

1996 BIENNIAL SURVEY OF ILLINOIS REGISTERED NURSES

FINAL REPORT

Conducted for: State of Illinois
Department of Professional Regulation

Contractor: Public Health, Mental Health, and Administrative Nursing
College of Nursing
The University of Illinois at Chicago

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May, 1997

Acknowledgements

We wish to thank all those who assisted in the completion of this study. Without their help, we would have been unable to accomplish either the study or the final report. In a large and complex study such as this, major contributions are made by many people. It is impossible to mention everyone who made contributions to this study, but we would like to express our gratitude to certain individuals and groups for their special help.

The Committee on Nursing of the Illinois Department of Professional Regulation provides excellent guidance. In addition, several individuals at the Illinois Department of Professional Regulation were very helpful in supplying information by telephone. Those individuals include Jackie Waggoner, Betty Cleinmark, and Mark Oaks.

The College of Nursing at the University of Illinois at Chicago has been most generous in providing office space and administrative staff to assist with budget management. We would especially like to thank Karen Oliver for her ongoing help with budgetary matters along with Laura Perez and Tina Brown who have contributed administrative support for the 1996 report. Veronica Hoskin was immeasurably helpful in opening thousands of survey envelopes and delivering them to our research office.

Finally, we would like to give special thanks to the many registered nurses licensed in Illinois who took the time to complete and return the questionnaire. Their participation is essential and we are grateful for their willingness to provide us with information needed to document registered nursing practice in the State of Illinois.

1996 Biennial Survey of Illinois Registered Nurses

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Executive Summary

The 1996 Biennial Survey of Registered Nurses in Illinois is the sixth such survey since 1986. The survey was conducted by the Department of Public Health, Mental Health, and Administrative Nursing (formerly Administrative Studies in Nursing) of the College of Nursing at the University of Illinois at Chicago under contract with the Illinois Department of Professional Regulation (IDPR). According to IDPR there were 135,872 Registered Professional Nurses in Illinois eligible to receive license renewal notices in 1996. The biennial survey instrument was mailed along with the renewal materials to 120,000 of those RNs, and 41,141 returned usable forms, for a response rate of 34.3%. The 1996 report focuses on RNs working in Illinois, their practice patterns and educational attainment.

Similar to the biennial surveys since 1990, approximately 88% of registered nurses in Illinois are employed in nursing. A small (4.5%) percentage of nurses licensed in Illinois and employed in nursing work outside the state; analyses of those nurses are excluded from this report. Hospitals continue to employ the largest proportion of RNs, although this percentage has diminished from 66.4% in 1986 to 53.9% in 1996. Nursing homes and ambulatory care settings (hospital clinics, clinics, and HMOs) each employ approximately seven percent of RNs. Since 1986 home health care employment has grown from 1% to about 7% in 1996.

Over half of RNs in Illinois are employed by private, not-for-profit agencies, a decline of about three percent since 1986. The public sector employs approximately sixteen percent of registered nurses. As in previous biennial surveys, about two-thirds of RNs work in full-time positions. These proportions vary across the state, from 56% in the suburban Chicago areas to over 80% in southern Illinois. Full-time employment has increased dramatically for home health care nurses, from 43% in 1986 to about 66% in 1996. Full-time employment is also more prevalent among African-American and Asian-American nurses, among RNs with no or only one dependent child, and those with higher gross household incomes. About thirteen percent of RNs, typically those who are self-employed or who are in academic settings or professional associations, are employed in more than one position, an increase from just over ten percent in 1986.

Over eleven percent of RNs living in Illinois are not working in nursing. While this proportion has declined since 1986 (from over 16%), the proportions of nurses seeking work in nursing or working outside nursing have increased (from 1.2% to 5.9%, and from 3.4% to 7.6%, respectively). Native Americans, although a very small proportion of the Illinois RN labor force, are more prominent among those who are not employed in nursing, are seeking RN work, and who are employed outside of nursing.

The analysis of career employment in nursing shows that the RN workforce in Illinois is steadily increasing in age and nursing experience. In 1996, the proportion of RNs with one to five years of work experience in nursing is about 15%, while the proportion of RNs with over 15 years of nursing experience is 50.8%. Ten years ago one-fourth of the workforce had one to five years of experience in nursing and about one-third had over 15 years experience.

Nurses who are employed in hospitals (less so in hospital clinics) report longer tenure with the agency compared with RNs employed in HMOs, doctors' offices, nursing homes, home health care agencies, and private for-profit facilities. Hospital employed nurses also report comparatively fewer years in their current position in relation to their tenure in the setting, suggesting that nurses find opportunities for promotion in that setting. RNs employed in the for-profit sector, in clinics, in doctors' offices, and in nursing education programs show a longer position longevity, suggesting fewer opportunities for promotion. Staff nurses and nurses in management and administrative positions tend to show longer tenure both with their employer and in their current position. However, certified nurse midwives (CNM), certified registered nurse anesthetists (CRNA), and nurse practitioners (NP) show more turnover in their positions.

The proportion of RNs who spend more than half of their work time in direct patient care continues to be well over fifty percent, although since 1986, the proportion has declined from 74% to 63%. At the same time (since 1990), there has been a gradual increase (from 16 to 20%) in the proportion of RNs spending more than half of their work time in management activities and a similar increase (from 5 to 8%) in the proportion of RNs primarily teaching students. Among those nurses who provide direct patient care, there has been noticeable growth since 1988 in the proportion of RNs performing health histories, physical examinations, and psychosocial examinations. Nurses in advanced practice positions (CNM, CRNA, and NP) most commonly report that their job offers them a very good chance to do what they do best.

The median hourly wage for Illinois nurses is \$19. The lowest hourly wages are reported by office nurses (\$14.90) and school nurses (\$16.21), and the highest are reported by advanced practice nurses (\$22.54 to \$34.74). Although across all employment settings and nursing positions, two-thirds or more of RNs report no intention to change their job in the near future, improved salary or work schedule are the strongest incentives for those who would consider it. Those RNs who would consider changing their job are somewhat more likely to be male, younger, never married, nonwhite, and with a lower gross household income.

Just over fifty percent of Illinois RNs hold a diploma or associate's degree as their highest educational attainment, about 35% have earned a bachelor's degree, and almost 13% have a master's degree or higher. Nurses whose highest degree is a diploma tend to be concentrated in doctors' offices; RNs with an associate's degree are

more highly represented in emergenciers and in private duty positions. Baccalaureate prepared nurses are more evenly represented across all settings and positions, but they are especially concentrated in student health, LPN and ADN programs, and nurse clinician positions. RNs holding master's degrees as their highest degree are most highly represented in baccalaureate and associate degree programs and as certified nurse midwives.

Similar to the 1992 and 1994 biennial surveys, about twenty percent of Illinois RNs report holding a national specialty certification, and the proportion certified increases with education. Almost three-fourths of RNs whose highest degree is a diploma, associate's degree, or baccalaureate degree spend more than fifty percent of their time in direct patient care, while master's-prepared nurses spend significant portions of their time in direct patient care, administration, and teaching students. Compared with other degree categories, proportionately more master's-prepared nurses also report a very good chance to use their skills.

Over nine percent of RNs report prior licensure as a licensed practical nurse, a proportion that has increased slightly from 7.7% in 1990. About ten percent of RNs are currently enrolled in some type of academic study, this figure having declined from over 13 percent in 1986. Nurses in inservice education, faculty, and head nurse positions, along with those employed in larger hospitals are most likely to be enrolled in formal study. Almost 89% of RNs report participation in continuing education, a proportion that has gradually increased from 82% in 1986. In general African-American, Native American, and Hispanic RNs are proportionately more likely to be engaged in academic study; these are also nurses who were more likely to have begun their nursing careers through practical nursing or associate degree programs.

Chapter 1

Introduction

The 1996 Biennial Survey of Illinois Registered Nurses is the sixth such study since 1986. It was initiated in response to a request by the Illinois Department of Professional Regulation and its Committee on Nursing for accurate and timely information on nursing practice and education in the state. The survey was carried out in conjunction with the biennial relicensure of registered nurses by the State of Illinois. (In odd years a similar survey of Illinois Licensed Practical Nurses is conducted at the time of license renewal.) This report focuses on current labor activity, practice patterns, direct patient care activities, educational attainment, and personal characteristics of RNs licensed in Illinois and characteristics of RNs holding an Illinois license who are not currently employed as a nurse. The survey, analysis, and report were completed by the Department of Public Health, Mental Health, and Administrative Nursing (formerly, the Department of Administrative Studies in Nursing), at the University of Illinois at Chicago College of Nursing, under a contract issued by the Illinois Department of Professional Regulation.

Method

For this license renewal period, on June 3, 1996¹, there were 122,884 Registered Professional Nurses holding active licenses in Illinois and another 12,988 in the renewal process, for a total of 135,872 RNs.²

In keeping with previous biennial surveys of RNs, this study used a population survey design. Due to the addition of new equipment at IDPR in Springfield since the 1994 survey, the list used for setting up the mailing changed from one ordered by zip code to one ordered by license number, with higher license numbers assigned primarily to newly licensed RNs and out of state license holders appearing at the end of the list. Surveys were included in the license renewal materials of the first 120,000³ RNs on the list. By September 30, 1996, 42,022 questionnaires had been returned, 41,141 of which were usable. Thus, the initial return rate is 35% and the usable response rate is 34.3%. To obtain a rough approximation of the number of individuals in the population

¹ The deadline for Illinois license renewal was May 31, 1996.

² Source: Mark Oaks, Illinois Department of Professional Regulation.

³ For the 1996 mailing, the population of Illinois RNs was estimated at 125,000 based on the 1994 population of 119,900, 8% less than the actual population size of 135,872. Furthermore, due to a four percent variance (within conventional business standards) in the mailing envelope order, 120,000 postage paid return envelopes for the survey were actually shipped to Springfield. Thus the number of RNs receiving a survey instrument represent 88.3% of the actual registered nurse population in Illinois.

for any characteristic included in this report, divide the number (N) of respondents in the table by the response rate (.343).

We examined the data for evidence of sampling bias. We anticipated two possible sources of bias, one reflecting an underrepresentation of out of state nurses (those at the end of the mailing list) and one reflecting an underrepresentation of less experienced nurses (those with higher license numbers). We examined the distributions of respondents by residential location and by years of experience in nursing across the six biennial surveys since 1986.

Table 1.1 shows the proportions of RNs in the eleven Illinois HSAs and out of state for the six biennial surveys. As expected, the percentage of respondents reporting a residence outside Illinois is markedly lower in 1996 compared with the other surveys. However, the Illinois HSAs show a distribution comparable to other years with the exception of 1988 where HSA 7 appears to have been undersampled and HSA 8 oversampled.

Table 1.1

Percent of RNs by Residential HSA Across Six Biennial Surveys

Residential HSA	Year of Survey					
	1986	1988	1990	1992	1994	1996
HSA 1	5.0	6.7	5.3	5.3	4.5	6.1
HSA 2	6.5	8.0	6.3	6.5	7.0	7.5
HSA 3	4.9	6.4	5.2	5.4	6.2	6.0
HSA 4	6.1	7.6	5.8	6.0	6.3	6.8
HSA 5	3.5	5.1	3.9	4.4	5.0	5.4
HSA 6	15.2	14.8	17.3	13.1	11.4	13.1
HSA 7	28.4	10.6	27.9	27.0	26.7	29.2
HSA 8	7.4	10.2	8.2	8.8	8.7	10.0
HSA 9	4.2	5.9	4.8	5.1	5.2	6.3
HSA 10	2.0	2.6	1.9	1.2	2.0	2.1
HSA 11	3.9	4.6	3.7	3.9	3.8	4.4
Other USA	12.9	17.4	10.8	13.1	13.1	3.2

Table 1.2 compares years employed in nursing across the six biennial surveys. From 1986 to 1996 there is a gradual decrease in the proportion of nurses reporting one to five years of experience as RNs rather than a marked drop in the 1996 survey,

Table 1.4

Table Numbering Changes from 1994 to 1996

1994 Table Number	1996 Table Number	1994 Table Number	1996 Table Number
2.1	omitted	4.1	5.1 (by employment HSA)
2.2	3.1 (by employment HSA)	4.2	5.1 (by employment HSA)
2.3	3.7	4.3	5.2
2.4	3.12	4.4	5.3
2.5	3.8	4.5 a&b	omitted
2.6	3.9	4.6	5.5
2.7	3.10 (omits original nurs.ed.)	4.7	omitted
2.8	3.13 (omits original nurs.ed.)	4.8	5.4
2.9	3.11	4.9	5.6
2.10	3.14	4.10	omitted
2.11	5.7 (by employment HSA)	4.11	5.17
2.12	5.16	4.12	5.8
3.1	4.1	4.13	5.9
3.2	4.2	4.14	5.10
3.3 a&b	3.2	4.15	5.19
3.4 a&b	3.3	4.16	omitted
3.5	3.6	4.17	omitted
3.6	4.3	4.18	omitted
3.7 a&b	4.4	5.1	5.11
3.8 a&b	4.5 a&b	5.2	5.12
3.9 a&b	4.6	5.3	5.13
3.10 a&b	4.7 a&b	5.4	omitted
3.11 a&b	4.8 a&b	5.5	omitted
3.12 a&b	4.9 a&b	5.6	omitted
3.13	3.4	5.7	5.14
3.14	3.5	5.8	5.15
3.15	omitted	5.9	5.20
3.16	omitted	5.10	omitted
3.17	4.10	5.11	omitted
3.18	4.11		5.18 (new table)
3.19	4.15		
3.20	4.16		
3.21 a&b	omitted		
3.22	omitted		
3.23	4.12		
3.24	4.13		
3.25	4.14		
3.26 a&b	omitted		
3.27	omitted		
3.28	4.17		

Chapter 2

Overview of Registered Nurses Licensed in Illinois

This new chapter broadly describes the present registered nurse population in Illinois in terms of employment, education and specialty certification, selected personal characteristics, and noteworthy changes in personal, employment, and educational patterns over the past ten years. Subsequent chapters will provide more detailed breakdowns of the RN labor force in terms of employment, practice patterns, and educational attainment.

Employment

Table 2.1 shows the reported employment status of RNs on March 1, 1996. The large majority (87.7%) of RNs reported being employed in nursing only, or both in nursing and another position outside nursing. A small (3.4%) proportion reported being employed outside nursing only, and 8.9% were unemployed. The proportion of RNs employed in nursing has been stable at close to 88% since 1990. Prior to that, nursing employment was somewhat lower: 81% in 1986 and 84% in 1988.

Table 2.1

1996 Employment Status of Illinois RNs		
Employment Status	Number Reporting	Percent
Employed in nursing	33,196	83.6
Employed outside nursing	1,368	3.4
Employed both in and outside nursing	1,614	4.1
Unemployed	3,538	8.9

Nurses in Illinois have an average of 16.7 years of experience in nursing, most (14.9 years) of which are based on employment in Illinois. RNs report an average of 8.5 years with their current employer and an average of 6.16 years in their current principal nursing position.

Of those RNs employed in nursing in 1996, more than half (54.8%) are employed in hospitals, 13.4% work in various ambulatory care settings (clinics, HMOs, doctors' offices, emergenciers), 7.5% are employed in nursing homes or extended care

facilities, and 7.1% work in home care agencies.

Less than half (46.5%) of RNs identify staff nurse as their principal nursing position, 16.3% report being employed in various clinical management positions (charge nurse, head nurse, nursing service director), and 2.6% are in academic faculty or administrative positions. More detailed analyses of employment can be found in Chapters 3 and 4.

Another dimension to RN employment in Illinois is seen in changes over time in the proportion of nurses in varying intervals of work experience (Table 2.2). From 1986 to 1996 there is a steady decline in the proportion of nurses reporting one to five years of employment in nursing, from about 34% in 1986 to over 21% in 1996. There are also gradual increases in the proportions of more experienced RNs. As has been noted in most of the previous biennial reports, it appears that the supply of recent graduates in nursing is diminishing.

Table 2.2

Percent of RNs Reporting Years Employed as an RN in IL Across Six Biennial Surveys

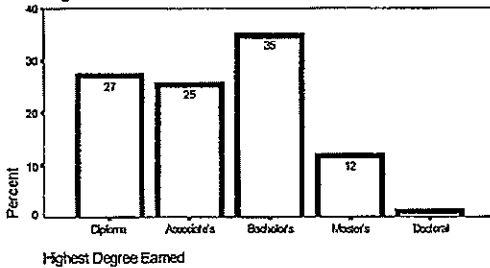
Years Employed	Survey					
	1986	1988	1990	1992	1994	1996
1- 5	34.4	32.0	30.0	26.8	26.1	21.3
6-10	24.9	26.5	25.1	23.4	21.6	18.8
11-15	15.1	14.9	17.1	17.5	17.0	16.6
16-20	10.4	12.1	12.4	13.8	14.9	17.3
21-35	12.8	12.2	13.2	15.8	17.3	22.2
>35	2.4	2.3	2.3	2.6	3.2	4.0

Education and Certification

The highest educational attainment of Illinois registered nurses is shown in Chart 2.1. The largest single category is the baccalaureate degree (34.7%). The highest degree earned by more than fifty percent of Illinois RNs is a diploma or an associate's degree in nursing. About 12 percent of RNs hold a master's degree and about one percent have earned a doctorate.

Chart 2.1

Highest Educational Attainment of Illinois RNs: 1996



Although the bachelor's degree is prominent among RNs in 1996, the proportion with that level of education was considerably lower (24%) in 1986 (Table 2.3). Similarly, since 1986 there has been a steady increase in the proportion of RNs reporting a master's degree as their highest educational attainment. The proportion of RNs with a diploma as their highest degree has decreased by almost one-half since 1986.

Table 2.3

Highest Educational Attainment of Illinois RNs Across Six Biennial Surveys

Highest Degree	1986	1988	1990	1992	1994	1996
Diploma	49.9	43.5	35.8	36.6	32.5	27.0
Associate's	21.0	22.2	23.3	20.4	23.5	25.4
Bachelor's	24.0	26.4	31.4	32.4	33.3	34.7
Master's	4.7	6.1	8.8	9.8	10.2	11.7
Doctoral	.4	1.9	.7	.8	.5	1.1

Across nursing specialties about 21% of RNs report holding national specialty certification (Table 2.4). The specialties of geriatrics (14.5%) and medical nursing (15.9%) show the lowest proportions of certified RNs. Obstetrics (24.9%) and psychiatric nursing (24.1) have the highest proportions of certified nurses. Since 1992, the overall proportion of RNs holding national specialty certification has remained stable at 21 to 22%.

Table 2.4

Proportion of RNs in Each Nursing Specialty Who Have National Specialty Certification

<u>Specialty</u>	<u>N</u>	<u>National Specialty Certification</u>
Orthopedics	2201	18.4
Administration	3463	21.3
Geriatrics	5843	14.5
Medical	9646	15.9
Surgical	9017	18.1
Obstetrics	3820	24.9
Pediatrics	4160	19.0
Psychiatric	2333	24.1
Public Health	3468	21.1
Other	11894	28.1
Total	34413	21.4

Table 2.5 shows over a twenty year period the proportion of nurses who reported having obtained a master's degree in any specialty in nursing or a field outside of nursing. While the proportion of RNs receiving a master's degree in a nursing specialty has declined since 1975, the proportion obtaining a degree outside nursing has almost doubled, from a little over 17% in the middle to late 1970s to almost 33% in the 1990s.

Personal Characteristics

Table 2.6 shows selected demographic characteristics of all RNs holding an Illinois license in 1996. The RN population in Illinois is predominantly female (97.1%), white (90.1%), 31 to 45 years of age (47%), married (75%) with two to four dependent children (47.9%), and with a gross household income of \$50,000 or more (61.4%). While the proportions of RNs by gender and race have remained stable since 1986, there has been a slight and gradual increase in the proportion of married RNs, with a corresponding gradual decrease in the proportion of never married RNs, and variable change in the proportion of RNs with no or one dependent child. There has been a marked reduction in the proportion of RNs under 30 years of age, from almost 20% in 1986 to only 9% in 1996; and an increase in the proportion of RNs in the 46 to 65 year old age category, with 30% in 1986 to slightly over 40% in 1996. Finally, in 1994 and 1996, the proportion of RNs reporting a gross household income of \$50,000 or more

has more than doubled while the proportions of RNs in income brackets below \$30,000 has declined since 1986.

The changes in age over the ten year period are consistent with changes in the proportions of nurses with varying levels of experience previously reported (Table 2.2). Considering the declines in both the proportion of younger nurses and the proportion of least experienced nurses, we also asked whether there was an increase in mean age of lesser experienced nurses. These results are shown in Table 2.7. For nurses reporting one to five years experience in nursing, the mean age has increased from about 33 years in 1986 to over 37 years in 1996. Similarly, RNs reporting six to ten years of nursing experience have increased in mean age from 36.31 years in 1986 to 39.76 years in 1996.

Table 2.5

Proportion of RNs Reporting Master's Degree Specialty by Year of Degree

MS Specialty	Year of Degree			
	75-79	80-84	85-89	90-94
(Number)	(557)	(901)	(1046)	(1295)
Nursing Specialties				
Medical-Surgical	26.0	26.6	21.5	19.5
Community Health	9.7	9.2	10.4	8.0
Maternal Child	14.5	9.9	8.8	6.6
Administration	3.6	6.5	9.9	14.4
Psychiatric/Mental Health	11.7	7.0	5.2	2.7
Nurse Practitioner, All Specialties	7.7	8.5	9.1	6.9
Other Nursing	9.5	7.1	7.3	8.9
Nonnursing Specialties	17.2	25.1	27.8	32.9

Medical-Surgical: adult health, medical, surgical, medical-surgical, intensive care, gerontological, rehabilitation

Community Health: community/public health, school health

Maternal Child: child health, neonatal, pediatrics, maternity, obstetrics, perinatal, maternal-child

Administration: nursing administration

Psychiatric/Mental Health: psychiatric/mental health

Nurse Practitioner: certification as adult nurse practitioner, family nurse practitioner, gerontological nurse practitioner, pediatric nurse practitioner, school nurse practitioner, neonatal nurse clinician/practitioner, obstetrical/gynecological nurse practitioner, and certification by ACNM and NAPNAP

Other Nursing Specialty: family, home health, nursing education, anesthesia, unspecified

Nonnursing Specialties: anthropology, art and design, biological sciences, ..., women's studies, other health sciences, unspecified

suggesting changing career and educational patterns rather than sampling bias. Thus we conclude that the sample is biased in underrepresenting out-of-state nurses but is representative of Illinois nurses across the range of experience.

