

SALARY/COMPENSATION INFORMATION SITES AND ORGANIZATIONS FOR NANOS MEMBERS

Productivity and Compensation Committee

Disclaimer: This document is for information only for NANOS members, and not an endorsement of any particular site or organization.

American Academy of Neurology (AAN)

- <http://aan.com/>
- Compensation survey of AAN Members every 2 years
- 2023 survey (2022 data).
 - Only 27 responses (15 male and 12 female) for Neuro-Ophthalmology
- New survey in 2025; results are pending.
- Other AAN Membership Benefits
 - Practice Management, Education, *Neurology* Journal, Networking, Advocacy

Comments and Cautions:

- The survey results are only free to AAN member who participated in the survey
- If you are an AAN member, please participate in the 2027 survey to increase the N-O Numbers. The 2025 survey is now closed.
- Membership Dues
 - Medical or Graduate student, Intern: Free
 - Junior (Neurology residents or Post-doctoral research training): \$97.50 until June 30, 2025, then \$195
 - Neurologist in Practice: \$575 US, \$530 International
 - Physician Affiliate (Non-neurologist physicians practicing in clinical or non-clinical fields related to Neurology): \$575 US, \$530 International
 - Researcher (Non-physicians in neurology related research): \$315
 - Senior (Retired, disabled, or working less than 15 hours per week and must have been an AAN member for 5 years): No dues, discounted fees for the *Neurology* Journal, education, meetings

Association of American Medical Colleges (AAMC)*

- <https://www.aamc.org/data-reports/workforce/report/aamc-faculty-salary-report>
- Academic Neurology and Ophthalmology salaries by rank and location
- Reported yearly
- No subspecialty data

Comments and Cautions:

- The salary report is available digitally to institutions belonging to the AAMC for \$75
- If your institution belongs to the AAMC, you can access the information for \$50
- Print copies are no longer being published, and no longer accessible to libraries.

Association of University Professors of Ophthalmology (AUPO)*

- <http://aupo.org/>
- Academic Based Ophthalmology Departments
- Salary survey of member institutions every 2 years, salary tables available every 2-3 years
- Many institutions participate, and the salary information is available to those institutions at a lower cost
- There are national and regional tables
- The salaries are RVU** based and there are separate salaries for Assistant Professor, Associate Professor, and Full Professor

Comments and Cautions:

- The salary tables are very private and not shared publicly, and typically the information is only shared 1:1 with the Ophthalmology Chairman
- The salaries are based on 10 half days of work
- A new hire might start at 50th percentile salary and 50th percentile RVUs
- Faculty pay typically increases with time and higher RVUs
- A Program Director may have a lower RVU benchmark
- Typically there is high turnover at institutions with high RVUs and low salary percentile

Doximity

- <http://doximity.com/>
- Online networking service for medical professionals
- 80% of physicians belong
- The salary map can be accessed by completing a compensation survey
- There is a new interactive salary map
 - Neurology and Ophthalmology salaries can be accessed
 - The interactive map shows the US and your location, and you can browse other salaries around the country
 - Median Home Price and Years to Own a Home are also on the interactive map

Comments and Cautions:

- You must join Doximity and complete a profile, and complete the compensation survey to access the salary map
- Free to join
- The sample size for the salary map is small

Medical Group Management Association (MGMA)*

- <https://www.mgma.com/datadive/provider-compensation>
- Association for professionals who lead medical practices
- The MGMA DataDive is an industry wide data set to salary benchmark an area of practice
- The data is from multiple practice groups, including Hospital Owned, Physician Owned, and Academic
- There is also data for Medical Directorship, on-call, and starting salary

Comments and Cautions:

- Yearly membership to MGMA is required for the salary data, and is expensive
- If your practice group belongs, you may be able to access individual salary data
- Individual membership \$399 for one year
- Organization membership by state for one year (\$410 in Illinois)
- Corporate membership for one year \$5000
- Membership includes a lot of practice resources

Offcall

- <https://www.offcall.com/salary>
- Online service for “Elevating transparency and empowering physicians”
- Stated Mission: “To dramatically reverse burnout by improving the wealth and wellbeing of physicians”
- The Offcall Salary Tool is compiled from publicly available salary data and data submitted to Offcall by physicians using Offcall services
- The compensation package is presumably total compensation (salary + bonus/benefits), but is not specified
- You can compare the percentile of your compensation package across your specialty, geography, and employer, however, regional data is not significantly robust at this time
- Salary ranges are given based on years of practice (<10 years, 10-15 years, > 15 years)

Comments and Cautions:

- Currently free annual subscription for physicians who sign up and use the salary tool - website says for a limited time (as they build the data base)
- At some point the annual subscription may be \$199
- Coming soon: Offcall + for \$15 per month if you don't want to share your compensation, but want access to the Salary Tool and other benefits of the site
- The site has many free articles, discussions, newsletters, opinions, and podcast episodes

Physician Side Gigs

- <https://www.physiciansidegigs.com/physician-compensation-databases>
- Virtual Physicians Lounge
- 200,000+ verified physician members
- You can join the Physician's Community
- You can join the Physician Side Gigs to increase wealth (Medical and Non-Medical)
- Physician Compensation Data for Neurologists and Ophthalmologists

