



1. What is the AAPM&R Physician Compensation & Practice Benchmarking Study?

The AAPM&R Physician Compensation & Practice Benchmarking Study is a specialty-specific survey designed to collect detailed compensation and practice data from physiatrists. The goal is to provide accurate, current benchmarks that support career planning, contract negotiations, practice sustainability and data-driven advocacy for the PM&R specialty.

2. Who is administering the Compensation Survey?

AAPM&R is partnering with an independent, neutral third-party research firm named ECG Management Consultants to administer the survey, manage data collection and produce the final report.

3. Why is AAPM&R conducting this study now?

The last AAPM&R compensation study was conducted in 2017 using 2016 data. Since then, inflation, reimbursement changes, workforce shifts, physician burnout, and increased expectations for transparency have significantly altered the compensation landscape. Updated, specialty-specific data is needed to reflect current realities and support informed career, practice and policy decisions. Broad participation is essential, as higher response rates strengthen the statistical significance of the findings and ensure the results accurately represent the PM&R workforce.

4. How will the results of this study be used?

The results will be shared with survey participants and members through a formal report. The data will also support AAPM&R's advocacy efforts, workforce planning resources and member career development tools.

5. How is this study different from other compensation surveys?

Unlike large multispecialty surveys, this study is physiatry-specific and provides deeper subspecialty and practice-level detail. Other surveys may be costly or lack meaningful PM&R sample sizes, while this study is designed specifically to reflect the realities of PM&R practice.

6. Who is this study for?

The data from this study will benefit all physiatrists across all career stages and practice settings, with particular value for early-career physicians, residents fellows and those

negotiating contracts or evaluating new opportunities. It may also serve as a resource for non-members considering the value of AAPM&R membership.

7. Who is eligible to participate in the survey?

The survey is intended for physicians who are not in-training and who are actively engaged in clinical care at least some of the time. AAPM&R is seeking participation from all eligible members and prospects within five years of practice to ensure the data accurately reflects today's PM&R workforce.

The following groups are not eligible to participate:

- Medical students
- Advanced Practice Providers (APPs)
- Fully retired physicians
- Residents in academic training programs
- Fellows in academic training programs
- Physicians in entirely non-clinical roles
- International physicians

Physicians who work in academic or research-focused roles may participate if they are involved in clinical care, even if their role is partially non-clinical. Individuals who attest that they are 100 percent non-clinical will be excluded through a screening question at the beginning of the survey.

Part-time clinicians, including those in transitional or hybrid roles who are still seeing patients, are eligible to participate. Fully retired physicians who are no longer practicing are not eligible. This eligibility approach helps ensure the survey results reflect real-world compensation and practice experiences of actively practicing physiatrists.

8. Do I need to be an AAPM&R member to participate?

Both members and select non-members may be invited to participate.

9. How long does the survey take to complete?

Between 20-30 minutes. It may also take some time to compile the information needed to complete the survey. See question 12 for details.

10. How do I access the survey?

<https://cvent.me/WaWKQW>

11. Can I save my progress and come back later?

Yes. Participants can save their progress and return to the survey at any time using their unique Source ID.

12. What information do I need before starting the survey?

Participants should have access to compensation details, benefits information, productivity metrics and recent tax or payroll documents to ensure accurate responses. AAPM&R has compiled a [checklist](#) to help ready participants for the materials needed prior to taking the survey.

13. What is a Source ID and why do I need it?

The Source ID is a unique, confidential code that establishes your individual record in the survey system. It allows you to save progress, return to the survey and ensures that no one else can access your responses. You can find your individual Source ID in the survey invitation email sent by AAPM&R. *The Source ID is user-specific, tied to your email address, and ensures no one else can log in and access your inputted data. All information will remain confidential and only ECG will have access to your individual record.*

14. What should I do if I lose or forget my Source ID?

Your source ID is contained in the invitation email sent by AAPM&R. If you are unable to locate that email, participants can contact AAPM&R Customer Service at 847-737-6000 Monday-Friday between the hours of 8:30am and 5:00pm CT.

15. Is my survey response confidential?

Yes. Individual responses are confidential and will not be shared with AAPM&R, employers or other participants. Data is reported only in aggregate form.

16. How is my data protected? Will my employer or colleagues see my individual responses?

All data is securely stored and managed by the third-party survey administrator. Only aggregated, de-identified data will be included in reports. Employers and colleagues will not have access to individual responses. Only summary data is published.

17. When will the final Compensation Study Report be available?

The final report is anticipated to be released in 2026, with early access provided to survey participants ahead of broader distribution.

18. Who will receive access to the results?

Survey participants will receive early access to the results. AAPM&R members will also have access once the report is released.

19. What will the results consist of?

The following information will be available:

- Executive Summary
- Final report

20. What should I do if I experience technical issues with the survey?

Participants should contact Paru Patel at ECG via email at prpatel@ecgmc.com.

21. How does this study support AAPM&R's advocacy efforts?

The data strengthens AAPM&R's ability to advocate for [fair compensation](#), workforce well-being and policy decisions that reflect the realities of PM&R practice.

22. How will the study benefit the PM&R specialty as a whole

By providing accurate, specialty-specific benchmarks, the study supports transparency, equity, recruitment, retention and long-term sustainability of the psychiatry workforce.