2020 Survey of Michigan Nurses

Survey Summary Report

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Office of Nursing Safety and Workforce Planning
Michigan Department of Health and Human Services

Prepared by the
Michigan Public Health Institute

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Introduction

The *Survey of Michigan Nurses* has been supported by the Michigan Department of Health and Human Services (MDHHS) annually since 2004 to gather information about the supply of and demand for nurses in Michigan. Information gathered from this survey is used to inform state and local decision-making about the recruitment, education, and employment status of the nurse population.

This survey includes questions that primarily focus on: 1) license type and educational background; 2) employment status, including current practice setting; 3) length of time in practice and plans to continue practicing as a nurse; and 4) demographic information.

Methodology

The MDHHS – Office of Nursing Safety and Workforce Planning (ONP) contracted with the Michigan Public Health Institute (MPHI) to revise the annual *Survey of Michigan Nurses*, collect and analyze the data, and report findings to nursing stakeholders in a variety of formats. In partnership with the MDHHS – ONP, MPHI held a meeting with nursing-stakeholders in December of 2019 to discuss revisions to the 2019 survey instrument that would be incorporated into the 2020 edition. Most notably, there were optional questions added to the end of the survey related to experiences of workplace violence. A copy of the *2020 Survey of Michigan Nurses* can be found in Appendix A.

Historically, nurses licensed in Michigan were divided into two cohorts, based upon the year in which they first received their license, and each cohort has renewed their license every two years. Nurses scheduled to renew their license were sent an electronic notification from the Michigan Department of Licensing and Regulatory Affairs (LARA) informing them of their license renewal period along with instructions for beginning the online renewal process. In previous years, the notification included an invitation to complete the *Survey of Michigan Nurses* which was available through two online options. The first option was to click on a survey link located at the end of the license renewal online process. The second option was to use the survey's direct URL address listed on the notification. Prior to 2017, surveys were also mailed to all nurses scheduled to renew their license during that year, giving nurses an option to complete the survey by mail or online. In 2018 and in 2019, the link to the nursing licensure survey was moved to the confirmation of re-licensure sent to nurses following completion of the re-licensure process. In 2019, LARA revised the licensure renewal process to a new electronic system that sends a generic email notification to everyone who needs to renew their license, regardless of the type of license. Because of this updated licensure renewal process, the 2019 survey link was sent to all nursing licensees in a separate email from LARA. In 2020, MPHI used the email addresses provided by LARA for all licensed nurses recorded in their licensure system to send electronic invites to complete the survey. Nursing associations and organizations were also notified about the survey and reminded nurses to complete the annual survey by using the emailed survey link or completing the survey through a general link.

The survey was administered from March 3 to May 8 in 2020. This timeframe was planned because, it somewhat overlapped with the survey period in previous years as well as allowed ample time for nursing associations to inform members about the survey. However, the actual response rate may have been affected by the advent of COVID-19 in Michigan in March of 2020 and the impact of it on the nursing workforce, particularly in southeast Michigan. Nurses were not required to go through the license renewal process to take the survey. Therefore, it's possible that nurses not renewing their license also completed the survey.

SURVEY RESPONDENTS & RESPONSE RATES

A total of 40,821 nurses participated in the *2020 Survey of Michigan Nurses*, which is significantly higher than the 17,714 nurses who completed the 2019 survey. The higher response rate for the 2020 survey is most likely attributable to the survey having been mailed to the entire licensed nursing workforce rather than just the half of the workforce seeking re-licensure in 2020. However, it may also be attributed to the link to the survey having been emailed directly to licensed nurses with reminders to complete; the significant amount of early, communication to licensed nurses about the change in process that occurred in 2019; and the fact that it was the second year that the link was no longer imbedded in the licensure renewal process. The distribution of responding nurses by demographic characteristics are presented in Table 1. Respondents were instructed to select all races that apply to them.

