

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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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1. In what year were you born?

18-24 — 0.0%	25-34 — 14.3%	35-44 — 28.6%
45-54 — 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

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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

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1. In what year were you born?

18-24 — 0.0%	25-34 — 0.0%	35-44 — 0.0%
45-54 — 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 —



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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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1. In what year were you born?

18-24 — 0.0%	25-34 — 16.7%	35-44 — 16.7%
45-54 — 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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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

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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%