

2017 ANPD Salary Survey



ACKNOWLEDGEMENTS

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OVERVIEW

The Association for Nursing Professional Development (ANPD) commissioned SmithBucklin Marketing & Communications Services (MCS) to conduct the 2017 ANPD Salary Survey. The 2017 ANPD Salary Survey was distributed by e-mail to 14,058 members/non-members (4,187 members; 9,871 non-members). After two weeks in the field, the survey closed with 2,315 completed surveys (1,394 member responses + 921 non-member responses). The overall response rate was **16.5%**; members had a **33.3%** response rate and non-members had a **9.3%** response rate.

HOW TO READ THIS REPORT

Each survey question is cross-tabbed by the following question:

"Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time."

There are two charts on page 3. The first depicts the composition of each group. For instance, the "NPD Practitioner Centralized" position makes up 27% of Group 1 respondents. The second chart displays average annual earnings (including wages, bonuses, and overtime) organized by group.

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. Asterisks (*) are used to denote that fewer than three (3) respondents answered a given survey question which equates to insufficient data.

Percentages are derived by dividing the number of responses per category by the total number of responses to the survey. It is important to note that multiple responses were allowed for some survey questions; therefore, some percentages may exceed 100%.

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.

SmithBucklin's MCS did not independently verify the data provided by each respondent.



TABLE 1
Group Breakdown

		PERCENT	GROUP PERCENT
Group 1 n = 1,375	NPD practitioner unit based (non-supervisory role)	13.0%	59.5%
	NPD practitioner centralized (non-supervisory role)	27.0%	
	Hospital acute care blended (centralized and unit based)	19.5%	
Group 2 n = 628	Department manager professional development/education	11.0%	27.2%
	Department director professional development/education	8.2%	
	Nurse executive professional development/education	8.0%	
Group 3 n = 52	Faculty, School of Nursing	2.0%	2.2%
	Department Chair, School of Nursing	.2%	
Group 4 n = 254	Other (please specify)	11.0%	11.0%

TABLE 2
Average Annual Earnings (including wages, bonuses and overtime)

	GROUP 1 n = 1,373	GROUP 2 n = 626	GROUP 3 n = 52	GROUP 4 n = 253	TOTAL n = 2,304
\$0 – \$10,000	–	–	*	*	*
\$10,001 – \$20,000	*	–	*	–	.1%
\$20,001 – \$30,000	.2%	*	*	*	.3%
\$30,001 – \$40,000	.9%	.5%	–	3.2%	1.0%
\$40,001 – \$50,000	1.9%	.8%	5.8%	2.0%	1.7%
\$50,001 – \$60,000	6.2%	3.0%	17.3%	3.2%	5.2%
\$60,001 – \$70,000	10.9%	6.7%	13.5%	13.8%	10.2%
\$70,001 – \$80,000	15.8%	8.1%	21.2%	13.0%	13.5%
\$80,001 – \$90,000	22.7%	12.9%	13.5%	16.2%	19.0%
\$90,001 – \$125,000	36.1%	40.7%	23.1%	34.8%	37.0%
\$125,001 – \$150,000	3.9%	18.1%	–	10.7%	8.4%
Over \$150,000	1.3%	8.9%	–	2.4%	3.5%

SURVEY HIGHLIGHTS

- The majority (n = 1,695; 74%) of respondents describe the geographic area where they work as metropolitan (or urban). "Suburban" was mentioned by 76 respondents that answered "Other (please specify)."
- **SEVENTY-SIX PERCENT (n = 1,701) OF RESPONDENTS ARE EXEMPT EMPLOYEES;** Group 3 has the lowest percentage of exempt employees with 53%.
- Almost one-third (n = 702; 30%) of the respondents have more than 15 years' work experience in the nursing professional development specialty; Groups 2 and 3 have the most experience.
- Just over half (n = 1,206; 52%) of respondents are more than 50 years old. Group 3 has the largest percentage (74%) of respondents over 50. Almost all (96%) of the respondents are female and a large majority (87%) are Caucasian/White.
- Fourteen percent of Group 3 respondents have a PhD in nursing; this is the highest amongst all four groups. Group 3 also had the highest percentage of respondents who have a Master's Degree (38%).
- Thirty-five percent (n = 814) of respondents describe their departmental structure as "Hospital Acute Care (Centralized)."
- Almost half (n = 1,137; 49%) of respondents support both staff members and students; **55% (n = 1,211) SUPPORT MORE THAN 140 INDIVIDUALS.**
- "Learning Facilitator" as a NPD practice role is the top priority for Groups 1, 3, and 4. "Leader" is the top priority for Group 2.
- "Advocate for NPD Specialty" as a NPD practice role was the lowest priority for Groups 1, 3 and 4. "Champion of Scientific Inquiry" was the lowest for Group 2.
- Sixty-nine percent (n = 1,601) of the respondents are certified in nursing professional development or another specialty. Of those who are certified, 50% (n = 798) responded "Other." See pages 24-30 of the full report for a complete listing of the "Other" responses.
- **ALMOST ALL (n = 2,133; 92%) OF THE RESPONDENTS WORK FULL-TIME** and of those who work part-time, 40% work more than 25 hours per week.
- According to the respondents, the top three responsibilities that consume the most time are Education, Onboarding/Orientation, and Competency Management. Group 3 is the only group that has a different top three (Education, Role Development, and Competency Management).
- **THIRTY-SEVEN PERCENT (n = 854) OF ALL RESPONDENTS HAVE AVERAGE ANNUAL EARNINGS OF \$90,001 - \$125,000.** Group 2 has the highest earnings with 68% earning \$90,001 or more.
- When asked "Do you qualify for participation in an organizational incentive plan?" a large discrepancy existed between Groups 2 and 3 with 42% of Group 2 respondents and 10% of Group 3 respondents qualifying for incentive plans.



To view a complete breakdown of salaries including demographics, education, institution type, and area(s) of work, download the full 2017 ANPD Salary Survey report at www.anpd.org/salariesurvey or www.waldenu.edu/anpd.