

# SullivanCotter's Workforce Metrics Benchmark Survey

As health care organizations look for better ways to optimize care delivery and improve performance, effectively managing the size, shape and complexity of the workforce remains a key initiative.

Leveraging our proprietary SullivanCotter Workforce Insights360™ database and technology, we combine data-driven insights, competitive analysis and customized design recommendations to inform the right solutions to support your organization's needs.

SullivanCotter's *Workforce Metrics Benchmark Survey* was created to help health care organizations understand how their workforce size, distribution and cost compares to market practices. **The 2022 edition is now available.**

The *Workforce Metrics Benchmark Survey* report includes workforce data across 10 job families, 6 career level categories and 3 demographic groupings.

## Survey Highlights

**Job family and career level information provides insight into the size, shape, cost and demographic representation of the workforce:**

### Size



Number of full-time equivalent headcount

### Shape



Career stage distribution of full-time headcount

### Cost



Annualized base payroll expense of the full-time equivalent headcount

### Demographics



Gender, ethnicity and generational representation

### Oversight



Management direct span of control

**The above workforce metrics are reported for each of the following job families and career stages:**

### Support Job Families

- Facilities services
- Financial services
- Human resources
- Legal and compliance services
- Information technology

### Clinical Families

- Ancillary services
- Care management
- Emergency medical services
- Nursing
- Technical medical services

### Career Stages

- All management
- Executive
- Leader
- Manager
- Exempt individual contributor
- Non-exempt individual contributor

The survey report includes quantitative market positioning statistics including the 25th, 50th and 75th percentiles. Data is reported for all organizations and by employee size groupings.



## Survey Schedule and Pricing

### Survey Schedule

**Report Published:**  
December 2022



Organization Size (FTEs)	2022 Pricing	
	Participant	Non-Participant
< 1,000	\$ 975	\$ 975
1,000 - 5,000	\$1,475	\$2,975
5,001 - 10,000	\$1,975	\$3,975
> 10,000	\$2,475	\$4,975
The 2022 report is complimentary to first year data members. Contact us to learn more about data membership.		

### The 2022 report includes data from 62 organizations including:

Allina Health System	Gundersen Health System	Renown Health
Arkansas Children's Hospital	Hackensack Meridian Health	Rush System for Health
Ascension Health	HealthPartners	Sanford Health
Atrium Health	Hennepin Healthcare	SCAN Health Plan
BayCare Health System	Henry Ford Health	Sentara Healthcare
Carle Health	HonorHealth	SSM Health
Centura Health	Hospital Sisters Health System	St. Elizabeth Healthcare
Children's Health	Indiana University Health	St. Jude Children's Research Hospital
Children's Hospital & Medical Center	Johns Hopkins Medicine	Stanford Healthcare – ValleyCare
Children's National Health System	MaineHealth	The Children's Hospital of Philadelphia
Children's of Alabama	McLeod Health	The Southeast Permanente Medical Group
Children's Wisconsin	MedStar Health	Thomas Jefferson University
CHOC Children's	Memorial Health System	Trinity Health
Cone Health	Memorial Sloan Kettering Cancer Center	UCHealth
Cook Children's	MemorialCare Health System	UMass Memorial Health Care
Corewell Health	Nemours Children's Hospital	UNC Health
Dartmouth Health	Norton Healthcare	UW Health
East Alabama Medical Center	Novant Health	WellSpan Health
Franciscan Missionaries of Our Lady Health System	OhioHealth	Wellstar Health System
Garnet Health	Parkview Health	Yale New Haven Health System
Geisinger Health	Providence	



**Learn More:**

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