



2024 SURVEY SUITE

Strengthening Total Compensation
Solutions Through Data-Driven
Intelligence and Insights

With the health care industry constantly adapting and transforming 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.

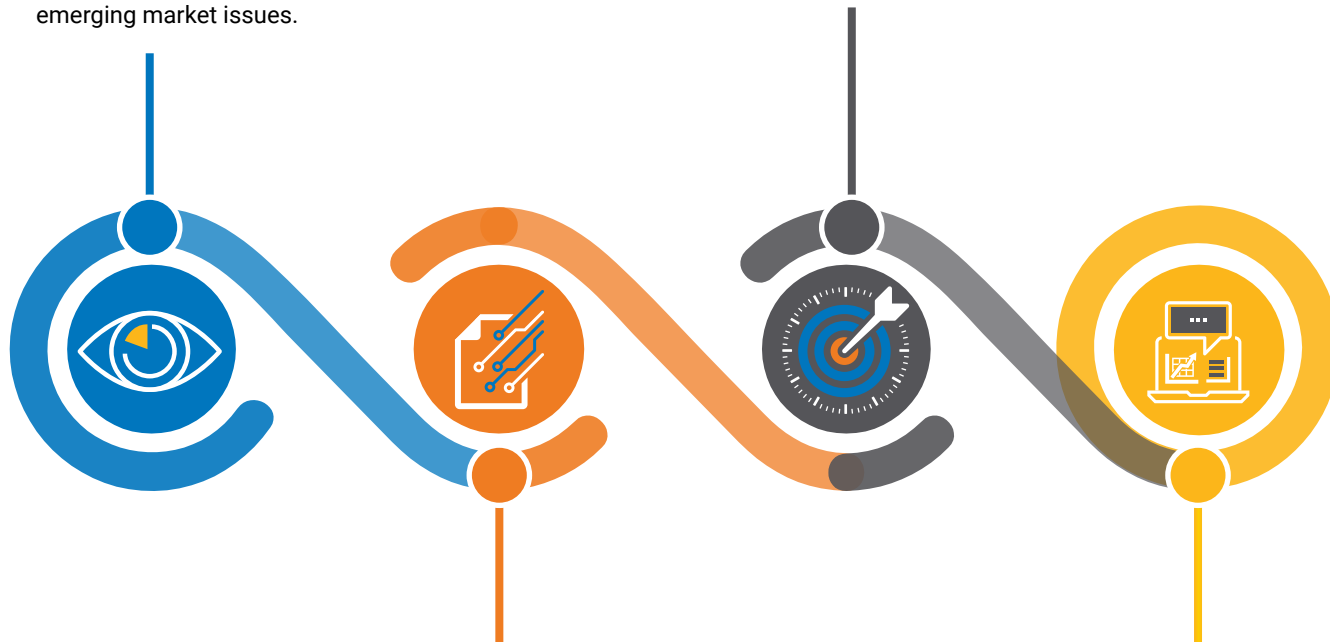
INDUSTRY-LEADING BENCHMARKING DATA AND ANALYSES FOR HEALTH CARE AND BEYOND

For over 30 years, SullivanCotter 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 our newly enhanced user interface, organizations enjoy an improved data submission experience that is easier and more flexible than ever before.

ADDITIONAL SUPPORT AND BENEFITS

- Submit your compensation data by **uploading an Excel file**
- **Delegate** survey tasks across your organization to other colleagues
- **Dedicated participant support team** and **subject-matter experts** on hand to assist with any questions
- **Enhanced multiphase auditing process** allows organizations to contribute to data robustness and integrity and provides confidence in report accuracy
- **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

 surveys@sullivancotter.com

 888.739.7039

TABLE OF CONTENTS

2024 Survey Schedule and Pricing.....	4
Executive Surveys.....	5-7
Physician Surveys.....	8-10
Advanced Practice Provider Surveys.....	11
Employee Surveys.....	12-13
Multilevel Surveys.....	14

