

MONOGRAPH

An Analysis of Alabama's Registered Nurse Workforce: 2006

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Table of Contents

Acknowledgements	p. ii
List of Tables	p. iv
List of Figures	p. v
List of Appendix items	p. vi
Introduction	p. 1
Literature Review	p. 1
Methodology	p. 2
Analysis of Findings	p. 3
Extraction of Data According to Populations	p. 15
Nursing Faculty	p. 15
Hospital-Based Registered Nurses	p. 16
Skilled Nursing Facility Registered Nurses	p. 18
Positively and Negatively Impacting Factors Identified by Registered Nurses According to Location of Primary Nursing Position	p. 19
Limitations	p. 21
Implications	p. 21
Conclusion	p. 22
Appendices	p. 24
References	p. 61

List of Tables

Table 1: Profile of the Typical Alabama Registered Nurse	p. 11
Table 2: County of Employment and Residence for Alabama Registered Nurses	p. 14
Table 3: Positively and Negatively Impacting Factors Identified by Registered Nurses According to Location of Nursing Position	p. 20

List of Figures

Figure 1: Registered Nurses Anticipating Retiring/Leaving Nursing Workforce	p. 5
Figure 2: Issues Positively Impacting Current Work Situation	p. 6
Figure 3: Issues Negatively Impacting Current Work Situation	p. 8
Figure 4: Income Derived from Nursing Position	p. 10
Figure 5: Correlation Calculated Between County of Employment and County of Residence	p. 12
Figure 6: Model Summary	p. 12
Figure 7: Negative Factors Impacting Current Work Situation of Hospital-Based Registered Nurses	p. 17
Figure 8: Positive Factors Impacting Current Work Situation of Hospital-Based Registered Nurses	p. 18

Appendices

Appendix A: Nursing Workforce Survey	p. 24
Appendix B: Extracted Workforce Data: Hospital Registered Nurses	p. 29
Appendix C: Extracted Workforce Data: Skilled Nursing Facility Registered Nurses	p. 36
Appendix D:	p. 43
Table I: Education	p. 43
Table II: Employment in Nursing	p. 44
Table III: Current Work Situation	p. 46
Table IV: Demographics	p. 47
Appendix E: Positively and Negatively Impacting Factors Identified by Registered Nurses According to Location of Primary Nursing Position	p. 48

Annual Report of Alabama's Registered Nurse Workforce

Introduction

The current state of the registered nurse workforce remains at the top of the list of health-related concerns for nursing leaders at both the state and national levels. In an attempt to obtain the most accurate data possible on Alabama's Registered Nurse (RN) workforce, a survey was placed on the Alabama Board of Nursing website during the period of RN license renewal, September 1-December 31, 2006. The survey was also available for printing by nurses. The questionnaire was completely voluntary and included sections on educational preparation, current employment situation, as well as general demographics. Respondents were assured of the confidentiality of their responses. A total of 47,290 Alabama registered nurses chose to respond to the survey out of 53,586 possible participants, although it should be noted that all participants did not opt to answer every question. This produced a response rate of 88.25%. Questions included in the survey may be found in Appendix A. This report includes an analysis of the data compiled from the survey as well the implications of the findings for healthcare in Alabama.

Literature Review

As previously mentioned, the registered nurse workforce on a national level has been a source of concern for nursing leaders for several years. McIntosh, Palumbo, and Rambur (2006) estimated that the current nursing workforce shortage is approaching its ninth year. In an effort to provide a means of alleviating the nursing shortage, the authors surveyed one state's nursing population and focused on licensees with inactive or lapsed licenses. The findings dispelled the idea that there is a large untapped resource of workers in the form of nurses who previously left the profession but would now consider returning.

A major source of conflict in the registered nurse workforce comes from the challenges involved in attempting to lead a multigenerational nursing workforce. Sherman (2006) found that the modern nursing workforce is made up of staff from four different generations. These generations had been previously identified by Wieck, Prydun, and Walsh (2002). They consisted of:

- Veterans (born during the years of 1925-1945): Nurses born during the Great Depression and World War II. Nurses in the veteran generation tend to be industrious, financially conservative, and cautious. When faced with a new challenge, they look to the past for guidance on what has been successful in the past. They value seniority and organizational loyalty and tend to be respectful of authority. This group of nurses is transitioning into retirement.

- Baby Boomers (born during the years of 1946-1964):Nurses who grew up in a post-war economy, usually in a nuclear family. Baby boomer nurses are the largest generation of nurses in the nursing workforce and will begin retiring in large numbers in 2010. They have a strong work ethic and define themselves in terms of their work.
- Generation X (born during the years of 1963-1980):Many of these nurses were raised in single parent households as latchkey children. Technologically literate, they are self-reliant and are not as loyal to the corporate structure as other generations. Many members of Generation X have entered nursing as a second career.
- Millennial Generation (born during the years of 1980-2000):Nurses who are members of this generation were raised in an era when violence, terrorism, and illicit drug use escalated. They are the most technologically savvy generation as well as the most multicultural (Sherman, 2006).

All registered nurses currently functioning in the workforce can be impacted by multiple generations of workers who bring differing expectations and capabilities into the work setting. The variations in the work ethic of these generational workers will also impact each one individually as well as corporately.

Another perspective on the state of the registered nurse workforce nationally was provided by Buerhaus, Donelan, Ulrich, Norman, and Dittus (2006). The authors noted that 2004 saw a nationwide increase in hospital RN employment of 185,000. From 2002 to 2004, the percentage of hospital-based RNs who reported a shortage of nurses during the past year decreased from 95% to 82%. In 2004, RNs identified the top four reasons for the nursing shortage as inadequate salary and benefits, increased career options for women, undesirable work hours, and a negative work environment. The impact of these factors will be noted in the current workforce research project.

Methodology

For this research project, the instrument consisted of a voluntary survey which was placed on the Alabama board of nursing website during the period of registered nurse license renewal in 2006. Nurses were given the option to either complete the survey online or to print the document. The survey consisted primarily of questions with multiple-option answers, although areas for narrative responses from participants were included as well. Narrative responses from registered nurses consisted mainly of descriptions of the issues surrounding their current work situations. Questions included sections on educational preparation, current employment situation, expected date of retirement, satisfaction with current employment situation, both positive and negative issues impacting the work environment as well as general demographics. Respondents were assured of the confidentiality of their responses in order to promote candor. As previously noted, a total of 47,290 Alabama registered nurses chose to respond to the survey, giving a response rate of 88.25%. It should be noted that this response

rate does not pertain to each question since every participant did not opt to answer every question.

Analysis of Findings

Statistical analysis of data compilation was performed using SPSS version 14.0. The non-parametric chi-square test was calculated on all categorical variables in an attempt to determine any correlations present, but none were found except for a correlation between registered nurses' county of residence and county of employment. This will be discussed in additional detail later in the report.

The specific findings of the workforce survey related to education may be viewed in Appendix D. Review of information on educational preparation from the survey revealed that 49.35% of respondents were never employed in a health-related position prior to enrolling into their initial registered nurse educational program (n=22,860). However, 21.70% (n=10,053) had worked as a nursing assistant or aide prior to enrolling in their initial RN educational program. When questioned regarding the highest degree achieved since completing an initial registered nurse educational program, 11.82% (n=5,328) reported acquiring a Bachelor's Degree in Nursing while 2.21% (n=996) reported acquiring a Master's Degree in Nursing. An additional 2.45% (n=1,105) of registered nurses reported acquiring a Master's Degree in another field of study. Also, 79.39% of respondents (n=35,774) reported achieving the highest educational preparation desired. Because this population of respondents was so large, it was reflective of the commonalities noted in the overall registered nurse population in Alabama. These nurses were identified as being primarily Caucasian, employed as a staff nurse in a hospital setting, and age 40 to 55.

The specific findings of the workforce survey related to employment are found in Appendix D. Analysis of the findings revealed that 76.10% (n=35,637) of respondents are employed full-time in nursing. This means that a potential workforce of more than 11,000 nurses exists in Alabama, made up of nurses who are working part-time, or are retired, or working in a different field, or not currently employed at all. This amounts to 23.88% of the respondents. It was noted that the largest population of each of these groups was residing in Jefferson County. Of each group, the primary educational preparation was that of Associate degree in nursing. Of part-time RNs, more worked in Jefferson County than in any other Alabama county (26.14%).

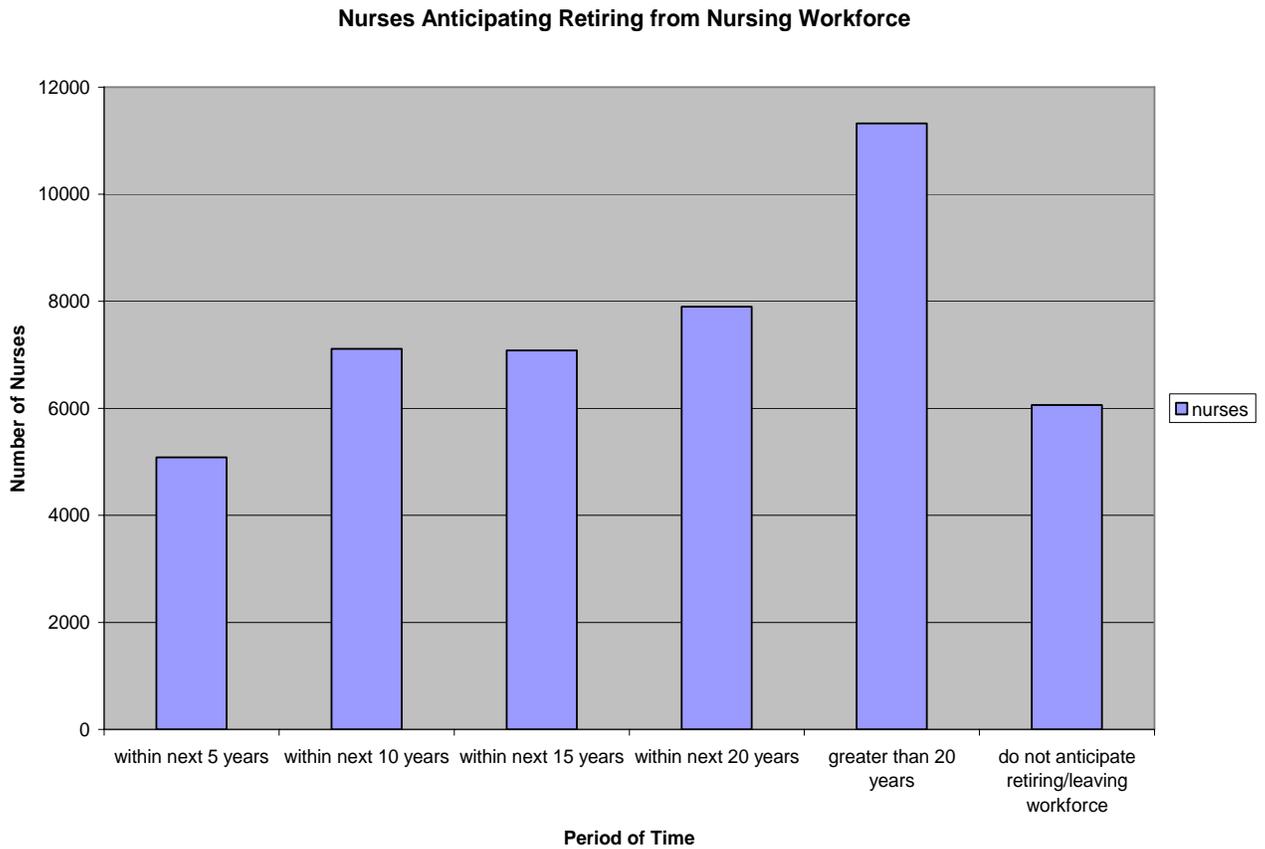
When queried regarding position titles and locations for their primary nursing positions, 52.58% of respondents (n=21,376) identified themselves as staff nurses. In comparison, 62.16% (n=27,255) of responding nurses identified their location as a hospital. This is an increase of 13.16% since the 2000-2001 nurse workforce data was reported. When asked to identify the broad clinical area that best describes their primary nursing employment, 17.39% (n=6,742) of nurses identified the area as medical-surgical while 13.57% (n=5,262) identified it as critical care.

The specific findings of the workforce survey related to nurses' current work situation are found in Appendix D. Survey questions regarding the specifics of the respondents' current nursing position revealed that 47.63% of respondents (n=21,216) have worked with their primary nursing employer for five years or longer, while 34.90% of respondents (n=15,548) have worked with their primary employer one to five years. This finding corresponds to the finding regarding respondents' level of satisfaction with their primary nursing position. It was found that 53.92% (n=23,924) of respondents reported that they are "moderately" satisfied with their primary nursing position, while 39.34% (n=17,457) of respondents reported being "extremely" satisfied with their primary nursing position. The degree of job satisfaction reported by these nurses seems to dispel the prevailing image of the modern nurse trapped in a job which provides no personal fulfillment.

Regarding dissatisfaction with current job situation, it is important to note that only 564 RNs out of the 47,290 who opted to complete the survey identified themselves as being "extremely dissatisfied" (1.19%). Of this number 45.74% (n=258) identified themselves as staff nurses, 46.81% (n=264) of them have worked with their primary nursing employer for five years or more, and 28.55% (n=161) anticipate retiring from the nursing workforce within the next five years. Also, 59.82% (338) identified that they work in a hospital, with 16.46% (n=93) specifically working in the area of medical-surgical. The primary location of both residence and employment for the group of nurses identifying themselves as "extremely dissatisfied" was Jefferson County.

Regarding the possibility of retirement, 11.31% of respondents (n=5,083) reported anticipating retiring from their primary nursing position within the next five years, while 15.84% of registered nurses (n=7,114) plan to retire within the next ten years, 15.76% (n=7,082) plan to retire within the next fifteen years, and 17.58% (n=7,897) plan to retire within the next twenty years. A population of 11,323 registered nurses (25.21%) reported planning their retirement from the workforce more than twenty years from the current date. This should be the basis for long-range planning on the part of Alabama's health care community to avoid mass exodus from the nursing population and the development of breaks in patient care. This information must be balanced with a consideration of the number of new registered nurses added through examination, endorsement, and reinstatement of lapsed licenses. Overall, the total licensed nursing population in Alabama increased from the lowest point in the past fifteen years, 47,495 in 1990, to a high of 67,362 noted in 2004. This may be viewed as an overall increase of 29.49%, or 1.97% per year for the past fifteen years. While clearly this number reflects all licensed nurses, it will be useful to recruiters in determining if enough registered nurses are entering the profession to replace those who are retiring. On a positive note, it is encouraging to see that more than 6,000 RNs do not anticipate leaving the nursing workforce or retiring. The breakdown of nurses anticipating retiring or leaving the workforce is shown in Figure 1.

