EXECUTIVE SUMMARY

Nursing workforce continues to expand in the State of Nebraska, although most of the growth has been concentrated in metropolitan areas, as in the cities of Lincoln and Omaha. This contrasts with rural Nebraska where there is a number of counties without a presence of nurses (RNs or LPNs).

The average age of RNs has kept quite stable over the years, with a minimum average age of 43.3 in 2004 and a maximum average of 44.7 years in 2010. The current (2014) average age is 43.6 years, and nationwide the average age is 44.6 years (HRSA, 2013).

The percent of males within Registered Nurses has steadily increased over the years, reaching a high of 6% in the year 2014. The percentage of males within RNs is still lower than the national average (9.1%). RNs who are considered minorities have also increased over the years, from 3.1% in the year 2000, to 6% in the year 2014. At the state level, 19% of the population is considered a minority. Nationwide, 14.8% of RNs are considered minorities (HRSA, 2013).

In terms of education attainment, RNs with bachelor degrees have increased nearly 10% from the year 2008 to the year 2014 (51.3% vs. 61.0%, respectively). At the national level, just 44.6% of RNs hold a bachelor degree. Also, RNs with doctoral degrees have more than doubled, from 74 RNs with doctoral degrees in 2003 to a total of 163 RNs in 2014 (120% growth). Overall, RNs holding masters and doctoral degrees represent 10.6% of the workforce, which is similar to the national statistics (HRSA, 2013).

2 U.S. Census Bureau (2013 estimates).
Nearly six out of ten RNs work in Hospitals (57.6%) which is slightly lower than the national data (63.2%; HRSA, 2013).

A total of 591 faculty work in Nebraska (Nursing Colleges' Annual Reports, 2013). The average age for all Nebraska nursing faculty is 50 years old, nearly six and half years older than the average age of Nebraska RNs.
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2014 RN RENEWAL SURVEY

A total of 21,015 online surveys were analyzed. This total represents RNs who work in the State of Nebraska. When warranted, results are compared with 2012 or earlier RN Renewal Survey results.

DEMOGRAPHICS

AGE

The average age of RNs in Nebraska is 43.6 years of age. Nurses 40 years old or younger have proportionally increased in comparison to the 2012 Renewal Survey (45.8% vs. 42.2%, respectively). On the contrary, for cohorts over 40 the opposite is shown, especially for those over 70 years of age who seem to start retiring at a higher rate than in previous years. See Figure 1.

Figure 1: **RNs by age 2012-2014**

When comparing average age since the year 2000, no major differences were found; the highest average age was in 2010 (44.7 years of age), and the lowest in 2004 (43.3 years of age).
### RACE/ETHNICITY

Percentage of RNs who are considered a minority (i.e., African Americans, Native Americans, Asian, Hispanics,) has grown over time. In the year 2000, 3.1% of the nursing workforce was racially/ethnically considered a minority. Currently, 6% of RNs are minorities. Although this percentage is still lower than the national statistics, it shows that over time the presence of minorities in the State of Nebraska has steadily grown, as has also been the statewide trends. Hispanic represents the highest ethnic group among minorities (2.3%), followed by Asians (1.2%). See Figure 2.

**Figure 2: Race/Ethnicity**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White/Caucasian</td>
<td>94.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2.3%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.2%</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.3%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
GENDER

The presence of men in the nursing profession has also grown over time, and again at a lower percentage than the national trends, but the trend has always been positive. Currently, 6.0% of RNs are male. Figure 3. Comparatively, in the year 2000 only 4.1% of the nursing workforce were males.

EDUCATION

Educational levels among nurses have increased over the years, especially those who hold a Baccalaureate degree. Doctoral degrees have also increased among RNs. According to the 2014 RN Renewal Survey, there are 163 nurses (0.8%) with doctoral degrees (DNPs, EdDs, ad Ph.Ds.) working in the State of Nebraska. In comparison, there were only 74 nurses with doctoral degrees in the year 2003. Figure 4 shows the highest level of education held by RNs (2014).

