

THE 1997 CHP SALARY SURVEY

Introduction

This report presents the results of the 1997 CHP Salary Survey, directed by Gary Lautenschlager, CHP, with the assistance of the American Academy of Health Physicists. This year's survey form was included with the annual AAHP maintenance fee notice, which was mailed near the end of August. The response was very good, with more than 400 completed surveys received by the end of September. Questions about this survey should be directed to Gary Lautenschlager, email: glauten@gte.net Telephone: (630) 840-8360 (W) or (815) 748-4539 (H).

Data Analysis

The salary ranges checked by CHPs on the completed survey forms were rounded to the midpoints of those ranges before statistical calculations were performed. For example, if a CHP checked the box for the salary range \$50,000 to \$54,999, their salary was rounded to the midpoint value of \$52,500.

The salaries for the medical physics CHPs were higher on average than the majority of the other CHPs as a group. To avoid skewing the results for the majority of CHPs, data from the medical physics CHPs were analyzed separately. There was also one CHP who indicated that they earned more than \$240,000 per year. That data point was excluded from the data analysis as an outlier. Responses from CHPs who were either part time or retired were not analyzed, since the data did not appear to allow meaningful comparisons to be made.

Tabulation and Presentation of Results

In an effort to make the results of the survey as interesting and useful as possible, CHPs were grouped in several different ways by education, primary job responsibility, years of experience, years with current employer, and in combinations of these categories. Readers are cautioned that for statistical validity, results are usually given for the CHP categories only if there were 10 or more CHPs within that category. However, some exceptions were made for general interest.

Tables present results for full-time CHPs who received health, vacation, and retirement benefits from their employer.

Tables

Tables 1 through 13 present the 1997 CHP Salary Survey results for all CHPs that work fulltime, receive vacation, retirement and health benefits from their primary employer, and excludes those CHPs who indicated that their primary job responsibility was medical physics. The results for the medical physics CHPs are presented in Table 14.

Table 1: All CHPs

CHPs	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
All CHPs	331	\$77,168	\$142,500	\$32,500	\$18,518

Table 2: CHPs by Level of Education and Field

Level of Education and Field	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Bachelor's Health Physics	21	\$70,119	\$112,500	\$42,500	\$14,968
Bachelor's Other Field	35	\$73,786	\$107,500	\$52,500	\$13,413
Master's Health Physics	160	\$75,375	\$127,500	\$42,500	\$16,688
Master's Other Field	41	\$79,329	\$137,500	\$32,500	\$22,521
Ph. D. Health Physics	32	\$87,813	\$142,500	\$47,500	\$22,681
Ph.D. Other Field	33	\$79,924	\$127,500	\$42,500	\$19,410

Table 3: CHPs with 15 - 25 Years Experience, and Level of Education

CHPs with 15 - 25 Years Experience, and Level of Education	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Bachelor's Health Physics	9	\$73,611	\$112,500	\$62,500	\$15,366
Bachelor's Other Field	16	\$73,750	\$102,500	\$52,500	\$12,583
Master's Health Physics	78	\$75,256	\$127,500	\$47,500	\$15,154
Master's Other Field	18	\$76,667	\$117,500	\$32,500	\$19,270
Ph. D. Health Physics	12	\$87,500	\$142,500	\$72,500	\$21,742
Ph.D. Other Field	13	\$85,577	\$127,500	\$57,500	\$20,263

Table 4: Education and NRRPT Certification

Education and NRRPT Certification	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Bachelor's Health Physics	11	\$65,227	\$77,500	\$52,500	\$6,842
Bachelor's Other Field	9	\$69,722	\$87,500	\$52,500	\$10,341
Master's Health Physics	12	\$65,833	\$82,500	\$47,500	\$11,934

Table 5: Nuclear Power Facility as Primary Employer

Nuclear Power Facility as Primary Employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Bachelor's Health Physics	9	\$69,167	\$87,500	\$52,500	\$10,000
Bachelor's Other Field	9	\$71,389	\$87,500	\$57,500	\$8,580

Table 6: National Laboratory as Primary Employer

National Laboratory as Primary Employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Ph. D. Health Physics	10	\$88,000	\$122,500	\$62,500	\$19,643
Ph.D. Other Field	8	\$80,625	\$97,500	\$62,500	\$11,934

Table 7: Government Contractors as Primary Employer

Government Contractors as Primary Employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Master's Other Field	11	\$83,409	\$127,500	\$57,500	\$22,452

Table 8: Master's Health Physics and Primary Employer

Master's Health Physics and Primary Employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Government Contractors	24	\$80,833	\$122,500	\$57,500	\$17,977
Federal Government	20	\$77,250	\$117,500	\$52,500	\$17,432
National Laboratory	21	\$73,214	\$97,500	\$52,500	\$11,323
Nuclear Power Facility	31	\$77,500	\$112,500	\$52,500	\$14,491
Commercial	20	\$80,500	\$127,500	\$62,500	\$16,575
Consulting Firm	12	\$84,167	\$107,500	\$57,500	\$15,275

