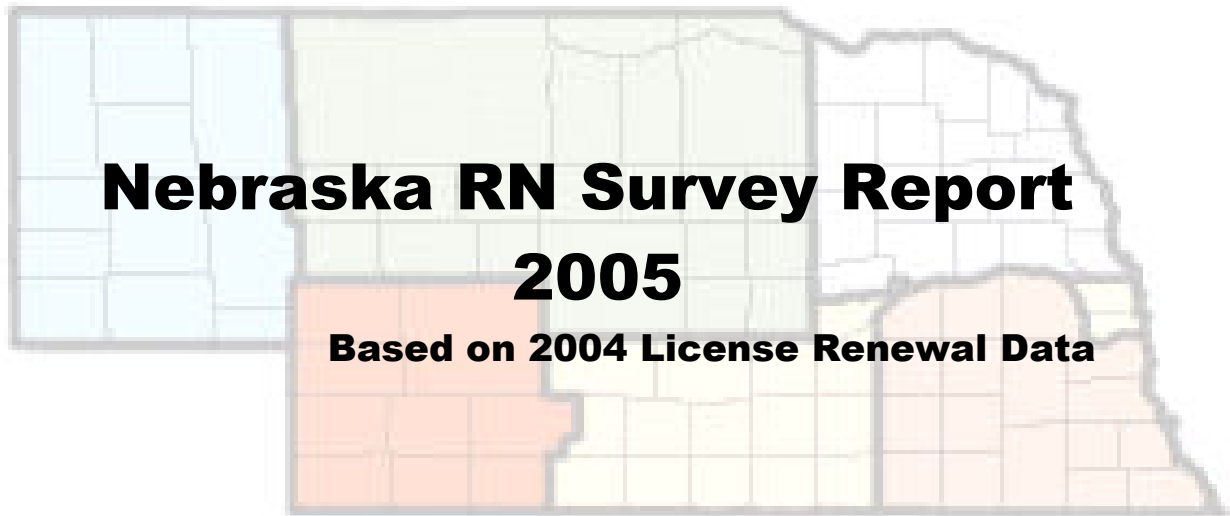


Nebraska Health and Human Services System



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BACKGROUND

In October of 2004, 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, date of licensure, method of licensure, social security number and zip code. The questionnaire can be found in Appendix A. Within this database a total of 19,775 nurses with active licenses had information on the variables listed above.

A total of 15,416 Workforce Surveys were returned and entered for data analysis. Of those surveys, 174 did not have license numbers, resulting in a total of 15,242 surveys that could be merged with the database. If a registered nurse did not complete any items from the survey or did not have any information from the database, they were deleted from the analysis. This left 15,148 nurses with data from both the survey and from the database. The maximum number of respondent's for each table is 11,755. However, the total number of respondents will fluctuate based on the response rate of each item. For example, not all respondents indicated both their gender and age; therefore, the total number of nurses providing a response for both items was 10,536. This method of dealing with missing data was chosen due to the dramatic decrease in sample size that would have occurred if analyses were conducted only for those respondents who had complete data on all survey items and database information.

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 RN Population: National Sample Survey of Registered RNs – March 2000, Preliminary Findings February 2001*, a report of the U.S. Department of Health & Human Services, Health Resources and Services Administration.

The Nebraska survey data were compiled by Doyoung Kim, B.A.; Brett Foley, M.S.; Tzu-Yin Chin, M.A.; James Peugh, M.S.; and Craig Enders, Ph.D., of the Nebraska Evaluation and Research Center, University of Nebraska – Lincoln.

The number of active Registered Nurses has risen in the past fifteen years. Table A provides the number of RNs licensed in Nebraska at the end of each calendar year. Numbers are reported for odd-numbered years from 1987 to 2003. RN licenses expire in the latter part of the year in even-numbered years. At the time of renewal the total number of RNs licensed in the state always drops significantly because of RNs who do not renew their license due to retirement, death, leaving the state or ceasing to practice nursing. The total number of RNs licensed in the state then continues to grow until the next renewal when it once again falls. The total number

licensed at the end of odd-numbered years was chosen for comparison because it represents the midpoint between when the major fluctuations occur. This number includes all licensees, and does not distinguish whether the RN practiced or lived in Nebraska.

Table A. Number of Active RNs in Nebraska 1987-2003

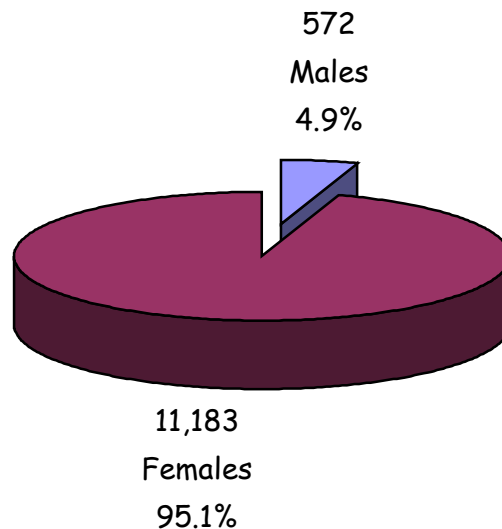
1987	1989	1991	1993	1995	1997	1999	2001	2003
15,541	17,351	17,075	17,893	17,601	20,166	20,729	20,676	19,955

DEMOGRAPHICS

Gender

In Nebraska, 4.9% (n=572) of RNs identified themselves as male and 95.1% (n=11,183) as female. This compares with the 2000 national gender statistics, in which 5.9% of RNs were male and 94.1% were female. In the 2000 Nebraska survey, 4.1% of RNs were male and 95.9% were female and in the 2002 Nebraska survey 4.5% of RNs were male and 95.5% were female. Chart 1 shows the percentage of male and female RNs in Nebraska for the current 2004 survey.

Chart 1. Distribution of Nebraska RNs by Gender in 2004



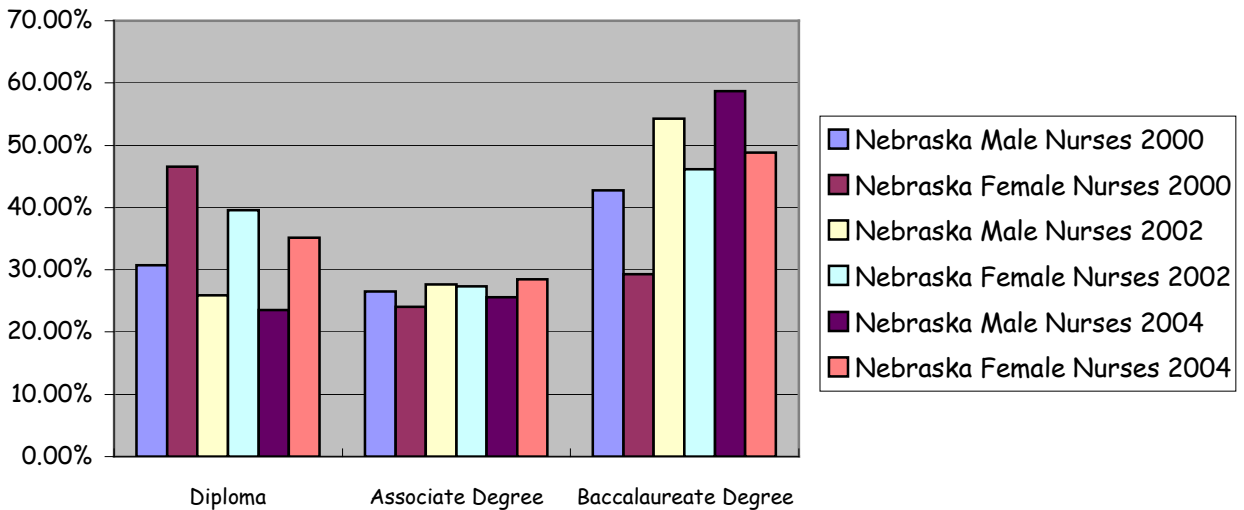
There was an increase in the number of male RNs from 489 in 2000 to 675 in 2002, and a decrease to 572 in 2004. The percent of the RN population that is male increased from 4.1% in 2000 to 4.5% in 2002 and to 4.9% in 2004. This is still below the 2000 national percentage of 5.9%.

The 2004 Nebraska figures indicate the following percentages of educational preparation type by gender: 23.5% of male RNs have an RN diploma, 25.6% an associate degree, and 58.7% a baccalaureate degree; 35.2% of female RNs have an RN diploma, 28.5% have an associate degree, and 48.8% have a baccalaureate degree. The highest percentage of male and female RNs in Nebraska were educated at the baccalaureate level. The 2000 and 2002 Nebraska figures also found 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 at the baccalaureate level. The 2000 national survey found the highest percentages of educational preparation for both female and male RNs at the associate degree level. Over half the male RNs in Nebraska have baccalaureate degrees and more male RNs in Nebraska are diploma and baccalaureate educated as compared to the 2000 national statistics indicating that more men held associate degrees. In 2000 nationally, 14.3% of men held diplomas, 52.7% had associate degrees, and 32.5 had baccalaureate degrees. This is in comparison to their female counterparts, of whom 30.5% had diplomas, 39.6% associate degrees, and 29.6% baccalaureates. Table B compares the 2000 Nebraska percentages, the 2000 national percentages, the 2002 Nebraska percentages, and the 2004 Nebraska percentages of educational preparation by gender. Chart 2 depicts the gender percentage by educational type. Types of educational preparation data are not mutually exclusive for the Nebraska surveys; therefore a RN could be counted in more than one educational program category.

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 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%

Chart 2. Gender Percentage by Educational Type

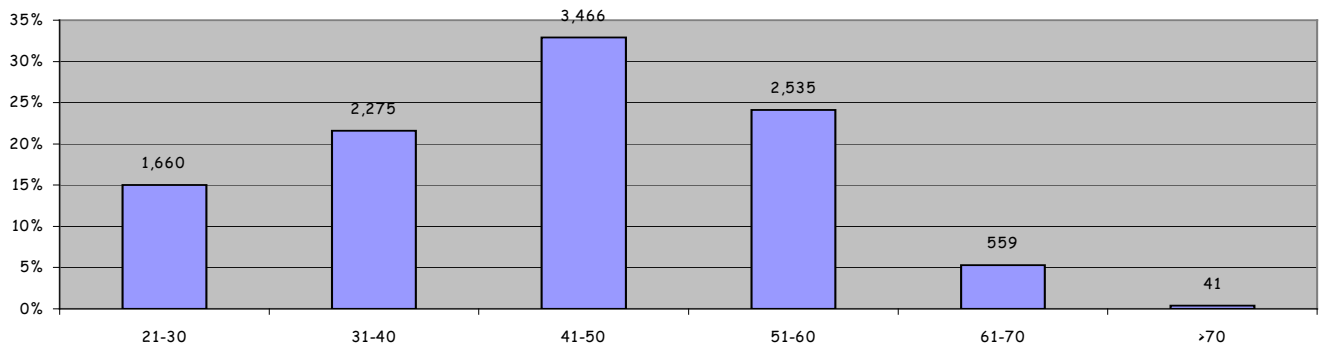


In comparison to the 2000 and 2002 Nebraska surveys, the 2004 data indicated that there was a continued decrease in female RNs at the diploma level and an increase at the associate and baccalaureate degree levels. Male RN percentages decreased at the diploma level from 25.9% in 2002 to 23.5% in 2004 and increased at the baccalaureate degree level from 54.3% in 2002 to 58.7% in 2004.

Age

Chart 3 depicts the distribution of Nebraska RNs by age. The mean age decreased from 44.6 years in 2002 to 43.8 years in 2004. The 2000 Nebraska mean was 45 years and the 2000 national mean was 45.2 years.

Chart 3. Distribution of Nebraska RNs by Age (n=10,536)



The percentage of RNs under 40 years of age has increased since the 2000 survey. 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 that percentage increased to 37.9 in Nebraska and in the 2004 survey was 37.3%. The percentage of RNs under 30 years of age has also increased since the 2000 survey. In 1980, 38.2% of Nebraska's RNs and 25.1% of RNs nationally were under 30. By 2000 that percentage had shrunk to 7.9% in Nebraska and to 9.1% nationally. In 2002 the percentage of RNs less than 30 years of age increased to 15% and the 2004 survey found 15.7% of RNs less than 30 years of age. From 1996 to 2000, the national average age of RNs increased from 44.5 years to 45.2 years (working RNs 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. The average age then decreased to 44.6 years in 2002 and to 43.8 years in 2004.

