

STATE OF ILLINOIS

DRE

DEPARTMENT OF REGISTRATION AND EDUCATION

320 West Washington—3rd Floor • Springfield, Illinois 62786



1986 BIENNIAL SURVEY OF ILLINOIS REGISTERED NURSES
FINAL REPORT

Conducted for: State of Illinois
Department of Registration and Education

Contractor: College of Nursing
University of Illinois at Chicago

Hendy B. Young, R.N., Ph.D.

Paul A. Reichelt, Ph.D.

Ann F. Minnick, R.N., Ph.D.

February, 1987

TABLE OF CONTENTS

	Page
Acknowledgements	ii
List of Figures and Tables	iii
Introduction	1-1
Executive Summary	1-2
Methodology	1-5
Health Service Areas in Illinois	1-7
Labor Participation of Registered Nurses in Illinois	2-1
Practice Patterns of Registered Nurses in Illinois	3-1
Educational Preparation of Registered Nurses in Illinois	4-1
Continuing Education Participation by Registered Nurses in Illinois	5-1

ACKNOWLEDGEMENTS

We would like to thank all those who assisted us in completing this survey. Without their help, we would not have been able to accomplish either the study or the final report. In a large and complex study like the one reported here, major contributions are made by many people. It is impossible to mention all of the people who made contribution to this study, but we would like to express our gratitude to some individuals and groups for their help.

The College of Nursing, University of Illinois at Chicago, was most beneficial in providing space, microcomputer access and administrative staff to facilitate the operation of the coding process and budget management. The University of Illinois at Chicago (UIC) provided mainframe computer time and extensive consultation without charge. The Illinois Committee of Nurse Examiners was very supportive in providing suggestions during the development of the survey instrument, and maximizing the return rate through the use of written and verbal notices about the study. Judy A. Otto, Nursing Education Coordinator, Illinois Department of Registration and Education, has been most helpful throughout the study; and we are grateful for her consistent support and encouragement.

The team of research assistants helping with the study need to be recognized for their tremendous work. John Owrey, graduate student in industrial-organizational psychology at UIC, was our senior research assistant throughout the project. His management of the mainframe computer files, data cleaning and analysis programs is greatly appreciated. Three doctoral students volunteered to complete research internships during this project, developing analytical programs, coding, and writing abstracts for presentations. They are JoAnn Gruca and Cynthia Krstansky, both doctoral students in the College of Education, UIC; and Amal Suliman, doctoral student in the College of Nursing, UIC.

A crew of 20 coders were organized into three teams. The three team leaders, Daniel Duster, undergraduate business student at University of Illinois at Urbana-Champaign; Rutherford B. H. Simmons, Jr., undergraduate pre-dental student at Loyola University; and James E. Smith, undergraduate engineering student at Purdue University; kept the coding process running smoothly by training and supervising their coding team members, and transmitting their team's data from microdiskettes to the mainframe computer files. We also appreciate James' effort as chief editor of our newsletter which informed the coders of any changes in the coding process. We also want to thank our coders for spending their summer working on the Survey. They included seven undergraduate nursing students at UIC: Marci Corbin, Donna Duncan, Kammi Fox, Jenny Hatch, Diana Nash, Leslie Pernia, and Amy Schulz. Other student coders were Bill Bradley, engineering student at Illinois Institute of Technology; Denise Davis, undergraduate legal affairs student at Howard University; Jarel Granderson, undergraduate communications student at UIC; Sharon Jernigan, pre-nursing student at University of Illinois at Urbana-Champaign; Celena Jefferies, student at Whitney Young Magnet High School; Olumide Olutipan, undergraduate student at Richland Community College; Shawn Perkins, undergraduate architecture student at Tulane University; Ralston Simmons, student at St. Ignatius College Preparatory Academy; Meechai Tessalee, pre-medical student at Northwestern University; and Claudia Wade, undergraduate student at DePaul University.

We would like to thank the Illinois Nurses' Association for requesting the State of Illinois to conduct this study and encouraging Illinois RNs to complete the questionnaire.

Finally, we would like to give a special thanks to the many RNs licensed in Illinois who took the time to fill out the questionnaire. Their enthusiastic participation in this study reminds us that nurses are very conscientious health care professionals.

LIST OF TABLES AND FIGURE

	Page	
Table 1.1	Counties in Illinois Health Service Areas	1-7
Figure 1.1	Illinois Health Service Areas (HSAs)	1-8
Table 2.1	Labor Participation as an RN by 1986 and 1985 Employment Location and Change	2-3
Table 2.2	Percentage Reporting Labor Participation as an RN by 1986 Location of Employment	2-4
Table 2.3	Residential Distribution and Change by 1986 and 1985 Residence	2-5
Table 2.4	Percentage Reporting Lack of Labor Participation as an RN in 1986 by Residence	2-6
Table 2.5	Percentage Reporting Labor Participation as an RN by Principal Work Setting	2-7
Table 2.6	Percentage Reporting Labor Participation as an RN in 1986 by Highest Degree Earned	2-8
Table 2.7	Percentage Reporting Lack of Labor Participation as an RN in 1986 by Highest Degree Earned	2-9
Table 2.8	Percentage Reporting Labor Participation as an RN in 1986 by Personal Characteristics	2-10
Table 2.9	Percentage Reporting Lack of Labor Participation as an RN in 1986 by Personal Characteristics	2-11
Table 3.1	Total Years of Employment as an RN by 1986 Employment Location (HSA)	3-5
Table 3.2	Years of Employment in Illinois as an RN by 1986 Employment Location (HSA)	3-6
Table 3.3	Percentage of RNs in Principal Nursing Positions by 1986 Employment Location (HSA)	3-7
Table 3.4	Percentage of RNs in Principal Nursing Employment Settings by 1986 Illinois Employment Location (HSA)	3-8
Table 3.5	Percentage of RNs in Principal Nursing Employment Agency Types by 1986 Illinois Employment Location (HSA)	3-9
Table 3.6a	Percentage of Time Spent on Different Work Activities by Principal Nursing Position	3-10
Table 3.6b	Percentage of Time Spent on Different Work Activities by Principal Nursing Position	3-12
Table 3.7a	Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting	3-14
Table 3.7b	Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting	3-16
Table 3.8	Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Agency Type	3-18
Table 3.9	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Position	3-20
Table 3.10	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Employment Setting	3-21
Table 3.11	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Employment Agency Type	3-22
Table 3.12	Location and Type of Work of RNs with Current Additional Paid Nursing Positions	3-23
Table 3.13	Percentage of RNs in Principal Nursing Positions by Nursing Educational Attainment	3-24
Table 3.14	Percentage of RNs in Principal Nursing Positions by Highest Non-nursing Degree Attainment after Original Nursing Education	3-25
Table 3.15	Percentage of Time Spent on Different Work Activities by Nursing Educational Attainment	3-26
Table 3.16	Percentage of Time Spent on Different Work Activities by Highest Non-nursing Degree Attainment After Original Nursing Education	3-28

	Page	
Table 3.17	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Nursing Educational Attainment	3-30
Table 3.18	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Highest Non-nursing Degree Attainment After Original Nursing Education	3-31
Table 3.19	Percentage of RNs in Principal Nursing Employment Settings by Nursing Educational Attainment	3-32
Table 3.20	Percentage of RNs in Principal Nursing Employment Settings by Highest Non-nursing Degree Attainment After Original Nursing Education	3-33
Table 3.21	Percentage of RNs in Principal Nursing Employment Agency Types by Nursing Educational Attainment	3-34
Table 3.22	Percentage of RNs in Principal Nursing Employment Agency Types by Highest Non-nursing Degree Attainment After Original Nursing Education	3-35
Table 3.23	Percentage of RNs in Principal Nursing Positions by Skill Use on the Job	3-36
Table 3.24	Percentage of RNs in Principal Nursing Employment Settings by Skill Use on the Job	3-37
Table 3.25	Percentage of RNs in Principal Nursing Employment Agency Types by Skill Use on the Job	3-38
Table 3.26	Percentage of Time Spent on Different Work Activities by Skill Use on the Job	3-39
Table 3.27	Mean Ratings for Performance Frequency of Direct Patient Care Functions by Skill Use on the Job	3-41
Table 4.1a	Nursing Educational Attainment of RNs and 1986 Residence Percentage Attaining a Degree after Completing	4-4
Table 4.1b	Their Original Nursing Education and 1986 Residence	4-5
Table 4.1c	Non-nursing Degree Attainment after Original Nursing Education and 1986 Residence	4-6
Table 4.2a	Original Nursing Education, Highest Nursing Education and Age	4-7
Table 4.2b	Non-Nursing Degree Attainment after Original Nursing Education and Age	4-7
Table 4.3a	Nursing Educational Attainment and Personal Characteristics	4-8
Table 4.3b	Non-nursing Degree Attainment after Original Nursing Education and Personal Characteristics	4-9
Table 4.4a	Income and Highest Nursing Educational Attainment	4-10
Table 4.4b	Income of RNs Working Full-time in Nursing and Non-nursing Positions and Highest Nursing Educational Attainment	4-11
Table 4.4c	Income of RNs Working Full-time in Nursing or Non-nursing Positions and Highest Non-nursing Educational Attainment	4-12
Table 4.5	Highest Nursing Educational Attainment and Current Specialty Certification	4-13
Table 4.6	Skill Use and Highest Nursing Educational Attainment	4-13
Table 4.7a	Extent of Participation in Study for an Academic Degree and RNs' Characteristics	4-14
Table 4.7b	Extent of Participation in Study for an Academic Degree and 1986 Residence	4-15
Table 4.7c	Extent of Participation in Study for an Academic Degree and Principal Nursing Employment Setting	4-16
Table 4.7d	Personal Characteristics of Nurses Pursuing an Academic Degree and Type of Degree	4-17
Table 4.7e	Principal Position Settings and Type of Degree Sought by RNs Enrolled in Academic Programs	4-18
Table 4.7f	Employment Characteristics and Type of Degree Sought by RNs Enrolled in Academic Programs	4-19
Table 4.7g	1986 Residence and Type of Degree Sought by RNs Enrolled in Academic Program(s)	4-20
Table 4.7h	Travel Times to Degree Programs and Enrollment Status	4-21

	Page	
Table 4.7i	Travel Times to Degree Programs and Program Type	4-22
Table 4.7j	One Way Travel Time to Academic Program and 1986 Residence	4-23
Table 4.8a	Personal Characteristics of RNs Reporting Reasons for not Pursuing an Academic Degree	4-24
Table 4.8b	Principal Nursing Position of RNs Reporting Reasons for not Pursuing an Academic Degree	4-25
Table 4.8c	Type of Agency and Number of Nursing Positions of RNs Reporting Reasons for not Pursuing an Academic Degree	4-26
Table 4.8d	1986 Residence of RNs Reporting Reasons for not Pursuing an Academic Degree	4-27
Table 5.1	Percentage Reporting Continuing Education Participation by 1986 Location of Employment	5-4
Table 5.2	Percentage Reporting Continuing Education Participation Inside and Outside of Employment Setting by Employment Location	5-5
Table 5.3	Percentage Reporting Reasons for not Participating in Continuing Education by 1986 Location of Employment	5-6
Table 5.4	Percentage Reporting Continuing Education Participation by Principal Work Setting	5-7
Table 5.5	Percentage Reporting Continuing Education Participation by Position Title	5-8
Table 5.6	Percentage Reporting Continuing Education Participation Inside and Outside of Employment Setting by Principal Work Setting	5-9
Table 5.7	Percentage Reporting Reasons for not Participating in Continuing Education by Principal Work Setting	5-10
Table 5.8	Percentage Reporting Continuing Education Participation by Chance to Use Skills on the Job	5-11
Table 5.9	Percentage Reporting Continuing Education Participation by Highest Degree Earned	5-12
Table 5.10	Percentage Reporting Continuing Education Participation by Specialty Certification	5-13
Table 5.11	Percentage Reporting Continuing Education Participation by Personal Characteristics	5-14

INTRODUCTION

This study was conducted in response to the Illinois Department of Registration and Education's request for accurate and timely information on Illinois Registered Nurses to plan for the State's nursing practice and education needs. The 1986 Biennial Survey of Illinois Registered Nurses represents the second biennial survey done as part of the re-registration of all Registered Nurses (RNs) licensed by the State of Illinois. The Department of Registration and Education decided to issue a contract for the 1986 Survey to an agency with expertise in identifying nursing resources and educational needs through survey methods. The Department of General Nursing, College of Nursing, University of Illinois at Chicago (UIC) bid for and was awarded this contract.

The 1986 Biennial Survey identifies current employment status of Illinois RNs, including employment within and outside the nursing, functions and titles of current employment, and income earned from nursing and non-nursing employment. In addition, nurses' formal educational preparation, and the variation in nursing resources among health services areas within the State are also reported.

This report is prepared in four sections. Results are reported for the entire state and within each Health Service Area. Following the introduction, methodology and Illinois Health Service Areas, section 2 identifies the general patterns of nursing employment and labor participation in Illinois. In section 3, RNs' nursing practice is described. The educational preparation of RNs in Illinois is examined in section 4. The final section, 5, addresses the continuing education participation of RNs in Illinois.

EXECUTIVE SUMMARY

The 1986 Biennial Survey of Illinois Registered Nurses was conducted by the University of Illinois at Chicago College of Nursing in response to the Illinois Department of Registration and Education's request for accurate and timely information on Illinois Registered Nurses to plan for the State's nursing practice and education needs. This survey resulted from legislation that dedicated \$1.00 of the RN license renewal fee to cover the cost of conducting this type of study at each biennial license renewal.

There is a great deal of public speculation about the nursing supply. This study's results verify this concern. Approximately 84% of the RNs licensed in Illinois are working in nursing positions, compared to 81% in 1984. About 53% of RNs are working full-time, compared to 56% in 1984, and 26.5% are working part-time, compared to 25% in 1984. About 1% (1,100) of the RNs are not currently working and actively seeking a nursing position. Almost 3% of all RNs are employed in a non-nursing field. Another 3.8% are over 65 years old. Approximately 1.5% of Illinois's RNs are enrolled in a formal academic program, either full-time or part-time, and not working. In addition to the 1,100 RNs who are actively seeking a nursing position, there is another group, probably less than 6,000 RNs, who might be recruited, under different employment conditions, into nursing employment. This pattern is consistent across the Illinois HSAs. These findings suggest that there is almost no nursing unemployment in Illinois; and almost no untapped nursing personnel resources.

Full-time or part-time employment participation appears related to setting and nursing education. Settings in which the majority of RNs work full-time include hospitals (68.8%), hospital clinics (73.6%), public or community health (72.3%), occupational and employee health (78.4%), student or school health (68.2%), and nursing education (78%). Less than half of those working in physicians' or dentists' offices, home health, on a fee-for-service basis or who are self-employed work full-time. RNs who reported working part of the year, either full-time or part-time, are most likely to be employed in associate degree nursing education, nursing or health associations, home health, or self-employed or fee-for-service. Of RNs employed in nursing, those with doctorates have the highest proportion of full-time employment (74%). They are followed by holders of nursing master's degrees (69.1%) and non-nursing doctoral degrees (67.3%). Over 60% of nursing baccalaureate prepared RNs are employed full-time in nursing. This is almost identical to the 57.9% of associate degree prepared RNs but contrasts sharply with the 47.1% full-time employment rate for diploma prepared RNs. Those with a diploma, non-nursing master's or other degree (law, medicine, dentistry, etc.) are least likely to be working as RNs. Holders of a non-nursing master's or doctoral or other degree are most apt to be working in a non-nursing field.

Almost half (56.1%) of RNs who work in Illinois have 10 years or less of employment experience. Although the pattern for total years of nursing experience is relatively consistent across Illinois HSAs, some regions have a greater proportion of RNs with less experience. In the Chicago HSA, for example, almost 30% of RNs have worked 1-5 years in nursing; whereas only 18% of RNs in HSA 10 (Quad Cities areas) have worked fewer than six years. Most RNs currently licensed in Illinois, especially those working outside of the Chicago area, have worked almost their entire nursing career in this state.

Almost 60% of RNs working as a nurse have a staff nurse position. Another 25% hold a nursing manager title (charge nurse, team leader, assistant head nurse, head nurse, nursing service administrator). The majority of RNs (66.4%) work in hospitals; although this is less than the 75% reported in 1984. About 8% work in nursing homes, compared to 7% in 1984, with a smaller proportion working in Chicago area nursing homes (3%). Other than hospitals, RNs are employed in physicians' and dentists' offices (5.2% in 1986, 6.4% in 1984), public and community health (4.7% in 1986, 3.3% in 1984), and clinics (4.3% in 1986). Despite the rapid growth of Emergicenters and Health Maintenance Organizations (HMOs), only 1.3% reported working in Emergicenters and 0.8% in HMOs. In both

1984 and 1986, about 3% reported working in nursing education. Most RNs (56.6%) work in not-for-profit private agency types. More than 25% work in private for-profit agencies (including physicians' and dentists' offices) and 15% work in government agencies. Almost 2% are self-employed or on a fee-for-service basis.

The type of position and employment setting of RNs is related to their educational preparation. The majority of RNs working in physicians' or dentists' offices, nursing homes or occupational health settings have a diploma nursing education (70%, 58%, 68%, respectively). Settings with the highest proportion of baccalaureate prepared RNs are hospitals (31.5%), hospital clinics (31.3%), HMOs (38.1%), public or community health (43.8%), and student health services (44.1%).

Nursing diagnosis appears to have become a part of the practice of the majority of RNs involved in direct patient care. Fifty-four percent report performing this activity often and 25% report performing it sometimes. Patient education functions are performed often by over half of the RNs. Approximately 57% of RNs reported teaching regarding illness, 56% reported health instruction and 46% reported teaching aimed at prevention. Less than one quarter of RNs reported using computers often for recording patient data (14.9%), ordering tests or treatments (24.2%), or planning patient care (6.9%). Almost twice as many RNs reported obtaining health histories often or sometimes (84%) as reported performing physical exams (47.4%).

RNs earnings are related to their educational preparation. In general, increased education was associated with higher salary and income categories. The majority of RNs who hold a diploma, associate degree or baccalaureate degree as their highest nursing credential and who work full-time in nursing earn less than \$25,000 per year (56.4%, 68.4% and 50.7% respectively). Less than 4% of these RNs earn \$35,000 or more. Approximately 28% of RNs who hold a nursing master's or doctoral degree earn \$35,000 or more. The salary structure, with the exception of higher degreed RNs, is truncated at approximately \$32,000. In general, RNs with increased educational preparation had greater representation in the highest salary and income categories.

Almost 42% of RNs employed in nursing reported their jobs provided a "very good chance" to use their skills. Less than 5% reported "very little or no chance". The majority of RNs with master's or doctoral nursing education reported their employment gave them a "very good chance" to use their skills. Diploma, associate degree and baccalaureate prepared RNs did not differ significantly in their ratings of this item.

Less than 7% of all Illinois RNs are specialty certified by a national organization. RNs who are certified tended to hold at least a master's nursing degree. Almost 20% of RNs who have a master's or doctoral nursing degree hold specialty certification from a national nursing organization.

The educational preparation of Illinois' RNs is notable. Although approximately 48% of RNs licensed in Illinois hold a diploma as their highest nursing education, 22% hold an associate nursing degree and 30% hold a baccalaureate or higher nursing degree, there is a clear trend toward baccalaureate nursing preparation. Of RNs under 30 years of age, almost half (43.7%) hold at least a baccalaureate nursing degree. Of this under 30 year old age group, about 39% have a baccalaureate nursing degree and 30% have an associate nursing degree as their basic nursing preparation. For those over 45 years old, only approximately 21% hold a baccalaureate or higher nursing degree. The baccalaureate nursing degree is becoming the basic nursing educational preparation of Illinois' RNs; as persons entering nursing see the baccalaureate nursing degree as essential.

Approximately 10% of Illinois' RNs earned some type of non-nursing degree after their original nursing education. Five percent earned a non-nursing baccalaureate, 2.5% earned a non-nursing master's, and 0.4% earned a non-nursing doctorate.

Approximately 14% of Illinois' RNs are enrolled in a formal academic program. Almost 2% are enrolled full-time and 12% are enrolled part-time. Approximately 47% of RNs in school are studying for a baccalaureate nursing degree; 19% for a non-nursing baccalaureate degree; 13% for a master's nursing degree; 14% for a non-nursing master's degree; 2% for a doctoral nursing degree; and 4% for a non-nursing doctoral degree. Most RN baccalaureate nursing students travel less than 30 minutes from home to school. Almost as many nursing master's students travel 30-60 minutes as travel less than 30 minutes.

Reasons most often given by RNs for not pursuing an additional academic degree are family responsibilities (57%); expense (35%); and not required by job (34%).

Continuing education as a mechanism for maintaining and improving RNs' level of nursing practice is voluntary in Illinois. More than 82% of RNs licensed and employed in Illinois reported participating in some CE during 1985-86: 8.5% earned over 40 CE hours, 25.8% earned 20-40 hours and 45% earned 1-20 hours. The relatively consistent pattern of CE participation across the state suggests some CE resources are available in all HSAs. Most RNs (70%) reported participating in CE at their work place; more than half (54%) also reported attending CE outside of their employment setting.

RNs who reported that their job gave them a very good chance to use their skills were most likely to participate in CE; those not able to use their skills were least likely to participate in CE. Higher nursing education is related to CE participation. RNs with a diploma or associate nursing degree were most likely to report no CE and least likely to report over 40 CE hours. RNs with a baccalaureate or higher nursing degree reported the lowest rates of no CE participation and the highest rates of CE participation in the 20-40 hours and over 40 hours categories.

Less than 18% of RNs did not participate in any CE. The most frequent reasons given for not participating are family responsibilities (45%); not required by job (43%); expense (38%); and inconvenient times of available courses (32%). A major factor in RNs' CE participation is their employment setting. Approximately 50% of RNs working in physicians' or dentists' offices, 34% of RNs who are self-employed or working on a fee-for-service basis, 30% of those working in home health settings, and 26% working in nursing homes, extended care facilities, or clinics not associated with hospitals reported no CE participation during the past year.

The methodology for this study is fully described in that section. Data were collected via a mailed survey during RN license renewal (March-June, 1986). Of the 110,309 RNs who renewed their Illinois RN license by August 11, 1987, 75,976 had returned questionnaires, providing a 68.9% response rate. This report is based on the responses of 63,202 of the returned questionnaires.

Methodology

The 1986 Biennial Survey of Illinois Registered Nurses was conducted by the College of Nursing, University of Illinois at Chicago (UIC), for the Committee of Nurse Examiners, Illinois Department of Registration and Education (DRE). The survey instrument was constructed to identify the current Registered Nurse (RN) resources in Illinois, and utilization of the State's nursing educational resources. The characteristics of RNs who are and who are not currently working in nursing were identified, including their nursing experience, income, educational preparation, continuing education participation and specialty certification. RNs working as a nurse were asked to identify their current work setting, position, functions, satisfaction with how well their job uses their own skills, salary and travel time to work. RNs were asked to identify all post secondary educational preparation, current enrollment in any academic program and travel time to school. The extent of continuing education activities (CE) was asked, including the number of CE hours during the past year, type of program and location within or outside of the RN's employment setting. RNs were asked whether they held a certification in a nursing specialty. Information about RNs' socio-demographic characteristics was also collected.

The survey instrument was prepared by the UIC College of Nursing and reviewed by the DRE Committee of Nurse Examiners. Modifications were made based on the Committee's suggestions. The instrument was piloted among RNs employed at two large teaching hospitals and modified according to the pilot results. Copies of the instrument were printed at the UIC Printing Services and delivered to the Department of Registration and Education (DRE) in February, 1986, for inclusion with the biennial RN license renewal materials by DRE mailed in March, 1986, to every RN licensed in Illinois. RNs were asked to complete the questionnaire anonymously and mail it with their license renewal materials to the DRE office in Springfield. Staff at that DRE office opened the envelopes and sorted the renewal materials from the returned questionnaires. The returned questionnaires were shipped unmarked, in bulk, to the UIC College of Nursing; providing anonymity for the respondents.

In May, 1986, the College of Nursing research team began coding the returned questionnaires. This was done by recording the numeric information for each questionnaire response onto a microdiskette via a microcomputer wordprocessing program, and then transmitting the coded data files to the UIC mainframe computer disk. This coding system provided a double set of data files, microdiskette and mainframe disk, and eliminated loss of data from a system breakdown. A macro keystroke program was used to record frequently used numeric strings via one-keystroke commands, such as "c" for the numeric characters used to record working or residing in Chicago, Cook County, Illinois. After training and a few weeks of experience, research assistants were able to code about 15-20 returned questionnaires per hour. The numerically coded answers from one questionnaire required 4 lines of numbers in 80 column format, or 320 numbers.

Data were cleaned in a four step process. First, all non-numeric characters were corrected. Next, all numeric responses outside of the defined range were recoded as missing values. Also, all numeric responses outside of the instrument's logical pattern were corrected. Finally, the frequencies of all subject numbers were checked to ensure lack of duplication of information for any one subject.

Trial analysis was begun in September, 1986. A tape copy of a system file of the entire data set was made by combining the raw data files. SPSS-x was used for analyses. Because the data set represents a total population rather than a sample, probability statistics were not necessary. Results are primarily reported as measures of association, such as cross-tabulations and means and standard deviations.

Copies of the Tape Codebook were delivered to DRE in October, 1986. A draft report was submitted to the Committee of Nursing Examiners in December, 1986.

The final report was presented to the Committee in February, 1987. Following the Committee's approval, printing of the final report was done by the UIC Printing Services, and copies were delivered to the DRE in March, 1987. A copy of the data tape was delivered to DRE in March, 1987.

