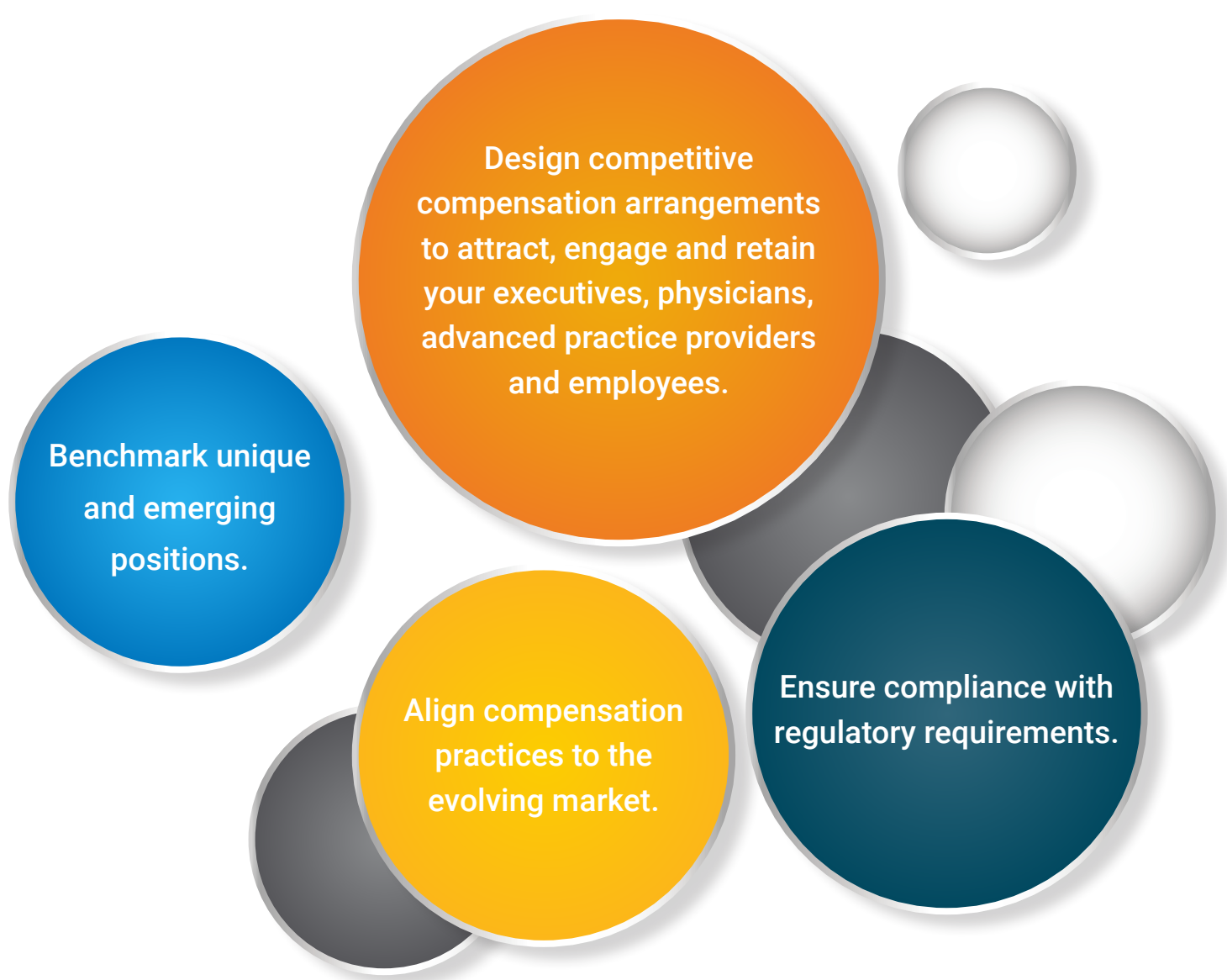




2020 SURVEY SUITE

Strengthening Total Compensation
Solutions Through Data-Driven
Intelligence and Insights



Access to the right data is paramount. SullivanCotter's proprietary survey data provide the intelligence and insights you need to confidently inform reward strategies.

