

Michigan Center for Nursing Survey of Nurses 2007

Survey Instrument and Response Frequencies for Registered Nurses Employed in the Mid-Michigan Health Service Area

The Michigan Center for Nursing conducted the fourth annual survey of licensed nurses in 2007 to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. In the 2006 survey, questions were added related to nurses' decisions to leave a position in nursing and the factors that led to these decisions. This report presents the survey responses for registered nurses who entered a mid-Michigan ZIP Code for their primary place of employment. A map of the health service areas can be found in the appendix for this report. Unless otherwise noted, response frequencies are for *active* nurses only, i.e., nurses who are working in nursing or a related area on a full-time or part-time basis.

There were 3,299 surveys returned from RNs employed in the mid-Michigan health service area, yielding a margin of error of ± 0.8 percent with 95 percent confidence for data for RNs in this health service area. Comparison of data across different health service areas is not recommended because the number of responses and corresponding margin of error varies among health service areas.

The complete report, *Michigan Center for Nursing Survey of Nurses 2007*, presents findings for the Michigan population of nurses as a whole and is available online at www.michigancenterfornursing.org.

1. In what year were you born? (Note: Response frequencies are for active nurses only.)

Age	Percent 2007 (active only)
<25	1.4%
25–34	14.2
35–44	22.5
45–54	35.1
55–64	24.1
65+	2.7

2. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**. If you are both an LPN and an RN, complete and return only one survey.)

	Percent of RNs 2007
RN only	95.2%
Both LPN and RN	4.8

3. What is your education background? (Mark **all** that apply)

	Percent 2007 (active only)
a) LPN diploma/certificate of nursing	7.3%
b) RN diploma in nursing	20.8
c) Associate's degree in nursing	55.8
d) Bachelor's degree in nursing	31.4
e) Master's degree in nursing	5.0
f) Master's degree in other field	4.2
g) Doctorate in nursing	0.2
h) Other degree	9.0

4. What is your current employment status? (Mark **one**)

	Percent 2007 (all RNs)
a) 35 or more hours per week in nursing or related area	72.8%
b) Less than 35 hours per week in nursing or related area	22.4
c) Employed, but not in nursing	2.8
d) Not employed, and seeking employment in nursing or related area	0.4
e) Not employed, and seeking employment outside of nursing	0.1
f) Temporarily not working and not looking for a job	0.9
g) Retired or with no plans to return to work	0.6

5. Identify your current employment setting(s). (Mark **all** that apply)

	Percent 2007 (active only)
a) None (not active in nursing)	0.4%
b) Hospital inpatient	58.7
c) Hospital outpatient	16.1
d) Non-hospital outpatient	3.5
e) Physician's office	7.5
f) Nursing home/long-term care facility	5.7
g) Home health care	5.9
h) Public/community health	4.7
i) School health	1.6
j) Hospice	2.7
k) Nursing education	5.7
l) Insurance company/health plan	2.2
m) Traveling/temporary nurse	1.4
n) Other	6.1

6. Does your main nursing position involve providing direct care services to patients/families?

	Percent 2007 (active only)
Yes	85.2%
No	14.8

7. If you provide direct care services, please identify your main practice area. (Mark **one**)

	Percent 2007 (active only)
a) Med-Surg	16.3%
b) Surgery	12.4
c) Critical care	16.0
d) Pediatrics	5.6
e) Obstetrics	7.7
f) Geriatrics/elderly care	5.6
g) Oncology	2.8
h) Psychiatric/mental health	3.3
i) Emergency/urgent care	6.9
j) Patient education	1.2
k) Case management	3.6
l) General/family practice	1.9
m) Other (Fill in blank)	16.8

8. Where do you live? (Mark **one**)

	Percent 2007 (active only)
a) Michigan	99.9%
b) Other state in the U.S.	0.1
c) Canada	0.0
d) Other nation	0.0

9. Where is your primary place of employment? (Mark **one**)

	Percent 2007 (active only)
a) Michigan	100.0%
b) Other state in the U.S.	0.0
c) Canada	0.0
d) Other nation	0.0

10. If you live in the U.S. or if your primary place of employment is in the U.S., what are the ZIP Codes of your residence and primary place of employment?