The instrument for the 1996 biennial survey is identical to the 55 item "long form" that was sent to a subsample of the RN population in the 1994 biennial survey. The survey instruments were printed by Scantron, Inc., and shipped to the Illinois Department of Professional Regulation (IDPR) in March, 1996, where they were inserted into license renewal materials of the first 120,000 registered nurses on the mailing list. The RNs were asked to complete and return the questionnaire, in an enclosed, postage-paid envelope, directly to the researchers at the University of Illinois at Chicago College of Nursing (UIC). This return procedure assured that respondents could not be identified and would remain anonymous throughout the data collection and analysis process.

Table 1.2

Percent of RNs Reporting Years Employed as an RN Across Six Biennial Surveys
(Total Illinois Employment HSAs)

Years Employed	Biennial Survey Year					
	1986	1988	1990	1992	1994	1996
1 - 5	25.3	20.7	20.3	15.7	16.7	15.4
6 - 10	24.7	25.1	25.2	23.2	20.5	16.6
11 - 15	17.4	17.5	19.1	19.4	18.1	17.2
16 - 20	12.7	15.6	15.0	17.1	18.0	19.3
21 - 35	17.4	18.2	17.9	21.2	22.9	27.0
> 35	2.6	2.9	2.5	3.3	3.8	4.5

The UIC research team received the completed questionnaires beginning in late March and scanned them, using a Scantron 8600 optical mark reader, through September, 1996. Surveys returned after September 30, 1996, (about 200) were not included in the data set. Almost 900 surveys were unusable because they were blank, were completed in a form of ink unreadable by the scanner, or were rejected by the scanner due to wrinkles or tears. Another 400 envelopes contained license renewal materials (which were forwarded to the Springfield office) instead of the questionnaire.

Having been read from the scanner into an ASCII file on the fixed disk of a microcomputer, the final data set of 41,141 cases was prepared for data analysis by the

Windows version of the Statistical Package for the Social Sciences (SPSS) software. The major task of data reduction was to aggregate responses by Health Service Area (HSA).⁴ Illinois counties in each HSA (Table 1.3) are shown on the map in Figure 1.1.

Following a meeting with the Illinois Committee on Nursing in September, 1996, the researchers completed the final report, had it printed by the UIC Printing Service, and delivered the report and a copy of the data set to IDPR in May, 1997.

Changes to Report Format

Readers familiar with previous reports of the Biennial Survey of Illinois Registered Nurses will notice a new 1996 report format and content. The 1996 report focuses on the characteristics of this year's Illinois RN supply in relation to the ten years of cross-sectional data now available from the prior biennial survey reports. Readers will find more description of the RN supply and utilization trends and fewer detailed tables of the 1996 data. Table 1.4 shows the revised numbering of tables in this report in relation to table numbers in the 1994 report.

Chapter 2 is an overview. It includes broad demographic descriptions of the current Illinois licensed RN force, highlighting characteristics that have shifted over the past ten years. Chapter 2 also includes some attention to a few noteworthy continuing patterns of change in nursing employment, utilization, and education.

Chapters 3, 4, and 5 exhibit one change in common. To simplify the data displays and clarify the patterns, all tables showing employment patterns across Illinois geographical areas are now presented in terms of only the Health Service Area of the RN's employment location (Employment HSA). According to past biennial surveys, RNs' employment HSA is the same as the HSA where they live (Residential HSA) with only a few exceptions, primarily a portion of the Chicago area RNs who live in suburban HSAs and work in the Chicago HSA. Comparable data on RNs not currently working in nursing continue to be displayed according to their residential HSA. For all tables in all chapters we no longer report data on RNs working outside Illinois. Tables comparable to those in past reports but omitted from this report may be obtained upon request.

Chapter 5's format is revised to address all education items in a more succinct and comprehensive manner. Along with the academic degree data, this chapter includes the continuing education data previously shown in a separate chapter and the trends regarding RNs who were licensed as LPNs.

⁴ Health Service Areas were originally federal geographic designations under the now defunct National Health Planning and Development Act of the mid-1970s, and continue to be used in Illinois for documenting certificates of need and reporting vital statistics. (Source: Laura Landrum, Deputy Director, Office of Epidemiology and Health Systems Development, Illinois Department of Public Health)

Table 1.3

Counties in Illinois Health Service Areas (HSA)

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

Table 2.7

<u>Mean Age by Years of Experience as a Nurse Across Six Biennial Surveys</u>						
<u>Years of Experience</u>	<u>1986</u>	<u>1988</u>	<u>1990</u>	<u>1992</u>	<u>1994</u>	<u>1996</u>
1- 5	32.95	34.66	35.53	37.44	37.82	37.42
6-10	36.31	37.22	37.55	39.06	39.78	39.76
11-15	40.56	39.64	40.07	41.36	41.61	41.63
16-20	45.26	45.19	45.11	45.74	45.75	45.20
21-35	52.96	52.27	51.94	52.41	52.51	51.77
>35	64.26	61.12	63.58	63.82	64.01	63.40

Table 2.6

Selected Demographic Characteristics of Registered Nurses in Illinois

<u>Demographic Characteristic</u>	<u>1986</u>	<u>1988</u>	<u>1990</u>	<u>1992</u>	<u>1994</u>	<u>1996</u>
Gender						
Female	97.5	97.7	97.2	97.5	97.2	97.1
Male	2.5	2.3	2.8	2.5	2.8	2.9
Racial and Ethnic Background						
African American	3.6	3.3	3.7	3.8	3.3	3.3
Native Am. / Alaskan Nat.	.3	.3	.2	.2	.2	.2
Asian or Pacific Islander	6.3	5.6	5.5	5.9	5.3	5.5
Hispanic	1.2	.7	.8	1.0	1.0	1.0
White, not Hispanic	88.6	90.1	89.8	89.1	90.2	90.1
Age						
30 years and under	19.9	16.6	14.6	11.0	9.3	9.0
31-45 years	46.9	40.3	51.4	49.6	48.6	46.9
46-65 years	30.0	30.6	31.1	34.7	37.2	40.3
Over 65 years	3.2	2.5	2.8	4.7	4.9	3.8
Marital status						
Married	72.8	73.7	73.8	74.3	74.6	75.0
Never married	15.2	13.9	13.1	12.0	11.2	11.0
Divorced	8.6	8.5	9.3	9.6	10.0	9.9
Widowed	3.5	3.0	2.9	3.1	3.3	3.2
Separated	-	.9	1.0	1.0	.9	.8
Number of dependent children						
None	36.6	23.4	38.2	38.6	39.2	29.3
One	18.4	22.9	18.8	18.7	18.4	21.3
Two - Four	43.2	52.0	42.5	41.4	41.2	47.9
Five or more	1.8	1.7	1.4	1.2	1.2	1.8
Gross household income						
Less than \$9,000	1.6	1.4	1.2	1.1	1.0	.9
\$ 9,000 - \$14,999	3.1	2.6	1.9	1.7	1.5	1.2
\$15,000 - \$29,999	31.4	25.7	18.3	12.7	6.9	9.2
\$30,000 - \$49,999	35.6	34.0	34.3	34.0	17.7	27.3
\$50,000 and over	28.2	36.3	44.3	50.5	72.9	61.4

Chapter 3

Labor Activity of Illinois Registered Professional Nurses

This chapter first describes registered nurses who are employed in nursing in terms of employment stability over a two-year period, their work settings and positions, their level of employment, their educational attainment, and their personal characteristics. Then there is a briefer description of RNs who are not employed and those who are employed outside of nursing.

RNs Employed in Nursing

Among registered nurses who reported being employed in nursing on March 1, 1996, approximately 94% both live and work in Illinois. Only 1.5% both live and work outside Illinois. The others either work in Illinois and live in a neighboring state (1.5%) or live in Illinois and work in another state (3.0%).⁵ Only 0.2% reported never having worked as a registered nurse, a very small proportion that has remained consistent over the six biennial surveys.

About 96% of RNs who reported being employed in nursing in 1996 also reported being employed in nursing in 1995. Table 3.1 shows the distributions of registered nurses reporting employment in nursing in 1996 and 1995 by the HSA in which the nurse is employed. For all HSAs about 85% of RNs reported being employed in the same HSA ("% Retained") in both 1996 and 1995. Thus, a lower proportion of RNs continues to work in the same HSA than is retained in the general Illinois nursing labor force. (Retention of RNs in their work settings is described in Chapter 4.)

Work setting continues to show previously reported changes (Table 3.2). In 1996 from 45.5% (HSA 5) to 61.8% (HSA 6) of RNs reported the hospital as their primary place of employment. Ten years ago these proportions were 60% (HSA 5) and 74.6% (HSA 6). Nursing homes/extended care facilities and home care agencies continue to be the next most common work settings. Nursing home employment varies from a low of 3.8% (HSA 6) to over 10% in HSAs 2, 4, and 11; however for the state as a whole, the proportion has been reasonably stable (6.4% to 7.7%) from survey to survey since 1986. The proportion of RNs in home care increased from 1% in 1986 to 7.2% in 1996.

Although hospitals remain the largest nurse employer, the portion of RNs in hospital employment has shrunk from about two thirds to just over half in the past ten

⁵ RNs who renewed their Illinois RN license in 1996 and live outside Illinois are likely to be underrepresented in this sample due to mailing procedures. This group is not included in the report.

years (Table 3.2a). The portion working in clinics, HMOs, doctors' offices and nursing homes has been consistent across the decade. The single employment setting with a notable and steady job growth is home care, up from employing 1% of RNs in 1986 to employing over 7% of RNs in 1996.

Table 3.2a

Percent of RNs in Selected Principal Employment Settings and Agency Type Across Six Biennial Surveys

	1986	1988	1990	1992	1994	1996
Setting						
Hospital	66.4	64.6	63.0	61.0	58.2	53.9
Hospital clinic	1.8	1.8	2.3	2.1	2.6	2.8
Clinic	2.5	2.0	2.4	2.6	2.6	3.0
HMO	0.8	0.7	0.9	0.8	0.9	1.2
Doctor's office	5.2	5.7	5.4	5.2	5.6	5.9
Home care	1.0	3.4	3.7	4.5	5.9	7.2
Nursing home	7.7	7.0	6.4	6.7	6.7	7.3
Agency Type						
Public	16.6	15.9	15.8	16.8	17.3	16.3
Private nonprofit	56.0	56.3	53.9	54.2	53.9	52.7
Private for profit	27.3	27.8	30.3	29.0	28.7	31.0

The distribution of RN employment across employers' financial structure (agency type) has remained relatively stable over the last ten years. The portion working in the public sector has remained around 16%. There has been a small increase in the portion of RNs working in a for-profit setting, from 27% in 1986 to 31% in 1996, matched by a relative decrease in those working in a private nonprofit setting, down from 56% in 1986 to 53% in 1996.

Although the proportions of RNs in staff nurse positions have declined from 59.1% in 1986 to 46.4% in 1996, staff nurse continues to be the most commonly reported job title (Table 3.3). The proportions of nurses holding charge nurse or head

nurse positions have also decreased two to three percentage points each over the ten year period of these surveys (8.0% to 6.1% and 7.7% to 5.0%, respectively). At the same time home care nurses have increased from 0.7% in 1986 to 5.3% in 1996. Across employment HSAs in 1996, the most variation is among home care nurses, with the lowest proportion (3.7%) in HSA 6 and the highest (10.2%) in HSA 5.

Tables 3.4 and 3.5 show the proportions of nurses who reported various practice specialties across Illinois employment HSAs and in their employment settings. As was noted in the 1994 report, these data should be understood for what they represent. Since each respondent could indicate more than one specialty (and about 35% of the respondents did so), the percentages for each HSA sum to well over 100 percent. Furthermore, the response format for this item changed with the 1994 survey, so that comparisons across the six biennial surveys are not possible. It can be noted, however, that these data have not substantially changed from the 1994 survey.

Table 3.4a may clarify the meaning of these data. About 64% of the respondents to the question about practice specialty marked only one category. The first column of percentages represents those nurses who identified themselves with only one specialty. The advantage here is that each category is mutually exclusive; that is, a nurse who marked orthopedics is counted only in that category. The second column of numbers (identical to the last column of numbers in Table 3.4) represents all nurses regardless of how many specialties they marked. For example, the nursing director of a geropsychiatric setting may have marked "administration," "geriatrics," and "psychiatric." The advantage of multiple categories is that two or more specialties may more accurately reflect the nature of the work the RN actually does. The primary disadvantage is in accurately interpreting the distribution of percentages.

By comparing the two columns of figures in Table 3.4a, one can see that the picture of practice area changes somewhat depending upon whether nurses choose to report only one specialty or more than one. Most nurses who identified themselves with only one specialty practice in the areas of surgical (11.3%), obstetrics (10.1%), and medical (9.3%) nursing. The second column of figures, showing higher proportions in all categories except "other," suggests that nurses most commonly see medical, surgical, and geriatrics as descriptive of their practices. Although over one-third of nurses mark "other," this category has remained unchanged since the 1990 survey.

Another view of practice specialty, setting by specialty, is shown in Table 3.5. As has been noted in previous reports, some proportions are not surprising, such as 85% of nurses employed in nursing homes reporting geriatrics as their specialty or 86% of nurses in a public health setting reporting public health as their specialty. The distribution of specialty across settings has not changed substantially since 1994.

Table 3.4a
Comparison of Proportion of RNs Identifying Only One
 Specialty With RNs Identifying One or More Specialties

<u>Specialty</u>	<u>Only One Identified</u>	<u>One or More Identified</u>
Orthopedics	1.5	6.3
Administration	4.6	9.8
Geriatrics	8.6	16.6
Medical	9.3	27.2
Surgical	11.3	25.6
Obstetrics	10.1	11.0
Pediatrics	7.8	11.9
Psychiatric	5.2	6.5
Public Health	6.5	10.0
Other	<u>35.0</u>	<u>34.1</u>
	100.0%	159.0%

The vast majority (79%) of RNs working in Illinois live within 30 minutes of their workplace (Table 3.6). Travel time is higher for those working in the greater Chicago metropolitan area (HSAs 6, 7, 8, and 9) where over 20% spend one-half to one hour and two to three percent spend over one hour traveling to work. About 15% of RNs working in the most southern sector of the state (HSAs 5 and 11) have a commuting time of 30 to 60 minutes.

The roughly two-to-one ratio of full-time to part-time employment of RNs in Illinois has remained relatively consistent for the past ten years (Table 3.7a) However, the percentage of RNs who hold more than one nursing position has increased slowly from 10% in 1986 to 13% in 1996. The geographic differences in percentage of RNs working full-time in 1996, as shown in Table 3.7, have remained unchanged over the past decade. For example, the Chicago suburban and outlying areas (HSAs 7, 8, and 9) have consistently had a 56% full-time RN employment, and the most southern area (HSA 5) has maintained an 80% full-time RN employment for the past decade.

Table 3.8 shows these same employment patterns by principal work setting and by the financial structure of the work setting. Those RNs most likely to be employed on a full-time basis work in home health (92.5%), psychiatric hospitals (85.1%), or federally owned institutions (84%). Physicians' or dentists' offices and nursing or health associations have the widest range of employment, about equally divided into full- and part-time positions. The highest proportions of RNs holding more than one nursing position report their principal work setting as an academic program (ADN, 27.5%; Diploma, 31.0%), a self-employment arrangement (27.1%), a nursing or health association (21.4%), or a state owned agency (16.9%).

Table 3.7a

Nursing Labor Activity Across Six Biennial Surveys

Labor Activity	1986	1988	1990	1992	1994	1996
Full-time	66.3	67.8	64.5	64.4	65.2	66.0
Part-time	29.9	29.5	32.1	32.4	31.8	31.0
Partial year	3.0	3.2	3.4	3.1	2.9	2.9
More than one job	10.3	11.2	13.5	12.8	13.6	13.1

Staff nurses, private duty nurses, and office nurses have the lowest portion of full-time employment positions (Table 3.9). Office nurses are about evenly divided between full- and part-time employment (47.6% and 48.4%, respectively), staff nurses approach a 60/40 split, and private duty nurses approach a 30/60 split. Administrators and managers are almost exclusively in full-time positions (range, 89% to 94.2%). The highest proportion of RNs who hold more than one position is among nursing faculty (29.0%) and the lowest proportion is among administrators of professional organizations (7.0%).

The relative loss of hospital employment for RNs over the past decade is evident from both the decreasing portion whose principal position is in a hospital and the decreasing portion of hospital employed RNs who are in full-time positions (Table 3.9a). The state's smallest hospitals (under 100 beds) have the highest employment at a consistent 70% of RNs reporting full-time positions for the past decade. About 65% of RNs working in medium size hospitals (100-400 beds) have consistently reported full-time employment. A decreasing portion of RNs working in larger hospitals (over 400 beds) report full-time employment over the last ten years. The most notable drop is seen for RNs working in over 500 bed hospitals, where the percent working full-time has decreased from 75% to 67% since 1986.

The home care industry shows a job growth pattern over the past decade. Not only has the percentage of RNs working in home care increased, but the percentage working full-time has also grown dramatically from 43% in 1986 to almost 66% in 1996. Nursing homes have also expanded the portion of RNs working full-time, from 64% in 1986 to 74% in 1996.

Table 3.8a

Percentage of RNs Working Full-time by Setting and Hospital Bed Size Across Six Biennial Surveys

	1986	1988	1990	1992	1994	1996
Setting						
Hospital	68.8	67.8	64.8	65.2	65.3	64.8
Hospital clinic	73.6	74.5	71.7	70.8	71.4	70.4
Clinic	63.7	60.6	64.6	65.7	68.5	61.6
Nursing home	64.0	66.8	68.3	66.0	69.0	74.4
Home care	42.7	57.9	59.7	62.6	64.2	65.8
Bed Size						
1 - 99		69.3	69.0	71.1	68.7	71.4
100 - 199		64.5	62.6	63.9	64.3	64.3
200 - 299		66.5	64.5	63.7	64.1	65.9
300 - 399		64.3	61.4	63.0	63.4	63.1
400 - 499		65.1	61.2	62.7	63.7	62.7
> 500		75.2	70.9	70.2	70.6	67.2

Table 3.10 shows registered nurses' highest degree earned by their labor activity. The proportion of nurses employed on a full-time basis increases with education. For, example, while 60.0% of RNs with a diploma in nursing report holding full-time positions, almost 78% of master's prepared nurses report full-time employment. Similarly, master's prepared RNs are more than twice as likely to report holding more than one job than are diploma educated nurses (19.3% and 9.4%, respectively). These proportions have changed only modestly since 1986 and the patterns across educational categories have remained stable.

The personal characteristics of employed registered nurses by their work activity are shown in Table 3.11. Men in nursing are much more likely to be employed on a full-time basis compared with women (91.2% and 65.4%, respectively) and are somewhat more likely to hold more than one job (17.7% and 13.1%, respectively). Younger nurses are also more likely to be employed full-time and RNs over 65 years of age are least likely (76.5% and 37.3%, respectively). Older nurses are much more prominent in partial-year employment (21.6% compared with less than 4% for younger

age groups). More than four out of five African-American and Asian and Pacific Islander RNs hold full-time positions, whereas Caucasians (64.1%) are proportionately least represented in full-time employment. Compared with married, widowed, or separated nurses, divorced and never married nurses are most likely to hold full-time positions (less than 78% and more than 86%, respectively). Similarly, proportionately more (69.3% and 79.7%) RNs with no or one dependent child hold full-time positions compared with nurses with two or more dependent children (55.3% and 51.3%). Although the relationships between income and work activity do not appear to be strictly linear, in general proportionately more RNs with a higher gross household income are employed in full-time positions (greater than 85%), and those in lower income brackets are more represented in part-time (greater than or equal to 50%) or partial-year positions (more than 15%) compared with about 2.5% in higher income brackets.

RNs Not Employed in Nursing

Tables 3.12 through 3.14 describe RNs who are not employed in nursing. For RNs residing in Illinois, 11.6% are not employed in nursing, 6.0% are seeking nursing employment, and 7.5% are working in an occupation other than nursing (Table 3.12). Illinois HSA 8 has the highest unemployment in nursing (14.1%) and HSA 6 has the lowest (8.2%). The proportion of RNs seeking work in nursing varies from 3.8% (HSA 2) to 8.0% (HSA 6). HSA 2 also has the lowest (5.2%) proportion of RNs working outside nursing and HSA 8 has the highest (10.1%).

The percentage of Illinois licensed RNs who are not employed in nursing has declined in the past ten years from over 16% to 10 or 11%, and more of those not working in nursing are seeking an RN position (Table 3.12a). The portion of currently licensed RNs who work outside of nursing, although small, has more than doubled, from 3.4% in 1986 to 7.6% in 1996.

Table 3.12a

Lack of RN Labor Activity Across Six Biennial Surveys

<u>Work Status</u>	<u>1986</u>	<u>1988</u>	<u>1990</u>	<u>1992</u>	<u>1994</u>	<u>1996</u>
Not working	16.6	14.3	10.7	9.2	10.1	11.6
Seeking work as RN	1.2	1.1	1.0	6.3	7.5	5.9
Working outside nursing	3.4	3.3	2.9	6.7	6.5	7.6

Unemployment in nursing can also be described in relation to education (Table 3.13), with diploma-educated RNs being most likely (17.5%) not to be employed in nursing and Associate degree graduates being least likely (7.6%) not to be employed in nursing. RNs whose highest degree is a diploma in nursing are also least likely to be seeking work in nursing (4.2%) and less likely to be working in an occupation other than nursing (7.0%). As has been noted in other reports, this greater lack of labor activity among diploma graduates can be understood in terms of their being at or nearer retirement age.

Lack of labor activity among registered nurses is proportionately higher among females (12.3%), nurses over 65 years of age (53.3%) and widows (27.7%), Native Americans (14.9%), those with more than four dependent children (18.3%), and those whose gross household income is under \$15,000 (Table 3.14). Most likely to be seeking employment in nursing are men (12.7%), nurses under 30 years of age (9.8%), Native Americans (17.6%), nurses who are separated (10.7%) or never married (9.1%), and those earning less than \$9,000. RNs most likely to be working outside of nursing are males (12.7%), Native American (14.5%), and those whose gross household income is under \$15,000 (about 13.5%).

