



Survey of Nurses 2005

EXECUTIVE SUMMARY

In 2005, the Michigan Center for Nursing conducted the second annual survey of nurses licensed in Michigan to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. Combined responses from a mailed survey and Web-based survey resulted in a total of

- 43,363 returned registered nurse (RN) surveys, yielding a margin of error of ± 0.3 percent with 95 percent confidence; and
- 8,897 returned licensed practical nurse (LPN) surveys, yielding a margin of error of ± 0.7 percent with 95 percent confidence.

The high response rate and sampling design assure that the survey findings are applicable to the entire population of nurses licensed in Michigan. Key findings from the survey show that:

- Approximately 85 percent of licensed RNs and 81 percent of licensed LPNs report that they are active in nursing—working in nursing or a related area full- or part-time.
- The estimated number of active RNs *in Michigan* has increased by 431 since 2004, and the estimated number of active LPNs in Michigan has increased by 658.
- An estimated 90,650 licensed registered nurses are working in nursing or a related area *in Michigan*—77,143 (85%) of these RNs provide direct patient care services in their main nursing position.
- An estimated 20,733 licensed practical nurses are working in nursing or a related area *in Michigan*—18,971 (92%) of these LPNs provide direct patient care services.
- Only about 2 percent of licensed nurses are unemployed and seeking employment in nursing.
- The proportion of active RNs employed 35 or more hours per week is about 71 percent in 2005, compared to about 72 percent in 2004 and 68 percent in 1998–99.
- The proportion of active LPNs employed 35 or more hours per week is about 68 percent, compared to about 70 percent in 2004 and 65 percent in 1998–99.
- The ratio of active *registered nurses* to population in Michigan is 888 RNs for every 100,000 people; the ratio of active *licensed practical nurses* to population is 203 LPNs per 100,000 people.
- Approximately 22 percent of *active* registered nurses are aged 55 or older, compared to 17 percent in 2004 and 11 percent in 1992–93. About 30 percent of *active* licensed

practical nurses are aged 55 or older, compared to 24 percent in 2004 and 14 percent in 1992–93.

- About 35 percent of *active* RNs and 38 percent of *active* LPNs say they plan to practice nursing for only one to ten more years. This group has increased since 2004 when 31 percent of all active RNs and 33 percent of all active LPNs said they planned to practice nursing for only one to ten more years.
- Nearly three-fourths of *active* registered nurses (about 74 percent) are employed in either the hospital inpatient or outpatient setting; LPNs (about 44 percent) are most likely to be employed in nursing homes or long-term care facilities.
- About 7 percent of *active* RNs and 5 percent of *active* LPNs are male.¹
- About 6 percent of *active* RNs are African American, 1 percent are American Indian/Alaskan Native, and 4 percent are Asian or Pacific Islander.
- About 13 percent of *active* LPNs are African American, 1 percent are American Indian/Alaskan Native, and 2 percent are Asian or Pacific Islander.
- Only 1 percent of *active* RNs and LPNs are Hispanic.

This report is available online at www.michigancenterfornursing.org. Separate reports providing response frequencies for health service areas in Michigan are also available online.

¹ The U.S. Census Bureau annual population estimates by sex, race, and Hispanic or Latino origin show the following percentages for Michigan in 2004: 49.1% male, 50.9% female, 82.7% white, 15.0% black or African American, 2.5% Asian, 1.2% American Indian or Alaskan Native, .09% Native Hawaiian or other Pacific Islander, and an estimated 3.7% Hispanic or Latino. The sum of percentages for race equals more than 100 because individuals may report more than one race.

INTRODUCTION

One of the goals of the Michigan Center for Nursing is to establish a central resource for nursing workforce data collection and analysis. Therefore, in 2005, the Michigan Center for Nursing conducted the second annual survey of nurses licensed in Michigan to collect data on their employment status, geographic distribution, age, plans to continue practicing, work setting, practice area, education, gender, and racial/ethnic background. This report presents the survey findings for 2005 and a description of the survey methodology.

The samples for this survey and the survey conducted in 2004 were drawn from the Michigan licensure files maintained by the Michigan Department of Community Health. All nurses are required to renew their license every two years. The surveys were mailed to all nurses renewing their license in 2004 and 2005, along with their license renewal forms. Therefore, all nurses licensed in Michigan have had an opportunity to respond to the survey. The high response rate and sampling design assure that the survey findings are applicable to the entire population of nurses licensed in Michigan.

