

Nebraska Health and Human Services System



**Nebraska RN Survey Report  
June 2001**

by

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## **BACKGROUND**

In 2000, the Nebraska Legislature created the Nebraska Center for Nursing to address the nursing shortage. The 16-member board was appointed by the Governor and charged with developing a strategic plan. There was a need for current, comprehensive data about the supply and demand of nurses in Nebraska to enable the Board to satisfy its mandate. Therefore, a comprehensive survey (Registered Nursing Workforce Survey 2000) was mailed to all Registered Nurses (RNs) in Nebraska with the October 2000 renewal of licenses. The questionnaire can be found in Appendix A.

A total of 17,939 of these Workforce Surveys were returned and entered for data analysis. If a returned survey was incomplete, or if critical information in the Nebraska Health and Human Services licensing database was incomplete for a respondent, the survey was deleted from analysis of a specific variable. This left 14,408 nurses providing data from both the survey and the database. Of these 14,408 nurses, 11,996 identified themselves as being principally employed in Nebraska. Except for the final table, which describes the principle state of employment for the entire response set, all other variables have a maximum number of 11,996. However, the total number of respondents based on the response rate for each individual variable will fluctuate. For instance, not all respondents indicated gender; therefore, that variable reflects only 11,913 responses. This decision regarding missing data was made because of the dramatic decrease in sample size that would have occurred had only data from fully completed surveys and the database been used.

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, Preliminary Findings February 2001*, a report of the U.S. Department of Health & Human Services, Health Resources and Services Administration (available at <http://bhpr.hrsa.gov/dn/dn.htm> or <ftp://158.72.84.9/ftp/bhpr/nursing/sampsurvpre.pdf>). Other resources used were the *Nebraska Health and Human Services System 1998 Vital Statistics Report* and the *Nebraska Health Work Force Reports: Registered Nurses, 1997*.

The Nebraska survey data were compiled by Sara J. Finney, MA; Jenenne A. Geske, MA; Michael D. Toland, BS; and R. J. De Ayala, PhD, of the Nebraska Evaluation and Research Center, University of Nebraska – Lincoln.

The number of active Registered Nurses (RNs) has steadily changed in the past fifteen years. Table A provides the number of RNs licensed in Nebraska at the

end of the calendar year. Numbers are reported for odd-numbered years and for 2000. 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 nurse practiced or lived in Nebraska.

**Table A. Number of Active Registered Nurses in Nebraska 1985 - 2000**

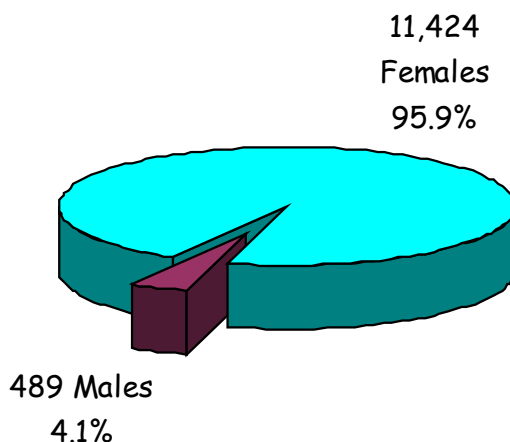
1985	1987	1989	1991	1993	1995	1997	1999	2000
16,638	15,541	17,351	17,075	17,893	17,601	20,166	20,729	19,580

## **DEMOGRAPHICS**

### **Gender**

In Nebraska, 4.1% ( $n = 489$ ) of RNs identified themselves as male and 95.9% ( $n = 11,424$ ) as female. This compares with national gender statistics, which show 5.9% of nurses as male. Chart 1 shows the percentage of male and female nurses in Nebraska for the current 2000 survey.

**CHART 1.** Distribution of Nebraska Registered Nurses by Gender in 2000



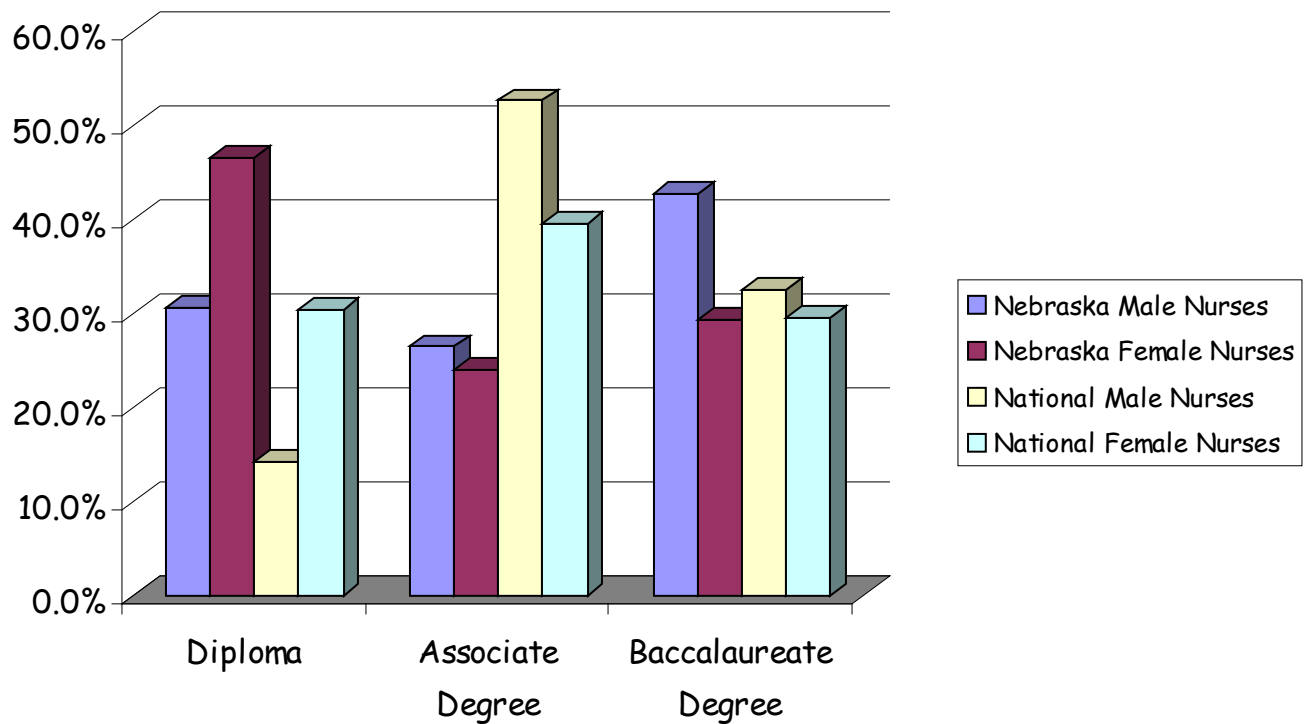
There seems to be a minor upward trend in the percentage of male nurses on the national level, but that is not the case in Nebraska. In 1996, 4.9% of nurses nationally were male. This number increased to 5.4% in 2000. In Nebraska, 4.3% of nurses in 1996 were male. This percentage decreased to 4.1% in 2000.

Statistics on Nebraska's male/female nursing educational preparation differ from national ratios. More male nurses in Nebraska are diploma and baccalaureate educated than is the case nationally. Table B and Chart 2 compare the Nebraska and national levels of educational preparation by gender. The percentage of men with baccalaureate degrees in nursing, both nationally and in Nebraska, is higher than that of women. Nationally, 14.3% of men hold diplomas, 52.7% have associate degrees, and 32.5% have baccalaureate degrees. This is in comparison to their female counterparts, of whom 30.5% have diplomas, 39.6% associate degrees, and 29.6% baccalaureates.

**TABLE B.** National and State Educational Preparation Type by Gender

	DIPLOMA		ASN		BSN	
	Men	Women	Men	Women	Men	Women
National	14.3%	30.5%	52.7%	39.6%	32.5%	29.6%
State	30.7%	46.6%	26.5%	24.1%	42.8%	29.3%

**CHART 2.** Nebraska and National Gender Percentage by Educational Type

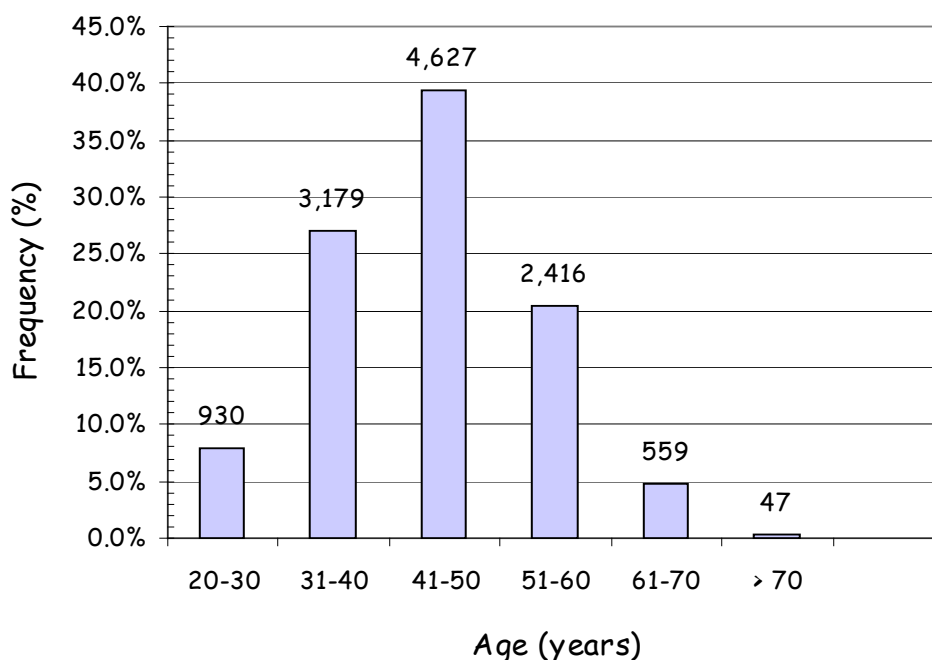


In Nebraska, statistics vary from national figures: 30.7% of male nurses have diplomas, 26.5% associate degrees, and 42.8% baccalaureate degrees. Of female nurses in Nebraska, 46.6% have diplomas, 24.1% associate degrees, and 29.3% baccalaureate degrees.

**Age**

Respondents were asked to select categories that best described their age. Chart 3 depicts the distribution of Nebraska nurses by age. The mean age was 45 years of age. This compares with the national mean age of 45.2 years.

**CHART 3. Distribution of Nebraska Registered Nurses by Age**



From 1996 to 2000, the national average age of nurses increased from 44.5 years to 45.2 years (working nurses went from 42.5 to 43.3 years). In Nebraska, where active practice is a requirement for licensure, the average age increased from 42.8 years in 1996 to 45 years in 2000. Nationally in 1980, 52.9% of RNs were under the age of 40. By 2000 this percentage had dropped to 31.7%. The change in the under-30 statistic is even more startling. In 1980, 25.1% of nurses nationally were under 30 years of age. In 2000, only 9.1% were younger than 30. Here, too, Nebraska reflects national trends. In the RNs under 40 category, Nebraska had 66.3% in 1980 and only 34.9% by 2000. In 1980, 38.2% of Nebraska's RN were under age 30. This number dropped to a mere 7.9% in 2000.

