



Physician compensation programs are shifting to address changing market dynamics and mitigate the financial implications of COVID-19. Considering the current impact of the pandemic and the impending wRVU changes in 2021, the 2020 survey represents the best data reference point for use in the near future.



With appropriate context, it can serve as a foundation for understanding specialty market positioning leading into COVID-19, identifying recruitment and retention risks, and pinpointing areas of focus for targeted compensation adjustments as you move forward with 2021 planning.

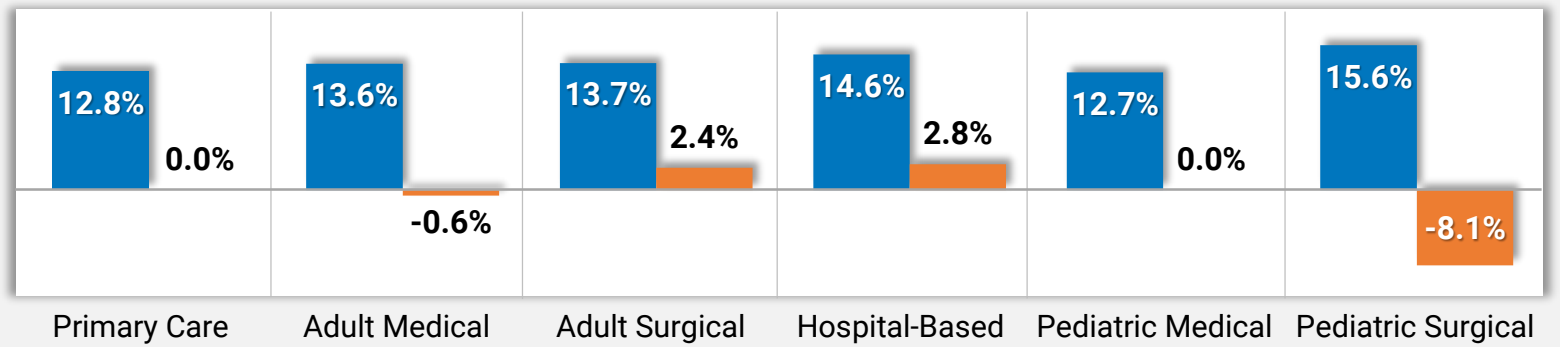


SullivanCotter's 2020 Physician Compensation and Productivity Survey contains data from more than 800 organizations on approximately 244,000 individual physicians and advanced practice providers (APPs).

Median Percent Change in Physician Compensation and Productivity

2015–2020

- Total Cash Compensation
- Work RVUs

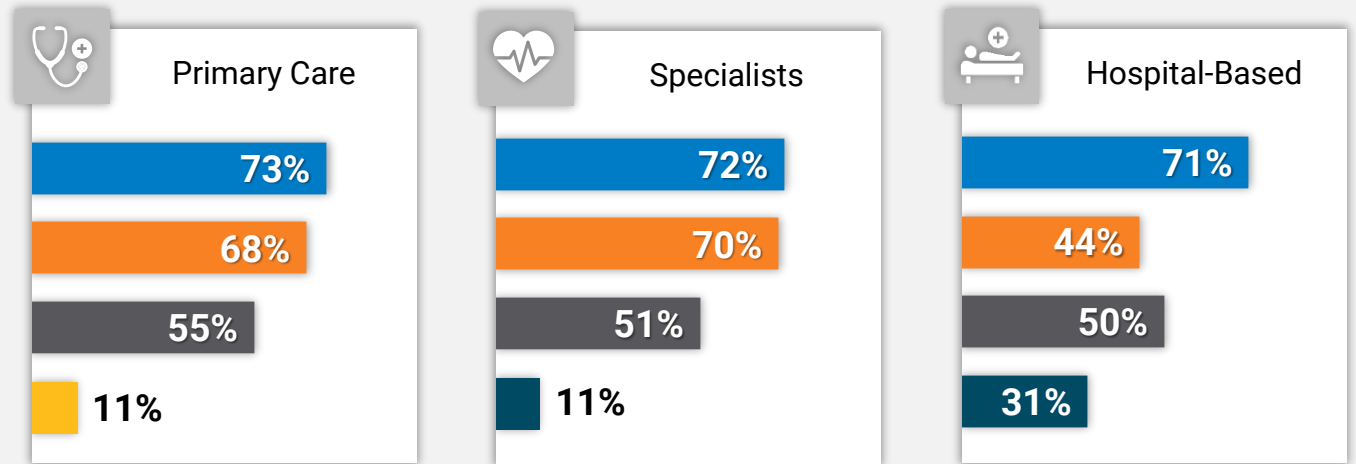


Over the last 5 years, TCC has increased, on average, 2.5% annually while wRVU productivity has not changed significantly

Prevalence of Compensation Plan Components

2020

- Base Salary
- Work RVUs
- Value/Quality Incentives
- Panel Size
- Hourly/Shift



Compensation for Team-Based Performance

2020



26%

of organizations utilize a **team-based component** in physician compensation plans

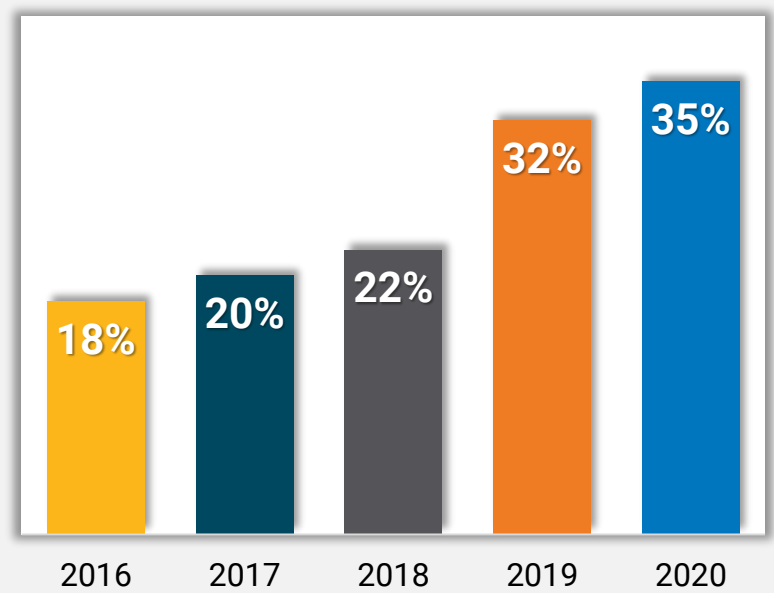
47%

of organizations include **APPs** as part of the **team-based component** in physician compensation

8.75%

is the average amount of physician compensation tied to **team-based care goals**

Percentage of Organizations Offering Student Loan Repayment



Median Annual Amount



\$20,000



Source: SullivanCotter 2015-2020 Physician Compensation and Productivity Survey Report

Learn More:
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2021 Survey Now Open for Participation
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