



2025 Resource Guide

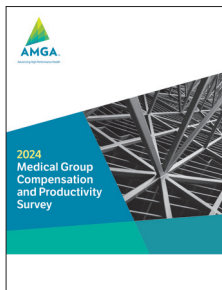


Leading the Transformation That Results in Healthier People

AMGA is a trade association representing hundreds of multispecialty medical groups and integrated health systems, with more than 183,000 physicians delivering care to one in three Americans. We strive to create healthier communities by providing support, education, resources, advocacy, and networking opportunities for healthcare leaders to excel. This guide highlights our most valued resources.

Benchmarking Surveys

AMGA 2024 Medical Group Compensation and Productivity Survey



NEW!

Stay on top of industry trends with the **AMGA Medical Group Compensation and Productivity Survey**, a leader in compensation data and benchmarks for 38 years. The 2024 data are compiled from nearly 190,000 providers across 459 medical groups and contain compensation and productivity metrics for 197 physician and other provider specialties. The survey also contains salary and bonus data for 61 executive/leadership positions.

The survey is available as a print publication or as an interactive, customizable online platform.

Visit amga.org/compsurvey to learn more and purchase the online database or print survey report.

AMGA 2024 Medical Group Operations and Finance Survey



NEW!

The **AMGA Medical Group Operations and Finance Survey** offers unmatched insights into the financial and operational performance of large, multispecialty medical groups.

This annual survey helps organizations optimize performance with benchmarks in operational overhead staffing, revenue cycle metrics, patient access, and financial performance.

The survey is available in a PDF format or as an interactive, customizable online platform.

Visit amga.org/opsandfinance to learn more and purchase the online database or PDF survey report.

AMGA 2024 Medical Clinic Staffing Survey



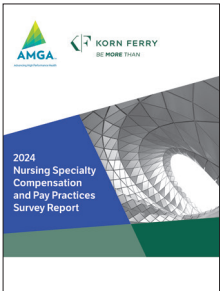
NEW!

AMGA recognizes the critical impact of clinic staffing on group performance, including patient access, efficiency, and provider support. To address these challenges, our **Medical Clinic Staffing Survey** provides key benchmarks for clinic staff, APC-to-provider ratios by specialty, and staffing metrics per physician, per provider, per 10,000 wRVUs, and per visit.

The survey is available in a PDF format or as an interactive, customizable online platform.

Visit amga.org/staffingsurvey to learn more and purchase the online database or PDF survey report.

AMGA 2024 Nursing Specialty Compensation and Pay Practices Survey



NEW!

Produced in collaboration with Korn Ferry, AMGA's **Nursing Specialty Compensation and Pay Practices Survey** is a comprehensive source of benchmarks—including compensation methodology and annual rates—that support nursing strategies within your organization. The report includes a profile of the survey respondents and a summary of nursing compensation, staffing, and pay practice data for more than 127,000 nurse FTEs.

The survey is available in a PDF format.

Visit amga.org/nursingcomp to learn more and purchase the online database or PDF survey report.



AMGA Provider Satisfaction Benchmarking Program (ProSat)

Are your providers really engaged with the vision and goals of your medical group? The **AMGA Provider Satisfaction Survey (ProSat)** asks medical group-specific questions that providers care about—and translates responses to meaningful insights to help medical groups develop a game plan for improving engagement, retention, and more.

Learn more at amga.org/prosat.

Newsletters

These publications are complimentary benefits for AMGA members.

AMGA Advocacy ENews: Weekly update on policy, politics, legislation, and regulations affecting medical groups

Inside AMGA: Monthly newsletter featuring upcoming events, resources, and the latest association news

AMGA Foundation Connector: Monthly newsletter featuring updates on AMGA Foundation's signature programs: the Acclaim Award, Best Practices Learning Collaboratives, and national campaigns, including Rise to Immunize®

High Performance Health Insights: Bimonthly newsletter featuring resources targeted to help you address healthcare's most pressing challenges

Find out about AMGA membership at amga.org/amga-membership.



