



**NEBRASKA
CENTER FOR
NURSING**

2017 NEBRASKA LPN WORKFORCE SURVEY REPORT

NEBRASKA CENTER FOR NURSING

DEPARTMENT OF HEALTH AND HUMAN SERVICES – LICENSURE UNIT – JUNE 2018

The Nebraska Center for Nursing

<https://center4nursing.nebraska.gov>

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June 2018 – Lincoln, Nebraska

BACKGROUND

Since November 2000, the Licensed Practical Nurse Workforce Survey has been included with the Licensed Practical Nurse (LPN) renewal application. In 2000, the Nebraska Legislature created the Nebraska Center for Nursing to address the nursing shortage. In August of 2017, Nebraska Licensed Practical Nurses (LPNs) were surveyed in conjunction with LPN renewal notices.

A total of 5,671 Workforce Surveys were collected and entered for data analysis. From this total, 5,429 were completed on-line, and 242 on paper. In order to merge the Workforce Survey responses with the database information, the license number, which was stamped on the survey prior to mailing or typed by an online survey participant, was used to merge the survey responses with information from the database. This information was used to calculate demographic characteristics of the sample, such as age and gender. Of the 5,671 surveys collected, 5,004 identified themselves as being principally employed in Nebraska (88.2%). A copy of the survey form can be found in the **Appendix**.

LPN demographics in Nebraska indicate that 88% are White (%) and 97% female. Similar results were found with the 2015 LPN Renewal Survey. Race/ethnicity among LPNs are more diverse at the national level, where only 63.2 are White, and the percentage of males is higher compared to the state level in Nebraska (7.6% vs. 3.2%, respectively). The average age of LPNs in Nebraska has not changed when compared to 2015 (in both years the average age for LPNs was 46.1). Average age of LPNs in Nebraska is higher compared to the national average age of 43.6 years (U.S. DHHS, 2013).

In considering the geographic distribution of LPNs in Nebraska, there are 0.5 more LPNs per 1,000 people working in rural areas than in urban areas (3.0 vs. 2.5, respectively). Almost one-quarter of all LPNs (23 percent) work in rural counties in Nebraska. Similar results are found at the national level (U.S. DHHS, 2013).

Currently, nine percent of LPNs are enrolled in a nursing education program, mostly for Associate Degree Programs, followed by Baccalaureate Degree Programs.

Thirty four percent of LPNs work in a Nursing Home/Extended Care/Assisted Living Facility. That percentage is similar compared to national statistics (U.S. DHHS, 2013). Over 30 percent of LPNs are specialized in Geriatrics/Gerontology as part of their nursing practice position. One-third of LPNs earned a salary between \$35,000 and \$45,000.

The most liked aspect of nursing was “patients” and the least liked aspect was “salary”. The large majority of LPNs who would choose nursing again, were very unlikely to leave nursing as their principal employment, and would encourage others to choose nursing as a career.

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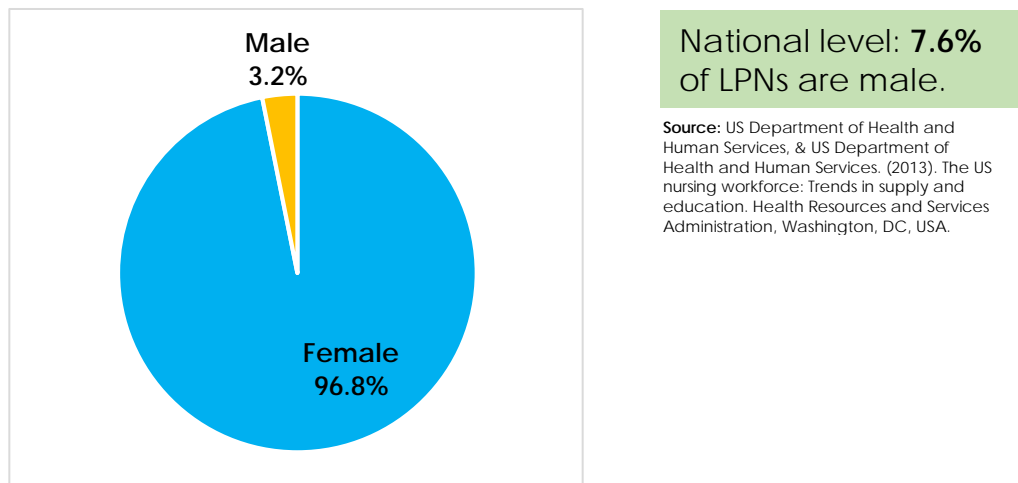
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DEMOGRAPHICS

GENDER

In Nebraska, 3.2% of LPNs identified themselves as male and 96.8% as female, which shows an increment of 0.1% in male nursing participation in comparison to the 2015 report. **Figure 1** shows the percentage of male and female nurses in Nebraska for the current 2017 LPN survey.

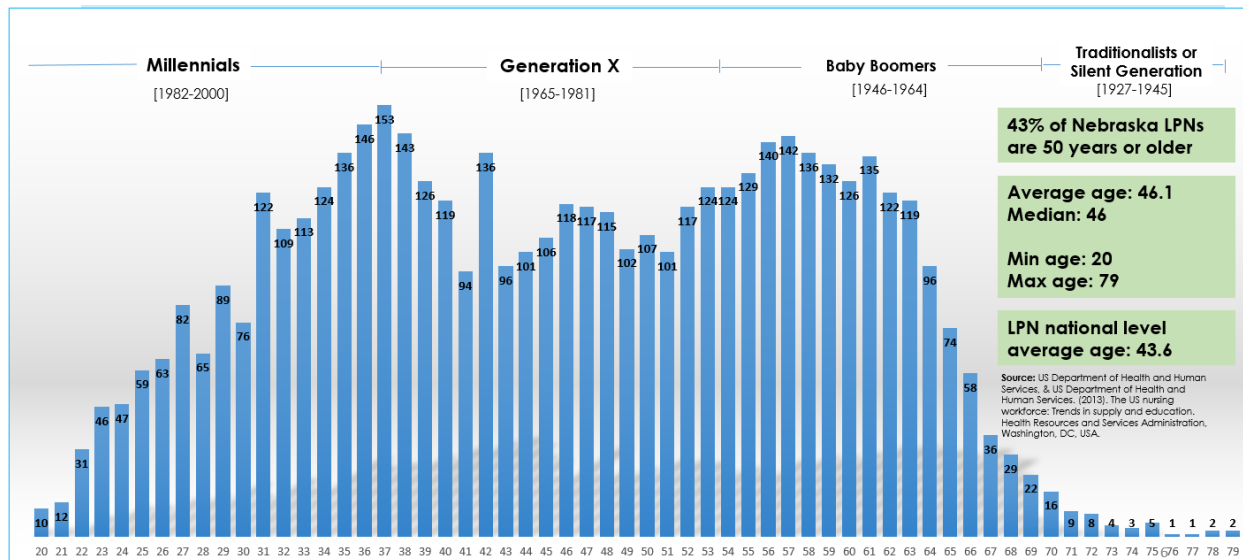
Figure 1: Distribution of Nebraska Licensed Practical Nurses by Gender in 2017



AGE

Figure 2 depicts the distribution of Nebraska LPNs by age. In Nebraska the average age of LPNs is 46.1 (max = 79; min = 20; s.d. = 12.4; median = 46). The average age for male LPNs is 44.0 and for female LPNs is 46.2. One-third of the LPN workforce are baby-boomers (currently 54 years and older). See **Figure 2**. On average, LPNs are four years older than ten years ago. A similar trend has occurred at the national level.

Figure 2: Distribution of Nebraska Licensed Practical Nurses by Age



RACIAL/ETHNIC BACKGROUND

Figure 3 shows the distribution of LPNs in Nebraska according to self-reported racial/ethnic categories. The preponderance of nurses were Caucasian, 88.3%. Minorities represented 11.7% of the total LPN population, which is 3% higher when compared to 2015. The highest percentage of minorities is represented by African Americans (5.2%), followed by Hispanic/Latinos (3.9%). At the national level, 37% of LPNs are minorities (U.S. DHHS, 2013). In the general population of Nebraska (2016 estimates), 80.3% are Caucasian, 4.6% are African American, 0.7% are American Indian/Alaska Native, 2.1% are Asian, and 10.2% are Hispanic/Latino (2012-2016 American Community Survey 5-Year Estimates. Table DP05). See Figure 4.

