



**STROUDWATER**

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**FIRST ANNUAL  
RURAL PROVIDER COMPENSATION  
SURVEY**

# AGENDA



Provider Compensation Survey

Review of Initial Findings: Primary Care

Q&A





# PROVIDER COMPENSATION SURVEY

# SCOPE AND PURPOSE

- This presentation is based on the 2023 Provider Compensation Survey issued by Stroudwater Associates in January 2023
- The survey's purpose is to provide insight into rural hospitals and promote more informed decisions when considering physician and advanced practice provider compensation
- Respondents ranged from independent hospitals that reported fewer than 10 staffed beds and system-affiliated hospitals with more than 150 staffed beds
  - No independent respondent reported more than 150 staffed beds

<b>Total Surveys</b>	<b>156</b>
Health System Respondents	43
Independent Hospital Respondents	109
No Response – System Status	4

# PHYSICIANS REPRESENTED

- Based on respondent feedback, this survey represents, at minimum, approximately 4,234 physicians
  - Responses showed that independent hospitals represented 2,897 (68%) of the total physicians
- **A large majority of physicians from hospitals that identify as independent are consulting/contracted physicians, whereas respondents that identified as systems mostly employ physicians**

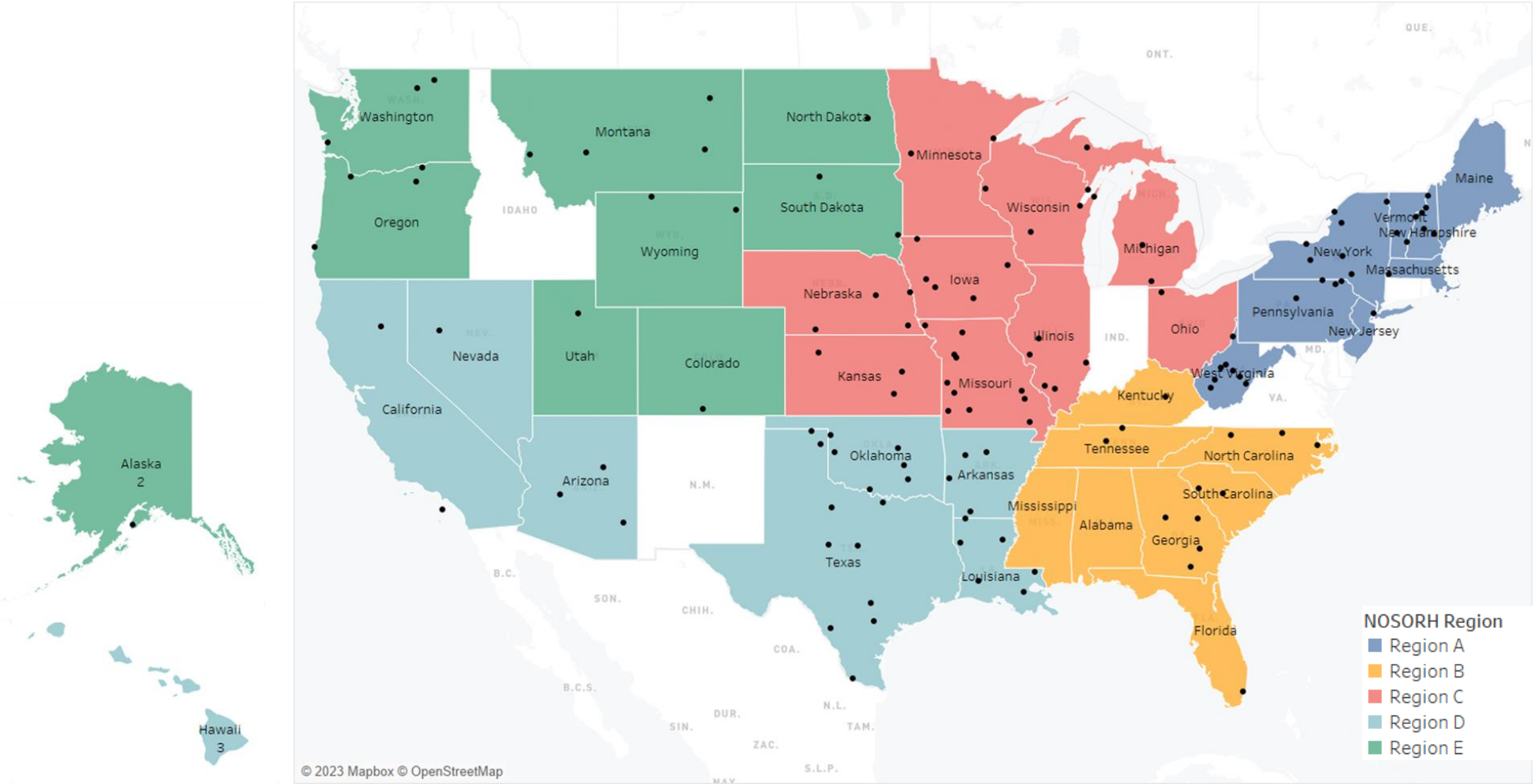
	Reported as System	Reported as Independent	Nationally
Minimum Physicians Represented*	1,337	2,897	4,234
Employed Physicians (W-2)	533	830	1,363
Independent Physicians (1099)	269	607	876
Consulting/Contracted Physicians	417	1,281	1,698
Locums	118	179	297

