

An Analysis of Nuclear Medicine Technologist Salaries

Anthony W. Knight, MBA, CNMT; and Bhaskar Dawardi, PhD

The Nuclear Medicine Technology Board conducted a membership survey during the summer of 2001 designed to assess the state of the profession. A significant portion of that survey focused on current CNMT salaries. Although other information was collected, the scope of this article concerns the salary analysis.

Surveys were mailed out to all 14,754 NMTCB certificants working in the United States and Canada and 5,153 of those surveys were returned yielding an excellent response rate of 35%. Respondents identified themselves as staff nuclear medicine technologists on 4,015 (78%) of the returned surveys. The remaining 22% were a mixture of those working in nontechnologist positions (administrators, educators, or industry positions) and those who did not choose to identify their current employment category. Of the staff technologist respondents who identified their employment status, 84.5% were full-time employees and 15.5% were part-time. Of the part-time staff technologists, 98% were female, while 59.4% of the full-time NMTs were female. Only 1.2% of all respondents failed to list their salary information. Of the staff technologist respondents, only 1% failed to identify their current salaries.

Data Analysis

All returned surveys were scanned using a bubble-sheet scanner and coding software. The output data was converted to a Microsoft Excel file and analysis of the data was performed using Excel database functions. All entries in the database were evaluated for errors and completeness. Miscodes were considered invalid responses and eliminated from the file. Blank cell entries were maintained, but individual records containing blank cells were not used in any analysis that required the missing data. For example, salary statistics do not include any information provided by those respondents who did not complete the salary-related items. Their records may have been used in the analysis of other parameters such as demographics. It should be recognized that since the records used in any one specific analysis may differ from those used in another, output values for the same statistic may vary somewhat from table to table. Salary data cross-referenced with different demographic variables may produce differing average or mean salaries for any

given group of CNMTs. It should also be mentioned that any conclusions drawn on this data should be done considering appropriateness of the sample sizes. For example, because of the low sampling numbers, it would be an invalid use of the data to assume that, on average, male hospital or clinic-based mobile PET techs are paid more than male PET techs who work for private imaging companies even though the reported mean values in Table 9 suggest this might be true.

Salary by Job Classification

Table 1 provides the mean, median, and range of the annual full-time base salaries for the various nuclear medicine-related positions. An hourly equivalent of the mean salaries is also listed. Assuming that the industry-wide standard for NMT salary comparisons is the hospital-based, general imaging technologist, it appears that the current mean market value for general nuclear medicine technology skills is \$45,791. However, the range of salaries for people in these positions is extremely wide (\$19,000 to \$98,000 per year). This large spread in salaries is more than likely a reflection of the market adjusting itself in response to the staffing shortages of the last few years.

The data does suggest that NMTs are compensated slightly better for specialty skills; approximately \$1,000 per year for nuclear cardiology, and \$3,000 to \$4,000 per year for PET positions. Not surprisingly, the data also support the conclusion that techs working in private offices or clinics are being paid slightly better than their counterparts in hospital settings. Technologists working for themselves via contract or with private staffing agencies are making as much as \$10,000 to \$20,000 more, on average, than those technologists working as traditional staff employees.

Average educator salaries are comparable to the specialty technologist salaries with program director salaries averaging approximately \$54,000 per year and clinical instructors earning around \$48,000. Clinical supervisors who are primarily administrators are earning in the neighborhood of \$65,000 while chief technologists and specialty supervisors are making around \$53,500 per year.

Average Salaries Based on the Number of Years Worked at Current Institution

Salary compression is a term used to identify a market condition which results from upwardly adjusting the lower end

