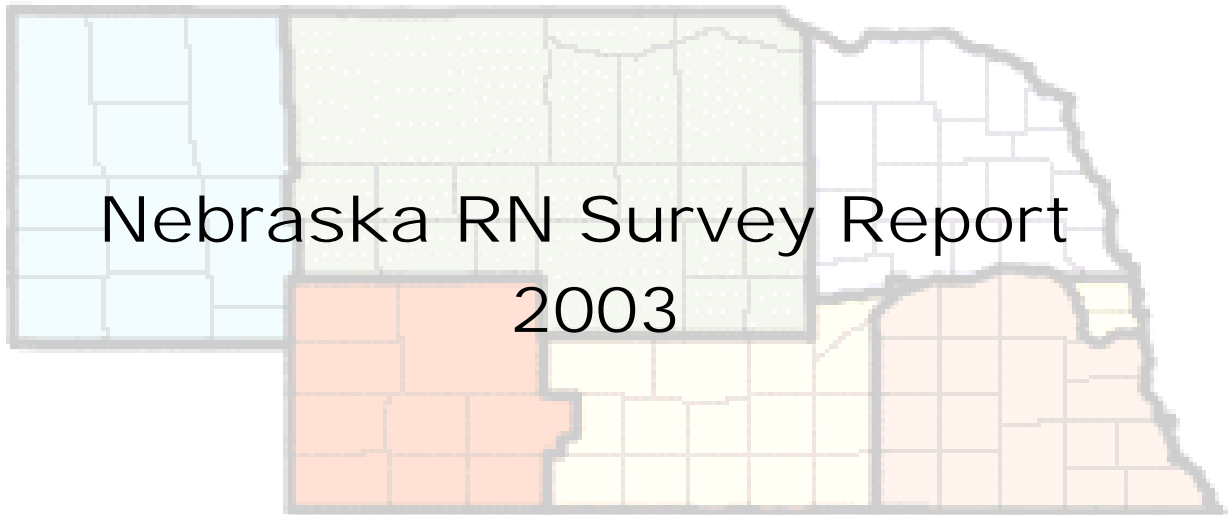


Nebraska Health and Human Services System



Nebraska RN Survey Report 2003

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BACKGROUND

In August of 2002, license renewal notices and the Registered Nursing Workforce Survey were mailed to each registered nurse licensed by the State of Nebraska. 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, year of graduation, basic educational program, and zip code. The questionnaire can be found in Appendix A. Within this database a total of 19,065 nurses with active licenses had information on the variables listed above.

A total of 18,617 Workforce Surveys were returned and entered for data analysis. 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 17,585 nurses with data from both the survey and from the database. However, the total number of respondents based on the response rate for each individual variable will fluctuate. For instance, not all respondents indicated both their gender and age; therefore, the total number of nurses providing a response for both items was 14,817. 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 Michael D. Toland, M.A.; Tzu-Yun Chin, M.S.; James L. Peugh, M.S.; and William T. Mickelson, 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 later part of the year in even-numbered years. At the time of renewal the total number of RNs licensed in the state always drops significantly because of RNs who do not renew their license due to retirement, death, leaving the state or ceasing to practice nursing. The total number of RNs licensed in the state then continues to grow until the next renewal when it once again falls. The total number licensed at the end of odd-numbered years was chosen for comparison because it represents the midpoint between when the major fluctuations occur. This number

includes all licensees, and does not distinguish whether the RN practiced or lived in Nebraska.

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

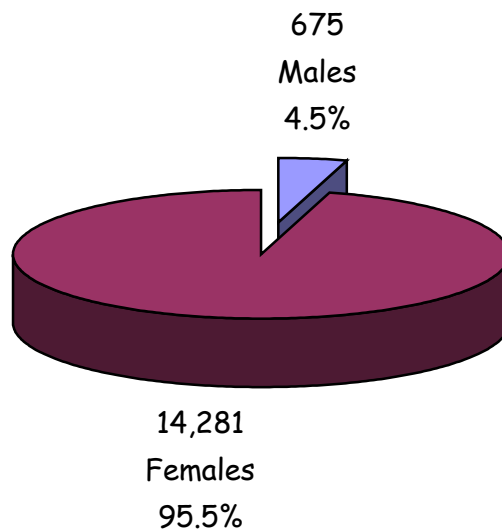
1987	1989	1991	1993	1995	1997	1999	2001	2003
15,541	17,351	17,075	17,893	17,601	20,166	20,729	20,676	19,955

DEMOGRAPHICS

Gender

In Nebraska, 4.5% (n=675) of RNs identified themselves as male and 95.5% (n=14,281) as female. This compares with the 2000 national gender statistics, in which 5.9% of RNs were male and 94.1% were female and the 2000 Nebraska survey in which 4.1% of RNs were male and 95.9% were female. Chart 1 shows the percentage of male and female RNs in Nebraska for the current 2002 survey.

Chart 1. Distribution of Nebraska RNs by Gender in 2002



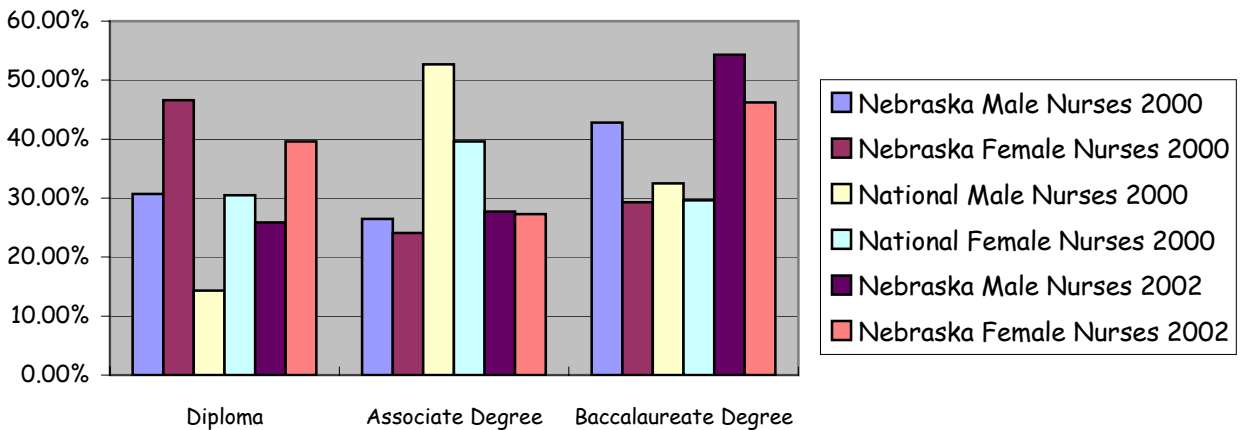
There was an increase in the number of male RNs from 489 in 2000 to 675 in 2002. While this represents an increase of 38% in the number of male RNs, the percent of the RN population that is male increased from 4.1 % to 4.5%. This is still below the 2000 national percentage of 5.9%.

The 2002 Nebraska figures indicate the following percentages of educational preparation type by gender: 25.9% of male RNs have an RN diploma, 27.7% an associate degree, and 54.3% a baccalaureate degree; 39.6% of female RNs have an RN diploma, 27.3% have an associate degree, and 46.2% have a baccalaureate degree. The highest percentage of male and female RNs in Nebraska were educated at the baccalaureate level. The 2000 Nebraska figures also found the highest percentage of male RNs were educated at the baccalaureate level, but the highest percentage of female RNs in 2000 were educated at the diploma level. In 2000, 30.7% of male RNs had a diploma, 26.5% an associate degree, and 42.8% a baccalaureate degree; 46.6% of females had a diploma, 24.1% an associate degree, and 29.3% a baccalaureate degree. In comparison, the 2000 national survey results 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 national statistics indicating that more men hold 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 and Chart 2 compare the 2000 Nebraska percentages, the 2000 national percentages, and the 2002 Nebraska percentages of educational preparation by gender. Types of educational preparation data are not mutually exclusive for the Nebraska 2000 and 2002 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%

Chart 2. Nebraska and National Gender Percentage by Educational Type

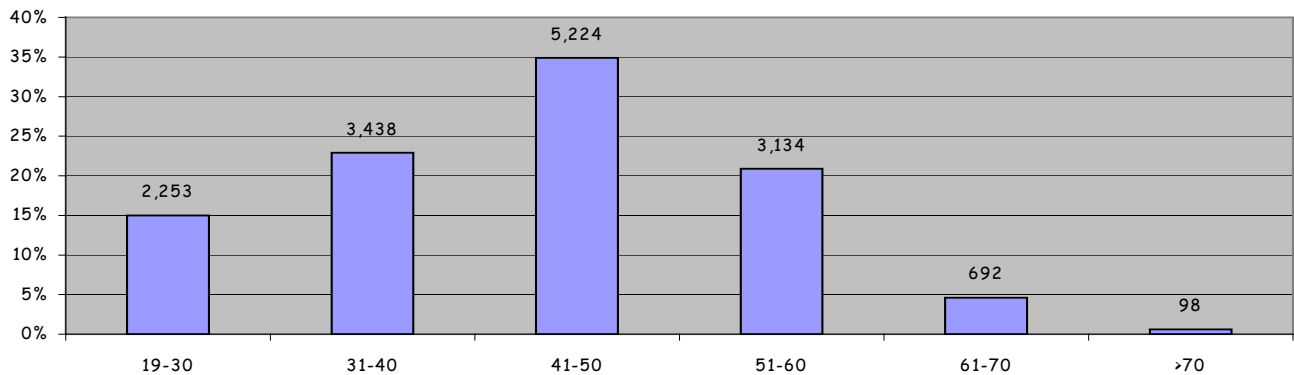


In comparison to the 2000 Nebraska survey, the 2002 data indicated that there was a decrease in female RNs at the diploma level and an increase at the associate and baccalaureate degree levels. The most significant increase was at the baccalaureate degree level where females increased from 29.3% to 46.2%. Male RN percentages decreased at the diploma level from 30.7% to 25.9% and increased from 26.5% to 27.7% at the associate degree level and from 42.8% to 54.3% at the baccalaureate degree level.

Age

Chart 3 depicts the distribution of Nebraska RNs by age. The mean age was 44.6 years and showed a slight decrease in the mean age from the 2000 Nebraska mean of 45 and the 2000 national mean of 45.2 years.

Chart 3. Distribution of Nebraska RNs by Age (n=14,839)



The percentage of RNs under 40 years of age increased since the 2000 survey. This is encouraging in light of national reports on the graying of America's nurses. 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. Even more encouraging is the increase in the number of RNs under 30 years of age. 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%. 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 and then decreased to 44.6 in 2002.

