

# Status of Indiana Registered Nurses using the 2008 National Sample Survey of Registered Nurses

Produced by:

The Indiana Center for Health Workforce Studies

Bowen Research Center, Department of Family Medicine  
Indiana University School of Medicine

In collaboration with the:

Indiana Area Health Education Centers Program

March 2011

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**Bowen Research Center**  
*Where research efforts join with real-world experience*



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## Executive Summary

### ***Introduction***

The National Sample Survey of Registered Nurses was administered by the Health Resources and Services Administration in the United States Department of Health and Human Services. This report summarizes the responses of actively licensed Indiana registered nurses to the 2008 National Sample Survey of Registered Nurses.

### ***Methods***

Survey items included demographic characteristics of registered nurses, principal, prior and secondary nursing positions, activities performed in their nursing positions, education, and emergency preparedness. A total of 484 nurses were identified from the 2008 National Sample Survey of Registered Nurses dataset.

### ***Results: Demographics***

A majority (95.0%) of the respondents were female. Almost two-thirds (63.0%) were between 41 and 60 years of age. Three-fourths (76.7%) of the respondents reported being married or in a domestic partnership. Two-fifths (39.5%) reported having no dependents and over one-third (37.0%) indicated having children 6 to 18 years of age living in their home. One-fourth of the respondents reported an annual household income at \$50,001-\$75,000 (26.0%), \$75,001 to \$100,000 (26.0%), and \$100,001 to \$150,000 (27.9%).

### ***Results: Education and Licensure***

The majority (76.7%) of the respondents were issued their first registered nurse license in the state of Indiana. The most common time period reported was from 1991 to 2000 with 28.9% receiving their first registered license. Three-fourths (74.2%) of active registered nurses indicated graduating from their initial nursing program in the state of Indiana.

The majority (82.4%) of respondents did not receive any post-high-school degrees before beginning an initial registered nurse educational program. However, some respondents reported obtaining an associate degree (8.3%) or a bachelor's degree (8.7%) prior to starting the initial registered nurse educational program. Of the respondents who reported receiving a post-secondary degree prior to the start of their initial registered nurse program, one-half (50.6%) studied in a health-related field and indicated working as a nursing aide or nursing assistant.

### ***Results: Emergency Preparedness***

Three-fifths (65.3%) of the respondents did not participate in emergency preparedness training. One-fourth (25.0%) of the respondents either received or provided training in emergency preparedness for natural disaster. One-fifth indicated receiving or providing training in chemical accident/attack (20.2%) and infectious disease epidemics (20.9%). Of those who responded they had either received or provided emergency preparedness training in the past year, nearly three-fifths (58.3%) indicated *receiving* and three-fourths (74.4%) indicated *providing* between 0 and 5 hours of emergency preparedness training. Of those who responded they had either received or provided emergency preparedness training in the past year, over four-fifths (83.3%) reported feeling 'adequately' to 'somewhat' prepared for an emergency. Over one-tenth (14.3%) of respondents indicated feeling 'very prepared' for an emergency. Most (91.9%) of the

respondents had “full” or “some” understanding of the disaster and emergency plans at their places of employment.

***Results: Formal Education***

Of the respondents who had received a formal education program, nearly two-thirds (65.8%) matriculated as nurse practitioners and over one-fourth (28.9%) as clinical nurse specialists. The majority of respondents indicated that their formal education program was in nursing (81.3%), were part-time students (68.8%), indicated their program was 76-100 percent distance-based learning (41.7%), and were either working toward a bachelor’s degree (29.2%) or a master’s degree (35.4%).

***Results: Principal Nursing Position***

Most (98.1%) of the respondents indicated that they were required to maintain an active registered nurse license in order to keep their current nursing position. Majority (95.7%) of respondents who held a nursing position on March 10, 2008, were an active employee of the organization or facility. Three-fifths (61.8%) of the respondents indicated being employed in a hospital setting, of whom 39.5% worked in an inpatient unit in a non-federal community hospital or medical center. Over one-tenth (13.6%) of the respondents reported working in an ambulatory care setting which was not in a hospital. Less than one-tenth of the respondents reported working in a nursing home/extended care facility (3.9%), home health setting (6.4%), an academic education program (4.1%), school health service (2.1%), insurance claims or benefits or utilization reviews (1.9%), public or community health (1.7%), or an occupational health setting (1.4%).

Over one-half (55.4%) of the respondents indicated their job title was ‘staff nurse or direct care nurse.’ Three-fourths (73.6%) of the respondents reported working full-time. A majority (92.4%) of the respondents reported working 12 months during the year. Nearly one-half (45.5%) of the respondents reported working 31-40 hours in a typical week, which includes overtime and on-call hours. One-fifth (21.9%) of the respondents indicated spending 71 to 80 percent of their time in patient care and charting. At least four-fifths indicated spending less than 10 percent of their time in non-nursing tasks (88.2%), consultation with agencies/professionals (83.7%), supervision and management (79.3%), administration (93.4%), research (96.5%), teaching (84.3%) and other activities (90.3%). One-fourth of the respondents reported spending the majority of their time in general/specialty inpatient care (25.4%) followed by surgery (15.1%), ambulatory care (14.7%), and critical/intensive care (13.4%). One-half of the nurses reported their patient care time was spent with the adult population and over one-tenth with the geriatric population (13.5%) and multiple age groups (13.5%). About 11.0 percent reported they did not have any patient care time.

Of the people who reported spending time in patient care, one-fifth (20.0%) was in general medical surgery followed by cardiac or cardiovascular care (10.0%). Four-fifths (83.6%) of the respondents were either ‘moderately’ or ‘extremely’ satisfied with their position. Over two-fifths (43.6%) of the respondents estimated an annual salary between \$40,001 and \$60,000 before taxes. These estimates included overtime and bonuses, but excluded sign-on bonuses. Over one-half (56.6%) of the respondents indicated having no plans to leave their current job within the

next three years. Of those who were planning to leave their current position, those, three-fourths (75.2%) planned to continue in the nursing profession; one-tenth planned to either leave the nursing field (12.8%) or were unsure of their plans to remain in the nursing profession (12.0%).

### ***Results: Secondary Employment***

Respondents indicated that their other position was either at an organization/facility (66.7%) or they were self-employed (28.3%). Nearly two-thirds (58.3%) of the respondents indicated their secondary position was in a hospital setting followed by an ambulatory care setting (10.0%). A majority (84.7%) of the respondents indicated that they did not leave nursing since the time they became a registered nurse. One-third of the respondents indicated that they changed jobs due to a stressful work environment (31.6%), lack of good management or leadership (31.6%), and due to an interest in another position (30.3%).

### ***Conclusions***

Most of the actively licensed registered nurses in Indiana had received their first registered nurse license in Indiana from 1991 to 2000. The majority of the respondents did not pursue a post-secondary degree prior to enrolling in their initial registered nurse educational program. Of those who pursued a post-secondary degree, most pursued an associate or bachelor's degree in a health-related field. In 2008, most of the respondents indicated having no emergency preparedness training. Of the respondents who had received a formal education program, most matriculated as nurse practitioners. The majority of the respondents were required to maintain a registered nurse license in order to maintain their principal nursing position. A majority of the respondents indicated being employed in a hospital setting. Of the people who reported spending time in patient care, most of their time was spent in general medical surgery followed by cardiac or cardiovascular care. A majority of the respondents had no plans to leave their principal nursing position within the next three years. Of those who were planning to leave their principal nursing position, they still planned to remain in the nursing field.

## **Chapter 1: Introduction**

The 2008 National Sample Survey of Registered Nurses (NSSRN) was conducted by the Health Resources and Services Administration of the U.S. Department of Health and Human Services. The NSSRN stemmed from legislation in the Title IX of the Public Health Service Act in 1975. The survey has been issued approximately every four years since 1977, and the 2008 survey is the ninth to be conducted.

The 2008 National Sample Survey of Registered Nurses is designed to sample registered nurses in the workforce. The questions ask about nursing education, primary, secondary and previous employment, emergency preparedness training, specialties and demographic characteristics.

This report summarizes the responses from the 2008 National Sample Survey of Registered Nurses of Indiana residents who were actively licensed to practice as a registered nurse in the state.

### **Organization of the Report**

The following chapters show the methods and analysis of the 2008 National Sample Survey of Registered Nurses. Chapter 2 provides a detailed description of the sampling methods and analyses. Chapter 3 presents results from the analyses for actively registered nurses practicing in the state of Indiana. Chapter 4 offers conclusions from the results of the data analysis.

### **Appendix**

*Appendix 1* includes the 2008 National Sample Survey of Registered Nurses instrument.

## Chapter 2: Methods

This chapter summarizes the methods used at the national level in sampling and data management for the 2008 National Sample Survey of Registered Nurses report. Additionally, this chapter includes methods used to extract Indiana respondents from the database and analyze the responses.

### Sampling<sup>1</sup>

The 2008 National Sample of Registered Nurses (NSSRN) collected a random sample of registered nurses from each state based on a listing of licensed registered nurses. Data was collected for the national survey from July 2008 to March 2009 using paper surveys via mail, electronic online surveys and telephone interviews. A letter was sent via the United States Postal Service (USPS) inviting registered nurses to complete the online survey. After the web invitation was sent, paper surveys were also sent via the USPS. Registered nurses who did not respond to either of the first two attempts were contacted by telephone and sent an expedited mail.

### Data Retrieval<sup>1</sup>

Surveys were reviewed to ensure accuracy and completeness. If data were missing, a follow-up telephone interview was conducted to inquire about the missing or incomplete items(s). If complete data could not be obtained, the protocol used statistical imputation to generate data to reduce non-response error.

### Inclusion Criteria

For this report, only those respondents who were actively licensed to practice as a registered nurse in Indiana were included in the analysis.

### Data Analysis

The Indiana University Department of Family Medicine's Bowen Research Center received the 2008 National Sample Survey of Registered Nurses dataset and a data codebook from the Health Resources and Services Administration data download web site.<sup>2</sup> The Statistical Analysis Software (SAS) program, version 9.2, was used to analyze data from the NSSRN database.

<sup>1</sup> Health Resources and Services Administration. (November 2010). *2008 National Sample Survey of Registered Nurses. Documentation for the General Use Data File.* (DHHS Publication).

<sup>2</sup>United States Department of Health and Human Services, Health Resources and Services Administration. (2008). *National Sample Survey of Registered Nurses* [Data file]. Retrieved from <http://datawarehouse.hrsa.gov/nursingsurvey.aspx>

## Chapter 3: Responses to 2008 National Sample Survey of Registered Nurses

The results in this chapter show demographics, current employment characteristics and academic history of actively licensed Indiana registered nurses who responded to the 2008 National Sample of Registered Nurses. The tables show number of valid and missing responses to each item and the percentage of valid responses. The text describes the responses to the survey.

