

2025 AAMD Salary Survey Results

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Disclosure

- I am a paid consultant for the AAMD
- I have no other disclosures or conflicts of interest

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Who am I?

- Clinical Medical Physicist
- Residency Director for University of Louisville Therapy Medical Physics Residency
- Doctorate in Health Management and Policy
 - Dissertation on the Supply and Demand of the Medical Physics Workforce
- Working on Masters of AI in Healthcare
- AAPM Member of:
 - Workforce Committee
 - Therapy Workforce Subcommittee
 - Chair of Therapy Demand and Supply Projection Workgroup
 - Professional Survey Committee
 - TG 423 Member
- AAMD consultant
 - 2020 Workforce Study
 - 2021 Salary Survey
 - 2023 Salary Survey



*I am in no way representing any interests of the AAPM in this presentation

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Objectives



Report the results of the 2025 AAMD salary survey



Evaluate changes and trends from previous salary surveys



Review the current state of the medical dosimetry workforce and possible challenges

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Background

- Medical dosimetrists play a critical role in radiation oncology
- Compensation benchmarking supports:
 - Workforce planning
 - Recruitment and retention
 - Career decision-making
 - Advocacy and education
- Conducted by the American Association of Medical Dosimetrists (AAMD) Long-standing survey series used by:
 - Employers
 - Educators
 - Professional leadership
 - Individual dosimetrists

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Survey Development & Oversight

Survey Design

- Developed by an AAMD-appointed Advisory Committee
- Informed by:
 - Prior AAMD salary surveys
 - Literature review
 - Stakeholder input (clinicians, educators, industry, regulators)

Administration

- Online survey (SurveyMonkey)
- Distributed to all eligible AAMD members
- Unique survey links prevented duplicate responses

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Sample & Participation

Who Was Invited

- All full AAMD members

Response Overview

- Invitations sent: 2,634
- Responses received: 908
- Response rate: 34.5%

Analytic Focus

- Primary salary analyses emphasize:
 - full-time
 - MDCB-certified

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Salary Definition

- Salary based on respondent-reported W-2 Box 1 wages
- Standard measure used in healthcare and workforce salary surveys
- Excludes:
 - Benefits
 - Bonuses
 - Overtime
 - Secondary employment income

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Data Cleaning

- Responses reviewed for:
 - Duplicates
 - Internal Consistency
 - Implausible values
- Extreme salary outliers evaluated using interquartile range approach
- Only extreme outliers ($>3 \times \text{IQR}$) excluded
- Other responses cleaned for incompleteness



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Analysis

- Salary distributions summarized using:
 - Median (Q2)
 - Quartiles
 - Minimum and maximum
 - Mean (for context)
 - Group comparisons focused on:
 - Years of experience
 - Supervisory responsibility
 - Employment setting
 - Geographic region
 - Work structure (onsite / hybrid / remote)
- Statistical Approach
- Nonparametric methods used due to skewed salary distributions
 - Emphasis on patterns and practical differences, not technical details

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How to Interpret Salary Results

Medians used for typical salary

Quartiles show distribution

Results focus on full-time, certified professionals

Differences reflect experience and role

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Total Annual Income Primary Position

Table A1 Annual salary in 2025 excluding benefits from primary medical dosimetry position – Full-time MDCB Certified – primary position

	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Salary	\$72,230	\$130,704	\$150,000	\$170,467	\$280,000	\$152,646	820

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Annual Net Income Over Time for Primary Position

	1 st Qt.	2 nd Qt.	3 rd Qt.	Average	# Resp.
2013	\$93,000	\$106,000	\$119,000	\$107,000	597
2015	\$97,000	\$110,000	\$125,000	\$111,000	867
2017	\$102,000	\$115,000	\$129,000	\$117,000	815
2019	\$104,000	\$120,000	\$135,000	\$120,000	830
2021	\$114,000	\$130,000	\$148,000	\$131,000	989
2023	\$124,000	\$140,000	\$162,000	\$145,000	889
2025	\$131,000	\$150,000	\$170,000	\$153,000	880