NUMBER OF NURSES

The total number of nurses licensed in Michigan in 2005 is 145,996 as of October 6, 2005. Of these, 119,152 are registered nurses (RNs) and 26,844 are licensed practical nurses (LPNs). The total number of nurses licensed by Michigan (including both active and inactive RNs and LPNs) has increased by 2,235 since 2004.² The number of licensed RNs increased by 2,235 (1.9 percent), while the number of licenses for LPNs increased by 157 (0.6 percent) during the same period.

In 2005, approximately 85 percent of licensed RNs report that they are active in nursing—working in nursing or a related area full- or part-time.³ About 81 percent of LPNs are working in nursing or a related area (see Exhibit 1).

However, some nurses who are active in nursing are not working in Michigan, even though they hold a Michigan license. And some nurses working in positions in related areas, such as nursing education or administration, do not provide direct care services to patients. Survey results show that:

- An estimated 90,650 RNs are working in nursing or a related area *in Michigan*.
- An estimated 77,143 RNs working in Michigan (about 85 percent of active registered nurses) provide direct patient care services in their main nursing position.
- An estimated 20,733 LPNs are working in nursing or a related area *in Michigan*.

²Data for 2004 are from the *Michigan Center for Nursing Survey of Nurses 2004*. All data from earlier licensure surveys of nurses cited in this report are from the *Study of the Current and Future Needs of the Professional Nursing Workforce in Michigan*, prepared for the Michigan Department of Consumer and Industry Services by Public Sector Consultants Inc., July 2001.

³ Throughout this report, the term “active” is used to refer to nurses who are working in nursing or a related area on a full-time or part-time basis. “Active” does not include approximately 2 percent of licensed nurses who are unemployed and seeking nursing work and could be considered part of the available nursing workforce.

- An estimated 18,971 LPNs working in Michigan (about 92 percent of active licensed practical nurses) provide direct patient care services in their main nursing position.

The percentage of licensed nurses who are active in nursing and the percentage of licensed nurses who are working in Michigan are both relatively unchanged since 2004. However, since the number of licensed nurses has increased, the estimated *number* of active nurses in Michigan, both RNs and LPNs, has increased. The estimated number of active RNs in Michigan in 2005 has increased by 431, and the estimated number of active LPNs in Michigan has increased by 658. Analysis of data in this report focuses on active nurses, those nurses who are working in nursing or a related area full- or part-time.

EXHIBIT 1
Employment Status of RNs and LPNs in Michigan, 2005

	Registered Nurses		Licensed Practical Nurses	
	Percentage	Number	Percentage	Number
Total number of nurses licensed by Michigan		119,152		26,844
Total active nurses—employed in nursing or related area	85.1	101,398	81.3	21,824
Not employed, and seeking employment in nursing or related area	1.7	2,026	2.9	778
Employed, but not in nursing	2.9	3,455	4.8	1,289
Not employed, and seeking employment outside nursing	0.2	238	0.2	54
Temporarily not working and not looking for a job	4.9	5,838	5.8	1,557
Retired or no plans to return to work	5.1	6,077	5.0	1,342
Active nurses employed <i>in Michigan</i>		90,650 (89.4% of active RNs)		20,733 (95.0% of active LPNs)
Active nurses providing direct care services <i>in Michigan</i>		77,143 (85.1% of active RNs employed in MI)		18,971 (91.5% of active LPNs employed in MI)

SOURCE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Labor and Economic Growth as of October 6, 2005. All other numbers are estimated based on percentages from the *Michigan Center for Nursing Survey of Nurses 2005*.

Analysis of the data for *active* nurses only shows that:

- About 71 percent of *active* RNs are employed 35 or more hours per week, compared to 72 percent in 2004 and 68 percent in 1998–99.
- About 68 percent of *active* LPNs are employed 35 or more hours per week, compared to 70 percent in 2004 and 65 percent in 1998–99.

RATIO OF NURSES TO POPULATION

Based on the employment location reported by nurses, the ratio of active nurses to population in Michigan is 1,091 per 100,000, compared to 1,086 nurses per 100,000 in 2004.⁴ This nurse-to-population ratio includes *both* LPNs and RNs who are employed in nursing full-time or part-time in Michigan.

The ratio of active *registered nurses* to population in Michigan is 888 for every 100,000 people in 2005, unchanged from 2004. The ratio of active *licensed practical nurses* to population is 203 LPNs per 100,000 people in 2005, compared to 198 LPNs per 100,000 people in 2004.

The distribution of active nurses based on their primary place of employment parallels the distribution based on their residence (see Exhibit 2).