### Gender

Table 3.1 Gender of Active Registered Nurses

Gender	Number	Percent
Male	24	5.0
Female	460	95.0
Total	484	100.0

Table 3.1 shows the gender distribution of the respondents. A majority (95.0%) of the respondents were female.

### Age

Table 3.2 Age of Active Registered Nurses

Age	Number	Percent
20-30	43	8.9
31-40	89	18.4
41-50	153	31.6
51-60	152	31.4
61-70	47	9.7
Total	484	100.0

Table 3.2 shows the age distribution of respondents. Almost two-thirds (63.0%) of the respondents were between 41 and 60 years of age. Over one-fourth (27.3%) were between 20 and 40 years of age.

## Marital status

Table 3.3 Marital Status of Active Registered Nurses

Marital Status	Number	Percent
Married or in domestic partnership	371	76.7
Widowed, divorced, separated	82	16.9
Never married	31	6.4
Total	484	100.0

Table 3.3 shows the marital status reported by respondents. Three-fourths (76.7%) of the respondents reported being married or in a domestic partnership.

## Dependents

Table 3.4 Dependents of Active Registered Nurses

Dependents (children & parents)	Number	Percent
No dependents at home	191	39.5
Child(ren) less than 6 years at home	72	14.9
Child(ren) 6 to 18 years at home	179	37.0
Other adults at home	79	16.3
Others living elsewhere	70	14.5

Table 3.4 shows the number of dependents the respondents' identified. Two-fifths (39.5%) of the active registered nurses in Indiana reported having no dependents at home. Over one-third (37.0%) of the respondents indicated having children 6 to 18 years of age living in their home.

## Household income

Table 3.5 Household Income of Active Registered Nurses

Pre-tax household income	Number	Percent
\$15,000 or less	0	0.0
\$15,001 to \$25,000	5	1.0
\$25,001 to \$35,000	9	1.9
\$35,001 to \$50,000	35	7.2
\$50,001 to \$75,000	126	26.0
\$75,001 to \$100,000	126	26.0
\$100,001 to \$150,000	135	27.9
\$150,001 to \$200,000	34	7.0
More than \$200,000	14	2.9
Total	484	100.0

Table 3.5 shows the distribution of pre-tax annual household income reported by the respondents. One-tenth (10.1%) reported an annual household income of less than \$50,000 (10.1%) and over one-third (37.8%) reported an annual household income of \$100,000 or more.

## FIRST REGISTERED LICENSE

### Location of first registered nurse license

Table 3.6 State of First License of Active Registered Nurses

State	Number	Percent
Alabama	2	0.4
Arkansas	1	0.2
Arizona	1	0.2
California	6	1.2
Colorado	3	0.6
Delaware	1	0.2
Florida	5	1.0
Illinois	27	5.6
Indiana	371	76.7
Kansas	1	0.2
Kentucky	10	2.1
Louisiana	1	0.2
Massachusetts	1	0.2
Maryland	1	0.2
Maine	1	0.2
Michigan	11	2.3
Minnesota	1	0.2
Missouri	6	1.2
Mississippi	1	0.2
North Carolina	1	0.2
New Jersey	1	0.2
New Mexico	1	0.2
New York	2	0.4
Ohio	14	2.9
Pennsylvania	1	0.2
Tennessee	1	0.2
Texas	6	1.2
Utah	2	0.4
Virginia	1	0.2
Wisconsin	3	0.6
Total	484	100.0

Table 3.6 shows the distribution of states granting respondents their first registered nurse license. A majority (76.7%) of the respondents were issued their first registered nurse license in Indiana.

## Year of first registered nurse license

Table 3.7 Issuance Year of First Registered Nurse License

Year	Number	Percent
1951-1960	7	1.4
1961-1970	32	6.6
1971-1980	87	18.0
1981-1990	123	25.4
1991-2000	140	28.9
2001-2008	95	19.6
Total	484	100.0

Table 3.7 shows the distribution of years that respondents received their first registered nurse license. One-fourth (25.4%) of respondents received their first registered nurse license between 1981 and 1990. About one-fifth (19.6%) of the respondents had received their first registered nurse license between 2001 and 2008. The most common time period reported was from 1991 to 2000 with 28.9% of respondents receiving their first registered nurse license.

## INITIAL REGISTERED NURSE EDUCATIONAL PROGRAM

### Year of graduation from initial registered nurse educational program

Table 3.8 Graduation Year from Initial Registered Nurse Education Program

Year	Number	Percent
1951-1960	7	1.4
1961-1970	33	6.8
1971-1980	88	18.2
1981-1990	126	26.0
1991-2000	137	28.3
2001-2008	93	19.2
Total	484	100.0

Table 3.8 shows the graduation year of respondents from their initial registered nurse education program. Over one-half (54.3%) of the respondents indicated they graduated between 1981 and 2000. Only 8.2% of the survey respondents indicated graduation before 1970. One-fifth (19.2%) of the respondents have graduated since 2001.

## Location of initial registered nurse educational program

Table 3.9 Location of Initial Registered Nurse Education Program

State	Number	Percent
Alabama	2	0.4
Arizona	1	0.2
California	4	0.8
Colorado	1	0.2
Delaware	1	0.2
Florida	6	1.3
Iowa	1	0.2
Idaho	1	0.2
Illinois	31	6.5
Indiana	353	74.2
Kansas	1	0.2
Kentucky	11	2.3
Louisiana	1	0.2
Massachusetts	1	0.2
Maryland	1	0.2
Maine	1	0.2
Michigan	12	2.5
Minnesota	1	0.2
Missouri	7	1.5
North Carolina	1	0.2
New Jersey	1	0.2
New Mexico	1	0.2
New York	9	1.9
Ohio	15	3.2
Pennsylvania	1	0.2
Tennessee	2	0.4
Texas	5	1.1
Utah	1	0.2
Wisconsin	2	0.4
West Virginia	1	0.2
Total	476	100.0
Missing	8	

Table 3.9 shows the distribution of graduation from initial education programs by state. Three-fourths (74.2%) of active registered nurses indicated graduating from their initial nursing program in the state of Indiana. Less than one-tenth indicated graduating from the neighboring states Illinois (6.5%), Ohio (3.2%) and Michigan (2.5%).

**Post-high school degrees received before initial registered nurse educational program**

Table 3.10 Post-High-School Degrees Received Before Starting the Initial Registered Nurse Education Program

<b>Degree</b>	<b>Number</b>	<b>Percent</b>
None	399	82.4
Associate Degree	40	8.3
Bachelor's Degree	42	8.7
Master's Degree	5	1.0
Doctorate	1	0.2
Other	2	0.4
Total	484	100.0

Table 3.10 shows the degrees in progress before respondents began their initial registered nurse education program. A majority (82.4%) of respondents did not receive any post-high-school degrees before beginning an initial registered nurse educational program. However, some respondents reported obtaining an associate degree (8.3%) or a bachelor's degree (8.7%) prior to starting the initial registered nurse educational program.

**Field of study for degree before initial registered nurse educational program**

Table 3.10a Field of Study for Degree Sought Before Initial Registered Nurse Program

<b>Field of Study</b>	<b>Number</b>	<b>Percent</b>
Health-related field	43	50.6
Biological or Physical Science	8	9.4
Business or Management	6	7.1
Education	7	8.2
Liberal Arts, Social Science, or Humanities	16	18.8
Law	1	1.2
Computer Science	1	1.2
Social Work	1	1.2
Other non-health related field	2	2.4
Total	85	100.0

Table 3.10a shows the distribution of academic fields for the respondents' highest degree. Of the respondents who indicated receiving a post-high school degree prior to the start of their initial registered nurse program were included in this table. Of those, one-half (50.6%) studied in a health-related field.

**Employment history before completing the initial registered nurse educational program**

Table 3.11 Employment Before Completion of Initial Registered Nurse Education

Employment	Number	Percent
No health-related position before RN education	137	28.3
Nursing Aide or Nursing Assistant	245	50.6
Home health aide or assistant	25	5.2
Licensed Practical or Vocational Nurse	68	14.0
Emergency Medical Technician (EMT) or Paramedic	11	2.3
Medical assistant	19	3.9
Dental assistant	8	1.7
Allied Health technician or technologist	23	4.8
Manager in health care setting	7	1.4
Clerk in health care setting	42	8.7
Military medical corps	4	0.8
Medical doctor	1	0.2
Midwife	0	0.0
Another type of health-related position	4	0.8

Table 3.11 shows the employment history of survey respondents before they completed their initial registered nurse educational program. One-half (50.6%) of respondents reported working as a nursing aide or nursing assistant before completing their initial registered nurse education. One-fourth (28.3%) of the respondents indicated having no health-related employment before completing the initial registered nurse program.

**Licenses held**

Table 3.12 Active Registered Nurses who have ever been licensed as a Licensed Practical Nurse (LPN) or as a Licensed Vocational Nurse (LVN)

Licensed as LPN or LVN	Number	Percent
Yes	76	15.7
No	408	84.3
Total	484	100.0

Table 3.12 shows the licenses held by the respondents. Most (84.3%) of the respondents were never licensed as a licensed practical nurse (LPN) or a licensed vocational nurse (LVN).

## Current Skill-Based Certifications

Table 3.13 Current Skill-Based Certifications

<b>Certifications</b>	<b>Number</b>	<b>Percent</b>
No current skill-based certifications	13	2.7
Life Support	138	28.5
Resuscitation	120	24.8
Emergency Medicine/Nursing	15	3.1
Trauma Nursing	21	4.3
Other	0	0.0

Table 3.13 shows the current skill-based certifications held by the respondents. One-fourth of the active registered nurses reported being certified in life support (28.5%) and resuscitation (24.8%).

## EMERGENCY PREPAREDNESS TRAINING

### Areas of emergency preparedness training

Table 3.14 Areas of Emergency Preparedness Training

<b>Areas of training</b>	<b>Number</b>	<b>Percent</b>
None	316	65.3
Chemical accident or attack	98	20.2
Nuclear/radiological accident or attack	40	8.3
Infectious disease epidemics	101	20.9
Biological accident or attack	71	14.7
Natural disaster	121	25.0
Other public health emergencies	60	12.4

Table 3.14 shows the participation in emergency preparedness training of respondents during the past year. The majority (65.3%) of respondents participated in no emergency preparedness training. One-fourth (25.0%) of the respondents either received or provided training in emergency preparedness for natural disaster. One-fifth of the respondents indicated receiving or providing training in chemical accident/attack (20.2%) and infectious disease epidemics (20.9%).

