



Association for Nursing
Professional Development

2021 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 to conduct the 2021 ANPD Salary Survey. A series of emails containing the 2021 ANPD Salary Survey link were distributed to 19,097 members/non-members. After four weeks in the field, the survey closed with 2,317 completed surveys. The overall response rate was 13.0%. The margin of error is +/- 1.91 at 95% confidence level.

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 tables in this summary. The first depicts the composition of each group. For instance, the “NPD Practitioner Centralized” position makes up 28% 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%.

Table 1

Group Breakdown

		Percent	Group Percent
Group 1 n = 1,684	NPD practitioner unit based (non-supervisory role): Defined as a unit-based nurse whose primary responsibilities include nursing professional development, with titles that may include clinical nurse educator.	20.2%	72.7%
	NPD practitioner centralized (non-supervisory role): Defined as a nurse who supports centralized nursing professional development needs, with titles that may include clinical nurse educator.	28.0%	
	Professional development associate: Defined as an individual who contributes to the overall functioning of a continuing education/professional development department in a substantive, measurable way, with titles that may include simulation coordinator, continuing education coordinator, BLS educator/coordinator, and/or health care educator.*	11.9%	
	Hospital acute care blended (centralized and unit based)	12.6%	
Group 2 n = 415	Department manager professional development/education	8.2%	18.0%
	Department director	6.3%	
	Nurse executive professional development/education	3.5%	
Group 3 n = 45	Faculty, School of Nursing	1.9%	2.0%
	Department Chair, School of Nursing	0.1%	
Group 4 n = 173	Other (please specify)	7.5%	7.5%

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.

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

Table 2

Average Annual earnings (including wages, bonuses and overtime)

	Group 1 n = 1,677	Group 2 n = 411	Group 3 n = 43	Group 4 n = 171	Total n = 2,302
\$0 – \$10,000	0.4%	*	*	1.8%	0.6%
\$10,001 – \$20,000	*	—	*	*	0.2%
\$20,001 – \$30,000	0.2%	—	—	*	0.2%
\$30,001 – \$40,000	0.4%	—	*	1.8%	0.5%
\$40,001 – \$50,000	1.4%	*	*	1.8%	1.2%
\$50,001 – \$60,000	3.5%	*	11.6%	2.9%	3.0%
\$60,001 – \$70,000	7.3%	1.7%	11.6%	7.6%	6.4%
\$70,001 – \$80,000	14.8%	5.1%	23.3%	10.5%	12.9%
\$80,001 – \$90,000	19.6%	7.3%	9.3%	10.5%	16.6%
\$90,001 – \$125,000	42.0%	42.6%	23.3%	39.8%	41.6%
\$125,001 – \$150,000	7.2%	24.1%	6.9%	15.2%	10.8%
Over \$150,000	3.0%	18.5%	*	7.0%	6.0%

— No data submitted * Insufficient data

Salary Survey Summary

Demographics

52.3%

31.7%

Approximately half of respondents (52.3%) describe the area where they work as metropolitan (or urban). "Suburban" was added as a response option for the 2021 survey based on 2017 responses, and garnered 31.7% of respondents.



50+



Nearly all respondents were women (94.3%). There was a small increase in non-white respondents in 2021 (17.9%) as compared to 2017 (12.8%).

Nearly half (44.8%) of respondents are more than 50 years old, which represents a slight decrease from those responding similarly in 2017 (52.0%).

Similar to 2017, **nearly one third of respondents (27.8%) have more than 15 years' work experience in the nursing field.** Those in Groups 3 and 4 were the most experienced, whereas in 2017, groups 2 and 3 had the most experience.

Education and Certification

24.4%



The proportion of those in Group 3 with a **PhD in nursing increased to 24.4% in 2021** from 13.5% in 2017, and those in Group 2 reporting a Doctorate in Nursing Practice more than doubled from 2017 (6.1%) to 13.0% in 2021.

40%



Approximately **40% of respondents are certified in NPD only** or NPD and another specialty. More respondents in Group 2 indicated NPD only or NPD and another specialty only certifications than other groups, and nearly half of those in Groups 1 and 3 held certifications in another specialty only.