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 survey. 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 59%. 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	2,148	14.5%	102	.7%	2,250	15.2%
31-40	3,249	21.9%	177	1.2%	3,426	23.1%
41-50	4,973	33.6%	244	1.6%	5,217	35.2%
51-60	3,009	20.3%	125	.8%	3,134	21.2%
61-70	672	4.5%	20	.1%	692	4.7%
71-80	93	.6%	2	<.1%	95	.6%
80-100	3	<.1%	0	.0%	3	.0%
Total	14,147	95.5%	670	4.5%	14,817	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 49.6 years, for associate degree graduates was 43.1 years, and for baccalaureate graduates 41.6 years. Master's degree graduates averaged 47.2 years of age, Post-Masters degree graduates were 49.7, and Doctoral graduates were 53.0 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 (%)
19-30	24%	64%	12%
31-40	51%	28%	21%
41-50	29%	36%	35%
51-60	16%	29%	55%
61-70	11%	25%	64%
71-80	5%	19%	76%
80-100	33%	0%	67%

Chart 4. Percentage of Nebraska RNs by Age and Type of Educational Program
(n=14,839)

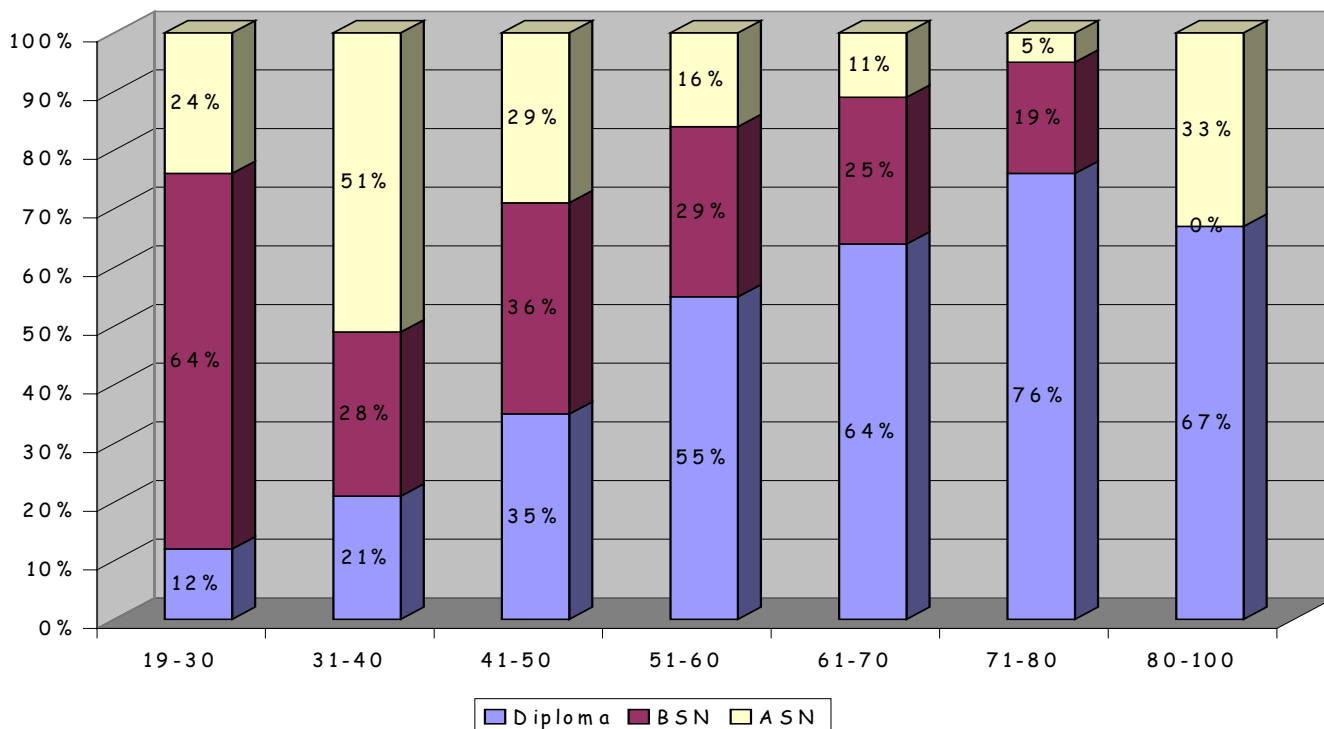
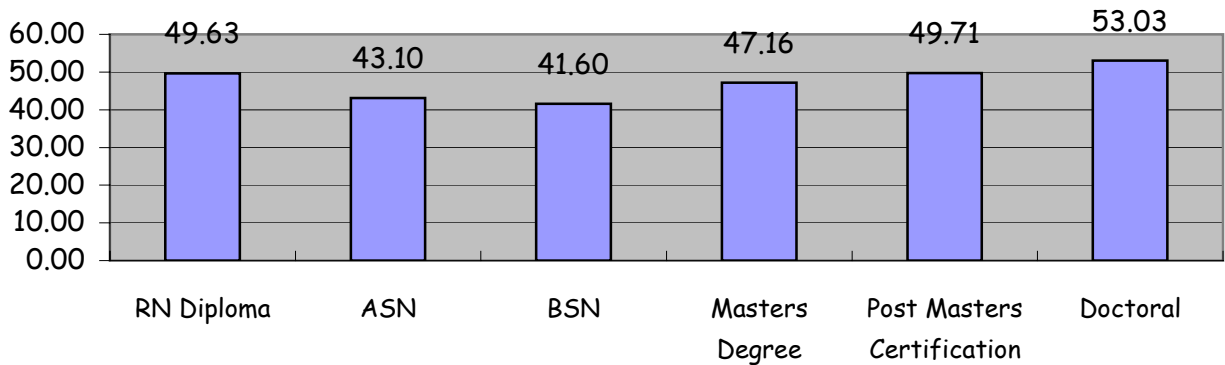


Chart 5. Mean Age of Nebraska RNs by Type of Educational Program



Gender by Years Employed in Nursing

Male RNs have been employed in nursing an average of 13.55 years. Female RNs have been employed longer with a mean of 17.45 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=14,551). 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
14,551	152	45	103	77

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=14,928)

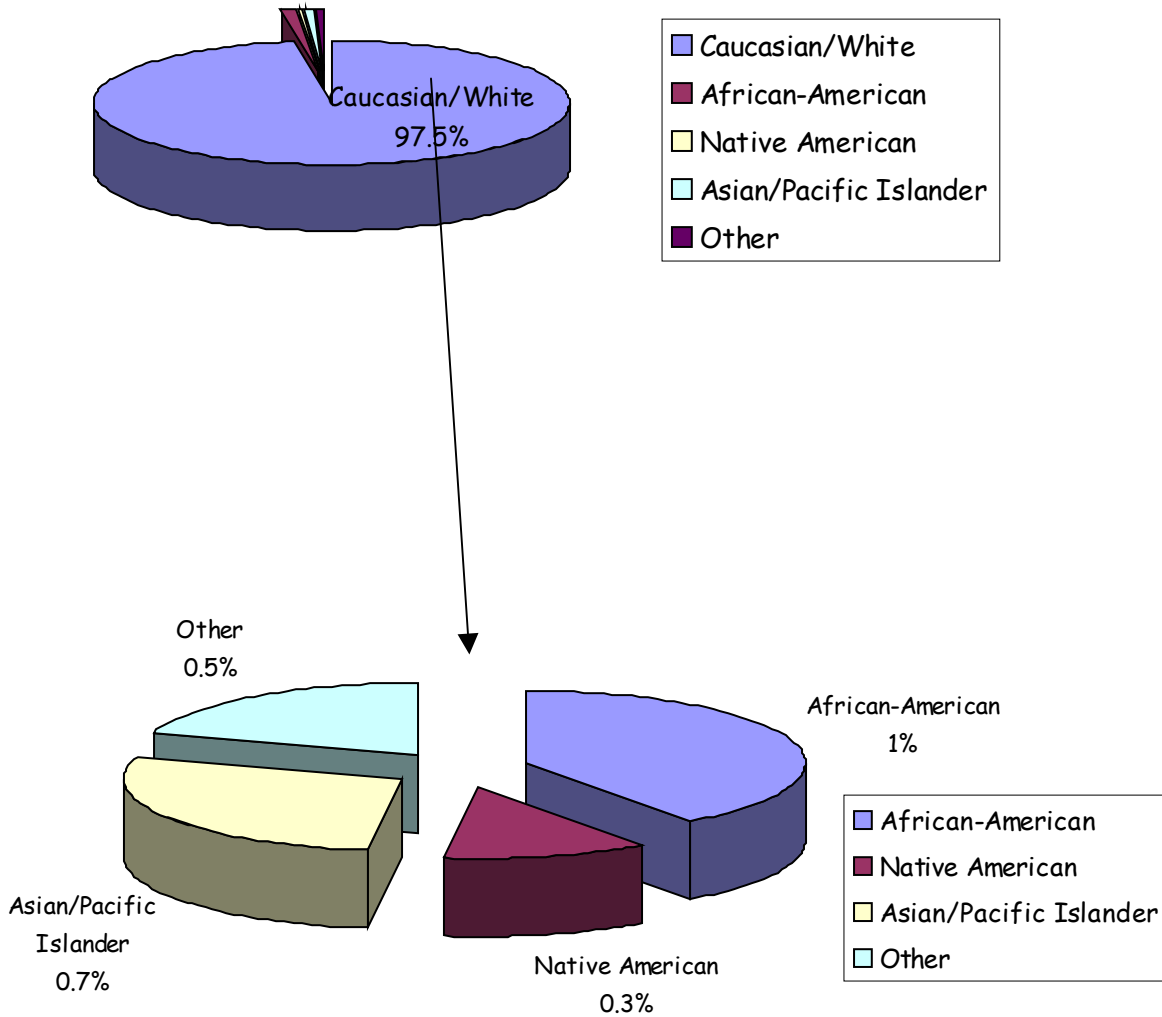


Chart 7. Distribution of Nebraska's General Population by Racial/Ethnic Background (n=94,425)