### Hours of emergency preparedness training

Table 3.14a Hours Spent *Receiving* and *Providing* Emergency Preparedness Training

Training Hours	Received		Provided	
	Number	Percent	Number	Percent
0-5	98	58.3	125	74.4
6-10	30	17.9	24	14.3
11-15	6	3.6	5	3.0
16-20	19	11.3	4	2.4
21-25	4	2.4	1	0.6
26-30	2	1.2	1	0.6
31 or over	9	5.4	8	4.8
Total	168	100.0	168	100.0

Table 3.14a shows the distribution of respondents with emergency preparedness training by total number of hours spent in either receiving or providing training. Of those who responded they had either received or provided emergency preparedness training in the past year, nearly three-fifths (58.3%) indicated *receiving* and three-fourths (74.4%) indicated *providing* between 0 and 5 hours of emergency preparedness training.

### Level of preparedness

Table 3.14b Level of Preparedness in Trained Area

Preparedness Status	Number	Percent
Very prepared	24	14.3
Adequately prepared	60	35.7
Somewhat prepared	80	47.6
Not at all prepared	4	2.4
Total	168	100.0

Table 3.14b shows the self-reported level of preparedness indicated by respondents with emergency preparedness training. Of those who responded they had either received or provided emergency preparedness training in the past year, over four-fifths (83.3%) reported feeling ‘adequately’ to ‘somewhat’ prepared for an emergency. Over one-tenth (14.3%) of respondents indicated feeling ‘very prepared’ for an emergency.

## Knowledge of emergency plan at place of employment

Table 3.15 Knowledge of Disaster/Emergency Plan at Place of Employment

Level of Understanding	Number	Percent
Full understanding	215	44.4
Some understanding	230	47.5
Little or no understanding	26	5.4
No plan exists at my place of employment	7	1.5
Do not have a place of employment	6	1.2
Total	484	100.0

Table 3.15 shows the knowledge level of respondents for their disaster and emergency plans at their place of employment. Most (91.9%) of the respondents had a ‘full’ or ‘some’ understanding of the disaster and emergency plans at their place of employment. Less than one-tenth (5.4%) of respondents reported having ‘little or no understanding’ of their work’s disaster and emergency plan.

## FORMAL EDUCATION PROGRAM

### Formal education program for advanced nurse specialty

Table 3.16 Formal Education Program for Advanced Nurse Specialty

Advanced nurse specialty	Number	Percent
Nurse Practitioner	25	65.8
Clinical Nurse Specialist	11	28.9
Nurse Midwife	1	2.6
Nurse Anesthetist	1	2.6
Total	38	100.0

Table 3.16 shows the distribution of respondents who completed a formal education program preparing them for an advanced practice nurse specialty. Only those who indicated they had completed a formal education program were included in this table. Of those respondents, nearly two-thirds (65.8%) reported they matriculated as nurse practitioners and over one-fourth (28.9%) as clinical nurse specialists.

### Type of formal education program

Table 3.17 Type of Formal Education Program

Was this formal education program . . .	Number	Percent
In nursing	39	81.3
In a non-nursing field to enhance your career/employment in nursing	3	6.3
In a non-nursing field to allow pursuit of career/employment opportunities outside of nursing	4	8.3
In an area of personal interest without regard to future employment	2	4.2
Total	48	100.0

Table 3.17 shows the respondents enrolled in a formal education program by type of program. Only those who indicated they had completed a formal education program were included in this table. The majority (81.3%) of respondents indicated that the formal education program they were enrolled in was for nursing.

### Student status

Table 3.18 Student Status in Formal Education Program

Status	Number	Percent
Full-time student	15	31.3
Part-time student	33	68.8
Total	48	100.0

Table 3.18 shows the student status of respondents enrolled in a formal educational program. Only those who indicated they had completed a formal education program were included in this table. Two-thirds (68.8%) of the respondents were part-time students.

### Distance-based coursework

Table 3.19 Percent of Distance-Based Coursework

Percent of coursework	Number	Percent
0%	14	29.2
1-25%	8	16.7
26-50%	3	6.3
51-75%	3	6.3
76-100%	20	41.7
Total	48	100.0

Table 3.19 shows the percentage of the respondents' coursework that was distance-based (correspondence or online). Only those who indicated they had completed a formal education program were included in this table. Of those, two-fifths (41.7%) of the respondents indicated their program was 76-100 percent distance-based learning.

### Type of credentials sought

Table 3.20 Type of Credentials Sought in the Formal Education Program

Credentials sought	Number	Percent
Associate Degree	3	6.3
Bachelor's Degree	14	29.2
Master's Degree	17	35.4
Doctorate	7	14.6
Post-Master's Certificate	0	0.0
Other Certificate	7	14.6
Total	48	100.0

Table 3.20 shows the type of degree or certificate the respondents were attempting to obtain in the formal education program. Only those who indicated they had completed a formal education program were included in this table. One-third of the respondents were either working toward a bachelor's degree (29.2%) or a master's degree (35.4%).

### PRINCIPAL NURSING POSITION

#### Licensing requirement of principal nursing position

Table 3.21 Principal Nursing Position Licensing Requirements

Required to maintain RN license?	Number	Percent
Yes	475	98.1
No	9	1.9
Total	484	100.0

Table 3.21 shows the licensing requirement of the principal nursing position. Most (98.1%) of the respondents indicated that they were required to maintain an active registered nurse license in order to hold their current nursing position.

### Employment in principal nursing position

Table 3.22 Employment in Principal Nursing Position

Employment	Number	Percent
An employee of the organization or facility where you were working	463	95.7
Employed through an employment agency, but not as a traveling nurse	8	1.7
Employed through an employment agency as a traveling nurse	3	0.6
Self-employed, per diem, or working as-needed	10	2.1
Total	484	100.0

Table 3.22 shows the principal nursing position held by the respondents. Majority (95.7%) of respondents who held a nursing position on March 10, 2008, were an active employee of the organization or facility.

## Employment setting

Table 3.23a Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Hospital (including all types of care at a hospital location)</b>	<b>299</b>	<b>61.8</b>
<i>Community hospital or medical center, Non-Federal, short stay</i>		
Inpatient unit	191	39.5
Nursing home unit in hospital	2	0.4
Outpatient clinic owned by a hospital	27	5.6
Outpatient clinic located at a hospital but not owned by the hospital	3	0.6
Other administrative or functional area	32	6.6
<i>Specialty hospital, Non-Federal (children's, heart, burns, cancer)</i>		
Inpatient unit	16	0.3
Outpatient clinic owned by a hospital	1	0.0
Outpatient clinic located at a hospital but not owned by the hospital	0	0.0
Other administrative or functional area	2	0.0
<i>Long-Term Hospital, Non-psychiatric, Non-Federal</i>		
Inpatient unit	8	1.7
Nursing home unit in hospital	0	0.0
Other administrative or functional area	0	0.0
<i>Psychiatric hospital, Non-Federal</i>		
Inpatient unit	3	0.6
Nursing home unit in hospital	0	0.0
Outpatient clinic owned by a hospital	0	0.0
Outpatient clinic located at a hospital but not owned by the hospital	0	0.0
Other administrative or functional area	0	0.0
<i>Federal Government hospital (Military, VA, NIH or HIS-supported)</i>		
Inpatient unit	2	0.4
Nursing home unit in hospital	0	0.0
Outpatient clinic/medical practice located at a hospital	1	0.2
Other administrative or functional area	0	0.0
<i>Hospital unit in an institution (infirmary, correctional facility)</i>		
All types	2	0.4
<i>Other Type of hospital</i>		
Inpatient unit	7	1.4
Nursing home unit in hospital	0	0.0
Outpatient clinic owned by a hospital	1	0.2
Outpatient clinic located at a hospital but not owned by the hospital	0	0.0
Other administrative or functional area	1	0.2

Table 3.23a shows the distribution of respondents by their employment setting. Three-fifths (61.8%) of the respondents indicated being employed in a hospital setting, of whom 39.5% worked in an in-patient unit in a non-federal community hospital or medical center.

Table 3.23b Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Nursing Home/Extended Care Facility</b>	<b>19</b>	<b>3.9</b>
Nursing home/extended care facility (not in a hospital)	17	3.5
Facility for mentally retarded or developmentally disabled	0	0.0
Residential care/assisted living facility	2	0.4
Other type of extended care facility	0	0.0

Table 3.23b shows the distribution of respondents by their employment setting. Less than one-tenth (3.9%) of the respondents reported working in a nursing home/extended care facility.

Table 3.23c Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Home Health Setting</b>	<b>31</b>	<b>6.4</b>
Visiting nurse service (VNS/VNA)	5	1.0
Home health service unit (hospital-based)	8	1.7
Home health agency (non-hospital based)	10	2.1
Private duty in home setting	3	0.6
Hospice	4	0.8
Other home health setting	1	0.2

Table 3.23c shows the distribution of respondents by their employment setting. Less than one-tenth (6.4%) of the respondents reported working in a home health setting.

Table 3.23d Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Academic Education Program</b>	<b>20</b>	<b>4.1</b>
Nursing aide/or home health aide program	0	0.0
LPN/LVN program	1	0.2
Diploma program (RN)	1	0.2
Associate degree RN program	5	1.0
Bachelor's and/or higher degree RN program	10	2.1
Associate degree RN and LPN/LVN program	2	0.4
Associate degree RN BSN program	1	0.2
Other education program, not patient education	0	0.0

Table 3.23d shows the distribution of respondents by their employment setting. Less than one-tenth (4.1%) of the respondents reported working in an academic education program.

Table 3.23e Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Public or Community Health Setting</b>	<b>8</b>	<b>1.7</b>
State Health or Mental Health Agency	2	0.4
City or County Health Department	3	0.6
Correctional Facility (non-hospital)	1	0.2
Community mental-health organization or clinic	1	0.2
Substance abuse center/clinic	0	0.0
Other community setting	1	0.2

Table 3.23e shows the distribution of respondents by their employment setting. A few (1.7%) of the respondents reported working in a public or community health setting.

Table 3.23f Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>School Health Service</b>	<b>10</b>	<b>2.1</b>
School or school system (K-12)	8	1.7
College or University	1	0.2
Other school health setting	1	0.2

Table 3.23f shows the distribution of respondents by their employment setting. A few (2.1%) of the respondents reported working in a school health service setting.