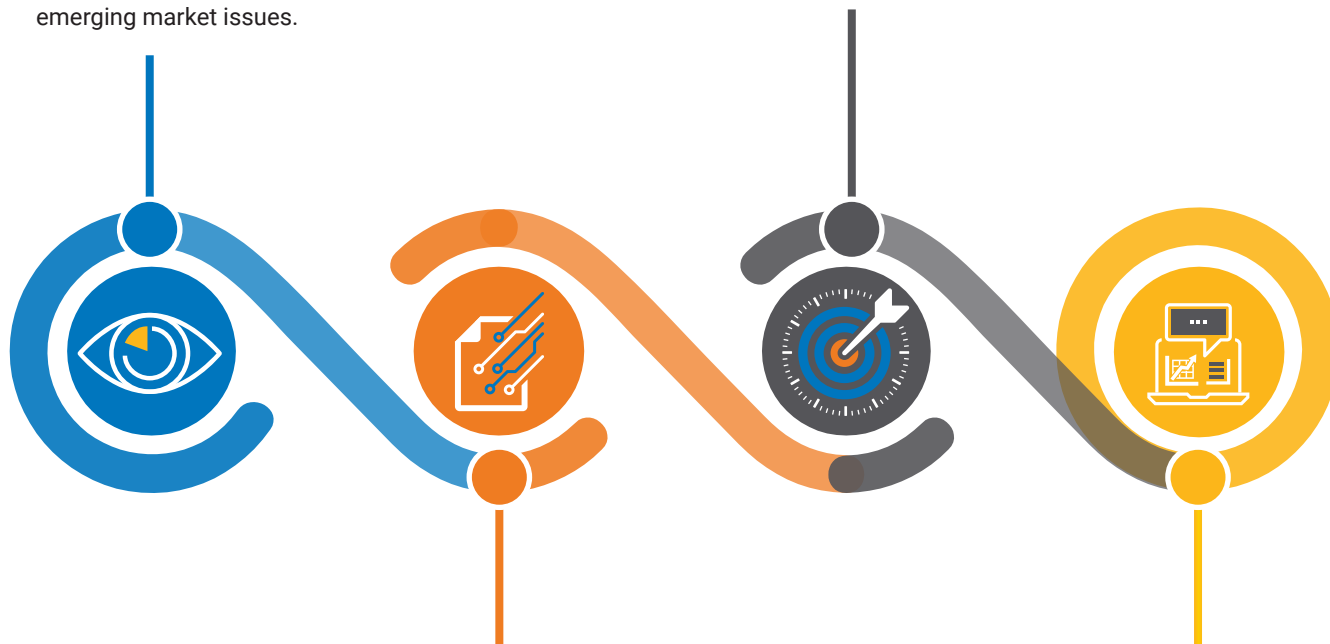
INDUSTRY-LEADING BENCHMARKING DATA AND ANALYSES FOR HEALTH CARE AND BEYOND

For over 25 years, SullivanCotter's Center for Information, Analytics and Insights has provided the most comprehensive total compensation data, analyses and research to a wide variety of organizations, including for-profit and not-for-profit health care, higher education, public charities, associations and foundations. Our market-leading surveys equip organizations with the data and information they need to keep pace with the changing marketplace, enabling them to confidently develop compensation strategies that attract, manage and retain top talent while satisfying evolving regulatory requirements.

WHY INDUSTRY-LEADING ORGANIZATIONS DEPEND ON SULLIVANCOTTER SURVEYS

VALUABLE INSIGHTS: Our deep industry knowledge and consulting experience inform our surveys, focusing data collection to reveal emerging market issues.

EXPERIENCE: We offer comprehensive workforce performance solutions informed by over 25 years of industry-leading compensation and productivity data. These data enable us to advise our clients on emerging market trends so they can achieve their strategic objectives faster.



SUPERIOR DATA: Proprietary data collection, cleaning, analysis and reporting methodologies ensure benchmarking data of the highest quality and integrity. Our survey participants include many of the nation's leading and most complex health care organizations. Their involvement allows us to deliver datasets that are among the largest and most comprehensive available in the market.

FULL SERVICE: SullivanCotter offers organizations a wide array of services to help interpret data and put them to work.

SURVEY PARTICIPATION HAS ITS PRIVILEGES

- ✓ Substantial **discounts on standard report prices**
- ✓ **Early access** to electronic survey data tables
- ✓ **Exclusive webinars** with insights from our consultants
- ✓ **Easy access** to reports
- ✓ **Prepopulated participation files** using prior-year submissions
- ✓ **Bundled pricing available** for select surveys

PARTICIPATION IS EASY

Your time is valuable, which is why we've designed our survey systems to minimize your effort. We collect data through our secure online portals, which **prepopulate** your prior-year data whenever possible. In addition, your data will be **automatically transferred** to other SullivanCotter surveys on your behalf, providing you with the **participant benefit** of completing multiple surveys without the additional effort. With streamlined navigation and an improved process for submitting your compensation data, participating in our surveys is now easier than ever before.

