

2021 Advanced Practice Provider (APP) Compensation and Productivity Survey



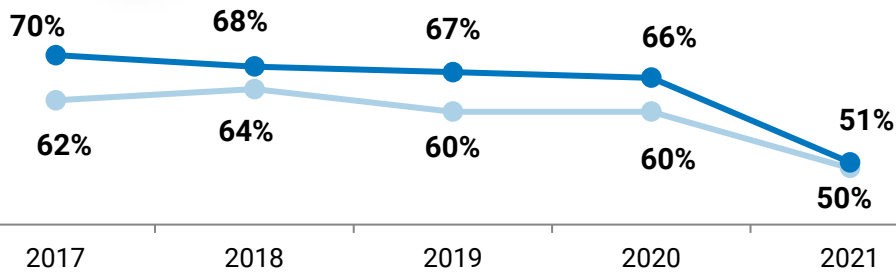
Demand for APPs continues to outpace expectations in select specialties and locations - creating upward pressure on compensation for these providers

Data represents the impact of the COVID-19 pandemic



Percentage of Organizations Increasing the Number of APPs

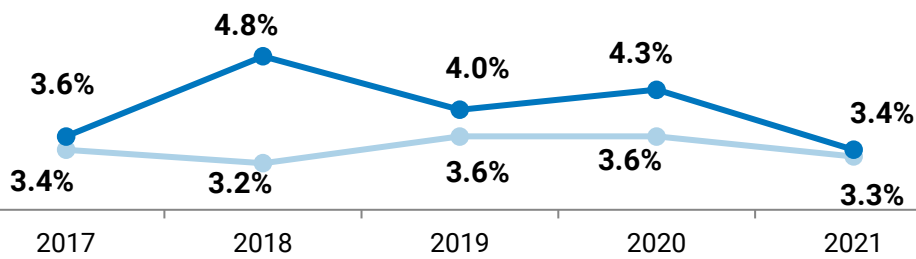
Actual Increase



Projected Increase

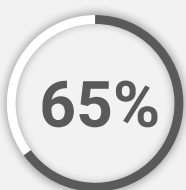
Percentage Increase in Base Pay

Actual Average Increase



Projected Average Increase

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



65% of responding organizations have designated APP leaders

APP Leaders by Level 2021 Prevalence



Top Leader **47%**



Middle-Level **59%**



Clinical-Level **88%**

Source: SullivanCotter 2017-2021 Advanced Practice Provider Compensation and Pay Practices Survey Report

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

Actual Median APP Incentive Amounts

(Four-year straight average, 2018-2021)

Percentages represent incentives as a percent of base pay

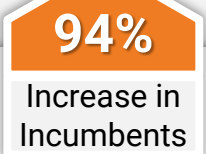
Primary Care	\$7,219	6.5%
Hospital-Based	\$5,195	4.8%
Surgical	\$5,182	4.7%
Medical	\$5,053	4.5%



33% of APP incentive programs contain a team-based component

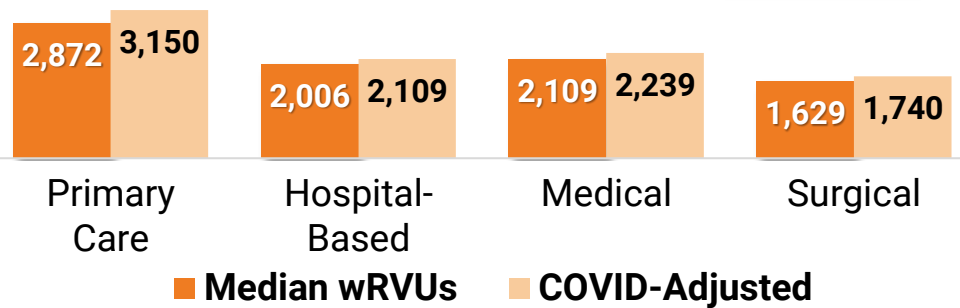


More organizations are collecting and reporting APP productivity data



NP/PA Median wRVUs

(Three-year straight average, 2018-2021)



52% of organizations use wRVU data to adjust APP compensation



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

APP Recruitment and Retention Practices

2021 Prevalence

