

# THE CHP CORNER



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## Unveiling the 2024 CHP Salary Survey Results

Curious about salary trends and the value of CHP certification? The 2024 CHP Salary Survey provides key insights into compensation, employer requirements, and the professional benefits of certification. Find out how your peers are advancing in their careers and how the CHP designation is making an impact. Read the full summary and analysis starting on page 3.

## Calling All CHPs: Your Mentorship is Needed!

The HPS Society Support Committee (SSC) is launching a **weekly virtual CHP Part I Study Group** starting April 2, and they need **CHP mentors** to help guide participants! This is a great opportunity to share your expertise and support the next generation of health physicists. Sessions run Wednesdays from 7:00–9:00 PM EST, and mentors can sign up for one or more sessions.

See page 3 for session details and how to sign up, or email [SSC@HPS.org](mailto:SSC@HPS.org) for more information.

## New CHP Spotlight: Celebrating the Next Generation of Certified Health Physicists

*Michael Canino, AAHP-ABHP Executive Director*

The AAHP is excited to introduce a new feature in our newsletter and on social media: New CHP Spotlight! This recurring series will highlight newly certified CHPs, celebrating their achievements and sharing their inspiring journeys.

Earning the CHP is a significant milestone in any health physicist's career. It represents dedication, expertise, and commitment to excellence in the field. Through New CHP Spotlight, we aim to recognize our newest CHPs, showcase the value of certification, and inspire future candidates to take the next step in their professional development.

To launch this feature, we are proud to introduce: Colin Weber, CHP, and Claire Papas, CHP.



**Colin Weber, CHP**

### Why did you pursue the CHP certification?

*"It's a way to show commitment and respect for the field and to join others with similar dedication."*

### How has earning your CHP impacted your career?

*"Pursuing certification exposed me to aspects of the field that I'd never interacted with. I wanted to choose from the broadest range of people and organizations to work with, and a CHP opens many doors."*

### Any advice for aspiring CHPs?

*"Ask questions of yourself and others. Practice!"*

*continued*

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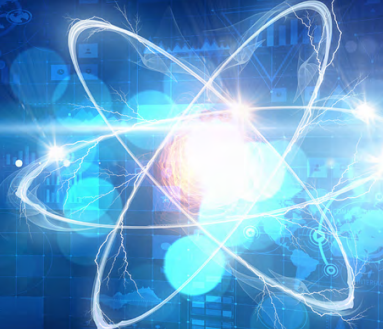
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**Claire Papas, CHP**

### Why did you pursue the CHP certification?

*"One of the first things that I learned when I started my career as a Health Physicist was how important becoming a CHP was. Having the certification lets your professional network know that you have the knowledge and skill needed in this field."*

### How has earning your CHP impacted your career?

*"It's definitely shown my colleagues that I am a valuable resource for health physics knowledge and implementation."*

### Any advice for aspiring CHPs?

*"Don't give up if you don't succeed the first time. It's a hard exam for a reason and it's worth it to try again."*

We congratulate Colin and Claire on their impressive achievements and thank them for sharing their insights! If you are a newly certified CHP and would like to be featured, we invite you to participate in New CHP Spotlight. Simply contact [director@aahp-abhp.org](mailto:director@aahp-abhp.org) for more information.

We look forward to celebrating your success and sharing your story with the AAHP community!



### New Blog: How to Best Inspire the Next Generation of CHPs

For many, becoming a CHP isn't a childhood dream, it's a career path discovered later in life. But for Kaylie Hammersborg, a CHP at the Defense Health Agency, the journey began much earlier, thanks to an inspiring high school mentorship opportunity.

In our latest blog, *How to Best Inspire the Next Generation of CHPs*, Kaylie shares how early exposure to health physics through school programs and mentorship shaped her career. Her story highlights the importance of outreach, mentorship, and hands-on learning in attracting new talent to the field.

From shadowing a health physicist at a nuclear power plant to earn her CHP certification, Kaylie's experience serves as a roadmap for how professionals can engage and inspire the next generation. She also discusses the profound benefits of earning the CHP designation, from career advancement to professional credibility.

