

# PROVIDER COMPENSATION DATA SET

The MGMA DataDive Provider Compensation platform is one of the most comprehensive datasets in the industry, providing both hospital- and physician-owned practice data as well as compensation benchmarks for medical directorship, on-call, academic and starting salaries. The 2025 report based on 2024 data represents over 220,000 providers from 8,000 organizations spanning 250 specialties. The MGMA DataDive Provider Compensation platform will enable you to:

- **Attract And Retain The Highest-Quality Providers.**

Determine the right mix of compensation, benefits and incentives to offer to ensure that your recruitment packages are competitive within the market. Retain top talent by utilizing this data to align provider performance with compensation and set realistic goals.

- **Drive more revenue through productivity.**

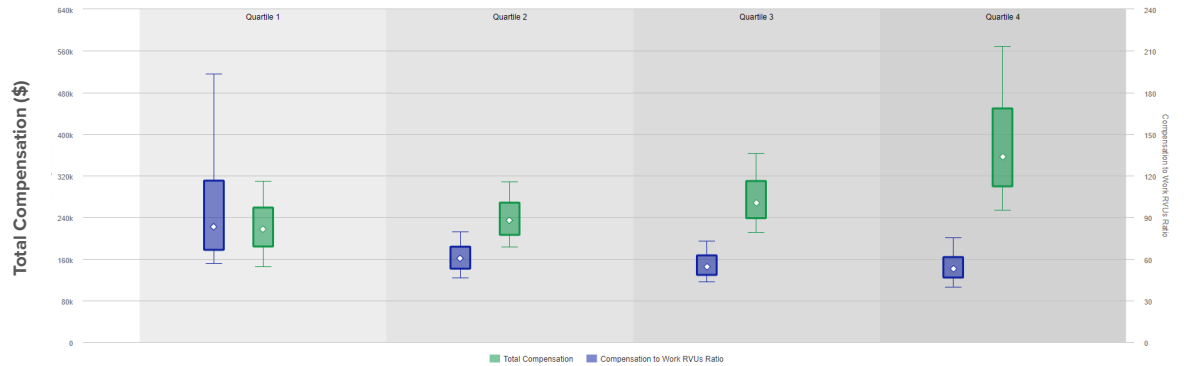
Evaluate work RVUs and the median compensation to work RVU ratio to help optimize compensation based on productivity. This data set will also help you understand the effects that teaching and research have on academic faculty compensation and productivity as academic providers report less billable clinical time than non-academic providers.

- **Keep costs contained.**

Estimate the potential effects of adding physicians and advanced practice providers to help you manage your overall compensation costs.

## QUARTILE TOOL

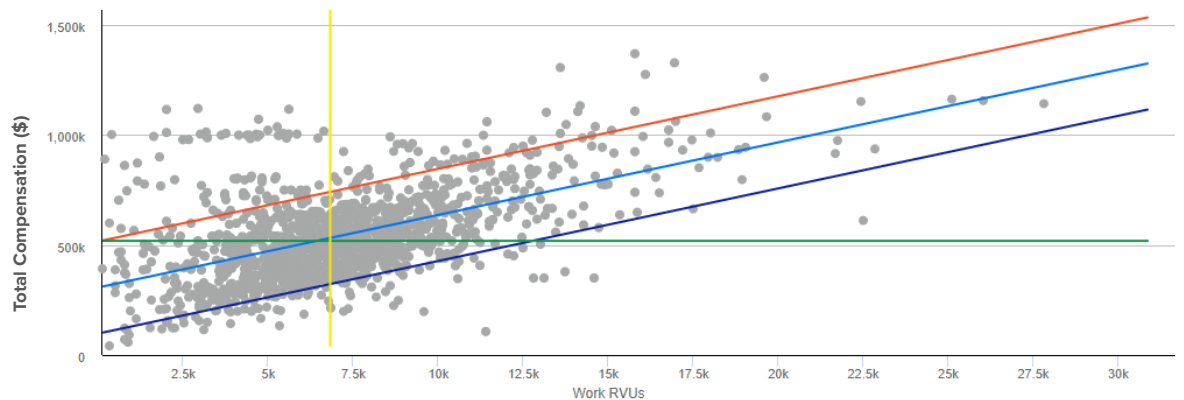
### Quartiles Grouped by Work RVUs Family Medicine (without OB)



View compensation and productivity data partitioned by highest/lowest performers and the corresponding values of up to three additional benchmarks. Data is displayed by quartile in a table and interactive graph.

## PAY TO PRODUCTION PLOTTER

### Cardiology: Noninvasive Compensation and Work RVUs Plotter



Understand the relationship between compensation and productivity per provider specialty on a scatter plot.

## CUSTOM REPORTS & TOOLS

For the data gurus, this tool allows you to get into the weeds and search very fine data points, like specialty combinations, state combinations and five-year trends. It also lets you compare your organization's data side by side with MGMA data!

