

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 11.1%
45-54 — 44.4%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 22.2%
c) Associate's degree in nursing — 33.3%
d) Bachelor's degree in nursing — 44.4%
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 — 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 — 12.5%
f) Nursing home/long-term care facility — 37.5%
g) Home health care — 12.5%
h) Public/community health — 25.0%
i) School health — 12.5%
j) Hospice — 0.0%
k) Nursing education — 0.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 12.5%

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

YES — 87.5%

NO — 12.5%

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 — 16.7%

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 — 33.3%

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 — 87.5%

b) Other nation — 12.5%

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 — 12.5%
 - 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 — 25.0%
 - b) 6-10 years — 50.0%
 - c) 11-15 years — 0.0%
 - 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? 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 — 100.0%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 100.0%
 - e) Increasing administrative burden — 100.0%
 - f) Physical demands of the job — 100.0%
 - g) Employer/employee conflict — 100.0%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 0.0%
 - j) Opportunity to work in nursing administration — 100.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 0.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 18.2%
45-54 — 40.9%	55-64 — 31.8%	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 — 0.0%
 - b) RN — 96.0%
 - c) Both — 4.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.3%
 - b) RN diploma in nursing — 26.1%
 - c) Associate's degree in nursing — 60.9%
 - d) Bachelor's degree in nursing — 21.7%
 - e) Master's degree in nursing — 0.0%
 - f) Master's degree in other field — 4.3%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 13.0%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 78.3%
 - b) Less than 35 hours per week in nursing or related area — 17.4%
 - 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 — 4.3%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 36.4%
 - c) Hospital outpatient — 31.8%
 - d) Non-hospital outpatient — 4.5%
 - e) Physician's office — 13.6%
 - f) Nursing home/long-term care facility — 9.1%
 - g) Home health care — 9.1%
 - h) Public/community health — 9.1%
 - 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 — 9.1%
 - n) Other — 18.2%

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 — 6.2%

b) Surgery — 12.5%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 18.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 6.2%

i) Emergency/urgent care — 25.0%

j) Patient education — 12.5%

k) Case management — 6.2%

l) General/family practice — 6.2%

m) Other — 6.2%

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 - 77.3%

b) Male - 22.7%

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 — 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 — 31.8%
 - b) 6-10 years — 18.2%
 - c) 11-15 years — 27.3%
 - d) 16-20 years — 4.5%
 - e) 21-30 years — 4.5%
 - f) More than 30 years — 4.5%
 - g) Don't know — 9.1%
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? 80.0%
 - c) take a position outside of nursing? 20.0%
 - 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 — 0.0%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 0.0%
 - g) Employer/employee conflict — 40.0%
 - h) Inadequate salary/wages — 80.0%
 - i) Inadequate benefits — 20.0%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 20.0%
 - l) Career promotion — 20.0%

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

1. In what year were you born?

18-24 — 2.3%	25-34 — 15.5%	35-44 — 16.5%
45-54 — 38.0%	55-64 — 23.1%	65+ — 4.6%

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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 2.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 2.6%
 - b) RN diploma in nursing — 30.7%
 - c) Associate's degree in nursing — 35.3%
 - d) Bachelor's degree in nursing — 42.8%
 - e) Master's degree in nursing — 6.2%
 - f) Master's degree in other field — 7.2%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.3%
 - 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 — 53.9%
 - b) Less than 35 hours per week in nursing or related area — 41.1%
 - c) Employed but not in nursing — 2.3%
 - 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 — 51.6%
 - c) Hospital outpatient — 21.5%
 - d) Non-hospital outpatient — 3.5%
 - e) Physician's office — 7.6%
 - f) Nursing home/long-term care facility — 9.3%
 - g) Home health care — 8.7%
 - h) Public/community health — 2.8%
 - i) School health — 1.0%
 - j) Hospice — 4.5%
 - k) Nursing education — 2.4%
 - l) Insurance company/health plan — 1.4%
 - m) Traveling/staffing agency — 0.7%
 - n) Other — 6.2%

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

YES — 80.4%

NO — 19.6%

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

a) Med-Surg — 15.7%

b) Surgery — 12.4%

c) Critical care — 5.9%

d) Pediatrics — 4.3%

e) Obstetrics — 13.0%

f) Geriatrics/elderly care — 9.2%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.8%

i) Emergency/urgent care — 12.4%

j) Patient education — 0.5%

k) Case management — 5.9%

l) General/family practice — 2.2%

m) Other — 14.6%

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 — 99.7%

b) Other state in the U.S. — 0.3%

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 - 95.8%

b) Male - 4.2%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.7%

b) No — 99.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.5%
 - b) Black or African American — 0.7%
 - c) American Indian or Alaska Native — 1.4%
 - d) Asian — 0.0%
 - e) Native Hawaiian or Pacific Islander — 0.3%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.0%
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 — 16.4%
 - b) 6-10 years — 20.9%
 - c) 11-15 years — 24.0%
 - d) 16-20 years — 15.0%
 - e) 21-30 years — 15.3%
 - f) More than 30 years — 4.5%
 - g) Don't know — 3.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.4%
- NO — 83.6%
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? 21.2%
 - b) take another nursing position with a different organization? 69.2%
 - c) take a position outside of nursing? 3.8%
 - d) retire/quit nursing? 5.8%
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 — 7.5%
 - b) General lack of job satisfaction — 45.3%
 - c) Childbearing/childrearing — 3.8%
 - d) Personal or family concerns — 34.0%
 - e) Increasing administrative burden — 11.3%
 - f) Physical demands of the job — 18.9%
 - g) Employer/employee conflict — 9.4%
 - h) Inadequate salary/wages — 17.0%
 - i) Inadequate benefits — 9.4%
 - j) Opportunity to work in nursing administration — 5.7%
 - k) Opportunity to work in nursing education — 1.9%
 - l) Career promotion — 11.3%

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

1. In what year were you born?

18-24 — 3.1%	25-34 — 11.7%	35-44 — 16.4%
45-54 — 34.4%	55-64 — 28.9%	65+ — 5.5%

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 — 0.0%
 - b) RN — 89.0%
 - c) Both — 11.4%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 15.9%
 - b) RN diploma in nursing — 22.7%
 - c) Associate's degree in nursing — 65.9%
 - d) Bachelor's degree in nursing — 28.8%
 - e) Master's degree in nursing — 3.8%
 - f) Master's degree in other field — 3.8%
 - g) Doctorate in nursing — 0.8%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 6.1%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 72.7%
 - b) Less than 35 hours per week in nursing or related area — 21.2%
 - c) Employed but not in nursing — 5.3%
 - 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 — 0.8%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.8%
 - b) Hospital inpatient — 50.0%
 - c) Hospital outpatient — 16.1%
 - d) Non-hospital outpatient — 1.6%
 - e) Physician's office — 7.3%
 - f) Nursing home/long-term care facility — 8.9%
 - g) Home health care — 4.8%
 - h) Public/community health — 9.7%
 - i) School health — 0.0%
 - j) Hospice — 11.3%
 - k) Nursing education — 3.2%
 - l) Insurance company/health plan — 0.8%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 3.2%

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

YES — 84.2%

NO — 15.8%

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

a) Med-Surg — 26.1%

b) Surgery — 4.3%

c) Critical care — 12.0%

d) Pediatrics — 0.0%

e) Obstetrics — 6.5%

f) Geriatrics/elderly care — 9.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 7.6%

i) Emergency/urgent care — 4.3%

j) Patient education — 3.3%

k) Case management — 13.0%

l) General/family practice — 3.3%

m) Other — 9.8%

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 - 93.5%

b) Male - 6.5%

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 — 98.4%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.8%
 - d) Asian — 0.8%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.8%
 - 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 — 29.3%
 - b) 6-10 years — 18.7%
 - c) 11-15 years — 17.9%
 - d) 16-20 years — 9.8%
 - e) 21-30 years — 10.6%
 - f) More than 30 years — 13.0%
 - g) Don't know — 0.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.7%
- NO — 89.3%
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? 46.2%
 - b) take another nursing position with a different organization? 46.2%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 7.7%
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 — 15.4%
 - b) General lack of job satisfaction — 38.5%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 30.8%
 - e) Increasing administrative burden — 23.1%
 - f) Physical demands of the job — 23.1%
 - g) Employer/employee conflict — 7.7%
 - h) Inadequate salary/wages — 7.7%
 - i) Inadequate benefits — 15.4%
 - j) Opportunity to work in nursing administration — 7.7%
 - k) Opportunity to work in nursing education — 15.4%
 - l) Career promotion — 23.1%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 11.1%
45-54 — 22.2%	55-64 — 33.3%	65+ — 33.3%

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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 36.4%
c) Associate's degree in nursing — 45.5%
d) Bachelor's degree in nursing — 27.3%
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 — 27.3%

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

a) 35 or more hours per week in nursing or related area — 72.7%
b) Less than 35 hours per week in nursing or related area — 18.2%
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 — 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 — 40.0%
g) Home health care — 0.0%
h) Public/community health — 30.0%
i) School health — 0.0%
j) Hospice — 0.0%
k) Nursing education — 10.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 30.0%

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

YES — 70.0%

NO — 30.0%

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 — 57.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 28.6%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 14.3%

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 — 40.0%
 - b) 6-10 years — 50.0%
 - c) 11-15 years — 0.0%
 - d) 16-20 years — 0.0%
 - 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 — 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? 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 — 0.0%
 - e) Increasing administrative burden — 50.0%
 - f) Physical demands of the job — 50.0%
 - g) Employer/employee conflict — 50.0%
 - h) Inadequate salary/wages — 50.0%
 - i) Inadequate benefits — 100.0%
 - j) Opportunity to work in nursing administration — 50.0%
 - k) Opportunity to work in nursing education — 50.0%
 - l) Career promotion — 50.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 11.1%	35-44 — 14.8%
45-54 — 40.7%	55-64 — 25.9%	65+ — 7.4%

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 — 0.0%
 - b) RN — 86.0%
 - c) Both — 14.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 7.1%
 - b) RN diploma in nursing — 14.3%
 - c) Associate's degree in nursing — 71.4%
 - d) Bachelor's degree in nursing — 25.0%
 - 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 — 17.9%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 71.4%
 - b) Less than 35 hours per week in nursing or related area — 10.7%
 - c) Employed but not in nursing — 10.7%
 - 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 — 3.6%
 - g) Retired or with no plans to return to work — 3.6%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 56.5%
 - c) Hospital outpatient — 4.3%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 0.0%
 - f) Nursing home/long-term care facility — 13.0%
 - g) Home health care — 4.3%
 - h) Public/community health — 13.0%
 - 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 — 21.7%

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 — 43.8%

b) Surgery — 0.0%

c) Critical care — 18.8%

d) Pediatrics — 6.2%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 0.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 12.5%

i) Emergency/urgent care — 6.2%

j) Patient education — 0.0%

k) Case management — 6.2%

l) General/family practice — 6.2%

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 — 95.7%

b) Other nation — 4.3%

12. What is your gender?

a) Female - 87.0%

b) Male - 13.0%

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 — 95.7%
 - 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 — 4.3%
 - 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 — 26.1%
 - b) 6-10 years — 4.3%
 - c) 11-15 years — 26.1%
 - d) 16-20 years — 17.4%
 - e) 21-30 years — 8.7%
 - f) More than 30 years — 8.7%
 - g) Don't know — 8.7%
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? 16.7%
 - b) take another nursing position with a different organization? 33.3%
 - 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 — 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 — 57.1%
 - g) Employer/employee conflict — 14.3%
 - h) Inadequate salary/wages — 28.6%
 - i) Inadequate benefits — 14.3%
 - 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 RN Results — 2008
Baraga County

1. In what year were you born?

18-24 — 4.5%	25-34 — 0.0%	35-44 — 27.3%
45-54 — 27.3%	55-64 — 27.3%	65+ — 13.6%

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 — 0.0%
b) RN — 96.0%
c) Both — 4.3%

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

a) LPN diploma/certificate — 4.3%
b) RN diploma in nursing — 34.8%
c) Associate's degree in nursing — 47.8%
d) Bachelor's degree in nursing — 26.1%
e) Master's degree in nursing — 4.3%
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 — 8.7%

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 — 21.7%
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 — 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 — 45.5%
c) Hospital outpatient — 18.2%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 4.5%
f) Nursing home/long-term care facility — 36.4%
g) Home health care — 4.5%
h) Public/community health — 4.5%
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 — 13.6%

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

YES — 86.4%

NO — 13.6%

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

a) Med-Surg — 28.6%

b) Surgery — 7.1%

c) Critical care — 0.0%

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 — 0.0%

j) Patient education — 14.3%

k) Case management — 7.1%

l) General/family practice — 7.1%

m) Other — 7.1%

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 - 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 — 81.8%
 - b) Black or African American — 0.0%
 - 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 — 18.2%
 - b) 6-10 years — 18.2%
 - c) 11-15 years — 36.4%
 - d) 16-20 years — 13.6%
 - e) 21-30 years — 4.5%
 - f) More than 30 years — 4.5%
 - g) Don't know — 4.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 4.8%
- NO — 95.2%
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? 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 — 100.0%

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

1. In what year were you born?

18-24 — 1.3%	25-34 — 11.8%	35-44 — 22.4%
45-54 — 31.6%	55-64 — 30.3%	65+ — 2.6%

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 — 0.0%
b) RN — 97.0%
c) Both — 2.6%

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

a) LPN diploma/certificate — 2.6%
b) RN diploma in nursing — 26.9%
c) Associate's degree in nursing — 64.1%
d) Bachelor's degree in nursing — 20.5%
e) Master's degree in nursing — 2.6%
f) Master's degree in other field — 5.1%
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 — 53.8%
b) Less than 35 hours per week in nursing or related area — 41.0%
c) Employed but not in nursing — 3.8%
d) Not employed and seeking employment in nursing or related area — 1.3%
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 — 56.8%
c) Hospital outpatient — 21.6%
d) Non-hospital outpatient — 1.4%
e) Physician's office — 4.1%
f) Nursing home/long-term care facility — 13.5%
g) Home health care — 6.8%
h) Public/community health — 4.1%
i) School health — 0.0%
j) Hospice — 4.1%
k) Nursing education — 2.7%
l) Insurance company/health plan — 1.4%
m) Traveling/staffing agency — 1.4%
n) Other — 5.4%

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

YES — 86.9%

NO — 13.1%

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

a) Med-Surg — 23.4%

b) Surgery — 10.6%

c) Critical care — 8.5%

d) Pediatrics — 0.0%

e) Obstetrics — 2.1%

f) Geriatrics/elderly care — 12.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.1%

i) Emergency/urgent care — 17.0%

j) Patient education — 4.3%

k) Case management — 8.5%

l) General/family practice — 6.4%

m) Other — 4.3%

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 — 98.6%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.4%
 - 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 — 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 — 15.3%
 - b) 6-10 years — 23.6%
 - c) 11-15 years — 12.5%
 - d) 16-20 years — 16.7%
 - e) 21-30 years — 20.8%
 - f) More than 30 years — 6.9%
 - g) Don't know — 4.2%
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? 22.2%
 - b) take another nursing position with a different organization? 44.4%
 - c) take a position outside of nursing? 22.2%
 - 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 — 0.0%
 - b) General lack of job satisfaction — 44.4%
 - c) Childbearing/childrearing — 33.3%
 - d) Personal or family concerns — 33.3%
 - e) Increasing administrative burden — 11.1%
 - f) Physical demands of the job — 11.1%
 - g) Employer/employee conflict — 22.2%
 - h) Inadequate salary/wages — 11.1%
 - 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 — 11.1%

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

1. In what year were you born?

18-24 — 0.3%	25-34 — 16.9%	35-44 — 20.3%
45-54 — 32.1%	55-64 — 24.1%	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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 5.5%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 8.5%
 - b) RN diploma in nursing — 17.4%
 - c) Associate's degree in nursing — 57.7%
 - d) Bachelor's degree in nursing — 33.4%
 - e) Master's degree in nursing — 6.1%
 - f) Master's degree in other field — 3.4%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.7%
 - 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 — 74.7%
 - b) Less than 35 hours per week in nursing or related area — 20.2%
 - c) Employed but not in nursing — 2.7%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - 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 — 1.0%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.4%
 - b) Hospital inpatient — 57.8%
 - c) Hospital outpatient — 11.6%
 - d) Non-hospital outpatient — 2.5%
 - e) Physician's office — 5.8%
 - f) Nursing home/long-term care facility — 5.4%
 - g) Home health care — 10.5%
 - h) Public/community health — 4.3%
 - i) School health — 0.7%
 - j) Hospice — 5.4%
 - k) Nursing education — 9.4%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 6.9%

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

YES — 82.0%

NO — 18.0%

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

a) Med-Surg — 17.8%

b) Surgery — 9.2%

c) Critical care — 7.0%

d) Pediatrics — 5.4%

e) Obstetrics — 8.1%

f) Geriatrics/elderly care — 5.4%

g) Oncology — 6.5%

h) Psychiatric/mental health — 5.4%

i) Emergency/urgent care — 4.3%

j) Patient education — 0.5%

k) Case management — 4.9%

l) General/family practice — 2.2%

m) Other — 23.2%

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 — 99.3%

b) Other nation — 0.7%

12. What is your gender?

a) Female - 92.4%

b) Male - 7.6%

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 — 98.6%
 - b) Black or African American — 0.4%
 - c) American Indian or Alaska Native — 1.4%
 - d) Asian — 0.7%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - 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 — 15.7%
 - b) 6-10 years — 21.9%
 - c) 11-15 years — 14.6%
 - d) 16-20 years — 17.9%
 - e) 21-30 years — 17.9%
 - f) More than 30 years — 8.4%
 - g) Don't know — 3.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.2%
- NO — 82.8%
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? 23.5%
 - b) take another nursing position with a different organization? 64.7%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 11.8%
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 — 9.6%
 - b) General lack of job satisfaction — 55.8%
 - c) Childbearing/childrearing — 1.9%
 - d) Personal or family concerns — 26.9%
 - e) Increasing administrative burden — 9.6%
 - f) Physical demands of the job — 17.3%
 - g) Employer/employee conflict — 11.5%
 - h) Inadequate salary/wages — 28.8%
 - i) Inadequate benefits — 19.2%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 3.8%
 - l) Career promotion — 9.6%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 2.9%	35-44 — 11.8%
45-54 — 35.3%	55-64 — 38.2%	65+ — 11.8%

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 — 0.0%
b) RN — 97.0%
c) Both — 2.9%

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

a) LPN diploma/certificate — 2.9%
b) RN diploma in nursing — 37.1%
c) Associate's degree in nursing — 51.4%
d) Bachelor's degree in nursing — 17.1%
e) Master's degree in nursing — 2.9%
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 — 65.7%
b) Less than 35 hours per week in nursing or related area — 22.9%
c) Employed but not in nursing — 8.6%
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 — 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 — 38.7%
c) Hospital outpatient — 32.3%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 3.2%
f) Nursing home/long-term care facility — 32.3%
g) Home health care — 0.0%
h) Public/community health — 6.5%
i) School health — 12.9%
j) Hospice — 0.0%
k) Nursing education — 0.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 9.7%

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 — 4.8%

b) Surgery — 4.8%

c) Critical care — 4.8%

d) Pediatrics — 9.5%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 28.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 4.8%

i) Emergency/urgent care — 19.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 4.8%

m) Other — 19.0%

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

a) Michigan — 96.8%

b) Other state — 3.2%

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 — 96.8%

b) Other nation — 3.2%

12. What is your gender?

a) Female - 96.8%

b) Male - 3.2%

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 — 96.8%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 6.5%
 - 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 — 25.8%
 - b) 6-10 years — 35.5%
 - c) 11-15 years — 9.7%
 - d) 16-20 years — 12.9%
 - e) 21-30 years — 9.7%
 - f) More than 30 years — 6.5%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.9%
- NO — 87.1%
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? 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 — 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 — 20.0%
 - f) Physical demands of the job — 40.0%
 - g) Employer/employee conflict — 20.0%
 - h) Inadequate salary/wages — 60.0%
 - 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 — 20.0%

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

1. In what year were you born?

18-24 — 1.8%	25-34 — 7.6%	35-44 — 23.7%
45-54 — 32.7%	55-64 — 29.5%	65+ — 4.8%

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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 4.7%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 6.9%
 - b) RN diploma in nursing — 19.3%
 - c) Associate's degree in nursing — 63.5%
 - d) Bachelor's degree in nursing — 27.9%
 - e) Master's degree in nursing — 5.9%
 - f) Master's degree in other field — 3.5%
 - g) Doctorate in nursing — 0.2%
 - h) Doctorate in other field — 0.5%
 - i) Other degree — 7.4%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 65.8%
 - b) Less than 35 hours per week in nursing or related area — 27.3%
 - c) Employed but not in nursing — 4.0%
 - d) Not employed and seeking employment in nursing or related area — 0.2%
 - e) Not employed and seeking employment outside of nursing — 0.5%
 - 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 — 0.3%
 - b) Hospital inpatient — 55.7%
 - c) Hospital outpatient — 15.7%
 - d) Non-hospital outpatient — 2.9%
 - e) Physician's office — 11.5%
 - f) Nursing home/long-term care facility — 10.1%
 - g) Home health care — 6.1%
 - h) Public/community health — 5.1%
 - i) School health — 1.3%
 - j) Hospice — 2.9%
 - k) Nursing education — 5.3%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.3%
 - n) Other — 6.4%

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

YES — 86.5%

NO — 13.5%

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

a) Med-Surg — 14.9%

b) Surgery — 12.2%

c) Critical care — 3.8%

d) Pediatrics — 5.7%

e) Obstetrics — 10.3%

f) Geriatrics/elderly care — 12.6%

g) Oncology — 3.8%

h) Psychiatric/mental health — 5.3%

i) Emergency/urgent care — 5.7%

j) Patient education — 1.9%

k) Case management — 3.4%

l) General/family practice — 2.7%

m) Other — 17.6%

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

a) Michigan — 97.6%

b) Other state — 2.4%

c) Canada — 0.0%

d) Other nation — 0.0%

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

a) Michigan — 99.5%

b) Other state in the U.S. — 0.5%

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 — 96.8%

b) Other nation — 3.2%

12. What is your gender?

a) Female - 94.1%

b) Male - 5.9%

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 — 89.1%
 - b) Black or African American — 6.9%
 - c) American Indian or Alaska Native — 2.7%
 - d) Asian — 3.5%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.3%
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 — 13.6%
 - b) 6-10 years — 23.8%
 - c) 11-15 years — 18.7%
 - d) 16-20 years — 17.9%
 - e) 21-30 years — 14.7%
 - f) More than 30 years — 6.7%
 - g) Don't know — 4.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 9.5%
- NO — 90.5%
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? 21.3%
 - b) take another nursing position with a different organization? 57.4%
 - c) take a position outside of nursing? 10.6%
 - d) retire/quit nursing? 10.6%
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 — 10.6%
 - b) General lack of job satisfaction — 42.6%
 - c) Childbearing/childrearing — 14.9%
 - d) Personal or family concerns — 38.3%
 - e) Increasing administrative burden — 17.0%
 - f) Physical demands of the job — 21.3%
 - g) Employer/employee conflict — 19.1%
 - h) Inadequate salary/wages — 29.8%
 - i) Inadequate benefits — 17.0%
 - j) Opportunity to work in nursing administration — 2.1%
 - k) Opportunity to work in nursing education — 2.1%
 - l) Career promotion — 6.4%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 7.6%	35-44 — 10.1%
45-54 — 40.5%	55-64 — 30.4%	65+ — 11.4%

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 — 0.0%
b) RN — 99.0%
c) Both — 1.2%

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

a) LPN diploma/certificate — 9.9%
b) RN diploma in nursing — 23.5%
c) Associate's degree in nursing — 69.1%
d) Bachelor's degree in nursing — 12.3%
e) Master's degree in nursing — 1.2%
f) Master's degree in other field — 4.9%
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 — 53.1%
b) Less than 35 hours per week in nursing or related area — 33.3%
c) Employed but not in nursing — 9.9%
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 — 2.5%
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 — 48.6%
c) Hospital outpatient — 18.6%
d) Non-hospital outpatient — 1.4%
e) Physician's office — 5.7%
f) Nursing home/long-term care facility — 5.7%
g) Home health care — 14.3%
h) Public/community health — 4.3%
i) School health — 1.4%
j) Hospice — 4.3%
k) Nursing education — 0.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 1.4%
n) Other — 17.1%

