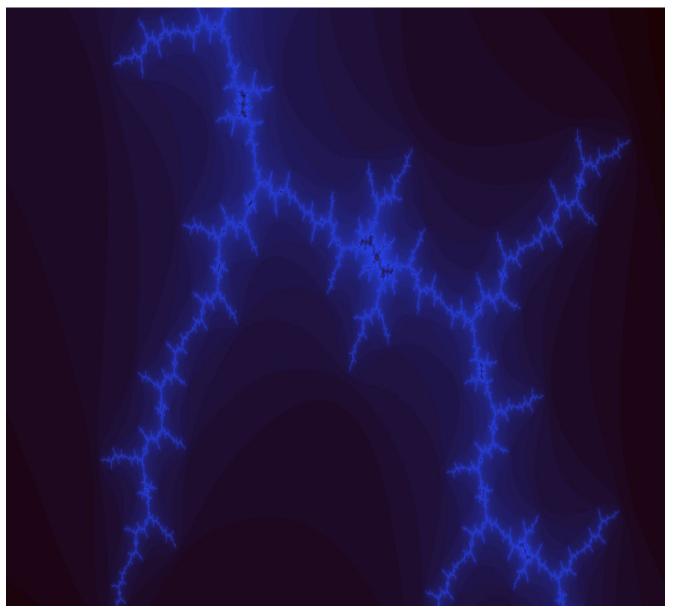


Radiologic Technologist Wage and Salary Survey 2024



©2024 ASRT. All rights reserved. Reproduction in any form is forbidden without written permission from publisher.



American Society of Radiologic Technologists

Table of Contents

executive Summary	
Compensation and Benefits	
Demographics	
Methodology	
Data Collection	
Weighting	
Primary Dependent Variable: Annualized Compensation	
Data Reliability	
Margin of Error and Confidence Interval	
Annual Compensation	
Compensation by Full and Part-Time	8
Full-time Compensation Overall and by Position for Each Discipline ^a	9
Full-time Compensation Overall and by Workplace for Each Discipline	10
Full-time Compensation Overall and by Education for Each Discipline	11
Full-time Compensation Overall and by Years in the Profession for Each Discipline	12
Full-time Compensation Overall and by State for Each Discipline	13
Full-time Compensation Overall and by State for Each Discipline	14
Full-time Compensation Overall and by State for Each Discipline	15
Full-time Compensation Overall and by State for Each Discipline	16
Are you paid an hourly wage or a salary?	17
Have you received a raise in the past 12 months?	18
If yes, by what percentage did your compensation increase?	18
Did you receive a signing bonus when you started your current position?	19
Please indicate the amount of your signing bonus	19
Did you receive a signing bonus by Years in Current Position	20
Amount of signing bonus by Years in Current Position	20
Norking Hours	
Hours Worked per Week	
How many hours do you work in an average week? (Part-time)	22
Descriptive Statistics	22
How many hours do you work in an average week? (Full-time)	23
Descriptive Statistics	23
Benefits and Professional Development	

Satisfaction with Compensation and Benefits	
Please rate your overall level of satisfaction with your current benefits	
Personal Demographics	
Age	27
Descriptive Statistics	27
How many more years do you plan to work before you retire from the radiologic sciences?	27
Descriptive Statistics	27
How many more years do you plan to work before you retire from the radiologic sciences? By Age \dots	28
What is your gender?	29
Discipline Demographics	
Please indicate in which discipline or specialty you practice most of the time	
Do you practice in a secondary discipline in your current job position?	
Number of secondary disciplines:	
Descriptive Statistics	
What is your secondary discipline?	
Professional Demographics	
Which of the following titles best describes your current job position?	35
In which employment setting is your current job position?	36
What is the size (in number of beds) of the hospital of your current job position?	37
Are you currently an ASRT member?	38
In what country is your current job position?	39
In what state is your current job position?	40
Years in the Profession	
Descriptive Statistics	
How long have you been employed in your current job position?	
Descriptive Statistics	
Not Currently Working in Medical Imaging or Radiation Therapy	
Please select the response that best describes your employment status	
Appendix A. Weights (available upon request) Appendix B. Survey Instrument (available upon request)	

Appendix C. Verbatim Responses (available upon request)

Executive Summary

Since 2001, the ASRT has conducted a wage and salary survey of radiologic technologists with the primary objective to measure income, benefits, satisfaction, and other compensation-related metrics.

The ASRT *Radiologic Technologist Wage and Salary Survey 2024* was made available in August 2024 to everyone with an email address in the ASRT database. A total of 359,399 invitations were sent via e-mail to participate in the survey. At the close of the survey in late August, a total of 19,687 questionnaires had been completed, yielding a response rate of 5 percent. Of the total, 11,088 indicated that they were ASRT members, which yields a response rate of 7 percent of the approximate 156,000 ASRT members.

All descriptive statistics are reported with data weighted by state and primary discipline in relation to the distribution of ARRT registrants. This helps ensure that the results are representative of the R.T. population by these two factors, which significantly account for the compensation of technologists.

Verbatim responses to open-ended questions are available upon request.

Compensation and Benefits

The mean annual full-time compensation for radiologic technologists across the nation and averaged over all disciplines was \$86,484.

- The states with the highest reported mean compensation across disciplines were California (\$125,843), Delaware (\$106,676), and Massachusetts (\$104,831).
- States with the lowest reported mean compensation across disciplines were Nebraska (\$61,924), Alabama (\$68,822), and South Carolina (\$71,831).
- The disciplines with the highest reported mean compensation were medical dosimetry (\$136,510), radiologist assistant (\$126,428), and radiation therapy (\$106,425).
- The disciplines with the lowest reported mean compensation were radiography (\$73,274), bone densitometry (\$74,527), and computed tomography (\$87,785).

Respondents were asked about the extent to which their employer helps to pay for their benefits and professional development.

 Respondents indicated that their employers were most likely to provide funding for a retirement plan (79.8% said their employer provided either a fixed percentage or all of the funding toward retirement) and for health insurance (70.6% said they receive either full or partial funding from their employer). They were least likely to receive dental insurance, although a majority (62.4%)

- indicated that their employer paid at least a portion of their dental insurance.
- Across the board, respondents received less employer funding for professional development than they did for traditional benefits. Tuition assistance was the form of professional development most frequently sponsored by employers, with 43.9% of respondents indicating that their employer provided full or partial funding; 24.1% of respondents said their employer partially or fully funded continuing education requirements, and 19.5% said their employer provided funding for professional association dues.

Respondents were asked to rate their satisfaction with their compensation, including wage/salary, insurance/retirement benefits, and employer sponsorship of professional development.

- Overall, 42.1% of respondents were either very satisfied or satisfied with their wage or salary, another 23.5% were neutral in their feelings about their compensation, and 34.5% were dissatisfied or very dissatisfied.
- Regarding their benefits (including professional development), 43.1% were either very satisfied or satisfied with their benefits, 34.8% were neutral, and 22.1% were dissatisfied or very dissatisfied.

Demographics

The "average" radiologic technologist responding to the survey:

- Is 43.8 years old.
- Is female (77.1%).
- Holds an associate degree as their highest level of education (50.8%).
- Is an ASRT member (61.1%).
- Has worked in the radiologic sciences for 16.8 years and had worked at their current position for 8.1 years.
- Works 40.3 hours per week (among those categorized as full-time) or 21.9 hours per week (among those categorized as parttime).
- Works in a hospital (43.4% at a non-profit hospital, 14.9% at a for-profit hospital) with at least 500 beds (24.2%).

Respondents were asked about their primary and secondary discipline and their job title.

 The six most common areas of practice among respondents were radiography (39.6%), computed tomography (16.6%), magnetic resonance imaging (10.4%), mammography (9.1%), radiation therapy (7.5%), and vascular interventional (3.5%). The majority of respondents (65.2%) had no secondary discipline; of the 34.8% who did practice a secondary discipline, the three most common areas of practice were radiography (40.0%), computed tomography (26.1%), and bone densitometry (15.4%).

The majority of respondents were staff technologists (68.7%), 13.9% were senior/lead technologists, and 5.7% were supervisors/managers.

The majority of respondents (98.2%) are from the United States, and there were respondents from every state, as well as the District of Columbia.

The 1,531 respondents who said they were not currently working in medical imaging or radiation therapy were asked to describe their current employment status:

- 32.4% are employed outside of the profession.
- 26.1% are retired.
- 18.9% are attending school.
- 7.4% are unemployed (seeking employment within the profession).
- 5.6% are unemployed and not currently seeking employment.
- 9.6% have another employment status.



Methodology

Data Collection

An invitation to participate in the online survey was sent by e-mail in August 2024 to everyone in the ASRT database.

A random drawing to receive a \$100 gift card was offered as an incentive to those who completed the survey.

Weighting

Appendix A (available upon request) shows the number of survey responses received from each state and primary discipline. Based upon these response distributions, a combined weight was computed to correct for under- and over-representation of states and disciplines.

Weights were computed as the ratio between the known population percentage of ARRT-registered R.T.s in each state and discipline and the observed percentage of R.T.s in the sample. Respondents who did not answer the state question were given a state weight of 1 in the weighted calculations. Likewise, respondents who did not report a primary discipline were assigned a discipline weight of 1.

