



Survey of Nurses 2011

EXECUTIVE SUMMARY

In 2011, the Michigan Center for Nursing conducted the eighth annual survey of nurses licensed in Michigan. The samples for this survey and previous surveys were drawn from the Michigan licensure files maintained by the Michigan Department of Community Health and the Michigan Department of Licensing and Regulatory Affairs. 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. Responses from a mailed survey and Web-based survey were combined and analyzed. In 2011, the total sample consisted of:

- 32,982 registered nurse (RN) surveys, yielding a margin of error of ± 0.5 percent with 95 percent confidence; and
- 6,562 licensed practical nurse (LPN) surveys, yielding a margin of error of ± 1.2 percent with 95 percent confidence.

Key findings from the 2011 survey show that:

- Approximately 82 percent of licensed RNs and 74 percent of LPNs report that they are *active* in nursing—working in nursing or a related area full- or part-time. 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.
- An estimated 98,730 licensed registered nurses are working in nursing or a related area *in Michigan*—about 81,847 (about 83 percent) of these RNs provide direct patient care services in their main nursing position.
- An estimated 19,724 licensed practical nurses are working in nursing or a related area *in Michigan*—about 17,948 (91 percent) of these LPNs provide direct patient care services.
- Two percent of licensed RNs and about 6 percent of LPNs are unemployed and seeking employment in nursing.
- The ratio of *active* registered nurses to population in Michigan is approximately 999 RNs for every 100,000 people; the ratio of *active* licensed practical nurses to population is approximately 200 LPNs per 100,000 people.
- About 37 percent of *active* registered nurses report that they are aged 55 or older, compared to 33 percent of active registered nurses *in the same license renewal cohort* who responded to the survey in 2009. About 44 percent of *active* licensed practical nurses are aged 55 or older, compared to 41 percent *in the same license renewal cohort* in 2009.
- Forty-one percent of *active* RNs and 45 percent of *active* LPNs say they plan to practice nursing for only one to ten more years.

- In 2011, about 21 percent of RNs and 22 percent of LPNs surveyed said they had voluntarily left a nursing position in the last two years. Of these, 44 percent of RNs and 43 percent of LPNs said they left to take another nursing position with a different organization.
- Nearly three-fourths of *active* registered nurses (about 72 percent) are employed in either a hospital inpatient or outpatient setting; nursing homes or long-term care facilities are the most likely setting (about 45 percent) for LPNs.
- About 3 percent of *active* RNs hold a specialty certification to practice as a Nurse Practitioner, 2 percent as a Nurse Anesthetist, and less than 1 percent as a Nurse Midwife.
- About 5 percent of *active* RNs and 2 percent of *active* LPNs are enrolled in a nursing education program to obtain a Bachelor of Science in Nursing (BSN) degree. About 3 percent of RNs are enrolled in a program to obtain a Master of Science in Nursing degree; less than 1 percent to obtain a Doctor of Nursing Practice (DNP) or Doctor of Philosophy in Nursing (PhD) degree.
- About 6 percent of *active* RNs and 5 percent of *active* LPNs are male.¹
- About 6 percent of *active* RNs are African American, 4 percent are Asian, and 1 percent are American Indian/Alaskan Native.
- About 13 percent of *active* LPNs are African American, 2 percent are Asian, and 1 percent are American Indian/Alaskan Native.
- One percent of *active* RNs and about 2 percent of *active* LPNs are Spanish/Hispanic/Latino.

¹ U.S. Census Bureau annual population estimates by sex, race, and Hispanic or Latino origin show the following percentages for Michigan for 2010: 49.1 percent male, 50.9 percent female, 78.9 percent white, 14.2 percent black or African American, 2.4 percent Asian, 0.6 percent American Indian or Alaskan Native, 0.03 percent Native Hawaiian or other Pacific Islander, and an estimated 4.4 percent Hispanic or Latino. The sum of percentages for race equals more than 100 due to rounding. Individuals reporting more than one race are not counted in these percentages.

INTRODUCTION

One of the goals of the Michigan Center for Nursing is to establish a central resource for nursing workforce data collection and analysis. The Michigan Center for Nursing conducts 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, education, gender, and racial/ethnic background. The survey instrument also includes a question on whether the nurse has left a position in nursing during the past two years, and, if so, what factors led to the decision to leave the previous nursing position. This report presents the survey findings for 2011 and a description of the survey methodology.

METHODOLOGY

The Michigan Center for Nursing contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of nurses. A single instrument for both RNs and LPNs was designed in collaboration with the Michigan Center for Nursing Advisory Board. (The survey instrument and response frequencies for RNs and LPNs are included in 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 Departments of Community Health and of Licensing and Regulatory Affairs. 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 2011 along with their license renewal forms. A total of 78,711 nurses (65,725 RNs and 12,986 LPNs) renewed their license. Nurses could either return the paper version of the survey with their renewal or complete both the survey and their license renewal online. The large number of paper and Web-based surveys collected permits a robust analysis. Combining the responses from the paper version with the results from the Web survey resulted in a total of

- 32,982 completed RN surveys, yielding a margin of error of ± 0.5 percent with 95 percent confidence;² and
- 6,562 completed LPN surveys, yielding a margin of error of ± 1.2 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.

Previous years of survey data show a difference between the two cohorts of nurses in age distribution. The cohort of nurses who renewed their licenses during 2005, 2007, and 2009 was slightly older than the cohort who renewed their licenses in 2004, 2006, and 2008. When looking at trends since the first survey in 2004, 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. At the present time, the age distribution within each of the two cohorts is comparable; responses to questions that may be affected by age, such as plans to continue practicing nursing, can thus be compared for years 2010 and 2011.

The large number of responses received each year and the sampling design assure that the survey findings are applicable to the entire population of nurses licensed in Michigan. If differences between survey findings from one year to another are significant (i.e., outside of the margin of error), they are noted in the text.

² 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 59.5 percent and 60.5 percent (i.e., the ± 0.5 percent margin of error). In the other 5 occurrences, the true answer from the universe would be either below or above this range (confidence interval).

NUMBER OF NURSES

The total number of nurses licensed by the State of Michigan is 161,903 (as of January 1, 2011). Of these, 133,842 are registered nurses (RNs) and 28,061 are licensed practical nurses (LPNs). The total number of nurses licensed by Michigan (including both active and inactive RNs and LPNs) has increased by 18,299 since the first survey of nurses was completed in 2004. Since 2010, the total number of licensed nurses has increased by 2,596.³ The number of licensed RNs increased by 2,619 (about 1 percent), while the number of licenses for LPNs decreased by 23 (less than one-tenth of a percent) during the same period.

In 2011, nearly 82 percent of licensed RNs report that they are active in nursing—working in nursing or a related area full- or part-time⁴ (see Exhibit 1). About 74 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 nurses reporting they are retired or “with no plans to return to work” has increased to 8 percent for both licensed RNs and LPNs, compared to almost 4 percent and 5 percent, respectively, in 2004.

