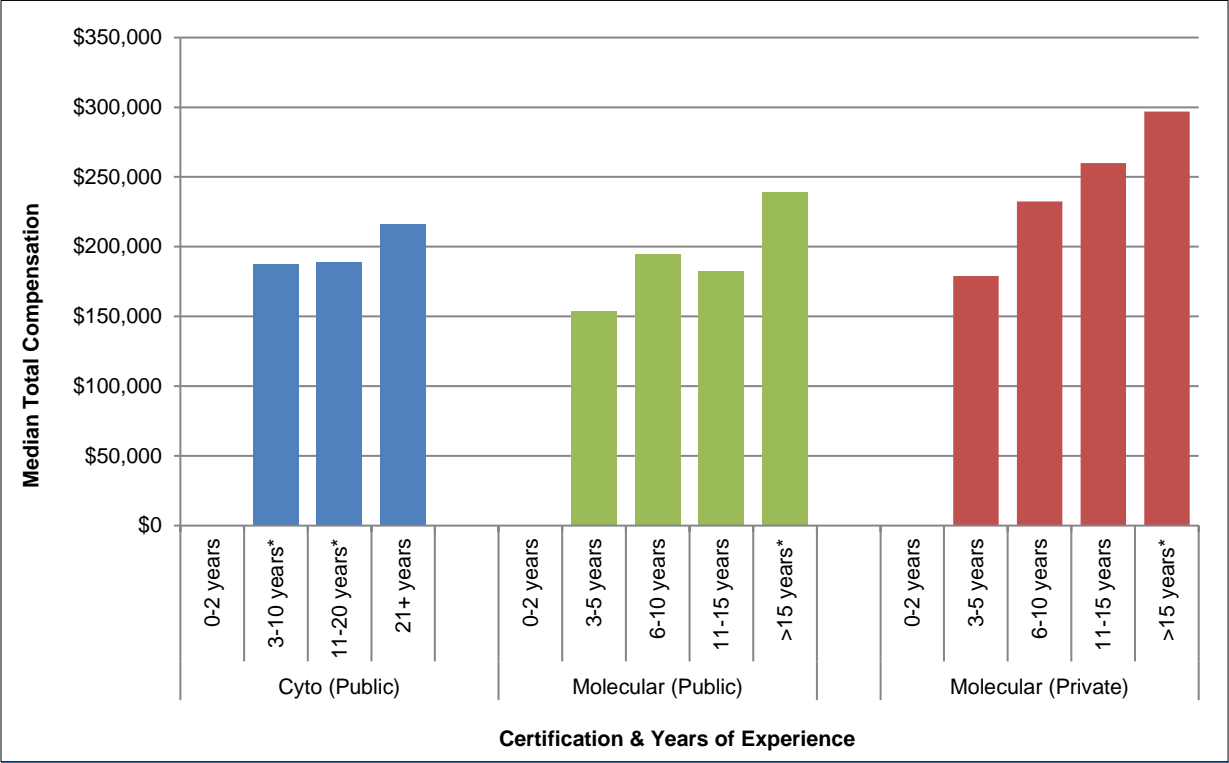
**Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

▼Beginning in 2019, the Cytogenetics and Molecular Genetics groupings include those certified in Laboratory Genetics and Genomics (LGG).

Sector	Cert	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Cyto	0-2 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		3-10 years*	Base Salary:	\$178,000		\$182,000				4
			Base+Supp:	\$178,000		\$182,000				
			Total Comp:	\$187,822		\$187,500				
		11-20 years*	Base Salary:	\$206,224	\$183,675	\$186,000	\$230,000	\$171,445	\$260,000	5
			Base+Supp:	\$206,224	\$183,675	\$186,000	\$230,000	\$171,445	\$260,000	
			Total Comp:	\$211,824	\$186,500	\$188,675	\$242,000	\$181,945	\$260,000	
		21+ years	Base Salary:	\$216,299	\$173,000	\$188,000	\$210,076	\$129,612	\$479,000	9
			Base+Supp:	\$218,076	\$173,000	\$193,000	\$210,076	\$129,612	\$479,000	
			Total Comp:	\$230,354	\$173,000	\$216,000	\$235,076	\$129,612	\$479,000	
	Molecular	0-2 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		3-5 years	Base Salary:	\$161,371	\$139,339	\$154,000	\$200,000	\$100,000	\$206,000	9
			Base+Supp:	\$162,287	\$139,339	\$154,000	\$200,000	\$100,000	\$214,240	
			Total Comp:	\$165,075	\$139,339	\$154,100	\$208,000	\$100,000	\$215,000	
			Base Salary:	\$185,292	\$163,542	\$184,000	\$200,500	\$140,000	\$249,000	

Sector	Cert	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		6-10 years	Base+Supp:	\$186,292	\$163,542	\$184,000	\$200,500	\$140,000	\$256,000	7
			Total Comp:	\$197,910	\$163,542	\$195,000	\$209,778	\$140,300	\$292,750	
		11-15 years	Base Salary:	\$181,907	\$156,000	\$177,750	\$196,528	\$149,701	\$245,000	8
			Base+Supp:	\$181,907	\$156,000	\$177,750	\$196,528	\$149,701	\$245,000	
			Total Comp:	\$185,613	\$159,201	\$182,850	\$201,903	\$150,000	\$247,000	
		>15 years*	Base Salary:	\$218,228	\$180,000	\$239,000	\$245,476	\$164,000	\$262,662	5
			Base+Supp:	\$218,228	\$180,000	\$239,000	\$245,476	\$164,000	\$262,662	
			Total Comp:	\$218,378	\$180,000	\$239,000	\$245,476	\$164,000	\$263,412	
PRIVATE	Molecular	0-2 years	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
		3-5 years	Base Salary:	\$175,177	\$158,222	\$171,485	\$190,000	\$122,000	\$240,000	8
			Base+Supp:	\$175,177	\$158,222	\$171,485	\$190,000	\$122,000	\$240,000	
			Total Comp:	\$193,747	\$173,486	\$179,000	\$207,500	\$146,000	\$284,000	
		6-10 years	Base Salary:	\$215,294	\$180,450	\$210,000	\$240,000	\$156,800	\$350,000	16
			Base+Supp:	\$215,294	\$180,450	\$210,000	\$240,000	\$156,800	\$350,000	
			Total Comp:	\$239,670	\$189,450	\$232,500	\$282,000	\$165,000	\$350,000	
		11-15 years	Base Salary:	\$228,943	\$185,000	\$225,000	\$250,000	\$175,000	\$327,600	7
			Base+Supp:	\$228,943	\$185,000	\$225,000	\$250,000	\$175,000	\$327,600	
			Total Comp:	\$252,766	\$192,000	\$260,000	\$275,000	\$185,000	\$355,162	
		>15 years*	Base Salary:	\$230,100	\$195,000	\$235,000	\$250,000	\$173,500	\$297,000	5
			Base+Supp:	\$230,100	\$195,000	\$235,000	\$250,000	\$173,500	\$297,000	
			Total Comp:	\$299,600	\$235,000	\$297,000	\$352,500	\$173,500	\$440,000	

Graph 2.12: PhD Salaries by Certification and Years of Experience



2.13: PhD Median Total Annual Compensation (Salary) by Lab Type Directed

The median total annual compensation by type of laboratory directed for those employed in the public sector was highest for those who directed a Biochemical Genetics laboratory (\$201,000) followed by those who did not direct a laboratory (\$194,000). Those who directed both Molecular and Cytogenetics laboratories had the lowest median total annual compensation (\$177,537).

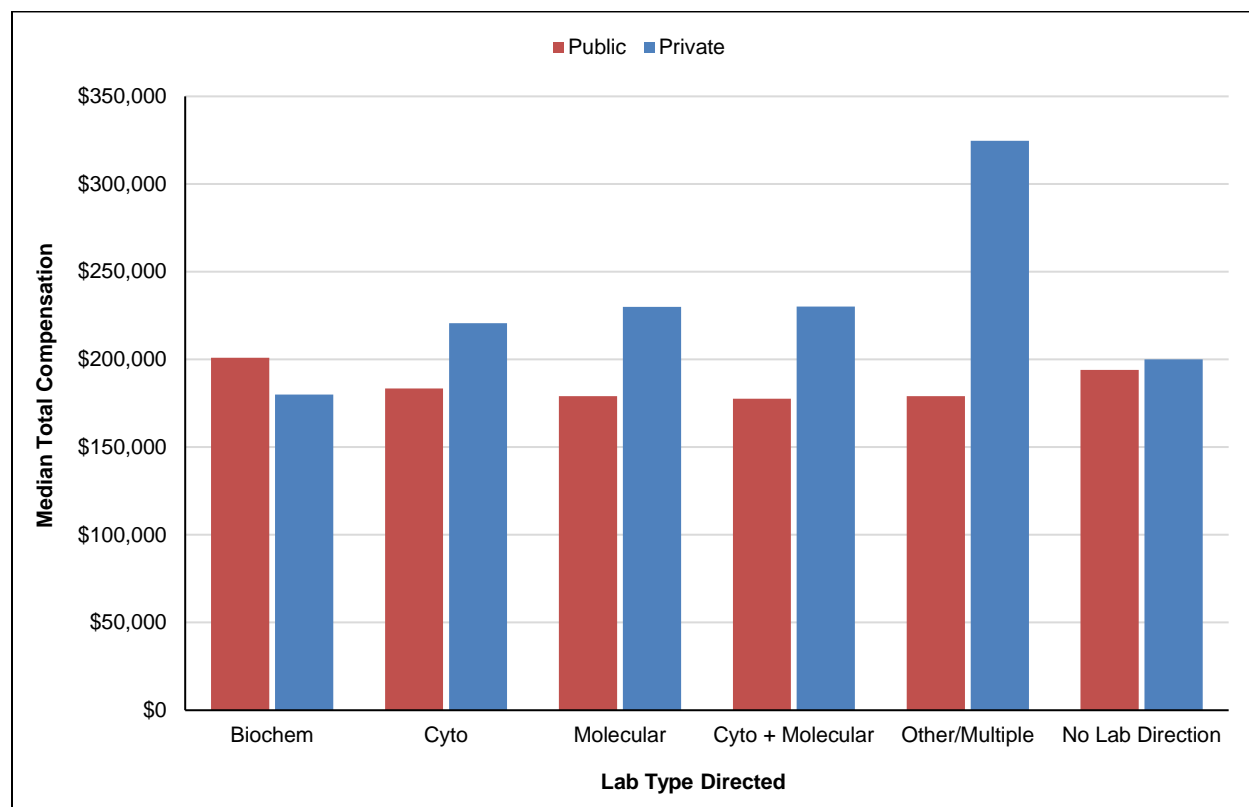
For those employed in the private sector, the median total annual compensation was lowest for those who directed a Biochemical Genetics laboratory (\$180,000). The highest median total annual salary was observed for those directing Other/Multiple laboratories (\$324,750) followed by both Molecular and Cytogenetics laboratories (\$230,250).

