



2018 Nursing

2018 Nursing Salary Guide



The 2018 Nursing Salary Survey conducted by ADVANCE Healthcare Network, an Elite CE Company, yielded thousands of interesting statistical results. Some were expected (higher salaries near urban centers, educational level playing a large role in determination of salary) while others were more surprising. Over 22,000 nursing professionals (22,017 to be precise) responded this year.

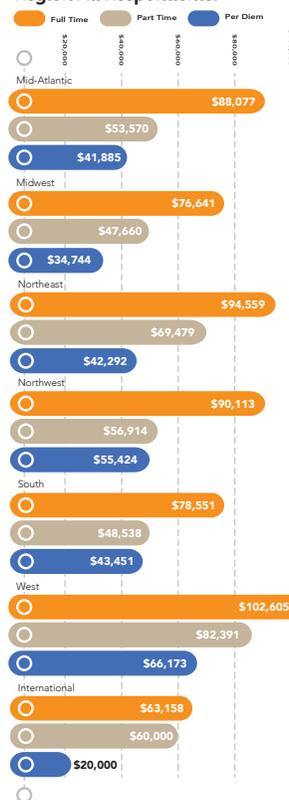
Average Salary by State & Region

Our findings show that the West region had the highest average full-time salary at just over \$102,000. California, the highest-paying state at just over \$106,000, received almost 1,500 responses. Of the

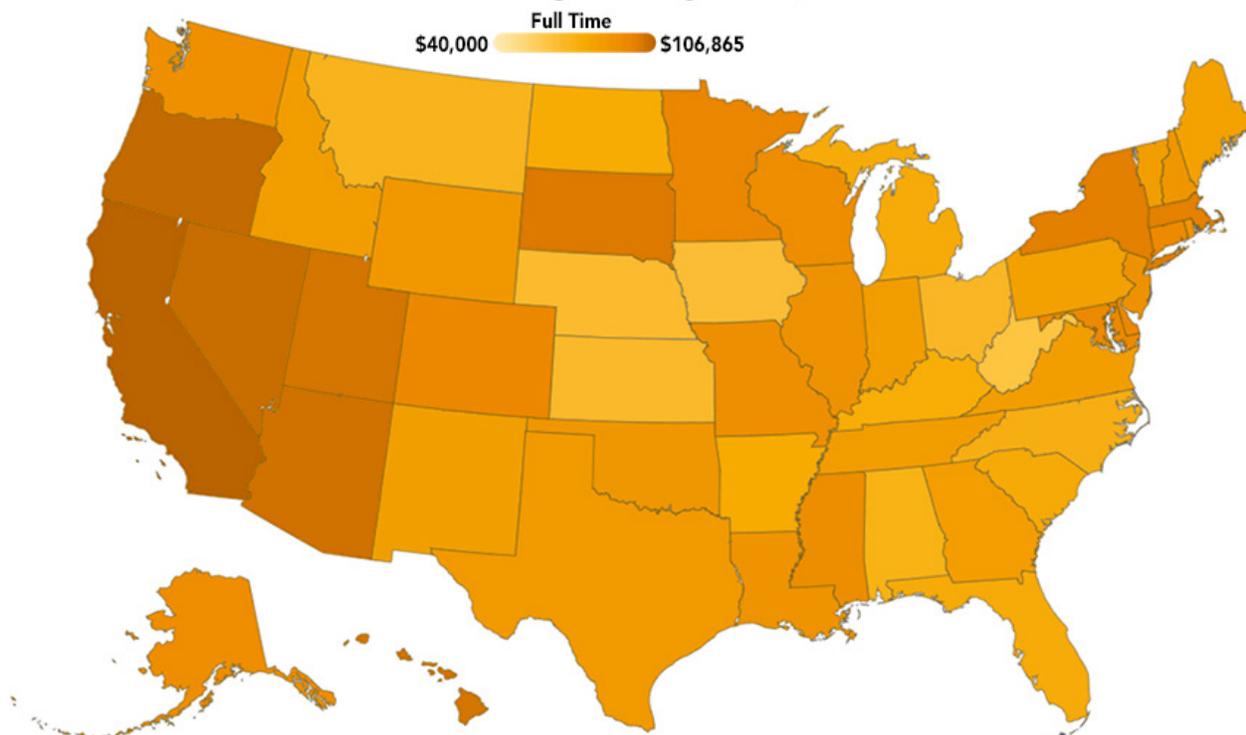
five highest-paying states, four of them (California, Nevada, Arizona, and Utah) are in the West region with Oregon cracking the top 5 as part of the Northwest region. The Northeast was the second-highest paying region at an average full-time salary of \$94,559. The regions are defined as follows:

- **West** (Alaska, Arizona, California, Colorado, Hawaii, Nevada, New Mexico, and Utah)
- **Northeast** (Connecticut, Massachusetts, Rhode Island, Maine, Vermont, New Hampshire)
- **Northwest** (Idaho, Montana, Oregon, Washington, Wyoming)
- **Mid-Atlantic** (New Jersey, New York, Pennsylvania)
- **South** (Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia)
- **Midwest** (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)

Annual Average Salary By Region All Respondents:



Annual Average Salary (US Only)



Top 15 Job Titles listed by total % of response

Primary Job Title	Avg Salary
Staff Nurse	73,287
Nurse Practitioner	114,901
Case Manager	80,749
Administrator / Director / Manager, Nurse	101,717
Manager / Supervisor	86,838
Educator / Faculty / Staff Development	85,496
Nurse Manager	85,049
Clinical Nurse Specialist	88,271
School Nurse	59,716
LPN/LVN	50,995
Administrator / Director / Manager, Non-Nurse	109,947
Nurse Quality Improvement	87,665
Travel Nurse	73,987
Private Practice	58,581
Clinical Coordinator	83,071

For salaries by state, the corresponding chart shows a state-by-state breakdown. Darker areas indicate higher average salaries (California's average full-time salary \$106,865) and lighter shading indicates lower average salaries, (West Virginia was our lowest-paying state, at an average salary of \$63,416).

Check out our interactive state map to see average full, part time and per diem salaries by state at nursing.advancweb.com/nurse-salary.

Average Salary by Job Title

Of the 13,038 respondents who offered a specific job title, almost half indicated they were 'staff nurses.' For these professionals, the average salary was \$73,287, which was 21st out of the 27 job titles we offered. The next-highest percentage of respondents came from nurse practitioners—a total of 1,675 NPs answered the survey. Their average salary was \$114,901, good for 3rd out of our 27 options.

Nurse anesthetists (60 total respondents) had by far the highest average salary in 2018 at \$150,900. Midwives edged out NPs for 2nd place at an average of \$115,000 and rounding out the top 5 were Non-nurse administrators/directors/managers in 4th place at \$109,947 (188 responses) and nurse midwives (17 responses) at \$108,824.

In terms of common responses, staff nurses and NPs were the top two most frequent job titles, followed by case managers (\$80,749 18th out of 27 job titles), nurse administrators/directors/managers (\$101,717; 6th out of 27), and managers/supervisors (\$86,838; 12th out of 27 possible answers.)

