



2025 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 insights within our reports as well as in trend highlights presented at our annual survey webinars.

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
- ✓ **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 enhanced user interface, organizations enjoy a data submission experience that is easy and flexible.

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

2025 Survey Schedule and Pricing.....	4
Executive Surveys.....	5-7
Physician Surveys.....	8
Advanced Practice Provider Surveys.....	9
Employee Surveys.....	10-11
Multilevel Surveys.....	12-13



SullivanCotter 2025 Survey Schedule and Pricing

SURVEY NAME	\$200 EARLY SUBMISSION DISCOUNT ⁽¹⁾			BENCHMARKS PUBLISH ⁽²⁾		SURVEY REPORT PRICING		
	SUBMISSION DEADLINES ⁽²⁾			COMPENSATION AND PRODUCTIVITY	PAY PRACTICES ⁽³⁾	PARTICIPANT	NON-PARTICIPANT ⁽⁴⁾	BUNDLE
	OPENS	EARLY	FINAL					
Executive Surveys (pages 5-7)								
Health Care Management and Executive Compensation Survey	January 7	February 25	March 14	July	August	\$1,250	\$5,000	
Health Plan Management and Executive Compensation Survey	January 7	February 25	March 14	August	n/a	\$1,050	\$4,200	
Health Care Management and Executive Compensation in Academic and Major Teaching Organizations Survey	January 7	n/a	March 14	July	n/a	\$650 ⁽⁵⁾	n/a	
Health Care Management and Executive Compensation in Children's Organizations Survey	January 7	n/a	March 14	July	n/a	\$650 ⁽⁵⁾	n/a	
Physician Executive Compensation Survey	January 7	February 25	March 14	August	n/a	\$1,050	\$4,200	
Medical Group Executive Compensation Survey	January 7	February 25	March 14	July	n/a	\$1,050	\$4,200	
Physician Surveys (page 8)								
Physician Compensation and Productivity Survey	January 7	February 25	March 14	June	June	\$1,250	\$5,000	
Medical Group Compensation and Productivity Survey	January 7	February 25	March 14	June	June	\$1,250	\$5,000	
Advanced Practice Provider Surveys (page 9)								
Advanced Practice Provider Compensation and Productivity Survey	January 7	February 25	March 14	June	July	\$1,250	\$5,000	
Advanced Practice Provider Leadership and Organizational Survey	Summer 2026	Summer 2026	Summer 2026	n/a	Fall 2026	Pricing available in 2026	Pricing available in 2026	
Employee Surveys (pages 10-11)								
Health Care Staff Compensation Survey	January 7	February 25	March 14	June	August	See page 10 for report pricing and pricing of additional modules	See page 10 for report pricing and pricing of additional modules	
Endowment and Foundation Investment Staff Compensation Survey	January 7	January 24	February 21	May	May	\$1,600	\$6,400	
Workforce Metrics Benchmark Survey	n/a	n/a	June 30	December	n/a	See page 11 for pricing	See page 11 for pricing	
Registered Nursing Compensation Survey	July 8	July 25	August 15	October	November	\$1,250 ⁽⁶⁾	\$5,000	
Multilevel Survey (pages 12-13)								
Physician and APP On-Call Compensation Survey	Summer 2026	Summer 2026	Fall 2026	Winter 2026	Winter 2026	Pricing available in 2026	Pricing available in 2026	
Hospital-Based Physician and APP Work Effort Practices Survey	August 5	n/a	October 31	n/a	December	Complimentary	\$5,000	
Employee Benefits Costs Survey	February 25	n/a	April 25	n/a	July	\$500	\$2,000	

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
\$3,750	\$15,000
\$4,950	\$19,800

⁽¹⁾All surveys included in the bundle must be submitted by the early submission deadline to qualify for the \$200 discount. ⁽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. ⁽⁴⁾Non-health care organizations may participate on behalf of their clients but are ineligible to purchase reports at the participant price. 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*. ⁽⁶⁾Receive a \$100 discount off the participant price by participating in and purchasing the *Health Care Staff Compensation Survey*. ⁽⁷⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in the bundle. Participants will be invoiced 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.



Executive Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- More than **45,110** incumbents
- Over **3,265** organizations
- Over **335** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025
Early Submission Deadline: February 25, 2025
Compensation Benchmarks Published: July 2025
Pay Practices Benchmarks⁽¹⁾ Published: August 2025

REPORT PRICING

Participants: \$1,250
Early Submission Discount: \$200
Health Care Nonparticipants: \$5,000



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

2024 PARTICIPANT HIGHLIGHTS

- More than **820** incumbents
- Over **55** organizations
- Over **30** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025
Early Submission Deadline: February 25, 2025
Compensation Benchmarks Published: August 2025

REPORT PRICING

Participants: \$1,050
Early Submission Discount: \$200
Health Care Nonparticipants: \$4,200