ADDITIONAL SUPPORT AND BENEFITS

- Submit your compensation data by **uploading an Excel file**
 - **Dedicated participant support team** and **subject-matter experts** on hand to assist with any questions
 - **Input on preferred topics** for future surveys
 - **Access to pulse survey results** covering hot topics
 - **Early submission discounts**
 - **Complimentary access to compensation practices data** when submitting to those survey sections
-





TABLE OF CONTENTS

2020 Survey Schedule and Pricing.....	4
Executive Surveys.....	5-6
Physician Surveys.....	7-8
Advanced Practice Provider Survey.....	9
Employee Surveys.....	10
Multilevel Surveys.....	11

2020 Survey Schedule and Pricing



SURVEY NAME	2020 SURVEY PARTICIPATION KEY DATES*				SURVEY REPORT PRICING		
	OPENS	SUBMISSION DEADLINES		PUBLISHES	PARTICIPANTS	NON-PARTICIPANTS ⁽¹⁾	BUNDLE
		EARLY	FINAL				
Executive Surveys (pages 5-6)							
Manager and Executive Compensation in Hospitals and Health Systems Survey	January 7	March 6	April 3	July	\$925	\$3,700	  +
Not-for-Profit Manager and Executive Compensation Survey	April 7	April 24	May 22	October	\$525	\$2,100	
Physician Executive Compensation Survey	January 7	March 6	April 3	July	\$795	\$3,200	 +
Medical Group Executive Compensation Survey	January 7	March 6	April 3	July	\$795	\$3,200	 +
Physician Surveys (pages 7-8)							
Physician Compensation and Productivity Survey	January 7	March 6	April 3	July	\$925	\$3,700	  +
Medical Group Compensation and Productivity Survey	January 7	March 6	April 3	June	Complimentary	\$3,700	
Hospital-Based Physician Compensation and Work Effort Survey	January 7	March 6	April 3	October	\$795	\$3,200	
Physician On-Call and Telemedicine Compensation Survey	June 2	June 26	August 28	November	\$795	\$3,200	
Advanced Practice Provider Survey (page 9)							
Advanced Practice Provider Compensation and Pay Practices Survey	January 7	March 6	April 3	August	\$925	\$3,700	  +
Employee Surveys (page 10)							
Health Care Staff Compensation Survey	January 7	March 6	April 3	August	\$925	\$3,700	  +
Endowment and Foundation Investment Staff Compensation Survey	January 7	January 31	February 14	April	\$1,200	\$4,800	
Multilevel Survey (page 11)							
Benefits Practices in Hospitals and Health Systems Survey	January 7	March 6	April 3	September	\$525 ⁽²⁾	\$3,700	



Bundle Type⁽³⁾

Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, and Physician Compensation and Productivity Surveys

Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

Bundle Price	
Participant	Nonparticipant
\$2,800	\$11,100
\$3,700	\$14,800

⁽¹⁾Organizations (law firms, consulting firms, accounting firms, etc.) are welcome to participate in surveys on behalf of their clients; however, they are not eligible to purchase the report at the participant or nonparticipant price. Please call 888.739.7039 for pricing.

⁽²⁾To receive the executive benefits, physician benefits or employee benefits sections of the 2020 *Benefits Practices in Hospitals and Health Systems Survey Report*, you must answer all questions labeled as required for these sections of the survey questionnaire.

⁽³⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle. Participants will be invoiced for the bundle upon order. If an organization fails to participate in all surveys included in the bundle, the difference in cost will be invoiced to account for nonparticipant survey pricing. Refunds will not be issued due to nonparticipation.

⁽⁴⁾All surveys included in the bundle must be submitted by the early submission deadline in order to qualify for the early submission discount of \$200 off of the bundle.

*Dates are subject to change.



Manager and Executive Compensation in Hospitals and Health Systems Survey

Provides critical benchmarking data on executive and management compensation trends and pay practices. Now in its 28th year, this survey is the largest of its kind for hospitals and health systems nationwide.