Table 3.1

1996 and 1995 Employment Distribution of RNs Currently Working In Nursing

Employment Location	RN Distribution			
	N (1996)	N (1995)	%Change	% Retained
Illinois HSA 1	2034	1825	11.5	95.2
Illinois HSA 2	2510	2227	12.7	95.6
Illinois HSA 3	1981	1771	11.9	94.1
Illinois HSA 4	2291	2066	10.9	95.6
Illinois HSA 5	1804	1587	13.7	94.6
Illinois HSA 6	6312	5662	11.5	94.5
Illinois HSA 7	9550	8696	9.8	94.6
Illinois HSA 8	2884	2615	10.3	94.2
Illinois HSA 9	1337	1213	10.2	93.7
Illinois HSA 10	630	571	10.3	95.8
Illinois HSA 11	1369	1233	11.0	95.2
Total Illinois	32702	29466	11.0	94.7

Note: N=Number of RNs reporting working within this geographic location.

HSA=Health Service Area.

% Change = $(N(1996)-N(1995))/N(1995)$; e.g., 11.5% more currently working RNs reported working in Illinois HSA 1 in 1996 than in 1995.

% Retained = Percentage of RNs reporting working within this geographical location in 1996 who reported also working in this location in 1995.

Table 3.2

Principal Employment Setting and Agency Type by Employment Location (HSA)

Setting	Employment Location (HSA)												
	1	2	3	4	5	6	7	8	9	10	11	12	
	N	1971	2422	1984	2212	1737	6089	9296	2787	1287	607	1326	31638
Hospital		49.5	53.3	51.8	46.0	45.3	61.8	54.7	50.3	54.1	50.3	37.1	53.9
Hospital Clinic		2.5	1.4	1.5	3.8	1.5	5.6	2.3	1.8	2.3	1.5	0.8	2.8
Clinic		6.5	2.1	4.6	5.6	3.7	1.8	2.3	2.8	2.2	2.0	3.2	3.0
FWO		1.2	0.3	0.8	1.7	0.1	2.1	1.4	0.7	0.5	1.3	0.4	1.2
Emergency		0.6	0.9	0.8	0.8	1.0	0.9	0.6	0.9	0.6	0.5	1.2	0.4
Physicians/Dentists' Ofc.		5.0	8.4	5.2	5.2	4.9	2.7	7.6	7.9	6.6	8.2	3.4	5.9
Nursing Home/Ext. Care		8.7	10.2	8.5	10.5	8.9	3.8	6.6	7.5	3.7	7.3	10.6	7.3
Home Care		7.1	6.9	7.4	8.1	13.2	5.2	7.2	6.6	6.6	8.6	8.2	7.2
Public Health		3.5	2.8	5.5	4.3	6.1	1.7	1.7	3.0	3.1	4.3	2.1	2.8
Occu. Health		1.5	1.4	1.0	1.7	0.9	1.4	1.0	2.3	2.0	1.7	1.4	1.4
Student Health		4.0	1.2	2.0	2.9	2.6	1.8	2.8	4.5	3.2	4.1	2.6	2.7
LPN Program		0.3	0.1	0.4	0.4	1.3	0.2	0.0	0.4	0.4	0.3	0.3	0.2
ADN Program		0.9	1.0	0.5	1.0	0.9	0.5	0.8	1.2	1.2	1.0	0.9	0.8
Diploma Program		0.9	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.2
BSN Program		1.5	0.9	1.4	1.8	0.2	2.5	0.6	0.2	2.4	1.3	1.4	1.2
Self Employed		0.4	0.7	1.0	0.4	0.4	0.4	0.6	1.1	0.9	0.2	0.3	0.6
Nursing or Health Assoc.		0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Psych Hospital		0.4	0.8	1.1	0.6	2.1	0.8	0.7	1.9	0.2	0.3	1.4	0.9
Substance Abuse		0.4	0.2	0.1	0.5	0.4	0.2	0.2	0.4	0.5	0.3	0.3	0.3
Other		6.0	6.2	6.3	4.8	6.2	6.2	8.6	6.9	4.4	6.9	4.5	6.7
Agency Type	N	1923	2396	1872	2187	1695	6076	9229	2761	1264	587	1314	31304
Federal Gov't		0.8	1.1	1.4	2.9	4.3	3.3	2.6	3.8	1.2	1.4	2.1	2.6
State Gov't		6.5	5.1	11.3	5.3	10.1	8.6	2.8	4.4	7.1	4.6	7.8	6.0
County/City Gov't		12.7	8.0	8.7	7.8	21.3	7.8	4.1	7.5	5.9	17.2	3.6	7.7
Private Not-For-Profit		33.5	60.9	54.6	56.6	37.9	52.2	52.4	50.8	55.1	40.4	59.1	52.7
Private For-Profit		26.6	25.0	24.1	27.4	26.4	28.1	38.0	33.6	30.7	36.5	27.5	31.0

Note: N=Number of RNs reporting this employment location or agency type, e.g., 49.5% of 1,971 RNs working in Illinois HSA 1 reported currently working in a hospital, HSA location=1 to 11; 12=Total Illinois.

Table 3.3

Principal Nursing Position by Employment Location (HSA)

Principal Position	Employment Location (HSA)											
	N	2034	2510	1981	2291	1804	6312	9550	2884	1337	650	1369
Staff Nurse	43.9	45.5	42.1	40.9	38.9	48.9	48.6	46.8	48.3	45.3	48.8	46.4
Nurse Clinician	1.0	0.7	0.6	0.6	0.6	2.9	2.2	1.2	0.5	0.2	0.8	1.6
Nurse Practitioner	1.8	1.5	1.4	2.8	1.9	2.0	0.7	1.0	0.2	1.8	1.1	1.4
Clinical Nurse Specialist	1.0	0.7	0.9	1.1	0.9	3.3	1.9	1.3	0.8	0.3	1.1	1.7
CRNA	0.4	0.5	1.9	2.0	1.8	0.7	0.4	0.9	1.3	0.2	1.4	0.8
CN Midwife	0.1	0.2	0.1	0.0	0.3	0.8	0.2	0.2	0.2	0.5	0.3	0.3
Charge Nurse/Team Ldr	6.9	7.9	8.5	7.7	8.5	4.9	4.5	4.7	7.6	5.4	10.0	6.1
Head/Asst Head RN	4.8	5.2	5.9	4.7	6.4	5.7	4.6	4.1	4.2	5.7	4.5	5.0
Insvc Ed Instructor	0.7	1.4	1.0	1.3	0.9	1.0	1.0	0.8	0.7	0.7	1.6	1.0
Admi/Assoc/Ass't-Nsg Svc	4.6	5.3	5.7	7.1	6.4	4.8	4.8	5.2	4.6	5.2	5.8	5.2
Admi/Assoc/Ass't-Acad	0.3	0.5	0.5	0.4	0.2	0.6	0.3	0.3	0.7	0.3	0.6	0.4
Admi/Assoc/Ass't-Prof Oth	0.7	0.4	0.4	0.4	0.6	0.6	0.5	0.5	0.2	1.0	0.4	0.5
Nursing Faculty	2.7	2.5	2.0	2.8	2.2	2.9	1.3	1.3	3.7	2.3	2.3	2.1
Home Care RN	5.1	5.9	6.4	6.0	10.2	3.7	4.8	4.8	5.4	7.8	6.8	5.3
Utilization Review Nurse	2.1	1.4	1.4	1.2	1.1	1.7	2.4	1.4	1.1	1.1	1.1	1.7
Consultant	0.9	1.0	1.8	0.6	0.9	1.6	1.9	1.7	1.1	0.8	0.5	1.4
Private Duty Nurse	0.4	0.3	0.1	0.2	0.1	0.2	0.5	0.6	0.5	0.3	0.3	0.3
Office Nurse	8.9	8.4	7.3	7.2	6.4	2.3	7.3	7.6	6.9	7.8	3.1	6.3
School Nurse	3.6	1.2	2.1	2.2	1.8	2.2	1.8	2.7	4.1	2.4	2.4	2.5
Other	10.2	9.6	10.0	10.9	9.4	9.9	9.7	11.3	9.3	11.8	7.6	9.9

Note: N=Number of RNs reporting employment in this Health Service Area (HSA), e.g., 43.9% of 2,034 RNs employed in HSA 1 reported staff nurse as their position title. Employment location: 1 through 11 = Illinois HSA, 12 = Total Illinois.

Table 3.4

Nursing Practices Specialty by Employment Location (HSA)

Specialty	Employment Location											Total
	1	2	3	4	5	6	7	8	9	10	11	
N	2034	2510	1981	2291	1804	6312	9550	2884	1337	630	1369	32702
Orthopedics	5.5	6.7	6.0	5.6	7.4	5.7	6.5	7.0	5.8	7.1	7.8	6.3
Administration	8.8	10.0	10.2	10.6	12.2	10.5	8.8	10.1	8.8	10.2	9.9	9.8
Geriatrics	17.8	20.3	18.9	21.0	25.6	11.3	14.7	15.6	18.7	19.2	21.6	16.6
Medical	24.5	27.7	28.4	25.4	33.3	27.6	26.6	23.5	30.4	26.5	30.7	27.2
Surgical	21.8	27.3	26.5	21.4	29.5	26.3	25.7	22.2	26.0	23.7	32.4	25.6
Obstetrics	11.0	10.7	11.4	10.0	10.4	10.8	10.9	12.4	12.9	11.0	10.1	11.0
Pediatrics	11.5	11.2	9.5	10.3	10.3	16.0	11.4	10.9	11.1	11.9	9.5	11.9
Psychiatric	5.9	6.2	7.0	5.5	8.0	6.7	5.8	7.8	6.9	5.2	8.0	6.5
Public Health	12.0	10.3	12.4	12.5	15.7	8.3	8.2	9.2	10.2	15.4	10.5	10.0
Other	34.7	32.0	30.7	36.2	27.3	33.7	36.0	37.3	32.0	31.3	32.4	34.1

Note: Results are expressed as percentages, e.g., 5.5% of 2,034 RNs employed in Health Service Area 1 reported a practice specialty in Orthopedics. Results within HSAs do not sum to 100% due to the multiple response format (i.e., nurses may list more than 1 practice specialty).

Table 3.5

Principal Nursing Employment Setting And Agency Type by Nursing Practice Specialty

Setting	N	Orthopedics	Administration	Geriatrics	Medical	Surgical	Obstetrics	Pediatrics	Psychiatry	Public Health	Other
Hospital	18703	7.7	7.5	9.3	31.6	35.9	13.0	10.8	5.1	1.8	36.1
Hospital Clinic	949	5.8	7.6	8.9	27.8	18.5	11.8	18.7	4.7	6.8	40.9
Clinic	1021	5.5	10.1	11.5	20.4	13.0	15.2	19.6	3.9	10.3	40.5
HMO	411	6.6	21.4	7.3	27.0	16.8	18.0	19.0	5.6	-1.1	-11.6
Emergency	274	6.6	4.7	12.4	34.7	19.3	5.1	15.3	7.3	8.0	60.9
Physician/Dentist's Ofc.	2029	6.0	4.4	10.1	30.6	14.0	20.0	22.3	2.3	4.3	32.0
Nsg Home/Extended Care	2610	3.9	17.1	85.0	17.0	9.2	1.5	2.6	7.3	2.3	10.5
Home Care Agency	2484	6.4	16.2	33.4	31.8	18.8	4.7	12.8	5.2	41.5	22.5
Public Health	903	1.2	12.5	9.3	7.9	3.2	12.8	18.5	7.0	86.0	7.1
Occup Health	476	4.6	13.7	1.9	12.2	6.1	1.5	1.3	2.7	16.4	78.8
Student Health Svc.	922	2.0	5.4	2.7	12.3	4.8	4.6	30.6	4.2	46.0	40.6
LPRN Program	82	9.8	14.6	25.6	46.3	42.7	19.5	14.6	9.8	12.2	23.2
APRN Program	292	5.8	7.5	16.1	52.4	49.3	18.2	15.4	16.8	9.6	14.4
Diploma Program	58	10.3	8.6	12.1	44.8	39.7	19.0	8.6	10.3	13.8	13.8
DSN Program	457	3.1	12.9	11.4	35.4	26.9	10.9	12.3	12.7	21.7	18.4
Self Employed	200	4.5	20.0	16.0	15.5	11.0	8.5	5.0	13.0	13.0	51.5
Nursing or Health Assoc	43	4.7	32.6	20.9	18.6	14.0	14.0	4.7	11.6	7.0	46.5
Other	2346	5.7	15.7	12.4	16.3	16.1	5.2	8.1	8.8	9.5	56.5
Agency Type											
Federal Gov't	984	6.0	12.7	24.5	33.3	26.6	5.5	7.7	13.8	11.5	29.3
State Gov't	2106	3.4	10.9	15.2	23.9	18.5	8.6	15.5	18.3	19.8	28.4
County/City Gov't	3623	4.1	11.1	16.7	23.0	20.1	10.4	16.5	3.9	35.9	23.9
Private Not-For-Profit	17919	6.9	9.3	14.6	28.5	29.7	11.3	10.5	5.9	7.1	35.7
Private For-Profit	10754	6.5	10.3	20.1	27.8	23.5	11.6	12.9	5.8	6.4	36.0

Note: Results are expressed as percentages, e.g., 7.7% of 18,703 RNs working in hospitals reported Orthopedics as a practice specialty. Results within settings or agencies do not sum to 100% due to the multiple response format (i.e., nurses can list more than 1 practice specialty).

Table 3.6

Travel Time To Work By Residential Location

Residential Location	N	<u>Travel Time in Minutes</u>	
		<= 30 min.	31-60 min.
Illinois HSA 1	2023	86.8	12.0
Illinois HSA 2	2502	89.2	10.0
Illinois HSA 3	2017	83.5	15.5
Illinois HSA 4	2236	87.0	12.3
Illinois HSA 5	1851	82.8	16.4
Illinois HSA 6	4535	75.6	22.8
Illinois HSA 7	9724	74.4	23.8
Illinois HSA 8	3230	73.4	23.5
Illinois HSA 9	2128	74.3	22.8
Illinois HSA 10	681	88.7	10.3
Illinois HSA 11	1491	82.3	17.3
Total Illinois	32418	79.0	19.4

Note: Results are expressed as percentages in each location;
 e.g., 86.8% of 2,023 RNs living in HSA 1 reported less than
 30 minutes travel time to work.

Table 3.7

1996 Nursing Labor Activity by Employment Location

Employment Location	N	1996 Labor Activity			
		Full-Time	Part-Time	Partial Year	> 1 Job
Illinois HSA 1	2034	67.1	30.8	2.1	11.8
Illinois HSA 2	2510	70.0	27.2	2.8	10.8
Illinois HSA 3	1981	73.4	24.2	2.4	11.2
Illinois HSA 4	2291	71.6	25.3	3.1	12.4
Illinois HSA 5	1804	80.8	16.8	2.4	13.0
Illinois HSA 6	6312	76.0	21.1	2.9	16.2
Illinois HSA 7	9550	56.6	40.2	3.2	12.7
Illinois HSA 8	2884	56.5	40.2	3.3	12.4
Illinois HSA 9	1337	56.4	41.0	2.6	13.3
Illinois HSA 10	630	61.7	34.8	3.5	12.7
Illinois HSA 11	1369	69.2	27.9	2.9	13.4
Total Illinois	32702	66.0	31.0	2.9	13.1

Note: N=Number of RNs reporting nursing employment with the HSA, e.g., 67.1% of 2,034 RNs working in Illinois HSA 1 in 1996 reported holding a full-time RN position.

Table 3.8

RN Labor Activity by Principal Work Setting and Agency Type

Principal Work Setting	N	Labor Activity as RN in 1996			
		Full Time	Part Time	Partial Year	> 1 Job
Hospital	18705	64.8	33.1	2.1	12.6
Hospital Clinic	949	70.4	27.8	1.8	10.9
Clinic	1021	61.1	35.9	3.0	12.1
HMO	411	71.9	25.4	2.7	12.5
Emergency Center	274	63.0	32.5	4.5	19.5
Physician/Dentists' Ofc.	2029	49.5	46.6	3.9	12.2
Nsg Home/Extended Care	2610	74.4	21.5	4.1	11.0
Home Care Agency	2484	65.8	30.1	4.1	14.2
Public Health	963	78.8	18.1	3.1	13.3
Occu Health	476	73.7	20.7	5.6	14.5
Student Health Svc.	922	67.9	22.7	9.4	18.8
LPN Program	82	78.5	20.3	1.3	27.5
ADN Program	292	81.7	11.3	7.0	31.0
Diploma Program	58	82.5	8.8	8.8	16.1
BSN Program	457	75.8	18.4	5.8	27.1
Self Employed	200	40.5	46.7	12.8	21.4
Nursing or Health Assoc	43	92.5	5.0	2.5	9.5
Psychiatric Hospital	347	85.1	12.0	2.9	14.9
Substance Abuse	91	68.5	23.6	7.9	12.4
Other	2346	72.1	23.2	4.8	12.2
Type of Agency					
Federal Gov't	984	84.0	13.0	3.0	10.0
State Gov't	2106	77.2	18.0	4.8	16.9
County/City Gov't	2623	75.8	20.4	3.8	13.9
Private Not-For-Profit	17919	65.1	32.5	2.5	12.7
Private For-Profit	10754	62.4	33.7	3.9	13.7

Note: N=Number of RNs reporting this setting for principal nursing employment, e.g., 64.8% of 18,705 RNs working in hospitals reported having a full-time RNs position.

Table 3.9

**1996 RN Labor Activity by Principal Nursing Position
and Hospital Bed Capacity**

Principal Position	N	1996 RN Labor Activity			
		Full Time	Part Time	Partial Year	>1 Job
Staff Nurse	16375	57.4	39.7	3.0	12.6
Nurse Clinician	552	74.1	24.4	1.5	14.6
Nurse Practitioner	476	71.1	26.6	2.4	21.7
Clinical Nurse Specialist	580	79.6	18.9	1.4	17.1
CRNA	317	87.9	10.2	1.9	16.4
CN Midwife	103	73.0	26.0	1.0	17.0
Charge Nurse/Team Ldr	2175	77.8	20.1	2.2	11.6
Head/Ass't Head RN	1747	94.2	5.3	0.5	10.4
Invse Ed Instructor	354	77.6	19.8	2.6	23.5
Adml/Assoc/Ass't-Nsg Svc	1800	89.0	10.3	0.7	11.1
Adml/Assoc/Ass't-Acad	151	89.0	6.9	4.1	17.7
Adml/Assoc/Ass't-Prof Org	183	96.0	3.4	0.6	7.0
Nursing Faculty	781	75.0	17.4	7.6	29.0
Home Care RN	1875	61.8	33.7	4.5	14.9
Utilization Review Nurse	610	79.8	17.5	2.7	9.0
Consultant	490	63.5	23.6	7.9	44.1
Private Duty Nurse	113	28.0	57.0	15.0	24.1
Office Nurse	2185	47.6	48.4	3.9	11.1
School Nurse	864	68.7	22.1	9.3	18.8
Other	3496	75.5	20.7	3.8	11.9
Hospital Bed Capacity					
1-99	1885	71.4	26.3	2.2	13.1
100 - 199	3817	64.3	33.7	2.1	11.8
200 - 299	4293	65.9	32.0	2.1	13.9
300 - 399	3629	63.1	34.5	2.4	12.7
400-499	2392	62.4	35.7	1.9	13.3
>500	3395	67.2	30.6	2.2	12.0

Note: N=Number of RNs reporting employment in this position or hospital bed size, e.g., 57.4% of 16,375 RNs working as a staff nurse reported working full-time as an RN in 1996.

Table 3.10

RN Labor Activity by Highest Degree Earned

Highest Degree	N	1996 Nursing Labor Activity			
		Full Time	Part Time	Partial Year	> 1 Job
Diploma	10764	60.0	36.0	4.0	9.4
Associate	10126	65.5	31.8	2.7	13.3
Baccalureate	13305	66.7	30.4	2.9	13.7
Master's	4674	77.9	18.8	3.3	19.3
Doctoral	444	81.9	14.7	3.4	18.1

Note: N=Number of RNs reporting this education characteristic, e.g., 60% of 10,764 RNs whose highest nursing education is a diploma reported working full-time as an RN in 1996.

Table 3.11

1996 RN Labor Activity by Personal Characteristics

Personal Characteristics	N	Full Time	Part Time	Partial Yr	> 1 Job
Sex					
Female	39483	65.4	31.3	3.2	13.1
Male	1191	91.2	6.9	1.9	17.7
Age					
< 30 Years	3619	76.5	21.8	1.7	13.3
31 - 45 Years	18935	61.4	36.1	2.6	15.1
46 - 65 Years	16234	71.1	25.4	3.5	11.2
> 65 Years	1541	37.3	41.0	21.6	6.6
Race					
African-American	1323	82.4	12.8	4.8	20.5
Native American	78	74.6	19.0	6.3	20.3
Asian	2071	87.5	9.3	3.2	14.1
Pacific Islander	132	83.9	12.9	3.2	13.8
Mexican-American	213	75.9	18.1	6.0	14.1
Puerto Rican	85	69.2	23.1	7.7	20.5
Other Hispanic	105	73.5	22.4	4.1	17.2
Caucasian	36310	64.1	32.8	3.1	12.9
Marital Status					
First Marriage	25604	57.9	38.8	3.3	12.5
Married, Not First Marriage	4870	70.3	26.6	3.1	13.5
Widowed	1319	69.2	23.5	7.3	9.4
Divorced	4034	86.1	11.3	2.5	17.2
Separated	316	77.1	20.4	2.5	20.7
Never Married	4478	87.6	10.0	2.4	14.0
Number of Children					
0	10346	79.7	17.2	3.1	12.3
1	7526	69.3	28.1	2.6	12.8
2-4	16879	55.3	41.9	2.8	14.7
> 4	502	51.3	45.7	3.1	17.8
Gross Household Income					
< \$9,000	347	26.4	50.0	23.6	12.3
\$9,000 - \$14,999	455	12.2	72.4	15.4	8.0
\$15,000 - \$29,999	3476	52.8	41.0	6.1	11.2
\$30,000 - \$49,999	10347	77.6	20.0	2.4	12.2
\$50,000 or more	23243	65.3	32.1	2.6	14.1

Note: N=Number of RNs reporting this personal characteristic, e.g., 65.4% of 39,483 female RNs reported holding a full-time RN position.