Figure 3: Gender Distribution

Figure 4: Highest Level of Education
One of the goals of the Institute of Medicine (IOM) is to achieve 80% of nurses who hold a Bachelors degree in the year 2020. The following chart shows the percentage of RNs who hold a bachelor degree (it includes all RNs with higher degrees) in the last six years (Renewal Surveys 2008 – 2014). RNs who hold at least a bachelor degree have increased 10% during that time period (51.3% to 61%, respectively). See Figure 5.

Figure 5: RNs with Baccalaureate Degree
WORK ENVIRONMENT

TYPE OF SETTING

The 2014 Renewal Survey lists 16 working nurse practice positions. Hospitals represent the main setting where RNs carry out their work (57.6%), followed by Physician’s Office/Health Clinic (9.9%), and then by Nursing Home/Extended Care (8.4%). Only 0.4% of RNs are self-employed, and just 1% of them work in either Public or Community Health. Less than 3% of RNs work in academic settings. See Figure 6. In the year 2000, 51% of RNs used to work in Hospitals. Figure 7 shows the percentage of RNs employed in Hospitals since the year 2000.

Figure 6: Type of Setting Primary Nursing Practice Position
Nearly two-thirds of RNs work as “Staff Nurse” (68.1%), followed by “Nurse Manager” (12.3%), and then by Other-Health Related” position (6.8%). See Figure 8. Nearly four out of ten RNs who hold positions as a Nurse Manager work in Hospitals (39.3%).

Figure 8: RN Position Title
EMPLOYMENT

The majority of RNs work for one employer (85.9%), and just two percent work for three or more employers. Figure 9. Those who work for one employer, 45% are full-time employees (work over 40 hours/week). Those who work for three or more employers, 62% of nurses are full-time employees, and the majority (52%) work in Hospitals, followed by 9%, who work in Nursing Home/Extended Care.

Figure 9: Number of Positions Currently Employed as a Nurse

Overall, nearly five out of ten RNs work 40 hours a week or more, and nearly two out of ten RNs work less than or equal to 20 hours a week. See Figure 10. Just 7% of RNs work 50 hours or more per week, although this still represents a staggering number of 1,374 RNs. Eight percent of them work in academic settings, which is quite relevant considering that this activity only represents 2.7% of all RNs' professional settings, as shown in Figure 6 (page 12).
According to the 2014 RN Renewal Survey, there are 1,383 RNs working in Nebraska licensed with an advanced practice role. Nearly seven out of ten RNs who hold an advanced practice role are Nurse Practitioners (72%), followed by Nurse Anesthetist (19%), Clinical Nurse Specialist (7%), and then by Nurse Midwife (2%). See Figure 11.
One-fourth of RNs indicated that what they like the most about their job is to provide services to patients (27%), followed by Work itself (24%), and then by the People with whom they work (co-workers) (20%). See Figure 12.

Figure 12: What do you like MOST about your principal nursing employment?

When RNs were asked about what they like the least, nearly three out of ten indicated that there is nothing they do not like (29%), followed by Salary (21%), and then by Hours/schedule (15%). See Figure 13.
Figure 13: What do you like the LEAST about your principal nursing employment?

<table>
<thead>
<tr>
<th>Item</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nothing there isn’t anything I don’t like</td>
<td>29%</td>
</tr>
<tr>
<td>Salary</td>
<td>21%</td>
</tr>
<tr>
<td>Hours/schedule</td>
<td>15%</td>
</tr>
<tr>
<td>Benefits (insurance paid vacation...)</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>11%</td>
</tr>
<tr>
<td>Location</td>
<td>5%</td>
</tr>
<tr>
<td>People with whom I work (co-workers)</td>
<td>4%</td>
</tr>
<tr>
<td>Work itself</td>
<td>3%</td>
</tr>
<tr>
<td>People for whom I provide service (patients)</td>
<td>1%</td>
</tr>
</tbody>
</table>

RNs were asked how satisfied they are with their current job. One out of two nurses indicate that they are “Very satisfied” with their jobs (52.7%). Only 0.7% of nurses indicated that they were “Very dissatisfied” with their current job. When merging positive remarks about their jobs (i.e., “Very satisfied” and “Somewhat satisfied”), a total of **95.7%** of RNs feel satisfied with their current jobs. See Figure 14.

