

**THE NEW JERSEY BOARD OF NURSING
AND COLLEAGUES IN CARING RN SURVEY
Findings of the RN Survey 2003**

This survey was conducted to provide comprehensive data about actively licensed New Jersey RNs, similar to the National Sample Survey of RNs reported by the Division of Nursing. The resulting database will provide a comprehensive baseline database about New Jersey RNs and will enable the development of projections of the supply, distribution of, and requirements for, actively licensed RNs in New Jersey. This report is divided by personal, educational, and employment characteristics of RNs.

The survey was distributed to a random sample of 17,500 RNs from the 104,468 actively licensed New Jersey RNs in 2001. The number of respondents was 12,930 for a return rate of 73.9%. The sampling plan, based on a 50% response rate, ensured that enough responses were returned for each cell of the survey questionnaire. Although not all questions were answered by all of the respondents, the sample was large enough to ensure reliable data.

Personal Characteristics

Age

The overall mean age of the respondents was 48.0 years. Mean age was determined according to employment status:

<u>Employment Status</u>	<u>Mean Age (year)</u>
Full time	45.8
Part time	47.5
Unemployed	54.6
Seeking employment	50.9
Not seeking employment	57.7

The percentage of respondents in each age group was also determined and is noted below:

<u>Age Group</u>	<u>Percent of respondents in each category</u>
30 and younger	5.5%
Between 31 and 40 years	18.5%
Between 41 and 50 years	35.9%
Between 51 and 60 years	26.0%
Between 61 and 65 years	6.8%
Between 66 and 70 years	4.0%
Over 70 years	3.4%

The trend in employment status related to age group demonstrates that as RNs age fewer RNs are gainfully employed, while at the same time work as a non-RN and volunteerism increases (Table 1). The data indicate that almost 70% of RNs between the ages of 70 and 75 are involved in volunteer work. On the hand, younger RNs are more likely to be in positions requiring 100% time spent in direct patient care (Table 2).

Table 1. Employment Status of RNs by Age Group

Status	20-29 y (n=508)	30-39 y (n=2121)	40-49 y (n=4403)	50-59 y (n=3392)	60-69 y (n=1496)	70-75 y (n=299)
RN, %	94.7	89.7	86.3	80.0	52.1	22.2
Non-RN, %	2.2	3.9	7.0	10.1	9.7	8.0
Volunteer, %	3.1	6.4	6.7	9.9	38.2	69.6

Table 2. Percent Time in Direct Patient Care by Age Group

% Time in Patient Care	20-29 y (n=482)	30-39 y (n=1939)	40-49 y (n=3845)	50-59 y (n=2801)	60-69 y (n=829)	70-75 y (n=88)
0, %	17.4	16.1	16.0	19.1	19.4	29.5
1-20, %	15.6	19.2	21.4	20.8	18.7	17.0
21-50, %	4.6	9.8	11.2	12.5	13.1	12.5
51-75, %	2.3	5.8	9.9	11.1	13.8	10.2
76-99, %	8.1	10.6	8.9	10.7	9.2	6.8
100, %	52.1	38.4	32.5	25.8	25.8	23.9

The major activity of RNs by percentage of age group decreases as nurses age in relation to the percent of time spent in direct patient care, increases for RNs in teaching and administration, and remains constant for research (Table 3).

Table 3. Major Activity by Percentage of Age Group

Major Activity	20-29 y (n=315)	30-39 y (n=1197)	40-49 y (n=2285)	50-59 y (n=1726)	60-69 y (n=503)	70-75 y (n=48)
Patient care, %	88.6	75.1	65.3	56.1	50.9	47.9
Teaching/ Instruction, %	3.5	7.2	8.5	10.0	11.7	14.6
Administration, %	3.2	7.9	12.5	16.7	15.5	8.3
QA/UR, %	1.9	2.8	4.7	4.3	2.8	4.2
Nursing Research, %	0.6	0.7	0.8	0.6	0.4	0.0
Other, %	2.2	6.3	8.1	12.2	18.7	25.0

Significant in Table 4 is the percent of RNs in each age group working in different settings. The clear trend of RNs in inpatient hospital care shows a decrease as nurses age, with almost 51% of RNs under 30 employed in acute care and only 20.8% of RNs between 50 and 59 working in acute care hospitals.

