

SALARY SURVEY



RESULTS



How the results were calculated

We asked our readers to provide their current salaries, which included base pay and bonuses, in increments of \$5000, ranging from \$0 to more than \$200,000. Medians were then determined. These findings were based on analysis of responses from 1373 NPs and 489 PAs currently in practice in the United States.

TABLE 1. Average NP salary by profession

Profession	Percent	Average salary	Average hourly rate
Nurse Practitioner	100.0% (n=1,373)	\$112,985	\$64.00

TABLE 2. Average PA salary by profession

Profession	Percent	Average salary	Average hourly rate
Physician Assistant	100.0% (n=489)	\$116,080	\$50.67

TABLE 3. Average NP salary by practice area

Practice area	Percent	Average salary
Family Medicine	23.67% (n=325)	\$104,928
Primary Care	5.54% (n=76)	\$106,368
Pediatrics	4.95% (n=68)	\$100,154
Psychiatry	4.95% (n=68)	\$138,445
Geriatric Medicine	4.59% (n=63)	\$115,273
Adult Medicine	4.37% (n=60)	\$116,631
Obstetrics/ Gynecology	3.20% (n=44)	\$108,107
Cardiology	3.13% (n=43)	\$113,251
Urgent Care	3.13% (n=43)	\$120,139
Acute Care	2.69% (n=37)	\$118,959
Other	39.77% (n=546)	\$117,260

TABLE 4. Average PA salary by practice area

Practice area	Percent	Average salary
Family Medicine	11.86% (n=58)	\$112,961
Urgent care	6.34% (n=31)	\$112,885
Emergency Medicine	4.91% (n=24)	\$128,001
Orthopedic surgery	3.68% (n=18)	\$118,612
Primary care	3.68% (n=18)	\$109,376
General internal medicine	2.86% (n=14)	\$101,251
General surgery	2.66% (n=13)	\$122,046
Pediatrics	2.66% (n=13)	\$120,358
Oncology/ hematology	2.25% (n=11)	\$111,750
Other	59.1% (n=289)	\$117,239

TABLE 5. Average NP salary by degree obtained

Degree	Percent	Average salary
Masters	72.8% (n=999)	\$111,255
Doctorate	15.3% (n=210)	\$120,661
Post Masters	1.4% (n=19)	\$119,584
Other	1.5% (n=21)	\$111,608

TABLE 6. Average PA salary by degree obtained

Degree	Percent	Average salary
Masters	49.9% (n=244)	\$111,498
Certificate of completion	16.4% (n=80)	\$119,917
Doctorate	11.0% (n=54)	\$133,682

TABLE 7. Average NP salary according to gender

Female	Male
\$110,720 (n=1,119)	\$132,320 (n=129)

TABLE 8. Average PA salary according to gender

Female	Male
\$114,657 (n=242)	\$119,177 (n=135)

FIGURE 1. Do you work at multiple locations (NPs)?

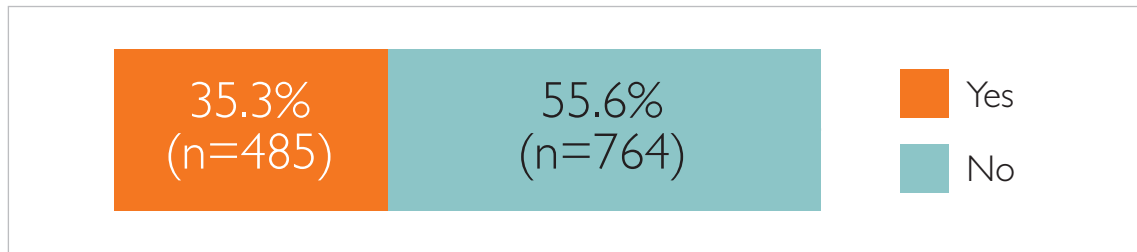


FIGURE 2. Do you work at multiple locations (PAs)?

