

ACNM Compensation and Benefits Survey 2007

Results

Introduction

This is the second compensation and benefits survey of ACNM members. The first survey collected similar data in 2004 and key findings were reported on the ACNM website and in Quickening. This survey (2007) added questions that focused on unemployed midwives and the reasons for their unemployment.

There are no significant changes from the 2004 findings. Salaries of midwives are a little higher, but so are the years of experience and academic degrees of the respondents all of which positively impact salaries. The median salary has climbed by about \$10,000 but also begs the question of whether the increase is due to inflation or other non employment related reasons. Unfortunately, once again most midwives who responded to the survey do not know the basis of their salary and compensation package. A general overview of significant findings is provided here. More information about the findings will be provided in a future Quickening.

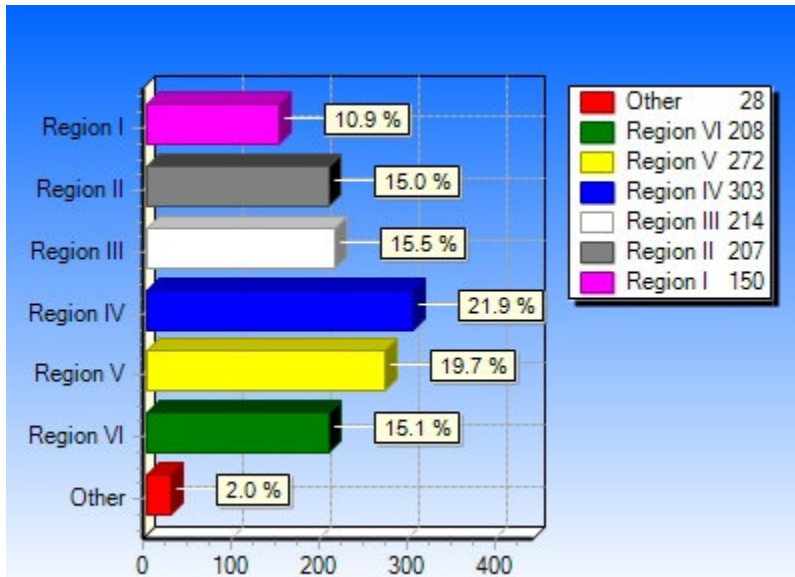
Survey Methodology:

An email invitation to respond to a compensation and benefits survey was sent on August 15, 2007 to members of the American College of Nurse-Midwives (ACNM) who provide the ACNM with an email address. Data collection occurred August 15, 2007 until September 30, 2007.

1619 members responded to the survey, although not all members answered all questions. Respondents who indicated they are students or not working in midwifery related position (midwifery administration, education, practice or research, or retired) completed questions about their status and then were automatically directed to submit the survey.

The ACNM had 6517 members at the time of data collection, thus the number of respondents to this survey represent 24.8% of the total membership. Respondents represented all of the ACNM regions and responses were fairly equally distributed across the regions (Figure 1) with most member responses coming from region IV.

Figure 1.
Responses to the ACNM 2007 Compensation and Benefits Survey by Region



Key Findings

Most midwives are working in an urban area:

77% (1062) of respondents worked in a midwifery position that was in an urban area

Main Employer:

Hospitals and Medical Centers continue to be the largest employers of midwives (32.7% [449]) with physician practices identified as the second largest employers of midwives (30.5% [419]).

Median Salary:

\$79,093 - \$89,916 for full time employment (35 or more hours/week)

Productivity Bonus:

25.9% (355) of the midwives indicated they receive a bonus for productivity while 74.1% (1017) indicated they do not receive a productivity bonus.

Full versus Part Time:

79.7% (1098) responded that they are working full time in a midwifery position whereas 20.3% (279) responded that they were working part time in a midwifery position.

On-call Time:

The majority of respondents take call (72.1% [992]) and spend up to 168 hours (maximum amount possible/week) on call. The average number of call hours is 53.9/week (S.D. 43.78).

