



INTRODUCTION

Since 2004, the Michigan Center for Nursing has conducted an annual survey of Michigan nurses in conjunction with the licensure renewal process. All nurses are required to renew their license every two years. The universe of nurses is divided into two cohorts of roughly equal size according to the year in which each nurse was first licensed. The surveys were mailed to all nurses renewing their license in 2013 along with their license renewal notice. Nurses were offered the option to return the paper copy of the survey or complete the survey online when they renewed their license.

The annual survey collects data on nurses' employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, specialty certification, education, gender, and racial/ethnic background. In 2013, questions regarding changes in employment were revised to examine the movement of nurses between inpatient and outpatient positions and primary care and specialty positions. Questions were added in 2013 to learn nurses' perceptions of participation on an interdisciplinary patient care team and the role they serve on a team, and how many advanced practice registered nurses hold a Drug Enforcement Agency (DEA) and/or National Provider Identifier (NPI) number (asked online only).

To gain a deeper understanding of the nurse workforce, the Michigan Center for Nursing contracted with Public Sector Consultants Inc. (PSC) for analysis of responses from advanced practice registered nurses (APRNs) to selected survey questions. To conduct this analysis, PSC examined survey responses from **active** APRNs—those who are working full-time (35 or more hours per week) or part-time in nursing or a related area. Complete responses to the survey questions examined in this analysis are provided in the attachment to this report.

The margin of error for the analysis of this survey ranges from 4 to 14 percent, depending on the sample size of the subgroup (i.e., nurse anesthetists, nurse midwives, or nurse practitioners) being analyzed. It is important to note that the margins of error for the response frequencies for nurse anesthetists and nurse midwives are relatively large due to the smaller sample sizes (see Exhibit 1).

EXHIBIT 1. Sample Size and Margin of Error by Advanced Practice Specialty, 2013

	Sample Size (n)	Margin of Error with 95 Percent Confidence
Nurse Anesthetist	173	± 7.4%
Nurse Midwife	48	± 14.1
Nurse Practitioner	526	± 4.2

SOURCE: Michigan Center for Nursing Survey of Nurses 2013.

NOTE: The margin of error provides the range within which the universe of possible responses is likely to fall. For example, assume that 60 percent of respondents answered "Yes" to a survey question with a margin of error of ± 4.2 percent. This means that if this question were asked 100 times among all nurses who renewed their license in 2013, in 95 occurrences (confidence level) the percentage of respondents who answer "Yes" would be between 55.8 percent and 64.2 percent.

SPECIALTY CERTIFICATION

In 2011, a question was added to the nurse licensure survey that asked registered nurses (RNs) to provide information on any specialty certification they may hold, and on average, how many hours per week they provide direct patient care as an advanced practice nurse. In 2013, additional questions were included to learn more about this population of nurses and find out how many hold a DEA and/or NPI number. A Drug Enforcement Agency (DEA) number authorizes the holder to prescribe medications to patients. A National Provider Identifier (NPI) number, allows the holder to submit claims for reimbursement for services they provide to patients.

In 2013, almost 4 percent of all registered nurses report holding a specialty certification as a nurse practitioner; 1 percent as a nurse anesthetist; and less than one-tenth of a percent as a nurse midwife. Among registered nurses who hold specialty certification, more than half (55 percent) provide direct patient care as an advanced practice registered nurse (APRN) for more than 35 hours per week (that is, full-time). About 3 percent of APRNs are practicing, but with no time in direct patient care; about 6 percent are not currently practicing as an APRN.

The new questions regarding how many advanced practice registered nurses hold a DEA and/or NPI number were added only to the online survey because of space limitations on the hard copy survey. Of the 526 active APRNs responding to the online survey, 53 percent said they currently have a DEA number, and about 79 percent hold an NPI number.

EDUCATION

About 6 percent of the APRNs responding to this survey have obtained a doctorate in nursing.

