2018 STSW Survey

Survey invitations were sent to 480 STSW members and conference registrants. 175 social workers responded.
Years Employed

- As a social worker
- As a transplant social worker

Years Employed Distribution:

- 0-2 years: 13%
- 3-5 years: 27%
- 6-10 years: 13%
- 11-15 years: 13%
- 16-20 years: 13%
- 21-25 years: 13%
- 26-30 years: 13%
- 31+ years: 13%

Years: 0-2, 3-5, 6-10, 11-15, 16-20, 21-25, 26-30, 31+
Earned CCTSW/CCSW-MCS

- Yes: 62%
- No: 38%
Licensed at highest level?

24% yes
76% no
Memberships held this year

- Society for Transplant Social Workers
- Council of Nephrology Social Workers/National Kidney Foundation
- South African Transplant Society
- International Transplant Nurses Society
- International Society for Heart & Lung Transplantation
- National Association of Social Workers
- Society for Social Work Leadership in Healthcare
- American Society of Transplantation/Psychosocial Community of Practice
- American Foundation for Donation & Transplantation
- Transplant Financial Coordinators Association

[Bar chart showing the percentage of memberships held this year for each organization]
Populations served

- heart transplant
- kidney transplant
- liver transplant
- living donor
- lung transplant
- pancreas transplant
- intestinal transplant
- VAD/MCS
- VAD/MCS - destination therapy only
- vascularized composite transplant

10% 20% 30% 40% 50% 60% 70%
Population served

- Adults only: 78%
- Pediatrics only: 16%
- Both adults and pediatrics: 7%
Time for pediatric psychosocial eval

- Allotted
- Needed

<table>
<thead>
<tr>
<th>Time Range</th>
<th>Allotted</th>
<th>Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>31-45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>46-60</td>
<td></td>
<td></td>
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<tr>
<td>61-90</td>
<td></td>
<td></td>
</tr>
<tr>
<td>91-120</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Over 120</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
When pediatric psychosocial eval is done

- **46%**: Toward the beginning, before a medical determination is made.
- **54%**: Toward the end, after a medical determination is made.
- **It varies.**
Risk scales used in pediatric txp

- Psychosocial Assessment Tool 2.0_General
- Pediatric Transplant Rating Instrument
- Psychosocial Assessment of Candidates for Transplantation (PACT)
- Transplant Evaluation Rating Scale (TERS)
- Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
- STSW Psychosocial Risk Profile Scoring Tool
  - I don't use a risk scale.
Pediatric txp staffing, RN:SW

- 1 nurse per social worker (FTEs)
- 1.5 nurses per social worker (FTEs)
- 2 nurses per social worker (FTEs)
- 2.5 nurses per social worker (FTEs)
- 3 nurses per social worker (FTEs)

# of respondents

nurses per social worker (FTEs)
Pediatric staffing by txp volume

![Bar chart showing pediatric staffing by transplant volume per FTE with categories: 0-3, 4-7, 8-11, 12-15, 16+ surgical works (SW) and registered nurses (RN).]
Pediatric txp evaluations

![Bar chart showing the average number of evaluations per week, per full-time SW for pediatric txp evaluations.](chart.jpg)

- **# of respondents**: 1
- **average # of evaluations per week, per full-time SW**:
  - **new**: 1, 2, 3, 4, 5, 6
  - **update**: 1, 2, 3, 4, 5, 6
  - **total**: 1, 2, 3, 4, 5, 6

Note: STSWU logo is present in the bottom right corner.
How long pediatric SW follows patients

- 85% until transition to adult care
- 15% ≤ 6 months post-op
- > 6-12 months post-op
- > 1 year-2 years post-op
- > 2 years post-op
Current pediatric txp caseload

- far too many patients
- too many patients
- the right number of patients
- not enough patients
- far too few patients
Time for kidney/panc psychosocial eval
When kidney/panc psychosocial eval is done

- Toward the beginning, before a medical determination is made. (67%)
- Toward the end, after a medical determination is made. (31%)
- It varies. (2%)
Psychosocial Assessment of Candidates for Transplantation (PACT)
Transplant Evaluation Rating Scale (TERS)
Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
STSW Psychosocial Risk Profile Scoring Tool
I don't use a risk scale.
Kidney/panc txp staffing, RN:SW
Kidney/panc staffing by txp volume

