



MICHIGAN
center for
NURSING

Survey of Nurses 2015



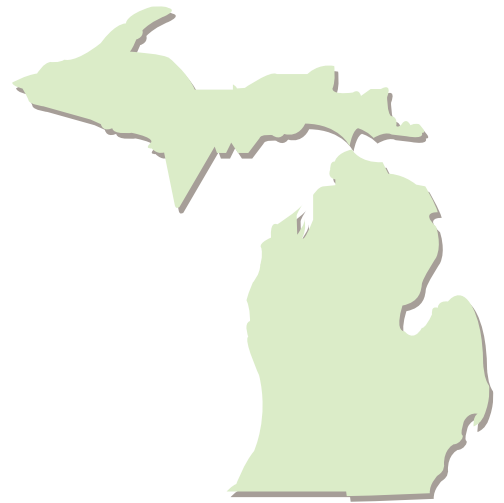


There are an estimated...

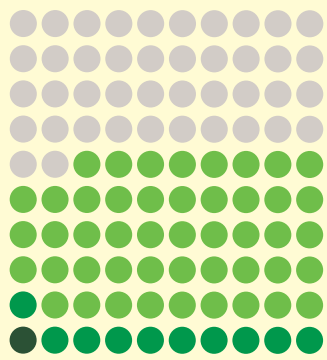
one hundred fourteen thousand four hundred twenty registered nurses active in Michigan

104,351 RNs
& 17,559 LPNs

eighteen thousand two hundred fifty three licensed practical nurses active in Michigan



EDUCATION



Nursing degrees held by RNs

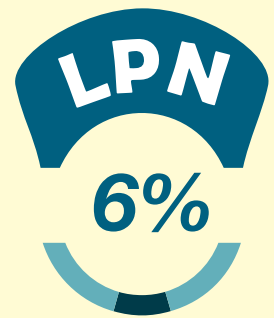
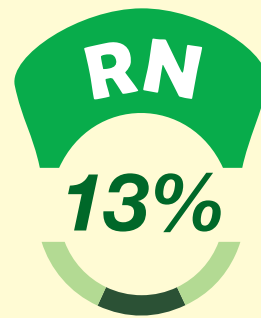
47% Bachelor's

10% Master's

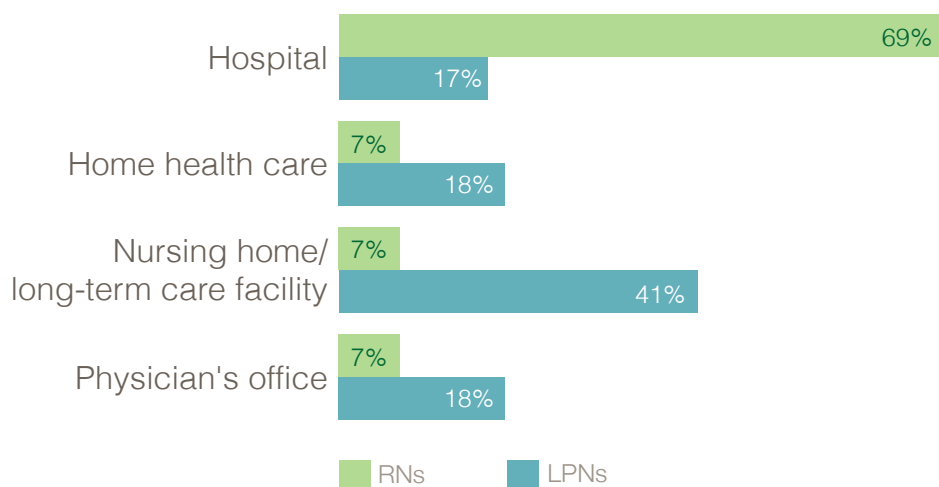
1% Doctorate

INTERDISCIPLINARY Team Participation

in all core activities



WORK SETTING



NURSES 55+

Percentage of RNs aged 55 and over

38%

Percentage of LPNs aged 55 and over

42%

WORK PLANS

Plan to stop practicing within 10 years

43%
RNs

44%
LPNs

Since 2004, the Michigan Center for Nursing has conducted an annual survey of Michigan nurses in conjunction with the licensure renewal process for purposes of workforce analysis and informing stakeholder discussions. To see the full 2015 nursing survey report go to www.michigancenterfornursing.org



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INTRODUCTION

Since 2004, the Michigan Health Council Center for Nursing has conducted an annual survey of nurses licensed in Michigan to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, specialty certification, education, gender, and race/ethnicity. In 2014, some of the response options pertaining to nurses' employment status were refined to more accurately pinpoint the number of hours per week respondents work in nursing or a related field, and a new question asked how many years they have been practicing as a nurse. This report presents the 2015 findings and a description of the methodology.

METHODOLOGY

The Michigan Health Council (MHC) contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of nurses. A single instrument for both registered nurses (RNs) and licensed practical nurses (LPNs) was designed in collaboration with the MHC Center for Nursing and the Michigan Department of Health and Human Services (MDHHS) Office of Nursing Policy. (The response frequencies for RNs and LPNs are included in the appendices of this report, along with data from previous surveys as a reference.)

The samples for these surveys were drawn from the Michigan licensure files maintained by the Michigan Department of Licensing and Regulatory Affairs (LARA). All nurses are required to renew their license every two years. The universe of nurses is divided into two cohorts of roughly equal size, depending on the year in which each nurse was first licensed. The surveys were mailed to all nurses renewing their license in 2015 along with their license renewal notice. A total of 81,834 nurses (69,703 RNs and 12,131 LPNs) renewed their license. Respondents could either return the paper version of the survey to PSC or complete the survey online when they renewed their license. The large number of paper and Web-based surveys collected allows for a robust analysis. Combining the responses from the paper version with the results from the Web survey resulted in a total of:

- 15,467 completed RN surveys, yielding a margin of error of ± 0.7 percent with 95 percent confidence;¹ and
- 2,231 completed LPN surveys, yielding a margin of error of ± 2.0 percent with 95 percent confidence.

These totals include fully and partially completed surveys (that is, those with information missing for one or more variables); thus the sample size for individual variables will differ and the margin of error may change slightly depending upon the amount of data for that particular variable.

Historically, survey data show a difference between the two cohorts of nurses in age distribution. The cohort of nurses who renew their licenses in odd-numbered years is slightly older than the cohort who does so in even-numbered years. When looking at trends, survey responses that may be affected by age should be compared only to responses received from the *same* license renewal cohort in a previous survey.

The large number of responses received each year and the sampling design ensure that the survey findings apply to the entire population of nurses licensed in Michigan. If differences between

¹ For example, if the answer to a survey question is 60 percent "Yes," the margin of error and confidence level mean that if this question were asked 100 times, in 95 occurrences the answer of the entire universe of respondents would be between 59.3 percent and 60.7 percent (i.e., the ± 0.7 percent margin of error). In the other five occurrences, the true answer from the universe would be either below or above this range (confidence interval).

survey findings from one year to another are significant (i.e., outside of the margin of error), they are noted in the text.

NUMBER OF NURSES

The total number of nurses licensed by the state as of January 1, 2015 is 169,025. Of these, 143,744 are registered nurses (RNs) and 25,281 are licensed practical nurses (LPNs). Almost 80 percent of licensed RNs report that they are active in nursing—working in nursing or a related area full- or part-time² (see Exhibit 1). About 72 percent of LPNs are working in nursing or a related area. The percentage of licensed RNs and LPNs who are active in nursing has decreased significantly since 2004 when 87 percent of RNs and 82 percent of LPNs were active in nursing. The percentage of licensed registered nurses reporting they are retired “with no plans to return to work” is almost 10 percent, compared to 8 percent of RNs in previous years. Almost 9 percent of LPNs report they are retired, similar to recent years.

EXHIBIT 1. Employment Status of RNs and LPNs in Michigan, 2015

	RNs		LPNs	
	%	Number*	%	Number*
Total number of nurses licensed by Michigan		143,744		25,281
Total active nurses—employed in nursing or related area	79.6%	114,420	72.2%	18,253
Not employed, and seeking employment in nursing or related area	2.3	3,306	5.0	1,264
Employed, but not in nursing	2.5	3,594	5.0	1,264
Not employed, and seeking employment outside nursing	0.2	287	0.5	126
Temporarily not working and not looking for a job	5.7	8,193	8.8	2,225
Retired with no plans to return to work	9.6	13,799	8.5	2,149
Active nurses employed <i>in Michigan</i> (91.2 percent of active RNs, 96.2 percent of active LPNs)		104,351		17,559
Active nurses providing direct care services <i>in Michigan</i> (80.7 percent of active RNs employed in MI, 87.1 percent of active LPNs employed in MI)		84,211		15,294

SOURCE: Michigan Center for Nursing Survey of Nurses 2015.

*NOTE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Licensing and Regulatory Affairs as of January 1, 2015. All other numbers are estimated based on data from the Michigan Center for Nursing Survey of Nurses 2015.

Some active nurses are not working in Michigan, even though they hold a Michigan license. Some nurses working in positions in related areas, such as nursing education or administration, do not provide direct care services to patients. The following estimates are based on survey findings for 2015.