EXHIBIT 2
Distribution of Active Nurses
by Employment Location and Residence, 2005

	Registered Nurses		Licensed Practical Nurses	
	Employment location	Residence	Employment location	Residence
Michigan	89.4%	87.6%	95.0%	95.5%
Other state in the U.S.	9.4	8.9	4.9	4.3
Canada	1.0	3.3	0.1	0.1
Other nation	0.2	0.2	0.0	0.0

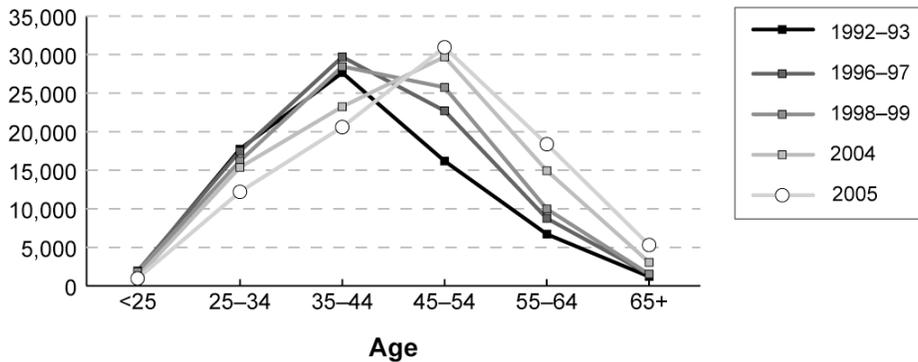
SOURCE: Michigan Center for Nursing Survey of Nurses 2005.

AGE OF NURSES

Since 1992–93, the number of active Michigan nurses less than 45 years of age has continued to decline while the number of nurses 45 years of age or older has increased (see Exhibits 3 and 4). This change in age distribution has been documented at the national level and is widely referred to as “the aging of the nurse population.”

⁴ Nurse-to-population ratios for 2004 and 2005 are calculated using U.S. Census Bureau interim population projections for Michigan. Previous licensure surveys used the mailing address of licensed nurses to estimate the number of nurses active in Michigan and nurse-to-population ratios. Using this methodology, the nurse-to-population ratio for 1998–99 was 1,079 nurses per 100,000 people.

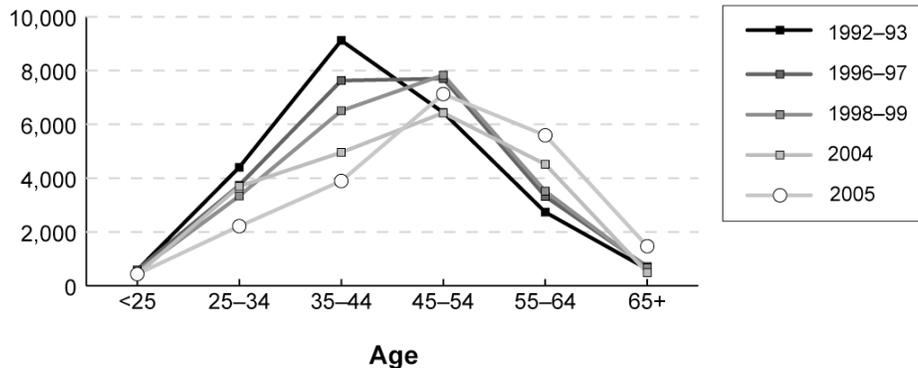
EXHIBIT 3
Distribution of Registered Nurse Population in Michigan, by Age



SOURCE: Michigan Center for Nursing Survey of Nurses 2004, Michigan Center for Nursing Survey of Nurses 2005, and unpublished data from previous licensure surveys.

NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

EXHIBIT 4
Distribution of Licensed Practical Nurse Population in Michigan, by Age



SOURCE: Michigan Center for Nursing Survey of Nurses 2004, Michigan Center for Nursing Survey of Nurses 2005, and unpublished data from previous licensure surveys.

NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

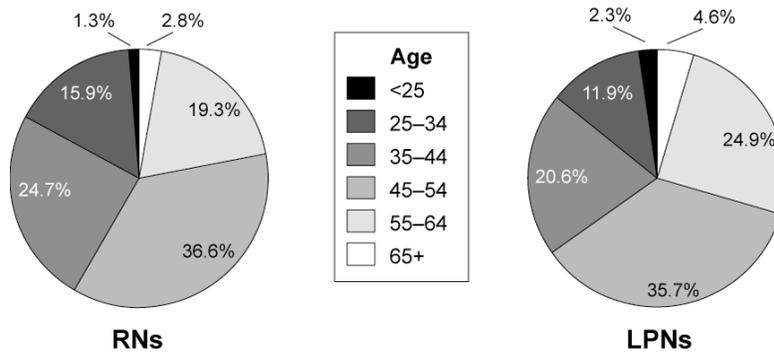
The proportion of active licensed nurses nearing retirement has increased for both RNs and LPNs in Michigan as shown by the following survey results.