TABLE 1
Salary by Job Classification

	Mean salary	Number of respondents	Hourly equivalent	Median salary	Range	
					High	Low
General imaging—hospital based	\$45,791	1953	\$22.01	\$45,000	\$ 98,000	\$19,000
General imaging—private clinic or office	\$47,718	227	\$22.94	\$47,840	\$ 73,300	\$22,320
Mobile NM—private mobile imaging service	\$46,611	50	\$22.41	\$44,950	\$ 93,600	\$30,000
Mobile NM—hospital or clinic based	\$49,986	19	\$24.03	\$50,000	\$ 61,152	\$34,000
Average for general imaging NMTs	\$47,526	2249	\$22.85	\$46,948		
Cardiac NM—hospital based	\$47,079	107	\$22.63	\$46,750	\$ 90,000	\$25,000
Cardiac NM—private office	\$49,787	501	\$23.94	\$48,942	\$105,000	\$19,872
Average for cardiac NMTs	\$48,433	608	\$23.28	\$47,846		
PET—hospital based	\$49,666	24	\$23.88	\$47,720	\$ 96,700	\$38,000
PET—private office	\$54,229	27	\$26.07	\$54,000	\$ 75,000	\$33,280
Mobile PET—private mobile imaging service	\$54,439	27	\$26.17	\$53,000	\$ 85,500	\$32,500
Mobile PET—hospital or clinic based	\$51,385	6	\$24.70	\$47,405	\$ 80,000	\$39,500
Average for PET NMTs	\$52,430	84	\$25.21	\$50,531		
Research—hospital/clinic/educational institution based	\$49,873	45	\$23.98	\$48,900	\$ 79,400	\$32,000
Research—private research laboratory	\$37,750	2	\$18.15	\$37,750	\$ 42,500	\$33,000
Average for research NMTs	\$43,812	47	\$21.06	\$43,325		
Self-Employed NMTs	\$71,035	26	\$34.15	\$67,500	\$135,000	\$30,000
Temporary staffing service based	\$60,641	96	\$29.15	\$60,000	\$104,000	\$33,000
All full time NMTs	\$51,142	3110	\$24.59	\$49,830		
Minus self-employed/temp agency NMTs	\$48,847	2988	\$23.48	\$49,726		
Supervisor—administrator	\$64,913	88	\$31.21	\$63,043	\$150,000	\$35,000
Supervisor—chief tech	\$53,525	858	\$25.73	\$52,000	\$135,000	\$40,400
Specialty supervisor (e.g., cardiac, PET)	\$53,151	184	\$25.55	\$52,150	\$104,000	\$30,000
Program director	\$53,830	40	\$25.88	\$52,000	\$115,000	\$35,000
Clinical instructor	\$48,084	19	\$23.12	\$47,500	\$ 68,600	\$34,000
Classroom instructor	\$64,194	16	\$30.86	\$53,250	\$130,000	\$22,800

of salary ranges (which typically dictate the salaries being offered to new and often inexperienced hires) without an equalizing adjustment to the high end of the range and to the salaries of those who have been at an institution in the same position for a much longer period of time. The data shown in Table 2 supports the conclusion that experienced nuclear medicine technologists are most likely suffering from the demoralizing effects of salary compression. Table 2 provides average full-time salaries of hospital-based, general imaging technologists sorted by the number of years the individual has worked at his or her current place of employment. The salaries being offered to new hires (less than 1 year at an institution) are actually greater than that of someone working at an institution for as much as 7 or 8 years. The new hire salaries average \$46,480 and are nearly \$3,000 per year more than that of people hired just 1 year before. A similar analysis of the other technologist job classifications was attempted, but low sampling numbers in many of the categories for those positions precluded the attainment of reliable results.

Average Salaries Based on the Number of Years in a Specific Job Category

The discussion in the previous section identified estimated market salaries for new hires. That statistic includes both experienced and inexperienced hires. In an attempt to assess the starting salary of someone taking a staff NMT job for the first time, a survey item asked for feedback on the number of years the CNMT has worked in his or her current position. As before, only the hospital-based, general imaging technologist category provided a large enough sample to warrant this kind of analysis. Since most NMT graduates start off in general imaging positions, the less than 1-year average salary in this category can probably be seen as the current market value of new graduates. The data in Table 3 support the conclusion that new NMT program graduates might expect to be offered base salaries in the \$40,000 range. Table 3 shows that, for the most part, technologists are being differentially compensated for their experience on

TABLE 2
Average Salaries Based on the Number of Years Worked at Current Institution

	<1 year	1 year	2-5 years	6-10 years	11-15 years	16-20 years	>20 years
General imaging—hospital based	\$46,480	\$43,607	\$43,985	\$46,018	\$49,161	\$49,046	\$51,636

TABLE 3
Average Salaries Based on the Number of Years Worked in Current *Position*

	<1 year	1 year	2-5 years	6-10 years	11-15 years	16-20 years	>20 years
General imaging—hospital based	\$39,629	\$39,174	\$42,154	\$44,814	\$46,905	\$48,343	\$49,405