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 — 18.9%

b) Surgery — 15.1%

c) Critical care — 7.5%

d) Pediatrics — 1.9%

e) Obstetrics — 5.7%

f) Geriatrics/elderly care — 3.8%

g) Oncology — 3.8%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 13.2%

j) Patient education — 0.0%

k) Case management — 1.9%

l) General/family practice — 0.0%

m) Other — 28.3%

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

a) Michigan — 97.1%

b) Other state — 2.9%

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 - 94.3%

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 — 98.6%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.4%
 - 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 — 2.9%
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 — 26.5%
 - b) 6-10 years — 14.7%
 - c) 11-15 years — 20.6%
 - d) 16-20 years — 16.2%
 - e) 21-30 years — 13.2%
 - f) More than 30 years — 4.4%
 - g) Don't know — 4.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.1%
- NO — 87.9%
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? 16.7%
 - b) take another nursing position with a different organization? 50.0%
 - c) take a position outside of nursing? 25.0%
 - d) retire/quit nursing? 8.3%
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 — 7.7%
 - b) General lack of job satisfaction — 30.8%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 7.7%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 23.1%
 - g) Employer/employee conflict — 15.4%
 - h) Inadequate salary/wages — 23.1%
 - i) Inadequate benefits — 30.8%
 - j) Opportunity to work in nursing administration — 7.7%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 30.8%

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

1. In what year were you born?

18-24 — 1.5%	25-34 — 13.6%	35-44 — 19.1%
45-54 — 34.6%	55-64 — 25.4%	65+ — 5.8%

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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 1.9%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 5.7%
 - b) RN diploma in nursing — 18.4%
 - c) Associate's degree in nursing — 63.6%
 - d) Bachelor's degree in nursing — 26.5%
 - e) Master's degree in nursing — 8.0%
 - f) Master's degree in other field — 4.7%
 - g) Doctorate in nursing — 0.2%
 - h) Doctorate in other field — 0.2%
 - 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 — 77.7%
 - b) Less than 35 hours per week in nursing or related area — 16.8%
 - c) Employed but not in nursing — 1.4%
 - d) Not employed and seeking employment in nursing or related area — 0.5%
 - 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 — 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 — 53.6%
 - c) Hospital outpatient — 20.3%
 - d) Non-hospital outpatient — 2.8%
 - e) Physician's office — 6.0%
 - f) Nursing home/long-term care facility — 9.3%
 - g) Home health care — 8.0%
 - h) Public/community health — 2.5%
 - i) School health — 1.8%
 - j) Hospice — 2.0%
 - k) Nursing education — 6.0%
 - l) Insurance company/health plan — 0.5%
 - m) Traveling/staffing agency — 0.5%
 - n) Other — 11.0%

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

YES — 81.0%

NO — 19.0%

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

a) Med-Surg — 20.5%

b) Surgery — 9.0%

c) Critical care — 7.8%

d) Pediatrics — 4.1%

e) Obstetrics — 7.1%

f) Geriatrics/elderly care — 7.5%

g) Oncology — 3.4%

h) Psychiatric/mental health — 7.5%

i) Emergency/urgent care — 8.6%

j) Patient education — 0.0%

k) Case management — 4.5%

l) General/family practice — 3.4%

m) Other — 16.8%

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

a) Michigan — 99.7%

b) Other state — 0.3%

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 — 98.5%

b) Other nation — 1.5%

12. What is your gender?

a) Female - 90.7%

b) Male - 9.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.5%

b) No — 98.5%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 94.0%
 - b) Black or African American — 2.5%
 - c) American Indian or Alaska Native — 1.8%
 - d) Asian — 2.0%
 - e) Native Hawaiian or Pacific Islander — 0.3%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.5%
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 — 16.6%
 - b) 6-10 years — 22.1%
 - c) 11-15 years — 15.8%
 - d) 16-20 years — 15.6%
 - e) 21-30 years — 19.1%
 - f) More than 30 years — 6.5%
 - g) Don't know — 4.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.1%
- NO — 82.9%
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? 16.2%
 - b) take another nursing position with a different organization? 68.9%
 - c) take a position outside of nursing? 5.4%
 - d) retire/quit nursing? 9.5%
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 — 4.0%
 - b) General lack of job satisfaction — 38.7%
 - c) Childbearing/childrearing — 2.7%
 - d) Personal or family concerns — 26.7%
 - e) Increasing administrative burden — 10.7%
 - f) Physical demands of the job — 12.0%
 - g) Employer/employee conflict — 14.7%
 - h) Inadequate salary/wages — 21.3%
 - i) Inadequate benefits — 16.0%
 - j) Opportunity to work in nursing administration — 8.0%
 - k) Opportunity to work in nursing education — 1.3%
 - l) Career promotion — 22.7%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 4.7%	35-44 — 9.3%
45-54 — 32.6%	55-64 — 32.6%	65+ — 20.9%

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 — 0.0%
b) RN — 96.0%
c) Both — 4.5%

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

a) LPN diploma/certificate — 2.3%
b) RN diploma in nursing — 15.9%
c) Associate's degree in nursing — 61.4%
d) Bachelor's degree in nursing — 27.3%
e) Master's degree in nursing — 9.1%
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 — 61.4%
b) Less than 35 hours per week in nursing or related area — 29.5%
c) Employed but not in nursing — 4.5%
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 — 2.3%
g) Retired or with no plans to return to work — 2.3%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 47.5%
c) Hospital outpatient — 25.0%
d) Non-hospital outpatient — 2.5%
e) Physician's office — 15.0%
f) Nursing home/long-term care facility — 10.0%
g) Home health care — 5.0%
h) Public/community health — 7.5%
i) School health — 2.5%
j) Hospice — 0.0%
k) Nursing education — 15.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 5.0%

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 — 18.5%

b) Surgery — 22.2%

c) Critical care — 3.7%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 11.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 7.4%

i) Emergency/urgent care — 14.8%

j) Patient education — 7.4%

k) Case management — 0.0%

l) General/family practice — 7.4%

m) Other — 7.4%

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

a) Michigan — 90.0%

b) Other state — 10.0%

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 - 92.5%

b) Male - 7.5%

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 — 97.5%
 - b) Black or African American — 2.5%
 - c) American Indian or Alaska Native — 2.5%
 - 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 — 2.5%
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 — 27.5%
 - b) 6-10 years — 22.5%
 - c) 11-15 years — 20.0%
 - d) 16-20 years — 15.0%
 - e) 21-30 years — 2.5%
 - f) More than 30 years — 5.0%
 - g) Don't know — 7.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.8%
- NO — 84.2%
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? 28.6%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 71.4%
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 — 71.4%
 - b) General lack of job satisfaction — 57.1%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 28.6%
 - e) Increasing administrative burden — 14.3%
 - f) Physical demands of the job — 42.9%
 - g) Employer/employee conflict — 14.3%
 - 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 — 14.3%
 - l) Career promotion — 0.0%

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

1. In what year were you born?

18-24 — 3.4%	25-34 — 8.6%	35-44 — 13.8%
45-54 — 44.8%	55-64 — 24.1%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 1.7%
b) RN diploma in nursing — 27.1%
c) Associate's degree in nursing — 55.9%
d) Bachelor's degree in nursing — 30.5%
e) Master's degree in nursing — 3.4%
f) Master's degree in other field — 5.1%
g) Doctorate in nursing — 1.7%
h) Doctorate in other field — 1.7%
i) Other degree — 10.2%

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 — 32.2%
c) Employed but not in nursing — 5.1%
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 — 3.4%
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 — 35.2%
c) Hospital outpatient — 13.0%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 14.8%
f) Nursing home/long-term care facility — 22.2%
g) Home health care — 9.3%
h) Public/community health — 16.7%
i) School health — 0.0%
j) Hospice — 5.6%
k) Nursing education — 1.9%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 1.9%
n) Other — 3.7%

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

YES — 74.0%

NO — 26.0%

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

a) Med-Surg — 12.5%

b) Surgery — 12.5%

c) Critical care — 6.2%

d) Pediatrics — 3.1%

e) Obstetrics — 9.4%

f) Geriatrics/elderly care — 25.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 3.1%

j) Patient education — 6.2%

k) Case management — 6.2%

l) General/family practice — 9.4%

m) Other — 6.2%

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 - 92.6%

b) Male - 7.4%

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 — 98.1%
 - 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 — 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 — 25.9%
 - b) 6-10 years — 18.5%
 - c) 11-15 years — 18.5%
 - d) 16-20 years — 11.1%
 - e) 21-30 years — 9.3%
 - f) More than 30 years — 13.0%
 - g) Don't know — 3.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.6%
- NO — 77.4%
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? 13.3%
 - b) take another nursing position with a different organization? 53.3%
 - c) take a position outside of nursing? 13.3%
 - 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 — 13.3%
 - b) General lack of job satisfaction — 33.3%
 - c) Childbearing/childrearing — 20.0%
 - d) Personal or family concerns — 46.7%
 - e) Increasing administrative burden — 6.7%
 - f) Physical demands of the job — 33.3%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 20.0%
 - i) Inadequate benefits — 13.3%
 - j) Opportunity to work in nursing administration — 6.7%
 - k) Opportunity to work in nursing education — 6.7%
 - l) Career promotion — 6.7%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 7.7%	35-44 — 23.1%
45-54 — 30.8%	55-64 — 26.9%	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 — 0.0%
b) RN — 91.0%
c) Both — 9.3%

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

a) LPN diploma/certificate — 14.8%
b) RN diploma in nursing — 20.4%
c) Associate's degree in nursing — 72.2%
d) Bachelor's degree in nursing — 16.7%
e) Master's degree in nursing — 5.6%
f) Master's degree in other field — 5.6%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 14.8%

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

a) 35 or more hours per week in nursing or related area — 75.9%
b) Less than 35 hours per week in nursing or related area — 22.2%
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 — 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 — 45.3%
c) Hospital outpatient — 20.8%
d) Non-hospital outpatient — 1.9%
e) Physician's office — 11.3%
f) Nursing home/long-term care facility — 22.6%
g) Home health care — 18.9%
h) Public/community health — 1.9%
i) School health — 0.0%
j) Hospice — 11.3%
k) Nursing education — 0.0%
l) Insurance company/health plan — 1.9%
m) Traveling/staffing agency — 0.0%
n) Other — 7.5%

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

YES — 84.0%

NO — 16.0%

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

a) Med-Surg — 13.2%

b) Surgery — 10.5%

c) Critical care — 7.9%

d) Pediatrics — 0.0%

e) Obstetrics — 7.9%

f) Geriatrics/elderly care — 18.4%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.6%

i) Emergency/urgent care — 15.8%

j) Patient education — 5.3%

k) Case management — 2.6%

l) General/family practice — 5.3%

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 - 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 — 100.0%
 - b) Black or African American — 0.0%
 - 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 — 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 — 24.5%
 - b) 6-10 years — 17.0%
 - c) 11-15 years — 18.9%
 - d) 16-20 years — 20.8%
 - e) 21-30 years — 15.1%
 - f) More than 30 years — 1.9%
 - g) Don't know — 1.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.5%
- NO — 88.5%
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? 16.7%
 - b) take another nursing position with a different organization? 83.3%
 - 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 — 16.7%
 - d) Personal or family concerns — 33.3%
 - e) Increasing administrative burden — 33.3%
 - f) Physical demands of the job — 16.7%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 66.7%
 - 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 RN Results — 2008
Chippewa County

1. In what year were you born?

18-24 — 2.0%	25-34 — 8.9%	35-44 — 21.8%
45-54 — 40.6%	55-64 — 22.8%	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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 1.9%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.8%
 - b) RN diploma in nursing — 16.3%
 - c) Associate's degree in nursing — 39.4%
 - d) Bachelor's degree in nursing — 50.0%
 - e) Master's degree in nursing — 8.7%
 - 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 — 3.8%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 81.7%
 - b) Less than 35 hours per week in nursing or related area — 14.4%
 - c) Employed but not in nursing — 1.9%
 - 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 — 1.9%
 - 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 — 47.0%
 - c) Hospital outpatient — 17.0%
 - d) Non-hospital outpatient — 6.0%
 - e) Physician's office — 7.0%
 - f) Nursing home/long-term care facility — 8.0%
 - g) Home health care — 12.0%
 - h) Public/community health — 9.0%
 - i) School health — 4.0%
 - j) Hospice — 4.0%
 - k) Nursing education — 5.0%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 11.0%

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 — 15.1%

b) Surgery — 11.0%

c) Critical care — 6.8%

d) Pediatrics — 4.1%

e) Obstetrics — 9.6%

f) Geriatrics/elderly care — 12.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 1.4%

i) Emergency/urgent care — 13.7%

j) Patient education — 2.7%

k) Case management — 1.4%

l) General/family practice — 15.1%

m) Other — 6.8%

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

a) Michigan — 91.0%

b) Other state — 0.0%

c) Canada — 9.0%

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 — 90.0%

b) Other nation — 10.0%

12. What is your gender?

a) Female - 92.0%

b) Male - 8.0%

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 — 97.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 10.0%
 - 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 — 1.0%
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 — 16.0%
 - b) 6-10 years — 22.0%
 - c) 11-15 years — 21.0%
 - d) 16-20 years — 19.0%
 - e) 21-30 years — 15.0%
 - f) More than 30 years — 5.0%
 - g) Don't know — 2.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.4%
- NO — 81.6%
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? 35.0%
 - b) take another nursing position with a different organization? 55.0%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 10.0%
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 — 5.0%
 - b) General lack of job satisfaction — 50.0%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 25.0%
 - e) Increasing administrative burden — 5.0%
 - f) Physical demands of the job — 10.0%
 - g) Employer/employee conflict — 20.0%
 - h) Inadequate salary/wages — 25.0%
 - i) Inadequate benefits — 5.0%
 - j) Opportunity to work in nursing administration — 10.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 30.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 10.9%	35-44 — 19.6%
45-54 — 37.0%	55-64 — 30.4%	65+ — 2.2%

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 — 0.0%
b) RN — 92.0%
c) Both — 8.3%

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

a) LPN diploma/certificate — 16.7%
b) RN diploma in nursing — 20.8%
c) Associate's degree in nursing — 72.9%
d) Bachelor's degree in nursing — 12.5%
e) Master's degree in nursing — 2.1%
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 — 75.0%
b) Less than 35 hours per week in nursing or related area — 18.8%
c) Employed but not in nursing — 4.2%
d) Not employed and seeking employment in nursing or related area — 2.1%
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 — 42.2%
c) Hospital outpatient — 20.0%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 4.4%
f) Nursing home/long-term care facility — 24.4%
g) Home health care — 4.4%
h) Public/community health — 8.9%
i) School health — 0.0%
j) Hospice — 4.4%
k) Nursing education — 11.1%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 2.2%
n) Other — 2.2%

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

YES — 91.9%

NO — 8.1%

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

a) Med-Surg — 6.1%

b) Surgery — 3.0%

c) Critical care — 18.2%

d) Pediatrics — 0.0%

e) Obstetrics — 6.1%

f) Geriatrics/elderly care — 30.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.0%

i) Emergency/urgent care — 15.2%

j) Patient education — 3.0%

k) Case management — 3.0%

l) General/family practice — 3.0%

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 - 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 — 100.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.2%
 - d) Asian — 0.0%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 2.2%
 - g) Some other race/ethnicity — 4.4%
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 — 8.9%
 - b) 6-10 years — 20.0%
 - c) 11-15 years — 15.6%
 - d) 16-20 years — 26.7%
 - e) 21-30 years — 15.6%
 - f) More than 30 years — 11.1%
 - g) Don't know — 2.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.2%
- NO — 77.8%
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 — 60.0%
 - c) Childbearing/childrearing — 10.0%
 - d) Personal or family concerns — 30.0%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 20.0%
 - g) Employer/employee conflict — 20.0%
 - h) Inadequate salary/wages — 30.0%
 - 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 — 20.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 22.2%	35-44 — 20.0%
45-54 — 31.1%	55-64 — 17.8%	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 — 0.0%
b) RN — 94.0%
c) Both — 6.5%

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

a) LPN diploma/certificate — 13.0%
b) RN diploma in nursing — 32.6%
c) Associate's degree in nursing — 56.5%
d) Bachelor's degree in nursing — 26.1%
e) Master's degree in nursing — 4.3%
f) Master's degree in other field — 6.5%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 15.2%

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

a) 35 or more hours per week in nursing or related area — 54.3%
b) Less than 35 hours per week in nursing or related area — 45.7%
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 — 28.3%
c) Hospital outpatient — 17.4%
d) Non-hospital outpatient — 4.3%
e) Physician's office — 15.2%
f) Nursing home/long-term care facility — 30.4%
g) Home health care — 2.2%
h) Public/community health — 10.9%
i) School health — 4.3%
j) Hospice — 4.3%
k) Nursing education — 6.5%
l) Insurance company/health plan — 4.3%
m) Traveling/staffing agency — 0.0%
n) Other — 10.9%

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

YES — 76.7%

NO — 23.3%

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

a) Med-Surg — 13.3%

b) Surgery — 6.7%

c) Critical care — 10.0%

d) Pediatrics — 6.7%

e) Obstetrics — 3.3%

f) Geriatrics/elderly care — 33.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 6.7%

i) Emergency/urgent care — 6.7%

j) Patient education — 3.3%

k) Case management — 6.7%

l) General/family practice — 0.0%

m) Other — 3.3%

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 - 91.3%

b) Male - 8.7%

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 — 97.8%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.2%
 - 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 — 19.6%
 - b) 6-10 years — 10.9%
 - c) 11-15 years — 17.4%
 - d) 16-20 years — 23.9%
 - e) 21-30 years — 13.0%
 - f) More than 30 years — 8.7%
 - g) Don't know — 6.5%
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? 22.2%
 - b) take another nursing position with a different organization? 77.8%
 - 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 — 44.4%
 - c) Childbearing/childrearing — 22.2%
 - d) Personal or family concerns — 11.1%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 11.1%
 - g) Employer/employee conflict — 11.1%
 - 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 — 33.3%

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

1. In what year were you born?

18-24 — 3.9%	25-34 — 3.9%	35-44 — 15.7%
45-54 — 43.1%	55-64 — 27.5%	65+ — 5.9%

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 — 0.0%
b) RN — 91.0%
c) Both — 9.4%

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

a) LPN diploma/certificate — 17.0%
b) RN diploma in nursing — 17.0%
c) Associate's degree in nursing — 75.5%
d) Bachelor's degree in nursing — 15.1%
e) Master's degree in nursing — 5.7%
f) Master's degree in other field — 5.7%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 1.9%
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 — 82.7%
b) Less than 35 hours per week in nursing or related area — 11.5%
c) Employed but not in nursing — 1.9%
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 — 1.9%
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 — 59.2%
c) Hospital outpatient — 4.1%
d) Non-hospital outpatient — 4.1%
e) Physician's office — 10.2%
f) Nursing home/long-term care facility — 0.0%
g) Home health care — 12.2%
h) Public/community health — 4.1%
i) School health — 0.0%
j) Hospice — 8.2%
k) Nursing education — 6.1%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 10.2%

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 — 36.6%

b) Surgery — 4.9%

c) Critical care — 4.9%

d) Pediatrics — 0.0%

e) Obstetrics — 9.8%

f) Geriatrics/elderly care — 7.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 4.9%

i) Emergency/urgent care — 9.8%

j) Patient education — 2.4%

k) Case management — 4.9%

l) General/family practice — 4.9%

m) Other — 9.8%

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 - 93.9%

b) Male - 6.1%

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 — 98.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.0%
 - 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 — 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 — 20.4%
 - b) 6-10 years — 18.4%
 - c) 11-15 years — 20.4%
 - d) 16-20 years — 20.4%
 - e) 21-30 years — 14.3%
 - f) More than 30 years — 6.1%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 27.7%
- NO — 72.3%
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? 30.8%
 - b) take another nursing position with a different organization? 69.2%
 - 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 — 38.5%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 15.4%
 - e) Increasing administrative burden — 23.1%
 - f) Physical demands of the job — 38.5%
 - g) Employer/employee conflict — 15.4%
 - h) Inadequate salary/wages — 15.4%
 - i) Inadequate benefits — 15.4%
 - j) Opportunity to work in nursing administration — 7.7%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 30.8%

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

1. In what year were you born?

18-24 — 1.2%	25-34 — 13.1%	35-44 — 28.6%
45-54 — 38.1%	55-64 — 15.5%	65+ — 3.6%

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 — 0.0%
 - b) RN — 94.0%
 - c) Both — 5.7%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 21.6%
 - b) RN diploma in nursing — 22.7%
 - c) Associate's degree in nursing — 67.0%
 - d) Bachelor's degree in nursing — 27.3%
 - e) Master's degree in nursing — 3.4%
 - 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 — 5.7%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 70.5%
 - b) Less than 35 hours per week in nursing or related area — 23.9%
 - c) Employed but not in nursing — 2.3%
 - 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 — 2.3%
 - g) Retired or with no plans to return to work — 1.1%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 45.8%
 - c) Hospital outpatient — 15.7%
 - d) Non-hospital outpatient — 3.6%
 - e) Physician's office — 2.4%
 - f) Nursing home/long-term care facility — 12.0%
 - g) Home health care — 10.8%
 - h) Public/community health — 10.8%
 - i) School health — 1.2%
 - j) Hospice — 2.4%
 - k) Nursing education — 4.8%
 - l) Insurance company/health plan — 1.2%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 4.8%

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

YES — 82.7%

NO — 17.3%

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

a) Med-Surg — 13.3%

b) Surgery — 11.7%

c) Critical care — 11.7%

d) Pediatrics — 5.0%

e) Obstetrics — 6.7%

f) Geriatrics/elderly care — 11.7%

g) Oncology — 1.7%

h) Psychiatric/mental health — 6.7%

i) Emergency/urgent care — 16.7%

j) Patient education — 0.0%

k) Case management — 3.3%

l) General/family practice — 1.7%

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 — 98.8%

b) Other nation — 1.2%

12. What is your gender?

a) Female - 94.0%

b) Male - 6.0%

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 — 94.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 7.2%
 - d) Asian — 1.2%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 2.4%
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 — 15.7%
 - b) 6-10 years — 10.8%
 - c) 11-15 years — 18.1%
 - d) 16-20 years — 16.9%
 - e) 21-30 years — 27.7%
 - f) More than 30 years — 7.2%
 - g) Don't know — 3.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.4%
- NO — 86.6%
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? 14.3%
 - b) take another nursing position with a different organization? 71.4%
 - c) take a position outside of nursing? 7.1%
 - d) retire/quit nursing? 7.1%
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 — 7.1%
 - b) General lack of job satisfaction — 28.6%
 - c) Childbearing/childrearing — 7.1%
 - d) Personal or family concerns — 14.3%
 - e) Increasing administrative burden — 14.3%
 - f) Physical demands of the job — 28.6%
 - g) Employer/employee conflict — 21.4%
 - h) Inadequate salary/wages — 28.6%
 - i) Inadequate benefits — 14.3%
 - j) Opportunity to work in nursing administration — 7.1%
 - k) Opportunity to work in nursing education — 7.1%
 - l) Career promotion — 14.3%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 11.1%	35-44 — 16.7%
45-54 — 38.0%	55-64 — 27.8%	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 — 0.0%
b) RN — 94.0%
c) Both — 6.3%

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

a) LPN diploma/certificate — 10.8%
b) RN diploma in nursing — 19.8%
c) Associate's degree in nursing — 45.0%
d) Bachelor's degree in nursing — 38.7%
e) Master's degree in nursing — 5.4%
f) Master's degree in other field — 1.8%
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 — 64.0%
b) Less than 35 hours per week in nursing or related area — 32.4%
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 — 0.9%
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 — 58.9%
c) Hospital outpatient — 20.6%
d) Non-hospital outpatient — 2.8%
e) Physician's office — 8.4%
f) Nursing home/long-term care facility — 16.8%
g) Home health care — 7.5%
h) Public/community health — 2.8%
i) School health — 1.9%
j) Hospice — 1.9%
k) Nursing education — 2.8%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 12.1%

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

YES — 83.0%

NO — 17.0%

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

a) Med-Surg — 28.4%

b) Surgery — 6.8%

c) Critical care — 9.5%

d) Pediatrics — 2.7%

e) Obstetrics — 9.5%

f) Geriatrics/elderly care — 14.9%

g) Oncology — 1.4%

h) Psychiatric/mental health — 2.7%

i) Emergency/urgent care — 9.5%

j) Patient education — 1.4%

k) Case management — 0.0%

l) General/family practice — 5.4%

m) Other — 8.1%

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

a) Michigan — 82.2%

b) Other state — 17.8%

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 - 92.5%

b) Male - 7.5%

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) — 0.9%
 - 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 — 18.7%
 - b) 6-10 years — 17.8%
 - c) 11-15 years — 22.4%
 - d) 16-20 years — 19.6%
 - e) 21-30 years — 13.1%
 - f) More than 30 years — 5.6%
 - g) Don't know — 2.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.1%
- NO — 82.9%
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? 15.0%
 - b) take another nursing position with a different organization? 75.0%
 - c) take a position outside of nursing? 5.0%
 - d) retire/quit nursing? 5.0%
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 — 5.0%
 - d) Personal or family concerns — 50.0%
 - e) Increasing administrative burden — 20.0%
 - f) Physical demands of the job — 10.0%
 - g) Employer/employee conflict — 5.0%
 - h) Inadequate salary/wages — 10.0%
 - i) Inadequate benefits — 5.0%
 - j) Opportunity to work in nursing administration — 10.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 25.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 13.0%	35-44 — 19.1%
45-54 — 27.0%	55-64 — 33.9%	65+ — 7.0%

