

For Immediate Release

## Hospital CEO Turnover Rate Remains Steady

**CHICAGO, June 14, 2018**—For the fourth straight year hospital CEO turnover 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, the level of turnover registered in 2017 is equal to that reported in the previous three years and remains among the highest rates calculated in the last two decades.

“According to our data, the past five years have been the longest period of continuously elevated CEO turnover rates above 18 percent since we began studying turnover in the early 1980s,” says Deborah J. Bowen, FACHE, CAE, ACE’s president/CEO. “Hospitals and health systems continue to evolve and reorganize to meet the demands of the new healthcare environment at the same time many CEOs are reaching retirement age, all of which may be contributing to CEO turnover. More than ever, C-suite succession planning and more intentional focus on the professional development of new leaders is vital to organizational success.”

ACE’s CEO turnover rates are based on changes in an organization’s CEO, as reported to the American Hospital Association.

American College of Healthcare Executives  
Hospital CEO Turnover\*

YEAR	(percent) **	NUMBER OF HOSPITALS
2017	18	4,435
2016	18	4,401
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, general medical and surgical hospitals.

\*\*Rates before 2016 are statistically adjusted to correct for errors in reporting. Based on a telephone survey in 2017 using a sample of 300 hospitals, we determined that adjustment of the rates for 2016 and subsequent years was not necessary.

American College of Healthcare Executives—Feb. 28, 2018  
Annual CEO Turnover by State

*Nonfederal, General Medical and Surgical Hospitals—Calendar Year 2017*

Rank	State	CEO Turnover Percent
<b>(High-turnover states)</b>		
1	CONNECTICUT	38
2	WYOMING	38
3	IDAHO	36
4	PUERTO RICO	35
5	NEW MEXICO	31
6	WISCONSIN	25
7	WASHINGTON	25
8	OKLAHOMA	25
9	SOUTH CAROLINA	24

10-11	ALASKA	22
10-11	HAWAII	22
12	FLORIDA	22
13	MISSOURI	21
14	ALABAMA	20
15	MASSACHUSETTS	20
16	VIRGINIA	20
17-18	DELAWARE	20
17-18	RHODE ISLAND	20
<b>(Medium-turnover states)</b>		
19	GEORGIA	20
20	TEXAS	19
21	ILLINOIS	19
22	MICHIGAN	19
23	OHIO	18
24	COLORADO	18
25	PENNSYLVANIA	17
26	MINNESOTA	17
27	IOWA	17
28	ARIZONA	17
29	KENTUCKY	17
30	NEBRASKA	16

31	KANSAS	16
32	TENNESSEE	16
33	NORTH DAKOTA	15
34	LOUISIANA	15
35	INDIANA	15
	<b>(Low-turnover states)</b>	
36	OREGON	15
37	MISSISSIPPI	15
38	DIST. OF COLUMBIA	14
39	NEW JERSEY	14
40	CALIFORNIA	14
41	NORTH CAROLINA	14
42	NEVADA	14
43	MONTANA	13
44	MAINE	13
45	NEW YORK	12
46	NEW HAMPSHIRE	12
47	MARYLAND	11
48	UTAH	11
49	WEST VIRGINIA	11
50	SOUTH DAKOTA	9
51	VERMONT	8

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**US Total (50 states, DC, Puerto Rico)****18**

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**About the American College of Healthcare Executives**

**The American College of Healthcare Executives** is an international professional society of 48,000 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 78 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 leaders 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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