Table 3.12

Lack of RN Labor Activity by Residence Location

Residence Location	N	Lack of Labor Activity as an RN		
		Not Working as RN (a)	Seeking Work as RN (b)	Working Outside of Nursing (c)
Illinois HSA 1	2417	12.8	4.4	7.9
Illinois HSA 2	2943	12.1	3.8	5.2
Illinois HSA 3	2360	10.6	4.2	7.0
Illinois HSA 4	2662	13.0	4.1	8.0
Illinois HSA 5	2119	8.5	5.3	5.8
Illinois HSA 6	5143	8.2	8.0	7.8
Illinois HSA 7	11485	12.3	6.5	7.8
Illinois HSA 8	3917	14.1	6.0	10.1
Illinois HSA 9	2471	11.6	6.9	7.4
Illinois HSA 10	808	12.2	5.3	6.3
Illinois HSA 11	1736	10.7	6.7	6.8
Total Illinois	38061	11.6	5.9	7.6

Note: N=Number of RNs reporting residence within the HSA, e.g., 12.8% of the 2,417 RNs living in Illinois HSA 1 reported not working as an RN in 1996.

- a Not Working as an RN= % RNs reporting not working as an RN during 1996.
- b Seeking Work as RN= % RNs reporting not employed as an RN in 1996 and actively seeking employment as an RN.
- c Working Outside of Nursing= % of RNs reporting employed exclusively in an occupation other than nursing

Table 3.13

Lack of RN Labor Activity in 1996 by Highest Degree Earned

	N	Not Working as RN (a)	Seeking Work as RN (b)	Working out- side Nursing (c)
Highest Degree Earned				
Diploma	10764	17.5	4.2	7.0
Associate	10126	7.6	7.2	6.6
Baccalureate	13805	11.3	6.3	7.1
Master's	4674	12.0	6.8	11.1
Doctoral	444	16.9	4.9	18.6

Note: N=Number of RNs reporting this education characteristic, e.g., 17.5% of 10,764 RNs whose basic nursing education is a diploma reported not working as an RN in 1996.

- (a) Not Working as an RN= % RNs reporting not working as an RN during 1996.
- (b) Seeking Work as RN= % RNs reporting not employed as an RN in 1996 and actively seeking employment as an RN.
- (c) Working Outside of Nursing= % of RNs reporting employed exclusively in an occupation other than nursing.

Table 3.14

Lack of RN Labor Activity by Personal Characteristics

Personal Characteristics	N	Not Working as RN (a)	Seeking Work as RN (b)	Working outside Nursing (c)
Sex				
Female	39483	12.3	6.0	7.4
Male	1191	5.3	8.8	12.7
Age				
< 30 Years	3619	3.1	9.8	4.1
31 - 45 Years	18935	9.0	6.6	7.2
46 - 65 Years	16234	13.6	5.1	8.9
>65 Years	1541	53.3	2.6	5.4
Race				
African-American	1323	7.5	11.6	6.6
Native American	78	14.9	17.6	14.5
Asian	2071	5.3	11.8	4.5
Pacific Islander	132	5.0	4.8	6.2
Mexican-American	213	3.0	8.1	6.8
Puerto Rican	85	3.6	6.4	1.2
Other Hispanic	105	6.2	8.3	7.0
Caucasian	36310	12.7	5.5	7.8
Marital Status				
Married, First Marriage	25604	13.4	5.4	7.1
Married, Not First Marriage	4870	10.6	6.1	9.3
Widowed	1319	27.7	4.1	7.3
Divorced	4034	7.0	7.9	8.2
Separated	316	7.4	10.7	7.2
Never Married	4478	6.7	9.1	7.7
Number of Children				
0	10346	13.0	6.1	8.2
1	7526	9.2	6.4	7.2
2-4	16879	10.3	6.0	7.2
>4	502	18.3	6.5	7.0
Gross Household Income				
<\$9,000	347	29.2	18.7	13.7
\$9,000 - \$14,999	455	37.6	14.0	13.3
\$15,000 - \$29,999	3476	16.3	9.1	6.8
\$30,000 - \$49,999	10347	9.1	6.9	6.0
\$50,000 or more	23243	10.4	5.0	8.0

Note: N=Number of RNs reporting this characteristic, e.g., 12.3% of 39,483 female RNs reported not working as an RN in 1996.

(a) Not Working as an RN= % RNs reporting not working as an RN during 1996.

(b) Seeking Work as RN= % RNs reporting not employed as an RN in 1996 and actively seeking employment as an RN.

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

Chapter 4

Practice Patterns of Illinois Registered Professional Nurses

Many aspects of nursing practice, including career employment in nursing and in work setting, participation in selected nursing functions, and work environment, are reported in this chapter. More specifically, this chapter describes the length of time RNs have been employed in nursing, what nursing activities they perform, and what employment rewards they report.

The RN workforce in Illinois is steadily increasing in age and nursing experience. The aging pattern is shown in Chapter 2, Table 2.7. The portion of RNs with over 15 years of nursing experience has grown in the past decade from 32.7% in 1986 to 50.8% in 1996. An experienced nursing workforce can be expected to provide higher quality, more expert and efficient service. However, the shrinking relative size of the pool of RNs with five or fewer years of experience, down from 26.3% in 1986 to 15.4% in 1996, suggests that the overall RN supply will decrease over the next two decades as the older, more experienced nurses reach retirement. The geographic variation in portions of RNs with more years of experience also suggests that some parts of the state will be faced with a shrinking RN supply before it is seen in other sections.

Tables 4.1 and 4.2 show the variation in total years of experience in nursing and experience only in Illinois across Illinois employment HSAs. Although 15.4% of RNs across the state have one to five total years of work experience in nursing (Table 4.1), the proportion of nurses in this category ranges from 12.1% (HSA 8) to 23.1% (HSA 5). In contrast, nurses with 21 to 35 years of employment in nursing represent 27% of all currently employed RNs in Illinois, with a range of 23.4% in HSA 9 to 32.1% in HSA 10. Ten years ago this picture was reversed for the state as a whole, with 25.3% of RNs reporting one to five years of employment in nursing and 17.4% reporting 22-35 years of experience (Table 4.1a).

Tables 4.3 and 4.4 show across work setting and principal nursing position the average number of years RNs have worked for their current employer and the average number of years they have been in their present position within categories of years of experience as a registered nurse. These tables provide some measure of retention of nurses at a given work setting or in a particular nursing position. For example, for nurses currently employed in the hospital setting (Table 4.3), as their number of years in nursing increases (from "1-5" to ">20"), so does their average number of years with their current employer (from 3.8 years to 16.4 years). Also for hospital employed nurses, their average number of years in their current nursing position increases (from 2.7 years to 11.3 years) as their reported years in nursing increase. Psychiatric hospitals show a similar pattern. In contrast to these patterns, however, are those for nurses employed in HMOs, doctors' offices, nursing homes, home care agencies, and

private for-profit facilities. In each of these settings, the average number of years with the employer more modestly increases (e.g., in nursing homes, from 2.5 years to 9.6 years) compared to the number of years in nursing, suggesting that these settings have greater turnover of experienced nurses.

Table 4.1a

Percent of RNs Reporting Years Employed as an RN Across Six Biennial Surveys
(Total Illinois Employment HSA's)

Years Employed	1986	1988	1990	1992	1994	1996
1 - 5	25.3	20.7	20.3	15.7	16.7	15.4
6 - 10	24.7	25.1	25.2	23.2	20.5	16.6
11 - 15	17.4	17.5	19.1	19.4	18.1	17.2
16 - 20	12.7	15.6	15.0	17.1	18.0	19.3
21 - 35	17.4	18.2	17.9	21.2	22.9	27.0
> 35	2.6	2.9	2.5	3.3	3.8	4.5

A comparison of the number of years with employer with years in current position suggests the settings where RNs are more often promoted from or find other opportunities within that employment sector. RNs working in hospitals report fewer years in current position than their tenure in the hospital, and this difference grows with more years of experience. Hospital clinics, nursing homes, and psychiatric hospitals show the same pattern. Public and nonprofit private sectors also show this pattern. In contrast, longevity in the for-profit sector, or in clinics, doctors' offices, and nursing education programs more closely matches the number of years in position. This second pattern indicates a relative lack of promotion opportunities regardless of seniority or relocation within these service sectors.

Contrasting patterns can also be observed across current nursing positions (Table 4.4). Staff nurses, nurse clinicians, charge nurses, head nurses, and nursing service administrators show patterns of increasing average years with their employer and in their current position as their reported years in nursing increase. For example, staff nurses' average years with their employer increases from 3.5 years to 15.4 years and their average years in their current position increases from 2.6 years to 12.4 years. A very different pattern is seen among certified nurse midwives whose average years with their employer increases from 1.4 years (with "1-5" years in nursing) to only 6.9 years (with ">20" reported years in nursing). This latter pattern is also evident among nurse practitioners, home care nurses, and office nurses. A third pattern may be seen among school nurses and certified registered nurse anesthetists (CRNA). Among school nurses it appears that only RNs with over 20 years experience in nursing stay with their current employer (12.6 years) and in their current position (11.3 years).

Among CRNAs, nurses with up to 15 years experience in nursing average less than five years with their current employer. However, nurses with over 15 years in nursing average 9.4 to 11.4 years with their employer and 8.2 to 10.7 years in their current position.

Work Activities and Functions

Tables 4.5 and 4.6 show the percentage of time RNs spend in different work activities by their employment setting and by their nursing position. Consistent with previous biennial reports, the percentage of RNs spending 50 percent or more of their time in direct patient care is highest for nurses employed in emergenciers (85.8%), doctors' offices (82.2%), hospitals (78.9%), hospital clinics (76.2%), and clinics (76.2%). Spending 50 percent or more of their time teaching students are faculty in LPN (93.3%), ADN (87.7%), diploma (81.1%), and BSN (77.2) programs. In terms of principal nursing position, ninety percent or more of staff nurses, certified registered nurse anesthetists, certified nurse midwives, and private duty nurses report spending 50% or more of their work time in direct patient care. Just under 90% of nurse practitioners also report direct patient care as their most common activity.

Some shift is occurring in the proportion of time RNs spend at direct patient care versus managerial functions (staff supervision, administration, teaching staff). The percentage of RNs who spend most of their time at direct patient care has decreased from 74% to 63% in the past decade, while those concentrating their effort on managerial functions has grown from 17.6% to 19.9% (Table 4.5c). Within the hospital setting, the percentage of RNs spending 50% or more of their time at direct patient care has remained steady at close to 80% over the past ten years. But, the percentage who spend the majority of their time at managerial functions has increased steadily since 1990.

Although the percentage of RNs in home care employment who spend 50% or more of their time at direct patient care has remained around 67% throughout the past decade, the portion who are performing mostly managerial functions has grown since 1990 and 1992. As the home care sector has grown, RN positions are more clearly bifurcating into either patient care or managerial roles.

For those RNs reporting any time spent in direct patient care, their specific direct patient care functions by employment setting and nursing position are presented in Tables 4.7, 4.8, and 4.9. Most RNs obtain health histories for more than fifty percent of their patients in emergenciers (89.1%), home care settings (75.3%), hospital clinics (73.5%), and public health agencies (73.3%) but do not routinely include health histories for patients in student health centers (38.3%) and in nursing homes (34.5%). Patient instruction is routinely performed by over half of RNs in all settings except for those working in student health centers.

Table 4.5c

Percent of RNs Spending Fifty Percent or More of Their Time In Service, Service Management, or Nursing Education Across Six Biennial Surveys

Work Function	1986	1988	1990	1992	1994	1996
Service	74.4	74.3	73.0	73.6	72.0	63.3
Service Mgmt.	17.6	21.3	15.7	16.0	15.6	19.9
Nursing Educ.	3.0	7.5	5.2	4.8	5.3	7.8

Note: Service is equivalent to the function of direct patient care.
 Service Management is the sum of the functions of staff supervision, administration and teaching staff.
 Nursing Education is the function of teaching students.

The percentage of RNs who perform the selected nursing functions for the majority of their patients has grown steadily, although the percentage varies considerably by work setting. Views of some of these patterns since 1988 are shown in Table 4.7c. These figures all show, across four or five biennial surveys, increasing proportions of nurses performing various assessment and teaching functions for more than 50 percent of their patients. Additionally, across the three most common employment settings, the proportions decrease from home health settings (39% to 88.7%), to hospitals (16.8% to 67.7%), and finally nursing homes or extended care facilities (3% to 34.5%).

Tables 4.10 and 4.11 show RNs' rating of the extent their job permits them to use their skills by employment setting and principal nursing position. In contrast to Table 4.10, Table 4.11 provides more discrimination across nursing positions, with higher proportions of nurses in advanced practice positions (NPs, 75.5%; CRNAs, 84.7%; CNMs, 70.3%) indicating their job offers them a very good chance to do what they do best. Nurses in private duty, office, and utilization review positions were least likely to report having a very good chance to use their skills (33.9%, 31.9%, and 27.7%, respectively).

Table 4.7c

Percent of RNs Who Perform Selected Patient Care Activities for More than Fifty Percent of Their Patients by Selected Employment Settings Across Six Biennial Surveys

Patient Care Activity	1988	1990	1992	1994	1996
Health History					
Hospital	48.5	62.4	63.4	64.0	66.5
Home Health	68.0	71.4	76.6	66.4	75.3
Nursing Home	21.3	30.6	34.2	35.5	34.5
Physical Exam					
Hospital	32.7	46.5	50.3	52.5	56.4
Home Health	58.1	67.3	67.8	65.7	75.1
Nursing Home	13.0	20.8	22.8	25.2	31.7
Psychosocial Exam					
Hospital	16.8	30.3	34.2	35.0	39.1
Home Health	39.0	51.3	49.6	51.1	55.1
Nursing Home	3.0	14.1	11.4	13.8	15.3
Illness Mgmt					
Hospital	50.6	59.6	-	64.0	67.7
Home Health	84.8	85.7	-	83.3	88.7
Nursing Home	17.1	23.6	-	27.0	31.5
Illness Prevention					
Hospital	38.8	45.8	44.8	48.2	53.0
Home Health	75.5	78.2	80.0	79.8	82.4
Nursing Home	15.9	20.2	19.4	20.5	27.0

Rewards

Table 4.12 shows the average hourly or monthly wage of full-time nurses by principal nursing position. Mean RN salaries continue to have a very narrow range across positions (about \$15 to \$35 per hour). The lowest reported hourly wages are for office nurse (\$14.90) and school nurse (\$16.21). Among advanced practice nurses, CRNAs report the highest hourly salary (\$34.74), followed by certified nurse midwives (\$27.03), nurse practitioners (\$23.46), and clinical nurse specialists (\$22.54). Closest to the median hourly wage (\$19 across all positions) are RNs in staff nurse, charge nurse, in-service education, faculty, home care, utilization review, and private duty positions. Other than the two highest paying positions, certified nurse midwife (\$56,000, annualized) and certified registered nurse anesthetist (\$72,000, annualized), no RN position in Illinois has a mean annual salary that reaches \$50,000.

Tables 4.13 and 4.14 show fringe benefits by employment setting and principal nursing position. Nurses most commonly report health insurance, pension, dental insurance, and tuition reimbursement as fringe benefits. RNs who are self-employed or who work in physicians' or dentists' offices are least likely to report health insurance and pension benefits. Only 53% of RNs who work in doctors' offices report having employee health insurance compared with over 75% of RNs who work in any other setting (excluding those who are self-employed). Day care is the least commonly reported benefit but is reported more frequently by nurses employed in educational programs.

Tables 4.15 and 4.16 show the relative importance of several factors that RNs would change their jobs to improve by employment setting and principal nursing position. For most settings and positions two-thirds or more of nurses report not intending to change their jobs in the near future. However, among RNs who would entertain that possibility, salary appears to be the strongest reported incentive (26.9% in hospital clinics to 57.1% in nursing/health associations). Anticipated improvement in work schedule is an incentive for nurses in hospitals (34.1%) and emergenciers (34.7%) and for RNs in charge nurse (31.3%) and home care (27.4%) positions. Autonomy is most frequently cited by nurse clinicians (30.4%), clinical nurse specialists (30.6%), and CRNAs (31.0%). Child care is least frequently endorsed (0% to 7.5%).

Table 4.16a highlights the ten year trends across the largest employment settings for the two factors most frequently cited and for which employers have the most control: schedule and salary. A decreasing proportion (51.2% to 37.2%) of hospital employed RNs would change jobs to improve salary, while an increasing proportion (27.5% to 40.3%) are implicitly dissatisfied with their schedule. A growing percentage (less than 15%, to 20 or 30%) of RNs working in ambulatory and home care settings would change their job to improve their schedule, perhaps a reflection of the recent expansion of service hours in these sectors. The percentage of RNs working in nursing homes who would change their job for a better schedule has varied from about 17% to 30%, with no clear pattern, while salary appears to be a growing incentive (43.8% to 51.0%) for these nurses.

Several personal characteristics influence RNs' intention to change jobs (Table 4.17). Proportionately more (70.6%) female nurses report not intending to change jobs compared to males (58.8%). A lower percentage (46.7%) of younger nurses indicate no intention to change jobs compared with older RNs (80.0%). Nurses of color are less likely (56.1% or less) to report no intention to change jobs than are Caucasian RNs (72.8%) as are never married RNs (54.5%) compared with widowed nurses (84.9%). Finally, household income appears to positively influence RNs' intention not to change jobs; that is, as reported gross household income increases so does the proportion of nurses who indicate they would not change jobs (56.7% to 73.1%).

Table 4.1

Total Years of Employment as an RN by 1996 Employment Location (HSA)

1996 Employment Location	N	Total Years					
		1-5	6-10	11-15	16-20	21-35	36-55
Illinois HSA 1	2034	14.2	16.7	16.0	17.1	30.0	5.9
Illinois HSA 2	2510	16.8	16.5	15.2	18.0	27.9	5.5
Illinois HSA 3	1981	17.2	16.1	16.0	18.2	26.6	5.8
Illinois HSA 4	2291	16.8	16.1	16.7	18.2	27.0	5.1
Illinois HSA 5	1804	23.1	17.8	16.4	16.3	23.0	3.4
Illinois HSA 6	6312	16.8	17.7	16.7	19.7	24.8	4.4
Illinois HSA 7	9550	12.8	16.8	18.8	20.8	27.2	3.6
Illinois HSA 8	2884	12.1	15.2	18.6	20.1	29.7	4.4
Illinois HSA 9	1337	17.7	17.6	19.0	17.9	23.4	4.4
Illinois HSA 10	630	12.5	13.7	15.0	20.1	32.1	6.7
Illinois HSA 11	1369	17.6	14.6	14.0	18.3	31.1	4.4
Total Illinois	32702	15.4	16.6	17.2	19.3	27.0	4.5

Note: Results are expressed as percentages of RNs working in this geographic location;
 e.g., 14.2% of 2,034 RNs working in HSA 1 have a maximum of 5 years total RN employment.
 HSA = Health Service Area.

Table 4.2

Years of Employment as an RN in Illinois by 1996 Employment Location (HSA)

1996 Employment Location	N	Total Years					
		1-5	6-10	11-15	16-20	21-35	> 35
Illinois HSA 1	2034	18.8	18.8	15.7	17.3	25.2	4.1
Illinois HSA 2	2510	19.6	17.8	15.6	17.7	25.2	4.1
Illinois HSA 3	1981	21.0	17.2	17.0	17.1	23.4	4.3
Illinois HSA 4	2291	21.4	18.0	17.7	16.5	22.5	3.9
Illinois HSA 5	1804	27.3	19.6	15.5	15.4	20.2	2.1
Illinois HSA 6	6312	21.8	18.5	16.6	19.4	21.1	2.6
Illinois HSA 7	9550	16.7	19.0	19.3	20.0	22.7	2.3
Illinois HSA 8	2884	18.1	18.2	19.1	18.4	22.9	3.3
Illinois HSA 9	1337	20.8	18.9	18.9	17.3	20.8	3.2
Illinois HSA 10	630	16.7	16.0	14.6	18.4	28.2	6.2
Illinois HSA 11	1369	24.3	16.7	14.7	17.6	24.2	2.6
Total Illinois	32702	19.8	18.4	17.5	18.5	22.7	3.0

Note: Results are reported as percentages of RNs reporting working in this geographic location; e.g., 18.8% of 2,034 RNs working in HSA 1 have a maximum of 5 yrs total RN employment in Illinois. HSA = Health Service Area.

