

Executive Windows

A member service of the NJHA library

This Executive Window targets articles, resources and Web sites on the subject of executive compensation. Please contact your hospital library to request further information regarding the resources listed. Also provided are key resources available from NJHA.

Inclusion of an item on this list does not represent endorsement of the item or its content by the New Jersey Hospital Association or any of the corporations affiliated with it, including the Health Research and Educational Trust of New Jersey.



Compiled by Angela Harris-Scriven, Manager, Library Research Services ■ For further information call (609) 275-4130.

Executive Compensation

The article cited below by Fay Hansen is an excellent resource pathway directing you to information sources on **executive compensation**. In addition, I have listed specific executive compensation resources for healthcare administrators.

“The rise of Internet Technology marks the beginning of the end of salary surveys as we know them. Surveys that routinely collected and disseminated data by mail, fax, or phone are quickly being replaced by surveys conducted and reported electronically.

The web sites available today offer data that can be downloaded or printed out in their most current form, within minutes and at minimal costs.”

Hansen, Fay. *Guide to Salary Survey Data on the Web.*
Compensation & Benefits Review, March/April 1998, Vol. 30
No. 2, pp. 16-21.

New Jersey Hospital Association ~

New Jersey Hospital Association (NJHA) **New!**

Publishes: The Benchmarking Tool for Acute Care, Long Term Care, Home Health Care, and Assisted Living providers

NJHA Wage and Salary Survey—2002 Edition **is available!**

Provided by: The New Jersey Hospital Association and its Wage and Salary Task Force—a partnership of the New Jersey Society for Healthcare Human Resources Administrators, the New Jersey Association of Non-Profit Homes for the Aging, the Home Health Assembly of New Jersey and Genesis Health Ventures.

The report provides wage and salary data on approximately 30 benchmark positions in home health care, 45 benchmark positions in long-term care and 126 in acute care and 24 in assisted living.

Contact NJHA Human Resources Department at (609) 275-4002 for availability and pricing.

<http://www.njha.com/HumanResources/wageReport.asp>

<http://www.njha.com> [Home page]



ARTICLES OF INTEREST

Bates, Steve. Piecing Together Executive Compensation: Compensation – Compensation Committees Need HR's Help. HR Magazine, Vol. 47 No. 5, May 2002, pp. 60-70.

Burmahl, Beth. Looking Up! Facilities Managers and Department Heads Join Overall Increase in Hospital Pay. Health Facilities Management. Vol. 15 No. 10, October 2002, pp. 17-20.

Bolster, C. J. and Hawthorne, Gordon. 2002 Salary Survey. Hospitals and Health Network Systems. Vol. 76 No. 9, September 2002, pp. 36-44.

Crane, Mark. Earnings: Time to Call a Code? Medical Economics. Vol. 18 September 17, 2001, pp. 74-86.

Executive Pay – The Business Week Annual Survey of U.S.: CEO Compensation. Business Week. April 15, 2002, pp. 64-65.

Moon, Susanna. Executives in the Bonus Round: Compensation Survey Data Show Strong Gains Among Some Senior Healthcare Executives, and Top Pay for Top Performance. Modern Healthcare, Vol. 32 No. 30, July 29, 2002, pp. 44-51.

Romano, Michael. Another Good Year: Physician Compensation Increases; Specialists Rewarded with Highest Pay Raises. Modern Healthcare. Vol. 32 No. 28, July 15, 2002, pp. 29-31.

Sigler, Kevin J. Attracting, Retaining and Motivating the Healthcare CEO Through Compensation. Journal of Compensation & Benefits, Vol. 18 No. 2, March-April 2002, pp. 39-41.

Tieman, Jeff. Statement of Net Worth. Modern Healthcare. Vol. 32 No. 6, February 11, 2002, pp. 6-7, 16.



ASSOCIATIONS & ORGANIZATIONS

The following is a short list of associations, consulting firms, and organizations that provide compensation reports and surveys for the healthcare industry.

