



2023 SURVEY SUITE

Strengthening Total Compensation
Solutions Through Data-Driven
Intelligence and Insights

With the health care industry continuing to adapt and transform in response to short- and long-term impacts, organizations require meaningful data to help them navigate an ever-evolving landscape.

We rely on your participation in order to capture and understand changes and emerging trends in compensation and pay practices. Organizations require access to critical data-driven insights and timely survey benchmarks in order to react to the changing health care environment.



SullivanCotter's proprietary survey data provide the intelligence and insight you need to confidently inform reward strategies.

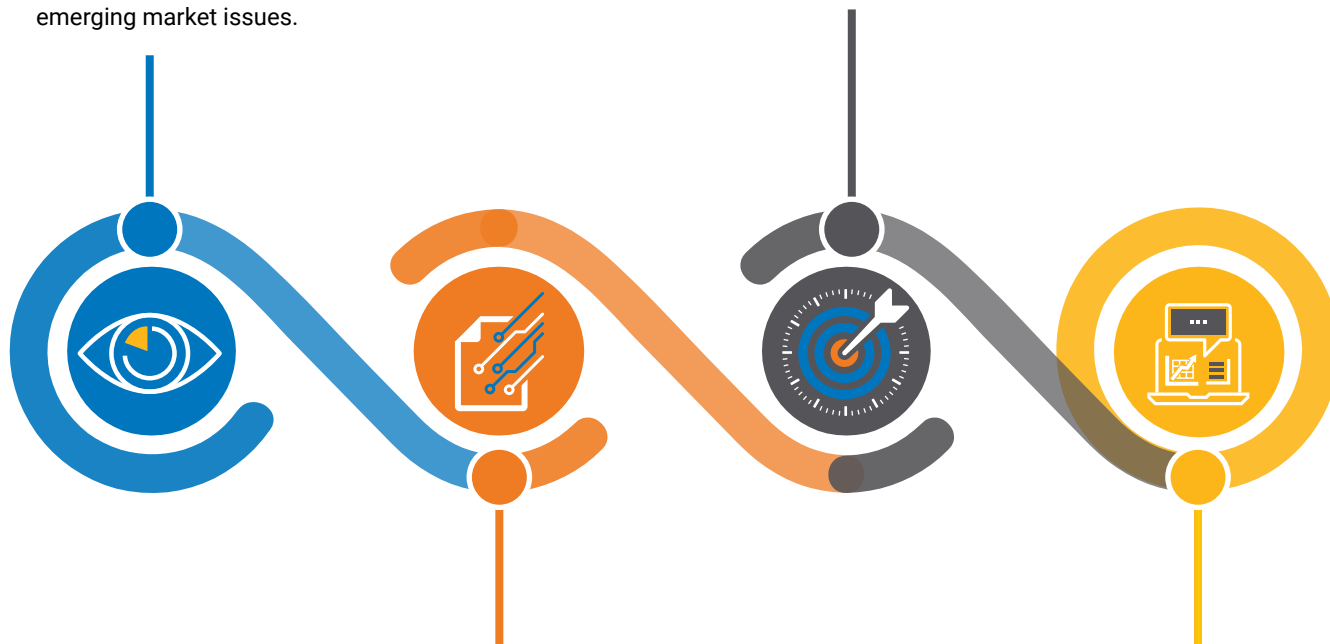
INDUSTRY-LEADING BENCHMARKING DATA AND ANALYSES FOR HEALTH CARE AND BEYOND

For over 30 years, SullivanCotter's Center for Information, Analytics and Insights has provided the most comprehensive total compensation data, analyses and research to a wide variety of organizations, including for-profit and not-for-profit health care, higher education, public charities, associations and foundations. Our market-leading surveys equip organizations with the data and information they need to keep pace with the changing marketplace — enabling them to confidently develop compensation strategies that attract, manage and retain top talent while satisfying evolving regulatory requirements.

WHY INDUSTRY-LEADING ORGANIZATIONS DEPEND ON SULLIVANCOTTER SURVEYS

VALUABLE INSIGHTS: Our deep industry knowledge and consulting experience inform our surveys, focusing data collection to reveal emerging market issues.

EXPERIENCE: We offer comprehensive workforce performance solutions informed by over 30 years of industry-leading compensation and productivity data. These data enable us to advise our clients on emerging market trends so they can achieve their strategic objectives faster.



