

HEALTH WORKFORCE STUDIES PROGRAM

# DATA REPORT

## 2013 NURSING LICENSURE SURVEY

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## EXECUTIVE SUMMARY

Indiana's registered nurse workforce is comprised of health care providers working in a range of settings and specialties. Information on the supply and distribution of this workforce is critical to Indiana's health system for planning and policy development. Supply data on Indiana's registered nurse workforce are routinely collected in the form of surveys administered in conjunction with the biennial nursing license renewal process.

During the 2013 re-licensure period, 99,545 registered nurses renewed their license in Indiana. After filtering out individuals who did not respond to the survey, did not hold an active or probationary license, and did not practice in Indiana, 53,135 registered nurses were included in the report for analysis. The survey had a 93.1 percent response rate.

In 2013, the majority of registered nurses were white (92.8%) and female (93.8%). The mean age of registered nurses was 45.7 years of age. Advanced practice nurses (APNs) were slightly older with a mean age of 48.5 years old. Registered nurses were primarily employed in staff nurse positions. Hospitals were the most common work setting. In 2013, the majority of RNs held a Bachelor's degree or higher (56.7%). This is the first time since data has been collected (1997) in which a greater proportion of RNs held a Bachelor's or higher than did not. Marion County had the highest percent of RNs with a Bachelor's degree or higher (65.1%). Since 1997 the total number of actively practicing Indiana RNs has increased from 38,721 to 53,135 in 2013. From 2005 to 2013 the number of RNs working in a nursing faculty position has increased from 733 to 1,114.

There were 49,033.6 total RN FTEs and 2,723.8 APN FTEs in Indiana in 2013. Statewide, there was an average of 122 Indiana residents per RN FTE and 2,380 residents per APN FTE. Marion County had the highest number of RN and APN FTEs of any county.

## INTRODUCTION

### Preface

The 2013 Registered Nurse Data Report was developed by the Health Workforce Studies Program at Indiana University School of Medicine, Department of Family Medicine. The report presents key information and data collected from the biennial Registered Nurse Licensure Survey administered by the Indiana Professional Licensing Agency (IPLA). The report identifies major trends and includes key data on the Indiana registered nurse (RN) workforce that may be used to promote meaningful policy discussion and inform evidence-based policy development.

Understanding the status of Indiana's healthcare workforce is critical to ensuring that Indiana residents have access to high quality care, to developing programs that will train practitioners to meet future needs, and to recruiting and retaining healthcare professionals in Indiana. Indiana's RN workforce is a large and critical part of Indiana's overall healthcare workforce, filling positions in a wide array of occupations and work settings. The data report contains two major components. The first sections provide an overview of the RN workforce in Indiana and contain inclusion criteria, workforce distribution, and time trends for the entire RN workforce, nursing faculty, and advanced practice nurses (APNs). The second component of the report includes key data tables which are listed in the table of contents.

### Methods

The IPLA administers a survey to RNs as part of their biennial license renewal process. All RNs who renewed their license electronically were invited to complete a voluntary survey instrument. The data used for this report were extracted from the RN survey data files provided by IPLA through the Indiana State Department of Health (ISDH). All individuals who renewed their license online and responded to the voluntary survey were initially filtered to include only those with an active or probationary license status. The dataset was further refined by excluding individuals who indicated that they were not an actively practicing RN or reported practicing outside of Indiana. A complete methodology and the survey instruments used to collect data can be found online at:

<http://ahec.iupui.edu/indiana-center-for-health-workforce-studies-reports/>. Because of inconsistencies in data collection that occurred during the 2013 RN license renewal period, several additional methodologies are included below to show how data was cleaned before analysis.



### **Practice Address Cleaning Methodology**

The address of survey respondents' practice location was recorded as a single line rather than being broken into separate questions for street address, city, state, and ZIP code (as was done in previous years' surveys). In order to convert the addresses to a format that could be utilized for analysis, the following methodology was utilized:

Survey responses to the question asking for individuals' primary practice location address were collected as a single line response. In previous surveys, this question was asked and recorded in multiple lines that separated the street address, city, state, and ZIP code. Determining which individuals were practicing at an Indiana address required *at least* an easily searchable and sortable ZIP code for each address. Because practice location addresses in this survey were recorded on a single line, each address had to be manually parsed into separate columns. Additionally, many respondents did not provide a complete practice address (e.g. indicated a street address, but no city, state, or ZIP code). Some incomplete addresses contained enough information that the complete address could be determined from an internet search, a process which required significant manual processing time and resources to complete. Some of the addresses were able to be parsed from the original data using statistical software; however, a large portion had to be verified manually. All addresses sorted using statistical software were verified to ensure accuracy. Once all usable addresses had been parsed, the inclusion criteria listed above were applied to respondents to determine which respondents were actively practicing in Indiana.

### **Average Weekly Hours Cleaning Methodology**

The survey instrument asked respondents to indicate the average number of hours per week spent in all nursing related activities. This question was asked as a "free-response" question in which respondents were able to write in any response they wanted (rather than having respondents choose from a list of pre-determined options). Due to the free-response nature of the survey question, responses to the question varied widely in both content and format. Statistical software was used to categorize responses into the following hourly categories: 0 hours per week in nursing related activities, 1 – 8 hours per week, 9 – 16 hours per week, 17 – 24 hours per week, 25 – 32 hours per week, 33 – 40 hours per week, and 41 or more hours per week. Individuals who provided unclear responses to the question (which could not be parsed by the software) were left as missing.

### FTE Assignment Methodology

A full-time equivalent (FTE) was assigned to each individual based on his or her survey response indicating the average number of hours per week they spent in all nursing related activities (FTE assignment was based on the hourly category assigned to each individual according to the methodology described above). FTEs were assigned to each individual in order to accurately map the distribution of the RN workforce throughout Indiana in the maps presented in later sections. Individuals in each hourly category were assigned an FTE as shown in the following table. Those who did not respond to the question regarding weekly hours spent in nursing-related activities were assigned an FTE of 1.0 because the average FTE reported by those who did respond to the question was 0.92.

**Table 1.1 FTE Based on Hours per Week in Nursing Activities**

Hours per Week in Nursing-related Activities	Assigned FTE
0	0.0
1 – 8	0.2
9 – 16	0.4
17 – 24	0.6
25 – 32	0.8
33 – 40	1.0
41 or more	1.0
No response to survey question	1.0

### Limitations

The analysis presented in this data report has several key limitations that should be taken into account when utilizing and interpreting the data presented. The information in this report was gathered as self-reported responses to a voluntary survey. Therefore, responses to many survey questions could not be verified independently. Additionally, due to the voluntary nature of the survey, the entire Indiana RN workforce may not be represented in these data.

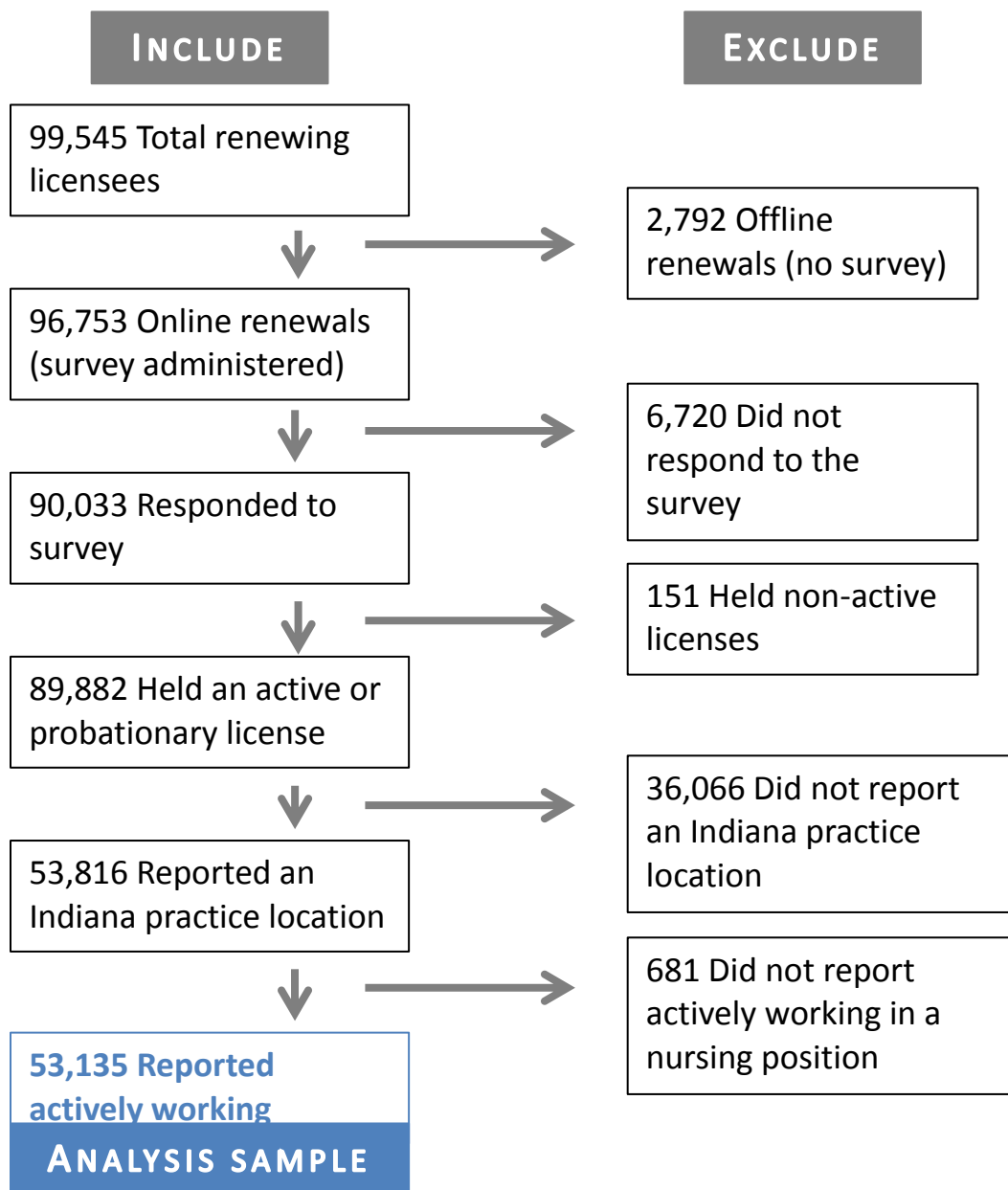
Due to the manner in which RNs were asked to provide their practice location (see above), many respondents' data were excluded from the analysis. It is possible that respondents were excluded non-randomly and that individuals included in the analysis were more likely to work in a hospital setting than elsewhere. This is due to hospital addresses being more easily recognized and cleaned than other work settings' addresses.

