

State of Ohio Board of Nursing Workforce Survey Summary December 2004

Ohio's 2003-2004 Statewide Nursing Workforce Survey

The Ohio Board of Nursing completed an extensive survey of Ohio's nurses in 2003 - 2004. This survey was undertaken in an effort to obtain accurate, up-to-date information about the nursing workforce in Ohio. In August of 2003 a survey was mailed to each of the 185,000 people holding an active nursing license in Ohio. Nearly 96,000 completed surveys were returned by December, 2003. The high return rate (53%) is very good for survey-type research and indicates a high level of professional commitment on the part of Ohio's nurses. Thank you to all who participated!

Ohio Nurses: who are we?

(The following discussion will focus on the entire population of nurses in Ohio differentiating mainly between RNs and LPNs)

Most survey respondents (80%) are RN's (76,842) with an additional 20% being LPN's (18,656). The majority of nurses are white (94.4%), female (96%) and over age 45 (63%). Only 12.6% of all respondents report being under the age of 25. African-American nurses account for 4.3% of all respondents. Only .7% of respondents (664) indicate being of Hispanic origin.

Ohio Nurses: how are we educated?

In addition to 10% who indicate starting as an LPN, RN respondents also identify diploma education (29%), associate degree education (37%) and Baccalaureate education (23%) as the first level of nursing education they completed.

The highest level of nursing education completed by RN respondents is equally distributed between the diploma (31%), the associate degree (29%) and the BSN (31%). An additional 8% of RNs hold a master's degree in nursing and .4% hold a nursing doctorate.

A number of respondents indicate holding a non-nursing higher education degree. 5% of RNs and 6% of LPNs have a non-nursing associate degree, 9% of RNs and 2% of LPNs have a non-nursing bachelors degree, 4% of RNs and .5% of LPNs have a non-nursing masters and .6% of RNs have a non-nursing doctorate.

Ohio Nurses: where do we work?

Nearly 90% of respondents are currently employed (88%-RN; 89%-LPN), 98% of all employed nurses work in some type of health care related job, with most (67%) working full-time. However 31% of all employed nurses (34%-RNs; 21%-LPNs) don't provide direct care as a primary part of their job.

The largest percentage of all nurses (46%) report working in a hospital (52% of RNs; 20% of LPNs), another 14% of all nurses report working in long term care settings (8% of RNs; 42% of LPNs). Another 13% of all nurses work in outpatient or ambulatory care settings (13% of RNs; 14% of LPNs) and 6% of all nurses work in home health care (6% of RNs; 7% of LPNs). Approximately 15% of employed RNs and LPNs report having a second job.

In addition to the 69% of employed nurses who provide direct patient care as their primary job role, 13% report working in administrative roles (14%-RNs; 7%-LPNs), 6% report working in nursing education (7%-RNs; 3%-LPNs) and the remainder report working in a variety of other positions.

Ohio Nurses: How much do we work?

The average number of hours worked in one job during the two weeks prior to the survey was 66 hours for RNs and 67 hours for LPNs. For those nurses who report holding a second job the average number of hours worked in a second job during the two weeks prior to the survey was 39 hours for RNs and 42 hours for LPNs. Almost 25% of employed nurses report having worked more than 80 hours in their primary job during the two weeks prior to completing the survey with 10% reporting having worked more than 90 hours in one job during that time period.

Almost half (47.1%) of all respondents report having worked in their current job less than 5 years while 21.7% of all respondents report being in their current position for more than 15 years and nearly 14% of all respondents have been in the same position for more than 20 years.

Ohio Nurses: How satisfied are we with nursing?

A great majority (78.9%) of all nurses report being either satisfied (53.0%) or very satisfied (25.9%) with their choice of nursing as a career. Only 2% of all respondents (both RN and LPN) indicate that they are very dissatisfied with having chosen nursing as a career.

When asked how satisfied they are with their primary job, 77% of all respondents were either satisfied (52.3%) or very satisfied (24.8%), while 1.9% of all nurses indicated that they were very dissatisfied with their current job.

Ohio Nurses: How much longer do we plan to work?

A little more than half (48.1%) of all respondents currently employed in nursing plan to leave the field within the next 10 years, 18.8% plan to leave nursing within the next five years. Of those nurses who plan to leave within the next five years, 57.3% plan to retire while another 31.9% plan to find a non-nursing job. However, 31.6% of all nurses responding to the survey indicate that they plan to continue to work in nursing for at least 15 more years.

Ohio Nurses: The Men Among Us

Men account for just 4.2% of all respondents in the Ohio nursing workforce survey. Most male respondents are RNs (87.5%) with an additional 12.5% being LPNs. 91% of male respondents identify as white, 5.2% identify as African-American, 1.6% identify as being of Hispanic origin. Slightly more than half of all male respondents (53.4%) are over the age of 45 while only 17% are under the age of 35.

About half (50.6%) of male respondents report having graduated from their first nursing education program after 1990. Only 9% of male respondents (compared to 29.4% of females) report having graduated from their first nursing education program before 1975.

19.3% of male respondents report the LPN as their first nursing education, 12% report the LPN as their highest level of nursing education. For 37% of male respondents the ADN is the highest level of nursing education, 28% have a BSN, 7% have a nursing masters and .4% hold a doctoral degree in nursing.

Male respondents were more likely than females to hold a non-nursing degree with 9.5% reporting a non-nursing associates degree (compared to 4.5% of females), 19.1% having a non-nursing bachelors degree (compared with 7.1% of females), 7.7% holding a non-nursing masters (compared with 3.3% of females) and 1% holding a doctoral degree in a non-nursing field (compared with .4% of females).

Male respondents report being certified for advanced practice in rates similar to their females counterparts in the category of Nurse practitioner (2% for both groups) and nurse midwives (.2% for both groups) however females were twice as likely to report being a CNS (1.5%) as were men (.8%). Male respondents, on the other hand are represented among nurse anesthetists at a much higher rate (7%) compared to .6% for females.

Most (83%) of the male respondents report that they are currently working in a full-time position. 74% of male respondents who are currently employed report that direct patient care is the primary responsibility of their primary job, 15.8% identify administration as their primary job, and 2.5 are in education. More than half (52.5%) of the male respondents report having worked in their current job less than 5 years while 17.8% report being in their current position for more than 15 years and 9.7% have been in the same position for more than 20 years.

The largest percentage of male respondents (58.8%) report working in a hospital, another 10.9% report working in long term care while 6.3% work in governmental, consulting or legal positions. 5.8% of male respondents work in outpatient or ambulatory care settings and 4.6% work in home health care. About 17% of employed male respondents report having a second job.

A great majority (75.4%) of all male respondents report being either satisfied (51.0%) or very satisfied (24.3%) with their choice of nursing as a career. Only 3% of all male respondents indicate that they are very dissatisfied with having chosen nursing as a career.

When asked how satisfied with their primary job 75.6% of male respondents were either satisfied (51.1%) or very satisfied (24.5%) while 2.3% indicated that they were very dissatisfied with their current job.

42.9% of male respondents currently employed in nursing plan to leave the field within 10 years, 17.5% within the next five years. Of those males who plan to leave within the next five years, 30.6% plan to retire while 62.8% plan to find a non-nursing job. However, 37% of responding males indicated that they plan to continue to work in nursing for at least 15 more years.

Ohio Nurses: Our African-American Members

While all ethnic minorities account for just 5299 or 5.6% of all respondents in the Ohio nursing workforce survey, the focus of this report will be on those individual respondents identifying as African-American. African-American respondents numbered 3995 making up the largest ethnic minority group in the survey at 75.4%. The remaining ethnic minorities represented in the survey include 663 (12.5%) Asians, 104 (2.0%) who identify as Native American and 63 (1.0%) Pacific Islanders, an additional 474 (8.9%) identify as “other”. 2412 African-American respondents are RNs (60%) with an additional 1543 (37%) being LPNs. 213 (5.4%) of African-American respondents identified as male. More than half of all African-American respondents (66%) are over the age of 45 while only 11% are under the age of 35.

