

THE 2023 HPS SALARY SURVEY

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Introduction

The 2023 Health Physics Society (HPS) survey data was collected by having health physicists (HPs) submit their responses to survey questions on a web-based data entry form. As was done in previous years, data was collected in conjunction with a salary survey of certified health physicists (CHPs).

The CHP salary survey results are reported separately in the *CHP News*.

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

Questions about this survey should be directed to **Stephen L. Bump**, via email: steve.bump@nv5.com

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 an HP marked the salary range \$50,000 to \$52,499, their salary was rounded to the midpoint value of \$51,250.

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



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, field of practice, primary job responsibility, years of experience, and combinations of these subcategories.

Readers are advised that for statistical validity, results

were given only if there were 10 or more HPs within that subcategory. Data presented for one subcategory of HPs may not be possible for another subcategory. There was a similar number of respondents in 2023 as there were 180 respondents versus 177 in 2022.

The subcategories in the tables may also change from year to year, depending on the number of responses received. Every effort was made to keep the subcategories consistent with previous surveys, but if there were fewer than 10 HPs the results were not given.

Tables and Figures

Tables show results for full-time HPs who received health, vacation, and retirement benefits from their primary employer unless otherwise noted.

Histograms of the data shown in Table 1- All HPs, and Table 2 - Master's Health Physics are included as Figures 1 and 2 respectively.

All of the following tables are for full-time HPs with health, vacation, and retirement benefits unless otherwise indicated.

Table 1: All HPs

All HPs	Count	Average	Median	Max	Min	Std Dev
HPs	180	\$133,977	\$126,250	\$390,000	\$61,250	\$51,441

Table 2: HPs by Education

Education	Count	Average	Median	Max	Min	Std Dev
Bachelor's HP	17	\$119,926	\$128,750	\$173,750	\$66,250	\$34,188
Bachelor's Other	31	\$118,024	\$108,750	\$203,750	\$68,750	\$36,155
Master's HP	65	\$137,577	\$126,250	\$300,000	\$68,750	\$45,659
Master's Other	38	\$141,239	\$126,250	\$390,000	\$63,750	\$68,894
PhD - All	20	\$141,813	\$136,250	\$350,000	\$61,250	\$61,109

Table 3: HPs by Education and <6 Years Experience

Edu & <6 Years Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	40	\$98,938	\$98,750	\$146,250	\$63,750	\$23,214
Bachelor's All	16	\$96,406	\$86,250	\$146,250	\$66,250	\$26,512
Master's HP	18	\$105,139	\$107,500	\$138,750	\$68,750	\$20,296

Table 4: HPs by Education and 6–15 Years Experience

Edu & 6-15 Years Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	63	\$123,321	\$121,250	\$298,000	\$61,250	\$37,518
Bachelor's All	10	\$122,750	\$122,500	\$173,750	\$76,250	\$32,344
Master's HP	24	\$134,135	\$130,000	\$298,000	\$88,750	\$41,898
Master's Other	15	\$118,833	\$106,250	\$235,000	\$73,750	\$39,733
PhD All	11	\$114,659	\$116,250	\$151,250	\$61,250	\$27,301

Table 5: HPs by Education and >15 Years Experience

Edu & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	74	\$159,076	\$152,500	\$390,000	\$76,250	\$54,217
Bachelor's All	21	\$134,226	\$143,750	\$203,750	\$76,250	\$35,157
Master's HP	22	\$166,909	\$171,250	\$300,000	\$98,750	\$47,532
Master's Other	17	\$180,124	\$158,750	\$390,000	\$103,750	\$79,392

Table 6: HPs by US Regions*

HPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	34	\$129,441	\$130,000	\$235,000	\$63,750	\$39,554
Midwest	31	\$135,003	\$121,250	\$298,000	\$66,250	\$51,711
South	46	\$146,087	\$132,500	\$390,000	\$61,250	\$59,712
West	45	\$129,528	\$121,250	\$320,000	\$66,250	\$44,932

*- 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 7: Master's Health Physics and Primary Employer

Master's Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal	15	\$140,917	\$133,750	\$183,750	\$98,750	\$29,122
University	13	\$117,981	\$121,250	\$161,250	\$73,750	\$28,639

Table 8: All HPs by Other Certifications

All HPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	31	\$135,040	\$133,750	\$203,750	\$76,250	\$28,946
Other	28	\$156,402	\$131,250	\$300,000	\$81,250	\$61,932

Table 9: Master's Health Physics by Field of Practice

Master's Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	15	\$154,033	\$156,250	\$298,000	\$88,750	\$52,112
Medical Health Physics	10	\$160,725	\$150,000	\$300,000	\$93,750	\$63,950
Regulations and Standards	12	\$122,083	\$117,500	\$193,750	\$68,750	\$38,233