Table 4. Primary Setting by Age Group

Primary Setting	20-29 y (n=379)	30-39 y (n=1431)	40-49 y (n=2772)	50-59 y (n=2048)	60-69 y (n=662)	70-75 y (n=77)
Amb surg ctr, %	1.3	2.4	3.5	5.3	15.3	20.8
Assisted living, %	1.3	2.4	1.8	1.5	2.3	1.3
Community health ctr, %	4.2	5.7	4.7	5.2	2.3	5.2
HMO, %	4.7	5.2	6.0	4.3	1.8	1.3
Home health, %	2.4	6.8	6.2	7.2	5.6	5.2
Hospital, ambu- latory care, %	9.8	10.5	12.4	9.5	6.6	9.1
Hospital, ER, %	8.7	6.0	3.8	3.4	0.9	0.0

Primary Setting	20-29 y (n=379)	30-39 y (n=1431)	40-49 y (n=2772)	50-59 y (n=2048)	60-69 y (n=662)	70-75 y (n=77)
Hospital, in-pt, %	50.9	38.4	29.4	20.8	14.0	7.8
Hospital, psych in-pt, %	2.6	1.4	2.3	3.1	3.2	1.3
LTC, %	4.2	4.5	4.6	6.1	10.4	9.1
Mental hlth ctr, %	0.0	0.7	5.1	1.4	1.5	0.0
Military/govt, %	0.0	0.3	4.7	0.9	1.4	0.0
Nursing educ, %	0.0	1.0	1.5	2.6	3.3	0.0
Nursing, private practice, %	0.5	0.4	0.3	0.6	1.1	2.6
Physician, private practice, %	1.3	4.0	4.8	6.5	6.2	3.9
Public health, %	0.3	1.0	1.3	1.2	2.0	0.0
School nurse, %	1.3	2.0	6.0	7.5	8.3	13
Other, %	6.3	7.1	10.4	12.8	13.9	19.5

Similarly, critical care and medical/surgical nursing seem to attract younger RNs and their percent drops as nurses age (Table 5).

Table 5. Patient Type by Age Group

Patient Type	20-29 y (n=705)	30-39 y (n=2659)	40-49 y (n=4871)	50-59 y (n=3453)	60-69 y (n=984)	70-75 y (n=82)
No direct care, %	1.6	3.6	5.8	15.5	16.4	14.6
Adult health, %	14.6	15.6	14.9	16.9	15.8	17.1
Chronic care, %	6.7	7.9	7.4	7.3	7.2	9.8
Coronary care, %	7.5	7.4	6.0	4.4	2.3	2.4
Critical care, %	10.8	9.5	8.1	5.1	2.7	0.0
ER/trauma, %	5.8	6.3	5.3	4.9	4.0	9.8
Geriatric, %	10.8	10.5	10.6	11.9	16.3	17.1
Maternal/child, %	8.9	6.8	6.3	5.6	6.5	6.1
Med/surg, %	15.5	12.6	10.9	10.0	9.2	6.1
Pediatric, %	8.1	8.5	10.2	10.9	10.3	12.2
Perioperative, %	4.1	5.3	6.7	5.3	3.9	0.0
Psych/mh, %	3.4	3.2	4.3	6.2	7.5	2.4
Rehabilitation, %	2.3	2.7	3.4	3.9	4.7	2.4

Gender

The overwhelming majority of the respondents were female (12,181/12,609 = 96.6%). The percentage of respondents who are male and female is compared by age grouping, by involvement in direct patient care, and by basic educational degree (Tables 6-8).