TABLE 4
On-Call Analysis

Rate of pay	Number of individuals	Percentage of those who pull call	Mean dollar amount per hour	Hours guaranteed paid/call back	Number of individuals	Percentage of those who pull call
Straight time	213	8.2%	\$21.88	9	1	0.04%
Time-and-a-half	2,146	83.0%	not available	8	16	0.60%
Double time	35	1.4%	not available	7	0	0.00%
Fixed rate-per-hour—not related to base salary	32	1.2%	\$37.69	6	5	0.19%
Fixed rate-per-study	63	2.4%	\$65.02	5	2	0.07%
Other	97	3.8%		4	249	9.28%
Total	2,586	100%		3	296	11.03%
				2	1,395	51.99%
				1	446	16.62%
				0	273	10.18%
				Total	2,683	100.00%

Compensation for carrying the beeper	Number of individuals	Percentage of those who pull call	Mean dollar amount per hour
No compensation	61	2.3%	—
A fixed rate-per-hour	2,261	86.5%	\$ 2.88
A percentage of hourly wage	175	6.7%	\$ 7.17
Full hourly base salary rate	29	1.1%	\$25.24
Other	88	3.4%	\$ 5.58
Total	2,614	100%	

the job. However the total range of that difference only amounts to approximately \$9,000-\$10,000.

On Call Analysis

Table 4 shows that most (83%) of the full-time staff NMT respondents who replied to the on-call survey items said that they are being paid time-and-a-half for their time working on-call. All other on-call rates-of-pay were identified with much less frequency. Straight time was the next most frequently mentioned at 8.2%. Only 2.3% of the respondents are not getting stand-by pay when on-call. A fixed rate-per-hour was by far the most common (86.5%) stand-by pay rate identified by those who were compensated. The mean dollar pay rate for stand-by was \$2.88 per hour. The most frequently mentioned rate was \$3.00 per hour. Most technologists (just under 90%) are guaranteed a minimum number of hours once they are called in. The most commonly reported (51%) minimum hours paid was two.

Community Size

The average salaries for each staff NMT category sorted by community size are listed in Table 5. Not surprisingly, in most cases, those working in urban settings earn slightly more than those working in the other two categories; the exceptions being the mobile and private office-based car-

diac positions. The only categories that show a significant difference between suburban/small city and rural average salaries are the hospital-based general imaging positions, where suburban/small city salaries are about \$1,500 per year higher than rural, and private mobile general imaging posi-

TABLE 5
Average Full-Time Staff NMT Salaries by Community Size

	Urban	Suburban or small city	Rural
General imaging—hospital based	\$46,784	\$45,728	\$43,348
General imaging—private clinic or office	\$48,084	\$47,351	\$47,717
Mobile NM—private mobile imaging service	\$43,012	\$46,969	\$48,318
Cardiac NM—private office	\$49,272	\$50,359	\$50,101
Cardiac NM—hospital based	\$48,828	\$43,502	\$43,454
PET—hospital based	\$49,957	\$48,560	—
PET—private office	\$56,024	\$51,253	—
Mobile PET—private mobile imaging service	\$53,344	\$54,324	—
Temporary staffing agency	\$59,429	\$60,351	\$51,400
Self-Employed	\$75,292	\$65,167	\$63,220