Table 4.4

Principal Position By Years Worked In Nursing, With Current Employer And In Current Position

Setting	Years Employed As an RN																			
	1 - 5		6 - 10		11 - 15		16 - 20		>20		Position									
	mea	s.d.	mea	s.d.	mea	s.d.	mea	s.d.	mea	s.d.	mean	s.d.								
Staff Nurse	3.5	3.5	2.6	2.1	6.7	4.2	5.6	3.3	9.1	5.0	7.7	4.7	11.6	6.4	9.7	6.3	15.4	9.3	12.4	8.9
Nurse Clinician	3.3	3.3	2.2	2.8	5.5	3.6	3.5	2.3	8.8	5.5	4.6	3.2	9.3	6.5	4.9	4.6	14.9	9.4	7.3	6.7
Nurse Practitioner	4.0	4.4	3.2	3.7	3.4	3.1	2.6	2.2	4.4	3.8	3.5	2.9	7.4	6.2	5.2	4.8	10.6	8.9	7.7	6.8
Clinical Nurse Specialist	4.6	4.8	2.2	1.0	5.2	3.8	3.1	3.2	6.7	4.7	3.8	2.9	9.0	6.1	5.4	4.2	10.9	8.7	7.3	7.0
CRNA	3.8	4.1	2.7	2.4	4.3	3.9	3.1	2.4	4.8	4.3	3.8	2.7	9.4	5.9	8.2	5.5	11.4	9.0	10.7	8.7
CN Midwife	1.4	0.9	1.4	0.9	2.5	1.3	1.9	1.4	3.3	2.9	2.3	1.6	5.2	4.5	4.4	3.4	6.9	5.9	5.9	5.4
Charge Nurse/Team Ldr	3.4	3.5	2.1	1.7	7.0	4.7	4.4	3.0	9.3	5.4	6.4	4.7	12.0	6.6	7.8	5.8	15.6	9.3	9.4	8.1
Head/Asst Head RN	3.6	3.8	1.8	2.1	6.2	4.4	3.1	2.4	9.5	5.7	4.2	3.3	11.5	6.7	5.4	4.5	15.9	9.3	8.5	7.4
Insvs Ed Instructor	5.4	5.1	2.6	1.9	6.4	4.4	3.3	3.5	9.6	5.1	3.7	2.7	9.1	6.9	3.9	3.7	13.4	8.5	6.6	5.4
Admi/Assoc/Ass't-Nsg Svc	3.1	3.7	2.2	2.6	6.0	4.7	2.6	2.1	6.9	5.3	3.4	3.3	9.0	6.8	4.4	4.0	13.7	10.2	7.1	6.6
Admi/Assoc/Ass't-Atend	3.6	3.0	3.4	3.0	4.3	2.4	1.7	0.8	4.1	3.1	3.3	3.3	9.0	5.7	4.2	4.0	12.5	9.5	7.5	6.8
Admi/Assoc/Ass't-Prof Oig	5.5	6.6	3.8	6.6	5.7	3.0	3.6	2.4	4.9	3.4	3.3	2.2	7.8	5.6	4.1	3.4	10.1	8.4	6.3	5.6
Nursing Faculty	6.5	8.3	4.8	7.5	4.3	4.6	3.7	4.5	4.5	3.5	3.7	2.8	6.6	5.1	5.7	4.5	12.8	8.7	11.0	8.3
Home Care RN	2.7	3.0	1.8	1.3	4.1	3.1	3.1	2.3	5.0	4.2	3.4	2.7	6.6	6.0	4.2	3.9	7.8	7.3	4.9	4.6
Utilization Review Nurse	2.8	4.2	1.6	1.8	4.1	3.4	2.5	2.0	6.6	5.0	3.2	3.0	8.6	6.5	3.6	3.3	9.1	8.8	4.7	4.4
Consultant	2.8	2.6	2.0	2.0	4.4	6.7	3.0	3.1	4.3	4.1	2.9	2.1	5.1	4.8	3.6	3.2	7.0	6.8	5.0	5.5
Private Duty Nurse	2.3	2.0	1.4	1.3	4.9	2.6	4.4	2.6	5.0	4.5	4.8	4.1	6.1	4.4	5.0	3.7	5.6	5.8	5.0	5.4
Office Nurse	2.8	3.4	2.5	2.9	4.4	3.2	4.1	3.1	5.7	4.2	4.8	3.6	7.6	5.4	7.0	5.3	11.3	8.7	9.9	8.4
School Nurse	2.4	2.0	1.9	1.2	4.0	4.2	3.6	3.9	4.5	3.8	4.0	3.1	6.3	5.2	6.0	5.0	12.6	8.6	11.3	8.7
Other	3.2	4.5	2.0	2.4	4.9	4.3	3.0	3.3	6.1	4.7	3.3	2.8	8.2	6.7	4.3	4.0	10.9	9.0	6.3	6.1

Note: Results are reported as mean and s.d. of years at current employer and within current position for each 5 year category of total years worked as a nurse, e.g., staff nurses who have 1-5 total years of nursing experience reported a mean of 3.3 yrs with current employer (s.d.=3.5) and 2.6 mean yrs in their current position (s.d.=2.1).

Table 4.5a

Percentage of Time Spent at Different Work Activities by Employment Setting and Agency Type

Setting	N	Percent Time at Work Activities													
		Patient Care		Staff Supervision		Admin.		Consultation		Students		Teaching		Research	
		0%	>50%	0%	>50%	0%	>50%	0%	>50%	0%	>50%	0%	>50%	0%	>50%
Hospital	18703	5.8	78.9	18.9	10.5	48.5	11.8	36.5	3.7	64.6	1.1	40.1	3.0	78.9	1.4
Hospital Clinic	949	3.6	76.2	26.4	6.9	38.3	9.2	19.1	2.0	62.3	0.8	40.4	1.7	56.3	6.9
Clinic	1021	4.3	76.2	27.4	7.6	34.9	14.1	18.9	4.4	76.2	1.2	48.4	0.8	74.8	2.7
HMO	411	28.7	50.3	35.0	12.4	37.1	22.4	13.0	26.8	87.1	1.4	54.5	3.9	71.8	0.7
Emergencycenter	274	0.7	85.8	12.0	7.0	52.9	2.9	39.8	2.0	50.6	42.4	1.0	83.6		
Physicians/Dentists' Ofc	2029	1.1	82.2	33.8	3.6	35.9	10.0	14.0	2.7	84.5	0.7	55.7	0.4	75.1	2.5
Nursing Home/Ext. Care	2610	11.0	49.3	3.9	19.6	27.5	18.6	23.5	4.9	81.7	3.2	29.3	2.0	80.8	0.7
Home Care	7484	17.1	67.4	18.1	13.4	32.6	19.8	12.4	4.2	79.2	0.2	43.4	2.4	76.5	0.5
Public Health	963	10.3	58.8	26.6	10.3	24.4	20.6	6.5	9.3	60.5	3.5	42.4	0.8	74.7	0.3
Occu. Health	476	7.8	46.1	37.3	3.8	13.4	24.6	6.5	9.5	80.2	0.6	40.6	2.9	62.7	
Student Health	922	0.8	65.5	36.7	1.7	21.0	7.3	6.4	2.8	8.8	3.9	20.7	0.7	73.9	
LPN Program	82	66.7	7.4	76.2	4.8	40.0	26.7	35.7	7.1	2.7	93.3	84.2		66.7	4.2
ADN Program	292	53.3	8.7	65.7	3.0	48.9	22.7	28.7	4.3	2.6	87.7	68.8	9.4	68.2	1.5
Diploma Program	58	24.1	51.7	41.2	5.9	33.3	38.9	27.8	5.6	8.1	81.1	57.1		80.0	
BSN Program	457	53.8	4.6	82.0	1.4	30.6	26.9	31.6	2.9	2.7	77.2	74.5	7.3	28.1	8.2
Self Employed	200	21.4	55.6	70.0	2.9	25.6	18.6	8.9	42.7	63.6	3.0	54.1	5.4	45.7	17.3
Neg or Health Assoc	43	72.7	4.5	33.3	8.3	5.9	29.4	3.0	39.4	64.7	11.8	52.9		50.0	11.1
Psych Hospital	347	4.9	57.0	4.3	16.1	28.7	15.4	28.4	3.7	73.8	24.7		1.1	88.0	
Substance Abuse	91	3.5	61.6	6.7	11.7	29.3	12.2	5.2	3.4	66.7	3.3	22.2		91.7	
Other	2346	30.8	44.5	34.5	9.7	32.5	19.6	16.4	23.6	70.1	8.1	46.9	2.8	63.6	7.0

Table 4.5b

Percentage of Time Spent at Different Work Activities, by Employment Setting and Agency Type

Setting	N	Percent Time at Work Activities													
		Patient Care 0% >50%	Staff Supervision 0% >50%	Admin. 0% >50%	Consultation 0% >50%	Students 0% >50%	Teaching 0% >50%	Staff 0% >50%	Research 0% >50%						
Federal Gov't	984	7.9	18.5	11.1	32.6	13.8	25.9	3.6	57.5	2.3	30.2	3.4	61.7	5.1	
State Gov't	2106	12.1	59.8	26.9	11.4	34.0	13.9	19.4	7.8	30.5	29.4	36.5	2.2	66.6	3.9
City/County Gov't	2623	7.8	65.5	20.3	13.2	30.3	17.3	16.7	4.4	47.1	12.5	37.3	1.7	75.6	0.9
Private not-for-profit	17919	7.9	73.4	18.9	11.0	42.0	14.5	29.6	4.4	63.5	4.6	39.4	3.2	75.6	1.9
Private for-profit	10754	8.8	71.7	23.2	9.9	39.0	14.1	22.0	9.7	75.4	2.7	46.2	1.7	76.0	2.2

Note: N=Number of RNs reporting this employment setting, e.g., 5.8% of 18,703 RNs employed in hospitals reported spending no time at direct patient care activities.

Table 4.6

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

Principal Position	N	Percent Time at Work Activities													
		Patient Care		Staff Supervision		Admin. Consultation		Students Teaching		Research					
		0%	>50%	0%	>50%	0%	>50%	0%	>50%	0%	>50%				
Staff Nurse	16375	0.2	91.2	19.7	5.3	70.5	1.4	39.5	1.2	65.6	0.6	50.4	0.7	84.9	0.3
Nurse Clinician	552	2.6	70.1	29.6	5.1	31.7	5.3	13.0	6.8	80.4	19.0	3.5	47.6	7.0	
Nurse Practitioner	476	1.1	89.2	42.3	1.5	41.2	3.2	20.9	1.6	37.9	2.7	49.2	1.1	72.0	1.2
Clinical Nurse Specialist	580	5.6	44.3	38.6	3.8	25.1	5.1	11.8	4.5	49.5	2.4	11.5	9.8	35.1	4.0
CRNA	317	0.3	95.1	60.5	2.3	34.7	3.2	56.8	2.5	46.9	6.1	75.3	1.4	83.6	
CN Midwife	103		96.1	61.0		21.4	5.4	31.9		16.0	2.0	82.8		83.3	
Charge Nurse/Team Ldr	2175	0.8	62.5	1.5	21.2	34.5	3.7	28.7	1.4	65.4	0.4	24.2	0.8	82.3	0.4
Head/Asst Head RN	1747	12.5	27.1	0.8	31.8	5.8	21.0	28.2	0.5	79.2	0.3	19.1	0.2	79.3	0.4
Insvc Ed Instructor	354	55.6	4.2	37.7	2.9	30.9	6.8	14.7	3.5	39.7	13.4	3.3	52.7	52.8	1.9
Admi/Assoc/Ass't-Nag Svc	1800	46.4	4.1	5.0	24.4	0.8	54.1	24.7	1.9	85.4	0.3	29.3	0.5	79.0	0.7
Admi/Assoc/Ass't-Acad	151	68.4	2.5	43.2	2.7	3.7	67.6	36.7	7.6	22.9	17.1	58.0	2.9	48.7	7.9
Admi/Assoc/Ass't-Prof/Org	183	61.1	2.8	9.8	13.8	0.6	63.2	9.1	11.6	77.3	41.9	2.3	62.2	5.4	
Nursing Faculty	781	52.0	1.4	82.7	0.5	44.4	8.9	28.1	3.0	0.3	90.8	76.4	8.2	37.4	3.7
Home Care RN	1875	4.1	78.1	22.8	9.8	46.8	8.2	10.3	4.4	76.6	0.3	54.2	1.3	75.9	0.2
Utilization Review Nurse	610	81.4	3.6	59.2	5.5	45.5	20.0	11.5	45.0	90.1	0.4	54.0	4.5	73.0	3.9
Consultant	490	61.2	11.2	54.3	5.2	30.9	11.0	3.7	62.8	83.4	2.9	38.7	6.4	51.8	10.5
Private Duty Nurse	113		96.2	56.7		69.0		27.5		95.0		72.0		80.0	
Office Nurse	2185	0.5	84.0	37.8	3.4	41.9	7.2	13.4	2.8	87.9	0.3	59.8	0.3	79.4	1.4
School Nurse	864	1.2	63.9	38.5	1.0	19.9	6.5	6.2	2.7	8.8	3.5	19.7	0.2	72.5	
Other	3496	35.5	30.1	35.6	10.5	24.8	24.7	14.2	15.0	72.9	6.6	39.0	1.4	59.3	8.9

Note: Number of RNs reporting this position title, e.g., 91.2% of 16,375 staff nurses reported spending over 50% of their time on direct pt care.

Table 4.7a

Frequency of Direct Patient Care Functions by Nursing Employment Setting

Function	Hospital	Hospital Clinic	Clinic	HMO	Emergi- center	MD/IDD Office	Nursing Home	Home Care	Public Health	Occu Health	Student Health	Psych. Hosp.
N	18703	949	1021	411	274	2029	2610	2484	563	476	922	347
Health IIX												
0%	4.6	2.1	6.4	8.9	2.0	5.1	17.2	3.9	3.1	1.8	5.2	5.1
> 50%	66.5	73.5	64.7	57.6	89.1	64.9	34.5	75.3	73.3	63.1	38.3	49.5
Physical Exam												
0%	4.0	51.0	65.3	64.3	20.7	74.6	30.1	9.9	43.9	48.3	78.9	58.8
> 50%	87.0	22.5	16.7	19.2	56.1	9.4	31.7	75.1	28.7	17.4	7.2	13.4
Psychosocial Exam												
0%	24.7	36.1	55.3	51.1	23.0	67.3	46.6	16.6	30.1	51.1	55.2	20.4
> 50%	39.1	27.5	15.0	22.3	38.1	7.7	15.3	55.1	35.0	9.2	6.9	44.6
Nsg. Diagnosis												
0%	7.3	18.5	30.9	22.2	12.3	35.8	16.3	3.6	20.3	16.8	11.7	5.6
> 50%	72.2	50.5	33.1	46.7	61.9	22.5	43.2	81.8	47.8	39.8	42.3	62.2
Develop Plans												
0%	8.6	16.8	35.0	19.7	17.4	43.9	18.1	2.4	17.3	28.0	21.0	2.6
> 50%	64.2	47.0	31.6	47.2	46.7	17.5	41.4	81.2	56.3	26.4	19.7	61.5
Assist PL to Plan												
0%	9.6	4.0	7.3	7.9	7.5	9.7	19.6	1.9	5.5	9.4	15.4	7.6
> 50%	50.1	58.7	45.0	57.7	45.0	37.7	26.4	83.3	66.7	36.2	25.8	51.5
Evaluate												
0%	6.5	6.7	17.4	14.4	10.8	22.8	8.6	1.7	8.0	11.4	12.7	6.4
> 50%	67.5	59.5	38.0	46.8	49.6	30.1	50.8	87.2	58.2	40.4	24.5	60.8

Table 4.7b

Frequency of Direct Patient Care Functions by Nursing Employment Setting (cont'd)

Function	Hospital N	Hospital Clinic	Hospital Clinic	IM/O center	Emerg- center	MD/DD Office	Nursing Home	Home Care	Public Health	Open Health	Student Health	Psych Resp.
Computerized Charting												
0%	12.7	20.8	37.1	30.4	18.5	43.4	62.9	64.2	43.3	25.7	45.9	71.5
> 50%	62.1	48.0	33.3	44.0	55.1	27.6	20.7	20.5	30.6	49.5	32.9	14.6
Administer IV Meds												
0%	5.5	38.1	57.9	53.2	3.8	73.7	26.7	30.8	85.1	79.0	94.4	75.8
> 50%	73.0	34.9	13.8	11.8	61.7	6.1	21.8	14.2	1.7	3.2	1.3	6.4
Administer IM Meds												
0%	7.2	17.7	15.1	20.3	0.9	13.7	10.5	11.2	28.7	30.8	78.4	9.3
> 50%	57.3	22.3	18.7	17.1	61.1	21.0	30.6	13.1	16.7	12.6	3.6	35.2
Administer Oral Meds												
0%	8.4	22.6	25.5	33.0	8.8	31.9	6.9	21.4	42.9	15.7	8.2	7.2
> 50%	71.8	21.4	17.6	14.1	68.9	11.0	72.6	24.3	17.4	27.7	24.5	66.8
Administer Blood Products												
0%	11.4	63.6	84.1	84.7	23.5	91.9	82.0	70.6	95.1	93.9	97.4	92.7
> 50%	37.6	11.5	4.7	2.2	37.9	1.1	4.8	5.2	0.5	1.6	0.7	1.9
Initiate IV Products												
0%	9.9	46.1	64.8	61.6	6.5	80.8	36.6	35.1	88.4	81.9	96.0	81.7
> 50%	62.6	22.3	11.9	8.1	63.3	5.0	16.5	11.0	1.7	2.5	1.3	2.7
Instruct Patients in:												
Illness Management												
0%	4.7	1.6	2.3	5.7	1.2	2.7	10.5	1.6	5.1	3.0	4.1	3.0
> 50%	67.7	75.8	64.3	66.1	82.9	52.0	31.5	88.7	57.3	57.8	42.4	59.3
Health Maintenance												
0%	5.8	1.3	2.9	3.6	2.0	2.6	11.1	1.6	2.3	2.7	5.0	3.0
> 50%	62.7	73.4	62.1	68.9	72.5	51.6	31.5	87.2	76.3	54.2	45.8	59.3
Illness Prevention												
0%	7.7	2.8	4.8	5.8	2.9	4.8	15.7	2.5	2.1	2.7	2.8	5.7
> 50%	53.0	62.1	51.3	60.5	59.3	44.9	27.0	82.4	74.2	49.0	44.0	55.7

Note: Results are expressed as percentages, e.g., 4.6% of 18,703 RNs employed in hospitals reported performing a health history on none of their patients.

Table 4.8a

Frequency of Direct Patient Care Functions by Principal Nursing Position

Function	Staff Nurse	Nurse Pract.	Clin Nurse Spec	Nurse Anesthetist	Charge Nurse	Head/Ass't Nurse	Home Care	Office Nurse	School Nurse
N	16375	476	580	317	2175	1747	1875	2185	864
Health HX									
0%	4.8	0.2	7.9	1.5	5.7	8.4	3.4	5.5	5.1
> 50%	65.9	89.7	60.7	82.0	60.9	51.6	77.7	63.0	36.1
Physical Exam									
0%	24.8	2.6	41.4	41.2	24.0	37.8	9.8	82.8	83.5
> 50%	54.5	79.8	23.7	28.4	48.5	31.6	76.4	3.4	3.6
Psychosocial Exam									
0%	27.1	8.2	21.2	62.5	28.9	34.4	15.7	74.0	57.1
> 50%	37.2	52.6	39.2	9.9	33.5	27.5	56.0	3.4	6.3
Nsg. Diagnosis									
0%	7.6	17.1	15.4	44.9	8.3	11.9	5.5	38.2	10.7
> 50%	70.8	64.1	51.7	39.1	64.5	51.7	83.1	18.8	41.1
Develop Plans									
0%	10.3	1.6	6.1	24.7	9.3	12.9	2.5	49.3	20.8
> 50%	61.3	87.7	66.5	67.2	58.9	47.7	82.3	10.2	16.6
Assist Pt. to Plan									
0%	9.2	1.4	6.8	56.2	9.9	12.4	1.3	11.1	15.3
> 50%	50.0	80.4	58.2	10.4	45.4	38.1	85.4	31.5	22.6
Evaluate									
0%	7.4	1.9	3.5	12.8	6.3	7.3	1.0	25.1	12.0
> 50%	65.1	79.0	74.8	68.0	62.8	54.0	88.7	23.8	21.8
Computerized Charting									
0%	18.0	47.0	24.8	61.7	27.3	29.3	63.6	39.9	43.0
> 50%	58.3	29.3	43.5	17.8	50.0	42.4	21.0	30.0	33.9

Table 4.8b

Frequency of Direct Patient Care Functions by Principal Nursing Position (cont'd)

Function	Staff Nurse	Nurse Pnc.	Clin Nurse Spec	Nurse Anesthetist	Charge Nurse	Head/Asst Nurse	Home Care	Office Nurse	School Nurse
N	16375	476	380	317	2175	1747	1875	2185	864
Prescribe Medications									
0%	90.6	10.4	70.1	33.3	90.4	89.5	91.2	74.7	95.9
> 50%	4.7	72.9	13.3	57.5	4.6	4.8	3.0	5.0	0.9
Administer IV Meds									
0%	9.1	72.0	43.6	0.4	14.5	22.0	20.3	73.4	96.0
> 50%	68.4	3.4	21.2	97.1	53.5	36.9	11.8	4.5	0.6
Administer IM Meds									
0%	5.3	30.3	42.7	13.7	5.1	12.5	9.6	16.5	82.6
> 50%	56.9	13.4	13.9	21.8	49.4	31.9	12.0	20.1	2.3
Administer Oral Meds									
0%	6.5	37.4	40.9	36.2	5.1	12.0	20.6	29.4	7.9
> 50%	74.0	17.0	16.7	13.4	72.3	42.6	23.0	10.1	23.9
Administer Blood Products									
0%	19.9	86.2	60.5	4.5	34.2	43.7	73.2	93.3	98.4
> 50%	34.8	2.7	10.5	25.7	28.0	17.1	3.6	0.6	0.5
Initiate IV Products									
0%	14.4	72.3	49.4	0.4	20.0	27.5	35.5	81.7	98.0
> 50%	58.0	4.6	19.2	93.8	47.6	32.8	9.0	3.2	0.6
Instruct Patients in:									
Illness Management									
0%	4.2	1.6	2.8	36.8	4.2	5.9	0.8	2.9	4.5
> 50%	67.7	87.4	72.9	18.8	59.8	49.7	90.8	48.6	38.9
Health Maintenance									
0%	4.8	1.4	3.8	42.0	5.1	7.4	0.9	2.9	5.1
> 50%	63.8	90.3	64.3	14.1	56.5	45.7	90.6	47.8	43.4
Illness Prevention									
0%	2.0	1.7	5.3	51.6	7.0	10.4	1.7	4.7	3.2
> 50%	54.1	85.6	55.3	8.3	47.6	38.8	85.9	40.6	41.5

Note: Results are expressed as percentages, e.g., 4.8% of 16375 staff nurses reported performing a health history on none of their patients.