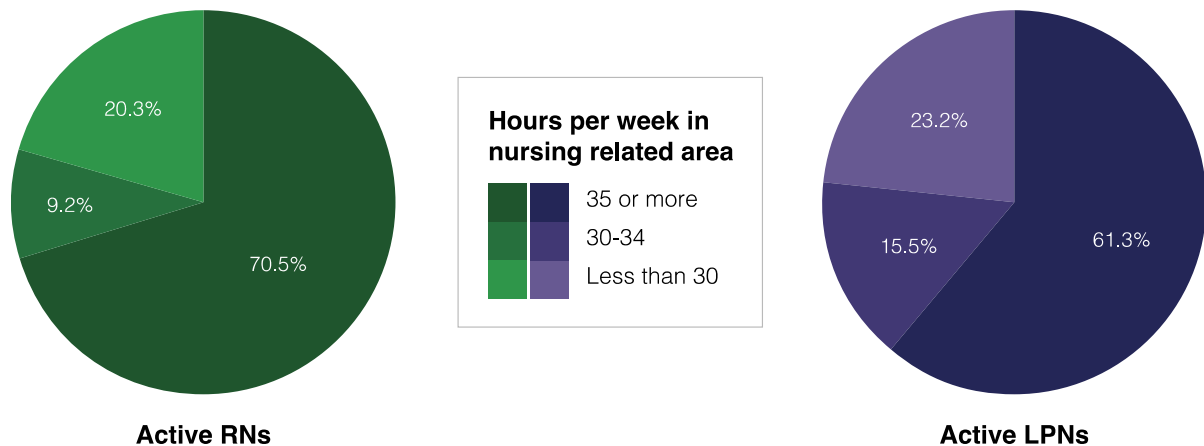
- An estimated 104,351 RNs (about 91 percent of active RNs) are working in nursing or a related area *in Michigan*.
- An estimated 84,211 RNs (almost 81 percent of the active RNs working in Michigan) *provide direct patient care services* in their main nursing position.

² Throughout this report, the term “active” is used to refer to nurses who are working either full-time or part-time in nursing or a related area. “Active” does not include the 2 percent of licensed RNs and 5 percent of LPNs who are unemployed and seeking nursing work and could be considered part of the available nursing workforce.

- An estimated 17,559 LPNs (about 96 percent of active LPNs) are working in nursing or a related area *in Michigan*.
- An estimated 15,294 LPNs (about 87 percent of the active LPNs working in Michigan) *provide direct patient care services* in their main nursing position.

Analysis of data in this report focuses on *active* nurses. Exhibit 2 shows the distribution of these active nurses by full- and part-time status.

EXHIBIT 2. Full- and Part-Time Status of Active RNs and LPNs, 2015



SOURCE: Michigan Center for Nursing Survey of Nurses 2015.

RATIO OF NURSES TO POPULATION

Based on the employment location reported by nurses, the estimated ratio of active nurses to population in Michigan is 1,230 per 100,000.³ This nurse-to-population ratio includes *both* LPNs and RNs who are employed in nursing full-time or part-time in Michigan. In 2015, the estimated ratio of active *registered nurses* to population in Michigan is 1,053 for every 100,000 people and approximately 177 LPNs per 100,000 people.

AGE OF NURSES

For several years the proportion of active licensed nurses nearing retirement age has increased for both RNs and LPNs in Michigan. However, in 2015, the proportion of nurses who are aged 55 and older is slightly lower than it was for the *same* license renewal cohort who responded to the survey in 2013.

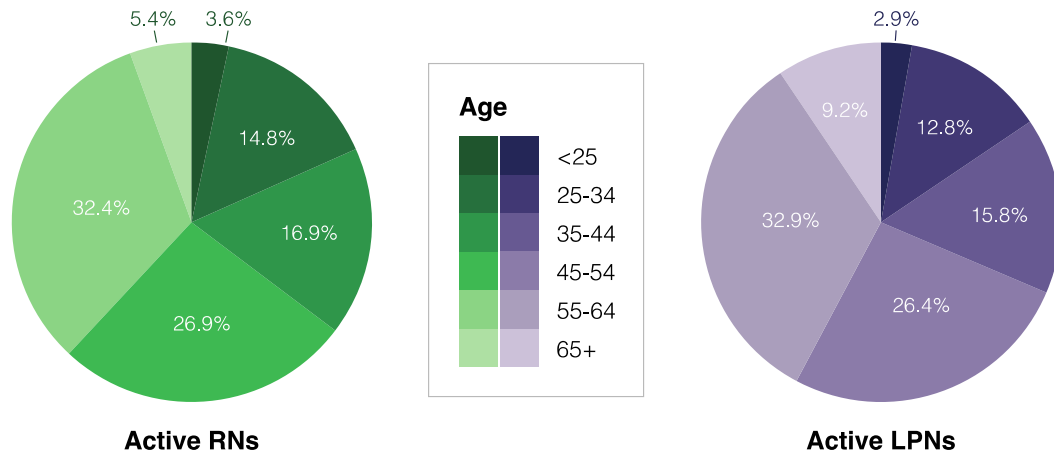
- About 38 percent of *active* RNs in this license renewal cohort report that they are aged 55 or older (see Exhibit 3), compared to 40 percent in 2013.

³ Nurse-to-population ratios for 2015 are calculated using the employment location reported by nurses and the U.S. Census Bureau annual population estimates for Michigan for 2014 (9,909,877). Prior to 2004, licensure surveys used the mailing address of licensed nurses to estimate the number of nurses active in Michigan and nurse-to-population ratios. Using this methodology, the nurse-to-population ratio for 1998–99 was 1,079 nurses per 100,000 people.

- About 5 percent of RNs are 65 years old or older, compared to 7 percent of RNs in the same license renewal cohort who responded to the survey in 2013.
- About 42 percent of *active* LPNs in this license renewal cohort are aged 55 or older, compared to 47 percent in 2013.
 - About 9 percent of LPNs are 65 years old or older, compared to 11 percent in the same license renewal cohort who responded to the survey in 2013.

In 2015, the proportion of RNs who are under the age of 25 is slightly higher than it was in the same license renewal cohort in 2013 (almost 4 percent in 2015 compared to 2 percent in 2013). The proportion of LPNs who are under the age of 25 is essentially the same (about 3 percent in 2013 and 2015). In the survey responses for 2015, the average age of active RNs is 47.5 years and the average age of active LPNs is 52.1 years.

EXHIBIT 3. Proportion of Active RNs and LPNs, by Age



SOURCE: Michigan Center for Nursing Survey of Nurses 2015.
NOTE: Percentages may add to more than 100 due to rounding.

LENGTH OF TIME IN NURSING

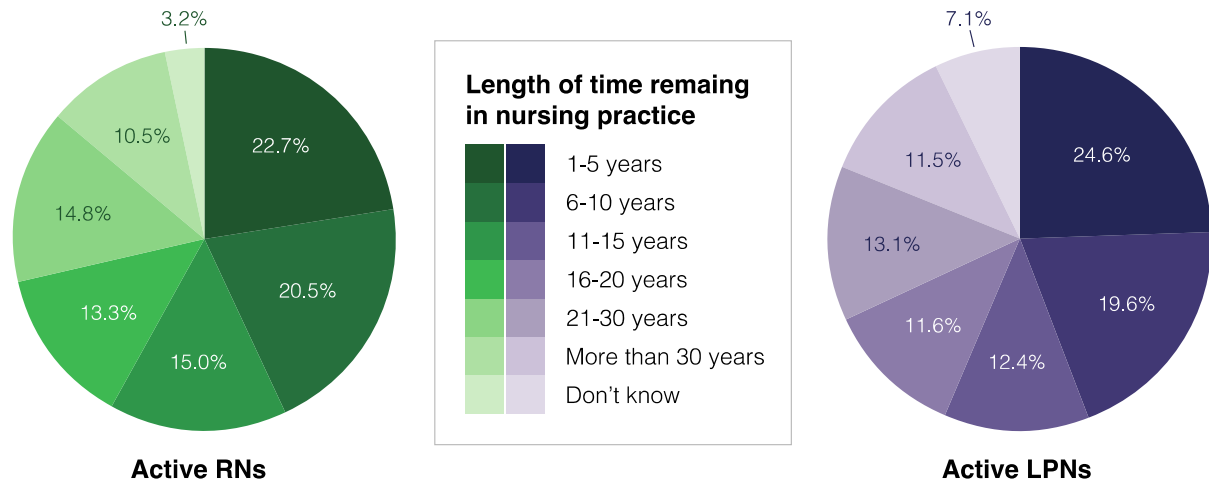
In 2014, a question was added to the survey to find out how many years individuals have been practicing as a nurse. Data show similarities among RNs and LPNs. In 2015, at least three-quarters of both, *active* RNs (about 81 percent) and LPNs (about 74 percent), have been practicing as a nurse for 6 years or more. About 14 percent of *active* RNs and almost 20 percent of *active* LPNs said they have been practicing as a nurse for 3 years or less.

LENGTH OF TIME REMAINING IN NURSING

In the past 12 years, the length of time nurses planned to continue practicing paralleled with shifts in the age distribution of nurses. However, it is not just the nurses nearing retirement who are planning to stop practicing nursing in the near future. As shown in Exhibit 4, about 43 percent of all *active* RNs say they plan to practice nursing for only one to ten more years, compared to 42 percent of RNs in the *same* license renewal cohort in 2013, while just 38 percent are aged 55 or

older (compared to 40 percent in 2013). Among active LPNs, about 44 percent say they plan to practice nursing for only one to ten more years; a slightly lower percentage (about 42 percent) report they are aged 55 or older.

EXHIBIT 4. Plans to Practice Nursing for Active RNs and LPNs, 2015



SOURCE: Michigan Center for Nursing Survey of Nurses 2015.

CHANGES IN EMPLOYMENT

In 2013, survey questions regarding changes in the employment of nurses were revised. Rather than looking at changes in nursing positions to a different organization or changes within the same organization, the questions examined changes in employment between inpatient and outpatient positions and primary care and specialty positions. The responses in 2015 are similar to those in 2013 and 2014.

