Survey of Nurses 2004

EXECUTIVE SUMMARY

The Michigan Center for Nursing conducted a survey of licensed nurses in 2004 to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. Combined responses from a mailed random-sample survey and Web-based survey resulted in a total of

- 8,276 returned registered nurse (RN) surveys, yielding a margin of error of ± 1.1 percent with 95 percent confidence; and

- 1,513 returned licensed practical nurse (LPN) surveys, yielding a margin of error of ± 2.4 percent with 95 percent confidence.

Key findings from the survey show that:

- Approximately 87 percent of licensed RNs and 82 percent of licensed LPNs report that they are active in nursing—working in nursing or a related area full- or part-time.

- An estimated 90,219 licensed registered nurses are working in nursing or a related area *in Michigan*—74,521 of these RNs provide direct patient care services in their main nursing position.

- An estimated 20,075 licensed practical nurses are working in nursing or a related area *in Michigan*—16,542 of these LPNs provide direct patient care services.

- Only about 2 percent of licensed nurses are unemployed and seeking employment in nursing.

- A greater proportion of active RNs—about 72 percent—are employed 35 or more hours per week, compared to 68 percent in 1998–99.

- A greater proportion of active LPNs—about 70 percent—are employed 35 or more hours per week, compared to 65 percent in 1998–99.

- The ratio of active *registered nurses* to population in Michigan is 908 RNs for every 100,000 people; the ratio of active *licensed practical nurses* to population is 202 LPNs per 100,000 people.

- Approximately 17 percent of *active* registered nurses are aged 55 or older, compared to 11 percent in 1992–93. About 24 percent of *active* licensed practical nurses are aged 55 or older, compared to 14 percent in 1992–93.

- About 31 percent of all RNs and almost 33 percent of all LPNs say they plan to practice nursing for only one to ten more years.

- The majority of licensed registered nurses (about 64 percent) are employed in either the hospital inpatient or outpatient setting; LPNs (about 35 percent) are most likely to be employed in nursing homes or long-term care facilities.
- About 8 percent of RNs and 6 percent of LPNs are male.
- About 6 percent of RNs are African American, 1 percent are American Indian/Alaskan Native, and 3 percent are Asian or Pacific Islander.
- About 14 percent of LPNs are African American, 2 percent are American Indian/Alaskan Native, and 2 percent are Asian or Pacific Islander.
- Only 1 percent of RNs and LPNs are Hispanic.

The full report is available online at *www.michigancenterfornursing.org*. Separate reports providing response frequencies for health service areas in Michigan are also available online.

INTRODUCTION

One of the goals of the Michigan Center for Nursing is to establish a central resource for nursing workforce data collection and analysis. Therefore, in 2004, the Michigan Center for Nursing conducted a survey of licensed nurses to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. This report presents the survey findings and description of the survey methodology.

NUMBER OF NURSES

The total number of nurses licensed in Michigan in 2004 is 143,604. Of these, 116,917 are registered nurses (RNs) and 26,687 are licensed practical nurses (LPNs). The total number of nurses licensed by Michigan (including both active and inactive RNs and LPNs) has increased by 1,276 since 1998–99.[1] The number of licensed RNs *increased* by 4,208 (3.7 percent), while the number of licenses for LPNs *decreased* by 2,932 (9.9 percent) during the same period.

Approximately 87 percent of licensed RNs report that they are active in nursing—working in nursing or a related area full- or part-time.[2] About 82 percent of LPNs are working in nursing or a related area (see Exhibit 1).

However, 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. Survey results show that:

- An estimated 90,219 licensed registered nurses are working in nursing or a related area *in Michigan*.
- An estimated 74,521 RNs working in Michigan (about 83 percent of active registered nurses) provide direct patient care services in their main nursing position.
- An estimated 20,075 licensed practical nurses are working in nursing or a related area *in Michigan*.
- An estimated 16,542 LPNs working in Michigan (about 82 percent of active licensed practical nurses) provide direct patient care services in their main nursing position.

---

[1] 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 for the Michigan Department of Consumer and Industry Services by Public Sector Consultants Inc., July 2001.

[2] Throughout this report, the term "active" is used to refer to nurses who are working in nursing or a related area on a full-time or part-time basis. "Active" does not include approximately 2 percent of licensed nurses who are unemployed and seeking nursing work and could be considered part of the available nursing workforce.