EXHIBIT 1. Employment Status of RNs and LPNs in Michigan, 2011

	Registered Nurses		Licensed Practical Nurses	
	%	Number*	%	Number*
Total number of nurses licensed by Michigan		133,842		28,061
Total active nurses—employed in nursing or related area	81.6	109,215	73.6	20,653
Not employed, and seeking employment in nursing or related area	2.4	3,212	5.9	1,656
Employed, but not in nursing	2.4	3,212	4.6	1,291
Not employed, and seeking employment outside nursing	0.2	268	0.5	140
Temporarily not working and not looking for a job	5.2	6,960	7.2	2,020
Retired with no plans to return to work	8.3	11,109	8.3	2,329
Active nurses employed <i>in Michigan</i> (90.4 percent of active RNs, 95.5 percent of active LPNs)		98,730		19,724
Active nurses providing direct care services <i>in Michigan</i> (82.9 percent of active RNs employed in MI, 91.0 percent of active LPNs employed in MI)		81,847		17,948

SOURCE: *Michigan Center for Nursing Survey of Nurses 2011*.

*NOTE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Community Health and the Michigan Department of Licensing and Regulations as of January 1, 2011. All other numbers are estimated based on data from the *Michigan Center for Nursing Survey of Nurses 2011*.

³Data for 2004–2011 are from the annual *Michigan Center for Nursing Survey of Nurses*. All data from earlier licensure surveys of nurses cited in this report are from the *Study of the Current and Future Needs of the Professional Nursing Workforce in Michigan*, prepared in July 2001 for the Michigan Department of Consumer and Industry Services by Public Sector Consultants Inc.

⁴Throughout 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 about 2 percent of licensed RNs and 6 percent of LPNs who are unemployed and seeking nursing work and could be considered part of the available nursing workforce.

Some nurses who are active in nursing are not working in Michigan, even though they hold a Michigan license. And 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 2011.

- An estimated 98,730 RNs (90 percent of active RNs) are working in nursing or a related area *in Michigan*.
- An estimated 81,847 RNs (about 83 percent of active registered nurses working in Michigan) *provide direct patient care services* in their main nursing position.
- An estimated 19,724 LPNs (approximately 96 percent of active LPNs) are working in nursing or a related area *in Michigan*.
- An estimated 17,948 LPNs (91 percent of 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—those who are working full- or part-time in nursing or a related area. Analysis of the data for these *active* nurses shows the following distribution between full- and part-time status:

- About 72 percent of *active* RNs are employed full-time (35 or more hours per week). This percentage has not changed since 2004.
- About 67 percent of *active* LPNs are employed full-time. This also is relatively unchanged since 2004.

RATIO OF NURSES TO POPULATION

Based on the employment location reported by nurses, the estimated ratio of active nurses to population in Michigan is 1,198 per 100,000.⁵ This nurse-to-population ratio estimate includes *both* LPNs and RNs who are employed in nursing full-time or part-time in Michigan. The estimated ratio of active *registered nurses* to population in Michigan is 999 for every 100,000 people. The ratio of active *licensed practical nurses* to population is approximately 200 LPNs per 100,000 people.

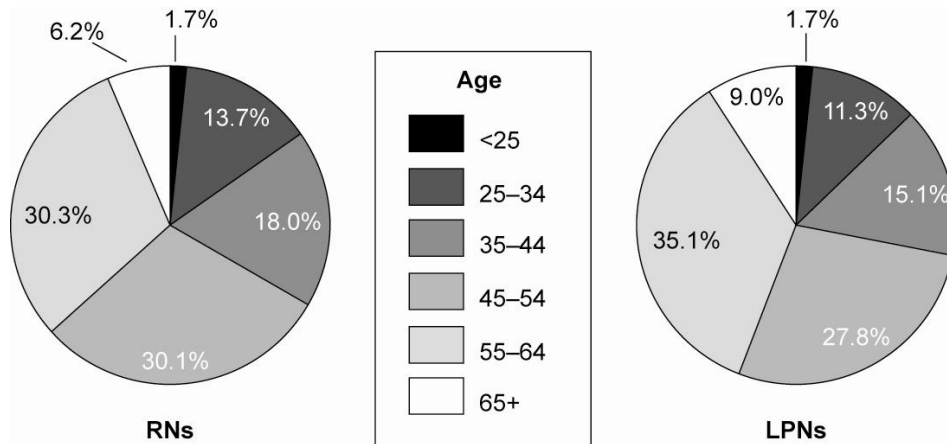
AGE OF NURSES

The proportion of active licensed nurses nearing retirement is increasing for both RNs and LPNs in Michigan, as shown by the following survey results.

- About 37 percent of *active* registered nurses in this license renewal cohort reported that they are aged 55 or older (see Exhibit 2), compared to 33 percent of active registered nurses in the same license renewal cohort who responded to the survey in 2009. In the survey responses for 2011, the average age of active RNs licensed in Michigan is 48.7 years.
- About 44 percent of *active* licensed practical nurses in this license renewal cohort are aged 55 or older, compared to approximately 41 percent in the same license renewal cohort who responded to the survey in 2009. In the survey responses for 2011, the average age of active LPNs licensed in Michigan is 50.6 years.

⁵ Nurse-to-population ratios for 2011 are calculated using the employment location reported by nurses and the U.S. Census Bureau annual population estimates for Michigan for 2010. 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.

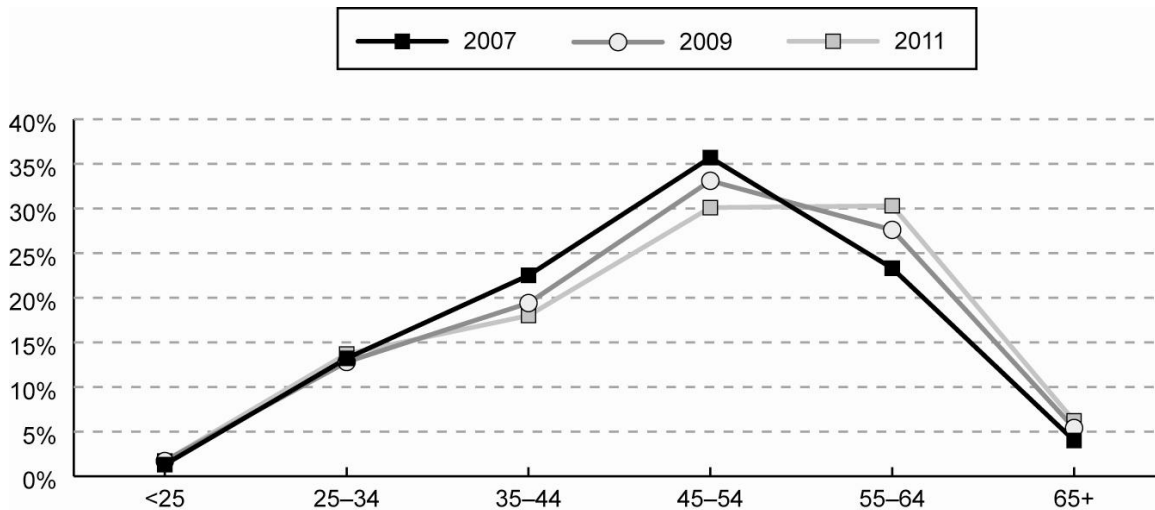
EXHIBIT 2. Proportion of Active RNs and LPNs, by Age



SOURCE: Michigan Center for Nursing Survey of Nurses 2011.