#### **Age of Respondent by Gender**

The highest percentage of Nebraska male nurses were between 41 and 50 years of age. Younger males (20–30 years of age) comprised only 0.4% of the total 20-30 age group. Females over 41 years of age totaled 62.34%. Table C indicates the age 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	%
20–30	877	7.5%	48	0.4%	925	7.9%
31–40	3,018	25.7%	148	1.3%	3,166	27.0%
41–50	4,430	37.7%	190	1.6%	4,620	39.4%
51–60	2,334	19.9%	81	0.7%	2,415	20.6%
61–70	550	4.7%	12	0.1%	562	4.8%
71–80	45	0.4%	2	0.02%	47	0.4%
81–100	1	0.01%	0	0%	1	0.01%
Total	11,255	95.9%	481	4.1%	11,736	100%

The national survey compared average age by education level attained. When graduating from a diploma program, the average student was 30.8 years old; with an associate degree, 33.2 years; and attaining a baccalaureate, 27.5 years. All graduates averaged 30.5 years old. Nebraska statistics on the age of nurses at graduation from the three program types are not available.

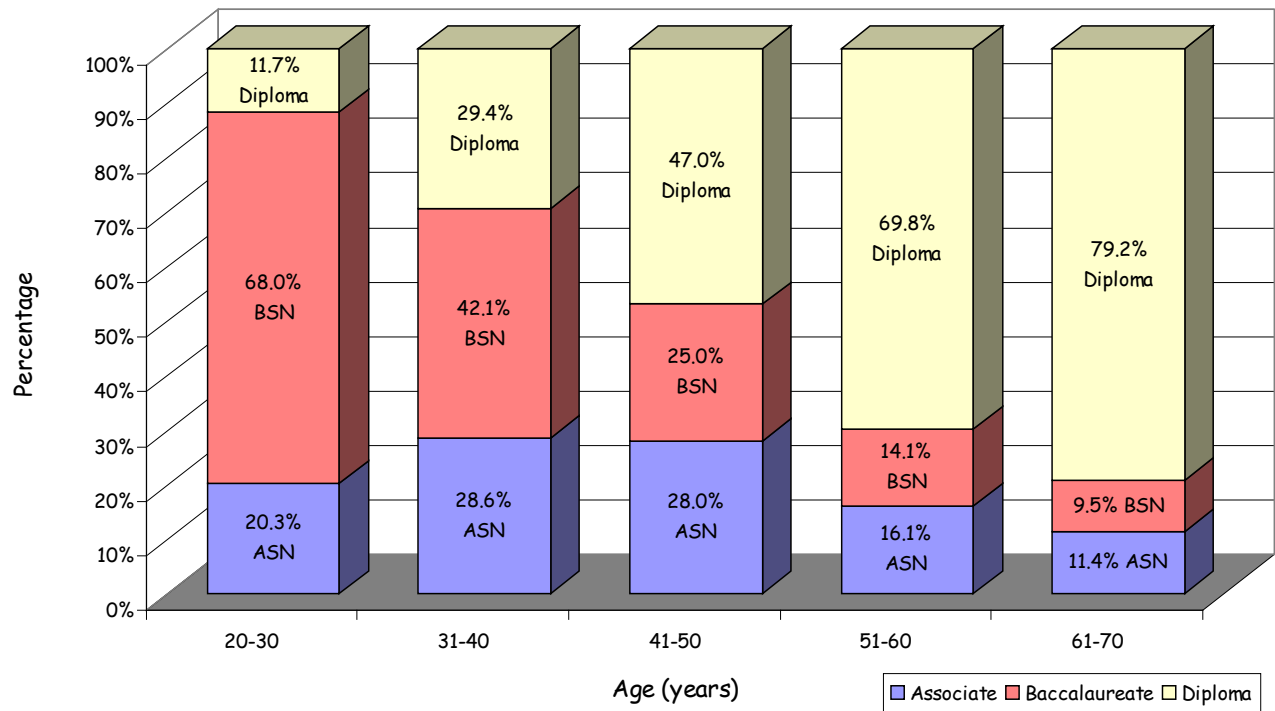
The average current age of Nebraska RNs according to type of nursing program figures showed that the mean age for diploma graduates was 48.33 years, for associate degree graduates 42.88 years, and for baccalaureate graduates 41.84 years. Master’s degree graduates averaged 46.69 years of age, and Doctoral graduates were 53.38 years old on average. Table D presents the data on the type of basic educational program by age group for nurses in Nebraska. Charts 4 and 5 present this information in bar graph format.

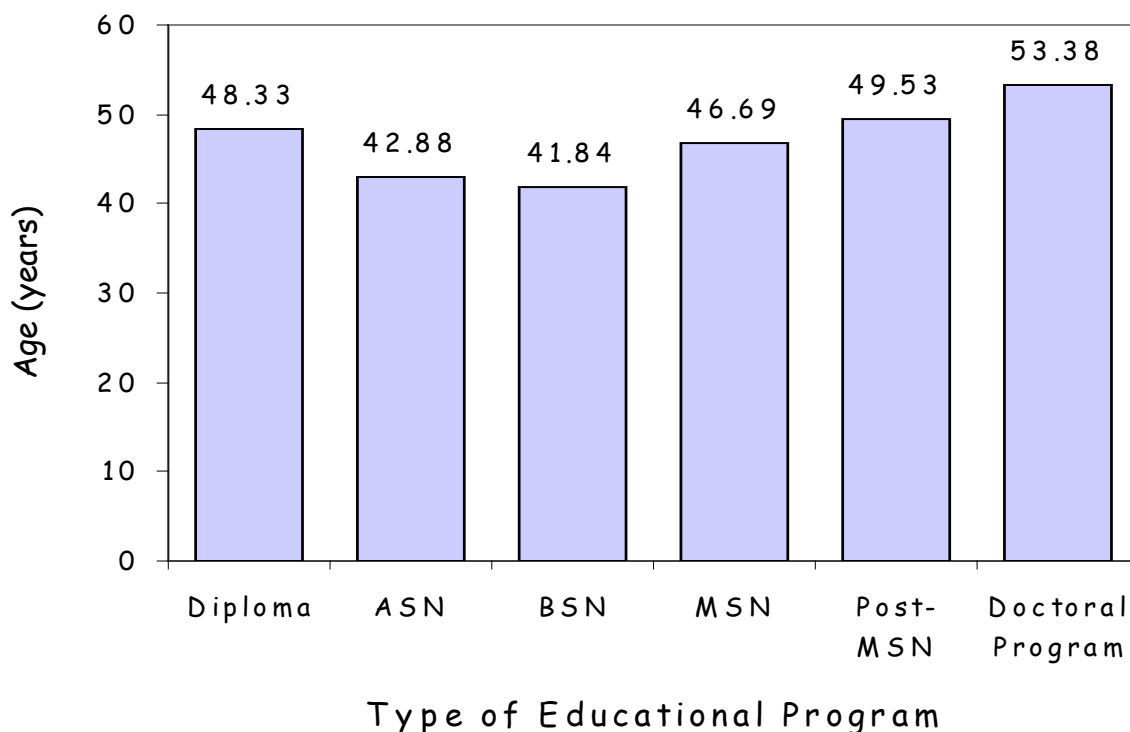
**TABLE D. Age of Nebraska RNs by Type of Educational Program**

AGE (years)	Associate (%)	Baccalaureate (%)	Diploma (%)
20–30	20.3%	68.0%	11.7%
31–40	28.6%	42.1%	29.4%
41–50	28.0%	25.0%	47.0%
51–60	16.1%	14.1%	69.8%
61–70	11.4%	9.5%	79.2%



**CHART 4.** Percentage of Nebraska RNs by Age and Type of Educational Program





**CHART 5.** Mean Age of Nebraska Nurses by Type of Educational Program

### Racial/Ethnic Background

Chart 6 shows the distribution of RNs in Nebraska according to self-selected racial/ethnic categories. The preponderance of nurses were Caucasian ( $n = 11,674$ ). Table E illustrates the frequency of each category of race/ethnic background. Chart 7 depicts the distribution of Nebraska's general population.

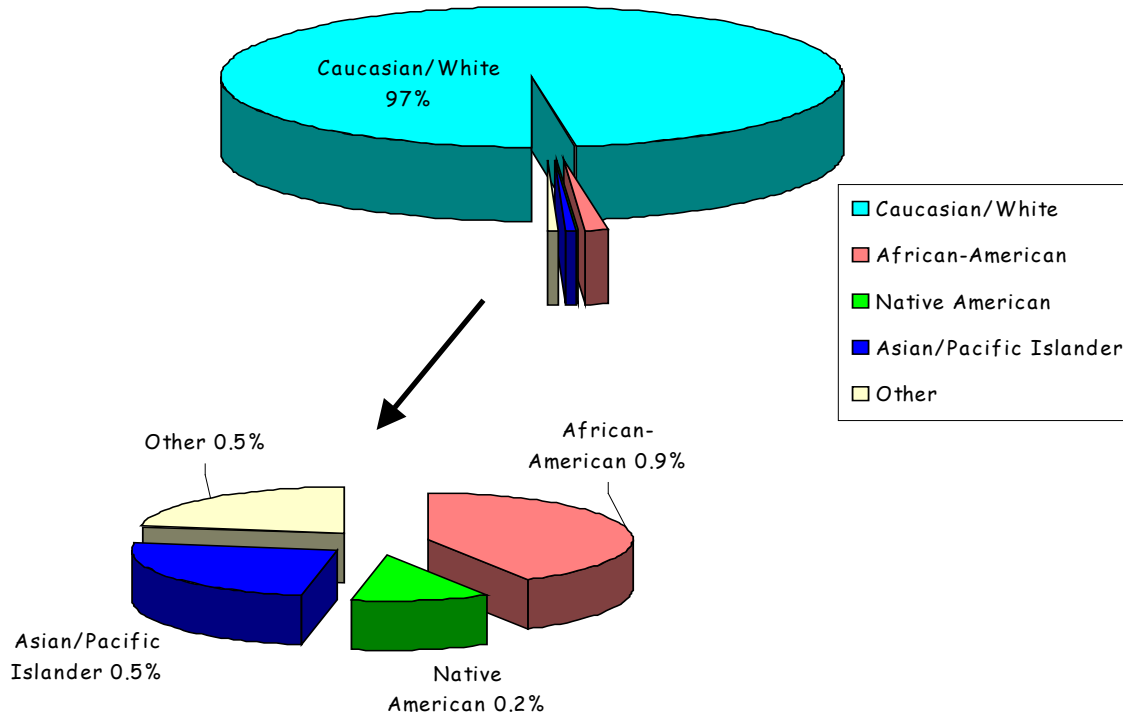
**TABLE E.** Nebraska RNs by Racial/Ethnic Background

Caucasians	African-American	Native American	Asian/Pacific Islander	Other
11,674	110	29	65	59

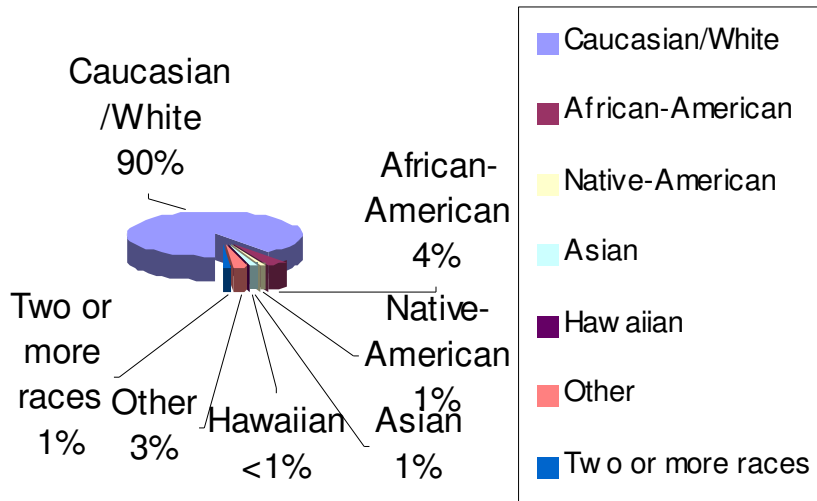
The national statistics in March 2000 reflected a more diverse population of nurses than that of Nebraska. Chart 8 is a representation of the national

distribution of Registered Nurses by racial/ethnic background. The U.S.'s general population was even more diverse.