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Total Net Annual Income by Experience

Table A2 Annual salary in 2025 excluding benefits by years of experience – Full-time MDCB Certified - primary position

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more

Salary by Years of Professional Experience	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Less than 5 years	\$80,000	\$117,106	\$127,000	\$138,980	\$181,135	\$128,530	186
5 to 9 years	\$80,800	\$133,000	\$147,780	\$163,000	\$256,380	\$149,146	153
10 to 19 years	\$99,200	\$145,786	\$158,564	\$179,042	\$265,000	\$161,279	226
20 years or more	\$72,230	\$142,100	\$162,186	\$183,500	\$280,000	\$164,685	255

Overall group differences were evaluated using the Kruskal-Wallis test ($p < 0.001$). Post-hoc pairwise comparisons were performed using Wilcoxon rank-sum tests with Bonferroni adjustment. $\chi^2(3) = 209.9, p < 0.001$.

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Annual Net Income by Supervisory Status

**Table A4 Annual salary in 2025 excluding benefits by type of supervisory role- Full-time
MDCB Certified - primary position**

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more							
Salary by Supervisory Responsibility	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
RTTs but not Medical Dosimetrists	\$103,921	\$122,100	\$141,000	\$155,000	\$250,000	\$150,759	9
Medical Dosimetrists only	\$115,000	\$152,243	\$170,000	\$186,650	\$245,000	\$171,674	94
RTTs, Med. Dosimetrists and others	\$165,000	\$176,750	\$193,459	\$223,350	\$279,000	\$204,911	15
Dosimetry Students	\$99,200	\$129,751	\$140,135	\$164,157	\$191,000	\$145,840	46

Salary distributions differed significantly across supervisory role types (Kruskal-Wallis test, $p < 0.001$). Post-hoc comparisons suggested higher salaries among administrators relative to other supervisory roles. Results for subgroups with small sample sizes (e.g., RTT-only supervisors) should be interpreted with caution.

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Average Annual Salary by Supervisory Status

	2015	2017	2019	2021	2023	2025
No Responsibility	\$108,000	\$115,000	\$118,000	\$128,000	\$141,000	\$149,000
Dosimetrists and RTTs	\$120,000	\$132,000	\$136,000	\$148,000	\$167,000	\$205,000
Dosimetry Students	\$107,000	\$110,000	\$117,000	\$129,000	\$137,000	\$146,000
RTT only	--	\$113,000	\$122,000	\$129,000	\$156,000	\$151,000
Dosimetrists only	--	\$132,000	\$144,000	\$151,000	\$163,000	\$172,000

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MDCB Certified Salary by Geographic Region

Table A14 Total net annual income in 2025 excluding benefits by geographic employment region – Full-time MDCB Certified - primary position

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more							
Salary by Geographic Region	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Pacific	\$103,326	\$153,675	\$179,550	\$201,500	\$280,000	\$180,643	72
New England	\$89,600	\$130,590	\$151,368	\$170,000	\$250,000	\$152,647	58
Mountain	\$72,230	\$140,000	\$156,000	\$180,000	\$256,380	\$160,069	65
South Atlantic	\$80,800	\$133,652	\$150,000	\$172,487	\$265,000	\$154,362	184
Middle Atlantic	\$99,2000	\$135,000	\$153,920	\$173,300	\$256,000	\$156,395	117
West South Cent.	\$90,400	\$128,5000	\$150,000	\$166,400	\$220,000	\$148,458	111
East South Cent.	\$111,633	\$126,956	\$137,000	\$147,750	\$279,000	\$142,896	47
East North Cent.	\$97,000	\$122,400	\$143,000	\$160,000	\$198,000	\$142,023	113
West North Cent.	\$80,000	\$119,087	\$127,000	\$150,000	\$204,500	\$133,403	49

Analyses were restricted to U.S. respondents. Group differences were evaluated using the Kruskal-Wallis test. Pairwise comparisons, where performed, were adjusted for multiple comparisons.