- 3 · Abbott, Langer & Associates - Compensation in the Human Resources Field
548 First Street
Crete, IL 60417
708-672-4200
Publishes: Compensation in Nonprofit Organizations, 12th Edition, September 1999

- 3 · American College of Health Care Executives
One North Franklin St.
Chicago, IL 60606
312-424-2800
Publishes: Hospital Compensation Survey
<http://www.ache.org>

- 3 · World at Work (Formerly American Compensation Association)
14040 N. Northsight Boulevard
Scottsdale, AZ 85260
877-951-9191
Publishes: Salary Survey Guide
<http://www.worldatwork.com>

- 3 · American Hospital Association
One N. Franklin St., Suite 2700
Chicago, IL 60606
Publishes: Hospitals & Healthcare Networks/Hay Group Compensation Survey
<http://www.aha.org>

- 3 · American Management Association
1601 Broadway, 8th Floor
New York, NY 10019-7420
212-586-8100
Publishes: Salary Survey Guidebook
<http://www.amanet.org>



ASSOCIATIONS & ORGANIZATIONS

- 3 · American Medical Group Association (AMGA)
1422 Duke St.
Alexandria, VA 22314
703-838-0033
Publishes: Executive News Service
<http://www.amga.org>

- 3 · American Society of Association Executives
1575 Eye Street, NW
Washington, DC 20005
202-626-2719
Publishes: Association Executive's Compensation – Summarizing Salary Information from their Biennial Survey of Association Executives
<http://www.asae.com>

- 3 · American Society for Healthcare Human Resource Administration (ASHHRA)
One N. Franklin St., 31st Floor
Chicago, IL 60606
Publishes: Hospital Compensation Surveys
<http://www.ashhra.org>

- 3 · American Research Company
10003 Robindale Court
Great Falls, VA 2266
703-759-3188
Publishes: National Compensation Study
<http://www.americanresearchco.com>

- 3 · College of Healthcare Information Management Executives (CHIME)
492 Old Connecticut Path
P.O. Box 9208
Framingham, MA 01701-9208
508-872-0080
Publishes: State of the CIO: Survey of Healthcare Chief Information Officers
<http://www.cio.com>



ASSOCIATIONS & ORGANIZATIONS

- 3 · Ernst & Young
787 7th Avenue 14th Fl.
New York, NY 10019
212-773-3000
Publishes: Executive Compensation & Benefits Surveys
<http://www.ey.com>

- 3 · Hay Group
100 Penn Square East
The Wanamaker Building
Philadelphia, PA 19107-3388
215-861-2000
Publishes: Hospital Compensation Survey, HayPayNet®.com
<http://www.haygroup.com>

- 3 · Hewitt Associates
100 Half Day Road
Lincolnshire, IL 60069
847-295-5000
Publishes: Executive Compensation Study
<http://www.hewitt.com>

- 3 · John R. Zabka Associates, Inc./Hospital & Healthcare Compensation Service.
P.O. Box 376
Oakland, NJ 07436-0376
201-405-0075
Publishes: Compensation Reports in a Series Including Physician Salary Survey Report, Hospital Salary Survey and Benefits Report, Nursing Department Compensation Report and Benefits Report.
<http://www.hhcsinc.com/products.htm>

- 3 · KPMG
Park Avenue
New York, NY 10154
212-909-5000
Publishes: Industry Specific Compensation Surveys
<http://www.us.kpmg.com>



ASSOCIATIONS & ORGANIZATIONS

- 3 · Medical Group Management Association (MGMA)
104 Iverness Terrace East
Englewood, CO 80112-5306
303-799-1111
Publishes: Several reports including the Physician Compensation and Production Survey and the 2001 Management Compensation Survey Report
<http://www.mgma.org>

- 3 · Price WaterhouseCoopers
1251 Avenue of Americas
New York, NY 10020-1180
212-819-5000
Publishes: Total Compensation in Healthcare Survey
<http://www.pwcglobal.com>

