

# 2009-10 AANP National NP Sample Survey: Income & Benefits



## Introduction

In late 2009 and early 2010, the American Academy of Nurse Practitioners (AANP) completed the 2009-10 AANP National Nurse Practitioner Sample Survey. The purpose of this survey was to identify the characteristics and practices of nurse practitioners (NPs), and the survey included a number of questions on NP salary and professional-related benefits. The following results describe a basic overview of the findings. Articles with further detail on survey findings are forthcoming in the *Journal of the American Academy of Nurse Practitioners*.

## Methods

An email invitation including a link to the online 2009-10 National Nurse Practitioner Sample Survey was sent to a stratified random sample of 25,000 NPs. AANP also mailed the sample the six-page paper survey and an explanatory coversheet. The sample was drawn from the AANP National NP Database, which documented essentially the universe of NPs in the United States. At the time the sample was selected, the database contained approximately 135,000 individual NPs recognized to practice in the United States; thus, the sample represented 18.5% of the total NP population. In order to maximize participation by practicing NPs, the stratified random sample was limited to NPs who indicated that they practiced clinically in the 2007 or 2008 AANP National NP Practice Site Survey. The sample was further stratified to reflect the clinical specialty distribution of the overall NP population. Completed surveys were returned by 13,562 practicing NPs (56.4% response rate).

This report is limited to the NP respondents who were in active clinical NP practice; therefore, respondents who returned surveys who were not currently practicing were not included in analyses. Hourly rates include all NPs, regardless the number of hours worked per week (N=10,175), while base salary and total income numbers are limited to full-time NPs, or those who practiced clinically 35 hours or more per week (N = 6,872 and N= 6,800 respectively).

## Results

The average base salary for a full-time NP (those who practiced clinically 35 hours or more per week) was \$89,450. The average total income, or salary plus any additional pay for on-call time and/or incentive bonuses, etc., for a full-time NP was \$97,340. The average hourly wage of all NPs, regardless the number of hours worked per week, was \$45.06. This hourly rate when converted to its full-time equivalent salary (2080 hours annually) was \$93,720, which may be a better indicator of NP earning power.

These data identify a continuing positive trend in NP compensation. Since the 2004 National Nurse Practitioner Sample Survey, the average salary for a full-time NP has increased 21.5% (Goolsby, 2006). In 2008, AANP conducted the National NP Compensation Survey, and NPs reported their average full-time salary as \$84,250 (Goolsby, 2009). Since 2008, the average NP salary has increased by 5.9%. Similarly, the average hourly wage increased from \$42.55 to \$45.06, an increase of 5.9%.

**Table 1 2009-10 NP Compensation**

	<i>Average</i>	<i>25<sup>th</sup> Percentile</i>	<i>Median</i>	<i>75<sup>th</sup> Percentile</i>	<i>N</i>
Hourly rate	45.06	39.00	44.00	50.00	10,175
Base salary	89,450	78,000	87,000	99,000	6,872
Total income	97,340	81,000	92,000	106,000	6,800

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Pay varied based on factors such as specialty, practice setting, geographic location, education, and years of practice (see Tables 2-6). NPs with specialties in neonatal and psych/mental health reported the highest salaries and hourly rates. Salaries were higher for NPs working in the West and New England regions of the United States, while NPs in the mid-western regions had the lowest salaries. Generally, salaries increased as NP education and years of practice increased. However, the total income of NPs with a baccalaureate degree was higher than that of NPs with a Master's degree. Some of this variation can be explained by clinical specialty, as neonatal NPs, the specialty earning the highest total income, were disproportionately represented in this degree category (11.4%) and may have skewed the mean (total income average of NNPs with baccalaureate degree = \$113,480). NPs with 26 years of practice or more earned less than NPs with 21-25 years of experience. Again, some of this variation can be explained by clinical specialty since a minority of NPs with 26 years or more of experience work in the higher paid specialties such as acute care, neonatal, and psych/mental health (8.9% as compared to 12.8% overall).

The majority of NPs enjoyed a number of benefits in addition to their salary (see Table 7). Survey respondents were able to identify which benefits, if any, they received from a close-ended list. The most common benefits included paid vacation, professional liability insurance, and health insurance. Of those NPs with paid vacation, they most commonly received 4 weeks of vacation (27.9%).

**Table 2 Compensation, by Specialty**

	<i>Hourly Rate (N)</i>	<i>Base Salary (N)</i>	<i>Total Income (N)</i>
Acute Care	47.31 (751)	95,770 (640)	103,730 (636)
Adult	45.71 (2,023)	90,710 (1,447)	96,740 (1,425)
Family	44.07 (4,325)	87,100 (3,050)	96,000 (3,008)
Gerontological	45.90 (435)	92,170 (326)	98,630 (339)
Neonatal	50.11 (246)	101,540 (168)	116,400 (171)
Pediatric	44.25 (909)	87,220 (424)	92,080 (408)
Psych/Mental Health	49.68 (322)	96,160 (238)	106,960 (249)
Women's Health	43.95 (1,054)	85,330 (511)	91,770 (499)

Many NPs had access to additional practice resources. Within their main practice setting, approximately 57% had a private office and 53% had dedicated exam rooms. 99% of NPs had at least one exam room available for their use. 77% of NPs had an assistant to aid in the care of their patients. These assistants were RNs (28.6%), LPNs (24.4%), and nursing or medical assistants (52.9%).