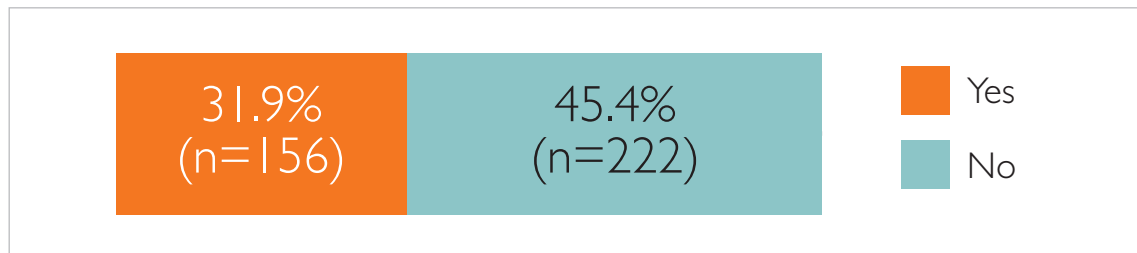


FIGURE 3. Average NP salary by geographic region

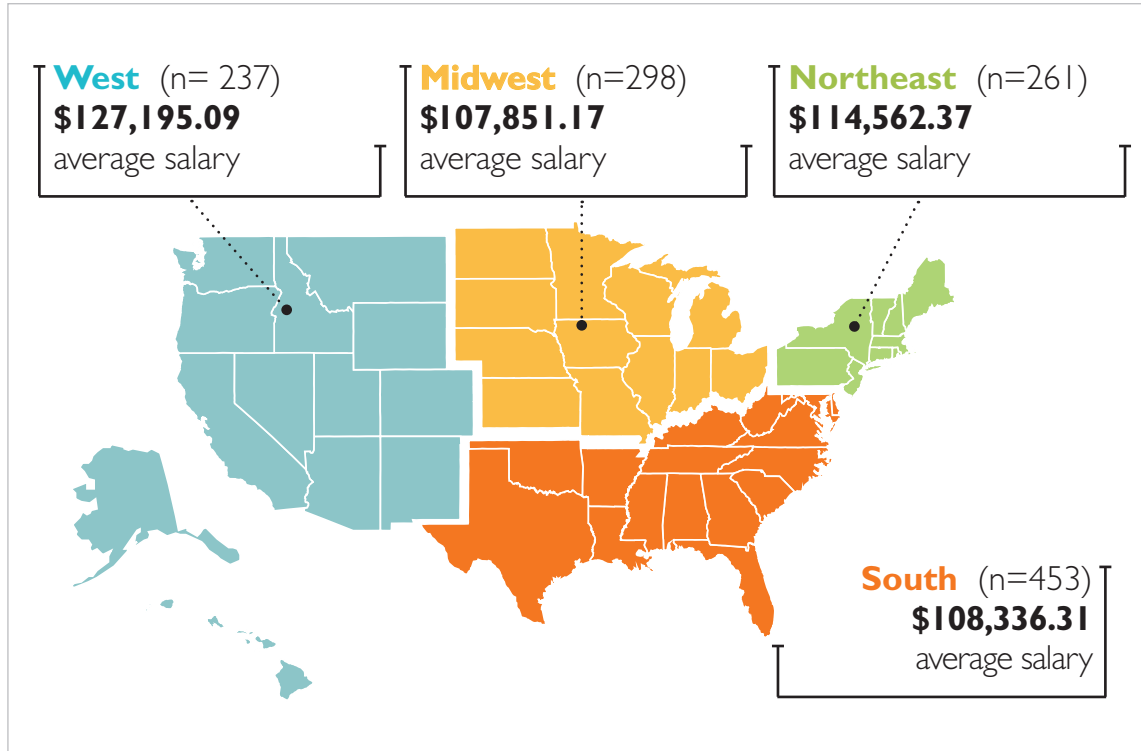