11. Did you graduate from a nursing school in the United States or in another nation?

	Percent 2007 (active only)
a) United States	98.8%
b) Other nation	1.2

One of the goals of the Michigan Center for Nursing is to increase diversity within the nursing profession. It would be helpful if you would answer the following questions:

12. What is your gender?

	Percent 2007 (active only)
a) Female	93.7%
b) Male	6.3

13. Are you Spanish/Hispanic/Latino?

	Percent 2007 (active only)
a) Yes	1.5%
b) No	98.5

14. What is your racial/ethnic background?

	Percent 2007 (active only)
a) White	92.3%
b) Black or African American	4.7
c) American Indian or Alaskan Native	1.7
d) Asian	1.1
e) Native Hawaiian or Pacific Islander	0.1
f) Middle Easterner (Arab/Chaldean/Other)	0.4
g) Some other race/ethnicity	1.7

15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.

	Percent 2007 (active only)
a) 1–5 years	19.2%
b) 6–10 years	21.1
c) 11–15 years	17.4
d) 16–20 years	16.7
e) 21–30 years	15.3
f) More than 30 years	5.5
g) Don't know	4.8

16. Have you voluntarily left a nursing position in the last two years?

	Percent 2007 (all RNs)
a) Yes	18.8%
b) No	81.2

17. If you voluntarily left a nursing position in the last two years, was it to...(Mark **one**)

	Percent 2007 (RNs who left a position)
a) take another nursing position in the same organization?	19.9%
b) take another nursing position with a different organization?	67.9
c) take a position outside of nursing?	4.3
d) retire/quit nursing?	7.9

18. If you voluntarily left a nursing position in the last two years, what were the factors that led to this decision? (Mark **all** that apply)

	Percent 2007 (RNs who left a position)
a) Age	7.7%
b) General lack of job satisfaction	47.1
c) Childbearing/childrearing	7.4
d) Personal or family concerns	24.9
e) Increasing administrative burden	15.2
f) Physical demands of the job	20.4
g) Employer/employee conflict	16.6
h) Inadequate salary/wages	21.9
i) Inadequate benefits	14.7
j) Opportunity to work in nursing administration	4.6
k) Opportunity to work in nursing education	5.1
l) Career promotion	16.8

Michigan Center for Nursing Survey of Nurses 2007

Survey Instrument and Response Frequencies for Licensed Practical Nurses Employed in the Mid-Michigan Health Service Area

The Michigan Center for Nursing conducted the fourth annual survey of licensed nurses in 2007 to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. In the 2006 survey, questions were added related to nurses' decisions to leave a position in nursing and the factors that led to these decisions. This report presents the survey responses for licensed practical nurses who entered a mid-Michigan ZIP Code for their primary place of employment. A map of the health service areas can be found in the appendix for this report. Unless otherwise noted, response frequencies are for *active* nurses only, i.e., nurses who are working in nursing or a related area on a full-time or part-time basis.

There were 538 surveys returned from LPNs employed in the mid-Michigan health service area, yielding a margin of error of ± 2.5 percent with 95 percent confidence for data for LPNs in this health service area. Comparison of data across different health service areas is not recommended because the number of responses and corresponding margin of error varies among health service areas.

The complete report, *Michigan Center for Nursing Survey of Nurses 2007*, presents findings for the Michigan population of nurses as a whole and is available online at www.michigancenterfornursing.org.

1. In what year were you born? (Note: Response frequencies are for active nurses only.)

Age	Percent 2007 (active only)
<25	2.3%
25–34	11.7
35–44	18.8
45–54	33.3
55–64	28.2
65+	5.6

2. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**. If you are both an LPN and an RN, complete and return only one survey.)

NOTE: This question was used to identify respondents as RNs or LPNs and to determine the proportion of RNs who also hold a diploma/certificate as a LPN.