- Almost 6 percent of active RNs (an estimated 6,865⁴) changed from an inpatient position to an outpatient position, while 2 percent (2,288) did the opposite. Similar migration occurred with LPNs—about 4 percent of active LPNs (an estimated 730) changed from an inpatient position to an outpatient position, while about 1 percent (183) did the opposite.
- About 2 percent of active RNs (an estimated 2,288) changed from a primary care position (i.e., family practice, general medicine, internal medicine, or general pediatrics) to a specialty care position, while about 1 percent (1,144) did the opposite. Similarly, almost 2 percent of active LPNs (an estimated 365) changed from a primary care position to a specialty care position, and the same proportion (2 percent) did the opposite.
- About 22 percent of RNs and about 23 percent of LPNs said they made some other employment change within the past three years.

⁴ The estimates for the number of nurses who made a change in employment in the last three years were calculated using the estimated number of active nurses. Since survey respondents were asked to “mark all that apply,” a nurse may be counted in more than one estimate.

EMPLOYMENT SETTING

In 2015, about 69 percent of active RNs are employed in either a hospital inpatient or outpatient setting (see Exhibit 5), which is similar to the percentages in 2013 (70 percent) and 2014 (69 percent). In contrast, only 17 percent of active LPNs are employed in a hospital setting. About 41 percent of LPNs are employed in a nursing home or long-term care facility, compared to about 41 percent in 2014 and 34 percent in 2013.

EXHIBIT 5. Employment Setting of Active RNs and LPNs, 2015

Employment Settings	RNs	LPNs
Hospital inpatient	52.2%	11.0%
Hospital outpatient	17.2	6.0
Nursing home/long-term care facility	7.2	41.0
Home health care	6.8	17.9
Physician's office	6.5	17.9
Nursing education	4.9	1.1
Nonhospital outpatient	4.6	3.0
Public/community health	3.5	1.9
Hospice	3.2	3.0
Insurance company/health plan	3.0	1.6
Federally qualified health center	1.4	2.0
Elementary or secondary school health	0.8	1.3
Nurse-managed clinic	0.8	0.6
Correctional system	0.7	1.7
Traveling/staffing agency	0.5	0.9
College health center	0.4	0.3
Retail clinic	0.1	0.3
Other	7.7	7.1
None (not active in nursing)	0.1	0.3

SOURCE: *Michigan Center for Nursing Survey of Nurses 2015.*

NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent. "Federally qualified health center," "correctional system," "nurse-managed clinic," and "retail clinic" were added as settings in the 2011 survey. Also in 2011, "school health" was separated into two response options: "elementary or secondary school health" and "college health center."

PRACTICE AREA

Almost 81 percent of active RNs and 87 percent of active LPNs report that their main nursing position involves providing direct care services to patients/families. These nurses were asked to identify their main practice area from a list of areas given (see Exhibit 6). The practice areas that RNs identify most often are primary care (i.e., "general/family practice," "internal medicine," "obstetrics," and "pediatrics") (almost 15 percent), "medical-surgical" (14 percent), and "perioperative" or "critical care" (both are almost 8 percent). LPNs who provide direct care most often identified their main practice area as "geriatrics/elderly care" (about 41 percent).

**EXHIBIT 6. Main Practice Area of Active
RNs and LPNs Who Provide Direct Patient Care, 2015**

Main Practice Area	RNs	LPNs
Medical-surgical	14.0%	5.8%
Perioperative	7.7	0.8
Critical care	7.5	0.6
Geriatrics/elderly care	6.8	41.2
Cardiology/cardiac care	6.3	1.7
Emergency/urgent care	6.2	1.2
Obstetrics	6.2	1.8
Pediatrics	4.8	6.5
Case management	4.3	1.4
Psychiatric/mental health	3.7	2.7
Oncology	3.2	0.6
Rehabilitation	2.7	5.2
Hospice/palliative care	2.6	2.1
Neonatal	2.3	0.1
Family practice	2.3	8.0
Anesthesia	1.9	0.1
Endoscopy/diagnostic testing	1.9	1.6
Patient education	1.7	1.2
Dialysis/hemodialysis	1.6	0.6
Internal medicine	1.3	1.8
Women's health	1.3	1.3
Other	9.6	13.8

SOURCE: Michigan Center for Nursing Survey of Nurses 2015.

INTERDISCIPLINARY PATIENT CARE TEAMS

The Institute of Medicine (IOM) defines an interdisciplinary team (also referred to as “interprofessional team” by other sources) as one that includes at least two different types of health providers who work collaboratively with patients and their caregivers—to the extent preferred by each patient—to accomplish shared goals within and across settings to achieve coordinated, high-quality care.⁵ In 2013, questions were added to the nurse survey to obtain information on how many nurses are members of an interdisciplinary patient care team and to determine their role on the team.

About 67 percent of RNs report being a member of an interdisciplinary patient care team, similar to the percentage in the same renewal cohort in 2013 (68 percent of RNs). The proportion of LPNs who reported being a member of an interdisciplinary patient care team was the same in 2013 and 2015 (55 percent). Core activities of an interdisciplinary team, based on the IOM core principles and description of team processes⁶, include:

- discussing the roles and responsibilities of each team member;
- conducting “huddles” or clinical discussions with the team;

⁵ P. Mitchell, *Core Principles & Values of Effective Team-based Health Care*. Discussion Paper, Institute of Medicine, Washington, D.C., 2012. Available: www.iom.edu/global/perspectives/2012/teambasedcare.aspx (accessed 9-17-13).

⁶ Ibid.

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

For those nurses who report participating in core activities of an interdisciplinary patient care team, the activities reported most often are “clinical discussions or huddles with the patient care team” (almost 67 percent of RNs and 47 percent of LPNs) and “development of shared goals reflective of patient priorities and supported by all team members” (58 percent of RNs and almost 48 percent of LPNs). (See Exhibit 7.) Only 13 percent of RNs and 6 percent of LPNs report participating in *all* core activities of an interdisciplinary patient care team.

**EXHIBIT 7. Percentage Participating in Core Activities
among Nurses Who Are Members of an Interdisciplinary Team, 2015**

Functions of an interdisciplinary team:	RNs	LPNs
Clinical discussions or “huddles” with the patient care team	66.8%	47.0%
Development of shared goals reflective of patient priorities and supported by all team members	58.0	47.7
Discussion of team members’ roles and responsibilities	53.6	45.4
Evaluation of team processes and patient health outcomes	51.6	40.7
Virtual communication with other team members through an electronic health record, email, or text message	51.0	40.1
Patient rounds with other members of the patient care team	41.0	32.5
Team meetings with patients and their families	34.8	30.0
Participation in all interdisciplinary team core activities	13.2%	6.0%

SOURCE: *Michigan Center for Nursing Survey of Nurses 2015 and Core Principles & Values of Effective Team-based Health Care*, Institute of Medicine, 2012.

NOTE: Percentages equal more than 100 percent because respondents were asked to “Mark all that apply.”

PSC conducted a crosstab analysis of survey data to look at how many nurses within each work setting and main practice area said they are a member of an interdisciplinary patient care team in their current position. Registered nurses who report working in a hospice/palliative care, nurse-managed clinic, home health care, federally qualified health center, or nursing home/long-term care facility setting are more likely to be a member of an interdisciplinary patient care team than RNs working in other settings (see Exhibit 8). Registered nurses who identify their main practice area as hospice/palliative care, psychiatric/mental health, case management, internal medicine, dialysis/hemodialysis, or rehabilitation are more likely to report being a member of an interdisciplinary patient care team. When PSC analyzed data for LPNs by work settings and practice area, the samples were too small to draw conclusions about participation in teams.

EXHIBIT 8. Employment Settings and Practice Areas with the Highest Percentages of RNs Reporting Participation in an Interdisciplinary Patient Care Team

Employment Settings		Main Practice Areas	
Hospice	86.3%	Hospice/palliative care	91.9%
Nurse-managed clinic	78.8	Psychiatric/mental health	87.2
Home health care	77.5	Case management	86.3
Federally qualified health center	74.8	Internal medicine	83.8
Nursing home/long-term care facility	73.4	Dialysis/hemodialysis	82.0
Nonhospital outpatient	70.6	Rehabilitation	81.5
Hospital inpatient	70.5	Critical care	78.2
Correctional system	68.4	Neonatal	75.6
Traveling/staffing agency	67.7	Cardiology/cardiac care	72.0
Hospital outpatient	66.0	Oncology	71.7
College health center	65.1	Geriatrics/elderly care	71.1
Public/community health	62.8	Patient education	70.8
Physician's office	62.7	General/family practice	70.5
		Medical-surgical	70.3

SOURCE: Michigan Center for Nursing Survey of Nurses 2015.

SPECIALTY CERTIFICATION

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

In 2015, almost 4 percent of all *active* registered nurses report holding a specialty certification as a nurse practitioner; about 1 percent as a nurse anesthetist; and less than half of one percent as a nurse midwife. Among registered nurses who hold specialty certification, more than half (almost 57 percent) provide direct patient care as an advanced practice registered nurse (APRN) for more than 35 hours per week (that is, full-time), compared to almost 56 percent in 2014 and 55 percent in 2013. About 2 percent of APRNs do not provide any direct patient care, similar to previous years.

Questions regarding how many APRNs hold a DEA and/or NPI number were asked only on the online survey because of space limitations on the hard copy survey. Of the active APRNs responding to the online survey in 2015, about 56 percent said they currently have a DEA number, similar to previous years; almost 87 percent hold an NPI number, compared to 82 percent in 2013 and 83 percent in 2014.