Table 3.23g Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Occupational Health (Employee Health Service)</b>	<b>7</b>	<b>1.4</b>
Private Industry	5	1.0
Government occupational health services	0	0.0
Other occupational health setting	2	0.4

Table 3.23g shows the distribution of respondents by their employment setting. Few (1.4%) of the respondents indicated employment in an occupational health setting.

Table 3.23h Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Ambulatory Care Setting, not located in a hospital</b>	<b>66</b>	<b>13.6</b>
Medical/physician practice	26	5.4
Nurse practice	0	0.0
In store or retail clinic	1	0.2
Community health center	6	1.2
Federal clinic (Military, VA, NIH or HIS-supported)	0	0.0
Federally supported clinic (not community health center)	2	0.4
Hospital owned off-site clinic or surgery center	7	1.4
Ambulatory surgical center, not hospital owned	13	2.7
Urgent Care	1	0.2
Dialysis center or clinic, not in hospital	6	1.2
Other ambulatory setting	4	0.8

Table 3.23h shows the distribution of respondents by their employment setting. Over one-tenth (13.6%) of the respondents reported working in an ambulatory care setting which was not in a hospital.

Table 3.23i Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Insurance Claims/Benefits/Utilization Review</b>	<b>9</b>	<b>1.9</b>
Government insurer/benefits department: federal, state, or local	1	0.2
Insurance company or other private claims/benefits/utilization review organization	8	1.7

Table 3.23i shows the distribution of respondents by their employment setting. Few (1.9%) of the respondents reported employment related to insurance claims or benefits or utilization reviews.

Table 3.23j Employment Setting of Principal Nursing Position

<b>Principal Position Employment Setting</b>	<b>Number</b>	<b>Percent</b>
<b>Other</b>	<b>15</b>	<b>3.1</b>
Policy, planning, regulatory, or licensing agency	0	0.0
Consulting organization or self-employed	1	0.2
Home-based self employment	1	0.2
Telehealth, telenursing, or call center	7	1.4
Pharmaceutical/medical device/medical software	2	0.4
Other	1	0.2
Unknown	3	0.6

Table 3.23j shows the distribution of respondents by their employment setting. A few (3.1%) of the respondents reported working in a position categorized as ‘other.’

## Job title

Table 3.24 Job Title for Principal Nursing Position

Job title	Number	Percent
Staff nurse or direct care nurse	268	55.4
Charge nurse or team leader	35	7.2
First-line management (head nurse, floor supervisor)	24	5.0
Middle management/administration	32	6.6
Senior management/administration	11	2.3
Clinical Registered Nurse Anesthetist (CRNA)	0	0.0
Clinical Nurse Specialist (CNS)	6	1.2
Nurse practitioner (NP)	19	3.9
School nurse	7	1.4
Public health nurse	5	1.0
Community health nurse	1	0.2
Patient educator	4	0.8
Staff educator or instructor in clinical setting	7	1.4
Staff development director	1	0.2
Instructor/lecturer	4	0.8
Professor	7	1.4
Patient care coordinator, case manager, discharge planner	20	4.1
Quality improvement nurse, utilization review nurse	6	1.2
Infection control	1	0.2
Advice/triage nurse	2	0.4
Informatics nurse	3	0.6
Consultant	8	1.7
Legal Nurse	0	0.0
Researcher	5	1.0
Surveyor/auditor/regulator	2	0.4
No position title	6	1.2
Other	0	0.0
Total	484	100.0

Table 3.24 shows the distribution of respondents by job title. Over one-half (55.4%) of the respondents indicated their job title was ‘staff nurse or direct care nurse.’

## Employment status

Table 3.25 Employment Status of Principal Nursing Position

Employment Status	Number	Percent
Full-time	356	73.6
Part-time	128	26.4
Total	484	100.0

Table 3.25 shows the employment status of the respondents. Three-fourths (73.6%) of the respondents reported working full-time.

## Months worked during the year

Table 3.26 Number of Months Worked During the Year

Months worked	Number	Percent
1	1	0.2
2	3	0.6
4	1	0.2
5	0	0.0
6	1	0.2
7	0	0.0
8	2	0.4
9	10	2.1
10	13	2.7
11	6	1.2
12	447	92.4
Total	484	100.0

Table 3.26 shows the number of months the respondents worked during the year. A majority (92.4%) of the respondents reported working 12 months during the year.

## Hours worked in a typical week

Table 3.27 Number of Hours Worked in a Typical Week

Hour allocation	0-10 Hrs Percent	11-20 Hrs Percent	21-30 Hrs Percent	31-40-Hrs Percent	41-50 Hrs Percent	51-60 Hrs Percent	61-70 Hrs Percent	71-80 Hrs Percent	81 Hrs > Percent
Number of hours worked, including all overtime and on call hours	2.5	9.1	11.8	45.5	23.6	5.4	1.0	1.2	0.0
On-call hours (not including stand by hours)	95.5	2.9	0.4	0.8	0.0	0.4	0.0	0.0	0.0
Number of paid hours (overtime)	96.7	2.7	0.4	0.2	0.0	0.0	0.0	0.0	0.0
Number of Mandatory paid overtime	99.0	0.8	0.0	0.2	0.0	0.0	0.0	0.0	0.0
Number paid/unpaid stand-by hours (paid/unpaid)	91.5	2.9	1.0	0.4	1.7	0.2	0.2	0.2	2.1
Number of stand-by hours (paid)	95.2	2.7	0.4	0.2	0.8	0.0	0.0	0.0	0.6

Table 3.27 shows the distribution of hours worked by the respondents in a typical week. Nearly one-half (45.5%) of the respondents reported working 31-40 hours in a typical week, which includes overtime and on-call hours. One-fourth (23.6%) indicated working 41 to 50 hours. A majority of the respondents indicated working 0 to 10 hours of on-call (95.5%), paid overtime (96.7%), mandatory paid overtime (99.0%), paid and unpaid stand-by (91.5%) and paid stand-by (95.2%) hours.

## Time spent on activities during the work week

Table 3.28 Time Spent on Activities During the Week

Time spent in Activities	0-10 % Percent	11-20 % Percent	21-30 % Percent	31-40-% Percent	41-50 % Percent	51-60 % Percent	61-70 % Percent	71-80 % Percent	81-90% Percent	91-100% Percent
Patient Care and Charting	20.0	2.9	5.0	3.7	6.8	5.6	8.3	21.9	13.0	12.8
Non-nursing tasks (housekeeping etc.)	88.2	7.0	3.1	1.0	0.4	0.2	0.0	0.0	0.0	0.0
Consultation with agencies/professionals	83.7	9.7	3.5	1.0	1.0	0.4	0.0	0.2	0.4	0.0
Supervision and management	79.3	5.0	4.1	2.7	1.9	1.7	1.0	1.4	0.8	2.1
Administration	93.4	1.9	1.2	0.6	1.4	0.4	0.4	0.4	0.2	0.0
Research	96.5	1.7	0.8	0.4	0.2	0.0	0.0	0.0	0.0	0.4
Teaching, preceptor, orienting students for new hire	84.3	8.3	2.1	1.2	1.4	0.6	0.6	0.6	0.0	0.8
Other	90.3	3.3	0.6	1.2	0.8	0.6	0.6	0.4	0.6	1.4

Table 3.28 shows the distribution of time spent in activities during a usual work week. One-fifth (21.9%) of the respondents indicated spending 71 to 80 percent of their time in patient care and charting. At least four-fifths indicated spending less than 10 percent of their time in non-nursing tasks (88.2%), consultation with agencies/professionals (83.7%), supervision and management (79.3%), administration (93.4%), research (96.5%), teaching (84.3%) and other activities (90.3%).

## Majority of time spent by level of care

Table 3.29 Majority of Time Spent in for Principal Nursing Position

Level of Care or Type of Work	Number	Percent
General or specialty inpatient	123	25.4
Critical/intensive care	65	13.4
Step-down, transitional, progressive, telemetry	26	5.4
Sub-acute care	11	2.3
Emergency	29	6.0
Urgent care	5	1.0
Rehabilitation	14	2.9
Long-term care/nursing home	25	5.2
Surgery	73	15.1
Ambulatory care	71	14.7
Ancillary care	4	0.8
Home health	30	6.2
Public health/community health	21	4.3
Education	42	8.7
Business, administration, review, case management	41	8.5
Research	10	2.1
Other	0	0.0

Table 3.29 shows the level of care or type of work the respondents reported working the majority of their time in their principal nursing position. One-fourth of the respondents (25.4%) reported spending the majority of their time in general/specialty inpatient care followed by surgery (15.1%), ambulatory care (14.7%), and critical/intensive care (13.4%).

## Patient population

Table 3.30 Patient Population of Principal Nursing Position

Patient population	Number	Percent
No patient care	53	11.0
Adult	241	50.0
Geriatric	65	13.5
Pre-natal	7	1.5
Newborn or neonatal	17	3.5
Pediatric and/or Adolescent	34	7.1
Multiple age groups	65	13.5
Total	482	100.0
Missing	2	

Table 3.30 shows the patient population with whom the nurses reported spending their patient care time. One-half (50.0%) of the nurses reported their patient care time was spent with the adult population and over one-tenth (13.5%) with the geriatric population and multiple age groups (13.5%). About 11.0% reported they did not have any patient care time.

## Clinical specialty

Table 3.31 Clinical Specialty for Principal Nursing Position

Clinical specialty	Number	Percent
No patient care principal position	4	0.9
General medical surgical	86	20.0
Critical care	34	7.9
Cardiac or cardiovascular care	43	10.0
Chronic care	10	2.3
Dermatology	0	0.0
Emergency or trauma care	14	3.3
Gynecology (women's health)	14	3.3
Hospice	2	0.5
Infectious/communicable disease	12	2.8
Labor and delivery	7	1.6
Neurological	11	2.6
Obstetrics	4	0.9
Occupational health	7	1.6
Oncology	13	3.0
Primary care	18	4.2
Psychiatric or mental health	9	2.1
Pulmonary/respiratory	15	3.5
Radiology (diagnostic or therapeutic)	4	0.9
Renal/dialysis	12	2.8
No specific area	7	1.6
Other specialty for a majority of my time	2	0.5

Table 3.31 shows the clinical specialty where the nurses reported spending a majority of their patient care time. Only those who responded spending time in patient care were included in this table. Of those, one-fifth (20.0%) of the respondents spent a majority of their patient care time in general medical surgery followed by cardiac or cardiovascular care (10.0%).