Health Services Research

AMGA works with members on studies addressing complex and resistant challenges in care delivery and population health. Our studies are carried out by AMGA members who benefit by translating evidence into achievable, measurable, sustainable, and scalable outcomes for successful application in practice settings. Members use implementation science to identify core elements that lead to successful interventions, increase widespread use of new evidence, and improve patient outcomes. Project advisors are highly respected practitioners and scientists. AMGA provides stipends for member participation.

- **Data-Driven Insights: Accelerating Change and Improving Health:** Leveraging our access to large, longitudinal clinical (EHR) and claims data across multiple health systems, AMGA enables discovery of trends and clinical opportunities often hidden to individual healthcare organizations. We use statistical techniques and computational approaches to accurately develop predictive models that forecast which patients are at the greatest risk for specific conditions or outcomes. For AMGA's campaigns and quality initiatives, we use data to identify positive outliers that inform quality improvement interventions and provide benchmarking and data support to members. AMGA works with preeminent national quality leaders to develop, test, and implement quality performance measurement so that payment incentives align with and are relevant to clinical practice and improvements in population health.
- **AMGA Research Peer-Reviewed Publications:** AMGA advances members' knowledge and experience through AMGA research by publishing our findings in peer-reviewed, scientific, and professional journals, furthering the exchange of practice-based scientific progress.
- **AMGA Research Scientific Posters:** AMGA's research posters provide relevant and timely research results in a simple, visual format. Posters are quick, useful tools for educating clinicians, clinic staff, and patients.
- **AMGA Research Interest Group (RIG):** AMGA's RIG includes researchers, practitioners, and others who share a professional or personal interest in the implementation and study of evidence-based methods to accelerate improvements in healthcare delivery and population health. Members learn about opportunities to collaborate and participate in AMGA research initiatives and tap into the collective health services research knowledge and expertise of AMGA members and research staff for shared learning. To subscribe to the RIG, contact: research@amga.org.

For more information, contact research@amga.org or visit amga.org/healthservicesresearch.

Best Practices and Tools

High-Performing Physician Enterprise™

AMGA's HPPE™ is a two-year program focused on achieving high performance throughout your organization. It consists of an initial assessment, ongoing benchmarking, and a collaborative framework to support your evolution as the healthcare environment evolves. HPPE™ explores financial, operational, and clinical outcomes in seven key areas to provide a roadmap for success.

Visit amga.org/hppe for more information.

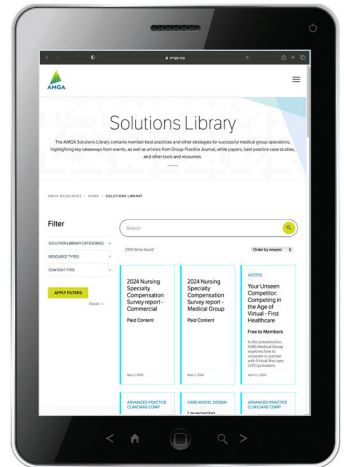


AMGA Solutions Library

The AMGA Solutions Library offers a wealth of resources to reference, including key takeaways from conferences, regional meetings, and webinars, as well as white papers, best practice case studies, and articles. Searchable by topic, keyword, and resource type, the library makes finding what you need just a click away.

Most resources are free for AMGA members.

Start finding solutions today at amga.org/solutions.



Resources in Key Topic Areas

To share best practices and guidance on issues facing medical groups, AMGA has curated resources on selected financial, operational, and clinical topics for easy access and download. These topic area collections feature real-world case studies and presentations from leading AMGA members, relevant white papers, surveys, video presentations, and more. Materials are organized by intuitive “How Do We?” questions, making it easy to access high-value strategic and tactical resources on these issues. Topic areas include:

- Adult Immunizations
- Diabetes
- Health Equity
- Obesity
- Population Health
- Provider and Executive Compensation
- Telehealth
- Value-Based Care

To access resources on these key topics, visit amga.org/key-topics. Most resources are complimentary or available at discounts for AMGA members.