FIGURE 4. Average PA salary by geographic region

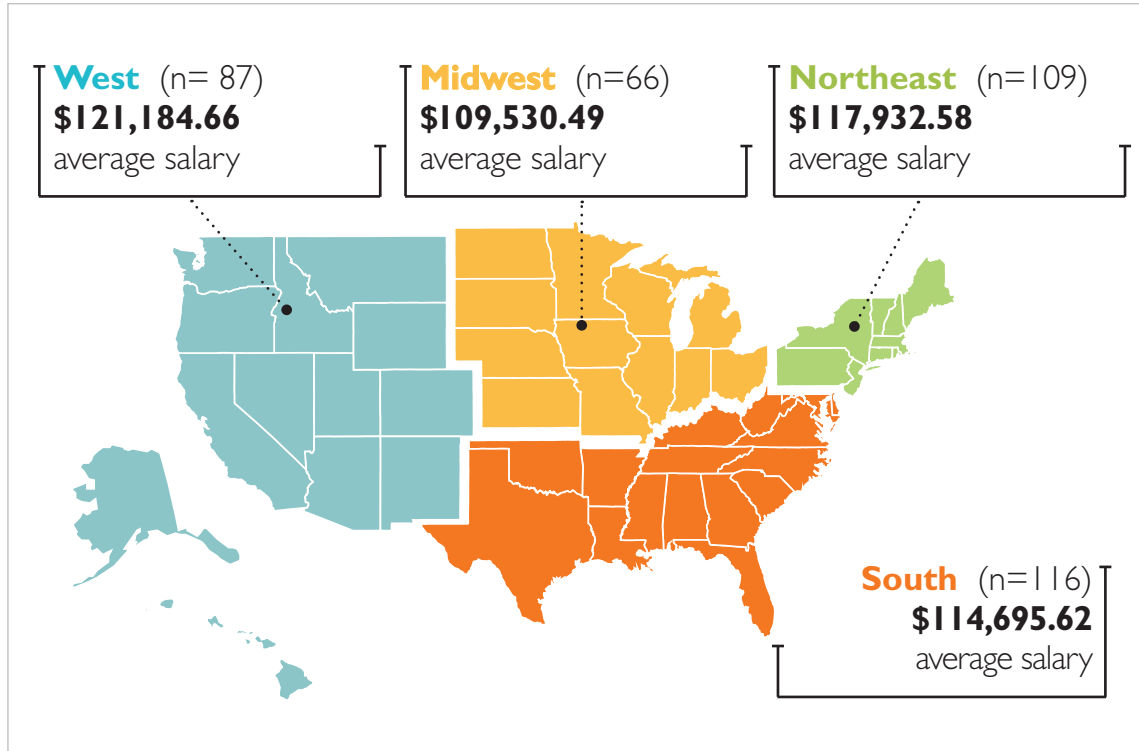


FIGURE 5. Did you earn more this year (NPs)?