EDUCATION

All nurses responding to the survey were asked to indicate their level of education (all degrees completed). Nurses may hold more than one nursing degree, so percentages total more than 100.

- About 40 percent of active RNs have an associate's degree in nursing and 15 percent have an RN diploma in nursing.

- Almost 47 percent hold a bachelor's degree in nursing.
- Almost 10 percent of active RNs hold a master's degree in nursing and almost 5 percent hold a master's degree in another field.
- Almost 1 percent of RNs hold a doctorate in nursing. Among those with a doctorate:
 - More than half (almost 51 percent) have a Doctor of Philosophy degree (PhD), compared to 54 percent in 2014 and 57 percent in 2013.
 - Almost 46 percent have a Doctor of Nursing Practice degree (DNP), compared to 45 percent in 2014 and 39 percent in 2013.
 - Almost 1 percent have a Doctor of Nursing degree (ND), similar to previous years of survey data.
 - Almost 1 percent of nurses report having a Doctor of Nursing Science degree (DNSc), compared to none in 2014 and 1 percent in 2013.
- About 96 percent of active LPNs have an LPN diploma or an LPN certificate of nursing.
- About 7 percent of RNs and 9 percent of LPNs report they hold some other degree.

Beginning in 2009, nurses were asked whether they are currently enrolled in a bachelor's, master's, or doctorate degree program.

- Almost 6 percent of RNs and 3 percent of LPNs responding to the survey in 2015 are enrolled in a Bachelor of Science in Nursing (BSN) program.
- About 3 percent of RNs are enrolled in a Master of Science in Nursing (MSN) program. More than half (61 percent) of the nurses enrolled in an MSN program are enrolled in a program designed to prepare them for specialty certification as a nurse practitioner.
- Almost 1 percent of RNs are currently enrolled in a Doctor of Nursing Practice (DNP) program.
- Less than one half of a percent of RNs are enrolled in a Doctor of Philosophy in Nursing (PhD) program.

RACE/ETHNICITY AND GENDER

Data on race/ethnicity and gender of the nursing population in Michigan show that:

- Almost 7 percent of active RNs and 6 percent of active LPNs are male.
- About 88 percent of active RNs are white, almost 6 percent are African American, 3 percent are Asian, 1 percent are American Indian/Alaskan Native, and less than 1 percent are either Middle Eastern or Pacific Islander.
- About 78 percent of active LPNs are white, almost 16 percent are African American, almost 2 percent are Asian, 1 percent are American Indian/Alaskan Native, and less than 1 percent are either Middle Eastern or Pacific Islander.
- About 2 percent of both active RNs and LPNs are Spanish/Hispanic/Latino.

REGIONAL DATA

Regional data from the *Michigan Center for Nursing Survey of Nurses 2015* are located on the Michigan Health Council website at www.michiganhealthcouncil.org. The data are presented in interactive, online dashboards developed by Public Sector Consultants. The dashboards allow users to customize the information they see and modify the dashboard to answer specific questions about the distribution and characteristics of the nursing workforce at the state and regional level.

Appendix A: RN Response Frequencies 2004–2015^{1,2}

For 2015 survey results, N=15,467

All nurses are required to renew their license every two years after receiving their first license, which results in two approximately equal cohorts of nurses. The cohort of nurses who renew their licenses in odd-numbered years is slightly older than the cohort who renew their licenses in even-numbered years. When looking at trends, survey responses that may be affected by age should be compared only to responses received from the *same* license renewal cohort in a previous survey. The following frequencies present the responses to survey questions given by RNs.

1. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**. If you are both an LPN and an RN, complete and return only one survey.)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
RN only	96.4%	95.8%	96.6%	96.4%	96.9%	96.8%	96.9%	97.5%	97.7%	97.5%	97.5%
2.5Both LPN and RN	3.6	4.2	3.4	3.6	3.1	3.2	3.1	2.5	2.3	2.5	2.5

NOTE: This question was not asked on the 2004 survey.

2. Do you hold a Michigan specialty certification as a...

	Active RNs Only				
	2011	2012	2013	2014	2015
a) Nurse anesthetist	1.6%	1.1%	1.2%	1.0%	1.2%
b) Nurse midwife	0.3	0.3	0.3	0.2	0.3
c) Nurse practitioner	2.9	3.3	3.5	3.5	3.5

NOTE: This question was added on the 2011 survey.

¹ Data for 2004–2014 are from the annual *Michigan Center for Nursing Survey of Nurses*.

² Frequencies reported may not equal 100 percent due to rounding.

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

	Active APRNs Only		
	2013 (n=510)	2014 (n=422)	2015 (n=396)
a) Yes	54.3%	56.4%	56.1%
b) No	45.7	43.6	43.9

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

	Active APRNs Only		
	2013 (n=506)	2014 (n=420)	2015 (n=392)
a) Yes	82.0%	82.9%	86.7%
b) No	18.0	17.1	13.3

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

	Active APRNs Only				
	2011 (n= 1,263)	2012 (n=695)	2013 (n=735)	2014 (n=622)	2015 (n=603)
a) Less than 10 hours per week	4.7%	5.9%	5.3%	6.9%	5.1%
b) 10–15 hours per week	3.1	5.0	4.8	3.5	3.8
c) 16–25 hours per week	11.5	10.6	11.0	10.9	12.4
d) 26–35 hours per week	14.3	12.7	14.7	14.6	15.6
e) More than 35 hours per week	60.5	56.5	55.2	55.9	56.7
f) I am practicing as an APRN, but with no time in direct patient care	1.5	2.9	3.0	2.4	2.3
g) I am not currently practicing as an APRN	4.4	6.3	6.0	5.6	4.0

NOTE: This question was added on the 2011 survey.

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

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) LPN diploma/ certificate of nursing	—	3.7%	5.5%	5.8%	5.6%	4.6%	4.6%	4.7%	3.8%	3.6%	3.2%	3.4
LPN certificate of achievement	—	1.9	—	—	—	—	—	—	—	—	—	—
b) RN diploma in nursing	—	22.3	18.7	21.9	22.0	20.1	19.3	19.3	16.9	16.6	15.5	15.1
c) Associate's degree in nursing	42.1%	44.4	48.4	45.8	45.5	44.4	45.1	44.4	41.8	41.6	41.5	40.4
d) Bachelor's degree in nursing	40.3	37.4	37.0	38.0	38.6	39.1	39.3	40.4	44.1	44.1	45.6	46.6
e) Master's degree in nursing	8.4	7.4	6.4	6.8	7.0	7.3	7.5	7.6	8.5	9.4	8.8	9.6
f) Master's degree in other field	—	—	3.9	4.4	4.7	4.7	4.6	4.6	4.9	4.7	4.7	4.8
g) Doctorate in nursing	0.4	0.3	0.3	0.3	0.4	0.4	0.4	0.5	0.6	0.7	0.8	0.9
h) Doctorate in other field	—	—	—	—	0.4	0.4	0.4	0.5	0.5	0.4	0.4	0.4
i) Other degree	9.4	10.6	8.0	8.8	8.9	7.6	7.9	7.5	8.1	7.9	7.6	7.3

NOTE: In 2004, 21.8% of all RNs reported they held a diploma in nursing. On the 2005 survey, "Diploma in nursing" was replaced as a response option by "LPN diploma in nursing," "LPN certificate of achievement," and "RN diploma in nursing." On the 2006 and 2007 survey, "LPN diploma in nursing" and "LPN certificate of achievement" were combined as one response option.

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

	Active Only						
	2009	2010	2011	2012	2013	2014	2015
a) Doctor of Nursing (ND)	3.2%	2.7%	3.0%	2.2%	1.9%	0.9%	0.9%
b) Doctor of Nursing Practice (DNP)	19.0	16.8	26.5	23.9	38.9	44.5	45.6
c) Doctor of Nursing Science (DNSc)	4.0	5.3	3.0	4.3	0.9	0.0	0.9
d) Doctor of Philosophy (PhD)	73.0	77.0	66.7	70.7	57.4	53.6	50.9

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

	Active Only						
	2009	2010	2011	2012	2013	2014	2015
a) Bachelor of Science in Nursing (BSN)	4.1%	4.0%	4.5%	5.5%	6.6%	6.0%	5.8%
b) Master of Science in Nursing (MSN)	2.7	2.6	2.8	2.9	3.2	3.1	3.2
c) Doctor of Nursing Practice (DNP)	—	—	0.3	0.5	0.5	0.7	0.7
d) Doctor of Philosophy in Nursing (PhD)	—	—	0.2	0.1	0.1	0.1	0.2

NOTE: This question was consolidated, and “Doctor of Nursing Practice” and “Doctor of Philosophy in Nursing” were added as choices in the 2011 survey. Data from previous surveys have been consolidated in the same way so the trend can be viewed.