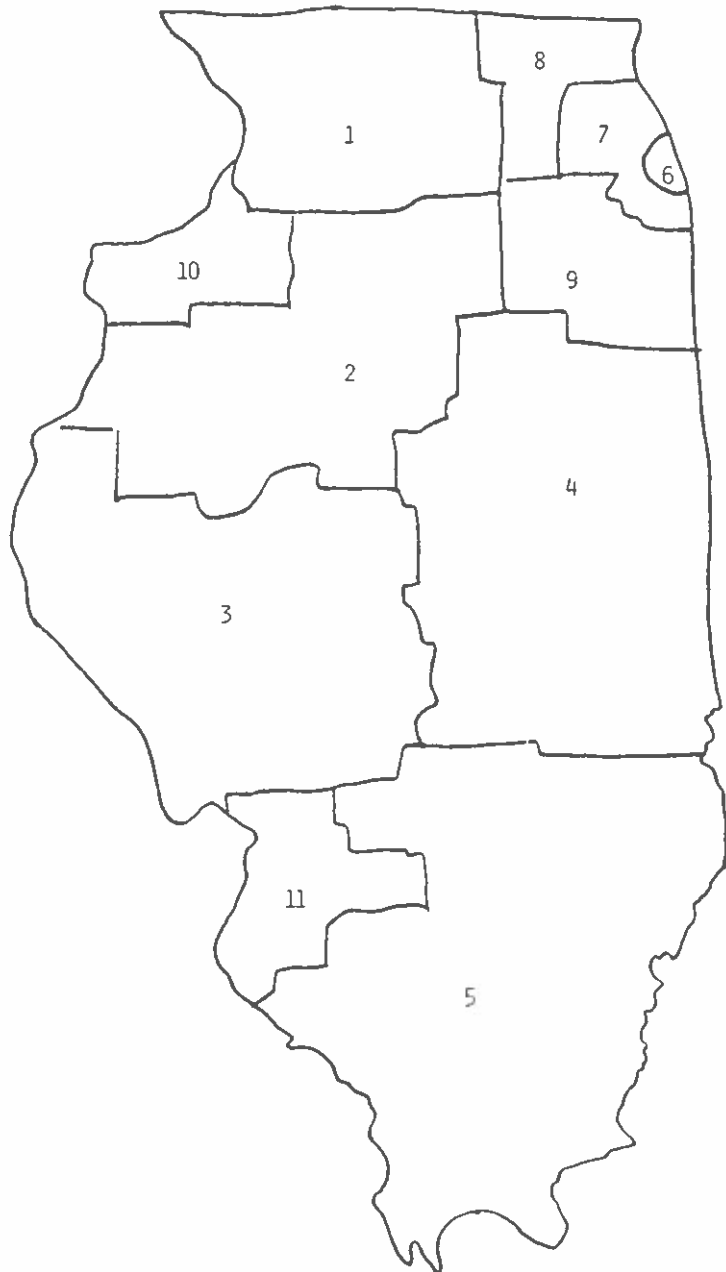
Of the 110,309 RNs who renewed their Illinois RN license by August 11, 1986, 75,976 had returned completed questionnaires, providing a 68.9% response rate. This report is based on the responses of 63,202 of the returned questionnaires, providing the best approximation of the State's RN resources. Of these 63,202 respondents, 52,562 (83.2%) answered that they either lived or worked in Illinois during 1985 and/or 1986.

Table 1.1

COUNTIES IN ILLINOIS HEALTH SERVICE AREAS

HSA 1	HSA 3	HSA 4	HSA 5	HSA 7
Boone	Adams	Champaign	Alexander	Cook-Outside Chicago
Carroll	Brown	Clark	Bond	DuPage
DeKalb	Calhoun	Coles	Clay	
JoDaviess	Cass	Cumberland	Crawford	
Lee	Christian	De Witt	Edwards	HSA 8
Ogle	Greene	Douglas	Effingham	
Stephenson	Hancock	Edgar	Fayette	Kane
Whiteside	Jersey	Ford	Franklin	Lake
Winnebago	Logan	Iroquois	Gallatin	McHenry
	Macoupin	Livingston	Hamilton	
	Mason	Macon	Hardin	
HSA 2	Menard	McLean	Jackson	HSA 9
Bureau	Montgomery	Moultrie	Jasper	Grundy
Fulton	Morgan	Piatt	Johnson	Kankakee
Henderson	Pike	Shelby	Lawrence	Kendall
Knox	Sangamon	Vermillion	Marion	Will
LaSalle	Schuyler		Massac	
Marshall	Scott		Perry	
McDonough			Pope	
Peoria			Pulaski	HSA 10
Putnam			Randolph	
Stark			Richland	Henry
Tazewell			Saline	Mercer
Warren			Union	Rock Island
Woodford			Wabash	
			Washington	
			Wayne	HSA 11
			White	Clinton
			Williamson	Madison
				Monroe
				St. Clair
			HSA 6	
			Chicago	

Figure 1.1 Illinois Health Service Areas (HSAs)



2. LABOR PARTICIPATION

The number of RNs licensed and working as RNs in Illinois has increased 4.7% in the past year (Table 2.1). A small increase in employed RNs has occurred in most areas of the state outside northeastern Illinois, ranging from a 1.2% increase in HSA 2 to a 4.7% increase in HSA 5. There has been no change in HSA 10. Major exceptions to this relative stability have occurred in three northeastern HSAs where employment mobility patterns are very significant. The number of RNs employed in HSA 6 has increased by 12.2% since 1985. HSA 9 has lost half of the RNs employed there in 1985, with 46% relocating their employment to HSA 8. Although HSA 7 has not suffered an absolute loss of RNs, 1.6% have resigned 1985 positions in HSA 7 in 1985 to work instead in HSA 6 in 1986.

Of RNs licensed and employed as RNs in Illinois, two-thirds work full-time (66.3%), and almost 30% (29.9%) work part-time for the entire year (Table 2.2). Very few RNs (3.0%) reported working only part of the year. Over 10% hold more than one nursing job. Regional differences exist in the proportion of RNs working full-time and part-time (Table 2.2). Compared with the state level (66.3%), a larger proportion of RNs in HSA 5 (74.7%) and HSA 6 (81.2%) work full-time. A greater proportion of RNs in northern HSAs (1, 7, 8, 9, 10), excluding HSA 6, reported working part-time (34.9% -39.3%), when compared with the state level (29.9%). Patterns for working part of the year and holding more than one nursing position are relatively consistent among HSAs.

Residential mobility of RNs in Illinois (Table 2.3) generally shows a more stable pattern than does employment mobility (Table 2.1); with a 3% increase in RNs living in Illinois from 1985 to 1986. Six of 11 HSAs (1, 3, 4, 7, 10, 11) demonstrate stability. HSA 2 has had a 13.5% increase; where most RNs moving to HSA 2 in 1986 came from outside Illinois. The 5.6% increase in RNs living in HSA 5 in 1986 compared to 1985 matches closely the 4.7% increase in employed RNs shown in Table 2.1. There has been extensive migration of RNs from HSA 9 to HSA 8; where 43% of RNs living in HSA 9 in 1985 moved to HSA 8 in 1986. RN employment mobility from HSA 7 to HSA 6 is not associated with an equivalent residential relocation. Only 0.96% of RNs living in HSA 7 in 1985 moved to HSA 6 in 1986.

Almost 17% (16.6%) of RNs licensed and living in Illinois are not employed as RNs (Table 2.3). This pattern is fairly consistent across the state, fluctuating between 12.2% in HSA 6 to 20.6% in HSA 10. Of those unemployed as RNs, only about 1% reported actively seeking work as an RN. The percentage of RNs seeking work in nursing is very small, between 1.0% in HSAs 5 and 8 and 1.4% in HSA 2. About 3-4% of RNs reported working exclusively in an occupation other than nursing, ranging from 2.7% in HSAs 3 and 6 to 4.5% in HSA 8 (Table 2.4).

In general, there is almost no RN unemployment in Illinois, when defined as licensed RNs unemployed and active seeking a nursing position. The size of the RN population working outside of nursing is also very small. It appears that there are almost no untapped nursing personnel resources in Illinois; there is no evidence of an oversupply of RNs. Of the over 110,000 RNs licensed in Illinois, only about 1,100 RNs are actively seeking nursing employment. Thus, of the RNs licensed in Illinois, 16.6% are not currently working in nursing; 3.4% are working outside of nursing, 3.8% are over 65 years old, 1.5% are currently enrolled in a formal academic program, and 1.2% are currently seeking nursing employment. About 5% of RNs licensed in Illinois, or about 5,500 RNs, can be considered as a potential additional nursing resource if employment conditions can be adjusted to match their personal needs.

The extent of RNs' labor participation is related to their principal work setting (Table 2.5). The proportion of RNs working full-time in hospital clinics (73.6%), public health or community health settings (72.3%), occupational health or employee health services (78.4%), and nursing education programs (75.3% - 80.7%) was reported at 5% or more above the state level (66.3%). The proportion of RNs working part-time was 5% or more above the state level (29.9%) in

physicians' and dentists' offices (48.1%), home health services (35.2%), and by RNs who are self-employed or working on a fee-for-service basis (41.9%). Also, RNs working for associate degree programs, nursing or health associations, home health services and who are self-employed or working on a fee-for-service basis reported a 5% or greater tendency to work only part of the year (8.7% - 19.9%). RNs working in practical, associate degree or baccalaureate degree nursing programs, home health services, or who are self-employed or working on a fee-for-service basis are more apt to hold more than one nursing position (16.5% - 25.9%).

The type of agency where RNs work is also related to the extent of their labor participation (Table 2.5). RNs who work in federal or other government agencies work full-time at a higher rate (78.7-88.8%) than the average in Illinois (66.3%). In private-for-profit agencies, RNs are less apt to work full-time (61.4%), than are RNs working in most other types of agencies.

RN labor participation is also related to educational participation (Table 2.6). The proportion of RNs working full-time increases with greater nursing education. RNs with education beyond diploma or associate degree in nursing reported a lower proportion of part-time employment (8.4% - 20.4%) when compared with the state level (29.9%). Lower than average full-time employment was reported by RNs with only a diploma (47.1%), associate degree in either nursing (57.9%) or a non-nursing field (58.7%), and an other degree (not associate, baccalaureate, master's, or doctorate) (53.5%). Over seventeen percent of RNs with master's degrees in nursing reported holding more than one RN position.

RNs with exclusively diploma nursing education or educational preparation outside of nursing are less likely to work as an RN (Table 2.7). Almost 24% (23.8%) of exclusively diploma educated RNs reported not working as RNs, and 3.8% are working in a field outside of nursing. From 21.5% to 28.7% of RNs with master's, doctoral, and other non-nursing degrees reported not working as an RN; and 13.3% to 15.7% are working in a non-nursing field.

RNs' personal characteristics are related to their labor participation (Table 2.8). Men are much more likely than women to hold full-time positions (80.2% v. 53.9%) and multiple nursing positions (14.8% v. 8.4%). RNs under 30 years old are more likely than those 31-65 years old to work full-time (66.7% v. 53.1%). RNs 45-65 years old are less likely to work either full-time (53.1%) or part-time (18.5%). About 27% of RNs over 65 years old are working as an RN; where 3.2% of RNs licensed in Illinois are over 65 years old. RNs of Asian, Pacific Island or Black races are more likely to work full-time (75.8% - 80.7%). RNs who are white are less likely to work full-time (51.9%). Married RNs living with their spouses or widowed are least likely to work full-time (45.9%-49.9%); as are RNs with one or more dependent children living at home. RNs who are either married with their spouse absent from the household, divorced or never married have the greatest tendency to work full-time (70.0%-80.5%). RNs without dependent children at home are least likely to work part-time (10.8%). RNs whose gross family income ranges between \$15,000 and \$30,000 are less likely to work part-time (13.7%). Those with a gross family income below \$15,000 or above \$30,000 have a lower rate of full-time nursing employment than the state average (66.3%).

Personal characteristics are also related to RNs' lack of labor participation (Table 2.9). Male RNs are less likely to not be working as RNs (10.5%). The proportion of RNs not working as an RN increase with age. Proportionately fewer Black RNs are not working as an RN (8.5%); while a larger share of American Indian RNs are not working in nursing (21.7%). Widowed RNs are more likely to not be working as an RN (34.6%). RNs with more than 4 dependent children living at home are more likely to not be working as an RN (24.3%); but also are more apt to be seeking a nursing position (5.6%). Gross family income below \$15,000 is associated with not working as an RN (39.8%-50.2%) seeking nursing employment (3.5%-5.9%) and working in a non-nursing occupation (4.6%-5.7%).

Table 2.1

Labor Participation as an RN by 1986 and 1985 Employment Location and Change

Employment Location	Labor Participation as an RN in 1986 and 1985		
	N (1986)	N (1985)	Percent Change
Illinois HSA 1	2312	2248	2.9
Illinois HSA 2	3151	3115	1.2
Illinois HSA 3	2327	2268	2.6
Illinois HSA 4	2944	2841	3.6
Illinois HSA 5	1747	1668	4.7
Illinois HSA 6	10521	9377	12.2
Illinois HSA 7	11877	11612	2.3
Illinois HSA 8	3617	1921	88.3
Illinois HSA 9	1531	3075	-50.2
Illinois HSA 10	996	995	0
Illinois HSA 11	1846	1819	1.5
Total Illinois	42869	40939	4.7

Note. Cells with less than 20 cases not reported.

N = number of RNs reporting nursing employment within the HSA.

Percent change = $[N(1986) - N(1985)] \div N(1985)$.

e.g., 2.9% more RNs reported working as an RN in Illinois HSA 1 in 1986 than in 1985.

Table 2.2

Percentage Reporting Labor Participation as an RN by 1986 Location of Employment

Employment Location	n	Labor Participation as an RN in 1986			
		Full-time	Part time	Partial year	>1 Job
Illinois HSA 1	2312	60.3	34.9	3.9	9.7
Illinois HSA 2	3151	62.5	33.7	3.3	8.4
Illinois HSA 3	2327	69.5	26.5	3.0	8.0
Illinois HSA 4	2944	68.5	27.2	3.1	10.6
Illinois HSA 5	1747	74.7	20.0	2.2	10.5
Illinois HSA 6	10521	81.2	15.4	2.5	12.5
Illinois HSA 7	11877	57.3	38.8	3.3	9.3
Illinois HSA 8	3617	57.5	38.0	3.8	11.1
Illinois HSA 9	1531	57.0	39.3	3.3	9.6
Illinois HSA 10	996	61.3	35.2	2.7	9.3
Illinois HSA 11	1846	64.1	32.7	2.4	9.2
Total Illinois	42869	66.3	29.9	3.0	10.3

Note. Percentages do not sum to 100% for full-time, part-time and partial year due to rounding; cells with less than 20 cases not reported.
n = number of RNs reporting nursing employment within the HSA, e.g., 60.3% of the 2312 RNs working in Illinois HSA 1 in 1986 reported holding a full-time RN position.

Table 2.3

Residential Distribution and Change by 1986 and 1985 Residence

Employment Location	Residence in 1986 and 1985		
	N (1986)	N (1985)	Percent Change
Illinois HSA 1	2942	2950	0.0
Illinois HSA 2	3997	3521	13.5
Illinois HSA 3	2966	2968	0.0
Illinois HSA 4	3725	3673	1.4
Illinois HSA 5	2143	2030	5.6
Illinois HSA 6	9204	8673	6.1
Illinois HSA 7	17482	17244	1.4
Illinois HSA 8	4600	2395	92.1
Illinois HSA 9	2569	4649	-44.7
Illinois HSA 10	1265	1265	0.0
Illinois HSA 11	2388	2366	0.9
Total Illinois	53281	51734	3.0

Note. Cells with less than 20 cases not reported.

N = number of RNs reporting nursing employment within the HSA.

Percent change = $[N(1986) - N(1985)] \div N(1985)$; e.g., 0.0% more RNs reported working as an RN in Illinois HSA 1 in 1986 than in 1985.

Table 2.4

Percentage Reporting Lack of Labor Participation as an RN in 1986 by Residence

Residence	N (1986)	Lack of Labor Participation as RN ^a		
		Not Working as RN	Seeking Work as RN	Working Outside of Nursing
Illinois HSA 1	2942	18.0	1.3	3.8
Illinois HSA 2	3997	18.6	1.4	3.0
Illinois HSA 3	2966	18.9	1.2	2.7
Illinois HSA 4	3725	18.8	1.1	3.2
Illinois HSA 5	2143	15.9	1.0	3.6
Illinois HSA 6	9204	12.2	1.1	2.7
Illinois HSA 7	17482	16.9	1.2	3.7
Illinois HSA 8	4600	18.2	1.0	4.5
Illinois HSA 9	2569	16.2	1.2	2.9
Illinois HSA 10	1265	20.6	--	3.4
Illinois HSA 11	2388	16.4	1.3	3.1
Total Illinois	53281	16.6	1.2	3.4

Note. Cells with less than 20 cases not reported.

N = number of RNs reporting residence within the HSA, e.g., 18.0% of the 2942 RNs living in Illinois HSA 1 reported not working as an RN in 1986.

^aNot Working as RN = % RNs reporting not working as an RN during 1986.

Seeking Work as RN = % RNs reporting not employed as an RN in 1986 and actively seeking employment as an RN.

Working Outside of Nursing = % RNs reporting employed exclusively in an occupation other than nursing.

Table 2.5

Percentage Reporting Labor Participation as an RN by Principal Work Setting

Principal Work Setting	n	Labor Participation as an RN in 1986			
		Full-time	Part time	Partial year	>1 Job
Hospital	33528	68.8	28.9	2.1	9.2
Hospital Clinics	944	73.6	23.2	2.3	9.5
Clinic	1275	63.7	32.3	3.5	13.3
HMO	408	61.0	32.6	5.9	11.5
Emergency center/ Acute Care Center	677	63.1	33.5	3.1	13.4
Physician(s')/Dentist(s') Office	2513	46.6	48.1	5.0	11.1
Nursing home/extended care facility	3864	64.0	30.5	5.2	10.6
Public health or community health setting	2448	72.3	23.7	3.9	14.1
Occupational health/ employee health service	851	78.4	13.3	7.6	10.2
Student health/school	1149	68.2	22.6	7.4	13.2
Practical nursing program	158	77.9	14.6	--	16.5
Associate degree nursing program	413	75.3	15.3	8.7	24.7
Diploma program	285	80.7	12.6	--	14.0
Baccalaureate/higher degree program	640	78.0	16.3	5.3	25.9
Self-employed/fee for service	365	36.4	41.9	21.1	20.8
Nursing or health association	249	65.9	22.1	11.7	12.9
Home health	503	42.7	35.2	19.9	17.3
Other	409	76.3	18.6	--	11.5
Type of Agency:					
Federal government	2028	88.8	7.8	1.7	8.1
Other government	6046	78.7	17.9	3.1	12.2
Private not-for-profit	27176	67.5	30.0	2.4	9.7
Private for-profit	13255	61.4	33.7	4.7	11.7
Other	1157	40.6	43.0	14.7	14.0

Note. Percentages do not sum to 100% for full-time, part-time and part of year due to rounding; cells with less than 20 cases not reported.
n = number of RNs reporting this setting for principal nursing employment, e.g., 68.8% of the 33528 RNs working in hospitals reported having a full-time RN position.

Table 2.6

Percentage Reporting Labor Participation as an RN in 1986 by Highest Degree Earned

Highest Degree Earned	n	Labor Participation as an RN in 1986			
		Full-time	Part-time	Partial year	>1 Job
Diploma	27969	47.1	25.7	3.0	6.3
Assoc. in nsg.	12414	57.9	28.3	2.5	9.6
B.S. in nsg.	14544	60.6	20.4	2.3	9.5
M.S. in nsg.	3049	69.1	13.6	3.2	17.7
Doctorate in nsg.	81	74.1	--	--	--
Non-nsg. Assoc. degree	438	58.7	19.9	--	11.9
Non-nsg. Bacc. degree	2938	62.0	16.4	2.6	10.1
Non-nsg. Master's degree	1435	63.8	8.4	2.3	10.6
Non-nsg. Doctoral degree	214	67.3	--	--	15.0
Non-nsg. other degree	230	53.5	10.4	--	12.2

Note. Percentages do not sum to 100% for full-time, part-time and partial year due to rounding; cells with less than 20 cases not reported.
n = number of RNs reporting this degree as their highest nursing or non-nursing degree, e.g., 47.1% of the 27969 RNs whose highest degree is a diploma reported holding a full-time RN position in 1986.

Table 2.7

Percentage Reporting Lack of Labor Participation as an RN in 1986 by Highest Degree Earned

Highest Degree	N (1986)	Lack of Labor Participation as RN ^a		
		Not Working as RN	Seeking Work as RN	Working Outside of Nursing
Diploma	27969	23.8	1.4	3.8
Assoc. in nsg.	12414	10.6	1.4	2.1
B.S. in nsg.	14544	15.8	1.2	3.5
M.S. in nsg.	3049	13.6	1.6	2.7
Non-nsg. Assoc. degree	438	17.8	--	6.9
Non-nsg. Bacc. degree	2938	18.3	1.0	5.7
Non-nsg. Master's degree	1435	24.3	2.0	13.3
Non-nsg. Doctoral degree	214	21.5	--	14.0
Non-nsg. other degree	230	28.7	--	15.7

Note. Cells with less than 20 cases not reported.

N = number of RNs reporting this degree as their highest nursing or non-nursing degree, e.g., 23.8% of the 27969 RNs whose highest nursing education preparation is diploma reported not working as an RN in 1986.

^aNot working as RN = % RNs reporting not working as an RN during 1986.

Seeking Work as RN = % RNs reporting not employed as an RN in 1986 and actively seeking employment as an RN.

Working Outside of Nursing = % RNs reporting employed exclusively in an occupation other than nursing.

Table 2.8

Percentage Reporting Labor Participation as an RN in 1986 by Personal Characteristics

Personal Characteristics	n	Labor Participation as an RN in 1986			
		Full-time	Part-time	Partial year	>1 Job
Sex					
Female	60761	53.9	24.0	2.8	8.4
Male	1573	80.2	6.8	1.3	14.8
Age					
30 yrs. or less	12330	66.7	22.9	1.8	9.3
31-45 years old	28976	53.1	28.3	2.7	10.4
45-65 years old	18765	53.1	18.5	3.3	6.0
> 65 years old	2003	13.6	8.2	5.0	1.0
Race					
Hispanic	730	67.1	15.6	--	8.0
American Indian	198	58.6	16.7	--	10.1
Asian/Pacific	3866	75.8	6.1	1.6	11.9
Black	2208	80.7	7.3	2.2	14.9
White	55023	51.9	25.6	2.8	8.1
Marital Status					
Married, spouse present	44420	45.9	29.9	3.1	7.7
Married, spouse absent	881	70.0	14.8	--	15.0
Widowed	2204	49.9	10.7	4.3	4.4
Divorced	5327	79.7	7.8	1.7	14.2
Never Married	9407	80.5	6.3	1.7	9.6
Number of Children					
0	22577	65.3	10.8	2.4	7.6
1	11427	54.3	26.6	2.7	8.7
2-4	26911	46.0	32.9	3.1	9.2
> 4	1107	41.1	30.2	3.6	9.1
Gross Household Income					
< \$9,000	945	11.0	25.4	11.0	4.1
> \$9,000 < \$15,000	1748	20.0	31.0	6.3	6.9
> \$15,000 < \$30,000	17900	68.7	13.7	2.2	9.0
> \$30,000 < \$50,000	20166	52.4	30.2	2.4	9.7
> \$50,000	16127	53.2	24.9	2.7	8.2

Note. Percentages do not sum to 100% for full-time, part-time and partial year due to rounding; cells with less than 20 cases not reported.
 n = number of RNs reporting this personal characteristic, e.g., 53.9% of the 60761 female RNs reported holding a full-time RN position.

Table 2.9

Percentage Reporting Lack of Labor Participation as an RN in 1986 by Personal Characteristics

Personal Characteristics	N (1986)	Lack of Labor Participation as RN in 1986 ^a		
		Not Working as RN	Seeking Work as RN	Working Outside of Nursing
Sex				
Female	60761	18.7	1.4	3.7
Male	1573	10.5	1.1	4.8
Age				
30 yrs. or less	12330	7.9	0.9	1.7
31-45 years old	28976	15.6	1.5	4.0
46-65 years old	18765	24.4	1.5	4.6
> 65 years old	2003	71.3	1.5	3.5
Race				
Hispanic	730	14.3	--	2.7
American Indian	198	21.7	--	--
Asian/Pacific	3866	16.7	2.3	1.7
Black	2208	8.5	1.1	2.6
White	55023	19.1	1.3	3.9
Marital Status				
Married, spouse present	44420	20.6	1.4	3.8
Married, spouse absent	881	11.5	3.1	3.4
Widowed	2204	34.6	1.5	3.6
Divorced	5327	9.9	1.2	3.5
Never Married	9407	10.5	0.8	3.1
Number of Children				
0	22577	20.5	4.9	3.7
1	11427	15.9	4.9	3.4
2-4	26911	17.5	4.8	3.8
> 4	1107	24.3	5.6	3.6
Gross Household Income				
< \$9,000	945	50.2	5.9	5.7
>\$9,000 ≤ \$15,000	1748	39.8	3.5	4.6
>\$15,000 ≤ \$30,000	17900	14.7	1.3	2.3
>\$30,000 ≤ \$50,000	20166	14.6	1.2	3.2
> \$50,000	16127	19.0	1.1	4.1

Note. Cells with less than 20 cases not reported.

N = number of RNs reporting this personal characteristic.

^aNot Working as RN = % RNs reporting not working as an RN during 1986.

Seeking Work as RN = % RNs reporting not employed as RN in 1986 and actively seeking employment as an RN.

Working Outside of Nursing = % RNs reporting employed exclusively in an occupation other than nursing, e.g., 18.7% of the 60761 female RNs reported not working as an RN during 1986.

3. PRACTICE PATTERNS OF REGISTERED NURSES

Total Years of Nursing Experience (Table 3.1). Almost all RNs licensed in Illinois have worked as an RN at some time. Since graduating from their basic nursing education program, only 0.4% of all the RNs licensed in Illinois have never worked for pay as a registered nurse. The rest of the respondents have an extensive range of experience extending from less than 1 year through 55 years. Half (49.7%) of the RNs employed in Illinois have worked for 10 years or less and four-fifths (80.0%) have 20 years or less of nursing experience. Total years of RN work experience does not vary dramatically across current Illinois employment HSAs. The variability that does exist is greatest for the 1-5 year category. Only 18.0% of the RNs employed in HSA 10 have 1-5 years total nursing experience while 29.9% of the RNs employed in HSA 6 fall into this category.

Years of Nursing Experience in Illinois (Table 3.2). Almost all RNs licensed in Illinois have worked in Illinois as an RN. Although they are currently licensed as RNs in Illinois, 2.5% of the nurses who have ever worked for pay as a registered nurse have never worked in Illinois as a paid RN. Those RNs who have worked in Illinois have been employed in the state from less than 1 year through 55 years. Employment within Illinois averages approximately 3 years less than total years of nursing experience, indicating that Illinois RNs' nursing career is primarily within Illinois.

Over half (56.1%) of the RNs who work as RNs in Illinois have been employed in Illinois for 10 years or less and almost three-quarters (72.8%) have worked in Illinois for 15 or fewer years. Total years of RN employment in Illinois varies across Illinois employment HSAs in a pattern similar to total years of RN work experience. There is some additional variability in the 21-35 year category which ranges from a low of 11.1% for HSA 6 to a high of 18.1% for HSA 4. Compared to the rest of Illinois, Chicago (HSA 6) has proportionately more nurses with both fewer years of total RN work experience and experience within Illinois.

Principal Nursing Position (Table 3.3). Almost three-fifths (59.1%) of all the RNs employed in nursing in Illinois hold the position of staff nurse. The rest of the RNs in Illinois are distributed across a wide variety of positions, none of which include even 10% of the RNs currently employed in nursing. Three categories of nursing service administration positions include a quarter (24.3%) of the currently employed nurses: charge nurse or team leader (8.0%), head nurse or assistant head nurse (7.7%), and nursing service administrator/associate/assistant (8.6%). The proportion of RNs in these administration positions varies across HSAs, with the combined percentage for the three categories ranging from a low of 21.0% for HSA 7 to a high of 34.1% for HSA 5.

