

2019 Advanced Practice Provider Compensation and Pay Practices Survey

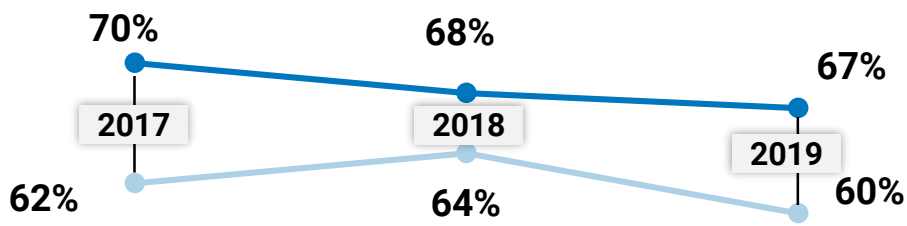


Demand for APPs continues to outpace expectations in select specialties and locations - creating upward pressure on compensation for these providers



Percentage of Organizations Increasing the Number of APPs

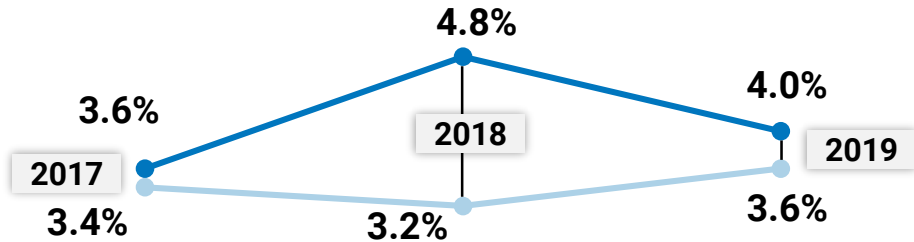
Actual Increase



Projected Increase

Percentage Increase in Base Pay

Actual Average Increase



Projected Average Increase

APP leadership positions and structures play an increasingly important role in the effective utilization and management of APPs



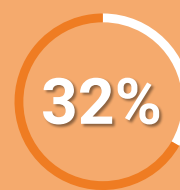
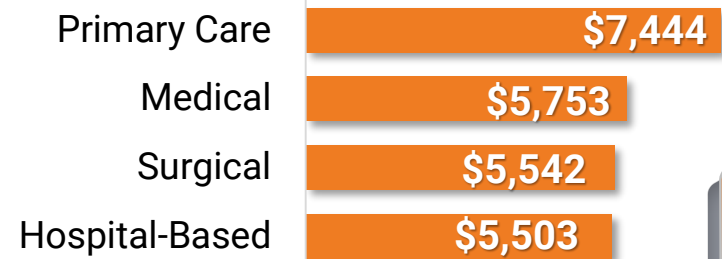
58% of responding organizations have designated APP leaders

APP Leaders by Level 2019 Prevalence



Clinical integration between APPs and physicians can be accelerated through aligned reward strategies that improve provider engagement

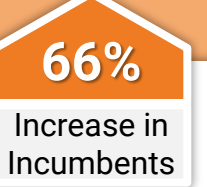
Actual Median APP Incentive Amounts (Three-year straight average, 2017-2019)



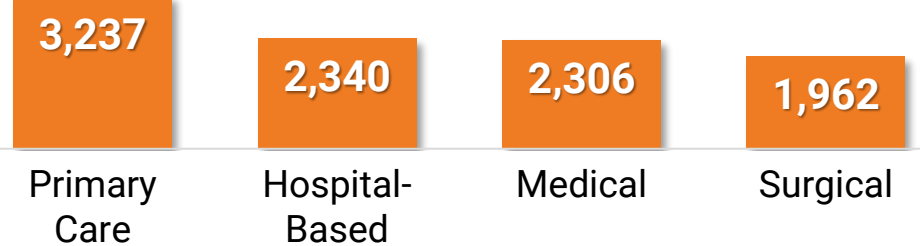
32% of APP incentive programs contain a team-based component



More organizations are collecting and reporting APP productivity data



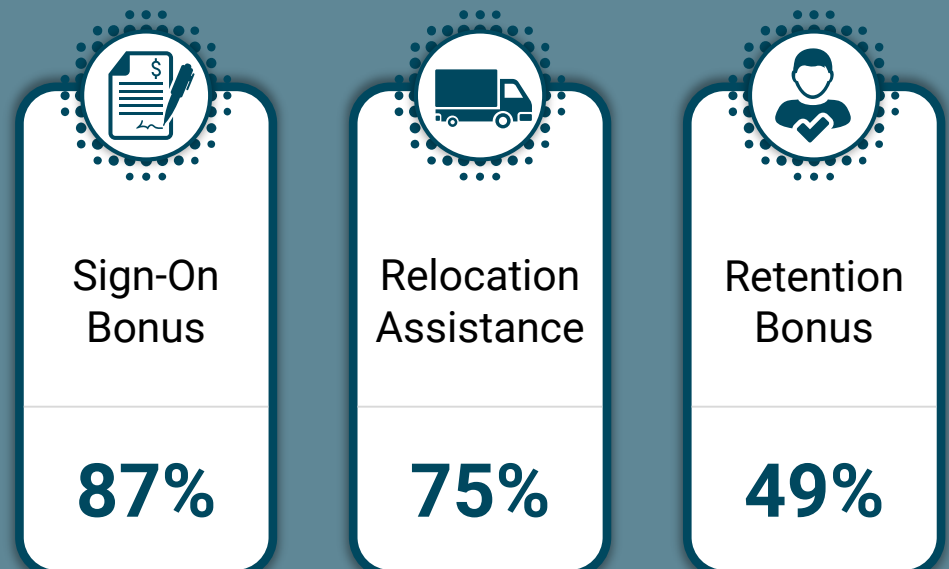
NP/PA Median wRVUs (Three-year straight average, 2017-2019)



66% Increase in Incumbents

Ongoing challenges to recruiting and retaining top APP talent will require a focus on competitive compensation and engagement strategies

APP Recruitment and Retention Practices 2019 Prevalence



Source: SullivanCotter 2017-2019 Advanced Practice Provider Compensation and Pay Practices Survey Report