

2023

HEALTHCARE COMPENSATION SURVEYS



Date & Pricing Summary

SURVEY NAME	KEY DATES		PRICING	
	Participation Opens	Publication Date	Participants	Non-Participants
National Healthcare Leadership Compensation	January 31	August 25	\$1,025	\$4,250
Bundle (Includes National Healthcare Leadership + Staff Compensation Surveys)			\$1,700	n/a
National Healthcare Staff Compensation	January 3	June 30	\$875	\$4,250
Bundle (Includes National Healthcare Leadership + Staff Compensation Surveys)			\$1,700	n/a
National Nursing Compensation	January 10	May 19	\$850	\$4,250
National Healthcare Information Technology Compensation	January 17	July 14	\$800	\$4,750
National Advanced Practice Provider Compensation	January 24	August 4	\$525	\$4,750
National Cancer Centers Compensation	April 25	October 27	\$200	n/a
National Behavioral Health Compensation	February 14	September 22	\$250	\$4,250
Children's Hospitals Executive Compensation	February 21	August 25	No Charge	n/a
Medical Director And Physician Executive	June 1	November 2023	No Charge	\$2,650
Physician Compensation and Production	January 3	August 2023	No Charge	\$3,000
Physician Call Pay	December 5	May 2023	No Charge	\$2,650

Please see page 14 for all purchasing and pricing options.

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National Healthcare Leadership Compensation Survey

Participation Opens: **JANUARY 31, 2023** | Publication: **AUGUST 25, 2023**

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 2022 Leadership Survey featured data from more than 50,000 incumbents
- Comprehensive data on total compensation, including salaries, salary structures, bonus plans, benefit plans, budgeted increases, perks and severance
- Data reported by revenue size and region
- Participants in our 2022 Leadership Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice 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

3,000+
ORGANIZATIONS

375+
POSITIONS

SURVEY RESULTS PRICING

	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$1,025	\$1,300
Non-participant	\$4,250	-----
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant	\$1,700	\$2,350

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

National Healthcare Staff Compensation Survey

Participation Opens: **JANUARY 3, 2023** | Publication: **JUNE 30, 2023**

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 33rd 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 2022 survey featured data from over 2 million incumbents reported by 3,000 organizations
- Data reported nationally and by region
- More than 415 benchmark positions
- Participants in our 2022 Staff Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice 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

3,000+

ORGANIZATIONS

415+

POSITIONS

SURVEY RESULTS PRICING

	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$875	\$1,150
Non-participant	\$4,250	----
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant	\$1,700	\$2,350

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

National Nursing Compensation Survey

Participation Opens: **JANUARY 10, 2023** | Publication: **MAY 19, 2023**

For updated participation dates, please see our website.

The National Nursing Compensation Survey is now in its 16th 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 complimentary report for magnet-designated organizations
- Participants in our 2022 Nursing Survey will be able to download a prepopulated survey containing their previously submitted pay practice data
- Specialized data cuts available for participants, including regional peer groups, state cuts and more

2,100
ORGANIZATIONS

190+
POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$850	\$1,125
Non-participant	\$4,250	-----

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

National Healthcare Information Technology Compensation Survey

Participation Opens: **JANUARY 17, 2023** | Publication: **JULY 14, 2023**

For updated participation dates, please see our website.

This seventh 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 Science
 - Electronic Health Records
 - Enterprise Resource Planning
 - Information Security
 - General Information Technology
 - Medical Systems
 - Network/Infrastructure
 - Web Applications/Web Development
- Our 2022 survey featured data from more than 1,400 healthcare organizations
- 113 staff-, manager- and leadership-level positions reported
- Staff-level positions reported by region as well as by entry, intermediate and senior levels of experience
- Data reported on staffing, pay practices and information technology platform prevalence

1,400+

ORGANIZATIONS

110+

POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$800	\$1,075
Non-participant	\$4,750	-----

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

National Advanced Practice Provider Compensation Survey

Participation Opens: **JANUARY 24, 2023** | Publication: **AUGUST 4, 2023**

For updated participation dates, please see our website.