- Approximately 22 percent of *active* registered nurses are aged 55 or older (see Exhibit 5), compared to 17 percent in 2004 and 14 percent in 1998-99. Most of these nurses can be expected to retire within the next ten years. (In 2004, 75 percent of registered nurses aged 55 and older said they plan to stop practicing nursing within

the next ten years.) In 2005, the average age of active RNs licensed in Michigan is 46.1 years.

- About 30 percent of *active* licensed practical nurses are aged 55 or older, compared to 24 percent in 2004 and 19 percent in 1998–99. Many of these nurses also will retire within the next ten years. In 2005, the average age of active LPNs licensed in Michigan is 47.9 years.

EXHIBIT 5
Proportion of Active RNs and LPNs, by Age



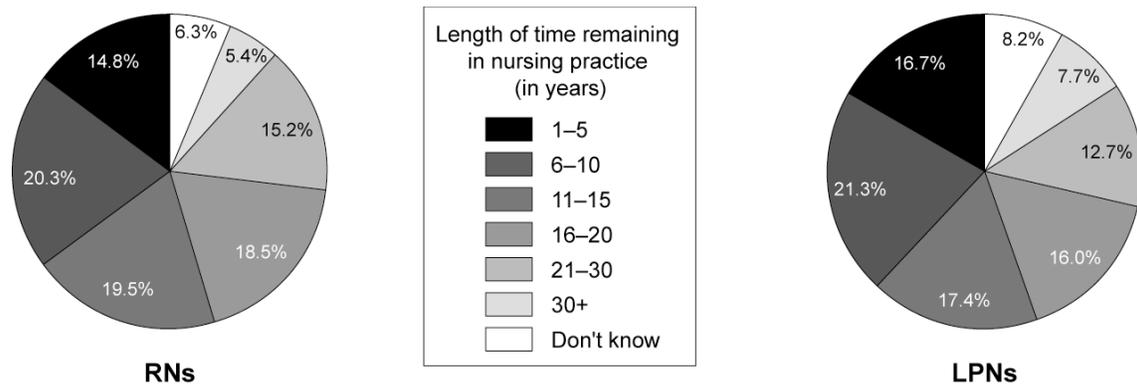
SOURCE: Michigan Center for Nursing Survey of Nurses 2005.

NOTE: Percentages presented here are based on bivariate analysis of age and employment status for all licensed nurses.

LENGTH OF TIME REMAINING IN NURSING

It is not just the nurses nearing retirement age who are planning to stop practicing nursing in the near future. As shown in Exhibit 6, about 35 percent of *all* active RNs and 38 percent of *all* active LPNs say they plan to practice nursing for only one to ten more years. This group has increased since 2004, when 31 percent of all active RNs and 33 percent of all active LPNs said they planned to practice nursing for only one to ten more years.

EXHIBIT 6
Plans to Practice Nursing for Active LPNs and RNs



SOURCE: Michigan Center for Nursing Survey of Nurses 2005.

WORK SETTING

Nearly three-fourths of active registered nurses (about 74 percent) are employed in either the hospital inpatient or outpatient setting (see Exhibit 7). The percentage of LPNs employed in the hospital setting has declined since 1992–93, from 44 percent to about 27 percent in 2005. LPNs are most likely to be employed in nursing homes or long-term care facilities (about 44 percent).

EXHIBIT 7
Employment Settings of Active RNs and LPNs, 2005

Employment Settings	RNs	LPNs
Hospital inpatient	57.7	21.0
Hospital outpatient	15.9	5.9
Non-hospital outpatient	3.7	2.8
Physician's office	6.9	17.0
Nursing home/long-term care facility	7.2	44.4
Home health	6.8	11.0
Public/community health	3.9	2.6
School health	1.3	1.2
Hospice	2.3	2.3
Nursing education	4.7	1.6
Insurance company/health plan	1.9	0.8
Traveling/temporary nurse	2.3	1.9
Other	8.6	7.0