## Job satisfaction

Table 3.32 Job Satisfaction with Principal Nursing Position

Job satisfaction	Number	Percent
Extremely satisfied	171	35.3
Moderately satisfied	234	48.3
Neither satisfied nor dissatisfied	32	6.6
Moderately dissatisfied	36	7.4
Extremely dissatisfied	11	2.3
Total	484	100.0

Table 3.32 shows the distribution of respondents by their satisfaction level of their current job or their most recent job if not currently working. Four-fifths (83.6%) of the respondents were either 'moderately' or 'extremely' satisfied with their position.

## Pre-tax annual earnings

Table 3.33 Pre-Tax Annual Earnings from Principal Nursing Position

Pre-tax annual earnings	Number	Percent
\$0-\$20,000	43	8.9
\$20,001-\$40,000	88	18.2
\$40,001-\$60,000	211	43.6
\$60,001-\$80,000	105	21.7
\$80,001-\$100,000	24	5.0
\$100,001-\$120,000	11	2.3
\$120,001-\$140,000	1	0.2
\$140,001-\$160,000	0	0.0
\$160,001-\$180,000	1	0.2
Total	484	100.0

Table 3.33 presents the estimated pre-tax annual earnings as reported by the respondents. Over two-fifths (43.6%) of the respondents estimated an annual salary between \$40,001 and \$60,000 before taxes. These estimates included overtime and bonuses, but excluded sign-on bonuses. Approximately 8% had a pre-tax income below \$20,000 (8.9%) and above \$80,001 (7.6%).

## Future plans

Table 3.34 Future Plans of Principal Nursing Position

Future plans	Number	Percent
Yes, have left or will leave within the next 12 months	80	16.5
Yes, in 1 year to 3 years	53	11.0
No plans to leave within next 3 years	274	56.6
Undecided	77	15.9
Total	484	100.0

Table 3.34 shows the respondents' intention to leave their current position. Over one-half (56.6%) of the respondents indicated having no plans to leave their current job within the next three years. One-fourth (27.5%) indicated leaving their job within the next 1 to 3 years.

## Plans to remain in nursing

Table 3.34a If Leaving Principal Nursing Position, Plans to Remain in Nursing

Plans to remain in nursing?	Number	Percent
Yes	100	75.2
No	17	12.8
Unsure	16	12.0
Total	133	100.0

Table 3.34a shows the respondents who indicated they planned to leave their principal nursing position. Only those who indicated they planned to leave their current nursing position were included in this table. Of those, three-fourths (75.2%) planned to continue in the nursing profession; one-tenth planned to either leave the nursing field (12.8%) or were unsure of their plans to remain in the nursing profession (12.0%).

## SECONDARY EMPLOYMENT

### Secondary nursing position

Table 3.35 Secondary Nursing Position

Secondary nursing positions	Number	Percent
An employee of the organization or facility where you were working	40	66.7
Employed through an employment agency, but not as a traveling nurse	6	10.0
Employed through an employment agency as a traveling nurse	0	0.0
Self-employed, per diem, or working as-needed	17	28.3

Table 3.35 shows the respondents who held other for-pay nursing positions other than a principal nursing position on March 10, 2008. Respondents indicated that their other position was either at an organization/facility (66.7%) or they were self-employed (28.3%).

### Work setting for secondary nursing position

Table 3.36 Work Setting for Secondary Nursing Position

Work setting	Number	Percent
Hospital Setting	35	58.3
Nursing home/Extended care facility	1	1.7
Academic education program	5	8.3
Home health setting	4	6.7
Public or community health setting	4	6.7
School health service	3	5.0
Occupational health	1	1.7
Ambulatory care setting	6	10.0
Insurance claims/benefits	2	3.3
Telehealth, telenursing or call center	0	0.0
Other	0	0.0

Table 3.36 shows the work settings of the respondents who reported having a secondary nursing position. Nearly two-thirds (58.3%) of the respondents indicated their secondary position was in a hospital setting followed by an ambulatory care setting (10.0%).

### Prior nursing employment

Table 3.37 Previous Nursing Employment

Left nursing for one or more years?	Number	Percent
No	410	84.7
Yes	68	14.0
Have not worked in nursing more than one year	6	1.2
Total	484	100.0

Table 3.37 shows the distribution of respondents who left nursing for one or more years since becoming a registered nurse. A majority (84.7%) of the respondents indicated that they did not leave nursing since becoming a registered nurse.

### Primary reason for employment change

Table 3.38 Primary Reasons for Employment Change

Primary reasons	Number	Percent
Burnout	11	14.5
Stressful work environment	24	31.6
Interested in another position /job	23	30.3
Lack of advancement opportunities	7	9.2
Lack of collaboration/communication between health care professionals	14	18.4
Lack of good management or leadership	24	31.6
Career advancements/promotion	18	23.7
Inadequate staffing	13	17.1
Interpersonal differences with colleagues or supervisors	6	7.9
Physical demands of job	6	7.9
Opportunity to do the kind of nursing that I like	8	10.5
Pay/benefits better	12	15.8
Scheduling/inconvenient hours/too many hours	14	18.4
Relocated to different geographic area	8	10.5
Reorganization that shifted positions	4	5.3
Laid off/downsizing of staff	4	5.3
Sign-on bonus offered	1	1.3
Personal/family	7	9.2
Went back to school	1	1.3
Retired	2	2.6
Disability	3	3.9
Illness	1	1.3
Other	0	0.0

Table 3.38 shows the primary reason the respondents indicated for changing their employers. One-third indicated they changed jobs due to a stressful work environment (31.6%), lack of good management or leadership (31.6%), or due to an interest in another position (30.3%).

## Chapter 4: Conclusions

In 2008, the majority of the respondents were female, between 41 and 60 years of age, and married or in a domestic partnership. Two-fifths of the respondents had no dependents and one-third had children between 6 to 18 years living in their home. One-fourth of the respondents indicated an annual household income of \$50,000-\$75,000, \$75,001-\$100,000 and \$100,001-\$150,000. Four-fifths of actively licensed registered nurses have never been licensed as a licensed practical nurse or licensed vocational nurse. One-fourth reported having skilled-based certifications in life support and resuscitation.

According to the 2008 data, a majority of the respondents were issued their first registered nurse license in Indiana. Almost one-third received their first registered nurse license in Indiana from 1991 to 2000. One-half indicated they graduated between 1981 and 2000. Three-fourths graduated from their initial nursing program in the state of Indiana. The majority of the respondents did not pursue a post-high school degree prior to enrolling in their initial registered nurse educational program. Of those who pursued a post-secondary degree, most obtained their degree in a health-related field. One-half of the respondents worked as a nursing aide or nursing assistant and one-fourth reported having no health-related employment prior to the completion of their registered nurse educational program.

In 2008, two-thirds of the respondents indicated having no emergency preparedness training. Of those who were trained, one-fourth of the respondents had either received or provided training in emergency preparedness for a natural disaster and one-fifth were trained for chemical accidents, biological accidents, or infectious disease epidemics. The actively licensed registered nurses who had emergency preparedness training, nearly three-fifths indicated *receiving* and three-fourths indicated *providing* zero to five hours of training in 2008. Four-fifths reported they were 'adequately' to 'somewhat' prepared for an emergency. Most of the respondents indicated they had 'full' or 'some' understanding of the disaster/emergency plan at their place of employment.

Very few respondents indicated enrollment in a formal education program to become a nurse practitioner, clinical nurse specialist, nurse-midwife or nurse anesthetist. Of those, nearly three-fifths reported they matriculated as nurse practitioners, were enrolled in nursing, and were part-time students; two-fifths were in a distance based learning program; and one-third sought a master's degree or a bachelor's degree.

In 2008, the majority of the respondents were required to maintain an active registered nurse license in order to retain their principal nursing position and most of them were an employee of the organization or facility where they worked. Three-fifths of the respondents indicated being employed in a hospital setting, of whom two-fifths worked in an in-patient unit. Over one-tenth reported working in an ambulatory care setting which was not in a hospital. Less than one-tenth reported working in a home health setting, an academic education program, a nursing home or extended care facility, school health service, insurance claims, benefits or utilization review, public or community health setting and an occupational health setting.

Over one-half of the respondents categorized their job title as ‘staff nurse or direct care nurse.’ A majority of the respondents worked 12 months of the year. Three-fourths reported working a total of 31 to 50 hours in a typical week. One-fifth indicated spending 71 to 80 percent of their time in patient care and charting. One-fourth reported spending a majority of their time in general/specialty inpatient work followed by surgery, ambulatory care and critical/intensive care. One-half of the respondents spent their time working with the adult population. Of those who reported working in patient care, one-fifth worked in general medical surgery followed by cardiac or cardiovascular care.

Four-fifths of the respondents reported being ‘moderately’ or ‘extremely’ satisfied with their principal nursing position. Over two-fifths of the respondents estimated an annual salary between \$40,000 and \$60,000 before taxes. Over one-half of the respondents had no plans to leave their current job in the next three years. Of those planning to leave their current position, three-fourths said they planned to continue in the nursing profession.

Respondents indicated that their secondary position was either at an organization/facility or they were self-employed. Three-fifths of the respondents with a secondary position worked in a hospital setting followed by an ambulatory care setting. A majority of the respondents indicated that they did not leave nursing since the time they became a registered nurse. Reasons given by the respondents for changing employment were due to a stressful work environment, lack of good management, or due to an interest in another position.

# Appendix 1: Survey Instrument



## 2008 National Sample Survey of Registered Nurses

The 2008 National Sample Survey of Registered Nurses (NSSRN) is being conducted by the Health Resources and Services Administration of the U.S. Department of Health and Human Services and is the ninth cycle of the survey.

### Instructions

**How do I complete the survey electronically?**

On your Web browser, log onto [www.nssrn.org](http://www.nssrn.org) and type in your unique Access Code and PIN that is printed in the box below. If you complete the survey online, you do not need to return this paper questionnaire.

**What if I received more than one questionnaire?**

We may not have been able to eliminate all of the duplicates in our list of nurses. Please complete only one questionnaire but return any extra copies you receive, preferably in the same envelope as your completed survey. Please write "DUPLICATE" at the top of these blank surveys. By returning extra surveys, we can avoid unnecessary follow-up mailings to you.

**What if I have questions about this survey?**

If you have any questions about this survey or about how to complete it electronically, please call (toll-free) 1-888-371-9725, or send an e-mail to [nssrn2008@westat.com](mailto:nssrn2008@westat.com).

Please correct any errors in the name/address information shown below to the right.

Corrections to First Name                      Corrections to M.I.

Corrections to Last Name

Corrections to Number and Street

-

Corrections to City/Town                      Corrections to ZIP Code

If there are any corrections to the "State(s) Where Actively Licensed", please relist ALL of the States where you are actively licensed.

