

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.



BACKGROUND

- 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 experiences 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.



PURPOSE

- ▶ 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
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METHODS

- 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.
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RESULTS

N = 181	Mean				
Gender (n)	Age	Hrs p/wk	Yrs of Practice	Salary	Mdn Salary
Female (153)	49	41	10	114,271	109,000
Male (28)	46	45	9	125,500	120,000

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

RESULTS

Gender (n)	Negotiated (yes/no %)	Negotiated – Mean Salary	
		Yes	No
Female (153)	75 (49%)	112,840	111,459
Male (28)	15 (53%)	121,167	129,833

RESULTS

Ethnicity (n)	Negotiated (yes/no %)	Negotiated – Mean Salary	
		Yes	No
White (122)	60 (49%)	111,661	109,919
Black (10)	4 (40%)	140,250	130,830
Asian (8)	4 (50%)	112,130	108,660
Hispanic/Latina (8)	7 (88%)	105,850	125,342



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**
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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**
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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**
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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%



Selective Narrative Comments

- ▶ **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

Selective Narrative Comments

- ▶ **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

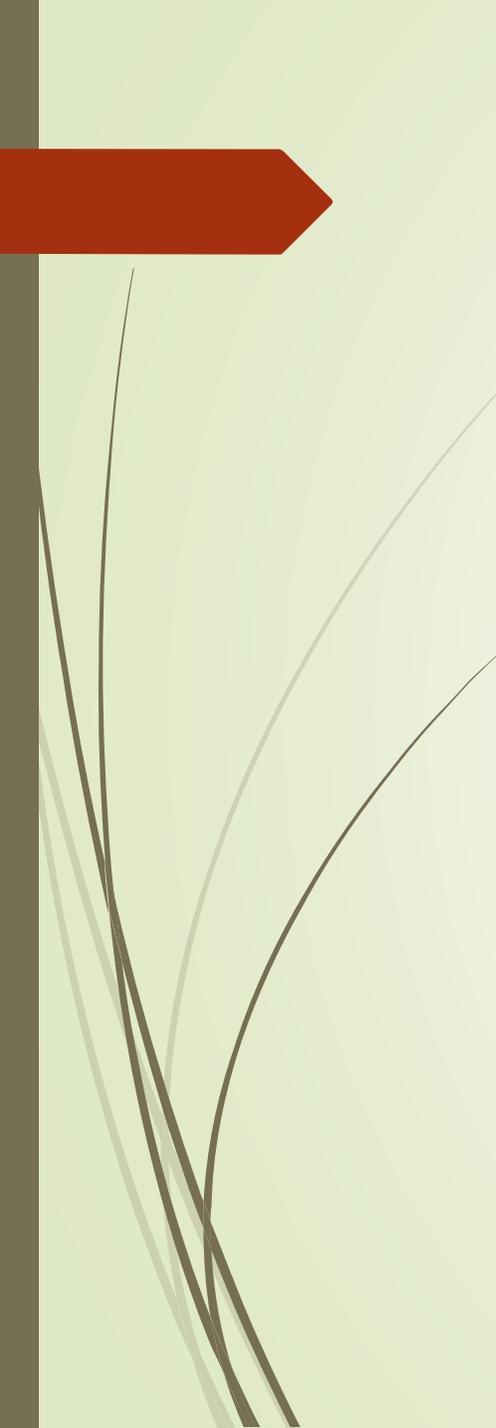


CONCLUSIONS

- ▶ 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.

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