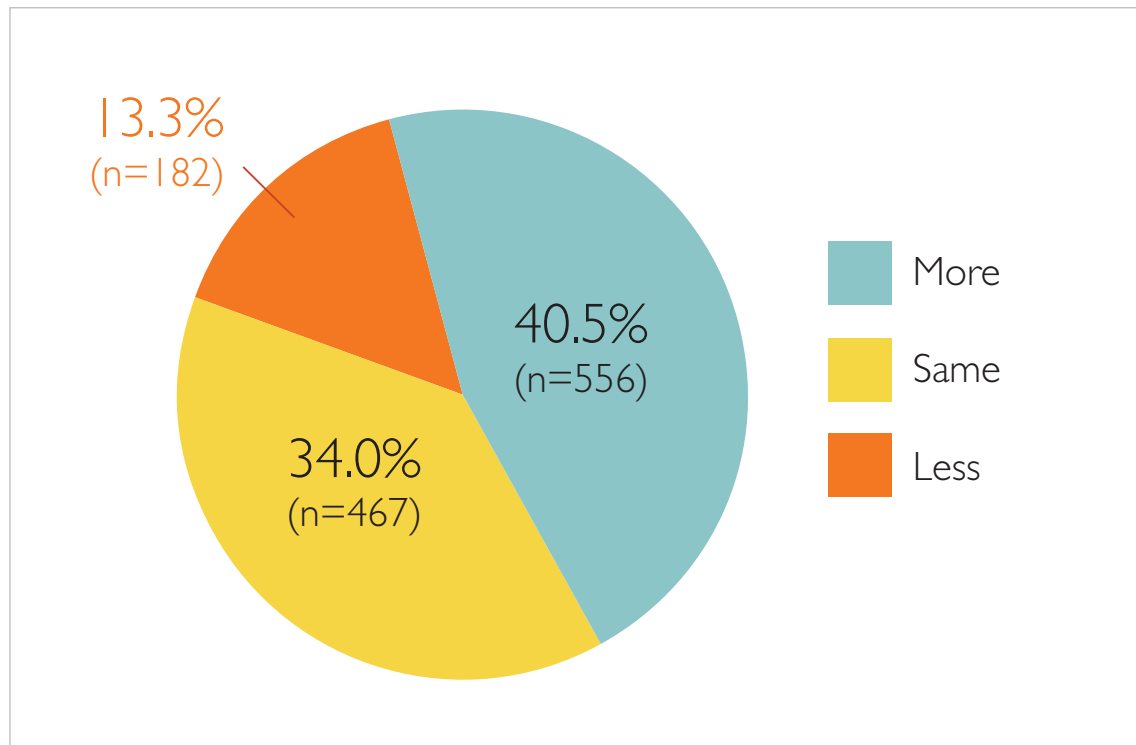


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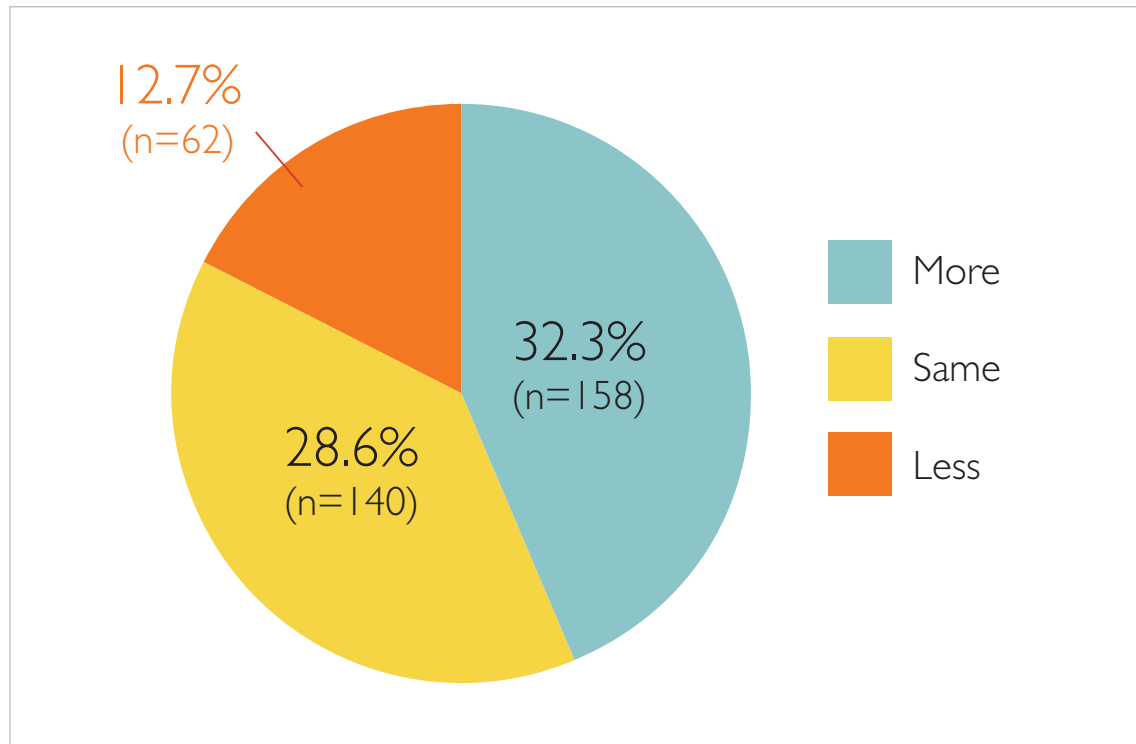


FIGURE 7. Do you expect to earn more next year (NPs)?