Figure 1: Nurses Anticipating Retiring/Leaving Nursing Workforce

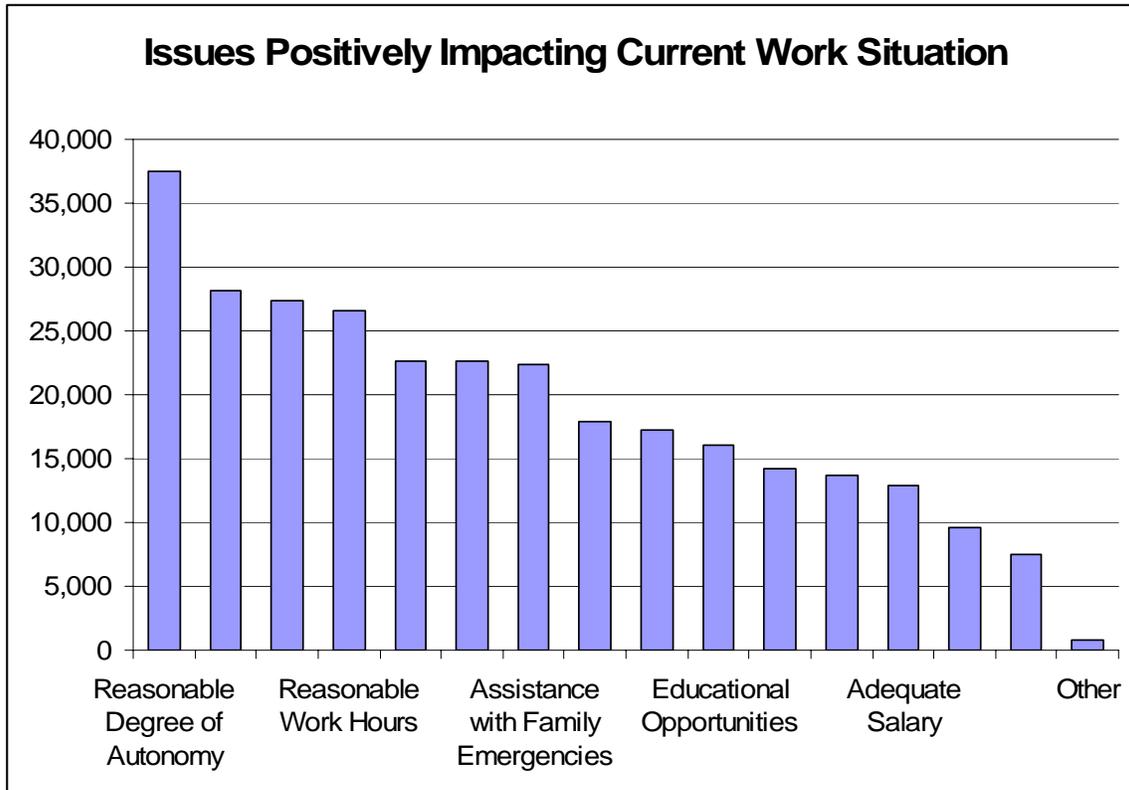


Regarding issues that positively impact their work situation, each nurse provided multiple responses which included:

- reasonable degree of autonomy or good interdependent working relations
- good relationship with peers
- reasonable work shifts
- reasonable work hours
- personal satisfaction with nursing as a chosen professional career
- security in present position

Figure 2 illustrates issues which positively impact RNs' current work situation in Alabama.

Figure 2: Issues Positively Impacting Current Work Situation



Factor Creating Positive Impact	Number of Respondents
Reasonable Degree of Autonomy	37,531
Good Relationship with Peers	28,203
Reasonable Work Shifts	27,354
Reasonable Work Hours	26,634
Security in Present Position	22,649
Personal Satisfaction	22,647
Assistance with Family Emergencies	22,327
Adequate Benefits	17,957
Sufficient Staffing	17,231
Educational Opportunities	16,104
Adequate Supplies	14,206
Good Administrative Support	13,732
Adequate Salary	12,943
Opportunities to Maintain Health	9,613
Sufficient Support Staff	7,469
Other	753

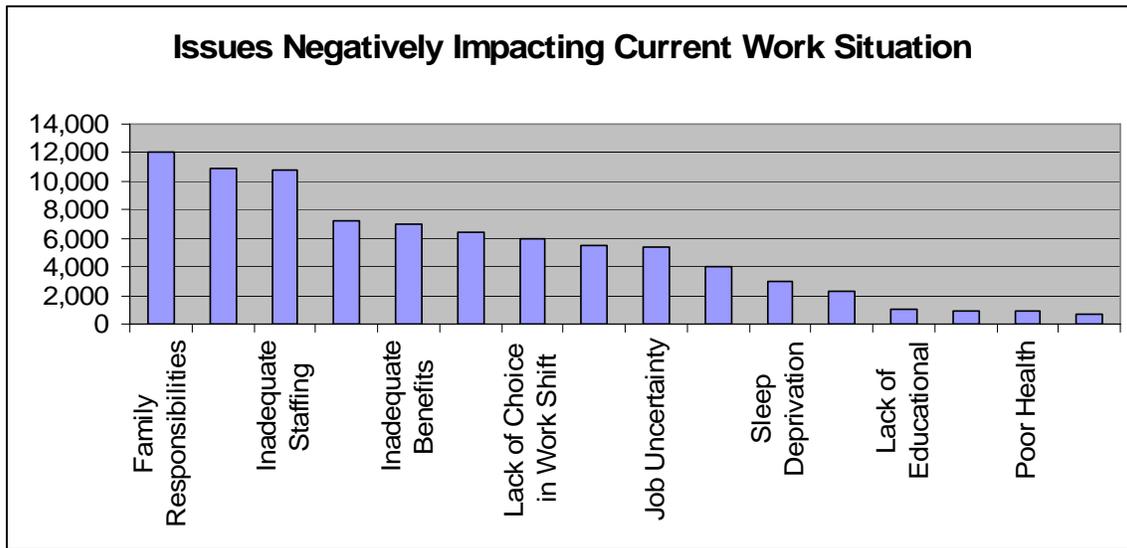
By contrast, when Alabama nurses were queried regarding issues that negatively impact their current work situation, nurses responded with another specific set of factors which included:

- lack of autonomy
- extensive travel commute to work
- family responsibilities
- inadequate salary
- staffing inadequate to ensure safe delivery of care to patients

It is important that the same factor which headed the list of things most positively impacting the nurses' current work situations also topped the list of factors creating the most negative impact: autonomy. This factor was most important to Alabama nurses, edging beyond salary, benefits, or staffing inadequacies. Whereas the factors creating a positive impact included such non-tangible issues as "personal satisfaction with nursing", "security in present position", and "good relationship with peers", the factors creating a negative impact tended to be personal perceptions such as "inadequate salary", "extensive travel commute", and "staffing inadequate". Figure 3 illustrates the issues negatively impacting RNs' current work situation.

The population of nurses who reported that a lack of autonomy in their current job situation was negatively impacting them was further analyzed to determine commonalities. It was found that many of these nurses were more than 20 years away from retirement (21.41%) and had been with their primary nursing employer for five years or more (49.84%). This group of nurses reported that they were moderately satisfied with their current position (47.16%), and 18.47% of them were interested in pursuing an Advanced Practice degree. Congruent with previously reported findings, 44.90% of these nurses identified themselves as staff nurses, with 56.56% being employed in a hospital. Their primary clinical areas were medical-surgical and critical care.

Figure 3: Issues Negatively Impacting Current Work Situation



Factors Creating Negative Impact	Number of Respondents
Lack of Autonomy	20,474
Extensive Travel	12,781
Family Responsibilities	12,098
Inadequate Salary	10,933
Inadequate Staffing	10,816
Insufficient Support Staff	7,254
Inadequate Benefits	7,009
Poor Nursing Administrative Support	6,423
Lack of Choice in Work Shift	6,022
Excessive Work Hours	5,482
Job Uncertainty	5,380
Inadequate Supplies	4,041
Sleep Deprivation	2,956
Other	2,342
Lack of Educational Preparation	1,016
Personal Unhappiness with Nursing as a Career Choice	952
Poor Health	887
Poor Relationship with Peers	707

When registered nurses were asked how many hours per week they worked in their primary nursing positions, the responses received ranged from 40 to 100 hours per week. When asked how many hours per week registered nurses were working in a position other than their primary position, the range of responses received consisted of zero to 120 hours. The extreme number of hours worked weekly by some registered nurses is reflective of the number of respondents who reported that inadequate salary and inadequate staffing were negatively impacting their work situation.

Finally, nurses were asked a series of demographic questions. The specific findings are located in Appendix D. When asked if they speak a language other than English, 95.15% (n=44,422) of respondents reported

negatively. This is of great concern in a state with a rapidly expanding Hispanic population. According to a report issued by the Pew Hispanic Center in 2005, Alabama sustained a 208% increase in its Hispanic population from 1990 to 2000 and is ranked sixth in the nation in terms of its rapid increase in Hispanics. Jefferson County alone sustained a 275% increase in its Hispanic population during the decade.

The remaining 4.85% (n=2,264) of respondents who affirmed that they do speak a language other than English acknowledged their familiarity with American Sign Language, French, German, Spanish, Arabic, Thai, Vietnamese, and Tagalog, the native language of the Philippines. The overwhelming majority of respondents (83.41%) were Caucasian (n=38,516), with 13.69% (n=6,322) of nurses being African-American. Most respondents reported themselves as being married (71.15%, n=33,203).

Regarding income derived from nursing, 37.25% (n=16,765) of respondents reported a gross annual income from all nursing employment of more than \$50,000. The salary range for income from nursing included a very small number of nurses who reported an annual income of \$250,000. Regarding total family gross income including nursing income, 76.82% (n=30,535) of respondents reported an annual income of more than \$50,000. A breakdown of the income of Alabama registered nurses derived from their nursing positions is shown in Figure 4. Very few registered nurses reported a specific income derived from their nursing practice, preferring instead to report a salary range. A profile of the majority of Alabama registered nurses based on the results of the survey may be viewed in Table 1.

Figure 4: Income Derived from Nursing Position

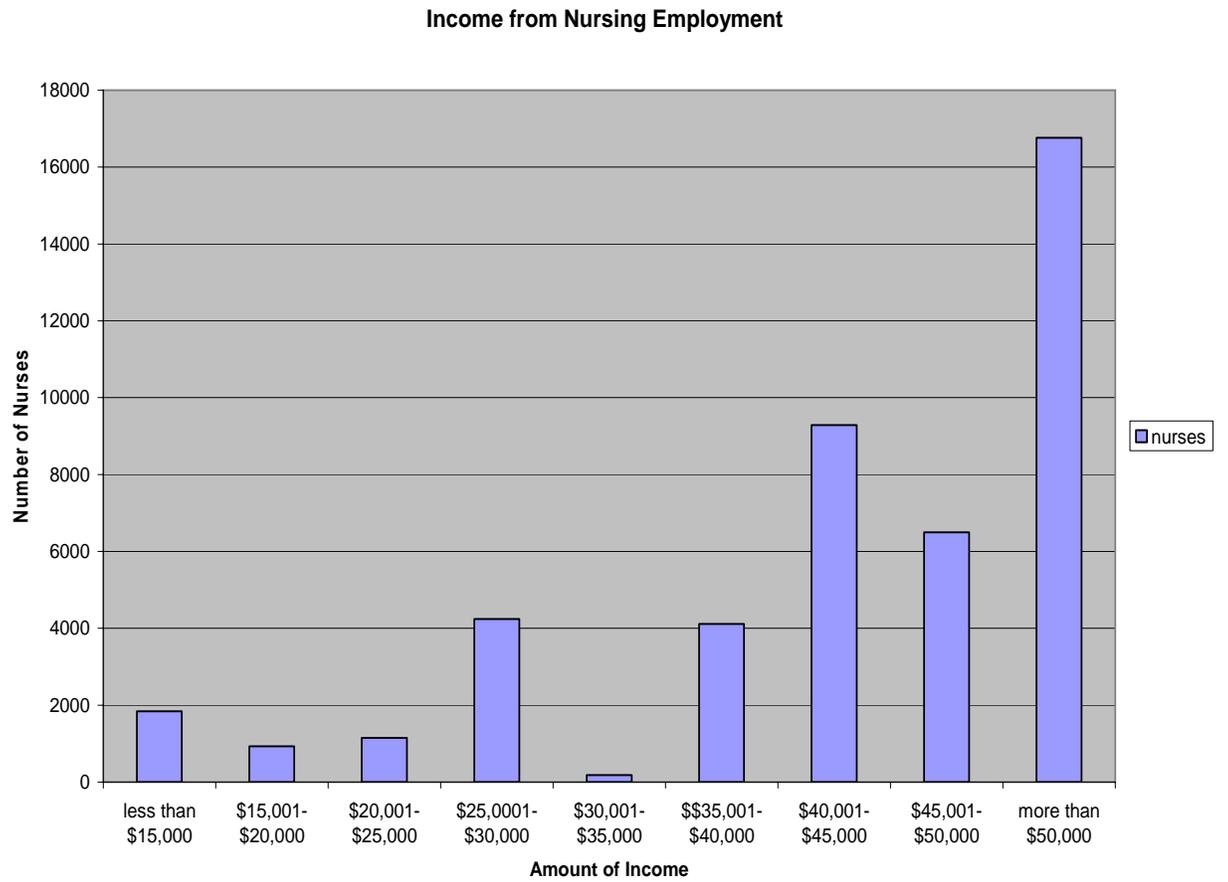


Table 1: Profile of the Majority of Alabama's Registered Nurses

PROFILE OF THE MAJORITY OF ALABAMA'S REGISTERED NURSES

- female
- age approximately 40-55
- Caucasian/White
- married
- current annual gross income received from all nursing employment is more than \$50,000
- total family or household current gross annual income is more than \$50,000
- never employed in a health-related position prior to enrolling in initial RN educational program
- no other degrees acquired before enrolling in initial RN educational program
- no other degrees completed since graduating from initial RN educational program
- do not anticipate enrolling in either an Advanced Practice or Nursing Faculty educational program within the next five years
- employed full-time in nursing
- employed as staff nurse
- employed in a hospital
- primary clinical areas of employment: critical care, medical/surgical, other areas which were identified by nurses as anesthesia, nursing administration, and outpatient
- have worked for primary nursing employer five years or longer
- anticipate retiring or leaving the nursing workforce within the next 10-20 years
- express moderate to extreme levels of satisfaction with primary nursing position
- described issues negatively impacting current work situation as family responsibilities, staffing inadequate to assure safe level of care to patients, excessive work hours, job uncertainty due to potential cut backs, and inadequate salary
- described issues positively impacting current work situation as reasonable degree of autonomy or good interdependent working relations, good relationship with peers, educational opportunities, security in present position, and personal satisfaction with nursing as a chosen professional career
- do not speak a language other than English
- work 40-100 hours/week in primary nursing position
- work 0-120 hours/week in a nursing position other than the primary one

Statistical analysis of data compilation was performed using SPSS version 14.0. Multiple regression was performed using the variables of county of employment for primary nursing position, county of residence, numbers of hours worked weekly in primary nursing position, and number of hours worked weekly in secondary nursing position. Calculation of Pearson correlation coefficient yielded a correlation of .672 between county of employment and county of residence, thus showing that Alabama RNs have a tendency to reside in the county where they have their primary place of employment as a registered nurse. The non-parametric chi-square test was calculated on all categorical variables, but output generated showed no evidence of a correlation existing, thus the values are not reported here. Figure 5 shows the correlation determined between county of employment (q19) and county of residence (q20).

