

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Keweenaw County

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1. In what year were you born?

18-24 —	25-34 —	35-44 —
45-54 —	55-64 —	65+ —
  
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.)
  - a) LPN —
  - b) RN —
  - c) Both —
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate —
  - b) RN diploma in nursing —
  - c) Associate's degree in nursing —
  - d) Bachelor's degree in nursing —
  - e) Master's degree in nursing —
  - f) Master's degree in other field —
  - g) Doctorate in nursing —
  - h) Doctorate in other field —
  - i) Other degree —
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area —
  - b) Less than 35 hours per week in nursing or related area —
  - c) Employed but not in nursing —
  - d) Not employed and seeking employment in nursing or related area —
  - e) Not employed and seeking employment outside of nursing —
  - f) Temporarily not working and not looking for a job —
  - g) Retired or with no plans to return to work —
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing —
  - b) Hospital inpatient —
  - c) Hospital outpatient —
  - d) Non-hospital outpatient —
  - e) Physician's office —
  - f) Nursing home/long-term care facility —
  - g) Home health care —
  - h) Public/community health —
  - i) School health —
  - j) Hospice —
  - k) Nursing education —
  - l) Insurance company/health plan —
  - m) Traveling/staffing agency —
  - n) Other —

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

YES —

NO —

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

a) Med-Surg —

b) Surgery —

c) Critical care —

d) Pediatrics —

e) Obstetrics —

f) Geriatrics/elderly care —

g) Oncology —

h) Psychiatric/mental health —

i) Emergency/urgent care —

j) Patient education —

k) Case management —

l) General/family practice —

m) Other —

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

a) Michigan —

b) Other state —

c) Canada —

d) Other nation —

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

a) Michigan —

b) Other state in the U.S. —

c) Canada —

d) Other nation —

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?

a) United States —

b) Other nation —

12. What is your gender?

a) Female -

b) Male -

13. Are you Spanish/Hispanic/Latino?

a) Yes —

b) No —

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White —
  - b) Black or African American —
  - c) American Indian or Alaska Native —
  - d) Asian —
  - e) Native Hawaiian or Pacific Islander —
  - f) Middle Easterner (Arab/Chaldean/Other) —
  - g) Some other race/ethnicity —
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years —
  - b) 6-10 years —
  - c) 11-15 years —
  - d) 16-20 years —
  - e) 21-30 years —
  - f) More than 30 years —
  - g) Don't know —
16. Have you voluntarily left a nursing position within the last two years?
- YES —
- NO —
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Alcona County

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1. In what year were you born?

18-24 — 20.0%	25-34 — 0.0%	35-44 — 40.0%
45-54 — 40.0%	55-64 — 0.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 80.0%
  - b) Less than 35 hours per week in nursing or related area — 20.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 40.0%
  - f) Nursing home/long-term care facility — 60.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 60.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 40.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 80.0%

b) Male - 20.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 80.0%
  - b) Black or African American — 20.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 0.0%
  - c) 11-15 years — 20.0%
  - d) 16-20 years — 40.0%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 40.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Alger County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 12.5%	35-44 — 25.0%
45-54 — 37.5%	55-64 — 12.5%	65+ — 12.5%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 12.5%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 62.5%
  - b) Less than 35 hours per week in nursing or related area — 25.0%
  - c) Employed but not in nursing — 12.5%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 28.6%
  - f) Nursing home/long-term care facility — 57.1%
  - g) Home health care — 14.3%
  - h) Public/community health — 0.0%
  - i) School health — 14.3%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 14.3%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 25.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 25.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 25.0%

m) Other — 25.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 28.6%
  - c) 11-15 years — 28.6%
  - d) 16-20 years — 14.3%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 14.3%
  - g) Don't know — 14.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 0.0%
  - c) take a position outside of nursing? 100.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 100.0%
  - d) Personal or family concerns — 100.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Allegan County

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1. In what year were you born?

18-24 — 1.1%	25-34 — 13.2%	35-44 — 14.3%
45-54 — 19.8%	55-64 — 47.3%	65+ — 4.4%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.8%
  - b) RN diploma in nursing — 1.1%
  - c) Associate's degree in nursing — 3.2%
  - d) Bachelor's degree in nursing — 1.1%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.1%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 49.5%
  - b) Less than 35 hours per week in nursing or related area — 46.2%
  - c) Employed but not in nursing — 2.2%
  - d) Not employed and seeking employment in nursing or related area — 2.2%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 1.1%
  - b) Hospital inpatient — 25.8%
  - c) Hospital outpatient — 9.0%
  - d) Non-hospital outpatient — 3.4%
  - e) Physician's office — 18.0%
  - f) Nursing home/long-term care facility — 41.6%
  - g) Home health care — 9.0%
  - h) Public/community health — 0.0%
  - i) School health — 1.1%
  - j) Hospice — 3.4%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 2.2%
  - m) Traveling/staffing agency — 1.1%
  - n) Other — 5.6%

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

YES — 92.4%

NO — 7.6%

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

a) Med-Surg — 1.4%

b) Surgery — 8.5%

c) Critical care — 9.9%

d) Pediatrics — 1.4%

e) Obstetrics — 8.5%

f) Geriatrics/elderly care — 47.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.8%

i) Emergency/urgent care — 4.2%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 5.6%

m) Other — 9.9%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 98.9%

b) Other nation — 1.1%

12. What is your gender?

a) Female - 95.5%

b) Male - 4.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.2%

b) No — 97.8%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.5%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.1%
  - d) Asian — 2.2%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.1%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 30.3%
  - b) 6-10 years — 20.2%
  - c) 11-15 years — 9.0%
  - d) 16-20 years — 12.4%
  - e) 21-30 years — 11.2%
  - f) More than 30 years — 6.7%
  - g) Don't know — 10.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 19.1%
- NO — 80.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 6.2%
  - b) take another nursing position with a different organization? 81.2%
  - c) take a position outside of nursing? 6.2%
  - d) retire/quit nursing? 6.2%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 52.6%
  - c) Childbearing/childrearing — 10.5%
  - d) Personal or family concerns — 31.6%
  - e) Increasing administrative burden — 21.1%
  - f) Physical demands of the job — 5.3%
  - g) Employer/employee conflict — 15.8%
  - h) Inadequate salary/wages — 21.1%
  - i) Inadequate benefits — 21.1%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 15.8%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Alpena County

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1. In what year were you born?

18-24 — 10.8%	25-34 — 13.8%	35-44 — 7.7%
45-54 — 40.0%	55-64 — 26.2%	65+ — 1.5%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 95.6%
  - b) RN diploma in nursing — 1.5%
  - c) Associate's degree in nursing — 7.4%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.8%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 58.2%
  - b) Less than 35 hours per week in nursing or related area — 32.8%
  - c) Employed but not in nursing — 7.5%
  - d) Not employed and seeking employment in nursing or related area — 1.5%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 37.7%
  - c) Hospital outpatient — 9.8%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 27.9%
  - f) Nursing home/long-term care facility — 19.7%
  - g) Home health care — 13.1%
  - h) Public/community health — 1.6%
  - i) School health — 0.0%
  - j) Hospice — 1.6%
  - k) Nursing education — 1.6%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 3.3%

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

YES — 94.3%

NO — 5.7%

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

a) Med-Surg — 26.7%

b) Surgery — 11.1%

c) Critical care — 2.2%

d) Pediatrics — 2.2%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 26.7%

g) Oncology — 2.2%

h) Psychiatric/mental health — 4.4%

i) Emergency/urgent care — 0.0%

j) Patient education — 4.4%

k) Case management — 0.0%

l) General/family practice — 11.1%

m) Other — 8.9%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.4%

b) Male - 6.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.3%

b) No — 96.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.7%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.6%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.6%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.7%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 21.7%
  - d) 16-20 years — 8.3%
  - e) 21-30 years — 8.3%
  - f) More than 30 years — 16.7%
  - g) Don't know — 3.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.0%
- NO — 90.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 83.3%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 16.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 16.7%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 16.7%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Antrim County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 7.7%	35-44 — 7.7%
45-54 — 38.5%	55-64 — 30.8%	65+ — 15.4%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 84.6%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 7.7%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 7.7%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 69.2%
  - b) Less than 35 hours per week in nursing or related area — 23.1%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 7.7%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 8.3%
  - c) Hospital outpatient — 8.3%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 33.3%
  - f) Nursing home/long-term care facility — 50.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 8.3%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 9.1%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 45.5%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 36.4%

m) Other — 9.1%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 83.3%

b) Male - 16.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 25.0%
  - b) 6-10 years — 25.0%
  - c) 11-15 years — 16.7%
  - d) 16-20 years — 16.7%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 8.3%
  - g) Don't know — 8.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 8.3%
- NO — 91.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 50.0%
  - g) Employer/employee conflict — 50.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Arenac County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 9.1%	35-44 — 0.0%
45-54 — 54.5%	55-64 — 27.3%	65+ — 9.1%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 75.0%
  - b) Less than 35 hours per week in nursing or related area — 16.7%
  - c) Employed but not in nursing — 8.3%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 18.2%
  - c) Hospital outpatient — 18.2%
  - d) Non-hospital outpatient — 9.1%
  - e) Physician's office — 36.4%
  - f) Nursing home/long-term care facility — 36.4%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 9.1%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 88.9%

NO — 11.1%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 14.3%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 28.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 14.3%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 42.9%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 90.9%
  - b) Black or African American — 9.1%
  - c) American Indian or Alaska Native — 18.2%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 27.3%
  - b) 6-10 years — 18.2%
  - c) 11-15 years — 9.1%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 27.3%
  - f) More than 30 years — 0.0%
  - g) Don't know — 18.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.2%
- NO — 81.8%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 50.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Baraga County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 8.3%	35-44 — 0.0%
45-54 — 41.7%	55-64 — 50.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 8.3%
  - c) Associate's degree in nursing — 8.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 16.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 33.3%
  - b) Less than 35 hours per week in nursing or related area — 50.0%
  - c) Employed but not in nursing — 16.7%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 10.0%
  - b) Hospital inpatient — 60.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 0.0%
  - f) Nursing home/long-term care facility — 90.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 10.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 10.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 33.3%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 55.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 11.1%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 80.0%

b) Male - 20.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 30.0%
  - b) 6-10 years — 40.0%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 20.0%
  - e) 21-30 years — 10.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Barry County

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1. In what year were you born?

18-24 — 5.6%	25-34 — 5.6%	35-44 — 27.8%
45-54 — 27.8%	55-64 — 27.8%	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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 94.7%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 57.9%
  - b) Less than 35 hours per week in nursing or related area — 31.6%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 5.3%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 5.3%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 5.9%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 5.9%
  - f) Nursing home/long-term care facility — 70.6%
  - g) Home health care — 11.8%
  - h) Public/community health — 5.9%
  - i) School health — 0.0%
  - j) Hospice — 5.9%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 11.8%

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

YES — 93.3%

NO — 6.7%

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

a) Med-Surg — 7.7%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 84.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 7.7%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 18.8%
  - b) 6-10 years — 12.5%
  - c) 11-15 years — 12.5%
  - d) 16-20 years — 25.0%
  - e) 21-30 years — 18.8%
  - f) More than 30 years — 6.2%
  - g) Don't know — 6.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 23.5%
- NO — 76.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 80.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 20.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 40.0%
  - b) General lack of job satisfaction — 40.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 20.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 40.0%
  - g) Employer/employee conflict — 20.0%
  - h) Inadequate salary/wages — 20.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Bay County

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1. In what year were you born?

18-24 — 1.0%	25-34 — 11.0%	35-44 — 24.0%
45-54 — 33.0%	55-64 — 27.0%	65+ — 4.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 2.9%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 10.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 59.2%
  - b) Less than 35 hours per week in nursing or related area — 30.1%
  - c) Employed but not in nursing — 4.9%
  - d) Not employed and seeking employment in nursing or related area — 2.9%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 2.9%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 28.3%
  - c) Hospital outpatient — 3.3%
  - d) Non-hospital outpatient — 1.1%
  - e) Physician's office — 17.4%
  - f) Nursing home/long-term care facility — 35.9%
  - g) Home health care — 6.5%
  - h) Public/community health — 0.0%
  - i) School health — 1.1%
  - j) Hospice — 6.5%
  - k) Nursing education — 3.3%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 13.0%

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

YES — 95.0%

NO — 5.0%

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

a) Med-Surg — 16.9%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 3.1%

e) Obstetrics — 1.5%

f) Geriatrics/elderly care — 36.9%

g) Oncology — 3.1%

h) Psychiatric/mental health — 1.5%

i) Emergency/urgent care — 1.5%

j) Patient education — 0.0%

k) Case management — 1.5%

l) General/family practice — 4.6%

m) Other — 29.2%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.7%

b) Male - 4.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.4%

b) No — 95.6%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.7%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.1%
  - d) Asian — 1.1%
  - e) Native Hawaiian or Pacific Islander — 1.1%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 16.5%
  - b) 6-10 years — 19.8%
  - c) 11-15 years — 8.8%
  - d) 16-20 years — 22.0%
  - e) 21-30 years — 13.2%
  - f) More than 30 years — 11.0%
  - g) Don't know — 8.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.0%
- NO — 83.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 22.2%
  - b) take another nursing position with a different organization? 55.6%
  - c) take a position outside of nursing? 5.6%
  - d) retire/quit nursing? 16.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 5.3%
  - b) General lack of job satisfaction — 36.8%
  - c) Childbearing/childrearing — 10.5%
  - d) Personal or family concerns — 10.5%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 26.3%
  - g) Employer/employee conflict — 5.3%
  - h) Inadequate salary/wages — 21.1%
  - i) Inadequate benefits — 21.1%
  - j) Opportunity to work in nursing administration — 10.5%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 21.1%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Benzie County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 33.3%	55-64 — 58.3%	65+ — 8.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 7.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 23.1%
  - b) Less than 35 hours per week in nursing or related area — 46.2%
  - c) Employed but not in nursing — 23.1%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 7.7%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 11.1%
  - c) Hospital outpatient — 33.3%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 11.1%
  - f) Nursing home/long-term care facility — 44.4%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 11.1%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 62.5%

NO — 37.5%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 20.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 40.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 20.0%

m) Other — 20.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 44.4%
  - b) 6-10 years — 33.3%
  - c) 11-15 years — 11.1%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 11.1%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 0.0%
  - c) take a position outside of nursing? 100.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 100.0%
  - h) Inadequate salary/wages — 100.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Berrien County

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1. In what year were you born?

18-24 — 2.2%	25-34 — 16.1%	35-44 — 10.8%
45-54 — 31.2%	55-64 — 32.3%	65+ — 7.5%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.2%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 1.0%
  - i) Other degree — 7.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 66.7%
  - b) Less than 35 hours per week in nursing or related area — 27.1%
  - c) Employed but not in nursing — 4.2%
  - d) Not employed and seeking employment in nursing or related area — 1.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 22.2%
  - c) Hospital outpatient — 5.6%
  - d) Non-hospital outpatient — 4.4%
  - e) Physician's office — 25.6%
  - f) Nursing home/long-term care facility — 42.2%
  - g) Home health care — 8.9%
  - h) Public/community health — 1.1%
  - i) School health — 0.0%
  - j) Hospice — 1.1%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 90.9%

NO — 9.1%

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

a) Med-Surg — 11.1%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 6.3%

e) Obstetrics — 6.3%

f) Geriatrics/elderly care — 41.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 1.6%

i) Emergency/urgent care — 6.3%

j) Patient education — 1.6%

k) Case management — 0.0%

l) General/family practice — 9.5%

m) Other — 15.9%

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

a) Michigan — 96.6%

b) Other state — 3.4%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 94.4%

b) Male - 5.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.1%

b) No — 98.9%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 76.7%
  - b) Black or African American — 18.9%
  - c) American Indian or Alaska Native — 4.4%
  - d) Asian — 1.1%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 16.7%
  - b) 6-10 years — 21.1%
  - c) 11-15 years — 20.0%
  - d) 16-20 years — 12.2%
  - e) 21-30 years — 14.4%
  - f) More than 30 years — 10.0%
  - g) Don't know — 5.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.6%
- NO — 82.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 93.8%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 6.2%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 12.5%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 12.5%
  - d) Personal or family concerns — 31.2%
  - e) Increasing administrative burden — 25.0%
  - f) Physical demands of the job — 25.0%
  - g) Employer/employee conflict — 37.5%
  - h) Inadequate salary/wages — 43.8%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 12.5%
  - k) Opportunity to work in nursing education — 6.2%
  - l) Career promotion — 31.2%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Branch County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 12.8%	35-44 — 7.7%
45-54 — 33.3%	55-64 — 38.5%	65+ — 7.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.5%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 2.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 45.0%
  - b) Less than 35 hours per week in nursing or related area — 42.5%
  - c) Employed but not in nursing — 10.0%
  - d) Not employed and seeking employment in nursing or related area — 2.5%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 20.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 2.9%
  - e) Physician's office — 25.7%
  - f) Nursing home/long-term care facility — 51.4%
  - g) Home health care — 2.9%
  - h) Public/community health — 0.0%
  - i) School health — 5.7%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 94.1%

NO — 5.9%

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

a) Med-Surg — 9.7%

b) Surgery — 6.5%

c) Critical care — 0.0%

d) Pediatrics — 6.5%

e) Obstetrics — 3.2%

f) Geriatrics/elderly care — 51.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.2%

i) Emergency/urgent care — 3.2%

j) Patient education — 0.0%

k) Case management — 3.2%

l) General/family practice — 3.2%

m) Other — 9.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.9%

b) No — 97.1%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 25.7%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 14.3%
  - d) 16-20 years — 8.6%
  - e) 21-30 years — 11.4%
  - f) More than 30 years — 8.6%
  - g) Don't know — 11.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 5.7%
- NO — 94.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 33.3%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 100.0%
  - i) Inadequate benefits — 66.7%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 33.3%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Calhoun County

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1. In what year were you born?

