

2008 AANP National NP Compensation Survey

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In April–May 2008, AANP conducted the 2008 AANP National NP Compensation Survey. The survey invitation was emailed to all AANP full members. The online survey was available for two weeks, and a reminder e-mail was sent to the full members at the midpoint. In addition to the AANP members, 15,852 nonmembers were sent a one-time invitation to participate. During the two-week survey period, 6279 responses were received. The survey is the second AANP compensation-specific NP survey and included a range of items regarding NP annual and hourly income and employment-related benefits. It was an abbreviated version of the 2007 NP Compensation Survey, which included several income-related items that had been included in previous broad AANP surveys. In addition to data specific to the respondents' hourly wages or annual incomes, the survey was designed to collect data on variables such as the NPs' clinical specialization, educational background, patient populations, practice communities and settings, and employment benefits.

The 6279 respondents reported characteristics similar to those of the overall NP population and the AANP membership. They had an average of nine years of NP experience. The most common specialties represented were family (54.5%) and adult (20.4%). Approximately 17% practiced in communities with populations less than 25,000; 39% practiced in communities of more than 250,000. The most common practice settings were private physician practices (30.3%), hospital-based outpatient clinics (11.6%), and hospital inpatient settings (9.8%). The majority (58.8%) saw three to four patients per hour. Approximately 29% saw one or two patients per hour and the remainder saw five or more hourly.

Salary and total annual income are reported here only for full-time NPs. For the purpose of this survey, full-time NP employment was arbitrarily defined as practicing more than 35 hours a week and more than 47 weeks per year. This definition is consistent with what has been used in previous surveys, allowing for comparisons and trending. In all, 2737 respondents provided ample detail to ensure that they met these criteria. Only the hourly rate of pay is based on the responses of all respondents,

regardless of the number of hours or weeks spent in clinical practice.

The mean base salary for full-time NPs from their main practice setting was \$84,250, with an average total income of \$92,110. The hourly wage earned by NPs from their clinical NP practice, regardless of the number of hours or weeks they practiced, was \$42.58 (2.4% increase from 2007). This hourly rate converted to a full-time equivalent (2080 hours annually) equates to a base salary of \$88,504. In 2007, the hourly rate for all NP respondents, regardless of whether or not they were considered full-time, was \$41.58, which converted to a full-time equivalent of \$86,486. These data identify a continuing positive trend in NP salaries and hourly rates of pay. Table 1 depicts comparison data for 2007 and 2008 (AANP, 2007). Over the one-year period, base salary and total income increased by 3% and 4%, respectively.

The salaries varied based on factors such as clinical specialty, type of practice setting, and community size. Table 2 depicts the base and total annual income for NPs of varied specialties with at least 70 respondents reporting; Table 3 depicts the base and total annual income by the most common types of practice sites. Previous surveys have demonstrated similar differences based on specialty and practice setting.

NPs are practicing in a range of clinical subspecialties. This survey included a list of 21 subspecialties, plus an "other" option, from which respondents could select. NPs in subspecialty practice had generally higher incomes, although the number of respondents in many of the subspecialties was small. Overall, those reporting a subspecialty practice had a mean base salary of \$86,540 and total income of \$94,210. The lowest subspecialty base and total incomes (\$74,500 and \$83,750, respectively) were reported by those practicing in school health ($n = 24$); the

Table 1 Comparison of 2007 and 2008 salary and income

Year	N	Base salary	Total income
2008	2737	\$84,250	\$92,110
2007	3899	\$81,060	\$87,400

Table 2 Annual salary and income for full-time NPs, by clinical specialty

Main specialty	N	Base salary	Total income
Acute care	254	\$88,510	\$98,370
Adult	521	\$86,160	\$92,840
Gerontology	87	\$84,920	\$90,101
Pediatrics	90	\$83,080	\$90,760
Family	1558	\$82,630	\$90,440
Women's health	70	\$79,690	\$87,520

Table 3 Annual salary and income for full-time NPs, by practice setting

Setting	N	Base salary	Total income
Emergency/Urgent Care	160	\$96,270	\$112,030
Private NP	60	\$87,250	\$111,230
Veterans Administration	143	\$92,590	\$97,140
Hospital inpatient	374	\$88,879	\$96,270
Hospital outpatient	289	\$84,660	\$90,430
Occupational/employee health	79	\$84,580	\$89,690
Private physician	795	\$80,430	\$88,200
Community health center	122	\$79,120	\$84,120

highest base and total means (\$96,150 and \$112,330, respectively) were reported by NPs subspecializing in emergency practices ($n = 189$).

Respondents practicing in the smallest communities, those with fewer than 1,000 residents, reported incomes (\$85,320 base and \$91,100 total) higher than those practicing in communities of 1,000–49,999 residents. With the exception of the salaries in the least populous communities, however, there was a gradual increase according to community size. NPs practicing in communities with 5 million or more residents reported base and total incomes of \$93,250 and \$100,890, respectively. There was variation in income across broad geographic regions (Bureau of Economic Analysis [BEA] regions). See Table 4.