Approximately 79% of NPs had a written job description, 57% a written contract, and 80% a collaborative agreement.

## References

- Goolsby, M.J. (2006). AANP national nurse practitioner sample survey, part III: NP income and benefits. *Journal of the American Academy of Nurse Practitioners*, 18, 1, 2-5.
- Goolsby, M.J. (2009). 2008 AANP national NP compensation survey. *Journal of the American Academy of Nurse Practitioners*, 21, 3, 186-188.

**Table 3 Compensation, by Main Practice Setting**

	<i>Hourly Rate (N)</i>	<i>Base Salary (N)</i>	<i>Total Income (N)</i>
Emergency Room	52.48 (283)	101,130 (202)	118,380 (207)
Private NP Practice	48.09 (241)	100,030 (183)	118,390 (204)
In-Patient Hospital Critical Care	49.69 (421)	99,310 (363)	109,140 (366)
Veterans Administration	47.82 (276)	98,750 (307)	102,660 (297)
In-Patient Hospital Other	47.00 (637)	94,700 (472)	99,710 (472)
In-Patient Hospitalist Team	47.54 (239)	94,700 (204)	102,580 (196)
Hospital Outpatient Clinic	45.41 (1,198)	90,330 (699)	94,630 (686)
Retail Based Clinic	45.25 (235)	87,810 (133)	92,770 (135)
Community Health Center	43.27 (602)	84,650 (373)	89,560 (362)
Private MD/DO Practice	42.72 (2,625)	84,510 (1,798)	93,190 (1,769)
Rural Health Center	41.51 (336)	82,390 (251)	92,030 (251)

**Table 4 Compensation, by Geographic Location**

	<i>Hourly Rate (N)</i>	<i>Base Salary (N)</i>	<i>Total Income (N)</i>
<b>Southeast</b> AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV	42.81 (2,348)	85,880 (1,904)	93,800 (1,877)
<b>New England</b> CT, ME, MA, NH, RI, VT	48.00 (772)	94,170 (403)	100,600 (388)
<b>MidEast</b> DE, DC, MD, NJ, NY, PA	45.21 (1,713)	89,400 (1,105)	96,040 (1,067)
<b>Great Lakes</b> IL, IN, MI, OH, WI	41.92 (1,376)	85,090 (875)	91,000 (865)
<b>Plains</b> IA, KS, MN, MO, NE, ND, SD	42.22 (945)	84,780 (676)	93,570 (681)
<b>Southwest</b> AZ, NM, OK, TX	47.35 (950)	94,780 (792)	105,770 (797)
<b>Rocky Mountains</b> CO, ID, MT, UT, WY	43.07 (489)	88,820 (280)	96,170 (284)
<b>Far West</b> AK, CA, HI, NV, OR, WA	50.81 (1,474)	99,980 (754)	108,670 (763)

**Table 5 Compensation, by Highest Earned Degree**

	<i>Hourly Rate (N)</i>	<i>Base Salary (N)</i>	<i>Total Income (N)</i>
Associate Degree	45.36 (126)	87,760 (71)	97,150 (71)
Nursing Diploma	42.12 (164)	85,370 (103)	94,030 (105)
Nursing Baccalaureate	43.85 (356)	87,790 (203)	100,000 (203)
Other Baccalaureate	46.00 (90)	87,340 (50)	92,410 (46)
Nursing Master's	44.87 (8383)	89,280 (5,872)	96,780 (5,796)
Other Master's	46.02 (377)	90,130 (248)	96,530 (248)
Nursing Doctorate	48.26 (465)	95,390 (217)	107,370 (221)
Other Doctorate	47.75 (181)	96,530 (90)	111,960 (91)

**Table 6 Compensation, by Years as a NP**

	<i>Hourly Rate (N)</i>	<i>Base Salary (N)</i>	<i>Total Income (N)</i>
1-5 years	42.55 (1,861)	84,600 (1,514)	91,050 (1,495)
6-10 years	44.99 (2,911)	89,900 (2,166)	97,920 (2,138)
11-15 years	45.70 (2,840)	91,340 (1,906)	99,920 (1,885)
16-20 years	46.23 (980)	91,900 (564)	101,180 (563)
21-25 years	46.77 (544)	92,150 (232)	100,370 (237)
26 years or more	45.95 (982)	90,890 (469)	98,060 (460)

**Table 7 Benefits**

	<i>Percentage of Respondents</i>
Paid Vacation	82.1
<2 weeks	3.4
2 weeks	16.4
3 weeks	24.9
4 weeks	27.9
>4 weeks	27.3
Paid sick leave	68.8
Health insurance	72.7
Life insurance	56.0
Long term care insurance	19.9
Disability insurance	44.0
Retirement plan	69.5
Professional leave	69.8
Travel allowance	55.8
Journal allowance	20.8
Dues for professional organizations	39.4
Professional liability (malpractice) insurance	73.5