

Nephrology Social Workers' Caseloads and Hourly Wages in 2010 and 2014: Findings from the National Kidney Foundation Council of Nephrology Social Work Professional Practice Survey

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In 2010 and 2014, the National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW) conducted online surveys of nephrology social workers to assess caseload and salary trends at the state, national, and End-Stage Renal Disease Network level. Between 2010 and 2014, outpatient dialysis social workers experienced decreases in mean caseload size from 79 to 75 (down 5.1%) for those employed 20–31 hrs/wk, 121 to 113 (down 6.6%) for those employed 32–40 hrs/wk, and 126 to 116 (down 7.9%) for those employed 40 hrs/wk. Increases in mean hourly wage between 2010 and 2014 were also reported across all three employment status groups: \$28.16 to \$29.45 per hour (up 4.6%) for those working 20–31 hrs/wk, \$27.18 to \$28.23 per hour (up 3.9%) for those working 32–40 hrs/wk, and \$26.93 to \$28.21 per hour (up 4.8%) for social workers employed 40 hrs/wk. Pre-transplant evaluations of potential donors decreased between 2010 and 2014 for social workers who were employed full time (32–40 hrs/wk) and those who worked 40 hrs/wk. Specifically, the mean number of potential donor evaluations declined from 40.5 to 22.1 (down 45.4%) for those employed 32–40 hrs/wk and 44.7 to 23.0 (down 48.5%) for those employed 40 hrs/wk. However, pre-transplant evaluations of potential recipients decreased for those employed full-time (522.5 to 283.7, down 45.7%) and increased for those employed 40 hrs/wk (232.6 to 315.6, up 35.7%). Mean hourly wage data showed a slight increase for transplant social workers employed full time (\$29.56 to \$30.74, up 4%) and a slight decrease for those employed 40 hrs/wk (\$29.79 to \$28.74, down 3.5%). In general, decreases in social work caseload and increases in hourly wages were found on a national level; however, variability across states requires further attention.

INTRODUCTION

The National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW) conducted three national online salary and caseload surveys of nephrology social workers in 2007, 2010, and 2014. The overarching goal of these surveys was to create a database that archives quantifiable data on caseloads and salaries over time. Through the online surveys, NKF-CNSW has successfully scanned the nephrology social work landscape and collected a rich source of empirical data.

In accordance with a Federal Centers for Medicare and Medicaid Services (CMS) mandate, a Master's-level social worker is required in every U.S. dialysis center and kidney transplant center (CMS, 2007, 2008) because of the many psychosocial barriers to optimal dialysis and transplant outcomes (Browne, 2012; Cukor, Cohen, Peterson, & Kimmel, 2007). Nephrology social workers assist patients with issues such as coping, sexuality, body image concerns, pain management, end-of-life concerns, social role adjustment, and vocational rehabilitation (Browne, 2012). In dialysis units, social workers must assess and provide interventions related to patient quality of life and counseling needs in order to help patients and their families cope with their kidney failure and treatment regimens (CMS, 2008). In kidney transplant centers, social workers assist all transplant patients, in addition to living donors and patients' families (CMS, 2007).

Research suggests that nephrology social work interventions are helpful in improving patient depression (Beder,

2000), adjustment (Beder, 2000), self-management (Beder, Mason, Johnstone, Callahan, & LeSage, 2003), physical activity (Johnstone, 2005), fluid management (Johnstone, 2005; Johnstone & Halshaw, 2003), quality of life (Johnstone, 2005), insomnia (Johnstone, 2005), depression (Johnstone, 2005; McCool et al., 2011; Sledge et al., 2011), pursuit of living kidney donation (Boulware et al., 2013) and missed dialysis treatments (Medical Education Institute, 2004). Encouragingly, kidney disease patients also value and desire nephrology social work interventions (Holley, Barrington, Kohn, & Hayes, 1991; Rubin et al., 1997; Siegal, Witten, & Lundin, 1994), and find them helpful (DePasquale et al., 2012).

Recognizing the important role of nephrology social work interventions, the CMS Conditions for Coverage for all dialysis units in the United States mandate that nephrology social workers have caseloads that allow them to fulfill their duties (CMS, 2008). Specifically, Condition §494.180 declares that "an adequate number of qualified personnel are present whenever patients are undergoing dialysis so that the patient/staff ratio is appropriate to the level of dialysis care given and meets the needs of patients; and the registered nurse, social worker and dietitian members of the interdisciplinary team are available to meet patient clinical needs" (p. 20483). Accordingly, NKF-CNSW recommends an acuity-based social worker-to-patient ratio that takes into consideration the psychosocial risks of patients and recommends a maximum of 75 patients per full-time dialysis social worker (NKF-CNSW, 1998, 2014). The state of Texas

mandates a caseload of 75 to 100 patients per full-time social worker. However, previous research has demonstrated that nephrology social workers across the country have caseloads that far exceed these recommendations (Browne, Merighi, & Herold, 2008; Merighi & Browne, 2010, 2012; Merighi, Browne, & Bruder, 2010; Merighi & Ehlebracht, 2002, 2004).

Large nephrology social work caseloads have been linked to decreased patient satisfaction and less successful patient rehabilitation outcomes (Callahan, Moncrief, Wittman, & Maceda, 1998). Social workers report that high caseloads prevent them from providing adequate nephrology clinical services, most notably counseling (Merighi & Ehlebracht, 2002, 2004). Nephrology social workers have also reported that large caseloads hindered their ability to provide clinical interventions (Bogatz, Colasanto, & Sweeney, 2005).

Given the critical importance of nephrology social workers in dialysis and kidney transplant centers, the National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW) has conducted national social work caseload and salary surveys in 2007 and 2010 (Merighi et al., 2010). The findings presented in this article summarize nephrology social workers patient caseload and hourly wage trends for 2010 and 2014, with a particular emphasis on social workers employed in outpatient dialysis facilities across the United States.

METHOD

Study Design

A cross-sectional research design was used to conduct an online survey of nephrology social workers in the United States.

Respondents

Dialysis Social Workers – Part Time. 109 part-time (i.e., 20–31 hours per week) dialysis social workers responded to this study. The sample was 93.5% White, 3.2% Native American, 2.2% African American, and 1.1% Asian/Pacific Islander. Respondents who identified as Hispanic or Latino/a comprised 5.4% of the sample. The majority of the respondents were women (95.7%), and had a social work license in their state of employment (95.4%). The social workers' mean age was 36.1 years (SD = 8.3), and they reported an average of 9.9 (SD = 8.3) years of nephrology social work practice experience.

Dialysis Social Workers – Full Time. 685 full-time (i.e., 32–40 hours per week) dialysis social workers responded to this study. The sample was 87.0% White, 7.7% African American, 3.7% Asian/Pacific Islander, and 1.6% Native American. Respondents who identified as Hispanic or Latino/a comprised 5.6% of the sample. The majority of the respondents were women (92.6%), and had a social work license in their state of employment (89.2%). The social workers' mean age was 34.7 years (SD = 9.1), and they reported an average of 10.1 (SD = 7.7) years of nephrology social work practice experience.

Transplant Social Workers – Full Time. 25 full-time (i.e., 32–40 hours per week) transplant social workers responded to this study. The sample was 83.3% White, 11.1% Asian/Pacific Islander, and 5.6% African American. Respondents who identified as Hispanic or Latino/a comprised 11.8% of the sample. The majority of the respondents were women (82.4%), and every one had a social work license in their state of employment (100%). The social workers' mean age was 32.3 years (SD = 9.5), and they reported an average of 11.8 (SD = 8.6) years of nephrology social work practice experience.

