



**American Association of
NURSE PRACTITIONERS™**

**2015 National Nurse Practitioner Compensation Survey: An Overview
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Background

This is the fourth iteration of the National Nurse Practitioner Compensation Survey, which has been conducted by the American Association of Nurse Practitioners (AANP) periodically since 2007 to provide current and essential information about nurse practitioner (NP) compensation. The objectives of the compensation survey were to: 1) update NP compensation data as it relates to education, experience, region, setting and specialty, 2) identify typical NP benefit packages and employment arrangements, 3) identify associations between practice characteristics and compensation, and 4) identify trends in NP compensation. This report provides an overview of findings and is limited to respondents in full-time clinical practice, defined as working 35 hours or more per week as an NP, except where specifically stated otherwise.

Methods

The sampling frame for the compensation survey was pulled from the AANP National NP Database, which includes contact information from AANP members and customers as well as from state regulatory agencies that do not restrict the use of NP contact information for conducting research. NPs were included if they met the following criteria:

1. the NP, in the past year was reported by a state licensing agency, and had either a mailing address or an email address, or
2. the NP was from a state whose licensing agency did not provide adequate contact information, but the NP completed the 2013-14 National NP Practice Site Census, or had a business relationship with AANP and had either a mailing address or an email address.

The resulting database contained approximately 125,000 records available for sampling. A stratified random sample of 34,425 records were pulled, with an oversampled email group to account for undeliverable email addresses based on estimates from previous AANP email campaigns.

AANP members were pre-notified about the survey through various email and social media campaigns. The pre-notifications let potential participants know that invitations were being sent out in the following week. Those who had a valid email address were sent an email invitation to participate in the study that contained a unique link to the online survey. Those within the sample who did not have email addresses were sent an invitation to participate in the survey by letter which contained the survey link and a unique survey identifier. After two weeks, reminders were sent to those who had not participated.

The survey was administered entirely online. Undelivered mail and email invitations were assigned disposition codes for calculation of final outcome rates using the American Association of Public Opinion Research Outcome Rate Calculator, Version 3.1. A total of 2,233 respondents completed the survey for a response rate of 6.5%. Data were weighted to account for low participation in the mail group and for differences in the respondent population and the NP population using standards established by the 2013-14 National NP Practice Site Census. The analysis for this report was completed using IBM SPSS Statistics 22.

Results

Demographic Characteristics

On average, respondents were 46.5 years old and had 8.3 years of experience practicing as an NP. Approximately 91.8% of respondents were female. Respondents were asked to report their race and ethnicity, and they described themselves as White / Non-Hispanic (90.5%), Black / Non-Hispanic (3.2%), Hispanic/Latino (2.8%), Asian / Non-Hispanic (2.1%) and other / Non-Hispanic (1.4%).

Compensation

The majority of NPs (74.7%) were salaried, while 22.5% were paid an hourly rate and 2.8% were self-employed. Approximately 85% of NPs had written job descriptions and 58.3% had an employment contract. The hourly pay rate for NPs, regardless of the total number of hours worked per week, was \$51.19. The hourly pay rate for NPs in full-time practice was \$53.16. The mean annual base salary for NPs was \$97,083 and the mean total annual income from all employment was \$108,643.

Neonatal certified NPs had the highest annual base salary while psychiatric / mental health - family NPs had the highest total annual income. Table 1 displays compensation by area of NP certification(s). NPs working in retail clinics had the highest annual base salary while NPs working in emergency rooms or urgent care centers had the highest total annual income (Table 2). Separate from area of NP certification(s), respondents were asked to select their clinical focus at their main NP worksite. Table 3 displays compensation by the top ten clinical focus areas reported by respondents. As the most frequently reported clinical focus area, NPs with a clinical focus area in primary care (34.1%) had a total annual income of \$103,694 per year. As the number of years of NP experience increases, so does compensation across all categories, with the exception of NPs with 20 or more years' experience, whose average hourly rates and total annual income decreased (Table 4).

While 28.6% of NPs took evening or weekend calls for their main NP work site, only 30.1% of these NPs were compensated for this time. The most common compensation arrangements for taking evening and weekend calls were per hour of call time and per day on call. The mean hourly rate per hour of call time was \$51.66 and the mean daily rate was \$220.83.

In addition to base compensation, 30.1% of NPs received an incentive or productivity bonus at their main NP work site. Multiple factors were used to determine the amount of incentive or productivity bonus for approximately 44% of NPs; the most frequently reported factor used was practice revenue/profit (41.3%), quality measures/outcomes (31.8%) and patient satisfaction (27.7%) were the next highest indicated factors.