Table 2.13: PhD Salaries by Lab Type Directed

Sector	Lab Type	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Biochem	Base Salary:	\$237,000	\$174,500	\$198,500	\$259,500	\$143,000	\$450,000	12
		Base+Supp:	\$237,150	\$174,500	\$198,500	\$260,400	\$143,000	\$450,000	
		Total Comp:	\$238,383	\$175,000	\$201,000	\$264,300	\$143,000	\$450,000	
	Cyto	Base Salary:	\$186,441	\$163,000	\$180,500	\$205,000	\$129,612	\$283,450	25
		Base+Supp:	\$187,613	\$163,000	\$180,500	\$205,000	\$129,612	\$283,450	

Sector	Lab Type	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$197,532	\$173,000	\$183,500	\$230,000	\$129,612	\$318,450	
	Molecular	Base Salary:	\$181,639	\$149,851	\$169,000	\$202,000	\$120,000	\$288,000	32
		Base+Supp:	\$182,014	\$150,000	\$169,000	\$202,000	\$120,000	\$288,000	
		Total Comp:	\$185,870	\$150,201	\$179,100	\$207,000	\$120,000	\$292,750	
	Cyto + Molecular	Base Salary:	\$192,929	\$150,191	\$166,000	\$225,000	\$118,102	\$479,000	30
		Base+Supp:	\$198,296	\$156,000	\$167,551	\$225,000	\$120,000	\$479,000	
		Total Comp:	\$205,376	\$160,191	\$177,537	\$225,000	\$120,000	\$479,000	
	Other/Multiple	Base Salary:	\$179,250		\$179,000				4
		Base+Supp:	\$179,250		\$179,000				
		Total Comp:	\$179,250		\$179,000				
	No Lab Direction	Base Salary:	\$191,884	\$152,000	\$182,500	\$210,038	\$100,000	\$355,000	24
		Base+Supp:	\$193,310	\$152,000	\$186,500	\$213,620	\$100,000	\$355,000	
		Total Comp:	\$205,834	\$164,786	\$194,000	\$221,153	\$100,000	\$405,000	
PRIVATE	Biochem	Base Salary:	\$227,600	\$160,000	\$170,000	\$170,000	\$138,000	\$500,000	5
		Base+Supp:	\$227,600	\$160,000	\$170,000	\$170,000	\$138,000	\$500,000	
		Total Comp:	\$259,600	\$170,000	\$180,000	\$180,000	\$168,000	\$600,000	
	Cyto	Base Salary:	\$199,750		\$191,000				4
		Base+Supp:	\$199,750		\$191,000				
		Total Comp:	\$233,625		\$220,750				
	Molecular	Base Salary:	\$222,591	\$175,000	\$205,000	\$245,000	\$143,000	\$500,000	38
		Base+Supp:	\$222,591	\$175,000	\$205,000	\$245,000	\$143,000	\$500,000	
		Total Comp:	\$257,136	\$180,000	\$230,000	\$297,000	\$147,000	\$600,000	
	Cyto + Molecular	Base Salary:	\$206,667	\$190,000	\$207,500	\$225,000	\$170,000	\$240,000	6
		Base+Supp:	\$206,667	\$190,000	\$207,500	\$225,000	\$170,000	\$240,000	
		Total Comp:	\$224,583	\$210,000	\$230,250	\$247,000	\$180,000	\$250,000	
	Other/Multiple	Base Salary:	\$294,670	\$216,022	\$266,000	\$325,000	\$195,000	\$500,000	6
		Base+Supp:	\$294,670	\$216,022	\$266,000	\$325,000	\$195,000	\$500,000	
		Total Comp:	\$365,337	\$235,000	\$324,750	\$475,000	\$232,522	\$600,000	
	No Lab Direction	Base Salary:	\$215,264	\$160,000	\$195,000	\$230,000	\$116,000	\$785,130	29
		Base+Supp:	\$215,264	\$160,000	\$195,000	\$230,000	\$116,000	\$785,130	
		Total Comp:	\$252,447	\$162,980	\$200,000	\$260,000	\$125,000	\$1,280,130	

Graph 2.13: PhD Salaries by Lab Type Directed



2.14: PhD Median Total Annual Compensation (Salary) by Lab Type and Years of Experience

Among the types of laboratories in the public sector with sufficient data to make comparisons, a correlation between increasing median total salary and increasing years of experience was generally observed. One exception was observed for individuals directing a **Cytogenetics laboratory**: those with 21+ years of experience (\$192,500) earned \$37,500 less than those with 6-10 years of experience (\$230,000). Among those that directed a **Molecular laboratory**, there was a \$101,142 difference in median total annual salary between those with more than 15 years of experience (highest) and those with 0-2 years of experience (lowest). Among those that directed **Molecular and Cytogenetics laboratories**, there was a \$113,000 difference in median total annual salary between those with more than 15 years of experience (highest) and those with 0-2 years of experience (lowest).

Among those in the private sector, the data support the same trends for individuals who directed a **Molecular Genetics laboratory**, with one exception. The median total annual salary in the group with 3-5 years of experience (\$179,000) was \$34,000 less than that for those with 0-2 years of experience (\$213,000). Data were insufficient to report for other types of laboratories.

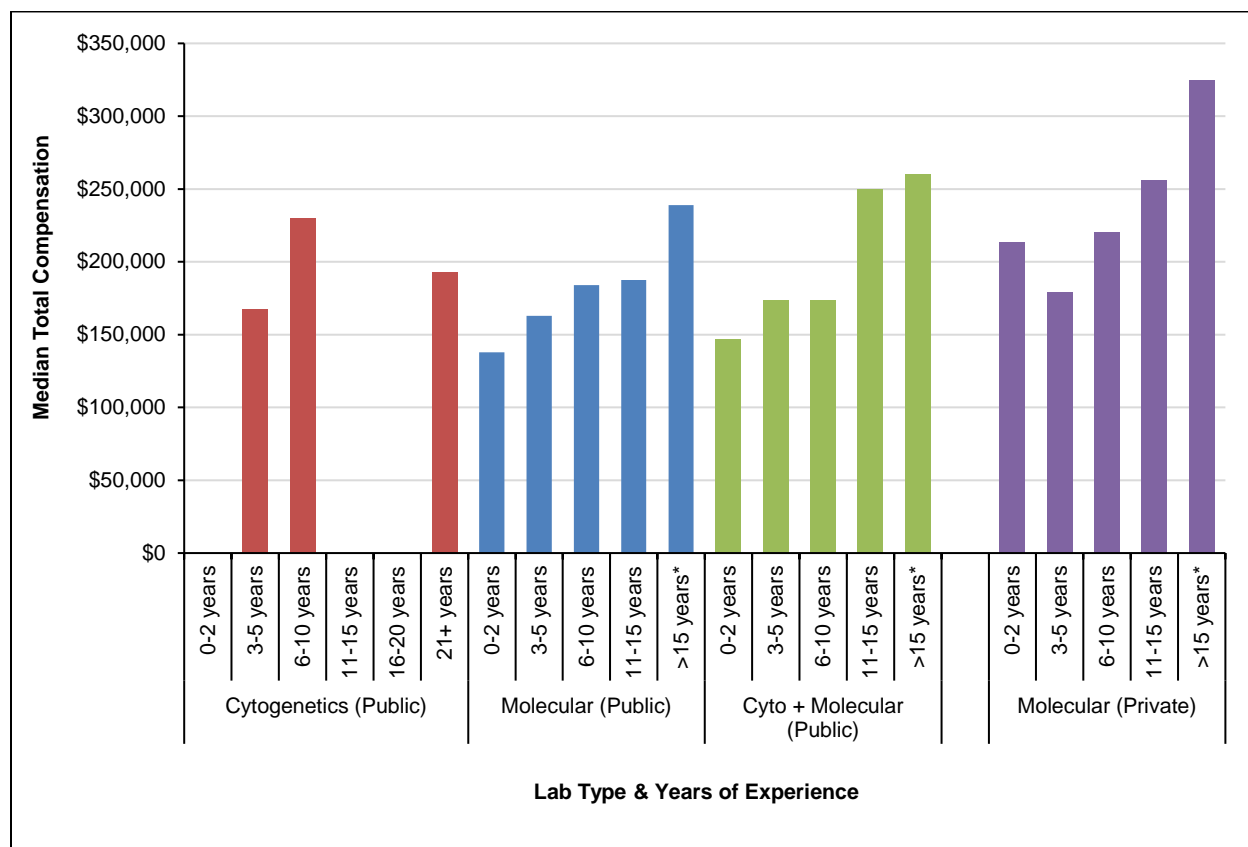
Table 2.14: PhD Salaries by Lab Type and Years of Experience