Table 10: All HPs by Field of Practice

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	38	\$141,066	\$137,500	\$298,000	\$76,250	\$45,742
Dosimetry	13	\$111,250	\$93,750	\$166,250	\$76,250	\$31,491
Medical Health Physics	22	\$187,755	\$155,000	\$390,000	\$63,750	\$90,741
Radiological Engineering	12	\$123,125	\$126,250	\$163,750	\$76,250	\$27,637
Regulations and Standards	26	\$123,365	\$117,500	\$198,750	\$66,250	\$36,631

Table 11: HPs as Professional Staff (All HPs in this category and by Education)

HPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All HPs in this category	99	\$127,639	\$123,750	\$350,000	\$61,250	\$47,267
Bachelor's HP	13	\$112,981	\$126,250	\$173,750	\$66,250	\$34,254
Bachelor's Other	16	\$126,094	\$113,750	\$203,750	\$81,250	\$38,117
Master's HP	30	\$125,125	\$121,250	\$300,000	\$68,750	\$43,120
Master's Other	19	\$124,539	\$103,750	\$240,000	\$63,750	\$52,187
PhD All	15	\$145,667	\$136,250	\$350,000	\$61,250	\$67,983

Table 12: HPs as Supervisor of Professional Staff

HPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All HPs in this Category	13	\$132,404	\$117,500	\$183,750	\$91,250	\$37,230

Table 13: All HPs as Facility Manager, RPM/RSO, University RSO

HPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All HPs as RPM/RSO	18	\$154,042	\$153,750	\$298,000	\$98,750	\$53,424
University RSO	13	\$107,404	\$111,250	\$161,250	\$76,250	\$23,687
Medical RSO	14	\$164,436	\$155,000	\$320,000	\$76,250	\$67,056
University-Medical RSO	11	\$136,909	\$131,250	\$211,000	\$96,250	\$31,067

Figure 1: Histogram of Table 1 Data, all HPs

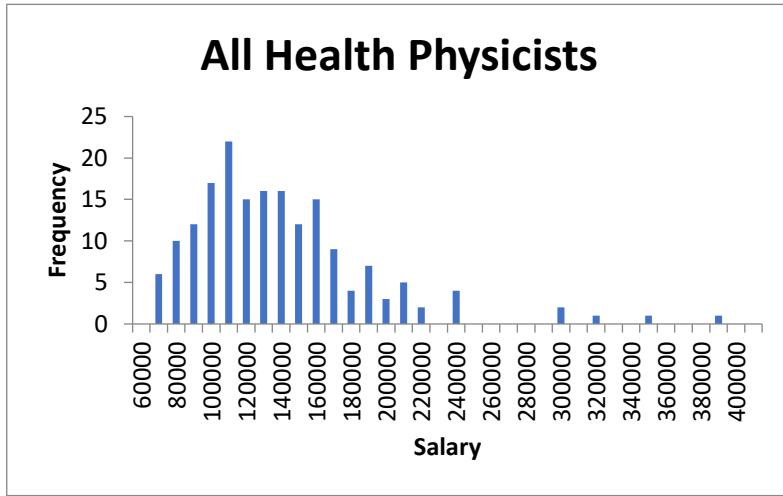
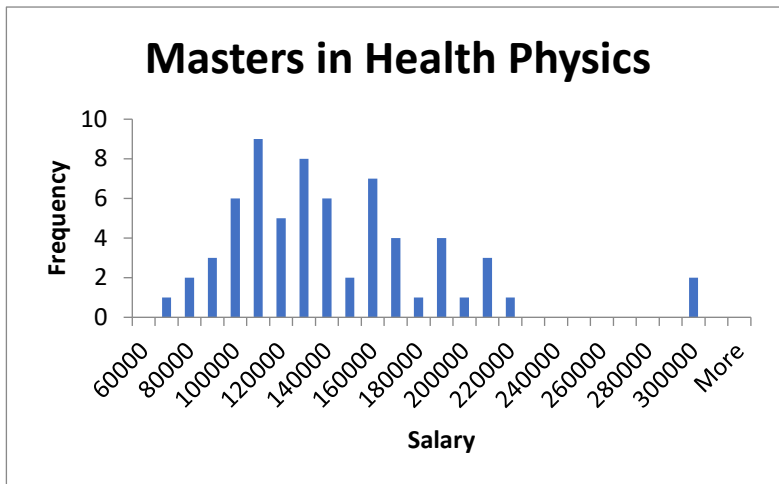


Figure 2: Histogram of Table 2 Data, Master's Health Physics HPs



Acknowledgements

Thank you for participating in this survey. Your confidential data benefits the entire health physics community and is never shared such that it would be possible to identify individual participants.