



2025 ACFAS Member Compensation & Practice Report

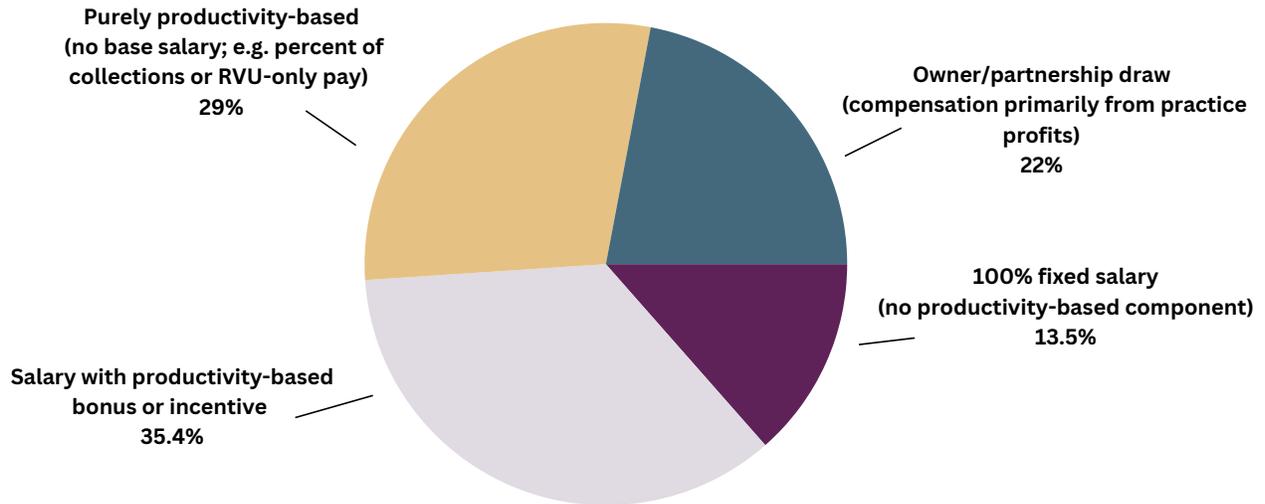
The 2025 ACFAS Member Compensation and Practice Survey offers an official benchmark of ACFAS Fellows who are certified by the ABFAS, but also insights on the personal and professional satisfaction of our members. Among respondents, nearly **86% report being satisfied with their career as a foot and ankle surgeon** (49.9% “very satisfied” and 35.9% “somewhat satisfied”), underscoring the rewarding nature of the specialty.

With 769 ACFAS Fellows participating, up from 622 in 2021, this survey represents the largest and most statistically reliable dataset focused exclusively on ACFAS Fellow members. The results highlight unique factors not captured elsewhere, deep insights around total compensation, RVU productivity, and on-call pay. While most data is positive, it does highlight a gender pay disparity among foot and ankle surgeons. ACFAS will further investigate this data to understand the drivers and develop appropriate strategies to respond to the issue.

