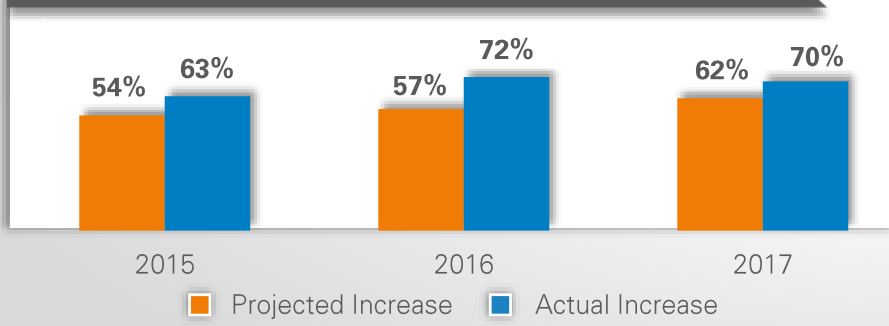


2017 Advanced Practice Clinician Compensation and Pay Practices Survey

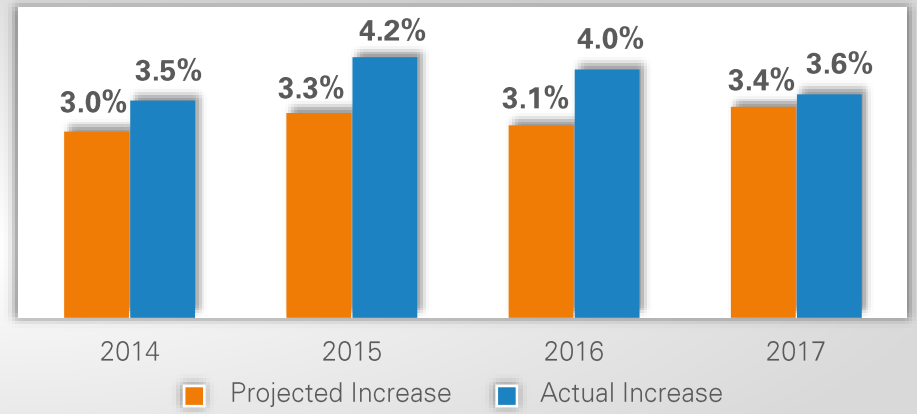
Actual growth will continue to outpace projections as competition and demand for APPs increase due to industry pressure for more efficient care delivery

Percentage of Organizations Increasing APPs

Organizations have an average APP workforce of **268** - an **increase of 180%** in the last two years

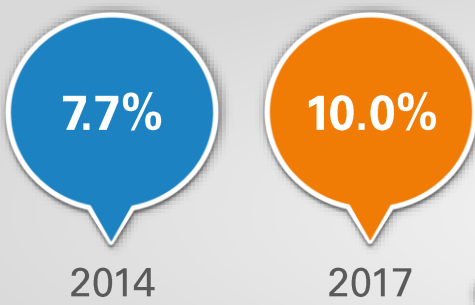


Average Increase in Base Pay

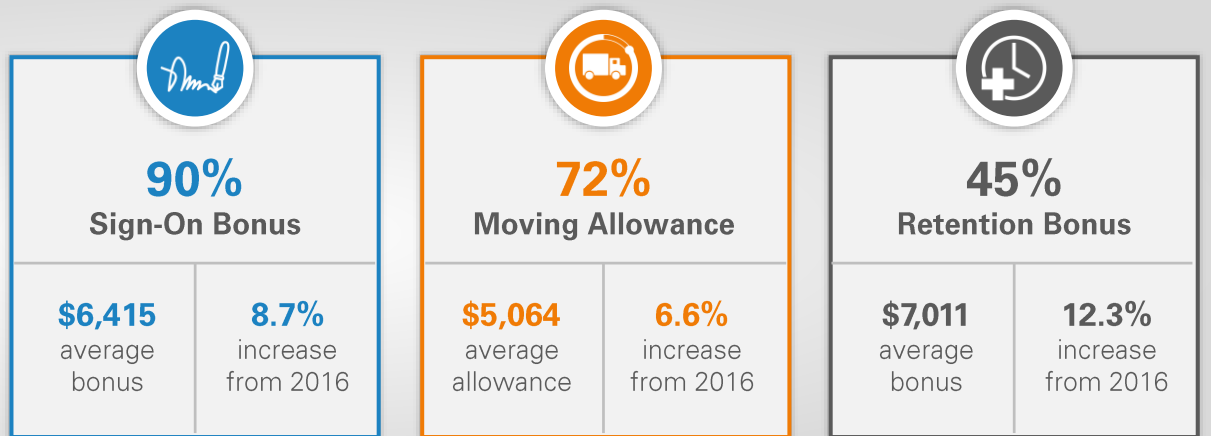


Recruitment and retention strategies for APP talent will remain a key issue

Vacancy Rates

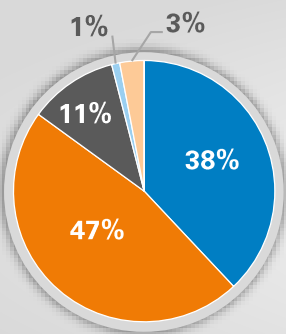


Prevalence of Common Recruitment and Retention Practices

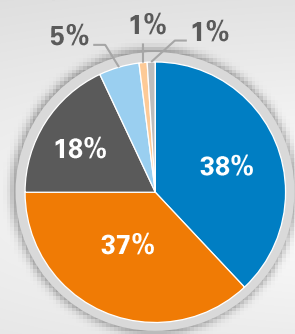


As care models evolve, compensation strategies should be tailored to reflect the specialty, role and/or practice setting in which APPs practice

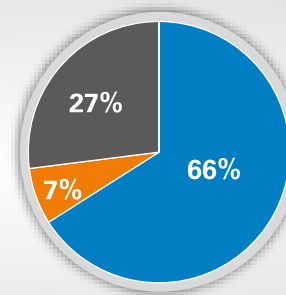
Nurse Practitioners



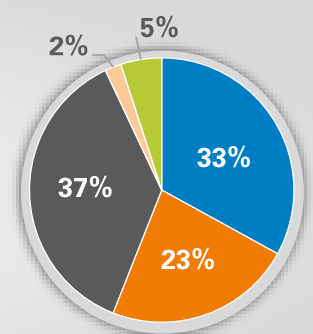
Physician Assistants



CRNAs



CNMs



Legend: Inpatient (blue), Outpatient (orange), Both Inpatient and Outpatient (dark grey), Urgent Care (light blue), Combination (light orange), Retail-Based (grey), Skilled Nursing (green)

In the past three years, the number of Work RVU values reported to the survey has increased by 70%

APP Productivity

Specialty and Specialty Group	Median Work RVUs
Hospital-Based	2,581
• Emergency Medicine	4,072
Medical	2,254
• Cardiology	1,520
Surgical	1,974
• Orthopedic Surgery	1,934
Primary Care	3,191



APP Panel Size



Source: SullivanCotter 2017 Advanced Practice Clinician Compensation and Pay Practices Survey Report

2018 Survey Now Open!

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