TABLE 6
Average Full-Time Salaries by State

General imaging NMT—hospital based					
Rank	State	Region ¹	Annual salary	Number of respondents	Hourly wage
1	Alaska	PA	\$57,710	2	\$27.75
2	California	PA	\$54,886	127	\$26.39
3	Washington	PA	\$54,723	33	\$26.31
4	New Jersey	MA	\$53,959	49	\$25.94
5	Rhode Island	NE	\$52,762	10	\$25.37
6	Hawaii	PA	\$51,239	7	\$24.63
7	District of Columbia	MA	\$50,760	3	\$24.40
8	Connecticut	NE	\$50,637	19	\$24.34
9	Nevada	RM	\$50,147	8	\$24.11
10	Massachusetts	NE	\$50,037	46	\$24.06
11	Kansas	PL	\$49,888	16	\$23.98
12	Oregon	PA	\$48,937	16	\$23.53
13	Colorado	RM	\$48,806	23	\$23.46
14	Maryland	MA	\$48,398	27	\$23.27
15	Minnesota	PL	\$47,802	28	\$22.98
16	Delaware	MA	\$47,699	5	\$22.93
17	New Mexico	RM	\$47,435	6	\$22.81
18	Indiana	MW	\$47,056	63	\$22.62
19	Arizona	RM	\$47,007	15	\$22.60
20	Alabama	SO	\$46,426	25	\$22.32
21	Montana	RM	\$46,295	12	\$22.26
22	Missouri	PL	\$46,213	48	\$22.22
23	New York	NE	\$46,210	128	\$22.22
24	Iowa	PL	\$46,103	24	\$22.16
25	Georgia	SO	\$46,070	31	\$22.15
26	Texas	OP	\$46,028	79	\$22.13
27	Florida	SO	\$46,013	99	\$22.12
28	Illinois	MW	\$45,803	85	\$22.02
29	Oklahoma	OP	\$45,742	15	\$21.99
30	Maine	NE	\$45,675	8	\$21.96
31	New Hampshire	NE	\$45,674	14	\$21.96
32	Wisconsin	MW	\$45,492	69	\$21.87
33	South Carolina	SO	\$45,483	35	\$21.87
34	Michigan	MW	\$44,733	97	\$21.51
35	Louisiana	OP	\$44,656	27	\$21.47
36	North Dakota	PL	\$44,221	6	\$21.26
37	Mississippi	SO	\$44,145	17	\$21.22
38	Vermont	NE	\$43,879	7	\$21.10
39	Virginia	MA	\$43,434	53	\$20.88
40	Nebraska	PL	\$42,629	11	\$20.49
41	Ohio	MW	\$42,446	138	\$20.41
42	Arkansas	OP	\$42,354	26	\$20.36
43	North Carolina	SO	\$42,299	65	\$20.34
44	Idaho	RM	\$42,200	6	\$20.29
45	Tennessee	SO	\$42,066	61	\$20.22
46	Pennsylvania	MA	\$41,281	154	\$19.85
47	Wyoming	RM	\$41,200	3	\$19.81
48	Utah	RM	\$41,107	13	\$19.76
49	Kentucky	SO	\$39,392	42	\$18.94
50	West Virginia	MA	\$38,770	25	\$18.64
51	South Dakota	PL	\$37,666	11	\$18.11
52	Puerto Rico		\$24,256	8	\$11.66
	Mean:		\$45,882	1945	\$22.06
	Median:		\$46,020		\$22.13

¹PA–Pacific, NE–North East, MA–Mid-Atlantic, RM–Rocky Mountain, PL–Plains, SO–South, OP–Oil Patch.

TABLE 7
Regional Average Salaries

General imaging NMT—hospital based				
Region	Annual salary	Difference from the mean	Hourly wage	Difference from the mean
The Pacific states	\$53,499	\$6,962	\$25.72	\$ 3.35
The North East	\$47,839	\$1,302	\$23.00	\$ 0.63
The Mid-Atlantic	\$46,329	−\$ 208	\$22.27	−\$ 0.10
The Rocky Mountain states	\$45,525	−\$1,012	\$21.89	−\$ 0.49
The Plains states	\$45,315	−\$1,221	\$21.79	−\$ 0.59
The Industrial Mid-West	\$45,106	−\$1,431	\$21.69	−\$ 0.69
The Oil Patch states	\$44,695	−\$1,842	\$21.49	−\$ 0.89
The South	\$43,987	−\$2,550	\$21.15	−\$ 1.23
Mean:	\$46,537	—		\$22.37
Median:	\$45,420	—		\$21.84

tions, where rural salaries are approximately \$1,000 higher than those found in suburban/small city locations.

State and Regional Averages

Table 6 shows the average salaries earned by full-time hospital-based general imaging technologists for each U.S. state. The responses from Canadian certificants were too few to include in this analysis. The highest average salaries (in the \$26 to \$27 per hour range) were reported by those working in Alaska, California, and Washington. The states with the lowest average salaries were Kentucky, West Virginia, and South Dakota (\$18 to \$19 per hour range). Puerto Rico reported the lowest average earnings (\$11.66 per hour).

Table 7 groups the average salary data into traditional geographic regions. Technologists from the Pacific region report

the highest annual full-time salaries averaging \$53,499, nearly \$7000 above the national mean. The North East region has next highest average at \$47,839 per year. The Southern region reports the lowest average annual salary of \$43,987, roughly \$2,500 below the national average.