Figure 14: How satisfied are you with your current job?

- Very Satisfied: 53%
- Somewhat Satisfied: 43%
- Dissatisfied: 4.3%
- Very Dissatisfied: 1%
- Satisfied: 95.7%
RNs were also asked how satisfied they are with nursing as a career. Nearly two-thirds of RNs answered that they were “Very satisfied” (65.4%), followed by “Somewhat satisfied” (31.7%). Overall, 2.9% of RNs answered that they were not satisfied with their career. See Figure 15.

Figure 15: How satisfied are you with nursing as a career?

A high proportion of RNs indicate that they would encourage others to choose nursing as a career (87.2%), and 85% of RNs would do it over if they had the opportunity to choose nursing as a career again. When comparing with previous renewal surveys, these percentages are quite consistent, even when facing difficult workforce challenges such as nursing shortages. See Figures 16 and 17.
Figure 16: Encourage others to choose nursing as a career.

Figure 17: Would you choose nursing as a career again?

Historical trends (Renewal Surveys 2000 – 2014) show that an increasing number of nurses would have encouraged others to choose nursing as a career, or would have chosen nursing if they had to do it over. For instance, encouraging others to choose nursing as a career increased from 65.9% in the year 2000 to an historical high of 88.5% in the year 2010. Figure 18.
In the year 2000, only 70% of RNs indicated that they would have chosen nursing as a career. As shown in Figure 19, that percentage increased to 85% in the year 2014 (differences are statistically significant).
Figure 19: *Would you chose nursing as a career again 2000 - 2014*

![Graph showing the percentage of nurses who would choose nursing as a career again from 2000 to 2014.](image-url)
GEOGRAPHIC DISTRIBUTION OF RNS IN NEBRASKA

Figure 20 shows the number of RNs by County according to the 2014 RN Renewal Survey. Eight counties did not report any RN working in them: Sioux, Arthur, McPherson, Logan, Blaine, Loup, Wheeler, and Hayes. The highest number of RNs was reported in Douglas County \((n = 8,886)\), followed by Lancaster County \((n = 3,763)\). Three counties reported having just one RN working in them: Banner, Thomas, and Frontier.

Figure 20: Number of RNs by County
Figure 21 shows the number of RNs per 1,000 people by county. Buffalo County shows the highest number of RNs per 1,000 people (18 RNs per 1,000), followed by Douglas County (16.9 RNs per 1,000), and then by Madison County (16.3 RNs per 1,000). Frontier County shows the lowest number of RNs per 1,000 people (0.4 RNs per 1,000), followed by Stanton (1.1 RNs per 1,000), and then by Banner County (1.2 RNs per 1,000).

Figure 21: RNs per 1,000 People by County
APPENDIX

LOCATION OF THE BASIC NURSING EDUCATION PROGRAM THAT PREPARED FOR RN LICENSING EXAMINATION

LOCATION

3,904 Other State or US territory
112 Foreign country
16,729 Nebraska

81%
### RNs Specialties

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acute Care/Critical Care</td>
<td>4,149</td>
</tr>
<tr>
<td>Other</td>
<td>3,385</td>
</tr>
<tr>
<td>Medical Surgical</td>
<td>2,527</td>
</tr>
<tr>
<td>Geriatric/Gerontology</td>
<td>1,722</td>
</tr>
<tr>
<td>Pediatrics/Neonatal</td>
<td>1,379</td>
</tr>
<tr>
<td>Maternal-Child Health</td>
<td>926</td>
</tr>
<tr>
<td>Adult Health/Family Health</td>
<td>789</td>
</tr>
<tr>
<td>Psychiatric/Mental Health/Substance Abuse</td>
<td>691</td>
</tr>
<tr>
<td>Home Health</td>
<td>688</td>
</tr>
<tr>
<td>Rehabilitation</td>
<td>657</td>
</tr>
<tr>
<td>Oncology</td>
<td>630</td>
</tr>
<tr>
<td>Primary Care</td>
<td>576</td>
</tr>
<tr>
<td>School Health</td>
<td>376</td>
</tr>
<tr>
<td>Anesthesia</td>
<td>371</td>
</tr>
<tr>
<td>Women's Health</td>
<td>348</td>
</tr>
</tbody>
</table>