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
Health Care Workforce Bundle	\$3,750	\$15,000
Health Care Workforce Premium Bundle	\$4,950	\$19,800

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

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



Executive Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- More than **2,975** incumbents
- Over **120** organizations
- Over **150** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Compensation Benchmarks Published: July 2025

REPORT PRICING

Participants: \$650⁽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

2024 PARTICIPANT HIGHLIGHTS

- More than **12,045** incumbents
- Over **230** organizations
- Over **285** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Compensation Benchmarks Published: July 2025

REPORT PRICING

Participants: \$650⁽¹⁾

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



Executive Surveys

Physician Executive Compensation Survey

Offers unique source of benchmarking data on physicians in C-suite 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

2024 PARTICIPANT HIGHLIGHTS

- Over **2,715** incumbents
- Over **1,245** organizations
- Over **40** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Early Submission Deadline: February 25, 2025

Compensation Benchmarks Published: August 2025

REPORT PRICING

Participants: \$1,050

Early Submission Discount: \$200

Health Care Nonparticipants: \$4,200



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

2024 PARTICIPANT HIGHLIGHTS

- Over **1,725** incumbents
- Over **260** organizations
- Over **25** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Early Submission Deadline: February 25, 2025

Compensation Benchmarks Published: July 2025

REPORT PRICING

Participants: \$1,050

Early Submission Discount: \$200

Health Care Nonparticipants: \$4,200



Bundle Type⁽¹⁾

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
\$4,950	\$19,800

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



Physician Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- Over **215,400** incumbents
- Over **540** organizations
- Over **190** specialties reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Early Submission Deadline: February 25, 2025

Compensation and Productivity Benchmarks Published: June 2025

Pay Practices Benchmarks⁽¹⁾ Published: June 2025

REPORT PRICING

Participants: \$1,250

Early Submission Discount: \$200

Health Care Nonparticipants: \$5,000



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

2024 PARTICIPANT HIGHLIGHTS

- Over **161,445** incumbents
- Over **330** medical groups
- Over **185** specialties reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025

Early Submission Deadline: February 25, 2025

Compensation and Productivity Benchmarks Published: June 2025

Pay Practices Benchmarks⁽¹⁾ Published: June 2025

REPORT PRICING

Participants: \$1,250

Early Submission Discount: \$200

Health Care Nonparticipants: \$5,000

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
Health Care Workforce Bundle	\$3,750	\$15,000
Health Care Workforce Premium Bundle	\$4,950	\$19,800

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

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



Advanced Practice Provider Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- More than **134,020** APPs
- Over **845** organizations
- Over **120** specialties reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025
Early Submission Deadline: February 25, 2025
Compensation Benchmarks Published: June 2025
Pay Practices Benchmarks⁽¹⁾ Published: July 2025

REPORT PRICING

Participants: \$1,250
Early Submission Discount: \$200
Health Care Nonparticipants: \$5,000



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

2024 PARTICIPANT HIGHLIGHTS

- Over **80** organizations

SURVEY SCHEDULE

Participation Period: Summer 2026 – Summer 2026
Early Submission Deadline: Summer 2026
Pay Practices Benchmarks⁽¹⁾ Published: Fall 2026

REPORT PRICING

Participants: Pricing available in 2026
Early Submission Discount: \$200
Health Care Nonparticipants: Pricing available in 2026

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
Health Care Workforce Bundle	\$3,750	\$15,000
Health Care Workforce Premium Bundle	\$4,950	\$19,800

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

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



Employee Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- Over **2,061,535** health care employees
- Over **2,090** organizations
- Over **645** jobs reported

SURVEY SCHEDULE

Participation Period: January 7, 2025 – March 14, 2025
Early Submission Deadline: February 25, 2025
Compensation Benchmarks Published: June 2025
Pay Practices Benchmarks⁽¹⁾ Published: August 2025

REPORT PRICING⁽²⁾

Participants: \$1,250
Early Submission Discount: \$200
Health Care Nonparticipants: \$5,000
Additional Modular Pricing: Varies by Module



Endowment and Foundation Investment Staff Compensation Survey

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

SURVEY HIGHLIGHTS

- Base salary, total cash compensation and incentive pay for senior and 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 experience and organizational financial performance 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

2024 PARTICIPANT HIGHLIGHTS

- Over **490** investment professionals
- Over **60** organizations
- **14** investment staff positions

SURVEY SCHEDULE

Participation Period: January 7, 2025 – February 21, 2025
Early Submission Deadline: January 24, 2025
Compensation Benchmarks Published: May 2025
Pay Practices Benchmarks⁽¹⁾ Published: May 2025

REPORT PRICING

Participants: \$1,600
Early Submission Discount: \$200
Nonparticipants: \$6,400

New Modular Pricing Structure for the Health Care Staff Compensation Survey

New for 2025, participants will be able to purchase robust and customized data in addition to the national survey report, which includes the most prevalent 150 jobs at health care organizations. Choose from three categories to purchase over 15 different module choices. These modules provide organizations with more options to tailor the data to their needs and priorities while navigating the current health care market.

