

Nebraska RN Survey Report 2013

Based on 2012 License Renewal Data

by

Nebraska Center for Nursing

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BACKGROUND

In October of 2012, 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 24,887 Workforce Surveys were returned and entered for data analysis. Of those surveys, 22,953 (92.2%) were completed online and 1,934 (7.8%) were completed by paper form. A total of 20,434 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 – Findings from the National Sample Survey of Registered Nurses*¹, and the *U.S. Nursing Workforce: Trends in Supply and Education*. Both reports are from 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 between 2007 and 2011. In 2008-2010 nationally, 2,824,641 RNs were working in the field of nursing². Nationally between March 2004 and March 2008, the RN population increased by 153,806. 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%, from 2000 to 2004 the increase was 7.9%, and the increase was 5.3% between 2004 and 2008. 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 2011. 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

¹ Available online at: <http://thefutureofnursing.org/resource/detail/registered-nurse-population-findings-2008-national-sample-survey-registered-nurses>.

² ACS 2008-2010 three year file and Census 2000 Long Form 5-percent sample.



years was chosen for comparison because it represents the midpoint between the major fluctuations occur. This number includes all licensees, and **does not distinguish whether the RN practiced or lived in Nebraska.**

Table A. Number of Active RNs in Nebraska 1987-2011

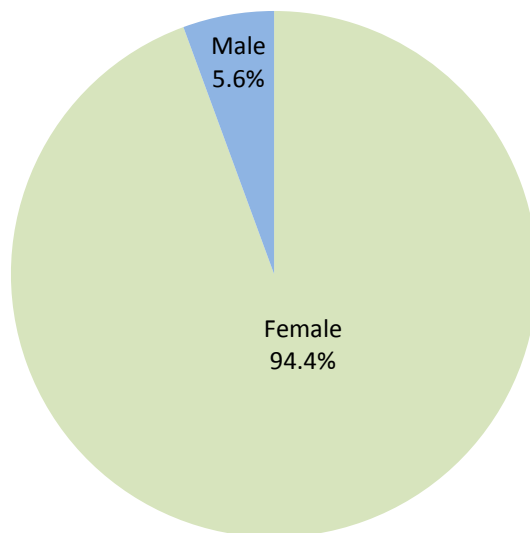
1987	1989	1991	1993	1995	1997	1999	2001	2003	2005	2007	2009	2011
15,541	17,351	17,075	17,893	17,601	20,166	20,729	20,676	19,955	19,712	22,067	23,569	24,939

DEMOGRAPHICS

Gender

In total, 5.6% (n=1,133) of RNs identified themselves as male and 94.4% (n=19,093) as female. Male RN numbers increased from 489 in 2000 to 1,133 in 2012, a 132% increase. Nationally in 2000, 5.4% of RNs were male, 5.8% in 2004, 7.1% in 2008, and in 2008-2010, 9.1% were male. Previous Nebraska survey male percentages include 4.9% in 2004, 5.5% in 2006, 5.4% in 2008, and 5.4% in 2010. Chart 1 shows the percentage of male and female RNs for the 2012 survey.

Chart 1. Gender Distribution of RNs in 2012



Educational Preparation Type by Gender

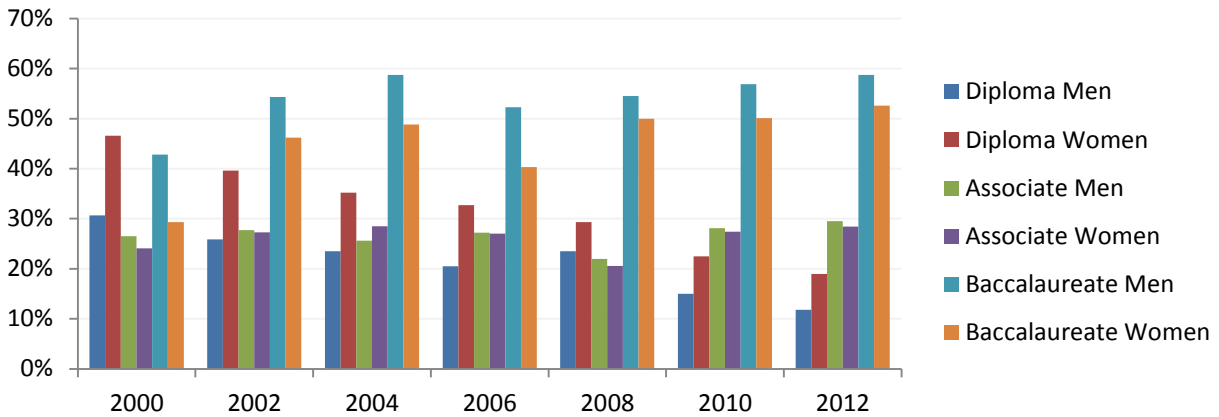
The 2012 Nebraska figures indicate the following percentages of educational preparation type by gender: 11.8% of male RNs have an RN diploma, 29.5% an associate degree, and 58.7% a baccalaureate degree; 19.0% of female RNs have an RN diploma, 28.4% have an associate degree, and 52.6% have a baccalaureate degree. The highest percentage of male and female RNs in Nebraska were educated at the baccalaureate level. The 2000, 2002, 2004, 2006, 2008 and 2010 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, 2006, 2008 and 2010 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. The 2008 national survey found the highest percentage of educational preparation for both female and male at the bachelor's level. Table B compares the 2000 and 2004 national percentages with the 2000, 2002, 2004, 2006, 2008, 2010 and 2012 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%
US 2008	n.a.	n.a.	n.a.	n.a.	49.9%	50.3%
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%
State 2010	15.0%	22.5%	28.1%	27.4%	56.9%	50.1%
State 2012	117 (11.8%)	3244 (19%)	293 (29.5%)	4861 (28.4%)	582 (58.7%)	8992 (52.6%)



Chart 2. Gender Percentage by Educational Type



In comparison to the 2000, 2002, 2004, 2006, 2008, and 2010 Nebraska surveys, the 2012 data indicated that there was an increase in male and female RNs with Associate and Baccalaureate degrees. Nearly twelve percent of male RNs hold diplomas, twenty-nine percent associate degrees, and nearly fifty-nine percent baccalaureate degrees. Nineteen percent of female RNs hold diplomas, twenty-eight percent associate degrees, and fifty-two percent (52.6%) 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 44.0 in 2012 compared to 45 years in 2000, 44.6 years in 2002, 43.8 years in 2004, 44.3 years in 2006, 46.6 years in 2008, and 44.7 years in 2010. The 2000 national mean was 45.2 years, the 2004 national mean was 46.8 years, and the national mean was 47 years in 2008. 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 = 19,675)

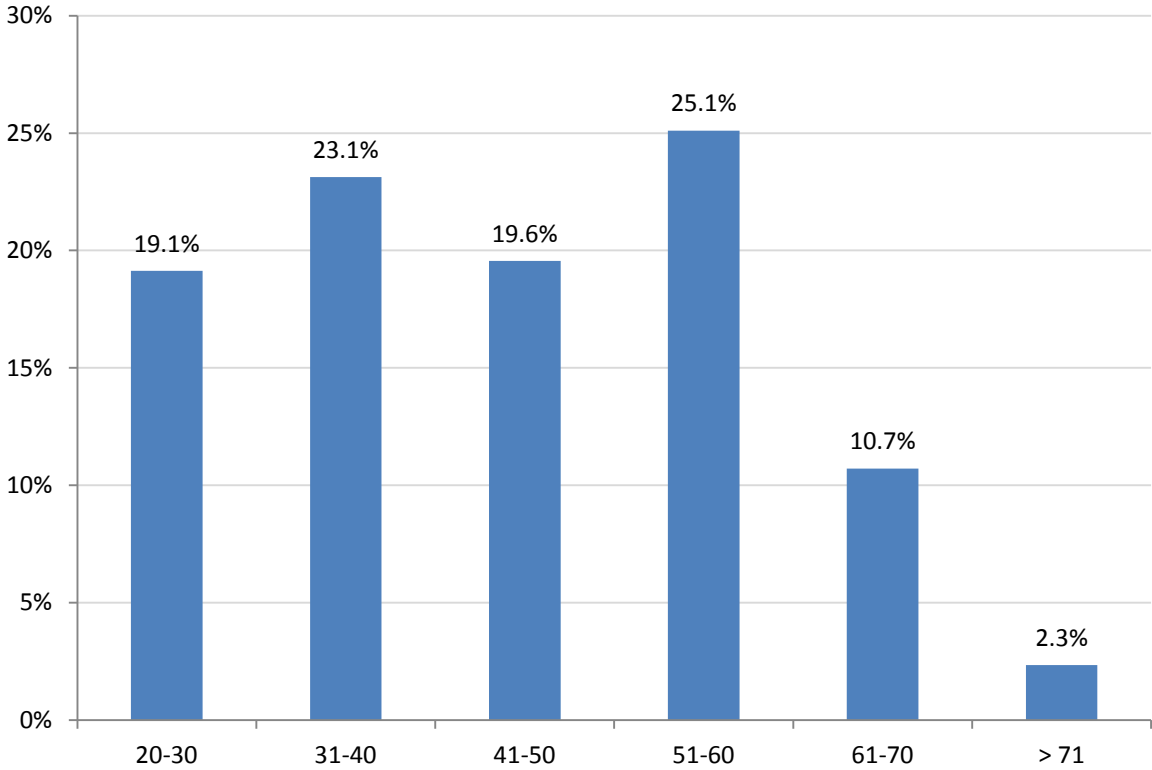
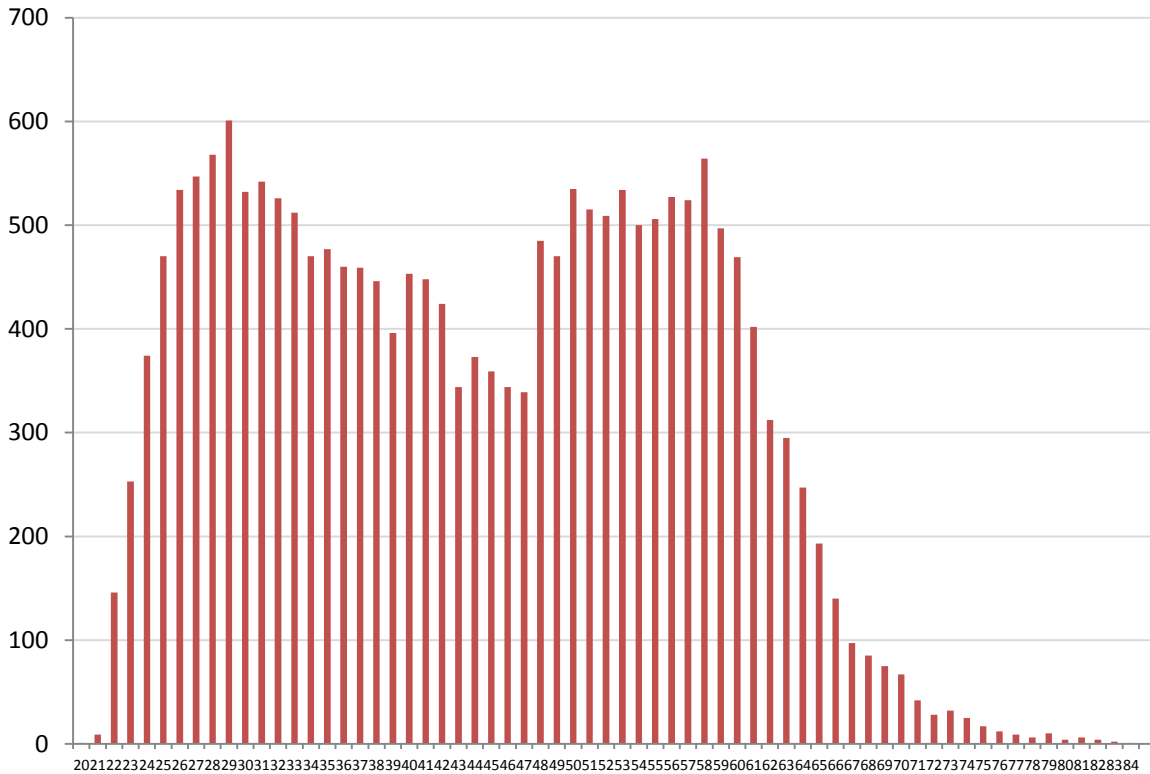