20%
1. License Number

2. What is your race?
- White/Caucasian
- Native Hawaiian or Other Pacific Islander
- Black/African American
- American Indian or Alaska Native
- Asian
- Other

2.a. Hispanic origin or descent?
- Yes
- No

2.b. If you speak another language other than English, please indicate.
- Spanish
- German
- French

2.c. Are you fluent in sign language?
- Yes
- No

3. Where was the location of the basic nursing education program that prepared you to take the RN licensing examination?
- Nebraska
- Other State or US territory
- Foreign country

4. Which nursing education programs have you completed? (Mark all that apply)
- Practical Nursing Program
- Baccalaureate Program
- Diploma
- RN Diploma Program
- Post-Master's Program
- Associate Degree Program
- Doctoral Program

5. Are you currently enrolled in a nursing education program leading to a degree/certificate?
- Not currently enrolled
- Baccalaureate Degree
- Baccalaureate degree-other field
- Master's Degree Program
- Master's degree-other field

6. Are you currently licensed in Nebraska in an advanced practice role? (Mark all that apply)
- Nurse Practitioner (APRN-NP)
- Nurse Anesthetist (APRN-CRNA)
- Nurse Midwife (APRN-CNM)
- Clinical Nurse Specialist (APRN-CNS)
- Not licensed in an advanced practice role

7. Which non-nursing degree(s) have you completed? (Mark all that apply).
- Associate Degree
- Baccalaureate Degree
- Master's Degree
- Doctorate
- Do not have a non-nursing degree

8. Which of the following best describes your current primary work situation? (Select one).
- Actively employed in nursing:
  - Full-time
  - Part-time
  - Per diem

- Actively employed in a field other than nursing:
  - Full-time
  - Part-time
  - Per diem

- Unemployed:
  - Seeking work as a nurse
  - Not seeking work as a nurse
  - Retired

9. If unemployed, please indicate the reasons:
- Taking care of home and family
- Inadequate Salary
- Difficulty in finding a nursing position
- School
- Other, please specify
10. In how many positions are you currently employed as a nurse?

_ 1  _ 2  _ 3 or more

11. How many hours do you work during a typical week in all your nursing positions?

HOURS

12. Please indicate the zip code, county and state of your PRIMARY EMPLOYER:

ZIP CODE

County State

13. How many miles do you travel one way to get to work at your principal nursing employment?

_ 0 – 5 miles  _ 21 – 30 miles

_ 6 – 10 miles  _ 31 – 50 miles

_ 11 – 20 miles  _ > 50 miles

14. What is your current annual salary for all nursing employment?

_ Less than $5,000  _ At least $45,000 but less than $55,000

_ 5,000 - $25,000  _ At least $55,000 but less than $65,000

_ More than $25,000 but less than $35,000  _ At least $65,000, but less than $85,000

_ At least $35,000 but less than $45,000  _ At least $85,000, but less than $105,000

_ At least $105,000 and more

15.a. Please identify the type of setting that most closely corresponds to your PRIMARY nursing practice position:

_ Hospital  _ Community Health

_ Nursing Home/Extended Care/Assisted Living Facility  _ School Health Service

_ Home Health  _ Occupational Health

_ Correctional Facility  _ Ambulatory Care Setting

_ Academic Setting  _ Insurance Claims/Benefits

_ Public Health  _ Policy/Planning/Regulatory/Licensing Agency

_ Other

15.b. Please identify the position title that most closely corresponds to your PRIMARY nursing practice position:

_ Staff Nurse  _ Advanced Practice Nurse

_ Nurse Researcher  _ Other-Health Related

_ Nurse Executive  _ Other-Not Health Related

_ Nurse Manager  _ Consultant

_ Nurse Faculty

15.c. Please identify the employment specialty that most closely corresponds to your PRIMARY nursing practice position:

_ Acute Care/Critical Care  _ Medical Surgical  _ Psychiatric/Mental Health/Substance Abuse

_ Adult Health/Family Health  _ Occupational Health  _ Rehabilitation

_ Anesthesia  _ Oncology  _ School Health

_ Community  _ Palliative Care  _ Tele-health

_ Geriatric/Gerontology  _ Pediatrics/Neonatal  _ Trauma

_ Home Health  _ Public Health  _ Women's Health

_ Maternal-Child Health  _ Primary Care  _ Other
16.a. Please identify the type of setting that most closely corresponds to your SECONDARY nursing practice position:

- Hospital
- Nursing Home/Extended Care/Assisted Living Facility
- Home Health
- Correctional Facility
- Academic Setting
- Public Health

16.b. Please identify the position title that most closely corresponds to your SECONDARY nursing practice position:

- Staff Nurse
- Advanced Practice Nurse
- Nurse Researcher
- Nurse Executive
- Nurse Manager
- Nurse Faculty

16.c. Please identify the employment specialty that most closely corresponds to your SECONDARY nursing practice position:

- Acute Care/Critical Care
- Adult Health/Family Health
- Anesthesia
- Community
- Geriatric/Gerontology
- Home Health
- Maternal-Child Health
- Medical Surgical
- Occupational Health
- Palliative Care
- Pediatrics/Neonatal
- Public Health
- Primary Care
- Psychiatric/Mental Health/Substance Abuse
- Rehabilitation
- School Health
- Trauma
- Women's Health
- Other

Questions #17 through #24 ask about your satisfaction level with your nursing career

17. What do you like MOST about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Location
- People for whom I provide service (patients)
- Salary
- Other

18. What do you like LEAST about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Location
- People for whom I provide service (patients)
- Salary
- Other
- Nothing, there isn't anything I don't like
- Other
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>19. How likely are you to leave your principal employment in the next 12 months?</td>
<td>___ Very unlikely  ___ Somewhat unlikely  ___ Somewhat likely  ___ Very likely</td>
</tr>
<tr>
<td>20. If very likely or somewhat likely that you will leave your principal employment in the next 12 months, what is the main reason? (Select one)</td>
<td>___ Dissatisfaction with job  ___ Retirement  ___ Dissatisfaction with salary  ___ Returning to school  ___ Family/personal  ___ Other  ___ Lack of opportunity for upward mobility in the organization  ___ Does not apply to me</td>
</tr>
<tr>
<td>21. How satisfied are you with your current job?</td>
<td>___ Very Satisfied  ___ Somewhat Satisfied  ___ Dissatisfied  ___ Very Dissatisfied</td>
</tr>
<tr>
<td>22. If you had to do it over, would you choose nursing as a career?</td>
<td>___ Yes  ___ No</td>
</tr>
<tr>
<td>23. Would you encourage others to choose nursing as a career?</td>
<td>___ Yes  ___ No</td>
</tr>
<tr>
<td>24. How satisfied are you with nursing as a career?</td>
<td>___ Very Satisfied  ___ Somewhat Satisfied  ___ Dissatisfied  ___ Very Dissatisfied</td>
</tr>
<tr>
<td>25. Please list all states in which you hold an active license to practice as an RN:</td>
<td>___  ___  ___  ___  ___  ___</td>
</tr>
<tr>
<td>26. Please list all states in which you are currently practicing:</td>
<td>___  ___  ___  ___  ___  ___</td>
</tr>
<tr>
<td>27. Do you utilize tele-health in your primary or secondary positions?</td>
<td>___ Yes  ___ No  ___ Unsure</td>
</tr>
<tr>
<td>28. If yes, when utilizing tele-health, are patients ever located in a different state?</td>
<td>___ Yes  ___ No  ___ Unsure</td>
</tr>
</tbody>
</table>

PLEASE ADD YOUR LICENSE NUMBER ON PAGE 1

THANK YOU FOR COMPLETING THE SURVEY!