



SALARY SURVEY

How does your salary compare with that of your peers?

Is now a good time to ask for a raise? According to results from *The Clinical Advisor's* 2017 Salary Survey, it may be. About 55% of nurse practitioners (NPs) and 54% of physician assistants (PAs) earned a higher income this past year than they did in 2015-2016.

The average salaries in 2016-2017 for NPs and PAs are:

ALL NPs
\$105,928

ALL PAs
\$115,906

The gender pay gap remains, and the West prevails

The wage gap between men and women continues in all lines of work, and the medical field is no exception. A total of 2136 (89.3%) NP survey responders and 518 (62.3%) PA survey responders were women, compared with 216 male NPs and 307 male PAs. However, male NPs earned \$123,547, compared with \$104,097 for women. Male PAs earned \$128,966, compared with \$107,957 for women.

Similar to last year's results, the West remains the region with the highest average salaries for NPs

(\$113,035) and PAs (\$123,875). A majority of NP and PA responders practice their profession in the South, where the average salary for NPs is \$104,427 and the average salary for PAs is \$114,302. The Midwest has the lowest average salary for NPs (\$102,571), and the Northeast has the lowest average salary for PAs (\$110,702).

How the results were analyzed

We asked our readers to provide their current salaries, which included base pay and bonuses, in increments of \$5,000. The salaries were then converted to the midpoint within that category (for example, salaries in the \$71,000 to \$75,000 category were converted to \$73,000).

Our salary categories begin with the \$0 to \$5,000 group and follow in \$5,000 increments up through and including the \$195,000 to \$200,000 group.

This year's findings are based on the survey responses from 2,393 nurse practitioners and 831 physician assistants. About 89% of NPs who responded are women, and about 62% of PAs who responded are women.



See the complete survey results online at ClinicalAdvisor.com/2017SalarySurvey

TABLE 1. Average NP salary by practice area

Practice area	Percent response	Average salary
Family Medicine	21.5% (n=515)	\$100,899
Pediatrics	6.8% (n=162)	\$93,334
Psychiatry	5.5% (n=131)	\$121,279
Geriatric Medicine	4.5% (n=107)	\$107,170
Primary Care	4.1% (n=98)	\$101,786
Urgent Care	3.8% (n=91)	\$108,050

TABLE 2. Average PA salary by practice area

Practice area	Percent response	Average salary
Family Medicine	15.5% (n=129)	\$107,927
Emergency Medicine	7.5% (n=62)	\$128,791
Orthopedic Surgery	6.6% (n=55)	\$122,864
Urgent Care	5.5% (n=46)	\$118,696
Cardiology	3.1% (n=26)	\$113,654
Pediatrics	1.8% (n=15)	\$99,167

TABLE 3. Average NP salary by experience level

Years of experience	Percent response	Average salary
≤5	31.3% (n=750)	\$101,538
6-10	22.7% (n=543)	\$105,812
11-15	12.5% (n=299)	\$109,591
16-20	14.3% (n=343)	\$110,022
>20	18.8% (n=449)	\$107,612

TABLE 4. Average PA salary by experience level

Years of experience	Percent response	Average salary
≤5	20.9% (n=174)	\$105,173
6-10	17.9% (n=149)	\$112,501
11-15	16.4% (n=136)	\$117,353
16-20	17.1% (n=142)	\$127,642
>20	27.3% (n=227)	\$118,142

FIGURE 1. Average NP salary by geographic region

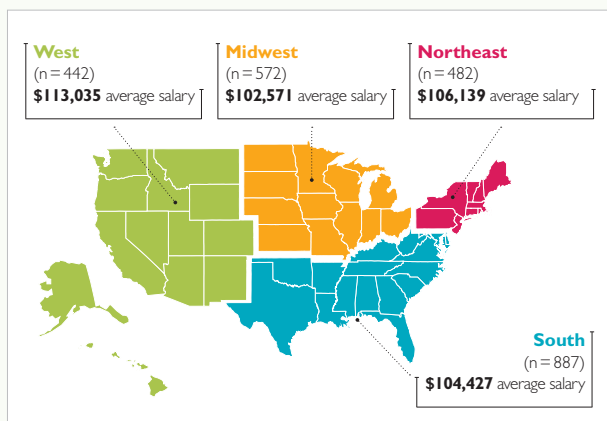
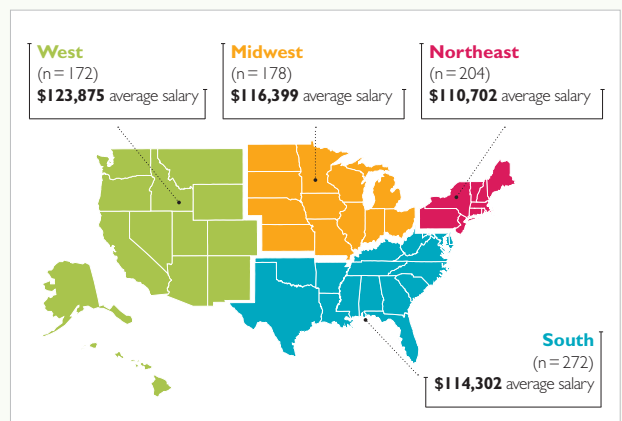


FIGURE 2. Average PA salary by geographic region



FEATURE: SALARY SURVEY

TABLE 5. Average NP salary by urban, suburban, or rural location

Practice setting	Percent response	Average salary
Rural	23.3% (n=558)	\$103,746
Suburban	34.6% (n=827)	\$105,158
Urban	41.5% (n=993)	\$107,774