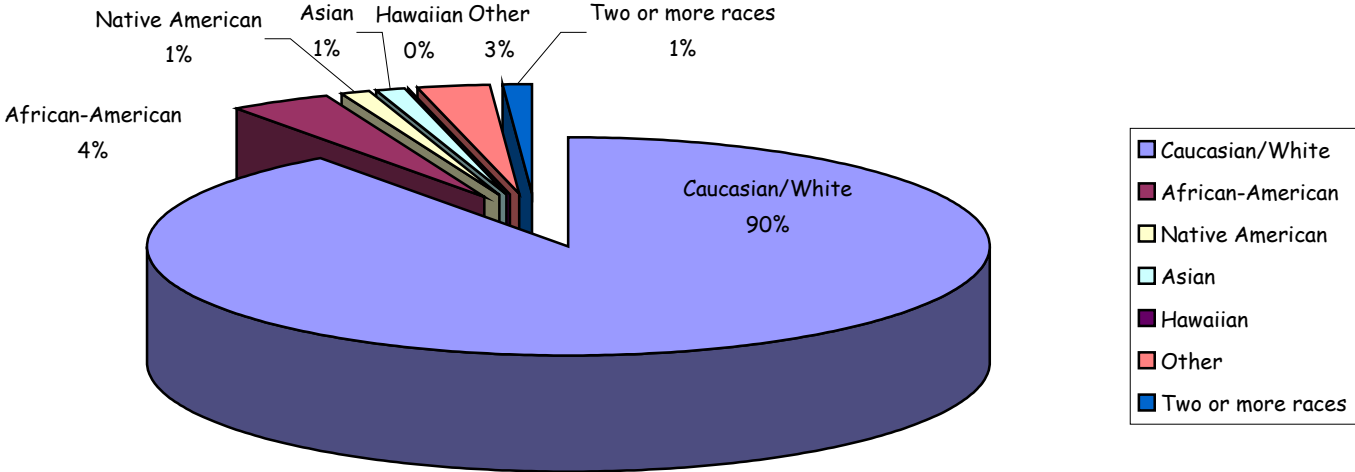
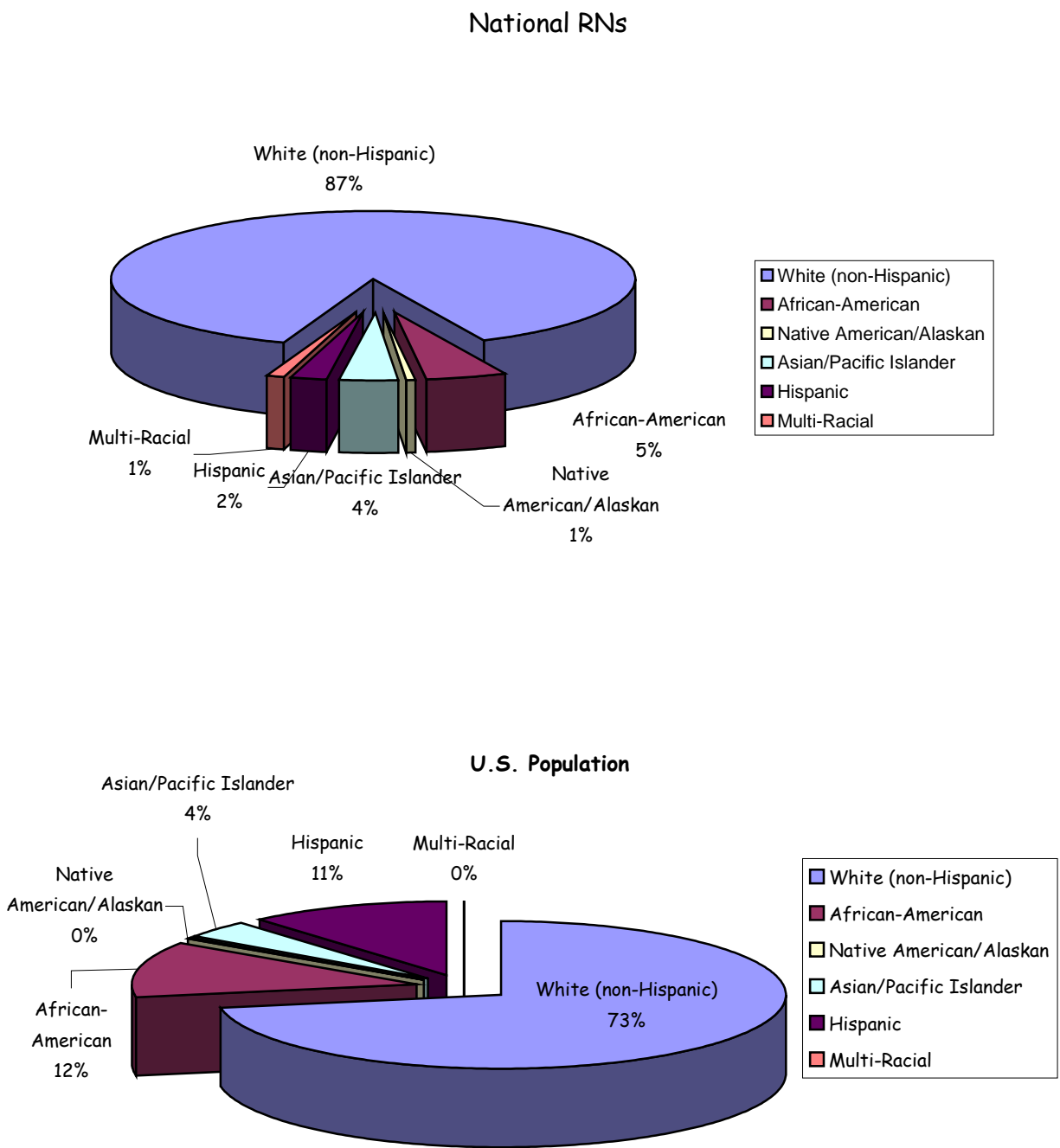


Chart 8. Comparison of National Distribution of RNs (top) and U.S. Population (bottom) by Racial/Ethnic Background.



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 2.5% compared to 3% in 2000. Those indicating Hispanic origin or descent comprised 1.1% 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
14,183	168

Family Status

The 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 28% have children 6 years old or younger, 36% have children 7 to 14 years old, and 28% have children ages 15 to 18. In comparison, the 2000 Nebraska survey found that 20.6% 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

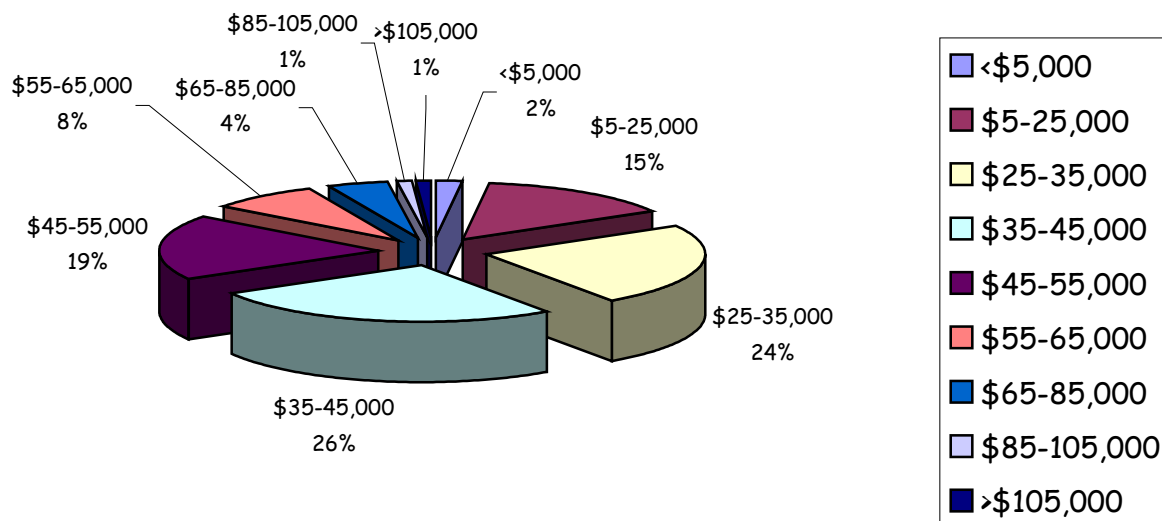
The Nebraska respondents were asked to describe their salary ranges. Chart 9 shows the percentages for RNs who identified each salary range.

Nationally, RNs' annual earnings averaged \$46,782 in 2000. RN salaries in Nebraska averaged \$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	2.0%
\$5-25,000	14.8%
\$25-35,000	23.6%
\$35-45,000	26.3%
\$45-55,000	18.5%
\$55-65,000	8.1%
\$65-85,000	4.5%
\$85-105,000	1.1%
>\$105,000	1.1%

Chart 9. Salaries of Nebraska RNs (n=14,532)



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, 14% reported salaries in the highest range, but only 1% of female salaries were in the highest range. These results were comparable to the 2000 Nebraska survey results where 11% 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=13,882)

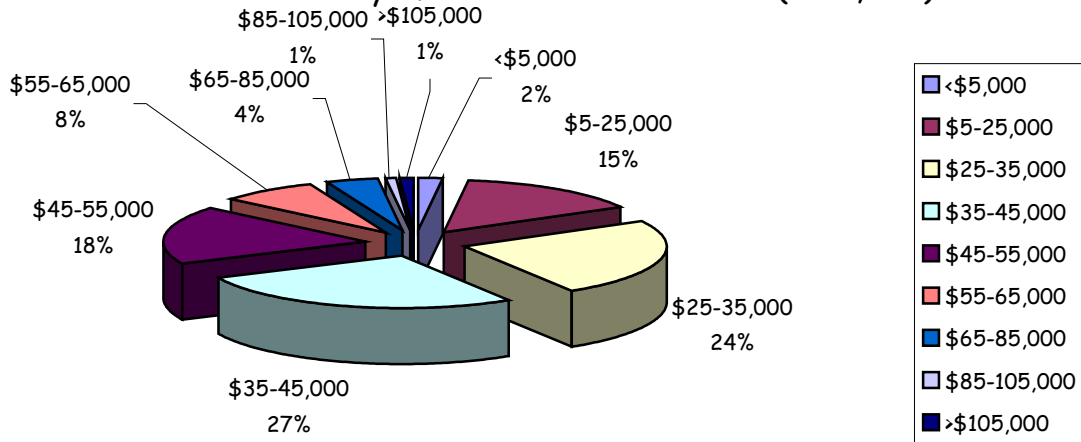


Chart 11. Salary of Male Nebraska RNs (n=650)

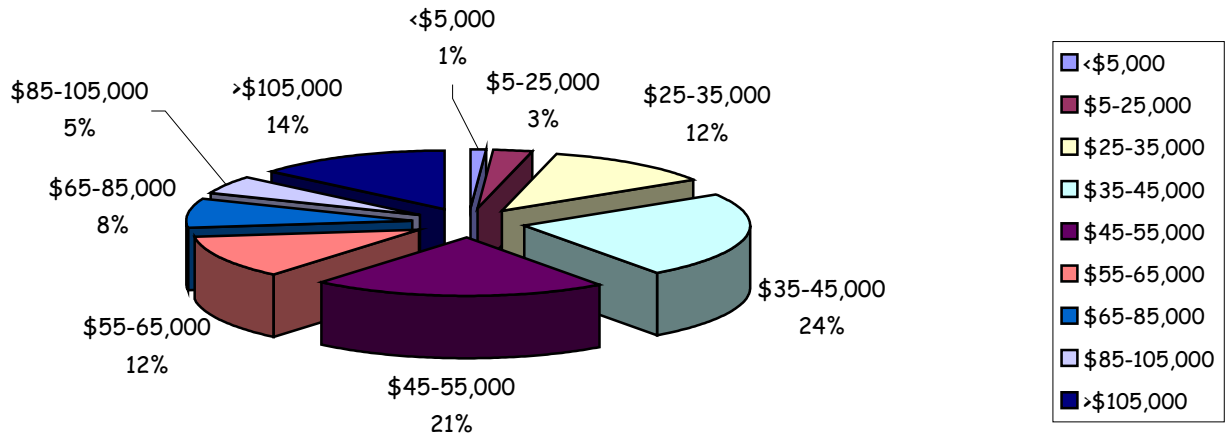
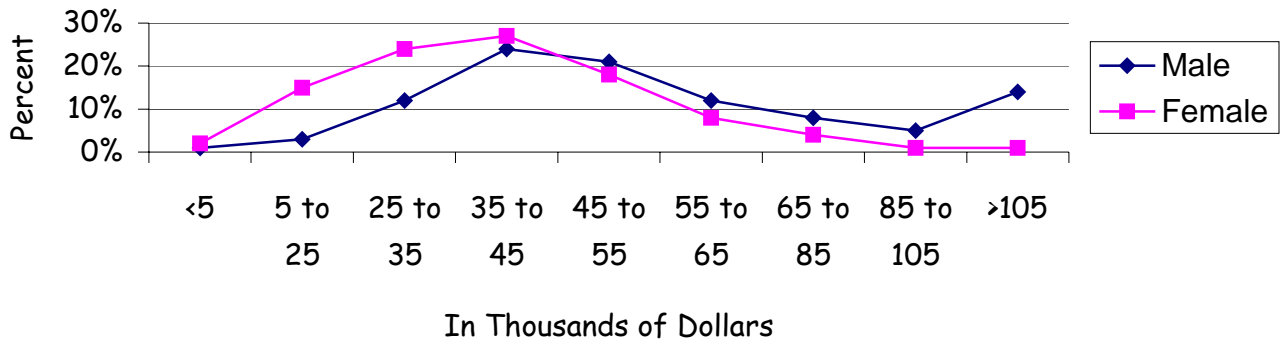