Figure 5: Correlation Calculated Between County of Employment and County of Residence

Correlations

		q20	q19
Pearson Correlation	q20	1.000	.672
	q19	.672	1.000
Sig. (1-tailed)	q20	.	.000
	q19	.000	.
N	q20	42804	39819
	q19	39819	42232

Evaluation of the Model Summary produced suggests that 45.1% of the variance which occurs in the county of residence is explained by the variable of county of employment, thus confirming the suggested correlation between the variables. This is shown in Figure 6.

Figure 6: Model Summary

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.672(a)	.451	.451	19.570

a Predictors: (Constant), q19
 b Dependent Variable: q20

Analysis of these statistical results reveals that 40,700 RNs opted to answer the question regarding county of employment. Of this total number, 26,740 (65.70%) were found to be employed in one of eight counties in Alabama:

- Jefferson (n=11,114)
- Mobile (n=4,276)
- Madison (n=3,421)
- Montgomery (n=2,635)

- Tuscaloosa (n=2,045)
- Baldwin (n=1,173)
- Calhoun (n=1,057)
- Etowah (n=1,019)

When this data was compared to the data compiled in the 2000-2001 report on Alabama's registered nurse workforce, it was found that at that time, approximately 50% of the registered nurse population lived in seven Alabama counties: Jefferson, Mobile, Madison, Shelby, Montgomery, Tuscaloosa, and Baldwin. This is similar to the residential arrangement of registered nurses in the State today.

Counties found to employ the fewest number of RNs were:

- Washington (n=40)
- Sumter (n=37)
- Crenshaw (n=36)
- Lamar (n=35)
- Wilcox (n=33)
- Lowndes (n=31)
- Henry (n=31)
- Hale (n=30)
- Bullock (n=30)
- Bullock (n=30)
- Greene (n=21)
- Coosa (n=16)
- Cleburne (n=14)

These thirteen counties employ only 384 RNs (.94%) of the total number who opted to answer this specific question on the survey. This is directly reflective, however, of the overall population of these counties. These numbers have implications for both local and county governments as they struggle to provide working environments which are attractive to nurses and will draw these health professionals into specific rural counties where nursing shortages persist.

In comparison, RNs were also queried regarding their county of residence. It was found that 41,311 RNs opted to provide this information. A comparison between the county of employment and the county of residence for Alabama's registered nurses is shown in Table 2. Of the total number of respondents, 22,478 (54.41%) were found to reside in one of eight counties in Alabama:

- Jefferson (n=6,983)
- Mobile (n=3,708)
- Madison (n=2,679)
- Shelby (n=2,594)
- Tuscaloosa (n=1,979)
- Baldwin (n=1,764)
- Montgomery (n=1,619)
- Etowah (n=1,152)

Counties found to have the fewest number of RNs in residence were:

- Bullock (n=28)

- Greene (n=41)
- Perry (n=41)
- Wilcox (n=50)
- Cleburne (n=52)
- Sumter (n=62)
- Lowndes (n=66)
- Choctaw (n=71)
- Conecuh (n=82)
- Crenshaw (n=84)
- Coosa (n=85)
- Lamar (n=96)
- Hale (n=99)

These thirteen counties were found to have only 857 RNs (2.07%) residing in them out of the total number who opted to answer this question on the survey. When the numbers of RNs employed per county and residing per county are compared, it becomes evident that many Alabama RNs both reside and are employed in the same county. Jefferson, Mobile, and Madison counties have more RNs both residing in and employed in them than any other counties in Alabama. This information is summarized in Table 2.

Table 2: County of Employment and Residence for Alabama's RNs

<i>County</i>	<i>Number of RNs Employed</i>	<i>Number of RNs in Residence</i>
Autauga	150	441
Baldwin	1,173	1,764
Barbour	86	104
Bibb	46	128
Blount	147	611
Bullock	30	28
Butler	117	115
Calhoun	1,057	961
Chambers	164	201
Cherokee	79	125
Chilton	109	283
Choctaw	49	71
Clarke	164	157
Clay	70	117
Cleburne	14	52
Coffee	265	347
Colbert	525	579
Conecuh	62	82
Coosa	16	85
Covington	231	246
Crenshaw	36	84
Cullman	589	822
Dale	150	339
Dallas	285	290
DeKalb	318	424
Elmore	183	663
Escambia	269	298
Etowah	1019	1,152
Fayette	124	190
Franklin	231	285
Geneva	82	163

Greene	21	41
Hale	30	99
Henry	31	154
Houston	401	976
Jackson	302	430
Jefferson	11,114	6,983
Lamar	35	96
Lauderdale	865	824
Lawrence	124	266
Lee	884	915
Limestone	285	511
Lowndes	31	66
Macon	119	127
Madison	3421	2,679
Marengo	168	200
Marion	216	282
Marshall	489	605
Mobile	4,276	3,708
Monroe	144	159
Montgomery	2,635	1,619
Morgan	859	942
Perry	24	41
Pickens	76	177
Pike	179	160
Randolph	98	141
Russell	164	114
Shelby	776	2,594
St. Clair	168	820
Sumter	37	62
Talladega	395	598
Tallahpoosa	286	303
Tuscaloosa	2,045	1,979
Walker	503	865
Washington	40	119
Wilcox	33	50
Winston	95	225

Extraction of Data According to Populations

Nursing Faculty

Data specific to distinct populations of nurses were extracted from the aggregate data. Initially, data were extracted for the 859 registered nurses who identified themselves as nursing faculty. However, when responses from this group of registered nurses were analyzed, it was found that 428 of the respondents stated that they had completed no additional degrees since completing their basic registered nurse educational programs. Also, only 385 of these registered nurses reported working in a school or college of nursing. These responses clearly show that respondents were either erroneously self-identifying or were confused by the wording of the question, and therefore the additional extracted data for this population will not be reported here. However, such responses are important and indicate the need for further clarification on additional surveys of the meaning of the term “nursing faculty” as it is used by the researcher.

Hospital-Based Nurses

Data was successfully extracted from the workforce aggregate for the hospital registered nurse population as well as the skilled nursing facility or nursing home registered nurse population. The specific number of respondents for each question was calculated in order that statistics reported might take into account the number of nurses failing to respond. Analysis of the data yielded important information. For example, 27,255 RNs out of a total of 47,290 responding to the survey self-identified as being primarily based in a hospital setting. Of respondents completing the survey section on education, 79.92% (n=21,509) responded that they had completed no other degrees since their graduation from their initial registered nurse educational program, while 76.23% (n=20,773) reported that they do not anticipate enrolling in an Advanced Practice or Nursing Faculty educational program within the next five years. Of hospital-based nurse respondents, 47.13% (n=12,846) reported serving as a staff nurse. When queried regarding their primary clinical area, 14.48% (n=3,947) reported working in a medical-surgical area. This was closely followed by 14.14% (n=3,853) who responded that they worked in an area other than those identified in the exhaustive list provided, and 11.80% (n=3,217) who reported working in critical care.

When hospital-based registered nurses were asked how long they had worked for their primary nursing employer, 45.97% (n=12,528) responded that they had been employed for five years or more. When queried regarding retirement, 25.11% (n=6,845) of registered nurses choosing to respond reported their intention to leave the workforce within either the next ten years or the next five years. However, 12.39% (n=3,378), reported they do not anticipate ever retiring from the nursing workforce. The responses of hospital-based registered nurses regarding their level of satisfaction with their primary nursing position were very encouraging. Over 37% (39.02%, n=10,090) reported being extremely satisfied with their nursing position, while 51.53% (n=14,045) reported being moderately satisfied with their position.

The population of hospital registered nurses who reported themselves as being “extremely dissatisfied” was analyzed for commonalities (n=298). Although, in congruence with previously reported findings, more of these nurses were found to be residing in Jefferson County than in any other, they were geographically located throughout Alabama. Although dissatisfied with their current position, they reported that they had been with their current employer for five years or more (45.97%). Upon analysis of this population of registered nurses, it was noted that 66.39% had acquired no additional degrees after completing their basic registered nurse educational program, 99.45% worked as a registered nurse full-time, 45.66% worked as a staff nurse, 59.82% reported working in a hospital, 16.46% reported working in the medical-surgical area, and 28.50% anticipated retiring from the nursing workforce within the next five years.

Hospital-based nurses reported a unique set of negatively impacting factors in their nursing positions as well as a unique set of positive factors. For example, of nurses choosing to respond to this section of the survey, 50.72%

reported being negatively impacted by excessive work hours, while 28.61% reported the negative impact of an extensive travel commute and 21.09% reported the negative impact of inadequate staffing. However, when queried regarding factors making a positive impact on their current work situation, 18.79% report that they were positively impacted by the degree of autonomy which they were given in their present position, while 17.51% reported the positive impact of a good relationship with peers, 16.93% reported the impact of job security, and 14.91% the impact of reasonable work hours. The negative factors as well as the positive factors impacting hospital-based nurses are illustrated in Figures 7 and 8

Figure 7: Negative Factors Impacting Current Work Situation Hospital-Based RNs

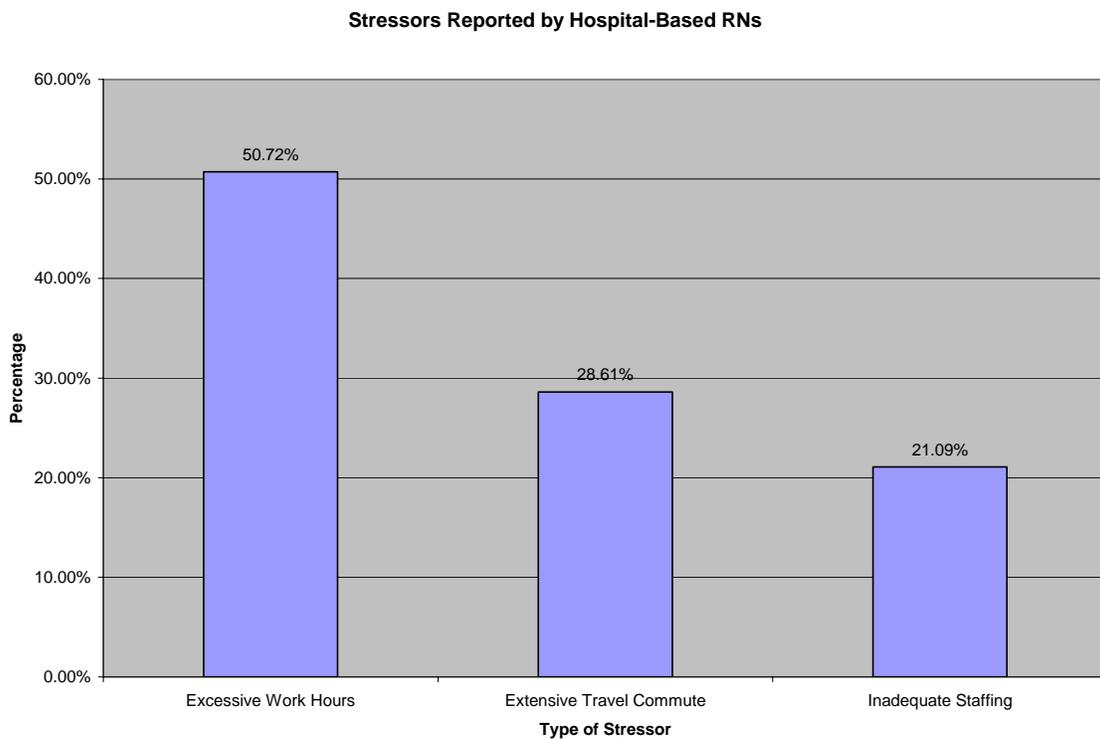
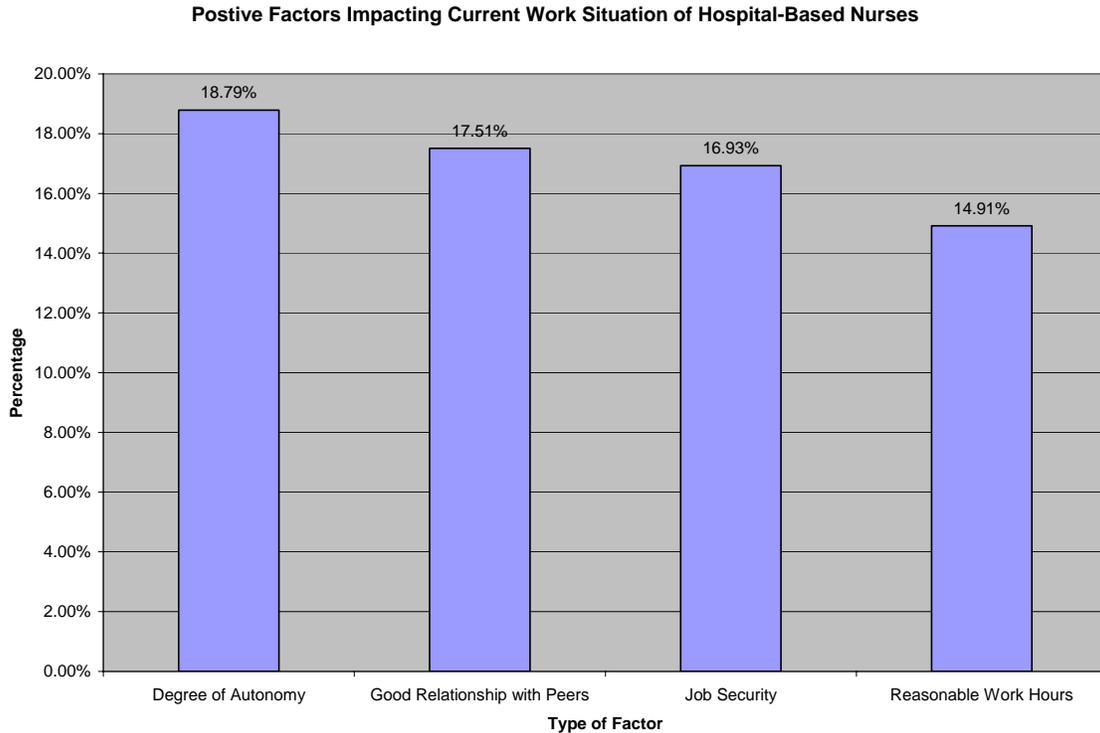