**Groupings for years of experience were altered to reach sufficient participant numbers for reporting.*

Sector	Lab Type	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Cyto	0-2 years	Base Salary: Base+Supp: Total Comp:							ID
		3-5 years	Base Salary: Base+Supp: Total Comp:	\$158,400 \$158,400 \$165,366	\$150,000 \$150,000 \$157,766	\$159,000 \$159,000 \$167,000	\$163,000 \$163,000 \$180,000	\$140,000 \$140,000 \$140,000	\$180,000 \$180,000 \$182,064	5
		6-10 years	Base Salary: Base+Supp: Total Comp:	\$203,747 \$206,219 \$222,476	\$183,500 \$183,500 \$208,000	\$205,000 \$205,000 \$230,000	\$208,000 \$208,000 \$236,287	\$180,000 \$180,000 \$183,500	\$242,233 \$254,593 \$254,593	5
		11-15 years	Base Salary: Base+Supp: Total Comp:							ID
		16-20 years	Base Salary: Base+Supp: Total Comp:							ID
		21+ years	Base Salary: Base+Supp: Total Comp:	\$188,899 \$189,699 \$197,784	\$168,144 \$168,144 \$173,000	\$184,250 \$184,250 \$192,500	\$233,737 \$233,737 \$238,000	\$129,612 \$129,612 \$129,612	\$238,000 \$238,000 \$266,000	10
	Molecular	0-2 years	Base Salary: Base+Supp: Total Comp:	\$135,195 \$135,195 \$137,429		\$133,390 \$133,390 \$137,858				4
		3-5 years	Base Salary: Base+Supp: Total Comp:	\$161,477 \$162,191 \$164,620	\$139,339 \$139,339 \$139,339	\$160,000 \$160,000 \$163,000	\$180,000 \$180,000 \$180,000	\$138,000 \$138,000 \$138,000	\$205,000 \$205,000 \$215,000	7
		6-10 years	Base Salary: Base+Supp: Total Comp:	\$180,992 \$181,992 \$191,570	\$160,400 \$160,400 \$160,400	\$170,000 \$170,000 \$184,000	\$200,000 \$200,000 \$200,000	\$140,000 \$140,000 \$140,300	\$249,000 \$256,000 \$292,750	7
		11-15 years	Base Salary: Base+Supp: Total Comp:	\$193,695 \$193,695 \$196,990	\$162,000 \$162,000 \$168,000	\$187,500 \$187,500 \$187,500	\$200,000 \$200,000 \$210,000	\$149,701 \$149,701 \$150,000	\$288,000 \$288,000 \$288,000	9
		>15 years*	Base Salary: Base+Supp: Total Comp:	\$226,228 \$226,228 \$226,378	\$204,000 \$204,000 \$204,000	\$239,000 \$239,000 \$239,000	\$245,476 \$245,476 \$245,476	\$180,000 \$180,000 \$180,000	\$262,662 \$262,662 \$263,412	5

Sector	Lab Type	Exper	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	Cyto + Mol	0-2 years	Base Salary:	\$147,477	\$138,000	\$145,000	\$156,000	\$130,000	\$167,000	9
			Base+Supp:	\$148,699	\$138,000	\$145,000	\$160,191	\$130,000	\$167,000	
			Total Comp:	\$154,699	\$138,000	\$147,000	\$160,191	\$130,000	\$207,000	
		3-5 years	Base Salary:	\$172,961	\$156,000	\$165,000	\$180,323	\$118,102	\$250,000	7
			Base+Supp:	\$180,104	\$162,300	\$168,102	\$180,323	\$156,000	\$250,000	
			Total Comp:	\$184,973	\$165,000	\$173,440	\$194,000	\$162,300	\$250,000	
		6-10 years	Base Salary:	\$165,880		\$159,260				4
			Base+Supp:	\$168,380		\$164,260				
			Total Comp:	\$173,072		\$173,644				
		11-15 years	Base Salary:	\$237,690	\$212,160	\$230,000	\$285,000	\$171,288	\$290,000	5
			Base+Supp:	\$237,690	\$212,160	\$230,000	\$285,000	\$171,288	\$290,000	
			Total Comp:	\$250,490	\$213,160	\$250,000	\$290,000	\$171,288	\$328,000	
		>15 years*	Base Salary:	\$279,580	\$200,000	\$260,000	\$274,899	\$184,000	\$479,000	5
			Base+Supp:	\$297,580	\$224,000	\$260,000	\$324,899	\$200,000	\$479,000	
			Total Comp:	\$305,891	\$224,000	\$260,000	\$362,453	\$204,000	\$479,000	
PRIVATE	Molecular	0-2 years	Base Salary:	\$183,200	\$160,000	\$163,000	\$190,000	\$143,000	\$260,000	5
			Base+Supp:	\$183,200	\$160,000	\$163,000	\$190,000	\$143,000	\$260,000	
			Total Comp:	\$221,600	\$176,000	\$213,000	\$260,000	\$147,000	\$312,000	
		3-5 years	Base Salary:	\$167,861		\$170,000				4
			Base+Supp:	\$167,861		\$170,000				
			Total Comp:	\$185,751		\$179,000				
		6-10 years	Base Salary:	\$214,593	\$179,900	\$200,000	\$240,000	\$155,000	\$350,000	15
			Base+Supp:	\$214,593	\$179,900	\$200,000	\$240,000	\$155,000	\$350,000	
			Total Comp:	\$237,788	\$179,900	\$220,000	\$288,000	\$165,000	\$350,000	
		11-15 years*	Base Salary:	\$250,200	\$210,000	\$220,000	\$314,500	\$185,000	\$327,600	8
			Base+Supp:	\$250,200	\$210,000	\$220,000	\$314,500	\$185,000	\$327,600	
			Total Comp:	\$281,920	\$230,000	\$256,100	\$363,081	\$185,000	\$372,000	
		>15 years*	Base Salary:	\$275,083	\$195,000	\$242,500	\$297,000	\$173,500	\$500,000	6
			Base+Supp:	\$275,083	\$195,000	\$242,500	\$297,000	\$173,500	\$500,000	
			Total Comp:	\$349,667	\$235,000	\$324,750	\$440,000	\$173,500	\$600,000	

Graph 2.14: PhD Salaries by Lab Type and Years of Experience



2.15: PhD Median Total Annual Compensation (Salary) by Lab Type Directed and Director Title

Among those in the **public sector**, the available data support the expected correlation between director title and median total annual salary. For those who directed only a **Biochemical Genetics laboratory**, Senior/Administrative Directors (\$205,000) had a higher median salary than Co-Director/Associate Directors (\$197,000). For those who directed only a **Cytogenetics laboratory**, Senior/Administrative Directors (\$204,500) had a higher median salary than Co-Director/Associate Directors (\$180,500). For those who directed only a **Molecular Genetics laboratory**, Senior/Administrative Directors (\$200,000) had a higher median salary than Co-Director/Associate Directors (\$180,000) and Assistant Directors (\$144,670). For those who directed both **Cytogenetics and Molecular Genetics laboratories**, Senior/Administrative Directors (\$250,000) had a higher median salary than Co-Director/Associate Directors (\$174,000) and Assistant Directors (\$158,096).

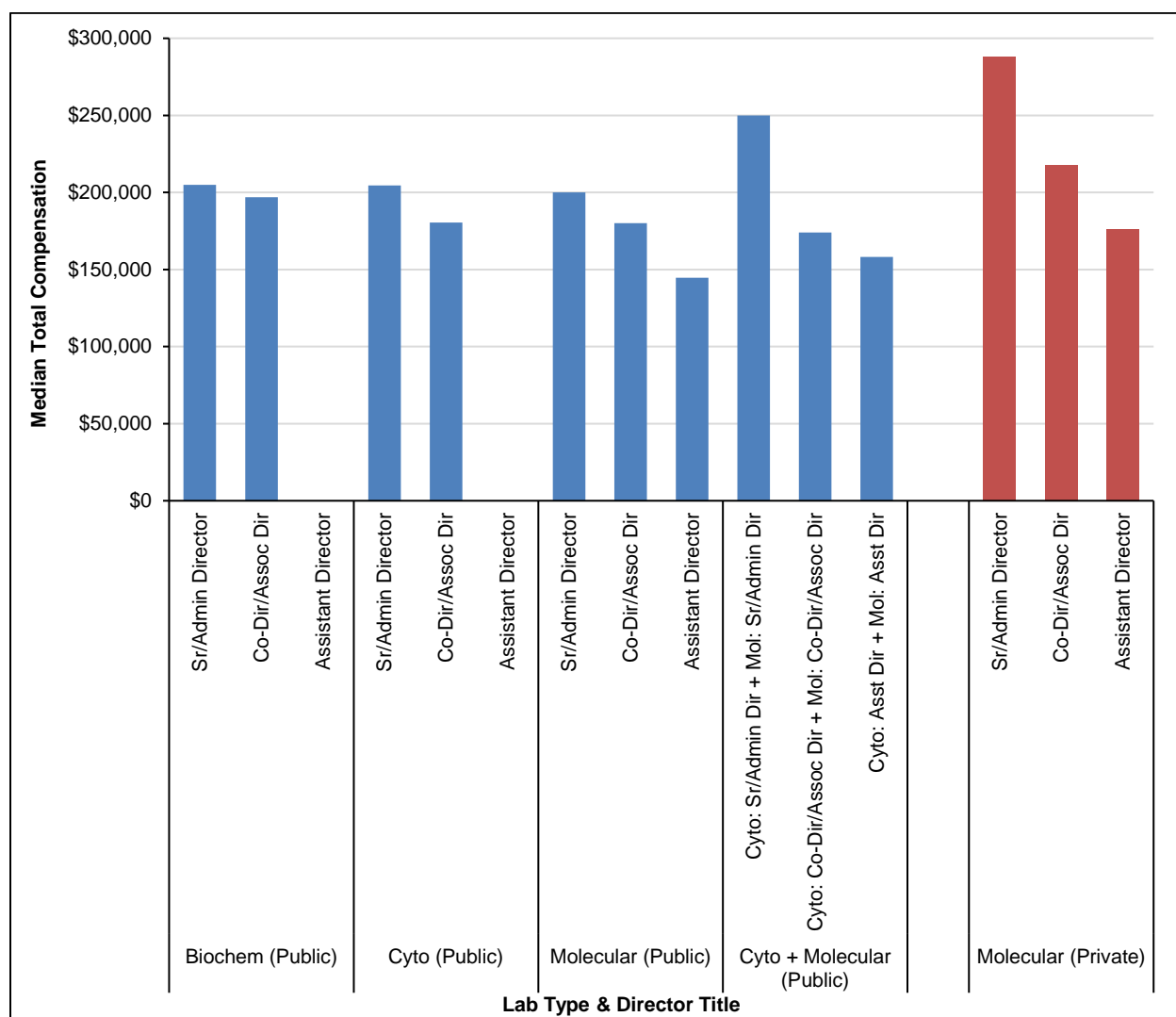
Among those in the **private sector**, the data support the same trends for individuals who directed a **Molecular Genetics laboratory**. For **Molecular Genetics laboratory directors**, Senior/Administrative Directors (\$288,000) have a higher median total salary than Co-Director/Associate Directors (\$218,000) and Assistant Directors (\$176,000).