Our National 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. It offers the most exhaustive list of benchmark positions available in the industry with more than 90 for nurse practitioners and more than 80 for physician assistants, as well as nurse midwives, CRNAs, clinical nurse specialists and psychologists.

SURVEY FEATURES

- Features data from over 90,000 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

175+
BENCHMARKS

1,100+
ORGANIZATIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$525	\$800
Non-participant	\$4,750	-----

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

National Cancer Centers Compensation Survey

Participation Opens: **APRIL 25, 2023** | Publication: **OCTOBER 27, 2023**

For updated participation dates, please see our website.

This survey report, in its eighth 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 20 leadership-level benchmark positions and more than 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

85+
ORGANIZATIONS

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$200

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

National Behavioral Health Compensation Survey

Participation Opens: **FEBRUARY 14, 2023** | Publication: **SEPTEMBER 22, 2023**

For updated participation dates, please see our website.

Our fifth annual National Behavioral Health Compensation Survey includes 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 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 that 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

135+

Positions

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$250
Non-participant	\$4,250

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

Children’s Hospitals Compensation Survey

Participation Opens: **FEBRUARY 21, 2023** | Publication: **AUGUST 25, 2023**

For updated participation dates, please see our website.

Our 24th annual Children’s Hospitals Compensation Survey includes compensation data from executive and director positions exclusively at children’s hospitals. An additional staff level custom report for children’s hospitals is available for purchase with participation.

SURVEY FEATURES

- Participation includes over 50 of the nation’s premier, independent and subsidiary children’s hospitals
 - Features data represented separately for organizations that are a children’s hospital within a hospital facility
- More than 120 executive- and director-level positions surveyed
- Comprehensive data on:
 - Salaries
 - Salary increases
 - Incentive opportunities
 - Incentive awards

120+
POSITIONS

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

SURVEY RESULTS PRICING		
	PDF	PDF and Excel
Participant	No charge	\$300

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

Medical Director and Physician Executive Survey

Participation Opens: **JUNE 1, 2023** | Publication: **NOVEMBER 2023**

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 5,600 medical directors and more than 700 physician executive positions
- 2022 Survey contained data on 115 medical director positions and more than 20 physician executives
- Information also provided on medical director contract administration and methodologies used to determine compensation

115
MEDICAL DIRECTOR
POSITIONS

20+
PHYSICIAN EXECUTIVE
POSITIONS

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No Charge	\$100	\$200	\$300
Non-participant	\$2,650	\$2,750	\$2,900	\$3,000

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

Physician Compensation and Production Survey

Participation: **JANUARY 3, 2023** | Publication: **AUGUST 2023**

For updated participation dates, please see our website.

Our 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. The 2022 Physician Compensation and Production Survey additionally analyzed the impact of the 2021 Physician Fee Schedule, on-going COVID-19 trends, telehealth and more. Going forward, the 2023 survey will look at Physician Fee Schedule changes, split share-visit changes and economic affordability considerations.

SURVEY FEATURES

- Data collected on more than 109,000 physicians from 1,248 individual sites of service
- Reported on 151 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, APP supervision), compensation philosophy and governance practices

150+
SPECIALTIES

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No charge	\$100	\$200	\$300
Non-participant	\$3,000	\$3,250	\$3,250	\$3,500

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

Physician Call Pay Survey

Participation: **DECEMBER 5, 2022** | Publication: **MAY 2023**

For updated participation dates, please see our website.

Our 2022-2023 Physician Call Pay Survey provides valuable insight into call coverage arrangements as all areas of physician compensation have become more heavily scrutinized.