## THE REGISTERED NURSE WORKFORCE

### Inclusion Criteria

There were 96,753 RNs who renewed their license online in 2013. Of these, 53,135 held active or probationary licenses, were practicing at an Indiana address, and indicated that they were actively employed in a nursing position. Figure 2.1 illustrates the inclusion and exclusion criteria for this analysis. The survey had a 93.1 percent response rate.

**Figure 2.1 Inclusion and Exclusion Criteria for Indiana Registered Nurses**

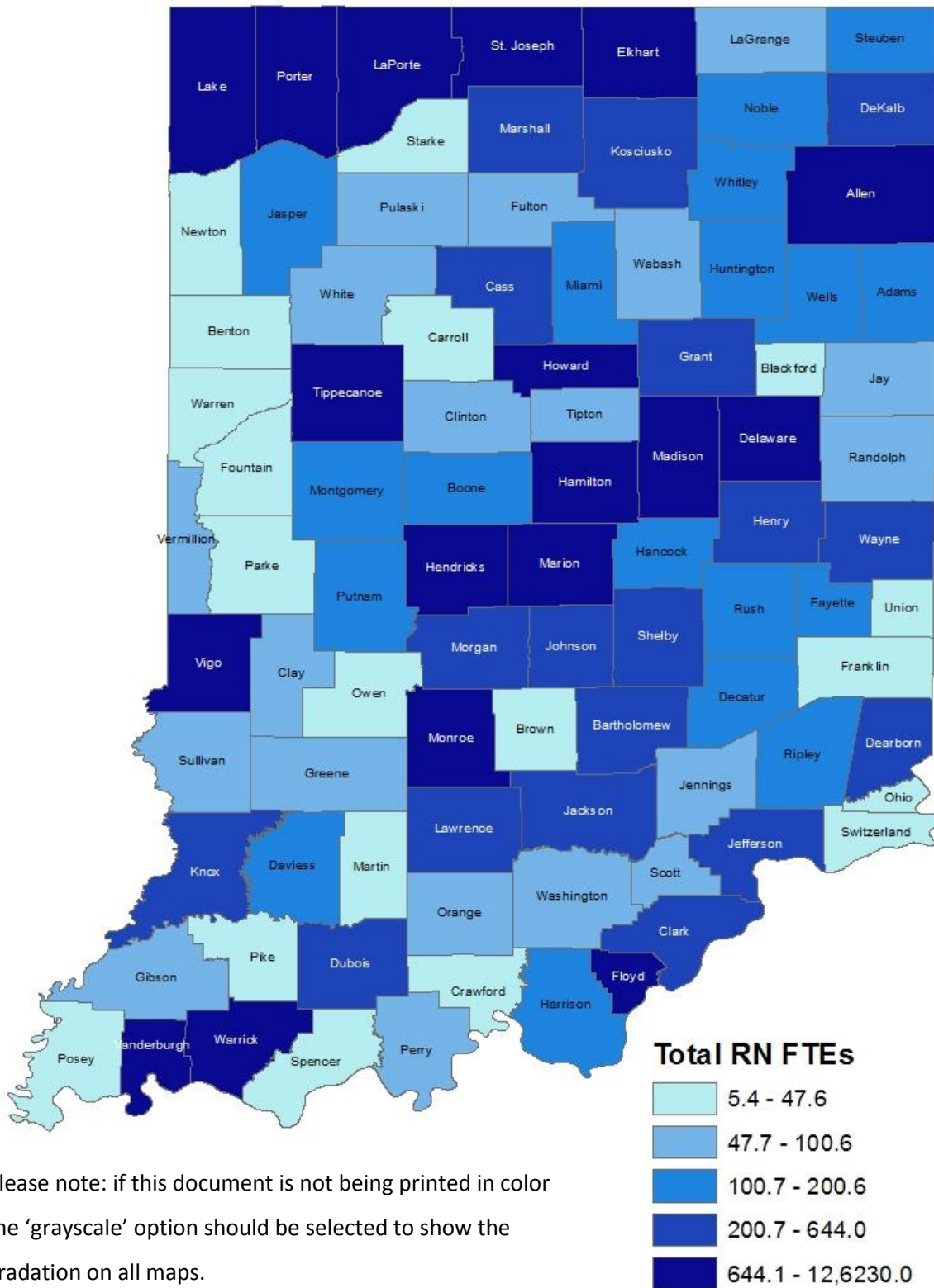


### Workforce Distribution

The total number of reported RN FTEs for Indiana in 2013 was 49,033.6 FTEs with a statewide average of 122.0 Indiana residents per RN FTE. Map 2.1 shows the number of RN FTEs in each county and Map 2.2 shows the ratio of residents per RN FTE in each county. In each map, darker counties contain a greater supply of RNs. The counties with the highest number of RN FTEs were Marion (12,629.8 FTEs), Lake (4,005.8 FTEs), and Allen (3,657.8 FTEs) Counties. Conversely, Benton (5.4 FTEs), Union (5.8 FTEs), and Ohio (8.6 FTEs) Counties had the fewest numbers of RN FTEs. Generally, urban counties with major metropolitan areas had the greatest numbers of RN FTEs and less populous, rural counties had fewer FTEs. Marion (71.5 residents per RN FTE), Vanderburg (74.9 residents per RN FTE), and Warrick (81.4 residents per RN FTE) Counties had the best ratios of residents per RN FTE. Less populated, rural counties had much greater numbers of residents per RN FTEs. Newton (1,656.3 residents per RN FTE), Benton (1,639.6 residents per RN FTE), Union (1,295.9 residents per RN FTE) Counties had the worst ratios of residents per RN FTE.

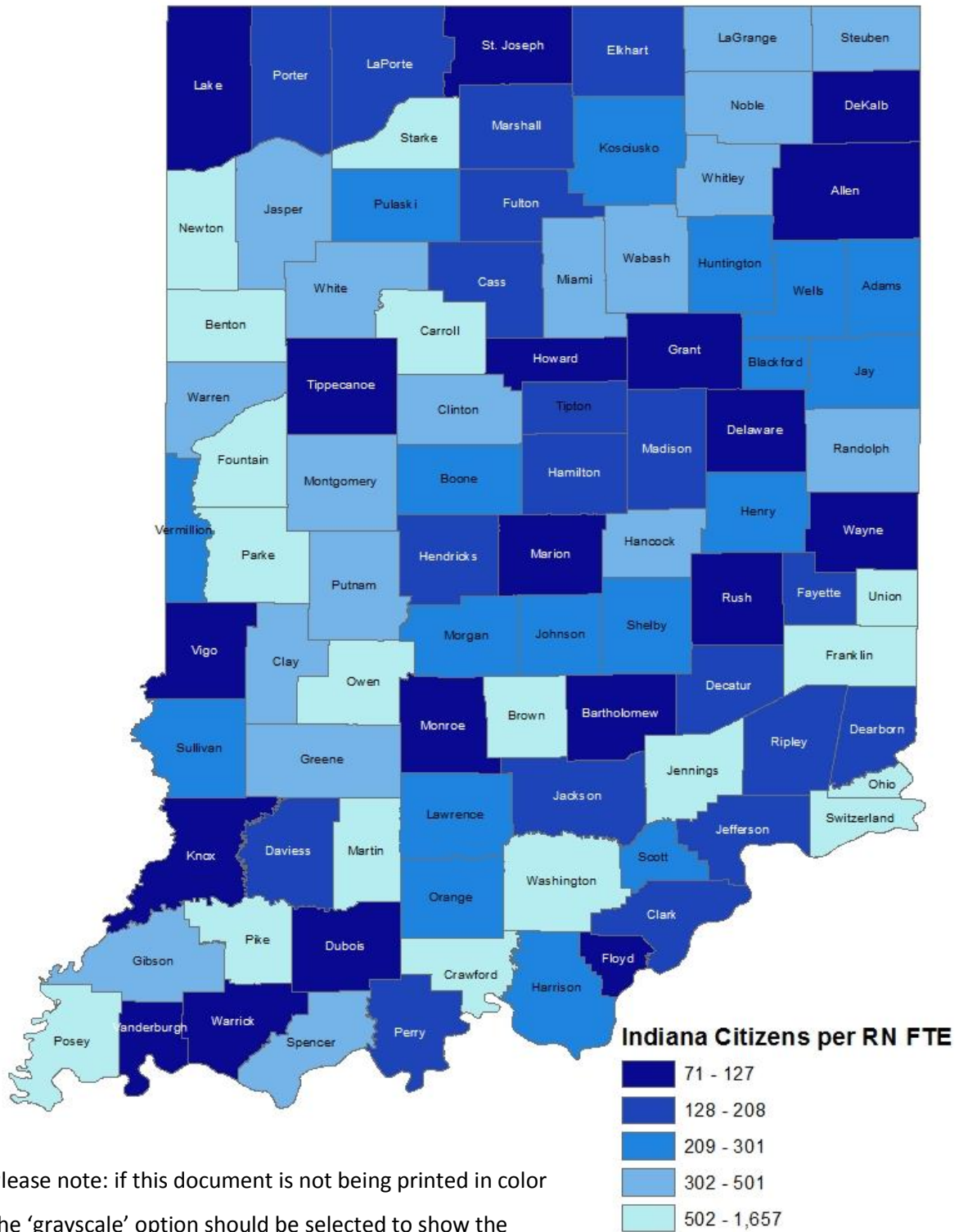
The distribution of RNs who earned a Bachelor's degree or higher is shown in Map 2.3 as the percentage of RNs in each county who indicated holding at least a Bachelor's degree. Overall, 56.7 percent of RNs practicing in Indiana in 2013 held a Bachelor's degree or higher. While 56.7 percent of RNs held *any* Bachelor's degree (or higher), 53.0 percent of RNs held a Bachelor's degree (or higher) in nursing. Marion (65.1%), Grant (63.4%), and Delaware (61.6%) Counties had the highest proportion of RNs who held at least a Bachelor's degree. Counties with the highest proportion of RNs holding at least a Bachelor's degree were concentrated in the central part of the state while the southwest region (outside of Vanderburgh and Warrick Counties) had a much lower proportion of RNs holding a Bachelor's degree or higher. The three counties with the lowest proportion of RNs holding at least a Bachelor's degree (Martin, 21.4%; Posey, 22.7%; and Crawford, 23.1%) were all located in the southwest part of the state.