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

	Active Only		
	2013	2014	2015
a) Yes	52.2%	60.0%	61.3%
b) No	47.8	40.0	38.7

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

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) 35 or more hours per week in nursing or related area	62.3%	60.2%	61.6%	60.6%	60.8%	59.7%	59.3%	59.0%	60.2%	58.4%	56.4%	56.1%
b) 30 to 34 hours per week in nursing or related area	–	–	–	–	–	–	–	–	–	–	7.7	7.3
c) Less than 30 hours per week in nursing or related area	–	–	–	–	–	–	–	–	–	–	17.1	16.2
Less than 35 hours per week in nursing or related area	24.5	24.9	23.0	24.2	23.4	23.4	22.9	22.6	22.6	22.7	–	–
d) Employed, but not in nursing	3.1	2.9	3.3	2.7	2.7	2.6	2.6	2.4	2.6	2.5	2.5	2.5
e) Not employed, and seeking employment in nursing or related area	1.8	1.7	1.8	1.6	1.7	2.2	2.6	2.4	2.5	2.6	2.8	2.3
f) Not employed, and seeking employment outside of nursing	0.4	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.2	0.2
g) Temporarily not working and not looking for a job	4.3	4.9	5.1	4.8	4.6	5.1	4.9	5.2	4.8	5.2	5.3	5.7
h) Retired or with no plans to return to work	3.7	5.1	4.9	6.0	6.6	6.8	7.5	8.3	7.2	8.4	8.0	9.6

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

	2004	Active Only										
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Hospital inpatient	50.2%	57.7%	58.9%	57.5%	56.5%	56.5%	54.3%	55.5%	54.3%	53.2%	51.9%	52.2%
b) Hospital outpatient	13.7	15.9	14.6	16.1	16.2	16.4	16.3	16.4	16.1	16.9	16.6	17.2
c) Nonhospital outpatient	2.6	3.7	3.8	3.8	4.3	4.1	4.7	4.3	4.5	4.7	4.8	4.6
d) Physician's office	5.4	6.9	6.4	6.6	6.5	6.5	6.7	6.1	6.4	6.5	6.9	6.5
e) Federally qualified health center	–	–	–	–	–	–	–	1.2	1.3	1.3	1.3	1.4
f) Retail clinic	–	–	–	–	–	–	–	0.2	0.1	0.1	0.1	0.1

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
g) Nurse-managed clinic	–	–	–	–	–	–	–	0.7%	0.8%	0.8%	0.9%	0.8%
h) Correctional system	–	–	–	–	–	–	–	1.0	0.6	0.7	0.7	0.7
i) Nursing home/long-term care facility	5.6%	7.2%	7.1%	6.8%	6.8%	6.8%	7.5%	7.4	6.9	6.8	6.9	7.2
j) Home health care	5.1	6.8	7.3	6.9	6.9	7.0	7.8	7.6	7.0	7.1	7.1	6.8
k) Hospice	2.2	2.3	2.6	2.7	2.7	2.9	2.9	3.0	3.0	3.2	3.3	3.2
l) Public/community health	3.6	3.9	3.6	3.9	3.8	3.8	2.6	3.3	3.4	3.5	3.5	3.5
School health	1.1	1.3	1.2	1.3	1.2	1.1	1.2	–	–	–	–	–
m Elementary or secondary school health	–	–	–	–	–	–	–	0.9	1.1	0.9	1.0	0.8
n) College health center	–	–	–	–	–	–	–	0.3	0.2	0.4	0.2	0.4
o) Nursing education	4.7	4.7	4.3	4.9	4.9	4.8	4.7	4.4	4.8	5.1	4.9	4.9
p) Insurance company/health plan	1.9	1.9	1.9	2.0	2.2	2.2	2.2	2.1	2.6	2.4	2.8	3.0
q) Traveling/staffing agency	2.6	2.3	2.8	1.8	1.7	1.3	0.9	0.8	0.8	0.7	0.7	0.5
r) Other	7.4	8.6	8.4	8.2	9.0	8.1	8.5	6.7	7.5	7.5	7.9	7.7
s) None (not active in nursing)	4.7	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.1

NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent. “Federally qualified health center,” “Correctional system,” “Nurse-managed clinic,” and “Retail clinic” were added as settings in the 2011 survey. Also in 2011, “School health” was separated into two setting options: “Elementary or secondary school health” and “College health center.”

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

	2004	Active only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Yes	82.6%	85.1%	85.7%	84.5%	83.3%	83.1%	82.6%	82.9%	81.6%	81.4%	81.7%	80.7%
b) No	17.4	14.9	14.3	15.5	16.7	16.9	17.4	17.1	18.4	18.6	18.3	19.3

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

	2004	Active only										
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c	2012	2013	2014	2015
a) Anesthesia	–	–	–	–	–	–	2.7%	2.6%	1.9%	1.8%	1.5%	1.9%
b) Cardiology/cardiac care	–	–	–	–	–	–	7.6	7.0	7.8	7.2	5.9	6.3
c) Case management	5.1%	7.7%	11.8%	3.8%	3.6%	6.3%	3.9	3.6	3.9	5.1	4.2	4.3
d) Critical care	15.2	14.2	14.9	12.9	12.4	12.8	9.1	8.7	9.4	9.0	7.4	7.5
e) Dialysis/hemodialysis	–	–	–	–	–	–	1.6	1.5	1.7	1.7	1.4	1.6
f) Emergency/urgent care	9.2	7.4	7.8	7.1	7.3	7.1	7.3	6.7	7.4	7.1	6.8	6.2
g) Endoscopy/diagnostic testing	–	–	–	–	–	–	1.8	1.9	1.8	1.9	1.6	1.9
h) General/family practice	3.3	2.0	1.2	2.5	2.4	2.7	3.1	2.1	2.1	2.3	2.4	2.3
i) Geriatrics/elderly care	–	7.2	7.1	7.1	7.3	6.5	7.5	7.3	7.8	7.5	6.8	6.8
j) Hospice/palliative care	–	–	–	–	–	–	2.5	2.5	2.6	3.1	2.7	2.6
k) Internal medicine	–	–	–	–	–	–	–	1.3	1.8	1.5	1.5	1.3
l) Medical-surgical**	17.9	16.0	17.5	17.2	17.6	15.5	15.0	14.8	3.0	2.4	14.4	14.0
m) Neonatal	–	–	–	–	–	–	2.5	2.0	2.8	2.5	2.5	2.3

	2004	Active only										
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c	2012	2013	2014	2015
n) Obstetrics	8.1	7.3	7.4	7.4	6.9	6.7	6.4	5.8	6.6	6.3	5.7	6.2
o) Oncology	–	2.8	2.9	3.1	3.2	2.9	3.5	3.0	3.7	3.9	3.3	3.2
p) Patient education	2.2	2.1	2.7	1.7	1.6	2.2	2.0	1.5	2.2	2.0	1.6	1.7
q) Pediatrics	5.9	5.2	5.6	5.0	5.1	4.3	4.8	4.1	5.4	5.3	4.7	4.8
r) Perioperative	–	–	–	–	–	–	–	7.3	8.2	8.5	8.2	7.7
s) Psychiatric/mental health	3.1	3.6	3.2	3.7	3.8	3.4	4.0	3.7	3.7	4.1	3.6	3.7
t) Rehabilitation	–	–	–	–	–	–	2.2	2.2	2.8	2.9	2.7	2.7
Surgery	11.7	11.4	10.5	12.5	12.4	11.3	10.1	–	–	–	–	–
u) Women's health	–	–	–	–	–	–	–	1.0	1.6	1.8	1.3	1.3
v) Other	18.2	12.9	7.4	16.2	16.6	18.3	2.3	9.5	11.7	12.0	9.7	9.6

NOTES: a) "Geriatrics/elderly care" and "Oncology" were added as response options on the 2005 survey. b) "Anesthesia," "Cardiology/cardiac care," "Endoscopy," "Hospice," "Neonatal," and "Rehabilitation" were added as response options on the 2010 survey. c) On the 2011 survey instrument, "Med-Surg" was changed to "Medical-surgical"; "Surgery" was dropped; "Endoscopy" was changed to "Endoscopy/diagnostic testing"; "General/Family Practice" was changed to "Family practice"; "Internal medicine" was added; "Hospice" was changed to "Hospice/palliative care"; and "Perioperative" and "Women's health" were added. In 2011, to adjust for a coding error, online responses were not included in the analysis for this question.

**In 2011, "med-surg" was changed to "medical-surgical." In previous surveys, the highest percentage of RNs identified "med-surg" as their main practice area. Differences in percentages between 2011 and 2013 may be due to confusion regarding the response option titled "medical-surgical."

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

Years	Active Only											
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) 1–5	13.1%	14.8%	13.2%	16.8%	17.7%	17.9%	19.5%	19.5%	19.2%	21.0%	21.1%	22.7%
b) 6–10	18.0	20.3	19.8	21.4	21.4	22.3	21.5	21.9	20.7	20.8	20.0	20.5
c) 11–15	17.9	19.5	19.3	18.9	18.3	18.1	17.1	16.3	16.3	16.1	15.3	15.0
d) 16–20	18.9	18.5	20.1	17.3	17.2	16.7	15.8	15.0	15.1	14.0	13.8	13.3
e) 21–30	14.8	15.2	16.4	14.7	14.6	14.2	15.0	14.9	15.5	14.8	15.4	14.8
f) More than 30	5.1	5.4	5.5	5.8	6.2	7.0	7.3	8.5	9.4	9.5	10.8	10.5
g) Don't know	12.2	6.3	5.7	5.2	4.5	3.8	3.8	3.9	3.8	3.8	3.5	3.2

13. If you made a change in your employment position within the past three years was it to... (Mark all that apply.)

	Active Only		
	2013	2014	2015
a) Change from an inpatient position to an outpatient position?	5.2%	5.0%	5.5%
b) Change from an outpatient position to an inpatient position?	1.7	1.8	1.9
c) Change from a primary care position (i.e., family practice, general medicine, internal medicine, or general pediatrics) to a specialty care position?	2.4	2.3	2.2
d) Change from a specialty care position to a primary care position?	1.0%	1.2%	1.0
e) Make some other employment change?	21.3	21.8	21.9

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

	Active Only		
	2013	2014	2015
a) Yes	67.8%	64.4%	66.5%
b) No	32.2	35.6	33.5

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

	Active Only		
	2013	2014	2015
a) Discussion of team members' roles and responsibilities?	56.5%	53.6%	53.6%
b) Clinical discussions or "huddles" with the patient care team?	66.1	65.5	66.8
c) Patient rounds with other members of the patient care team?	41.6	41.8	41.0
d) Team meetings with patients and their families?	36.1	35.4	34.8
e) Development of shared goals reflective of patient priorities and supported by all team members?	59.9	58.9	58.0
f) Virtual communication with other team members through an electronic health record, email, or text messages?	51.6	49.6	51.0
g) Evaluation of team processes and patient health outcomes?	55.6	53.7	51.6

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

	Active Only										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Michigan	89.4%	87.9%	89.8%	88.7%	89.7%	89.7%	90.4%	90.9%	91.6%	91.2%	91.2%
b) Other state in the U.S.	9.4	11.4	9.1	10.0	9.0	9.2	8.5	8.2	7.4	7.8	7.8
c) Canada	1.0	0.5	1.0	0.9	1.1	0.8	0.9	0.7	0.8	0.7	0.8
d) Other nation	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.2	0.2	0.3	0.3

17. How long have you been employed as a practicing nurse?

	Active Only	
	2014	2015
a) Three years or less	14.2%	13.6%
b) Four to five years	5.8	5.8
c) Six years or more	80.1	80.7

18. If you live in the U.S., or if your primary place of employment is in the U.S., what are the zip codes of your residence and primary place of employment?