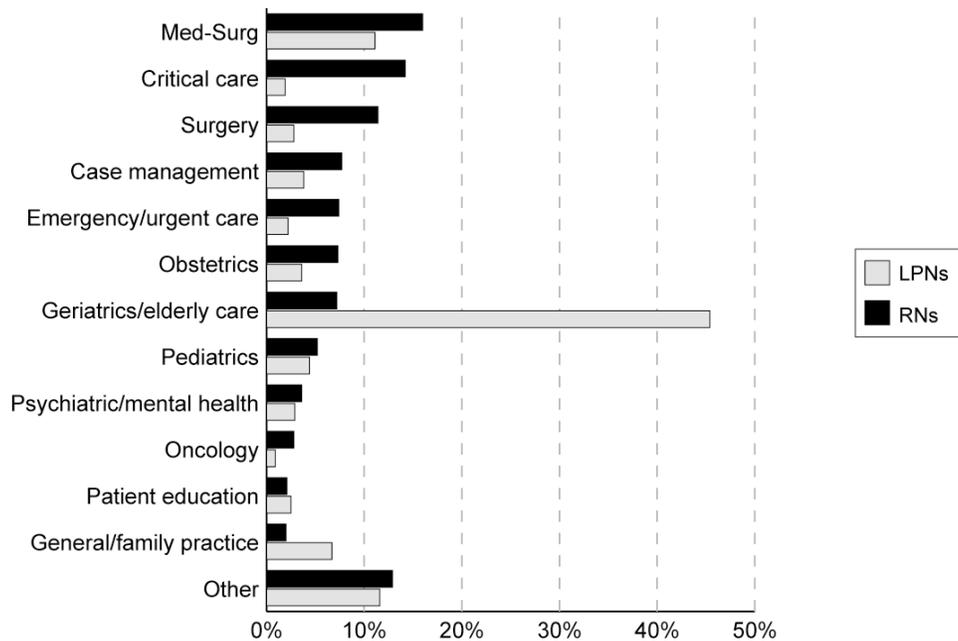
SOURCE: *Michigan Center for Nursing Survey of Nurses 2005.*

NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent.

PRACTICE AREA

Approximately 85 percent of active RNs and 92 percent of active LPNs report that their main nursing position involves providing direct care services to patients/families. These nurses were asked to identify their main practice area from a list of areas given (see Exhibit 8). The practice area that RNs identified most often out of the choices offered was “med-surg.” For LPNs the practice area identified most often was “geriatrics/elderly care.”

EXHIBIT 8
Main Practice Area of Active RNs and LPNs, 2005



SOURCE: Michigan Center for Nursing Survey of Nurses 2005.

EDUCATION

All nurses responding to the MCN Survey of Nurses were asked to indicate their level of education (i.e., all degrees completed).

- Approximately 4 percent of active RNs have an LPN diploma and 2 percent have an LPN certificate of achievement.
- About 22 percent of active RNs have an RN diploma in nursing, 44 percent have an associate's degree in nursing, and 37 percent hold a bachelor's degree in nursing.
- About 7 percent of active RNs hold a master's degree; less than 1 percent (0.3 percent) of registered nurses hold a doctorate in nursing.
- Approximately 79 percent of active LPNs have an LPN diploma and 23 percent have an LPN certificate of achievement.
- About 1 percent of active LPNs reported an RN diploma in nursing and about 4 percent have an associate's degree in nursing.
- About 11 percent of RNs and 6 percent of LPNs reported they hold some other degree.
- About 7 percent of RNs licensed in Michigan graduated from a nursing school in another country. Almost 2 percent of LPNs graduated from a nursing school in another country.

RACIAL/ETHNIC BACKGROUND AND GENDER

Data on racial/ethnic and gender characteristics of the nursing population in Michigan show that:

- 6.8 percent of active RNs and 4.6 percent of active LPNs are male
- 86.9 percent of active RNs are white, 6 percent are African American (black, non-Hispanic), about 1 percent are American Indian/Alaskan Native, and 4 percent are Asian or Pacific Islander
- 81.4 percent of active LPNs are white, 13.3 percent are African American, 1.1 percent are American Indian/Alaskan Native, and 1.7 percent are Asian or Pacific Islander
- 1 percent of both RNs and LPNs are Hispanic

METHODOLOGY

The Michigan Center for Nursing contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of nurses. One instrument for both RNs and LPNs was designed in collaboration with the Michigan Center for Nursing Advisory Board. The instrument contained questions about employment settings, practice areas, the length of time that the respondent intended to stay in the nursing profession, as well as a number of demographic questions (age, gender, race/ethnicity). (The survey instrument and response frequencies for RNs and LPNs are provided in Appendix A and Appendix B. Data from the Michigan Center for Nursing Survey of Nurses 2004 are included for comparison.)