Table 1. Demographic Characteristics of Survey Respondents

Demographics	RN= 36,617		LPN= 4,204	
	n	Estimate	n	Estimate
Age				
<25 years	520	1.4%	50	1.2%
25 to 34 years	6,203	16.9%	626	14.9%
35 to 44 years	7,217	19.7%	885	21.1%
45 to 54 years	6,956	19.0%	882	21.0%
55 to 64 years	7,900	21.6%	895	21.3%
65 to 74 years	4,962	13.6%	485	11.5%
75+ years	625	1.7%	48	1.1%
Unknown	2,234	6.1%	333	7.9%
Gender				
Female	31,913	87.2%	3,668	87.3%
Male	3,110	8.5%	269	6.4%
Other	46	0.1%	9	0.2%
Unknown	1,548	4.2%	258	6.1%
Race				
White	31,390	85.7%	2,765	65.8%
Black or African American	2,028	5.5%	993	23.6%
American Indian or Alaska Native	430	1.2%	93	2.2%
Asian	1,128	3.1%	76	1.8%
Native Hawaiian or Pacific Islander	89	0.2%	11	0.3%
Other	609	1.7%	110	2.6%
Unknown	1,759	4.8%	300	7.1%
Hispanic or Latino				
Yes	756	2.1%	119	2.8%
No	34,011	92.9%	3,783	90.0%
Unknown	1,850	5.1%	302	7.2%
Arabic or Chaldean				
Yes	756	2.1%	119	2.8%
No	34,011	92.9%	3,783	90.0%
Unknown	1,850	5.1%	302	7.2%
Region				
Upper Peninsula	927	2.5%	207	4.9%
Northwest LP	1,287	3.5%	119	2.8%
Northeast LP	598	1.6%	117	2.8%
West/West Central	4,987	13.6%	588	14.0%
East Central	1,647	4.5%	228	5.4%
East	2,559	7.0%	329	7.8%

Demographics	RN= 36,617		LPN= 4,204	
	n	Estimate	n	Estimate
South Central	1,307	3.6%	116	2.8%
Southwest	2,130	5.8%	272	6.5%
Southeast	3,509	9.6%	321	7.6%
Detroit Metro	10,756	29.4%	1,288	30.6%
MI, Unknown Region	1,096	3.0%	120	2.9%
Outside MI	4,430	12.1%	256	6.1%
Unknown	1,384	3.8%	243	5.8%

Data Analysis

Once data collection concluded, data from the online survey tool were imported into statistical software, SPSS, and run through numerous data cleaning and validation analyses to identify out-of-range or missing values. One of the initial analyses included comparing the license type, age, and place of residence of nurses who completed the survey to that of the total nurse population based on the State's nurse licensure data provided by the State of Michigan LARA. A summary of the state's nurse licensure data can be found at www.minurse.org, under "Licensure Data & Mapping."

Results from this analysis showed some differences in the distribution of nurses who completed the survey compared to the overall nurse population (Table 2). A set of weighting variables was created to increase the degree to which the survey results are representative of the overall nurse population.

Table 2. Comparison of Survey Respondents to All Nurses Licensed in Michigan

Characteristics	RNs				LPNs			
	Nurse Population		Survey Participants		Nurse Population		Survey Participants	
	#	%	#	%	#	%	#	%
Total	155,199	-	36,617	-	22,434	-	4,204	-
Age								
<25 years	3,493	2.3%	520	1.4%	393	1.8%	50	1.2%
25 to 34 years	31,067	20.0%	6,203	16.9%	3,859	17.2%	626	14.9%
35 to 44 years	32,312	20.8%	7,217	19.7%	4,967	22.1%	885	21.1%
45 to 54 years	32,678	21.1%	6,956	19.0%	4,692	20.9%	882	21.0%
55 to 64 years	35,113	22.6%	7,900	21.6%	5,275	23.5%	895	21.3%
65 to 74 years	17,952	11.6%	4,962	13.6%	2,870	12.8%	485	11.5%
75+ years	2,560	1.6%	625	1.7%	372	1.7%	48	1.1%
Unknown	24	0.0%	2,234	6.1%	6	0.0%	333	7.9%
Region								
Eastern/Central/Western UP	4,130	2.7%	927	2.5%	1,491	6.6%	207	4.9%
Northwest LP	4,954	3.2%	1,287	3.5%	582	2.6%	119	2.8%
Northeast LP	2,504	1.6%	598	1.6%	681	3.0%	117	2.8%
West/West Central	20,214	13.0%	4,987	13.6%	3,399	15.2%	588	14.0%
East Central	7,826	5.0%	1,647	4.5%	1,450	6.5%	228	5.4%
East	11,883	7.7%	2,559	7.0%	2,012	9.0%	329	7.8%
South Central	5,468	3.5%	1,307	3.6%	652	2.9%	116	2.8%
Southwest	9,737	6.3%	2,130	5.8%	1,519	6.8%	272	6.5%
Southeast	16,499	10.6%	3,509	9.6%	2,111	9.4%	321	7.6%
Detroit Metro	51,467	33.2%	10,756	29.4%	7,270	32.4%	1,288	30.6%
MI, Unknown Region	-	-	1,096	3.0%	-	-	120	2.9%
Non-Michigan	20,517	13.2%	4,430	12.1%	1,267	5.6%	256	6.1%