# ADVANCED PRACTICE PROVIDERS REPRESENTED

- Based on respondent feedback this survey represents, at minimum, approximately 1,833 advanced practice providers (APPs)
  - Based on feedback Independent hospitals represented 1,198 (65%) of the total APPs
  - System APPs represent 635 (35%) of the physicians in this survey
- **Most respondents report that their APPs are employed (W-2 rather than 1099)**

	Reported as System	Reported as Independent	Nationally
Minimum APPs Represented*	635	1,198	1,833
Employed APPs (W-2)	428	660	1,088
Independent APPs (1099)	77	250	327
Consulting/Contracted APPs	70	207	277
Locums	60	81	141

# NOSORH REGIONAL RESPONDENTS



- Respondents represent 42 out of 50 states
- 5 of 5 (100%) National Organization of State Offices of Rural Health (NOSORH) regions had at least one respondent

# TYPES OF COMPENSATION

- In response to what types of compensation are provided to your employed providers, 56% of respondents pay providers entirely on a straight salary
- 37% of respondents provide some form of incentive compensation
- Additional compensation provided:
  - 125 respondents provide relocation stipends (over half of which exceed \$5,000)
  - 121 respondents provide student loan repayment (over half pay less than \$45K per provider per year)
  - 91 respondents provide sign-on bonuses (58% pay less than \$5K in sign-on per provider)

Types of Incentive Comp	% of Those Providing
wRVU/RVU Based	30.6%
Net Collections	10.0%
Gross Billing	9.4%
Patient Encounter/Visits	18.9%
Patient Panel Size	8.9%
Quality	22.2%





# REVIEW OF INITIAL FINDINGS: PRIMARY CARE

# NATIONAL SUMMARY – PRIMARY CARE PHYSICIANS

- 156 respondents specifically representing the rural United States
  - Over 6,000 providers represented compared to 2,632 rural providers in MGMA data
  - This represents at least 4,234 physicians and 1,833 APPs

Compensation: Family Medicine Physician (with OB)	% of compensation in this range, per survey
Less than \$260,000	59.6%
\$260,000-\$325,000	24.6%
\$325,000-\$390,000	15.8%
\$390,000-\$455,000	0.0%
Greater than \$455,000	0.0%
<b>Grand Total</b>	<b>100.0%</b>

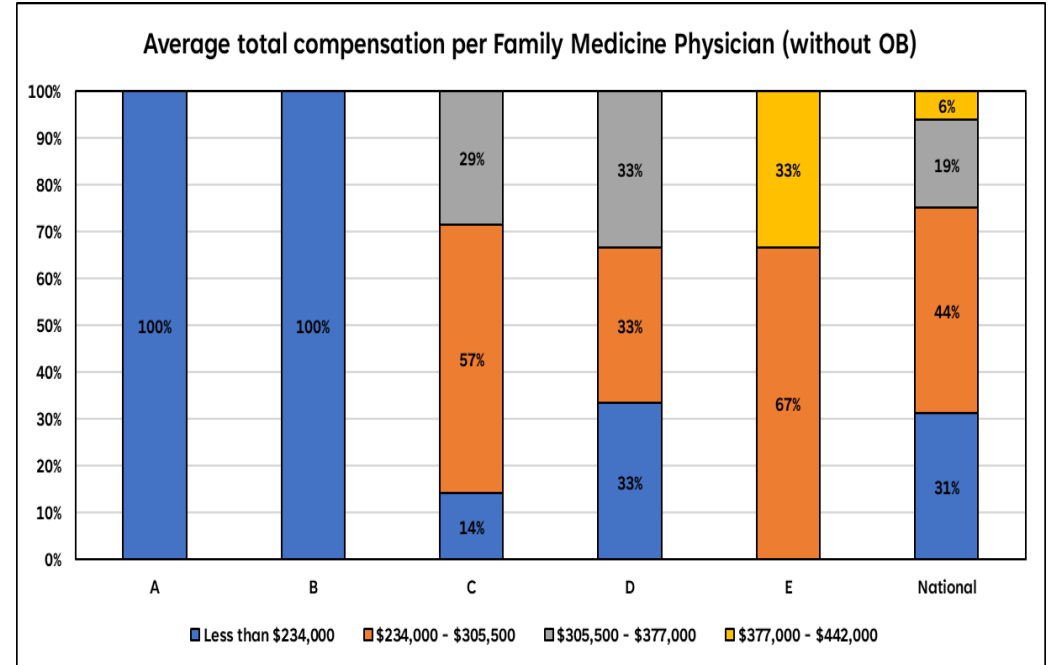
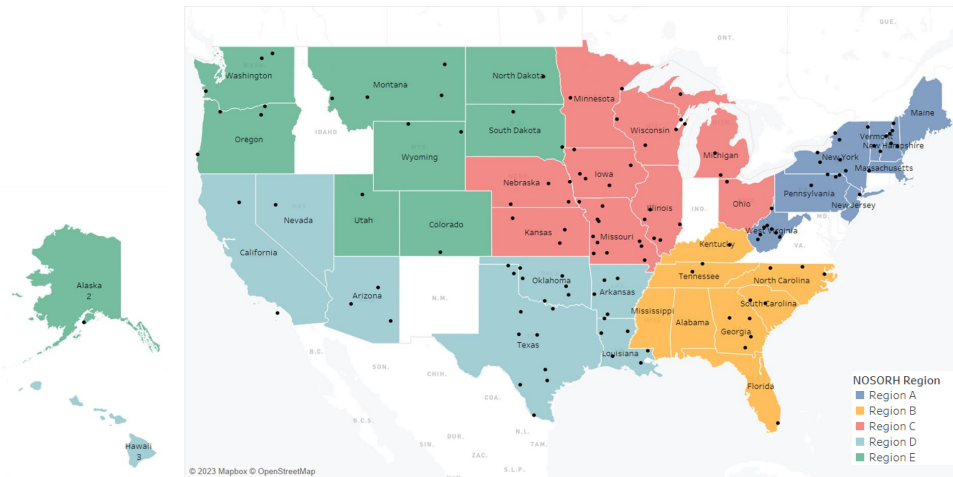
Compensation: Family Medicine Physician (without OB)	% of compensation in this range, per survey
Less than \$234,000	38.8%
\$234,000 - \$305,500	43.5%
\$305,500 - \$377,000	16.5%
\$377,000 - \$442,000	1.2%
Greater than \$442,000	0.0%
<b>Grand Total</b>	<b>100.0%</b>