Chart 12. Proportionate Comparison of Male and Female Nursing Salary in Nebraska



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 and administration. The highest percentage of female RNs work in patient care. These trends were also noted in the 2000 Nebraska survey. Ninety-seven percent (97%) 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	69%	8%	9%	2%	5%	1%	6%
Male RNs	75%	3%	12%	1%	3%	1%	5%

EMPLOYMENT ENVIRONMENT

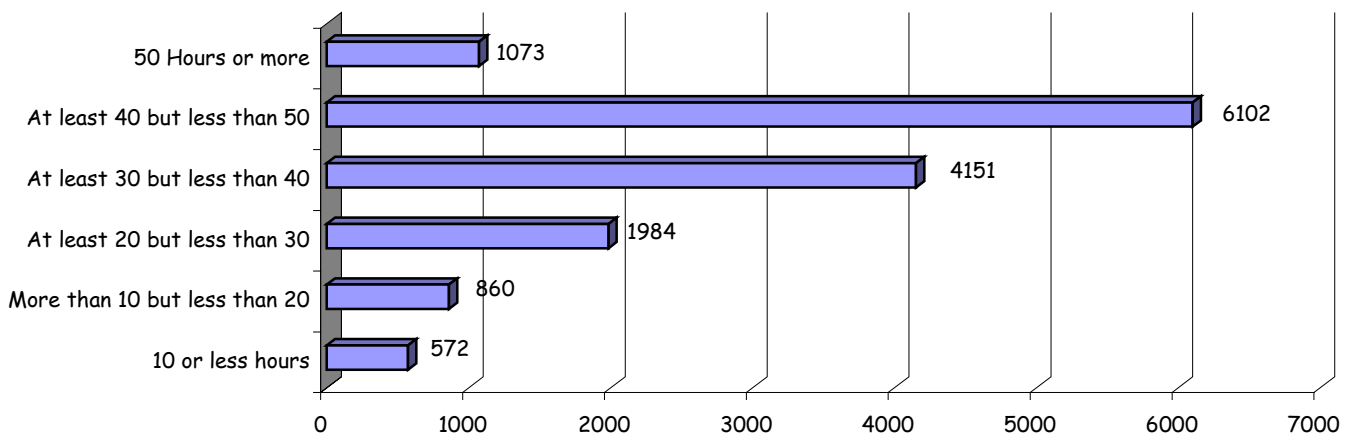
Hours Worked per Week

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 7.3% worked more than 50 hours each week, 41.4% worked 41-50 hours, 28.1% worked 31-40 hours, 13.5% worked 21-30 hours, 5.8% worked 10-20 hours and 3.9% worked fewer than 10 hours. RNs who reported working 10 hours or more each week totaled 96.1% and 51.7% 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 and 96.3% in 2002. There were minimal numbers (2.9%) of unemployed, currently licensed RNs in Nebraska, because active practice has been a condition of licensure renewal since 1995.

Chart 13. Average Work Hours per Week for Nebraska RNs (n=14,742)



Frequency and Percent of Work Situation

The percentage of RNs working in nursing positions that required RN licenses was 96.3% and had decreased slightly from the 2000 percentage of 99.3%. Persons working in non-nursing positions numbered 142 (0.8%). Of those persons, 50 were looking for a job as a RN and 92 were not. There were 503 licensees (2.9%) not employed, and of those non-employed licensees, 203 (1.2%) were looking for positions in nursing. Table I depicts the frequency and percentages of licensees describing their work situations.

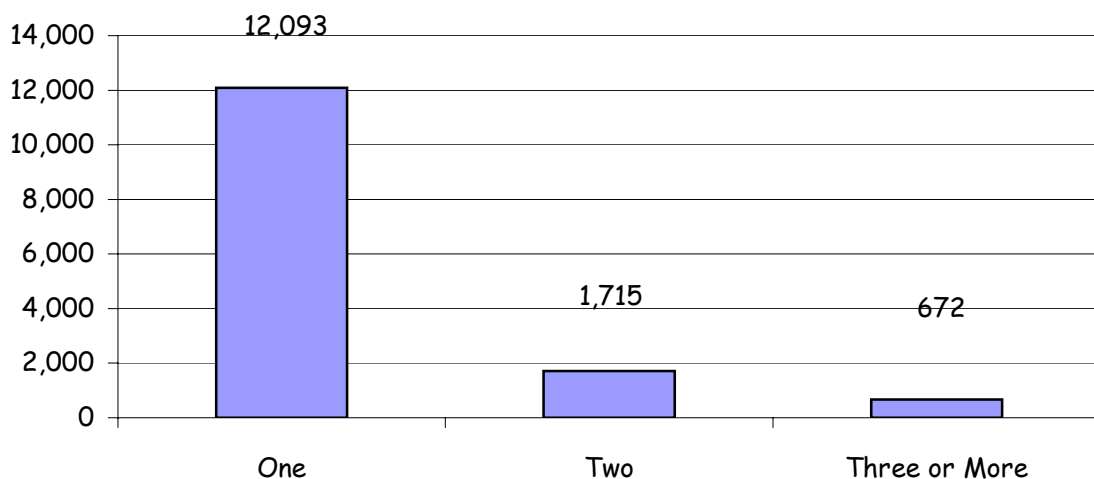
Table I. Frequency and Percentages of Nebraska RNs' Work Situation

	Frequency	Percent
Working in a nursing position requiring an RN license	16,855	96.3%
Working in a non-nursing job looking for RN position	50	.3%
Working in a non-nursing job, not looking for RN position	92	.5%
Not employed - looking for RN position	203	1.2%
Not employed - looking for a non-nursing job	12	.1%
Not employed - not looking for job	288	1.6%
Total	17,500	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 12,093. Fewer RNs (n=1,715) worked for two employers, and 672 worked for three or more.

Chart 14. Number of Employers (n=14,480)

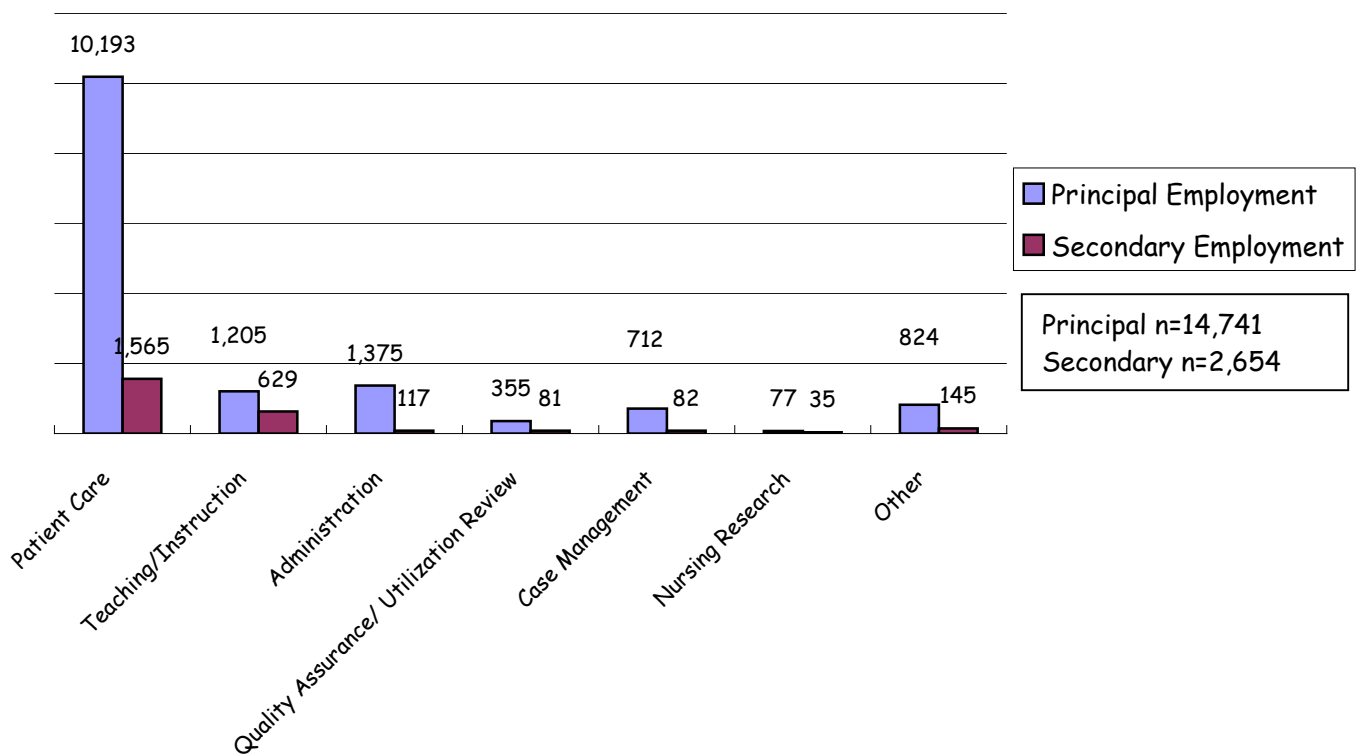


Employment

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 Nebraska survey. 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 Nebraska and national survey results. The 2002 Nebraska survey found 55.3% of RNs work in hospitals. In 2000 nationally 59.1% of RNs 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.