Ethnicity and Age Analysis

This analysis provides further proof that nuclear medicine professionals are not a very diverse group (see Table 8). Eighty-seven percent of all respondents identified themselves as white. The next largest group (4.64%) were CNMTs of Asian descent. Because of the low numbers of individuals in each nonwhite category, caution should be used in interpreting any discrepancies in the salary statistics. According to this analysis, white and Asian certificants

TABLE 8
Culture/Ethnicity/Age Data (All Respondants)

	Number of individuals	Percent of respondents	Average age	Median age	Minimum age	Maximum age
American Indian or Alaskan	34	0.68%	42.6	45.0	24.0	59.0
Asian or Pacific Islander	231	4.64%	39.7	39.0	23.0	64.0
Black or African American	115	2.31%	40.7	41.5	22.0	58.0
Latino or Hispanic	143	2.87%	37.1	36.5	23.0	57.0
White	4364	87.61%	40.1	40.0	21.0	69.0
Mixed Heritage	47	0.94%	36.1	34.0	23.0	58.0
Other	47	0.94%	42.3	43.5	21.0	63.0
Total:	4981	100.0%				
Grand Mean			40.0	39.9		

Culture/Ethnicity/Age Salaries (General imaging NMT—hospital based)

	Average salary	Number of individuals	Percent of group	Hourly wage	Average age (years)
American Indian or Alaskan	\$42,011	10	0.52%	\$20.20	36.1
Asian or Pacific Islander	\$48,990	103	5.31%	\$23.55	43.8
Black or African American	\$43,939	48	2.48%	\$21.12	41.5
Latino or Hispanic	\$42,564	48	2.48%	\$20.46	40.4
White	\$45,709	1,686	86.95%	\$21.98	39.9
Mixed Heritage	\$47,523	21	1.08%	\$22.85	41.1
Other	\$46,280	23	1.19%	\$22.25	39.0
Total:		1,939	100%		
Grand Mean:	\$45,288			\$21.77	40.1

report average salaries higher than those of their counterparts in every staff technologist job category. This difference might be explained by regional salary variations relative to the current geographic distribution of each group. Sixty percent of American Indian or Alaskan respondents live in the Southern, Oil Patch, and Industrial Mid-West States while 27% live in the Pacific, North East, and Mid-Atlantic Regions of the country.

As noted previously, the former regions tend to provide lower average salaries while the latter regions offer the highest. Sixty-five percent of African American or black respondents live in the Southern, Oil Patch, and Industrial Mid-West while 34% live in the Pacific, North East, and Mid-Atlantic regions. Forty-nine percent of Latino or Hispanic respondents live in the Southern, Oil Patch, and Industrial Midwestern States while 31% live in the Pacific, North East, and Mid-Atlantic regions. Sixty two percent of respondents of Asian descent live in the Pacific, North East, and Mid-Atlantic regions; 35% live in the South, Oil Patch, and Industrial Mid-West.

The age-related information reveals the average staff NMT to be 40 years of age. The youngest respondents were 21 while the oldest was 69.

Gender Analysis

If it can be assumed that the survey returns represent a random sample from the total number of CNMTs surveyed and that CNMTs represent a cross-section of the total number of nuclear medicine technologists working in the field, the statistics presented in Table 9 show that the profession is approximately 60% female and 40% male. These salary statistics were calculated using only full-time staff responses. If a respondent failed to identify a sex category,

their record was not used to calculate frequency or salary statistics. In every staff NMT category except hospital-based PET and mobile PET techs working for private companies, female salaries are considerably lower than their male counterparts. That difference in mean salaries for hospital-based general imaging technologists was nearly \$3000. In most other categories this difference is even higher.

Salaries vs. Level of Education

Table 10 shows that 47.3% of the CNMTs working in staff technologist positions have completed a bachelor's degree. Only 4.8% hold a graduate degree of some kind. The data from this analysis undermines any argument for making the bachelor's degree the terminal degree required to be credentialed in nuclear medicine technology. The market value for technologists with BA/BS degrees is only \$1,200 more than that of technologists who have 2-year degrees. Those with only a high school diploma have garnered positions paying them, on average, \$46,612 per year. If degreed technologists do have more value, it should be significantly reflected in the marketplace. It should be noted that the certificate category is most likely convoluted data due to the fact that many certificate holders have already earned baccalaureate degrees. This may explain the higher average salary for certificate holders relative to the associate degree graduates.