Employment in some nursing positions is concentrated in the Chicago Metropolitan area. Most RNs working as professional organization administrators, consultants, or utilization review nurses are employed in HSA 6 or 7. Nurse midwives are located almost exclusively in the Chicago Metropolitan area. Eighty percent are employed in HSA 6 and 11.7% are in HSA 7.

Principal Nursing Employment Setting (Table 3.4). As one would expect from the pattern of current principal nursing positions held by RNs in Illinois, the majority (66.4%) are employed by hospitals. The second most frequently cited employment setting, nursing home or extended care facility, employs 7.7% of the RNs. Two other settings each account for approximately 5% of the RNs employed in nursing: physicians' or dentists' offices (5.2%) and public health or community health settings (4.7%). Only 2.8% report a nursing education program as their current principal position setting.

There is variability among HSA employment locations in the percentage of RNs employed in each setting. Employment in the hospital inpatient setting ranges from a low of 53.8% in HSA 1 to a high in 74.6% in HSA 6. HSA 1 has an above average number of RNs employed in non-hospital clinics and in nursing homes. RNs in ambulatory care in HSA 6 are more likely to work in hospital clinics and less likely to work in physicians offices than are RNs employed in ambulatory care settings outside Chicago.

Agency Type of Principal Nursing Position (Table 3.5). Not-for-profit nongovernmental organizations employ over half (56.6%) of the RNs who are employed in nursing in Illinois. Over a quarter (26.5%) of the RNs are employed by for-profit organizations, while 14.7% work for various levels of government. Only 1.9% or almost 1380 RNs are self-employed as nurses in Illinois. The greatest variability in type of employment agency across HSAs is the proportion of RNs employed in Federal and other governmental agencies, which is somewhat inversely related to the proportion of RNs employed in not-for-profit agencies within the same HSA.

Time Spent On Different Work Activities. Tables 3.6, 3.7, and 3.8 present the average percentage of time devoted to different types of work activities during a usual work week. Table 3.6 displays this information in relation to principal nursing position. Over 65% of staff nurses, nurse anesthetists, home health and private duty nurses reported spending 81-100% of their time in direct patient care. The percentage of time in direct patient care varies more for nurse clinicians, practitioners, midwives, clinical nurse specialists and school and office nurses. Most RNs (65-95%) in clinical practice positions reported spending no time teaching students. Between 22% and 36% of RNs working as clinicians, practitioners, midwives, specialists, administrators and school nurses reported spending up to 20% of their time teaching staff. RNs in very few types of nursing positions reported spending any time on research, and those who do spend less than 20% of their time.

Table 3.7 displays the work activity data according to principal nursing employment setting. From 57% to 60% of RNs working in hospitals, emergenters, physicians' or dentists' offices, or home health reported spending 81-100% of their time in direct patient care. The amount of time spent in direct patient care by RNs working the HMOs, nursing homes, public health, occupational health or student health is quite variable within each type of setting. Almost 55% of RNs working in nursing homes reported spending up to 40% of their time in staff supervision. Between 30-40% of RNs in clinics, HMOs, public health, occupational health and student health reported spending up to 40% of their time in administration. Over 85% of RNs in all health service delivery settings reported spending no time teaching students. The little amount of time spent on research is by RNs working in baccalaureate or higher degree programs. Over 80% of RNs working in any other setting reported no time spent on research.

The percentage of time devoted to different types of work activities across types of employing agencies (Table 3.8) shows that RNs working for government agencies spend less time providing direct patient care and more time at staff supervision and administration than do RNs employed by not-for-profit nongovernmental or for-profit organizations or self-employed.

Performance Frequency of Direct Care Functions. For those RNs who spend some time during a usual work week providing direct patient care, Tables 3.9, 3.10, and 3.11 present mean ratings for frequency of performing 13 different direct patient care functions using a scale ranging from 1 = performed often to 4 = never performed. A lower mean rating indicates more frequent performance of a function. Table 3.9 shows the ratings for different principal nursing positions, while Table 3.10 displays the mean ratings for principal nursing employment settings and Table 3.11 covers the different employing agency types. These tables refer only to nurses who spend part of their work week performing direct patient care functions.

The mean ratings for some patient care functions vary more than for other functions across the different nursing positions, settings, and agency types. This is due to the fact that for example, certified nurse midwives and certified nurse anesthetists have the lowest mean ratings for performing physical examinations, which means that the largest proportion of RNs in these positions reported often performing this direct patient care function.

The mean ratings for performing nursing diagnoses are generally 2 or less as one looks across nursing positions, settings, and agency types. This indicates

that this relatively recently developed aspect of the nursing process is being incorporated into practice. Also encouraging are the ratings for patient care functions 9 through 12. The four patient education functions are all being frequently performed. A final aspect of these data worth commenting on concerns functions 6 through 8 that cover the use of computers in providing direct patient care. These mean ratings have higher values, indicating that the computerization of records, orders and plans is seldom or never a part of nursing practice in Illinois.

Participation in Supplementary Nursing Practice (Table 3.12). Only 8.6% (about 9500) RNs licensed in Illinois currently hold more than one position in nursing for pay. Almost half (45.8%) of these additional nursing positions are located in a hospital, while approximately 15% of the positions are each situated in a nursing home/extended care, the community, and a clinic/office. The majority (69.2%) of these positions involve the provision of patient care, with administration and supervision (13.0%) and nursing education (12.9%) being the next most frequent types of work.

Educational Preparation and Practice Patterns. The original educational preparation of RNs varies with their principal nursing position (Table 3.13). Certified nurse anesthetists, school nurses, and office nurses are most likely to have attended a diploma program. Although certified nurse anesthetists and office nurses also have the highest percentages for a diploma as their highest nursing educational attainment, school nurses are more likely to have gone on to complete a baccalaureate or master's in nursing. Clinical nurse specialists, certified nurse midwives, and nursing faculty are more likely to have originally attended a baccalaureate nursing program and to have then continued on to complete a nursing master's or doctorate. Nursing faculty (along with academic administrators) are also the most likely to subsequently earn a non-nursing graduate degree (Table 3.14). Only a tenth of all Illinois RNs subsequently earn any type of non-nursing degree. The overall picture presented by Tables 3.13 and 3.14 is that increasing one's level of education is related to one's nursing job.

The relationship between level of education and the performance of different work activities is seen in Tables 3.15 and 3.16. RNs who hold a graduate degree either in nursing or in another field spend less time providing direct patient care and more time performing administrative duties and teaching students. Research is limited primarily to doctorally prepared nurses. Additional educational preparation, especially at the graduate level, is associated with an expanded range of job activities.

The mean ratings for performance frequency of direct patient care functions across the various levels of nursing and non-nursing educational attainment (Tables 3.17 and 3.18) show patterns similar to those for principal nursing positions, settings, and agency types (Tables 3.9, 3.10, 3.11). Within each direct patient care function, there is little variability across educational levels because the ratings refer only to RNs who spend at least some part of their work week providing direct patient care.

The practice setting selected by Illinois RNs is related to their educational attainment (Tables 3.19 and 3.20). Physicians'/dentists' offices, occupational health/employee health services, and student health services employ the highest percentages of RNs who originally graduated from a diploma program. Physicians' offices and occupational health settings also have the highest percentages of RNs who hold the diploma as their highest nursing degree, although there is greater nursing and non-nursing educational attainment among occupational health nurses. For student health nurses, there is a much greater completion of baccalaureate and master's nursing and non-nursing degrees subsequent to their original nursing education. RNs who originally completed a nursing baccalaureate program are most heavily clustered in various academic settings and comprise the group most likely to subsequently complete graduate degrees either in nursing or in another discipline. Tables 3.21 and 3.22 also present the data on educational attainment, this time in terms of types of employing agencies. The largest percentage of

diploma graduates (both in terms of original and highest levels of education) occurs in the self-employed category. Governmental agencies, federal and other, demonstrate the largest proportions of RNs with baccalaureate and higher nursing and non-nursing degrees.

Opportunity to Use Skills and Practice Patterns. The extent to which a job provides the incumbent with a chance to do the things one is best at addresses an aspect of job satisfaction, and also the degree to which the public is receiving the full benefit of nurses' education. Tables 3.23, 3.24, and 3.25 reveal that across various principal nursing positions, employment settings, and employment agency types, 70% or more of Illinois RNs have jobs that offer them either a very good or fairly good opportunity to do the things they are best at. For nursing position (Table 3.23), the percentage of RNs stating that their job provides them with a very good chance to use their skills ranges from 36.1% of office nurses to 78.7% certified nurse anesthetists. The percentage of staff nurses reporting a very good chance to use their skills was 38.3%, and reporting a fairly good chance was 40.3%. For employment setting (Table 3.24), the percentage responding a very good chance varies from 33.3% of nursing home RNs to 56.0% of self-employed nurses. Forty-one percent of RNs working in hospital inpatient settings reported a very good chance to use their skills. There is much less variability in the data across agency types (Table 3.25). Tables 3.26 and 3.27 show no relationship between types of work activities and direct patient care functions performed and opportunity to utilize one's skills on the job.

Table 3.1

Total Years of Employment as an RN by 1986 Employment Location (HSA)

1986 Employment	n	Total Years					
		1-5	6-10	11-15	16-20	21-35	36-55
Illinois HSA 1	2193	24.2	20.4	18.6	13.6	20.1	3.1
Illinois HSA 2	2974	24.3	23.5	18.0	12.4	18.6	3.2
Illinois HSA 3	2220	23.9	23.1	15.8	13.4	20.5	3.3
Illinois HSA 4	2753	23.9	22.2	16.6	13.1	21.2	3.1
Illinois HSA 5	1653	26.4	23.8	18.1	11.7	16.6	3.4
Illinois HSA 6	9830	29.9	25.0	14.9	11.1	16.5	2.5
Illinois HSA 7	11231	24.0	26.4	18.5	13.7	15.6	1.8
Illinois HSA 8	3396	21.4	24.1	19.0	14.0	18.1	3.5
Illinois HSA 9	1454	25.4	22.1	17.6	12.7	19.5	2.5
Illinois HSA 10	927	18.0	26.4	19.3	14.5	19.0	2.8
Illinois HSA 11	1763	20.1	25.6	19.5	14.1	18.0	2.7
Total Illinois	40394	25.1	24.6	17.4	12.9	17.5	2.6

Note. Results are reported as percentages of RNs in each employment location, e.g., 24.2% of the nurses employed in HSA 1 have a maximum of 5 years total RN employment. Percentages may not sum to 100% due to rounding.

Table 3.2

Years of Employment in Illinois as an RN by 1986 Employment Location (HSA)

1986 Employment	n	Total Years					
		1-5	6-10	11-15	16-20	21-35	36-55
Illinois HSA 1	2290	28.8	22.3	17.2	12.6	16.8	2.2
Illinois HSA 2	3123	27.3	24.5	17.5	11.2	16.6	2.7
Illinois HSA 3	2293	27.7	23.8	16.2	11.9	17.7	2.5
Illinois HSA 4	2905	30.1	22.6	15.9	10.7	18.1	2.7
Illinois HSA 5	1724	31.8	26.3	15.7	9.9	13.6	2.6
Illinois HSA 6	10379	34.9	26.6	14.9	10.9	11.1	1.4
Illinois HSA 7	11764	29.1	27.8	17.5	12.1	12.0	1.2
Illinois HSA 8	3586	28.8	25.8	17.2	11.2	14.2	2.7
Illinois HSA 9	1517	27.6	23.3	18.5	11.3	17.3	1.9
Illinois HSA 10	990	23.3	27.5	18.9	12.7	15.8	--
Illinois HSA 11	1830	27.0	27.0	18.4	12.6	12.7	2.0
Total Illinois	42401	30.2	25.9	16.7	11.5	13.7	1.9

Note. Results are reported as percentages of RNs in each employment location, e.g., 28.8% of the nurses employed in HSA 1 have a maximum of 5 years RN employment in Illinois. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Table 3.3

Percentage of RNs in Principal Nursing Positions by 1986 Employment Location (HSA)

Nursing Position	Employment Location (HSA) ^a											
	1	2	3	4	5	6	7	8	9	10	11	12
Staff nurse	55.7	56.4	52.4	54.9	47.6	60.6	63.3	60.4	53.8	61.6	59.8	59.1
Nurse clinician/practitioner	1.2	1.6	1.1	2.2	1.9	2.9	2.3	1.3	-	-	-	2.0
Clinical nurse specialist	1.4	1.0	1.0	1.3	-	2.1	1.2	1.0	1.4	-	-	1.4
Certified nurse anesthetist	-	1.0	1.7	1.3	1.8	0.9	0.4	0.9	-	-	1.3	0.9
Certified nurse midwife	-	-	-	-	-	0.5	-	-	-	-	-	0.1
Charge nurse or team leader	9.7	10.7	12.1	9.3	11.2	5.6	7.0	7.1	11.4	7.0	9.7	8.0
Head nurse or assistant	6.3	8.2	7.0	8.9	10.4	9.0	6.6	6.7	7.7	7.2	6.2	7.7
Inservice instructor	1.0	1.1	1.7	1.5	1.5	1.2	0.9	1.2	-	-	1.4	1.2
Nursing service administrator	9.1	8.1	9.6	9.9	12.5	8.5	7.4	9.1	9.8	8.1	9.2	8.6
Academic administrator	1.0	0.7	0.9	-	-	0.8	0.5	-	-	-	-	0.6
Professional org. administrator	-	-	-	-	-	0.7	0.6	0.6	-	-	-	0.6
Nursing faculty	3.8	2.6	2.7	2.4	2.6	2.9	1.4	1.3	3.8	2.0	3.2	2.3
School nurse	2.4	1.0	1.8	1.5	2.6	0.8	2.2	2.5	2.4	2.4	1.8	1.8
Office nurse	3.4	3.9	3.6	3.0	3.2	0.8	3.0	3.3	-	4.5	2.3	2.6
Home nursing	-	-	-	-	-	0.4	0.8	1.1	-	-	-	0.7
Private duty/agency	1.2	0.9	-	-	-	0.5	0.8	1.2	-	-	-	0.7
Consultant	-	-	-	-	-	0.6	0.4	-	-	-	-	0.5
Utilization review	-	-	-	-	-	0.4	0.4	-	-	-	-	0.4
Other	1.2	1.1	1.4	1.1	1.3	0.9	0.8	1.3	-	-	-	1.0
Total n	2292	3123	2290	2909	1702	10432	11769	3575	1523	988	1821	42424

Note. Results are reported as percentages of RNs in each employment location, e.g., 55.7% of the nurses in HSA 1 are employed as staff nurses. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

a) 1-11 = Illinois 1986 employment HSA number
12 = Total Illinois

Table 3.4

Percentage of RNs in Principal Nursing Employment Settings, by 1986 Employment Location (HSA)

Setting	Employment Location (HSA) ^a											
	1	2	3	4	5	6	7	8	9	10	11	12
Hospital inpatient	53.8	64.5	62.5	59.7	60.0	74.6	67.2	63.5	60.7	62.8	67.3	66.4
Hospital clinic	1.2	1.2	1.1	2.0	-	3.2	1.6	0.8	-	2.0	-	1.8
Clinic	6.0	2.5	3.8	4.0	2.9	1.6	2.1	2.7	2.7	-	1.2	2.5
HMO	-	-	-	0.8	-	1.1	1.0	0.6	-	-	-	0.8
Emergencycenter	1.0	1.3	0.9	1.4	-	1.6	1.1	1.4	1.4	-	1.6	1.3
Physician's office	5.9	7.7	7.1	6.4	6.3	1.9	6.2	5.7	5.5	8.7	4.7	5.2
Nursing home	11.8	9.1	7.3	10.9	11.1	3.3	8.0	10.3	10.2	7.3	8.7	7.7
Public/community health	5.6	4.9	7.3	4.9	7.4	4.0	4.2	4.3	5.1	5.3	5.1	4.7
Occupational health	2.4	1.6	1.0	2.1	1.2	1.7	1.3	2.0	2.4	2.0	2.2	1.7
Student health	3.8	1.5	2.0	2.7	4.0	1.2	2.6	2.9	2.5	3.5	2.1	2.3
LPN program	-	-	-	-	-	0.3	-	-	-	-	-	0.3
ADN program	1.0	0.6	-	-	1.5	0.4	0.7	0.8	1.5	-	1.4	0.8
Diploma program	1.2	1.5	1.2	-	-	0.5	0.3	-	-	-	-	0.6
BSN or higher program	1.8	-	-	1.2	-	2.5	0.4	-	1.8	-	1.5	1.1
Self-employed	-	-	-	-	-	0.5	0.7	1.0	-	-	-	0.6
Nursing/health assoc.	-	-	-	-	-	0.5	0.4	-	-	-	-	0.4
Home health	1.4	0.8	-	0.7	-	0.6	1.2	1.9	-	-	-	1.0
Prison	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	1.2	0.7	-	0.7	0.7	0.9	-	-	-	0.1
Total n	2287	3124	2290	2907	1707	10400	11779	3578	1522	988	1822	42404

Note: Results are reported as percentages of RNs in each employment location, e.g., 53.8% of the nurses in HSA 1 are employed in a hospital inpatient setting. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

a1-11 = Illinois 1986 employment HSA number
12 = Total Illinois

Table 3.5

Percentage of RNs in Principal Nursing Employment Agency Types by 1986 Employment Location (HSA)

1986 Employment	n	Agency Type ^a					
		1	2	3	4	5	6
Illinois HSA 1	2241	-	16.4	51.0	29.6	2.1	-
Illinois HSA 2	3045	1.1	9.8	64.9	21.0	2.9	-
Illinois HSA 3	2246	0.9	15.1	59.4	22.2	2.1	-
Illinois HSA 4	2836	6.4	10.7	53.7	26.9	1.9	-
Illinois HSA 5	1663	4.3	24.4	45.9	23.6	1.3	-
Illinois HSA 6	10168	3.8	14.6	56.9	23.3	1.2	0.2
Illinois HSA 7	11562	2.7	6.2	57.5	31.4	1.9	0.2
Illinois HSA 8	3526	4.9	9.1	54.3	28.9	2.7	-
Illinois HSA 9	1488	-	11.8	57.6	27.1	1.8	-
Illinois HSA 10	955	-	22.7	48.3	24.8	3.2	-
Illinois HSA 11	1790	1.7	13.2	60.4	22.3	2.1	-
Total Illinois	41520	3.0	11.7	56.6	26.5	1.9	0.2

Note. Results are reported as percentages of RNs in each employment location, e.g., 16.4% of the nurses employed in HSA 1 work for other government employers. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

^a1 = Federal government

2 = Other government

3 = Not-for-profit nongovernmental

4 = For profit

5 = Self-employed

6 = Other

Table 3.6a

Percentage of Time Spent on Different Work Activities by Principal Nursing Position

Work Activity	Principal Position ^a						
	1	2	3	4	5	6	7
Direct patient care							
0%	1.3	4.6	10.5	1.8	2.6	10.8	55.7
1-20%	1.2	5.6	19.1	3.1	8.5	32.8	27.8
21-40%	2.9	8.9	16.2	1.4	12.4	15.8	7.8
41-60%	8.3	15.5	16.5	4.9	23.7	17.2	3.8
61-80%	16.5	23.1	19.7	11.9	25.9	14.5	2.1
81-100%	69.8	42.2	18.1	76.9	26.9	8.9	2.9
Staff supervision							
0%	68.4	69.5	60.6	85.9	16.3	7.6	63.4
1-20%	23.8	25.3	29.2	10.6	41.9	33.7	23.8
21-40%	4.5	3.3	7.0	2.0	19.2	25.4	8.1
41-60%	2.3	1.1	2.3	0.4	14.1	18.6	3.1
61-80%	0.5	0.5	0.3	0.2	5.4	8.9	0.9
81-100%	0.4	0.3	0.6	0.8	3.2	5.7	0.7
Administration							
0%	86.8	60.7	51.9	68.6	72.6	32.7	53.1
1-20%	8.5	28.7	32.2	24.5	20.0	35.0	25.3
21-40%	2.9	5.9	9.3	3.1	4.3	17.4	11.6
41-60%	1.1	3.0	4.7	2.7	2.5	10.7	8.3
61-80%	0.4	0.8	1.2	0.4	0.4	3.1	1.0
81-100%	0.3	0.8	0.7	0.8	0.2	1.2	0.7
Consultation							
0%	80.5	54.3	37.2	87.8	74.2	66.7	52.1
1-20%	17.7	38.0	47.5	11.8	24.2	31.5	37.1
21-40%	1.3	5.3	9.8	0.2	1.3	1.5	7.2
41-60%	0.3	1.8	3.4	0.2	0.2	0.2	2.8
61-80%	0.1	0.2	1.3	0.0	0.0	0.0	0.3
81-100%	0.1	0.4	0.9	0.0	0.0	0.1	0.5
Teaching students							
0%	89.4	74.6	65.6	85.7	87.4	84.5	72.4
1-20%	10.1	21.8	31.2	12.2	12.1	15.0	12.6
21-40%	0.3	1.7	2.0	0.8	0.5	0.4	5.7
41-60%	0.1	1.2	0.7	0.6	0.0	0.0	4.7
61-80%	0.0	0.4	0.3	0.4	0.0	0.0	1.4
81-100%	0.0	0.4	0.1	0.2	0.0	0.0	3.3

Note. Results are reported as percentages of positive responses, e.g., 1.3% of RNs whose principal nursing position is staff nurse reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^a1 = Staff nurse
 2 = Clinician, practitioner, or midwife
 3 = Clinician nurse specialist
 4 = Nurse anesthetist
 5 = Charge nurse or team leader
 6 = Head nurse
 7 = Inservice education instructor

Table 3.6a (Continued)

Percentage of Time Spent on Different Work Activities by Principal Nursing Position

Work Activity	Principal Position ^a						
	1	2	3	4	5	6	7
Teaching staff							
0%	84.7	63.3	37.8	92.2	67.5	54.7	14.1
1-20%	14.5	31.1	42.4	7.6	31.0	41.6	14.5
21-40%	0.7	4.0	13.7	0.2	1.3	3.3	19.7
41-60%	0.1	0.9	4.7	0.0	0.0	0.2	21.9
61-80%	0.0	0.3	1.0	0.0	0.0	0.1	18.1
81-100%	0.0	0.5	0.4	0.0	0.0	0.1	11.7
Research							
0%	92.6	77.6	60.9	96.9	90.0	86.2	74.4
1-20%	7.1	20.4	34.0	2.7	9.8	13.6	22.6
21-40%	0.2	0.6	2.6	0.4	0.2	0.2	2.1
41-60%	0.1	0.9	1.2	0.0	0.0	0.1	0.5
61-80%	0.0	0.3	0.6	0.0	0.0	0.0	0.2
81-100%	0.0	0.1	0.7	0.0	0.0	0.0	0.2
Other							
0%	98.9	97.5	97.2	98.8	99.1	98.8	95.8
1-20%	0.6	1.3	1.6	0.6	0.5	0.9	2.4
21-40%	0.2	0.5	0.3	0.2	0.2	0.1	0.9
41-60%	0.1	0.4	0.3	0.2	0.1	0.1	0.5
61-80%	0.0	0.2	0.3	0.0	0.0	0.0	0.3
81-100%	0.1	0.2	0.3	0.2	0.0	0.0	0.0

Note. Results are reported as percentages of positive responses, e.g., 1.3% of RNs whose principal nursing position is staff nurse reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

a1 = Staff nurse
 2 = Clinician, practitioner, or midwife
 3 = Clinician nurse specialist
 4 = Nurse anesthetist

5 = Charge nurse or team leader
 6 = Head nurse
 7 = Inservice education instructor

Table 3.6b

Percentage of Time Spent on Different Work Activities by Principal Nursing Position

Work Activity	Principal Position ^a						
	1	2	3	4	5	6	7
Direct patient care							
0%	50.7	69.1	80.8	9.4	5.3	7.2	59.3
1-20%	31.7	12.7	13.1	6.4	4.4	4.3	11.8
21-40%	7.1	7.9	2.8	11.4	4.9	4.3	6.0
41-60%	5.2	3.0	1.4	20.5	14.0	9.9	7.4
61-80%	3.1	2.4	0.6	19.9	18.7	8.9	5.0
81-100%	2.2	4.8	1.4	32.5	52.7	65.4	10.4
Staff supervision							
0%	28.7	76.3	94.7	85.0	85.0	83.0	73.1
1-20%	25.6	17.1	3.3	12.5	11.8	11.5	15.8
21-40%	20.0	3.6	1.3	1.6	1.9	2.2	6.3
41-60%	13.3	1.2	0.4	0.8	0.6	1.5	2.7
61-80%	7.0	0.9	0.2	0.0	0.3	1.3	0.9
81-100%	5.6	0.9	0.1	0.1	0.5	0.4	1.2
Administration							
0%	13.9	31.5	74.7	51.0	55.7	73.9	42.7
1-20%	17.7	13.5	16.3	27.0	18.7	9.5	10.9
21-40%	17.7	10.2	4.0	11.9	10.0	7.1	11.0
41-60%	19.5	12.6	3.3	6.8	8.5	5.3	10.7
61-80%	13.8	14.4	0.9	1.5	2.7	2.8	8.4
81-100%	17.5	18.0	0.8	1.9	4.4	1.4	16.4
Consultation							
0%	54.6	59.2	75.5	47.5	70.2	66.8	45.4
1-20%	38.1	34.2	20.9	46.0	25.5	26.4	25.0
21-40%	4.3	2.7	1.5	5.4	2.9	4.2	11.1
41-60%	1.5	1.2	0.4	0.8	1.2	1.5	6.1
61-80%	0.6	1.2	0.4	0.3	0.1	0.3	2.4
81-100%	0.8	1.5	1.3	0.1	0.1	0.8	9.9
Teaching students							
0%	88.7	48.8	9.0	48.6	95.1	95.4	87.6
1-20%	9.8	30.2	3.4	36.5	4.1	3.6	8.5
21-40%	0.6	4.8	3.6	8.0	0.5	0.6	1.3
41-60%	0.3	4.8	8.5	3.6	0.0	0.0	0.7
61-80%	0.2	3.3	16.5	0.6	0.2	0.3	0.6
81-100%	0.3	8.1	58.9	2.7	0.1	0.1	1.4

Note. Results are reported as percentages of positive responses, e.g., 50.7% of RNs whose principal nursing position is administrator of nursing service reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

a1 = Administrator - Nursing service
 2 = Administrator - Academic Program
 3 = Faculty
 4 = School nurse

5 = Office nurse
 6 = Home health or private duty
 7 = Other

Table 3.6b (Continued)

Percentage of Time Spent on Different Work Activities by Principal Nursing Position