Measure

A 70-item Caseload, Salary, and Professional Practice Survey was used in 2014 to assess nephrology social work practice in dialysis and transplant settings at both the state and national level, and across all 18 End Stage Renal Disease (ESRD) Networks. In particular, the survey measured social workers' level of responsibility for a variety of professional tasks (e.g., patient education, counseling, advance care planning), frequency of collaborations with healthcare professionals and family members, caseload size, hourly pay rate, and employer characteristics. To assess the survey's face validity, four social workers with expertise in dialysis or kidney transplant social work were asked to review each survey item and provide detailed feedback regarding word choice, relevance to the specific domain of practice (dialysis vs. transplant), and alignment with real-world practice.

Data Collection Procedure

The National Kidney Foundation (NKF) distributed email announcements about the survey to its Council of Nephrology Social Workers membership, in addition to non-member social workers in the NKF database (approximate N = 2,100 email addresses) from January 2014 to March 2014. These announcements, which were sent on four occasions during the data collection period, included information about the study aims, instructions on how to access the surveys using a SurveyMonkey® hyperlink, and a request to distribute the announcement to other nephrology social workers. Prospective respondents were informed of the confidential and voluntary nature of the survey, and that it would take 25 minutes to complete. No incentives were offered for participation. The survey data were initially sent to NKF and housed on their secure server prior to being released for statistical analysis. Once the data were de-identified by NKF staff (i.e., by removing e-mail addresses and other information that could potentially reveal the identity of an individual respondent), one of the authors (JRM) received the data in Statistical Package for the Social Sciences (SPSS) format, which facilitated data management and analysis. All the data were stored on a secure network at the University of Minnesota. Please see Merighi, Browne, and Bruder (2010) for a summary of the study procedures used for the 2010 findings presented in this article. This study was approved by the University of Minnesota Institutional Review Board.

RESULTS

The survey data are summarized according to employment status groups, based on the number of hours worked per week (hrs/wk): 20–31 hrs/wk, 32–40 hrs/wk, and exactly 40 hrs/wk. The “exactly 40 hours per week” category was created by selecting only the respondents who reported having a 40 hrs/wk position. Therefore, these respondents constitute a subset of the 32–40 hrs/wk category. Individual sample sizes are provided for all employment status groups in Tables 1–6.

Descriptive findings (i.e., mean, median, and range) for caseload and salary data collected in 2010 and 2014 are presented in Tables 1–6. National summaries for social workers in outpatient dialysis and transplant social workers are provided in Tables 1 and 2. In order to preserve the confidentiality of the sole part-time transplant social worker who provided usable caseload and salary information, no summary information is reported in Table 2. Breakdowns by ESRD Network (see Figure 1 for map) for outpatient dialysis social workers are provided in Tables 3 and 4, and state-level findings are presented in Tables 5 and 6.

Between 2010 and 2014, outpatient dialysis social workers experienced decreases in mean caseload size from 79 to 75 (down 5.1%) for those employed 20–31 hrs/wk, 121 to 113 (down 6.6%) for those employed 32–40 hrs/wk, and 126 to 116 (down 7.9%) for those employed 40 hrs/wk. Increases in mean hourly wage between 2010 and 2014 were also reported across all three employment status groups: \$28.16 to \$29.45 per hour (up 4.6%) for 20–31 hrs/wk, \$27.18 to \$28.23 per hour (up 3.9%) for 32–40 hrs/wk, and \$26.93 to \$28.21 per hour (up 4.8%) for social workers employed 40 hrs/wk.

Pre-transplant evaluations of potential donors decreased between 2010 and 2014 for social workers who were employed full time (32–40 hrs/wk) and those who worked 40 hrs/wk. Specifically, the mean number of potential donor evaluations declined from 40.5 to 22.1 (down 45.4%) for those employed 32–40 hrs/wk and 44.7 to 23.0 (down 48.5%) for those employed 40 hrs/wk. However, pre-transplant evaluations of potential recipients decreased for those employed full time (522.5 to 283.7, down 45.7%) and increased for those employed 40 hrs/wk (232.6 to 315.6, up 35.7%). Mean hourly wage data showed a slight increase for transplant social workers employed full time (\$29.56 to \$30.74, up 4%) and a slight decrease for those employed 40 hrs/wk (\$29.79 to \$28.74, down 3.5%).

In general, caseload and hourly wage data by ESRD Network (Tables 3–4) and state (Tables 5–6) showed similar trends to the overall/aggregate trends reported above for social workers employed in outpatient dialysis settings.

DISCUSSION

The summary tables presented in this article provide important snapshots regarding nephrology social worker remuneration and caseload demands across a spectrum of work contexts and geographic regions. Encouragingly, at

the national level, social work caseload and hourly wage were found to improve between 2010 and 2014. However, social workers in some states reported increased caseloads and decreased salaries, which is not commensurate with national trends.

When making comparisons between the 2010 and 2014 findings, it is important to note that the number of respondents in 2014 is markedly lower in some states and employment status groups, as compared to 2010. For this reason, the findings must be interpreted with caution due to the threat of sampling bias. Future research is also needed to better link social work caseloads and salaries to patient and professional outcomes.

Despite the aforementioned limitations, these findings reflect a large national sample size and may be helpful for nephrology social workers to advocate for lower caseloads in order to adequately meet the Conditions for Coverage (CMS, 2008) and provide quality patient care. For example, since the release of the 2008 Conditions for Coverage, applicable to all dialysis units in the United States, this and the 2010 NKF-CNSW nephrology social work survey (Merighi, Browne, & Bruder, 2010) suggest that overall caseloads for dialysis social workers have increased, when compared to national caseloads prior to 2008. This jeopardizes a dialysis unit's ability to meet Condition \$494.180:

Adequate number of qualified and trained staff. The governing body or designated person responsible must ensure that—(1) An adequate number of qualified personnel are present whenever patients are undergoing dialysis so that the patient/staff ratio is appropriate to the level of dialysis care given and meets the needs of patients; and the registered nurse, social worker and dietitian members of the interdisciplinary team are available to meet patient clinical needs. (Federal Register, 2008, p. 20483)

Indeed, in 2010, 70.4% of part-time and 76.6% of full-time dialysis social workers reported that they had insufficient time to provide psychosocial services to patients (Merighi et al., 2010). This is supported by the fact that dialysis survey citations for V552 (“The interdisciplinary team must provide the necessary monitoring and social work interventions...”) have risen in the list of the top 25 citations among all U.S. dialysis facilities; specifically, from 21st place in fiscal year 2010 to 11th place in fiscal year 2011 (Witten, 2011).

High caseloads prevent nephrology social workers from delivering clinical interventions that can ameliorate psychosocial barriers to improved kidney disease outcomes (Bogatz, Colasanto, & Sweeney, 2005; Merighi, & Ehlebracht, 2002, 2004). High caseloads and low compensation may also contribute to lower employment satisfaction and higher compassion fatigue. These may lead to greater levels of social work burnout that could contribute to social workers leaving their practice settings (Hamama, 2012; Lloyd, King, & Chenoweth, 2002; Thomas, Kohli, & Choi, 2014).

NKF-CNSW hopes that social workers will find this information helpful in their self-advocacy efforts with employers. Specifically, nephrology social workers can use these data to assess their salaries and caseloads in comparison to state and national trends. If social workers determine that they have a higher caseload and/or lower salary, they can present these findings to their employers. They can also share with their employers the importance of lower caseloads so that patient outcomes may improve, that the clinic remain in compliance with the Federal Conditions for Coverage (and avoid a survey citation), and that social workers may be more likely to avoid burnout and leave their employment setting. NKF-CNSW has also created many different resources for social workers to help in this effort (notably, the Advocacy Webinar Series and the Standards of Practice for Nephrology Social Work, 6th Edition (NKF-CNSW, 2014). Together, this information may be helpful for social workers to improve their caseloads and compensation and, ultimately, improve patient care.

