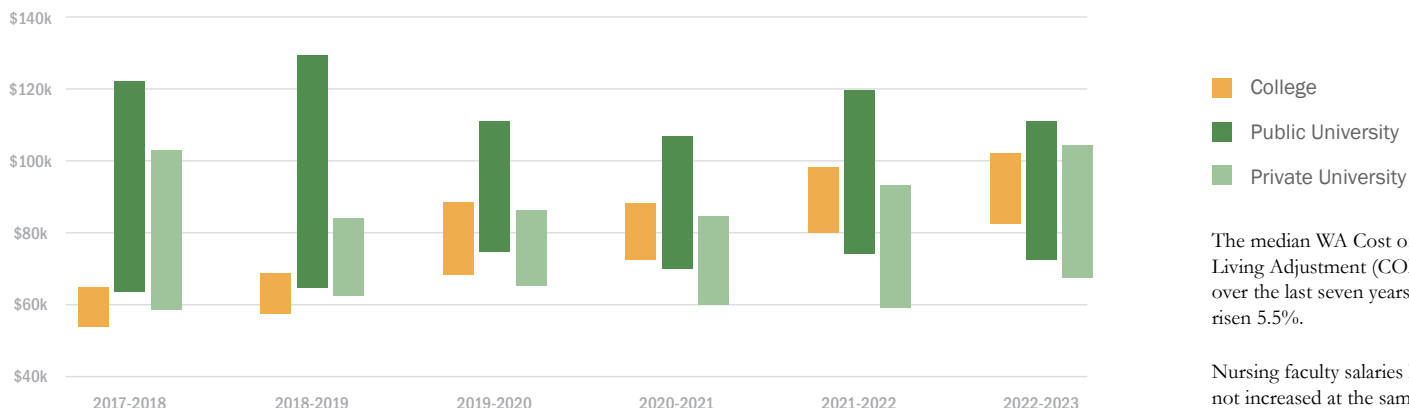


# Nursing Faculty Salaries

Higher compensation in direct care settings has been cited as a significant barrier to the successful recruitment and retention of nursing faculty members.

With increasing wages for many clinical roles in 2023, there remains a persistent and widening gap between direct care and faculty roles.

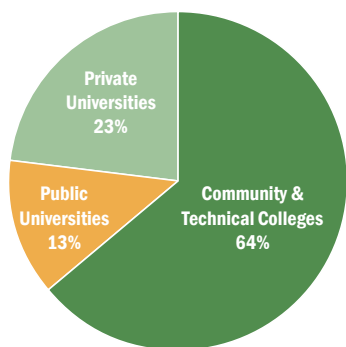
## 2022-23 Average Highest and Lowest 9-Month Salaries for Full-Time Faculty Salary by College



The median WA Cost of Living Adjustment (COLA)<sup>1</sup> over the last seven years has risen 5.5%.

Nursing faculty salaries have not increased at the same rate.

## 2022-23 Pre-Licensure Graduates by College Type



## Average 2023 Clinical Nurse Wages vs Nursing Faculty Wages in Washington<sup>2</sup> compared to California<sup>3</sup>

	Washington	California**	United States <sup>3</sup>
<b>Average 2023 Annual Wage (all professions)</b>	\$84,167	\$89,472	\$77,463
<b>Nurse Faculty</b>	\$81,940	\$108,153	\$86,530
<b>Average RN Wage</b>	\$101,670 Faculty is 24% less	\$137,690 Faculty is 27% less	\$94,480 Faculty is 8.5% less
<b>Average NP Wage</b>	\$135,590 Faculty is 65% less	\$161,540 Faculty is 49% less	\$128,490 Faculty is 33% less

NOTE: Washington Faculty roles require a master's degree or higher while the average RN wage may reflect an ADN, BSN, or higher.  
\*\* California comparison serves to illustrate a similarly high nursing wage, high cost of living environment.

## 2023 WA Faculty Vacancies

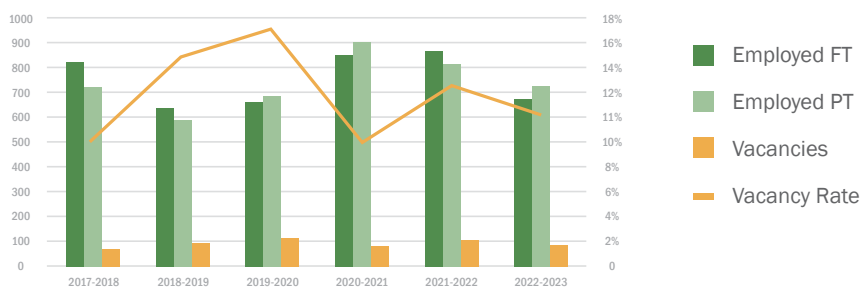
NCSBN Regulatory Guidelines and Evidence-Based Quality Indicators for Nursing Education Programs recommend:

- Consistent, full-time faculty (at least 35% of the total faculty (including all clinical adjunct, part-time, or other faculty) are employed at the institution.
- Linked to higher NCLEX pass rates, nursing program approval.
- Faculty must hold a graduate degree to teach in RN programs, with specific exemptions allowed.
- High faculty turnover and inability to recruit qualified faculty linked to poor NCLEX performance in students.

National Nursing Faculty Vacancy Rate: 7.8%  
[Nursing Faculty Shortage Fact Sheet, AACN 2024](#)  
(79.8% of these were faculty positions requiring or preferring a doctoral degree.)

Washington Pre-licensure Vacancy Rate: 11%<sup>4</sup>  
Washington Post-licensure Vacancy Rate: 15%<sup>4</sup>

## WA Faculty Vacancy Rate 2017-2023



## Faculty Retention

Academic Year	Percent Expected to Retire in 5 Years	Percent Resigned
2022-2023	19.5	5.8

\*One-third of current U.S. nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025<sup>5</sup>  
[Nursing Faculty Shortage Fact Sheet, AACN 2024](#)

<sup>1</sup>Washington Law Center. 2023-2024 Washington State Cost of Living Adjustment (COLA)

<sup>2</sup>WA Employment Security Department. 2023 Occupational Employment and Wage Estimates.  
<sup>3</sup>U.S. Bureau of Labor Statistics. 2023 Occupational Employment and Wage Estimates.

<sup>4</sup>Washington Center for Nursing. [Nurse Faculty 2023 Data Snapshot](#)  
<sup>5</sup>American Association of Colleges of Nursing. [2024 Nursing Faculty Shortage Fact Sheet](#)