18-24 — 4.0%	25-34 — 12.9%	35-44 — 18.8%
45-54 — 23.8%	55-64 — 32.7%	65+ — 7.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 1.9%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 17.8%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 69.5%
  - b) Less than 35 hours per week in nursing or related area — 23.8%
  - c) Employed but not in nursing — 1.9%
  - d) Not employed and seeking employment in nursing or related area — 1.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.9%
  - g) Retired or with no plans to return to work — 1.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 19.4%
  - c) Hospital outpatient — 4.1%
  - d) Non-hospital outpatient — 1.0%
  - e) Physician's office — 23.5%
  - f) Nursing home/long-term care facility — 45.9%
  - g) Home health care — 12.2%
  - h) Public/community health — 2.0%
  - i) School health — 1.0%
  - j) Hospice — 3.1%
  - k) Nursing education — 1.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 2.0%
  - n) Other — 5.1%

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

YES — 92.3%

NO — 7.7%

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

a) Med-Surg — 7.7%

b) Surgery — 6.4%

c) Critical care — 2.6%

d) Pediatrics — 1.3%

e) Obstetrics — 5.1%

f) Geriatrics/elderly care — 52.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.6%

i) Emergency/urgent care — 0.0%

j) Patient education — 1.3%

k) Case management — 0.0%

l) General/family practice — 7.7%

m) Other — 12.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 92.9%

b) Male - 7.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.0%

b) No — 98.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 91.8%
  - b) Black or African American — 5.1%
  - c) American Indian or Alaska Native — 1.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.1%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.4%
  - b) 6-10 years — 22.4%
  - c) 11-15 years — 12.2%
  - d) 16-20 years — 7.1%
  - e) 21-30 years — 15.3%
  - f) More than 30 years — 16.3%
  - g) Don't know — 5.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.3%
- NO — 82.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 88.9%
  - c) take a position outside of nursing? 5.6%
  - d) retire/quit nursing? 5.6%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 15.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 5.0%
  - d) Personal or family concerns — 20.0%
  - e) Increasing administrative burden — 5.0%
  - f) Physical demands of the job — 20.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 20.0%
  - i) Inadequate benefits — 15.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 5.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Cass County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 66.7%	55-64 — 33.3%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 16.7%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 16.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 50.0%
  - b) Less than 35 hours per week in nursing or related area — 50.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 16.7%
  - e) Physician's office — 16.7%
  - f) Nursing home/long-term care facility — 33.3%
  - g) Home health care — 16.7%
  - h) Public/community health — 16.7%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 16.7%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 16.7%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 16.7%

m) Other — 16.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 83.3%

b) Male - 16.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 16.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 16.7%
  - c) 11-15 years — 66.7%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 16.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.7%
- NO — 83.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 100.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 100.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Charlevoix County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 30.8%
45-54 — 30.8%	55-64 — 30.8%	65+ — 7.7%

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.)

a) LPN — 100.0%  
b) RN — 0.0%  
c) Both — 0.0%

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

a) LPN diploma/certificate — 100.0%  
b) RN diploma in nursing — 0.0%  
c) Associate's degree in nursing — 0.0%  
d) Bachelor's degree in nursing — 0.0%  
e) Master's degree in nursing — 0.0%  
f) Master's degree in other field — 0.0%  
g) Doctorate in nursing — 0.0%  
h) Doctorate in other field — 0.0%  
i) Other degree — 7.1%

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

a) 35 or more hours per week in nursing or related area — 50.0%  
b) Less than 35 hours per week in nursing or related area — 50.0%  
c) Employed but not in nursing — 0.0%  
d) Not employed and seeking employment in nursing or related area — 0.0%  
e) Not employed and seeking employment outside of nursing — 0.0%  
f) Temporarily not working and not looking for a job — 0.0%  
g) Retired or with no plans to return to work — 0.0%

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

a) None or not active in nursing — 0.0%  
b) Hospital inpatient — 0.0%  
c) Hospital outpatient — 0.0%  
d) Non-hospital outpatient — 0.0%  
e) Physician's office — 21.4%  
f) Nursing home/long-term care facility — 64.3%  
g) Home health care — 21.4%  
h) Public/community health — 0.0%  
i) School health — 0.0%  
j) Hospice — 0.0%  
k) Nursing education — 0.0%  
l) Insurance company/health plan — 0.0%  
m) Traveling/staffing agency — 0.0%  
n) Other — 7.1%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 66.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 16.7%

m) Other — 16.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 92.9%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.4%
  - b) 6-10 years — 14.3%
  - c) 11-15 years — 35.7%
  - d) 16-20 years — 21.4%
  - e) 21-30 years — 7.1%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.3%
- NO — 85.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 50.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 50.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Cheboygan County

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1. In what year were you born?

18-24 — 8.3%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 41.7%	55-64 — 41.7%	65+ — 8.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 50.0%
  - b) Less than 35 hours per week in nursing or related area — 16.7%
  - c) Employed but not in nursing — 25.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 8.3%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 12.5%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 12.5%
  - f) Nursing home/long-term care facility — 50.0%
  - g) Home health care — 25.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 12.5%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 16.7%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 33.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 37.5%
  - b) 6-10 years — 25.0%
  - c) 11-15 years — 25.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 12.5%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
  - NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Chippewa County

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1. In what year were you born?

18-24 — 5.7%	25-34 — 11.4%	35-44 — 20.0%
45-54 — 25.7%	55-64 — 34.3%	65+ — 2.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 2.8%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 78.8%
  - b) Less than 35 hours per week in nursing or related area — 12.1%
  - c) Employed but not in nursing — 6.1%
  - d) Not employed and seeking employment in nursing or related area — 3.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 13.3%
  - c) Hospital outpatient — 6.7%
  - d) Non-hospital outpatient — 10.0%
  - e) Physician's office — 26.7%
  - f) Nursing home/long-term care facility — 43.3%
  - g) Home health care — 10.0%
  - h) Public/community health — 6.7%
  - i) School health — 0.0%
  - j) Hospice — 3.3%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 10.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 7.7%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 26.9%

m) Other — 15.4%

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

a) Michigan — 96.7%

b) Other state — 0.0%

c) Canada — 3.3%

d) Other nation — 0.0%

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

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?

a) United States — 96.7%

b) Other nation — 3.3%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 80.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 23.3%
  - d) Asian — 3.3%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.3%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 20.0%
  - d) 16-20 years — 10.0%
  - e) 21-30 years — 10.0%
  - f) More than 30 years — 20.0%
  - g) Don't know — 6.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.7%
- NO — 83.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 71.4%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 42.9%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 14.3%
  - g) Employer/employee conflict — 14.3%
  - h) Inadequate salary/wages — 57.1%
  - i) Inadequate benefits — 28.6%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Clare County

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1. In what year were you born?

18-24 — 3.8%	25-34 — 19.2%	35-44 — 11.5%
45-54 — 26.9%	55-64 — 38.5%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - 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 — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 7.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 68.0%
  - b) Less than 35 hours per week in nursing or related area — 28.0%
  - c) Employed but not in nursing — 4.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 16.7%
  - c) Hospital outpatient — 4.2%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 29.2%
  - f) Nursing home/long-term care facility — 41.7%
  - g) Home health care — 12.5%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 4.2%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 90.0%

NO — 10.0%

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

a) Med-Surg — 11.8%

b) Surgery — 0.0%

c) Critical care — 5.9%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 47.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 5.9%

j) Patient education — 5.9%

k) Case management — 0.0%

l) General/family practice — 11.8%

m) Other — 11.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.8%

b) Male - 4.2%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.8%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 4.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 20.8%
  - b) 6-10 years — 33.3%
  - c) 11-15 years — 12.5%
  - d) 16-20 years — 12.5%
  - e) 21-30 years — 12.5%
  - f) More than 30 years — 8.3%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 25.0%
- NO — 75.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 50.0%
  - b) take another nursing position with a different organization? 33.3%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 16.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 16.7%
  - b) General lack of job satisfaction — 66.7%
  - c) Childbearing/childrearing — 16.7%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 16.7%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Clinton County

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1. In what year were you born?

18-24 — 4.8%	25-34 — 14.3%	35-44 — 14.3%
45-54 — 14.3%	55-64 — 38.1%	65+ — 14.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 95.2%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 9.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 47.6%
  - b) Less than 35 hours per week in nursing or related area — 38.1%
  - c) Employed but not in nursing — 4.8%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 9.5%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 5.6%
  - c) Hospital outpatient — 5.6%
  - d) Non-hospital outpatient — 5.6%
  - e) Physician's office — 22.2%
  - f) Nursing home/long-term care facility — 61.1%
  - g) Home health care — 5.6%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 5.6%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 6.7%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 60.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 6.7%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 20.0%

m) Other — 6.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 5.6%

b) No — 94.4%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 22.2%
  - b) 6-10 years — 16.7%
  - c) 11-15 years — 16.7%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 22.2%
  - f) More than 30 years — 16.7%
  - g) Don't know — 5.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.1%
- NO — 88.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 50.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 50.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 50.0%
  - f) Physical demands of the job — 25.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Crawford County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 41.7%
45-54 — 8.3%	55-64 — 33.3%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 6.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 66.7%
  - b) Less than 35 hours per week in nursing or related area — 26.7%
  - c) Employed but not in nursing — 6.7%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 7.1%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 57.1%
  - f) Nursing home/long-term care facility — 35.7%
  - g) Home health care — 21.4%
  - h) Public/community health — 7.1%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 16.7%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 16.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 33.3%

m) Other — 33.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.4%
  - b) 6-10 years — 7.1%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 14.3%
  - e) 21-30 years — 35.7%
  - f) More than 30 years — 14.3%
  - g) Don't know — 7.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 28.6%
- NO — 71.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 75.0%
  - b) take another nursing position with a different organization? 25.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 25.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 25.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Delta County

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1. In what year were you born?

18-24 — 5.9%	25-34 — 11.8%	35-44 — 11.8%
45-54 — 27.5%	55-64 — 39.2%	65+ — 3.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 7.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 7.5%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 43.4%
  - b) Less than 35 hours per week in nursing or related area — 47.2%
  - c) Employed but not in nursing — 7.5%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 1.9%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 29.2%
  - c) Hospital outpatient — 20.8%
  - d) Non-hospital outpatient — 2.1%
  - e) Physician's office — 33.3%
  - f) Nursing home/long-term care facility — 20.8%
  - g) Home health care — 4.2%
  - h) Public/community health — 6.2%
  - i) School health — 0.0%
  - j) Hospice — 2.1%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 2.1%

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

YES — 93.3%

NO — 6.7%

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

a) Med-Surg — 20.0%

b) Surgery — 5.0%

c) Critical care — 2.5%

d) Pediatrics — 0.0%

e) Obstetrics — 5.0%

f) Geriatrics/elderly care — 30.0%

g) Oncology — 2.5%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 22.5%

m) Other — 12.5%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 91.7%

b) Male - 8.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 2.1%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.1%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 27.1%
  - b) 6-10 years — 25.0%
  - c) 11-15 years — 6.2%
  - d) 16-20 years — 10.4%
  - e) 21-30 years — 12.5%
  - f) More than 30 years — 14.6%
  - g) Don't know — 4.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.6%
- NO — 89.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 11.1%
  - b) take another nursing position with a different organization? 33.3%
  - c) take a position outside of nursing? 33.3%
  - d) retire/quit nursing? 22.2%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 22.2%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 11.1%
  - d) Personal or family concerns — 11.1%
  - e) Increasing administrative burden — 22.2%
  - f) Physical demands of the job — 11.1%
  - g) Employer/employee conflict — 11.1%
  - h) Inadequate salary/wages — 11.1%
  - i) Inadequate benefits — 22.2%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 11.1%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Dickinson County

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1. In what year were you born?

18-24 — 5.9%	25-34 — 5.9%	35-44 — 15.7%
45-54 — 35.3%	55-64 — 27.5%	65+ — 9.8%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 92.2%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 11.8%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 52.9%
  - b) Less than 35 hours per week in nursing or related area — 39.2%
  - c) Employed but not in nursing — 2.0%
  - d) Not employed and seeking employment in nursing or related area — 2.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 3.9%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 38.3%
  - c) Hospital outpatient — 8.5%
  - d) Non-hospital outpatient — 2.1%
  - e) Physician's office — 44.7%
  - f) Nursing home/long-term care facility — 17.0%
  - g) Home health care — 2.1%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 2.1%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 2.1%
  - n) Other — 6.4%

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

YES — 97.6%

NO — 2.4%

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

a) Med-Surg — 13.9%

b) Surgery — 5.6%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 2.8%

f) Geriatrics/elderly care — 33.3%

g) Oncology — 2.8%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 5.6%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 22.2%

m) Other — 13.9%

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

a) Michigan — 89.4%

b) Other state — 10.6%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.7%

b) Male - 4.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.1%

b) No — 97.9%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 17.0%
  - b) 6-10 years — 23.4%
  - c) 11-15 years — 23.4%
  - d) 16-20 years — 14.9%
  - e) 21-30 years — 8.5%
  - f) More than 30 years — 12.8%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.6%
- NO — 89.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 16.7%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 33.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 28.6%
  - b) General lack of job satisfaction — 14.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 28.6%
  - e) Increasing administrative burden — 14.3%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 14.3%
  - h) Inadequate salary/wages — 14.3%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 28.6%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Eaton County

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1. In what year were you born?

18-24 — 12.0%	25-34 — 12.0%	35-44 — 28.0%
45-54 — 12.0%	55-64 — 24.0%	65+ — 12.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.2%
  - b) RN diploma in nursing — 0.0%
  - 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 — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 19.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 38.5%
  - b) Less than 35 hours per week in nursing or related area — 53.8%
  - c) Employed but not in nursing — 7.7%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 16.7%
  - c) Hospital outpatient — 16.7%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 16.7%
  - f) Nursing home/long-term care facility — 58.3%
  - g) Home health care — 0.0%
  - h) Public/community health — 4.2%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 4.2%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 4.2%

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

YES — 95.2%

NO — 4.8%

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

a) Med-Surg — 15.8%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 5.3%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 68.4%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 10.5%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.3%

b) No — 95.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 87.5%
  - b) Black or African American — 12.5%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 25.0%
  - b) 6-10 years — 4.2%
  - c) 11-15 years — 8.3%
  - d) 16-20 years — 16.7%
  - e) 21-30 years — 12.5%
  - f) More than 30 years — 25.0%
  - g) Don't know — 8.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.2%
- NO — 81.8%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 75.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 25.0%
  - f) Physical demands of the job — 50.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Emmet County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 7.7%	35-44 — 7.7%
45-54 — 42.3%	55-64 — 34.6%	65+ — 7.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 92.3%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 3.8%
  - d) Bachelor's degree in nursing — 3.8%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 11.5%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 65.4%
  - b) Less than 35 hours per week in nursing or related area — 34.6%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 19.2%
  - c) Hospital outpatient — 3.8%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 26.9%
  - f) Nursing home/long-term care facility — 34.6%
  - g) Home health care — 19.2%
  - h) Public/community health — 3.8%
  - i) School health — 0.0%
  - j) Hospice — 3.8%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 7.7%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 4.5%

b) Surgery — 0.0%

c) Critical care — 4.5%

d) Pediatrics — 4.5%

e) Obstetrics — 13.6%

f) Geriatrics/elderly care — 31.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 4.5%

l) General/family practice — 4.5%

m) Other — 31.8%

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

a) Michigan — 96.2%

b) Other state — 3.8%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 96.2%

b) Other nation — 3.8%

12. What is your gender?

a) Female - 96.2%

b) Male - 3.8%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 92.3%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 7.7%
  - d) Asian — 3.8%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 30.8%
  - b) 6-10 years — 26.9%
  - c) 11-15 years — 15.4%
  - d) 16-20 years — 11.5%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 7.7%
  - g) Don't know — 7.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.4%
- NO — 84.6%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 75.0%
  - b) take another nursing position with a different organization? 25.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 50.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 25.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Genesee County

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1. In what year were you born?