The graph shows the number of respondents (in thousands) across different annual transplant surgeries per FTE categories:

- 0-20
- 21-40
- 41-60
- 61-80
- 81-100
- 101-120
- 120+

The categories are color-coded for SW (light blue) and RN (green). The graph indicates a significant concentration of responses in the 0-20 category for both SW and RN.
Kidney/panc txp evaluations per week

average # of evaluations per week per full time SW

# of respondents

0-5 6-10 11-15 16-20 21-25 26-30 31-35 36-40 41-45 46-50 51+

new
update
total
How long kidney/panc SW follows inpatients

- ≤ 6 months post-op: 34%
- > 6-12 months post-op: 46%
- > 1 year-2 years post-op: 17%
- > 2 years post-op: 3%

22
How long kidney/panc SW follows outpatients

- ≤ 6 months post-op: 10%
- > 6-12 months post-op: 4%
- > 1 year-2 years post-op: 8%
- > 2 years post-op: 79%
Current kidney/panc txp caseload

- far too many patients
- too many patients
- the right number of patients
- not enough patients
- far too few patients

![Chart showing percentages of opinions on current kidney/panc txp caseload]
Time for liver txp psychosocial eval

- 0-30 minutes
- 30-45 minutes
- 46-60 minutes
- 61-90 minutes
- 91-120 minutes

- Allotted
- Needed
When liver txp psychosocial eval is done

- Toward the beginning, before a medical determination is made.
- Toward the end, after a medical determination is made.
- It varies.
Psychosocial Assessment of Candidates for Transplantation (PACT)

Transplant Evaluation Rating Scale (TERS)

Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)

STSW Psychosocial Risk Profile Scoring Tool

I don't use a risk scale.
Liver txp staffing, RN:SW

- Number of respondents: 2, 4, 6
- Nurses per social worker (FTEs): 1, 2, 3, 4, 5, 6, 7

Bar chart showing the distribution of nurses per social worker (FTEs) across different respondents.
Liver staffing by txp volume

<table>
<thead>
<tr>
<th>Annual transplant surgeries per FTE</th>
<th># of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-15</td>
<td>15</td>
</tr>
<tr>
<td>16-30</td>
<td>6</td>
</tr>
<tr>
<td>31-45</td>
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<td>46-60</td>
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<td>61-75</td>
<td>15</td>
</tr>
<tr>
<td>76-90</td>
<td>29</td>
</tr>
<tr>
<td>&gt;90</td>
<td>3</td>
</tr>
</tbody>
</table>
Liver txp evaluations per week

- average # of evaluations per week per full time SW

- # of respondents:
  - 2
  - 4
  - 6
  - 8
  - 10
  - 12

- new
- update
- total

- Liver txp evaluations per week:
  - 0-3
  - 4-6
  - 7-9
  - 10-12
  - 13-15
  - 16-18
  - 19-21
  - >21
How long livertxp SW follows inpatients

- ≤ 6 months post-op: 13%
- > 6-12 months post-op: 6%
- > 1 year-2 years post-op: 6%
- > 2 years post-op: 74%
How long liver txp SW follows outpatients

- ≤ 6 months post-op: 84%
- > 6-12 months post-op: 6%
- > 1 year-2 years post-op: 6%
- > 2 years post-op: 3%
Current liver txp caseload

- far too many patients
- too many patients
- the right number of patients
- not enough patients
- far too few patients
Time for MCS psychosocial eval

- 46-60 minutes: 25%
- 61-90 minutes: 50%
- 91-120 minutes: 75%
- over 120 minutes: Needed

Diagram showing the distribution of time allotted vs. needed across different time intervals.
When MCS psychosocial eval is done

- 71%: Toward the beginning, before a medical determination is made.
- 29%: Toward the end, after a medical determination is made.
- It varies.
Risk scales used in MCS

Psychosocial Assessment of Candidates for Transplantation (PACT)
Transplant Evaluation Rating Scale (TERS)
Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
STSW Psychosocial Risk Profile Scoring Tool

I don't use a risk scale.
MCS staffing, RN:SW

![Bar chart showing the number of respondents for different ratios of nurses per social worker (FTEs).]

