



# *Alliance for CME Research Summary*

# HONORARIA SURVEY

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***Prepared by:  
Shelley Sanner, CAE, Managing Consultant  
Beth McNamee, Project Associate  
McKinley Marketing, Inc.  
mckinleymarketing.com***

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## Overview

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In 2004, the Alliance for CME (the Alliance) conducted a survey to gain knowledge of its members' honoraria policies and standards. While the results provided an overall snapshot of trends in honoraria payments, they did not provide insight into the payments made by each of the Alliance's diverse member sections.

This 2009 report, funded by Wyeth Pharmaceuticals, aims to provide both overall findings and trends related to honoraria policies and procedures and segment-specific data. The results will be shared to allow members to benchmark their practices and procedures against those of others in similar settings.

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## Survey Background

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The Alliance partnered with McKinley Marketing, Inc. to deploy an electronic survey. The electronic survey was sent in April 2009 to 1,049 of 2,393 members. The participants were selected at random and only one contact per member institution was invited to participate, to prevent skewing of the data. The survey yielded a response rate of 27.7% (291 responses). Typically, a response rate between 20.0% and 30.0% is considered very strong, which underscores the validity of the results and ensures that the data collected is representative of the membership.

The survey was sent to the following member audiences:

- Hospitals/Health Systems
- Medical Specialty Societies
- Medical Education & Communication Companies (MECCA)
- Medical Schools
- State Medical Societies
- Health Care Education Associations
- Federal Health Care Educators

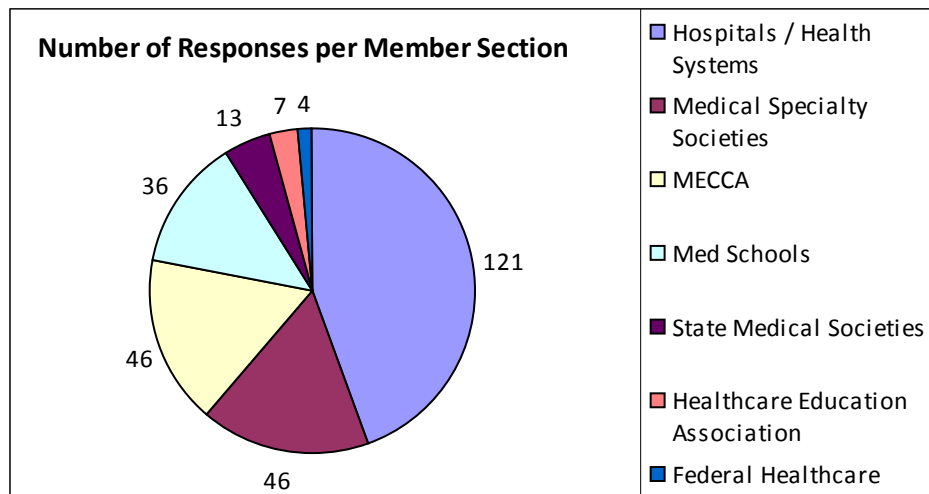
Members of the Pharmaceutical Alliance for CME (PACME) Member Section were not surveyed because, based on CME regulations, they cannot provide direct payment to CME faculty.

## Respondent Profile

McKinley distributed the electronic survey to seven distinct audiences to capture feedback on honorarium policy and payments. Of these seven audiences, four provided a significant number of responses. The table below displays the response rates for each audience:

Member Section	Complete Responses	Invites	Response Rate	% of Overall Membership (2008)
Hospitals / Health Systems	121	360	33.6%	25.0%
Medical Specialty Societies	46	144	31.9%	11.0%
MECCA	46	225	20.4%	23.0%
Medical Schools	36	128	28.1%	14.0%
State Medical Societies	13	28	46.4%	2.0%
Healthcare Education Associations	7	53	13.2%	4.0%
Federal Healthcare Educators	4	13	30.8%	1.0%
PACME	N/A	N/A	N/A	9.0%

The audiences can be further broken down into actual number of respondents, which is reflected in the chart below:



## Trends

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Several trends emerge from the overall survey results. These trends provide insight into current policies surrounding CME honoraria payments. The findings are summarized below.

**Most participants are accredited providers.** 89.7% of all participants are accredited providers. A majority of participants from hospitals and health systems (96%), medical specialty societies (96%), and medical schools (94.4%) indicate that they are accredited providers. MECCA participants, however, are much less likely to be accredited providers; only 60.0% of MECCA participants report that they are an accredited provider (as compared to the 40.0% who say they are non-accredited providers).

Most participants (96.9%) indicate that their CME Program Honoraria Policy allows for the payment of honorarium to CME activity faculty. A few participants explain why their policies do not allow for the payment of honorarium. Five out of ten respondents state that they do not pay honorarium to staff because presenting is included in staff's job responsibilities. The other reasons cited are:

*"[Paying for honorarium] removes the question of the motivation of the speaker."*

*"We believe it is an honor to speak at our symposia and that honorariums are unnecessary."*

*"The payment needs to be made by the association facilitating the CME event."*

*"We stopped a few years ago due to budgetary constraints and decided not to resume the policy."*

*"We don't do lectures."*

**Credit hours do not drive how honoraria fees are set.** When asked how much honoraria they pay incrementally for each additional credit for multiple credit *live* activities, most respondents select "not relevant; the number of credit hours does not work into fee for service calculation" (78.7%). A small percentage of respondents say they pay "50% of single credit honoraria" (4.4%) or "100% of single credit honoraria" (3.2%). In addition, respondents most frequently select "not relevant; the number of credit hours does not work into fee for service calculation" (81.7%) when asked how much honoraria they pay incrementally for each additional credit for multiple credit *enduring* activities.

**Honoraria policies allow for the reimbursement of travel expenses.** 95.5% of all respondents say that their honoraria policies allow for the reimbursement of travel expenses. More than 90% of survey participants indicate that their policies reimburse for lodging, long distance travel expenses and local travel expenses. A significant number of respondents also state that their honoraria policies allow for the reimbursement of meals, mileage, and registration (e.g., conference fees). The table on the following page shows the percentage of respondents whose policies allow for different types of reimbursement:

Which of the following travel expenses does your CME Honoraria Policy reimburse? (Select all that apply)	
Lodging	96.5%
Long distance travel expenses (airfare, train tickets)	95.8%
Reimbursement for mileage	91.9%
Meals	89.6%
Local travel expenses (taxis, public transportation, parking)	87.3%
Registration (e.g., conference fees)	34.6%

Overall, the results of the four largest audiences – hospitals and health systems, medical specialty societies, MECCA, and medical schools – are consistent with the overall results. Lodging and long distance travel are cited most frequently across all audiences, and registration is the least cited of the six options. It should be noted, however, that a significantly higher percentage of participants from medical specialty societies reimburse for registration fees. 71.0% of participants from medical specialty societies say they reimburse for registration as opposed to 34.6% of overall participants.