(*) New England includes: CT, ME, MA, NH, RI, VT; Middle Atlantic includes: NJ, NY, PA; South Atlantic includes: DE, DC, FL, GA, MD, NC, SC, VA, WV; East North Central: IL, IN, MI, OH, WI; East South Central: AL, KY, MS, TN; West North Central: IA, KS, MN, MO, NE, ND, SD; West South Central: AR, LA, OK, TX; Mountain: AZ, CO, ID, MT, NV, NM, UT, WY; Pacific: AK, CA, HI, OR, WA.

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Onsite vs Remote Salaries

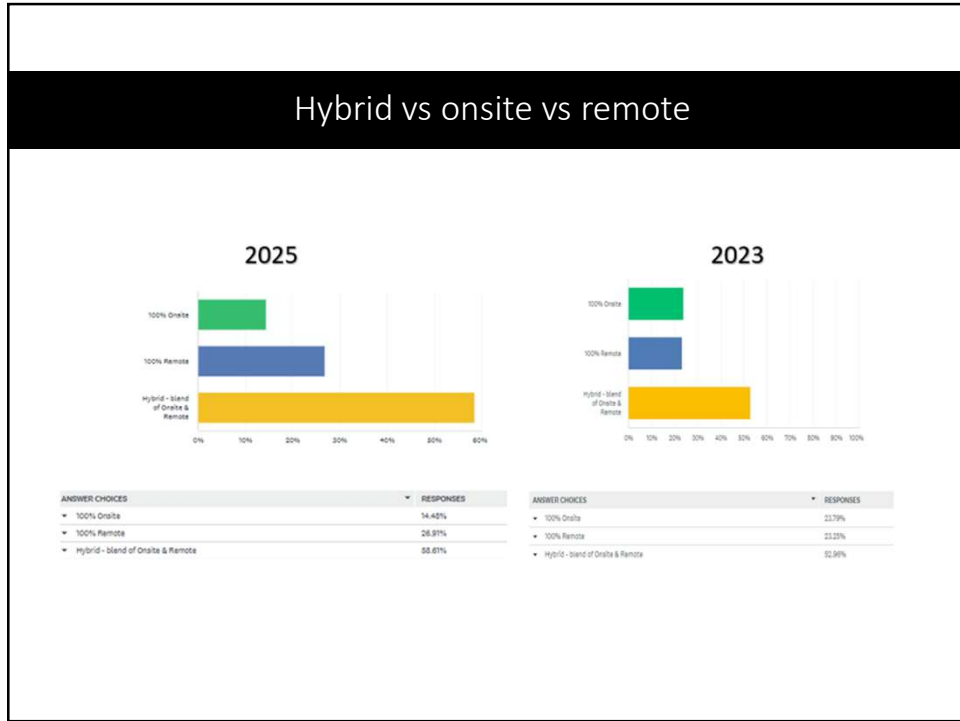
Table B6 Annual salary in 2025 for Full-Time MDCB Certified-Remote work

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more							
Salary by Work Arrangement	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
100% Onsite	\$72,230	\$124,900	\$145,000	\$163,520	\$280,000	\$145,500	115
100% Remote	\$90,400	\$136,166	\$151,000	\$168,920	\$279,000	\$155,152	223
Hybrid	\$89,600	\$130,000	\$150,000	\$172,150	\$265,000	\$153,191	482

Fully remote respondents earned significantly higher salaries than fully on-site respondents (Wilcoxon rank-sum with Bonferroni adjustment); hybrid roles did not differ significantly from either fully on-site or fully remote roles.