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and total direct compensation
- Annual and long-term incentive plan design, including performance measures, eligibility and target and maximum opportunity awards paid
- National compensation data reported by organization type and size
- Compensation data reported by region and subregion for hospitals
- Featured in **Modern Healthcare's** annual executive compensation issue

Special Note

- **Complimentary cash compensation data table results** for children's hospitals, academic and major teaching hospitals and for-profit health care
- Participants of this survey will also receive a **complimentary copy of the *Benefits Practices in Hospitals and Health Systems Survey Report*** if all sections of that survey are completed (executive, physician and employee)

PARTICIPANT HIGHLIGHTS

- More than **42,500** executives and managers
- Over **2,250** organizations
- Over **300** system jobs reported
- Over **230** hospital jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020
Early Submission Deadline: March 6, 2020
Published: July 2020

REPORT PRICING

Participants: \$925
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,700



Not-for-Profit Manager and Executive Compensation Survey

Focuses exclusively on compensation and benefits practices in not-for-profit organizations, including associations, foundations, health plans, education, research and service or charitable organizations among others.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation
- Bonus and incentive plan prevalence and award opportunity
- Benefits prevalence and practices
- Salary planning and other compensation trends
- Data collected on over 100 senior management and executive-level job roles
- Data reported by organization type and size

PARTICIPANT HIGHLIGHTS

- Over **1,100** executives and managers
- Over **130** organizations

SURVEY SCHEDULE

Participation Period: April 7, 2020 – May 22, 2020
Early Submission Deadline: April 24, 2020
Published: October 2020

REPORT PRICING

Participants: \$525
Early Submission Discount: \$200
Nonparticipants: \$2,100

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price

Participant	Nonparticipant
\$2,800	\$11,100
\$3,700	\$14,800



Physician Executive Compensation Survey

Offers detailed total cash compensation data on physicians in C-suite, service line and other key executive roles.

SURVEY HIGHLIGHTS

- Base salary and incentives
- Data reported by organization size or revenue
- Unique source of benchmarking data on physician executives
- Data collected on multiple physician executive positions:
 - + President and chief executive officer
 - + Top medical informatics executive
 - + Top clinical research executive
 - + Top clinical integration/transformation executive
 - + Top telemedicine executive

PARTICIPANT HIGHLIGHTS

- Over **950** organizations
- Over **1,500** physician executives
- **36** reported positions

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020
Early Submission Deadline: March 6, 2020
Published: July 2020

REPORT PRICING

Participants: \$795
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,200



Medical Group Executive Compensation Survey

Provides vital total compensation benchmarking data on key executive positions collected from both independent medical groups and those owned by health systems.

SURVEY HIGHLIGHTS

- Base salary and incentives
- Data reported by organization size
- Unique source of benchmarking data on medical group executives
- Data collected on multiple medical group executive positions:
 - + Chief executive officer/executive director (both MD and non-MD)
 - + Chief operating officer
 - + Chief medical officer
 - + Top population health executive
 - + Top human resources position

PARTICIPANT HIGHLIGHTS

- Over **230** organizations
- Over **1,350** medical group executives
- **16** reported positions

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020
Early Submission Deadline: March 6, 2020
Published: July 2020

REPORT PRICING

Participants: \$795
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,200



Bundle Type*

Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price

Participant	Nonparticipant
\$3,700	\$14,800



Physician Compensation and Productivity Survey

Conducted for 28 years, this survey is the largest and most comprehensive dataset of its kind and provides compensation, pay practices and productivity benchmarking data for employed physicians, advanced practice providers (APPs) and PhD providers and researchers.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation data as well as cost of benefits
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Value-based compensation approaches and amounts paid
- Data for multiple position levels from staff physicians to chairs
- National data reported by region, organization type, position level and specialty group
- Other data, including sign-on bonuses, retention bonuses, relocation assistance and other perquisites

Special Note

Participants of this survey will also receive a **complimentary copy** of the **Benefits Practices in Hospitals and Health Systems Survey Report** if all sections of that survey are completed (executive, physician and employee)

PARTICIPANT HIGHLIGHTS

- Over **206,000** individual physicians and APPs
- Over **675** participating hospitals, health systems and medical groups
- **250** specialties with new and emerging positions added annually

