

# Clinical Exercise Physiology Association

## 2016 Salary Survey

Laura A. Richardson, PhD, ACSM-RCEP

# Clinical Exercise Physiologist CEP

- A certified allied health professional who evaluates, designs, administers and oversees exercise testing and training programs for individuals with chronic health disorders
- Currently over 6,000 CEPs
- Estimated that CEPs will continue to ↑

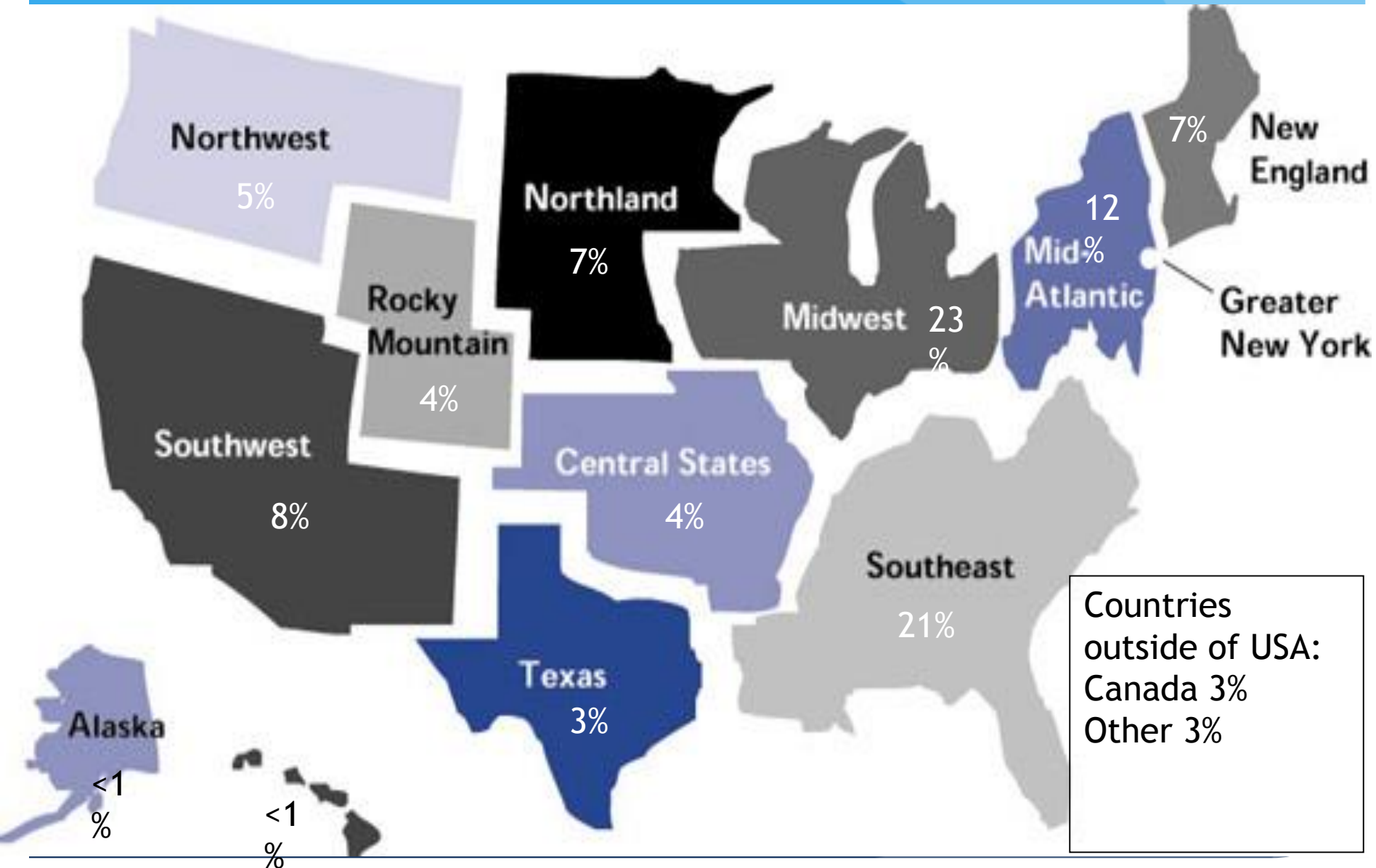
# Purpose of survey

- Collect employment data including salary, scope of work, patient base, job responsibilities
- Goal of survey is to provide updated current practices and salary trends

