

THE 2002 HPS SALARY SURVEY

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Introduction

This year's Health Physicist salary survey data was collected in conjunction with a web-based survey of the entire Health Physics Society (HPS).

The survey was also available in hardcopy form for those who preferred to fax or mail their responses.

Gary Lautenschlager reported the CHP salary survey results separately in December, 2002 CHP News, Volume 12, Number 2. The results reported in this survey do not include respondents who are CHPs.

Questions about this survey should be directed to Chris Graham via email:
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The number of participants increased compared to the 2001 HPS Salary Survey. There were 660 participants in this year's survey compared to 539 in last year's survey.

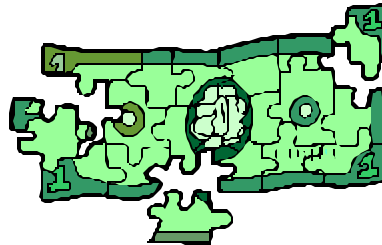
Data Analysis

The salary ranges marked by HPs on the completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a salary was marked in the range \$50,000 to \$54,999, then it was

rounded to the midpoint value of \$52,500.

Responses from those who were either part time or retired were not analyzed, since the data did not appear to allow meaningful comparisons to be made.

There has been no attempt to analyze and draw conclusions from the data; this is left to the reader.



In addition to the salary information, there are tables which provide a breakdown of experience by education level and job responsibility by education level to assist the reader in interpreting the salary data. HP salaries by region are also presented in this report.

Data Presentation

In an effort to make the results of the survey interesting and useful, HPs were subcategorized in several ways by education, primary job responsibility, years of experience, region, and combinations of these subcategories.

Readers are cautioned that for statistical validity and in order to preserve anonymity, results are provided only if there were 10 or more responses within that subcategory. Data presented for one subcategory may not be possible for another subcategory.

Every effort was made to keep the subcategories consistent with the 2001 HPS Salary Survey.

The tables show results for full-time HPs who received health, vacation, and retirement benefits from their primary employer.

Acknowledgments

Many thanks to all who participated in this survey. Your participation benefits the entire health physics community. Special thanks to Scott Medling for his helpful comments and suggestions, and for coding the survey and making it available on the Internet, and a very special thanks to Gary Lautenschlager for initiating the CHP salary survey from which this survey was born. The careful reader may also note an uncanny similarity between this report and the CHP salary survey report. Any similarities are entirely intentional; let's call it recycling good ideas - again.

Table 1

Experience by Education Level

Education	Responses	<6 Years Experience	6- 15 Years Experience	>15 Years Experience	<6 Years Current Job	=6 Years Current Job
Non-Degreed	11	0	4	7	4	7
Associate Degree	13	0	0	13	8	5
B.S. Health Physics	48	8	13	27	32	16
M.S. Health Physics	227	18	80	129	115	112
Ph.D. Health Physics	34	3	12	19	20	14
B. S. Nuclear Engineering	12	1	6	5	6	6
M.S. Nuclear Engineering	34	3	11	20	16	18
Ph.D. Nuclear Engineering	12	3	6	3	8	4
Bachelors Other	122	14	31	77	60	62
Masters Other	81	6	30	45	39	42
Ph.D. Other	48	3	11	34	12	36
Total Responses:	642	59 (9%)	204 (32%)	379 (59%)	320 (50%)	322 (50%)

Table 2:

Job Responsibility by Education Level

Job Title	Responses	Non-Degree Associate Degree Technical Degree	Bachelors (all)	Masters (all)	Doctorate (all)
Technician	11	5	5	1	0
Professional Staff	366	14	102	189	61
Supervisor Prof. Staff	126	6	37	69	14
RPM/RSO	129	5	38	71	15
Facility Manager	15	0	3	9	3
VP/ President/ CEO	13	0	1	7	5
Total Responses:	660	30 (5%)	186 (28%)	346 (52%)	98 (15%)