Table 4.9a

Frequency of Direct Patient Care Functions by Agency Type and Hospital Bed Capacity

Function	N	Agency Type		Hospital Bed Capacity											
		Fed Gov'l	Other Gov'l	< 100	100 - 199	200 - 299	300 - 399	400 - 499	500+						
Health HX															
0%		3.7	6.5	5.2	6.5	3.4	4.1	4.8	5.0	5.2	5.2	5.2	5.2	5.2	5.2
> 50%		63.2	58.5	65.9	62.8	68.1	67.0	66.4	66.5	64.7	62.97	62.97	62.97	62.97	62.97
Physical Exam															
0%		31.2	39.2	27.4	39.0	22.6	26.0	23.9	24.7	23.1	20.74	20.74	20.74	20.74	20.74
> 50%		43.9	37.6	51.5	39.9	51.4	51.9	55.9	55.5	56.5	59.78	59.78	59.78	59.78	59.78
Psychosocial Exam															
0%		25.1	34.1	27.3	40.2	26.2	25.6	23.7	25.6	25.0	22.61	22.61	22.61	22.61	22.61
> 50%		38.6	28.4	37.3	28.2	35.1	36.7	40.0	39.1	39.2	42.12	42.12	42.12	42.12	42.12
Neg. Diagnosis															
0%		8.0	11.2	9.2	17.7	8.5	8.2	7.8	6.9	6.2	6.27	6.27	6.27	6.27	6.27
> 50%		65.8	57.3	68.0	53.8	66.3	68.2	71.7	72.5	74.8	74.22	74.22	74.22	74.22	74.22
Develop Plans															
0%		8.4	13.3	9.9	21.0	9.0	9.4	9.1	9.4	7.9	5.87	5.87	5.87	5.87	5.87
> 50%		61.4	48.6	62.3	48.2	59.1	60.0	64.6	63.8	65.6	68.16	68.16	68.16	68.16	68.16
Assist Pt. to Plan															
0%		7.2	10.2	9.6	10.6	9.2	8.9	9.6	9.7	11.0	9.59	9.59	9.59	9.59	9.59
> 50%		56.6	45.8	51.5	46.7	45.6	48.4	51.0	50.5	50.7	51.95	51.95	51.95	51.95	51.95
Evaluate															
0%		5.0	8.3	7.0	11.7	6.6	7.7	6.9	6.5	6.4	4.8	4.8	4.8	4.8	4.8
> 50%		65.6	53.5	66.1	55.6	59.3	63.4	67.1	68.2	70.0	71.89	71.89	71.89	71.89	71.89
Computerized Charting															
0%		17.5	41.1	19.9	35.8	41.8	13.6	9.3	8.6	9.9	14.5	14.5	14.5	14.5	14.5
> 50%		60.4	36.3	55.2	41.0	37.3	60.9	64.6	66.7	65.7	58.9	58.9	58.9	58.9	58.9

Table 4.9b

Frequency of Direct Patient Care Functions by Agency Type and Hospital Bed Capacity (cont'd)

Function	N	Agency Type			Hospital Bed Capacity					500+	
		Fed Gov'l	Nat Gov'l	For-Profit	< 100	100 - 199	200 - 299	300 - 399	400 - 499		
Prescribe Medications											
0%	82.6	87.6	89.3	81.4	90.6	91.3	90.1	90.6	89.2	88.5	
> 50%	10.8	6.8	5.6	8.6	5.9	4.7	5.8	5.1	6.3	6.9	
Administer IV Meds											
0%	28.3	46.6	13.8	31.7	7.8	7.8	7.0	3.8	6.7	7.4	
> 50%	44.1	30.6	59.1	39.1	63.9	65.5	71.7	72.1	74.4	75.1	
Administer IM Meds											
0%	14.4	25.0	10.0	13.0	5.6	6.7	7.6	6.7	7.9	8.7	
> 50%	40.0	32.6	47.4	36.9	52.5	54.6	57.9	58.8	57.1	58.2	
Administer Oral Meds											
0%	14.5	14.7	11.8	17.1	7.8	7.7	9.6	7.9	8.2	8.5	
> 50%	53.1	47.7	61.7	48.1	67.9	70.1	71.3	72.7	72.2	74.4	
Administer Blood Products											
0%	44.3	61.6	26.7	53.8	15.2	13.9	13.4	12.8	12.3	12.5	
> 50%	26.6	16.0	29.3	18.7	29.8	31.6	36.2	37.1	38.7	44.6	
Initiate IV Products											
0%	33.4	50.8	19.4	38.5	12.0	11.8	11.0	10.5	11.3	12.2	
> 50%	39.5	26.3	50.4	33.4	55.0	56.7	61.8	62.2	63.1	65.6	
Inserter Patients in:											
Illness Management											
0%	1.7	4.9	4.7	5.2	3.6	4.7	4.7	4.6	5.4	5.0	
> 50%	68.7	54.0	67.6	61.9	62.0	64.8	69.0	68.4	68.1	68.5	
Health Maintenance											
0%	4.0	4.7	5.5	5.5	4.1	5.7	6.1	5.5	5.7	6.0	
> 50%	66.2	58.2	63.1	59.6	57.7	60.3	63.6	63.9	63.9	63.8	
Illness Prevention											
0%	4.8	5.8	7.6	7.9	7.4	7.4	7.9	7.7	8.1	8.1	
> 50%	60.3	54.3	53.9	50.7	47.8	49.6	53.3	54.4	53.9	55.3	

Note: Results are expressed as percentages, e.g., 3.7% of 784 RNs employed by federal gov't agencies reported performing a health history on none of their patients.

Table 4.16

Principal Nursing Employment Setting And Agency Type by Chance to Use Skills on Job

Setting	N	Very Good Chance	Fairly Good Chance	Some Chance	Little Chance
Hospital	18703	42.3	38.6	15.4	3.4
Hospital Clinic	949	45.8	35.1	14.9	4.0
Clinic	1021	43.3	36.7	14.9	4.5
HMO	411	34.3	36.0	22.1	6.9
Emergencycenter	274	52.2	34.9	10.7	2.2
Physician/Dentists' Ofc.	2029	38.1	36.3	19.8	5.4
Nsg Home/Extended Care	2610	32.5	37.6	22.0	7.3
Home Care Agency	2484	47.4	35.2	13.8	3.4
Public Health	963	42.7	36.5	15.6	4.4
Occu Health	476	37.6	36.2	20.3	5.1
Student Health Svc.	922	38.0	34.6	20.6	6.2
LPN Program	82	51.2	37.8	11.0	0.0
ADN Program	292	58.8	26.0	12.5	2.1
Diploma Program	58	50.9	29.8	14.0	1.8
BSN Program	457	53.7	30.6	12.3	2.6
Self Employed	200	61.1	23.2	10.1	3.5
Nursing or Health Assoc	43	57.1	21.4	16.7	4.8
Other	2346	45.0	32.4	16.9	4.5
Agency Type					
Federal Gov't	984	43.4	33.6	17.0	5.1
State Gov't	2106	37.5	36.6	18.8	6.2
County/City Gov't	2623	40.4	36.9	16.9	5.0
Private Not-For-Profit	17919	44.0	37.5	15.0	3.2
Private For-Profit	10754	40.1	36.3	17.9	5.1

Note: Results are expressed as percentages, e.g., 42.3% of 18,703 RNs working in hospitals reported a "Very Good Chance" to use the skills they are best at on the job.

Table 4.11

Principal Nursing Position And Hospital Bed Capacity by Chance to Use Skills on Job

Principal Position	N	Very Good Chance	Fairly Good Chance	Some Chance	Little Chance
Staff Nurse	16375	38.7	39.7	17.0	4.2
Nurse Clinician	552	55.4	28.4	12.9	2.9
Nurse Practitioner	476	75.5	18.3	4.7	1.5
Clinical Nurse Specialist	580	55.3	29.9	12.1	2.5
CRNA	317	84.7	9.9	3.5	1.6
CN Midwife	103	70.3	23.8	5.0	1.0
Charge Nurse/Team Ldr	2175	39.2	37.5	17.9	5.2
Head/Ass't Head RN	1747	43.0	39.0	14.3	3.4
Insvc Ed Instructor	354	47.3	37.2	13.3	2.3
Adm/Assoc/Ass't-Nsg Svc	1800	47.1	37.0	12.2	3.4
Adm/Assoc/Ass't-Acad	151	60.5	26.5	10.2	2.7
Adm/Assoc/Ass't-Prof Org	183	54.8	34.5	8.5	2.3
Home Care RN	1875	47.9	36.2	13.0	2.8
Utilization Review Nurse	610	27.7	38.0	26.0	6.8
Consultant	490	54.5	29.2	11.8	3.1
Private Duty Nurse	113	33.9	31.2	22.0	11.9
Office Nurse	2185	31.9	39.0	22.5	6.1
School Nurse	864	37.1	35.7	20.2	6.5
Other	3496	45.2	33.2	16.3	4.3
Hospital Bed Capacity					
1 - 99	1885	39.9	39.6	16.4	3.7
100 - 199	3817	42.1	39.8	14.4	3.4
200 - 299	4293	41.1	38.3	16.4	4.0
300 - 399	3629	42.4	38.5	15.2	3.5
400 - 499	2392	44.5	37.9	14.8	2.6
500 - 599	3395	41.9	36.7	16.7	4.3

Note: Results are expressed as percentages, e.g., 38.7% of 16,375 RNs working as staff RNs reported a "very good chance to use the skills they are best at" on the job.

Table 4.12

Hourly or Monthly Nursing Salary of Full Time RNs by Principal Nursing Position

Principal Position	Hourly Nursing Salary			Monthly Nursing Salary		
	N	Mean	s.d.	N	Mean	s.d.
Staff Nurse	8190	18.30	3.75	420	2722.47	969.46
Nurse Clinician	278	21.91	3.86	82	3101.18	964.75
Nurse Practitioner	136	24.94	4.46	159	3820.64	1165.77
Clinical Nurse Specialist	246	23.52	3.99	161	3560.63	1059.74
CRNA	124	35.69	8.09	71	5752.66	1638.75
CN Midwife	23	28.74	4.51	42	4495.62	1157.63
Charge Nurse/Team Ldr	1415	18.23	3.86	131	3166.31	937.40
Head/Ass't Head RN	1030	21.72	4.53	457	3564.70	1124.22
Insvc Ed Instructor	154	20.54	4.16	94	3204.43	1048.39
Adm/Assoc/Ass't-Nsg Svc	649	24.24	6.43	729	3847.19	1420.70
Adm/Assoc/Ass't-Acad	14	25.07	5.50	98	4037.58	1379.96
Adm/Assoc/Ass't-Prof Org	42	24.81	6.31	102	4102.75	1602.82
Nursing Faculty	78	21.92	5.15	412	3318.86	1342.87
Home Care RN	777	18.56	4.85	223	2864.61	954.98
Utilization Review Nurse	248	19.35	3.52	168	2891.05	739.00
Consultant	82	22.30	5.87	185	3925.06	1339.59
Private Duty Nurse	26	20.35	3.29	2	2050.00	212.13
Office Nurse	756	15.00	3.27	145	2504.47	1110.97
School Nurse	128	18.05	6.64	369	2638.69	987.36
Other	1128	19.96	4.72	1158	3367.49	1230.08

Note: Results are expressed as mean and standard deviation salary of full-time RNs reporting this position title, e.g., the full-time hourly salary of 8,190 RNs in staff nurse positions is \$18.30 (sd=\$3.75).

Table 4.13

Principal Nursing Employment Setting And Agency Type by Fringe Benefits

Setting	N	Pension	Tuition Reimburse	Health Ins.	Day Care	Dental	CE Costs	Parking	Other Benefits
Hospital	18087	81.6	74.5	83.9	15.5	74.2	39.4	38.0	6.3
Hospital Clinic	909	83.7	71.7	85.7	13.2	72.6	42.7	47.3	5.8
Clinic	950	71.9	37.4	74.5	2.4	51.3	41.7	50.7	10.7
HMO	391	81.1	68.0	84.7	2.0	72.9	53.2	47.6	10.7
Emergency Center	260	77.3	65.8	81.5	6.9	69.2	41.2	57.3	6.2
Physician/Dentist's Ofc.	1769	59.1	19.1	52.7	1.5	28.2	31.5	47.6	20.3
Nsg Home/Extended Care	2387	50.7	33.7	74.3	2.9	50.1	28.6	50.6	12.0
Home Care Agency	2182	65.9	52.6	74.3	6.2	57.3	37.0	37.4	14.9
Public Health	904	82.9	42.5	81.9	1.0	61.7	43.8	44.5	12.2
Open Health	447	83.0	68.7	80.5	7.4	74.9	55.9	56.2	14.8
Student Health Svc.	851	83.7	32.9	75.8	1.5	57.1	27.6	40.4	9.9
LPN Program	76	89.5	36.8	82.9	21.1	63.2	30.3	53.9	5.3
ADN Program	276	92.0	61.6	85.9	30.1	64.7	57.6	67.4	2.9
Diploma Program	54	79.6	59.3	79.6	37.0	72.2	53.7	40.7	7.4
BSN Program	425	81.6	62.1	86.8	17.9	72.5	40.0	35.3	7.8
Self Employed	122	18.0	9.0	23.0	1.6	9.0	18.0	39.3	47.5
Nursing or Health Assoc	48	87.5	60.0	87.5	6.0	77.5	57.5	42.5	10.0
Other	2153	72.5	32.7	81.5	4.0	69.0	39.4	48.3	16.5
Agency Type									
Federal Gov't	944	82.8	64.5	83.3	23.9	55.2	50.8	59.6	6.1
State Gov't	2004	85.2	57.7	84.9	7.2	74.2	35.0	40.9	8.8
County/City Gov't	2496	86.1	49.8	83.0	3.0	63.9	36.8	49.6	8.1
Private Not-For-Profit	17159	80.8	72.2	83.1	15.3	72.9	40.9	56.8	7.1
Private For-Profit	9744	63.0	46.2	72.4	4.8	56.1	34.4	49.4	14.3

Note: Results are expressed as percentages, e.g., 81.6% of 18,087 RNs working in hospitals reported the availability of a pension plan as a fringe benefit of their employment.

Table 4-14

Principal Nursing Position And Hospital Bed Capacity by Fringe Benefits

Principal Position	N	Pension	Tuition Reimburse	Health Ins.	Day Care	Dental	CE Costs	Parking	Other Benefits
Staff Nurse	15406	76.0	65.6	79.3	12.5	68.4	33.7	55.5	7.1
Nurse Clinician	519	83.7	71.1	86.7	20.2	75.0	49.7	45.7	5.6
Nurse Practitioner	451	74.9	56.5	82.7	9.1	62.7	66.7	44.3	10.6
Clinical Nurse Specialist	551	86.4	75.3	88.0	18.3	75.3	53.2	48.3	7.6
CRNA	306	83.7	65.8	83.7	8.2	56.2	69.9	57.2	13.4
CN Midwife	94	66.0	53.2	84.0	5.3	59.6	76.6	46.8	14.9
Charge Nurse/Team Ldr	2079	78.5	66.3	85.5	10.4	72.6	35.5	58.0	6.3
Head/Asst/Head RN	1699	83.2	76.1	91.1	13.3	77.0	48.6	57.4	6.1
Insv Ed Instructor	340	82.9	80.6	86.8	14.7	74.1	58.5	63.8	8.5
Adm/Assoe/Asst-Nrg Svc	1730	78.2	70.3	90.5	11.1	75.4	55.0	59.1	9.9
Adm/Assoe/Asst-Prof Org	145	87.6	64.8	89.7	18.6	76.6	46.9	44.1	9.7
Home Care RN	174	79.9	58.6	93.7	3.4	79.3	48.9	52.3	11.5
Utilization Review Nurse	579	66.3	51.8	72.2	7.2	56.3	36.3	35.7	13.4
Consultant	404	65.6	42.3	71.5	2.5	60.4	35.8	56.8	10.7
Private Duty Nurse	68	26.5	16.2	36.8	0.0	32.4	10.3	19.1	32.4
Office Nurse	1880	61.7	20.6	54.5	1.6	30.2	27.1	48.4	18.1
School Nurse	790	83.4	29.2	75.1	0.9	54.4	23.0	41.5	10.3
Other	3214	77.9	61.3	83.1	8.7	69.5	43.6	52.0	13.4
Hospital Bed Capacity									
1 - 99	1816	76.5	59.0	83.3	1.7	59.5	40.5	56.4	7.8
100 - 199	3684	80.5	71.9	83.1	11.3	74.5	42.6	64.5	6.6
200 - 299	4142	81.4	72.1	82.7	13.7	73.6	35.6	60.7	6.4
300 - 399	3520	81.0	75.7	83.7	19.0	75.0	37.8	61.8	6.6
400 - 499	3228	82.2	77.7	84.6	24.0	77.1	42.2	58.9	6.1
500 - 599	3285	84.3	79.9	86.6	18.8	78.6	37.4	43.0	5.2

Note: Results are expressed as percentages, e.g., 76% of 15,406 staff nurses reported the availability of a pension plan as a fringe benefit of their employment.

Table 4.15

Prereqnt Nursing Employment Setting And Agency Type by Factors Would Change Job to Improve

Setting	N	Autonomy	Specialty	Would Consider Changing Jobs to Improve...				Other Benefits	Would Not Change Jobs	
				Schedule	Salary	Child Care	Location			
Hospital	18703	22.4	25.5	34.1	31.4	3.9	19.4	11.9	29.4	67.4
Hospital Clinic	949	22.5	21.3	17.8	26.9	3.6	17.8	11.9	34.8	72.7
Clinic	1021	20.5	20.5	14.9	38.2	4.4	19.7	15.3	35.7	75.0
HMO	411	19.9	11.5	20.5	44.9	3.2	23.1	6.4	31.4	60.6
Emergency	274	21.1	21.1	34.7	38.9	3.2	15.8	9.5	32.6	64.2
Physician/Dentist Off.	2029	17.1	17.8	25.1	46.2	2.5	16.6	21.9	32.2	80.0
Nsg Home/Extended Care	2610	14.7	38.3	18.6	44.1	3.1	13.9	26.3	27.9	65.2
Public Care Agency	2484	17.2	18.9	25.6	37.3	2.9	19.9	21.1	33.3	72.0
Public Health	963	18.6	19.1	11.8	41.8	3.2	15.5	15.9	35.0	76.6
Occu Health	476	18.3	18.3	13.9	37.4	2.6	20.9	16.5	35.7	73.1
Student Health Svc.	922	19.3	20.5	10.8	51.1	0.0	14.8	17.6	33.0	80.6
L-PN Program	82	16.7	11.1	27.8	50.0	0.0	5.6	33.3	50.0	77.5
ADN Program	292	14.0	11.6	11.6	30.2	0.0	18.6	16.3	39.5	84.6
Diploma Program	48	9.1	18.2	27.3	27.3	0.0	27.3	9.1	36.4	79.6
BSN Program	457	24.1	15.5	19.8	37.9	1.7	19.0	16.4	38.8	73.5
Self Employed	200	20.0	20.0	22.5	50.0	7.5	12.5	17.5	45.0	79.5
Nursing Health Assoc	43	14.3	28.6	7.1	57.1	0.0	28.6	14.3	57.1	66.7
Other	2346	16.4	15.5	19.0	41.4	2.0	20.4	15.0	37.8	76.0
Agency Type										
Federal Gov't	984	21.3	31.3	21.3	35.2	3.2	18.4	12.3	31.6	67.6
State Gov't	2106	20.0	24.0	20.6	40.9	2.1	19.1	12.3	30.9	77.1
County/City Gov't	2623	22.5	23.0	20.9	35.1	2.7	15.5	15.5	32.8	76.9
Private Not-For-Profit	17919	22.2	24.0	31.1	32.0	3.6	18.7	12.5	31.7	70.2
Private For-Profit	10754	17.8	24.4	26.1	39.7	3.5	19.6	19.0	29.8	67.7

Note: Results are expressed as percentages, e.g., 67.4% of 18,703 RNs working in hospitals reported that they would not consider changing their job at this time. Of the remainder, 22.4% would change to improve their autonomy.

Table 4.16

Principal Nursing Position And Hospital Bed Capacity by Factors Would Change Job to Improve

Position	N	Autonomy	Specialty	Would Consider Changing Jobs to Improve...				Other Factors	Would Not Change Jobs	
				Schedule	Salary	Child Care	Location			
Staff Nurse	16375	20.7	27.6	34.6	32.7	4.2	19.6	13.3	27.7	65.5
Nurse Clinician	552	30.4	31.5	20.8	31.5	2.4	19.6	16.1	29.2	68.3
Nurse Practitioner	476	26.1	9.9	18.0	42.3	2.7	32.4	15.3	29.7	75.9
Clinical Nurse Specialist	580	30.6	26.4	14.5	31.6	5.6	19.7	13.5	31.7	65.7
CRNA	317	31.0	11.9	19.0	40.5	0.0	28.6	21.4	26.2	86.5
CN Midwife	103	20.0	16.0	25.0	25.0	5.0	20.0	5.0	30.0	78.9
Charge Nurse/Team Ldr	2175	18.2	27.8	31.3	35.9	2.9	17.6	16.7	26.4	68.8
Head/Asst Head RN	1747	25.5	18.5	20.1	33.3	3.7	13.9	13.0	41.0	74.4
Insvr Ed Instructor	354	25.5	31.4	18.6	36.3	2.0	13.7	9.8	31.4	70.3
Admn/Assoe/Asst-Nsg Sv	1800	23.8	20.1	19.9	35.9	1.5	16.5	18.7	35.2	76.4
Admn/Assoe/Asst-Atnd	151	16.0	8.0	8.0	36.0	4.0	8.0	16.0	52.0	82.3
Nursing Faculty	781	20.0	14.2	19.4	39.4	0.0	17.4	18.7	40.0	79.1
Home Care RN	1875	14.6	18.1	27.4	38.1	2.5	19.0	21.9	30.1	73.3
Utilizator Review Nurse	610	18.7	16.6	12.3	38.5	1.1	23.5	12.8	40.1	68.0
Consultant	490	12.2	27.0	13.0	45.2	5.2	15.7	14.8	42.6	75.7
Private Duty Nurse	113	5.0	30.0	17.5	32.5	5.0	20.0	32.5	27.5	63.0
Office Nurse	2185	16.5	18.8	24.9	47.8	3.0	16.7	21.5	30.4	79.2
School Nurse	864	15.6	19.4	10.0	47.5	0.0	15.0	18.1	35.6	81.0
Other	3496	18.3	17.6	15.0	39.1	2.3	17.3	13.1	41.1	74.2
Hospital Bed Capacity										
1 - 99	1885	17.3	25.7	34.7	33.1	2.2	17.9	13.1	30.3	72.7
100 - 199	3817	17.6	24.3	32.4	32.4	3.2	17.8	14.7	29.0	70.8
200 - 299	4293	24.3	24.9	31.1	33.8	4.4	20.4	13.7	30.6	65.9
300 - 399	3629	21.9	25.1	35.4	30.7	3.9	19.5	13.2	28.1	65.9
400 - 499	2392	22.9	27.4	32.5	31.8	4.0	18.6	10.7	28.5	67.1
500 - 599	3395	25.7	25.4	34.8	30.8	4.2	20.9	8.9	29.9	63.8

Note: Results are expressed as percentages, e.g., 20.7% of 16,375 RNs working as staff RNs reported that they would consider changing their job to improve their autonomy.