18-24 — 0.5%	25-34 — 4.5%	35-44 — 15.9%
45-54 — 31.3%	55-64 — 38.8%	65+ — 9.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 98.1%
  - b) RN diploma in nursing — 0.5%
  - 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 — 0.5%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 1.0%
  - i) Other degree — 6.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 62.8%
  - b) Less than 35 hours per week in nursing or related area — 32.4%
  - c) Employed but not in nursing — 1.4%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.0%
  - g) Retired or with no plans to return to work — 2.4%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 34.0%
  - c) Hospital outpatient — 6.6%
  - d) Non-hospital outpatient — 2.0%
  - e) Physician's office — 7.6%
  - f) Nursing home/long-term care facility — 30.5%
  - g) Home health care — 19.3%
  - h) Public/community health — 0.5%
  - i) School health — 1.5%
  - j) Hospice — 4.1%
  - k) Nursing education — 1.5%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 2.5%
  - n) Other — 8.6%

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

YES — 86.3%

NO — 13.7%

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

a) Med-Surg — 15.2%

b) Surgery — 1.4%

c) Critical care — 0.0%

d) Pediatrics — 4.3%

e) Obstetrics — 4.3%

f) Geriatrics/elderly care — 39.9%

g) Oncology — 3.6%

h) Psychiatric/mental health — 1.4%

i) Emergency/urgent care — 5.1%

j) Patient education — 2.2%

k) Case management — 1.4%

l) General/family practice — 6.5%

m) Other — 14.5%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 99.0%

b) Other nation — 1.0%

12. What is your gender?

a) Female - 95.9%

b) Male - 4.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.0%

b) No — 98.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 83.2%
  - b) Black or African American — 11.7%
  - c) American Indian or Alaska Native — 1.0%
  - d) Asian — 2.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.5%
  - g) Some other race/ethnicity — 3.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 24.6%
  - b) 6-10 years — 24.6%
  - c) 11-15 years — 13.3%
  - d) 16-20 years — 12.3%
  - e) 21-30 years — 11.3%
  - f) More than 30 years — 7.2%
  - g) Don't know — 6.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.5%
- NO — 84.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 3.2%
  - b) take another nursing position with a different organization? 87.1%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 9.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 6.2%
  - b) General lack of job satisfaction — 53.1%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 6.2%
  - e) Increasing administrative burden — 18.8%
  - f) Physical demands of the job — 15.6%
  - g) Employer/employee conflict — 12.5%
  - h) Inadequate salary/wages — 31.2%
  - i) Inadequate benefits — 18.8%
  - j) Opportunity to work in nursing administration — 3.1%
  - k) Opportunity to work in nursing education — 3.1%
  - l) Career promotion — 18.8%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Gladwin County

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1. In what year were you born?

18-24 — 5.6%	25-34 — 16.7%	35-44 — 16.7%
45-54 — 33.3%	55-64 — 27.8%	65+ — 0.0%

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.)

a) LPN — 100.0%  
b) RN — 0.0%  
c) Both — 0.0%

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

a) LPN diploma/certificate — 100.0%  
b) RN diploma in nursing — 0.0%  
c) Associate's degree in nursing — 11.1%  
d) Bachelor's degree in nursing — 0.0%  
e) Master's degree in nursing — 0.0%  
f) Master's degree in other field — 0.0%  
g) Doctorate in nursing — 0.0%  
h) Doctorate in other field — 0.0%  
i) Other degree — 0.0%

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

a) 35 or more hours per week in nursing or related area — 66.7%  
b) Less than 35 hours per week in nursing or related area — 27.8%  
c) Employed but not in nursing — 5.6%  
d) Not employed and seeking employment in nursing or related area — 0.0%  
e) Not employed and seeking employment outside of nursing — 0.0%  
f) Temporarily not working and not looking for a job — 0.0%  
g) Retired or with no plans to return to work — 0.0%

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

a) None or not active in nursing — 0.0%  
b) Hospital inpatient — 23.5%  
c) Hospital outpatient — 0.0%  
d) Non-hospital outpatient — 0.0%  
e) Physician's office — 5.9%  
f) Nursing home/long-term care facility — 52.9%  
g) Home health care — 17.6%  
h) Public/community health — 0.0%  
i) School health — 0.0%  
j) Hospice — 0.0%  
k) Nursing education — 0.0%  
l) Insurance company/health plan — 0.0%  
m) Traveling/staffing agency — 0.0%  
n) Other — 0.0%

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

YES — 93.3%

NO — 6.7%

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

a) Med-Surg — 28.6%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 7.1%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 14.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.8%

b) Male - 6.2%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 17.6%
  - b) 6-10 years — 5.9%
  - c) 11-15 years — 17.6%
  - d) 16-20 years — 11.8%
  - e) 21-30 years — 35.3%
  - f) More than 30 years — 11.8%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 5.9%
- NO — 94.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 100.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Gogebic County

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1. In what year were you born?

18-24 — 8.6%	25-34 — 34.3%	35-44 — 17.1%
45-54 — 31.4%	55-64 — 8.6%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.1%
  - b) RN diploma in nursing — 8.6%
  - c) Associate's degree in nursing — 11.4%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 11.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 45.7%
  - b) Less than 35 hours per week in nursing or related area — 45.7%
  - c) Employed but not in nursing — 5.7%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.9%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 15.6%
  - c) Hospital outpatient — 9.4%
  - d) Non-hospital outpatient — 3.1%
  - e) Physician's office — 31.2%
  - f) Nursing home/long-term care facility — 34.4%
  - g) Home health care — 9.4%
  - h) Public/community health — 0.0%
  - i) School health — 3.1%
  - j) Hospice — 3.1%
  - k) Nursing education — 3.1%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 6.2%

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

YES — 96.7%

NO — 3.3%

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

a) Med-Surg — 23.1%

b) Surgery — 3.8%

c) Critical care — 3.8%

d) Pediatrics — 3.8%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 30.8%

g) Oncology — 3.8%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 11.5%

m) Other — 19.2%

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

a) Michigan — 81.2%

b) Other state — 18.8%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 90.6%

b) Male - 9.4%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 3.1%
  - b) 6-10 years — 15.6%
  - c) 11-15 years — 18.8%
  - d) 16-20 years — 12.5%
  - e) 21-30 years — 15.6%
  - f) More than 30 years — 18.8%
  - g) Don't know — 15.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.5%
- NO — 87.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 80.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 20.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 40.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 60.0%
  - e) Increasing administrative burden — 20.0%
  - f) Physical demands of the job — 40.0%
  - g) Employer/employee conflict — 40.0%
  - h) Inadequate salary/wages — 20.0%
  - i) Inadequate benefits — 20.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Grand Traverse County

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1. In what year were you born?

18-24 — 1.0%	25-34 — 7.3%	35-44 — 8.3%
45-54 — 39.6%	55-64 — 37.5%	65+ — 6.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 1.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 59.8%
  - b) Less than 35 hours per week in nursing or related area — 33.0%
  - c) Employed but not in nursing — 5.2%
  - d) Not employed and seeking employment in nursing or related area — 1.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 20.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 1.1%
  - e) Physician's office — 27.8%
  - f) Nursing home/long-term care facility — 37.8%
  - g) Home health care — 4.4%
  - h) Public/community health — 2.2%
  - i) School health — 0.0%
  - j) Hospice — 3.3%
  - k) Nursing education — 1.1%
  - l) Insurance company/health plan — 1.1%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 8.9%

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

YES — 91.7%

NO — 8.3%

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

a) Med-Surg — 12.3%

b) Surgery — 6.8%

c) Critical care — 0.0%

d) Pediatrics — 4.1%

e) Obstetrics — 4.1%

f) Geriatrics/elderly care — 42.5%

g) Oncology — 1.4%

h) Psychiatric/mental health — 4.1%

i) Emergency/urgent care — 1.4%

j) Patient education — 0.0%

k) Case management — 1.4%

l) General/family practice — 8.2%

m) Other — 13.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 98.9%

b) Male - 1.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.1%

b) No — 98.9%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 97.8%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.1%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 16.1%
  - b) 6-10 years — 31.0%
  - c) 11-15 years — 20.7%
  - d) 16-20 years — 12.6%
  - e) 21-30 years — 9.2%
  - f) More than 30 years — 8.0%
  - g) Don't know — 2.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 9.1%
- NO — 90.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 15.4%
  - b) take another nursing position with a different organization? 46.2%
  - c) take a position outside of nursing? 23.1%
  - d) retire/quit nursing? 15.4%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 30.8%
  - b) General lack of job satisfaction — 30.8%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 53.8%
  - e) Increasing administrative burden — 15.4%
  - f) Physical demands of the job — 23.1%
  - g) Employer/employee conflict — 15.4%
  - h) Inadequate salary/wages — 53.8%
  - i) Inadequate benefits — 30.8%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 38.5%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Gratiot County

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1. In what year were you born?

18-24 — 1.4%	25-34 — 17.1%	35-44 — 17.1%
45-54 — 27.1%	55-64 — 31.4%	65+ — 5.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 98.6%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 82.2%
  - b) Less than 35 hours per week in nursing or related area — 16.4%
  - c) Employed but not in nursing — 1.4%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 30.6%
  - c) Hospital outpatient — 9.7%
  - d) Non-hospital outpatient — 1.4%
  - e) Physician's office — 6.9%
  - f) Nursing home/long-term care facility — 52.8%
  - g) Home health care — 4.2%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 1.4%
  - k) Nursing education — 1.4%
  - l) Insurance company/health plan — 1.4%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 2.8%

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

YES — 96.8%

NO — 3.2%

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

a) Med-Surg — 12.2%

b) Surgery — 18.4%

c) Critical care — 2.0%

d) Pediatrics — 2.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 49.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 4.1%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 6.1%

m) Other — 6.1%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 98.6%

b) Male - 1.4%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 7.0%

b) No — 93.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 98.6%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 2.8%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.8%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 16.7%
  - b) 6-10 years — 20.8%
  - c) 11-15 years — 18.1%
  - d) 16-20 years — 11.1%
  - e) 21-30 years — 19.4%
  - f) More than 30 years — 6.9%
  - g) Don't know — 6.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 6.9%
- NO — 93.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 60.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 20.0%
  - e) Increasing administrative burden — 20.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 40.0%
  - i) Inadequate benefits — 20.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 20.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Hillsdale County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 20.0%	35-44 — 12.0%
45-54 — 32.0%	55-64 — 20.0%	65+ — 16.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 8.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 12.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 64.0%
  - b) Less than 35 hours per week in nursing or related area — 28.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 4.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 4.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 8.7%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 4.3%
  - e) Physician's office — 13.0%
  - f) Nursing home/long-term care facility — 56.5%
  - g) Home health care — 17.4%
  - h) Public/community health — 4.3%
  - i) School health — 8.7%
  - j) Hospice — 4.3%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 8.7%

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

YES — 90.5%

NO — 9.5%

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

a) Med-Surg — 0.0%

b) Surgery — 5.3%

c) Critical care — 0.0%

d) Pediatrics — 15.8%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 57.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 5.3%

k) Case management — 0.0%

l) General/family practice — 10.5%

m) Other — 5.3%

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

a) Michigan — 95.7%

b) Other state — 4.3%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.7%

b) Male - 4.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 9.1%
  - b) 6-10 years — 18.2%
  - c) 11-15 years — 22.7%
  - d) 16-20 years — 13.6%
  - e) 21-30 years — 9.1%
  - f) More than 30 years — 18.2%
  - g) Don't know — 9.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 19.0%
- NO — 81.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 75.0%
  - c) take a position outside of nursing? 25.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 75.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 50.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Houghton County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 20.7%	35-44 — 17.2%
45-54 — 24.1%	55-64 — 34.5%	65+ — 3.4%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.6%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 3.4%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 6.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 48.3%
  - b) Less than 35 hours per week in nursing or related area — 41.4%
  - c) Employed but not in nursing — 3.4%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 3.4%
  - g) Retired or with no plans to return to work — 3.4%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 7.7%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 53.8%
  - f) Nursing home/long-term care facility — 34.6%
  - g) Home health care — 7.7%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 3.8%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 3.8%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 78.3%

NO — 21.7%

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

a) Med-Surg — 0.0%

b) Surgery — 6.2%

c) Critical care — 0.0%

d) Pediatrics — 6.2%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 37.5%

g) Oncology — 6.2%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 31.2%

m) Other — 12.5%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 92.3%

b) Male - 7.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.2%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 11.5%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 24.0%
  - b) 6-10 years — 24.0%
  - c) 11-15 years — 12.0%
  - d) 16-20 years — 4.0%
  - e) 21-30 years — 32.0%
  - f) More than 30 years — 4.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 3.8%
- NO — 96.2%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 50.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 50.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 50.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Huron County

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1. In what year were you born?

18-24 — 3.8%	25-34 — 23.1%	35-44 — 19.2%
45-54 — 26.9%	55-64 — 23.1%	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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.7%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 11.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 63.5%
  - b) Less than 35 hours per week in nursing or related area — 26.9%
  - c) Employed but not in nursing — 7.7%
  - d) Not employed and seeking employment in nursing or related area — 1.9%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 36.2%
  - c) Hospital outpatient — 14.9%
  - d) Non-hospital outpatient — 2.1%
  - e) Physician's office — 12.8%
  - f) Nursing home/long-term care facility — 40.4%
  - g) Home health care — 8.5%
  - h) Public/community health — 2.1%
  - i) School health — 2.1%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 2.1%

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

YES — 92.9%

NO — 7.1%

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

a) Med-Surg — 26.5%

b) Surgery — 5.9%

c) Critical care — 0.0%

d) Pediatrics — 2.9%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 47.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 2.9%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 5.9%

m) Other — 8.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 97.9%

b) Male - 2.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.3%

b) No — 95.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.7%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 6.4%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 4.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 6.4%
  - b) 6-10 years — 21.3%
  - c) 11-15 years — 10.6%
  - d) 16-20 years — 21.3%
  - e) 21-30 years — 23.4%
  - f) More than 30 years — 10.6%
  - g) Don't know — 6.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.4%
- NO — 82.6%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 22.2%
  - b) take another nursing position with a different organization? 55.6%
  - c) take a position outside of nursing? 11.1%
  - d) retire/quit nursing? 11.1%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 11.1%
  - b) General lack of job satisfaction — 44.4%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 22.2%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 22.2%
  - g) Employer/employee conflict — 11.1%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 11.1%
  - j) Opportunity to work in nursing administration — 11.1%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 11.1%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Ingham County

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1. In what year were you born?