Figure 3: Distribution of Nebraska LPNs by Racial/Ethnic Background

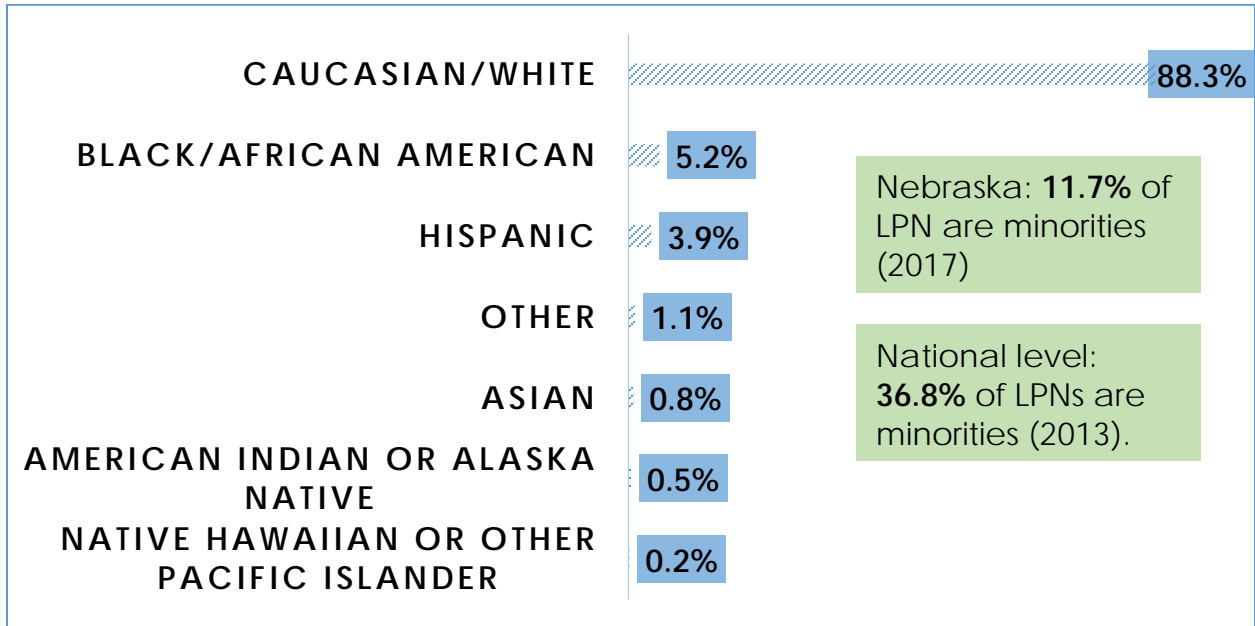
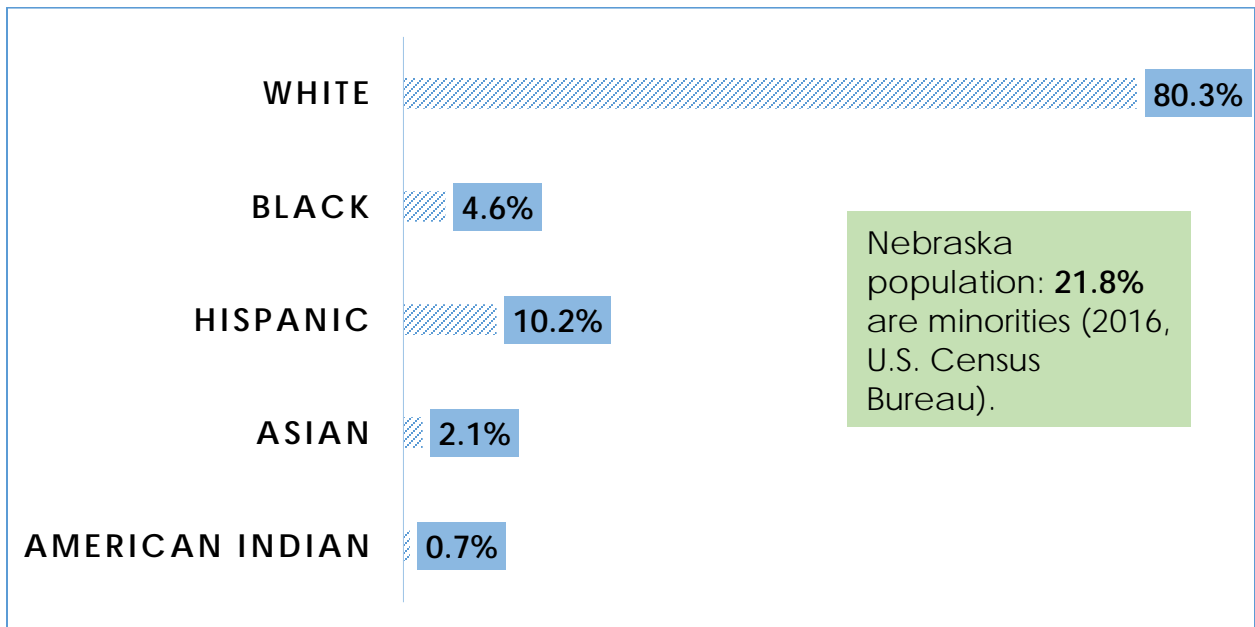


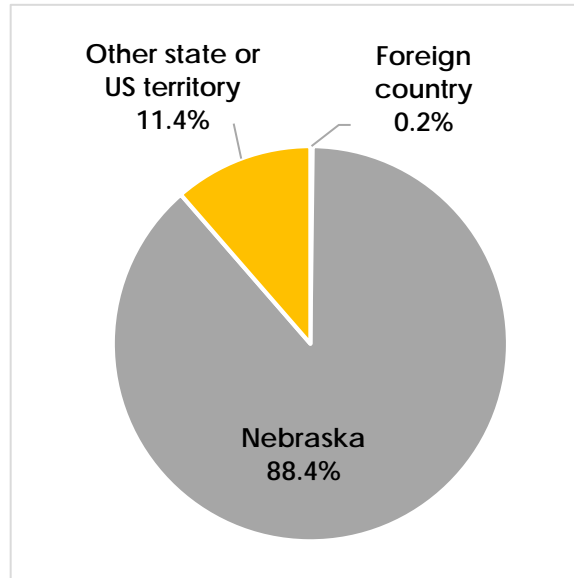
Figure 4: Nebraska Race/Ethnicity



EDUCATION

Most LPNs (88.4%) graduated from a Nebraska LPN program, 11.4% were educated in other states, and 0.2% were foreign educated. This information is depicted in **Figure 5**.

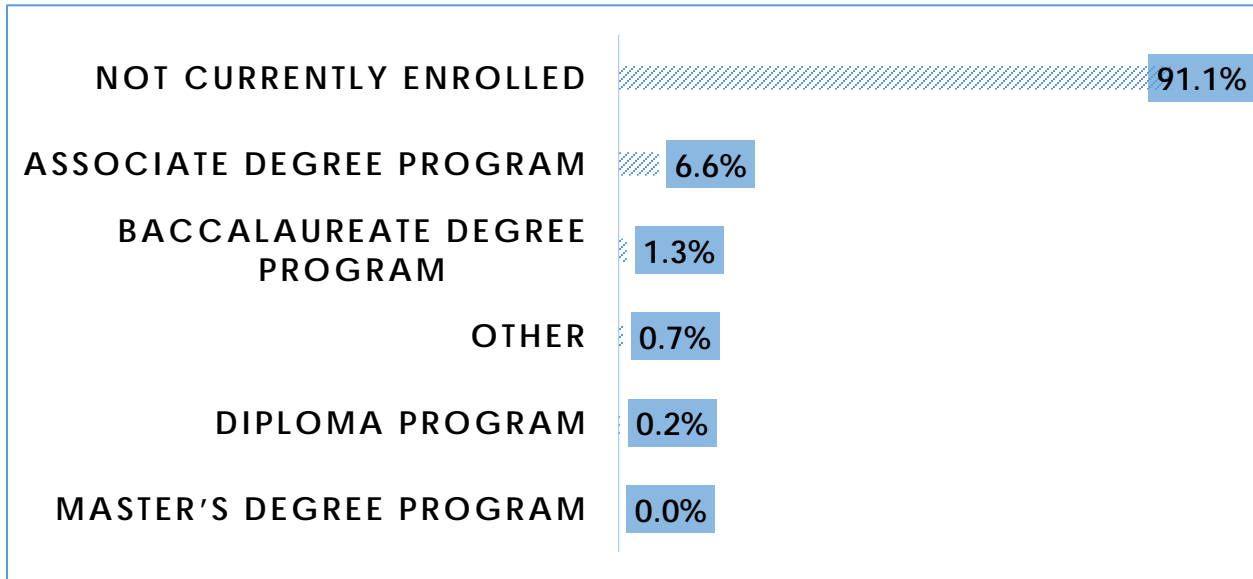
Figure 5: Geographic Location of Education



ENROLLED IN A NURSING EDUCATION PROGRAM

LPNs were asked if they were currently enrolled in a nursing education program leading to a degree or certificate. Nearly 9 out of ten LPNs responded that they were not enrolled in a nursing education program, followed by those who mentioned being enrolled in an Associate Degree Program (6.6%), then followed by a Baccalaureate Degree Program (1.3%). See **Figure 6**. LPNs reporting that they had a non-nursing degree before they entered the LPN program were 10.6%.

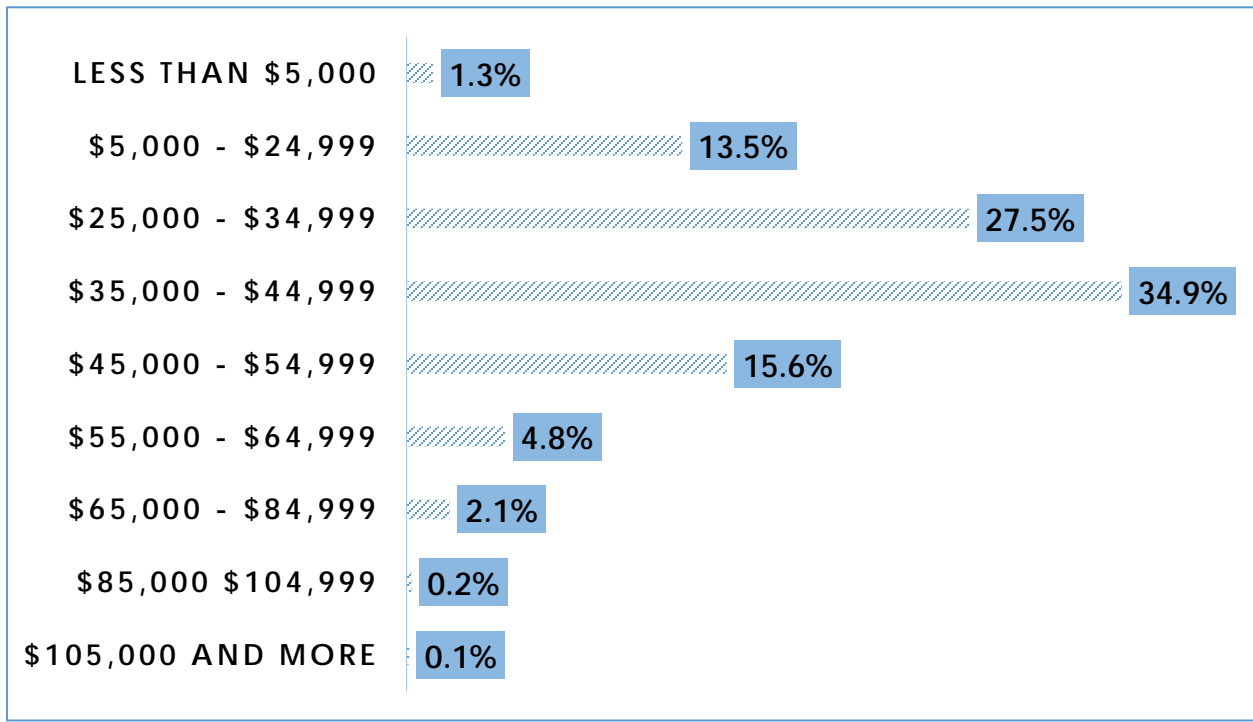
Figure 6: LPNs Currently Enrolled in Nursing Education Programs



SALARY

LPNs were asked to describe their salary ranges. **Figure 7** displays the reported salary information. The highest percentage (34.9%) of LPNs earned \$35,000 - \$44,999 followed by 27.5% earning \$25,000 - \$34,999. Nearly one-fourth (22.9%) LPNs reported earning more than \$45,000. According to the Nebraska Department of Labor, the estimated mean annual wage for LPNs is \$42,516 (<https://networks.nebraska.gov>).