About a third (31%) of African-American respondents report having graduated from their first nursing education program after 1990. A similar number (36%) report having graduated from their first nursing education program before 1975.

48% of African-American respondents report the LPN as their first nursing education and 36% report the LPN as their highest level of nursing education. For 26% African-American respondents the ADN is the highest level of nursing education, 20% have a BSN, 5% have a nursing masters and .2% hold a doctoral degree in nursing.

African-American respondents were more likely than the average survey respondent to hold a non-nursing degree with 11% reporting a non-nursing associates degree (compared to 5% of the sample), 9% having a non-nursing bachelors degree (compared with 8% of the sample, 4% holding a non-nursing masters (compared with 3% of the sample) and .8% holding a doctoral degree in a non-nursing field (compared with .5% of the sample).

African-American respondents report being certified for advanced practice in rates similar to the sample average in all categories; Nurse practitioner (1.6% versus a sample average of 2%); nurse midwives (.1% versus .2% for sample average); CNS (1 % versus a sample average of 1.5%); nurse anesthetists (.6% compared to .9% for the sample).

Most (78%) of the African-American respondents report that they are currently working in a full-time position. 70.5% of African-American respondents who are currently employed report that direct patient care is the primary responsibility of their primary job, 12% identify administration as their primary job, and 6.2% are in education. More than half (55.3%) of the African-American respondents report having worked in their current job less than 5 years while 19.6% report being in their current position for more than 15 years and 12.7% have been in the same position for more than 20 years.

The largest percentage of African-American respondents (32.4%) report working in a hospital, another 21.5% report working in long term care while 4.7% work in governmental, consulting or legal positions. 6.7% of African-American respondents work in outpatient or ambulatory care settings and 5.7% work in home health care. About 22% of employed African-American respondents report having a second job.

A great majority (78%) of all African-American respondents report being either satisfied (43.6%) or very satisfied (26.1%) with their choice of nursing as a career. Only 3% of all African-American respondents indicate that they are very dissatisfied with having chosen nursing as a career.

When asked how satisfied with their primary job 72.2% of African-American respondents were either satisfied (52.1%) or very satisfied (20.1%) while 3.1% indicated that they were very dissatisfied with their current job.

56.4% of currently employed African-American respondents in nursing plan to leave the field within 10 years, 26% within the next five years. Of those African-American respondents who plan to leave within the next five years, 28.4% plan to retire while 21.3% plan to find a non-nursing job. However, 25% of African-American respondents indicated that they plan to continue to work in nursing for at least 15 more years.

Ohio Nurses: A More In-Depth Look

The average age of all RN's who completed this survey is 47.2 years. The average age at which this RN received their first RN license is 25.3 years. The average age of all LPN's who completed this survey is 48.0 years. The average age at which this LPN received their LPN license is 28.3 years.

The average age of currently employed RN's who returned this survey is 45.7 years and their average age at completing their first RN education is 25.4 years. The average age of currently employed LPN's who returned this survey is 46.7 and the average age that this LPN completed their LPN education is 28.2 years.

- **Levels of Satisfaction with Nursing as a Career by County**

When looking at satisfaction levels of currently employed nurses in Ohio, several counties show interesting results. Overall, 26.2% of LPN's report being very satisfied with nursing as a career, 52.6% report being satisfied and 21.2% identify as neutral, dissatisfied or very dissatisfied. LPN's in Cuyahoga County report less satisfaction (20.9%), as well as LPNs in Hamilton County (21.6%). Whereas, LPNs in Franklin County report higher than average levels of satisfaction (28.5%), as well as, LPN's in Southeastern Ohio (31.1%) (Table I.A.).

About a quarter (23.1%) of currently employed LPN's report being very satisfied with their current primary job, 52.4% report being satisfied with their current primary job, and 24.5 % report feeling neutral, dissatisfied or very dissatisfied with their current primary job. Lower than average levels of satisfaction with their current primary job was reported by LPNs in Cuyahoga County (20.1%), Stark County (20.9%) and Summit County (21.7%). LPN's in Southeastern Ohio showed a higher than average score of satisfaction at 26.9%, as did LPN's in Lucas County (24.6%) (Table I. B.).

RN's in Ohio show the following satisfaction levels with nursing as a career: 26.0% are very satisfied, 54.8% satisfied and 19.2% neutral, dissatisfied or very dissatisfied. RN's in both Franklin County (30.0%) and Southeastern Ohio (31.2%) showed higher than average scores for RN's who were very satisfied with nursing as a career. Whereas, Cuyahoga (20.7%) and Summit County (23.5%) RN's reported less satisfaction with nursing as a career (Table I.C.).

About a quarter (25.5%) of currently employed RN's report being very satisfied with their current primary job, 53.5% report being satisfied and 21.0% report feeling neutral, dissatisfied, or very dissatisfied with their current primary job. RN's in Southeastern Ohio (27.8%), as well as Franklin County (29.4%) showed higher than average rates of satisfaction with their current primary job. RN's in Lucas (23.4%), Summit (24.1%) and Stark (24.7%) Counties reported lower levels of satisfaction with their current primary job (Table I.D.).

Note: When reading the following summaries, keep in mind that when levels of satisfaction are compared, only Very Satisfied percentages are reported.

- **General LPN Characteristics by Years Planning to Remain in Nursing**

In many cases, any LPN planning to pursue a higher level of nursing education in the future reported anticipating a greater length of stay in a nursing career. For example in Table II.C., LPN's who plan to obtain an Associate, Bachelors or Masters degree in Nursing in the future report planning to stay longer in nursing. However, those nurses planning to obtain a Non-Nursing degree in the future, report planning to leave their nursing career sooner. (Table II.D.).

African-American and other minority LPNs report planning to leave the nursing profession earlier than white LPNs, who plan to stay in nursing the longest.

Another interesting finding for LPN's is that the higher the number of hours reported having worked in the past two weeks, the longer they plan to stay in nursing. For instance, those who plan to leave nursing in less than 5 years, reported having worked an average of 62 hours in the past two weeks, whereas, those who plan to stay in nursing greater than 15 years report having worked an average of 73 hours in the past two weeks (Table II.G.).

- **General RN Characteristics by Years Planning to Remain in Nursing**

RNs who received a diploma as their first level of education do not plan to stay in nursing as long as those nurses who either received an Associates or Bachelors degree or who plan to pursue either an Associate or Bachelors Degree in Nursing in the future (Tables III. A., B., F.). Those RN's with a non-nursing degree or those planning to obtain one in the future show a decrease in the length of time they plan to remain in the nursing profession (Tables III.C., G.). Nurses with Advanced Practice Certifications showed a commitment to remain in the nursing profession longer as well (Table III.E.).

Male RN's also showed a slight increase in staying with nursing over time, whereas, female RN's showed a slight decrease (Table III. H.). African-Americans and minority RN's showed a decrease in staying with nursing, whereas, white RN's showed an increase in staying in nursing (Table III. I.).

When looking at RN's work schedules, those who reported more hours worked in the past two weeks, showed an increase in staying with the nursing profession. Those RN's who plan to leave nursing in < 5years, reported having work 63 hours in the two weeks prior to the survey. Those RN's planning to stay greater than 15 years reported having worked 70 hours in that same time period (Table III. J.).