Primary Dependent Variable: Annualized Compensation

Compensation data was collected as either a base annual salary or a base hourly wage. To simplify the reporting of this data, a base annual compensation figure was computed as a single compensation measure:

Base compensation = base annual salary or 2080 * (Base hourly wage)

To determine hourly wage = Annual compensation/2080 (or number of hours worked per year)

Data Reliability

Numeric variables were examined for logically impossible or implausible values and for internally inconsistent responses across variable sets. Such implausible values were assigned a

special code and omitted from computation in descriptive statistics. The following criteria were used:

- Number of years in the profession (radiologic sciences), in primary discipline, and in current position were considered implausible if the years in primary discipline were greater than the years in the radiologic sciences or if the years in current position were more than five years greater than years in the profession (allowing for those who held their current position while in a primary education program) or if the response implied the respondent entered the profession, the discipline, or their current position before age 15.
- Base hourly wage was considered implausible if FTE wage was less than \$8/hour or greater than \$200/hour.
- Base annual salary was considered implausible if FTE wage was less than \$17,000, or a staff technologist FTE wage was greater than \$200,000; or staff, senior, lead, assistant chief, or chief technologist wage was greater than \$500,000.
- Approximate age (2024 year of birth) was considered implausible if less than 16 or greater than 100.

Margin of Error and Confidence Interval

A total of 18,158 radiologic technologists who are currently employed in the radiologic sciences responded to the survey. This sample size yields a ±0.73% margin of error at its widest for overall percentages at the 95% confidence level.

For percentages computed on subsets of respondents, the margin of error increases. Thus, the maximum margin of error for percentages based on a subset of 2,100 respondents would be ±2.1% at the 95% confidence level. For a subset of 30 respondents, the widest margin of error would be ±17.9%. Finally, percentages based on a subgroup of only 10 R.T.s could have a margin



of error as large as ±31%. Rather than ignoring results for smaller subgroups, the results are presented as respondents reported, but consideration should be taken in relation to the error margins.

The overall mean annual compensation for fultime radiologic technologists was \$86,484 (standard deviation = \$28,150, n = 15,219), which results in a confidence interval of \pm \$447 at the 95% confidence level.

As with the margin of error, the confidence interval for compensation also increases as subsets of the sample size decrease. This is offset somewhat by the tendency for the standard deviation to be smaller for subsets of R.T.s as reflected by their similar demographic. Ignoring that effect, the confidence interval for the mean annual compensation of a random subset of 30 R.T.s could be as large as ±\$10,073 at the 95% confidence level.



Annual Compensation

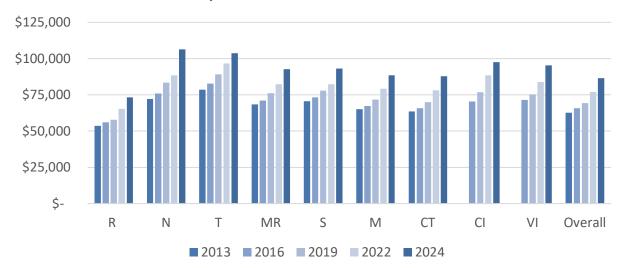
Annual Compensation = reported base annual salary or 2080 * (reported base hourly wage) Hourly Wage = annual compensation/2080 (or number of hours worked per year)

Full-time Base Annual Compensation: 2013, 2016, 2019, 2022 and 2024a

	2	013	2	016	2	019	2	022	2	2024	
Discipline	N	Mean	N	Mean [% Change]	N	Mean [% Change]	N	Mean [% Change]	N	Mean [% Change]	
Overall	8,270	\$62,763	19,904	\$65,756 [4.8%]	12,581	\$69,266 [5.3%]	9,033	\$77,027 [11.2%]	15,219	\$86,484 [12.3%]	
R	2,862	\$53,680	8,361	\$56,071 [4.5%]	5,190	\$57,865 [3.2%]	3,640	\$65,246 [12.8%]	5,946	\$73,274 [12.3%]	
N	341	\$72,075	761	\$75,819 [5.2%]	429	\$83,385 [10.0%]	303	\$88,576 [6.2%]	473	\$106,475 [20.2%]	
Т	758	\$78,602	1,229	\$82,798 [5.3%]	777	\$89,159 [7.7%]	547	\$96,650 [8.4%]	904	\$103,619 [7.2%]	
MR	896	\$68,384	1,992	\$71,063 [3.9%]	1,316	\$76,177 [7.2%]	985	\$82,395 [8.2%]	1,745	\$92,729 [12.5%]	
S	266	\$70,701	899	\$73,299 [3.7%]	521	\$77,825 [6.2%]	336	\$82,368 [5.8%]	467	\$93,237 [13.2%]	
М	661	\$65,101	1,474	\$67,332 [3.4%]	934	\$71,725 [6.5%]	637	\$79,323 [10.6%]	1,196	\$88,468 [11.5%]	
СТ	1,089	\$63,545	2,579	\$65,775 [3.5%]	1,772	\$69,896 [6.3%]	1,358	\$78,159 [11.8%]	2,479	\$87,785 [12.3%]	
CI			589	\$70,349	403	\$76,902 [9.3%]	303	\$88,464 [15.0%]	515	\$97,647 [10.4%]	
VI)	and the Market	694	\$71,491	442	\$75,243 [5.2%]	326	\$83,934 [11.6%]	565	\$95,317 [13.6%]	

^aR=radiography; N=nuclear medicine; T=radiation therapy; MR=magnetic resonance; S=sonography; M=mammography; CT=computed tomography; Cl=cardiac interventional; VI=vascular interventional

Full-time Base Annual Compensation: 2013 - 2024



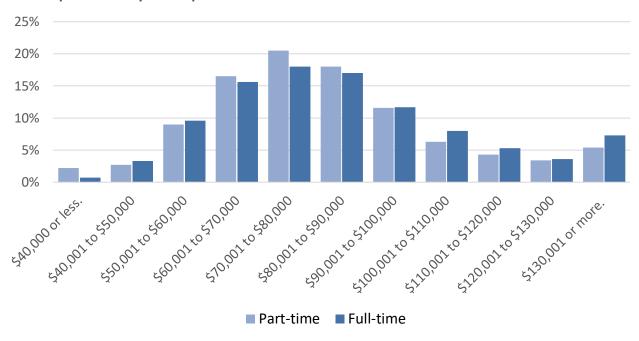


Compensation by Full and Part-Time

Compensation	Percent Part-time (Less than 32 hours per week)	Percent Full-time (32 or more hours per week)	Overall
\$40,000 or less.	2.2%	0.7%	0.9%
\$40,001 to \$50,000	2.7%	3.3%	3.3%
\$50,001 to \$60,000	9.0%	9.6%	9.5%
\$60,001 to \$70,000	16.5%	15.6%	15.7%
\$70,001 to \$80,000	20.5%	18.0%	18.2%
\$80,001 to \$90,000	18.0%	17.0%	17.1%
\$90,001 to \$100,000	11.6%	11.7%	11.7%
\$100,001 to \$110,000	6.3%	8.0%	7.8%
\$110,001 to \$120,000	4.3%	5.3%	5.2%
\$120,001 to \$130,000	3.4%	3.6%	3.5%
\$130,001 or more.	5.4%	7.3%	7.1%
Descriptive Statistics			

Descriptive Statistics			
N	1,893	15,219	17,112
Mean	\$83,388	\$86,484	\$86,141
SD	\$27,542	\$28,150	\$28,099
Median	\$79,040	\$81,453	\$81,120

Compensation by full or part-time





Full-time Compensation Overall and by Position for Each Discipline^a

Other

	R	N	Т	MR		S N	1 СТ	QM	BD	All disciplines
Overall										
N	5,946	473	904	1,745	467	7 1,196	2,479	27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	7 \$88,468	\$87,785	\$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,219	\$83,200	\$95,493	\$73,605	\$81,453
Mean by Position										
Staff Technologist/Therapist	\$69,859	\$100,046	\$97,009	\$89,165	\$90,554	4 \$85,046	\$85,162	\$94,599	\$72,954	\$81,378
Senior/Lead Technologist/Therapist	\$78,244	\$104,693	\$117,956	\$99,680	\$99,670	\$93,588	\$93,697	\$75,683	\$90,501	\$93,518
Supervisor/Manager	\$93,897	\$118,230	\$129,981	\$110,437	\$107,909	9 \$99,055	\$101,939	\$95,011	\$63,400	\$103,141
Chief Technologist/Therapist	\$71,502	\$127,886	\$132,511	\$103,766	\$92,560	\$106,491	\$92,939	\$76,000		\$105,987
Instructor/Faculty	\$77,562	\$86,214	\$107,236	\$91,087	\$91,663	1 \$87,020	\$80,399	\$87,360		\$82,051
Program Director	\$97,926	\$90,028	\$107,367	\$138,342	\$89,730	\$102,324	\$109,093	\$97,356		\$101,177
Administrator	\$141,327	\$143,266	\$156,855	\$113,152	\$102,913	3 \$121,060	\$105,064	\$108,674		\$137,075
Corporate/Commercial Representative (sales, applications specialist, etc.)	\$107,322	\$127,966	\$121,608	\$136,604		\$118,554	\$131,120	\$74,880		\$125,808
Locum Tenens (temporary staff)	\$76,604	\$122,102	\$109,129	\$90,925	\$73,758	3 \$84,144	\$94,356			\$87,803
Assistant Chief Technologist/Therapist	\$66,745		\$111,409	\$66,560		\$124,470	\$76,583			\$86,017
Other	\$66,972	\$109,938	\$118,477	\$90,230	\$88,493	3 \$99,591	\$88,165	\$100,057	\$44,346	\$101,729
		CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
N		515	565	132	35	23	15	204	463	15,219
Mean	\$97,	,647 \$9	5,317 \$9	5,196	\$96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,	,600 \$9:	1,520 \$9	1,853	91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
Mean by Position									_	
Staff Technologist/Therapist	\$94,	,096 \$93	2,109 \$9	0,532	94,555	\$93,093	\$121,635	\$129,726	\$86,862	\$81,378
Senior/Lead Technologist/Therapist	\$107	,438 \$10	3,943 \$10	1,814 \$1	102,317	\$94,024	\$110,345	\$108,045	\$99,541	\$93,518
Supervisor/Manager	\$101,	,944 \$10	4,386 \$10	2,467	579,040	\$104,000		\$171,765	\$106,238	\$103,141
Chief Technologist/Therapist	\$139	,992 \$89	9,313 \$10	5,522			\$165,000	\$140,215	\$105,638	\$105,987
Instructor/Faculty		\$90	0,890				\$136,500		\$91,026	\$82,051
Program Director	\$230,	,000 \$10	3,647 \$15	4,688					\$109,007	\$101,177
Administrator		\$11	7,619 \$16	50,808			\$54,080	\$180,000	\$136,587	\$137,075
Corporate/Commercial Representative (sales, applications specialist, etc.)		\$11	4,908 \$13	34,641				\$157,560	\$122,967	\$125,808
Locum Tenens (temporary staff)	\$80,	,907 \$9 ⁻	7,029 \$9	7,278			\$228,800		\$79,944	\$87,803
Assistant Chief Technologist/Therapist				9,840						\$86,017