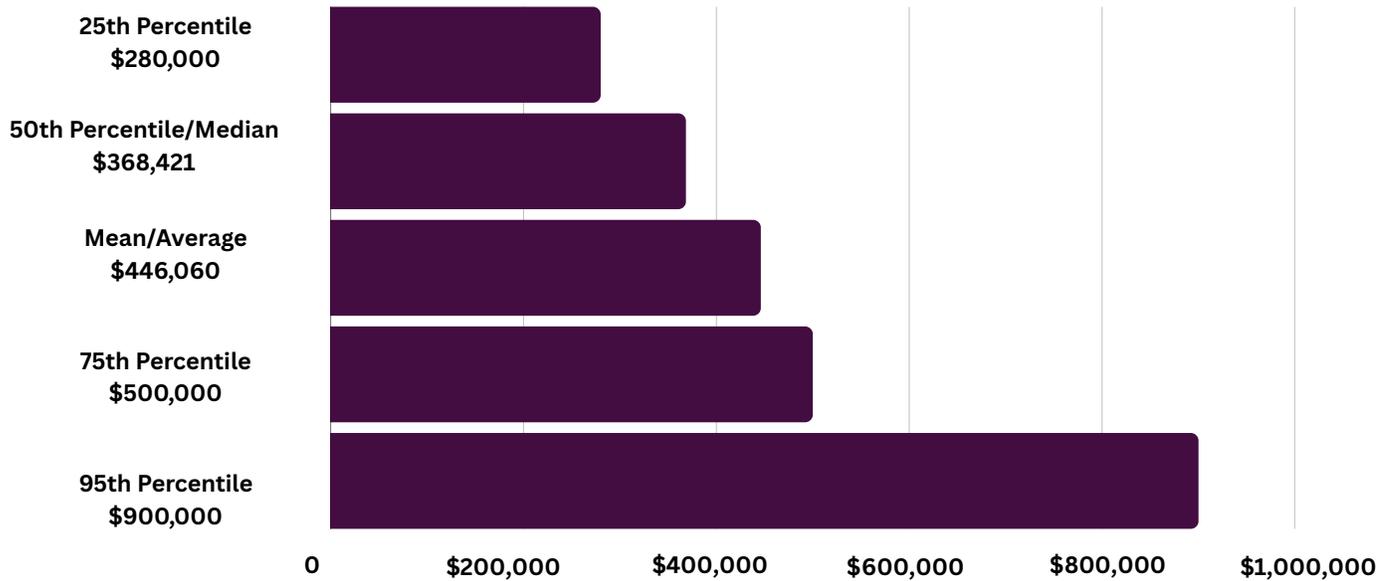
These findings carry important weight as they not only validate the value and satisfaction of a career in foot and ankle surgery but also serve as a critical tool for supporting members and inspiring the next generation of surgeons.

Annual Compensation

Compensation Structure Overview:



Total annual personal compensation (pre-tax) from all sources of professional work as a foot and ankle surgeon based on a full-time schedule:



Note: The original version of this chart mislabeled the mean as "Mean/Average and 50th Percentile." This has been corrected to accurately distinguish between mean and median values.

Total Compensation by Age/Gender

Total Annual Personal Compensation	Age					Gender	
	All	30-39	40-49	50-59	60 or above	Male	Female
Average Compensation:	\$446,060	\$417,020	\$472,537	\$447,717	\$435,790	\$469,835	\$369,808

Total Compensation by Current Practice Setting

Total Annual Personal Compensation	Current Practice Setting						
	Solo practice (self-employed)	Group private practice – podiatric group	Group practice – multi-specialty or orthopedic group	Hospital or health system (employed position)	Academic or teaching institution (faculty)	Veterans Administration (VA)	
Average Compensation:	\$446,060	\$470,004	\$416,616	\$484,613	\$433,109	\$555,159	\$263,115

Total Compensation by Role & Compensation Structure

Total Annual Personal Compensation	Role/Position in Practice				Compensation Structure			
	All	Owner/ Partner	Employed associate/ Staff surgeon	Independent contractor	100% fixed salary (no productivity-based component)	Salary with productivity-based bonus or incentive	Purely productivity-based (no base salary; e.g. percent of collections or RVU-only pay)	Owner/ partnership draw (compensation primarily from practice profits)
Average Compensation:	\$446,060	\$483,690	\$414,876	\$393,810	\$424,322	\$408,404	\$446,379	\$520,027

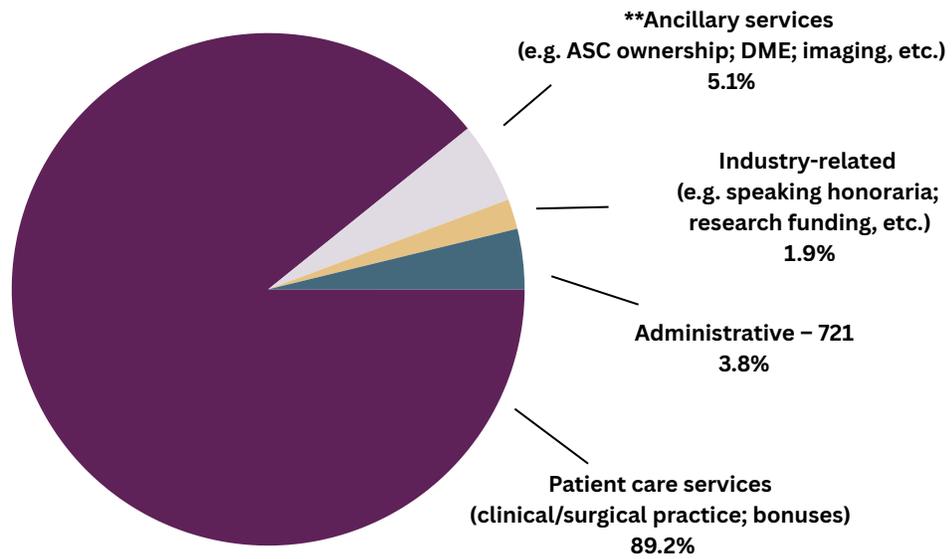
Total Compensation by Years in Practice as a Foot and Ankle Surgeon