- 21.4% of independent hospitals are paying family medicine physicians with OB over \$390K
- No health system reported paying family medicine with OP above \$325K.
- Family medicine physicians without OB, 53% of health-system-owned rural hospitals pay less than \$234K compared to 36.2% of independent hospitals



# PRIMARY CARE PHYSICIANS (WITHOUT OB)

- Organizations report paying Family Medicine Physicians less in Regions A and B
- Region E is the sole region with organizations reporting paying primary care physicians more than \$377K based on survey responses

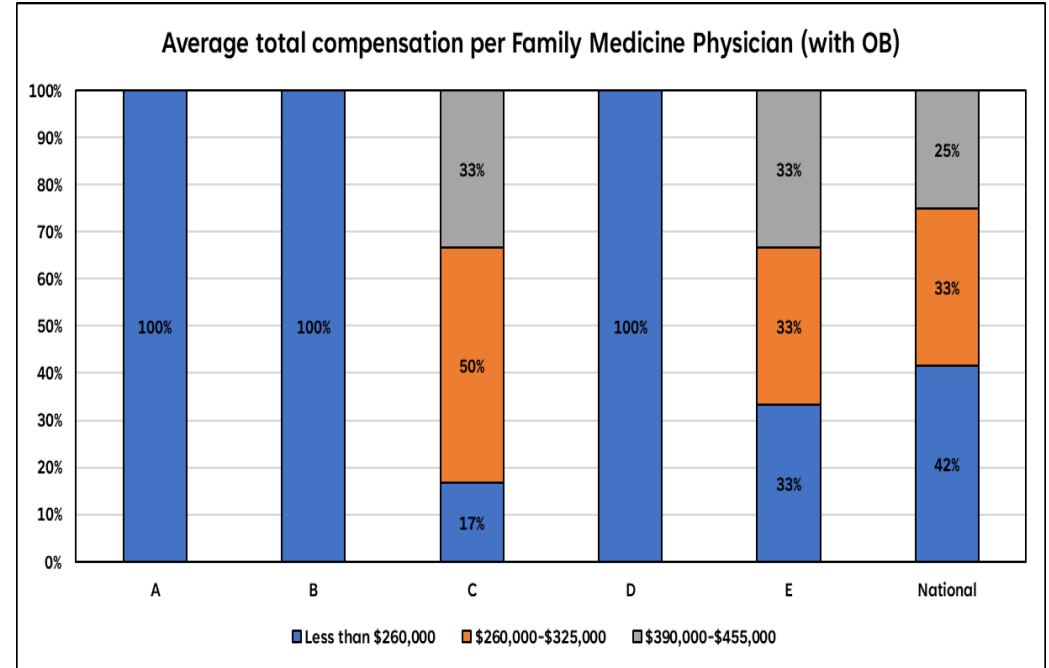
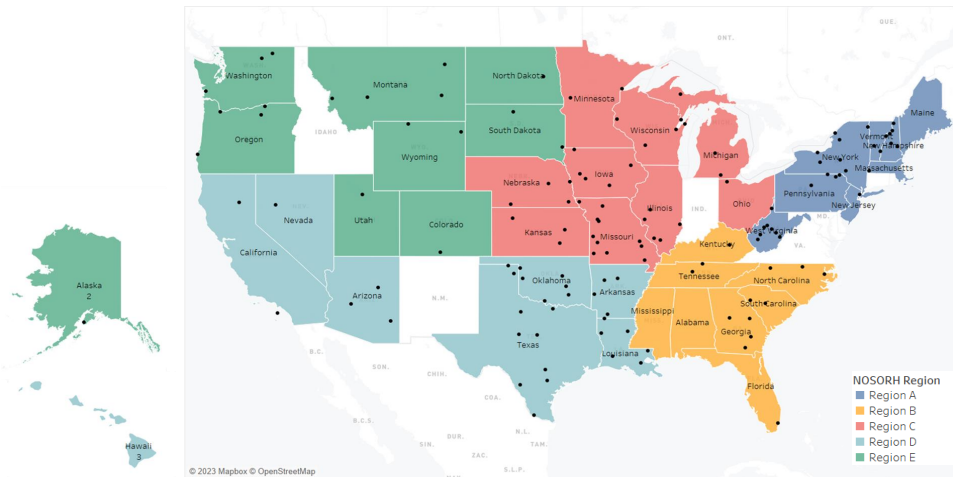