Map 2.1 Registered Nurse FTEs by County, 2013



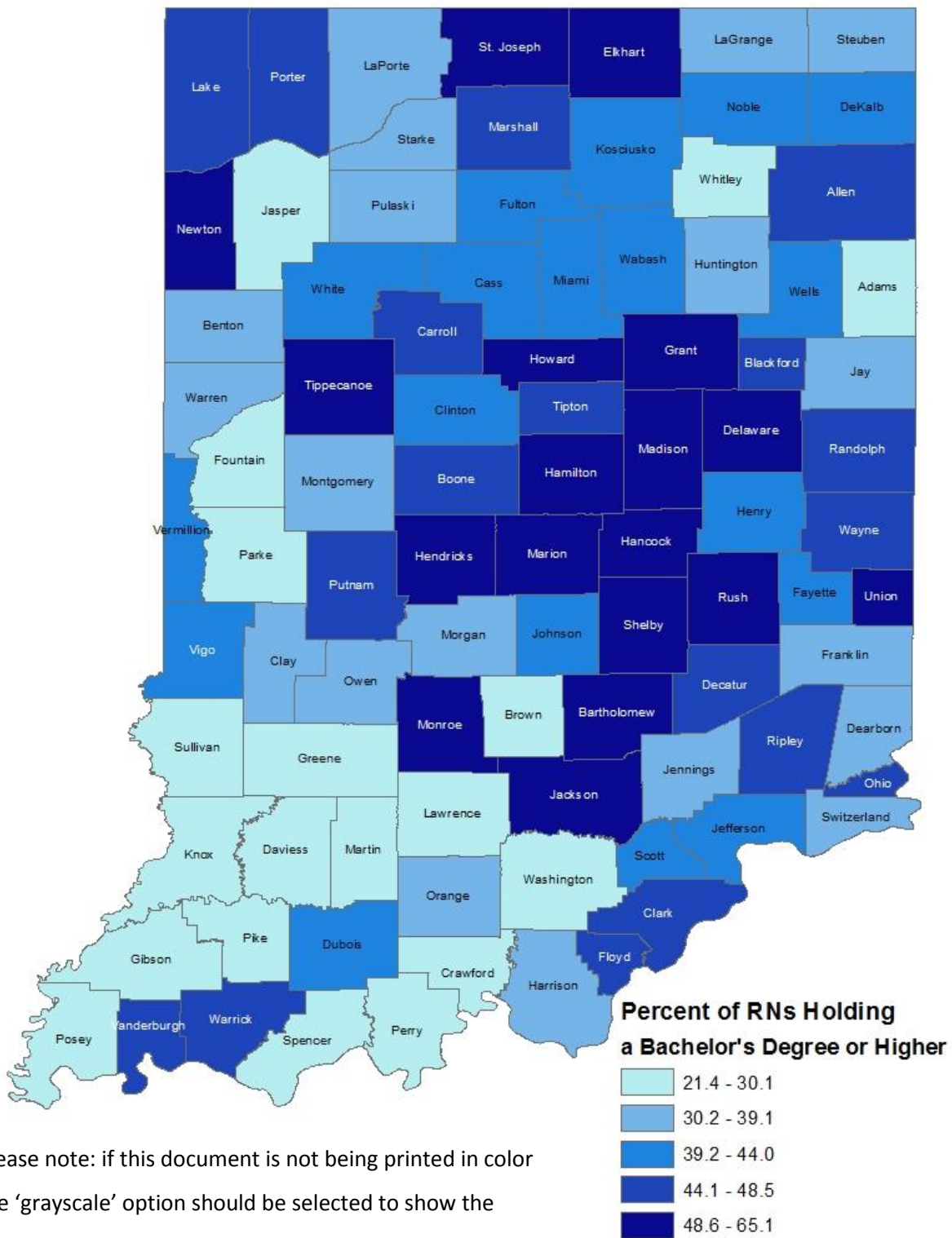
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Map 2.2 Population per Registered Nurse FTE by County, 2013



Please note: if this document is not being printed in color the 'grayscale' option should be selected to show the gradation on all maps.

**Map 2.3 Percentage of Registered Nurses Holding a Bachelor’s Degree or Higher by County, 2013**



Please note: if this document is not being printed in color the 'grayscale' option should be selected to show the gradation on all maps.

## Workforce Trends

Figure 2.2 shows the total number of registered nurses who responded to the licensure survey and indicated that they were actively practicing in Indiana from 1997 to 2013. The total number of actively practicing RNs increased from 38,721 in 1997 to 53,135 in 2013.

**Figure 2.2 Registered Nurse Licenses, 1997 – 2013**

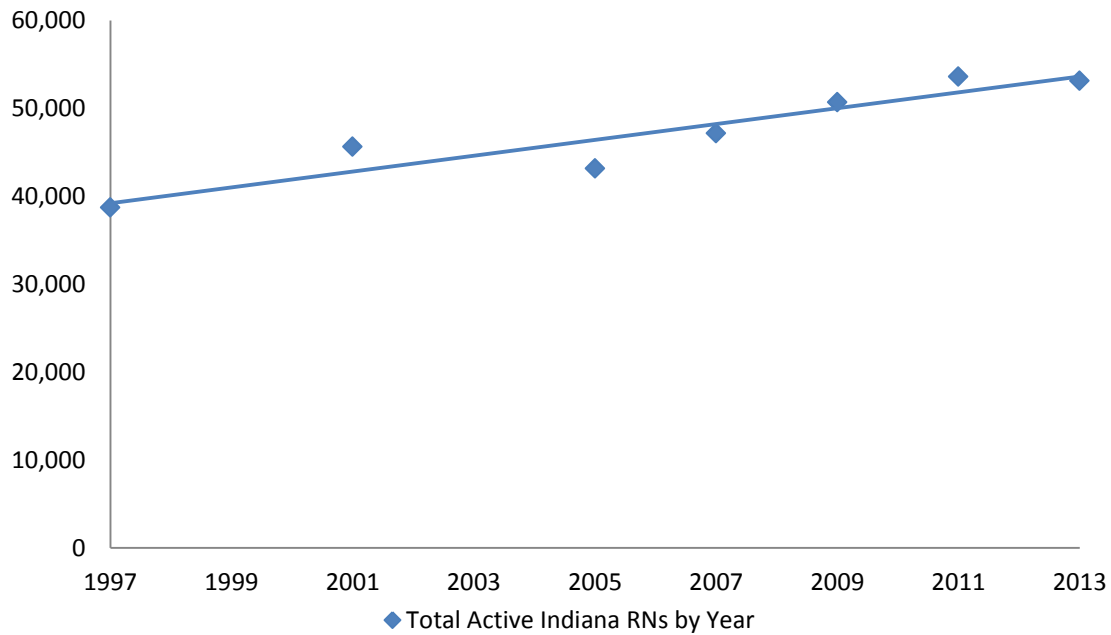
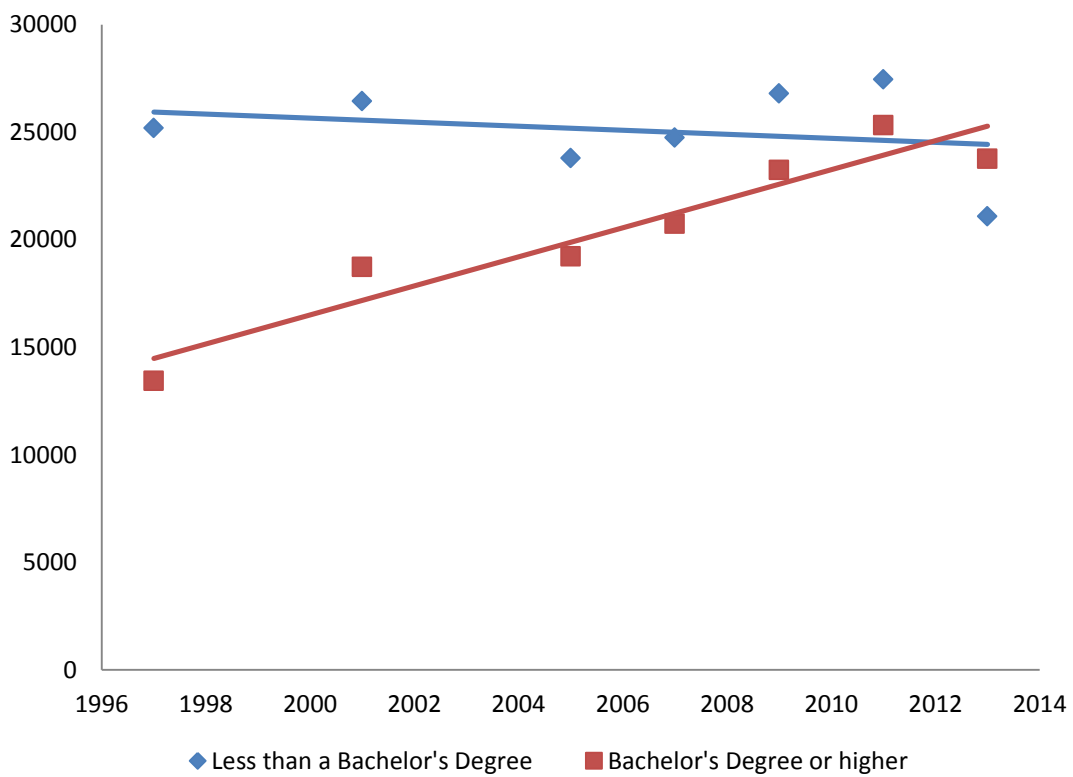