Table 6. Gender by Percent of Age Group

Gender	20-29 y (n=503)	30-39 y (n=2133)	40-49 y (n=4363)	50-59 y (n=3380)	60-69 y (n=1499)	70-75 y (n=310)
Female, %	94.0	95.4	96.2	97.1	99.0	97.4
Male, %	6.0	4.6	3.8	2.9	1.0	2.6

Table 7. Gender by Percent of Time in Direct Patient Care

Gender	0% (n=1758)	1-20% (n=2029)	21-50% (n=1120)	51-75% (n=959)	76-99% (n=967)	100% (n=3233)
Female, %	96.1	96.3	95.5	97.3	97.2	95.7
Male, %	3.9	3.7	4.5	2.7	2.8	4.3

Table 8. Gender by Basic Education

Gender	ADN (n=3819)	DIP (n=4959)	BSN (n=3316)	MSN (n=86)	DN/PhD (n=8)
Female, %	95.3	97.9	96.1	95.3	100.0
Male, %	4.7	2.1	3.9	4.7	0.0

Race/Ethnicity

The majority of respondents' ethnic category was White (82.5%). The next largest category was Asian/Pacific Islander (9.6%). The remaining categories were: Black/African American (4.9%), more than one race (1.0%), Hispanic/Latino/Puerto Rican (0.9%), Hispanic/Latino/Other (0.8%), and Native American/Alaskan (0.3%).

Citizenship Status

Most of the respondents were born in the United States (85.2%). The remaining categories of citizenship status of the RN respondents were: naturalized citizen (12.2%), permanent resident (2.5%), and H-1, H-2, H-3 temporary worker (0.1%).

Educational Characteristics

Education

The RNs surveyed were asked what state they were licensed in, in addition to New Jersey. Thirty-four percent of the respondents were licensed in another state. Of those, 38.8% were licensed in New York, 38.7% were licensed in Pennsylvania, and 22.5% were licensed in Delaware.

The percentage of RNs in the basic nursing education programs that prepared them to sit for the RN licensing examination were: 40.7% in an RN diploma program, 31.2% in an ADN program, 27.2% in a baccalaureate program and 0.7% in a generic master's program. The location of these programs was New Jersey (61.3%), another state or territory (30.0%), and a foreign country (8.7%).

In addition, the RNs were asked what nursing programs they had completed. An LPN education was earned by 7.1% of RNs. An RN diploma program was completed by 40.4% of respondents, an associate degree program by 31.7%, a baccalaureate degree

by 40.2%, a Master's degree by 9.9%, a post-Master's certification by 1.5%, and a doctoral program by 0.7%.

Of the 12,930 respondents, 3675 (28.4%) had earned various non-nursing degrees: an associate degree (6.7%), a baccalaureate degree (12.8%), a Master's degree (5.5%), a doctoral degree (0.7%), or a degree other than those choices (2.7%). For 31.7% of these respondents, the degree was earned prior to entering their basic nursing education program that prepared them for licensure.

About 10% of the respondents are currently enrolled in a nursing education program leading to a degree/certification. These respondents are in a baccalaureate degree program (47.5%), a Master's degree program (22.2%), a specialty certification program (19.1%), an associate degree program (2.5%), a post-Master's program (2.5%), a doctoral program (2.0%), or a program not listed as a choice (4.2%).

Almost 4% of the respondents are certified as Advanced Practice Nurses; of these 65.2% were certified as Nurse Practitioners and 34.8% as Clinical Nurse Specialists. Educationally, almost 80% of the certified APNs are Master's prepared; 63.8% as a Nurse Practitioner and 36.2% as a Clinical Nurse Specialist. The nurses' advanced degrees are compared with their major activity at their principal position (Table 9).