**Budget is the most important factor when determining honoraria payment fees.** More than half of respondents (54.1%) indicate that budget affects their decision to pay honoraria. Professional recognition of the speaker, time involvement, level of responsibility for the activity, activity/format, and preset payment amounts are also important factors for many participants. The table on the following page lists the criteria used to determine honoraria payments:

<b>Which of the following statements are true regarding your current honoraria policies and your decision to pay honoraria? Honoraria is: (Select all that apply)</b>	
Paid based on budget for individual activities	54.1%
Paid relative to a faculty's professional recognition (more for national or international faculty, less for local faculty)	50.0%
Determined by time involvement	49.3%
Determined by level of responsibility for the activity	44.1%
Different depending on activity/format (i.e., might pay for annual meeting session but not local meeting)	43.7%
A set amount, anything higher must be pre-approved	41.9%
Paid only to non-member or non-staff physicians (members of organizations or staff of hospitals or other employee physicians serve as faculty at no cost)	37.8%
Paid if there is an educational grant for the activity	35.2%
Different (i.e., higher) for specialists vs. generalists	26.7%
Negotiated among co-sponsors/joint-sponsors/educational partners for individual activities	18.9%
Determined by individual departmental policy rather than overall organizational policy	17.4%
Tied to preparation/submission of handouts (slides, etc)	15.6%
Different for international faculty	13.3%
Paid to member and staff physicians if they travel elsewhere to present	10.0%
Different if faculty receives other considerations (expenses, registration fees)	8.2%
Based on an hourly rate set by a CME Committee or other group	5.9%
Limited to a certain number of payments per activity/format/year	5.2%

Budget is especially important when determining honoraria payments for medical schools. 94.3% of medical schools say that honoraria payments are “paid based on budget for individual activities.” Budget is not, however, the most important factor in determining honoraria payments for every audience. For example, only 35.0% of medical specialty societies say that honoraria payments are “paid based on budget for individual activities.” 55.6% of MECCA participants say honoraria payments are “paid based on budget for individual activities.” It should be noted that while this percentage is very high, more MECCA participants say that honoraria is “determined by time involvement” (93.2%), “determined by level of responsibility for the activity” (90.9%), “paid relative to a faculty’s professional recognition” (65.9%), “different (i.e., higher) for specialists versus generalists” (63.6%), and “different depending on activity / format” (56.8%).

**Most programs do not currently disclose honoraria payments and a significant percentage do not know if they will disclose honoraria payments in the upcoming year.** 70.8% of participants state that their organizations do not currently disclose honoraria payments. When asked if their organizations plan to disclose honoraria payments in the coming year, 40.7% of participants respond “don’t know.”

**Lack of funding is the greatest challenge for contracting CME faculty.** More than half (53.0%) of all participants indicate that “lack of available funding” is a challenge. The table below lists the top challenges with respect to securing CME faculty.

<b>What challenges does your program face with respect to securing CME faculty? (Select all that apply)</b>	
Lack of available funding	53.0%
Managing conflict of interest	34.8%
Limits on the amount of honoraria that may be paid for a given activity	28.5%
Faculty imposed travel restrictions (e.g., can’t/don’t want to travel)	22.9%
Identifying experts	20.6%
Inability to engage/secure experts	18.2%
Limits on the amount of honoraria that may be paid to an individual in a given year	11.1%

Open-ended responses further corroborate these results. When asked about challenges related to CME programs honoraria policy, participants most frequently cite cost. Of the 150 total responses, 67 indicate that cost is a significant challenge.

**Non associated physicians are paid more honoraria than member and staff physicians.** Across all audiences, participants provide the most information around non associated physicians, indicating that this group is paid honoraria more often than member and staff physicians. Additionally, in the overall results, non associated physicians are universally paid more than member or staff physicians.

**Several trends emerged when evaluating the mean payments of each group as compared to the overall mean payments. The most notable findings include:**

Hospitals and Health Systems and Medical Specialty Societies generally pay less than other groups on average, while Medical Education & Communication Companies generally pay more.

Members pay more for activities that require travel than for local activities. Members pay more for national activities than they do for statewide activities, and they pay the most, on average, for one credit, national, live in person keynote addresses.

Overall, member and staff physicians are paid less than non associated physicians.

## Summary of Honoraria Payments

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The following summary breaks down the survey results by member section. The tables compare the mean and range of honoraria payments for each member section to the overall payments. Differences of more than \$500 in the mean payments are shaded in gray. The number \$500 was selected because it is a practical difference that could be applied universally throughout the report to present the data in a way that is meaningful and easy to understand. Based on our experience with past surveys, we are confident that this is a credible way to share information with a broader audience.

Note: The **mean** refers to the average payment. This is calculated by adding all of the responses for a category and then dividing that sum by the number of responses. The **range** is represented by the maximum and minimum results for each category. **Generalists** include family physicians, internists, and primary care physicians. **Specialists** include cardiologists, neurologists, surgeons and other specialties. **Member** physician refers to a physician that belongs/holds membership in the CME provider organization. **Staff** physician is a physician who is employed by the CME provider organization. **Non Associated** physician includes physicians that have no active status (owner, member, staff) with the CME provider organization.

## Hospitals and Health Systems

The following table depicts the results for *Generalist CME Faculty in-person* activities. For most activities, hospitals and health systems pay the same, on average, as the overall results; however, the range of payments does deviate from the overall results. For most categories, the maximum payments are significantly lower than the overall maximum payments.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$500	\$600	\$500	\$500	\$1,000	\$1,000
	<b>Maximum</b>	\$2,000	\$2,500	\$2,000	\$2,500	\$5,000	\$1,500
	<b>Minimum</b>	\$100	\$100	\$25	\$30	\$100	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$700	\$700	\$800	\$800	\$1,100	\$1,200
	<b>Maximum</b>	\$2,000	\$2,500	\$2,000	\$2,500	\$3,000	\$3,500
	<b>Minimum</b>	\$200	\$200	\$200	\$200	\$100	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,000	\$1,200	\$1,100	\$1,000	\$1,600	\$1,500
	<b>Maximum</b>	\$2,000	\$10,000	\$2,000	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$100	\$100	\$100	\$200	\$300	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,200	\$1,500	\$1,200	\$1,300	\$1,700	\$2,600
	<b>Maximum</b>	\$2,500	\$5,000	\$2,500	\$3,500	\$3,500	\$50,000
	<b>Minimum</b>	\$300	\$200	\$300	\$200	\$500	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. The mean payments and maximum payments for hospitals and health systems are generally lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$500	\$1,000	\$800	\$1,200	\$1,100	\$1,400
	<b>Maximum</b>	\$500	\$2,500	\$1,500	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$500	\$300	\$500	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$600	\$1,000	\$1,000	\$1,200	\$1,500	\$1,500
	<b>Maximum</b>	\$1,000	\$2,500	\$1,500	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$300	\$200	\$300	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$300	\$1,100	\$600	\$1,300	\$800	\$1,500
	<b>Maximum</b>	\$500	\$2,500	\$1,500	\$2,500	\$1,500	\$4,000
	<b>Minimum</b>	\$200	\$200	\$200	\$200	\$300	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$600	\$1,400	\$800	\$1,700	\$1,000	\$1,700
	<b>Maximum</b>	\$1,000	\$2,500	\$1,500	\$2,500	\$1,500	\$4,500
	<b>Minimum</b>	\$300	\$200	\$300	\$300	\$500	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. For most activities, hospitals and health systems pay the same, on average, as the overall results; however, the range of payments does deviate from the overall results. For most categories, the maximum payments are significantly lower than the overall maximum payments.