Table 2.15: PhD Salaries by Lab Type Directed and Director Title

Sector	Lab Type	Title	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Biochem	Senior/ Administrative Director	Base Salary:	\$232,143	\$185,000	\$200,000	\$231,000	\$164,000	\$450,000	7
			Base+Supp:	\$232,400	\$185,000	\$200,000	\$232,800	\$164,000	\$450,000	
			Total Comp:	\$234,514	\$185,000	\$205,000	\$240,600	\$165,000	\$450,000	
		Co-Director/ Associate Director	Base Salary:	\$243,800	\$152,000	\$197,000	\$288,000	\$143,000	\$439,000	5
			Base+Supp:	\$243,800	\$152,000	\$197,000	\$288,000	\$143,000	\$439,000	
			Total Comp:	\$243,800	\$152,000	\$197,000	\$288,000	\$143,000	\$439,000	
		Assistant Director	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
	Cyto	Senior/ Administrative Director	Base Salary:	\$191,383	\$163,000	\$183,675	\$233,737	\$129,612	\$283,450	11
			Base+Supp:	\$192,195	\$163,000	\$183,675	\$233,737	\$129,612	\$283,450	
			Total Comp:	\$206,065	\$173,000	\$204,500	\$238,000	\$129,612	\$318,450	
		Co-Director/ Associate Director	Base Salary:	\$179,347	\$159,000	\$180,000	\$186,000	\$144,000	\$242,233	11
			Base+Supp:	\$181,198	\$159,000	\$180,000	\$186,000	\$150,000	\$254,593	
			Total Comp:	\$184,481	\$167,000	\$180,500	\$186,500	\$152,000	\$254,593	
		Assistant Director	Base Salary:							ID
			Base+Supp:							
			Total Comp:							
	Molecular	Senior/ Administrative Director	Base Salary:	\$204,257	\$168,000	\$200,000	\$245,000	\$149,701	\$262,662	13
			Base+Supp:	\$204,795	\$168,000	\$200,000	\$245,000	\$149,701	\$262,662	
			Total Comp:	\$209,134	\$178,200	\$200,000	\$245,476	\$150,401	\$292,750	
		Co-Director/ Associate Director	Base Salary:	\$176,838	\$150,000	\$170,000	\$193,056	\$130,440	\$288,000	13
			Base+Supp:	\$176,838	\$150,000	\$170,000	\$193,056	\$130,440	\$288,000	
			Total Comp:	\$181,991	\$150,000	\$180,000	\$200,000	\$138,000	\$288,000	
		Assistant Director	Base Salary:	\$143,037	\$136,340	\$142,170	\$154,000	\$120,000	\$163,542	6
			Base+Supp:	\$143,870	\$136,340	\$144,670	\$154,000	\$120,000	\$163,542	
			Total Comp:	\$143,870	\$136,340	\$144,670	\$154,000	\$120,000	\$163,542	
	Cyto + Molecular	Cyto: Senior/ Admin Dir + Molecular: Senior/ Admin Dir	Base Salary:	\$259,866	\$200,000	\$230,000	\$274,899	\$163,000	\$479,000	7
			Base+Supp:	\$267,008	\$200,000	\$230,000	\$324,899	\$163,000	\$479,000	
			Total Comp:	\$276,016	\$204,000	\$250,000	\$362,453	\$163,500	\$479,000	
		Cyto: Co-Dir/ Associate Dir + Molecular: Co- Dir/ Associate Dir	Base Salary:	\$174,622	\$145,000	\$162,000	\$180,323	\$120,000	\$290,000	11
			Base+Supp:	\$175,531	\$145,000	\$165,000	\$180,323	\$120,000	\$290,000	
			Total Comp:	\$183,351	\$147,000	\$174,000	\$207,000	\$120,000	\$290,000	
			Base Salary:	\$146,873	\$136,450	\$147,196	\$159,150	\$118,102	\$171,288	8

Sector	Lab Type	Title	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Cyto: Assistant Dir + Molecular: Assistant Dir	Base+Supp:	\$154,498	\$141,100	\$158,096	\$165,201	\$135,900	\$171,288	
			Total Comp:	\$155,165	\$141,100	\$158,096	\$166,794	\$135,900	\$173,440	
PRIVATE	Molecular	Senior/ Administrative Director	Base Salary:	\$247,767	\$210,000	\$235,000	\$312,000	\$179,900	\$350,000	15
			Base+Supp:	\$247,767	\$210,000	\$235,000	\$312,000	\$179,900	\$350,000	
			Total Comp:	\$294,717	\$230,000	\$288,000	\$355,162	\$179,900	\$440,000	
		Co-Director/ Associate Director	Base Salary:	\$221,114	\$180,000	\$195,000	\$245,000	\$143,000	\$500,000	17
			Base+Supp:	\$221,114	\$180,000	\$195,000	\$245,000	\$143,000	\$500,000	
			Total Comp:	\$251,378	\$185,000	\$218,000	\$285,000	\$147,000	\$600,000	
		Assistant Director	Base Salary:	\$161,600	\$160,000	\$163,000	\$165,000	\$155,000	\$165,000	5
			Base+Supp:	\$161,600	\$160,000	\$163,000	\$165,000	\$155,000	\$165,000	
			Total Comp:	\$179,400	\$165,000	\$176,000	\$178,000	\$165,000	\$213,000	

Graph 2.15: PhD Salaries by Lab Type Directed and Director Title



2.16: PhD Median Total Annual Compensation (Salary) by Administrative Position

Participants were asked to select their most prominent title, or that which best reflects or is most closely tied to their salary. In some cases, the data were combined to achieve sufficient numbers of entries for reporting purposes; these combinations are indicated in the table below. In each case, an attempt was made to place individuals within the category that was most likely to reflect their pay scale.

Of the categories within the public sector that had sufficient data to report, the highest median total annual salary was observed for Division Chiefs (\$327,602) followed by Clinical Directors (\$190,389), Lab Directors (\$183,500), and those in the “Other” (\$162,720) category. Data were insufficient to report for other administrative positions.

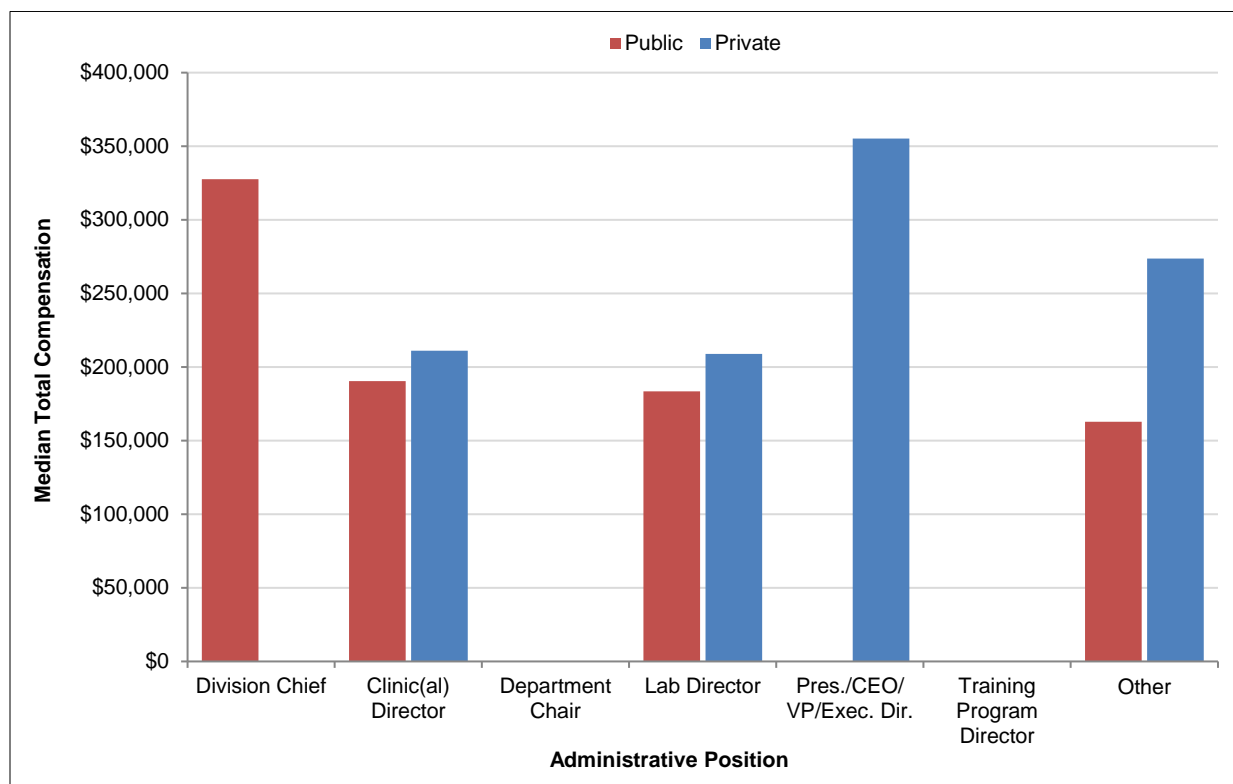
Within the private sector, the highest median total annual salary was observed for Presidents/Vice Presidents/Executive Directors (\$355,162) followed by the “Other” (\$273,708) category, Clinic(al) Directors (\$211,000), and Lab Directors (\$209,000). Data were insufficient to report for other administrative positions.