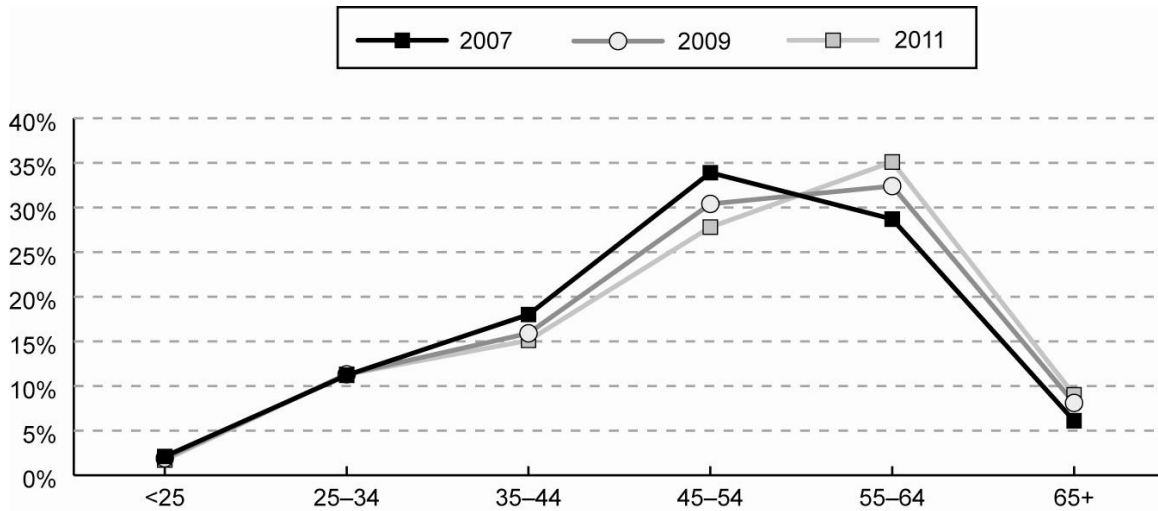
In stark contrast, only 14 percent of RNs and 19 percent of LPNs were aged 55 or older in the 1998–99 licensure renewal survey. Exhibits 3 and 4 demonstrate the shift of the age distribution of nurses surveyed in the same cohort in 2007, 2009, and 2011. This continuing upward shift in the age of active nurses suggests that not enough younger nurses are entering the workforce to compensate for those leaving or retiring.

EXHIBIT 3. Distribution of Active Registered Nurse Population in Michigan, by Age



SOURCE: Michigan Center for Nursing Survey of Nurses 2011.

EXHIBIT 4. Distribution of Active Licensed Practical Nurse Population in Michigan, by Age

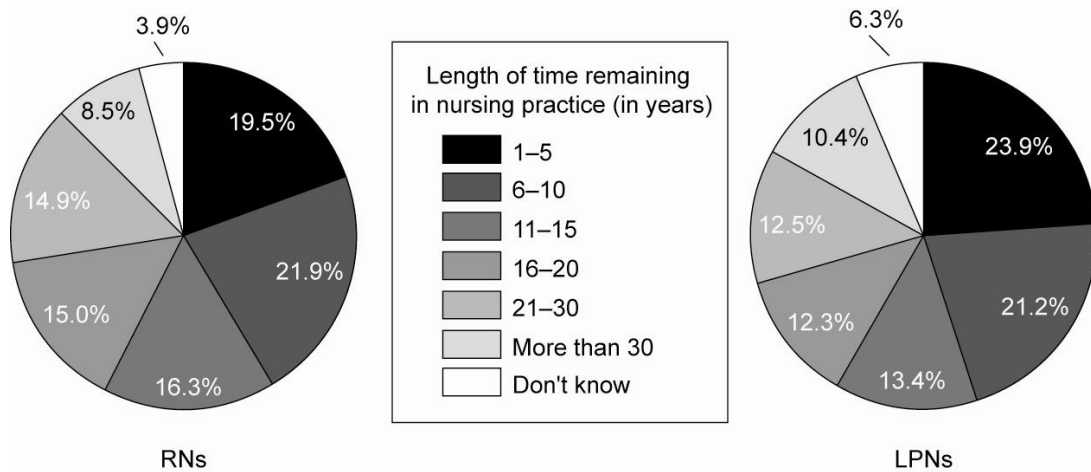


SOURCE: Michigan Center for Nursing Survey of Nurses 2011.

LENGTH OF TIME REMAINING IN NURSING

It is not just the nurses nearing retirement age who are planning to stop practicing nursing in the near future. As shown in Exhibit 5, about 41 percent of *all* active RNs and about 45 percent of *all* active LPNs say they plan to practice nursing for only one to ten more years. These data are unchanged from the data reported in 2010.

EXHIBIT 5. Plans to Practice Nursing for Active RNs and LPNs, 2011



SOURCE: Michigan Center for Nursing Survey of Nurses 2011.

VOLUNTARY CHANGE IN NURSING POSITION

Approximately 21 percent of RNs surveyed in 2011 said they had voluntarily left a nursing position in the last two years. This is a slight increase since 2009 when almost 20 percent of RNs *in the same license*

renewal cohort said they had voluntarily left a nursing position in the last two years. Twenty-two percent of LPNs surveyed in 2011 said they had voluntarily left a nursing position in the last two years, compared to 20 percent of LPNs *in the same license renewal cohort* in 2009.

- About 44 percent of the RNs who reported voluntarily leaving a nursing position said it was to take another nursing position with a **different** organization (compared to 56 percent in 2009 and 53 percent in 2010); 21 percent said it was to take another nursing position in the **same** organization (compared to 18 percent in both 2009 and 2010).
- Similarly, about 43 percent of the LPNs who reported voluntarily leaving a nursing position said it was to take another nursing position with a **different** organization (compared to almost 60 percent in 2009 and 57 percent in 2010), while 10 percent said it was to take another nursing position in the **same** organization (compared to 6 percent in 2009 and 2010).
- About 30 percent of RNs and 38 percent of LPNs who had left a nursing position said it was to retire or quit nursing, compared to 23 percent of RNs and 29 percent of LPNs in 2010.
- About 5 percent of the RNs and 9 percent of the LPNs who had left a nursing position said it was to take a position outside nursing.