SUPERIOR DATA: Proprietary data collection, cleaning, analysis and reporting methodologies ensure benchmarking data of the highest quality and integrity. Our survey participants include many of the nation's leading and most complex health care organizations. Their involvement allows us to deliver datasets that are among the largest and most comprehensive available in the market.

FULL SERVICE: SullivanCotter offers organizations a wide array of services to help interpret data and put them to work.

SURVEY PARTICIPATION HAS ITS PRIVILEGES

- ✓ Substantial **discounts on standard report prices**
- ✓ **Early access** to compensation benchmarks and electronic survey data tables
- ✓ **Exclusive webinars** with insights from our consultants
- ✓ **Easy access** to reports
- ✓ **Prepopulated participation files** using prior-year submissions
- ✓ **Bundled pricing** available for select surveys

PARTICIPATION IS EASY

Your time is valuable, which is why we’ve designed our survey systems to minimize your effort. We collect data through our secure online portals, which **prepopulate** your prior-year data whenever possible. In addition, your data will be **automatically transferred** to other SullivanCotter surveys on your behalf, providing you with the **participant benefit** of completing multiple surveys without the additional effort. With streamlined navigation and an improved process for submitting your compensation data, participating in our surveys is now easier than ever before.

ADDITIONAL SUPPORT AND BENEFITS

- Submit your compensation data by **uploading an Excel file**
- **Dedicated participant support team** and **subject-matter experts** on hand to assist with any questions
- **Input on preferred topics** for future surveys
- **Access to pulse survey results** covering hot topics
- **Early submission discounts**
- **Complimentary access to compensation practices benchmarks** when submitting to those survey sections

Learn More
Participate
PURCHASE

 www.sullivancotter.com/surveys

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 888.739.7039

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Participants who purchase a survey report will have access to our innovative new Benchmarks360™ product suite

Data-Driven Technology as Dynamic as Health Care Itself

Powered by SullivanCotter's proprietary survey data and research, Benchmarks360™ is a suite of intelligent, web-based products that enables health care organizations to analyze and visualize compensation, clinical productivity, and workforce perceptions and composition.

Designed to address enterprise-wide benchmarking needs for employees at all levels – including executives, physicians, advanced practice providers (APPs) and other clinical and non-clinical staff positions – Benchmarks360™ provides critical industry-leading data, analyses and reporting to support the compensation and workforce performance processes in an increasingly complex operating environment.

As one of the most comprehensive products of its kind, Benchmarks360™ includes **a suite of modules** providing critical insights to help assess the compensation, productivity and performance of your clinical workforce.



Workforce Compensation and Clinical Productivity Manager

Compare your organization's compensation and clinical productivity benchmarks to the nation's largest health systems and medical groups. Utilize SullivanCotter's proprietary data, representing over one million total incumbents, and other third party sources.

Scatterplots

- Plot your individual incumbents against market benchmarks, visually identify where outliers exists, and view regression data

Quantitative Reviews

- Model compensation-levels against client-established and common industry standard quantitative reviews, visually assess incumbents that fall outside of review threshold, define custom regulatory parameters, and engage SullivanCotter consultants for detailed review

Custom Analysis

- Perform "what-if" analyses and evaluate against standard quantitative reviews, generate multiple pro-forma scenarios, and quickly assess compensation changes

[See full list of features and functionality](#)



Clinical CPT Manager

Analyze and compare your organization's CPT coding distribution against national physician and APP clinical benchmarks at the specialty, work RVU and CPT level.

Coding Distribution

- Custom benchmarks for your organization, automation to remove data and reporting errors, multi-year coding profiles and trends, and filters to configure views of APP and physician coding details for clearer insights

Annual CMS Changes

- Annual updates to CPT codes and benchmarking data with the ability to analyze Evaluation and Management (E&M) CPT code changes

Custom Analysis

- Assess impact of volume and full-time equivalent (FTE) changes

[See full list of features and functionality](#)



APP Utilization and Perceptions Manager

Collect, benchmark and report on the thoughts and experiences of your APPs and physicians related to APP compensation, resources and job responsibilities to help ensure current pay programs and care models are competitive and effective.

