



STATE OF WASHINGTON
DEPARTMENT OF HEALTH

NURSING EDUCATION PROGRAMS
2020-2021 SUPPLEMENTAL ANNUAL SCHOOL REPORT
Faculty Salaries

DOH 669-269 (Revised May 2021)
Public Health – *Always Working for a Safer and Healthier Washington*

Acronyms

AD-RN	.....	Associate Degree in Nursing – Registered Nurse
AD-MS	.....	Associate Degree in Nursing to Masters of Nursing
ARNP	.....	Advanced Registered Nurse Practitioner
BSN	.....	Bachelor of Science in Nursing – Registered Nurse
PN	.....	Licensed Practical Nurse
PN-RN	.....	Licensed Practical Nurse to Associate Degree in Nursing Programs
GE	.....	Graduate Entry Programs – Registered Nurse
MSN	.....	Master of Science Nursing
NCLEX®	.....	National Council Licensure Examination
NCQAC	.....	Nursing Care Quality Assurance Commission
RN	.....	Registered Nurse
RNB	.....	Registered Nurse Bachelor (Bachelor’s degree programs for licensed RNs)
PMC	.....	Post Master’s Certificate Nurse
DNP	.....	Doctorate of Nursing Practice
MN	.....	Masters of Nursing
MS	.....	Master of Science
NA		Nursing Assistant

Nursing Programs Supplemental Annual Report
Faculty Salaries

2020-2021 ACADEMIC YEAR

Introduction

The Nursing Care Quality Assurance Commission (NCQAC) requires all nursing education programs to provide information annually [WAC 246-840-520(3)]. This report summarizes 2020-2021 academic year survey data from approved Washington State nursing programs. The initial data was validated and updated.

This report combines results from two different surveys; the in state prelicensure nursing program survey administered by the National Council of State Boards of Nursing (NCSBN), and the in state post-licensure program survey administered by the NCQAC.

Twelve universities and 29 community and technical colleges (CTC) with approved nursing schools in Washington State completed the pre-licensure and post-licensure surveys as applicable.

This report will combine updated and validated prelicensure and post-licensure faculty salary information provided by nursing schools in the state of Washington.

Faculty Salary

A barrier to successful recruitment and retention of nursing faculty members is inadequate compensation. Respondents answered the following questions.

What are the contract lengths and associated salary ranges for your full-time nursing faculty? The largest number of programs reported nine-month contracts and the average salary ranges for nine-month contracts at community colleges and universities are reported below.

Community and Technical College nursing programs completed the negotiations between the labor unions and college administration regarding the HB 2158 funds to be used for increasing nurse educator support. The bill became effective 7.28.2019 and had the goal to increase nurse educator salaries by 26.5%.

Table 1 provides full time nine month faculty ranges comparing 2019-2020 to 2020-2021. The Community and Technical College faculty members' average salaries increased in all categories. The low end of the range for CTC faculty increased 8% in the last year from \$69,496 in 2019-2020 to \$76,059 2020-2021. The high end of the range increased 4% from \$91,247 last year to \$94,573 this year.

The university average nine-month salary range decreased from \$63,052 in 2019-2020 to \$61,147 this year at the low end however there was an increase at the high end from \$83,015 last year to \$102,361 this year. Fluctuations in faculty salaries will occur when full time tenured faculty with higher salaries retire and are replaced with faculty earlier in their careers with lower salaries. However, the lower salaries at the universities are concerning given the current and future needs in the nursing workforce.

Contract Length	Organization	Low 2019-2020	Low 2020-2021	High 2019-2020-	High 2020-2021
Nine-Month	Community College	\$69,496	\$76,059	\$91,247	\$94,573
Nine-Month	University	\$63,052	\$57,066	\$83,015	\$102,361

Faculty salaries are such an important topic that this supplemental report outlines a more detailed analysis. Table 2 and 3 below provide a closer look at the 2020-2021 data showing the variations in faculty salary. Table 2 provides the average ranges in salary for those faculty teaching in post-licensure programs. The universities are further divided into private and public institutions. The post-licensure community college salary range is \$77,869 to \$96,827 for faculty teaching primarily in RNB programs. The private universities have an average range that is the lowest across programs \$42,913 and their high is \$104,188. Public universities lowest salary is \$76,248 and a high of \$125,645.

	9 Months - Lowest Salary	9 Months - Highest Salary
Community College	\$77,869	\$96,827
University (Private)	\$42,913	\$104,188
University (Public)	\$76,248	\$125,645

Table 3 below provides the average ranges in salary for those faculty teaching in prelicensure programs. Further, the prelicensure faculty are displayed comparing program type. The LPN program faculty at Community Colleges low average range is \$62,562 and high is \$63,181. The community college faculty teaching in AD RN programs range is \$74,248 to \$92,319. There is less variance between private and public universities in the prelicensure programs. Private universities range is \$62,242 to \$83,237 and public universities range is \$63,186 to \$96,376.

College or University	Program Type	9 months - Lowest Salary	9 months - Highest Salary
Community College	LPN	\$62,562	\$63,181
Community College	AD RN	\$74,248	\$92,319
University (Private)	BSN	\$62,242	\$83,237
University (Public)	BSN	\$63,186	\$96,376

Discussion

The validation, update, and detailed analysis of the faculty salary data from the Nursing Program Annual Report can be used to help inform next steps in collective efforts to resolve nursing faculty shortages. The impact of the nurse educator funding to community and technical colleges from HB 2158 is still not yet fully known, but the increase in salary is anecdotally improving faculty recruitment and retention. For example, an increase in the overall numbers of faculty in CTC is likely at least partly related to the increasing salaries. We celebrate the

successes at the CTC and we must continue our efforts to support all nursing programs with appropriate salaries to recruit and retain nursing faculty in a highly competitive practice environment. We must continue to increase overall numbers of faculty as they are instrumental in providing the workforce to address increased needs of the residents of Washington State caused by the *pandemic*.