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Figure 1. Map of ESRD Networks

FIGURE 1 ESRD Network Areas	
Network	Geographic Area
1	CT, MA, ME, NH, RI, VT
2	NY
3	NJ, PR, VI
4	DE, PA
5	DC, MD, VA, WV
6	GA, NC, SC
7	FL
8	AL, MS, TN
9	IN, KY, OH
10	IL
11	MI, MN, ND, SD, WI
12	IA, KS, MO, NE
13	AR, LA, OK
14	TX
15	AZ, CO, NM, NV, UT, WY
16	AK, ID, MT, OR, WA
17	American Samoa, Guam, HI, Northern CA, Northern Mariana Islands
18	Southern CA

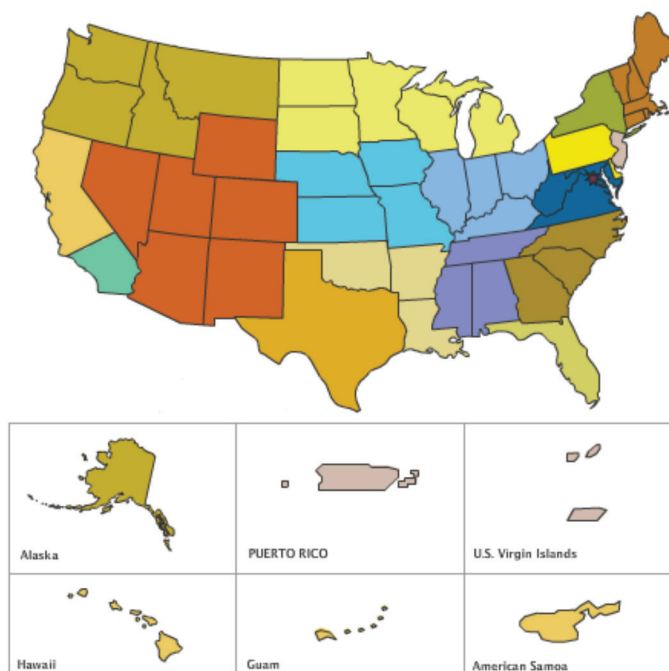


TABLE 1.
Social Workers in Outpatient Dialysis Settings

	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Caseload						
20–31 hrs/wk	214	78.79 / 77.50	15–210	70	75.34 / 72.00	16–205
32–40 hrs/wk	1037	120.80 / 120.00	1–711	352	113.22 / 110.00	1–1,500
40 hrs/wk	815	126.17 / 125.00	1–711	272	116.14 / 117.00	1–1,500
Hourly Wage						
20–31 hrs/wk	224	28.16 / 27.48	16.00–45.00	92	29.45 / 27.87	19.98–53.23
32–40 hrs/wk	1056	27.18 / 26.52	14.42–50.00	553	28.23 / 28.00	17.00–50.42
40 hrs/wk	833	26.93 / 26.36	14.42–47.00	430	28.21 / 27.95	17.00–50.42
Annual Salary						
32–40 hrs/wk	1056	54,635 / 53,531	29,994–97,760	553	58,721 / 58,240	35,360–104,873
40 hrs/wk	833	56,019 / 54,829	29,994–97,760	430	58,647 / 58,136	35,360–104,873

TABLE 2.
Social Workers in Transplant Settings

	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Caseload (Potential Donors) 32–40 hrs/wk 40 hrs/wk	29	40.48 / 17.00	0–500	16	22.13 / 11.00	1–101
	23	44.74 / 20.00	0–500	9	23.00 / 11.00	1–76
Caseload (Potential Recipients) 32–40 hrs/wk 40 hrs/wk	33	522.53 / 190.00	0–750	16	283.69 / 221.00	11–1,001
	26	232.62 / 200.00	0–750	9	315.56 / 241.00	11–1,001
Hourly Wage 32–40 hrs/wk 40 hrs/wk	37	29.56 / 28.85	21.47–40.80	17	30.74 / 30.00	22.00–45.00
	30	29.79 / 29.33	21.47–40.80	10	28.74 / 27.40	22.00–38.95
Annual Salary 32–40 hrs/wk 40 hrs/wk	37	60,079 / 60,008	42,765–84,864	17	63,934 / 62,400	45,760–93,600
	30	61,956 / 61,006	44,658–84,864	10	59,772 / 56,992	45,760–81,016

TABLE 3.
Caseload of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	12	72.67 / 75.00	40–90	4	84.25 / 98.50	40–100
32–40 hrs/wk	40	111.38 / 115.00	53–150	11	90.90 / 92.01	1–161
40 hrs/wk	25	121.44 / 120.00	70–150	10	92.00 / 110.00	1–161
Network 2						
20–31 hrs/wk	8	83.50 / 83.50	64–117	3	114.00 / 72.00	65–205
32–40 hrs/wk	32	114.69 / 110.00	64–188	16	98.50 / 109.50	32–135
40 hrs/wk	25	117.04 / 110.00	64–188	12	95.67/101.00	32–135
Network 3						
20–31 hrs/wk	14	97.71 / 95.00	43–167	2	75.00 / 75.00	24–126
32–40 hrs/wk	36	123.58 / 120.00	75–200	10	115.10 / 112.50	65–187
40 hrs/wk	24	127.37 / 120.00	80–200	6	118.33 / 116.00	65–187
Network 4						
20–31 hrs/wk	12	68.83 / 69.50	30–100	6	66.67 / 67.50	39–92
32–40 hrs/wk	55	125.02 / 120.00	25–262	8	99.63 / 107.50	17–140
40 hrs/wk	43	133.63 / 125.00	70–262	4	88.00 / 97.50	17–140
Network 5						
20–31 hrs/wk	21	76.38 / 79.00	26–140	2	37.00 / 37.00	20–54
32–40 hrs/wk	75	119.51 / 120.00	68–200	12	111.92 / 105.00	72–155
40 hrs/wk	52	126.23 / 127.50	80–200	11	115.55 / 105.00	88–155
Network 6						
20–31 hrs/wk	16	83.81 / 78.50	50–140	2	77.00 / 77.00	54–100
32–40 hrs/wk	110	126.58 / 130.00	60–240	24	117.88 / 116.00	26–180
40 hrs/wk	89	133.98 / 132.00	69–240	15	121.73 / 130.00	26–180
Network 7						
20–31 hrs/wk	4	97.50 / 102.50	60–125	1	150.00	—
32–40 hrs/wk	54	127.44 / 129.50	66–175	18	108.61 / 121.00	8–180
40 hrs/wk	46	130.24 / 135.00	66–175	13	111.92 / 125.00	8–180

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End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 8						
20–31 hrs/wk	4	85.00 / 92.00	54–102	4	101.00 / 92.50	79–140
32–40 hrs/wk	42	135.31 / 135.00	70–225	25	127.88 / 135.00	1–240
40 hrs/wk	41	134.22 / 135.00	70–225	22	135.95 / 139.00	75–240
Network 9						
20–31 hrs/wk	14	66.00 / 70.00	30–90	12	85.33 / 83.00	49–125
32–40 hrs/wk	89	121.25 / 125.00	1–190	38	114.58 / 117.50	5–223
40 hrs/wk	74	124.15 / 129.00	1–190	30	112.27 / 120.50	5–170
Network 10						
20–31 hrs/wk	8	78.50 / 83.00	40–105	0	—	—
32–40 hrs/wk	30	119.90 / 120.00	50–166	22	96.36 / 106.00	5–140
40 hrs/wk	23	129.65 / 125.00	70–166	20	95.75 / 106.00	5–140
Network 11						
20–31 hrs/wk	20	74.55 / 78.50	43–120	3	52.67 / 54.00	45–59
32–40 hrs/wk	73	106.15 / 105.00	17–173	45	100.22 / 97.00	1–186
40 hrs/wk	47	108.89 / 110.00	17–173	34	100.76 / 96.50	20–186
Network 12						
20–31 hrs/wk	27	75.78 / 75.00	37–120	6	79.00 / 73.00	40–125
32–40 hrs/wk	69	109.64 / 110.00	50–232	28	102.25 / 96.00	40–300
40 hrs/wk	51	115.96 / 110.00	60–232	20	96.60 / 97.50	40–150
Network 13						
20–31 hrs/wk	4	76.50 / 62.00	47–135	4	49.75 / 47.00	30–75
32–40 hrs/wk	33	137.36 / 135.00	66–300	10	113.60 / 121.00	72–140
40 hrs/wk	31	139.61 / 135.00	66–300	10	113.60 / 121.00	72–140
Network 14						
20–31 hrs/wk	14	86.29 / 80.00	47–210	0	—	—
32–40 hrs/wk	88	122.82 / 110.00	65–711	14	106.93 / 112.00	57–155
40 hrs/wk	81	124.72 / 110.00	65–711	12	114.17 / 115.00	72–155