18-24 — 2.2%	25-34 — 10.8%	35-44 — 15.1%
45-54 — 33.8%	55-64 — 31.7%	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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.9%
  - b) RN diploma in nursing — 2.1%
  - c) Associate's degree in nursing — 5.6%
  - d) Bachelor's degree in nursing — 0.7%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.4%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 15.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 67.8%
  - b) Less than 35 hours per week in nursing or related area — 21.7%
  - c) Employed but not in nursing — 6.3%
  - d) Not employed and seeking employment in nursing or related area — 1.4%
  - e) Not employed and seeking employment outside of nursing — 0.7%
  - f) Temporarily not working and not looking for a job — 1.4%
  - g) Retired or with no plans to return to work — 0.7%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 15.6%
  - c) Hospital outpatient — 3.9%
  - d) Non-hospital outpatient — 3.9%
  - e) Physician's office — 23.4%
  - f) Nursing home/long-term care facility — 38.3%
  - g) Home health care — 11.7%
  - h) Public/community health — 3.1%
  - i) School health — 0.8%
  - j) Hospice — 6.2%
  - k) Nursing education — 1.6%
  - l) Insurance company/health plan — 0.8%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 7.0%

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

YES — 91.2%

NO — 8.8%

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

a) Med-Surg — 5.8%

b) Surgery — 2.3%

c) Critical care — 0.0%

d) Pediatrics — 5.8%

e) Obstetrics — 4.7%

f) Geriatrics/elderly care — 40.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.5%

i) Emergency/urgent care — 2.3%

j) Patient education — 1.2%

k) Case management — 1.2%

l) General/family practice — 12.8%

m) Other — 19.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 97.6%

b) Other nation — 2.4%

12. What is your gender?

a) Female - 97.6%

b) Male - 2.4%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.8%

b) No — 99.2%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 85.2%
  - b) Black or African American — 12.5%
  - c) American Indian or Alaska Native — 3.1%
  - d) Asian — 2.3%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 28.1%
  - b) 6-10 years — 15.6%
  - c) 11-15 years — 18.8%
  - d) 16-20 years — 10.2%
  - e) 21-30 years — 11.7%
  - f) More than 30 years — 7.8%
  - g) Don't know — 7.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.1%
- NO — 81.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 11.1%
  - b) take another nursing position with a different organization? 74.1%
  - c) take a position outside of nursing? 7.4%
  - d) retire/quit nursing? 7.4%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 13.8%
  - b) General lack of job satisfaction — 27.6%
  - c) Childbearing/childrearing — 6.9%
  - d) Personal or family concerns — 13.8%
  - e) Increasing administrative burden — 3.4%
  - f) Physical demands of the job — 10.3%
  - g) Employer/employee conflict — 6.9%
  - h) Inadequate salary/wages — 27.6%
  - i) Inadequate benefits — 6.9%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 10.3%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Ionia County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 13.3%	35-44 — 40.0%
45-54 — 13.3%	55-64 — 26.7%	65+ — 6.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 6.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 56.2%
  - b) Less than 35 hours per week in nursing or related area — 31.2%
  - c) Employed but not in nursing — 6.2%
  - d) Not employed and seeking employment in nursing or related area — 6.2%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 7.1%
  - c) Hospital outpatient — 7.1%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 0.0%
  - f) Nursing home/long-term care facility — 64.3%
  - g) Home health care — 14.3%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 7.1%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 14.3%

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

YES — 88.9%

NO — 11.1%

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

a) Med-Surg — 12.5%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 75.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 12.5%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 92.9%

b) Male - 7.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.4%
  - b) 6-10 years — 21.4%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 7.1%
  - e) 21-30 years — 35.7%
  - f) More than 30 years — 7.1%
  - g) Don't know — 7.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 28.6%
- NO — 71.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 25.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Iosco County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 12.9%	35-44 — 25.8%
45-54 — 19.4%	55-64 — 29.0%	65+ — 12.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.9%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 3.1%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 3.1%
  - i) Other degree — 3.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 68.8%
  - b) Less than 35 hours per week in nursing or related area — 25.0%
  - c) Employed but not in nursing — 6.2%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 10.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 30.0%
  - f) Nursing home/long-term care facility — 43.3%
  - g) Home health care — 6.7%
  - h) Public/community health — 3.3%
  - i) School health — 0.0%
  - j) Hospice — 6.7%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 3.3%
  - n) Other — 13.3%

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

YES — 96.2%

NO — 3.8%

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

a) Med-Surg — 8.7%

b) Surgery — 4.3%

c) Critical care — 0.0%

d) Pediatrics — 4.3%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 52.2%

g) Oncology — 0.0%

h) Psychiatric/mental health — 4.3%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 17.4%

m) Other — 8.7%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.3%

b) Male - 6.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 93.3%
  - b) Black or African American — 6.7%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 20.7%
  - b) 6-10 years — 10.3%
  - c) 11-15 years — 20.7%
  - d) 16-20 years — 13.8%
  - e) 21-30 years — 10.3%
  - f) More than 30 years — 20.7%
  - g) Don't know — 3.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.3%
- NO — 86.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 33.3%
  - b) take another nursing position with a different organization? 66.7%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 75.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Iron County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 14.3%	35-44 — 28.6%
45-54 — 23.8%	55-64 — 33.3%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 4.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 69.6%
  - b) Less than 35 hours per week in nursing or related area — 26.1%
  - c) Employed but not in nursing — 4.3%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 18.2%
  - c) Hospital outpatient — 4.5%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 22.7%
  - f) Nursing home/long-term care facility — 59.1%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 4.5%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 9.1%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 11.1%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 66.7%

g) Oncology — 5.6%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 11.1%

m) Other — 5.6%

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

a) Michigan — 86.4%

b) Other state — 13.6%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 90.9%

b) Male - 9.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.5%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 9.1%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 4.5%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.6%
  - b) 6-10 years — 18.2%
  - c) 11-15 years — 18.2%
  - d) 16-20 years — 18.2%
  - e) 21-30 years — 22.7%
  - f) More than 30 years — 9.1%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.7%
- NO — 77.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 20.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 40.0%
  - i) Inadequate benefits — 20.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 20.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Isabella County

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1. In what year were you born?

18-24 — 4.2%	25-34 — 14.6%	35-44 — 20.8%
45-54 — 29.2%	55-64 — 29.2%	65+ — 2.1%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 2.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 12.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 65.3%
  - b) Less than 35 hours per week in nursing or related area — 22.4%
  - c) Employed but not in nursing — 4.1%
  - d) Not employed and seeking employment in nursing or related area — 2.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 4.1%
  - g) Retired or with no plans to return to work — 2.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 7.0%
  - c) Hospital outpatient — 7.0%
  - d) Non-hospital outpatient — 2.3%
  - e) Physician's office — 23.3%
  - f) Nursing home/long-term care facility — 51.2%
  - g) Home health care — 14.0%
  - h) Public/community health — 16.3%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 4.7%

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

YES — 92.5%

NO — 7.5%

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

a) Med-Surg — 15.2%

b) Surgery — 9.1%

c) Critical care — 0.0%

d) Pediatrics — 3.0%

e) Obstetrics — 3.0%

f) Geriatrics/elderly care — 30.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 12.1%

i) Emergency/urgent care — 3.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 9.1%

m) Other — 15.2%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.0%

b) Male - 7.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.7%

b) No — 95.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.3%
  - b) Black or African American — 2.3%
  - c) American Indian or Alaska Native — 4.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 14.3%
  - b) 6-10 years — 16.7%
  - c) 11-15 years — 23.8%
  - d) 16-20 years — 14.3%
  - e) 21-30 years — 7.1%
  - f) More than 30 years — 16.7%
  - g) Don't know — 7.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.0%
- NO — 86.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 20.0%
  - b) take another nursing position with a different organization? 80.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 16.7%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 16.7%
  - e) Increasing administrative burden — 16.7%
  - f) Physical demands of the job — 16.7%
  - g) Employer/employee conflict — 16.7%
  - h) Inadequate salary/wages — 16.7%
  - i) Inadequate benefits — 33.3%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Jackson County

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1. In what year were you born?

18-24 — 0.8%	25-34 — 12.7%	35-44 — 18.6%
45-54 — 28.8%	55-64 — 34.7%	65+ — 4.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 98.3%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 2.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 6.6%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 75.2%
  - b) Less than 35 hours per week in nursing or related area — 19.0%
  - c) Employed but not in nursing — 3.3%
  - d) Not employed and seeking employment in nursing or related area — 0.8%
  - e) Not employed and seeking employment outside of nursing — 0.8%
  - f) Temporarily not working and not looking for a job — 0.8%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.9%
  - b) Hospital inpatient — 26.3%
  - c) Hospital outpatient — 7.9%
  - d) Non-hospital outpatient — 1.8%
  - e) Physician's office — 16.7%
  - f) Nursing home/long-term care facility — 38.6%
  - g) Home health care — 10.5%
  - h) Public/community health — 2.6%
  - i) School health — 1.8%
  - j) Hospice — 3.5%
  - k) Nursing education — 1.8%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.9%
  - n) Other — 6.1%

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

YES — 87.9%

NO — 12.1%

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

a) Med-Surg — 12.5%

b) Surgery — 8.3%

c) Critical care — 2.8%

d) Pediatrics — 6.9%

e) Obstetrics — 1.4%

f) Geriatrics/elderly care — 37.5%

g) Oncology — 0.0%

h) Psychiatric/mental health — 1.4%

i) Emergency/urgent care — 5.6%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 4.2%

m) Other — 19.4%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 99.1%

b) Other nation — 0.9%

12. What is your gender?

a) Female - 97.4%

b) Male - 2.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.9%

b) No — 99.1%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 92.1%
  - b) Black or African American — 5.3%
  - c) American Indian or Alaska Native — 5.3%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.8%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 18.8%
  - b) 6-10 years — 24.1%
  - c) 11-15 years — 12.5%
  - d) 16-20 years — 14.3%
  - e) 21-30 years — 14.3%
  - f) More than 30 years — 9.8%
  - g) Don't know — 6.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.9%
- NO — 81.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 9.1%
  - b) take another nursing position with a different organization? 90.9%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 45.5%
  - c) Childbearing/childrearing — 4.5%
  - d) Personal or family concerns — 18.2%
  - e) Increasing administrative burden — 4.5%
  - f) Physical demands of the job — 22.7%
  - g) Employer/employee conflict — 13.6%
  - h) Inadequate salary/wages — 27.3%
  - i) Inadequate benefits — 22.7%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 4.5%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Kalamazoo County

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1. In what year were you born?

18-24 — 2.0%	25-34 — 12.2%	35-44 — 18.4%
45-54 — 26.5%	55-64 — 34.0%	65+ — 6.8%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 98.7%
  - b) RN diploma in nursing — 0.7%
  - c) Associate's degree in nursing — 2.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.3%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 10.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 64.7%
  - b) Less than 35 hours per week in nursing or related area — 26.7%
  - c) Employed but not in nursing — 6.0%
  - d) Not employed and seeking employment in nursing or related area — 0.7%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.3%
  - g) Retired or with no plans to return to work — 0.7%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 13.1%
  - c) Hospital outpatient — 8.0%
  - d) Non-hospital outpatient — 2.2%
  - e) Physician's office — 19.0%
  - f) Nursing home/long-term care facility — 43.8%
  - g) Home health care — 11.7%
  - h) Public/community health — 3.6%
  - i) School health — 0.0%
  - j) Hospice — 2.2%
  - k) Nursing education — 0.7%
  - l) Insurance company/health plan — 2.2%
  - m) Traveling/staffing agency — 0.7%
  - n) Other — 8.0%

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

YES — 83.5%

NO — 16.5%

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

a) Med-Surg — 2.2%

b) Surgery — 1.1%

c) Critical care — 2.2%

d) Pediatrics — 9.0%

e) Obstetrics — 3.4%

f) Geriatrics/elderly care — 57.3%

g) Oncology — 1.1%

h) Psychiatric/mental health — 2.2%

i) Emergency/urgent care — 4.5%

j) Patient education — 2.2%

k) Case management — 0.0%

l) General/family practice — 2.2%

m) Other — 12.4%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 99.3%

b) Other nation — 0.7%

12. What is your gender?

a) Female - 97.1%

b) Male - 2.9%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 5.8%

b) No — 94.2%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 86.9%
  - b) Black or African American — 8.8%
  - c) American Indian or Alaska Native — 1.5%
  - d) Asian — 0.7%
  - e) Native Hawaiian or Pacific Islander — 0.7%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.3%
  - b) 6-10 years — 22.8%
  - c) 11-15 years — 11.0%
  - d) 16-20 years — 18.4%
  - e) 21-30 years — 16.2%
  - f) More than 30 years — 7.4%
  - g) Don't know — 2.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.9%
- NO — 85.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 18.2%
  - b) take another nursing position with a different organization? 77.3%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 4.5%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 4.3%
  - b) General lack of job satisfaction — 47.8%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 34.8%
  - e) Increasing administrative burden — 8.7%
  - f) Physical demands of the job — 17.4%
  - g) Employer/employee conflict — 13.0%
  - h) Inadequate salary/wages — 17.4%
  - i) Inadequate benefits — 8.7%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 4.3%
  - l) Career promotion — 8.7%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Kalkaska County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 33.3%
45-54 — 22.2%	55-64 — 33.3%	65+ — 11.1%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 11.1%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 66.7%
  - b) Less than 35 hours per week in nursing or related area — 22.2%
  - c) Employed but not in nursing — 11.1%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 12.5%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 50.0%
  - f) Nursing home/long-term care facility — 37.5%
  - g) Home health care — 0.0%
  - h) Public/community health — 12.5%
  - i) School health — 0.0%
  - j) Hospice — 12.5%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 85.7%

NO — 14.3%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 80.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 20.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 87.5%

b) Male - 12.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 50.0%
  - b) 6-10 years — 12.5%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 25.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 12.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Kent County

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1. In what year were you born?

18-24 — 2.6%	25-34 — 10.1%	35-44 — 17.0%
45-54 — 29.1%	55-64 — 34.9%	65+ — 6.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.0%
  - b) RN diploma in nursing — 0.2%
  - c) Associate's degree in nursing — 1.2%
  - d) Bachelor's degree in nursing — 0.2%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 7.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 56.3%
  - b) Less than 35 hours per week in nursing or related area — 37.6%
  - c) Employed but not in nursing — 4.4%
  - d) Not employed and seeking employment in nursing or related area — 0.6%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.6%
  - g) Retired or with no plans to return to work — 0.6%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 10.9%
  - c) Hospital outpatient — 4.3%
  - d) Non-hospital outpatient — 1.6%
  - e) Physician's office — 26.5%
  - f) Nursing home/long-term care facility — 42.1%
  - g) Home health care — 11.9%
  - h) Public/community health — 2.1%
  - i) School health — 1.2%
  - j) Hospice — 1.8%
  - k) Nursing education — 1.8%
  - l) Insurance company/health plan — 1.8%
  - m) Traveling/staffing agency — 1.2%
  - n) Other — 5.7%

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

YES — 88.8%

NO — 11.2%

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

a) Med-Surg — 5.6%

b) Surgery — 3.4%

c) Critical care — 2.0%

d) Pediatrics — 12.1%

e) Obstetrics — 5.4%

f) Geriatrics/elderly care — 45.1%

g) Oncology — 0.8%

h) Psychiatric/mental health — 2.3%

i) Emergency/urgent care — 1.1%

j) Patient education — 0.3%

k) Case management — 0.6%

l) General/family practice — 8.5%

m) Other — 13.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 99.8%

b) Other nation — 0.2%

12. What is your gender?

a) Female - 94.0%

b) Male - 6.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.2%

b) No — 98.8%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 90.6%
  - b) Black or African American — 7.2%
  - c) American Indian or Alaska Native — 0.6%
  - d) Asian — 0.8%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.6%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 22.4%
  - b) 6-10 years — 21.4%
  - c) 11-15 years — 17.0%
  - d) 16-20 years — 13.1%
  - e) 21-30 years — 11.7%
  - f) More than 30 years — 9.2%
  - g) Don't know — 5.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.0%
- NO — 82.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 9.7%
  - b) take another nursing position with a different organization? 79.6%
  - c) take a position outside of nursing? 3.2%
  - d) retire/quit nursing? 7.5%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 10.5%
  - b) General lack of job satisfaction — 51.6%
  - c) Childbearing/childrearing — 2.1%
  - d) Personal or family concerns — 20.0%
  - e) Increasing administrative burden — 11.6%
  - f) Physical demands of the job — 21.1%
  - g) Employer/employee conflict — 15.8%
  - h) Inadequate salary/wages — 24.2%
  - i) Inadequate benefits — 10.5%
  - j) Opportunity to work in nursing administration — 4.2%
  - k) Opportunity to work in nursing education — 4.2%
  - l) Career promotion — 14.7%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Lake County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 20.0%	55-64 — 60.0%	65+ — 20.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 80.0%
  - b) Less than 35 hours per week in nursing or related area — 0.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 20.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 0.0%
  - f) Nursing home/long-term care facility — 75.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 25.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 75.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 25.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 75.0%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 25.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 50.0%
- NO — 50.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 50.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 50.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 50.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 50.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Lapeer County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 6.8%	35-44 — 15.9%
45-54 — 40.9%	55-64 — 34.1%	65+ — 2.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 2.2%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 2.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 71.1%
  - b) Less than 35 hours per week in nursing or related area — 24.4%
  - c) Employed but not in nursing — 2.2%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.2%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 11.6%
  - c) Hospital outpatient — 2.3%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 9.3%
  - f) Nursing home/long-term care facility — 65.1%
  - g) Home health care — 14.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 4.7%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 7.0%