Chart 4. Frequency of Nebraska RNs by Age



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. In 2008, 2010 and 2012 an increase in the percentage of RNs under the age of 40 was noticed (38.6%, 39.4%, and 41.3% respectively). Nationally in 2008, 29.0% 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, 16.8% in 2008, 18.2% in 2010, and was 20.0% in 2012.

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 gender³.

³ Data by age and gender was not reported in the 2008 National Sample Survey of Registered Nurses.



Table C. Age Frequency and Percentage of Respondents by Gender

AGE (years)	Female Respondents		Male Respondents		Total	
	Count	%	Count	%	Count	%
20-30	3,405	18.0	201	1.1	3,606	19.0
31-40	4,127	21.8	291	1.5	4,418	23.3
41-50	3,493	18.4	241	1.3	3,734	19.7
51-60	4,582	24.2	247	1.3	4,829	25.5
61-70	1,914	10.1	89	0.5	2,003	10.6
71-84	339	1.8	17	0.1	356	1.9%
Total	17,860	94.3%	1,086	5.7%	18,946	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 61-70 had the highest percentages of diploma education. The 20 to 30 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 54.7 years for diploma graduates, 43.3 years for associate degree graduates, and 40.0 years for baccalaureate graduates. Master's degree graduates averaged 46.1 years of age, and Doctoral graduates were 54.6 years old on average.

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

AGE (years)	Associate (%)	Baccalaureate (%)	Diploma (%)
20-30	23.0	73.6	3.4
31-40	31.5	61.4	7.1
41-50	32.0	53.5	14.5
51-60	30.4	39.7	29.9
61-70	19.9	31.9	48.3
>71	22.3	40.9	36.8



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

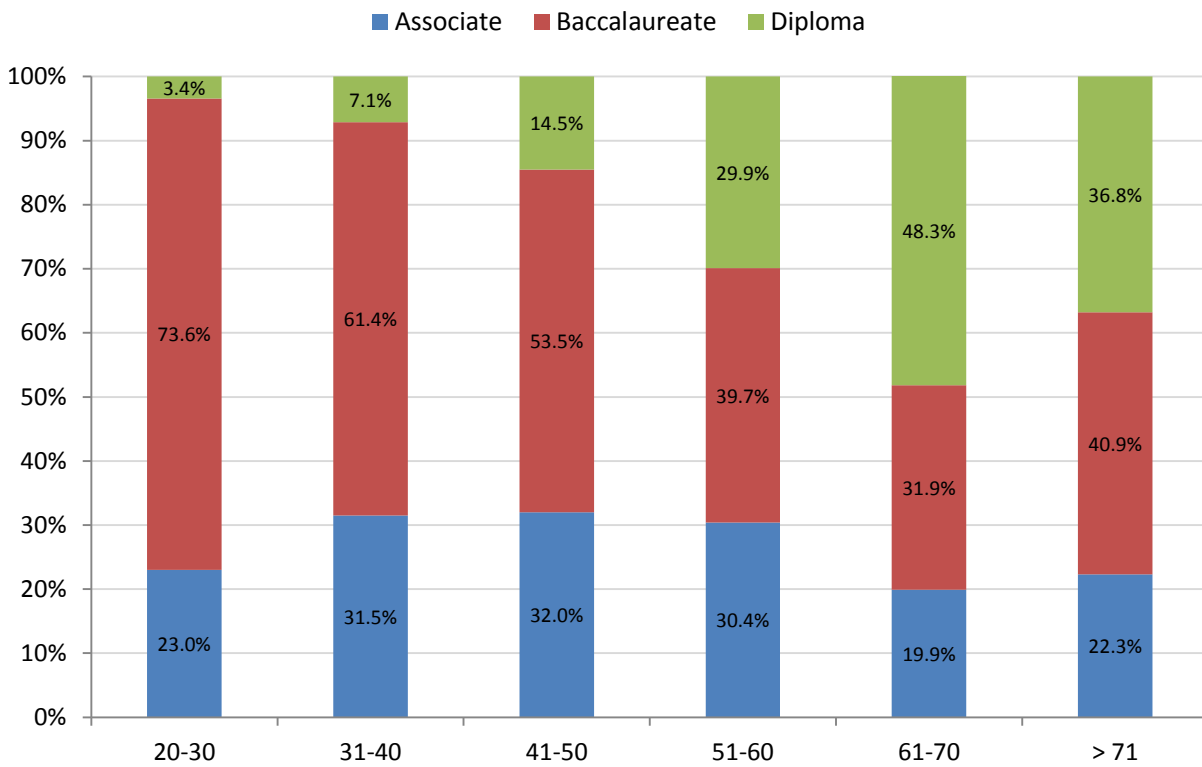
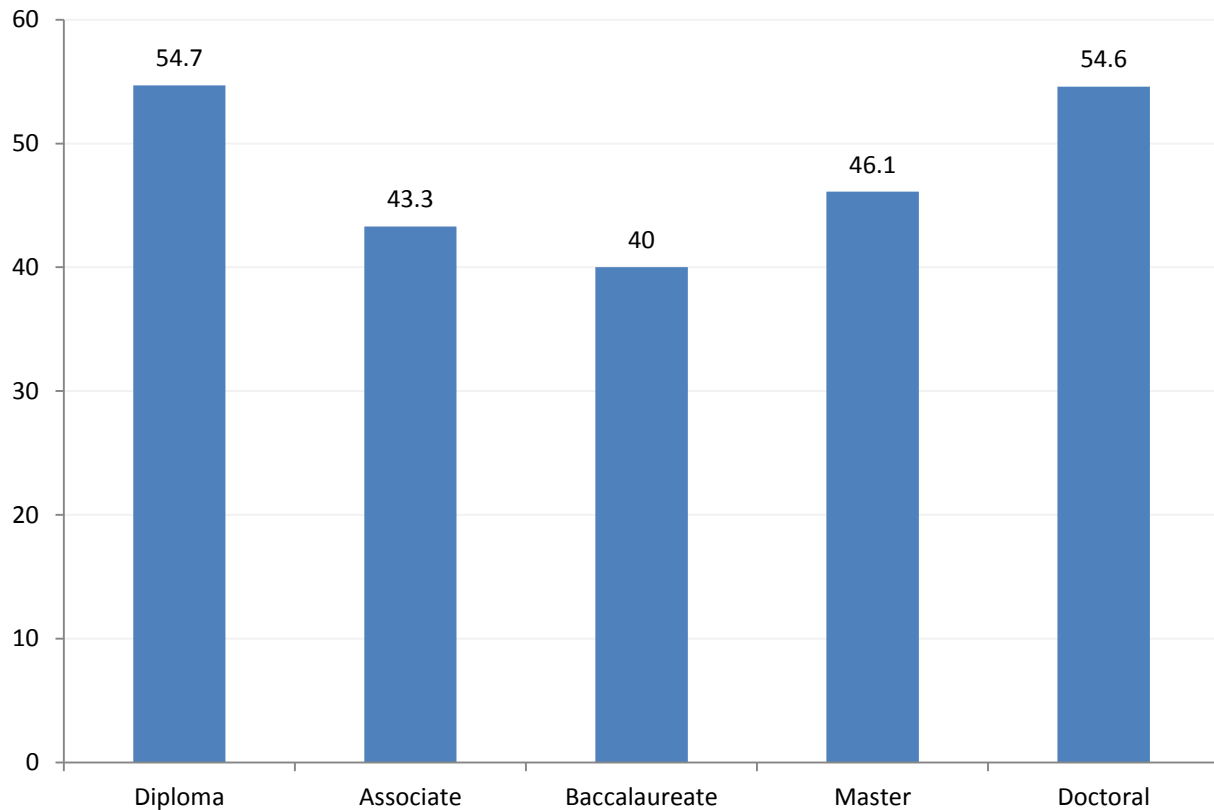


Chart 6. Mean Age of Nebraska RNs by Type of Educational Program



Gender by Years Employed in Nursing

Male RNs have been employed in nursing an average of 12.3 years compared to 17.2 years for female RNs. These differences are statistically significant ($p < 0.0001$)

Racial/Ethnic Background

Table E illustrates the frequency of each category of race/ethnic background. The preponderance of RNs were Caucasian (94.4%). 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 2010.

The national statistics in 2008 reflected a more diverse population of RNs than that of Nebraska as was also indicated in 2000. Chart 9 is a representation of the 2008 national distribution of RNs by racial/ethnic background compared to the 2010 general population of the U.S., which was even more diverse.



