

Nephrology Social Workers' Caseloads and Hourly Wages in 2014 and 2017: Findings from the National Kidney Foundation Council of Nephrology Social Workers Professional Practice Survey ☆

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In 2014 and 2017, the National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW) conducted online surveys of nephrology social workers employed in outpatient dialysis settings and transplant programs to assess caseload and salary trends at the state, national, and End-Stage Renal Disease Network levels. Between 2014 and 2017, the mean caseloads for outpatient dialysis social workers remained steady at 75 for those employed 20–31 hrs/wk, increased from 113.2 to 126.9 (up 12.1%) for those employed 32–40 hrs/wk, and increased from 116.1 to 129.5 (up 11.5%) for those employed 40 hrs/wk. Median caseloads showed a similar pattern between 2014 and 2017 for those employed 32–40 hrs/wk (110.0 to 120.0; up 9.1%) and for those employed 40 hrs/week (117.0 to 120.0; up 2.6%). Increases in mean hourly wage between 2014 and 2017 were also reported across all three employment status groups: \$29.45 to \$31.31 per hour (up 6.3%) for those working 20–31 hrs/wk, \$28.23 to \$30.62 per hour (up 8.5%) for those working 32–40 hrs/wk, and \$28.21 to \$30.48 per hour (up 8.0%) for dialysis social workers employed 40 hrs/wk.

Annual pre-transplant evaluations of potential donors increased between 2014 and 2017 for transplant 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 increased from 22.1 to 33.8 (up 52.9%) for those employed 32–40 hrs/wk and 23.0 to 33.8 (up 46.9%) for those employed 40 hrs/wk. Pre-transplant evaluations of potential recipients decreased for those employed full-time (283.7 to 219.2, down 22.7%) and for those employed 40 hrs/wk (315.6 to 219.2, down 30.5%). Mean hourly wage data showed an increase for transplant social workers employed full time (\$30.74 to \$31.50, up 2.5%) and for those employed 40 hrs/wk (\$28.74 to \$31.03, up 7.9%). In general, increases in social work caseloads and increases in hourly wages were found on a national level; however, variability in mean caseloads and mean hourly wages across ESRD Networks and states persists.

INTRODUCTION

Nephrology social workers occupy a unique and vital role on interprofessional teams in renal care settings. The inclusion of a social worker on these teams is mandated in dialysis facilities by the Centers for Medicare and Medicaid Services' (CMS) Conditions for Coverage (CfC) for End Stage Renal Disease Facilities (Medicare and Medicaid Programs; Conditions for Coverage for End-Stage Renal Disease Facilities, 2008) and in transplant programs by CMS's *Hospital Conditions of Participation: Requirements for Approval and Re-Approval of Transplant Centers to Perform Organ Transplants* (Medicare Program; Hospital Conditions of Participation, 2007). Specifically, these federal guidelines stipulate that a Master's-prepared social worker from an accredited program must be included in every U.S. dialysis facility and kidney transplant center because of the many psychosocial barriers to optimal dialysis and transplant outcomes (Browne, 2012; Cukor, Cohen, Peterson, & Kimmel, 2007).

The primary role of social workers in dialysis and kidney transplant settings is to assist patients with a range of psychosocial barriers to positive outcomes and help them manage

the often complex aspects of their renal replacement therapy (Browne, 2012). Some of the main interventions provided by social workers include patient and family education, supportive counseling, crisis intervention, case management, interdisciplinary care planning and collaboration, and patient advocacy (Browne, 2012; Dobrof, Dolinko, Lichtiger, Uribarri, & Epstein, 2001; McKinley & Callahan, 1998; McKinley, Schrag, & Dobrof, 2000; Merighi & Ehlebracht, 2004a, 2004b, 2004c; Russo, 2002; Wolfe, 2011). In the case of dialysis patients, social workers are especially qualified to assist with depression (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). For kidney transplant patients, social workers are skilled in assessing aspects of transplant suitability, providing assistance to helping patients navigate transplant barriers, help patients self-manage their immunosuppressive medications, and being living donor advocates for the patients (Browne, 2012; Harder, Klein, Peace, Browne & Sparks, 2006; Prendergast & Gaston, 2010).

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To assist patients with end-stage renal disease, nephrology social workers must have adequate time and resources to complete required documentation and provide their patients with psychosocial support services as mandated by CMS. Research has shown that high caseloads can hinder dialysis social workers' abilities to provide adequate clinical services to their patients (Merighi, 2012; Merighi & Ehlebracht, 2002) and result in job dissatisfaction and burnout for social workers in general (Hamama, 2012; Lloyd, King, & Chenoweth, 2002; Thomas, Kohli, & Choi, 2014). Nephrology social workers' caseloads in dialysis units often exceed the National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW) recommendation of 75 patients per full-time social worker (Merighi & Browne, 2015; Merighi, Browne, & Bruder, 2010; Merighi & Ehlebracht, 2004a; NKF-CNSW, 1998, 2014). Although study findings have shown that large patient caseloads are associated with decreased patient satisfaction and reduced patient access to rehabilitation services (Callahan, Moncrief, Wittman, & Maceda, 1998), dialysis social workers continue to be responsible for caseloads that exceed the CNSW recommendation. Further, as the population of patients on dialysis comes to include a greater proportion of medically and psychosocially complex cases, social workers will be further challenged in providing essential services to their patients in accordance with the 2008 CfC.

Nephrology social workers have reported that large caseloads hindered their ability to provide clinical interventions (Bogatz, Colasanto, & Sweeney, 2005). Social work respondents in the study by Bogatz et al. reported caseloads as high as 170 patients, and 72% had a median caseload of 125 patients. The researchers found that 68% of social workers did not have enough time to do casework or counseling; 62% did not have enough time to do patient education; and 36% said that they spent excessive time doing clerical, insurance, and billing tasks. One participant in their study stated: "the combination of a more complex caseload and greater number of patients to cover make it impossible to adhere to the federal guidelines as written. I believe our patients are being denied access to quality social work services" (Bogatz et al., 2005, p. 59). Merighi (2012) corroborated Bogatz et al.'s (2005) findings, based on data obtained from a national sample of 231 part-time and 1,091 full-time dialysis social workers. Specifically, he found that 70.4% of part-time and 76.6% of full-time workers reported that they had insufficient time to provide psychosocial services to patients. In addition, since the implementation of the 2008 CfC, 41.2% of part-time and 50.1% of full-time social workers reported an increase in their patient caseloads, and 80.2% of part-time and 85.9% of full-time respondents reported an increase in their job tasks. Approximately one-half (49.2%) of full-time social workers indicated being somewhat or very dissatisfied with their caseloads, and more than one-half of part-time (50.4%) and full-time (52.8%) social workers indicated being somewhat or very dissatisfied with their

job tasks. Qualitative comments provided by 406 of the survey respondents offered insights into day-to-day social work practice in dialysis clinics after the 2008 CfC. In particular, these respondents discussed increases in paperwork expectations, loss of patient contact, increased workload demands, and job dissatisfaction.

NKF-CNSW conducted four national online salary and caseload surveys of nephrology social workers in 2007, 2010, 2014, and 2017. These surveys examined the work characteristics and experiences of dialysis and transplant social workers in the United States so that the findings could be used, in part, to advocate employers for improved work conditions (e.g., lower caseloads, clerical assistance). The data gathered in these surveys document key trends in nephrology social workers' caseloads and salaries over a 10-year period. Although most of the findings summarized in this article are for dialysis social workers, national-level data are provided for kidney transplant social workers with regard to work with potential organ donors and recipients, hourly wages, and annual salaries. The aim of the current study was to gather 2017 caseload and hourly wage data and compare them to national survey findings obtained in 2014.