Total Annual Personal Compensation	Years in Practice as a Foot and Ankle Surgeon					
	All	0 to 5 years	6 to 11 years	12 to 20 years	21 to 30 years	More than 30 years
Average Compensation:	\$446,060	\$445,198	\$384,837	\$498,040	\$463,153	\$442,560

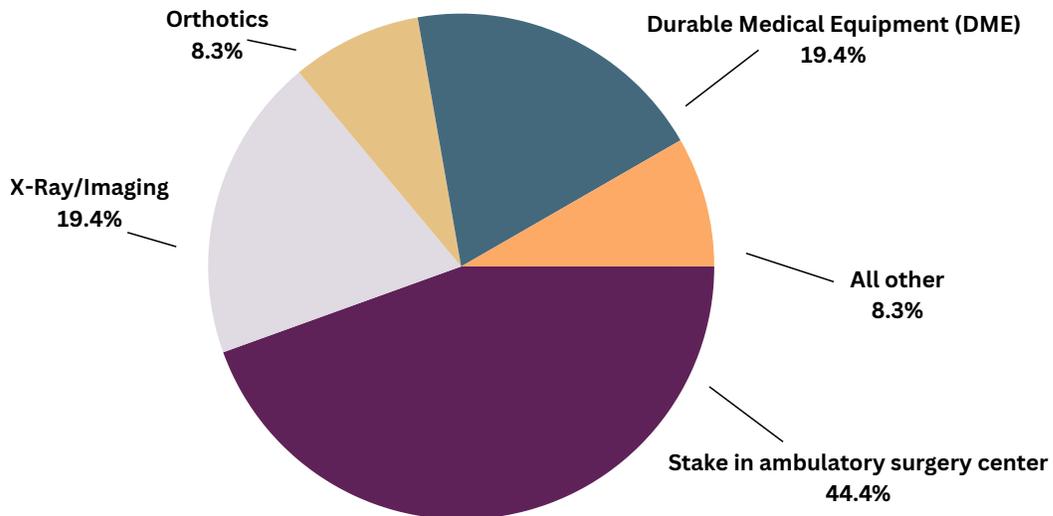
Total Compensation by Surgical Cases Performed/Year

Total Annual Personal Compensation	Surgical Cases Performed/Year								
	All	0-49 cases	50-99 cases	100-149 cases	150-199 cases	200-299 cases	300-399 cases	400-499 cases	More than 500
Average Compensation:	\$446,060	\$341,739	\$339,489	\$381,322	\$411,968	\$515,598	\$528,584	\$590,412	\$1,017,122

Sources of Total Compensation:

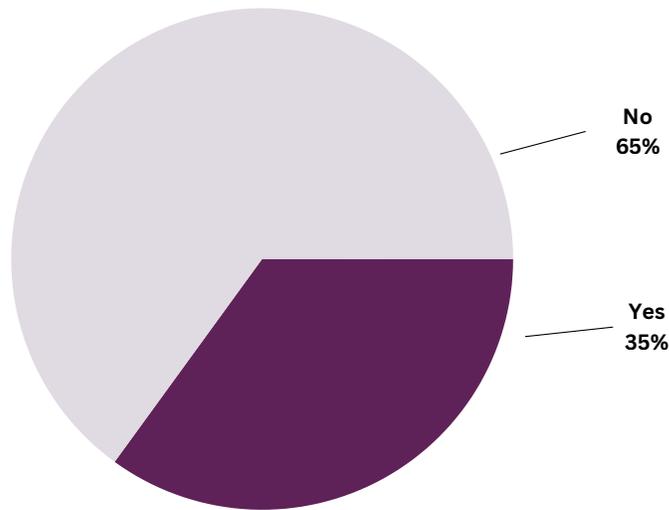


If ancillary services make up more than 10% of your annual compensation, what are the top 3 ancillary services driving that compensation?