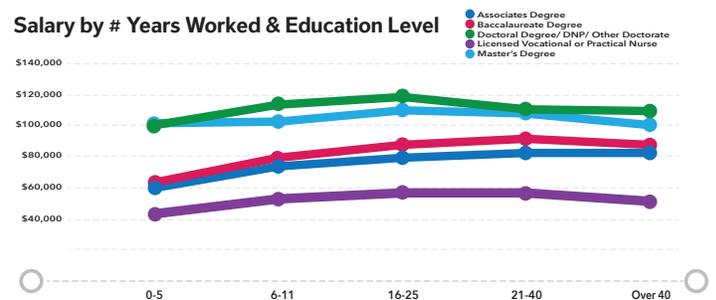
Salaries by Specialty

Perhaps the most interesting information in this year's Salary

Top 10 Job Titles by Salary

Primary Job Title	Avg Salary
Nurse Anesthetist	150,833
Midwife	115,000
Nurse Practitioner	114,901
Administrator / Director / Manager, Non-Nurse	109,947
Nurse Midwife	108,824
Administrator / Director / Manager, Nurse	101,717
Nurse Consultant	99,115
Informatics	98,182
Clinical Administrator	89,474
Clinical Nurse Specialist	88,271

Salary by # Years Worked & Education Level



Survey came from the question about specialty certifications. Respondents were asked for their areas of specialty, and whether or not they had a certification within that specialty. Upon comparing the two groups of responses, we found very encouraging results for certified specialists.

Looking at the top-20 specialties, the average salary is 23% higher for a professional with a certification. The largest disparities however were shown in groups outside the top 20, including dermatology, Eye, Ear, Nose & Throat, Neurology/Neuroscience, Clinical Nurse Specialist and Urgent Care.

Within the top 20, Medical/Surgical was the most commonly reported specialty with 877 responses. Here, almost 30% (259) respondents reported holding a specialty certification and their salaries were 17% higher on average. Out of 68 specialty areas offered in the survey, only three did not show a positive correlation between specialty certification and salary level so, with very few exceptions, regardless of your title—it pays to specialize!

Salary Based on Years of Experience

Generally speaking, salaries tended to level off after 15 or so years of employment. In other words, nursing professionals who reported themselves as having anywhere from 6–15 years of experience could expect to see a salary 20%–25% higher than that of professionals with 0–5 years' experience. In years 16–25, however, the increase was closer to 8%–10%. After 25 years of experience, any differences in salary were statistically insignificant.

There was some evidence of lower salaries for professionals with 40+ years of experience, but the limited number of responses in

this category makes it difficult to place too much significance on this statistic. Nevertheless, there are potential explanations for such an occurrence, such as working a reduced number of hours as one approaches retirement age.

Salary Based on Age Range

One interesting anecdote was the correlation between education and salary differences at age range. For example, a nurse with an associate's degree between ages 21–30 can expect to earn an average of \$57,191, but between ages 51–60 that average creeps up to \$77,787—an increase of 36%. However, those practicing with doctorate degrees between ages 21–30, should only expect to see an increase of about 4% by ages 51–60 (\$106,217 vs. \$110,000). The sample size was larger for professionals with associate's degrees, but this suggests that the doctorate degree earns professionals higher average starting salaries, while those with associate's or bachelor's degrees earn higher salaries through experience.

Salary Based on Gender

The most controversial question related to salary in our society today is that of gender—where men can earn up to 30% more than women in similar job positions. Nursing is both similar and different—although less than 8% of our respondents were male, they did tend to earn more on average than their female counterpart—but not at that 30% level. In terms of overall averages (meaning anyone in any field who answered the survey), male professionals earned about 13% more than women. The statistic stayed largely consistent across different age groups and levels of education.

Nurses actively practicing & licensed in multiple states

The majority of nurses do not practice in more than one state but it's encouraging to note that almost 90% of the respondents who indicated practicing in more than one state answered that they do hold a license in each state. Of states with at least 100 responses, Missouri (32%) and Oregon (25%) had the most nurses with multiple state licenses.

Of the 10 states receiving the most responses (listed alphabetically - California, Florida, Georgia, Illinois, Massachusetts, Michigan, New Jersey, North Carolina, Ohio, and Pennsylvania) none of them had greater than 8% of nurses licensed in other states. Regionally, the Northwest (Idaho, Montana, Oregon, Washington, Wyoming) had the greatest number of nurses with licenses in multiple states at 8.76%.

Top 20 Salaries by Certification Based on Total % of Respondents.

Specialty	Not Certified	Certified	Extra Earnings
Medical-Surgical	72,779	84,922	17%
Geriatrics	65,550	78,947	20%
Critical Care	79,276	92,314	16%
Ambulatory Care	75,717	93,270	23%
Perioperative	83,684	95,321	14%
Emergency	84,826	88,502	4%
Nurse Practitioner, Family	110,398	112,327	2%
Pediatrics	64,481	85,211	32%
Home Health Care	69,653	78,208	12%
Psychiatric	74,078	94,698	28%
Cardiac Care	81,786	86,392	6%
Case Management	81,189	91,257	12%
Long-Term Care	65,060	75,402	16%
Oncology	82,308	90,656	10%
School Nurse	51,128	72,830	42%
Hospice	72,011	85,823	19%
Labor and Delivery	76,614	82,992	8%
Rehabilitation	67,041	80,482	20%
Public Health / Community Health	67,525	85,333	26%
Obstetrics Nurse / Gynecology	74,688	92,054	23%
Averages, all specialties	76,527	94,236	23%

Top 15 Specialties List by Largest Income Variance

Specialty	Not Certified	Certified	Extra Earnings
Dermatology	83,636	127,500	52%
Eye, Ear, Nose, and Throat	64,500	96,250	49%
Neurology / Neuroscience	72,059	107,500	49%
Clinical Nurse Specialist	70,000	103,704	48%
Urgent Care	75,000	110,000	47%
School Nurse	51,128	72,830	42%
HIV/AIDS Care	81,667	116,250	42%
Infection Control	75,333	103,500	37%
Urology	76,765	103,636	35%
Anesthesia	107,500	144,063	34%
Pediatrics	64,481	85,211	32%
Corrections	72,857	95,000	30%
Wound, Ostomy, and Continence	70,833	92,203	30%
Pain Management	84,043	108,636	29%
Psychiatric	74,078	94,698	28%

Salary Based on Age Range

Age	Associate Degree	Baccalaureate Degree	Doctoral Degree / DNP / Other Doctorate	Licensed Vocational or Practical Nurse	Master's Degree
20-30	57,191	64,611	106,250	43,710	94,667
31-40	67,973	75,879	109,744	49,869	102,930
41-50	73,812	82,732	118,765	53,433	106,586
51-60	77,787	85,330	110,000	54,043	106,809
Over 60	80,019	85,899	111,837	54,148	104,317
Grand Total	75,137	80,793	112,316	52,468	105,386

Salary Based on Gender

Gender	Associate Degree	Baccalaureate Degree	Doctoral Degree / DNP / Other Doctorate	Licensed Vocational or Practical Nurse	Master's Degree
Female	74,491	80,245	110,096	52,208	104,160
Male	82,526	86,634	124,909	56,377	117,277

Nurses Actively Practicing & Licensed in Multiple States

Region	No	Yes	Grand Total	% multiple
Mid-Atlantic	3430	149	3579	4%
Midwest	4486	261	4747	5%
Northeast	1020	66	1086	6%
Northwest	802	77	879	9%
South	8806	571	9377	6%
West	1926	106	2032	5%

SALARY & BENEFITS BY FACILITY TYPE

Salary by Practice Setting

We offered 28 different practice settings as possible responses on the survey—and had at least 10 nursing professionals select each option! However, that doesn't mean there was an entirely equal distribution. Of the almost 14,000 professionals who answered this particular question, almost two-thirds of respondents indicated they worked in either an inpatient or outpatient hospital setting.

With over 40% of responses, inpatient hospital setting was by far our most common response. On average, these professionals reported earning \$83,431 per year, placing them 10th highest out of the 28 options. People working in outpatient facilities, meanwhile, reported a slightly higher average of \$89,087 (for 5th out of the 28 categories).