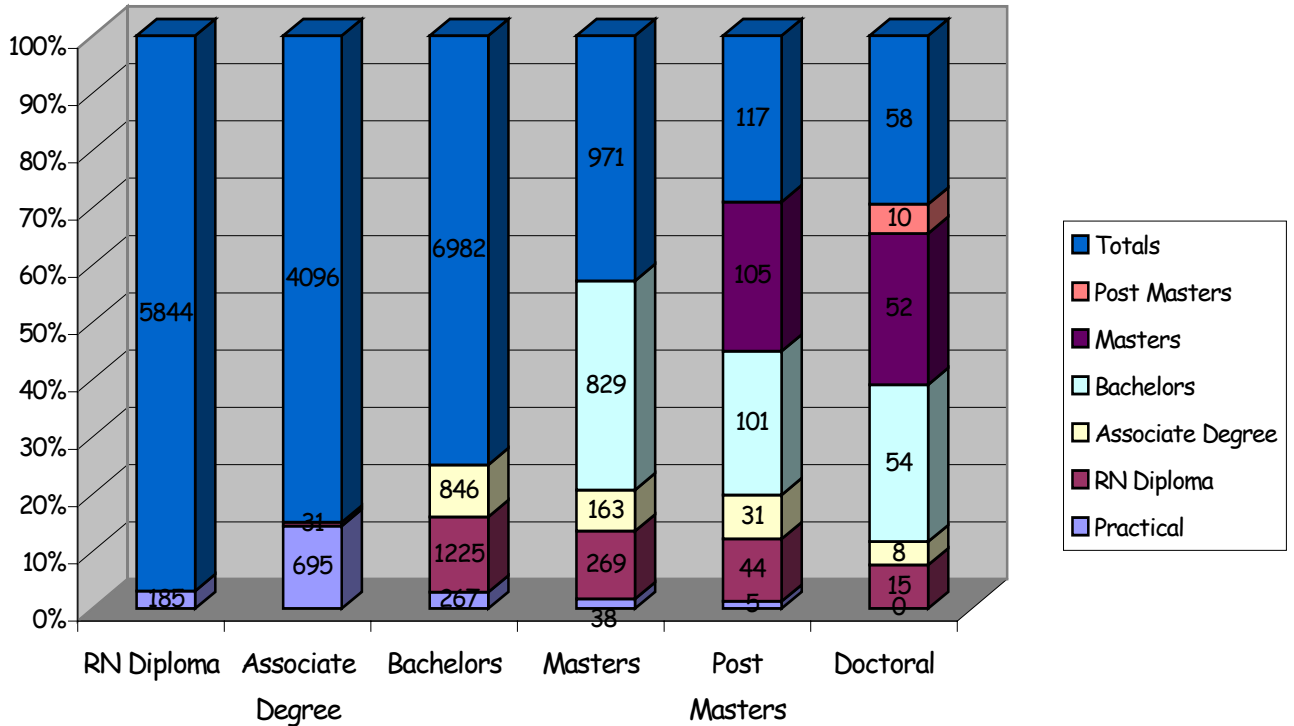
Table J. Comparison by Percent in Employment Setting Nationally and in Nebraska

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

EDUCATION

Data were gathered from Nebraska RNs regarding their educational preparation. Chart 16 shows the number of RNs for whom a basic program of study was the highest level attained as well as those who articulated upward educationally. Of the 5,844 diploma RNs, 185 of them were at one time Licensed Practical Nurses. Of the 4,096 respondents for whom associate degrees were their highest education, 695 of them were once Licensed Practical Nurses. There were 6,982 RNs who identified baccalaureate degrees as their highest degree of whom 267 had been LPNs, 846 had associate degrees, and 1225 had completed diploma programs. Among RNs who held baccalaureate degrees, 33.5% had previous nursing education. Nationally, this figure was approximately 20% in 2000.

Chart 16. Articulated Educational Preparation of Nebraska RNs



Educational Preparation

The majority of RNs licensed in Nebraska were educated in Nebraska as well. Seventy-seven percent (n=11,431) of Nebraska RNs were educated at Nebraska nursing schools. Twenty-two and five tenths percent (n=3,343) were educated outside of Nebraska but within the United States and territories, and only 74 RNs (0.5%) were educated in foreign countries. Chart 17 and Table K shows the locations of nursing education.

Chart 17. Location of Nursing Preparation (n=14,848)

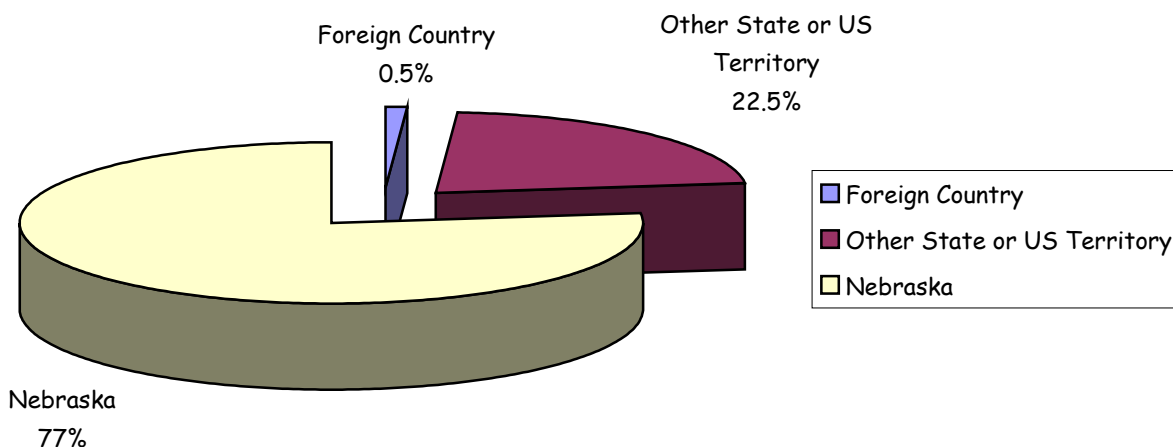


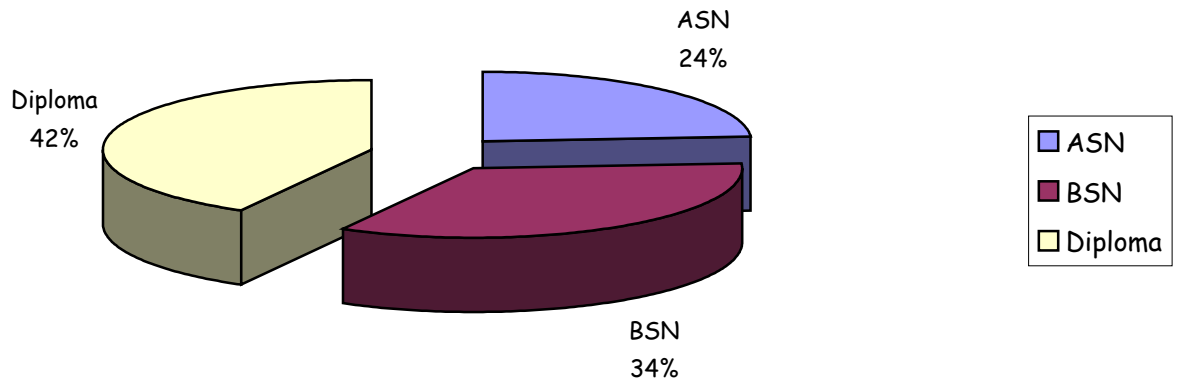
Table K. Location of Nursing Education

Nebraska Educated	U.S. Educated other than Nebraska	Foreign Educated
77.0%	22.5%	0.5%

Initial Educational Preparation

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. There was a decrease in diplomas and an increase in baccalaureate degrees as initial educational preparation. 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=13,858)



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. 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 (36%) was that of baccalaureate graduates. Diploma graduated followed with 31% of the total. Twenty one percent of the respondents were associate degree graduates. Approximately 6% of the Nebraska RNs were educated at the master's degree level or higher. The percentages were similar to the 2000 Nebraska survey 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 19,078.

Chart 19. Types of Programs Completed by Nebraska RNs (n=19,078)

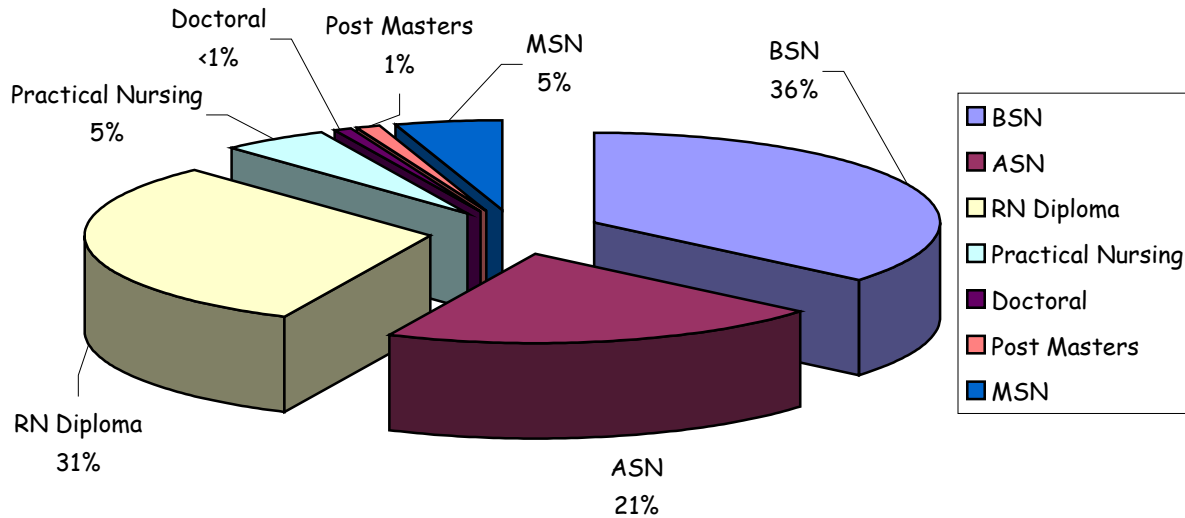
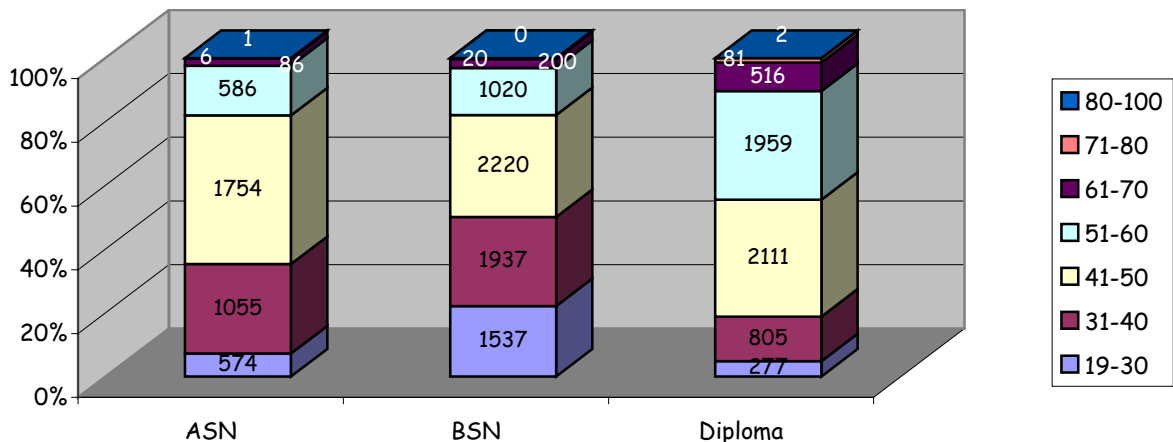