	A	B	C	D	E	National
Less than \$234,000	100%	100%	14%	33%	0%	31%
\$234,000 - \$305,500	0%	0%	57%	33%	67%	44%
\$305,500 - \$377,000	0%	0%	29%	33%	0%	19%
\$377,000 - \$442,000	0%	0%	0%	0%	33%	6%



# PRIMARY CARE PHYSICIANS (WITH OB)

- Organizations report paying Family Medicine Physicians less in Regions A, B, and D
- Both Regions C and E had respondents who reported paying primary care physicians who provide OB services more than \$390K



	A	B	C	D	E	Total
Less than \$260,000	100%	100%	17%	100%	33%	42%
\$260,000-\$325,000			50%		33%	33%
\$390,000-\$455,000			33%		33%	25%



# NATIONAL SUMMARY – PRIMARY CARE APPS

Compensation: Family Medicine Nurse Practitioner (with OB)	% of compensation in this range, per survey
Less than \$110,500	26%
\$110,500-\$130,000	36%
\$130,000-\$149,500	19%
\$149,500-\$169,000	10%
\$169,000-\$188,500	4%
Greater than \$188,500	5%
<b>Grand Total</b>	<b>100%</b>

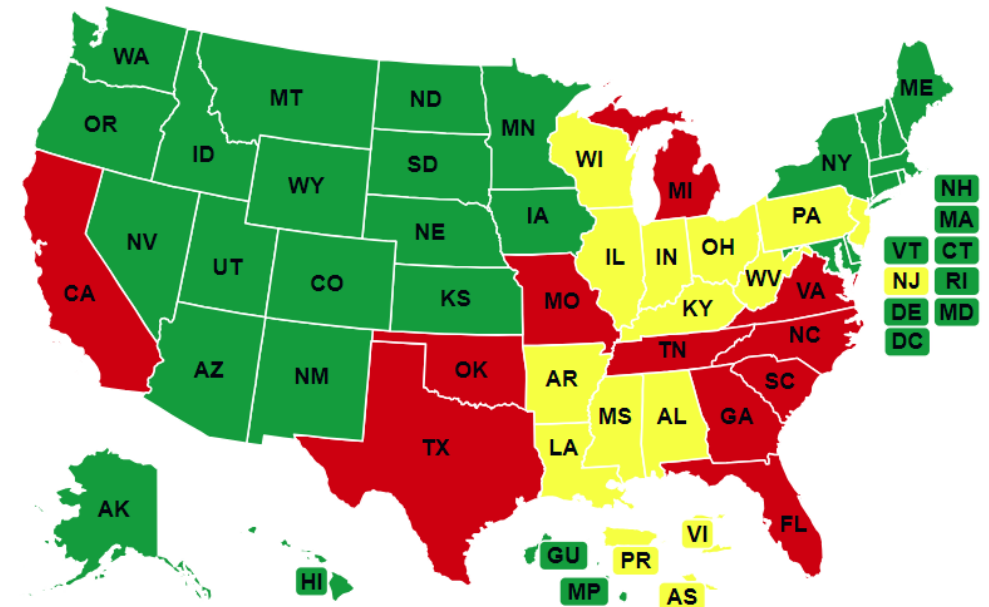
Compensation: Family Medicine Nurse Practitioner (without OB)	% of compensation in this range, per survey
Less than \$104,000	15%
\$104,000-\$130,000	39%
\$130,000-\$156,000	28%
\$156,000-\$182,000	7%
\$182,000-\$208,000	2%
Greater than \$208,000	8%
<b>Grand Total</b>	<b>100%</b>

- Majority of Family Medicine NPs make less than \$150K per year, regardless of state of licensure or scope of service
- This translates to \$72 per hour in a time when, based on a survey by Kaufman Hall, contract nurses are averaging \$132 per hour in 2022<sup>1</sup>



# PRACTICE ENVIRONMENT DEFINITIONS

- **Full Practice**
  - State practice and licensure laws permit all NPs to evaluate patients; diagnose, order, and interpret diagnostic tests; and initiate and manage treatments, including prescribing medications and controlled substances, under the exclusive licensure authority of the state board of nursing. This is the model recommended by the National Academy of Medicine, formerly called the Institute of Medicine, and the National Council of State Boards of Nursing.
- **Reduced Practice**
  - State practice and licensure laws reduce the ability of NPs to engage in at least one element of NP practice. State law requires a career-long regulated collaborative agreement with another health provider for the NP to provide patient care, or it limits the setting of one or more elements of NP practice.
- **Restricted Practice**
  - State practice and licensure laws restrict the ability of NPs to engage in at least one element of NP practice. State law requires career-long supervision, delegation, or team management by another health provider for the NP to provide patient care.