- **Currently Employed LPN Job Characteristics by Years Planning to Remain in Nursing**

Of those LPN's who plan to stay in nursing the longest, most described themselves as working full-time (Table IV. A.). Most of them provide direct patient care in their primary job (Table IV. D.) and most work in the field of Long Term Care. These LPN's mostly work with patients who are 65 years or older (Table IV. I.). LPN's who have worked at their primary job less than 3 years plan to stay in nursing the longest, whereas, those who have worked in their primary job greater than 21 years, plan to leave the soonest (Table IV. K.). Obviously, those LPN's who are most satisfied with both their primary job and nursing as a career are planning to stay in nursing the longest (Table IV. L, M.).

Most LPN's who will be leaving nursing in less than 5 years report that this is due to two factors: they are either retiring (56.4%) or moving into a non-nursing position (33.4%) (Table IV. N.).

- **Currently Employed RN Job Characteristics by Years Planning to Remain in Nursing**

Of those RN's who plan to stay in nursing the longest, most described themselves as being employed full-time (Table V. A.). Most report providing direct patient care in their primary job (Table V. D.) and are working in a hospital setting. Direct patient care is reported as being a factor in how long an RN plans to stay in nursing. Those who provide nursing education, other non-direct care or administrative/management duties are less likely to stay in nursing over time (Table V. H.). Most RN's report working with a patient age group of 19-65. Those that work with patients under 18 report planning to stay in nursing longer than those who report working with older adults over age 65 (Table V.I.). Again, RN's that have been in their primary job less than 3 years plan to stay in nursing the longest, whereas, those that have been employed in their primary job greater than 21 years, plan to leave sooner. The more satisfied the RN is with nursing as a career and as a primary job, the longer they plan to stay in nursing (Tables V. L, M.).

Of those RN's reporting that they are leaving nursing in less than 5 years, most will retire (57.8%) or move to a non-nursing position (31.2%) (Table V. N.).

- **General LPN Characteristics by Satisfaction with Nursing as a Career**

Those LPN's who report the highest levels of satisfaction are planning to obtain another nursing degree in the next 5 years, whereas, those who are pursuing a non-nursing degree, are less satisfied (Table VI. C, D.). Male LPN's report a lower level of satisfaction (22.6%) than female LPN's (26.7%). Other minorities (not African-American) report a higher than average level of dissatisfaction (27.2%) (Tables VI.E, F.).

- **General RN Characteristics by Satisfaction with Nursing as a Career**

RN's who report having Masters or Doctoral degrees (nursing or non-nursing) report very high levels of satisfaction with nursing as a career (Tables VII. B, C.) Advanced Practice Nurses also report very high levels of satisfaction with nursing as a career (Table VII. E.). Those RN's reporting that they are planning to obtain another nursing degree within the next 5 years also report higher levels of satisfaction, versus those planning to obtain a non-nursing degree in the future (Tables VII. F, G.). Male RN's are slightly less satisfied than females (Table VII. H.) and all minorities report less satisfaction than white nurses (Table VII. I.).

- **Currently Employed LPN Job Characteristics by Satisfaction with Nursing as a Career**

LPN's who report being employed full-time show higher satisfaction levels than those who work part-time (Table VII. A.). Those LPN's who work in home health and hospice (31.4%), as well as, in an outpatient, ambulatory care, clinic or physician's office (30.1%) are most satisfied with nursing as a career. Those who work in a Hospital (24.4%) and in long term care (24.8%) report less satisfaction (Table VIII. E.). LPN's who provide nursing education or are administrators/managers are more satisfied than those who provide direct patient care or non-direct care (Table VII. H.). LPN's who work with patients age 0-18 in their primary job are most satisfied, whereas, those who provide care to those 65 and older are less satisfied (Table VIII. I.).

- **Currently Employed RN Job Characteristics by Satisfaction with Nursing as a Career**

RN's who report being employed full-time report being more satisfied than do those nurses who report being employed part-time (Table IX. A.). RN's who work in outpatient or ambulatory care, or in a clinic or physician's Office (29.6%), as well as, those who work in home health or hospice (28.9%) report higher levels of satisfaction with nursing as a career than those who work in a hospital or long term care setting (Table IX. E.). Again, RN's who report employment in nursing education (34.7%) or administrative/management roles (33.4%) report higher levels of satisfaction than those who provide direct patient care or non-direct care (Table IX. H.). In relation to patient age, RN's who report the highest level of satisfaction work with pediatric patients (ages 0-18) (28.9%) versus those who work with older patients (ages 65+) (23.8%) (Table IX. I.). RN's who reported their practice area as Other (29.2%) or Ob/Gyn (27.4%) (Table IX. J.) and those who have been in their primary job more than 21 years also reported high levels of satisfaction with nursing as a career (Table IX. K.).

- **General LPN Characteristics by Satisfaction with their Primary Job**

LPN's who already have a non-nursing Bachelor's degree report higher levels of satisfaction with their primary job (27.1%) versus those who hold a non-nursing Associate degree (19.8%) (Table X. A.). Female LPN's report higher satisfaction with their primary job (23.5%) than males (19.1%) (Table X. E.). White LPN's report higher levels of satisfaction (23.8%) than African-American (19.0%) and all other minorities combined (22.2%) (Table X. F.).

- **General RN Characteristics by Satisfaction with their Primary Job**

RN's who received a diploma as their first level of education (28.1%) were more satisfied than those who received an Associates or Bachelors degree (Table XI. A.). Those same nurses who either had a diploma as their highest level of education or who went on for a Bachelors, Masters or Doctoral degree in Nursing also reported high levels of satisfaction with their primary job. Those who went on to receive an Associates degree reported the lowest levels of satisfaction (Table XI. B.). RN's who hold a non-nursing Masters or Doctoral degree also reported high levels of satisfaction (Table XI. C.) and Advanced Practice Nurses reported the highest levels of satisfaction (Table XI. E.). Those RN's who reported that they were planning to obtain an advanced nursing or non-nursing degree in the next 5 years also showed high levels of satisfaction with their primary job (Tables XI. F, G.). Males and females were about equal on levels of satisfaction but males were more likely to report being dissatisfied (Table XI. H.). White RN's reported

the highest levels of satisfaction (26.0%), whereas, African-American (20.8%) and all other minorities combined (19.4%) showed less satisfaction.

- **Currently Employed LPN Job Characteristics by Satisfaction with their Primary Job**

LPN's who reported that they were employed full-time were slightly more satisfied with their primary job than those who reported part-time employment (Table XII. A.). Those who provide direct patient care in their primary job also report higher levels of satisfaction (Table XII. D.). Again, those LPN's who work in home health or hospice (32.2%) or in outpatient or ambulatory care, or in a clinic or physician's office (31.0%) have higher satisfaction levels than LPN's who work in a hospital (20.6%) or in long term care (16.4%). LPN's who provide education or are administrators/managers report a higher level of satisfaction with their primary job (33.8% and 32.3%) than those who provide direct patient care (21.7%) or non-direct care (24.2%) (Table XII. H.). Those reporting the highest levels of satisfaction provide care for patients age 0-18 (34.3%) followed by those who care for patients age 19-65. Those LPNs who provide care for patients aged 65 years and older report the lowest level of satisfaction (18.5%) (Table XII. I.). LPN's who reported a practice area of Other (26.5%) or Med/Surg (21.9%) show higher satisfaction levels than those who work in palliative care (19.4%) or rehab (16.5%) (Table XII. J.).