- About 1 percent of the nurse anesthetists responding to the survey have obtained a doctorate in nursing. Of these, half hold a Doctor of Nursing Practice (DNP) degree and half hold a Doctor of Nursing (ND) degree.
- About 8 percent of the nurse midwives responding to the survey have obtained a doctorate in nursing. Of these, one in four hold a Doctor of Philosophy (PhD) in Nursing degree and three-fourths hold a DNP.
- Almost 8 percent of the nurse practitioners responding to the survey have obtained a doctorate in nursing. Of these, about 66 percent hold a DNP and about 34 percent hold a PhD in Nursing.

Another 6 percent of APRNs responding to this survey said that they are currently enrolled in an educational program to obtain a higher degree (a master's degree or doctorate).

- About 4 percent of nurse midwives and about 1 percent of both nurse practitioners and nurse anesthetists are currently enrolled in a Master of Science in Nursing (MSN) program.
- Almost 5 percent of nurse practitioners, about 4 percent of nurse midwives, and 2 percent of nurse anesthetists are enrolled in a DNP program.
- About 1 percent of nurse practitioners are enrolled in a PhD in Nursing program.

EMPLOYMENT

Almost three-quarters (70 percent) of *all* advanced practice registered nurses, are working full-time (35 or more hours per week). Exhibit 2 shows the percentages of *active* APRNs responding to this survey in each specialty who are working full-time or part-time in nursing or a related area.

EXHIBIT 2. Percentage of Active Advanced Practice Registered Nurses Working Full- or Part-time in Nursing or a Related Area, 2013

	Percentage Working Full-Time	Percentage Working Part-Time
Nurse Anesthetist	80.3%	19.7%
Nurse Midwife	81.3	18.8
Nurse Practitioner	76.2	23.8

SOURCE: Michigan Center for Nursing Survey of Nurses 2013.
NOTE: Percentages may not equal 100 percent due to rounding.

INTERDISCIPLINARY TEAM PARTICIPATION

The Institute of Medicine (IOM) defines an interdisciplinary team (also referred to as “inter-professional team” by other sources) to include at least two different types of health providers who work collaboratively with patients and their care givers—to the extent preferred by each patient—to accomplish shared goals within and across settings to achieve coordinated, high-quality care.¹ In 2013, questions were added to the nurse survey to obtain information on how many nurses are a member of an interdisciplinary patient care team and their role on the team.

Almost three-quarters (71 percent) of APRNs reported being a member of an interdisciplinary patient care team, compared to 68 percent of *all* RNs. Core activities of an interdisciplinary team, based on the IOM core principles and description of team processes,² include:

- discussing the roles and responsibilities of each team member;
- conducting “huddles” or clinical discussions with the team;
- conducting patient rounds with other members of the team;
- holding team meetings with patients and their families;
- developing shared goals that are reflective of the patient’s priorities and supported by all team members;
- communicating with other team members virtually using text, e-mail, and/or electronic health records; and
- continuously evaluating team processes and patient outcomes.

About 74 percent of APRNs who hold specialty certification as a nurse practitioner said they are a member of an interdisciplinary team, while a slightly lower percentage of nurse anesthetists and nurse midwives report participating on an interdisciplinary team, 68 percent and 64 percent respectively. Among APRNs who reported participating in core activities of an interdisciplinary patient care team, the activities reported least often are:

- Patient rounds with other members of the patient care team
- Team meetings with patients and their families

About 69 percent of APRNs report participating in *all* core activities of an interdisciplinary patient care team, compared to 14 percent to all RNs as reported in the Survey of Nurses 2013. (See Exhibit 3.)

¹ Mitchell, P., M. Wynia, R. Golden, B. McNellis, S. Okun, C.E. Webb, V. Rohrbach, and I. Von Kohorn. 2012. *Core principles & values of effective team-based health care*. Discussion Paper, Institute of Medicine, Washington, DC. www.iom.edu/tbc.
² Ibid.

