



2012



National Healthcare Compensation Survey Catalog



INTEGRATED HEALTHCARE
STRATEGIES™

Exclusive to Healthcare. Dedicated to People.™

More Knowledge. Better Decisions.

Cutting-Edge Technology for Streamlined Efficiency

Integrated Healthcare Strategies brings over 20 years of expertise and knowledge in compensation surveys. A recognized leader in the industry, Integrated Healthcare Strategies provides a high-quality resource to help you make critical compensation decisions. We conduct a wide variety of national compensation surveys that include: executive, director, and manager positions; staff and nursing positions; advanced practice provider positions; and medical director positions. We also offer custom surveys that are tailored for a client's specific needs.

2012 National Healthcare Compensation Surveys

National Healthcare Leadership Compensation Survey	3
National Healthcare Staff Compensation Survey	4
National Nursing Compensation Survey	5
National Healthcare Executive Benefits Survey	6
Medical Director Survey	7
Advanced Practice Clinician Survey	8
Custom Surveys	9
Participation and Contact Information	10

* All of our compensation surveys are fully compliant with all applicable Department of Justice and Federal Trade Commission regulations, as well as Internal Revenue Service safe harbor guidelines.



INTEGRATED HEALTHCARE STRATEGIES™

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Integrated Healthcare Strategies Compensation Surveys Website

Through an easy-to-use interface, participants can quickly and easily download our surveys and electronically submit their completed survey online using our website.

Go online to access our surveys website at: <https://surveys.ihstrategies.com> or scan this QR code




New This Year - Give Us Your Input!

If you participate in our National Leadership, Staff, or Nursing Compensation Surveys, you'll now have the opportunity to submit feedback on additional data you'd like to see reported in the survey, and other general comments, right from the survey tool. Your input helps us ensure that we are providing the most thorough information available to your organization through an efficient survey process.

National Healthcare Leadership Compensation Survey

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

 *This survey is co-sponsored by ASHHRA*
THE HUMAN SIDE OF HEALTHCARE

Survey Highlights

- 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 2011 Leadership Survey will be able to download a pre-populated survey with their previously submitted data

Survey Timeline

Participation opens: February 17, 2012
Participation deadline: May 11, 2012
Publication: August 31, 2012

Survey Price

Participant Price	Non-Participant Price
PDF Results - \$500	PDF Results - \$1,700
PDF & Excel Results - \$600	PDF & Excel Results - \$1,950
PDF & Hard Copy Results - \$700	PDF & Hard Copy Results - \$2,000
PDF, Excel & Hard Copy Results - \$800	PDF, Excel & Hard Copy Results - \$2,150


Consulting organizations: contact us for pricing.

Bundle Purchase Discounts: National Healthcare Leadership & Staff Surveys	
Participant Price	Non-Participant Price
PDF Results - \$600	PDF Results - \$2,500
PDF & Excel Results - \$800	PDF & Excel Results - \$3,000
PDF & Hard Copy Results - \$1,000	PDF & Hard Copy Results - \$3,100
PDF, Excel & Hard Copy Results - \$1,200	PDF, Excel & Hard Copy Results - \$3,400

** Custom peer group reports and analysis also available. Please contact us for more information.*

National Healthcare Staff Compensation Survey

Integrated Healthcare Strategies has published the National Healthcare Staff Compensation Survey for over 20 years. It 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.

 *This survey is co-sponsored by ASHHRA*
THE HUMAN SIDE OF HEALTHCARE

Survey Highlights

- Pre-populated Staff Survey questionnaires will once again be available. Participants in our 2011 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
- Added 20 positions in response to participant feedback
- Over 250 benchmark positions

Survey Timeline

Participation opens: January 20, 2012
Participation deadline: April 6, 2012
Publication: June 29, 2012

Survey Price

Participant Price	Non-Participant Price
PDF Results - \$300	PDF Results - \$1,700
PDF & Excel Results - \$400	PDF & Excel Results - \$1,950
PDF & Hard Copy Results - \$500	PDF & Hard Copy Results - \$2,000
PDF, Excel & Hard Copy Results - \$600	PDF, Excel & Hard Copy Results - \$2,150

Consulting organizations: contact us for pricing.

** Custom peer group reports and analysis also available. Please contact us for more information.*

National Nursing Compensation Survey

Integrated Healthcare Strategies offers the National Nursing Compensation Survey, now in its 5th year. This survey has proven to be an effective tool for managing nursing salaries.