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. 131 part-time (i.e., 20–31 hrs/wk) outpatient dialysis social workers responded to this study. The sample was 93.2% White, 0.8% Native American, 1.7% African American, 2.5% Asian/Pacific Islander, and 1.8% other/mixed race. Respondents who identified as Hispanic or Latino/a comprised 3.4% of the sample. The majority of the respondents were women (98.3%), and had a social work license in their state of employment (94.7%). The social workers' mean age was 48.0 years (SD = 12.8), and they reported an average of 9.8 (SD = 8.2) years of nephrology social work practice experience.

Dialysis Social Workers – Full Time. 800 full-time (i.e., 32–40 hours per week) dialysis social workers responded to this study. The sample was 81.0% White, 13.3% African American, 4.9% Asian/Pacific Islander, and 0.8% Native American. Respondents who identified as Hispanic or Latino/a comprised 8.5% of the sample. The majority of the respondents were women (91.7%), and had a social work license in their state of employment (90.9%). The social workers' mean age was 46.3 years (SD = 12.0), and they reported an average of 9.0 (SD = 8.1) years of nephrology social work practice experience.

Transplant Social Workers – Full Time. 26 full-time (i.e., 32–40 hours per week) transplant social workers responded to this study. The sample was 85.0% White, 5.0% Native American, and 10.0% African American. No respondents self-identified as Hispanic or Latino/a. The majority of the respondents were women (90.0%), and had a social work license in their state of employment (88.5%). The social workers' mean age was 41.2 years (SD = 11.4), and they reported an average of 8.0 (SD = 7.1) years of nephrology social work practice experience.

Measure

A 59-item 2017 Caseload, Salary, and Professional Practice Survey was used 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 online survey was created using SurveyMonkey® and distributed with the assistance of staff at the National Kidney Foundation (NKF). A brief description of the study along with a hyperlink was emailed as follows: (1) the NKF sent an electronic message with the survey link to 1,371 social workers listed in their database; (2) the message was posted on the Council of Nephrology Social Workers (CNSW) listserv; and (3) several members of the CNSW Executive Committee shared the survey link with local NKF Chapters and other relevant ESRD distribution lists. The survey was administered from June 6 to July 31, 2017. Prospective respondents were informed of the confidential and voluntary nature of the survey, and that it would take 15 minutes to complete. No incentives were offered for participation. The survey data were maintained on a secure server at NKF, prior to being released for statistical analysis. After 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), the first author (JRM) received the data in Excel format and transferred it to Statistical Package for the Social Sciences (SPSS) software for data analysis with the help of his doctoral assistant (MZ). 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 in this article. This study was deemed exempt by the University of Minnesota and University of South Carolina Institutional Review Boards.

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 2014 and 2017 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 **Table 7**) for outpatient dialysis social workers are provided in **Tables 3 and 4**, and state-level findings are presented in **Tables 5 and 6**.

Between 2014 and 2017, the mean caseloads for outpatient dialysis social workers remained steady at approximately 75 for those employed 20–31 hrs/wk, increased from 113.1 to 126.9 (up 12.1%) for those employed 32–40 hrs/wk, and increased from 116.1 to 129.5 (up 11.5%) for those employed 40 hrs/wk. Median caseloads showed a similar pattern between 2014 and 2017 for those employed 32–40 hrs/wk (110.0 to 120.0, up 9.1%) and for those employed 40 hrs/week (117.0 to 120.0, up 2.6%). Increases in mean hourly wages between 2014 and 2017 were also reported across all three employment status groups: \$29.45 to \$31.31 per hour (up 6.3%) for 20–31 hrs/wk, \$28.23 to \$30.62 per hour (up 8.5%) for 32–40 hrs/wk, and \$28.21 to \$30.48 per hour (up 8.0%) for social workers employed 40 hrs/wk.

Pre-transplant evaluations of potential donors increased between 2014 and 2017 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 increased annually from 22.1 to 33.8 (up 52.9%) for those employed 32–40 hrs/wk and 23.0 to 33.8 (up 46.9%) for those employed 40 hrs/wk. Pre-transplant evaluations of potential recipients decreased for those employed full-time (283.7 to 219.2, down 22.7%) and for those employed 40 hrs/wk (315.6 to 219.2, down 30.5%). Mean hourly wage data showed a slight increase for transplant social workers employed full time (\$30.74 to \$31.50, up 2.5%), and for those employed 40 hrs/wk (\$28.74 to \$31.03, up 7.9%).

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

Findings from this national study document an increase in caseload size for full-time outpatient dialysis social workers and an increase in pre-transplant evaluations of potential donors for transplant social workers between 2014 and 2017. In a study conducted more than a decade ago, nephrology social workers reported that large caseloads hindered their ability to provide clinical interventions (Bogatz et al., 2005). The researchers found that 68% of social workers in 2017 did not have enough time to do casework or counselling, 62% did not have enough time to do patient education, and 36% said that they spent excessive time doing clerical, insurance, and billing tasks. More recently, approximately 70% of part-time and 77% of full-time dialysis social workers reported in a national survey that they had insufficient time to provide psychosocial services to patients (Merighi, 2012). This dual trend of increasing caseloads and decreasing time spent with patients to address their psychosocial needs underscores the need for policy that will provide reasonable and fair guidance for employers with regard to caseload size in dialysis clinics.

There are limitations to this study. For both dialysis and transplant settings, we do not know if there is more than one social worker in the organization. In transplant settings, there are likely more than one transplant social worker. Therefore, the caseloads may be shared between social workers, and the 2017 reported caseloads per social worker may be lower in actual practice. There also are a small number of transplant social worker responses to the survey, however, because of sample size; those caseloads and salary findings may not be reflective of national trends.

Some dialysis social workers reported caseloads in 2017 that were very small (e.g., 13 patients) or very large (e.g., 1,500 patients). Small caseloads may be associated with newly opened units that are not yet operating at full capacity. The very high caseloads reported by four social workers—one each in Hawaii, Massachusetts, Mississippi, and Wisconsin—are more difficult to explain. It is possible these four social workers were responsible for covering multiple large units in a region due to staff vacancies or they were responsible for clinics with large home and in-center dialysis patient populations. Given this uncertainty and the influence of extremely high or low caseloads (outliers) when calculating summary statistics such as the mean, it is preferable to use the median as the summary statistic of choice when reporting and making comparisons.

The survey findings pinpointed 16 states and U.S. territories with mean patient caseloads at or above the national mean of 126.9 patients. Examining the median caseload of dialysis social workers, which reduces the influence of outliers, the findings indicated that there are 23 states and U.S. territories with median patient caseloads at or above the national median of 120 patients. Both of these findings are very troubling,

as the National Kidney Foundation Council of Nephrology Social Workers (NKF-CNSW, 1998, 2014) recommends an acuity-based social-worker-to-patient ratio that takes into consideration the psychosocial risks of patients, recommending a maximum of 75 patients per full-time dialysis social worker. Texas mandates a caseload of 75 to 100 patients per full-time social worker, and Nevada has a mandated ratio of one full-time social worker per 100 dialysis patients. However, data from the 2017 survey indicated that not one state with more than one full-time respondent had an average caseload size of 75 or fewer. In fact, the national mean caseload size for a full-time social worker (32–40 hrs/week) was 126.9 and the median was 120. With CNSW's recommendation as a benchmark, the 2017 mean caseload for dialysis social workers is 69% higher than recommended, and the 2017 median caseload is 60% higher than recommended. Regardless of the summary statistic used, dialysis social worker caseloads far exceed what is advocated by CNSW.

High caseloads prevent nephrology social workers from developing and implementing clinical interventions that can ameliorate psychosocial barriers to improved kidney disease outcomes (Bogatz et al., 2005; Merighi & Ehlebracht, 2002, 2004c) and exercising the full scope of their training. In addition, elevated caseloads can potentially contribute to job dissatisfaction, burnout, and social workers leaving nephrology care for other specialties that do not have such high workloads (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 communicate to their employers the importance of lower caseloads so that patient outcomes may improve, that their clinics remain in compliance with the federal Conditions for Coverage (Medicare and Medicaid Programs; Conditions for Coverage for End-Stage Renal Disease Facilities, 2008) (i.e., avoid a survey citation), and that social workers may avoid burnout and leaving their jobs. It is the authors' hope that this information may help social workers improve their caseloads and compensation and, ultimately, patient care itself.