Age of Respondent by Gender

The highest percentage of Nebraska male RNs were between 41 and 50 years of age as was in the 2000 and 2002 surveys. Younger males comprised only 0.7% of the total RN population in the 19-30 years age group. Females over 41 years of age totaled 60%. 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	%
19-30	1,584	15.0%	76	.7%	1,660	15.8%
31-40	2,114	20.1%	161	1.5%	2,275	21.6%
41-50	3,302	31.3%	164	1.6%	3,466	32.9%
51-60	2,438	23.1%	97	.9%	2,535	24.1%
61-70	547	5.2%	12	.1%	559	5.3%
71-80	38	.4%	0	.0%	38	.4%
80-100	3	<.1%	0	.0%	3	<.1%
Total	10,026	95.2%	510	4.8%	10,536	100.00%

The average current age of Nebraska RNs according to type of nursing program figures showed that the mean age for diploma graduates was 49.7 years, for associate degree graduates was 42.8 years, and for baccalaureate graduates 40.9 years. Master's degree graduates averaged 47.6 years of age, Post-Masters degree graduates were 51.6, and Doctoral graduates were 53.8 years old on average. Table D presents the data on the type of basic educational program by age group for RNs in Nebraska and Chart 4 presents this information in bar graph format. Chart 5 shows the mean age of Nebraska RNs by type of educational

program. Data on type of educational program is not mutually exclusive; therefore a RN could be counted in more than one educational program.

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

AGE (years)	Associate (%)	Baccalaureate (%)	Diploma (%)
21-30	24%	63%	13%
31-40	28%	59%	13%
41-50	31%	39%	30%
51-60	20%	31%	49%
61-70	11%	28%	61%
71-80	9%	21%	70%
81-90	0%	0%	100%

Chart 4. Percentage of Nebraska RNs by Age and Type of Educational Program (n=10,513)

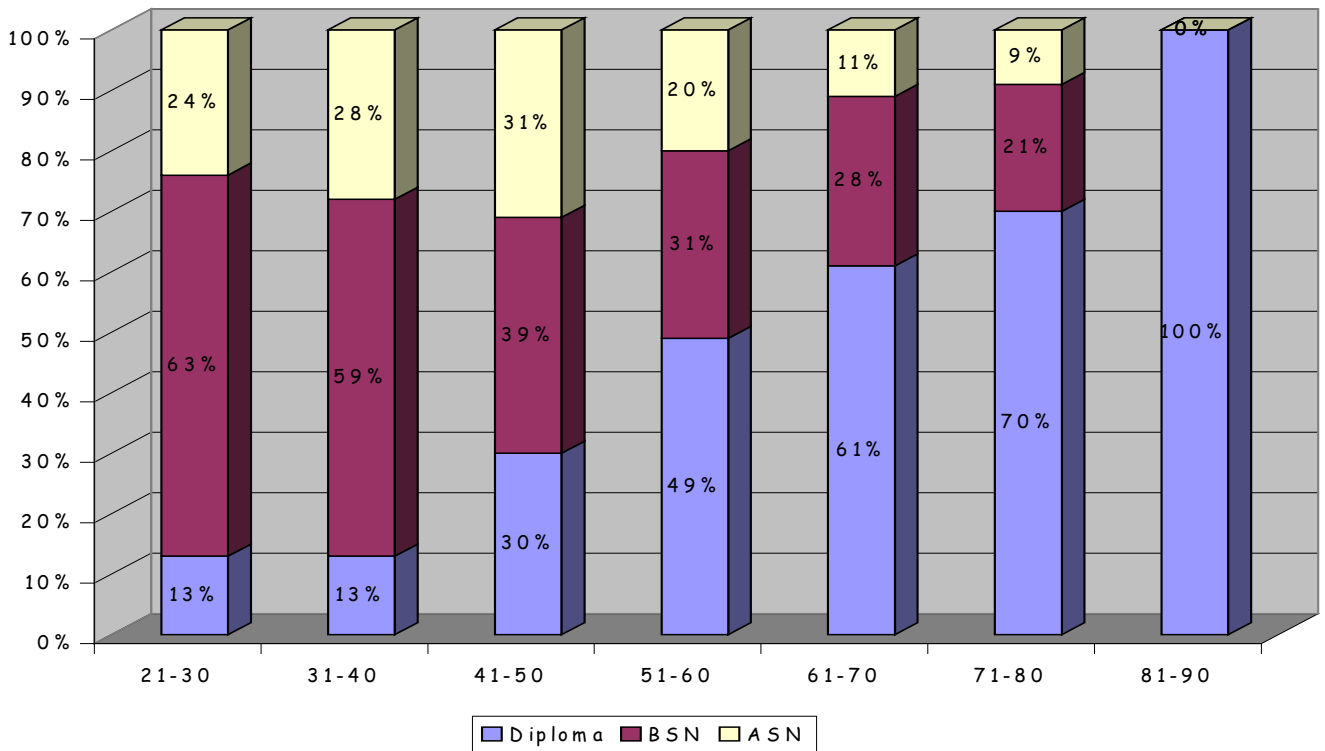
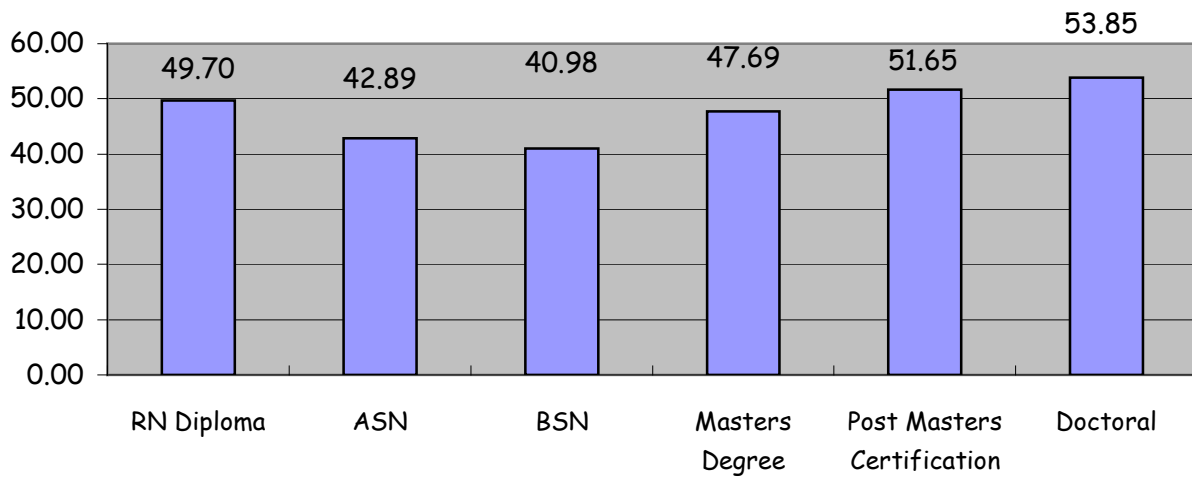


Chart 5. Mean Age of Nebraska RNs by Type of Educational Program



Gender by Years Employed in Nursing

Male RNs have been employed in nursing an average of 12.31 years. Female RNs have been employed longer with a mean of 16.83 years.

Racial/Ethnic Background

Chart 6 shows the distribution of RNs in Nebraska according to self-reported racial/ethnic categories. The preponderance of RNs were Caucasian (n=11,421). Table E illustrates the frequency of each category of race/ethnic background. Chart 7 depicts the distribution of Nebraska's general population by racial/ethnic background in 2001.

Table E. Nebraska RNs by Racial/Ethnic Background

Caucasian	African-American	Native American	Asian/Pacific Islander	Other
11,421	103	25	90	87

The national statistics in March 2000 reflected a more diverse population of RNs than that of Nebraska. Chart 8 is a representation of the national distribution of RNs by racial/ethnic background compared to the general population of the U.S., which was even more diverse.

Chart 6. Distribution of Nebraska RNs by Racial/Ethnic Background (n=11,726)

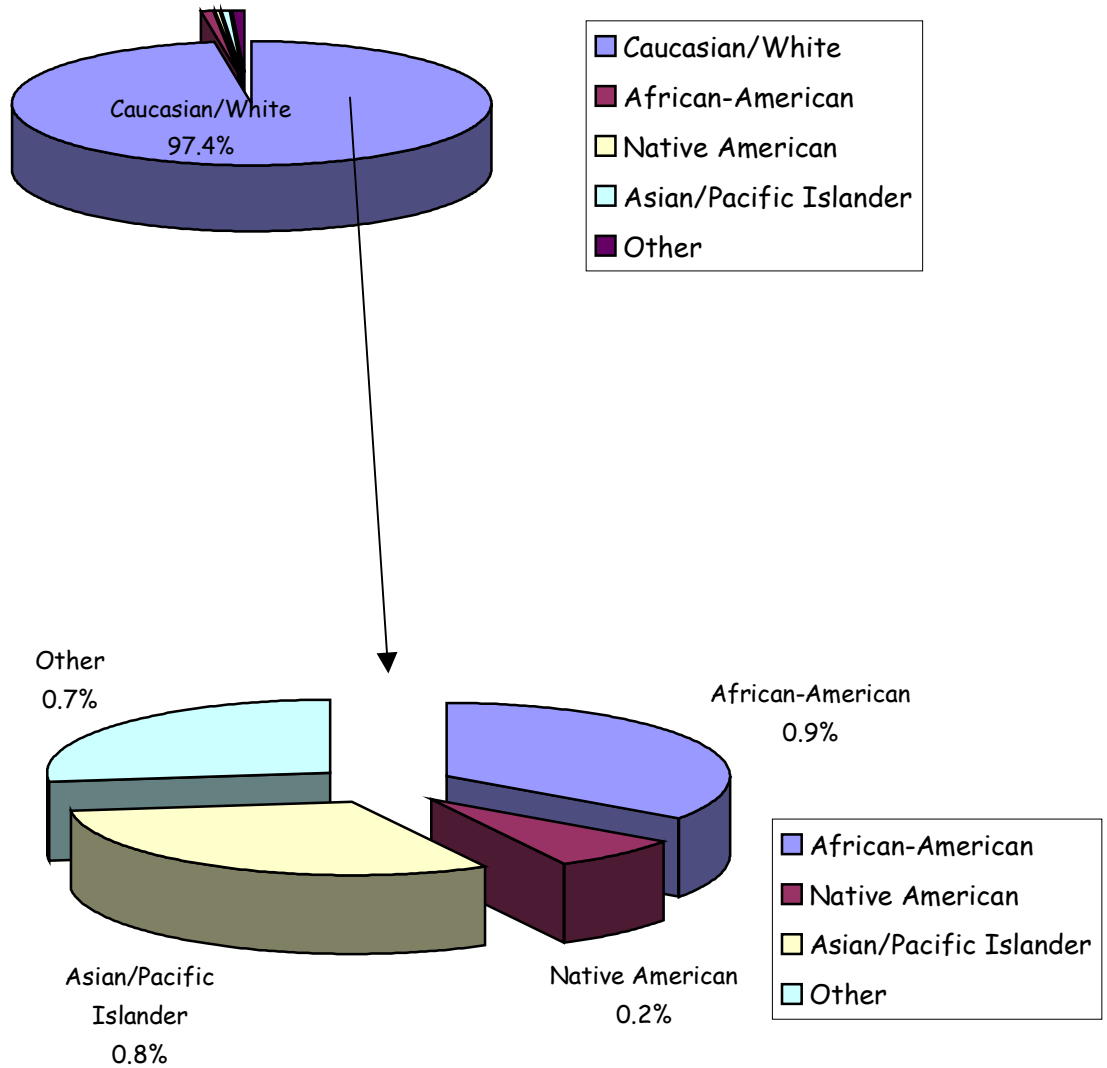


Chart 7. Distribution of Nebraska's General Population by Racial/Ethnic Background (n=94,425)

