

Survey Questions and Responses

The 2009 ADVANCE for Nurse Practitioners National Salary and Workplace Survey of Nurse Practitioners was conducted online through a third-party survey administrator between June 22 and October 5, 2009. More than 6,000 people took the survey, resulting in 5,908 usable responses. Respondents were required to answer every question, but they were not presented with irrelevant questions (e.g., they were not asked, "What's your part-time hourly rate?" if they earlier indicated that they work full time). Below are the questions asked and responses.

1. What type of NP certification do you hold?

- 1.5% None
- 5% acute care NP
- 16% adult NP
- 3% adult psychiatric and mental health NP
- 0.1% dermatology NP
- 55% family NP
- 1% family psychiatric and mental health NP
- 2% gerontologic NP
- 1% neonatal NP
- 7% pediatric NP
- 0.4% pediatric acute care NP
- 7% women's health NP

2. Do you hold an additional nurse practitioner certification?

- 87% No
- 13% Yes

3. What type of additional NP certification do you hold?

- 7% acute care NP
- 22% adult NP
- 3% adult psychiatric and mental health NP
- 0.25% dermatology NP
- 28% family NP
- 2% family psychiatric and mental health NP
- 12% gerontologic NP
- 1% neonatal NP
- 11% pediatric NP
- 2% pediatric acute care NP
- 12% women's health NP

4. Highest degree obtained

- 2% associate's
- 3% bachelor's
- 91% master's
- 4% doctorate

5. What type of doctorate degree?

- 43% DNP

- 42% PhD
- 6% DNSc
- 6% EdD
- 3% another nursing doctorate

6. Current position

(Choose the one that most closely matches your current position; subspecialists, choose the broader answer here, and respond more specifically to question 6 below.)

- 1.5% not working as an NP
- 2% academician
- 10.5% acute care NP
- 22% adult NP
- 4% adult psychiatric and mental health NP
- 0.6% aesthetics / dermatology NP
- 34% family NP
- 1.5% family psychiatric and mental health NP
- 3% gerontologic NP
- 1% neonatal NP
- 7.5% pediatric NP
- 0.6% pediatric acute care NP
- 2% retail health NP
- 1% school NP
- 9% women's health NP

7. Primary employment setting

- 3% academia
- 1% aesthetics / skin care practice
- 3.5% cardiology clinic
- 1% college health (9 months)
- 1% college health (12 months)
- 1% corrections
- 1% diabetes / endocrinology clinic
- 1% elementary or secondary school
- 5% emergency department
- 23% family practice
- 3.5% gerontology (nursing home, assisted living, long-term care, etc.)
- 0.6% HIV clinic
- 16% hospital (not a private practice in a hospital)
- 1% house calls
- 11% internal medicine
- 4% mental health setting
- 1% neonatal unit
- 3% oncology clinic
- 5% pediatric practice
- 3% retail clinic
- 2% surgery setting
- 9% women's health setting

8. Do you work in a subspecialty?

- 55% No
- 45% Yes

9. Do you own your own practice?

- 97% No
- 3% Yes

10. How long have you owned this practice?

- 5 years (median 3 years)
- Minimum: less than 1 year
- Maximum: 26 years

11. Work hours in your primary employment setting

- 83% full time (35 hours or more)
- 17% part time (less than 35 hours)

12. Do you have more than one part-time job?

- 65% No
- 35% Yes

13. If full time, what is your current annual salary (including bonuses and call pay, but not including nonmonetary benefits) as paid by your primary employer?

- \$89,579 (median \$85,000)

14. If you work part time, fill in the hourly rate of your primary position.

- \$45.85 (median \$42.00)

15. To whom do you report?

- 15% department or office manager
- 6% another NP
- 48% an MD
- 6% nursing director
- 12% more than one person
- 8% no one OR I own my own practice
- 8% other (These responses included CFO, managing director, dean, area manger, administrator, etc.)

16. Years practicing as a nurse practitioner

- 22 years (median 7 years)

17. Do your job duties include call duty?

- 75% No
- 25% Yes

18. Do you get paid for it?

- 66% No

- 34% Yes

19. How is your on-call pay calculated?

- 29% Specific amount for unlimited hours
- 13% Hourly rate
- 11% Percentage of salary
- 20% Other (These responses included fee per call, bonus arrangements, stipend, comp time.)

20. Which of the following benefits does your employer offer, either full or partially paid? (Choose as many as apply.)

- 87% health insurance (2007: 17%)
- 76% paid continuing education (2007: 16%)
- 41% professional association dues (2007: 8%)
- 86% paid time off (2007: 17%)
- 17% profit sharing (2007: 3%)
- 74% retirement plan (2007: 15%)
- 36% tuition reimbursement (2007: 8%)
- 83% malpractice insurance
- 9% other (These were overwhelmingly “none.”)

