



Providing innovative treatments and care for the most complex conditions, Academic Medical Centers (AMCs) face challenges that are unique in health care.

In addition to splitting resources to realize their tripartite missions of education, research and patient care, AMCs today are working to transform care delivery while doing more with less. To successfully navigate the evolving health care landscape and enhance performance improvement outcomes, it is critical that AMCs understand how to best structure various workforces — including physicians, advanced practice providers, executives and other employees — within the entire academic medical enterprise.

Through our work with the country's leading AMCs, access to real-time trends and proprietary data, SullivanCotter delivers specialized knowledge and customized data-driven insights that offer an unparalleled view into workforce compensation strategies and performance improvement practices at AMCs nationwide.

Our comprehensive Academic Medical Center services include:

- Governance and compliance
- Compensation and rewards
 - Total compensation reviews
 - Leadership compensation strategy (including physician executives)
 - Philosophy and pay mix
 - Recruitment and retention strategies
 - Performance strategies
 - Succession and transition planning
 - Program design
 - Salaries, incentives, benefits and retention
- Administrative support (ad hoc analyses, documentation, communications)
- Workforce analytics
- Business and practice valuations
- Tools and technology solutions
- Mergers and acquisitions
- Clinical workforce strategies