Figure 7: Salaries of Nebraska LPNs

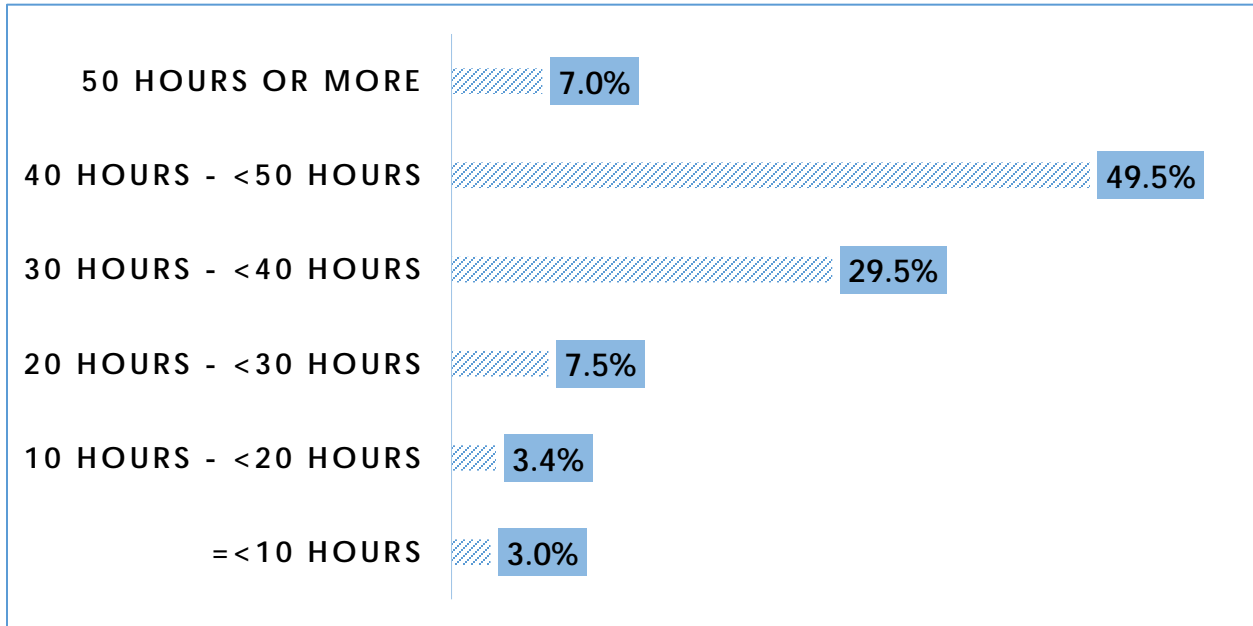


WORK ENVIRONMENT

HOURS WORKED PER WEEK

Figure 8 shows the amount of time Nebraska LPNs work each week. In 2017, 93.5% of Nebraska LPNs were working over 20 hours per week. Overall, 56.5% of LPNs work 40 hours a week or more. The highest percentage of LPNs reported working at least 40 but less than 50 hours per week (49.5%), followed by 29.5% working at least 30 but less than 40 hours per week. Seven percent of LPNs work more than 50 hours per week.

Figure 8: Average Work Hours per Week for Nebraska LPNs



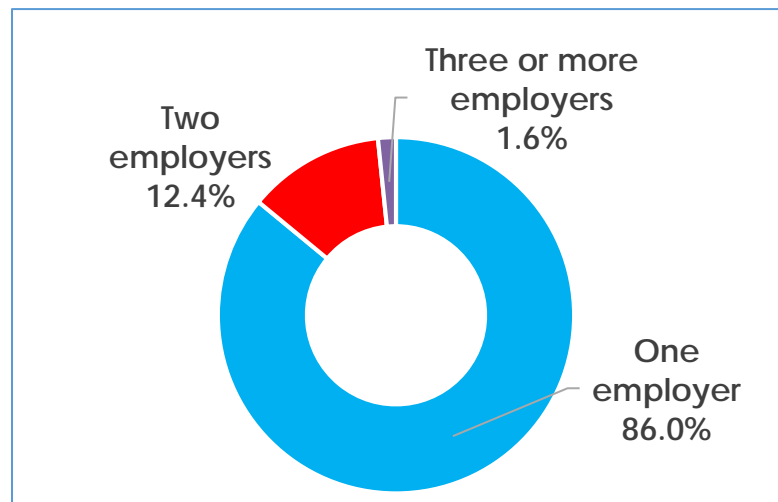
WORK SITUATION

The majority of LPNs (99.0%) were actively employed in nursing positions (full-time, part-time, or per-diem). The percentage of LPNs working in non-nursing positions was 0.7%. Only 0.1% were not employed, and 0.1% were working as nurse volunteers.

EMPLOYERS OF NURSES

Nebraska LPNs identified how many employers they worked for at the time of the survey. In 2017, 86.0% of LPNs worked for one employer, 12.4 % for two, and 1.6 % for three or more. **Figure 9** is based on these percentages.

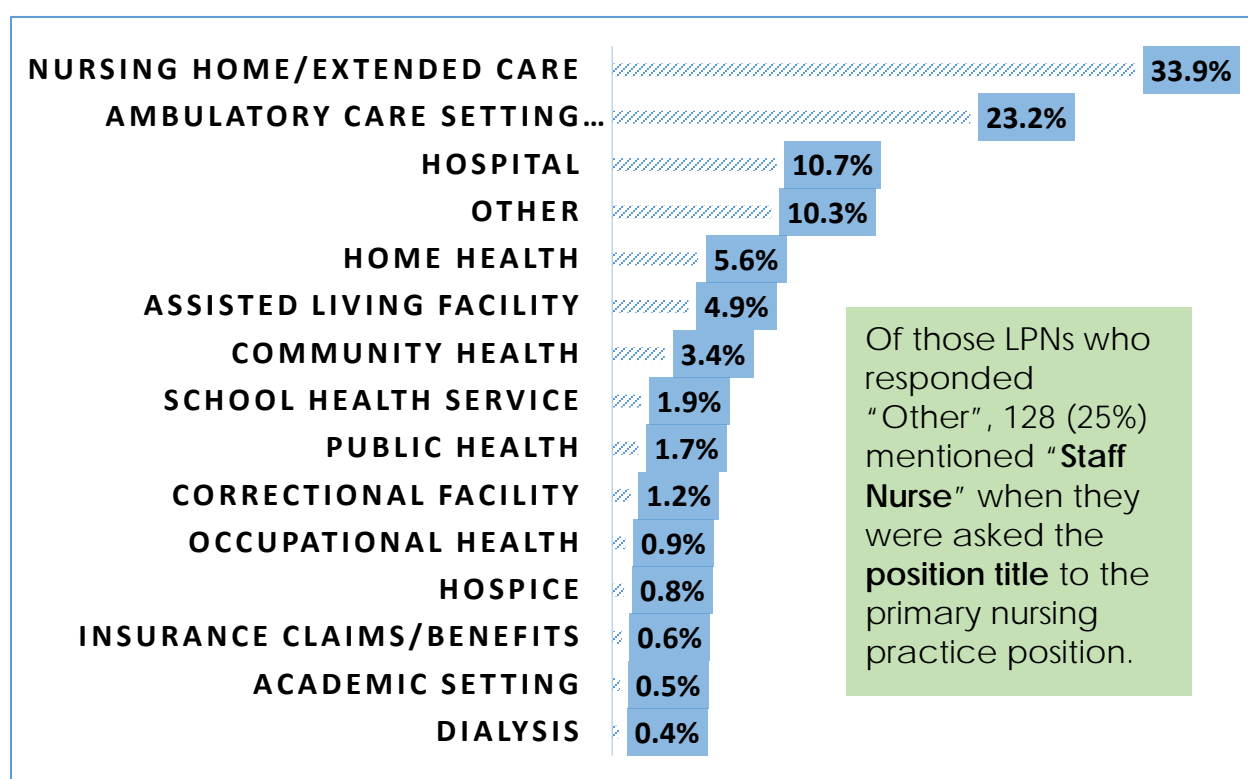
Figure 9: Number of Employers



SETTING

The 2017 Renewal Survey lists 16 working nurse practice positions (for details see Appendix). Nursing Home/Extended Care is the major employer of LPNs with 33.9% of LPNs, followed by "Ambulatory Care Setting (Clinic)" (23.2%), Hospital (10.7%), "Other" (10.3%), "Home Health" (5.6%), and "Assisted Living Facility" (4.9%). See **Figure 10**.