The **job category** focuses on providing additional data by job group such as clinical professional, nonclinical professional and registered nursing and more.

\$650 per Module

The **organization type category** focuses on providing additional data by classification such as academic and major teaching organizations and children's organizations.

\$650 per Module

The **geography category** focuses on providing additional data for major metro areas across the United States.

\$1,500 per Module

Bundle Type⁽³⁾



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*

Bundle Price

Participant Nonparticipant

\$3,675 \$14,700



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*

\$4,850 \$19,325

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

⁽²⁾Report pricing for the national survey report only include access to the most prevalent 150 survey jobs. Additional benchmarks are available through the modular pricing structure. Please call 888.739.7039 for more information.

⁽³⁾To qualify for participant bundle pricing, organizations must participate in all surveys included in the bundle.



Employee Surveys

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

Survey Membership

Membership includes the following benefits:

- Three-year access to benchmarking data
- Self-service report-building dashboard
- Ability to compare your organization to the benchmarks
- Access to 19 job families
- Additional workforce metrics

2024 PARTICIPANT HIGHLIGHTS

- Over **1,500,000** FTEs across all job families
- Over **80** organizations

SURVEY SCHEDULE

Submission Deadline: [June 30, 2025](#)

Standard Survey Report Published: [December 2025](#)

PRO Survey Report Published: [December 2025](#)

REPORT PRICING⁽¹⁾

Participants: Pricing reflects three-year membership price

- Less Than 1,000 FTEs: [Membership is not available at this tier. Please see the nonparticipant column for report pricing.](#)
- 1,000 – 5,000 FTEs: [\\$2,950](#)
- 5,001 – 10,000 FTEs: [\\$3,950](#)
- Greater Than 10,000 FTEs: [\\$4,950](#)

Nonparticipants: Pricing reflects an annual cost

- 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
- Market data tables by region, state and organization size, including hourly base rate and total cash compensation for registered nursing individual contributors, supervisors and managers
- Pay practices data on crediting experience, base pay and premium pay administration, float, per diem and incentive practices
- Payroll data reported by job level, work status and experience
- Leadership pay practices data on staffing and workforce, turnover and vacancy, nursing team care model, nursing performance and financial and quality measures

2024 PARTICIPANT HIGHLIGHTS

- More than **358,000** incumbents
- Over **715** organizations
- Over **115** jobs reported

SURVEY SCHEDULE

Participation Period: [July 8, 2025 – August 15, 2025](#)

Early Submission Deadline: [July 25, 2025](#)

Compensation Benchmarks Published: [October 2025](#)

Pay Practices Benchmarks Published: [November 2025](#)

REPORT PRICING

Participants: [\\$1,250^{\(2\)}](#)

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

Health Care Nonparticipants: [\\$5,000](#)

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

⁽²⁾Receive a \$100 discount off the participant price by participating in and purchasing the *Health Care Staff Compensation Survey*.



Multilevel Surveys

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

2024 PARTICIPANT HIGHLIGHTS

- More than **2,200** on-call panels
- Over **275** organizations
- Over **75** specialties reported

SURVEY SCHEDULE

Participation Period: Summer 2026 – Fall 2026

Early Submission Deadline: Summer 2026

Equated Hourly Rates Benchmarks Published: Fall 2026

Pay Practices Benchmarks⁽¹⁾ Published: Winter 2026

REPORT PRICING

Participants: Pricing available in 2026

Early Submission Discount: \$200

Health Care Nonparticipants: Pricing available in 2026

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

2024 PARTICIPANT HIGHLIGHTS

- Over **100** organizations

SURVEY SCHEDULE

Participation Period: August 5, 2025 – October 31, 2025

Work Effort Practices Benchmarks⁽²⁾ Published: December 2025

REPORT PRICING

Participants: Complimentary

Health Care Nonparticipants: \$5,000

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

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



Multilevel Surveys

Employee Benefits Costs Survey

This survey focuses exclusively on employee benefits costs and trends in medical and dental plan design and helps health care organizations to better understand and respond to market changes in this rapidly evolving area.

SURVEY HIGHLIGHTS

- Timely reporting on employee benefits costs and trends
- Changes in key health plan features and salary banding
- Detailed employee benefits costs data, including the following:
 - + High and low deductive medical plans
 - + Dental plans
 - + Disability programs
 - + Life insurance
 - + Retirement plans
- Data reported nationally; custom reports available by region and organization size

SURVEY SCHEDULE

Participation Period: February 25, 2025 – April 25, 2025

Pay Practices Benchmarks Published: July 2025

REPORT PRICING

Participants: \$500

Health Care Nonparticipants: \$2,000

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.



Learn More
Participate
PURCHASE

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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.