Figure 8: Positive Factors Impacting Current Work Situation of Hospital-Based RNs



When queried regarding county of residence and county of employment, it was found that Jefferson County employs the most hospital-based nurses, with 24.90% being employed in this county alone. Jefferson County also is the primary county of residence for this population of nurses, with 15.23% residing there.

Skilled Nursing Facility Registered Nurses

Analysis of the data extracted on registered nurses employed in skilled nursing facilities yielded some additional insight into this population of registered nurses. A total of 1889 respondents out of a total of 47,290 responding to the survey identified themselves as being primarily employed in a skilled nursing facility. Of the registered nurses responding to the section of the survey on education, 82.37% (n=1,556) reported that no additional degrees had been completed since their graduation from their initial registered nurse educational program, and 79.35% (n=1,499) do not anticipate enrolling in an Advanced Practice or Nursing Faculty educational program within the next five years. When queried regarding their position title, 17.10% (n=323) reported serving in a position other than one listed in the survey.

When this population of registered nurses was asked about their longevity with their primary nursing employer, 40.76% reported having worked with their

current employer for five years or more (n=770), while 35.68% (n=674) reported having worked with their current employer for up to five years. Of responding nurses, 28.48% (n=538) reported they anticipate leaving the workforce within either the next ten years or the next five years. However, an almost equal percentage (30.60%) do not anticipate leaving the workforce until at least the next twenty years and possibly longer (n=748), while 17.15% (n=324) do not anticipate leaving the workforce at all. Regarding the nurses' level of satisfaction with their current nursing position, 37.64% (n=711) of these nurses reported being extremely satisfied with their primary nursing position, while 54.42% (n=1,028) reported being moderately satisfied with their position.

RNs employed in nursing homes also reported a unique group of negatively impacting factors as well as factors positively impacting their work situations. Interestingly, 39.33% of nurses chose not to respond to the question regarding issues negatively impacting their current work situation. Of nurses who did choose to respond, 44.07% reported the negative impact of inadequate staffing, while 24.34% reported the negative impact of inadequate benefits, and an almost equal number reported the negative impact of poor nursing administrative support (22.43%), excessive work hours (21.20%), inadequate salary (21.20%), and insufficient support staff (19.45%). This population of nurses also noted family responsibilities to have a negative impact on their current work situation (17.62%).

Regarding factors that positively impact their current work situation, 59.94% of responding skilled nursing facility registered nurses reported being positively impacted by their good relationship with peers, while 55.32% reported being impacted by reasonable work hours. Also, 51.52% of these registered nurses reported being positively impacted by their personal satisfaction with nursing, and 47.72% reported the positive impact of their autonomy in their current work situation. Like hospital-based nurses, skilled nursing facility registered nurses reported working many hours on a weekly basis. These nurses reported working more than 120 hours weekly in their primary nursing positions, as well as more than 120 hours weekly in secondary work situations. When these nurses were queried regarding their counties of residence and counties of employment, Jefferson County was found to employ the greatest number of nursing home nurses (11.96%). This county also had the greatest number of nursing home-based nurses residing there.

Positively and Negatively Impacting Factors Identified by RNs According to Location of Primary Nursing Position

Both negatively and positively impacting factors which were identified by RNs were extracted from the data. These factors were extracted from thirteen separate populations of RNs according to the location of their primary nursing position.

The populations consisted of:

- assisted living facility nurses
- community mental health nurses

- government agency nurses
- home health nurses
- hospice nurses
- hospital nurses
- insurance or drug company nurses
- nurses employed by a school or college or nursing
- outpatient center or clinic nurses
- physician's office nurses
- school K-12 nurses
- skilled nursing facility (nursing home) nurses
- special care assisted living nurses

A summary of the primary positively and negatively impacting factors which were identified by each of the RN populations is included in Table 3.

Table 3: Primary Positively Impacting and Negatively Impacting Factors Identified by RNs According to Location of Nursing Position

Population of RNs	Primary Positively Impacting Factor Identified	Primary Negatively Impacting Factor Identified
assisted living facility RNs	autonomy	inadequate salary
community mental health RNs	reasonable work hours	inadequate salary
government agency RNs	autonomy	excessive work hours
home health RNs	autonomy	excessive work hours
hospice RNs	good relationship with peers	family responsibilities
hospital RNs	autonomy	excessive work hours
insurance or drug company RNs	good relationship with peers	inadequate salary
RNs employed by a school or college or nursing	autonomy	inadequate salary
outpatient center or clinic RNs	reasonable work hours	inadequate salary
physician's office RNs	good relationship with peers	inadequate salary
school K-12 RNs	reasonable work hours	inadequate salary
skilled nursing facility (nursing home) RNs	good relationship with peers	inadequate staffing
special care assisted living RNS	reasonable work hours	inadequate salary

The specific number of RNs in each population who identified positively and negatively impacting factors may be reviewed in Appendix E. When the data was analyzed, it was found that eight of the thirteen RN populations identified inadequate salary as the factor which was their primary negatively impacting factor. In comparison, three factors were identified as the primary things which were making a positive impact on the RN population across all of the various job locations. They consisted of:

1. autonomy (identified by five of the thirteen surveyed RN populations)
2. good relationship with peers (identified by four of the thirteen surveyed RN populations)

3. reasonable work hours (identified by four of the thirteen surveyed RN populations)

Limitations

The limitations of this research project are those associated with the implementation of any survey instrument. Since the entire population of RNs in Alabama was surveyed, the degree of external validity will be poor. This means that the results received are so specific to Alabama that they will not be generalizable to RN populations outside of Alabama.

A limitation specific to the administration of this survey was the respondents' interpretation of questions. Respondents' failure to complete each question of the survey affected the reliability of the results received. Many respondents failed to complete all questions in the demographic section and some provided inappropriate responses to the question which asked nurses to identify their race. These responses included "a member of the human race", "this is a discriminatory question" and "why do you want to know?" among others. Although 47,290 RNs chose to respond to the survey, the number of respondents supplying information varied from question to question.

Implications

Despite the varying number of respondents supplying information on the survey, the findings provided a number of implications which may be applied to the nursing workforce both in Alabama and on a national level. The number of registered nurses who show no interest in pursuing an advanced degree indicates the need to aggressively promote the importance of acquiring additional degrees to nurses. With both the nursing shortage and the shortage of nursing faculty continuing to exist, a method of marketing the career benefits of acquiring a Master's Degree in nursing must be developed and implemented.

The extremely small number of nurses who are familiar with a second language indicates the need for facilities to train all nurses in the language of the ethnic population most specific to that area. All nurses should be trained in enough Spanish to convey basic medical terms since Alabama's Hispanic population has increased so rapidly and in such large numbers. All nurses should also be culturally proficient enough to appropriately care for members of the predominant ethnic community in their area. Furthermore, fluent interpreters should be available to nursing personnel on a 24-hour basis.

The strong correlation between RNs' county of residence and county of primary position of employment suggests that nurses tend to seek employment in their general community. This means that recruitment and retention efforts should emphasize incentives that would keep nurses close to their county of residence without excessive commuting. However, this will prove challenging for employers of RNs who live and work in rural settings.

The positively and negatively impacting factors identified by both hospital nurses and nursing home nurses as well as the other RN populations provide

some valuable information for nurse recruiters as well as Human Resource professionals who are concerned with nurse retention. For example, hospital nurses identified three primary factors which negatively impacted their current work situations:

- excessive work hours
- inadequate staffing, and
- extensive travel commutes.

These are issues which nurse recruiters will need to address when attempting to draw nurses to their respective facilities. The stressor identified as “extensive travel commute” echoes the findings that nurses tend to live and work in the same county. In contrast, hospital nurses identified three primary issues that made a positive impact on their current work situation:

- degree of autonomy
- good relationship with peers, and
- job security.

Again, recruiters and Human Resource professionals as well as nursing schools can use these factors to show nurses and prospective nurses the benefits of making nursing a career and then working in a particular facility.

In contrast, skilled nursing facility registered nurses identified seven areas that negatively impacted their current work situations:

- inadequate staffing
- inadequate benefits
- poor nursing administrative support
- excessive work hours
- inadequate salary
- insufficient support staff, and
- family responsibilities

These issues show that nursing home nurses have more economic-based job concerns in comparison to hospital-based nurses. From the survey results, hospital-based nurses appear to be more satisfied with their salary and benefits than nursing home nurses. However, nursing home nurses and hospital nurses appear to be positively impacted by similar issues in the workplace. Nursing home nurses reported the positive impact of:

- good relationship with peers
- reasonable work hours
- personal satisfaction with nursing, and
- degree of autonomy.

Conclusion

The 2006 RN Workforce Survey which was administered in Alabama revealed several issues specific to this state’s registered nurse population:

- registered nurses are not pursuing advanced education in nursing, as shown by the following breakdown of the education of Alabama’s registered nurses following completion of the initial educational program:

- Associate Degree in Nursing: 940
- Associate Degree in another field: 318
- Bachelor's Degree in Nursing: 5,328
- Bachelor's Degree in another field: 386
- Master's Degree in Nursing: 996
- Master's Degree in another field: 1,105
- Doctorate in Nursing: 33
- Doctorate in another field: 179
- None: 35, 774
- specific populations of registered nurses identified factors which negatively impacted their current work situations as well as positively impacting factors
- registered nurses are most concerned with the degree of autonomy allowed in their current work environments.

These issues must be addressed by the healthcare community in Alabama in order to retain the nurses currently functioning in the workplace as well as recruit new nurses who are contemplating entry. It is the challenge of the state's nursing workforce as well as nursing employers to develop creative, effective, long-term solutions to these issues which will move this state's nursing population into the 21st century.

APPENDIX A: NURSING WORKFORCE SURVEY

STATEMENT OF PURPOSE: This multi-part questionnaire is designed to obtain your help in assisting the Alabama Board of Nursing to address issues affecting the nursing workforce. Part I relates to your educational preparation for your work. Part II speaks directly to your current employment situation. Part III consists of general demographic questions. Please be assured that any information that you provide will be held in the strictest confidentiality. It will become part of a large database where no individual participant can be identified. You should be able to complete this questionnaire in ten (10) minutes.