SURVEY FEATURES

- 2021-2022 survey included call pay data from 55 specialties
- 2021-2022 survey had data from nearly 2,600 arrangements
- Data also reported by arrangement type (i.e., employed vs. independent contractor, trauma designation, etc.), for the most robust source of unrestricted call coverage data available in the industry

50+

SPECIALTIES

SURVEY RESULTS PRICING

	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No Charge	\$100	\$200	\$300
Non-participant	\$2,650	\$2,750	\$2,900	\$3,000

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

Data You Need for Decisions You Make

CUSTOM SURVEYS

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

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 – so you can lead more effectively and manage more competitively

CUSTOM SURVEYS WE'VE CONDUCTED INCLUDE

Association Surveys | Clinics | Incentive Plan Awards and Structure
Board Compensation | Benefits | Perks | Governance

Participation Made Easy

Our Data Extraction Template Is Available for All Participants

We appreciate you taking the time to complete our compensation surveys each year. Thank you for continuing to choose 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 the survey data extraction template from your account at <https://surveys.ihstrategies.com>, then:

- Simply drop your employee compensation data into the survey data extraction template
- 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 2023 compensation surveys and preorder your copy of the results. Our data extraction template simplifies the process, making it even easier to participate in all of our surveys.

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

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Important Dates and Results Pricing

NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$1,025	\$1,300
Non-participant	\$4,250	-----
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant	\$1,700	\$2,350

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$875	\$1,150
Non-participant	\$4,250	-----
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant	\$1,700	\$2,350

NATIONAL NURSING COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$850	\$1,125
Non-participant	\$4,250	-----

NATIONAL HEALTHCARE INFORMATION TECHNOLOGY COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$800	\$1,075
Non-participant	\$4,750	-----

NATIONAL ADVANCED PRACTICE PROVIDER COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$525	\$800
Non-participant	\$4,750	-----

Important Dates and Results Pricing

NATIONAL CANCER CENTERS COMPENSATION SURVEY

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$200

NATIONAL BEHAVIORAL HEALTH COMPENSATION SURVEY

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$250
Non-participant	\$4,250

CHILDREN'S HOSPITALS COMPENSATION SURVEY

SURVEY RESULTS PRICING		
	PDF	PDF and Excel
Participant	No charge	\$300

MEDICAL DIRECTOR AND PHYSICIAN EXECUTIVE SURVEY

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No Charge	\$100	\$200	\$300
Non-participant	\$2,650	\$2,750	\$2,900	\$3,000

PHYSICIAN COMPENSATION AND PRODUCTION SURVEY

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No charge	\$100	\$200	\$300
Non-participant	\$3,000	\$3,250	\$3,250	\$3,500

PHYSICIAN CALL PAY SURVEY

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No Charge	\$100	\$200	\$300
Non-participant	\$2,650	\$2,750	\$2,900	\$3,000

SURVEY PARTICIPATION OPEN DATES		PUBLICATION DATES
DECEMBER 5 2022	PHYSICIAN CALL PAY	MAY 2023
JANUARY 3 2023	PHYSICIAN COMPENSATION AND PRODUCTION	AUGUST 2023
JANUARY 3 2023	NATIONAL HEALTHCARE STAFF COMPENSATION	JUNE 30 2023
JANUARY 10 2023	NATIONAL NURSING COMPENSATION	MAY 19 2023
JANUARY 17 2023	NATIONAL HEALTHCARE INFORMATION TECHNOLOGY COMPENSATION	JULY 14 2023
JANUARY 24 2023	NATIONAL ADVANCED PRACTICE PROVIDER COMPENSATION	AUGUST 4 2023
JANUARY 31 2023	NATIONAL HEALTHCARE LEADERSHIP COMPENSATION	AUGUST 25 2023
FEBRUARY 14 2023	NATIONAL BEHAVIORAL HEALTH COMPENSATION	SEPTEMBER 22 2023
FEBRUARY 21 2023	CHILDREN'S HOSPITALS COMPENSATION	AUGUST 25 2023
APRIL 25 2023	NATIONAL CANCER CENTERS COMPENSATION	OCTOBER 27 2023
JUNE 1 2023	MEDICAL DIRECTOR AND PHYSICIAN EXECUTIVE	NOVEMBER 2023