Nebraska’s percentage of minority racial/ethnic RNs was 5.6%, higher in comparison to 2010’s results (4.7%). In comparison, RN racial/ethnic diversity percentages were 5.1% in 2008, 2.6% in 2004, 2.5% in 2002 and 3% in 2000. The national percentage in 2008 was 16.8%. In 2010, 17.9% of Nebraska’s general population and 36.3% 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	Hispanic
19,523	307	61	243	132	408

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

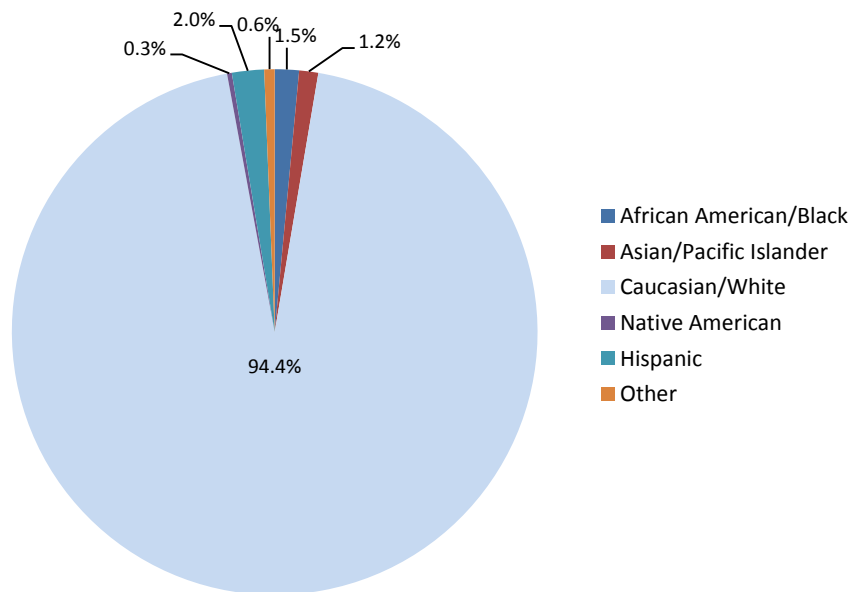
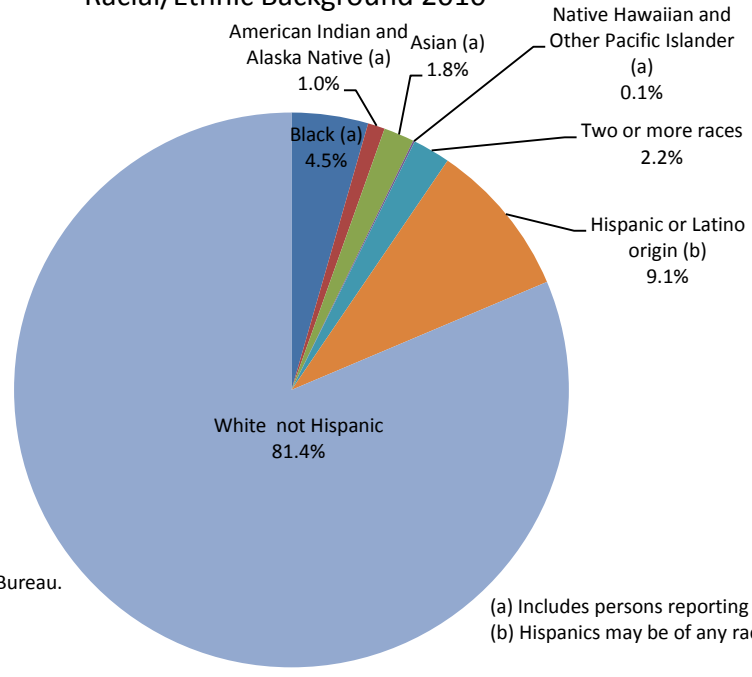


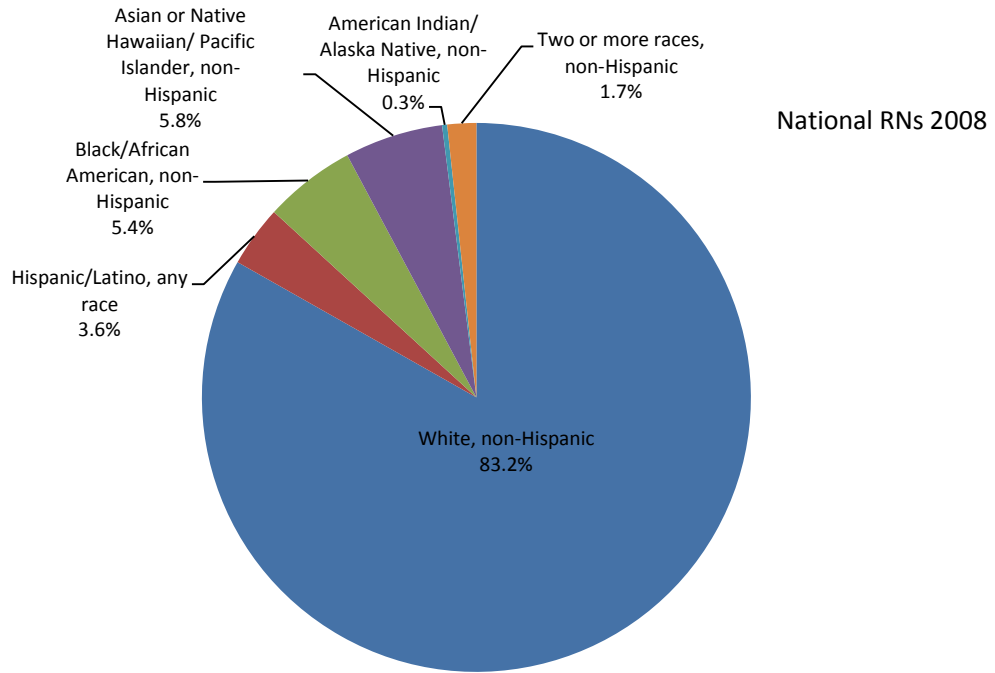
Chart 8. Distribution of Nebraska's General Population by Racial/Ethnic Background 2010



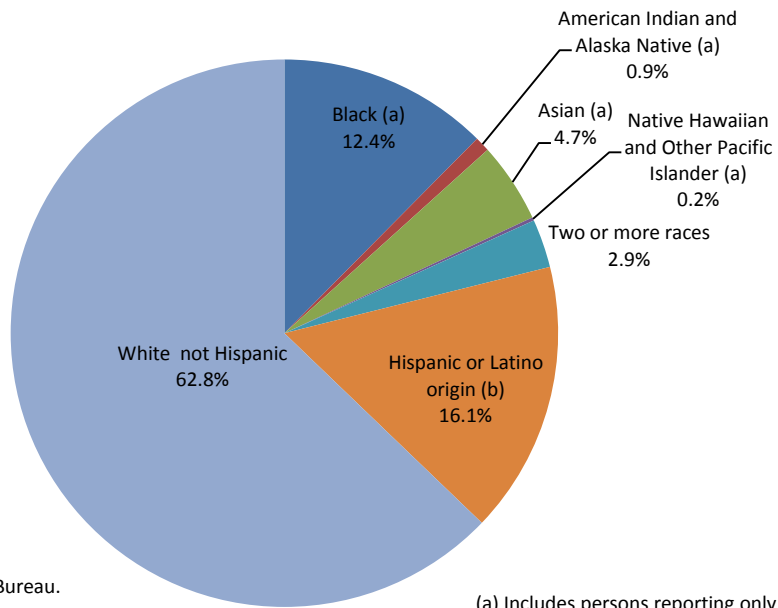
Source: U.S. Census Bureau.

(a) Includes persons reporting only one race.
(b) Hispanics may be of any race, so long as they identify themselves as Hispanic or Latino.

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



U.S. Population 2010



Source: U.S. Census Bureau.

(a) Includes persons reporting only on (b) Hispanics may be of any race, so all in applicable race categories.

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

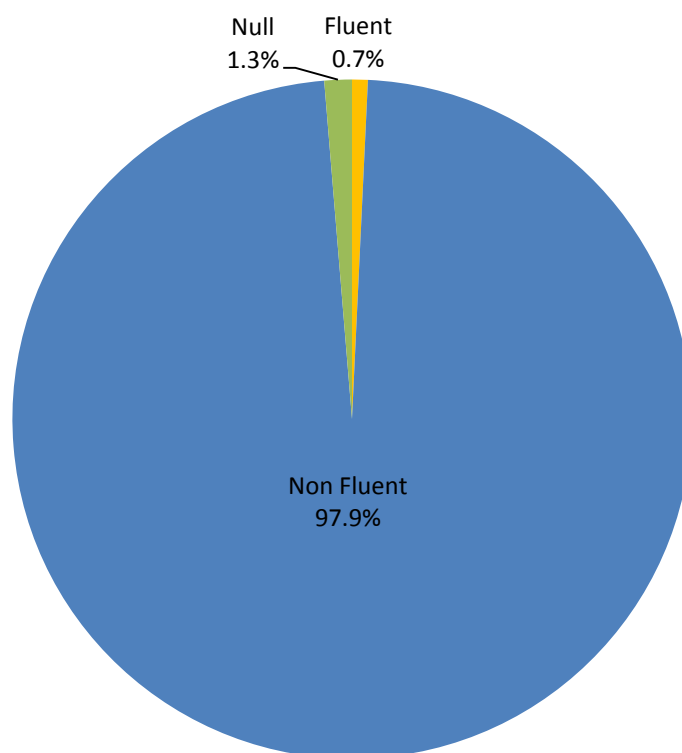
Non-Hispanic	Hispanic	Null & Blanks
19,639	408	387

SIGN LANGUAGE FLUENCY AND LANGUAGES SPOKEN

The survey asked RNs about fluency in sign language and languages spoken. Only 0.7% ($n= 153$) of RNs surveyed are fluent in sign language and 97.9% ($n=20,014$) are not fluent. Null responses totaled 1.3% ($n = 267$). Chart 10 shows the percentage of sign language fluency for Nebraska.

RNs were asked if they could speak a language other than English. While 95.1% said that they speak no other languages, 2.2% speak Spanish, 0.5 % can speak German, 0.6% are fluent in French, 0.1% speak another language, and 0.3% speak two or more languages (including French, German, Spanish, and other languages).