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TABLE 1.
Social Workers in Outpatient Dialysis Settings

	2014		2017	
	Mean / Median	Range	Mean / Median	Range
Caseload				
20–31 hrs/wk	75.34 / 72.00	16–205	74.61 / 75.00	17–187
32–40 hrs/wk	113.22 / 110.00	1–1,500	126.98 / 120.00	13–1,500
40 hrs/wk	116.14 / 117.00	1–1,500	129.50 / 120.00	13–1,500
Hourly Wage				
20–31 hrs/wk	29.45 / 27.87	19.98–53.23	31.31 / 30.92	22.00–45.00
32–40 hrs/wk	28.23 / 28.00	17.00–50.42	30.62 / 30.00	12.50–55.00
40 hrs/wk	28.21 / 27.95	17.00–50.42	30.48 / 30.00	12.50–51.00
Annual Salary				
32–40 hrs/wk	58,721 / 58,240	35,360–104,873	62,880 / 61,920	26,000–158,100
40 hrs/wk	58,647 / 58,136	35,360–104,873	63,405 / 62,400	26,000–106,080
	<u>Sample sizes (n) for 2014:</u> 20–31 hrs/wk caseload = 70 20–31 hrs/wk hourly wage = 92 32–40 hrs/wk caseload = 352 32–40 hrs/wk hourly wage = 553 32–40 hrs/wk annual salary = 553 40 hrs/wk caseload = 272 40 hrs/wk hourly wage = 430 40 hrs/wk salary = 430		<u>Sample sizes (n) for 2017:</u> 20–31 hrs/wk caseload = 125 20–31 hrs/wk hourly wage = 118 32–40 hrs/wk caseload = 773 32–40 hrs/wk hourly wage = 745 32–40 hrs/wk annual salary = 745 40 hrs/wk caseload = 665 40 hrs/wk hourly wage = 639 40 hrs/wk salary = 639	

TABLE 2.
Social Workers in Transplant Settings

	2014		2017	
	Mean / Median	Range	Mean / Median	Range
Caseload (Potential Donors) 32–40 hrs/wk 40 hrs/wk	22.13 / 11.00 23.00 / 11.00	1–101 1–76	33.75 / 37.50 33.75 / 37.50	1–66 1–66
Caseload (Potential Recipients) 32–40 hrs/wk 40 hrs/wk	283.69 / 221.00 315.56 / 241.00	11–1,001 11–1,001	219.20 / 190.00 219.20 / 190.00	15–500 15–500
Hourly Wage 32–40 hrs/wk 40 hrs/wk	30.74 / 30.00 28.74 / 27.40	22.00–45.00 22.00–38.95	31.50 / 29.33 31.03 / 28.85	22.84–45.23 22.84–45.23
Annual Salary 32–40 hrs/wk 40 hrs/wk	63,934 / 62,400 59,772 / 56,992	45,760–93,600 45,760–81,016	65,197 / 60,996 64,538 / 60,008	47,507–94,078 47,507–94,078
Note: Caseload data are for a 12-month period. Summary findings for part-time respondents are not reported due to small sample size (≤ 5).	Sample sizes (<i>n</i>) for 2014: 32–40 hrs/wk caseload = 16 32–40 hrs/wk hourly wage = 17 32–40 hrs/wk annual salary = 17 40 hrs/wk caseload = 9 40 hrs/wk hourly wage = 10 40 hrs/wk salary = 10		Sample sizes (<i>n</i>) for 2017: 32–40 hrs/wk caseload = 16 32–40 hrs/wk hourly wage = 20 32–40 hrs/wk annual salary = 20 40 hrs/wk caseload = 16 40 hrs/wk hourly wage = 19 40 hrs/wk salary = 19	

TABLE 3.
Caseload of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	4	84.25 / 98.50	40–100	9	65.56 / 50.00	31–136
32–40 hrs/wk	12	90.90 / 92.01	1–161	44	138.30 / 110.00	60–1,500
40 hrs/wk	11	92.00 / 110.00	1–161	28	167.25 / 116.50	60–1,500
Network 2						
20–31 hrs/wk	3	114.00 / 72.00	65–205	9	63.44 / 76.00	17–100
32–40 hrs/wk	16	98.50 / 109.50	32–135	41	121.90 / 120.00	57–600
40 hrs/wk	12	95.67 / 101.00	32–135	30	112.67 / 120.00	57–160
Network 3						
20–31 hrs/wk	2	75.00 / 75.00	24–126	18	84.00 / 85.00	50–130
32–40 hrs/wk	10	115.10 / 112.50	65–187	39	126.74 / 120.00	82–303
40 hrs/wk	6	118.33 / 116.00	65–187	33	125.21 / 120.00	82–205
Network 4						
20–31 hrs/wk	6	66.67 / 67.50	39–92	4	86.25 / 87.50	65–105
32–40 hrs/wk	8	99.63 / 107.50	17–140	28	105.04 / 104.00	35–300
40 hrs/wk	4	88.00 / 97.50	17–140	21	92.86 / 95.00	35–140
Network 5						
20–31 hrs/wk	2	37.00 / 37.00	20–54	1	81.00	—
32–40 hrs/wk	12	111.92 / 105.00	72–155	32	123.45 / 121.00	72–176
40 hrs/wk	11	115.55 / 105.00	88–155	27	123.92 / 121.00	72–176
Network 6						
20–31 hrs/wk	2	77.00 / 77.00	54–100	5	81.20 / 80.00	62–115
32–40 hrs/wk	24	117.88 / 116.00	26–180	109	126.03 / 125.00	13–366
40 hrs/wk	15	121.73 / 130.00	26–180	101	128.17 / 125.00	13–366
Network 7						
20–31 hrs/wk	1	150.00	—	4	71.25 / 77.50	45–85
32–40 hrs/wk	18	108.61 / 121.00	8–180	47	121.70 / 125.00	25–170
40 hrs/wk	13	111.92 / 125.00	8–180	45	120.93 / 125.00	25–170

TABLE 3.
Caseload of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 8						
20–31 hrs/wk	4	101.00 / 92.50	79–140	5	81.00 / 76.00	60–105
32–40 hrs/wk	25	127.88 / 135.00	1–240	33	178.70 / 140.00	88–1500
40 hrs/wk	22	135.95 / 139.00	75–240	31	183.52 / 140.00	100–1500
Network 9						
20–31 hrs/wk	12	85.33 / 83.00	49–125	9	84.67 / 79.00	50–120
32–40 hrs/wk	38	114.58 / 117.50	5–223	45	120.16 / 121.00	55–177
40 hrs/wk	30	112.27 / 120.50	5–170	39	122.92 / 125.00	65–177
Network 10						
20–31 hrs/wk	0	— / —	—	8	71.13 / 65.50	58–95
32–40 hrs/wk	22	96.36 / 106.00	5–140	24	120.87 / 120.00	35–212
40 hrs/wk	20	95.75 / 106.00	5–140	23	123.96 / 120.00	35–212
Network 11						
20–31 hrs/wk	3	52.67 / 54.00	45–59	14	70.64 / 73.50	35–120
32–40 hrs/wk	45	100.22 / 97.00	1–186	46	139.54 / 110.50	50–1,500
40 hrs/wk	34	100.76 / 96.50	20–186	39	149.03 / 115.00	50–1,500
Network 12						
20–31 hrs/wk	6	79.00 / 73.00	40–125	9	66.11 / 68.00	36–90
32–40 hrs/wk	28	102.25 / 96.00	40–300	44	115.70 / 111.00	20–274
40 hrs/wk	20	96.60 / 97.50	40–150	35	117.20 / 115.00	20–274
Network 13						
20–31 hrs/wk	4	49.75 / 47.00	30–75	3	133.00 / 116.00	96–187
32–40 hrs/wk	10	113.60 / 121.00	72–140	32	122.88 / 122.50	75–169
40 hrs/wk	10	113.60 / 121.00	72–140	29	126.45 / 125.00	86–169
Network 14						
20–31 hrs/wk	0	— / —	—	11	71.09 / 67.00	29–154
32–40 hrs/wk	14	106.93 / 112.00	57–155	74	103.26 / 102.00	36–190
40 hrs/wk	12	114.17 / 115.00	72–155	65	105.05 / 105.00	36–190