Comments and Cautions:

- Both the Physician Community and Physician Side Gigs are free to join
- The compensation data is from the physician members
- The compensation data includes: overall compensation, benefits, employer type, call schedules, bonus structures, hours worked, partnership offers, RVUs, wRVUs
- Free to join
- You must be a Physician Member to browse the compensation data
- Medical Side Gigs include: Expert witness, consulting, medical writing, telemedicine. Locums, chart review, product creation, clinical research
- Non-Medical Side Gigs include: Investing, real estate, speaking, course creation, podcasting, coaching, App creation
- Unique Side Gigs by Specialty

ZipRecruiter

- Search individual jobs
- Search Average Neuro-Ophthalmology Salary by US State or Canadian Province
 - <https://www.ziprecruiter.com/Salaries/What-Is-the-Average-Neuro-Ophthalmology-Salary-by-State>
- Search Average Neurology Salary or Ophthalmology Salary by US State or Canadian Province
 - <https://www.ziprecruiter.com/Salaries/What-Is-the-Average-Neurologist-Salary-by-State>
 - <https://www.ziprecruiter.com/Salaries/What-Is-the-Average-Ophthalmologist-Salary-by-State>

Comments and Cautions:

- Free to search
- The estimates for the salaries are from an algorithm which considers job title, location, and the hiring company for each job listing. The algorithm estimates a base compensation range and does not consider years of experience, benefits, bonuses, or other factors that may affect individual compensation rates.

ORGANIZATIONS WITHOUT DIRECT COMPENSATION INFORMATION, BUT PRACTICE INFORMATION, EDUCATION, AND OTHER BENEFITS

American Academy of Ophthalmology

- <http://aao.org/>
- Practice management, education, advocacy, meetings
- Members receive the journal Ophthalmology, EyeNet Magazine, digital access to The Wills Eye Manual, and other publications
- Ophthalmology job center
- IRIS Registry (Intelligent Research in Sight)
- Member discounts on products, services, and Academy meetings
- Insurance plans
- Subspecialty groups: Cataract/Anterior Segment, Comprehensive Ophthalmology, Cornea/External Disease, Glaucoma, Neuro-Ophthalmology/Orbit, Pediatric Ophthalmology/Strabismus, Ocular Pathology/Oncology, Oculoplastics/Orbit, Refractive Management/Intervention, Retina/Vitreous, Uveitis

Comments and Cautions:

- Membership Dues:
 - US Medical Student: Free
 - Member in Training (Residents and Fellows): Free
 - International Member in Training: \$175
 - Active Fellow (practicing with board certification): \$1,025
 - Active Member (board certification not required): \$1,025
 - International Member (varies depending on nation): \$200-\$525
 - Associate Member (engaged in a field allied with, in basic science related to, or full-time academic or nonprofit research in Ophthalmology): \$630
 - Industry Member (full time Ophthalmology research, employed by industry): \$1,400

American Medical Association (AMA)

- <http://ama-assn.org/>
- Practice management, contracting, negotiating, finding an attorney, etc.
- Also, health care advocacy, education, delivering care
- Medical Groups: Academic Physicians, LGBTQ+ Section, Integrated Physician Practices, International Medical Graduates, Medical Students, Minority Affairs, Organized Medical Staff, Private Practice Physicians, Residents & Fellows, Senior Physicians, Women Physicians, and Young Physicians
- Insurance, loans, various discounts for members
- Free CME for members
- Members receive The Journal of the American Medical Association (JAMA), AMA Morning Rounds, have access to the online JAMA network, and receive one JAMA specialty journal (Neurology or Ophthalmology)

Comments and Cautions:

- Membership dues are fairly inexpensive for medical students, residents, and fellows, but increase with years in practice. There is some discount for multi-year dues for those in training.
 - Medical Students: \$20 for 1 year, \$38 for 2 years, \$54 for 3 years, \$68 for 4 years
 - Residents and Fellows: \$45 for 1 year, \$80 for 2 years, \$120 for 3 years, \$160 for 4 years
 - Physicians: \$60 for 1st year of practice, \$105 for 2nd year of practice, \$210 for 3rd year of practice, \$315 for 4th year of practice, \$420 regular practice.
 - Military Physician and those working for the Department of Veteran Affairs: \$280
 - Retired Physicians: Fully retired \$84, Semi-retired \$210 (At least 65 years of age and working 1-20 hours per week)

*Anyone interviewing with an institution using AAMC, AUPO, or MGMA data can and should request that data from the institution.

**RVUs (Relative Value Units) are composed of 3 components:

1. work (time, effort, and skill)
2. practice expense and overhead costs
3. malpractice

RVUs are multiplied by a conversion factor and geographic adjustment to determine the final payment for a specific service.

For further information:

<https://www.cms.gov/medicare/payment/fee-schedules/physician>
Calendar Year (CY) 2025 Medicare Physician Fee Schedule Final Rule | CMS

QR codes to The NANOS Productivity and Compensation Toolkit and the other Practice Support Tools on the NANOS website

Document completed May 2025.