Nurses working in a pharmaceutical setting reported by far the highest average salary (\$128,571) but this only represents a total of 14 respondents. Of those settings that received more than 1% of total responses, urgent care (207 responses) presented the highest average salary for full-time employees at \$94,058. Receiving over 400 responses was our lowest-paying setting, schools, at just a shade over \$60,000 per year.

Top 10 Salaries by Practice Settings Ordered By Total % of Response

Primary Setting	Avg Salary
Inpatient	83,431
Outpatient	89,097
Home health	73,531
Private Practice	80,742
School	60,124
Academia	87,550
Nursing Home / Assisted Living / Skilled Nursing Care	65,324
Inpatient/Outpatient	93,009
Urgent Care	94,058
Long Term Care	67,293

Top 10 Salaries by Practice Setting

Primary Setting	Avg Salary
Pharmaceutical	128,571
Acute/Sub-Acute setting	97,586
Urgent Care	94,058
Inpatient/Outpatient	93,009
Outpatient	89,097
Academia	87,550
Emergency	86,395
Insurance	86,258
Surgery	85,333
Office	83,629

Salary by Facility Type

About half our responses came from either nonprofit health systems or nonprofit independent hospitals. The difference in salaries was negligible between these two categories. Government, receiving about 1,500 responses, fell in the same average salary range (about \$85,000 per year) as the first two options.

For-profit facilities, on average, paid about \$5,000 per year less than their nonprofit counterparts based on our results.

Corporate offices were by far the highest-paying facility type, at an average of \$109,500—but again, only 40 responses came from this area. School settings, private practices, and long-term care facilities were near or at the bottom of the chart for the 19 different facility types offered.

Top 10 Salaries by Facility Type Listed by % of Responses

Facility Type	Avg Salary
Nonprofit Health System	86,077
For-profit Health System	79,863
Nonprofit Independent Hospital	86,372
Government	85,297
For-profit Independent Hospital	82,033
University/College/School	71,099
Private Practice	81,401
Nursing / Skilled Care / Assisted Living / Long Term Facility	67,250
Home Health Agency	67,866
Insurance	87,261

Top 10 Salaries by Facility Type

Facility Type	Avg Salary
Corporate Office	109,500
Insurance	87,261
Nonprofit Independent Hospital	86,372
Nonprofit Health System	86,077

Government	85,297
Clinic	85,270
Remote/Work from Home	82,895
For-profit Independent Hospital	82,033
Hospital - Other	81,800
Private Practice	81,401

Salary by Number of Beds

We received a fairly equitable distribution for the categories offered and almost without fail average salaries increased accordingly with the number of beds. Nurses in facilities with fewer than 50 beds had an average salary of \$77,004, then a slight downtick to \$74,870 for those in facilities between 51–100 beds. From that point, each level saw a gradual increase, topping out at an average of \$90,784 per year for those working in facilities with 501+ beds. Interestingly, the most responses in a single category was 501+ beds, indicated by almost 1,800 people.

# Beds in Facility	Avg Salary by # Beds in Facility
Fewer than 50	77,004
50-100	74,870
101-200	79,617
201-300	85,791
301-400	89,447
401-500	90,108
More than 500	90,784

Salary of Unionized vs. Non-Unionized

Another interesting statistic, with the recent movement towards unionization in many facilities—almost 25% of our respondents indicated they belong to a unionized facility. What's more, those unionized employees can expect salaries about 10% higher than their non-unionized counterparts. The average unionized nursing professional reported making almost \$90,000 per year, while the responses from non-unionized facilities averaged just over \$81,000.

Overtime Mandates

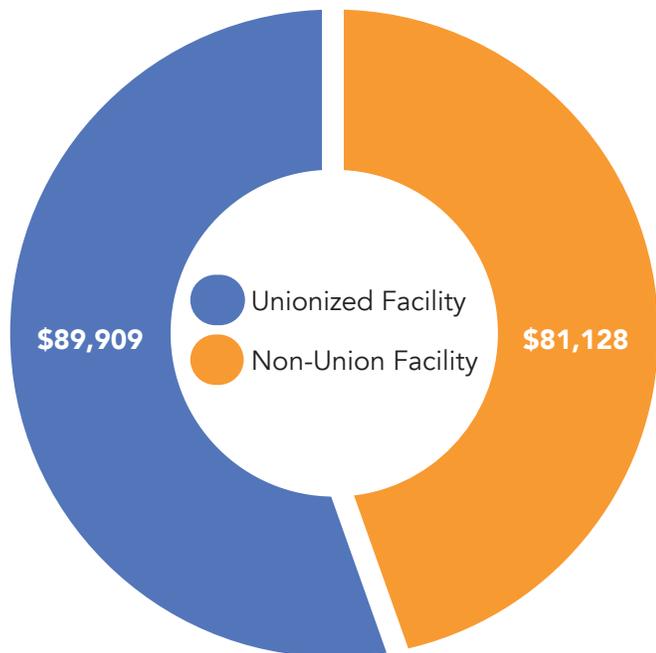
Another hot-button issue in the profession right now—is the amount of overtime nurses work/are required to work. Our responses were split almost perfectly—50.07% of nurses reported working overtime, while 49.93% said they did not.

Respondents were given three options to respond to the question "Is working overtime mandated by your employer?" - Yes, it is required, No, I volunteer, Not applicable (For the sake of clarity, the second response means the nurse is voluntarily working overtime and being paid, not volunteering in the literal sense.)

Overtime Mandates By State:

Hawaii was by far the most common state to see overtime mandated, with almost 27% of Hawaiian nurses reporting. Idaho was next at 20.7%. Out of our top-10 states for most responses, Michigan was the state where nurses can expect to work mandated overtime (20.64%). In total, 12.4% of nurses reported overtime mandates, while the remaining responses were fairly even between "not applicable" and "work overtime voluntarily"

Average Salary - Facility Type (Union, Non-Union)



(43.2% not applicable, 44.4% work overtime voluntarily.)

It is challenging to draw a definitive conclusion about states or regions—Idaho and Hawaii had the highest rates of overtime mandated, but their regions were relatively low on the whole. Statistically, you're most likely to be forced to work overtime in the Midwest (14.68%) and least likely in the Northwest (10.65%). But the tight range of those numbers indicate this is more likely a phenomenon that changes by facility—not by area of residence.

Overtime by Work Setting

Not surprisingly, people working in more intense settings (corrections, emergency, operating/recovery, surgery) were most likely to be asked or mandated to work overtime where schools and government related work settings had little required overtime. The Pharmaceutical setting had almost no overtime requirements by comparison where 86.67% of respondents indicated overtime was not applicable.

Overtime by Job title

Of all titles, those who identified as military nurses (47%) were statistically most likely to have mandated overtime hours while Charge Nurses (68%), were most likely to work more overtime by choice or upon request. Conversely Clinical Administrators had little to no overtime requirements indicated at all.

Overtime by Facility Type

Surgery centers (23%) were by far the most likely to mandate overtime work where independent hospitals (non-profit and for profit) were more likely to have nurses volunteer for overtime.