Reimbursement for on-call time varies:

The majority of midwives indicated that their salary is inclusive of on-call time: 93.0% (920). Other indicated they are paid differently for being on call, with some being paid one rate for being on call and another if they had to go in to the hospital while on call.

The top 10 benefits employers paid any portion of are:

1. Vacation 71% (1150)
2. Liability insurance 70.9% (1148)
3. Medical insurance 65.6% (1062)
4. CEU days 65.5% (1060)
5. Sick time 8.2% (132)
6. Prescription insurance 53.2% (861)
7. Retirement 52% (842)
8. Professional dues 51.0% (825)
9. Dental insurance 50.2% (812)
10. Personal leave 45.6% (738)

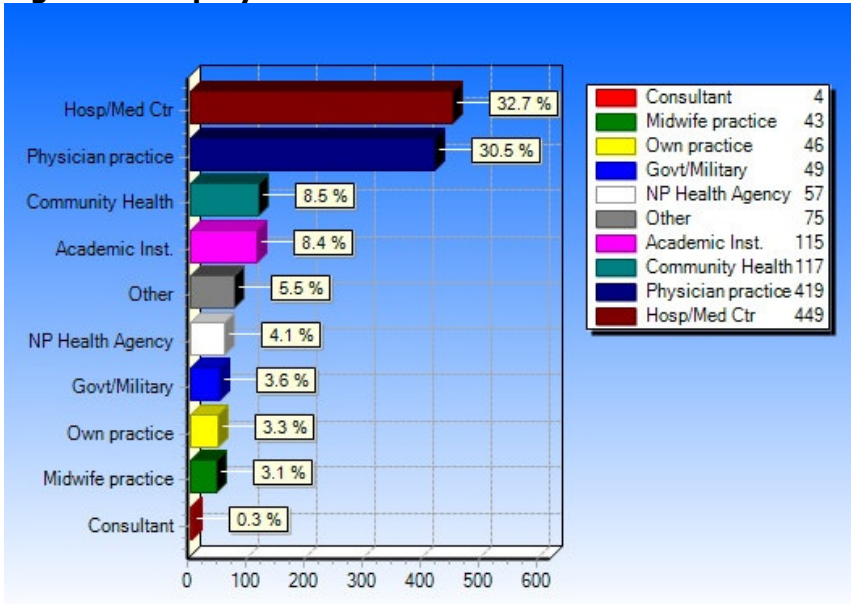
Additional Key Findings:**CNM/CM members who are not employed in midwifery positions (n = 174)**

1. Members who indicated they were not working in a midwifery position (10% [174] of all respondents) indicated that, other than retirement, no available midwifery jobs and the hours a midwife's work requires were the main reasons they were not working in a midwifery position. A category 'other reasons' provides further insight to why some midwives are not working in a midwifery position, and not looking for a midwifery position: qualitative answers included burn out, salary, liability concerns and family as reasons for not wanting a midwifery position.
2. Of the 174 not working in a midwifery position, 75.3% indicated they are not actively seeking a midwifery position.
3. The majority of those who are actively seeking a midwifery position indicate they have been looking for only 6 months or less (44.2%) while 37.2% said they have been looking for more than one year.
4. Those seeking a midwifery position are evenly divided as to whether they would like a full time versus a part time position with an equal number saying they would take either.
5. The majority (66.7% [n = 28]) seeking a midwifery position want a position that includes full scope practice (antepartum, post partum, intrapartum and newborn).