^aR=radiography; N=nuclear medicine; T=radiation therapy; MR=magnetic resonance; S=sonography; M=mammography; CT=computed tomography; QM=quality management; BD=bone densitometry; Cl=cardiac interventional; VI=vascular interventional; CVI=cardiovascular interventional; VS=vascular sonography; BS=breast sonography; RA=registered radiologist assistant or RPA; MD=medical dosimetry; blank cell=no data.

\$75,188

\$105,002

\$85,834

©2024 ASRT. All rights reserved. 2024 Wage and Salary Survey

\$106,080

\$139,366

\$127,709

\$144,167

\$110,348

\$101,729



Full-time Compensation Overall and by Workplace for Each Discipline

	R	N	Т	MR	S	M	СТ	QM	BD	All disciplines
Overall										·
N	5,946	473	904	1,745	467	1,196	2,479	27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	\$88,468	\$87,785	\$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,219	\$83,200	\$95,493	\$73,605	\$81,453
Mean by Workplace										
Hospital (not-for-profit)	\$77,760	\$108,468	\$108,957	\$93,344	\$102,591	\$90,862	\$89,086	\$99,869	\$81,989	\$91,211
Hospital (for-profit)	\$71,980	\$88,496	\$98,070	\$92,464	\$80,257	\$84,999	\$84,284	\$99,481	\$77,468	\$83,280
Hospital (rural critical access)	\$68,425	\$101,367	\$101,531	\$87,836	\$86,449	\$81,289	\$81,673	\$116,480		\$79,036
Imaging center or outpatient imaging facility	\$73,590	\$110,760	\$91,930	\$90,962	\$92,649	\$88,630	\$88,250	\$93,870	\$72,713	\$86,188
Physician's office	\$64,734	\$100,651	\$104,264	\$97,622	\$81,804	\$78,937	\$79,515		\$50,767	\$71,593
Large clinic	\$69,125	\$88,669	\$107,318	\$94,244	\$99,575	\$89,700	\$85,925	\$87,694	\$81,345	\$79,872
Small clinic	\$66,571	\$96,944	\$105,591	\$89,598	\$82,959	\$85,928	\$79,523		\$64,029	\$79,128
Government or veterans affairs hospital	\$76,679	\$104,979	\$101,376	\$90,118	\$97,077	\$93,681	\$98,770	\$83,302	\$83,798	\$92,899
Mobile unit	\$67,526	\$108,162	\$82,525	\$94,081	\$81,417	\$81,562	\$76,428			\$76,254
Education	\$86,414	\$91,461	\$101,879	\$106,375	\$84,357	\$87,020	\$94,231	\$113,500		\$90,733
Corporate	\$98,168	\$113,914	\$145,552	\$128,491	\$136,313	\$114,937	\$126,538	\$83,185		\$119,706
Industrial	\$81,120	\$210,000								\$122,156
Other:	\$70,499	\$117,040	\$103,652	\$89,181	\$109,979	\$97,704	\$91,922	\$93,000	\$72,421	\$80,519

	CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
N	515	565	132	35	23	15	204	463	15,219
Mean	\$97,647	\$95,317	\$95,196	\$96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,600	\$91,520	\$91,853	\$91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
Mean by Workplace									
Hospital (not-for-profit)	\$100,125	\$96,871	\$97,009	\$119,132	\$92,161	\$127,779	\$133,872	\$112,525	\$91,211
Hospital (for-profit)	\$91,317	\$91,994	\$89,924	\$85,789	\$91,866	\$122,766	\$122,035	\$104,813	\$83,280
Hospital (rural critical access)		\$103,237	\$65,425	\$106,080		\$173,166		\$101,320	\$79,036
Imaging center or outpatient imaging facility	\$79,040	\$83,109	\$87,298	\$80,492	\$94,487	\$140,649		\$107,812	\$86,188
Physician's office		\$79,657	\$90,000	\$66,293			\$118,560	\$81,796	\$71,593
Large clinic	\$87,087	\$103,212	\$104,000	\$52,208	\$93,558	\$109,476	\$136,731	\$96,029	\$79,872
Small clinic		\$91,116				\$39,520	\$161,439	\$79,272	\$79,128
Government or veterans affairs hospital	\$115,599	\$96,014	\$35,880	\$82,784			\$145,087	\$111,045	\$92,899
Mobile unit								\$84,720	\$76,254
Education		\$88,572	\$155,000		\$195,000			\$99,954	\$90,733
Corporate	\$110,000		\$141,861			\$99,237	\$162,000	\$120,730	\$119,706
Industrial		\$104,000	\$124,891					\$104,000	\$122,156
Other:	\$95,060	\$92,016	\$107,808			\$135,000	\$136,136	\$86,550	\$80,519



Full-time Compensation Overall and by Education for Each Discipline

	R	N	Т	MR	S	M	СТ	QM	BD	All disciplines
Overall										
N	5,946	473	904	1,745	467	1,196	2,479	27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	\$88,468	\$87,785	\$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,219	\$83,200	\$95,493	\$73,605	\$81,453
Mean by Education										
Certificate(s)	\$76,792	\$105,195	\$114,660	\$96,162	\$95,699	\$91,369	\$95,013	\$87,917	\$76,366	\$90,806
Associate Degree	\$70,100	\$100,411	\$104,074	\$92,427	\$92,579	\$87,490	\$85,628	\$96,876	\$73,592	\$81,546
Bachelor's Degree	\$75,174	\$106,557	\$104,510	\$91,676	\$93,374	\$87,846	\$88,913	\$92,807	\$75,672	\$89,899
Master's Degree	\$92,747	\$97,963	\$120,187	\$97,915	\$92,070	\$99,202	\$95,462	\$111,545	\$66,560	\$104,024
Doctoral Degree (including medical)	\$113,762	\$105,065	\$121,751	\$74,126			\$90,840			\$113,175
Other	\$61,675	\$87,176	\$89,916	\$100,521	\$104,000	\$84,772	\$92,757			\$83,799

	CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
Overall									
N	515	565	132	35	23	15	204	463	15,219
Mean	\$97,647	\$95,317	\$95,196	\$96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,600	\$91,520	\$91,853	\$91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
Mean by Education								_	
Certificate(s)	\$112,299	\$107,379	\$109,479	\$92,624	\$106,503	\$39,520	\$137,342	\$99,679	\$90,806
Associate Degree	\$95,529	\$94,573	\$92,698	\$95,393	\$90,779	\$120,000	\$136,973	\$94,931	\$81,546
Bachelor's Degree	\$95,326	\$93,049	\$92,289	\$99,226	\$95,010	\$126,427	\$141,226	\$107,453	\$89,899
Master's Degree	\$122,198	\$98,560	\$112,235	\$91,270	\$195,000	\$128,896	\$126,740	\$121,792	\$104,024
Doctoral Degree (including medical)	\$118,560	\$78,000		\$93,600				\$143,430	\$113,175
Other		\$124,800	\$90,760		\$74,880	\$146,000		\$80,272	\$83,799



Full-time Compensation Overall and by Years in the Profession for Each Discipline

run-time Compensation O	verall all	u by rears	s iii tile Fi	0163310111	OI Lacii D	iscipiiiie				
	R	N	Т	MR	S	5 1	M C	г дм	BD	All disciplines
Overall										
N	5,946	473	904	1,745	467	7 1,19	96 2,479	9 27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	7 \$88,46	58 \$87,785	5 \$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,21	19 \$83,200	\$95,493	\$73,605	\$81,453
Mean by Years in Profession										
Less than 1 year	\$60,649	\$83,189	\$75,823	\$70,420	\$76,960	\$68,96	58 \$59,830)		\$62,877
1-2 years	\$62,329	\$94,313	\$82,617	\$76,045	\$70,367	7 \$69,97	75 \$70,452	2	\$49,223	\$67,437
3-10 years	\$71,850	\$99,216	\$99,650	\$87,000	\$84,295	\$80,34	16 \$83,494	4 \$76,286	\$67,330	\$81,462
11-20 years	\$77,983	\$106,936	\$115,338	\$96,206	\$94,804	\$90,85	53 \$90,866	5 \$92,878	\$74,201	\$91,204
21-30 years	\$84,057	\$109,167	\$118,506	\$99,254	\$106,023	\$93,15	57 \$97,018	\$108,019	\$83,327	\$97,921
31 years or more	\$86,823	\$108,814	\$119,451	\$102,768	\$103,355	\$95,75	54 \$97,800	\$99,009	\$85,442	\$100,988
		CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
Overall										
N		515	565	132	35	23	15	204	463	15,219
Mean	\$97,	647 \$95	5,317 \$9	5,196 \$	96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,	600 \$91	1,520 \$9	1,853 \$	91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
Mean by Years in Profession										
Less than 1 year	\$83,	200 \$69	9,156 \$6	1,491			\$39,520		\$48,197	\$62,877
1-2 years	\$76,	506 \$75	5,623 \$6	9,671 \$1	24,800			\$136,000	\$82,419	\$67,437
3-10 years	\$87,	994 \$88	3,362 \$8	7,392 \$	74,880	\$90,666	\$109,360	\$109,148	\$93,709	\$81,462
11-20 years	\$101,	823 \$100),698 \$9	7,894 \$1	22,079	\$92,637	\$131,255	\$139,876	\$101,905	\$91,204
21-30 years	\$107,	854 \$106	5,541 \$11	2,663 \$	70,888 \$	109,615	\$136,318	\$130,687	\$114,363	\$97,921
31 years or more	\$110,	413 \$112	2,974 \$11	0,645 \$	85,735	\$97,860	\$129,960	\$155,429	\$116,425	\$100,988