EXHIBIT 1
Employment Status of RNs and LPNs in Michigan, 2004

	Registered Nurses		Licensed Practical Nurses	
	Percentage	Number	Percentage	Number
Total number of nurses licensed by Michigan		116,917		26,687
Total active nurses—employed in nursing or related area	86.8	101,484	81.5	21,750
Not employed, and seeking employment in nursing or related area	1.8	2,105	3.3	881
Employed, but not in nursing	3.1	3,624	5.4	1,441
Not employed, and seeking employment outside nursing	0.4	468	0.1	27
Temporarily not working and not looking for a job	4.3	5,027	5.0	1,334
Retired or no plans to return to work	3.7	4,326	4.7	1,067
Active nurses employed *in Michigan*		90,219 (88.9% of active RNs)		20,075 (92.3% of active LPNs)
Active nurses providing direct care services *in Michigan*		74,521 (82.6% of active RNs employed in MI)		16,542 (82.4% of active LPNs employed in MI)

SOURCE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Labor and Economic Growth. All other numbers are estimated based on percentages from the *Michigan Center for Nursing Survey of Nurses 2004*.

Analysis of the data for *active* nurses only shows that:

■ About 72 percent of *active* RNs are employed 35 or more hours per week, an increase from 68 percent in 1998–99.

■ About 70 percent of *active* LPNs are employed 35 or more hours per week, compared to 65 percent in 1998–99.

RATIO OF NURSES TO POPULATION

Based on the ZIP code of employment reported by nurses, the ratio of active nurses to population in Michigan is 1,110 nurses per 100,000 in 2004.[3] This nurse-to-population ratio includes *both* LPNs and RNs who are employed in nursing full-time or part-time in Michigan.

---

[3] Previous 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.

The ratio of active *registered nurses* to population in Michigan is 908 RNs for every 100,000 people. The ratio of active *licensed practical nurses* to population is 202 LPNs per 100,000 people. Nurse-to-population ratios vary by health service area. Exhibit 2 shows the distribution of nurses and the corresponding nurse-to-population ratios for each health service area in Michigan. (Refer to Appendix A for a map of the service areas.)

EXHIBIT 2
Distribution of Active Nurses and Nurse-to-Population Ratios,
by Health Service Area, 2004

Health Service Area	Registered Nurses		Licensed Practical Nurses	
	Distribution of Active Nurses	RNs per 100,000 Population	Distribution of Active Nurses	LPNs per 100,000 Population
Southeast	44.9%	975	30.0%	140
Southwest	7.2	869	8.2	212
West Central	13.6	821	18.6	240
Mid-Michigan	9.9	779	12.6	211
East Central	5.1	724	10.2	312
North Central	4.6	1,116	6.0	310
Upper Peninsula	3.6	1,138	6.7	462
Michigan	**88.9**	**908**	**92.3**	**202**
Other States	11.1	NA	7.7	NA

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004*.
NOTE: The distribution of nurses is based on the ZIP code of their primary place of employment.

The distribution of active nurses based on their place of employment parallels the distribution of all licensed nurses based on their residence (see Exhibit 3). Analysis of the data on place of employment and place of residence for nurses shows that, within any of the seven health service areas, about 78 to 95 percent of the nurses who work in the health service area also live in the health service area.

EXHIBIT 3
Distribution of All Licensed Nurses by Residence, 2004

| Health Service Area	Distribution of All Licensed	
	Registered Nurses	Practical Nurses
Southeast	40.6%	27.4%
Southwest	6.9	8.0
West Central	13.8	18.5
Mid-Michigan	9.6	9.9
East Central	5.5	11.0
North Central	4.3	5.3
Upper Peninsula	3.1	6.1
Other States	9.5	7.2
Unknown	6.6	6.5

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*
NOTE: The distribution of nurses is based on the ZIP code of their residence. Unknown includes Canadian postal codes.

AGE OF NURSES

Since 1992–93, the number of active Michigan nurses less than 45 years of age has declined while the number of nurses 45 years of age or older has increased (see Exhibits 4 and 5). This change in age distribution—even more pronounced in 2004—has been documented at the national level and is widely referred to as "the aging of the nurse population."