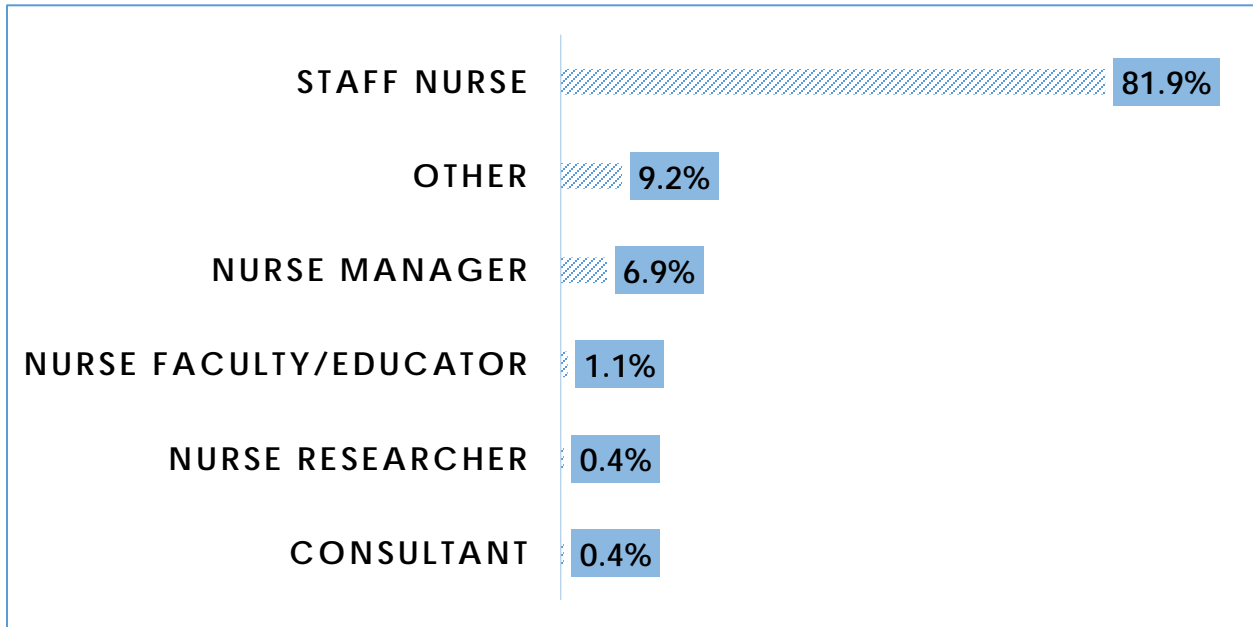
Figure 10: Nebraska LPN Work Settings



PRIMARY LPN PRACTICE POSITION

Eight out of ten LPNs work as "Staff Nurse" (81.9%), followed by "Other" (9.2%), and then by "Nurse Manager" position (6.9%). See **Figure 11**. Over one-third of Staff Nurses work in "Nursing Home/Extended Care" facilities.

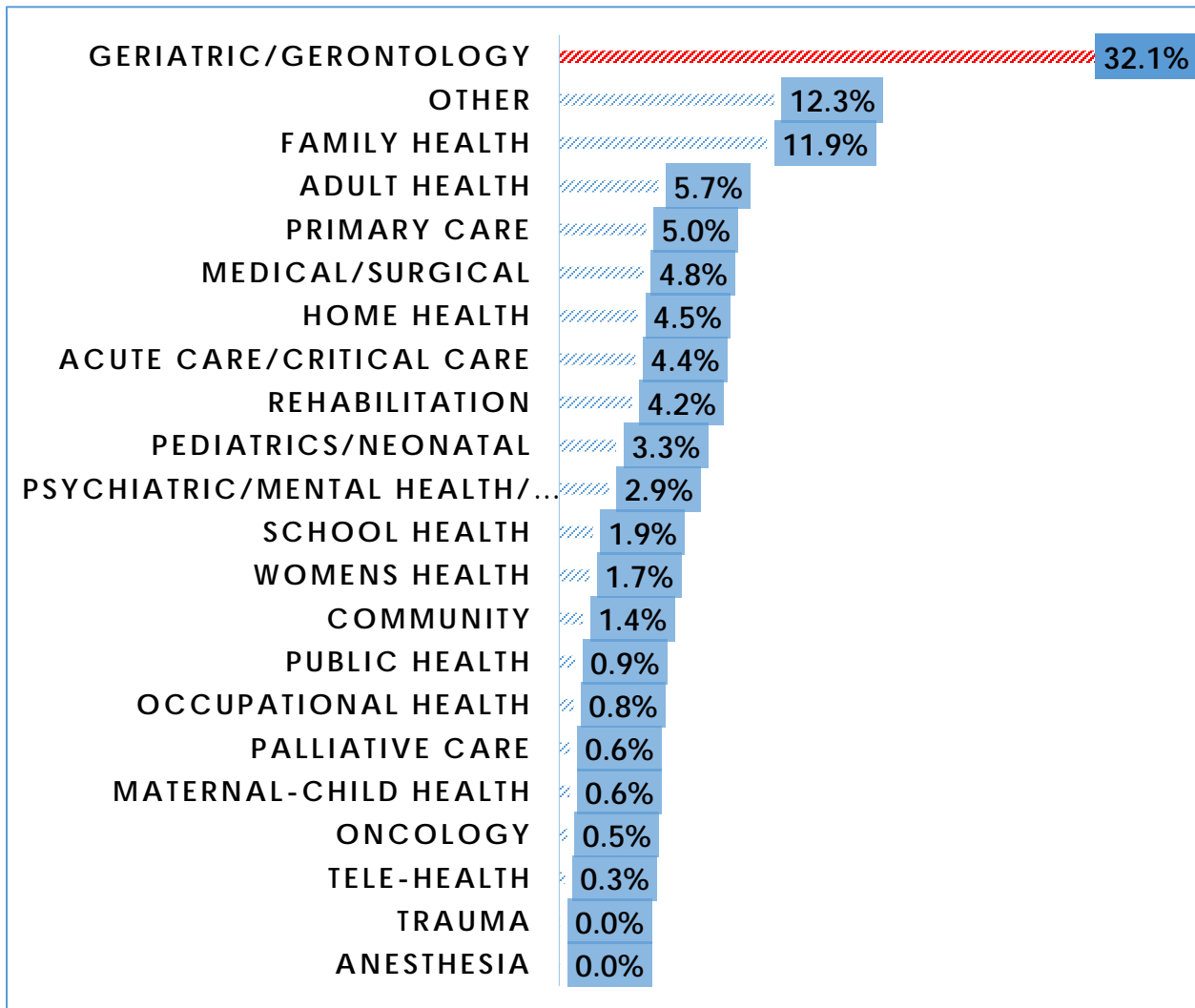
Figure 11: Nebraska Primary LPN Practice Position



EMPLOYMENT SPECIALTY

Twenty-two different specialties were listed for LPNs to choose from. Geriatric/Gerontology was the primary specialty chosen by LPNs (34.8%), followed by "Other" (12.3%), and then by "Family Health" (11.9%). Of those who selected "Other" as specialty, 64% work as "Staff Nurse". See **Figure 12** for a complete list of specialties.