Here's a key takeaway from Kaylie for those considering certification:

*"The process makes you a better health physicist. It's not just about passing an exam—it's about deepening your understanding of the field and proving your expertise."*

If you're passionate about fostering new talent in health physics—or looking for motivation on your own path to certification—this blog is a must-read.

Read the full blog here:

[How to Best Inspire the Next Generation of CHPs](#)

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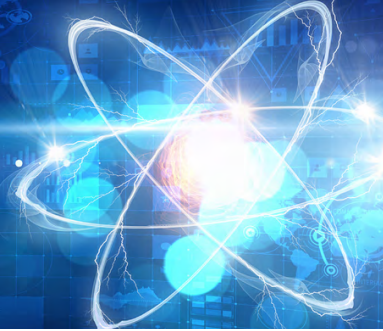
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## CHP Mentors Needed!!

Andrew Najjar, CHP

The HPS Society Support Committee (SSC) is hosting a CHP Part I study group and they need your help! This virtual study group will take place WEEKLY on Wednesdays from 19:00-21:00 EST starting **2 April** and ending **4 June**. This collaboration with the HPS and AAHP includes a call for CHP mentors to be available during session(s) to provide technical and practical advice and guidance during these educational workshops.

The SSC is issuing this call for CHPs who are interested in being a mentor during a session(s) and/or assisting with the preparation for upcoming sessions. The goal is to have close to five (5) CHP mentors per session.

So what are you waiting for!? Choose your preferred session(s) and enhance your learning by volunteering to assist this effort aiming to foster a universal culture of excellence in health physics. Email [SSC@HPS.org](mailto:SSC@HPS.org) with your preferences – please be specific!

### Session Breakdown:

- 1. April 2nd: Instruments & Measurements**  
Explore radiation measurement tools, calibration, and quality control methods.
- 2. April 9th: Sampling & Data Analysis**  
Dive into statistical data analysis, air sampling devices, and internal dose calculations.
- 3. April 16th: Standards, Reporting, & Quality Control**  
Understand regulations, compliance, TEDE calculations, and report analysis.
- 4. April 23rd: Hazards & Engineering Controls**  
Learn about hazard identification, engineered controls, shielding, and PPE selection.
- 5. April 30th: Hazards & Regulation**  
Review shielding, compliance, fault tree analysis, and calibration protocols.
- 6. May 7th: Controls & Procedures**  
Discuss emergency response plans, record-keeping, and best practices in operations.

- 7. May 14th: Operations & Emergency Protocols**  
Focus on SOPs, contamination control, and scenario-based procedure development.
- 8. May 21st: Programmatic Design & Compliance**  
Dive into ALARA principles, radiation exposure risk, and effective communication strategies.
- 9. May 28th: Training Programs & Fundamentals Review**  
Review core concepts like radiation effects, training modules, and simplification strategies.
- 10. June 4th: Final Review & Exam Prep**  
Targeted review of key topics, practice problems, and exam prep tips.

Not comfortable with being a mentor or assisting with the preparation, but still interested in attending? Email [SSC@HPS.org](mailto:SSC@HPS.org) to register as an attendee so you don't miss out on all the fun!

## THE 2024 CHP SALARY SURVEY

*Gary Lauten, CHP, Salary Survey Coordinator*



### Introduction

The 2024 CHP survey data was collected through an online web-based data entry form. As in previous years, data collection was conducted in conjunction with the Health Physics Society (HPS) salary survey. The HPS salary survey results will be reported separately in the Health Physics Newsletter.

*continued*

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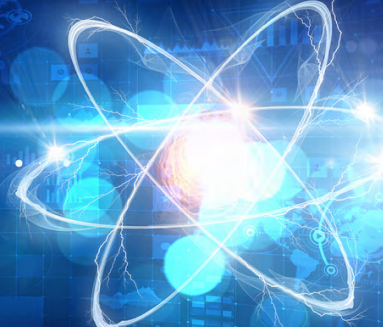
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The survey was also available in hard copy for those who preferred to fax or mail their responses. Questions about this survey should be directed to Gary Lauten via email: [chpsalarysurvey@yahoo.com](mailto:chpsalarysurvey@yahoo.com).

