NEGOTIATING PRACTICES AMONG NURSE PRACTITIONERS: IS THERE A GENDER COMPONENT AND DOES IT AFFECT SALARY?

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We’re committed to research for a reason.
Gender wage gaps have been reported in the literature for decades (Dittrich, Knabe & Leipold, 2014).

Data from research studies and census reports continue to confirm the fact that males experience more advancement opportunities at every stage of career development (McCann, 2017).

There is scant research on salary differences in nurse practitioners based on gender. Availability of such data could facilitate more informed salary negotiation practices of nurse practitioners.
The purpose of this research was to:

- Examine negotiation practices among nurse practitioners
- Determine factors associated with the negotiation process
- Evaluate the effects of gender on negotiation
Review of the literature was performed prior to beginning the research.

A 28 item survey was developed and reviewed by nurse practitioners for clarity and readability.

IRB approval was obtained from UL Lafayette.

Research project was reviewed and approved by the AANP Research Committee.

Data collection occurred during the AANP National Conference in June of 2018.

Coding data and entering data occurred during the months of July, August, and September of 2018.

Data analysis is ongoing.
### RESULTS

<table>
<thead>
<tr>
<th>Gender (n)</th>
<th>Age</th>
<th>Hrs p/wk</th>
<th>Yrs of Practice</th>
<th>Salary</th>
<th>Mdn Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female (153)</td>
<td>49</td>
<td>41</td>
<td>10</td>
<td>114,271</td>
<td>109,000</td>
</tr>
<tr>
<td>Male (28)</td>
<td>46</td>
<td>45</td>
<td>9</td>
<td>125,500</td>
<td>120,000</td>
</tr>
</tbody>
</table>

Note: Female - \[(114,271/48)/41\] = $58.06 p/hr; Male - \[(125,500/48)/45\] = $58.10 p/hr
## RESULTS

<table>
<thead>
<tr>
<th>Gender (n)</th>
<th>Negotiated (yes/no %)</th>
<th>Negotiated – Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Female (153)</td>
<td>75 (49%)</td>
<td>112,840</td>
</tr>
<tr>
<td>Male (28)</td>
<td>15 (53%)</td>
<td>121,167</td>
</tr>
</tbody>
</table>
## RESULTS

<table>
<thead>
<tr>
<th>Ethnicity (n)</th>
<th>Negotiated (yes/no %)</th>
<th>Negotiated – Mean Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>White (122)</td>
<td>60 (49%)</td>
<td>111,661</td>
</tr>
<tr>
<td>Black (10)</td>
<td>4 (40%)</td>
<td>140,250</td>
</tr>
<tr>
<td>Asian (8)</td>
<td>4 (50%)</td>
<td>112,130</td>
</tr>
<tr>
<td>Hispanic/Latina (8)</td>
<td>7 (88%)</td>
<td>105,850</td>
</tr>
</tbody>
</table>
RESULTS

- Negotiated base salary
  - 72% of females reported being somewhat to very successful in negotiating base salary
  - 86% of males reported being somewhat to very successful in negotiating base salary
RESULTS

- Negotiated schedule
  - 32% of females reported being somewhat to very successful in negotiating schedule
  - 85% of males reported being somewhat to very successful in negotiating schedule
RESULTS

- Negotiated paid time off
  - 43% of females reported being somewhat to very successful in negotiating paid time off
  - 78% of males reported being somewhat to very successful in negotiating paid time off
RESULTS

- Negotiated bonus
  - 28% of females reported being somewhat to very successful in negotiating bonus
  - 57% of males reported being somewhat to very successful in negotiating bonus
RESULTS

- Negotiated continuing education
  - 53% of females reported being somewhat to very successful in negotiating continuing education
  - 93% of males reported being somewhat to very successful in negotiating continuing education
RESULTS

- Negotiated malpractice insurance
  - 43% of females reported being somewhat to very successful in negotiating malpractice insurance
  - 78% of males reported being somewhat to very successful in negotiating malpractice insurance
RESULTS

- Negotiated licensure
  - 49% of females reported being somewhat to very successful in negotiating licensure
  - 79% of males reported being somewhat to very successful in negotiating licensure
RESULTS

- How did you feel about the negotiation experience
  - Confident
    - Females 13% vs Males 36%
  - Anxious
    - Females 20% vs Males 18%
  - Unprepared
    - Females 5% vs Males 0%
Factors that prevented you from negotiating FEMALES
- Didn’t know I could
- Inexperience
- I am not a negotiator

Factors that prevented you from negotiating MALES
- Salary fixed by governing body
- Just graduated
Factors that POSITIVELY affected negotiation process: FEMALES
- I had a mentor
- Had data on NP salaries for my area which helped
- Preparation in my graduate school classes in terms of what to ask for, and practice in negotiating techniques

Factors that POSITIVELY affected negotiation process: MALES
- Being aware of the revenue I generate - wRVU $/wRVU
- Had a solid knowledge of current rate of reimbursement
- I spoke with someone well versed in negotiations before proceeding
Selective Narrative Comments

- Factors that NEGATIVELY affected negotiation process: FEMALES
  - Lack of confidence and lack of experience in new role
  - Insecurity
  - Fear
  - Lack of confidence/preparation

- Factors that NEGATIVELY affected negotiation process: MALES
  - Company had set policy
  - Other providers willing to work for peanuts
  - New grad negotiation difficult
Nurse practitioner hourly salaries are similar among genders.

Males are more successful at negotiating base salary and benefits including: schedule, paid time off, bonus, continuing education, malpractice insurance, and licensure.

Confidence is lower among females who attempt to negotiate as compared to males.

Future implications should focus on improving negotiating skills among females.
Selected References