2024 Survey Schedule and Pricing



\$200 EARLY
SUBMISSION DISCOUNT⁽¹⁾

SURVEY NAME	SUBMISSION DEADLINES ⁽²⁾			BENCHMARKS PUBLISH ⁽²⁾		SURVEY REPORT PRICING		
	OPENS	EARLY	FINAL	COMPENSATION AND PRODUCTIVITY	PAY PRACTICES ⁽³⁾	PARTICIPANT	NON-PARTICIPANT ⁽⁴⁾	BUNDLE
Executive Surveys (pages 5-7)								
Health Care Management and Executive Compensation Survey	January 2	February 28	March 15	July	August	\$1,150	\$4,600	
Health Plan Management and Executive Compensation Survey	January 2	February 28	March 15	August	n/a	\$975	\$3,900	
Health Care Management and Executive Compensation in Academic and Major Teaching Organizations Survey	January 2	n/a	March 15	July	n/a	\$575 ⁽⁵⁾	n/a	
Health Care Management and Executive Compensation in Children's Organizations Survey	January 2	n/a	March 15	July	n/a	\$575 ⁽⁵⁾	n/a	
Physician Executive Compensation Survey	January 2	February 28	March 15	August	n/a	\$975	\$3,900	
Medical Group Executive Compensation Survey	January 2	February 28	March 15	July	n/a	\$975	\$3,900	
Physician Surveys (pages 8-10)								
Physician Compensation and Productivity Survey	January 2	February 28	March 15	June	June	\$1,150	\$4,600	
Medical Group Compensation and Productivity Survey	January 2	February 28	March 15	June	June	\$1,150	\$4,600	
Physician and APP On-Call Compensation Survey	June 18	July 11	September 6	November	December	\$1,150	\$4,600	
Physician and APP CPT Work RVU Benchmark Study	January 2	February 28	March 15	November	n/a	\$3,900	\$10,000	
Hospital-Based Physician and APP Work Effort Practices Survey	July 9	n/a	September 25	n/a	November	Complimentary	\$4,600	
Advanced Practice Provider Surveys (page 11)								
Advanced Practice Provider Compensation and Productivity Survey	January 2	February 28	March 15	June	July	\$1,150	\$4,600	
Advanced Practice Provider Leadership and Organizational Survey	May 10	May 30	June 28	n/a	September	\$1,150	\$4,600	
Employee Surveys (pages 12-13)								
Health Care Staff Compensation Survey	January 2	February 28	March 15	June	July	\$1,150	\$4,600	
Endowment and Foundation Investment Staff Compensation Survey	January 2	January 26	February 23	May	May	\$1,500	\$6,000	
Workforce Metrics Benchmark Survey	n/a	n/a	June 30	Fall 2024	n/a	Call for Pricing	Call for Pricing	
Registered Nursing Compensation Survey	July 2	July 17	August 16	October	November	\$1,050 ⁽⁶⁾	\$4,200	
Multilevel Survey (page 14)								
Benefits Practices in Health Care Organizations Survey	May 7	June 21	July 19	n/a	December	\$1,150	\$4,600	

Bundle Type⁽⁷⁾
Health Care Workforce Bundle: Included are 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: Included are 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
\$3,500 \$14,000
\$4,600 \$18,400

⁽¹⁾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. ⁽²⁾Dates are subject to change. ⁽³⁾Pay practices benchmarks are complimentary to participants who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing. ⁽⁴⁾Non-health care organizations may participate on behalf of their clients but they are ineligible to purchase reports at the participant price. Please call 888.739.7039 for pricing. ⁽⁵⁾Only qualifying participants are eligible to purchase the survey report; participants must also purchase the *Health Care Management and Executive Compensation Survey Report*. ⁽⁶⁾Receive a \$100 discount off the participant price when you participate in and purchase the *Health Care Staff Compensation Survey*. ⁽⁷⁾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.
© 2024 SullivanCotter, Inc. All rights reserved.



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 by organization type
- Featured in **Modern Healthcare's** annual executive compensation issue

2023 PARTICIPANT HIGHLIGHTS

- More than **42,160** incumbents
- Over **3,085** organizations
- Over **320** jobs reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: July 2024
Pay Practices Benchmarks⁽¹⁾ Published: August 2024

REPORT PRICING

Participants: \$1,150
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,600



Health Plan Management and Executive Compensation Survey

Provides vital benchmarking data on executive and management positions in both independent health plans and those owned by health systems.

