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ANPD

NURSING PROFESSIONAL DEVELOPMENT

Salary Survey

*Compiled by the Association for
Nursing Professional Development*



Salary Survey Summary

OVERVIEW

The Association for Nursing Professional Development (ANPD) commissioned Smithbucklin and Rabin Roberts Research to conduct the 2025 Nursing Professional Development Salary Survey. ANPD distributed the survey to its members and database via email to 29,589 contacts and shared on ANPD’s social media channels. 1,442 people viewed the survey and 1,296 people responded for an overall response rate of 3.4%.

HOW TO READ THIS REPORT

Crosstabs were run for a variety of respondent segments; however, the primary analysis was among the total respondent base and four key groups (Table 1).

When reading the charts, note that where no responses were received, a dash (“-”) appears in the table, indicating that no respondents selected that particular option or value.

Significance testing was conducted among the four groups at the 90% and 95% confidence levels, with differences indicated by capital letters for 95% and lowercase letters for 90%. Percentages were rounded to the nearest whole number, multiple responses were allowed for some questions (resulting in totals over 100%), pre-listed answers under “Other” were coded back, and all data is reported in summary form to maintain confidentiality.

All data is reported in summary form only to ensure confidentiality.

Table 1
Group Breakdown

		Group Percent
Group 1 n = 969	NPD practitioner unit based (non-supervisory role), NPD practitioner centralized (non-supervisory role), NPD practitioner hospital/acute care blended (centralized and unit based), Nurse Educator, RN Residency Coordinator, Clinical Nurse Educator, Clinical Nurse Specialist, and Educator	62.9%
Group 2 n = 300	Department manager professional development/education, Department director, Nurse executive professional development/education, and Consultant	19.5%
Group 3 n = 47*	Faculty, School of Nursing and Department Chair, School of Nursing	3.1%
Group 4 n = 223	Professional Development Association, Staff RN, and Other	14.5%

*CAUTION: Small base size

Salary Survey Summary

Confidentiality

To ensure confidentiality, all data are reported in aggregate format only.

Considerations for Interpretation

Users of this report should consider the following when reviewing the findings indicated in this document:

- The results should be viewed as historical and typical among ANPD members and non-members, but not as standards.

- The survey results are based on a sample of ANPD members and non-members and may not be representative of the entire population of NPD practitioners.
- Judgments based on small samples should be made with caution.
- Neither Rabin Roberts Research or Smithbuckin independently verified the data provided by each respondent.

AVERAGE ANNUAL SALARY

In 2025, the average annual salary is over **\$122,000**. Group 2 has the highest average salary with just over \$142,000.

Table 2

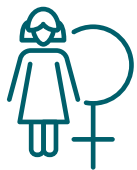
Average annual earnings (including wages, bonuses and overtime)

	Group 1 n = 969 (A)	Group 2 n = 300 (B)	Group 3 n = 47* (C)	Group 4 n = 223 (D)	Total n = 1,296
\$50,000 or less (Net)	1	1	9ABD	<1	1
\$40,000 or less	<1	1	6AB	—	<1
\$40,001 – \$50,000	1	1	2	<1	<1
\$50,001 or \$100,000 (Net)	28B	7	23B	30B	24
\$50,001 – \$75,000	3	—	6	6a	3
\$75,001 – \$100,000	25B	7	17B	24B	22
\$100,001 or \$150,000 (Net)	60	56	53	59	58
\$100,001 – \$125,000	38B	27	34	39B	36
\$125,001 – \$150,000	22	29AD	19	20	22
\$150,001 or more (Net)	12	36ACD	15	11	17
\$150,001 – \$175,000	5	18ACD	6	5	8
\$175,001 – \$200,000	3	9AD	6	2	4
\$200,001 – \$225,000	2	5A	2	3	3
Over \$225,000	1	4AD	—	1	2
Average	\$118,401	\$142,184ACD	\$112,607	116,234	\$122,659

— No data submitted

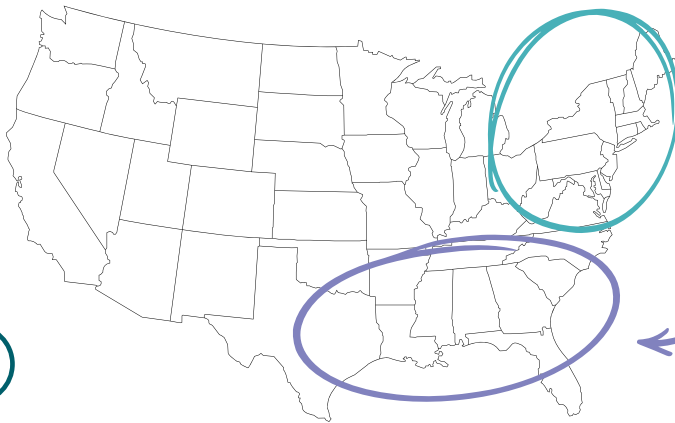
Salary Survey Summary

DEMOGRAPHICS



94% of respondents identify as **FEMALE**, representing the largest group

81% of respondents indicated **WHITE** as their race, representing the largest group.

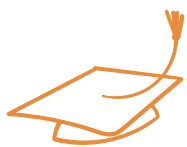


40%

of all respondents work in **THE SOUTH**, representing the largest group, except for Group 3 with working in **THE NORTHEAST**. **36%**

Groups 2 and 3 have the most NPD experience, averaging

8.7 YEARS AND **8 YEARS**, respectively.



EDUCATION AND CERTIFICATION

In the 2017 Salary Survey,

6.1% OF RESPONDENTS HELD DOCTORATES

That **NEARLY DOUBLED** in the 2021 report to 13%, which remained consistent with

12% OF RESPONDENTS in 2025 report possessing a Doctor of Nursing Practice (DNP) degree



There are significantly more DNP holders in Group 3. In total,

OVER TWO-THIRDS have Master's degrees.