Work Activity	Principal Position ^a						
	1	2	3	4	5	6	7
Teaching staff							
0%	59.8	71.0	89.3	67.8	91.1	91.0	74.6
1-20%	36.5	24.9	7.2	30.2	8.5	7.9	21.5
21-40%	2.9	1.5	1.0	1.7	0.4	1.0	2.7
41-60%	0.5	1.2	0.8	0.1	0.0	0.0	0.7
61-80%	0.2	0.3	0.4	0.1	0.0	0.0	0.3
81-100%	0.1	1.2	1.4	0.1	0.0	0.1	0.3
Research							
0%	84.8	68.3	74.9	87.0	94.5	90.2	81.8
1-20%	13.7	24.6	20.6	12.2	5.3	8.7	13.0
21-40%	0.7	0.9	3.0	0.5	0.1	0.7	1.5
41-60%	0.4	1.2	0.7	0.2	0.2	0.3	1.2
61-80%	0.2	1.8	0.6	0.0	0.0	0.1	0.7
81-100%	0.2	3.3	0.2	0.0	0.0	0.0	1.8
Other							
0%	98.1	97.6	96.9	98.0	97.6	97.9	89.5
1-20%	1.0	1.2	2.0	0.7	1.6	0.8	2.3
21-40%	0.2	0.3	0.4	0.4	0.4	0.6	1.2
41-60%	0.3	0.0	0.3	0.5	0.2	0.3	1.7
61-80%	0.1	0.0	0.1	0.0	0.1	0.0	2.0
81-100%	0.3	0.9	0.3	0.4	0.2	0.4	3.3

Note. Results are reported as percentages of positive responses, e.g., 50.7% of RNs whose principal nursing position is administrator of nursing service reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^a1 = Administrator - Nursing service
 2 = Administrator - Academic Program
 3 = Faculty
 4 = School nurse

5 = Office nurse
 6 = Home health or private duty
 7 = Other

Table 3.7a

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting

Work Activity	Setting ^a						
	1	2	3	4	5	6	7
Direct patient care							
0%	7.9	5.9	22.2	3.6	16.5	16.7	12.0
1-20%	7.3	6.2	6.2	3.6	19.1	12.2	7.6
21-40%	4.7	7.9	7.0	4.3	11.4	8.7	5.8
41-60%	8.6	14.4	11.5	12.3	17.1	16.8	7.4
61-80%	15.0	19.2	15.0	18.4	17.0	15.5	7.6
81-100%	56.5	46.5	38.2	57.8	18.9	30.2	59.6
Staff supervision							
0%	56.3	63.0	63.1	75.5	21.1	63.7	74.0
1-20%	26.5	24.7	21.4	18.5	32.1	22.0	14.4
21-40%	8.2	6.7	10.0	3.5	22.2	7.3	7.8
41-60%	5.3	3.4	3.7	1.5	15.6	3.9	2.3
61-80%	2.3	1.5	1.5	0.4	4.9	1.6	1.4
81-100%	1.5	0.7	0.2	0.5	4.0	1.5	0.0
Administration							
0%	76.2	61.2	50.9	64.2	57.8	47.0	67.8
1-20%	12.2	22.5	20.2	18.9	16.4	18.6	9.5
21-40%	4.7	7.3	12.2	7.3	10.2	14.4	9.7
41-60%	3.0	5.5	7.2	5.1	8.5	11.0	6.8
61-80%	1.6	1.8	5.0	1.8	4.3	5.1	3.7
81-100%	2.2	1.6	4.5	2.7	2.8	3.9	2.5
Consultation							
0%	78.8	63.3	57.9	71.5	67.4	46.5	63.9
1-20%	19.2	32.1	29.7	25.2	28.4	41.5	29.1
21-40%	1.3	3.4	4.2	2.2	2.4	7.4	4.5
41-60%	0.4	0.8	4.5	0.8	0.6	2.3	1.4
61-80%	0.1	0.1	1.0	0.1	0.3	0.7	0.0
81-100%	0.1	0.3	2.7	0.2	1.0	1.6	1.0
Teaching students							
0%	87.3	86.7	89.5	94.0	92.4	85.7	94.2
1-20%	11.9	12.0	9.2	5.8	6.1	12.3	4.9
21-40%	0.4	0.9	1.0	0.2	0.6	0.8	0.2
41-60%	0.2	0.2	0.2	0.0	0.3	0.5	0.0
61-80%	0.1	0.0	0.0	0.0	0.1	0.2	0.2
81-100%	0.1	0.1	0.0	0.0	0.4	0.4	0.4

Note. Results are reported as percentages of positive responses, e.g., 7.9% of RNs whose principal nursing employment setting is hospital reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

a1 = Hospital
 2 = Clinic
 3 = HMO
 4 = Emergicenter or physicians'/ dentists' office

5 = Nursing home
 6 = Public health or occupational health
 7 = Inservice education instructor

Table 3.7a (Continued)

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting

Work Activity	Setting ^a						
	1	2	3	4	5	6	7
Teaching staff							
0%	76.5	75.7	82.3	87.5	65.1	78.2	84.5
1-20%	20.7	22.4	15.7	11.7	30.3	19.8	14.6
21-40%	1.7	1.5	1.5	0.6	3.4	1.6	0.6
41-60%	0.6	0.2	0.5	0.1	0.7	0.2	0.2
61-80%	0.3	0.0	0.0	0.1	0.3	0.1	0.0
81-100%	0.2	0.2	0.0	0.0	0.2	0.1	0.0
Research							
0%	90.4	85.9	88.8	92.3	89.0	87.3	92.0
1-20%	9.0	12.3	10.0	7.3	10.5	11.8	7.0
21-40%	0.3	0.9	1.0	0.2	0.3	0.4	0.6
41-60%	0.2	0.4	0.2	0.2	0.1	0.2	0.0
61-80%	0.1	0.2	0.0	0.0	0.1	0.1	0.2
81-100%	0.1	0.2	0.0	0.0	0.0	0.1	0.2
Other							
0%	98.8	98.2	97.3	97.9	98.4	97.0	99.2
1-20%	0.7	0.9	1.0	1.2	0.7	1.2	0.6
21-40%	0.2	0.4	0.2	0.3	0.3	0.4	0.0
41-60%	0.1	0.2	1.2	0.3	0.2	0.5	0.2
61-80%	0.1	0.2	0.2	0.1	0.1	0.3	0.0
81-100%	0.1	0.1	0.0	0.3	0.3	0.6	0.0

Note. Results are reported as percentages of positive responses, e.g., 7.9% of RNs whose principal nursing employment setting is hospital reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

a1 = Hospital

2 = Clinic

3 = HMO

4 = Emergicenter or physicians'/
dentists' office

5 = Nursing home

6 = Public health or occupational
health

7 = Inservice education instructor

Table 3.7b

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting

Work Activity	Setting ^a					
	1	2	3	4	5	6
Direct patient care						
0%	9.0	79.5	83.7	63.7	75.9	33.6
1-20%	6.6	9.6	8.3	10.7	15.7	7.8
21-40%	11.8	1.3	2.3	1.8	3.0	5.3
41-60%	21.0	3.8	0.8	5.3	1.3	6.6
61-80%	20.0	1.3	0.8	5.0	1.4	11.1
81-100%	31.6	4.5	4.3	13.5	2.7	35.7
Staff supervision						
0%	80.6	89.1	94.7	84.6	93.4	74.5
1-20%	15.6	8.3	3.8	8.9	5.4	14.7
21-40%	2.5	1.9	0.8	4.3	1.1	5.7
41-60%	1.0	0.6	0.8	1.4	0.2	3.3
61-80%	0.2	0.0	0.0	0.0	0.0	0.9
81-100%	0.2	0.0	0.0	0.7	0.0	0.8
Administration						
0%	51.0	77.6	75.9	72.1	63.9	61.2
1-20%	27.4	6.4	11.8	12.1	16.6	14.5
21-40%	12.5	3.8	1.5	4.3	6.6	6.8
41-60%	6.3	3.8	4.3	2.5	6.5	5.9
61-80%	1.6	4.5	2.3	3.6	2.5	3.7
81-100%	1.1	3.8	4.3	5.4	3.8	7.8
Consultation						
0%	45.1	77.6	77.9	78.6	71.5	57.0
1-20%	47.0	19.9	19.1	19.6	25.6	25.3
21-40%	5.9	1.3	1.5	0.7	1.3	6.5
41-60%	1.0	0.0	0.5	0.0	0.3	3.8
61-80%	0.3	0.0	0.0	0.0	0.3	1.7
81-100%	0.6	1.3	1.0	1.1	0.9	5.6
Teaching students						
0%	46.8	16.1	12.5	30.5	13.8	86.6
1-20%	37.1	7.1	7.0	7.9	9.7	7.1
21-40%	8.5	5.2	0.8	2.2	6.7	1.0
41-60%	3.3	7.7	3.8	3.6	12.4	1.0
61-80%	1.4	8.4	11.8	11.5	17.7	1.4
81-100%	2.9	55.5	64.3	44.4	39.8	2.8

Note. Results are reported as percentages of positive responses, e.g., 9.0% of RNs whose principal nursing employment setting is student health service reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^a1 = Student health
2 = LPN Program
3 = ADN Program

4 = Diploma Program
5 = BSN or higher degree program
6 = Other

Table 3.7b (Continued)

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Setting

Work Activity	Setting ^a					
	1	2	3	4	5	6
Teaching staff						
0%	66.6	84.6	90.3	86.8	85.4	81.6
1-20%	31.7	9.6	7.0	11.1	10.9	16.5
21-40%	1.0	1.9	0.5	1.4	1.3	1.2
41-60%	0.3	1.9	0.3	0.7	0.6	0.3
61-80%	0.0	0.0	0.0	0.0	0.9	0.3
81-100%	0.5	1.9	2.0	0.0	0.8	0.1
Research						
0%	85.1	92.9	88.7	83.2	55.4	86.5
1-20%	14.0	5.8	10.3	16.1	34.0	10.2
21-40%	0.6	1.3	1.0	0.4	4.9	1.5
41-60%	0.3	0.0	0.0	0.0	1.4	0.7
61-80%	0.1	0.0	0.0	0.0	1.6	0.1
81-100%	0.0	0.0	0.0	0.4	2.7	1.0
Other						
0%	97.6	98.1	98.0	96.4	96.8	95.1
1-20%	1.0	1.3	1.3	2.2	2.2	1.5
21-40%	0.5	0.6	0.5	0.0	0.5	0.9
41-60%	0.5	0.0	0.3	0.4	0.3	0.7
61-80%	0.0	0.0	0.0	0.0	0.0	0.3
81-100%	0.4	0.0	0.0	1.1	0.2	1.5

Note. Results are reported as percentages of positive responses, e.g., 9.0% of RNs whose principal nursing employment setting is student health service reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^a1 = Student health
2 = LPN Program
3 = ADN Program

4 = Diploma Program
5 = BSN or higher degree program
6 = Other

Table 3.8

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Agency Type

Work Activity	Agency Type ^a					
	1	2	3	4	5	6
Direct patient care						
0%	11.8	21.9	10.6	8.9	10.6	24.2
1-20%	10.3	9.8	8.7	7.8	4.3	5.8
21-40%	10.1	8.0	5.0	5.7	3.5	5.8
41-60%	13.9	13.7	8.9	10.9	10.1	12.5
61-80%	16.7	14.4	15.0	15.7	14.2	13.3
81-100%	37.1	32.2	51.9	50.9	57.2	38.3
Staff supervision						
0%	45.2	58.8	56.1	59.8	83.0	67.5
1-20%	32.1	22.8	26.0	23.5	11.6	18.3
21-40%	12.9	9.1	8.3	8.7	2.4	7.5
41-60%	6.8	5.8	5.5	5.0	2.0	5.0
61-80%	1.6	2.1	2.4	1.8	0.4	0.0
81-100%	1.4	1.3	1.8	1.2	0.6	1.7
Administration						
0%	58.6	62.1	72.9	69.3	69.5	68.3
1-20%	21.3	17.3	13.1	14.6	15.1	14.2
21-40%	8.2	8.7	5.5	6.8	5.9	7.5
41-60%	5.5	6.1	3.8	5.1	4.0	5.8
61-80%	3.2	2.7	2.1	2.2	1.9	1.7
81-100%	3.1	3.1	2.6	2.1	3.6	2.5
Consultation						
0%	68.7	62.9	76.2	71.8	69.2	69.4
1-20%	27.5	30.4	21.2	24.1	23.3	21.5
21-40%	2.3	3.9	1.8	2.4	3.3	3.3
41-60%	0.7	1.2	0.5	0.9	1.8	1.7
61-80%	0.2	0.4	0.2	0.2	0.6	0.8
81-100%	0.6	1.2	0.2	0.7	1.9	3.3
Teaching students						
0%	82.1	72.9	85.1	90.3	93.2	81.7
1-20%	15.8	15.1	12.1	8.1	4.4	7.5
21-40%	0.9	2.0	0.7	0.4	0.4	0.8
41-60%	0.4	1.6	0.4	0.3	0.1	2.5
61-80%	0.3	1.7	0.5	0.2	0.5	1.7
81-100%	0.5	6.8	1.1	0.8	1.3	5.8

Note. Results are reported as percentages of positive responses, e.g., 11.8% of RNs whose principal nursing employment agency type is federal government reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

a) 1 = Federal government
 2 = Other government
 3 = Non-profit, non-governmental

4 = For profit
 5 = Self employed
 6 = Other

Table 3.8 (Continued)

Percentage of Time Spent on Different Work Activities by Principal Nursing Employment Agency Type

Work Activity	Agency Type ^a					
	1	2	3	4	5	6
Teaching staff						
0%	67.3	73.7	75.9	79.4	87.4	87.5
1-20%	29.5	23.2	21.0	18.7	11.3	11.7
21-40%	2.0	1.9	1.9	1.3	0.9	0.8
41-60%	0.3	0.4	0.6	0.4	0.0	0.0
61-80%	0.4	0.4	0.4	0.1	0.1	0.0
81-100%	0.5	0.4	0.3	0.1	0.2	0.0
Research						
0%	85.2	86.5	89.6	90.6	88.9	90.0
1-20%	13.2	11.5	9.8	8.9	9.6	9.2
21-40%	0.5	1.0	0.4	0.3	0.7	0.0
41-60%	0.6	0.3	0.2	0.1	0.6	0.8
61-80%	0.3	0.4	0.1	0.0	0.0	0.0
81-100%	0.4	0.4	0.1	0.1	0.2	0.0
Other						
0%	98.3	97.8	98.7	98.4	97.4	87.5
1-20%	0.8	1.0	0.8	0.8	1.0	5.0
21-40%	0.4	0.4	0.2	0.3	0.5	2.5
41-60%	0.2	0.3	0.1	0.3	0.3	0.0
61-80%	0.2	0.2	0.1	0.1	0.2	0.8
81-100%	0.2	0.3	0.2	0.2	0.5	4.2

Note. Results are reported as percentages of positive responses, e.g., 11.8% of RNs whose principal nursing employment agency type is federal government reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^{a1} = Federal government

2 = Other government

3 = Non-profit, non-governmental

4 = For profit

5 = Self employed

6 = Other

Table 3.9

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Position

Principal Nursing Position	n	Direct Patient Care Functions ^a												
		1	2	3	4	5	6	7	8	9	10	11	12	13
Staff nurse	27995	1.6	2.5	2.8	1.7	1.8	3.3	2.9	3.6	1.6	1.6	1.9	1.8	1.9
Nurse clinician/practitioner	938	1.4	2.2	2.3	1.7	1.6	3.4	3.7	1.3	1.3	1.5	1.5	1.5	
Clinical nurse specialist	594	1.6	2.8	2.3	1.7	1.6	3.7	3.4	3.7	1.3	1.4	1.5	1.5	
Certified nurse anesthetist	449	1.2	2.8	3.2	2.1	1.9	3.4	3.8	3.8	2.8	2.7	3.2	3.0	
Certified nurse midwife	70	1.2	1.3	2.1	1.5	1.4	3.8	3.7	3.8	1.3	1.2	1.3	1.3	
Charge nurse or team leader	3879	1.6	2.5	2.8	1.6	1.7	3.4	3.0	3.7	1.7	1.7	1.9	1.9	
Head nurse or assistant	3310	1.8	2.8	2.9	1.8	1.9	3.4	3.1	3.7	1.7	1.8	2.0	1.9	
Inservice instructor	223	2.1	2.9	2.8	2.0	1.8	3.5	3.2	3.6	1.9	1.9	2.1	2.0	
Nursing service administrator	1922	2.0	2.9	2.9	2.0	2.0	3.6	3.6	3.7	1.6	1.5	1.9	1.6	
Academic administrator	98	1.8	3.2	2.6	2.0	1.9	3.5	3.7	3.6	1.6	1.6	1.9	1.7	
Professional org. administrator	94	1.7	3.0	2.5	2.1	2.0	3.6	3.6	3.7	1.6	1.6	1.7	1.7	
Nursing faculty	223	2.2	2.8	2.6	1.7	1.8	3.6	3.6	3.6	1.6	1.6	1.7	1.6	
School nurse	600	1.6	3.5	3.1	1.9	2.5	3.6	3.9	3.9	1.7	1.5	1.9	1.4	
Office nurse	1027	1.5	3.5	3.5	2.5	3.0	3.8	3.9	3.9	1.6	1.5	1.9	1.7	
Home nursing	317	1.8	2.2	2.4	1.7	1.6	3.7	3.8	3.8	1.5	1.4	1.5	1.4	
Private duty/agency	308	2.4	2.7	2.8	2.0	1.9	3.8	3.9	3.9	1.6	1.6	1.7	1.8	
Consultant	70	1.8	3.2	2.7	2.0	2.0	3.7	3.8	3.9	1.9	1.8	1.9	1.8	
Other	209	1.7	2.9	2.8	2.1	2.1	3.5	3.6	3.8	1.8	1.7	2.0	1.8	

Note. Results are reported as mean ratings for frequency of performing each function by RNs in each position where

1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., staff nurses gave a mean rating of 1.6 for the function of obtaining health histories. Cells with less than 20 cases not reported.

- a1 = Obtain health histories
 2 = Perform physical exams
 3 = Perform psychosocial exams
 4 = Perform nursing diagnoses
 5 = Develop therapeutic plans
 6 = Computer recording of inpatient records
 7 = Computer ordering of tests/treatments
 8 = Computer planning of patient care
 9 = Instruct patient on illness management
 10 = Instruct patients on health maintenance
 11 = Help patients plan care
 12 = Instruct patients on illness prevention
 13 = Evaluate patient outcomes

Table 3.10

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Employment Setting

Principal Employment Setting	Direct Patient Care Functions ^a													
	n	1	2	3	4	5	6	7	8	9	10	11	12	13
Hospital inpatient	29639	1.6	2.5	2.8	1.7	1.7	3.2	2.8	3.6	1.6	1.7	1.9	1.9	1.9
Hospital clinic	862	1.4	2.9	2.7	1.9	2.0	3.4	3.3	3.7	1.4	1.4	1.6	1.5	1.7
Clinic	1105	1.5	3.2	3.1	2.2	2.4	3.7	3.8	3.9	1.5	1.4	1.7	1.6	2.0
HMO	300	1.6	3.0	2.9	2.0	2.2	3.6	3.7	3.7	1.4	1.3	1.6	1.5	1.9
Emergencycenter	638	1.2	2.2	2.6	1.6	2.1	3.2	3.0	3.7	1.4	1.4	1.9	1.7	2.3
Physician's office	2159	1.5	3.4	3.4	2.5	2.9	3.7	3.8	3.9	1.5	1.5	1.8	1.7	2.3
Nursing home	2963	2.4	3.0	3.1	2.0	1.9	3.7	3.9	3.9	2.1	2.1	2.2	2.2	1.9
Public/community health	1913	1.4	2.2	2.3	1.6	1.6	3.7	3.8	3.8	1.4	1.3	1.4	1.4	1.9
Occupational health	1913	1.5	2.2	2.3	1.8	2.3	3.4	3.8	3.8	1.5	1.4	1.7	1.4	1.9
Student health	835	1.5	3.3	3.0	1.8	2.3	3.6	3.9	3.9	1.6	1.4	1.9	1.4	2.0
LPN program	27	2.2	2.6	2.3	1.9	1.7	3.4	3.4	3.5	1.5	1.6	1.6	1.7	1.8
ADN program	68	2.3	2.9	3.0	1.9	1.9	3.5	3.3	3.5	1.7	1.8	2.1	1.9	1.9
Diploma program	95	1.8	2.6	2.8	1.9	1.9	3.2	3.1	3.6	1.7	1.7	1.9	1.9	1.9
BSN or higher program	140	1.8	2.3	2.1	1.6	1.5	3.3	3.4	3.5	1.6	1.7	1.7	1.6	1.5
Self-employed	231	2.0	2.7	2.5	1.9	1.9	3.8	3.8	3.8	1.7	1.6	1.7	1.8	1.8
Nursing/health assoc.	131	2.0	2.8	2.8	2.0	1.7	3.8	3.8	3.8	1.5	1.5	1.6	1.5	1.7
Home health	401	2.2	2.5	2.8	1.9	1.8	3.8	3.9	3.9	1.6	1.5	1.6	1.7	1.6
Prison	47	1.7	2.7	2.4	1.5	2.0	3.7	3.8	3.8	1.5	1.4	1.9	1.6	1.8
Other	182	1.8	3.1	2.8	2.0	2.0	3.8	3.8	3.9	1.7	1.7	2.0	1.9	1.9

Note. Results are reported as mean ratings for frequency of performing each function by RNs in each setting where

1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., hospital inpatient nurses gave a mean rating of 1.6 for the function of obtaining health histories.

- a1 = Obtain health histories
 2 = Perform physical exams
 3 = Perform psychosocial exams
 4 = Perform nursing diagnoses
 5 = Develop therapeutic plans
 6 = Computer recording of inpatient records
 7 = Computer ordering of tests/treatments
 8 = Computer planning of patient care
 9 = Instruct patient on illness management
 10 = Instruct patients on health maintenance
 11 = Help patients plan care
 12 = Instruct patients on illness prevention
 13 = Evaluate patient outcomes

Table 3.11

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Principal Nursing Employment Agency Type

Agency Type	n	Direct Patient Care Functions ^a												
		1	2	3	4	5	6	7	8	9	10	11	12	13
Federal government	1699	1.6	2.7	2.6	1.5	1.5	3.5	3.5	3.7	1.6	1.5	1.7	1.6	1.6
Other government	4291	1.7	2.7	2.7	1.8	1.9	3.4	3.4	3.6	1.7	1.6	1.9	1.8	1.8
Not-for-profit nongovernmental	23230	1.6	2.5	2.8	1.7	1.8	3.3	2.8	3.6	1.6	1.7	1.9	1.9	1.9
For profit	11389	1.6	2.7	2.9	1.8	2.0	3.4	3.3	3.7	1.6	1.6	1.9	1.8	1.9
Self-employed	791	1.6	3.1	3.0	2.2	2.4	3.7	3.8	3.8	1.6	1.6	1.8	1.7	2.1
Other	87	1.6	2.8	2.7	1.9	2.1	3.5	3.5	3.7	1.7	1.6	1.9	1.7	1.9

Note. Results are reported as mean ratings for frequency of performing each function by RNS in each agency type where 1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., federal government nurses gave a mean rating of 1.6 for the function of obtaining health histories.

- | | | |
|--------------------------------|---|--|
| a1 = Obtain health histories | 6 = Computer recording of inpatient records | 10 = Instruct patients on health maintenance |
| 2 = Perform physical exams | 7 = Computer ordering of tests/treatments | 11 = Help patients plan care |
| 3 = Perform psychosocial exams | 8 = Computer planning of patient care | 12 = Instruct patients on illness prevention |
| 4 = Perform nursing diagnoses | 9 = Instruct patient on illness management | 13 = Evaluate patient outcomes |
| 5 = Develop therapeutic plans | | |

Table 3.12

Location and Type of Work of RNs with Current Additional Paid Nursing Positions (n=5,441)

Place of Work	%	Type of Work	%
Hospital	45.8	Administration & supervision	13.0
Nursing home/extended care	15.1	Patient care	69.2
Academic program	5.8	Nursing education	12.9
Continuing education program	4.1	Consultation	9.6
Community	15.2	Research	2.3
Clinic/office	14.7	Other	1.9
Home care	4.8		
Military	1.7		
Other	2.4		

Note. Percentages do not total 100% because respondents could have more than one current other paid nursing position.