Overtime By Work Setting

Primary Setting	No, I volunteer	Not applicable	Yes, it is required
Academia	24.77%	67.52%	7.71%
Acute/Sub-Acute setting	46.88%	43.75%	9.38%
Administration	28.57%	64.29%	7.14%
Center	26.32%	65.79%	7.89%
Clinic	27.27%	61.82%	10.91%
College	14.29%	77.55%	8.16%
Community Center	22.86%	70.00%	7.14%
Correctional facility	41.53%	26.27%	32.20%
Emergency	68.09%	24.47%	7.45%
Govt/Public Center	19.82%	68.47%	11.71%
Group Home	27.27%	72.73%	0.00%
Home health	36.93%	52.11%	10.95%
Hospice	38.46%	43.59%	17.95%
Inpatient	57.90%	28.56%	13.54%
Inpatient/Outpatient	43.61%	37.22%	19.17%
Insurance	25.47%	62.73%	11.80%
Long Term Care	43.44%	37.10%	19.46%
Nursing Home/Assisted Living/Skilled Nursing Care	47.77%	39.37%	12.86%
Office	24.84%	67.97%	7.19%
Operating Room/Recovery Room	52.17%	17.39%	30.43%
Other	33.16%	54.76%	12.07%
Outpatient	36.33%	51.57%	12.10%
Pharmaceutical	6.67%	86.67%	6.67%
Private Practice	24.98%	65.83%	9.20%
Rehabilitation	51.61%	32.26%	16.13%
Remote/Work from Home	27.12%	62.71%	10.17%
School	24.24%	70.23%	5.53%
Surgery	47.37%	15.79%	36.84%
Urgent Care	52.40%	33.60%	14.00%

By Specialty

Once again, corrections stands out where 53.57% of respondents noted that their specialty requires overtime. Those categorizing their specialties as Burn Care, Critical Care or Emergency (all around 69%) were more likely to work overtime on a volunteer basis.

Overtime by Specialty

Specialty	No, I volunteer	Not applicable	Yes, it is required
Ambulatory Care	37.79%	49.32%	12.89%
Anesthesia	45.45%	29.55%	25.00%
Burn Care	69.23%	23.08%	7.69%
Cardiac Care	55.21%	35.33%	9.46%
Cardiac Cath Lab	41.12%	18.69%	40.19%
Case Management	30.75%	60.29%	8.96%
Clinical Nurse Leader	45.80%	43.51%	10.69%
Clinical Nurse Specialist	28.57%	54.55%	16.88%
Corrections	39.29%	7.14%	53.57%
Critical Care	68.87%	22.80%	8.33%
Dermatology	28.30%	69.81%	1.89%
Diabetes	18.09%	72.34%	9.57%
Dialysis	44.44%	33.80%	21.76%
Education	21.25%	75.00%	3.75%
Emergency	69.65%	21.96%	8.39%
Eye, Ear, Nose, and Throat	29.73%	45.95%	24.32%
Family Medicine	54.55%	36.36%	9.09%
Family practice	31.82%	59.09%	9.09%
Flight / Transport Nurse	86.67%	6.67%	6.67%
Gastroenterology	35.96%	42.98%	21.05%
Geriatrics	46.77%	38.43%	14.80%
HIV/AIDS Care	34.48%	58.62%	6.90%
Home Health Care	35.86%	52.62%	11.52%
Hospice	40.23%	44.54%	15.23%
Infection Control	37.93%	55.17%	6.90%
Informatics Nurse	20.72%	69.37%	9.91%
Infusion Nurse	43.01%	51.61%	5.38%
Labor and Delivery	52.10%	28.44%	19.46%
Legal Nurse Consultant	28.00%	64.00%	8.00%
Long-Term Care	53.40%	30.49%	16.12%
Managed Care	31.76%	60.00%	8.24%
Medical-Surgical	59.98%	32.33%	7.69%
Midwife	7.14%	78.57%	14.29%
Neonatal Intensive Care	62.02%	22.87%	15.12%
Nephrology	31.03%	51.72%	17.24%
Neurology / Neuroscience	47.37%	49.12%	3.51%

Nurse Practitioner, Acute Care	40.00%	45.56%	14.44%
Nurse Practitioner, Adult	29.13%	61.17%	9.71%
Nurse Practitioner, Family	24.20%	65.91%	9.89%
Nurse Practitioner, Gerontological	18.18%	81.82%	0.00%
Nurse Practitioner, Other	20.00%	66.43%	13.57%
Nurse Practitioner, Pediatric	21.36%	69.90%	8.74%
Nurse Practitioner, Psychiatric	25.64%	69.23%	5.13%
Obstetrics Nurse / Gynecology	40.25%	47.17%	12.58%
Occupation Health	25.37%	59.70%	14.93%
Oncology	49.20%	42.60%	8.20%
Operating room	44.00%	16.00%	40.00%
Operating Room	55.56%	0.00%	44.44%
Orthopedics	60.47%	29.07%	10.47%
Pain Management	30.00%	58.89%	11.11%
Pediatrics	46.80%	45.64%	7.56%
Pediatrics - subspecialty	45.16%	48.39%	6.45%
Perioperative	43.72%	26.67%	29.62%
Psychiatric	45.07%	39.64%	15.30%
Public Health / Community Health	26.54%	63.11%	10.36%
Radiology	47.83%	30.43%	21.74%
Rehabilitation	58.68%	30.28%	11.04%
Research	14.29%	85.71%	0.00%
Risk management	30.00%	40.00%	30.00%
School Nurse	23.24%	71.80%	4.96%
Surgery	29.41%	29.41%	41.18%
Telemetry	69.83%	23.97%	6.20%
Transplant	42.86%	48.57%	8.57%
Trauma	65.22%	23.19%	11.59%
Urgent Care	35.29%	47.06%	17.65%
Urology	39.22%	49.02%	11.76%
Vascular access	50.00%	16.67%	33.33%
Veterans Affairs (VA Nurse)	34.34%	53.54%	12.12%
Wound, Ostomy, and Continence	37.69%	53.08%	9.23%

Overtime by Job title

Primary Job Title	No, I volunteer	Not applicable	Yes, it is required
Administrator / Director / Manager, Non-Nurse	24.87%	62.18%	12.95%
Administrator / Director / Manager, Nurse	30.78%	54.40%	14.82%
Case Manager	31.90%	55.83%	12.27%
Charge nurse	68.29%	17.07%	14.63%
Clinical Administrator	10.53%	89.47%	0.00%
Clinical Coordinator	35.71%	56.49%	7.79%
Clinical Nurse Specialist	39.46%	49.16%	11.37%
Educator / Faculty / Staff Development	28.29%	62.93%	8.77%
Home Health Nurse	36.48%	55.97%	7.55%
Informatics	18.18%	63.64%	18.18%
LPN/LVN	51.17%	41.02%	7.81%
Manager / Supervisor	45.86%	39.13%	15.01%
Midwife	10.00%	75.00%	15.00%
Military Nurse	13.33%	40.00%	46.67%
Nurse Anesthetist	50.77%	23.08%	26.15%
Nurse Consultant	18.87%	71.07%	10.06%
Nurse Manager	39.39%	45.76%	14.85%
Nurse Midwife	11.76%	58.82%	29.41%
Nurse Practitioner	26.42%	64.46%	9.13%
Nurse Quality Improvement	25.13%	66.84%	8.02%
Nurse Researcher	26.37%	65.93%	7.69%
Private Practice	32.51%	59.26%	8.23%
Public Health Nurse	17.65%	61.76%	20.59%
School Nurse	26.09%	68.84%	5.07%
Staff Nurse	56.84%	29.11%	14.05%
Student Nurse	50.00%	50.00%	0.00%
Travel Nurse	56.45%	32.26%	11.29%

Rate Differential Paid

Shift	No	Yes
Shift	35%	65%
Charge nurse	37%	63%
Specialty area	39%	61%
Certification	36%	64%
Career ladder advancement	43%	57%