21. If your employer offers malpractice insurance, do you purchase your own malpractice insurance in addition to what your employer offers?

- 71% No
- 29% Yes

22. On average, about how many patients do you see per week?

- 64 (median 60)

23. How many recommendations for OTC medications, vitamins and supplements do you offer per week?

- 29 (median 20)

24. How many prescriptions do you write per week?

- 67 (median 40)

25. Do you plan to open your own health care-related business in the next 5 years?

- 90% no
- 10% yes

26. Location of work setting

- 23% Rural
- 37% Suburban
- 40% Urban

27. What is your gender?

- 92% female

- 8% male

28. Job satisfaction

- 45% very satisfied
- 43% somewhat satisfied
- 9% somewhat dissatisfied
- 2% very dissatisfied

29. Do you believe there are sufficient and appropriate job opportunities for NPs?

- 38% No
- 62% Yes

30. Are you better off professionally than you were 2 years ago?

- 64% yes
In what ways are you better off? (Choose all that apply.)
 - 77% higher salary
 - 30% more benefits
 - 67% greater job satisfaction
 - 20% improved NP laws and regulations
 - 12% other (These responses included “more education,” “greater community recognition,” “more autonomy,” “better coworkers,” “hospital privileges.”)
- 10% no
In what ways are you worse off? (Choose all that apply.)
 - 41% lower salary
 - 36% fewer benefits
 - 64% lower job satisfaction
 - 4% The practice I own is struggling.
 - 28% other (These responses included “job insecurity,” “underemployed,” “less autonomy in new job,” “no bonus opportunities,” “no opportunity for advancement,” “pay freeze,”

31. Age

- 47 (median 49)

32. Which state do you **work** in? (Number of responses is indicated on the left. Average and median salaries are indicated, on the right, for cities with at least five responses.)

- 75 Alabama \$79,733 (median \$80,000)
 - 18 Birmingham \$77,462 (median \$75,000)
 - 11 Mobile \$75,471 (median \$80,000)
 - 3 Montgomery
- 34 Alaska \$102,710 (median \$103,000)
 - 23 Anchorage \$106,316 (median \$110,000)
 - 3 Fairbanks
 - 0 Juneau

- 139 Arizona \$97,242 (median \$91,000)
 - 52 Phoenix \$100,123 (median \$92,115)
 - 42 Tucson \$97,165 (median \$90,000)
 - 9 Mesa \$91,571 (median \$85,000)

- 43 Arkansas \$85,278 (median \$83,000)
 - 12 Little Rock \$87,568 (median \$90,000)

- 306 California (All California respondents were forced to choose one of the cities below.) \$106,481 (median \$104,000)
 - 145 Los Angeles \$105,057 (median \$101,920)
 - 22 Oakland \$98,147 (median \$102,000)
 - 43 San Diego \$104,892 (median \$104,500)
 - 68 San Francisco \$111,126 (median \$108,000)
 - 28 San Jose \$112,455 (median \$112,000)

- 105 Colorado \$87,606 (median \$85,000)
 - 6 Boulder \$83,333 (median \$85,000)
 - 13 Colorado Springs \$92,246 (median \$84,000)
 - 39 Denver \$91,146 (median \$88,000)

- 123 Connecticut \$94,738 (median \$90,000)
 - 11 Bridgeport \$91,057 (median \$87,250)
 - 32 Hartford \$93,722 (median \$87,000)
 - 29 New Haven \$93,814 (median \$90,000)
 - 5 Stamford \$102,193 (median \$105,000)

- 25 Delaware \$91,116 (median \$89,500)
 - 8 Wilmington \$89,117 (median \$90,000)

- 358 Florida \$89,472 (median \$85,000)
 - 30 Jacksonville \$80,392 (median \$80,000)
 - 52 Miami \$96,886 (median \$93,000)
 - 33 Orlando \$88,683 (median \$87,500)
 - 6 Tallahassee \$95,083 (median \$80,500)
 - 50 Tampa \$97,787 (median \$92,800)

- 182 Georgia \$82,637 (median \$81,000)
 - 10 Athens \$80,833 (median \$83,000)
 - 67 Atlanta \$84,627 (median \$82,750)
 - 5 Augusta \$79,157 (median \$84,000)
 - 6 Columbus \$86,200 (median \$86,500)
 - 12 Savannah \$84,750 (median \$82,950)