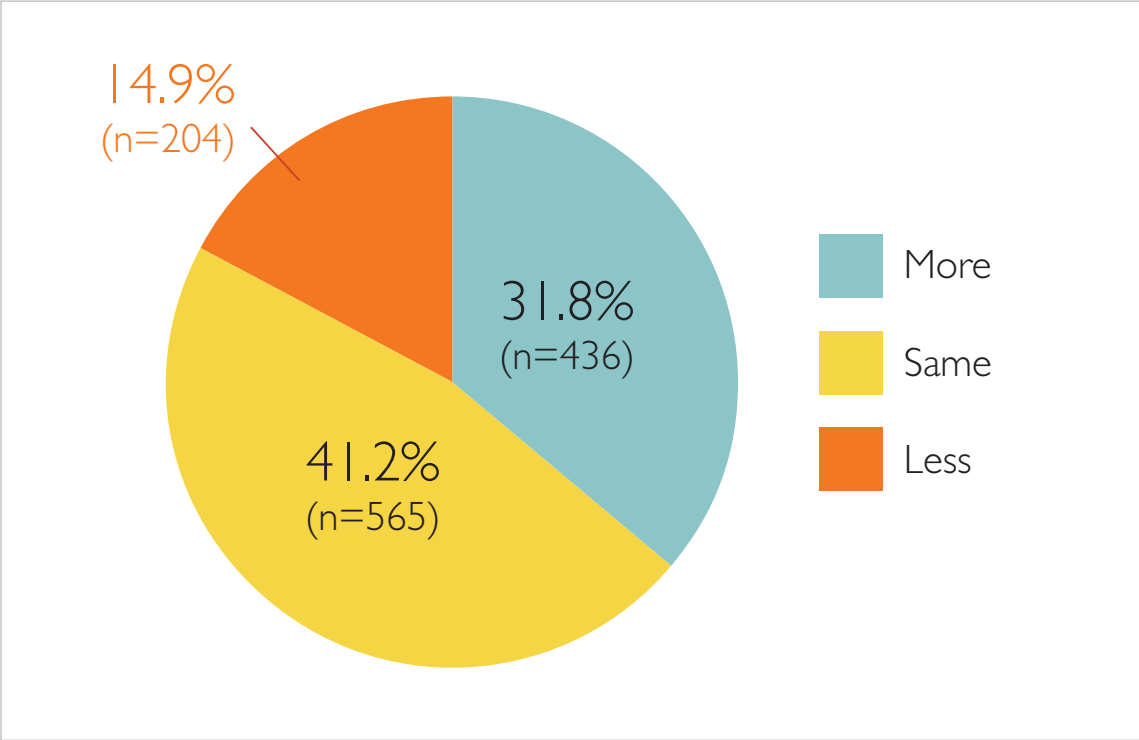


FIGURE 8. Do you expect to earn more next year (PAs)?