For those nurses who left a nursing position, the factors leading to their decision that were mentioned most often were “new career opportunity,” “general lack of job satisfaction,” “personal or family demands,” and “age” (see Exhibit 6). Although RNs and LPNs did not rank these factors in the same order, both groups cited them as the top four factors leading to their decision. A review of survey data since 2006, when this question was added to the licensure survey, shows a decrease in the proportion of nurses citing “general lack of job satisfaction,” “employer/employee conflict,” “inadequate salary/wages/benefits,” “personal or family demands” and “physical demands of the job”; however, the proportion of nurses citing “age” as a reason for leaving a position has continued to increase.

EXHIBIT 6. Factors Influencing Decisions to Leave a Nursing Position, 2011

Factors	RNs	LPNs
New career opportunity	32.9%	20.3%
General lack of job satisfaction	25.1	20.7
Personal or family demands	21.4	23.8
Age	20.0	24.9
Physical demands of the job	16.3	16.6
Inadequate salary/wages/benefits	12.0	14.9
Employer/employee conflict	10.2	11.1
Relocation	10.0	10.7
Increasing administrative burden	8.7	6.6

SOURCE: *Michigan Center for Nursing Survey of Nurses 2011*

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.

WORK SETTING

Nearly three-fourths of active registered nurses (about 72 percent) are employed in either a hospital inpatient or outpatient setting (see Exhibit 7). Only 19 percent of active LPNs are employed in a hospital setting, while almost half (about 45 percent) are employed in nursing homes or long-term care facilities.

EXHIBIT 7. Employment Settings of Active RNs and LPNs, 2011

Employment Settings	RNs	LPNs
Hospital inpatient	55.5	13.4
Hospital outpatient	16.4	5.8
Home health care	7.6	13.7
Nursing home/long-term care facility	7.4	44.7
Physician's office	6.1	17.8
Nursing education	4.4	1.0
Non-hospital outpatient	4.3	2.5
Public/community health	3.3	1.3
Hospice	3.0	2.5
Insurance company/health plan	2.1	0.7
Federal qualified health center	1.2	2.2
Correctional system	1.0	1.4
Elementary or secondary school health	0.9	0.9
Traveling/staffing agency	0.8	0.9
Nurse managed clinic	0.7	0.5
College health center	0.3	0.1
Retail clinic	0.2	0.2
Other	6.7	5.7
None (not active in nursing)	0.1	0.1

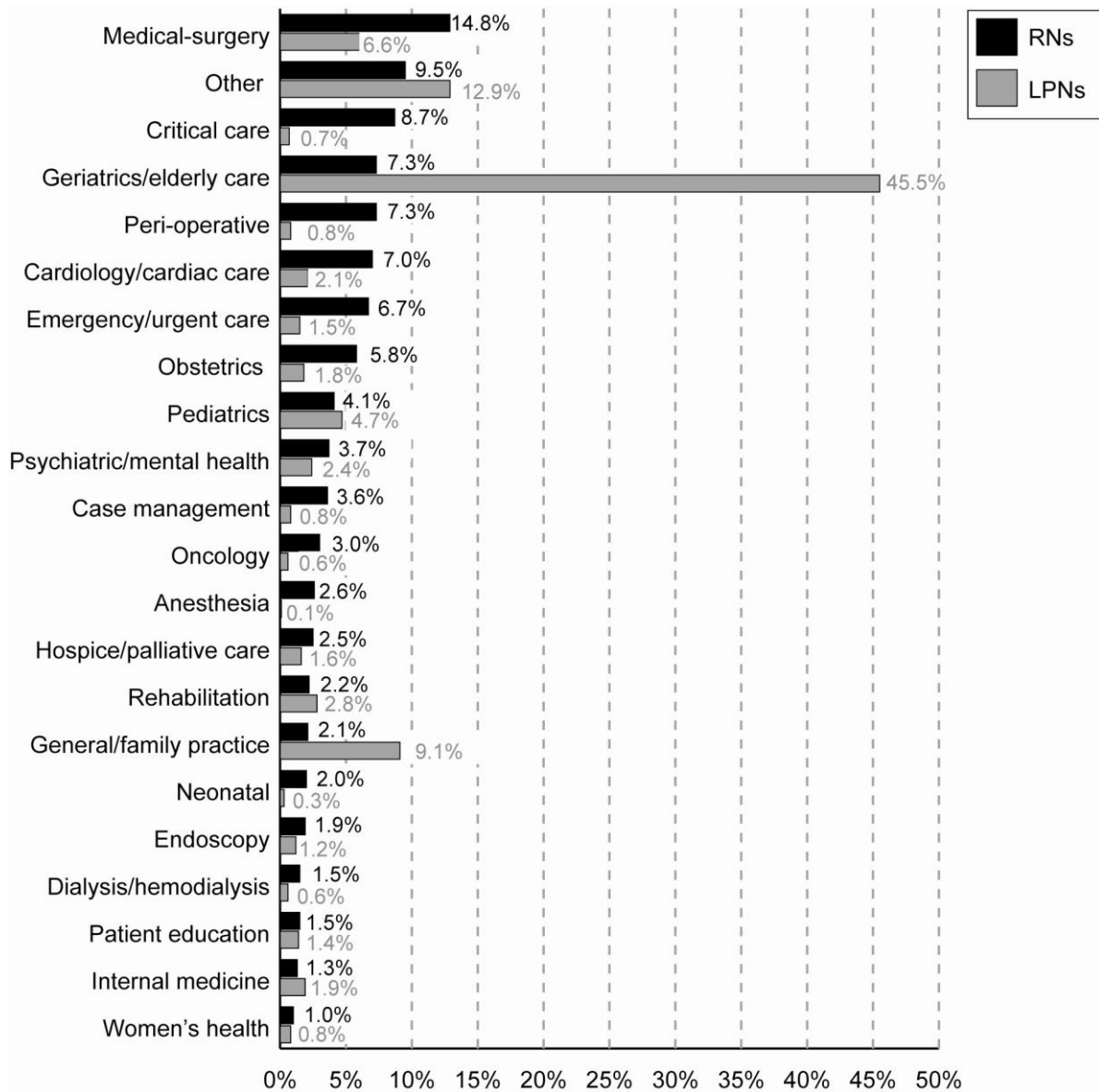
SOURCE: *Michigan Center for Nursing Survey of Nurses 2011.*

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."

PRACTICE AREA

Approximately 83 percent of active RNs and 91 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 8). The practice area that RNs identified most often among the choices offered was "medical-surgery" (about 15 percent). Almost half (about 46 percent) of active LPNs who provide direct care identified their main practice area as "geriatrics/elderly care." This has remained unchanged since 2005.

**EXHIBIT 8. Main Practice Area of Active
RNs and LPNs Who Provide Direct Patient Care, 2011**



SOURCE: Michigan Center for Nursing Survey of Nurses 2011 (paper surveys only).