Table 3.13

Percentage of RNs in Principal Nursing Positions by Nursing Educational Attainment

Nursing Position	Originals					Highests						
	n	1	2	3	4	5	n	1	2	3	4	5
Staff nurse	29365	49.7	28.5	21.7	0.1	-	28169	45.5	27.2	26.3	1.0	-
Nurse clinician/practitioner	1014	52.5	17.9	28.5	-	-	912	36.8	12.6	33.9	16.4	-
Clinical nurse specialist	690	41.7	11.6	43.2	3.3	-	614	24.0	7.0	20.4	47.6	-
Certified nurse anesthetist	493	70.4	10.8	17.8	-	-	360	59.4	8.1	21.4	11.1	-
Certified nurse midwife	74	29.7	-	60.8	-	-	65	-	-	-	61.5	-
Charge nurse or team leader	4073	49.3	35.3	15.3	-	-	3890	45.2	34.3	19.7	0.7	-
Head nurse or assistant	3843	59.5	20.5	19.5	-	-	3492	50.9	17.7	27.2	4.1	-
Inservice instructor	583	51.6	16.5	30.9	-	-	512	27.9	10.0	45.5	16.6	-
Nursing service administrator	4394	62.1	16.8	20.5	0.6	-	3751	44.6	13.7	28.0	13.4	-
Academic administrator	336	51.2	16.1	32.1	-	-	304	22.4	10.9	28.6	34.9	-
Professional org. admin.	291	54.6	24.4	20.6	-	-	238	38.7	21.0	31.1	-	-
Nursing faculty	1259	44.4	9.5	43.5	2.3	-	1180	6.1	1.9	20.0	69.2	2.8
School nurse	866	69.9	9.1	20.8	-	-	655	49.5	9.0	37.4	4.0	-
Office nurse	1248	77.7	13.5	8.7	-	-	1196	73.2	13.3	11.0	-	-
Home nursing	363	65.3	19.3	15.4	-	-	352	56.5	16.5	25.0	-	-
Private duty/agency	365	64.7	22.5	12.3	-	-	333	59.2	23.1	14.7	-	-
Consultant	226	58.0	16.8	24.8	-	-	187	38.0	15.0	34.8	11.8	-
Utilization review	206	54.9	23.8	21.4	-	-	173	46.8	20.8	27.7	-	-
Other	478	64.9	17.2	17.4	-	-	416	50.0	16.1	27.6	6.0	-

Note. Results are reported as percentages of RNs in each type of position, e.g., 49.7% of staff nurses reported their basic nursing education was in a diploma program. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Nursing Educational Attainment

1 = Diploma 2 = Associate 3 = Baccalaureate 4 = Master's 5 = Doctorate

Table 3.14

Percentage of RNs in Principal Nursing Positions by Highest Non-Nursing Degree Attainment After Original Nursing Education

Nursing Position	n	Degree Attainment ^a					
		1	2	3	4	5	6
Staff nurse	27696	0.7	3.1	0.7	-	0.1	95.4
Nurse clinician/practitioner	768	-	8.6	4.9	-	-	83.6
Clinical nurse specialist	360	-	11.9	6.7	-	-	78.1
Certified nurse anesthetist	427	-	17.3	4.9	-	6.1	67.7
Certified nurse midwife	34	-	-	-	-	-	67.6
Charge nurse or team leader	3867	0.9	3.4	0.7	-	-	94.8
Head nurse or assistant	3390	0.7	8.2	1.9	-	-	88.7
Inservice instructor	423	-	9.7	10.6	-	-	76.4
Nursing service administrator	3552	0.8	12.1	8.9	-	-	77.3
Academic administrator	248	-	-	14.9	13.7	-	60.9
Professional org. admin.	246	-	14.2	9.8	-	-	74.4
Nursing faculty	529	-	11.9	22.7	14.9	-	47.1
School nurse	745	-	19.2	11.4	-	-	67.5
Office nurse	1208	-	3.5	-	-	-	95.5
Home nursing	334	-	-	-	-	-	92.2
Private duty/agency	341	-	6.5	-	-	-	90.0
Consultant	180	-	17.2	-	-	-	77.2
Utilization review	186	-	11.3	-	-	-	82.3
Other	411	-	10.9	5.6	-	-	81.8

Note. Results are reported as percentages of RNs in each type of position, e.g., 0.7% of staff nurses reported earning a non-nursing associate degree. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

^aDegree Attainment

1 = Associate 2 = Baccalaureate 3 = Master's 4 = Doctorate
5 = Other 6 = No subsequent non-nursing degree earned

Table 3.15

Percentage of Time Spent on Different Work Activities by Nursing Educational Attainment

Work Activity	Highest Nursing Degree ^a				
	1	2	3	4	5
Direct patient care					
0%	8.3	4.8	11.2	49.4	65.8
1-20%	7.3	6.2	8.8	18.2	18.4
21-40%	5.4	5.2	6.2	6.5	2.6
41-60%	10.6	11.1	10.1	6.1	1.3
61-80%	15.2	16.6	16.2	6.9	5.3
81-100%	53.3	56.2	47.6	12.9	6.6
Staff supervision					
0%	58.5	56.4	55.6	69.5	80.3
1-20%	22.9	25.6	28.6	18.6	15.8
21-40%	8.3	8.8	8.4	7.6	3.9
41-60%	6.0	5.3	4.6	2.8	0.0
61-80%	2.3	2.2	1.9	1.1	0.0
81-100%	1.9	1.6	0.9	0.4	0.0
Administration					
0%	73.4	78.4	67.5	47.8	47.4
1-20%	12.9	12.0	16.6	20.0	14.5
21-40%	5.8	5.0	6.9	9.1	11.8
41-60%	4.0	2.9	4.4	8.6	10.5
61-80%	1.8	1.0	2.3	6.1	9.2
81-100%	2.2	0.8	2.3	8.4	6.6
Consultation					
0%	77.6	76.6	68.2	58.9	64.5
1-20%	19.5	21.0	27.6	32.9	31.6
21-40%	1.7	1.6	2.7	4.6	1.3
41-60%	0.6	0.4	0.8	1.7	0.0
61-80%	0.2	0.1	0.3	0.7	0.0
81-100%	0.4	0.3	0.5	1.2	2.6
Teaching students					
0%	89.8	89.5	81.9	50.8	32.9
1-20%	9.0	9.6	14.9	17.1	23.7
21-40%	0.6	0.4	0.8	2.9	7.9
41-60%	0.3	0.2	0.5	3.7	10.5
61-80%	0.1	0.0	0.4	6.2	13.2
81-100%	0.3	0.2	1.5	19.3	11.8

Note. Results are reported as percentages of positive responses, e.g. 8.3% of RNs whose highest nursing education is diploma reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

- ^a1 = Diploma
 2 = Associate
 3 = Baccalaureate
 4 = Master's
 5 = Doctorate

Table 3.15 (Continued)

Percentage of Time Spent on Different Work Activities by Nursing Educational Attainment

Work Activity	Highest Nursing Degree ^a				
	1	2	3	4	5
Teaching staff					
0%	79.9	80.8	71.7	65.6	77.6
1-20%	18.2	17.9	24.6	26.1	22.4
21-40%	1.4	0.9	2.1	4.1	0.0
41-60%	0.3	0.2	0.7	1.8	0.0
61-80%	0.1	0.0	0.5	1.3	0.0
81-100%	0.1	0.1	0.4	1.0	0.0
Research					
0%	92.6	90.3	87.6	71.4	25.0
1-20%	7.0	9.2	11.4	24.8	51.3
21-40%	0.2	0.3	0.5	2.0	9.2
41-60%	0.1	0.1	0.2	0.8	6.6
61-80%	0.0	0.1	0.1	0.4	1.3
81-100%	0.0	0.0	0.2	0.7	6.6
Other					
0%	98.4	98.8	98.4	97.7	98.7
1-20%	0.7	0.7	0.9	1.3	1.3
21-40%	0.2	0.2	0.3	0.3	0.0
41-60%	0.2	0.1	0.2	0.3	0.0
61-80%	0.2	0.1	0.0	0.2	0.0
81-100%	0.3	0.2	0.1	0.2	0.0

Note. Results are reported as percentages of positive responses, e.g. 8.3% of RNs whose highest nursing education is diploma reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

- ^a1 = Diploma
 2 = Associate
 3 = Baccalaureate
 4 = Master's
 5 = Doctorate

Table 3.16

Percentage of Time Spent on Different Work Activities by Highest Non-Nursing Degree Attainment after Original Nursing Education

Work Activity	Highest Non-Nursing Degree ^a					
	1	2	3	4	5	6
Direct patient care						
0%	7.4	9.3	22.6	44.2	74.1	18.3
1-20%	6.9	13.4	13.9	16.5	12.7	13.1
21-40%	5.4	5.5	7.4	6.1	2.5	10.5
41-60%	10.7	10.2	10.2	7.5	3.2	7.8
61-80%	15.9	16.6	13.2	9.5	1.9	11.8
81-100%	53.7	44.9	32.7	16.3	5.7	38.6
Staff supervision						
0%	57.5	58.1	54.1	56.9	92.4	63.4
1-20%	25.1	24.4	25.2	26.7	6.3	20.3
21-40%	8.3	10.5	10.6	9.5	1.3	9.8
41-60%	5.4	4.7	6.0	4.3	0.0	3.9
61-80%	2.1	1.5	2.4	1.8	0.0	0.7
81-100%	1.5	0.9	1.7	0.8	0.0	2.0
Administration						
0%	74.1	69.7	51.4	39.6	40.8	60.1
1-20%	13.4	14.0	18.3	16.4	15.9	17.0
21-40%	5.6	5.8	9.7	11.1	8.3	7.8
41-60%	3.6	4.7	9.7	11.6	13.4	7.2
61-80%	1.5	1.7	5.4	8.0	10.2	3.3
81-100%	1.7	4.1	5.5	13.4	11.5	4.6
Consultation						
0%	75.6	70.6	62.5	56.0	63.7	69.3
1-20%	21.5	25.0	31.0	34.4	28.0	28.8
21-40%	1.8	2.6	3.9	5.5	3.8	1.3
41-60%	0.5	1.2	1.4	2.3	1.9	0.0
61-80%	0.2	0.3	0.3	0.4	0.0	0.0
81-100%	0.4	0.3	0.9	1.5	2.5	0.7
Teaching students						
0%	88.0	80.5	81.3	70.5	25.9	74.5
1-20%	10.5	14.2	13.6	16.5	25.9	15.7
21-40%	0.5	1.2	1.6	1.9	9.5	1.3
41-60%	0.3	0.6	0.8	1.4	10.8	2.6
61-80%	0.1	1.2	0.7	2.0	12.0	0.7
81-100%	0.3	2.3	2.1	7.7	15.8	5.2

Note. Results are reported as percentages of positive responses, e.g., 7.4% of RNs who have earned no non-nursing degree subsequent to their original nursing education reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^aDegree Attainment

- | | |
|---|---------------|
| 1 = No subsequent non-nursing degree earned | 4 = Master's |
| 2 = Associate | 5 = Doctorate |
| 3 = Baccalaureate | 6 = Other |

Table 3.16 (Continued)

Percentage of Time Spent on Different Work Activities by Highest Non-Nursing Degree Attainment after Original Nursing Education

Work Activity	Highest Non-Nursing Degree ^a					
	1	2	3	4	5	6
Teaching staff						
0%	78.6	72.7	69.0	65.3	79.2	77.1
1-20%	19.4	22.1	26.6	27.3	17.6	20.3
21-40%	1.4	2.3	2.5	3.4	1.3	1.3
41-60%	0.3	1.7	1.0	1.3	1.3	0.7
61-80%	0.2	0.0	0.3	1.3	0.0	0.7
81-100%	0.1	1.2	0.6	1.3	0.6	0.0
Research						
0%	91.0	88.9	87.0	81.2	41.1	88.3
1-20%	8.5	9.3	11.9	16.9	44.9	10.4
21-40%	0.3	1.5	0.5	0.5	8.9	1.3
41-60%	0.1	0.0	0.3	0.8	3.2	0.0
61-80%	0.1	0.3	0.1	0.1	1.3	0.0
81-100%	0.1	0.0	0.1	0.6	0.6	0.0
Other						
0%	98.5	98.3	97.7	97.5	93.3	93.1
1-20%	0.8	1.5	0.9	1.2	2.4	0.6
21-40%	0.2	0.3	0.4	0.3	0.0	0.6
41-60%	0.2	0.0	0.4	0.7	1.8	2.5
61-80%	0.1	0.0	0.1	0.1	2.4	1.9
81-100%	0.2	0.0	0.4	0.2	0.0	1.3

Note. Results are reported as percentages of positive responses, e.g., 7.4% of RNs who have earned no non-nursing degree subsequent to their original nursing education reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^aDegree Attainment

- | | |
|---|---------------|
| 1 = No subsequent non-nursing degree earned | 4 = Master's |
| 2 = Associate | 5 = Doctorate |
| 3 = Baccalaureate | 6 = Other |

Table 3.17

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Nursing Educational Attainment

Educational Attainment	Direct Patient Care Functions ^a													
	n	1	2	3	4	5	6	7	8	9	10	11	12	13
Original														
Diploma	21631	1.6	2.8	3.0	1.9	2.0	3.4	3.1	3.7	1.7	1.7	1.9	1.9	2.0
Associate	11399	1.6	2.5	2.8	1.6	1.8	3.3	2.9	3.6	1.6	1.6	1.9	1.8	1.9
Baccalaureate	9043	1.6	2.4	2.5	1.6	1.7	3.3	3.1	3.6	1.6	1.6	1.8	1.8	1.7
Master's	105	1.7	2.4	2.1	1.6	1.5	3.2	3.4	3.5	1.4	1.5	1.6	1.6	1.5
Highest														
Diploma	18048	1.6	2.8	3.0	1.9	2.0	3.4	3.1	3.7	1.7	1.7	2.0	1.9	2.1
Associate	10179	1.6	2.5	2.8	1.6	1.8	3.3	2.9	3.6	1.6	1.6	1.9	1.8	1.9
Baccalaureate	10367	1.6	2.4	2.6	1.6	1.7	3.3	3.0	3.6	1.6	1.6	1.8	1.8	1.7
Master's	1247	1.7	2.5	2.2	1.7	1.5	3.5	3.4	3.7	1.5	1.6	1.7	1.7	1.5
Doctorate	30	2.0	2.9	2.3	2.2	1.9	3.5	3.4	3.4	1.6	1.6	2.0	1.6	1.6

Note. Results are reported as mean ratings for frequency of performing each function by RNs with different educational attainment where 1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., nurses whose basic nursing education was in a diploma program gave a mean rating of 1.6 for the function of obtaining health histories. Cells with less than 20 cases not reported.

- a1 = Obtain health histories 6 = Computer recording of inpatient records 10 = Instruct patients on health maintenance
 2 = Perform physical exams 7 = Computer ordering of tests/treatments 11 = Help patients plan care
 3 = Perform psychosocial exams 8 = Computer planning of patient care 12 = Instruct patients on illness prevention
 4 = Perform nursing diagnoses 9 = Instruct patient on illness management 13 = Evaluate patient outcomes
 5 = Develop therapeutic plans

Table 3.18

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Highest Non-Nursing Degree Attainment After Original Nursing Education

Degree Attainment	n	Direct Patient Care Functions ^a												
		1	2	3	4	5	6	7	8	9	10	11	12	13
Associate	308	1.6	2.5	2.7	1.7	1.9	3.3	3.0	3.7	1.7	1.7	2.0	1.8	1.9
Baccalaureate	1693	1.6	2.9	2.8	1.8	2.0	3.4	3.2	3.7	1.7	1.7	1.9	1.8	1.9
Master's	544	1.7	2.8	2.5	1.8	1.8	3.4	3.4	3.7	1.7	1.6	1.8	1.7	1.8
Doctorate	42	1.7	2.4	2.2	1.7	1.6	3.3	3.3	3.4	1.7	1.7	1.9	1.8	1.6
Other	126	1.5	2.6	2.7	1.9	1.9	3.5	3.4	3.7	1.8	1.8	2.0	1.9	1.9
No subsequent non-nursing degree earned	36059	1.6	2.6	2.8	1.7	1.9	3.3	3.0	3.7	1.6	1.6	1.9	1.8	1.9

Note. Results are reported as mean ratings for frequency of performing each function by RNs with different non-nursing degree attainment where 1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., nurses who subsequently earn a non-nursing associate degree gave a mean rating of 1.6 for the function of obtaining health histories.

- a1 = Obtain health histories 6 = Computer recording of inpatient records 10 = Instruct patients on health maintenance
 2 = Perform physical exams 7 = Computer ordering of tests/treatments 11 = Help patients plan care
 3 = Perform psychosocial exams 8 = Computer planning of patient care 12 = Instruct patients on illness prevention
 4 = Perform nursing diagnoses 9 = Instruct patient on illness management 13 = Evaluate patient outcomes
 5 = Develop therapeutic plans

Table 3. 19

Percentage of RNs in Principal Nursing Employment Settings by Nursing Educational Attainment

Setting	Originals					Highests						
	n	1	2	3	4	5	n	1	2	3	4	5
Hospital inpatient	33275	48.9	27.8	23.0	0.3	-	31363	42.4	26.1	27.8	3.6	0.1
Hospital clinic	936	50.6	21.6	26.4	-	-	870	40.3	17.9	31.5	9.8	-
Clinic	1261	60.0	23.4	16.2	-	-	1173	53.8	21.3	19.9	4.9	-
HMO	405	54.1	18.5	27.2	-	-	364	47.0	14.8	29.9	8.2	-
Emergency center	668	56.7	25.7	17.4	-	-	631	50.6	24.9	23.8	-	-
Physician's office	2495	72.8	16.5	10.6	-	-	2388	69.9	16.2	12.4	1.4	-
Nursing home	3822	63.8	25.5	10.6	-	-	3597	58.5	25.5	14.2	1.7	-
Public/community health	2427	52.2	19.5	27.5	-	-	2156	39.8	16.4	36.8	7.0	-
Occupational health	837	74.0	16.8	9.2	-	-	744	67.6	14.8	14.8	2.8	-
Student health	1122	68.9	9.6	20.8	-	-	849	46.5	9.3	39.0	5.1	-
LPN program	155	51.0	-	34.2	-	-	126	18.3	-	59.5	19.8	-
ADN program	400	47.3	15.3	36.0	-	-	385	5.5	6.0	21.8	65.5	-
Diploma program	282	63.5	-	28.7	-	-	258	29.5	-	16.3	52.7	-
BSN or higher program	630	38.1	7.9	51.7	-	-	608	-	-	12.0	78.5	6.7
Self-employed	361	59.3	19.7	20.2	-	-	322	49.1	18.6	21.7	10.2	-
Nursing/health assoc.	244	59.0	25.0	16.0	-	-	229	46.7	22.7	18.3	11.8	-
Home health	496	64.1	21.8	13.1	-	-	461	57.5	19.7	18.7	-	-
Prison	56	64.3	-	-	-	-	47	59.6	-	-	-	-
Other	349	56.7	24.6	18.3	-	-	310	44.2	23.5	26.1	-	-

Note. Results are reported as percentages of RNs in each type of setting, e.g., 48.9% of hospital inpatient nurses reported their basic nursing education was in a diploma program. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Nursing Educational Attainment

1 = Diploma 2 = Associate 3 = Baccalaureate 4 = Master's 5 = Doctorate

Table 3.20

Percentage of RNs in Principal Nursing Employment Settings by Highest Non-Nursing Degree Attainment After Original Nursing Education

Setting	n	Degree Attainment ^a					
		1	2	3	4	5	6
Hospital inpatient	30319	0.8	4.4	1.7	0.1	0.3	92.7
Hospital clinic	777	-	6.3	-	-	-	89.7
Clinic	1136	-	5.8	1.8	-	-	91.3
HMO	350	-	8.3	-	-	-	87.7
Emergicenter	617	-	3.7	-	-	-	94.2
Physician's office	2392	-	3.4	-	-	-	95.5
Nursing home	3603	0.7	4.2	1.6	-	-	93.2
Public/community health	2069	1.2	8.9	4.6	-	-	84.7
Occupational health	767	-	10.8	-	-	-	86.7
Student health	961	-	20.7	11.3	-	-	65.9
LPN program	105	-	-	24.8	-	-	61.0
ADN program	175	-	12.6	26.3	-	-	50.9
Diploma program	154	-	-	20.1	-	-	68.8
BSN or higher program	251	-	8.8	15.5	40.2	-	30.7
Self-employed	301	-	7.6	-	-	-	84.7
Nursing/health assoc.	203	-	-	-	-	-	89.2
Home health	455	-	6.2	-	-	-	90.8
Prison	51	-	-	-	-	-	80.4
Other	314	-	8.6	-	-	-	82.5

Note. Results are reported as percentages of RNs in each type of setting, e.g., 0.8% of hospital inpatient nurses reported earning a non-nursing associate degree. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

^aDegree Attainment

- | | |
|-------------------|---|
| 1 = Associate | 4 = Doctorate |
| 2 = Baccalaureate | 5 = Other |
| 3 = Master's | 6 = No subsequent non-nursing degree earned |

Table 3.21

Percentage of RNs in Principal Nursing Employment Agency Types by Nursing Educational Attainment

Agency Type	Originala					Highesta						
	n	1	2	3	4	5	n	1	2	3	4	5
Federal government	1992	49.3	19.3	30.7	-	-	1843	38.3	17.1	36.4	8.1	-
Other government	5986	54.5	21.1	23.6	0.7	-	5387	39.9	19.3	28.3	12.0	0.5
Not-for-profit nongovernmental	26970	52.2	25.3	22.2	0.3	-	25255	44.1	23.3	26.9	5.5	0.2
For profit	13141	53.3	27.6	19.0	0.2	-	12359	48.4	26.6	22.1	2.9	-
Self-employed	1015	68.6	16.3	14.9	-	-	952	62.7	15.3	17.2	4.5	-
Other	120	58.3	20.0	20.8	-	-	111	47.7	18.9	23.4	-	-

Note. Results are reported as percentages of RNs in each type of agency, e.g., 49.3% of federal government nurses reported their basic nursing education was in a diploma program. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

aNursing Educational Attainment

1 = Diploma 2 = Associate 3 = Baccalaureate 4 = Master's 5 = Doctorate

Table 3.22

Percentage of RNs in Principal Nursing Employment Agency Types by Highest Non-Nursing Degree Attainment After Original Nursing Education

Agency Type	n	Degree Attainment ^a					
		1	2	3	4	5	6
Federal government	1701	-	5.5	4.4	-	-	88.5
Other government	4999	0.9	8.3	5.5	1.4	0.6	83.2
Not-for-profit nongovernmental	24083	0.8	5.1	2.2	0.3	0.3	91.3
For profit	12242	0.8	4.6	1.3	-	0.3	93.0
Self-employed	920	-	4.1	-	-	-	92.9
Other	105	-	-	-	-	-	87.6

Note. Results are reported as percentages of RNs in each type of agency, e.g., 5.5% of federal government nurses reported earning a non-nursing baccalaureate degree. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

^aDegree Attainment

1 = Associate
2 = Baccalaureate
3 = Master's

4 = Doctorate
5 = Other
6 = No subsequent non-nursing degree earned

Table 3.23

Percentage of RNs in Principal Nursing Position by Skill Use on the Job

Nursing Position	n	Chance to Use Skills				
		Very Good	Fairly Good	Some	Very Little	None
Staff nurse	29401	38.3	40.4	16.2	4.6	0.5
Nurse clinician/practitioner	1018	58.8	29.4	10.1	-	-
Clinical nurse specialist	688	61.5	28.8	8.0	-	-
Certified nurse anesthetist	494	78.7	16.4	-	-	-
Certified nurse midwife	75	-	-	-	-	-
Charge nurse or team leader	4071	37.8	39.5	17.9	4.5	0.3
Head nurse or assistant	3839	41.9	40.1	14.4	3.4	-
Inservice instructor	584	46.6	37.7	12.7	-	-
Nursing service administrator	4371	50.1	34.1	12.2	3.2	-
Academic administrator	333	55.9	30.6	10.5	-	-
Professional org. administrator	292	55.1	32.5	10.6	-	-
Nursing faculty	1251	50.8	35.1	12.3	1.8	-
School nurse	845	41.5	33.7	19.3	4.4	-
Office nurse	1227	36.1	36.0	21.2	5.9	-
Home nursing	369	47.2	30.6	14.9	6.0	-
Private duty/agency	369	46.3	27.6	16.5	8.9	-
Consultant	225	48.4	20.2	14.2	-	-
Utilization review	204	38.7	30.9	17.2	-	-
Other	477	53.7	25.2	15.9	-	-

Note. Results are reported as percentages of RNs in each type of position, e.g., 38.3% of staff nurses reported having a very good chance to use their skills. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Table 3.24

Percentage of RNs in Principal Nursing Employment Settings by Skill Use on the Job

Setting	n	Chance to Use Skills				
		Very Good	Fairly Good	Some	Very Little	None
Hospital inpatient	33265	41.1	39.8	15.0	3.8	0.3
Hospital clinic	935	46.5	37.4	12.4	3.0	-
Clinic	1258	43.2	35.0	16.8	4.2	-
HMO	405	38.5	37.3	18.8	-	-
Emergency center	670	49.3	35.5	12.2	-	-
Physician's office	2470	38.9	36.3	19.1	5.0	-
Nursing home	3815	33.3	38.3	20.3	7.3	0.8
Public/community health	2426	51.2	33.1	11.5	3.6	-
Occupational health	837	42.2	33.8	17.9	5.5	-
Student health	1116	44.4	32.4	17.2	5.1	-
LPN program	151	50.3	29.8	14.6	-	-
ADN program	408	54.2	33.6	10.8	-	-
Diploma program	279	49.8	38.7	10.0	-	-
BSN or higher program	631	49.8	34.9	12.7	-	-
Self-employed	364	56.0	21.7	13.5	7.4	-
Nursing/health assoc.	249	45.8	35.3	13.3	-	-
Home health	497	46.7	32.2	14.1	6.4	-
Prison	56	35.7	41.1	-	-	-
Other	351	44.7	25.6	18.5	9.1	-

Note. Results are reported as percentages of RNs in each type of setting, e.g., 41.1% of hospital inpatient nurses have a very good chance to use their skills. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Table 3.25

Percentage of RNs in Principal Nursing Employment Agency Types by Skill Use on the Job

Agency Type	n	Chance to Use Skills				
		Very Good	Fairly Good	Some	Very Little	None
Federal government	1998	41.2	36.3	16.5	5.5	-
Other government	5952	41.3	36.2	16.7	5.1	0.8
Not-for-profit nongovernmental	26964	42.7	39.3	14.2	3.4	0.3
For profit	13134	39.5	37.7	17.3	5.0	0.5
Self-employed	1015	47.9	29.2	15.4	6.5	-
Other	122	44.3	29.5	19.7	-	-

Note. Results are reported as percentages of RNs in each type of agency, e.g., 41.2% of federal government nurses have a very good chance to use their skills. Percentages may not sum to 100% due to rounding. Cells with less than 20 cases not reported.

Table 3.26

Percentage of Time Spent on Different Work Activities by Skill Use on the Job

Work Activity	Chance to Use Skill ^a				
	1	2	3	4	5
Direct patient care					
0%	13.7	9.9	9.0	9.7	24.2
1-20%	8.1	8.2	9.6	9.8	4.3
21-40%	5.1	5.6	6.8	7.7	7.6
41-60%	9.5	10.7	11.7	10.6	8.5
61-80%	14.3	16.0	15.5	15.0	8.5
81-100%	49.3	49.6	47.5	47.2	46.9
Staff supervision					
0%	60.6	55.7	55.1	55.1	72.9
1-20%	23.5	25.8	25.9	25.7	14.3
21-40%	7.9	8.9	9.5	8.7	6.2
41-60%	4.6	5.9	5.8	6.0	4.8
61-80%	1.8	2.2	2.4	3.0	0.5
81-100%	1.5	1.5	1.3	1.6	1.4
Administration					
0%	69.3	71.8	69.8	69.0	65.7
1-20%	14.6	14.2	13.8	13.4	9.0
21-40%	6.0	6.3	7.1	6.8	4.8
41-60%	4.4	4.1	5.0	5.3	8.1
61-80%	2.4	2.0	2.2	2.7	2.4
81-100%	3.3	1.7	2.1	2.8	10.0
Consultation					
0%	72.5	73.6	72.9	75.8	78.1
1-20%	23.7	23.1	23.4	20.1	13.8
21-40%	2.2	2.2	2.3	2.5	3.3
41-60%	0.8	0.6	0.7	0.9	1.0
61-80%	0.3	0.2	0.3	0.2	0.0
81-100%	0.5	0.4	0.5	0.5	3.8
Teaching students					
0%	83.9	85.6	86.0	88.7	90.5
1-20%	11.9	11.1	11.0	9.6	7.1
21-40%	0.9	0.7	0.9	0.5	0.9
41-60%	0.6	0.5	0.5	0.3	0.5
61-80%	0.6	0.5	0.5	0.2	0.0
81-100%	2.1	1.6	1.0	0.8	0.9

Note. Results are reported as percentages of positive responses, e.g., 13.7% of RNs with a very good chance to use their skills on the job reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^aChance to Use Skill

- 1 = Very good chance
- 2 = Fairly good chance
- 3 = Some chance
- 4 = Very little chance
- 5 = No chance

Table 3.26 (Continued)

Percentage of Time Spent on Different Work Activities by Skill Use on the Job

Work Activity	Chance to Use Skill ^a				
	1	2	3	4	5
Teaching Staff					
0%	76.2	76.9	76.5	78.0	86.7
1-20%	20.7	20.5	21.2	19.3	10.9
21-40%	1.8	1.7	1.5	1.5	1.4
41-60%	0.6	0.5	0.4	0.4	0.5
61-80%	0.3	0.3	0.2	0.4	0.0
81-100%	0.3	0.2	0.2	0.4	0.5
Research					
0%	88.5	89.7	89.9	91.7	93.0
1-20%	10.6	9.5	9.4	7.2	6.1
21-40%	0.4	0.4	0.3	0.4	0.5
41-60%	0.2	0.2	0.2	0.2	0.0
61-80%	0.1	0.1	0.1	0.1	0.0
81-100%	0.1	0.1	0.1	0.3	0.5
Other					
0%	98.5	98.6	98.2	97.6	95.8
1-20%	0.8	0.8	0.8	1.1	0.5
21-40%	0.2	0.2	0.3	0.5	0.5
41-60%	0.2	0.2	0.3	0.4	0.0
61-80%	0.1	0.1	0.1	0.0	0.5
81-100%	0.2	0.2	0.2	0.3	2.8

Note. Results are reported as percentages of positive responses, e.g., 13.7% of RNs with a very good chance to use their skills on the job reported spending 0% time in direct patient care. Percentages do not sum to 100% due to rounding.