Overtime by Facility Type

Facility Type	No, I volunteer	Not applicable	Yes, it is required
Clinic	28.42%	62.11%	9.47%
Corporate Office	16.36%	78.18%	5.45%
For-profit Health System	44.65%	42.82%	12.53%
For-profit Independent Hospital	55.07%	30.37%	14.56%
Government	36.10%	47.04%	16.86%
Home Health Agency	37.64%	53.23%	9.13%
Hospice	36.59%	46.34%	17.07%
Hospital - Other	52.54%	35.59%	11.86%
Insurance	28.66%	59.76%	11.59%
Non-Profit Community Facility	31.43%	68.57%	0.00%
Nonprofit Health System	48.49%	39.56%	11.95%
Nonprofit Independent Hospital	53.54%	33.61%	12.86%
Nursing / Skilled Care / Assisted Living / Long Term Facility	44.36%	40.60%	15.04%
Other	30.22%	58.03%	11.75%
Physician/Private Office	20.39%	73.79%	5.83%
Private Practice	21.57%	71.68%	6.75%
Remote/Work from Home	21.74%	69.57%	8.70%
Surgery Center	27.50%	50.00%	22.50%
University/College/School	23.49%	69.98%	6.53%

Rate Differential

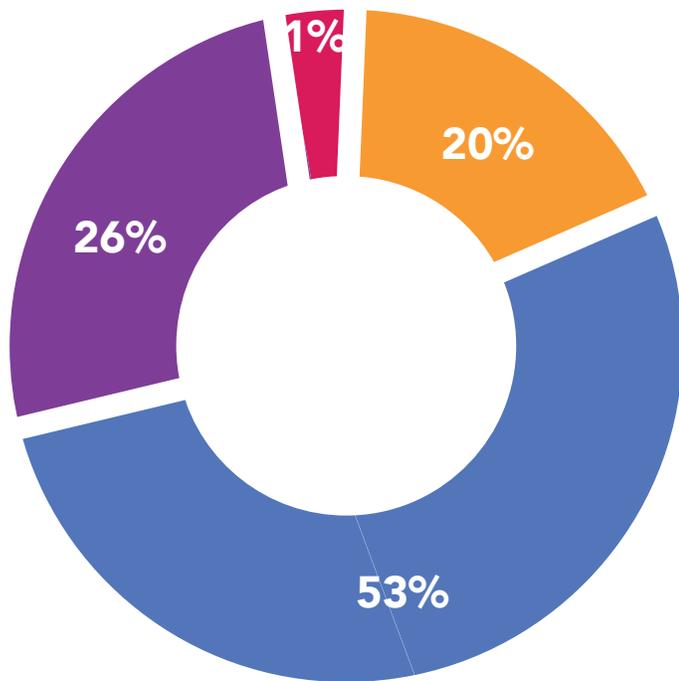
A solid 13,590 respondents indicated that a work differential was paid at their facility with a fairly even distribution allocated to each reason offered. Not surprisingly, shift work is reported as the highest determining factor at 65% edging out certification by just 1%.

Benefits Provided

Every single state saw the majority of respondents reply that their employers pay for at least some portion of their benefits with the standard medical and dental topping the list. The benefit least likely to be offered across the board was Daycare. The five states with the highest ratio of employer contributions:

- Vermont: 96.1%
- Alaska: 93.75%
- Nevada: 92.5%
- Minnesota: 93.33%
- Maine: 92.11%

Benefits Changed in the past 12 months?



- Some have been added or increased
- No changes
- Some have been reduced or eliminated
- All have been reduced or eliminated

On the other end, the following five states had the poorest rate of employer contribution (the number indicates the % who DO have employer contribution:)

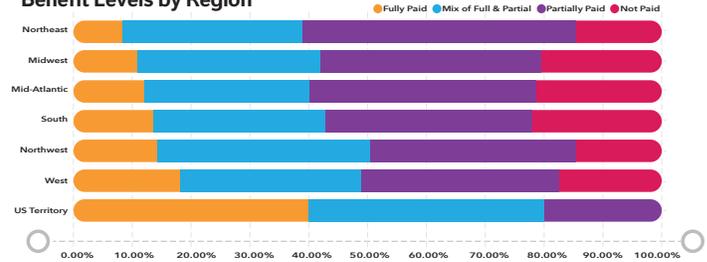
- South Dakota: 63.64%
- North Dakota: 70%
- West Virginia: 73%
- Hawaii: 79%
- South Carolina: 79%

When it comes to benefits, even healthcare professionals are feeling the impact. A significant 26% of respondents reported that some of their benefits had been reduced or eliminated in the past 12 months with another small percentage noting that all of their benefits had been reduced or eliminated. If you worked in a corporate office or for-profit hospital you were also far more likely to feel a negative impact.

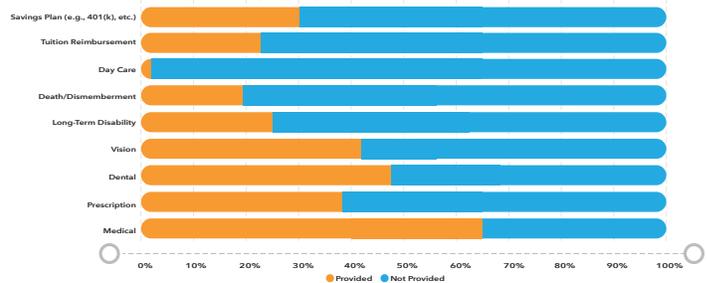
Bonus Incentives

While benefits were being cut on many levels, conversely, a corporate office environment (54.90%) and Nonprofit Hospital (43.75%) or Health System (42.70%) was most likely to offer a bonus incentive for nurses where a University/College/School offered virtually no bonus incentive at all.

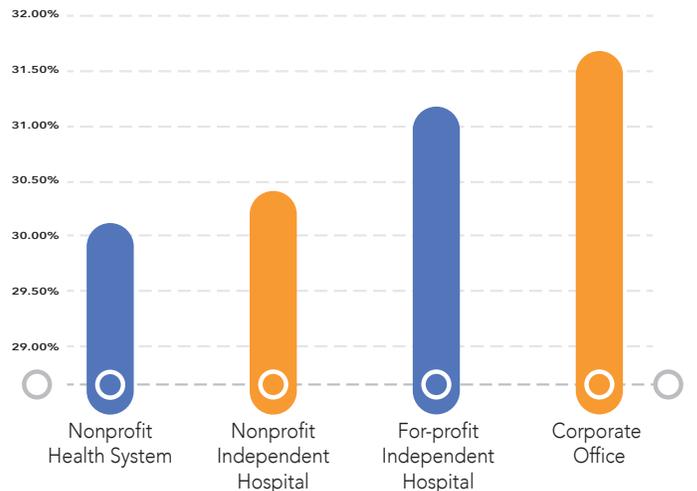
Benefit Levels by Region



Does your employer provide these benefits?



Feeling the Pinch - Facilities Most Impacted by Benefit Reductions in the Past 12 Months



Salary Increase/Decrease and why

Some good news, is that over 55% of respondents replied that they've received an increase in salary in the past 12 months, while only 4.4% received any level of decrease. The remaining 40.2% stayed at the same salary level. Merit or cost of living were the predominant reasons for the increases, while a mandated raise received a somewhat surprising 14% of responses.

Accordingly, the majority of these raises were in the 3% or less category. Of those receiving reductions in pay, demotion, change in job duties, or working fewer hours were common explanations. However, about 39% of these salary reductions came without explanation.