- 1 respondent for 1 nurse per social worker (FTEs)
- 3 respondents for 2 nurses per social worker (FTEs)
- 1 respondent each for 3, 4, 5, and 6 nurses per social worker (FTEs)
MCS staffing by volume
MCS evaluations per week

average # of evaluations per week per full time SW

No. of respondents

<table>
<thead>
<tr>
<th>No. of Evaluations per Week</th>
<th>No. of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
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<tr>
<td>2</td>
<td>2</td>
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<tr>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>
How long SW follows MCS inpatients

- ≤ 6 months post-op
- > 6-12 months post-op
- > 1 year-2 years post-op
- > 2 years post-op
How long SW follows MCS outpatients

- ≤ 6 months post-op
- > 6-12 months post-op
- > 1 year-2 years post-op
- > 2 years post-op
Current MCS caseload

- far too many patients
- too many patients
- the right number of patients
- not enough patients
- far too few patients
Time for heart txp/MCS psychosocial eval

- 46-60 minutes: 45%
- 61-90 minutes: 30%
- 91-120 minutes: 15%
- Over 120 minutes: 0%

(allotted vs. needed)
Toward the beginning, before a medical determination is made.
Toward the end, after a medical determination is made.
It varies.
Psychosocial Assessment of Candidates for Transplantation (PACT)
Transplant Evaluation Rating Scale (TERS)
Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
STSW Psychosocial Risk Profile Scoring Tool

I don't use a risk scale.

Risk scales used in heart txp/MCS
Heart txp/MCS staffing, RN:SW

# of respondents

<table>
<thead>
<tr>
<th>Nurses per Social Worker (FTEs)</th>
<th># of Respondents</th>
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<td>1</td>
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<tr>
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<td>8</td>
<td>6</td>
</tr>
<tr>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>10+</td>
<td>1</td>
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</tbody>
</table>
Heart txp/MCS staffing by volume

- Annual transplant/MCS surgeries per FTE
- SW
- RN

# of respondents

<table>
<thead>
<tr>
<th>Annual Transplant/MCS Surgeries per FTE</th>
<th>SW</th>
<th>RN</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>11-20</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>21-30</td>
<td>15</td>
<td>5</td>
</tr>
<tr>
<td>31-40</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>41-50</td>
<td>25</td>
<td>5</td>
</tr>
<tr>
<td>51-60</td>
<td>30</td>
<td>5</td>
</tr>
<tr>
<td>61-70</td>
<td>35</td>
<td>5</td>
</tr>
<tr>
<td>71+</td>
<td>40</td>
<td>5</td>
</tr>
</tbody>
</table>
Heart txp/MCS evaluations per week

![Bar chart showing the average number of evaluations per week per full time SW]

- **0-2**
- **3-4**
- **5-6**
- **7-8**
- **9-10**
- **11-12**
- **13-14**
- **15-16**
- **17-18**
- **19+**

**# of respondents**

- New
- Update
- Total
How long SW follows heart txp inpatients

- 67% > 2 years post-op
- 15% > 1 year-2 years post-op
- 12% > 6-12 months post-op
- 6% > 6 months post-op

Legend:
- Blue: ≤ 6 months post-op
- Green: > 6-12 months post-op
- Orange: > 1 year-2 years post-op
- Red: > 2 years post-op
How long SW follows MCS inpatients

- ≤ 6 months post-op: 6%
- > 6-12 months post-op: 3%
- > 1 year-2 years post-op: 6%
- > 2 years post-op: 86%
How long SW follows heart txp outpatients

- ≤ 6 months post-op: 6%
- > 6-12 months post-op: 3%
- > 1 year-2 years post-op: 91%
- > 2 years post-op: 0%
How long SW follows MCS outpatients

- ≤ 6 months post-op: 6%
- > 6-12 months post-op: 3%
- > 1 year-2 years post-op: 91%
Current heart txp/MCS caseload

-远太多患者 (far too many patients)
-太多患者 (too many patients)
-正确数量的患者 (the right number of patients)
-不够多的患者 (not enough patients)
-远太少患者 (far too few patients)
Time for lung txp psychosocial eval

- 31-45 minutes: Allotted 10%, Needed 20%
- 46-60 minutes: Allotted 30%, Needed 40%
- 61-90 minutes: Allotted 40%, Needed 50%
- 91-120 minutes: Allotted 50%, Needed 60%
When lung txp psychosocial eval is done

- Toward the beginning, before a medical determination is made.
- Toward the end, after a medical determination is made.
- It varies.
Risk scales used in lung txp

- Psychosocial Assessment of Candidates for Transplantation (PACT)
- Transplant Evaluation Rating Scale (TERS)
- Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
- STSW Psychosocial Risk Profile Scoring Tool
- I don't use a risk scale.

