



# State Profile Highlight

New Information from the National Association of State Mental Health Program Directors Research Institute, Inc (NRI)

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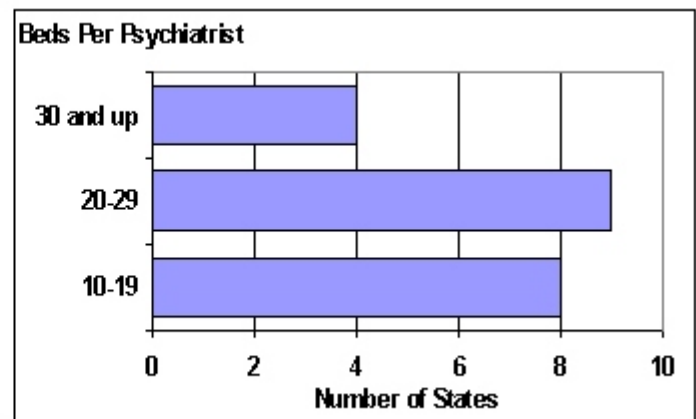
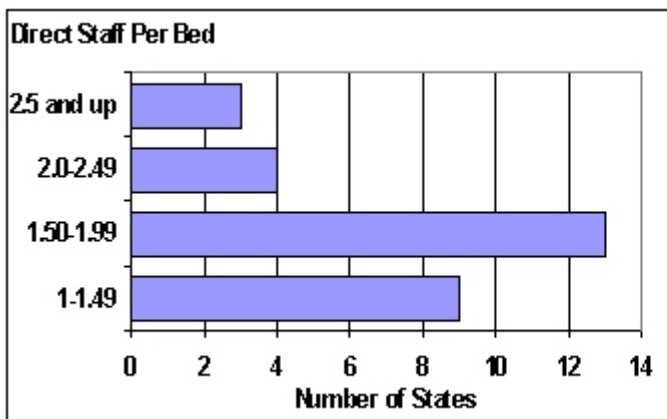
## Staffing State Psychiatric Hospitals: 2001

### MAJOR FINDINGS

- Over 76,000 full-time equivalent staff worked in state psychiatric hospitals in 2001 in 29 states, supporting almost 27,000 beds; about half of the total beds in all 50 states.
- 66% of these staff were involved in direct patient care services.
- Overall, there were 1.9 full-time equivalent direct patient care staff per bed.
- Psychiatrists had the highest median entry (\$96,352) and top (\$148,560) salary levels of direct care staff. Registered Nurses had a median entry salary of \$31,860 and top salary of \$54,475. (34 states)

**Staffing:** Twenty-nine states provided information on the number of patient beds and patient care staff (direct and indirect) for their state psychiatric hospitals. To provide a degree of comparability, states reported the number of full-time equivalent (FTE) staff; the vast majority of states (25 of 29) defined a FTE as 40 hours per week. The majority of states provided information for 2001. These 29 states reported 26,891 beds, about half the available beds in all 50 states. These 29 states reported 50,493 direct and 26,430 indirect FTE patient care staff. While 66% of all FTE staff were direct patient care, the rate ranged from 54%-94% across the states. Twenty-one states also reported the number of FTE psychiatrists for the state hospitals. Psychiatrists represented between 1.2%-5.3% of direct FTE staff across the states.

Overall, there were 2.9 FTE staff per bed, of which 1.9 FTE were direct patient care staff. Across the 29 states, the rate of FTE staff to beds ranged from 1.2-5.2 for total FTE staff and 1.0-3.2 for direct care FTE staff. Across the 21 states that reported the number of FTE psychiatrists, there was an average 23 beds per psychiatrist. The number of beds per psychiatrist ranged from 10.5-54.5 across the states. The distribution of staffing rates across states is provided in the following graphs. Staff to bed ratios provide a gross measure of staffing level. Staffing levels for a state may not reflect staffing levels at individual facilities where patient acuity and length of stay are also important components.