SPECIALTY CERTIFICATION

In 2011, a question was added to the survey that asked registered nurses 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. About 3 percent of RNs hold a specialty certification as a Nurse Practitioner; about 2 percent as a Nurse Anesthetist; and less than 1 percent as a Nurse Midwife. Of those registered nurses who hold specialty certification, about 61 percent provide direct patient care as an advanced practice nurse for more than 35 hours per week; 14 percent work 26–35 hours per week; and about 12 percent work 16–25 hours per week as an advanced practice nurse. About 8 percent work 15 hours or less per week as an advanced practice nurse; 4 percent are not currently practicing as an

advanced practice nurse; and about 2 percent have no time in direct patient care as an advanced practice nurse.

EDUCATION

All nurses responding to the survey were asked to indicate their level of education (all degrees completed).

- About 44 percent of active RNs have an associate's degree in nursing; 40 percent hold a bachelor's degree in nursing; and 19 percent have an RN diploma in nursing. (Nurses may hold more than one nursing degree, so percentages total more than 100.)
- About 8 percent of active RNs hold a master's degree in nursing and about 5 percent hold a master's degree in another field.
- Less than 1 percent (0.5 percent) of registered nurses hold a doctorate in nursing. Among those with a doctorate, about two-thirds (67 percent) have a Doctor of Philosophy (PhD); about 27 percent have a Doctor of Nursing Practice (DNP); 3 percent have a Doctor of Nursing Science (DNSc); and 3 percent have a Doctor of Nursing (ND).
- Approximately 97 percent of active LPNs have an LPN diploma or an LPN certificate of nursing.
- Approximately 5 percent of active RNs also hold an LPN diploma or an LPN certificate of nursing.
- About 8 percent of RNs and 7 percent of LPNs report they hold some other degree.

Beginning in 2009, nurses were asked whether they are currently enrolled in bachelor's or master's degree programs. About 5 percent of RNs and 2 percent of LPNs are enrolled in a program to obtain a Bachelor of Science in Nursing (BSN) degree. About 3 percent of RNs are enrolled in a program to obtain a Master of Science in Nursing degree. In the 2011 survey, nurses also were asked whether they are currently enrolled in a program to obtain a Doctor of Nursing Practice (DNP) or Doctor of Philosophy in Nursing (PhD). Less than 1 percent of RNs are enrolled in these programs.

RACIAL/ETHNIC BACKGROUND AND GENDER

Data on racial/ethnic and gender characteristics of the nursing population in Michigan show that:

- 6 percent of active RNs and about 5 percent of active LPNs are male.
- 87 percent of active RNs are white, about 6 percent are African American, 4 percent are Asian, 1 percent are American Indian/Alaskan Native, and less than 1 percent are Middle Eastern or Pacific Islander.
- 82 percent of active LPNs are white, 13 percent are African American, 2 percent are Asian, 1 percent are American Indian/Alaskan Native, and less than 1 percent are Middle Eastern or Pacific Islander.
- One percent of active RNs and about 2 percent of active LPNs are Spanish/Hispanic/Latino.

Survey Instrument and RN Response Frequencies⁶ 2004–2011⁷

For 2011 survey results, N=32,982

This information is being collected by the Michigan Center for Nursing to describe the supply of and demand for nurses in Michigan. Data from this survey will be used to inform state and local decision making regarding the recruitment, education, and employment of nurses in Michigan. The information you provide will be confidential; the identity of individual respondents will not be shared with anyone. Completion of the questions below is voluntary and does not affect your license. However, this information is important and your participation is encouraged and truly appreciated. *Please complete the survey and return it with your renewal application in the envelope provided.* If you are both an LPN and an RN, complete and return only one survey.

If you renew your license via the Internet, you will have the opportunity to complete this survey online.

Go to www.michigancenterfornursing.org to view survey results and to sign up to receive Michigan Center for Nursing News & Updates electronically.

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
RN only	96.4%	95.8%	96.6%	96.4%	96.9%	96.8%	96.9%
Both LPN and RN	3.6	4.2	3.4	3.6	3.1	3.2	3.1

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

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

RNs 2011 (Active only)

Nurse Anesthetist	1.6%
Nurse Midwife	0.3
Nurse Practitioner	2.9

NOTE: This question was added on the 2011 survey.

⁶ Frequencies reported may not equal 100 percent due to rounding.

⁷ 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. Analysis of survey data prior to 2009 shows a difference between these two cohorts of nurses in age distribution. Therefore, survey responses prior to 2009 that may be affected by age—such as plans to continue practicing nursing—should be compared only to responses received from the same license renewal cohort (e.g., 2009 compared to 2007, 2008 compared to 2006).

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 nurse?

	RNs 2011 (n= 1,263)
Less than 10 hours per week	4.7
10–15 hours per week	3.1
16–25 hours per week	11.5
26–35 hours per week	14.3
More than 35 hours per week	60.5
I am practicing as an APRN, but with no time in direct patient care	1.5
I am not currently practicing as an APRN	4.4

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
a) LPN diploma/ certificate of nursing	—	3.7%	5.5%	5.8%	5.6%	4.6%	4.6%	4.7%
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
c) Associate’s degree in nursing	42.1%	44.4	48.4	45.8	45.5	44.4	45.1	44.4
d) Bachelor’s degree in nursing	40.3	37.4	37.0	38.0	38.6	39.1	39.3	40.4
e) Master’s degree in nursing	8.4	7.4	6.4	6.8	7.0	7.3	7.5	7.6
f) Master’s degree in other field	—	—	3.9	4.4	4.7	4.7	4.6	4.6
g) Doctorate in nursing	0.4	0.3	0.3	0.3	0.4	0.4	0.4	0.5
h) Doctorate in other field	—	—	—	—	0.4	0.4	0.4	0.5
i) Other degree	9.4	10.6	8.0	8.8	8.9	7.6	7.9	7.5

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
a) Doctor of Nursing (ND)	3.2%	2.7%	3.0%
b) Doctor of Nursing Practice (DNP)	19.0	16.8	26.5
c) Doctor of Nursing Science (DNSc)	4.0	5.3	3.0
d) Doctor of Philosophy (PhD)	73.0	77.0	66.7

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
a) Bachelor of Science in Nursing (BSN)	4.1%	4.0%	4.5%
b) Master of Science in Nursing (MSN)	2.7%	2.6%	2.8%
c) Doctor of Nursing Practice (DNP)	—	—	0.3%
d) Doctor of Philosophy in Nursing (PhD)	—	—	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 has been consolidated in the same way so the trend can be viewed.