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 — 0.0%
b) RN — 93.0%
c) Both — 6.9%

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

a) LPN diploma/certificate — 10.3%
b) RN diploma in nursing — 24.1%
c) Associate's degree in nursing — 57.8%
d) Bachelor's degree in nursing — 26.7%
e) Master's degree in nursing — 6.0%
f) Master's degree in other field — 6.0%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 1.7%
i) Other degree — 17.2%

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

a) 35 or more hours per week in nursing or related area — 60.3%
b) Less than 35 hours per week in nursing or related area — 27.6%
c) Employed but not in nursing — 10.3%
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 — 0.9%
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 — 38.2%
c) Hospital outpatient — 21.6%
d) Non-hospital outpatient — 1.0%
e) Physician's office — 11.8%
f) Nursing home/long-term care facility — 9.8%
g) Home health care — 11.8%
h) Public/community health — 12.7%
i) School health — 2.9%
j) Hospice — 4.9%
k) Nursing education — 4.9%
l) Insurance company/health plan — 4.9%
m) Traveling/staffing agency — 2.0%
n) Other — 5.9%

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 — 13.8%

b) Surgery — 13.8%

c) Critical care — 4.6%

d) Pediatrics — 4.6%

e) Obstetrics — 4.6%

f) Geriatrics/elderly care — 18.5%

g) Oncology — 1.5%

h) Psychiatric/mental health — 1.5%

i) Emergency/urgent care — 13.8%

j) Patient education — 4.6%

k) Case management — 3.1%

l) General/family practice — 6.2%

m) Other — 9.2%

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

a) Michigan — 99.0%

b) Other state — 1.0%

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 - 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 — 96.1%
 - b) Black or African American — 1.0%
 - c) American Indian or Alaska Native — 2.0%
 - 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 — 3.9%
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 — 26.5%
 - b) 6-10 years — 17.6%
 - c) 11-15 years — 11.8%
 - d) 16-20 years — 22.5%
 - e) 21-30 years — 13.7%
 - f) More than 30 years — 3.9%
 - g) Don't know — 3.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.2%
- NO — 77.8%
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? 11.5%
 - b) take another nursing position with a different organization? 65.4%
 - c) take a position outside of nursing? 15.4%
 - d) retire/quit nursing? 7.7%
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 — 7.7%
 - b) General lack of job satisfaction — 57.7%
 - c) Childbearing/childrearing — 19.2%
 - d) Personal or family concerns — 23.1%
 - e) Increasing administrative burden — 7.7%
 - f) Physical demands of the job — 26.9%
 - g) Employer/employee conflict — 11.5%
 - h) Inadequate salary/wages — 30.8%
 - i) Inadequate benefits — 23.1%
 - j) Opportunity to work in nursing administration — 15.4%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 19.2%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 11.0%	35-44 — 22.5%
45-54 — 36.0%	55-64 — 26.3%	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 — 0.0%
b) RN — 97.0%
c) Both — 2.9%

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

a) LPN diploma/certificate — 2.9%
b) RN diploma in nursing — 16.2%
c) Associate's degree in nursing — 61.7%
d) Bachelor's degree in nursing — 31.2%
e) Master's degree in nursing — 5.8%
f) Master's degree in other field — 4.6%
g) Doctorate in nursing — 0.4%
h) Doctorate in other field — 0.4%
i) Other degree — 15.8%

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

a) 35 or more hours per week in nursing or related area — 72.3%
b) Less than 35 hours per week in nursing or related area — 22.7%
c) Employed but not in nursing — 4.2%
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 — 0.8%

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

a) None or not active in nursing — 0.4%
b) Hospital inpatient — 63.3%
c) Hospital outpatient — 14.6%
d) Non-hospital outpatient — 1.8%
e) Physician's office — 11.9%
f) Nursing home/long-term care facility — 8.0%
g) Home health care — 2.7%
h) Public/community health — 2.2%
i) School health — 0.0%
j) Hospice — 2.7%
k) Nursing education — 3.1%
l) Insurance company/health plan — 0.4%
m) Traveling/staffing agency — 1.8%
n) Other — 11.9%

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

YES — 87.3%

NO — 12.7%

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

a) Med-Surg — 17.1%

b) Surgery — 10.8%

c) Critical care — 19.0%

d) Pediatrics — 5.1%

e) Obstetrics — 3.8%

f) Geriatrics/elderly care — 8.2%

g) Oncology — 2.5%

h) Psychiatric/mental health — 3.8%

i) Emergency/urgent care — 2.5%

j) Patient education — 1.3%

k) Case management — 4.4%

l) General/family practice — 3.2%

m) Other — 18.4%

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

a) Michigan — 99.1%

b) Other state — 0.4%

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 — 97.3%

b) Other nation — 2.7%

12. What is your gender?

a) Female - 91.1%

b) Male - 8.9%

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 — 96.9%
 - b) Black or African American — 0.4%
 - c) American Indian or Alaska Native — 2.2%
 - d) Asian — 1.3%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 1.3%
 - g) Some other race/ethnicity — 0.4%
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 — 15.8%
 - b) 6-10 years — 24.0%
 - c) 11-15 years — 20.4%
 - d) 16-20 years — 17.6%
 - e) 21-30 years — 10.4%
 - f) More than 30 years — 7.2%
 - g) Don't know — 4.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.1%
- NO — 82.9%
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? 12.2%
 - b) take another nursing position with a different organization? 70.7%
 - c) take a position outside of nursing? 12.2%
 - d) retire/quit nursing? 4.9%
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 — 7.0%
 - b) General lack of job satisfaction — 37.2%
 - c) Childbearing/childrearing — 9.3%
 - d) Personal or family concerns — 34.9%
 - e) Increasing administrative burden — 7.0%
 - f) Physical demands of the job — 14.0%
 - g) Employer/employee conflict — 16.3%
 - h) Inadequate salary/wages — 23.3%
 - i) Inadequate benefits — 9.3%
 - j) Opportunity to work in nursing administration — 4.7%
 - k) Opportunity to work in nursing education — 9.3%
 - l) Career promotion — 20.9%

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

1. In what year were you born?

18-24 — 1.5%	25-34 — 13.6%	35-44 — 21.8%
45-54 — 31.8%	55-64 — 25.8%	65+ — 5.5%

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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 5.1%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 6.2%
 - b) RN diploma in nursing — 24.2%
 - c) Associate's degree in nursing — 56.3%
 - d) Bachelor's degree in nursing — 26.4%
 - e) Master's degree in nursing — 3.9%
 - f) Master's degree in other field — 3.7%
 - g) Doctorate in nursing — 0.3%
 - h) Doctorate in other field — 0.5%
 - 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 — 74.7%
 - b) Less than 35 hours per week in nursing or related area — 21.0%
 - c) Employed but not in nursing — 1.5%
 - d) Not employed and seeking employment in nursing or related area — 0.4%
 - e) Not employed and seeking employment outside of nursing — 0.1%
 - f) Temporarily not working and not looking for a job — 0.8%
 - 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 — 0.3%
 - b) Hospital inpatient — 67.5%
 - c) Hospital outpatient — 14.8%
 - d) Non-hospital outpatient — 4.7%
 - e) Physician's office — 2.8%
 - f) Nursing home/long-term care facility — 4.0%
 - g) Home health care — 5.6%
 - h) Public/community health — 2.0%
 - i) School health — 1.0%
 - j) Hospice — 2.5%
 - k) Nursing education — 5.7%
 - l) Insurance company/health plan — 1.6%
 - m) Traveling/staffing agency — 1.2%
 - n) Other — 6.7%

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

YES — 86.5%

NO — 13.5%

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

a) Med-Surg — 15.8%

b) Surgery — 13.4%

c) Critical care — 22.5%

d) Pediatrics — 4.2%

e) Obstetrics — 8.2%

f) Geriatrics/elderly care — 4.7%

g) Oncology — 2.9%

h) Psychiatric/mental health — 3.1%

i) Emergency/urgent care — 5.4%

j) Patient education — 0.7%

k) Case management — 1.7%

l) General/family practice — 0.4%

m) Other — 16.8%

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

a) Michigan — 99.8%

b) Other state — 0.2%

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 - 91.9%

b) Male - 8.1%

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 — 90.0%
 - b) Black or African American — 6.7%
 - c) American Indian or Alaska Native — 1.9%
 - d) Asian — 1.4%
 - e) Native Hawaiian or Pacific Islander — 0.1%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.6%
 - 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 — 17.9%
 - b) 6-10 years — 22.6%
 - c) 11-15 years — 16.8%
 - d) 16-20 years — 14.6%
 - e) 21-30 years — 17.2%
 - f) More than 30 years — 6.6%
 - g) Don't know — 4.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 14.5%
- NO — 85.5%
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? 19.9%
 - b) take another nursing position with a different organization? 66.1%
 - c) take a position outside of nursing? 5.8%
 - d) retire/quit nursing? 8.2%
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 — 8.4%
 - b) General lack of job satisfaction — 46.1%
 - c) Childbearing/childrearing — 4.5%
 - d) Personal or family concerns — 27.5%
 - e) Increasing administrative burden — 13.5%
 - f) Physical demands of the job — 22.5%
 - g) Employer/employee conflict — 16.3%
 - h) Inadequate salary/wages — 21.9%
 - i) Inadequate benefits — 12.9%
 - j) Opportunity to work in nursing administration — 6.2%
 - k) Opportunity to work in nursing education — 2.2%
 - l) Career promotion — 12.4%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 11.4%	35-44 — 37.1%
45-54 — 25.7%	55-64 — 22.9%	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 — 0.0%
 - b) RN — 86.0%
 - c) Both — 13.9%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 2.8%
 - b) RN diploma in nursing — 13.9%
 - c) Associate's degree in nursing — 72.2%
 - d) Bachelor's degree in nursing — 16.7%
 - e) Master's degree in nursing — 5.6%
 - 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 — 5.6%

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 — 22.2%
 - c) Employed but not in nursing — 0.0%
 - d) Not employed and seeking employment in nursing or related area — 2.8%
 - 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 — 51.4%
 - c) Hospital outpatient — 25.7%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 2.9%
 - f) Nursing home/long-term care facility — 14.3%
 - g) Home health care — 14.3%
 - h) Public/community health — 11.4%
 - i) School health — 2.9%
 - j) Hospice — 0.0%
 - k) Nursing education — 5.7%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 2.9%
 - n) Other — 0.0%

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 — 33.3%

b) Surgery — 4.2%

c) Critical care — 4.2%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 20.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 20.8%

j) Patient education — 8.3%

k) Case management — 4.2%

l) General/family practice — 0.0%

m) Other — 4.2%

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 — 94.3%

b) Other nation — 5.7%

12. What is your gender?

a) Female - 94.3%

b) Male - 5.7%

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 — 94.3%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.0%
 - d) Asian — 5.7%
 - 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 — 28.6%
 - c) 11-15 years — 17.1%
 - d) 16-20 years — 5.7%
 - e) 21-30 years — 25.7%
 - f) More than 30 years — 5.7%
 - g) Don't know — 2.9%
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? 37.5%
 - b) take another nursing position with a different organization? 25.0%
 - c) take a position outside of nursing? 12.5%
 - 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 — 12.5%
 - b) General lack of job satisfaction — 37.5%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 25.0%
 - e) Increasing administrative burden — 12.5%
 - f) Physical demands of the job — 25.0%
 - g) Employer/employee conflict — 12.5%
 - h) Inadequate salary/wages — 37.5%
 - i) Inadequate benefits — 25.0%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 12.5%
 - l) Career promotion — 12.5%

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

1. In what year were you born?

18-24 — 2.3%	25-34 — 20.5%	35-44 — 25.0%
45-54 — 22.7%	55-64 — 27.3%	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 — 0.0%
 - b) RN — 87.0%
 - c) Both — 13.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 17.8%
 - b) RN diploma in nursing — 26.7%
 - c) Associate's degree in nursing — 62.2%
 - d) Bachelor's degree in nursing — 31.1%
 - e) Master's degree in nursing — 4.4%
 - 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 — 13.3%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 65.9%
 - b) Less than 35 hours per week in nursing or related area — 25.0%
 - c) Employed but not in nursing — 4.5%
 - 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 — 4.5%
 - 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 — 45.0%
 - c) Hospital outpatient — 20.0%
 - d) Non-hospital outpatient — 2.5%
 - e) Physician's office — 7.5%
 - f) Nursing home/long-term care facility — 22.5%
 - g) Home health care — 7.5%
 - h) Public/community health — 7.5%
 - i) School health — 0.0%
 - j) Hospice — 7.5%
 - k) Nursing education — 5.0%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 5.0%

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

YES — 88.6%

NO — 11.4%

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

a) Med-Surg — 13.8%

b) Surgery — 17.2%

c) Critical care — 3.4%

d) Pediatrics — 0.0%

e) Obstetrics — 3.4%

f) Geriatrics/elderly care — 24.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 6.9%

i) Emergency/urgent care — 13.8%

j) Patient education — 3.4%

k) Case management — 0.0%

l) General/family practice — 10.3%

m) Other — 3.4%

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

a) Michigan — 85.0%

b) Other state — 15.0%

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 - 95.0%

b) Male - 5.0%

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 — 100.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.5%
 - 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 — 10.0%
 - b) 6-10 years — 15.0%
 - c) 11-15 years — 20.0%
 - d) 16-20 years — 17.5%
 - e) 21-30 years — 25.0%
 - f) More than 30 years — 12.5%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.5%
- NO — 77.5%
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? 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 — 0.0%
 - b) General lack of job satisfaction — 27.3%
 - c) Childbearing/childrearing — 27.3%
 - d) Personal or family concerns — 18.2%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 9.1%
 - g) Employer/employee conflict — 27.3%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 18.2%
 - j) Opportunity to work in nursing administration — 18.2%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 18.2%

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

1. In what year were you born?

18-24 — 1.6%	25-34 — 10.7%	35-44 — 18.2%
45-54 — 32.2%	55-64 — 30.9%	65+ — 6.4%

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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 1.6%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 3.4%
 - b) RN diploma in nursing — 18.4%
 - c) Associate's degree in nursing — 56.9%
 - d) Bachelor's degree in nursing — 34.9%
 - e) Master's degree in nursing — 6.8%
 - f) Master's degree in other field — 4.0%
 - g) Doctorate in nursing — 0.2%
 - h) Doctorate in other field — 0.2%
 - i) Other degree — 11.2%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 57.5%
 - b) Less than 35 hours per week in nursing or related area — 36.2%
 - c) Employed but not in nursing — 2.6%
 - d) Not employed and seeking employment in nursing or related area — 0.8%
 - e) Not employed and seeking employment outside of nursing — 0.2%
 - f) Temporarily not working and not looking for a job — 1.0%
 - g) Retired or with no plans to return to work — 1.6%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.2%
 - b) Hospital inpatient — 60.1%
 - c) Hospital outpatient — 15.2%
 - d) Non-hospital outpatient — 6.0%
 - e) Physician's office — 9.2%
 - f) Nursing home/long-term care facility — 4.1%
 - g) Home health care — 7.3%
 - h) Public/community health — 4.5%
 - i) School health — 1.5%
 - j) Hospice — 1.3%
 - k) Nursing education — 3.4%
 - l) Insurance company/health plan — 0.4%
 - m) Traveling/staffing agency — 0.6%
 - n) Other — 8.6%

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

YES — 85.3%

NO — 14.7%

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

a) Med-Surg — 17.6%

b) Surgery — 12.3%

c) Critical care — 13.9%

d) Pediatrics — 3.7%

e) Obstetrics — 6.8%

f) Geriatrics/elderly care — 5.9%

g) Oncology — 3.7%

h) Psychiatric/mental health — 4.3%

i) Emergency/urgent care — 6.2%

j) Patient education — 1.2%

k) Case management — 3.1%

l) General/family practice — 3.1%

m) Other — 18.2%

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 — 99.4%

b) Other nation — 0.6%

12. What is your gender?

a) Female - 90.7%

b) Male - 9.3%

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 — 98.9%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.9%
 - d) Asian — 0.2%
 - 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 — 17.0%
 - b) 6-10 years — 24.3%
 - c) 11-15 years — 21.5%
 - d) 16-20 years — 16.7%
 - e) 21-30 years — 11.7%
 - f) More than 30 years — 5.7%
 - g) Don't know — 3.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.6%
- NO — 86.4%
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? 33.3%
 - b) take another nursing position with a different organization? 44.0%
 - c) take a position outside of nursing? 10.7%
 - d) retire/quit nursing? 12.0%
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 — 10.7%
 - b) General lack of job satisfaction — 36.0%
 - c) Childbearing/childrearing — 6.7%
 - d) Personal or family concerns — 30.7%
 - e) Increasing administrative burden — 12.0%
 - f) Physical demands of the job — 25.3%
 - g) Employer/employee conflict — 8.0%
 - h) Inadequate salary/wages — 16.0%
 - i) Inadequate benefits — 6.7%
 - j) Opportunity to work in nursing administration — 5.3%
 - k) Opportunity to work in nursing education — 4.0%
 - l) Career promotion — 20.0%

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

1. In what year were you born?

18-24 — 3.0%	25-34 — 17.8%	35-44 — 24.8%
45-54 — 32.7%	55-64 — 19.8%	65+ — 2.0%

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 — 0.0%
 - b) RN — 85.0%
 - c) Both — 15.5%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 18.4%
 - b) RN diploma in nursing — 22.3%
 - c) Associate's degree in nursing — 70.9%
 - d) Bachelor's degree in nursing — 21.4%
 - e) Master's degree in nursing — 1.9%
 - f) Master's degree in other field — 3.9%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 7.8%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 84.5%
 - b) Less than 35 hours per week in nursing or related area — 12.6%
 - c) Employed but not in nursing — 1.0%
 - 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 — 1.0%
 - 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 — 52.0%
 - c) Hospital outpatient — 11.0%
 - d) Non-hospital outpatient — 3.0%
 - e) Physician's office — 7.0%
 - f) Nursing home/long-term care facility — 23.0%
 - g) Home health care — 2.0%
 - h) Public/community health — 3.0%
 - i) School health — 1.0%
 - j) Hospice — 4.0%
 - k) Nursing education — 1.0%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 2.0%
 - n) Other — 11.0%

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

YES — 84.4%

NO — 15.6%

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 — 8.3%

d) Pediatrics — 2.8%

e) Obstetrics — 8.3%

f) Geriatrics/elderly care — 22.2%

g) Oncology — 1.4%

h) Psychiatric/mental health — 4.2%

i) Emergency/urgent care — 8.3%

j) Patient education — 0.0%

k) Case management — 2.8%

l) General/family practice — 4.2%

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 - 95.0%

b) Male - 5.0%

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 — 98.0%
 - b) Black or African American — 2.0%
 - 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 — 1.0%
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 — 14.0%
 - b) 6-10 years — 15.0%
 - c) 11-15 years — 15.0%
 - d) 16-20 years — 24.0%
 - e) 21-30 years — 20.0%
 - f) More than 30 years — 8.0%
 - g) Don't know — 4.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.5%
- NO — 82.5%
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? 31.2%
 - b) take another nursing position with a different organization? 62.5%
 - 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 — 0.0%
 - b) General lack of job satisfaction — 23.5%
 - c) Childbearing/childrearing — 17.6%
 - d) Personal or family concerns — 29.4%
 - e) Increasing administrative burden — 11.8%
 - f) Physical demands of the job — 5.9%
 - g) Employer/employee conflict — 23.5%
 - h) Inadequate salary/wages — 23.5%
 - i) Inadequate benefits — 17.6%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 23.5%

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

1. In what year were you born?

18-24 — 3.4%	25-34 — 12.1%	35-44 — 25.9%
45-54 — 29.3%	55-64 — 24.1%	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 — 0.0%
b) RN — 97.0%
c) Both — 3.4%

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

a) LPN diploma/certificate — 10.3%
b) RN diploma in nursing — 20.7%
c) Associate's degree in nursing — 65.5%
d) Bachelor's degree in nursing — 25.9%
e) Master's degree in nursing — 5.2%
f) Master's degree in other field — 3.4%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 5.2%

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

a) 35 or more hours per week in nursing or related area — 74.1%
b) Less than 35 hours per week in nursing or related area — 22.4%
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 — 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 — 64.3%
c) Hospital outpatient — 16.1%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 7.1%
f) Nursing home/long-term care facility — 10.7%
g) Home health care — 3.6%
h) Public/community health — 5.4%
i) School health — 3.6%
j) Hospice — 0.0%
k) Nursing education — 3.6%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 12.5%

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

YES — 89.4%

NO — 10.6%

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

a) Med-Surg — 9.8%

b) Surgery — 7.3%

c) Critical care — 17.1%

d) Pediatrics — 4.9%

e) Obstetrics — 14.6%

f) Geriatrics/elderly care — 9.8%

g) Oncology — 0.0%

h) Psychiatric/mental health — 12.2%

i) Emergency/urgent care — 7.3%

j) Patient education — 0.0%

k) Case management — 4.9%

l) General/family practice — 4.9%

m) Other — 7.3%

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

a) Michigan — 94.6%

b) Other state — 5.4%

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 — 98.2%

b) Other nation — 1.8%

12. What is your gender?

a) Female - 94.6%

b) Male - 5.4%

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 — 98.2%
 - b) Black or African American — 1.8%
 - c) American Indian or Alaska Native — 3.6%
 - d) Asian — 1.8%
 - 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 — 8.9%
 - b) 6-10 years — 14.3%
 - c) 11-15 years — 14.3%
 - d) 16-20 years — 25.0%
 - e) 21-30 years — 19.6%
 - f) More than 30 years — 14.3%
 - g) Don't know — 3.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 7.7%
- NO — 92.3%
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? 80.0%
 - c) take a position outside of nursing? 20.0%
 - 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 — 40.0%
 - 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 — 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 — 40.0%

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

1. In what year were you born?

18-24 — 5.3%	25-34 — 16.7%	35-44 — 18.0%
45-54 — 24.0%	55-64 — 31.3%	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 — 0.0%
b) RN — 97.0%
c) Both — 3.3%

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

a) LPN diploma/certificate — 4.6%
b) RN diploma in nursing — 19.1%
c) Associate's degree in nursing — 60.5%
d) Bachelor's degree in nursing — 28.3%
e) Master's degree in nursing — 3.9%
f) Master's degree in other field — 2.6%
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 — 59.6%
b) Less than 35 hours per week in nursing or related area — 35.8%
c) Employed but not in nursing — 2.0%
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 — 1.3%
g) Retired or with no plans to return to work — 1.3%

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

a) None or not active in nursing — 0.7%
b) Hospital inpatient — 35.4%
c) Hospital outpatient — 14.6%
d) Non-hospital outpatient — 2.1%
e) Physician's office — 10.4%
f) Nursing home/long-term care facility — 22.2%
g) Home health care — 15.3%
h) Public/community health — 3.5%
i) School health — 0.7%
j) Hospice — 9.0%
k) Nursing education — 3.5%
l) Insurance company/health plan — 0.7%
m) Traveling/staffing agency — 0.0%
n) Other — 9.0%

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

YES — 86.4%

NO — 13.6%

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

a) Med-Surg — 11.8%

b) Surgery — 8.8%

c) Critical care — 5.9%

d) Pediatrics — 2.0%

e) Obstetrics — 7.8%

f) Geriatrics/elderly care — 30.4%

g) Oncology — 1.0%

h) Psychiatric/mental health — 2.0%

i) Emergency/urgent care — 4.9%

j) Patient education — 2.0%

k) Case management — 7.8%

l) General/family practice — 4.9%

m) Other — 10.8%

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

a) Michigan — 99.3%

b) Other state — 0.7%

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 - 93.1%

b) Male - 6.9%

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 — 98.6%
 - b) Black or African American — 0.7%
 - c) American Indian or Alaska Native — 1.4%
 - 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 — 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 — 20.3%
 - b) 6-10 years — 23.1%
 - c) 11-15 years — 12.6%
 - d) 16-20 years — 13.3%
 - e) 21-30 years — 13.3%
 - f) More than 30 years — 9.8%
 - g) Don't know — 7.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.9%
- NO — 82.1%
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? 7.4%
 - b) take another nursing position with a different organization? 77.8%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 14.8%
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 — 10.7%
 - b) General lack of job satisfaction — 35.7%
 - c) Childbearing/childrearing — 3.6%
 - d) Personal or family concerns — 39.3%
 - e) Increasing administrative burden — 14.3%
 - f) Physical demands of the job — 10.7%
 - g) Employer/employee conflict — 10.7%
 - h) Inadequate salary/wages — 32.1%
 - i) Inadequate benefits — 17.9%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 7.1%
 - l) Career promotion — 3.6%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 6.3%	35-44 — 17.5%
45-54 — 33.3%	55-64 — 33.3%	65+ — 9.5%