- **Currently Employed RN Job Characteristics by Satisfaction with their Primary Job**

RN's who are employed full-time report higher levels of satisfaction (26.5%) than those who work part-time (23.9%) (Table XIII. A.). Those who report working in an outpatient or ambulatory care setting, or in a clinic or physician's office (33.1%) were most satisfied followed by those who work in home health or hospice (30.0%). Those RNs who report working in a hospital (20.2%) or in long term care (18.8%) reported the least amount of satisfaction with their primary job (Table XIII. E.). RN's who work in nursing education (36.2%) and administration/management (31.8%) reported higher satisfaction levels than those who work in non-direct care (30.6%) and direct patient care (22.2%) (Table XIII. H.). High levels of satisfaction were also reported by RN's who work with patients age 0-18 (29.2%) versus those who are 65 years and older (21.3%) (Table XIII. I.). Interestingly, RN's who reported that they work in non-health care settings (39.3%) and other (31.8%) reported the highest levels of satisfaction with their primary job versus those who work in Med/Surg (20.5%), critical care (18.6%) or OR/PACU (25.4%) (Table XIII. J.).

- **Nursing Educators: A Snapshot**

**** Note: Due to the fact that there were so few LPNs who identified as nurse educators, this summary includes ONLY RN nurse educators.**

The average age of respondents identifying as a nurse educator is 50 and the average age at which they report having received their first nursing degree is age 24. Women account for the majority of nurse educators (98.3%) while men only account for 1.7%. Most nurse educators are white (96.3%) with only a small percentage identifying as African-American (3.0%) and .9% report as being a member of another minority. Many nurse educators report holding RN licensure in more than one state (31.7%). The average number of working hours reported by nursing educators for the two weeks prior to the survey is 64. Most nursing educators report that their first level of nursing education was a bachelors degree (40%), followed by diploma (33%), associate (17.3%) and LPN (9.1%). For a majority of nurse educators the master's degree is the highest level of nursing education obtained (45.9%) followed by a bachelors (28.6%), a doctorate (8.9%), an associate degree (8.3%) and a diploma (8.1). Some nurse educators report having non-nursing education with 11.1% reporting they hold a non-nursing master's, 8.2% report a non-nursing bachelors degree, 5.6% report having a non-nursing doctorate and 2.9% report having a non-nursing associate degree. Nurse educators also identify as Advanced Practice Nurses: CNP (6.2%), CRNA (.2%), CNM (.7%), and CNS (13.3%). Most of the nurses educators report that they are not planning to seek any additional degrees, but a small number do indicate they are planning to pursue additional nursing degrees in next 5 years: bachelors (4.5%), masters (14.0%), and doctorate (10.9%). Additionally, 4.4% of responding nurse educators stated that they plan to pursue a non-nursing master's degree and 4.1% stated that they plan to pursue a non-nursing doctoral degree at some point in the future.

Nursing Educators report a high satisfaction level with nursing as a career (42.9%) and indicate they are highly satisfied with their primary job (40.0%).

- **Nurses planning to leave Nursing within the next 10 years – Who are they?**

The average age of LPN's who are planning to leave the nursing profession within the next than 10 years is 52 and the age at which they received their LPN license was 29. The average number of hours of work reported for this group in the two weeks prior to the survey was 63.

6.1% of these nurses have a non-nursing associates degree, 3.0% a non-nursing bachelors degree and .8% hold a non-nursing master degree. They plan to seek the following nursing degrees in the next 5 years: 13.1% associate, 5.9% bachelors, and 1.3% masters degree in nursing. Some of these nurses are planning to seek additional non-nursing degrees in the next 5 years as well: 4.1% associate, 4.1% bachelors, and 1.5% masters degree. 97% of these LPN's planning to leave are female and 3% are male. 88.0% are white, 10.2% are African-American.

The average age of RNs who are planning to leave the nursing profession within the next than 10 years is 50 and the age at which they received their RN license was 26. The average number of hours of work reported for this group in the two weeks prior to the survey was 64. 95.8% are female and 4.2% are male. 94.6% are white, 3.8% are African-American.

Most of these RNs received a diploma (41.8%) as their first nursing education. The highest level of nursing education reported by these RNs is: masters (7.1%) , bachelors (28.1%), diploma (33.9%), and associate degree (29.4%). Some of these nurses have non-nursing degrees: 4.6% hold a non-nursing associate, 9.8% bachelors, 4.3% masters, and .5% doctorate. 21.8% of these RN's hold multiple state licenses. A few of these nurses are Advanced Practice Nurses: 2.0% are CNP, 1.1% are CRNA, .3% are CNM, and 2.0% are CNS. Some of these nurses are planning to seek additional nursing degrees in the next 5 years: 9.8% bachelors, 8.9% masters, and .9% doctorate degree. Some are also interested in pursuing additional non-nursing degrees: .9% associate, 4.8% bachelors, 4.9 % masters, and 1.0% doctorate degrees.

- **How Long Nurses Plan to Stay in Nursing – a Look at When They Graduated**

LPN's who graduated between 1950-1959 report that 76.6 % are planning to leave in under 5 years, and 13.9% in less than 10 years. LPN's who graduated between 1960-1969 report that 36.9% will leave in less than 5 years, 45.8% in less than 10 years, 10.3% in 11-15 years. LPN's who graduated between 1970-1979 report that 19.0% are planning to leave in less than 5 years, 34.1% in less than 10 years, 25.6% in 11-15 years, and 15.9% in greater than 15 years. Those who graduated between 1980-1989 report that 17.6% will leave in less than 5 years, 28.0% in 5-10 years, 20.3% in 11-15 years and 30.5 % will stay longer than 15 years. LPN's who graduated between 1990-1999 report that 12.9% will leave in less than 5 years, 20.3% in 5-10 years, 15.7% in 11-15 years and 49.9% plan to stay longer than 15 years. LPN's who just recently graduated in 2000-2004 indicate that 7.4% will leave in less than 5 years, 13.8% will leave in 5-10 years, 11.0% will stay 11-15 years and 67.1% will stay greater than 15 years.

RN's who graduated between 1950-1959 report that 76.1% are planning to leave in less than 5 years, and 14.7% in 5-10 years. RN's who graduated between 1960-1969 report that 46.9% are planning to leave in under 5 years, 42.7% will leave in 5-10 years, and 5% will stay 11-15 years. For those who graduated between 1970-1979, 13.9% report planning to leave in less than 5 years, 37.0% will leave in 5-10 years, 30.4 % will stay 11-15 years and 14.4% will stay greater than 15 years. RN's who graduated between 1980-1989 report that 12.1% plan to leave in less than 5 years, 25.1% will leave in 5-10 years, 24.2% will stay 11-15 years and 35.3 % plan to stay in nursing another 15 or more years. RN's who graduated between 1990-1999 show that 12.2% plan to leave in less than 5 years, 20.1% in 5-10 years, 15.8% in 11-15 years and 50.3 % will stay greater than 15 years. For recent RN 2000-2004 graduates, 11.2 % report planning to leave in less than 5 years, 18.4% plan to leave in 5-10 years, 9.6% in 11-15 years and 60.4% plan to stay longer than 15 years.

**State of Ohio Board of Nursing
Nursing Workforce Survey 2003-2004
Data Tables**

Section I.

**Currently Employed LPN Levels of Satisfaction with Nursing as a Career by
County in Ohio (largest 7 metro counties and Ohio total in row percents)**

Table I. A.

County	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Cuyahoga	20.9	54.0	25.1	1864
Franklin	28.5	49.9	21.6	930
Hamilton	21.6	50.9	27.5	874
Lucas	26.1	51.1	22.7	616
Montgomery	24.6	52.1	23.3	562
Stark	25.3	52.1	22.6	699
Summit	24.9	49.7	25.4	716
Southeastern Ohio	31.1	53.2	15.6	1189
Ohio	26.2	52.6	21.2	14036

Table I. B.

**Currently Employed LPN Levels of Satisfaction with their Current Primary Job
by County in Ohio (in row percents)**

County	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Cuyahoga	20.1	52.9	27.0	1856
Franklin	23.6	52.3	24.1	922
Hamilton	21.8	49.6	28.6	873
Lucas	24.6	53.3	22.1	614
Montgomery	23.7	50.5	25.8	558
Stark	20.9	55.9	23.2	698
Summit	21.7	53.4	24.8	713
Southeastern Ohio	26.9	51.7	21.4	1186
Ohio	23.1	52.4	24.5	14000

**Currently Employed RN Levels of Satisfaction with Nursing as a Career
by County in Ohio (in row percents)**

Table I.C.