Full-time Compensation Overall and by State for Each Discipline

	R	N	Т	MR	S	М	СТ	QM	BD	All disciplines
Overall										'
N	5,946	473	904	1,745	467	1,196	2,479	27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	\$88,468	\$87,785	\$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,219	\$83,200	\$95,493	\$73,605	\$81,453
State										
Alabama	\$56,210	\$84,771	\$93,515	\$75,328	\$90,377	\$66,121	\$66,071	\$65,000		\$68,822
Alaska	\$91,883		\$131,380	\$93,267		\$99,840	\$101,685			\$97,424
Arizona	\$73,740	\$98,543	\$112,679	\$100,828	\$101,613	\$87,736	\$95,114		\$76,773	\$89,908
Arkansas	\$57,452	\$84,465	\$90,612	\$83,093	\$82,670	\$76,092	\$74,504	\$79,040	\$67,454	\$74,459
California	\$110,547	\$158,986	\$160,565	\$127,328	\$134,632	\$122,322	\$125,521	\$120,000	\$74,187	\$125,843
Colorado	\$69,861	\$103,688	\$112,591	\$101,312	\$97,878	\$94,783	\$96,521	\$95,000	\$66,560	\$86,018
Connecticut	\$81,365	\$115,671	\$104,972	\$114,863	\$95,680	\$97,820	\$96,039			\$93,740
Delaware	\$103,547	\$114,080	\$128,960	\$93,538		\$96,200	\$110,178	\$101,754		\$106,676
DC	\$91,499		\$121,056			\$85,280	\$109,547		\$106,018	\$103,714
Florida	\$64,107	\$91,790	\$91,794	\$86,888	\$74,963	\$74,540	\$81,026		\$52,471	\$76,655
Georgia	\$64,210	\$96,412	\$101,412	\$87,636	\$74,787	\$84,019	\$79,652	\$89,610	\$85,415	\$76,392
Hawaii	\$85,640		\$121,134	\$112,917		\$112,809	\$99,354	\$146,000		\$101,409
Idaho	\$67,095	\$111,405	\$109,151	\$97,347	\$93,600	\$83,971	\$86,948	\$87,672		\$82,149
Illinois	\$72,521	\$104,706	\$110,131	\$89,076	\$83,413	\$92,494	\$84,405	\$103,000	\$85,377	\$83,557
Indiana	\$70,630	\$86,912	\$92,883	\$81,425	\$88,992	\$78,890	\$83,597		\$43,680	\$80,604
Iowa	\$62,978	\$79,976	\$78,151	\$84,222	\$93,588	\$71,185	\$72,911		\$60,320	\$74,314
Kansas	\$66,822	\$90,331	\$96,831	\$84,698	\$99,746	\$74,105	\$73,711			\$78,365
Kentucky	\$62,903	\$94,178	\$95,785	\$81,096	\$70,235	\$79,043	\$77,726	\$102,576	\$66,747	\$76,382
Louisiana	\$62,391	\$95,826	\$95,843	\$75,593	\$64,709	\$70,452	\$75,058	\$83,520	\$93,600	\$72,409
Maine	\$76,290	\$93,600	\$90,237	\$89,050	\$81,120	\$91,627	\$78,530	\$111,633		\$82,323
Maryland	\$79,596	\$102,944	\$114,149	\$102,993	\$93,600	\$99,375	\$97,767	\$100,000	\$84,000	\$91,100
Massachusetts	\$91,722	\$118,042	\$107,767	\$118,086	\$96,720	\$107,761	\$110,873		\$76,960	\$104,831
Michigan	\$63,475	\$100,066	\$87,797	\$80,721	\$79,697	\$76,437	\$77,660		\$80,444	\$75,904
Minnesota	\$79,272	\$99,050	\$94,291	\$92,319	\$103,695	\$89,980	\$84,377	\$108,361	\$89,024	\$87,420
Mississippi	\$55,983	\$69,063	\$88,226	\$70,493	\$68,084	\$72,214	\$61,068			\$61,924
Missouri	\$64,883	\$97,993	\$88,129	\$79,881	\$91,865	\$78,896	\$76,746			\$74,923
Montana	\$64,036		\$84,822	\$84,384	\$81,120	\$94,981	\$81,977		\$76,960	\$76,542



Full-time Compensation Overall and by State for Each Discipline

	R	N	Т	MR	S	М	СТ	QM	BD	All disciplines
Overall									_	
N	5,946	473	904	1,745	467	1,196	2,479	27	28	15,219
Mean	\$73,274	\$103,619	\$106,475	\$92,729	\$93,237	\$88,468	\$87,785	\$97,403	\$74,527	\$86,484
Median	\$68,640	\$97,760	\$99,840	\$89,440	\$87,360	\$85,219	\$83,200	\$95,493	\$73,605	\$81,453
State									_	
Nebraska	\$66,382	\$86,320	\$97,223	\$78,121	\$82,769	\$79,180	\$78,953		\$57,200	\$95,066
Nevada	\$76,328	\$111,280	\$114,756	\$107,814	\$112,877	\$96,304	\$98,398	\$116,480		\$91,166
New Hampshire	\$75,840	\$135,408	\$97,067	\$101,863	\$91,867	\$91,973	\$95,001			\$98,990
New Jersey	\$85,422	\$131,120	\$125,794	\$109,862		\$100,196	\$100,749	\$95,680		\$78,963
New Mexico	\$67,918	\$111,405	\$119,093	\$87,439	\$84,809	\$70,993	\$73,882		\$63,960	\$99,246
New York	\$88,343	\$121,194	\$120,768	\$105,724	\$92,709	\$102,450	\$102,404	\$98,173	\$74,880	\$78,584
North Carolina	\$65,429	\$81,836	\$89,505	\$83,265	\$81,163	\$79,494	\$82,150	\$91,000	\$59,280	\$84,176
North Dakota	\$70,203	\$113,360	\$83,963	\$83,104	\$101,021	\$85,399	\$85,097	\$68,000		\$80,634
Ohio	\$71,138	\$86,692	\$100,048	\$82,628	\$94,677	\$81,865	\$82,348	\$96,510	\$89,440	\$75,270
Oklahoma	\$63,840	\$76,007	\$80,310	\$84,706	\$95,680	\$79,004	\$78,857	\$83,200	\$83,200	\$104,285
Oregon	\$88,852	\$122,360	\$125,906	\$116,734	\$126,864	\$107,875	\$106,415		\$72,769	\$81,261
Pennsylvania	\$68,888	\$93,666	\$103,660	\$90,708	\$83,520	\$85,708	\$84,235	\$84,014	\$72,800	\$88,418
Rhode Island	\$74,546	\$114,648	\$143,887	\$90,938		\$88,343	\$89,837	\$133,120	\$106,080	\$74,241
South Carolina	\$60,002	\$81,386	\$84,469	\$84,624	\$108,160	\$79,115	\$84,326	\$162,000	\$60,320	\$71,831
South Dakota	\$60,242		\$92,954	\$87,930	\$75,930	\$79,459	\$88,124	\$78,760		\$72,263
Tennessee	\$63,249	\$83,139	\$80,214	\$78,712	\$90,532	\$73,507	\$72,456	\$95,627		\$83,602
Texas	\$70,425	\$102,031	\$108,177	\$90,741	\$95,037	\$86,297	\$86,001	\$95,200	\$72,289	\$90,894
Utah	\$77,683	\$101,495	\$106,198	\$97,101	\$113,013	\$89,860	\$85,311			\$89,292
Vermont	\$69,160	\$83,200	\$102,225	\$100,880		\$91,520	\$88,615			\$84,668
Virginia	\$74,042	\$92,407	\$113,478	\$94,341	\$83,827	\$85,743	\$88,171	\$87,407	\$64,480	\$104,483
Washington	\$85,245	\$114,400	\$131,642	\$122,396	\$129,873	\$106,248	\$107,307		\$95,930	\$73,164
West Virginia	\$62,668	\$72,524	\$80,852	\$86,870	\$78,520	\$64,764	\$73,674			\$82,018
Wisconsin	\$70,894	\$93,360	\$92,132	\$88,008	\$103,512	\$81,549	\$84,418		\$76,759	\$79,408
Wyoming	\$68,736	\$106,080		\$94,420	\$100,880	\$86,430	\$86,846			\$72,728