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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 11.1%
b) RN diploma in nursing — 14.3%
c) Associate's degree in nursing — 54.0%
d) Bachelor's degree in nursing — 38.1%
e) Master's degree in nursing — 1.6%
f) Master's degree in other field — 1.6%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 9.5%

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

a) 35 or more hours per week in nursing or related area — 71.4%
b) Less than 35 hours per week in nursing or related area — 25.4%
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 — 3.2%
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 — 59.0%
c) Hospital outpatient — 16.4%
d) Non-hospital outpatient — 1.6%
e) Physician's office — 3.3%
f) Nursing home/long-term care facility — 21.3%
g) Home health care — 13.1%
h) Public/community health — 3.3%
i) School health — 4.9%
j) Hospice — 1.6%
k) Nursing education — 4.9%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 1.6%
n) Other — 8.2%

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

YES — 88.7%

NO — 11.3%

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

a) Med-Surg — 14.3%

b) Surgery — 11.9%

c) Critical care — 4.8%

d) Pediatrics — 7.1%

e) Obstetrics — 2.4%

f) Geriatrics/elderly care — 21.4%

g) Oncology — 0.0%

h) Psychiatric/mental health — 4.8%

i) Emergency/urgent care — 14.3%

j) Patient education — 2.4%

k) Case management — 7.1%

l) General/family practice — 0.0%

m) Other — 9.5%

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 — 98.4%

b) Other state in the U.S. — 1.6%

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 - 98.4%

b) Male - 1.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 4.9%

b) No — 95.1%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 95.1%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.6%
 - 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 — 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 — 23.0%
 - b) 6-10 years — 32.8%
 - c) 11-15 years — 13.1%
 - d) 16-20 years — 13.1%
 - e) 21-30 years — 9.8%
 - f) More than 30 years — 4.9%
 - g) Don't know — 3.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 21.3%
- NO — 78.7%
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? 13.3%
 - b) take another nursing position with a different organization? 73.3%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 13.3%
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 — 13.3%
 - b) General lack of job satisfaction — 53.3%
 - c) Childbearing/childrearing — 13.3%
 - d) Personal or family concerns — 33.3%
 - e) Increasing administrative burden — 33.3%
 - f) Physical demands of the job — 40.0%
 - g) Employer/employee conflict — 33.3%
 - h) Inadequate salary/wages — 26.7%
 - i) Inadequate benefits — 6.7%
 - j) Opportunity to work in nursing administration — 13.3%
 - k) Opportunity to work in nursing education — 6.7%
 - l) Career promotion — 20.0%

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

1. In what year were you born?

18-24 — 2.3%	25-34 — 13.9%	35-44 — 20.1%
45-54 — 32.1%	55-64 — 27.5%	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 — 0.0%
 - b) RN — 94.0%
 - c) Both — 5.8%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 6.0%
 - b) RN diploma in nursing — 20.0%
 - c) Associate's degree in nursing — 53.8%
 - d) Bachelor's degree in nursing — 34.2%
 - e) Master's degree in nursing — 7.6%
 - f) Master's degree in other field — 5.8%
 - g) Doctorate in nursing — 0.5%
 - h) Doctorate in other field — 1.4%
 - i) Other degree — 13.6%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 74.2%
 - b) Less than 35 hours per week in nursing or related area — 20.9%
 - c) Employed but not in nursing — 3.0%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - e) Not employed and seeking employment outside of nursing — 0.2%
 - f) Temporarily not working and not looking for a job — 0.9%
 - g) Retired or with no plans to return to work — 0.6%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.4%
 - b) Hospital inpatient — 56.6%
 - c) Hospital outpatient — 16.5%
 - d) Non-hospital outpatient — 4.5%
 - e) Physician's office — 8.7%
 - f) Nursing home/long-term care facility — 4.6%
 - g) Home health care — 4.0%
 - h) Public/community health — 6.2%
 - i) School health — 0.6%
 - j) Hospice — 1.9%
 - k) Nursing education — 6.4%
 - l) Insurance company/health plan — 3.0%
 - m) Traveling/staffing agency — 1.2%
 - n) Other — 8.1%

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

YES — 81.0%

NO — 19.0%

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

a) Med-Surg — 17.6%

b) Surgery — 10.7%

c) Critical care — 12.6%

d) Pediatrics — 5.6%

e) Obstetrics — 9.6%

f) Geriatrics/elderly care — 5.0%

g) Oncology — 3.6%

h) Psychiatric/mental health — 3.8%

i) Emergency/urgent care — 5.9%

j) Patient education — 1.2%

k) Case management — 3.0%

l) General/family practice — 2.3%

m) Other — 19.4%

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

a) Michigan — 99.8%

b) Other state — 0.1%

c) Canada — 0.0%

d) Other nation — 0.1%

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 — 98.7%

b) Other nation — 1.3%

12. What is your gender?

a) Female - 94.4%

b) Male - 5.6%

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 — 93.5%
 - b) Black or African American — 2.4%
 - c) American Indian or Alaska Native — 2.0%
 - d) Asian — 1.9%
 - e) Native Hawaiian or Pacific Islander — 0.3%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.7%
 - 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 — 18.7%
 - b) 6-10 years — 19.8%
 - c) 11-15 years — 18.0%
 - d) 16-20 years — 17.5%
 - e) 21-30 years — 15.8%
 - f) More than 30 years — 6.1%
 - g) Don't know — 4.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.6%
- NO — 83.4%
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? 22.3%
 - b) take another nursing position with a different organization? 65.1%
 - c) take a position outside of nursing? 4.2%
 - d) retire/quit nursing? 8.4%
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 — 6.4%
 - b) General lack of job satisfaction — 44.2%
 - c) Childbearing/childrearing — 7.0%
 - d) Personal or family concerns — 22.1%
 - e) Increasing administrative burden — 10.5%
 - f) Physical demands of the job — 22.1%
 - g) Employer/employee conflict — 12.8%
 - h) Inadequate salary/wages — 22.1%
 - i) Inadequate benefits — 14.0%
 - j) Opportunity to work in nursing administration — 4.7%
 - k) Opportunity to work in nursing education — 4.7%
 - l) Career promotion — 19.2%

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

1. In what year were you born?

18-24 — 2.0%	25-34 — 8.0%	35-44 — 14.0%
45-54 — 36.0%	55-64 — 32.0%	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 — 0.0%
 - b) RN — 91.0%
 - c) Both — 9.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 13.0%
 - b) RN diploma in nursing — 40.7%
 - c) Associate's degree in nursing — 61.1%
 - d) Bachelor's degree in nursing — 16.7%
 - e) Master's degree in nursing — 5.6%
 - 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 — 1.9%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 70.4%
 - b) Less than 35 hours per week in nursing or related area — 27.8%
 - c) Employed but not in nursing — 1.9%
 - 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 — 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 — 22.6%
 - c) Hospital outpatient — 9.4%
 - d) Non-hospital outpatient — 7.5%
 - e) Physician's office — 9.4%
 - f) Nursing home/long-term care facility — 7.5%
 - g) Home health care — 7.5%
 - h) Public/community health — 5.7%
 - i) School health — 7.5%
 - j) Hospice — 3.8%
 - k) Nursing education — 0.0%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 5.7%
 - n) Other — 39.6%

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

YES — 87.0%

NO — 13.0%

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

a) Med-Surg — 11.4%

b) Surgery — 2.9%

c) Critical care — 0.0%

d) Pediatrics — 8.6%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 5.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 8.6%

i) Emergency/urgent care — 14.3%

j) Patient education — 0.0%

k) Case management — 5.7%

l) General/family practice — 5.7%

m) Other — 37.1%

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 - 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 — 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 — 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 — 17.0%
 - b) 6-10 years — 24.5%
 - c) 11-15 years — 30.2%
 - d) 16-20 years — 9.4%
 - e) 21-30 years — 13.2%
 - f) More than 30 years — 1.9%
 - g) Don't know — 3.8%
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? 11.1%
 - b) take another nursing position with a different organization? 77.8%
 - c) take a position outside of nursing? 11.1%
 - 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 — 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 — 22.2%
 - 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 — 33.3%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 7.9%	35-44 — 27.0%
45-54 — 31.7%	55-64 — 28.6%	65+ — 4.8%

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 — 0.0%
b) RN — 89.0%
c) Both — 10.9%

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

a) LPN diploma/certificate — 14.1%
b) RN diploma in nursing — 26.6%
c) Associate's degree in nursing — 62.5%
d) Bachelor's degree in nursing — 25.0%
e) Master's degree in nursing — 4.7%
f) Master's degree in other field — 4.7%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 7.8%

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 — 27.0%
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 — 1.6%
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 — 42.4%
c) Hospital outpatient — 25.4%
d) Non-hospital outpatient — 5.1%
e) Physician's office — 11.9%
f) Nursing home/long-term care facility — 10.2%
g) Home health care — 13.6%
h) Public/community health — 3.4%
i) School health — 0.0%
j) Hospice — 6.8%
k) Nursing education — 3.4%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 10.2%

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

YES — 84.0%

NO — 16.0%

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

a) Med-Surg — 17.5%

b) Surgery — 5.0%

c) Critical care — 2.5%

d) Pediatrics — 2.5%

e) Obstetrics — 15.0%

f) Geriatrics/elderly care — 12.5%

g) Oncology — 7.5%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 12.5%

j) Patient education — 2.5%

k) Case management — 7.5%

l) General/family practice — 5.0%

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 - 96.6%

b) Male - 3.4%

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 — 94.9%
 - b) Black or African American — 1.7%
 - c) American Indian or Alaska Native — 0.0%
 - d) Asian — 1.7%
 - 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 — 22.0%
 - b) 6-10 years — 16.9%
 - c) 11-15 years — 25.4%
 - d) 16-20 years — 15.3%
 - e) 21-30 years — 15.3%
 - f) More than 30 years — 5.1%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.7%
- NO — 79.3%
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? 33.3%
 - b) take another nursing position with a different organization? 50.0%
 - 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 — 15.4%
 - b) General lack of job satisfaction — 38.5%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 23.1%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 0.0%
 - g) Employer/employee conflict — 7.7%
 - h) Inadequate salary/wages — 7.7%
 - i) Inadequate benefits — 7.7%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 15.4%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 3.1%	35-44 — 3.1%
45-54 — 56.2%	55-64 — 31.2%	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 — 0.0%
b) RN — 97.0%
c) Both — 2.9%

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

a) LPN diploma/certificate — 5.9%
b) RN diploma in nursing — 20.6%
c) Associate's degree in nursing — 50.0%
d) Bachelor's degree in nursing — 38.2%
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 — 5.9%

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

a) 35 or more hours per week in nursing or related area — 70.6%
b) Less than 35 hours per week in nursing or related area — 23.5%
c) Employed but not in nursing — 2.9%
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 — 2.9%
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 — 34.4%
c) Hospital outpatient — 34.4%
d) Non-hospital outpatient — 3.1%
e) Physician's office — 9.4%
f) Nursing home/long-term care facility — 31.2%
g) Home health care — 9.4%
h) Public/community health — 3.1%
i) School health — 0.0%
j) Hospice — 9.4%
k) Nursing education — 3.1%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 3.1%

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 — 23.1%

b) Surgery — 3.8%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 34.6%

g) Oncology — 7.7%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 7.7%

j) Patient education — 3.8%

k) Case management — 0.0%

l) General/family practice — 7.7%

m) Other — 11.5%

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

a) Michigan — 87.5%

b) Other state — 12.5%

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 - 96.9%

b) Male - 3.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.1%

b) No — 96.9%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.9%
 - 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 — 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 — 21.9%
 - b) 6-10 years — 18.8%
 - c) 11-15 years — 40.6%
 - d) 16-20 years — 15.6%
 - e) 21-30 years — 0.0%
 - f) More than 30 years — 3.1%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.9%
- NO — 87.1%
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? 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 — 25.0%
 - 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 — 75.0%
 - 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 RN Results — 2008
Isabella County

1. In what year were you born?

18-24 — 1.8%	25-34 — 8.2%	35-44 — 21.8%
45-54 — 43.6%	55-64 — 22.7%	65+ — 1.8%

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 — 0.0%
 - b) RN — 92.0%
 - c) Both — 8.1%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 9.0%
 - b) RN diploma in nursing — 14.4%
 - c) Associate's degree in nursing — 67.6%
 - d) Bachelor's degree in nursing — 24.3%
 - e) Master's degree in nursing — 4.5%
 - f) Master's degree in other field — 3.6%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 8.1%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 78.2%
 - b) Less than 35 hours per week in nursing or related area — 16.4%
 - c) Employed but not in nursing — 3.6%
 - 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 — 0.9%
 - 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 — 1.0%
 - b) Hospital inpatient — 32.7%
 - c) Hospital outpatient — 17.3%
 - d) Non-hospital outpatient — 3.8%
 - e) Physician's office — 9.6%
 - f) Nursing home/long-term care facility — 25.0%
 - g) Home health care — 4.8%
 - h) Public/community health — 14.4%
 - i) School health — 3.8%
 - j) Hospice — 1.9%
 - k) Nursing education — 5.8%
 - 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 — 83.2%

NO — 16.8%

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

a) Med-Surg — 9.3%

b) Surgery — 9.3%

c) Critical care — 1.3%

d) Pediatrics — 2.7%

e) Obstetrics — 5.3%

f) Geriatrics/elderly care — 20.0%

g) Oncology — 5.3%

h) Psychiatric/mental health — 6.7%

i) Emergency/urgent care — 12.0%

j) Patient education — 0.0%

k) Case management — 5.3%

l) General/family practice — 1.3%

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 - 96.1%

b) Male - 3.9%

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 — 97.1%
 - 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) — 1.0%
 - 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 — 21.4%
 - b) 6-10 years — 14.6%
 - c) 11-15 years — 21.4%
 - d) 16-20 years — 18.4%
 - e) 21-30 years — 9.7%
 - f) More than 30 years — 5.8%
 - g) Don't know — 8.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.7%
- NO — 84.3%
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? 5.9%
 - b) take another nursing position with a different organization? 88.2%
 - c) take a position outside of nursing? 5.9%
 - 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 — 52.9%
 - c) Childbearing/childrearing — 5.9%
 - d) Personal or family concerns — 29.4%
 - e) Increasing administrative burden — 17.6%
 - f) Physical demands of the job — 17.6%
 - g) Employer/employee conflict — 35.3%
 - h) Inadequate salary/wages — 11.8%
 - i) Inadequate benefits — 0.0%
 - j) Opportunity to work in nursing administration — 5.9%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 17.6%

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

1. In what year were you born?

18-24 — 1.7%	25-34 — 8.1%	35-44 — 24.6%
45-54 — 36.5%	55-64 — 23.9%	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 — 0.0%
b) RN — 97.0%
c) Both — 3.2%

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

a) LPN diploma/certificate — 8.6%
b) RN diploma in nursing — 19.2%
c) Associate's degree in nursing — 59.0%
d) Bachelor's degree in nursing — 30.8%
e) Master's degree in nursing — 6.2%
f) Master's degree in other field — 4.4%
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 — 73.0%
b) Less than 35 hours per week in nursing or related area — 21.4%
c) Employed but not in nursing — 2.6%
d) Not employed and seeking employment in nursing or related area — 1.4%
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 — 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 — 53.3%
c) Hospital outpatient — 12.1%
d) Non-hospital outpatient — 7.2%
e) Physician's office — 5.4%
f) Nursing home/long-term care facility — 6.7%
g) Home health care — 8.1%
h) Public/community health — 4.7%
i) School health — 3.2%
j) Hospice — 4.7%
k) Nursing education — 6.2%
l) Insurance company/health plan — 1.0%
m) Traveling/staffing agency — 1.5%
n) Other — 10.4%

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

YES — 86.4%

NO — 13.6%

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

a) Med-Surg — 23.5%

b) Surgery — 7.8%

c) Critical care — 8.5%

d) Pediatrics — 5.1%

e) Obstetrics — 7.5%

f) Geriatrics/elderly care — 7.5%

g) Oncology — 4.1%

h) Psychiatric/mental health — 3.4%

i) Emergency/urgent care — 6.8%

j) Patient education — 0.7%

k) Case management — 3.1%

l) General/family practice — 2.4%

m) Other — 19.5%

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

a) Michigan — 99.8%

b) Other state — 0.2%

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 - 91.9%

b) Male - 8.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.7%

b) No — 99.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 98.8%
 - b) Black or African American — 1.0%
 - c) American Indian or Alaska Native — 1.7%
 - d) Asian — 0.5%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.0%
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 — 20.0%
 - c) 11-15 years — 18.3%
 - d) 16-20 years — 18.8%
 - e) 21-30 years — 15.6%
 - f) More than 30 years — 6.9%
 - g) Don't know — 4.2%
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? 19.8%
 - b) take another nursing position with a different organization? 66.7%
 - c) take a position outside of nursing? 3.7%
 - d) retire/quit nursing? 9.9%
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 — 48.1%
 - c) Childbearing/childrearing — 6.2%
 - d) Personal or family concerns — 30.9%
 - e) Increasing administrative burden — 22.2%
 - f) Physical demands of the job — 21.0%
 - g) Employer/employee conflict — 12.3%
 - h) Inadequate salary/wages — 22.2%
 - i) Inadequate benefits — 22.2%
 - j) Opportunity to work in nursing administration — 2.5%
 - k) Opportunity to work in nursing education — 4.9%
 - l) Career promotion — 8.6%

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

1. In what year were you born?

18-24 — 2.4%	25-34 — 15.0%	35-44 — 18.6%
45-54 — 35.8%	55-64 — 23.5%	65+ — 4.6%

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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 4.8%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 6.7%
 - b) RN diploma in nursing — 31.5%
 - c) Associate's degree in nursing — 42.1%
 - d) Bachelor's degree in nursing — 34.5%
 - e) Master's degree in nursing — 6.5%
 - f) Master's degree in other field — 4.7%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.4%
 - i) Other degree — 11.8%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 66.9%
 - b) Less than 35 hours per week in nursing or related area — 28.8%
 - c) Employed but not in nursing — 2.2%
 - d) Not employed and seeking employment in nursing or related area — 0.5%
 - 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 — 0.5%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.1%
 - b) Hospital inpatient — 57.4%
 - c) Hospital outpatient — 15.0%
 - d) Non-hospital outpatient — 6.7%
 - e) Physician's office — 9.6%
 - f) Nursing home/long-term care facility — 4.7%
 - g) Home health care — 6.0%
 - h) Public/community health — 3.4%
 - i) School health — 0.5%
 - j) Hospice — 3.8%
 - k) Nursing education — 4.2%
 - l) Insurance company/health plan — 0.9%
 - m) Traveling/staffing agency — 0.5%
 - n) Other — 7.5%

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 — 19.2%

b) Surgery — 11.6%

c) Critical care — 11.0%

d) Pediatrics — 7.4%

e) Obstetrics — 8.2%

f) Geriatrics/elderly care — 5.3%

g) Oncology — 1.6%

h) Psychiatric/mental health — 4.7%

i) Emergency/urgent care — 6.6%

j) Patient education — 1.1%

k) Case management — 2.8%

l) General/family practice — 2.4%

m) Other — 18.1%

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

a) Michigan — 99.8%

b) Other state — 0.2%

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 - 93.6%

b) Male - 6.4%

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 — 94.2%
 - b) Black or African American — 3.1%
 - c) American Indian or Alaska Native — 1.0%
 - d) Asian — 0.5%
 - e) Native Hawaiian or Pacific Islander — 0.1%
 - 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 — 14.4%
 - b) 6-10 years — 21.2%
 - c) 11-15 years — 20.0%
 - d) 16-20 years — 17.2%
 - e) 21-30 years — 14.8%
 - f) More than 30 years — 9.0%
 - g) Don't know — 3.4%
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? 23.4%
 - b) take another nursing position with a different organization? 67.1%
 - c) take a position outside of nursing? 4.4%
 - d) retire/quit nursing? 5.1%
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 — 6.1%
 - b) General lack of job satisfaction — 45.1%
 - c) Childbearing/childrearing — 2.4%
 - d) Personal or family concerns — 24.4%
 - e) Increasing administrative burden — 13.4%
 - f) Physical demands of the job — 16.5%
 - g) Employer/employee conflict — 14.0%
 - h) Inadequate salary/wages — 24.4%
 - i) Inadequate benefits — 13.4%
 - j) Opportunity to work in nursing administration — 3.7%
 - k) Opportunity to work in nursing education — 5.5%
 - l) Career promotion — 22.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 14.3%	35-44 — 28.6%
45-54 — 35.7%	55-64 — 14.3%	65+ — 7.1%

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 — 0.0%
 - b) RN — 100.0%
 - c) Both — 0.0%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 7.1%
 - b) RN diploma in nursing — 7.1%
 - c) Associate's degree in nursing — 78.6%
 - d) Bachelor's degree in nursing — 21.4%
 - 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 — 85.7%
 - 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 — 7.1%
 - g) Retired or with no plans to return to work — 7.1%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 33.3%
 - c) Hospital outpatient — 33.3%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 8.3%
 - f) Nursing home/long-term care facility — 25.0%
 - g) Home health care — 8.3%
 - h) Public/community health — 16.7%
 - i) School health — 8.3%
 - j) Hospice — 0.0%
 - k) Nursing education — 8.3%
 - 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 — 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 — 22.2%

g) Oncology — 0.0%

h) Psychiatric/mental health — 11.1%

i) Emergency/urgent care — 44.4%

j) Patient education — 11.1%

k) Case management — 11.1%

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 — 8.3%
 - b) 6-10 years — 8.3%
 - c) 11-15 years — 16.7%
 - d) 16-20 years — 16.7%
 - e) 21-30 years — 41.7%
 - f) More than 30 years — 0.0%
 - 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? 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 — 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 — 66.7%
 - g) Employer/employee conflict — 33.3%
 - h) Inadequate salary/wages — 0.0%
 - 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 RN Results — 2008
Kent County

1. In what year were you born?

18-24 — 3.2%	25-34 — 17.8%	35-44 — 19.0%
45-54 — 32.4%	55-64 — 22.1%	65+ — 5.5%

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 — 0.0%
 - b) RN — 97.0%
 - c) Both — 3.0%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.4%
 - b) RN diploma in nursing — 27.3%
 - c) Associate's degree in nursing — 32.7%
 - d) Bachelor's degree in nursing — 47.5%
 - e) Master's degree in nursing — 6.0%
 - f) Master's degree in other field — 3.7%
 - g) Doctorate in nursing — 0.3%
 - h) Doctorate in other field — 0.4%
 - 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 — 60.9%
 - b) Less than 35 hours per week in nursing or related area — 35.0%
 - c) Employed but not in nursing — 2.5%
 - d) Not employed and seeking employment in nursing or related area — 0.2%
 - 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 — 0.3%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 53.7%
 - c) Hospital outpatient — 16.1%
 - d) Non-hospital outpatient — 6.8%
 - e) Physician's office — 9.2%
 - f) Nursing home/long-term care facility — 6.6%
 - g) Home health care — 4.8%
 - h) Public/community health — 4.0%
 - i) School health — 1.2%
 - j) Hospice — 2.3%
 - k) Nursing education — 4.7%
 - l) Insurance company/health plan — 2.0%
 - m) Traveling/staffing agency — 0.7%
 - n) Other — 8.4%