County	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Cuyahoga	20.7	55.4	23.9	9570
Franklin	30.0	54.7	15.3	6594
Hamilton	24.5	55.8	19.8	5605
Lucas	25.3	54.9	19.8	3563
Montgomery	25.0	56.2	18.8	3796
Stark	26.7	56.1	17.2	2027
Summit	23.5	54.5	22.0	3018
Southeastern Ohio	31.2	54.5	14.3	3088
Ohio	26.0	54.8	19.2	56212

**Currently Employed RN Levels of Satisfaction with their Current Primary Job
by County in Ohio (in row percents)**

Table I. D.

County	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Cuyahoga	21.7	53.4	24.9	9551
Franklin	29.4	54.6	16.0	6573
Hamilton	26.1	53.8	20.1	5599
Lucas	23.4	53.5	23.0	3552
Montgomery	25.8	53.9	20.2	3794
Stark	24.7	55.4	19.9	2024
Summit	24.1	52.9	23.0	3010
Southeastern Ohio	27.8	53.7	18.6	3081
Ohio	25.5	53.5	21.0	56099

Section II.
General LPN Characteristics by Planned Years to Remain in Nursing
(in column percents)

Table II.A.

Any Non-Nursing Higher Education?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Associate	6.4	5.8	5.1	4.9	860
Bachelors	3.7	2.6	1.9	1.6	368

Table II. B.

LPN Licensure in More than One State?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Yes	12.7	11.6	11.6	8.5	1531
No	87.3	88.4	88.4	91.5	12776

Table II.C.

Which Nursing Degrees do you plan to seek in Next 5 Years?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
ADN	10.1	15.1	23.5	42.0	3877
BSN	5.0	6.5	7.0	19.0	1644
Masters	1.2	1.4	1.4	2.8	286
Doctorate	.2	.1	.2	.2	29

Table II.D.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Associate	5.1	3.4	2.8	3.1	549
Bachelors	5.6	3.0	2.0	2.6	501
Masters	2.4	.9	.7	.7	168
Doctorate	.5	.2	.1	.2	37

Table II. E.

Gender	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Male	3.4	2.8	2.7	3.9	502
Female	96.6	97.2	97.3	96.1	14855

Table II F.

Race/Ethnicity	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
African-American	12.1	8.9	5.4	7.0	1252
White	85.9	89.5	93.2	91.7	13739
All Others	2.0	1.6	1.4	1.3	233

Table II. G.

**Mean Number of Hours Worked by Currently Employed LPN's
(in the Past Two Weeks)
by Planned Years to Remain in Nursing**

Mean Hours by Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Primary Job	62	69	71	73	15077
Secondary Job	24	23	23	23	1897
Tertiary Job	22	15	18	20	132

Section III.
General RN Characteristics by Planned Years to Remain in Nursing
(in column percents)

Table III. A.

First Level of Nursing Education	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Diploma	46.8	38.7	32.9	21.9	21618
Associate	23.7	29.2	32.3	37.6	20121
BSN	18.8	20.3	22.6	29.3	14920
LPN	10.0	11.4	11.8	10.4	6973

Table III. B.

Highest Level of Nursing Education	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Diploma	37.9	31.3	25.2	17.1	17111
Associate	26.3	31.3	34.0	39.4	21328
BSN	27.6	28.4	30.7	34.5	19538
Masters	6.5	7.4	8.8	7.9	4881
Doctorate	.4	.5	.4	.3	247

Table III. C.

Any Non-Nursing Higher Education?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Associate	4.5	4.6	4.5	5.1	3030
Bachelors	10.5	9.3	8.3	6.2	5365
Masters	4.9	3.9	3.3	2.1	2192
Doctorate	.6	.5	.3	.2	238

Table III. D.

RN Licensure in More than One State?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Yes	23.2	20.9	19.4	16.8	12560
No	76.8	79.1	80.6	83.2	51055

Table III. E.

Advanced Nurse?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
CNP	1.6	2.3	3.0	3.5	1732
CRNA	.9	1.2	1.4	1.2	762
CNM	.2	.3	.4	.3	192
CNS	1.8	2.1	2.3	1.5	1206

Table III. F.

Which Nursing Degrees do you plan to seek in Next 5 Years?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
ADN	.2	.2	.2	.3	138
BSN	6.7	11.8	15.2	23.6	9739
Masters	7.8	9.6	10.5	18.9	7900
Doctorate	.9	.9	1.5	1.8	825

Table III. G.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Associate	1.1	.8	.6	.6	469
Bachelors	5.7	4.3	3.5	2.9	2534
Masters	6.2	4.1	3.5	3.5	2668
Doctorate	1.3	.8	.6	.6	506

Table III. H.

Gender	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Male	4.3	4.1	4.7	5.5	2970
Female	95.7	95.9	95.3	94.5	60274

Table III. I.

Race/Ethnicity	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
African-American	4.4	3.4	2.6	2.4	1958
White	93.8	95.2	96.1	96.2	60102
All Others	1.8	1.6	1.4	1.4	910

Table III. J.
Mean Number of Hours Worked by Currently Employed RN's
(in the Past Two Weeks)
by Planned Years to Remain in Nursing

Mean Hours by Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Primary Job	63	68	70	70	62273
Secondary Job	21	18	19	19	7376
Tertiary Job	14	15	13	14	604

Section IV.
Currently Employed LPN Job Characteristics
by Planned Years to Remain in Nursing (in column percents)

Table IV. A.

Primary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	41.2	29.5	22.7	20.2	4178
Full-Time	58.8	70.5	77.3	79.8	11126

Table IV. B.

Secondary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	92.3	92.4	93.5	93.6	2097
Full-Time	7.7	7.6	6.5	6.4	157

Table IV. C.

Tertiary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	94.3	94.1	96.6	92.9	174
Full-Time	5.7	5.9	3.4	7.1	11

Table IV. D.

Yes - Direct Patient Care	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Primary Job	82.0	82.1	83.3	84.0	12772
Secondary Job	74.9	79.4	80.1	85.6	1894
Tertiary Job	55.6	78.9	62.1	79.2	144

Table IV. E.

Type of Employment – Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Long Term Care	40.4	38.2	39.3	47.3	6334
Hospital	22.9	22.9	23.9	22.6	3477
OP/Amb Care/Clinic Phys Office	12.9	17.1	16.8	11.3	2160
Home Hlth/Hospice	7.8	8.6	7.6	7.4	1187
Temp. Agcy.	1.9	1.1	1.0	1.3	199
Non-Health	1.1	.7	1.0	.6	119

Table IV. F.

Type of Employment – Secondary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Long Term Care	27.0	30.4	31.6	35.5	729
Home Hlth/Hospice	18.6	18.5	17.0	19.2	422
Temp Agency	9.2	9.6	10.7	13.2	253
Hospital	10.0	9.1	12.1	11.5	244
OP/Amb Care/Clinic Phys Office	6.2	6.2	7.2	3.5	122
Non-Health	11.3	8.1	6.0	4.3	155

Table IV. G.

Type of Employment – Tertiary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Home Hlth/Hospice	20.6	17.9	20.0	26.6	44
Long Term Care	17.6	16.1	16.7	26.6	41
Temp Agency	11.8	14.3	16.7	10.1	25
Non-Health	20.6	17.9	10.0	6.3	25
Hospital	2.9	7.1	6.7	8.9	14
OP/Amb Care/Clinic/Phys Office	.0	1.8	.0	.0	1

Table IV. H.

