2010 Survey of Registered Nurses

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Survey of RNs, 2010

- **10,000 active RNs**
  - New survey format tested on 50% of sample
  - 62.2% response rate (highest since 1997)
- **1,000 inactive & lapsed RNs**
  - 500 inactive (unexpired) – 66.4% response rate
  - 500 lapsed in 2009 – 42.6% response rate
- **Mailed April 23, 2010 (2 weeks earlier than 2008)**
  - Paper survey with online option
  - Data collection ended August 23, 2010
- **All survey management conducted at UCSF**
Evidence of the recession

- Employment rate is higher than in 2008
  - Rose from 86.9% to 87.4%
- Large increase in number of non-retired RNs looking for nursing work
- Higher employment of RNs age 50+
  - Lower employment of RNs under 40 years
- More nurses age 55+ do not plan to reduce hours or leave nursing
  - More nurses age 35 and under plan to increase hours
- Salaries have stabilized
17.3% of working nurses have more than one RN job.
Share of RNs employed in nursing by age

- < 30 years
- 30-34 years
- 35-39 years
- 40-44 years
- 45-49 years
- 50-54 years
- 55-59 years
- 60-64 years
- 65+ years

Ages of working RNs

Average ages:
- 1990 – 42.9
- 1993 – 43.6
- 1997 – 44.6
- 2004 – 47.6
- 2006 – 47.1
- 2008 – 47.1
- 2010 – 46.3
Gender of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>94.6%</td>
<td>5.4%</td>
</tr>
<tr>
<td>1993</td>
<td>94.2%</td>
<td>5.8%</td>
</tr>
<tr>
<td>1997</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2004</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>2006</td>
<td>89.5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2008</td>
<td>85.7%</td>
<td>14.4%</td>
</tr>
<tr>
<td>2010</td>
<td>89.3%</td>
<td>10.7%</td>
</tr>
</tbody>
</table>
Racial/ethnic mix of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Hispanic</th>
<th>Black</th>
<th>Native Am.</th>
<th>Asian / P.I.</th>
<th>Filipino</th>
<th>Mixed/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>77.2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1993</td>
<td>72.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1997</td>
<td>64.5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>61.5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>62.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>58.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>53.8%</td>
<td></td>
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</tr>
</tbody>
</table>
Diversity greater among younger RNs
Initial nursing education for working RNs

- **Master's or Doctorate Degree**: 0.1% in 1990, 0.3% in 1993, 0.5% in 1997, 0.9% in 2004, 1.6% in 2006, 1.6% in 2008, 1.9% in 2010
- **Baccalaureate degree**: 28.6% in 1990, 28.6% in 1993, 31.7% in 1997, 33.4% in 2004, 35.5% in 2006, 37.5% in 2008, 39.1% in 2010
- **Associate degree**: 39.0% in 1990, 43.0% in 1993, 44.3% in 1997, 47.3% in 2004, 47.3% in 2006, 46.8% in 2008, 45.0% in 2010
- **Diploma program**: 32.3% in 1990, 28.1% in 1993, 23.6% in 1997, 18.5% in 2004, 15.7% in 2006, 14.2% in 2008, 11.1% in 2010

23% are internationally educated.
Highest level of nursing education of working RNs

<table>
<thead>
<tr>
<th>Year</th>
<th>Master's or Doctorate Degree</th>
<th>Baccalaureate Degree</th>
<th>Associate Degree</th>
<th>Diploma Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990</td>
<td>5.8%</td>
<td>33.6%</td>
<td>33.9%</td>
<td>26.6%</td>
</tr>
<tr>
<td>1993</td>
<td>5.6%</td>
<td>33.7%</td>
<td>38.7%</td>
<td>22.9%</td>
</tr>
<tr>
<td>1997</td>
<td>6.8%</td>
<td>38.0%</td>
<td>36.7%</td>
<td>18.4%</td>
</tr>
<tr>
<td>2004</td>
<td>8.5%</td>
<td>38.1%</td>
<td>39.7%</td>
<td>13.7%</td>
</tr>
<tr>
<td>2006</td>
<td>13.2%</td>
<td>40.9%</td>
<td>36.3%</td>
<td>9.6%</td>
</tr>
<tr>
<td>2008</td>
<td>12.2%</td>
<td>41.6%</td>
<td>36.7%</td>
<td>9.5%</td>
</tr>
<tr>
<td>2010</td>
<td>11.5%</td>
<td>41.7%</td>
<td>38.5%</td>
<td>8.4%</td>
</tr>
</tbody>
</table>
Job titles of RNs for primary positions