On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$500	\$600	\$600	\$600	\$1,300	\$1,300
	<b>Maximum</b>	\$2,000	\$3,000	\$2,000	\$3,000	\$18,000	\$18,000
	<b>Minimum</b>	\$100	\$100	\$25	\$30	\$200	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$700	\$800	\$900	\$900	\$1,300	\$1,400
	<b>Maximum</b>	\$2,000	\$3,000	\$2,000	\$3,000	\$2,500	\$4,000
	<b>Minimum</b>	\$200	\$100	\$200	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,000	\$1,100	\$1,100	\$1,100	\$1,500	\$1,600
	<b>Maximum</b>	\$2,000	\$3,000	\$2,000	\$3,000	\$4,000	\$5,000
	<b>Minimum</b>	\$200	\$100	\$200	\$200	\$300	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,100	\$1,800	\$1,200	\$1,500	\$1,700	\$2,000
	<b>Maximum</b>	\$2,500	\$10,000	\$2,500	\$8,000	\$5,000	\$30,000
	<b>Minimum</b>	\$300	\$200	\$300	\$200	\$500	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. The maximum payments for hospitals and health systems are generally lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$800	\$900	\$1,000	\$1,000	\$1,000	\$1,500
	<b>Maximum</b>	\$1,000	\$2,500	\$1,500	\$2,500	\$1,500	\$5,000
	<b>Minimum</b>	\$500	\$300	\$1,000	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,100	\$1,000	\$1,200	\$1,100	\$1,500	\$1,700
	<b>Maximum</b>	\$1,500	\$2,500	\$1,500	\$2,500	\$1,500	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$800	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$800	\$1,100	\$1,100	\$1,400	\$1,300	\$1,700
	<b>Maximum</b>	\$1,500	\$2,500	\$2,000	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$200	\$200	\$200	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,000	\$1,300	\$1,300	\$1,600	\$1,400	\$1,800
	<b>Maximum</b>	\$1,500	\$3,500	\$2,000	\$3,000	\$2,000	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$500	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director* activities. The maximum payments for hospitals and health systems are generally lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,000	\$1,100	\$1,200	\$1,300	\$1,500	\$1,900
	<b>Maximum</b>	\$1,200	\$3,500	\$2,500	\$3,500	\$5,000	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$300	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,600	\$1,400	\$1,400	\$1,500	\$2,000	\$2,300
	<b>Maximum</b>	\$4,000	\$5,000	\$4,000	\$5,000	\$7,500	\$7,500
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$500	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,300	\$2,300	\$2,200	\$2,500	\$2,100	\$3,100
	<b>Maximum</b>	\$6,000	\$10,000	\$5,000	\$10,000	\$4,000	\$17,500
	<b>Minimum</b>	\$300	\$300	\$800	\$500	\$800	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. The maximum payments for hospitals and health systems are generally lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Specialist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants	Hospitals / Health Systems	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,200	\$1,200	\$1,500	\$1,500	\$2,000	\$2,300
	<b>Maximum</b>	\$2,500	\$5,000	\$3,000	\$5,000	\$7,500	\$7,500
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$300	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,700	\$1,700	\$1,600	\$1,900	\$2,200	\$2,700
	<b>Maximum</b>	\$4,000	\$7,500	\$4,000	\$7,500	\$10,000	\$12,500
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$300	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,600	\$2,900	\$2,800	\$2,900	\$2,800	\$3,500
	<b>Maximum</b>	\$5,000	\$25,000	\$5,000	\$10,000	\$10,000	\$17,500
	<b>Minimum</b>	\$300	\$300	\$500	\$500	\$800	\$300

## Medical Specialty Societies

The following table depicts the results for *Generalist CME Faculty in-person* activities. The maximum payments for medical specialty societies are generally lower than the overall results. For one credit, national, live in-person keynote addresses, medical specialties have lower mean payments than the overall results.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$800	\$600	\$800	\$500	\$800	\$1,000
	<b>Maximum</b>	\$2,000	\$2,500	\$1,000	\$2,500	\$1,500	\$1,500
	<b>Minimum</b>	\$300	\$100	\$500	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$800	\$700	\$1,200	\$800	\$900	\$1,200
	<b>Maximum</b>	\$2,000	\$2,500	\$1,000	\$2,500	\$1,500	\$3,500
	<b>Minimum</b>	\$300	\$200	\$400	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,600	\$1,200	\$600	\$1,000	\$800	\$1,500
	<b>Maximum</b>	\$10,000	\$10,000	\$500	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$100	\$100	\$300	\$200	\$100	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$800	\$1,500	\$900	\$1,300	\$3,800	\$2,600
	<b>Maximum</b>	\$2,000	\$5,000	\$1,000	\$3,500	\$30,000	\$50,000
	<b>Minimum</b>	\$300	\$200	\$300	\$200	\$300	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. Medical specialty societies tend to pay about the same as the overall results for member physicians but less for staff and non associated physicians. There are no responses for staff payments for one credit, enduring material presenter (internet / CD / DVD) or one credit, enduring material author (journal article, monograph, PowerPoint slide set.)

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$900	\$1,000	\$400	\$1,200	\$900	\$1,400
	<b>Maximum</b>	\$2,500	\$2,500	\$500	\$2,500	\$2,500	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$300	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$800	\$1,000	\$400	\$1,200	\$900	\$1,500
	<b>Maximum</b>	\$2,500	\$2,500	\$500	\$2,500	\$2,500	\$5,000
	<b>Minimum</b>	\$200	\$200	\$300	\$300	\$200	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$1,500	\$1,100	N/A	\$1,300	\$1,400	\$1,500
	<b>Maximum</b>	\$2,500	\$2,500	N/A	\$2,500	\$2,500	\$4,000
	<b>Minimum</b>	\$200	\$200	N/A	\$200	\$200	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,600	\$1,400	N/A	\$1,700	\$1,400	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	N/A	\$2,500	\$2,500	\$4,500
	<b>Minimum</b>	\$200	\$200	N/A	\$300	\$200	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. The maximum payments medical specialty societies are generally lower than the overall results, except for one credit, national, live in-person keynote address, for which the maximum payments are equal to the overall maximums.

