



Integrated Healthcare Strategies

Healthcare Compensation Surveys



Gallagher

Insurance | Risk Management | Consulting

Why Integrated Healthcare Strategies for your Compensation Surveys?

No matter your needs—from staff through executive compensation surveys, to nursing, APC, medical director, physician and beyond—with Healthcare Compensation Surveys from Integrated Healthcare Strategies, a part of the Gallagher Human Resources & Compensation Consulting practice, your organization will receive the most comprehensive healthcare compensation data available in the market.

THREE KEY BENEFITS OF OUR COMPENSATION SURVEYS

1

Unrivaled intelligence and benchmarking information gained from thousands of participants across the U.S.

2

More than four decades of dedicated healthcare compensation experience

3

Deeper insights at a variety of levels—all so you can lead more effectively and manage more competitively

2019 ENHANCEMENTS

This year's enhancements are focusing on industry segments with surveys specific to Children's Hospitals Staff Module (10), and Behavioral Health (15).

National Healthcare Leadership Compensation Survey

Participation Opens: **February 8, 2019** | Publication: **August 30, 2019**

For updated participation dates, please see our website.

The National Healthcare Leadership Compensation Survey includes executive, director and manager-level positions to create a premier source of comprehensive leadership compensation data for systems, hospitals, medical groups, clinics and other non-acute care organizations.

SURVEY FEATURES

- Our 2018 Leadership survey featured data from over 36,000 incumbents
- Comprehensive data on total compensation including: salaries, salary structures, bonus plans, benefit plans, budgeted increases, perquisites and severance
- Data reported by revenue size and region
- Participants in our 2018 Leadership Survey will be able to download a prepopulated survey with their previously submitted data
- Bundle the National Healthcare Leadership and Staff Surveys to save
- Specialized data cuts available for participants including: critical access hospitals, regional peer groups and more

Save Time With Data Extraction, See page 17.

300+

POSITIONS

2,150+

ORGANIZATIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF Excel and Hard Copy
Participant	\$850	\$1,050
Non-Participant	\$3,250	\$3,500
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,350	\$1,750

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

National Healthcare Staff Compensation Survey

Participation Opens: **January 11, 2019** | Publication: **June 28, 2019**

For updated participation dates, please see our website.

The National Healthcare Staff Compensation Survey is one of the most recognized and valued staff compensation surveys available. Now in its 29th year, it provides a wealth of data for all positions, including salary structures, differentials, pay practices, compensation philosophies and hiring policies, incentive plans and more.

SURVEY FEATURES

Our 2018 survey featured data from nearly 1.5 million incumbents reported by over 1,820 organizations

- Data reported nationally and by region
- More than 340 benchmark positions
- Participants in our 2018 Staff Survey will be able to download a prepopulated survey with their previously submitted data
- Bundle the National Healthcare Leadership and Staff Surveys to save
- Specialized data cuts available for participants including: critical access hospitals, regional peer groups and more

Save Time With Data Extraction, See page 17.

1,820+

ORGANIZATIONS

340+

POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$675	\$875
Non-Participant	\$3,250	\$3,500
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,350	\$1,750

National Nursing Compensation Survey

Participation Opens: **January 18, 2019** | Publication: **May 17, 2019**

For updated participation dates, please see our website.

The National Nursing Compensation Survey is now in its twelfth year. This survey is an effective tool for managing nursing salaries and gauging trends in nursing pay practices.

SURVEY FEATURES

- An exhaustive list of nursing benchmark positions, from the top level executive to the staff RN
- Comprehensive data on special pay practices including: call pay practices, shift differentials, certification pay, career ladders, incentives, etc.
- Leadership level data reported nationally and by organization size. Staff level data reported nationally and by region
- Custom report for magnet-designated organizations
- Participants in our 2018 Nursing Survey will be able to download a prepopulated survey containing their previously submitted data
- Specialized data cuts available for participants including: regional peer groups, state cuts and more

Save Time With Data Extraction, See page 17.

160+

POSITIONS

1,620+

ORGANIZATIONS

SURVEY RESULTS PRICING

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$625	\$825
Non-Participant	\$3,250	\$3,500

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

National Healthcare Information Technology Compensation Survey

Participation Opens: **January 25, 2019** | Publication: **July 26, 2019**

For updated participation dates, please see our website.