The samples for these surveys were drawn from the Michigan licensure files maintained by the Michigan Department of Community Health. All nurses are required to renew their license every two years. Therefore, the universe of nurses is divided into two cohorts of roughly equal size, depending on the year in which each nurse was first licensed. For 2005, 76,470 nurses were eligible for license renewal. The surveys were mailed to all nurses renewing their license in 2005, along with their license renewal forms. Nurses could either return the two-page paper version of the survey with their renewal or alternatively complete both the survey and their license renewal online. Combining the responses from the paper version with the results from the Web survey resulted in a final total of

- 43,363 returned RN surveys, yielding a margin of error of ± 0.3 percent with 95 percent confidence; and
- 8,897 returned LPN surveys, yielding a margin of error of ± 0.7 percent with 95 percent confidence.

These totals include fully and partially completed surveys (i.e., those with information missing for one or more variables); thus sample size for individual variables will differ and the margin of error may change slightly depending upon the amount of missing data for that particular variable.

Appendix A

Survey Instrument and RN Response Frequencies 2004 and 2005

For 2005 survey results, N=43,363; margin of error ± 0.3

This information is being collected by the Michigan Center for Nursing to describe the supply of and demand for nurses in Michigan. Data from this survey will be used to inform state and local decision making regarding the recruitment, education, and employment of nurses in Michigan. The information you provide will be confidential; the identity of individual respondents will not be shared with anyone. Completion of the questions below is voluntary and does not affect your license. *Please complete the survey and return it with your renewal application in the envelope provided.* If you are both an LPN and an RN, complete and return only one survey.

If you renew your license via the Internet, you will have the opportunity to complete this survey online.

1. In what year were you born? (Note: Frequencies published in 2004 are for *active* nurses based on bivariate analysis (cross-tab) of age and employment status. Response frequencies on this question were run separately in 2005 for *active* nurses.)

Age	Percent 2004 (active only)	Percent 2005 (active only)
<25	1.4%	1.3%
25–34	18.9	15.9
35–44	27.1	24.7
45–54	35.2	36.6
55–64	15.7	19.3
65+	1.6*	2.8

2. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**, if you are both and LPN and an RN, complete and return only one survey.)

	Percent of RNs 2005
RN only	96.4%
Both LPN and RN	3.6

NOTE: This question was not asked on the 2004 survey.

3. What is your education background? (Mark **all** that apply)

	Percent 2004	Percent 2005 (active only)
a) LPN diploma in nursing	—	3.7%
b) LPN certificate of achievement	—	1.9

* Frequencies reported may not equal 100% due to rounding.

	Percent 2004	Percent 2005 (active only)
c) RN diploma in nursing	—	22.3
d) Associate's degree in nursing	42.1%	44.4%
e) Bachelor's degree in nursing	40.3	37.4
f) Master's degree in nursing	8.4	7.4
g) Doctorate in nursing	0.4	0.3
h) Other degree	9.4	10.6

NOTE: On the 2005 survey, "diploma in nursing" was replaced as a response option by "LPN diploma in nursing," "LPN certificate of achievement," and "RN diploma in nursing." In 2004, 21.8% of all RNs reported they held a diploma in nursing.

4. What is your current employment status? (Mark **one**)

	Percent 2004	Percent 2005
a) 35 or more hours per week in nursing or related area	62.3%	60.2%
b) Less than 35 hours per week in nursing or related area	24.5	24.9
c) Employed, but not in nursing	3.1	2.9
d) Not employed, and seeking employment in nursing or related area	1.8	1.7
e) Not employed, and seeking employment outside of nursing	0.4	0.2
f) Temporarily not working and not looking for a job	4.3	4.9
g) Retired or with no plans to return to work	3.7	5.1

5. Identify your current employment setting(s). (Mark **all** that apply)

	Percent 2004	Percent 2005 (active only)
a) None (not active in nursing)	4.7%	0.2%
b) Hospital inpatient	50.2	57.7
c) Hospital outpatient	13.7	15.9
d) Non-hospital outpatient	2.6	3.7
e) Physician's office	5.4	6.9
f) Nursing home/long-term care facility	5.6	7.2
g) Home health care	5.1	6.8
h) Public/community health	3.6	3.9
i) School health	1.1	1.3
j) Hospice	2.2	2.3
k) Nursing education	4.7	4.7
l) Insurance company/health plan	1.9	1.9
m) Traveling/temporary nurse	2.6	2.3
n) Other	7.4	8.6

6. Does your main nursing position involve providing direct care services to patients/families? (Note: Response frequencies are for active nurses only. N=6,964 in 2004, N=27,990 in 2005)

	Percent 2004 (active only)	Percent 2005 (active only)
Yes	82.6%	85.1%
No	17.4	14.9

7. If you provide direct care services, please identify your main practice area. (Mark **one**) (Note: Response frequencies for 2005 are for *active* nurses only.)