TABLE 3.
Caseload of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 15						
20–31 hrs/wk	0	— / —	—	7	65.86 / 62.00	55–85
32–40 hrs/wk	7	98.14 / 100.00	65–122	29	116.79 / 115.00	62–300
40 hrs/wk	5	99.40 / 100.00	65–122	28	118.75 / 116.50	65–300
Network 16						
20–31 hrs/wk	7	55.86 / 60.00	16–81	3	56.33 / 62.00	40–67
32–40 hrs/wk	27	171.04 / 118.00	60–1,500	26	109.92 / 107.50	60–160
40 hrs/wk	21	193.81 / 127.00	97–1,500	21	112.43 / 110.00	60–160
Network 17						
20–31 hrs/wk	2	73.00 / 73.00	72–74	4	61.25 / 58.50	48–80
32–40 hrs/wk	12	87.50 / 87.50	29–153	31	180.26 / 133.00	65–1,500
40 hrs/wk	7	103.57 / 105.00	29–153	27	190.19 / 134.00	65–1,500
Network 18						
20–31 hrs/wk	9	80.11 / 75.00	63–108	2	80.00 / 80.00	60–100
32–40 hrs/wk	25	126.84 / 132.00	1–254	41	121.15 / 120.00	68–208
40 hrs/wk	20	123.95 / 131.00	1–254	36	124.28 / 121.00	81–208

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	4	26.68 / 27.15	23.00–29.40	8	31.72 / 30.53	23.00–38.00
32–40 hrs/wk	12	30.72 / 30.38	20.43–41.25	43	32.83 / 33.00	22.00–42.37
40 hrs/wk	12	30.72 / 30.38	20.43–41.25	27	33.05 / 33.40	22.00–42.37
Network 2						
20–31 hrs/wk	7	30.51 / 28.00	24.65–38.50	9	34.61 / 32.00	26.00–42.00
32–40 hrs/wk	26	31.33 / 30.88	22.86–41.25	37	32.85 / 33.00	20.00–47.00
40 hrs/wk	21	30.39 / 29.80	22.86–41.25	28	32.16 / 32.61	20.00–47.00
Network 3						
20–31 hrs/wk	3	32.05 / 35.00	26.00–35.16	17	34.63 / 35.55	27.96–40.00
32–40 hrs/wk	16	28.94 / 27.69	22.70–39.00	39	32.85 / 33.00	25.00–45.38
40 hrs/wk	10	28.41 / 26.01	22.90–39.00	33	32.77 / 32.95	25.00–45.38
Network 4						
20–31 hrs/wk	8	26.82 / 26.08	23.00–31.00	4	24.98 / 23.92	22.72–29.38
32–40 hrs/wk	20	27.58 / 28.31	21.26–32.50	28	31.64 / 32.43	20.00–42.00
40 hrs/wk	13	27.46 / 28.61	21.26–32.50	21	31.72 / 32.57	20.00–37.17
Network 5						
20–31 hrs/wk	2	32.34 / 32.34	29.00–35.67	—	— / —	—
32–40 hrs/wk	20	27.91 / 29.22	19.68–33.65	31	31.45 / 31.73	24.51–37.98
40 hrs/wk	17	27.50 / 28.85	19.68–32.00	27	31.67 / 31.73	24.51–37.98
Network 6						
20–31 hrs/wk	2	32.50 / 32.50	24.50–40.50	5	27.67 / 27.44	23.40–34.00
32–40 hrs/wk	45	26.90 / 27.00	18.39–33.52	108	28.30 / 28.38	21.50–47.00
40 hrs/wk	37	26.52 / 26.92	18.39–33.52	100	27.67 / 27.44	23.40–34.00
Network 7						
20–31 hrs/wk	1	30.00	—	4	27.94 / 28.50	23.40–30.75
32–40 hrs/wk	29	27.88 / 27.15	24.04–34.53	44	30.31 / 29.93	24.52–45.00
40 hrs/wk	22	28.23 / 27.89	24.04–34.53	42	30.39 / 29.93	24.52–45.00

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 8						
20–31 hrs/wk	6	23.39 / 21.19	19.98–30.13	5	27.26 / 24.76	22.00–36.02
32–40 hrs/wk	38	24.79 / 24.50	17.00–36.00	32	25.88 / 25.64	21.57–32.69
40 hrs/wk	33	24.79 / 23.62	17.00–36.00	30	25.95 / 25.64	22.00–32.69
Network 9						
20–31 hrs/wk	13	27.17 / 26.25	22.80–33.65	9	28.75 / 29.00	23.23–33.00
32–40 hrs/wk	63	26.20 / 26.44	19.78–34.31	43	28.74 / 28.13	23.48–34.58
40 hrs/wk	48	24.99 / 25.93	20.00–34.31	37	28.74 / 28.13	23.48–34.58
Network 10						
20–31 hrs/wk	4	29.96 / 30.40	25.40–33.65	7	29.46 / 25.00	22.50–39.79
32–40 hrs/wk	34	27.11 / 27.20	20.19–34.00	23	28.03 / 27.40	20.19–38.61
40 hrs/wk	28	26.19 / 26.04	20.90–31.60	22	28.28 / 27.56	20.19–38.61
Network 11						
20–31 hrs/wk	9	27.15 / 26.91	24.43–31.76	11	28.85 / 28.61	24.04–36.80
32–40 hrs/wk	60	27.64 / 24.47	19.14–35.91	48	30.79 / 29.95	24.60–39.83
40 hrs/wk	39	27.35 / 26.75	19.14–34.00	41	30.76 / 30.28	24.60–38.50
Network 12						
20–31 hrs/wk	10	26.43 / 26.00	21.95–31.92	9	28.69 / 29.70	23.84–32.00
32–40 hrs/wk	37	26.75 / 26.00	19.01–38.00	39	26.87 / 26.92	12.50–35.50
40 hrs/wk	26	27.28 / 26.69	19.01–38.00	30	27.53 / 27.80	12.50–35.50
Network 13						
20–31 hrs/wk	2	36.00 / 36.00	29.50–42.50	3	32.00 / 28.50	22.50–45.00
32–40 hrs/wk	15	27.99 / 28.00	22.39–36.53	31	29.02 / 29.31	24.00–36.00
40 hrs/wk	15	27.99 / 28.00	22.39–36.53	28	29.12 / 30.25	24.00–36.00
Network 14						
20–31 hrs/wk	0	— / —	—	10	31.07 / 31.98	25.50–35.53
32–40 hrs/wk	31	27.61 / 28.00	20.80–35.00	72	29.37 / 29.52	22.00–39.00
40 hrs/wk	22	27.88 / 27.82	22.24–35.00	63	29.10 / 28.90	22.00–36.00

TABLE 4.
Hourly Wage of Social Workers in Outpatient Dialysis Settings by
End-Stage Renal Disease (ESRD) Network
(See Table 7. ESRD Network Geographic Areas)