TABLE 6. Average PA salary by urban, suburban, or rural location

Practice setting	Percent response	Average salary
Rural	18.8% (n=156)	\$113,558
Suburban	40.8% (n=339)	\$114,971
Urban	39.6% (n=329)	\$118,324

TABLE 7. Average NP salary according to gender

Female	Male
(n=2,136) \$104,097	(n=216) \$123,547

TABLE 8. Average PA salary according to gender

Female	Male
(n=518) \$107,957	(n=307) \$128,966

TABLE 9. Average NP salary according to practice setting

Practice setting	Percent response	Average salary
Clinic – Hospital	21.1% (n=505)	\$110,105
Clinic – Stand Alone	18.1% (n=433)	\$98,748
Office Practice	18.4% (n=440)	\$100,747
Hospital	14.0% (n=336)	\$117,367
Walk-in/ Ambulatory Care	6.1% (n=146)	\$104,432
Long-term care	2.8% (n=67)	\$110,262

TABLE 10. Average PA salary according to practice setting

Practice setting	Percent response	Average salary
Clinic – Hospital	19.9% (n=165)	\$116,098
Clinic – Stand Alone	20.1% (n=167)	\$113,608
Office Practice	19.1% (n=159)	\$110,685
Hospital	20.6% (n=171)	\$125,512
Walk-in/ Ambulatory Care	4.6% (n=38)	\$114,737
Military/VA	3.2% (n=27)	\$114,723



FIGURE 3. Did you earn more money this year (NPs)?

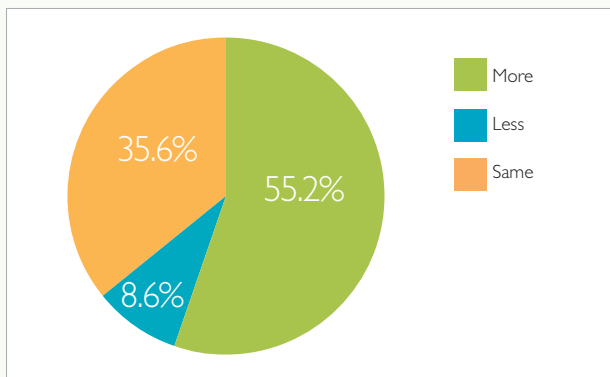


FIGURE 4. Did you earn more money this year (PAs)?

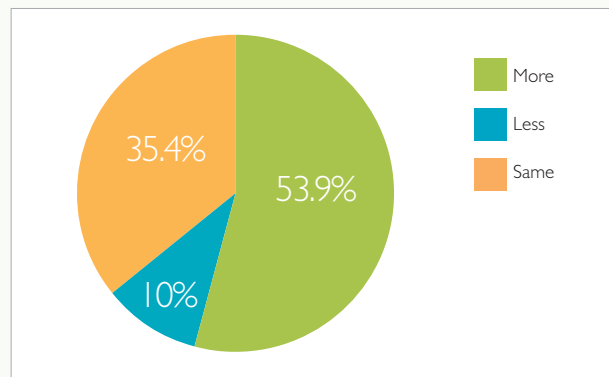


FIGURE 5. Do you expect to earn more money next year (NPs)?

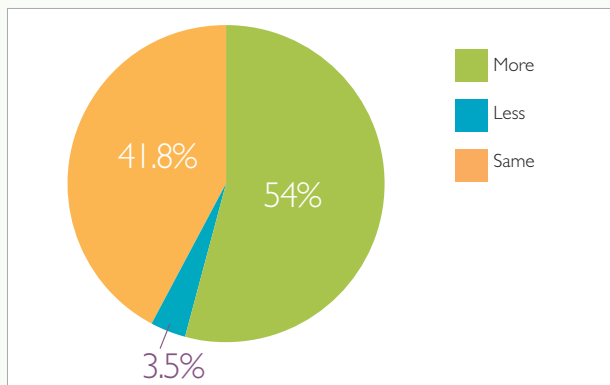


FIGURE 6. Do you expect to earn more money next year (PAs)?

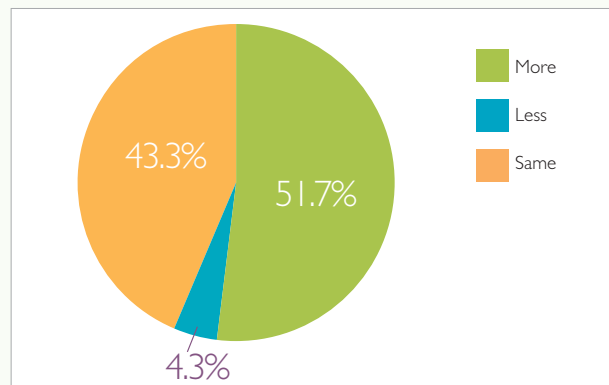


TABLE II. Number of patients seen per week (NPs)

Patients	Percent response
<25	16.3% (n = 391)
26-50	30.3% (n = 724)
51-75	25.0% (n = 598)
76-100	18.1% (n = 434)
101-125	5.4% (n = 130)
125+	3.2% (n = 76)

TABLE I2. Number of patients seen per week (PAs)

Patients	Percent response
<25	10.5% (n = 87)
26-50	25.8% (n = 214)
51-75	25.6% (n = 213)
76-100	20.8% (n = 173)
101-125	9.3% (n = 77)
125+	6.6% (n = 55)

The Clinical Advisor thanks all who participated in this year's salary survey.