Chart 10. Percentage of Sign Language Fluency for Nebraska RNs



SALARY

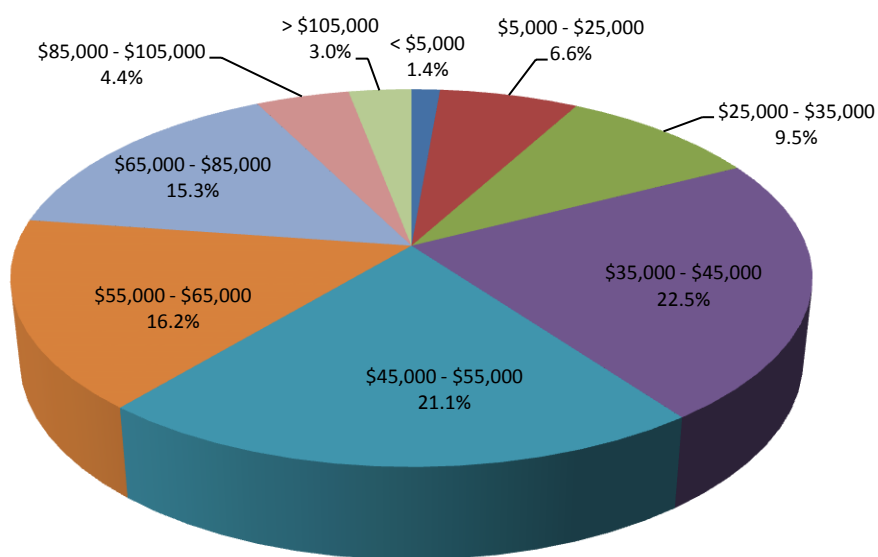
Respondents were asked to describe their salary ranges. The Nebraska survey data are reported in ranges in Table G. Chart 11 shows the percentages for RNs who identified each salary range. The mean salary of Nebraska RNs in 2012 was \$56,350 according to the U.S. Department of Labor, Bureau of Labor 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, in 2006 the mean was \$51,410, in 2008 the mean was \$53,490, and in 2010 the mean was \$56,480. Since the year 2000, Nebraska RN salaries have increased at 42.0%⁴. Nationally in 2012, the mean annual salary for a full time RN was \$67,930, which implies a 45.2% increase since the year 2000.

Table G. Percent Nebraska RN Salary

Salary Range	Percent of Respondents
<\$5,000	1.4%
\$5-25,000	6.6%
\$25-35,000	9.5%
\$35-45,000	22.5%
\$45-55,000	21.1%
\$55-65,000	16.2%
\$65-85,000	15.3%
\$85-105,000	4.4%
>\$105,000	3.0%

Chart 11. Salaries of Nebraska RNs (n =20,046)



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, 14.1% reported salaries in the highest range, but only 2.3% of female salaries were in the highest range. These results were

⁴ Annual earnings are not adjusted for inflation using the Consumer Price Index (CPI).

comparable to the 2000, 2002, 2004, 2006, 2008 and 2010 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, in 2008, 8% of males and 2% of females were in the highest salary range, and in 2010, 14.1% and 1.8%, respectively. Chart 14 shows the proportionate comparison between male and female nursing salaries in Nebraska.

Chart 12. Salary of Female Nebraska RNs (n=18,727)

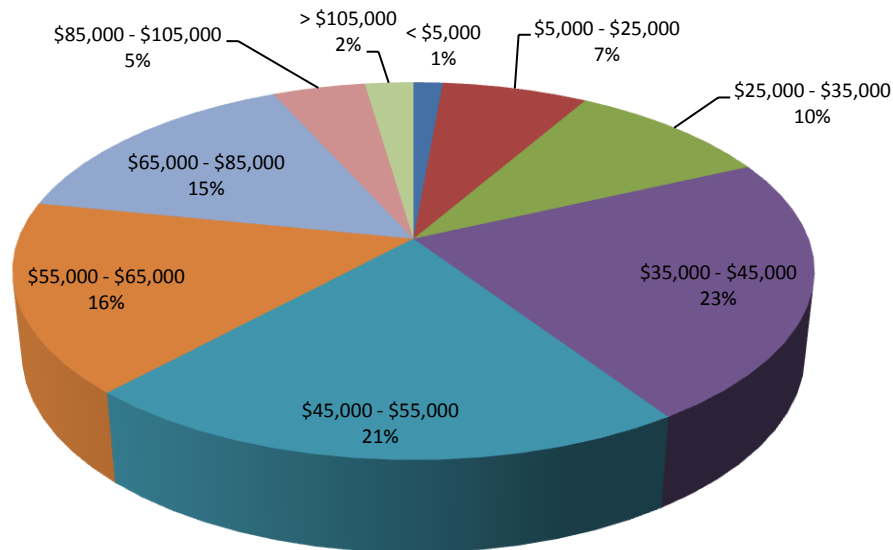


Chart 13. Salary of Male Nebraska RNs (n=1,117)

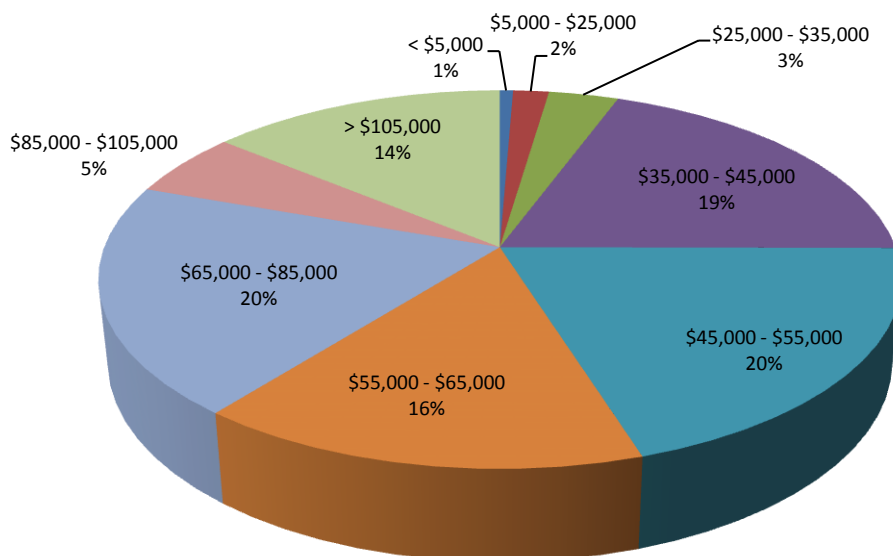


Chart 14. Proportionate Comparison of Male and Female Nursing Salary in Nebraska



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 a higher percentage in patient care in comparison to female RNs. The highest percentages of male and female RNs work in patient care as was the case in the 2008 national survey. These trends were also noted in the 2000, 2002, 2004, 2006, 2008, and 2010 Nebraska surveys. Nearly eighty-three percent of RNs earning over \$105,000 reported their principal employment activity to be Patient Care, or Administration.

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

	Patient Care	Teaching/ Instruction	Admini- stration	Quality Assurance	Case Management	Research	Other
Female RNs	70.2%	5.2%	8.5%	2.7%	6.9%	0.7%	5.9%
Male RNs	79.2%	2.1%	9.6%	0.8%	3.7%	0.4%	4.2%

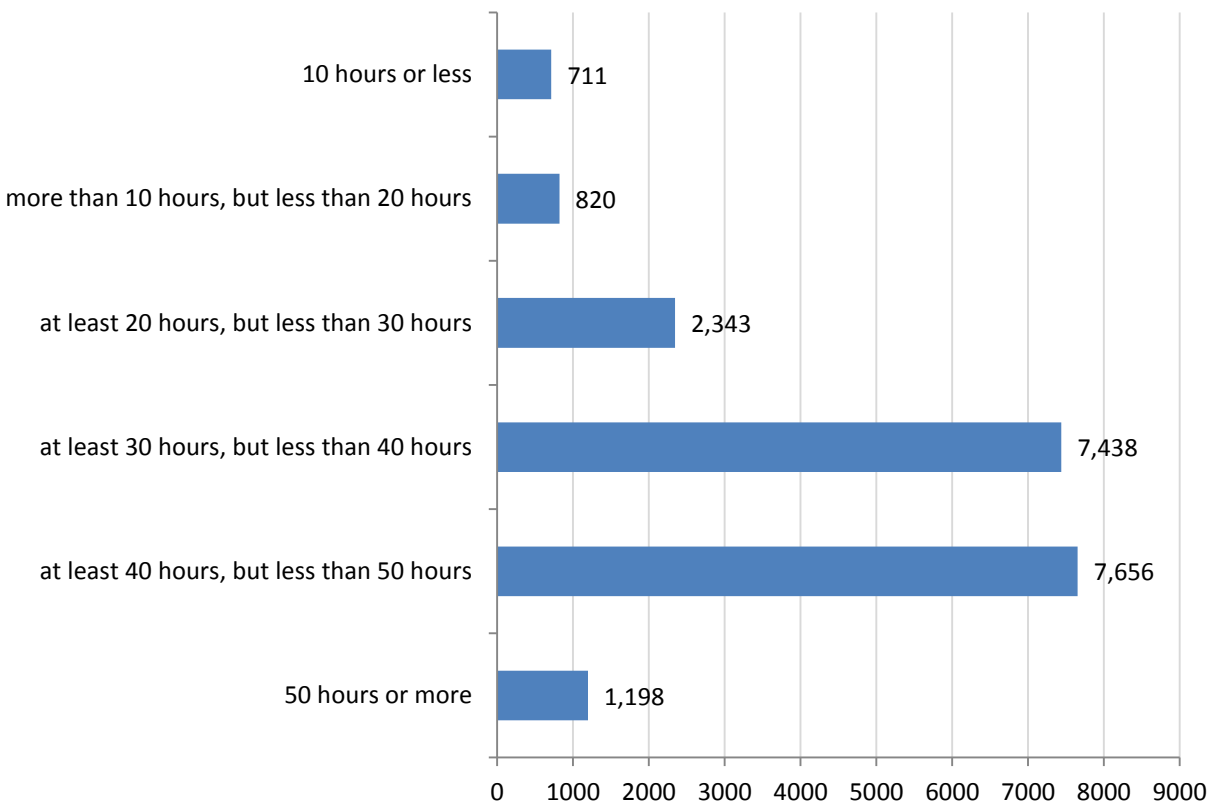
EMPLOYMENT ENVIRONMENT

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 frequency of 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 2008, 63.2% of RNs were employed full-time, 21.5% worked part-time, and 15.2% were not employed in nursing. In Nebraska, RNs responded that 5.9% worked more than 50 hours each week, 38.0% worked 41-50 hours, 36.9% worked 31-40 hours, 11.6% worked 21-30 hours, 4.1% worked 10-20 hours and 3.5% worked fewer than 10 hours. RNs who reported working 10 hours or more each week totaled 96.5% and 56.1% reported working less than 40 hours per week.