Corrections to the State(s) Where Actively Licensed

First Name M.I. Last Name  
Street Address  
City, State Zip Code

---

State(s) Where Actively Licensed:  
State 1, State 2, State 3

Web site URL: [www.nssrn.org](http://www.nssrn.org)  
Access Code: [XXXXXXX]                      PIN# [X]

OMB No.: 0915-0276                      Expiration Date: 5/31/2011

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0915-0276. The time required to complete this information collection is estimated to average 20 minutes per response, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the HRSA Reports Clearance Officer, 5600 Fishers Lane, Room 10-33, Rockville, Maryland, 20857.

Please mark an [X] in the box corresponding to your answer for each question, or supply the requested information. Use blue or black ink.

RIGHT WAY

9 8

EXAMPLE

WRONG WAY

9 8

## Section A. Eligibility and Education

1. On March 10, 2008, were you actively licensed to practice as a registered nurse (RN) in any U.S. State or the District of Columbia (whether or not you were employed in nursing at that time)?

- Yes → Go to Question 2  
 No → If No, you do not need to complete this questionnaire. Please mark "no" and return this questionnaire so we know you are not eligible.

2. In what U.S. State were you issued your first RN license?

State:   Year:

3. Which type of nursing degree or nursing credential qualified you for your first U.S. RN license? *Mark one box only.*

- Diploma Program  
 Associate Degree  
 Bachelor's Degree  
 Master's Degree  
 Doctorate  
 Other

Specify

4. In what month and year did you graduate from this nursing program?

Month:   Year:

5. In which U.S. State (including the District of Columbia), U.S. Territory, or foreign country was this program located?

- State:    Philippines  
 Canada  
 United Kingdom  
 Nigeria  
 Other

Specify

6. Please indicate all post-high-school degrees you received before starting your initial RN educational program. *Mark all that apply.*

None → Go to Question 8

- Associate Degree  
 Bachelor's Degree  
 Master's Degree  
 Doctorate  
 Other

Specify

7. What was the field of study for your highest degree identified in Question 6? *Mark one box only.*

- Health-related field  
 or  
 Non-health related field
- Biological or Physical Science  
 Business or Management  
 Education  
 Liberal Arts, Social Science, or Humanities  
 Law  
 Computer Science  
 Social Work  
 Other non-health related field

Specify

8. Have you ever been licensed as a licensed practical nurse (LPN) or licensed vocational nurse (LVN) in the U.S.?

- Yes  
 No

**Continued on next page**

**9.** Were you ever employed in any of the following health-related jobs before completing your initial RN education? *Mark all that apply.*

- No health-related position before RN education
- Nursing Aide or Nursing Assistant
- Home health aide or assistant
- Licensed Practical or Vocational Nurse
- Emergency Medical Technician (EMT) or Paramedic
- Medical assistant
- Dental assistant
- Allied Health technician or technologist (radiological technician, laboratory technician)
- Manager in health care setting
- Clerk in health care setting
- Military medical corps
- Medical doctor
- Midwife
- Another type of health-related position

Specify

**10.** How did you finance your initial RN education? *Mark all that apply.*

- Earnings from your health-care-related employment
- Earnings from your non-health-care-related employment
- Earnings from other household members
- Personal household savings
- Other family resources (parents or other relatives)
- Employer tuition reimbursement plan (including Veterans Administration employer tuition plan)
- Federal traineeship, scholarship, or grant
- Federally-assisted loan
- Other type of loan
- State/local government scholarship or grant
- Non-government scholarship or grant
- Other resources

**11a.** Within the past year, have you received or provided emergency preparedness training, in any of the following areas? *Mark all that apply.*

- None → Go to Question 12
- Chemical accident or attack
- Nuclear/radiological accident or attack
- Infectious disease epidemics
- Biological accident or attack
- Natural disaster
- Other public health emergencies

**11b.** Please specify the total number of hours spent in the above training(s) within the past year.

*(enter 0 if none)*


Hours of training *received*

Hours of training *provided*

**11c.** Thinking about the areas in which you are best prepared for an emergency, are you...?

- Very prepared
- Adequately prepared
- Somewhat prepared
- Not at all prepared

**12.** How well do you know the disaster/emergency plan at your place of employment?

- Full understanding
- Some understanding
- Little or no understanding
- No plan exists at my place of employment
- Do not have a place of employment

**Continued on next page**

13. Did you earn any additional academic degrees after graduating from your initial registered nurse education program that you described in Question 3? Do not include degrees you are currently working towards.

- Yes → Please complete all columns of the following table for each degree you earned.  
 No → Go to Question 14 on page 5

Type of Degree	A Did you receive this degree? <i>Mark all that apply.</i>	B What was the primary focus of this degree? <i>Enter two-digit code from table below.</i>	C Has this degree been related to your career in nursing?	D In what year did you receive the degree?	E In what state or country was this educational program located?	F Was this degree program undertaken through a distance-based learning program? (with more than 50% of coursework through correspondence or online)
<b>Nursing Degrees</b>						
a. Associate degree in nursing	<input type="checkbox"/>	→	→	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
b. Bachelor's degree in nursing	<input type="checkbox"/>	→	→	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
c. Master's in nursing	<input type="checkbox"/>	<input type="text"/>	→	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
d. Another Master's in nursing	<input type="checkbox"/>	<input type="text"/>	→	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
e. Doctorate in nursing (PhD, ScD, DNS, ND, DNP)	<input type="checkbox"/>	<input type="text"/>	→	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Non-nursing Degrees</b>						
f. Associate degree in non-nursing field	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
g. Bachelor's degree in non-nursing field	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
h. Master's in non-nursing field	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
i. Another Master's in non-nursing field	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
j. Doctorate in non-nursing field (PhD, JD, MD, EdD)	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

For Column B, enter the two-digit code for your Bachelor's, Master's, or Doctorate degree above.

**Primary Focus of Degree**

01 Clinical Practice	07 Humanities, Liberal Arts, or Social Sciences
02 Administration/Business/Management	08 Informatics
03 Education	09 Computer Science
04 Public health/community health	10 Research
05 Law	11 Social Work
06 Biological or Physical Sciences	12 Other health field
	13 Other non-health field

14. Since graduating from the initial nursing program you described in Question 3, have you completed a formal educational program preparing you as a Nurse practitioner, Clinical nurse specialist, Nurse-midwife, or Nurse anesthetist?

Yes → Go to Question 14a  
 No → Go to Question 15 on page 6

	A	B	C	D
Information on preparation and credentials	Nurse Practitioner (NP)	Clinical Nurse Specialist (CNS)	Nurse-Midwife (NM)	Nurse Anesthetist (NA)
14a. Did you receive preparation as a ...? <i>Mark each column if yes.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14b. What was the length of the program? 1. Less than 8 months 2. 8-12 months 3. 13-36 months 4. 37 months or more	(Mark one) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			
14c. What was the highest credential you received in that program? 1. Certificate/Award 2. Bachelor's degree 3. Master's degree 4. Post-Master's Certificate 5. Doctorate	(Mark one) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			
14d. In what year did you receive this credential?	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
14e. Do you have certification from a <u>national certifying organization</u> for this specialty?  <i>IF YES:</i> Is this certification required by your employer for your job?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
14f. Do you have licensure, certification, or recognition from a <u>State Board of Nursing</u> for this specialty?  <i>IF YES:</i> Is this license, certification, or recognition required by your employer for your job?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

14g. Which specialties were the focus of your NP, CNS, NM, or NA studies? *Mark all that apply.*

<input type="checkbox"/> Acute Care	<input type="checkbox"/> Geriatrics or Gerontology	<input type="checkbox"/> Palliative Care
<input type="checkbox"/> Adult Health	<input type="checkbox"/> Home Health	<input type="checkbox"/> Pediatrics
<input type="checkbox"/> Anesthesia	<input type="checkbox"/> Maternal-Child Health	<input type="checkbox"/> Psychiatrics or Mental Health
<input type="checkbox"/> Cardiac Care	<input type="checkbox"/> Neonatal	<input type="checkbox"/> Rehabilitation
<input type="checkbox"/> Community Health	<input type="checkbox"/> Nurse-Midwifery	<input type="checkbox"/> School Health
<input type="checkbox"/> Critical Care	<input type="checkbox"/> Obstetrics or Gynecology	<input type="checkbox"/> Women's Health
<input type="checkbox"/> Family Care	<input type="checkbox"/> Occupational Health	<input type="checkbox"/> Other
<input type="checkbox"/> General Medical Surgical	<input type="checkbox"/> Oncology	<i>Specify</i> <input type="text"/>

15. On March 10, 2008, were you enrolled in a formal education program leading to an academic degree or certificate?

- Yes  
 No → Go to Section B

16. Was this formal education program...? *Mark one box only.*

- In nursing  
 In a non-nursing field to enhance your career/employment in nursing  
 In a non-nursing field to allow you to pursue career/employment opportunities outside of nursing  
 In an area of personal interest without regard to future employment

17a. Were you a full-time or part-time student?

- Full-time student  
 Part-time student

17b. What percent of your coursework was distance-based (online or correspondence)?

- 0%  
 1-25%  
 26-50%  
 51-75%  
 76-100%

18. What type of degree or certificate have you been working toward in this program? *Mark one box only.*

- Associate Degree  
 Bachelor's Degree  
 Master's Degree  
 Doctorate  
 Post-Master's Certificate  
 Other Certificate

## Section B. Principal Nursing Employment

19. On March 10, 2008, were you employed or self-employed in nursing? (Employed in nursing includes working for pay in nursing, even if on temporary leave.)

- Yes  
 No → Go to Section D on page 10

For all the questions in this section (Questions 20 - 32), your principal nursing position is the nursing position, on March 10, 2008, in which you spent the largest share of your working hours.

20. Are you required to maintain an active RN license in order to hold your principal nursing position?

- Yes  
 No

21. Where was the location of the principal nursing position you held on March 10, 2008? (If you are not employed in a fixed location, enter the location that best reflects where you practice.)

City/Town:

County:

State (or country if not U.S./A.):

ZIP+4 code  -

(if applicable)

22. In the principal nursing position you held on March 10, 2008, were you...  
*Mark one box only.*

- An employee of the organization or facility where you were working?  
 Employed through an employment agency, but not as a traveling nurse?  
 Employed through an employment agency as a traveling nurse?  
 Self-employed, per diem, or working as-needed?

23. Which one of the following best describes the employment setting of the principal nursing position you held on March 10, 2008?  
 Mark one box only.