# Table 1. Demographics of survey participants

	2016 Salary Survey (n=1271)	2010 Salary Survey (n=813)
Age (years) Median	31-35	36-40
25 <sup>th</sup> , 75 <sup>th</sup> percentile	26-30, 41-45	26-30, 46-50
Women (%)	70%	68%
Work Experience (years)		
Median	8-9	10-15
25 <sup>th</sup> , 75 <sup>th</sup> percentile	2-3, 16-20	4-5, 16-20
Highest Academic Degree(%)		
Associate's	1%	1%
Bachelor's	36%	26%
Master's	58%	66%
Doctorate	5%	8%
Employer Requires ACSM Certification	36%	59%
Clinical Exercise Cert n, (%)	770, (61%)	659, (81%)
ACSM-CEP	561, (40%)	
ACSM-RCEP	293, (21%)	
AACVPR	67, (5%)	

# Geographical representation of respondents (%)



# Table 1. Demographics of survey participants (cont.)

	2016 Salary Survey (n=1271)
<b>Employment Status (%)</b>	
Full time	75%
Part time	15%
PRN	3%
Student/unemployed/not working in field	7%
<b>Job Title (%)</b>	
Clinical Exercise Physiologist	24%
Exercise Physiologist	20%
Exercise Specialist	13%
Program Director	7%
University Professor	5%
Program Coordinator	5%
Research Assistant	1%
Research Coordinator	1%
Researcher	1%
Other	21%

## Table 2. Annual Salary (n=945)

	2016 CEPA	2010 CEPA	2015 Department of Labor Statistics
Median	\$47,501-\$50,000	\$47,501-\$50,000	\$47,010
25 <sup>th</sup> Percentile	\$37,501-\$40,000	\$40,001-\$42,500	\$37,850
75 <sup>th</sup> Percentile	\$60,001-\$62,500	\$60,001-\$62,500	\$59,250

## Table 3. Hourly Pay Rate (n=1174)

	2016 CEPA	2015 Department of Labor Statistics
Median	\$24.50	\$22.60
25 <sup>th</sup> Percentile	\$19.90	\$18.20
75 <sup>th</sup> Percentile	\$30.50	\$28.49

## Table 4. Select Characteristics of the Professional Practice of Survey Participants (n=1271)

<b>Primary work setting (%)</b>	
Cardiac Rehabilitation	43.0%
Commercial Fitness/Community Center	11.5%
College/University	10.0%
Cardiovascular stress testing	8.0%
Hospital Wellness	7.0%
Corporate (Fitness/Wellness)	6.0%
Government (Fitness/Research/Wellness)	4.5%
Hospital/Medical Facility (Non-rehabilitation/non-wellness)	3.0%
Physical Therapy	2.0%
Weight loss/Bariatric clinic	1.5%
Pulmonary Rehabilitation	1.5%
K-12 Schools	1.0%
Other	1.0%
<b>Direct Patient Contact (%)</b>	<b>77%</b>
<b>Required by employer to have an ACSM Certification (%)</b>	<b>37%</b>



## Table 4 cont. Select Characteristics of the Professional Practice of Survey Participants (n=1271)

<b>Primary Patient Population (%)</b>	
Cardiovascular (e.g. MI, CABG, CHF)	69%
Athletes/Healthy populations (e.g. performance/wellness)	12%
Metabolic (Weight loss, diabetes)	10%
Neuromuscular (e.g. TKR, RCR)	5%
Pulmonary (e.g. COPD, CF)	2%
<b>Reports Working “often” with Patient Population (%)</b>	
Cardiovascular (e.g. MI, CABG, CHF)	62%
Metabolic (Weight loss, diabetes)	62%
Pulmonary (e.g. COPD, CF)	48%
Athletes/Healthy populations (e.g. performance/wellness)	24%
Neuromuscular (e.g. TKR, RCR)	26%
Immunologic/Hematologic (Cancer/AIDS)	13%
<b>Required by employer to have an ACSM Certification (%)</b>	37%