This third annual comprehensive survey of healthcare IT jobs includes staff through executive-level position benchmarks. Staff level data is reported nationally, by region and by experience level while leadership data is reported by organization size.

SURVEY FEATURES

Includes staff, manager and executive positions in the following departments:

- Applications/Software
- Business Intelligence
- Data Scientists
- Electronic Health Record (EPIC, Cerner, etc.)
- Enterprise Resource Planning
- Information Security
- General Information Technology
- Medical Systems
- Network/Infrastructure
- Web Applications/Web Development

Save Time With Data Extraction, See page 17.

90+

POSITIONS

900+

ORGANIZATIONS

SURVEY RESULTS PRICING

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$650	\$850
Non-Participant	\$4,000	\$4,250

National Advanced Practice Provider Compensation Survey

Participation Opens: **July 12, 2019** | Publication: **December 13, 2019**

For updated participation dates, please see our website.

Our Advanced Practice Provider Compensation Survey is a focused study of total cash compensation, productivity and pay practices for staff through leadership-level advanced practice providers. The most exhaustive list of benchmark positions available in the industry with more than 70 for **nurse practitioners**, more than 60 for **physician assistants**, as well as nurse midwives, CRNAs, clinical nurse specialists and psychologists.

SURVEY FEATURES

- Features data from over 40,000 individual providers
- Positions by specialty, and hospital vs. clinic positions
- Data reported nationally and by region
- Comprehensive data on:
 - » Pay practices (call pay, shift differentials, certification pay, etc.)
 - » Incentive practices
 - » Hiring practices
 - » Workforce trends
 - » Employer-sponsored career and educational advancement programs
 - » Differential or “Add-On” payments
 - » Individual productivity compensation
 - » PRN Rates

130+

BENCHMARKS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$300	\$500
Non-Participant	\$3,250	\$3,500

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

National Cancer Centers Compensation Survey

Participation Opens: **February 22, 2019** | Publication: **July 12, 2019**

For updated participation dates, please see our website.

This survey report, in its fourth year, summarizes key staff through executive position data from a combination of National Cancer Institute (NCI) designated comprehensive cancer centers and research laboratories. Participants also include clinical cancer centers and hospital-based cancer centers across the country.

SURVEY FEATURES

- Separate cuts for NCI designated cancer centers and research laboratories
- Over 40 leadership level benchmark positions and over 40 staff level positions
- Includes data for non-NCI designated cancer centers
- Salaries, as well as short- and long-term incentive awards and opportunities
- Data reported by organization size and type

80+

POSITIONS

SURVEY RESULTS PRICING	
Participant	PDF and Excel \$100

Children's Hospitals Compensation Survey

Participation Opens: **March 1, 2019** | Publication: **August 16, 2019**

For updated participation dates, please see our website.

Our 20th annual Children's Hospitals Compensation Survey includes compensation data from executive and director positions exclusively at children's hospitals.

SURVEY FEATURES

- Participation includes over 40 of the nation's premier, independent and subsidiary children's hospitals
 - » Features data represented separately for over 30 organizations that are a children's hospital within a hospital facility
- More than 60 executive and director level positions surveyed
- Comprehensive data on:
 - » Salaries
 - » Salary increases
 - » Incentive opportunities
 - » Incentive awards

NEW THIS YEAR

A staff level module of this survey will be available for participation and purchase

60+

POSITIONS

SURVEY RESULTS PRICING

	PDF	PDF and Excel	Add Staff Module PDF and Excel
Participant	Free	\$200	\$100

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

National Physician Benefits Survey

Participation Opens: **January 7, 2019** | Publication: **September 27, 2019**

For updated participation dates, please see our website.

This custom benefits survey focuses exclusively on benefits for physicians and physician executives. It provides valuable information in determining the positioning of physician benefits packages relative to the market.

SURVEY FEATURES

- Includes comprehensive data on:
 - » Qualified and non-qualified retirement benefits
 - » Health, life and disability benefits
 - » Time away, vacation and holidays
 - » Perquisites and business expenses
- Backed by over three decades of experience in design and review of benefit plans

30+

YEARS

SURVEY RESULTS PRICING		
	PDF	PDF and Hard Copy
Participant	\$100	\$200

Medical Director and Physician Executive Survey

Participation Opens: **June 3, 2019** | Publication: **November 2019**

For updated participation dates, please see our website.