EDUCATION

Salary by Degree/Education Level

Not surprisingly, average salary goes in direct order of degrees—the further you've gone in your education, the more money you

Bonus Incentives

Facility Type	No	Yes
Nonprofit Health System	57.30%	42.70%
For-profit Health System	61.30%	38.70%
Nonprofit Independent Hospital	56.25%	43.75%
For-profit Independent Hospital	60.74%	39.26%
Government	77.97%	22.03%
Other	65.64%	34.36%
Insurance	29.75%	70.25%
Private Practice	76.19%	23.81%
Nursing / Skilled Care / Assisted Living / Long Term Facility	64.23%	35.77%

Facility Type	No	Yes
Home Health Agency	71.90%	28.10%
University/College/School	90.26%	9.74%
Corporate Office	45.10%	54.90%
Physician/Private Office	77.08%	22.92%
Remote/Work from Home	50.00%	50.00%
Clinic	78.72%	21.28%
Hospital - Other	65.45%	34.55%
Nonprofit Community Facility	81.82%	18.18%
Hospice	82.05%	17.95%
Surgery Center	86.84%	13.16%

Salary Decreased Past 12 Months



Salary Increased Past 12 Months



Top 15 states most likely to offer a bonus incentive

Alaska	43.75%
Wyoming	43.75%
South Carolina	43.00%
Georgia	42.01%
Kentucky	41.55%
Arizona	41.04%
Ohio	40.79%
Texas	39.83%
Missouri	47.25%
Oklahoma	46.34%
Delaware	46.30%
Colorado	45.95%
South Dakota	45.45%
North Carolina	45.17%
Tennessee	44.08%

can expect to earn. The degrees also seem to be grouped to some extent—only about 7% difference between doctorate and master’s degrees, and roughly the same difference between a bachelor’s and an associate’s degree. This suggests that the two groupings (doctorate/master’s; bachelor’s/associate’s) are seen much differently by employers.

Of the 13,889 full-time respondents who answered our education level question, a baccalaureate (or bachelor’s) degree was the most popular answer for highest level of education (37% of responses). Interestingly, master’s degree was the answer for 3,125 respondents, rapidly approaching the number who reported an associate’s degree (3,588 respondents). Clearly, it pays to pursue higher education in the field of nursing.

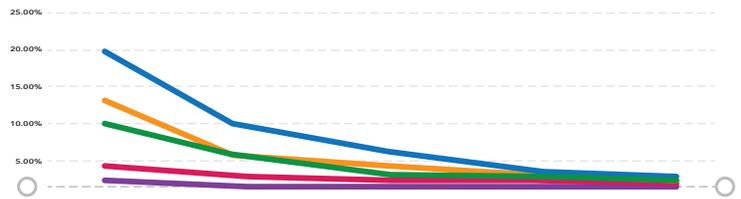
- **Doctoral degree:** 478 respondents, average salary of \$113,347
- **Master’s degree:** 3,125 respondents, average salary of \$105,664
- **Bachelor’s degree:** 5,148 respondents, average salary of \$81,323
- **Associate’s degree:** 3,588 respondents, average salary of \$75,117
- **Licensed vocational or practical nurse:** 1,550 respondents, average salary of \$52,406

Plans changed based on economy

The top five states where nurses saw their career plans negatively impacted by the economy were as follows:

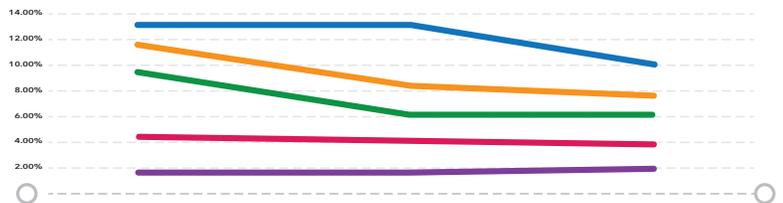
On the encouraging side, all five of these states are lower in terms of pure population (Maine, Montana, and South Dakota are all in the bottom 20%).

Reason for Raise - By Degree



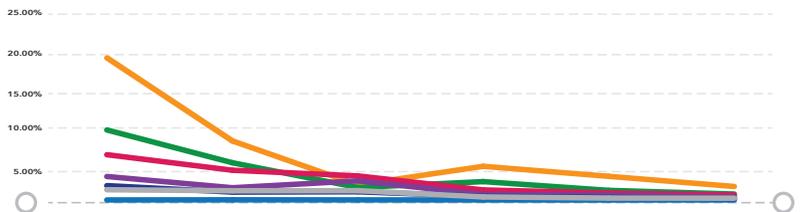
	Merit raise	Cost of living increase	Raise mandated by collective bargaining	Job change	Promotion
Associate Degree	13.02%	5.89%	3.71%	1.90%	1.06%
Baccalaureate Degree	19.51%	9.93%	6.51%	2.65%	1.97%
Doctoral Degree / DNP / Other Doctorate	1.35%	0.84%	0.31%	0.31%	0.21%
Licensed Vocational or Practical Nurse	4.29%	2.22%	1.07%	1.02%	0.67%
Master's Degree	10.23%	5.80%	2.48%	2.03%	1.00%

Reason for Decrease - By Degree



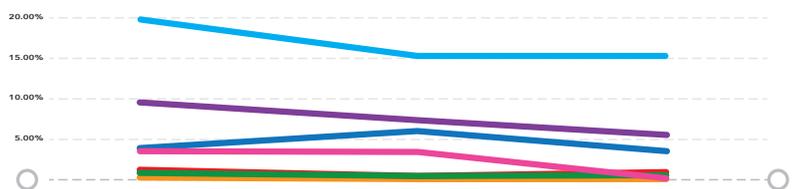
	Change in wages (salary reduction or no longer receiving pay differentials)	Decreased work hours	Demotion or change of job duties/title
Associate Degree	11.29%	8.63%	7.30%
Baccalaureate Degree	13.01%	13.15%	10.23%
Doctoral Degree / DNP / Other Doctorate	1.20%	1.06%	1.59%
Licensed Vocational or Practical Nurse	4.12%	3.72%	3.45%
Master's Degree	9.03%	5.98%	6.24%

Reason for Raise - By Region



	Merit raise	Cost of living increase	Raise mandated by collective bargaining	Other	Job change	Promotion
International	0.01%	0.03%	0.02%	0.01%	0.00%	0.01%
Mid-Atlantic	6.42%	4.22%	3.42%	1.43%	1.00%	0.71%
Midwest	9.92%	5.28%	1.77%	2.61%	1.37%	0.85%
Northeast	2.04%	1.12%	1.17%	0.53%	0.37%	0.21%
Northwest	1.46%	1.31%	1.33%	0.44%	0.28%	0.26%
South	20.13%	8.37%	2.15%	4.78%	3.36%	1.92%
West	3.33%	1.74%	2.72%	0.78%	0.70%	0.41%

Reason for Decrease - By Region



	Change in wages (salary reduction or no longer receiving pay differentials)	Decreased work hours	Demotion or change of job duties/title
International	0.27%	0.00%	0.00%
Mid-Atlantic	3.59%	5.19%	3.19%
Midwest	8.78%	7.45%	6.38%
Northeast	1.73%	0.40%	1.20%
Northwest	1.20%	1.20%	1.06%
South	19.81%	15.16%	15.43%
West	3.32%	3.06%	1.60%