This module includes two surveys designed to measure and compare individual organizations to national benchmarks:

APP: Utilization and Perceptions Survey

- Gain greater insight into the APP employment experience within your organization as it relates to scope of practice, clinical and non-clinical responsibilities, and perceptions on culture and compensation

Physician: APP Utilization and Perceptions Survey

- Learn more about your physician workforce and their experience working with APPs

[See full list of features and functionality](#)



Pay Practices Manager

Compare your organization's specific pay practices and compensation design elements to many of the nation's leading hospitals, health systems and medical groups. This module provides unique benchmarks that are often difficult to find and covers the entire health care workforce – including executives, physicians, advanced practice providers and other staff positions.

Difficult to Find Benchmarks

- Gain market insight into unique pay practices – such as on-call pay, shift differentials, paid time off, sign on and retention bonuses and more – to help inform the design of competitive compensation programs

Custom Analysis

- View and analyze relevant benchmarking data tailored to your organization's characteristics (e.g., academic, pediatric, geographic)

[See full list of features and functionality](#)



Workforce Metrics Manager

Analyze and benchmark job family and career level information to provide insight into the size, shape, cost and demographic representation of your workforce. Benchmarks are reported for support and clinical job families and career stages on:

- **Size:** Understand the number of full-time equivalent headcount
- **Shape:** Analyze career stage distribution of full-time equivalent headcount
- **Cost:** Annualize base payroll expense of full-time equivalent headcount
- **Demographics:** Evaluate gender, ethnicity and generational representation
- **Oversight:** Assess management direct span of control



[Learn More](#) | [Request a Demo](#) | [Request Pricing](#)

888.739.7039 | insights360@sullivancotter.com

www.sullivancotter.com

2023 Survey Schedule and Pricing



SURVEY NAME		2023 SURVEY PARTICIPATION KEY DATES*				SURVEY REPORT PRICING			
		OPENS	SUBMISSION DEADLINES		BENCHMARKS PUBLISH		PARTICIPANTS	NON-PARTICIPANTS ⁽¹⁾	BUNDLE
			EARLY	FINAL	COMPENSATION AND PRODUCTIVITY	PAY PRACTICES ⁽²⁾			
Executive Surveys (pages 7-8)									
Health Care Management and Executive Compensation Survey	January 3	March 1	March 24	June	July	\$975	\$3,900	 	
Health Plan Management and Executive Compensation Survey	January 3	March 1	March 24	August	n/a	\$825	\$3,400		
Physician Executive Compensation Survey	January 3	March 1	March 24	July	n/a	\$825	\$3,400		
Medical Group Executive Compensation Survey	January 3	March 1	March 24	June	n/a	\$825	\$3,400		
Physician Surveys (pages 9-10)									
Physician Compensation and Productivity Survey	January 3	March 1	March 24	June	July	\$975	\$3,900	 	
Medical Group Compensation and Productivity Survey	January 3	March 1	March 24	June	July	\$975	\$3,900		
Provider On-Call Compensation Survey	Summer 2024	Summer 2024	Fall 2024	Fall 2024	Fall 2024	\$825	\$3,400		
Advanced Practice Provider Surveys (pages 11-12)									
Advanced Practice Provider Compensation and Productivity Survey	January 3	March 1	March 24	July	August	\$975	\$3,900	 	
Advanced Practice Provider Leadership Survey	Summer 2024	Summer 2024	Summer 2024	n/a	Fall 2024	\$825	\$3,400		
Advanced Practice Provider Organizational Survey	Summer 2024	Summer 2024	Summer 2024	n/a	Fall 2024	\$825	\$3,400		
Employee Surveys (page 13-14)									
Health Care Staff Compensation Survey	January 3	March 1	March 24	July	August	\$975	\$3,900	 	
Endowment and Foundation Investment Staff Compensation Survey	January 3	January 27	February 24	May	May	\$1,250	\$4,900		
Workforce Metrics Benchmark Survey	Spring 2023	n/a	Summer 2023	Fall 2023	Fall 2023	Call for Pricing	Call for Pricing		
Multilevel Survey (page 15)									
Benefits Practices in Hospitals and Health Systems Survey	May 3	June 16	July 7	n/a	December	\$550	\$3,900		



Bundle Type⁽³⁾

Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys

Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

Bundle Price	
Participant	Nonparticipant
\$2,950	\$11,700
\$3,900	\$15,700

⁽¹⁾Organizations (law firms, consulting firms, accounting firms, etc.) are welcome to participate in surveys on behalf of their clients; however, they are not eligible to purchase the report at the participant or nonparticipant price. Please call 888.739.7039 for pricing.