Benefits

When asked about employment benefits provided at their main NP work site, the majority of NPs received paid vacation (77.2%), paid sick leave (61.3%), professional liability insurance (72.4%), health insurance (70.7%), life insurance (55.1%), a retirement plan (69.4%) and reimbursement/allowance for licensure/certification(s) (53.2%). The majority of NPs also received employment benefits related to professional development including professional leave to attend meetings or conferences (66.7%), registration fees for professional meetings or conferences (54.0%) and continuing education reimbursement/allowance (71.9%). Additional benefits are listed in Table 5.

Practice Characteristics

While almost all (98.0%) NPs had a National Provider Identifier (NPI) number, the majority of these NPs billed under multiple NPI numbers for patient encounters. However, 22.1% billed under their NPI number for 100 percent of their patient encounters, compared to only 10.0% under a physician's NPI number, and 7.4% under their work site's facility NPI (Figure 1). In contrast, 23.4% of NPs with an NPI number billed no patient encounters under their own NPI number (Figure 2). When asked about participation in payment incentive programs, 31.9% of NPs were participating in a Medicaid Meaningful Use program, 15.3% were participating in a Patient Centered Medical Home and 22.3% participated in the Physician Quality Reporting System.

Limitations

The 2015 National NP Compensation Survey was conducted solely online, limiting responses to those who had access to a computer and Internet connection. Although data were weighted to account for demographic differences between respondents and the NP population, survey respondents were still, on average, younger (46.5 years versus 48.8 years). The estimated impact of this age difference on compensation is minimal since other determining factors such as practice setting and number of years in NP practice closely matched the standards established by the 2013-14 National NP Practice Site Census. Hourly rates are not listed in tables 1-3 since less than a quarter of NPs were paid by the hour.

Table 1: Mean Hourly Rate and Annual Total Income by Area of Certification(s), 2015 National NP Compensation Survey

Area of Certification(s)	Base Salary			Total Income		
	n	Mean	SE	n	Mean	SE
Acute Care	143	101,017	0.17	174	111,083	0.22
Adult	306	98,308	0.10	387	108,047	0.16
Adult-Gerontology, Acute Care	28	96,130	0.29	33	109,700	0.44
Adult-Gerontology, Primary Care	55	95,120	0.20	65	105,922	0.27
Gerontology	38	104,582	0.26	50	121,614	0.50
Diabetes Management-Advanced	-	-	-	11	101,000	0.78
Family	830	95,661	0.06	1143	107,917	0.09
Hospice and Palliative Care	20	102,385	0.31	26	111,202	0.39
Neonatal	24	112,893	0.51	27	123,041	0.56
Oncology	27	101,698	0.35	30	108,668	0.41
Pediatrics	133	93,895	0.15	151	102,493	0.19
Psychiatric / Mental Health	17	108,091	0.60	26	123,360	0.68
Psychiatric / Mental Health - Adult	34	109,576	0.31	49	129,153	1.11
Psychiatric / Mental Health - Family	32	106,771	0.44	51	132,115	0.77
Women's Health	59	90,981	0.18	86	101,787	0.40

Compensation for dermatology, emergency and orthopedic certified NPs not included due to a low overall n.

- Missing values are due to n < 10.

Table 2: Mean Hourly Rate and Annual Total Income by Setting, 2015 National NP Compensation Survey

Setting	Base Salary			Total Income		
	n	Mean	SE	n	Mean	SE
College Health	37	81,755	0.22	43	89,827	0.24
Community Health Center	60	93,970	0.18	73	102,245	0.29
Emergency Room/Urgent Care	39	100,180	0.26	113	122,797	0.32
Hospital Inpatient Clinic	163	102,578	0.13	193	114,034	0.19
Hospital Outpatient Clinic	336	96,729	0.08	360	109,542	0.24
Long-Term Care Facility	50	95,098	0.21	59	107,405	0.43
Occupational Health Clinic	27	102,234	0.33	45	113,295	0.54
Other	117	104,864	0.24	148	111,819	0.31
Private Group Practice	290	94,049	0.13	371	104,470	0.17
Private NP Practice	14	91,500	0.73	40	111,881	0.88
Private Physician Practice	113	91,395	0.17	154	103,183	0.20
Psychiatric / Mental Health Facility	29	103,012	0.40	47	119,633	0.79
Retail Clinic	14	109,917	0.49	52	111,535	0.38
Rural Health Clinic	66	95,259	0.24	87	107,189	0.35
VA Facility	37	108,357	0.25	45	118,225	0.29