EXHIBIT 3. Percentage of APRNs Participating in Core
Activities of an Interdisciplinary Team, 2013

Activities of an interdisciplinary team:	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Discussion of team members' roles and responsibilities	65.8%	70.0%	60.6%
Clinical discussions or "huddles" with the patient care team	63.2	73.3	69.8
Patient rounds with other members of the patient care team	22.2	33.3	35.7
Team meetings with patients and their families	17.9	20.0	40.4
Development of shared goals reflective of patient priorities and supported by all team members	53.0	53.3	65.2
Virtual communication with other team members through an electronic health record, email, or text message	40.2	73.3	66.9
Evaluation of team processes and patient health outcomes	59.8	50.0	59.3
Participation in all interdisciplinary team core activities	61.8%	62.5%	71.5%

SOURCE: Michigan Center for Nursing Survey of Nurses 2013.

NOTE: Percentages will not equal 100 percent because respondents were asked to "Mark all that apply."

PROVISION OF DIRECT PATIENT CARE

The vast majority of APRNs responding to this survey (97 percent of nurse anesthetists, almost 89 percent of nurse practitioners, and about 85 percent of nurse midwives) reported that they provide direct care services to patients/families. Respondents were asked how many hours, on average, they provide direct patient care as an advanced practice registered nurse.

- About 71 percent of nurse anesthetists provide direct patient care as an advanced practice registered nurse for more than 35 hours per week.
- Half (52 percent) of nurse midwives provide direct patient care as an advanced practice registered nurse for more than 35 hours per week.
- Half (51 percent) of nurse practitioners provide direct patient care as an advanced practice registered nurse for more than 35 hours per week.

PLANS TO CONTINUE PRACTICING

The percentage of APRNs planning to practice for only one to ten more years is similar to the percentage reported by all active RNs in 2013 (42 percent):

- About 45 percent of nurse anesthetists responding to this survey plan to practice for only one to ten more years.
- More than half (56 percent) of nurse midwives responding to this survey plan to practice for only one to ten more years.
- About 46 percent of nurse practitioners responding to this survey plan to practice for only one to ten more years.

The percentage of APRNs who are reaching retirement age, that is, age 55 or older, is similar to the percentage planning to practice for only one to ten more years:

- About 45 percent of nurse anesthetists reported that they are aged 55 or older.
- Half (52 percent) of nurse midwives reported that they are aged 55 or older.
- Half (50 percent) of nurse practitioners reported that they are aged 55 or older.

CHANGES IN EMPLOYMENT

In 2013, survey questions regarding changes in the employment of nurses were revised from looking at changes in nursing positions within the same organization or to a different organization to focus on moves between inpatient and outpatient positions, and between primary care and specialty positions. In the past three years:

- About 8 percent of nurse anesthetists changed from an inpatient position to an outpatient position, while about 2 percent did the opposite. Another 2 percent changed from a primary care position to a specialty care position, while none did the opposite. Almost 14 percent of nurse anesthetists made some other change in employment.
- About 8 percent of nurse midwives changed from an inpatient position to an outpatient position, while about half as many made the opposite move. No nurse midwives report changing from a primary care position to a specialty care position, while 2 percent moved from specialty care to primary care. Almost 21 percent of nurse midwives made some other change in employment.
- Among nurse practitioners, almost 9 percent moved from an inpatient position to an outpatient position, while almost 3 percent did the opposite. Almost 5 percent changed from a primary care position to a specialty care position, while the same percentage made the opposite move. About 22 percent of nurse practitioners made some other change in employment.

WORK SETTING

Respondents were asked to identify all of their current employment settings.³

- Almost all nurse anesthetists (87 percent) are employed in a hospital inpatient setting; 63 percent are employed in an outpatient hospital setting; and 26 percent are employed in a non-hospital outpatient setting.
- More than half (56 percent) of nurse midwives are employed in a hospital inpatient setting; 35 percent are employed in a physician's office; and 23 percent are employed in an outpatient hospital setting.
- Almost one-third (31 percent) of nurse practitioners are employed in a physician's office; 29 percent are employed in a hospital inpatient setting; and almost 23 percent are employed in an outpatient hospital setting.