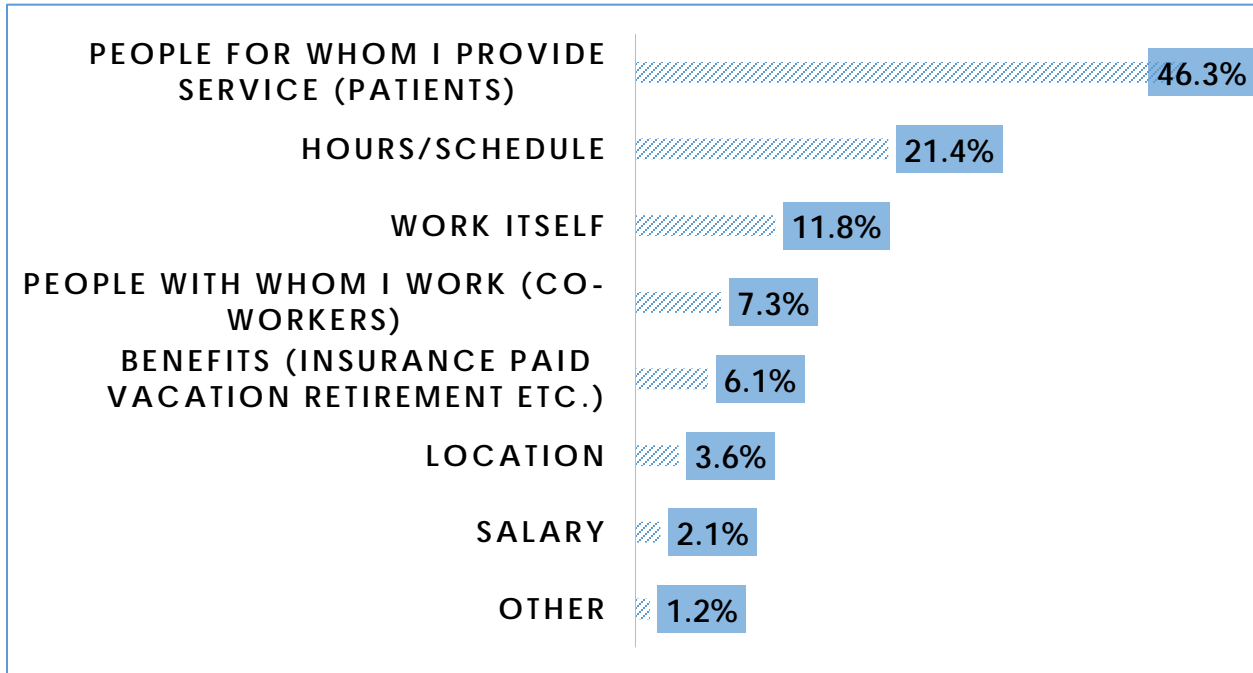
Figure 12: Nebraska LPN Specialties



SATISFACTION LEVELS WITH EMPLOYMENT

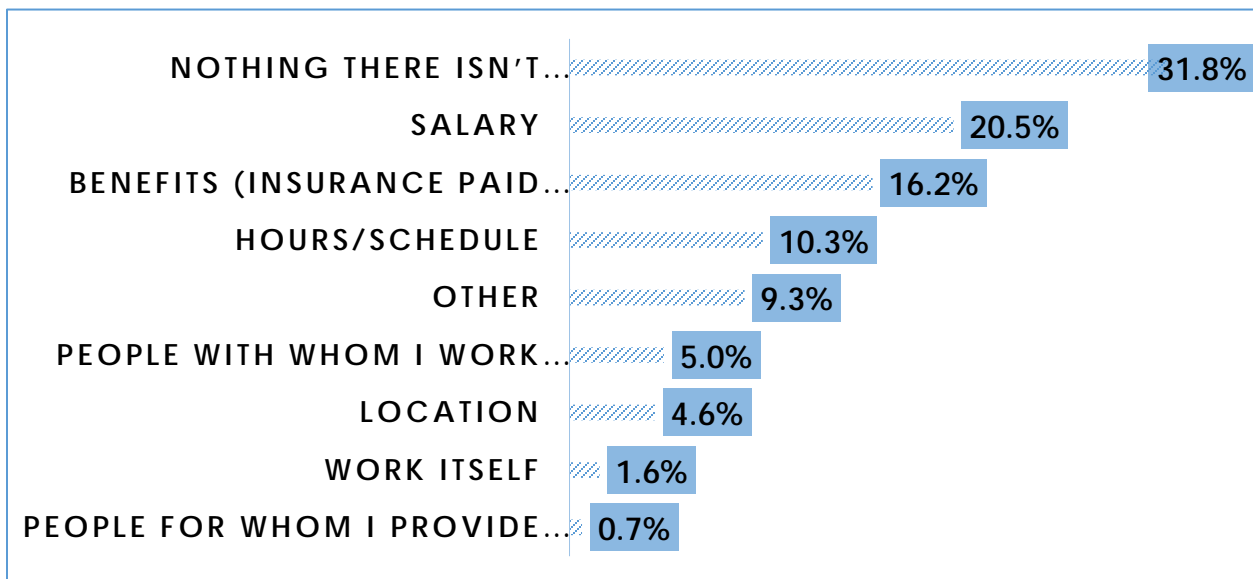
Nearly half of LPNs indicated that what they like the most about their job is to provide services to patients (46.3%), followed by Hours/schedule (21.4%), and then by the Work itself (11.8%). See **Figure 13**.

Figure 13: What Do You Like MOST About Your Principal Nursing Employment?



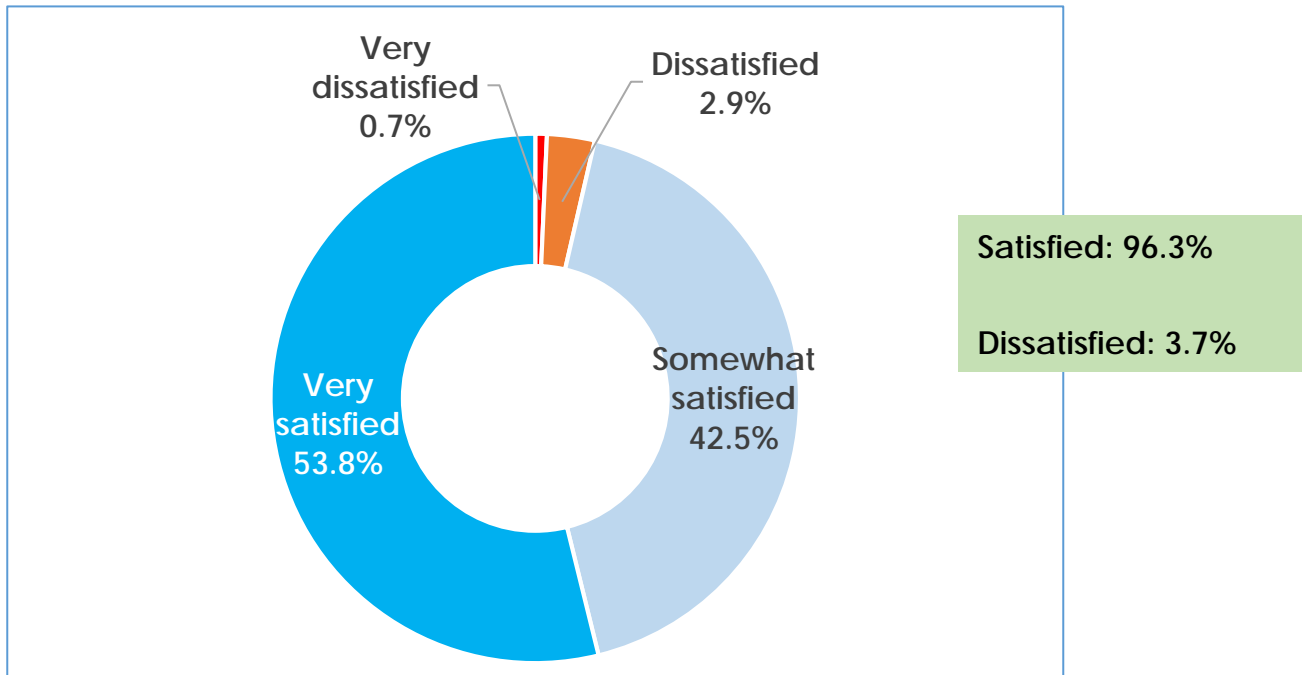
When LPNs were asked about what they like the least, three out of ten indicated that there is nothing they do not like (31.8%), followed by Salary (20.5%), and then by Benefits (16.2%). See **Figure 14**.

Figure 14: What Do You Like LEAST About Your Principal Nursing Employment?



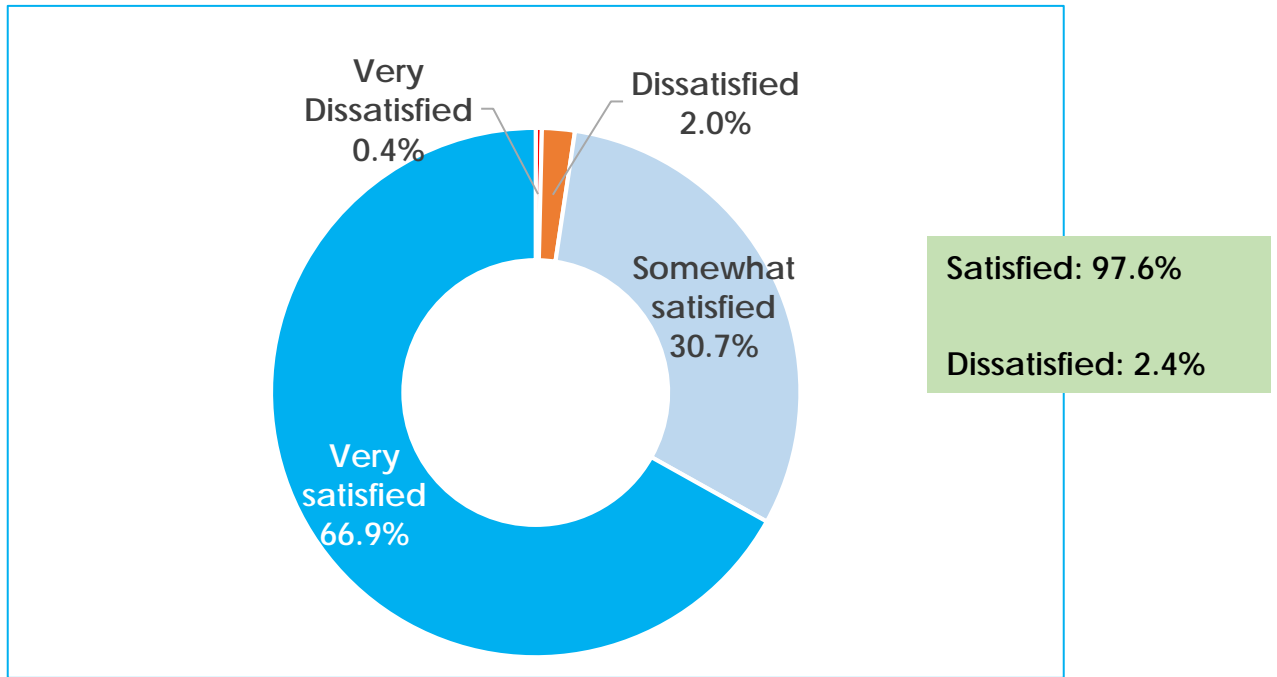
LPNs were asked how satisfied they are with their current job. One out of two nurses indicate that they are “Very satisfied” with their jobs (53.8%). Only 0.7% of nurses indicated that they were “Very dissatisfied” with their current job. When merging positive remarks about their jobs (i.e., “Very satisfied” and “Somewhat satisfied”), a total of 96.3% of LPNs feel satisfied with their current jobs. See **Figure 15**.

Figure 15: How Satisfied Are You With Your Current Job?

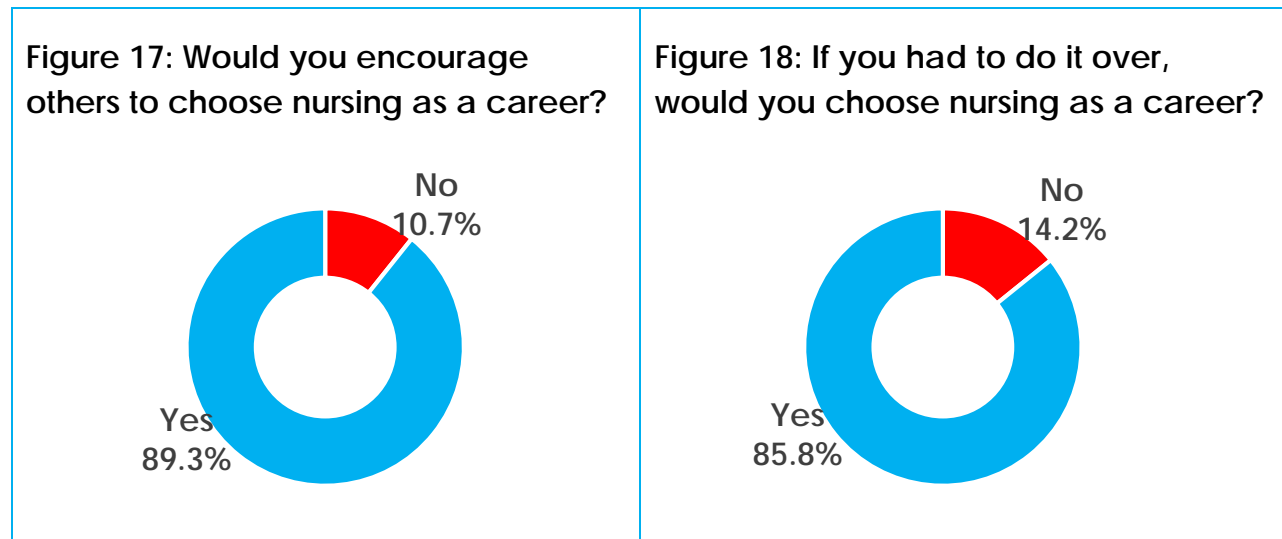


LPNs were also asked how satisfied they are with nursing as a career. Two thirds of LPNs answered that they were “Very satisfied” (66.9%), followed by “Somewhat satisfied” (30.7%). Overall, 2.4% of LPNs answered that they were not satisfied with their career. See **Figure 16**.