- 1990: 62.6% Clinical nurse specialist, 59.5% Educator, 17.2% Case manager/UR/QI, 18.2% Management/charge nurse, 5% Other

- 1993: 62.1% Clinical nurse specialist, 59% Educator, 18.2% Case manager/UR/QI, 16.3% Management/charge nurse, 2.8% Other

- 1997: 53.3% Clinical nurse specialist, 61.2% Educator, 19.2% Case manager/UR/QI, 16.3% Management/charge nurse, 4% Other

- 2004: 58.5% Clinical nurse specialist, 59.8% Educator, 14.6% Case manager/UR/QI, 18.3% Management/charge nurse, 7.4% Other

- 2006: 59.8% Clinical nurse specialist, 61.7% Educator, 18.3% Case manager/UR/QI, 14.6% Management/charge nurse, 7.4% Other

- 2008: 59.8% Clinical nurse specialist, 61.7% Educator, 18.3% Case manager/UR/QI, 14.6% Management/charge nurse, 7.4% Other

- 2010: 59.8% Clinical nurse specialist, 61.7% Educator, 18.3% Case manager/UR/QI, 14.6% Management/charge nurse, 7.4% Other
Work settings of RNs for primary nursing position

- **Other**
- **Ambulatory care**
- **Public/community health agency**
- **Home health**
- **Skilled nursing**
- **Acute hospital**

Yearly percentages from 1990 to 2010:
- 1990: 67.9%
- 1993: 64.3%
- 1997: 60.2%
- 2004: 60.9%
- 2006: 62.7%
- 2008: 64.4%
- 2010: 63.9%
Use of information technology in primary nursing job

<table>
<thead>
<tr>
<th>Service</th>
<th>2006</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electronic patient records</td>
<td>59.6%</td>
<td>52.6%</td>
</tr>
<tr>
<td>Electronic nurse charting</td>
<td>56.9%</td>
<td>46.1%</td>
</tr>
<tr>
<td>Electronic radiology reports</td>
<td>54.6%</td>
<td>50.6%</td>
</tr>
<tr>
<td>Electronic care plans</td>
<td>38.8%</td>
<td>38.0%</td>
</tr>
<tr>
<td>Electronic lab reports</td>
<td>63.0%</td>
<td>63.0%</td>
</tr>
<tr>
<td>Computerized physician orders</td>
<td>33.9%</td>
<td>24.9%</td>
</tr>
<tr>
<td>Scanning for supplies</td>
<td>20.2%</td>
<td>16.3%</td>
</tr>
<tr>
<td>Computerized med distribution</td>
<td>54.1%</td>
<td>49.6%</td>
</tr>
<tr>
<td>Barcode scanning for medications</td>
<td>21.9%</td>
<td>14.1%</td>
</tr>
<tr>
<td>Electronic med admin record</td>
<td>37.9%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Other</td>
<td>8.7%</td>
<td>13.9%</td>
</tr>
<tr>
<td>None</td>
<td>13.9%</td>
<td>13.9%</td>
</tr>
</tbody>
</table>
## Temporary agency employment of California-resident RNs