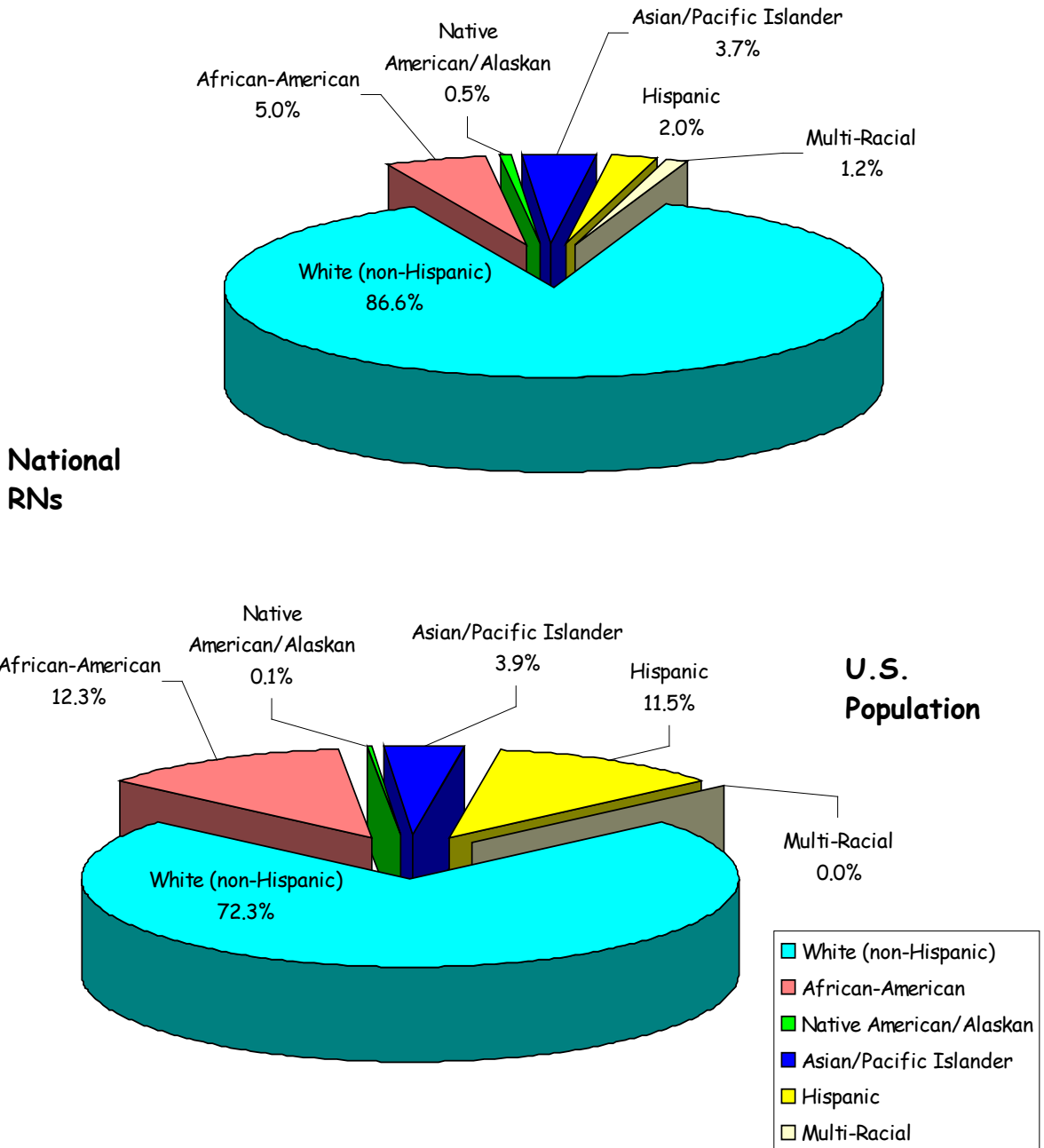
**CHART 6.** Distribution of Nebraska RNs by Racial/Ethnic Background



**Chart 7.** Distribution of Nebraska's General Population by Racial/Ethnic Background



**Chart 8.** Comparison of National Distribution of RNs (top) and U.S. Population (bottom) by Racial/Ethnic Background.



In March 2000, 13.4% of U.S. Registered Nurses reported racial or ethnic diversity, whereas 28.2% of the U.S. population was racially or ethnically diverse. A direct comparison is difficult to make because the data were categorized differently in Nebraska than nationally. For instance, the National Survey had the categories white (non-Hispanic), black (non-Hispanic), and Hispanic, but the Nebraska survey asked a separate question—whether or not the respondent was of Hispanic origin or descent. It is possible respondents could have indicated either Caucasian or African-American and also Hispanic. The Hispanic category is therefore only mutually exclusive when data from that variable are analyzed separately. Even with the possible double count of some nurses, Nebraska's percentage of racial/ethnic nurses was 3%. Those indicating Hispanic origin or descent comprised 0.9%. Table F provides the number of Nebraska nurses identified as Hispanic origin or descent.

**Table F.** Frequency of Nebraska Nurses by Hispanic Origin or Descent

Non-Hispanic	Hispanic
11,310	105

### **Family Status**

The national survey asked nurses six family status questions. The responses were: 71.5% were married; 17.9% were widowed, divorced, or separated; 9.9% had never been married; 53.2% had children living at home; and 36.4% had children age six or older.

Marital status was not a variable of the Nebraska survey. Minor children or adults dependent on the nurse's care were the choices. Nebraska RNs reported that 20.6% have children 6 years old or younger, 31.5% have children 7 to 14 years old, and 23% have children ages 15 to 18.

### **SALARY**

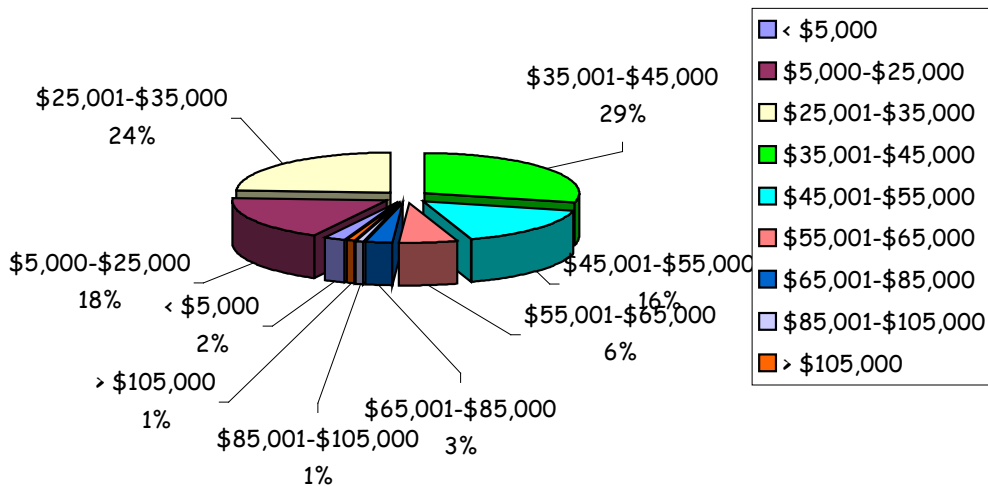
The Nebraska respondents were asked to describe their salary ranges. Chart 9 shows the percentages for nurses who identified their salary.

Nationally, nurses' annual earnings average \$46,782. Nurses' salaries in Nebraska averaged \$39,679. The Nebraska data are reported in ranges in Table G.

**Table G.** Percent Nebraska RN Salary

Salary Range	Percent of Respondents
< 25,000	20%
\$25-35,000	24%
\$35-45,000	29%
\$45-50,000	16%
\$50-65,000	6%
>\$65,000	5%

**Chart 9.** Salaries of Nebraska Nurses

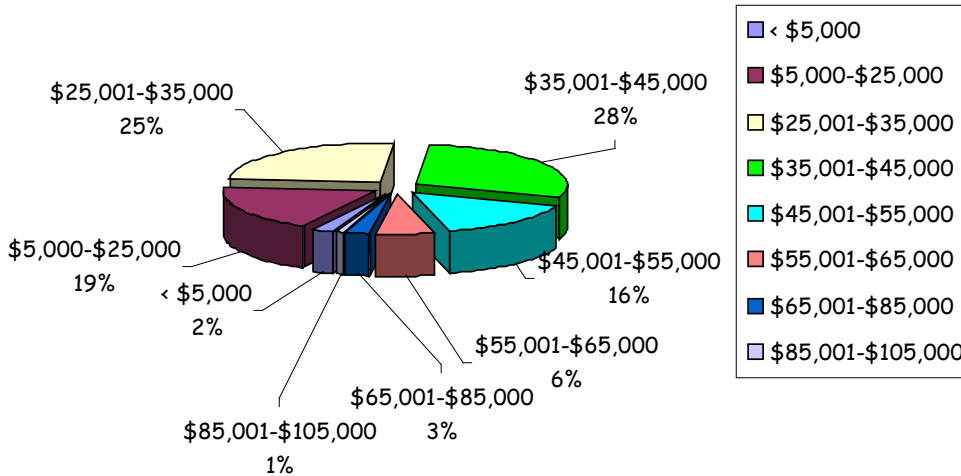


### Salary by Gender

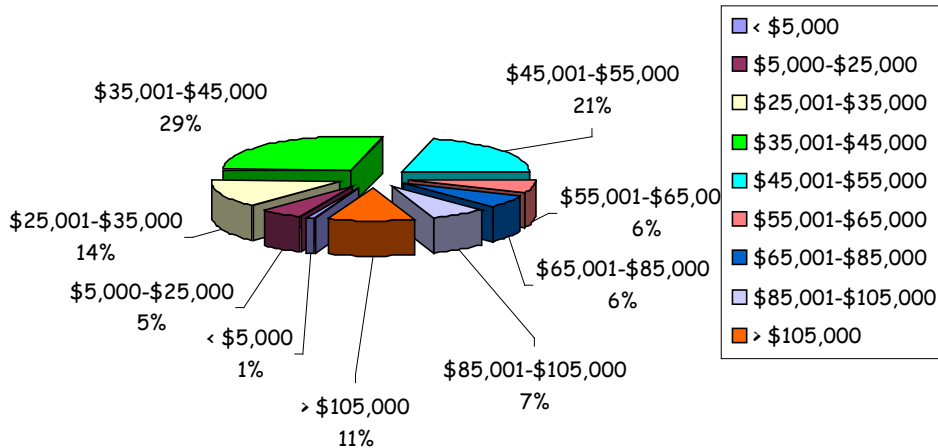
Female nurses (Chart 10) in Nebraska reported proportionately lower incomes than do male RNs (Chart 11). It was undetermined from the data whether this was a function of part-time/full-time employment, hours worked per week, gender alone, or other variables. In particular, the highest pay category, "More than

\$105,000," showed a wide disparity between male and female percentages. Of male RNs, 11% reported salaries in this highest range, but only 1% of females identified with the same category. Chart 12 shows the proportionate comparison between male and female nursing salaries in Nebraska.