Chart 15. Frequency Work Hours per Week for Nebraska RNs (n = 20,166)



Frequency and Percent of Work Situation

The percentage of RNs working in nursing positions that required RN licenses was 98.7%, percentage slightly lower than in 2010, but higher than in previous years: 2010 – 99.1%; 2008 – 97.4%; 2006: 93.5%; 2004: 98.2%; 2002: 96.3%, and 2000: 99.3%. Nationally, 84.8% of RNs were employed in nursing in 2008, which was an increase from 83.2% in 2004, and 81.7% in 2000. In the 2012 Nebraska survey, persons working in non-nursing positions numbered 80 (0.4%). Nationally in 2008, 0.2% of RNs were not employed in nursing and actively seeking nursing employment. In 2008, 15.2% 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.

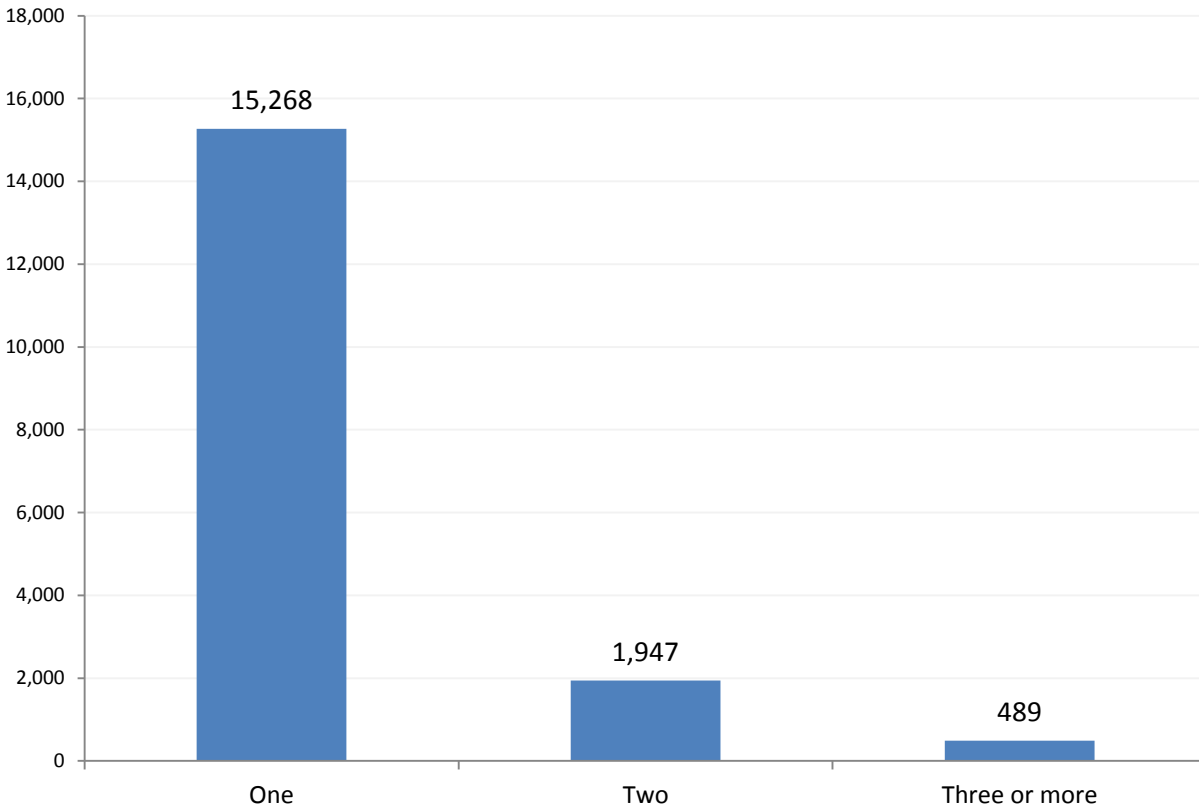
Table I. Frequency and Percentages of Nebraska RNs’ Work Situation

	Frequency	Percent
Working in a nursing position requiring an RN license	20,164	98.7%
Working in a non-nursing job, not looking for RN position	36	0.2%
Working in a non-nursing job – looking for an RN position	44	0.2%
Not employed – looking for RN position	40	0.2%
Not employed – looking for a non-nursing job	3	0.01%
Not employed – not looking for job	28	0.1%
Working in nursing as a volunteer	57	0.3%
NULL	54	0.3%
Blank	8	0.04%
Total	20,434	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 15,268. Fewer RNs (n=1,947) worked for two employers, and 489 worked for three or more.

Chart 16. Number of Employers (n = 17,704)

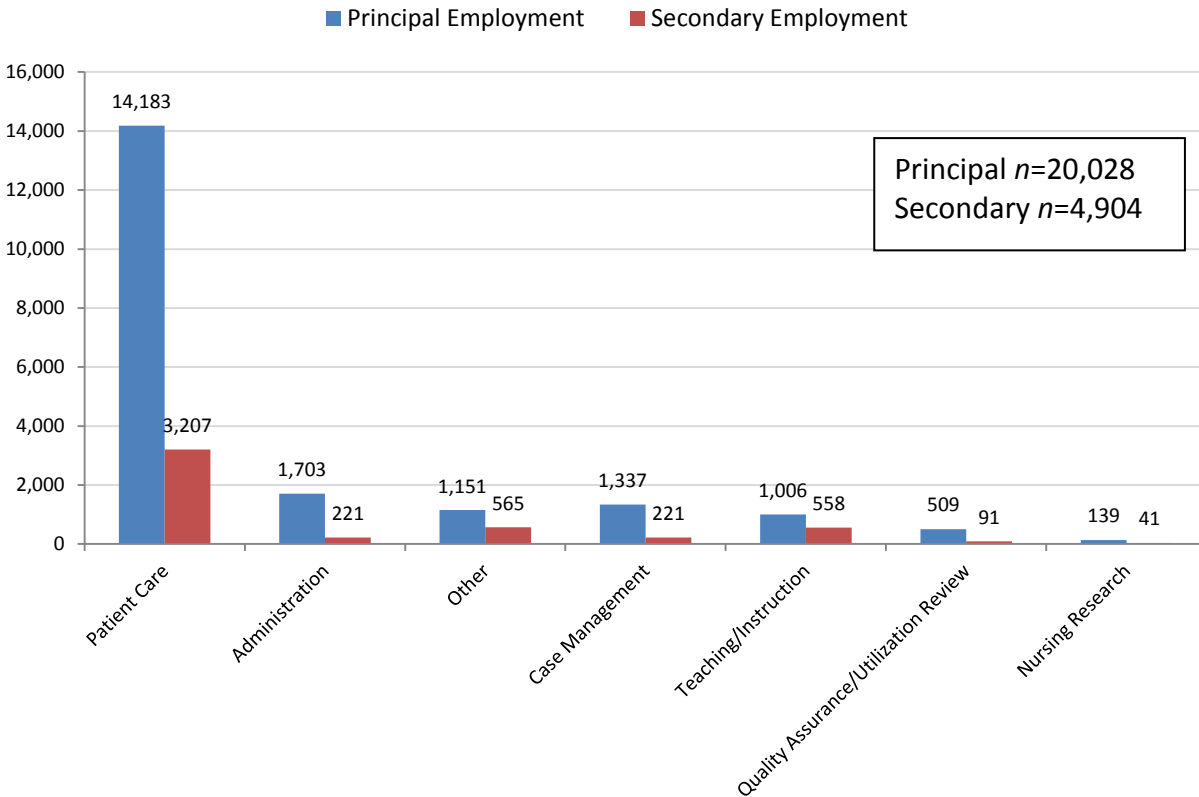


EMPLOYMENT

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, 2006, 2008, and 2010 Nebraska surveys. Nationally in 2008, 66.3% of RNs employed in nursing spent their 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, 2006, 2008, and 2010 Nebraska surveys, and the 2000, 2004 and 2008 national survey results. The 2012 Nebraska survey found that 56.6% of RNs work in hospitals compared to 57.9% in 2010, 58% in 2008, 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, and to 61.7% in 2008. 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.

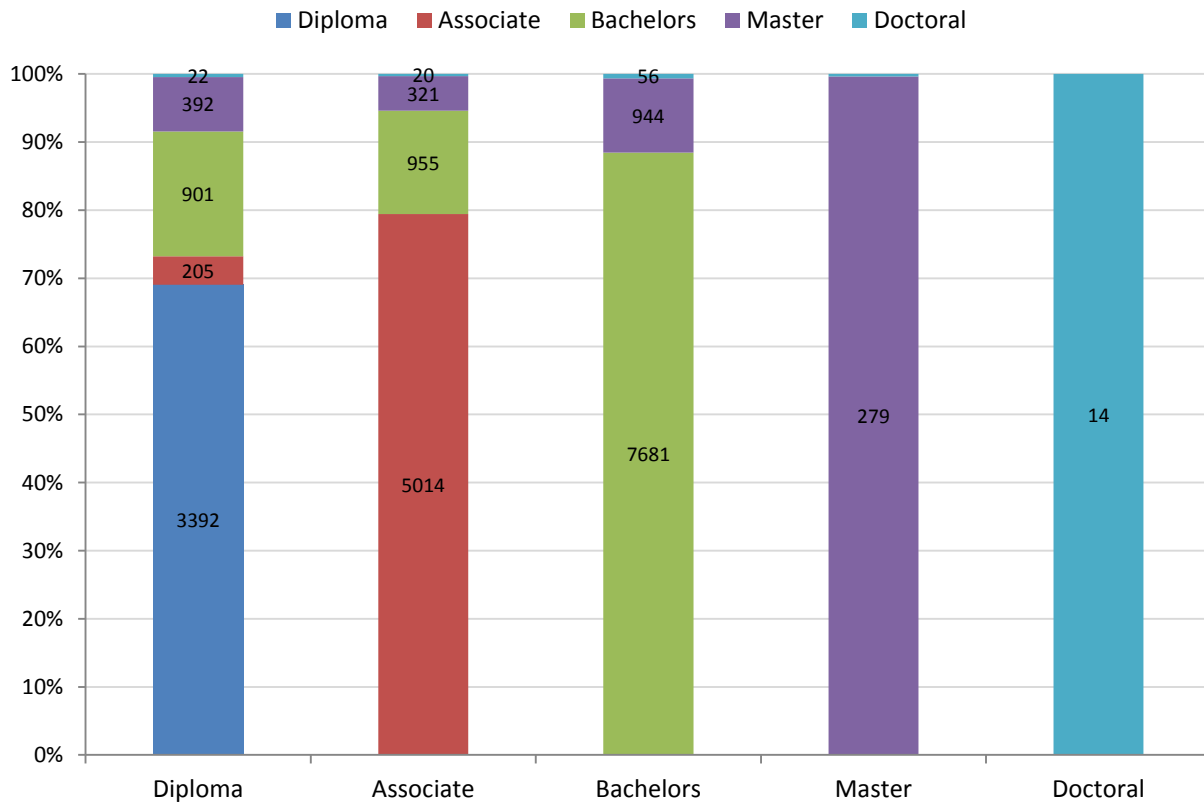
Table J. Percent in Employment Setting in Nebraska