On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$500	\$600	\$1,000	\$600	\$600	\$1,300
	<b>Maximum</b>	\$1,500	\$3,000	\$100	\$3,000	\$1,500	\$18,000
	<b>Minimum</b>	\$300	\$100	\$400	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$600	\$800	\$1,200	\$900	\$800	\$1,400
	<b>Maximum</b>	\$1,500	\$3,000	\$1,000	\$3,000	\$1,500	\$4,000
	<b>Minimum</b>	\$300	\$100	\$400	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$600	\$1,100	\$600	\$1,100	\$800	\$1,600
	<b>Maximum</b>	\$1,500	\$3,000	\$1,000	\$3,000	\$2,000	\$5,000
	<b>Minimum</b>	\$100	\$100	\$300	\$200	\$100	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,800	\$1,800	\$2,300	\$1,500	\$4,000	\$2,000
	<b>Maximum</b>	\$10,000	\$10,000	\$8,000	\$8,000	\$30,000	\$30,000
	<b>Minimum</b>	\$300	\$200	\$300	\$200	\$300	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. All mean and maximum payments for medical specialty societies are lower than the overall results. There are no responses for staff for one credit, enduring material author (journal article, monograph, PowerPoint slide set.)

On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$500	\$900	\$400	\$1,000	\$700	\$1,500
	<b>Maximum</b>	\$2,000	\$2,500	\$500	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$300	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$400	\$1,000	\$400	\$1,100	\$600	\$1,700
	<b>Maximum</b>	\$800	\$2,500	\$500	\$2,500	\$1,500	\$5,000
	<b>Minimum</b>	\$300	\$300	\$300	\$300	\$200	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$500	\$1,100	N/A	\$1,400	\$800	\$1,700
	<b>Maximum</b>	\$800	\$2,500	N/A	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$300	\$200	N/A	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$600	\$1,300	N/A	\$1,600	\$1,000	\$1,800
	<b>Maximum</b>	\$800	\$3,500	N/A	\$3,000	\$2,500	\$5,000
	<b>Minimum</b>	\$300	\$300	N/A	\$300	\$300	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director* activities. All means and maximum payments for medical specialty societies are lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$500	\$1,100	\$600	\$1,300	\$600	\$1,900
	<b>Maximum</b>	\$900	\$3,500	\$800	\$3,500	\$900	\$5,000
	<b>Minimum</b>	\$300	\$300	\$500	\$300	\$500	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$700	\$1,400	\$1,300	\$1,500	\$800	\$2,300
	<b>Maximum</b>	\$1,500	\$5,000	\$1,500	\$5,000	\$1,500	\$7,500
	<b>Minimum</b>	\$300	\$300	\$1,000	\$300	\$500	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,100	\$2,300	\$1,800	\$2,500	\$1,200	\$3,100
	<b>Maximum</b>	\$2,500	\$10,000	\$2,000	\$10,000	\$2,500	\$17,500
	<b>Minimum</b>	\$300	\$300	\$1,500	\$500	\$500	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. Most mean and maximum payments for medical specialty societies are lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Specialist Course Chair / Director</u> for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Specialty Society	All Participants	Medical Specialty Society	All Participants	Medical Specialty Society	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$700	\$1,200	\$600	\$1,500	\$900	\$2,300
	<b>Maximum</b>	\$2,000	\$5,000	\$800	\$5,000	\$2,000	\$7,500
	<b>Minimum</b>	\$300	\$300	\$500	\$300	\$400	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$800	\$1,700	\$1,300	\$1,900	\$1,100	\$2,700
	<b>Maximum</b>	\$2,000	\$7,500	\$1,500	\$7,500	\$3,000	\$12,500
	<b>Minimum</b>	\$300	\$300	\$1,000	\$300	\$300	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,600	\$2,900	\$2,200	\$2,900	\$1,700	\$3,500
	<b>Maximum</b>	\$25,000	\$25,000	\$3,000	\$10,000	\$5,000	\$17,500
	<b>Minimum</b>	\$300	\$300	\$1,500	\$500	\$300	\$300

## Medical Education & Communication Company (MECCA)

The following table depicts the results for *Generalist CME Faculty in-person* activities. MECCAs pay more on average than the overall results. Generally the maximum payments made by MECCA participants are greater than or equal to the overall maximums, except for one credit, national, live in-person keynote address, for which the maximum payment from MECCA participants is significantly lower than the overall maximum.

On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
One credit, local, live in-person activity (excluding travel costs)	Mean	\$1,400	\$600	\$1,400	\$500	\$1,500	\$1,000
	Maximum	\$2,500	\$2,500	\$2,500	\$2,500	\$3,000	\$1,500
	Minimum	\$300	\$100	\$300	\$30	\$500	\$100
One credit, state-wide, live in-person activity (conference, symposia)	Mean	\$1,200	\$700	\$1,200	\$800	\$1,700	\$1,200
	Maximum	\$2,500	\$2,500	\$2,500	\$2,500	\$3,500	\$3,500
	Minimum	\$500	\$200	\$500	\$200	\$600	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	Mean	\$1,500	\$1,200	\$1,500	\$1,000	\$2,200	\$1,500
	Maximum	\$2,500	\$10,000	\$2,500	\$2,500	\$4,000	\$5,000
	Minimum	\$600	\$100	\$600	\$200	\$600	\$100
One credit, national, live in-person Keynote Address	Mean	\$2,500	\$1,500	\$2,500	\$1,300	\$3,000	\$2,600
	Maximum	\$2,500	\$5,000	\$2,500	\$3,500	\$5,000	\$50,000
	Minimum	\$2,500	\$200	\$2,500	\$200	\$800	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. Mean payments for member and staff physicians are significantly higher than the overall mean payments for these groups. MECCA participants generally make the highest maximum payments compared to the other groups surveyed.