SURVEY HIGHLIGHTS

- Base salary
- Annual and long-term incentive award opportunities and payouts
- Total cash compensation
- Total direct compensation
- Data reported by organization type, revenue and membership

2023 PARTICIPANT HIGHLIGHTS


- More than **625** incumbents
- Over **50** organizations
- Over **30** jobs reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: August 2024

REPORT PRICING

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

	Bundle Type ⁽²⁾	Bundle Price	
		Participant	Nonparticipant
	Health Care Workforce Bundle: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys	\$3,500	\$14,000
	Health Care Workforce Premium Bundle: Included are 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	\$4,600	\$18,400

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

⁽²⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.



Health Care Management and Executive Compensation in Children's Organizations Survey

Provides critical benchmarking data on executive and management positions in both independent children's organizations and those owned by health systems.

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

2023 PARTICIPANT HIGHLIGHTS

- More than **2,625** incumbents
- Over **115** organizations
- Over **140** jobs reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024

Compensation Benchmarks Published: July 2024

REPORT PRICING

Participants: \$575⁽¹⁾

Health Care Management and Executive Compensation in Academic and Major Teaching Organizations Survey

Provides critical benchmarking data on executive and management positions in independent academic and major teaching organizations and their flagship regions, flagship hospitals and faculty practice plans.

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

2023 PARTICIPANT HIGHLIGHTS

- More than **10,880** incumbents
- Over **205** organizations
- Over **275** jobs reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024

Compensation Benchmarks Published: July 2024

REPORT PRICING

Participants: \$575⁽¹⁾

⁽¹⁾Only qualifying participants are eligible to purchase the survey report; participants must also purchase the *Health Care Management and Executive Compensation Survey Report*



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 by organization type

2023 PARTICIPANT HIGHLIGHTS

- Over **2,615** incumbents
- Over **1,195** organizations
- Over **30** jobs reported

SURVEY SCHEDULE

Participation Period: **January 2, 2024 – March 15, 2024**
Early Submission Deadline: **February 28, 2024**
Compensation Benchmarks Published: **August 2024**

REPORT PRICING

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

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 by organization type

2023 PARTICIPANT HIGHLIGHTS

- Over **1,900** incumbents
- Over **265** organizations
- Over **35** jobs reported

SURVEY SCHEDULE

Participation Period: **January 2, 2024 – March 15, 2024**
Early Submission Deadline: **February 28, 2024**
Compensation Benchmarks Published: **July 2024**

REPORT PRICING

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

Bundle Type ⁽¹⁾	Bundle Price	
	Participant	Nonparticipant
Health Care Workforce Premium Bundle: Included are 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	\$4,600	\$18,400



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 and PhD providers and researchers.

SURVEY HIGHLIGHTS

- Total cash compensation, total encounters and total cost of benefits
- Productivity data and ratios, including work RVUs, net collections, patient visits and panel size
- Quality incentive compensation and total cash compensation trends
- Compensation data for new and experienced hires
- Data reported nationally and by region, position level and specialty
- Compensation practices, including staffing changes, hospital-based work effort, recruitment and retention, telemedicine and more
- New and emerging specialties added annually

2023 PARTICIPANT HIGHLIGHTS

- Over 306,765 incumbents
- Over 915 organizations
- Over 235 specialties reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation and Productivity Benchmarks Published: June 2024
Pay Practices Benchmarks⁽¹⁾ Published: June 2024

REPORT PRICING

Participants: \$1,150
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,600



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 specialties.

SURVEY HIGHLIGHTS

- Total cash compensation data for physicians as well as compensation and productivity data on academic and health care organizations
- Productivity data and ratios, including work RVUs, net collections, patient visits and panel size
- Total encounters and total cost of benefits
- Compensation data for new and experienced hires
- Data reported nationally and by region, FTE size, position level and specialty
- Compensation practices, including staffing changes, recruitment and retention, telemedicine and more

2023 PARTICIPANT HIGHLIGHTS



- Over 217,595 incumbents
- Over 380 medical groups
- 195 specialties reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation and Productivity Benchmarks Published: June 2024
Pay Practices Benchmarks⁽¹⁾ Published: June 2024

REPORT PRICING

Participants: \$1,150
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,600

Bundle Type ⁽²⁾	
	Health Care Workforce Bundle: Included are 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: Included are 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
\$3,500	\$14,000
\$4,600	\$18,400

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.
⁽²⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.