Full-time Compensation Overall and by State for Each Discipline

	CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
Overall									
N	515	565	132	35	23	15	204	463	15,219
Mean	\$97,647	\$95,317	\$95,196	\$96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,600	\$91,520	\$91,853	\$91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
State									
Alabama	\$68,640	\$110,760	\$78,874	\$79,040	\$83,200			\$95,457	\$68,822
Alaska	\$85,280							\$135,786	\$97,424
Arizona	\$107,283	\$99,425	\$104,000		\$93,392		\$178,000	\$111,221	\$89,908
Arkansas	\$85,955	\$81,345	\$69,888				\$126,429	\$60,248	\$74,459
California	\$137,041	\$141,179	\$135,433	\$134,550	\$195,000	\$127,332	\$196,005	\$136,827	\$125,843
Colorado	\$95,160	\$91,456	\$92,560			\$150,140	\$120,000	\$105,989	\$86,018
Connecticut	\$89,440	\$108,621	\$106,080		\$60,320	\$134,000		\$124,645	\$93,740
Delaware	\$99,840	\$83,866					\$131,000	\$117,925	\$106,676
DC								\$161,160	\$103,714
Florida	\$88,236	\$94,252	\$88,884	\$93,600	\$74,880	\$139,787	\$137,147	\$96,813	\$76,655
Georgia	\$72,800	\$87,370	\$80,080				\$170,000	\$95,408	\$76,392
Hawaii	\$97,760	\$102,107	\$124,800						\$101,409
Idaho	\$84,739	\$100,190	\$90,854					\$120,383	\$82,149
Illinois	\$81,873	\$102,030	\$81,466		\$103,984	\$130,000	\$97,760	\$92,360	\$83,557
Indiana	\$94,016	\$81,818	\$98,484	\$91,270		\$120,000	\$143,000	\$97,689	\$80,604
Iowa	\$101,677	\$78,000	\$79,040	\$106,080	\$85,280	\$110,000	\$131,660	\$94,587	\$74,314
Kansas	\$98,663	\$80,306	\$67,330			\$153,920	\$95,368	\$81,928	\$78,365
Kentucky	\$90,047	\$90,696	\$92,213			\$124,000	\$136,594	\$79,487	\$76,382
Louisiana	\$99,043	\$63,960	\$78,305				\$180,000	\$80,048	\$72,409
Maine			\$108,160					\$87,699	\$82,323
Maryland	\$103,702	\$92,605	\$77,709				\$115,000	\$125,406	\$91,100
Massachusetts	\$122,570	\$114,561	\$110,240		\$114,400	\$152,500	\$136,000	\$106,070	\$104,831
Michigan	\$79,486	\$82,191	\$79,173		\$93,870	\$161,250	\$127,515	\$95,357	\$75,904
Minnesota	\$97,067	\$88,562	\$84,805		\$96,016		\$142,411	\$103,168	\$87,420
Mississippi	\$61,360	\$66,622	\$68,640			\$106,000		\$95,826	\$61,924
Missouri	\$77,554	\$83,252	\$86,497			\$87,400		\$95,803	\$74,923
Montana	\$105,955	\$77,972	\$110,240					\$96,000	\$76,542



Full-time Compensation Overall and by State for Each Discipline

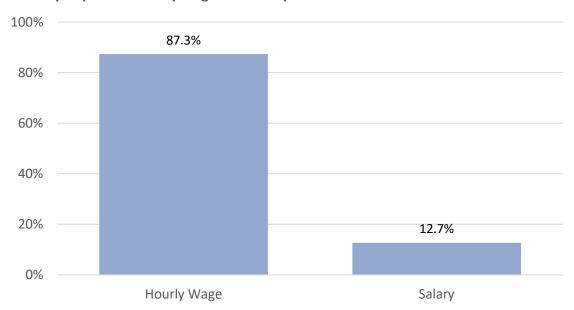
	CI	VI	CVI	VS	BS	RA	MD	Other	All disciplines
Overall								_	
N	515	565	132	35	23	15	204	463	15,219
Mean	\$97,647	\$95,317	\$95,196	\$96,005	\$98,405	\$126,428	\$136,510	\$106,883	\$86,484
Median	\$93,600	\$91,520	\$91,853	\$91,375	\$96,942	\$125,071	\$135,000	\$100,000	\$81,453
State								_	
Nebraska	\$79,040		\$74,880					\$85,761	\$95,066
Nevada	\$120,663	\$103,750						\$238,500	\$91,166
New Hampshire	\$114,844							\$105,500	\$98,990
New Jersey	\$104,178	\$100,476	\$109,848					\$120,279	\$78,963
New Mexico	\$83,200	\$75,928		\$70,720	\$104,000		\$135,000	\$143,017	\$99,246
New York	\$115,886	\$101,724	\$109,427	\$74,880	\$104,936	\$133,213		\$117,263	\$78,584
North Carolina	\$74,443	\$79,652	\$99,040			\$95,000	\$143,844	\$111,286	\$84,176
North Dakota	\$81,536	\$70,782	\$82,493	\$82,784		\$152,000	\$135,000	\$91,905	\$80,634
Ohio	\$81,556	\$86,045	\$82,817			\$116,350	\$187,200	\$106,192	\$75,270
Oklahoma	\$75,925	\$86,242	\$85,867			\$135,000	\$167,648	\$97,700	\$104,285
Oregon	\$112,834	\$118,141	\$115,859			\$128,559		\$113,426	\$81,261
Pennsylvania	\$85,464	\$92,349	\$93,694			\$132,500	\$112,500	\$108,499	\$88,418
Rhode Island		\$120,463	\$88,400					\$105,500	\$74,241
South Carolina	\$81,120	\$87,219					\$162,000	\$107,444	\$71,831
South Dakota	\$83,200	\$82,507		\$52,218				\$80,812	\$72,263
Tennessee	\$79,945	\$79,523	\$94,068		\$77,653	\$90,000	\$136,520	\$91,325	\$83,602
Texas	\$87,899	\$89,554	\$100,196			\$93,720	\$135,870	\$110,108	\$90,894
Utah	\$118,560	\$91,634	\$155,000			\$136,500	\$168,000	\$106,737	\$89,292
Vermont		\$124,446							\$84,668
Virginia	\$91,811	\$88,379	\$117,867		\$98,051		\$157,040	\$91,763	\$104,483
Washington	\$147,096	\$130,880	\$137,987	\$127,670				\$133,640	\$73,164
West Virginia	\$84,475	\$77,806	\$129,602					\$81,880	\$82,018
Wisconsin	\$89,461	\$83,951	\$82,479				\$138,492	\$115,842	\$79,408
Wyoming		\$94,827						\$113,922	\$72,728



Are you paid an hourly wage or a salary?

	N	Percent
Hourly Wage	15,855	87.3%
Salary	2,302	12.7%
Total	18,157	100.0%

Are you paid an hourly wage or a salary?

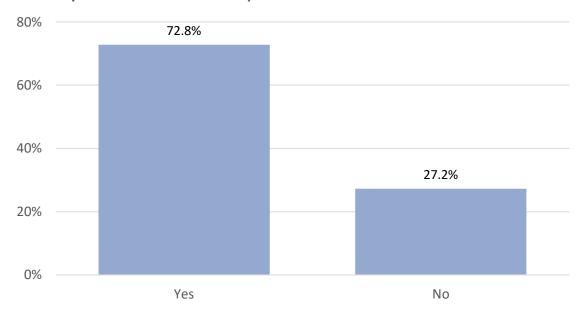




Have you received a raise in the past 12 months?

	N	Percent
Yes	13,212	72.8%
No	4,943	27.2%
Total	18,155	100.0%

Have you received a raise in the past 12 months?



If yes, by what percentage did your compensation increase?

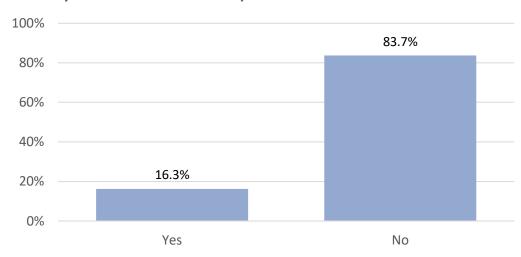
Descriptive Statistics				P	ercentiles	5	
Descrip	live Statist	ics					
N	Mean	SD	5th	25th	50th	75th	95th
12,653	3.8%	4.2%	1.0%	2.0%	3.0%	4.0%	10.0%



Did you receive a signing bonus when you started your current position?

	N	Percent
Yes	2,957	16.3%
No	15,198	83.7%
Total	18,155	100.0%

Have you received a raise in the past 12 months?