On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
One credit, telephone live activity, national faculty	Mean	\$1,800	\$1,000	\$1,800	\$1,200	\$1,600	\$1,400
	Maximum	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000	\$5,000
	Minimum	\$1,000	\$300	\$1,000	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	Mean	\$1,300	\$1,000	\$1,300	\$1,200	\$1,800	\$1,500
	Maximum	\$1,500	\$2,500	\$1,500	\$2,500	\$5,000	\$5,000
	Minimum	\$1,000	\$200	\$1,000	\$300	\$500	\$200
One credit, enduring material presenter (internet / CD / DVD)	Mean	\$1,300	\$1,100	\$1,300	\$1,300	\$1,700	\$1,500
	Maximum	\$1,500	\$2,500	\$1,500	\$2,500	\$4,000	\$4,000
	Minimum	\$1,000	\$200	\$1,000	\$200	\$100	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	Mean	\$2,300	\$1,400	\$2,300	\$1,700	\$2,000	\$1,700
	Maximum	\$2,500	\$2,500	\$2,500	\$2,500	\$4,500	\$4,500
	Minimum	\$2,000	\$200	\$2,000	\$300	\$300	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. MECCAs pay more on average than the overall results. Generally, the maximum payments made by MECCA participants are equal to the overall maximums, except for one credit, national, live in-person keynote address, for which the mean and maximum payment from MECCA participants are significantly lower than the overall maximum.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$2,000	\$600	\$2,000	\$600	\$1,800	\$1,300
	<b>Maximum</b>	\$3,000	\$3,000	\$3,000	\$3,000	\$3,500	\$18,000
	<b>Minimum</b>	\$1,000	\$100	\$1,000	\$300	\$1,000	\$100
One credit, state-wide, live in-person activity (conference, symposia)	<b>Mean</b>	\$2,300	\$800	\$2,300	\$900	\$2,200	\$1,400
	<b>Maximum</b>	\$3,000	\$3,000	\$3,000	\$3,000	\$4,000	\$4,000
	<b>Minimum</b>	\$1,500	\$100	\$1,500	\$200	\$1,000	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$2,800	\$1,100	\$2,800	\$1,100	\$2,600	\$1,600
	<b>Maximum</b>	\$3,000	\$3,000	\$3,000	\$3,000	\$5,000	\$5,000
	<b>Minimum</b>	\$2,500	\$100	\$2,500	\$200	\$1,500	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$3,500	\$1,800	\$3,500	\$1,500	\$3,300	\$2,000
	<b>Maximum</b>	\$4,000	\$10,000	\$4,000	\$8,000	\$7,500	\$30,000
	<b>Minimum</b>	\$3,000	\$200	\$3,000	\$200	\$1,000	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. The mean and minimum payments are higher for MECCA than for overall participants, but the maximum payments are less than or equal to the overall maximums.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$1,000	\$900	\$1,000	\$1,000	\$1,700	\$1,500
	<b>Maximum</b>	\$1,000	\$2,500	\$1,000	\$2,500	\$3,000	\$5,000
	<b>Minimum</b>	\$1,000	\$300	\$1,000	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,300	\$1,000	\$1,300	\$1,100	\$2,200	\$1,700
	<b>Maximum</b>	\$1,500	\$2,500	\$1,500	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$1,000	\$300	\$1,000	\$300	\$800	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$1,200	\$1,100	\$1,500	\$1,400	\$2,100	\$1,700
	<b>Maximum</b>	\$2,000	\$2,500	\$2,000	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$500	\$200	\$1,000	\$200	\$100	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,800	\$1,300	\$2,500	\$1,600	\$2,300	\$1,800
	<b>Maximum</b>	\$3,000	\$3,500	\$3,000	\$3,000	\$5,000	\$5,000
	<b>Minimum</b>	\$500	\$300	\$2,000	\$300	\$300	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director* activities. The mean and minimum payments are higher for MECCA than for overall participants, and the maximum payments are about equal to the overall maximums.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,000	\$1,100	\$3,000	\$1,300	\$2,700	\$1,900
	<b>Maximum</b>	\$3,500	\$3,500	\$3,500	\$3,500	\$5,000	\$5,000
	<b>Minimum</b>	\$2,500	\$300	\$2,500	\$300	\$1,000	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,800	\$1,400	\$3,800	\$1,500	\$3,300	\$2,300
	<b>Maximum</b>	\$5,000	\$5,000	\$5,000	\$5,000	\$7,500	\$7,500
	<b>Minimum</b>	\$2,500	\$300	\$2,500	\$300	\$1,500	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$10,000	\$2,300	\$10,000	\$2,500	\$4,800	\$3,100
	<b>Maximum</b>	\$10,000	\$10,000	\$10,000	\$10,000	\$17,500	\$17,500
	<b>Minimum</b>	\$1,000	\$300	\$1,000	\$500	\$2,000	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. The mean and minimum payments are higher for MECCA than for overall participants, and most maximum payments are about equal to the overall maximums.

<b>On average, how much honoraria do you pay a <u>Specialist Course Chair / Director</u> for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		MECCA	All Participants	MECCA	All Participants	MECCA	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$4,000	\$1,200	\$4,000	\$1,500	\$3,200	\$2,300
	<b>Maximum</b>	\$5,000	\$5,000	\$5,000	\$5,000	\$7,500	\$7,500
	<b>Minimum</b>	\$3,000	\$300	\$3,000	\$300	\$1,000	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,700	\$1,700	\$5,300	\$1,900	\$3,900	\$2,700
	<b>Maximum</b>	\$7,500	\$7,500	\$7,500	\$7,500	\$12,500	\$12,500
	<b>Minimum</b>	\$500	\$300	\$3,000	\$300	\$1,500	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$5,500	\$2,900	\$10,000	\$2,900	\$5,200	\$3,500
	<b>Maximum</b>	\$10,000	\$25,000	\$10,000	\$10,000	\$17,500	\$17,500
	<b>Minimum</b>	\$1,000	\$300	\$10,000	\$500	\$1,000	\$300

## Medical Schools

The following table depicts the results for *Generalist CME Faculty in-person* activities. The maximum payments medical school participants make are less than or equal to the overall maximum payments.