Table 2.16: PhD Salaries by Administrative Position

Sector	Admin Position	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	Division Chief	Base Salary:	\$279,483	\$184,000	\$261,950	\$355,000	\$135,000	\$479,000	6
		Base+Supp:	\$298,150	\$224,000	\$290,450	\$355,000	\$150,000	\$479,000	
		Total Comp:	\$321,367	\$224,000	\$327,602	\$405,000	\$165,000	\$479,000	
	Clinic(al) Director	Base Salary:	\$190,041	\$158,200	\$183,212	\$207,250	\$138,000	\$285,000	8
		Base+Supp:	\$190,041	\$158,200	\$183,212	\$207,250	\$138,000	\$285,000	
		Total Comp:	\$200,068	\$158,200	\$190,389	\$218,683	\$138,000	\$328,000	
	Department Chair	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Lab Director	Base Salary:	\$189,203	\$155,520	\$180,000	\$205,000	\$120,000	\$450,000	101
		Base+Supp:	\$189,801	\$159,000	\$180,000	\$205,000	\$120,000	\$450,000	
		Total Comp:	\$195,158	\$163,500	\$183,500	\$214,240	\$120,000	\$450,000	
	President/CEO or Vice President/Executive Director	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Training Program Director	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Other	Base Salary:	\$183,425	\$118,102	\$144,500	\$283,450	\$100,000	\$310,000	6
		Base+Supp:	\$193,092	\$145,000	\$160,051	\$283,450	\$100,000	\$310,000	

Sector	Admin Position	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$208,148	\$145,000	\$162,720	\$318,450	\$100,000	\$360,000	
	Not Applicable	Base Salary: Base+Supp: Total Comp:							ID
PRIVATE	Division Chief	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Clinic(al) Director	Base Salary:	\$200,000		\$202,500				4
		Base+Supp:	\$200,000		\$202,500				
		Total Comp:	\$220,500		\$211,000				
	Department Chair	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Lab Director	Base Salary:	\$194,287	\$166,485	\$190,000	\$213,011	\$116,000	\$350,000	60
		Base+Supp:	\$194,787	\$166,485	\$190,000	\$213,011	\$116,000	\$350,000	
		Total Comp:	\$218,196	\$177,485	\$209,000	\$250,000	\$141,000	\$440,000	
	President/CEO or Vice President/ Executive Director	Base Salary:	\$285,229	\$240,000	\$312,000	\$325,000	\$235,000	\$327,600	7
		Base+Supp:	\$285,229	\$240,000	\$312,000	\$325,000	\$235,000	\$327,600	
		Total Comp:	\$351,523	\$288,000	\$355,162	\$372,000	\$247,000	\$475,000	
	Training Program Director	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	Other	Base Salary:	\$302,522	\$130,000	\$235,000	\$305,000	\$125,000	\$785,130	6
		Base+Supp:	\$302,522	\$130,000	\$235,000	\$305,000	\$125,000	\$785,130	
		Total Comp:	\$402,091	\$130,000	\$273,708	\$330,000	\$125,000	\$1,280,130	

Graph 2.16: PhD Salaries by Administrative Position



2.17: PhD Median Total Annual Compensation (Salary) by Percentage of Time Spent Performing Various Functions Including Clinical Laboratory Direction, Clinical Patient Care, Administrative Functions, Research, or Teaching

2.17.A: PhD Salaries by Percentage of Time Spent Performing Clinical Laboratory Direction Including Laboratory Administration and Case Reading/Sign-out

In the public sector, the majority (97%) of participants indicated they spent some portion of their time directing a clinical laboratory. Of the individuals who indicated they spent some of their time directing a clinical laboratory, 22% spent from 1-50% of their time and 78% spent >50% of their time performing this function. **There was no clear correlation between the percentage of time spent directing a laboratory and median total annual salary.** The median total annual salary for those who spent 11-25% of their time directing a laboratory was the highest (\$258,277), followed by the 1-10% group (\$197,000), the “none” group (\$194,183), the 51-75% group (\$192,000), the >75% group (\$181,945), and the 26-50% group (\$172,250).

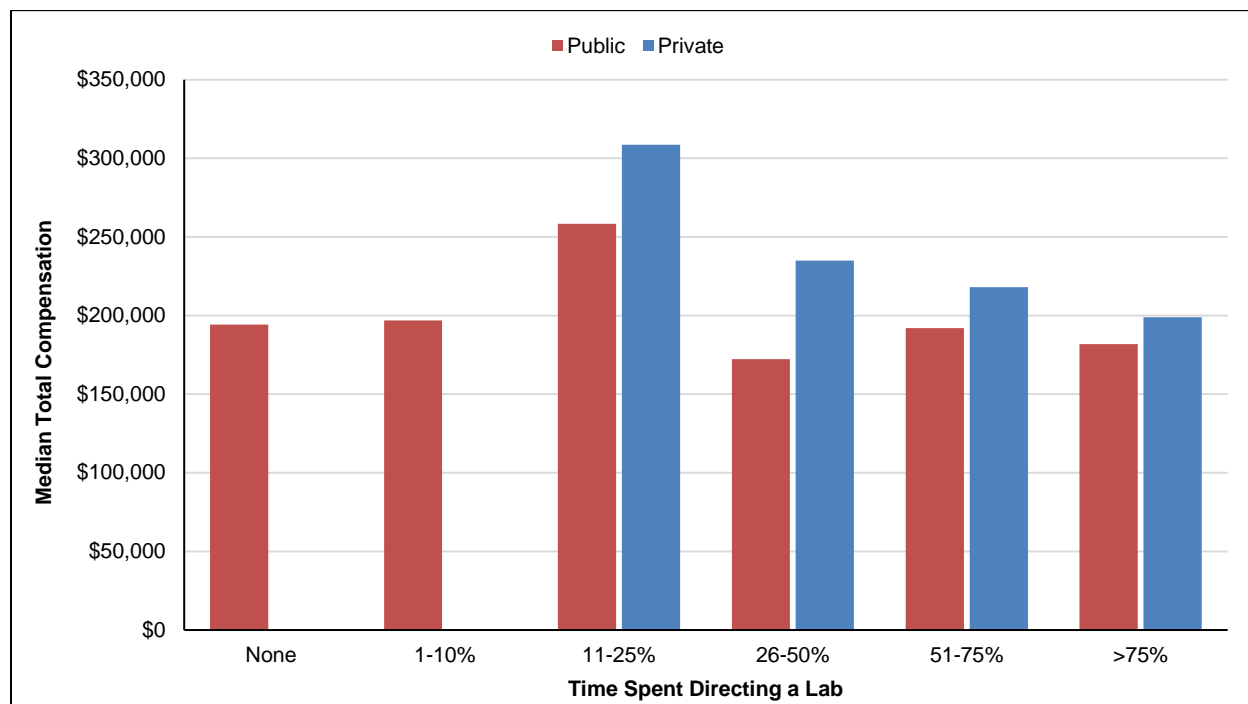
In the private sector, the majority of participants indicated they spent some portion of their time directing a clinical laboratory. Among respondents who indicated they spent some of their time directing a clinical laboratory, 23% spent from 1-50% of their time and 77% spent >50% of their time on this activity. **Median total salary generally decreased with the amount of time spent directing a laboratory,** from \$308,708 for those with 11-25% time spent directing to a low of \$199,000 for those who spent over 75% of their time directing a laboratory. There were insufficient data for groups who spent 10% or less of their time directing a laboratory.

Table 2.17.A: PhD Salaries by Time Spent Directing a Clinical Lab

Sector	Clinical Lab Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$185,106		\$165,212				4
		Base+Supp:	\$188,856		\$172,712				
		Total Comp:	\$212,091		\$194,183				
	1% - 10% (Avg = 7.0%)	Base Salary:	\$190,082	\$164,572	\$197,000	\$231,000	\$120,000	\$239,000	7
		Base+Supp:	\$191,516	\$164,572	\$197,000	\$232,800	\$120,000	\$239,000	
		Total Comp:	\$192,630	\$164,572	\$197,000	\$239,000	\$120,000	\$240,600	
	11% - 25% (Avg = 21.3%)	Base Salary:	\$263,025		\$214,450				4
		Base+Supp:	\$275,525		\$239,450				
		Total Comp:	\$284,938		\$258,277				
	26% - 50% (Avg = 45.9%)	Base Salary:	\$172,734	\$146,500	\$163,771	\$193,750	\$130,440	\$288,000	16
		Base+Supp:	\$173,421	\$146,500	\$164,760	\$193,750	\$130,440	\$288,000	
		Total Comp:	\$177,997	\$146,500	\$172,250	\$204,500	\$135,900	\$288,000	
	51% - 75% (Avg = 68.3%)	Base Salary:	\$192,721	\$163,000	\$184,250	\$218,691	\$140,000	\$285,000	30
		Base+Supp:	\$193,633	\$163,000	\$184,250	\$218,691	\$140,000	\$285,000	
		Total Comp:	\$203,718	\$172,000	\$192,000	\$235,076	\$140,300	\$328,000	
	>75% (Avg =86.4%)	Base Salary:	\$193,554	\$156,000	\$180,000	\$210,000	\$118,102	\$450,000	67
		Base+Supp:	\$195,419	\$159,000	\$180,000	\$213,000	\$120,000	\$450,000	
		Total Comp:	\$201,359	\$160,400	\$181,945	\$218,000	\$120,000	\$450,000	
PRIVATE	None	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	1% - 10%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
	11% - 25% (Avg = 21.7%)	Base Salary:	\$313,938	\$190,000	\$242,500	\$250,000	\$173,500	\$785,130	6
		Base+Supp:	\$313,938	\$190,000	\$242,500	\$250,000	\$173,500	\$785,130	
		Total Comp:	\$457,758	\$235,500	\$308,708	\$440,000	\$173,500	\$1,280,130	
	26% - 50% (Avg = 41.0%)	Base Salary:	\$218,560	\$170,000	\$215,000	\$245,000	\$125,000	\$327,600	10
		Base+Supp:	\$218,560	\$170,000	\$215,000	\$245,000	\$125,000	\$327,600	
		Total Comp:	\$246,366	\$180,000	\$235,000	\$288,000	\$125,000	\$372,000	
	51% - 75% (Avg = 68.9%)	Base Salary:	\$197,362	\$162,980	\$196,000	\$210,000	\$120,000	\$350,000	11
		Base+Supp:	\$200,089	\$162,980	\$196,000	\$210,000	\$138,000	\$350,000	
		Total Comp:	\$222,268	\$184,968	\$218,000	\$250,000	\$162,980	\$350,000	
	>75%	Base Salary:	\$198,759	\$165,000	\$186,000	\$225,000	\$116,000	\$500,000	