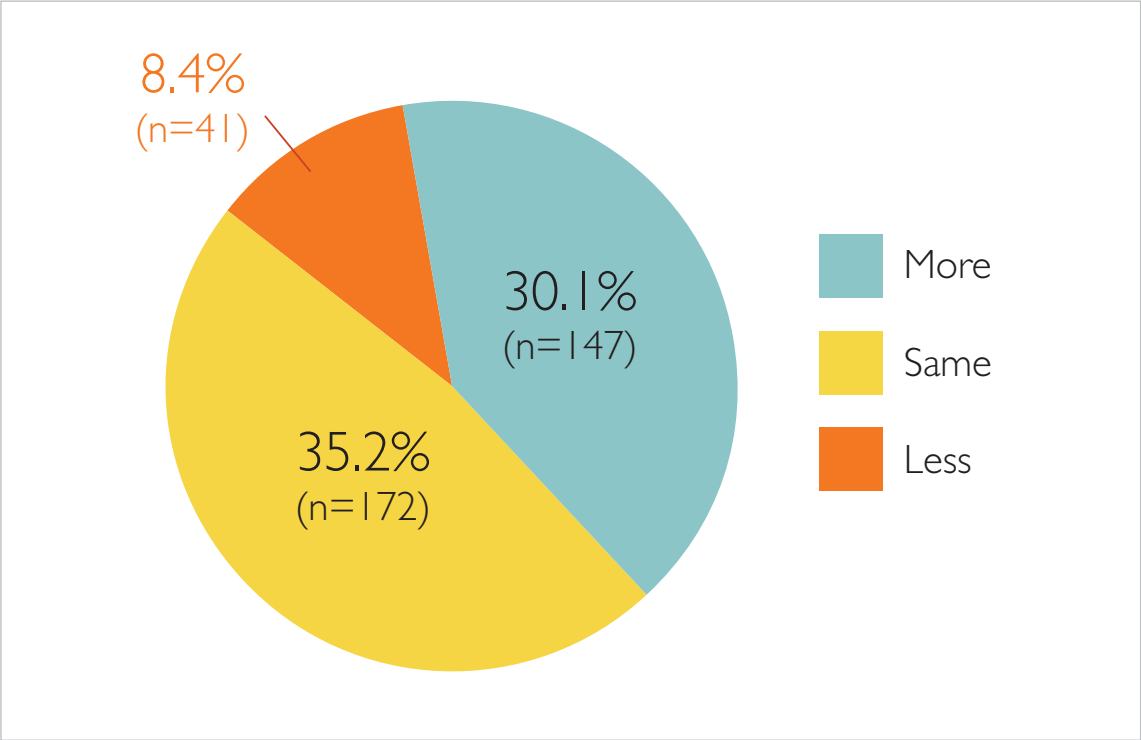


TABLE 9. Average NP salary by experience level

Experience in years	Percent	Average salary
<5	34.7% (n=476)	\$104,440
6-10	18.5% (n=254)	\$116,617
11-15	10.3% (n=141)	\$113,763
16-20	9.0% (n=124)	\$120,553
>20	18.5% (n=254)	\$122,736

TABLE 10. Average PA salary by experience level

Experience in years	Percent	Average salary
<5	19.4% (n=95)	\$107,906
6-10	11.5% (n=56)	\$104,931
11-15	8.6% (n=42)	\$111,417
16-20	10.8% (n=53)	\$123,663
>20	27.0% (n=132)	\$125,506

TABLE II. Average NP salary according to practice setting

Practice setting	Percent	Average salary
Clinic: Stand-Alone	19.4% (n=267)	\$106,784
Clinic: Hospital	18.7% (n=257)	\$115,401
Office Practice	13.3% (n=183)	\$108,725
Hospital	10.9% (n=150)	\$122,224
Walk-in/ Ambulatory Care	3.9% (n=53)	\$117,408
Long-term Care	2.8% (n=39)	\$113,791
Education/Academic	2.3% (n=32)	\$106,161
School/University	2.3% (n=31)	\$97,501
Home Health	2.1% (n=29)	\$110,596
Military/VA	1.7% (n=23)	\$133,834

TABLE 12. Average PA salary according to practice setting

Practice setting	Percent	Average salary
Clinic: Stand-Alone	18.4% (n=90)	\$111,950
Clinic: Hospital	18.4% (n=90)	\$116,567
Hospital	13.3% (n=65)	\$126,223
Office Practice	10.8% (n=53)	\$111,342
Walk-in/ Ambulatory Care	4.5% (n=22)	\$105,001
Education/Academic	1.2% (n=6)	\$105,000
Military/VA	1.2% (n=6)	\$117,501
Solo Practice	1.0% (n=5)	\$112,501
School/University	0.8% (n=4)	\$120,001
Consultant	0.4% (n=2)	\$176,250

TABLE 13. Number of patients seen per week (NPs)

Patients per week	Percent
<25	18.4% (n=252)
26-50	28.1% (n=386)
51-75	21.0% (n=288)
76-100	15.5% (n=213)
101-125	4.7% (n=64)
>125	3.4% (n=46)

TABLE 14. Number of patients seen per week (PAs)

Patients per week	Percent
<25	11.5% (n=56)
26-50	22.5% (n=110)
51-75	19.6% (n=96)
76-100	13.7% (n=67)
101-125	5.3% (n=26)
>125	4.7% (n=23)

TABLE 15. How satisfied are you with your compensation (NPs)?

Response	Percent	Average Salary
Very Satisfied	9.7% (n=133)	\$131,263.36
Satisfied	35.3% (n=485)	\$116,206.54
Neutral	22.4% (n=307)	\$110,339.55
Dissatisfied	16.7% (n=229)	\$100,710.73
Very Dissatisfied	3.7% (n=51)	\$110,197.86

TABLE 16. How satisfied are you with your compensation (PAs)?

Response	Percent	Average Salary
Very Satisfied	8.8% (n=43)	\$132,629.50
Satisfied	34.4% (n=168)	\$120,020.65
Neutral	16.4% (n=80)	\$113,214.76
Dissatisfied	12.9% (n=63)	\$98,944.93
Very Dissatisfied	1.2% (n=6)	\$99,167.17

FIGURE 9. Does your employer offer retirement benefits (NPs)?