Characteristics	RNs				LPNs			
	Nurse Population		Survey Participants		Nurse Population		Survey Participants	
	#	%	#	%	#	%	#	%
Unknown Region	-	-	1,384	3.8%	-	-	243	5.8%
APRN (Advanced Practitioner Registered Nurse)								
Nurse Practitioner	9,478	6.1%	2,495	6.8%	-	-	-	-
Anesthetist	2,830	1.8%	564	1.5%	-	-	-	-
Midwife	453	0.3%	168	0.5%	-	-	-	-
Clinical Specialist	222	0.1%	1,179	3.2%	-	-	-	-

Results of the *2020 Survey of Michigan Nurses*

All percentages reported in this section are presented as weighted estimates that reflect Michigan's overall nurse population. Data weights were calculated and applied to the 2016 through 2020 survey results so comparisons between these five years can be made in cases where the survey questions were the same. However, comparing 2018 results with either of the two previous years should be done with some caution as the response rates for 2018 were considerably lower than previous years. Survey results from 2016 to 2020 cannot be compared with survey results from years prior to 2016 which were not presented as weighted estimates. In addition to weighted estimates, 95 percent confidence intervals were calculated for selected results. Results where the accompanying confidence intervals do not overlap can be considered statistically significant.

EDUCATION

RN and LPN nurses were asked their highest level of nursing education (Table 3) and non-nursing education (Table 4). The highest level of nursing education for 46.5 percent of RNs is a bachelor's degree in nursing and 33.6 percent hold an associate degree in nursing as their highest level of education. Almost all LPNs (93.4%) reported an LPN diploma/certificate being their highest level of nursing education. Over half of RNs and LPNs, 61.8 percent and 62.9 percent respectively, responded that non-nursing education was not applicable as shown in Table 4.

Table 3. Highest Level of Nursing-Related Education

Education Level	RN = 36,519		LPN = 4,198	
	Estimate	95% CI	Estimate	95% CI
LPN diploma/certificate	0.0%	(0.0%, 0.0%)	93.4%	(92.6%, 94.1%)
RN diploma in nursing	6.5%	(6.3%, 6.8%)	0.7%	(0.5%, 1.0%)
Associate degree in nursing	33.6%	(33.1%, 34.0%)	5.0%	(4.4%, 5.8%)
Bachelor's degree in nursing	46.5%	(46.0%, 47.0%)	0.6%	(0.4%, 0.9%)
Master's degree in nursing	11.7%	(11.4%, 12.1%)	0.2%	(0.1%, 0.4%)
Doctorate in Nursing Practice (DNP)	1.0%	(0.9%, 1.1%)	0.0%	(0.0%, 0.1%)
Doctor of Nurse Anesthesia (DNAP)	0.0%	(0.0%, 0.1%)	0.0%	(0.0%, 0.1%)
Doctor of Philosophy in Nursing (PhD)	0.6%	(0.5%, 0.6%)	0.0%	(0.0%, 0.1%)
Other doctoral degree in nursing	0.0%	(0.0%, 0.1%)	0.0%	(0.0%, 0.1%)

Table 4. Highest Level of Non-Nursing Education

Education Level	RN = 35,404		LPN = 4,138	
	Estimate	95% CI	Estimate	95% CI
Non-nursing associate degree	15.1%	(14.7%, 15.5%)	27.4%	(26.0%, 28.7%)
Non-nursing bachelor's degree	16.3%	(16.0%, 16.7%)	7.4%	(6.6%, 8.2%)
Non-nursing master's degree	6.0%	(5.8%, 6.3%)	2.0%	(1.6%, 2.5%)
Non-nursing doctoral degree	0.8%	(0.7%, 0.9%)	0.4%	(0.2%, 0.6%)
Not applicable	61.8%	(61.3%, 62.3%)	62.9%	(61.4%, 64.4%)

