



2021 SURVEY SUITE

Strengthening Total Compensation
Solutions Through Data-Driven
Intelligence and Insights

After an unprecedented year, health care organizations across the nation face new and persisting challenges as they continue to navigate the COVID-19 pandemic.

This year more than ever, we rely on your participation in order to capture and understand pandemic-related changes and emerging trends in compensation and pay practices. Organizations require access to critical data-driven insights and timely survey benchmarks in order to react to the changing health care environment.



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 nearly 30 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 nearly 30 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 compensation benchmarks and electronic survey data tables
- ✓ **Exclusive webinars** with insights from our consultants
- ✓ **Exclusive access** to reporting on COVID-19-related compensation changes
- ✓ **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 benchmarks** when submitting to those survey sections

Learn More
Participate
PURCHASE

 www.sullivancotter.com/surveys

 surveys@sullivancotter.com

 888.739.7039

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Participants who purchase a survey report will have access to our innovative new Benchmarks360™ product suite

Data-Driven Technology as Dynamic as Health Care Itself

Powered by SullivanCotter's proprietary benchmarking information, Benchmarks360™ is a suite of intelligent, web-based products that enables you to analyze and visualize your workforce's compensation and performance.

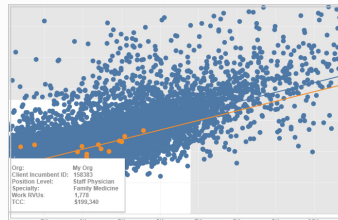
As one of the most comprehensive products of its kind, Benchmarks360™ includes **two distinct modules** providing critical insights to help assess the compensation, productivity and performance of your clinical workforce.

Workforce Compensation and Productivity Manager

Compare your organization's compensation and productivity benchmarks to the nation's largest health systems and medical groups using SullivanCotter's proprietary data representing over 1 million total incumbents.

Scatterplots

- Plot your individual incumbents against market benchmarks
- Visually identify where outliers exist
- View regression data



Quantitative Reviews

- Model your incumbent compensation levels against client-established and common industry standard quantitative reviews
- Visually assess incumbents that fall outside of review threshold
- Define custom regulatory parameters for your organization
- Engage SullivanCotter consultants for detailed review

Custom Analysis

- Perform "what-if" analyses and evaluate against standard quantitative reviews and organization-specific parameters
- Generate multiple pro-forma scenarios
- Quickly assess compensation changes

Attribute	Current Data	Proforma 1
Staff	1445 - Psychiatry - Child and Ad.	1445 - Psychiatry - C
Position Level	Staff Physician	Staff Physician
Current Compensation	\$223,000	\$150,000
% RVUs	2,516	1,600
Actions	\$184,305	\$250,000
Effective Date	1/1/2018	5/1/2019
Status	Processed	Processed
% Rank	36	46
% RVUs Rank	16	23
Actions Rank	23	99
in SC Standard?	Yes	Yes

Clinical CPT Manager

Analyze and compare your organization's CPT coding profiles and performance against national physician and APP benchmarks at the specialty, work RVU and CPT level.

Coding Profiles

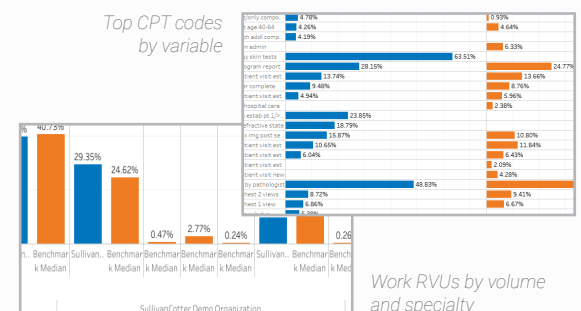
- Custom benchmarks for your organization
- Automation to remove data and reporting errors
- Multi-year coding profiles and trends
- Filter and configure views of APP and physician coding details for clearer insights

Annual CMS Changes

- Annual updates to codes and benchmarks data
- Analyze Evaluation and Management (E&M) code changes

Custom Analysis

- Assess impact of volume and full time equivalent (FTE) changes



Strengthening Workforce Performance through Data-Driven Intelligence and Insights

Designed with your unique needs in mind, Benchmarks360™ comes in both a Standard and Pro version. With added functionality, data and enhanced analytical reporting, Benchmarks360 Pro™ provides critical industry-leading benchmarking data and analyses to help optimize compensation and performance.