	2012	2010	2008	2006	2004	2002
Hospital	56.6	57.9	58.0	58.1	57.4	55.3
Public/Community Health	6.6	5.4	5.3	6.5	7.4	7.1
Ambulatory Care	5.2	3.9	4.4	3.7	4.2	3.7
Nursing Home/Long Term Care	10.5	8.0	7.5	9.0	8.4	10.2
Education	5.4	3.0	5.9	2.6	3.2	2.7
MD Office	8.7	8.7	9.0	8.8	7.3	8.5
Other	7.0	13.1	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. Two-hundred five RNs with associate degrees had previously completed a diploma program. Of the RNs with baccalaureate degrees, 955 had a previous associate degree.

Chart 18. Articulated Educational Preparation of Nebraska RNs.



Educational Preparation

The majority (80.1%, n= 16,170) of RNs working in Nebraska were educated in Nebraska as well. RNs educated outside of Nebraska but within the United States and territories numbered 3,911 (19.4%). There were 107 foreign educated RNs (0.5%). Chart 19 and Table K shows the locations of nursing education.

Chart 19. Location of Nursing Preparation (n = 20,188)

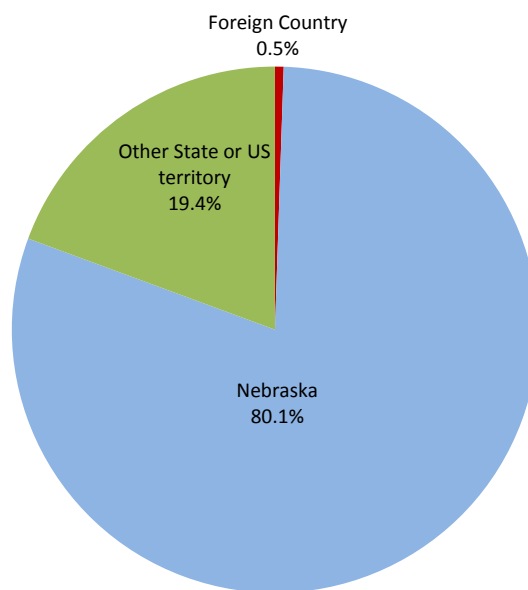


Table K. Location of Nursing Education (n=20,188)

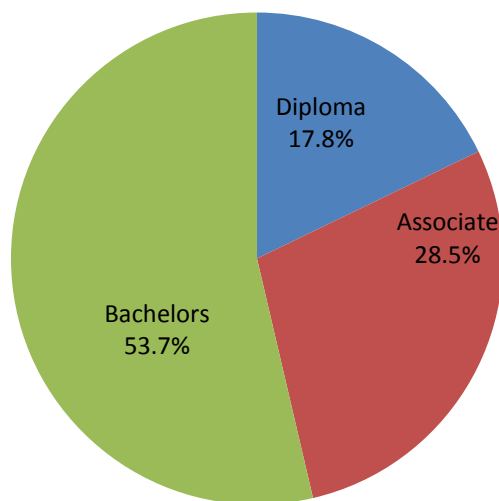
Nebraska Educated	U.S. Educated other than Nebraska	Foreign Educated
80.1%	19.4%	0.5%

Initial Educational Preparation

The percentage of initial educational preparation by type of program indicated that in 2012, 17.8% received diplomas, 28.5% associate degrees, and 53.7% 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, 2006, 2008, and 2010 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. 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. In the 2008 Nebraska survey, 38.8% received diplomas, 23.2% associate degrees, and 38% baccalaureate degrees as their basic nursing education. In the 2010 Nebraska survey, 24.8% received diplomas, 30.1% associate degrees, and 45.0% baccalaureate degrees as their basic nursing education. Nationally, data on RNs completing their initial nursing education in 2008 indicated that 45.4% graduated from an associate degree program, 34.2% graduated from a baccalaureate or higher initial RN program, and 20.4% graduated from a diploma program. National data on initial nursing education from 1980 to 2008 revealed that the percentage of diploma education as initial nursing education dropped from 63.7% in 1980 to 20.4% in 2008. Associate degree nursing education rose from 18.7% to 45.4%, and baccalaureate degree education rose from 17.6% to 34.2%. 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 = 17,169)



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 (48.2%) was that of baccalaureate graduates. Associate graduated followed with 25.6% of the total. Sixteen percent of the respondents were diploma graduated.

Chart 21. Types of Programs Completed by Nebraska RNs (n = 19,105)

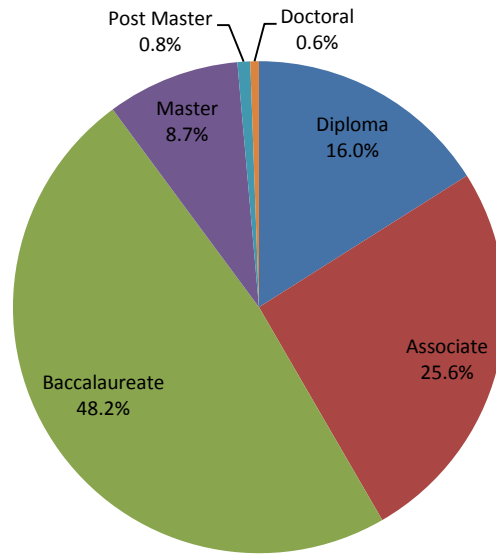
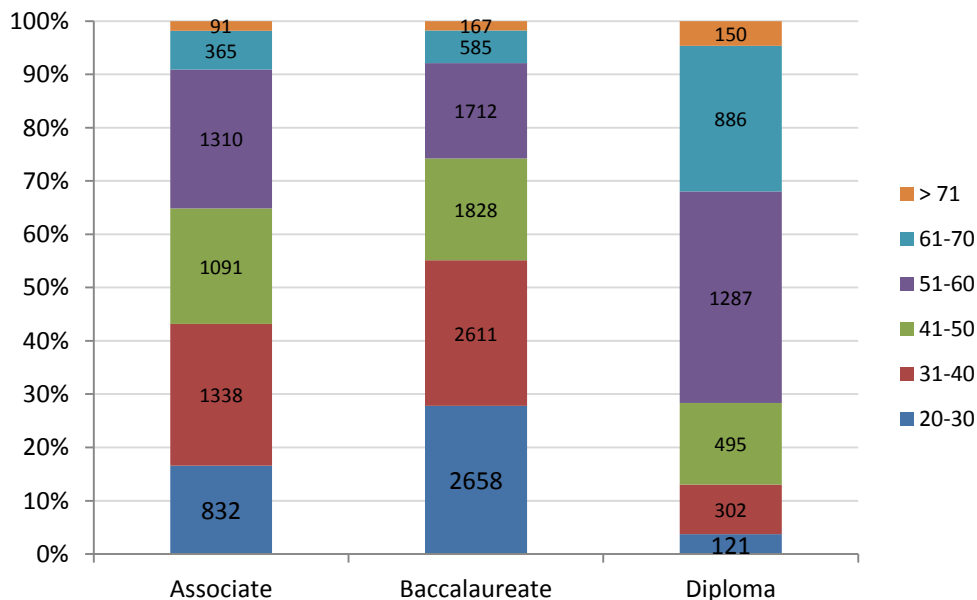


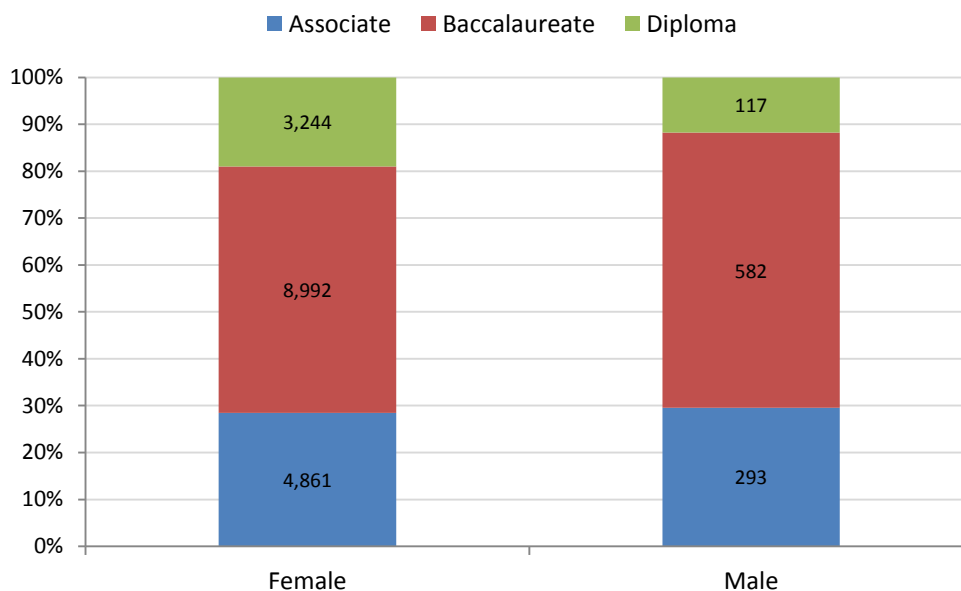
Chart 22 depicts the ages at the time of the 2012 survey of Nebraska RNs for each level of educational preparation. As shown in Chart 22, 86.9% ($n=3,241$) of diploma educated RNs identified themselves as being 41 or older. Of the baccalaureate prepared RNs, 44.9% ($n=9,561$) were 41 or older. Nearly fifty-seven percent of associate degree prepared RNs ($n=5,027$) were in the 41 or older category. In 2010, 88.0% of diploma, 46.1% of baccalaureate, and over 50% of associate degree prepared RNs were in the 41 or older category. More twenty to forty year olds held baccalaureate degrees ($n=5,269$) than either associate degrees ($n=2,170$) or diplomas ($n=423$).