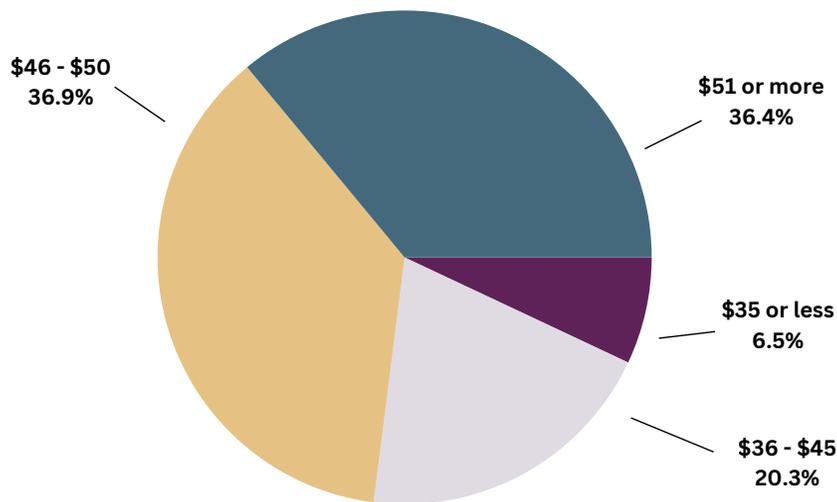


RVU/wRVUs

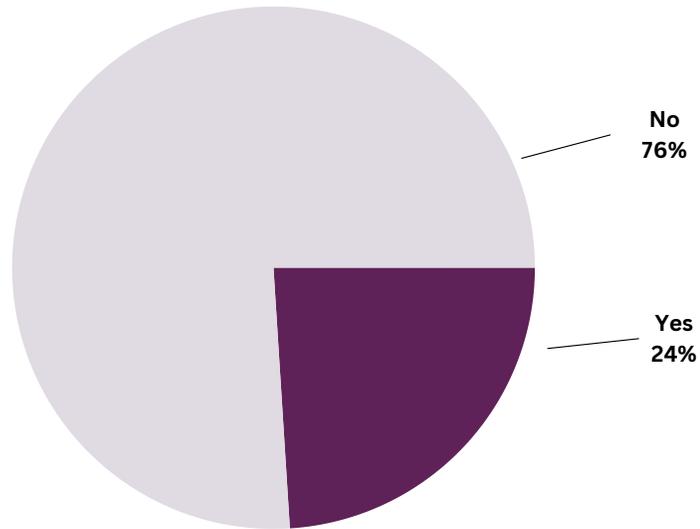
Is any portion of your compensation tied to work RVUs (or wRVUs)?



If Yes and using wRVUs, what is the current conversion rate paid per wRVU?



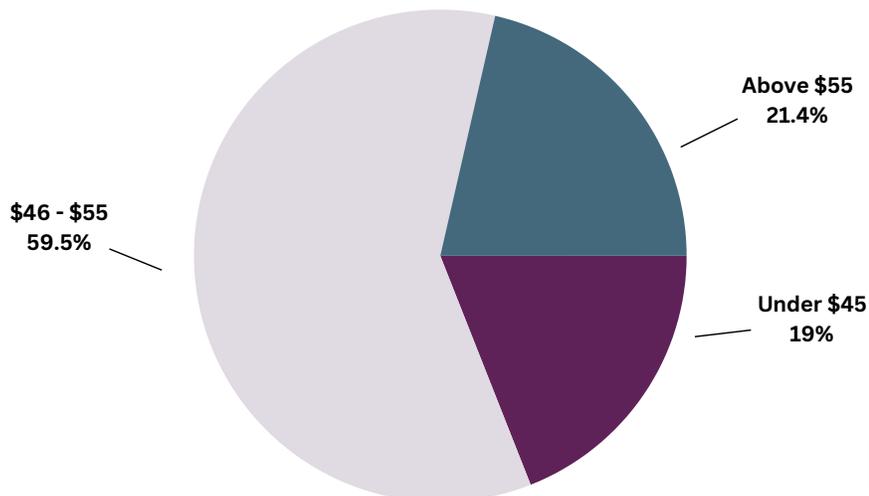
For those using wRVUs, is there a tiered productivity system with a higher conversion rate after a certain wRVU threshold?



