

Altura

2018

# Healthcare Human Resource Metrics Survey

March 2018

**SAMPLE**

Rewarding Work. Delivering Data. Creating Value

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## Introduction

In January 2018, Altura Consulting Group, LLC conducted this inaugural survey of Healthcare HR Metrics. The purpose of this survey is to provide healthcare organizations with a national source of benchmark data on a core set of HR / workforce metrics.

### Participating Organization Information

Healthcare organizations (hospitals, clinic organizations, health systems, academic medical centers) from across the United States were invited to participate in this first survey effort. 20 organizations located in 11 states and all major regions responded to this survey and reported HR metric data. See Participants for a listing of participating organizations.

We collected information on the number of non-Physician FTEs and academic affiliation from each participating organization. This information is summarized in the tables below. Where sufficient data exists for individual metrics (5 or more reporting organizations for mean and median statistics, 6 or more reporting organizations for 25th and 75th percentiles), we have used these to feature data cuts beyond the "All Organizations" level.

# Non-Physician FTEs	% of Orgs
Less than 10,000	55%
10,000 or More	45%

Affiliated with a Public University	% of Orgs
Yes	40%
No	60%

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## Workforce Diversity Metrics

### Diverse Headcount Percent

Formula: Number of employees that are classified as diverse (per EEOC race/ethnic definitions) / Total headcount

	# of Orgs Reporting	25th Percentile	Average	Median	75th Percentile
<b>All Organizations</b>	17	12.8%	24.1%	18.1%	33.5%
<b>By # of Non-Physician FTEs</b>					
Less than 10,000	10	11.8%	24.6%	24.9%	36.6%
10,000 or More	7	12.9%	23.2%	13.1%	23.9%
<b>By Affiliation with a Public University</b>					
Yes	6	11.6%	24.5%	19.0%	32.5%
No	11	13.4%	23.8%	20.0%	31.6%

### Diverse Turnover

Formula: Number diverse employees who left in 2017 / Total diverse headcount number on 1/1/2017 ( percent)

	# of Orgs Reporting	25th Percentile	Average	Median	75th Percentile
<b>All Organizations</b>	14	15.5%	17.6%	16.4%	22.2%
<b>By # of Non-Physician FTEs</b>					
Less than 10,000	7	15.6%	18.5%	16.6%	22.4%
10,000 or More	7	14.1%	16.7%	16.2%	19.7%
<b>By Affiliation with a Public University</b>					
Yes	5	*	18.5%	17.2%	*
No		15.4%	17.1%	15.7%	22.0%

Notes:

\*Data not shown if fewer than 5 organizations reported base salary, bonus, or pay range data. 25th and 75th percentile data not shown if data reported for fewer than 6 firms.