TABLE 3.
Caseload of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 15						
20–31 hrs/wk	11	55.45 / 65.00	15–75	0	—	—
32–40 hrs/wk	68	110.47 / 113.50	14–200	7	98.14 / 100.00	65–122
40 hrs/wk	54	115.52 / 122.50	14–200	5	99.40 / 100.00	65–122
Network 16						
20–31 hrs/wk	7	83.14 / 80.00	60–110	7	55.86 / 60.00	16–81
32–40 hrs/wk	37	108.68 / 110.00	9–180	27	171.04 / 118.00	60–1,500
40 hrs/wk	25	112.52 / 120.00	9–180	21	193.81 / 127.00	97–1,500
Network 17						
20–31 hrs/wk	8	79.50 / 81.50	53–100	2	73.00 / 73.00	72–74
32–40 hrs/wk	33	117.18 / 121.00	50–151	12	87.50 / 87.50	29–153
40 hrs/wk	27	121.89 / 125.00	60–151	7	103.57 / 105.00	29–153
Network 18						
20–31 hrs/wk	10	102.00 / 100.50	60–180	9	80.11 / 75.00	63–108
32–40 hrs/wk	68	136.62 / 127.50	61–500	25	126.84 / 132.00	1–254
40 hrs/wk	54	141.09 / 130.00	72–500	20	123.95 / 131.00	1–254

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	13	27.53 / 28.05	21.43–34.59	4	26.68 / 27.15	23.00–29.40
32–40 hrs/wk	41	29.29 / 30.00	19.77–40.14	12	30.72 / 30.38	20.43–41.25
40 hrs/wk	26	29.46 / 28.68	21.90–40.14	12	30.72 / 30.38	20.43–41.25
Network 2						
20–31 hrs/wk	8	31.52 / 31.25	24.11–41.00	7	30.51 / 28.00	24.65–38.50
32–40 hrs/wk	31	29.79 / 30.56	22.50–39.90	24	31.22 / 30.48	22.86–41.25
40 hrs/wk	25	28.92 / 28.50	22.50–39.90	18	30.64 / 29.67	22.86–41.25
Network 3						
20–31 hrs/wk	15	30.86 / 31.00	26.26–36.00	3	32.05 / 35.00	26.00–35.16
32–40 hrs/wk	38	30.49 / 29.76	24.30–40.00	16	28.94 / 27.69	22.70–39.00
40 hrs/wk	25	30.80 / 29.71	24.68–40.00	10	28.41 / 26.01	22.90–39.00
Network 4						
20–31 hrs/wk	12	26.60 / 27.38	20.75–31.20	8	26.82 / 26.08	23.00–31.00
32–40 hrs/wk	56	26.25 / 26.00	18.26–34.60	20	27.58 / 28.31	21.26–32.50
40 hrs/wk	44	26.27 / 25.80	18.26–34.60	13	27.46 / 28.61	21.26–32.50
Network 5						
20–31 hrs/wk	20	30.35 / 31.06	22.00–38.48	2	32.34 / 32.34	29.00–35.67
32–40 hrs/wk	76	27.98 / 29.03	17.08–34.00	20	27.91 / 29.22	19.68–33.65
40 hrs/wk	52	27.30 / 28.91	17.08–33.00	17	27.50 / 28.85	19.68–32.00
Network 6						
20–31 hrs/wk	18	26.20 / 25.70	18.28–33.00	2	32.50 / 32.50	24.50–40.50
32–40 hrs/wk	107	24.98 / 24.77	16.38–35.00	45	26.90 / 27.00	18.39–33.52
40 hrs/wk	88	24.61 / 24.50	16.38–35.00	37	26.52 / 26.92	18.39–33.52
Network 7						
20–31 hrs/wk	6	26.66 / 25.76	23.50–31.45	1	30.00	—
32–40 hrs/wk	57	26.72 / 26.50	17.09–38.00	29	27.88 / 27.15	24.04–34.53
40 hrs/wk	48	26.74 / 26.50	17.09–38.00	22	28.23 / 27.89	24.04–34.53

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 8						
20–31 hrs/wk	4	24.70 / 25.38	21.20–26.84	6	23.39 / 21.19	19.98–30.13
32–40 hrs/wk	44	24.29 / 22.63	14.42–37.00	38	24.79 / 24.50	17.00–36.00
40 hrs/wk	43	24.34 / 22.73	14.42–37.00	33	24.79 / 23.62	17.00–36.00
Network 9						
20–31 hrs/wk	16	24.45 / 24.05	20.40–30.25	13	27.17 / 26.25	22.80–33.65
32–40 hrs/wk	89	24.82 / 25.00	18.50–34.50	63	26.20 / 26.44	19.78–34.31
40 hrs/wk	73	24.83 / 24.60	18.50–34.50	48	24.99 / 25.93	20.00–34.31
Network 10						
20–31 hrs/wk	10	26.85 / 26.98	20.00–35.00	2	22.80 / 22.80	20.19–25.40
32–40 hrs/wk	28	25.76 / 26.00	20.06–31.52	32	26.68 / 26.39	20.90–34.98
40 hrs/wk	23	26.18 / 26.00	20.63–31.52	28	26.19 / 26.04	20.90–31.60
Network 11						
20–31 hrs/wk	18	27.49 / 26.25	20.00–35.00	9	27.15 / 26.91	24.43–31.76
32–40 hrs/wk	77	26.25 / 26.39	19.00–40.00	60	27.64 / 24.47	19.14–35.91
40 hrs/wk	49	26.11 / 26.12	19.00–40.00	39	27.35 / 26.75	19.14–34.00
Network 12						
20–31 hrs/wk	27	26.51 / 26.00	20.30–42.00	10	26.43 / 26.00	21.95–31.92
32–40 hrs/wk	70	26.63 / 24.70	17.30–39.07	37	26.75 / 26.00	19.01–38.00
40 hrs/wk	52	25.38 / 24.47	17.30–39.07	26	27.28 / 26.69	19.01–38.00
Network 13						
20–31 hrs/wk	4	25.07 / 27.71	16.00–28.85	2	36.00 / 36.00	29.50–42.50
32–40 hrs/wk	33	24.27 / 24.03	18.27–32.20	15	27.99 / 28.00	22.39–36.53
40 hrs/wk	31	24.51 / 24.43	18.27–32.20	15	27.99 / 28.00	22.39–36.53
Network 14						
20–31 hrs/wk	14	26.61 / 26.75	23.60–29.50	0	—	—
32–40 hrs/wk	88	25.83 / 25.88	18.99–36.30	31	27.61 / 28.00	20.80–35.00
40 hrs/wk	81	25.80 / 25.95	18.99–36.30	22	27.88 / 27.82	22.24–35.00

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Figure 1. Map of ESRD Networks)