Clinical Best Practices



Quality and Innovation Collective (QuIC)

The Quality and Innovation Collective (QuIC) is a three-phase program that blends discussion sessions with interactive learning. QuIC leverages quality improvement tools and qualitative methods to engage AMGA member organizations by fostering meaningful discussions, gathering valuable insights, sharing best practices, and creating opportunities that drive advancements in chronic disease management and performance improvement initiatives.

Learn more about current QuICs at amga.org/quic.

Best Practices Learning Collaboratives

AMGA Collaboratives are shared learning initiatives for medical organizations aiming to enhance patient care by exploring critical topics such as adult immunizations, atherosclerotic cardiovascular disease (ASCVD), colorectal cancer prevention, bundled diabetes measures, Medicare Advantage, obesity, and osteoporosis. These programs gather and disseminate evidence-based best practices, with the goal of building a knowledge-sharing community that empowers participants to accelerate systematic change and achieve lasting improvements in the quality of care and service that exceeds patient expectations.

Learn more about our recent Learning Collaboratives at amga.org/collaboratives.

Clinical Tools

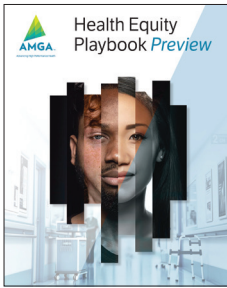
Rise to Immunize®

Rise to Immunize® (RIZE) is AMGA Foundation's third national campaign and aims to empower medical groups and health systems to collectively administer 30 million vaccines by 2027 through comprehensive and equitable vaccine initiatives. This six-year initiative focuses on increasing rates of seven critical immunizations—influenza, pneumococcal, Td/Tdap, zoster, RSV, COVID-19, and hepatitis B—among adults to decrease vaccine-preventable disease and death.



Learn how you can participate at risetoimmunize.org.

Health Equity Playbook Preview



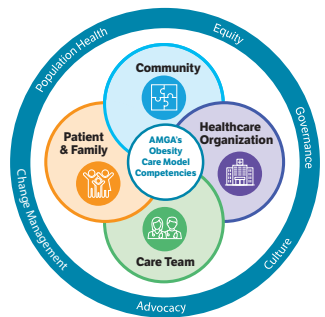
The Health Equity Playbook Preview is a comprehensive guide to improving diversity, equity, and inclusion (DE&I) within your organization and promoting health equity in the communities you serve. This preview establishes the infrastructure within your organization to successfully implement DE&I and health equity initiatives and contains Six Spheres of Action: Leadership & Governance, Workforce Development & Engagement, Patient Engagement, Community Partnerships & Collaboration, Leveraging Data, and Policy & Advocacy.

Download the preview at amga.org/key-topics/health-equity.

Obesity Care Model Collaborative (OCMC) Playbook

The OCMC Playbook provides users with knowledge and insights on population health-based approaches and strategies for treating adult patients with obesity in primary care. The information in this playbook represents evidence-based best practices from AMGA member organizations who participated in the Obesity Care Model Collaborative.

Available for download at amga.org/obesity.



Diabetes: Together 2 Goal® Provider Toolkit



AMGA Foundation's Diabetes: Together 2 Goal® toolkit helps promote the effective management of Type 2 diabetes. This free toolkit offers tips and resources to help your organization implement diabetes care for patients.

Download the toolkit at together2goal.org/assets/PDF/toolkit.pdf.

Meetings and Education

Mark your calendar! AMGA offers networking and learning opportunities throughout the year for medical group and healthcare system leaders. We offer a variety of in-person and online events designed to guide you along the path to high performance health.

■ AMGA's Annual Conference

Our premier event of the year is where medical groups and health system executives convene to address the state of healthcare. Participants engage in networking and peer-to-peer learning focused on value, quality, efficiency, and access.

■ Annual Compensation & Operations Improvement Meeting

This event is tailored for physician and administrative leaders charged with driving operational efficiency and financial performance at their organizations. Attendees gain insights into the most current market trends around provider compensation, external market forces, and practice operations.

