

Healthcare Compensation Surveys



PARTICIPATE · PURCHASE · BENEFIT



INTEGRATED
HEALTHCARE STRATEGIESSM

700 West 47th Street
Suite 400
Kansas City, MO 64112

KANSAS CITY
MINNEAPOLIS
DALLAS
PALM SPRINGS



INTEGRATED
HEALTHCARE STRATEGIESSM

Why INTEGRATED?

With an exclusive focus on healthcare and unique experiences across a wide range of healthcare human-capital issues, we have developed focused services that are not only proven and effective, but distinctively INTEGRATED.

For more than 30 years, INTEGRATED Healthcare Strategies has provided consultative human-capital services to clients across the healthcare spectrum, including community and children's hospitals, academic medical centers, health networks, clinics, and other healthcare-related organizations. Our expert consultants and nationally recognized thought-leaders help organizations achieve their business goals by ensuring top talent is attracted, retained, and engaged while measuring and maximizing human and organizational performance. With tailored solutions that extend well beyond single services, INTEGRATED offers the knowledge, guidance, insights, and alignment that organizations need to not only survive the rapidly changing healthcare environment, but to succeed in it.

Table of Contents

More than **20** years of experience in compensation surveys.

National Healthcare Leadership Compensation **200** data on more than **200** positions at executive, director and manager levels. *pg. 1*

National Healthcare Staff Compensation has been published for over **20** years and includes more than **250** benchmark positions. *pg. 2*

National Nursing Compensation includes more than **100** positions, special pay practices, and data reported nationally and by region. *pg. 3*

Medical Director covers more than **90** position titles and includes data from more than **150** organizations. *pg. 4*

Advanced Practice Clinician has more than **70** benchmarks for nurse practitioners, physician assistants, and nurse midwives. *pg. 5*

∞ Infinite possibilities from custom cuts of data and *Custom Surveys* offered by INTEGRATED. *pg. 6*

National Healthcare Leadership Compensation Survey



PARTICIPATION DATES

Participation opens:
February 14, 2013

Participation deadline:
May 10, 2013

Publication:
August 30, 2013

The National Healthcare Leadership Compensation Survey includes executive, director, and manager-level positions to create a comprehensive source of leadership compensation data.

SURVEY FEATURES

- Data on total compensation including salaries, short- and long-term incentives, benefits, perquisites, and severance
- 200+ benchmark positions at the executive, director, and manager level
- Comprehensive data on salary structures, bonus plans, budgeted increases, benefit plans, and more
- Data reported by revenue size and region
- Participants in our 2012 Leadership Survey will be able to download a pre-populated survey with their previously submitted data

This survey is co-sponsored by ASHHRA



PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$550
Participant Bundle*.....	\$650
Non-Participant.....	\$1,700
Non-Participant Bundle*.....	\$2,500

PDF & EXCEL

Participant.....	\$650
Participant Bundle*.....	\$850
Non-Participant.....	\$1,950
Non-Participant Bundle*.....	\$3,000

PDF & HARD COPY

Participant.....	\$750
Participant Bundle*.....	\$1,050
Non-Participant.....	\$2,000
Non-Participant Bundle*.....	\$3,100

PDF, EXCEL & HARD COPY

Participant.....	\$850
Participant Bundle*.....	\$1,250
Non-Participant.....	\$2,150
Non-Participant Bundle*.....	\$3,400

*Bundle Includes National Healthcare Staff Compensation Survey

National Healthcare Staff Compensation Survey



PARTICIPATION DATES

Participation opens:
January 17, 2013

Participation deadline:
April 5, 2013

Publication:
June 28, 2013

The National Healthcare Staff Compensation Survey is one of the most recognized and valued surveys on staff compensation available, and 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

- Participants in our 2012 Staff Survey will be able to download a pre-populated survey containing their previously submitted data
- Special section on best practices and issues in staff compensation
- Data reported nationally and by region
- More than 250 benchmark positions