ESRD Network	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 15						
20–31 hrs/wk	11	26.54 / 25.20	21.00–35.00	4	29.49 / 29.25	25.78–33.66
32–40 hrs/wk	70	26.70 / 26.05	19.00–35.70	21	28.06 / 28.85	21.68–32.50
40 hrs/wk	57	26.59 / 26.00	19.00–35.70	17	28.49 / 29.18	21.68–32.50
Network 16						
20–31 hrs/wk	7	28.52 / 27.03	24.00–36.50	6	29.01 / 28.98	21.70–35.50
32–40 hrs/wk	38	28.00 / 27.80	19.12–38.00	33	29.90 / 29.00	22.38–39.40
40 hrs/wk	26	27.91 / 27.56	19.12–38.00	26	30.39 / 30.00	25.00–39.26
Network 17						
20–31 hrs/wk	8	38.39 / 39.13	30.50–45.00	2	45.46 / 45.46	37.69–53.23
32–40 hrs/wk	36	33.76 / 32.30	25.00–50.00	17	34.16 / 34.06	25.65–44.00
40 hrs/wk	29	33.13 / 31.98	25.00–47.00	14	34.01 / 34.08	25.65–44.00
Network 18						
20–31 hrs/wk	12	33.91 / 34.75	28.60–38.63	10	38.71 / 39.74	29.52–49.49
32–40 hrs/wk	71	33.64 / 33.69	25.00–43.00	38	34.63 / 33.45	26.00–50.42
40 hrs/wk	57	33.55 / 33.28	25.00–43.00	31	34.87 / 33.40	26.00–50.42

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	0	— / —	—	1	79.00	—
32–40 hrs/wk	8	141.63 / 135.00	105–225	10	129.90 / 141.50	1–240
40 hrs/wk	8	141.63 / 135.00	105–225	9	144.22 / 145.00	100–240
Alaska & Montana						
20–31 hrs/wk	0	— / —	—	1	60.00	—
32–40 hrs/wk	3	63.67 / 59.00	32–100	0	— / —	—
40 hrs/wk	3	63.67 / 59.00	32–100	0	— / —	—
Arizona						
20–31 hrs/wk	5	56.60 / 65.00	15–75	0	— / —	—
32–40 hrs/wk	27	121.56 / 127.00	67–173	1	65.00	—
40 hrs/wk	25	123.40 / 130.00	67–173	1	65.00	—
Arkansas						
20–31 hrs/wk	1	47.00	—	2	52.50 / 52.50	30–75
32–40 hrs/wk	5	157.00 / 135.00	102–300	0	— / —	—
40 hrs/wk	3	193.33 / 145.00	135–300	1	28.00	—
California						
20–31 hrs/wk	18	92.00 / 85.00	53–180	11	78.81 / 74.00	63–108
32–40 hrs/wk	92	132.01 / 123.00	50–500	36	115.72 / 130.00	1–254
40 hrs/wk	72	137.39 / 127.50	72–500	26	121.12 / 131.00	1–254
Colorado						
20–31 hrs/wk	0	— / —	—	1	55.00	—
32–40 hrs/wk	7	83.57 / 70.00	14–160	0	— / —	—
40 hrs/wk	5	94.20 / 125.00	14–160	0	— / —	—
Connecticut						
20–31 hrs/wk	2	73.50 / 73.50	67–80	0	— / —	—
32–40 hrs/wk	12	116.67 / 120.00	80–150	4	117.75 / 115.00	80–161
40 hrs/wk	9	128.89 / 125.00	110–150	3	130.33 / 120.00	110–161

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
DC						
20–31 hrs/wk	2	102.50 / 102.50	65–140	0	— / —	—
32–40 hrs/wk	6	129.50 / 131.00	100–150	1	105.00	—
40 hrs/wk	5	135.40 / 136.00	120–150	1	105.00	—
Delaware						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	10	130.00 / 126.00	95–170	0	— / —	—
40 hrs/wk	8	138.12 / 131.00	110–170	0	— / —	—
Florida						
20–31 hrs/wk	4	97.50 / 102.50	60–125	1	150.00	—
32–40 hrs/wk	54	127.44 / 129.50	66–175	16	111.75 / 123.50	8–180
40 hrs/wk	46	130.24 / 135.00	66–175	13	111.92 / 125.00	8–180
Georgia						
20–31 hrs/wk	8	89.00 / 81.00	50–140	1	39.00	—
32–40 hrs/wk	43	109.98 / 104.00	60–193	8	118.13 / 121.00	91–145
40 hrs/wk	27	120.89 / 124.00	69–193	4	124.75 / 131.50	91–145
Hawaii						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	13	123.69 / 130.00	60–150	0	— / —	—
40 hrs/wk	12	125.33 / 130.00	60–150	0	— / —	—
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	7	91.14 / 100.00	58–115	2	114.5 / 114.5	104–125
40 hrs/wk	4	79.50 / 75.00	58–110	1	125.00	—
Illinois						
20–31 hrs/wk	8	78.50 / 83.00	40–105	1	65.00	—
32–40 hrs/wk	30	119.90 / 120.00	50–166	21	103.95 / 102.00	65–165
40 hrs/wk	23	129.65 / 125.00	70–166	17	106.18 / 102.00	68–165

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Indiana						
20–31 hrs/wk	6	66.67 / 70.00	30–90	1	80.00	80–80
32–40 hrs/wk	38	118.92 / 125.00	1–175	12	102.00 / 120.00	10–133
40 hrs/wk	32	122.53 / 130.00	1–175	11	102.73 / 120.00	10–133
Iowa						
20–31 hrs/wk	4	62.25 / 56.00	37–100	0	— / —	—
32–40 hrs/wk	11	104.64 / 106.00	56–145	13	98.23 / 100.00	53–140
40 hrs/wk	6	115.50 / 116.50	80–145	9	101.00 / 100.00	53–140
Kansas						
20–31 hrs/wk	4	95.00 / 90.00	80–120	2	64.50 / 64.50	63–66
32–40 hrs/wk	7	103.14 / 100.00	85–125	2	89.00 / 89.00	85–93
40 hrs/wk	4	110.50 / 115.00	87–125	0	— / —	—
Kentucky						
20–31 hrs/wk	1	42.00	—	0	— / —	—
32–40 hrs/wk	14	133.00 / 137.50	84–190	11	120.55 / 120.00	70–170
40 hrs/wk	14	133.00 / 137.50	84–190	8	134.25 / 135.00	70–170
Louisiana						
20–31 hrs/wk	3	86.33 / 74.00	50–135	1	40.00	—
32–40 hrs/wk	16	130.56 / 135.00	80–160	4	104.25 / 99.50	78–140
40 hrs/wk	16	130.56 / 135.00	80–160	4	104.25 / 99.50	78–140
Maine						
20–31 hrs/wk	1	40.00	—	1	100.00	—
32–40 hrs/wk	6	99.67 / 100.00	53–130	1	86.00	—
40 hrs/wk	2	120.00 / 120.00	110–130	1	86.00	—
Maryland						
20–31 hrs/wk	5	72.20 / 79.00	39–98	1	54.00	—
32–40 hrs/wk	34	114.26 / 119.00	68–160	3	121.67 / 120.00	105–140
40 hrs/wk	19	122.58 / 125.00	80–150	3	121.67 / 120.00	105–140

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Massachusetts						
20–31 hrs/wk	6	72.33 / 74.00	60–90	2	98.50 / 98.50	97–100
32–40 hrs/wk	19	112.74 / 110.00	70–150	2	59.00 / 59.00	1–117
40 hrs/wk	12	117.17 / 120.50	70–145	2	59.00 / 59.00	1–117
Michigan						
20–31 hrs/wk	13	80.77 / 82.00	43–120	1	45.00	—
32–40 hrs/wk	32	116.03 / 116.00	87–173	16	104.63 / 108.00	1–145
40 hrs/wk	23	118.43 / 120.00	87–173	11	110.82 / 106.00	85–145
Minnesota						
20–31 hrs/wk	2	75.00 / 75.00	58–92	1	59.00	—
32–40 hrs/wk	13	121.85 / 130.00	92–145	9	114.33 / 125.00	67–160
40 hrs/wk	8	129.00 / 132.50	92–145	7	124.57 / 125.00	97–160
Mississippi						
20–31 hrs/wk	1	102.00	—	0	— / —	—
32–40 hrs/wk	15	159.33 / 154.00	110–205	7	139.71 / 150.00	70–180
40 hrs/wk	14	157.86 / 154.00	110–205	6	151.33 / 152.50	128–180
Missouri						
20–31 hrs/wk	15	74.87 / 75.00	48–115	3	101.67 / 100.00	80–125
32–40 hrs/wk	41	107.76 / 110.00	50–150	12	94.83 / 88.50	40–150
40 hrs/wk	32	112.31 / 110.00	60–150	11	95.72 / 92.00	40–150
Nebraska						
20–31 hrs/wk	4	73.50 / 69.00	65–91	1	40.00	—
32–40 hrs/wk	10	127.40 / 114.00	89–232	2	205.00 / 205.00	110–130
40 hrs/wk	9	131.67 / 118.00	100–232	1	110.00	—
Nevada						
20–31 hrs/wk	0	— / —	—	1	55.00	—
32–40 hrs/wk	13	110.54 / 125.00	50–150	0	— / —	—
40 hrs/wk	7	125.29 / 132.00	50–150	0	— / —	—

