

2011 AANP National NP Compensation Survey



Introduction

In May 2011, American Academy of Nurse Practitioners (AANP) conducted the third iteration of the AANP National Nurse Practitioner (NP) Compensation Survey. Previous versions were conducted in 2007 and 2008. The purpose of the survey was to compile a comprehensive data set about NP hourly and annual compensation, as well as to provide information about employment related benefits. The initial invitation to complete the survey was sent to 31,702 NPs. Information about the survey was also announced through various newsletter and social media outlets. The survey was open for two weeks, with a reminder to complete the survey sent after one week had passed. Overall, a total of 6,680 responses were received.

Overview

On average, respondents had almost 11 years of experience practicing as an NP. The majority of respondents reported that they were either family (38%) or adult (30%) NPs. The most prevalent practice site types reported were private physician practice (26%), hospital outpatient clinic (14%), and hospital in-patient clinic (11%). 70% practiced in communities with populations of 50,000 or more. Over 80% saw on average 2 to 4 patients per hour.

The average yearly compensation for all respondents was \$94,050 and the mean hourly wage reported was \$46.12. This preliminary summary focuses on a brief summary of findings on full-time NPs, with full-time defined as those who work in clinical setting more than 35 hours per week. More detailed reports are anticipated that will provide greater detail on both full and part-time NPs, and will appear in an upcoming JAANP article and on the AANP website (www.aanp.org).

NP Income – Full-Time

Based on the criteria mentioned above, 3812 of the total respondents reported that they worked as an NP full-time. The average base salary for full-time NPs was \$91,310 and the mean total salary was \$98,760. Continuing the trend reported in previous compensation surveys, the mean total salary has increased since 2008 from \$92,110. Salaries varied depending on variables including clinical specialty, practice setting, community size, and length of time practicing as a Nurse Practitioner. Table 1 shows the base and total annual income for NPs, based on population focus.

Table 1. Annual Salary for Full-time NPs, by Population Focus

<u>Main Specialty</u>	<u>N</u>	<u>Base Salary</u>	<u>Total Income</u>
Acute Care	479	96,580	105,200
Adult	1123	93,990	98,160
Family	1511	87,630	96,910
Gerontology	161	91,790	97,990
Neonatal	62	107,550	124,540
Pediatrics	175	87,610	92,250
Psych/Mental Health	106	101,410	111,220
Women's Health	189	83,480	91,730

In Table 2 the base and total salary information is broken down by the most common practice settings or those with at least 100 respondents.

Table 2. Annual Salary for Full-time NPs, by Practice Setting

<u>Setting</u>	<u>N</u>	<u>Base Salary</u>	<u>Total Income</u>
Private NP	119	89,980	111,750
Private Physician	913	87,660	95,680
Community Health Center	245	87,340	92,110
Rural Health Clinic	201	85,250	92,560
Hospital Outpatient Clinic	459	95,060	98,720
Occupational/Employee Health	105	95,600	99,030
Emergency Room/Urgent Care	222	101,580	115,070
In-Patient Hospital Unit	527	96,120	103,650
Veterans Admin Facility	147	100,680	111,110

National Administrative Office:

PO Box 12846
Austin, TX 78711
Phone 512 442-4262
Fax 512 442-6469
Email admin@aanp.org
Website www.aanp.org

Office of Health Policy:

PO Box 40130
Washington, DC 20016
Phone 202 966-6414
Fax 202 966-2856
Email dcoffice@aanp.org

Table 3. NP Income, by Bureau of Economic Analysis Region

Geographic Region	States	Base Salary	Total Income
Southeast	AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV	87,653	96,916
New England	CT, ME, MA, NH, RI, VT	96,415	101,872
Mideast	DE, DC, MD, NJ, NY, PA	94,337	101,112
Great Lakes	IL, IN, MI, OH, WI	88,140	93,812
Plains	IA, KS, MN, MO, NE, ND, SD	86,159	124,540
Southwest	AZ, NM, OK, TX	94,868	104,040
Rocky Mountains	CO, ID, MT, UT, WY	85,384	94,944
Far West	AK, CA, HI, NV, OR, WA	97,567	107,518

As would be expected, NP income typically increases with experience. The exception to this pattern is for those NPs with over 25 years of experience. Table 4 lists the salary means broken down by experience.

Table 4. Income by Years of NP Experience

Years of NP Experience	Base Salary	Total Income
1 - 5	86,000	92,210
6 - 10	93,580	100,540
11 - 15	94,490	104,090
16 - 20	96,690	106,680
21 - 25	100,830	101,260
> 26	92,830	101,080

NP Employment Benefits

Besides their base salary, 31% of the full-time respondents indicated that they received an incentive or productivity bonus. This percentage increased from 24.5% as reported in 2008. The majority of those receiving bonuses (47%) listed number of patient encounters as one of the main factor in determining the amount. Practice revenue (39%) and quality measures/outcomes (26%) were the next highest indicated factors. The following table lists the most common employment benefits and the percentage of respondents that receive them.

Table 5. Practice-Related Benefits

Benefit	Percent	Benefit	Percent
Vacation	93%	Liability Insurance	84%
Sick Leave	80%	Health Insurance	86%
Professional Leave	78%	Long Term Care Insurance	29%
Educational Allowance	80%	Disability Insurance	55%
Journal Allowance	24%	Life Insurance	63%
Professional Dues	46%	Retirement Plan	79%

Summary

The 2011 AANP National NP Compensation Survey provides a current snapshot of nurse practitioner income, employment benefits, and other employment-related items. Besides the information listed in this brief report, data were also collected on NP education, sub-specialization, payor sources, on-call pay, and technology use which will be included in future reports and articles. AANP will continue to analyze and report nurse practitioner income over time, thus providing a valuable source of information for NPs, employers, policy makers and other stakeholders.