### Data Analysis

The salary ranges marked by CHPs on completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a CHP marked the salary range \$150,000 to \$152,499, their salary was rounded to the midpoint value of \$151,250.

Responses from CHPs who were either part-time or retired were not analyzed, as the data did not allow for meaningful comparisons. To minimize skewing the results, data from nine survey respondents were excluded from the analysis because they reported earning less than \$80,000 or more than \$245,000 per year.

Only two respondents who attained ABHP certification within the last two years reported receiving a significant (10% or more) salary increase, whereas five respondents did not. One respondent who received a significant salary increase upon attaining ABHP certification within the last two years received this increase from a new employer, while the other received it from their current employer.

### Value of Certification

Of 64 respondents who answered questions about the value of becoming a CHP:

- 94% indicated it was a worthwhile and positive experience.
- 6% were neutral.
- 0% responded negatively.
- Among those who found the certification a positive experience:
- 79% reported gaining more professional respect.
- 63% indicated increased responsibilities.

- 56% noted increased opportunities for advancement.
- 6% mentioned other benefits.
- 56% reported being compensated with an increased salary.

### Employer Required CHP

Among all CHPs surveyed:

- 32% indicated that their employer required a CHP designation.
- 27% indicated it was not required.
- 41% indicated it was recommended.

CHP salaries by region are also presented in this report.

### Data Presentation

To make the survey results engaging and useful, CHPs were categorized based on education, primary job responsibility, years of experience, and combinations of these factors.

For statistical validity, results are only reported when there were at least 10 CHPs within a given subcategory. Therefore, data available for one subcategory may not be possible for another. The subcategories in the tables may change from year to year depending on response numbers, though every effort was made to maintain consistency with previous surveys. If fewer than 10 CHPs were in a subcategory, the results were not reported.

### Tables and Figures

Tables present results for full-time CHPs who receive health, vacation, and retirement benefits from their primary employer unless otherwise noted.

Histograms of the data shown in:

- **Table 1** – All CHPs
- **Table 2** – Masters Health Physics are included as **Figures 1 and 2**, respectively.

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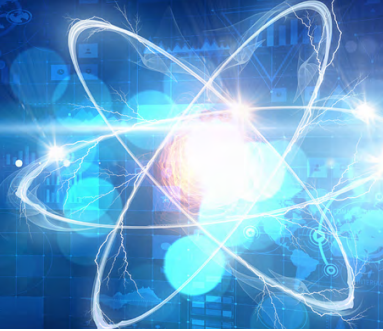
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**All the following tables are for full-time CHPs with health, vacation, and retirement benefits unless otherwise indicated.**

**Table 1: All CHPs**

All CHPs	Count	Average	Median	Max	Min	Std Dev
CHPs	68	\$172,359	\$170,000	\$258,500	\$113,750	\$33,191

**Table 2: CHPs by Education and Field**

Education	Count	Average	Median	Max	Min	Std Dev
Masters Health Physics	33	\$180,653	\$183,750	\$258,500	\$113,750	\$38,013

**Table 3: CHPs by Education and 6-15 Years' Experience**

Edu & 6-15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs 6-15 yrs Experience	14	\$162,804	\$157,500	\$208,000	\$131,250	\$21,464

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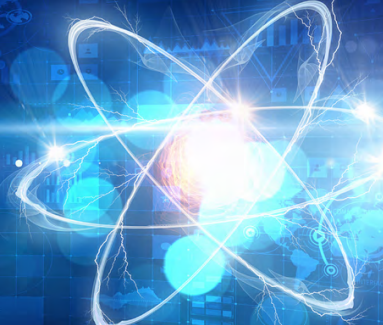
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**Table 4: CHPs by Education and >15 Years' Experience**

Edu & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs >15 yrs Experience	54	\$174,836	\$173,750	\$258,500	\$113,750	\$35,345
Masters Health Physics	25	\$185,392	\$191,250	\$258,500	\$113,750	\$40,250