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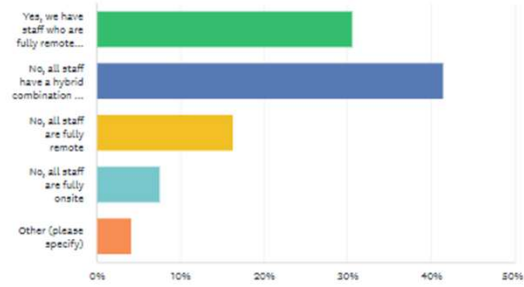
Hybrid vs onsite vs remote



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Does your primary work setting have a blend of onsite/remote/hybrid medical dosimetry staff?

Answered: 876 Skipped: 32



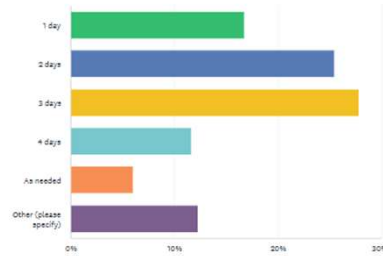
ANSWER CHOICES	RESPONSES
Yes, we have staff who are fully remote and staff that have onsite responsibilities	30.59% 268
No, all staff have a hybrid combination of remote and onsite responsibilities	41.44% 363
No, all staff are fully remote	16.32% 143
No, all staff are fully onsite	7.53% 66
Other (please specify)	Responses 4.11% 36

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How many days onsite

How many days a week are you typically working onsite in your hybrid role?

Answered: 214 Skipped: 234

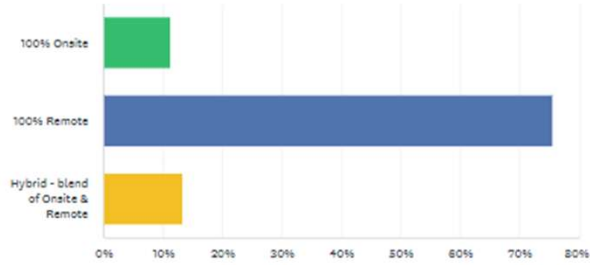


ANSWER CHOICES	RESPONSES	
▼ 1 day	16.73%	66
▼ 2 days	25.49%	131
▼ 3 days	27.82%	143
▼ 4 days	11.67%	60
▼ As needed	6.00%	31
▼ Other (please specify)	Responses: 12.20%	63

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For your secondary employment, what is your typical work setting?

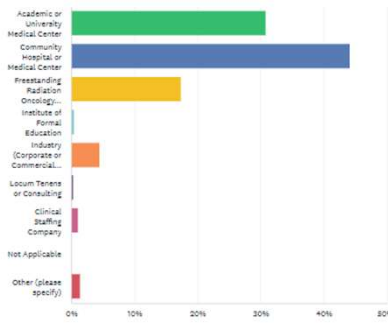
Answered: 98 Skipped: 810



ANSWER CHOICES	RESPONSES	
▼ 100% Onsite	11.22%	11
▼ 100% Remote	75.51%	74
▼ Hybrid - blend of Onsite & Remote	13.27%	13
TOTAL		98

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Primary Work Setting



ANSWER CHOICES	RESPONSES
Academic or University Medical Center	30.79% 270
Community Hospital or Medical Center	44.33% 387
Freestanding Radiation Oncology Facility	17.33% 152
Institute of Formal Education	0.46% 4
Industry (Corporate or Commercial Company)	4.45% 39
Locum Tenens or Consulting	0.34% 3
Clinical Staffing Company	1.02% 9
Not Applicable	0.11% 1
Other (please specify)	Responses 1.37% 12
TOTAL	877

For analytic purposes, Clinical Staffing Company responses were combined with Locum Tenens or Consulting, and Institute of Formal Education responses were combined with Academic or University Medical Center due to conceptual overlap and small sample sizes.

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Annual Income by Employment Venue

Table A9 Annual salary in 2025 excluding benefits by employment venue – Full-time MDCB Certified - primary position.