⁽²⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

⁽³⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle. Participants will be invoiced for the bundle upon order. If an organization fails to participate in all surveys included in the bundle, the difference in cost will be invoiced to account for nonparticipant survey pricing. Refunds will not be issued due to nonparticipation.

⁽⁴⁾All surveys included in the bundle must be submitted by the early submission deadline in order to qualify for the early submission discount of \$200 off of the bundle.

*Dates are subject to change.



Health Care Management and Executive Compensation Survey

Provides critical benchmarking data on executive and management compensation trends and pay practices. For over 30 years, this survey has been and continues to be the largest of its kind for health care organizations nationwide.

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and total direct compensation
- Annual and long-term incentive plan design, including performance measures, eligibility and award opportunities and payouts
- National compensation data reported by organization type and size
- Compensation data reported by region and subregion for subsidiary hospitals
- Regression equations and trend lines by organization type
- Featured in [Modern Healthcare's](#) annual executive compensation issue

Special Note

- **Complimentary compensation benchmarks** for pediatric organizations, academic and major teaching organizations

2022 PARTICIPANT HIGHLIGHTS

- More than **42,310** incumbents
- Over **3,010** organizations
- **315** jobs reported

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023

Early Submission Deadline: March 1, 2023

Compensation Benchmarks Published: June 2023

Pay Practices Benchmarks⁽¹⁾ Published: July 2023

REPORT PRICING

Participants: \$975

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,900



Health Plan Management and Executive Compensation Survey

Provides compensation and incentive data for health plan executives collected from both independent and owned health plans.

SURVEY HIGHLIGHTS

- Base salary
- Incentive opportunities and prevalence
- Total cash compensation
- Total direct compensation
- Data reported by type and membership size

2022 PARTICIPANT HIGHLIGHTS

- More than **530** incumbents
- Over **45** organizations
- Over **15** jobs reported

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023

Early Submission Deadline: March 1, 2023

Compensation Benchmarks Published: August 2023

REPORT PRICING

Participants: \$825

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,400

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

Bundle Price	
Participant	Nonparticipant
\$2,950	\$11,700
\$3,900	\$15,700



Physician Executive Compensation Survey

Offers unique source of benchmarking data on physicians in C-suite, service line and other key executive positions.

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and size
- Annual and long-term incentive award opportunities and payouts
- Regression equations and trend line by organization type

2022 PARTICIPANT HIGHLIGHTS

- Over **1,140** organizations
- Over **2,425** incumbents
- Over **25** jobs reported

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023
Early Submission Deadline: March 1, 2023
Compensation Benchmarks Published: July 2023

REPORT PRICING

Participants: \$825
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,400



Medical Group Executive Compensation Survey

Provides vital source of benchmarking data on key executive positions in both independent medical groups and those owned by health systems.

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and total direct compensation
- Data reported by organization type and physician FTEs
- Annual and long-term incentive award opportunities and payouts
- Regression equations and trend lines by organization type

2022 PARTICIPANT HIGHLIGHTS

- Over **265** organizations
- Over **1,170** incumbents
- Over **30** jobs reported


SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023
Early Submission Deadline: March 1, 2023
Compensation Benchmarks Published: June 2023

REPORT PRICING

Participants: \$825
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,400



 **Bundle Type***
Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys
*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

Bundle Price	
Participant	Nonparticipant
\$3,900	\$15,700



Physician Compensation and Productivity Survey

Conducted for over 30 years, this survey is the largest and most comprehensive dataset of its kind and provides compensation, pay practices and productivity benchmarking data for employed physicians, advanced practice providers (APPs) and PhD providers and researchers.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation data as well as cost of benefits
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Value-based compensation approaches and amounts paid
- Data for multiple position levels from staff physicians to chairs
- National data reported by region, organization type, position level and specialty
- Other data including sign-on bonuses, retention bonuses, relocation assistance and other perquisites

CPT Code Level Data

SullivanCotter is continuing to collect CPT code level data for 2023. This information will allow for benchmarks to be reported that focus on work RVU values and the changes in evaluation and management (E&M) code usage. Organizations submitting these data will be eligible to purchase the detailed analyses and results, which will also provide insight into emerging trends and practices such as telemedicine services and virtualists.

Contact us for pricing details.