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Hampshire & Vermont						
20–31 hrs/wk	3	83.67 / 84.00	80–87	0	— / —	—
32–40 hrs/wk	2	97.50 / 97.50	85–110	3	96.67 / 110.00	60–120
40 hrs/wk	1	110.00	—	3	96.67 / 110.00	60–120
New Jersey						
20–31 hrs/wk	14	97.71 / 95.00	43–167	2	75.00	24–126
32–40 hrs/wk	36	123.58 / 120.00	75–200	8	123.25 / 128.50	85–187
40 hrs/wk	24	127.37 / 120.00	80–200	4	136.25 / 133.50	91–187
New Mexico						
20–31 hrs/wk	4	66.75 / 67.50	60–72	0	— / —	—
32–40 hrs/wk	10	113.10 / 112.50	90–135	2	111.00 / 111.00	100–122
40 hrs/wk	7	118.29 / 115.00	108–135	2	111.00 / 111.00	100–122
New York						
20–31 hrs/wk	8	83.50 / 83.50	64–117	3	114.00 / 72.00	65–205
32–40 hrs/wk	32	114.69 / 110.00	64–188	16	97.500 / 105.00	32–135
40 hrs/wk	25	117.04 / 110.00	64–188	12	86.00 / 95.50	4–135
North Carolina						
20–31 hrs/wk	3	70.33 / 75.00	57–79	0	— / —	—
32–40 hrs/wk	28	128.14 / 130.00	95–165	2	111.00 / 111.00	110–112
40 hrs/wk	26	129.04 / 130.00	95–165	2	111.00 / 111.00	110–112
North Dakota & South Dakota						
20–31 hrs/wk	1	54.00	—	0	— / —	—
32–40 hrs/wk	8	73.88 / 76.00	17–113	6	70.25 / 76.50	20–100
40 hrs/wk	5	77.00 / 82.00	17–113	6	70.25 / 76.50	20–100
Ohio						
20–31 hrs/wk	7	68.86 / 75.00	40–87	9	88.78 / 91.00	49–125
32–40 hrs/wk	37	119.19 / 120.00	70–180	21	108.19 / 120.00	5–233
40 hrs/wk	28	121.57 / 125.00	70–180	19	102.21 / 115.00	5–155

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oklahoma						
20–31 hrs/wk	0	— / —	—	1	54.00	—
32–40 hrs/wk	12	138.25 / 142.50	66–170	4	114.25 / 122.50	72–140
40 hrs/wk	12	138.25 / 142.50	66–170	4	114.25 / 122.50	72–140
Oregon						
20–31 hrs/wk	2	80.00 / 80.00	60–100	3	64.33 / 70.00	42–81
32–40 hrs/wk	10	109.50 / 121.50	9–165	8	133.38 / 139.50	80–160
40 hrs/wk	7	113.00 / 125.00	9–165	7	141.00 / 144.00	127–160
Pennsylvania						
20–31 hrs/wk	12	68.83 / 69.50	30–100	5	72.20 / 75.00	50–92
32–40 hrs/wk	45	123.91 / 120.00	25–262	8	99.63 / 107.50	17–140
40 hrs/wk	35	132.60 / 121.00	70–262	4	88.00 / 97.50	17–140
Rhode Island						
20–31 hrs/wk	0	— / —	—	1	40.00	—
32–40 hrs/wk	1	120.00	—	2	78.50 / 78.50	35–122
40 hrs/wk	1	120.00	—	2	78.50 / 78.50	35–122
South Carolina						
20–31 hrs/wk	5	83.60 / 80.00	65–112	2	77.00 / 77.00	54–100
32–40 hrs/wk	39	143.77 / 140.00	98–240	14	118.71 / 120.00	26–180
40 hrs/wk	36	147.36 / 145.50	105–240	9	122.78 / 139.00	26–180
Tennessee						
20–31 hrs/wk	3	79.33 / 90.00	54–94	3	108.33 / 95.00	90–140
32–40 hrs/wk	19	113.68 / 119.00	70–170	8	115.00 / 122.50	75–142
40 hrs/wk	19	113.68 / 119.00	70–170	7	112.14 / 110.00	75–142
Texas						
20–31 hrs/wk	14	86.29 / 80.00	47–210	0	— / —	—
32–40 hrs/wk	88	122.82 / 110.00	65–711	14	106.93 / 112.00	57–155
40 hrs/wk	81	124.72 / 110.00	65–711	12	114.17 / 115.00	72–155

TABLE 5.
Caseload of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
U.S. Territory						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	2	67.50 / 67.50	65–70
40 hrs/wk	0	— / —	—	2	67.50 / 67.50	65–70
Utah						
20–31 hrs/wk	2	30.00 / 30.00	25–35	0	— / —	—
32–40 hrs/wk	11	97.91 / 95.00	52–200	4	100.00 / 105.00	80–110
40 hrs/wk	10	97.70 / 92.50	52–200	2	105.00 / 105.00	100–110
Virginia						
20–31 hrs/wk	12	71.08 / 65.00	26–100	2	30.00 / 30.00	20–40
32–40 hrs/wk	32	120.34 / 120.00	72–157	4	110.25 / 112.00	72–145
40 hrs/wk	25	124.32 / 128.00	88–157	3	123.00 / 124.00	100–145
Washington						
20–31 hrs/wk	5	84.40 / 80.00	65–110	3	46.00 / 60.00	16–62
32–40 hrs/wk	17	123.35 / 112.00	85–180	17	194.53 / 112.00	60–1500
40 hrs/wk	11	137.55 / 140.00	110–180	13	226.38 / 115.00	97–1500
West Virginia						
20–31 hrs/wk	2	92.50 / 92.50	80–105	0	— / —	—
32–40 hrs/wk	3	150.00 / 150.00	100–200	3	92.33 / 89.00	88–100
40 hrs/wk	3	150.00 / 150.00	100–200	3	92.33 / 89.00	88–100
Wisconsin						
20–31 hrs/wk	4	59.25 / 56.00	48–77	1	54	—
32–40 hrs/wk	20	93.05 / 90.00	30–170	13	100.15 / 87.00	71–186
40 hrs/wk	11	88.82 / 90.00	30–135	10	92.30 / 83.50	71–186

