

## Nurse Educator Salary in Western MA: Summer 2023

Starting salary- 12 months- (ranges are in thousands) for full-time, adjunct faculty and clinical instructors. Calculations assume 9-month appointments.

| Full-time<br>Nurse<br>Instructors-<br>Community<br>Colleges* | Experience    | Hourly salary      | Weekly (40 hours)             | Annual salary            |
|--|---------------|--------------------|-------------------------------|--------------------------|
|  | Early career  | \$28.84 - \$36.05  | \$1,153.84 to<br>\$ 1,442.30+ | \$60,000 to<br>\$75,000+ |
|  | Mid-career    | \$31.25 - \$36.05  | \$1,250.00 to<br>\$1,442.30+  | \$65,000 -<br>\$75,000 + |
|  | Senior career | \$33.65 - \$36.05+ | \$1,346.15 to<br>\$1,442.30+  | \$70,000 -<br>\$75,000 + |

| Full-time<br>Nurse<br>Instructors- 4-<br>year private* | Experience    | Hourly salary     | Weekly (40 hours)            | Annual salary             |
|--|---------------|-------------------|------------------------------|---------------------------|
|  | Early career  | \$26.44 - \$33.65 | \$1,057.69 to<br>\$1,346.15  | \$55,000 to<br>\$70,000   |
|  | Mid-career    | \$31.25 - \$36.05 | \$1,250.00 to<br>\$1,442.30+ | \$65,000 to<br>\$75,000 + |
|  | Senior career | \$36.05+          | \$1,442.30+                  | \$75,000 +                |

| Full-time<br>Nurse<br>Instructors- 4-<br>year public* | Experience    | Hourly salary      | Weekly (40 hours)            | Annual salary             |
|---|---------------|--------------------|------------------------------|---------------------------|
|   | Early career  | \$26.44 - \$36.05+ | \$1,346.15 to<br>\$1,442.30+ | \$70,000 to<br>\$75,000 + |
|   | Mid-career    | \$36.05+           | \$1,442.30+                  | \$75,000 +                |
|   | Senior career | \$36.05+           | \$1,442.30+                  | \$75,000 +                |

The calculations in the tables below assume 12-month appointments.

| Clinical<br>Instructor | Experience    | Hourly salary      | Weekly (40 hours)      | Annual salary             |
|------------------------|---------------|--------------------|------------------------|---------------------------|
|                        | Early career  | \$48.50 to \$61.40 | \$1,940 to<br>\$12,456 | \$100,880 to<br>\$127,712 |
|                        | Mid-career    | \$48.50 – \$53.00  | \$1,940 to<br>\$2,120  | \$100,880 to<br>\$110,240 |
|                        | Senior career | \$50.00 – 76.90    | \$2,000 to \$3,076     | \$104,000 to<br>\$159,952 |

| Role                       | Early career  | Mid-career   | Senior career   |
|----------------------------|---|--|---|
| Adjunct Faculty Instructor | <ul style="list-style-type: none"> <li>• \$2,500 for 3 credit 6 week accelerated course</li> <li>• \$2865 for a 3 hour sim lab</li> <li>• \$58.50/hour</li> </ul> | <ul style="list-style-type: none"> <li>• 115</li> <li>• \$2,800 for 3 credit 6 week accelerated course</li> <li>• \$3054 to \$3252 for a 3 hour sim lab</li> </ul> | <ul style="list-style-type: none"> <li>• 138</li> <li>• \$3000 for 3 credit 6 week accelerated course</li> <li>• \$3465 for a 3 hour sim lab</li> </ul> |

Sign on bonuses: One institution provides a 75% discount on MSN Program.

Additional feedback from programs:

- i. We don't use adjunct faculty very often. Starting rate would be 1383.00 per credit up to 2083.00 per credit depending on seniority. Technically 3 hours/week for a 3 credit course but the rates per hour calculated above do not include time outside of classroom for course prep, grading, etc.
- ii. The clinical instructor oversee the preceptors and is paid for the course. \$3000 for 3 credit 6 week accelerated course.
- iii. Adjunct faculty salaries are in negotiations for updates shortly.
- iv. FT faculty are on a 9-month salary not paid by the hour.