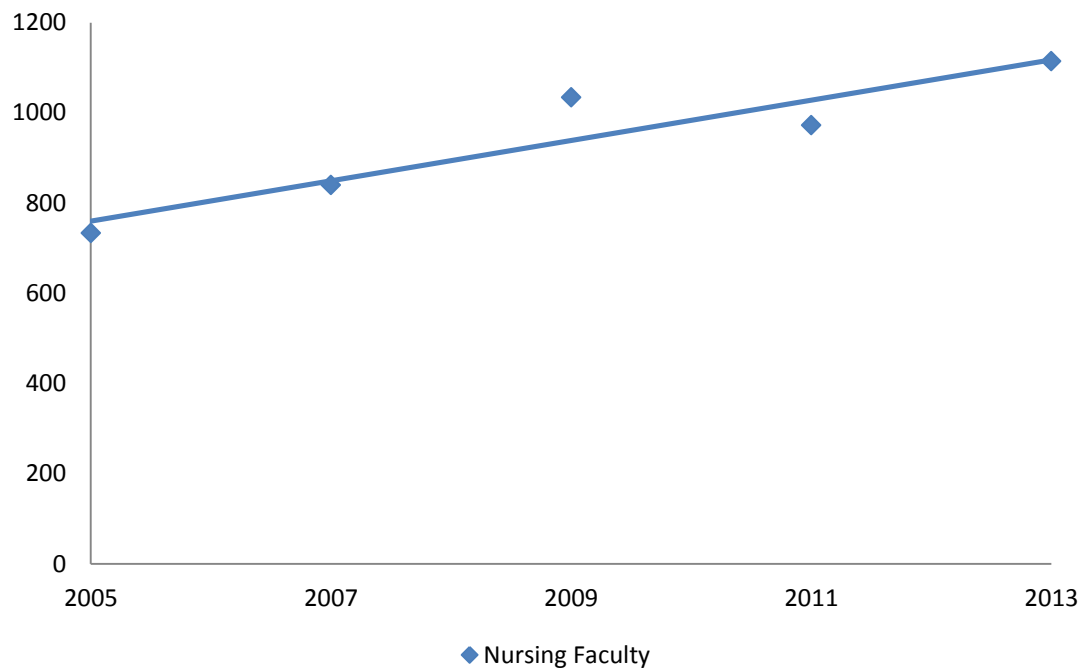
Figure 2.3 illustrates the trends in the numbers of registered nurses holding a Bachelor’s degree or higher in nursing (red points) and those holding less than a Bachelor’s degree in nursing (blue points). The number of nurses holding at least a Bachelor’s degree in nursing has steadily increased since 1997 and overtook the number of RNs holding less than Bachelor’s degree in nursing for the first time in 2013. There were a total of 13,451 (34.8% of the workforce) registered nurses with a Bachelor’s or higher in 1997 compared to 23,769 (53.0% of the workforce) RNs in 2013.

**Figure 2.3 Highest Degree in Nursing Held by Registered Nurses, 1997 – 2013**



The number of RNs working in a nursing faculty position in Indiana has increased since 2005. There were 733 RNs who reported working as nursing faculty in 2005 and 1,114 RNs working as nursing faculty in 2013.

**Figure 2.4 Number of Nursing Faculty, 2005 – 2013**



**Summary**

In 2013, the majority of registered nurses were white (92.8%) and female (93.8%). The mean age of registered nurses was 45.7 years old. Female RNs had a slightly higher mean age (45.8 years old) than males (44.1 years old). The most commonly held degree among RNs was a Bachelor's degree in nursing (39.4%) followed closely by an Associate degree in nursing (38.3%). Overall, 56.7 percent of respondents held a Bachelor's degree or higher, and 53.0 percent of respondents held a Bachelor's degree or higher in nursing. Nearly two-thirds of respondents (64.7%) answered that they work in a hospital setting. The most common (71.9%) position title of respondents was staff nurse. There were 1,114 (2.1%) respondents who indicated that they were working as nursing faculty. Most individuals holding a nursing license only held one paid position (89.3%); however, there were some individuals that held two (9.9%) or more (0.8%) paid positions in nursing. Over three-quarters (77.0%) of RNs reported working 33 or more hours per week. Acute care/critical care was the most common specialty (22.6%). The majority (78.0%) of respondents indicated that they do not anticipate retiring for at least 10 years.

## Advanced Practice Nurses

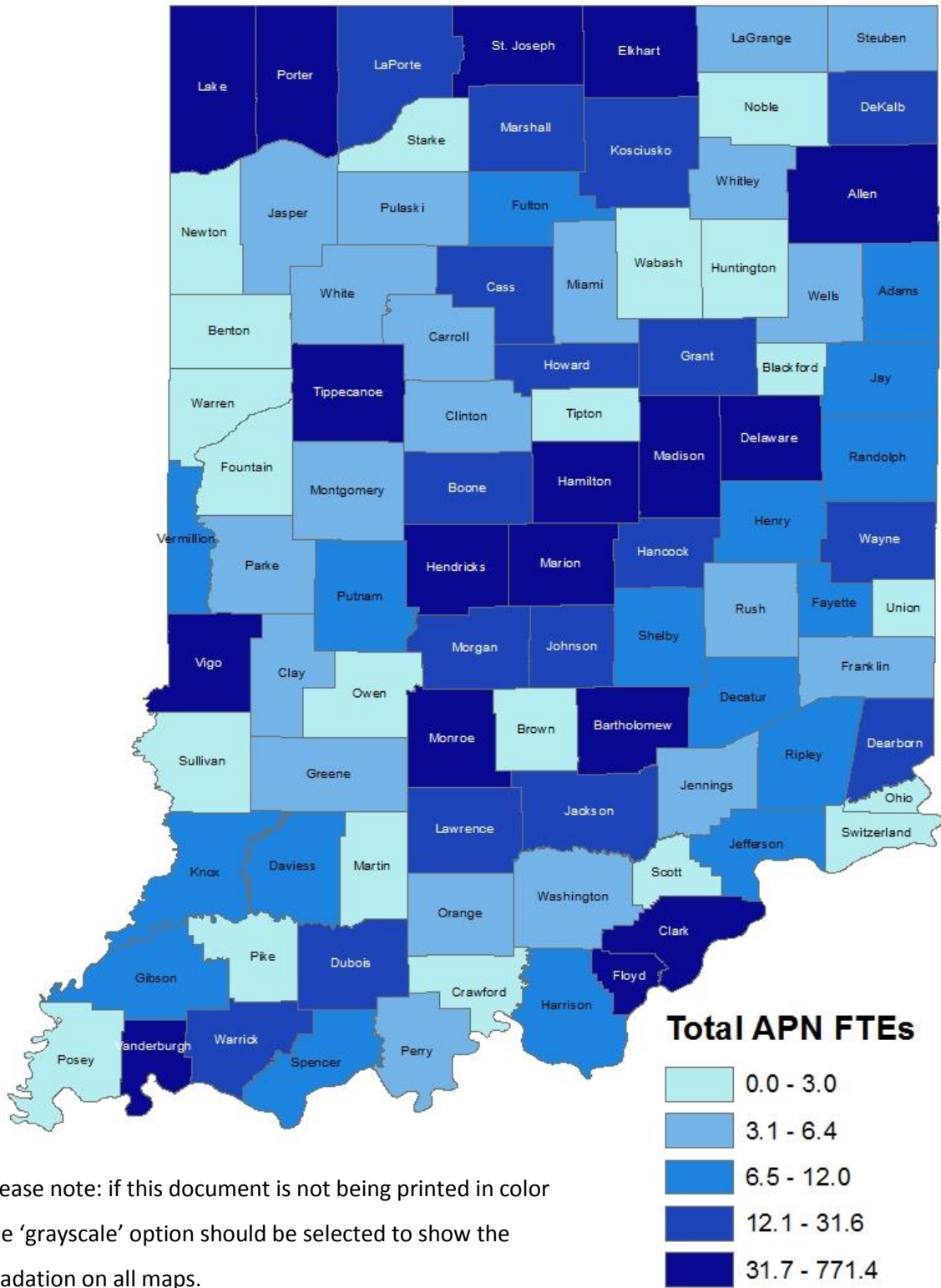
### Inclusion Criteria

Advanced practice nurses (APNs) were identified by response to a survey question on the 2013 registered nurse licensure survey asking if the respondent was currently working in any of the following roles: nurse practitioner – primary care, nurse practitioner – other, clinical nurse specialist, nurse anesthetist, or nurse midwife. There were 2,876 advanced practice nurses identified from the 2013 registered nurse licensure survey.

