

# THE 2003 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).

Gary Lautenschlager reported the CHP salary survey results separately in December, 2003 CHP News, Volume 13, 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: [ccgraham@cal.ameren.com](mailto:ccgraham@cal.ameren.com).

The number of participants decreased compared to the 2002 and 2001 HPS Salary Surveys. There were less than 400 participants in this year's survey compared to 660 in the 2002 survey and 539 in the 2001 survey.

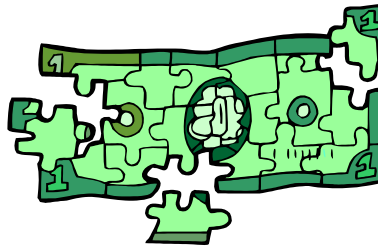
## Data Analysis

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. Note that with the lower number of participants, there are fewer subcategories than in previous years.

Every effort was made to keep the subcategories consistent with the previous HPS Salary Surveys.

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
BS Health Physics	33	4	9	20	19	14
MS Health Physics	165	6	55	104	79	86
PhD Health Physics	28	3	9	16	12	16
MS Nuclear Engineering	18	1	4	13	7	11
Bachelor's Other	52	1	10	41	23	29
Master's Other	42	3	13	26	23	19
PhD Other	34	2	7	25	16	18
<b>Total Responses:</b>	<b>372</b>					

Table 2:

**Job Responsibility by Education Level**

Job Title	Responses	Nondegree Associate Degree Technical Degree	Bachelor's (all)	Master's (all)	Doctorate (all)
Professional Staff	219	6	54	114	45
Supervisor Professional Staff	94	4	18	58	14
RPM/RSO	73	0	18	47	8
Facility Manager	10	0	2	7	1
<b>Total Responses:</b>	<b>396</b>				

Table 3:

**Salary by Education and Experience**

Education	Experience	Responses	Average	Median	Maximum	Minimum	Std. Dev.
BS Health Physics	>15 yrs	20	92,375	91,250	146,250	41,250	22,294
MS Health Physics	6-15 yrs	56	83,616	81,250	148,750	53,750	16,898
MS Health Physics	>15 yrs	108	98,889	93,750	175,000	51,250	23,316
PhD Health Physics	>15 yrs	17	110,000	106,250	175,000	73,750	27,429
MS Nuclear Engineering	>15 yrs	14	93,928	86,250	146,250	53,750	26,557
Bachelor's Other	6-15 yrs	11	67,159	63,750	93,750	51,250	12,955
Bachelor's Other	>15 yrs	41	87,408	86,250	173,750	46,250	26,499
Master's Other	6-15 yrs	13	75,865	78,750	96,250	46,250	17,555
Master's Other	>15 yrs	26	91,923	86,250	175,000	51,250	31,435
PhD Other	>15 yrs	25	108,750	108,750	151,250	58,750	24,281
<b>Total Responses:</b>		<b>331</b>					

Table 4:

**Salary by Region\***

Region	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Midwest	56	84,955	81,250	41,250	161,250	26,680
Northeast	57	93,377	86,250	36,250	175,000	28,657
South	125	87,060	86,250	38,750	175,000	23,570
West	129	97,267	93,750	38,750	175,000	24,925
<b>Total Responses</b>	<b>367</b>					

\* The four major regions of the United States as defined by the US 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**

<b>Employer</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
Federal Government	61	90,143	88,750	51,250	148,750	21,137
State Government	14	64,107	61,250	48,750	86,250	11,888
Medical Facility	18	76,528	73,750	46,250	108,750	16,536
Consulting Firm	46	100,245	96,250	41,250	175,000	30,182
University	61	79,570	76,250	36,250	148,750	24,151
National Laboratory	55	101,341	101,250	63,750	161,250	20,446
Government Contractor	60	88,417	88,750	53,750	173,750	18,402
Nuclear Power Utility	43	93,169	88,750	48,750	175,000	25,322
Other Commercial	34	97,794	93,750	48,750	161,250	29,076
<b>Total Responses</b>	<b>392</b>					

Table 6:

**Salary by Education Level**

<b>Educational Level</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
BS Health Physics	34	82,720	88,750	38,750	146,250	24,627
MS Health Physics	170	92,353	88,750	36,250	175,000	23,368
PhD Health Physics	29	100,948	103,750	61,250	175,000	26,461
MS Nuclear Engineering	20	90,375	86,250	48,750	146,250	24,739
Bachelor's Other	53	82,524	76,250	46,250	173,750	25,691
Master's Other	42	87,440	86,250	46,250	175,000	27,735
PhD Other	34	100,441	93,750	53,750	151,250	26,938
<b>Total Responses</b>	<b>382</b>					

Table 7:

**Salary by Job Responsibility**

<b>Job Responsibility</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev</b>
Professional Staff	219	87,728	86,250	36,250	175,000	24,104
Supervisor Professional Staff	94	93,298	93,750	51,250	161,250	21,188
RPM/RSO	73	88,733	86,250	41,250	175,000	24,014
Facility Manager	10	112,125	98,750	53,750	175,000	44,088
<b>Total Responses</b>	<b>396</b>					

Table 8:

**Salary by Field of Expertise**

<b>Expertise</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
Administration	43	98,634	93,750	53,750	161,250	24,452
Applied HP	125	86,030	86,250	36,250	171,250	22,884
Dosimetry	34	94,449	88,750	48,750	175,000	24,628
Education	11	90,341	88,750	38,750	148,750	31,884
Environmental	38	85,789	83,750	48,750	123,750	17,221
Radiological Assessment	30	97,833	93,750	56,250	151,250	28,295
Regulations/Standards	31	85,121	86,250	41,250	143,750	22,637
Waste Management	11	101,136	101,250	53,750	175,000	42,162
Reactors, Power	34	99,485	93,750	48,750	175,000	30,527
Medical Physics	10	70,000	63,750	46,250	106,250	17,330
Instrumentation	10	86,250	83,750	61,250	121,250	15,635
<b>Total Responses</b>	<b>377</b>					

Table 9:

**Salary by Bachelor's Degree and Employer**

<b>Employer</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
Federal Government	12	81,250	88,750	51,250	106,250	17,965
Consulting Firm	14	109,286	108,750	43,750	171,250	34,975
University	14	60,000	61,250	38,750	81,250	11,919
Government Contractor	17	85,956	76,250	61,250	173,750	25,585
Nuclear Power Utility	13	85,481	86,250	48,750	121,250	20,010
<b>Total Responses</b>	<b>70</b>					

Table 10:

**Salary by Master's Degree and Employer**

<b>Employer</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
Federal Government	35	93,750	88,750	51,250	148,750	20,064
Medical Facility	13	76,826	83,750	46,250	96,250	15,980
Consulting Firm	23	94,239	93,750	41,250	175,000	29,778
University	31	81,250	81,250	36,250	123,750	21,223
National Laboratory	34	101,029	101,250	63,750	161,250	20,239
Government Contractor	29	90,302	91,250	66,250	126,250	11,791
Nuclear Power Utility	26	96,538	88,750	53,750	175,000	28,241
Other Commercial	23	97,337	91,250	48,750	161,250	31,720
<b>Total Responses</b>	<b>214</b>					

Table 11:

**Salary by Doctorate Degree and Employer**

<b>Employer</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev.</b>
Federal Government	12	93,333	88,750	63,750	141,250	24,070
University	16	93,437	88,750	53,750	148,750	27,216
National Laboratory	12	110,000	108,750	81,250	153,750	22,900
Government Contractor	12	88,958	83,750	61,250	128,750	18,993
<b>Total Responses</b>	<b>52</b>					

Table 12:

**Salary by University and Job Responsibility**

<b>Job Responsibility</b>	<b>Responses</b>	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Std. Dev</b>
Professional Staff	22	76,477	63,750	36,250	148,750	29,870
Supervisor Professional Staff	10	79,250	68,750	56,250	108,750	18,174
RPM/RSO	27	81,713	76,250	46,250	131,250	20,334
<b>Total Responses</b>	<b>59</b>					