

Advanced Practice Provider Leadership Compensation Practices



As the advanced practice provider (APP) workforce continues to evolve, many health systems and medical groups are developing intentional, consistent operating models for APP utilization. Consequently, APP leader roles have emerged to help oversee day-to-day clinical operations, support workforce planning initiatives, and drive overall APP strategy at the executive level.

Putting APP leaders in place can help organizations improve efficiency by centralizing and standardizing key processes such as credentialing, privileging, and onboarding. APP leaders can also help reduce turnover, enhance APP engagement and satisfaction through better workforce representation on organizational committees, and improve profitability. Recent data show that organizations with APP leaders see 2% less APP turnover than organizations without this role. With the cost of turnover estimated to be between \$85,832 - \$114,919¹, this could have significant financial impact.

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

Compensation Growth from 2018-2021

Top APP Leader

Spends all or nearly all of work time performing strategic and management responsibilities

5%

Middle-Level APP Leader

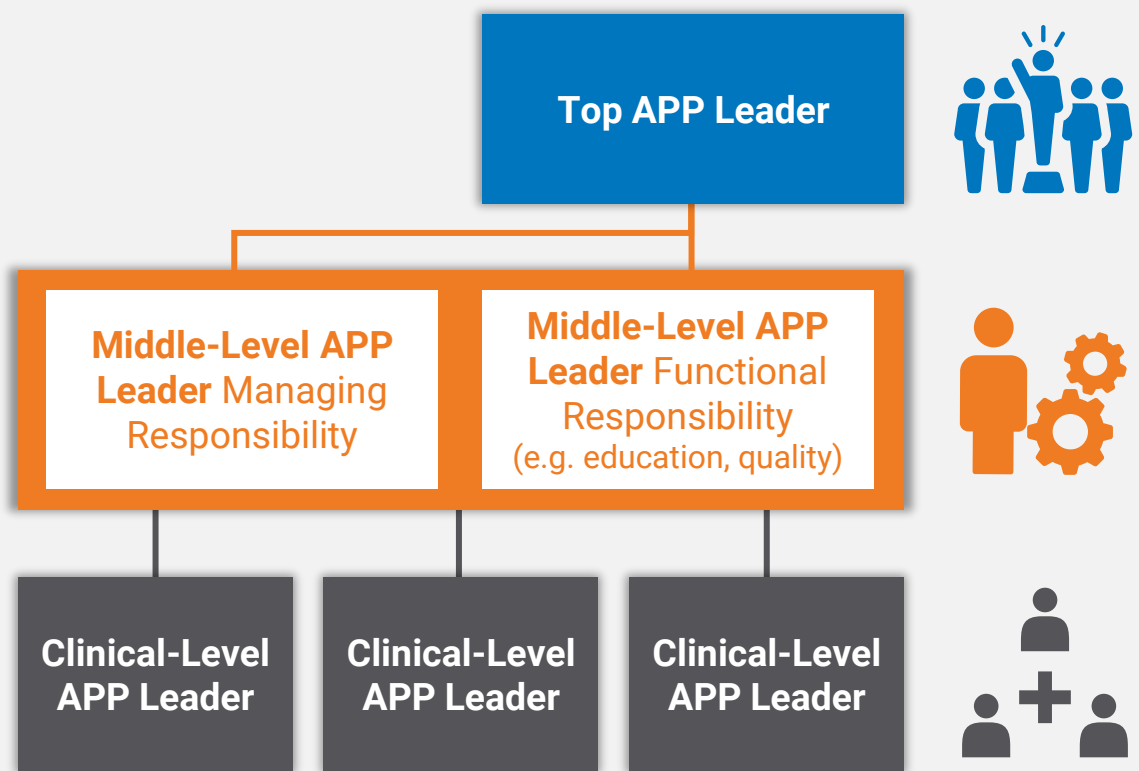
Manages multiple APP leaders and/or is responsible for specific APP functions across the organization

8%

Clinical-Level APP Leader

Responsible for operational oversight of APPs at the practice level

7%



Number of APP Leaders Within Organizations

65% of responding organizations have designated APP leaders representing 2,128 APP leaders



	Number of Organizations Responding	25 th Percentile	Mean	Median	75 th Percentile
Top-Level Leaders	38	1	1	1	2
Middle-Level Leaders	43	1	5	4	7
Clinical-Level Leaders	69	4	13	8	22

¹Quantifying the Cost of Advanced Practice Provider Turnover

Source: SullivanCotter 2021 Advanced Practice Provider Compensation and Productivity Survey Report

Learn More:

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