### Workforce Distribution

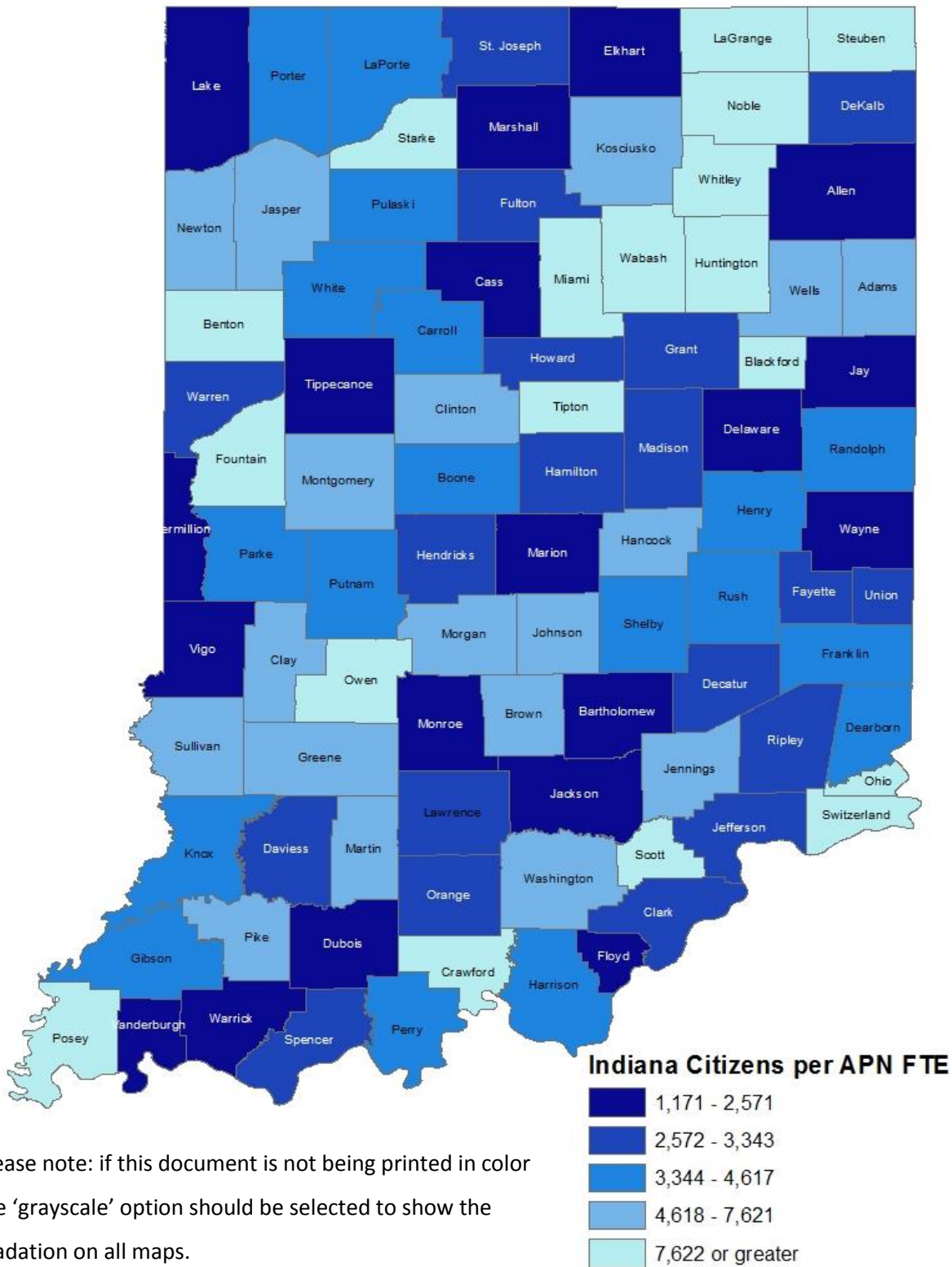
The total number of APN FTEs reported in Indiana in 2013 was 2,723.8. Statewide, there were 2,380.4 residents per APN FTE. Map 3.1 shows the number of APN FTEs in each county and Map 3.2 shows the ratio of residents per APN FTE in each county. The counties with the greatest numbers of APN FTEs were Marion (771.4 FTEs), Lake (209.6 FTEs), and Allen (182.2 FTEs) Counties. Conversely, there were five counties that reported having no APN FTEs (Benton, Blackford, Fountain, Switzerland, and Tipton Counties). Marion (1,171.1 residents per APN FTE), Vanderburgh (1,388.7 residents per APN FTE), and Monroe (1,611.8 residents per APN FTE) Counties had the best ratios of residents per APN FTE.

Map 3.1 Advanced Practice Nurse FTEs by County, 2013



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Map 3.2 Residents per Advanced Practice Nurse FTE by County, 2013



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## Workforce Trends

Figure 3.2 compares the total number of actively practicing APNs in Indiana from 2005 to 2013. The total number of APNs has gradually increased from 2005 to 2013, with a peak in 2011. In 2005, there were 1,904 APNs, while in 2013 there were 2,876.

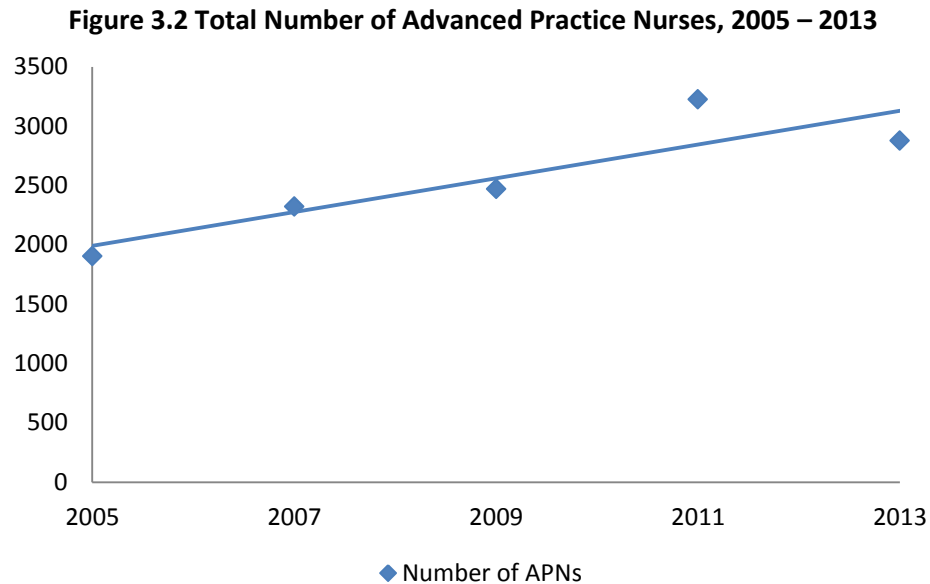
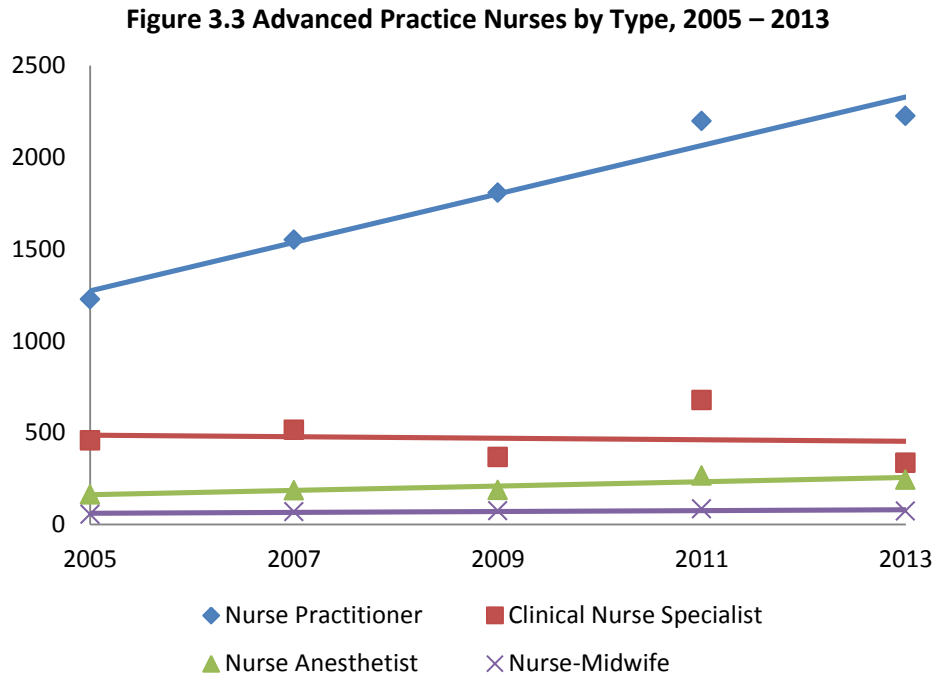


Figure 3.3 shows the number APNs by type per year. The number of nurse practitioners has steadily risen from 2005 to 2013. The number of nurse practitioners in Indiana rose from 1,226 in 2005 to 2,224 nurse practitioners in 2013. The number of respondents who reported working as clinical nurse specialists, nurse anesthetists, and nurse midwives have remained relatively constant and much lower than the number of nurse practitioners.



### Summary

In 2013, the majority of APNs were white (93.1%) and female (91.2%). The mean age for APNs was 48.5 years of age which is older than the mean for the entire RN workforce (45.7 years old). Nearly one-third (32.0%) were at least 55 years old. The most common degree earned by APNs was a Master's degree in nursing (85.1 %).

Over three-quarters (76.9%) of APNs held a single paid position in nursing, but the remaining 23.1 percent of APNs held two or more paid positions in nursing, a notably larger proportion than the general RN workforce in which only 10.7 percent of respondents held two or more positions. Most APNs (83.9%) spent 33 or more hours per week in nursing related activities. The majority of APNs (77.3%) were nurse practitioners and hospitals were the most common work setting (37.2%) followed by ambulatory care settings (28.1%). The most common specialty for APNs was adult health/family health (28.8%). Additionally, 2.9 percent of APNs reported working in an academic setting which is consistent with the 2.1 percent of respondents reporting their practice position title to be "nursing faculty." Although 77.8 percent of APNs do not anticipate retirement within the next ten years, 6.0 percent of APNs plan to retirement in the next three years.