**Table 5: CHPs by U.S. Regions\***

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
(Insufficient data for North and Midwest)						
South	26	\$159,135	\$158,750	\$203,750	\$113,750	\$23,934
West	17	\$194,800	\$183,750	\$258,500	\$131,250	\$33,491

\* The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of states as follows:

**Northeast**

Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

**Midwest**

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

**South**

Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

**West**

Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

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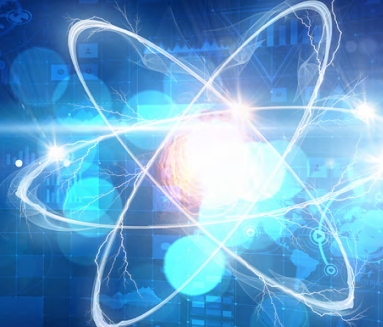
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**Table 6: All CHPs by Other Certifications**

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	18	\$170,250	\$167,500	\$237,000	\$128,750	\$32,585
Other	15	\$170,117	\$158,750	\$258,500	\$126,250	\$39,555

**Table 7: Masters Health Physics and Primary Job Responsibility**

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	13	\$195,023	\$191,250	\$258,500	\$113,750	\$38,060

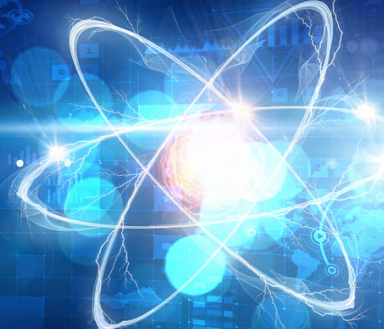
**Table 8: All CHPs by Primary Job Responsibility**

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	26	\$180,877	\$183,750	\$258,500	\$113,750	\$36,210

**Table 9: CHPs as Professional Staff (All CHPs in this category and by Education)**

CHPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	27	\$168,593	\$166,250	\$215,500	\$128,750	\$28,908
Masters Health Physics	12	\$179,021	\$191,250	\$215,500	\$128,750	\$33,380

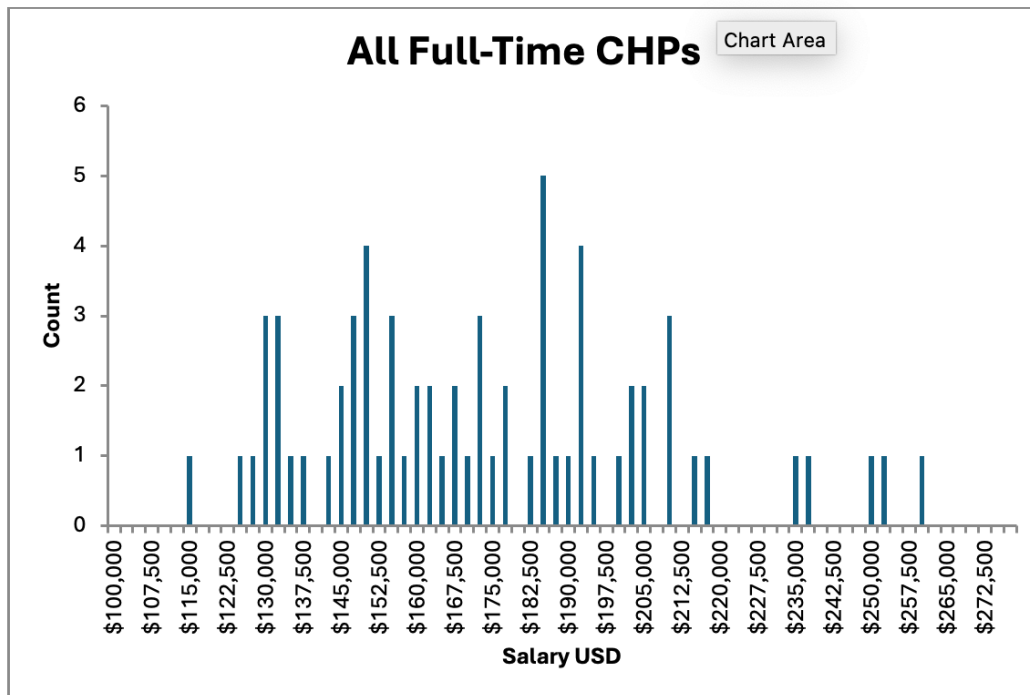
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**Table 10: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)**

CHPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	12	\$166,250	\$156,250	\$237,000	\$113,750	\$33,127

**Figure 1: Histogram of Table 1 Data, all CHPs**







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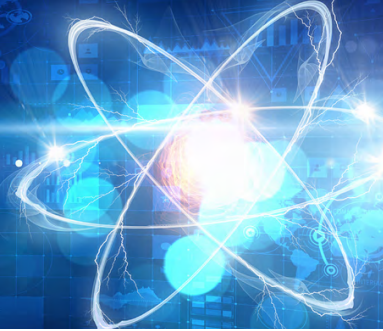
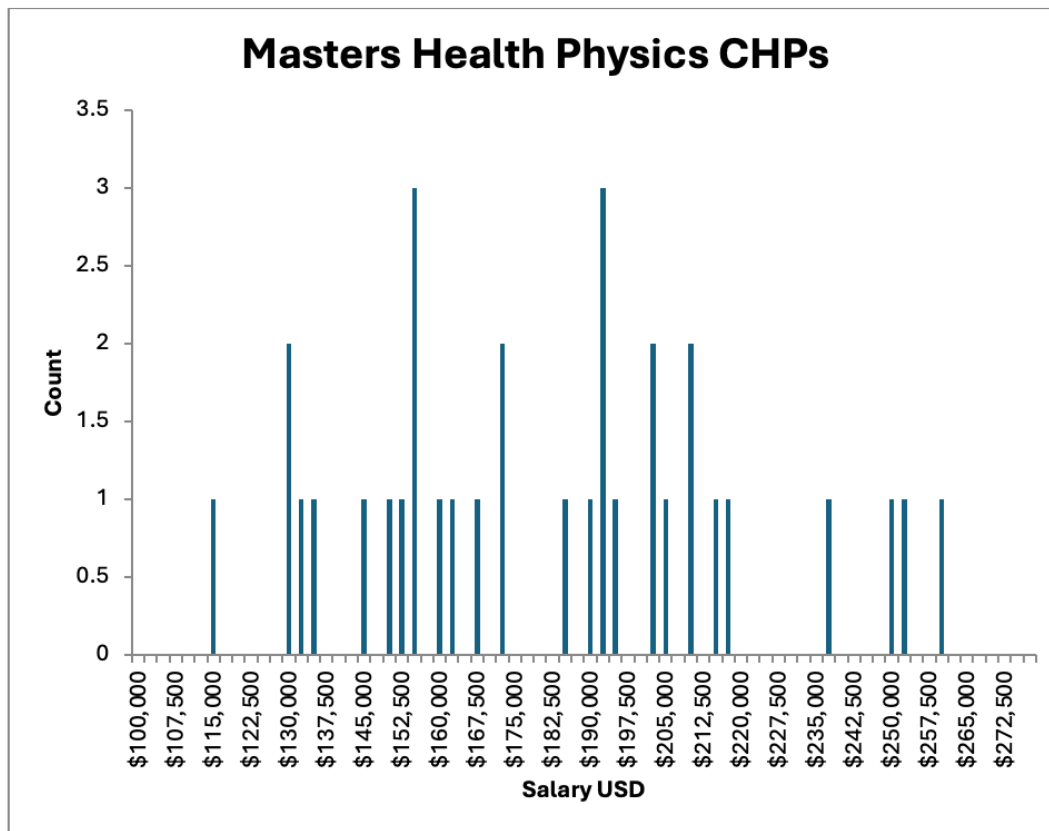


Figure 2: Histogram of Table 2 Data, Masters Health Physics CHPs



### Acknowledgements

Thank you for participating in this survey. Your confidential data benefits the entire health physics community and is never shared such that it would be possible to identify individual participants. The participation rate was significantly lower this year, which resulted in several subcategories and tables being omitted. If you missed participating in the 2024 survey, please be sure to participate in the 2025 survey.

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