

Nebraska RN Survey Report 2009

Based on 2008 License Renewal Data

by

Nebraska Center for Nursing

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BACKGROUND

In October of 2008, license renewal notices and the Registered Nursing Workforce Survey were mailed to each registered nurse licensed by the State of Nebraska. The survey was also available online. The responses to the Registered Nursing Workforce Survey were merged by license number with preexisting demographic data pertaining to each registered nurse stored in a database managed by the Nebraska Department of Health and Human Services. The information gathered from the database included the nurses license number, gender, birth date, and zip code. The questionnaire can be found in Appendix A.

A total of 21,872 Workforce Surveys were returned and entered for data analysis. Of those surveys, 19,070 (87.2%) were completed online and 2,802 (12.8%) were completed by paper form. A total of 17,735 RNs work in Nebraska. Response rates varied among survey questions. Hence, the total number of respondents will fluctuate based on the response rate of each item.

This report summarizes the major descriptive findings of the Workforce Survey and where applicable and feasible, compares Nebraska's findings with national data. The national comparative data were gleaned from *The Registered Nurse Population: National Sample Survey of Registered Nurses – March 2000 and March 2004*¹, a report of the U.S. Department of Health & Human Services, Health Resources and Services Administration, Bureau of Health Professions.

The number of active Registered Nurses in Nebraska increased between 1987 and 1999, showed a slight decline between 1999 and 2005, showing an increase in 2007. In 2004 nationally, 2,909,357 RNs were licensed to practice. Nationally between November 1980 and March 2004, the RN population increased by 1,246,975. However, the percentage of growth in the national RN population has been decreasing. From 1992 to 1996, the RN population increased by 14.2%, from 1996 to 2000 the increase was 5.4%, and the increase was 7.9% between 2000 and 2004. The RN population growth was just under 2% per year in the past four years. Table A provides the number of RNs licensed in Nebraska at the end of each calendar year. Numbers are reported for odd-numbered years from 1987 to 2007. RN licenses expire in the later part of the year in even-numbered years. At the time of renewal the total number of RNs licensed in the state always drops significantly because of RNs who do not renew their license due to retirement, death, leaving the state or ceasing to practice nursing. The total number of RNs licensed in the state then continues to grow until the next renewal when it once again falls. The total number licensed at the end of odd-numbered years was chosen for comparison because it represents the midpoint between when the major fluctuations occur. This number includes all licensees, and does not distinguish whether the RN practiced or lived in Nebraska.

¹ The 2008 Report has not released yet at the time of this publication.



Table A. Number of Active RNs in Nebraska 1987-2007

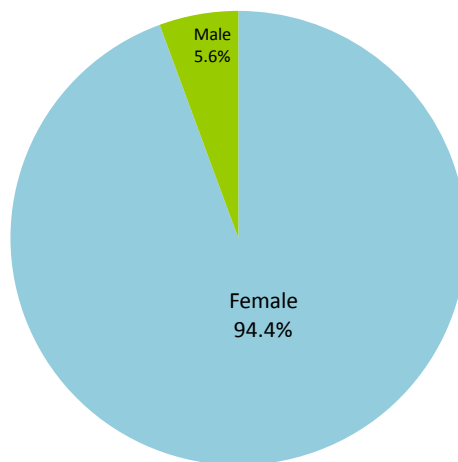
1987	1989	1991	1993	1995	1997	1999	2001	2003	2005	2007
15,541	17,351	17,075	17,893	17,601	20,166	20,729	20,676	19,955	19,712	22,067

DEMOGRAPHICS

Gender

In total, 5.6% (n=1,213)² of RNs identified themselves as male and 94.4% (n=20,407) as female. Male RN numbers increased from 489 in 2000 to 1,213 in 2008, a 148% increase. Nationally in 2000, 5.4% of RNs were male and in 2004, males comprised 5.8% of the national RN population. Previous Nebraska survey male percentages include 4.9% in 2004, and 5.6% in 2006. Chart 1 shows the percentage of male and female RNs for the 2008 survey.

Chart 1: Gender Distribution of RNs in 2008



² All licensees were considered for this analysis.



Educational Preparation Type by Gender

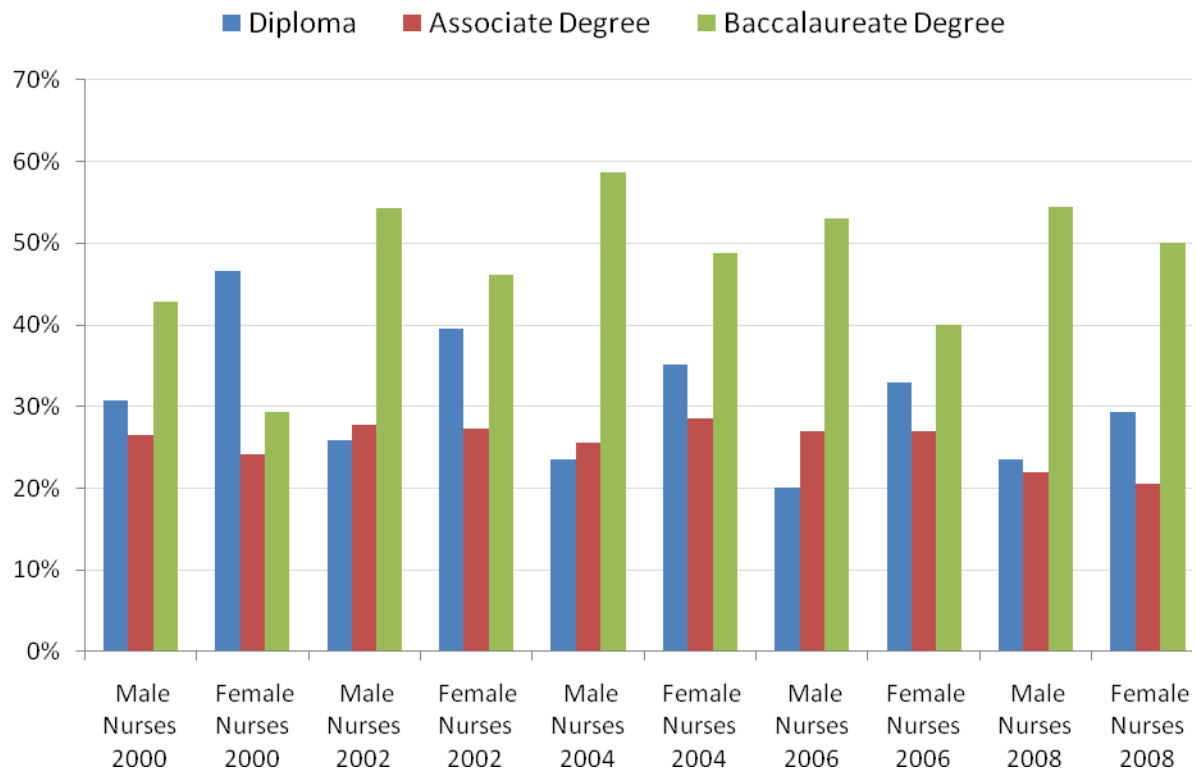
The 2008 Nebraska figures indicate the following percentages of educational preparation type by gender: 23.5% of male RNs have an RN diploma, 22.0% an associate degree, and 54.5% a baccalaureate degree; 29.3% of female RNs have an RN diploma, 20.6% have an associate degree, and 50.0% have a baccalaureate degree. The highest percentage of male and female RNs in Nebraska were educated at the baccalaureate level. The 2000, 2002, 2004 and 2006 Nebraska survey data indicated that the highest percentage of male RNs were educated at the baccalaureate level. The highest percentage of female RNs in 2000 were educated at the diploma level and in 2002, 2004 and 2006 at the baccalaureate level. The 2000 and 2004 national surveys found the highest percentages of educational preparation for both female and male RNs at the associate degree level. Table B compares the 2000 and 2004 national percentages with the 2000, 2002, 2004, 2006 and 2008 Nebraska percentages of educational preparation by gender. Chart 2 depicts the gender percentage by educational type.

Table B. National and State Educational Preparation Type by Gender

	Diploma		Associate		Baccalaureate	
	Men	Women	Men	Women	Men	Women
US 2000	14.3%	30.5%	52.7%	39.6%	32.5%	29.6%
US 2004	13.5%	25.9%	52.0%	41.6%	31.0%	30.5%
State 2000	30.7%	46.6%	26.5%	24.1%	42.8%	29.3%
State 2002	25.9%	39.6%	27.7%	27.3%	54.3%	46.2%
State 2004	23.5%	35.2%	25.6%	28.5%	58.7 %	48.8%
State 2006	20.5%	32.7%	27.2%	27.0%	52.3%	40.3%
State 2008	23.5%	29.3%	22.0%	20.6%	54.5%	50.0%



Chart 2. Gender Percentage by Educational Type



In comparison to the 2000, 2002, 2004 and 2008 Nebraska surveys, the 2008 data indicated that there was an increase in male and female RNs with nursing diplomas. Nearly twenty three percent of male RNs hold diplomas, twenty-two percent associate degrees, and fifty-four percent baccalaureate degrees. Twenty-nine percent of female RNs hold diplomas, twenty percent associate degrees, and fifty percent hold baccalaureate degrees, the highest percentage since 2000.

Age

Chart 3 depicts the distribution of Nebraska RNs by age and Chart 4 shows the frequency of Nebraska RNs by age. The mean age in Nebraska was 46.6 in 2008 compared to 45 years in 2000, 44.6 years in 2002, 43.8 years in 2004, and 44.3 years in 2006. The 2000 national mean was 45.2 years and the 2004 national mean was 46.8 years. In 1996, the national mean age was 44.5 years and the 1996 Nebraska mean age was 42.8 years.



Chart 3. Distribution of Nebraska RNs by Age (n=17,127)

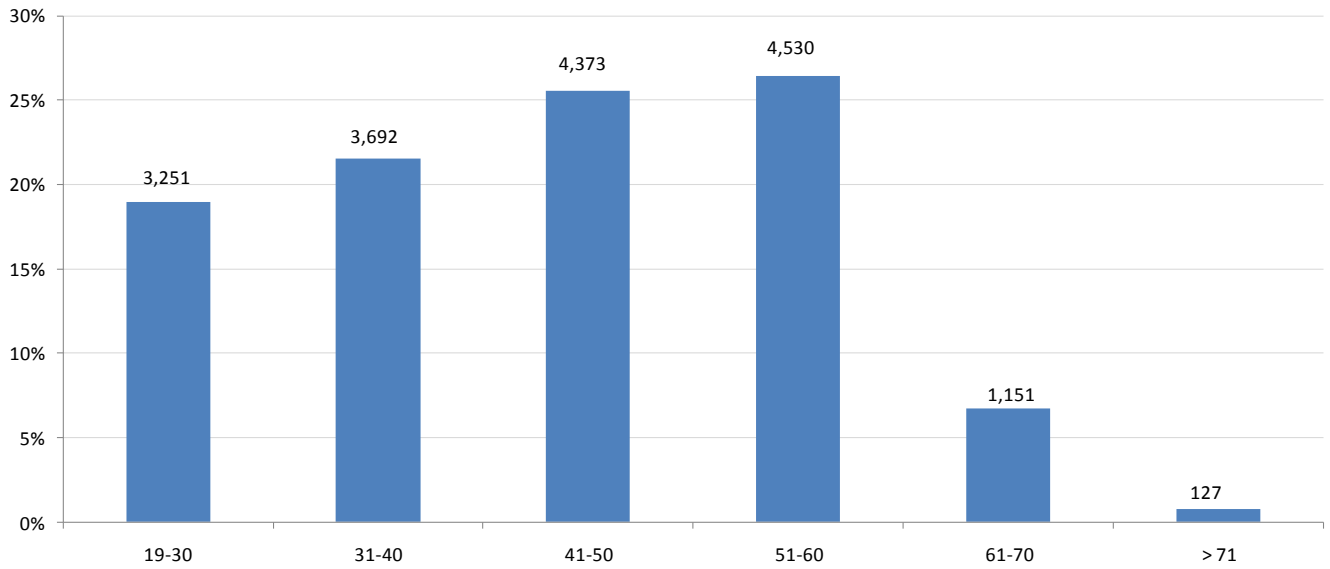
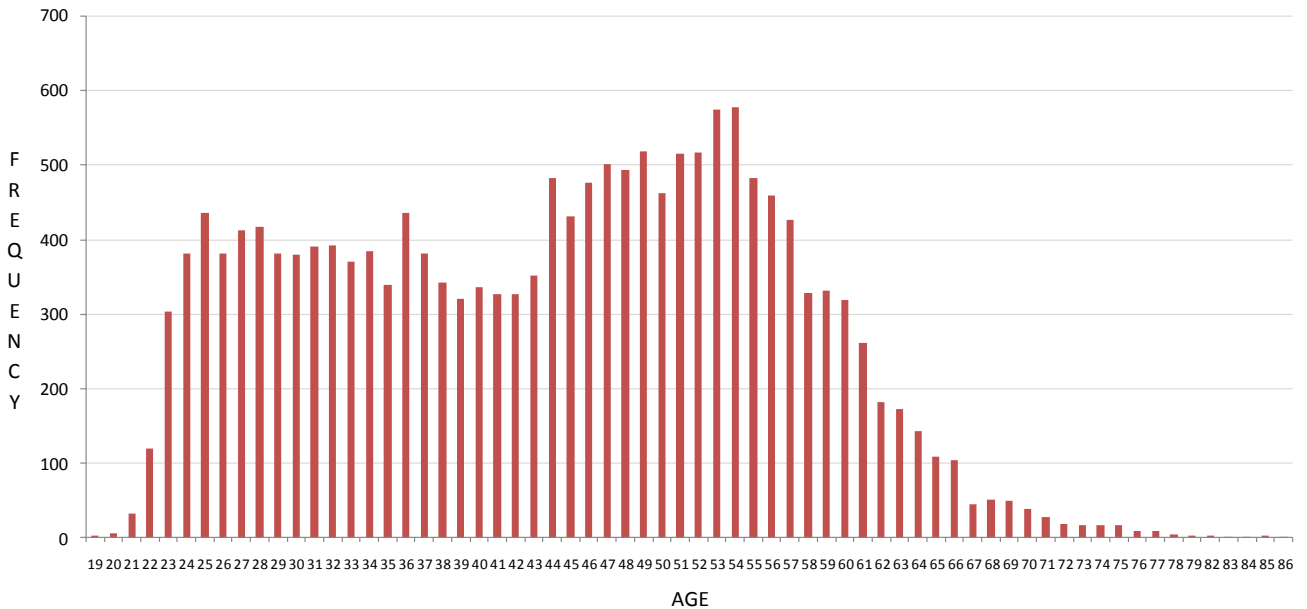