EXHIBIT 4
Distribution of Registered Nurse Population in Michigan, by Age
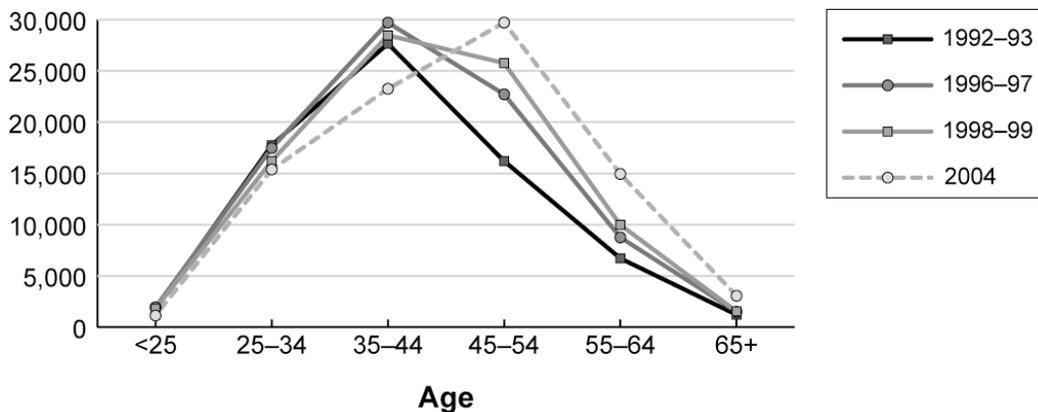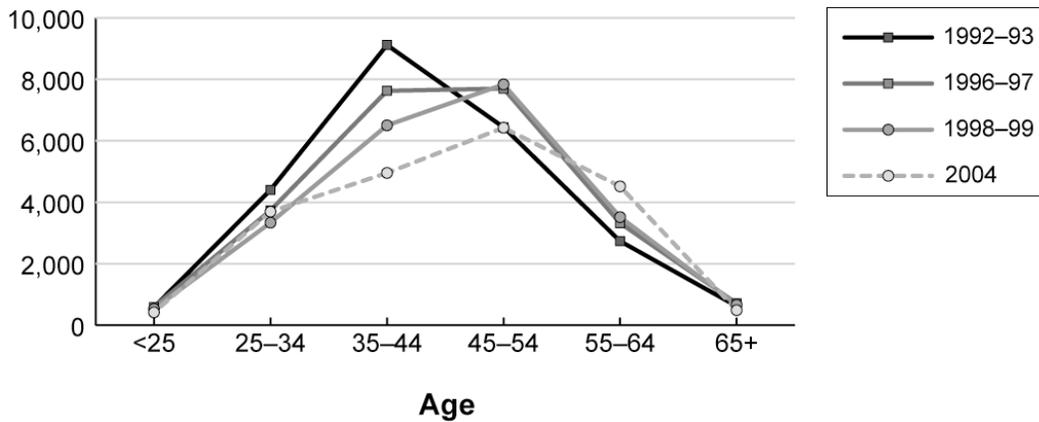

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004* and unpublished data from previous licensure surveys.
NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

EXHIBIT 5

Distribution of Licensed Practical Nurse Population in Michigan, by Age
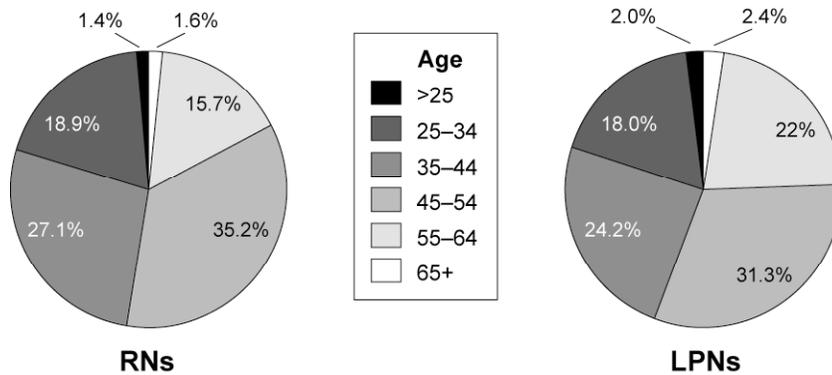

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004* and unpublished data from previous licensure surveys.
NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

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

■ Approximately 17 percent of *active* registered nurses are aged 55 or older, compared to 14 percent in 1998–99 (see Exhibit 6). Most of these nurses can be expected to retire within the next ten years. Seventy-five percent of registered nurses aged 55 and older say they plan to stop practicing nursing within the next ten years, and another 15 percent say they don't know how much longer they will practice.