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

YES — 82.5%

NO — 17.5%

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

a) Med-Surg — 15.6%

b) Surgery — 13.7%

c) Critical care — 9.1%

d) Pediatrics — 8.0%

e) Obstetrics — 6.1%

f) Geriatrics/elderly care — 6.4%

g) Oncology — 3.5%

h) Psychiatric/mental health — 3.4%

i) Emergency/urgent care — 5.6%

j) Patient education — 2.7%

k) Case management — 3.0%

l) General/family practice — 2.5%

m) Other — 20.5%

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 — 98.5%

b) Other nation — 1.5%

12. What is your gender?

a) Female - 95.6%

b) Male - 4.4%

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 — 95.6%
 - b) Black or African American — 1.3%
 - c) American Indian or Alaska Native — 0.8%
 - d) Asian — 1.5%
 - e) Native Hawaiian or Pacific Islander — 0.1%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.2%
 - g) Some other race/ethnicity — 0.9%
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 — 14.9%
 - b) 6-10 years — 18.6%
 - c) 11-15 years — 18.1%
 - d) 16-20 years — 18.1%
 - e) 21-30 years — 16.8%
 - f) More than 30 years — 8.8%
 - g) Don't know — 4.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.2%
- NO — 83.8%
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? 23.9%
 - b) take another nursing position with a different organization? 66.9%
 - c) take a position outside of nursing? 4.5%
 - d) retire/quit nursing? 4.8%
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 — 5.0%
 - b) General lack of job satisfaction — 49.1%
 - c) Childbearing/childrearing — 7.0%
 - d) Personal or family concerns — 22.8%
 - e) Increasing administrative burden — 14.6%
 - f) Physical demands of the job — 18.4%
 - g) Employer/employee conflict — 11.7%
 - h) Inadequate salary/wages — 21.6%
 - i) Inadequate benefits — 8.5%
 - j) Opportunity to work in nursing administration — 6.7%
 - k) Opportunity to work in nursing education — 4.4%
 - l) Career promotion — 18.1%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 0.0%	55-64 — 100.0%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 0.0%
c) Associate's degree in nursing — 100.0%
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 — 0.0%
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 — 100.0%
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 —
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? 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 — 100.0%
 - 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 — 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 RN Results — 2008
Lake County

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 25.0%
45-54 — 0.0%	55-64 — 50.0%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 25.0%
b) RN diploma in nursing — 25.0%
c) Associate's degree in nursing — 100.0%
d) Bachelor's degree in nursing — 25.0%
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 — 25.0%

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 — 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 — 25.0%
g) Retired or with no plans to return to work — 25.0%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 50.0%
c) Hospital outpatient — 0.0%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 0.0%
f) Nursing home/long-term care facility — 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 — 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 — 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 - 50.0%

b) Male - 50.0%

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 — 50.0%
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 — 50.0%
 - c) 11-15 years — 0.0%
 - d) 16-20 years — 50.0%
 - 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 — 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 — 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 — 50.0%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 0.0%
 - j) Opportunity to work in nursing administration — 50.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 0.0%

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

1. In what year were you born?

18-24 — 0.8%	25-34 — 4.1%	35-44 — 26.0%
45-54 — 38.2%	55-64 — 24.4%	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 — 0.0%
b) RN — 94.0%
c) Both — 5.6%

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

a) LPN diploma/certificate — 8.1%
b) RN diploma in nursing — 27.4%
c) Associate's degree in nursing — 57.3%
d) Bachelor's degree in nursing — 21.8%
e) Master's degree in nursing — 1.6%
f) Master's degree in other field — 2.4%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.8%
i) Other degree — 10.5%

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

a) 35 or more hours per week in nursing or related area — 68.3%
b) Less than 35 hours per week in nursing or related area — 25.2%
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 — 0.0%
f) Temporarily not working and not looking for a job — 0.8%
g) Retired or with no plans to return to work — 1.6%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 55.7%
c) Hospital outpatient — 20.0%
d) Non-hospital outpatient — 4.3%
e) Physician's office — 6.1%
f) Nursing home/long-term care facility — 8.7%
g) Home health care — 7.0%
h) Public/community health — 7.0%
i) School health — 2.6%
j) Hospice — 3.5%
k) Nursing education — 3.5%
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 — 87.1%

NO — 12.9%

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

a) Med-Surg — 15.7%

b) Surgery — 18.1%

c) Critical care — 8.4%

d) Pediatrics — 2.4%

e) Obstetrics — 6.0%

f) Geriatrics/elderly care — 7.2%

g) Oncology — 1.2%

h) Psychiatric/mental health — 3.6%

i) Emergency/urgent care — 9.6%

j) Patient education — 3.6%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 24.1%

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 - 93.0%

b) Male - 7.0%

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 — 96.5%
 - b) Black or African American — 0.9%
 - c) American Indian or Alaska Native — 1.7%
 - d) Asian — 0.0%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.9%
 - g) Some other race/ethnicity — 0.9%
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 — 21.7%
 - b) 6-10 years — 22.6%
 - c) 11-15 years — 13.9%
 - d) 16-20 years — 21.7%
 - e) 21-30 years — 10.4%
 - f) More than 30 years — 3.5%
 - g) Don't know — 6.1%
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? 21.4%
 - b) take another nursing position with a different organization? 75.0%
 - c) take a position outside of nursing? 3.6%
 - 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 — 3.6%
 - b) General lack of job satisfaction — 42.9%
 - c) Childbearing/childrearing — 3.6%
 - d) Personal or family concerns — 10.7%
 - e) Increasing administrative burden — 21.4%
 - f) Physical demands of the job — 17.9%
 - g) Employer/employee conflict — 25.0%
 - h) Inadequate salary/wages — 35.7%
 - i) Inadequate benefits — 10.7%
 - j) Opportunity to work in nursing administration — 7.1%
 - k) Opportunity to work in nursing education — 3.6%
 - l) Career promotion — 14.3%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 4.3%	35-44 — 4.3%
45-54 — 30.4%	55-64 — 39.1%	65+ — 21.7%

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 — 0.0%
b) RN — 96.0%
c) Both — 4.3%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 39.1%
c) Associate's degree in nursing — 39.1%
d) Bachelor's degree in nursing — 30.4%
e) Master's degree in nursing — 4.3%
f) Master's degree in other field — 8.7%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 17.4%

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

a) 35 or more hours per week in nursing or related area — 26.1%
b) Less than 35 hours per week in nursing or related area — 52.2%
c) Employed but not in nursing — 21.7%
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 — 5.6%
d) Non-hospital outpatient — 5.6%
e) Physician's office — 27.8%
f) Nursing home/long-term care facility — 50.0%
g) Home health care — 11.1%
h) Public/community health — 5.6%
i) School health — 5.6%
j) Hospice — 0.0%
k) Nursing education — 0.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 11.1%

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

YES — 87.5%

NO — 12.5%

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 — 7.1%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 42.9%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 7.1%

j) Patient education — 7.1%

k) Case management — 0.0%

l) General/family practice — 14.3%

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 - 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 — 38.9%
 - b) 6-10 years — 27.8%
 - c) 11-15 years — 0.0%
 - d) 16-20 years — 16.7%
 - e) 21-30 years — 5.6%
 - f) More than 30 years — 5.6%
 - g) Don't know — 5.6%
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? 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 — 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 — 25.0%

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

1. In what year were you born?

18-24 — 0.6%	25-34 — 10.8%	35-44 — 22.2%
45-54 — 34.7%	55-64 — 26.3%	65+ — 5.4%

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 — 0.0%
b) RN — 96.0%
c) Both — 3.6%

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

a) LPN diploma/certificate — 8.9%
b) RN diploma in nursing — 30.4%
c) Associate's degree in nursing — 52.4%
d) Bachelor's degree in nursing — 24.4%
e) Master's degree in nursing — 8.9%
f) Master's degree in other field — 1.8%
g) Doctorate in nursing — 0.6%
h) Doctorate in other field — 0.6%
i) Other degree — 6.5%

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

a) 35 or more hours per week in nursing or related area — 70.8%
b) Less than 35 hours per week in nursing or related area — 23.8%
c) Employed but not in nursing — 2.4%
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 — 1.8%
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 — 45.9%
c) Hospital outpatient — 15.7%
d) Non-hospital outpatient — 2.5%
e) Physician's office — 7.5%
f) Nursing home/long-term care facility — 20.8%
g) Home health care — 6.3%
h) Public/community health — 6.3%
i) School health — 3.1%
j) Hospice — 3.8%
k) Nursing education — 3.1%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.6%
n) Other — 5.7%

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

YES — 85.0%

NO — 15.0%

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

a) Med-Surg — 15.5%

b) Surgery — 9.5%

c) Critical care — 6.0%

d) Pediatrics — 5.2%

e) Obstetrics — 8.6%

f) Geriatrics/elderly care — 20.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 3.4%

i) Emergency/urgent care — 8.6%

j) Patient education — 1.7%

k) Case management — 4.3%

l) General/family practice — 5.2%

m) Other — 11.2%

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

a) Michigan — 94.3%

b) Other state — 5.7%

c) Canada — 0.0%

d) Other nation — 0.0%

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

a) Michigan — 99.4%

b) Other state in the U.S. — 0.6%

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 — 99.4%

b) Other nation — 0.6%

12. What is your gender?

a) Female - 96.2%

b) Male - 3.8%

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 — 98.1%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.6%
 - d) Asian — 1.3%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.3%
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 — 20.1%
 - b) 6-10 years — 18.2%
 - c) 11-15 years — 18.2%
 - d) 16-20 years — 18.2%
 - e) 21-30 years — 17.6%
 - f) More than 30 years — 4.4%
 - g) Don't know — 3.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.2%
- NO — 82.8%
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? 21.9%
 - b) take another nursing position with a different organization? 68.8%
 - c) take a position outside of nursing? 0.0%
 - 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 — 3.1%
 - b) General lack of job satisfaction — 56.2%
 - c) Childbearing/childrearing — 9.4%
 - d) Personal or family concerns — 15.6%
 - e) Increasing administrative burden — 21.9%
 - f) Physical demands of the job — 9.4%
 - g) Employer/employee conflict — 18.8%
 - h) Inadequate salary/wages — 21.9%
 - i) Inadequate benefits — 12.5%
 - j) Opportunity to work in nursing administration — 9.4%
 - k) Opportunity to work in nursing education — 9.4%
 - l) Career promotion — 15.6%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 3.5%	35-44 — 21.4%
45-54 — 30.6%	55-64 — 33.5%	65+ — 11.0%

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 — 0.0%
b) RN — 98.0%
c) Both — 2.3%

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

a) LPN diploma/certificate — 4.5%
b) RN diploma in nursing — 29.0%
c) Associate's degree in nursing — 42.6%
d) Bachelor's degree in nursing — 35.8%
e) Master's degree in nursing — 5.7%
f) Master's degree in other field — 6.2%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 8.5%

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 — 37.5%
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 — 1.1%
f) Temporarily not working and not looking for a job — 0.6%
g) Retired or with no plans to return to work — 1.1%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 38.8%
c) Hospital outpatient — 18.1%
d) Non-hospital outpatient — 7.5%
e) Physician's office — 8.1%
f) Nursing home/long-term care facility — 14.4%
g) Home health care — 9.4%
h) Public/community health — 6.2%
i) School health — 0.0%
j) Hospice — 3.8%
k) Nursing education — 1.2%
l) Insurance company/health plan — 3.1%
m) Traveling/staffing agency — 2.5%
n) Other — 10.6%

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

YES — 78.8%

NO — 21.2%

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

a) Med-Surg — 8.1%

b) Surgery — 13.1%

c) Critical care — 8.1%

d) Pediatrics — 4.0%

e) Obstetrics — 7.1%

f) Geriatrics/elderly care — 17.2%

g) Oncology — 2.0%

h) Psychiatric/mental health — 4.0%

i) Emergency/urgent care — 14.1%

j) Patient education — 3.0%

k) Case management — 3.0%

l) General/family practice — 5.1%

m) Other — 11.1%

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

a) Michigan — 98.8%

b) Other state — 0.6%

c) Canada — 0.6%

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 — 97.5%

b) Other nation — 2.5%

12. What is your gender?

a) Female - 98.1%

b) Male - 1.9%

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 — 98.1%
 - 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 — 1.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 23.1%
 - b) 6-10 years — 31.2%
 - c) 11-15 years — 16.2%
 - d) 16-20 years — 13.1%
 - e) 21-30 years — 9.4%
 - f) More than 30 years — 1.9%
 - g) Don't know — 5.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.2%
- NO — 83.8%
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? 27.6%
 - b) take another nursing position with a different organization? 55.2%
 - c) take a position outside of nursing? 10.3%
 - d) retire/quit nursing? 6.9%
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 — 9.7%
 - b) General lack of job satisfaction — 38.7%
 - c) Childbearing/childrearing — 9.7%
 - d) Personal or family concerns — 29.0%
 - e) Increasing administrative burden — 9.7%
 - f) Physical demands of the job — 22.6%
 - g) Employer/employee conflict — 19.4%
 - h) Inadequate salary/wages — 25.8%
 - i) Inadequate benefits — 3.2%
 - j) Opportunity to work in nursing administration — 6.5%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 25.8%

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

1. In what year were you born?

18-24 — 5.0%	25-34 — 5.0%	35-44 — 10.0%
45-54 — 35.0%	55-64 — 40.0%	65+ — 5.0%

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 — 0.0%
 - b) RN — 100.0%
 - c) Both — 0.0%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 5.0%
 - b) RN diploma in nursing — 25.0%
 - c) Associate's degree in nursing — 60.0%
 - d) Bachelor's degree in nursing — 20.0%
 - e) Master's degree in nursing — 0.0%
 - f) Master's degree in other field — 5.0%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 15.0%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 95.0%
 - b) Less than 35 hours per week in nursing or related area — 5.0%
 - 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 — 60.0%
 - c) Hospital outpatient — 15.0%
 - d) Non-hospital outpatient — 5.0%
 - e) Physician's office — 5.0%
 - f) Nursing home/long-term care facility — 5.0%
 - g) Home health care — 15.0%
 - h) Public/community health — 10.0%
 - i) School health — 0.0%
 - j) Hospice — 0.0%
 - k) Nursing education — 10.0%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 5.0%
 - n) Other — 25.0%

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 — 26.7%

b) Surgery — 6.7%

c) Critical care — 0.0%

d) Pediatrics — 6.7%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 6.7%

g) Oncology — 6.7%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 20.0%

j) Patient education — 6.7%

k) Case management — 6.7%

l) General/family practice — 6.7%

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 - 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 — 95.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 5.0%
 - 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 — 35.0%
 - b) 6-10 years — 20.0%
 - c) 11-15 years — 20.0%
 - d) 16-20 years — 15.0%
 - e) 21-30 years — 5.0%
 - f) More than 30 years — 0.0%
 - g) Don't know — 5.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.0%
- NO — 85.0%
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 — 66.7%
 - 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 — 33.3%
 - h) Inadequate salary/wages — 66.7%
 - 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 — 66.7%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 11.8%
45-54 — 47.1%	55-64 — 41.2%	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 — 0.0%
b) RN — 94.0%
c) Both — 5.9%

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

a) LPN diploma/certificate — 5.9%
b) RN diploma in nursing — 17.6%
c) Associate's degree in nursing — 58.8%
d) Bachelor's degree in nursing — 23.5%
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 — 17.6%

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

a) 35 or more hours per week in nursing or related area — 58.8%
b) Less than 35 hours per week in nursing or related area — 23.5%
c) Employed but not in nursing — 11.8%
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 — 5.9%
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 — 7.1%
b) Hospital inpatient — 35.7%
c) Hospital outpatient — 14.3%
d) Non-hospital outpatient — 7.1%
e) Physician's office — 14.3%
f) Nursing home/long-term care facility — 35.7%
g) Home health care — 14.3%
h) Public/community health — 0.0%
i) School health — 0.0%
j) Hospice — 7.1%
k) Nursing education — 0.0%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 7.1%
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 — 36.4%

g) Oncology — 9.1%

h) Psychiatric/mental health — 9.1%

i) Emergency/urgent care — 27.3%

j) Patient education — 9.1%

k) Case management — 0.0%

l) General/family practice — 9.1%

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 - 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 — 28.6%
 - b) 6-10 years — 21.4%
 - c) 11-15 years — 21.4%
 - 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 — 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? 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 — 33.3%
 - b) General lack of job satisfaction — 66.7%
 - 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 — 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 — 33.3%

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

1. In what year were you born?

18-24 — 1.2%	25-34 — 10.6%	35-44 — 22.2%
45-54 — 33.0%	55-64 — 26.9%	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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 2.2%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.1%
 - b) RN diploma in nursing — 21.1%
 - c) Associate's degree in nursing — 44.0%
 - d) Bachelor's degree in nursing — 39.8%
 - e) Master's degree in nursing — 5.1%
 - f) Master's degree in other field — 5.3%
 - g) Doctorate in nursing — 0.1%
 - h) Doctorate in other field — 0.2%
 - 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 — 66.8%
 - b) Less than 35 hours per week in nursing or related area — 29.0%
 - c) Employed but not in nursing — 2.6%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.7%
 - g) Retired or with no plans to return to work — 0.5%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 58.6%
 - c) Hospital outpatient — 13.8%
 - d) Non-hospital outpatient — 4.9%
 - e) Physician's office — 7.4%
 - f) Nursing home/long-term care facility — 7.5%
 - g) Home health care — 7.9%
 - h) Public/community health — 4.5%
 - i) School health — 1.3%
 - j) Hospice — 2.5%
 - k) Nursing education — 3.1%
 - l) Insurance company/health plan — 1.1%
 - m) Traveling/staffing agency — 0.5%
 - n) Other — 7.4%

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

YES — 87.0%

NO — 13.0%

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

a) Med-Surg — 20.8%

b) Surgery — 15.0%

c) Critical care — 10.9%

d) Pediatrics — 2.8%

e) Obstetrics — 3.8%

f) Geriatrics/elderly care — 7.8%

g) Oncology — 3.0%

h) Psychiatric/mental health — 3.9%

i) Emergency/urgent care — 7.7%

j) Patient education — 2.1%

k) Case management — 3.4%

l) General/family practice — 1.5%

m) Other — 17.4%

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

a) Michigan — 98.7%

b) Other state — 0.1%

c) Canada — 1.2%

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 — 90.4%

b) Other nation — 9.6%

12. What is your gender?

a) Female - 94.5%

b) Male - 5.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.7%

b) No — 99.3%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 86.3%
 - b) Black or African American — 3.0%
 - c) American Indian or Alaska Native — 1.3%
 - d) Asian — 9.1%
 - e) Native Hawaiian or Pacific Islander — 0.3%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.4%
 - 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 — 15.9%
 - b) 6-10 years — 22.0%
 - c) 11-15 years — 19.0%
 - d) 16-20 years — 18.2%
 - e) 21-30 years — 13.5%
 - f) More than 30 years — 6.8%
 - g) Don't know — 4.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 15.3%
- NO — 84.7%
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? 21.2%
 - b) take another nursing position with a different organization? 69.9%
 - c) take a position outside of nursing? 3.6%
 - d) retire/quit nursing? 5.2%
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 — 6.6%
 - b) General lack of job satisfaction — 48.7%
 - c) Childbearing/childrearing — 4.1%
 - d) Personal or family concerns — 20.3%
 - e) Increasing administrative burden — 12.2%
 - f) Physical demands of the job — 23.4%
 - g) Employer/employee conflict — 14.7%
 - h) Inadequate salary/wages — 24.9%
 - i) Inadequate benefits — 16.2%
 - j) Opportunity to work in nursing administration — 5.6%
 - k) Opportunity to work in nursing education — 4.1%
 - l) Career promotion — 15.7%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 1.5%	35-44 — 29.2%
45-54 — 32.3%	55-64 — 29.2%	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 — 0.0%
b) RN — 93.0%
c) Both — 7.5%

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

a) LPN diploma/certificate — 4.5%
b) RN diploma in nursing — 25.4%
c) Associate's degree in nursing — 68.7%
d) Bachelor's degree in nursing — 16.4%
e) Master's degree in nursing — 1.5%
f) Master's degree in other field — 3.0%
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 — 53.7%
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 — 4.5%
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 — 4.5%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 47.4%
c) Hospital outpatient — 19.3%
d) Non-hospital outpatient — 5.3%
e) Physician's office — 15.8%
f) Nursing home/long-term care facility — 5.3%
g) Home health care — 10.5%
h) Public/community health — 14.0%
i) School health — 0.0%
j) Hospice — 0.0%
k) Nursing education — 3.5%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 8.8%

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 — 7.1%

b) Surgery — 16.7%

c) Critical care — 9.5%

d) Pediatrics — 4.8%

e) Obstetrics — 4.8%

f) Geriatrics/elderly care — 7.1%

g) Oncology — 0.0%

h) Psychiatric/mental health — 2.4%

i) Emergency/urgent care — 11.9%

j) Patient education — 7.1%

k) Case management — 2.4%

l) General/family practice — 9.5%

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 - 92.9%

b) Male - 7.1%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 3.6%

b) No — 96.4%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 96.5%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.8%
 - 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 — 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 — 25.0%
 - b) 6-10 years — 30.4%
 - c) 11-15 years — 12.5%
 - d) 16-20 years — 17.9%
 - e) 21-30 years — 7.1%
 - f) More than 30 years — 1.8%
 - g) Don't know — 5.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 23.2%
- NO — 76.8%
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? 18.8%
 - b) take another nursing position with a different organization? 43.8%
 - c) take a position outside of nursing? 12.5%
 - 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 — 17.6%
 - b) General lack of job satisfaction — 23.5%
 - c) Childbearing/childrearing — 11.8%
 - d) Personal or family concerns — 47.1%
 - e) Increasing administrative burden — 5.9%
 - f) Physical demands of the job — 5.9%
 - g) Employer/employee conflict — 11.8%
 - h) Inadequate salary/wages — 5.9%
 - i) Inadequate benefits — 5.9%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 5.9%

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

1. In what year were you born?

18-24 — 2.0%	25-34 — 14.3%	35-44 — 20.3%
45-54 — 36.3%	55-64 — 23.7%	65+ — 3.3%

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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 5.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 9.5%
 - b) RN diploma in nursing — 16.1%
 - c) Associate's degree in nursing — 26.6%
 - d) Bachelor's degree in nursing — 60.5%
 - e) Master's degree in nursing — 8.6%
 - f) Master's degree in other field — 3.6%
 - g) Doctorate in nursing — 1.3%
 - h) Doctorate in other field — 0.3%
 - i) Other degree — 7.9%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 52.1%
 - b) Less than 35 hours per week in nursing or related area — 42.2%
 - c) Employed but not in nursing — 3.3%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.7%
 - g) Retired or with no plans to return to work — 1.3%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.3%
 - b) Hospital inpatient — 62.2%
 - c) Hospital outpatient — 22.4%
 - d) Non-hospital outpatient — 2.8%
 - e) Physician's office — 9.1%
 - f) Nursing home/long-term care facility — 8.0%
 - g) Home health care — 3.8%
 - h) Public/community health — 2.4%
 - i) School health — 0.3%
 - j) Hospice — 1.7%
 - k) Nursing education — 5.2%
 - l) Insurance company/health plan — 1.4%
 - 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 — 84.2%

NO — 15.8%

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

a) Med-Surg — 15.1%

b) Surgery — 10.9%

c) Critical care — 13.0%

d) Pediatrics — 2.1%

e) Obstetrics — 8.3%

f) Geriatrics/elderly care — 7.3%

g) Oncology — 4.7%

h) Psychiatric/mental health — 5.7%

i) Emergency/urgent care — 6.8%

j) Patient education — 1.6%

k) Case management — 1.6%

l) General/family practice — 3.1%

m) Other — 19.8%

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

a) Michigan — 99.7%

b) Other state — 0.3%

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 - 91.2%

b) Male - 8.8%

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 — 96.9%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.1%
 - d) Asian — 0.3%
 - e) Native Hawaiian or Pacific Islander — 0.3%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 0.0%
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 — 19.8%
 - b) 6-10 years — 19.4%
 - c) 11-15 years — 18.0%
 - d) 16-20 years — 16.6%
 - e) 21-30 years — 16.3%
 - f) More than 30 years — 5.3%
 - g) Don't know — 4.6%
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? 28.0%
 - b) take another nursing position with a different organization? 54.0%
 - c) take a position outside of nursing? 6.0%
 - d) retire/quit nursing? 12.0%
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 — 13.7%
 - b) General lack of job satisfaction — 51.0%
 - c) Childbearing/childrearing — 2.0%
 - d) Personal or family concerns — 31.4%
 - e) Increasing administrative burden — 13.7%
 - f) Physical demands of the job — 13.7%
 - g) Employer/employee conflict — 11.8%
 - h) Inadequate salary/wages — 29.4%
 - i) Inadequate benefits — 9.8%
 - j) Opportunity to work in nursing administration — 9.8%
 - k) Opportunity to work in nursing education — 3.9%
 - l) Career promotion — 21.6%

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

1. In what year were you born?

18-24 — 2.2%	25-34 — 4.3%	35-44 — 19.4%
45-54 — 36.6%	55-64 — 29.0%	65+ — 8.6%

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 — 0.0%
 - b) RN — 93.0%
 - c) Both — 7.4%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 9.5%
 - b) RN diploma in nursing — 23.2%
 - c) Associate's degree in nursing — 63.2%
 - d) Bachelor's degree in nursing — 26.3%
 - e) Master's degree in nursing — 4.2%
 - f) Master's degree in other field — 3.2%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 1.1%
 - i) Other degree — 3.2%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 63.2%
 - b) Less than 35 hours per week in nursing or related area — 32.6%
 - c) Employed but not in nursing — 2.1%
 - d) Not employed and seeking employment in nursing or related area — 2.1%
 - 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 — 57.1%
 - c) Hospital outpatient — 19.8%
 - d) Non-hospital outpatient — 1.1%
 - e) Physician's office — 7.7%
 - f) Nursing home/long-term care facility — 9.9%
 - g) Home health care — 8.8%
 - h) Public/community health — 4.4%
 - i) School health — 1.1%
 - j) Hospice — 3.3%
 - k) Nursing education — 4.4%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 1.1%
 - n) Other — 1.1%