### PROVIDER COMPENSATION BENCHMARKS

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| <ul style="list-style-type: none"> <li>• ASA Units</li> <li>• Base Compensation</li> <li>• Bonus/Incentive</li> <li>• Bonus/Incentive Payments as a Percent of Total Compensation</li> <li>• Collections</li> <li>• Collections to ASA Units Ratio</li> <li>• Collections to Total Encounters Ratio</li> <li>• Collections to Total RVUs Ratio</li> <li>• Collections to Work RVUs Ratio</li> <li>• Compensation to ASA Units Ratio</li> <li>• Compensation to Collections Ratio</li> <li>• Compensation to Gross Charges Ratio</li> <li>• Compensation to Total RVUs Ratio</li> <li>• Compensation to Work RVUs Ratio</li> </ul> | <ul style="list-style-type: none"> <li>• Gross Charges</li> <li>• Hourly Rate (APPs only)</li> <li>• Inpatient E/M Codes</li> <li>• Outpatient E/M Codes</li> <li>• Retirement Benefits</li> <li>• Retirement Benefits as a Percent of Total Compensation</li> <li>• Total Compensation</li> <li>• Total Encounters</li> <li>• Total Paid Time Off (PTO) Offered (in Hours)</li> <li>• Total RVUs</li> <li>• Total Sick Time Offered (in Hours)</li> <li>• Vacation (in Hours)</li> <li>• Work RVUs</li> <li>• Work RVUs to Total Encounters Ratio</li> </ul> |
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### ACADEMIC COMPENSATION BENCHMARKS

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| <ul style="list-style-type: none"> <li>• ASA Units</li> <li>• Base Compensation</li> <li>• Base Compensation as a Percent of Total Compensation</li> <li>• Bonus/Incentive Amount</li> <li>• Collections</li> <li>• Compensation to ASA Units Ratio</li> <li>• Compensation to Collections Ratio</li> <li>• Compensation to Gross Charges Ratio</li> <li>• Compensation to Total RVUs Ratio</li> <li>• Compensation to Work RVUs Ratio</li> <li>• Gross Charges</li> <li>• Hourly Rate (APPs only)</li> <li>• Inpatient E/M Codes</li> <li>• Outpatient E/M Codes</li> <li>• Retirement Benefits</li> </ul> | <ul style="list-style-type: none"> <li>• Standardized ASA Units</li> <li>• Standardized Collections</li> <li>• Standardized Gross Charges</li> <li>• Standardized Inpatient E/M Codes</li> <li>• Standardized Outpatient E/M Codes</li> <li>• Standardized Total Encounters</li> <li>• Standardized Total RVUs</li> <li>• Standardized Work RVUs</li> <li>• Total Compensation</li> <li>• Total Encounters</li> <li>• Total Paid Time Off (PTO) Offered (in Hours)</li> <li>• Total RVUs</li> <li>• Total Sick Time Offered (in Hours)</li> <li>• Vacation (in Hours)</li> <li>• Work RVUs</li> </ul> |
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## PROVIDER PLACEMENT STARTING SALARY BENCHMARKS

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| <ul style="list-style-type: none"> <li>• Amount of CME Paid</li> <li>• Amount of Signing Bonus</li> <li>• Amount of Starting Bonus</li> <li>• Amount Paid to Relocate</li> <li>• CME Weeks Paid Time Off</li> <li>• Guaranteed Compensation</li> </ul> | <ul style="list-style-type: none"> <li>• Total Paid Time Off (PTO) Offered (in Hours excluding CME)</li> <li>• Total Sick Time Offered (in Hours excluding CME)</li> <li>• Vacation (in Hours excluding CME)</li> </ul> |
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## MEDICAL DIRECTORSHIP COMPENSATION BENCHMARKS

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| <ul style="list-style-type: none"> <li>• Annual Stipend Compensation</li> <li>• Annualized Compensation</li> <li>• Daily Stipend Compensation</li> <li>• Deferred Compensation</li> <li>• Hourly Rate Compensation</li> </ul> | <ul style="list-style-type: none"> <li>• Monthly Stipend Compensation</li> <li>• Quarterly Stipend Compensation</li> <li>• Total Hours Spent on Directorship per Week</li> <li>• Weekly Stipend Compensation</li> </ul> |
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## ON-CALL COMPENSATION BENCHMARKS

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| <ul style="list-style-type: none"> <li>• Annual On-Call Hours</li> <li>• Annual Rate On-Call Compensation</li> <li>• Daily On-Call Hours</li> <li>• Daily Rate On-Call Compensation</li> <li>• Holiday On-Call Compensation</li> <li>• Hourly Rate On-Call Compensation</li> <li>• Monthly On-Call Hours</li> </ul> | <ul style="list-style-type: none"> <li>• Monthly Rate On-Call Compensation</li> <li>• On-Call Compensation per Procedure</li> <li>• On-Call Compensation per Work RVU</li> <li>• Unpaid On-Call Hours per Week</li> <li>• Weekend On-Call Compensation</li> <li>• Weekly On-Call Hours</li> <li>• Weekly Rate On-Call Compensation</li> </ul> |
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## PROVIDER COMPENSATION FILTERS