	STANDARD	PRO
Workforce Compensation and Productivity Manager		
Access to organization-wide benchmark data at 25th, 50th and 75th percentile increments	●	●
Create and save customized reports leveraging numerous available filters	●	●
Leverage across entire organization with enterprise license	●	●
Export data to PowerPoint, PDF, Excel and CSV	●	●
Age data to common effective dates to improve reporting quality	●	●
Visualize incumbents against market benchmarks		●
Optimize analyses with expanded benchmark percentiles from 1% - 99% for certain data		●
Exclusive access to data cuts not included in published survey reports		●
Real-time access to upload and update your organization's data		●
Monitor standard system quantitative reviews to identify incumbents for additional analysis		●
Add system quantitative reviews specific to your organization		●
Perform custom 'what-if' analyses		●
*Access to benchmarking data from the Medical Group Management Association (MGMA)		●
Load data from additional survey sources your organization has licensed (with appropriate NDAs)		●
Access to SullivanCotter consultants for formal opinions and recommendations (additional fees apply)		●
*with appropriate licensing in place		

Clinical CPT Manager	
Assess CPT coding profiles and performance against national physician and APP benchmarks at the specialty, work RVU and CPT level	●
Filter and configure views of APP and physician coding details for clearer insights	●
Analyze changes to Evaluation and Management (E&M) codes	●
Assess impact of volume and full-time equivalent (FTE) changes	●
Create and save customized reports leveraging numerous available filters	●
Leverage across entire organization with enterprise license	●
Export data to PowerPoint, PDF, Excel and CSV	●

Licensing

Benchmarks360™ is offered exclusively to health care organizations who purchase SullivanCotter survey reports. Upgrading to Benchmarks360 Pro™ is available for an additional license fee, and includes the option to purchase the two modules (Workforce Compensation and Productivity Manager and Clinical CPT Manager) separately.











Learn More | Request a Demo | Request Pricing

888.739.7039 | insights360@sullivancotter.com

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2021 Survey Schedule and Pricing



SURVEY NAME	2021 SURVEY PARTICIPATION KEY DATES*					SURVEY REPORT PRICING		
	OPENS	SUBMISSION DEADLINES		BENCHMARKS PUBLISH		PARTICIPANTS	NON-PARTICIPANTS ⁽¹⁾	BUNDLE
		EARLY	FINAL	COMPENSATION AND PRODUCTIVITY	COMPENSATION PRACTICES ⁽²⁾			
<div><div>\$200 EARLY SUBMISSION DISCOUNT⁽⁴⁾</div><div>Executive Surveys (pages 7-8)</div></div>								
Health Care Management and Executive Compensation Survey	January 5	March 2	April 2	June	July	\$925	\$3,700	  +
Physician Executive Compensation Survey	January 5	March 2	April 2	July	n/a	\$795	\$3,200	 +
Medical Group Executive Compensation Survey	January 5	March 2	April 2	July	n/a	\$795	\$3,200	 +
Physician Surveys (pages 9-10)								
Physician Compensation and Productivity Survey	January 5	March 2	April 2	June	July	\$925	\$3,700	  +
Medical Group Compensation and Productivity Survey	January 5	March 2	April 2	June	June	Complimentary	\$3,700	
Hospital-Based Physician Compensation and Work Effort Survey	May 4	May 28	July 30	n/a	October	\$795	\$3,200	
Physician On-Call and Telemedicine Compensation Survey	May 2022	May 2022	June 2022	October 2022	October 2022	\$795	\$3,200	
Advanced Practice Provider Surveys (pages 11-12)								
Advanced Practice Provider Compensation and Productivity Survey	January 5	March 2	April 2	June	July	\$925	\$3,700	  +
Advanced Practice Provider Leadership Survey	June 29	July 23	August 13	n/a	October	\$795	\$3,200	
Advanced Practice Provider Organizational Survey	June 29	July 23	August 13	n/a	October	\$795	\$3,200	
Employee Surveys (page 13)								
Health Care Staff Compensation Survey	January 5	March 2	April 2	June	July	\$925	\$3,700	  +
Endowment and Foundation Investment Staff Compensation Survey	January 5	January 29	February 26	April	April	\$1,200	\$4,800	
Multilevel Survey (page 14)								
Benefits Practices in Hospitals and Health Systems Survey	January 5	March 2	April 2	n/a	November	\$525	\$3,700	



Bundle Type⁽³⁾

Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys

Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, 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⁾ Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

⁽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.