On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$500	\$600	\$300	\$500	\$900	\$1,000
	<b>Maximum</b>	\$1,200	\$2,500	\$500	\$2,500	\$1,500	\$1,500
	<b>Minimum</b>	\$300	\$100	\$200	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$600	\$700	\$700	\$800	\$1,000	\$1,200
	<b>Maximum</b>	\$1,200	\$2,500	\$2,500	\$2,500	\$2,000	\$3,500
	<b>Minimum</b>	\$300	\$200	\$300	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,100	\$1,200	\$1,100	\$1,000	\$1,400	\$1,500
	<b>Maximum</b>	\$2,500	\$10,000	\$2,500	\$2,500	\$2,500	\$5,000
	<b>Minimum</b>	\$500	\$100	\$500	\$200	\$500	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,600	\$1,500	\$1,500	\$1,300	\$1,800	\$2,600
	<b>Maximum</b>	\$3,500	\$5,000	\$3,500	\$3,500	\$5,000	\$50,000
	<b>Minimum</b>	\$500	\$200	\$500	\$200	\$300	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. Payments are very similar to the overall payments; however, medical schools have lower maximum payments for non associated physicians.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$1,700	\$1,000	\$1,500	\$1,200	\$1,700	\$1,400
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$3,500	\$5,000
	<b>Minimum</b>	\$400	\$300	\$400	\$300	\$400	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,400	\$1,000	\$1,400	\$1,200	\$1,500	\$1,500
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$3,500	\$5,000
	<b>Minimum</b>	\$400	\$200	\$400	\$300	\$400	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$1,500	\$1,100	\$1,700	\$1,300	\$1,600	\$1,500
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$2,000	\$4,000
	<b>Minimum</b>	\$500	\$200	\$500	\$200	\$300	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,700	\$1,400	\$1,900	\$1,700	\$1,900	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$3,500	\$4,500
	<b>Minimum</b>	\$500	\$200	\$500	\$300	\$500	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. The maximum payments medical schools make are generally lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$700	\$600	\$400	\$600	\$1,200	\$1,300
	<b>Maximum</b>	\$1,500	\$3,000	\$500	\$3,000	\$3,000	\$18,000
	<b>Minimum</b>	\$300	\$100	\$300	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$900	\$800	\$800	\$900	\$1,300	\$1,400
	<b>Maximum</b>	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$4,000
	<b>Minimum</b>	\$300	\$100	\$300	\$200	\$100	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,400	\$1,100	\$1,200	\$1,100	\$1,700	\$1,600
	<b>Maximum</b>	\$2,500	\$3,000	\$2,500	\$3,000	\$3,500	\$5,000
	<b>Minimum</b>	\$500	\$100	\$500	\$200	\$500	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,700	\$1,800	\$1,500	\$1,500	\$2,200	\$2,000
	<b>Maximum</b>	\$3,500	\$10,000	\$3,500	\$8,000	\$5,000	\$30,000
	<b>Minimum</b>	\$500	\$200	\$500	\$200	\$1,000	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. Most payments do not deviate from the overall results. For one credit, telephone live activity, national faculty, medical schools pay more on average.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$1,700	\$900	\$1,500	\$1,000	\$2,200	\$1,500
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$400	\$300	\$400	\$300	\$400	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,300	\$1,000	\$1,200	\$1,100	\$1,700	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$400	\$300	\$400	\$300	\$400	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$1,500	\$1,100	\$1,600	\$1,400	\$1,800	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000	\$5,000
	<b>Minimum</b>	\$500	\$200	\$500	\$200	\$300	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,700	\$1,300	\$1,700	\$1,600	\$2,000	\$1,800
	<b>Maximum</b>	\$3,000	\$3,500	\$3,000	\$3,000	\$5,000	\$5,000
	<b>Minimum</b>	\$500	\$300	\$500	\$300	\$500	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director* activities. All maximum payments for medical schools are lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,400	\$1,100	\$1,200	\$1,300	\$1,700	\$1,900
	<b>Maximum</b>	\$3,000	\$3,500	\$3,000	\$3,500	\$3,000	\$5,000
	<b>Minimum</b>	\$500	\$300	\$400	\$300	\$500	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,600	\$1,400	\$1,400	\$1,500	\$1,900	\$2,300
	<b>Maximum</b>	\$3,500	\$5,000	\$3,500	\$5,000	\$3,500	\$7,500
	<b>Minimum</b>	\$500	\$300	\$500	\$300	\$1,000	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,400	\$2,300	\$2,400	\$2,500	\$3,000	\$3,100
	<b>Maximum</b>	\$5,000	\$10,000	\$5,000	\$10,000	\$5,000	\$17,500
	<b>Minimum</b>	\$500	\$300	\$500	\$500	\$1,500	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. All maximum payments for medical schools are lower than the overall results. Medical schools pay less than all participants on average for non associated physicians.

On average, how much honoraria do you pay a <u>Specialist Course Chair / Director</u> for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Medical Schools	All Participants	Medical Schools	All Participants	Medical Schools	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,600	\$1,200	\$1,300	\$1,500	\$1,800	\$2,300
	<b>Maximum</b>	\$3,500	\$5,000	\$3,500	\$5,000	\$3,500	\$7,500
	<b>Minimum</b>	\$500	\$300	\$400	\$300	\$500	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,000	\$1,700	\$1,800	\$1,900	\$2,200	\$2,700
	<b>Maximum</b>	\$5,000	\$7,500	\$5,000	\$7,500	\$5,000	\$12,500
	<b>Minimum</b>	\$500	\$300	\$500	\$300	\$500	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,700	\$2,900	\$2,700	\$2,900	\$3,100	\$3,500
	<b>Maximum</b>	\$5,000	\$25,000	\$5,000	\$10,000	\$5,000	\$17,500
	<b>Minimum</b>	\$500	\$300	\$500	\$500	\$1,500	\$300

## State Medical Societies

Please note that state medical society participants did not provide any responses for staff physicians. Additionally, there are five or less responses in several categories. These tables are not summarized, as there are insufficient responses to identify trends.

The following table depicts the results for *Generalist CME Faculty in-person* activities. State medical societies generally pay more than overall participants for member physicians and less than overall participants for non associated physicians. One notable exception is that state medical societies pay significantly more than overall participants for one credit, national, live in-person keynote addresses from non associated physicians.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$1,400	\$600	N/A	\$500	\$600	\$1,000
	<b>Maximum</b>	\$3,000	\$2,500	N/A	\$2,500	\$1,000	\$1,500
	<b>Minimum</b>	\$500	\$100	N/A	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$1,600	\$700	N/A	\$800	\$700	\$1,200
	<b>Maximum</b>	\$3,500	\$2,500	N/A	\$2,500	\$1,500	\$3,500
	<b>Minimum</b>	\$500	\$200	N/A	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$2,400	\$1,200	N/A	\$1,000	\$1,300	\$1,500
	<b>Maximum</b>	\$5,000	\$10,000	N/A	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$500	\$100	N/A	\$200	\$300	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$2,400	\$1,500	N/A	\$1,300	\$12,500	\$2,600
	<b>Maximum</b>	\$5,000	\$5,000	N/A	\$3,500	\$50,000	\$50,000
	<b>Minimum</b>	\$500	\$200	N/A	\$200	\$2,000	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$500	\$1,000	N/A	\$1,200	\$500	\$1,400
	<b>Maximum</b>	\$500	\$2,500	N/A	\$2,500	\$500	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$500	\$1,000	N/A	\$1,200	\$500	\$1,500
	<b>Maximum</b>	\$500	\$2,500	N/A	\$2,500	\$500	\$5,000
	<b>Minimum</b>	\$500	\$200	N/A	\$300	\$500	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$600	\$1,100	N/A	\$1,300	\$800	\$1,500
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$1,000	\$4,000
	<b>Minimum</b>	\$300	\$200	N/A	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$900	\$1,400	N/A	\$1,700	\$1,000	\$1,700
	<b>Maximum</b>	\$1,500	\$2,500	N/A	\$2,500	\$1,500	\$4,500
	<b>Minimum</b>	\$300	\$200	N/A	\$300	\$500	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. Maximum payments are lower than the overall results.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$500	\$600	N/A	\$600	\$1,100	\$1,300
	<b>Maximum</b>	\$1,000	\$3,000	N/A	\$3,000	\$200	\$18,000
	<b>Minimum</b>	\$300	\$100	N/A	\$30	\$300	\$100
One credit, state-wide, live in- person activity (conference, symposia)	<b>Mean</b>	\$500	\$800	N/A	\$900	\$800	\$1,400
	<b>Maximum</b>	\$100	\$3,000	N/A	\$3,000	\$1,500	\$4,000
	<b>Minimum</b>	\$300	\$100	N/A	\$200	\$300	\$100
One credit, national, live in- person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,200	\$1,100	N/A	\$1,100	\$1,700	\$1,600
	<b>Maximum</b>	\$2,000	\$3,000	N/A	\$3,000	\$2,500	\$5,000
	<b>Minimum</b>	\$300	\$100	N/A	\$200	\$300	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$3,100	\$1,800	N/A	\$1,500	\$3,300	\$2,000
	<b>Maximum</b>	\$5,000	\$10,000	N/A	\$8,000	\$5,000	\$30,000
	<b>Minimum</b>	\$1,000	\$200	N/A	\$200	\$2,500	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$500	\$900	N/A	\$1,000	\$500	\$1,500
	<b>Maximum</b>	\$500	\$2,500	N/A	\$2,500	\$500	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,000	\$1,000	N/A	\$1,100	\$1,000	\$1,700
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	\$1,000	\$300	N/A	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$900	\$1,100	N/A	\$1,400	\$1,000	\$1,700
	<b>Maximum</b>	\$1,500	\$2,500	N/A	\$2,500	\$1,500	\$5,000
	<b>Minimum</b>	\$300	\$200	N/A	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$1,100	\$1,300	N/A	\$1,600	\$1,300	\$1,800
	<b>Maximum</b>	\$2,000	\$3,500	N/A	\$3,000	\$2,000	\$5,000
	<b>Minimum</b>	\$300	\$300	N/A	\$300	\$500	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$600	\$1,100	N/A	\$1,300	\$600	\$1,900
	<b>Maximum</b>	\$600	\$3,500	N/A	\$3,500	\$600	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,000	\$1,400	N/A	\$1,500	\$1,000	\$2,300
	<b>Maximum</b>	\$1,000	\$5,000	N/A	\$5,000	\$1,000	\$7,500
	<b>Minimum</b>	\$1,000	\$300	N/A	\$300	\$1,000	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,000	\$2,300	N/A	\$2,500	\$2,000	\$3,100
	<b>Maximum</b>	\$2,000	\$10,000	N/A	\$10,000	\$2,000	\$17,500
	<b>Minimum</b>	\$2,000	\$300	N/A	\$500	\$2,000	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		State Medical Societies	All Participants	State Medical Societies	All Participants	State Medical Societies	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$600	\$1,200	N/A	\$1,500	\$500	\$2,300
	<b>Maximum</b>	\$600	\$5,000	N/A	\$5,000	\$500	\$7,500
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,000	\$1,700	N/A	\$1,900	\$1,000	\$2,700
	<b>Maximum</b>	\$1,000	\$7,500	N/A	\$7,500	\$1,000	\$12,500
	<b>Minimum</b>	\$1,000	\$300	N/A	\$300	\$1,000	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,000	\$2,900	N/A	\$2,900	\$2,000	\$3,500
	<b>Maximum</b>	\$2,000	\$25,000	N/A	\$10,000	\$2,000	\$17,500
	<b>Minimum</b>	\$2,000	\$300	N/A	\$500	\$2,000	\$300

