



# SPD *review*

**SPECIAL SALARY SURVEY EDITION**

**JULY 2008**

## **AVERAGE SALARY FOR PEDIATRIC DERMATOLOGISTS EXCEEDS \$200K IN 2008**

The average salary for a full time pediatric dermatologist is \$203,727, according to the results of the Society for Pediatric Dermatology's (SPD) 2008 compensation and benefits survey. The report, based on data provided by 80 pediatric dermatologists in the US, found that 64% percent of the respondents indicated that they receive an annual bonus that would increase the total average salary and compensation package to over \$250,000 per year.

The SPD report provides average salaries based on years in practice, professional title, practice type, gender and source of salary support. With regard to years in practice, it is interesting to note that those with less than 1 year in practice averaged \$5,000 more than peds derms with 1-3 years in practice (\$174,000 vs. \$169,214). Salaries again spike in the 4-6 year range (\$205,500) before returning to a more expected proportional increase based on experience in the 7-9 year range and beyond.

Pediatric dermatologists in private practice earned the highest salary (\$284,167), approximately 25% more than Full Professors, who were the highest earners in academia (\$232,375). Assistant Professors averaged \$176,661 per year with Associate Professors coming in 4% higher at \$184,160. Comparing salaries earned based on source of support, the average was highest for those that indicated "All Pediatrics" (\$213,236), 8% more than "All Dermatology" (\$196,097). Respondents that indicated "Both" earned \$198,417 with a higher percentage of support coming from Dermatology (56%) than from Pediatrics (40%).

When asked to describe their practice, 68% indicated that the percentage of their total practice is medical, followed by administrative/teaching/research (21%) and surgical (11%). The average number of half-day clinics per month was 20.4, with a range from 4 to 48.

64% of survey respondents indicated that they received an annual bonus or incentive in addition to their annual base salary. In one of the few areas where academia "outearned" private practice, Full Professors averaged \$72,750 in bonuses compared to \$54,000 for those in private practice. The amount of bonuses reported increased through 7-9 years (\$51,410) in practice, then subsequently declined for 10-15 years (\$46,450), 16-20 years (\$28,250) and 21-25 years (\$26,250) in practice.

Overall, male pediatric dermatologists reported an average 29% higher salary (\$238,795) than their female counterparts (\$184,440). When analyzing gender and professional title to determine salary, female Associate Professors earned approximately \$18,000 more than males (\$189,657 vs. \$171,333), however there was a significant gap when looking at the three other titles surveyed where males outearned females in each instance. There was a 16% difference at the Assistant Professor level, a 38% difference at the Full Professor level and a 12% difference in private practice.

*-see charts on page 2 - 4*

<b>OVERALL PROFILE</b>			
		Average Comp	Range
Overall		\$203,727	\$52,500-475,000
Bonus/Incentive		\$48,522	\$1,000-502,000
<b>YEARS IN PRACTICE (Full Time &amp; Part Time)</b>			
	n	Average Comp	Range
Less than 1 yr	5	\$174,000	\$160,000-200,000
1 - 3 years	10	\$172,350	\$135,000-220,000
4 - 6 years	6	\$191,250	\$52,500-475,000
7 - 9 years	14	\$186,471	\$72,000-300,000
10 - 15 years	17	\$174,706	\$66,000-250,000
16 - 20 years	14	\$192,500	\$78,000-350,000
21 - 25 years	5	\$236,400	\$180,000-375,000
25+ years	8	\$229,813	\$120,000-452,000
<b>YEARS IN PRACTICE (Full Time Only)</b>			
	n	Average Comp	Range
Less than 1 yr	5	\$174,000	\$160,000-200,000
1 - 3 years	7	\$169,214	\$135,000-215,000
4 - 6 years	5	\$205,500	\$52,500-475,000
7 - 9 years	12	\$189,883	\$125,000-300,000
10 - 15 years	11	\$196,636	\$128,000-250,000
16 - 20 years	10	\$220,700	\$164,000-350,000
21 - 25 years	5	\$236,400	\$180,000-375,000
25+ years	7	\$245,500	\$150,000-452,000
<b>PROFESSIONAL TITLE (Full Time Only)</b>			
	n	Average Comp	Range
Assistant Professor	28	\$176,661	\$120,000-255,000
Associate Professor	10	\$184,160	\$150,000-240,000
Full Professor	16	\$232,375	\$150,000-452,000
No rank/Private Practice	6	\$284,167	\$160,000-475,000
<b>PRACTICE TYPE</b>			
	n	Average Comp	Range
<b>FULL TIME</b>			
Private	5	\$291,000	\$160,000-475,000
Academic	50	\$193,522	\$52,500-452,000
Both	7	\$214,286	\$150,000-375,000