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	0	— / —	—	2	21.13 / 21.25	20.36–21.89
32–40 hrs/wk	9	23.31 / 22.00	20.00–27.88	17	24.99 / 24.50	17.00–36.00
40 hrs/wk	9	23.31 / 22.00	20.00–27.88	15	24.79 / 23.62	17.00–36.00
Alaska & Montana						
20–31 hrs/wk	0	— / —	—	1	26.71	—
32–40 hrs/wk	3	26.21 / 27.00	19.12–32.50	3	29.67 / 29.67	27.59–35.00
40 hrs/wk	3	26.21 / 27.00	19.12–32.50	3	29.67 / 29.67	27.59–35.00
Arizona						
20–31 hrs/wk	5	27.99 / 27.00	24.00–35.00	1	25.78	—
32–40 hrs/wk	29	25.95 / 26.00	19.75–33.10	7	28.37 / 28.50	23.40–31.67
40 hrs/wk	27	25.78 / 25.90	19.75–33.10	7	28.37 / 28.50	23.40–31.67
Arkansas						
20–31 hrs/wk	1	27.61	—	1	42.50	—
32–40 hrs/wk	5	21.62 / 21.00	18.27–26.85	1	23.04	—
40 hrs/wk	3	22.37 / 22.00	18.27–26.85	2	22.52 / 22.52	22.00–23.04
California						
20–31 hrs/wk	21	35.41 / 35.50	28.60–45.00	12	39.83 / 39.75	29.52–53.23
32–40 hrs/wk	97	34.27 / 34.00	25.00–50.00	52	34.60 / 33.98	25.00–50.42
40 hrs/wk	76	34.05 / 34.00	25.00–47.00	45	34.76 / 33.95	25.00–50.42
Colorado						
20–31 hrs/wk	0	— / —	—	2	30.58 / 30.58	27.50–33.66
32–40 hrs/wk	7	27.99 / 29.50	20.80–35.70	1	31.73	—
40 hrs/wk	5	28.82 / 29.50	22.85–35.70	1	31.73	—
Connecticut						
20–31 hrs/wk	2	32.10 / 32.10	29.60–34.59	0	— / —	—
32–40 hrs/wk	12	33.48 / 33.49	27.00–40.14	5	33.50 / 35.35	30.00–41.25
40 hrs/wk	9	33.58 / 34.00	27.00–40.14	5	33.50 / 35.35	30.00–41.25

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
DC						
20–31 hrs/wk	2	31.75 / 31.75	30.50–33.00	0	— / —	—
32–40 hrs/wk	6	29.84 / 30.18	26.57–31.63	2	26.71 / 26.71	25.60–27.81
40 hrs/wk	5	29.81 / 30.35	26.57–31.63	2	26.71 / 26.71	25.60–27.81
Delaware						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	9	24.77 / 24.35	18.50–29.50	2	28.20 / 28.20	27.69–28.70
40 hrs/wk	7	24.99 / 24.35	22.95–26.85	0	— / —	—
Florida						
20–31 hrs/wk	6	26.66 / 25.76	23.50–31.45	1	30.00	—
32–40 hrs/wk	57	26.72 / 26.50	17.09–38.00	25	27.89 / 27.50	24.04–34.53
40 hrs/wk	48	26.74 / 26.50	17.09–38.00	21	28.30 / 27.90	24.04–34.53
Georgia						
20–31 hrs/wk	8	27.93 / 26.75	22.40–33.00	1	23.00	—
32–40 hrs/wk	42	25.81 / 25.32	16.38–35.00	15	26.74 / 27.00	18.39–33.52
40 hrs/wk	28	25.07 / 24.53	16.38–35.00	12	25.89 / 26.42	18.39–33.52
Hawaii						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	15	29.32 / 29.47	25.00–31.98	3	31.65 / 30.75	30.15–34.06
40 hrs/wk	14	29.41 / 29.60	25.00–31.98	3	31.65 / 30.75	30.15–34.06
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	7	25.23 / 24.50	22.00–31.59	2	26.87 / 26.87	23.75–30.00
40 hrs/wk	4	24.25 / 24.25	23.50–25.00	1	30.00	—
Illinois						
20–31 hrs/wk	10	26.85 / 26.98	20.00–35.00	4	29.96 / 30.40	25.40–33.65
32–40 hrs/wk	28	25.76 / 26.00	20.06–31.52	34	27.11 / 27.20	20.19–34.00
40 hrs/wk	23	26.18 / 26.00	20.63–31.52	27	26.86 / 27.00	20.19–34.00

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Indiana						
20–31 hrs/wk	6	25.31 / 24.80	21.00–30.25	2	23.90 / 23.90	22.80–25.00
32–40 hrs/wk	38	24.61 / 24.80	19.23–31.75	26	26.03 / 24.82	20.00–39.00
40 hrs/wk	31	24.66 / 24.60	19.23–31.75	23	25.38 / 24.60	20.00–39.00
Iowa						
20–31 hrs/wk	4	28.07 / 26.98	20.32–38.00	3	25.83 / 26.00	24.04–27.46
32–40 hrs/wk	10	23.18 / 23.61	20.28–26.25	15	27.51 / 26.00	21.00–38.00
40 hrs/wk	6	21.91 / 21.35	20.28–24.00	12	27.97 / 27.41	21.00–38.00
Kansas						
20–31 hrs/wk	3	30.96 / 28.87	22.00–42.00	3	26.29 / 25.00	21.95–31.92
32–40 hrs/wk	8	26.18 / 25.26	20.00–33.00	3	25.62 / 24.64	24.50–27.70
40 hrs/wk	5	27.20 / 25.88	20.00–33.00	2	26.10 / 26.10	24.50–27.70
Kentucky						
20–31 hrs/wk	2	22.63 / 22.63	22.25–23.00	0	— / —	—
32–40 hrs/wk	14	24.98 / 24.47	18.94–34.50	13	24.69 / 25.50	19.78–28.00
40 hrs/wk	14	24.98 / 24.47	18.94–34.50	9	24.69 / 25.00	21.50–27.00
Louisiana						
20–31 hrs/wk	3	24.22 / 27.80	16.00–28.85	0	— / —	—
32–40 hrs/wk	16	23.77 / 23.55	19.25–32.20	6	25.98 / 25.35	22.39–30.45
40 hrs/wk	16	23.77 / 23.55	19.25–32.20	8	26.74 / 25.35	22.39–35.00
Maine						
20–31 hrs/wk	1	28.00	—	1	23.00	—
32–40 hrs/wk	6	25.52 / 27.13	19.77–31.11	1	20.43	—
40 hrs/wk	2	27.38 / 27.38	27.26–27.50	1	20.43	—
Maryland						
20–31 hrs/wk	5	31.95 / 32.25	29.40–33.29	1	35.67	—
32–40 hrs/wk	34	29.10 / 29.69	20.43–34.00	4	31.97 / 31.60	31.00–33.65
40 hrs/wk	18	28.60 / 29.34	20.43–32.29	3	35.70 / 32.00	31.21–43.89

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Massachusetts						
20–31 hrs/wk	6	28.40 / 28.53	27.00–29.30	2	29.35 / 29.35	29.30–29.40
32–40 hrs/wk	19	27.63 / 28.01	21.90–33.00	2	32.47 / 32.47	27.95–37.00
40 hrs/wk	12	26.50 / 25.30	21.90–33.00	2	32.47 / 32.47	27.95–37.00
Michigan						
20–31 hrs/wk	12	27.06 / 26.25	20.00–35.00	3	28.07 / 27.73	26.97–29.50
32–40 hrs/wk	33	27.76 / 27.35	21.57–40.00	22	29.28 / 29.08	23.50–35.91
40 hrs/wk	24	27.80 / 27.39	21.57–40.00	16	29.23 / 29.08	24.45–34.00
Minnesota						
20–31 hrs/wk	1	25.00	—	1	25.75	—
32–40 hrs/wk	15	25.91 / 26.44	22.00–30.05	16	26.98 / 26.99	23.00–33.00
40 hrs/wk	9	24.53 / 23.32	22.00–30.05	13	27.56 / 26.67	23.10–36.40
Mississippi						
20–31 hrs/wk	1	24.00	—	0	— / —	—
32–40 hrs/wk	15	22.13 / 22.00	20.00–25.96	10	23.79 / 23.50	19.23–29.00
40 hrs/wk	14	22.12 / 21.97	20.00–25.96	8	24.12 / 23.69	19.23–29.00
Missouri						
20–31 hrs/wk	15	25.65 / 26.30	20.30–30.00	3	28.00 / 28.00	26.00–30.00
32–40 hrs/wk	42	25.01 / 24.56	17.30–35.00	18	26.69 / 26.70	19.01–34.88
40 hrs/wk	32	24.35 / 24.04	17.30–35.00	13	26.98 / 27.04	19.01–34.88
Nebraska						
20–31 hrs/wk	5	25.16 / 25.00	21.50–30.77	1	24.00	—
32–40 hrs/wk	10	30.19 / 28.51	23.08–39.07	3	29.70 / 26.20	25.77–37.14
40 hrs/wk	9	30.35 / 28.22	23.08–39.07	2	31.45 / 31.45	25.77–37.14
Nevada						
20–31 hrs/wk	0	— / —	—	1	31.00	—
32–40 hrs/wk	13	29.16 / 28.48	25.00–35.00	3	28.25 / 29.50	25.00–30.25
40 hrs/wk	8	29.54 / 28.49	27.00–35.00	2	27.25 / 27.25	25.00–29.50