2022 PARTICIPANT HIGHLIGHTS

- Over **285,630** individual physicians and APPs
- Over **790** participating hospitals, health systems and medical groups
- Over **240** specialties with new and emerging specialties added annually

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023

Early Submission Deadline: March 1, 2023

Compensation and Productivity Benchmarks Published: June 2023

Pay Practices Benchmarks⁽¹⁾ Published: July 2023

REPORT PRICING

Participants: \$975

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,900



Medical Group Compensation and Productivity Survey

As the largest medical group compensation dataset in the market, this survey offers a comprehensive look into pay practices and productivity across a wide spectrum of physician and advanced practice provider (APP) specialties.

SURVEY HIGHLIGHTS

- Base salary and total cash compensation (TCC) data for physicians and APPs as well as compensation and productivity data on academic and faculty practices
- Productivity data and ratios, including work RVUs, collections, patient visits and panel sizes
- Insight into performance and annual incentive payments
- Total cost of benefits, including benefits as a percentage of TCC
- Starting salary and bonus data for both new and experienced physicians
- Data reported across a number of specialty groups for multiple position levels from staff physicians to chairs
- National medical group data by revenue, size, region and academic affiliation

CPT Code Level Data

SullivanCotter is continuing to collect CPT code level data for 2023. This information will allow for benchmarks to be reported that focus on work RVU values and the changes in evaluation and management (E&M) code usage. Organizations submitting these data will be eligible to purchase the detailed analyses and results, which will also provide insight into emerging trends and practices such as telemedicine services and virtualists.

Contact us for pricing details.

2022 PARTICIPANT HIGHLIGHTS

- Over **237,590** individual physicians and APPs
- Over **360** medical groups
- **216** reported physician and APP specialties

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023

Early Submission Deadline: March 1, 2023

Compensation and Productivity Benchmarks Published: June 2023

Pay Practices Benchmarks⁽¹⁾ Published: July 2023

REPORT PRICING

Participants: \$975

Health Care Nonparticipants: \$3,900

Bundle Type*



Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

Bundle Price

Participant	Nonparticipant
\$2,950	\$11,700
\$3,900	\$15,700



Provider On-Call Compensation Survey

This one-of-a-kind survey provides deep insight into on-call pay rates and practices.

SURVEY HIGHLIGHTS

- On-call pay practices for both employed and nonemployed physicians
- Compensation data and pay rates, including total on-call pay expenditures
- Details on both restricted and unrestricted call coverage as well as concurrent and excess call arrangements
- Pay rate data includes unrestricted on-call rates paid for general emergency medicine coverage, trauma coverage and rates paid by trauma centers
- Information on a number of specialties, including the following:
 - + Cardiology
 - + General surgery
 - + Neurological surgery
 - + Obstetrics/gynecology
 - + Orthopedic surgery
 - + Pediatric surgery
 - + Radiology
 - + Trauma surgery

SURVEY SCHEDULE

Participation Period: Summer 2024 – Fall 2024

Early Submission Deadline: Summer 2024

Equated Hourly Rates Benchmarks Published: Fall 2024

Pay Practices Benchmarks⁽¹⁾ Published: Fall 2024

REPORT PRICING

Participants: \$825

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,400

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.



Advanced Practice Provider Compensation and Productivity Survey

Offers unique insight into advanced practice provider (APP) compensation levels, trends, productivity and pay practices.

SURVEY HIGHLIGHTS

- Hourly rates, base pay, total cash compensation (TCC) and total cost of benefits
- Productivity data and ratios, including collections and work RVUs
- TCC and pay practices data for APP leaders
- Pay practices, including salary grades and ranges, shift differentials and extra shifts, on-call pay, education expenses, sign-on bonuses, retention bonuses and moving allowances
- APP incentive plan design, including prevalence and performance measures
- Data reported for nurse practitioners, physician assistants, certified registered nurse anesthetists, certified nurse midwives and certified anesthesiologist assistants
- Data reported both nationally and regionally and by practice setting (inpatient/outpatient) and locale (urban/suburban/rural)

CPT Code Level Data

SullivanCotter is continuing to collect CPT code level data for 2023. This information will allow for benchmarks to be reported that focus on work RVU values and the changes in evaluation and management (E&M) code usage. Organizations submitting these data will be eligible to purchase the detailed analyses and results, which will also provide insight into emerging trends and practices such as telemedicine services and virtualists. Contact us for pricing details.