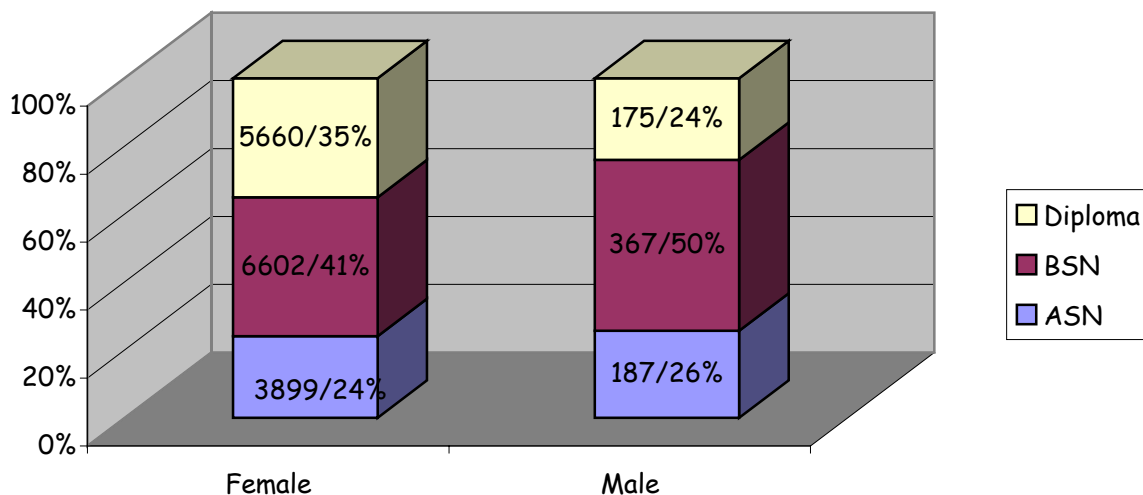
Chart 20 depicts the ages at the time of the 2002 survey of Nebraska RNs for each level of educational preparation. It shows that 81% (n=5751) of diploma educated RNs identified themselves as being 41 or older. Of the baccalaureate prepared RNs, 50% (n=6934) were 41 or older. Sixty percent (60%) of associate degree prepared RNs (n=4062) were in the 41 or older category. More 19-40 year olds held bachelor's degrees (n=3474) than either associate degrees (n=1629) or diplomas (n=1082). 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=16,747)



A higher proportion of male RNs (54.3%) hold BSNs than females (46.2%). Chart 21 indicates the frequency of male and female RNs by type of educational preparation. This chart is not mutually exclusive as a RN could be included in more than one category.

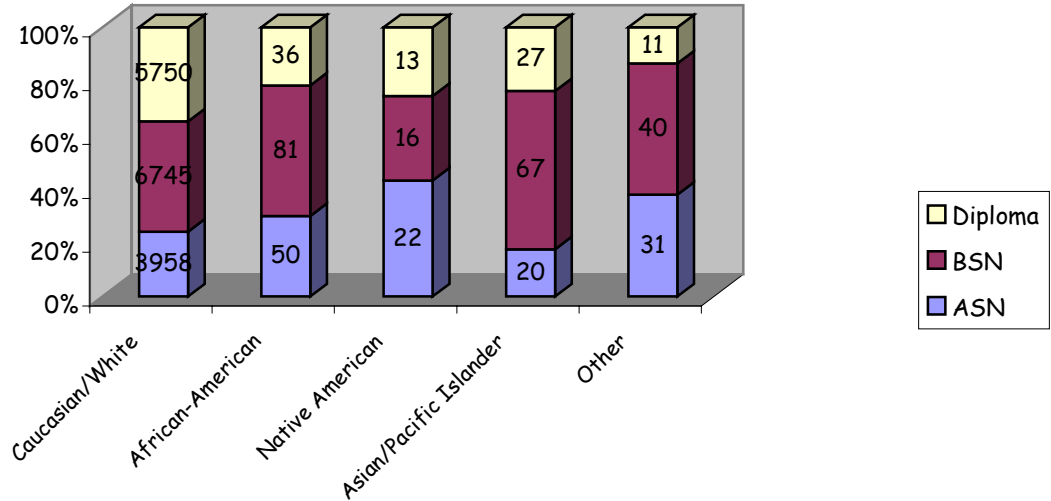
Chart 21. Type of Initial Degree by Gender (n=16,890)
(f/n=16,161; m/n=729)



Education and Race/Ethnicity

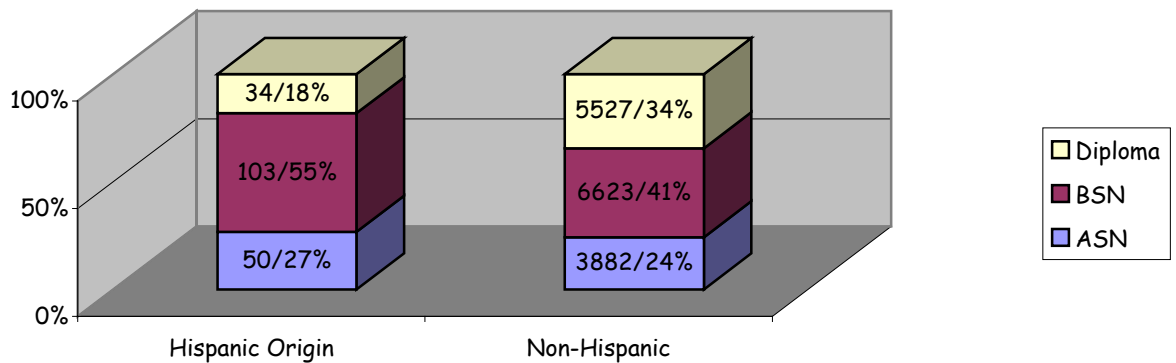
When educational preparation and racial/ethnic background are examined, all categories of racial/ethnic background are represented in each educational type. Caucasians, African-Americans, Asian/Pacific Islanders, and Others have the highest percentage in the baccalaureate degree category. This was also noted in the 2000 Nebraska survey with the exception of Caucasians, who at that time had the highest percentage in the diploma education category. Native-Americans have a proportionately higher percentage of associate degree holders. 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=14,928)



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 16,219. Eighty-two percent (82%) of Hispanic RNs were educated at either the ASN or BSN level. Only 18% had a diploma education. Thirty-nine percent (39%) of non-Hispanic RNs identified themselves as having received a diploma education.

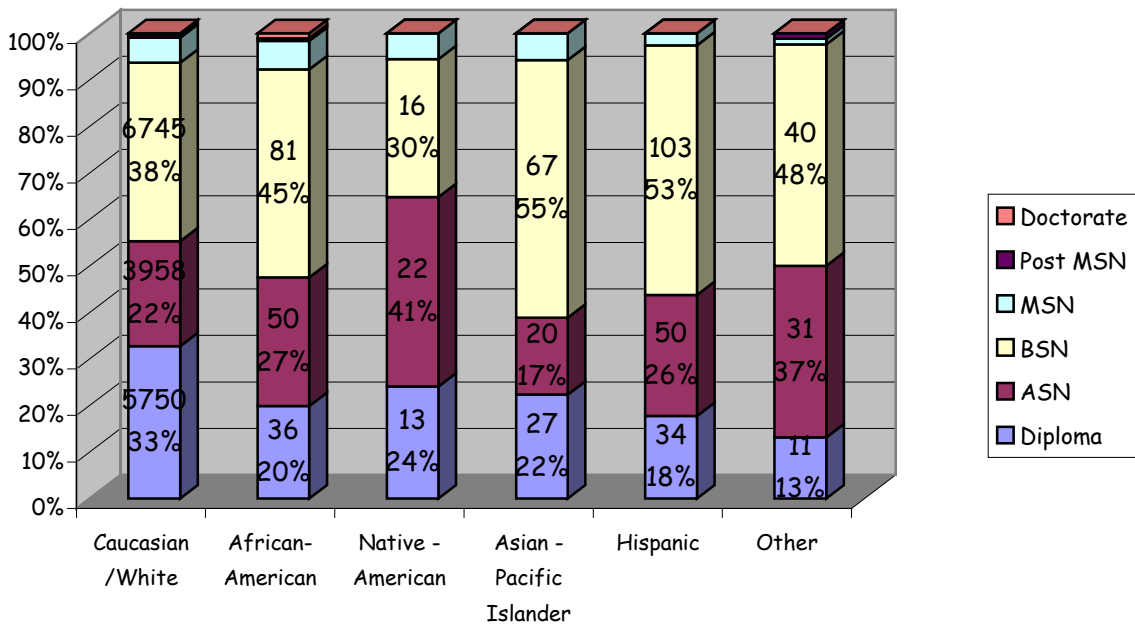
Chart 23. Percent Educational Type by Hispanic Origin/Descent (n=16,219)



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. Caucasians had higher percentages in the diploma (33%) and baccalaureate (38%) levels as was also found in the 2000 survey. African Americans continued to have their highest percentage (45%) at the baccalaureate level. Native Americans had a higher percentage (41%) of associate degrees than other ethnic groups and the majority of Asian/Pacific Islanders (55%) and Hispanics (53%) obtained baccalaureate degrees. 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=17,054)



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, 37% of RNs most liked the work itself and salary (27%) was the least liked aspect of nursing.