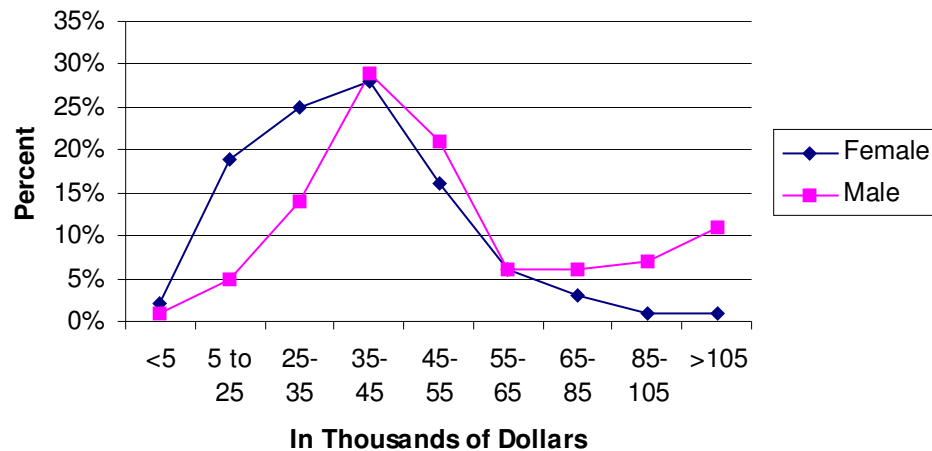
**Chart 10. Salary of Female Nebraska Nurses**



**Chart 11. Salary of Male Nebraska Nurses**



**Chart 12. 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, administration and "Other". These three areas also were identified as having the nurses who earned over \$105,000.

**Table H. Percentage of Male/Female Nurses by Employment Activity**

	Patient Care	Teaching/ Instruction	Adminis- tration	Quality Assurance	Case Mana- gement	Research	Other
Female RNs	65.5%	8.7%	10%	3.2%	5.5%	0.7%	6.3%
Male RNs	67.5%	4.7%	11.52%	2.5%	4.5%	0.4%	8.8%



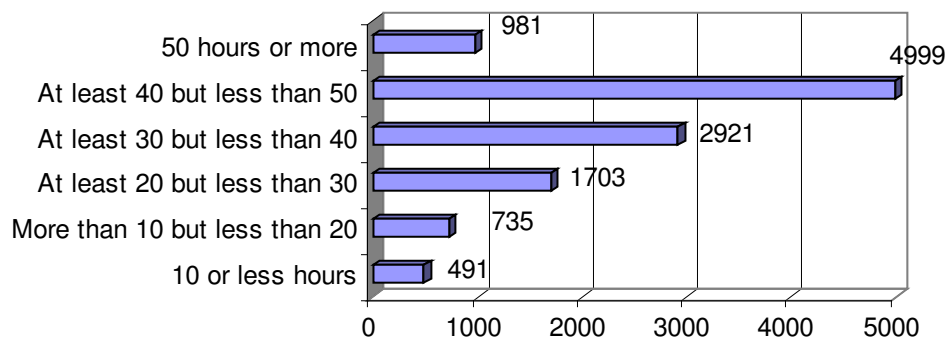
## **EMPLOYMENT ENVIRONMENT**

### **Hours Worked per Week**

Data were collected that quantify the amount of time Nebraska nurses work each week. (The category 10 hours or less may include licensees who do not work as a nurse at all.) A graph showing nurses' hours worked per week comprises Chart 13.

Statistics nationally and in Nebraska are difficult to compare due to differences in reporting methods. Nationally, 58.5% of RNs were employed full-time, 23.2% worked part-time, and 18.3% were unemployed. This statistic has remained unchanged since 1996. In Nebraska, RNs responded that 16.3% worked more than 50 hours each week, 39% 41-50 hours, 20.8% 31-40 hours, 13.4% 21-30 hours, 6.8% 30-20 hours and 3.7% fewer than 10 hours. There were minimal numbers of unemployed, currently licensed nurses in Nebraska, because active practice is a condition of licensure renewal since 1995. The percentage of employed nurses increased after 1996, at which time 92.6% of RNs reported working full or part-time. In 2000, 99.3% of Nebraska RNs were working in nursing full or part-time.

**Chart 13.** Average Work Hours Per Week for Nebraska Nurses



## Frequency and Percent of Work Situation

Nearly the entire sample (99.3%) was working in nursing positions that required RN licenses. Small numbers were working in non-nursing positions (n = 24). Only 61 licensees (0.5%) were not employed, and of these non-employed licensees, only 24 were looking for positions in nursing. Table I depicts the frequency and percentages of licensees describing their work situations.

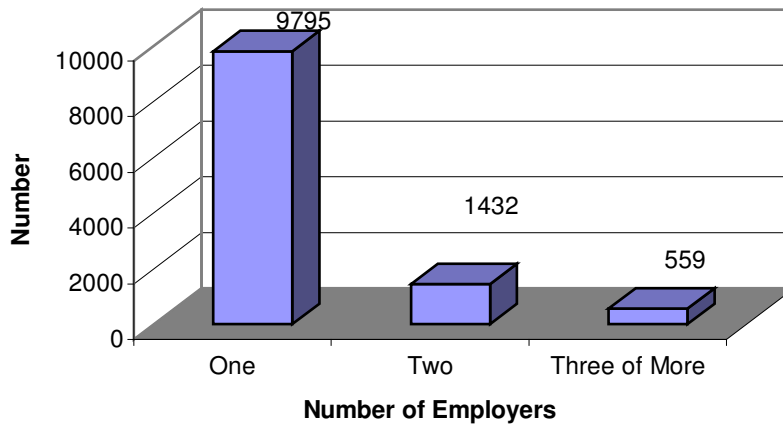
**Table I.** Frequency and Percentages of Nebraska Nurses' Work Situation

	Frequency	Percent
Working in a Nursing position requiring an RN license	11,675	99.3%
Working in a non-nursing job, looking for RN position	9	0.1%
Working in a non-nursing job, not looking for RN position	15	0.1%
Not employed - looking for RN position	24	0.2%
Not employed - looking for a non-nursing job	1	0.0%
Not employed - not looking for job	36	0.3%
Total	11,760	100%

## Employers of Nurses

Nebraska nurses identified how many employers they had worked for at the time of the survey. Chart 14 is based on these numbers. The number of nurses who cited only one employer was 9,795. Fewer nurses (n = 1,432) worked for two employers, and 559 nurses worked for three or more.

**Chart 14. Number of Employers**

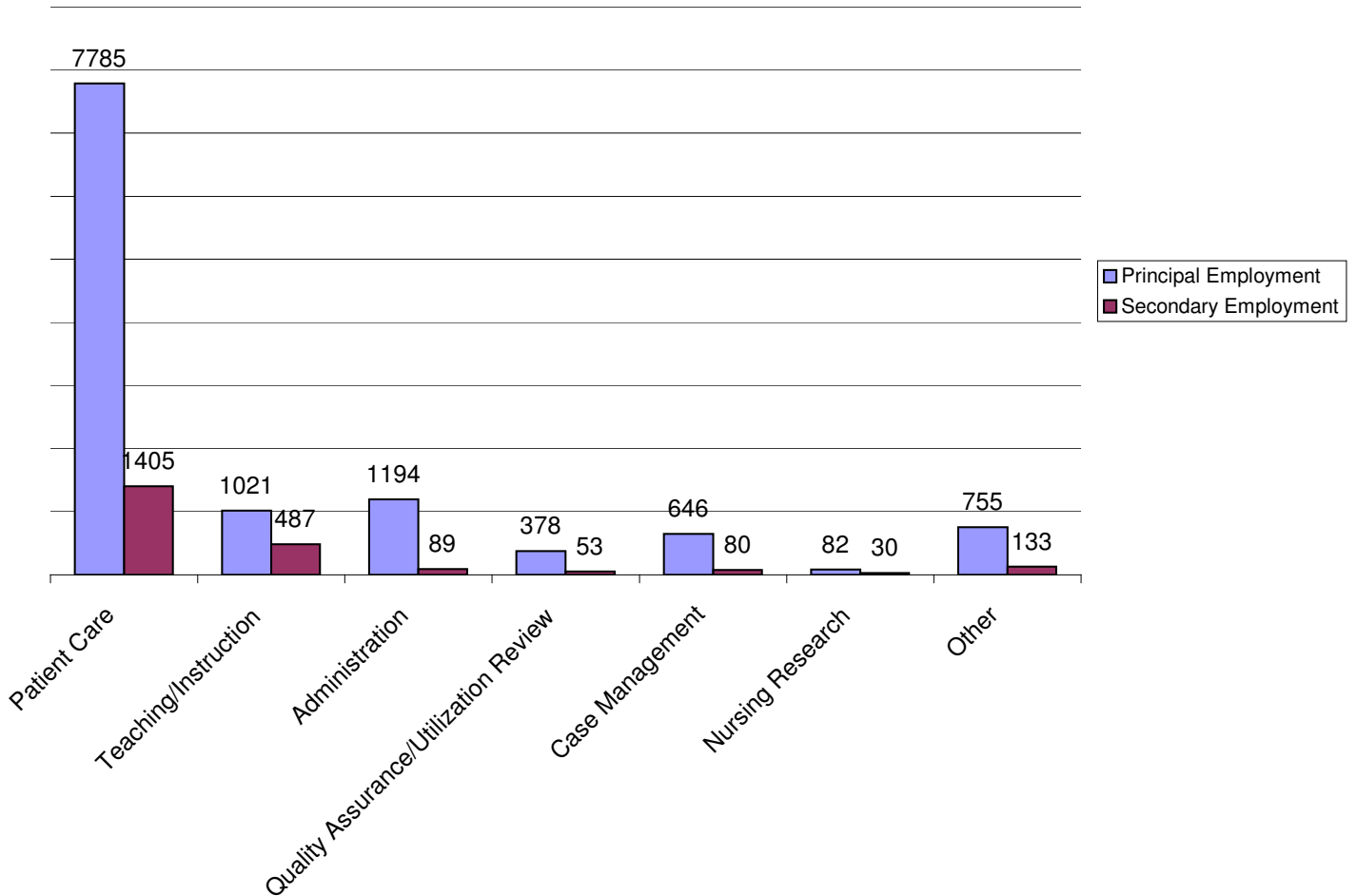


## **Employment**

### **Activity**

Nurses identified the types of employment activities they engaged in. The preponderance of nurses worked in patient care. Even those nurses who had secondary employment worked predominately in patient care. Smaller numbers were dispersed among teaching/instruction, administration, quality assurance/utilization review, case management, nursing research and other work activities. The distribution of principle and secondary employment activity is presented in Chart 15.

**CHART 15. Principle and Secondary Employment Activity**



**Setting**

Both nationally and in Nebraska, hospitals were the major employers of RNs. Nationally 59.1% of nurses and 51% of nurses in Nebraska work in hospitals. The total employment-setting identification follows in Table I. Data were collected in the following employment setting categories: Hospital, Long Term Care, Nursing Education, Alcohol/Detox/Halfway House, Public/Community/Home Health, Student Health/School, Occupational Health, Ambulatory Care, Physician's Office, Self-employed, Agency Staff, Insurance Company/HMO and

"Other." These headings were then re-categorized for Table J to better compare Nebraska results with the National data.