SECTION I. EDUCATION

1. Were you ever employed in any of the following positions prior to enrolling into your initial RN educational program?
 1. Nursing Assistant or Aide
 2. Licensed Practical/Vocational Nurse (LPN/LVN)
 3. Allied Health technician (e.g., radiologic technician)
 4. Manager in health care setting
 5. Clerk in health care setting
 6. Another type of health-related position
(Please specify) _____
 7. None are applicable

2. Did you receive one or more degrees **BEFORE** starting your initial RN educational program?
 1. Associate Degree
 2. Bachelor's Degree
 3. Master's Degree
 4. Other (Specify) _____
 5. No

3. Have you completed other degrees since graduating from your initial registered nurse educational program? (**check as many as applicable**)
 1. None
 2. Associate Degree in nursing
 3. Associate Degree in another field
 4. Bachelor's Degree in nursing
 5. Bachelor's Degree in another field
 6. Master's Degree in nursing
 7. Master's Degree another field
 8. Doctorate in nursing
 9. Doctorate in another field

4. Do you anticipate enrolling in an Advanced Practice or Nursing Faculty educational program within the next five years? (**If yes, select the area of study**)
 1. Yes
 - 1a. nursing education
 - 1b. nurse practitioner
 - 1c. nurse anesthesia
 - 1d. nurse midwife
 - 1e. case manager
 - 1f. other (specify) _____
 2. No

SECTION II. EMPLOYMENT IN NURSING

5. What is your employment status related to nursing?

- 1. Full-time in nursing
 - 2. Part-time in nursing
 - 3. Retired
 - 4. Unemployed
 - 5. Not employed in nursing
6. Which of the following best corresponds to the **position title** for your primary position in nursing? (**Select from the drop down menu**)
- 1. Administrator
 - 2. Case Manager
 - 3. Certified Nurse Midwife
 - 4. Certified Registered Nurse Anesthetist
 - 5. Certified Registered Nurse Practitioner
 - 6. Charge Nurse
 - 7. Clinical Nurse Specialist
 - 8. Compliance Officer
 - 9. Consultant
 - 10. Discharge planner/outcomes manager
 - 11. Educator
 - 12. Home Health Nurse
 - 13. Infection Control Nurse
 - 14. Insurance Reviewer
 - 15. Nursing Faculty
 - 16. Nurse Manager
 - 17. Nursing Staff Development
 - 18. Nursing Supervisor
 - 19. Researcher
 - 20. School Nurse
 - 21. Staff Nurse
 - 22. Surveyor/auditor/regulator
 - 23. Other (specify) _____
 - 24. Retired
 - 25. Student
 - 26. Not applicable
7. What is your **location** for your primary nursing position? (**Select from the drop down menu**)
- 1. Assisted Living
 - 2. Community Mental Health
 - 3. Doctor's Office
 - 4. Government Agency (other than hospital or nursing home)
 - 5. Home Health Agency
 - 6. Hospice
 - 7. Hospital
 - 8. Insurance or Drug Company
 - 9. Nursing Home
 - 10. Out-patient Center or Clinic (including rural health, FQHC, dialysis, ambulatory, surgical, and cancer)
 - 11. School or College of Nursing
 - 12. School K-12
 - 13. Special Care Assisted Living
 - 14. Other (specify) _____
 - 15. Not applicable
8. Select one of the broad clinical areas that best describes your primary nursing employment. (**Select from the drop down menu**)

- 1. Community/Public Health
- 2. Critical Care
- 3. Emergency
- 4. Geriatrics/Long Term Care
- 5. Home Health
- 6. Medical/Surgical
- 7. Neonatal
- 8. OB/GYN, Perinatal
- 9. Occupational Health
- 10. Oncology
- 11. Orthopedics
- 12. Pediatrics
- 13. Post Anesthesia/Recovery Room
- 14. Psych/Mental Health
- 15. Rehabilitation
- 16. Substance Abuse/Chemical Dependence
- 17. Regulatory/Compliance
- 18. Research
- 19. Operating Room/Surgery
- 20. Utilization Review/QA/Infection Control
- 21. Other (specific) _____
- 22. Not applicable

9. How long have you worked for your primary nursing employer?

- 1. Less than one year
- 2. One to five years
- 3. Five years or longer

10. When do you anticipate retiring from your primary nursing position or leaving the nursing workforce?

- 1. Within the next five years
- 2. Within the next ten years
- 3. Within the next fifteen years
- 4. Within the next twenty years
- 5. Greater than twenty years
- 6. Do not anticipate retiring or leaving the workforce

11. Describe the level of satisfaction with your primary nursing position:

- 1. Extremely satisfied
- 2. Moderately satisfied
- 3. Moderately dissatisfied
- 4. Extremely dissatisfied

12. Are any of the following issues negatively impacting your current work situation? **If yes, mark all that apply.**

- 1. Lack of autonomy
- 2. Job uncertainty due to potential cut backs
- 3. Family responsibilities
- 4. Excessive work hours
- 5. Lack of choice in work shift
- 6. Staffing inadequate to assure safe level of care to patients
- 7. Extensive travel commute to work
- 8. Inadequate benefits
- 9. Poor nursing administrative support
- 10. Poor relationship with peers
- 11. Poor health
- 12. Sleep deprivation due to work hours
- 13. Insufficient support staff to conduct non-nursing duties
- 14. Lack of educational preparation for job expectations
- 15. Inadequate supplies & working equipment to accomplish my job
- 16. Personal unhappiness with nursing as chosen professional career
- 17. Inadequate salary
- 18. Other (please specify) _____

13. Are any of the following issues positively impacting your current work situation? **If yes, mark all that apply.**

- 1. Reasonable degree of autonomy or good interdependent working relations
- 2. Security in your present position (cutbacks unlikely)
- 3. Assistance or cooperation to manage family emergencies
- 4. Reasonable work hours
- 5. Reasonable work shifts
- 6. Sufficient staffing for safe care
- 7. Travel convenience
- 8. Adequate benefits, including health insurance
- 9. Good administrative support
- 10. Good relationship with peers
- 11. Opportunities to maintain health (exercise, proper nutrition, adequate sleep)
- 12. Sufficient support staff to conduct non-nursing duties
- 13. Educational opportunities
- 14. Adequate supplies & working equipment to accomplish my job
- 15. Personal satisfaction with nursing as chosen professional career
- 16. Adequate salary
- 17. Other (please specify)

SECTION III. GENERAL INFORMATION

14. Do you speak a language other than English?

- 1. No
- 2. Yes (Specify all) _____

15. What is your racial/ethnic background? (**Select from the drop down menu; may select more than one category**)

- 1, African American/Black

- 2. American Indian/Alaska Native
- 3. Asian
- 4. Caucasian/White
- 5. Hispanic/ Latino
- 6. Middle Eastern
- 7. Native Hawaiian/Pacific Islander
- 8. Two (2) or more races
- 9. Other _____

16. What best describes your current marital status?

- 1. Married
- 2. Divorced, or separated
- 3. Widowed,
- 4. Never married/Single

17. Approximately what is your current gross annual income (before taxes) from all of your nursing employment including overtime and bonuses?

_____ (approximate amount)

(Select from the drop down menu if uncertain)

- 1. less than \$15,000
- 2. \$15,001 to \$20,000
- 3. \$20,001 to \$25,000
- 4. \$25,001 to \$30,000
- 5. \$30,001 to \$35,000
- 6. \$35,001 to \$40,000
- 7. \$40,001 to \$45,000
- 8. \$45,001 to \$50,000
- 9. more than \$50,000

18. Including your nursing employment, if applicable, what is your **total** family or household current gross annual income (before taxes)? _____

(approximate amount)

(Select from the drop down menu if uncertain)

- 1. less than \$15,000
- 2. \$15,001 to \$20,000
- 3. \$20,001 to \$25,000
- 4. \$25,001 to \$30,000
- 5. \$30,001 to \$35,000
- 6. \$35,001 to \$40,000
- 7. \$40,001 to \$45,000
- 8. \$45,001 to \$50,000
- 9. more than \$50,000

19. What is your county of employment in your primary nursing position? ***(Select from the drop down menu)***

20. What is your county of residence? ***(Select from the drop down menu)***

21. What is the average number of hours you work per week in your primary nursing position? _____

22. What is the average number of hours you work per week in any nursing position other than your primary one? _____

APPENDIX B: EXTRACTED RN WORKFORCE DATA FOR HOSPITAL NURSES

*27,255 total respondents self-identified as hospital-based nurses on the RN Workforce survey (question 7); however, not all of these respondents opted to provide data for each question. Therefore, the number of respondents varied from question to question. Some respondents marked multiple choices as answers to some questions.

Section I: Education

question 1: Were you ever employed in any of the following positions prior to enrolling into your initial RN educational program?

- 6,052 worked as a nursing assistant
- 3,028 worked as an LPN
- 289 worked as an allied health technician
- 173 worked as a manager in a healthcare setting
- 1,129 worked as a clerk in a healthcare setting
- 1,815 worked in another type of healthcare-related position
- **13,442 responded that none of the choices were applicable**
- no response: 313

question 2: Did you receive one or more degrees BEFORE starting your initial RN educational program?

- 2,444 had an Associate's Degree prior to entering the RN program
- 2,068 had a Bachelor's degree prior to entering the RN program
- 172 had a Master's degree prior to entering the RN program
- 1,174 responded that another type of degree had been obtained
- **13,843 responded that no degrees had been received prior to entry into the RN program**
- no response: 249

question 3: Have you completed other degrees since graduating from your initial registered nurse educational program?

- **21,509 responded that no additional degrees have been completed**
- 517 have completed an ASN since graduating from an RN program
- 186 have completed an Associate's degree in another field
- 2,233 have completed a BSN since graduating from an RN program
- 692 have completed a Bachelor's degree in another field
- 1,671 have completed a MSN since graduating from an RN program
- 771 have completed a Master's degree in another field
- 16 have completed a DSN since graduating from an RN program
- 76 have completed a Doctoral degree in another field
- no response: 321

question 4: Do you anticipate enrolling in an Advanced Practice or Nursing Faculty educational program within the next five years?

- 5,744 anticipate enrolling
- **20,773 do not anticipate enrolling**
- no response: 738

SECTION II. EMPLOYMENT IN NURSING

question 5: What is your employment status related to nursing?

- **20,950 report working full-time in nursing**

- 4,031 report working part-time in nursing
- 460 report being retired
- 801 report being unemployed
- 755 report choosing not to be employed

question 6: Which of the following best corresponds to the position title for your primary position in nursing?

- 574 report serving as an administrator
- 1,050 report serving as a case manager
- 25 report serving as a certified nurse midwife
- 707 report serving as a certified registered nurse anesthetist
- 756 report serving as a certified registered nurse practitioner
- 1,929 report serving as a charge nurse
- 207 report serving as a clinical nurse specialist
- 60 report serving as a compliance officer
- 198 report serving as a consultant
- 38 report serving as a discharge planner/outcomes manager
- 625 report serving as an educator
- 750 report serving as a home health nurse
- 81 report serving as a infection control nurse
- 95 report serving as an insurance reviewer
- 500 report serving as nursing faculty
- 1,243 report serving as nurse manager
- 84 report serving as nursing staff development
- 875 report serving as a nursing supervisor
- 166 report serving as a researcher
- 384 report serving as a school nurse
- **12,846 report serving as a staff nurse**
- 148 report serving as a surveyor/auditor/regulator
- 2,164 report serving in other positions
- 300 reported being retired
- 123 reported being a student
- no response: 465

question 8: Select one of the broad clinical areas that best describes your primary nursing employment.

- 3,217 work in critical care
- 424 work in UA/QA/Infection Control

- 1,621 work in emergency departments
- 1,208 work in geriatrics/long-term care
- 1,331 work in home health
- **3,947 work in medical-surgical areas**
- 821 work in neonatal
- 1,662 work in OB/GYN/perinatal
- 238 work in occupational health
- 591 work in oncology
- 1,173 work in pediatrics
- 686 work in PACU/recovery
- 745 work in psychiatric/mental health
- 59 works in rehabilitation
- 43 work in substance abuse/chemical dependency
- 101 works in a regulatory/compliance area
- 168 work in research
- 1,947 work in OR/surgery
- 345 work in orthopedics
- 907 work in community/public health
- 3,853 work in other areas
- no response: 916

question 9: How long have you worked for your primary nursing employer?

- 4,408 have worked less than one year
- 8,939 have worked from 1-5 years
- **12,528 have worked 5 years or more**
- no response: 1,380

question 10: When do you anticipate retiring from your primary nursing position or leaving the nursing workforce?

- 2,751 anticipate retiring within the next 5 years
- 4,094 anticipate retiring within the next 10 years
- 4,196 anticipate retiring within the next 15 years
- 4,703 anticipate retiring with the next 20 years
- **6,759 anticipate retiring within the next 20 years or longer**
- 3,378 do not anticipate retiring from the nursing workforce
- no response: 1,374

question 11: Describe the level of satisfaction with your primary nursing position.

- 10,090 report being extremely satisfied
- **14,045 report being moderately satisfied**
- 1,313 report being moderately dissatisfied
- 298 report being extremely dissatisfied
- no response: 1,509

question 12: Are any of the following issues negatively impacting your current work situation?

- 3,261 are negatively impacted by family responsibilities
- 136 are negatively impacted by a poor relationship with peers

- 932 are negatively impacted by sleep deprivation
- 1,033 are negatively impacted by a lack of autonomy
- 1,237 are negatively impacted by insufficient support staff
- 2,607 are negatively impacted by an inadequate salary
- 176 are negatively impacted by a lack of educational preparation for their position
- 495 are negatively impacted by job uncertainty due to potential cutbacks
- 672 are negatively impacted by inadequate supplies
- 7,799 are negatively impacted by extensive travel commutes
- 170 are negatively impacted by personal unhappiness with nursing as a career
- **13,824 are negatively impacted by excessive work hours**
- 1,425 are negatively impacted by a lack of choice in work shifts
- 5,747 are negatively impacted by inadequate staffing
- 191 are negatively impacted by poor health
- 2,607 are negatively impacted by inadequate benefits
- 923 are negatively impacted by poor nursing administrative support

question 13: Are any of the following issues positively impacting your current work situation?

- **5,122 are positively impacted by their autonomy**
- 3,146 are positively impacted by their educational opportunities
- 4,615 are positively impacted by their job security
- 3,056 are positively impacted by having adequate supplies
- 3,865 are positively impacted by assistance with family emergencies
- 3,788 are positively impacted by their personal satisfaction with nursing
- 4,064 are positively impacted by their reasonable work hours
- 2,636 are positively impacted by having adequate salary
- 3,575 are positively impacted by having reasonable work shifts
- 3,036 are impacted by having sufficient staffing for safe care
- 2,410 are positively impacted by having travel convenient
- 2,850 are positively impacted by having adequate benefits
- 2,793 are positively impacted by having good administrative support
- 4,773 are positively impacted by their good relationship with peers
- 2,598 are positively impacted by having opportunities to maintain health
- 2,181 are positively impacted by having sufficient support staff

SECTION III. GENERAL INFORMATION

question 14: Do you speak a language other than English?

- **26,628 do not speak a language other than English**
- 1,305 speak an additional language

question 15: What is your racial/ethnic background?

- 3,464 self-identified as African-American/Black
- 144 self-identified as American Indian/Alaska Native
- 208 self-identified as Asian

- **22,429 self-identified as Caucasian/White**
- 112 self-identified as Hispanic/Latino
- 12 self-identified as Middle Eastern
- 21 self-identified as Native Hawaiian/Pacific Islander
- 116 self-identified as two (2) or more races
- no response: 749

question 16: What best describes your current marital status?

- **19,442 are married**
- 4,242 are divorced
- 614 are widowed
- 2,617 have never married
- no response: 340

question 17: Approximately what is your current gross annual income (before taxes) from all of your nursing employment including overtime and bonuses?

- reported <\$15,000
- 529 reported \$15,001 to \$20,000
- 665 reported \$20,001 to \$25,000
- 2,620 reported \$25,001 to \$30,000
- 0 reported \$30,000 to \$35,000
- 2,406 reported \$35,001 to \$40,000
- 3,002 reported \$40,001 to \$45,000
- 3,717 reported \$45,001 to \$50,000
- **9,828 reported more than \$50,000**
- no response: 3,554

question 18: Including your nursing employment, if applicable, what is your total family or household current gross annual income (before taxes)?

