



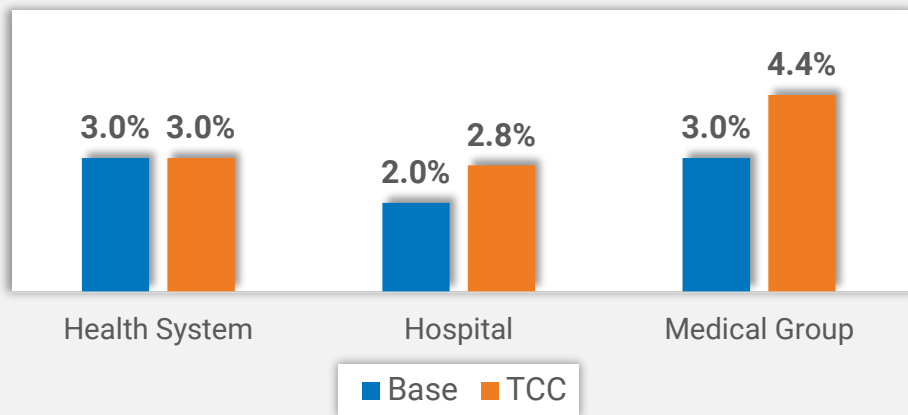
Health care leaders with strong clinical backgrounds are in high demand as the focus on value-based care intensifies. As a result, there are more opportunities than ever before for physicians to move into executive positions at hospitals, health systems and medical groups across the country.

Gain additional insight from SullivanCotter's *Physician Executive Compensation Survey* and *Medical Group Executive Compensation Survey*.

Annual Compensation Increases

Overall base salary increases for physician executives ranged from 2.0% – 3.0% and vary based on the type of organization. Increases in total cash compensation (TCC) showed greater variance from 2.0% – 4.4%.

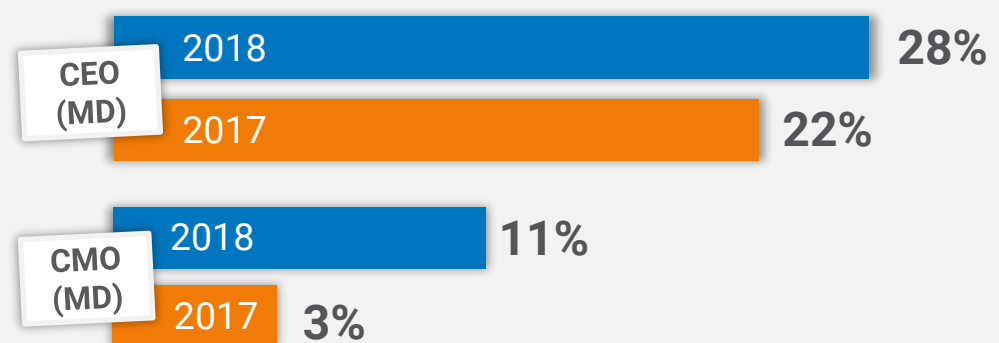
Median percent change from 2017 – 2018 for physicians in executive positions



Long-Term Incentive Plans

Eligibility for long-term incentive plans (LTIPs) continues to increase among physician executives in medical groups. From 2017 – 2018, the prevalence of LTIP eligibility for CMOs (MD) more than tripled while the CEO (MD) position also experienced a meaningful change.

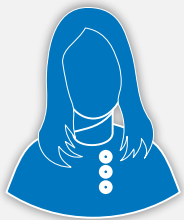
Prevalence of LTIP eligibility for physician executives in medical groups



Physician Executives: Key Roles and Emerging Positions

2018 Overall Median Base Salary and TCC

Please note that compensation levels vary based on size of organization



Top Clinical Integration/
Transformation Executive

\$480.0k

Base Salary

\$596.9k

TCC

Up 7.2%
from 2017



Medical Group CEO
Less than 200 Physician FTEs

\$438.5k

Base Salary

\$493.4k

TCC

Up 11.3%
from 2017



Top Quality
Executive

\$387.9k

Base Salary

\$461.7k

TCC

Up 5.5%
from 2017



Top Medical
Informatics Executive

\$338.1k

Base Salary

\$376.9k

TCC

Up 7.6%
from 2017

Source: SullivanCotter's 2018 *Physician Executive Compensation Survey Report* and 2018 *Medical Group Executive Compensation Survey Report*
Copyright © 2018 by SullivanCotter

Want to learn more?

Contact-Us@sullivancotter.com

Looking to gain additional insight?
Order your copy of the survey reports!

SullivanCotter