Table 4.16a

Percent of RNs Reporting Schedule and Salary as Incentives to Change Job in Selected Employment Settings Across Six Biennial Surveys

Setting	1988	1990	1992	1994	1996
Hospital					
Schedule	27.5	28.9	29.5	35.9	40.3
Salary	51.2	52.9	35.4	39.9	37.2
Clinic					
Schedule	11.5	17.1	NA	19.2	19.3
Salary	54.2	49.0	39.1	50.0	49.5
Nursing home					
Schedule	16.7	17.5	29.0	30.3	21.5
Salary	43.8	42.8	46.4	48.7	51.0
Home care					
Schedule	14.9	17.5	14.3	35.0	31.7
Salary	46.7	46.0	25.7	40.0	46.0
Doctor's office					
Schedule	10.6	15.1	27.0	40.0	30.3
Salary	44.8	41.4	51.4	56.7	55.8

Note: NA means not available.

Table 4.17

Personal Characteristics by Factors RN Would Change Job to Improve

Characteristic	N	Autonomy	Specialty	Schedule	Salary	Child Care	Location	Other Benefits	Other Factors	Would Not Change
Sex										
Female	39483	20.4	24.0	28.5	34.8	3.5	18.7	15.0	31.1	70.6
Male	1191	21.4	33.2	21.0	47.2	1.1	19.4	13.1	27.1	58.8
Age										
30 years or less	3619	21.4	40.3	30.3	38.4	4.6	21.8	15.6	24.0	46.7
30 - 45 years	18935	21.6	23.3	31.2	36.0	4.6	17.7	14.5	29.7	66.5
45 - 65 years	16234	17.8	16.1	20.7	32.3	0.2	19.2	15.1	37.6	80.0
Race										
Mexican American	215	24.1	23.0	17.2	25.3	1.1	16.1	11.5	23.0	56.1
Other Hispanic	190	14.5	24.1	22.9	39.8	6.0	20.5	8.4	25.3	50.9
Native American	78	21.4	21.4	35.7	39.3	3.6	21.4	7.1	17.9	56.3
Asian/Pacific Islander	2203	13.7	38.9	17.2	46.8	5.8	19.9	25.9	19.6	47.8
African-American	1323	25.1	24.7	23.0	41.4	3.0	15.6	17.0	29.3	51.2
Caucasian	36310	20.9	22.3	30.0	33.6	3.1	18.9	13.3	32.6	72.8
Marital Status										
Married, first marriage	25604	19.4	21.9	31.6	34.2	4.6	18.1	14.7	30.7	72.7
Married, not first marriage	4870	18.3	21.0	26.6	32.8	2.3	18.9	13.2	32.4	72.1
Widowed	1319	18.3	15.3	17.6	28.2	0.8	13.0	18.3	40.5	84.9
Divorced	4034	21.9	21.6	23.0	39.2	1.7	19.5	15.6	31.0	68.6
Separated	316	22.6	29.2	28.3	44.3	1.9	17.9	18.9	20.8	62.3
Never Married	4478	23.9	36.6	22.2	38.3	1.5	20.8	15.4	30.4	54.5
Number of Children										
0	10346	21.6	28.0	23.3	34.9	1.2	21.0	14.4	34.5	68.4
1	7526	20.5	20.6	28.9	36.6	6.3	19.8	14.5	32.1	71.9
2 - 4	16879	19.8	22.0	32.6	35.8	4.3	16.2	15.4	28.3	70.7
> 4	502	15.6	25.4	29.5	41.0	2.5	11.5	14.8	20.5	68.7
Gross Family Income										
< \$9,000	347	20.2	29.8	21.3	33.0	6.4	23.4	19.1	24.5	56.7
\$9,000 - \$14,999	455	18.5	22.8	21.7	29.3	1.1	14.1	19.6	31.5	62.3
\$15,000 - \$29,999	3476	17.5	31.4	28.1	41.9	5.1	18.8	17.9	24.7	60.4
\$30,000 - \$49,999	10347	20.5	28.5	26.0	38.3	2.5	18.8	16.9	29.9	66.6
\$50,000 or more	23243	21.2	21.3	29.5	32.9	3.8	18.7	12.8	32.8	73.1

Note: Results are expressed as percentages, e.g., 70.6% of 39,483 female RNs would not change their job to improve these factors.

Chapter 5

Educational Patterns of Illinois Registered Professional Nurses

This chapter describes the degree attainment, prior licensure as a practical nurse, and continuing education of registered nurses in Illinois in terms of those who are currently active in the work force and those who are not employed in nursing.

The original nursing and highest academic degrees reported by RNs are shown in Table 5.1. A larger proportion of RNs working in HSAs 6 and 7 hold bachelor's and master's degrees. Since 1986 the proportion of nurses reporting a diploma in nursing as their highest degree has decreased from 49.9% to 27%, while the proportions of nurses reporting bachelor's and master's degrees has increased (24% to 34.7%, and 4.7% to 11.7%, respectively) (Table 5.1a). About 7% more RNs in Illinois hold a BSN as their highest degree than earned a BSN as their original degree. Earning the BSN as a second or higher nursing degree is most common in HSAs 3 and 5, least common in HSA 6. Almost 12% of RNs report a master's as their highest degree compared with less than one percent of RNs with a master's as their original nursing degree.

Table 5.1a

Highest Degree Earned of Employed RNs Across Six Biennial Surveys

<u>Degree</u>	<u>1986</u>	<u>1988</u>	<u>1990</u>	<u>1992</u>	<u>1994</u>	<u>1996</u>
Diploma	49.9	43.5	35.8	36.6	32.5	27.0
Associate's	21.0	22.2	23.3	20.4	23.5	25.4
Bachelor's	24.0	26.4	31.4	32.4	33.3	34.7
Master's	4.7	6.1	8.8	9.8	10.2	11.7
Doctoral	.4	1.9	.7	.8	.5	1.1

RNs employed in doctors' offices and emergenciers have the highest concentration of diploma or associate nursing degree graduates (42.4% and 40.3%, respectively) (Table 5.2). The highest proportions of BSN prepared RNs are found in practical nursing education programs (72.8%), ADN programs (50.9%), hospital clinics (45.2%), and HMOs (44.1%). BSN and ADN programs have the highest concentration of RNs with a master's degree (50.3% and 40.2% respectively). Public sector employment settings have a higher portion of master's prepared RNs than do private sector settings. Some additional variations in educational career patterns by work setting are notable. The majority of RNs working in occupational health and student health settings entered nursing through a diploma program and later earned a BSN and MSN. The largest portion of RNs working in ADN and BSN programs started their nursing education with a BSN and then earned a master's degree.

RNs working as office or private duty nurses have the highest proportion of diploma or associate degrees (46.2% and 44.1%, respectively) (Table 5.3). BSN preparation is most common among RNs working as nurse clinicians (59.9%), school nurses (58.2%), and administrators (45.8% to 53.4%). The highest concentration of RNs with a master's degree is among those working as certified nurse midwives (58.4%), clinical nurse specialists (44.6%), or faculty (43.9%). Smaller hospitals employ a larger portion of ADN and diploma prepared RNs. The proportion of BSN nurses increases with hospital bed size.

Table 5.4 shows the original and highest academic degree obtained by nursing specialty and by certification in a nursing specialty. Some nurses who indicated they are certified in a nursing specialty, wrote in a certification not requiring a nursing education, such as "Certified Lactation Consultant." Thus, the data showing certification by highest degree may overestimate the actual proportions. At the same time, for many specialties, the name of the certifying organization has changed or new specialty certifications have been formed, and these changes were not reflected on the 1996 survey instrument. Many nurses alerted us to these changes. As a result the data showing certifying organization by highest degree earned may underrepresent the actual proportions.

For all levels of educational attainment except the master's degree, over 50% of RNs report medical or surgical nursing as their specialty (Table 5.4). Among master's-prepared nurses, over 50% report administration or medical nursing as their specialty. Similar to 1992 and 1994, about 20% of Illinois registered nurses report being certified in 1996, although the proportion certified ranges from 14.2% (diploma-prepared) to 36.8% (master's prepared). Although the data indicate that the American Nurses' Association (ANA) certifies the largest proportion (31.2% to 45.4%) of nurses, some specialties are no longer certified by the ANA, as noted above.

Table 5.5 shows the distribution of RNs who never perform, or perform for more than 50% of their patients, selected nursing activities by nurses' highest educational attainment. The data show an inverse relationship between the proportion of nurses providing direct care for over 50% of their patients and their educational attainment. The proportion of RNs providing this level of care decreases from 76.6% to 47.4% as educational attainment increases from diploma to master's degree. Compared with earlier reports, an increasing portion of BSN and MSN prepared nurses spend most of their time providing direct patient care, and a shrinking portion never perform direct patient care. More diploma and ADN than BSN and MS prepared nurses perform staff supervision as part of their work. Almost half (45%) of master's prepared nurses perform some research activities, and at least two-thirds are involved in teaching students or staff.

Generally speaking the patterns shown in Table 5.5 have been stable since 1990. However, in one area, direct patient care, while the proportions of nurses with

diploma, associate degree, and baccalaureate degree education providing direct care to over 50% of their patients has remained stable, the proportion of master's prepared nurses performing this activity has gradually increased in each biennial survey from 38.8% in 1990 to 47.4% in 1996.

Table 5.6 shows nurses' ratings of the opportunity to use their skills in their current position and factors they would change their job to improve by their highest academic degree obtained. Proportionately more (51.4%) master's prepared RN's report a very good chance to use their skills compared with other degree categories (43% or less). Close to one in four (23.1%) RNs whose highest degree is an ADN reported only some or little chance to use their skills at their job. For RNs with associate, bachelor, or master degrees (11-12%), salary is the most common incentive for a job change. Nurses with a diploma in nursing are much more likely (81%) to report that they would not change their job compared with all others (66.5% or less).

For Illinois as a whole, 9.4% of RNs report having prior licensure as a practical nurse (Table 5.7). This percentage has increased from 7.7% in 1990. Across Illinois HSAs, proportionately more (36.2%) RNs in the southern tip (HSA 5) report prior LPN licensure while only six to seven percent in the Chicago metropolitan area (HSAs 6, 7, 8, and 9) report prior LPN licensure.

RNs' participation in study for an academic degree is shown in Table 5.8. Over ten percent of RNs in Illinois are enrolled (full- and part-time combined) in some type of degree program, and this percentage varies from 8.4% (HSA 2) to 12.9% (HSA 6). Overall, part-time study is clearly favored at 9.2%. HSA 6 has proportionately more (10.7%) RNs studying on a part-time basis. Participation in study for an academic degree has gradually declined from 13.7% in 1986.

Tables 5.9 and 5.10 show the distribution of academic enrollment by employment setting and principal nursing position. Although these two tables do not differ substantially from the patterns of full-time and part-time study shown in Table 5.8, there is much more variation across settings and principal position. Employment settings range from 3.3% enrolled (or 96.7% not enrolled) for nurses employed in doctors' offices to 20- to 30% for RNs working in LPN, ADN, and BSN education programs. Similarly, comparisons of academic enrollment by nursing position show more variation, with office nurses (96.8%), nurse anesthetists (93.9%), and certified nurse midwives (93.1%) more likely not to be engaged in formal study, and inservice educators (20.1%), faculty (20.1%), and head nurses (16.9%) most likely to be enrolled in formal study. Larger hospitals have a larger portion of their RN workforce who are currently enrolled in a formal academic degree program.

Tables 5.11 through 5.15 show several aspects of RNs' participation in continuing education. In 1996 almost 89% of RNs reported some level of continuing education, a proportion that has gradually increased since 1986 (82.1%). Nurses who

are self employed (76.6%) or who work in doctors' offices (72.8%) are least likely to report continuing education activity (Table 5.12). Those who work on a partial-year basis are also least likely to report continuing education activity (Table 5.13). A higher proportion (96.5%) of nurses having a significant responsibility for teaching staff report participation in continuing education (Table 5.14). RNs whose highest degree is a diploma in nursing are least likely (75.2%) to report participation in continuing education (Table 5.15).

The last five tables (5.16 through 5.20) are discussed together in this report to more clearly show patterns in all areas of education. Table 5.16 shows that RNs who started their careers in nursing as LPNs are more likely to be 31 to 45 years of age (11.3%), African-American (29%) or Native American (20.5%), and separated (12.8%) or divorced (14%). In terms of original nursing education, proportionately more nurses who are 30 years of age or less, Asian or Pacific Islander, or who never married report their original education in nursing as a bachelor's degree (61.2%, 58%, 59.4% and 46.8%, respectively). In contrast proportionately more male (45.5%), African American (46.6%), Native American (50.6%), and Hispanic (39.8% to 45.9%) RNs report an ADN as their first nursing degree (Table 5.17). However, a slightly higher proportion of men, African Americans, and Native Americans later obtained a master's degree (Table 5.18). African American (18.1%), Native American (20.8%), and Hispanic (12.3% to 16.7%) nurses are proportionately more likely to be engaged in academic study (Table 5.19). In other words, RNs who reported membership in an ethnic group with a high proportion entering nursing through practical nursing or associate degree programs also have the highest proportion currently seeking an additional degree. Finally, Table 5.20 shows that the proportion of nurses participating in continuing education increases with reported gross household income.

Table 5.1

1996 Employment Location by Original Nursing Education and Highest Degree Earned

Employment Location	N	Original Nursing Education				Highest Degree Earned			
		Diploma	Associate Degree	BSN Degree	MSN Degree	Diploma	Associate Degree	BSN Degree	MSN Degree
Illinois HSA 1	2034	46.7	35.5	17.5	0.2	34.0	30.6	24.6	10.0
Illinois HSA 2	2510	48.1	32.6	19.0	0.2	36.8	27.7	27.1	7.8
Illinois HSA 3	1981	47.0	34.8	17.9	0.4	31.9	28.7	30.7	8.1
Illinois HSA 4	2291	43.5	34.4	22.0	0.1	31.2	28.7	30.2	9.1
Illinois HSA 5	1804	27.9	61.8	9.9	0.4	19.9	52.9	20.7	6.4
Illinois HSA 6	6312	30.6	22.7	46.0	0.7	16.3	16.2	47.0	18.2
Illinois HSA 7	9550	35.0	30.9	33.6	0.4	22.2	24.1	40.1	12.8
Illinois HSA 8	2884	38.5	36.6	24.7	0.2	25.8	29.4	33.3	11.0
Illinois HSA 9	1337	36.8	41.9	21.0	0.5	26.5	33.6	30.4	8.5
Illinois HSA 10	630	61.9	30.5	7.6		47.9	27.4	16.6	7.6
Illinois HSA 11	1369	37.2	43.6	19.3		26.0	35.9	28.0	9.1
Illinois Total	32702	37.8	33.4	28.4	0.4	25.2	26.9	35.2	11.8

Note: Results are expressed as percentages of RNs reporting working in this geographic location (HSA = Health Service Area); e.g., 46.7% of 2,034 RNs working in HSA 1 reported diploma as their basic nursing education.

Table 5.2

Principal Nursing Employment Setting and Agency Type by Original Nursing Education and Highest Degree Earned

Setting	N	Original Nursing Education				Highest Degree Earned			
		Diploma	ADN	BSN	Diploma	AD	BS	Masters	
Hospital	18703	34.4	35.2	30.2	23.1	30.3	41.5	5.1	
Hospital Clinic	949	36.2	28.1	34.5	22.2	21.4	45.2	11.2	
Clinic	1021	44.3	32.2	22.9	32.3	28.6	32.4	6.6	
HMO	411	40.1	30.8	28.3	23.2	22.9	44.1	9.6	
Emergency	274	33.2	44.4	22.0	28.7	40.3	29.5	1.5	
Physicians/Dentists' Ofc.	2029	51.7	36.7	21.5	42.4	24.6	28.3	4.6	
Nursing Home/Ext. Care	2610	38.2	39.3	22.0	30.1	36.9	30.6	2.3	
Home Care	2484	36.3	39.0	24.4	24.5	33.5	37.6	4.3	
Public Health	963	42.0	27.1	30.6	22.3	22.7	46.0	8.5	
Occur. Health	476	52.5	32.0	15.0	29.9	24.6	41.5	4.0	
Student Health	922	45.7	18.3	34.9	18.1	14.4	36.1	11.2	
LPN Program	82	27.2	33.3	39.5	3.5	9.9	72.8	14.8	
ADN Program	292	38.5	18.6	40.5	1.0	7.6	50.9	40.2	
Diploma Program	58	62.1	10.3	27.6	31.0	8.6	34.5	25.9	
BSN Program	457	35.2	9.9	54.1	0.4	4.0	44.2	50.3	
Self Employed	200	50.5	16.2	32.3	23.7	13.6	47.0	15.7	
Nsg or Health Assoc	43	31.7	22.0	43.9	7.3	19.5	36.6	36.6	
Psych Hospital	347	37.8	42.8	19.4	24.6	39.6	33.7	1.8	
Substance Abuse	91	40.7	41.8	16.5	27.5	33.0	33.0	6.6	
Other	2346	42.6	30.7	26.2	25.4	25.5	40.6	8.3	
Agency Type									
Federal Gov't	984	39.7	33.3	35.0	17.2	26.5	44.7	11.3	
State Gov't	2106	35.2	30.8	33.2	16.3	24.5	45.7	13.4	
City/County Gov't	2623	39.8	33.0	26.6	23.5	28.7	40.0	7.7	
Private not-for-profit	17919	38.5	33.0	28.1	25.0	28.2	40.6	6.2	
Private for-profit	10754	37.1	34.6	27.9	27.0	30.7	37.3	5.0	

Note: Results are expressed as percentages of RNs reporting employment in this setting or agency; e.g., 34.4% of 18,703 RNs employed in hospitals reported earning a diploma as their basic nursing education. Percentages may not sum to 100 due to rounding.

Table 5.3

Principal Nursing Position and Hospital Bed Capacity by Original Nursing Education and Highest Degree Earned

Position	N	Original Nursing Education			Highest Degree Earned			MS
		Diploma	ADN	BSN	Diploma	AD	BS	
Staff Nurse	16375	33.0	37.7	29.2	25.7	34.2	38.3	1.7
Nurse Clinician	552	33.0	21.8	44.6	16.0	15.4	59.9	8.5
Nurse Practitioner	476	32.9	19.5	45.2	9.6	11.1	43.2	34.7
Clinical Nurse Specialist	580	28.7	17.6	51.7	6.7	8.3	40.2	44.6
Nurse Anesthetist	317	52.1	11.8	32.9	25.6	11.2	42.2	21.1
Certified Nurse Midwife	103	18.8	16.8	61.4	4.0	11.9	24.8	58.4
Charge Nurse/Team Ldr	2175	35.4	44.1	20.4	28.1	39.9	30.9	1.2
Head/Ass't Head Nurse	1747	41.9	33.6	24.2	24.4	25.2	43.8	6.4
Inservice Ed Instructor	354	45.1	21.7	32.7	13.9	14.2	56.4	15.6
Admin - Nsg Svc	1800	43.3	29.6	26.4	18.5	21.8	46.2	13.4
Admin - Academic	151	44.5	14.4	40.4	4.1	5.5	33.4	36.3
Admin - Prof'l Org.	183	38.4	29.9	31.1	15.3	23.2	45.8	15.8
Nursing Faculty	781	35.1	15.9	47.5	1.0	5.4	49.0	45.9
Home Care RN	1875	35.1	41.2	23.3	25.7	37.0	34.4	2.9
Utilization Review	610	43.8	29.6	26.3	27.3	24.3	44.5	4.0
Consultant	490	40.6	25.9	32.9	18.6	17.4	50.5	13.5
Private Duty Nurse	113	36.0	46.8	17.1	29.7	44.1	25.2	0.9
Office Nurse	2185	53.4	29.0	17.5	46.2	27.5	25.6	0.7
School Nurse	864	45.9	17.6	35.5	16.1	14.2	58.2	11.3
Other	3496	46.0	27.6	25.9	24.3	21.1	46.3	8.2
Beds								
< 100	1885	37.8	45.8	16.3	28.9	41.8	26.8	2.4
100 - 199	3817	37.2	41.1	21.5	26.9	36.5	33.7	3.0
200 - 299	4293	36.4	35.5	27.9	24.9	30.5	40.3	4.3
300 - 399	3629	35.2	34.4	30.1	22.9	29.4	42.6	5.0
400 - 499	2392	32.4	32.0	35.5	20.9	26.1	46.6	6.3
>500	3395	28.6	26.9	44.0	16.3	22.4	52.6	8.5

Note: Results are expressed as percentages of RNs reporting this principal position title or hospital bed capacity, e.g., 33% of 16,375 RNs working as staff nurses reported earning a diploma as their original nursing education.

Table 5.4

Nursing Practice Specialty and Certification by Original Nursing Education and Highest Degree Earned

Specialty	Original Nursing Education			Highest Degree Earned				
	Diploma	ADN	BSN	Diploma	AD	BS	Master's	
	N	13416	11680	9967	8823	9219	12148	4090
Administration	11.5	8.8	9.5	7.3	6.7	9.6	24.1	
Obstetrics	11.3	10.8	11.2	12.1	11.3	10.4	10.9	
Geriatrics	16.8	20.7	13.1	18.7	22.5	13.7	11.6	
Pediatrics	11.4	10.7	14.6	11.7	11.2	12.8	12.8	
Medical	24.6	32.3	27.7	26.2	34.0	26.8	22.1	
Psychiatric	6.2	7.5	6.5	5.3	7.3	5.8	10.6	
Surgical	25.4	28.0	25.0	27.4	29.1	25.6	18.7	
Public/Comm Health	10.6	8.8	10.9	7.9	7.7	11.3	16.4	
Orthopedics	6.1	7.5	5.6	6.9	8.0	5.8	4.0	
Other specialty	35.3	35.0	33.3	34.1	33.4	36.7	33.1	
Percent Certified				14.2	14.6	21.1	36.8	
Specialty Org.	2496	1821	2020	1180	1161	2349	1453	
AANA	8.1	11.2	10.2	9.9	13.3	9.6	6.9	
AACN	10.1	12.2	14.7	10.9	10.2	14.9	10.3	
AAOHN	3.6	2.0	1.4	3.6	1.7	2.8	1.7	
ACNM	1.5	1.8	3.5	1.4	1.5	0.9	5.3	
ANA	38.8	34.5	38.7	31.2	35.8	35.9	45.4	
AORN	8.3	6.3	3.1	9.9	5.3	6.4	3.4	
APIC	2.0	2.6	1.7	2.4	2.8	2.3	1.1	
ANNA	1.6	1.7	1.4	1.9	1.8	1.7	0.9	
EDNA	5.8	8.5	4.1	6.4	8.4	5.7	4.4	
NAACOG	10.6	8.5	8.5	12.8	8.6	9.2	7.5	
NAPNAP	1.4	1.0	1.4	0.8	0.9	1.1	2.3	
ONS	5.0	6.8	7.3	5.1	7.1	6.6	6.3	
NITA	1.2	0.6	1.3	1.3	0.5	0.6	2.0	
ARN	1.9	2.3	2.7	2.5	2.2	2.2	2.5	

Note: Results are expressed as percentages of RNs with this educational preparation, e.g., 11.5% of 13,416 RNs whose basic nursing education is diploma reported their practice specialty as 'Administration'.