The Medical Director and Physician Executive Survey is recognized as one of the most comprehensive resources available on medical director and physician executive compensation for physicians who perform administrative-related duties.

SURVEY FEATURES

- Input from more than 4,700 individual medical directors and more than 450 individual physician executives
- 2018 Survey contained data on more than 100 medical director positions and more than 20 physician executive positions
- Information also provided on medical director contract administration and the methodologies used to determine compensation

120+

POSITIONS

270+

ORGANIZATIONS

SURVEY RESULTS PRICING

	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-Participant	\$1,500	\$1,600	\$1,750	\$1,850

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

Physician Compensation and Production Survey

Participation: **January 7, 2019** | Publication: **August 2019**

For updated participation dates, please see our website.

Our fourth annual Physician Compensation and Production Survey provides valuable insight regarding clinical and total cash compensation paid, productivity and pay practices for employed physicians, as well as market trends in physician compensation.

SURVEY FEATURES

- Data collected on more than 50,000 physicians from over 940 individual sites of service
- Data on more than 135 physician specialties found in the market
- Comprehensive source for physician compensation data
- Data reported nationally and regionally
- Data on total cash compensation, including pay practices (e.g., call pay, production and quality incentives, medical director and administrative pay, APC supervision), compensation philosophy and governance practices

135+

PHYSICIAN SPECIALTIES

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-Participant	\$2,500	\$2,750	\$2,750	\$3,000

Physician Call Pay Survey

Participation: **December 3, 2018** | Publication: **April 2019**

For updated participation dates, please see our website.

Our 2018-2019 Physician Call Pay Survey Report provides valuable insight into call coverage arrangements as all areas of physician compensation have become more heavily scrutinized.

SURVEY FEATURES

- 2017-2018 survey reported 42 specialties
- Data collected from more than 2,000 individual call coverage arrangements
- The most robust source of unrestricted call coverage data available in the industry

40+

REPORTED SPECIALTIES

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	\$100	\$200	\$300	\$400
Non-Participant	\$1,500	\$1,600	\$1,750	\$1,850

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis also available.

National Behavioral Health Compensation Survey—NEW

Participation Opens: **February 15, 2019** | Publication: **September 20, 2019**

For updated participation dates, please see our website.

The inaugural National Behavioral Health Compensation Survey will include compensation and pay practice data on numerous staff through executive level positions specific to the Behavioral Health industry segment. In terms of population health, a greater emphasis is being placed on ensuring behavioral healthcare services are accessible and available. Organizations must be able to benchmark compensation levels in order to recruit and retain employees who will provide top quality care to their patient population.

SURVEY FEATURES

- An exhaustive list of benchmark positions, including top level executives and staff level patient care positions
- Comprehensive position data collected from both inpatient and outpatient behavioral health facilities, with data cuts presented for system owned versus independently owned entities
- Organizations who complete our Staff and Leadership surveys will not be required to fill out a separate questionnaire for this survey; please include your Behavioral Health data in your Staff and Leadership Surveys to be considered a participant
- Specialized data cuts available for participants, including: regional peer groups, state cuts, and more

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$100
Non-Participant	\$1,500

NEW survey
for 2019

The data you need for the decisions you make.

Custom Surveys

Looking for data (or a certain cut of data) not available in our annual surveys? Simply contact Integrated Healthcare Strategies to learn how we can assist you and your organization. Custom surveys can assist in answering compensation questions specific to your organization. Data collected provides insight to solve complex issues related to physician, executive, director and staff compensation, governance practices, benefits and more.

Custom Surveys We've Conducted Include

- Association Surveys
- Clinics
- Incentive Plan Awards & Structure
- Board Compensation
- Benefits
- Perquisites
- Governance



Participation made easy.

Our Data Extraction Template Option is available for all participants

We appreciate your taking the time to fill out our compensation surveys each year, and thank you for continually choosing our surveys. From our online compensation survey gateway at <https://surveys.ihstrategies.com>, you can:

- Manage multiple user accounts for your organization
- Access and submit survey questionnaires
- View survey participation status
- Access all of your purchased survey reports

Download the Data

Download survey data extraction option from your account at <https://surveys.ihstrategies.com>, then:

1. Simply drop your employee compensation data into the survey data extraction template
2. Match your job codes to our position benchmark codes

That's it! No need to aggregate data by position and average wages, and no need to report multiple entities separately.