- 3 · Society for Human Resource Management (SHRM)
1800 Duke Street
Alexandria, VA 22314
703-548-3440
Publishes: Mercer/SHRM Compensation Survey
<http://www.shrm.org>

- 3 · Watson Wyatt Worldwide
6707 Democracy Boulevard, Suite 800
Bethesda, Maryland 20817-1129
Publishes: CEO Pay Study
<http://www.watsonwyatt.com>

- 3 · Witt/Kieffer
New York, New York
212-686-2676
Publishes: Executive Compensation Study
<http://www.wittkieffer.com>



SPECIAL JOURNAL ISSUES

Hospitals & Health Networks – 12th Annual Compensation Survey,
[September 2002]

Available at: <http://www.hhnmag.com>

McKnight's Long-Term Care News, Industry Guide, Long Term Care News Annual
Salary Survey.

Available at: <http://www.mcknightsonline.com>

Modern Healthcare Magazine – 22nd Annual Executive Compensation Survey
[July 29, 2002]

5th Annual Physician Salary Survey [July 15, 2002]

Available at: <http://www.modernhealthcare.com>

The Nonprofit Times – Salaries Mostly Staying Put. Salary Survey [2002]

Available at: <http://www.nptimes.com/Feb02/sr1.html>

Available at: <http://www.nptimes.com> [Home page]

Physician Executive - Physician Executive Compensation Report: The 2001 Survey of
Chief Medical Officers [May, 2002]

Available at: <http://www.physicianexecutive.com/survey2001.htm>



WEB SITES

The Business Week Executive Compensation Scoreboard (.PDF file)
Business Week No. 3778 April 15, 2002, pp. 87-100.

Available at: <http://www.businessweek.com/pdfs/2002/0215-execpay.pdf>

Available at <http://www.businessweek.com> [Home page]

CEO Express, For Busy Executives
2002

[Healthcare/Human Resources]

Available at: <http://www.ceoexpress.com>

The e-Network for CEOs

CEO Compensation: How Much Is Enough?

2000

Available at <http://www.chiefexecutive.net/bench/compensa/ceocomp2000.htm>

Executive Pay in 2002: Compensation in Turbulent Times:

Available at: <http://www.watsonwyatt.com/us/research/resrender.asp?id=W-498&page=1>

Available at: <http://www.watsonwyatt.com> [Home page]

Executive Pay. Net Envy. The Wall Street Journal Interactive,
April 6, 2000.

Available at: <http://interactive.wsj.com/public/current/summaries/expay00.htm>



PUBLICATIONS

CEO Logic: How to Think and Act Like A Chief Executive, May, 1998

C. Ray Johnson

Career Press

ISBN: 1564143511

\$15.99

Chief Executive Compensation: a Guide for Nonprofit Boards, 1999

Boardsource

ISBN: 0925299960

\$16.00

The Complete Guide to Executive Compensation, 2001

Bruce R. Ellig

McGraw Hill

ISBN 0071376291

\$99.95

Contracts for Healthcare Executives, 4th Edition, 2002

Reed L. Morton, Ph.D.

Health Administration Press

ISBN 1567931812

\$45.00

Evaluating the Chief Executive Officer, 1998

Korn/Ferry International, Robert W. Barner

Davies-Black

ISBN: 0891061401

Electronic Version Available

http://www.kornferry.com/Library/Process.asp?P=PUB_010



PUBLICATIONS

Executive Compensation: Guidelines for Healthcare Leaders and Trustees, 2002
Thomas P. Flannery, Ph.D., Editor
Health Administration Press
ISBN 1567931847
\$55.00

Executive Excellence: Protocols for Healthcare Leaders, 2nd Edition, 2000
Carson F. Dye
Health Administration Press
ISBN: 1567931421
\$50.00

Executive Selection: Strategies for Success, 2000
Valerie Sessa & Jodi Taylor
Jossey Bass
ISBN: 078795203
\$38.00

How to Become CEO: The Rules for Rising to the Top of Any Organization, 1998
Jeffrey J. Fox
Hyperion
ISBN: 0786864370
\$16.95