Chart 4. Frequency of Nebraska RNs by Age



The aging of the RN population has continued. In 1980, 52.9% of RNs nationally and 66.3% of Nebraska RNs were under the age of 40 and by 2000 this percentage had dropped to 31.7% nationally and 34.9% in Nebraska. In 2002 the Nebraska percentage increased to 37.9%, in both the 2004 and 2006 Nebraska surveys, 37% were under age 40 and in 2008 an increase in the percentage of RNs under the age of 40 was noticed (38.6%).



Nationally in 2004, 26.3% of RNs were under age 40. In 1980, 38.2% of Nebraska’s RNs and 25.1% of RNs nationally were under age 30. By 2000 that percentage had shrunk to 7.9% in Nebraska and to 9.1% nationally. The percentage of RNs age 30 years and under increased to 15% in 2002, 16% in 2004 and 2006, and was 16.8% in 2008.

Age of Respondent by Gender

The highest percentage of Nebraska female RNs were between 51 and 60 years of age and the highest male percentage was between 31 and 40 years of age. The 2004 national average age of male RNs was 44.6 years and the average age of female RNs was 47 years. Nationally in 2004, 30.1% of male RNs were under age 40 and 26.1% of female RNs were under age 40. Table C indicates the age frequency of the Nebraska respondents by gender.

Table C. Age Frequency and Percentage of Respondents by Gender

AGE (years)	Female Respondents		Male Respondents		Total	
	Count	%	Count	%	Count	%
19-30	3,125	18.2%	126	.7%	3,251	19.0%
31-40	3,442	20.1%	248	1.4%	3,692	21.5%
41-50	4,145	24.2%	227	1.3%	4,374	25.5%
51-60	4,336	25.3%	194	1.1%	4,530	26.4%
61-70	1,113	6.5%	41	.2%	1,154	6.7%
71-95	125	0.7%	2	.0%	127	0.7%
Total	16,286	95.1%	838	4.9%	17,128	100.0%

Age of Respondent by Educational Program

Table D presents data on the type of basic educational program by age group for RNs in Nebraska and Chart 5 presents this information in bar graph format. RNs age 51 and older had the highest percentages of diploma education. The 19 to 40 age group had the highest percentages of baccalaureate education. Chart 6 shows the mean age of Nebraska RNs by type of educational program. The average current age of Nebraska RNs according to type of nursing program is 51.2 years for diploma graduates, 41.8 years for associate degree graduates, and 40.1 years for baccalaureate graduates. Master’s degree graduates averaged 44.1 years of age, and Doctoral graduates were 57.3 years old on average.



Table D. Age of Nebraska RNs by Type of Educational Program

AGE (years)	Associate (%)	Baccalaureate (%)	Diploma (%)
19-30	23%	67%	10%
31-40	24%	66%	10%
41-50	22%	48%	30%
51-60	17%	34%	49%
61-70	12%	28%	60%
>71	11%	19%	70%

Chart 5. Percentage of Nebraska RNs by Age and Type of Educational Program

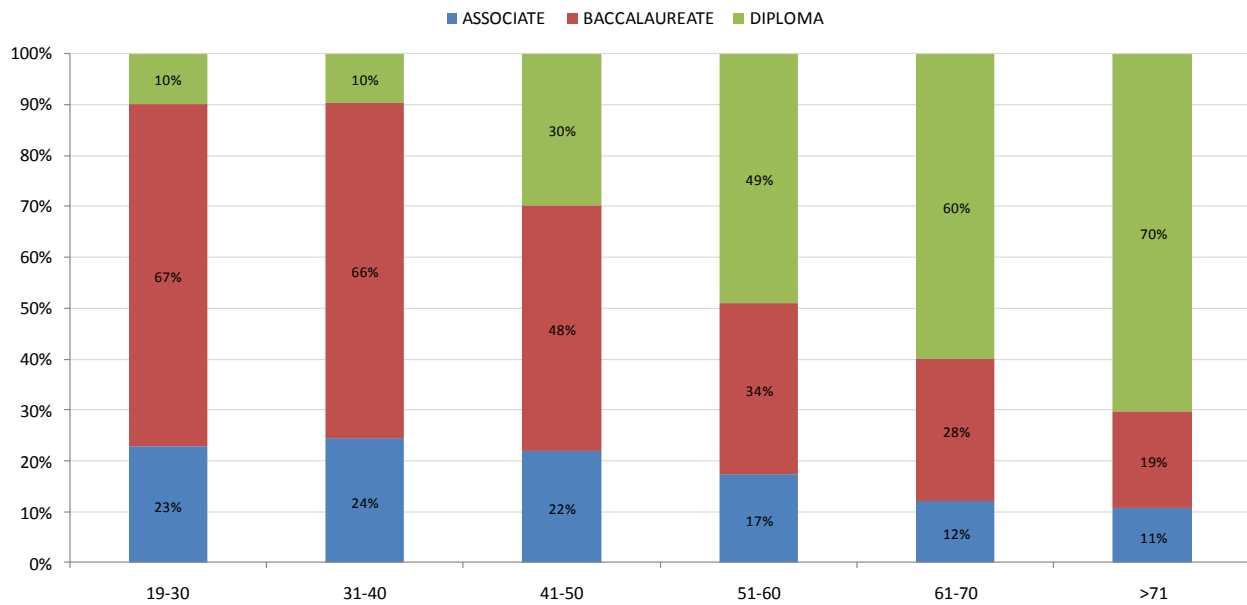
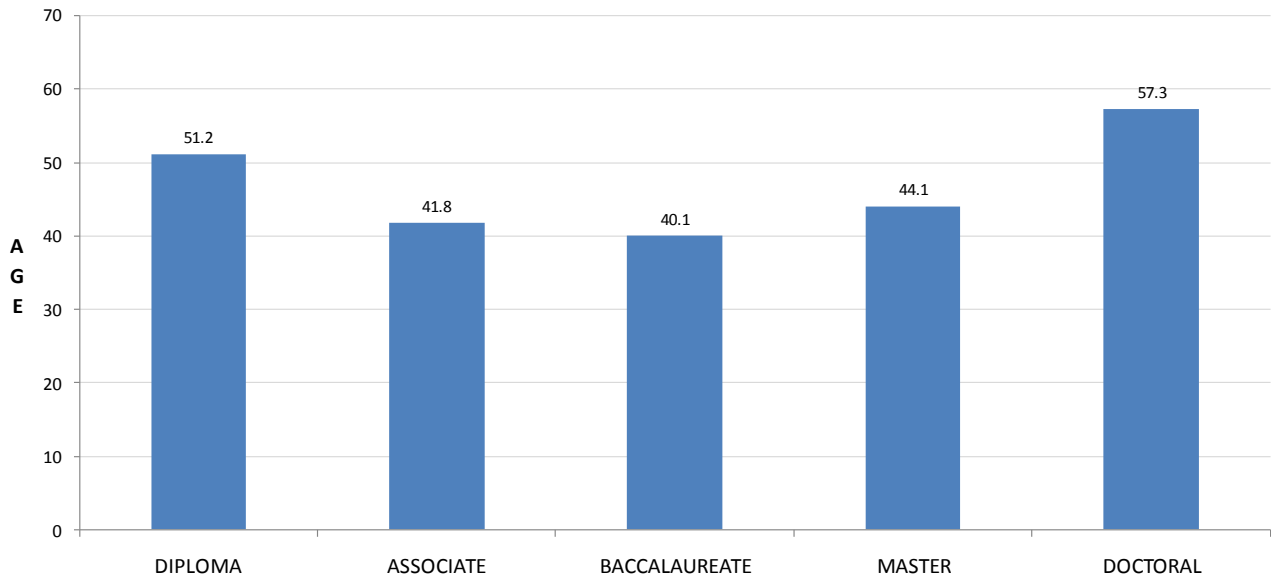


Chart 6. Mean Age of Nebraska RNs by Type of Educational Program



Gender by Years Employed in Nursing

Male RNs have been employed in nursing an average of 17.1 years compared to 13.9 years in 2006. Female RNs have been employed longer with a mean of 19.6 years compared to 18.7 years in 2006.

Racial/Ethnic Background

Table E illustrates the frequency of each category of race/ethnic background. The preponderance of RNs were Caucasian (94.9%, n=16,682). Chart 7 shows the distribution of RNs in Nebraska according to self-reported racial/ethnic categories. Chart 8 depicts the distribution of Nebraska's general population by racial/ethnic background in 2008.

The national statistics in 2004 reflected a more diverse population of RNs than that of Nebraska as was also indicated in 2000. Chart 9 is a representation of the 2004 national distribution of RNs by racial/ethnic background compared to the 2005 general population of the U.S., which was even more diverse.

Nebraska's percentage of racial/ethnic RNs was 3.6%, similar to 2006's results. In comparison, RN racial/ethnic diversity percentages were 2.6% in 2004, 2.5% in 2002 and 3% in 2000. The national percentage in 2004 was 18.2%. In 2005, 8% of Nebraska's general population and



19.8% of the U.S. population was racially or ethnically diverse. Table F provides the number of Nebraska RNs identified as Hispanic in origin or descent.