Salary by Employment Venue	Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more						# Responses
	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	
Academic Medical Center	\$89,600	\$130,500	\$149,399	\$171,500	\$265,000	\$153,358	259
Community Hospital	\$80,000	\$131,385	\$150,187	\$170,489	\$280,000	\$152,581	370
Freestanding Center	\$72,230	\$128,975	\$147,500	\$169,244	\$235,000	\$148,687	148
Industry	\$120,000	\$146,500	\$158,000	\$189,000	\$279,000	\$166,982	33
Locums / Consulting / Staffing	\$105,000	\$143,230	\$150,996	\$155,518	\$176,000	\$147,874	10

Includes Academic or University Medical Centers and Institutes of Formal Education.

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Net Annual Salary for MDCB Certified by Academic Degree

Table A15 Annual salary in 2025 excluding benefits by earned academic degree –full- time MDCB Certified – primary position

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more

Salary by Academic Degree	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Certificate	\$100,000	\$145,000	\$155,000	\$175,000	\$250,000	\$159,271	53
Associate	\$84,900	\$140,000	\$158,000	\$178,750	\$229,000	\$159,012	90
Bachelors	\$72,230	\$133,375	\$151,718	\$173,400	\$279,000	\$154,970	344
Masters	\$80,800	\$125,252	\$143,500	\$161,538	\$280,000	\$146,470	311
Doctorate	\$113,000	\$175,000	\$188,381	\$201,500	\$220,000	\$183,992	9

Respondents reporting "No Degree" or "Other/Not Applicable" were excluded.

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Average Annual Salary for MDCB Certified by Academic Degree

	2015	2017	2019	2021	2023	2025
Certificate	\$110,000	\$117,000	\$119,000	\$133,000	\$144,000	\$159,000
Associates	\$111,000	\$122,000	\$126,000	\$138,000	\$149,000	\$159,000
Bachelors	\$110,000	\$116,000	\$121,000	\$131,000	\$148,000	\$155,000
Masters	\$105,000	\$110,000	\$115,000	\$126,000	\$139,000	\$146,000

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Net Annual Salary for MDCB Certified by Clinical Training

Table A16 Total net annual income in 2025 excluding benefits by clinical training in medical dosimetry – Full time MDCB Certified - primary position

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more							
Salary by clinical training in	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
On-the job	\$72,230	\$141,238	\$161,100	\$180,274	\$279,000	\$163,827	256
Certificate	\$80,000	\$132,000	\$150,004	\$170,000	\$250,000	\$153,695	166
Bachelors	\$80,000	\$129,250	\$148,000	\$171,475	\$220,000	\$149,648	155
Masters	\$89,600	\$124,568	\$141,400	\$155,000	\$280,000	\$142,062	243

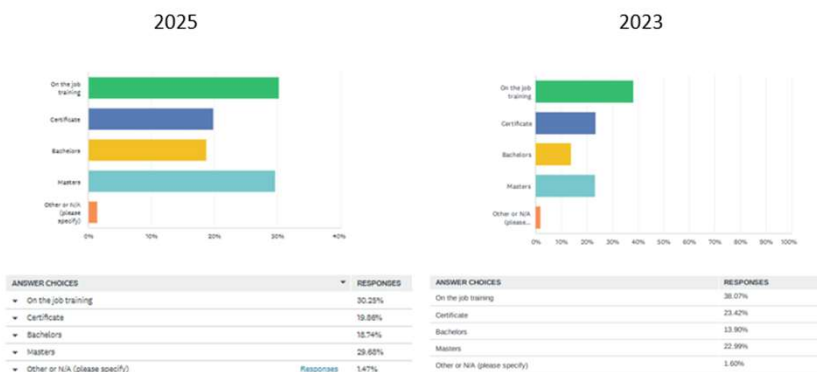
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Comparing Training Type with Years of Experience