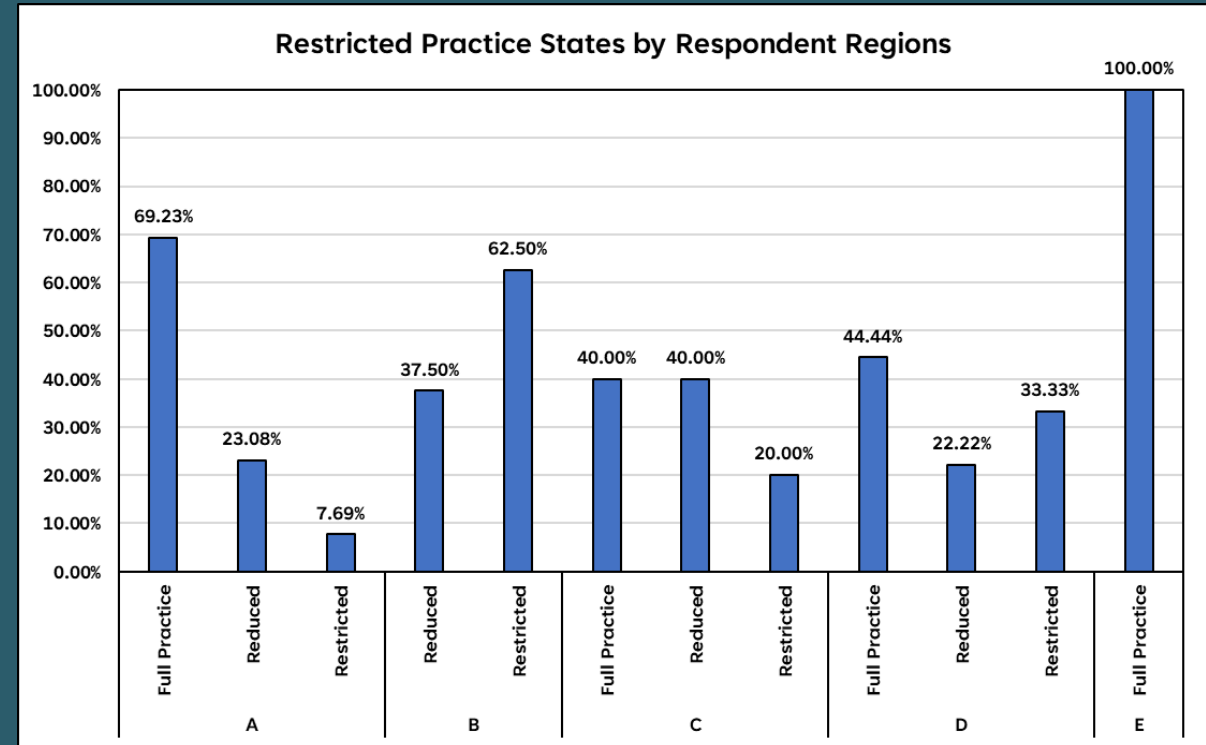
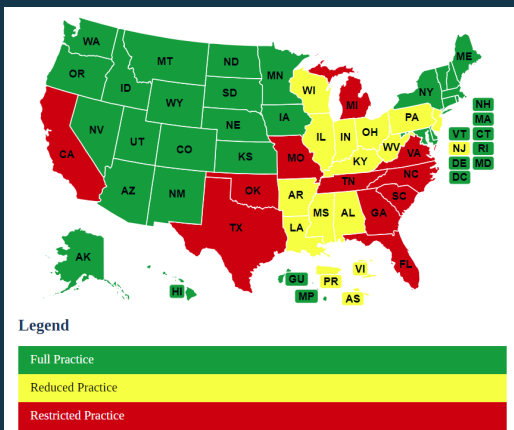


## Legend



# RESTRICTED PRACTICE STATES

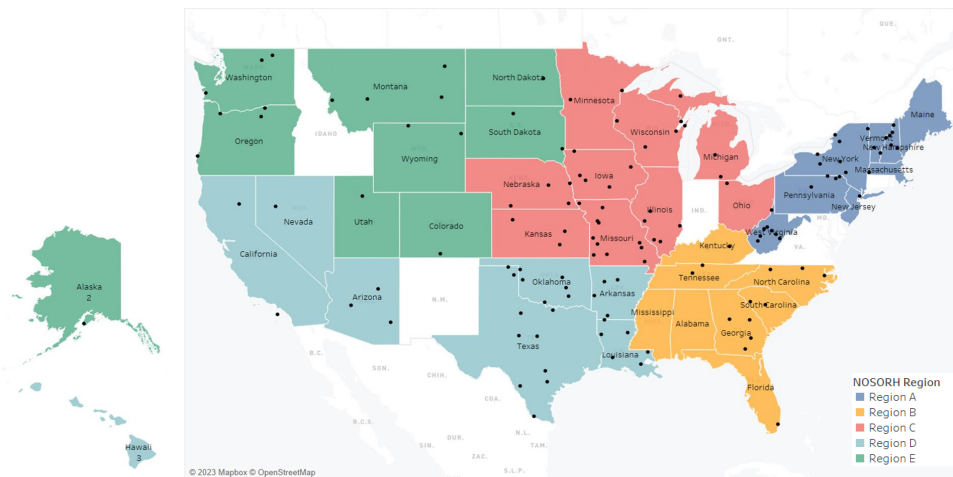
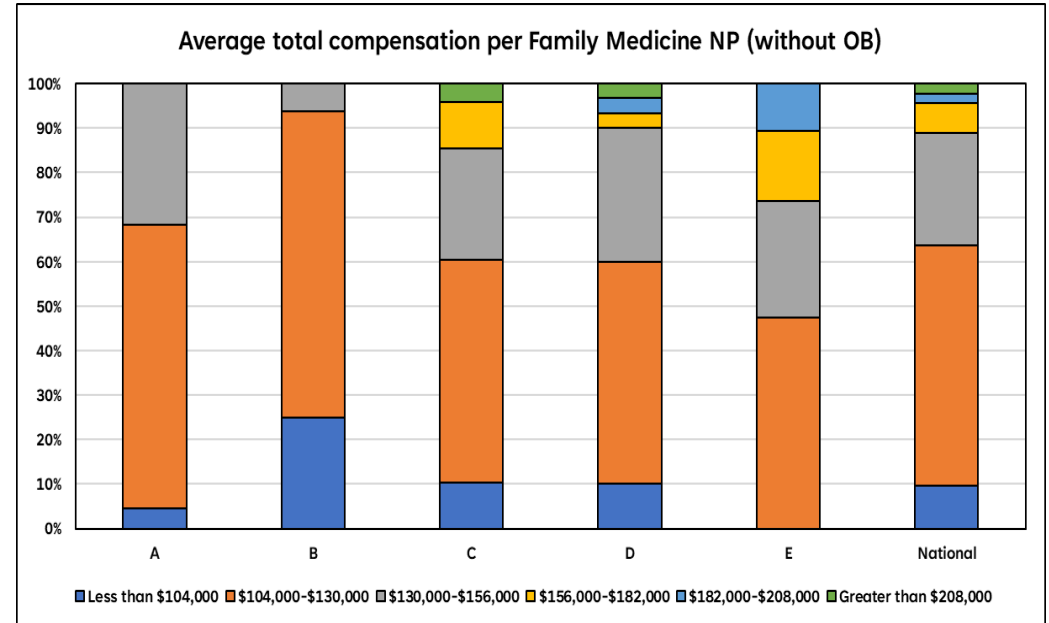
- Region B has the highest rate of restricted practice states
- Region B is also one of the lowest-paying regions for APP compensation
  - This has far-reaching implications regarding APP recruitment, retention, and alignment in reduced and restricted practice states



