

Michigan Center for Nursing Survey of Nurses 2007

Survey Instrument and Response Frequencies for Registered Nurses Employed in the North Central 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 north central 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 1,549 surveys returned from RNs employed in the north central health service area, yielding a margin of error of ± 1.1 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	0.8%
25–34	10.4
35–44	21.5
45–54	39.2
55–64	24.3
65+	3.8

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	96.1%
Both LPN and RN	3.9

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

	Percent 2007 (active only)
a) LPN diploma/certificate of nursing	7.0%
b) RN diploma in nursing	17.7
c) Associate's degree in nursing	62.8
d) Bachelor's degree in nursing	27.4
e) Master's degree in nursing	6.7
f) Master's degree in other field	3.2
g) Doctorate in nursing	0.1
h) Other degree	10.1

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	65.9%
b) Less than 35 hours per week in nursing or related area	29.5
c) Employed, but not in nursing	2.3
d) Not employed, and seeking employment in nursing or related area	0.5
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	1.0

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

	Percent 2007 (active only)
a) None (not active in nursing)	0.1%
b) Hospital inpatient	54.3
c) Hospital outpatient	16.5
d) Non-hospital outpatient	4.0
e) Physician's office	8.9
f) Nursing home/long-term care facility	10.4
g) Home health care	7.2
h) Public/community health	5.5
i) School health	1.2
j) Hospice	3.7
k) Nursing education	5.6
l) Insurance company/health plan	0.7
m) Traveling/temporary nurse	0.8
n) Other	7.8

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

	Percent 2007 (active only)
Yes	86.6%
No	13.4

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

	Percent 2007 (active only)
a) Med-Surg	18.0%
b) Surgery	10.0
c) Critical care	11.7
d) Pediatrics	2.8
e) Obstetrics	7.2
f) Geriatrics/elderly care	10.5
g) Oncology	3.9
h) Psychiatric/mental health	2.7
i) Emergency/urgent care	8.2
j) Patient education	2.6
k) Case management	3.4
l) General/family practice	4.1
m) Other (Fill in blank)	15.0

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	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	99.1%
b) Other nation	0.9

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	93.2%
b) Male	6.8

13. Are you Spanish/Hispanic/Latino?

	Percent 2007 (active only)
a) Yes	0.5%
b) No	99.5

14. What is your racial/ethnic background?

	Percent 2007 (active only)
a) White	98.3%
b) Black or African American	0.1
c) American Indian or Alaskan Native	1.8
d) Asian	0.3
e) Native Hawaiian or Pacific Islander	0.1
f) Middle Easterner (Arab/Chaldean/Other)	0.1
g) Some other race/ethnicity	0.7

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	17.3%
b) 6–10 years	22.5
c) 11–15 years	19.4
d) 16–20 years	18.3
e) 21–30 years	13.3
f) More than 30 years	5.2
g) Don't know	4.1

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

	Percent 2007 (all RNs)
a) Yes	19.4%
b) No	80.6

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?	21.3%
b) take another nursing position with a different organization?	63.3
c) take a position outside of nursing?	7.3
d) retire/quit nursing?	8.0

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	9.6%
b) General lack of job satisfaction	43.0
c) Childbearing/childrearing	5.5
d) Personal or family concerns	32.8
e) Increasing administrative burden	11.9
f) Physical demands of the job	17.4
g) Employer/employee conflict	11.9
h) Inadequate salary/wages	22.5
i) Inadequate benefits	17.4
j) Opportunity to work in nursing administration	5.8
k) Opportunity to work in nursing education	4.1
l) Career promotion	13.0

Michigan Center for Nursing Survey of Nurses 2007

Survey Instrument and Response Frequencies for Licensed Practical Nurses Employed in the North Central 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 that entered a north central 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 405 surveys returned from LPNs employed in the north central health service area, yielding a margin of error of ± 2.6 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	3.1%
25–34	12.1
35–44	17.1
45–54	32.6
55–64	28.7
65+	6.5

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	97.5%
b) RN diploma in nursing	0.3
c) Associate's degree in nursing	3.8
d) Bachelor's degree in nursing	0.0
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	8.2

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	57.5%
b) Less than 35 hours per week in nursing or related area	32.8
c) Employed, but not in nursing	6.2
d) Not employed, and seeking employment in nursing or related area	1.2
e) Not employed, and seeking employment outside of nursing	0.0
f) Temporarily not working and not looking for a job	0.7
g) Retired or with no plans to return to work	1.5

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

	Percent 2007 (active only)
a) None (not active in nursing)	1.1%
b) Hospital inpatient	20.8
c) Hospital outpatient	4.6
d) Non-hospital outpatient	2.5
e) Physician's office	25.4
f) Nursing home/long-term care facility	36.3
g) Home health care	10.7
h) Public/community health	2.2
i) School health	0.8
j) Hospice	2.2
k) Nursing education	1.4
l) Insurance company/health plan	0.3
m) Traveling/temporary nurse	0.3
n) Other	7.1

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

	Percent 2007 (active only)
Yes	93.0%
No	7.0

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

	Percent 2007 (active only)
a) Med-Surg	14.3%
b) Surgery	5.0
c) Critical care	1.9
d) Pediatrics	2.7
e) Obstetrics	3.1
f) Geriatrics/elderly care	40.2
g) Oncology	0.8
h) Psychiatric/mental health	1.9
i) Emergency/urgent care	0.8
j) Patient education	1.2
k) Case management	0.8
l) General/family practice	13.5
m) Other (Fill in blank)	13.9

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	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	99.7%
b) Other nation	0.3