Bar chart showing the percentage of the number of risk scales used in lung transplantation:
- 5% use Psychosocial Assessment of Candidates for Transplantation (PACT)
- 30% use Transplant Evaluation Rating Scale (TERS)
- 40% use Stanford Integrated Psychosocial Assessment for Transplant (SIPAT)
- 10% use STSW Psychosocial Risk Profile Scoring Tool
- 20% do not use a risk scale.
Lung txp staffing, RN:SW

The diagram shows the number of respondents (1-11+) for the number of nurses per social worker (FTEs) in Lung txp staffing. The most common number of nurses per social worker is 4, with 5 respondents, followed by 1, 10, and 11+ with 2 respondents each, and 5, 6, 7, 8, 9, and 3 with 1 respondent each.
Lung staffing by txp volume

- No respondents

- Annual transplant surgeries per FTE:
  - 0-10
  - 11-20
  - 21-30
  - 31-40
  - 41-50
  - 51-60
  - 61+

Number of respondents: 2, 4, 6, 8, 10, 12

Legend:
- SW
- RN
Lung txp evaluations per week

![Bar chart showing the average number of evaluations per week per full-time social worker. The chart includes categories for 0-3, 4-7, 8-11, 12-15, 16-19, 20-23, and 24+ evaluations. The chart uses blue, green, and orange bars to represent new, update, and total evaluations, respectively.](chart.png)
How long lung txp SW follows inpatients

- ≤ 6 months post-op: 50%
- > 6-12 months post-op: 6%
- > 1 year-2 years post-op: 19%
- > 2 years post-op: 25%
How long lung txp SW follows outpatients

- ≤ 6 months post-op: 88%
- > 6-12 months post-op: 6%
- > 1 year-2 years post-op: 6%
- > 2 years post-op: 6%
Current lung txp caseload

- far too many patients
- too many patients
- the right number of patients
- not enough patients
- far too few patients
Time for living donor psychosocial eval

- 0-30 minutes: Allotted 20%, Needed 20%
- 31-45 minutes: Allotted 20%, Needed 20%
- 46-60 minutes: Allotted 40%, Needed 60%
- 61-90 minutes: Allotted 20%, Needed 20%
- 91-120 minutes: Allotted 20%, Needed 20%
When living donor psychosocial eval is done

- Toward the beginning, before a medical determination is made. (66%)
- Toward the end, after a medical determination is made. (25%)
- It varies. (9%)
Living donor staffing, RN:SW

![Bar chart showing the number of respondents per nurses per social worker (FTEs).](image)
Living donor staffing by volume

# of respondents

- 0-10: 3
- 11-20: 6
- 21-30: 9
- 31-40: 12
- 41-50: 15
- 51-60: 18
- 61-70: 12
- 71-80: 6
- 81-90: 3
- 91-100: 3
- >100: 3

annual living donor surgeries per FTE

- 0-10: 2
- 11-20: 3
- 21-30: 2
- 31-40: 1
- 41-50: 1
- 51-60: 1
- 61-70: 1
- 71-80: 1
- 81-90: 1
- 91-100: 1

SW
RN
Living donor evaluations per week

- **Average # of evaluations per week per full time SW**
  - 0-3: 17 respondents
  - 4-6: 10 respondents
  - 7-10: 5 respondents
  - 11-14: 2 respondents
  - 15-18: 1 respondent
  - 19-21: 1 respondent
  - >21: 1 respondent
Current living donor caseload

- far too many patients
- too many patients
- the right number of patients (45%)
- not enough patients (30%)
- far too few patients (15%)
Productivity tool used?

- Yes: 51%
- No: 35%
- I don't know: 14%
Do you bill insurance?