19. In what year were you born? (Note: Response frequencies are for active nurses only. N = 13,354 in 2014.) Average age = 48.45.

Age	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) <25	1.4%	1.3%	1.6%	1.3%	1.7%	1.7%	1.5%	1.7%	3.2%	2.0%	2.3%	3.6%
b) 25–34	18.9	15.9	18.4	13.2	12.8	12.8	12.5	13.7	14.5	13.6	15.2	14.8
c) 35–44	27.1	24.7	28.8	22.5	21.2	19.4	19.2	18.0	18.7	16.6	17.1	16.9
d) 45–54	35.2	36.6	32.8	35.7	33.6	33.1	31.1	30.1	29.6	27.6	26.2	26.9
e) 55–64	15.7	19.3	16.1	23.3	25.6	27.6	29.7	30.3	29.2	32.8	32.0	32.4
f) 65+	1.6	2.8	2.2	4.0	5.1	5.4	6.0	6.2	4.9	7.3	7.3	5.4

20. What is your gender?

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Female	92.2%	93.2%	92.1%	93.8%	94.0%	94.0%	93.9%	93.8%	93.5%	93.7%	93.3%	93.2%
b) Male	7.8	6.8	7.9	6.2	6.0	6.0	6.1	6.2	6.5	6.3	6.7	6.8

21. Are you Spanish/Hispanic/Latino?

	Active Only									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Yes	1.5%	1.3%	1.4%	1.3%	1.4%	1.4%	1.6%	1.4%	1.7%	1.6%
b) No	98.5	98.7	98.6	98.7	98.6	98.6	98.4	98.6	98.3	98.4

22. What is your race/ethnicity?

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) White	87.7%	86.9%	86.0%	87.4%	87.7%	87.0%	87.6%	87.1%	88.5%	87.8%	89.1%	88.0%
b) Black or African American	5.5	6.0	7.6	6.2	5.6	5.8	5.3	5.7	5.0	5.6	4.9	5.5
c) American Indian or Alaska Native	1.0	0.7	1.3	1.4	1.5	1.0	1.2	1.0	0.9	0.9	0.9	0.9
d) Asian	3.4	4.0	3.3	3.9	4.3	4.1	3.9	4.0	3.4	3.4	3.1	3.3
e) Native Hawaiian or Pacific Islander	3.4	4.0	3.3	3.9	4.3	4.1	3.9	0.2	0.2	0.2	0.2	0.2
f) Middle Eastern (Arab, Chaldean, other)	—	—	0.3	0.3	0.4	0.3	0.4	0.4	0.3	0.4	0.4	0.5
g) Multiracial	0.8	0.8	—	—	—	—	—	—	—	—	—	—
h) Some other race/ethnicity	0.7	0.7	0.7	1.5	1.5	1.1	1.2	1.1	0.9	1.0	0.9	1.2

Questions removed from the survey in 2013:

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

	2004	Active Only							
		2005	2006	2007	2008	2009	2010	2011	2012
a) United States	93.7%	92.8%	95.1%	93.4%	93.6%	93.7%	94.4%	94.4%	95.7%
b) Other nation	6.3	7.2	4.9	6.6	6.4	6.3	5.6	5.6	4.3

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

	Percentage of all licensed RNs						
	2006	2007	2008	2009	2010	2011	2012
a) No	78.3%	78.5%	79.2%	80.2%	82.1%	79.2%	74.9%
	Percentage of RNs who left a position						
b) Yes, I took another nursing position in the same organization.	15.6%	18.0%	16.8%	18.2%	18.3%	21.2%	19.2%
c) Yes, I took another nursing position with a different organization.	56.1	57.4	57.5	56.4	53.1	44.3	40.4
d) Yes, I took a position outside of nursing.	8.3	6.8	6.2	5.4	5.2	4.8	4.3
e) Yes, I retired/quit nursing.	20.0	17.7	19.5	20.1	23.4	29.7	35.9

NOTE: This question was consolidated in the 2011 survey. Data from previous surveys have been consolidated in the same way so the trend can be viewed.

If you answered “yes” to the question above, what were the factors that led to this decision? (Mark **all** that apply.)

	Percentage of RNs who left a position						
	2006	2007	2008	2009	2010	2011	2012
a) Age	12.6%	12.5%	13.9%	15.0%	16.0%	20.0%	27.2%
b) Employer/employee conflict	14.1	13.0	12.3	11.1	10.9	10.2	11.9
c) General lack of job satisfaction	40.3	43.0	41.3	38.5	37.5	25.1	26.2
d) Inadequate salary/wages/benefits	22.5	22.2	21.0	16.6	15.1	12.0	13.2
e) Increasing administrative burden	10.7	12.7	12.8	10.4	10.7	8.7	12.3
f) New career opportunity	—	—	—	—	—	32.9	29.1
g) Personal or family demands	29.8	27.7	27.1	26.6	26.1	21.4	21.6
h) Physical demands of the job	20.3	20.9	21.2	18.9	18.0	16.3	20.1
i) Relocation	—	—	—	—	—	10.0	10.9
j) Opportunity to work in nursing administration	3.2	3.9	3.9	3.7	4.0	—	—
k) Opportunity to work in nursing education	3.0	3.9	3.1	3.7	3.4	—	—
l) Career promotion	12.7	14.5	14.5	12.9	13.0	—	—
m) Child bearing/child rearing	10.7	12.7	12.8	10.4	10.7	—	—

NOTE: Nurses were asked to indicate all factors that led to their decision to leave a nursing position in the last two years, so the sum of the percentages will be more than 100 percent. In 2011, “Personal or family concerns” was changed to “Personal or family demands”; “Inadequate salary/wages” and “Inadequate benefits” were combined into one option; “Career promotion” was changed to “New career opportunity”; and “Relocation” was added as an option. Also in 2011, “Child bearing/child rearing,” “Opportunity to work in nursing administration” and “Opportunity to work in nursing education” were removed as options.

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

	Active Only						
	2005	2007	2008	2009	2010	2011	2012
a) Michigan	87.6%	88.6%	88.0%	89.0%	89.4%	89.9%	90.6%
b) Other state	8.9	8.5	9.4	8.5	8.6	8.0	7.8
c) Canada	3.3	2.7	2.2	2.3	1.7	1.9	1.4
d) Other nation	0.2	0.1	0.4	0.2	0.2	0.1	0.2

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

Appendix B: LPN Response Frequencies 2004–2015^{3,4}

For 2015 survey results, N=2,231

All nurses are required to renew their license every two years after receiving their first license, which results in two approximately equal cohorts of nurses. The cohort of nurses who renew their licenses in odd-numbered years is slightly older than the cohort who renew their licenses in even-numbered years. When looking at trends, survey responses that may be affected by age should be compared only to responses received from the *same* license renewal cohort in a previous survey. The same survey instrument was used for both RNs and LPNs. The following frequencies present the responses to survey questions that are pertinent for LPNs.

1. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**. If you are both an LPN and an RN, complete and return only one survey.)

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

2. Do you hold a Michigan specialty certification as a... 1) Nurse anesthetist, 2) Nurse midwife, 3) Nurse practitioner

Note: This question is not applicable.

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

Note: This question is not applicable.

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

Note: This question is not applicable.

³ Data for 2004–2012 are from the annual *Michigan Center for Nursing Survey of Nurses*.

⁴ Frequencies reported may not equal 100 percent due to rounding.

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

Note: This question is not applicable.

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

	Active Only										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) LPN diploma/ certificate of nursing	78.7%	97.3%	97.1%	97.4%	96.3%	96.9%	96.9%	96.4%	97.2%	96.6%	96.4%
LPN certificate of achievement	22.7	—	—	—	—	—	—	—	—	—	—
b) RN diploma in nursing	0.7	0.7	0.9	0.8	0.8	0.7	1.1	0.9	1.0	0.7	1.0
c) Associate's degree in nursing	3.5	3.8	3.9	3.4	4.2	3.5	4.2	4.3	4.1	4.4	4.9
d) Bachelor's degree in nursing	1.0	1.0	0.9	1.1	1.1	1.2	1.0	1.1	1.2	1.4	0.9
e) Master's degree in nursing	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1
f) Master's degree in other field	—	0.4	0.5	0.5	0.5	0.4	0.4	0.7	0.7	0.7	0.9
g) Doctorate in nursing	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
h) Doctorate in other field	—	—	—	0.1	0.1	0.2	0.0	0.2	0.1	0.2	0.3
i) Other degree	5.5	7.1	7.5	8.3	6.7	6.4	7.3	7.8	8.1	9.2	9.0

NOTE: On the 2004 survey, LPNs were not asked for their education background. On the 2005 survey, "Diploma in nursing" was replaced as a response option by "LPN diploma in nursing," "LPN certificate of achievement," and "RN diploma in nursing." On the 2006 survey, "LPN diploma in nursing" and "LPN certificate of achievement" were combined as one response option.