^aChance to Use Skill

- 1 = Very good chance
- 2 = Fairly good chance
- 3 = Some chance
- 4 = Very little chance
- 5 = No chance

Table 3.27

Mean Ratings for Performance Frequency of Direct Patient Care Functions by Skill Use on the Job

Skill Use	Direct Patient Care Functions ^a													
	n	1	2	3	4	5	6	7	8	9	10	11	12	13
Very good chance	17098	1.5	2.5	2.7	1.7	1.7	3.3	3.0	3.7	1.6	1.6	1.8	1.7	1.8
Fairly good chance	16618	1.6	2.6	2.9	1.8	1.8	3.3	3.0	3.7	1.6	1.7	1.9	1.8	1.9
Some chance	6741	1.7	2.8	3.0	1.9	2.0	3.4	3.1	3.7	1.8	1.8	2.0	2.0	2.1
Very little chance	1816	1.9	3.0	3.0	2.0	2.2	3.4	3.3	3.7	1.9	1.9	2.3	2.2	2.3
No chance	150	2.0	3.0	3.0	2.2	2.3	3.5	3.3	3.7	2.1	2.0	2.5	2.2	2.4

Note. Results are reported as mean ratings for frequency of performing each function by RNs with different opportunity to use their skills where 1 = performed often, 2 = performed sometimes, 3 = performed seldom, 4 = never performed, e.g., nurses with a very good chance to use their skills gave a mean rating of 1.5 for the function of obtaining health histories.

- a1 = Obtain health histories 6 = Computer recording of inpatient records 10 = Instruct patients on health maintenance
 2 = Perform physical exams 7 = Computer ordering of tests/treatments
 3 = Perform psychosocial exams 8 = Computer planning of patient care 11 = Help patients plan care
 4 = Perform nursing diagnoses 9 = Instruct patient on illness management 12 = Instruct patients on illness prevention
 5 = Develop therapeutic plans 13 = Evaluate patient outcomes

4. EDUCATION

Current Educational Status. (Refer to Tables 4.1 through 4.6.)

Approximately 48.1% of RNs licensed in Illinois held the diploma as their highest nursing education credential, 22.2% had an associate degree, 24.6% the baccalaureate degree and 5.0% a master's degree. The nursing doctorate (0.1%) was the least frequently attained degree. A significant percentage of Illinois RNs (18.1%) have earned degrees beyond their basic nursing education. This is reflected in comparisons of original nursing education with highest nursing educational attainment. For example, 55.6% of RNs reported the diploma as their original preparation. Less than 1% reported the master's or doctorate as their original degree.

Age was related closely to changes in original and highest nursing educational attainment. Less than a third of RNs 30 years of age or younger reported that their original nursing education occurred in a diploma program; almost 80% of those over the age of 45 reported this type of education. In the group of RNs 30 years of age or less, 38.7% reported that their basic nursing education was at the baccalaureate level. Associate degree education was the original education of 29.9% of the RNs under thirty. Nurses over the age of thirty and under the age of 65 had increased levels of attainment of the nursing master's and doctorate post basic nursing education.

Illinois HSAs diverge widely in the area of nursing preparation. HSAs 5, 6 and 7 had a markedly lower proportion of RNs whose only nursing education was in diploma programs. Conversely, in HSAs 1, 2, 3, 4 and 10, 60% or more of the RNs reported their highest preparation was at the diploma level. HSAs 5 and 11 had a higher percentage of associate degree prepared RNs. HSA 3 had the lowest percentage of associate degree prepared RNs. HSAs 6 and 7 had the highest percentage (38% and 30.2% respectively) of baccalaureate prepared RNs.

Only 5.4% of the respondents indicated earning a degree prior to entry into a basic nursing education program. The majority (57.4%) of these RNs reported holding a baccalaureate degree prior to entering nursing. Over one third (35%) held an associate degree. Master's (3.2%) and vocational (2.6%) degree holders accounted for the majority of the remaining RNs. The RNs holding prior degrees had majored in a wide variety of fields: biological sciences (15.3%), education (13.2%), humanities (13.2%) and psychology (10.3%). Less than 5% had been practical RNs. Approximately 9.4% held degrees in related health sciences. Over half (58.4%) of the RNs who had earned degrees prior to their original nursing education were between the ages of 31 and 45.

Almost 10 percent of Illinois RNs reported receiving some type of non-nursing degree after their original nursing education. Over 5% had earned a non-nursing baccalaureate, 2.5% had earned the master's and 0.4% had earned the doctorate. No Illinois HSA varied from these figures by more than 5 percentage points.

Attainment of degrees varied with personal characteristics. Table Section 4.3. displays detailed comparisons.

Financial data are presented in Table Section 4.4. In general, RNs with increased educational attainment levels had a higher proportion of members in the top salary and income ranges.

Only a small proportion (<7% of the total) of RNs who had diploma, associate and baccalaureate degrees held specialty nursing certification. Many certification programs require a master's degree in nursing for certification eligibility. Almost 20 percent of RNs who held the master's or doctorate in nursing reported holding certification.

Holders of nursing master's and doctoral degrees reported the greatest opportunity to use their skills at their principal nursing position. Over half

of all RNs at each level of nursing educational attainment reported a "very good chance" or "fairly good chance" to use their skills in their principal position.

Participation in Degree Granting Programs. (Refer to Tables 4.7 through 4.8.)

In 1986 1.7% of Illinois licensed RNs reported studying full time for an academic degree; 11.9% reported part-time study. Blacks and American Indians reported a part-time enrollment rate more than 5 percentage points above the state level. Asians' participation rate in part-time study was more than 5 points lower than the state level. "Divorced" and "never married" were marital status categories 5 percentage points above the state level for part-time participation. Nurses with low gross household incomes were more than 5 percentage points above the state level for full time study but more than 5 percentage points below the state level for part-time study. Almost 20% of RNs holding more than one paid nursing position reported engaging in part-time study. Only 6.1% of the self-employed reported studying part-time.

In the employment setting category, RNs working in nursing education had the highest rates of part-time study. Nurses working in physician(s)/dentist(s) offices had the lowest rate. Nurses employed in baccalaureate/higher degree programs had the highest rate of full-time study.

Less than 5% of the RNs pursuing academic degrees were enrolled in associate degree programs. RNs enrolled in baccalaureate nursing programs accounted for almost half (45.7%) of all RNs studying for academic degrees. Attendance at non-nursing baccalaureate degree programs was responsible for 18.7% of the total. Enrollment in nursing master's and non-nursing master's degree programs was almost equal, 13.7% versus 14.1%. Enrollment in non-nursing doctoral programs (3.8%) was more than double the percentage of enrollment (1.8%) in nursing doctoral programs. RNs enrolled in other degree programs such as medicine, dentistry and law accounted for 1.5% of the state total.

Residents of HSAs 1, 2, 5, 9, 10, and 11 reported study rates for the baccalaureate in nursing at more than five percentage points above the state level. RNs in HSA 5 reported studying for non-nursing baccalaureate degrees at a rate 7.5 percentage points below the state level. Nurses in HSA 8 reported this type of enrollment at a rate almost ten percentage points above the state level. HSAs 2, 5, and 8 reported the lowest rates of enrollment in nursing master's programs. HSA 11, which was almost five percentage points above the state level for nursing master's program enrollment, was six percentage points below the state level for enrollment in non-nursing master's programs.

Extent and type of participation varied with personal and employment characteristics. Table Section 4.7 displays detailed comparisons.

One-way travel time to degree programs was less than or equal to 30 minutes for 64.2% of the RNs enrolled in part-time study and 55.6% of those in full-time study. Only 13.8% of the full-time and 7.2% of the part-time students reported times of more than one hour. Travel time to nursing master's and doctoral programs was longer than travel time to nursing baccalaureate programs. Over twenty percent of these advanced nursing degree candidates reported traveling over one hour. Travel times to non-nursing baccalaureate programs were only slightly less than those for nursing baccalaureate programs. Travel times to non-nursing master's degree programs were shorter than those to nursing master's programs. Only 7.9% of non-nursing master's students reported travel times greater than one hour versus 18.6% of those enrolled in a nursing program. Travel times to non-nursing doctoral programs were almost identical to those to nursing doctoral programs.

Over half of the RNs (56.8%) not pursuing another degree indicated family responsibilities as a reason. "Too expensive" and "not required by job" were selected by one third of the respondents. "No convenient time" and "no convenient location" were each selected by approximately 20% of the RNs. Other

reasons given by over 10 percent of the RNs were "not interested/burned out/not worth it" (12.1%) and "programs do not meet career needs" (10.1%).

Residence in Illinois HSAs 1, 2, 3, 4 and 11 was associated with selection of "not required by job" at a level approximately five percentage points above the state level. Residence in HSA 6 was associated with a lower rate of selecting this reason. RNs in HSA 5 selected "no convenient time" at a level 9 percentage points above the state level. Residents of HSAs 4 and 5 selected "no convenient location" at levels 5.7 and 10.9 percentage points above the state level. In HSAs 6 and 10 the percentage of RNs selecting expense was more than five percentage points above the state level. Family responsibility was selected more frequently by RNs in HSAs 9 and 10 (60.8%) but less frequently by residents of HSA 6 (49.2%). HSAs 5 and 10, at levels of 7.9% and 8.1% respectively, were more than five percentage points below the state level in selecting "not interested/burned out/not worth it".

Of the three most frequently selected reasons for not pursuing an academic degree, differences between gender categories of greater than five percentage points in selection rate was found only for the reason "family responsibilities" (56.1% for females, 41.3% for males). Nurses between the ages of 31 and 45 indicated "family responsibilities" at a rate of 69.1%. Differences between RNs based on racial, marital, number of children, work participation and gross household income categories should be noted in Table 4.8c. In general, those who were married or divorced, those with children, those who worked part-time all year and those who had higher gross household incomes were more likely to select "family responsibility" as a reason for not currently pursuing an academic degree.

The percentage of minority group members who selected "not required by job" was approximately seven percentage points less than whites. Nurses who reported working part-time selected this reason at a level ten percentage points above the state level. Nurses who reported the lowest gross household income were least likely to select this reason. For principal nursing position setting, 63.7% of RNs employed in physician(s) and dentist(s) offices selected this reason. This was almost double the state percentage. Occupational health services, schools and clinics were other settings with rates well above the state level. Only 19.5% of RNs employed in baccalaureate and higher degree program settings indicated this reason.

Widows were least likely to select expense as a reason for not enrolling in an academic program. The personal characteristics categories in which the percentage of persons choosing this reason exceeded the state level by five or more percentage points were: married with no spouse present, divorced, and moderate gross household income.

Table 4.1a

Nursing Educational Attainment of RNs and 1986 Residence

1986 Residence	n	Nursing Educational Attainment ^a									
		1		2		3		4		5	
		O	H	O	H	O	H	O	H	O	H
Illinois HSA 1	2922/2770	66.2	60.9	22.3	21.2	11.2	13.3	0.2	4.5	0.0	<.1
Illinois HSA 2	3968/3768	66.3	62.0	22.9	22.3	10.5	12.4	0.2	3.4	0.0	<.1
Illinois HSA 3	2942/2750	69.6	61.9	20.6	20.4	9.6	15.0	0.2	2.6	0.0	0.0
Illinois HSA 4	3195/3467	66.1	60.6	19.9	19.8	13.7	16.2	0.3	3.3	0.0	0.1
Illinois HSA 5	2130/1979	48.3	41.4	43.4	42.0	8.2	14.2	0.1	2.5	0.0	0.0
Illinois HSA 6	9104/8389	47.2	37.6	18.6	16.7	33.6	38.2	0.6	7.3	0.1	0.2
Illinois HSA 7	17355/16123	51.1	42.6	22.4	20.8	26.1	30.2	0.4	6.3	0.0	0.2
Illinois HSA 8	4574/4160	54.3	46.8	27.2	26.5	18.1	22.7	0.3	4.0	0.0	0.1
Illinois HSA 9	2552/2365	58.9	52.3	27.5	26.6	13.3	17.1	0.3	3.8	0.0	0.1
Illinois HSA 10	1254/1204	71.5	67.4	20.4	19.4	8.0	11.1	0.1	2.0	0.0	0.1
Illinois HSA 11	2374/2249	52.6	45.2	33.4	31.7	13.7	20.3	0.2	2.5	0.1	0.1
Total Illinois	52870/49224	55.6	48.1	23.5	22.2	20.6	25.1	0.3	5.3	<.1	0.1

Note. Results are reported as percentages by HSA, e.g., 66.2% nurses in HSA 1 reported a diploma program provided their original nursing education. n = number of nurses reporting original nursing education/number of nurses reporting highest nursing educational attainment. Percentages do not sum to 100% due to rounding.

^aNursing Educational Attainment

O = Original Nursing Education

H = Highest Educational Attainment

1 = Diploma

3 = Baccalaureate

5 = Doctorate

2 = Associate

4 = Master's

Table 4.1b

Percentage Attaining a Degree after Completing
Original Nursing Education and 1986 Residence

1986 Residence	n	%
Illinois HSA 1	2916	14.1
Illinois HSA 2	3971	11.8
Illinois HSA 3	2946	16.1
Illinois HSA 4	3706	13.8
Illinois HSA 5	2127	16.1
Illinois HSA 6	9083	22.6
Illinois HSA 7	17337	20.3
Illinois HSA 8	4569	18.9
Illinois HSA 9	2550	16.1
Illinois HSA 10	1254	10.0
Illinois HSA 11	2371	15.5
Total Illinois	52830	18.1

Note. n = total number of nurses in each HSA who responded to Question 31.

Table 4.1c

Non-nursing Degree Attainment after Original Nursing Education and 1986 Residence

1986 Residence	n	Non-nursing Degree					
		1	2	3	4	5	6
Illinois HSA 1	2710	1.3	3.6	1.6	0.3	0.4	92.8
Illinois HSA 2	3746	0.7	3.4	1.7	0.2	0.4	93.6
Illinois HSA 3	2732	1.6	5.2	2.0	--	0.2	90.8
Illinois HSA 4	3485	0.7	4.9	1.9	0.2	0.4	91.9
Illinois HSA 5	1962	1.0	6.1	1.0	0.3	0.5	91.1
Illinois HSA 6	7941	0.7	5.5	3.5	0.5	0.6	89.2
Illinois HSA 7	15364	0.6	5.6	2.6	0.4	0.4	90.4
Illinois HSA 8	4167	0.9	6.7	2.8	0.2	0.3	89.1
Illinois HSA 9	2351	0.4	5.9	1.9	0.2	0.6	91.0
Illinois HSA 10	1167	0.7	2.4	0.7	--	--	96.0
Illinois HSA 11	2175	0.7	3.6	2.8	--	0.3	92.5
Total Illinois	47800	0.8	5.2	2.4	0.3	0.4	90.7

Note. Results are reported as percentages, e.g., 1.3% of the nurses living in HSA 1 reported earning an associate degree after completing their original nursing education. Percentages do not sum to 100% due to rounding.

^aNon-nursing degree

1 = Associate

2 = Baccalaureate

3 = Master's

4 = Doctorate

5 = Other

6 = No additional non-nursing degree earned

Table 4.3a

Nursing Educational Attainment and Personal Characteristics

Characteristics	Originala					Highesta					
	n	1	2	3	4b	n	1	2	3	4	5
Sex											
Female	60284	56.4	22.5	20.7	0.3	56208	48.7	21.1	24.9	5.2	0.1
Male	1555	38.0	34.1	27.1	0.7	1373	27.9	31.4	34.4	8.1	---
Race											
Hispanic	725	49.2	29.9	20.6	--	681	43.9	28.3	25.4	3.3	0.0
American Indian	196	52.6	27.0	19.9	--	177	42.4	26.0	24.8	6.8	0.0
Asian/Pacific	3799	50.0	8.1	41.1	0.8	3583	42.6	7.8	47.0	2.4	0.1
Black	2176	34.7	41.8	22.9	0.6	1972	25.7	38.2	30.4	5.7	---
White	54626	57.3	22.9	19.4	0.3	50886	49.5	21.5	23.4	5.5	0.1
Marital Status											
Married, spouse present	44086	57.5	22.7	19.4	0.3	41295	50.8	21.5	22.9	4.7	0.1
Married, spouse absent	876	49.3	29.8	20.7	--	799	41.8	28.5	26.3	3.4	0.0
Widowed	2161	80.6	12.2	6.9	0.3	1957	72.3	11.4	12.8	3.6	0.1
Divorced	5275	55.0	31.1	13.4	0.5	4739	45.8	29.7	18.7	5.5	0.3
Never Married	9337	44.1	20.1	35.1	0.6	8706	32.1	18.0	41.3	8.4	0.2
Number of Children											
0	22352	55.8	19.0	24.7	0.5	20692	46.3	29.1	29.8	6.4	0.2
1	11346	53.6	25.5	20.5	0.4	10555	46.3	43.0	24.4	5.2	0.1
2	26708	56.8	24.9	18.0	0.2	25032	50.2	44.0	21.0	4.4	0.1
3	1098	61.1	22.4	15.8	0.6	1024	55.9	47.6	18.5	3.6	---

Note. Results are reported as percentages, e.g., 56.4% of female RNs reported their basic nursing education was in a diploma program. Percentages do not sum to 100% due to rounding. Cells with less than five cases not reported.

aNursing Educational Attainment

1 = Diploma 2 = Associate 3 = Baccalaureate 4 = Master's 5 = Doctorate

bIncludes RNs who received nurse doctorates (< 0.01%)

Table 4.3b

Non-Nursing Degree Attainment after Original Nursing Education and Personal Characteristics

Characteristics	n	Non-Nursing Educational Attainment ^a					
		1	2	3	4	5	6
Sex							
Female	54341	0.8	5.1	2.5	0.3	0.4	90.9
Male	1363	1.5	6.9	6.2	1.2	1.0	83.2
Race							
Hispanic	659	1.1	3.6	1.5	0.0	0.9	92.9
American Indian	177	--	9.6	2.8	--	0.0	85.9
Asian/Pacific	3375	0.7	2.7	2.2	0.2	0.5	93.7
Black	1942	1.1	6.7	5.9	0.7	0.4	85.2
White	49267	0.8	5.3	2.5	0.4	0.4	90.6
Marital Status							
Married, spouse present	40150	0.6	4.9	2.1	0.3	0.3	91.9
Married, spouse absent	800	1.3	5.0	3.4	--	--	89.6
Widowed	1985	0.8	6.6	3.4	0.4	0.6	88.2
Divorced	4724	1.3	8.0	3.8	0.5	0.6	85.8
Never Married	7959	1.2	4.6	3.6	0.6	0.5	89.5
Number of Children							
0	19824	0.9	5.5	3.2	0.5	0.6	89.3
1	10237	0.7	5.5	2.5	0.4	0.2	90.7
2 ≤ 4	24361	0.7	4.8	2.1	0.3	0.3	91.8
> 4	1028	1.1	4.8	1.4	--	--	91.9

Note. Results are reported as percentages, e.g., 0.8% of female RNs reported earning a non-nursing associate degree. Percentages do not sum to 100% due to rounding. Cells with less than five cases not reported.

^aEducational Attainment

1 = Associate 2 = Baccalaureate 3 = Master's 4 = Doctorate
5 = Other 6 = No additional non-nursing degree earned

Table 4.4a

Income and Highest Nursing Educational Attainment

Income Type ^a	Highest Nursing Educational Attainment			
	Diploma (n=18,440)	Associate Degree (n=9,813)	Baccalaureate Degree (n=11,047)	Master's/Doctoral Degree (n=2,470)
Principal Nursing Position				
< \$15,000	27.4	23.8	17.9	11.5
≥ \$15,000 < \$20,000	17.6	21.9	12.5	5.9
≥ \$20,000 < \$25,000	26.2	33.0	32.0	15.3
≥ \$25,000 < \$30,000	19.1	16.0	22.7	22.9
≥ \$30,000 < \$35,000	6.8	3.7	10.4	21.0
≥ \$35,000 < \$45,000	2.2	0.9	3.5	17.8
≥ \$45,000 < \$60,000	0.5	0.2	0.6	3.8
≥ \$60,000	0.2	0.1	0.3	1.4
Household	(n=24,763)	(n=11,489)	(n=13,444)	(n=2,878)
≤ \$9,000	2.2	0.9	1.3	1.2
≥ \$9,000 ≤ \$15,000	4.1	2.8	1.9	1.2
≥ \$15,000 ≤ \$30,000	31.7	29.6	32.8	17.2
≥ \$30,000 ≤ \$50,000	35.8	31.9	34.2	34.1
≥ \$50,000	26.3	24.1	29.6	46.2

Note. Results are presented as percentages, e.g., 27.4% of RNs whose highest nursing education is at the diploma level and who are employed in nursing earn less than \$15,000 per year at their principal position. Percentages do not sum to 100% due to rounding.

^aAll income categories refer to gross annual amounts.

Table 4.4b

Income of RNs Working Full-time in Nursing and Non-nursing Positions and Highest Nursing Educational Attainment

Income from Principal Position ^a	Highest Nursing Educational Attainment			
	Diploma (n=11,757)	Associate Degree (n=6,556)	Baccalaureate Degree (n=8,165)	Master's/Doctoral Degree (n=2,014)
Employed in Nursing				
< \$15,000	5.7	4.5	2.7	1.3
≥ \$15,000 < \$20,000	14.7	19.8	8.7	3.4
≥ \$20,000 < \$25,000	36.0	44.1	39.3	15.6
≥ \$25,000 < \$30,000	28.8	23.0	29.5	26.3
≥ \$30,000 < \$35,000	10.5	5.3	13.7	25.1
≥ \$35,000 < \$45,000	3.3	1.4	4.7	21.6
≥ \$45,000 < \$60,000	0.7	0.2	0.8	4.8
≥ \$60,000	0.2	0.1	0.2	1.6
Employed in Other Field				
	(n=546)	(n=220)	(n=342)	
< \$15,000	34.8	31.8	18.1	--
≥ \$15,000 < \$20,000	13.0	11.8	10.2	--
≥ \$20,000 < \$25,000	17.2	19.5	17.5	--
≥ \$25,000 < \$30,000	8.6	12.7	16.6	--
≥ \$30,000 < \$35,000	8.6	9.0	16.1	--
≥ \$35,000 < \$45,000	10.3	10.0	13.1	--
≥ \$45,000 < \$60,000	5.1	2.7	4.6	--
≥ \$60,000	2.4	2.2	3.5	--

Note. Results are presented as percentages, e.g., 5.7% of RNs whose highest nursing education is at the diploma level and who are employed full-time in nursing earn less than \$15,000 per year at their principal position. Results for master's/doctoral degree RNs employed full-time in fields other than nursing are omitted due to low (< 5) cell size.

^aAll income categories refer to gross annual amounts.

Table 4.4c

Income of RNs Working Full-time in Nursing or Non-nursing Positions and Highest Non-Nursing Educational Attainment

Income Type Principal Position ^a	Highest Non-Nursing Educational Attainment		
	Associate Degree (n=235)	Baccalaureate Degree (n=1,675)	Master's/Doctoral Degree (n=980)
Employed in Nursing			
< \$15,000	3.8	2.4	1.6
≥ \$15,000 < \$20,000	17.8	7.5	2.4
≥ \$20,000 < \$25,000	35.3	26.1	12.7
≥ \$25,000 < \$30,000	20.9	31.0	24.3
≥ \$30,000 < \$35,000	17.9	21.0	25.4
≥ \$35,000 < \$45,000	3.4	9.1	23.8
≥ \$45,000	0.9	2.8	10.1
Employed in Other Field			
		(n=139)	(n=193)
< \$15,000	--	19.4	7.3
≥ \$15,000 < \$20,000	--	13.7	6.2
≥ \$20,000 < \$25,000	--	15.8	11.9
≥ \$25,000 < \$30,000	--	12.9	12.4
≥ \$30,000 < \$35,000	--	13.7	21.3
≥ \$35,000 < \$45,000	--	15.2	21.8
≥ \$45,000	--	7.3	19.1

Note. Results are presented as percentages, e.g., 3.8% of RNs who hold a non-nursing associate degree and who work full-time in nursing earn less than \$15,000 per year at their principal position. Results for RNs holding other degrees are omitted due to low (< 5) cell size. Results for RNs who hold non-nursing associate degrees and work full-time in non-nursing fields are omitted due to low (< 5) cell size.

^aAll income categories refer to gross annual amounts.

Table 4.5

Highest Nursing Educational Attainment and Current Specialty Certification

Highest Nursing Education	n	Certification	
		Yes	No
Diploma	27202	5.8	94.2
Associate Degree	12180	5.8	94.2
Baccalaureate Degree	14259	7.7	92.3
Master's Degree	2977	17.0	83.0
Doctorate	83	19.3	80.7

Note. Results are reported as percentages of positive responses, e.g., 5.8% of RNs whose highest nursing education is a diploma reported current specialty certification.

Table 4.6

Skill Use and Highest Nursing Educational Attainment

Skill Use	Highest Nursing Educational Attainment			
	Diploma (n=20,995)	Associate Degree (n=11003)	Baccalaureate Degree (n=12069)	Master's/Doctoral Degree (n=2686)
Very good chance	43.2	37.8	39.2	51.9
Fairly good chance	38.6	39.5	39.3	31.4
Some chance	14.2	17.1	16.7	13.6
Very little chance	3.7	5.0	4.3	2.8
No chance	0.4	0.6	0.4	4.1

Note. Results are reported as percentages e.g., 43.2% of RNs whose highest nursing education is a diploma reported a very good chance to use their skills at their job. Results are based on data provided by RNs currently employed in nursing. Percentages do not sum to 100% due to rounding.