Survey Highlights

- Pre-populated questionnaires will once again be available. Participants in our 2011 National Nursing Compensation Survey will be able to download a pre-populated survey containing their previously submitted data
- An exhaustive list of nursing benchmark positions – with over 100 positions ranging from the top nursing executive to the staff level RN, including nursing support staff
- Comprehensive data on special pay practices including call pay practices, shift differentials, certification pay, career ladders, incentives, etc.
- Based on participant feedback, we have added 7 new positions to the survey this year
- Data reported nationally and by region, with custom reports available for an additional charge (subject to data availability)
- Special report for Magnet-designated organizations

Survey Timeline

Participation opens: January 27, 2012
Participation deadline: March 30, 2012
Publication: May 11, 2012

Survey Price

Participant Price	Non-Participant Price
PDF Results - \$200	PDF Results - \$1,700
PDF & Excel Results - \$300	PDF & Excel Results - \$1,950
PDF & Hard Copy Results - \$400	PDF & Hard Copy Results - \$2,000
PDF, Excel & Hard Copy Results - \$500	PDF, Excel & Hard Copy Results - \$2,150

Consulting organizations: contact us for pricing.

** Custom peer group reports and analysis also available. Please contact us for more information.*

National Healthcare Executive Benefits Survey

Introduced in 2011, the Integrated Healthcare Strategies National Healthcare Executive Benefits Survey provides the comprehensive and accurate data your organization needs to evaluate your total compensation program.

Survey Highlights

- In its 2011 debut, this survey contained data from more than 300 organizations from across the country
- Includes comprehensive data on:
 - Qualified and non-qualified retirement benefits
 - Health, life and disability benefits
 - Paid time off, vacation and holidays
 - Perquisites and business expenses
 - Employment agreements, retention plans and severance
- Backed by over three decades of experience in design and review of benefits plans
- Exclusive results available for participants only

Survey Timeline

Participation opens: March 16, 2012
Participation deadline: April 27, 2012
Publication: August 31, 2012

Survey Price

Available only to participants
PDF Results - \$100

Information subject to change. Products not yet released are available for pre-order.

Medical Director Survey

Advanced Practice Clinician Survey

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

Survey Highlights

- 2011 survey participation included 159 healthcare organizations
- 2011 survey contained data on 92 position titles representing over 3,200 individual medical directors
- Information also provided on medical director contract administration and the methodologies used to determine compensation

Survey Timeline

Participation opens: April 2, 2012
Participation deadline: June 1, 2012
Publication: August 31, 2012

Survey Price

Participant Price	Non-Participant Price
PDF Results - FREE	PDF Results - \$450
PDF & Hard Copy Results - \$100	PDF & Hard Copy Results - \$550

Consulting organizations: contact us for pricing.



Historically, it has been challenging to obtain comprehensive cash compensation data for advanced practice clinician positions. Surveys that publish data on these positions often do not provide the scope or level of detail on pay practices that institutions want. To meet this challenge, Integrated Healthcare Strategies has launched a national salary and pay practices survey dedicated exclusively to advanced practice clinician provider positions. This survey is a focused study of total cash compensation, productivity, and pay practices for nurse practitioners, physician assistants, and certified nurse midwives.

Survey Highlights

- The most exhaustive list of benchmark positions available in the industry -- over 40 nurse practitioner benchmarks, over 30 physician assistant benchmarks, plus nurse midwives
- 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
- Data reported nationally and by region
- Custom data cuts available upon request

Survey Timeline

Participation opens: July 2, 2012
Participation deadline: September 27, 2012
Publication: December 28, 2012

Survey Price

Participant Price	Non-Participant Price
PDF Results - \$100	PDF Results - \$450
PDF & Excel Results - \$150	PDF & Excel Results - \$500
PDF & Hard Copy Results - \$200	PDF & Hard Copy Results - \$550
PDF, Excel & Hard Copy Results - \$250	PDF, Excel & Hard Copy Results - \$600

Consulting organizations: contact us for pricing.

Custom Survey Capabilities

Integrated Healthcare Strategies prides itself on over 20 years of experience in customizing surveys to meet specific client needs. If your organization is in need of data not found in our annual surveys, please contact us to learn how we can assist.

Custom Surveys

Following is 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

For more information on our custom survey capabilities, including costs and timing, please contact us directly.



Participation and Contact Information

Participate in our 2012 National Healthcare Compensation Surveys

✉ **E-MAIL US** at Comp.Surveys@IHStrategies.com
Please add our e-mail address to your “safe list” to ensure delivery of participation details and survey results.

☎ **CALL US** toll-free at 1-800-327-9335
Monday - Friday, 8:00 a.m. - 5:00 p.m., CST

📠 **FAX** the below completed form to 612-339-2569

✂
Name: _____

Title: _____

Organization: _____

Address: _____

City: _____

State: _____ Zip code: _____

Phone: _____ Fax: _____

E-mail Address (required for survey participation):

Our Compensation Survey Team will contact you with more information

For more information on all the Integrated Healthcare Strategies surveys, visit our website at www.IHStrategies.com, or use your smart phone to scan this QR code



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