Table 3:

Salary by Education and Experience

Education	Experience	Responses	Avg.	Median	Max	Min	Std. Dev.
B.S. Health Physics	6-15 yrs	14	71,428	68,750	106,250	31,250	20,950
B.S. Health Physics	>15 yrs	28	92,768	88,750	166,250	66,250	21,195
M.S. Health Physics	<6 yrs	18	62,916	61,250	86,250	46,250	11,694
M.S. Health Physics	6-15 yrs	80	77,718	73,750	131,250	43,750	17,532
M.S. Health Physics	>15 yrs	131	92,624	88,750	175,000	41,250	23,050
Ph.D. Health Physics	6-15 yrs	12	77,291	76,250	98,750	48,750	15,755
Ph.D. Health Physics	>15 yrs	19	106,908	101,250	151,250	76,250	24,436
Associates Degree	>15 yrs	14	71,785	71,250	96,250	48,750	15,291
M.S. Nuclear Engineering	6-15 yrs	11	71,931	73,750	93,750	56,250	11,016
M.S. Nuclear Engineering	>15 yrs	20	92,000	93,750	118,750	38,750	20,034
Bachelors Other	<6 yrs	15	55,083	51,250	81,250	38,750	14,450
Bachelors Other	6-15 yrs	32	69,140	66,250	121,250	41,250	16,536
Bachelors Other	>15 yrs	78	77,756	76,250	128,750	26,250	20,379
Masters Other	6-15 yrs	30	68,083	68,750	96,250	38,750	15,577
Masters Other	>15 yrs	45	74,472	71,250	116,250	41,250	19,990
Ph.D. Other	6-15 yrs	11	79,886	83,750	103,750	53,750	15,826
Ph.D. Other	>15 yrs	35	92,607	93,750	143,750	43,750	26,640
Total Responses:		593					

Table 4:

Salary by Region*

Region	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Midwest	88	75,482	73,750	31,250	151,250	21,376
Northeast	101	80,396	76,250	31,250	175,000	22,339
South	209	81,040	78,750	36,250	175,000	23,329
West	180	84,319	83,750	26,250	166,250	22,441
Total Responses	578					

* The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of States as follows:

Northeast. Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

Midwest. Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

South. Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

West. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

Table 5:

Salary by Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	105	84,226	83,750	38,750	138,750	23,313
State Government	44	63,182	66,250	31,250	128,750	16,468
Medical Facility	35	72,107	68,750	26,250	151,250	22,937
Consulting Firm	57	87,478	88,750	43,750	151,250	22,777
University	91	70,508	66,250	31,250	151,250	22,002
National Laboratory	67	90,392	88,750	41,250	166,250	23,647
Government Contractor	97	84,175	81,250	46,250	175,000	21,129
Nuclear Power Utility	71	82,676	81,250	38,750	175,000	19,830
Other Commercial	64	84,102	81,250	46,250	151,250	22,860
Other Research	16	71,250	73,750	41,250	103,750	16,583
Total Responses	647					

Table 6:

Salary by Education Level

Educational Level	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Non-Degreed	12	66,667	61,250	31,250	101,250	21,581
B.S. Health Physics	51	80,074	81,250	31,250	166,250	25,462
M.S. Health Physics	229	85,082	83,750	41,250	175,000	22,586
Ph.D. Health Physics	34	94,706	88,750	48,750	151,250	25,688
Associates Degree	14	71,786	71,250	48,750	96,250	15,291
B. S. Nuclear Engineering	12	77,083	73,750	56,250	106,250	15,386
M.S. Nuclear Engineering	34	84,118	86,250	38,750	118,750	20,827
Ph.D. Nuclear Engineering	12	89,375	83,750	61,250	151,250	28,547
Bachelors Other	125	72,830	71,250	26,250	128,750	20,167
Masters Other	84	72,455	71,250	26,250	175,000	22,608
Ph.D. Other	51	88,358	83,750	43,750	143,750	24,781
Total Responses	658					