Sector	Clinical Lab Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	(Avg = 93.0%)	Base+Supp:	\$198,759	\$165,000	\$186,000	\$225,000	\$116,000	\$500,000	51
		Total Comp:	\$221,290	\$176,000	\$199,000	\$247,000	\$130,000	\$600,000	

Graph 2.17.A: PhD Salaries by Time Spent Directing a Clinical Lab



2.17.B: PhD Salaries by Percentage of Time Spent Performing Clinical Patient Care with Direct Patient Involvement

In the public sector, the majority (91%) of participants indicated they do not perform direct patient care. Of those who do perform direct patient care, 45% spent only 1-10% of their time doing so. Total median compensation was highest for those who do not participate in patient care (\$184,000) followed by those who perform patient care >10% of their time (\$176,750) and those who spent 1-10% of their time performing direct patient care (\$163,542).

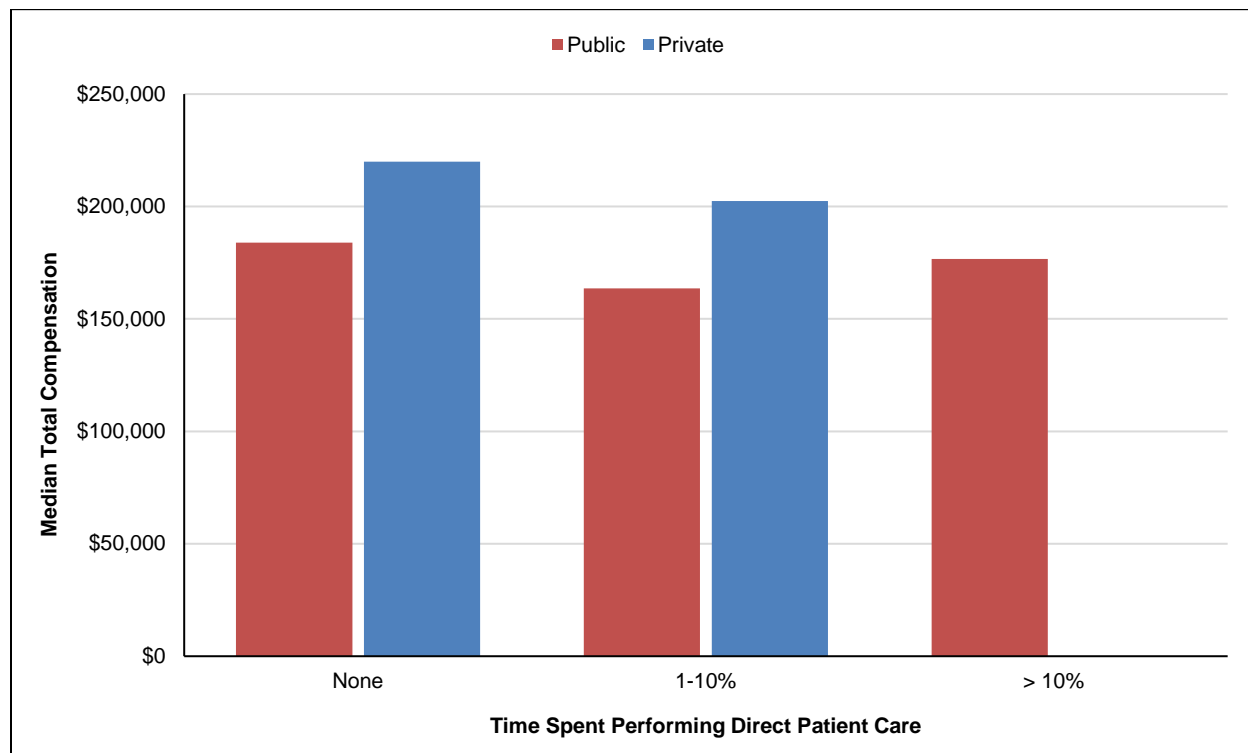
In the private sector, 89% of the participants indicated they do not perform direct patient care. Although the data available were limited, a higher median total annual salary was reported for the individuals who spent no time performing patient care (\$220,000) compared with those who spent 1-10% of their time on this function (\$202,500).

Table 2.17.B: PhD Salaries by Time Spent Performing Direct Patient Care

Sector	Patient Care Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$194,079	\$154,500	\$180,000	\$210,076	\$100,000	\$479,000	117
		Base+Supp:	\$195,893	\$156,000	\$180,000	\$213,000	\$100,000	\$479,000	
		Total Comp:	\$203,253	\$162,300	\$184,000	\$224,000	\$100,000	\$479,000	
	1% - 10%	Base Salary:	\$174,888	\$140,000	\$163,542	\$205,000	\$134,900	\$231,000	

Sector	Patient Care Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
	(Avg = 5.4%)	Base+Supp:	\$175,448	\$140,000	\$163,542	\$205,000	\$135,900	\$232,800	5
		Total Comp:	\$177,068	\$140,300	\$163,542	\$205,000	\$135,900	\$240,600	
	>10% (Avg = 51.7%)	Base Salary:	\$175,821	\$165,000	\$176,750	\$195,424	\$135,000	\$206,000	6
		Base+Supp:	\$179,694	\$165,000	\$176,750	\$195,424	\$150,000	\$214,240	
		Total Comp:	\$186,851	\$165,000	\$176,750	\$214,240	\$165,000	\$223,365	
PRIVATE	None	Base Salary:	\$216,138	\$170,000	\$199,000	\$240,000	\$120,000	\$785,130	73
		Base+Supp:	\$216,549	\$170,000	\$199,000	\$240,000	\$122,000	\$785,130	
		Total Comp:	\$250,077	\$178,816	\$220,000	\$272,200	\$125,000	\$1,280,130	
	1% - 10% (Avg = 5.3%)	Base Salary:	\$189,856	\$156,422	\$169,000	\$217,500	\$116,000	\$317,000	8
		Base+Supp:	\$189,856	\$156,422	\$169,000	\$217,500	\$116,000	\$317,000	
		Total Comp:	\$218,793	\$156,422	\$202,500	\$260,250	\$141,000	\$371,000	
	>10%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							

Graph 2.17.B: PhD Salaries by Time Spent Performing Direct Patient Care



2.17.C: PhD Salaries by Percentage of Time Spent Performing Administrative Functions

In the public sector, a slight majority (52%) of participants indicated they do not spend time doing administrative work. Of the individuals who indicated they perform this type of activity, a correlation between median total annual compensation and time spent on administrative work was not observed. While those who spent none of their time on administrative work had the lowest median total annual salary (\$173,720), those who spent from 1-50% of their time performing this function had median total annual salaries that were very similar and ranged from \$187,500 to \$195,000.

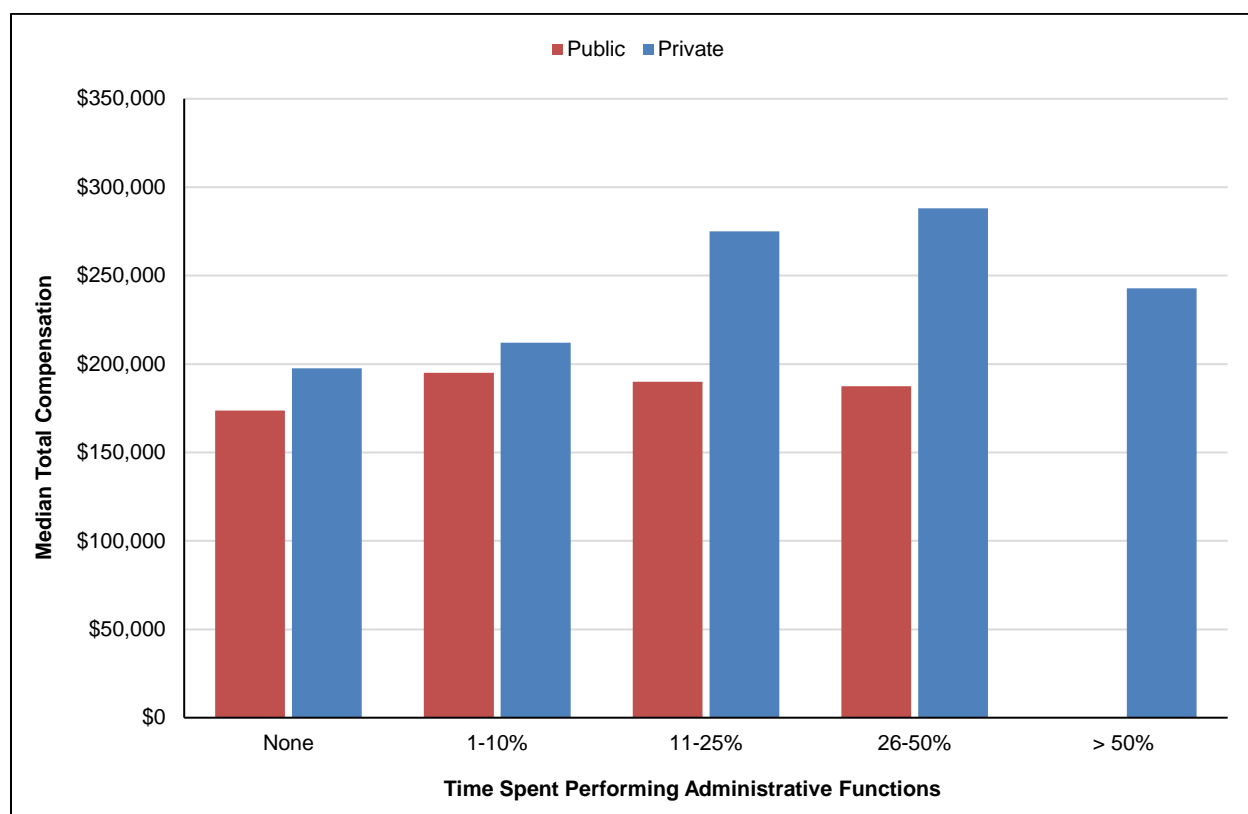
In the private sector, a slight majority (56%) of participants indicated they do not spend time doing administrative work. Of those who perform this function, 50% indicated they spent 1-10% of their time, 14% indicated they spent 11-25% of their time, 25% spent 26-50% of their time, and 11% spent >50% of their time doing so. A general correlation between median total annual salary and time spent on administrative work was observed with one exception. The median total annual compensation for those who spent >50% (\$242,750) of their time on administrative work was lower than those who spent 26-50% of their time (\$288,000) performing this function.