**DATA TABLES**

## County Supply of Nurses

**Table 6.1 Registered Nurse Distribution by County**

County	2010 Population	Rurality	Percent of RNs with Bachelor's Degree or Higher	Advanced Practice Nurse FTEs	Residents per APN FTE	Registered Nurse FTEs	Residents per RN FTE
Total	6,483,802	-	56.7	2,723.8	2,380.4	49,033.6	122.0
Adams	34,387	Rural	29.0	6.6	5,210.2	165.0	208.4
Allen	355,329	Urban	44.6	182.2	1,950.2	3,657.8	97.1
Bartholomew	76,794	Urban	54.2	35.4	2,169.3	616.0	124.7
Benton	8,854	Urban	33.3	0.0	-	5.4	1,639.6
Blackford	12,766	Rural	46.9	0.0	-	46.0	277.5
Boone	56,640	Urban	47.5	14.2	3,988.7	200.6	282.4
Brown	15,242	Urban	28.6	2.0	7,621.0	20.0	762.1
Carroll	20,155	Urban	47.4	6.0	3,359.2	17.8	1,132.3
Cass	38,966	Rural	42.2	16.8	2,319.4	224.6	173.5
Clark	110,232	Urban	46.1	41.6	2,649.8	644.0	171.2
Clay	26,890	Urban	37.5	4.8	5,602.1	53.6	501.7
Clinton	33,224	Rural	39.4	6.4	5,191.3	90.8	365.9
Crawford	10,713	Rural	23.1	1.2	8,927.5	11.0	973.9
Daviess	31,648	Rural	30.1	11.0	2,877.1	172.4	183.6
Dearborn	50,047	Urban	33.1	14.8	3,381.6	258.6	193.5
Decatur	25,740	Rural	46.7	7.8	3,300.0	125.8	204.6
DeKalb	42,223	Rural	40.0	15.6	2,706.6	379.4	111.3
Delaware	117,671	Urban	61.6	50.0	2,353.4	960.8	122.5
Dubois	41,889	Rural	42.2	24.8	1,689.1	461.0	90.9
Elkhart	197,559	Urban	54.7	78.6	2,513.5	1,323.0	149.3
Fayette	24,277	Rural	43.6	8.0	3,034.6	132.8	182.8
Floyd	74,578	Urban	48.5	36.8	2,026.6	745.0	100.1
Fountain	17,240	Rural	26.3	0.0	-	17.4	990.8
Franklin	23,087	Rural	33.3	5.0	4,617.4	18.8	1,228.0
Fulton	20,836	Rural	41.1	7.4	2,815.7	100.4	207.5
Gibson	33,503	Rural	29.5	9.8	3,418.7	99.0	338.4
Grant	70,061	Rural	63.4	22.2	3,155.9	548.8	127.7
Greene	33,165	Rural	29.5	5.6	5,922.3	87.4	379.5
Hamilton	274,569	Urban	61.4	99.6	2,756.7	1,869.4	146.9
Hancock	70,002	Urban	53.2	14.4	4,861.3	156.2	448.2
Harrison	39,364	Urban	37.9	11.0	3,578.5	187.2	210.3
Hendricks	145,448	Urban	60.1	48.8	2,980.5	803.0	181.1
Henry	49,462	Rural	42.6	12.0	4,121.8	203.2	243.4

**Table 6.1 Registered Nurse Distribution by County Cont'd.**

County	2010 Population	Rurality	Percent of RNs with Bachelor's Degree or Higher	Advanced Practice Nurse FTEs	Residents per APN FTE	Registered Nurse FTEs	Residents per RN FTE
Total	6,483,802	-	56.7	2,723.8	2,380.4	49,033.6	122.0
Howard	82,752	Urban	49.9	25.2	3,283.8	686.2	120.6
Huntington	37,124	Rural	30.9	1.0	37,124.0	148.6	249.8
Jackson	42,376	Rural	57.0	20.0	2,118.8	261.6	162.0
Jasper	33,478	Urban	29.5	4.4	7,608.6	102.2	327.6
Jay	21,253	Rural	36.8	9.6	2,213.9	73.8	288.0
Jefferson	32,428	Rural	40.3	12.0	2,702.3	229.6	141.2
Jennings	28,525	Rural	36.5	5.0	5,705.0	56.6	504.0
Johnson	139,654	Urban	43.1	29.4	4,750.1	468.0	298.4
Knox	38,440	Rural	29.0	11.0	3,494.5	458.4	83.9
Kosciusko	77,358	Rural	40.5	15.2	5,089.3	293.8	263.3
LaGrange	37,128	Rural	34.4	3.6	10,313.3	81.2	457.2
Lake	496,005	Urban	47.5	209.6	2,366.4	4,005.8	123.8
LaPorte	111,467	Urban	39.2	31.6	3,527.4	730.6	152.6
Lawrence	46,134	Rural	29.8	13.8	3,343.0	215.6	214.0
Madison	131,636	Urban	54.7	41.2	3,195.0	769.6	171.0
Marion	903,393	Urban	65.1	771.4	1,171.1	12,629.8	71.5
Marshall	47,051	Rural	45.4	19.2	2,450.6	250.0	188.2
Martin	10,334	Rural	21.4	2.0	5,167.0	14.0	738.1
Miami	36,903	Rural	40.9	4.0	9,225.8	102.0	361.8
Monroe	137,974	Urban	51.9	85.6	1,611.8	1,112.8	124.0
Montgomery	38,124	Rural	30.9	5.4	7,060.0	102.2	373.0
Morgan	68,894	Urban	38.4	14.6	4,718.8	253.8	271.4
Newton	14,244	Urban	50.0	3.0	4,748.0	8.6	1,656.3
Noble	47,536	Rural	43.8	2.0	23,768.0	118.6	400.8
Ohio	6,128	Urban	44.4	0.8	7,660.0	8.6	712.6
Orange	19,840	Rural	37.5	6.4	3,100.0	74.2	267.4
Owen	21,575	Urban	36.4	2.0	10,787.5	20.0	1,078.8
Parke	17,339	Rural	23.8	4.0	4,334.8	19.4	893.8
Perry	19,338	Rural	30.2	5.0	3,867.6	100.6	192.2
Pike	12,845	Rural	27.8	2.0	6,422.5	14.4	892.0
Porter	164,343	Urban	44.5	42.8	3,839.8	815.2	201.6
Posey	25,910	Urban	22.7	2.0	12,955.0	20.6	1,257.8
Pulaski	13,402	Rural	35.0	4.0	3,350.5	56.0	239.3
Putnam	37,963	Urban	44.1	9.0	4,218.1	102.8	369.3
Randolph	26,171	Rural	44.9	6.8	3,848.7	73.6	355.6
Ripley	28,818	Rural	48.3	9.8	2,940.6	163.4	176.4

**Table 6.1 Registered Nurse Distribution by County Cont'd.**

County	2010 Population	Rurality	Percent of RNs with Bachelor's Degree or Higher	Advanced Practice Nurse FTEs	Residents per APN FTE	Registered Nurse FTEs	Residents per RN FTE
Total	6,483,802	-	56.7	2,723.8	2,380.4	49,033.6	122.0
Rush	17,392	Rural	51.7	4.0	4,348.0	163.2	106.6
St. Joseph	266,931	Urban	50.9	95.4	2,798.0	2,167.0	123.2
Scott	24,181	Urban	40.9	3.0	8,060.3	88.2	274.2
Shelby	44,436	Urban	49.1	12.0	3,703.0	206.4	215.3
Spencer	20,952	Rural	28.8	7.8	2,686.2	47.6	440.2
Starke	23,363	Rural	34.6	3.0	7,787.7	46.4	503.5
Steuben	34,185	Rural	34.2	4.2	8,139.3	109.2	313.0
Sullivan	21,475	Urban	25.0	3.0	7,158.3	71.2	301.6
Switzerland	10,613	Rural	33.3	0.0	-	9.0	1,179.2
Tippecanoe	172,780	Urban	50.8	93.0	1,857.8	1,525.0	113.3
Tipton	15,936	Rural	48.1	0.0	-	76.6	208.0
Union	7,516	Urban	50.0	2.8	2,684.3	5.8	1,295.9
Vanderburgh	179,703	Urban	46.8	129.4	1,388.7	2,398.8	74.9
Vermillion	16,212	Urban	43.1	6.8	2,384.1	70.0	231.6
Vigo	107,848	Urban	44.0	47.8	2,256.2	1,173.0	91.9
Wabash	32,888	Rural	40.9	2.0	16,444.0	100.2	328.2
Warren	8,508	Rural	31.0	3.0	2,836.0	27.4	310.5
Warrick	59,689	Urban	45.3	25.2	2,368.6	733.6	81.4
Washington	28,262	Urban	27.6	4.0	7,065.5	56.2	502.9
Wayne	68,917	Rural	47.2	26.8	2,571.5	613.0	112.4
Wells	27,636	Urban	41.5	5.6	4,935.0	121.0	228.4
White	24,643	Rural	42.0	6.4	3,850.5	77.6	317.6
Whitley	33,292	Urban	29.9	3.8	8,761.1	102.8	323.9

## 2013 Indiana Nursing Licensure Survey

**Table 6.2 2013 Indiana Nursing Licensure Survey Response Rate**

Survey Response Rate	Number	Percent
Renewed online and responded to the survey	90,033	93.1
Total online renewals 2013	96,753	

**Table 6.3 Rurality of Registered Nurse Practice Location, 2011- 2013**

Rurality	2011		2013	
	Number	Percent	Number	Percent
Rural	7,539	14.1	7,577	14.3
Urban	46,043	85.9	45,494	85.7
Total	53,582	100	53,071	100.0
No Response Given	9		64	

