ACMA Hospital Case Management Research Series

Questions in Case Management

Hospital Case Management Salaries
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Executive Summary

- One of the most valuable components of the ACMA National Hospital Case Management Survey is the information collected on salaries and staffing. This study takes a closer look at salaries for Directors, RNs and Social Workers.
- Case management salaries overall have been increasing in the past several years. From 2011 to 2013 the salaries for Directors have increased 9%, for RN Case Managers 6%, and Social Work Case Managers 6%.
- Salaries have been increasing at a rate that is faster than inflation, and have increased most rapidly for Directors. RN Case Managers and Social Work Case Managers have experienced similar salary growth.
- Salaries very significantly by region and by hospital size. This correlation holds true when controlling for region.
- Salaries are typically highest in the West followed by the Northeast, the Midwest, and the South.
- Case Management Certification is also a factor in salaries, with salaries being highest at those hospitals that offer incentive for certification.
- SW Case Manager salaries are highest at those hospitals that use the same job description for SW and RN Case Managers.
Introduction – Case Management Salaries

Research Questions:
1. Are there differences between salaries for Directors of Case Management, RN Case Managers, and SW Case Managers based on region and bed size?
2. Are there differences between salaries at hospitals which offer incentives for case management certification versus those that do not?
3. Are SW Case Manager salaries higher at hospitals that have the same job description for both RN and SW Case Managers?

Source:
The following report uses data collected as part of the 2013 National Hospital Case Management Survey. This survey collected responses from 502 case management hospitals, and offers comprehensive coverage of case management departments. The Consumer Price Index was also used to compare salary increases to inflation.

Methods:
Statistical measures consist of univariate and multivariate analysis. Correlation coefficients and linear models are used for establishing relationships.

2013 Nation Hospital Case Management Survey

The National Hospital Case Management Survey is conducted every two years by the ACMA. The survey is around 90 questions. The 2013 survey was administered between September 4, 2012 and January 31, 2013. Five hundred and two hospitals responded to the survey giving a margin of error of around 5 points at the 95% confidence level. Excluded from the results are hospitals with fewer than 100 beds as well as psychiatric, rehab, and VA hospitals.
KEY FINDINGS:

- In figure 1a we see that salaries for Directors of Case Management are highest in the Northeast and West. Salaries in the West are more widely distributed, indicating greater variation for Director salaries in that region compared to other regions where they are relatively more standardized. In the Northeast the mean salary is $118,513 compared to $132,689 in the West. The lowest mean salaries are in the Midwest where the mean is $99,792 as opposed to $99,998 in the South.

- Figure 1b shows that salaries for RN Case Managers are highest in the Northeast and West. The separation between the Northeast, West and the Midwest, South is even greater for RN Case Manager salaries than Director salaries. The highest average salaries, ($91,980) are found in the West, followed by the Northeast at $78,061. The mean for the Midwest is $68,312. The lowest salaries are found in the South with a mean of $65,444.

- Figure 1c shows that salaries for SW Case Managers are more similar between regions than RN salaries. The exception is the West where salaries are significantly higher than in the other regions. The average SW Case Manager salary in the West is $72,649. This is compared to $56,171 in the Northeast, $54,212 in the Midwest, and $52,699 in the South.
Figure 1a: Director Salaries by Region
Figure 1b: RN Case Manager Salaries by Region
Figure 1c: SW Case Manager Salaries by Region
Case Management Salaries Compared By Hospital Size

KEY FINDINGS:

- Figure 2a shows the correlation between Director of Case Management salaries and Bed Size. There is a small but statistically significant correlation (p<=.05) of .35 between these two variables. As one would expect, as the size of the hospital increases, the director’s salary increases.

- Figure 2b shows the correlation between RN Case Manager salaries and Bed Size. There is a small but statistically significant correlation (p<=.05) of .12. The RN Case Manager salary increases slightly as the size of the hospital increases.

- Figure 2c shows the correlation between SW Case Manager salaries and Bed Size. There is almost no correlation between these two variables. This indicates that the SW Case Manager salary does not change based on the size of the hospital.
Figure 2a: Case Management Director Salary Compared to Bed Size
Figure 2b: RN Case Manager Salary Compared to Bed Size
Figure 2c: SW Case Manager Salary Compared to Bed Size
KEY FINDINGS:

- Figures 3a-c combine the previous two analyses and examine the relationships between hospital bed size and salary by region.

- For Director salaries (Figure 3a) the highest correlation between hospital size and salary is found in the South (.55), followed by the Northeast (.39), the West (.35), and finally the Midwest (.27). All of these correlations are statistically significant at the .05 level. This indicates that the size of the hospital is more influential factor on Director salary in the West, and much less influential in the Midwest.

- The indication for RN Case Manager salaries (Figure 3b) is more mixed. There are statistically significant correlations for the Northeast (.37), the South (.33), and the Midwest (.25). For the West, however, there is not a statistically significant correlation between bed size and salary.

- For SW Case Manager salaries (Figure 3c) the largest correlation is in the Northeast (.26), but it is not statistically significant.
Figure 3a: Regional Breakdown for Director Salary by Bed Size
Figure 3b: Regional Breakdown for RN Case Manager Salary by Bed Size
Figure 3c: Regional Breakdown for SW Case Manager Salary by Bed Size
Case Management Salary Increase Compared to Inflation (CPI)

KEY FINDINGS:

- Figure 4 shows the relationship between the rate of increase for Case Management salaries and the Consumer Price Index (CPI) used as the measure for inflation. This relationship is based on the change in CPI between 2011 and 2013 compared to the change in salaries from 2011 to 2013.

- In general, Case Management salaries have been increasing at a rate greater than inflation. The CPI increased by 3% between 2011 and 2013, while Case Management Director salaries increased 9%, RN Case Manager salaries increased 6%, and SW Case Manager salaries also moved up at 6%.

Research Question:
Have salaries been increasing at a faster or slower pace than inflation?

Statistical Procedure:
Multivariate Analysis
Figure 4: Salary Increase Compared to Inflation
Salaries for those Hospitals that Offer Incentives for Case Management Certification versus those that do not

KEY FINDINGS:

- Case Management certification is sought by many in the field, commonly to advance their practice and/or required by their organization. Some hospitals offer incentives, such as salary increases, to individuals who obtain case management certification.

- Figure 5a shows the distribution of RN Case Manager salaries for those hospitals that offer incentives for case management certification compared to those that do not. Salaries are slightly higher at those hospitals that offer an incentive: $74,293 versus $72,135.

- Figure 5b shows the distribution of SW Case Manager salaries for those hospitals that offer incentives for case management certification versus those that do not. Salaries are also slightly higher for Social Workers at facilities offering incentives $58,188 versus $56,826 for those hospitals not offering incentives.
Figure 5a: RN Case Manager Salary for Hospitals Offering Incentive for Case Management Certification versus Hospitals which do not
Figure 5b: SW Salary for Hospitals Offering Incentive for Case Management Certification versus Hospitals which do not
KEY FINDINGS:

- Hospitals vary in those that have a single job description for their RN and SW Case Managers, and those that use separate job descriptions.
- Figure 6 shows the relationship between salaries for Social Work Case Managers at hospitals with different job descriptions compared to those hospitals that use a single job description.
- Salaries are higher for Social Workers at hospitals with the same job description versus at hospitals with a separate job description, $65,265 versus $56,592.
- SW Salaries are also most similar to RN salaries at hospitals that use the same job description. The salary gap in hospitals with the same job description is $6,647 versus $16,053 at hospitals where the job description is different.
Figure 6: SW Case Manager Salary for Hospitals Compared to SW and RN Case Managers Job Description