- **79%** say **yes**
- **12%** say **no**
- **9%** say **I don't know.**
Job tasks (1 of 3)

- Psychosocial evaluations
- Discharge planning
- Advocacy
- Emotional support
- Counseling
- Education about returning to work after transplant
- Post-transplant discharge contact/interventions
- Chemical dependence treatment
- Chemical dependence treatment monitoring

Percentage distribution:
- 20%
- 40%
- 60%
- 80%
- 100%
Job tasks (2 of 3)

- insurance verification
- pharmacy assistance
- support group facilitation
- mentor program facilitation
- education
- financial assistance
- referrals/resource finding
- outreach/marketing
- program planning/quality improvement

%: 20% 40% 60% 80% 100%
management/supervision
monitoring/intervening to improve adherence
utilization review
fundraising
newsletter production
requesting prior authorizations
research
disability claims assistance
crisis intervention
completing UNOS data forms
Patients SW does discharge planning for:

- None
- In evaluation
- Waitlisted
- Immediate post-op
- Readmitted ≤ 3 months post-op
- Readmitted ≤ 6 months post-op
- Readmitted ≤ 9 months post-op
- Readmitted ≤ 12 months post-op
- Readmitted over a year post-op
SW discharge planning tasks (1 of 2)

- none
- home health/hospice referrals
- order durable medical equipment
- order wound VACs
- home infusion referrals
- dialysis referrals
- early intervention referrals
- skilled nursing facility placements
- assisted living facility placements
- acute inpatient rehabilitation referrals
outpatient PT/OT/SLP referrals
mental health referrals
substance abuse treatment program referrals
local lodging referrals
private aid referrals
long term acute care hospital referrals
transportation
discharge medication coordination/assistance
financial assistance referrals
obtain prior authorizations

15%
30%
45%
60%
75%
Department paying SW salary

- transplant
- social work
- care management
- a medicine department (e.g. cardiology, nephrology)
- a surgery department
- other

![Bar graph showing the distribution of departments paying SW salary. The transplant department shows the highest percentage, followed by social work, care management, medicine departments, surgery departments, and other categories.](chart)
STSW expenses employer will pay

- Membership
- Credential application fee
- Conference registration
- Conference educational leave
- Travel
- Lodging
- Meals
- None of the above
Where we work

US Region 1: CT, ME, MA, NH, RI, Eastern VT
US Region 2: DE, DC, MD, NJ, PA, WV
US Region 3: AL, AR, FL, GA, LA, MS, PR
US Region 4: OK, TX
US Region 5: AZ, CA, NV, NM, UT
US Region 6: AL, HI, ID, MT, OR, WA
US Region 7: IL, MN, ND, SD, WI
US Region 8: CO, IA, KS, MO, NE, WY
US Region 9: NY, Western VT
US Region 10: IN, MI, OH
US Region 11: KY, NC, SC, TN, VA
outside United States

number of SWs

5 10 15 20 25
US Salaries

Other salaries omitted due to limited responses
US Salaries

Annual full-time salary in US dollars
Salary - Region 1: CT, ME, MA, NH, Eastern VT & RI

Annual full-time salary in US dollars

# of respondents

60000-64999
65000-69999
70000-74999
75000-79999
80000-84999
85000-89999
90000-94999
95000-99999
100000-104999
105000-110000

83
Salary - Region 3: AL, AR, FL, GA, LA, MS, PR

Annual full-time salary in US dollars

<table>
<thead>
<tr>
<th>Salary Range</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>45000-49999</td>
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<tr>
<td>50000-54999</td>
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<td>60000-64999</td>
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<td>65000-69999</td>
<td>4</td>
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<td>70000-74999</td>
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<tr>
<td>80000-84999</td>
<td>1</td>
</tr>
<tr>
<td>85000-89999</td>
<td>1</td>
</tr>
<tr>
<td>90000-94999</td>
<td>1</td>
</tr>
</tbody>
</table>
Salary - Region 4: OK, TX

Annual full-time salary in US dollars

# of respondents

55000-59999
60000-64999
65000-69999
70000-74999
75000-79999
80000-84999
85000-89999
90000-94999
95000-99999
100000-104999
105000-109999
110000-114999
Salary - Region 5: AZ, CA, NV, NM, UT

Annual full-time salary in US dollars

- 45000-49999: 1 respondent
- 50000-54999: 2 respondents
- 55000-59999: 3 respondents
- 60000-64999: 4 respondents
- 65000-69999: 5 respondents
- 70000-74999: 6 respondents
- 75000-79999: 7 respondents
- 80000-84999: 8 respondents
- 85000-89999: 9 respondents
- 90000-94999: 10 respondents
- 95000-99999: 11 respondents
- 100000-104999: 12 respondents
- 105000-109999: 13 respondents
- 110000-114999: 14 respondents
- 115000-120000: 15 respondents
Salary - Region 6: AK, HI, ID, MT, OR, WA