7. 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
a) United States	93.7%	92.8%	95.1%	93.4%	93.6%	93.7%	94.4%	94.4%
b) Other nation	6.3	7.2	4.9	6.6	6.4	6.3	5.6	5.6

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

	2004	2005	2006	2007	2008	2009	2010	2011
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%
b) 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
c) Employed, but not in nursing	3.1	2.9	3.3	2.7	2.7	2.6	2.6	2.4
d) 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
e) Not employed, and seeking employment outside of nursing	0.4	0.2	0.2	0.2	0.2	0.2	0.3	0.2
f) 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%
g) 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

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

	Active Only							
	2004	2005	2006	2007	2008	2009	2010	2011
a) Hospital inpatient	50.2%	57.7%	58.9%	57.5%	56.5%	56.5%	54.3%	55.5%
b) Hospital outpatient	13.7	15.9	14.6	16.1	16.2	16.4	16.3	16.4
c) Non-hospital outpatient	2.6	3.7	3.8	3.8	4.3	4.1	4.7	4.3
d) Physician's office	5.4	6.9	6.4	6.6	6.5	6.5	6.7	6.1
e) Federal qualified health center	—	—	—	—	—	—	—	1.2
f) Retail clinic	—	—	—	—	—	—	—	0.2
g) Nurse managed clinic	—	—	—	—	—	—	—	0.7
h) Correctional system	—	—	—	—	—	—	—	1.0
i) Nursing home/long-term care facility	5.6	7.2	7.1	6.8	6.8	6.8	7.5	7.4
j) Home health care	5.1	6.8	7.3	6.9	6.9	7.0	7.8	7.6
k) Hospice	2.2	2.3	2.6	2.7	2.7	2.9	2.9	3.0
l) Public/community health	3.6	3.9	3.6	3.9	3.8	3.8	2.6	3.3
m) Elementary or secondary school health	1.1	1.3	1.2	1.3	1.2	1.1	1.2	0.9
n) College health center	—	—	—	—	—	—	—	0.3
o) Nursing education	4.7	4.7	4.3	4.9	4.9	4.8	4.7	4.4
p) Insurance company/health plan	1.9	1.9	1.9	2.0	2.2	2.2	2.2	2.1
q) Traveling/staffing agency	2.6	2.3	2.8	1.8	1.7	1.3	0.9	0.8
r) Other	7.4	8.6	8.4	8.2	9.0	8.1	8.5	6.7
s) None (not active in nursing)	4.7	0.2	0.2	0.2	0.2	0.2	0.2	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. "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
Yes	82.6%	85.1%	85.7%	84.5%	83.3%	83.1%	82.6%	82.9%
No	17.4	14.9	14.3	15.5	16.7	16.9	17.4	17.1

11. If you provide direct care services, please identify your main practice area. (Mark **one**) (Note: Response frequencies for 2005, 2006, 2007, 2008, 2009, 2010, and 2011 are for *active* nurses only.)

	2004	Active only						
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c
a) Anesthesia	—	—	—	—	—	—	2.7%	2.6%
b) Cardiology/cardiac care	—	—	—	—	—	—	7.6	7.0
c) Case management	5.1	7.7	11.8	3.8	3.6	6.3	3.9	3.6
d) Critical care	15.2	14.2	14.9	12.9	12.4	12.8	9.1	8.7
e) Dialysis/hemodialysis	—	—	—	—	—	—	1.6	1.5
f) Emergency/urgent care	9.2	7.4	7.8	7.1	7.3	7.1	7.3	6.7
g) Endoscopy/diagnostic testing	—	—	—	—	—	—	1.8	1.9
h) General/family practice	3.3	2.0	1.2	2.5	2.4	2.7	3.1	2.1
i) Geriatrics/elderly care	—	7.2	7.1	7.1	7.3	6.5	7.5	7.3
j) Hospice/palliative care	—	—	—	—	—	—	2.5	2.5
k) Internal Medicine	—	—	—	—	—	—	—	1.3
l) Medical-Surgery	17.9	16.0	17.5	17.2	17.6	15.5	15.0	14.8
m) Neonatal	—	—	—	—	—	—	2.5	2.0
n) Obstetrics	8.1	7.3	7.4	7.4	6.9	6.7	6.4	5.8
o) Oncology	—	2.8	2.9	3.1	3.2	2.9	3.5	3.0
p) Patient education	2.2	2.1	2.7	1.7	1.6	2.2	2.0	1.5
q) Pediatrics	5.9	5.2	5.6	5.0	5.1	4.3	4.8	4.1
r) Peri-operative	—	—	—	—	—	—	—	7.3
s) Psychiatric/mental health	3.1	3.6	3.2	3.7	3.8	3.4	4.0	3.7
t) Rehabilitation	—	—	—	—	—	—	2.2	2.2
u) Surgery	11.7	11.4	10.5	12.5	12.4	11.3	10.1	—
v) Women's health	—	—	—	—	—	—	—	1.0
w) Other	18.2	12.9	7.4	16.2	16.6	18.3	2.3	9.5

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) "Med-Surg" was changed to "Medical-Surgery" and "Surgery" was dropped. Endoscopy was changed to "Endoscopy/diagnostic testing" on the 2011 survey, "General/Family Practice" was changed to "Family practice" and "Internal medicine" was added on the 2011 survey, "Hospice" was changed to "Hospice/palliative care"; Peri-operative" and "Women's health" were added to the 2011 survey. 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.

Years	2004	Active Only						
		2005	2006	2007	2008	2009	2010	2011
a) 1–5	13.1%	14.8%	13.2%	16.8%	17.7%	17.9%	19.5%	19.5%
b) 6–10	18.0	20.3	19.8	21.4	21.4	22.3	21.5	21.9
c) 11–15	17.9	19.5	19.3	18.9	18.3	18.1	17.1	16.3
d) 16–20	18.9	18.5	20.1	17.3	17.2	16.7	15.8	15.0
e) 21–30	14.8	15.2	16.4	14.7	14.6	14.2	15.0	14.9
f) More than 30	5.1	5.4	5.5	5.8	6.2	7.0	7.3	8.5
g) Don't know	12.2	6.3	5.7	5.2	4.5	3.8	3.8	3.9

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

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

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.

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

	% of RNs who left a position					
	2006	2007	2008	2009	2010	2011
a) Age	12.6%	12.5%	13.9%	15.0%	16.0%	20.0%
b) Employer/employee conflict	14.1	13.0	12.3	11.1	10.9	10.2
c) General lack of job satisfaction	40.3	43.0	41.3	38.5	37.5	25.1
d) Inadequate salary/wages/benefits	22.5	22.2	21.0	16.6	15.1	12.0
e) Increasing administrative burden	10.7	12.7	12.8	10.4	10.7	8.7
f) New career opportunity	12.7	14.5	14.5	12.9	13.0	32.9
g) Personal or family demands	29.8	27.7	27.1	26.6	26.1	21.4
h) Physical demands of the job	20.3	20.9	21.2	18.9	18.0	16.3

		% of RNs who left a position					
		2006	2007	2008	2009	2010	2011
i)	Relocation	—	—	—	—	—	10.0
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)	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, "Childbearing/childrearing," "Opportunity to work in nursing administration" and "Opportunity to work in nursing education" were removed as options.

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

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

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

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

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

17. 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?

18. In what year were you born? (Note: Response frequencies are for active nurses only. (N = 26,681 in 2011.) Average age = 48.7.