Table 4.7a

Extent of Participation in Study for an Academic Degree and RNs' Characteristics

Characteristic	n	Extent of Participation		
		Full-time	Part-time	Not Enrolled
Sex				
Female	60035	1.7	11.6	86.7
Male	1548	3.9	15.6	80.4
Age				
< 30	12275	3.3	15.7	81.1
> 30 ≤ 45	28730	1.9	13.5	84.6
> 45 ≤ 65	18436	0.8	7.2	92.0
Race				
Hispanic	715	1.7	15.1	83.2
American Indian	180	4.2	16.8	78.9
Asian/Pacific	3702	1.0	5.4	93.6
Black	2171	2.9	19.3	77.8
White	54498	1.8	11.7	86.5
Marital Status				
Married, spouse present	43915	1.4	10.1	88.6
Married, spouse absent	871	2.0	13.7	84.4
Widowed	2133	0.6	7.2	92.2
Divorced	5269	2.5	16.8	80.7
Never Married	9283	3.6	16.9	79.5
Number of Children				
0	22255	2.5	12.6	84.9
1	11297	1.3	11.2	87.6
2 < 4	26643	1.4	11.2	87.4
> 4	1090	1.1	9.1	89.8
Gross Household Income				
< \$9,000	925	9.1	5.3	85.6
≥ \$9,000 < \$15,000	1706	4.6	6.2	89.2
≥ \$15,000 < \$30,000	17667	1.8	12.5	85.7
≥ \$30,000 < \$50,000	20002	1.5	11.4	87.1
≥ \$50,000	15992	1.6	13.1	85.3
Number of Nursing Positions ^a				
1	44774	1.6	12.7	85.7
> 1	5303	3.1	17.9	79.0
Nursing Employment Participation ^a				
Full-time, entire year	33874	1.3	15.1	83.6
Part-time, entire year	14634	2.4	9.5	88.1
Full-or part-time, portion of year only	1697	3.1	9.0	88.0
Type of Employing Agency ^a				
Federal government	1983	2.0	10.9	87.1
Other government	5962	2.6	12.1	85.3
Private, not for profit	26909	1.8	15.2	83.0
Private, for profit	13095	1.2	11.1	87.7
Self employed	1012	0.9	6.2	92.9
Other	119	--	--	92.4

Note. Results are reported as a percentage, e.g., 1.7% of female RNs are studying for an academic degree full-time. Percentages do not always sum to 100% due to rounding. Cells with less than five cases not reported.

^aResults are reported only for RNs employed in nursing.

Table 4.7b

Extent of Participation in Study for an Academic Degree and 1986 Residence

Residence	n	Extent of Participation		
		Full-time	Part-time	Not Enrolled
Illinois HSA 1	2919	1.5	10.8	87.7
Illinois HSA 2	3961	1.3	12.9	85.8
Illinois HSA 3	2934	1.6	9.2	89.2
Illinois HSA 4	3686	1.5	8.4	90.0
Illinois HSA 5	2116	1.6	10.3	88.1
Illinois HSA 6	9035	2.8	13.8	83.3
Illinois HSA 7	17289	1.7	12.5	85.8
Illinois HSA 8	4553	1.1	11.3	87.5
Illinois HSA 9	2542	1.0	12.7	86.3
Illinois HSA 10	1254	0.6	12.8	86.5
Illinois HSA 11	2356	1.5	10.7	87.8
Total Illinois	52648	1.7	11.9	86.3

Note. Results reported as a percentage, e.g., 1.5% of RNs living in HSA 1 in 1986 indicated participating in full-time study for an academic degree. Percentages do not sum to 100% due to rounding.

Table 4.7c

Extent of Participation in Study for an Academic Degree and Principal Nursing Employment Setting

Setting	n	Extent of Participation		
		Full-time	Part-time	Not Enrolled
Hospital	33175	1.8	14.5	83.7
Hospital Clinics	934	1.6	14.8	83.6
Clinic	1259	1.7	9.2	89.1
HMO	400	0.3	12.9	87.0
Emergencycenter/ Acute Care Center	665	1.4	12.8	85.9
Physician(s')/ Dentist(s') Office	2496	0.6	5.3	94.1
Nursing home/extended care facility	3785	0.7	6.7	92.6
Public/community health setting	2426	1.8	14.5	83.7
Occupational employee health service	838	0.6	13.0	86.4
Student health/school	1119	1.3	14.1	84.6
Practical, diploma, associate degree nursing programs	829	3.7	17.2	79.1
Baccalaureate/higher degree program	631	8.6	20.3	71.2
Self-employed (fee for service)	361	3.0	7.5	89.5
Nursing/health association	247	2.8	10.5	86.6
Home health	492	1.0	8.3	90.7

Note. Results are reported as a percentage, e.g., 1.8% of RNs working in hospitals are studying full-time for an academic degree. Percentages do not sum to 100% due to rounding.

Table 4.7d

Personal Characteristics of Nurses Pursuing an Academic Degree and Type of Degree

Characteristic	Type of Degree ^a									
	n	1	2	3	4	5	6	7	8	9
Sex										
Female	7934	0.9	3.7	46.0	18.9	13.4	14.0	1.8	3.7	1.2
Male	298	0.0	4.0	31.5	21.5	16.8	20.1	3.0	7.0	1.7
Age										
≤ 30	2312	0.4	2.4	56.4	13.8	17.5	9.7	1.0	1.6	1.0
> 30 ≤ 45	4392	0.7	3.1	44.3	20.2	13.1	15.0	2.3	3.7	1.2
> 45 ≤ 65	1456	2.2	7.1	31.8	24.1	8.6	19.1	1.6	8.0	1.7
Race										
Hispanic	120	--	--	59.7	17.6	7.6	13.4	1.7	--	--
American Indian	40	--	--	45.0	17.5	15.0	19.4	0.0	--	--
Asian/Pacific	226	2.2	5.8	45.6	13.7	18.1	12.4	0.9	2.7	--
Black	481	--	3.5	51.8	11.4	14.3	16.8	1.5	4.2	1.1
White	7300	0.8	3.7	44.7	19.7	13.6	14.1	1.9	3.9	1.3
Marital Status^b										
Married, spouse present	4977	0.9	3.6	45.3	19.6	13.5	13.6	1.6	4.1	1.1
Divorced	1015	1.0	3.0	42.7	23.3	10.4	17.8	2.3	2.9	1.4
Never Married	1890	0.6	3.4	48.1	14.3	16.4	14.4	2.2	3.7	1.3
Number of Children										
0	3360	0.7	4.0	43.3	16.6	15.2	16.4	2.2	4.1	1.6
1	1396	1.0	2.8	47.3	20.0	12.0	13.4	1.8	3.7	1.6
2 ≤ 4	3332	1.0	3.7	46.4	21.0	12.8	12.6	1.5	3.8	0.9
> 4	109	--	5.5	41.3	21.1	16.5	13.8	0.0	--	--
Gross Household Income										
≤ \$9,000	131	--	--	33.8	15.4	18.5	15.3	6.2	10.0	--
> \$9,000 < \$15,000	187	--	7.5	40.1	17.6	17.6	13.2	--	6.2	--
≥ \$15,000 < \$30,000	2500	1.3	3.9	51.3	18.4	12.6	12.0	1.4	2.0	1.4
≥ \$30,000 < \$50,000	2572	0.7	3.6	46.6	18.7	13.6	14.1	1.8	3.2	1.2
≥ \$50,000	2331	0.7	3/1	39.4	19.9	14.5	16.8	2.2	5.5	1.0

Note. Results are reported as percentages of positive responses. Results do not sum to 100% due to rounding and/or study for more than one degree. Cells with less than five cases not reported.

^aType of Degree

1 = Associate - Nursing 4 = Baccalaureate - Other 7 = Doctorate - Nursing
 2 = Associate - Other 5 = Master's - Nursing 8 = Doctorate - Other
 3 = Baccalaureate - Nursing 6 = Master's - Other 9 = Other

^bMarried, spouse absent and widowed are omitted due to low cell size.

Table 4.7e

Principal Position Settings and Type of Degree Sought by RNs Enrolled in Academic Programs

Setting	n	Type of Degree ^a								
		1	2	3	4	5	6	7	8	9
Hospital	5384	0.8	2.8	53.3	17.6	13.7	12.0	1.0	1.6	1.0
Hospital Clinics	150	--	--	40.0	20.7	19.3	14.7	3.3	--	0.0
Clinic	134	0.0	6.7	40.3	17.9	10.4	17.9	--	6.0	--
Emergency center/ Acute Care Center	93	0.0	--	55.4	27.2	10.9	--	--	--	0.0
Physician(s)/ Dentist(s) Office	142	--	10.6	44.4	24.6	6.3	7.7	--	--	--
Nursing home/extended care facility	280	--	9.3	47.0	27.9	6.1	13.3	--	--	--
Public/community health setting	393	1.5	2.3	36.1	19.7	18.2	22.3	--	2.6	1.3
Occupational employee health service	111	--	7.2	24.3	35.1	4.5	25.2	0.0	--	--
Student health/school	183	0.0	2.8	23.8	14.5	16.3	36.8	--	4.8	3.6
Practical, diploma, associate degree nursing program	180	--	--	14.4	6.6	36.1	14.4	5.0	18.8	3.8
Baccalaureate/higher degree program	182	0.0	--	--	--	12.7	6.1	33.1	44.2	--
Other	223	--	4.9	23.3	24.6	14.7	25.5	--	4.9	--

Note. Results are reported as percentages, e.g., 0.8% of 5384 RNs working in hospitals and enrolled in academic programs are studying in an associate nursing program. Percentages do not sum to 100% due to rounding and/or study for more than one degree. Cells with less than five cases not reported.

^aType of Degree

- | | | |
|-----------------------------|---------------------------|-------------------------|
| 1 = Associate - Nursing | 4 = Baccalaureate - Other | 7 = Doctorate - Nursing |
| 2 = Associate - Other | 5 = Master's - Nursing | 8 = Doctorate - Other |
| 3 = Baccalaureate - Nursing | 6 = Master's - Other | 9 = Other |

Table 4.7f

Employment Characteristics and Type of Degree Sought by RNs Enrolled in Academic Programs

Employment Characteristic	n	Type of Degree ^a								
		1	2	3	4	5	6	7	8	9
Number of Positions										
1	6356	0.7	3.4	48.8	18.2	13.6	13.2	1.7	3.0	1.2
> 1	1112	1.3	2.6	39.0	18.3	16.2	17.4	3.4	5.7	1.1
^b Type of Employing Agency										
Federal government	274	--	3.4	50.5	11.2	19.3	15.0	--	--	--
Other government	951	0.7	2.8	32.7	15.5	17.2	19.5	5.1	7.1	2.0
Private, not for profit	4831	0.6	2.8	49.7	17.7	14.2	13.3	1.5	2.9	1.0
Private, for profit	1206	1.1	4.1	48.0	22.2	11.3	12.4	0.9	2.5	1.1
Nursing Employment Participation										
Full-time, entire year	5538	0.8	3.1	46.4	18.5	13.9	15.4	1.6	3.3	0.9
Part-time, entire year	1749	0.6	3.4	51.8	17.1	14.3	8.9	3.1	3.6	1.7
Full-or part-time, portion of year only	203	--	5.5	33.2	21.4	16.8	12.9	--	5.5	4.6

Note. Results are reported as percentages, e.g., 0.7% of the 6356 RNs who hold one nursing position and are enrolled in an academic program are studying in an associate nursing program. Percentages do not sum to 100% due to rounding and/or study for more than one degree. Results are based on data provided by nurses currently employed in nursing. Cells with less than five cases not reported.

^aType of Degree

1 = Associate - Nursing	4 = Baccalaureate - Other	7 = Doctorate - Nursing
2 = Associate - Other	5 = Master's - Nursing	8 = Doctorate - Other
3 = Baccalaureate - Nursing	6 = Master's - Other	9 = Other degree

^b"Self-employed" and "Other" categories are omitted due to low cell size.

Table 4.7g

1986 Residence and Types of Degrees Sought by RNs Enrolled in Academic Programs(s)

1986 Residence	n	Type of Degree ^a								
		1	2	3	4	5	6	7	8	9
Illinois HSA 1	357	2.2	7.6	58.1	14.3	9.0	10.1	--	1.4	--
Illinois HSA 2	558	--	2.9	54.3	22.2	8.6	8.8	--	2.7	2.2
Illinois HSA 3	315	--	2.9	46.5	19.4	9.6	17.5	--	2.9	--
Illinois HSA 4	362	--	3.0	44.8	21.5	11.3	14.4	2.5	5.2	1.4
Illinois HSA 5	250	--	2.8	59.6	11.6	9.2	13.6	0.0	4.4	--
Illinois HSA 6	1504	1.2	2.9	40.9	16.2	17.4	16.8	2.4	5.2	1.5
Illinois HSA 7	2431	0.5	3.8	43.9	19.0	14.8	14.8	2.2	3.7	1.2
Illinois HSA 8	557	0.9	6.5	43.2	27.0	7.7	14.2	--	2.9	--
Illinois HSA 9	345	1.7	2.9	51.7	21.0	9.0	10.8	2.0	2.6	--
Illinois HSA 10	168	--	--	57.1	21.4	7.7	11.3	0.0	--	--
Illinois HSA 11	285	--	4.2	52.8	14.1	17.6	7.4	--	4.9	1.4
Total Illinois	7132	0.9	3.8	46.5	18.9	13.1	14.0	1.7	3.8	1.3

Note. Results are reported as percentages of nurses in each HSA who are enrolled. n = total number of RNs per HSA studying for all degree types e.g., 2.2% of the 357 RNs living in HSA 1 who are currently enrolled in an academic program are studying for an associate degree in nursing. Percentages do not sum to 100% due to rounding. Cells with less than five cases not reported.

^aType

1 = Associate - Nursing 4 = Baccalaureate - Other 7 = Doctorate - Nursing
 2 = Associate - Other 5 = Master's - Nursing 8 = Doctorate - Other
 3 = Baccalaureate - Nursing 6 = Master's - Other 9 = Other

Table 4.7h

Travel Times to Degree Programs and Enrollment Status

Enrollment Status	n	Minutes of Travel Time (one-way)			
		≤30	>30≤ 60	>60≤ 120	>120≤ 240
Part-time	7042	64.2	28.6	5.9	1.3
Full-time	1092	55.6	30.4	12.0	1.8

Note. Results are reported as percentages of responses for each enrollment status, e.g., 64.1% of RNs enrolled part-time in a degree program travel time above 240 minutes. Travel time above 240 minutes is not displayed due to low (≤ 3 subjects) cell size.

Table 4.7i

Travel Times to Degree Programs and Enrollment Status

Program Type	n	Minutes of Travel Time (one-way)			
		≤ 30	>30≤ 60	>60≤ 120	>120≤240
Nursing					
Associate	68	82.4	13.2	1.5	2.9
Baccalaureate	3688	65.5	28.4	5.5	0.5
Master's	1118	44.5	36.8	15.1	3.5
Doctoral	153	50.4	30.7	12.4	8.5
Non-Nursing					
Associate	301	76.4	20.3	0.7	2.3
Baccalaureate	1511	75.4	21.8	2.3	0.5
Master's	1158	57.8	34.3	6.4	1.5
Doctoral	315	46.7	34.9	15.9	2.5
Other	112	68.7	22.3	6.3	2.7

Note. Results are reported as percentages of responses for each program type, e.g., 82.4% of RNs enrolled in associate degree nursing programs travel 30 minutes or less. Travel time above 240 minutes is not displayed due to low (≤ 3 subjects) cell size.

Table 4.7j

One Way Travel Time to Academic Program and 1986 Residence

1986 Residence	n	Minutes of One Way Travel Time			
		0≤30	>30≤ 60	>60≤120	>120
Illinois HSA 1	347	64.9	25.9	7.2	2.0
Illinois HSA 2	547	64.5	22.1	8.4	4.9
Illinois HSA 3	307	65.2	16.0	15.3	3.6
Illinois HSA 4	354	57.6	25.4	10.5	5.6
Illinois HSA 5	243	44.8	33.3	18.1	3.7
Illinois HSA 6	1477	63.5	31.5	4.6	0.4
Illinois HSA 7	2417	63.1	32.5	4.0	0.4
Illinois HSA 8	557	56.2	33.4	10.1	0.4
Illinois HSA 9	343	58.6	34.4	6.7	0.3
Illinois HSA 10	163	74.2	16.0	9.2	0.6
Illinois HSA 11	283	64.4	30.7	3.5	1.4
Total Illinois	7038	62.1	29.8	6.6	1.4

Note. Results are reported as percentages, e.g., 64.9% of Illinois HSA 1 RNs who are pursuing an academic degree travel 30 minutes or less between home and school. Results do not sum to 100% due to rounding.

Table 4.8a

Personal Characteristics of RNS Reporting Reasons for Not Pursuing An Academic Degree

Characteristic	n	Reason for Not Pursuing an Academic Degree																		
		1	2	3	4	5	6	7	8	9	10	11								
Sex																				
Female	50400	33.5	10.2	1.6	5.6	20.0	19.1	33.8	56.1	1.5	12.2	7.3								
Male	1204	37.1	17.8	3.7	11.5	28.3	23.6	32.9	41.3	1.8	13.5	3.7								
Age																				
≤ 30	9783	31.1	10.2	3.2	4.4	23.9	19.6	37.5	50.0	3.3	16.5	0.5								
> 30 & 45	23766	32.0	11.5	1.8	6.2	22.7	22.1	39.2	69.3	1.4	11.7	0.8								
> 45-65	16165	39.1	9.5	0.6	6.3	16.2	16.1	26.2	43.4	0.7	11.3	15.4								
Race																				
Hispanic	587	22.7	8.2	3.4	6.1	19.6	18.9	35.3	53.5	--	12.9	5.5								
American Indian	147	29.3	11.6	4.1	6.8	19.7	19.0	35.6	49.0	--	6.2	7.5								
Asian/Pacific	3322	19.7	3.9	2.4	9.3	23.9	20.8	36.3	68.1	0.6	4.5	1.6								
Black	1605	16.0	7.4	5.0	6.3	22.4	15.6	38.7	52.9	2.7	10.2	3.6								
White	45715	35.3	11.0	1.4	5.4	19.9	19.2	33.4	55.0	1.5	12.9	7.8								
Marital Status																				
Married, spouse present	37792	34.3	10.0	1.2	4.9	18.9	19.4	32.0	64.9	1.1	11.4	6.6								
Married, spouse absent	711	25.3	10.0	1.5	7.6	23.7	20.8	44.1	63.9	2.1	8.7	4.0								
Widowed	1836	30.2	6.9	0.4	5.8	15.1	13.1	22.5	28.7	0.9	6.0	33.5								
Divorced	4120	31.0	11.1	1.8	9.8	24.5	21.0	48.1	48.8	1.8	11.4	6.8								
Never Married	7077	32.7	13.2	4.0	7.6	25.6	18.1	36.9	17.3	3.8	19.1	5.5								

Note. Results are reported as percentages of positive responses for each characteristic, e.g., 33.5% of the female RNS reported not pursuing a degree because their job did not require it. Percentages do not sum to 100% because of multiple response option. Cells with less than five cases not reported.

Reason

- 1 = Not required by job
 2 = Programs do not met needs
 3 = Admission decision pending
 4 = No release time
 5 = No convenient time
 6 = No convenient location
 7 = Too expensive
 8 = Family responsibility
 9 = Intend to/taking GRE/
 taking continuing education
 10 = Not interested/burned out/
 not worth it/just graduated
 11 = Disabled/retired/about to
 retire

Table 4.8a (Continued)

Characteristics of RNs Reporting Reasons for Not Pursuing An Academic Degree

Characteristic	n	Reason for Not Pursuing an Academic Degree ^a												
		1	2	3	4	5	6	7	8	9	10	11		
Number of Children														
0	18052	33.5	11.7	2.5	6.3	20.6	17.1	29.3	24.9	2.3	15.9	14.6		
1	9646	34.8	10.3	1.1	5.9	20.5	20.5	35.0	66.1	1.2	12.0	4.7		
2 ≤ 4	22751	33.1	9.6	1.2	5.1	20.0	20.3	36.6	75.2	1.0	9.6	2.8		
> 4	958	30.9	6.1	--	5.0	16.6	16.7	36.7	83.3	1.1	7.4	2.0		
Work Participation ^b														
Full-time, all year	27431	34.9	12.4	2.3	8.9	26.3	22.7	38.8	49.7	2.0	12.8	4.0		
Part-time, all year	12673	43.0	9.8	1.1	2.1	17.3	19.2	37.1	71.8	1.0	10.8	3.9		
Full- or part-time Portion of year only	1424	37.2	8.7	1.1	2.2	14.6	15.5	28.1	56.0	1.1	12.1	8.2		
Gross Household Income														
≤ \$9,000	750	22.2	6.4	--	2.7	11.7	13.2	26.3	41.2	1.3	8.7	25.1		
> \$9,000 ≤ \$15,000	1464	28.7	6.5	2.2	5.3	14.4	13.3	32.5	41.3	1.0	8.5	24.3		
> \$15,000 ≤ \$30,000	14711	30.0	9.7	2.3	7.0	23.3	20.2	41.8	47.8	2.0	11.4	7.9		
> \$30,000 ≤ \$50,000	16995	35.2	10.5	1.4	5.4	21.0	20.6	36.6	63.0	1.4	11.7	5.4		
> \$50,000	13278	37.4	12.3	1.4	5.3	18.0	17.8	23.9	59.0	1.5	14.6	4.3		

Note. Results are reported as percentages of positive responses for each characteristic, e.g., 33.5% of RNs with no children reported not pursuing a degree because their job did not require it. Percentages do not sum to 100% because of multiple response option. Cells with less than five cases not reported.

^aReason

- 1 = Not required by job
 2 = Programs do not meet needs
 3 = Admission decision pending
 4 = No release time
 5 = No convenient time
 6 = No convenient location
 7 = Too expensive
 8 = Family responsibility
 9 = Intend to/taking GRE/
 taking continuing education
 10 = Not interested/burned out/
 not worth it/just graduated
 11 = Disabled/retired/about to
 retire

^bData are based on answers by RNs currently employed in nursing.

Table 4.8b

Principal Nursing Position Settings of RNs Reporting Reasons for Not Pursuing An Academic Degree

Setting	n	Reason for Not Pursuing An Academic Degree										
		1	2	3	4	5	6	7	8	9	10	11
Hospital	27052	34.0	10.8	2.1	5.3	23.3	21.0	38.8	58.1	1.9	12.7	3.4
Hospital Clinics	760	35.0	15.1	2.2	9.7	25.8	18.0	37.0	55.5	1.8	11.3	3.4
Clinic	1095	48.0	15.1	1.6	10.0	25.1	20.3	39.3	56.7	0.6	10.6	3.4
HMO	338	39.3	16.9	--	7.7	23.1	19.5	37.3	54.4	1.8	16.6	2.7
Emergency/Acute Care Center	560	29.1	10.0	3.0	6.3	25.9	23.9	45.2	61.3	1.8	12.0	2.9
Physicians' /Dentists' /Office	2299	63.7	11.7	0.7	11.7	25.1	22.1	34.4	61.2	0.6	9.9	3.1
Nursing home/extended care facility	3412	42.5	8.9	0.9	8.7	23.2	24.1	39.4	56.3	0.8	8.7	7.2
Public health or community health setting	1975	34.9	12.8	1.3	8.4	23.3	23.6	38.8	53.6	1.5	11.4	4.4
Occupational health/employee health service	705	47.7	16.2	1.8	13.3	26.0	20.7	30.3	41.6	--	12.2	9.4
Student health/school	896	48.6	15.7	0.9	7.4	21.4	23.1	31.1	46.6	2.0	12.3	9.9
Practical nursing program	106	34.9	19.8	--	8.5	20.8	30.2	24.5	34.0	0.9	15.1	12.3
Diploma program	210	37.1	18.6	2.4	6.7	12.9	21.0	31.4	42.9	1.4	11.8	9.0
Associate degree nursing program	315	32.2	21.6	1.6	5.1	18.7	29.2	25.2	44.0	1.6	15.0	6.1
Baccalaureate/higher degree program	420	19.5	15.0	3.3	4.0	9.5	15.2	23.3	35.0	3.1	26.0	1.9
Self-employed/fee for service	310	45.2	13.5	--	5.8	13.2	13.5	30.3	46.1	--	13.5	4.8
Nursing or health association	206	42.2	15.0	--	11.2	21.4	14.1	34.0	52.9	--	12.6	6.3
Home health	441	46.0	11.3	--	6.1	16.7	21.3	36.7	57.5	--	11.8	6.1

Note: Results are reported as percentages of positive responses for each characteristic, e.g., 34.0% of RNs working in hospitals and who were not pursuing a degree reported not enrolling because their job did not require it. Percentages do not sum to 100% because of multiple response option. Calls with less than five cases not reported.

Reason

- 1 = Not required by job
 2 = Programs do not met needs
 3 = Admission decision pending
 4 = No release time
 5 = No convenient location
 6 = No convenient location
 7 = Too expensive
 8 = Family responsibility
 9 = Intend to/taking GRE/
 taking continuing education
 10 = Not interested/burned out/
 not worth it/just graduated
 11 = Disabled/retired/about to
 retire

Table 4.8c

Type of Agency and Number of Nursing Positions of RNs Reporting Reasons For Not Pursuing An Academic Degree

Employment Characteristics	n	Reason for Not Pursuing An Academic Degree													
		1	2	3	4	5	6	7	8	9	10	11			
Type Agency															
Federal government	1673	25.3	12.0	2.8	10.1	23.7	21.7	34.5	49.3	2.0	11.8	3.9			
Other government	4886	36.8	12.7	1.9	8.7	24.9	23.3	35.5	50.2	1.7	11.7	6.1			
Private, not for profit	21778	36.1	11.3	1.9	5.3	22.9	21.5	39.3	57.7	1.8	12.7	3.9			
Private, for profit	11226	41.2	11.4	1.7	7.7	23.6	20.8	37.8	58.4	1.4	11.6	3.7			
Self employed	905	55.4	12.9	1.2	7.2	17.5	17.4	28.4	56.4	0.6	9.4	4.0			
Other	104	35.6	14.4	--	13.5	23.8	21.0	33.3	57.1	--	8.7	5.8			
Number of Positions															
> 1	4052	32.8	14.0	2.8	6.9	25.2	22.7	44.3	56.6	2.1	12.8	2.1			
1	37363	38.0	11.2	1.8	6.6	22.9	21.2	37.2	56.6	1.6	12.1	4.3			

Note: Results are reported as percentages, e.g., 25.3% of RNs employed by the federal government reported not pursuing a degree because their job did not require it. Percentages do not sum to 100% because of multiple response option. Cells with less than five cases not reported.

aReason

- 1 = Not required by job
 2 = Programs do not meet needs
 3 = Admission decision pending
 4 = No release time
 5 = No convenient time
 6 = No convenient location
 7 = Too expensive
 8 = Family responsibility
 9 = Intend to/taking GRE/
 taking continuing education
 10 = Not interested/burned out/
 not worth it/just graduated
 11 = Disabled/retired/about to
 retire

Table 4. 8d

1986 Residences of RNs Reporting Reasons for Not Pursuing An Academic Degree

1986 Residence	n	Reason for Not Pursuing An Academic Degree ^a										
		1	2	3	4	5	6	7	8	9	10	11
Illinois HSA 1	2480	39.4	10.8	1.0	5.9	19.7	19.7	34.0	56.6	1.2	11.3	9.4
Illinois HSA 2	3306	38.7	12.4	0.6	5.9	22.4	23.4	32.6	57.4	1.0	11.9	9.3
Illinois HSA 3	2529	39.4	13.2	1.0	6.2	23.9	23.3	33.3	56.2	0.5	9.3	10.6
Illinois HSA 4	3222	38.2	12.5	1.4	7.4	24.5	24.9	33.0	54.7	0.9	10.7	9.3
Illinois HSA 5	1801	37.1	12.7	0.4	8.0	29.0	38.5	35.0	59.5	0.7	7.9	7.9
Illinois HSA 6	7242	26.3	9.6	3.2	6.9	18.0	15.1	39.5	49.2	2.1	13.7	4.5
Illinois HSA 7	14394	33.1	8.8	1.8	5.4	20.1	15.7	33.3	59.0	1.9	13.4	5.7
Illinois HSA 8	3873	35.3	10.2	1.1	4.9	20.5	23.8	35.0	58.5	1.2	11.3	7.6
Illinois HSA 9	2144	35.4	8.4	1.2	5.4	20.5	21.3	36.6	61.4	1.2	12.2	7.8
Illinois HSA 10	1041	37.8	7.0	1.0	4.9	20.2	15.7	41.0	61.0	1.2	8.2	11.5
Illinois HSA 11	2022	40.3	9.6	1.0	5.4	19.0	14.7	36.0	59.4	1.3	12.0	8.1
Total Illinois	44049	34.4	10.1	1.6	5.6	20.6	19.4	35.0	56.8	1.5	12.1	7.1

Note: Results are reported as percentages of positive responses, e.g., 39.4% of the RNs living in HSA 1 and who are not pursuing a degree reported not enrolling because their job did not require it. Percentages do not sum to 100% because of multiple response option.