3. What is your education background? (Mark **all** that apply)

	Percent 2007 (active only)
a) LPN diploma/certificate of nursing	96.5%
b) RN diploma in nursing	1.6
c) Associate's degree in nursing	5.5
d) Bachelor's degree in nursing	0.8
e) Master's degree in nursing	0.0
f) Master's degree in other field	0.8
g) Doctorate in nursing	0.0
h) Other degree	9.4

4. What is your current employment status? (Mark **one**)

	Percent 2007 (all LPNs)
a) 35 or more hours per week in nursing or related area	62.3%
b) Less than 35 hours per week in nursing or related area	28.7
c) Employed, but not in nursing	5.0
d) Not employed, and seeking employment in nursing or related area	1.1
e) Not employed, and seeking employment outside of nursing	0.0
f) Temporarily not working and not looking for a job	1.9
g) Retired or with no plans to return to work	0.9

5. Identify your current employment setting(s). (Mark **all** that apply)

	Percent 2007 (active only)
a) None (not active in nursing)	0.4%
b) Hospital inpatient	22.5
c) Hospital outpatient	4.5
d) Non-hospital outpatient	2.7
e) Physician's office	13.1
f) Nursing home/long-term care facility	40.0
g) Home health care	17.0
h) Public/community health	3.1
i) School health	1.8
j) Hospice	4.3
k) Nursing education	2.3
l) Insurance company/health plan	1.4
m) Traveling/temporary nurse	2.0
n) Other	6.8

6. Does your main nursing position involve providing direct care services to patients/families?

	Percent 2007 (active only)
Yes	91.8%
No	8.2

7. If you provide direct care services, please identify your main practice area. (Mark **one**)

	Percent 2007 (active only)
a) Med-Surg	16.0%
b) Surgery	2.3
c) Critical care	2.3
d) Pediatrics	4.1
e) Obstetrics	2.6
f) Geriatrics/elderly care	45.2
g) Oncology	0.9
h) Psychiatric/mental health	0.6
i) Emergency/urgent care	1.5
j) Patient education	1.2
k) Case management	0.3
l) General/family practice	4.4
m) Other (Fill in blank)	18.7

8. Where do you live? (Mark **one**)

	Percent 2007 (active only)
a) Michigan	100.0%
b) Other state in the U.S.	0.0
c) Canada	0.0
d) Other nation	0.0

9. Where is your primary place of employment? (Mark **one**)

	Percent 2007 (active only)
a) Michigan	99.8%
b) Other state in the U.S.	0.2
c) Canada	0.0
d) Other nation	0.0

10. If you live in the U.S. or if your primary place of employment is in the U.S., what are the ZIP Codes of your residence and primary place of employment?

11. Did you graduate from a nursing school in the United States or in another nation?

	Percent 2007 (active only)
a) United States	99.2%
b) Other nation	0.8

One of the goals of the Michigan Center for Nursing is to increase diversity within the nursing profession. It would be helpful if you would answer the following questions:

12. What is your gender?

	Percent 2007 (active only)
a) Female	94.7%
b) Male	5.3

13. Are you Spanish/Hispanic/Latino?

	Percent 2007 (active only)
a) Yes	1.2%
b) No	98.8

14. What is your racial/ethnic background?

	Percent 2007 (active only)
a) White	86.1%
b) Black or African American	10.2
c) American Indian or Alaskan Native	3.3
d) Asian	1.4
e) Native Hawaiian or Pacific Islander	0.0
f) Middle Easterner (Arab/Chaldean/Other)	0.4
g) Some other race/ethnicity	1.2

15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.

	Percent 2007 (active only)
a) 1–5 years	19.8%
b) 6–10 years	20.8
c) 11–15 years	16.3
d) 16–20 years	15.4
e) 21–30 years	11.9
f) More than 30 years	8.6
g) Don't know	7.2