Table E. Nebraska RNs by Racial/Ethnic Background

Caucasian	African-American	Native American	Asian/Pacific Islander	Other
16,682	214	43	143	161

Chart 7. Distribution of Nebraska RNs by Racial/Ethnic Background

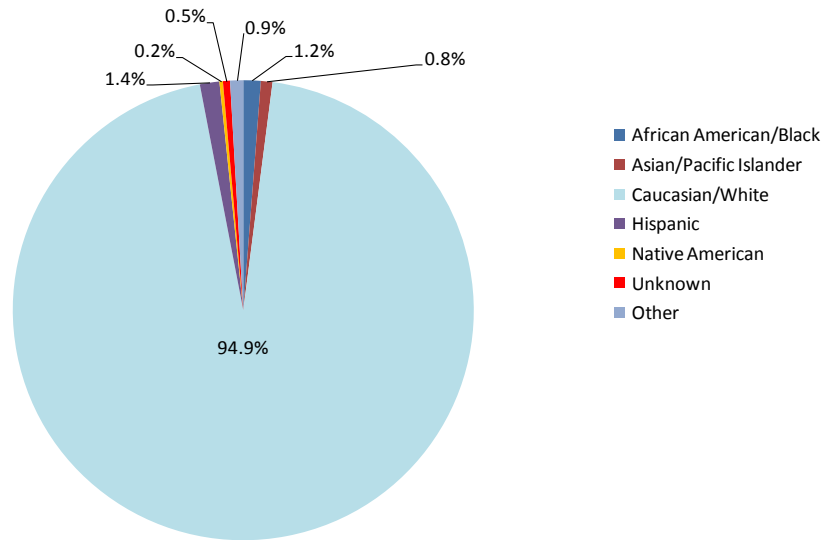
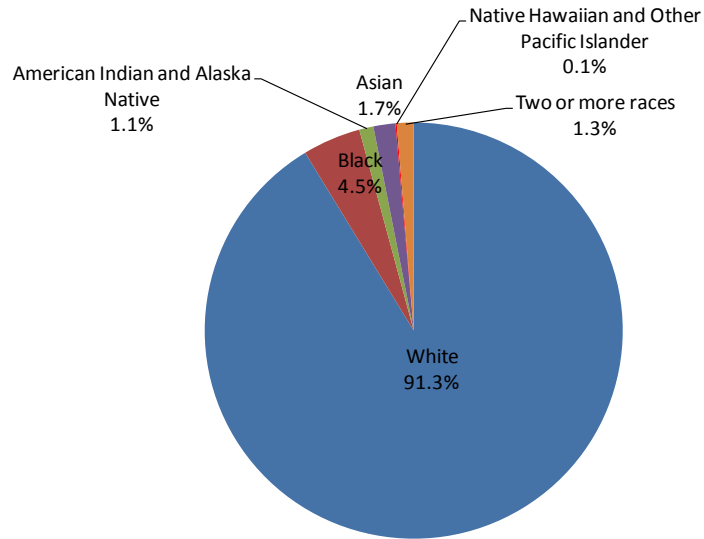


Chart 8. Distribution of Nebraska's General Population by Racial/Ethnic Background 2008



Source: U.S. Census Bureau.

Chart 9. Comparison of National Distribution of RNs (top) and U.S. Population (bottom) by Racial/Ethnic Background.

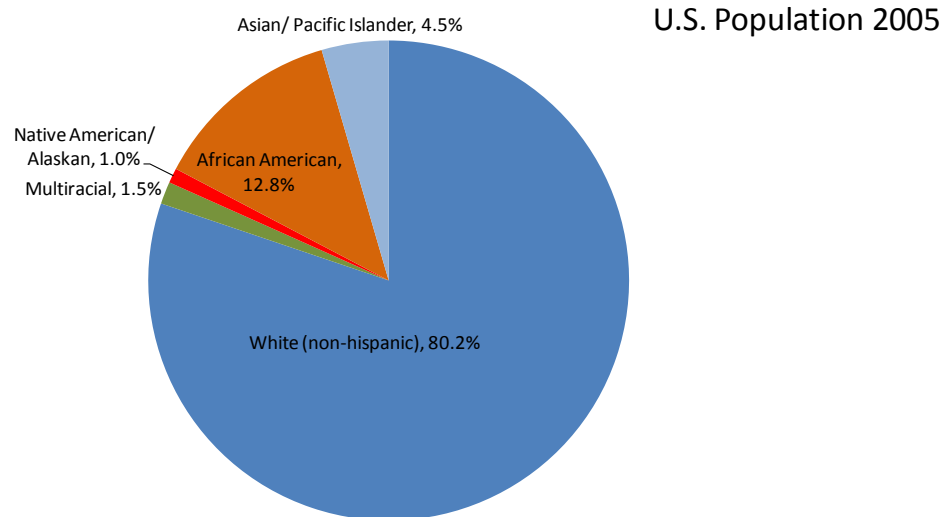
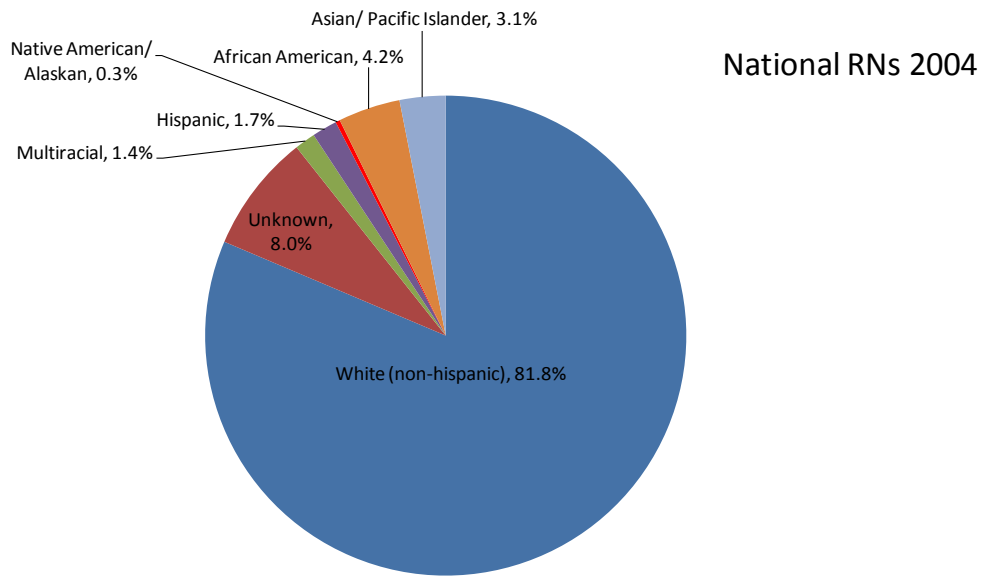


Table F. Frequency of Nebraska RNs by Hispanic Origin or Descent

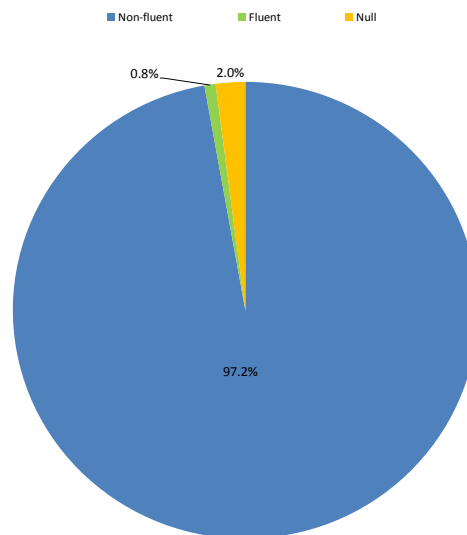
Non-Hispanic	Hispanic
17,095	240

SIGN LANGUAGE FLUENCY AND LANGUAGES SPOKEN

The survey asked RNs about fluency in sign language and languages spoken. Only 0.8% ($n= 134$) of RNs surveyed are fluent in sign language and 99.2% ($n=16,846$) are not fluent. Null responses totaled 2.0% ($n = 355$). Chart 10 shows the percentage of sign language fluency for Nebraska

RNs were asked if they could speak a language other than English. While 95.2% said that they speak no other languages, 2.0% speak Spanish, 0.9% can speak German, 0.3% are fluent in French, 1.4% speak another language, and 0.2% speak two or more languages.

Chart 10. Percentage of Sign Language Fluency for Nebraska RNs



SALARY

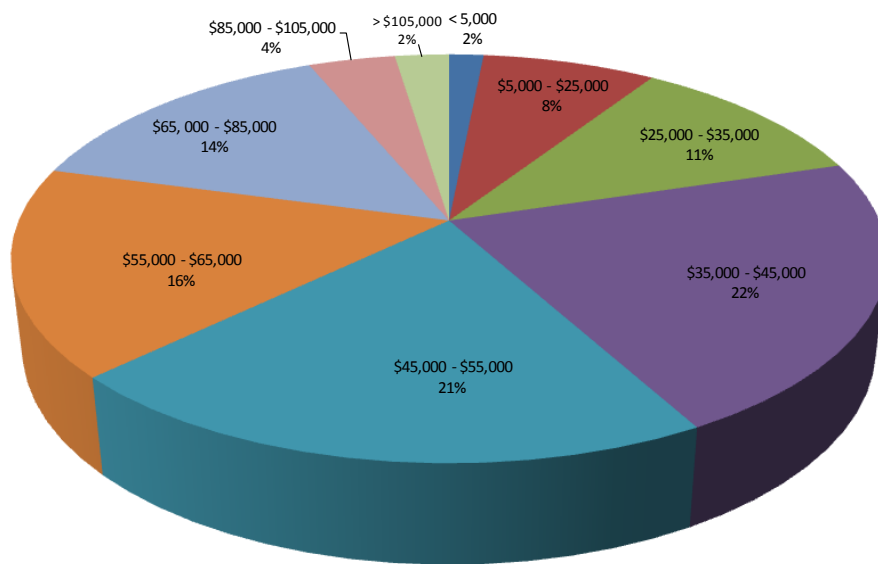
Respondents were asked to describe their salary ranges. The Nebraska survey data are reported in ranges in Table G. Chart 11 shows the percentages for RNs who identified each salary range. The mean salary of Nebraska RNs in 2008 was \$53,490 according to the U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics. RN salaries have increased from the national RN average of \$46,782 in 2000 and the Nebraska mean salary of \$39,679 in 2000. In 2002, the Nebraska mean RN salary was \$42,460, in 2004 the mean was \$49,350, and in 2006 the mean was \$51,410. Since the year 2000, Nebraska RN salaries have

increased a 34.8%. Nationally in 2008, the mean annual salary for a full time RN was \$65,130, which implies a 39.2% increase since the year 2000.

Table G. Percent Nebraska RN Salary

Salary Range	Percent of Respondents
<\$5,000	1.5%
\$5-25,000	7.7%
\$25-35,000	11.1%
\$35-45,000	21.8%
\$45-55,000	20.8%
\$55-65,000	16.5%
\$65-85,000	14.5%
\$85-105,000	3.8%
>\$105,000	2.4%

Chart 11. Salaries of Nebraska RNs (n=16,272)



Salary by Gender

Female RNs (Chart 12) in Nebraska continued to report proportionately lower incomes than did male RNs (Chart 13). The highest pay category, “More than \$105,000”, showed a wide disparity between male and female percentages. Of male RNs, 8.3% reported salaries in the highest range, but only 2.1% of female salaries were in the highest range. These results were comparable to the 2000, 2002, 2004 and 2006 Nebraska survey results. In 2000, 11% of males and 1% of females were in the highest salary range. In 2002, 14% of males and 1% of females and in 2004, 10% of males and 1% of females were in the highest salary range. In 2006, 15% of

males and 1% of females were in the highest salary range. Chart 14 shows the proportionate comparison between male and female nursing salaries in Nebraska.