Health Care Management and Executive Compensation Survey

Survey Redesign

Our *Manager and Executive Compensation in Hospitals and Health Systems Survey* has undergone a number of changes for 2021 to reflect the evolving structures and business models of health care organizations over the past several years. To represent these changes, this survey has been renamed the *Health Care Management and Executive Compensation Survey*.

What's New in 2021?

- Refreshed position listing and reporting categories (i.e., parent and subsidiaries) to represent more contemporary structures and positions, including emerging jobs
- Simplified job structures for consistent leveling across entities (e.g., the president/CEO position corresponds to the system CEO, entity leader and so forth)
- Additional questions focused on compensation philosophy changes to identify market trends
- New focus on independent and owned health plans

Provides critical benchmarking data on executive and management compensation trends and pay practices. For nearly 30 years, this survey has been and continues to be the largest of its kind for health care organizations 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 compensation benchmarks** for children's hospitals, academic and major teaching hospitals and for-profit health care

2020 PARTICIPANT HIGHLIGHTS

- More than **45,850** executives and managers
- Over **2,325** organizations
- Over **300** system jobs reported
- Over **200** hospital jobs reported

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Compensation Benchmarks Published: June 2021

Compensation Practices Benchmarks⁽¹⁾ Published: July 2021

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 Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, 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.

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

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

2020 PARTICIPANT HIGHLIGHTS

- Over **1,050** organizations
- Over **1,775** physician executives
- **33** reported positions

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Compensation Benchmarks Published: July 2021

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

2020 PARTICIPANT HIGHLIGHTS

- Over **230** organizations
- Over **1,450** medical group executives
- **15** reported positions

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Compensation Benchmarks Published: July 2021

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 Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, 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 nearly 30 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
- Other data including sign-on bonuses, retention bonuses, relocation assistance and other perquisites

Detailed Productivity Reporting

To understand COVID-19-related changes and trends in productivity as well as fluctuations in compensation and productivity ratios, SullivanCotter is collecting additional productivity data for 2020. Your organization must submit data through our detailed productivity data collection templates to purchase the detailed data analyses, which will include national and regional productivity trends with a focus on the effect of COVID-19 by region or specialty. Contact us for pricing details.

2020 PARTICIPANT HIGHLIGHTS

- Over **243,950** individual physicians and APPs
- Over **800** participating hospitals, health systems and medical groups
- Over **250** specialties with new and emerging positions added annually

SURVEY SCHEDULE

Participation Period: **January 5, 2021 – April 2, 2021**

Early Submission Deadline: **March 2, 2021**

Compensation and Productivity Benchmarks Published: **June 2021**

Compensation Practices Benchmarks⁽¹⁾ Published: **July 2021**

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

Detailed Productivity Reporting

To understand COVID-19-related changes and trends in productivity as well as fluctuations in compensation and productivity ratios, SullivanCotter is collecting additional productivity data for 2020. Your organization must submit data through our detailed productivity data collection templates to purchase the detailed data analyses, which will include national and regional productivity trends with a focus on the effect of COVID-19 by region or specialty. Contact us for pricing details.

2020 PARTICIPANT HIGHLIGHTS

- Over **170,950** individual physicians and APPs
- Over **300** medical groups
- **186** reported physician and APP specialties

SURVEY SCHEDULE

Participation Period: **January 5, 2021 – April 2, 2021**

Early Submission Deadline: **March 2, 2021**

Compensation and Productivity Benchmarks Published: **June 2021**

Compensation Practices Benchmarks⁽¹⁾ Published: **June 2021**

REPORT PRICING

Participants: **Complimentary**

Health Care Nonparticipants: **\$3,700**

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, 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.

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

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
 - + Hospice and palliative care

2020 PARTICIPANT HIGHLIGHTS

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

SURVEY SCHEDULE

Participation Period: May 4, 2021 – July 30, 2021

Early Submission Deadline: May 28, 2021

Compensation Practices Benchmarks⁽¹⁾ Published: October 2021

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 includes 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

2020 PARTICIPANT HIGHLIGHTS

- **283** organizations
- Over **50** specialties reported

SURVEY SCHEDULE

Participation Period: May 2022 – June 2022

Early Submission Deadline: May 2022

Equated Hourly Rates Benchmarks Published: October 2022

Compensation Practices Benchmarks⁽¹⁾ Published: October 2022

Purchase the 2020 survey report

REPORT PRICING

Participants: \$795

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,200

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.