	1 st Quartile	2 nd Quartile	3 rd Quartile	Average	Median Salary
On the Job	20 years	24 years	28 years	24.6 years	\$161,000
Certificate	6 years	12 years	18.8 years	13.6 years	\$150,000
Bachelors	3 years	8 years	14.5 years	9.2 years	\$148,000
Masters	2 years	5 years	9 years	6.3 years	\$141,000

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Respondent Clinical Training



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Annual Income for Particle Therapy Planning

Table B5 Annual salary in 2025 for Full-Time MDCB Certified- Particle Therapy Planning Dosimetrists (i.e. Protons, Carbon, Heavy Ions)

	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Particle Therapy Dosimetrist	\$100,050	\$131,425	\$153,050	\$174,476	\$235,000	\$154,477	68
Non-Particle Therapy Dosimetrist	\$72,230	\$130,829	\$150,000	\$170,000	\$280,000	\$152,454	750

Wilcoxon rank-sum test, W = 24,653, p = 0.65 — proton/heavy-ion planning was not independently associated with salary differences.

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Annual Income in Canada

Table B1 Indicate your Annual salary in US dollars in 2025 excluding benefits from all your medical dosimetry positions – Full-time Canadian Medical Dosimetrists – primary position.

Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more

	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Salary	\$80,000	\$89,188	\$96,125	\$113,000	\$152,000	\$106,062	4

*Results for this subgroup should be interpreted with caution due to the small sample size.

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Table C1 Employer Provided Benefits in 2025 for Full-Time MDCB Certified-



Benefit	Yes (%)	No (%)	N/A or Unknown (%)	Total (n)
Medical Insurance	95.2	3	1.9	806
Dental Insurance	93.1	4.6	2.4	806
Employee managed tax deferred retirement program e.g. 401(k)	91.8	5	3.2	806
Life Insurance	90.9	5.3	3.7	806
Vision Insurance	88.7	7.7	3.6	806
Disability Insurance	85.2	8.4	6.3	806
Education travel expense reimbursement	68.9	22.8	8.3	806
Professional society member dues reimbursement	68.4	28	3.6	806
Continuing education expense reimbursement	62.4	29.2	8.4	806
Formal academic education tuition expenses	51	26.4	22.6	806
Professional Liability Insurance	36.6	29.4	34	806
Employer managed retirement pension plan	33.9	53.6	12.5	806
Bonus based on business profit	24.3	65.8	9.9	806
Formal academic education tuition expenses for dependents	14.1	57.7	28.2	806
Profit sharing	11.4	72.3	16.3	806
Retention Bonus	11.2	71.8	17	806

Benefit availability is reported as counts and percentages. Responses of "N/A or I do not know" are reported separately.

Table C2 Days of Employer Provided Time Off in 2025 for Full-Time MDCB Certified

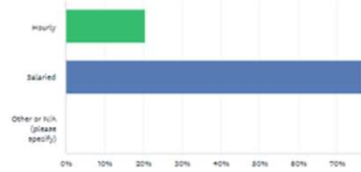
Salary by Quartile, Percentile and Mean for medical dosimetrists working 30 hours per week or more

	Minimum	First Quartile (25 th Percentile)	Second Quartile (50 th Percentile)	Third Quartile (75 th Percentile)	Maximum	Mean (Average)	# Responses
Days	4	21	28	33	48	27.5	768

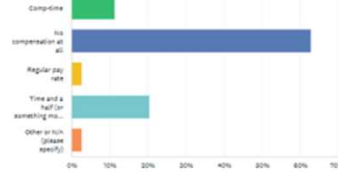
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How are you compensated?