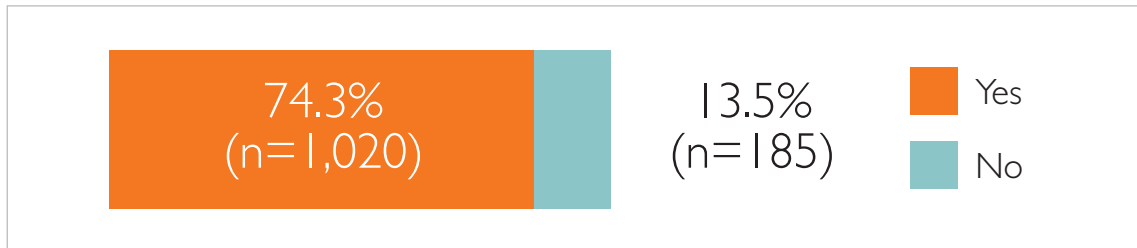


FIGURE 10. Does your employer offer retirement benefits (PAs)?

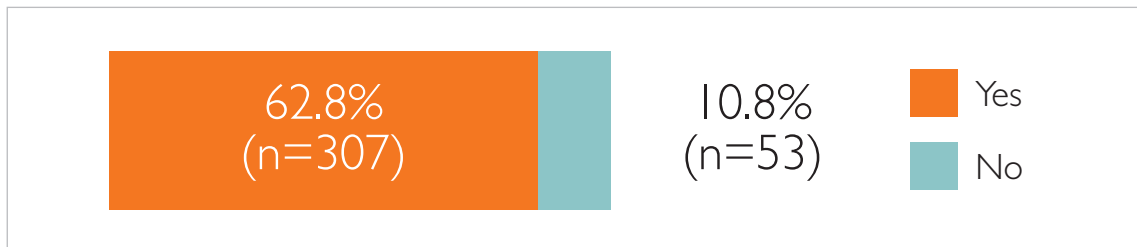


TABLE 17. Hours per week worked (NPs)

Hours per week	Percent
<20	4.4% (n=60)
21-30	7.3% (n=100)
31-40	42.6% (n=585)
41-50	30.1% (n=413)
51-60	4.6% (n=63)
61-70	0.7% (n=10)
>70	1.3% (n=18)

TABLE 18. Hours per week worked (PAs)

Hours per week	Percent
<20	2.9% (n=14)
21-30	5.1% (n=25)
31-40	36.8% (n=180)
41-50	26.0% (n=127)
51-60	4.5% (n=22)
61-70	1.2% (n=6)
>70	0.8% (n=4)

TABLE 19. Average NP salary by urban, suburban, or rural location

Location	Percent	Average salary
Suburban	31.7% (n=435)	\$110,893
Urban	37.4% (n=514)	\$114,455
Rural	21.8% (n=300)	\$113,359

TABLE 20. Average PA salary by urban, suburban, or rural location

Location	Percent	Average salary
Suburban	34.2% (n=167)	\$119,013
Urban	30.1% (n=147)	\$113,739
Rural	13.1% (n=64)	\$113,721

TABLE 21. Has the COVID-19 pandemic affected your income (NPs)?

Response	Percent
Yes, Income Increased	6.0% (n=83)
Yes, Income Decreased	29.9% (n=410)
No	51.8% (n=711)

TABLE 22. Has the COVID-19 pandemic affected your income (PAs)?

Response	Percent
Yes, Income Increased	4.1% (n=20)
Yes, Income Decreased	13.3% (n=65)
No	58.3% (n=285)

FIGURE 11. Do you receive reimbursements for CME (NPs)?