■ About 24 percent of *active* licensed practical nurses are aged 55 or older, compared to 19 percent in 1998–99. Many of these nurses also will retire within the next ten years. Sixty-five percent of LPNs aged 55 and older say they plan to stop practicing within the next ten years, and another 18 percent don't know how much longer they will practice.

EXHIBIT 6
Proportion of Active RNs and LPNs, by Age

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*
NOTE: Percentages presented here are based on bivariate analysis of age and employment status for all licensed nurses.

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 7, about 31 percent of all RNs and almost 33 percent of all LPNs say they plan to practice nursing for only one to ten more years. Bivariate analysis of nurses' age and the length of time they plan to practice nursing shows that in every age cohort of nurses, from those under age 25 through nurses aged 45–54, about 32 to 38 percent of RNs plan to practice nursing until a typical retirement age of 65 years. For LPNs, about 28 percent of nurses in each of the age cohorts from age 25 through age 54 plan to practice until typical retirement age. A larger percentage (about 54 percent) of LPNs under age 25 plan to practice until they are in their 60s.

EXHIBIT 7
Plans to Practice Nursing for LPNs and RNs

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*

WORK SETTING

The majority of licensed registered nurses (about 64 percent) are employed in either the hospital inpatient or outpatient setting (see Exhibit 8). This percentage has remained essentially the same since 1996–97. The percentage of LPNs employed in the hospital setting has declined steadily since 1992–93, from 44 percent to about 24 percent in 2004. LPNs are most likely to be employed in nursing homes or long-term care facilities (about 35 percent).

EXHIBIT 8
Employment Settings of RNs and LPNs, 2004

| Employment Settings	RNs	LPNs
Hospital inpatient	50.2	19.3
Hospital outpatient	13.7	4.8
Non-hospital outpatient	2.6	2.1
Physician's office	5.4	12.1
Nursing home/long-term care facility	5.6	35.0
Home health	5.1	9.8
Public/community health	3.6	2.0
School health	1.1	1.6
Hospice	2.2	2.1
Nursing education	4.7	1.8
Insurance company/health plan	1.9	1.0
Traveling/temporary nurse	2.6	1.3
Other	7.4	8.4
None (not active in nursing)	4.7	7.3

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*
NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent.

PRACTICE AREA

Approximately 83 percent of active RNs and 82 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 9). For both RNs and LPNs the practice area that nurses identified most often out of the choices offered was "med-surg." However, many nurses chose the option of writing in "other" practice areas. For RNs, examples of other practice areas listed by respondents include geriatrics, oncology, cardiology, and neonatal care (each listed by about 2 percent of RNs). For LPNs, examples of other practice areas listed most frequently by respondents include geriatrics/elderly care (listed by about 13 percent of LPNs), long-term care (about 3 percent), and rehabilitation (about 2 percent).

EXHIBIT 9
Main Practice Area of RNs and LPNs, 2004
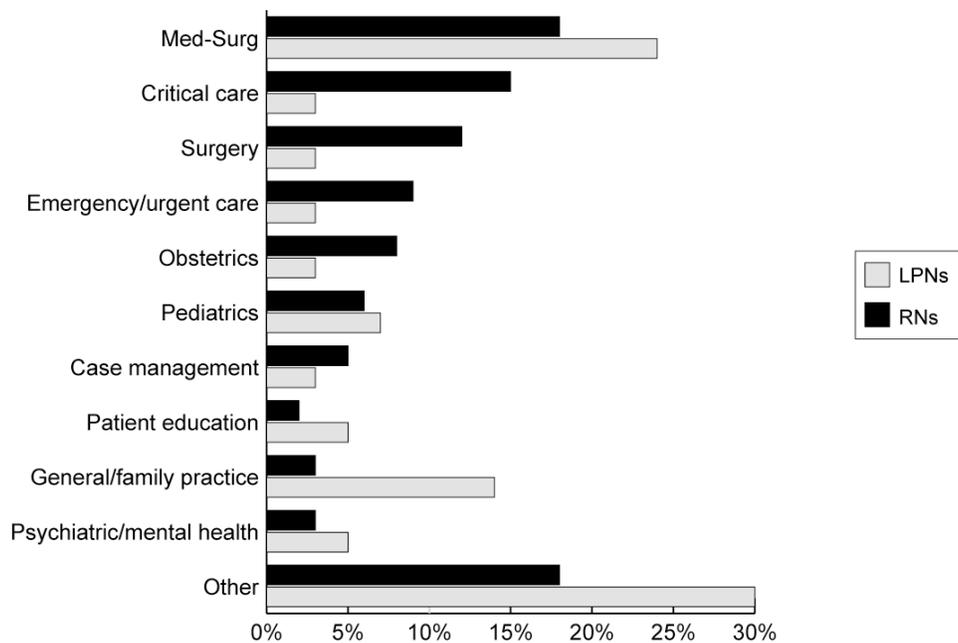
SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*