## Healthcare Education Associations

Please note that healthcare education association participants did not provide any responses for staff physicians. Additionally, in some instances the mean, maximum and minimum are all equal to each other. This indicates that all responses are the same or that there is only one response in a particular category.

The following table depicts the results for *Generalist CME Faculty in-person* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$900	\$600	N/A	\$500	\$1,300	\$1,000
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$2,000	\$1,500
	<b>Minimum</b>	\$800	\$100	N/A	\$30	\$1,000	\$100
One credit, state-wide, live in-person activity (conference, symposia)	<b>Mean</b>	\$900	\$700	N/A	\$800	\$1,000	\$1,200
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$1,000	\$3,500
	<b>Minimum</b>	\$800	\$200	N/A	\$200	\$1,000	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,300	\$1,200	N/A	\$1,000	\$1,300	\$1,500
	<b>Maximum</b>	\$1,500	\$10,000	N/A	\$2,500	\$1,500	\$5,000
	<b>Minimum</b>	\$1,000	\$100	N/A	\$200	\$1,000	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,800	\$1,500	N/A	\$1,300	\$1,700	\$2,600
	<b>Maximum</b>	\$2,000	\$5,000	N/A	\$3,500	\$2,000	\$50,000
	<b>Minimum</b>	\$1,500	\$200	N/A	\$200	\$1,000	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$800	\$1,000	N/A	\$1,200	\$800	\$1,400
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,000	\$1,000	N/A	\$1,200	\$1,000	\$1,500
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	\$1,000	\$200	N/A	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$500	\$1,100	N/A	\$1,300	\$1,200	\$1,500
	<b>Maximum</b>	\$500	\$2,500	N/A	\$2,500	\$2,000	\$4,000
	<b>Minimum</b>	\$500	\$200	N/A	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$500	\$1,400	N/A	\$1,700	\$800	\$1,700
	<b>Maximum</b>	\$500	\$2,500	N/A	\$2,500	\$1,000	\$4,500
	<b>Minimum</b>	\$500	\$200	N/A	\$300	\$500	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	\$900	\$600	N/A	\$600	\$1,400	\$1,300
	<b>Maximum</b>	\$1,500	\$3,000	N/A	\$3,000	\$2,500	\$18,000
	<b>Minimum</b>	\$100	\$100	N/A	\$30	\$100	\$100
One credit, state-wide, live in-person activity (conference, symposia)	<b>Mean</b>	\$900	\$800	N/A	\$900	\$1,200	\$1,400
	<b>Maximum</b>	\$1,500	\$3,000	N/A	\$3,000	\$2,500	\$4,000
	<b>Minimum</b>	\$100	\$100	N/A	\$200	\$100	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	\$1,500	\$1,100	N/A	\$1,100	\$1,300	\$1,600
	<b>Maximum</b>	\$2,500	\$3,000	N/A	\$3,000	\$2,500	\$5,000
	<b>Minimum</b>	\$300	\$100	N/A	\$200	\$300	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	\$1,800	\$1,800	N/A	\$1,500	\$1,800	\$2,000
	<b>Maximum</b>	\$2,000	\$10,000	N/A	\$8,000	\$2,500	\$30,000
	<b>Minimum</b>	\$1,500	\$200	N/A	\$200	\$1,000	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$1,000	\$900	N/A	\$1,000	\$1,500	\$1,500
	<b>Maximum</b>	\$1,500	\$2,500	N/A	\$2,500	\$2,500	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	\$1,700	\$1,000	N/A	\$1,100	\$1,800	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	N/A	\$2,500	\$2,500	\$5,000
	<b>Minimum</b>	\$1,000	\$300	N/A	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	\$1,500	\$1,100	N/A	\$1,400	\$1,200	\$1,700
	<b>Maximum</b>	\$2,500	\$2,500	N/A	\$2,500	\$2,000	\$5,000
	<b>Minimum</b>	\$500	\$200	N/A	\$200	\$500	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	\$2,000	\$1,300	N/A	\$1,600	\$800	\$1,800
	<b>Maximum</b>	\$3,500	\$3,500	N/A	\$3,000	\$1,000	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	\$500	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Generalist Course Chair / Director*. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	N/A	\$1,100	N/A	\$1,300	N/A	\$1,900
	<b>Maximum</b>	N/A	\$3,500	N/A	\$3,500	N/A	\$5,000
	<b>Minimum</b>	N/A	\$300	N/A	\$300	N/A	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	N/A	\$1,400	N/A	\$1,500	N/A	\$2,300
	<b>Maximum</b>	N/A	\$5,000	N/A	\$5,000	N/A	\$7,500
	<b>Minimum</b>	N/A	\$300	N/A	\$300	N/A	\$500
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,000	\$2,300	N/A	\$2,500	\$3,000	\$3,100
	<b>Maximum</b>	\$3,000	\$10,000	N/A	\$10,000	\$3,000	\$17,500
	<b>Minimum</b>	\$3,000	\$300	N/A	\$500	\$3,000	\$500