- 112 reported less than \$15,000
- 100 reported \$15,001 to \$20,000
- 117 reported \$20,001 to \$25,000
- 777 reported \$25,001 to \$30,000
- 0 reported \$30,001 to \$35,000
- 879 reported \$35,001 to \$40,000
- 1,155 reported \$40,001 to \$45,000
- 1,920 reported \$45,001 to \$50,000
- **17,862 reported more than \$50,000**
- no response: 4,333

question 19: What is your county of employment in your primary nursing position?

Counties with the largest number of hospital-based nurses employed:

1. **Jefferson (6,788)**
2. Mobile (2,534)

3. Madison (2,047)
4. Montgomery (1,521)
5. Tuscaloosa (1,182)
6. Houston (882)
7. Baldwin (673)
8. Calhoun (617)
9. Etowah (605)
10. Lee (513)

Counties with the smallest number of hospital-based nurses employed:

- 1. Cleburne (3)**
 2. Coosa (9)
 3. Greene (9)
 4. Hale (11)
 5. Perry (13)
 6. Wilcox (16)
 7. Crenshaw (18)
 8. Henry (19)
 9. Sumter (20)
 10. Lowndes (20)
- no response: 3490

question 20: What is your county of residence?

Counties with the largest number of hospital-based nurses residing:

- 1. Jefferson (4,150)**
2. Mobile (2,145)
3. Shelby (1,593)
4. Madison (1,557)
5. Tuscaloosa (1,135)
6. Montgomery (940)
7. Etowah (675)
8. Houston (594)
9. Morgan (561)
10. Calhoun (553)

Counties with the smallest number of hospital-based nurses residing:

- 1. Bullock (20)**
2. Perry (21)
3. Greene (21)
4. Lowndes (30)
5. Wilcox (30)
6. Sumter (33)
7. Choctaw (37)
8. Cleburne (40)
9. Conecuh (42)
10. Crenshaw (44)

question 21: What is the average number of hours you work per week in your primary nursing position?

0-more than 100 hours weekly

question 22: What is the average number of hours you work per week in any nursing position other than your primary one?

0-more than 100 hours weekly

APPENDIX C: EXTRACTED RN WORKFORCE DATA FOR SKILLED NURSING FACILITY (NURSING HOME) NURSES

*1,889 total respondents self-identified as nursing home-based nurses on the RN Workforce survey (question 7); however, not all of these respondents opted to provide data for each question. Therefore, the number of respondents varied from question to question. Some respondents marked multiple choices as answers to some questions.

Section I: EDUCATION

question 1: Were you ever employed in any of the following positions prior to enrolling into your initial RN educational program?

- 369 worked as a nursing assistant
- 604 worked as an LPN
- 10 worked as an allied health technician
- 46 worked as a manager in a healthcare setting
- 68 worked as a clerk in a healthcare setting
- 94 worked in another type of healthcare-related position
- **671 responded that none of the choices were applicable**
- no response: 27

question 2: Did you receive one or more degrees BEFORE starting your initial RN educational program?

- 203 had an Associate's Degree prior to entering the RN program
- 96 had a Bachelor's degree prior to entering the RN program
- 8 had a Master's degree prior to entering the RN program
- 159 responded that another type of degree had been obtained
- **1,389 responded that no degrees had been received prior to entry into the RN program**
- no response: 28

question 3: Have you completed other degrees since graduating from your initial registered nurse educational program?

- **1,556 responded that no additional degrees have been completed**
- 61 have completed an ASN since graduating from an RN program
- 15 have completed an Associate's degree in another field
- 108 have completed a BSN since graduating from an RN program
- 55 have completed a Bachelor's degree in another field
- 79 have completed a MSN since graduating from an RN program
- 40 have completed a Master's degree in another field
- 1 have completed a DSN since graduating from an RN program
- 1 have completed a Doctoral degree in another field
- no response: 19

question 4: Do you anticipate enrolling in an Advanced Practice or Nursing Faculty educational program within the next five years?

- 343 anticipate enrolling
- **1,499 do not anticipate enrolling**
- no response: 47

SECTION II. EMPLOYMENT IN NURSING

question 5: What is your employment status related to nursing?

- **1,543 report working full-time in nursing**

- 198 report working part-time in nursing
- 12 report being retired
- 17 report being unemployed
- 15 report choosing not to be employed
- no response: 4

question 6: Which of the following best corresponds to the position title for your primary position in nursing?

- 85 report serving as an administrator
- 28 report serving as a case manager
- 1 report serving as a certified nurse midwife
- 3 report serving as a certified registered nurse anesthetist
- 37 report serving as a certified registered nurse practitioner
- 146 report serving as a charge nurse
- 13 report serving as a clinical nurse specialist
- 9 report serving as a compliance officer
- 59 report serving as a consultant
- 3 report serving as a discharge planner/outcomes manager
- 20 report serving as an educator
- 2 report serving as a home health nurse
- 19 report serving as a infection control nurse
- 4 report serving as an insurance reviewer
- 21 report serving as nursing faculty
- 295 report serving as nurse manager
- 44 report serving as nursing staff development
- 496 report serving as a nursing supervisor
- 6 report serving as a researcher
- 4 report serving as a school nurse
- 226 report serving as a staff nurse
- 10 report serving as a surveyor/auditor/regulator
- **323 report serving in other positions**
- 10 reported being retired
- 2 reported being a student
- no response: 23

question 8: Select one of the broad clinical areas that best describes your primary nursing employment.

- 23 work in critical care

- 12 work in UA/QA/Infection Control
- 11 work in emergency departments
- 1,628 work in geriatrics/long-term care
- 8 work in home health
- 37 work in medical-surgical areas
- 5 work in neonatal
- 7 work in OB/GYN/perinatal
- 1 work in occupational health
- 2 work in oncology
- 11 work in pediatrics
- 5 work in PACU/recovery
- 10 work in psychiatric/mental health
- 7 work in rehabilitation
- 1 works in substance abuse/chemical dependency
- 6 work in a regulatory/compliance area
- 1 works in research
- 9 work in OR/surgery
- 9 work in orthopedics
- 5 work in community/public health
- no response: 115

question 9: How long have you worked for your primary nursing employer?

- 441 have worked less than one year
- 674 have worked from 1-5 years
- **770 have worked 5 years or more**
- no response: 0

question 10: When do you anticipate retiring from your primary nursing position or leaving the nursing workforce?

- 266 anticipate retiring within the next 5 years
- 272 anticipate retiring within the next 10 years
- 267 anticipate retiring within the next 15 years
- 291 anticipate retiring with the next 20 years
- **457 anticipate retiring within the next 20 years or longer**
- 324 do not anticipate retiring from the nursing workforce
- no response: 15

question 11: Describe the level of satisfaction with your primary nursing position.

- 711 report being extremely satisfied
- **1,028 report being moderately satisfied**
- 109 report being moderately dissatisfied
- 26 report being extremely dissatisfied
- no response: 12

question 12: Are any of the following issues negatively impacting your current work situation?

- 202 are negatively impacted by family responsibilities

- 22 are negatively impacted by a poor relationship with peers
- 75 are negatively impacted by sleep deprivation
- 70 are negatively impacted by a lack of autonomy
- 223 are negatively impacted by insufficient support staff
- 243 are negatively impacted by an inadequate salary
- 45 are negatively impacted by a lack of educational preparation for their position
- 69 are negatively impacted by job uncertainty due to potential cutbacks
- 133 are negatively impacted by inadequate supplies
- 110 are negatively impacted by extensive travel commutes
- 41 are negatively impacted by personal unhappiness with nursing as a career
- 243 are negatively impacted by excessive work hours
- 53 are negatively impacted by a lack of choice in work shifts
- **505 are negatively impacted by inadequate staffing**
- 44 are negatively impacted by poor health
- 279 are negatively impacted by inadequate benefits
- 257 are negatively impacted by poor nursing administrative support
- no response: 743

question 13: Are any of the following issues positively impacting your current work situation?

- 816 are positively impacted by their autonomy
- 552 are positively impacted by their educational opportunities
- 87 are positively impacted by their job security
- 524 are positively impacted by having adequate supplies
- 634 are positively impacted by assistance with family emergencies
- 881 are positively impacted by their personal satisfaction with nursing
- 946 are positively impacted by their reasonable work hours
- 541 are positively impacted by having adequate salary
- 640 are positively impacted by having reasonable work shifts
- 429 are impacted by having sufficient staffing for safe care
- 580 are positively impacted by having travel convenient
- 628 are positively impacted by having adequate benefits
- 694 are positively impacted by having good administrative support
- **1,025 are positively impacted by their good relationship with peers**
- 351 are positively impacted by having opportunities to maintain health
- 354 are positively impacted by having sufficient support staff
- no response: 179

SECTION III. GENERAL INFORMATION

question 14: Do you speak a language other than English?

- **1809 do not speak a language other than English**
- 63 speak an additional language
- no response: 17

question 15: What is your racial/ethnic background?

- 388 self-identified as African-American/Black
- 16 self-identified as American Indian/Alaska Native

- 5 self-identified as Asian
- **1,424 self-identified as Caucasian/White**
- 5 self-identified as Hispanic/Latino
- 1 self-identified as Middle Eastern
- 1 self-identified as Native Hawaiian/Pacific Islander
- 10 self-identified as two (2) or more races
- no response: 40

question 16: What best describes your current marital status?

- **1,236 are married**
- 417 are divorced
- 89 are widowed
- 128 have never married
- no response: 19

question 17: Approximately what is your current gross annual income (before taxes) from all of your nursing employment including overtime and bonuses?

- reported <\$15,000
- 34 reported \$15,001 to \$20,000
- 28 reported \$20,001 to \$25,000
- 122 reported \$25,001 to \$30,000
- 7 reported \$30,000 to \$35,000
- 147 reported \$35,001 to \$40,000
- 282 reported \$40,001 to \$45,000
- 327 reported \$45,001 to \$50,000
- **700 reported more than \$50,000**
- no response: 136

question 18: Including your nursing employment, if applicable, what is your total family or household current gross annual income (before taxes)?

- 11 reported less than \$15,000
- 13 reported \$15,001 to \$20,000
- 15 reported \$20,001 to \$25,000
- 56 reported \$25,001 to \$30,000
- 7 reported \$30,001 to \$35,000
- 85 reported \$35,001 to \$40,000
- 108 reported \$40,001 to \$45,000
- 184 reported \$45,001 to \$50,000
- **1,218 reported more than \$50,000**
- no response: 192

question 19: What is your county of employment in your primary nursing position?

Counties with the largest number of nursing home-based nurses employed:

1. **Jefferson (226)**

2. Mobile (149)
3. Tuscaloosa (108)
4. Montgomery (84)
5. Baldwin (79)
6. Madison (67)
7. Lauderdale (53)
8. Tallapoosa (44)
9. Calhoun (39)
10. Jackson (39)

Counties with the smallest number of nursing home-based nurses employed:

1. **Greene (2)**
2. Bullock (3)
3. Coosa (3)
4. Hale (4)
5. Cleburne (4)
6. Bibb (5)
7. Crenshaw (6)
8. Sumter (6)
9. Choctaw (7)
10. Wilcox (7)

question 20: What is your county of residence?

Counties with the largest number of hospital-based nurses residing:

1. **Jefferson (158)**
2. Mobile (144)
3. Tuscaloosa (107)
4. Baldwin (78)
5. Montgomery (68)
6. Madison (48)
7. Etowah (46)
8. Walker (44)
9. Lauderdale (40)
10. Cullman (38)

Counties with the smallest number of hospital-based nurses residing:

1. **Greene (2)**
2. Cleburne (3)
3. Wilcox (3)
4. Russell (3)
5. Bullock (4)
6. Conecuh (4)
7. Lawrence (5)
8. Sumter (5)
9. Washington (7)
10. Bibb (7)

question 21: What is the average number of hours you work per week in your primary nursing position?

0-more than 120 hours weekly

question 22: What is the average number of hours you work per week in any nursing position other than your primary one?