CNM/CM Employment, Experience, Education and Compensation Findings

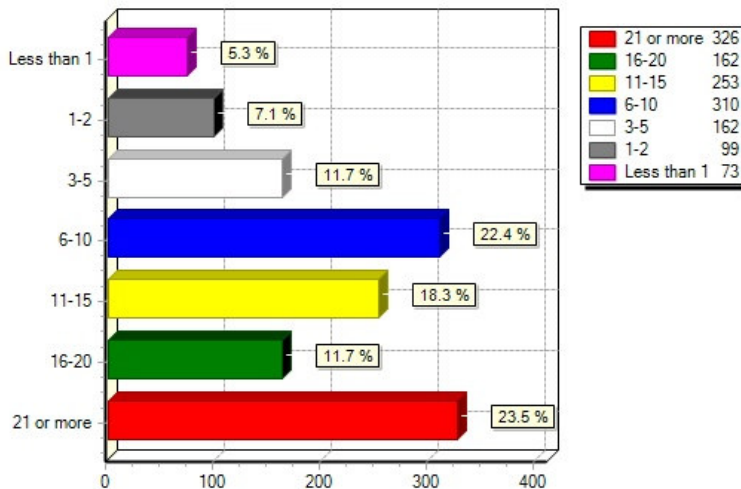
1. Midwifery employers vary, however hospitals and physician practices remain the primary employers. Less than 4% of midwives own their own practices.

Figure 2. Employers of midwives



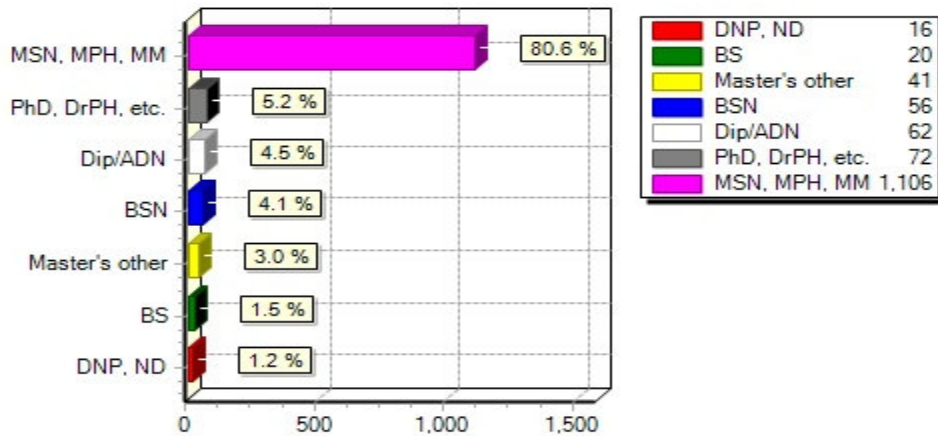
2. The number of years of experience ranged from less than 1 year to 21 or more years (n = 1385). The mean number of years of experience is 4.7 years, the median 5.0 years with a SD of 1.78 (figure 3).

Figure 3. Years of midwifery experience



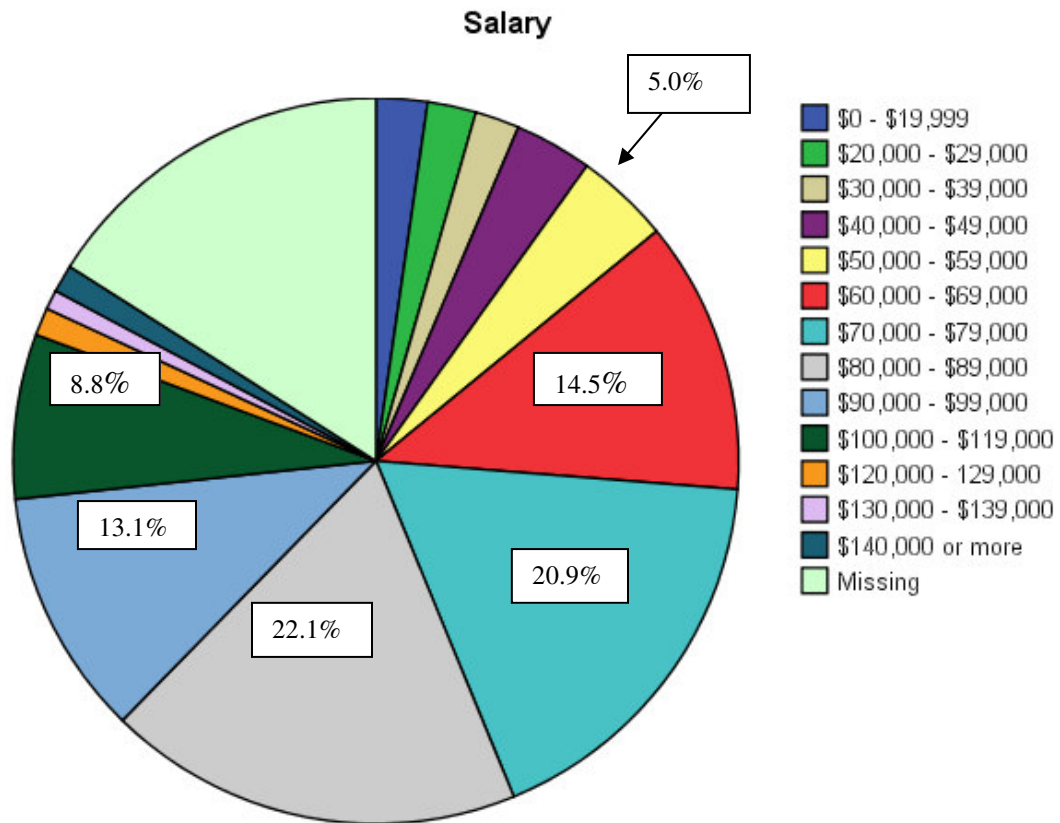
3. The majority of respondents hold a master's degree in nursing, midwifery or public health (80.6% [1106]). Interestingly 6.4% of the respondents hold some type of doctoral degree (Figure 4). Note: MM = master's in midwifery

