

Technical Notes for Dean and Directors Council

The data were reported from the SCHA 2006 Compensation Survey and reflected wages and salaries that were in effect as of January 1st, 2006. Seventy-eight hospitals were surveyed in South Carolina and forty responded, for a response rate of 51%. Additionally, thirteen neighboring healthcare facilities in North Carolina and Georgia were surveyed. One responded, providing a total of 41 respondents and an overall response rate of 45%. The distribution of facilities is listed below.

Respondents by Total Gross Patient Revenue Group:

Up to \$24 million	9	(22%)
\$24 - \$74 million	12	(29%)
\$75 - \$124 million	1	(2%)
\$125 - \$200 million	2	(5%)
Over \$200 million	<u>17</u>	<u>(42%)</u>
	41	(100%)

Respondents by Bedsize Group:

0-99 beds	16	(39%)
100-199 beds	10	(24%)
200-299 beds	6	(15%)
300-499 beds	5	(12%)
500+ beds	<u>4</u>	<u>(10%)</u>
	41	(100%)

The data from the SCHA 2007 Compensation Survey are now available.

The firm of Dixon Hughes managed the data collection , performed high level analytical procedures of the survey results to assist SCHA in confirming the integrity of the information, and oversaw efforts to ensure confidentiality of the individual participants in the study. As always, the data collected in this effort is confidential and no information that would identify an individual or facility will be released.

Salary Comparisons for CCNI – 2006 Data

I. Management Positions

Director of Nursing Service

This position is typically reported by smaller hospitals. Has responsibility for administering nursing activities throughout the hospital to ensure that the highest level of patient care is provided. Evaluates the effectiveness of nursing care and staff development. Keeps informed of nursing care trends and developments. Reports to CEO/COO.

Overall Average: \$96,232
75th Percentile: \$102,024
Maximum: \$205,817

Director of Nursing/Clinical Director

This position is typically reported by large hospitals. Responsible for nursing activities in multiple clinical areas and reports to either the Chief Nurse Executive.

Overall Average: \$92,494
75th Percentile: \$110,440
Maximum: \$144,644

Administrative Nursing Supervisor

Represents Administration during a specified tour of duty. Responsible for responding to any need in the hospital and marking appropriate disposition. May also be called House Supervisor or Shift Supervisor.

Overall Average: \$65,076
75th Percentile: \$71,000
Maximum: \$79,000

Head Nurse/Nurse Manager

Department Head. Manages and supervises the activities of an assigned nursing unit to include supervision of the nursing staff, assurance that nursing care provided meets patient needs, and financial responsibility. Has a 24-hour responsibility.

Overall Average: \$75,774
75th Percentile: \$83,063
Maximum: \$93,954

Clinical Nurse Specialist/Coordinator

Requires a Masters Degree in Clinical Nursing. Primary role includes: patient and staff teaching, researching, handling and teaching complex clinical problems, setting the standards of patient care, and assuring staff competency.

Overall Average: \$68,029
75th Percentile: \$73,029
Maximum: \$80,224

Director of Quality Assurance

Responsible for planning, directing, and controlling the activities of personnel involved in reviewing patient care, hospital utilization, and infection control in accordance with outside agency guidelines. Develops and implements programs designed to assess and review the quality of patient care provided. Maintains appropriate records and ensures adherence to guidelines.

Overall Average: \$79,382
75th Percentile: \$94,224
Maximum: \$104,437

II. Non-Management Positions

In-Service Instructor

A registered professional nurse responsible for organizing, implementing, and evaluating staff development programs of the Nursing Department.

Overall Average (without diffs): \$59,051
Maximum: \$66,601

Nurse Practitioner

A registered nurse practitioner licensed under the Nurse Practice Act who provides diagnostic, assessment and the therapeutic services within established protocols and under supervision of a physician. May have prescriptive authority.

Overall Average (without diffs): \$73,216
Maximum: \$84,780

Staff Nurse

Provides professional patient care according to established standards, Institutional policy and procedures. Reports for the lowest level of staff nurse only.