ESRD Network	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 15						
20–31 hrs/wk	4	29.49 / 29.25	25.78–33.66	7	33.24 / 33.00	31.00–38.35
32–40 hrs/wk	21	28.06 / 28.85	21.68–32.50	26	30.17 / 30.10	23.10–40.00
40 hrs/wk	17	28.49 / 29.18	21.68–32.50	25	30.00 / 29.98	23.10–40.00
Network 16						
20–31 hrs/wk	6	29.01 / 28.98	21.70–35.50	3	30.00 / 28.53	26.48–35.00
32–40 hrs/wk	33	29.90 / 29.00	22.38–39.40	25	32.40 / 32.00	21.15–45.17
40 hrs/wk	26	30.39 / 30.00	25.00–39.26	20	31.86 / 32.00	21.15–44.60
Network 17						
20–31 hrs/wk	2	45.46 / 45.46	37.69–53.23	4	40.07 / 40.14	36.00–44.00
32–40 hrs/wk	17	34.16 / 34.06	25.65–44.00	30	36.52 / 35.06	24.40–55.00
40 hrs/wk	14	34.01 / 34.08	25.65–44.00	26	36.09 / 35.06	26.92–49.51
Network 18						
20–31 hrs/wk	10	38.71 / 39.74	29.52–49.49	3	41.47 / 43.90	36.00–44.52
32–40 hrs/wk	38	34.63 / 33.45	26.00–50.42	39	37.94 / 37.41	30.80–51.00
40 hrs/wk	31	34.87 / 33.40	26.00–50.42	34	37.66 / 36.75	30.80–51.00

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	1	79.00	—	2	74.50 / 74.50	60–89
32–40 hrs/wk	10	129.90 / 141.50	1–240	5	138.60 / 145.00	120–148
40 hrs/wk	9	144.22 / 145.00	100–240	4	143.25 / 145.00	135–148
Alaska & Montana						
20–31 hrs/wk	1	60.00	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	3	116.33 / 125.00	96–128
40 hrs/wk	0	— / —	—	3	116.33 / 125.00	96–128
Arizona						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	1	65.00	—	10	95.50 / 90.50	62–151
40 hrs/wk	1	65.00	—	9	99.22 / 95.00	65–151
Arkansas						
20–31 hrs/wk	2	52.50 / 52.50	30–75	0	— / —	—
32–40 hrs/wk	0	— / —	—	2	108.50 / 108.50	92–125
40 hrs/wk	1	28.00	—	2	108.50 / 108.50	92–125
California						
20–31 hrs/wk	11	78.81 / 74.00	63–108	6	67.5 / 63.50	48–100
32–40 hrs/wk	36	115.72 / 130.00	1–254	66	122.05 / 120.00	65–290
40 hrs/wk	26	121.12 / 131.00	1–254	58	125.76 / 121.00	65–290
Colorado						
20–31 hrs/wk	1	55.00	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	7	138.71 / 115.00	78–300
40 hrs/wk	0	— / —	—	7	138.71 / 115.00	78–300
Connecticut						
20–31 hrs/wk	0	— / —	—	1	31.00	—
32–40 hrs/wk	4	117.75 / 115.00	80–161	8	98.88 / 95.00	63–142
40 hrs/wk	3	130.33 / 120.00	110–161	4	113.50 / 111.00	90–142

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
DC						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	1	105.00	—	0	— / —	—
40 hrs/wk	1	105.00	—	0	— / —	—
Delaware						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	2	80.00 / 80.00	35–125
40 hrs/wk	0	— / —	—	1	35.00	—
Florida						
20–31 hrs/wk	1	150.00	—	4	71.25 / 77.50	45–85
32–40 hrs/wk	18	108.61 / 121.00	8–180	47	121.70 / 125.00	25–170
40 hrs/wk	13	111.92 / 125.00	8–180	45	120.93 / 125.00	25–170
Georgia						
20–31 hrs/wk	1	39.00	—	1	64.00	—
32–40 hrs/wk	8	118.13 / 121.00	91–145	34	125.24 / 120.00	67–366
40 hrs/wk	4	124.75 / 131.50	91–145	32	127.28 / 122.50	67–366
Hawaii						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	10	308.70 / 173.00	100–1,500
40 hrs/wk	0	— / —	—	10	308.70 / 173.00	100–1,500
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	2	52.50 / 52.50	40–65
32–40 hrs/wk	2	114.50 / 114.50	104–125	5	112.20 / 105.00	93–143
40 hrs/wk	1	125.00	—	5	112.20 / 105.00	93–143
Illinois						
20–31 hrs/wk	1	65.00	—	8	71.13 / 65.50	58–95
32–40 hrs/wk	22	96.36 / 106.00	5–140	24	120.87 / 120.00	35–212
40 hrs/wk	20	95.75 / 106.00	5–140	23	123.96 / 120.00	35–212

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Indiana						
20–31 hrs/wk	1	80.00	80–80	2	92.00 / 92.00	80–104
32–40 hrs/wk	12	102.00 / 120.00	10–133	14	120.79 / 125.00	70–148
40 hrs/wk	11	102.73 / 120.00	10–133	12	123.00 / 126.50	70–148
Iowa						
20–31 hrs/wk	0	— / —	—	3	43.67 / 45.00	36–50
32–40 hrs/wk	13	98.23 / 100.00	53–140	12	107.75 / 107.50	20–220
40 hrs/wk	9	101.00 / 100.00	53–140	9	102.00 / 110.00	20–220
Kansas						
20–31 hrs/wk	2	64.50 / 64.50	63–66	2	79.00 / 79.00	68–90
32–40 hrs/wk	2	89.00 / 89.00	85–93	6	132.00 / 103.50	90–274
40 hrs/wk	0	— / —	—	3	174.00 / 131.00	117–274
Kentucky						
20–31 hrs/wk	0	— / —	—	2	72.50 / 72.50	70–75
32–40 hrs/wk	11	120.55 / 120.00	70–170	6	118.17 / 120.50	101–137
40 hrs/wk	8	134.25 / 135.00	70–170	6	118.17 / 120.50	101–137
Louisiana						
20–31 hrs/wk	1	40.00	—	1	116.00	—
32–40 hrs/wk	4	104.25 / 99.50	78–140	8	142.12 / 142.50	128–158
40 hrs/wk	4	104.25 / 99.50	78–140	8	142.12 / 142.50	128–158
Maine						
20–31 hrs/wk	1	100.00	—	3	46.67 / 45.00	45–50
32–40 hrs/wk	1	86.00	—	6	90.67 / 98.00	60–118
40 hrs/wk	1	86.00	—	3	106.00 / 100.00	100–118
Maryland						
20–31 hrs/wk	1	54.00	—	1	81.00	—
32–40 hrs/wk	3	121.67 / 120.00	105–140	11	132.27 / 133.00	100–176
40 hrs/wk	3	121.67 / 120.00	105–140	11	132.27 / 133.00	100–176

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Massachusetts						
20–31 hrs/wk	2	98.50 / 98.50	97–100	3	109.67 / 118.00	75–136
32–40 hrs/wk	2	59.00 / 59.00	1–117	23	173.52 / 112.00	75–1,500
40 hrs/wk	2	59.00 / 59.00	1–117	16	207.94 / 117.50	96–1,500
Michigan						
20–31 hrs/wk	1	45.00	—	6	79.33 / 75.50	50–120
32–40 hrs/wk	16	104.63 / 108.00	1–145	14	124.71 / 120.00	70–168
40 hrs/wk	11	110.82 / 106.00	85–145	13	128.92 / 120.00	96–168
Minnesota						
20–31 hrs/wk	1	59.00	—	5	65.00 / 72.00	35–100
32–40 hrs/wk	9	114.33 / 125.00	67–160	19	108.21 / 102.00	50–155
40 hrs/wk	7	124.57 / 125.00	97–160	16	111.06 / 110.50	50–155
Mississippi						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	7	139.71 / 150.00	70–180	19	207.84 / 145.00	88–1,500
40 hrs/wk	6	151.33 / 152.50	128–180	18	214.50 / 145.00	100–1,500
Missouri						
20–31 hrs/wk	3	101.67 / 100.00	80–125	3	84.00 / 85.00	80–87
32–40 hrs/wk	12	94.83 / 88.50	40–150	20	111.70 / 111.00	75–150
40 hrs/wk	11	95.72 / 92.00	40–150	19	112.47 / 112.00	75–150
Nebraska						
20–31 hrs/wk	1	40.00	—	1	54.00	—
32–40 hrs/wk	2	205.00 / 205.00	110–130	6	128.67 / 126.50	100–160
40 hrs/wk	1	110.00	—	4	131.25 / 132.50	100–160
Nevada						
20–31 hrs/wk	1	55.00	—	3	61.67 / 62.00	61–61
32–40 hrs/wk	0	— / —	—	5	138.20 / 128.00	118–175
40 hrs/wk	0	— / —	—	4	131.25 / 132.50	100–160