	Percent 2004	Percent 2005 (active only)
a) Med-Surg	17.9%	16.0%
b) Surgery	11.7	11.4
c) Critical care	15.2	14.2
d) Pediatrics	5.9	5.2
e) Obstetrics	8.1	7.3
f) Geriatrics/elderly care	—	7.2
g) Oncology	—	2.8
h) Psychiatric/mental health	3.1	3.6
i) Emergency/urgent care	9.2	7.4
j) Patient education	2.2	2.1
k) Case management	5.1	7.7
l) General/family practice	3.3	2.0
m) Other (Fill in blank)	18.2	12.9

NOTE: “Geriatrics/elderly care” and “Oncology” were added as response options on the 2005 survey.

8. Where is your primary place of employment? (Mark **one**)

	Percent 2005 (active only)
a) Michigan	89.4%
b) Other state in the U.S.	9.4
c) Canada	1.0
d) Other nation	0.2

9. If your primary place of employment is in the U.S., what is the ZIP code of your primary place of employment?

10. Did you graduate from a nursing school in the United States or in another nation?

	Percent 2004	Percent 2005 (active only)
a) United States	93.7%	92.8%
b) Other nation	6.3	7.2

11. Where do you live? (Mark **one**)

	Percent 2005 (active only)
a) Michigan	87.6%
b) Other state	8.9
c) Canada	3.3
d) Other nation	0.2

12. If you live in the U.S., what is the ZIP code for your residence?

One of the goals of the Michigan Center for Nursing is to increase diversity within the nursing profession. It would be helpful if you would answer the following questions:

13. What is your gender?

	Percent 2004	Percent 2005 (active only)
a) Female	92.2%	93.2%
b) Male	7.8	6.8

14. What is your racial/ethnic background?

	Percent 2004	Percent 2005 (active only)
a) American Indian/Alaskan Native	1.0%	0.7%
b) Asian or Pacific Islander	3.4	4.0
c) Black, non-Hispanic	5.5	6.0
d) Hispanic	0.9	1.0
e) White, non-Hispanic	87.7	86.9
f) Multiracial	0.8	0.8
g) Other/unknown	0.7	0.7

15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.

	Percent 2004	Percent 2005 (active only)
a) 1–5 years	13.1%	14.8%
b) 6–10 years	18.0	20.3
c) 11–15 years	17.9	19.5
d) 16–20 years	18.9	18.5
e) 21–30 years	14.8	15.2
f) More than 30 years	5.1	5.4
g) Don't know	12.2	6.3

Appendix B

Survey Instrument and LPN Response Frequencies 2004 and 2005

For 2005 survey results, N=8,897; margin of error ± 0.7

This information is being collected by the Michigan Center for Nursing to describe the supply of and demand for nurses in Michigan. Data from this survey will be used to inform state and local decision making regarding the recruitment, education, and employment of nurses in Michigan. The information you provide will be confidential; the identity of individual respondents will not be shared with anyone. Completion of the questions below is voluntary and does not affect your license. *Please complete the survey and return it with your renewal application in the envelope provided.* If you are both an LPN and an RN, complete and return only one survey.

If you renew your license via the Internet, you will have the opportunity to complete this survey online.

1. In what year were you born? (Note: Frequencies published in 2004 are for *active* nurses based on bivariate analysis (cross-tab) of age and employment status. Response frequencies on this question were run separately in 2005 for *active* nurses.)

Age	Percent 2004 (active only)	Percent 2005 (active only)
<25	2.0%	5.0%
25–34	18.0	9.2
35–44	24.2	20.6
45–54	31.3	35.7
55–64	22.0	24.9
65+	2.4*	4.6

2. Are you a licensed practical nurse (LPN), a registered nurse (RN), or both? (Mark **one**, if you are both and LPN and an RN, complete and return only one survey.)

	Percent of LPNs 2005
LPN only	85.2%
Both LPN and RN	14.8

NOTE: This question was not asked on the 2004 survey.