This survey is co-sponsored by ASHHRA



PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$325
Participant Bundle*.....	\$650
Non-Participant.....	\$1,700
Non-Participant Bundle*.....	\$2,500

PDF & EXCEL

Participant.....	\$425
Participant Bundle*.....	\$850
Non-Participant.....	\$1,950
Non-Participant Bundle*.....	\$3,000

PDF & HARD COPY

Participant.....	\$525
Participant Bundle*.....	\$1,050
Non-Participant.....	\$2,000
Non-Participant Bundle*.....	\$3,100

PDF, EXCEL & HARD COPY

Participant.....	\$625
Participant Bundle*.....	\$1,250
Non-Participant.....	\$2,150
Non-Participant Bundle*.....	\$3,400

*Bundle Includes National Healthcare Leadership Compensation Survey

National Nursing Compensation Survey



INTEGRATED Healthcare Strategies offers the National Nursing Compensation Survey, now in its 6th year. This survey has proven to be an effective tool for managing nursing salaries.

SURVEY FEATURES

- Participants in our 2012 Nursing Survey will be able to download a pre-populated survey containing their previously submitted data
- Comprehensive data on special pay practices including call pay practices, shift differentials, certification pay, career ladders, incentives, etc.
- Data reported nationally and by region, with custom reports available for an additional charge (subject to data availability)
- Special report for Magnet-designated organizations

PARTICIPATION DATES

Participation opens:
January 24, 2013

Participation deadline:
March 29, 2013

Publication:
May 10, 2013

PRICING FOR SURVEY RESULTS

PDF

Participant.....\$225
Non-Participant.....\$1,700

PDF & EXCEL

Participant.....\$325
Non-Participant.....\$1,950

PDF & HARD COPY

Participant.....\$425
Non-Participant.....\$2,000

PDF, EXCEL & HARD COPY

Participant.....\$525
Non-Participant.....\$2,150

Medical Director Survey



PARTICIPATION DATES

Participation opens:
April 1, 2013

Participation deadline:
June 7, 2013

Publication:
August 30, 2013

PRICING FOR SURVEY RESULTS

PDF

Participant..... FREE
Non-Participant..... \$750

PDF & HARD COPY

Participant..... \$100
Non-Participant..... \$850

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

SURVEY FEATURES

- 2012 survey participation included 179 healthcare organizations
- 2012 survey contained data on 94 position titles representing more than 3,000 individual medical directors
- Information also provided on medical director contract administration and the methodologies used to determine compensation

Advanced Practice Clinician Survey

Custom Survey Capabilities



PARTICIPATION DATES

Participation opens:
July 11, 2013

Participation deadline:
September 27, 2013

Publication:
December 27, 2013

The most exhaustive list of benchmark positions available in the industry with more than 40 for nurse practitioner, more than 30 for physician assistant, plus nurse midwives. This survey is a focused study of total cash compensation, productivity, and pay practices.

SURVEY FEATURES

- Data reported nationally and by region
- Custom data cuts available upon request

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

PRICING FOR SURVEY RESULTS

PDF

Participant.....	\$100
Non-Participant.....	\$1,700

PDF & EXCEL

Participant.....	\$150
Non-Participant.....	\$1,950

PDF & HARD COPY

Participant.....	\$200
Non-Participant.....	\$2,000

PDF, EXCEL & HARD COPY

Participant.....	\$250
Non-Participant.....	\$2,150



TAILOR-MADE SURVEY SOLUTIONS

A sample list of custom surveys we conduct for clients:

- State association surveys
- Short-term incentive plan surveys
- Medical group surveys
- Benefits surveys
- "Hot Jobs" surveys
- Perquisites surveys
- Governance surveys
- Exclusive peer group surveys
- Market segment surveys
- Topical surveys
- Pay practice surveys

If your organization is in need of data not found in our annual surveys, please contact us to learn how we can assist.

Regardless of your survey findings, our INTEGRATED service groups can work in unison to solve your most complex issues including labor relations, compensation and benefits, succession planning, physician relations, and even search to find the right candidates for your leadership positions.