Figure 16: How Satisfied Are You With Nursing As A Career?



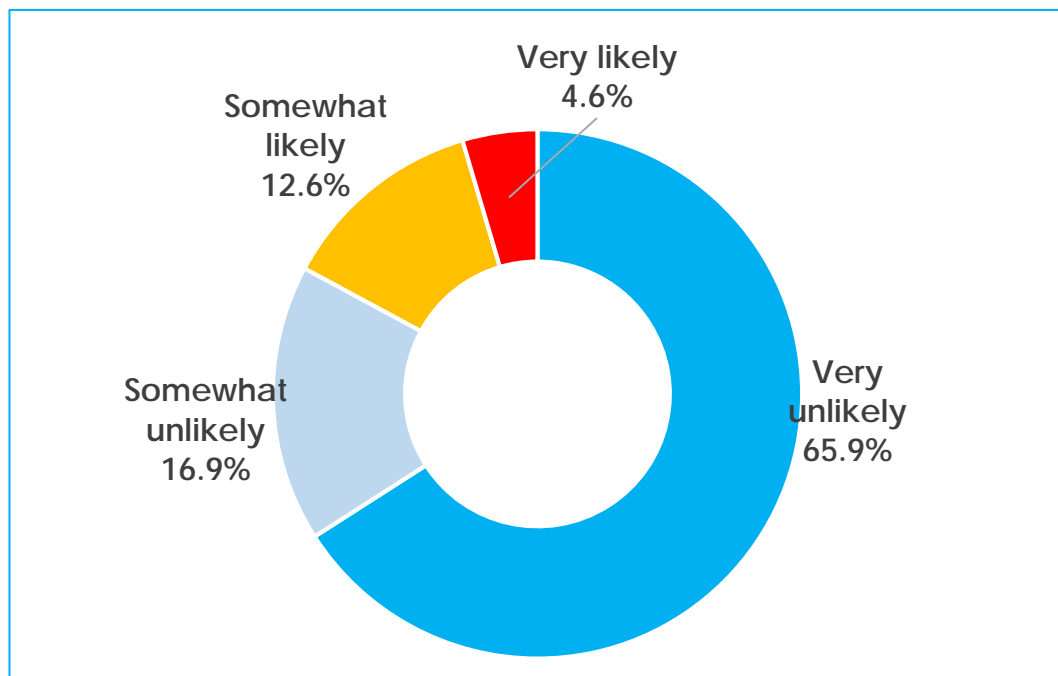
A high proportion of LPNs indicate that they would encourage others to choose nursing as a career (89.3%), and 85.8% of LPNs would do it over if they had the opportunity to choose nursing as a career again. These high levels of satisfaction with nursing jobs and the nursing career are consistent with previous years. See **Figures 17 and 18**.



LEAVING PRINCIPAL EMPLOYMENT

Two-thirds of LPNs (65.9%) found it very unlikely that they would leave nursing as their principal employment in the next twelve months. Only 4.6% of LPNs are considering leaving their employment. Overall, eight out of ten LPNs answered “Somewhat unlikely” or “Very unlikely” to the question of leaving the profession. See **Figure 19**.

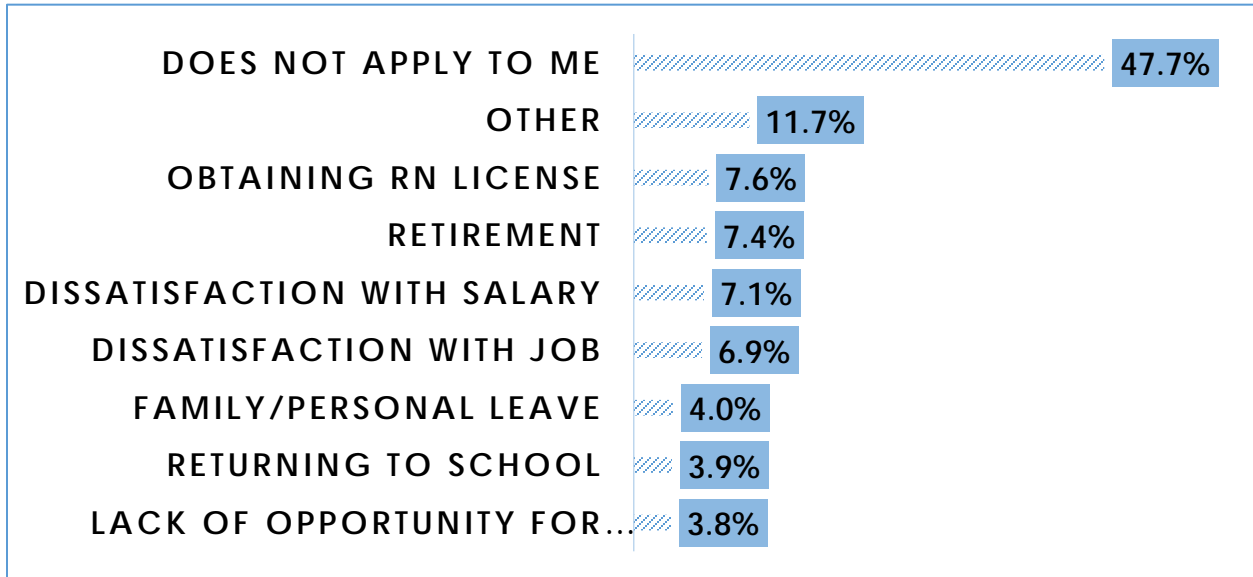
Figure 19: How Likely Are You To Leave Your Principal Employment In The Next 12 Months?



REASONS FOR LEAVING

LPNs who plan to leave their principal employment as nurses identified the following reasons: One out of ten LPNs (11.7%) selected “Other” as main reason. Another 7.6% chose “Obtaining RN License”, followed by “Retirement” (7.4%)”, and then by “Dissatisfaction with salary” (7.1%). **Figure 20**.

Figure 20: Main Reason for Planning to Leave Principal Employment



GEOGRAPHIC DISTRIBUTION OF LPNS IN NEBRASKA

Figure 21 shows the number of LPNs by County according to the 2015 LPN Renewal Survey. Twelve counties reported **zero** LPNs working in them: Sioux, Banner, Grand, Arthur, McPherson, Logan, Thomas, Blaine, Hayes, Gosper, Keya Paha, and Wheeler. The highest number of LPNs was reported in Douglas County (n = 1,072), followed by Lancaster County (n = 787). Two counties reported having just one LPN working in them: Loup and Frontier.

When analyzing LPN geographic distribution by rural and urban counties, it was found that three-fourths of LPNs work in urban areas (77.0%) and one-fourth work in rural areas (23.0%). Similar geographic distributions are found at the national level (U.S. DHHS, 2013). See **Table 1**.

Figure 21: Urban and Rural Counties where LPNs Work

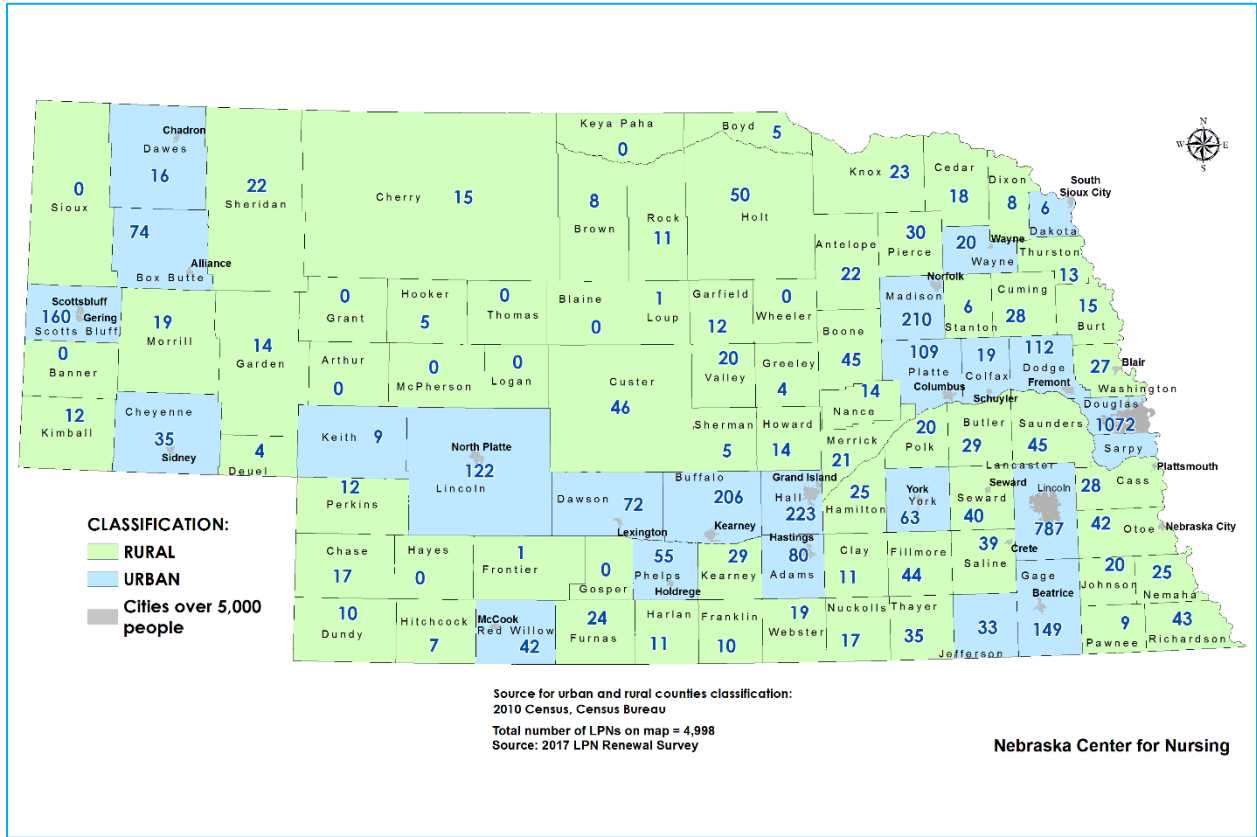


Table 1: Total Number & Percentage of LPNs by Geographic Location

Urban	Rural	Total (urban + rural)	Urban LPNs per capita	Rural LPNs per capita	Urban LPNs per 100,000	Rural LPNs per 100,000	Total LPNs per 100,000
3,849 (77.0%)	1,149 (23.0%)	4,998	400.3	330.2	250	303	260