- 22 Hawaii \$91,500 (median \$93,000)
 - 0 Ewa
 - 9 Honolulu \$89,591 (median \$85,000)

- 26 Idaho \$94,650 (median \$93,000)
 - 13 Boise \$96,264 (median \$93,000)

- 194 Illinois \$87,776 (median \$85,000)
 - 104 Chicago \$90,915 (median \$88,000)
 - 6 Peoria \$89,917 (median \$88,750)
 - 5 Rockford \$135,000 (median \$130,000)
 - 9 Springfield \$81,083 (median \$75,250)

- 195 Indiana \$83,023 (median \$80,000)
 - 13 Evansville \$67,481 (median \$69,000)
 - 18 Fort Wayne \$99,717 (median \$70,000)
 - 7 Gary \$89,525 (median \$85,500)
 - 50 Indianapolis \$86,110 (median \$85,000)

- 89 Iowa \$87,304 (median \$83,638)
 - 11 Cedar Rapids \$75,764 (median \$74,000)
 - 20 Des Moines \$88,133 (median \$89,100)

- 75 Kansas \$93,067 (median \$84,500)
 - 15 Kansas City \$85,713 (median \$82,732)
 - 16 Topeka \$110,111 (median \$84,000)
 - 17 Wichita \$91,314 (median \$88,000)

- 187 Kentucky \$84,549 (median \$81,500)
 - 24 Lexington \$81,511 (median \$78,637)
 - 55 Louisville \$83,282 (median \$80,000)

- 75 Louisiana \$94,144 (median \$87,500)
 - 10 Baton Rouge \$86,849 (median \$89,000)
 - 10 Lafayette \$99,400 (median \$98,000)
 - 11 New Orleans \$99,518 (median \$84,800)
 - 12 Shreveport \$78,013 (median \$82,000)
- 31 Maine \$88,112 (median \$78,000)
 - 11 Portland \$75,110 (median \$72,300)
- 130 Maryland \$95,589 (median \$93,500)
 - 5 Annapolis \$92,852 (median \$95,000)
 - 55 Baltimore \$99,713 (median \$95,500)
 - 13 Bethesda \$94,218 (median \$95,000)
 - 9 Columbia \$87,000 (median \$81,000)
 - 3 Silver Spring \$96,667 (median \$95,000)
- 162 Massachusetts \$92,860 (median \$89,000)
 - 90 Boston \$93,970 (median \$91,000)
 - 10 Lowell \$87,925 (median \$83,750)
 - 4 Springfield
 - 10 Worcester \$110,313 (median \$99,500)
- 143 Michigan \$93,006 (median \$88,500)
 - 6 Ann Arbor \$99,750 (median \$100,000)
 - 45 Detroit \$87,756 (median \$85,933)
 - 10 Flint \$161,667 (median \$92,500)
 - 8 Grand Rapids \$91,100 (median \$89,500)
 - 6 Lansing \$87,847 (median \$87,234)
- 112 Minnesota \$93,112 (median \$90,000)
 - 4 Duluth
 - 67 Minneapolis–St. Paul \$91,950 (median \$92,000)
 - 2 Rochester
- 85 Mississippi \$90,660 (median \$86,750)
 - 5 Biloxi \$112,200 (median \$105,000)
 - 5 Gulfport \$88,500 (median \$88,500)
 - 19 Jackson \$94,241 (median \$93,500)
- 144 Missouri \$85,581 (median \$81,702)
 - 30 Kansas City \$85,029 (median \$83,600)
 - 7 Springfield \$88,405 (median \$74,630)
 - 43 St. Louis \$84,425 (median \$79,000)
- 27 Montana \$80,012 (median \$79,750)
 - 6 Billings \$77,208 (median \$80,400)
 - 5 Great Falls \$94,250 (median \$96,000)

- 5 Missoula \$73,038 (median \$73,875)
- 44 Nebraska \$79,782 (median \$79,650)
 - 6 Lincoln \$87,000 (median \$78,000)
 - 25 Omaha \$77,895 (median \$79,500)
- 24 Nevada \$97,836 (median \$100,000)
 - 14 Las Vegas \$100,757 (median \$100,000)
 - 8 Reno \$98,607 (median \$94,000)
- 48 New Hampshire \$88,254 (median \$87,000)
 - 10 Manchester \$100,417 (median \$100,250)
 - 5 Nashua \$88,200 (median \$90,000)
- 117 New Jersey \$98,896 (median \$96,250)
 - 12 Camden \$102,954 (median \$91,732)
 - 3 Newark
 - 11 Trenton \$91,899 (median \$90,000)
- 64 New Mexico \$94,381 (median \$92,800)
 - 24 Albuquerque \$90,854 (median \$93,000)
 - 8 Las Cruces \$97,643 (median \$100,000)
 - 1 Santa Fe