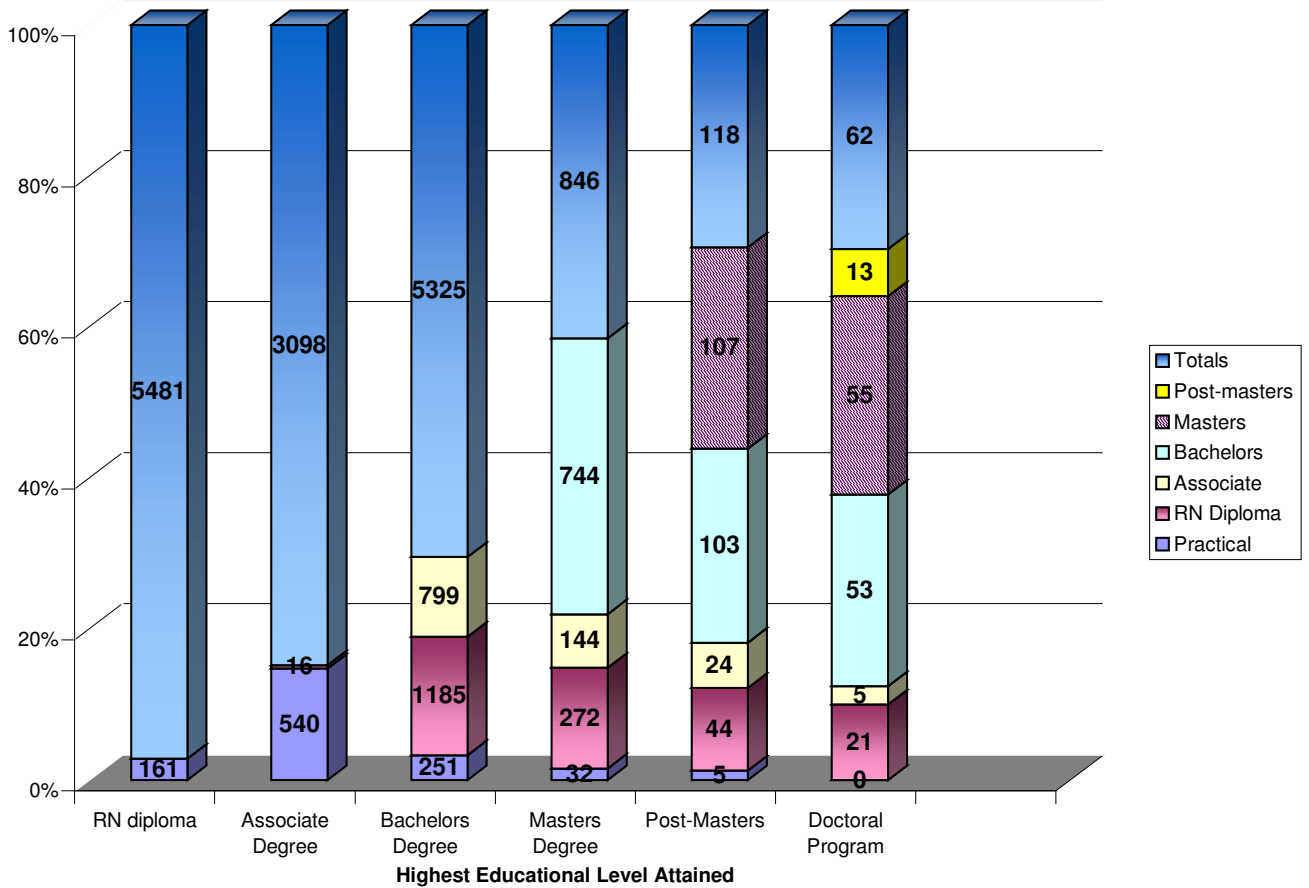
**Table J. Comparison by Percent in Employment Setting Nationally and in Nebraska**

	National Percentage	Nebraska Percentage
Hospital	59.1	51.0
Public/Community Health	18.3	8.1
Ambulatory Care	9.5	4.0
Nursing Home/Long Term Care	6.9	10.9
Education	2.1	3.1
MD Office	Not Available	8.3
Other	3.6	14.6

## **EDUCATION**

Data were gathered from Nebraska nurses regarding their educational preparation. Chart 16 shows the number of nurses for whom basic programs of study were the highest level attained as well as those who articulated upward educationally. Of the 5,481 diploma nurses, 161 of them were at one time Licensed Practical Nurses. Of the 3098 respondents for whom associate degrees were their highest education, 540 of them were once Licensed Practical Nurses. There were 5325 nurses who identified baccalaureate degrees as their highest degree of whom 251 had been LPNs, 799 had associate's degrees, and 1185 had completed diploma programs. Among nurses who held baccalaureate degrees, 41.9% had previous nursing education. Nationally, this figure is approximately 20%.

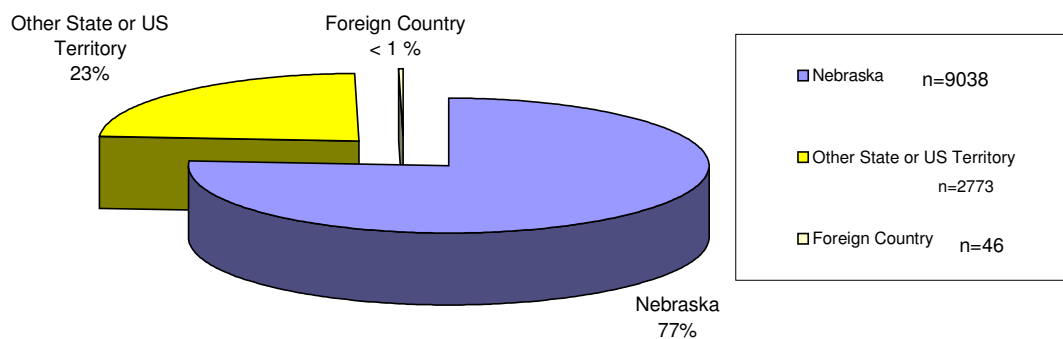
**Chart 16. Articulated Educational Preparation of Nebraska Nurses**



### Educational Preparation

The majority of nurses licensed in Nebraska were educated in Nebraska as well. Seventy-six and 2 tenths percent (76.2%) of Nebraska nurses were educated at Nebraska nursing schools. Twenty-three and four tenths percent (23.4%) were educated outside of Nebraska but with in the United States and territories, and only 46 nurses were educated in foreign countries. Chart 17 and Table K show nurses' education by location.

**Chart 17. Location of Nursing Preparation**



**Table K. Location of Nursing Education**

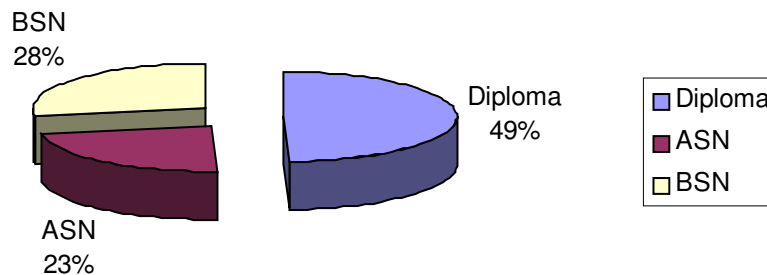
Nebraska Educated	U.S. Educated other than Nebraska	Foreign Educated
76.2%	23.4%	0.4%

### Initial Educational Preparation

Across the nation, 29.6% of RN's received their basic nursing education at the diploma level, 40.3% received associate degrees and 29.3% had generic baccalaureate degrees.

Nebraska RNs' initial or basic education statistics revealed that 49% originally held diplomas, 23% associate degrees and 28% baccalaureate degrees. Chart 18 shows the percentage of initial educational preparation for current Nebraska RNs.

**Chart 18.** Percentage of Initial Educational Preparation by Type of Program



Statewide, the highest level of academic achievement among nurses was 36.7% diplomas, 20.8% associate degrees, 35.7%, baccalaureate degrees, and 6.1% master's degrees or doctorates. Another 0.7% stated they held post-master's certificates. Nationally the highest level of education for RNs was diploma 22.3%, associate degree 34.3%, baccalaureate degree 32.7% and masters or doctorate 10.2%.

### 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



but the practical nursing education are associated with RNs. Chart 19 details the percentage of nurses who identify with each educational type. Practical nursing education was queried to capture the number of LPNs who had articulated to RN licensure. At the time of the Nebraska study the category with the largest percentage (35%) was that of diploma nurses. Baccalaureate graduates comprised 34% of the total. Twenty percent of the respondents were associate degree graduates. Approximately 6% of the Nebraska nurses were educated at the master's degree level or higher.

**Chart 19.** Types of Programs Completed by Nebraska Nurses

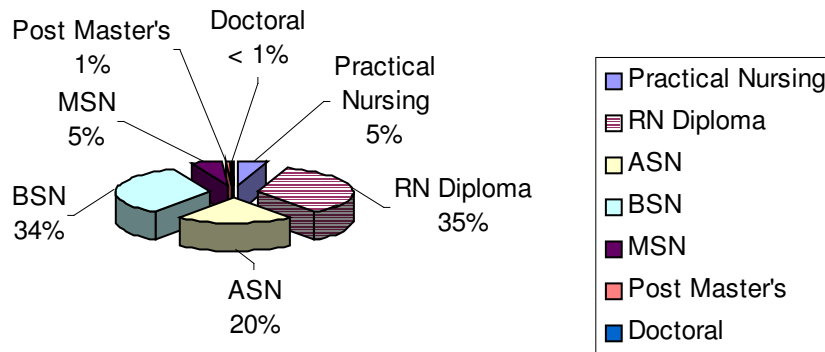
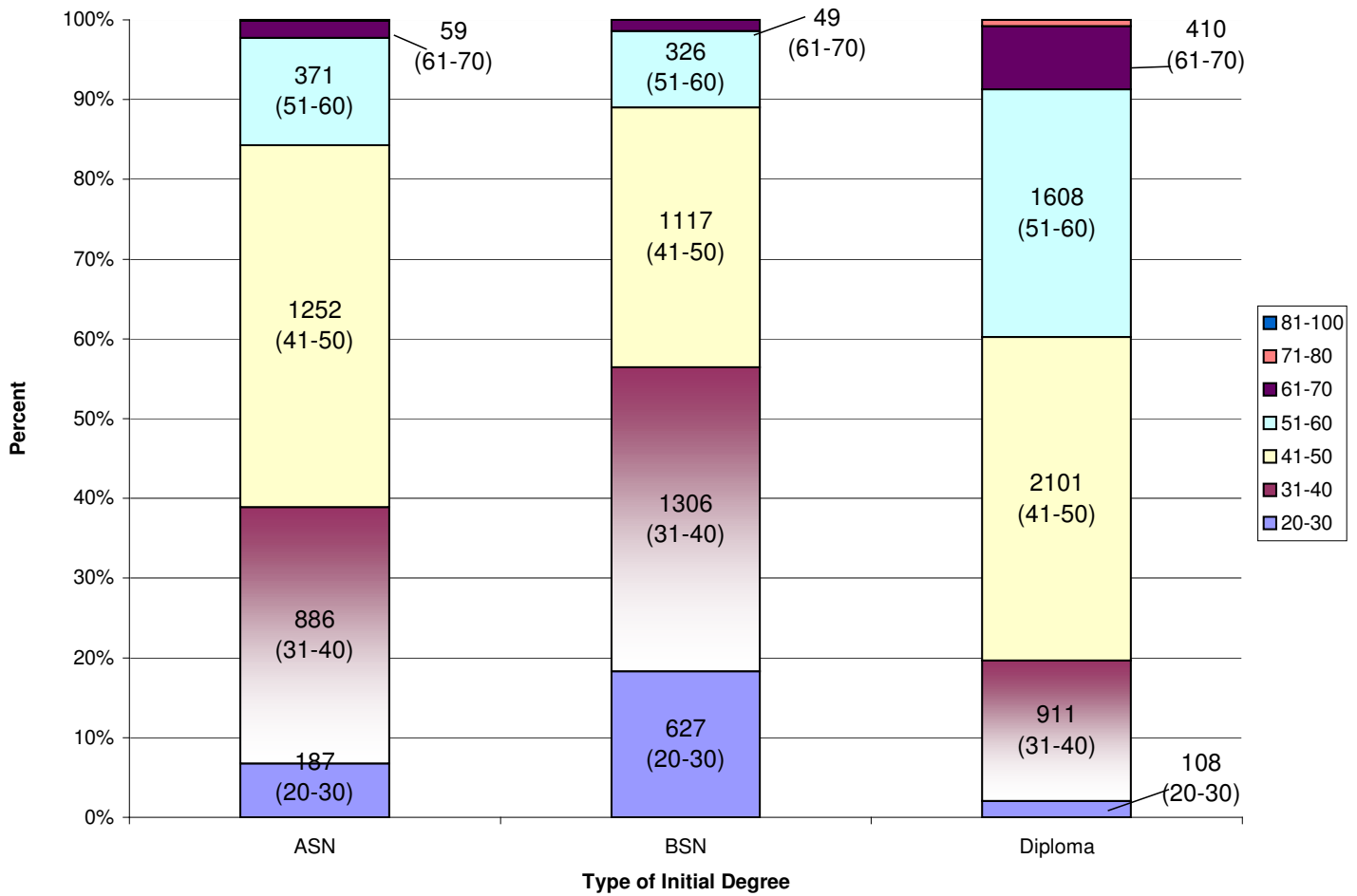