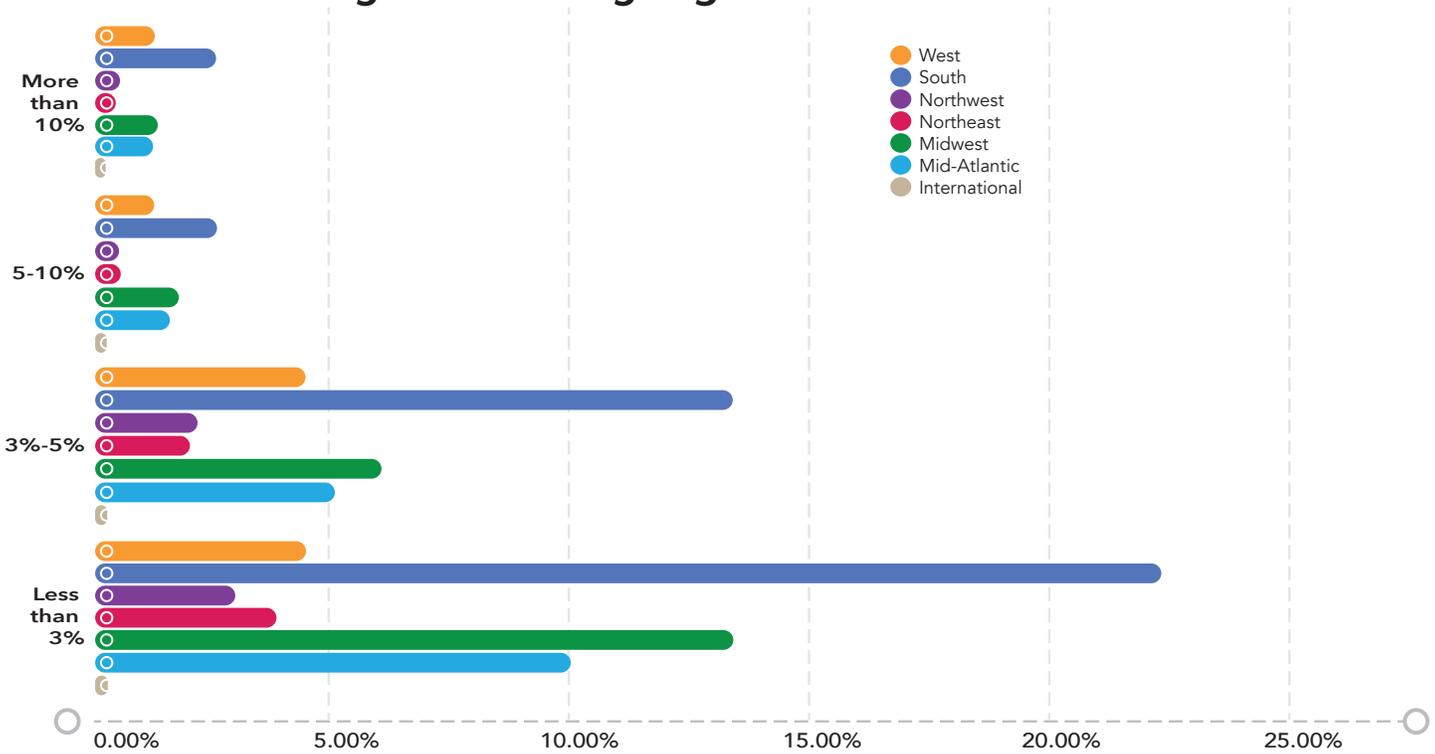
Top 5 states nurses saw career plans negatively impacted by economy

		Impacted
South Dakota	Yes, delayed cutting back on hours	45.45%
Maine	Yes, delayed going to school	42.11%
Montana	Yes, delayed retirement	41.79%
Arkansas	Yes, picked up additional hours or job	42.86%
Oklahoma	Yes, returned to the workforce	40.48%

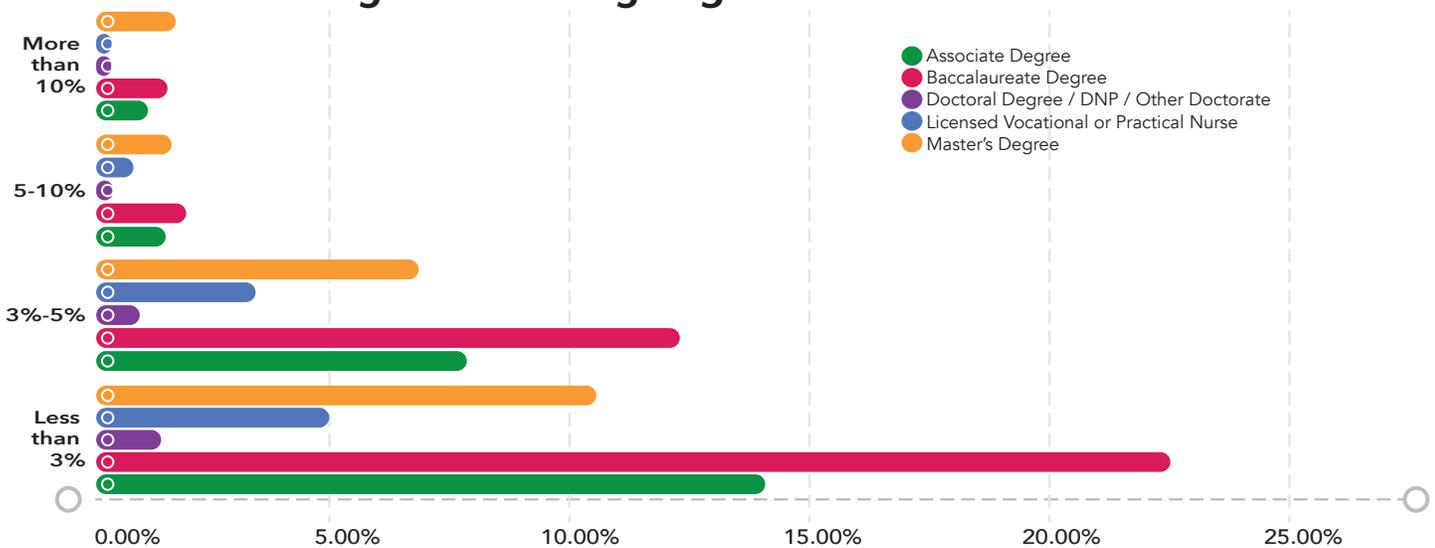
Paid CE by State

When asked whether or not their employer pays for or provides continuing education, there were six potential answers. West Virginia, North Dakota, and Michigan and Alabama (around 40% respectively) had the most nurses respond that no continuing education offerings or reimbursements were available in