Hourly vs Salary



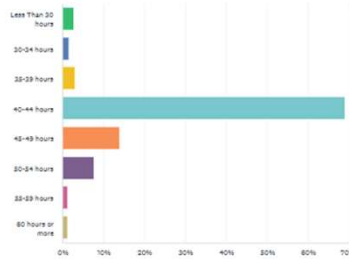
Overtime Compensation



ANSWER CHOICES	RESPONSES	ANSWER CHOICES	RESPONSES
Hourly	20.41%	Comp-time	11.30%
Salaried	79.36%	No compensation at all	62.79%
Other or N/A (please specify)	0.23%	Regular pay rate	2.74%
		Time and a half (or something more than regular pay rate)	20.43%
		Other or N/A (please specify)	2.74%

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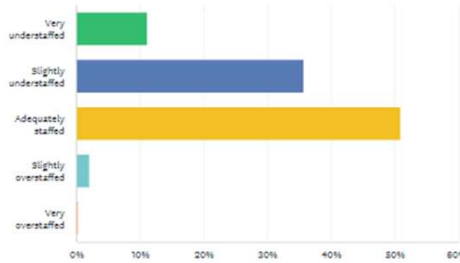
Average hours worked per week



ANSWER CHOICES	RESPONSES
Less Than 30 hours	2.74% 24
30-34 hours	1.48% 13
35-39 hours	2.96% 26
40-44 hours	68.99% 608
45-49 hours	13.91% 122
50-54 hours	7.64% 67
55-59 hours	1.34% 10
60 hours or more	1.34% 10

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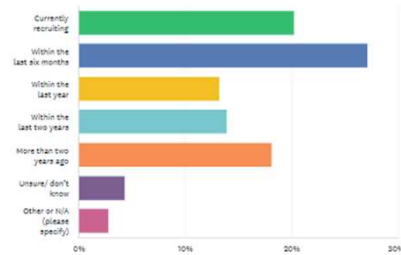
Is the staffing adequate?



ANSWER CHOICES	RESPONSES
▼ Very understaffed	11.15%
▼ Slightly understaffed	35.68%
▼ Adequately staffed	50.94%
▼ Slightly overstaffed	2.00%
▼ Very overstaffed	0.23%

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When did your organization last recruit a Medical Dosimetrist?

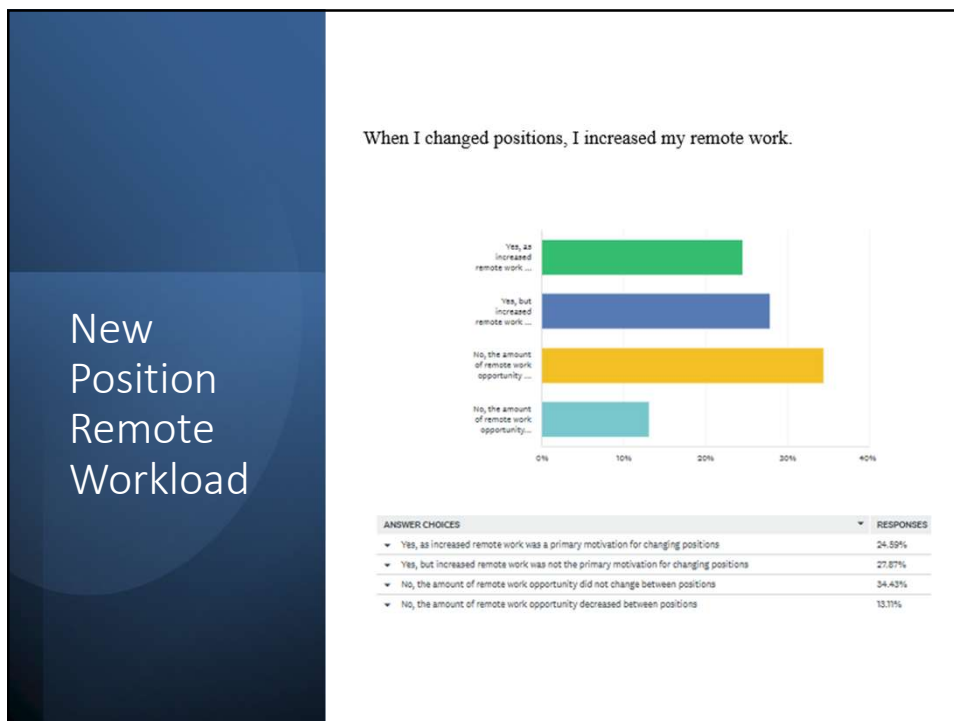


ANSWER CHOICES	RESPONSES
▼ Currently recruiting	20.26%
▼ Within the last six months	27.20%
▼ Within the last year	13.25%
▼ Within the last two years	13.95%
▼ More than two years ago	18.17%
▼ Unsure/ don't know	4.34%
▼ Other or N/A (please specify)	2.81%