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 — 19.0%

b) Surgery — 17.5%

c) Critical care — 6.3%

d) Pediatrics — 0.0%

e) Obstetrics — 12.7%

f) Geriatrics/elderly care — 7.9%

g) Oncology — 1.6%

h) Psychiatric/mental health — 7.9%

i) Emergency/urgent care — 6.3%

j) Patient education — 1.6%

k) Case management — 11.1%

l) General/family practice — 0.0%

m) Other — 7.9%

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 - 96.7%

b) Male - 3.3%

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 — 93.4%
 - 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 — 1.1%
 - f) Middle Easterner (Arab/Chaldean/Other) — 1.1%
 - 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 — 19.8%
 - b) 6-10 years — 26.4%
 - c) 11-15 years — 16.5%
 - d) 16-20 years — 18.7%
 - e) 21-30 years — 13.2%
 - f) More than 30 years — 4.4%
 - g) Don't know — 1.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 12.2%
- NO — 87.8%
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? 15.4%
 - b) take another nursing position with a different organization? 69.2%
 - c) take a position outside of nursing? 7.7%
 - d) retire/quit nursing? 7.7%
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 — 7.7%
 - b) General lack of job satisfaction — 38.5%
 - c) Childbearing/childrearing — 7.7%
 - d) Personal or family concerns — 23.1%
 - e) Increasing administrative burden — 7.7%
 - f) Physical demands of the job — 15.4%
 - g) Employer/employee conflict — 30.8%
 - h) Inadequate salary/wages — 7.7%
 - i) Inadequate benefits — 7.7%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 15.4%

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

1. In what year were you born?

18-24 — 1.1%	25-34 — 5.4%	35-44 — 16.3%
45-54 — 43.5%	55-64 — 27.2%	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 — 0.0%
 - b) RN — 97.0%
 - c) Both — 3.2%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 7.4%
 - b) RN diploma in nursing — 21.3%
 - c) Associate's degree in nursing — 58.5%
 - d) Bachelor's degree in nursing — 23.4%
 - e) Master's degree in nursing — 9.6%
 - f) Master's degree in other field — 3.2%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 1.1%
 - i) Other degree — 9.6%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 63.8%
 - b) Less than 35 hours per week in nursing or related area — 29.8%
 - c) Employed but not in nursing — 3.2%
 - d) Not employed and seeking employment in nursing or related area — 1.1%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 1.1%
 - g) Retired or with no plans to return to work — 1.1%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 1.1%
 - b) Hospital inpatient — 47.7%
 - c) Hospital outpatient — 31.8%
 - d) Non-hospital outpatient — 6.8%
 - e) Physician's office — 6.8%
 - f) Nursing home/long-term care facility — 6.8%
 - g) Home health care — 6.8%
 - h) Public/community health — 1.1%
 - i) School health — 1.1%
 - j) Hospice — 5.7%
 - k) Nursing education — 9.1%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 6.8%

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

YES — 84.0%

NO — 16.0%

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

a) Med-Surg — 16.7%

b) Surgery — 11.7%

c) Critical care — 3.3%

d) Pediatrics — 5.0%

e) Obstetrics — 13.3%

f) Geriatrics/elderly care — 5.0%

g) Oncology — 0.0%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 16.7%

j) Patient education — 0.0%

k) Case management — 5.0%

l) General/family practice — 0.0%

m) Other — 23.3%

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 - 95.5%

b) Male - 4.5%

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 — 2.3%
 - 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 — 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 — 22.7%
 - b) 6-10 years — 20.5%
 - c) 11-15 years — 22.7%
 - d) 16-20 years — 15.9%
 - e) 21-30 years — 12.5%
 - f) More than 30 years — 2.3%
 - g) Don't know — 3.4%
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? 20.0%
 - b) take another nursing position with a different organization? 73.3%
 - c) take a position outside of nursing? 6.7%
 - 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 — 6.7%
 - b) General lack of job satisfaction — 20.0%
 - c) Childbearing/childrearing — 6.7%
 - d) Personal or family concerns — 33.3%
 - e) Increasing administrative burden — 26.7%
 - f) Physical demands of the job — 26.7%
 - g) Employer/employee conflict — 13.3%
 - h) Inadequate salary/wages — 6.7%
 - i) Inadequate benefits — 6.7%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 6.7%
 - l) Career promotion — 6.7%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 11.1%	35-44 — 16.7%
45-54 — 44.4%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 21.1%
b) RN diploma in nursing — 42.1%
c) Associate's degree in nursing — 57.9%
d) Bachelor's degree in nursing — 31.6%
e) Master's degree in nursing — 0.0%
f) Master's degree in other field — 5.3%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 10.5%

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

a) 35 or more hours per week in nursing or related area — 84.2%
b) Less than 35 hours per week in nursing or related area — 10.5%
c) Employed but not in nursing — 5.3%
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 — 0.0%
c) Hospital outpatient — 0.0%
d) Non-hospital outpatient — 5.6%
e) Physician's office — 5.6%
f) Nursing home/long-term care facility — 66.7%
g) Home health care — 16.7%
h) Public/community health — 5.6%
i) School health — 0.0%
j) Hospice — 5.6%
k) Nursing education — 5.6%
l) Insurance company/health plan — 5.6%
m) Traveling/staffing agency — 0.0%
n) Other — 5.6%

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 — 0.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 73.3%

g) Oncology — 0.0%

h) Psychiatric/mental health — 6.7%

i) Emergency/urgent care — 0.0%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 13.3%

m) Other — 6.7%

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

a) Michigan — 94.4%

b) Other state — 0.0%

c) Canada — 5.6%

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 - 88.9%

b) Male - 11.1%

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 — 5.6%
 - b) 6-10 years — 16.7%
 - c) 11-15 years — 11.1%
 - d) 16-20 years — 44.4%
 - e) 21-30 years — 16.7%
 - f) More than 30 years — 5.6%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.2%
- NO — 77.8%
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? 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 — 25.0%
 - 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 — 25.0%

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

1. In what year were you born?

18-24 — 4.4%	25-34 — 14.2%	35-44 — 24.3%
45-54 — 32.7%	55-64 — 23.5%	65+ — 0.9%

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 — 0.0%
 - b) RN — 92.0%
 - c) Both — 8.4%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 11.5%
 - b) RN diploma in nursing — 21.1%
 - c) Associate's degree in nursing — 57.7%
 - d) Bachelor's degree in nursing — 33.0%
 - e) Master's degree in nursing — 4.8%
 - 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 — 7.9%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 70.9%
 - b) Less than 35 hours per week in nursing or related area — 25.1%
 - c) Employed but not in nursing — 1.8%
 - 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 — 0.4%
 - 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 — 58.7%
 - c) Hospital outpatient — 17.4%
 - d) Non-hospital outpatient — 2.8%
 - e) Physician's office — 8.7%
 - f) Nursing home/long-term care facility — 5.5%
 - g) Home health care — 8.3%
 - h) Public/community health — 8.7%
 - i) School health — 0.5%
 - j) Hospice — 3.7%
 - k) Nursing education — 3.7%
 - l) Insurance company/health plan — 0.9%
 - m) Traveling/staffing agency — 0.9%
 - n) Other — 8.3%

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

YES — 86.1%

NO — 13.9%

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

a) Med-Surg — 18.1%

b) Surgery — 7.4%

c) Critical care — 14.8%

d) Pediatrics — 2.0%

e) Obstetrics — 7.4%

f) Geriatrics/elderly care — 7.4%

g) Oncology — 4.0%

h) Psychiatric/mental health — 3.4%

i) Emergency/urgent care — 9.4%

j) Patient education — 1.3%

k) Case management — 4.0%

l) General/family practice — 5.4%

m) Other — 15.4%

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 — 99.5%

b) Other nation — 0.5%

12. What is your gender?

a) Female - 95.4%

b) Male - 4.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.5%

b) No — 99.5%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 99.5%
 - 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 — 22.7%
 - c) 11-15 years — 12.0%
 - d) 16-20 years — 18.1%
 - e) 21-30 years — 19.4%
 - f) More than 30 years — 6.0%
 - g) Don't know — 4.2%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.5%
- NO — 81.5%
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? 34.1%
 - b) take another nursing position with a different organization? 47.7%
 - c) take a position outside of nursing? 6.8%
 - d) retire/quit nursing? 11.4%
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 — 8.9%
 - b) General lack of job satisfaction — 53.3%
 - c) Childbearing/childrearing — 8.9%
 - d) Personal or family concerns — 24.4%
 - e) Increasing administrative burden — 15.6%
 - f) Physical demands of the job — 17.8%
 - g) Employer/employee conflict — 8.9%
 - h) Inadequate salary/wages — 31.1%
 - i) Inadequate benefits — 13.3%
 - j) Opportunity to work in nursing administration — 2.2%
 - k) Opportunity to work in nursing education — 6.7%
 - l) Career promotion — 17.8%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 16.7%
45-54 — 66.7%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 50.0%
c) Associate's degree in nursing — 66.7%
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 — 0.0%

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

a) 35 or more hours per week in nursing or related area — 100.0%
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 — 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 — 66.7%
g) Home health care — 16.7%
h) Public/community health — 33.3%
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 — 16.7%
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 — 20.0%

k) Case management — 20.0%

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 — 50.0%
 - c) 11-15 years — 0.0%
 - d) 16-20 years — 16.7%
 - e) 21-30 years — 16.7%
 - f) More than 30 years — 16.7%
 - 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 RN Results — 2008
Monroe County

1. In what year were you born?

18-24 — 0.5%	25-34 — 16.1%	35-44 — 21.0%
45-54 — 33.7%	55-64 — 25.9%	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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 1.9%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.8%
 - b) RN diploma in nursing — 24.3%
 - c) Associate's degree in nursing — 58.6%
 - d) Bachelor's degree in nursing — 24.8%
 - e) Master's degree in nursing — 5.7%
 - f) Master's degree in other field — 3.8%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.5%
 - i) Other degree — 12.4%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 61.9%
 - b) Less than 35 hours per week in nursing or related area — 33.3%
 - c) Employed but not in nursing — 3.3%
 - d) Not employed and seeking employment in nursing or related area — 0.5%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.5%
 - 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 — 0.0%
 - b) Hospital inpatient — 55.0%
 - c) Hospital outpatient — 16.5%
 - d) Non-hospital outpatient — 4.5%
 - e) Physician's office — 4.5%
 - f) Nursing home/long-term care facility — 9.5%
 - g) Home health care — 9.0%
 - h) Public/community health — 5.5%
 - i) School health — 3.5%
 - j) Hospice — 2.0%
 - k) Nursing education — 8.0%
 - l) Insurance company/health plan — 0.5%
 - m) Traveling/staffing agency — 1.0%
 - n) Other — 8.5%

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

YES — 85.4%

NO — 14.6%

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

a) Med-Surg — 23.9%

b) Surgery — 17.4%

c) Critical care — 8.0%

d) Pediatrics — 4.3%

e) Obstetrics — 7.2%

f) Geriatrics/elderly care — 8.7%

g) Oncology — 1.4%

h) Psychiatric/mental health — 5.1%

i) Emergency/urgent care — 8.7%

j) Patient education — 2.2%

k) Case management — 4.3%

l) General/family practice — 1.4%

m) Other — 7.2%

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 — 99.5%

b) Other state in the U.S. — 0.5%

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 — 98.5%

b) Other nation — 1.5%

12. What is your gender?

a) Female - 94.0%

b) Male - 6.0%

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 — 96.5%
 - b) Black or African American — 1.0%
 - c) American Indian or Alaska Native — 3.0%
 - d) Asian — 1.5%
 - 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 — 14.0%
 - b) 6-10 years — 22.5%
 - c) 11-15 years — 19.0%
 - d) 16-20 years — 15.5%
 - e) 21-30 years — 18.5%
 - f) More than 30 years — 6.0%
 - g) Don't know — 4.5%
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? 23.1%
 - b) take another nursing position with a different organization? 61.5%
 - c) take a position outside of nursing? 7.7%
 - d) retire/quit nursing? 7.7%
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 — 0.0%
 - b) General lack of job satisfaction — 51.3%
 - c) Childbearing/childrearing — 10.3%
 - d) Personal or family concerns — 38.5%
 - e) Increasing administrative burden — 20.5%
 - f) Physical demands of the job — 15.4%
 - g) Employer/employee conflict — 20.5%
 - h) Inadequate salary/wages — 30.8%
 - i) Inadequate benefits — 12.8%
 - j) Opportunity to work in nursing administration — 7.7%
 - k) Opportunity to work in nursing education — 5.1%
 - l) Career promotion — 17.9%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 12.0%	35-44 — 24.8%
45-54 — 35.0%	55-64 — 26.5%	65+ — 1.7%

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 — 0.0%
 - b) RN — 93.0%
 - c) Both — 7.5%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 21.7%
 - b) RN diploma in nursing — 27.5%
 - c) Associate's degree in nursing — 68.3%
 - d) Bachelor's degree in nursing — 26.7%
 - e) Master's degree in nursing — 4.2%
 - f) Master's degree in other field — 2.5%
 - 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 — 81.7%
 - b) Less than 35 hours per week in nursing or related area — 15.0%
 - c) Employed but not in nursing — 0.8%
 - 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 — 1.7%
 - 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 — 59.5%
 - c) Hospital outpatient — 30.2%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 6.0%
 - f) Nursing home/long-term care facility — 11.2%
 - g) Home health care — 6.9%
 - h) Public/community health — 1.7%
 - i) School health — 2.6%
 - j) Hospice — 1.7%
 - k) Nursing education — 9.5%
 - l) Insurance company/health plan — 1.7%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 12.1%

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

YES — 73.5%

NO — 26.5%

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

a) Med-Surg — 26.0%

b) Surgery — 12.3%

c) Critical care — 8.2%

d) Pediatrics — 0.0%

e) Obstetrics — 9.6%

f) Geriatrics/elderly care — 2.7%

g) Oncology — 1.4%

h) Psychiatric/mental health — 5.5%

i) Emergency/urgent care — 16.4%

j) Patient education — 0.0%

k) Case management — 4.1%

l) General/family practice — 2.7%

m) Other — 11.0%

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 — 99.1%

b) Other nation — 0.9%

12. What is your gender?

a) Female - 93.1%

b) Male - 6.9%

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 — 97.4%
 - b) Black or African American — 0.9%
 - c) American Indian or Alaska Native — 2.6%
 - d) Asian — 0.9%
 - 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 — 18.6%
 - b) 6-10 years — 18.6%
 - c) 11-15 years — 15.0%
 - d) 16-20 years — 17.7%
 - e) 21-30 years — 20.4%
 - f) More than 30 years — 5.3%
 - g) Don't know — 4.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.1%
- NO — 77.9%
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? 25.9%
 - b) take another nursing position with a different organization? 66.7%
 - c) take a position outside of nursing? 3.7%
 - d) retire/quit nursing? 3.7%
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 — 11.1%
 - b) General lack of job satisfaction — 70.4%
 - c) Childbearing/childrearing — 11.1%
 - d) Personal or family concerns — 18.5%
 - e) Increasing administrative burden — 22.2%
 - f) Physical demands of the job — 22.2%
 - g) Employer/employee conflict — 18.5%
 - h) Inadequate salary/wages — 18.5%
 - i) Inadequate benefits — 7.4%
 - j) Opportunity to work in nursing administration — 3.7%
 - k) Opportunity to work in nursing education — 7.4%
 - l) Career promotion — 18.5%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 50.0%	35-44 — 0.0%
45-54 — 25.0%	55-64 — 25.0%	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 — 0.0%
b) RN — 50.0%
c) Both — 50.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 0.0%
c) Associate's degree in nursing — 75.0%
d) Bachelor's degree in nursing — 25.0%
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 — 100.0%
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 — 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 — 75.0%
g) Home health care — 0.0%
h) Public/community health — 0.0%
i) School health — 0.0%
j) Hospice — 25.0%
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 — 66.7%

NO — 33.3%

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 — 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 — 50.0%

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 — 0.0%
 - c) 11-15 years — 25.0%
 - d) 16-20 years — 0.0%
 - e) 21-30 years — 50.0%
 - f) More than 30 years — 25.0%
 - 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 — 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 RN Results — 2008
Muskegon County

1. In what year were you born?

18-24 — 0.7%	25-34 — 15.5%	35-44 — 18.5%
45-54 — 35.8%	55-64 — 25.4%	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 — 0.0%
 - b) RN — 93.0%
 - c) Both — 7.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 10.5%
 - b) RN diploma in nursing — 36.4%
 - c) Associate's degree in nursing — 45.7%
 - d) Bachelor's degree in nursing — 32.0%
 - e) Master's degree in nursing — 5.2%
 - f) Master's degree in other field — 2.3%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.2%
 - i) Other degree — 8.2%

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 — 37.1%
 - c) Employed but not in nursing — 2.3%
 - d) Not employed and seeking employment in nursing or related area — 0.5%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.2%
 - g) Retired or with no plans to return to work — 0.2%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.2%
 - b) Hospital inpatient — 53.9%
 - c) Hospital outpatient — 17.2%
 - d) Non-hospital outpatient — 2.6%
 - e) Physician's office — 8.9%
 - f) Nursing home/long-term care facility — 5.4%
 - g) Home health care — 9.9%
 - h) Public/community health — 4.5%
 - i) School health — 0.5%
 - j) Hospice — 5.2%
 - k) Nursing education — 3.3%
 - l) Insurance company/health plan — 0.7%
 - m) Traveling/staffing agency — 0.2%
 - n) Other — 5.2%

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

YES — 86.5%

NO — 13.5%

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

a) Med-Surg — 15.6%

b) Surgery — 15.6%

c) Critical care — 9.0%

d) Pediatrics — 2.3%

e) Obstetrics — 7.0%

f) Geriatrics/elderly care — 8.0%

g) Oncology — 3.7%

h) Psychiatric/mental health — 2.3%

i) Emergency/urgent care — 8.0%

j) Patient education — 1.7%

k) Case management — 6.0%

l) General/family practice — 4.0%

m) Other — 16.9%

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

a) Michigan — 99.8%

b) Other state — 0.2%

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 - 93.6%

b) Male - 6.4%

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 — 96.7%
 - b) Black or African American — 1.2%
 - c) American Indian or Alaska Native — 2.1%
 - d) Asian — 0.5%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.2%
 - g) Some other race/ethnicity — 1.2%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 17.9%
 - b) 6-10 years — 21.7%
 - c) 11-15 years — 17.2%
 - d) 16-20 years — 17.5%
 - e) 21-30 years — 16.0%
 - f) More than 30 years — 7.3%
 - g) Don't know — 2.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 13.4%
- NO — 86.6%
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? 22.8%
 - b) take another nursing position with a different organization? 63.2%
 - c) take a position outside of nursing? 5.3%
 - d) retire/quit nursing? 8.8%
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 — 36.8%
 - c) Childbearing/childrearing — 7.0%
 - d) Personal or family concerns — 33.3%
 - e) Increasing administrative burden — 12.3%
 - f) Physical demands of the job — 21.1%
 - g) Employer/employee conflict — 12.3%
 - h) Inadequate salary/wages — 22.8%
 - i) Inadequate benefits — 10.5%
 - j) Opportunity to work in nursing administration — 8.8%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 22.8%

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

1. In what year were you born?

18-24 — 1.6%	25-34 — 6.3%	35-44 — 27.0%
45-54 — 42.9%	55-64 — 17.5%	65+ — 4.8%

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 — 0.0%
 - b) RN — 92.0%
 - c) Both — 7.6%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 7.6%
 - b) RN diploma in nursing — 22.7%
 - c) Associate's degree in nursing — 56.1%
 - d) Bachelor's degree in nursing — 28.8%
 - e) Master's degree in nursing — 10.6%
 - f) Master's degree in other field — 6.1%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 13.6%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 75.8%
 - b) Less than 35 hours per week in nursing or related area — 18.2%
 - c) Employed but not in nursing — 6.1%
 - 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 — 41.9%
 - c) Hospital outpatient — 22.6%
 - d) Non-hospital outpatient — 3.2%
 - e) Physician's office — 6.5%
 - f) Nursing home/long-term care facility — 14.5%
 - g) Home health care — 16.1%
 - h) Public/community health — 9.7%
 - i) School health — 4.8%
 - j) Hospice — 0.0%
 - k) Nursing education — 1.6%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 1.6%
 - n) Other — 3.2%

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

YES — 79.2%

NO — 20.8%

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

a) Med-Surg — 4.8%

b) Surgery — 11.9%

c) Critical care — 9.5%

d) Pediatrics — 9.5%

e) Obstetrics — 7.1%

f) Geriatrics/elderly care — 16.7%

g) Oncology — 2.4%

h) Psychiatric/mental health — 11.9%

i) Emergency/urgent care — 7.1%

j) Patient education — 2.4%

k) Case management — 4.8%

l) General/family practice — 7.1%

m) Other — 4.8%

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 - 91.9%

b) Male - 8.1%

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 — 11.3%
 - b) 6-10 years — 19.4%
 - c) 11-15 years — 21.0%
 - d) 16-20 years — 12.9%
 - e) 21-30 years — 30.6%
 - f) More than 30 years — 3.2%
 - g) Don't know — 1.6%
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? 12.5%
 - b) take another nursing position with a different organization? 87.5%
 - 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 — 12.5%
 - b) General lack of job satisfaction — 50.0%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 25.0%
 - e) Increasing administrative burden — 25.0%
 - f) Physical demands of the job — 12.5%
 - g) Employer/employee conflict — 12.5%
 - h) Inadequate salary/wages — 37.5%
 - i) Inadequate benefits — 12.5%
 - j) Opportunity to work in nursing administration — 12.5%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 12.5%

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

1. In what year were you born?

18-24 — 1.4%	25-34 — 10.1%	35-44 — 22.9%
45-54 — 33.9%	55-64 — 25.5%	65+ — 6.1%

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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 2.2%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 3.4%
 - b) RN diploma in nursing — 21.4%
 - c) Associate's degree in nursing — 36.3%
 - d) Bachelor's degree in nursing — 46.9%
 - e) Master's degree in nursing — 6.8%
 - f) Master's degree in other field — 5.6%
 - g) Doctorate in nursing — 0.4%
 - h) Doctorate in other field — 0.5%
 - 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 — 68.4%
 - b) Less than 35 hours per week in nursing or related area — 26.9%
 - c) Employed but not in nursing — 3.3%
 - d) Not employed and seeking employment in nursing or related area — 0.4%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.5%
 - 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 — 0.1%
 - b) Hospital inpatient — 56.9%
 - c) Hospital outpatient — 15.1%
 - d) Non-hospital outpatient — 4.8%
 - e) Physician's office — 7.3%
 - f) Nursing home/long-term care facility — 5.1%
 - g) Home health care — 8.5%
 - h) Public/community health — 2.7%
 - i) School health — 0.9%
 - j) Hospice — 2.8%
 - k) Nursing education — 3.5%
 - l) Insurance company/health plan — 4.4%
 - m) Traveling/staffing agency — 1.0%
 - n) Other — 7.8%

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

YES — 83.2%

NO — 16.8%

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

a) Med-Surg — 17.9%

b) Surgery — 15.1%

c) Critical care — 13.3%

d) Pediatrics — 4.3%

e) Obstetrics — 8.1%

f) Geriatrics/elderly care — 5.5%

g) Oncology — 3.9%

h) Psychiatric/mental health — 2.6%

i) Emergency/urgent care — 6.3%

j) Patient education — 1.9%

k) Case management — 4.1%

l) General/family practice — 1.4%

m) Other — 15.7%

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

a) Michigan — 99.0%

b) Other state — 0.1%

c) Canada — 0.8%

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 — 90.8%

b) Other nation — 9.2%

12. What is your gender?

a) Female - 95.3%

b) Male - 4.7%

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 — 82.2%
 - b) Black or African American — 7.4%
 - c) American Indian or Alaska Native — 1.2%
 - d) Asian — 7.9%
 - e) Native Hawaiian or Pacific Islander — 0.5%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.7%
 - 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 — 18.2%
 - b) 6-10 years — 20.8%
 - c) 11-15 years — 19.2%
 - d) 16-20 years — 18.6%
 - e) 21-30 years — 13.3%
 - f) More than 30 years — 5.0%
 - g) Don't know — 4.8%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 18.3%
- NO — 81.7%
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? 23.1%
 - b) take another nursing position with a different organization? 65.9%
 - c) take a position outside of nursing? 5.7%
 - d) retire/quit nursing? 5.2%
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 — 7.0%
 - b) General lack of job satisfaction — 45.6%
 - c) Childbearing/childrearing — 4.6%
 - d) Personal or family concerns — 24.2%
 - e) Increasing administrative burden — 15.2%
 - f) Physical demands of the job — 25.9%
 - g) Employer/employee conflict — 13.7%
 - h) Inadequate salary/wages — 23.6%
 - i) Inadequate benefits — 10.7%
 - j) Opportunity to work in nursing administration — 3.7%
 - k) Opportunity to work in nursing education — 3.2%
 - l) Career promotion — 16.8%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 3.7%	35-44 — 25.9%
45-54 — 37.0%	55-64 — 25.9%	65+ — 7.4%