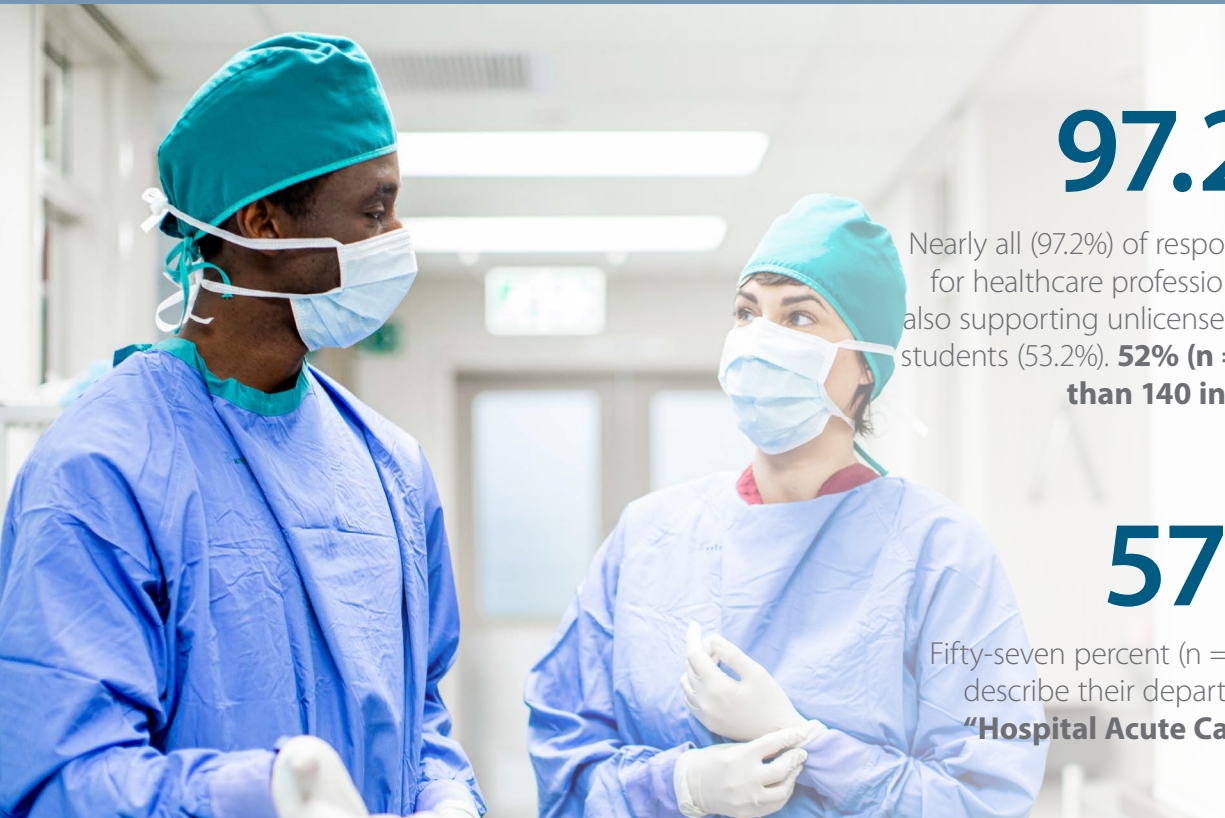
Salary Survey Summary

Department Structure and Role



“**Learning Facilitator**” as an 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.



97.2%

Nearly all (97.2%) of respondents provide support for healthcare professionals, with the majority also supporting unlicensed personnel (68.3%) and students (53.2%). **52% (n = 1,211) support more than 140 individuals.**

57%

Fifty-seven percent (n = 1,318) of respondents describe their departmental structure as “**Hospital Acute Care (Centralized).**”

According to the respondents, the top-three areas that take up the most of respondents' time are:

- 1. EDUCATION**
- 2. ONBOARDING/ORIENTATION**
- 3. COMPETENCY MANAGEMENT**

In Group 3, respondents indicated Education, Collaborative Partnerships, and Role Development were the top-three areas where the most time was spent.

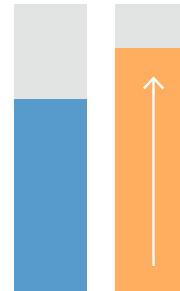
Salary Survey Summary

Employment Status



93%

Almost all of the respondents (n=2,159; 93%) work full-time. Nearly half (46.3%) of those who indicate PRN status work fewer than 5 hours per week.

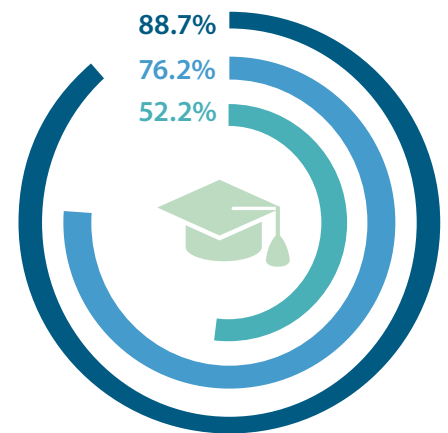


84.6%

The proportion of overall respondents who indicated they were **exempt employees increased from 67.0% in 2017 to 84.6% in 2021.** The greatest increase in those reporting exempt employees was with Group 3, where the number jumped from 52.9% in 2017 to 86.7% in 2021.

Salary and Benefits

Most respondents (88.7%) indicated they were **eligible for tuition assistance/reimbursement**, and 76.2% were eligible for certification assistance/reimbursement. Significantly more respondents (52.2%) in Group 2 indicated they were eligible for an incentive bonus/organizational incentive plan than those in other groups



**\$90,000-
\$125,000**

Forty-two percent of all respondents (n = 957) have **average annual earnings** of \$90,001-\$125,000. Group 2 has the highest earnings with 85% earning \$90,001 or more.

To view a complete breakdown of salaries including demographics, education, institution type, and area(s) of work, download the full 2021 Nursing Professional Development Salary Survey report at www.anpd.org/salariesurvey.