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

Note: This question is not applicable.

6. Are you currently enrolled in a program to obtain a...

	Active Only						
	2009	2010	2011	2012	2013	2014	2015
a) Bachelor of Science in Nursing (BSN)	2.6%	2.3%	2.1%	1.5%	2.4%	2.4%	2.8%
b) Master of Science in Nursing (MSN)	0.1	0.1	0.0	0.0	0.0	0.1	0.2
c) Doctor of Nursing Practice (DNP)	—	—	n/a	n/a	n/a	n/a	n/a
d) Doctor of Philosophy in Nursing (PhD)	—	—	n/a	n/a	n/a	n/a	n/a

NOTE: This question was consolidated, and “Doctor of Nursing Practice” and “Doctor of Philosophy in Nursing” were added as choices in the 2011 survey. Data from previous surveys has been consolidated in the same way so the trend can be viewed.

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

Note: This question is not applicable.

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

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) 35 or more hours per week in nursing or related area	56.7%	55.0%	57.4%	54.3%	54.3%	51.6%	50.2%	49.2%	50.7%	48.5%	45.9%	44.3%
b) 30 to 34 hours per week in nursing or related area	—	—	—	—	—	—	—	—	—	—	11.5	11.2
c) Less than 30 hours per week in nursing or related area	—	—	—	—	—	—	—	—	—	—	17.0	16.7
Less than 35 hours per week in nursing or related area	24.8	26.3	23.8	26.2	25.2	25.5	24.6	24.4	25.2	24.5	—	—
d) Employed, but not in nursing	5.4	4.8	4.9	4.3	4.8	4.6	4.7	4.6	4.4	4.9	4.2	5.0

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
e) Not employed, and seeking employment in nursing or related area	3.3	2.9	3.1	3.2	3.3	4.2	6.2	5.9	6.6	6.3	5.5	5.0
f) Not employed, and seeking employment outside of nursing	0.1	0.2	0.4	0.3	0.3	0.5	0.5	0.5	0.3	0.4	0.5	0.5
g) Temporarily not working and not looking for a job	5.0	5.8	6.1	5.6	5.6	6.5	6.5	7.2	5.9	7.5	6.8	8.8
h) Retired or with no plans to return to work	4.7%	5.0%	4.2%	6.0%	6.4%	7.0%	7.4%	8.3%	6.9%	8.0%	8.6%	8.5

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

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Hospital inpatient	19.3%	21.0%	18.4%	18.0%	17.8%	15.5%	13.9%	13.4%	10.9%	13.0%	10.8%	11.0%
b) Hospital outpatient	4.8	5.9	5.7	6.2	5.4	5.7	5.3	5.8	5.6	7.4	5.9	6.0
c) Nonhospital outpatient	2.1	2.8	2.9	2.7	2.6	2.7	2.8	2.5	2.4	2.9	3.2	3.0
d) Physician's office	12.1	17.0	16.4	17.0	18.0	18.7	19.1	17.8	20.6	20.1	19.0	17.9
e) Federally qualified health center	—	—	—	—	—	—	—	2.2	1.8	2.6	1.9	2.0
f) Retail clinic	—	—	—	—	—	—	—	0.2	0.2	0.2	0.2	0.3
g) Nurse-managed clinic	—	—	—	—	—	—	—	0.5	0.6	0.5	0.8	0.6
h) Correctional system	—	—	—	—	—	—	—	1.4	1.2	1.3	1.6	1.7
i) Nursing home/long-term care facility	35.0	44.0	46.9	44.5	44.6	44.1	45.1	44.7	43.1	39.2	40.7	41.0
j) Home health care	9.8	11.0	12.4	11.9	11.8	12.4	14.1	13.7	13.7	15.9	15.6	17.9
k) Hospice	2.1	2.3	2.0	2.9	2.6	2.4	2.7	2.5	2.8	3.2	3.6	3.0
l) Public/community health	2.0	2.6	2.4	2.3	2.2	2.1	1.1	1.3	1.7	1.6	1.9	1.9
School health	1.6	1.2	0.9	1.2	0.9	1.3	1.4	—	—	—	—	—

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
m) Elementary or secondary school health	—	—	—	—	—	—	—	0.9	1.0	1.3	1.0	1.3
n) College health center	—	—	—	—	—	—	—	0.1	0.2	0.1	0.2	0.3
o) Nursing education	1.8	1.6	1.5	1.5	1.3	1.2	1.3	1.0	1.0	0.9	1.6	1.1
p) Insurance company/health plan	1.0	0.8	0.9	0.7	0.8	0.7	0.9	0.7	1.1	0.6	1.2	1.6
q) Traveling/staffing agency	1.3	1.9	2.4	1.6	1.4	1.1	1.1	0.9	0.7	0.9	0.7	0.9
r) Other	8.4	7.0	6.7	7.1	7.2	7.5	6.5	5.7	6.7	7.1	7.8	7.1
s) None (not active in nursing)	7.3	0.4	0.4	0.4	0.3	0.2	0.3	0.1	0.1	0.0	0.2	0.3

NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent. "Federal qualified health center," "Correctional system," "Nurse-managed clinic," and "Retail clinic" were added as settings in the 2011 survey. Also in 2011, "School health" was separated into two setting options: "Elementary or secondary school health" and "College health center."

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

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Yes	82.4%	91.5%	92.3%	91.3%	91.0%	90.6%	90.0%	91.0%	90.2%	90.1%	89.2%	87.1%
b) No	17.6	8.5	7.7	8.7	9.0	9.4	10.0	9.0	9.8	9.9	10.8	12.9

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

	2004	Active only										
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c	2012	2013	2014	2015
a) Anesthesia	—	—	—	—	—	—	—	0.1%	0.2%	0.1%	0.0%	0.1%
b) Cardiology/ cardiac care	—	—	—	—	—	—	—	2.1	1.1	1.9	1.3	1.7
c) Case management	2.8	3.8	7.0	0.8	0.4	1.6	1.1	0.8	0.8	1.1	0.9	1.4
d) Critical care	3.1	1.9	1.9	1.8	1.6	1.4	0.7	0.7	0.8	0.5	0.9	0.6

	2004	Active only										
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c	2012	2013	2014	2015
e) Dialysis/hemodialysis	—	—	—	—	—	—	0.7	0.6	0.5	0.5	0.3	0.6
f) Emergency/urgent care	2.6	2.2	2.2	2.0	2.1	1.8	1.9	1.5	1.6	1.2	0.8	1.2
g) Endoscopy/diagnostic testing	—	—	—	—	—	—	1.1	1.2	1.3	1.4	0.8	1.6
h) General/Family practice	13.8	6.7	5.3	8.6	7.7	10.4	10.8	9.1	8.1	9.4	8.8	8.0
i) Geriatrics/elderly care	—	45.4	47.4	48.0	47.8	47.2	48.5	45.5	43.3	41.4	42.6	41.2
j) Hospice/palliative care	—	—	—	—	—	—	2.0	1.6	2.3	2.4	2.1	2.1
k) Internal medicine	—	—	—	—	—	—	—	1.9	2.7	2.2	2.4	1.8
l) Medical-surgical	24.4	11.1	11.2	9.7	10.3	8.1	6.5	6.6	1.3	1.6	5.8	5.8
m) Neonatal	—	—	—	—	—	—	0.2	0.3	0.2	0.1	0.1	0.1
n) Obstetrics	—	—	—	—	—	—	1.1	1.8	1.4	1.6	2.3	1.8
o) Oncology	—	0.9	0.6	0.9	0.8	0.6	0.8	0.6	0.7	0.7	0.5	0.6
p) Patient education	5.2	2.5	3.6	1.1	1.3	2.3	2.1	1.4	2.6	2.3	1.3	1.2
q) Pediatrics	7.3	4.4	4.7	4.6	5.2	4.7	6.8	4.7	6.4	7.3	6.7	6.5
r) Perioperative	—	—	—	—	—	—	—	0.8	1.0	0.9	0.7	0.8
s) Psychiatric/mental health	4.6	2.9	2.4	2.6	2.5	2.6	2.7	2.4	2.7	2.4	2.7	2.7
t) Rehabilitation	—	—	—	—	—	—	—	2.8	5.4	4.9	4.3	5.2
Surgery	3.0	2.8	2.7	3.0	3.0	3.0	2.5	—	—	—	—	—
u) Women's health	—	—	—	—	—	—	—	0.8	1.6	1.9	1.3	1.3
v) Other	29.8	11.6	8.6	13.7	14.3	13.7	1.9	12.9	14.1	14.1	13.4	13.8

NOTES: a) "Geriatrics/elderly care" and "Oncology" were added as response options on the 2005 survey. b) "Anesthesia," "Cardiology/cardiac care," "Endoscopy," "Hospice," "Neonatal," and "Rehabilitation" were added as response options on the 2010 survey. c) On the 2011 survey instrument, "Med-Surg" was changed to "Medical-Surgery"; "Surgery" was dropped; "Endoscopy" was changed to "Endoscopy/diagnostic testing"; "General/Family practice" was changed to "Family practice"; "Internal medicine" was added; "Hospice" was changed to "Hospice/palliative care"; and "Perioperative" and "Women's health" were added. In 2011, to adjust for a coding error, online responses were not included in the analysis for this question.