Primary Job Role	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Direct Patient Care	81.3	80.9	82.2	83.2	12713
Education	3.4	2.9	2.7	2.9	460
Other Non-Direct	9.4	9.0	7.9	6.6	1251
Admin/Mngmt	5.4	6.7	6.9	7.0	1023

Table IV. I.

Patient Age in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
0-18	12.9	14.3	15.2	11.5	1998
19-65	39.1	39.4	40.0	37.3	5846
65+	48.0	46.3	44.8	51.2	7245

Table IV. J.

Practice Area in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Other	34.2	35.8	33.1	32.3	5116
Med/Surg	17.1	17.8	20.0	18.4	2763
Palliative	16.4	15.9	17.2	17.7	2552
Rehab	8.9	8.0	8.2	11.7	1430

Table IV. K.

Years in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
<3	25.3	23.5	24.3	39.1	4562
3-5	16.0	19.1	19.4	24.2	3162
6-10	15.2	16.9	17.8	17.3	2630
11-20	21.5	21.9	24.5	14.5	1181
21+	21.9	18.6	14.0	4.9	2147

Table IV. L.

Satisfaction w/ Nursing as a Career	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Very Satisfied	20.2	23.4	28.1	33.3	4198
Satisfied	42.2	55.1	57.1	55.4	8257
Neither/Dissatisfied Very Dissatisfied	37.6	21.4	14.9	11.3	3099

Table IV. M.

Satisfaction w/ Current Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Very Satisfied	18.1	21.5	25.5	25.2	3556
Satisfied	43.6	54.2	54.2	56.1	8213
Neither/Dissatisfied Very Dissatisfied	38.3	24.3	20.3	18.7	3787

Table IV. N.

Why Leaving Employment as a Nurse	< 5 Years	Count
Retire	56.4	1560
Quit Temp	4.3	121
Quit Perm	5.8	161
Non-Nrsg	33.4	922

Section V.
Currently Employed RN Job Characteristics by Planned Years to Remain in Nursing (in column percents)

Table V. A.

Primary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	41.1	32.9	29.4	28.2	20187
Full-Time	58.9	67.1	70.6	71.8	42432

Table V. B.

Secondary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	93.4	95.8	95.9	96.7	8081
Full-Time	6.6	4.2	4.1	3.3	360

Table V. C.

Tertiary Job Status	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Part-Time	96.2	96.7	97.6	96.1	738
Full-Time	3.8	3.3	2.4	3.9	26

Table V. D.

Yes - Direct Patient Care	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Primary Job	69.7	69.6	71.5	76.5	45677
Secondary Job	65.9	71.0	75.8	79.4	6757
Tertiary Job	60.5	66.2	65.6	68.0	560

Table V. E.

Type of Employment – Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Hospital	49.6	52.9	57.4	62.6	34358
OP/Amb/ Clinic/Phys Office	14.0	15.7	15.0	12.5	8687
LTC	11.5	8.5	7.2	7.9	5242
Home Hlth/ Hospice	6.6	7.1	6.8	6.4	4105
Non-Health	1.5	1.2	1.0	.8	656

Table V. F.

Type of Employment – Secondary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Hospital	26.7	33.2	37.2	41.0	3109
OP/Amb/ Clinic/Phys Office	10.9	12.0	12.4	10.9	1002
Home Hlth/ Hospice	10.0	10.6	11.0	10.9	932
Non-Health	13.6	9.7	5.7	4.5	674
LTC	8.7	8.1	8.9	8.8	751

Table V. G.

Type of Employment – Tertiary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Hospital	20.4	22.8	27.8	23.6	203
Non-Health	20.4	12.1	10.7	10.2	108
OP/Amb/ Clinic/Phys Office	7.9	9.9	9.6	13.7	92
Home Hlth/ Hospice	5.9	11.2	7.0	8.1	71
LTC	4.6	5.2	3.7	6.3	5.1

Table V. H.

Primary Job Role	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Direct Patient Care	67.1	67.2	69.1	74.7	44511
Education	7.9	8.0	7.4	6.0	4613
Other Non-Direct	10.0	9.5	8.3	6.6	5391
Admin/Mngmt	14.1	14.9	14.8	12.3	8850

Table V. I.

Patient Age in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
0-18	17.9	18.9	19.1	19.9	11387
19-65	53.8	56.3	56.8	54.7	33065
65+	28.3	24.8	24.0	25.4	15184

Table V. J.

Practice Area in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Other	30.1	28.8	26.8	23.4	17055
Med/Surg	18.2	19.3	19.0	21.2	12442
Critical	10.6	12.0	13.3	17.3	8644
OR/PACU	8.2	9.2	10.8	8.5	5795

Table V. K.

Years in Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
<3	23.7	23.1	21.4	32.1	16376
3-5	17.5	19.9	20.2	25.8	13660
6-10	14.2	16.4	18.3	19.1	11009
11-20	22.0	23.1	25.7	17.2	13807
21+	22.6	17.5	14.4	5.8	9047

Table V. L.

Satisfaction w/ Nursing as a Career	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Very Satisfied	21.9	24.1	27.1	31.6	17014
Satisfied	45.0	55.5	59.1	57.7	35096
Neither/Dissatisfied Very Dissatisfied	33.1	20.3	13.8	10.7	11708

Table V. M.

Satisfaction w/ Current Primary Job	< 5 Years	5-10 Years	11-15 Years	>15 Years	Count
Very Satisfied	20.0	23.9	26.7	28.3	16029
Satisfied	45.7	54.4	56.8	56.1	34324
Neither/Dissatisfied Very Dissatisfied	34.3	21.8	16.5	15.5	13446

Table V. N.

Why Leaving Employment as a Nurse	< 5 Years	Count
Retire	57.8	6413
Quit Temp	5.4	607
Quit Perm	5.5	603
Non-Nrsg	31.2	3468

Section VI.
General LPN Characteristics by Satisfaction with Nursing as a Career
(in row percents)

Table VI. A.

Any Non-Nursing Higher Education?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Associate	23.5	48.1	28.3	918
Bachelors	18.6	51.3	30.1	429

Table VI. B.

LPN Licensure in More than One State?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Yes	24.7	50.2	25.0	1597
No	26.8	52.5	20.7	13285

Table VI. C.

Which Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
ADN	27.9	53.4	18.7	3959
BSN	28.7	53.6	17.8	1688
Masters	27.7	57.1	15.2	296

Table VI. D.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Associate	20.6	42.6	36.8	587
Bachelors	15.9	41.0	43.0	546
Masters	14.6	45.7	39.7	199

Table VI. E.

Gender	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Male	22.6	52.9	24.5	522
Female	26.7	52.3	21.0	15454

Table VI. F.

Race/Ethnicity	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
African-American	26.6	52.0	21.4	1305
White	26.6	52.6	20.8	14293
All Others	26.9	45.9	27.2	242

Section VII.
General RN Characteristics by Satisfaction with Nursing as a Career
(in row percents)

Table VII. A.

First Level of Nursing Education	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
LPN	27.3	53.3	19.4	7158
Diploma	27.8	53.5	18.7	22690
Associate	25.1	54.7	20.2	20757
BSN	25.3	55.7	19.0	15697

Table VII. B.

Highest Level of Nursing Education	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Diploma	25.8	54.4	19.8	17898
Associate	24.1	55.4	20.5	21913
BSN	24.4	55.5	20.1	20528
Masters	42.8	46.6	10.6	5148
Doctorate	48.3	40.8	10.9	265

Table VII. C.

Any Non-Nursing Higher Education?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Associate	23.0	53.9	23.1	3136
Bachelors	27.4	51.2	21.4	5828
Masters	33.0	45.1	21.9	2640
Doctorate	37.6	40.4	22.0	322

Table VII. D.