<table>
<thead>
<tr>
<th>Reason</th>
<th>2006</th>
<th>2008</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>% temp/travel</td>
<td>4.6%</td>
<td>4.1%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Reasons why...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wages</td>
<td>59.5%</td>
<td>58.6%</td>
<td>28.0%</td>
</tr>
<tr>
<td>Control schedule</td>
<td>57.2%</td>
<td>56.9%</td>
<td>52.6%</td>
</tr>
<tr>
<td>Supplement income</td>
<td>36.6%</td>
<td>42.6%</td>
<td>46.2%</td>
</tr>
<tr>
<td>Control work conditions</td>
<td>26.1%</td>
<td>24.2%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Waiting for position</td>
<td>12.8%</td>
<td>16.1%</td>
<td>16.5%</td>
</tr>
<tr>
<td>Unable to find job/ insufficient hours</td>
<td></td>
<td></td>
<td>13.8%</td>
</tr>
<tr>
<td>Other</td>
<td>16.1%</td>
<td>12.9%</td>
<td>5.3%</td>
</tr>
</tbody>
</table>
Average income from all nursing positions

- 1990: $31,504
- 1993: $42,163
- 1997: $45,073
- 2004: $59,937
- 2006: $73,542
- 2008: $81,428
- 2010: $82,134
Highest job satisfaction ratings

- Interactions with patients
- Feeling that work is meaningful
- Job overall
- Team work between coworkers
- Work schedule

Lowest job satisfaction ratings

- Amount of paperwork required
- Involvement in policy and management decisions
- Leadership from administration
- Non-nursing tasks required
- Recognition for a job well done

Recognition was not in bottom 5 in 2008.
Largest improvements in job satisfaction, 2004-2010

- Adequacy of RN staffing
- Benefits
- Adequacy of clerical support
- Paperwork required
- Nursing profession overall
- Salary
- Physical work environment
- Job overall
- Time available for patient education
- Non-nursing tasks
Changes in employment in past year

- 29% report a change in past year
- Most common:
  - Decreased hours 26.3%
  - New position with same employer 20.6%
  - Increased hours 19.9%
  - New position with new employer 16.7%
Reasons for employment changes

- **Key reasons for decreased hours:**
  - Wanted more convenient hours
  - Salary
  - Family

- **Key reasons for increased hours**
  - Change in financial status
  - Salary
  - Family
  - Wanted more convenient hours

- **Key reasons for new RN position**
  - Salary
  - Change in financial status
  - Promotion
  - Family
Plans for next five years for working RNs

- Plan to leave nursing/retire
- Plan to increase hours of nursing work
- Plan to reduce hours of nursing work
- Plan to work approximately as much as now
Changes in plans…

<table>
<thead>
<tr>
<th></th>
<th>Under 35</th>
<th></th>
<th>55-64 years</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2008</td>
<td>2010</td>
<td>2008</td>
<td>2010</td>
</tr>
<tr>
<td>Work as much as now</td>
<td>54.8%</td>
<td>60.0%</td>
<td>41.2%</td>
<td>49.3%</td>
</tr>
<tr>
<td>Reduce hours</td>
<td>21.1%</td>
<td>12.6%</td>
<td>20.8%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Increase hours</td>
<td>19.3%</td>
<td>25.5%</td>
<td>2.3%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Leave nursing</td>
<td>4.7%</td>
<td>1.8%</td>
<td>35.8%</td>
<td>28.2%</td>
</tr>
</tbody>
</table>
Employment of active RNs who reside outside California

- **2008**
  - Telenursing with California clients: 59.3%
  - Worked in CA for a temp agency: 15.7%
  - Did not work in CA: 19.5%
  - Other: 5.2%

- **2010**
  - Telenursing with California clients: 64.4%
  - Worked in CA for a temp agency: 11.4%
  - Did not work in CA: 16.3%
  - Other: 3.9%
Employment status of active RNs who do not have a nursing job

- 2004: 22.7% working outside nursing, 77.3% not working outside nursing
- 2006: 33.9% working outside nursing, 66.1% not working outside nursing
- 2008: 25.4% working outside nursing, 74.6% not working outside nursing
- 2010: 26.9% working outside nursing, 73.1% not working outside nursing
## Reasons for not having RN job