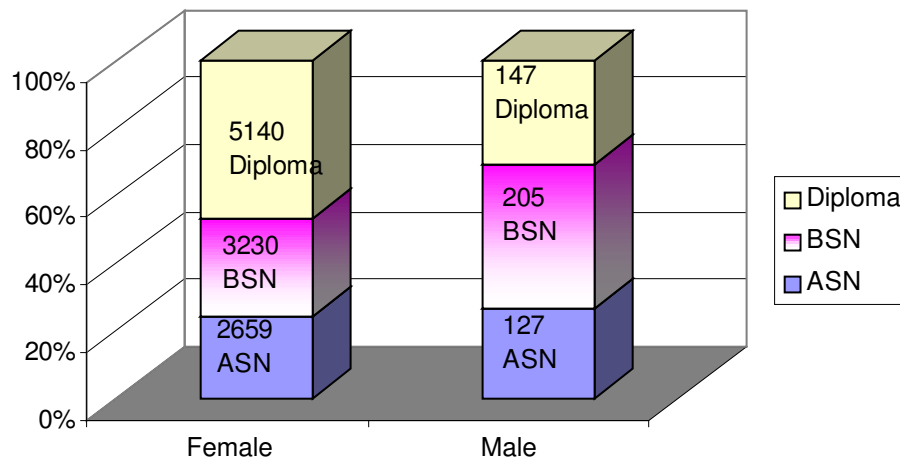
Chart 20 depicts the ages at the time of the 2000 survey of Nebraska RNs for each level of educational preparation. It shows that 80.3% (n=4159) of diploma educated nurses identified themselves as being 41 or older. Of the baccalaureate prepared nurses, 43.56% (n=1492) were 41 or older. Sixty-one percent (61%) of associate degree prepared nurses (n=1686) were also in the 41 or older category. More 20-30 year olds (n=627) held bachelor's degrees than either associate (n=187) degrees or diplomas (n=108).

**Chart 20. Age of Nebraska Nurses by Type of Educational Program**



A higher proportion of male RNs (42.8%) were BSN prepared than were females (29.2%). Chart 21 indicates the frequency of male and female RNs by type of initial educational preparation.

**Chart 21. Type of Initial Degree by Gender**



**Average Number of Years Worked by Initial Program Type**

Diploma nurses have the longest mean number of employment years (23.795). This factor of longest years of employment coincides with Chart 4 that indicated diploma educated nurses were the older nurses in the survey. Associate degree graduates have worked an average of 14.018 years and the BSN nurses have been employed an average of 13.199 years. Table L represents the mean number of years worked and frequency for each type of initial degree.

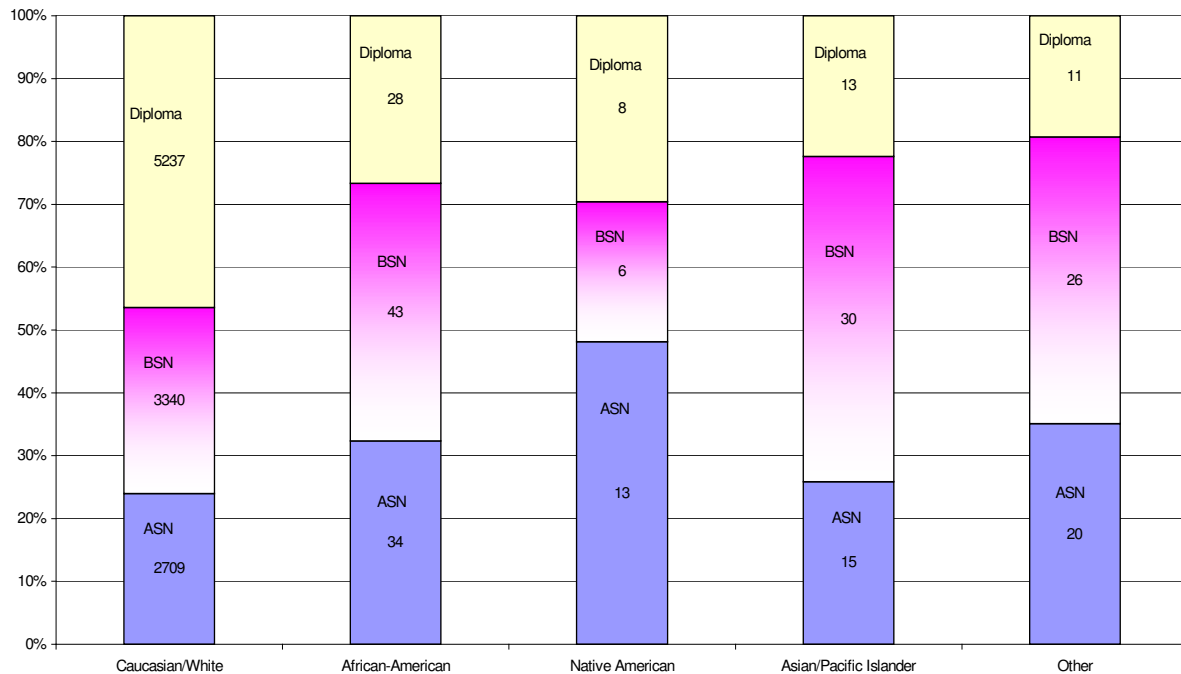
**Table L. Average Number of Years Worked by Type of Initial Program**

Type of Initial Degree	Mean Number of Years Worked	N
Associate	14.018	2561
Bachelor	13.199	3158
Diploma	23.795	4929
Total	18.301	10648

## Education and Race/Ethnicity

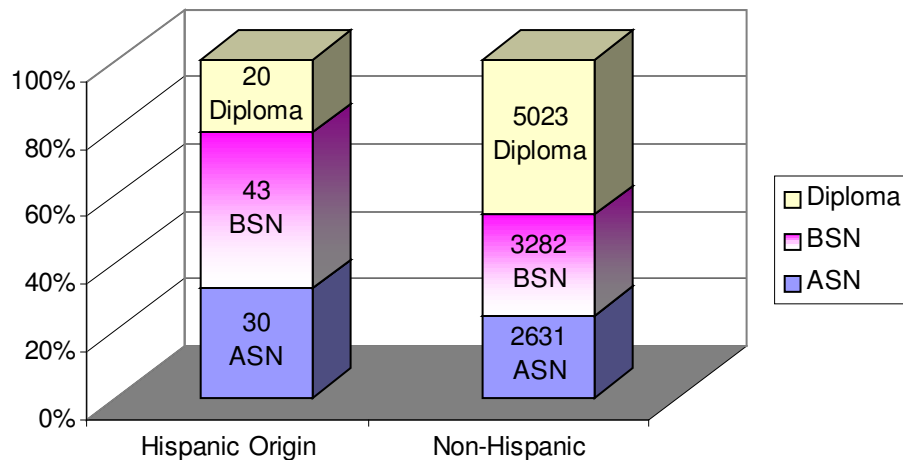
When examining educational preparation with racial/ethnic background it can be seen that all educational types are represented in each category. Asian/Pacific Islanders proportionately have a higher percentage of baccalaureate degree-nurses than do the other categories. African-American, Native-American and "Others" had a higher proportion of associate degree holders. The predominate proportion with diploma education was Caucasian. Chart 22 indicates the percentages of each educational type by racial/ethnic background.

**Chart 22. Percent Educational Type by Racial/Ethnic Background of Nebraska Nurses**



Because Hispanic origin/descent was a separate variable, type of education for this variable was also collected separately. Chart 22 shows the percentage of respondents who identified themselves as being of Hispanic origin or descent by their educational preparation. Seventy-nine percent of Hispanic nurses were educated at either the ASN or BSN level. Only 21% had diploma educations. Forty-six percent of non-Hispanic nurses identified themselves as having received diploma education.