Overall Average (without diffs)	\$54,163
Maximum:	\$63,814

Staff CRNA

Administers anesthesia to patients under the direction of anesthesiologist or in the event no anesthesiologist is on hospital staff, under the direction of the surgeon. Also makes pre-op rounds. Must be credentialed and licensed annual both as an RN and CRNA.

Overall Average (without diffs):	\$143,499
Maximum:	\$171,766

South Carolina League for Nursing
 Summary of Data from Survey of Nursing Education Programs
 Fall 2004 through Fall 2007

	Fall 2004	Fall 2005	Fall 2006	Fall 2007
PN Admitted	414	532	581	627
ADN Admitted	915	835	845	984
BSN Admitted	726	655	717	637
RN-BSN Admitted	149	189	158	166
MSN Admitted	42	145	108	92
DNP Admitted		3	20	9
PhD Admitted	8	6	7	15
Yr 1 PN	612	583	859	869
Yr 2 PN	63	67	57	54
Total PN	677	650	916	923
Yr 1 ADN	1491	1601	1485	1804
Yr 2 ADN	951	1021	1003	1039
Total ADN	2442	2621	2488	2843
Yr 1 BSN	727	455	519	621
Yr 2 BSN	748	697	587	695
Yr 3 BSN	609	582	636	731
Yr 4 BSN	557	448	596	803
Total BSN	2641	2182	2338	2850
RN-BSN	287	276	261	266
MSN	282	271	297	211
DNP		30	53	53
PhD	38	39	35	40
PN Wait List	126	113	28	58
PN/ADN Wait List	568	1055	230	
ADN Wait List	335	227	851	875
BSN Wait List	478	345	262	91
FT Faculty Positions	423	445	484.5	495.5
FT Vacancies	32	34	50	40.5
# FT Faculty	380	408	424.5	455
# PT Faculty	237	226	235	218.5
Retirements-5 Yrs	62	74	70	71

South Carolina Critical Needs Nursing Initiative Act
Discussion Paper for FY 2008-09

Background

Nursing leaders from both academic and service sectors across South Carolina convened a statewide summit in summer 2006 to address the current and continuing nursing shortage. Other key stakeholders in attendance represented the SC Legislature, the State Technical Education Office, lobbyists from the three research universities, the SC Department of Labor, SC Hospital Association, SC Nurses Association, SC League for Nursing, SCAHEC, SC Office of Research and Statistics, SC Rural Health Association, BCBS Foundation, and others. The outcome of this summit was the development of the *One Voice One Plan* consortium and resulting legislation entitled: *The SC Critical Needs Nursing Initiative Act (CNNIA)*. The SC Hospital Association led the legislative effort to introduce and pass this legislation. The Act was signed into law on 6/15/07, with \$1,000,000 of the \$11,000,000 in requested appropriations being allocated for distribution toward nursing faculty salary enhancement during this fiscal year.

As information, full text copy of the legislation is available at
http://www.scstatehouse.net/sess117_2007-2008/bills/657.htm

The CNNIA addresses the nursing shortage by providing for (in order of priority):

- Nursing faculty salary increases (\$6 million)
- New nursing faculty positions (\$1,092,000)
- Scholarships and stipends for nurses seeking advanced degrees (\$1,575,000)
- Establishment of the Office for Health Care Workforce Research (\$750,000)
- Support for simulation technology (\$2,000,000)

The legislation was structured so that the first \$6,000,000 in state appropriations is to be applied to the first priority of nursing faculty salary increases.

Suggested Distribution Methodology for Nursing Faculty Salary Enhancements

Senate Bill 657 (Act. No. 49 of 2007), entitled "South Carolina Critical Needs Nursing Initiative Act," became law at the end of the 2006-2007 legislative sessions. Although the legislation was not fully funded for the requested \$11 million a related portion of the law was funded in FY 2007-08 per budget proviso 5A.27 which directs \$1,000,000 in funds for a "Critical Needs Nursing Initiative Act" for nurse faculty salary enhancements. The proviso is copied below.