PRACTICE AREA

The following main practice areas were reported by APRNs responding to this survey:

- Nearly all (98 percent) nurse anesthetists report that their main practice area is anesthesia.
- About 57 percent of nurse midwives report that their main practice area is obstetrics. An additional 33 percent report their main practice area is women's health.
- About 39 percent of nurse practitioners report a main practice area category that could be considered primary care, that is, family practice (18 percent), internal medicine (about 10 percent), and pediatrics

³ Percentages can equal more than 100 percent because respondents could report more than one work setting.

(11 percent). An additional 18 percent report that their main practice area is either women’s health (9 percent) or psychiatric/mental health (9 percent).

DISTRIBUTION OF APRNS

The primary place of employment reported by active APRNs falls in or near the urban areas of the state. The largest percentages of APRNs are located in the southeast region of Michigan, while the smallest percentages are located in the Upper Peninsula. The southeast region has a larger percentage of nurse anesthetists than other regions. The percentages in the table below reflect only the 2013 survey responses received from active advanced practice registered nurses, so these data cannot show the employment location for *every* active APRN.

EXHIBIT 4. Regional Distribution of APRNs by ZIP Code of Primary Place of Employment

Region	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
East Central	6.3%	9.3%	8.4%
Mid-Michigan	10.2	9.3	7.1
North Central	4.7	9.3	7.7
Southeast	63.8	44.2	52.4
Southwest	5.5	9.3	7.5
Upper Peninsula	2.4	2.3	3.5
West Central	7.1	16.3	13.3

SOURCE: Michigan Center for Nursing Survey of Nurses 2013.

GENDER AND RACE/ETHNICITY

- Almost one-third (30 percent) of nurse anesthetists are male, compared to 5 percent of nurse practitioners and no nurse midwives; as reported in 2013, 6 percent of all active RNs are male.
- The distribution by race/ethnicity of APRNs does not vary significantly from the race/ethnicity reported by all RNs in the 2013 survey: about 90 percent of APRNs are white; 5 percent of nurse anesthetists, 4.6 percent of nurse midwives, and 4 percent of nurse practitioners are black.



Attachment:

Survey Instrument and Response Frequencies¹

- 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.)
- Do you hold a Michigan Specialty certification as a... (Mark **all** that apply.)

	2013 Survey of Active RNs (N=18,657)	
Nurse Anesthetist Certification	0.9	(N=173)
Nurse Midwife Certification	0.3	(N=48)
Nurse Practitioner Certification	2.8	(N=526)
Total:		N=747

If you are practicing as an advanced practice registered nurse, do you have a Drug Enforcement Agency (DEA) number?

	Active APRNs Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Yes	9.7%	55.6%	66.1%
b) No	90.3	44.4	33.9

If you are practicing as an advanced practice registered nurse, do you have a National Provider Identification (NPI) number?

	Active APRNs Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Yes	74.7%	86.1%	83.5%
b) No	25.3	13.9	16.5

¹ Frequencies reported may not equal 100 percent due to rounding. Percentages may total more than 100 percent if the question asked respondents to "mark all that apply."

3. If you hold a specialty certification listed above, on average, how many hours per week do you provide direct patient care as an advanced practice registered nurse?

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Less than 10 hours per week	4.7%	8.3%	5.2%
10–15 hours per week	2.3	6.3	5.5
16–25 hours per week	4.7	8.3	13.4
26–35 hours per week	15.8%	10.4%	14.7%
More than 35 hours per week	70.8	52.1	50.5
I am practicing as an APRN, but with no time in direct patient care	0.6	6.3	3.4
I am not currently practicing as an APRN	1.2	8.3	7.3

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

	All APRNs	Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) LPN diploma/ certificate of nursing	2.4%	0.6%	0.0%	3.2%
b) RN diploma in nursing	13.2	20.8	4.2	11.4
c) Associate's degree in nursing	14.5	12.7	12.5	15.0
d) Bachelor's degree in nursing	48.5	45.7	35.4	50.2
e) Master's degree in nursing	75.5	31.2	81.3	89.7
f) Master's degree in other field	14.5	42.2	12.5	5.3
g) Doctorate in nursing	6.2	1.2	8.3	7.8
h) Doctorate in other field	0.9	0.6	2.1	1.0
i) Other degree	11.9	20.8	8.3	9.1