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Hampshire & Vermont						
20–31 hrs/wk	4	23.83 / 23.75	21.43–26.39	1	25.00	—
32–40 hrs/wk	2	27.50 / 27.50	25.00–30.00	3	25.01 / 26.23	22.35–26.44
40 hrs/wk	1	25.00	—	3	25.01 / 26.23	22.35–26.44
New Jersey						
20–31 hrs/wk	15	30.86 / 31.00	26.26–36.00	3	32.05 / 35.00	26.00–35.16
32–40 hrs/wk	38	30.49 / 29.76	24.30–40.00	13	28.46 / 26.87	22.70–36.60
40 hrs/wk	25	30.80 / 29.71	24.68–40.00	8	27.76 / 26.01	22.90–36.60
New Mexico						
20–31 hrs/wk	4	25.95 / 24.90	24.38–29.60	0	— / —	—
32–40 hrs/wk	10	26.40 / 25.75	23.48–34.00	4	28.94 / 29.05	28.00–29.64
40 hrs/wk	7	27.25 / 26.10	24.75–34.00	4	28.94 / 29.05	28.00–29.64
New York						
20–31 hrs/wk	8	31.52 / 31.25	24.11–41.00	7	30.51 / 28.00	24.65–38.50
32–40 hrs/wk	31	29.79 / 30.56	22.50–39.90	26	31.33 / 30.88	22.86–41.25
40 hrs/wk	25	28.92 / 28.50	22.50–39.90	21	30.39 / 29.80	22.86–41.25
North Carolina						
20–31 hrs/wk	3	24.92 / 25.00	24.00–25.75	0	— / —	—
32–40 hrs/wk	28	24.56 / 24.95	18.50–29.70	9	27.39 / 26.49	24.41–31.25
40 hrs/wk	26	24.44 / 24.82	18.50–29.70	10	26.82 / 26.49	21.63–31.25
North Dakota & South Dakota						
20–31 hrs/wk	1	25.00	—	1	25.12	—
32–40 hrs/wk	8	23.64 / 23.06	19.36–29.35	5	26.33 / 24.97	19.14–33.74
40 hrs/wk	5	23.23 / 22.85	19.36–29.35	5	26.33 / 24.97	19.14–33.74
Ohio						
20–31 hrs/wk	8	24.26 / 24.17	20.40–30.00	9	25.65 / 25.00	20.19–32.00
32–40 hrs/wk	37	24.97 / 25.00	18.50–33.00	27	26.99 / 27.04	21.63–34.31
40 hrs/wk	28	24.95 / 24.70	18.50–33.00	22	26.73 / 26.83	21.63–34.31

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oklahoma						
20–31 hrs/wk	0	— / —	—	1	29.50	—
32–40 hrs/wk	12	26.05 / 25.74	21.80–30.40	6	28.32 / 28.71	23.75–32.63
40 hrs/wk	12	26.05 / 25.74	21.80–30.40	7	28.27 / 28.70	23.75–32.63
Oregon						
20–31 hrs/wk	2	27.02 / 27.02	27.00–27.03	2	32.08 / 31.25	31.25–32.90
32–40 hrs/wk	9	29.96 / 28.93	25.98–33.57	9	28.99 / 30.00	22.38–34.16
40 hrs/wk	7	30.48 / 31.31	25.98–33.57	8	29.82 / 30.24	25.27–34.16
Pennsylvania						
20–31 hrs/wk	12	26.60 / 27.38	20.75–31.20	7	27.37 / 27.15	23.00–31.00
32–40 hrs/wk	47	26.53 / 26.00	18.26–34.60	18	27.51 / 28.31	21.26–32.50
40 hrs/wk	37	26.52 / 26.00	18.26–34.60	13	27.46 / 28.61	21.26–32.50
Rhode Island						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	2	33.00 / 33.00	30.00–36.00	1	36.53	—
40 hrs/wk	2	33.00 / 33.00	30.00–36.00	1	36.53	—
South Carolina						
20–31 hrs/wk	7	24.79 / 25.60	18.28–32.00	2	32.50 / 32.50	24.50–40.50
32–40 hrs/wk	37	24.35 / 24.00	18.31–33.60	22	26.72 / 27.46	21.00–31.25
40 hrs/wk	34	24.36 / 23.95	18.31–33.60	18	26.31 / 26.94	21.00–31.25
Tennessee						
20–31 hrs/wk	3	24.93 / 26.75	21.20–26.84	4	24.52 / 24.00	19.98–30.15
32–40 hrs/wk	20	26.36 / 26.65	14.42–37.00	11	25.38 / 25.07	21.89–29.65
40 hrs/wk	20	26.36 / 26.65	14.42–37.00	10	25.32 / 24.04	21.89–29.65
Texas						
20–31 hrs/wk	14	26.61 / 26.75	23.60–29.50	0	— / —	—
32–40 hrs/wk	88	25.83 / 25.88	18.99–36.30	31	27.61 / 28.00	20.80–35.00
40 hrs/wk	81	25.80 / 25.95	18.99–36.30	23	27.83 / 27.63	22.24–35.00

TABLE 6.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by State

State	2010			2014		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
U.S. Territory						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	3	25.73 / 25.73	23.00–31.25
40 hrs/wk	0	— / —	—	3	25.73 / 25.73	23.00–31.25
Utah						
20–31 hrs/wk	2	24.13 / 24.13	21.00–27.25	0	— / —	—
32–40 hrs/wk	11	25.21 / 25.96	19.00–30.00	6	26.40 / 25.60	21.68–32.50
40 hrs/wk	10	24.85 / 25.48	19.00–30.00	3	27.89 / 29.50	21.68–32.50
Virginia						
20–31 hrs/wk	11	30.15 / 29.35	24.00–38.48	2	29.00 / 29.00	29.00–29.00
32–40 hrs/wk	33	26.83 / 28.00	17.08–33.00	9	29.09 / 29.81	24.40–32.00
40 hrs/wk	26	26.27 / 26.12	17.08–33.00	7	29.27 / 29.81	24.40–31.14
Washington						
20–31 hrs/wk	5	29.12 / 29.00	24.00–36.50	3	27.73 / 26.00	21.70–35.50
32–40 hrs/wk	19	28.37 / 27.62	20.99–38.00	18	30.68 / 30.00	25.00–39.40
40 hrs/wk	12	28.05 / 27.56	22.20–38.00	14	31.49 / 31.38	25.75–39.26
West Virginia						
20–31 hrs/wk	2	26.02 / 26.02	22.00–30.03	0	— / —	—
32–40 hrs/wk	3	24.26 / 24.13	18.30–30.35	3	21.59 / 22.45	19.68–22.65
40 hrs/wk	3	24.26 / 24.13	18.30–30.35	3	21.59 / 22.45	19.68–22.65
Wisconsin						
20–31 hrs/wk	4	30.00 / 29.93	26.00–34.15	4	27.33 / 26.56	24.43–31.76
32–40 hrs/wk	21	25.10 / 26.12	19.00–31.00	18	26.53 / 25.03	22.00–32.32
40 hrs/wk	11	25.01 / 26.12	19.00–29.29	11	27.09 / 26.75	22.00–32.32