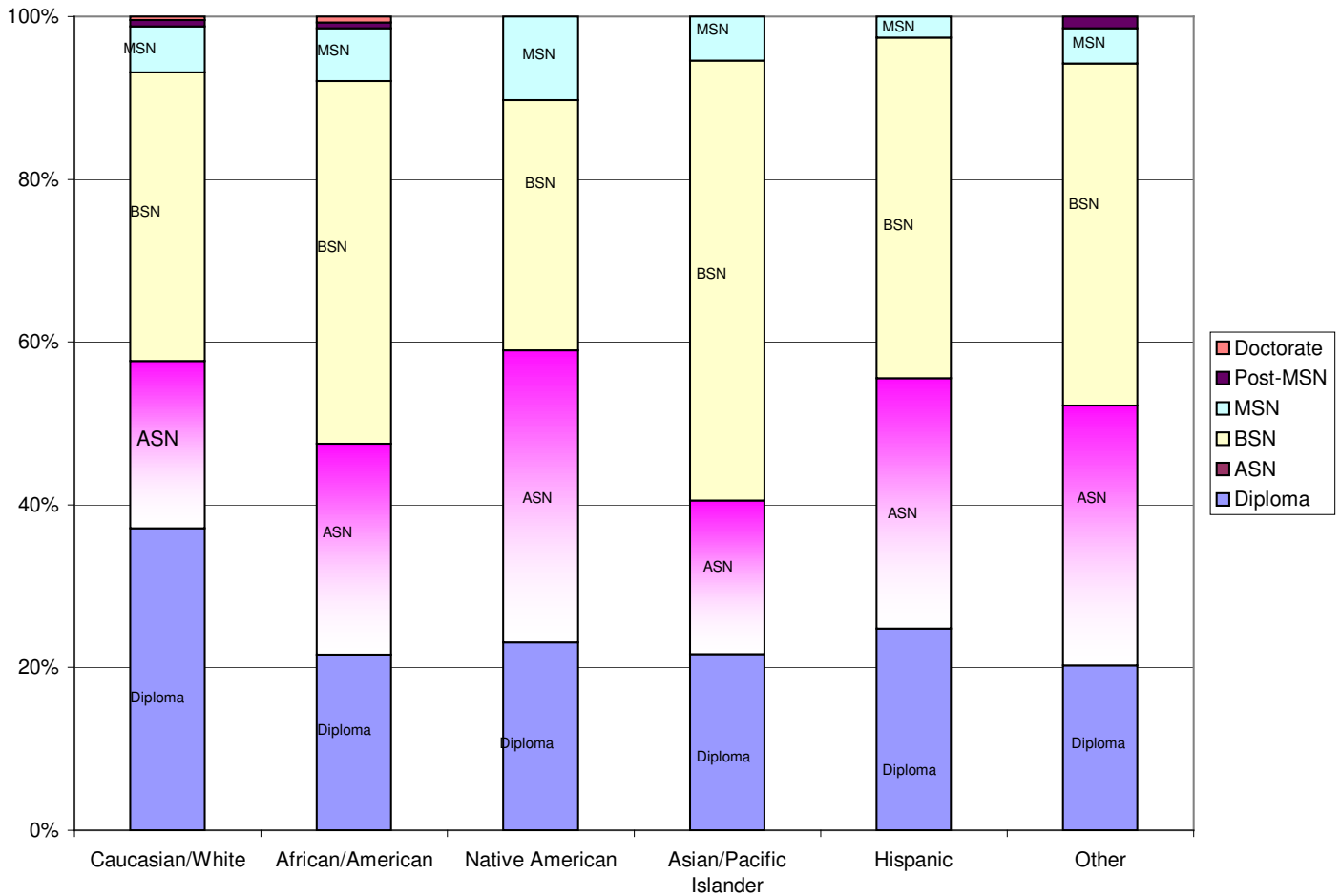
**Chart 22.** Percent Educational Type by Hispanic Origin/Descent



### Highest Education by Race/Ethnicity

Nurses may choose to advance their education. The following (Chart 23) illustrates the highest educational degree obtained by race/ethnicity. The majority (59%) of Asian/Pacific Islanders obtained BSN or post-baccalaureate degrees. A higher percentage of Caucasians were educated at the diploma or associate degree level.

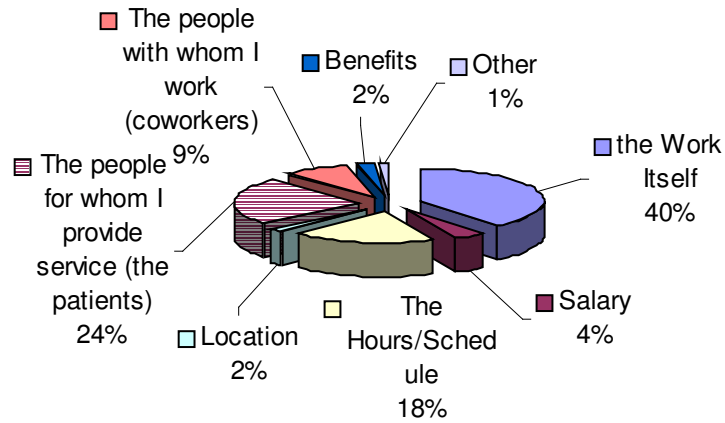
**Chart 23. Percent of Highest Educational Preparation by Race/Ethnicity**



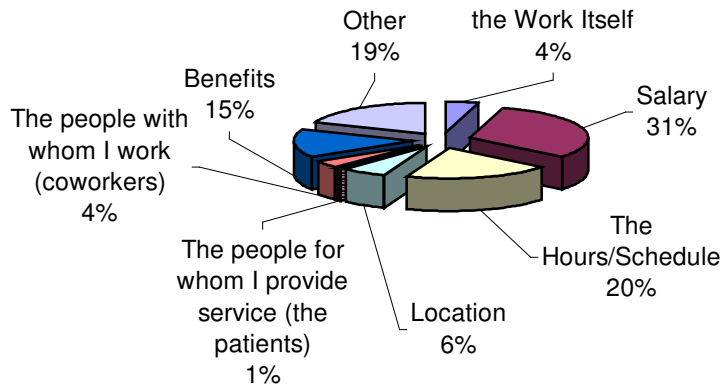
**OPINIONS ABOUT NURSING**

Nurses were asked to identify what they liked both least and best about their careers. Categories included: the work itself, salary, hours/schedules, location, patients, coworkers, benefits and other. Chart 24 breaks down what nurses liked best and Chart 25 categorizes what nurses liked least. In total, 40% of nurses most liked the work itself. Salary (31%) was the least liked aspect of nursing.

**Chart 24. Most Liked Aspect of Nursing**



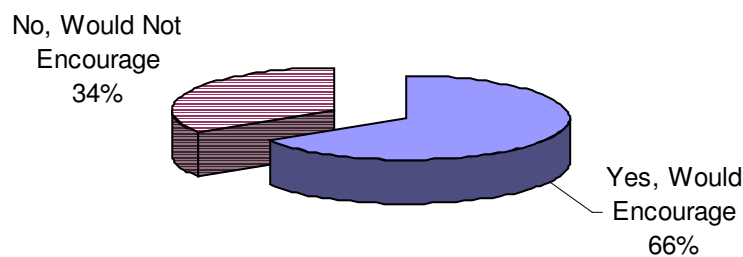
**Chart 25. Least Liked Aspect of Nursing**



## Encouragement of Others

Nurses supplied their opinions on whether they would encourage others to choose nursing as a career. Most (66%) responded that they would. Chart 26 shows the percentage of nurses who would and would not encourage others to choose to practice nursing.

**Chart 26.** Encourage Others to Choose Nursing As A Career



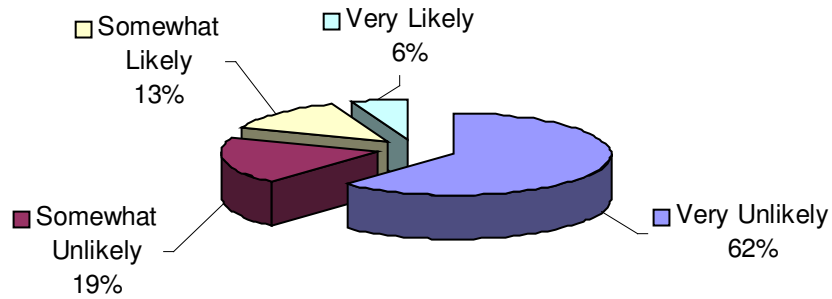
## Leaving Principle Employment

Most nurses (62%) found it very unlikely that they would leave nursing as their principle employment. Chart 27 expresses in percentages the likelihood of nurses leaving their principle employment.

Some RNs (18.9%) answered that leaving was somewhat unlikely, 13.3% of RNs said leaving was somewhat likely, and only 5.7% of RNs indicated that their departure was very likely to occur.



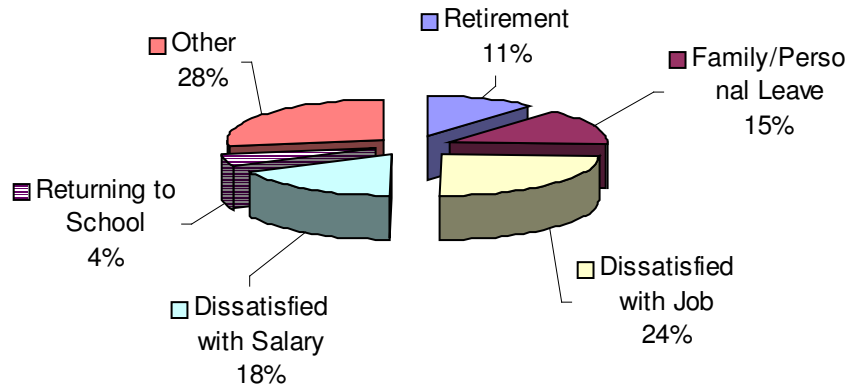
**Chart 27. Likelihood of Leaving Principle Employment**



### **Reasons for Leaving**

Those Nebraska nurses who plan to leave their principle employment as nurses identified main reasons for leaving. Nearly a fourth of the respondents selected "dissatisfied with their jobs." Another 18% chose "dissatisfied with their salary." Retirement was given as the main reason for planning to leave by 11% of the respondents. Chart 28 provides the percentage and main reason for nurses who plan to leave their principle employment.

**Chart 28. Main Reason For Planning to Leaving Principle Employment**



## **LICENSURE**

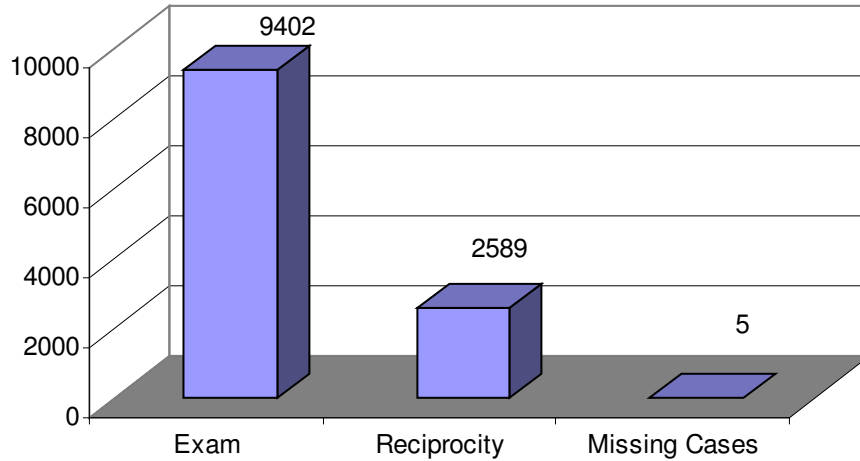
### **Method of Licensure**

Nurses can attain a Nebraska license in one of two ways, by examination or endorsement/reciprocity. Endorsement/reciprocity is a process by which a nurse who has been licensed in another state may obtain a license in a different state. In the Nebraska sample, the large majority of licensees obtained their initial licenses by examination in Nebraska. The frequency and percentage of each category are located on Table M. These data are illustrated in Chart 29.

**Table M. Number and Percent of Nurses Licensed by Exam and Reciprocity**

	Frequency	Percent
Exam	9402	78.4%
Reciprocity/Endorsement	2589	21.6%
Total	11991	100.0%
Missing unknown	5	

**Chart 29. Number of Nurses Licensed by Exam and Reciprocity**



Since 1941, 75.8% - 83.3% of Nebraska RNs were licensed by examination. Nebraska nurses who came from other states totaled 2589. Table N depicts the licensing method percentages by decades.

