

# 2022 REVIEW

## OF PHYSICIAN AND ADVANCED PRACTITIONER RECRUITING INCENTIVES

An overview of the salaries, signing bonuses, and other incentives offered to recruit physicians, physician assistants and nurse practitioners. Based on a representative sample of 2,695 search engagements.

### TOP TEN PHYSICIAN STARTING SALARIES

\$565,000



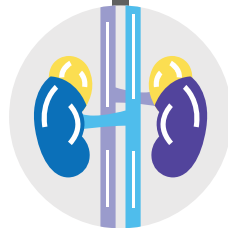
1.  
Orthopedic  
Surgery

\$527,000



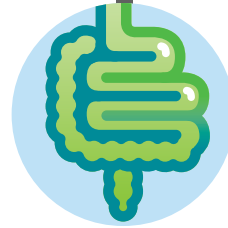
2.  
Cardiology  
(Interventional)

\$510,000



3.  
Urology

\$486,000



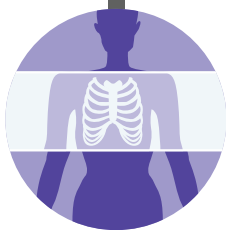
4.  
Gastroenterology

\$484,000



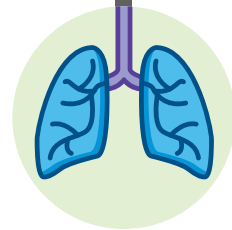
5.  
Cardiology  
(Non-invasive)

\$455,000



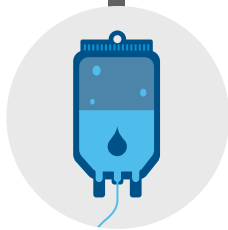
6.  
Radiology

\$412,000



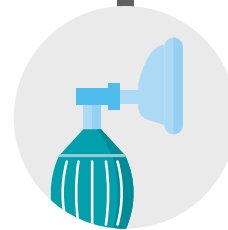
7.  
Pulmonology

\$404,000



8.  
Hematology/  
Oncology

\$400,000



9.  
Anesthesiology

\$368,000



10.  
Oral Maxillofacial  
Surgery

For a complete copy of the 2022 Review of Physician and Advanced Practitioner Recruiting Incentives, visit [www.merrithawkins.com](http://www.merrithawkins.com) or email us at [info@merrithawkins.com](mailto:info@merrithawkins.com).