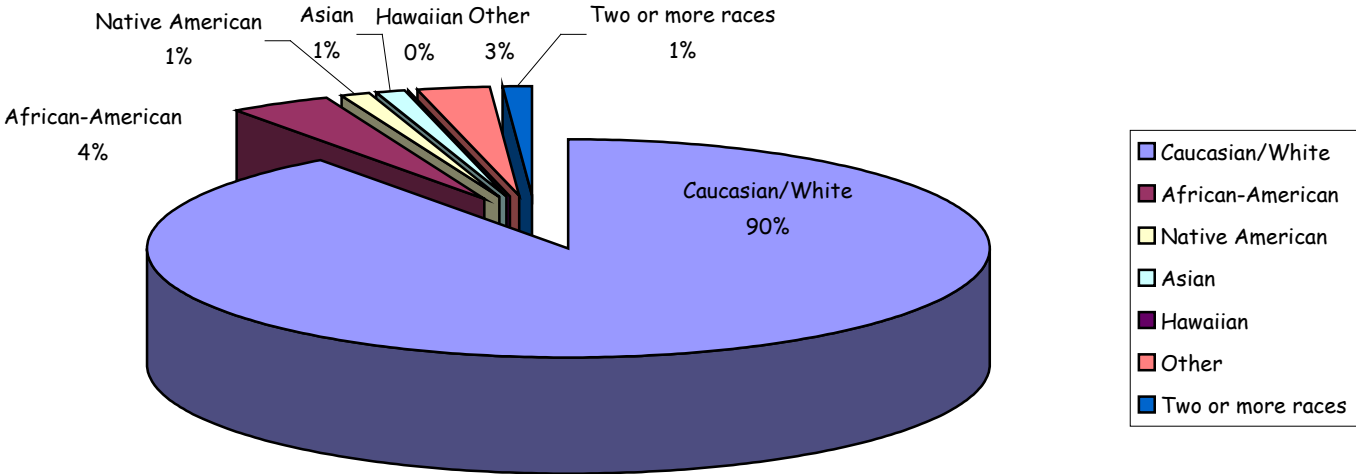
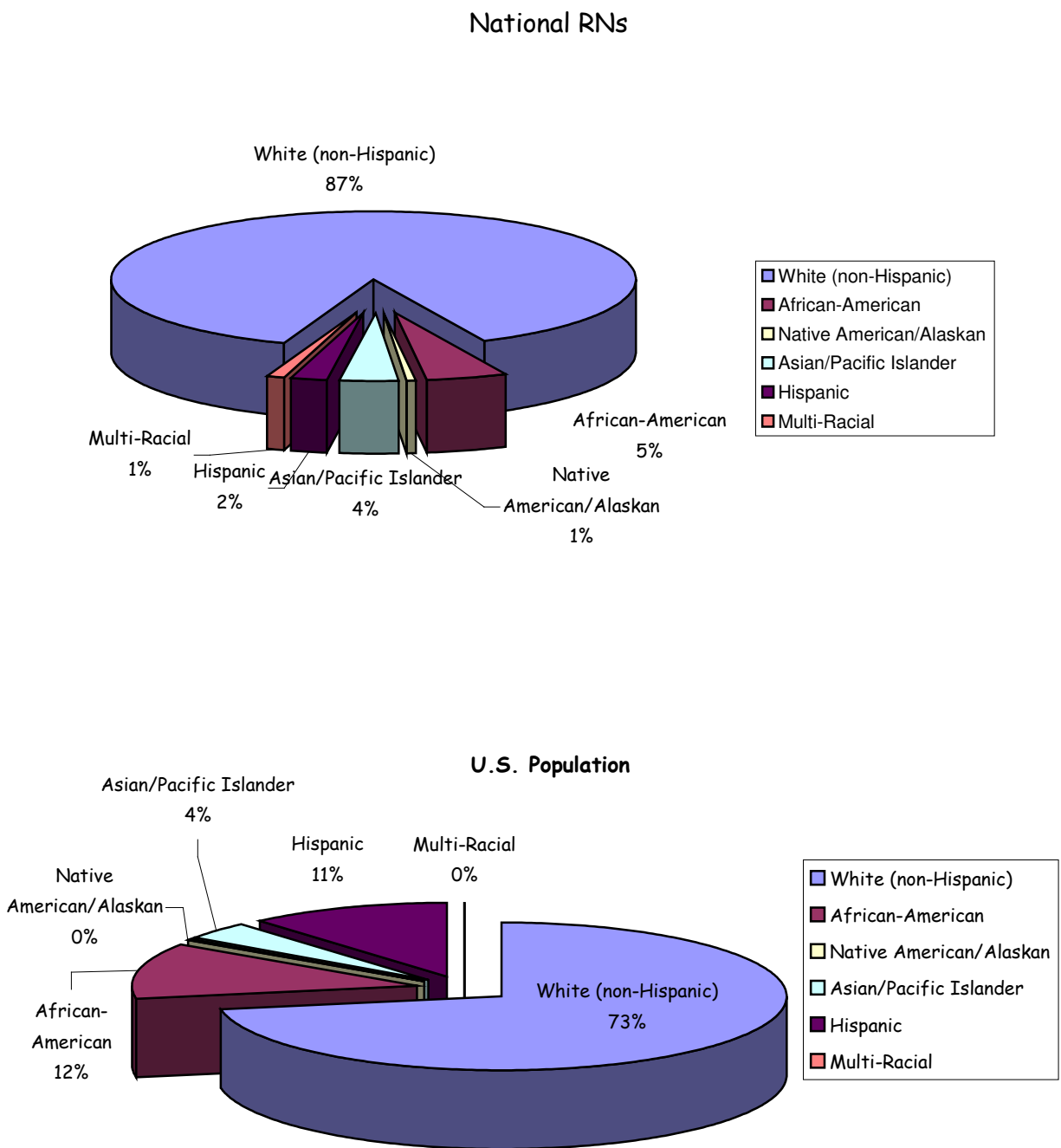


Chart 8. Comparison of National Distribution of RNs (top) and U.S. Population (bottom) by Racial/Ethnic Background.



In March 2000, 13.4% of U.S. RNs 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 RNs, Nebraska's percentage of racial/ethnic RNs was 2.6% compared to 2.5% in 2002 and 3% in 2000. Those indicating Hispanic origin or descent comprised 1.1% in 2004 and 2002 compared to 0.9% in 2000. Table F provides the number of Nebraska RNs identified as Hispanic in origin or descent.

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

Non-Hispanic	Hispanic
11,411	126

Family Status

The 2000 national survey asked RNs 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 RN's care were the choices. Nebraska RNs reported that 22.3% have children 6 years old or younger, 28.7% have children 7 to 14 years old, and 21.4% have children ages 15 to 18. In comparison, the 2002 survey found that 28% had children 6 years old or younger, 36% had children 7 to 14 years old, and 28% had children ages 15 to 18. In 2000, 20.6% of Nebraska RNs had children 6 years old or younger, 31.5% had children 7 to 14 years old, and 23% had children ages 15 to 18.

SALARY

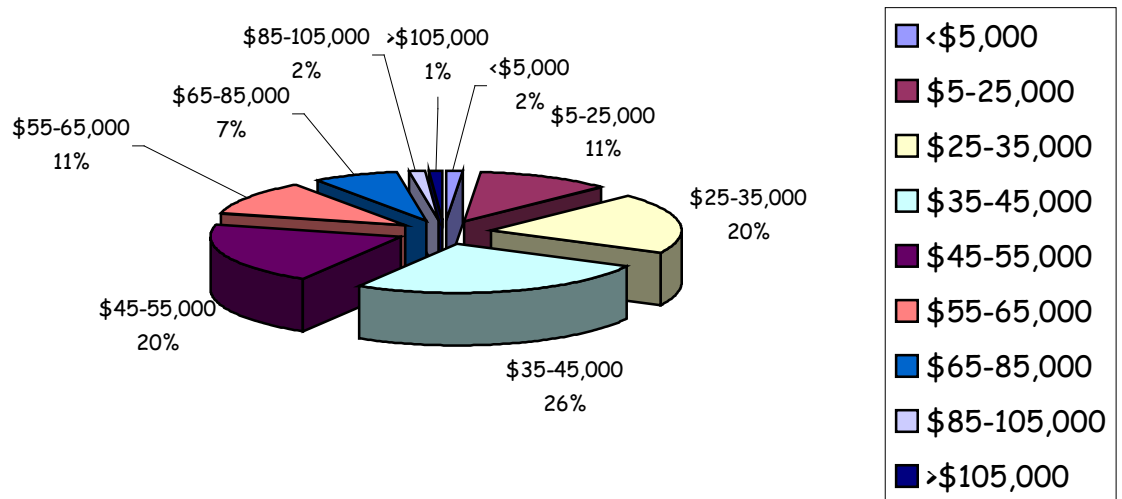
The Nebraska respondents were asked to describe their salary ranges. Chart 9 shows the percentages for RNs who identified each salary range.

The mean salary of Nebraska RNs in 2004 was \$49,350 according to Nebraska Workforce Development Information, U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics. This was an increase from the national RN average of \$46,782 in 2000 and the Nebraska mean salaries of \$39,679 in 2000 and \$42,460 in 2002. The Nebraska data are reported in ranges in Table G.

Table 6. Percent Nebraska RN Salary

Salary Range	Percent of Respondents
<\$5,000	1.5%
\$5-25,000	11.3%
\$25-35,000	19.6%
\$35-45,000	26.2%
\$45-55,000	20.4%
\$55-65,000	11.4%
\$65-85,000	7.0%
\$85-105,000	1.4%
>\$105,000	1.2%

Chart 9. Salaries of Nebraska RNs (n=11,644)



Salary by Gender

Female RNs (Chart 10) in Nebraska reported proportionately lower incomes than did 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, or other variables. The highest pay category, "More than \$105,000," showed a wide disparity between male and female percentages. Of male RNs, 10% reported salaries in the highest range, but only 1% of female salaries were in the highest range. These results were comparable to the 2000 and 2002 Nebraska survey results. In 2000, 11% of males and 1% of females were in the highest salary range and in 2002, 14% of males and 1% of females were in the highest salary range. Chart 12 shows the proportionate comparison between male and female nursing salaries in Nebraska.

Chart 10. Salary of Female Nebraska RNs (n=11,083)

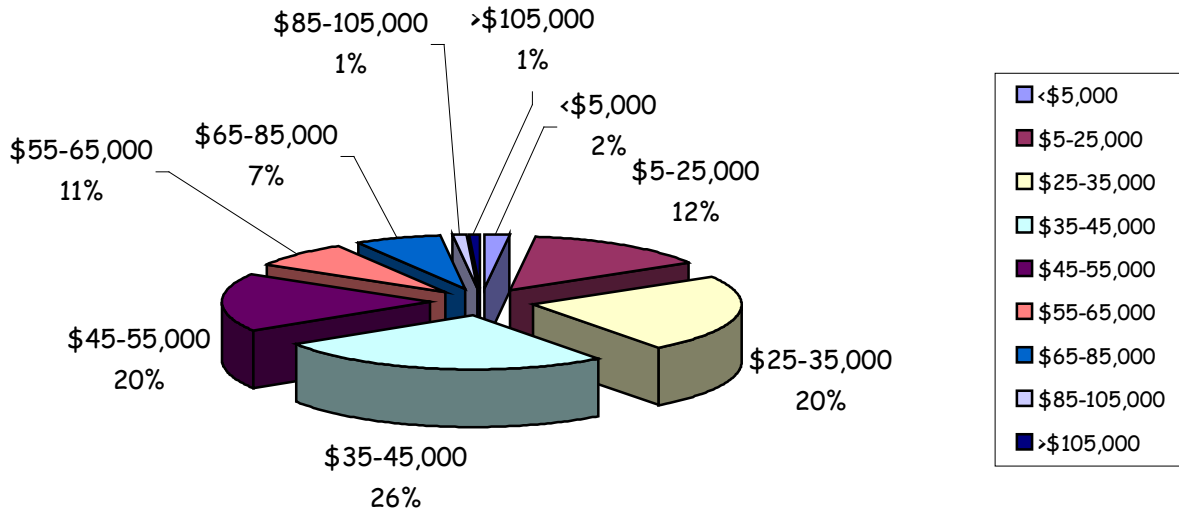


Chart 11. Salary of Male Nebraska RNs (n=561)

