

*Michigan Center for Nursing
Survey of Nurses 2006
Survey Instrument and Response Frequencies for
Registered Nurses Employed in the
Mid-Michigan Health Service Area*

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

There were 2,142 surveys returned from RNs employed in the mid-Michigan health service area, yielding a margin of error of ± 2.1 percent with 95 percent confidence for data for RNs in this health service area. Comparison of data for different health service areas is not recommended because the number of responses and corresponding margin of error varies among health service areas.

The complete report, *Michigan Center for Nursing Survey of Nurses 2006*, presents findings for the Michigan population of nurses as a whole and is available online at www.michigancenterfornursing.org.

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

Age	Percent 2006 (active only)
<25	1%
25–34	20
35–44	29
45–54	32
55–64	15
65+	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.)

	Percent of RNs 2006
RN only	93%
Both LPN and RN	7

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

	Percent 2006 (active only)
a) LPN diploma/certificate of nursing	6%
b) RN diploma in nursing	19
c) Associate's degree in nursing	59
d) Bachelor's degree in nursing	28
e) Master's degree in nursing	5
f) Master's degree in other field	3
g) Doctorate in nursing	<1
h) Other degree	8

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

	Percent 2006 (all RNs)
a) 35 or more hours per week in nursing or related area	73%
b) Less than 35 hours per week in nursing or related area	22
c) Employed, but not in nursing	3
d) Not employed, and seeking employment in nursing or related area	1
e) Not employed, and seeking employment outside of nursing	<1
f) Temporarily not working and not looking for a job	1
g) Retired or with no plans to return to work	1

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

	Percent 2006 (active only)
a) None (not active in nursing)	<1%
b) Hospital inpatient	59
c) Hospital outpatient	14
d) Non-hospital outpatient	4
e) Physician's office	6
f) Nursing home/long-term care facility	7
g) Home health care	7
h) Public/community health	5
i) School health	1
j) Hospice	3
k) Nursing education	4

	Percent 2006 (active only)
l) Insurance company/health plan	2
m) Traveling/temporary nurse	2
n) Other	7

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

	Percent 2006 (active only)
Yes	83%
No	17

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

	Percent 2006 (active only)
a) Med-Surg	15%
b) Surgery	10
c) Critical care	18
d) Pediatrics	5
e) Obstetrics	8
f) Geriatrics/elderly care	7
g) Oncology	3
h) Psychiatric/mental health	4
i) Emergency/urgent care	8
j) Patient education	2
k) Case management	11
l) General/family practice	1
m) Other (Fill in blank)	10

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

Note: As a result of a mailing error, the responses to this question are not valid for 2006.

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

	Percent 2006 (active only)
a) Michigan	100%
b) Other state in the U.S.	<1
c) Canada	0
d) Other nation	0

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

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

	Percent 2006 (active only)
a) United States	99%
b) Other nation	1

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

12. What is your gender?

	Percent 2006 (active only)
a) Female	92%
b) Male	8

13. Are you Spanish/Hispanic/Latino?

	Percent 2006 (active only)
a) Yes	2%
b) No	98

14. What is your racial/ethnic background?

	Percent 2006 (active only)
White	92%
Black African American	4
American Indian or Alaska Native	2
Asian	1
Native Hawaiian or Pacific Islander	0
Middle Easterner (Arab/Chaldean/Other)	<1
Some other race/ethnicity	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.

	Percent 2006 (active only)
a) 1–5 years	14%

b) 6–10 years	17
c) 11–15 years	18
d) 16–20 years	22
e) 21–30 years	19
f) More than 30 years	5
g) Don't know	5

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

	Percent 2006 (all RNs)
a) Yes	20%
b) No	80

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

	Percent 2006 (RNs who left a position)
a) take another nursing position in the same organization?	25%
b) take another nursing position with a different organization?	64
c) take a position outside of nursing?	7
d) retire/quit nursing?	4

Note: The data contained in regional reports are only for nurses who entered a Zip Code for their primary place of employment. Therefore, the percentage of nurses who reported they retired will be lower than the percentage reflected in the statewide report.

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

	Percent 2006 (RNs who left a position)
a) Age	9%
b) General lack of job satisfaction	47
c) Childbearing/childrearing	8
d) Personal or family concerns	31
e) Increasing administrative burden	10
f) Physical demands of the job	21
g) Employer/employee conflict	16
h) Inadequate salary/wages	21
i) Inadequate benefits	13
j) Opportunity to work in nursing administration	6
k) Opportunity to work in nursing education	4
l) Career promotion	16

*Michigan Center for Nursing
Survey of Nurses 2006
Survey Instrument and Response Frequencies for
Licensed Practical Nurses Employed in the
Mid-Michigan Health Service Area*

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

There were 535 surveys returned from LPNs employed in the mid-Michigan health service area, yielding a margin of error of ± 4.2 percent with 95 percent confidence for data for LPNs in this health service area. Comparison of data for different health service areas is not recommended because the number of responses and corresponding margin of error varies among health service areas.