2022 PARTICIPANT HIGHLIGHTS

- Representing more than **100,690** APPs
- Data from over **690** organizations
- Over **120** specialties reported

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023

Early Submission Deadline: March 1, 2023

Compensation Benchmarks Published: July 2023

Pay Practices Benchmarks⁽¹⁾ Published: August 2023

REPORT PRICING

Participants: \$975

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,900



Bundle Type*



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*To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

Bundle Price

Participant	Nonparticipant
\$2,950	\$11,700
\$3,900	\$15,700



Advanced Practice Provider Leadership Survey

The role of the advanced practice provider (APP) in transforming care delivery is critical, and organizations must have the necessary leadership structures and practices in place to support this growing workforce. This survey identifies leadership roles and responsibilities, clarifies the different levels of leadership and evaluates the infrastructure in place to help support the practice and management of APPs.

SURVEY HIGHLIGHTS

- Committee and organizational engagement and participation
- Three distinct APP leadership levels
- Insight into varying levels of education, titling and reporting structures for APP leaders
- Information about APP leader roles, scope of responsibility and time allocation
- Data on APP centers to support APP practice

2022 PARTICIPANT HIGHLIGHTS

- Data from over **60** organizations

SURVEY SCHEDULE

Participation Period: [Summer 2024](#)

Early Submission Deadline: [Summer 2024](#)

Pay Practices Benchmarks⁽¹⁾ Published: [Fall 2024](#)

REPORT PRICING

Participants: [\\$825](#)

Early Submission Discount: [\\$200](#)

Health Care Nonparticipants: [\\$3,400](#)

Advanced Practice Provider Organizational Survey

As health care organizations seek to improve access, quality, service and affordability, developing a strategy to integrate, optimize and engage the growing advanced practice provider (APP) workforce across all specialties is essential.

SURVEY HIGHLIGHTS

- Assesses current organizational APP practices in the following key areas:
 - + Advanced practice organizational structure
 - + Operations
 - + Workforce planning
 - + Competency assessment
 - + Billing and productivity
 - + Engagement and retention
 - + Student placement and precepting
 - + Postgraduate education
 - + Emerging trends and practices

2022 PARTICIPANT HIGHLIGHTS

- Data from over **70** organizations

SURVEY SCHEDULE

Participation Period: [Summer 2024](#)

Early Submission Deadline: [Summer 2024](#)

Pay Practices Benchmarks⁽¹⁾ Published: [Fall 2024](#)

REPORT PRICING

Participants: [\\$825](#)

Early Submission Discount: [\\$200](#)

Health Care Nonparticipants: [\\$3,400](#)

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.



Health Care Staff Compensation Survey

This national survey provides cash compensation market data for health care staff.

SURVEY HIGHLIGHTS

- Market data tables by region, state and organization size, including hourly base rate and total cash compensation for individual contributors, supervisors and managers in clinical and nonclinical functions
- Detailed on-call pay and shift differential data, including evening, night and weekend coverage
- Compensation practices data on strategy and governance, pay range structure, pay increases and premium and variable pay
- Additional data on certification, charge, extra-shift, float pool and preceptor pay

2022 PARTICIPANT HIGHLIGHTS

- Over **1,205,560** health care employees
- Over **1,275** organizations
- Over **615** reported positions

SURVEY SCHEDULE

Participation Period: January 3, 2023 – March 24, 2023
Early Submission Deadline: March 1, 2023
Compensation Benchmarks Published: July 2023
Pay Practices Benchmarks⁽¹⁾ Published: August 2023

REPORT PRICING

Participants: \$975
Early Submission Discount: \$200
Health Care Nonparticipants: \$3,900



Endowment and Foundation Investment Staff Compensation Survey

Offers a comprehensive look into pay levels, practices and trends among endowment and foundation staff.

SURVEY HIGHLIGHTS

- Base salary, incentive pay and retirement benefits for senior investment staff
- Base salary and total cash compensation data for other investment staff
- Detailed incentive plan design information, including performance measures, weighting of measures, incentive opportunity levels, payout and deferral practices, and new hires
- Other data including eligibility and participation as well as administration and governance of investment staff incentive plans
- National data reported by organization type and asset category
- Key endowment and foundation investment staff positions, including chief investment officer, managing director, director, manager, two levels of analyst staff and three levels of investment operations staff

2021 PARTICIPANT HIGHLIGHTS

- Over **500** investment professionals
- Over **65** organizations
- **9** investment staff positions

SURVEY SCHEDULE

Participation Period: January 3, 2023 – February 24, 2023
Early Submission Deadline: January 27, 2023
Compensation Benchmarks Published: May 2023
Pay Practices Benchmarks⁽¹⁾ Published: May 2023

REPORT PRICING

Participants: \$1,250
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,900



Bundle Type*

Health Care Workforce Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys



Health Care Workforce Premium Bundle: Participate in the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, Medical Group Executive Compensation, Physician Compensation and Productivity, and Physician Executive Compensation Surveys

⁽¹⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections.