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Hampshire & Vermont						
20–31 hrs/wk	0	— / —	—	2	45.00 / 45.00	40–50
32–40 hrs/wk	3	96.67 / 110.00	60–120	3	78.33 / 85.00	60–90
40 hrs/wk	3	96.67 / 110.00	60–120	1	60.00	—
New Jersey						
20–31 hrs/wk	2	75.00 / 75.00	24–126	18	84.00 / 85.00	50–130
32–40 hrs/wk	8	123.25 / 128.50	85–187	38	126.92 / 118.00	82–303
40 hrs/wk	4	136.25 / 133.50	91–187	32	125.38 / 122.50	82–205
New Mexico						
20–31 hrs/wk	0	— / —	—	2	78.00 / 78.00	71–85
32–40 hrs/wk	2	111.00 / 111.00	100–122	5	110.00 / 120.00	85–125
40 hrs/wk	2	111.00 / 111.00	100–122	5	110.00 / 120.00	85–125
New York						
20–31 hrs/wk	3	114.00 / 72.00	65–205	9	63.44 / 76.00	17–100
32–40 hrs/wk	16	98.50 / 109.50	32–135	41	121.90 / 120.00	57–600
40 hrs/wk	12	95.67 / 101.00	32–135	30	112.67 / 120.00	57–160
North Carolina						
20–31 hrs/wk	0	— / —	—	2	97.50 / 97.50	80–115
32–40 hrs/wk	2	111.00 / 111.00	110–112	38	134.55 / 128.50	13–298
40 hrs/wk	2	111.00 / 111.00	110–112	37	135.14 / 130.00	13–298
North Dakota & South Dakota						
20–31 hrs/wk	0	— / —	—	1	60.00	—
32–40 hrs/wk	6	70.25 / 76.50	20–100	4	84.25 / 84.50	78–90
40 hrs/wk	6	70.25 / 76.50	20–100	3	86.33 / 90.00	79–90
Ohio						
20–31 hrs/wk	9	88.78 / 91.00	49–125	5	86.60 / 79.00	50–120
32–40 hrs/wk	21	108.19 / 120.00	5–233	24	119.58 / 120.50	55–177
40 hrs/wk	19	102.21 / 115.00	5–155	20	123.60 / 126.50	65–177

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oklahoma						
20–31 hrs/wk	1	54.00	—	2	141.50 / 141.50	96–187
32–40 hrs/wk	4	114.25 / 122.50	72–140	22	117.18 / 117.50	75–169
40 hrs/wk	4	114.25 / 122.50	72–140	19	121.74 / 120.00	86–169
Oregon						
20–31 hrs/wk	3	64.33 / 70.00	42–81	1	67.00	—
32–40 hrs/wk	8	133.38 / 139.50	80–160	9	97.78 / 90.00	60–160
40 hrs/wk	7	141.00 / 144.00	127–160	6	100.83 / 100.00	60–160
Pennsylvania						
20–31 hrs/wk	5	72.20 / 75.00	50–92	4	86.25 / 87.50	65–105
32–40 hrs/wk	8	99.63 / 107.50	17–140	26	106.96 / 104.00	40–300
40 hrs/wk	4	88.00 / 97.50	17–140	20	95.75 / 97.50	40–140
Rhode Island						
20–31 hrs/wk	1	40.00	—	0	— / —	—
32–40 hrs/wk	2	78.50 / 78.50	35–122	3	131.33 / 130.00	124–140
40 hrs/wk	2	78.50 / 78.50	35–122	3	131.33 / 130.00	124–140
South Carolina						
20–31 hrs/wk	2	77.00 / 77.00	54–100	2	73.50 / 73.50	62–85
32–40 hrs/wk	14	118.71 / 120.00	26–180	39	118.10 / 120.00	70–160
40 hrs/wk	9	122.78 / 139.00	26–180	34	120.94 / 120.00	70–160
Tennessee						
20–31 hrs/wk	3	108.33 / 95.00	90–140	3	85.33 / 76.00	75–105
32–40 hrs/wk	8	115.00 / 122.50	75–142	8	139.38 / 130.00	105–230
40 hrs/wk	7	112.14 / 110.00	75–142	8	139.38 / 130.00	105–230
Texas						
20–31 hrs/wk	0	— / —	—	11	71.09 / 67.00	29–154
32–40 hrs/wk	14	106.93 / 112.00	57–155	74	103.26 / 102.00	36–190
40 hrs/wk	12	114.17 / 115.00	72–155	65	105.05 / 105.00	36–190

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

State	2014			2017		
	<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	2	67.50 / 67.50	65–70	4	188.80 / 193.50	160–208
40 hrs/wk	2	67.50 / 67.50	65–70	3	190.00 / 202.00	160–208
Utah						
20–31 hrs/wk	0	— / —	—	1	55.00	—
32–40 hrs/wk	4	100.00 / 105.00	80–110	2	110.00 / 110.00	100–120
40 hrs/wk	2	105.00 / 105.00	100–110	2	110.00 / 110.00	100–120
Virginia						
20–31 hrs/wk	2	30.00 / 30.00	20–40	0	— / —	—
32–40 hrs/wk	4	110.25 / 112.00	72–145	16	113.44 / 117.00	72–147
40 hrs/wk	3	123.00 / 124.00	100–145	13	115.08 / 120.00	72–147
Washington						
20–31 hrs/wk	3	46.00 / 60.00	16–62	1	62.00	—
32–40 hrs/wk	17	194.53 / 112.00	60–1,500	8	114.75 / 111.00	96–150
40 hrs/wk	13	226.38 / 115.00	97–1,500	6	116.00 / 111.00	96–150
West Virginia						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	3	92.33 / 89.00	88–100	3	145.67 / 140.00	135–162
40 hrs/wk	3	92.33 / 89.00	88–100	2	137.50 / 137.50	135–140
Wisconsin						
20–31 hrs/wk	1	54	—	2	64.00 / 64.00	50–78
32–40 hrs/wk	13	100.15 / 87.00	71–186	9	253.33 / 95.00	65–1,500
40 hrs/wk	10	92.30 / 83.50	71–186	7	300.00 / 100.00	65–1,500

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	2	21.13 / 21.25	20.36–21.89	2	29.76 / 29.76	23.50–36.02
32–40 hrs/wk	17	24.99 / 24.50	17.00–36.00	5	26.54 / 26.76	24.50–28.00
40 hrs/wk	15	24.79 / 23.62	17.00–36.00	4	26.17 / 26.26	24.50–27.67
Alaska & Montana						
20–31 hrs/wk	1	26.71	—	0	— / —	—
32–40 hrs/wk	3	29.67 / 29.67	27.59–35.00	2	24.52 / 24.52	21.15–27.88
40 hrs/wk	3	29.67 / 29.67	27.59–35.00	2	24.52 / 24.52	21.15–27.88
Arizona						
20–31 hrs/wk	1	25.78	—	0	— / —	—
32–40 hrs/wk	7	28.37 / 28.50	23.40–31.67	9	31.35 / 32.25	25.00–36.26
40 hrs/wk	7	28.37 / 28.50	23.40–31.67	8	30.95 / 31.74	25.00–36.26
Arkansas						
20–31 hrs/wk	1	42.50	—	0	— / —	—
32–40 hrs/wk	1	23.04	—	2	26.76 / 26.76	25.52–28.00
40 hrs/wk	2	22.52 / 22.52	22.00–23.04	2	26.76 / 26.76	25.52–28.00
California						
20–31 hrs/wk	12	39.83 / 39.75	29.52–53.23	7	40.67 / 40.16	36.00–44.52
32–40 hrs/wk	52	34.60 / 33.98	25.00–50.42	63	38.19 / 37.41	25.96–55.00
40 hrs/wk	45	34.76 / 33.95	25.00–50.42	55	37.70 / 37.00	25.96–51.00
Colorado						
20–31 hrs/wk	2	30.58 / 30.58	27.50–33.66	1	38.35	—
32–40 hrs/wk	1	31.73	—	7	28.25 / 28.14	24.00–30.50
40 hrs/wk	1	31.73	—	7	28.25 / 28.14	24.00–30.50
Connecticut						
20–31 hrs/wk	0	— / —	—	1	23.00	—
32–40 hrs/wk	5	33.50 / 35.35	30.00–41.25	8	35.25 / 36.24	24.85–42.37
40 hrs/wk	5	33.50 / 35.35	30.00–41.25	4	37.58 / 38.98	30.00–42.37