The complete report, *Michigan Center for Nursing Survey of Nurses 2006*, presents findings for the Michigan population of nurses as a whole and is available online at www.michigancenterfornursing.org.

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

Age	Percent 2006 (active only)
<25	5%
25–34	17
35–44	22
45–54	33
55–64	20
65+	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.)

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

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

	Percent 2006 (active only)
a) LPN diploma/certificate of nursing	98%
b) RN diploma in nursing	1
c) Associate's degree in nursing	6
d) Bachelor's degree in nursing	1
e) Master's degree in nursing	0
f) Master's degree in other field	0
g) Doctorate in nursing	0
h) Other degree	8

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

	Percent 2006 (all LPNs)
a) 35 or more hours per week in nursing or related area	63%
b) Less than 35 hours per week in nursing or related area	27
c) Employed, but not in nursing	7
d) Not employed, and seeking employment in nursing or related area	1
e) Not employed, and seeking employment outside of nursing	0
f) Temporarily not working and not looking for a job	2
g) Retired or with no plans to return to work	1

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

	Percent 2006 (active only)
a) None (not active in nursing)	1%
b) Hospital inpatient	27
c) Hospital outpatient	5
d) Non-hospital outpatient	3
e) Physician's office	14
f) Nursing home/long-term care facility	45
g) Home health care	13
h) Public/community health	2
i) School health	1
j) Hospice	2
k) Nursing education	3

	Percent 2006 (active only)
l) Insurance company/health plan	<1
m) Traveling/temporary nurse	3
n) Other	4

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

	Percent 2006 (active only)
Yes	94%
No	6

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

	Percent 2006 (active only)
a) Med-Surg	13%
b) Surgery	4
c) Critical care	2
d) Pediatrics	6
e) Obstetrics	4
f) Geriatrics/elderly care	47
g) Oncology	1
h) Psychiatric/mental health	1
i) Emergency/urgent care	3
j) Patient education	3
k) Case management	7
l) General/family practice	4
m) Other (Fill in blank)	7

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

Note: As a result of a mailing error, the responses to this question are not valid for 2006.

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

	Percent 2006 (active only)
a) Michigan	100%
b) Other state in the U.S.	0
c) Canada	0
d) Other nation	0

10. If you live in the U.S. or if your primary place of employment is in the U.S., what are the Zip Codes of your residence and primary place of employment?
11. Did you graduate from a nursing school in the United States or in another nation?

	Percent 2006 (active only)
a) United States	100%
b) Other nation	<1

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

12. What is your gender?

	Percent 2006 (active only)
a) Female	96%
b) Male	4

13. Are you Spanish/Hispanic/Latino?

	Percent 2006 (active only)
a) Yes	3%
b) No	97

14. What is your racial/ethnic background?

	Percent 2006 (active only)
White	89%
Black African American	7
American Indian or Alaska Native	3
Asian	<1
Native Hawaiian or Pacific Islander	<1
Middle Easterner (Arab/Chaldean/Other)	0
Some other race/ethnicity	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.

	Percent 2006 (active only)
a) 1–5 years	17%

b) 6–10 years	24
c) 11–15 years	16
d) 16–20 years	14
e) 21–30 years	13
f) More than 30 years	9
g) Don't know	7

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

	Percent 2006 (all LPNs)
a) Yes	17%
b) No	83

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

	Percent 2006 (LPNs who left a position)
a) take another nursing position in the same organization?	6%
b) take another nursing position with a different organization?	72
c) take a position outside of nursing?	12
d) retire/quit nursing?	10

Note: The data contained in regional reports are only for nurses who entered a Zip Code for their primary place of employment. Therefore, the percentage of nurses who reported they retired will be lower than the percentage reflected in the statewide report.

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

	Percent 2006 (LPNs who left a position)
a) Age	10%
b) General lack of job satisfaction	42
c) Childbearing/childrearing	8
d) Personal or family concerns	24
e) Increasing administrative burden	12
f) Physical demands of the job	20
g) Employer/employee conflict	18
h) Inadequate salary/wages	26
i) Inadequate benefits	24
j) Opportunity to work in nursing administration	0
k) Opportunity to work in nursing education	10
l) Career promotion	28