2013 Compensation and Employment Survey
With a special break-out on job satisfaction

At a Glance

- 73% Nurse Practitioner
- 22% Physician Assistant
- 5% Other APPs

- 83% female, 17% male
- 83% full-time, 17% part-time
- 65% have been in practice for 9 years or less

Years in Practice

- 16% < 1 year
- 29% 1–4 years
- 20% 5–9 years
- 12% 10–14 years
- 11% 15–19 years
- 12% 20 years or more

By Region

- 23% Northeast
- 30% Southeast
- 21% Midwest
- 12% West
- 14% Southwest

Employment Status

- 70% Employee (91% salaried; 9% hourly)
- 14% Locum tenens or independent contractor exclusively
- 4% Solo-practice, owner or partner
- 2% PRN
- 1% Retired
- 9% Other

Who owns the facility in which you work?

- 41% A hospital or health system
- 26% A doctor or group of doctors
- 25% A company or corporation
- 4% A nurse practitioner or group of NPs
- 4% Don’t know

Where you Practice

- 51% Practice/Clinic/Office-based setting
- 20% Hospital setting
- 8% Government (VA, Indian Health Services, Military, Corrections)
- 3% Outpatient-surgery center/urgent care center
- 2% Mental health facility
- 2% Academic
- 3% Nursing home, assisted living, long-term care facility
- 1% Home Health
- 10% Other

Do you anticipate remaining in this type of practice in the next 6 months?

- 83% Yes
- 17% No

Top 3 reasons to leave current practice setting in the next 6 months:

#1 Lifestyle choice; seeking less time working and more time in my private life
#2 Seeking more challenging work / patient variety
#3 Seeking more leadership opportunities

Employee, PRN, Solo-practice/Owner/Partner, Retired:
Do you ever work on a locum tenens basis?

- 13% – Yes
- 23% – No, I wouldn’t consider locum tenens
- 64% – No, but I may consider locum tenens in the future
2013 Compensation and Employment Survey
With a special break-out on job satisfaction

Nurse Practitioner Average Annual Compensation: $99,836

Physician Assistant Average Annual Compensation: $106,035

---

**Your Voice Matters**

**Advanced Practice Nurse Job Satisfaction**
(CRNs are excluded from this section.)

Satisfaction with current practice environment

Top 3 reasons for Job Satisfaction:

#1 Patient care / Type of work performed
#2 Work environment / setting / relationship with colleagues
#3 Compensation & benefits

I am able to work 30 hours per week, and the position meets my current needs. I enjoy my co-worker and have had some of the same clients for years and enjoy watching their progress. I'm very autonomous, which is important to me.

—NP in Arizona

I love what I do. I work in rural health and am able to see a big difference in the clients I see as far as holistic health and management of a full array of patient needs.

—NP in Wyoming

**Physician Assistant Job Satisfaction**

Satisfaction with current practice environment

Top 3 reasons for Job Satisfaction:

#1 Work environment / setting / relationship with colleagues
#2 Patient care / Type of work performed
#3 Compensation & benefits

Opening my own practice – tired of being a profit center for someone else and having to defer non-medical decisions to office staff. Now I'm at the point in my career that I can stand on my own and my patients will follow me.

—PA in Massachusetts

Physician is affable. Clinic setting is ideal and located within 10 minutes of my home. Hours are reasonable and there is no call. Patient load is easily manageable.

—PA in Texas

* Report based on 2012 data