0-more than 120 hours weekly

APPENDIX D: COMPILATION OF RAW DATA

Table I: Education

Survey Question Topic	Response Selected	No. of Nurses Providing this Response
Health-related positions assumed before enrollment in initial RN program	Nsg Asst/Aide	10,053
	LPN/LVN	7,130
	Allied Health Technician	472
	Manager in Health Care Setting	403
	Clerk in Health Care Setting	1975
	Another type of health-related position	3408
	None are applicable	22860
	No response	23
Degrees received before entering initial RN program	Associate Degree	4051
	Bachelor's Degree	3326
	Master's Degree	305
	Other	2128
	None	36,842
	No response	19
Degrees completed since completing RN program	Associate Degree in Nursing	940
	Associate Degree in another field	318
	Bachelor's Degree in Nursing	5,328
	Bachelor's Degree in another field	386
	Master's degree in Nursing	996
	Master's Degree in another field	1,105
	Doctorate in Nursing	33
	Doctorate in another field	179
	None	35,774
Expect to enroll in Advanced Practice or Nursing Faculty educational program within five years	Yes-nursing education	3,120
	Yes-nurse practitioner	3,489
	Yes-nurse anesthesia	1,489
	Yes-nurse midwife	75
	Yes-case manager	763
	No	35,779
	No response	108

Table II: Employment in Nursing

Survey Question Topic	Response Selected	No. of Nurses Providing this Response
Employment status in nursing	Full-time	35,637
	Part-time	7,038
	Retired	999
	Unemployed	1,657
	Not employed in nursing	1,487
	No response	108
Position Title for primary nursing position	Administrator	994
	Case Manager	1,958
	Certified Nurse Midwife	46
	Certified Registered Nurse Anesthetist	1,259
	Certified Registered Nurse Practitioner	1,268
	Charge Nurse	3,239
	Clinical Nurse Specialist	368
	Compliance Officer	92
	Consultant	364
	Discharge planner/outcomes manager	60
	Educator	1,114
	Home Health Nurse	1,416
	Infection Control Nurse	153
	Insurance Reviewer	175
	Nursing Faculty	859
	Nurse Manager	2,144
	Nursing Staff Development	147
	Nursing Supervisor	1,504
	Researcher	288
	School Nurse	724
	Staff Nurse	21,376
	Surveyor/auditor/regulator	259
	Retired	665
Student	264	
No response	33	
Location for primary nursing position	Assisted Living	117
	Community Mental Health	235
	Doctor's Office	2,375
	Govt Agency (non-hospital or nsg. home)	835
	Home Health Agency	2,025
	Hospice	1,486
	Hospital	27,255
	Insurance or Drug Company	719
	Nursing Home	1,889
	Out-patient Center or Clinic	2,682
	School or College of Nursing	965
	School K-12	764
	Special Care Assisted Living	59
Not applicable	2,437	
Clinical area of primary nursing employment	Community/Public Health	1,619
	Critical Care	5,262
	Emergency	2,727
	Geriatrics/Long Term Care	2,244
	Home Health	2,483
	Medical/Surgical	6,742
	Neonatal	1,283
	OB/GYN, Perinatal	2,678
	Occupational Health	439
	Oncology	962
	Orthopedics	589
	Pediatrics	1,945
	Post Anesthesia/Recovery Room	1,089
	Psych/Mental Health	1,361
	Rehabilitation	156
Substance Abuse/Chemical Dependence	81	

	Regulatory/Compliance	203
	Research	294
	Operating Room/Surgery	3,280
	Utilization Review/QA/Infection Control	720
	Not applicable	2,611

Table III: Current Work Situation

Survey Question Topic	Response Selected	No. of Nurses Providing this Response
Length of time having worked for primary nursing employer	Less than one year	7,776
	One to five years	15,548
	Five years or longer	21,216
	No response	344
Period of time when nurse anticipates retiring or leaving nursing workforce	Within the next five years	5,083
	Within the next ten years	7,114
	Within the next fifteen years	7,082
	Within the next twenty years	7,897
	Greater than twenty years	11,323
	Do not anticipate retiring/leaving workforce	6,061
	No response	363
Level of satisfaction with primary nursing position	Extremely satisfied	17,457
	Moderately satisfied	23,924
	Moderately dissatisfied	2,337
	Extremely dissatisfied	564
	No response	369
Issues negatively impacting current work situation	Lack of autonomy	20,474
	Job uncertainty due to possible cut backs	5,380
	Family responsibilities	12,098
	Excessive work hours	5,482
	Lack of choice in work shift	6,022
	Staffing inadequate to assure safe level of care	10,816
	Extensive travel commute to work	12,781
	Inadequate benefits	7,009
	Poor nursing administrative support	6,423
	Poor relationship with peers	707
	Poor health	887
	Sleep deprivation due to work hours	2,956
	Insufficient support staff for non-nursing duties	7,254
	Lack of educational preparation for job expectations	1,016
	Inadequate supplies & working equipment	4,041
	Personal unhappiness with nursing as career	952
	Inadequate salary	10,922
Other (paperwork, on-call, abuse from physicians)	2,342	
No response	18,345	
Issues positively impacting current work situation	Reasonable degree of autonomy or good interdependent working relations	37,531
	Security in position (cutbacks unlikely)	22,649
	Assistance/cooperation in family emergencies	22,327
	Reasonable work hours	26,634
	Reasonable work shifts	27,354
	Sufficient staffing for safe care	17,231
	Travel convenience	13,345
	Adequate benefits (health insurance)	17,957
	Good relationship with peer	28,203
	Opportunities to maintain health	9,613
	Sufficient support staff for non-nursing duties	7,469
	Educational opportunities	16,104
	Adequate supplies & working equipment	14,206
	Personal satisfaction with nursing as career	22,647
	Adequate salary	12,943
	Other: Flexible hours, time off	753
No response	6,723	

Table IV: Demographics

Survey Question Topic	Response Selected	No. of Nurses Providing this Response
Speak a language other than English	None	44,422
	Yes (American Sign Language, French, German, Spanish, Arabic, Thai, Vietnamese, Tagalog (native language of the Phillipines))	2,264
	No response	37
Racial/ethnic background	African American/Black	6,322
	American Indian/Alaska Native	286
	Asian	395
	Caucasian/White	38,516
	Hispanic/ Latino	212
	Middle Eastern	23
	Native Hawaiian/Pacific Islander	36
	Two (2) or more races	209
	Other (Filipino)	178
Current marital status	Married	33,203
	Divorced, or separated	7,688
	Widowed	1,169
	Never married/Single	4,605
	No response	51
Current gross annual income (before taxes) from all nursing employment	less than \$15,000	1,843
	\$15,001 to \$20,00	928
	\$20,001 to \$25,000	1,152
	\$25,001 to \$30,000	4,242
	\$30,001 to \$35,000	183
	\$35,001 to \$40,000	4,116
	\$40,001 to \$45,000	9,285
	\$45,001 to \$50,000	6,498
	more than \$50,000	16,765
Total family or household current gross annual income including nursing employment	less than \$15,000	240
	\$15,001 to \$20,00	209
	\$20,001 to \$25,000	255
	\$25,001 to \$30,000	1,299
	\$30,001 to \$35,000	89
	\$35,001 to \$40,000	1,582
	\$40,001 to \$45,000	2,057
	\$45,001 to \$50,000	3,481
	more than \$50,000	30,535
Average number of hours worked per week in primary nursing position	40-100	
Average number of hours worked per week in any nursing position other than primary one	0-120	

APPENDIX E: Positively Impacting and Negatively Impacting Factors Identified by RNs According to Location of Primary Nursing Position

**HOSPITAL NURSES:
(n= 27,255)**

Are any of the following issues negatively impacting your current work situation?

- 3,261 are negatively impacted by family responsibilities
- 136 are negatively impacted by a poor relationship with peers
- 932 are negatively impacted by sleep deprivation
- 1,033 are negatively impacted by a lack of autonomy
- 1,237 are negatively impacted by insufficient support staff
- 2,607 are negatively impacted by an inadequate salary
- 176 are negatively impacted by a lack of educational preparation for their position
- 495 are negatively impacted by job uncertainty due to potential cutbacks
- 672 are negatively impacted by inadequate supplies
- 7,799 are negatively impacted by extensive travel commutes
- 170 are negatively impacted by personal unhappiness with nursing as a career
- **13,824 are negatively impacted by excessive work hours**
- 1,425 are negatively impacted by a lack of choice in work shifts
- 5,747 are negatively impacted by inadequate staffing
- 191 are negatively impacted by poor health
- 2,607 are negatively impacted by inadequate benefits
- 923 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- **5,122 are positively impacted by their autonomy**
- 3,146 are positively impacted by their educational opportunities
- 4,615 are positively impacted by their job security
- 3,056 are positively impacted by having adequate supplies
- 3,865 are positively impacted by assistance with family emergencies
- 3,788 are positively impacted by their personal satisfaction with nursing
- 4,064 are positively impacted by their reasonable work hours
- 2,636 are positively impacted by having adequate salary
- 3,575 are positively impacted by having reasonable work shifts
- 3,036 are positively impacted by having sufficient staffing for safe care
- 2,410 are positively impacted by having travel convenient
- 2,850 are positively impacted by having adequate benefits
- 2,793 are positively impacted by having good administrative support
- 4,773 are positively impacted by their good relationship with peers
- 2,598 are positively impacted by having opportunities to maintain health
- 2,181 are positively impacted by having sufficient support staff

**SKILLED NURSING FACILITY (NURSING HOME) NURSES:
(n=1,889)**

Are any of the following issues negatively impacting your current work situation?

- 202 are negatively impacted by family responsibilities
- 22 are negatively impacted by a poor relationship with peers
- 75 are negatively impacted by sleep deprivation
- 70 are negatively impacted by a lack of autonomy
- 223 are negatively impacted by insufficient support staff
- 243 are negatively impacted by an inadequate salary
- 45 are negatively impacted by a lack of educational preparation for their position
- 69 are negatively impacted by job uncertainty due to potential cutbacks
- 133 are negatively impacted by inadequate supplies
- 110 are negatively impacted by extensive travel commutes
- 41 are negatively impacted by personal unhappiness with nursing as a career
- 243 are negatively impacted by excessive work hours
- 53 are negatively impacted by a lack of choice in work shifts
- **505 are negatively impacted by inadequate staffing**
- 44 are negatively impacted by poor health
- 279 are negatively impacted by inadequate benefits
- 257 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 816 are positively impacted by their autonomy
- 552 are positively impacted by their educational opportunities
- 87 are positively impacted by their job security
- 524 are positively impacted by having adequate supplies
- 634 are positively impacted by assistance with family emergencies
- 881 are positively impacted by their personal satisfaction with nursing
- 946 are positively impacted by their reasonable work hours
- 541 are positively impacted by having adequate salary
- 640 are positively impacted by having reasonable work shifts
- 429 are positively impacted by having sufficient staffing for safe care
- 580 are positively impacted by having travel convenient
- 628 are positively impacted by having adequate benefits
- 694 are positively impacted by having good administrative support
- **1,025 are positively impacted by their good relationship with peers**
- 351 are positively impacted by having opportunities to maintain health
- 354 are positively impacted by having sufficient support staff

ASSISTED LIVING FACILITY NURSES:

Are any of the following issues negatively impacting your current work situation?
(n= 117)

- 8 are negatively impacted by family responsibilities
- 2 are negatively impacted by a poor relationship with peers
- 8 are negatively impacted by sleep deprivation
- 2 are negatively impacted by a lack of autonomy
- 9 are negatively impacted by insufficient support staff
- **23 are negatively impacted by an inadequate salary**
- 4 are negatively impacted by a lack of educational preparation for their position
- 9 are negatively impacted by job uncertainty due to potential cutbacks
- 5 are negatively impacted by inadequate supplies
- 1 is negatively impacted by extensive travel commute
- 3 are negatively impacted by personal unhappiness with nursing as a career
- 21 are negatively impacted by excessive work hours
- 3 are negatively impacted by a lack of choice in work shifts
- 10 are negatively impacted by inadequate staffing
- 1 is negatively impacted by poor health
- 16 are negatively impacted by inadequate benefits
- 6 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- **69 are positively impacted by their autonomy**
- 34 are positively impacted by their educational opportunities
- 57 are positively impacted by their job security
- 34 are positively impacted by having adequate supplies
- 44 are positively impacted by assistance with family emergencies
- 50 are positively impacted by their personal satisfaction with nursing
- 56 are positively impacted by their reasonable work hours
- 27 are positively impacted by having adequate salary
- 38 are positively impacted by having reasonable work shifts
- 32 are positively impacted by having sufficient staffing for safe care
- 30 are positively impacted by having travel convenient
- 33 are positively impacted by having adequate benefits
- 56 are positively impacted by having good administrative support
- 61 are positively impacted by their good relationship with peers
- 27 are positively impacted by having opportunities to maintain health
- 20 are positively impacted by having sufficient support staff

COMMUNITY MENTAL HEALTH NURSES:

(n=235)

Are any of the following issues negatively impacting your current work situation?

- 18 are negatively impacted by family responsibilities
- 0 are negatively impacted by a poor relationship with peers
- 6 are negatively impacted by sleep deprivation
- 9 are negatively impacted by a lack of autonomy
- 44 are negatively impacted by insufficient support staff
- **76 are negatively impacted by an inadequate salary**
- 6 are negatively impacted by a lack of educational preparation for their position
- 23 are negatively impacted by job uncertainty due to potential cutbacks
- 17 are negatively impacted by inadequate supplies
- 21 are negatively impacted by extensive travel commutes
- 7 are negatively impacted by personal unhappiness with nursing as a career
- 21 are negatively impacted by excessive work hours
- 14 are negatively impacted by a lack of choice in work shifts
- 38 are negatively impacted by inadequate staffing
- 5 are negatively impacted by poor health
- 36 are negatively impacted by inadequate benefits
- 41 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 138 are positively impacted by their autonomy
- 55 are positively impacted by their educational opportunities
- 90 are positively impacted by their job security
- 57 are positively impacted by having adequate supplies
- 74 are positively impacted by assistance with family emergencies
- 124 are positively impacted by their personal satisfaction with nursing
- **145 are positively impacted by their reasonable work hours**
- 61 are positively impacted by having adequate salary
- 89 are positively impacted by having reasonable work shifts
- 44 are positively impacted by having sufficient staffing for safe care
- 96 are positively impacted by having travel convenient
- 87 are positively impacted by having adequate benefits
- 76 are positively impacted by having good administrative support
- 127 are positively impacted by their good relationship with peers
- 54 are positively impacted by having opportunities to maintain health
- 46 are positively impacted by having sufficient support staff

PHYSICIAN'S OFFICE NURSES:

(n=2,375)

Are any of the following issues negatively impacting your current work situation?

- 412 are negatively impacted by family responsibilities
- 11 are negatively impacted by a poor relationship with peers
- 34 are negatively impacted by sleep deprivation
- 90 are negatively impacted by a lack of autonomy
- 190 are negatively impacted by insufficient support staff
- **485 are negatively impacted by an inadequate salary**
- 25 are negatively impacted by a lack of educational preparation for their position
- 97 are negatively impacted by job uncertainty due to potential cutbacks
- 25 are negatively impacted by inadequate supplies
- 127 are negatively impacted by extensive travel commutes
- 23 are negatively impacted by personal unhappiness with nursing as a career
- 236 are negatively impacted by excessive work hours
- 35 are negatively impacted by a lack of choice in work shifts
- 83 are negatively impacted by inadequate staffing
- 27 are negatively impacted by poor health
- 220 are negatively impacted by inadequate benefits
- 105 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 1504 are positively impacted by their autonomy
- 805 are positively impacted by their educational opportunities
- 1331 are positively impacted by their job security
- 1153 are positively impacted by having adequate supplies
- 1079 are positively impacted by assistance with family emergencies
- 1373 are positively impacted by their personal satisfaction with nursing
- 1487 are positively impacted by their reasonable work hours
- 878 are positively impacted by having adequate salary
- 798 are positively impacted by having reasonable work shifts
- 852 are positively impacted by having sufficient staffing for safe care
- 769 are positively impacted by having travel convenient
- 918 are positively impacted by having adequate benefits
- 856 are positively impacted by having good administrative support
- **1542 are positively impacted by their good relationship with peers**
- 701 are positively impacted by having opportunities to maintain health
- 692 are positively impacted by having sufficient support staff

GOVERNMENT AGENCY NURSES:

(n=835)

Are any of the following issues negatively impacting your current work situation?