5A.27. (CHE: Critical Needs Nursing Initiative Act) The funds appropriated to the Commission on Higher Education for the Critical Needs Nursing Initiative shall be used for nursing faculty salary enhancements. The commission, upon consultation with members of the Advisory Committee on Academic Programs (ACAP) from institutions with accredited nursing programs and the chairperson, or designee, of the South Carolina Council of Deans and Directors in Nursing Education, shall determine and distribute the funds to the institutions where such faculty are employed. The governing body of the institution, pursuant to its procedures, shall then allocate these enhancements among its affected faculty in such amounts as it determines appropriate consistent with their salary guidelines.

The permanent legislation will be used to inform the recommendation for distribution of the funds provided for FY 2007-08. Copied below is the relevant portion of the permanent legislation relating to faculty salary enhancements.

Section 59-110-40. (A) From the Critical Needs Nursing Initiative Act fund based on available funds, it is the intent of the General Assembly that faculty salary enhancements be provided for nursing faculty at accredited nursing programs at the public institutions of higher learning at the two-year, four-year, and graduate levels. This enhancement is intended to bring salaries for nursing faculty within the average for the geographic area in which the State of South Carolina competes for nursing faculty. Salary enhancements shall be based on a twelve-month appointment and prorated for nine-month appointments.

(B) In regard to these faculty salary enhancements, the Commission on Higher Education, upon consultation with members of the Advisory Committee on Academic Programs (ACAP) from institutions with accredited nursing programs

and the chairperson, or designee, of the South Carolina Council of Deans and Directors in Nursing Education, shall determine and distribute funds from the Critical Needs Nursing Initiative Fund to the institutions where such faculty are employed. The governing body of the institution pursuant to its procedures shall then allocate these enhancements among its affected faculty in such amounts as it determines appropriate consistent with the guidelines of this chapter.

From the legislation relating to salary enhancements, it is understood that:

- The legislation applies to all full-time nursing faculty at public institutions in associate and higher levels of degree programs;
- Participating institutions are public institutions with accredited nursing RN programs;
- The enhancements must be applied to nurse faculty salaries and are intended to bring salaries for nursing faculty within the average for the geographic area in which the State of South Carolina competes for nursing faculty;
- The salary enhancement should be made by the institutions based on a twelve-month appointment and prorated for nine-month and other less-than-year appointments.

With regard to this language in the legislation: ***“This enhancement is intended to bring salaries for nursing faculty within the average for the geographic area in which the State of South Carolina competes for nursing faculty,”*** – the intent of the nursing leaders who led this project was that there is a pressing need to bring nursing faculty salaries to a more competitive level with nurses working in the clinical sector. This was based on numerous documents supporting the fact that nursing faculty, on the average, make considerably less than that of clinical or service-based nurses with the same or less educational preparation.

Data from the 2005 State Board of Nursing for SC and Office of Research and Statistics, South Carolina Budget and Control Board show 64.4% of registered nurses working in the state are employed in the hospital setting; and based on the fact that the best and only currently available aggregate salary data for South Carolina Registered Nurses (RNs) working in the clinical sector is provided by the South Carolina Hospital

Association (SCHA) – salary comparisons between nursing faculty members in SC with those of similar educational preparation working in SC hospitals will be used. The annual SCHA Compensation Survey of hospitals throughout the state was conducted in 2006 by the firm of Dixon Hughes and data were reported in the aggregate.

Using a frequently used strategy, the Commission on Higher Education (CHE) pulled faculty salary data for comparative purposes across “peer institutions.” These institutions are similar to SC public institutions. MGT of America, in a study conducted in June 2000, validated these “peer institutions” for each individual institution and grouped them into sectors (technical colleges; regional two-year institutions; comprehensive teaching institutions; research universities). CHE staff has collected updated nursing faculty salary data by sector and by instructional rank. These salary data are the same data used by the College and University Professional Association (CUPA), the national salary collection data instrument used in higher education. Additional faculty salary data reported in the 2006 CHEMIS database are used for determining the average SC faculty salary by rank and institution type.

The comparison of faculty salary averages and hospital-based nursing salary averages is presented in Table 1.

