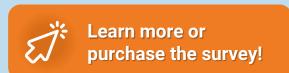
2025 Physician Compensation Trends

Key Insights from SullivanCotter's Physician Compensation and Productivity Survey

As health care organizations continue to navigate unprecedented workforce challenges, physician compensation remains a critical lever for recruitment, retention, and sustainability.

Our 2025 survey reveals the most significant shifts in total cash compensation (TCC) this decade, highlighting specialty-specific market pressures, evolving workload expectations, and increasing utilization of recruitment incentives. These key insights can inform competitive strategies in today's dynamic marketplace.

Get started with the latest benchmarks from our *Physician Compensation and Productivity Survey* – which features data from 500 organizations on nearly 231,300 physicians and 232 specialties.





Compensation Increases

The 2025 survey reflects the largest average increase in total cash compensation

Key Driver: This year's survey TCC increases are primarily a result of **supply-demand dynamics**, rather than increases in productivity.

Pediatrics -

Anesthesiology

\$0

(TCC) seen this decade.

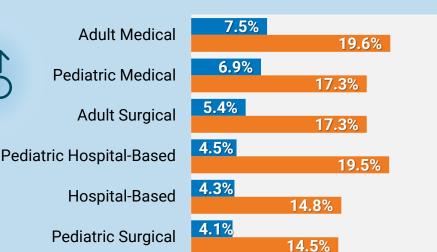


Primary Care

Mammography

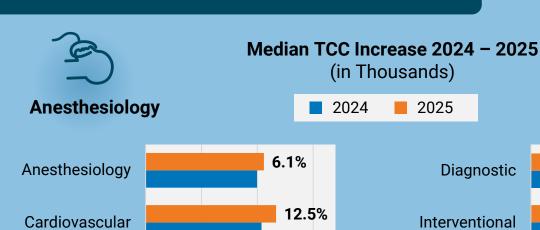
\$0

■1-Year ■5-Year



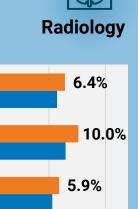
4.1%

Hospital-Based Specialty Market Pressures



9.3%

\$250k \$500k \$750k



\$250k \$500k \$750k

21.8%

Employers in anesthesiology, critical care and hospital medicine have **reduced required annual work hours** year-over-year – effectively resulting in an increase in compensation, as physicians may earn the same TCC while being required to work fewer hours or shifts.



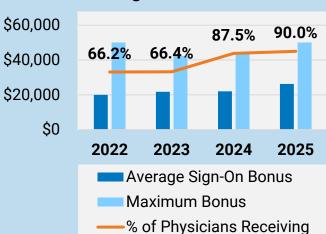
Median Minimum Annual Hours Required for a 1.0 cFTE



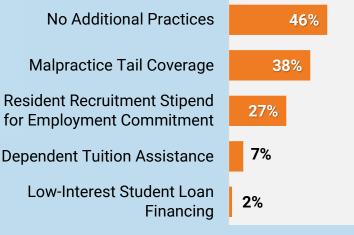
Physician Recruitment Incentive Trends

As physician supply continues to be challenged across most specialty areas, organizations are utilizing a **wide** range of recruitment incentives for new recruits.

Sign-On Bonus Trends



Additional Recruitment and Retention Practices



Student Loan Repayment

52% of organizations offer, **4**-year length, **\$25,000** per year median





Resident Recruitment Stipend

Average = 2-year commitment, \$24,000 per year median