## Table 5. Annual Salary and hourly pay rate by academic degree and clinical exercise certification

	Median Salary		Median Hourly pay
Academic Degree			
Bachelor's (n= 306)	\$42,501-\$45,000		\$22.50
Master's (n=594)	\$47,501-\$50,000		\$25.00
Doctorate (n=53)	\$70,001-\$72,500		\$36.25
Clinical Exercise Certification (All)			
Yes (n=560)	\$47,501-\$50,000		
No (n=385)	\$45,001-\$47,500		
Clinical Exercise Cert. (Bachelor's Degree)			
Yes (n=180)	\$47,501-\$50,000		\$24.17
No (n=188)	\$37,501-\$40,000		\$20.54
Clinical Exercise Cert. (Master's Degree)			
Yes (n=381)	\$47,501-\$50,000		\$25.00
No (n=204)	\$47,501-\$50,000		\$24.00

**Table 7. Gender differences for annual salary and hourly rate by academic degree and clinical exercise certification**

	Median Salary		Median hourly pay rate
Women (n=656) Men (n=286)	\$45,001-\$47,500 \$50,001-\$52,500	Women (n=799) Men (n=323)	\$24.00 \$26.00
Academic Degree (Women) Bachelor's (n= 219) Master's (n=407) Doctorate (n=26)	\$40,001-\$42,500 \$47,501-\$50,000 \$57,501-\$60,000	Academic Degree (Women) Bachelor's (n= 293) Master's (n=470) Doctorate (n=30)	\$22.00 \$24.77 \$35.00
Academic Degree (Men) Bachelor's (n= 87) Master's (n=175) Doctorate (n=23)	\$47,501-\$50,000 \$50,001-\$52,500 \$75,001-\$77,500	Academic Degree (Men) Bachelor's (n= 95) Master's (n=192) Doctorate (n=35)	\$24.96 \$25.00 \$39.50
Clinical Exercise Cert Yes (n=396) No (n=260)	(Women) \$47,501-\$50,000 \$45,001-\$47,500	Clinical Exercise Cert Yes (n=466) No (n=333)	(Women) \$25.00 \$22.76
Clinical Exercise Cert Yes (n=162) No (n=124)	(Men) \$52,501-\$55,000 \$47,501-\$50,000	Clinical Exercise Cert Yes (n=185) No (n=135)	(Men) \$28.00 \$23.02

## Table 12. Median Salary for Full-time Clinical Exercise Professionals based on job setting and academic degree

Job Setting	Median (All)	Median (BS)	Median (MS)
Cardiac Rehab (n= 407)	\$45,001-\$47,500	\$42,501-\$45,000	\$47,501-\$50,000
University (n= 85)	\$52,501-\$55,000	\$45,001-\$47,500	\$47,501-\$50,000
Stress Testing (n=84)	\$47,501-\$50,000	<b>\$47,501-\$50,000</b>	\$47,501-\$50,000
Commercial/Community Fitness (n= 73)	\$45,001-\$47,500	\$42,501-\$45,000	\$47,501-\$50,000
Wellness (n=70)	\$47,501-\$50,000	\$45,001-\$47,500	\$47,501-\$50,000
Corporate (n=66)	\$42,501-\$45,000	\$37,501-\$40,000	\$50,001-\$52,500
Hospital or Clinic (n= 52)	\$50,001-\$52,500	\$42,501-\$45,000	\$52,501-\$55,000
Government (n= 27)	\$60,001-\$62,500	N/A	N/A
Physical Therapy (n=20)	\$35,001-\$37,500	N/A	N/A
Pulmonary (n=20)	\$52,501-\$55,000	N/A	N/A

# Table 13. Median Salary for Full-time Clinical Exercise Professionals based on job setting and clinical exercise certification