**Table 6.4 Age Groups Time Trend, 2005 – 2013**

Age Groups	2005		2007		2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 35	9,782	22.9	10,828	22.3	11,152	22.1	13,178	24.6	12,932	24.4
35-44	11,761	27.5	12,847	26.5	12,295	24.3	11,556	21.6	12,616	23.8
45-54	14,312	33.5	15,636	32.2	15,113	29.9	14,486	27.1	13,139	24.7
55-64	6,150	14.4	8,050	16.6	9,951	19.7	12,067	22.6	12,093	22.8
65 or older	766	1.8	1,182	2.4	2,048	4.1	2,192	4.1	2,315	4.4
Total	42,771	100.0	48,543	100.0	50,559	100.0	53,479	100.0	53,095	100.0
No Response Given	390		407		123		112		40	

**Table 6.5 Sex, 1997 – 2007**

Sex	1997		2001		2005		2007	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	36,572	96.3	43,192	95.7	40,619	94.9	n/a	n/a
Male	1,403	3.7	1,951	4.3	2,182	5.1	n/a	n/a
Total	37,975	100	45,143	100	42,801	100	n/a	n/a
No Response Given	746		472		360			

**Table 6.5 Sex Cont'd., 2009 – 2013**

Sex	2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent
Female	46,946	94.9	49,628	94.6	49,537	93.8
Male	2,534	5.1	2,838	5.4	3,285	6.2
Total	49,480	100	52,466	100	52,822	100.0
No Response Given	1,202		1,125		313	

**Table 6.6 Mean Age by Sex, 2013**

Sex	Mean Age
Female	45.8
Male	44.1
Overall Mean Age	45.7

**Table 6.7 Race, 1997 – 2011\***

Race	1997		2001		2005		2007		2009		2011	
	N	%	N	%	N	%	N	%	N	%	N	%
White	36,653	95.4	42,650	94.8	40,373	94.2	n/a	n/a	46,060	93.7	48,980	94
Black/African American	1,011	2.6	1,344	3	1,233	2.9	n/a	n/a	1,632	3.3	1,758	3.4
Asian/Pacific Islander	378	1	453	1	492	1.1	n/a	n/a	681	1.4	689	1.3
American Indian/Alaska Native	68	0.2	73	0.2	93	0.2	n/a	n/a	146	0.3	111	0.2
Multiracial	n/a	n/a	155	0.3	210	0.5	n/a	n/a	n/a	n/a	564	1.1
Other	326	0.8	319	0.7	476	1.1	n/a	n/a	628	1.3	n/a	n/a
Total	38,436	100	44,994	100	42,877	100	n/a	n/a	49,147	100	52,102	100
No Response Given	285		621		284				1,535		1,489	

\*Due to differences in response options to this question, 2013 data is listed separately in the following table.

**Table 6.8 Race, 2013**

Race	Number	Percent
White	48,479	92.8
Black/African American	2,086	4.0
Hispanic/Latino	787	1.5
Asian	683	1.3
American Indian/Alaska Native	118	0.2
Native Hawaiian/Other Pacific Islander	76	0.1
Total	52,229	100.0
No Response Given	906	

**Table 6.9 Type of Nursing Degree(s) that Qualified Respondent for First Licensure, 2013**

Degree First Qualifying for a License	Number	Percent
Vocational/Practical certificate-nursing	2,125	4.0
Diploma-nursing	4,339	8.3
Associate degree-nursing	25,239	48.0
Baccalaureate degree-nursing	19,926	37.9
Master's degree-nursing	1,388	2.6
Doctoral degree-nursing	44	0.1
No Response Given	542	

**Table 6.10 Highest Level of Education, 1997 – 2007**

Degree	1997		2001		2005		2007	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Diploma or Certificate	8,121	21	6,663	14.7	4,602	10.7	4,255	9.4
Associate Degree	17,077	44.2	19,789	43.8	19,190	44.6	20,501	45.1
Bachelor's Degree	11,667	30.2	15,745	34.8	15,809	36.7	16,990	37.3
Master's Degree	1,690	4.4	2,828	6.3	3,162	7.3	3,505	7.7
Doctorate	94	0.2	172	0.4	263	0.6	248	0.5
Total	38,649	100	45,197	100	43,026	100	45,499	100
No Response Given	72		328		135		3451	

**Table 6.10 Highest Level of Education Cont'd., 2009 – 2013**

Degree	2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent
Diploma or Certificate	4,222	8.4	3,659	6.9	2,407	4.9
Associate Degree	22,579	45.1	23,796	45.1	18,686	38.3
Bachelor's Degree	18,964	37.9	20,415	38.7	21,762	44.7
Master's Degree	4,085	8.2	4,647	8.8	5,474	11.2
Doctorate	196	0.4	268	0.5	408	0.8
Total	50,046	100	52,785	100	48,737	100.0
No Response Given	636		806		4398	

**Table 6.11 Highest Level of Education (Detailed), 2013**

Degree	Number	Percent
Vocational/Practical certificate-nursing	6	0.0
Diploma-nursing	2,401	4.9
Associate degree-nursing	18,686	38.3
Baccalaureate degree-nursing	19,218	39.4
Baccalaureate degree-non-nursing	2,544	5.2
Master's degree-nursing	4,296	8.8
Master's degree-non-nursing	1,178	2.4
Doctoral degree--nursing (PhD)	140	0.3
Doctoral degree--nursing practice(DNP)	115	0.2
Doctoral degree--nursing other	16	0.0
Doctoral degree--non-nursing	137	0.3
Total	48,737	100.0
No Response Given	4,398	



**Table 6.12 Highest Degree in Nursing, 1997 – 2007**

Highest Degree in Nursing	1997		2001		2005		2007	
	Num	Pct	Num	Pct	Num	Pct	Num	Pct
Diploma	8,121	21.0	6,663	14.7	4,602	10.7	4,255	9.4
Associate	17,077	44.2	19,789	43.8	19,190	44.6	20,501	45.1
Bachelor's	11,667	30.2	15,745	34.8	15,809	36.7	16,990	37.3
Master's	1,690	4.4	2,828	6.3	3,162	7.3	3,505	7.7
Doctorate	94	0.2	172	0.4	263	0.6	248	0.5
Total	38,649	100.0	45,197	100.0	43,026	100.0	45,499	100.0
No Response Given	72		328		135		3,451	

**Table 6.12 Highest Degree in Nursing Cont'd., 2009 – 2013**

Highest Degree in Nursing	2009		2011		2013	
	Num	Pct	Num	Pct	Num	Pct
Diploma	4,222	8.4	3,659	6.9	2,401	5.4
Associate	22,579	45.1	23,796	45.1	18,686	41.7
Bachelor's	18,964	37.9	20,415	38.7	19,218	42.8
Master's	4,085	8.2	4,647	8.8	4,296	9.6
Doctorate	196	0.4	268	0.5	255	0.6
Total	50,046	100.0	52,785	100.0	44,856	100.0
No Response Given	636		806		4,398	

**Table 6.13 Registered Nurses Intending to Pursue a Future Degree, 2009 – 2013**

Future Degrees	2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent
Bachelor's Degree	6,180	13.3	8,462	17.5	9,862	19.4
Master's Degree	5,252	11.3	8,197	17	8,713	17.1
Doctor of Nursing Practice (DNP)	551	1.2	1,047	2.2	1,267	2.5
Other Doctorate (PhD)	269	0.6	402	0.8	331	0.7
I plan on getting more than one degree	158	0.3	n/a	n/a	n/a	n/a
I do not intend to pursue further nursing education	34,046	73.3	31,871	66	32,152	63.2
No Response Given			5,293		2,259	

**Table 6.14 Employment Status, 2013**

Status	Number	Percent
Employed in nursing or a position requiring a nursing license full time	42,165	79.4
Employed in nursing or a position requiring a nursing license part time	9,191	17.3
Employed in nursing or a position requiring a nursing license per diem	1,779	3.3
Total	53,135	100
No Response Given	0	

**Table 6.15 Number of Paid Nursing Positions, 2009 – 2013**

Number of Positions	2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent
1	43,757	87.3	45,751	87.6	47,074	89.3
2	5,771	11.5	5,904	11.3	5,204	9.9
3	497	1	460	0.9	392	0.7
4 or more	69	0.1	83	0.2	59	0.1
Total	50,094	100.0	52,198	100.0	52,729	100.0
No Response Given	588		1,393		406	

**Table 6.16 Current Position Title, 2013**

Position	Number	Percent
Staff Nurse	37,764	71.9
Nurse Manager	5,527	10.5
Other - Health Related	3,385	6.4
Advanced Practice Nurse	2,914	5.5
Nurse Faculty	1,114	2.1
Nurse Executive	1,042	2.0
Consultant	466	0.9
Nurse Researcher	229	0.4
Other - Not Health Related	82	0.2
Total	52,523	100.0
No Response Given	612	

**Table 6.17 Current Work Setting, 2013**

Work Setting	Number	Percent
Hospital	33,941	64.7
Ambulatory Care Setting	4,682	8.9
Nursing Home/Extended Care/Assisted Living	3,631	6.9
Other	2,970	5.7
Home Health	2,879	5.5
Community Health	1,067	2.0
Academic Setting	959	1.8
School Health	733	1.4
Insurance Claims/Benefits	491	0.9
Public Health	479	0.9
Occupational Health	356	0.7
Correctional Facility	196	0.4
Policy/Planning/Regulatory/Licensing Agency	71	0.1
Total	52,455	100.0
No Response Given	680	

**Table 6.18 Average Hours per Week in Nursing Activities, 2009 – 2011\***

Hours	2009		2011	
	Number	Percent	Number	Percent
1 - 19	2,880	5.9	2,950	5.7
20 - 35	10,183	20.9	10,490	20.4
36 - 40	22,527	46.2	24,602	47.8
41 or more	13,214	27.1	13,412	26.1
Total	48,804	100	51,454	100
No Response Given	1,878		2,137	

\*Due to differences in response options to this question, 2013 data is listed separately in the following table.

