



NEUROLOGY COMPENSATION AND PRODUCTIVITY REPORT

2023 Executive Summary



INTRODUCTION

The AAN's 2023 Neurology Compensation and Productivity Survey marks the eighth year this comprehensive benchmarking survey has been conducted, with an impressive response of 4,916, further validating that this report has become an essential resource for neurologists, advanced practice providers, and practice administrators in all settings and employment types. The leadership of the AAN greatly appreciates all the time and effort that respondents, staff, and volunteers devoted to this project; we sincerely thank you for the important role you have played in helping us develop this valuable tool for neurology.

We hope that you find these results helpful in navigating today's rapidly changing health care environment. You may wish to use them to benchmark your practice by comparing productivity, salary, and practice characteristics in a variety of ways that will help you identify practice opportunities as well as areas of potential growth. The survey dashboard allows you to filter the data to take a deeper dive by organizational setting or subspecialty. Using the data, you may be able to identify specific improvement areas such as compensation disparities, patient wait times, and ancillary service gaps.

The Survey Work Group, made up of neurologists, neurology APPs, and business administrators from multiple practice settings, has applied tremendous efforts in developing this survey to be of utmost use. The survey itself has gone through several iterations. Most of the improvements have come from direct feedback provided by those survey respondents who use the data the most; we encourage you to share any feedback you might have at benchmark@aan.com. We continue to strive for an increase in the number of respondents at the subspecialty level. We urge you to continue to participate in the future so you can compare your year-to-year progress in achieving your goals. Please encourage your peers to complete the survey, as well, so it can remain the largest survey dedicated solely to neurology compensation and productivity. The more robust data we make available, the better neurologists, APPs, and administrators can position themselves for success.

Thank you for your interest in the 2023 Neurology Compensation and Productivity Survey. We look forward to your continued participation in the survey.

Sincerely,

Carlayne E. Jackson, MD, FAAN

President, American Academy of Neurology

Melissa Yu, MD, FAAN

Chair, Neurology Compensation and Productivity Survey Work Group



LEGAL NOTICE

The Neurology Compensation and Productivity Survey fosters transparency in the neurology marketplace to promote competition. You may not use the survey or this report, or any other AAN reports, activities, communications, or publications, to limit competition, restrain trade, or act in concert with others to reduce or stabilize salary or benefit levels. You must make independent economic decisions based on your own individual circumstances. The AAN generated this report for the sole purpose of presenting ranges of neurology practice compensation and other payment information to a general audience, including both AAN members and nonmembers, to promote competition.

The AAN survey data in this report is confidential and proprietary AAN information. You must use, at minimum, a reasonable degree of care to safeguard this confidential information. You may use it only for your personal or internal business purposes, which means that you may not copy it, or disclose it to any third party. You may not discuss the survey data with competitors.

The survey is managed by the AAN. Only aggregate survey data is published to preserve the confidentiality of the data, and the individual or organization that submitted the data. The data provided by the survey participants is more than three months old. There are at least five employers or individual providers (as applicable) reporting data for each statistic, with no one participant reporting more than 25% of any statistic. You should not be able to identify individual employers/providers. If you believe a single employer/provider may be identified with any of the survey information, please contact AAN's general counsel at generalcounsel@aan.com, immediately.

The AAN does not represent or warrant the accuracy of the data in the survey or this report or any outcomes based on the use of the data. And, because the AAN does not provide any legal or financial advice, this report should not be construed to offer such advice.

Your data is important for neurology's future—and yours! Data for the Neurology Compensation and Productivity Dashboard relies on a large number of respondents in order to maintain a representative sample size. Your contribution to this data is vital. Take part in the 2025 survey, and not only will you help the AAN continue its efforts of providing the most robust compensation data available to neurologists like you, but you will also receive FREE access to the entire data dashboard.

For more information, visit [AAN.com/Benchmark](https://aan.com/Benchmark) or contact benchmark@aan.com.

Overview

The 2023 Neurology Compensation and Productivity Survey reports on physician and practice performance from 2022 data. The number of survey respondents was 4,916, making this the largest and most comprehensive compensation report for neurologists in the United States. Data was collected through an online survey, which included approximately 80 questions. The questions aimed to capture an extensive list of compensation, productivity, and performance measures for neurologists, advanced practice providers (APPs), and business administrators. In order to participate in the survey, respondents had to be members of the AAN who currently practice in the United States or were practice administrators in the United States submitting on behalf of their neurologists or APPs. Of the 4,916 respondents, 4,013 identified as neurologists, 16 as both a neurologist and their practice's administrator, 824 identified as APPs, 53 identified as business administrators, and 10 respondents did not identify their role within the practice. The survey offered two distinct response tracks: neurologist/APP or business administrator. Neurologists and APPs answered questions regarding personal compensation and productivity information, while practice administrators reported on practice performance.

Survey Methods

- **Data Collection:** Invitations were emailed on March 14, 2023, to eligible AAN members in the US. Participation in the survey was electronic through an online survey portal. Data collection closed on May 18, 2023.
- **Instrument:** Since the survey's inaugural year in 2013, the question set has been reviewed and modified annually by the Practice Management and Technology Subcommittee and its Neurology Compensation and Productivity Survey Work Group to ensure the survey remains relevant. The instrument has been redesigned to include skip logic sophistication to minimize response fatigue.
- **Response:** Invitations were emailed to 14,643 AAN members, including physicians, advanced practice providers (APPs), and business administrators. Overall, 5,461 surveys were started with 4,916 respondents completing and submitting their results. The data reflects the results from these respondents and may or may not be representative of the relevant population.