Reason

- 1 = Not required by job
 2 = Programs do not met needs
 3 = Admission decision pending
 4 = No release time
 5 = No convenient time
 6 = No convenient location
 7 = Too expensive
 8 = Family responsibility
 9 = Intend to/taking GRE
 10 = Not interested/burned out/
 not worth it/just graduated
 11 = Disabled/retired/about to
 retire
 Taking continuing education

5. CONTINUING EDUCATION PARTICIPATION

Participation in continuing education activities (CE) is an important contribution to both maintenance and improvement of an RN's practice. CE is not required for renewal of an Illinois RN license and the Department of Registration and Education (DRE) does not monitor nor record RNs' voluntary CE.

Approximately 80% of RNs licensed and employed in Illinois reported participation in some CE during the past year, most often for less than 20 hours (45.3%) (Table 5.1). Few RNs (8.5%) reported participating in over 40 hours of CE. There is a relatively consistent pattern of CE reported across the state, within 5% of the state average in each HSA. This suggests that RNs' CE is not highly related to geographical patterns or resource differences among health service areas (HSAs).

Most RNs (70.2%) reported participating in CE occurring at their place of employment (Table 5.2). In addition, over half (53.9%) participated in CE offered outside of their employment setting. This pattern is consistent across most HSAs. HSAs 5 and 10 show 5% less than the state level for CE within employment settings (64.4% and 65.0%, respectively). More CE than the state level for outside the employment setting was reported in HSA 1 (60.6%).

A change in state policy to require participation in less than 20 hours of CE per year for RN license renewal would be directed at about 18% of RNs employed in Illinois (17.9%) (Table 5.1). RNs not participating in CE during the past year reported several reasons (Table 5.3), especially that their job does not require it (42.7%), CE courses are too expensive (38.2%), or that family responsibilities prevent it (45.1%). The latter two reasons are relevant to CE outside of the employment setting. These reasons suggest that RN participation in CE may be increased if employers reinforced the importance of CE for maintaining and improving RNs' job performance.

Potential regional needs for RNs who did not participate in CE during the past year are identified as those reasons reported within an HSA at 5% or more above the state level (Table 5.3). Of the RNs employed in HSA 1 who did not participate in CE, 48.7% reported that their job does not require it. Of those employed in HSA 2 with no CE during the past year, 35.8% reported that courses are not given at convenient locations. In HSA 3, 21.6% of RNs not attending CE reported that they cannot be released from their job and 35.8% reported that courses were not given at convenient locations. Of the RNs employed in HSA 4 and reporting no CE during the past year, 35.4% reported that courses are not given at convenient locations. In HSA 5, 39.9% of RNs with no CE reported that inconvenient time and 45.7% reported that inconvenient location of CE offerings prevented their participation. In HSA 9, family responsibilities prevented CE for 51.9% of RNs not attending CE. Of RNs employed in HSA 10, 56.4% of those without CE attributed their lack of CE to their job not requiring it, and 51.9% reported that family responsibilities prevented CE. Inconvenient location of CE offerings was consistently reported as preventing CE participation by RNs employed in the most rural sections of the state (HSAs 2, 3, 4, 5).

The relationship between employment setting and RN participation in CE is demonstrated in Table 5.4. RNs working in clinics (excluding those within hospitals and schools of nursing), physicians' or dentists' offices, nursing homes or extended care facilities, home health settings, or who are self-employed or employed on a fee-for-service basis reported no CE during the past year at rates 5% or more above the state level. RNs working for federal agencies reported CE above the state level, while those working for private for-profit agencies reported no CE at 6% above the state level. This relationship is also apparent in Table 5.5, where office nurses, home care nurses, consultants and utilization review nurses reported no CE at rates ranging from 7.8% to 33.5% above the state level.

The extent of RNs' employment is related to participation in CE. About twenty-three percent of RNs working part-time reported no CE during the past year (Table 5.5). Those who work part of the year, either full-time or part-time, reported no CE at 14.0% above the state level.

The availability of CE at work may influence CE is apparent in Tables 5.6 and 5.7. RNs employed in physicians' or dentists' offices, home health settings, or who are self-employed or employed on a fee-for-service basis reported 5% or more below the state level for CE at their employment setting, at or below the state level for CE outside of their employment setting, and above the state rate for no CE. This same pattern was reported by RNs working in private for-profit agencies (Table 5.6).

RNs reasons for not attending CE are related to their work setting (Table 5.7). Those working in clinics reported at 5% or more above the state average that their job does not require it (28.6% and 56.3%), available programs do not meet their needs (25.0% and 21.3%), and they cannot be released from their job (24.1% and 20.4%). RNs employed in HMOs reported, at 5% or more above the state average, that available programs do not meet their career needs (22.0%), they cannot be released from their job (22.0%) and courses are too expensive (45.1%). RNs working in physician' and/or dentists' offices with no CE in the past year reported, at 5% or more above the state average, that their job did not require it (66.4%), available programs did not meet their career needs (21.1%), and they could not be released from their job (21.1%). For occupational health or employee health service employed RNs, reasons for their lack of CE, reported at 5% or more above the state average, were that their job does not require it (54.2%), and they cannot be released from their job (29.5%). RNs working in student health or school settings reported, at 5% more above the state average, that their job does not require it (48.3%). In nursing or health associations, RNs without CE stated that available programs do not meet their career needs (23.9% above the state level). Home health employed RNs with no CE in the past year reported most often that their job does not require it (51.0%) and family responsibilities prevent it (51.7%). Also, RNs working in private for-profit agencies reported most often that their lack of CE was because their job does not require it.

RNs' CE participation is also related to the extent to which RNs' think their skills are used in their jobs (Table 5.8). RNs reporting that their job offers a very good chance to do the things they are best at were most apt to report more than 40 hours of CE (10.9%) and least apt to not participate in CE (14.3%). The highest rate of no CE was reported by RNs whose jobs gave them no chance to do the things they are best at (33.9%).

Educational preparation is also related to CE participation. RNs with more educational preparation, especially those with a master's or doctoral degree, reported the highest CE (Table 5.9). The highest rates of no CE were reported by RNs with only a diploma or associate degree nursing education.

RNs certified in a specialty area of practice by a national organization are more apt to participate in CE (Table 5.10). Certified RNs reported rates above the state level for over 40 hours and 20-40 hours of CE, and below the state rate for less than 20 hours of CE and no CE.

Certain personal characteristics were associated with CE participation (Table 5.11). Male RNs reported over 40 hours of CE at 8.1% above the state level. Female RNs, RNs over 30 years old, Hispanic and white RNs, and those married with spouse present and widowed RNs reported no CE at rates 5% or more above the state level.

Participation in CE is more related to RNs' employment setting than to any other characteristic studied. Work setting where RN employees reported CE significantly below the state level may need to consider mechanisms that

encourage RNs to participate more in CE, such as incorporating CE into performance appraisal systems, or providing opportunities for RNs to attend CE programs. There also appears to be a need for improving the convenience of CE offerings for RNs working in Illinois' most rural areas.

Table 5.1

Percentage Reporting Continuing Education Participation by 1986 Location of Employment

Employment Location	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	none
Illinois HSA 1	2312	10.3	23.4	47.7	15.9
Illinois HSA 2	3151	10.1	25.0	46.0	16.4
Illinois HSA 3	2327	7.8	24.4	47.5	17.4
Illinois HSA 4	2944	8.1	26.9	45.6	16.7
Illinois HSA 5	1747	7.5	23.8	45.3	20.4
Illinois HSA 6	10521	9.5	27.8	43.0	17.0
Illinois HSA 7	11877	7.7	25.1	45.3	19.6
Illinois HSA 8	3617	7.8	27.7	45.4	16.7
Illinois HSA 9	1531	9.3	28.0	44.8	16.3
Illinois HSA 10	996	6.8	23.3	47.4	20.0
Illinois HSA 11	1846	6.1	22.2	49.1	20.6
Total Illinois	42869	8.5	25.8	45.3	17.9

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.

n = number of RNs reporting nursing employment within the HSA, e.g., 10.3% of the 2312 RNs working in Illinois HSA 1 participated in over 40 hours of continuing education activities during the past year.

Table 5.2

Percentage Reporting Continuing Education Participation Inside and Outside of Employment Setting by Employment Location

Employment Location	n	C.E. Participation Inside and Outside of Employment		
		Inside Empl.	Outside Empl.	None
Illinois HSA 1	2312	70.7	60.6	15.9
Illinois HSA 2	3151	72.2	58.6	16.4
Illinois HSA 3	2327	70.8	51.7	17.4
Illinois HSA 4	2944	70.5	56.4	16.7
Illinois HSA 5	1747	64.4	52.6	20.4
Illinois HSA 6	10521	71.8	53.9	17.0
Illinois HSA 7	11877	69.6	50.3	19.6
Illinois HSA 8	3617	70.0	57.1	16.7
Illinois HSA 9	1531	72.0	56.6	16.3
Illinois HSA 10	996	65.0	58.8	20.0
Illinois HSA 11	1846	67.2	50.1	20.6
Total Illinois	42869	70.2	53.9	17.9

Note. Percentages do not sum to 100% because RNs reported CE activity both inside and outside of employment setting; cells with less than 20 cases not reported.
 n = number of RNs reporting nursing employment within the HSA, e.g., 70.7% of the 2312 RNs working in Illinois HSA 1 participated in CE activity within their employment setting during the past year.

Table 5.3

Percentage Reporting Reasons for not Participating in Continuing Education by 1986 Location of Employment

1986 Employment	Reasons for not Participating in Continuing Education ^a								
	1	2	3	4	5	6	7	8	9
Illinois HSA 1	48.7	19.2	12.6	32.4	27.8	39.5	41.8	--	--
Illinois HSA 2	46.3	17.8	14.7	36.0	35.8	40.3	44.8	--	--
Illinois HSA 3	46.2	18.7	21.6	36.9	34.6	36.4	43.8	--	6.0
Illinois HSA 4	47.5	19.9	16.6	34.6	35.4	32.0	40.0	--	5.4
Illinois HSA 5	40.8	17.3	19.1	39.9	45.7	37.5	46.9	--	--
Illinois HSA 6	33.1	13.5	15.5	31.2	23.9	41.1	40.4	1.9	6.2
Illinois HSA 7	44.5	15.0	12.3	29.8	23.0	37.6	48.3	1.9	6.8
Illinois HSA 8	44.1	15.2	13.3	30.5	28.6	38.0	48.2	4.3	5.6
Illinois HSA 9	44.6	13.0	13.8	30.5	25.5	34.7	51.9	--	--
Illinois HSA 10	56.4	14.4	17.6	26.1	27.7	42.6	51.1	--	--
Illinois HSA 11	47.6	17.6	19.3	34.9	28.0	35.2	43.9	--	6.0
Total Illinois	42.7	15.7	14.9	32.0	27.7	38.2	45.1	2.5	5.9

Note. Percentages do not sum to 100% because RNs reported more than one reason for not participating in continuing education activities during the past year; cells with less than 20 cases not reported.
e.g., 48.7% of the 349 RNs who work in Illinois HSA 1 and did not participate in continuing education activities during the past year gave as a reason that their job does not require it.

^aReason

- | | |
|---|---|
| 1 = Job does not require it | 7 = Family responsibilities prevent it |
| 2 = Available programs do not meet career needs | 8 = Disabled, retired or about to retire |
| 3 = Cannot be released from job | 9 = Burned out, not interested no financial incentive |
| 4 = Courses not given at convenient times | |
| 5 = Courses not given at convenient locations | |
| 6 = Courses are too expensive | |

Table 5.4

Percentage Reporting Continuing Education Participation by Principal Work Setting

Principal Work Setting	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	none
Hospital	33528	10.1	29.6	44.4	13.7
Hospital Clinics	944	11.1	31.7	42.0	11.9
Clinic	1275	7.5	18.9	43.8	26.2
HMO	408	7.1	22.6	45.8	22.3
Emergicenter/ Acute Care Center	677	13.9	29.2	36.8	16.1
Physician(s')/Dentist(s') Office	2513	3.0	10.4	35.3	49.1
Nursing home/extended care facility	3864	6.4	20.8	43.3	26.2
Public health or community health setting	2448	6.7	25.9	51.4	13.1
Occupational health/ employee health service	851	10.2	22.8	44.9	19.5
Student health/school	1149	6.4	24.0	49.6	15.7
Practical nursing program	158	14.6	24.1	44.9	15.2
Associate degree nursing program	413	10.7	31.5	47.2	7.0
Diploma program	285	11.2	27.4	48.8	7.7
Baccalaureate/higher degree program	640	13.4	35.8	38.9	10.2
Self-employed/fee for service	365	8.8	18.9	34.0	34.2
Nursing or health association	249	10.4	26.9	38.1	21.3
Home health	503	4.4	18.3	43.5	29.6
Other	409	11.5	20.3	41.3	24.4
Type of Agency:					
Federal government	2028	17.8	33.4	35.0	10.8
Other government	6046	10.3	25.3	45.4	15.9
Private not-for-profit	27176	9.7	29.4	45.3	13.3
Private for-profit	13255	7.2	23.5	43.2	23.9
Other	1157	5.4	17.4	32.5	41.0

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.
n = number of RNs reporting this setting for principal nursing employment, e.g., 10.1% of the 33528 RNs working in hospitals reported participating in over 40 hours of continuing education activities during the past year.

Table 5.5

Percentage Reporting Continuing Education Participation by Position Title

Position Title	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	none
Staff Nurse	29630	7.1	24.3	47.1	18.9
Clinical/Practitioner	1024	16.0	31.8	35.5	14.7
Clinical Nurse Specialist	696	20.6	38.8	28.9	8.6
Nurse Anesthetist (CRNA)	500	31.4	58.0	7.2	--
Nurse Midwife (CNM)	75	--	32.0	33.3	--
Charge Nurse/Team Leader	4104	8.7	27.9	45.8	15.2
Head Nurse/Assist. HN	3878	13.1	36.5	39.3	8.8
Inservice Ed. Instructor	591	24.7	35.9	31.8	5.4
Administrator - Nsg. Service	4436	14.6	35.0	39.0	8.6
Administrator - Nsg. Education	341	13.8	33.1	39.3	11.7
Administrator - Prof. Org'n.	293	10.2	27.6	38.6	20.5
Faculty in Nsg. Program	1267	11.8	31.3	45.3	9.8
School Nurse	872	6.2	20.7	50.0	20.3
Office Nurse	1263	2.1	8.0	35.6	51.4
Home Care Nurse	379	5.8	20.6	41.2	26.4
Temporary/Private Duty RN	372	--	14.0	40.0	38.7
Consultant	229	8.7	25.8	41.5	21.4
Utilization Review RN	206	--	22.3	42.2	25.7
Other	486	10.5	24.7	39.3	23.3
Type of Position					
Full-time for entire year	34305	11.0	30.0	42.8	13.7
Part-time for entire year	14795	5.5	21.2	47.2	23.5
Full or part time for part of year	1732	6.1	17.3	41.0	31.9

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.

n = number of RNs reporting this position title for their principal nursing position, e.g., 7.1% of the 29630 RNs whose principal position title is staff nurse reported participating in over 40 hours of continuing education activities during the past year.

Table 5.6

Percentage Reporting Continuing Education Participation Inside
and Outside of Employment Setting by Principal Work Setting

Principal Work Setting	n	C.E. Participation Inside and Outside of Employment		
		Inside Empl.	Outside Empl.	none
Hospital	33528	78.3	54.3	13.7
Hospital Clinics	944	78.3	61.6	11.9
Clinic	1275	54.0	53.1	26.2
HMO	408	55.4	54.9	22.3
Emergicenter/ Acute Care Center	677	72.7	52.1	16.1
Physician(s')/Dentist(s') Office	2513	27.3	37.9	49.1
Nursing home/extended care facility	3864	57.3	49.3	26.2
Public health or community health setting	2448	69.7	62.6	13.1
Occupational health/ employee health service	851	42.4	65.8	19.5
Student health/school	1149	60.9	61.4	15.7
Practical nursing program	158	60.8	67.1	15.2
Associate degree nursing program	413	68.0	75.6	7.0
Diploma program	285	79.7	68.8	7.7
Baccalaureate/higher degree program	640	64.2	76.9	10.2
Self-employed/fee for service	365	30.4	49.9	34.2
Nursing or health association	249	63.0	53.8	21.3
Home health	503	49.5	45.3	29.6
Other	409	55.3	55.0	24.4
Type of Agency:				
Federal government	2028	79.6	59.0	10.8
Other government	6046	68.6	58.4	15.9
Private not-for-profit	27176	77.6	56.3	13.3
Private for-profit	13255	60.2	50.1	23.9
Other	1157	8.2	42.9	41.0

Note. Percentages do not add up to 100% because RNs reported CE activity both inside and outside of employment setting; cells with less than 20 cases not reported.

n = number of RNs reporting this setting for principal nursing employment, e.g., 78.3% of the 33528 RNs whose principal position is in a hospital reported participating in CE activities within that hospital during the past year.

Table 5.7

Percentage Reporting Reasons for not Participating in Continuing Education by Principal Working Setting

Work Setting	Reasons for not Participating in Continuing Education in Past Year ^a							
	1	2	3	4	5	6	7	8
Hospital (n=4593)	30.2	11.3	12.2	31.6	26.0	36.9	43.3	6.4
Hospital Clinics (n=112)	28.6	25.0	24.1	30.4	28.6	37.5	33.9	--
Clinic (n=334)	56.3	21.3	20.4	31.4	26.7	32.3	42.2	--
HMO (n=91)	40.7	22.0	22.0	26.4	26.4	45.1	36.3	--
Emergency/Acute Care Center (n=109)	35.8	--	--	34.0	22.0	25.7	47.7	--
Physician(s)/Dentist(s) Office (n=1235)	66.4	21.1	21.1	30.6	26.1	30.6	44.4	4.5
Nursing home/extended care facility (n=1010)	45.6	13.0	9.9	--	29.9	38.3	41.9	4.2
Public health or community health setting (n=320)	37.8	18.1	12.2	27.5	25.0	36.9	36.6	--
Occupational health/employee health service (n=166)	54.2	19.9	29.5	27.1	27.1	30.7	28.9	--
Student health/school (n=180)	48.3	17.8	11.7	27.8	19.4	29.4	37.8	--
Practical Associate degree, or Diploma nsg. program (n=75)	29.3	--	--	29.3	--	33.3	--	--
Baccalaureate/higher degree nsg. program (n=65)	--	--	--	--	--	--	33.9	--
Self-employed/fee (n=125)	44.8	16.8	--	16.0	24.8	24.8	41.6	--
Nsg. or health association (n=53)	39.6	39.6	--	--	--	--	47.2	--
Home health (n=149)	51.0	16.1	--	20.8	18.1	26.2	51.7	--
Other (n=100)	41.0	24.0	--	26.0	34.0	37.0	34.0	--
Type of Agency:								
Federal government (n=219)	32.0	10.5	16.4	30.1	28.8	36.5	41.6	--
Other government (n=961)	35.3	16.3	13.5	30.7	27.5	36.5	36.1	4.9
Private not-for-profit (n=3608)	33.4	12.9	12.4	31.0	25.9	37.1	41.8	6.2
Private for-profit (n=3165)	47.1	16.8	16.4	31.1	26.9	34.3	44.0	5.6
Other (n=1157)	23.6	7.0	6.1	8.6	9.0	11.2	18.8	2.2

Note. Percentages do not sum to 100% because RNs reported more than one reason for not participating in continuing education activities during the past year; cells with less than 20 cases not reported.

n = number of RNs reporting this setting for principal nursing employment, e.g., 30.2% of the 4593 RNs working in hospitals reported not participating in continuing education activities during the past year because their job did not require it.

^aReason

- 1 = Job does not require it
- 2 = Available programs do not meet career needs
- 3 = Cannot be released from job
- 4 = Courses not given in convenient times
- 5 = Courses not given at convenient locations

- 6 = Courses are too expensive
- 7 = Family responsibilities prevent it
- 8 = Burned out, not interested
no financial incentive

Table 5.8

Percentage Reporting Continuing Education Participation by Chance to Use Skills on the Job

Chance to Use Skills	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	none
Very good chance	21097	10.9	29.9	42.3	14.3
Fairly good chance	19294	8.2	26.6	46.0	16.8
Some chance	7802	7.6	22.8	45.2	22.3
Very little chance	2132	7.9	20.2	41.2	27.6
No chance	230	--	17.4	37.4	33.9

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.
 n = number of RNs reporting this much of a chance their job provides to do the things they are best at, e.g., 10.9% of the 21097 RNs whose job provides a very good chance to use the skills they are best at reported participating in over 40 hours of continuing education activities during the past year.

Table 5.9

Percentage Reporting Continuing Education Participation by Highest Degree Earned

Highest Degree	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	none
Diploma	27969	6.0	21.0	37.3	32.6
Assoc. in nsg.	12414	6.8	23.0	43.6	24.5
B.S. in nsg.	14544	9.5	25.3	40.6	22.2
M.S. in nsg.	3049	17.2	34.6	33.8	12.2
Doctorate in nsg.	81	--	32.1	30.9	--
Non-nsg. Assoc. degree	438	11.9	26.0	40.0	20.3
Non-nsg. Bacc. degree	2938	11.4	29.0	36.3	19.5
Non-nsg. Master's degree	1435	16.2	30.0	32.2	18.0
Non-nsg. Doctoral degree	214	18.2	36.4	25.7	15.4
Non-nsg. other degree	230	13.5	29.1	27.8	23.5

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.
 n = number of RNs reporting this degree as their highest nursing or non-nursing degree, e.g., 6.0% of the 27969 RNs whose highest degree is a diploma in nursing reported participating in over 40 hours of continuing education activities during the past year.

Table 5.10

Percentage Reporting Continuing Education Participation by Specialty Certification

Specialty Certification	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	None
Amer. Assoc. N. Anesthetists	638	27.9	48.3	12.1	7.4
Amer. Assoc. Critical Care N.	966	27.5	38.5	26.1	6.4
Amer. Assoc. Occup. Health N. Certifying Board	93	--	29.0	34.4	--
Amer. College N. Midwives	106	--	30.2	32.1	19.8
American Nurses' Assoc.	1186	18.6	37.2	31.5	11.0
Assoc. Operating Room N.	407	14.3	41.3	31.7	10.1
Assoc. Pract. Infection Control	55	--	41.8	--	--
Assoc. Rehabilitation N.	73	--	34.3	39.7	--
Emergency Dept. N. Assoc.	595	23.0	36.8	31.3	6.6
N. Assoc. Amer. College of Obstet. & Gynec. Cert. Corp.	271	14.8	39.1	36.2	--
Nat. Assoc. Ped. N. Assoc. & Practitioners	51	--	--	39.2	--
Oncology N. Assoc.	50	--	--	42.0	--

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.

n = number of RNs reporting the specialty certification, e.g., 27.9% of the 638 RNs certified by the American Association of Nurse Anesthetists reported participating in over 40 hours of continuing education activities during the past year.

Table 5.11

Percentage Reporting Continuing Education Participation by Personal Characteristics

Characteristic	n	Hours of Continuing Education Participation in Past Year			
		> 40 hrs.	20-40 hrs.	< 20 hrs.	None
Sex					
Female	60761	7.8	23.4	39.3	27.0
Male	1573	16.6	33.6	30.3	17.1
Age					
30 years or less	12330	7.5	23.2	46.2	21.6
31-45 years old	28976	8.8	24.4	40.2	24.7
46-65 years old	18765	7.6	24.0	35.5	29.4
> 65 years old	2003	1.8	9.7	14.9	65.5
Race					
Hispanic	730	9.6	23.3	39.5	25.5
American Indian	198	12.6	21.2	35.9	21.7
Asian/Pacific	3866	11.4	28.5	36.8	19.6
Black	2208	8.6	29.1	41.5	18.2
White	55023	7.8	23.1	39.2	27.6
Marital Status					
Married, spouse present	44420	7.5	22.5	38.8	29.0
Married, spouse absent	881	9.3	26.4	38.6	22.7
Widowed	2204	5.9	21.3	29.9	37.1
Divorced	5327	10.1	28.0	40.8	18.5
Never Married	9407	9.9	26.9	41.5	19.3
Number of Children					
0	22577	8.5	24.6	37.3	26.6
1	11427	7.7	23.9	40.5	25.6
2-4	26911	7.7	22.7	40.2	27.1
> 4	1107	6.3	22.0	34.8	34.1
Gross Household Income					
< \$9,000	945	4.3	8.6	25.0	57.1
> \$9,000 < \$15,000	1748	2.9	12.1	30.7	50.4
> \$15,000 < \$30,000	17900	7.3	23.5	41.4	25.1
> \$30,000 < \$50,000	20166	8.1	24.1	41.6	24.3
> \$50,000	16127	10.1	26.9	37.2	23.9

Note. Percentages do not sum to 100% due to rounding; cells with less than 20 cases not reported.

n = number of RNs reporting this personal characteristic, e.g., 7.8% of the 60761 female RNs reported participating in over 40 hours of continuing education activities during the past year.