<table>
<thead>
<tr>
<th>Reason</th>
<th>2008</th>
<th>2010</th>
<th>Under 55 years</th>
<th>55 years and older</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>32.4%</td>
<td>34.9%</td>
<td>6.0%</td>
<td>54.3%</td>
</tr>
<tr>
<td>Childcare responsibilities</td>
<td>25.8%</td>
<td>21.9%</td>
<td>37.2%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Other family responsibilities</td>
<td>33.8%</td>
<td>29.7%</td>
<td>34.2%</td>
<td>26.6%</td>
</tr>
<tr>
<td>Stress on the job</td>
<td>47.5%</td>
<td>35.7%</td>
<td>33.9%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Salary</td>
<td>27.8%</td>
<td>20.1%</td>
<td>23.8%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Inconvenient schedules in nursing jobs</td>
<td>26.9%</td>
<td>19.9%</td>
<td>25.7%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Difficult to find a nursing position</td>
<td>8.1%</td>
<td>19.3%</td>
<td>33.4%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Laid Off</td>
<td>*</td>
<td>15.7%</td>
<td>20.9%</td>
<td>12.2%</td>
</tr>
</tbody>
</table>
Intentions of non-retired RNs not working in nursing

- 2004:
  - Currently seeking: 35.6%
  - Plan to return: 19.7%
  - May return: 41.6%
  - Definitely will not return: 10.2%

- 2006:
  - Currently seeking: 20.4%
  - Plan to return: 33.0%
  - May return: 41.6%
  - Definitely will not return: 17.5%

- 2008:
  - Currently seeking: 5.5%
  - Plan to return: 34.7%
  - May return: 40.2%
  - Definitely will not return: 17.5%

- 2010:
  - Currently seeking: 5.7%
  - Plan to return: 32.8%
  - May return: 21.3%
  - Definitely will not return: 35.7%
Important factors in the decision to return to nursing for active RNs who are undecided about their plans

- Flexible work hours (80.6%)
- Better support from nursing management (67.1%)
- Availability of re-entry programs/mentoring (67%)
- Adequate support staff (65%)
- Better nurse-to-patient ratios (61.8%)
- Better retirement benefits (53.6%)
- Higher nursing salary (53.2%)
- More support from other nurses (51.5%)
Future plans for RNs with inactive or lapsed licenses

- **Inactive**
  - 2006: 65.0%
  - 2008: 68.1%
  - 2010: 85.5%
  - 2006: 35.6%
  - 2008: 64.1%
  - 2010: 73.2%

- **Lapsed**
  - 2006: 22.4%
  - 2008: 25.5%
  - 2010: 9.1%
  - 2006: 5.0%
  - 2008: 11.5%
  - 2010: 12.3%

- **Plan to return**
  - 2006: 10.3%
  - 2008: 9.5%
  - 2010: 6.7%
  - 2006: 6.7%
  - 2008: 11.5%
  - 2010: 12.3%

- **Currently seeking work**
  - 2006: 10%
  - 2008: 20%
  - 2010: 30%
  - 2006: 30%
  - 2008: 40%
  - 2010: 50%

- **Retired/will not return**
  - 2006: 0%
  - 2008: 10%
  - 2010: 20%
Important factors in the decision to return to nursing for inactive/lapsed RNs who are undecided

**Inactive RNs**
- Flexible work hours (71.3%)
- Adequate support staff (66.7%)
- Better nurse-to-patient ratios (65.8%)
- Re-entry programs/mentoring (60.3%)
- Better support from nursing management (59%)
- More support from other RNs (58.7%)

**Lapsed RNs**
- Re-entry programs/mentoring (90.4%)
- Adequate support staff (88.1%)
- Better nurse-to-patient ratios (77.9%)
- Flexible work hours (77.8%)
- More support from other RNs (59.9%)
- Higher salary (56.9%)
Summary of key findings

• Employment rate rose between 2008 and 2010, especially for older RNs, and dropped for younger RNs
• Fewer nurses plan to retire soon
• More nurses want to increase hours of work
• Employment settings have been relatively stable
• Salaries have stabilized
• Job satisfaction continues to rise
• Diversity of nursing workforce is increasing
• More than half of RNs had post-secondary education before pursing RN education
• More than half of RNs have a BSN or higher degree