Percent certified = Percentage within degree category who report specialty certification; e.g., 14.2% of 8,823 RNs whose highest degree is a diploma report a specialty certification.

Table 5.5

Percentage of Time Spent at Different Work Activities by Highest Degree Earned

Work Activities	Highest Degree Earned			
	Diploma	AD	BS	Master's
N	10764	10126	13805	4674
Direct Patient Care				
0%	5.2	4.3	8.8	24.4
>50%	76.6	76.4	71.8	45.2
Staff Supervision				
0%	16.3	18.4	22.3	29.2
>50%	12.5	11.4	9.7	9.7
Administration				
0%	38.3	51.6	40.6	19.7
>50%	12.4	8.8	12.6	29.7
Consultation				
0%	24.4	28.8	26.3	17.6
>50%	6.6	4.4	6.5	9.5
Teaching Students				
0%	68.1	71.4	64.7	42.0
>50%	2.1	0.8	3.5	25.1
Teaching Staff				
0%	38.2	46.4	41.3	31.9
>50%	1.9	1.2	2.5	6.3
Research				
0%	78.4	79.0	77.1	61.1
>50%	1.6	1.4	2.1	3.4

Note: Results are expressed as percentages of RNs reporting this educational preparation, e.g., 9.1% of 16,167 RNs whose highest degree is a diploma reported spending no time at direct patient care.

Table 3.6

Chance to Use Skills at Job and Factors Would Change Job to Improve by Highest Degree Earned

	Highest Degree Earned			
	Diploma	AD	BS	Master's
N	8610	9180	11996	4009
Chance To Use Skills At Job:				
Very Good Chance	43.0	38.7	40.6	51.4
Fairly Good Chance	37.9	37.9	37.9	30.3
Some Chance	15.1	17.8	17.0	14.0
Little Chance	3.6	5.1	4.0	3.9
Would Change Jobs To Improve:				
Autonomy	2.5	4.9	8.4	9.3
Specialty	2.7	7.6	10.2	7.0
Schedule	5.5	9.7	10.5	5.7
Salary	5.8	10.7	13.1	11.5
Child Care	0.5	1.0	1.5	0.7
Location	3.5	5.4	6.9	5.8
Other Benefits	2.9	4.5	5.2	4.5
Other Factors	6.5	8.7	10.7	11.4
<i>Would Not Change Job</i>	81.0	69.1	64.1	69.6

Note: Results are expressed as percentages of RNs with this educational preparation, e.g., 43% of 8,610 RNs whose highest degree is a diploma reported a very good chance to use skills at which they are best.

Table 5.7

1996 Distribution of RNs Reporting Prior LPN Licensure

Employment Location		N	Prior LPN Licensure
Illinois HSA 1	1	2034	9.4
Illinois HSA 2	2	2510	10.5
Illinois HSA 3	3	1981	13.1
Illinois HSA 4	4	2291	13.2
Illinois HSA 5	5	1804	38.0
Illinois HSA 6	6	6312	7.2
Illinois HSA 7	7	9550	6.5
Illinois HSA 8	8	2884	7.7
Illinois HSA 9	9	1337	7.1
Illinois HSA 10	10	630	7.5
Illinois HSA 11	11	1369	8.6
Total, Illinois		32702	10.0

Note: N=Number of RNs who reported working within this geographic location, e.g., 9.4% of 2,034 RNs working in HSA 1 had been previously licensed as an LPN.

Table 5.8

**Extent of Participation in Study for an Academic Degree
by 1996 Employment Location**

Employment	N	Full Time	Part Time	Not Enrolled
Illinois HSA 1	2034	1.5	8.7	89.8
Illinois HSA 2	2510	0.8	7.6	91.6
Illinois HSA 3	1981	1.1	9.0	89.9
Illinois HSA 4	2291	1.9	9.4	88.7
Illinois HSA 5	1804	2.0	8.2	89.8
Illinois HSA 6	6312	2.2	10.7	87.1
Illinois HSA 7	9550	1.0	9.1	89.9
Illinois HSA 8	2884	1.4	9.4	89.2
Illinois HSA 9	1337	1.5	8.5	90.0
Illinois HSA 10	630	1.3	7.9	90.9
Illinois HSA 11	1369	1.0	9.7	89.3
Illinois Total	32702	1.4	9.2	89.3

Note: Results are expressed as percentages of RNs reporting this geographical location, e.g., 1.5% of 2,034 RNs working in Illinois HSA 1 reported currently enrolled full-time in an academic program.

Table 5.9

**Extent of Participation in Study for an Academic Degree by
Principal Nursing Employment Setting and Agency Type**

Setting	N	Extent of Participation		
		Full Time	Part Time	Not Enrolled
Hospital	18703	1.6	10.4	88.0
Hospital Clinic	949	1.3	8.4	90.3
Clinic	1021	1.9	7.1	91.0
HMO	411	1.7	12.1	86.2
Emergicenter	274	2.2	9.6	88.1
Physicians'/Dentists' Ofc.	2029	0.2	3.1	96.7
Nursing Home/Ext. Care	2610	0.7	5.4	93.9
Home Care	2484	1.0	9.1	89.9
Public Health	963	1.2	8.7	90.1
Occu. Health	476	0.8	8.9	90.2
Student Health	922	1.7	9.4	88.9
LPN Program	82	2.4	28.0	69.5
ADN Program	292	2.4	12.1	85.5
Diploma Program	58	1.7	5.2	93.1
BSN Program	457	5.5	15.0	79.4
Self Employed	200	2.0	6.1	91.9
Nsg or Health Assoc	43	0.0	9.5	90.5
Psych Hospital	347	0.9	5.0	94.1
Substance Abuse	91	1.1	12.1	86.8
Other	2346	1.2	8.5	90.3
Type of Employing Agency				
Federal Gov't	984	2.3	11.3	86.4
State Gov't	2106	1.8	9.8	88.4
City/County/Gov't	2623	1.4	8.8	89.8
Private not-for-profit	17919	1.4	10.3	88.3
Private for-profit	10754	1.4	7.3	91.3

Note: Results are expressed as percentages of RNs in this work setting, e.g., 1.6% of 18,703 RNs working in hospitals are studying full-time for an academic degree.

Table 5.10

**Extent of Participation in Study for an Academic Degree by
Principal Nursing Position and Hospital Bed Capacity**

Principal Position	N	Extent of Participation		
		Full Time	Part Time	Not Enrolled
Staff Nurse	16375	1.5	8.2	90.4
Nurse Clinician	552	2.2	13.4	84.4
Nurse Practitioner	476	2.1	9.1	88.7
Clinical Nurse Specialist	580	2.3	11.1	86.6
Nurse Anesthetist	317	1.9	4.1	93.9
Certified Nurse Midwife	103	2.0	4.9	93.1
Charge Nurse/Team Leader	2175	1.2	9.1	89.7
Head/Assistant Head Nurse	1747	0.8	16.1	83.1
Inservice Ed Instructor	354	1.4	18.6	79.9
Administrator - Nsg Svc	1800	1.6	13.8	84.6
Administrator - Academic	151	1.3	12.7	86.0
Administrator - Prof'l Org.	183	2.8	18.9	78.3
Nursing Faculty	781	3.6	16.5	79.9
Home Care RN	1875	1.0	7.8	91.2
Utilization Review	610	1.5	8.8	89.7
Consultant	490	1.4	8.6	90.0
Private Duty Nurse	113	1.8	6.3	92.0
Office Nurse	2185	0.4	2.9	96.8
School Nurse	864	1.5	9.6	88.9
Other	3496	1.5	9.5	88.9
Hospital Bed Capacity				
< 100	1885	1.2	8.3	90.6
100 - 199	3817	1.7	9.7	88.6
200 - 299	4293	1.6	10.4	88.0
300 - 399	3629	1.3	10.4	88.3
400 - 499	2392	1.4	11.5	87.1
>500	3395	1.9	11.2	86.9

Note: Results are expressed as percentages of RNs reporting this position title or bed capacity, e.g., 1.5% of 16,375 RNs working as staff nurses are studying full-time for an academic degree.

Table 5.11

Continuing Education Participation by 1996 Employment Location

Employment Location	N	% Reporting CE Participation in the Past Year
Illinois HSA 1	2034	90.2
Illinois HSA 2	2510	88.5
Illinois HSA 3	1981	89.0
Illinois HSA 4	2291	90.4
Illinois HSA 5	1804	87.7
Illinois HSA 6	6312	88.8
Illinois HSA 7	9550	87.8
Illinois HSA 8	2884	90.2
Illinois HSA 9	1337	90.2
Illinois HSA 10	630	87.3
Illinois HSA 11	1369	88.6
Illinois Total	32702	88.8

Note: Results are expressed as percentages of RNs reporting this employment location (HSA = Health Service Area); e.g., 90.2% of 2,034 RNs living in HSA 1 reported CE participation in this past year.

Table 5.12

Continuing Education Participation by Principal Work Setting

Principal Work Setting	N	% Reporting CE Participation in Past Year
Hospital	18703	92.5
Hospital Clinic	949	91.5
Clinic	1021	85.9
HMO	411	89.3
Emergicenter	274	93.1
Physicians'/Dentists' Ofc.	2029	72.8
Nursing Home/Ext. Care	2610	83.2
Home Care	2484	89.4
Public Health	963	92.9
Occu. Health	476	92.7
Student Health	922	86.9
LPN Program	82	90.2
ADN Program	292	93.3
Diploma Program	58	89.5
BSN Program	457	94.5
Self Employed	200	76.6
Nsg or Health Assoc	43	94.9
Psych Hospital	347	84.7
Substance Abuse	91	93.3
Other	2346	84.3
Type of Agency		
Federal Gov't	984	92.4
State Gov't	2106	88.8
City/County Gov't	2623	90.7
Private not-for-profit	17919	92.2
Private for-profit	10754	84.2

Note: N=Number of RNs reporting this principal work setting; e.g., 92.5% of 18,703 RNs reporting their principal work setting was a hospital reported some CE participation in past year.

Table 5.13

**Continuing Education Participation by
Position Title, Labor Activity and Hospital Bed Size**

Principal Position	N	% Reporting CE Participation in Past Year
Staff Nurse	16375	89.6
Nurse Clinician	552	93.7
Nurse Practitioner	476	97.9
Clinical Nurse	580	95.9
Nurse Anesthetist	317	99.0
Certified Nurse Midwife	103	98.0
Charge Nurse/Team Ldr	2175	92.4
Head/Ass't Head RN	1747	94.8
Inservice Ed Instructor	354	97.1
Admin - Nsg Svc.	1800	94.8
Admin - Acad.	151	93.9
Admin - Prof'l Org.	183	84.7
Nursing Faculty	781	93.4
Home Care RN	1875	89.4
Utilization Review	610	84.0
Consultant	490	86.6
Private Duty Nurse	113	67.9
Office Nurse	2185	72.1
School Nurse	864	87.7
Other	3496	87.9
Activity Level		
Full time, full year	23005	91.4
Part time, full year	10576	86.4
Part year	1116	78.1
Beds		
< 100	1885	91.5
100 - 199	3817	92.6
200 - 299	4293	92.4
300 - 399	3629	92.5
400 - 499	2392	94.0
>500	3395	91.3

Note: N=Number of RNs reporting their position title, labor activity, or hospital bed size, e.g., 89.6% of 16,375 RNs reporting staff nurse as their position title reported some CE participation in the past year.

Table 5.14

Time Spent at Different Work Activities by Continuing Education Participation

Percent Time at Work Activities	N	% Reporting CE Participation in the Past Year
Direct Patient Care		
0%	2618	90.8
>50%	22419	88.8
Staff Supervision		
0%	4324	88.5
>50%	2256	91.1
Administration		
0%	6575	88.5
>50%	2426	92.3
Consultation		
0%	4388	88.9
>50%	1096	87.0
Teaching Students		
0%	8246	89.3
>50%	912	92.3
Teaching Staff		
0%	6022	88.3
>50%	377	96.5
Research		
0%	8751	89.6
>50%	251	86.2

Note: Percentage of RNs reporting time spent at this work activity, e.g., 90.8% of 2,618 RNs reporting no time spent at direct pt care also reported some CE participation in this past year.

Table 5.15

Highest Degree Earned by Continuing Education Participation

Highest Degree	N	% Reporting CE Participation in the Past Year
Diploma	10764	75.2
Associate	10126	83.8
Bachelor's	13805	82.4
Master's	4674	87.2

Note: Results expressed as percentages, e.g., 75.2% of 10,764 RNs whose highest education is a diploma reported some CE participation in this past year.

Table 5.16

Previous LPN Licensure by Personal Characteristics

Personal Characteristics	N	Prior LPN Licensure
Sex		
Female	39483	9.4
Male	812	9.1
Age		
< 30	3619	6.5
31 - 45 Years	18935	11.3
46 - 65 Years	16234	8.5
>65 Years	1541	4.0
Race		
African-American	1323	29.0
Native American	78	20.5
Asian	2071	3.4
Pacific Islander	132	6.9
Mexican-American	213	11.8
Puerto Rican	85	17.6
Other Hispanic	105	13.3
Caucasian	36310	9.0
Marital Status		
Married, First	30474	9.1
Widowed	1319	8.9
Divorced	4034	14.0
Separated	316	12.8
Never Married	4478	7.5
Number of Children		
0	10346	8.8
1	7526	10.9
2-4	16879	9.6
>4	502	12.4
Gross Household Income		
< \$9,000	347	11.4
\$9,000 - \$14,999	455	10.0
\$15,000 - \$29,999	3476	13.0
\$30,000 - \$49,999	10347	12.2
\$50,000 or more	23243	7.9

Note: N=Number of RNs reporting this personal characteristic,
e.g., 9.4% of 39,483 female RNs reported previous LPN licensure.

Table 5.17

Original Nursing Education by Personal Characteristics

Characteristics	N	Original Nursing Education			
		Diploma	Associate	Bachelor's	Master's
Sex					
Female	39483	40.6	31.2	27.8	0.4
Male	1191	19.4	45.5	34.2	0.8
Age					
30 years or less	3619	7.8	30.8	61.2	0.1
30 - 45 years	18955	26.8	39.1	33.7	0.4
45 - 65 years	16234	58.8	25.0	15.8	0.4
Over 65 years	1541	78.6	11.2	9.5	0.7
Race					
African American	1323	23.1	46.6	29.8	0.5
Native American	78	29.9	50.6	18.2	1.3
Asian	2071	30.6	10.7	58.0	0.7
Pacific Islander	132	27.3	13.3	59.4	
Mexican American	213	24.3	39.8	34.0	1.9
Puerto Rican	85	20.0	45.9	34.1	
Other Hispanic	105	17.3	45.2	37.5	
Caucasian	36310	41.5	32.1	26.1	0.3
Marital Status					
Married, first marriage	25604	42.0	28.3	29.3	0.4
Married, not first marriage	4870	35.5	47.8	16.3	0.4
Widowed	1319	67.1	22.2	10.4	0.2
Divorced	4034	38.7	42.3	18.7	0.4
Separated	316	26.5	45.3	27.8	0.3
Never Married	4478	28.0	24.5	46.8	0.6
Number of Children					
0	10346	42.4	27.5	29.7	0.3
1	7526	40.0	34.5	25.1	0.4
2 - 4	15879	34.7	35.3	29.7	0.3
> 4	502	33.3	38.1	28.4	0.2
Gross Family Income					
< \$9,000	347	46.6	29.6	23.0	0.9
\$9,000 - \$14,999	455	52.6	28.4	18.3	0.7
\$15,000 - \$29,999	3476	40.5	36.4	22.9	0.2
\$30,000 - \$49,999	17347	38.7	35.4	25.6	0.3
\$50,000 or more	23243	38.9	30.3	30.4	0.4

Note: Results are expressed as percentages, e.g., 40.6% of 39,483 female RNs reported their original nursing education was a diploma.

Table 5.18

Highest Degree Earned by Personal Characteristics

Characteristics	N	Highest Degree			
		Diploma	Associate	Bachelor's	Master's
Sex					
Female	39483	27.5	25.1	34.6	11.7
Male	1191	12.0	36.2	36.4	13.7
Age					
30 years or less	3619	6.7	28.3	62.4	2.6
30 - 45 years	18935	18.4	31.5	37.6	11.7
45 - 65 years	16234	38.5	19.3	26.6	13.9
Over 65 years	1541	55.9	9.9	21.2	11.6
Race					
African American	1323	10.6	35.3	36.8	15.7
Native American	78	24.0	38.7	22.7	13.3
Asian	2071	23.6	10.2	58.6	7.0
Pacific Islander	132	21.0	14.5	54.0	8.9
Mexican American	213	18.0	33.5	39.0	8.5
Puerto Rican	85	15.9	40.2	40.2	3.7
Other Hispanic	105	13.3	34.7	35.7	14.3
Caucasian	36310	28.1	25.8	33.2	11.9
Marital Status					
Married, first marriage	25604	29.8	23.2	35.4	10.7
Married, not first marriage	4870	23.1	38.3	25.4	11.7
Widowed	1319	48.5	18.0	21.7	10.5
Divorced	4034	23.5	33.0	29.1	13.2
Separated	316	20.7	39.1	28.9	10.2
Never Married	4478	13.0	18.8	49.8	16.8
Number of Children					
0	10346	25.9	20.3	36.9	15.2
1	7526	26.9	27.5	33.1	11.4
2 - 4	16879	25.0	29.7	34.7	9.9
> 4	502	26.4	33.5	32.4	7.3
Gross Family Income					
< \$9,000	347	38.6	26.4	28.3	6.1
\$9,000 - \$14,999	455	42.8	25.3	26.9	4.5
\$15,000 - \$29,999	3476	32.6	33.3	29.8	4.1
\$30,000 - \$49,999	10347	28.2	29.9	34.4	7.0
\$50,000 or more	23243	24.3	23.0	36.1	15.1

Note: Results are expressed as percentages, e.g., 27.5% of 39,483 female RNs reported their highest education was a diploma.

Table 5.19

Extent of Participation In Study for an Academic Degree by Personal Characteristics

Characteristic	N	Extent of Participation		
		Full Time	Part Time	Not Enrolled
Sex				
Female	39483	1.4	8.4	90.2
Male	1191	4.1	9.9	86.0
Age				
30 years or less	3619	2.9	10.7	86.4
30 - 45 years	18935	1.8	10.1	88.1
45 - 65 years	16234	1.0	6.7	92.3
Race				
African American	1323	3.6	14.5	81.9
Native American	78	3.9	16.9	79.2
Asian	2071	1.4	4.5	94.1
Pacific Islander	132	1.5	6.8	91.7
Mexican American	213	1.9	12.3	85.8
Puerto Rican	85	3.6	14.3	82.1
Other Hispanic	105	2.9	16.7	80.4
Caucasian	36310	1.4	8.4	90.2
Marital Status				
Married, first marriage	25604	1.2	7.5	91.3
Married, not first marriage	4870	1.9	9.7	88.4
Widowed	1319	0.9	5.3	93.8
Divorced	4034	2.0	11.0	87.0
Separated	316	1.0	8.8	90.3
Never Married	4478	2.7	11.4	85.9
Number of Children				
0	10346	2.1	8.6	89.3
1	7526	1.3	8.6	90.1
2 - 4	16879	1.4	9.0	89.6
> 4	502	2.4	7.4	90.1
Gross Family Income				
< \$9,000	347	3.9	4.5	91.6
\$9,000 - \$14,999	455	5.6	4.5	90.0
\$15,000 - \$29,999	3476	1.3	6.4	92.3
\$30,000 - \$49,999	10347	1.5	8.7	89.8
\$50,000 or more	23243	1.5	9.1	89.5
Number of Nursing Positions				
1	29610	1.3	8.8	89.9
>1	4543	2.2	11.9	85.9
Nursing Employment Participation				
Full-time	23005	1.3	10.6	88.1
Part-time	10576	1.6	6.7	91.7
Partial Year	1116	2.5	5.4	92.1

Note: Results are expressed as percentages, e.g., 1.4% of 39,483 female RNs are studying for an academic degree full-time.

Table 5.20

Continuing Education Participation by Personal Characteristics

Characteristic	N	% Reporting CE Participation in the Past Year
Sex		
Female	39483	81.4
Male	1191	87.7
Age		
30 years or less	3619	85.1
30 - 45 years	18935	84.0
45 - 65 years	16234	81.8
over 65	1541	41.5
Race		
African American	1323	84.5
Native American	78	81.3
Asian	2071	87.3
Pacific Islander	132	89.1
Mexican American	213	90.1
Puerto Rican	85	81.7
Other Hispanic	105	87.6
Caucasian	36310	81.0
Marital Status		
Married, first marriage	25604	80.6
Married, not first marriage	4870	83.6
Widowed	1319	68.5
Divorced	4034	86.1
Separated	316	81.6
Never Married	4478	84.8
Number of Children		
0	10346	81.1
1	7526	84.3
2 - 4	16879	82.8
> 4	502	75.5
Gross Family Income		
< \$9,000	347	51.5
\$9,000 - \$14,999	455	54.3
\$15,000 - \$29,999	3476	73.4
\$30,000 - \$49,999	10347	82.9
\$50,000 or more	23243	84.5

Note: N=Number of RNs reporting the personal characteristic, e.g., 81.4% of 39,483 female RNs reported some CE participation in this past year.