National data shows that there are 225 LPNs per 100,000 people (U.S. DHHS, 2013). In Nebraska, there are 260 LPNs per 100,000 people. On average, there are 53 more LPNs per 100,000 people in rural Nebraska than in urban areas. See Figure 22.

Figure 22: LPNs per 100,000 people by Geographic Location

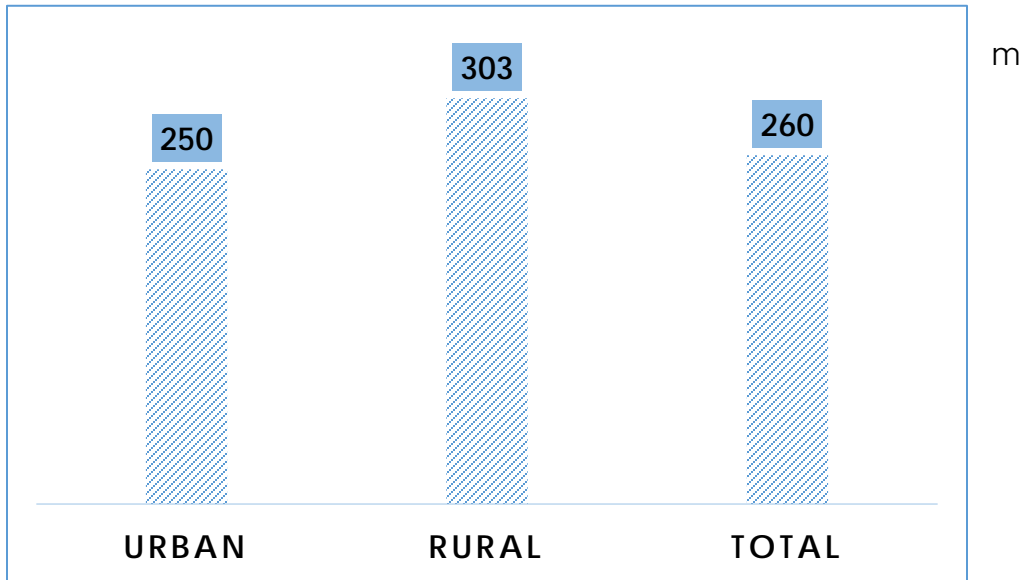
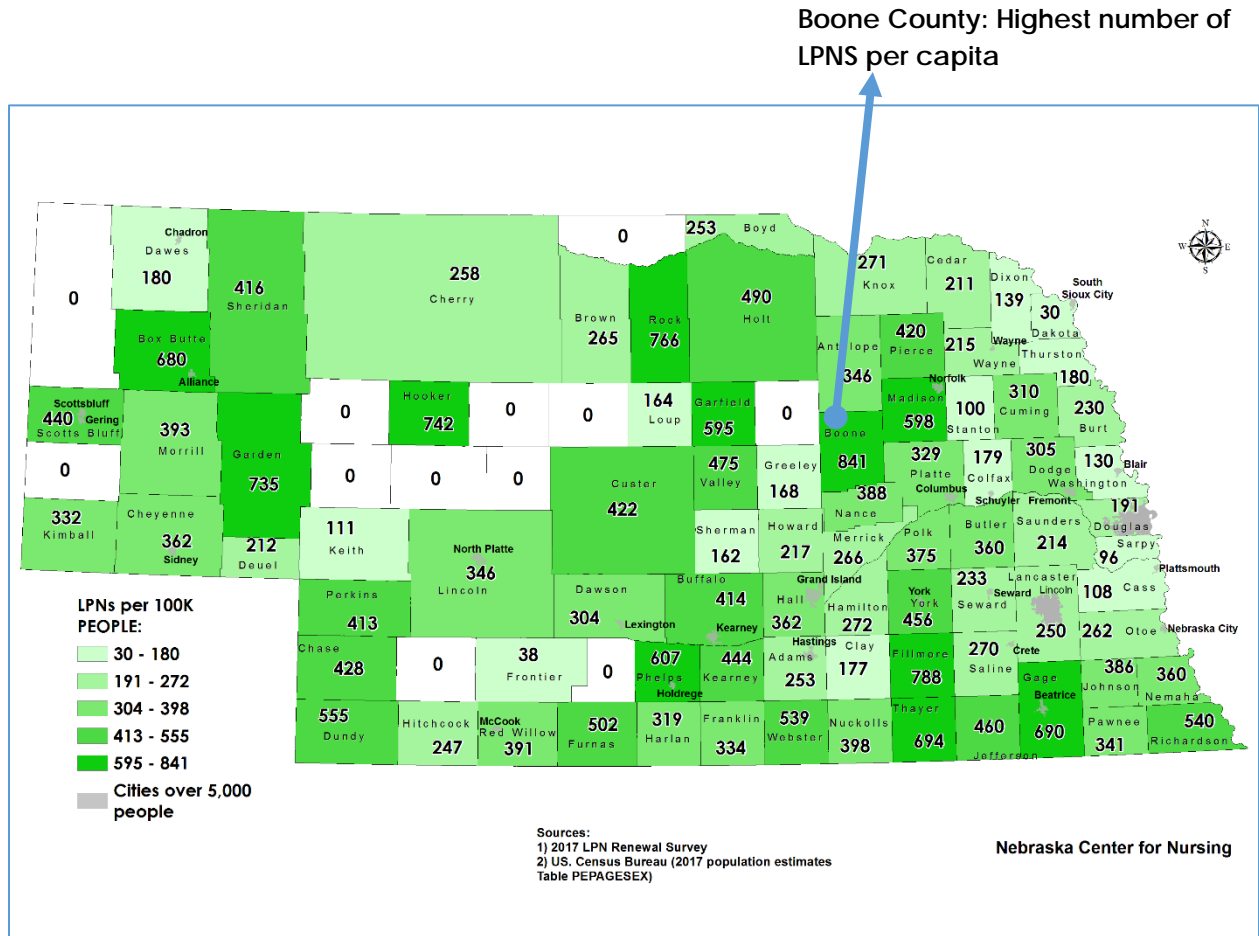


Figure 23 shows the number of LPNs per 100,000 people by county. Boone County shows the highest number of LPNs per 100,000 people (841 LPNs), followed by Fillmore County (788 LPNs), and then by Rock County (766 LPNs). Dakota County shows the lowest number of LPNs per 100,000 people (30 LPNs), followed by Frontier (38 LPNs), and then by Sarpy County (96 LPNs).

Figure 23: LPNs per 100,000 People by County



REFERENCES:

US Department of Health and Human Services, & US Department of Health and Human Services. (2013). The US nursing workforce: Trends in supply and education. Health Resources and Services Administration, Washington, DC, USA.

APPENDIX

1. What is your license #? _____	
2. What is your race? <input type="checkbox"/> White/Caucasian <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Black/African American <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Other _____	2. a. Hispanic origin or descent? <input type="checkbox"/> Yes <input type="checkbox"/> No
2. b. If you speak another language other than English, please indicate. <input type="checkbox"/> Spanish <input type="checkbox"/> German <input type="checkbox"/> French <input type="checkbox"/> Other	2. c. Are you fluent in sign language? <input type="checkbox"/> Yes <input type="checkbox"/> No
3. Where was the location of the basic nursing education program that prepared you to take the LPN licensing examination? <input type="checkbox"/> Nebraska <input type="checkbox"/> Other State or US territory <input type="checkbox"/> Foreign country	4. Which nursing education programs have you completed? (Mark all that apply) <input type="checkbox"/> Practical Nursing Program Diploma <input type="checkbox"/> Vocational/Practical Nursing Certificate
5. Are you currently enrolled in a nursing education program leading to a degree/certificate? <input type="checkbox"/> Not currently enrolled <input type="checkbox"/> Baccalaureate Degree Program <input type="checkbox"/> Associate Degree Program <input type="checkbox"/> Master's Degree Program <input type="checkbox"/> Diploma Program <input type="checkbox"/> Other	6. If you have a non-nursing degree(s), did you earn this degree before entering your basic nursing education program that prepared you for LPN licensure? <input type="checkbox"/> Yes <input type="checkbox"/> No
7. Which of the following best describes your current primary work situation? (Select one). <input type="checkbox"/> Actively employed in nursing: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Per diem <input type="checkbox"/> Working in nursing only as a volunteer	8. If unemployed, please indicate the reasons: <input type="checkbox"/> Taking care of home and family <input type="checkbox"/> Disabled <input type="checkbox"/> Inadequate Salary <input type="checkbox"/> School <input type="checkbox"/> Difficulty in finding a nursing position <input type="checkbox"/> Other
<input type="checkbox"/> Actively employed in a field other than nursing: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Per diem <input type="checkbox"/> Unemployed: <input type="checkbox"/> Seeking work as a nurse <input type="checkbox"/> Not seeking work as a nurse <input type="checkbox"/> Retired	

<p>9a. I have successfully completed a Nebraska approved LPN-C course and will submit evidence of completing the course to dhhs.nursingrenewals@nebraska.gov (this includes LPN program graduates after May 1, 2016).</p> <p style="text-align: center;">___ Yes ___ No</p>	<p>9b. I have completed an 8-hour IV therapy didactic course in Nebraska and will submit verification of completion to dhhs.nursingrenewals@nebraska.gov</p> <p style="text-align: center;">___ Yes ___ No</p>
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<p>9c. I have completed an IV therapy course in another state and have licensed in Nebraska by endorsement and will submit verification of completion of an IV course to dhhs.nursingrenewals@nebraska.gov</p> <p style="text-align: center;">___ Yes ___ No</p>	<p>9d. If you answered NO to question 9a, 9b or 9c, you will be required to complete an 8 hour IV theory course over the next five years to maintain your LPN license. I acknowledge the new requirement.</p> <p style="text-align: center;">___ Yes ___ NA</p>
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Please answer questions 10 - 28 only if you are actively employed in nursing.