- 357 New York \$89,785 (median \$87,029)
 - 57 Buffalo \$82,051 (median \$82,000)
 - 93 New York City \$99,991 (median \$98,000)
 - 14 Brooklyn \$92,913 (median \$93,775)
 - 13 Bronx \$95,200 (median \$94,000)
 - 56 Manhattan \$103,781 (median \$100,000)
 - 8 Queens \$91,357 (median \$92,000)
 - 2 Staten Island
 - 18 Rochester \$78,177 (median \$75,850)
 - 24 Syracuse \$80,662 (median \$83,432)
- 202 North Carolina \$84,064 (median \$81,000)
 - 32 Charlotte \$91,195 (median \$88,506)
 - 11 Greensboro \$80,738 (median \$87,500)
 - 33 Raleigh–Durham \$83,860 (median \$78,500)
 - 12 Winston–Salem \$81,913 (median \$80,500)
- 31 North Dakota \$87,802 (median \$85,000)
 - 5 Bismarck \$73,968 (median \$68,000)
 - 5 Fargo \$92,822 (median \$89,644)
- 278 Ohio \$84,531 (median \$81,500)
 - 30 Akron \$79,278 (median \$80,496)
 - 49 Cincinnati \$89,725 (median \$85,250)
 - 45 Cleveland \$86,270 (median \$83,000)
 - 34 Columbus \$90,939 (median \$90,000)
 - 23 Toledo \$77,764 (median \$74,900)
- 47 Oklahoma \$85,917 (median \$85,500)
 - 13 Oklahoma City \$88,856 (median \$90,000)
 - 10 Tulsa \$85,350 (median \$80,500)
 - 0 Norman
- 73 Oregon \$94,515 (median \$85,000)
 - 6 Eugene \$81,000 (median \$81,000)
 - 30 Portland \$91,954 (median \$85,800)
 - 3 Salem
- 293 Pennsylvania \$84,897 (median \$83,000)
 - 15 Allentown \$81,465 (median \$82,250)
 - 4 Erie
 - 92 Philadelphia \$90,441 (median \$89,500)
 - 49 Pittsburgh \$80,738 (median \$82,000)
- 16 Rhode Island \$92,008 (median \$90,500)
 - 13 Providence \$92,310 (median \$91,500)
- 90 South Carolina \$84,682 (median \$81,500)

- 13 Charleston \$78,583 (median \$75,000)
 - 11 Columbia \$85,958 (median \$83,500)
 - 19 Greenville \$87,223 (median \$82,100)
- 16 South Dakota \$77,192 (median \$78,000)
 - 1 Rapid City \$76,438 (median \$77,250)
 - 9 Sioux Falls
- 221 Tennessee \$84,482 (median \$80,000)
 - 20 Knoxville \$79,891 (median \$77,500)
 - 36 Memphis \$96,177 (median \$86,000)
 - 63 Nashville \$82,661 (median \$81,877)
- 348 Texas \$96,681 (median \$95,000)
 - 19 Austin \$86,472 (median \$86,806)
 - 92 Dallas–Fort Worth \$95,614 (median \$96,000)
 - 17 El Paso \$87,559 (median \$88,000)
 - 62 Houston \$101,995 (median \$100,000)
 - 21 San Antonio \$89,748 (median \$88,150)
- 40 Utah \$91,076 (median \$86,000)
 - 3 Provo
 - 26 Salt Lake City \$90,245 (median \$89,500)
- 35 Vermont \$82,687 (median \$80,000)
 - 17 Burlington \$87,389 (median \$93,000)
- 181 Virginia (Respondents from Virginia were not offered any city choices.) \$83,064 (median \$80,000)
- 90 Washington \$92,939 (median \$88,000)
 - 34 Seattle \$89,777 (median \$90,760)
 - 12 Spokane \$90,808 (median \$85,000)
 - 3 Tacoma
 - 3 Vancouver
- 34 Washington, D.C. \$96,268 (median \$90,000)
- 31 West Virginia \$83,172 (median \$80,000)
 - 3 Charleston
 - 1 Huntington
- 127 Wisconsin \$83,644 (median \$83,000)
 - 8 Green Bay \$90,429 (median \$93,000)
 - 11 Madison \$86,625 (median \$90,000)
 - 46 Milwaukee \$81,660 (median \$80,000)
- 20 Wyoming \$95,665 (median \$80,000)

○ 5 Cheyenne \$81,550 (median \$76,000)