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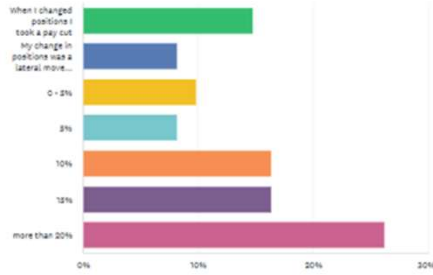
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New
Position
Remote
Workload

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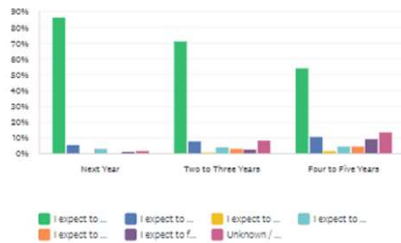
New Position Salary Change



ANSWER CHOICES	RESPONSES
When I changed positions I took a pay cut	14.75%
My change in positions was a lateral move with no change in salary	8.20%
0 - 5%	9.84%
5%	8.20%
10%	16.39%
15%	16.39%
more than 20%	26.23%

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Future work plans



	I EXPECT TO REMAIN IN MY CURRENT POSITION(S).	I EXPECT TO SEEK A NEW PRIMARY JOB IN MEDICAL DOSIMETRY.	I EXPECT TO SEEK A NEW JOB OUTSIDE OF RADIATION ONCOLOGY.	I EXPECT TO REMAIN IN MY CURRENT POSITION(S) AND SEEK A NEW SECONDARY JOB (PART TIME).	I EXPECT TO REDUCE MY WORK HOURS IN MEDICAL DOSIMETRY.	I EXPECT TO FULLY RETIRE.	UNKNOWN / UNSURE
Next Year	86.74% 739	5.75% 49	0.47% 4	3.77% 27	0.70% 6	1.29% 11	1.88% 16
Two to Three Years	71.60% 610	8.30% 69	0.82% 7	4.48% 38	3.40% 29	2.93% 25	8.69% 74
Four to Five Years	54.34% 463	10.80% 92	1.88% 16	4.93% 42	4.81% 41	9.39% 80	13.85% 118

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Key Takeaways Compensation and Career Trajectory

What We See

Median salary is \$150K, with strong growth over time

Salary growth is front-loaded

Compensation levels off mid-career

What Drives Salary

Leadership roles = largest salary increases

Experience matters early, but role matters more later

What This Means

Career ceiling exists without advancement

Long-term growth requires transition into leadership or expanded scope

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Key Takeaways: What Matters (and What doesn't)

Strongest Drivers of Salary

1. Leadership / supervisory responsibility
2. Experience (early career)

Secondary Influences

Geography → moderate effect

Work arrangement (remote/hybrid) → modest effect

Degree → reflects role, not a direct driver

Big Insight

What you do matters more than where you work

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Key Takeaways: Workforce Reality

Current State

- ~50% report adequate staffing
- Nearly as many report **understaffing**
- Median **~6 months to fill positions**

What's Happening

- Ongoing recruitment across organizations
- Hybrid/remote work now stable
- Majority staying short term, but movement increases overtime

Why It Matters

- Strong salaries ≠ solved workforce problem
- Persistent demand + turnover = continued hiring pressure
- Future questions with automation, AI, and outsourcing in workforce

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Thank you!
Questions?

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