Table 3: Mean Hourly Rate and Mean Annual Total Income by Clinical Focus Area, 2015 National NP Compensation Survey

Clinical Focus Area	Base Salary			Total Income		
	n	Mean	SE	n	Mean	SE
Cardiology	111	101,468	0.18	122	110,355	0.23
Health Promotion	45	93,418	0.20	61	106,649	0.27
Neurology	30	96,923	0.24	34	103,868	0.27
OB/GYN	62	88,807	0.19	100	99,658	0.23
Oncology	69	98,187	0.20	73	107,062	0.33
Other	315	100,370	0.11	440	114,399	0.17
Pain Medicine	49	97,343	0.27	60	105,417	0.31
Primary Care	556	93,766	0.08	740	103,694	0.11
Psychiatric	28	106,033	0.26	29	125,979	0.63
Respiratory	28	96,054	0.25	29	108,818	0.26

Table 4: Mean Hourly Rate, Annual Base Salary and Annual Total Income by Years of Experience, 2015 National NP Compensation Survey

Years of NP Experience	Hourly Rate			Base Salary			Total Income		
	n	Mean	SE	n	Mean	SE	n	Mean	SE
0 - 5	207	51.36	0.10	778	92,410	0.06	970	101,946	0.08
6 - 10	93	53.92	0.21	316	99,221	0.09	415	111,616	0.16
11 - 15	71	56.07	0.23	203	101,364	0.16	275	115,836	0.24
16 - 20	71	58.00	0.31	205	105,507	0.14	286	121,427	0.33
20 or more	49	51.40	0.35	108	106,669	0.27	160	117,100	0.35

Table 5: Employment Benefits, 2015 National NP Compensation Survey

Benefit	Percent
Paid Vacation	77.2
Professional Liability Insurance	72.4
Continuing Education Reimbursement/Allowance	71.9
Health Insurance	70.7
Retirement Plan	69.4
Professional Leave to Attend Professional Meetings and Conferences	66.7
Paid Sick Leave	61.3
Life Insurance	55.1
Registration Fees for Professional Meetings or Conferences	54.0
Reimbursement/Allowance for NP Licensure/Certification	53.2
Disability Insurance	45.6
Dues for Professional Organizations	36.4
Long Term Care Insurance	25.4
Journal Reimbursement/Allowance	24.8

Figure 1 Percentage of NPs who bill for 100% of patient encounters under NP, Physician and Facility NPI Numbers

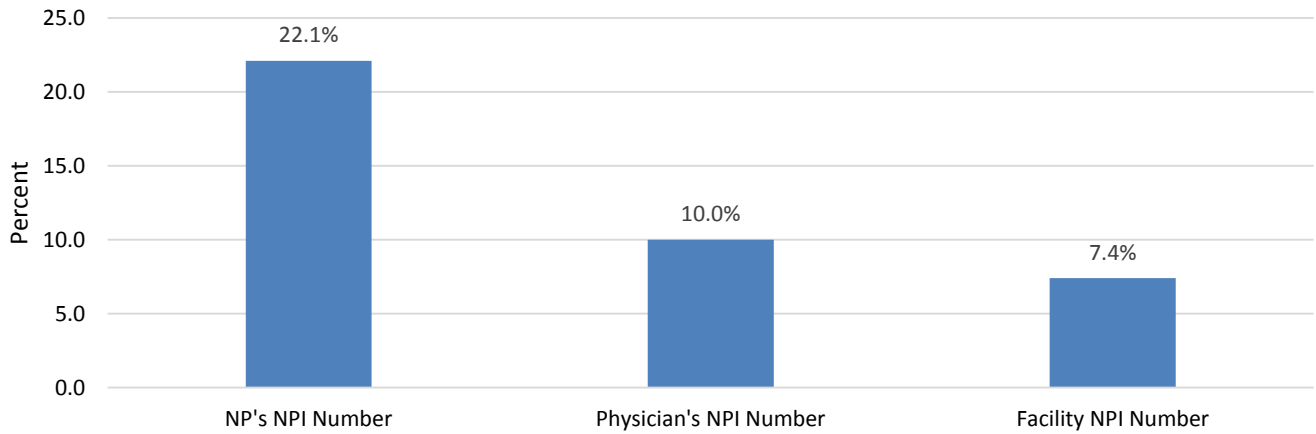


Figure 2 Percentage of NPs who do not bill patient encounters under NP, Physician and Facility NPI Numbers

