## TABLE OF CONTENTS

	PAGE
Introduction	ix
Survey Methodology	ix
Response Rates	ix
Carnegie Classification Definitions	X
Definition of Terms and General Considerations Highlights	xi xii
All Full-Time Nurse Faculty Salaries	xii
Full-Time Administrative Nurse Faculty Salaries	xii
Full-Time Instructional Nurse Faculty Salaries	xii
Section A: All Full-Time Nurse Faculty	3-49
Institutional and Individual Characteristics of Respondents	5
National Totals (Academic and Calendar Year Based Salaries)	11
Academic Year Based Salaries	18
Calendar Year Based Salaries	34
Section B: Full-Time Administrative Nurse Faculty	
Institutional and Individual Characteristics of Respondents	51-64
National Totals (Academic and Calendar Year Based Salaries)	55
Academic Year Based Salaries	59
Calendar Year Based Salaries	62
Section C: Full-Time Instructional Nurse Faculty	
Institutional and Individual Characteristics of Respondents	65-103
National Totals (Academic and Calendar Year Based Salaries)	70
Academic Year Based Salaries	72
Calendar Year Based Salaries	88
Section D: Full-Time Nurse Practitioner Faculty	105-109
Section E: Full-Time Clinical Nurse Faculty	111-113

### LIST OF TABLES

		PAGE	
SECTION A: ALL FULL-TIME NURSE FACULTY			
Table 1.	All Full-Time Nurse Faculty: Institutional Characteristics of Member and Nonmember Respondents	5	
Table 2a.	All Full-Time Nurse Faculty: Selected Characteristics of Member and Nonmember Respondents	6	
Table 2b.	Selected Characteristics of Underrepresented Minority Nurse Faculty	8	
Table 3.	Number of Part-Time Nurse and Nonnurse Faculty by Membership Status	9	
Table 4.	Doctorally Prepared Nurse and Nonnurse Faculty in Participating Member Schools by Year, 1979 to 2022	10	
Table 5.	Academic and Calendar Year: Mean and Median Salaries for All Full-Time Nurse Faculty by Rank and Degree Level, 2022-2023	11	
Table 6.	Academic and Calendar Year: Minimum and Maximum Salaries for All Full-Time Nurse Faculty by Rank and Degree Level, 2022-2023	12	
Table 7.	Academic and Calendar Year: Percentile Salaries for All Full-Time Nurse Faculty by Rank and Degree Level, 2022-2023	13	
Table 8a.	Academic and Calendar Year: Mean Salaries and Percentage Change in Salary for All Full-Time Nurse Faculty by Rank and Degree Level, 2020-2022 and 2022-2023	14	
Table 8b.	Academic and Calendar Year: Mean Salaries and Percentage Change in Salary for All Full-Time Nurse Faculty by Type of Institution, Rank, and Degree Level, 2020-2022 and 2022-2023	15	
Table 9.	Academic Year: Salaries for All Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	16	
Table 10.	Calendar Year: Salaries for All Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	17	
Table 11.	Academic Year: Salaries for All Full-Time Nurse Faculty in the North Atlantic Region by Rank, Type of Institution, and Degree Level	18	
Table 12.	Academic Year: Salaries for All Full-Time Nurse Faculty in the Midwestern Region by Rank, Type of Institution, and Degree Level	19	
Table 13.	Academic Year: Salaries for All Full-Time Nurse Faculty in the Southern Region by Rank, Type of Institution, and Degree Level	20	
Table 14.	Academic Year: Salaries for All Full-Time Nurse Faculty in the Western Region by Rank, Type of Institution, and Degree Level	21	
Table 15.	Academic Year: Salaries for All Full-Time Nurse Faculty in Universities by Rank, Type of Institution, and Degree Level	22	