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 — 0.0%
 - b) RN — 93.0%
 - c) Both — 7.1%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 14.3%
 - b) RN diploma in nursing — 32.1%
 - c) Associate's degree in nursing — 53.6%
 - d) Bachelor's degree in nursing — 25.0%
 - e) Master's degree in nursing — 7.1%
 - f) Master's degree in other field — 3.6%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 3.6%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 70.4%
 - b) Less than 35 hours per week in nursing or related area — 25.9%
 - c) Employed but not in nursing — 3.7%
 - 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 — 38.5%
 - c) Hospital outpatient — 30.8%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 11.5%
 - f) Nursing home/long-term care facility — 23.1%
 - g) Home health care — 0.0%
 - h) Public/community health — 11.5%
 - 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 — 7.7%

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

YES — 92.0%

NO — 8.0%

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

a) Med-Surg — 4.3%

b) Surgery — 4.3%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 4.3%

f) Geriatrics/elderly care — 21.7%

g) Oncology — 0.0%

h) Psychiatric/mental health — 4.3%

i) Emergency/urgent care — 34.8%

j) Patient education — 4.3%

k) Case management — 0.0%

l) General/family practice — 13.0%

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 - 100.0%

b) Male - 0.0%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 8.0%

b) No — 92.0%

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 — 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 — 24.0%
 - b) 6-10 years — 20.0%
 - c) 11-15 years — 8.0%
 - d) 16-20 years — 28.0%
 - e) 21-30 years — 16.0%
 - f) More than 30 years — 0.0%
 - g) Don't know — 4.0%
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? 50.0%
 - b) take another nursing position with a different organization? 25.0%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 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 — 25.0%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 50.0%
 - 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 — 50.0%

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

1. In what year were you born?

18-24 — 1.7%	25-34 — 13.3%	35-44 — 18.3%
45-54 — 41.7%	55-64 — 23.3%	65+ — 1.7%

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 — 0.0%
 - b) RN — 94.0%
 - c) Both — 6.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 15.9%
 - b) RN diploma in nursing — 19.0%
 - c) Associate's degree in nursing — 63.5%
 - d) Bachelor's degree in nursing — 27.0%
 - e) Master's degree in nursing — 1.6%
 - 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 — 4.8%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 88.7%
 - b) Less than 35 hours per week in nursing or related area — 11.3%
 - 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 — 46.8%
 - c) Hospital outpatient — 21.0%
 - d) Non-hospital outpatient — 1.6%
 - e) Physician's office — 3.2%
 - f) Nursing home/long-term care facility — 3.2%
 - g) Home health care — 22.6%
 - h) Public/community health — 4.8%
 - i) School health — 0.0%
 - j) Hospice — 11.3%
 - k) Nursing education — 3.2%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 6.5%

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

YES — 87.3%

NO — 12.7%

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

a) Med-Surg — 19.6%

b) Surgery — 15.2%

c) Critical care — 8.7%

d) Pediatrics — 2.2%

e) Obstetrics — 4.3%

f) Geriatrics/elderly care — 8.7%

g) Oncology — 2.2%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 8.7%

j) Patient education — 4.3%

k) Case management — 17.4%

l) General/family practice — 2.2%

m) Other — 6.5%

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 — 96.8%

b) Other nation — 3.2%

12. What is your gender?

a) Female - 93.5%

b) Male - 6.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.6%

b) No — 98.4%

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 — 1.6%
 - 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 — 8.1%
 - b) 6-10 years — 33.9%
 - c) 11-15 years — 12.9%
 - d) 16-20 years — 16.1%
 - e) 21-30 years — 19.4%
 - f) More than 30 years — 8.1%
 - g) Don't know — 1.6%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 24.2%
- NO — 75.8%
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 — 6.7%
 - b) General lack of job satisfaction — 66.7%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 26.7%
 - e) Increasing administrative burden — 13.3%
 - f) Physical demands of the job — 33.3%
 - g) Employer/employee conflict — 13.3%
 - h) Inadequate salary/wages — 13.3%
 - i) Inadequate benefits — 13.3%
 - j) Opportunity to work in nursing administration — 6.7%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 20.0%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 16.7%
45-54 — 41.7%	55-64 — 16.7%	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 — 0.0%
b) RN — 92.0%
c) Both — 8.3%

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

a) LPN diploma/certificate — 16.7%
b) RN diploma in nursing — 25.0%
c) Associate's degree in nursing — 66.7%
d) Bachelor's degree in nursing — 25.0%
e) Master's degree in nursing — 8.3%
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 — 25.0%
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 — 16.7%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 44.4%
c) Hospital outpatient — 11.1%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 0.0%
f) Nursing home/long-term care facility — 33.3%
g) Home health care — 33.3%
h) Public/community health — 22.2%
i) School health — 0.0%
j) Hospice — 22.2%
k) Nursing education — 22.2%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 11.1%

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 — 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 — 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 - 88.9%

b) Male - 11.1%

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 — 22.2%
 - b) 6-10 years — 44.4%
 - c) 11-15 years — 11.1%
 - d) 16-20 years — 0.0%
 - e) 21-30 years — 22.2%
 - 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 — 22.2%
- NO — 77.8%
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? 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 — 66.7%
 - 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 — 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 — 33.3%

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

1. In what year were you born?

18-24 — 5.1%	25-34 — 5.1%	35-44 — 25.6%
45-54 — 30.8%	55-64 — 28.2%	65+ — 5.1%

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 — 0.0%
 - b) RN — 90.0%
 - c) Both — 10.3%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 12.8%
 - b) RN diploma in nursing — 10.3%
 - c) Associate's degree in nursing — 74.4%
 - d) Bachelor's degree in nursing — 25.6%
 - e) Master's degree in nursing — 10.3%
 - 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 — 5.1%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 82.1%
 - b) Less than 35 hours per week in nursing or related area — 12.8%
 - c) Employed but not in nursing — 2.6%
 - 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 — 2.6%
 - 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 — 48.6%
 - c) Hospital outpatient — 24.3%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 16.2%
 - f) Nursing home/long-term care facility — 5.4%
 - g) Home health care — 8.1%
 - h) Public/community health — 5.4%
 - i) School health — 0.0%
 - j) Hospice — 0.0%
 - k) Nursing education — 5.4%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 8.1%
 - n) Other — 21.6%

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 — 18.5%

b) Surgery — 18.5%

c) Critical care — 0.0%

d) Pediatrics — 3.7%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 7.4%

g) Oncology — 7.4%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 11.1%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 25.9%

m) Other — 7.4%

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 - 94.6%

b) Male - 5.4%

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 — 94.6%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 2.7%
 - d) Asian — 2.7%
 - 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 — 29.7%
 - b) 6-10 years — 18.9%
 - c) 11-15 years — 10.8%
 - d) 16-20 years — 18.9%
 - e) 21-30 years — 13.5%
 - f) More than 30 years — 2.7%
 - g) Don't know — 5.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 35.1%
- NO — 64.9%
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? 21.4%
 - b) take another nursing position with a different organization? 57.1%
 - c) take a position outside of nursing? 0.0%
 - d) retire/quit nursing? 21.4%
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 — 7.1%
 - b) General lack of job satisfaction — 28.6%
 - c) Childbearing/childrearing — 7.1%
 - d) Personal or family concerns — 50.0%
 - e) Increasing administrative burden — 14.3%
 - f) Physical demands of the job — 14.3%
 - g) Employer/employee conflict — 7.1%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 0.0%
 - j) Opportunity to work in nursing administration — 7.1%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 21.4%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 25.0%
45-54 — 25.0%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 0.0%
b) RN diploma in nursing — 0.0%
c) Associate's degree in nursing — 50.0%
d) Bachelor's degree in nursing — 25.0%
e) Master's degree in nursing — 25.0%
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 — 25.0%
c) Employed but not in nursing — 0.0%
d) Not employed and seeking employment in nursing or related area — 25.0%
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 — 33.3%
f) Nursing home/long-term care facility — 33.3%
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 — 33.3%

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 — 50.0%

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 — 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 — 66.7%
 - c) 11-15 years — 0.0%
 - d) 16-20 years — 0.0%
 - e) 21-30 years — 0.0%
 - f) More than 30 years — 0.0%
 - g) Don't know — 33.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 66.7%
- NO — 33.3%
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 — 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 — 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 RN Results — 2008
Otsego County

1. In what year were you born?

18-24 — 0.0%	25-34 — 3.7%	35-44 — 24.1%
45-54 — 31.5%	55-64 — 29.6%	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 — 0.0%
 - b) RN — 95.0%
 - c) Both — 5.5%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 5.5%
 - b) RN diploma in nursing — 21.8%
 - c) Associate's degree in nursing — 54.5%
 - d) Bachelor's degree in nursing — 30.9%
 - e) Master's degree in nursing — 1.8%
 - f) Master's degree in other field — 7.3%
 - 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 — 67.3%
 - b) Less than 35 hours per week in nursing or related area — 25.5%
 - c) Employed but not in nursing — 5.5%
 - 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 — 1.8%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 51.0%
 - c) Hospital outpatient — 31.4%
 - d) Non-hospital outpatient — 0.0%
 - e) Physician's office — 5.9%
 - f) Nursing home/long-term care facility — 11.8%
 - g) Home health care — 3.9%
 - h) Public/community health — 9.8%
 - i) School health — 0.0%
 - j) Hospice — 2.0%
 - k) Nursing education — 5.9%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 9.8%

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

YES — 84.1%

NO — 15.9%

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

a) Med-Surg — 17.6%

b) Surgery — 17.6%

c) Critical care — 8.8%

d) Pediatrics — 2.9%

e) Obstetrics — 8.8%

f) Geriatrics/elderly care — 5.9%

g) Oncology — 2.9%

h) Psychiatric/mental health — 2.9%

i) Emergency/urgent care — 11.8%

j) Patient education — 0.0%

k) Case management — 2.9%

l) General/family practice — 0.0%

m) Other — 17.6%

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 - 92.2%

b) Male - 7.8%

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 — 96.1%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 3.9%
 - 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 — 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 — 25.5%
 - b) 6-10 years — 27.5%
 - c) 11-15 years — 21.6%
 - d) 16-20 years — 5.9%
 - e) 21-30 years — 15.7%
 - f) More than 30 years — 2.0%
 - g) Don't know — 2.0%
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? 54.5%
 - c) take a position outside of nursing? 9.1%
 - d) retire/quit nursing? 36.4%
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 — 18.2%
 - b) General lack of job satisfaction — 36.4%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 36.4%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 0.0%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 18.2%
 - i) Inadequate benefits — 9.1%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 9.1%

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

1. In what year were you born?

18-24 — 2.2%	25-34 — 12.6%	35-44 — 19.7%
45-54 — 30.9%	55-64 — 30.0%	65+ — 4.5%

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 — 0.0%
 - b) RN — 97.0%
 - c) Both — 3.1%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 5.3%
 - b) RN diploma in nursing — 32.3%
 - c) Associate's degree in nursing — 31.9%
 - d) Bachelor's degree in nursing — 42.0%
 - e) Master's degree in nursing — 4.4%
 - f) Master's degree in other field — 3.1%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.4%
 - 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 — 48.4%
 - b) Less than 35 hours per week in nursing or related area — 41.8%
 - c) Employed but not in nursing — 7.6%
 - d) Not employed and seeking employment in nursing or related area — 0.4%
 - e) Not employed and seeking employment outside of nursing — 0.0%
 - f) Temporarily not working and not looking for a job — 0.4%
 - g) Retired or with no plans to return to work — 1.3%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.5%
 - b) Hospital inpatient — 39.4%
 - c) Hospital outpatient — 20.2%
 - d) Non-hospital outpatient — 7.4%
 - e) Physician's office — 11.3%
 - f) Nursing home/long-term care facility — 14.3%
 - g) Home health care — 8.4%
 - h) Public/community health — 8.9%
 - i) School health — 0.5%
 - j) Hospice — 1.5%
 - k) Nursing education — 0.0%
 - l) Insurance company/health plan — 1.5%
 - m) Traveling/staffing agency — 0.0%
 - n) Other — 10.3%

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

YES — 85.6%

NO — 14.4%

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

a) Med-Surg — 15.0%

b) Surgery — 12.9%

c) Critical care — 5.0%

d) Pediatrics — 3.6%

e) Obstetrics — 10.0%

f) Geriatrics/elderly care — 15.0%

g) Oncology — 2.1%

h) Psychiatric/mental health — 1.4%

i) Emergency/urgent care — 5.0%

j) Patient education — 3.6%

k) Case management — 5.7%

l) General/family practice — 1.4%

m) Other — 19.3%

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 — 98.5%

b) Other nation — 1.5%

12. What is your gender?

a) Female - 96.5%

b) Male - 3.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 0.5%

b) No — 99.5%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 98.5%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.0%
 - d) Asian — 0.5%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 1.0%
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 — 18.9%
 - b) 6-10 years — 25.4%
 - c) 11-15 years — 16.4%
 - d) 16-20 years — 15.4%
 - e) 21-30 years — 13.4%
 - f) More than 30 years — 8.0%
 - g) Don't know — 2.5%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.6%
- NO — 79.4%
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? 10.6%
 - b) take another nursing position with a different organization? 72.3%
 - c) take a position outside of nursing? 8.5%
 - d) retire/quit nursing? 8.5%
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 — 14.9%
 - b) General lack of job satisfaction — 48.9%
 - c) Childbearing/childrearing — 12.8%
 - d) Personal or family concerns — 29.8%
 - e) Increasing administrative burden — 19.1%
 - f) Physical demands of the job — 12.8%
 - g) Employer/employee conflict — 14.9%
 - h) Inadequate salary/wages — 19.1%
 - i) Inadequate benefits — 10.6%
 - j) Opportunity to work in nursing administration — 8.5%
 - k) Opportunity to work in nursing education — 2.1%
 - l) Career promotion — 14.9%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 7.1%	35-44 — 21.4%
45-54 — 42.9%	55-64 — 28.6%	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 — 0.0%
b) RN — 100.0%
c) Both — 0.0%

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

a) LPN diploma/certificate — 21.4%
b) RN diploma in nursing — 7.1%
c) Associate's degree in nursing — 78.6%
d) Bachelor's degree in nursing — 21.4%
e) Master's degree in nursing — 0.0%
f) Master's degree in other field — 7.1%
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 — 71.4%
b) Less than 35 hours per week in nursing or related area — 21.4%
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 — 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 — 15.4%
c) Hospital outpatient — 0.0%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 23.1%
f) Nursing home/long-term care facility — 46.2%
g) Home health care — 0.0%
h) Public/community health — 0.0%
i) School health — 0.0%
j) Hospice — 7.7%
k) Nursing education — 7.7%
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 — 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 — 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 — 30.0%

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 - 84.6%

b) Male - 15.4%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 7.7%

b) No — 92.3%

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 — 30.8%
 - b) 6-10 years — 15.4%
 - c) 11-15 years — 15.4%
 - d) 16-20 years — 15.4%
 - e) 21-30 years — 23.1%
 - 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 — 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? 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 — 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 RN Results — 2008
Roscommon County

1. In what year were you born?

18-24 — 5.0%	25-34 — 10.0%	35-44 — 5.0%
45-54 — 25.0%	55-64 — 45.0%	65+ — 10.0%

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 — 0.0%
b) RN — 71.0%
c) Both — 28.6%

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

a) LPN diploma/certificate — 9.5%
b) RN diploma in nursing — 19.0%
c) Associate's degree in nursing — 61.9%
d) Bachelor's degree in nursing — 14.3%
e) Master's degree in nursing — 19.0%
f) Master's degree in other field — 4.8%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 9.5%

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

a) 35 or more hours per week in nursing or related area — 71.4%
b) Less than 35 hours per week in nursing or related area — 19.0%
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 — 4.8%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 5.3%
c) Hospital outpatient — 0.0%
d) Non-hospital outpatient — 5.3%
e) Physician's office — 36.8%
f) Nursing home/long-term care facility — 21.1%
g) Home health care — 15.8%
h) Public/community health — 5.3%
i) School health — 0.0%
j) Hospice — 0.0%
k) Nursing education — 15.8%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 5.3%
n) Other — 10.5%

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

YES — 82.4%

NO — 17.6%

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 — 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 — 8.3%

j) Patient education — 0.0%

k) Case management — 0.0%

l) General/family practice — 50.0%

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 - 94.4%

b) Male - 5.6%

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 — 5.3%
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 — 10.5%
 - b) 6-10 years — 47.4%
 - c) 11-15 years — 10.5%
 - d) 16-20 years — 5.3%
 - e) 21-30 years — 5.3%
 - f) More than 30 years — 15.8%
 - g) Don't know — 5.3%
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? 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 — 0.0%
 - 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 — 0.0%
 - l) Career promotion — 25.0%

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

1. In what year were you born?

18-24 — 0.9%	25-34 — 14.4%	35-44 — 21.4%
45-54 — 35.0%	55-64 — 23.0%	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 — 0.0%
b) RN — 95.0%
c) Both — 5.5%

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

a) LPN diploma/certificate — 7.4%
b) RN diploma in nursing — 16.4%
c) Associate's degree in nursing — 56.3%
d) Bachelor's degree in nursing — 33.2%
e) Master's degree in nursing — 5.2%
f) Master's degree in other field — 3.2%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.1%
i) Other degree — 9.1%

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

a) 35 or more hours per week in nursing or related area — 76.1%
b) Less than 35 hours per week in nursing or related area — 20.4%
c) Employed but not in nursing — 0.9%
d) Not employed and seeking employment in nursing or related area — 0.3%
e) Not employed and seeking employment outside of nursing — 0.0%
f) Temporarily not working and not looking for a job — 0.5%
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 — 0.1%
b) Hospital inpatient — 60.5%
c) Hospital outpatient — 16.4%
d) Non-hospital outpatient — 4.9%
e) Physician's office — 7.9%
f) Nursing home/long-term care facility — 6.0%
g) Home health care — 6.6%
h) Public/community health — 3.6%
i) School health — 0.6%
j) Hospice — 1.6%
k) Nursing education — 4.3%
l) Insurance company/health plan — 1.0%
m) Traveling/staffing agency — 1.0%
n) Other — 8.6%

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

YES — 82.7%

NO — 17.3%

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

a) Med-Surg — 19.6%

b) Surgery — 10.6%

c) Critical care — 14.4%

d) Pediatrics — 2.5%

e) Obstetrics — 7.6%

f) Geriatrics/elderly care — 5.5%

g) Oncology — 2.1%

h) Psychiatric/mental health — 3.0%

i) Emergency/urgent care — 5.1%

j) Patient education — 1.9%

k) Case management — 3.0%

l) General/family practice — 4.4%

m) Other — 20.2%

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 — 98.7%

b) Other nation — 1.3%

12. What is your gender?

a) Female - 93.7%

b) Male - 6.3%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 2.6%

b) No — 97.4%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 92.2%
 - b) Black or African American — 3.0%
 - c) American Indian or Alaska Native — 1.3%
 - d) Asian — 1.9%
 - e) Native Hawaiian or Pacific Islander — 0.1%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.3%
 - g) Some other race/ethnicity — 1.7%
15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.
- a) 1-5 years — 15.7%
 - b) 6-10 years — 21.2%
 - c) 11-15 years — 17.5%
 - d) 16-20 years — 16.9%
 - e) 21-30 years — 17.9%
 - f) More than 30 years — 7.6%
 - g) Don't know — 3.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 20.8%
- NO — 79.2%
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? 20.2%
 - b) take another nursing position with a different organization? 67.5%
 - c) take a position outside of nursing? 3.7%
 - d) retire/quit nursing? 8.6%
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 — 8.4%
 - b) General lack of job satisfaction — 45.5%
 - c) Childbearing/childrearing — 5.4%
 - d) Personal or family concerns — 26.9%
 - e) Increasing administrative burden — 16.8%
 - f) Physical demands of the job — 22.2%
 - g) Employer/employee conflict — 15.0%
 - h) Inadequate salary/wages — 26.3%
 - i) Inadequate benefits — 13.2%
 - j) Opportunity to work in nursing administration — 8.4%
 - k) Opportunity to work in nursing education — 3.0%
 - l) Career promotion — 21.6%

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

1. In what year were you born?

18-24 — 2.0%	25-34 — 10.2%	35-44 — 21.9%
45-54 — 32.4%	55-64 — 26.8%	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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 2.2%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 6.2%
 - b) RN diploma in nursing — 18.3%
 - c) Associate's degree in nursing — 62.4%
 - d) Bachelor's degree in nursing — 26.4%
 - e) Master's degree in nursing — 5.6%
 - f) Master's degree in other field — 6.2%
 - g) Doctorate in nursing — 0.0%
 - h) Doctorate in other field — 0.0%
 - i) Other degree — 9.6%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 60.6%
 - b) Less than 35 hours per week in nursing or related area — 32.9%
 - c) Employed but not in nursing — 3.4%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - e) Not employed and seeking employment outside of nursing — 0.3%
 - f) Temporarily not working and not looking for a job — 0.8%
 - g) Retired or with no plans to return to work — 1.7%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.0%
 - b) Hospital inpatient — 57.9%
 - c) Hospital outpatient — 19.4%
 - d) Non-hospital outpatient — 3.0%
 - e) Physician's office — 5.5%
 - f) Nursing home/long-term care facility — 5.2%
 - g) Home health care — 9.4%
 - h) Public/community health — 4.5%
 - i) School health — 1.5%
 - j) Hospice — 1.8%
 - k) Nursing education — 8.5%
 - l) Insurance company/health plan — 0.0%
 - m) Traveling/staffing agency — 0.6%
 - n) Other — 7.0%

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

YES — 80.6%

NO — 19.4%

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

a) Med-Surg — 15.2%

b) Surgery — 14.8%

c) Critical care — 17.1%

d) Pediatrics — 3.3%

e) Obstetrics — 8.1%

f) Geriatrics/elderly care — 6.7%

g) Oncology — 4.3%

h) Psychiatric/mental health — 4.8%

i) Emergency/urgent care — 3.3%

j) Patient education — 1.4%

k) Case management — 4.8%

l) General/family practice — 0.5%

m) Other — 15.7%

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

a) Michigan — 94.8%

b) Other state — 0.0%

c) Canada — 5.2%

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 — 92.7%

b) Other nation — 7.3%

12. What is your gender?

a) Female - 93.6%

b) Male - 6.4%

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 — 95.2%
 - b) Black or African American — 1.2%
 - c) American Indian or Alaska Native — 0.6%
 - d) Asian — 3.0%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 0.9%
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 — 19.3%
 - b) 6-10 years — 22.6%
 - c) 11-15 years — 13.8%
 - d) 16-20 years — 21.1%
 - e) 21-30 years — 13.8%
 - f) More than 30 years — 4.6%
 - g) Don't know — 4.9%
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? 22.2%
 - b) take another nursing position with a different organization? 61.9%
 - c) take a position outside of nursing? 6.3%
 - d) retire/quit nursing? 9.5%
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 — 7.8%
 - b) General lack of job satisfaction — 40.6%
 - c) Childbearing/childrearing — 3.1%
 - d) Personal or family concerns — 25.0%
 - e) Increasing administrative burden — 17.2%
 - f) Physical demands of the job — 17.2%
 - g) Employer/employee conflict — 12.5%
 - h) Inadequate salary/wages — 18.8%
 - i) Inadequate benefits — 12.5%
 - j) Opportunity to work in nursing administration — 4.7%
 - k) Opportunity to work in nursing education — 7.8%
 - l) Career promotion — 15.6%

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

1. In what year were you born?

18-24 — 5.6%	25-34 — 14.4%	35-44 — 31.1%
45-54 — 27.8%	55-64 — 11.1%	65+ — 10.0%

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 — 0.0%
b) RN — 90.0%
c) Both — 9.8%