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
DC						
20–31 hrs/wk	0	— / —	—	1	37.98	—
32–40 hrs/wk	2	26.71 / 26.71	25.60–27.81	1	37.98	—
40 hrs/wk	2	26.71 / 26.71	25.60–27.81	0	— / —	—
Delaware						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	2	28.20 / 28.20	27.69–28.70	2	32.15 / 32.15	31.60–32.70
40 hrs/wk	0	— / —	—	1	32.70	—
Florida						
20–31 hrs/wk	1	30.00	—	4	27.94 / 28.50	24.00–30.75
32–40 hrs/wk	29	27.88 / 27.15	24.04–34.53	44	30.31/ 29.93	24.52–45.00
40 hrs/wk	22	28.23 / 27.89	24.04–34.53	42	30.39/ 29.93	24.52–45.00
Georgia						
20–31 hrs/wk	1	23.00	—	1	34.00	—
32–40 hrs/wk	15	26.74 / 27.00	18.39–33.52	32	29.15 / 28.93	21.64–40.19
40 hrs/wk	12	25.89 / 26.42	18.39–33.52	30	29.19 / 28.93	21.64–40.19
Hawaii						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	3	31.65 / 30.75	30.15–34.06	9	34.11 / 34.00	26.92–39.53
40 hrs/wk	3	31.65 / 30.75	30.15–34.06	9	34.11 / 34.00	26.92–39.53
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	2	29.15 / 29.15	26.48–31.82
32–40 hrs/wk	2	26.87 / 26.87	23.75–30.00	5	29.18 / 30.00	25.00–32.40
40 hrs/wk	1	30.00	—	5	29.18 / 30.00	25.00–32.40
Illinois						
20–31 hrs/wk	4	29.96 / 30.40	25.40–33.65	7	29.46 / 25.00	22.50–39.79
32–40 hrs/wk	34	27.11 / 27.20	20.19–34.00	23	28.03 / 27.40	20.19–38.61
40 hrs/wk	28	26.19 / 26.04	20.90–31.60	22	28.28 / 27.56	20.19–38.61

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Indiana						
20–31 hrs/wk	2	23.90 / 23.90	22.80–25.00	2	31.50 / 31.50	31.00–32.00
32–40 hrs/wk	26	26.03 / 24.82	20.00–39.00	14	28.76 / 28.43	23.48–34.00
40 hrs/wk	23	25.38 / 24.60	20.00–39.00	12	28.78 / 28.43	23.48–34.00
Iowa						
20–31 hrs/wk	3	25.83 / 26.00	24.04–27.46	3	28.92 / 29.70	26.29–30.77
32–40 hrs/wk	15	27.51 / 26.00	21.00–38.00	10	24.57 / 24.32	19.23–32.00
40 hrs/wk	12	27.97 / 27.41	21.00–38.00	7	24.11 / 24.00	19.23–28.75
Kansas						
20–31 hrs/wk	3	26.29 / 25.00	21.95–31.92	2	27.34 / 27.34	23.84–30.84
32–40 hrs/wk	3	25.62 / 24.64	24.50–27.70	4	24.88 / 23.75	23.00–29.00
40 hrs/wk	2	26.10 / 26.10	24.50–27.70	1	29.00	—
Kentucky						
20–31 hrs/wk	0	— / —	—	2	28.12 / 28.12	23.23–33.00
32–40 hrs/wk	13	24.69 / 25.50	19.78–28.00	6	28.14 / 27.25	24.90–32.00
40 hrs/wk	9	24.69 / 25.00	21.50–27.00	6	28.14 / 27.25	24.90–32.00
Louisiana						
20–31 hrs/wk	0	— / —	—	1	22.50	—
32–40 hrs/wk	6	25.98 / 25.35	22.39–30.45	7	26.88 / 26.77	24.00–32.10
40 hrs/wk	8	26.74 / 25.35	22.39–35.00	7	26.88 / 26.77	24.00–32.10
Maine						
20–31 hrs/wk	1	23.00	—	3	32.54 / 30.00	30.00–37.61
32–40 hrs/wk	1	20.43	—	6	26.94 / 25.25	23.63–35.53
40 hrs/wk	1	20.43	—	3	24.54 / 25.00	23.63–25.00
Maryland						
20–31 hrs/wk	1	35.67	—	0	— / —	—
32–40 hrs/wk	4	31.97 / 31.60	31.00–33.65	11	34.41 / 34.00	30.67–37.00
40 hrs/wk	3	35.70 / 32.00	31.21–43.89	11	34.41 / 34.00	30.67–37.00

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Massachusetts						
20–31 hrs/wk	2	29.35 / 29.35	29.30–29.40	2	36.16 / 36.16	34.32–38.00
32–40 hrs/wk	2	32.47 / 32.47	27.95–37.00	23	33.12 / 33.40	22.00–40.00
40 hrs/wk	2	32.47 / 32.47	27.95–37.00	16	32.70 / 33.20	22.00–40.00
Michigan						
20–31 hrs/wk	3	28.07 / 27.73	26.97–29.50	4	31.83 / 30.93	28.67–36.80
32–40 hrs/wk	22	29.28 / 29.08	23.50–35.91	17	31.37 / 31.32	25.50–37.21
40 hrs/wk	16	29.23 / 29.08	24.45–34.00	15	31.64 / 31.90	25.50–37.21
Minnesota						
20–31 hrs/wk	1	25.75	—	5	27.19 / 27.51	24.04–29.54
32–40 hrs/wk	16	26.98 / 26.99	23.00–33.00	19	30.11 / 28.85	24.60–39.83
40 hrs/wk	13	27.56 / 26.67	23.10–36.40	16	29.49 / 28.51	24.60–38.50
Mississippi						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	10	23.79 / 23.50	19.23–29.00	19	25.04 / 25.20	21.57–30.00
40 hrs/wk	8	24.12 / 23.69	19.23–29.00	18	25.24 / 25.38	22.00–30.00
Missouri						
20–31 hrs/wk	3	28.00 / 28.00	26.00–30.00	3	30.14 / 30.75	27.66–32.00
32–40 hrs/wk	18	26.69 / 26.70	19.01–34.88	19	28.27 / 28.57	12.50–35.50
40 hrs/wk	13	26.98 / 27.04	19.01–34.88	18	28.32 / 28.64	12.50–35.50
Nebraska						
20–31 hrs/wk	1	24.00	—	1	26.40	—
32–40 hrs/wk	3	29.70 / 26.20	25.77–37.14	6	27.57 / 27.64	22.00–33.65
40 hrs/wk	2	31.45 / 31.45	25.77–37.14	4	29.57 / 30.32	24.00–33.65
Nevada						
20–31 hrs/wk	1	31.00	—	2	32.75 / 32.75	32.00–33.50
32–40 hrs/wk	3	28.25 / 29.50	25.00–30.25	4	34.59 / 34.76	28.85–40.00
40 hrs/wk	2	27.25 / 27.25	25.00–29.50	4	34.59 / 34.76	28.85–40.00