**Table N. Date Licensed by How One was Licensed**

		Licensed by	
		Exam	Reciprocity
1941-1950	Count	20 83.3%	4 16.7%
1951-1960	Count	312 82.8%	65 17.2%
1961-1970	Count	1145 80.2%	282 19.8%
1971-1980	Count	2630 79.5%	680 20.5%
1981-1990	Count	2587 75.8%	825 24.2%
1991-2000	Count	2708 78.7%	733 21.3%
Total	Count	9402 78.4%	2589 21.6%

## **Advance Practice, Certified Registered Nurse Anesthetist, and Certified Nurse Midwife**

The Nebraska Survey queried respondents for information concerning advance practice roles. Table O provides data on the number and gender involved in each type of advance role. There were 477 RNs who identified themselves as Advance Practice Registered Nurses (APRN), Certified Registered Nurse Anesthetists (CRNA), or Certified Nurse Midwives (CNM). Males comprised nearly half of the CRNAs, but there were no male CNMs.

**Table O.** Advance Practice Frequencies by Gender

	Female	Male	Total
Advanced Practice Registered Nurse	267	7	274
Certified Registered Nurse Anesthetist	99	90	189
Certified Nurse Midwife	14	0	14
Total	380	97	477

## **LOCATION OF NEBRASKA NURSES**

Nebraska nurses were not evenly dispersed within the state. Appendix B maps the geographical distribution of Nebraska nurses by county. Table P portrays the number of RNs by county. Counties not listed had no RNs in that county. Higher numbers of nurses were in the counties where major cities are located. The largest percentage (65.3%) of nurses lived in Douglas, Lancaster or Sarpy County. Yet, only 48% of all Nebraskans live in the same three counties.

## **Distribution of Registered Nurses with Nebraska Licenses**

Table Q lists the states that respondents indicated as their principle states of employment. Other than Nebraska, the states with the higher percentages were states that shared a border with Nebraska. Most other states had negligible frequencies. There were 11,996 nurses who worked primarily in Nebraska. The total number of nurses with Nebraska RN licenses was 14,408. Therefore, 2412 Nebraska RN licensees worked primarily outside of the state.

**Table P. Location of Nebraska Nurses by County**

County	Number of RNs
Adams	368
Antelope	45
Banner	1
Boone	2
Box Butte	6
Boyd	7
Brown	1
Buffalo	434
Burt	12
Butler	39
Cass	40
Cedar	22
Chase	25
Cherry	23
Cheyenne	8
Clay	16
Colfax	5
Cuming	49
Custer	11

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Dakota	35
Dawes	63
Dawson	63
Deuel	6
Dixon	11
Dodge	249
Douglas	5632
Dundy	11
Fillmore	35
Franklin	13
Frontier	6
Furnas	13
Gage	107
Garden	1
Garfield	9
Gosper	2
Greeley	3
Hall	449
Hamilton	54
Hayes	1
Hitchcock	6
Holt	5
Hooker	5

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Howard	17
Jefferson	35
Johnson	18
Kearney	16
Keith	41
Kimball	14
Knox	37
Lancaster	2110
Lincoln	214
Madison	347
Merrick	24
Morrill	6
Nance	16
Nemaha	2
Nuckolls	15
Otoe	73
Pawnee	17
Perkins	14
Phelps	61
Pierce	19
Platte	137
Polk	19
Red Willow	56

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Richardson	49
Rock	7
Saline	51
Sarpy	194
Saunders	36
Scotts Bluff	46
Seward	9
Sheridan	29
Thayer	39
Thurston	45
Valley	26
Washington	70
Wayne	36
Webster	11
York	95
Total	11913

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**Table Q.** Location of Nebraska RN Licensees

State	Frequency	Percent
Nebraska	11996	83.3
Iowa	376	2.6
Kansas	86	0.6
Colorado	98	0.7
South Dakota	85	0.6
Missouri	63	0.4
Alabama	5	0.0
Alaska	10	0.1
Arizona	45	0.3
Arkansas	6	0.0
California	3	0.0
Connecticut	3	0.0
Delaware	1	0.0
Washington, DC	10	0.1
Florida	41	0.3
Georgia	16	0.1
Hawaii	4	0.0
Idaho	9	0.1
Illinois	34	0.2
Indiana	7	0.0
Kentucky	7	0.0
Louisiana	6	0.0
Maryland	13	0.1
Massachusetts	3	0.0
Michigan	13	0.1
Minnesota	25	0.2
Mississippi	5	0.0
Montana	4	0.0
Nevada	22	0.2
New Hampshire	1	0.0
New Jersey	1	0.0
New Mexico	17	0.1
New York	6	0.0
North Carolina	9	0.1
North Dakota	3	0.0
Ohio	9	0.1
Oklahoma	12	0.1
Oregon	9	0.1
Pennsylvania	7	0.0

South Carolina	7	0.0
Tennessee	11	0.1
Texas	56	0.4
Utah	4	0.0
Vermont	1	0.0
Virginia	19	0.1
Washington	22	0.2
West Virginia	1	0.0
Wisconsin	8	0.1
Wyoming	37	0.3
International	45	0.3
No state indicated	1127	7.8
Total	14408	100%

## **SUMMARY**

The results of the Nebraska Registered Nursing Workforce Survey 2000 indicate that the state statistics reflect the national Registered Nurse findings in most areas. Gender distribution is similar in the nation and Nebraska. Nebraska has an aging RN population, particularly among the large numbers of diploma educated RNs. Nationally, the nursing population is more diverse than Nebraska's. Salary ranges reflected wide differences among the respondents but did not account for part-time/full-time status. Male nurses had proportionately higher salaries in the highest income bracket than female nurses. Only 33 RNs in the sample were looking for jobs in nursing. All other respondents (n=11,727) were either employed in nursing or not looking for jobs. The primary work site was the hospital, and patient care was the primary activity of Nebraska nurses. The data on academic preparation showed a trend for educational articulation. A large number of BSN prepared nurses (41.9%) had been LPNs, Diploma graduates or Associate Degree graduates. Nurses most liked the "work itself" and least liked their salaries. Two-thirds of the nurses in Nebraska would encourage others to become nurses. Nurses in Nebraska were largely "very unlikely" or "unlikely" to leave their current employment. For those nurses who did leave employment situations, a variety of reasons were cited, including retirement (11%). Nebraska nurses, primarily educated within the state, have licenses via examination rather than reciprocity by a large majority. Nebraska nurses were not located proportionately to the state's population.

## **Appendix A**

### **Registered Nursing Workforce Survey 2000**

1. Race Ethnic Category:

- Caucasian/White
- African American/Black
- Native American
- Asian/Pacific Islander
- Other \_\_\_\_\_

2. Hispanic origin or descent?  Yes  No

3. Do you have minor children or adults living education program in your home who are dependent on you for their care? examination.

(Please indicate yes or no for each age group)

	Yes	No
Newborn to 6 years	<input type="checkbox"/>	<input type="checkbox"/>
7-14 years	<input type="checkbox"/>	<input type="checkbox"/>
15-18 years	<input type="checkbox"/>	<input type="checkbox"/>
Adults	<input type="checkbox"/>	<input type="checkbox"/>

4. Where was the location of the basic nursing that prepared you to take the RN licensing

- Nebraska
- Other state or US territory
- Foreign country

5. Which nursing education programs program leading

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
- Doctoral Program

6. Are you currently enrolled in a nursing education to a degree/certificate?

- Not currently enrolled
- Baccalaureate Degree Program
- Master's Degree Program
- Post-master's Certificate Program
- Doctoral Program
- Other \_\_\_\_\_

7. If you have a non-nursing degree(s), advanced practice did you earn this degree before entering your basic nursing education program that prepared you for RN licensure?

- Yes
- No

8. Are you currently licensed in Nebraska in an role? (Mark all that apply)

- Advanced Practice Registered Nurse (APRN)
- Certified Registered Nurse Anesthetist (CRNA)
- Certified Nurse Midwife (CNM)

9. 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 an RN position
- Working in a non-nursing job – not looking for an RN position
- Not employed – looking for an RN position
- Not employed – looking for a non-nursing job
- Not employed – not looking for job

If you are not currently working in a nursing position (if you selected any option except the first option to question #9), 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.

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

- practicing  
 \_\_\_ 1  
 of roles as defined in  
 \_\_\_ 2  
 education/consultation, providing  
 \_\_\_ 3 or more  
 technology –telephone,

patients in another state

12. 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  
 \_\_\_\_\_  
 \_\_\_ More than \$35,000 but less than \$45,000  
 \_\_\_\_\_  
 \_\_\_ More than \$45,000 but less than \$55,000  
 \_\_\_\_\_  
 \_\_\_ More than \$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  
 \_\_\_\_\_  
 \_\_\_ More than \$105,000  
 \_\_\_\_\_

11. List all of the states in which you are currently

nursing. (Practicing nursing includes a variety of roles as defined in the Nurse Practice Act. Providing or managing direct patient care or using computer, etc. – to assess, teach or advise constitutes practicing nursing in that state.)

For the following questions, please use the following definitions:

**Principal Employment:**

Employment where the greatest number of your RN working hours are spent.

**Secondary Employment**

Employment where the second greatest number of your RN working hours are spent.

13. 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> )
Hospital	_____	_____
Long Term Care	_____	_____
Nursing Education	_____	_____
Alcohol/Detox/Halfway House	_____	_____
Public/Community/Home Health	_____	_____
Student Health/School	_____	_____
Occupational Health	_____	_____
Ambulatory Care	_____	_____
Physician's office	_____	_____
Self-employed	_____	_____
Agency Staff (temporary or scheduler)	_____	_____
Insurance Company/HMO	_____	_____
Other _____	_____	_____

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

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

Nursing Research \_\_\_\_\_  
 Other \_\_\_\_\_

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

	Principal Employment	Secondary Employment
Less than 1 year	_____	_____
1-3 years	_____	_____
More than 3, but less than 5 years	_____	_____
5 or more, but less than 10 years	_____	_____
10 or more years	_____	_____

16. Of the total years you have been licensed as an RN, how many years have you principal employment.  
 been employed in nursing? \_\_\_\_\_

17. Write in the city and state of your

\_\_\_\_\_ city state

18. How many miles do you drive one way to get to work at your principal nursing employment? \_\_\_\_\_

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

\_\_\_\_ 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

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

\_\_\_\_ The work itself  
 \_\_\_\_ Salary  
 \_\_\_\_ The hours/schedule  
 \_\_\_\_ The location  
 \_\_\_\_ The people for whom I provide service (patients)  
 \_\_\_\_ The people with whom I work (co-workers)  
 \_\_\_\_ The benefits (insurance, paid vacation, retirement, etc.)  
 \_\_\_\_ Other \_\_\_\_\_

21. What do you like least about your employment? (Select one)

\_\_\_\_ The work itself  
 \_\_\_\_ Salary  
 \_\_\_\_ The hours/schedule  
 \_\_\_\_ The location  
 \_\_\_\_ The people for whom I provide  
 \_\_\_\_ The people with whom I work  
 \_\_\_\_ The benefits (insurance, paid  
 \_\_\_\_ Other

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

\_\_\_\_ Very unlikely  
 \_\_\_\_ Somewhat unlikely  
 \_\_\_\_ Somewhat likely  
 Dissatisfaction with salary  
 \_\_\_\_ Very likely  
 Returning to school  
 Other \_\_\_\_\_

23. If very likely or somewhat likely that you principal employment in the next 12

main reason? (Select one)  
 \_\_\_\_ Retirement \_\_\_\_\_  
 \_\_\_\_ Family/personal leave \_\_\_\_\_  
 \_\_\_\_ Dissatisfaction with job \_\_\_\_\_

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

\_\_\_\_ Yes  
 \_\_\_\_ No

25. Would you encourage others to choose

\_\_\_\_ Yes  
 \_\_\_\_ No