RN Licensure in More than One State?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Yes	28.6	51.3	20.1	13127
No	25.8	55.0	19.1	53152

TableVII. E.

Advanced Nurse?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
CNP	43.0	47.0	9.9	1769
CRNA	46.3	44.2	9.5	780
CNM	44.8	45.4	9.8	194
CNS	43.7	45.4	10.9	1259

Table VII. F.

Which Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
ADN	32.4	52.1	15.5	142
BSN	26.5	57.4	16.1	9911
Masters	27.5	55.9	16.5	8077
Doctorate	42.0	44.3	13.8	865

Table VII. G.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Associate	14.5	49.0	36.6	484
Bachelors	16.6	48.0	35.4	2664
Masters	21.0	46.6	32.4	2978
Doctorate	28.0	41.2	30.8	575

Table VII. H.

Gender	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Male	24.6	50.8	24.6	3136
Female	26.4	54.5	19.0	62779

Table VII. I.

Race/Ethnicity	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
African-American	25.9	51.8	22.4	2054
White	26.4	54.5	19.1	62643
All Others	23.4	52.7	23.9	935

Section VIII.
Currently Employed LPN Job Characteristics by Satisfaction with Nursing as a Career (in row percents)

Table VIII. A.

Primary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	25.0	52.7	22.3	4320
Full-Time	27.1	52.4	20.5	11555

Table VIII. B.

Secondary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	25.9	50.6	23.5	2142
Full-Time	30.4	46.2	23.4	158

Table VIII. C.

Tertiary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	27.4	49.2	23.5	179
Full-Time	45.5	36.4	18.2	11

Table VIII. D.

Yes- Direct Patient Care	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Primary Job	27.1	52.9	20.0	12890
Secondary Job	27.5	50.8	21.7	1921
Tertiary Job	28.8	50.0	21.2	146

Table VIII. E.

Type of Employment – Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Long Term Care	24.8	52.6	22.6	6400
Hospital	24.4	54.1	21.5	3561
OP/Amb Care/Clinic Phys Office	30.1	56.3	13.5	2210
Home Hlth/Hospice	31.4	50.7	18.0	1202
Temp Agcy	21.8	43.6	34.7	202
Non-Health	16.9	39.7	43.4	272

Table VIII. F.

Type of Employment – Secondary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Long Term Care	24.6	52.7	22.7	736
Home Hlth/Hospice	30.8	48.4	20.8	428
Temp Agcy	25.0	45.8	29.2	260
Hospital	24.2	59.7	16.1	248
OP/Amb Care/Clinic/ Phys Office	23.4	50.8	25.8	124
Non-Health	19.8	40.7	39.5	167

Table VIII. G.

Type of Employment – Tertiary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Home Hlth/Hospice	20.0	60.0	20.0	45
Long Term Care	36.6	53.7	9.8	41
Non-Health	38.5	42.3	19.2	26
Temp Agency	32.0	40.0	28.0	25
Hospital	35.7	50.0	14.3	14
OP/Amb Care/Clinic/ Phys Office	0	100.00	0	1

Table VIII. H.

Primary Job Role	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Direct Patient Care	27.0	52.9	20.1	12817
Education	30.7	50.1	19.2	485
Other Non-Direct	18.4	54.1	27.5	1419
Admin/Mngmt	31.0	52.2	16.8	1158

Table VIII. I.

Patient Age in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
0-18	32.9	50.1	17.1	2091
19-65	26.6	54.0	19.5	6030
65+	24.7	52.6	22.6	7355

Table VIII. J.

Practice Area in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Other	26.9	52.9	20.2	5341
Med/Surg	26.6	54.3	19.1	2799
Palliative	26.9	51.7	21.4	2575
Rehab	25.7	50.7	23.5	1449

Table VIII. K.

Years in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
<3	26.1	51.1	22.8	4740
3-5	27.3	51.4	21.4	3326
6-10	26.3	53.0	20.7	2755
11-20	25.7	54.9	19.4	3187
21+	27.4	52.9	19.7	2192

Section IX.
Currently Employed RN Job Characteristics by Satisfaction with Nursing as a Career (in row percents)

Table IX. A.

Primary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	23.3	56.2	20.5	20830
Full-Time	27.8	53.6	18.6	44316

Table IX. B.

Secondary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	27.3	52.0	20.7	8290
Full-Time	31.7	41.8	26.5	366

Table IX. C.

Tertiary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	30.6	47.9	21.5	762
Full-Time	44.4	37.0	18.5	27

Table IX. D.

Yes - Direct Patient Care	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Primary Job	24.9	55.6	19.5	46012
Secondary Job	26.8	52.7	20.5	6845
Tertiary Job	31.8	48.3	19.8	575

Table IX. E.

Type of Employment – Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	24.2	56.6	19.2	34851
OP/Amb/ Clinic/Phys Office	29.6	55.3	15.1	8806
LTC	24.0	52.1	23.9	5323
Home Hlth/Hospice	28.9	53.7	17.4	4158
Non-Health	17.6	41.8	40.6	1461

Table IX. F.

Type of Employment – Secondary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	26.2	54.3	19.5	3141
OP/Amb/ Clinic/Phys Office	28.2	54.4	17.4	1022
Home Hlth/Hospice	30.0	50.5	19.5	943
LTC	26.0	49.2	24.8	762
Non-Health	21.8	48.0	30.2	738

Table IX. G.

Type of Employment – Tertiary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	31.4	48.8	19.8	207
Non-Health	13.8	46.6	39.7	116
OP/Amb/ Clinic/Phys Office	40.0	48.4	11.6	95
Home Hlth/ Hospice	32.9	47.9	19.2	73
LTC	40.0	46.7	13.3	45

Table IX. H.

Primary Job Role	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Direct Patient Care	24.6	55.8	19.6	44791
Education	34.7	51.4	13.9	4836
Other Non-Direct	23.5	54.6	21.9	6034
Admin/Mngmt	33.4	51.1	15.6	9551

Table IX. I.

Patient Age in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
0-18	28.9	54.3	16.8	11708
19-65	26.2	55.6	18.2	33871
65+	23.8	53.9	22.3	15491

Table IX. J.

Practice Area in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Other	29.2	53.0	17.8	17891
Med/Surg	25.2	56.1	18.7	12577
Critical	23.2	57.2	19.6	8711
OR/PACU	24.2	56.5	19.3	5837
OB/Gyn	27.4	57.0	15.6	4590

Table IX. K.

Years in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
<3	24.4	54.0	21.6	17192
3-5	25.4	55.0	19.6	14332
6-10	27.4	55.0	17.7	11536
11-20	26.2	55.3	18.5	14259
21+	30.1	52.0	17.9	9189

Section X.
General LPN Characteristics by Satisfaction with Primary Job
(in row percents)

Table X. A.

Any Non-Nursing Higher Education?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Associate	19.8	51.1	29.1	919
Bachelors	27.1	48.4	24.5	432

Table X. B.

LPN Licensure in More than One State?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Yes	23.0	50.7	26.3	1604
No	23.4	52.6	24.0	13296

Table X. C.

Which Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
ADN	19.1	53.1	27.8	3961
BSN	18.9	54.5	26.6	1687
Masters	16.8	55.9	27.3	297

Table X. D.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Associate	18.7	44.5	36.8	587
Bachelors	16.1	45.0	38.9	545
Masters	20.4	45.8	33.8	201

Table X. E.

Gender	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
Male	19.1	52.1	28.8	524
Female	23.5	52.5	24.0	15468

Table X. F.

Race/Ethnicity	Very Satisfied	Satisfied	Neither/Dissatisfied/Very Dissatisfied	Count
African-American	19.0	53.4	27.6	1300
White	23.8	52.5	23.7	14312
All Others	22.2	49.4	28.4	239

Section XI.
General RN Characteristics by Satisfaction with Primary Job
(in row percents)

Table XI. A.