The following table depicts the results for *Specialist Course Chair / Director* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> Course Chair / Director for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants	Healthcare Education Assoc.	All Participants
Half-day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$1,200	\$1,200	N/A	\$1,500	\$1,200	\$2,300
	<b>Maximum</b>	\$1,200	\$5,000	N/A	\$5,000	\$1,200	\$7,500
	<b>Minimum</b>	\$1,200	\$300	N/A	\$300	\$1,200	\$300
One day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$2,400	\$1,700	N/A	\$1,900	\$2,400	\$2,700
	<b>Maximum</b>	\$2,400	\$7,500	N/A	\$7,500	\$2,400	\$12,500
	<b>Minimum</b>	\$2,400	\$300	N/A	\$300	\$2,400	\$300
Multiple day, national, live in-person activity (postgraduate course, annual meeting)	<b>Mean</b>	\$3,000	\$2,900	N/A	\$2,900	\$3,000	\$3,500
	<b>Maximum</b>	\$3,000	\$25,000	N/A	\$10,000	\$3,000	\$17,500
	<b>Minimum</b>	\$3,000	\$300	N/A	\$500	\$3,000	\$300

## Federal Healthcare Educators

Please note that in some instances the mean, maximum and minimum are all equal to each other. This indicates that all responses are the same or that there is only one response in a particular category.

The following table depicts the results for *Generalist CME Faculty in-person* activities. The number of responses in all categories is less than or equal to five.

On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)							
		Member		Staff		Non Associated	
		Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	N/A	\$600	N/A	\$500	\$300	\$1,000
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	\$500	\$1,500
	<b>Minimum</b>	N/A	\$100	N/A	\$30	\$200	\$100
One credit, state-wide, live in-person activity (conference, symposia)	<b>Mean</b>	N/A	\$700	N/A	\$800	\$300	\$1,200
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	\$300	\$3,500
	<b>Minimum</b>	N/A	\$200	N/A	\$200	\$300	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	N/A	\$1,200	N/A	\$1,000	\$1,000	\$1,500
	<b>Maximum</b>	N/A	\$10,000	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	N/A	\$100	N/A	\$200	\$1,000	\$100
One credit, national, live in-person Keynote Address	<b>Mean</b>	N/A	\$1,500	N/A	\$1,300	\$1,000	\$2,600
	<b>Maximum</b>	N/A	\$5,000	N/A	\$3,500	\$1,000	\$50,000
	<b>Minimum</b>	N/A	\$200	N/A	\$200	\$1,000	\$300

The following table depicts the results for *Generalist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Generalist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	\$800	\$1,000	N/A	\$1,200	N/A	\$1,400
	<b>Maximum</b>	\$1,000	\$2,500	N/A	\$2,500	N/A	\$5,000
	<b>Minimum</b>	\$500	\$300	N/A	\$300	N/A	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	N/A	\$1,000	N/A	\$1,200	\$1,000	\$1,500
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	N/A	\$200	N/A	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	N/A	\$1,100	N/A	\$1,300	N/A	\$1,500
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	N/A	\$4,000
	<b>Minimum</b>	N/A	\$200	N/A	\$200	N/A	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	N/A	\$1,400	N/A	\$1,700	N/A	\$1,700
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	N/A	\$4,500
	<b>Minimum</b>	N/A	\$200	N/A	\$300	N/A	\$200

The following table depicts the results for *Specialist CME Faculty in-person* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants
One credit, local, live in-person activity (excluding travel costs)	<b>Mean</b>	N/A	\$600	N/A	\$600	\$500	\$1,300
	<b>Maximum</b>	N/A	\$3,000	N/A	\$3,000	\$1,000	\$18,000
	<b>Minimum</b>	N/A	\$100	N/A	\$30	\$200	\$100
One credit, state-wide, live in-person activity (conference, symposia)	<b>Mean</b>	N/A	\$800	N/A	\$900	\$300	\$1,400
	<b>Maximum</b>	N/A	\$3,000	N/A	\$3,000	\$300	\$4,000
	<b>Minimum</b>	N/A	\$100	N/A	\$200	\$300	\$100
One credit, national, live in-person activity (e.g., educational session at annual meeting, invited speaker)	<b>Mean</b>	N/A	\$1,100	N/A	\$1,100	\$1,000	\$1,600
	<b>Maximum</b>	N/A	\$3,000	N/A	\$3,000	\$1,000	\$5,000
	<b>Minimum</b>	N/A	\$100	N/A	\$200	\$1,000	\$100*
One credit, national, live in-person Keynote Address	<b>Mean</b>	N/A	\$1,800	N/A	\$1,500	\$1,000	\$2,000
	<b>Maximum</b>	N/A	\$10,000	N/A	\$8,000	\$1,000	\$30,000
	<b>Minimum</b>	N/A	\$200	N/A	\$200	\$1,000	\$300

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

The following table depicts the results for *Specialist CME Faculty enduring* activities. The number of responses in all categories is less than or equal to five.

<b>On average, how much honoraria do you pay a <u>Specialist</u> CME Faculty for the following activities? (Results are rounded to the nearest hundredth)</b>							
		Member		Staff		Non Associated	
		Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants	Federal Healthcare Educators	All Participants
One credit, telephone live activity, national faculty	<b>Mean</b>	N/A	\$900	N/A	\$1,000	N/A	\$1,500
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	N/A	\$5,000
	<b>Minimum</b>	N/A	\$300	N/A	\$300	N/A	\$300
One credit, internet broadcast live activity, national faculty	<b>Mean</b>	N/A	\$1,000	N/A	\$1,100	\$1,000	\$1,700
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	\$1,000	\$5,000
	<b>Minimum</b>	N/A	\$300	N/A	\$300	\$1,000	\$200
One credit, enduring material presenter (internet / CD / DVD)	<b>Mean</b>	N/A	\$1,100	N/A	\$1,400	N/A	\$1,700
	<b>Maximum</b>	N/A	\$2,500	N/A	\$2,500	N/A	\$5,000
	<b>Minimum</b>	N/A	\$200	N/A	\$200	N/A	\$100
One credit, enduring material author (journal article, monograph, PowerPoint slide set)	<b>Mean</b>	N/A	\$1,300	N/A	\$1,600	N/A	\$1,800
	<b>Maximum</b>	N/A	\$3,500	N/A	\$3,000	N/A	\$5,000
	<b>Minimum</b>	N/A	\$300	N/A	\$300	N/A	\$250*

\*A single response of \$1 has been interpreted as an outlier and removed from the summary chart.

There are no responses for *Generalist Course Chair / Director* or *Specialist Course Chair / Director* activities.