Chart 12. Salary of Female Nebraska RNs (n=15,493)

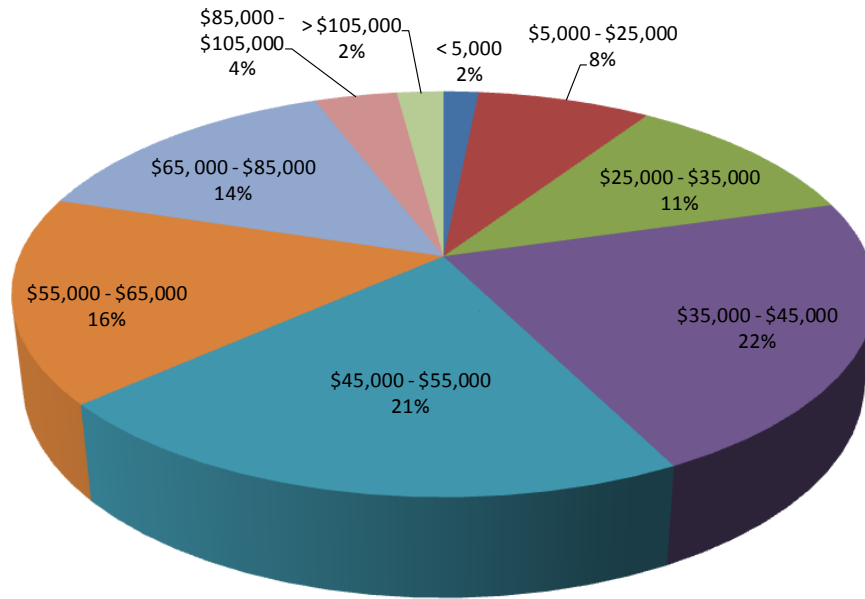


Chart 13. Salary of Male Nebraska RNs (n=779)

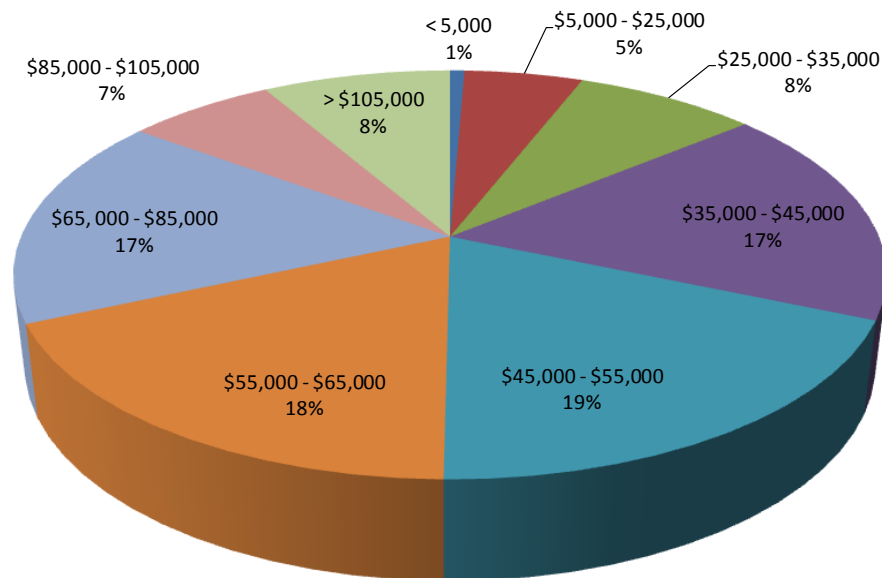
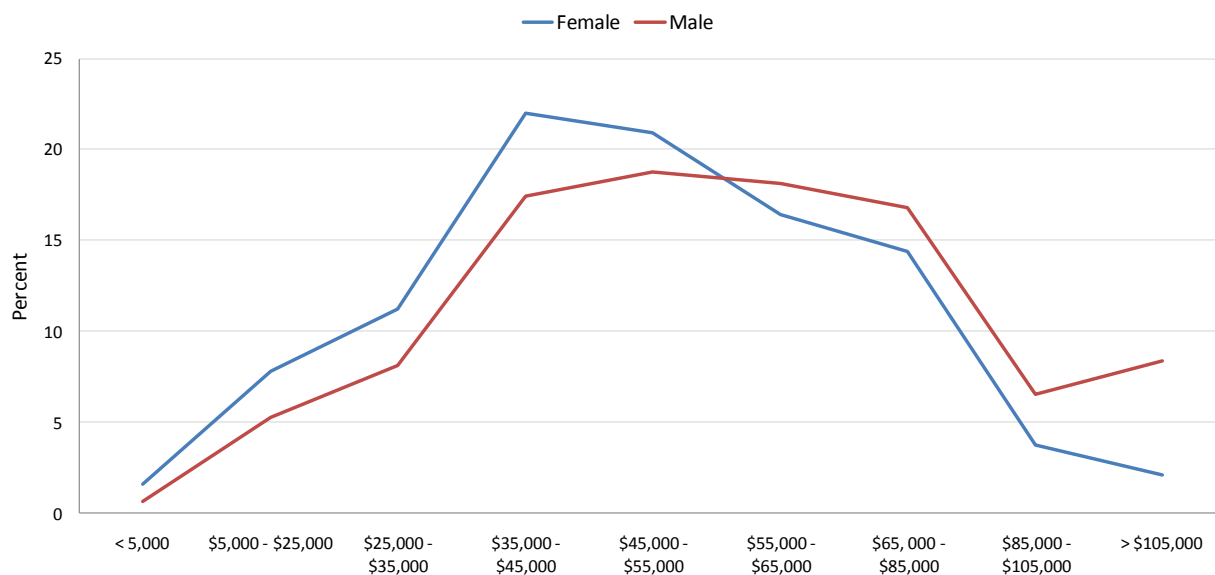


Chart 14. Proportionate Comparison of Male and Female Nursing Salary in Nebraska



The percentages of male RNs in employment activities were compared to female percentages in the same categories. Table H lists the percentages in each area of nursing. Males have slightly higher percentages in patient care and administration. The highest percentages of male and female RNs work in patient care as was the case in the 2004 national survey. These trends were also noted in the 2000, 2002, 2004, and 2006 Nebraska surveys. Ninety-one percent of RNs earning over \$105,000 reported their principal employment activity to be Patient Care, Administration, or Other.

Table H. Percentage of Male/Female RNs by Employment Activity

	Patient Care	Teaching/ Instruction	Admini- stration	Quality Assurance	Case Management	Research	Other
Female RNs	65.5%	6.1%	10.8%	2.8%	6.8%	0.8%	7.4%
Male RNs	69.2%	5.0%	12.3%	1.8%	5.1%	0.3%	6.3%

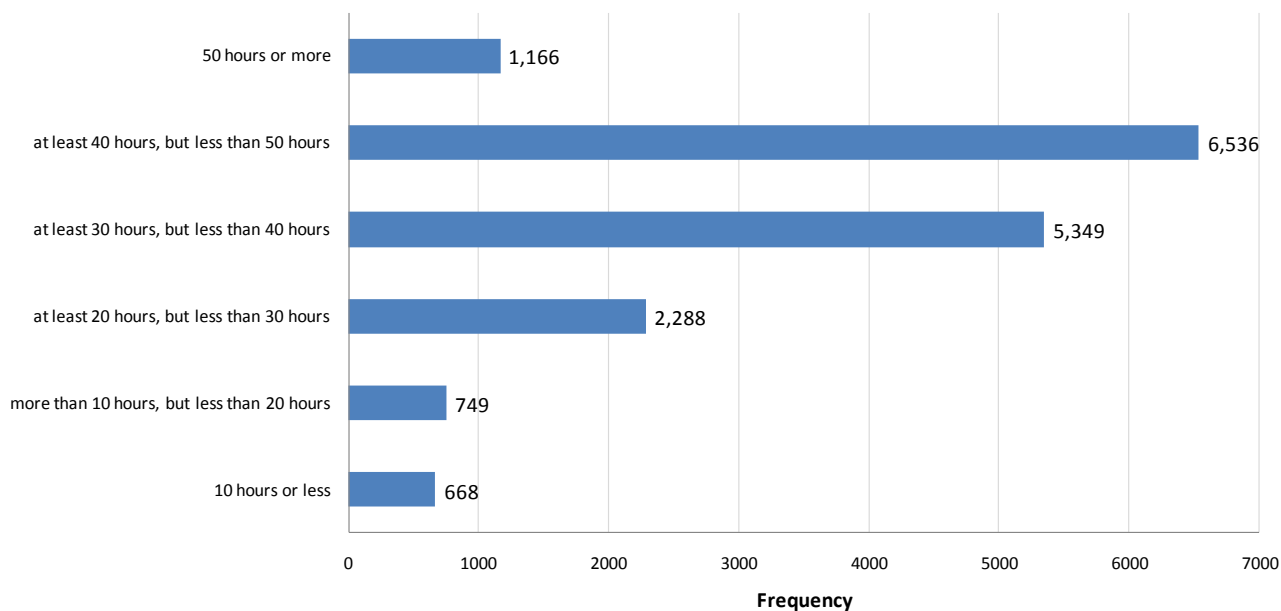
EMPLOYMENT ENVIRONMENT

Hours Worked per Week

Data were collected that quantify the amount of time Nebraska RNs work each week. The category, “10 or less hours,” may include licensees who do not work as a RN at all. A graph showing the average work hours per week for Nebraska RNs comprises Chart 15.

Statistics nationally and in Nebraska are difficult to compare due to differences in reporting methods. Nationally in 2000, 58.5% of RNs were employed full-time, 23.2% worked part-time, and 18.3% were unemployed. In Nebraska, RNs responded that 7.0% worked more than 50 hours each week, 39.0% worked 41-50 hours, 31.9% worked 31-40 hours, 13.7% worked 21-30 hours, 4.5% worked 10-20 hours and 4.0% worked fewer than 10 hours. RNs who reported working 10 hours or more each week totaled 96.0% and 54.0% reported working less than 40 hours per week.

Chart 15. Average Work Hours per Week for Nebraska RNs (n=16,756)



Frequency and Percent of Work Situation

The percentage of RNs working in nursing positions that required RN licenses was 97.4%, which was a decrease from the 2000 percentage of 99.3%, higher than the 2002 and 2006 percentage of 96.3% and 93.5% respectively, but lower in comparison to the 2004 percentage of 98.2%. Nationally, 83.2% of RNs were employed in nursing in 2004, which was an increase from 81.7% in 2000. In the 2008 Nebraska survey, persons working in non-nursing positions numbered 102 (0.6%). There were 91 persons looking for a job as a RN and 131 were not. There were 226 licensees (1.3%) not employed compared to 822 (4.4%) in 2006, 63 (0.5%) in 2004 and 503 (2.9%) in 2002. Of those 226 licensees, 91 (0.5%) were looking for positions in nursing. Nationally in 2000 and 2004, 1% of RNs were not employed in nursing and actively seeking nursing employment. In 2004, 11.2% of RNs were not employed in nursing and not seeking nursing employment. Table I depicts the frequency and percentages of licensees describing their work situations.

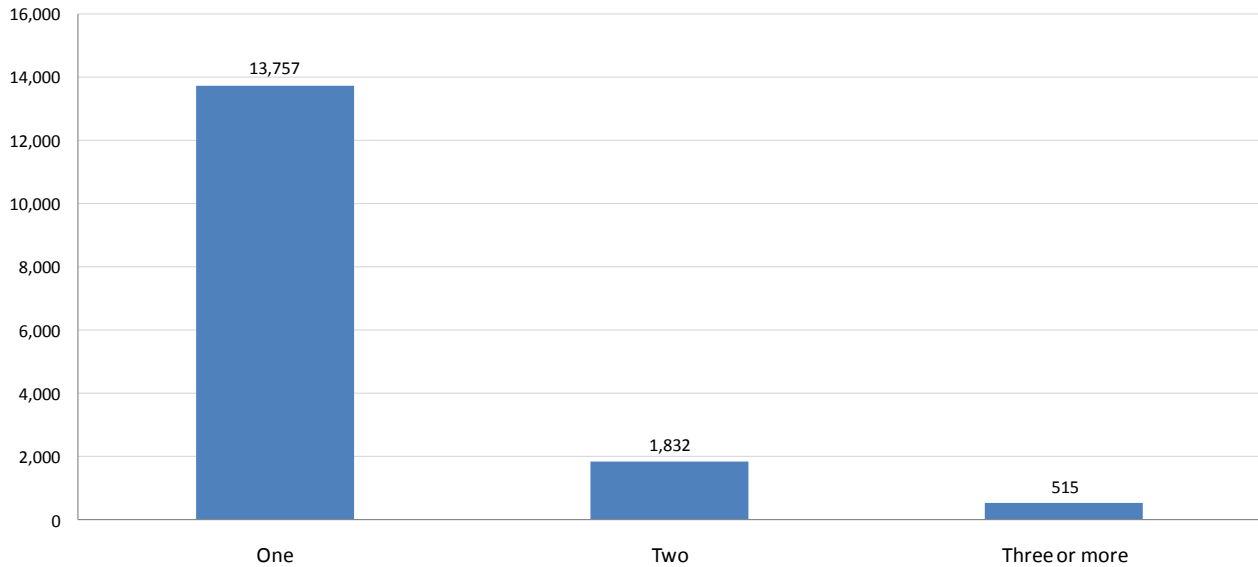
Table I. Frequency and Percentages of Nebraska RNs' Work Situation

	Frequency	Percent
Working in a nursing position requiring an RN license	16,810	97.4%
Working in a non-nursing job, not looking for RN position	102	0.6%
Not employed – looking for RN position	91	0.5%
Not employed – looking for a non-nursing job	4	.02%
Not employed – not looking for job	131	0.8%
NULL	125	0.7%
Total	17,263	100%

Employers of RNs

Nebraska RNs identified how many employers they had worked for at the time of the survey. Chart 16 is based on these numbers. The number of RNs who cited only one employer was 13,757. Fewer RNs (n=1,832) worked for two employers, and 515 worked for three or more.