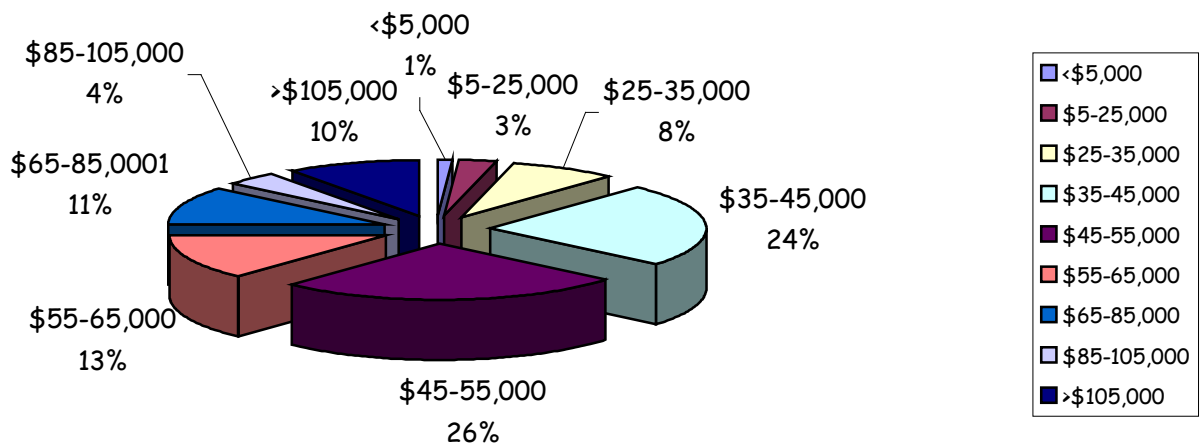
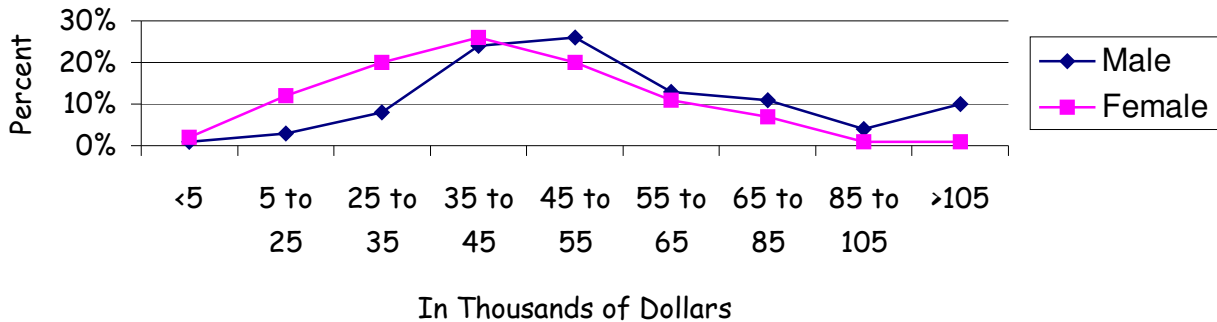


Chart 12. Proportionate Comparison of Male and Female Nursing Salary in Nebraska



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. Male and female RNs both have the highest percentage in patient care followed by administration. These trends were also noted in the 2000 and 2002 Nebraska surveys. Ninety-five percent (95%) of RNs earning over \$105,000 reported their principal employment activity to be Patient Care, Administration, or Other.

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

	Patient Care	Teaching/ Instruction	Admini- stration	Quality Assurance	Case Management	Research	Other
Female RNs	68%	7%	10%	3%	5%	1%	6%
Male RNs	78%	3%	10%	1%	4%	1%	3%

EMPLOYMENT ENVIRONMENT

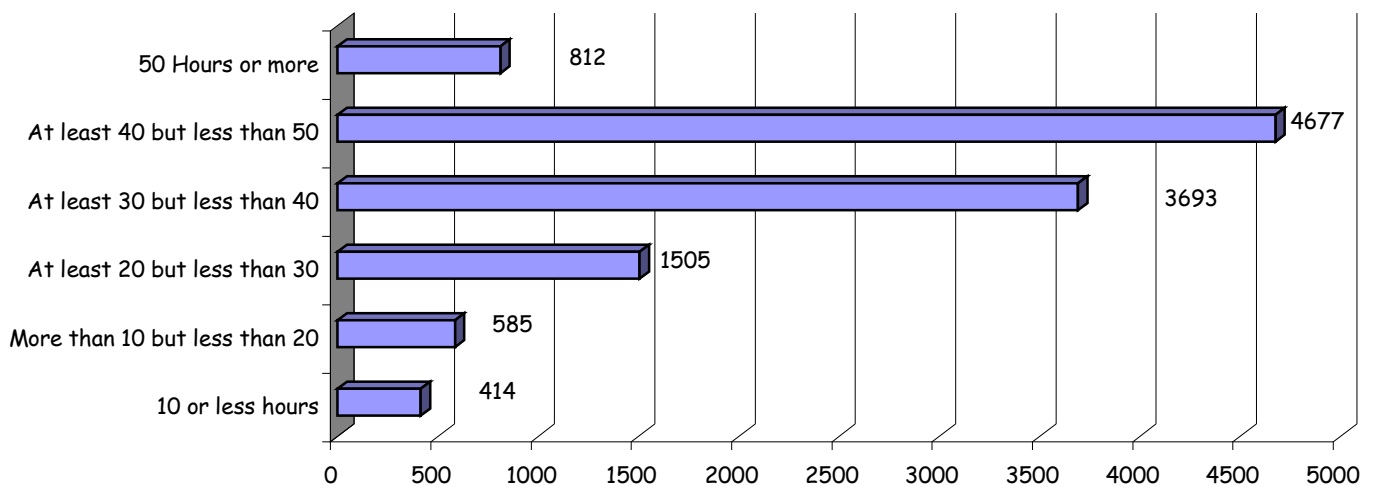
Hours Worked per Week

Data were collected that quantify the amount of time Nebraska RNs work each week. The category, “10 or less hours,” may include licensees who do not work as a RN at all. A graph showing RNs’ hours worked per week comprises Chart 13.

Statistics nationally and in Nebraska are difficult to compare due to differences in reporting methods. Nationally in 2000, 58.5% of RNs were employed full-time, 23.2% worked part-time, and 18.3% were unemployed. This statistic has remained unchanged since 1996. In Nebraska, RNs responded that 6.9% worked more than 50 hours each week, 40% worked 41-50 hours, 31.6% worked 31-40 hours, 12.9% worked

21-30 hours, 5% worked 10-20 hours and 3.5% worked fewer than 10 hours. RNs who reported working 10 hours or more each week totaled 96.4% and 53% reported working less than 40 hours per week. The percentage of employed RNs 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, 96.3% in 2002, and 98.2% in 2004. There were minimal numbers (0.5%) of unemployed, currently licensed RNs in Nebraska in 2004, because active practice has been a condition of licensure renewal since 1995.

Chart 13. Average Work Hours per Week for Nebraska RNs (n=11,686)



Frequency and Percent of Work Situation

The percentage of RNs working in nursing positions that required RN licenses was 98.2% and increased slightly from the 2002 percentage of 96.3%. Persons working in non-nursing positions numbered 152 (1.3%). Of those persons, 77 were looking for a job as a RN and 75 were not. There were 63 licensees (0.5%) not employed compared to 503 (2.9%) in 2002. Of those 63 licensees, 28 (0.2%) were looking for positions in nursing. Table I depicts the frequency and percentages of licensees describing their work situations.

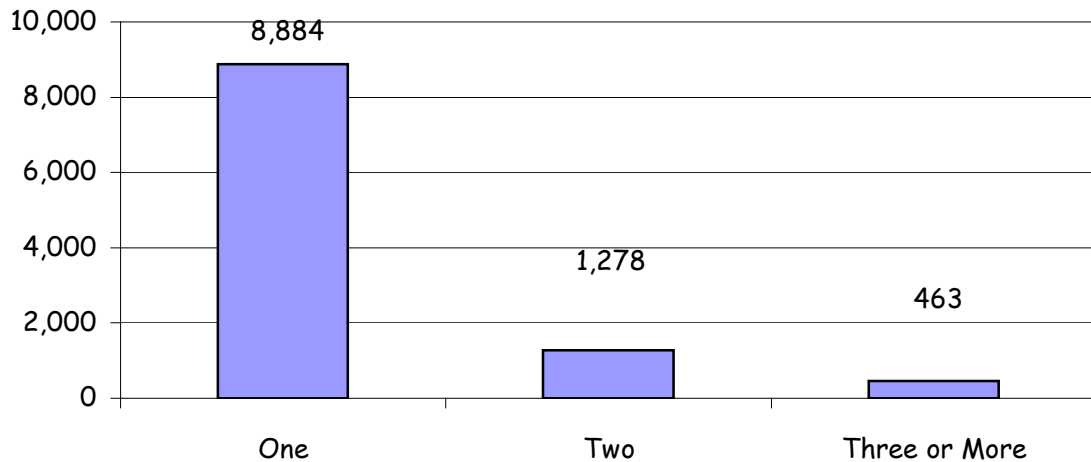
Table I. Frequency and Percentages of Nebraska RNs' Work Situation

	Frequency	Percent
Working in a nursing position requiring an RN license	11,481	98.2%
Working in a non-nursing job looking for RN position	77	.7%
Working in a non-nursing job, not looking for RN position	75	.6%
Not employed - looking for RN position	28	.2%
Not employed - looking for a non-nursing job	6	.1%
Not employed - not looking for job	29	.2%
Total	11,696	100%

Employers of RNs

Nebraska RNs identified how many employers they had worked for at the time of the survey. Chart 14 is based on these numbers. The number of RNs who cited only one employer was 8,884. Fewer RNs (n=1,278) worked for two employers, and 463 worked for three or more.

Chart 14. Number of Employers (n=10,625)

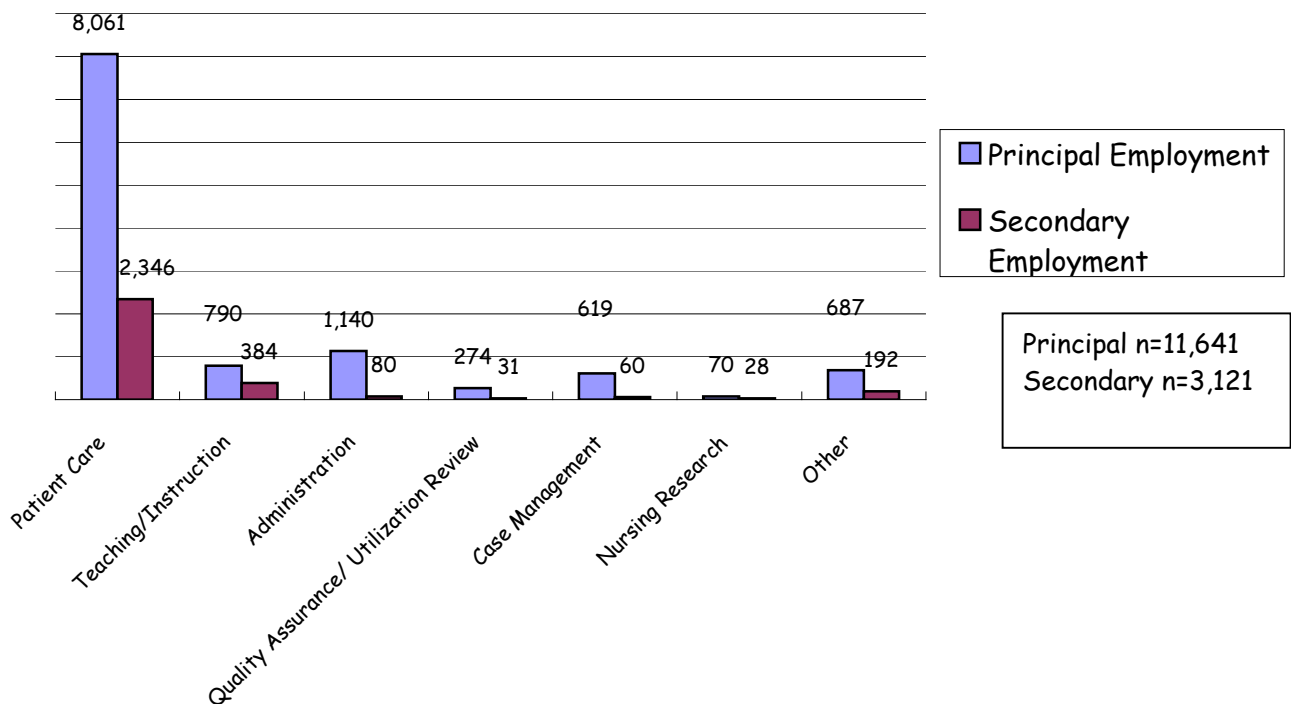


Employment

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 and 2002 Nebraska surveys. 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, nursing research and other work activities. The distribution of principal and secondary employment activity is presented in Chart 15.