- Please see the [Appendix](#) for the full state practice environment map

# PRIMARY CARE NURSE PRACTITIONER (WITHOUT OB)

- Regions A and B have no respondents, regardless of system status, who report compensating NPs (without OB) more than \$156K
  - Only 6% of respondents from Region B reported paying between \$130K-156K for primary care NPs (without OB)
- Regions D and C are the only regions with respondents that report compensating NPs (without OB) at a rate higher than \$208K annually
- Region E reported no primary care NPs (without OB) being compensated at a rate less than \$104K



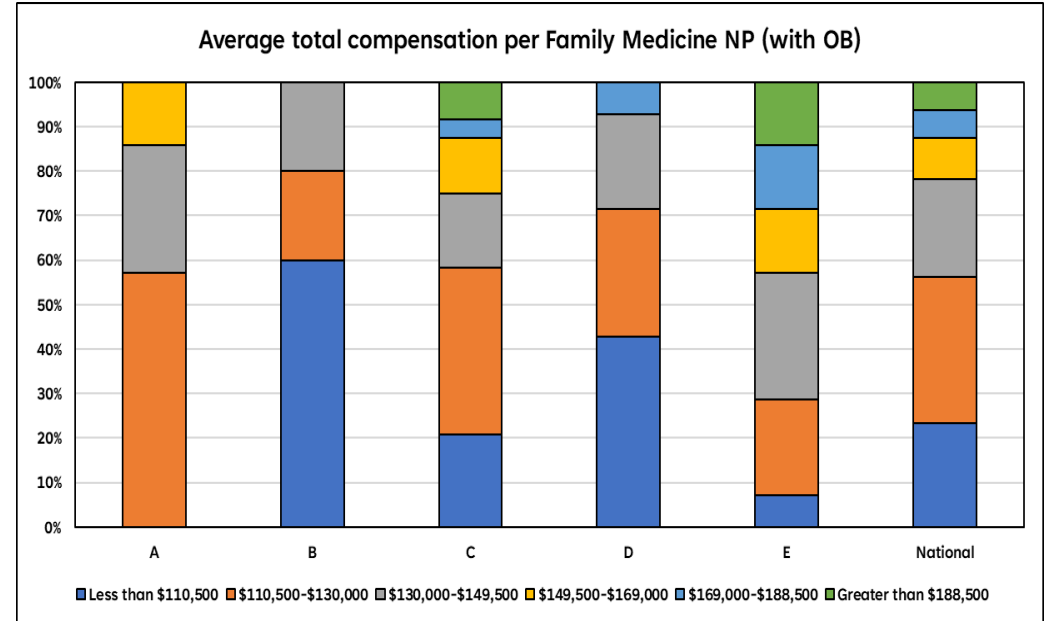
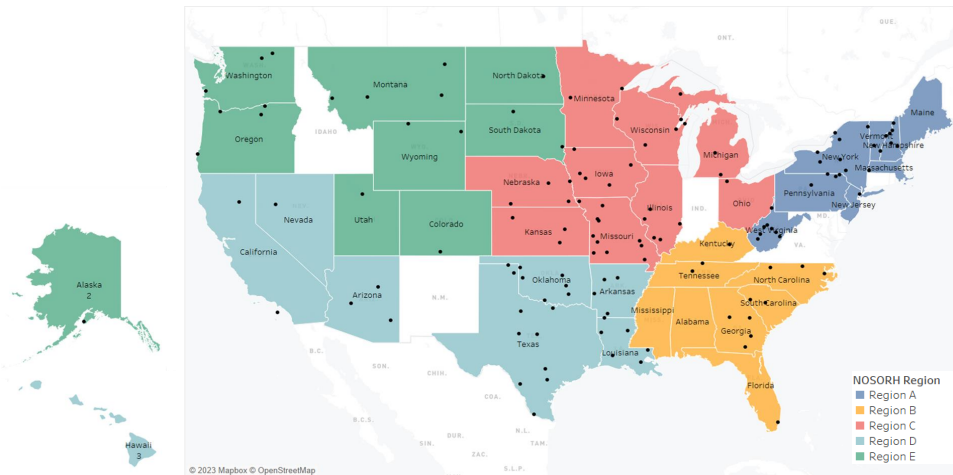
	A	B	C	D	E	Total
Less than \$104,000	5%	25%	10%	10%	0%	10%
\$104,000-\$130,000	64%	69%	50%	50%	47%	54%
\$130,000-\$156,000	32%	6%	25%	30%	26%	25%
\$156,000-\$182,000	0%	0%	10%	3%	16%	7%
\$182,000-\$208,000	0%	0%	0%	3%	11%	2%
Greater than \$208,000	0%	0%	4%	3%	0%	2%