Please indicate the amount of your signing bonus

Dosc	riptive Sta	tictics			Percentil	es	
Desc	iiptive Sta	itistics					
N	Mean	SD	5th	25th	50th	75th	95th
2,266	\$7,291	\$5,835	\$1,000	\$3,000	\$5,000	\$10,000	\$20,000

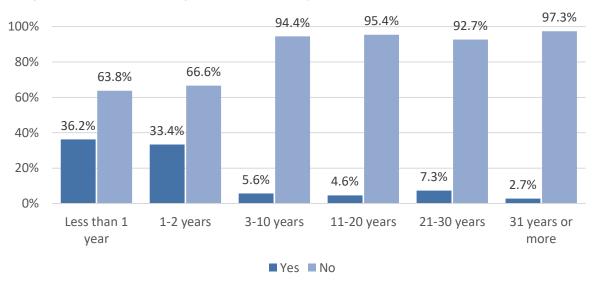


Did you receive a signing bonus by Years in Current Position

_		Less than	1-2	3-10	11-20	21-30	31 years or	Total
		1 year	years	years	years	years	more	iotai
Vos	N	440	1,682	285	132	104	15	2,658
Yes	%	36.2%	33.4%	5.6%	4.6%	7.3%	2.7%	16.4%
No	Ν	777	3,351	4,848	2,749	1,317	546	13,588
No	%	63.8%	66.6%	94.4%	95.4%	92.7%	97.3%	83.6%
Takal	N	1,217	5,033	5,133	2,881	1,421	561	16,246
Total	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

A chi-square test of independence showed an overall statistical difference in the proportional distribution, $\chi 2$ (5, N = 16,246) = 2,310, P < .001. The Bonferroni post hoc test showed that Less than 1 year and 1-2 years were statistically different from the remaining years, α = .004, (12/.05). Cramer's v showed a medium effect size, v = 0.38

Did you receive a bonus by Years in current position



Amount of signing bonus by Years in Current Position

				CPI Inflation	CPI Inflation
	N	Mean	SD	Equivalent ¹	Equivalent SD
Less than 1 year	326	\$8,843	\$7,143		
1-2 years	1,292	\$7,724	\$5,774	2022 = \$8,210	\$6,137
3-10 years	234	\$5,853	\$5,161	2017 = \$7,505	\$6,617
11-20 years	119	\$5,646	\$4,786	2009 = \$8,235	\$6,980
21-30 years	84	\$3,879	\$3,386	1999 = \$7,308	\$6,379
31 years or more	12	\$3,750	\$3,905	1993 = \$8,153	\$8,489
Total	2,067	\$7,390	\$5,928		

A One-way ANOVA showed no overall statistical difference in the signing bonus by years in current position for the adjusted CPI equivalents, F(5, 2061) = 1.52, P = .180.

 $^{^{\}rm 1}$ BLS CPI Inflation Calculator, https://data.bls.gov/cgi-bin/cpicalc.pl

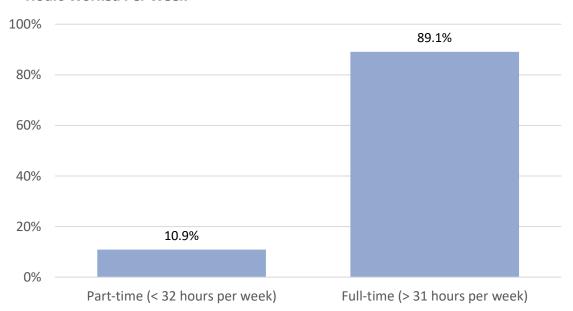


Working Hours

Hours Worked per Week

	N	Percent
Part-time (< 32 hours per week)	1,969	10.9%
Full-time (> 31 hours per week)	16,153	89.1%
Total	18,122	100.0%

Hours Worked Per Week

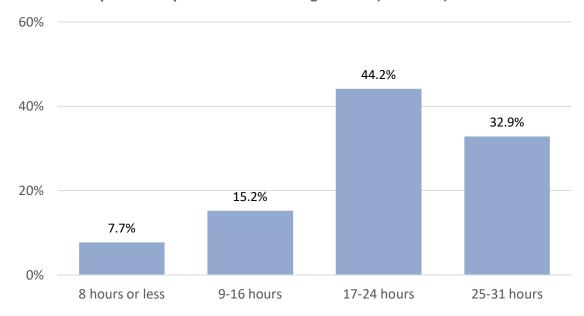




How many hours do you work in an average week? (Part-time)

			Cumulative
	N	Percent	Percent
8 hours or less	152	7.7%	7.7%
9-16 hours	300	15.2%	23.0%
17-24 hours	870	44.2%	67.1%
25-31 hours	647	32.9%	100.0%
Total	1,969	100.0%	

How many hours do you work in an average week? (Part-time)



Descriptive Statistics

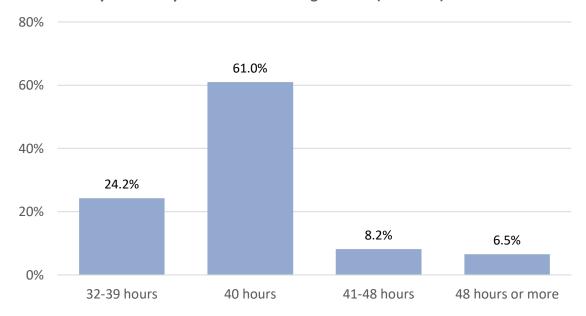
		_	Percentiles					
N	Mean	SD	5th	25th	50th	75th	95th	
1,969	21.9	6.9	8.0	20.0	24.0	28.0	30.0	



How many hours do you work in an average week? (Full-time)

			Cumulative
	N	Percent	Percent
32-39 hours	3,915	24.2%	24.2%
40 hours	9,860	61.0%	85.2%
41-48 hours	1,320	8.2%	93.4%
48 hours or more	1,058	6.5%	100.0%
Total	16,153	100.0%	

How many hours do you work in an average week? (Full-time)



Descriptive Statistics

		_	Percentiles					
N	Mean	SD	5th	25th	50th	75th	95th	
16,153	40.3	5.3	34.0	40.0	40.0	40.0	50.0	

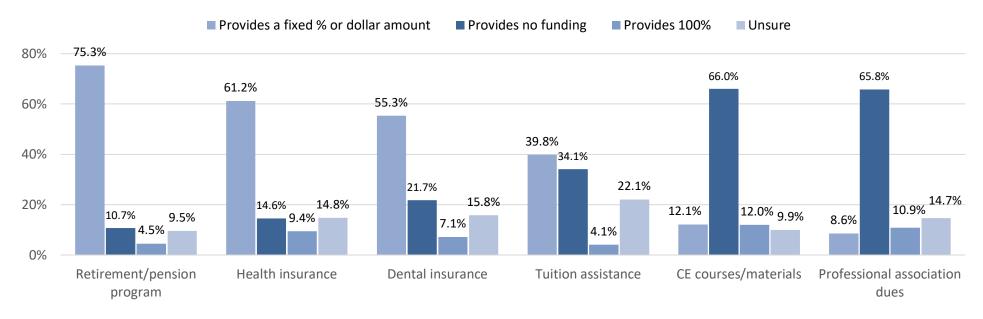


Benefits and Professional Development

Please indicate how much funding your employer provides toward each of the benefits listed below.

	Retirement progr	•	Health in	surance	Dental in	nsurance	Tuition a	ssistance	C courses/r	_	Profes associati	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Provides a												
fixed % or	13,592	75.3%	11,053	61.2%	9,993	55.3%	7,170	39.8%	2,181	12.1%	1,549	8.6%
dollar amount												
Provides no	1,933	10.7%	2,635	14.6%	3,924	21.7%	6,143	34.1%	11,897	66.0%	11 050	65.8%
funding	1,955	10.7%	2,033	14.0%	5,924	21.770	0,145	34.1%	11,097	00.0%	11,850	05.6%
Provides 100%	814	4.5%	1,704	9.4%	1,289	7.1%	732	4.1%	2,165	12.0%	1,954	10.9%
Unsure	1,719	9.5%	2,675	14.8%	2,853	15.8%	3,976	22.1%	1,788	9.9%	2,644	14.7%
Total	18,058	100.0%	18,067	100.0%	18,059	100.0%	18,021	100.0%	18,031	100.0%	17,997	100.0%

Please indicate how much funding your employer provides toward each of the benefits listed below.



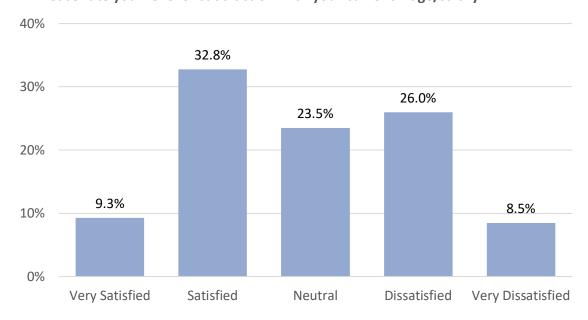


Satisfaction with Compensation and Benefits

Please rate your level of satisfaction with your current wage/salary.

			Cumulative
	N	Percent	Percent
Very Satisfied	1,685	9.3%	9.3%
Satisfied	5,948	32.8%	42.1%
Neutral	4,265	23.5%	65.6%
Dissatisfied	4,717	26.0%	91.6%
Very Dissatisfied	1,540	8.5%	100.0%
Total	18,155	100.0%	

Please rate your level of satisfaction with your current wage/salary.

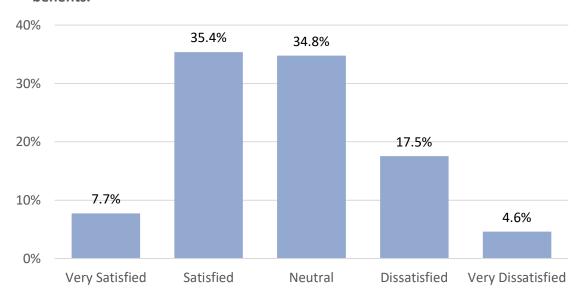




Please rate your overall level of satisfaction with your current benefits.

			Cumulative
	N	Percent	Percent
Very Satisfied	1,399	7.7%	7.7%
Satisfied	6,411	35.4%	43.1%
Neutral	6,295	34.8%	77.9%
Dissatisfied	3,179	17.5%	95.4%
Very Dissatisfied	830	4.6%	100.0%
Total	18,114	100.0%	

Please rate your overall level of satisfaction with your current benefits.