Table 9. Activity at Principal Position by Advanced Degrees

Activity at Principal Position	Master's Education (n=702)	Doctoral Education (n=50)
Patient care, %	39.9	4.0
Teaching/Instruction, %	18.9	36.0
Administration, %	23.5	40.0
QA/UR, %	4.6	2.0
Nursing research, %	1.2	12.0
Other, %	11.9	6.0

Employment Characteristics

The survey asked a number of questions to document employment characteristics. The nurses were asked to identify the type of setting that most closely corresponded to their primary nursing practice position. Of the 12,106 respondents, the percentage of nurses working in those settings are listed below:

Setting	% of RNs
Ambulatory surgical center	3.0
Assisted living facility	0.5
Community health center	1.3
HMO	1.2
Home health care (including hospital-based)	8.4

Setting	% of RNs
Hospital, ambulatory care	6.7
Hospital, emergency care	8.0
Hospital, inpatient care	35.2
Hospital, psychiatric inpatient	2.2
Long-term care (including hospital-based)	6.9
Mental health center	0.7
Military/governmental	0.7
Nursing education institution	1.9
Nursing, solo or group practice	0.6
Physician, solo or group practice	5.6
Public health agency	1.6
School nurse	5.3
Other	10.3

Tables 10 (two tables are used due to the number of categories) show the category of patients RNs were caring for related to the setting of their nursing practice positions.

Table 10. Primary Setting by Category of Patients

Primary Setting	Adult Health (n=1848)	Chronic Care (n=887)	Coronary Care (n=678)	Critical Care (n=892)	ER (n=654)	Geriatric (n=1379)
Amb surg ctr, %	3.5	0.9	1.2	2.0	0.5	2.0
Assisted living, %	0.4	0.5	0.0	0.0	0.0	2.5
Community health ctr, %	2.5	1.7	0.9	0.2	0.9	1.6
HMO, %	0.5	0.6	0.3	0.3	0.6	0.3
Home health, %	11.8	17.0	5.5	1.7	0.5	12.3
Hospital, ambulatory care, %	10.3	7.7	4.3	5.0	5.2	5.3
Hospital, ER, %	4.7	5.4	11.8	11.0	43.4	5.4
Hospital, in-pt, %	26.5	28.0	60.3	70.7	21.3	26.4
Hospital, psych in-pt, %	0.9	0.9	0.1	0.4	0.5	2.0
LTC, %	3.9	12.2	1.5	0.7	0.9	24.9
Mental hlth ctr, %	0.4	0.3	0.0	0.0	0.0	0.6
Military/govt, %	0.9	0.7	0.1	0.4	0.5	0.7
Nursing educ, %	1.9	1.6	1.3	1.3	0.8	1.8
Nursing, private practice, %	0.6	0.7	0.4	0.2	0.2	0.5
Physician, private practice, %	11.4	6.1	4.9	0.7	2.9	5.4
Public health, %	2.6	1.2	0.7	0.1	0.3	1.4
School nurse, %	3.7	3.5	0.7	0.1	12.1	0.1
Other, %	13.6	11.2	5.9	4.9	9.6	6.8

Table 10 (continued). Primary Setting by Category of Patients

Primary Setting	Maternal/ Child (n=780)	Med/Surg (n=1355)	Peds (n=1219)	Periop (n=663)	Psych (n=562)	Rehab (n=406)
Amb surg ctr, %	0.3	4.6	2.2	20.2	0.2	0.5
Assisted living, %	0.0	0.0	0.0	0.0	0.9	0.7
Community health ctr, %	1.9	0.9	1.3	0.6	1.1	0.7
HMO, %	0.6	0.7	0.5	0.2	1.4	2.0
Home health, %	6.5	8.1	8.7	2.1	2.5	13.8
Hospital, ambulatory care, %	5.5	8.0	6.2	14.6	2.3	4.7
Hospital, ER, %	5.6	5.2	7.8	2.9	11.4	1.5
Hospital, in-pt, %	58.1	55.7	19.4	43.0	6.0	20.9
Hospital, psych in-pt, %	0.0	0.3	0.9	0.3	30.8	0.7
LTC, %	0.3	2.8	1.1	0.8	10.1	31.5
Mental hlth ctr, %	0.0	0.1	0.2	0.2	9.8	0.0
Military/govt, %	0.1	0.1	0.4	0.9	1.1	0.5
Nursing educ, %	1.7	2.3	1.2	0.9	2.5	1.0
Nursing, private practice, %	0.9	0.7	0.7	0.6	1.4	0.5
Physician, private practice, %	7.2	3.8	10.2	3.2	1.4	1.5
Public health, %	4.1	0.4	2.8	0.2	1.4	0.7
School nurse, %	2.4	0.8	30.5	0.0	6.6	1.2
Other, %	4.7	5.2	5.8	9.5	9.1	17.5

The minimum educational requirement for the RN's principal position at the time of hire was examined (Table 11).