Figure 4. Highest academic degree



4. Salaries of midwives responding to the survey (all responses)
- Full time salaries (35 or more hours/week)
 - 15.1% (n = 166) make \$100,000 or more annually
 - 4.8% (n = 53) make \$120,000 or more annually
 - 3% make (n = 33) \$130,000 or more annually
 - 1.7% (n = 19) make \$140,000 or more annually
 - Part time salaries (less than 35 hours/week)
 - 2.2% (n = 6) make \$100,000 or more annually
 - 0.4% (n = 1) make \$140,000 or more annually
 - Median salary for full time midwives is \$79,093 - \$89,916

Figure 5. Midwifery salaries (all respondents: full and part time)



5. Experience and Education/Academic Degree and Salary – Impact on Salary
 - a. Years of experience is significantly correlated with salary in a positive direction ($p = 0.001$), but the strength of the correlation weakens considerably after 6-10 years of experience and the \$80,000 - \$89,000 salary range.
 - b. Academic degree is significantly correlated with salary in a positive direction ($p = 0.001$)
 - c. Years of experience and higher academic degrees are positively correlated ($p = 0.001$) with one another making it difficult to determine if one or the other has more of an impact on salary, although this sample demonstrates that midwives with more experience and a higher academic degree tend to make more money.
 - d. There is little difference in the earning power of a midwife with a research versus a practice doctorate (in this sample). Note: the majority of respondents identified themselves as being in full scope practice.

CNM/CM Benefits

1. Main benefits employers pay any portion of for its midwife employees:
 - a. Paid vacation (71%)
 - b. Liability insurance (70.9%)
 - c. Medical insurance (65.6%)
 - d. CEU days (65.5%)
 - e. Sick time (59.7%)
 - f. Prescription insurance (53.2%)
 - g. Retirement (52.0%)
 - h. Paid professional dues (51.0%)
 - i. Dental insurance (50.2%)
2. Main benefits employers pay any portion of for family members:
 - a. Medical (38.7%)
 - b. Prescriptions (32.7%)
 - c. Dental (31.8%)
3. The number of paid vacation days varied from none (12.9%) to 31 or more days (5.9%) annually, with the average being 16-21 paid days annually. Some employers (12.8%) provide paid time off (PTO) days which includes sick days, holidays and vacation days. The most common number of PTO days an employer provided was 26-30 days (36.8%).

Basis of Salary and Compensation

1. The majority (50.4% [659]) of respondents did not know the basis of their salary and compensation package.
2. The majority (74.1%) of midwives do not receive productivity bonuses in addition to their salary.