**Table 6.19 Average Hours per Week in Nursing Activities, 2013**

Hours	Number	Percent
0 hours	34	0.1
1 - 8 hours	641	1.3
9 - 16 hours	1,221	2.4
17- 24 hours	4,389	8.7
25 - 32 hours	5,326	10.5
33 - 40 hours	27,801	55.0
41 or more hours	11,109	22.0
Total	50,523	100.0
No Response Given	2612	

**Table 6.20 Nursing Specialty, 2013**

Specialty	Number	Percent
Acute Care/Critical Care	11,920	22.6
Other	9,839	18.7
Medical Surgical	7,327	13.9
Geriatric/Gerontology	3,126	5.9
Pediatrics/Neonatal	2,888	5.5
Maternal Child Health	2,723	5.2
Home Health	2,344	4.5
Adult Health/Family Health	2,320	4.4
Psychiatric/Mental Health/Substance Abuse	1,758	3.3
Oncology	1,615	3.1
Rehabilitation	1,227	2.3
Women's Health	1,175	2.2
Trauma	1,157	2.2
School Health	732	1.4
Palliative Care	620	1.2
Community	484	0.9
Occupational Health	467	0.9
Public Health	462	0.9
Anesthesia	458	0.9
Total	52,642	100.0
No Response Given	493	

**Table 6.21 Anticipated Years until Retirement, 2009 – 2013**

Anticipated Time to Retirement	2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent
Less than 1 year	433	0.9	508	1.0	715	1.4
2-3 years	2,291	4.7	2,568	5.0	2,933	5.7
4-9 years	6,729	13.9	7,068	13.7	7,478	14.4
10 or more years	38,792	80.4	41,075	79.6	40,460	78.0
I am retired already	0	0.0	368	0.7	308	0.6
Total	48,245	100.0	51,587	100.0	51,894	100.0
No Response Given	2,437		2,004		1,241	

## Nursing Faculty

Table 6.22 Age Group of Nursing Faculty, 2005 – 2013

Age Groups	2005		2007		2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 35	52	7.1	43	5.1	63	6.1	155	16	117	10.5
35 - 44	120	16.4	157	18.7	165	15.9	160	16.5	181	16.3
45 - 54	325	44.5	326	38.8	369	35.5	260	26.8	271	24.3
55 - 64	211	28.9	270	32.1	365	35.1	342	35.2	431	38.7
Over 65	23	3.1	44	5.2	78	7.5	54	5.6	113	10.2
Total	731	100.0	840	100.0	1,040	100.0	971	100.0	1,113	100.0
No Response Given	2		0		1		1		1	

Table 6.23 Sex of Nursing Faculty, 2005 – 2013

Sex	2005		2007		2009		2011		2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	712	97.1	n/a	n/a	1,000	97.4	930	97.4	1062	95.8
Male	21	2.9	n/a	n/a	27	2.6	25	2.6	47	4.2
Total	733	100	n/a	n/a	1,027	100	955	100	1109	100
No Response Given	0				14		17		5	

Table 6.24 Highest Level of Education of Nursing Faculty, 2005 – 2013

Degree	2005		2007		2009		2011		2013	
	N	%	N	%	N	%	N	%	N	%
Diploma or Certificate	8	1.1	9	1.1	15	1.5	11	1.1	10	1.0
Associate Degree	14	1.9	25	3.1	66	6.4	152	15.8	104	10.2
Bachelor's Degree	147	20.4	184	22.8	200	19.3	158	16.4	167	16.4
Master's Degree	447	61.9	487	60.4	631	61	500	52	562	55.2
Doctorate	106	14.7	101	12.5	122	11.8	141	14.7	176	17.3
Total	722	100	806	100	1,034	100	962	100	1019	100
No Response Given	11		34		7		10		95	

## Advanced Practice Nurses

**Table 6.25 Rurality of Advanced Practice Nurse Practice Locations, 2013**

Rurality	Number	Percent
Rural	399	13.9
Urban	2,477	86.1
Total	2,876	100.0
No Response Given	0	

**Table 6.26 Age Groups of Advanced Practice Nurses, 2013**

Age Group	Number	Percent
Under 35	406	14.1
35 - 44	735	25.6
45 - 54	814	28.3
55 - 64	763	26.5
65 or older	158	5.5
Total	2,876	100.0
No Response Given	0	

**Table 6.27 Sex of Advanced Practice Nurses, 2013**

Sex	Number	Percent
Female	2,610	91.2
Male	253	8.8
Total	2,863	100.0
No Response Given	13	

**Table 6.28 Mean Age by Sex of Advanced Practice Nurses, 2013**

Gender	Mean Age
Female	48.5
Male	48.3
Overall Mean Age	48.5

**Table 6.29 Race of Advanced Practice Nurses, 2013**

Race	Number	Percent
White/Caucasian	2,643	93.1
Black or African American	99	3.5
Hispanic/Latino	40	1.4
Asian	41	1.4
Native Hawaiian/Other Pacific Islander	6	0.2
American Indian/Alaska Native	9	0.3
Total	2,838	100
No Response Given	38	

**Table 6.30 Highest Level of Education for Advanced Practice Nurses, 2013**

Degree	Number	Percent
Vocational/Practical certificate-nursing	1	0.0
Diploma-nursing	22	0.8
Associate degree-nursing	61	2.3
Baccalaureate degree-nursing	103	3.9
Baccalaureate degree-non-nursing	23	0.9
Master's degree-nursing	2,238	85.1
Master's degree-non-nursing	46	1.7
Doctoral degree--nursing (PhD)	37	1.4
Doctoral degree--nursing practice(DNP)	75	2.9
Doctoral degree--nursing other	7	0.3
Doctoral degree--non-nursing	17	0.6
Total	2,630	100
No Response Given	246	

*\*It is unclear why 210 APNs indicated on the survey that they held a degree other than a Master's or Doctorate. This should not be possible and is likely a limitation of self-reported data.*

**Table 6.31 Advanced Practice Nurses Intending to Pursue a Future Degree, 2013**

Future Degrees	Number	Percent
Bachelor's Degree	38	1.3
Master's Degree	107	3.8
Other Doctorate (PhD)	74	2.6
Doctor of Nursing Practice (DNP)	383	13.5
I do not intend to pursue further nursing education in the next 2 years	2,244	79.3
No Response Given	48	

**Table 6.32 Employment Status of Advanced Practice Nurses, 2013**

Status	Number	Percent
Employed in nursing or a position requiring a nursing license full time	2,452	85.3
Employed in nursing or a position requiring a nursing license part time	394	13.7
Employed in nursing or a position requiring a nursing license per diem	30	1.0
Total	2,876	100
No Response Given	0	

**Table 6.33 Number of Paid Positions in Nursing Held by Advanced Practice Nurses, 2013**

Number of Positions	Number	Percent
1	2,204	76.9
2	560	19.5
3	84	2.9
4 or more	17	0.6
Total	2,865	100
No Response Given	11	

**Table 6.34 Type of Advanced Practice Nurse Role (and Mean Age by Role), 2013**

Advanced Practice Nurse Type	Number	Percent	Mean Age
Nurse practitioner - Other	1,150	40.0	47.5
Nurse practitioner - Primary care	1,074	37.3	47.9
Clinical nurse specialist	336	11.7	53.5
Nurse Anesthetist	243	8.4	48.9
Nurse-midwife	73	2.5	48.1
Total	2,876	100.0	
No Response Given	0		



**Table 6.35 Current Position Title of Advanced Practice Nurses, 2013**

<b>Position</b>	<b>Number</b>	<b>Percent</b>
Advanced Practice Nurse	2,561	89.8
Staff Nurse	129	4.5
Nurse Faculty	73	2.6
Nurse Manager	38	1.3
Other - Health Related	25	0.9
Nurse Executive	17	0.6
Nurse Researcher	6	0.2
Consultant	3	0.1
Total	2,852	100
No Response Given	24	

**Table 6.36 Current Work Setting of Advanced Practice Nurses, 2013**

<b>Work Setting</b>	<b>Number</b>	<b>Percent</b>
Hospital	1,063	37.2
Ambulatory Care Setting	804	28.1
Other	371	13.0
Community Health	272	9.5
Nursing Home/Extended Care/Assisted Living	91	3.2
Academic Setting	82	2.9
Occupational Health	57	2.0
Home Health	41	1.4
Public Health	30	1.0
Correctional Facility	21	0.7
School Health	18	0.6
Insurance Claims/Benefits	8	0.3
Policy/Planning/Regulatory/Licensing Agency	1	0.0
Total	2,859	100
No Response Given	17	

**Table 6.37 Average Hours per Week in All Nursing Activities by Advanced Practice Nurses, 2013**

Hours	Number	Percent
0 hours	0	0.0
1 - 8 hours	21	0.8
9 - 16 hours	54	2.0
17 - 24 hours	145	5.3
25 - 32 hours	225	8.2
33 - 40 hours	1,225	44.5
41 or more hours	1,084	39.4
Total	2,754	100.0
No Response Given	122	

**Table 6.38 Nursing Specialty of Advanced Practice Nurses, 2013**

Specialty	Number	Percent
Adult Health/Family Health	827	28.8
Other	383	13.4
Acute Care/Critical Care	335	11.7
Anesthesia	237	8.3
Pediatrics/Neonatal	234	8.2
Psychiatric/Mental Health/Substance Abuse	181	6.3
Women's Health	177	6.2
Geriatric/Gerontology	97	3.4
Medical Surgical	72	2.5
Oncology	59	2.1
Occupational Health	58	2.0
Maternal Child Health	56	2.0
Palliative Care	41	1.4
Trauma	29	1.0
Community	26	0.9
Home Health	16	0.6
School Health	15	0.5
Rehabilitation	13	0.5
Public Health	12	0.4
Total	2,868	100.0
No Response Given	8	

**Table 6.39 Anticipated Time until Retirement by Advanced Practice Nurses, 2013**

<b>Time to Retirement</b>	<b>Number</b>	<b>Percent</b>
Less than 1 year	22	0.8
2-3 years	149	5.2
4-9 years	445	15.6
10 or more years	2,218	77.8
I am retired already	16	0.6
Total	2,850	100
No Response Given	26	