Table 11. Primary Setting by Educational Requirement

Primary Setting	ADN (n=1605)	RN DIP (n=2816)	BSN (n=1075)	Master (n=314)	APN (n=110)	DN/PhD (n=25)
Amb surg ctr, %	3.9	3.4	2.0	0.3	1.8	0.0
Assisted living, %	0.6	0.7	0.4	0.0	0.9	0.0
Community health ctr, %	0.7	1.3	1.5	1.0	2.7	4.0
HMO, %	0.9	1.7	2.6	2.5	0.9	0.0
Home health, %	7.9	7.0	8.1	5.7	1.8	0.0
Hospital, ambulatory care, %	6.4	6.8	5.2	4.8	12.7	0.0
Hospital, ER, %	7.0	5.1	2.3	2.2	0.9	0.0
Hospital, in-pt, %	41.8	36.1	24.3	23.9	12.7	0.0
Hospital, psych in-pt, %	3.7	2.8	2.3	3.5	1.8	4.0
LTC, %	6.8	8.9	3.6	2.2	1.8	0.0
Mental hlth ctr, %	1.1	0.8	0.3	2.9	6.4	0.0
Military/govt, %	0.4	0.6	1.3	2.2	0.9	0.0
Nursing educ, %	0.5	0.5	2.4	21.0	0.0	76.0
Nursing, private	0.3	0.6	0.6	2.5	2.7	0.0

Primary Setting	ADN (n=1605)	RN DIP (n=2816)	BSN (n=1075)	Master (n=314)	APN (n=110)	DN/PhD (n=25)
practice, %						
Physician, private practice, %	5.1	7.3	1.6	4.1	21.8	0.0
Public health, %	0.6	1.2	3.1	2.9	0.9	0.0
School nurse, %	1.6	3.3	21.8	1.3	20	0.0
Other, %	10.7	11.8	16.7	16.9	9.1	16.0

The amount of minimum general nursing experience required of the RNs at their principal position at time of hire was examined. Of the 6079 RNs responding to this question, none was required of 1528 RNs (25.1%), 1 to 2 years of 2409 RNs (39.6%), 3 to 5 years of 1225 RNs (20.2%), and more than 5 years experience of 917 RNs (15.2%).

The amount of minimum specialty nursing experience required of the RNs at their principal position at time of hire was also examined. Of the 6131 RNs responding to this question, none was required of 2971 RNs (48.5%), 1 to 2 years of 2067 RNs (33.7%), and 3 to 5 years of 1093 RNs (17.8%).

INTENT TO LEAVE THEIR CURRENT POSITION WITHIN ONE YEAR

The responses of RNs when asked how likely they were to leave their principal position in the next 12 months were very likely (n = 719 = 11.0%), somewhat likely (n = 1131 = 17.4%), somewhat unlikely (n = 1271 = 19.5%) and very unlikely (n = 3397 = 52.1%). Almost 29% of RNs were likely to leave their current position within the next year.

The major reasons cited for the intent to leave their current position within one year were dissatisfaction with assignment (25.2%) and dissatisfaction with salary (23.5%). Together, the top two reasons related to nurse employment represent almost 50% (48.7%) of those likely to leave within one year. On the other hand, only 1.5% reported returning to school as their reason for leaving their employment, 6.5% report taking family or personal leave, and 15.3% cited retirement as their reason for leaving their current position within the next year.

Forty-one percent of those nurses under the age of 30 reported that they were likely to leave within one year. As nurses aged, their intent to leave their current position decreased: 35% between 30-39, 26% between 40-49, 22% between 50 and 59, and 17% between 60 and 69. Also, almost one-third of those in direct patient care responded that they were likely to leave their current position within the next year.

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