

# 2007 AANP National NP Compensation Survey



In April 2007, AANP conducted the 2007 AANP National NP Compensation Survey. The survey invitation was e-mailed to a random sample of 32,869 NPs, including 17,636 AANP members and 15,233 non-members. The survey was available for a period of two weeks, with a reminder e-mail sent at the mid-point. During this time, a total of 7832 responses were received (24%). The survey is the first AANP compensation-specific NP survey and included a range of items regarding NP annual and hourly income and employment-related benefits. This report provides a preliminary summary of the findings for full-time NPs. A more detailed discussion of variables related to NP income will appear in an upcoming JAANP article and future reports available on the AANP website.

The respondents were similar to the overall AANP membership and NPs from all states were included. They had, on average, over nine years of NP experience. The largest specialties represented were family (51.3%) and adult (20.2%). Approximately 18% practiced in communities with populations less than 25,000; 41.3% practiced in communities of over 250,000. The largest practice settings were private physician practices (31.8%), hospital-based outpatient clinics (11.4%) and hospital inpatient settings (10.2%). The majority (63.1%) saw three to four patients per hour. Approximately 23% saw one or two patients per hour and the remainder saw five or more hourly.

## NP Income

A total of 3899 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 \$81,060, with an average total income of \$87,400. 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.

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.

Table 1. Annual Salary for Full-time NPs, by Clinical Specialty

Main Specialty	N	Base Salary	Total Income
Acute Care	282	86,460	91,790
Adult	644	82,030	86,000
Gerontology	102	80,880	84,580
Pediatrics	137	79,630	84,830
Family	1761	79,340	86,220
Women's Health	176	77,460	82,030

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

Setting	N	Base Salary	Total Income
ED/Urgent Care	179	92,310	98,130
Private NP	115	89,570	97,410
Veterans Administration	113	88,830	89,931
Hospital Inpatient	459	85,020	90,670
Hospital Outpatient	314	80,540	86,110
Community Health Center	160	77,340	79,100
Private Physician	1061	77,230	84,330

Although there was not a complete correlation between size of community and income, NPs practicing in the smallest communities reported lower incomes than NPs practicing in the largest communities. The mean income for full-time NPs practicing in communities with fewer than 1,000 residents and in communities of 5 million or more residents was \$78,620 and \$90,340, respectively.

There was variation in income across geographic regions. For the purposes of this survey, the Bureau of Economic Analysis (BEA) geographic regions were used. The variation is depicted for salary, income, and hourly rate of pay in Table 3.

Table 3: NP Income, by BEA Geographic Region

Geographic Region	States	Mean Total NP Income	Mean Base Salary	Mean Hourly
<b>Southeast</b>	AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV	84,740	78,530	40.44
<b>New England</b>	CT, ME, MA, NH, RI, VT	90,150	85,540	43.03
<b>MidEast</b>	DE, DC, MD, NJ, NY, PA	87,420	82,520	42.47
<b>Great Lakes</b>	IL, IN, MI, OH, WI	84,110	77,530	40.04
<b>Plains</b>	IA, KS, MN, MO, NE, ND, SD	84,430	77,740	39.94
<b>Southwest</b>	AZ, NM, OK, TX	89,820	83,890	41.76
<b>Rocky Mountains</b>	CO, ID, MT, UT, WY	90,450	79,510	40.98
<b>Far West</b>	AK, CA, HI, NV, OR, WA	93,930	90,940	45.22

In general, NP income increases with years of experience, Table 4 provides the means in salary, income, and hourly rate 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	Mean Hourly
<b>1-5</b>	83,830	77,270	40.50
<b>6-10</b>	88,530	83,070	41.76
<b>11-15</b>	92,260	85,400	42.87
<b>16-20</b>	89,340	84,760	42.93
<b>21-25</b>	92,350	85,590	42.54
<b>&gt;26</b>	91,100	86,790	41.61

One item asked respondents to rate their degree of satisfaction with their current position. A scale of 1-5 was used (1=extremely satisfied; 2=somewhat satisfied; 3=somewhat dissatisfied; 4=extremely dissatisfied). As with previous surveys, only approximately 10% were either extremely (3.2%) or somewhat (7.3%) dissatisfied. Nonparametric correlations found only an extremely weak, but statistically significant (-.154,  $p < .01$ ) correlation between NP salary and satisfaction among the full-time NP respondents. When correlations between hourly rate of pay and satisfaction were explored for all respondents, the correlation was weaker still (-.084,  $p < .01$ ).

## NP Employment Benefits and Resources

In addition to their base salary, 24.5% of the full-time respondents indicated that their practice arrangements included an incentive bonus. This is an increase from 16% in 2004. The most frequently identified factors related to the incentive bonuses were percent of charges/collections (45.6%) and number of patient encounters. Other factors included quality indicators/outcomes (18.6%), patient satisfaction (16.4%), and type/complexity of diagnoses seen (9.5%). Almost none (<2%) selected numbers of new patients, referrals, or kept patients as incentive bonus variables.

Approximately 34% of full-time respondents took weekend and/or evening call for their practice, compared to 27% in 2004. Most of those taking call (70.1%) indicated that they did not receive extra reimbursement for taking call. Approximately 26% were reimbursed for the call time and almost 4% for number of calls taken.

Approximately 79.5% of these respondents had written job descriptions; 57.5% had a written contract.

Full-time respondents received a number of employment-related benefits. The most common benefits included vacation time, health insurance, and professional liability (See Table 5). The majority (73.2%) of respondents who received vacation time received over two weeks of vacation annually.

Table 5. Practice-Related Benefits

Benefit	Percent	Benefit	Percent
Vacation	77.3	Sick leave	65.0
Health insurance	73.4	Life insurance	53.1
Professional liability	72.5	Disability insurance	45.5
Professional leave	69.7	Professional dues	39.6
Educational allowance	69.2	Journal allowance	22.8
Retirement plan	68.6	Long-term care insurance	22.6

A series of questions asked about other practice-related resources. Approximately 51% and 56% had private offices and private phones, respectively. Approximately 55% had one or more individuals to assist them in their practice and 49% had at least one dedicated exam room.

### Summary

The 2007 AANP National NP Compensation Survey provides a comprehensive picture of NP income and benefits. In addition to the data described above, others variables were included on the non-NP and/or non-clinical positions held by the respondents, as well as their sub-specialization, payor sources, and plans for retirement. AANP will continue to measure and report AANP income over time, to provide a source of information for NPs, employers, policy makers, and other stakeholders.