Chart 16. Number of Employers (n=16,104)

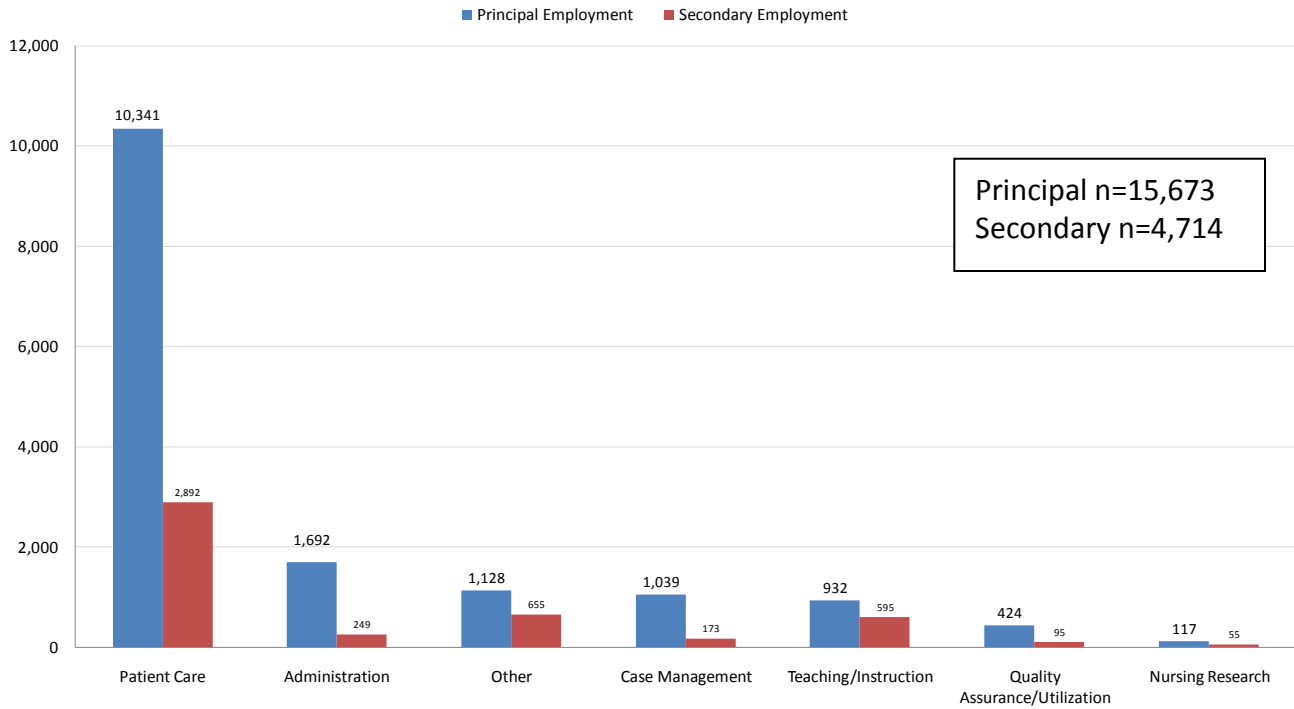


EMPLOYMENT

Activity

RNs identified the types of employment activities they engaged in. The preponderance of RNs worked in patient care, as was the case in the 2000, 2002, 2004 and 2006 Nebraska surveys. Nationally in 2004, 65.4% of RNs employed in nursing spent at least 50% of the usual workweek in direct patient care activities, which was down from the 2000 percentage of 68.6%. Nebraska RNs who had secondary employment also worked predominately in patient care. Smaller numbers were dispersed among teaching/instruction, administration, quality assurance/utilization review, case management and nursing research. The distribution of principal and secondary employment activity is presented in Chart 17.

Chart 17. Principal and Secondary Employment Activity



Setting

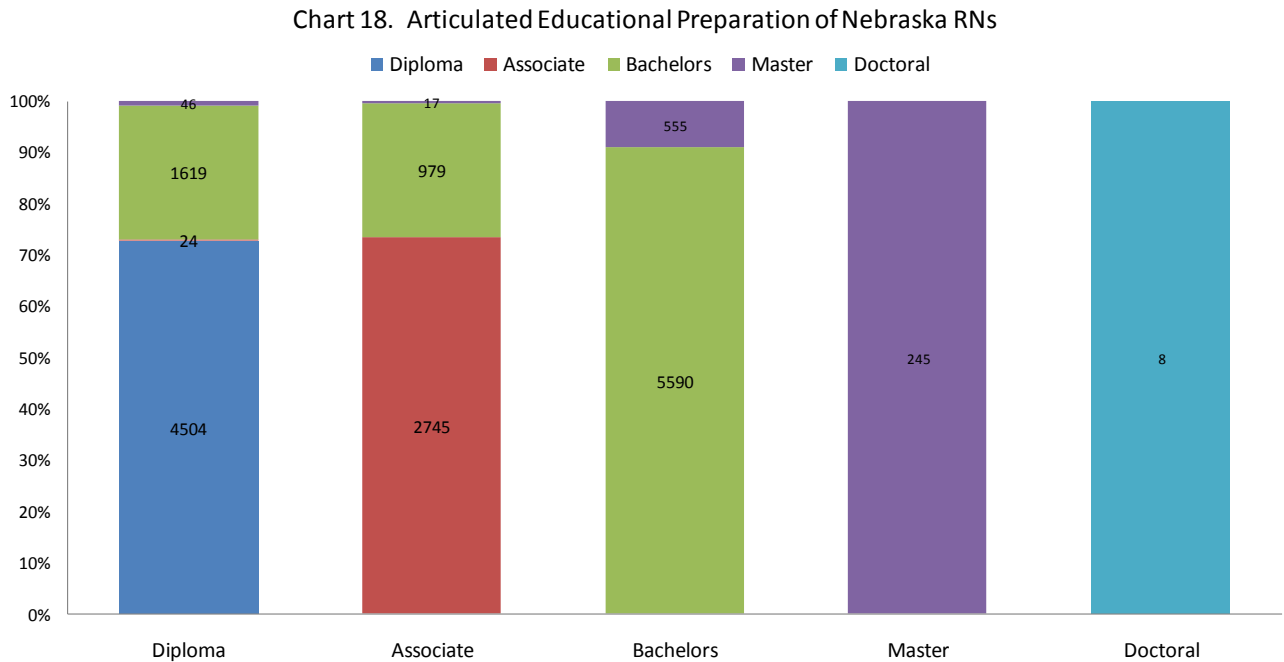
Hospitals are the major employers of RNs, although the percentages fluctuate among years. This concurred with the 2000, 2002, 2004 and 2006 Nebraska surveys and the 2000 and 2004 national survey results. The 2008 Nebraska survey found that 58% of RNs work in hospitals compared to 58.1% in 2006 and 57.4% in 2004. In the 2000 national survey, 59.1% of RNs worked in hospitals compared to 56.2% in 2004. The total employment setting identification follows in Table J. Data were collected in the following employment setting categories: Hospital, Nursing Home, Assisted Living Facility, Hospice, Alcohol/Detox/Halfway House, Public/Community/Home Health, Student Health/School, Occupational Health, Ambulatory Care, Physician’s Office/Health Clinic, Self-employed, Agency Staff, Insurance Company/HMO, Dialysis Center, Parish Nurses, and Other. These headings were then re-categorized for Table J to better compare Nebraska results with the National data.

Table J. Comparison by Percent in Employment Setting Nationally and in Nebraska

	2008 Nebraska Percentage	2006 Nebraska Percentage	2004 Nebraska Percentage	2002 Nebraska Percentage
Hospital	58.0	58.1	57.4	55.3
Public/Community Health	5.3	6.5	7.4	7.1
Ambulatory Care	4.4	3.7	4.2	3.7
Nursing Home/Long Term Care	7.5	9.0	8.4	10.2
Education	5.9	2.6	3.2	2.7
MD Office	9.0	8.8	7.3	8.5
Other	9.8	11.3	12.1	12.5

EDUCATION

Data were gathered from Nebraska RNs regarding their educational preparation. Chart 18 shows the number of RNs for whom a basic program of study was the highest level attained as well as those who articulated upward educationally. Twenty-four RNs with associate degrees had previously completed a diploma program. Of the RNs with baccalaureate degrees, 979 had a previous associate degree and 1,619 had diplomas.



Educational Preparation

The majority (84.1%, n= 14,088) of RNs working in Nebraska were educated in Nebraska as well. RNs educated outside of Nebraska but within the United States and territories numbered 2,596 (15.5%). There were 61 foreign educated RNs (0.4%). Chart 19 and Table K shows the locations of nursing education.

Chart 19. Location of Nursing Preparation (n=16,745)

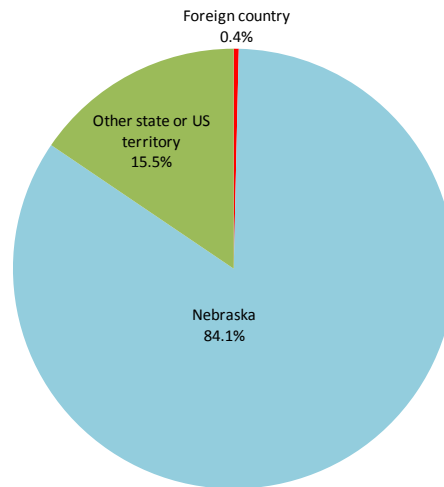


Table K. Location of Nursing Education (n=18,364)

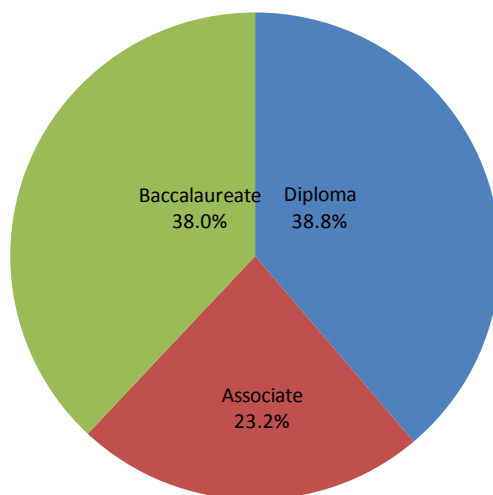
Nebraska Educated	U.S. Educated other than Nebraska	Foreign Educated
84.1%	15.5%	0.4%

Initial Educational Preparation

The percentage of initial educational preparation by type of program indicated that in 2008, 38.8% received diplomas, 23.2% associate degrees, and 38% baccalaureate degrees as their basic nursing education. A decrease in diplomas and an increase in baccalaureate degrees as initial educational preparation was noted in the 2002, 2004 and 2006 Nebraska surveys. In 2000 across the nation, 29.6% of RNs had received their basic nursing education at the diploma level, 40.3% received associate degrees and 29.3% had generic baccalaureate degrees. In 2000 Nebraska RNs' initial or basic education statistics revealed that 49% originally held diplomas, 23% associate degrees and 28% baccalaureate degrees. The 2002 Nebraska survey indicated that 42% originally held diplomas, 24% associate degrees and 34% baccalaureate degrees. and in the 2004 Nebraska survey, 27% of RNs received their basic nursing education at the diploma level, 23% at the

associate degree level, and 50% at the baccalaureate degree level. In the 2006 Nebraska survey, 31% received diplomas, 29% associate degrees, and 40% baccalaureate degrees as their basic nursing education. Nationally, data on RNs completing their initial nursing education between 2000 and 2004 indicated that 56.9% graduated from an associate degree program, 39.9% graduated from a baccalaureate or higher initial RN program, and 2.8% graduated from a diploma program. National data on initial nursing education from 1980 to 2004 revealed that the percentage of diploma education as initial nursing education dropped from 63.2% in 1980 to 25.2% in 2004. Associate degree nursing education rose from 18.6% to 42.2%, and baccalaureate degree education rose from 17.4% to 31%. Chart 20 shows the percentage of initial educational preparation for current Nebraska RNs.

