

2022 Health Care Management and Executive Compensation Survey

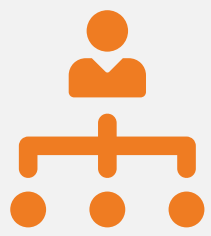


SullivanCotter's 2022 *Health Care Management and Executive Compensation Survey Report* highlights the impact of the **competitive talent market** and **pandemic recovery** on executive compensation.

Learn more from the results, which includes critical benchmarking data on compensation levels and pay practices from more than **3,000 organizations** representing nearly **42,500 individual incumbents**.

Salary Increases

While executive salary increases rebounded to pre-pandemic levels, increases were less than those provided for many clinical roles. Organizations have prioritized rewarding and recognizing staff for their work toward recovery from the onset of the pandemic.



4.5%
Overall median annual **executive** salary increase



5% or higher
Annual salary increase for many **clinical roles**



Over 8%
Annual salary increase for **Registered Nurses**

Annual Incentive Plan Provisions

Although there has been no significant change in annual incentive plan design, there has been greater use of patient safety and people measures.

Overall Measure Categories Included in Annual Incentive Plans	Parent Organizations	
	2019 Prevalence	2022 Prevalence
Financial	93%	94%
Quality	79%	83%
Patient Experience and Access	73%	74%
People	59%	69%
Patient Safety	35%	58%
Growth	45%	41%

Emerging Measures

- Diversity, equity and inclusion (DE&I)
- Employee wellness and safety



Planning for 2023 and Beyond



Performance

Health systems continue to face a **challenging performance environment** and **future uncertainty**



Talent Market

The executive talent market remains **extraordinarily competitive**, emphasizing the importance of leadership succession, development and retention



Compensation

A limited supply of talent has placed **upward pressure on executive compensation**, emphasizing the need to assess organizational structures



Governance

Committees are focused on striking the right balance in decision-making given a **challenging performance environment** and **rising executive compensation**

Source: SullivanCotter 2022 Health Care Management and Executive Compensation Survey Report, SullivanCotter 2022 Health Care Staff Compensation Survey, SullivanCotter 2022 Physician Compensation and Productivity Survey

Learn More:

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Order the 2022 survey report >