At approximately how many wRVUs per year does the higher tier kick in?

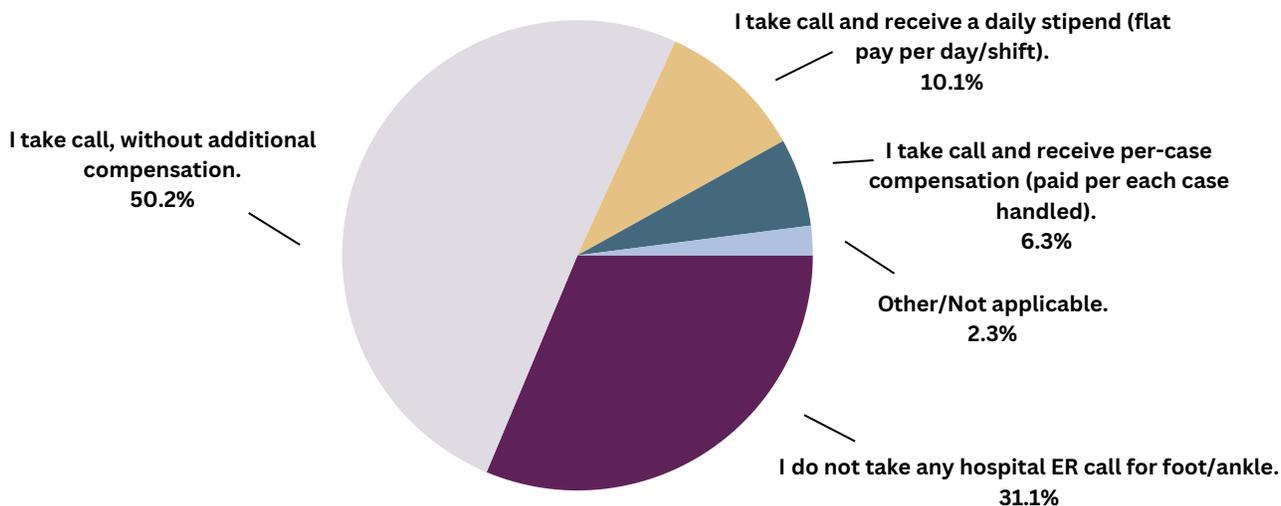


What is the higher conversion rate for wRVUs above that threshold?

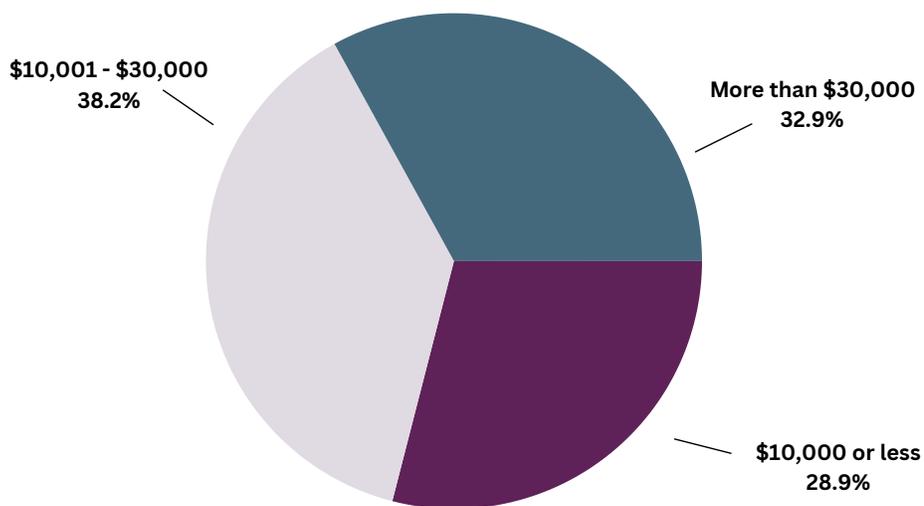


Emergency and On-Call Compensation

Which statement best describes your hospital emergency call duties and compensation?



If receiving on-call pay, what is your annual estimate of total on-call pay compensation?



For ACFAS members looking for additional on-call pay resources, view the [ACFAS On-Call Pay Position Statement](#).