LEARN MORE · SIGN UP · PRE-ORDER

ONLINE www.INTEGRATEDHealthcareStrategies.com

EMAIL Comp.Surveys@IHStrategies.com

PHONE 800.327.9335 Mon-Fri, 8 AM-5 PM, CST

FAX 612.339.2569 Participation only; use form on next page



INTEGRATED
HEALTHCARE STRATEGIES™

PARTICIPATION FAX FORM | FAX TO 612.339.2569

Please indicate which survey(s) you are interested in by checking the boxes below:

- NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY
- MEDICAL DIRECTOR COMPENSATION SURVEY
- NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY
- ADVANCED PRACTICE CLINICIAN COMPENSATION SURVEY
- NATIONAL NURSING COMPENSATION SURVEY

FIRST NAME _____ LAST NAME _____

TITLE _____

ORGANIZATION _____

ADDRESS _____ SUITE/APT _____

CITY _____ STATE _____ ZIP _____

PHONE _____ FAX _____

EMAIL _____

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4 EASY OPTIONS:

ONLINE www.INTEGRATEDHealthcareStrategies.com
EMAIL Comp.Surveys@IHStrategies.com
PHONE 800.327.9335 Mon–Fri, 8 AM–5 PM, CST
FAX 612.339.2569 Participation only; use form below

All fields are required. Please fax completed form to 612.339.2569.
Our compensation survey team will contact you with more information.

SIGN UP TO PARTICIPATE

PARTICIPATE, BUNDLE, AND SAVE

Survey participants receive a discount on their survey purchases. Bundle the National Healthcare Leadership & Staff Surveys to save even more.

Contact us today to learn more, sign up to participate in our 2013 National Healthcare surveys, and pre-order your copy of the results.

NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

Participation opens:
February 14, 2013

Participation deadline:
May 10, 2013

Publication:
August 30, 2013

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

Participation opens:
January 17, 2013

Participation deadline:
April 5, 2013

Publication:
June 28, 2013

NATIONAL NURSING COMPENSATION SURVEY

Participation opens:
January 24, 2013

Participation deadline:
March 29, 2013

Publication:
May 10, 2013

MEDICAL DIRECTOR COMPENSATION SURVEY

Participation opens:
April 1, 2013

Participation deadline:
June 7, 2013

Publication:
August 30, 2013

ADVANCED PRACTICE CLINICIAN COMPENSATION SURVEY

Participation opens:
July 11, 2013

Participation deadline:
September 27, 2013

Publication:
December 27, 2013

Compensation Survey Results Pricing

format	PDF	PDF & EXCEL	PDF & HARD COPY	PDF, EXCEL & HARD COPY
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NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

Participant	\$550	\$650	\$750	\$850
Participant Bundle*	\$650	\$850	\$1,050	\$1,250
Non-Participant	\$1,700	\$1,950	\$2,000	\$2,150
Non-Participant Bundle*	\$2,500	\$3,000	\$3,100	\$3,400

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

Participant	\$325	\$425	\$525	\$625
Participant Bundle*	\$650	\$850	\$1,050	\$1,250
Non-Participant	\$1,700	\$1,950	\$2,000	\$2,150
Non-Participant Bundle*	\$2,500	\$3,000	\$3,100	\$3,400

NATIONAL NURSING COMPENSATION SURVEY

Participant	\$225	\$325	\$425	\$525
Non-Participant	\$1,700	\$1,950	\$2,000	\$2,150

MEDICAL DIRECTOR COMPENSATION SURVEY

Participant	FREE	NA	\$100	NA
Non-Participant	\$750	NA	\$850	NA

ADVANCED PRACTICE CLINICIAN

Participant	\$100	\$150	\$200	\$250
Non-Participant	\$1,700	\$1,950	\$2,000	\$2,150

*Bundle Includes National Healthcare Leadership Compensation Survey and National Healthcare Staff Compensation Survey