

*NKF's Council of Advanced Practitioners conducted a Salary and Benefits survey of NPs, CNSs, and PAs from January 2010 to June 2010. A Zoomerang link was sent out to CAP members via email with the directions that this link could be shared with other nephrology APs who were not CAP members. The survey link was sent out monthly for 6 months. There were 276 responses (CAP membership as of 6/1/10 was 240), for a response rate of **115%**. The number of CNSs who answered the survey comprised 2% of the total. Rather than add these members to the NP number, possibly contaminating data, they were dropped from the calculations done on the PA/NP subsets, although they are included in the full calculations of data when PAs and NPs were one data bank. Only 13% of the population was male and although some calculations were done comparing the sexes, caution must be used in extrapolating the data. A synopsis was given to every AP who filled out the survey and a subgroup analysis with graphing data was given to every CAP member. A special thank you is extended to Garrett Smith, PA, and Kim Zuber, PAC for their analysis of the data.*

- 88% of all APs are between 31-59 with the vast majority (37%) between 50-59
- 87% of the APs are female and 86% are White/Caucasian while 7% are Black or African American
- 82% of all respondents had a Master's degree
- 33% of respondents had less than 5 years experience as an AP
- 34% of respondents had 5-10 years experience as a AP
- 92% of all respondents worked full time
- The top three places that APs work are dialysis unit (71%), office (46%) and hospital (31%)
- Within the dialysis unit, most APs handled dialysis rounds and primary care issues although close to half (49%) were responsible for call at the dialysis units.
- Within the office, most APs ran CKD clinics (59%) and did hospital follow-up visits (44%)
- Within the hospital, most APs did patient rounds (38%) and consults (28%)
- Most APs work for physician groups (62%)
- The average annual salary for all full-time APs was **\$83,800**. Eleven percent of the APs made more than \$100,000 annually and 34% of all APs made more than \$90,000 annually
- On average, males made \$5,000 more than females, but this can be explained by the length of experience as an AP and by the fact that they were predominantly PAs
- There is **NO** correlation between degree and salary. In fact, the largest percent of respondents with Bachelor-only degrees were found in those APs who made >\$100,000. There is a very **STRONG** correlation between years of experience and salary.
- The most commonly-offered benefits were malpractice insurance (93%), health insurance (96%), and paid CME (88%)
- The most important 'benefit' to APs was to feel valued at work and to have a good working relationship with their physician partners. Knowing that their physician partners would back up the AP medical decisions made more difference to the respondents than any amount of money or benefits did. A number of respondents noted that they worked for the most respected nephrology group in their particular town and this was vital to them.