# PRIMARY CARE NURSE PRACTITIONER (WITH OB)

- Region B has no respondents, regardless of system status, who report compensating NPs who provide OB services more than \$149.5K
  - 20% of respondents from Region B report paying between \$130K-149.5K for primary care NPs (with OB)
- Regions C and E are the only regions where respondents reported compensating NPs (with OB) at a rate higher than \$188.5K annually
- Region A indicated no primary care NPs (with OB) being compensated at a rate less than \$110.5K

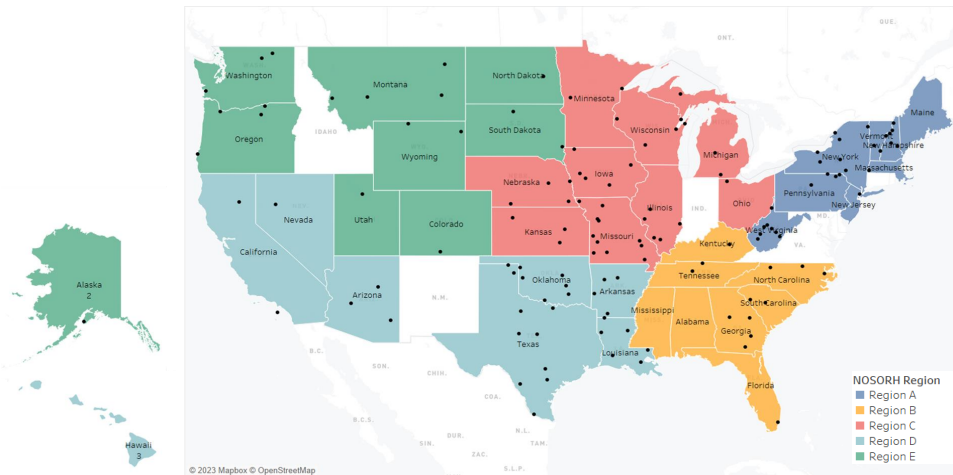
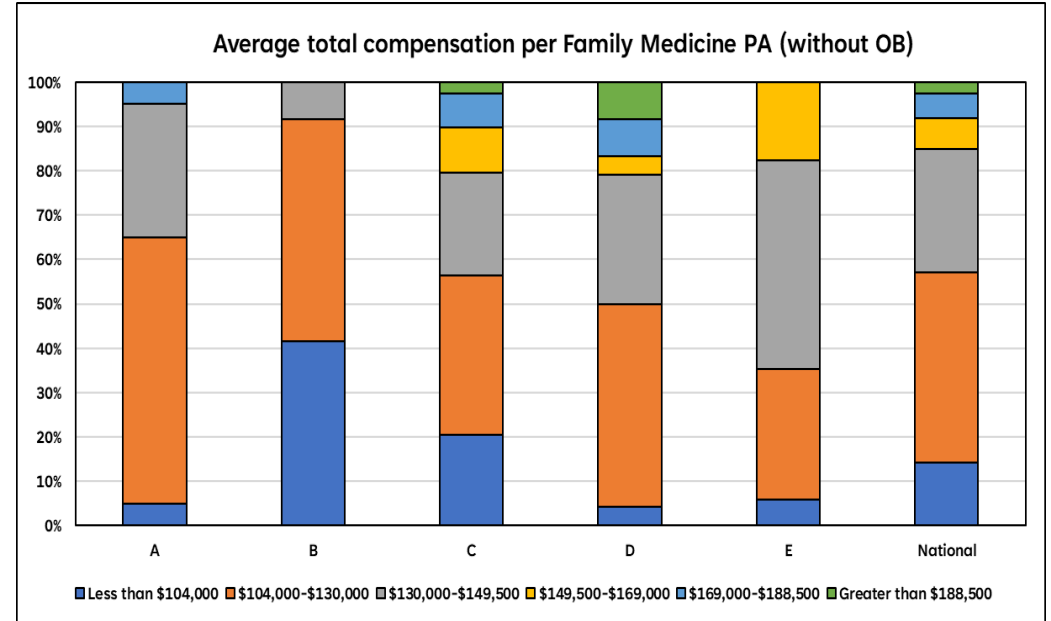


	A	B	C	D	E	National
Less than \$110,500	0%	60%	21%	43%	7%	23%
\$110,500-\$130,000	57%	20%	38%	29%	21%	33%
\$130,000-\$149,500	29%	20%	17%	21%	29%	22%
\$149,500-\$169,000	14%	0%	13%	0%	14%	9%
\$169,000-\$188,500	0%	0%	4%	7%	14%	6%
Greater than \$188,500	0%	0%	8%	0%	14%	6%