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

YES — 97.2%

NO — 2.8%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 81.2%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 3.1%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 6.2%

m) Other — 9.4%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.3%

b) Male - 4.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 23.3%
  - b) 6-10 years — 16.3%
  - c) 11-15 years — 23.3%
  - d) 16-20 years — 14.0%
  - e) 21-30 years — 16.3%
  - f) More than 30 years — 7.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.3%
- NO — 85.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 57.1%
  - c) take a position outside of nursing? 14.3%
  - d) retire/quit nursing? 28.6%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 42.9%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 57.1%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 42.9%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 42.9%
  - i) Inadequate benefits — 57.1%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Leelanau County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 40.0%	35-44 — 0.0%
45-54 — 20.0%	55-64 — 40.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 16.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 16.7%
  - b) Less than 35 hours per week in nursing or related area — 33.3%
  - c) Employed but not in nursing — 50.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 0.0%
  - f) Nursing home/long-term care facility — 100.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 33.3%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 33.3%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 100.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 33.3%

b) No — 66.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 33.3%
  - b) Black or African American — 33.3%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 33.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 0.0%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 50.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 50.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 0.0%
  - c) take a position outside of nursing? 100.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 100.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 100.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Lenawee County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 15.9%	35-44 — 27.0%
45-54 — 28.6%	55-64 — 25.4%	65+ — 3.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.5%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 59.7%
  - b) Less than 35 hours per week in nursing or related area — 31.3%
  - c) Employed but not in nursing — 3.0%
  - d) Not employed and seeking employment in nursing or related area — 1.5%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 3.0%
  - g) Retired or with no plans to return to work — 1.5%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 16.4%
  - c) Hospital outpatient — 3.3%
  - d) Non-hospital outpatient — 1.6%
  - e) Physician's office — 21.3%
  - f) Nursing home/long-term care facility — 54.1%
  - g) Home health care — 6.6%
  - h) Public/community health — 1.6%
  - i) School health — 0.0%
  - j) Hospice — 1.6%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 1.6%
  - n) Other — 1.6%

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

YES — 98.2%

NO — 1.8%

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

a) Med-Surg — 3.8%

b) Surgery — 9.4%

c) Critical care — 1.9%

d) Pediatrics — 3.8%

e) Obstetrics — 3.8%

f) Geriatrics/elderly care — 58.5%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 5.7%

k) Case management — 0.0%

l) General/family practice — 7.5%

m) Other — 5.7%

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

a) Michigan — 96.7%

b) Other state — 3.3%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 96.7%

b) Male - 3.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.3%

b) No — 96.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 93.4%
  - b) Black or African American — 1.6%
  - c) American Indian or Alaska Native — 4.9%
  - d) Asian — 3.3%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 11.5%
  - b) 6-10 years — 19.7%
  - c) 11-15 years — 11.5%
  - d) 16-20 years — 19.7%
  - e) 21-30 years — 18.0%
  - f) More than 30 years — 13.1%
  - g) Don't know — 6.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 9.8%
- NO — 90.2%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 14.3%
  - b) take another nursing position with a different organization? 71.4%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 14.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 14.3%
  - b) General lack of job satisfaction — 42.9%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 42.9%
  - e) Increasing administrative burden — 14.3%
  - f) Physical demands of the job — 28.6%
  - g) Employer/employee conflict — 28.6%
  - h) Inadequate salary/wages — 28.6%
  - i) Inadequate benefits — 28.6%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 28.6%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Livingston County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 5.9%	35-44 — 8.8%
45-54 — 32.4%	55-64 — 35.3%	65+ — 17.6%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.1%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.7%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 2.9%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 2.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 45.7%
  - b) Less than 35 hours per week in nursing or related area — 28.6%
  - c) Employed but not in nursing — 17.1%
  - d) Not employed and seeking employment in nursing or related area — 2.9%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 5.7%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 3.8%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 19.2%
  - f) Nursing home/long-term care facility — 53.8%
  - g) Home health care — 11.5%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 3.8%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 11.5%

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

YES — 88.5%

NO — 11.5%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 11.1%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 66.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 5.6%

i) Emergency/urgent care — 0.0%

j) Patient education — 5.6%

k) Case management — 0.0%

l) General/family practice — 11.1%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 92.3%

b) Male - 7.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.8%

b) No — 96.2%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 92.3%
  - b) Black or African American — 3.8%
  - c) American Indian or Alaska Native — 3.8%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.8%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 34.6%
  - b) 6-10 years — 26.9%
  - c) 11-15 years — 7.7%
  - d) 16-20 years — 11.5%
  - e) 21-30 years — 7.7%
  - f) More than 30 years — 3.8%
  - g) Don't know — 7.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 8.0%
- NO — 92.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 66.7%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 33.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 33.3%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 66.7%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 33.3%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 33.3%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 33.3%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Luce County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 20.0%	35-44 — 10.0%
45-54 — 40.0%	55-64 — 30.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 10.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 30.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 80.0%
  - b) Less than 35 hours per week in nursing or related area — 20.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 20.0%
  - c) Hospital outpatient — 20.0%
  - d) Non-hospital outpatient — 10.0%
  - e) Physician's office — 30.0%
  - f) Nursing home/long-term care facility — 30.0%
  - g) Home health care — 10.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 10.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 77.8%

NO — 22.2%

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

a) Med-Surg — 14.3%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 14.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 28.6%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 14.3%

m) Other — 28.6%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 90.0%

b) Male - 10.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 90.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 20.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 30.0%
  - b) 6-10 years — 0.0%
  - c) 11-15 years — 10.0%
  - d) 16-20 years — 30.0%
  - e) 21-30 years — 20.0%
  - f) More than 30 years — 10.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.0%
- NO — 90.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 0.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 100.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 100.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Mackinac County

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1. In what year were you born?

18-24 — 12.5%	25-34 — 0.0%	35-44 — 25.0%
45-54 — 25.0%	55-64 — 12.5%	65+ — 25.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 25.0%
  - b) Less than 35 hours per week in nursing or related area — 37.5%
  - c) Employed but not in nursing — 12.5%
  - d) Not employed and seeking employment in nursing or related area — 12.5%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 12.5%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 20.0%
  - f) Nursing home/long-term care facility — 40.0%
  - g) Home health care — 20.0%
  - h) Public/community health — 0.0%
  - i) School health — 20.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 33.3%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 66.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 80.0%

b) Other nation — 20.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 40.0%
  - b) 6-10 years — 0.0%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 40.0%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 20.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 40.0%
- NO — 60.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 66.7%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 33.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Macomb County

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1. In what year were you born?

18-24 — 1.2%	25-34 — 8.9%	35-44 — 19.5%
45-54 — 28.0%	55-64 — 31.7%	65+ — 10.6%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 92.8%
  - b) RN diploma in nursing — 3.2%
  - c) Associate's degree in nursing — 1.6%
  - d) Bachelor's degree in nursing — 6.8%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.8%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.4%
  - i) Other degree — 8.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 62.7%
  - b) Less than 35 hours per week in nursing or related area — 28.5%
  - c) Employed but not in nursing — 5.6%
  - d) Not employed and seeking employment in nursing or related area — 0.8%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.2%
  - g) Retired or with no plans to return to work — 1.2%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 9.7%
  - c) Hospital outpatient — 3.5%
  - d) Non-hospital outpatient — 1.8%
  - e) Physician's office — 6.6%
  - f) Nursing home/long-term care facility — 64.8%
  - g) Home health care — 15.4%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 2.6%
  - k) Nursing education — 0.9%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 2.2%
  - n) Other — 7.0%

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

YES — 91.7%

NO — 8.3%

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

a) Med-Surg — 4.8%

b) Surgery — 1.2%

c) Critical care — 0.6%

d) Pediatrics — 3.0%

e) Obstetrics — 1.8%

f) Geriatrics/elderly care — 69.7%

g) Oncology — 0.6%

h) Psychiatric/mental health — 1.8%

i) Emergency/urgent care — 1.2%

j) Patient education — 0.6%

k) Case management — 0.0%

l) General/family practice — 1.2%

m) Other — 13.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 87.7%

b) Other nation — 12.3%

12. What is your gender?

a) Female - 95.2%

b) Male - 4.8%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.4%

b) No — 99.6%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 65.2%
  - b) Black or African American — 19.4%
  - c) American Indian or Alaska Native — 2.2%
  - d) Asian — 13.2%
  - e) Native Hawaiian or Pacific Islander — 0.9%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 19.5%
  - b) 6-10 years — 16.8%
  - c) 11-15 years — 15.9%
  - d) 16-20 years — 15.5%
  - e) 21-30 years — 13.7%
  - f) More than 30 years — 9.3%
  - g) Don't know — 9.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.0%
- NO — 80.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 11.3%
  - b) take another nursing position with a different organization? 66.0%
  - c) take a position outside of nursing? 13.2%
  - d) retire/quit nursing? 9.4%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 14.8%
  - b) General lack of job satisfaction — 37.0%
  - c) Childbearing/childrearing — 1.9%
  - d) Personal or family concerns — 24.1%
  - e) Increasing administrative burden — 14.8%
  - f) Physical demands of the job — 38.9%
  - g) Employer/employee conflict — 24.1%
  - h) Inadequate salary/wages — 24.1%
  - i) Inadequate benefits — 16.7%
  - j) Opportunity to work in nursing administration — 7.4%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 18.5%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Manistee County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 5.3%	35-44 — 10.5%
45-54 — 47.4%	55-64 — 31.6%	65+ — 5.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 90.9%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 4.5%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.5%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 59.1%
  - b) Less than 35 hours per week in nursing or related area — 31.8%
  - c) Employed but not in nursing — 9.1%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 5.0%
  - b) Hospital inpatient — 10.0%
  - c) Hospital outpatient — 10.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 45.0%
  - f) Nursing home/long-term care facility — 35.0%
  - g) Home health care — 10.0%
  - h) Public/community health — 5.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 10.0%

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

YES — 83.3%

NO — 16.7%

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

a) Med-Surg — 0.0%

b) Surgery — 6.7%

c) Critical care — 0.0%

d) Pediatrics — 6.7%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 60.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 13.3%

m) Other — 13.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 94.7%

b) Male - 5.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 90.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 5.0%
  - g) Some other race/ethnicity — 5.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 20.0%
  - b) 6-10 years — 35.0%
  - c) 11-15 years — 25.0%
  - d) 16-20 years — 10.0%
  - e) 21-30 years — 5.0%
  - f) More than 30 years — 5.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
- NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Marquette County

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1. In what year were you born?

18-24 — 2.9%	25-34 — 21.4%	35-44 — 19.7%
45-54 — 38.2%	55-64 — 15.6%	65+ — 2.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 1.1%
  - d) Bachelor's degree in nursing — 0.6%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.6%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 10.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 53.4%
  - b) Less than 35 hours per week in nursing or related area — 40.2%
  - c) Employed but not in nursing — 4.0%
  - d) Not employed and seeking employment in nursing or related area — 0.6%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.1%
  - g) Retired or with no plans to return to work — 0.6%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 31.9%
  - c) Hospital outpatient — 6.1%
  - d) Non-hospital outpatient — 1.2%
  - e) Physician's office — 27.6%
  - f) Nursing home/long-term care facility — 31.3%
  - g) Home health care — 3.7%
  - h) Public/community health — 0.0%
  - i) School health — 0.6%
  - j) Hospice — 1.8%
  - k) Nursing education — 0.6%
  - l) Insurance company/health plan — 0.6%
  - m) Traveling/staffing agency — 1.2%
  - n) Other — 3.1%

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

YES — 93.2%

NO — 6.8%

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

a) Med-Surg — 14.8%

b) Surgery — 3.3%

c) Critical care — 7.4%

d) Pediatrics — 1.6%

e) Obstetrics — 1.6%

f) Geriatrics/elderly care — 34.4%

g) Oncology — 0.8%

h) Psychiatric/mental health — 0.8%

i) Emergency/urgent care — 3.3%

j) Patient education — 0.8%

k) Case management — 0.0%

l) General/family practice — 9.8%

m) Other — 21.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 97.5%

b) Male - 2.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.6%

b) No — 99.4%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 97.5%
  - b) Black or African American — 0.6%
  - c) American Indian or Alaska Native — 3.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.6%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.5%
  - b) 6-10 years — 20.2%
  - c) 11-15 years — 13.5%
  - d) 16-20 years — 19.6%
  - e) 21-30 years — 20.2%
  - f) More than 30 years — 8.0%
  - g) Don't know — 4.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 6.2%
- NO — 93.8%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 25.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 8.3%
  - d) retire/quit nursing? 16.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 16.7%
  - b) General lack of job satisfaction — 41.7%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 16.7%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 33.3%
  - g) Employer/employee conflict — 16.7%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 8.3%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Mason County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 16.7%
45-54 — 37.5%	55-64 — 16.7%	65+ — 12.5%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 58.3%
  - b) Less than 35 hours per week in nursing or related area — 29.2%
  - c) Employed but not in nursing — 8.3%
  - d) Not employed and seeking employment in nursing or related area — 4.2%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 19.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 28.6%
  - f) Nursing home/long-term care facility — 38.1%
  - g) Home health care — 14.3%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 9.5%

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

YES — 94.4%

NO — 5.6%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 23.5%

e) Obstetrics — 5.9%

f) Geriatrics/elderly care — 29.4%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 5.9%

j) Patient education — 0.0%

k) Case management — 5.9%

l) General/family practice — 17.6%

m) Other — 11.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 81.0%

b) Male - 19.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 23.8%
  - b) 6-10 years — 4.8%
  - c) 11-15 years — 14.3%
  - d) 16-20 years — 19.0%
  - e) 21-30 years — 28.6%
  - f) More than 30 years — 0.0%
  - g) Don't know — 9.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.3%
- NO — 85.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 33.3%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 33.3%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 33.3%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Mecosta County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 8.3%	35-44 — 16.7%
45-54 — 33.3%	55-64 — 33.3%	65+ — 8.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 8.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 16.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 66.7%
  - b) Less than 35 hours per week in nursing or related area — 33.3%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 25.0%
  - f) Nursing home/long-term care facility — 66.7%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 8.3%

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

YES — 90.9%

NO — 9.1%

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

a) Med-Surg — 0.0%

b) Surgery — 12.5%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 75.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 12.5%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 25.0%
  - b) 6-10 years — 25.0%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 16.7%
  - e) 21-30 years — 8.3%
  - f) More than 30 years — 8.3%
  - g) Don't know — 16.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 0.0%
  - NO — 100.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization?
  - b) take another nursing position with a different organization?
  - c) take a position outside of nursing?
  - d) retire/quit nursing?
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age —
  - b) General lack of job satisfaction —
  - c) Childbearing/childrearing —
  - d) Personal or family concerns —
  - e) Increasing administrative burden —
  - f) Physical demands of the job —
  - g) Employer/employee conflict —
  - h) Inadequate salary/wages —
  - i) Inadequate benefits —
  - j) Opportunity to work in nursing administration —
  - k) Opportunity to work in nursing education —
  - l) Career promotion —

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Menominee County

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1. In what year were you born?

18-24 — 3.6%	25-34 — 14.3%	35-44 — 17.9%
45-54 — 32.1%	55-64 — 21.4%	65+ — 10.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 92.9%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 7.1%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 7.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 57.1%
  - b) Less than 35 hours per week in nursing or related area — 32.1%
  - c) Employed but not in nursing — 7.1%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 3.6%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 16.0%
  - f) Nursing home/long-term care facility — 76.0%
  - g) Home health care — 12.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 4.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 5.3%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 78.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 5.3%

k) Case management — 0.0%

l) General/family practice — 10.5%

m) Other — 0.0%

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

a) Michigan — 92.0%

b) Other state — 8.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 96.0%

b) Male - 4.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 20.0%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 16.0%
  - d) 16-20 years — 8.0%
  - e) 21-30 years — 20.0%
  - f) More than 30 years — 16.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 4.2%
- NO — 95.8%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 100.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 100.0%
  - i) Inadequate benefits — 100.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Midland County

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1. In what year were you born?