5. If you have a doctorate in nursing, please indicate the type of doctorate degree. (Mark **all** that apply.)

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Doctor of Nursing (ND)	50.0%	0.0%	0.0%
b) Doctor of Nursing Practice (DNP)	50.0	75.0	65.9
c) Doctor of Nursing Science (DNSc)	0.0	0.0	0.0
d) Doctor of Philosophy (PhD)	0.0	25.0	34.1

6. Are you currently enrolled in a program to obtain a Bachelor of Science in Nursing (BSN), Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), or Doctor of Philosophy (PhD) in Nursing? (Mark **all** that apply.)

	Active Only			
	All APRNs	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Bachelor of Science in Nursing (BSN)	1.1%	1.7%	2.1%	0.8%
b) Master of Science in Nursing (MSN)	1.4	0.6	4.2	1.3
c) Doctor of Nursing Practice (DNP)	4.3	2.3	4.2	4.9
d) Doctor of Philosophy (PhD) in Nursing	0.7	0.0	0.0	1.0

7. If you are enrolled in a program to obtain an MSN, is the program designed to prepare you for specialty certification as a Nurse Practitioner?

Note: Refer to Michigan Center for Nursing *Survey of Nurses 2013*.

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

	Active and Non-active		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) 35 or more hours per week in nursing or related area	73.9%	72.2%	69.0%
b) Less than 35 hours per week in nursing or related area	18.1	16.7	21.5
c) Employed, but not in nursing	1.6	3.7	0.2
d) Not employed, and seeking employment in nursing or related area	0.0	0.0	2.2
e) Not employed, and seeking employment outside of nursing	0.0	0.0	0.2
f) Temporarily not working and not looking for a job	2.7	3.7	3.6
g) Retired or with no plans to return to work	3.7	3.7	3.3

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

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Hospital inpatient	86.7%	56.3%	28.9%
b) Hospital outpatient	63.0	22.9	22.6
c) Non-hospital outpatient	26.0	6.3	7.0
d) Physician's office	4.0	35.4	30.6
e) Federally qualified health center	1.7	6.3	7.6
f) Retail clinic	0.0	2.1	0.2
g) Nurse managed clinic	0.0	10.4	3.6
h) Correctional system	0.0	0.0	0.6

		Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
i)	Nursing home/long-term care facility	0.0	0.0	7.6
j)	Home health care	0.0%	0.0%	3.2%
k)	Hospice	0.0	2.1	4.2
l)	Public/community health	0.6	2.1	4.2
m)	Elementary or secondary school health	0.6	2.1	1.5
n)	College health center	0.0	0.0	3.2
o)	Nursing education	5.2	14.6	12.4
p)	Insurance company/health plan	0.0	0.0	1.1
q)	Traveling/staffing agency	5.2	0.0	0.0
r)	Other	3.5	6.3	8.0
s)	Not active in nursing	0.0	0.0	0.0

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

		Active only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Yes		97.1%	85.4%	89.3%
No		2.9	14.6	10.7

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

		Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a)	Anesthesia	97.6%	0.0%	0.0%
b)	Cardiology/cardiac care	0.0	0.0	6.6
c)	Case management	0.0	0.0	0.6
d)	Critical care	0.0	0.0	1.9
e)	Dialysis/hemodialysis	0.0	0.0	1.3
f)	Emergency/urgent care	0.0	0.0	2.3
g)	Endoscopy/diagnostic testing	0.0	0.0	0.0
h)	Family practice	0.6	2.4	18.4
i)	Geriatrics/elderly care	0.0	0.0	5.9
j)	Hospice/palliative care	0.0	2.4	1.7
k)	Internal medicine	0.0	0.0	9.5
l)	Medical-Surgery	0.0	0.0	0.4
m)	Neonatal	0.0	0.0	2.8
n)	Obstetrics	0.0	57.1	1.1
o)	Oncology	0.0	0.0	5.3
p)	Patient education	0.0	0.0	0.4