Half of respondents are certified in NPD, **UP FROM 40%** IN THE 2021 REPORT.



Salary Survey Summary

ROLE

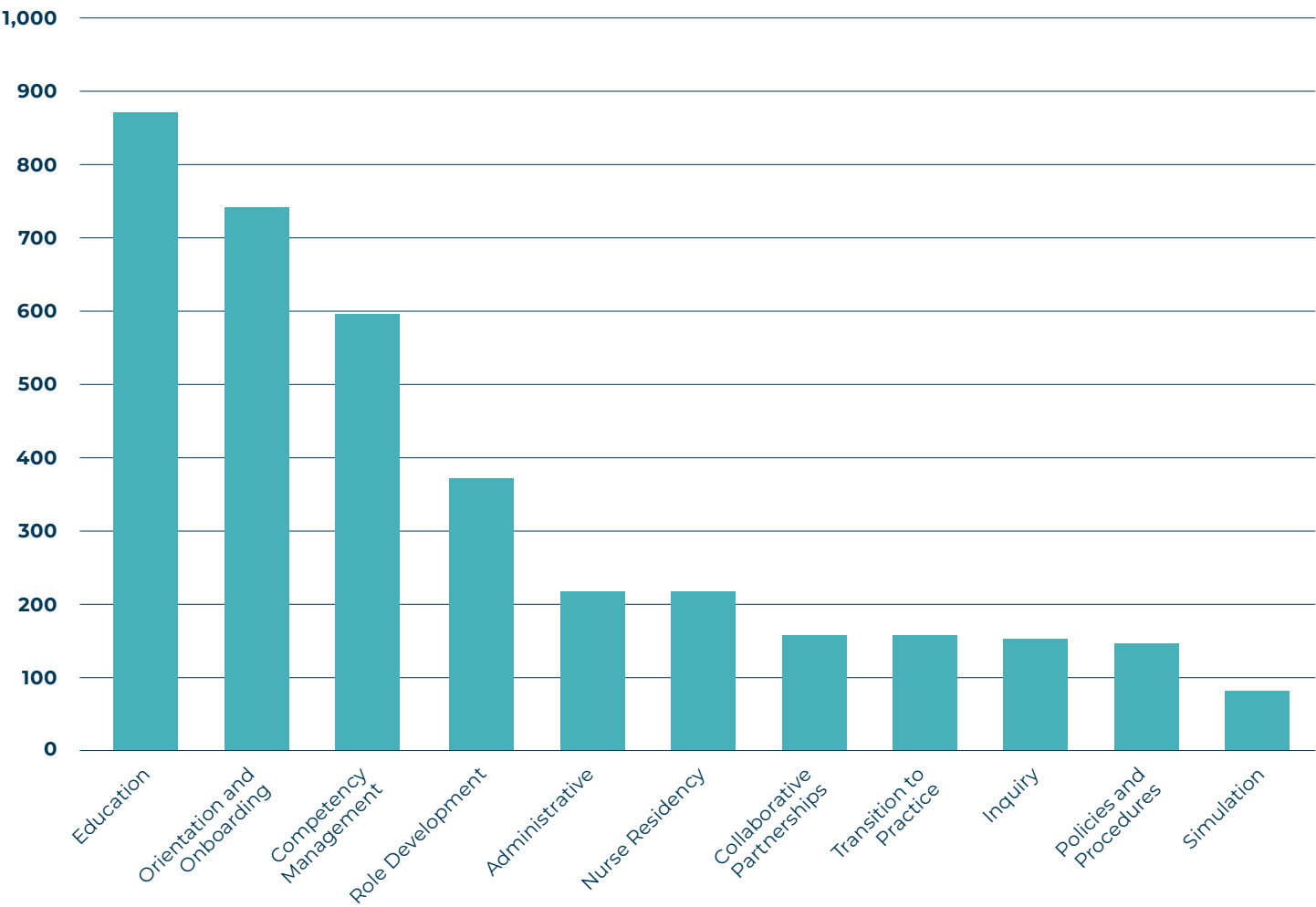
According to respondents, the top primary focuses of their job and performance are:

- 1. ORIENTATION AND ONBOARDING
- 2. EDUCATION
- 3. COMPETENCY MANAGEMENT

This is consistent from the 2021 survey. Orientation and onboarding is the primary focus for Group 1 and Education is more prominent for Group 3.

Table 3

Responses to identifying the top 3 responsibilities that take up the majority of time



Salary Survey Summary

EMPLOYMENT STATUS



On average, respondents support over

4,000 HEALTHCARE STAFF

in their organization. Of those that support IPCE, on average
116 NON-NURSING HEALTHCARE PROFESSIONALS ARE SERVED.



EDUCATION

is the **HIGHEST** throughput priority, while

INQUIRY

is the **LOWEST** throughput priority
of job and performance.



87% OF RESPONDENTS WORK FULL-TIME

down from 93% in the 2021 report.
Group 3 has the most part-time
and per-diem professionals.



Eligibility for
certification assistance
and reimbursement
remained consistent
from the 2021 report at

76% OF RESPONDENTS.



**TUITION ASSISTANCE
OR REIMBURSEMENT**

is the top eligible benefit.

To view a complete breakdown of the 2025 Nursing Professional Development Salary Survey including demographics, education, institution type, and area(s) of work, download the report at anpd.org/salariesurvey.