18-24 — 6.2%	25-34 — 15.4%	35-44 — 23.1%
45-54 — 18.5%	55-64 — 30.8%	65+ — 6.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 95.6%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 4.4%
  - d) Bachelor's degree in nursing — 1.5%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 61.8%
  - b) Less than 35 hours per week in nursing or related area — 30.9%
  - c) Employed but not in nursing — 4.4%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.9%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 1.6%
  - b) Hospital inpatient — 25.4%
  - c) Hospital outpatient — 4.8%
  - d) Non-hospital outpatient — 1.6%
  - e) Physician's office — 31.7%
  - f) Nursing home/long-term care facility — 31.7%
  - g) Home health care — 9.5%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 1.6%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 1.6%
  - n) Other — 0.0%

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

YES — 98.4%

NO — 1.6%

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

a) Med-Surg — 22.8%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 5.3%

e) Obstetrics — 3.5%

f) Geriatrics/elderly care — 31.6%

g) Oncology — 5.3%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 1.8%

j) Patient education — 1.8%

k) Case management — 0.0%

l) General/family practice — 10.5%

m) Other — 17.5%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 98.4%

b) Other nation — 1.6%

12. What is your gender?

a) Female - 95.2%

b) Male - 4.8%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.8%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.6%
  - d) Asian — 3.2%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 15.9%
  - b) 6-10 years — 22.2%
  - c) 11-15 years — 6.3%
  - d) 16-20 years — 19.0%
  - e) 21-30 years — 19.0%
  - f) More than 30 years — 11.1%
  - g) Don't know — 6.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 7.9%
- NO — 92.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 20.0%
  - b) take another nursing position with a different organization? 80.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 20.0%
  - b) General lack of job satisfaction — 40.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 20.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 40.0%
  - h) Inadequate salary/wages — 20.0%
  - i) Inadequate benefits — 40.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 40.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Missaukee County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 0.0%
45-54 — 83.3%	55-64 — 0.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 14.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 42.9%
  - b) Less than 35 hours per week in nursing or related area — 28.6%
  - c) Employed but not in nursing — 14.3%
  - d) Not employed and seeking employment in nursing or related area — 14.3%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 0.0%
  - f) Nursing home/long-term care facility — 100.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 80.0%

NO — 20.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 100.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 0.0%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 40.0%
  - d) 16-20 years — 20.0%
  - e) 21-30 years — 20.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.0%
- NO — 80.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 50.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 100.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 50.0%
  - f) Physical demands of the job — 50.0%
  - g) Employer/employee conflict — 50.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Monroe County

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1. In what year were you born?

18-24 — 7.0%	25-34 — 18.3%	35-44 — 19.7%
45-54 — 23.9%	55-64 — 29.6%	65+ — 1.4%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 1.4%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 2.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 57.1%
  - b) Less than 35 hours per week in nursing or related area — 34.3%
  - c) Employed but not in nursing — 5.7%
  - d) Not employed and seeking employment in nursing or related area — 2.9%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 14.1%
  - c) Hospital outpatient — 6.2%
  - d) Non-hospital outpatient — 4.7%
  - e) Physician's office — 6.2%
  - f) Nursing home/long-term care facility — 64.1%
  - g) Home health care — 12.5%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 4.7%

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

YES — 96.6%

NO — 3.4%

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

a) Med-Surg — 5.4%

b) Surgery — 1.8%

c) Critical care — 3.6%

d) Pediatrics — 1.8%

e) Obstetrics — 5.4%

f) Geriatrics/elderly care — 66.1%

g) Oncology — 1.8%

h) Psychiatric/mental health — 1.8%

i) Emergency/urgent care — 1.8%

j) Patient education — 1.8%

k) Case management — 1.8%

l) General/family practice — 0.0%

m) Other — 7.1%

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

a) Michigan — 96.9%

b) Other state — 3.1%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 98.4%
  - b) Black or African American — 1.6%
  - c) American Indian or Alaska Native — 6.2%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 14.1%
  - b) 6-10 years — 14.1%
  - c) 11-15 years — 9.4%
  - d) 16-20 years — 9.4%
  - e) 21-30 years — 34.4%
  - f) More than 30 years — 12.5%
  - g) Don't know — 6.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.9%
- NO — 84.1%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 8.3%
  - b) take another nursing position with a different organization? 58.3%
  - c) take a position outside of nursing? 16.7%
  - d) retire/quit nursing? 16.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 21.4%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 7.1%
  - d) Personal or family concerns — 42.9%
  - e) Increasing administrative burden — 7.1%
  - f) Physical demands of the job — 21.4%
  - g) Employer/employee conflict — 14.3%
  - h) Inadequate salary/wages — 14.3%
  - i) Inadequate benefits — 21.4%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Montcalm County

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1. In what year were you born?

18-24 — 2.3%	25-34 — 13.6%	35-44 — 15.9%
45-54 — 25.0%	55-64 — 36.4%	65+ — 6.8%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.8%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 4.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 2.2%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 2.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 73.9%
  - b) Less than 35 hours per week in nursing or related area — 19.6%
  - c) Employed but not in nursing — 6.5%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 20.9%
  - c) Hospital outpatient — 9.3%
  - d) Non-hospital outpatient — 2.3%
  - e) Physician's office — 27.9%
  - f) Nursing home/long-term care facility — 34.9%
  - g) Home health care — 14.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 2.3%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 7.0%

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

YES — 92.7%

NO — 7.3%

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

a) Med-Surg — 12.5%

b) Surgery — 3.1%

c) Critical care — 3.1%

d) Pediatrics — 0.0%

e) Obstetrics — 3.1%

f) Geriatrics/elderly care — 46.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.1%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 3.1%

l) General/family practice — 9.4%

m) Other — 15.6%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 4.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 30.2%
  - b) 6-10 years — 14.0%
  - c) 11-15 years — 14.0%
  - d) 16-20 years — 11.6%
  - e) 21-30 years — 14.0%
  - f) More than 30 years — 9.3%
  - g) Don't know — 7.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.3%
- NO — 83.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 85.7%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 14.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 14.3%
  - b) General lack of job satisfaction — 71.4%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 14.3%
  - e) Increasing administrative burden — 14.3%
  - f) Physical demands of the job — 14.3%
  - g) Employer/employee conflict — 42.9%
  - h) Inadequate salary/wages — 14.3%
  - i) Inadequate benefits — 28.6%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 14.3%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Montmorency County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 20.0%
45-54 — 20.0%	55-64 — 40.0%	65+ — 20.0%

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.)

a) LPN — 100.0%  
b) RN — 0.0%  
c) Both — 0.0%

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

a) LPN diploma/certificate — 100.0%  
b) RN diploma in nursing — 0.0%  
c) Associate's degree in nursing — 0.0%  
d) Bachelor's degree in nursing — 0.0%  
e) Master's degree in nursing — 0.0%  
f) Master's degree in other field — 0.0%  
g) Doctorate in nursing — 0.0%  
h) Doctorate in other field — 0.0%  
i) Other degree — 0.0%

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

a) 35 or more hours per week in nursing or related area — 40.0%  
b) Less than 35 hours per week in nursing or related area — 60.0%  
c) Employed but not in nursing — 0.0%  
d) Not employed and seeking employment in nursing or related area — 0.0%  
e) Not employed and seeking employment outside of nursing — 0.0%  
f) Temporarily not working and not looking for a job — 0.0%  
g) Retired or with no plans to return to work — 0.0%

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

a) None or not active in nursing — 0.0%  
b) Hospital inpatient — 0.0%  
c) Hospital outpatient — 0.0%  
d) Non-hospital outpatient — 0.0%  
e) Physician's office — 40.0%  
f) Nursing home/long-term care facility — 40.0%  
g) Home health care — 20.0%  
h) Public/community health — 20.0%  
i) School health — 0.0%  
j) Hospice — 0.0%  
k) Nursing education — 0.0%  
l) Insurance company/health plan — 0.0%  
m) Traveling/staffing agency — 0.0%  
n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 50.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 60.0%
  - b) 6-10 years — 0.0%
  - c) 11-15 years — 20.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 20.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.0%
- NO — 80.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 0.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 100.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 100.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 100.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Muskegon County

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1. In what year were you born?

18-24 — 0.8%	25-34 — 11.6%	35-44 — 14.0%
45-54 — 36.4%	55-64 — 32.6%	65+ — 4.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.2%
  - b) RN diploma in nursing — 0.8%
  - c) Associate's degree in nursing — 10.7%
  - d) Bachelor's degree in nursing — 0.8%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.8%
  - i) Other degree — 9.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 58.0%
  - b) Less than 35 hours per week in nursing or related area — 32.8%
  - c) Employed but not in nursing — 5.3%
  - d) Not employed and seeking employment in nursing or related area — 1.5%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.5%
  - g) Retired or with no plans to return to work — 0.8%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 16.0%
  - c) Hospital outpatient — 2.5%
  - d) Non-hospital outpatient — 0.8%
  - e) Physician's office — 28.6%
  - f) Nursing home/long-term care facility — 31.1%
  - g) Home health care — 14.3%
  - h) Public/community health — 4.2%
  - i) School health — 0.0%
  - j) Hospice — 0.8%
  - k) Nursing education — 0.8%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.8%
  - n) Other — 12.6%

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

YES — 86.7%

NO — 13.3%

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

a) Med-Surg — 11.1%

b) Surgery — 1.2%

c) Critical care — 1.2%

d) Pediatrics — 13.6%

e) Obstetrics — 2.5%

f) Geriatrics/elderly care — 34.6%

g) Oncology — 1.2%

h) Psychiatric/mental health — 2.5%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 9.9%

m) Other — 22.2%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 94.1%

b) Male - 5.9%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.5%

b) No — 97.5%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.8%
  - b) Black or African American — 2.5%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.8%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - 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.
- a) 1-5 years — 19.5%
  - b) 6-10 years — 23.7%
  - c) 11-15 years — 16.1%
  - d) 16-20 years — 12.7%
  - e) 21-30 years — 10.2%
  - f) More than 30 years — 7.6%
  - g) Don't know — 10.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.8%
- NO — 82.2%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 12.0%
  - b) take another nursing position with a different organization? 72.0%
  - c) take a position outside of nursing? 12.0%
  - d) retire/quit nursing? 4.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 8.0%
  - b) General lack of job satisfaction — 48.0%
  - c) Childbearing/childrearing — 8.0%
  - d) Personal or family concerns — 40.0%
  - e) Increasing administrative burden — 16.0%
  - f) Physical demands of the job — 12.0%
  - g) Employer/employee conflict — 20.0%
  - h) Inadequate salary/wages — 24.0%
  - i) Inadequate benefits — 36.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 12.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Newaygo County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 17.4%	35-44 — 21.7%
45-54 — 30.4%	55-64 — 26.1%	65+ — 4.3%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 95.8%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 4.2%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 58.3%
  - b) Less than 35 hours per week in nursing or related area — 33.3%
  - c) Employed but not in nursing — 8.3%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 4.5%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 31.8%
  - f) Nursing home/long-term care facility — 54.5%
  - g) Home health care — 22.7%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 4.5%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 5.0%

b) Surgery — 5.0%

c) Critical care — 0.0%

d) Pediatrics — 5.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 60.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 5.0%

j) Patient education — 5.0%

k) Case management — 0.0%

l) General/family practice — 10.0%

m) Other — 5.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.5%
  - b) Black or African American — 4.5%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 14.3%
  - b) 6-10 years — 14.3%
  - c) 11-15 years — 23.8%
  - d) 16-20 years — 4.8%
  - e) 21-30 years — 33.3%
  - f) More than 30 years — 0.0%
  - g) Don't know — 9.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 19.0%
- NO — 81.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 50.0%
  - f) Physical demands of the job — 50.0%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Oakland County

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1. In what year were you born?

18-24 — 0.6%	25-34 — 6.7%	35-44 — 15.9%
45-54 — 27.8%	55-64 — 38.8%	65+ — 10.1%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 95.5%
  - b) RN diploma in nursing — 1.8%
  - c) Associate's degree in nursing — 3.0%
  - d) Bachelor's degree in nursing — 2.4%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 1.2%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.3%
  - i) Other degree — 10.8%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 68.5%
  - b) Less than 35 hours per week in nursing or related area — 22.2%
  - c) Employed but not in nursing — 5.7%
  - d) Not employed and seeking employment in nursing or related area — 1.2%
  - e) Not employed and seeking employment outside of nursing — 0.3%
  - f) Temporarily not working and not looking for a job — 2.1%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.3%
  - b) Hospital inpatient — 10.6%
  - c) Hospital outpatient — 3.3%
  - d) Non-hospital outpatient — 2.0%
  - e) Physician's office — 11.3%
  - f) Nursing home/long-term care facility — 53.6%
  - g) Home health care — 15.9%
  - h) Public/community health — 1.3%
  - i) School health — 0.7%
  - j) Hospice — 1.7%
  - k) Nursing education — 0.7%
  - l) Insurance company/health plan — 1.3%
  - m) Traveling/staffing agency — 3.3%
  - n) Other — 7.9%

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

YES — 87.4%

NO — 12.6%

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

a) Med-Surg — 12.6%

b) Surgery — 1.5%

c) Critical care — 0.5%

d) Pediatrics — 7.5%

e) Obstetrics — 0.5%

f) Geriatrics/elderly care — 52.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.0%

i) Emergency/urgent care — 0.5%

j) Patient education — 1.5%

k) Case management — 1.0%

l) General/family practice — 3.0%

m) Other — 16.6%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 94.7%

b) Other nation — 5.3%

12. What is your gender?

a) Female - 94.4%

b) Male - 5.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.7%

b) No — 98.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 60.3%
  - b) Black or African American — 33.8%
  - c) American Indian or Alaska Native — 3.3%
  - d) Asian — 4.3%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.7%
  - 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.
- a) 1-5 years — 22.8%
  - b) 6-10 years — 25.2%
  - c) 11-15 years — 16.9%
  - d) 16-20 years — 13.2%
  - e) 21-30 years — 9.3%
  - f) More than 30 years — 4.3%
  - g) Don't know — 8.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 25.7%
- NO — 74.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 1.1%
  - b) take another nursing position with a different organization? 86.4%
  - c) take a position outside of nursing? 6.8%
  - d) retire/quit nursing? 5.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 7.9%
  - b) General lack of job satisfaction — 46.1%
  - c) Childbearing/childrearing — 3.4%
  - d) Personal or family concerns — 21.3%
  - e) Increasing administrative burden — 14.6%
  - f) Physical demands of the job — 27.0%
  - g) Employer/employee conflict — 16.9%
  - h) Inadequate salary/wages — 33.7%
  - i) Inadequate benefits — 24.7%
  - j) Opportunity to work in nursing administration — 3.4%
  - k) Opportunity to work in nursing education — 3.4%
  - l) Career promotion — 6.7%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Oceana County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 20.0%	35-44 — 10.0%
45-54 — 60.0%	55-64 — 10.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 10.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 10.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 60.0%
  - b) Less than 35 hours per week in nursing or related area — 30.0%
  - c) Employed but not in nursing — 10.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 22.2%
  - c) Hospital outpatient — 11.1%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 22.2%
  - f) Nursing home/long-term care facility — 66.7%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 20.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 80.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 11.1%
  - b) 6-10 years — 22.2%
  - c) 11-15 years — 33.3%
  - d) 16-20 years — 11.1%
  - e) 21-30 years — 11.1%
  - f) More than 30 years — 0.0%
  - g) Don't know — 11.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 33.3%
- NO — 66.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 100.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Ogemaw County

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1. In what year were you born?