[Includes: AL, AZ, AR, CO, CT, GA, HI, ID, IL, IN, ME, MD, MA, MN, NE, NJ, NM, NC, OH, OR, PA, SC, TX, UT, VT, VA, WV, WI, WY]

**Sharing Staff between State Hospitals and Community Mental Health Providers:** In a limited number of states, direct care staff are shared between state psychiatric hospitals and local community mental health provider organizations. During 2001, only two states (KY, NE) reported that direct care staff were shared from hospitals to community and from community to hospital. Seven additional states (GA, IL, MN, NM, OH, OK, VA) reported that direct care hospital staff also worked in community mental health provider organizations. Three different states (CA, HI, ME) reported that direct care staff from community providers also provided services in the state psychiatric hospitals. In total, 13 states (40 states responding) reported sharing staff between these mental health care settings. During the last Profile survey, 14 states (33 states responding) reported sharing direct care staff between hospital and community settings. Over the three year period since the last survey, only four states continued the practice while eight states had stopped the practice (data not available for two states). The greatest change was the discontinuation of community-based staff providing services in state hospitals.

In 2001, 12 states reported that they provided portability of employee benefits for state hospital or state-operated facility employees who move to community-based service providers (GA, HI, KY, ME, MA, MN, NV, ND, OH, SC, TN, TX). During the last Profile survey, eight states provided portability of employee benefits. There was little change in the availability of this benefit between survey periods: one state discontinued the benefit (data not available for two states). Thus, seven states have added this benefit during the three years between surveys.

**Salaries in State Psychiatric Hospitals:** Entry- and top-level salary information was requested for 13 disciplines/positions in the state psychiatric hospitals. Up to thirty-four states provided information on staff salaries, depending on the staff positions utilized and the availability of data. Psychiatrists had the highest median salary of all direct staff positions. The median salary for nurse practitioners was greater than that of PhD-level psychologists and pharmacists. Mental health case managers and substance abuse counselors had similar median salaries, and only licensed practical nurses had lower median salaries. The following table presents the median, lowest, and highest salary for entry- and top-level positions across these states.

Staff Discipline/Position: 2001 Salary Ranges	Entry			Top		
	Median	Low	High	Median	Low	High
Psychiatrists	\$96,352	\$61,727	\$167,835	\$148,560	\$107,689	\$251,742
Other MD	\$74,840	\$42,852	\$120,125	\$129,085	\$75,108	\$230,000
Psychologists (Ph.D.)	\$41,610	\$29,712	\$64,969	\$67,944	\$50,604	\$103,229
Psychologists (Masters)	\$34,805	\$20,502	\$55,718	\$54,550	\$42,260	\$87,880
Social Workers (MSW & above)	\$30,745	\$20,321	\$45,329	\$51,656	\$36,758	\$80,700
Nurse Practitioner	\$48,693	\$32,238	\$66,200	\$72,652	\$52,000	\$93,599
Registered Nurses	\$31,860	\$24,240	\$48,130	\$54,475	\$41,940	\$83,413
Licensed Practical Nurses	\$22,986	\$16,116	\$41,148	\$33,216	\$26,256	\$51,109
Case Managers	\$27,927	\$17,907	\$53,963	\$44,899	\$31,990	\$70,255
Substance Abuse Counselor	\$27,457	\$19,740	\$46,389	\$43,308	\$27,500	\$65,577
Pharmacists	\$41,982	\$33,850	\$70,699	\$72,856	\$57,600	\$92,436
State Hospital Director	\$64,847	\$35,892	\$125,000	\$99,708	\$70,080	\$197,450
Medical Director	\$112,190	\$60,611	\$200,000	\$162,400	\$112,320	\$275,538

The SMHA Profile Highlights are based on information from 40 SMHAs. This Profiles Highlight was prepared by Lucille Schacht Ph.D. The SMHA Profiles data are available via the Internet at [www.nri-inc.org](http://www.nri-inc.org). For further information, please contact Robert Shaw (ext. 124) or Ted Lutterman (ext. 121) on (703) 739-9333 or via e-mail at [robert.shaw@nri-inc.org](mailto:robert.shaw@nri-inc.org) or [ted.lutterman@nri-inc.org](mailto:ted.lutterman@nri-inc.org).

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