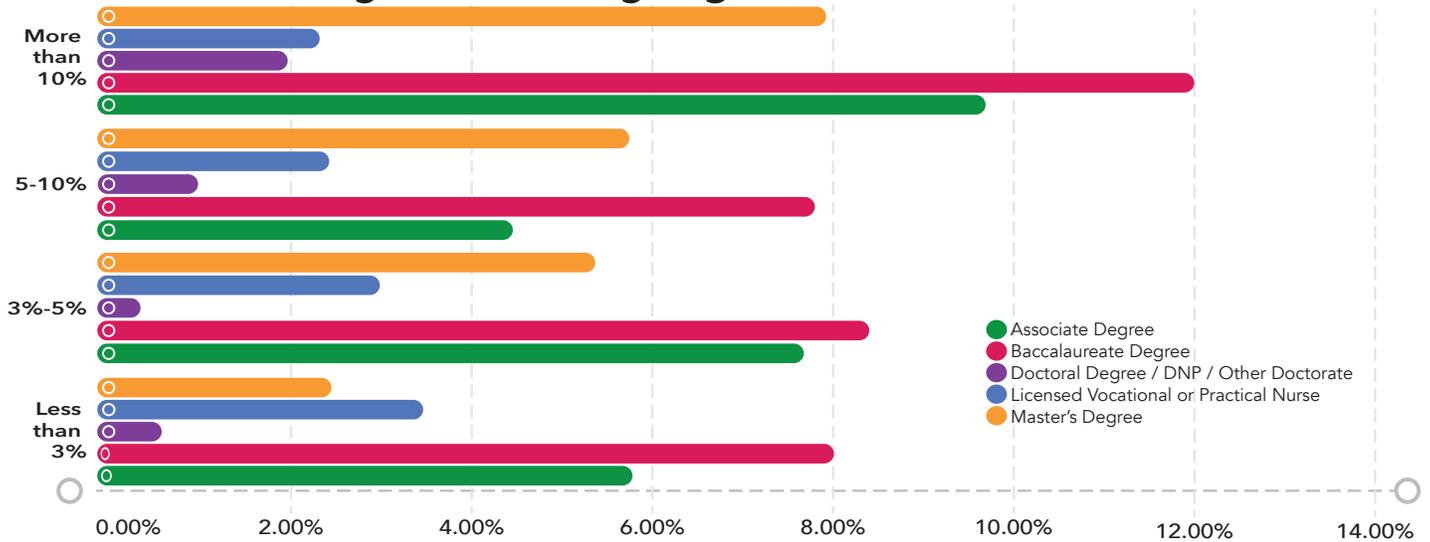
Percent Salary Increase - by Region



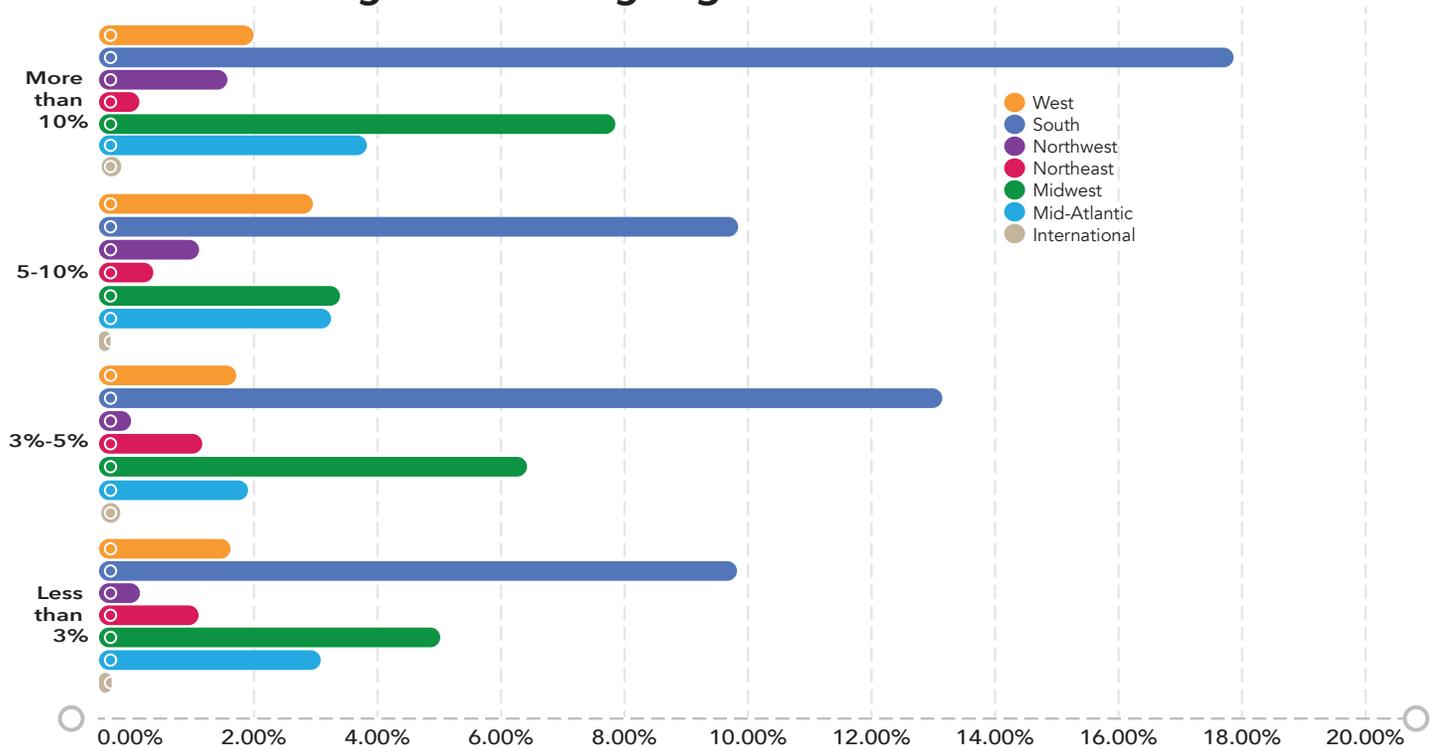
Percent Salary Increase - by Degree



Percent Salary Decrease - by Degree



Percent Salary Increase - by Region



their places of employment. Overall, however slightly more than 70% of respondents indicated that they receive some level of reimbursement or that CE was offered in their facilities.

Working Toward Advanced Degree

Overall, more than half (56.4%) of respondents indicated that they either:

- Have an advanced degree
- Are currently working towards pursuing an advanced degree
- Are considering returning to school to pursue an

advanced degree

Not surprisingly, interest in obtaining an advanced degree peaked among people in their 30s, and steadily declined as respondents got older. People working full-time, and those who had already attained bachelor's degrees were statistically least interested in returning to school.

Survey Methodology

The 2018 National Salary Survey for Nursing Professionals was conducted online through a third-party survey administrator during

Does your employer pay for or provide Continuing Education?	Top 3 States		
Courses are provided at the facility where I work and they are free to all nurses.	Florida	Oklahoma	Washington, DC
My employer reimburses me for all Continuing Education Courses, but I have to find a provider.	Colorado	Missouri	Utah
My employer reimburses me on a case by case basis for courses that I take on my own.	Delaware	Minnesota	Wisconsin
My employer reimburses me, but only for State Required Courses.	Delaware	Hawaii	Idaho
No - there is no funding or provision for Continuing Education where I work.	Michigan	North Dakota	West Virginia
Some courses are offered at the facility, but I have to find a provider for others.	Idaho	Iowa	Wyoming

March of 2018. Nursing professionals at all levels of education (LPN, RN, MSN, NP, DNP) took the survey, resulting in 22,003 usable responses with a 95% confidence level.

Our target audience included a combined 1.3 million nurse customers/subscribers/readers of Advanceweb.com & EliteCE.com who were emailed a direct link to the salary questions twice during the month of March. The direct link was also accessible to the public through nursing.advanceweb.com. Participants were asked to contribute feedback of their own volition. Respondents were required to answer all applicable questions.

Results were downloaded, tabulated, cross referenced and returned with representative charts by a third-party data analyst.

Beginning May 1, 2018 results reporting salary averages for major categories can be found on nursing.advanceweb.com. Additional results will be released online over a six-month period and presented as a full salary guide in print and digital book format. ■

Respondents by state

Home State	Count
Alabama	243
Alaska	19
Arizona	168
Arkansas	48
California	1436
Canada	11
Colorado	102
Connecticut	265
Delaware	72
Florida	4330
Georgia	456
Hawaii	32
Idaho	34
Illinois	1045
Indiana	96
Iowa	178
Kansas	207
Kentucky	276
Louisiana	99
Maine	43
Maryland	318
Massachusetts	552
Michigan	784
Minnesota	77
Mississippi	53
Missouri	120
Montana	86
Nebraska	216
Nevada	56
New Hampshire	110
New Jersey	1421
New Mexico	207
New York	671
North Carolina	1457

North Dakota	33	Utah	31
Ohio	1924	Vermont	31
Oklahoma	51	Virginia	372
Oregon	103	Washington, DC	21
Pennsylvania	1529	Washington	627
Rhode Island	96	West Virginia	222
South Carolina	296	Wisconsin	150
South Dakota	14	Wyoming	34
Tennessee	205	Other countries	28
Texas	977	Total Respondents	22032

Working Toward and Advanced Degree