18-24 — 16.7%	25-34 — 4.2%	35-44 — 41.7%
45-54 — 8.3%	55-64 — 25.0%	65+ — 4.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 8.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 12.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 60.0%
  - b) Less than 35 hours per week in nursing or related area — 32.0%
  - c) Employed but not in nursing — 4.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 4.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 21.7%
  - c) Hospital outpatient — 4.3%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 21.7%
  - f) Nursing home/long-term care facility — 43.5%
  - g) Home health care — 21.7%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 17.6%

b) Surgery — 11.8%

c) Critical care — 5.9%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 58.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 5.9%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.7%

b) Male - 4.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 91.3%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 8.7%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.0%
  - b) 6-10 years — 4.3%
  - c) 11-15 years — 4.3%
  - d) 16-20 years — 21.7%
  - e) 21-30 years — 30.4%
  - f) More than 30 years — 13.0%
  - g) Don't know — 13.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.3%
- NO — 85.7%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 75.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 25.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 25.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Ontonagon County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 22.2%	35-44 — 33.3%
45-54 — 22.2%	55-64 — 22.2%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 88.9%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 11.1%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 11.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 44.4%
  - b) Less than 35 hours per week in nursing or related area — 44.4%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 11.1%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 37.5%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 25.0%
  - f) Nursing home/long-term care facility — 37.5%
  - g) Home health care — 0.0%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 20.0%

b) Surgery — 20.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 20.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 40.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 75.0%

b) Male - 25.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 37.5%
  - b) 6-10 years — 12.5%
  - c) 11-15 years — 12.5%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 37.5%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 37.5%
- NO — 62.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 66.7%
  - c) take a position outside of nursing? 33.3%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 66.7%
  - c) Childbearing/childrearing — 33.3%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 33.3%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 66.7%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Osceola County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 6.7%	35-44 — 13.3%
45-54 — 40.0%	55-64 — 33.3%	65+ — 6.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 6.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 73.3%
  - b) Less than 35 hours per week in nursing or related area — 20.0%
  - c) Employed but not in nursing — 6.7%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 21.4%
  - c) Hospital outpatient — 14.3%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 21.4%
  - f) Nursing home/long-term care facility — 50.0%
  - g) Home health care — 14.3%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 7.1%

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

YES — 84.6%

NO — 15.4%

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

a) Med-Surg — 20.0%

b) Surgery — 10.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 60.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 10.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.4%
  - b) 6-10 years — 14.3%
  - c) 11-15 years — 21.4%
  - d) 16-20 years — 35.7%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 7.1%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 7.1%
- NO — 92.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 100.0%
  - i) Inadequate benefits — 100.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Oscoda County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 0.0%
45-54 — 50.0%	55-64 — 16.7%	65+ — 16.7%

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.)

a) LPN — 100.0%  
b) RN — 0.0%  
c) Both — 0.0%

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

a) LPN diploma/certificate — 100.0%  
b) RN diploma in nursing — 0.0%  
c) Associate's degree in nursing — 0.0%  
d) Bachelor's degree in nursing — 0.0%  
e) Master's degree in nursing — 0.0%  
f) Master's degree in other field — 0.0%  
g) Doctorate in nursing — 0.0%  
h) Doctorate in other field — 0.0%  
i) Other degree — 0.0%

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

a) 35 or more hours per week in nursing or related area — 33.3%  
b) Less than 35 hours per week in nursing or related area — 50.0%  
c) Employed but not in nursing — 16.7%  
d) Not employed and seeking employment in nursing or related area — 0.0%  
e) Not employed and seeking employment outside of nursing — 0.0%  
f) Temporarily not working and not looking for a job — 0.0%  
g) Retired or with no plans to return to work — 0.0%

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

a) None or not active in nursing — 0.0%  
b) Hospital inpatient — 0.0%  
c) Hospital outpatient — 0.0%  
d) Non-hospital outpatient — 0.0%  
e) Physician's office — 40.0%  
f) Nursing home/long-term care facility — 40.0%  
g) Home health care — 20.0%  
h) Public/community health — 0.0%  
i) School health — 0.0%  
j) Hospice — 0.0%  
k) Nursing education — 0.0%  
l) Insurance company/health plan — 0.0%  
m) Traveling/staffing agency — 20.0%  
n) Other — 20.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 75.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 25.0%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 40.0%
  - b) 6-10 years — 20.0%
  - c) 11-15 years — 20.0%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 20.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.0%
- NO — 80.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 50.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 50.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 50.0%
  - g) Employer/employee conflict — 50.0%
  - h) Inadequate salary/wages — 50.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Otsego County

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1. In what year were you born?

18-24 — 7.7%	25-34 — 23.1%	35-44 — 15.4%
45-54 — 23.1%	55-64 — 19.2%	65+ — 11.5%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 3.7%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 22.2%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 63.0%
  - b) Less than 35 hours per week in nursing or related area — 18.5%
  - c) Employed but not in nursing — 14.8%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 3.7%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 13.6%
  - c) Hospital outpatient — 13.6%
  - d) Non-hospital outpatient — 4.5%
  - e) Physician's office — 22.7%
  - f) Nursing home/long-term care facility — 45.5%
  - g) Home health care — 9.1%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 4.5%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 9.1%

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

YES — 93.3%

NO — 6.7%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 7.1%

f) Geriatrics/elderly care — 50.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 14.3%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 7.1%

m) Other — 21.4%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 90.9%

b) Male - 9.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.5%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 4.5%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 28.6%
  - b) 6-10 years — 4.8%
  - c) 11-15 years — 9.5%
  - d) 16-20 years — 14.3%
  - e) 21-30 years — 14.3%
  - f) More than 30 years — 19.0%
  - g) Don't know — 9.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 19.0%
- NO — 81.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 0.0%
  - e) Increasing administrative burden — 25.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 50.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 25.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Ottawa County

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1. In what year were you born?

18-24 — 1.8%	25-34 — 7.0%	35-44 — 11.4%
45-54 — 28.9%	55-64 — 42.1%	65+ — 8.8%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.1%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.6%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 39.7%
  - b) Less than 35 hours per week in nursing or related area — 46.6%
  - c) Employed but not in nursing — 10.3%
  - d) Not employed and seeking employment in nursing or related area — 1.7%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.7%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 17.0%
  - c) Hospital outpatient — 7.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 32.0%
  - f) Nursing home/long-term care facility — 36.0%
  - g) Home health care — 10.0%
  - h) Public/community health — 1.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 1.0%
  - n) Other — 6.0%

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

YES — 94.5%

NO — 5.5%

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

a) Med-Surg — 10.0%

b) Surgery — 3.8%

c) Critical care — 0.0%

d) Pediatrics — 6.2%

e) Obstetrics — 5.0%

f) Geriatrics/elderly care — 40.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.5%

i) Emergency/urgent care — 6.2%

j) Patient education — 1.2%

k) Case management — 0.0%

l) General/family practice — 15.0%

m) Other — 10.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 98.0%

b) Male - 2.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.0%

b) No — 99.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 97.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.0%
  - d) Asian — 1.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 32.3%
  - b) 6-10 years — 23.2%
  - c) 11-15 years — 12.1%
  - d) 16-20 years — 12.1%
  - e) 21-30 years — 7.1%
  - f) More than 30 years — 4.0%
  - g) Don't know — 9.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.1%
- NO — 88.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 69.2%
  - c) take a position outside of nursing? 30.8%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 6.2%
  - b) General lack of job satisfaction — 37.5%
  - c) Childbearing/childrearing — 12.5%
  - d) Personal or family concerns — 37.5%
  - e) Increasing administrative burden — 43.8%
  - f) Physical demands of the job — 18.8%
  - g) Employer/employee conflict — 25.0%
  - h) Inadequate salary/wages — 12.5%
  - i) Inadequate benefits — 12.5%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 6.2%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Presque Isle County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 37.5%	55-64 — 62.5%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 0.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 50.0%
  - b) Less than 35 hours per week in nursing or related area — 50.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 12.5%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 50.0%
  - f) Nursing home/long-term care facility — 25.0%
  - g) Home health care — 12.5%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 33.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 66.7%

m) Other — 0.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 25.0%
  - b) 6-10 years — 12.5%
  - c) 11-15 years — 37.5%
  - d) 16-20 years — 25.0%
  - e) 21-30 years — 0.0%
  - f) More than 30 years — 0.0%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.5%
- NO — 87.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 0.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 100.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 100.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Roscommon County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 23.1%	35-44 — 23.1%
45-54 — 30.8%	55-64 — 15.4%	65+ — 7.7%

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.)

a) LPN — 100.0%  
b) RN — 0.0%  
c) Both — 0.0%

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

a) LPN diploma/certificate — 100.0%  
b) RN diploma in nursing — 0.0%  
c) Associate's degree in nursing — 0.0%  
d) Bachelor's degree in nursing — 0.0%  
e) Master's degree in nursing — 0.0%  
f) Master's degree in other field — 0.0%  
g) Doctorate in nursing — 0.0%  
h) Doctorate in other field — 0.0%  
i) Other degree — 7.7%

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

a) 35 or more hours per week in nursing or related area — 84.6%  
b) Less than 35 hours per week in nursing or related area — 15.4%  
c) Employed but not in nursing — 0.0%  
d) Not employed and seeking employment in nursing or related area — 0.0%  
e) Not employed and seeking employment outside of nursing — 0.0%  
f) Temporarily not working and not looking for a job — 0.0%  
g) Retired or with no plans to return to work — 0.0%

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

a) None or not active in nursing — 0.0%  
b) Hospital inpatient — 0.0%  
c) Hospital outpatient — 0.0%  
d) Non-hospital outpatient — 0.0%  
e) Physician's office — 38.5%  
f) Nursing home/long-term care facility — 30.8%  
g) Home health care — 7.7%  
h) Public/community health — 0.0%  
i) School health — 0.0%  
j) Hospice — 7.7%  
k) Nursing education — 0.0%  
l) Insurance company/health plan — 0.0%  
m) Traveling/staffing agency — 0.0%  
n) Other — 15.4%

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

YES — 90.9%

NO — 9.1%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 11.1%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 33.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 33.3%

m) Other — 22.2%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 92.3%

b) Male - 7.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 7.7%
  - b) 6-10 years — 30.8%
  - c) 11-15 years — 0.0%
  - d) 16-20 years — 7.7%
  - e) 21-30 years — 38.5%
  - f) More than 30 years — 15.4%
  - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 25.0%
- NO — 75.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 100.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 33.3%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 33.3%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Saginaw County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 14.6%	35-44 — 20.1%
45-54 — 31.9%	55-64 — 26.4%	65+ — 6.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.6%
  - b) RN diploma in nursing — 1.3%
  - c) Associate's degree in nursing — 5.4%
  - d) Bachelor's degree in nursing — 0.7%
  - e) Master's degree in nursing — 0.7%
  - f) Master's degree in other field — 0.7%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.4%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 68.5%
  - b) Less than 35 hours per week in nursing or related area — 23.5%
  - c) Employed but not in nursing — 3.4%
  - d) Not employed and seeking employment in nursing or related area — 0.7%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.3%
  - g) Retired or with no plans to return to work — 2.7%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.7%
  - b) Hospital inpatient — 27.7%
  - c) Hospital outpatient — 4.4%
  - d) Non-hospital outpatient — 4.4%
  - e) Physician's office — 15.3%
  - f) Nursing home/long-term care facility — 38.7%
  - g) Home health care — 7.3%
  - h) Public/community health — 0.7%
  - i) School health — 2.2%
  - j) Hospice — 2.9%
  - k) Nursing education — 4.4%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.7%
  - n) Other — 8.8%

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

YES — 90.3%

NO — 9.7%

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

a) Med-Surg — 14.0%

b) Surgery — 7.5%

c) Critical care — 1.9%

d) Pediatrics — 1.9%

e) Obstetrics — 8.4%

f) Geriatrics/elderly care — 35.5%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 1.9%

j) Patient education — 3.7%

k) Case management — 0.0%

l) General/family practice — 7.5%

m) Other — 17.8%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 95.6%

b) Male - 4.4%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.9%

b) No — 97.1%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 86.9%
  - b) Black or African American — 8.8%
  - c) American Indian or Alaska Native — 1.5%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.6%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 21.9%
  - b) 6-10 years — 19.7%
  - c) 11-15 years — 16.8%
  - d) 16-20 years — 13.1%
  - e) 21-30 years — 15.3%
  - f) More than 30 years — 8.0%
  - g) Don't know — 5.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 21.5%
- NO — 78.5%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 2.8%
  - b) take another nursing position with a different organization? 72.2%
  - c) take a position outside of nursing? 13.9%
  - d) retire/quit nursing? 11.1%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 10.8%
  - b) General lack of job satisfaction — 37.8%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 16.2%
  - e) Increasing administrative burden — 27.0%
  - f) Physical demands of the job — 29.7%
  - g) Employer/employee conflict — 27.0%
  - h) Inadequate salary/wages — 29.7%
  - i) Inadequate benefits — 18.9%
  - j) Opportunity to work in nursing administration — 2.7%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 16.2%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
St. Clair County

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1. In what year were you born?

18-24 — 2.7%	25-34 — 5.5%	35-44 — 14.5%
45-54 — 37.3%	55-64 — 37.3%	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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 99.1%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.9%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 9.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 59.3%
  - b) Less than 35 hours per week in nursing or related area — 31.9%
  - c) Employed but not in nursing — 5.3%
  - d) Not employed and seeking employment in nursing or related area — 0.9%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.8%
  - g) Retired or with no plans to return to work — 0.9%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 24.3%
  - c) Hospital outpatient — 3.9%
  - d) Non-hospital outpatient — 1.9%
  - e) Physician's office — 16.5%
  - f) Nursing home/long-term care facility — 43.7%
  - g) Home health care — 11.7%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 2.9%
  - k) Nursing education — 1.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 1.9%
  - n) Other — 7.8%

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

YES — 92.8%

NO — 7.2%

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

a) Med-Surg — 20.8%

b) Surgery — 2.8%

c) Critical care — 1.4%

d) Pediatrics — 1.4%

e) Obstetrics — 2.8%

f) Geriatrics/elderly care — 38.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.8%

i) Emergency/urgent care — 1.4%

j) Patient education — 1.4%

k) Case management — 0.0%

l) General/family practice — 5.6%

m) Other — 20.8%

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

a) Michigan — 99.0%

b) Other state — 0.0%

c) Canada — 1.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 98.1%

b) Male - 1.9%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.9%

b) No — 98.1%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 1.9%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 11.8%
  - b) 6-10 years — 24.5%
  - c) 11-15 years — 17.6%
  - d) 16-20 years — 12.7%
  - e) 21-30 years — 13.7%
  - f) More than 30 years — 6.9%
  - g) Don't know — 12.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.8%
- NO — 89.2%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 7.7%
  - b) take another nursing position with a different organization? 61.5%
  - c) take a position outside of nursing? 7.7%
  - d) retire/quit nursing? 23.1%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 23.1%
  - b) General lack of job satisfaction — 61.5%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 30.8%
  - e) Increasing administrative burden — 15.4%
  - f) Physical demands of the job — 23.1%
  - g) Employer/employee conflict — 15.4%
  - h) Inadequate salary/wages — 38.5%
  - i) Inadequate benefits — 30.8%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 7.7%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
St. Joseph County

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1. In what year were you born?

18-24 — 4.4%	25-34 — 17.8%	35-44 — 8.9%
45-54 — 40.0%	55-64 — 22.2%	65+ — 6.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 97.9%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 10.6%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 2.1%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 2.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 66.0%
  - b) Less than 35 hours per week in nursing or related area — 25.5%
  - c) Employed but not in nursing — 4.3%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 4.3%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 23.3%
  - c) Hospital outpatient — 9.3%
  - d) Non-hospital outpatient — 4.7%
  - e) Physician's office — 27.9%
  - f) Nursing home/long-term care facility — 34.9%
  - g) Home health care — 7.0%
  - h) Public/community health — 2.3%
  - i) School health — 4.7%
  - j) Hospice — 0.0%
  - k) Nursing education — 2.3%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 9.3%

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

YES — 92.1%

NO — 7.9%

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

a) Med-Surg — 18.2%

b) Surgery — 0.0%

c) Critical care — 3.0%

d) Pediatrics — 12.1%

e) Obstetrics — 6.1%

f) Geriatrics/elderly care — 30.3%

g) Oncology — 3.0%

h) Psychiatric/mental health — 3.0%

i) Emergency/urgent care — 6.1%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 9.1%

m) Other — 9.1%

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

a) Michigan — 95.2%

b) Other state — 4.8%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.0%

b) Male - 7.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 97.7%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 4.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 11.9%
  - b) 6-10 years — 11.9%
  - c) 11-15 years — 28.6%
  - d) 16-20 years — 19.0%
  - e) 21-30 years — 11.9%
  - f) More than 30 years — 9.5%
  - g) Don't know — 7.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.6%
- NO — 88.4%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 16.7%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 33.3%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 16.7%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 16.7%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 16.7%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Sanilac County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 9.4%	35-44 — 21.9%
45-54 — 34.4%	55-64 — 34.4%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.9%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 73.5%
  - b) Less than 35 hours per week in nursing or related area — 23.5%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.9%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 3.0%
  - b) Hospital inpatient — 36.4%
  - c) Hospital outpatient — 9.1%
  - d) Non-hospital outpatient — 6.1%
  - e) Physician's office — 18.2%
  - f) Nursing home/long-term care facility — 42.4%
  - g) Home health care — 6.1%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 3.0%

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

YES — 100.0%

NO — 0.0%

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

a) Med-Surg — 28.0%

b) Surgery — 0.0%

c) Critical care — 4.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 36.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 16.0%

m) Other — 16.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 93.9%

b) Male - 6.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 3.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 18.2%
  - b) 6-10 years — 12.1%
  - c) 11-15 years — 27.3%
  - d) 16-20 years — 21.2%
  - e) 21-30 years — 3.0%
  - f) More than 30 years — 12.1%
  - g) Don't know — 6.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 6.1%
- NO — 93.9%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 33.3%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 66.7%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 33.3%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 33.3%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Schoolcraft County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 50.0%	35-44 — 10.0%
45-54 — 40.0%	55-64 — 0.0%	65+ — 0.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 20.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 70.0%
  - b) Less than 35 hours per week in nursing or related area — 30.0%
  - c) Employed but not in nursing — 0.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 40.0%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 0.0%
  - e) Physician's office — 40.0%
  - f) Nursing home/long-term care facility — 10.0%
  - g) Home health care — 0.0%
  - h) Public/community health — 10.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 88.9%

NO — 11.1%

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

a) Med-Surg — 28.6%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 14.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 42.9%

m) Other — 14.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 10.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 10.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 11.1%
  - b) 6-10 years — 11.1%
  - c) 11-15 years — 11.1%
  - d) 16-20 years — 22.2%
  - e) 21-30 years — 22.2%
  - f) More than 30 years — 11.1%
  - g) Don't know — 11.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 40.0%
- NO — 60.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 25.0%
  - b) take another nursing position with a different organization? 75.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 25.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 25.0%
  - l) Career promotion — 25.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Shiawassee County

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1. In what year were you born?