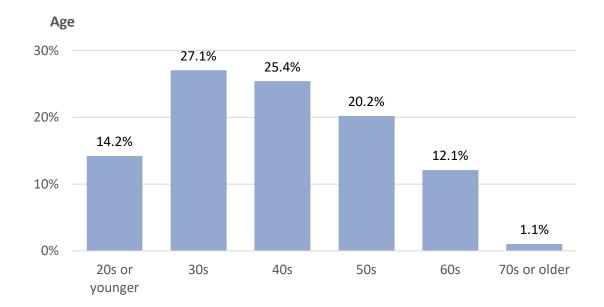


Personal Demographics

Age

			Cumulative
	N	Percent	Percent
20s or younger	2,512	14.2%	14.2%
30s	4,785	27.1%	41.3%
40s	4,492	25.4%	66.7%
50s	3,570	20.2%	86.8%
60s	2,141	12.1%	98.9%
70s or older	186	1.1%	100.0%
Total	17,686	100.0%	

Note. Respondents were asked to enter their birth year, and age was derived by subtracting birth year from the current year.



Descriptive Statistics

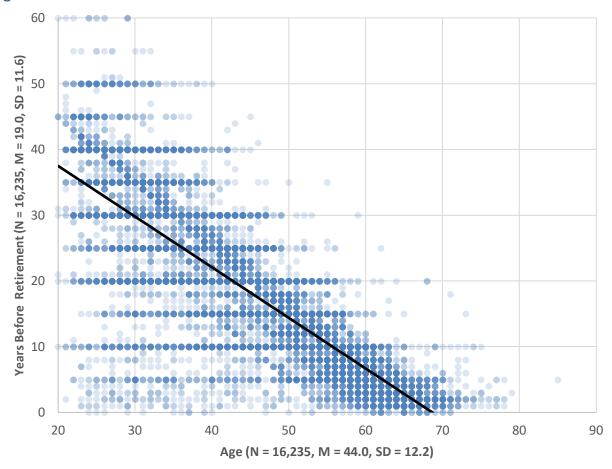
		-	Percentiles					
N	Mean	SD	5th	25th	50th	75th	95th	
17,686	43.8	12.3	25.0	34.0	43.0	54.0	64.0	

How many more years do you plan to work before you retire from the radiologic sciences? Descriptive Statistics

			Percentiles						
N	Mean	SD	5th	25th	50th	75th	95th		
16,494	18.8	11.5	2	10	20	28	40		



How many more years do you plan to work before you retire from the radiologic sciences? By Age



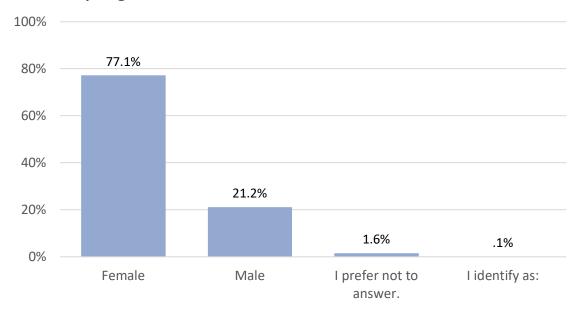
A linear regression analysis showed that age was a significant predictor of how many years respondents planned to work before retirement, $R^2 = .665$, F(1, 16,233) = 32,205, P < .001, [y = -.771x + 52.9]. Expected value at retirement with y = 0, [52.9 / .771 = 68.7 years old].



What is your gender?

	N	Percent
Female	14,000	77.1%
Male	3,843	21.2%
I prefer not to answer.	282	1.6%
I identify as:	22	.1%
Total	18,147	100.0%

What is your gender?



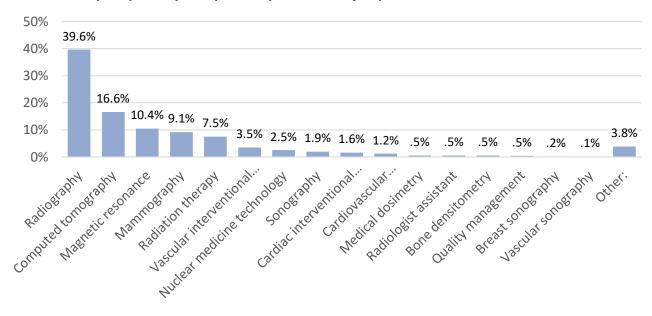


Discipline Demographics

Please indicate in which discipline or specialty you practice most of the time.

	N	Percent
Radiography	7,186	39.6%
Computed tomography	3,019	16.6%
Magnetic resonance	1,892	10.4%
Mammography	1,659	9.1%
Radiation therapy	1,360	7.5%
Vascular interventional	634	3.5%
Nuclear medicine technology	451	2.5%
Sonography	354	1.9%
Cardiac interventional	292	1.6%
Cardiovascular interventional	215	1.2%
Medical dosimetry	93	.5%
Radiologist assistant	88	.5%
Bone densitometry	87	.5%
Quality management	82	.5%
Breast sonography	35	.2%
Vascular sonography	21	.1%
Other:	687	3.8%
Total	18,155	100.0%

What is your primary discipline in your current job position?

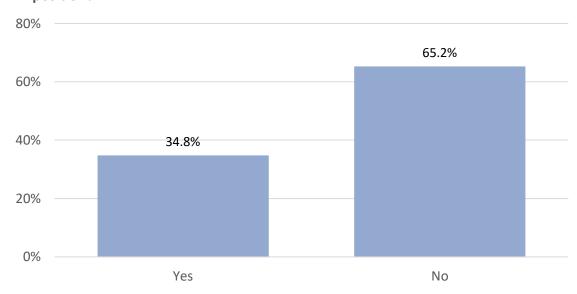




Do you practice in a secondary discipline in your current job position?

	N	Percent
Yes	6,309	34.8%
No	11,846	65.2%
Total	18,155	100.0%

Do you practice in a secondary discipline in your current job position?



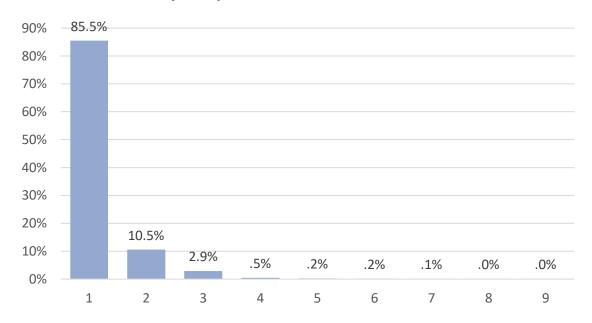


Number of secondary disciplines:

	N	Percent	Cumulative Percent
1	5395	85.5%	85.5%
2	665	10.5%	96.0%
3	183	2.9%	98.9%
4	31	.5%	99.4%
5	15	.2%	99.6%
6	12	.2%	99.8%
7	6	.1%	99.9%
9	1	.0%	99.9%
10	1	.0%	100.0%
Total	6,309	100.0%	

Note. Number of secondary disciplines is derived from the responses to the questions "Do you practice in a secondary discipline in your current job position?" and "What is your secondary discipline?"

Number of Secondary Disciplines



Descriptive Statistics

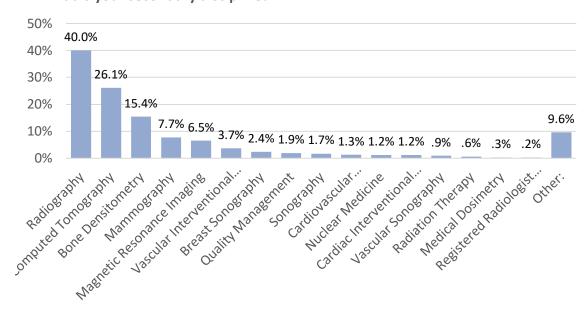
		· -	Percentiles				
N	Mean	SD	5th	25th	50th	75th	95th
6,309	1.2	0.6			1.0	2.0	3.0



What is your secondary discipline?

	N	Percent
Radiography	2,522	40.0%
Computed Tomography	1,646	26.1%
Bone Densitometry	974	15.4%
Mammography	483	7.7%
Magnetic Resonance Imaging	411	6.5%
Vascular Interventional	231	3.7%
Breast Sonography	151	2.4%
Quality Management	117	1.9%
Sonography	106	1.7%
Cardiovascular Interventional	80	1.3%
Nuclear Medicine	78	1.2%
Cardiac Interventional	73	1.2%
Vascular Sonography	59	.9%
Radiation Therapy	37	.6%
Medical Dosimetry	19	.3%
Registered Radiologist Assistant or RPA	12	.2%
Other:	607	9.6%
Total	7,606	117.1%

What is your secondary discipline?



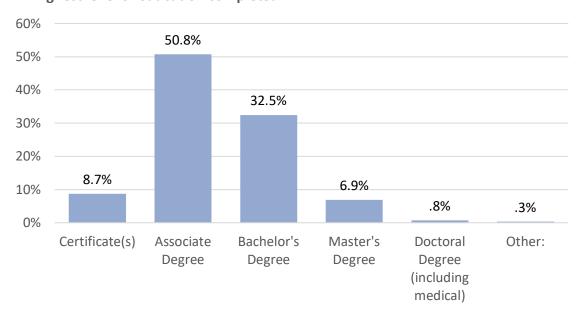


Professional Demographics

Highest level of education completed:

			Cumulative
	N	Percent	Percent
Certificate(s)	1,586	8.7%	8.7%
Associate Degree	9,218	50.8%	59.5%
Bachelor's Degree	5,894	32.5%	92.0%
Master's Degree	1,258	6.9%	98.9%
Doctoral Degree (including medical)	138	.8%	99.7%
Other:	61	.3%	100.0%
Total	18,155	100.0%	

Highest level of education completed:

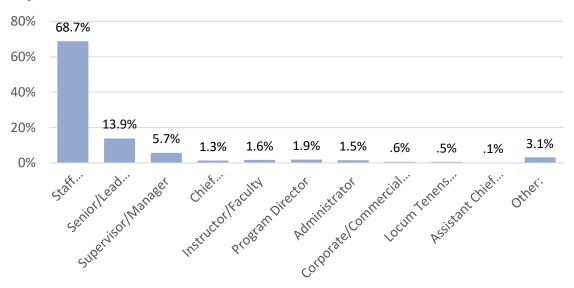




Which of the following titles best describes your current job position?