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Hampshire & Vermont						
20–31 hrs/wk	1	25.00	—	2	30.42 / 30.42	29.79–31.05
32–40 hrs/wk	3	25.01 / 26.23	22.35–26.44	3	31.64 / 32.00	29.00–33.91
40 hrs/wk	3	25.01 / 26.23	22.35–26.44	1	33.91	—
New Jersey						
20–31 hrs/wk	3	32.05 / 35.00	26.00–35.16	17	34.63 / 35.55	27.96–40.00
32–40 hrs/wk	13	28.46 / 26.87	22.70–36.60	38	32.96 / 33.09	25.00–45.38
40 hrs/wk	8	27.76 / 26.01	22.90–36.60	32	32.90 / 32.98	25.00–45.38
New Mexico						
20–31 hrs/wk	0	— / —	—	2	33.00 / 33.00	33.00–33.00
32–40 hrs/wk	4	28.94 / 29.05	28.00–29.64	4	29.18 / 30.19	23.64–32.70
40 hrs/wk	4	28.94 / 29.05	28.00–29.64	4	29.18 / 30.19	23.64–32.70
New York						
20–31 hrs/wk	7	30.51 / 28.00	24.65–38.50	9	34.61 / 32.00	26.00–42.00
32–40 hrs/wk	26	31.33 / 30.88	22.86–41.25	37	32.85 / 33.00	20.00–47.00
40 hrs/wk	21	30.39 / 29.80	22.86–41.25	28	32.16 / 32.61	20.00–47.00
North Carolina						
20–31 hrs/wk	0	— / —	—	2	25.45 / 25.45	23.40–27.50
32–40 hrs/wk	9	27.39 / 26.49	24.41–31.25	38	27.69 / 28.17	21.63–35.02
40 hrs/wk	10	26.82 / 26.49	21.63–31.25	37	27.59 / 28.00	21.63–35.02
North Dakota & South Dakota						
20–31 hrs/wk	1	25.12	—	0	— / —	—
32–40 hrs/wk	5	26.33 / 24.97	19.14–33.74	4	32.23 / 32.74	26.59–36.86
40 hrs/wk	5	26.33 / 24.97	19.14–33.74	3	33.44 / 36.86	26.59–36.86
Ohio						
20–31 hrs/wk	9	25.65 / 25.00	20.19–32.00	5	27.90 / 27.55	25.00–31.19
32–40 hrs/wk	27	26.99 / 27.04	21.63–34.31	22	29.15 / 29.16	24.47–34.58
40 hrs/wk	22	26.73 / 26.83	21.63–34.31	18	29.23 / 29.26	24.47–34.58

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

State	2014			2017		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oklahoma						
20–31 hrs/wk	1	29.50	—	2	36.75 / 36.75	28.50–45.00
32–40 hrs/wk	6	28.32 / 28.71	23.75–32.63	22	29.90 / 30.73	24.08–36.00
40 hrs/wk	7	28.27 / 28.70	23.75–32.63	19	30.20 / 30.87	24.08–36.00
Oregon						
20–31 hrs/wk	2	32.08 / 31.25	31.25–32.90	1	35.00	—
32–40 hrs/wk	9	28.99 / 30.00	22.38–34.16	9	32.52 / 32.00	25.78–44.60
40 hrs/wk	8	29.82 / 30.24	25.27–34.16	6	32.41 / 29.89	25.78–44.60
Pennsylvania						
20–31 hrs/wk	7	27.37 / 27.15	23.00–31.00	4	24.99 / 23.92	22.72–29.38
32–40 hrs/wk	18	27.51 / 28.31	21.26–32.50	26	31.60 / 32.43	20.00–42.00
40 hrs/wk	13	27.46 / 28.61	21.26–32.50	20	31.67 / 32.43	20.00–37.17
Rhode Island						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	1	36.53	—	2	35.63 / 35.63	33.00–38.25
40 hrs/wk	1	36.53	—	2	35.63 / 35.63	33.00–38.25
South Carolina						
20–31 hrs/wk	2	32.50 / 32.50	24.50–40.50	2	26.72 / 26.72	26.00–27.44
32–40 hrs/wk	22	26.72 / 27.46	21.00–31.25	40	28.10 / 28.43	21.50–47.00
40 hrs/wk	18	26.31 / 26.94	21.00–31.25	35	28.30 / 28.45	21.50–47.00
Tennessee						
20–31 hrs/wk	4	24.52 / 24.00	19.98–30.15	3	25.59 / 24.76	22.00–30.00
32–40 hrs/wk	11	25.38 / 25.07	21.89–29.65	7	27.30 / 25.37	23.32–32.69
40 hrs/wk	10	25.32 / 24.04	21.89–29.65	7	27.30 / 25.37	23.32–32.69
Texas						
20–31 hrs/wk	0	— / —	—	10	31.07 / 31.98	25.50–35.53
32–40 hrs/wk	31	27.61 / 28.00	20.80–35.00	72	29.37 / 29.52	22.00–39.00
40 hrs/wk	23	27.83 / 27.63	22.24–35.00	63	29.10 / 28.90	22.00–36.00

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

State	2014			2017		
	<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	3	25.73 / 25.73	23.00–31.25	3	27.33 / 27.00	24.40–30.59
40 hrs/wk	3	25.73 / 25.73	23.00–31.25	2	28.80 / 28.80	27.00–30.59
Utah						
20–31 hrs/wk	0	— / —	—	1	31.00	—
32–40 hrs/wk	6	26.40 / 25.60	21.68–32.50	2	24.77 / 24.77	23.10–26.44
40 hrs/wk	3	27.89 / 29.50	21.68–32.50	2	24.77 / 24.77	23.10–26.44
Virginia						
20–31 hrs/wk	2	29.00 / 29.00	29.00–29.00	0	— / —	—
32–40 hrs/wk	9	29.09 / 29.81	24.40–32.00	16	29.43 / 29.95	24.51–33.18
40 hrs/wk	7	29.27 / 29.81	24.40–31.14	13	29.88 / 30.04	24.51–33.18
Washington						
20–31 hrs/wk	3	27.73 / 26.00	21.70–35.50	1	28.53	—
32–40 hrs/wk	18	30.68 / 30.00	25.00–39.40	8	35.49 / 34.25	29.52–45.17
40 hrs/wk	14	31.49 / 31.38	25.75–39.26	6	34.87 / 34.25	29.75–41.00
West Virginia						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	3	21.59 / 22.45	19.68–22.65	3	29.21 / 25.06	25.06–37.50
40 hrs/wk	3	21.59 / 22.45	19.68–22.65	2	25.06 / 25.06	25.06–25.06
Wisconsin						
20–31 hrs/wk	4	27.33 / 26.56	24.43–31.76	2	27.06 / 27.06	25.50–28.61
32–40 hrs/wk	18	26.53 / 25.03	22.00–32.32	8	30.45 / 30.24	26.92–34.00
40 hrs/wk	11	27.09 / 26.75	22.00–32.32	7	30.63 / 31.25	26.92–34.00

TABLE 7.
ESRD Network Geographic Areas

Network 1	Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, Vermont
Network 2	New York
Network 3	New Jersey, Puerto Rico, Virgin Islands
Network 4	Delaware, Pennsylvania
Network 5	District of Columbia, Maryland, Virginia, West Virginia
Network 6	Georgia, North Carolina, South Carolina
Network 7	Florida
Network 8	Alabama, Mississippi, Tennessee
Network 9	Indiana, Kentucky, Ohio
Network 10	Illinois
Network 11	Michigan, Minnesota, North Dakota, South Dakota, Wisconsin
Network 12	Iowa, Kansas, Missouri, Nebraska
Network 13	Arkansas, Louisiana, Oklahoma
Network 14	Texas
Network 15	Arizona, Colorado, New Mexico, Nevada, Utah, Wyoming
Network 16	Alaska, Idaho, Montana, Oregon, Washington
Network 17	American Samoa, Guam, Hawaii, Northern California, Northern Mariana Islands
Network 18	Southern California