Chart 22. Age of Nebraska RNs by Type of Educational Program (n = 17,829)



Male RNs (58.7%) hold a higher proportion of baccalaureate degrees than females (52.6%). Chart 23 indicates the frequency of male and female RNs by type of educational preparation.

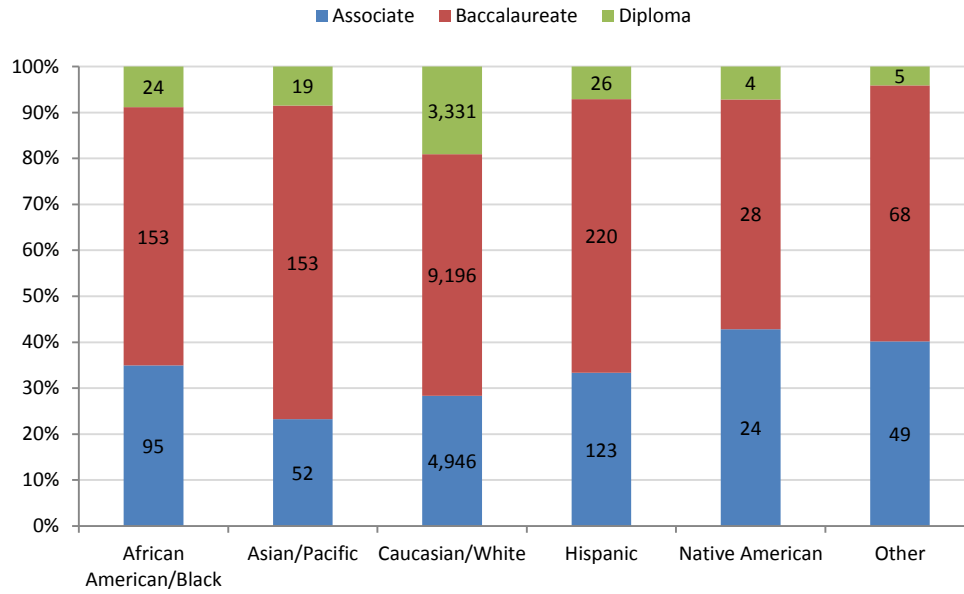
Chart 23. Type of Initial Degree by Gender (n = 18,089)
(f/n = 17,097; m/n = 992)



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 racial/ethnic categories had the highest percentage in the baccalaureate 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 = 18,516)



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, 27.8% of RNs most liked The Work Itself and Salary (18.8%) was the least liked aspect of nursing. Similar results were noted in 2010.

Chart 25. Most Liked Aspect of Nursing (n = 20,125)

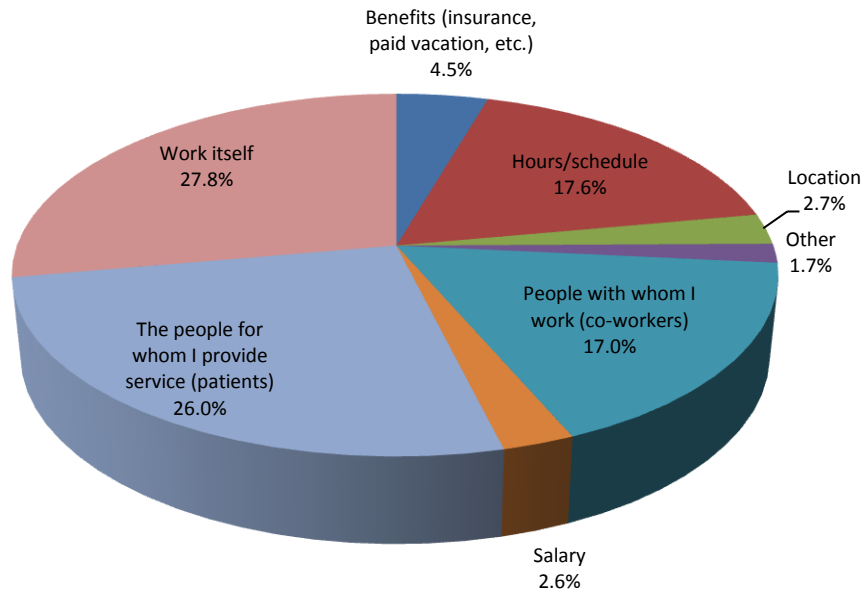
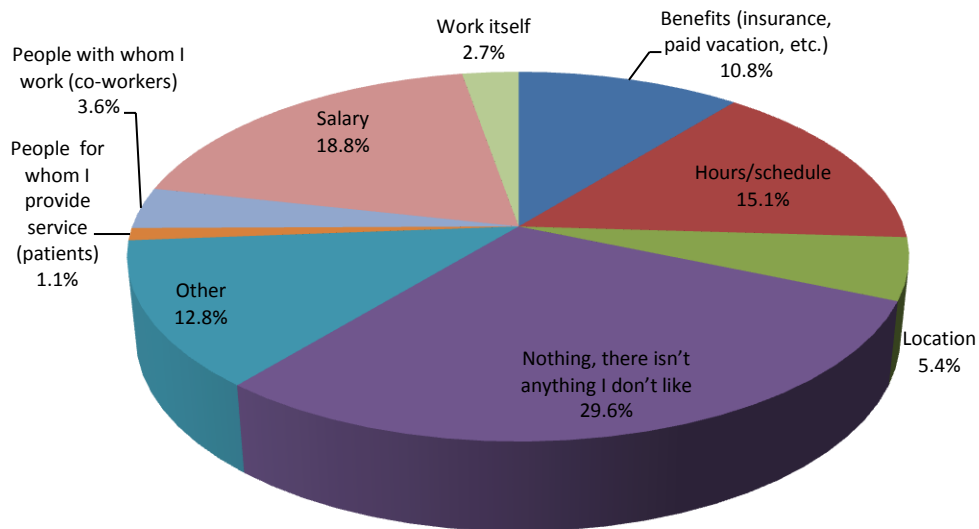


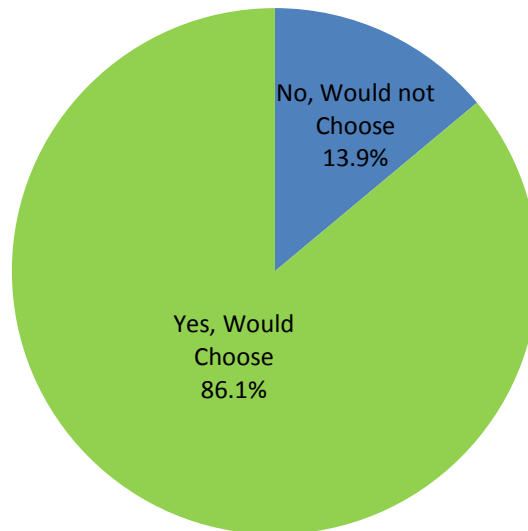
Chart 26. Least Liked Aspect of Nursing (n = 19,939)



Choose Nursing and Encouragement of Others

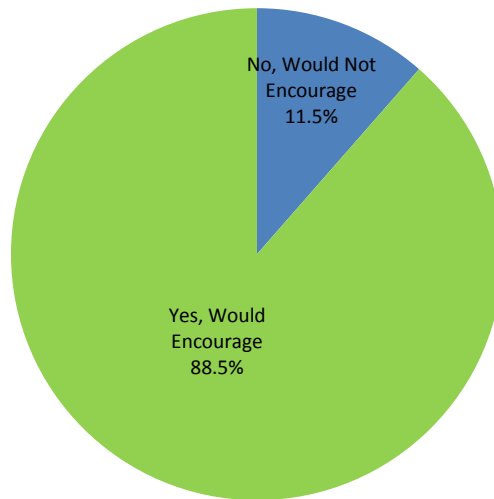
Nearly Eighty-six percent of RNs responded that they would choose nursing as a career if they had to do it over again. This was approximately the same percentage noted in the 2010, 2008 and 2006 surveys and an increase from the 2002 percentage of 75% and the 2000 percentage of 66%. Chart 27 shows the 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 (88.5%) responded that they would, which was a decrease from 88.8% in 2010 and 86.2% in 2008, but an increase in comparison to 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.

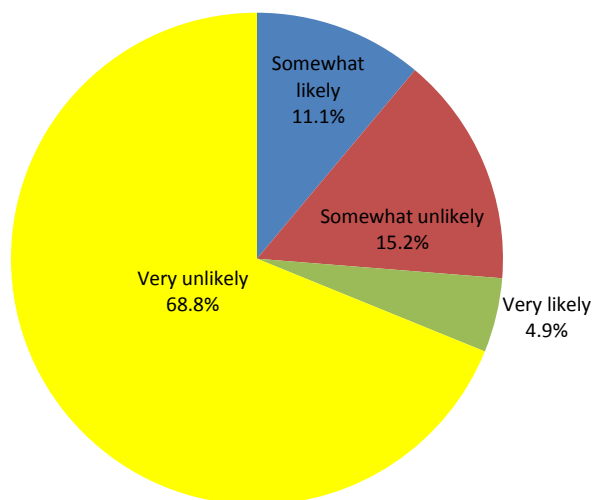
Chart 28. Encourage Others to Choose Nursing as a Career
(n = 20,207)



Leaving Principal Employment

Most RNs (68.8%) found it very unlikely that they would leave nursing as their principal employment in the next year compared to 68% in 2010, 67% in 2008, 55% in 2006, 69% in 2004 and 65% in 2002. Chart 29 expresses in percentages the likelihood of RNs leaving their principal employment. Fifteen percent of RNs answered that leaving was somewhat unlikely, 11.1% said leaving was somewhat likely, and only 4.9% indicated that their departure was very likely to occur.

