

2008 AANP National NP Compensation Survey



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 a period of two weeks, with a reminder e-mail sent to the full members again at the mid-point. In addition to the AANP members, 15,852 non-members were sent a one-time invitation to participate. During this time, a total of 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.

Overall, respondents had, on average, nine years of NP experience. The largest 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 over 250,000. The largest 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.

This following discussion provides a summary of the findings for full-time NPs only. The salary and total income for part-time NPs is not included. However, when all respondents were considered, the mean hourly rate of pay was \$42.55. Converted to full-time equivalent (2080 hours) this would be equivalent to \$88,504 base salary. More detailed reports are anticipated for both full- and part-time NPs and will appear in an upcoming JAANP article and on the AANP website. (www.aanp.org)

NP Income

A total of 2737 respondents indicated that they practiced clinically as an NP full-time. For the purpose of this survey, full-time was defined as more than 35 hours per week for more than 47 weeks per year. 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. This hourly rate converted to a full-time equivalent (2080 hours annually) is equivalent to a base salary of \$86,486.

These data identify a continuing positive trend in NP salaries and hourly rates of pay. In 2004, the mean salary for full-time NPs was reported as \$73,830, although, the 2004 survey did not specify base-salary. In 2007, the mean base salary for full-time NPs was \$81,060 and the total NP income was \$ 87,400.

The salaries varied based on variables such as clinical specialty, type of practice setting, and community size. Table 1 depicts the base and total annual income for NPs of varied specialties with at least 100 respondents reporting; Table 2 depicts the base and total annual income by the most common types of practice sites.

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Table 1. Annual Salary 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 2. Annual Salary for Full-time NPs, by Practice Setting

Setting	N	Base Salary	Total Income
ED/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

NPs practicing in the smallest communities of <1,000 residents reported incomes (\$85,320 base and \$91,100 total) slightly higher than those in communities of 1,000-49,999 residents. Otherwise, there was a gradual increase according to community size. NPs in communities with >5 million residents reported base/total incomes of \$93,250 and \$100,890, respectively.

The variation in income across geographic regions is depicted in Table 3.

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

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

In general, NP income increases with experience, with the exception of the NPs who had over 25 years of NP practice, Table 4 provides the means in salary and total income based on amount of NP experience.

Table 4. Income by Years of NP Experience

Years of NP Experience	Mean Total NP Income	Mean Base Salary
1-5	87,650	81,450
6-10	95,170	86,350
11-15	98,210	88,200
16-20	95,880	86,720
21-25	104,100	93,270
≥26	92,060	84,290