**Hospital (including all types of care at a hospital location).**

**Community hospital or medical center, Non-Federal, short stay**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Specialty hospital, Non-Federal (children's, heart, burns, cancer)**

- Inpatient unit
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Long-term hospital, Non-psychiatric, Non-Federal**

- Inpatient unit
- Nursing home unit in hospital
- Other administrative or functional area

**Psychiatric hospital, Non-Federal**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Federal Government hospital (Military, VA, NIH or IHS-supported)**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice located at a hospital
- Other administrative or functional area

**Hospital unit in an institution (infirmary, correctional facility)**

- All types
- Other Type of hospital
- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

Specify

**Nursing Home/Extended Care Facility**

- Nursing home/extended care facility (not in a hospital)
- Facility for mentally retarded or developmentally disabled
- Residential care/assisted living facility
- Other type of extended care facility

Specify

**Home Health Setting**

- Visiting nurse service (VNS/VNA)
- Home health service unit (hospital-based)
- Home health agency (non-hospital based)
- Private duty in a home setting
- Hospice
- Other home health setting

**Academic Education Program**

- Nursing aide and/or home health aide program
- LPN/LVN program
- Diploma program (RN)
- Associate degree RN program
- Bachelor's and/or higher degree RN program
- Associate degree RN and LPN/LVN program
- Associate degree RN and BSN program
- Other education program, not patient education

Specify

**Public or Community Health Setting**

- State Health or Mental Health Agency
- City or County Health Department
- Correctional Facility (non-hospital)
- Community mental health organization or clinic
- Substance abuse center/clinic
- Other community setting

Specify

**School Health Service**

- School or school system (K-12)
- College or university
- Other school health setting

**Occupational Health (Employee Health Service)**

- Private industry
- Government occupational health services
- Other occupational health setting

**Ambulatory Care Setting, not located in a hospital**

- Medical/physician practice
- Nurse practice
- In-store or retail clinic
- Community health center
- Federal clinic (Military, VA, NIH or IHS-supported)
- Federally-supported clinic (not a community health center)
- Hospital-owned off-site clinic or surgery center
- Ambulatory surgical center, not hospital-owned
- Urgent care
- Dialysis center or clinic, not in a hospital
- Other ambulatory setting

Specify

**Insurance Claims/Benefits/Utilization Review**

- Government insurance/benefits department: federal, state, or local
- Insurance company or other private claims/benefits/utilization review organization

**Other**

- Policy, planning, regulatory, or licensing agency
- Consulting organization or self-employed
- Home-based self-employment
- Telehealth, telenursing, or call center
- Pharmaceutical/medical device/medical software
- Other

Specify

24. Which one of the following best corresponds to the job title for the principal nursing position you held on March 10, 2008? *Mark one box only.*

- Staff nurse or direct care nurse
- Charge nurse or team leader
- First-line management (head nurse, floor supervisor)
- Middle management/administration (assistant director, house supervisor, associate dean, department head)
- Senior management/administration (CEO, vice president, nursing executive, dean)
- Certified Registered Nurse Anesthetist (CRNA)
- Clinical Nurse Specialist (CNS)
- Certified Nurse-Midwife (CNM)
- Nurse practitioner (NP)
- School nurse
- Public health nurse
- Community health nurse
- Patient educator
- Staff educator or instructor in clinical setting
- Staff development director
- Instructor/lecturer
- Professor
- Patient care coordinator, case manager, discharge planner
- Quality improvement nurse, utilization review nurse
- Infection control
- Advice/triage nurse
- Informatics nurse
- Consultant
- Legal nurse
- Researcher
- Surveyor/auditor/regulator
- No position title
- Other

Specify

25. For the principal nursing position you held on March 10, 2008, did you work...? *Mark one box only.*

- Full-time (including full-time for an academic year)
- Part-time (including working only part of the calendar or academic year)

26. For the principal position you held on March 10, 2008, how many months would you normally work per year?

months

27. For the principal nursing position you held on March 10, 2008, please provide information about the number of hours you work in a typical week.

	<i>Hours (enter 0 if none)</i>
a. Number of hours worked, including all overtime and on-call hours, <u>except</u> on-call hours that were stand-by only	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>
b. Number of hours you stated above in "a" that were worked from <u>on-call duty</u> . Do not include stand-by hours	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>
c. Number of hours you stated above in "a" that were <u>paid</u> as overtime	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>
d. Number of paid overtime hours you stated above in "c" that were <u>mandatory</u> overtime	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>
e. Number of paid or unpaid on-call hours that were stand-by <u>only</u>	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>
f. Number of stand-by hours you stated above in "e" that were <u>paid</u> at an on-call stand-by rate	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/>

28. For the principal nursing position you held on March 10, 2008, please estimate the percentage of your time spent in the following activities during a usual workweek. *Do not use decimal places.*

a. Patient care and charting	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
b. Non-nursing tasks (housekeeping, locating supplies)	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
c. Consultation with agencies and/or professionals	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
d. Supervision and management	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
e. Administration	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
f. Research	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
g. Teaching, precepting or orienting students or new hires (include preparation time)	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %
h. Other	<input style="width: 30px; height: 15px;" type="text"/> <input style="width: 30px; height: 15px;" type="text"/> %

The total should equal 100% 100%

**29a.** For the principal nursing position you held on March 10, 2008, in what level of care or type of work did you spend the majority of your time? *Mark one or more boxes.*

- General or specialty inpatient
- Critical/intensive care
- Step-down, transitional, progressive, telemetry
- Sub-acute care
- Emergency
- Urgent care
- Rehabilitation
- Long-term care/nursing home
- Surgery (including ambulatory, pre-operative, post-operative, post-anesthesia)
- Ambulatory care (including primary care, outpatient settings, except surgical)
- Ancillary care (radiology, laboratory)
- Home health
- Public health/community health
- Education
- Business, administration, review, case management
- Research
- Other

Specify

**29b.** For the principal nursing position you held on March 10, 2008, with what patient population did you spend at least 50% of your patient care time? *Mark only one box.*

- No patient care → **Go to Question 30**
- Adult
- Geriatric
- Pre-natal
- Newborn or neonatal
- Pediatric and/or Adolescent
- Multiple age groups (less than 50% time spent with any of the above)

Specify

**29c.** For the principal nursing position you held on March 10, 2008, in what type of clinical specialty did you spend most of your patient care time? *Mark one or more boxes.*

- No patient care
- General medical surgical
- Critical care
- Cardiac or cardiovascular care
- Chronic care
- Dermatology
- Emergency or trauma care
- Gastrointestinal
- Gynecology (women's health)
- Hospice
- Infectious/communicable disease
- Labor and delivery
- Neurological
- Obstetrics
- Occupational health
- Oncology
- Primary care
- Psychiatric or mental health (substance abuse and counseling)
- Pulmonary/respiratory
- Radiology (diagnostic or therapeutic)
- Renal/dialysis
- No specific area
- Other specialty for a majority of my time

Specify

**30.** Please estimate your 2008 pre-tax annual earnings from your principal nursing position. Include overtime and bonuses, but exclude sign-on bonuses.

\$  ,    ,     .00 per year

**31.** Were you represented by a labor union or collective bargaining unit in the principal nursing position you held on March 10, 2008?

- Yes
- No

**32a.** Do you plan to leave or have you left the principal nursing position you held on March 10, 2008?

- Yes, have left or will leave within the next 12 months
  - Yes, in 1 year to 3 years
  - No plans to leave within next 3 years
  - Undecided
- **Go to Question 33 on page 10**

**32b.** Do you plan to work in nursing after you leave that position?

- Yes
- No
- Unsure

### Section C. Secondary Employment in Nursing

33. Aside from the principal nursing position you just described, did you hold any other positions in nursing for pay on March 10, 2008?

- Yes  
 No → Go to Section E on page 11

34. In your other nursing position(s), are you...?  
*Mark all that apply.*

- An employee of the organization or facility for which you are working?  
 Employed through an employment agency, but not as a traveling nurse?  
 Employed through an employment agency as a traveling nurse?  
 Self-employed, per diem, or working as needed?

35. What type of work settings best describe where you work for your other nursing position(s)? *Mark all that apply.*

- Hospital  
 Nursing home/Extended care facility  
 Academic education program  
 Home health setting  
 Public or community health setting  
 School health service  
 Occupational health  
 Ambulatory care setting  
 Insurance claims/benefits  
 Telehealth, telenursing or call center  
 Other

Specify

36. In your additional nursing position(s), please indicate how much you work, and where the job is located:

	Weeks per year	Average hours per week, during weeks of work	Locations of where most of work is done (state, or country)
Additional job #1	<input type="text"/>	<input type="text"/>	
Additional job #2	<input type="text"/>	<input type="text"/>	
All other jobs	<input type="text"/>	<input type="text"/>	N/A

37. Please estimate your 2008 pre-tax annual earnings from all your other nursing position(s). Do not include earnings from your principal nursing position.

\$  ,  ,  .00 per year

All go to Section E on page 11

### Section D. Nurses Not Working in Nursing

If you were working for pay in nursing on March 10, 2008, please go to Section E on page 11.

38. What are your intentions regarding paid work in registered nursing? *Mark one box only.*

- Have returned to nursing since March 10, 2008  
 ↳ Go to Section E on page 11  
 Actively looking for work in nursing  
 Plan to return to nursing in the future, not looking for work now  
 ↳ Go to Question 41  
 No future intention to work for pay in nursing  
 ↳ Go to Question 42 on page 11  
 Undecided at this time  
 ↳ Go to Question 42 on page 11

39. How long have you been actively looking for paid work in nursing?

- Months (if one or more)  
 Less than one month

40. Are you looking for a position that is ...?

- Full-time  
 Part-time  
 Either } → Go to Question 42 on page 11

41. When do you plan to return to paid work in nursing?

- Years (if one or more)  
 Less than one year

42. How long has it been since you last were employed or self-employed as a registered nurse?

Years (if one or more)

- Less than one year  
 Never worked as a Registered Nurse

43. What are the primary reasons you are not working in a nursing position for pay? *Mark all that apply.*

- Retired  
 Taking care of home and family  
 Burnout  
 Stressful work environment  
 Scheduling/inconvenient hours/too many hours  
 Physical demands of job  
 Disability  
 Illness  
 Inadequate staffing  
 Salaries too low/better pay elsewhere  
 Skills are out-of-date  
 Liability concerns  
 Lack of collaboration/communication between health care professionals  
 Inability to practice nursing on a professional level  
 Lack of advancement opportunities  
 Lack of good management or leadership  
 Career change  
 Difficult to find a nursing position  
 Travel  
 Volunteering in nursing  
 Went back to school  
 Other

Specify

### Section E. Employment Outside Nursing

44. On March 10, 2008, were you employed for pay in an occupation other than nursing?

- Yes  
 No → Go to Section F on page 12

45. On March 10, 2008, was this non-nursing employment with a health-related organization or in a health-related position?