Chart 25. Most Liked Aspect of Nursing (n=14,794)

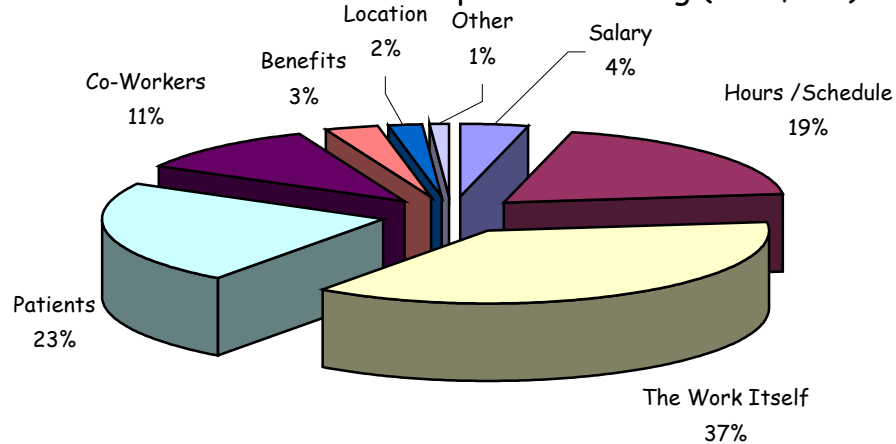
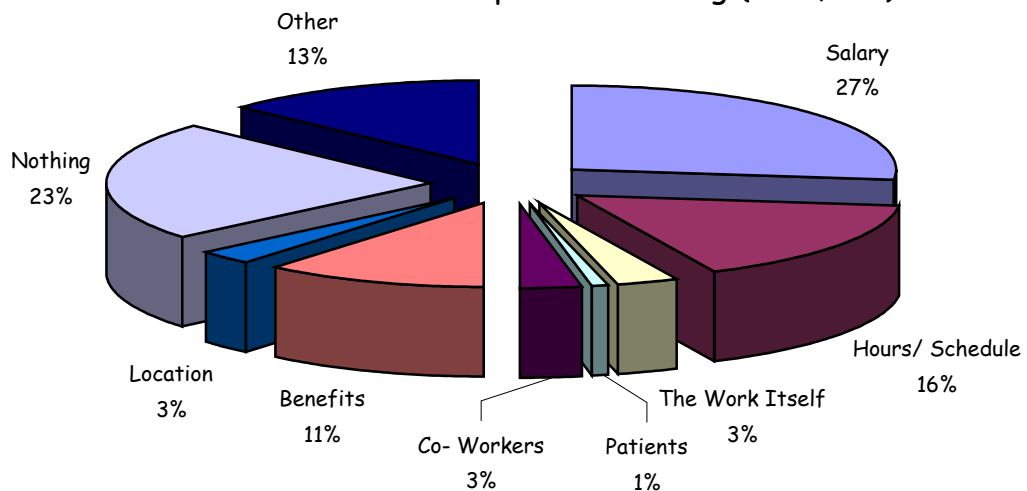


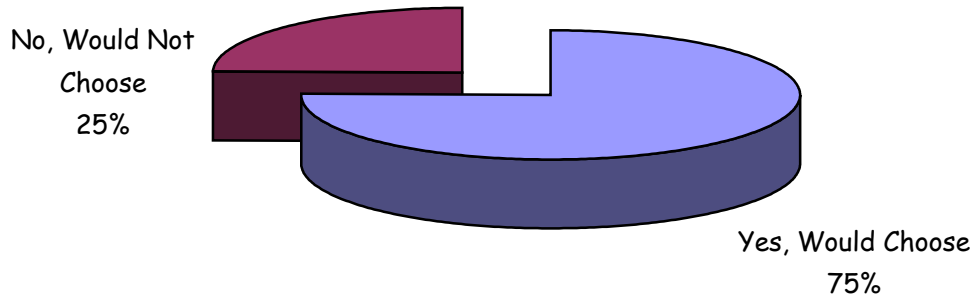
Chart 26. Least Liked Aspect of Nursing (n=14,529)



Choose Nursing and Encouragement of Others

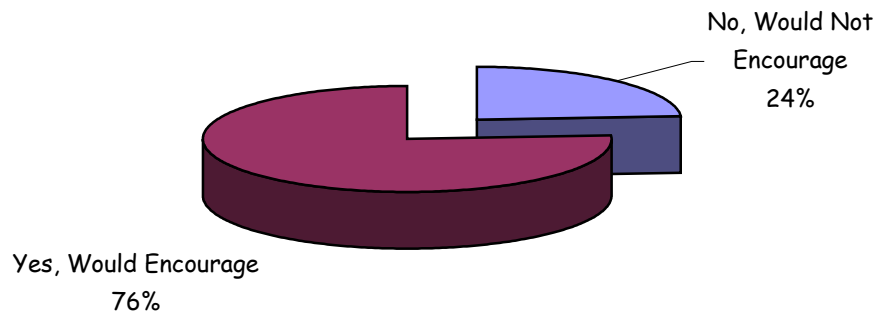
Seventy-five percent of RNs responded that they would choose nursing as a career if they had to do it over again, which was an increase from 66% in the 2000 survey. Chart 27 shows the percentage of RNs who would or would not choose nursing again.

Chart 27: Choose Nursing as a Career Again (n=14,516)



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

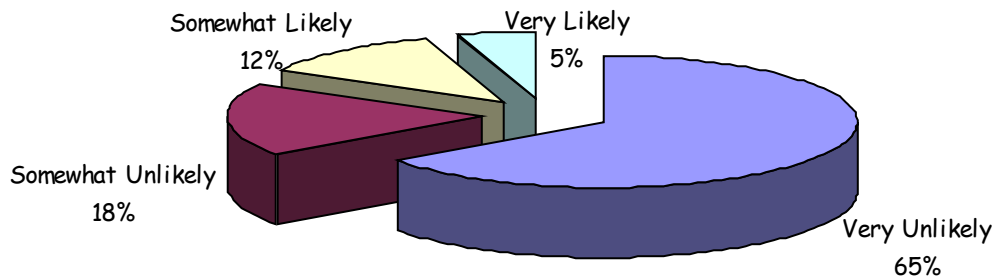
Chart 28. Encourage Others to Choose Nursing as a Career (n=14,394)



Leaving Principal Employment

Most RNs (65%) found it very unlikely that they would leave nursing as their principal employment in the next year. Chart 29 expresses in percentages the likelihood of RNs leaving their principal employment. Eighteen percent of RNs answered that leaving was somewhat unlikely, 12% of RNs said leaving was somewhat likely, and only 5% of RNs indicated that their departure was very likely to occur.

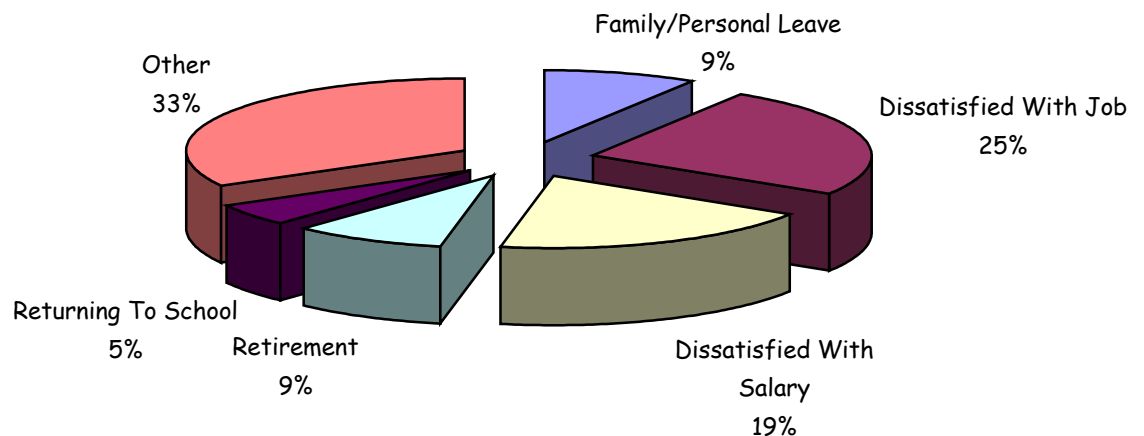
Chart 29. Likelihood of Leaving Principal Employment (n=14,912)



Reasons for Leaving or Delaying Retirement

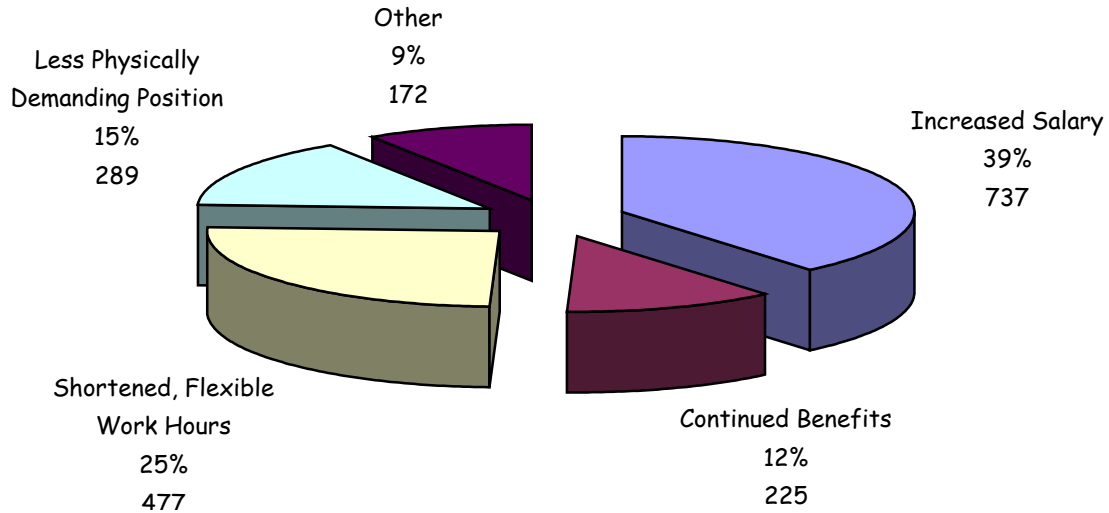
Those Nebraska RNs who plan to leave their principal employment as RNs identified main reasons for leaving. Twenty five percent of the respondents selected “Dissatisfied With Job.” Another 19% chose “Dissatisfied With Salary.” “Other” was given as the main reason for planning to leave by 33% of the respondents and “Retirement” and “Family/Personal Leave” each comprised 9%. 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=2,359)



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, 39% indicated they would consider delaying retirement if their salaries were increased and 25% 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=1900)



LICENSURE

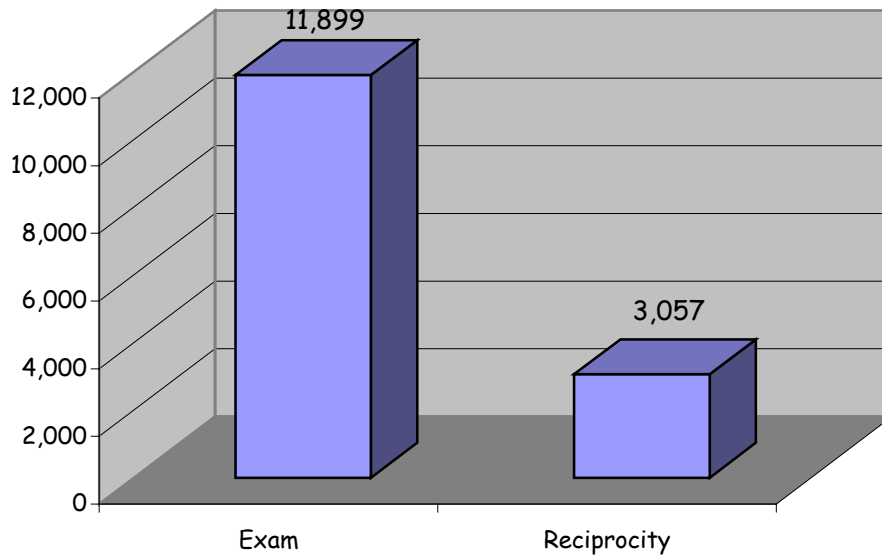
Method of Licensure

RNs can attain a Nebraska license in one of two ways, by examination or endorsement/reciprocity. Endorsement/reciprocity 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	11,899	79.6%
Reciprocity/Endorsement	3,057	20.4%
Total	14,956	100%

Chart 32. Number of RNs Licensed by Exam and Reciprocity (n=14,956)



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

The Nebraska survey queried respondents for information concerning advanced practice roles. Table M provides data on the number and gender involved in each type of advanced practice role. There were 476 RNs who identified themselves as Advanced Practice RNs (APRNs), Certified RN Anesthetists (CRNAs), or Certified RN Midwives (CNMs). Males comprised over half of the CRNAs, but there were no male CNMs.