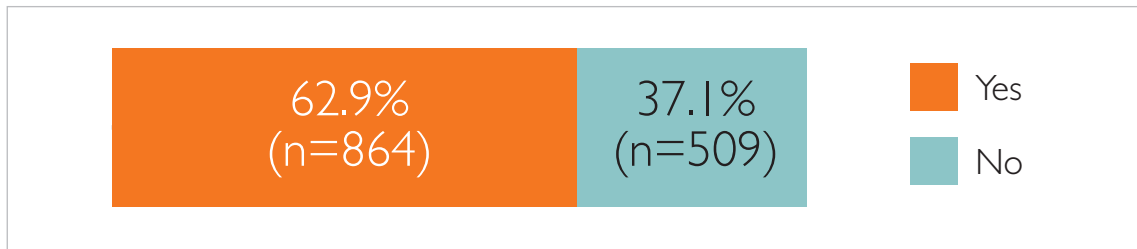


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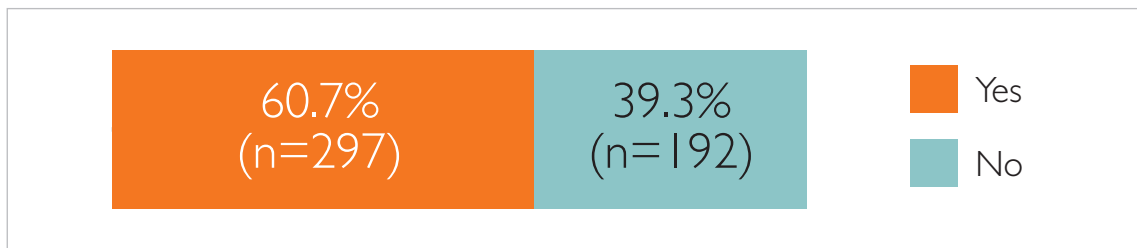


FIGURE 13. Do you receive reimbursements for Tuition (NPs)?

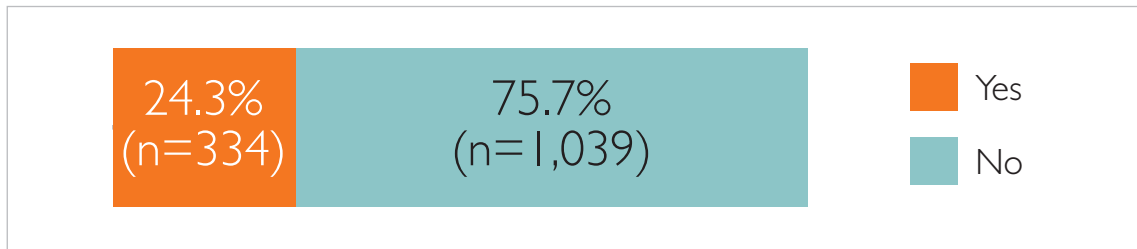


FIGURE 14. Do you receive reimbursements for Tuition (PAs)?

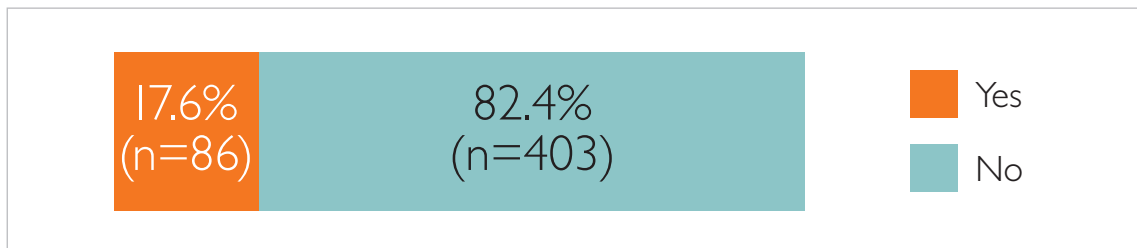


FIGURE 15. Do you receive reimbursements for Licensure Fees (NPs)?

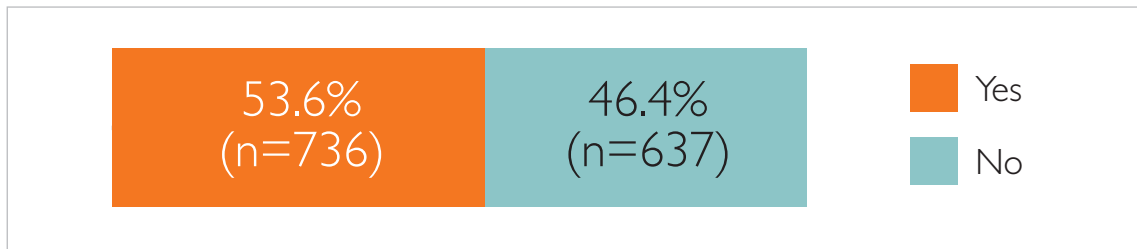


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