Chart 15. Principal and Secondary Employment Activity



Setting

Hospitals were the major employers of RNs. This concurred with the 2000 and 2002 Nebraska surveys and the 2000 national survey results. The 2004 Nebraska survey found 57.4% of RNs work in hospitals compared to 55.3% in 2002. In 2000, 59.1% of RNs nationally and 51% of RNs in Nebraska worked in hospitals. The total employment setting identification follows in Table J. 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

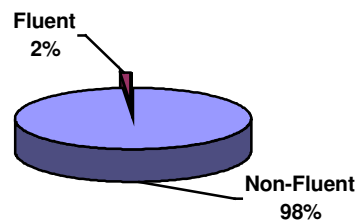
	2004 Nebraska Percentage	2002 Nebraska Percentage	2000 Nebraska Percentage	National Percentage
Hospital	57.4	55.3	51.0	59.1
Public/Community Health	7.4	7.1	8.1	18.3
Ambulatory Care	4.2	3.7	4.0	9.5
Nursing Home/Long Term Care	8.4	10.2	10.9	6.9
Education	3.2	2.7	3.1	2.1
MD Office	7.3	8.5	8.3	Not Available
Other	12.1	12.5	14.6	3.6

SIGN LANGUAGE FLUENCY AND LANGUAGES SPOKEN

The survey asked RNs about fluency in sign language and languages spoken. Only 1.5% (n=177) of RNs surveyed are fluent in sign language and 98.5% (n=11,449) are not fluent. Chart 16 shows the percentage of sign language fluency for Nebraska RNs.

RNs were asked if they could speak a language other than English. Of the 1,096 RNs that speak a language other than English, 861 speak Spanish, 50 can speak German, 46 are fluent in French, and 139 speak another language.

Chart 16. Percentage of Sign Language Fluency for Nebraska RNs



EDUCATION

Educational Preparation

The majority of RNs licensed in Nebraska were educated in Nebraska. Of the 11,645 respondents, 77.5% (n=9,022) were educated at Nebraska nursing schools, 21.2%

(n=2475) were educated outside of Nebraska but within the United States and territories, and only 1.3% (n=148) were educated in foreign countries. Chart 17 and Table K shows the locations of nursing education.

Chart 17. Location of Nursing Preparation (n=11,645)

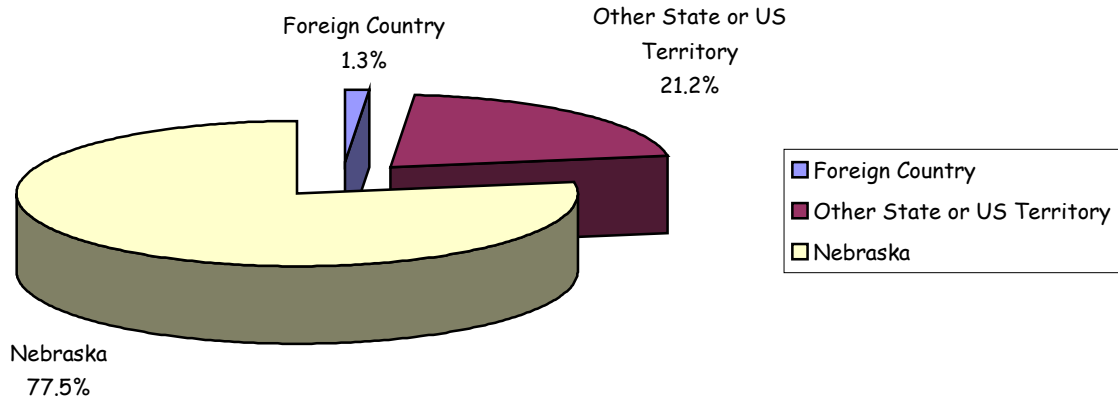


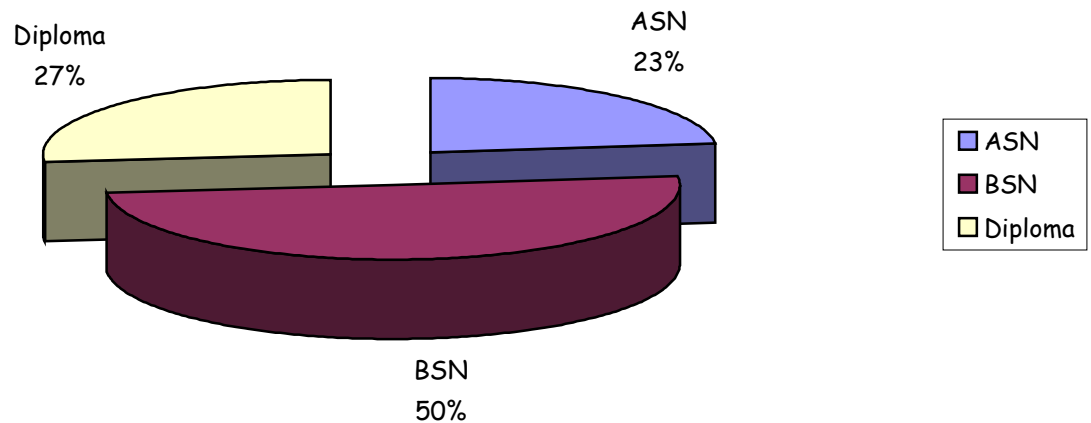
Table K. Location of Nursing Education (n=11,645)

Nebraska Educated	U.S. Educated other than Nebraska	Foreign Educated
77.5%	21.2%	1.3%

Initial Educational Preparation

There was a decrease in diplomas and an increase in baccalaureate degrees as initial educational preparation noted in both the 2002 and 2004 Nebraska surveys. In 2000 across the nation, 29.6% of RNs had received their basic nursing education at the diploma level, 40.3% received associate degrees and 29.3% had generic baccalaureate degrees. In 2000 Nebraska RNs' initial or basic education statistics revealed that 49% originally held diplomas, 23% associate degrees and 28% baccalaureate degrees. The 2002 Nebraska survey indicated that 42% originally held diplomas, 24% associate degrees and 34% baccalaureate degrees and in the 2004 Nebraska survey 27% of RNs received their basic nursing education at the diploma level, 23% at the associate degree level and 50% at the baccalaureate degree level. Chart 18 shows the percentage of initial educational preparation for current Nebraska RNs.

Chart 18. Percentage of Initial Educational Preparation by Type of Program
(n=14,904)



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 19 details the percentage of RNs who identify with each educational type. At the time of the Nebraska study, the category with the largest percentage (39%) was that of baccalaureate graduates. Diploma graduated followed with 27% of the total. Twenty two percent of the respondents were associate degree graduates. Approximately 7% of the Nebraska RNs were educated at the master's degree level or higher. The percentages were similar to the 2000 and 2002 Nebraska surveys except that in 2000 diploma RNs led the percentages with 35% and the baccalaureate RN percentage was second with 34%. Because this graph is not mutually exclusive and a RN could be counted in more than one category, the frequency of respondents was 14,965.

Chart 19. Types of Programs Completed by Nebraska RNs (n=14,965)

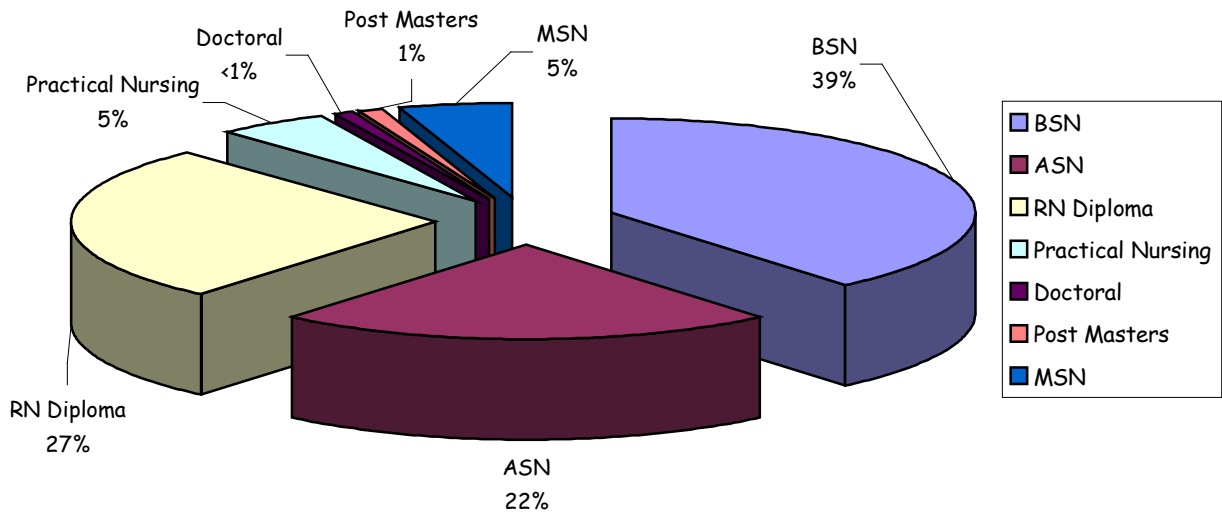
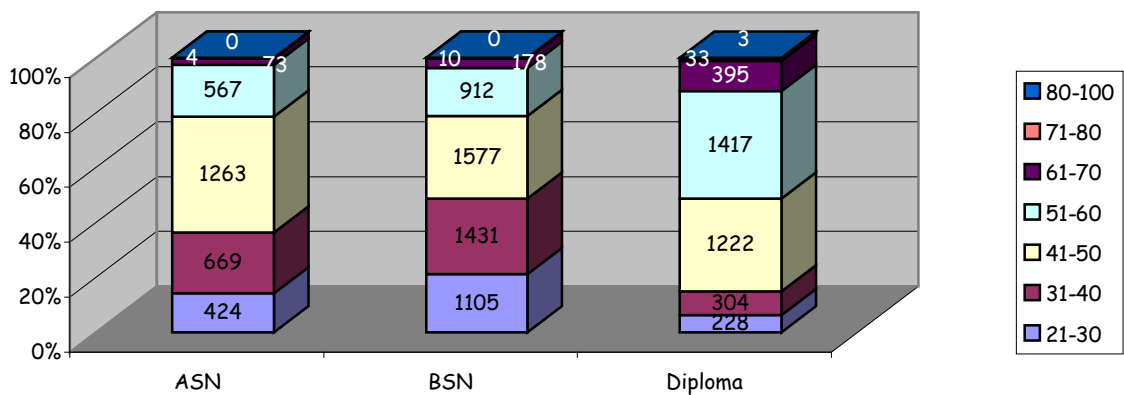


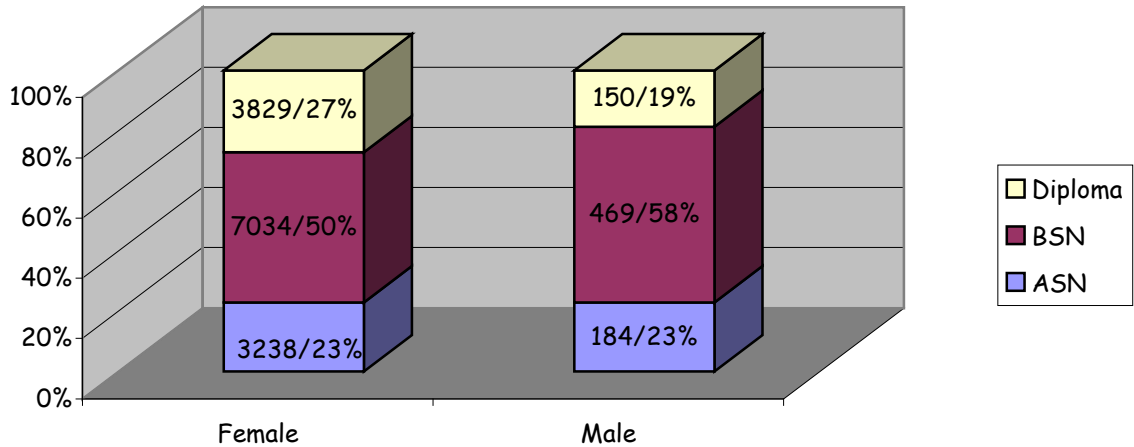
Chart 20 depicts the ages at the time of the 2004 survey of Nebraska RNs for each level of educational preparation. It shows that 85% (n=3,040) of diploma educated RNs identified themselves as being 41 or older. Of the baccalaureate prepared RNs, 51% (n=2,677) were 41 or older. Sixty-three percent (63%) of associate degree prepared RNs (n=1,907) were in the 41 or older category. More 19-40 year olds held bachelor's degrees (n=2,536) than either associate degrees (n=1,093) or diplomas (n=532). This chart is not mutually exclusive as a RN could be counted in more than one category.