Age	Active Only							
	2004	2005	2006	2007	2008	2009	2010	2011
<25	1.4%	1.3%	1.6%	1.3%	1.7%	1.7%	1.5%	1.7%
25–34	18.9	15.9	18.4	13.2	12.8	12.8	12.5	13.7
35–44	27.1	24.7	28.8	22.5	21.2	19.4	19.2	18.0
45–54	35.2	36.6	32.8	35.7	33.6	33.1	31.1	30.1
55–64	15.7	19.3	16.1	23.3	25.6	27.6	29.7	30.3
65+	1.6	2.8	2.2	4.0	5.1	5.4	6.0	6.2

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

19. What is your gender?

	Active Only							
	2004	2005	2006	2007	2008	2009	2010	2011
a) Female	92.2%	93.2%	92.1%	93.8	94.0%	94.0%	93.9%	93.8%
b) Male	7.8	6.8	7.9	6.2	6.0	6.0	6.1	6.2

20. Are you Spanish/Hispanic/Latino?

	Active Only					
	2006	2007	2008	2009	2010	2011
a) Yes	1.5%	1.3%	1.4%	1.3%	1.4%	1.4%
b) No	98.5	98.7	98.6	98.7	98.6	98.6

21. What is your racial/ethnic background?

	Active Only							
	2004	2005	2006	2007	2008	2009	2010	2011
a) White	87.7%	86.9%	86.0%	87.4%	87.7%	87.0%	87.6%	87.1%
b) Black or African American	5.5	6.0	7.6	6.2	5.6	5.8	5.3	5.7
c) American Indian or Alaska Native	1.0	0.7	1.3	1.4	1.5	1.0	1.2	1.0
d) Asian	3.4	4.0	3.3	3.9	4.3	4.1	3.9	4.0
e) Native Hawaiian or Pacific Islander	3.4	4.0	3.3	3.9	4.3	4.1	3.9	0.2
f) Middle Eastern (Arab, Chaldean, other)	—	—	0.3	0.3	0.4	0.3	0.4	0.4
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

Survey Instrument and LPN Response Frequencies⁸2004–2011⁹

For 2011 survey results, N=6,562

This information is being collected by the Michigan Center for Nursing to describe the supply of and demand for nurses in Michigan. Data from this survey will be used to inform state and local decision making regarding the recruitment, education, and employment of nurses in Michigan. The information you provide will be confidential; the identity of individual respondents will not be shared with anyone. Completion of the questions below is voluntary and does not affect your license. However, this information is important and your participation is encouraged and truly appreciated. *Please complete the survey and return it with your renewal application in the envelope provided.* If you are both an LPN and an RN, complete and return only one survey.

If you renew your license via the Internet, you will have the opportunity to complete this survey online.

Go to www.michigancenterfornursing.org to view survey results and to sign up to receive Michigan Center for Nursing News & Updates electronically.

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.

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 nurse?

Note: This question is not applicable.

⁸ Frequencies reported may not equal 100 percent due to rounding.

⁹ 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. Analysis of survey data prior to 2009 shows a difference between these two cohorts of nurses in age distribution. Therefore, survey responses prior to 2009 that may be affected by age—such as plans to continue practicing nursing—should be compared only to responses received from the same license renewal cohort (e.g., 2009 compared to 2007, 2008 compared to 2006).

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

	Active Only						
	2005	2006	2007	2008	2009	2010	2011
a) LPN diploma/ certificate of nursing	78.7%	97.3%	97.1%	97.4%	96.3%	96.9%	96.9%
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
c) Associate's degree in nursing	3.5	3.8	3.9	3.4	4.2	3.5	4.2
d) Bachelor's degree in nursing	1.0	1.0	0.9	1.1	1.1	1.2	1.0
e) Master's degree in nursing	0.1	0.0	0.1	0.1	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
g) Doctorate in nursing	0.0	0.0	0.0	0.0	0.0	0.0	0.0
h) Doctorate in other field	—	—	—	0.1	0.1	0.2	0.0
i) Other degree	5.5	7.1	7.5	8.3	6.7	6.4	7.3

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 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.)

Note: This question is not applicable.

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

	Active Only		
	2009	2010	2011
a) Bachelor of Science in Nursing (BSN)	2.6%	2.3%	2.1%
b) Master of Science in Nursing (MSN)	0.1%	0.1%	0.0
c) Doctor of Nursing Practice (DNP)	—	—	n/a
d) Doctor of Philosophy in Nursing (PhD)	—	—	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. 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
a) United States	98.6%	98.4%	98.7%	98.2%	98.3%	98.1%	97.9%	98.4%
b) Other Nation	1.4	1.6	1.3	1.8	1.7	1.9	2.1	1.6

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

	2004	2005	2006	2007	2008	2009	2010	2011
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%
b) 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
c) Employed, but not in nursing	5.4	4.8	4.9	4.3	4.8	4.6	4.7	4.6
d) 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
e) Not employed, and seeking employment outside of nursing	0.1	0.2	0.4	0.3	0.3	0.5	0.5	0.5
f) 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
g) 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

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

	2004	Active Only						
		2005	2006	2007	2008	2009	2010	2011
a) Hospital inpatient	19.3%	21.0%	18.4%	18.0%	17.8%	15.5%	13.9%	13.4%
b) Hospital outpatient	4.8	5.9	5.7	6.2	5.4	5.7	5.3	5.8
c) Non-hospital outpatient	2.1	2.8	2.9	2.7	2.6	2.7	2.8	2.5
d) Physician's office	12.1	17.0	16.4	17.0	18.0	18.7	19.1	17.8
e) Federally qualified health center	—	—	—	—	—	—	—	2.2
f) Retail Clinic	—	—	—	—	—	—	—	0.2
g) Nurse managed clinic	—	—	—	—	—	—	—	0.5
h) Correctional system	—	—	—	—	—	—	—	1.4
i) Nursing home/long-term care facility	35.0	44.0	46.9	44.5	44.6	44.1	45.1	44.7
j) Home health care	9.8	11.0	12.4	11.9	11.8	12.4	14.1	13.7
k) Hospice	2.1	2.3	2.0	2.9	2.6	2.4	2.7	2.5
l) Public/community health	2.0	2.6	2.4	2.3	2.2	2.1	1.1	1.3
m) Elementary or secondary school health	1.6	1.2	0.9	1.2	0.9	1.3	1.4	0.9
n) College health center	—	—	—	—	—	—	—	0.1
o) Nursing education	1.8	1.6	1.5	1.5	1.3	1.2	1.3	1.0
p) Insurance company/health plan	1.0	0.8	0.9	0.7	0.8	0.7	0.9	0.7
q) Traveling/staffing agency	1.3	1.9	2.4	1.6	1.4	1.1	1.1	0.9
r) Other	8.4	7.0	6.7	7.1	7.2	7.5	6.5	5.7
s) None (not active in nursing)	7.3	0.4	0.4	0.4	0.3	0.2	0.3	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. "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
Yes	82.4%	91.5%	92.3%	91.3%	91.0%	90.6%	90.0%	91.0%
No	17.6	8.5	7.7	8.7	9.0	9.4	10.0	9.0

11. If you provide direct care services, please identify your main practice area. (Mark **one**) (Note: Response frequencies for 2005, 2006, 2007, 2008, 2009, and 2010 are for *active* nurses only.)