<b>PRACTICE TYPE</b>			
	n	Average Comp	Range
<b>PART TIME</b>			
Private	4	\$145,500	\$72,000-225,000
Academic	5	\$129,200	\$66,000-220,000
Both	8	\$147,250	\$78,000-260,000
Practice Type % Surgical	10.9%		
Practice Type % Medical	68.0%		
Practice Type % Adm/Teach/Res	21.1%		
No. of 1/2 day clinics per mo.	20.4	4-48 (range)	
<b>SOURCE OF SALARY SUPPORT</b>			
	n	Average Comp	Range
<b>FULL TIME</b>			
All Dermatology	36	\$196,097	\$120,000-475,000
All Pediatrics	11	\$213,236	\$170,000-300,000
Both	12	\$198,417	\$52,500-452,000
Both: Ave % Derm Support	56.5%		
Both: Ave % Peds Support	40.8%		
Both: Ave % Other Support	2.7%		
<b>PART TIME</b>			
All Dermatology	9	\$150,778	\$66,000-225,000
All Pediatrics	3	\$152,667	\$78,000-260,000
Both	3	\$111,667	\$85,000-150,000
<b>AMT OF LAST BONUS/INCENTIVE</b>			
	n	Average Bonus	Range
<i>Title</i>			
Assistant Professor	25	\$30,900	\$1,000-150,000
Associate Professor	8	\$63,638	\$4,000-190,000
Full Professor	12	\$72,750	\$1,000-502,000
No rank/Private Practice	5	\$54,000	\$10,000-150,000
<i>Practice Type</i>			
Private	4	\$65,000	\$20,000-150,000
Academic	39	\$49,900	\$1,000-502,000
Both	8	\$33,563	\$5,000-100,000

<b>AMT OF LAST BONUS/INCENTIVE</b>			
	n	Average Bonus	Range
<i>Years in Practice</i>			
1 - 3 years	7	\$34,214	\$7,500-150,000
4 - 6 years	6	\$37,083	\$1,000-94,000
7 - 9 years	10	\$51,410	\$10,000-190,000
10 - 15 years	10	\$46,450	\$5,000-185,000
16 - 20 years	8	\$28,250	\$4,000-80,000
21 - 25 years	4	\$26,250	\$10,000-50,000
25+ years	5	\$135,600	\$1,000-502,000
<b>GENDER</b>			
	n	Average Comp	Range
Female	40	\$184,440	\$52,500-475,000
Male	22	\$238,795	\$135,000-452,000
<b>GENDER by Prof Title</b>			
	n	Average Comp	Range
Female - Asst Prof	23	\$171,870	\$52,500-233,000
Male - Asst Prof	5	\$198,700	\$135,000-255,000
Female - Assoc Prof	7	\$189,657	\$150,000-240,000
Male - Assoc Prof	3	\$171,333	\$164,000-175,000
Female - Full Prof	6	\$187,000	\$150,000-200,000
Male - Full Prof	10	\$259,600	\$152,000-452,000
Female - Private	4	\$268,333	\$160,000-475,000
Male - Private	4	\$300,000	\$250,000-350,000

**PEDS DERM COMPENSATION: A COMPARISON**  
 2002 vs. 2008

TITLE	Compensation 2008	Range (thousands)	Compensation 2002	Range (thousands)	% Diff.
Assistant Professor <3 yrs	\$171,208	135-215	\$138,438	80-250	+23.6%
Assistant Professor 4-6 yrs	\$157,500	120-200	\$161,397	146-188	-2.4%
Assistant Professor >6 yrs	\$194,958	125-255	\$171,500	100-225	+13.6%
Associate Professor	\$184,160	150-240	\$152,500	110-200	+20.7%
Full Professor	\$232,375	150-452	\$212,000	163-268	+9.6%
Full-time Private Practice	\$284,167	160-475	\$204,600	165-300	+38.8%