EDUCATION

Registered nurses responding to the MCN Survey of Nurses were asked to indicate their level of education (i.e., all degrees completed) and the types of specialty certifications they are applying for or renewing, if applicable. LPNs were only asked to specify whether they graduated from a nursing school in the U.S. or another country.

■ Approximately 22 percent of RNs have a diploma in nursing, 42 percent have an associate's degree in nursing, and 40 percent hold a bachelor's degree in nursing.

■ The proportion of nurses with a master's degree has increased: 8 percent of RNs hold a master's degree in 2004 compared to 5 percent who held a master's degree as their highest degree in 1998–99. Less than 1 percent (0.4 percent) of registered nurses hold a doctorate in nursing.

■ Nurses who hold a diploma in nursing tend to be older; 42 percent of registered nurses with a diploma in nursing are aged 55 or older. Nurses who hold a master's degree in nursing also tend to be older; 42 percent of the nurses who hold a master's degree are aged 45 to 54.

■ About 6 percent of registered nurses licensed in Michigan graduated from a nursing school in another country. Just over 1 percent (1.4 percent) of LPNs graduated from a nursing school in another country.

■ Approximately 4 percent of RNs indicated they were applying for or renewing a nurse practitioner specialty certification; about 2 percent indicated nurse anesthetist, and less than 1 percent (0.4) indicated nurse midwife.

RACIAL/ETHNIC BACKGROUND AND GENDER

Data on racial/ethnic and gender characteristics of the nursing population in Michigan are available for the first time through the Michigan Center for Nursing Survey of Nurses, 2004. Survey results show that:

- 7.8 percent of RNs and 5.8 percent of LPNs are male
- 87.7 percent of RNs are white, 5.5 percent are African American (black, non-Hispanic), 1 percent are American Indian/Alaskan Native, and 3.4 percent are Asian or Pacific Islander
- 80.5 percent of LPNs are white, 14.2 percent are African American, 1.6 percent are American Indian/Alaskan Native, and 1.5 percent are Asian or Pacific Islander
- 1 percent of RNs and LPNs are Hispanic

Approximately 80 percent of African American RNs, 66 percent of Asian RNs, and 42 percent of white RNs licensed in Michigan work in the southeast health service area. While the number of survey responses is too small to calculate reliable percentages for distribution of American Indian RNs by health service area, the distribution pattern shows that American Indian/Alaskan Native RNs licensed in Michigan work mainly in the southeast, mid-Michigan, and Upper Peninsula health service areas and Michigan border states.

Survey response numbers are too small to calculate reliable percentages for distribution of LPNs by race and health service area. However, the distribution pattern for African American LPNs is similar to that of the RNs, with the large majority of African American LPNs working in the southeast health service area.

METHODOLOGY

The Michigan Center for Nursing contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of nurses. Two instruments, one for RNs and one for LPNs, were designed in collaboration with the Michigan Center for Nursing Advisory Board. The instruments contained questions about employment settings, practice areas, the length of time that the respondent intended to stay in the nursing profession, as well as a number of demographic questions (age, gender, race/ethnicity). The survey designed for RNs contained two additional questions about education and specialty certification. (The survey instruments and response frequencies are provided in Appendix B and Appendix C.)