**Chart 20. Percentage of Initial Educational Preparation by Type of Program
(n=14,996)**



Type of Educational Preparation

Nursing education can result from practical nursing, diploma, associate degree, baccalaureate degree, master's degree, post-master's or doctoral preparation. All except the practical nursing education are associated with RNs. Chart 21 details the percentage of RNs who identify with each educational type. At the time of the Nebraska study, the category with the largest percentage (50.1%) was that of baccalaureate graduates. Diploma graduated followed with 27.6% of the total. Over seventeen percent of the respondents were associate degree graduates. The percentages for Baccalaureate programs are much higher in comparison to the 2000, 2002, 2004 and 2006 Nebraska surveys.

Chart 21. Types of Programs Completed by Nebraska RNs (n=15,216)

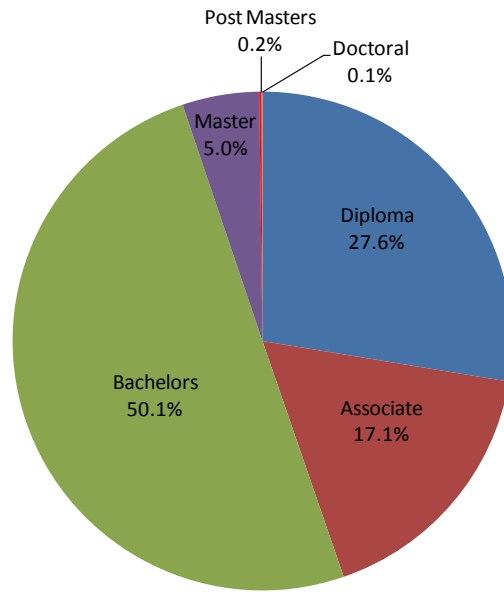
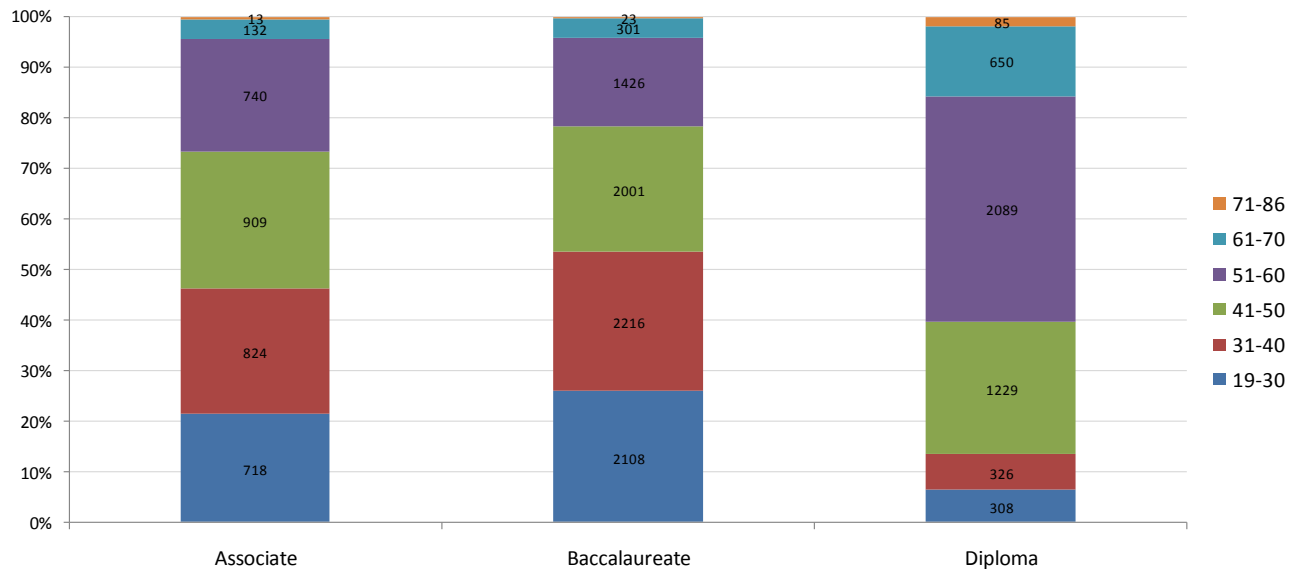


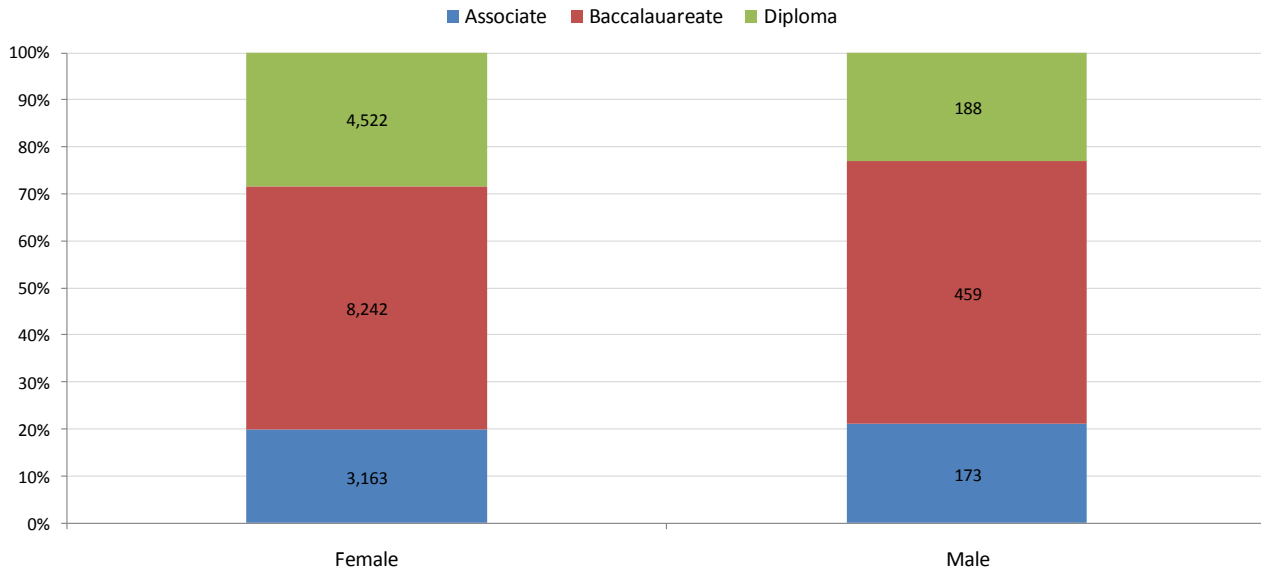
Chart 22 depicts the ages at the time of the 2008 survey of Nebraska RNs for each level of educational preparation. The number of RNs age 41 or older continues to increase. As shown in Chart 22, 86.5% (n=4,687) of diploma educated RNs identified themselves as being 41 or older. Of the baccalaureate prepared RNs, 46.5% (n=8,075) were 41 or older. Over fifty percent of associate degree prepared RNs (n=3,336) were in the 41 or older category. In 2006, 83% of diploma, 52% of baccalaureate, and 60% of associate degree prepared RNs were in the 41 or older category. More nineteen to forty year olds held baccalaureate degrees (n=4,053) than either associate degrees (n=1,524) or diplomas (n=634).

Chart 22. Age of Nebraska RNs by Type of Educational Program (n=16,098)



Male RNs (56.0%) hold a higher proportion of baccalaureate degrees than females (51.7%). Chart 23 indicates the frequency of male and female RNs by type of educational preparation.

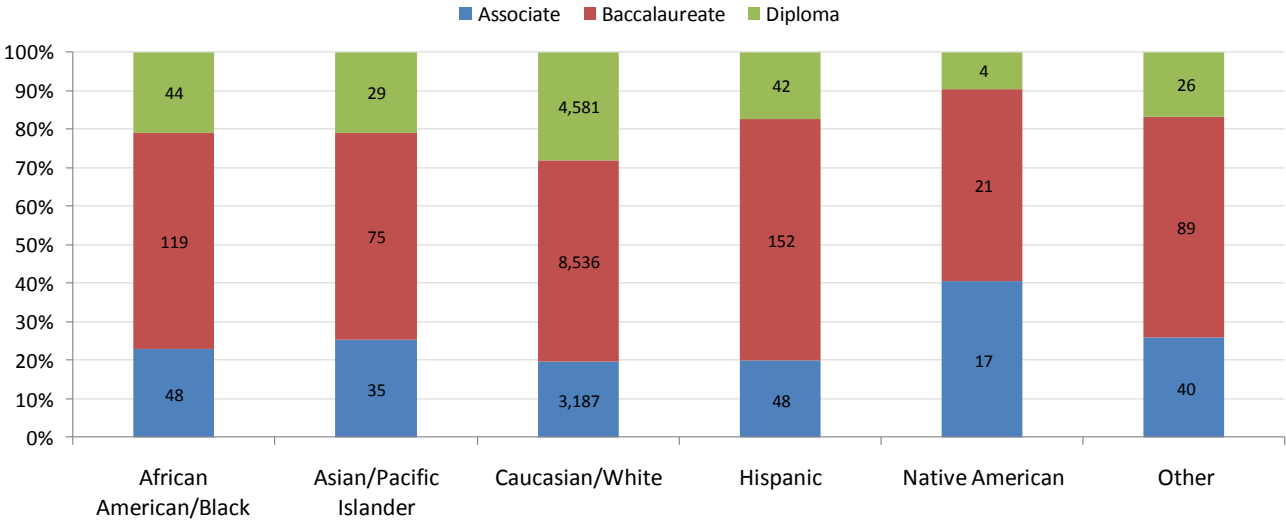
Chart 23. Type of Initial Degree by Gender (n=16,747)
(f/n=15,927; m/n=820)



Education and Race/Ethnicity

When educational preparation and racial/ethnic background were examined, all categories of racial/ethnic background were represented in each educational type. All categories had the highest percentage in the baccalaureate degree category. This was noted in the 2004 Nebraska survey with the exception of Native Americans, who at that time had the highest percentage in the associate degree category. Chart 24 indicates the percentages of each educational type by racial/ethnic background.

Chart 24. Percent Educational Type by Racial/Ethnic Background of Nebraska RNs
(n=17,093)



OPINIONS ABOUT NURSING

RNs were asked to identify what they liked both least and best about their careers. Categories included: The Work Itself, Salary, Hours/Schedules, Location, Patients, Co-workers, Benefits, and Other. Chart 25 breaks down what RNs liked best and Chart 26 categorizes what RNs liked least. In total, 28.3% of RNs most liked The Work Itself and Salary (19.8%) was the least liked aspect of nursing. Similar results were noted in 2006.

Chart 25. Most Liked Aspect of Nursing (n=16,746)

