

For Immediate Release

### Hospital CEO Turnover Rate Remains Elevated

**CHICAGO, March 11, 2016**—Hospital CEO turnover in 2015 held steady at 18 percent, according to a recent report by the American College of Healthcare Executives. While less than the record high of 20 percent in 2013, this level of turnover is equal to that reported in 2014 and still among the highest rates reported in the past two decades.

“Our data show a continuation of the elevated CEO turnover rates we have seen over the past several years,” says Deborah J. Bowen, FACHE, CAE, ACHE’s president and CEO. “The continuing trend of consolidation among organizations, the emergence of new models of care, retirement of leaders from the Baby Boomer era as well as movement of CEOs within health systems may all be contributing factors. The high level of change taking place in hospital C-suites underscores the importance of organizations having well-developed succession plans to manage changes in senior leadership roles to ensure success in today’s environment.”

ACHE’s CEO turnover rates are based on changes in an organization’s chief executive officer as reported to the American Hospital Association.

American College of Healthcare Executives  
Hospital CEO Turnover\*

YEAR	ADJUSTED ** (percent)	NUMBER OF HOSPITALS
2015	18	4,448
2014	18	4,501
2013	20	4,546
2012	17	4,555
2011	16	4,542
2010	16	4,567
2009	18	4,582
2008	14	4,520
2007	15	4,496
2006	15	4,546

2005	14	4,512
2004	16	4,566
2003	14	4,569
2002	14	4,602
2001	15	4,624
2000	17	4,689
1999	18	4,744
1998	17	4,780
1997	16	4,842
1996	16	4,928
1995	17	4,940
1994	14	5,045
1993	14	5,030
1992	15	5,198
1991	17	5,294
1990	13	5,398
1989	16	5,454
1988	18	5,526
1987	18	5,583
1986	17	5,626
1985	16	5,651
1984	15	5,665

1983	13	5,672
1982	14	5,678
1981	14	5,687

\* Nonfederal short term, general medical and surgical hospitals.

\*\* Based on a universal telephone study in 1990, we reduced the total turnover for the years 1981–1997 by 14.2 percent due to incorrect reporting of retained CEOs and by 9.9 percent due to the replacement of interim or acting CEOs. The total reduction is 24.1 percent. In 1998, a sample survey of 146 hospitals showed that the appropriate deflator should be 18.6 percent, which was applied to the 1998–2002 rates. In 2004, this deflator was adjusted to 18.8 percent on the basis of a survey of a sample of 150 hospitals; this was applied to the 2003–2007 rates. For the 2008 calendar year, on the basis of a survey of 300 hospitals, a new deflator of 13.04 percent was computed, which was used for 2009 and 2010 as well.

Beginning with the 2011 figures, our calculations exclude known interim CEOs, rather than correcting for them using the deflator. A deflator of 2.10 percent, correcting for overlooked interim CEOs and misidentified turnovers, was computed on the basis of a 2012 survey of 300 hospitals and applied to the 2012–2015 rates.

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Annual CEO Turnover by State—Rates adjusted for states with more than 23 turnovers

*Nonfederal, Short-Term, General Medical/Surgical Hospitals—Calendar Year 2015*

Rank	State	Adjusted CEO Turnover Percent*
<b>(High-turnover states)</b>		
1	MISSOURI	30†
2	DIST. OF COLUMBIA	29
3	ALASKA	28
4	NEVADA	27
5	OREGON	26
6	COLORADO	25
8	ARIZONA	25
9	HAWAII	25

7	SOUTH CAROLINA	24
10	KANSAS	23†
11	TEXAS	23†
12	ALABAMA	22
13	RHODE ISLAND	22
14	WEST VIRGINIA	22
15	NEW JERSEY	22
16	TENNESSEE	22
17	ARKANSAS	21
<b>(Medium-turnover states)</b>		
18	NORTH DAKOTA	21
19	OKLAHOMA	20
20	GEORGIA	20†
21	DELAWARE	20
22-23	CALIFORNIA	20†
22-23	WASHINGTON	20
24	IDAHO	19
25	VIRGINIA	19
26	CONNECTICUT	19
27	NORTH CAROLINA	18
28	LOUISIANA	18
29	NEW YORK	18†

30	NEBRASKA	18
31	MASSACHUSETTS	18
32	MISSISSIPPI	17
33-35	SOUTH DAKOTA	17
33-35	KENTUCKY	16
33-35	MINNESOTA	16
	<b>(Low-turnover states)</b>	
36	FLORIDA	16 <sup>†</sup>
37	PENNSYLVANIA	16
38	OHIO	16
39	MARYLAND	16
40	INDIANA	15
41	MONTANA	15
42	VERMONT	14
43	WYOMING	14
44	UTAH	14
45	IOWA	14
46	NEW MEXICO	13
47	NEW HAMPSHIRE	13
48	MICHIGAN	12
49	ILLINOIS	12
50	MAINE	9

51	WISCONSIN	7
52	PUERTO RICO	2
	<b>US Total</b> (50 states, DC, Puerto Rico)	<b>18</b>

\* This table adjusts the turnover rate downward in states with more than 23 turnovers to account for unrecorded interim and acting CEOs who are intentionally assigned to their posts for a short period.

† More than 23 turnovers—adjusted rate

#### **About the American College of Healthcare Executives**

The **American College of Healthcare Executives** is an international professional society of 40,000 healthcare executives who lead hospitals, healthcare systems and other healthcare organizations. ACHE's mission is to advance its members and healthcare management excellence. ACHE offers its prestigious FACHE<sup>®</sup> credential, signifying board certification in healthcare management. ACHE's established network of 79 chapters provides access to networking, education and career development at the local level. In addition, ACHE is known for its magazine, *Healthcare Executive*, and its career development and public policy programs. Through such efforts, ACHE works toward its vision of being the preeminent professional society for healthcare executives dedicated to improving health. **The Foundation of the American College of Healthcare Executives** was established to further advance healthcare management excellence through education and research. The Foundation of ACHE is known for its educational programs—including the annual Congress on Healthcare Leadership, which draws more than 4,000 participants—and groundbreaking research. Its publishing division, Health Administration Press, is one of the largest publishers of books and journals on health services management, including textbooks for college and university courses. For more information, visit [ache.org](http://ache.org).

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