The samples for these surveys were drawn from the Michigan licensure files maintained by the Michigan Department of Labor and Economic Growth. All nurses are required to renew their license every two years; therefore, the universe of nurses is randomly divided into two cohorts of roughly equal size. For 2004, about 76,000 nurses were eligible for license renewal. The surveys were mailed to all nurses renewing their license in 2004, along with their license renewal forms; nurses could either return the two-page paper version of the survey with their renewal or alternatively complete both the survey and their license renewal online.

A sufficiently large number of LPNs and RNs renewed their licenses online, and a high percentage also completed the online survey. Therefore, PSC was able to run statistics for more detailed analysis, particularly by health service area, from Web returns alone (RN: N = 5,695 and LPN: N = 936).

However, due to a mailing error, PSC could not determine whether the surveys received through mail were from RNs or LPNs.[4] For this reason, a second wave of data collection—also conducted through the mail—was designed to supplement the Web-based data. This wave drew a random sample of 6,480 RNs and 1,520 LPNs from the *second* licensing cohort (i.e., nurses due to renew their license in 2005). This second wave of data collection resulted in an additional 2,581 RN and 577 LPN responses. Combining these responses with the results from the Web survey resulted in a final total of

- 8,276 returned RN surveys, yielding a margin of error of ± 1.1 percent with 95 percent confidence; and
- 1,513 returned LPN surveys, yielding a margin of error of ± 2.4 percent with 95 percent confidence.[5]

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

---

[4] This data file contains more than 46,000 responses. While it is not possible to analyze the RN and LPN groups separately, this data file will provide a descriptive analysis of all nurses in Michigan at the county level on key variables such as employment status, area of practice, and time left in the profession.

[5] To rule out bias from use of the Web-based sample, PSC compared the demographic variables age and region from Web-based responses to the population of nurses. The analysis found no significant differences between the Web sample and the population on both of these variables.
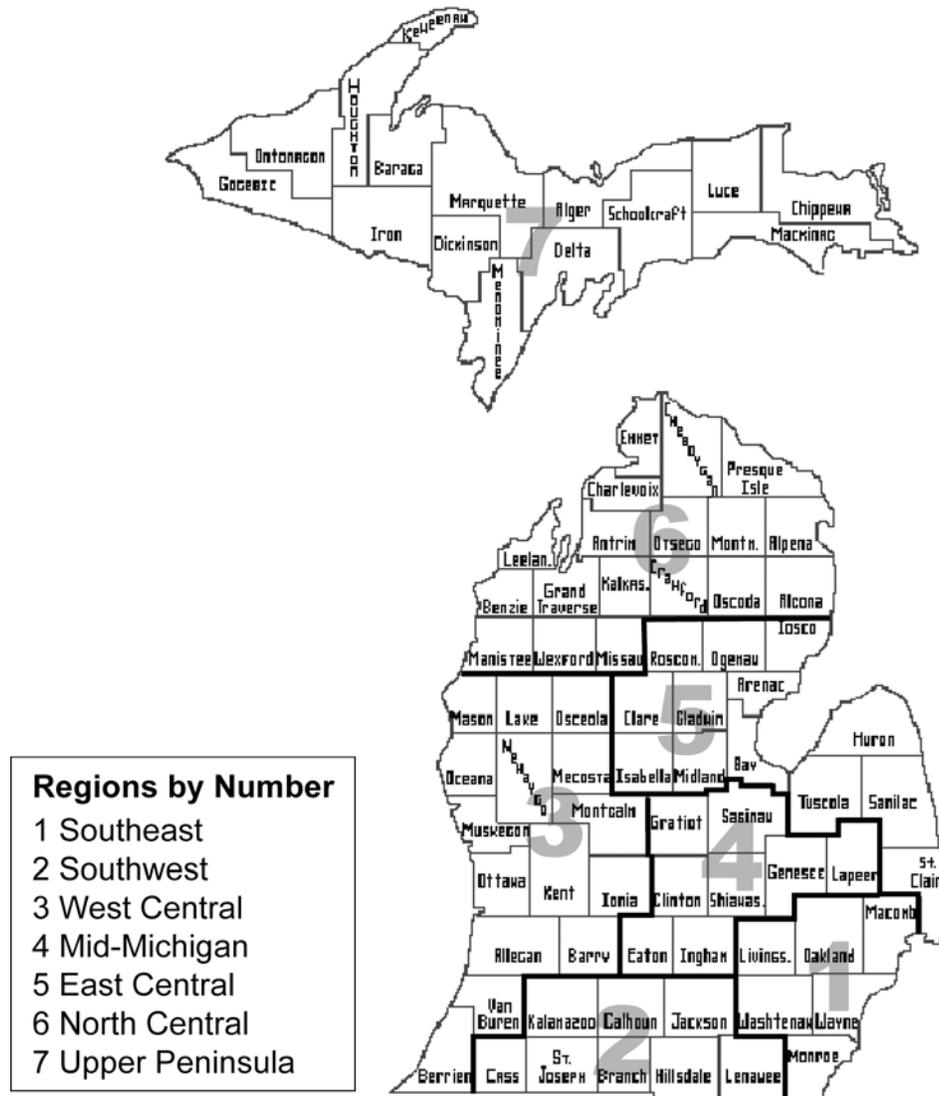
Regions by Number