Job Setting	Median (All)	Certification	No Certification
Cardiac Rehab (n= 407)	\$45,001-\$47,500	\$47,501-\$50,000	\$45,001-\$47,500
University (n= 85)	\$52,501-\$55,000	\$57,501-\$60,000	\$50,001-\$52,500
Stress Testing (n=84)	\$47,501-\$50,000	\$47,501-\$50,000	\$42,501-\$45,000
Commercial/Community Fitness (n= 73)	\$45,001-\$47,500	\$47,501-\$50,000	\$42,501-\$45,000
Wellness (n=70)	\$47,501-\$50,000	<b>\$52,501-\$55,000</b>	\$42,501-\$45,000
Corporate (n=66)	\$42,501-\$45,000	\$50,001-\$52,500	\$42,501-\$45,000
Hospital or Clinic (n= 52)	\$50,001-\$52,500	\$52,501-\$55,000	\$47,501-\$50,000
Government (n= 27)	\$60,001-\$62,500	N/A	N/A
Physical Therapy (n=20)	\$35,001-\$37,500	N/A	N/A
Pulmonary (n=20)	\$52,501-\$55,000	N/A	N/A

# Discussion

- Data presented is consistent with both 2010 CEPA salary survey and published US Department of Labor Statistics salary information
- Geographical
  - California \$34.50
  - New York \$29.75
- Experience
  - Little difference when accounting for years of experience
- 2015 survey respondents
  - Younger
  - Less experience

# Panel Discussion Q/A

**Table 10. Median salary stratified by geographic location for full-time CEPs who did not report a concomitant degree**

Region	Median	25 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
New England (n=67)	\$52,501-\$55,000	\$45,001-\$47,500	\$72,501-\$75,000
Southwest (n= 67)	\$52,501-\$55,000	\$42,501-\$45,000	\$70,001-\$72,500
Mid-Atlantic (n= 116)	\$50,001-\$52,500	\$40,001-\$42,500	\$62,501-\$65,000
Rocky Mountain (n= 22)	\$50,001-\$52,500	\$42,501-\$45,000	\$57,501-\$60,000
Northwest (n= 45)	\$47,501-\$50,000	\$37,501-\$40,000	\$62,501-\$65,000
North (n= 74)	\$47,501-\$50,000	\$35,001-\$37,500	\$55,001-\$57,500
Midwest (n= 217)	\$45,001-\$47,500	\$37,501-\$40,000	\$52,501-\$55,000
Southeast (n= 216)	\$42,501-\$45,000	\$35,001-\$37,500	\$57,501-\$60,000
Central (n=31)	\$37,501-\$40,000	\$35,001-\$37,500	\$50,001-\$52,500
Selected States*	Median	25 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
California (n=33)	\$65,001-\$67,500	\$47,501-\$50,000	\$80,001-\$82,500
Texas (n=40)	\$52,501-\$55,000	\$35,001-\$37,500	\$62,501-\$65,000
Ohio (n=31)	\$50,001-\$52,500	\$40,001-\$42,500	\$65,001-\$67,500
Wisconsin (n=43)	\$50,001-\$52,500	\$47,501-\$50,000	\$60,001-\$62,500
Minnesota (n=56)	\$50,001-\$52,500	\$35,001-\$37,500	\$60,001-\$62,500
Pennsylvania (n=47)	\$45,001-\$47,500	\$37,501-\$40,000	\$62,501-\$65,000
Virginia (n=34)	\$45,001-\$47,500	\$35,001-\$37,500	\$52,501-\$55,000
North Carolina (n=74)	\$40,001-\$42,500	\$35,001-\$37,500	\$52,501-\$55,000
Michigan (n=51)	\$40,001-\$42,500	\$37,501-\$40,000	\$47,501-\$50,000