16. Have you voluntarily left a nursing position in the last two years?

	Percent 2007 (all LPNs)
a) Yes	20.2%
b) No	79.8

17. If you voluntarily left a nursing position in the last two years, was it to...(Mark **one**)

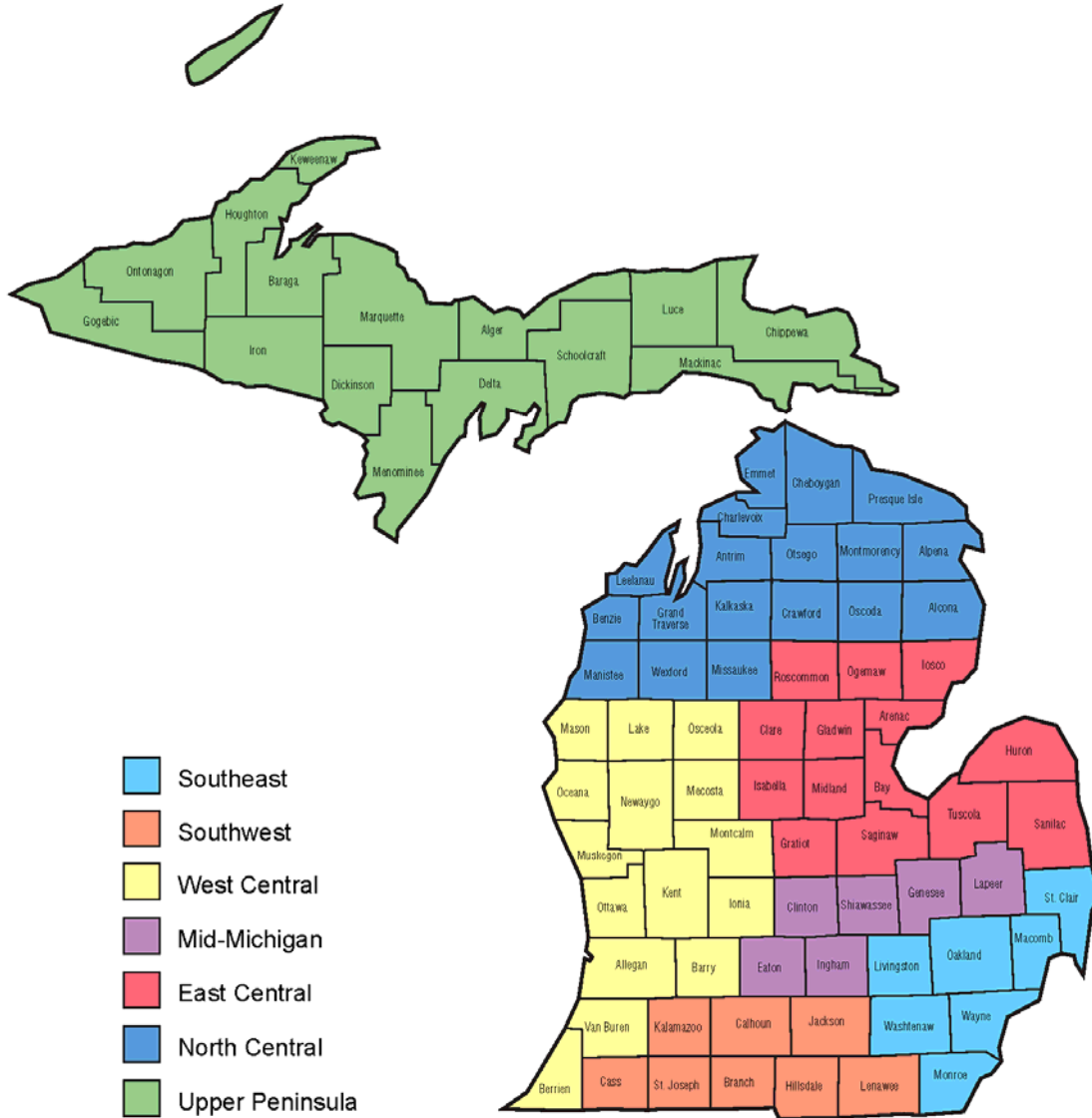
	Percent 2007 (LPNs who left a position)
a) take another nursing position in the same organization?	7.6%
b) take another nursing position with a different organization?	74.3
c) take a position outside of nursing?	7.6
d) retire/quit nursing?	10.5

18. If you voluntarily left a nursing position in the last two years, what were the factors that led to this decision? (Mark **all** that apply)

	Percent 2007 (LPNs who left a position)
a) Age	9.4%
b) General lack of job satisfaction	50.9
c) Childbearing/childrearing	2.8
d) Personal or family concerns	22.6
e) Increasing administrative burden	18.9
f) Physical demands of the job	21.7
g) Employer/employee conflict	15.1
h) Inadequate salary/wages	29.2
i) Inadequate benefits	20.8
j) Opportunity to work in nursing administration	3.8
k) Opportunity to work in nursing education	2.8
l) Career promotion	14.2

Appendix

Michigan Health Service Areas



SOURCE: Michigan Health & Hospital Association, October 2007.