Chart 20. Age of Nebraska RNs by Type of Educational Program (n=11,815)



A higher proportion of male RNs (58.7%) hold BSNs than females (48.8%). Chart 21 indicates the frequency of male and female RNs by type of initial educational preparation.

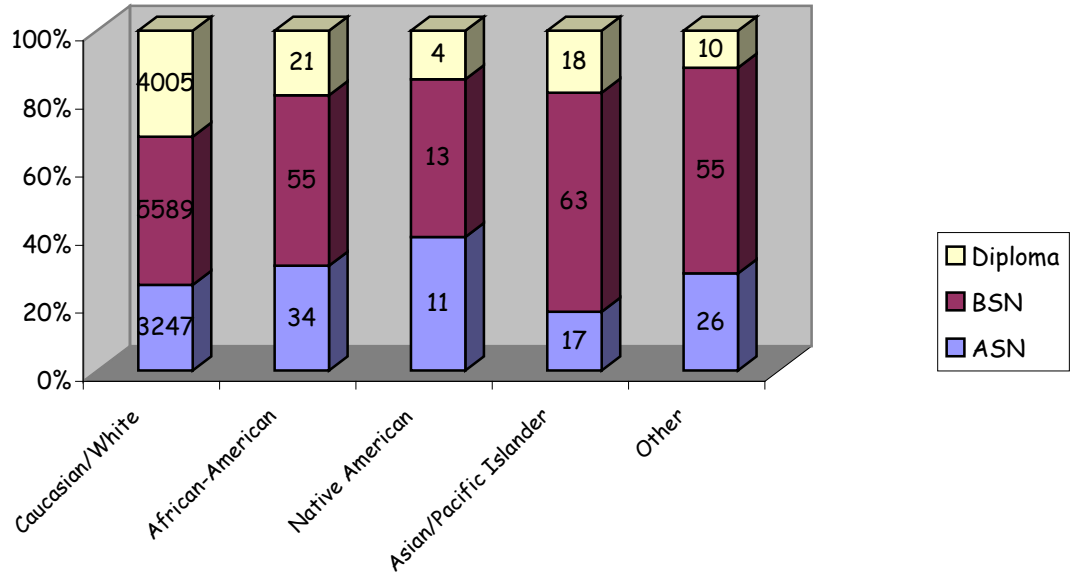
Chart 21. Type of Initial Degree by Gender (n=14,904)
(f/n=14,101; m/n=803)



Education and Race/Ethnicity

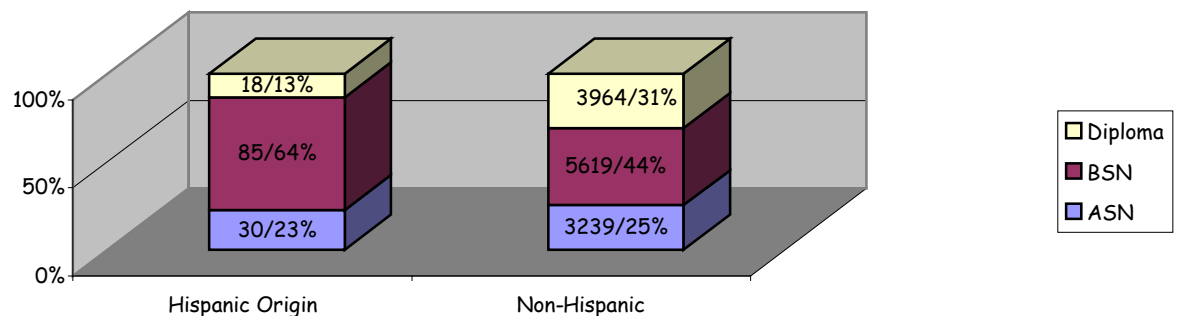
When educational preparation and racial/ethnic background are examined, most of the categories of racial/ethnic background are represented in each educational type. However, there are no Native Americans or Asian/Pacific Islanders with Post-Master's Certificates or Doctoral Degrees. All categories including Caucasians, African-Americans, Native Americans, Asian/Pacific Islanders, and Others have the highest percentage at the baccalaureate degree educational level. This was also noted in the 2002 Nebraska survey. Chart 22 indicates the percentages of each educational type by racial/ethnic background.

Chart 22. Percent Educational Type by Racial/Ethnic Background of Nebraska RNs (n=13,168)



Since Hispanic origin/descent was a separate variable, type of education for this variable was collected separately. Chart 23 shows the percentage of respondents who identified themselves as being of Hispanic origin or descent by their educational preparation. Educational preparation data was not mutually exclusive, therefore a RN could be included in more than one category and the frequency of respondents was 12,955. Eighty-seven percent (87%) of Hispanic RNs were educated at either the ASN or BSN level. Only 13% had a diploma education. Thirty-one percent (31%) of non-Hispanic RNs identified themselves as having received a diploma education.

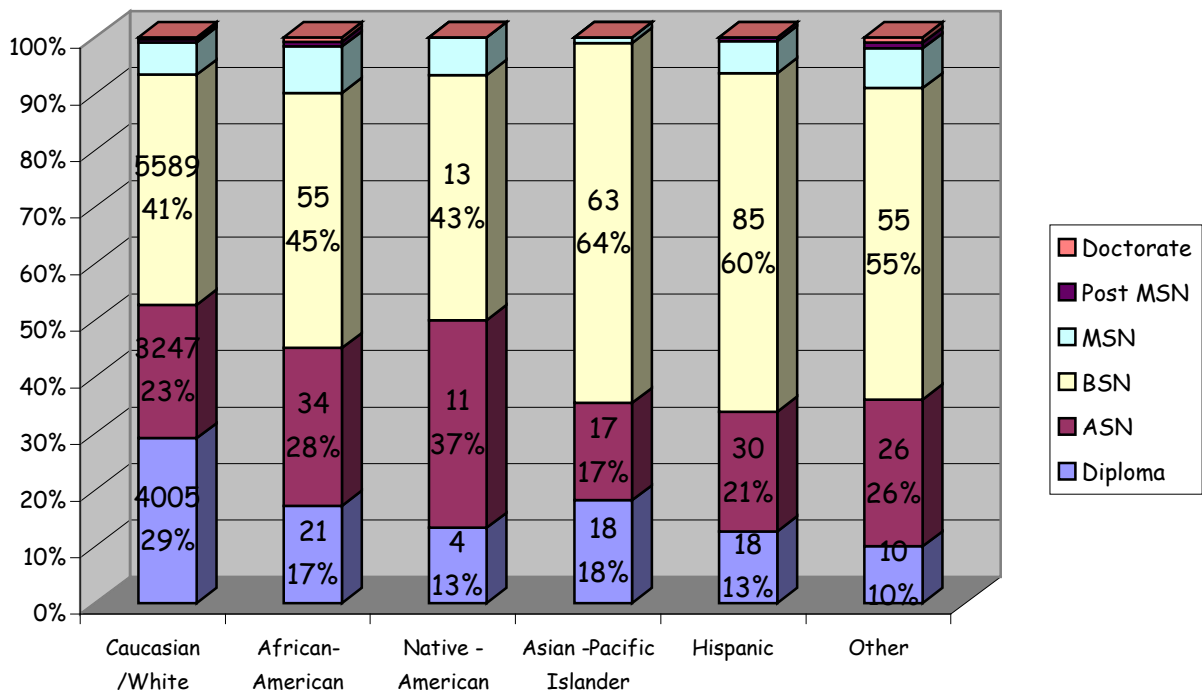
Chart 23. Percent Educational Type by Hispanic Origin/Descent (n=12,955)



Highest Education by Race/Ethnicity

RNs may choose to advance their education. Chart 24 illustrates the percent of educational preparation by race/ethnicity. Specific numbers and percentages for diploma, associate, and baccalaureate degree levels are shown. All race/ethnic groups had the highest percentage at the baccalaureate level including Caucasians (41%), African Americans (45%), Native Americans (43%), Asian/Pacific Islanders (64%), Hispanics (60%), and Other (55%). Caucasian percentages at the baccalaureate level increased from 38% in 2002 to 41% in 2004. The Caucasian percentage at the diploma level dropped from 33% in 2002 to 29% in 2004. Native Americans had a higher percentage (37%) of associate degrees than other ethnic group. This chart is not mutually exclusive as a RN could be counted in more than one educational level.

Chart 24. Percent of Educational Preparation by Race/Ethnicity
(n=11,404)



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, 38% of RNs most liked The Work Itself and Salary (23%) was the least liked aspect of nursing.

Chart 25. Most Liked Aspect of Nursing (n=11,686)

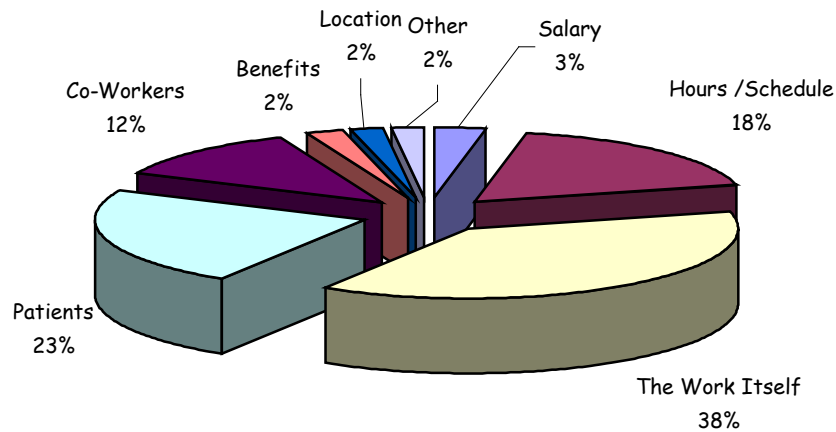
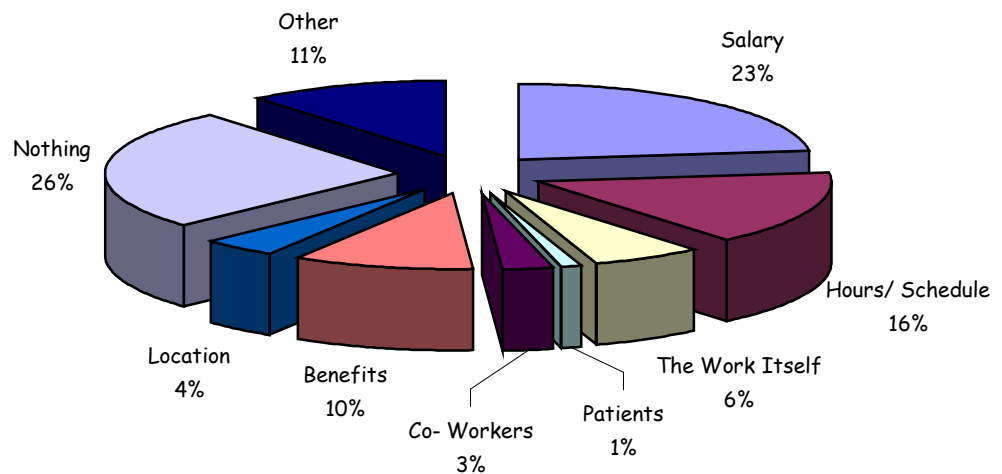