Table 16.	Academic Year: Salaries for All Full-Time Nurse Faculty in Colleges by Rank, Type of Institution, and Degree Level	23
Table 17.	Academic Year: Salaries for All Full-Time Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level	24
Table 18.	Academic Year: Salaries for All Tenured Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	25
Table 19.	Academic Year: Salaries for All Tenure Track/Nontenured Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	26
Table 20.	Academic Year: Salaries for All Nontenure Track Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	27
Table 21.	Academic Year: Salaries for All Full-Time Nurse Faculty with Undergraduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	28
Table 22.	Academic Year: Salaries for All Full-Time Nurse Faculty with Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	29
Table 23.	Academic Year: Salaries for All Full-Time Nurse Faculty with Both Undergraduate and Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	30
Table 24.	Academic Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Baccalaureate Program Only by Rank, Type of Institution, and Degree Level	31
Table 25.	Academic Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Master's Program and without a Doctoral Program by Rank, Type of Institution, and Degree Level	32
Table 26.	Academic Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Doctoral Program by Rank, Type of Institution, and Degree Level	33
Table 27.	Calendar Year: Salaries for All Full-Time Nurse Faculty in the North Atlantic Region by Rank, Type of Institution, and Degree Level	34
Table 28.	Calendar Year: Salaries for All Full-Time Nurse Faculty in the Midwestern Region by Rank, Type of Institution, and Degree Level	35
Table 29.	Calendar Year: Salaries for All Full-Time Nurse Faculty in the Southern Region by Rank, Type of Institution, and Degree Level	36
Table 30.	Calendar Year: Salaries for All Full-Time Nurse Faculty in the Western Region by Rank, Type of Institution, and Degree Level	37
Table 31.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Universities by Rank, Type of Institution, and Degree Level	38
Table 32.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Colleges by Rank, Type of Institution, and Degree Level	39
Table 33.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level	40

**PAGE** 

	Elot of Tribles, Coldinger	PAGE
Table 34.	Calendar Year: Salaries for All Tenured Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	41
Table 35.	Calendar Year: Salaries for All Tenure Track/Nontenured Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	42
Table 36.	Calendar Year: Salaries for All Nontenure Track Full-Time Nurse Faculty by Rank, Type of Institution, and Degree Level	43
Table 37.	Calendar Year: Salaries for All Full-Time Nurse Faculty with Undergraduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	44
Table 38.	Calendar Year: Salaries for All Full-Time Nurse Faculty with Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	45
Table 39.	Calendar Year: Salaries for All Full-Time Nurse Faculty with Both Undergraduate and Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	46
Table 40.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Baccalaureate Program Only by Rank, Type of Institution, and Degree Level	47
Table 41.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Master's Program and without a Doctoral Program by Rank, Type of Institution, and Degree Level	48
Table 42.	Calendar Year: Salaries for All Full-Time Nurse Faculty in Institutions with a Doctoral Program by Rank, Type of Institution, and Degree Level	49
SECTION B:	FULL-TIME ADMINISTRATIVE NURSE FACULTY	
Table 43.	Full-Time Administrative Nurse Faculty: Institutional Characteristics of Member and Nonmember Respondent Schools	53
Table 44.	Full-Time Administrative Nurse Faculty: Selected Characteristics of Member and Nonmember Respondents	54
Table 45.	Academic Year: Salaries for Full-Time Administrative Nurse Faculty by Rank, Title, and Degree Level	55
Table 46.	Calendar Year: Salaries for Full-Time Administrative Nurse Faculty by Rank, Title, and Degree Level	56
Table 47.	Academic and Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Rank, Title, and Degree Level	57
Table 48.	Academic and Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Title	58
Table 49.	Academic Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Region and Title	59

		PAGE
Table 50.	Academic Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Type of Institution and Title	60
Table 51.	Academic Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by University or College and Title	61
Table 52.	Academic Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Academic Health Center Affiliation and Title	61
Table 53.	Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Region and Title	62
Table 54.	Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Type of Institution and Title	63
Table 55.	Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by University or College and Title	64
Table 56.	Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Faculty by Academic Health Center Affiliation and Title	64
SECTION (	C: FULL-TIME INSTRUCTIONAL NURSE FACULTY	
Table 57.	Full-Time Instructional Nurse Faculty: Institutional Characteristics of Member and Nonmember Respondents	67
Table 58.	Full-Time Instructional Nurse Faculty: Selected Characteristics of Member and Nonmember Respondents	68
Table 59.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	70
Table 60.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	71
Table 61.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty in the North Atlantic Region by Rank, Type of Institution, and Degree Level	72
Table 62.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty in the Midwestern Region by Rank, Type of Institution, and Degree Level	73
Table 63.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty in the Southern Region by Rank, Type of Institution, and Degree Level	74
Table 64.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty in the Western Region by Rank, Type of Institution, and Degree Level	75
Table 65.	Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Universities by Rank, Type of Institution, and Degree Level	76

Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Colleges by Rank, Type of Institution, and Degree Level	77
Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level	78
Academic Year: Salaries for Tenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	79
Academic Year: Salaries for Tenure Track/Nontenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	80
Academic Year: Salaries for Nontenure Track Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	81
Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Undergraduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	82
Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	83
Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Both Undergraduate and Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	84
Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Baccalaureate Program Only by Rank, Type of Institution, and Degree Level	85
Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Master's Program and without a Doctoral Program by Rank, Type of Institution, and Degree Level	86
Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Doctoral Program by Rank, Type of Institution, and Degree Level	87
Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the North Atlantic Region by Rank, Type of Institution, and Degree Level	88
Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the Midwestern Region by Rank, Type of Institution, and Degree Level	89
Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the Southern Region by Rank, Type of Institution, and Degree Level	90
Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the Western Region by Rank, Type of Institution, and Degree Level	91
Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Universities by Rank, Type of Institution, and Degree Level	92
	Colleges by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Tenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Tenure Track/Nontenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Nontenure Track Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Undergraduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty with Both Undergraduate and Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Baccalaureate Program Only by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Master's Program and without a Doctoral Program by Rank, Type of Institution, and Degree Level  Academic Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Doctoral Program by Rank, Type of Institution, and Degree Level  Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the North Atlantic Region by Rank, Type of Institution, and Degree Level  Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the Midwestern Region by Rank, Type of Institution, and Degree Level  Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in the Southern Region by Rank, Type of Institution, and Degree Level

**PAGE** 

	EIST OF TABLES, CONTINUED	PAGE
Table 82.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Colleges by Rank, Type of Institution, and Degree Level	93
Table 83.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with an Academic Health Center by Rank, Type of Institution, and Degree Level	94
Table 84.	Calendar Year: Salaries for Tenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	95
Table 85.	Calendar Year: Salaries for Tenure Track/Nontenured Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	96
Table 86.	Calendar Year: Salaries for Nontenure Track Full-Time Instructional Nurse Faculty by Rank, Type of Institution, and Degree Level	97
Table 87.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty with Undergraduate Teaching Responsibilities Only by Rank, Type of Institution, and Degree Level	98
Table 88.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty with Graduate Teaching Responsibilities Only by Rank, Type of Institution, and Degree Level	99
Table 89.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty with Both Undergraduate and Graduate Teaching Responsibilities by Rank, Type of Institution, and Degree Level	100
Table 90.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Baccalaureate Program Only by Rank, Type of Institution, and Degree Level	101
Table 91.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Master's Program and without a Doctoral Program by Rank, Type of Institution, and Degree Level	102
Table 92.	Calendar Year: Salaries for Full-Time Instructional Nurse Faculty in Institutions with a Doctoral Program by Rank, Type of Institution, and Degree Level	103
SECTION D:	FULL-TIME NURSE PRACTITIONER FACULTY	
Table 93.	Academic and Calendar Year: Salaries for Full-Time Instructional Nurse Practitioner Faculty by Rank and Degree Level	107
Table 94.	Academic and Calendar Year: Salaries for Full-Time Administrative Nurse Practitioner Faculty by Rank and Degree Level	108
Table 95.	Academic and Calendar Year: Percentile Salaries for Full-Time Administrative Nurse Practitioner Faculty by Title	109

	LIST OF TABLES, CONTINUED	PAGE
SECTION E:	FULL-TIME CLINICAL NURSE FACULTY	
Table 96.	Academic and Calendar Year: Salaries for Full-Time Clinical Nurse Faculty by Rank and Degree Level	113
	LIST OF FIGURES	
Figure 1.	Mean Age of Full-Time Doctorally Prepared Nurse Faculty by Rank, 2013–2022	1
Figure 2.	Mean Age of Full-Time Master's Prepared Nurse Faculty by Rank, 2013–2022	1
Figure 3.	Percentage of Full-Time Nurse Faculty by Degree Type, 2013-2022	1
Figure 4.	Percentage of Full-Time Nurse Faculty who Are Men, 2013-2022	2
Figure 5.	Percentage of Full-Time Nurse Faculty who Are Underrepresented Minorities, 2013–2022	2
Figure 6.	Age Distribution of Full-Time Nurse Faculty in 942 Institutions, 2022–2023	9
	APPENDIX	
Appendix A.	List of Schools with Baccalaureate and/or Graduate Programs in Nursing That Provided Faculty Salary Data for This Report	115