3. What is your education background? (Mark **all** that apply)

	Percent 2005 (active only)
a) LPN diploma in nursing	78.7%
b) LPN certificate of achievement	22.7

* Frequencies reported may not equal 100% due to rounding.

	Percent 2005 (active only)
c) RN diploma in nursing	0.7%
d) Associate's degree in nursing	3.5
e) Bachelor's degree in nursing	1.0
f) Master's degree in nursing	0.1
g) Doctorate in nursing	0.0
h) Other degree	5.5

NOTE: On the 2004 survey, LPNs were not asked for their education background.

4. What is your current employment status? (Mark **one**)

	Percent 2004	Percent 2005
a) 35 or more hours per week in nursing or related area	56.7%	55.0%
b) Less than 35 hours per week in nursing or related area	24.8	26.3
c) Employed, but not in nursing	5.4	4.8
d) Not employed, and seeking employment in nursing or related area	3.3	2.9
e) Not employed, and seeking employment outside of nursing	0.1	0.2
f) Temporarily not working and not looking for a job	5.0	5.8
g) Retired or with no plans to return to work	4.7	5.0

5. Identify your current employment setting(s). (Mark **all** that apply)

	Percent 2004	Percent 2005 (active only)
a) None (not active in nursing)	7.3%	0.4%
b) Hospital inpatient	19.3	21.0
c) Hospital outpatient	4.8	5.9
d) Non-hospital outpatient	2.1	2.8
e) Physician's office	12.1	17.0
f) Nursing home/long-term care facility	35.0	44.4
g) Home health care	9.8	11.0
h) Public/community health	2.0	2.6
i) School health	1.6	1.2
j) Hospice	2.1	2.3
k) Nursing education	1.8	1.6
l) Insurance company/health plan	1.0	0.8
m) Traveling/temporary nurse	1.3	1.9
n) Other	8.4	7.0

6. Does your main nursing position involve providing direct care services to patients/families?

	Percent 2004 (active only)	Percent 2005 (active only)
Yes	82.4%	91.5%
No	17.6	8.5

7. If you provide direct care services, please identify your main practice area. (Mark **one**)

	Percent 2004	Percent 2005 (active only)
a) Med-Surg	24.4%	11.1%
b) Surgery	3.0	2.8
c) Critical care	3.1	1.9
d) Pediatrics	7.3	4.4
e) Obstetrics	3.4	3.6
f) Geriatrics/elderly care	—	45.4
g) Oncology	—	0.9
f) Psychiatric/mental health	4.6	2.9
g) Emergency/urgent care	2.6	2.2
h) Patient education	5.2	2.5
i) Case management	2.8	3.8
j) General/family practice	13.8	6.7
k) Other (Fill in blank)	29.8	11.6

NOTE: “Geriatrics/elderly care” and “Oncology” were added as response options on the 2005 survey.

8. Where is your primary place of employment? (Mark **one**)

	Percent 2005 (active only)
a) Michigan	95.0%
b) Other state in the U.S.	4.9
c) Canada	0.1
d) Other nation	0.0

9. If your primary place of employment is in the U.S., what is the ZIP code of your primary place of employment?

10. Did you graduate from a nursing school in the United States or in another nation?

	Percent 2004	Percent 2005 (active only)
a) United States	98.6%	98.4%
b) Other nation	1.4	1.6

11. Where do you live? (Mark **one**)

	Percent 2005 (active only)
a) Michigan	95.5%
b) Other state	4.3
c) Canada	0.1
d) Other nation	0.0

12. If you live in the U.S., what is the ZIP code for your residence?

One of the goals of the Michigan Center for Nursing is to increase diversity within the nursing profession. It would be helpful if you would answer the following questions:

13. What is your gender?

	Percent 2004	Percent 2005 (active only)
a) Female	94.2%	95.4%
b) Male	5.8	4.6

14. What is your racial/ethnic background?

	Percent 2004	Percent 2005 (active only)
a) American Indian/Alaskan Native	1.6%	1.1%
b) Asian or Pacific Islander	1.5	1.7
c) Black, non-Hispanic	14.2	13.3
d) Hispanic	0.9	1.2
e) White, non-Hispanic	80.5	81.4
f) Multiracial	0.9	0.8
g) Other/unknown	0.4	0.6

15. To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing.

	Percent 2004	Percent 2005 (active only)
a) 1–5 years	14.4%	16.7%
b) 6–10 years	18.2	21.3
c) 11–15 years	14.1	17.4
d) 16–20 years	15.7	16.0
e) 21–30 years	13.5	12.7
f) More than 30 years	7.8	7.7
g) Don't know	16.3	8.2