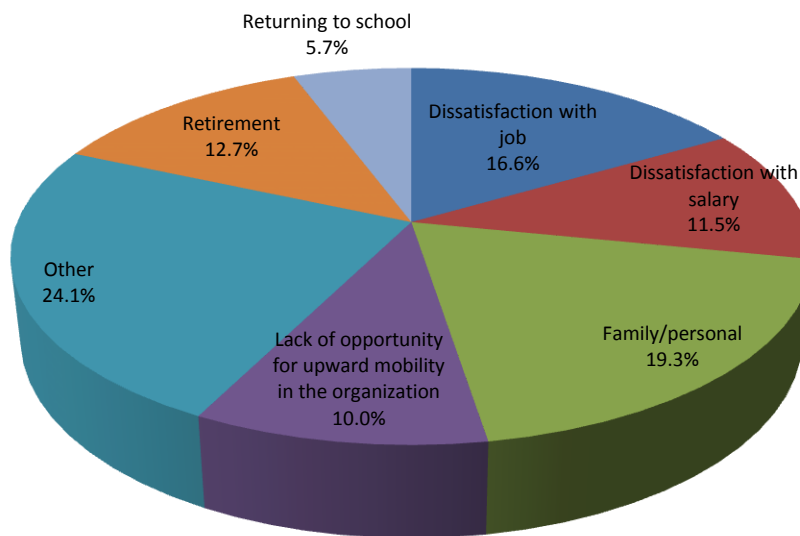
Chart 29. Likelihood of Leaving Principal Employment (n = 20,075)



Reasons for Leaving or Delaying Retirement

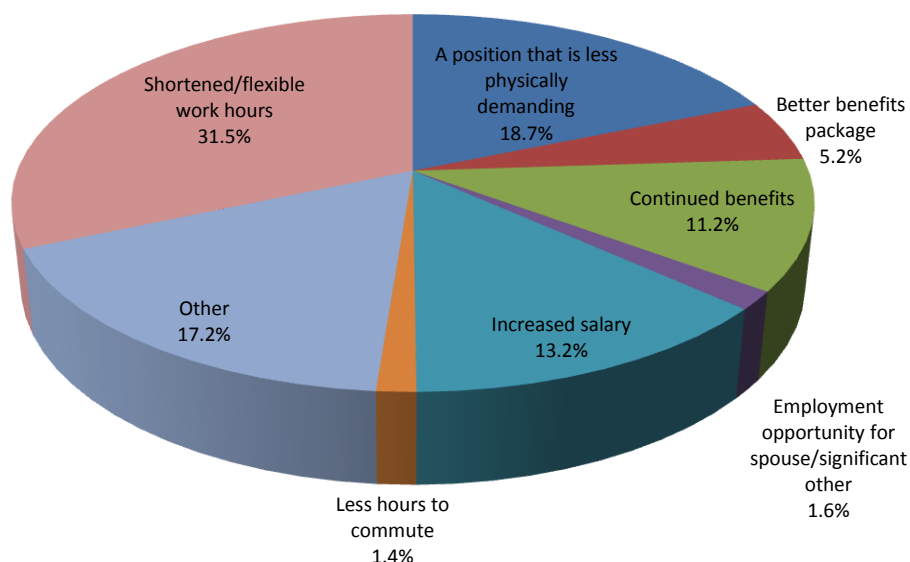
Nebraska RNs planning to leave their principal employment as RNs identified main reasons for leaving. Over sixteen percent of the respondents selected “Dissatisfied With Job” and 11.5% chose “Dissatisfied With Salary.” “Other” was cited by 24.1%, 5.7% were “Returning To School”, 12.7% cited “Retirement”, 10.0% noted “Lack of Opportunities”, and “Family/Personal” comprised 19.3%. 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 = 4,766)



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, 13.2% indicated they would consider delaying retirement if their salaries were increased, 18.7% would delay retirement for a Position less physically demanding, and 31.5% 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 = 3,236)



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

There were 1,208 (5.4%) RNs who identified themselves as advanced practice RNs compared to 1,025 in the 2010 survey. Nationally in 2004 and in 2008, 6.1% of RNs were advanced practice nurses. In Nebraska, males comprised fifty-two percent of the CRNAs. There were no male CNMs in 2004, 2006, 2008, 2010 or 2012. There were 823 APRN-NPs in 2012, which was an increase from 658 APRNs in 2010, 573 from 2008, and from 530 in 2006, and 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	Gender Unknown	Total
Advanced Practice RN-NPs	789	29	5	823
Certified RN Anesthetist	123	134	6	263
Certified RN Midwife	26	0	1	27
Clinical Nurse Specialist	93	2	0	95
Total	1031	165	12	1208

LOCATION OF NEBRASKA RNs, BY COUNTY OF PRINCIPAL EMPLOYMENT

RNs reported principal employment in eighty-four counties in Nebraska. Since 2010, fifty-eight counties increased in the number of RNs, twenty-one counties had a decrease in RNs and fourteen 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 of RNs were employed in Douglas (42.2%) or Lancaster (18.2%) County. Picture 1 maps the geographical distribution of Nebraska RNs by region.

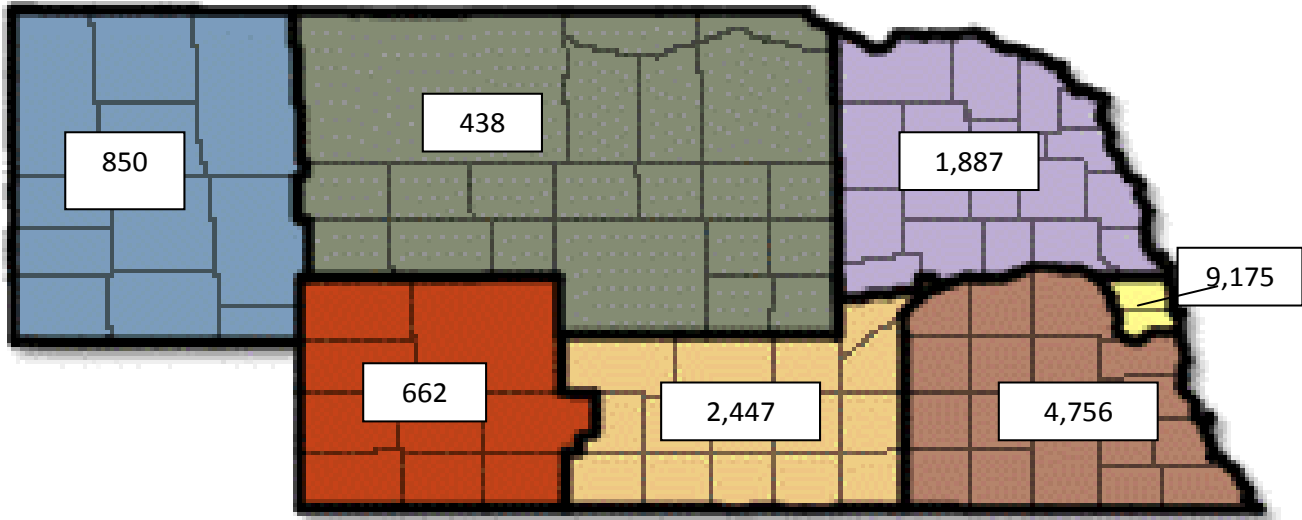
Table M. Location of Nebraska RNs by County

County	Number of RNs
Adams	438
Antelope	68
Banner	1
Blaine	0
Boone	54
Box Butte	67
Boyd	18
Brown	23
Buffalo	770
Burt	33
Butler	52
Cass	43
Cedar	26
Chase	27
Cherry	39
Cheyenne	67
Clay	14
Colfax	36
Cuming	67
Custer	83
Dakota	24
Dawes	51
Dawson	144
Deuel	6
Dixon	10
Dodge	370
Douglas	8538
Dundy	15
Fillmore	42
Franklin	20

Frontier	3
Furnas	29
Gage	156
Garden	13
Garfield	11
Gosper	5
Greeley	6
Hall	697
Hamilton	71
Harlan	24
Hayes	1
Hitchcock	5
Holt	145
Hooker	6
Howard	38
Jefferson	61
Johnson	37
Kearney	30
Keith	58
Kimball	23
Knox	55
Lancaster	3684
Lincoln	415
Logan	0
Madison	573
Merrick	30
Morrill	23
Nance	23
Nemaha	51
Nuckolls	61
Otoe	110
Pawnee	20
Perkins	29
Phelps	101
Pierce	45
Platte	249
Polk	27
Red Willow	109
Richardson	59
Rock	14
Saline	78
Sarpy	637
Saunders	70

Scotts Bluff	570
Seward	81
Sheridan	28
Sherman	16
Sioux	1
Stanton	8
Thayer	45
Thomas	0
Thurston	77
Valley	39
Washington	105
Wayne	64
Webster	13
Wheeler	0
York	140
Total by County	20,215
Unknown County	219

Picture 1. Distribution of RNs by Region ($n= 20,215$)



Distribution of RNs with Nebraska Licenses

Table N lists the state that respondents indicated as their principal state of employment categorized by Nebraska or Other States. There were 19,497 (95.5%) of the RNs who worked primarily in Nebraska and 913 (4.5%) in Other States.

Table N. Location of Nebraska RN Licensees

State	Frequency	Percent
Nebraska	19,497	95.5%
Other States	913	4.5%

SUMMARY

The 2012 Nebraska Registered Nursing Workforce Survey results showed some trends that were also noted in the 2008 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 1,133 between 2000 and 2012 (a 132% increase) and male RNs comprised 5.6% of the 2012 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 20 to 40 had the highest percentages of baccalaureate education. Most RNs were educated in Nebraska.

In terms of nurses age, 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 44.0 years compared to the 2008 national mean of 47 years.

Male RNs have been employed in nursing an average of 12.3 years compared to the female average of 17.2 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 \$56,350. Of male RNs, 14.1% reported salaries in the highest range (>\$105,000), but only 2.4% 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. Three-fourths of RNs work between thirty-one and fifty hours per week (74.8%).

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. 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 5.4%, similar percentage in comparison to 2010. The largest percentage of RNs (60.4%) were employed in Douglas or Lancaster County.

Appendix A

REGISTERED NURSING WORKFORCE SURVEY 2012

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 one)	Secondary Employment (Select one)
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 one)	Secondary Employment (Select one)
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 one)	Secondary Employment (Select one)
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 21-30 years
 6-10 years 11-15 years
 11-15 years >30 years
 16-20 years do not know

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 _____

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

- Very unlikely
 Somewhat unlikely
 Somewhat likely
 Very likely

25. How satisfied are you with your current job?

- Very Satisfied Somewhat Satisfied
 Dissatisfied Very Dissatisfied

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

- Yes No

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

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 _____

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

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

- Yes No

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

- Very Satisfied Somewhat Satisfied
 Dissatisfied Very Dissatisfied