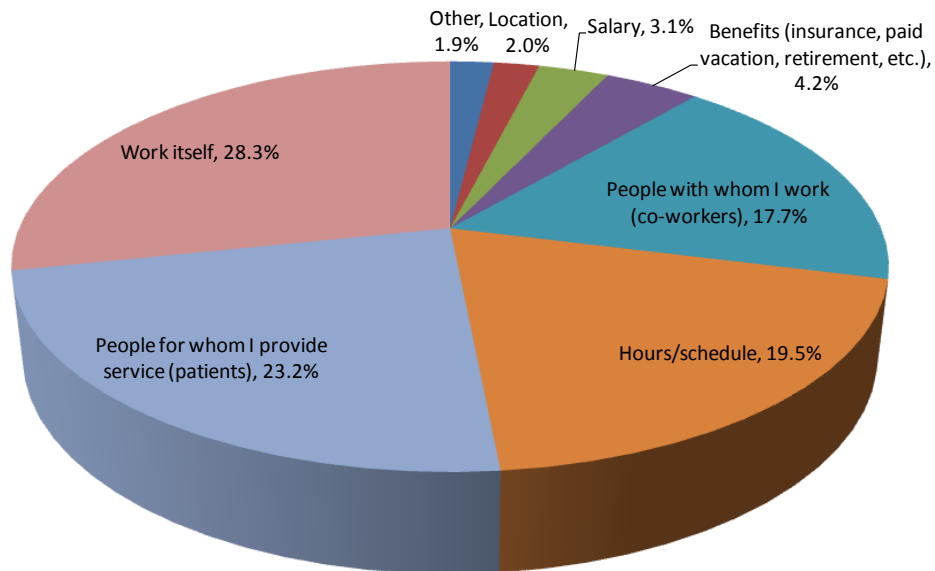
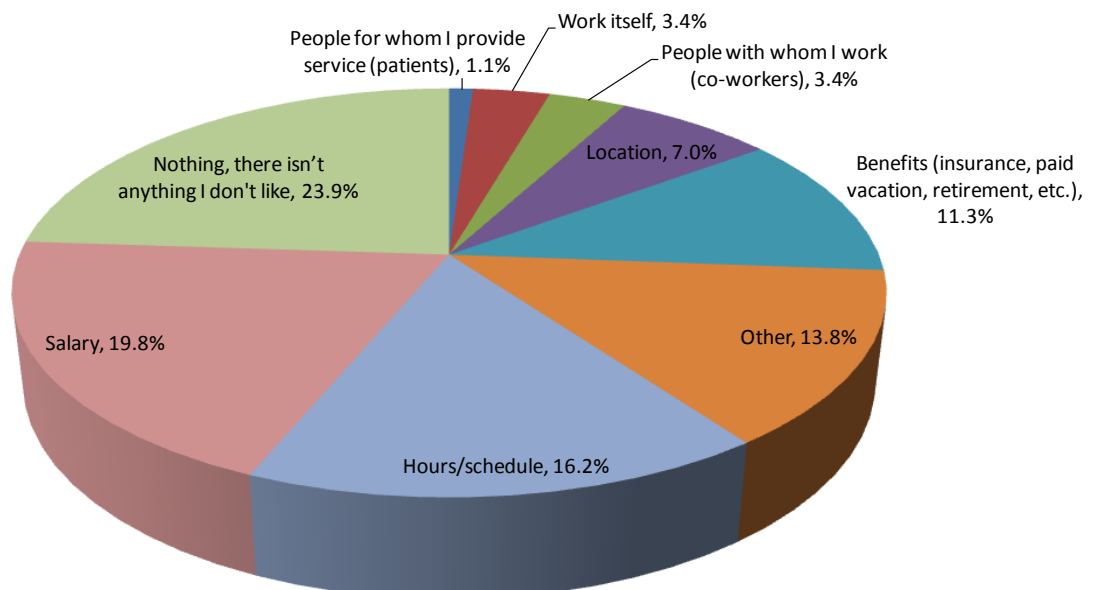


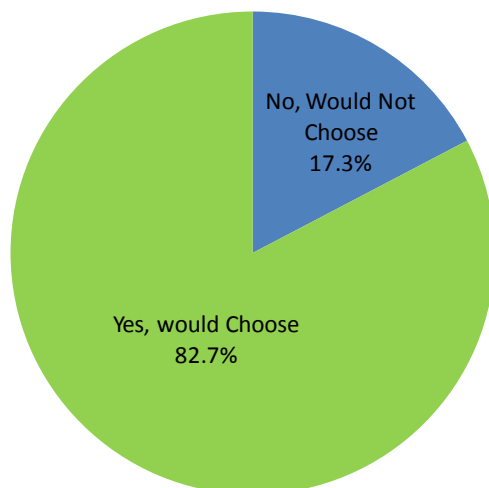
Chart 26. Least Liked Aspect of Nursing (n=16,013)



Choose Nursing and Encouragement of Others

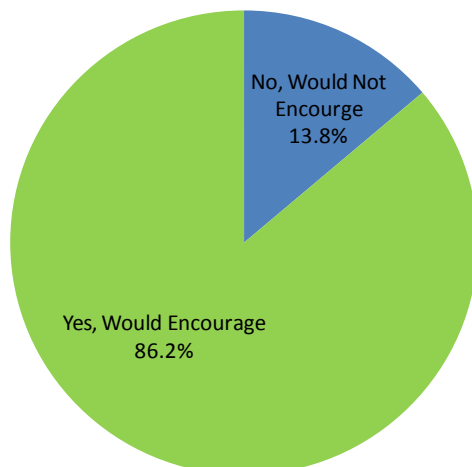
Nearly Eighty-three percent of RNs responded that they would choose nursing as a career if they had to do it over again. This was approximately the same percentage noted in the 2006 and 2004 surveys and an increase from the 2002 percentage of 75% the 2000 percentage of 66%. Chart 27 shows the percentage of RNs who would or would not choose nursing again.

Chart 27. Choose Nursing as a Career Again



RNs supplied their opinions on whether they would encourage others to choose nursing as a career. Most (86.2%) responded that they would, which was an increase from 85% in 2006, 81% in 2004, 76% in 2002, and 66% in 2000. Chart 28 shows the percentage of RNs who would or would not encourage others to choose nursing.

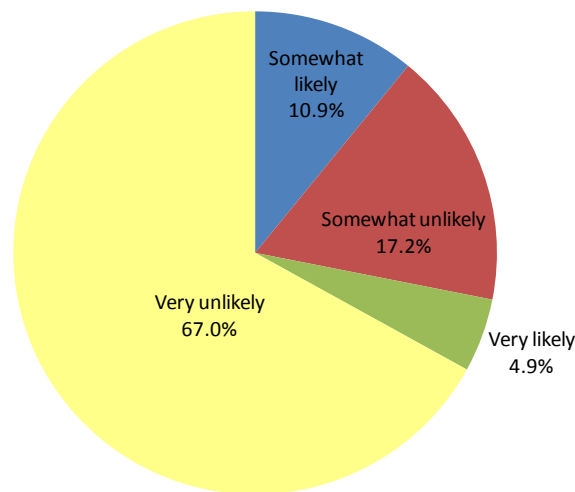
Chart 28. Encourage Others to Choose Nursing as a Career



Leaving Principal Employment

Most RNs (67.0%) found it very unlikely that they would leave nursing as their principal employment in the next year compared to 55% in 2006, 69% in 2004 and 65% in 2002. Chart 29 expresses in percentages the likelihood of RNs leaving their principal employment. Seventeen percent of RNs answered that leaving was somewhat unlikely, 11% said leaving was somewhat likely, and only 5% indicated that their departure was very likely to occur (percentages have been rounded).

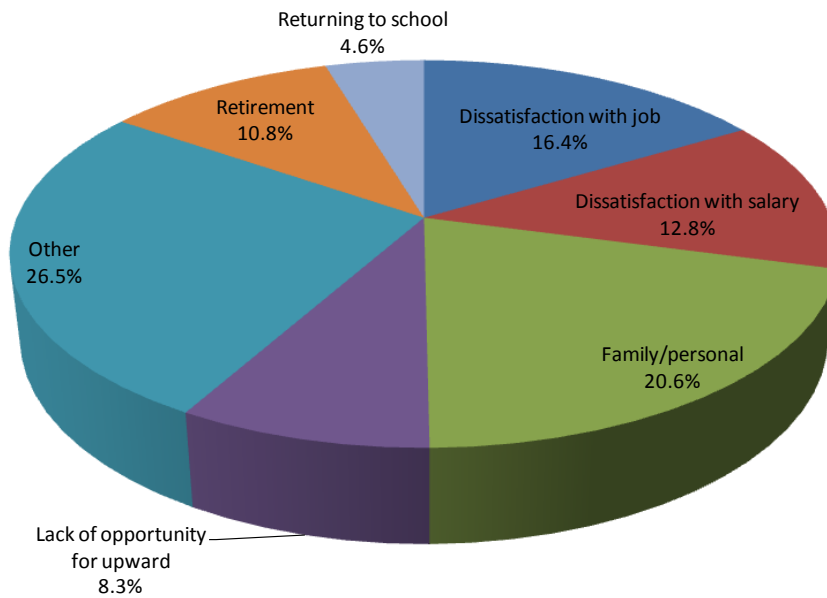
Chart 29. Likelihood of Leaving Principal Employment (n=15,923)



Reasons for Leaving or Delaying Retirement

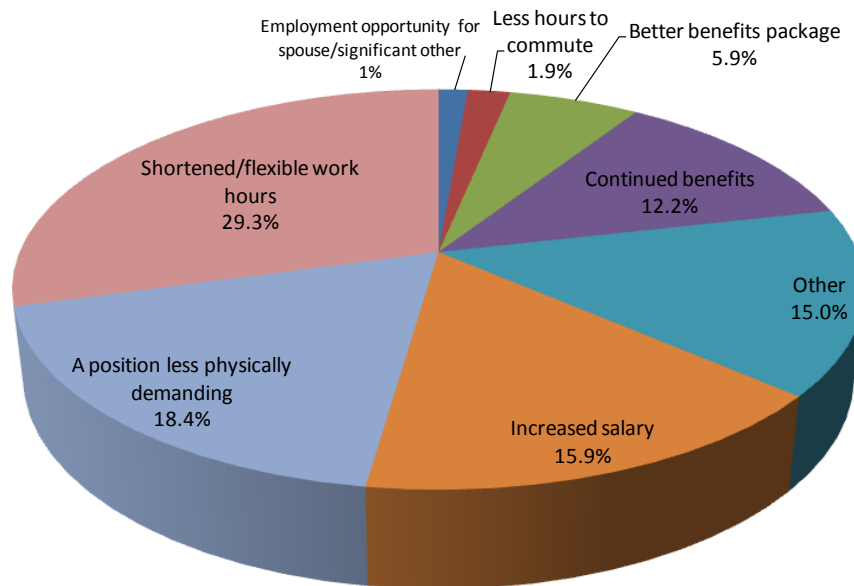
Nebraska RNs planning to leave their principal employment as RNs identified main reasons for leaving. Sixteen percent of the respondents selected “Dissatisfied With Job” and 13% chose “Dissatisfied With Salary.” “Other” was cited by 27%, 5% were “Returning To School”, 11% cited “Retirement”, 8% noted “Lack of Opportunities”, and “Family/Personal Leave” comprised 21% (percentages have been rounded). Chart 30 shows the percentage and main reason for RNs planning to leave their principal employment.

Chart 30. Main Reason for Planning to Leave Principal Employment (n=3,942)



RNs planning to retire in the next five years were asked to indicate which incentives might cause them to delay retirement. Of those RNs who indicated they plan to retire in the next five years, 16% indicated they would consider delaying retirement if their salaries were increased, 18% would delay retirement for a Position less physically demanding, and 29% would delay retirement for shortened, flexible work hours. Chart 31 shows the percentages for reasons for delaying retirement.

Chart 31. Reasons for Delaying Retirement (n=2,646)



Advanced Practice RN, Certified RN Anesthetist, and Certified RN Midwife

There were 874 (5.0%) RNs who identified themselves as advanced practice RNs compared to 822 in the 2006 survey. Nationally in 2000, 7.3% of RNs were advanced practice nurses and in 2004 the figure was 8.3%. Males comprised forty-one percent of the CRNAs. There were no male CNMs in 2004, 2006 or 2008. There were 573 APRNs in 2008, which was an increase from 530 in 2006, and from 270 in 2004. Table L provides data on the number and gender of RNs involved in each type of advanced practice role.

Table L. Advanced Practice Frequencies by Gender

	Female	Male	Total
Advanced Practice RN	549	24	573
Certified RN Anesthetist	137	56	193
Certified RN Midwife	10	0	10
Clinical Nurse Specialist	98	0	98
Total	794	80	874

LOCATION OF NEBRASKA RNs, BY COUNTY OF PRINCIPAL EMPLOYMENT

RNs reported principal employment in eighty-four counties in Nebraska. Since 2006, seventy counties increased in the number of RNs, ten counties had a decrease in RNs and four counties had no change in numbers of RNs. Table M portrays the number of RNs by county of principal employment. Counties not listed had no RNs employed in that county. Higher numbers of RNs were in the counties where major cities are located. The largest percentage (60.4%) of RNs were employed in Douglas (41.7%) or Lancaster (18.7%) County. Picture 1 maps the geographical distribution of Nebraska RNs by region.