Table 2.17.C: PhD Salaries by Time Spent Performing Administrative Functions

Sector	Administrative Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$186,956	\$149,701	\$166,500	\$210,000	\$100,000	\$450,000	66
		Base+Supp:	\$188,288	\$150,000	\$168,000	\$210,076	\$100,000	\$450,000	
		Total Comp:	\$194,726	\$152,000	\$173,720	\$218,000	\$100,000	\$450,000	
	1% - 10% (Avg = 6.9%)	Base Salary:	\$193,886	\$164,000	\$183,500	\$214,000	\$134,900	\$355,000	43
		Base+Supp:	\$195,639	\$164,000	\$183,500	\$218,691	\$135,900	\$355,000	
		Total Comp:	\$202,863	\$165,000	\$195,000	\$224,000	\$135,900	\$405,000	
	11% - 25% (Avg = 18.0%)	Base Salary:	\$194,731	\$164,000	\$190,000	\$205,000	\$140,000	\$310,000	13
		Base+Supp:	\$194,731	\$164,000	\$190,000	\$205,000	\$140,000	\$310,000	
		Total Comp:	\$202,869	\$176,000	\$190,000	\$205,000	\$140,300	\$360,000	
	26% - 50% (Avg = 43.0%)	Base Salary:	\$246,384	\$155,520	\$187,500	\$274,899	\$135,000	\$479,000	5
		Base+Supp:	\$261,384	\$165,520	\$187,500	\$324,899	\$150,000	\$479,000	
		Total Comp:	\$275,548	\$183,787	\$187,500	\$362,453	\$165,000	\$479,000	
	>50%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							
PRIVATE	None	Base Salary:	\$200,187	\$163,000	\$183,500	\$210,000	\$116,000	\$785,130	46
		Base+Supp:	\$200,187	\$163,000	\$183,500	\$210,000	\$116,000	\$785,130	
		Total Comp:	\$232,183	\$173,500	\$197,500	\$235,000	\$130,000	\$1,280,130	
	1% - 10% (Avg = 7.5%)	Base Salary:	\$215,762	\$175,000	\$191,000	\$240,000	\$122,000	\$500,000	18
		Base+Supp:	\$215,762	\$175,000	\$191,000	\$240,000	\$122,000	\$500,000	
		Total Comp:	\$240,829	\$178,816	\$212,000	\$276,000	\$125,000	\$600,000	
	11% - 25% (Avg = 22.0%)	Base Salary:	\$252,000	\$225,000	\$225,000	\$250,000	\$210,000	\$350,000	5
		Base+Supp:	\$252,000	\$225,000	\$225,000	\$250,000	\$210,000	\$350,000	

Sector	Administrative Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$304,000	\$230,000	\$275,000	\$350,000	\$225,000	\$440,000	
	26% - 50% (Avg = 40.0%)	Base Salary:	\$246,622	\$220,000	\$240,000	\$305,000	\$120,000	\$327,600	9
		Base+Supp:	\$249,956	\$220,000	\$240,000	\$305,000	\$150,000	\$327,600	
		Total Comp:	\$286,681	\$250,000	\$288,000	\$330,000	\$184,968	\$372,000	
	>50% (Avg = 70.0%)	Base Salary:	\$233,750		\$220,000				4
		Base+Supp:	\$233,750		\$220,000				
		Total Comp:	\$285,125		\$242,750				

Graph 2.17.C: PhD Salaries by Time Spent Performing Administrative Functions



2.17.D: PhD Salaries by Percentage of Time Spent Performing Research

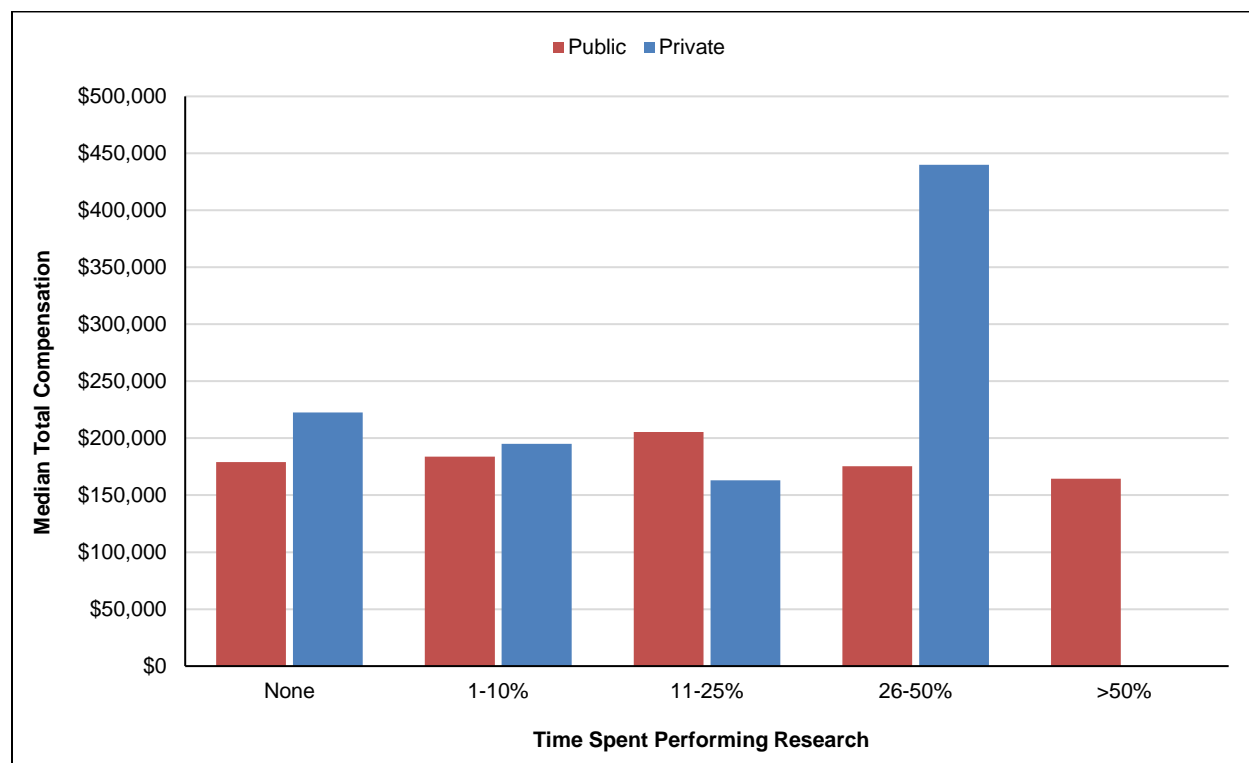
In the public sector, the majority (80%) of participants spent some portion of their time doing research. Of the individuals who indicated they spent some of their time performing research, 68% spent from 1-10% of their time and 32% spent >10% of their time performing this function. **There was no clear correlation between the percentage of time spent performing research and median total annual salary.** The median total annual salary for those who spent 11-25% of their time performing research was the highest (\$205,500), followed by the 1-10% group (\$183,787), the “none” group (\$179,100), the 26-50% group (\$175,521), and the >50% group (\$164,572).

In the private sector, 49% of participants indicated they spent some portion of their time on research. The median total annual compensation was lowest for those who spent 11-25% of their time performing research (\$162,980), while those who spent 26-50% of their time on this function had the highest median total annual salary (\$440,000).