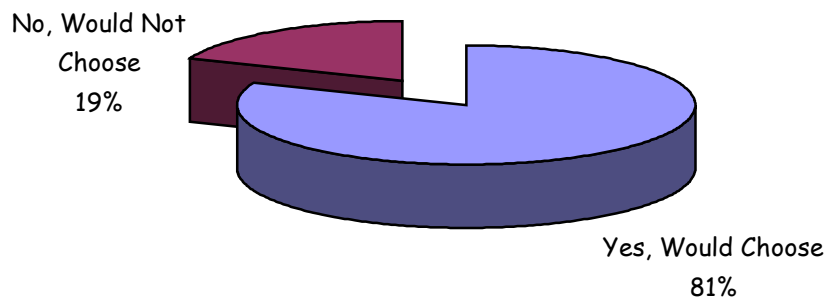
Chart 26. Least Liked Aspect of Nursing (n=11,616)



Choose Nursing and Encouragement of Others

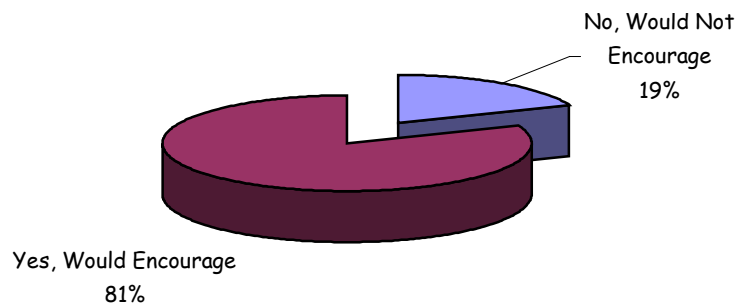
Eighty-one percent of RNs responded that they would choose nursing as a career if they had to do it over again, which was an increase from 66% in the 2000 survey and 75% in the 2002 survey. Chart 27 shows the percentage of RNs who would or would not choose nursing again.

Chart 27: Choose Nursing as a Career Again (n=11,656)



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

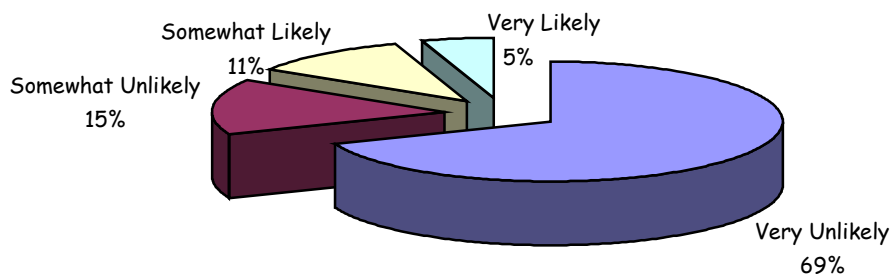
Chart 28. Encourage Others to Choose Nursing as a Career (n=11,656)



Leaving Principal Employment

Most RNs (69%) found it very unlikely that they would leave nursing as their principal employment in the next year compared to 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% of RNs said leaving was somewhat likely, and only 5% of RNs indicated that their departure was very likely to occur.

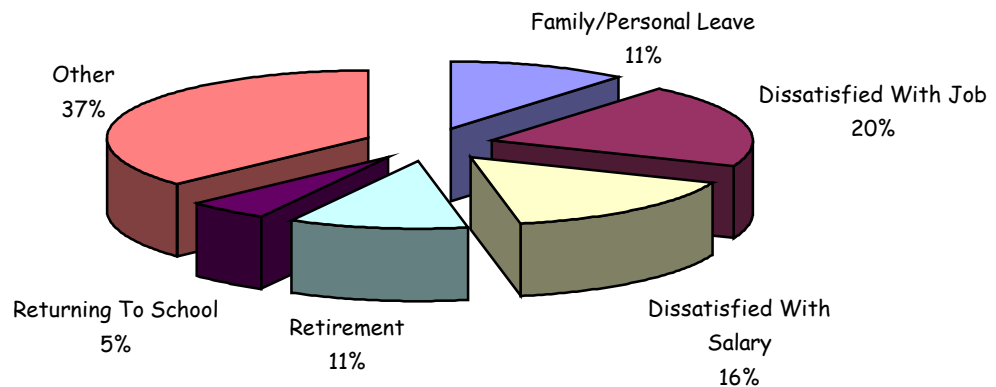
Chart 29. Likelihood of Leaving Principal Employment (n=11,670)



Reasons for Leaving or Delaying Retirement

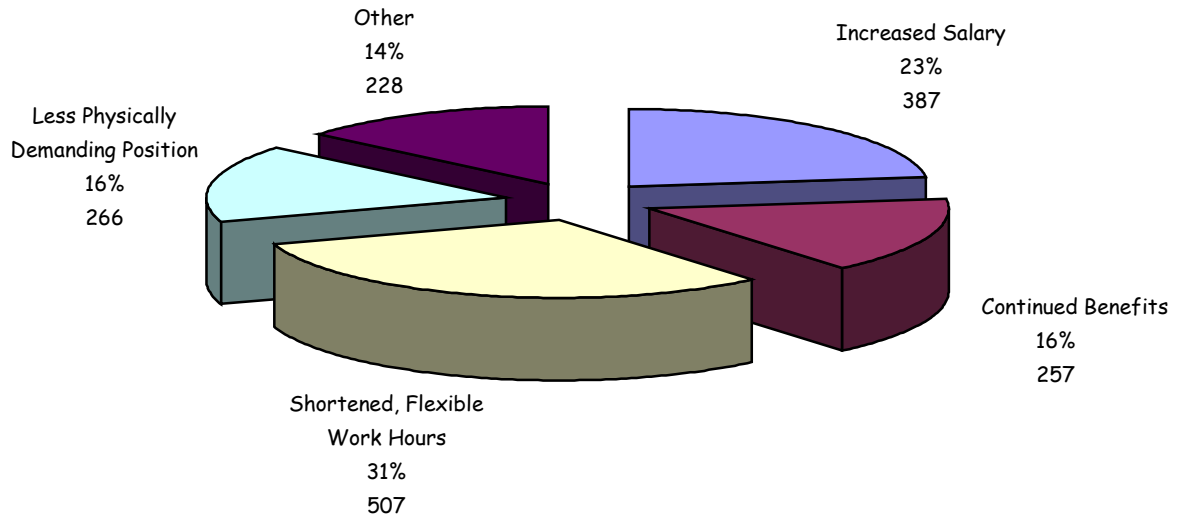
Those Nebraska RNs who plan to leave their principal employment as RNs identified main reasons for leaving. Twenty percent of the respondents selected “Dissatisfied With Job.” Another 16% chose “Dissatisfied With Salary.” “Other” was given as the main reason for planning to leave by 37% of the respondents, 5% were “Returning To School”, and “Retirement” and “Family/Personal Leave” each comprised 11%. Chart 30 provides the percentage and main reason for RNs who plan to leave their principal employment.

Chart 30. Main Reason for Planning to Leave Principal Employment (n=2,608)



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, 23% indicated they would consider delaying retirement if their salaries were increased and 31% 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=1,645)



LICENSURE

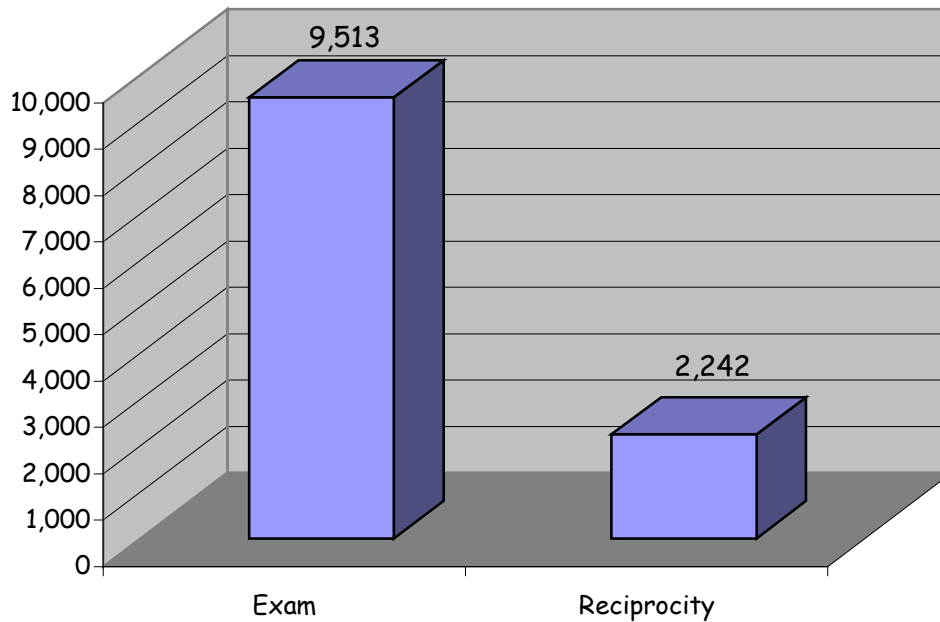
Method of Licensure

RNs can attain a Nebraska license by examination or by endorsement, reciprocity, or transfer. Endorsement/reciprocity/transfer is a process by which a RN 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 L. These data are illustrated in Chart 32.

Table L. Number and Percent of RNs Licensed by Exam and Reciprocity

	Frequency	Percent
Exam	9,513	80.9%
Reciproc/Endorse/Transfer	2,242	19.1%
Total	11,755	100%

Chart 32. Number of RNs Licensed by Exam, Reciprocity (n=11,755)



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

Table M provides data on the number and gender of RNs involved in each type of advanced practice role. There were 400 RNs who identified themselves as Advanced Practice RNs (APRNs), Certified RN Anesthetists (CRNAs), or Certified RN Midwives (CNMs) compared to 605 in the 2002 survey. Males comprised over half of the CRNAs, but there were no male CNMs. There were 270 APRNs in 2004 compared to 368 in 2002, 114 CRNAs in 2004 compared to 217 in 2002, and 16 CNMs in 2004 compared to 20 in 2002. From 2002 to 2004, males in advanced practice roles dropped in numbers from 129 to 72 and females numbers dropped from 476 to 328.

Table M. Advanced Practice Frequencies by Gender

	Female	Male	Total
Advanced Practice RN	260	10	270
Certified RN Anesthetist	52	62	114
Certified RN Midwife	16	0	16
Total	328	72	400

LOCATION OF NEBRASKA RNs, By County Of Residence

Nebraska RNs were not evenly dispersed within the state. Table N portrays the number of RNs by county of residence. Counties not listed had no RNs residing in that county. Higher numbers of RNs were in the counties where major cities are located. The largest percentages (60.8%) of RNs live in Douglas (41.2%) or Lancaster (19.6%) County. Picture 1 maps the geographical distribution of Nebraska RNs by region.