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

a) LPN diploma/certificate — 13.0%
b) RN diploma in nursing — 25.0%
c) Associate's degree in nursing — 70.7%
d) Bachelor's degree in nursing — 17.4%
e) Master's degree in nursing — 1.1%
f) Master's degree in other field — 3.3%
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 — 68.5%
b) Less than 35 hours per week in nursing or related area — 27.2%
c) Employed but not in nursing — 1.1%
d) Not employed and seeking employment in nursing or related area — 1.1%
e) Not employed and seeking employment outside of nursing — 0.0%
f) Temporarily not working and not looking for a job — 0.0%
g) Retired or with no plans to return to work — 2.2%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 54.5%
c) Hospital outpatient — 26.1%
d) Non-hospital outpatient — 3.4%
e) Physician's office — 5.7%
f) Nursing home/long-term care facility — 8.0%
g) Home health care — 4.5%
h) Public/community health — 3.4%
i) School health — 2.3%
j) Hospice — 4.5%
k) Nursing education — 4.5%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
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 — 10.8%

b) Surgery — 12.3%

c) Critical care — 12.3%

d) Pediatrics — 3.1%

e) Obstetrics — 16.9%

f) Geriatrics/elderly care — 6.2%

g) Oncology — 6.2%

h) Psychiatric/mental health — 1.5%

i) Emergency/urgent care — 7.7%

j) Patient education — 0.0%

k) Case management — 6.2%

l) General/family practice — 4.6%

m) Other — 12.3%

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 — 97.7%

b) Other nation — 2.3%

12. What is your gender?

a) Female - 96.6%

b) Male - 3.4%

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 — 95.5%
 - b) Black or African American — 1.1%
 - c) American Indian or Alaska Native — 0.0%
 - d) Asian — 2.3%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 1.1%
 - 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 — 10.2%
 - b) 6-10 years — 13.6%
 - c) 11-15 years — 13.6%
 - d) 16-20 years — 18.2%
 - e) 21-30 years — 30.7%
 - f) More than 30 years — 11.4%
 - g) Don't know — 2.3%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.5%
- NO — 88.5%
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? 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 — 46.2%
 - c) Childbearing/childrearing — 15.4%
 - d) Personal or family concerns — 23.1%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 15.4%
 - g) Employer/employee conflict — 30.8%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 7.7%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 7.7%
 - l) Career promotion — 23.1%

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

1. In what year were you born?

18-24 — 1.3%	25-34 — 20.0%	35-44 — 12.0%
45-54 — 37.3%	55-64 — 24.0%	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 — 0.0%
b) RN — 99.0%
c) Both — 1.3%

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

a) LPN diploma/certificate — 2.6%
b) RN diploma in nursing — 14.5%
c) Associate's degree in nursing — 61.8%
d) Bachelor's degree in nursing — 25.0%
e) Master's degree in nursing — 1.3%
f) Master's degree in other field — 3.9%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 3.9%

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 — 23.7%
c) Employed but not in nursing — 1.3%
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 — 50.7%
c) Hospital outpatient — 22.7%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 1.3%
f) Nursing home/long-term care facility — 14.7%
g) Home health care — 2.7%
h) Public/community health — 4.0%
i) School health — 1.3%
j) Hospice — 12.0%
k) Nursing education — 1.3%
l) Insurance company/health plan — 1.3%
m) Traveling/staffing agency — 0.0%
n) Other — 16.0%

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

YES — 76.5%

NO — 23.5%

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

a) Med-Surg — 26.0%

b) Surgery — 8.0%

c) Critical care — 0.0%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 14.0%

g) Oncology — 2.0%

h) Psychiatric/mental health — 4.0%

i) Emergency/urgent care — 22.0%

j) Patient education — 4.0%

k) Case management — 0.0%

l) General/family practice — 4.0%

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 — 96.0%

b) Other nation — 4.0%

12. What is your gender?

a) Female - 98.6%

b) Male - 1.4%

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 — 93.3%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 0.0%
 - d) Asian — 2.7%
 - e) Native Hawaiian or Pacific Islander — 0.0%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.0%
 - g) Some other race/ethnicity — 2.7%
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 — 23.0%
 - b) 6-10 years — 20.3%
 - c) 11-15 years — 16.2%
 - d) 16-20 years — 17.6%
 - e) 21-30 years — 13.5%
 - f) More than 30 years — 6.8%
 - g) Don't know — 2.7%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 16.0%
- NO — 84.0%
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? 18.2%
 - b) take another nursing position with a different organization? 81.8%
 - 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 — 8.3%
 - b) General lack of job satisfaction — 50.0%
 - c) Childbearing/childrearing — 8.3%
 - d) Personal or family concerns — 16.7%
 - e) Increasing administrative burden — 0.0%
 - f) Physical demands of the job — 25.0%
 - g) Employer/employee conflict — 33.3%
 - h) Inadequate salary/wages — 25.0%
 - i) Inadequate benefits — 33.3%
 - j) Opportunity to work in nursing administration — 16.7%
 - k) Opportunity to work in nursing education — 8.3%
 - l) Career promotion — 33.3%

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

1. In what year were you born?

18-24 — 3.1%	25-34 — 15.6%	35-44 — 12.5%
45-54 — 37.5%	55-64 — 25.0%	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 — 0.0%
b) RN — 91.0%
c) Both — 9.4%

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

a) LPN diploma/certificate — 9.4%
b) RN diploma in nursing — 15.6%
c) Associate's degree in nursing — 62.5%
d) Bachelor's degree in nursing — 31.2%
e) Master's degree in nursing — 0.0%
f) Master's degree in other field — 9.4%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 9.4%

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 — 15.6%
c) Employed but not in nursing — 0.0%
d) Not employed and seeking employment in nursing or related area — 3.1%
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 — 6.2%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 41.4%
c) Hospital outpatient — 27.6%
d) Non-hospital outpatient — 3.4%
e) Physician's office — 3.4%
f) Nursing home/long-term care facility — 17.2%
g) Home health care — 24.1%
h) Public/community health — 6.9%
i) School health — 3.4%
j) Hospice — 10.3%
k) Nursing education — 6.9%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 3.4%
n) Other — 0.0%

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 — 9.5%

b) Surgery — 4.8%

c) Critical care — 4.8%

d) Pediatrics — 0.0%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 23.8%

g) Oncology — 4.8%

h) Psychiatric/mental health — 0.0%

i) Emergency/urgent care — 14.3%

j) Patient education — 0.0%

k) Case management — 14.3%

l) General/family practice — 9.5%

m) Other — 14.3%

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 - 82.8%

b) Male - 17.2%

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 — 96.6%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 3.4%
 - 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 — 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 — 24.1%
 - b) 6-10 years — 20.7%
 - c) 11-15 years — 13.8%
 - d) 16-20 years — 13.8%
 - e) 21-30 years — 20.7%
 - f) More than 30 years — 6.9%
 - g) Don't know — 0.0%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 22.2%
- NO — 77.8%
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? 11.1%
 - b) take another nursing position with a different organization? 55.6%
 - 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 — 22.2%
 - b) General lack of job satisfaction — 33.3%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 11.1%
 - e) Increasing administrative burden — 22.2%
 - f) Physical demands of the job — 22.2%
 - g) Employer/employee conflict — 22.2%
 - h) Inadequate salary/wages — 0.0%
 - i) Inadequate benefits — 0.0%
 - 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 RN Results — 2008
Shiawassee County

1. In what year were you born?

18-24 — 1.0%	25-34 — 8.8%	35-44 — 16.7%
45-54 — 41.2%	55-64 — 25.5%	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 — 0.0%
b) RN — 96.0%
c) Both — 3.8%

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

a) LPN diploma/certificate — 7.7%
b) RN diploma in nursing — 23.1%
c) Associate's degree in nursing — 63.5%
d) Bachelor's degree in nursing — 15.4%
e) Master's degree in nursing — 1.9%
f) Master's degree in other field — 3.8%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 9.6%

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

a) 35 or more hours per week in nursing or related area — 73.8%
b) Less than 35 hours per week in nursing or related area — 21.4%
c) Employed but not in nursing — 2.9%
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 — 1.0%
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 — 61.2%
c) Hospital outpatient — 18.4%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 4.1%
f) Nursing home/long-term care facility — 14.3%
g) Home health care — 8.2%
h) Public/community health — 3.1%
i) School health — 0.0%
j) Hospice — 6.1%
k) Nursing education — 4.1%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 2.0%
n) Other — 4.1%

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

YES — 81.2%

NO — 18.8%

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

a) Med-Surg — 19.0%

b) Surgery — 15.9%

c) Critical care — 3.2%

d) Pediatrics — 1.6%

e) Obstetrics — 6.3%

f) Geriatrics/elderly care — 20.6%

g) Oncology — 4.8%

h) Psychiatric/mental health — 7.9%

i) Emergency/urgent care — 11.1%

j) Patient education — 1.6%

k) Case management — 0.0%

l) General/family practice — 0.0%

m) Other — 7.9%

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 — 99.0%

b) Other state in the U.S. — 1.0%

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 - 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 — 99.0%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 4.1%
 - 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 — 18.4%
 - b) 6-10 years — 22.4%
 - c) 11-15 years — 15.3%
 - d) 16-20 years — 22.4%
 - e) 21-30 years — 11.2%
 - f) More than 30 years — 7.1%
 - g) Don't know — 3.1%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 11.7%
- NO — 88.3%
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? 45.5%
 - b) take another nursing position with a different organization? 36.4%
 - 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 — 0.0%
 - b) General lack of job satisfaction — 36.4%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 27.3%
 - e) Increasing administrative burden — 18.2%
 - f) Physical demands of the job — 0.0%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 36.4%
 - i) Inadequate benefits — 9.1%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 18.2%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 9.1%	35-44 — 14.5%
45-54 — 32.7%	55-64 — 30.9%	65+ — 12.7%

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 — 0.0%
b) RN — 86.0%
c) Both — 14.0%

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

a) LPN diploma/certificate — 17.5%
b) RN diploma in nursing — 17.5%
c) Associate's degree in nursing — 66.7%
d) Bachelor's degree in nursing — 22.8%
e) Master's degree in nursing — 3.5%
f) Master's degree in other field — 1.8%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 7.0%

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

a) 35 or more hours per week in nursing or related area — 86.0%
b) Less than 35 hours per week in nursing or related area — 7.0%
c) Employed but not in nursing — 3.5%
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 — 1.8%
g) Retired or with no plans to return to work — 1.8%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 50.9%
c) Hospital outpatient — 13.2%
d) Non-hospital outpatient — 0.0%
e) Physician's office — 1.9%
f) Nursing home/long-term care facility — 17.0%
g) Home health care — 11.3%
h) Public/community health — 17.0%
i) School health — 1.9%
j) Hospice — 3.8%
k) Nursing education — 3.8%
l) Insurance company/health plan — 1.9%
m) Traveling/staffing agency — 0.0%
n) Other — 5.7%

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

YES — 81.4%

NO — 18.6%

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

a) Med-Surg — 9.4%

b) Surgery — 12.5%

c) Critical care — 0.0%

d) Pediatrics — 6.2%

e) Obstetrics — 0.0%

f) Geriatrics/elderly care — 15.6%

g) Oncology — 0.0%

h) Psychiatric/mental health — 25.0%

i) Emergency/urgent care — 9.4%

j) Patient education — 3.1%

k) Case management — 6.2%

l) General/family practice — 3.1%

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 — 96.2%

b) Other nation — 3.8%

12. What is your gender?

a) Female - 92.5%

b) Male - 7.5%

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 — 92.5%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.9%
 - d) Asian — 1.9%
 - 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 — 20.8%
 - b) 6-10 years — 26.4%
 - c) 11-15 years — 20.8%
 - d) 16-20 years — 9.4%
 - e) 21-30 years — 15.1%
 - f) More than 30 years — 1.9%
 - g) Don't know — 5.7%
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? 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 — 66.7%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 0.0%
 - e) Increasing administrative burden — 33.3%
 - f) Physical demands of the job — 11.1%
 - g) Employer/employee conflict — 44.4%
 - 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 — 44.4%

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

1. In what year were you born?

18-24 — 0.0%	25-34 — 5.2%	35-44 — 14.6%
45-54 — 39.6%	55-64 — 35.4%	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 — 0.0%
b) RN — 99.0%
c) Both — 1.0%

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

a) LPN diploma/certificate — 5.0%
b) RN diploma in nursing — 25.7%
c) Associate's degree in nursing — 61.4%
d) Bachelor's degree in nursing — 24.8%
e) Master's degree in nursing — 3.0%
f) Master's degree in other field — 5.0%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 1.0%
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 — 52.5%
b) Less than 35 hours per week in nursing or related area — 36.6%
c) Employed but not in nursing — 6.9%
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 — 2.0%
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 — 44.4%
c) Hospital outpatient — 17.8%
d) Non-hospital outpatient — 3.3%
e) Physician's office — 5.6%
f) Nursing home/long-term care facility — 5.6%
g) Home health care — 13.3%
h) Public/community health — 8.9%
i) School health — 0.0%
j) Hospice — 5.6%
k) Nursing education — 4.4%
l) Insurance company/health plan — 2.2%
m) Traveling/staffing agency — 0.0%
n) Other — 12.2%

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 — 13.2%

b) Surgery — 8.8%

c) Critical care — 5.9%

d) Pediatrics — 0.0%

e) Obstetrics — 4.4%

f) Geriatrics/elderly care — 4.4%

g) Oncology — 0.0%

h) Psychiatric/mental health — 8.8%

i) Emergency/urgent care — 20.6%

j) Patient education — 0.0%

k) Case management — 8.8%

l) General/family practice — 5.9%

m) Other — 19.1%

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

a) Michigan — 98.9%

b) Other state — 1.1%

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 - 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 — 96.7%
 - b) Black or African American — 2.2%
 - 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 — 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 — 21.3%
 - b) 6-10 years — 25.8%
 - c) 11-15 years — 14.6%
 - d) 16-20 years — 18.0%
 - e) 21-30 years — 13.5%
 - f) More than 30 years — 1.1%
 - g) Don't know — 5.6%
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? 12.5%
 - b) take another nursing position with a different organization? 68.8%
 - c) take a position outside of nursing? 18.8%
 - 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 — 62.5%
 - c) Childbearing/childrearing — 0.0%
 - d) Personal or family concerns — 18.8%
 - e) Increasing administrative burden — 18.8%
 - f) Physical demands of the job — 18.8%
 - g) Employer/employee conflict — 31.2%
 - h) Inadequate salary/wages — 12.5%
 - 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 — 18.8%

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

1. In what year were you born?

18-24 — 2.5%	25-34 — 14.9%	35-44 — 21.4%
45-54 — 35.0%	55-64 — 22.1%	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 — 0.0%
 - b) RN — 98.0%
 - c) Both — 1.9%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.0%
 - b) RN diploma in nursing — 13.2%
 - c) Associate's degree in nursing — 36.9%
 - d) Bachelor's degree in nursing — 51.9%
 - e) Master's degree in nursing — 10.4%
 - f) Master's degree in other field — 5.8%
 - g) Doctorate in nursing — 0.9%
 - h) Doctorate in other field — 0.8%
 - i) Other degree — 10.3%

4. What is your current employment status? (Mark one.)
 - a) 35 or more hours per week in nursing or related area — 64.3%
 - b) Less than 35 hours per week in nursing or related area — 31.7%
 - c) Employed but not in nursing — 2.3%
 - d) Not employed and seeking employment in nursing or related area — 0.3%
 - e) Not employed and seeking employment outside of nursing — 0.1%
 - f) Temporarily not working and not looking for a job — 0.9%
 - g) Retired or with no plans to return to work — 0.5%

5. Identify your current employment setting(s). (Mark all that apply.)
 - a) None or not active in nursing — 0.2%
 - b) Hospital inpatient — 63.1%
 - c) Hospital outpatient — 21.9%
 - d) Non-hospital outpatient — 3.2%
 - e) Physician's office — 5.4%
 - f) Nursing home/long-term care facility — 4.5%
 - g) Home health care — 3.7%
 - h) Public/community health — 2.0%
 - i) School health — 1.1%
 - j) Hospice — 1.3%
 - k) Nursing education — 5.4%
 - l) Insurance company/health plan — 0.6%
 - m) Traveling/staffing agency — 1.1%
 - n) Other — 7.1%

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

YES — 84.2%

NO — 15.8%

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

a) Med-Surg — 16.4%

b) Surgery — 12.7%

c) Critical care — 14.0%

d) Pediatrics — 10.3%

e) Obstetrics — 5.6%

f) Geriatrics/elderly care — 4.4%

g) Oncology — 5.5%

h) Psychiatric/mental health — 4.8%

i) Emergency/urgent care — 4.7%

j) Patient education — 0.9%

k) Case management — 2.1%

l) General/family practice — 1.9%

m) Other — 16.6%

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

a) Michigan — 98.8%

b) Other state — 1.2%

c) Canada — 0.1%

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 — 95.9%

b) Other nation — 4.1%

12. What is your gender?

a) Female - 93.5%

b) Male - 6.5%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.5%

b) No — 98.5%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 90.4%
 - b) Black or African American — 4.2%
 - c) American Indian or Alaska Native — 1.3%
 - d) Asian — 3.7%
 - e) Native Hawaiian or Pacific Islander — 0.4%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.4%
 - 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 — 15.7%
 - b) 6-10 years — 21.7%
 - c) 11-15 years — 19.3%
 - d) 16-20 years — 15.8%
 - e) 21-30 years — 16.3%
 - f) More than 30 years — 6.3%
 - g) Don't know — 4.9%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 17.9%
- NO — 82.1%
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? 33.4%
 - b) take another nursing position with a different organization? 56.3%
 - c) take a position outside of nursing? 5.8%
 - 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 — 7.1%
 - b) General lack of job satisfaction — 51.8%
 - c) Childbearing/childrearing — 5.5%
 - d) Personal or family concerns — 23.6%
 - e) Increasing administrative burden — 11.0%
 - f) Physical demands of the job — 29.3%
 - g) Employer/employee conflict — 16.7%
 - h) Inadequate salary/wages — 22.5%
 - i) Inadequate benefits — 15.3%
 - j) Opportunity to work in nursing administration — 3.8%
 - k) Opportunity to work in nursing education — 4.4%
 - l) Career promotion — 20.5%

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

1. In what year were you born?

18-24 — 1.5%	25-34 — 12.3%	35-44 — 23.6%
45-54 — 32.6%	55-64 — 24.4%	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 — 0.0%
 - b) RN — 97.0%
 - c) Both — 3.0%

3. What is your education background? (Mark all that apply.)
 - a) LPN diploma/certificate — 4.6%
 - b) RN diploma in nursing — 20.9%
 - c) Associate's degree in nursing — 42.6%
 - d) Bachelor's degree in nursing — 41.8%
 - e) Master's degree in nursing — 7.9%
 - f) Master's degree in other field — 5.7%
 - g) Doctorate in nursing — 0.5%
 - h) Doctorate in other field — 0.5%
 - i) Other degree — 7.4%

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 — 21.0%
 - c) Employed but not in nursing — 2.5%
 - d) Not employed and seeking employment in nursing or related area — 0.4%
 - e) Not employed and seeking employment outside of nursing — 0.1%
 - f) Temporarily not working and not looking for a job — 0.6%
 - 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 — 0.1%
 - b) Hospital inpatient — 64.3%
 - c) Hospital outpatient — 17.5%
 - d) Non-hospital outpatient — 4.0%
 - e) Physician's office — 4.1%
 - f) Nursing home/long-term care facility — 4.7%
 - g) Home health care — 5.1%
 - h) Public/community health — 3.0%
 - i) School health — 1.4%
 - j) Hospice — 1.5%
 - k) Nursing education — 5.2%
 - l) Insurance company/health plan — 2.3%
 - m) Traveling/staffing agency — 1.2%
 - n) Other — 8.0%

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

YES — 84.3%

NO — 15.7%

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

a) Med-Surg — 19.5%

b) Surgery — 12.5%

c) Critical care — 14.7%

d) Pediatrics — 7.1%

e) Obstetrics — 7.0%

f) Geriatrics/elderly care — 4.9%

g) Oncology — 3.5%

h) Psychiatric/mental health — 3.7%

i) Emergency/urgent care — 7.2%

j) Patient education — 1.2%

k) Case management — 2.6%

l) General/family practice — 0.9%

m) Other — 15.2%

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

a) Michigan — 94.5%

b) Other state — 0.3%

c) Canada — 5.1%

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 — 87.8%

b) Other nation — 12.2%

12. What is your gender?

a) Female - 93.4%

b) Male - 6.6%

13. Are you Spanish/Hispanic/Latino?

a) Yes — 1.8%

b) No — 98.2%

14. What is your racial/ethnic background? (Mark all that apply.)
- a) White — 73.3%
 - b) Black or African American — 16.9%
 - c) American Indian or Alaska Native — 1.2%
 - d) Asian — 7.5%
 - e) Native Hawaiian or Pacific Islander — 0.2%
 - f) Middle Easterner (Arab/Chaldean/Other) — 0.8%
 - 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 — 16.2%
 - b) 6-10 years — 20.6%
 - c) 11-15 years — 18.0%
 - d) 16-20 years — 18.7%
 - e) 21-30 years — 15.1%
 - f) More than 30 years — 6.2%
 - g) Don't know — 5.3%
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? 28.8%
 - b) take another nursing position with a different organization? 62.0%
 - c) take a position outside of nursing? 4.3%
 - d) retire/quit nursing? 4.9%
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 — 6.5%
 - b) General lack of job satisfaction — 51.8%
 - c) Childbearing/childrearing — 5.1%
 - d) Personal or family concerns — 21.9%
 - e) Increasing administrative burden — 15.0%
 - f) Physical demands of the job — 25.1%
 - g) Employer/employee conflict — 13.2%
 - h) Inadequate salary/wages — 25.2%
 - i) Inadequate benefits — 12.8%
 - j) Opportunity to work in nursing administration — 5.1%
 - k) Opportunity to work in nursing education — 3.5%
 - l) Career promotion — 18.6%

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

1. In what year were you born?

18-24 — 4.2%	25-34 — 9.5%	35-44 — 17.9%
45-54 — 33.7%	55-64 — 26.3%	65+ — 8.4%

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 — 0.0%
b) RN — 96.0%
c) Both — 4.2%

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

a) LPN diploma/certificate — 9.5%
b) RN diploma in nursing — 17.9%
c) Associate's degree in nursing — 69.5%
d) Bachelor's degree in nursing — 20.0%
e) Master's degree in nursing — 3.2%
f) Master's degree in other field — 5.3%
g) Doctorate in nursing — 0.0%
h) Doctorate in other field — 0.0%
i) Other degree — 11.6%

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 — 27.7%
c) Employed but not in nursing — 5.3%
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 — 3.2%
g) Retired or with no plans to return to work — 1.1%

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

a) None or not active in nursing — 0.0%
b) Hospital inpatient — 48.2%
c) Hospital outpatient — 17.6%
d) Non-hospital outpatient — 2.4%
e) Physician's office — 7.1%
f) Nursing home/long-term care facility — 3.5%
g) Home health care — 9.4%
h) Public/community health — 5.9%
i) School health — 1.2%
j) Hospice — 7.1%
k) Nursing education — 3.5%
l) Insurance company/health plan — 0.0%
m) Traveling/staffing agency — 0.0%
n) Other — 9.4%

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

YES — 85.1%

NO — 14.9%

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

a) Med-Surg — 16.7%

b) Surgery — 18.3%

c) Critical care — 11.7%

d) Pediatrics — 0.0%

e) Obstetrics — 10.0%

f) Geriatrics/elderly care — 1.7%

g) Oncology — 3.3%

h) Psychiatric/mental health — 1.7%

i) Emergency/urgent care — 5.0%

j) Patient education — 3.3%

k) Case management — 21.7%

l) General/family practice — 0.0%

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 - 92.9%

b) Male - 7.1%

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 — 98.8%
 - b) Black or African American — 0.0%
 - c) American Indian or Alaska Native — 1.2%
 - 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 — 17.9%
 - b) 6-10 years — 22.6%
 - c) 11-15 years — 19.0%
 - d) 16-20 years — 22.6%
 - e) 21-30 years — 9.5%
 - f) More than 30 years — 6.0%
 - g) Don't know — 2.4%
16. Have you voluntarily left a nursing position within the last two years?
- YES — 10.7%
- NO — 89.3%
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? 9.1%
 - b) take another nursing position with a different organization? 45.5%
 - c) take a position outside of nursing? 9.1%
 - d) retire/quit nursing? 36.4%
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 — 27.3%
 - b) General lack of job satisfaction — 45.5%
 - c) Childbearing/childrearing — 9.1%
 - d) Personal or family concerns — 27.3%
 - e) Increasing administrative burden — 9.1%
 - f) Physical demands of the job — 18.2%
 - g) Employer/employee conflict — 0.0%
 - h) Inadequate salary/wages — 18.2%
 - i) Inadequate benefits — 9.1%
 - j) Opportunity to work in nursing administration — 0.0%
 - k) Opportunity to work in nursing education — 0.0%
 - l) Career promotion — 18.2%