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

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) 1–5 years	14.4%	16.7%	17.2%	18.7%	20.8%	20.9%	22.6%	23.9%	21.6%	24.8%	21.2%	24.6%
b) 6–10 years	18.2	21.3	21.7	21.9	20.6	22.4	21.9	21.2	19.9	19.8	21.2	19.6
c) 11–15 years	14.1	17.4	17.2	15.9	15.8	14.5	14.7	13.4	14.5	13.6	12.6	12.4
d) 16–20 years	15.7	16.0	16.1	15.0	14.0	13.4	12.5	12.3	12.3	11.7	12.4	11.6
e) 21–30 years	13.5	12.7	13.4	12.5	13.2	12.7	13.2	12.5	15.4	13.0	13.0	13.1
f) More than 30 years	7.8	7.7	7.4	8.3	8.2	8.9	9.3	10.4	9.7	10.3	11.8	11.5
g) Don't know	16.3	8.2	6.9	7.7	7.4	7.1	5.9	6.3	6.6	6.9	7.8	7.1

13. If you made a change in your employment position within the past 3 years was it to...(Mark all that apply.)

	Active Only		
	2013	2014	2015
a) Change from an inpatient position to an outpatient position?	3.4%	3.4%	3.5%
b) Change from an outpatient position to an inpatient position?	1.4	0.6	1.1
c) Change from a primary care position (i.e., family practice, general medicine, internal medicine, or general pediatrics) to a specialty care position?	2.6	3.0	1.9
d) Change from a specialty care position to a primary care position?	1.4	1.9	1.5
e) Make some other employment change?	20.5	22.0	23.2

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

	Active Only		
	2013	2014	2015
a) Yes	55.0%	52.5%	54.5%
b) No	45.0	47.5	45.5

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

	Active Only		
	2013	2014	2015
a) Discussion of team members' roles and responsibilities?	51.7%	46.7%	45.4%
b) Clinical discussions or "huddles" with the patient care team?	48.2	48.2	47.0
c) Patient rounds with other members of the patient care team?	33.0	36.0	32.5
d) Team meetings with patients and their families?	33.1	37.1	30.0
e) Development of shared goals reflective of patient priorities and supported by all team members?	51.1	50.2	47.7
f) Virtual communication with other team members through an electronic health record, e-mail, or text messages?	36.9	37.7	40.1
g) Evaluation of team processes and patient health outcomes?	43.9	40.7	40.7

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

	Active Only										
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Michigan	95.0%	94.4%	94.4%	94.6%	94.8%	94.7%	95.5%	95.1%	95.9%	95.1%	96.2%
b) Other state in the U.S.	4.9	5.4	5.3	5.3	5.0	5.1	4.4	4.7	3.9	4.5	3.7
c) Canada	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.2	0.1
d) Other nation	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.2	0.0

17. How long have you been employed as a practicing nurse?

	Active Only	
	2014	2015
a) Three years or less	18.3%	19.7%
b) Four to five years	7.3	6.5
c) Six years or more	74.4	73.7

18. If you live in the U.S. or if your primary place of employment is in the U.S., what are the zip codes of your residence and primary place of employment?

19. In what year were you born? (Note: Response frequencies are for active nurses only. N = 1,528 in 2015.) Average age = 52.12.

Age	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) <25	2.0%	5.0%	2.4%	2.1%	2.0%	1.9%	2.6%	1.7%	2.2%	1.8%	2.2%	2.9%
b) 25–34	18.0	9.2	16.2	11.2	11.2	11.3	10.8	11.3	12.3	11.5	11.3	12.8
c) 35–44	24.2	20.6	23.5	18.0	17.0	15.9	15.8	15.1	18.2	15.2	16.8	15.8
d) 45–54	31.3	35.7	33.1	33.9	30.6	30.4	28.2	27.8	26.3	24.4	24.1	26.4
e) 55–64	22.0	24.9	20.9	28.7	31.7	32.4	34.5	35.1	34.1	36.2	36.2	32.9
f) 65+	2.4	4.6	3.9	6.1	7.5	8.1	8.1	9.0	6.9	11.1	9.4	9.2

20. What is your gender?

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) Female	94.2%	95.4%	95.6%	94.9%	95.5%	95.2%	95.6%	95.4%	95.1%	94.8%	94.5%	94.5%
b) Male	5.8	4.6	4.4	5.1	4.5	4.8	4.4	4.6	4.9	5.2	5.5	5.5

21. Are you Spanish/Hispanic/Latino?

	Active Only										
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
a) Yes	2.1%	1.6%	1.6%	1.5%	1.4%	1.7%	2.0%	2.3%	1.7%	2.3%	
b) No	97.9	98.4	98.4	98.5	98.6	98.3	98.0	97.7	98.3	97.7	

22. What is your race/ethnicity?

	2004	Active Only										
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
a) White	80.5%	81.4%	77.3%	82.2%	82.8%	82.8%	81.4%	81.8%	82.1%	80.2%	80.3%	78.3%
b) Black or African American	14.2	13.3	17.8	13.5	12.9	12.2	13.2	13.4	12.8	14.7	13.4	15.6
c) American Indian or Alaska Native	1.6	1.1	2.7	2.4	2.2	1.8	1.7	1.4	1.1	1.3	1.5	1.1
d) Asian	1.5	1.7	1.4	1.7	2.0	2.0	2.0	1.9	1.9	1.9	2.2	1.7
e) Native Hawaiian or Pacific Islander	—	—	—	—	—	—	—	0.2	0.1	0.2	0.1	0.2
f) Middle Eastern (Arab, Chaldean, Other)	—	—	—	—	—	—	—	0.2	0.0	0.1	0.0	0.2
g) Multiracial	0.9	0.8	—	—	—	—	—	—	—	—	—	—
h) Some other race/ethnicity	0.4	0.6	1.0	1.8	1.7	1.3	1.2	1.0	1.4	1.4	1.5	2.1

Questions removed from the survey in 2013:

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

	2004	Active Only							
		2005	2006	2007	2008	2009	2010	2011	2012
a) United States	98.6%	98.4%	98.7%	98.2%	98.3%	98.1%	97.9%	98.4%	98.1%
b) Other nation	1.4	1.6	1.3	1.8	1.7	1.9	2.1	1.6	1.9

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

	Percentage of all licensed LPNs						
	2006	2007	2008	2009	2010	2011	2012
a) No	78.6%	79.1%	78.7%	79.8%	81.5%	78.5%	75.9%
	Percentage of all licensed LPNs who left a position						
b) Yes, I took another nursing position in the same organization.	6.4	6.9	6.3	6.2	5.9	10.0	10.1
c) Yes, I took another nursing position with a different organization.	61.4	63.7	63.2	59.8	57.2	42.5	35.8
d) Yes, I took a position outside of nursing.	10.9	9.1	7.8	7.7	8.3	9.4	6.7
e) Yes, I retired/quit nursing.	21.4	20.3	22.6	26.2	28.5	38.1	47.5

NOTE: This question was consolidated in the 2011 Survey. Data from previous surveys has been consolidated in the same way so the trend can be viewed.

If you answered “yes” to the question above, what were the factors that led to this decision? (Mark **all** that apply.)

	% of all LPNs who left a position						
	2006	2007	2008	2009	2010	2011	2012
a) Age	12.7%	11.7%	17.1%	16.7%	19.9%	24.9%	34.6%
b) Employer/employee conflict	15.7	15.0	14.4	13.3	12.2	11.1	13.4
c) General lack of job satisfaction	38.6	38.6	36.9	36.6	35.1	20.7	17.9
d) Inadequate salary/wages/benefits	26.0	26.3	24.6	19.3	17.4	14.9	9.5
e) Increasing administrative burden	10.5	12.8	12.5	10.5	10.1	6.6	9.5
f) New career opportunity	—	—	—	—	—	20.3	17.9
g) Personal or family demands	32.1	28.8	28.2	26.9	25.5	23.8	17.9
h) Physical demands of the job	22.7	23.0	21.3	21.7	20.0	16.6	25.7
i) Relocation	—	—	—	—	—	10.7	13.4
j) Opportunity to work in nursing administration	1.8	2.2	2.1	2.0	2.2	—	—
k) Opportunity to work in nursing education	1.9	1.1	1.3	1.1	0.6	—	—
l) Career promotion	9.9	7.8	8.6	8.4	7.8	—	—
m) Child bearing/child rearing	5.4	5.4	4.2	3.8	4.2	—	—

NOTE: Nurses were asked to indicate all factors that led to their decision to leave a nursing position in the last two years, so the sum of the percentages will be more than 100 percent. In 2011, “Personal or family concerns” was changed to “Personal or family demands”; “Inadequate salary/wages” and “Inadequate benefits” were combined into one option; “Career promotion” was changed to “New career opportunity”; and “Relocation” was added as an option. Also in 2011, “Childbearing/childrearing,” “Opportunity to work in nursing administration” and “Opportunity to work in nursing education” were removed as options.

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

	Active Only							
	2005	2006	2007	2008	2009	2010	2011	2012
a) Michigan	95.5%	94.7%	95.0%	94.8%	95.3%	94.7%	96.0%	95.3%
b) Other state	4.3	5.1	4.7	5.0	4.5	5.1	3.9	4.5
c) Canada	0.1	0.2	0.2	0.2	0.2	0.2	0.1	0.1
d) Other nation	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0