Physician and APP 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

2022 PARTICIPANT HIGHLIGHTS

- More than **2,925** on-call panels
- Over **285** organizations
- Over **70** specialties reported

SURVEY SCHEDULE

Participation Period: June 18, 2024 – September 6, 2024
Early Submission Deadline: July 11, 2024
Equated Hourly Rates Benchmarks Published: November 2024
Pay Practices Benchmarks⁽¹⁾ Published: December 2024

REPORT PRICING

Participants: \$1,150
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,600

Physician and APP CPT Work RVU Benchmark Study

This study provides robust CPT coding data based on 2023 and 2022 Centers for Medicare & Medicaid Services (CMS) Physician Fee Schedules (PFS). This will enable your organization to identify differences by specialty and analyze the projected impact of updating the physician fee schedule used in your productivity-based compensation plan.

SURVEY HIGHLIGHTS

- Data reported for physicians and APPs, including CPT coding profiles
- Year-over-year physician and APP productivity based on PFS changes
- Specialty work RVU differences that may impact physician and APP compensation
- Coding variation and market coding trends
- Operational differences between specialties

2023 PARTICIPANT HIGHLIGHTS

- More than **45** organizations
- Over **145** specialties reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: November 2024

REPORT PRICING

Participants: \$3,900
Early Submission Discount: \$200
Health Care Nonparticipants: \$10,000

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.



Hospital-Based Physician and APP Work Effort Practices Survey

This survey provides insights into work effort practices specific to hospital-based physicians and APPs with a focus on understanding specialty-specific scheduling and call coverage.

SURVEY HIGHLIGHTS

- Clinical work effort standards
- Off-site work expectations
- Collecting information on over 15 adult and pediatric specialties, including the following:
 - + Anesthesiology
 - + Critical care medicine
 - + Emergency medicine
 - + Hospitalist
 - + Neonatal-Perinatal Medicine
 - + Radiology
 - + Urgent care

2021 PARTICIPANT HIGHLIGHTS

- Over 50 organizations

SURVEY SCHEDULE

Participation Period: July 9, 2024 – September 25, 2024

Work Effort Practices Benchmarks⁽¹⁾ Published: November 2024

REPORT PRICING

Participants: Complimentary

Health Care Nonparticipants: \$4,600

⁽¹⁾Work effort practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

Advanced Practice Provider Compensation and Productivity Survey

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

SURVEY HIGHLIGHTS

- Base salary, base pay hourly rates, total cash compensation, total encounters and total cost of benefits
- Productivity data and ratios, including work RVUs, net collections and panel size
- Compensation data and pay practices for APP leaders
- Pay practices, including staffing changes and initiatives, salary grades and ranges, extra shifts and shift differentials, bonuses and incentives, on-call pay, education programs, recruitment and retention, benefits and work effort
- Pay practices for CRNAs
- Compensation data for new and experienced hires
- Data reported for nurse practitioners, physician assistants, certified registered nurse anesthetists, certified nurse midwives and certified anesthesiologist assistants
- Data reported nationally, regional, by practice setting and locale

2023 PARTICIPANT HIGHLIGHTS

- More than **124,145** APPs
- Over **810** organizations
- Over **115** specialties reported

SURVEY SCHEDULE



Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: June 2024
Pay Practices Benchmarks⁽¹⁾ Published: July 2024

REPORT PRICING

Participants: \$1,150

Early Submission Discount: \$200

Health Care Nonparticipants: \$4,600



Advanced Practice Provider Leadership and Organizational Survey

As health care organizations seek to transform care delivery by improving access, quality, services and affordability, supporting the advanced practice provider (APP) workforce and optimizing leadership practices are essential. This survey focuses on leadership roles and responsibilities, highlights strategies for integrating and engaging APPs across all specialties and evaluates workplace infrastructure for better APP workforce management.

SURVEY HIGHLIGHTS

- Committee and organizational engagement and participation
- Four 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
- Assess current organizational APP practices in key areas

2022 PARTICIPANT HIGHLIGHTS

- Over **70** organizations

SURVEY SCHEDULE


Participation Period: May 10, 2024 – June 28, 2024
Early Submission Deadline: May 30, 2024
Pay Practices Benchmarks⁽¹⁾ Published: September 2024

REPORT PRICING

Participants: \$1,150


Early Submission Discount: \$200

Health Care Nonparticipants: \$4,600

 Bundle Type⁽²⁾	Bundle Price	
	Participant	Nonparticipant
Health Care Workforce Bundle: Included are the Advanced Practice Provider Compensation and Productivity, Health Care Management and Executive Compensation, Health Care Staff Compensation, and Physician Compensation and Productivity Surveys	\$3,500	\$14,000
Health Care Workforce Premium Bundle: Included are 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	\$4,600	\$18,400

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

⁽²⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.