Table 9: Master's Health Physics and Primary Job Responsibility

Master's Health Physics and Primary Job Responsibility	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
Administration	18	\$89,167	\$122,500	\$57,500	\$19,251
Applied Health Physics	41	\$71,037	\$127,500	\$47,500	\$14,968
Dosimetry	11	\$72,500	\$92,500	\$52,500	\$11,619
Environmental	16	\$75,938	\$122,500	\$52,500	\$19,809
Radiation Safety Officer	18	\$67,500	\$87,500	\$42,500	\$14,552
Reactor's Other	11	\$84,772	\$112,500	\$72,500	\$12,321
Regulations/Standards	9	\$73,056	\$102,500	\$52,500	\$16,853
Waste Management	9	\$75,278	\$102,500	\$52,500	\$16,223

Table 10: Master's Health Physics and Years Experience

Master's Health Physics and Years Experience	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
6 - 10	14	\$61,429	\$77,500	\$42,500	\$8,810
10 - 15	38	\$70,526	\$122,500	\$47,500	\$15,489
15 - 25	78	\$75,256	\$127,500	\$47,500	\$15,154
>25	26	\$91,731	\$117,500	\$62,500	\$14,608

Table 11: Master's Health Physics with 10 - 15 years experience, and years with current employer

Master's Health Physics with 10 - 15 years experience, and years with current employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
0 - 4 years with current employer	12	\$72,083	\$87,500	\$52,500	\$9,404
5 - 11 years with current employer	17	\$72,500	\$122,500	\$47,500	\$18,286

Table 12: Master's Health Physics with 15 - 25 years experience, and years with current employer

Master's Health Physics with 15 - 25 years experience, and years with current employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
5 - 10 years with current employer	26	\$74,423	\$122,500	\$47,500	\$15,367
10 - 16 years with current employer	14	\$71,786	\$92,500	\$52,500	\$13,567

Table 13: Master's Health Physics with >25 years experience, and years with current employer

Master's Health Physics with >25 years experience, and years with current employer	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
15 - 30 years with current employer	12	\$97,500	\$117,500	\$77,500	\$13,314

Table 14: CHPs with Medical Physics as Primary Job Responsibility

CHPs with Medical Physics as Primary Job Responsibility	Number in Category	Average Salary	Maximum salary	Minimum Salary	Standard Deviation
All Medical Physics CHPs	24	\$100,833	\$192,500	\$42,500	\$44,200
All Medical Physics CHPs with American Board of Radiology (ABR) certification	11	\$110,227	\$192,500	\$47,500	\$44,066

The Optional Question

This year's optional salary survey question asked "What do you feel is the most important issue facing the health physics certification process today?" There were a number of comments received, for which there appeared to be three major areas of concern that were shared by several CHPs. These concerns were: recognition and meaningfulness of the CHP designation with employers and regulatory bodies, maintaining the high standards for certification, and dwindling job opportunities.

Many CHPs felt that not enough was being done to promote the status of CHPs as a recognized and/or desirable qualification in the regulations and with employers, especially for certain specialties in the medical field. They felt that the CHP designation was gradually being undermined by competing certifying organizations, and some CHPs felt that the AAHP should increase efforts to promote the value of certification more aggressively with regulatory bodies and employers. If the status of CHPs in medical and other fields is allowed to decline further they stated, then the importance of the CHP designation will begin to diminish as well. There were also a number of responses indicating a perception of a decline in the value of certification with employers or a lack of understanding by employers of the need for certification. Some of these responses included: employers not encouraging and supporting re-certification efforts, and management not recognizing the meaning and value of certification.

A second major group of comments were related to the certification process itself. The vast majority of the CHPs commenting on this issue felt that it must continue to reflect the highest standards of qualification and that the AAHP should resist efforts to make the process less stringent and difficult, thus preventing certification from becoming a "minimum" qualification for health physicists. Indeed, a few respondents felt that the standards for candidate selection were not high enough now! They also felt that the examination must continue to strive for consistency from year to year, and that more efforts should be taken to screen unqualified candidates from sitting for the examination. One respondent suggested that CHPs themselves could help the process by being more judicious in their sponsorship of candidates.

A number of responses were received that stated a concern over a perceived decline in the number of employment opportunities, as well as a decline in position opportunities advertised as requiring a nd what jobs (are there that) require a CHP.

The other comments received are also being considered by the AAHP. Thanks to all of you for your contributions, your participation was most important to the success of this survey.

With appreciation to all the respondents! - Gary Lautenschlager

VERIFY CERTIFICATION!

Attainment of ABHP Certification is increasingly viewed as a required or desired credential for the assignment of some radiation protection responsibilities. As the value of certification increases, so, too, does the potential for fraudulent claims of CHP status. The AAHP and ABHP encourage licensing/regulatory agencies, employers and contract officers to verify the certification status of current employees or contractors. In addition, the AAHP and ABHP also encourage anyone contemplating securing the services of a health physicist who claims to be certified by the ABHP to verify the certification status of the applicant. Verification can be performed by consulting the list of Active Certified Health Physicists in the *Radiation Protection Professional's Directory & Handbook* (the HPS membership handbook) or on the AAHP Web Page:

<http://phantom.ehs.uiuc.edu/~aahp/>

Awards of Certification or reactivations of Certification that are too recent to appear on these lists may be verified by contacting Nancy K. Johnson, Program Director, at the AAHP Secretariat (703) 790-1745.

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