The group with the largest number of individuals earning graduate degrees is program directors (64.3% have earned masters degrees). This is not unexpected since many educational institutions require program directors to attain degrees at the master's level or beyond in order to teach at the undergraduate level. However, master's-level program director sal-

TABLE 9
Salary by Job Classification and Gender:

	Males			Females			Salary difference
	Mean salary	Number of respondents	% Male	Mean salary	Number of respondents	% Female	
General imaging—hospital based	\$47,654	866	42.9%	\$44,765	1,154	57.1%	\$ 2,888.87
General imaging—private clinic or office	\$50,947	76	33.8%	\$45,990	149	66.2%	\$ 4,957.05
Mobile NM—private imaging service	\$49,716	29	58.0%	\$42,323	21	42.0%	\$ 7,392.53
Mobile NM—hospital or clinic based	\$50,748	9	47.4%	\$49,300	10	52.6%	\$ 1,448.00
Average for general imaging NMTs	\$49,766	980	42.4%	\$45,595	1,334	57.6%	\$ 4,171.61
Cardiac NM—hospital based	\$49,116	42	40.0%	\$45,850	63	60.0%	\$ 3,266.16
Cardiac NM—private office	\$53,268	194	38.7%	\$47,594	307	61.3%	\$ 5,673.72
Average for cardiac NMTs	\$51,192	236	38.9%	\$46,722	370	61.1%	\$ 4,469.94
PET—hospital based	\$48,618	10	41.7%	\$50,414	14	58.3%	(\$ 1,796.36)
PET—private office	\$58,547	12	44.4%	\$50,775	15	55.6%	\$ 7,772.67
Mobile PET—private mobile imaging service	\$54,293	17	63.0%	\$54,688	10	37.0%	(\$ 395.06)
Mobile PET—hospital or clinic based	\$56,270	3	50.0%	\$46,500	3	50.0%	\$ 9,770.00
Average for PET NMTs	\$54,432	42	50.0%	\$50,594	42	50.0%	\$ 3,837.81
Self-Employed NMTs	\$74,416	19	73.1%	\$61,857	7	26.9%	\$12,558.65
Temporary staffing service based	\$64,173	41	43.2%	\$57,845	54	56.8%	\$ 6,327.73
All Full Time NMTs	\$49,826	1,261	40.7%	\$46,038	1,835	59.3%	\$ 3,787.97
Minus Self-Employed/Temp Agency NMTs	\$48,948	1,201	40.4%	\$45,617	1,774	59.6%	\$ 3,331.01

TABLE 10
Full-Time Salaries vs. Level of Education

Staff NMT's									
	High school	Certificate	AA	BA/BS	Masters	Doctorate	Post doctorate	Total	Grand mean
Average salary	\$46,612	\$47,419	\$46,718	\$47,937	\$53,968	\$49,249	\$52,671	—	\$49,225
Number of individuals	78	415	1037	1511	142	10	3	3196	
Percentage	2.4%	13.0%	32.4%	47.3%	4.4%	0.3%	0.1%	100%	%

Nuclear medicine administrators									
	High school	Certificate	AA	BA/BS	Masters	Doctorate	Post doctorate	Total	Grand mean
Average salary	\$64,617	\$56,084	\$62,660	\$68,239	\$65,585	—	—	—	\$63,437
Number of individuals	3	6	20	27	10	—	—	66	
Percentage	4.5%	9.1%	30.3%	40.9%	15.2%	0.0%	0.0%	100%	

Nuclear medicine program directors									
	High school	Certificate	AA	BA/BS	Masters	Doctorate	Post doctorate	Total	Grand mean
Average salary	—	\$51,839	\$55,400	\$51,405	\$53,774	\$52,200	—	—	\$52,924
Number of individuals	—	1	2	6	18	1	—	28	
Percentage	0.0%	3.6%	7.1%	21.4%	64.3%	3.6%	0.0%	100%	

Radiology administrators									
	High school	Certificate	AA	BA/BS	Masters	Doctorate	Post doctorate	Total	Grand mean
Average salary	\$58,000	\$61,420	\$63,152	\$66,023	\$72,706	—	—	—	\$64,260
Number of individuals	1	10	7	26	18	—	—	62	
Percentage	1.6%	16.1%	11.3%	41.9%	29.0%	0.0%	0.0%	100%	

aries are not significantly different from those directors who have only completed lower-level degrees. Despite having a higher average level of education, program director salaries are approximately \$10,000 a year less than those of administrators.

CONCLUSION

These survey results have helped to identify current market salary ranges for most nuclear medicine technology-related job categories. Cross-tabulation with several demographic variables has provided segmental salary data that may be useful to technologists, administrators, and educa-

tors within the field. As with any statistical data, caution should be exercised when interpreting the final statistics. Small sample size in several the categories created here makes the output values especially susceptible to the influence of atypical or extreme values. It is also unlikely that the respondents to this survey represent a completely random sample of the total population of nuclear medicine technologists. Factors that play a part in an individual's ability (or motivation) to complete and return a survey of this length may have had some unidentifiable influence on the results.