# of respondents

<table>
<thead>
<tr>
<th>Annual full-time salary in US dollars</th>
<th># of respondents</th>
</tr>
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<tbody>
<tr>
<td>70000-74999</td>
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<tr>
<td>95000-99999</td>
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</tr>
</tbody>
</table>
Salary - Region 7: IL, MN, ND, SD, WI

Annual full-time salary in US dollars

<table>
<thead>
<tr>
<th>Salary Range</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>50000-54999</td>
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<tr>
<td>55000-59999</td>
<td>2</td>
</tr>
<tr>
<td>60000-64999</td>
<td>3</td>
</tr>
<tr>
<td>65000-69999</td>
<td>4</td>
</tr>
<tr>
<td>70000-74999</td>
<td>5</td>
</tr>
<tr>
<td>75000-79999</td>
<td>6</td>
</tr>
<tr>
<td>80000-84999</td>
<td>5</td>
</tr>
<tr>
<td>85000-89999</td>
<td>4</td>
</tr>
</tbody>
</table>

The diagram above shows the distribution of salaries for Region 7 respondents.
Salary - Region 8: CO, IA, KS, MO, NE, WY
Salary - Region 9: NY & Western VT

Annual full-time salary in US dollars

- 50000-54999
- 55000-59999
- 60000-64999
- 65000-69999
- 70000-74999
- 75000-79999
- 80000-84999
- 85000-89999

<table>
<thead>
<tr>
<th>Salary Range</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>50000-54999</td>
<td>1</td>
</tr>
<tr>
<td>55000-59999</td>
<td>1</td>
</tr>
<tr>
<td>60000-64999</td>
<td>1</td>
</tr>
<tr>
<td>65000-69999</td>
<td>1</td>
</tr>
<tr>
<td>70000-74999</td>
<td>2</td>
</tr>
<tr>
<td>75000-79999</td>
<td>3</td>
</tr>
<tr>
<td>80000-84999</td>
<td>1</td>
</tr>
<tr>
<td>85000-89999</td>
<td>1</td>
</tr>
</tbody>
</table>

1 respondent earning more than 85000-89999
Salary - Region 10: IN, MI, OH

Annual full-time salary in US dollars

<table>
<thead>
<tr>
<th>Salary Range</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>45000-49999</td>
<td>1</td>
</tr>
<tr>
<td>50000-54999</td>
<td>1</td>
</tr>
<tr>
<td>55000-59999</td>
<td>3</td>
</tr>
<tr>
<td>60000-64999</td>
<td>4</td>
</tr>
<tr>
<td>65000-69999</td>
<td>5</td>
</tr>
<tr>
<td>70000-74999</td>
<td>2</td>
</tr>
<tr>
<td>75000-79999</td>
<td>4</td>
</tr>
<tr>
<td>80000-84999</td>
<td>2</td>
</tr>
</tbody>
</table>
Salary - Region 11: KY, NC, SC, TN, VA

Annual full-time salary in US dollars

- 45000-49999: 1 respondent
- 50000-54999: 2 respondents
- 55000-59999: 3 respondents
- 60000-64999: 4 respondents
- 65000-69999: 4 respondents
- 70000-74999: 3 respondents
- 75000-79999: 2 respondents
- 80000-84999: 1 respondent
- 85000-89999: 1 respondent
Salary by years as a social worker

- Number of respondents:
  - 0
  - 2
  - 4
  - 6
  - 8
  - 10

- Annual full-time salary in US dollars:
  - <40000
  - 40000-44999
  - 45000-49999
  - 50000-54999
  - 55000-59999
  - 60000-64999
  - 65000-69999
  - 70000-74999
  - 75000-79999
  - 80000-84999
  - 85000-89999
  - 90000-94999
  - 95000-99999
  - 100000-104999
  - 105000-109999
  - 110000-114999
  - 115000-120000

- # of respondents:
  - 0-5
  - 6-10
  - 11-15
  - 16-20
  - 21-25
  - 26+

- Annual full-time salary in US dollars

![Graph showing salary distribution by years as a social worker](image)