Table 2.17.D: PhD Salaries by Percentage of Time Spent Performing Research

Sector	Research/ Other Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$190,507	\$145,000	\$174,072	\$205,000	\$100,000	\$439,000	26
		Base+Supp:	\$193,007	\$150,000	\$174,072	\$214,000	\$100,000	\$439,000	
		Total Comp:	\$200,174	\$160,191	\$179,100	\$224,000	\$100,000	\$439,000	
	1% - 10% (Avg = 7.0%)	Base Salary:	\$184,742	\$156,000	\$180,000	\$200,500	\$118,102	\$290,000	69
		Base+Supp:	\$186,272	\$160,400	\$180,000	\$200,500	\$130,000	\$290,000	
		Total Comp:	\$193,429	\$163,500	\$183,787	\$215,000	\$130,000	\$318,450	
	11% - 25% (Avg = 18.4%)	Base Salary:	\$221,712	\$162,000	\$195,000	\$246,331	\$140,000	\$479,000	20
		Base+Supp:	\$225,012	\$162,000	\$196,500	\$246,331	\$140,000	\$479,000	
		Total Comp:	\$233,715	\$165,500	\$205,500	\$256,706	\$140,000	\$479,000	
	26% - 50% (Avg = 37.5%)	Base Salary:	\$189,298	\$152,000	\$175,521	\$217,500	\$136,340	\$288,000	8
		Base+Supp:	\$189,523	\$152,000	\$175,521	\$218,400	\$136,340	\$288,000	
		Total Comp:	\$190,498	\$152,000	\$175,521	\$222,300	\$136,340	\$288,000	
	>50% (Avg = 77.0%)	Base Salary:	\$197,514	\$154,000	\$164,572	\$239,000	\$120,000	\$310,000	5
		Base+Supp:	\$197,514	\$154,000	\$164,572	\$239,000	\$120,000	\$310,000	
		Total Comp:	\$207,534	\$154,100	\$164,572	\$239,000	\$120,000	\$360,000	
PRIVATE	None	Base Salary:	\$207,883	\$167,970	\$199,500	\$230,000	\$122,000	\$500,000	42
		Base+Supp:	\$207,883	\$167,970	\$199,500	\$230,000	\$122,000	\$500,000	
		Total Comp:	\$237,188	\$178,816	\$222,500	\$275,000	\$130,000	\$600,000	
	1% - 10% (Avg = 6.9%)	Base Salary:	\$197,960	\$170,000	\$195,000	\$225,000	\$116,000	\$350,000	29
		Base+Supp:	\$198,994	\$170,000	\$195,000	\$225,000	\$116,000	\$350,000	
		Total Comp:	\$217,519	\$175,500	\$195,000	\$245,000	\$141,000	\$371,000	
	11% - 25% (Avg = 17.0%)	Base Salary:	\$182,576	\$140,000	\$162,980	\$179,900	\$125,000	\$305,000	5
		Base+Supp:	\$182,576	\$140,000	\$162,980	\$179,900	\$125,000	\$305,000	
		Total Comp:	\$191,776	\$161,000	\$162,980	\$179,900	\$125,000	\$330,000	
	26% - 50% (Avg = 37.0%)	Base Salary:	\$374,426	\$250,000	\$312,000	\$325,000	\$200,000	\$785,130	5
		Base+Supp:	\$374,426	\$250,000	\$312,000	\$325,000	\$200,000	\$785,130	
		Total Comp:	\$553,426	\$372,000	\$440,000	\$475,000	\$200,000	\$1,280,130	
	>50%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							

Graph 2.17.D: PhD Salaries by Percentage of Time Spent Performing Research



2.17.E: PhD Salaries by Percentage of Time Spent Teaching

In the public sector, 92% indicated that they participated in teaching activities. Of those that participate in teaching activities, the vast majority (81%) committed 1-10% of their time to this function. Those who spent 11-25% of their time teaching had the highest median total annual compensation (\$189,500) followed by those that spent none of their time teaching (\$182,000) and those who spent 1-10% of their time teaching (\$181,509).

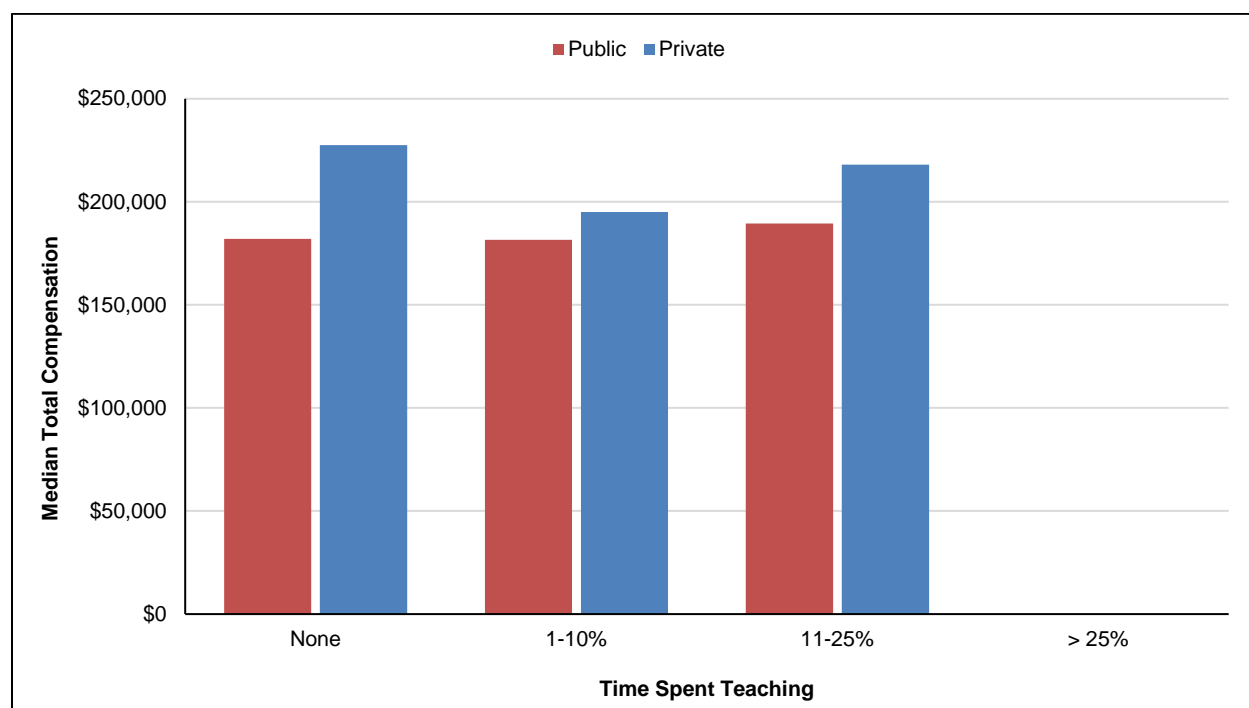
Among the private sector, a minority (39%) indicated they participated in teaching activities. Of those that participate in teaching activities, 84% committed 1-10% of their time to this function. Those who spent none of their time teaching had the highest median total annual compensation (\$227,500) followed by those that spent 11-25% of their time teaching (\$218,000) and those who spent 1-10% of their time teaching (\$195,000).

Table 2.17.E: PhD Salaries by Percentage of Time Spent Teaching

Sector	Teaching Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
PUBLIC	None	Base Salary:	\$206,745	\$162,000	\$182,000	\$212,160	\$100,000	\$439,000	10
		Base+Supp:	\$210,745	\$162,000	\$182,000	\$224,000	\$100,000	\$439,000	
		Total Comp:	\$212,465	\$171,288	\$182,000	\$224,000	\$100,000	\$439,000	
	1% - 10% (Avg = 6.9%)	Base Salary:	\$191,242	\$154,250	\$180,000	\$205,000	\$118,102	\$479,000	96
		Base+Supp:	\$192,935	\$156,000	\$180,000	\$205,000	\$120,000	\$479,000	
		Total Comp:	\$200,069	\$161,350	\$181,509	\$217,000	\$120,000	\$479,000	
	11% - 25% (Avg = 17.6%)	Base Salary:	\$190,596	\$153,000	\$182,000	\$214,384	\$134,900	\$285,000	20
		Base+Supp:	\$192,296	\$153,000	\$182,000	\$214,384	\$135,900	\$285,000	

Sector	Teaching Time	Salary	Mean	25th %	Median	75th %	Minimum	Maximum	Count
		Total Comp:	\$200,406	\$159,286	\$189,500	\$227,009	\$135,900	\$328,000	
	>25%								ID
PRIVATE	None	Base Salary:	\$221,535	\$165,000	\$200,000	\$240,000	\$116,000	\$785,130	50
		Base+Supp:	\$221,535	\$165,000	\$200,000	\$240,000	\$116,000	\$785,130	
		Total Comp:	\$257,232	\$176,970	\$227,500	\$275,000	\$130,000	\$1,280,130	
	1% - 10% (Avg = 5.9%)	Base Salary:	\$203,729	\$170,000	\$190,000	\$240,000	\$120,000	\$325,000	27
		Base+Supp:	\$204,841	\$170,000	\$190,000	\$240,000	\$138,000	\$325,000	
		Total Comp:	\$234,551	\$180,000	\$195,000	\$260,000	\$161,000	\$475,000	
	11% - 25% (Avg = 17.0%)	Base Salary:	\$185,900	\$173,500	\$195,000	\$196,000	\$125,000	\$240,000	5
		Base+Supp:	\$185,900	\$173,500	\$195,000	\$196,000	\$125,000	\$240,000	
		Total Comp:	\$212,300	\$173,500	\$218,000	\$250,000	\$125,000	\$295,000	
	>25%	Base Salary:							ID
		Base+Supp:							
		Total Comp:							

Graph 2.17.E: PhD Salaries by Percentage of Time Spent Teaching



Appendix

Figure 3.1: Regions as designated by the Association of American Medical Colleges



Table 3.1: Regions as designated by the Association of American Medical Colleges

Midwest-Great Plain	Northeast	Southern	Western
IA	CT	AL	AK
IL	MA	AR	AZ
IN	ME	DC	CA
KS	NH	DE	CO
MN	NJ	FL	HI
MO	NY	GA	ID
MI	PA	KY	MT
ND	RI	LA	NM
NE	VT	MD	NV
OH		MS	OR
SD		NC	UT
WI		OK	WA
		SC	WY
		TN	
		TX	
		VA	
		WV	

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The Salary Survey Workgroup thanks Infosurv Research for their assistance with the development and administration of this survey, data analysis, and development of the report.

This Acknowledgement would not be complete without recognizing the foresight of the late Kathleen W. Rao, PhD, FACMG, who in 2007 saw a need and established this Salary Survey. Dr. Rao co-chaired the first Salary Survey Workgroup and served on the 2009 Workgroup. The Survey, which benchmarks national salary trends amongst MD and PhD medical geneticists in the United States, has become a valued ACMG member benefit, and the data have been used to establish industry standards.

The Board of Directors of the American College of Medical Genetics and Genomics approved this report on July 14, 2022.