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| <ul style="list-style-type: none"> <li>• Advanced Practice Provider to Physician Ratio</li> <li>• Advanced Practice Provider Specialty</li> <li>• All Practices</li> <li>• Compensation Plan</li> <li>• Demographic Classification</li> <li>• Exemption Status</li> <li>• Geographic Section</li> <li>• HHS Region</li> <li>• Legal Organization</li> <li>• Majority E/M Codes</li> <li>• Minor Geographic Region</li> <li>• Number of FTE Advanced Practice Providers</li> <li>• Number of FTE Physicians</li> <li>• Number of FTE Support Staff</li> <li>• Organization Ownership</li> <li>• Physician had Medical Directorship Duties</li> </ul> | <ul style="list-style-type: none"> <li>• Physician had On Call Duties</li> <li>• Physician Specialty</li> <li>• Physician Title</li> <li>• Practice Type</li> <li>• Practice was Affiliated with Accountable Care Organization</li> <li>• Practice was Federally Qualified Health Center</li> <li>• Practice was Patient Centered Medical Home</li> <li>• Practice was Rural Health Center</li> <li>• Provider FTE Category</li> <li>• Provider Had Supervisory Duties</li> <li>• Provider Primary Shift</li> <li>• State</li> <li>• Total Medical Revenue</li> <li>• Type of Compensation Tax Form</li> <li>• Years in Specialty</li> </ul> |
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## ACADEMIC COMPENSATION FILTERS

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| <ul style="list-style-type: none"> <li>• Advanced Practice Provider to Physician Ratio</li> <li>• Advanced Practice Provider Specialty</li> <li>• All Practices</li> <li>• Billable Clinical Activity</li> <li>• Compensation Plan</li> <li>• Demographic Classification</li> <li>• Department Specialty</li> <li>• Faculty Rank</li> <li>• Geographic Section</li> <li>• HHS Region</li> <li>• Majority E/M Codes</li> <li>• Minor Geographic Region</li> </ul> | <ul style="list-style-type: none"> <li>• Number of FTE Advanced Practice Providers</li> <li>• Number of FTE Physicians</li> <li>• Number of FTE Support Staff</li> <li>• Patient Care Revenue</li> <li>• Physician Specialty</li> <li>• Physician Title</li> <li>• Practice was Federally Qualified Health Center</li> <li>• Practice was Rural Health Clinic</li> <li>• Provider FTE Category</li> <li>• Provider Primary Shift</li> <li>• Total Medical Revenue</li> <li>• Years in Specialty</li> </ul> |
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## PROVIDER PLACEMENT STARTING SALARY FILTERS

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| <ul style="list-style-type: none"> <li>• Academic Provider</li> <li>• Advanced Practice Provider Specialty</li> <li>• All Practices</li> <li>• Demographic Classification</li> <li>• Geographic Section</li> <li>• HHS Placement Region</li> <li>• Number of FTE Physicians</li> <li>• Organization Ownership</li> <li>• Physician Specialty</li> </ul> | <ul style="list-style-type: none"> <li>• Placement Type</li> <li>• Practice Type</li> <li>• Practice was Federally Qualified Health Center</li> <li>• Practice was Rural Health Clinic</li> <li>• Signing Bonus Offered</li> <li>• Signing Bonus Payback Required</li> <li>• Starting Bonus Offered</li> <li>• Years in Specialty</li> </ul> |
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## MEDICAL DIRECTORSHIP COMPENSATION FILTERS

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| <ul style="list-style-type: none"> <li>• Academic Provider</li> <li>• All Practices</li> <li>• Compensation Method</li> <li>• Demographic Classification</li> <li>• Directorship Internal or External</li> <li>• Geographic Section</li> <li>• Hours Spent on Directorship per Week</li> <li>• Legal Organization</li> <li>• Number of FTE Advanced Practice Providers</li> </ul> | <ul style="list-style-type: none"> <li>• Number of FTE Physicians</li> <li>• Number of FTE Support Staff</li> <li>• Organization Ownership</li> <li>• Physician Specialty</li> <li>• Practice Type</li> <li>• Practice was Federally Qualified Health Center</li> <li>• Practice was Rural Health Clinic</li> <li>• Total Medical Revenue</li> <li>• Years in Specialty</li> </ul> |
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## ON-CALL COMPENSATION FILTERS

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| <ul style="list-style-type: none"> <li>• Academic Provider</li> <li>• Advanced Practice Provider Specialty</li> <li>• All Practices</li> <li>• Demographic Classification</li> <li>• Geographic Section</li> <li>• Legal Organization</li> <li>• Number of FTE Advanced Practice Providers</li> <li>• Number of FTE Physicians</li> </ul> | <ul style="list-style-type: none"> <li>• Number of FTE Support Staff</li> <li>• Organization Ownership</li> <li>• Physician Specialty</li> <li>• Practice Type</li> <li>• Practice was Federally Qualified Health Center</li> <li>• Practice was Rural Health Clinic</li> <li>• Total Medical Revenue</li> <li>• Type of On-Call Coverage</li> </ul> |
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To learn more, visit [mgma.com/ddprovider](https://mgma.com/ddprovider)  
or contact us based on your organization type:



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