In general, NP income increases with years of experience, with the exception of the NPs who had more than 25 years of NP experience. Table 5 provides the means in salary and total income based on amount of NP experience.

NP income also varies based on the respondent's highest earned degree rather than the level of their basic NP preparation. For this reason, the highest degree is used to discuss variation in compensation. Table 6 depicts the variation by highest earned degree, with all baccalaureate, master's, and doctoral degrees combined. Although entry level for NP practice is currently graduate preparation, a number of full-time respondents reported that their highest earned degree was a baccalaureate degree in nursing ($n = 50$) or another discipline ($n = 9$). Although most full-time respondents had either a nursing ($n = 2510$) or nonnursing ($n = 69$) master's as their highest earned degree, a number had earned a doctor of nursing practice (DNP) ($n = 32$), another type nursing doctorate ($n = 20$), or a nonnursing doctorate ($n = 28$). Respondents who reported a baccalaureate as their highest degree had significantly more years of experience than other respondents. In fact, the nursing baccalaureate and other baccalaureate respondents had been NPs for an average of 22 and 23 years, respectively. Those with a nursing or other master's degree had been NPs, on average, for 8 and 13 years, respectively. Finally, the DNP, other nursing doctorate, and nonnursing doctorate completers had been NPs for 11, 16, and 15 years, respectively. The highest base salary (\$96,190) was reported by NPs with DNP as their highest degree, and the highest total salary was reported by respondents who had earned another nursing doctorate (\$121,250).

The majority of respondents reported a package of several employment benefits. Table 7 depicts the percentage of full-time respondents who reported receiving each of the specified benefits. Of the respondents reporting paid vacation, only 4.4% received fewer than two weeks. Although 21.0% and 31.7% received two or three weeks, respectively, 42.9% received four or more weeks of paid vacation annually.

Approximately 1% reported having an independent practice, 2.4% reported being either self-employed or the practice owner, and 0.6% reported that they were a partner in their practice. Approximately 83% of respondents were salaried. The highest base salary base income

Table 4 NP salary and income, by BEA geographic region

Geographic region	States	Mean base salary	Mean total NP income
Southeast	AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV	\$81,560	\$88,930
New England	CT, ME, MA, NH, RI, VT	\$86,700	\$92,340
Mideast	DE, DC, MD, NJ, NY, PA	\$85,830	\$93,130
Great Lakes	IL, IN, MI, OH, WI	\$79,820	\$86,430
Plains	IA, KS, MN, MO, NE, ND, SD	\$79,070	\$85,870
Southwest	AZ, NM, OK, TX	\$88,280	\$92,450
Rocky Mountains	CO, ID, MT, UT, WY	\$79,060	\$88,800
Far West	AK, CA, HI, NV, OR, WA	\$95,980	\$106,840

Table 5 NP salary and income by years of NP experience

Years of NP experience	Mean base salary	Mean NP income
1–5	\$81,450	\$87,650
6–10	\$86,350	\$95,170
11–15	\$88,200	\$98,210
16–20	\$86,720	\$95,880
21–25	\$93,270	\$104,100
≥26	\$84,290	\$92,060

Table 6 NP salary and income by highest degree

Highest earned degree	Mean base salary	Mean total income
Baccalaureate	\$81,950	\$91,356
Master's	\$84,070	\$91,586
Doctorate	\$93,946	\$112,960

was reported by those who were either self-employed/practice owners (\$95,820) or partners (\$94,150). The highest total annual income was also reported by partners (\$139,760) and self-employed/practice-owner (\$126,000) respondents. Of all categories of full-time respondents, salaried NPs reported the lowest annual base (\$83,370) and total income (\$89,550).

The AANP 2008 Compensation Survey provides a comprehensive depiction of NP income. With continued increased salaries, the findings support a strong demand for NP services and growing recognition of the value NPs contribute. AANP will continue to collect data on NP income and benefits to provide a resource for NPs, employers, policy makers, and other stakeholders. It is anticipated that the

Table 7 Employment benefits reported by full-time NPs

Benefit	Percentage
Health insurance	86.2
Educational allowance to attend professional meetings	81.1
Professional liability insurance	81.0
Professional leave to attend meetings	79.7
Retirement plan	78.8
Paid vacation	77.3
Sick leave	74.6
Life insurance	61.3
Disability insurance	51.6
Profession organization membership dues	46.3
Long-term care insurance	26.8
Journal allowance	26.6

next data on NP income will be collected and reported as part of the 2009 AANP National NP Sample Survey.

Reference

AANP. (2007). 2007 AANP National NP Compensation Survey. Retrieved August 5, 2008, <http://www.aanp.org/NR/rdonlyres/AD41DD8D-FD16-4F84-968C-F7192A0E79D6/0/NPCompensation2007.pdf>

Conflicts of interest

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