Definitions

- **Annual Compensation:** The amount of compensation reported in Box 5 of the W2 and/or Box 19 of the K1. If received both, the sum of the W2 and K1 (this includes 401(k) was to be reported.
- **Work RVUs:** Physician work RVUs are reported based on the Medicare Fee Schedule for all medical services performed by the provider. Reported wRVUs may be valued before or after January 1, 2021, which is the date the Centers for Medicare & Medicaid Services accepted the AMA RVS Update Committee's recommended RVU valuations. All widget and table analysis display reported wRVUs, regardless of valuation. For additional information, please contact benchmark@aan.com.
- **Gender:** The 2023 survey utilized the American Academy of Neurology's gender classifications. Questions can be directed to memberservices@aan.com.
- **Race:** The 2023 survey utilized the American Academy of Neurology's race classifications. Questions can be directed to memberservices@aan.com.

Table Analysis Methodology

For all static tables in the "Tables" tab, outliers were identified using the interquartile method. After reviewing identified outliers and using their professional expertise, the work group identified the boundaries for compensation to be \$30,000–\$1,000,000 and wRVU to be 100–12,000; responses falling outside of these boundaries were removed from analysis. For the tables featuring extrapolated data, reported compensation values were extrapolated to a 1.0 FTE by dividing reported compensation values by reported FTE values. To extrapolate reported RVU values to a 1.0 clinical FTE (cFTE), a new variable, FTE adjusted cFTE, was created by multiplying FTE by cFTE to capture the portion of the respondent's FTE dedicated to clinical effort. Then, reported RVU values were divided by the new variable, FTE adjusted cFTE. These methods apply only to the "Tables" tab of the 2023 data dashboard. As we continually work to strengthen the AAN's data, these methods may vary from previous iterations.


Explanation of Terms Used

- **Mean:** The value representing a central tendency among all responses computed as an arithmetic average.
- **Minimum:** The value representing the smallest quantity in a range of values.
- **Maximum:** The value representing the largest quantity in a range of values.
- **FTE:** Full-time Equivalent.
- **wRVU:** Physician Work Relative Value Unit.
- **Rural:** Population less than 50,000.
- **Small Metropolitan:** Population from 50,000 to 250,000.
- **Medium Metropolitan:** Population from 250,001 to 1,000,000.
- **Large Metropolitan:** Population of more than 1,000,000.

Regional Designations

The 2023 survey uses the United States Census Bureau's census regions and divisions of the United States to determine regional designations.

- **Northeast:** CT, MA, ME, NH, NJ, NY, PA, RI, VT.
- **Midwest:** IA, IL, IN, KS, MI, MN, MO, NE, ND, OH, SD, WI.
- **South:** AL, AR, DE, DC, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV.
- **West:** AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY.



This data set includes much more than physician compensation. I love using data on ANCILLARY SERVICES to help improve practice efficiency and developing business models. Being in a multi specialty group with limited direct neurology practice data, this survey expands my exposure... across the nation.

—Gurdes Bedi, MD, FAAN

These tables provide a small subset of the information provided in the full data set. Up to 22 additional subspecialties are represented in the full data set, which also includes percentile information. Additional data points include compensation and wRVUs by gender, years in practice, region, and community size. The full data set also contains information about on-call reimbursement rates, appointment wait times, telehealth, and more.

Annual Compensation by Practice Setting

	Count	Median
Advanced Practice Provider (APP)		
Academic medical center-based group	515	\$115,322
Hospital-based group	47	\$120,884
Multispecialty group	21	\$123,000
Neurology group	145	\$108,376
Solo practice	13	\$105,000
Neurologist		
Academic medical center-based group	2,830	\$253,030
Government-based group	33	\$240,000
Hospital-based group	335	\$350,000
Multispecialty group	153	\$335,064
Neurology group	307	\$278,751
Solo practice	37	\$250,000
Other	20	\$269,468

Work RVUs by Practice Setting

	Count	Median
Advanced Practice Provider (APP)		
Academic medical center-based group	419	1,290
Hospital-based group	20	1,967
Multispecialty group	17	1,448
Neurology group	101	3,599
Neurologist		
Academic medical center-based group	2,286	2,689
Hospital-based group	221	4,700
Multispecialty group	100	5,437
Neurology group	209	4,353

Annual Compensation by Subspecialty

	Count	Median
Advanced Practice Provider (APP)		
Child Neurology	42	\$118,810
Epilepsy	51	\$116,500
General Neurology	167	\$117,213
Vascular Neurology & Stroke, including outpatient	60	\$114,595
Neurologist		
Child Neurology	346	\$246,661
Epilepsy	407	\$261,783
General Neurology	646	\$285,257
Vascular Neurology & Stroke, including outpatient	341	\$280,295

AAN members who did not participate in the survey can access the versatile dashboard for only \$500; nonmembers pay \$1,500. Start today at [AAN.com/Benchmark](https://www.aan.com/Benchmark).