	2004	Active only						
		2005 ^a	2006	2007	2008	2009	2010 ^b	2011 ^c
a) Anesthesia	—	—	—	—	—	—	—	0.1%
b) Cardiology/ cardiac care	—	—	—	—	—	—	—	2.1
c) Case Management	2.8	3.8	7.0	0.8	0.4	1.6	1.1	0.8
d) Critical care	3.1	1.9	1.9	1.8	1.6	1.4	0.7	0.7
e) Dialysis/hemodialysis	—	—	—	—	—	—	0.7	0.6
f) Emergency/urgent care	2.6	2.2	2.2	2.0	2.1	1.8	1.9	1.5
g) Endoscopy/diagnostic testing	—	—	—	—	—	—	1.1	1.2
h) General/Family Practice	13.8	6.7	5.3	8.6	7.7	10.4	10.8	9.1
i) Geriatrics/elderly care	—	45.4	47.4	48.0	47.8	47.2	48.5	45.5
j) Hospice/palliative care	—	—	—	—	—	—	2.0	1.6
k) Internal Medicine	—	—	—	—	—	—	—	1.9
l) Medical-Surgery	24.4	11.1	11.2	9.7	10.3	8.1	6.5	6.6
m) Neonatal	—	—	—	—	—	—	0.2	0.3
n) Obstetrics	—	—	—	—	—	—	1.1	1.8
o) Oncology	—	0.9	0.6	0.9	0.8	0.6	0.8	0.6
p) Patient education	5.2	2.5	3.6	1.1	1.3	2.3	2.1	1.4
q) Pediatrics	7.3	4.4	4.7	4.6	5.2	4.7	6.8	4.7
r) Peri-operative	—	—	—	—	—	—	—	0.8
s) Psychiatric/mental health	4.6	2.9	2.4	2.6	2.5	2.6	2.7	2.4
t) Rehabilitation	—	—	—	—	—	—	—	2.8
u) Surgery	3.0	2.8	2.7	3.0	3.0	3.0	2.5	—
v) Women's health	—	—	—	—	—	—	—	0.8
w) Other	29.8	11.6	8.6	13.7	14.3	13.7	1.9	12.9

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) "Med-Surg" was changed to "Medical-Surgery" and "Surgery" was dropped. Endoscopy was changed to "Endoscopy/diagnostic testing" on the 2011 survey, "General/Family Practice" was changed to "Family Practice" and "Internal Medicine" was added on the 2011 survey, "Hospice" was changed to "Hospice/palliative care", "Peri-operative" and "Women's health" were added to the 2011 survey. 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
a) 1–5 years	14.4%	16.7%	17.2%	18.7%	20.8%	20.9%	22.6%	23.9%
b) 6–10 years	18.2	21.3	21.7	21.9	20.6	22.4	21.9	21.2
c) 11–15 years	14.1	17.4	17.2	15.9	15.8	14.5	14.7	13.4
d) 16–20 years	15.7	16.0	16.1	15.0	14.0	13.4	12.5	12.3
e) 21–30 years	13.5	12.7	13.4	12.5	13.2	12.7	13.2	12.5
f) More than 30 years	7.8	7.7	7.4	8.3	8.2	8.9	9.3	10.4
g) Don't know	16.3	8.2	6.9	7.7	7.4	7.1	5.9	6.3

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

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

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.

14. 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
a) Age	12.7%	11.7%	17.1%	16.7%	19.9%	24.9%
b) Employer/employee conflict	15.7	15.0	14.4	13.3	12.2	11.1
c) General lack of job satisfaction	38.6	38.6	36.9	36.6	35.1	20.7
d) Inadequate salary/wages/benefits	26.0	26.3	24.6	19.3	17.4	14.9
e) Increasing administrative burden	10.5	12.8	12.5	10.5	10.1	6.6
f) New career opportunity	—	—	—	—	—	20.3
g) Personal or family demands	32.1	28.8	28.2	26.9	25.5	23.8
h) Physical demands of the job	22.7	23.0	21.3	21.7	20.0	16.6
i) Relocation	—	—	—	—	—	10.7

	% of all LPNs who left a position					
	2006	2007	2008	2009	2010	2011
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	—

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.

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

	Active Only						
	2005	2006	2007	2008	2009	2010	2011
a) Michigan	95.0%	94.4%	94.4	94.6%	94.8%	94.7%	95.5%
b) Other state in the U.S.	4.9	5.4	5.3	5.3	5.0	5.1	4.4
c) Canada	0.1	0.1	0.2	0.1	0.2	0.1	0.1
d) Other nation	0.0	0.0	0.1	0.0	0.0	0.1	0.0

16. Where do you live? (Mark one)

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

17. 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?

18. In what year were you born? (Note: Response frequencies are for active nurses only. (N = 4,766 in 2011.) Average age = 50.6.

Age	2004	Active Only						
		2005	2006	2007	2008	2009	2010	2011
<25	2.0%	5.0%	2.4%	2.1%	2.0%	1.9%	2.6%	1.7%
25-34	18.0	9.2	16.2	11.2	11.2	11.3	10.8	11.3
35-44	24.2	20.6	23.5	18.0	17.0	15.9	15.8	15.1
45-54	31.3	35.7	33.1	33.9	30.6	30.4	28.2	27.8
55-64	22.0	24.9	20.9	28.7	31.7	32.4	34.5	35.1
65+	2.4	4.6	3.9	6.1	7.5	8.1	8.1	9.0

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

19. What is your gender?

	2004	Active Only						
		2005	2006	2007	2008	2009	2010	2011
a) Female	94.2%	95.4%	95.6%	94.9%	95.5%	95.2%	95.6%	95.4%
b) Male	5.8	4.6	4.4	5.1	4.5	4.8	4.4	4.6

20. Are you Spanish/Hispanic/Latino?

	2006	Active Only				
		2007	2008	2009	2010	2011
a) Yes	2.1%	1.6%	1.6%	1.5%	1.4%	1.7%
b) No	97.9	98.4	98.4	98.5	98.6	98.3

21. What is your racial/ethnic background?

	2004	Active Only						
		2005	2006	2007	2008	2009	2010	2011
a) White	80.5%	81.4%	77.3%	82.2%	82.8%	82.8%	81.4%	81.8%
b) Black or African American	14.2	13.3	17.8	13.5	12.9	12.2	13.2	13.4
c) American Indian or Alaska Native	1.6	1.1	2.7	2.4	2.2	1.8	1.7	1.4
d) Asian	1.5	1.7	1.4	1.7	2.0	2.0	2.0	1.9
e) Native Hawaiian or Pacific Islander	—	—	—	—	—	—	—	0.2
f) Middle Eastern (Arab, Chaldean, Other)	—	—	—	—	—	—	—	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