■ Large Group Council Executive Summit

Join senior-level leaders from medical groups and health systems with more than 1,000 FTE physicians at this invitation-only event. Gain a fresh perspective and learn practical strategies during structured and unstructured conversations with your peers.

■ Fall Council Summit

This exclusive forum is designed specifically for CEO, COO, CMO, CFO, and Quality Council members, with each Council agenda curated by a planning committee of fellow Council members focused on the hot-button issues impacting medical groups and health systems.

■ Capitol Hill Day

AMGA advocates in Washington, DC, for programs and legislation that support healthcare providers across the country. Each June, members have the opportunity to meet face-to-face with elected representatives and their staff to discuss issues vital to their medical organization's success.

■ Regional Meetings

We have a meeting coming near you! AMGA's regional meetings are specifically designed to increase interaction and networking among attendees from a certain geographic area. Time is split among presentations, small group breakouts, and open discussion.

■ Webinars

AMGA hosts live, one-hour webinars throughout the year. Webinars focus on best practices and guidance on a variety of clinical, operational, financial, and policy topics, and allow you to engage with the presenters through Q&A.



Registration for AMGA events is either complimentary or discounted for AMGA members. View all upcoming events at amga.org/events.

Consulting Services

AMGA Consulting

Whether you operate in a private practice where financial stability is vital, or you are part of a larger integrated health system where the performance of the physician enterprise is critical to success, you need a strategic partner to help address challenges and bring cohesion to the organization.

What we do: AMGA Consulting can identify actionable tactics to foster physician enterprise performance through our core services, focusing on key areas:

- Provider Compensation & FMV
- Operations & Practice Optimization
- Executive Recruitment & Onboarding
- Provider Wellness & Retention
- Strategy & Organizational Development

How we do it: We collaborate with executive teams, physician leaders, and operational leaders to build trust and achieve goals, leveraging evidence-based insights and our experience as medical group executives and operators.

Make AMGA Consulting your trusted partner for high performance. Visit amgaconsulting.com or contact Fred Horton, president, AMGA Consulting, at 703.838.0033 ext. 381.



Workforce Resources

AMGA Career Center

The AMGA Career Center is the premier online career resource connecting employers to the healthcare industry's talented professionals. Post jobs on the AMGA Career Center and tap into a concentrated talent pool of healthcare professionals at a fraction of the cost of commercial boards and newspapers. The AMGA Career Center is also a recruitment portal to the National Healthcare Career Network (NHCN). Post jobs through this exclusive network and reach more than 130,000 prescreened Top "A" talent.

Visit careers.amga.org.

Advocacy Resources



AMGA advocates for priority issues affecting medical groups and integrated systems of care; promotes policymakers' and lawmakers' awareness of the advantages of practicing in a multispecialty medical group; represents members' interests in related associations and coalitions; and informs and advises members regarding implementation of, and compliance with, proposed and enacted legislation and regulations.

In addition, we promote policymakers' and lawmakers' awareness of medical groups' recognized excellence in delivering high-quality, cost-effective medical services to patients through coordinated care.

Through our efforts, members are assured that their interests are represented before many audiences, including Congress and federal agencies, in addition to other healthcare organizations and interest groups.

We keep members up-to-date on issues important to them—including Medicare reimbursement, telehealth expansion, Medicare Advantage, pathway to value, access to payer claims data, and access to care for the chronically ill—through publications, issue briefs, tools, and other communications. We serve as a resource for questions and concerns.

For more information, visit amga.org/advocacy.

Podcasts: Filibusters & Fine Print

Looking for insights and analysis of the policies shaping American healthcare, mixed in with (mostly) friendly banter and occasional culture commentary? This podcast by AMGA's seasoned public policy team with too many years of Capitol Hill and executive branch experience to count, *Filibusters & Fine Print* unpacks the latest legislative and regulatory developments affecting healthcare providers.



Listen at amga.org/about-amga/newsroom/filibusters-and-fine-print or search for us on Apple, Spotify, and YouTube Podcasts!



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