Table M. Advanced Practice Frequencies by Gender

	Female	Male	Total
Advanced Practice RN	354	14	368
Certified RN Anesthetist	102	115	217
Certified RN Midwife	20	0	20
Total	476	129	605

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 percentage (59.7%) of RNs lived in Douglas or Lancaster County. Picture 1 maps the geographical distribution of Nebraska RNs by region.

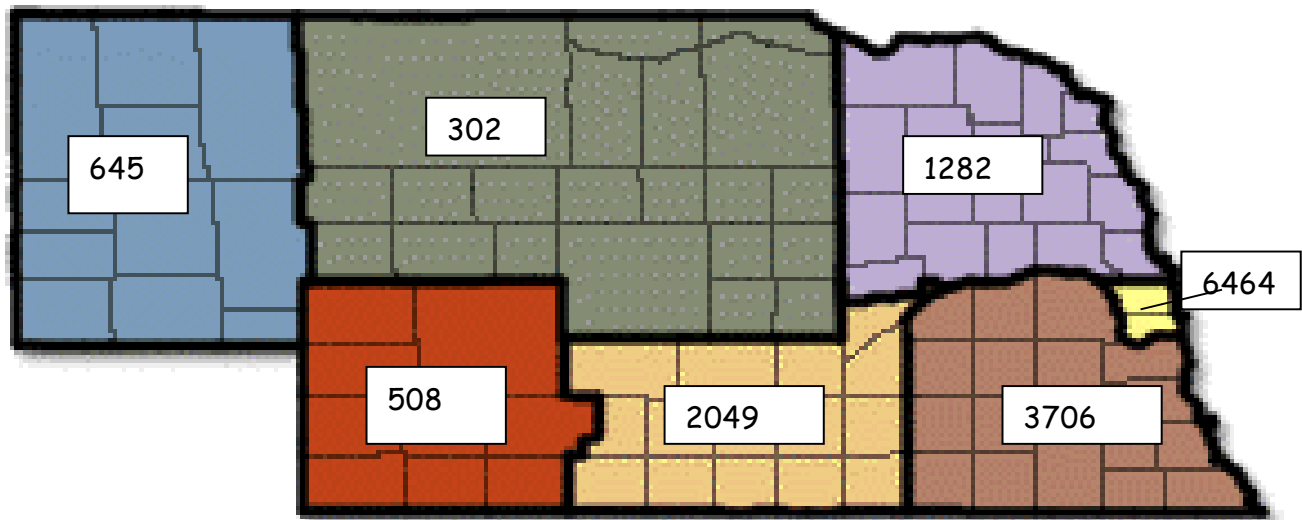
Table N. Location of Nebraska RNs by County

County	Number Of RNs
Adams	508
Antelope	50
Banner	1
Blaine	1
Boone	44
Box Butte	70
Boyd	12
Brown	25
Buffalo	566
Burt	35
Butler	28
Cass	37
Cedar	22
Chase	23
Cherry	31
Cheyenne	44
Clay	20
Colfax	28
Cuming	57
Custer	61
Dakota	17
Dawes	37
Dawson	100
Deuel	2
Dixon	13
Dodge	294
Douglas	6,091
Dundy	15
Fillmore	39
Franklin	19
Frontier	9
Furnas	28

County	Number Of RNs
Gage	162
Garden	14
Garfield	4
Gosper	1
Greeley	7
Hall	528
Hamilton	64
Harlan	20
Hayes	1
Hitchcock	5
Holt	88
Hooker	5
Howard	25
Jefferson	42
Johnson	24
Kearney	21
Keith	46
Kimball	21
Knox	51
Lancaster	2,849
Lincoln	310
Madison	319
Merrick	25
Morrill	23
Nance	13
Nemaha	39
Nuckolls	56
Otoe	74
Pawnee	19
Perkins	25
Phelps	81
Pierce	34
Platte	156
Polk	23
Red Willow	74
Richardson	44
Rock	8
Saline	56
Sarpy	373
Saunders	48
Scotts Bluff	405
Seward	70
Sheridan	28
Sherman	6

County	Number Of RNs
Stanton	6
Thayer	43
Thurston	44
Valley	29
Washington	56
Wayne	43
Webster	12
York	109
Total	n=14,956

Picture 1. Distribution of RNs by Region (n=14,956)



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 12,072 (85.6%) of the RNs who worked primarily in Nebraska, 868 (6.2%) in Iowa, and 1164 (8.2%) in Other States.

Table O. Location of Nebraska RN Licensees

State	Frequency	Percent
Nebraska	12,072	85.6%
Iowa	868	6.2%
Other States	1,164	8.2%

SUMMARY

The results of the Nebraska Registered Nursing Workforce Survey 2002 indicate that many of the characteristics of the RN workforce remain unchanged since the 2000 survey information was reported, but there are some interesting differences as well.

Gender distribution is similar to the 2000 survey, with 4.5% of RNs being male and 95.5% female. The highest percentage of male and female RNs in Nebraska are educated at the baccalaureate level.

The mean age of Nebraska RNs was 44.6 years as compared to the 2000 mean age of 45. 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 survey. The majority of diploma graduates are over 50 years of age.

Male RNs have been employed in nursing an average of 13.55 years. Female RNs have an average of 17.45 years.

Nationally, the nursing population continues to be more diverse than Nebraska's. Those RNs indicating Hispanic origin or descent comprised 1.1% compared to 0.9% in 2000.

RN salaries in Nebraska averaged \$39,679 in 2000. In 2002, the average salary increased to \$42,460.

Males have slightly higher percentages of employment activities in patient care and administration and female RNs have the highest percentage in patient care. RNs who reported working 10 hours or more each week totaled 96.1%; 51.7% reported working less than 40 hours per week; 41.4% worked 41-50 hours and 7.3% reported working more than 50 hours per week. There were 503 licensees (2.9%) not employed and 203 (1.2%) licensees were looking for positions in nursing. The percentage of RNs working in nursing positions that required RN licenses was 96.3%. The number of RNs who worked for only one employer was 12,093 while 715 RNs worked for two employers and 672 worked for three or more. Hospitals were the major employers of RNs as was the case with the 2000 Nebraska and national survey results.

The majority of RNs licensed in Nebraska were educated in Nebraska (77%). There was a decrease in diplomas and an increase in baccalaureate degrees as initial educational preparation from 2000 to 2002. The highest percentage of Nebraska RNs hold baccalaureate degrees (36%) compared to diplomas (31%) and associate degrees (21%). A higher proportion of male RNs (50.3%) hold BSNs than female RNs (40.8%).

The most liked aspect about nursing was "The Work Itself" and the least liked aspect was "Salary". Seventy-five 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 76% in 2002. 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 (9%), 39% indicated they would consider delaying retirement if their salaries were increased and 25% would delay retirement for shortened, flexible working hours.

Nebraska RNs, primarily educated within the state, continue to have licenses via examination rather than reciprocity by a large majority. The largest percentage (59.7%) of RNs live in Douglas or Lancaster County. There were 85.6% of the RNs who worked primarily in Nebraska, with Iowa having 6.2% and Other States 8.2%. 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
Female RNs	95.9%	95.5%
Male RNs	4.1%	4.5%
Female Highest % Education	Diploma Level	Baccalaureate Level
Male Highest % Education	Baccalaureate Level	Baccalaureate Level
Male Diplomas	30.7%	25.9%
Male ASNs	26.5%	27.7%
Male BSNs	42.8%	54.3%
Female Diplomas	46.6%	39.6%
Female ASNs	24.1%	27.3%
Female BSNs	29.3%	46.2%
Male RNs Salary > \$105,000	11.0%	14.0%
Female RNs Salary > \$105,000	1.0%	1.0%
Male Highest % Work Area	Patient Care and Administration	
Female Highest % Work Area	Patient Care	
Male Average Yrs. Employed in Nursing	13.55	
Female Average Yrs. Employed in Nursing	17.45	
Female Advanced Practice RNs	n=476	
Male Advanced Practice RNs	n=129	

Table R. 2002 Survey Data

Caucasian RNs	97.5% (n=14,551)
All Other Races	2.5% (n=377)
Educated in Nebraska	77.0%
Educated Elsewhere	23.0%
Most Liked Aspect of Nursing	The Work Itself
Least Liked Aspect of Nursing	Salary
Would Choose Nursing Again	75.0%
Would Not Choose Nursing Again	25.0%
Encourage Others to Nursing	76.0%
Not Encourage Others to Nursing	24.0%
Licensed by Examination	79.6%
Licensed by Reciprocity/Endorsement	20.4%
Working Primarily in Nebraska	85.6% n=12,072
Working Primarily in Iowa/Other States	14.4% n=2,032

Table S. 2000 & 2002 Survey Data Comparisons

	2000	2002
Major Employer of RNs	Hospitals (51%)	Hospitals (55.3%)
Mean RN Age	45	44.6
% RNs Under 40	34.9%	37.9%
% RNs Under 30	7.9%	15.0%
Hispanic RNs	0.9%	1.1%
Have Children Age 6 or <	20.6%	28.0%
Have Children 7-14 yrs	31.5%	36.0%
Have Children 15-18 yrs	23.0%	28.0%
Average Salary	\$39,679	\$42,460
Predominate Employment Area	Patient Care	Patient Care
Looking for RN Position Working Non-Nursing	n=50	n=92
Initial Education Diploma	49%	42%
Initial Education ASN	23%	24%
Initial Education BSN	28%	34%
RNs Working Full or Part-time in Nursing	99.3%	96.3%

Appendix A

Registered Nursing Workforce Survey 2002

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 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 | <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 education Program that prepared you to take the RN licensing examination.
- Nebraska
 - Other state or US territory
 - Foreign country
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
 - Post-Master's Certificate
 - Doctoral Program
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 Program
 - Doctoral Program
 - Other _____
7. Which non-nursing degree(s) have you completed? (Mark all that apply)
- Associate Degree
 - Bachelor's Degree
 - Master's Degree
 - Doctorate
8. Are you currently licensed in Nebraska in an advanced practice 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.

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

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 _____

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 to do it over, would you choose nursing as a career?
- Yes
 - No

19. *Only answer this question if you plan to retire in the next 5 years.* If you are planning to retire in the next 5 years, what would persuade you to delay your retirement?

- Increased salary
- Continued benefits
- Shortened/flexible work hours
- A position that is less physically demanding
- Other (specify) _____

22. What do you like least about your principal 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 _____

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 _____

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