1 Southeast
2 Southwest
3 West Central
4 Mid-Michigan
5 East Central
6 North Central
7 Upper Peninsula

SOURCE: *Study of the Current and Future Needs of the Professional Nursing Workforce in Michigan.*

N=8,276

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. *Please complete the survey and return it with your renewal application in the envelope provided.*

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

1. **In what year were you born?**

Age	Percent
<25	1.3%
25–34	17.6
35–44	26.6
45–54	34.0
55–64	17.1
65+	3.5[*]

2. **What is your education background? (Check <u>all</u> that apply)**

a)	Diploma in nursing	21.8%
b)	Associate's degree in nursing	42.1
c)	Bachelor's degree in nursing	40.3
d)	Master's degree in nursing	8.4
e)	Doctorate in nursing	0.4
f)	Other degree	9.4

3. **What is your current employment status? (Check <u>one</u>)**

a)	35 or more hours per week in nursing or related area	62.3%
b)	Less than 35 hours per week in nursing or related area	24.5
c)	Employed, but not in nursing	3.1
d)	Not employed, and seeking employment in nursing or related area	1.8
e)	Not employed, and seeking employment outside of nursing	0.4
f)	Temporarily not working and not looking for a job	4.3
g)	Retired or with no plans to return to work	3.7

---

[*] Frequencies reported may not equal 100% due to rounding.

4. Identify your current employment setting(s). (Check all that apply)

a)	None (not active in nursing)	4.7%
b)	Hospital inpatient	50.2
c)	Hospital outpatient	13.7
d)	Non-hospital outpatient	2.6
e)	Physician's office	5.4
f)	Nursing home/long-term care facility	5.6
g)	Home health care	5.1
h)	Public/community health	3.6
i)	School health	1.1
j)	Hospice	2.2
k)	Nursing education	4.7
l)	Insurance company/health plan	1.9
m)	Traveling/temporary nurse	2.6
n)	Other	7.4

5. Does your main nursing position involve providing direct care services to patients/families? (Note: Response frequencies are for active nurses only. N=6,964)

Yes	82.6%
No	17.4

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

a)	Med-Surg	17.9%
b)	Surgery	11.7
c)	Critical care	15.2
d)	Pediatrics	5.9
e)	Obstetrics	8.1
f)	Psychiatric/mental health	3.1
g)	Emergency/urgent care	9.2
h)	Patient education	2.2
i)	Case management	5.1
j)	General/family practice	3.3
k)	Other (Fill in blank)	18.2

7. **What is the ZIP code of your primary place of employment? (Note: Response frequencies are for active nurses only. N=6,371)**

Health service area	Percent
Southeast	44.9%
Southwest	7.2
West Central	13.6
Mid-Michigan	9.9
East Central	5.1
North Central	4.6
Upper Peninsula	3.6
Other States	11.1

8. **Did you graduate from a nursing school in the United States or another country?**

a)	United States	93.7%
b)	Another country	6.3

9. **If you are applying for or renewing specialty certification this year, please check the type(s) below: (Check all that apply)**

a)	Nurse Anesthetist	1.7%
b)	Nurse Midwife	0.4
c)	Nurse Practitioner	3.9

10. **What is the ZIP code for your residence?**

Health service area	Percent
Southeast	40.6%
Southwest	6.9
West Central	13.8
Mid-Michigan	9.6
East Central	5.5
North Central	4.3
Upper Peninsula	3.1
Other States	9.5
Unknown	6.6