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
q) Pediatrics	0.6	0.0	11.2
r) Peri-operative	0.0%	0.0%	0.8%
s) Psychiatric/mental health	0.0	0.0	8.7
t) Rehabilitation	0.0	0.0	0.4
v) Women's health	0.0	33.3	9.3
w) Other	1.2	4.8	11.2

12. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
1–5 years	18.0%	33.3%	22.5%
6–10 years	27.3	22.9	23.6
11–15 years	19.8	16.7	20.2
16–20 years	15.1	8.3	14.6
21–30 years	12.2	8.3	12.7
More than 30 years	7.0	6.3	5.0
Don't know	0.6	4.2	1.5

13. Have you voluntarily left a nursing position in the past two years? (Mark **one**.)

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a) Change from an inpatient position to an outpatient position?	7.5%	8.3%	8.6%
b) Change from an outpatient position to an inpatient position?	1.7	4.2	2.7
c) Change from a primary care position (i.e., family practice, general medicine, internal medicine, or general pediatrics) to a specialty care position?	2.3	0.0	4.9
d) Change from a specialty care position to a primary care position?	0.0	2.1	5.3
e) Make some other employment change?	13.9	20.8	22.4

14. In your current position, are you a member of an interdisciplinary patient care team? (An interdisciplinary team includes at least two different types of health providers who work collaboratively with patients and their caregivers—to the extent preferred by each patient—to accomplish shared goals within and across settings to achieve coordinated, high-quality care.)

		Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a)	Yes	68.4%	63.8%	74.1%
b)	No	31.6	36.2	25.9

15. If you are a member of an interdisciplinary patient care team, does your role on the interdisciplinary team include participation in... (Mark all that apply.)

		Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a)	Discussion of team members' roles and responsibilities?	65.8%	70.0%	60.6%
b)	Clinical discussions or "huddles" with the patient care team?	63.2	73.3	69.8
c)	Patient rounds with other members of the patient care team?	22.2	33.3	35.7
d)	Team meetings with patients and their families?	17.9	20.0	40.4
e)	Development of shared goals reflective of patient priorities and supported by all team members?	53.0	53.3	62.5
f)	Virtual communication with other team members through an electronic health record, email, or text messages?	40.2	73.3	66.9
g)	Evaluation of team processes and patient health outcomes?	59.8	50.0	59.3

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

		Active Only		
		Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
a)	Michigan	83.0%	93.8%	92.0%
b)	Other state in the U.S.	16.4	6.3	7.4
c)	Canada	0.0	0.0	0.2
d)	Other nation	0.6	0.0	0.4

17. If you live in the United States or if your primary place of employment is in the United States, what are the ZIP Codes of your residence and primary place of employment?

18. In what year were you born?

Age	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
<25	0.0%	0.0%	0.0%
25–34	9.1	10.4	6.8
35–44	12.8	6.3	13.8
45–54	33.5	31.3	29.4
55–64	36.6%	43.8%	40.5%
65+	7.9	8.3	9.5

NOTE: Percentages do not equal 100 due to rounding.

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:

19. What is your gender?

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Female	70.3%	100.0%	95.0%
Male	29.7	0.0	5.0

20. Are you Spanish/Hispanic/Latino?

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
Yes	1.2%	2.1%	1.6%
No	98.8	97.9	98.4

21. What is your race/ethnicity? (Mark **all** that apply)

	Active Only		
	Nurse Anesthetists	Nurse Midwives	Nurse Practitioners
White	89.0%	89.6%	91.1%
Black or African American	4.6	6.3	4.2
American Indian or Alaska Native	1.2	2.1	0.4
Asian	3.5	0.0	1.9
Native Hawaiian or Pacific Islander	1.2	0.0	0.2
Middle Easterner (Arab/Chaldean/Other)	0.0	0.0	0.4
Some other race/ethnicity	0.6	2.1	0.8