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	95.4%
b) Male	4.6

13. Are you Spanish/Hispanic/Latino?

	Percent 2007 (active only)
a) Yes	0.8%
b) No	99.2

14. What is your racial/ethnic background?

	Percent 2007 (active only)
a) White	98.1%
b) Black or African American	0.3
c) American Indian or Alaskan Native	1.9
d) Asian	0.3
e) Native Hawaiian or Pacific Islander	0.3
f) Middle Easterner (Arab/Chaldean/Other)	0.0
g) Some other race/ethnicity	0.8

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	20.0%
b) 6–10 years	17.8
c) 11–15 years	15.9
d) 16–20 years	16.4
e) 21–30 years	13.7
f) More than 30 years	9.0
g) Don't know	7.1

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

	Percent 2007 (all LPNs)
a) Yes	15.5%
b) No	84.5

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

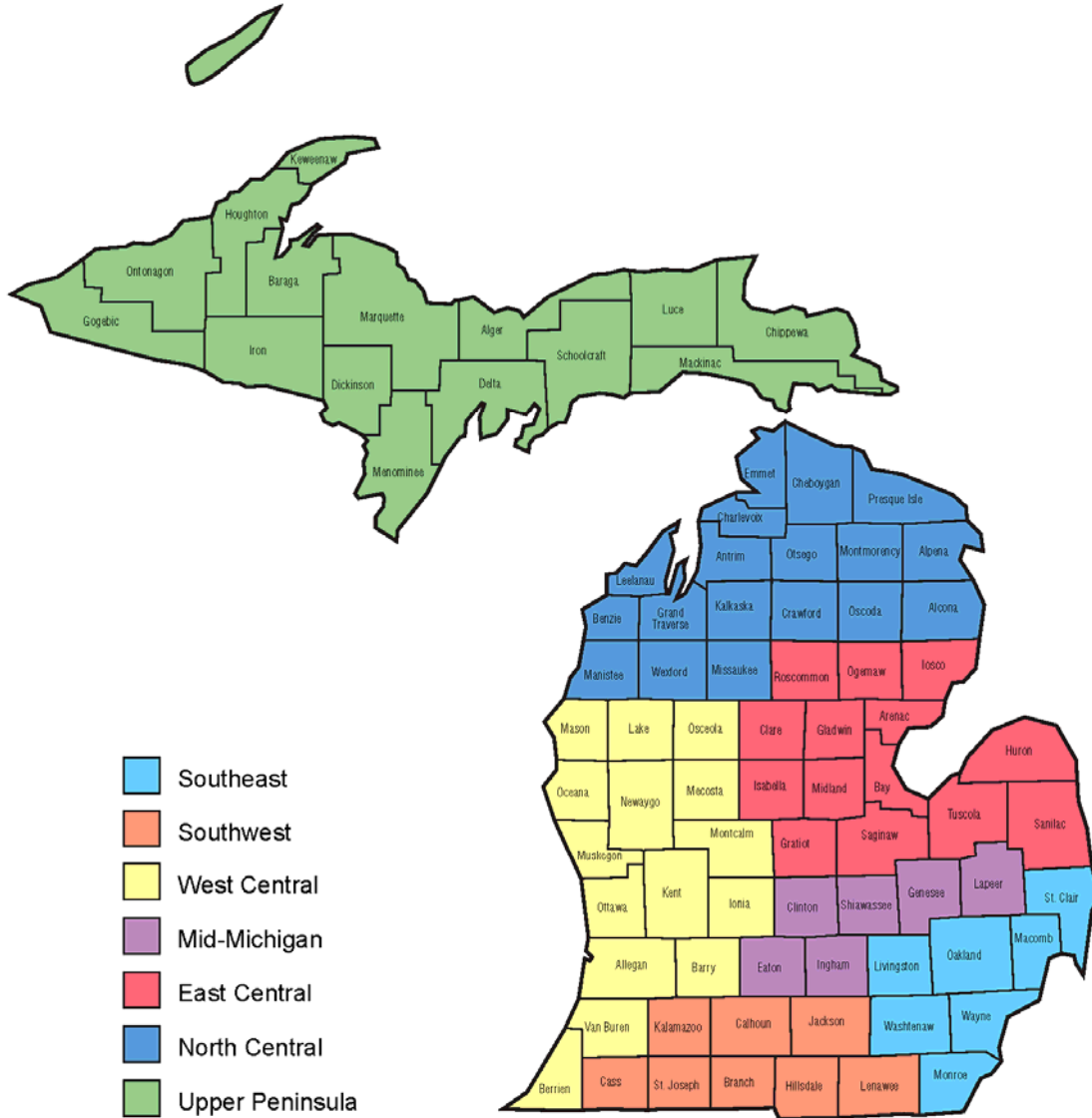
	Percent 2007 (LPNs who left a position)
a) take another nursing position in the same organization?	1.7%
b) take another nursing position with a different organization?	76.3
c) take a position outside of nursing?	13.6
d) retire/quit nursing?	8.5

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	6.5%
b) General lack of job satisfaction	46.8
c) Childbearing/childrearing	4.8
d) Personal or family concerns	38.7
e) Increasing administrative burden	14.5
f) Physical demands of the job	16.1
g) Employer/employee conflict	14.5
h) Inadequate salary/wages	29.0
i) Inadequate benefits	35.5
j) Opportunity to work in nursing administration	0.0
k) Opportunity to work in nursing education	1.6
l) Career promotion	9.7

Appendix

Michigan Health Service Areas



SOURCE: Michigan Health & Hospital Association, October 2007.
