

*Michigan Center for Nursing
Survey of Nurses 2006
Survey Instrument and Response Frequencies for
Registered Nurses Employed in the
Upper Peninsula 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 an Upper Peninsula 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 565 surveys returned from RNs employed in the Upper Peninsula health service area, yielding a margin of error of ± 4.1 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	3%
25–34	20
35–44	24
45–54	35
55–64	16
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.)

	Percent of RNs 2006
RN only	94%
Both LPN and RN	6

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

	Percent 2006 (active only)
a) LPN diploma/certificate of nursing	10%
b) RN diploma in nursing	14
c) Associate's degree in nursing	51
d) Bachelor's degree in nursing	39
e) Master's degree in nursing	6
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	63%
b) Less than 35 hours per week in nursing or related area	31
c) Employed, but not in nursing	4
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	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)	0%
b) Hospital inpatient	52
c) Hospital outpatient	19
d) Non-hospital outpatient	2
e) Physician's office	8
f) Nursing home/long-term care facility	14
g) Home health care	12
h) Public/community health	4
i) School health	2
j) Hospice	5
k) Nursing education	5

	Percent 2006 (active only)
l) Insurance company/health plan	1
m) Traveling/temporary nurse	<1
n) Other	9

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

	Percent 2006 (active only)
Yes	85%
No	15

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	10
d) Pediatrics	3
e) Obstetrics	8
f) Geriatrics/elderly care	16
g) Oncology	1
h) Psychiatric/mental health	2
i) Emergency/urgent care	10
j) Patient education	2
k) Case management	13
l) General/family practice	3
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	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	91%
b) Male	9

13. Are you Spanish/Hispanic/Latino?

	Percent 2006 (active only)
a) Yes	1%
b) No	99

14. What is your racial/ethnic background?

	Percent 2006 (active only)
White	95%
Black African American	0
American Indian or Alaska Native	4
Asian	1
Native Hawaiian or Pacific Islander	0
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	10%

b) 6–10 years	15
c) 11–15 years	27
d) 16–20 years	16
e) 21–30 years	17
f) More than 30 years	9
g) Don't know	5

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

	Percent 2006 (all RNs)
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 (RNs who left a position)
a) take another nursing position in the same organization?	21%
b) take another nursing position with a different organization?	65
c) take a position outside of nursing?	4
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 (RNs who left a position)
a) Age	2%
b) General lack of job satisfaction	46
c) Childbearing/childrearing	10
d) Personal or family concerns	29
e) Increasing administrative burden	8
f) Physical demands of the job	6
g) Employer/employee conflict	17
h) Inadequate salary/wages	23
i) Inadequate benefits	15
j) Opportunity to work in nursing administration	10
k) Opportunity to work in nursing education	2
l) Career promotion	13

*Michigan Center for Nursing
Survey of Nurses 2006
Survey Instrument and Response Frequencies for
Licensed Practical Nurses Employed in the
Upper Peninsula 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 an Upper Peninsula 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 296 surveys returned from LPNs employed in the Upper Peninsula health service area, yielding a margin of error of ± 5.7 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	6%
25–34	24
35–44	21
45–54	31
55–64	16
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.)

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	97%
b) RN diploma in nursing	<1
c) Associate's degree in nursing	5
d) Bachelor's degree in nursing	0
e) Master's degree in nursing	0
f) Master's degree in other field	<1
g) Doctorate in nursing	0
h) Other degree	7

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	51%
b) Less than 35 hours per week in nursing or related area	41
c) Employed, but not in nursing	6
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	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	26
c) Hospital outpatient	11
d) Non-hospital outpatient	1
e) Physician's office	25
f) Nursing home/long-term care facility	39
g) Home health care	6
h) Public/community health	2
i) School health	<1
j) Hospice	1
k) Nursing education	1

	Percent 2006 (active only)
l) Insurance company/health plan	1
m) Traveling/temporary nurse	1
n) Other	6

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	3
c) Critical care	3
d) Pediatrics	3
e) Obstetrics	3
f) Geriatrics/elderly care	42
g) Oncology	1
h) Psychiatric/mental health	<1
i) Emergency/urgent care	5
j) Patient education	4
k) Case management	5
l) General/family practice	11
m) Other (Fill in blank)	5

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	94%
b) Male	6

13. Are you Spanish/Hispanic/Latino?

	Percent 2006 (active only)
a) Yes	<1%
b) No	100

14. What is your racial/ethnic background?

	Percent 2006 (active only)
White	96%
Black African American	0
American Indian or Alaska Native	5
Asian	0
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	15%

b) 6–10 years	20
c) 11–15 years	16
d) 16–20 years	15
e) 21–30 years	21
f) More than 30 years	9
g) Don't know	5

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

	Percent 2006 (all LPNs)
a) Yes	14%
b) No	86

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?	7%
b) take another nursing position with a different organization?	68
c) take a position outside of nursing?	11
d) retire/quit nursing?	14

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	7%
b) General lack of job satisfaction	39
c) Childbearing/childrearing	14
d) Personal or family concerns	29
e) Increasing administrative burden	4
f) Physical demands of the job	25
g) Employer/employee conflict	7
h) Inadequate salary/wages	18
i) Inadequate benefits	21
j) Opportunity to work in nursing administration	0
k) Opportunity to work in nursing education	0
l) Career promotion	11