

# AGENDA | 2022 Physician and APP Compensation Workshop

ART Hotel, Denver, CO | October 18-19, 2022

## Day 1 - Tuesday, October 18, 2022

|                  |   |
|------------------|---|
| 7:00 - 8:00 AM   | <i>Breakfast (FIRE Restaurant) &amp; Registration</i>   |
| 8:00 - 8:20 AM   | <b>Welcome and Introductions</b>  |
| 8:20 - 9:00 AM   | <b>Industry Overview</b> <ul style="list-style-type: none"><li>- Pandemic impact</li><li>- Physician Fee Schedule changes (2021, 2022 and proposed 2023)</li><li>- The Great Resignation</li><li>- Provider supply and demand</li></ul>   |
| 9:00 - 9:45 AM   | <b>Physician and APP Compensation Market Trends</b> <ul style="list-style-type: none"><li>- 2022 Physician Compensation and Productivity Survey results</li><li>- 2022 Advanced Practice Provider Compensation and Productivity Survey results</li><li>- 2022 Provider On-Call Compensation Survey results</li></ul>  |
| 9:45 - 10:00 AM  | <i>Break</i>  |
| 10:00 - 12:00 PM | <b>Fair Market Value and Commercial Reasonableness</b> <ul style="list-style-type: none"><li>- Compensation design pressures/context</li><li>- Stark/AKS Regulations</li><li>- SullivanCotter's FMV guidelines</li><li>- Commercial reasonableness</li><li>- Call pay assessment</li><li>- Physician and APP leader assessment</li><li>- APP reasonableness guidelines</li><li>- Case study</li></ul> |
| 12:00 - 1:00 PM  | <i>Lunch (FIRE Restaurant)</i>  |

\*Agenda is subject to change

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## Day 1 - Continued

1:00 - 3:00 PM

### Speed Networking

- Four 25-minute sessions in which participants will discuss topics of mutual interest with other workshop attendees
- Facilitated by SullivanCotter consultants
- Topics include:
  - 2021 Physician Fee Schedule Adoption
  - 2023 Physician Fee Schedule Proposed Rule
  - 2023 Split/Shared Billing Changes
  - Call Pay Practices
  - Fair Market Value/Commercial Reasonableness and Provider Compensation Governance
  - Pediatric Hospital Issues
  - Pooled Compensation Approaches
  - Telehealth

3:00 - 3:15 PM

*Break*

3:15 - 4:15 PM

### Clinical Leader Compensation Approaches

- Benchmarking resources (APP and physician)
- Use of 990 data
- Leadership work effort
- Opportunity cost
- Incentive structure/metrics

4:15 - 4:45 PM

### Pay Equity

- Current status (gender, race)
- Regulatory overview
- Pay equity study approaches
- Case study

4:45 - 5:00 PM

### Q&A / Wrap-Up

5:00 - 7:00 PM

*Networking Reception (Grand Colonnade & FIRE Terrace)*

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## Day 2 - Wednesday, October 19, 2022

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|------------------|--|
| 7:00 - 8:00 AM   | <i>Breakfast (FIRE Restaurant)</i>   |
| 8:00 - 8:15 AM   | <b>Welcome and Announcements</b>   |
| 8:15 - 9:45 AM   | <b>Provider Compensation Design</b> <ul style="list-style-type: none"><li>– Prevalent compensation plan approaches</li><li>– Best practices in compensation plan redesign</li><li>– Primary care panel management plans</li><li>– Team-based models</li><li>– Performance reporting</li><li>– Case studies</li></ul>   |
| 9:45 - 10:00 AM  | <i>Break</i>   |
| 10:00 - 11:45 AM | <b>Panel Discussion: Market-Leading Compensation Designs</b> <ul style="list-style-type: none"><li>– Provider organization panelists who have implemented market-leading compensation designs will share their real-life experiences<ul style="list-style-type: none"><li>• Dr. Jeff Tillery, CEO and President, OSF Healthcare</li><li>• Katherine Chan, Director of Finance, Provider Compensation, Wellstar Health System</li></ul></li></ul> |
| 11:45 - 12:00 PM | <b>Closing Remarks</b>   |

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