Table 1 – Salary Comparisons between South Carolina Nursing Educators and South Carolina Hospital-Based Registered Nurses

Institution Type	Faculty Rank	Minimum Degree Required	CUPA Average Faculty 9-month Salary*	SC Average Faculty 9-month Salary**	Corresponding Hospital/Clinical Role	Minimum Degree Required	SC Average Clinical Salary*** (prorated 9-month)	Differenc In SC Salaries
Research Sector	Professor	PhD	\$99,967	\$87,052	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	\$15,877
	Associate Professor	PhD	\$75,878	\$66,200	Director of Nursing Service	BSN (although most hold	\$72,175	(\$5,975)

						the MSN)		
	Assistant Professor	PhD	\$61,993	\$56,809	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$15,366)
	Instructor	PhD	\$58,452	\$58,118	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$14,057)
Teaching Sector	Professor	MSN or PhD (depending on the institution)	\$72,568	\$67,250	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$4,925)
					Clinical Director	BSN or MSN	\$69,370	(\$2,120)
					CRNA	MSN	\$107,624	(\$40,374)
	Associate Professor	MSN or PhD (depending on the institution)	\$63,920	\$60,202	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$11,973)
					Clinical Director	BSN or MSN	\$69,370	(\$9,168)
					CRNA	MSN	\$107,624	(\$47,422)
	Assistant Professor	MSN or PhD (depending on the institution)	\$52,706	\$53,366	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$18,809)
					Clinical Director	BSN or MSN	\$69,370	(\$16,004)
					CRNA	MSN	\$107,624	(\$54,258)
	Instructor	MSN	\$48,497	\$46,455	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$25,720)

					Clinical Director	BSN or MSN	\$69,370	(\$22,915)
					CRNA	MSN	\$107,624	(\$61,169)
Technical College Sector	Instructor	MSN	\$48,791	\$48,894	Director of Nursing Service	BSN (although most hold the MSN)	\$72,175	(\$25,281)
					Clinical Director	BSN or MSN	\$69,370	(\$20,476)
					CRNA	MSN	\$107,624	(\$58,730)

*Faculty Salary Data from the SC Commission on Higher Education, using College & University Professional Association (CUPA) national salary collection data

**SC Faculty Salary Data from the S Commission on Higher Education, 2006 CHEMIS database

***Clinical Sector Nursing Salary Data from the 2006 SC Hospital Association Compensation Survey

Data presented in Table 1 confirm that South Carolina nursing faculty are facing the same salary issues as those at the national level – nursing faculty members, on average, earn considerably less than their peers in hospital-based settings with equal or less educational preparation.

The intent of the *One Voice, One Plan* consortium was that **each full-time nursing faculty member** working in a public nursing program in South Carolina would be allocated a **\$15,000/year increase** in his/her base salary. Based on an estimated 400 full-time nursing faculty members in the fall of 2006, this equaled an allocation of \$6,000,000 per year. (Data from the Fall 2006 CHEMIS reported 373 total full-time faculty employed, with the SC Deans and Directors reporting **approximately 52** unfilled nursing faculty FTEs for Fall 2006).

Given that there was \$1,000,000 in funding this year, the suggested methodology for this fiscal year was to allocate the total amount available by the total number of faculty (weighted for a 12-month appointment equal to 1 FTE and less-than-twelve-month appointments at less than 1 FTE.) Each institution received the indicated portion by this methodology, and it would be expected that institutions would then apply the funds received across nursing faculty in such a manner as to promote the intended goal

expressed in the permanent legislation of bringing faculty salaries in South Carolina to the averages of peer institutions in areas where South Carolina's institutions compete for faculty.

The appropriation of \$6,000,000 is being requested through recurring state funding to support the salary base of the approximate 400 nursing faculty members currently teaching in South Carolina registered nurse educational programs. Any recurring and/or additional allocations would be disbursed equally among the institutions using the one-time formula based on head-count determined through the Fall 2006 CHEMIS database.

Recommendation

The CHE staff recommends that the Committee on Academic Affairs and Licensing commend favorably to the Commission adoption of the distribution methodology proposed above.