Table 7:

Salary by Job Responsibility

Job Responsibility	Responses	Average	Median	Minimum	Maximum	Std. Dev
Technician	11	52,159	51,250	31,250	83,750	16,057
Professional Staff	366	76,872	76,250	26,250	151,250	20,747
Supervisor Prof. Staff	127	87,362	86,250	41,250	175,000	22,813
RPM/RSO	129	81,318	78,750	33,750	175,000	22,280
Facility Manager	15	101,917	98,750	46,250	166,250	31,431
VP/ President/ CEO	13	109,615	101,250	43,750	175,000	37,226
Total Responses	661					

Table 8:

Salary by Field of Expertise

Expertise	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Accelerator HP	12	81,250	78,750	41,250	136,250	27,448
Administration	53	88,325	88,750	41,250	131,250	21,127
Applied HP	188	77,034	76,250	31,250	175,000	22,744
Dosimetry	50	81,400	81,250	26,250	151,250	27,467
Education	19	68,487	61,250	43,750	121,250	21,999
Environmental	70	82,964	83,750	46,250	128,750	19,236
Nuclear Medicine	13	65,481	66,250	46,250	83,750	10,915
Radiochemistry	11	85,795	81,250	53,750	121,250	22,383
Radiological Assessment	54	84,722	78,750	46,250	148,750	21,376
Regulations/Standards	54	79,259	73,750	33,750	136,250	24,313
Waste Management	22	78,636	73,750	46,250	166,250	26,225
Reactors, Power	48	87,265	86,250	38,750	175,000	21,525
Medical Physics	18	71,389	61,250	26,250	151,250	28,857
Instrumentation	12	82,083	76,250	48,750	126,250	21,222
Total Responses	624					

Table 9:

Salary by Bachelors Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	35	77,964	81,250	38,750	118,750	20,062
State Government	11	57,386	58,750	31,250	71,250	11,956
University	21	52,917	53,750	33,750	76,250	11,021
National Laboratory	11	76,477	68,750	41,250	166,250	34,122
Government Contractor	29	80,560	76,250	58,750	126,250	16,782
Nuclear Power Utility	28	85,446	86,250	38,750	128,750	16,861
Other Commercial	27	83,009	86,250	46,250	108,750	18,603
Total Responses	162					

Table 10:

Salary by Masters Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	52	83,942	83,750	41,250	126,250	20,495
State Government	27	65,046	66,250	41,250	128,750	17,750
Medical Facility	19	71,382	63,750	26,250	151,250	25,418
Consulting Firm	36	84,792	86,250	46,250	148,750	20,418
University	42	70,774	71,250	38,750	103,750	17,541
National Laboratory	39	90,288	91,250	58,750	136,250	19,303
Government Contractor	50	89,875	88,750	53,750	175,000	23,634
Nuclear Power Utility	33	81,970	81,250	38,750	175,000	22,876
Other Commercial	32	86,719	81,250	46,250	151,250	26,362
Total Responses	330					

Table 11:

Salary by Doctorate Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	11	113,295	121,250	53,750	138,750	28,280
Consulting Firm	11	96,704	93,750	43,750	151,250	30,204
University	27	85,231	81,250	48,750	151,250	23,720
National Laboratory	15	102,917	101,250	76,250	148,750	20,824
Government Contractor	14	76,786	78,750	58,750	96,250	12,017
Total Responses	78					

Table 12:

Salary by University and Job Responsibility

Job Responsibility	Responses	Average	Median	Minimum	Maximum	Std. Dev
Professional Staff	64	84,258	83,750	38,750	138,750	22,437
Supervisor Prof. Staff	17	95,515	91,250	53,750	138,750	25,857
RPM/RSO	17	79,044	76,250	46,250	123,750	20,896
Total Responses	98					