- 666 are negatively impacted by family responsibilities
- 539 are negatively impacted by a poor relationship with peers
- 19 are negatively impacted by sleep deprivation
- 334 are negatively impacted by a lack of autonomy
- 123 are negatively impacted by insufficient support staff
- 157 are negatively impacted by an inadequate salary
- 14 are negatively impacted by a lack of educational preparation for their position
- 517 are negatively impacted by job uncertainty due to potential cutbacks
- 41 are negatively impacted by inadequate supplies
- 455 are negatively impacted by extensive travel commutes
- 13 are negatively impacted by personal unhappiness with nursing as a career
- **684 are negatively impacted by excessive work hours**
- 589 are negatively impacted by a lack of choice in work shifts
- 445 are negatively impacted by inadequate staffing
- 264 are negatively impacted by poor health
- 621 are negatively impacted by inadequate benefits
- 423 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- **733 are positively impacted by their autonomy**
- 343 are positively impacted by their educational opportunities
- 395 are positively impacted by their job security
- 281 are positively impacted by having adequate supplies
- 479 are positively impacted by assistance with family emergencies
- 419 are positively impacted by their personal satisfaction with nursing
- 611 are positively impacted by their reasonable work hours
- 309 are positively impacted by having adequate salary
- 520 are positively impacted by having reasonable work shifts
- 357 are positively impacted by having sufficient staffing for safe care
- 259 are positively impacted by having travel convenient
- 530 are positively impacted by having adequate benefits
- 321 are positively impacted by having good administrative support
- 524 are positively impacted by their good relationship with peers
- 238 are positively impacted by having opportunities to maintain health
- 154 are positively impacted by having sufficient support staff

HOME HEALTH NURSES:

(n=2,025)

Are any of the following issues negatively impacting your current work situation?

- 299 are negatively impacted by family responsibilities
- 22 are negatively impacted by a poor relationship with peers
- 69 are negatively impacted by sleep deprivation
- 43 are negatively impacted by a lack of autonomy
- 169 are negatively impacted by insufficient support staff
- 343 are negatively impacted by an inadequate salary
- 49 are negatively impacted by a lack of educational preparation for their position
- 144 are negatively impacted by job uncertainty due to potential cutbacks
- 84 are negatively impacted by inadequate supplies
- 128 are negatively impacted by extensive travel commutes
- 47 are negatively impacted by personal unhappiness with nursing as a career
- **367 are negatively impacted by excessive work hours**
- 37 are negatively impacted by a lack of choice in work shifts
- 300 are negatively impacted by inadequate staffing
- 48 are negatively impacted by poor health
- 162 are negatively impacted by inadequate benefits
- 189 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- **1533 are positively impacted by their autonomy**
- 664 are positively impacted by their educational opportunities
- 846 are positively impacted by their job security
- 731 are positively impacted by having adequate supplies
- 856 are positively impacted by assistance with family emergencies
- 1023 are positively impacted by their personal satisfaction with nursing
- 1108 are positively impacted by their reasonable work hours
- 716 are positively impacted by having adequate salary
- 549 are positively impacted by having reasonable work shifts
- 483 are positively impacted by having sufficient staffing for safe care
- 474 are positively impacted by having travel convenient
- 917 are positively impacted by having adequate benefits
- 842 are positively impacted by having good administrative support
- 1292 are positively impacted by their good relationship with peers
- 414 are positively impacted by having opportunities to maintain health
- 419 are positively impacted by having sufficient support staff

HOSPICE NURSES:

(n=1,486)

Are any of the following issues negatively impacting your current work situation?

- **80 are negatively impacted by family responsibilities**
- 4 are negatively impacted by a poor relationship with peers
- 7 are negatively impacted by sleep deprivation
- 5 are negatively impacted by a lack of autonomy
- 11 are negatively impacted by insufficient support staff
- 61 are negatively impacted by an inadequate salary
- 3 are negatively impacted by a lack of educational preparation for their position
- 19 are negatively impacted by job uncertainty due to potential cutbacks
- 1 is negatively impacted by inadequate supplies
- 19 are negatively impacted by extensive travel commutes
- 0 are negatively impacted by personal unhappiness with nursing as a career
- 35 are negatively impacted by excessive work hours
- 1 are negatively impacted by a lack of choice in work shifts
- 14 are negatively impacted by inadequate staffing
- 14 are negatively impacted by poor health
- 36 are negatively impacted by inadequate benefits
- 14 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 988 are positively impacted by their autonomy
- 636 are positively impacted by their educational opportunities
- 665 are positively impacted by their job security
- 697 are positively impacted by having adequate supplies
- 733 are positively impacted by assistance with family emergencies
- 908 are positively impacted by their personal satisfaction with nursing
- 906 are positively impacted by their reasonable work hours
- 609 are positively impacted by having adequate salary
- 548 are positively impacted by having reasonable work shifts
- 578 are positively impacted by having sufficient staffing for safe care
- 466 are positively impacted by having travel convenient
- 604 are positively impacted by having adequate benefits
- 717 are positively impacted by having good administrative support
- **1018 are positively impacted by their good relationship with peers**
- 415 are positively impacted by having opportunities to maintain health
- 491 are positively impacted by having sufficient support staff

INSURANCE OR DRUG COMPANY NURSES:

(n=719)

Are any of the following issues negatively impacting your current work situation?

- 81 are negatively impacted by family responsibilities
- 6 are negatively impacted by a poor relationship with peers
- 11 are negatively impacted by sleep deprivation
- 34 are negatively impacted by a lack of autonomy
- 46 are negatively impacted by insufficient support staff
- **82 are negatively impacted by an inadequate salary**
- 14 are negatively impacted by a lack of educational preparation for their position
- 57 are negatively impacted by job uncertainty due to potential cutbacks
- 15 are negatively impacted by inadequate supplies
- 79 are negatively impacted by extensive travel commutes
- 22 are negatively impacted by personal unhappiness with nursing as a career
- 63 are negatively impacted by excessive work hours
- 41 are negatively impacted by a lack of choice in work shifts
- 34 are negatively impacted by inadequate staffing
- 14 are negatively impacted by poor health
- 37 are negatively impacted by inadequate benefits
- 30 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 495 are positively impacted by their autonomy
- 394 are positively impacted by their educational opportunities
- 337 are positively impacted by their job security
- 356 are positively impacted by having adequate supplies
- 366 are positively impacted by assistance with family emergencies
- 346 are positively impacted by their personal satisfaction with nursing
- 499 are positively impacted by their reasonable work hours
- 379 are positively impacted by having adequate salary
- 259 are positively impacted by having reasonable work shifts
- 142 are positively impacted by having sufficient staffing for safe care
- 211 are positively impacted by having travel convenient
- 478 are positively impacted by having adequate benefits
- 371 are positively impacted by having good administrative support
- **506 are positively impacted by their good relationship with peers**
- 306 are positively impacted by having opportunities to maintain health
- 184 are positively impacted by having sufficient support staff

OUTPATIENT CENTER OR CLINIC NURSES:

(n=2,682)

Are any of the following issues negatively impacting your current work situation?

- 377 are negatively impacted by family responsibilities
- 42 are negatively impacted by a poor relationship with peers
- 86 are negatively impacted by sleep deprivation
- 224 are negatively impacted by a lack of autonomy
- 343 are negatively impacted by insufficient support staff
- **689 are negatively impacted by an inadequate salary**
- 52 are negatively impacted by a lack of educational preparation for their position
- 192 are negatively impacted by job uncertainty due to potential cutbacks
- 82 are negatively impacted by inadequate supplies
- 161 are negatively impacted by extensive travel commutes
- 51 are negatively impacted by personal unhappiness with nursing as a career
- 243 are negatively impacted by excessive work hours
- 97 are negatively impacted by a lack of choice in work shifts
- 306 are negatively impacted by inadequate staffing
- 38 are negatively impacted by poor health
- 382 are negatively impacted by inadequate benefits
- 296 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 1571 are positively impacted by their autonomy
- 1022 are positively impacted by their educational opportunities
- 1318 are positively impacted by their job security
- 1163 are positively impacted by having adequate supplies
- 1136 are positively impacted by assistance with family emergencies
- 1468 are positively impacted by their personal satisfaction with nursing
- **1827 are positively impacted by their reasonable work hours**
- 862 are positively impacted by having adequate salary
- 1174 are positively impacted by having reasonable work shifts
- 971 are positively impacted by having sufficient staffing for safe care
- 882 are positively impacted by having travel convenient
- 1148 are positively impacted by having adequate benefits
- 1037 are positively impacted by having good administrative support
- 1791 are positively impacted by their good relationship with peers
- 721 are positively impacted by having opportunities to maintain health
- 619 are positively impacted by having sufficient support staff

NURSES EMPLOYED IN SCHOOL OR COLLEGE OF NURSING:

(n=965)

Are any of the following issues negatively impacting your current work situation?

- 129 are negatively impacted by family responsibilities
- 15 are negatively impacted by a poor relationship with peers
- 26 are negatively impacted by sleep deprivation
- 112 are negatively impacted by a lack of autonomy
- 62 are negatively impacted by insufficient support staff
- **291 are negatively impacted by an inadequate salary**
- 16 are negatively impacted by a lack of educational preparation for their position
- 31 are negatively impacted by job uncertainty due to potential cutbacks
- 51 are negatively impacted by inadequate supplies
- 68 are negatively impacted by extensive travel commutes
- 10 are negatively impacted by personal unhappiness with nursing as a career
- 135 are negatively impacted by excessive work hours
- 15 are negatively impacted by a lack of choice in work shifts
- 46 are negatively impacted by inadequate staffing
- 14 are negatively impacted by poor health
- 104 are negatively impacted by inadequate benefits
- 73 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- **660 are positively impacted by their autonomy**
- 443 are positively impacted by their educational opportunities
- 488 are positively impacted by their job security
- 323 are positively impacted by having adequate supplies
- 389 are positively impacted by assistance with family emergencies
- 523 are positively impacted by their personal satisfaction with nursing
- 588 are positively impacted by their reasonable work hours
- 296 are positively impacted by having adequate salary
- 242 are positively impacted by having reasonable work shifts
- 104 are positively impacted by having sufficient staffing for safe care
- 282 are positively impacted by having travel convenient
- 543 are positively impacted by having adequate benefits
- 451 are positively impacted by having good administrative support
- 643 are positively impacted by their good relationship with peers
- 276 are positively impacted by having opportunities to maintain health
- 170 are positively impacted by having sufficient support staff

SCHOOL K-12 NURSES:

(n=764)

Are any of the following issues negatively impacting your current work situation?

- 74 are negatively impacted by family responsibilities
- 6 are negatively impacted by a poor relationship with peers
- 7 are negatively impacted by sleep deprivation
- 24 are negatively impacted by a lack of autonomy
- 62 are negatively impacted by insufficient support staff
- **318 are negatively impacted by an inadequate salary**
- 18 are negatively impacted by a lack of educational preparation for their position
- 58 are negatively impacted by job uncertainty due to potential cutbacks
- 83 are negatively impacted by inadequate supplies
- 17 are negatively impacted by extensive travel commutes
- 8 are negatively impacted by personal unhappiness with nursing as a career
- 26 are negatively impacted by excessive work hours
- 11 are negatively impacted by a lack of choice in work shifts
- 92 are negatively impacted by inadequate staffing
- 6 are negatively impacted by poor health
- 33 are negatively impacted by inadequate benefits
- 63 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 453 are positively impacted by their autonomy
- 213 are positively impacted by their educational opportunities
- 318 are positively impacted by their job security
- 218 are positively impacted by having adequate supplies
- 278 are positively impacted by assistance with family emergencies
- 415 are positively impacted by their personal satisfaction with nursing
- **632 are positively impacted by their reasonable work hours**
- 142 are positively impacted by having adequate salary
- 302 are positively impacted by having reasonable work shifts
- 140 are positively impacted by having sufficient staffing for safe care
- 266 are positively impacted by having travel convenient
- 479 are positively impacted by having adequate benefits
- 336 are positively impacted by having good administrative support
- 482 are positively impacted by their good relationship with peers
- 271 are positively impacted by having opportunities to maintain health
- 150 are positively impacted by having sufficient support staff

SPECIAL CARE ASSISTED LIVING NURSES:

(n=59)

Are any of the following issues negatively impacting your current work situation?

- 13 are negatively impacted by family responsibilities
- 1 is negatively impacted by a poor relationship with peers
- 2 are negatively impacted by sleep deprivation
- 6 are negatively impacted by a lack of autonomy
- 10 are negatively impacted by insufficient support staff
- **14 are negatively impacted by an inadequate salary**
- 0 are negatively impacted by a lack of educational preparation for their position
- 7 are negatively impacted by job uncertainty due to potential cutbacks
- 5 are negatively impacted by inadequate supplies
- 3 are negatively impacted by extensive travel commutes
- 2 are negatively impacted by personal unhappiness with nursing as a career
- 8 are negatively impacted by excessive work hours
- 1 is negatively impacted by a lack of choice in work shifts
- 12 are negatively impacted by inadequate staffing
- 2 are negatively impacted by poor health
- 9 are negatively impacted by inadequate benefits
- 8 are negatively impacted by poor nursing administrative support

Are any of the following issues positively impacting your current work situation?

- 27 are positively impacted by their autonomy
- 11 are positively impacted by their educational opportunities
- 24 are positively impacted by their job security
- 11 are positively impacted by having adequate supplies
- 17 are positively impacted by assistance with family emergencies
- 29 are positively impacted by their personal satisfaction with nursing
- **32 are positively impacted by their reasonable work hours**
- 11 are positively impacted by having adequate salary
- 16 are positively impacted by having reasonable work shifts
- 8 are positively impacted by having sufficient staffing for safe care
- 12 are positively impacted by having travel convenient
- 17 are positively impacted by having adequate benefits
- 12 are positively impacted by having good administrative support
- 24 are positively impacted by their good relationship with peers
- 8 are positively impacted by having opportunities to maintain health
- 7 are positively impacted by having sufficient support staff

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