- Yes  
 No

46a. Please select from the list below the item that best describes the field of your principal position outside of nursing. *Mark one box only.*

- Computer services  
 Consulting organization  
 Emergency response (ambulance, fire, police)  
 Financial, accounting, and insurance services  
 Legal  
 Education, elementary and secondary  
 Food services  
 Government  
 Health-related services, outside nursing  
 Pharmaceutical, biotechnology, or medical equipment  
 Real estate  
 Retail sales and services  
 Other

Specify

46b. Which of the following best describes your job title for your principal position outside of nursing? *Mark one box only.*

- Business owner or proprietor  
 Management  
 Sales  
 Instructor or professor  
 Administrative or clerical support  
 Consultant  
 Other type of employee

Specify

47. How many months would you normally work per year in this principal position outside of nursing?

months per year

48. What is the average number of hours you work per week in your principal position outside of nursing?

hours per week

49. Please estimate your 2008, pre-tax annual earnings from your principal position outside of nursing.

\$  ,    ,     .00 per year

## Section F. Prior Nursing Employment

50. For this question count only the years you worked at least 50% of the calendar year in nursing. Since receiving your first U.S. RN license, how many years have you worked in nursing?

Years (if one or more)  
 Less than one year

51. Have you left work in nursing for one or more years since becoming an RN?

Yes   Total years (if one or more)  
 No  
 Have not worked in nursing in one or more years

52. Were you employed in nursing one year ago (March 10, 2007)?

Yes  
 No → Go to Section G on page 14

53. For the principal nursing position you held on March 10, 2007, did you work...? *Mark one box.*

Full-time (including full-time for an academic year)  
 Part-time (including working only part of the calendar or academic year)

54. How would you describe the principal nursing position you held on March 10, 2007?

Same position/same employer as principal nursing position on March 10, 2008  
 → Go to Section G on page 14  
 Different position/same employer as current one  
 Different employer than current one

55. What was the location of the principal nursing position you held on March 10, 2007? (If you were not employed in a fixed location enter the location that best reflects where you practice.)

City/Town:

County:

State (or country if not U.S.A.):

ZIP+4 code   -      
 (if available)

56. Were any of the following the primary reason(s) for your employment change? *Mark all that apply.*

- Burnout
- Stressful work environment
- Interested in another position/job
- Lack of advancement opportunities
- Lack of collaboration/communication between health care professionals
- Lack of good management or leadership
- Career advancement/promotion
- Inadequate staffing
- Interpersonal differences with colleagues or supervisors
- Physical demands of job
- Opportunity to do the kind of nursing that I like
- Pay/benefits better
- Scheduling/inconvenient hours/too many hours
- Relocated to different geographic area
- Reorganization that shifted positions
- Laid off/downsizing of staff
- Sign-on bonus offered
- Personal/family
- Went back to school
- Retired
- Disability
- Illness
- Other

Specify

57. Which one of the following best describes the employment setting of the principal nursing position you held on March 10, 2007? *Mark one box only.*

**Hospital (including all types of care at a hospital location)**

**Community hospital or medical center, Non-Federal, short stay**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Specialty hospital, Non-Federal (children's, heart, burns, cancer)**

- Inpatient unit
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Long-term hospital, Non-psychiatric, Non-Federal**

- Inpatient unit
- Nursing home unit in hospital
- Other administrative or functional area

**Psychiatric hospital, Non-Federal**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

**Federal Government hospital (Military, VA, NIH or IHS-supported)**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice located at a hospital
- Other administrative or functional area

**Hospital unit in an institution (infirmary, correctional facility)**

- All types

**Other Type of hospital**

- Inpatient unit
- Nursing home unit in hospital
- Outpatient clinic/medical practice owned by a hospital
- Outpatient clinic/medical practice located at a hospital but not owned by the hospital
- Other administrative or functional area

Specify

**Nursing Home/Extended Care Facility**

- Nursing home/extended care facility (not in a hospital)
- Facility for mentally retarded or developmentally disabled
- Residential care/assisted living facility
- Other type of extended care facility

Specify

**Home Health Setting**

- Visiting nurse service (VNS/WNA)
- Home health service unit (hospital-based)
- Home health agency (non-hospital based)
- Private duty in a home setting
- Hospice
- Other home health setting

**Academic Education Program**

- Nursing aide and/or home health aide program
- LPN/LVN program
- Diploma program (RN)
- Associate degree RN program
- Bachelor's and/or higher degree RN program
- Associate degree RN and LPN/LVN program
- Associate degree RN and BSN program
- Other education program, not patient education

Specify

**Public or Community Health Setting**

- State Health or Mental Health Agency
- City or County Health Department
- Correctional Facility (non-hospital)
- Community mental health organization or clinic
- Substance abuse center/clinic
- Other community setting

Specify

**School Health Service**

- School or school system (K-12)
- College or university
- Other school health setting

**Occupational Health (Employee Health Service)**

- Private industry
- Government occupational health services
- Other occupational health setting

**Ambulatory Care Setting, not located in a hospital**

- Medical/physician practice
- Nurse practice
- In-store or retail clinic
- Community health center
- Federal clinic (Military, VA, NIH or IHS-supported)
- Federally-supported clinic (not a community health center)
- Hospital-owned off-site clinic or surgery center
- Ambulatory surgical center, not hospital-owned
- Urgent care
- Dialysis center or clinic, not in a hospital
- Other ambulatory setting

Specify

**Insurance Claims/Benefits/Utilization Review**

- Government insurance/benefits department: federal, state, or local
- Insurance company or other private claims/benefits/utilization review organization

**Other**

- Policy, planning, regulatory, or licensing agency
- Consulting organization or self-employed
- Home-based self-employment
- Telehealth, tele nursing, or call center
- Pharmaceuticals/medical device/medical software
- Other

Specify

**Section G. General Information**

58. How satisfied are you with your principal job, or most recent job if you are not now working? *Mark one box only.*

- Extremely satisfied
- Moderately satisfied
- Neither satisfied nor dissatisfied
- Moderately dissatisfied
- Extremely dissatisfied
- Neither currently nor previously employed

59. Where do you currently reside? This information is critical for producing State estimates of the nursing workforce.

City/Town:

County:

State (or country if not U.S.A.):

ZIP+4 code:  -  (if available)

60. Did you reside in the same city/town a year ago (March 10, 2007)?

- Yes → Go to Question 62
- No

61. Where did you reside a year ago? This information is critical for producing State estimates.

City/Town:

County:

State (or country if not U.S.A.):

ZIP+4 code:  -  (if available)

62. What is your gender?

- Male
- Female

63. What is your year of birth?

1 9

64a. Are you of Latino or Hispanic ethnicity?

- Yes
- No

64b. Which one or more of the following would you use to describe your race? *Please see page 16 for definitions. Mark all that apply.*

- White
- Black or African American
- Asian
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander

65. What languages do you speak fluently, other than English? *Mark all that apply.*

- No other languages
- Spanish
- Filipino language (Tagalog, other Filipino dialect)
- Chinese language (Cantonese, Mandarin, other Chinese language)
- French
- German
- American Sign Language

Other:

Other:

Other:

66. Which best describes your current marital status?

- Married or in domestic partnership
- Widowed, divorced, separated
- Never married

67. Describe the children/parents/dependents who either live at home with you or for whom you provide a significant amount of care. *Mark all that apply.*

- No children/parents/dependents at home
- Child(ren) less than 6 years old at home
- Child(ren) 6 to 18 years old at home
- Other adults at home (i.e., parents or dependents)
- Others living elsewhere (i.e., children, parents or dependents)

68. Including employment earnings, investment earnings, and other income of all household members, what is your current, pre-tax annual total household income? *Pick one appropriate category.*

- \$15,000 or less
- \$15,001 to \$25,000
- \$25,001 to \$35,000
- \$35,001 to \$50,000
- \$50,001 to \$75,000
- \$75,001 to \$100,000
- \$100,001 to \$150,000
- \$150,001 to \$200,000
- More than \$200,000

**Section H. License and Certification Detail**

69. Please provide any other names under which you may have held a nursing license.

70a. Do you currently have any National nursing certifications?

- Yes  
 No → Go to Section I on page 16

70b. Which of the following skill-based certifications do you currently have? *Mark all that apply.*

- No current skill-based certifications  
 Life Support (BLS, ALS, BCLS, and others)  
 Resuscitation (CPR, NRP, and others)  
 Emergency Medicine/Nursing (EMT, ENPC, and others)  
 Trauma Nursing (TNCC, ATCN, ATN, and others)  
 Other

Specify

- Other

Specify

70c. Which of the following Nurse Practitioner, Clinical Nurse Specialist, Nurse Midwife, or Nurse Anesthetist certifications do you currently have? *Mark all that apply.*

- No current Nurse Practitioner, Clinical Nurse Specialist, Nurse Midwife, or Nurse Anesthetist certifications

**Nurse Practitioner (NP)**

- Acute Care NP  
 Adult NP  
 Diabetes Management NP  
 Family NP  
 Gerontological NP  
 Hospice and Palliative Care NP  
 Neonatal NP  
 Oncology NP  
 Pediatric NP (CPNP/CPNP-PC/CPNP-AC)  
 Psychiatric & Mental Health NP - Adult  
 Psychiatric & Mental Health NP - Family  
 School NP  
 Urologic NP  
 Women's Health Care NP  
 Other

Specify

**Clinical Nurse Specialist (CNS)**

- Acute Care/Critical Care CNS  
 Adult Health CNS  
 Community Health/Public Health CNS  
 Diabetes Management CNS  
 Gerontological CNS  
 Home Health CNS  
 Hospice and Palliative Care CNS  
 Medical-Surgical CNS  
 Oncology CNS  
 Pediatric CNS  
 Psychiatric & Mental Health CNS - Adult  
 Psychiatric & Mental Health CNS - Child/Adolescent  
 Psychiatric & Mental Health CNS - Family  
 Urologic CNS  
 Other

Specify

**Nurse Midwife**

- Nurse Midwife (CNM)

**Nurse Anesthetist**

- Nurse Anesthetist (CRNA)

70d. Other than those previously listed, what other National nursing certifications do you currently have? *Specify name or acronym and organization below.*

- No other current National nursing certifications  
 → Go to Section I on page 16

Certification Name:

Certifying Organization:

Certification Name:

Certifying Organization:

Certification Name:

Certifying Organization:

**Continued on next page**