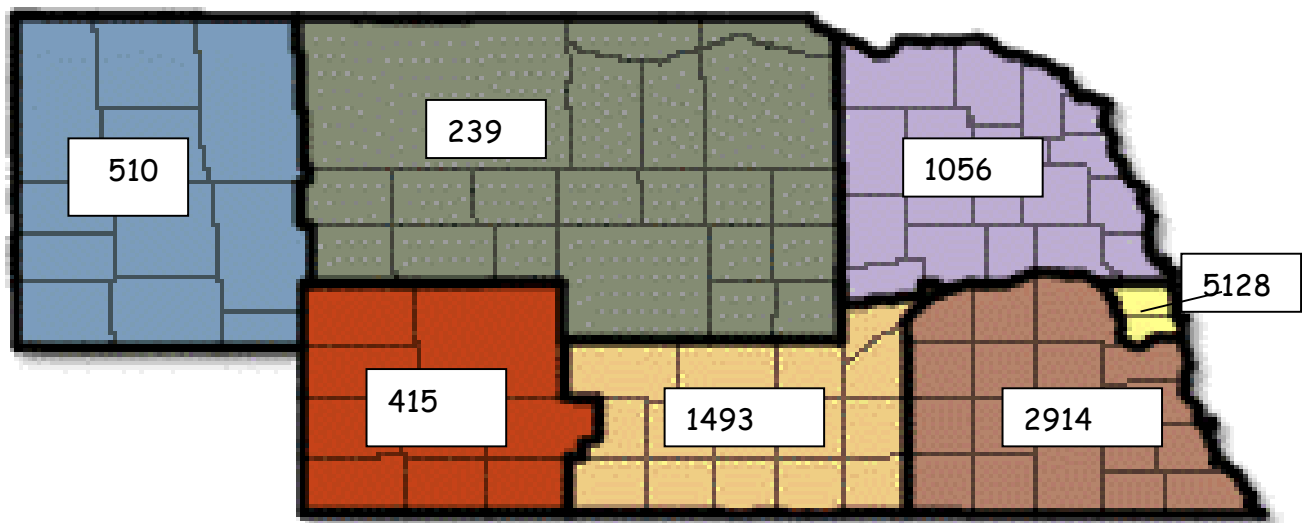
Table N. Location of Nebraska RNs by County

County	Number Of RNs
Adams	287
Antelope	35
Boone	34
Box Butte	54
Boyd	9
Brown	18
Buffalo	451
Burt	10
Butler	22
Cass	22
Cedar	21
Chase	23
Cherry	29
Cheyenne	33
Clay	16
Colfax	18
Cuming	46
Custer	53
Dakota	13
Dawes	33
Dawson	80
Deuel	2
Dixon	5
Dodge	245
Douglas	4,848
Dundy	12
Fillmore	24
Franklin	15
Frontier	3
Furnas	16
Gage	116
Garden	7

County	Number Of RNs
Garfield	4
Gosper	1
Greeley	2
Hall	416
Hamilton	53
Harlan	11
Hayes	2
Hitchcock	2
Holt	76
Hooker	5
Howard	14
Jefferson	34
Johnson	22
Kearney	17
Keith	40
Kimball	13
Knox	34
Lancaster	2,300
Lincoln	262
Logan	1
Madison	312
Merrick	18
Morrill	14
Nance	15
Nemaha	27
Nuckolls	39
Otoe	62
Pawnee	16
Perkins	16
Phelps	59
Pierce	32
Platte	132
Polk	20
Red Willow	55
Richardson	28
Rock	1
Saline	42
Sarpy	280
Saunders	33
Scotts Bluff	331
Seward	40
Sheridan	23
Sherman	7
Stanton	5

County	Number Of RNs
Thayer`	28
Thurston	30
Valley	20
Washington	49
Wayne	20
Webster	14
York	78
Total	n=11,755

Picture 1. Distribution of RNs by Region (n=11,755)



Distribution of RNs with Nebraska Licenses

Table O lists the state that respondents indicated as their principal state of employment categorized by Nebraska, Iowa, or Other States. There were 12,585 (88.8%) of the RNs who work primarily in Nebraska, 684 (4.8%) in Iowa, and 902 (6.4%) in Other States. RNs working in Kansas number 167 and 126 work in Colorado.

Table O. Location of Nebraska RN Licensees

State	Frequency	Percent
Nebraska	12,585	88.8%
Iowa	684	4.8%
Other States	902	6.4%

SUMMARY

The results of the Nebraska Registered Nursing Workforce Survey 2004 indicate that many of the characteristics of the RN workforce have not shown significant changes since the 2000 and 2002 surveys. Some trends have continued and some survey areas have shown a more noted change.

Gender distribution is similar to the 2000 and 2002 surveys, with 4.9% of RNs being male and 95.1% female. The highest percentage of male and female RNs in Nebraska are educated at the baccalaureate level.

The mean age of Nebraska RNs was 43.8 years as compared to the 2000 mean age of 44.6. The percentage of RNs who are under 40 years of age has increased since the 2000 survey. The highest percentage of Nebraska male RNs were between the ages of 41 and 50 as was in the 2000 and 2002 surveys. The majority of diploma graduates are over 50 years of age.

Male RNs have been employed in nursing an average of 12.31 years. Female RNs have an average of 16.83 years.

Nationally, the nursing population continues to be more diverse than Nebraska's. Those RNs indicating Hispanic origin or descent comprised 1.1% in 2002 and 2004 compared to 0.9% in 2000. Only 1.5% of RNs are fluent in sign language. Of the 1,096 RNs that speak a language other than English, 861 speak Spanish, 50 speak German, 46 are fluent in French, and 139 speak another language.

Salaries for RNs have increased since 2000. RN salaries in Nebraska averaged \$39,679 in 2000, \$42,460 in 2002, and \$49,350 in 2004.

Male and female RNs have the highest percentages of employment activities in patient care. RNs who reported working 10 hours or more each week totaled 96.4%; 53% reported working less than 40 hours per week; 40% worked 41-50 hours and 6.9% reported working more than 50 hours per week. There were 63 licensees (0.5%) not employed and 105 (0.9%) licensees looking for positions in nursing. The percentage of RNs working in nursing positions that required RN licenses was 98.2%. The number of RNs working for only one employer was 8,884, while 1,278 RNs were working for two employers and 463 for three or more. Hospitals were the major employers of RNs as was the case with the 2000 and 2002 Nebraska surveys and the 2000 national survey.

The majority of RNs licensed in Nebraska were educated in Nebraska (77.5%). There was a decrease in diplomas and an increase in baccalaureate degrees as initial educational preparation from 2000 to 2004. The highest percentage of Nebraska RNs hold baccalaureate degrees (39%) compared to diplomas (27%) and associate degrees (22%). A higher proportion of male RNs (58.7%) hold BSNs than female RNs (48.8%).

The most liked aspect about nursing was “The Work Itself” and the least liked aspect was “Salary”. Eighty-one percent of RNs would choose nursing again as a career. The percentage of RNs that would encourage others to choose nursing as a career increased from 66% in 2000 to 81% in 2004. Most RNs (65%) found it very unlikely that they would leave nursing as their principal employment and 25% identified the main reason for leaving as “Dissatisfied With Job”. Of those RNs who indicated they plan to retire in the next five years (11%), 23% indicated they would consider delaying retirement if their salaries were increased and 31% would delay retirement for shortened, flexible working hours.

Nebraska RNs continue to have licenses via examination rather than reciprocity by a large majority. The largest percentages (60.8%) of RNs live in Douglas or Lancaster County. There were 88.8% of the RNs working primarily in Nebraska, 4.8% working in Iowa, and 6.4% in Other States. Tables P, Q, R and S show survey data and comparisons.

Table P. Active RNs

	2001	2003
Active RNs	20,676	19,955

Table Q. Male/Female RN Comparisons

	2000	2002	2004
Female RNs	95.9%	95.5%	95.1%
Male RNs	4.1%	4.5%	4.9%
Female Highest % Education	Diploma Level	Bacc. Level	Bacc. Level
Male Highest % Education	Bacc. Level	Bacc. Level	Bacc. Level
Male Diplomas	30.7%	25.9%	23.5%
Male ASNs	26.5%	27.7%	25.6%
Male BSNs	42.8%	54.3%	58.7%
Female Diplomas	46.6%	39.6%	35.2%
Female ASNs	24.1%	27.3%	28.5%
Female BSNs	29.3%	46.2%	48.8%
Male RNs Salary > \$105,000	11.0%	14.0%	10.0%
Female RNs Salary > \$105,000	1.0%	1.0%	1.0%
Male Highest % Work Area	Patient Care	Patient Care	Patient Care
Female Highest % Work Area	Patient Care	Patient Care	Patient Care
Male Average Yrs. Emp Nrsg		13.55	12.31
Female Average Yrs. Emp Nrsg		17.45	16.83
Female Advanced Practice RNs		n=476	n=328
Male Advanced Practice RNs		n=129	n=72

Table R. 2002 & 2004 Survey Data

	2002	2004
Caucasian RNs	97.5% (n=14,551)	97.4% (n=11,421)
All Other Races	2.5% (n=377)	2.6% (n=305)
Educated in Nebraska	77.0%	77.5%
Educated Elsewhere	23.0%	22.5%
Most Liked Aspect of Nursing	The Work Itself	The Work Itself
Least Liked Aspect of Nursing	Salary	Salary
Would Choose Nursing Again	75.0%	81.0%
Would Not Choose Nursing Again	25.0%	19.0%
Encourage Others to Nursing	76.0%	81.0%
Not Encourage Others to Nursing	24.0%	19.0%
Licensed by Examination	79.6%	80.9%
Licensed by Reciprocity/Endorsement	20.4%	19.1%
Working Primarily in Nebraska	85.6% (n=12,072)	88.8% (n=12,585)
Working Primarily in Iowa/Other States	14.4% (n=2,032)	11.2% (n=1,586)

Table S. 2000, 2002 & 2004 Survey Data Comparisons

	2000	2002	2004
Major Employer of RNs	Hospitals (51%)	Hospitals (55.3%)	Hospitals (57.4%)
Mean RN Age	45	44.6	43.8
% RNs Under 40	34.9%	37.9%	37.3%
% RNs Under 30	7.9%	15.0%	15.7%
Hispanic RNs	0.9%	1.1%	1.1 %
Have Children Age 6 or <	20.6%	28.0%	22.3%
Have Children 7-14 yrs	31.5%	36.0%	28.7%
Have Children 15-18 yrs	23.0%	28.0%	21.4%
Average Salary	\$39,679	\$42,460	\$49,350
Predominate Employment Area	Patient Care	Patient Care	Patient Care
Looking for RN Position Working Non-Nursing	n=50	n=92	n=77
Initial Education Diploma	49.0%	42.0%	27.0%
Initial Education ASN	23.0%	24.0%	23.0%
Initial Education BSN	28.0%	34.0%	50.0%
RNs Working Full or Part-time in Nursing	99.3%	96.3%	98.2%

Appendix A

Registered Nursing Workforce Survey 2004

1. Race Ethnic Category:

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

3. Do you have minor children or adults living in your home who are dependent on you for their care? (Please indicate yes or no for each age group)

	Yes	No
Newborn to 6 years	___	___
7-14 years	___	___
15-18 years	___	___
Adults	___	___

5. 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
- Doctoral Program

7. Which non-nursing degree(s) have you completed? (Mark all that apply)

- Associate Degree
- Bachelor's Degree
- Master's Degree
- Doctorate Anesthetist
- Do not have a non-nursing degree

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?

- 1
- 2
- 3

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

- \$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

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

2.b. If you speak a language other than English, please indicate. Spanish ___ French ___ German ___
Other (list): _____

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

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

- Nebraska
- Other state or US territory
- Foreign country

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

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

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

- Advanced Practice Registered Nurse (APRN)
- Certified Registered Nurse (CRNA)
- Certified Nurse Midwife (CNM)
- Not licensed in an advanced practice role

11. 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 more 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				

For the following questions, please use the following definitions:

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

Secondary 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 _____	_____	_____
Not applicable	_____	_____

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 _____	_____	_____
Not applicable	_____	_____

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	_____	_____
Not applicable	_____	_____

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

17. Write in the county and state of your principal employment. _____ county _____ state

18. 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

19. 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.")

- _____ Increased salary
- _____ Continued benefits
- _____ Shortened/flexible work hours
- _____ A position that is less physically demanding
- _____ Other (specify) _____
- _____ Do not plan to retire

20. How many miles do you drive on way to get to work at your principal nursing employment? _____

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

- _____ 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 _____

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

- _____ 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.)
- _____ Nothing, there isn't anything I don't like
- _____ Other _____

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

25. If you had it to do over, would you choose nursing as a career?
 Yes No

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)
 Retirement Dissatisfaction with salary
 Family/personal leave Returning to school
 Dissatisfaction with job Other _____
 Does not apply to me

26. Would you encourage others to choose nursing as a career?
 Yes No