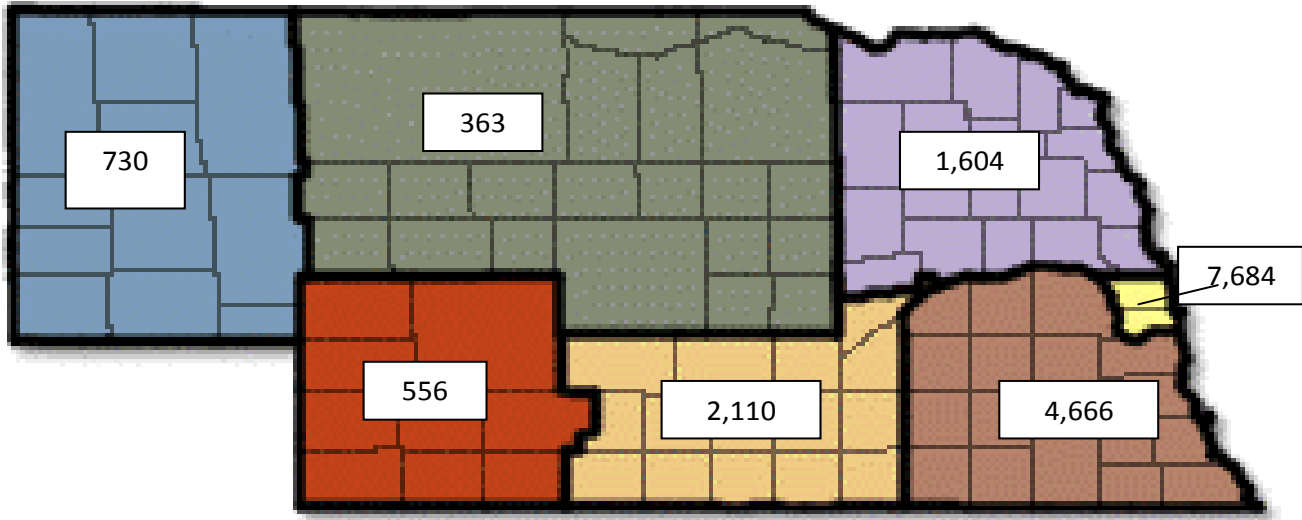
Table M. Location of Nebraska RNs by County

County	Number Of RNs
Adams	414
Antelope	43
Banner	1
Boone	46
Box Butte	72
Boyd	13
Brown	20
Buffalo	661

County	Number Of RNs
Burt	26
Butler	41
Cass	53
Cedar	24
Chase	20
Cherry	42
Cheyenne	49
Clay	21
Colfax	31
Cuming	56
Custer	73
Dakota	20
Dawes	44
Dawson	119
Deuel	7
Dixon	12
Dodge	336
Douglas	7,173
Dundy	14
Fillmore	37
Franklin	14
Frontier	1
Furnas	20
Gage	147
Garden	12
Garfield	7
Greeley	7
Hall	567
Hamilton	64
Harlan	23
Hayes	1
Hitchcock	5
Holt	105
Hooker	5
Howard	32
Jefferson	49
Johnson	31
Kearney	38
Keith	47
Kimball	19
Knox	54
Lancaster	3,225
Lincoln	354
Madison	521

County	Number Of RNs
Merrick	23
Morrill	29
Nance	18
Nemaha	47
Nuckolls	52
Otoe	81
Pawnee	20
Perkins	26
Phelps	78
Pierce	42
Platte	195
Polk	22
Red Willow	88
Richardson	44
Rock	11
Saline	61
Sarpy	511
Saunders	53
Scotts Bluff	469
Seward	74
Sheridan	28
Sherman	13
Stanton	5
Thayer	41
Thomas	2
Thurston	50
Valley	32
Washington	80
Wayne	45
Webster	13
Wheeler	1
York	99
Total	n=17,202

Picture 1. Distribution of RNs by Region ($n= 17,202$)



Distribution of RNs with Nebraska Licenses

Table O lists the state that respondents indicated as their principal state of employment categorized by Nebraska or Other States. There were 17,335 (94.7%) of the RNs who worked primarily in Nebraska and 1,398 (5.3%) in Other States.

Table N. Location of Nebraska RN Licensees

State	Frequency	Percent
Nebraska	17,335	94.7%
Other States	1,398	5.3%

SUMMARY

The 2008 Nebraska Registered Nursing Workforce Survey results showed some trends that were also noted in the 2006 National Sample Survey of Registered Nurses. Many of the characteristics of the RN workforce are similar to those noted in previous surveys.

Male RN numbers increased from 489 to 1,213 between 2000 and 2008 (a 148% increase) and male RNs comprised 5.6% of the 2008 Nebraska RN population. The highest percentage of RNs were educated at the baccalaureate level. There has been a continued decline in the numbers of RNs with nursing diplomas with RNs age 51 and older having the highest percentages of nursing diplomas. RNs age 19 to 40 had the highest percentages of baccalaureate education. Most RNs were educated in Nebraska.

The aging of the RN population has continued. The highest percentage of female RNs were between 51 and 60 years of age and the highest male percentage was between 31 and 40 years of age. The mean age of Nebraska RNs was 46.6 years compared to the 2004 national mean of 46.8 years.

Male RNs have been employed in nursing an average of 17.1 years compared to the female average of 19.6 years. Most RNs were Caucasian and are not fluent in sign language and do not speak a foreign language.

The mean salary of Nebraska RNs was \$53,490. Of male RNs, 8% reported salaries in the highest range (>\$105,000), but only 2% of female salaries were in the highest range.

The highest percentages of male and female RNs work for one employer in hospitals performing patient care in a nursing position that requires a nursing license. The majority of RNs work between thirty-one and fifty hours per week (91.5%).

RNs most liked the work itself and least liked the salary. RNs would choose nursing again and would encourage others to choose nursing as a career by a large percentage. The majority of RNs found it very unlikely that they would leave nursing as their principal employment in the next year. Nearly fifty percent of RNs surveyed would delay retirement for a position less physically demanding or shortened, flexible working hours.

The percentage of RNs in an advanced practice role was 4.7%. The largest percentage of RNs (60%) were employed in Douglas or Lancaster County.

Appendix A

REGISTERED NURSING WORKFORCE SURVEY 2008

1. Race Ethnicity Category

- Caucasian
- African American/ Black
- Native American
- Asian/ Pacific Islander
- Other _____

3. Where was the location of the basic nursing education program that prepared you to take the LPN licensing examination?

- Nebraska
- Other state or US territory
- Foreign country

5. Are you currently enrolled in a nursing education program leading degree/certificate?

- Not currently enrolled
- Baccalaureate Degree Program
- Master's Degree Program
- Post-Master's Certificate Program
- Doctoral Program
- Other _____

7. 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

2. Hispanic origin or descent? Yes No

2.b. If you speak another language other than English, please indicate.

- Spanish _____ French _____ German _____
Other (list) _____

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

4. Which nursing education programs have you completed? (Mark all that apply)

- Practical Nursing Program
- RN Diploma Program
- Associate Degree Program
- Baccalaureate Degree Program
- Master's Degree Program
- Post-Master's Certificate Program
- Doctoral Program

6. 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).

- Working in a nursing position requiring an RN license or a position enhanced by my nursing knowledge and license
- Working in a non-nursing job – looking for RN position
- Working in a non-nursing job – not looking for RN position
- Not employed – looking for an RN position
- Not employed – looking for a non-nursing job
- Not employed – not looking for a job

If you are not currently working in a nursing position (if you selected any option except the first option to question #8), you do not need to respond to the remainder of the questions. Thank you for your participation.

If you are currently working in a nursing position, please continue.

9. For how many employers do you currently work as an RN?

- 1
- 2
- 3 or more

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

- Less than \$5,000
- \$5,000 - \$25,000
- More than \$25,000 but less than \$35,000
- At least \$35,000 but less than \$45,000
- At least \$45,000 but less than \$55,000
- At least \$55,000 but less than \$65,000
- At least \$65,000, but less than \$85,000
- At least \$85,000, but less than \$105,000
- \$105,000 and more

11.a. In which states/jurisdictions are you currently practicing nursing? (Practicing nursing includes a variety of roles as defined in the Nurse Practice Act. Providing education/consultation, providing or managing direct patient care or using technology – telephone, computer, etc. – to assess, teach or advise patients in another state constitutes practicing nursing in that state.) Circle all that apply.

- | | | | | | | |
|----|----|----|----|----|----|----|
| AL | AK | AS | AZ | AR | CA | CO |
| CT | DE | DC | FM | FL | GA | GU |
| HI | ID | IL | IN | IA | KS | KY |
| LA | ME | MH | MD | MA | MI | MN |
| MS | MO | MT | NE | NV | NH | NJ |
| NM | NY | NC | ND | MP | OH | OK |
| OR | PW | PA | PR | RI | SC | SD |
| TN | TX | UT | VT | VI | VA | WA |
| WV | WI | WY | | | | |

11.b. Please list all states in which you hold an active license to Practice as an RN:

- | | | | | | | |
|----|----|----|----|----|----|----|
| AL | AK | AS | AZ | AR | CA | CO |
| CT | DE | DC | FM | FL | GA | GU |
| HI | ID | IL | IN | IA | KS | KY |
| LA | ME | MH | MD | MA | MI | MN |
| MS | MO | MT | NE | NV | NH | NJ |
| NM | NY | NC | ND | MP | OH | OK |
| OR | PW | PA | PR | RI | SC | SD |
| TN | TX | UT | VT | VI | VA | WA |
| WV | WI | WY | | | | |

For the following questions, please use the following definitions:

Principal Employment: Where the greatest number of RN working hours are spent

Secondary Employment: Where the 2nd greatest number of RN working hours are spent

12. Please identify the type of setting that most closely corresponds to your nursing practice positions:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Agency Staff (temporary or scheduled)	_____	_____
Alcohol/Detox/Halfway House	_____	_____
Ambulatory Care	_____	_____
Assisted Living Facility	_____	_____
Dialysis Center	_____	_____
Forensic Nursing	_____	_____
Hospice	_____	_____
Hospital	_____	_____
Insurance Company/HMO	_____	_____
Nursing Education	_____	_____
Nursing Home	_____	_____
Occupational Health	_____	_____
Parish Nursing	_____	_____
Physician's Office/Health Clinic	_____	_____
Public/Community/Home Health	_____	_____
Self-Employed	_____	_____
Student Health/School	_____	_____
Other _____	_____	_____

13. Please choose the major activity that best corresponds to your:

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Administration	_____	_____
Case Management	_____	_____
Nursing Research	_____	_____
Patient Care	_____	_____
Quality Assurance/Utilization Review	_____	_____
Teaching/Instruction	_____	_____
Other _____	_____	_____

14. How long have you been employed by your current facility/employer?

	Principal Employment (Select <u>one</u>)	Secondary Employment (Select <u>one</u>)
Less than 1 year	_____	_____
1-3 years	_____	_____
At least 3 years, but less than 5 years	_____	_____
At least 5 years, but less than 10 years	_____	_____
More than 10 years	_____	_____

15. Of the total years you have been licensed as an RN, how many years have you been employed in nursing? _____ years

16. Write in zip code, county and state of your principal employment.

_____ Zip Code _____ County _____ State

17. On the average, how many hours per week (all employment) do you work as an LPN?

- _____ 10 hours or less
- _____ more than 10 hours, but less than 20 hours
- _____ at least 20 hours, but less than 30 hours
- _____ at least 30 hours, but less than 40 hours
- _____ at least 40 hours, but less than 50 hours
- _____ 50 hours or more

18. If you are planning to retire in the next 5 years, what is the primary factor that would persuade you to delay your retirement? (Check only one. If you are not planning to retire, check "do not plan to retire.")

- _____ A position less physically demanding
- _____ Better benefits package
- _____ Continued benefits
- _____ Employment opportunity for spouse/significant other
- _____ Increased salary
- _____ Less hours to commute
- _____ Shortened/flexible work hours
- _____ Other (specify) _____
- _____ Do not plan to retire.

(CONTINUED ON REVERSE SIDE)

19. How much longer do you plan to practice nursing?

- 1-5 years
- 6-10 years 21-30 years
- 11-15 years >30 years
- 16-20 years do not know

20. 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

21. What do you like most about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Hours/schedule
- Location
- People for whom I provide service (patients)
- People with whom I work (co-workers)
- Salary
- Work itself
- Other _____

22. What do you like least about your principal nursing employment? (Select one)

- Benefits (insurance, paid vacation, retirement, etc.)
- Hours/schedule
- Location
- People for whom I provide service (patients)
- People with whom I work (co-workers)
- Salary
- Work itself
- Nothing, there isn't anything I don't like
- Other _____

23. How likely are you to leave your principal employment in the next 12 months?

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

24. 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)

- 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

25. How satisfied are you with your current job?

- Very Satisfied Somewhat Satisfied
- Dissatisfied Very Dissatisfied

26. If you had to do it over, would you choose nursing as a career?

- Yes No

27. Would you encourage others to choose nursing as a career?

- Yes No

28. How satisfied are you with nursing as a career?

- Very Satisfied Somewhat Satisfied
- Dissatisfied Very Dissatisfied