



American Association  
of Provider Compensation Professionals®

AMERICAN ASSOCIATION OF PROVIDER  
COMPENSATION PROFESSIONALS

# 2026 COMPENSATION SURVEY

Understanding the Provider  
Compensation and Workforce Strategy  
Team



# GET TO KNOW THE AAPCP



## American Association of Provider Compensation Professionals

The AAPCP is the national association dedicated exclusively to provider compensation and workforce strategy. Founded in 2020, AAPCP represents organizations and leaders working in provider compensation, workforce strategy, legal, valuation, finance, HR, operations, and physician enterprise leadership.

**225+**

Organizations

**1500+**

Members

## What We Do

- 1. Provider Compensation.** Our members are industry experts on all facets of valuation, model design, and implementation.
- 2. Workforce Strategy.** Members are leaders in advising on clinical models, advanced utilization of healthcare professionals, market best practices in staffing models, and financial alignment strategies.
- 3. Organizational Compliance.** Our members ensure in this highly regulated space that financial arrangements with providers are managed, compliant, and governed appropriately.

# Executive Summary

## A Rapidly Growing Segment of Executive Leadership

Healthcare organizations across the United States are rapidly expanding enterprise departments responsible for provider compensation, provider contracting, workforce strategy, analytics, governance, and provider financial arrangements.

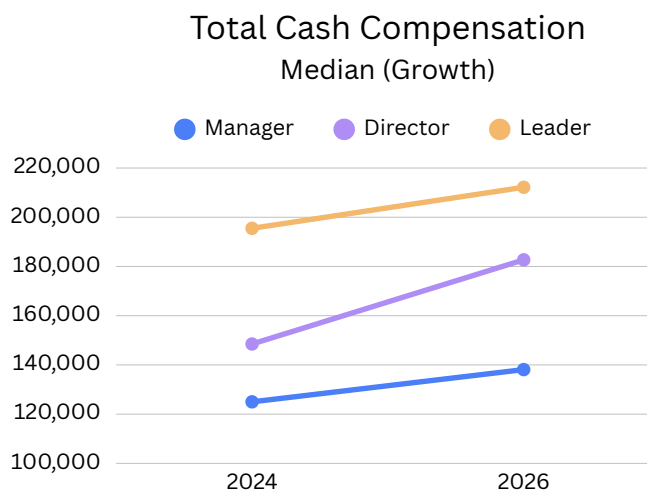
The American Association of Provider Compensation Professionals (AAPCP) 2026 Compensation Survey demonstrates the continued emergence of provider compensation and workforce strategy as a distinct executive leadership function within healthcare organizations.

The survey collected data from 80 healthcare organizations representing more than 500 provider compensation and workforce strategy professionals nationwide.

Key findings from the survey include:

- Participation from healthcare organizations increased 25% over the prior survey cycle.
- Compensation observations increased 67%, reflecting rapid growth in these departments.
- Executive and senior leadership participation increased 300% from the initial survey cycle.
- Median total cash compensation for Department Leaders reached \$212,175 nationally.
- VP-level and executive provider compensation leaders reported median total cash compensation approaching \$310,000.

The findings reflect a broader transformation occurring across healthcare organizations as provider compensation and workforce strategy become increasingly centralized, strategic, and operationally significant enterprise functions.



# Why This Matters

## Helping Lead Healthcare

Historically, provider compensation functions were often viewed as administrative support roles focused primarily on physician compensation calculations and contract administration.

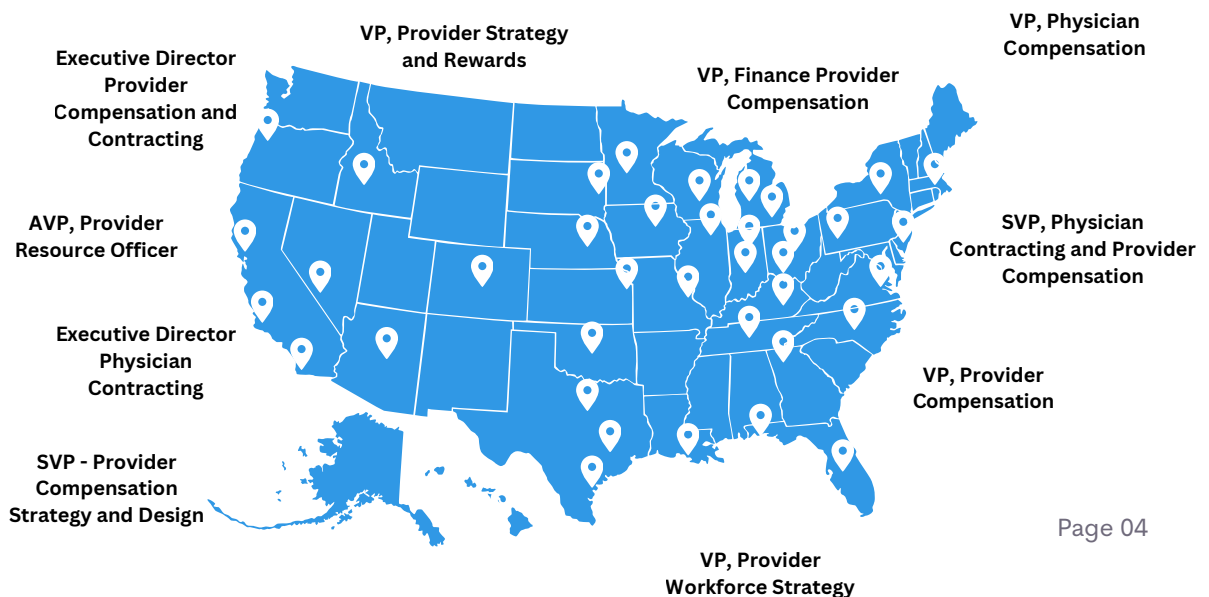
Today, healthcare organizations are increasingly establishing integrated enterprise departments responsible for:

<b>Provider Compensation Strategy</b>	<b>Provider Contracting Strategy</b>	<b>Provider Workforce Analytics and Intelligence</b>
<b>Fair Market Value Analysis</b>	<b>Commercial Reasonableness Oversight</b>	<b>Governance and Compliance Coordination</b>
<b>Provider Workforce Planning</b>	<b>Financial Alignment Strategies</b>	<b>Staffing Model Intelligence</b>

These functions now directly influence provider recruitment, workforce sustainability and growth, operating performance, compliance risk, and enterprise financial strategy.

The survey findings suggest that healthcare organizations increasingly recognize provider compensation and provider financial arrangements as enterprise-level strategic functions requiring dedicated leadership infrastructure.

Many organizations are centralizing these responsibilities under executive leaders with titles such as:



# → KEY FINDINGS FROM THE 2026 SURVEY



## Organizational Growth

- 80 participating healthcare organizations
- 500+ compensation observations
- 25% increase in participation
- 67% increase in compensation observations



## Leadership Expansion

- 300% increase in executive participation since initial survey cycle
- Growing prevalence of:
  - VP, Provider Compensation
  - VP, Provider Workforce Strategy
  - Executive Director, Provider Compensation & Contracting
  - SVP, Provider Compensation Strategy & Design

## National Compensation Benchmarks

Position	Median Base	Median Total Cash
Coordinator	\$68,348	\$69,500
Analyst	\$92,000	\$92,000
Manager	\$129,076	\$138,100
Director – Non Lead	\$162,500	\$182,700
Department Leader	\$185,000	\$212,175
Leader - VP or Above	\$262,500	\$309,688

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