	N	Percent
Staff Technologist/Therapist	12,476	68.7%
Senior/Lead Technologist/Therapist	2,517	13.9%
Supervisor/Manager	1,036	5.7%
Chief Technologist/Therapist	235	1.3%
Instructor/Faculty	292	1.6%
Program Director	339	1.9%
Administrator	276	1.5%
Corporate/Commercial Representative		
(sales, applications specialist, etc.)	157	.6%
Locum Tenens (temporary, traveling or		
agency staff)	250	.5%
Assistant Chief Technologist/Therapist	23	.1%
Other:	554	3.1%
Total	18,155	100.0%

Which of the following titles best describes your current job position?

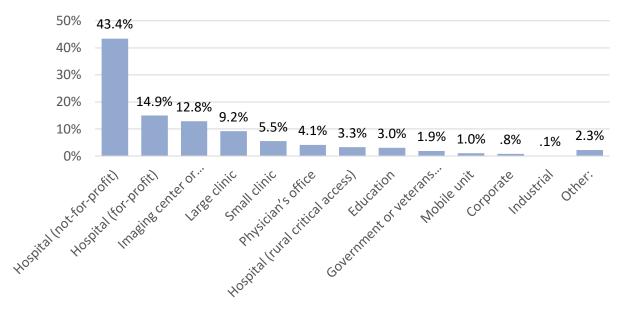




In which employment setting is your current job position?

	N	Percent
Hospital (not-for-profit)	7,707	43.4%
Hospital (for-profit)	2,652	14.9%
Imaging center or outpatient imaging		
facility	2,275	12.8%
Large clinic	1,629	9.2%
Small clinic	980	5.5%
Physician's office	727	4.1%
Hospital (rural critical access)	583	3.3%
Education	536	3.0%
Government or veterans affairs hospital	338	1.9%
Mobile unit	181	1.0%
Corporate	137	.8%
Industrial	10	.1%
Other:	400	2.3%
Total	17,745	100.0%

In which employment setting is your current job position?



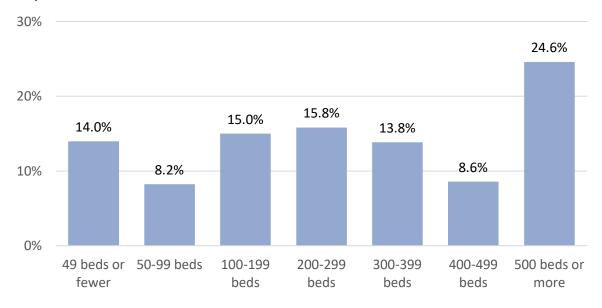


What is the size (in number of beds) of the hospital of your current job position?

	N	Percent	Percent Percent
49 beds or fewer	1,547	14.0%	14.0%
50-99 beds	910	8.2%	22.2%
100-199 beds	1,660	15.0%	37.2%
200-299 beds	1,752	15.8%	53.0%
300-399 beds	1,534	13.8%	66.8%
400-499 beds	948	8.6%	75.4%
500 beds or more	2,725	24.6%	100.0%
Total	11,076	100.0%	

Note. This question only appeared if respondents indicated that they work in a hospital when asked "In which employment setting is your current job position?"

What is the size (in number of beds) of the hospital of your current job position?

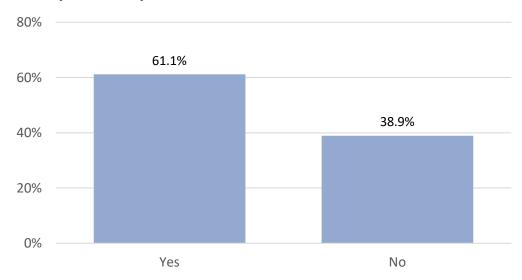




Are you currently an ASRT member?

	N	Percent
Yes	11,098	61.1%
No	7,057	38.9%
Total	18,155	100.0%

Are you currently an ASRT member?

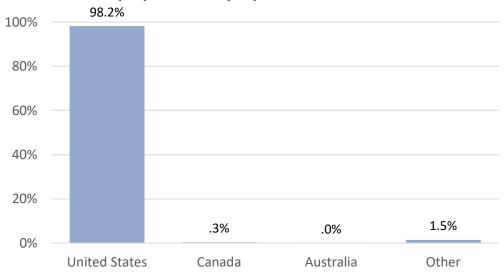




In what country is your current job position?

	N	Percent
United States	17,827	98.2%
Canada	61	.3%
Australia	3	.0%
Other	264	1.5%
Total	18,155	100.0%

In what country is your current job position?





In what state is your current job position?

	7	
State	N	Percent
Alabama	251	1.4%
Alaska	45	0.3%
Arizona	378	2.1%
Arkansas	215	1.2%
California	1,085	6.1%
Colorado	367	2.1%
Connecticut	220	1.2%
Delaware	40	0.2%
DC	21	0.1%
Florida	1,053	5.9%
Georgia	568	3.2%
Hawaii	69	0.4%
Idaho	157	0.9%
Illinois	634	3.6%
Indiana	460	2.6%
Iowa	267	1.5%
Kansas	227	1.3%
Kentucky	296	1.7%
Louisiana	302	1.7%
Maine	108	0.6%
Maryland	335	1.9%
Massachusetts	481	2.7%
Michigan	609	3.4%
Minnesota	435	2.4%
Mississippi	198	1.1%
Missouri	382	2.1%

State	N	Percent
Montana	87	0.5%
Nebraska	179	1.0%
Nevada	139	0.8%
New Hampshire	116	0.7%
New Jersey	407	2.3%
New Mexico	159	0.9%
New York	748	4.2%
North Carolina	660	3.7%
North Dakota	82	0.5%
Ohio	728	4.1%
Oklahoma	301	1.7%
Oregon	325	1.8%
Pennsylvania	720	4.0%
Rhode Island	78	0.4%
South Carolina	316	1.8%
South Dakota	90	0.5%
Tennessee	465	2.6%
Texas	1,314	7.4%
Utah	204	1.1%
Vermont	34	0.2%
Virginia	434	2.4%
Washington	306	1.7%
West Virginia	140	0.8%
Wisconsin	491	2.8%
Wyoming	55	0.3%
Total	17,781	100.0%

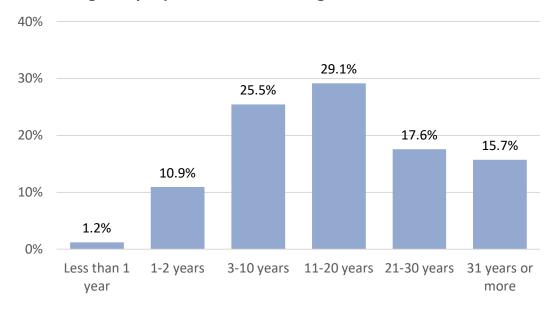


Years in the Profession

How long have you practiced in the radiologic sciences?

			Cumulative
	N	Percent	Percent
Less than 1 year	203	1.2%	1.2%
1-2 years	1,807	10.9%	12.1%
3-10 years	4,218	25.5%	37.6%
11-20 years	4,825	29.1%	66.7%
21-30 years	2,913	17.6%	84.3%
31 years or more	2,604	15.7%	100.0%
Total	16,570	100.0%	

How long have you practiced in the radiologic sciences?



Descriptive Statistics

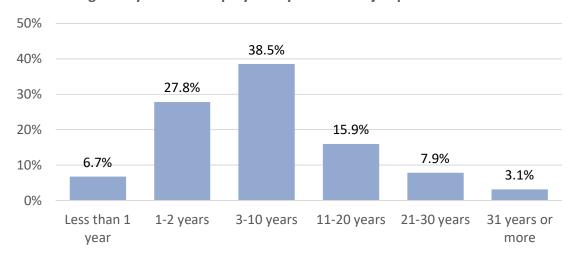
		_	<u>Percentiles</u>				
N	Mean	SD	5th	25th	50th	75th	95th
16,570	16.8	12.2	1.0	7.0	15.0	25.0	40.0



How long have you been employed in your current job position?

			Cumulative
	N	Percent	Percent
Less than 1 year	1,217	6.7%	6.7%
1-2 years	5,033	27.8%	34.6%
3-10 years	6,963	38.5%	73.1%
11-20 years	2,881	15.9%	89.0%
21-30 years	1,421	7.9%	96.9%
31 years or more	561	3.1%	100.0%
Total	18,076	100.0%	

How long have you been employed in your current job position?



Descriptive Statistics

			Percentiles					
ſ	l Me	ean	SD	5th	25th	50th	75th	95th
18,07	5	8.1	8.8	0.5	2.0	4.1	12.0	26.4



Not Currently Working in Medical Imaging or Radiation Therapy Please select the response that best describes your employment status.

	N	Percent
Employed outside of the profession.	496	32.4%
Retired.	399	26.1%
Attending school.	289	18.9%
Unemployed (seeking employment inside the profession).	114	7.4%
Unemployed (not seeking employment).	86	5.6%
Other:	147	9.6%
Total	1531	100.0%

How long have you been employed in your current job position?