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020

Early Submission Deadline: March 6, 2020

Published: July 2020

REPORT PRICING

Participants: \$925

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,700



Medical Group Compensation and Productivity Survey

As the largest medical group compensation dataset in the market, this survey offers a comprehensive look into pay practices and productivity across a wide spectrum of physician and advanced practice provider (APP) specialties.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation (TCC) data for physicians and APPs as well as compensation and productivity data on academic and faculty practices
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Insights into performance and annual incentive payments
- Total cost of benefits, including benefits as a percentage of TCC
- Starting salary and bonus data for both new and experienced physicians
- Data reported across a number of specialty groups for multiple position levels from staff physicians to chairs
- National medical group data by revenue, size, region and academic affiliation

PARTICIPANT HIGHLIGHTS

- Over **142,750** individual physicians and APPs
- Over **280** medical groups
- **183** reported physician and APP specialties

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020

Early Submission Deadline: March 6, 2020

Published: June 2020

REPORT PRICING

Participants: Complimentary

Health Care Nonparticipants: \$3,700

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price

Participant	Nonparticipant
\$2,800	\$11,100
\$3,700	\$14,800



Hospital-Based Physician Compensation and Work Effort Survey

This survey provides insights into compensation topics specific to hospital-based physicians with a focus on understanding work effort and related compensation structures.

SURVEY HIGHLIGHTS

- Clinical work effort standards
- Compensation data, including base pay levels, hourly/shift rates, shift differentials and incentive compensation
- Paid time off practices
- Information on a number of specialties, including the following:
 - + Anesthesiology
 - + Critical care medicine
 - + Emergency medicine
 - + Hospitalist
 - + Laborist
 - + Neonatology
 - + Pathology
 - + Radiology
 - + Surgicalist
 - + Trauma surgery
 - + Urgent care
- **NEW:** Hospice and palliative care added

PARTICIPANT HIGHLIGHTS

- Data from over **50** organizations
- **15** specialties reported

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020
Early Submission Deadline: March 6, 2020
Published: October 2020

REPORT PRICING

Participants: \$795
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,200

Physician On-Call and Telemedicine Compensation Survey

This one-of-a-kind survey provides deep insights into on-call pay rates and practices.

SURVEY HIGHLIGHTS

- On-call pay practices for both employed and nonemployed physicians
- Compensation data and pay rates, including total on-call pay expenditures
- Details on both restricted and unrestricted call coverage as well as concurrent and excess call arrangements
- Pay rate data include unrestricted on-call rates paid for general emergency medicine coverage, trauma coverage and rates paid by trauma centers
- Pay practices for telemedicine services
- Information on a number of specialties, including the following:
 - + Cardiology
 - + General surgery
 - + Neurological surgery
 - + Orthopedic surgery
 - + Obstetrics/gynecology
 - + Pediatric surgery
 - + Radiology
 - + Trauma surgery

PARTICIPANT HIGHLIGHTS

- **255** organizations
- Over **50** specialties reported

SURVEY SCHEDULE

Participation Period: June 2, 2020 – August 28, 2020
Early Submission Deadline: June 26, 2020
Published: November 2020

REPORT PRICING

Participants: \$795
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,200



Advanced Practice Provider Compensation and Pay Practices Survey

Offers unique insights on advanced practice provider (APP) compensation levels, trends, productivity and pay practices.

SURVEY HIGHLIGHTS

- Base pay, total cash compensation (TCC) and total cost of benefits
- Productivity data and ratios, including collections and work RVUs
- TCC and pay practices data for APP leaders
- Pay practices, including salary grades and ranges, shift differentials and extra shifts, on-call pay, education expenses, sign-on bonuses, retention bonuses and moving allowances
- APP incentive plan design, including prevalence and performance measures
- Data reported for nurse practitioners, physician assistants, certified anesthesiologist assistants, certified nurse midwives and certified registered nurse anesthetists
- Data reported both nationally and regionally by practice setting (inpatient/outpatient) and locale (urban/suburban/rural)

PARTICIPANT HIGHLIGHTS

- Representing more than **73,500** APPs
- Data from over **550** organizations
- Nearly **130** NP and PA specialties reported

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020

Early Submission Deadline: March 6, 2020

Published: August 2020

REPORT PRICING

Participants: \$925

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,700



Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price

Participant	Nonparticipant
\$2,800	\$11,100
\$3,700	\$14,800



Health Care Staff Compensation Survey

This national survey provides cash compensation market data for health care staff.