<p>10. In how many positions are you currently employed as a nurse?</p> <p>___ 1 ___ 2 ___ 3 or more</p>	<p>11. What is the average number of hours worked during a typical week in nursing positions?</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <th colspan="2" style="text-align: center; padding: 2px;">HOURS</th> </tr> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>	HOURS			
HOURS					

<p>12. Please indicate the zip code, county and state of your PRIMARY EMPLOYER:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center; padding: 2px;">ZIP CODE</th> </tr> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table> <p style="text-align: center; margin-left: 100px;">___ County ___ State</p>	ZIP CODE										<p>13. How many miles do you travel one way to get to work at your principal nursing employment?</p> <p>___ 0 – 5 miles ___ 21 – 30 miles ___ 6 – 10 miles ___ 31 – 50 miles ___ 11 – 20 miles ___ > 50 miles</p>
ZIP CODE											

<p>14. a. What is your current annual salary for all nursing employment?</p> <table style="width: 100%;"> <tr> <td style="width: 50%;">___ Less than \$5,000</td> <td style="width: 50%;">___ At least \$45,000 but less than \$55,000</td> </tr> <tr> <td>___ 5,000 - \$25,000</td> <td>___ At least \$55,000 but less than \$65,000</td> </tr> <tr> <td>___ More than \$25,000 but less than \$35,000</td> <td>___ At least \$65,000, but less than \$85,000</td> </tr> <tr> <td>___ At least \$35,000 but less than \$45,000</td> <td>___ At least \$85,000, but less than \$105,000</td> </tr> <tr> <td></td> <td>___ 105,000 and more</td> </tr> </table>	___ Less than \$5,000	___ At least \$45,000 but less than \$55,000	___ 5,000 - \$25,000	___ At least \$55,000 but less than \$65,000	___ More than \$25,000 but less than \$35,000	___ At least \$65,000, but less than \$85,000	___ At least \$35,000 but less than \$45,000	___ At least \$85,000, but less than \$105,000		___ 105,000 and more	<p>15.a. Please identify the type of setting that most closely corresponds to your <u>PRIMARY</u> nursing practice position:</p> <table style="width: 100%;"> <tr> <td>___ Academic Setting</td> <td>___ Hospital</td> </tr> <tr> <td>___ Ambulatory Care Setting [clinic]</td> <td>___ Insurance Claims/Benefits</td> </tr> <tr> <td>___ Assisted Living Facility</td> <td>___ Nursing Home/Extended</td> </tr> <tr> <td>___ Community Health</td> <td>___ Occupational Health</td> </tr> <tr> <td>___ Correctional Facility</td> <td>___ Other</td> </tr> <tr> <td>___ Dialysis</td> <td>___ Policy/Planning/Regulatory</td> </tr> <tr> <td>___ Home Health</td> <td>___ Public Health</td> </tr> <tr> <td>___ Hospice</td> <td>___ School Health Service</td> </tr> </table>	___ Academic Setting	___ Hospital	___ Ambulatory Care Setting [clinic]	___ Insurance Claims/Benefits	___ Assisted Living Facility	___ Nursing Home/Extended	___ Community Health	___ Occupational Health	___ Correctional Facility	___ Other	___ Dialysis	___ Policy/Planning/Regulatory	___ Home Health	___ Public Health	___ Hospice	___ School Health Service
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___ Home Health	___ Public Health																										
___ Hospice	___ School Health Service																										

<p>14. b. What is your average hourly wage for your primary nursing position? _____</p>	<p>15.c. Please identify the employment specialty that most closely corresponds to your <u>PRIMARY</u> nursing practice position:</p> <table style="width: 100%;"> <tr> <td>___ Acute Care/Critical Care</td> <td>___ Medical Surgical</td> <td>___ Public Health</td> </tr> <tr> <td>___ Adult Health</td> <td>___ Occupational Health</td> <td>___ Rehabilitation</td> </tr> <tr> <td>___ Anesthesia</td> <td>___ Oncology</td> <td>___ School Health</td> </tr> <tr> <td>___ Community</td> <td>___ Other</td> <td>___ Tele-health</td> </tr> <tr> <td>___ Family Health</td> <td>___ Palliative Care</td> <td>___ Trauma</td> </tr> <tr> <td>___ Geriatric/Gerontology</td> <td>___ Pediatrics/Neonatal</td> <td>___ Women's Health</td> </tr> <tr> <td>___ Home Health</td> <td>___ Primary Care</td> <td></td> </tr> <tr> <td>___ Maternal-Child Health</td> <td>___ Psychiatric/Mental Health/ Substance Abuse</td> <td></td> </tr> </table>	___ Acute Care/Critical Care	___ Medical Surgical	___ Public Health	___ Adult Health	___ Occupational Health	___ Rehabilitation	___ Anesthesia	___ Oncology	___ School Health	___ Community	___ Other	___ Tele-health	___ Family Health	___ Palliative Care	___ Trauma	___ Geriatric/Gerontology	___ Pediatrics/Neonatal	___ Women's Health	___ Home Health	___ Primary Care		___ Maternal-Child Health	___ Psychiatric/Mental Health/ Substance Abuse	
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___ Home Health	___ Primary Care																								
___ Maternal-Child Health	___ Psychiatric/Mental Health/ Substance Abuse																								
<p>15.b. Please identify the position title that most closely corresponds to your <u>PRIMARY</u> nursing practice position:</p> <table style="width: 100%;"> <tr> <td>___ Staff Nurse</td> <td>___ Nurse Manager</td> </tr> <tr> <td>___ Consultant</td> <td>___ Nurse Faculty/ educator</td> </tr> <tr> <td>___ Nurse Researcher</td> <td>___ Other</td> </tr> </table>	___ Staff Nurse	___ Nurse Manager	___ Consultant	___ Nurse Faculty/ educator	___ Nurse Researcher	___ Other																			
___ Staff Nurse	___ Nurse Manager																								
___ Consultant	___ Nurse Faculty/ educator																								
___ Nurse Researcher	___ Other																								

16.a. Please identify the type of setting that most closely corresponds to your SECONDARY nursing practice position:

Academic Setting Hospital
 Ambulatory Care Setting Insurance Claims/
 [clinic] Benefits
 Assisted Living Facility Nursing Home/Extended
 Community Health Occupational Health
 Correctional Facility Other
 Dialysis Policy/Planning/Regulato
 Home Health Public Health
 Hospice School Health Service

16.b. Please identify the position title that most closely corresponds to your SECONDARY nursing practice position:

Staff Nurse Nurse Manager
 Consultant Nurse Faculty/ educator
 Nurse Researcher Other

16.c. Please identify the employment specialty that most closely corresponds to your SECONDARY nursing practice position:

Acute Care/Critical Care Medical Surgical Public Health
 Adult Health Occupational Health Rehabilitation
 Anesthesia Oncology School Health
 Community Other Tele-health
 Family Health Palliative Care Trauma
 Geriatric/Gerontology Pediatrics/Neonatal Women's Health
 Home Health Primary Care
 Maternal-Child Health Psychiatric/Mental Health/ Substance Abuse

Questions #17 through #24 ask about your satisfaction level with your nursing career

17. What do you like MOST about your principal nursing employment? (Select one)

Benefits (insurance, paid vacation, retirement, etc.) Hours/schedule
 Location People for whom I provide service (patients)
 People with whom I work (co-workers) Salary
 Work itself Other _____

18. What do you like LEAST about your principal nursing employment? (Select one)

Benefits (insurance, paid vacation, retirement, etc.) Hours/schedule
 Location People for whom I provide service (patients)
 People with whom I work (co-workers) Salary
 Work itself Nothing, there isn't anything I don't like
 Other _____

19. How likely are you to leave your principal employment in the next 12 months?

Very unlikely Somewhat unlikely Somewhat likely Very likely

20. If very likely or somewhat likely that you will leave your principal employment in the next 12 months, what is the main reason? (Select one)

Dissatisfaction with job Retirement
 Dissatisfaction with salary Returning to school
 Family/personal leave Obtaining RN license
 Lack of opportunity for upward mobility in the organization Does not apply to me
 Other _____

<p>21. How satisfied are you with your current job?</p> <p><input type="checkbox"/> Very Satisfied <input type="checkbox"/> Somewhat Satisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very Dissatisfied</p>	<p>22. If you had to do it over, would you choose nursing as a career?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>23. Would you encourage others to choose nursing as a career?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>24. How satisfied are you with nursing as a career?</p> <p><input type="checkbox"/> Very Satisfied <input type="checkbox"/> Somewhat Satisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very Dissatisfied</p>
<p>25. Please list all states in which you hold an active license to practice as an LPN:</p> <p>_____</p>	<p>26. Please list all states in which you are currently practicing:</p> <p>_____</p>
<p>27. Do you utilize tele-health in your primary or secondary positions?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>28. If yes, when utilizing tele-health, are patients ever located in a different state?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

THANK YOU FOR COMPLETING THE SURVEY!