# Table 11. Median Hourly Rate for Full-time and Part-time CEPs who did not report a concomitant degree

Region	Median	25 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
Southwest (n= 92)	\$30.00	\$22.00	\$39.79
Northwest (n= 56)	\$27.50	\$20.93	\$32.75
New England (n=78)	\$26.71	\$22.85	\$32.13
Mid-Atlantic (n= 144)	\$25.75	\$21.00	\$33.40
North (n=90)	\$25.26	\$22.20	\$30.00
Rocky Mountain (n= 34)	\$24.66	\$20.15	\$28.98
Midwest (n= 258)	\$23.00	\$19.88	\$27.30
Central (n=35)	\$22.00	\$18.75	\$25.06
Southeast (n=249)	\$21.63	\$17.64	\$26.88
Selected States*	Median	25 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile
California (n=33)	\$34.40	\$27.88	\$43.74
New York (n=40)	\$29.75	\$21.63	\$40.75
Massachusetts (n=30)	\$25.91	\$22.30	\$32.87
Wisconsin (n=55)	\$25.52	\$23.90	\$30.00
Ohio (n=31)	\$24.61	\$20.00	\$28.00
Colorado (n=32)	\$24.41	\$20.05	\$28.66
Texas (n=44)	\$24.41	\$19.00	\$32.54
Pennsylvania (n=55)	\$23.80	\$20.00	\$30.00
Minnesota (n=71)	\$23.50	\$16.58	\$28.00
Virginia (n=34)	\$22.00	\$17.35	\$28.75
North Carolina (n=74)	\$21.35	\$17.76	\$25.75
Michigan (n=51)	\$21.04	\$19.00	\$24.02

## Table 9. Gender differences in hourly pay rate by academic degree and years of experience

Years of Experience	Female Bachelor's (n=281)	Male Bachelor's (n=87)	Female Master's (n=457)	Male Master's (n=193)
<2	\$18.85	\$18.50*	\$20.24	\$19.52*
2-3	\$18.50	\$18.76*	\$19.57	\$20.00
4-5	\$19.50	\$23.54*	\$21.35	\$23.10
6-7	\$24.00	\$24.66*	\$23.00	\$23.70*
8-9	\$23.45	\$24.23*	\$23.00	\$27.53*
10-15	\$25.00	\$34.81*	\$25.00	\$28.00
16-20	\$24.00	\$38.00*	\$27.00	\$32.00
21-25	\$26.00	N/A	\$32.25	\$35.18*
>25	\$34.00	N/A	\$30.55	\$31.75*

**Table 16. Median salary by years of experience and degree**

Years of Experience	2016 Bachelor's (n=368)	2016 Master's (n=567)	2010 Bachelor's (n=157)	2010 Master's (n=421)
<2	\$37,501-\$40,000	\$40,001-\$42,500	\$37,501-\$40,000	\$37,501-\$40,000
2-3	\$37,501-\$40,000	\$40,001-\$42,500	\$32,501-\$35,000	\$37,501-\$40,000
4-5	\$37,501-\$40,000	\$42,501-\$45,000	\$35,001-\$37,500	\$42,501-\$45,000
6-7	\$45,001-\$47,500	\$47,501-\$50,000	\$35,001-\$37,500	\$42,501-\$45,000
8-9	\$50,001-\$52,500	\$45,001-\$47,500	\$40,001-\$42,500	\$47,501-\$50,000
10-15	\$50,001-\$52,500	\$50,001-\$52,500	\$47,501-\$50,000	\$50,001-\$52,500
16-20	\$52,501-\$55,000	\$52,501-\$55,000	\$57,501-\$60,000	\$52,501-\$55,000
21-25	\$52,501-\$55,000*	\$60,001-\$62,500	\$42,501-\$45,000	\$60,001-\$62,500
>25	\$72,501-\$75,000*	\$60,001-\$62,500	N/A	\$67,501-\$70,000

# Table 17. Median hourly rate by years of experience and degree

Years of Experience	2016 Bachelor's (n=368)	2016 Master's (n=650)
<2	\$19.00	\$20.00
2-3	\$18.50	\$20.00
4-5	\$20.86	\$21.76
6-7	\$24.33	\$23.50
8-9	\$23.45	\$25.00
10-15	\$26.00	\$26.00
16-20	\$27.29	\$28.00
21-25	\$26.50*      *n=14-18	\$32.50
>25	\$35.07*	\$30.88