Bundle Price	
Participant	Nonparticipant
\$2,950	\$11,700
\$3,900	\$15,700



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. This survey helps health care organizations understand how their workforce size, distribution and cost compares to market practices.

SURVEY HIGHLIGHTS

- Workforce data across 10 job families, six career level categories and three demographic groupings
- Quantitative market positioning statistics, including the 25th percentile, mean, median and 75th percentile
- Data reported for all organizations and by employee size groupings

Data Membership

You can become a Workforce Insights360™ data member at any time throughout the year.

Data members receive several valuable benefits:

- Complimentary *Workforce Metrics Benchmarks Survey Report*
- Automated participation in SullivanCotter's suite of compensation surveys (assuming all required data fields are provided)
- Participant pricing for other SullivanCotter survey reports and technology products where Workforce Insights360™ data are used

SURVEY SCHEDULE

Participation Period: [Spring 2023](#)

Compensation Benchmarks Published: [Fall 2023](#)

Pay Practices Benchmarks Published: [Fall 2023](#)

REPORT PRICING⁽¹⁾

Participants:

- Less Than 1,000 FTEs: [\\$975](#)
- 1,000 – 5,000 FTEs: [\\$1,475](#)
- 5,001 – 10,000 FTEs: [\\$1,975](#)
- Greater Than 10,000 FTEs: [\\$2,475](#)

Nonparticipants:

- Less Than 1,000 FTEs: [\\$975](#)
- 1,000 – 5,000 FTEs: [\\$2,975](#)
- 5,001 – 10,000 FTEs: [\\$3,975](#)
- Greater Than 10,000 FTEs: [\\$4,975](#)

⁽¹⁾Pricing is based on organization size by full-time equivalents (FTEs).



Benefits Practices in Hospitals and Health Systems Survey

Uniquely focused on hospitals and health systems, this survey helps organizations address challenges related to executive, physician and employee benefits programs, including optimizing benefits offerings, implementing retirement plans for evolving executive and physician roles and keeping pace with emerging trends in paid time off, severance and disability programs.

SURVEY HIGHLIGHTS

- Detailed reporting on executive, physician and employee benefits
- Data covering all facets of benefits:
 - + Supplemental retirement plans
 - + Paid time off
 - + Disability
 - + Life insurance
 - + Severance policies
 - + Perquisites and professional benefits
- Data reported nationally; custom reports available by region and organization size

Special Note

- Must complete all sections of the survey (executive, physician and employee) to receive the full report

SURVEY SCHEDULE

Participation Period: May 3, 2023 – July 7, 2023

Early Submission Deadline: June 16, 2023

Pay Practices Benchmarks Published: December 2023

REPORT PRICING

Participants: \$550

Early Submission Discount: \$200

Health Care Nonparticipants: \$3,900

Custom Survey Solutions and Membership Groups

If the unique needs of your organization cannot be met by readily available benchmarking data, consider a custom survey conducted by our experienced researchers and consultants – delivering the information you need on compensation, benefits, performance measurement and other critical elements to help your organization craft data-driven solutions.

SURVEY HIGHLIGHTS

- Customized and proprietary analyses that provide data on positions and topics not covered in our suite of annual surveys nor widely available in the marketplace, including the following:
 - + CEO evaluations
 - + APP and provider compensation preferences
 - + Targeted and specialized compensation data
 - + Board and committee evaluations
 - + Benefits plan designs
 - + Pulse surveys on specific issues
- Offers the ability to identify and target survey participants and groups within our extensive contact database
- Survey timelines customized to meet your needs

ABOUT SULLIVANCOTTER

SullivanCotter partners with health care and other not-for-profit organizations to understand what drives performance and improve outcomes through the development and implementation of integrated workforce strategies. Using our time-tested methodologies and industry-leading research and information, we provide data-driven insights, expertise, data and technology products to help organizations align business strategy and performance objectives – enabling our clients to deliver on their mission, vision and values.



SullivanCotter maintains strict confidentiality regarding all survey data submissions and follows the safe harbor guidelines published by the U.S. Department of Justice and the Federal Trade Commission where applicable.