[Get on the fast track to submitting your data. Ask a member of the compensation survey team how our data extraction template can work for you!](#)

Contact us to set up your account!

Receive ongoing compensation updates, sign up for our 2019 compensation surveys and preorder your copy of the results. Our data extraction template simplifies the process, making it even easier to participate in the following surveys: National Healthcare Leadership Compensation Survey, National Healthcare Staff Compensation Survey, National Nursing Compensation Survey, National Healthcare Information Technology Compensation Survey and the National Advanced Practice Clinician Compensation Survey.

Reminder: Survey participants receive a discount on their survey results, and some results are only available to participants.

ONLINE

GallagherHRCC.com

EMAIL

GallagherIntegrated.CompSurveysMN@AJG.com

PHONE

866.219.3515 MON-FRI, 8 a.m.-5 p.m. CST

Important Dates and Results Pricing

NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

PARTICIPATION OPENS: FEBRUARY 8, 2019 | PUBLICATION: AUGUST 30, 2019

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$850	\$1,050
Non-Participant	\$3,250	\$3,500
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,350	\$1,750

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

PARTICIPATION OPENS: JANUARY 11, 2019 | PUBLICATION: JUNE 28, 2019

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$675	\$875
Non-Participant	\$3,250	\$3,500
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,350	\$1,750

NATIONAL NURSING COMPENSATION SURVEY

PARTICIPATION OPENS: JANUARY 18, 2019 | PUBLICATION: MAY 17, 2019

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$625	\$825
Non-Participant	\$3,250	\$3,500

NATIONAL HEALTHCARE INFORMATION TECHNOLOGY COMPENSATION SURVEY

PARTICIPATION OPENS: JANUARY 25, 2019 | PUBLICATION: JULY 26, 2019

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$650	\$850
Non-Participant	\$4,000	\$4,250

NATIONAL ADVANCED PRACTICE PROVIDER COMPENSATION SURVEY

PARTICIPATION OPENS: JULY 12, 2019 | PUBLICATION: DECEMBER 13, 2019

	PDF and Excel	PDF, Excel and Hard Copy
Participant	\$300	\$500
Non-Participant	\$3,250	\$3,500

NATIONAL CANCER CENTERS COMPENSATION SURVEY

PARTICIPATION OPENS: FEBRUARY 22, 2019 | PUBLICATION: JULY 12, 2019

	PDF and Excel
Participant	\$100

CHILDREN'S HOSPITALS COMPENSATION SURVEY

PARTICIPATION OPENS: MARCH 1, 2019 | PUBLICATION: AUGUST 16, 2019

	PDF	PDF and Excel	Add Staff Module PDF and Excel
Participant	Free	\$200	\$100

NATIONAL PHYSICIAN BENEFITS SURVEY

PARTICIPATION OPENS: JANUARY 7, 2019 | PUBLICATION: SEPTEMBER 27, 2019

	PDF	PDF and Hard Copy
Participant	\$100	\$200

MEDICAL DIRECTOR AND PHYSICIAN EXECUTIVE SURVEY

PARTICIPATION OPENS: JUNE 3, 2019 | PUBLICATION: NOVEMBER 2019

	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-Participant	\$1,500	\$1,600	\$1,750	\$1,850

PHYSICIAN COMPENSATION AND PRODUCTION SURVEY

PARTICIPATION OPENS: JANUARY 7, 2019 | PUBLICATION: AUGUST 2019

	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-Participant	\$2,500	\$2,750	\$2,750	\$3,000

PHYSICIAN CALL PAY SURVEY

PARTICIPATION OPENS: DECEMBER 3, 2018 | PUBLICATION: APRIL 2019

	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	\$100	\$200	\$300	\$400
Non-Participant	\$1,500	\$1,600	\$1,750	\$1,850

NATIONAL BEHAVIORAL HEALTH COMPENSATION SURVEY—NEW

PARTICIPATION OPENS: FEBRUARY 15, 2019 | PUBLICATION: SEPTEMBER 20, 2019

	PDF and Excel
Participant	\$100
Non-Participant	\$1,500



Gallagher

901 Marquette Avenue South, Suite 1900
Minneapolis, MN 55402

PARTICIPATION IS OPEN

Look inside to see this year's
survey enhancements.