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:

11. What is your gender?

a)	Female	92.2%
b)	Male	7.8

12. What is your racial/ethnic background?

a)	American Indian/Alaskan Native	1.0%
b)	Asian or Pacific Islander	3.4
c)	Black, non-Hispanic	5.5
d)	Hispanic	0.9
e)	White, non-Hispanic	87.7
f)	Multiracial	0.8
g)	Other/unknown	0.7

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

a)	1–5 years	13.1%
b)	6–10 years	18.0
c)	11–15 years	17.9
d)	16–20 years	18.9
e)	21–30 years	14.8
f)	More than 30 years	5.1
g)	Don't know	12.2

This completes the survey.
Thank you for your help.

LPN Survey Instrument and Response Frequencies

N=1,513

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. *Please complete the survey and return it with your renewal application in the envelope provided.*

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

1. **In what year were you born?**

Age	Percent
<25	1.9%
25–34	16.0
35–44	23.2
45–54	31.1
55–64	23.3
65+	4.4[*]

2. **What is your current employment status? (Check <u>one</u>)**

a)	35 or more hours per week in nursing or related area	56.7%
b)	Less than 35 hours per week in nursing or related area	24.8
c)	Employed, but not in nursing	5.4
d)	Not employed, and seeking employment in nursing or related area	3.3
e)	Not employed, and seeking employment outside of nursing	0.1
f)	Temporarily not working and not looking for a job	5.0
g)	Retired or with no plans to return to work	4.7

---

[*] Frequencies reported may not equal 100% due to rounding.

3. Identify your current employment setting(s). (Check all that apply)

a)	None (not active in nursing)	7.3%
b)	Hospital inpatient	19.3
c)	Hospital outpatient	4.8
d)	Non-hospital outpatient	2.1
e)	Physician's office	12.1
f)	Nursing home/long-term care facility	35.0
g)	Home health care	9.8
h)	Public/community health	2.0
i)	School health	1.6
j)	Hospice	2.1
k)	Nursing education	1.8
l)	Insurance company/health plan	1.0
m)	Traveling/temporary nurse	1.3
n)	Other	8.4

4. Does your main nursing position involve providing direct care services to patients/families? (Note: Response frequencies are for active nurses only. N=1,030)

Yes	82.4%
No	17.6

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

a)	Med-Surg	24.4%
b)	Surgery	3.0
c)	Critical care	3.1
d)	Pediatrics	7.3
e)	Obstetrics	3.4
f)	Psychiatric/mental health	4.6
g)	Emergency/urgent care	2.6
h)	Patient education	5.2
i)	Case management	2.8
j)	General/family practice	13.8
k)	Other (Fill in blank)	29.8

6. **What is the ZIP code of your primary place of employment? (Note: Response frequencies are for active nurses only. N=963)**

Health service area	Percent
Southeast	30.0%
Southwest	8.2
West Central	18.6
Mid-Michigan	12.6
East Central	10.2
North Central	6.0
Upper Peninsula	6.7
Other States	7.7

7. **Did you graduate from a nursing school in the United States or another country?**

a) United States	98.6%
b) Another country	1.4

8. **What is the ZIP code for your residence?**

Health service area	Percent
Southeast	27.4%
Southwest	8.0
West Central	18.5
Mid-Michigan	9.9
East Central	11.0
North Central	5.3
Upper Peninsula	6.1
Other States	7.2
Unknown	6.5

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:

9. **What is your gender?**

a) Female	94.2%
b) Male	5.8

10. What is your racial/ethnic background?

a)	American Indian/Alaskan Native	1.6%
b)	Asian or Pacific Islander	1.5
c)	Black, non-Hispanic	14.2
d)	Hispanic	0.9
e)	White, non-Hispanic	80.5
f)	Multiracial	0.9
g)	Other/unknown	0.4

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

a)	1–5 years	14.4%
b)	6–10 years	18.2
c)	11–15 years	14.1
d)	16–20 years	15.7
e)	21–30 years	13.5
f)	More than 30 years	7.8
g)	Don't know	16.3

**This completes the survey.
Thank you for your help.**