# PRIMARY CARE PHYSICIAN ASSISTANT (WITHOUT OB)

- Region B has no respondents, regardless of system status, who report compensating PAs (without OB) more than \$149.5K
  - 8% of respondents from Region B reports paying between \$130K-149.5K for primary care PAs (without OB)
- Regions C and D are the only regions with reports of compensating PAs (without OB) at a rate higher than \$188.5K annually
- Most primary care PAs (without OB) are reported to be compensated between \$104K and \$149.5K annually

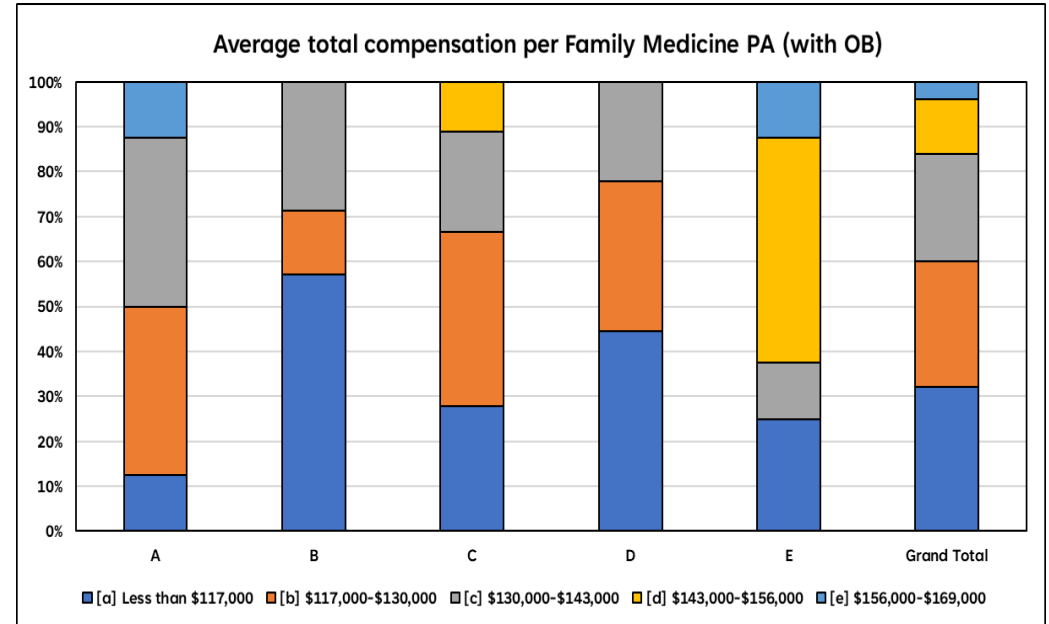


	A	B	C	D	E	National
Less than \$104,000	5%	42%	21%	4%	6%	14%
\$104,000-\$130,000	60%	50%	36%	46%	29%	43%
\$130,000-\$149,500	30%	8%	23%	29%	47%	28%
\$149,500-\$169,000	0%	0%	10%	4%	18%	7%
\$169,000-\$188,500	5%	0%	8%	8%	0%	5%
Greater than \$188,500	0%	0%	3%	8%	0%	3%

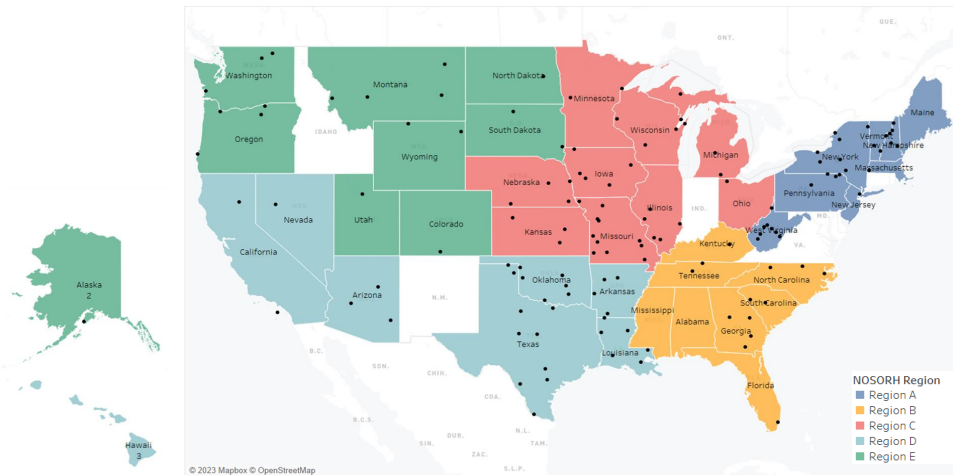


# PRIMARY CARE PHYSICIAN ASSISTANT (WITH OB)

- Regions B and D have no reported respondents, regardless of system status, compensating PAs who provide OB care more than \$143K
- Regions A and E are the only regions reporting that PAs (with OB) are compensated between \$156-169K
- Most primary care PAs (with OB) are reportedly being compensated less than \$130K annually



	A	B	C	D	E	National
Less than \$117,000	13%	57%	28%	44%	25%	32%
\$117,000-\$130,000	38%	14%	39%	33%	0%	28%
\$130,000-\$143,000	38%	29%	22%	22%	13%	24%
\$143,000-\$156,000	0%	0%	11%	0%	50%	12%
\$156,000-\$169,000	13%	0%	0%	0%	13%	4%





Q&A



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## THANK YOU

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