18-24 — 8.0%	25-34 — 8.0%	35-44 — 24.0%
45-54 — 24.0%	55-64 — 28.0%	65+ — 8.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 56.0%
  - b) Less than 35 hours per week in nursing or related area — 36.0%
  - c) Employed but not in nursing — 8.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 21.7%
  - c) Hospital outpatient — 0.0%
  - d) Non-hospital outpatient — 4.3%
  - e) Physician's office — 13.0%
  - f) Nursing home/long-term care facility — 60.9%
  - g) Home health care — 4.3%
  - h) Public/community health — 0.0%
  - i) School health — 0.0%
  - j) Hospice — 0.0%
  - k) Nursing education — 4.3%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 0.0%
  - n) Other — 0.0%

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

YES — 90.9%

NO — 9.1%

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

a) Med-Surg — 10.5%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 73.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 0.0%

j) Patient education — 5.3%

k) Case management — 0.0%

l) General/family practice — 5.3%

m) Other — 5.3%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.3%

b) No — 95.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 8.7%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 4.3%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 26.1%
  - b) 6-10 years — 21.7%
  - c) 11-15 years — 17.4%
  - d) 16-20 years — 0.0%
  - e) 21-30 years — 21.7%
  - f) More than 30 years — 8.7%
  - g) Don't know — 4.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.0%
- NO — 87.0%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 75.0%
  - c) take a position outside of nursing? 25.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 25.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 25.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 25.0%
  - i) Inadequate benefits — 25.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 0.0%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Tuscola County

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1. In what year were you born?

18-24 — 5.6%	25-34 — 14.8%	35-44 — 25.9%
45-54 — 35.2%	55-64 — 14.8%	65+ — 3.7%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 98.2%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 5.3%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 5.3%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 75.0%
  - b) Less than 35 hours per week in nursing or related area — 21.4%
  - c) Employed but not in nursing — 1.8%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.8%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 1.9%
  - b) Hospital inpatient — 18.5%
  - c) Hospital outpatient — 3.7%
  - d) Non-hospital outpatient — 3.7%
  - e) Physician's office — 16.7%
  - f) Nursing home/long-term care facility — 46.3%
  - g) Home health care — 9.3%
  - h) Public/community health — 3.7%
  - i) School health — 3.7%
  - j) Hospice — 1.9%
  - k) Nursing education — 3.7%
  - l) Insurance company/health plan — 1.9%
  - m) Traveling/staffing agency — 1.9%
  - n) Other — 9.3%

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

YES — 98.0%

NO — 2.0%

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

a) Med-Surg — 9.3%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 2.3%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 46.5%

g) Oncology — 0.0%

h) Psychiatric/mental health — 18.6%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 11.6%

m) Other — 11.6%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 96.3%

b) Male - 3.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.7%

b) No — 96.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 94.4%
  - b) Black or African American — 1.9%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 3.7%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.9%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.0%
  - b) 6-10 years — 11.1%
  - c) 11-15 years — 11.1%
  - d) 16-20 years — 27.8%
  - e) 21-30 years — 16.7%
  - f) More than 30 years — 14.8%
  - g) Don't know — 5.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.8%
- NO — 85.2%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 77.8%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 22.2%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 11.1%
  - b) General lack of job satisfaction — 33.3%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 11.1%
  - e) Increasing administrative burden — 0.0%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 33.3%
  - i) Inadequate benefits — 22.2%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 11.1%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Van Buren County

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1. In what year were you born?

18-24 — 0.0%	25-34 — 20.8%	35-44 — 4.2%
45-54 — 20.8%	55-64 — 50.0%	65+ — 4.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 12.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.0%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 8.0%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 64.0%
  - b) Less than 35 hours per week in nursing or related area — 28.0%
  - c) Employed but not in nursing — 8.0%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 0.0%
  - c) Hospital outpatient — 4.3%
  - d) Non-hospital outpatient — 4.3%
  - e) Physician's office — 21.7%
  - f) Nursing home/long-term care facility — 56.5%
  - g) Home health care — 4.3%
  - h) Public/community health — 4.3%
  - i) School health — 4.3%
  - j) Hospice — 0.0%
  - k) Nursing education — 0.0%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 4.3%
  - n) Other — 4.3%

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

YES — 90.5%

NO — 9.5%

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

a) Med-Surg — 0.0%

b) Surgery — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 5.6%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 66.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 5.6%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 16.7%

m) Other — 5.6%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.3%

b) No — 95.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 91.3%
  - b) Black or African American — 13.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 13.0%
  - b) 6-10 years — 13.0%
  - c) 11-15 years — 21.7%
  - d) 16-20 years — 13.0%
  - e) 21-30 years — 8.7%
  - f) More than 30 years — 21.7%
  - g) Don't know — 8.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 21.7%
- NO — 78.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 0.0%
  - b) take another nursing position with a different organization? 60.0%
  - c) take a position outside of nursing? 40.0%
  - d) retire/quit nursing? 0.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 0.0%
  - b) General lack of job satisfaction — 16.7%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 50.0%
  - e) Increasing administrative burden — 16.7%
  - f) Physical demands of the job — 0.0%
  - g) Employer/employee conflict — 33.3%
  - h) Inadequate salary/wages — 0.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 16.7%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Washtenaw County

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1. In what year were you born?

18-24 — 2.6%	25-34 — 9.0%	35-44 — 12.9%
45-54 — 29.7%	55-64 — 40.6%	65+ — 5.2%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 96.8%
  - b) RN diploma in nursing — 0.6%
  - c) Associate's degree in nursing — 2.5%
  - d) Bachelor's degree in nursing — 1.9%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 0.6%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 10.1%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 70.1%
  - b) Less than 35 hours per week in nursing or related area — 21.0%
  - c) Employed but not in nursing — 6.4%
  - d) Not employed and seeking employment in nursing or related area — 0.6%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 0.0%
  - g) Retired or with no plans to return to work — 1.9%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 16.1%
  - c) Hospital outpatient — 18.2%
  - d) Non-hospital outpatient — 4.2%
  - e) Physician's office — 15.4%
  - f) Nursing home/long-term care facility — 37.1%
  - g) Home health care — 11.9%
  - h) Public/community health — 2.1%
  - i) School health — 0.0%
  - j) Hospice — 5.6%
  - k) Nursing education — 1.4%
  - l) Insurance company/health plan — 2.1%
  - m) Traveling/staffing agency — 0.7%
  - n) Other — 9.8%

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

YES — 91.4%

NO — 8.6%

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

a) Med-Surg — 6.1%

b) Surgery — 2.0%

c) Critical care — 4.1%

d) Pediatrics — 7.1%

e) Obstetrics — 7.1%

f) Geriatrics/elderly care — 38.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.1%

i) Emergency/urgent care — 1.0%

j) Patient education — 1.0%

k) Case management — 1.0%

l) General/family practice — 3.1%

m) Other — 25.5%

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

a) Michigan — 98.6%

b) Other state — 1.4%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 97.2%

b) Other nation — 2.8%

12. What is your gender?

a) Female - 94.3%

b) Male - 5.7%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.4%

b) No — 98.6%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 83.2%
  - b) Black or African American — 9.8%
  - c) American Indian or Alaska Native — 2.1%
  - d) Asian — 4.9%
  - e) Native Hawaiian or Pacific Islander — 0.7%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 1.4%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 23.8%
  - b) 6-10 years — 22.4%
  - c) 11-15 years — 18.9%
  - d) 16-20 years — 10.5%
  - e) 21-30 years — 7.7%
  - f) More than 30 years — 7.7%
  - g) Don't know — 9.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.4%
- NO — 79.6%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 9.1%
  - b) take another nursing position with a different organization? 72.7%
  - c) take a position outside of nursing? 9.1%
  - d) retire/quit nursing? 9.1%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 14.7%
  - b) General lack of job satisfaction — 58.8%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 23.5%
  - e) Increasing administrative burden — 23.5%
  - f) Physical demands of the job — 23.5%
  - g) Employer/employee conflict — 8.8%
  - h) Inadequate salary/wages — 23.5%
  - i) Inadequate benefits — 8.8%
  - j) Opportunity to work in nursing administration — 0.0%
  - k) Opportunity to work in nursing education — 2.9%
  - l) Career promotion — 5.9%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Wayne County

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1. In what year were you born?

18-24 — 0.7%	25-34 — 9.4%	35-44 — 20.3%
45-54 — 30.7%	55-64 — 30.0%	65+ — 8.9%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 94.6%
  - b) RN diploma in nursing — 1.0%
  - c) Associate's degree in nursing — 5.4%
  - d) Bachelor's degree in nursing — 2.1%
  - e) Master's degree in nursing — 0.3%
  - f) Master's degree in other field — 1.3%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 9.7%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 73.6%
  - b) Less than 35 hours per week in nursing or related area — 18.5%
  - c) Employed but not in nursing — 3.8%
  - d) Not employed and seeking employment in nursing or related area — 1.8%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 1.7%
  - g) Retired or with no plans to return to work — 0.5%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.2%
  - b) Hospital inpatient — 19.2%
  - c) Hospital outpatient — 5.1%
  - d) Non-hospital outpatient — 4.0%
  - e) Physician's office — 3.8%
  - f) Nursing home/long-term care facility — 58.3%
  - g) Home health care — 10.3%
  - h) Public/community health — 4.7%
  - i) School health — 2.0%
  - j) Hospice — 2.7%
  - k) Nursing education — 2.0%
  - l) Insurance company/health plan — 0.9%
  - m) Traveling/staffing agency — 2.2%
  - n) Other — 8.2%

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

YES — 91.1%

NO — 8.9%

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

a) Med-Surg — 12.2%

b) Surgery — 2.3%

c) Critical care — 2.1%

d) Pediatrics — 4.2%

e) Obstetrics — 1.6%

f) Geriatrics/elderly care — 56.2%

g) Oncology — 1.6%

h) Psychiatric/mental health — 4.9%

i) Emergency/urgent care — 1.0%

j) Patient education — 2.1%

k) Case management — 0.0%

l) General/family practice — 1.6%

m) Other — 10.2%

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

a) Michigan — 99.1%

b) Other state — 0.5%

c) Canada — 0.4%

d) Other nation — 0.0%

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

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?

a) United States — 96.6%

b) Other nation — 3.4%

12. What is your gender?

a) Female - 94.4%

b) Male - 5.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.3%

b) No — 98.7%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 42.6%
  - b) Black or African American — 50.5%
  - c) American Indian or Alaska Native — 1.4%
  - d) Asian — 4.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 2.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 15.4%
  - b) 6-10 years — 18.5%
  - c) 11-15 years — 16.9%
  - d) 16-20 years — 16.9%
  - e) 21-30 years — 13.4%
  - f) More than 30 years — 7.9%
  - g) Don't know — 11.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 21.7%
- NO — 78.3%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 7.4%
  - b) take another nursing position with a different organization? 77.9%
  - c) take a position outside of nursing? 8.1%
  - d) retire/quit nursing? 6.6%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 5.8%
  - b) General lack of job satisfaction — 40.6%
  - c) Childbearing/childrearing — 5.1%
  - d) Personal or family concerns — 24.6%
  - e) Increasing administrative burden — 13.8%
  - f) Physical demands of the job — 19.6%
  - g) Employer/employee conflict — 12.3%
  - h) Inadequate salary/wages — 41.3%
  - i) Inadequate benefits — 23.9%
  - j) Opportunity to work in nursing administration — 4.3%
  - k) Opportunity to work in nursing education — 2.2%
  - l) Career promotion — 6.5%

**Michigan Center for Nursing**  
*Survey of Nurses LPN Results — 2008*  
Wexford County

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1. In what year were you born?

18-24 — 2.5%	25-34 — 5.0%	35-44 — 7.5%
45-54 — 40.0%	55-64 — 25.0%	65+ — 20.0%
  
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.)
  - a) LPN — 100.0%
  - b) RN — 0.0%
  - c) Both — 0.0%
  
3. What is your education background? (Mark all that apply.)
  - a) LPN diploma/certificate — 100.0%
  - b) RN diploma in nursing — 0.0%
  - c) Associate's degree in nursing — 0.0%
  - d) Bachelor's degree in nursing — 0.0%
  - e) Master's degree in nursing — 0.0%
  - f) Master's degree in other field — 2.4%
  - g) Doctorate in nursing — 0.0%
  - h) Doctorate in other field — 0.0%
  - i) Other degree — 4.9%
  
4. What is your current employment status? (Mark one.)
  - a) 35 or more hours per week in nursing or related area — 48.8%
  - b) Less than 35 hours per week in nursing or related area — 43.9%
  - c) Employed but not in nursing — 4.9%
  - d) Not employed and seeking employment in nursing or related area — 0.0%
  - e) Not employed and seeking employment outside of nursing — 0.0%
  - f) Temporarily not working and not looking for a job — 2.4%
  - g) Retired or with no plans to return to work — 0.0%
  
5. Identify your current employment setting(s). (Mark all that apply.)
  - a) None or not active in nursing — 0.0%
  - b) Hospital inpatient — 7.9%
  - c) Hospital outpatient — 2.6%
  - d) Non-hospital outpatient — 7.9%
  - e) Physician's office — 39.5%
  - f) Nursing home/long-term care facility — 23.7%
  - g) Home health care — 13.2%
  - h) Public/community health — 7.9%
  - i) School health — 0.0%
  - j) Hospice — 2.6%
  - k) Nursing education — 2.6%
  - l) Insurance company/health plan — 0.0%
  - m) Traveling/staffing agency — 2.6%
  - n) Other — 2.6%

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

YES — 94.1%

NO — 5.9%

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

a) Med-Surg — 6.7%

b) Surgery — 3.3%

c) Critical care — 0.0%

d) Pediatrics — 6.7%

e) Obstetrics — 10.0%

f) Geriatrics/elderly care — 33.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 3.3%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 16.7%

m) Other — 20.0%

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

a) Michigan — 100.0%

b) Other state — 0.0%

c) Canada — 0.0%

d) Other nation — 0.0%

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

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?

a) United States — 100.0%

b) Other nation — 0.0%

12. What is your gender?

a) Female - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.0%

b) No — 100.0%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 100.0%
  - b) Black or African American — 0.0%
  - c) American Indian or Alaska Native — 0.0%
  - d) Asian — 0.0%
  - e) Native Hawaiian or Pacific Islander — 0.0%
  - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
  - g) Some other race/ethnicity — 0.0%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 36.8%
  - b) 6-10 years — 18.4%
  - c) 11-15 years — 23.7%
  - d) 16-20 years — 5.3%
  - e) 21-30 years — 10.5%
  - f) More than 30 years — 2.6%
  - g) Don't know — 2.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.2%
- NO — 86.8%
17. If you voluntarily left a nursing position within the last two years, was it to... (Mark one.)
- a) take another nursing position within the same organization? 25.0%
  - b) take another nursing position with a different organization? 50.0%
  - c) take a position outside of nursing? 0.0%
  - d) retire/quit nursing? 25.0%
18. If you voluntarily left a nursing position within the last two years, what were the factors that led to this decision? (Mark all that apply.)
- a) Age — 20.0%
  - b) General lack of job satisfaction — 40.0%
  - c) Childbearing/childrearing — 0.0%
  - d) Personal or family concerns — 40.0%
  - e) Increasing administrative burden — 20.0%
  - f) Physical demands of the job — 20.0%
  - g) Employer/employee conflict — 0.0%
  - h) Inadequate salary/wages — 20.0%
  - i) Inadequate benefits — 0.0%
  - j) Opportunity to work in nursing administration — 20.0%
  - k) Opportunity to work in nursing education — 0.0%
  - l) Career promotion — 20.0%