Advanced Practice Provider Compensation and Productivity 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 and by practice setting (inpatient/outpatient) and locale (urban/suburban/rural)

Detailed Productivity Reporting

To understand COVID-19-related changes and trends in productivity as well as fluctuations in compensation and productivity ratios, SullivanCotter is collecting additional productivity data for 2020. Your organization must submit data through our detailed productivity data collection templates to purchase the detailed data analyses, which will include national and regional productivity trends with a focus on the effect of COVID-19 by region or specialty. Contact us for pricing details.

2020 PARTICIPANT HIGHLIGHTS

- Representing more than **84,525** APPs
- Data from over **675** organizations
- Over **130** specialties reported

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Compensation Benchmarks Published: June 2021

Compensation Practices Benchmarks⁽¹⁾ Published: July 2021

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 Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



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

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

Bundle Price

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



Advanced Practice Provider Leadership Survey

The role of the advanced practice provider (APP) in transforming care delivery is critical, and organizations must have the necessary leadership structures and practices in place to support this growing workforce. This survey identifies leadership roles and responsibilities, clarifies the different levels of leadership and evaluates the infrastructure in place to help support the practice and management of APPs.

SURVEY HIGHLIGHTS

- Committee and organizational engagement and participation
- Three distinct APP leadership levels
- Insight into varying levels of education, titling and reporting structures for APP leaders
- Information about APP leader roles, scope of responsibility and time allocation
- Data on APP centers to support APP practice

2019 PARTICIPANT HIGHLIGHTS

- Data from over **80** organizations

SURVEY SCHEDULE

Participation Period: June 29, 2021 – August 13, 2021

Early Submission Deadline: July 23, 2021

Compensation Practices Benchmarks⁽¹⁾ Published: October 2021

REPORT PRICING

Participants: \$795

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,200

Advanced Practice Provider Organizational Practices Survey

As health care organizations seek to improve access, quality, service and affordability, developing a strategy to integrate, optimize and engage the growing advanced practice provider (APP) workforce across all specialties is essential.

SURVEY HIGHLIGHTS

- Assesses current organizational APP practices in the following key areas:
 - + Advanced practice organizational structure
 - + Operations
 - + Workforce planning
 - + Competency assessment
 - + Billing and productivity
 - + Engagement and retention
 - + Student placement and precepting
 - + Postgraduate education
 - + Emerging trends and practices

2019 PARTICIPANT HIGHLIGHTS

- Data from over **60** organizations

SURVEY SCHEDULE

Participation Period: June 29, 2021 – August 13, 2021

Early Submission Deadline: July 23, 2021

Compensation Practices Benchmarks⁽¹⁾ Published: October 2021

REPORT PRICING

Participants: \$795

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,200

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.



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

NEW IN 2021

- Streamlined questionnaire, including new market-trending questions in the pay range structure practices, pay range controls, professional ladder programs, pay increase practices, shift differentials and holiday premiums sections
- Job list expanded to include over 200 new jobs, including nearly 75 manager and supervisor positions, over 25 nursing and technician positions and over 100 other individual contributor positions in 18 job families

2020 PARTICIPANT HIGHLIGHTS

- Over **1,194,850** health care employees
- **1,175** organizations
- **508** reported positions

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Compensation Benchmarks Published: June 2021

Compensation Practices Benchmarks⁽¹⁾ Published: July 2021

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

2020 PARTICIPANT HIGHLIGHTS

- Over **325** investment professionals
- Over **50** organizations
- **9** investment staff positions

SURVEY SCHEDULE

Participation Period: January 5, 2021 – February 26, 2021

Early Submission Deadline: January 29, 2021

Compensation Benchmarks Published: April 2021

Compensation Practices Benchmarks⁽¹⁾ Published: April 2021

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 Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, 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.

⁽¹⁾Compensation practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

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

2020 PARTICIPANT HIGHLIGHTS

- 215 organizations

SURVEY SCHEDULE

Participation Period: January 5, 2021 – April 2, 2021

Early Submission Deadline: March 2, 2021

Published: November 2021

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 understand what drives 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, expertise, data and technology products to help organizations align business strategy and performance objectives – enabling our clients to deliver on their mission, vision and values.



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.