© 2024 SullivanCotter, Inc. All rights reserved.



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, per diem, float pool and preceptor pay
- Payroll data reported by job level and work status

2023 PARTICIPANT HIGHLIGHTS

- Over 1,484,270 health care employees
- Over 1,630 organizations
- Over 615 jobs reported

SURVEY SCHEDULE

Participation Period: January 2, 2024 – March 15, 2024
Early Submission Deadline: February 28, 2024
Compensation Benchmarks Published: June 2024
Pay Practices Benchmarks⁽¹⁾ Published: July 2024

REPORT PRICING

Participants: \$1,150
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,600



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
- Position list expanded to include five new impact investment positions

2023 PARTICIPANT HIGHLIGHTS

- Over 460 investment professionals
- Over 60 organizations
- 9 investment staff positions

SURVEY SCHEDULE

Participation Period: January 2, 2024 – February 23, 2024
Early Submission Deadline: January 26, 2024
Compensation Benchmarks Published: May 2024
Pay Practices Benchmarks⁽¹⁾ Published: May 2024

REPORT PRICING

Participants: \$1,500
Early Submission Discount: \$200
Health Care Nonparticipants: \$6,000

Bundle Type⁽²⁾



Health Care Workforce Bundle: Included are 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: Included are 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
\$3,500	\$14,000
\$4,600	\$18,400

⁽¹⁾Pay practices benchmarks are complimentary to organizations who have answered all questions labeled as required in the corresponding survey sections. Nonparticipants are eligible to purchase pay practices benchmarks at an additional cost. Please call 888.739.7039 for pricing.

⁽²⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in that bundle.



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 key job families, six career-level categories and important demographic groupings
- Quantitative market positioning statistics
- Data reported for all organizations and by employee size groupings
- Two survey report editions are available: The standard survey report includes tabular data for 10 job families and the PRO edition includes tabular data for 19 job families as well as access to a customized dashboard

Survey Membership

The enhanced PRO technology subscription includes everything provided in the standard version as well as additional features.

Membership includes the following benefits:

- Complimentary first year of a three-year membership
- Customizable report-building dashboard
- Reports that compare your organization to benchmarks
- Access to 19 job families
- Additional workforce metrics

2023 PARTICIPANT HIGHLIGHTS

- Approximately **1,500,000** FTEs across all job families
- Over **70** organizations

SURVEY SCHEDULE

Submission Deadline: **June 30, 2024**

Standard Survey Report Published: **Fall 2024**

Pro Survey Report Published: **Fall 2024**

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**

Registered Nursing Compensation Survey

Focusing on the broad population of registered nurses navigating the complex and fast-changing landscape of health care organizations, this survey provides insights on nursing salary trends and pay practices.

SURVEY HIGHLIGHTS

- Six months of base pay data trends
- Data reported by setting, specialty, experience and level
- Premium pay, pay practices and insights into staffing ratios and turnover

SURVEY SCHEDULE

Participation Period: **July 2, 2024 – August 16, 2024**

Early Submission Deadline: **July 17, 2024**

Compensation Benchmarks Published: **October 2024**

Pay Practices Benchmarks Published: **November 2024**

REPORT PRICING

Participants: **\$1,050⁽²⁾**

Early Submission Discount: **\$200**

Health Care Nonparticipants: **\$4,200**

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

⁽²⁾Receive a \$100 discount off the participant price when you participate in and purchase the Health Care Staff Compensation Survey.



Benefits Practices in Health Care Organizations Survey

Uniquely focused on health care organizations, 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

2023 PARTICIPANT HIGHLIGHTS

- Over 200 organizations

SURVEY SCHEDULE

Participation Period: May 7, 2024 – July 19, 2024

Early Submission Deadline: June 21, 2024

Pay Practices Benchmarks Published: December 2024

REPORT PRICING

Participants: \$1,150

Early Submission Discount: \$200

Health Care Nonparticipants: \$4,600

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.