First Level of Nursing Education	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Diploma	28.1	52.3	19.7	22713
Associate	23.6	53.4	23.0	20768
BSN	25.9	54.8	19.2	15726

Table XI. B.

Highest Level of Nursing Education	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Diploma	26.8	52.7	20.5	17911
Associate	22.4	53.9	23.7	21919
BSN	24.7	54.7	20.6	20562
Masters	38.3	48.8	12.9	5152
Doctorate	45.3	43.1	11.6	267

Table XI. C.

Any Non-Nursing Higher Education?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Associate	21.0	53.5	25.5	3139
Bachelors	28.9	50.2	21.0	5847
Masters	37.0	46.3	16.7	2666
Doctorate	48.0	40.7	11.2	329

Table XI. D.

RN Licensure in More than One State?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Yes	27.7	51.2	21.1	13138
No	25.3	53.9	20.9	53198

Table XI. E.

Advanced Nurse?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
CNP	37.4	49.5	13.0	1766
CRNA	46.9	45.6	7.5	783
CNM	40.7	44.3	14.9	194
CNS	37.6	48.9	13.5	1260

Table XI. F.

Which Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
ADN	27.3	46.2	26.6	143
BSN	21.3	55.1	23.6	9903
Masters	22.2	55.1	22.7	8071
Doctorate	34.7	47.3	17.9	864

Table XI. G.

Which Non-Nursing Degrees do you plan to seek in Next 5 Years?	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Associate	16.6	46.0	37.5	483
Bachelors	19.1	47.9	33.0	2663
Masters	24.9	46.8	28.4	2991
Doctorate	32.9	45.4	21.7	581

Table XI. H.

Gender	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Male	25.4	51.0	23.6	3136
Female	25.8	53.5	20.8	62837

Table XI. I.

Race/Ethnicity	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
African-American	20.8	51.3	27.9	2055
White	26.0	53.4	20.6	62703
All Others	19.4	52.8	27.7	931

Section XII.
Currently Employed LPN Job Characteristics by Satisfaction with Primary Job
(in row percents)

Table XII. A.

Primary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	22.8	52.6	24.6	4319
Full-Time	23.5	52.5	23.9	11586

Table XII. B.

Secondary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	22.4	50.0	27.6	2141
Full-Time	20.9	54.4	24.7	158

Table XII. C.

Tertiary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	20.7	50.8	28.5	179
Full-Time	45.5	54.5	0.0	11

Table XII. D.

Yes - Direct Patient Care	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Primary Job	22.1	52.8	25.0	12892
Secondary Job	21.9	50.7	27.3	1920
Tertiary Job	16.4	54.8	28.8	146

Table XII. E.

Type of Employment – Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Long Term Care	16.4	52.9	30.7	6408
Hospital	20.6	53.3	26.1	3559
OP/Amb Care/Clinic Phys Office	31.0	54.4	14.7	2215
Home Hlth/Hospice	32.2	51.3	16.5	1206
Temp Agcy	18.0	53.0	29.0	200
Non-Health	30.8	50.3	18.9	286

Table XII. F.

Type of Employment – Secondary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Long Term Care	19.7	51.8	28.5	736
Home Hlth/Hospice	23.6	50.0	26.4	428
Temp Agency	16.1	49.8	34.1	261
Hospital	21.4	54.0	24.6	248
OP/Amb Care/Clinic/ Phys Office	24.4	48.8	26.8	123
Non-Health	25.7	44.3	29.9	167

Table XII. G.

Type of Employment – Tertiary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Home Hlth/Hospice	22.2	51.1	26.7	45
Long Term Care	26.8	51.2	22.0	41
Non-Health	34.6	50.0	15.4	26
Temp Agency	8.0	52.0	40.0	25
OP/Amb Care/Clinic/ Phys Office	0	100.0	0	1
Hospital	14.3	71.4	14.3	14

Table XII. H.

Primary Job Role	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Direct Patient Care	21.7	52.7	25.6	12822
Education	33.8	48.2	17.9	485
Other Non-Direct	24.2	54.4	21.4	1420
Admin/Mngmt	32.3	51.9	15.8	1168

Table XII. I.

Patient Age in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
0-18	34.3	50.8	14.9	2095
19-65	24.4	53.6	22.0	6031
65+	18.5	52.4	29.1	7365

Table XII. J.

Practice Area in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Other	26.5	52.1	21.4	5355
Med/Surg	21.9	52.6	25.5	2796
Palliative	19.4	51.0	29.7	2576
Rehab	16.5	54.8	28.7	1452

Table XII. K.

Years in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
<3	22.8	50.8	26.4	4741
3-5	23.7	52.8	23.5	3330
6-10	23.9	53.2	23.0	2763
11-20	22.6	54.1	23.3	3202
21+	23.8	53.2	23.0	2194

Section XIII.
Currently Employed RN Job Characteristics by Satisfaction with Primary Job
(in row percents)

Table XIII. A.

Primary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	23.9	55.0	21.1	20858
Full-Time	26.5	52.7	20.8	44387

Table XIII. B.

Secondary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	25.3	51.6	23.2	8301
Full-Time	28.3	46.7	25.0	364

Table XIII. C.

Tertiary Job Status	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Part-Time	28.0	47.9	24.1	764
Full-Time	30.8	69.2	0.0	26

Table XIII. D.

Yes - Direct Patient Care	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Primary Job	22.7	54.3	23.0	46010
Secondary Job	24.4	52.5	23.1	6848
Tertiary Job	27.0	49.8	23.2	574

Table XIII. E.

Type of Employment – Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	20.2	55.6	24.2	34851
OP/Amb/ Clinic/Phys Office	33.1	52.5	14.4	8812
LTC	18.8	52.5	28.8	5318
Home Hlth/Hospice	30.0	52.6	17.4	4156
Non-Health	40.2	46.8	13.0	1517

Table XIII. F.

Type of Employment – Secondary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	25.6	52.8	21.6	3145
OP/Amb/ Clinic/Phys Office	23.9	53.6	22.5	1026
Home Hlth/Hospice	27.4	49.9	22.7	946
LTC	21.8	51.6	26.6	758
Non-Health	24.5	49.1	26.5	740

Table XIII. G.

Type of Employment – Tertiary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Hospital	27.5	47.8	24.6	207
Non-Health	16.2	50.4	33.3	117
OP/Amb/ Clinic/Phys Office	30.5	49.5	20.0	95
Home Hlth/Hospice	31.9	47.2	20.8	72
LTC	40.9	38.6	20.5	44

Table XIII. H.

Primary Job Role	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Direct Patient Care	22.2	54.5	23.3	44773
Education	36.2	50.7	13.1	4844
Other Non-Direct	30.6	51.6	17.8	6051
Admin/Mngmt	31.8	51.6	16.6	9572

Table XIII. I.

Patient Age in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
0-18	29.2	53.4	17.4	11728
19-65	25.0	54.3	20.6	33879
65+	21.3	52.9	25.8	15485

Table XIII. J.

Practice Area in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
Other	31.8	51.4	16.8	17931
Med/Surg	20.5	54.2	25.2	12564
Critical	18.6	56.6	24.8	8704
OR/PACU	25.4	55.3	19.3	5836
Non-Health	39.3	47.7	13.0	3773

Table XIII. K.

Years in Primary Job	Very Satisfied	Satisfied	Neither/ Dissatisfied/ Very Dissatisfied	Count
<3	25.9	51.9	22.2	17213
3-5	25.9	54.5	19.6	14362
6-10	26.4	54.5	19.0	11571
11-20	24.7	53.8	21.4	14275
21+	25.7	52.2	22.1	9183