SURVEY HIGHLIGHTS

- Market data tables by region, state and organization size, including hourly base rate and total cash compensation for individual contributors, supervisors and managers in clinical and nonclinical functions
- Detailed on-call pay and shift differential data, including evening, night and weekend coverage
- Compensation practices data on salary increases, new hire strategies, holiday premiums, weekend staffing programs, professional and clinical ladder programs, incentive programs and much more
- Additional data on certification, charge, extra-shift, float pool and preceptor pay

PARTICIPANT HIGHLIGHTS

- Over **700,000** health care employees
- **626** organizations
- **458** reported positions

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020

Early Submission Deadline: March 6, 2020

Published: August 2020

REPORT PRICING

Participants: \$925

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,700



Endowment and Foundation Investment Staff Compensation Survey

Offers a comprehensive look into pay levels, practices and trends among endowment and foundation staff, including detailed insights into the chief investment officer position.

SURVEY HIGHLIGHTS

- Base salary, incentive pay and retirement benefits for senior investment staff
- Base salary and total cash compensation data for other investment staff
- Detailed incentive plan design information, including performance measures, weighting of measures, incentive opportunity levels and payout and deferral practices
- Other data, including eligibility and participation as well as administration and governance of investment staff incentive plans
- National data reported by organization type and asset category
- Key endowment and foundation investment staff positions, including chief investment officer, managing director, director, manager, two levels of analyst staff and three levels of investment operations staff

PARTICIPANT HIGHLIGHTS

- Over **350** investment professionals
- Over **50** organizations
- **9** investment staff positions

SURVEY SCHEDULE

Participation Period: January 7, 2020 – February 14, 2020

Early Submission Deadline: January 31, 2020

Published: April 2020

REPORT PRICING

Participants: \$1,200

Early Submission Discount: \$200

Health Care Nonparticipants: \$4,800

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Pay Practices, Health Care Staff Compensation, Manager and Executive Compensation in Hospitals and Health Systems, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price	
Participant	Nonparticipant
\$2,800	\$11,100
\$3,700	\$14,800



Benefits Practices in Hospitals and Health Systems Survey

Uniquely focused on hospitals and health systems, this survey helps organizations address challenges related to executive, physician and employee benefits programs, including optimizing benefits offerings, implementing retirement plans for evolving executive and physician roles and keeping pace with emerging trends in paid time off, severance and disability programs.

SURVEY HIGHLIGHTS

- Detailed reporting on executive, physician and employee benefits
- Data covering all facets of benefits:
 - + Supplemental retirement plans
 - + Paid time off
 - + Disability
 - + Life insurance
 - + Severance policies
 - + Perquisites and professional benefits
- Data reported nationally; custom reports available by region and organization size

Special Note

- Must complete all sections of the survey (executive, physician and employee) to receive the full report

PARTICIPANT HIGHLIGHTS

- Over **175** organizations

SURVEY SCHEDULE

Participation Period: January 7, 2020 – April 3, 2020

Early Submission Deadline: March 6, 2020

Published: September 2020

REPORT PRICING

Participants: \$525

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,700

Custom Survey Solutions and Membership Groups

If the unique needs of your organization cannot be met by readily available benchmarking data, consider a custom survey conducted by our experienced researchers and consultants – delivering the information you need on compensation, benefits, performance measurement and other critical elements to help your organization craft data-driven solutions.

SURVEY HIGHLIGHTS




- Customized and proprietary analyses that provide data on positions and topics not covered in our suite of annual surveys nor widely available in the marketplace, including the following:
 - + CEO evaluations
 - + APP and provider compensation preferences
 - + Targeted and specialized compensation data
 - + Board and committee evaluations
 - + Benefits plan designs
 - + Pulse surveys on specific issues
- Offers the ability to identify and target survey participants and groups within our extensive contact database
- Survey timelines customized to meet your needs

ABOUT SULLIVANCOTTER

SullivanCotter partners with health care and other not-for-profit organizations to drive performance and improve outcomes through the development and implementation of integrated workforce strategies. Using our time-tested methodologies and industry-leading research and information, we provide data-driven insights and expertise to help organizations align business strategy and performance objectives – enabling our clients to deliver on their mission, vision and values.



Learn More
Participate
PURCHASE

 www.sullivancotter.com/surveys
 surveys@sullivancotter.com
 888.739.7039

SullivanCotter maintains strict confidentiality regarding all survey data submissions and follows the safe harbor guidelines published by the U.S. Department of Justice and the Federal Trade Commission where applicable.