RNs were asked to select which level of degree/certificate qualified them for their first nursing license. As shown in Table 5, 43.2 percent of RNs started with a bachelor's degree in nursing. A little over 5 percent of RNs indicated that they attained a master's degree in nursing to qualify for their initial application for nursing licensure. These are most likely individuals receiving non-clinical degrees or out-of-state pre-licensure, nursing master's programs qualifying them to sit for the registered nurse licensure exam, since clinical graduate nursing programs in Michigan require registered nursing licensure as a criterion for participation at clinical sites. APRNs either obtained a bachelor's degree in nursing (34.3%) or master's degree in nursing (32.0%) to qualify them for their first nursing license.

Table 5. Educational Background that Qualified for First Nursing License

Education Level	RN = 36,585	
	Estimate	95% CI
LPN diploma/certificate	3.7%	(3.6%, 3.9%)
RN diploma in nursing	9.4%	(9.1%, 9.7%)
Associate's degree in nursing	37.3%	(36.8%, 37.8%)
Bachelor's degree in nursing	43.2%	(42.6%, 43.7%)
Master's degree in nursing	5.8%	(5.6%, 6.0%)
Doctorate in Nursing	0.7%	(0.6%, 0.7%)

The type of degree/certificate that first qualified respondents to apply for a nursing license was also compared to how long they have been working. LPNs were not asked which degree qualified them for their first license, so only RNs are reported. As shown in Figure 1, RNs had mostly completed a pre-licensure bachelor's degree in nursing (38.7-53.8%) as their first nursing license regardless of how long they've been working. The next most common degree was an associate degree in nursing regardless of how long they've been working (33.5-41.1%).

Figure 1. Number of Years Working Compared to First Nursing License

■ < 3 Years (n = 2,783)   ■ 3 to < 10 Years (n = 8,403)   ■ 10 to < 20 Years (n = 6,748)   ■ 20+ Years (n=10,567)
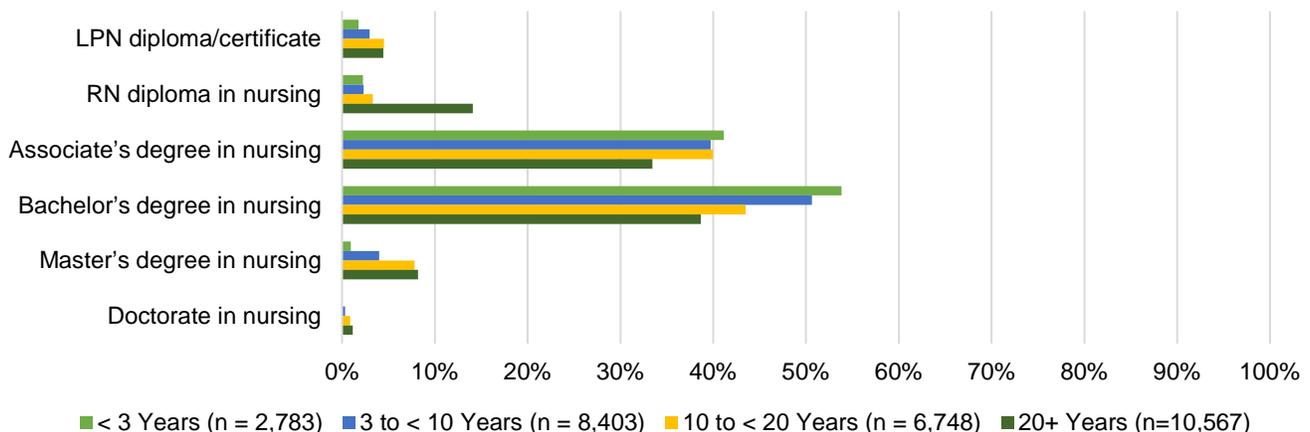
RNs indicated if they currently held specialty certification as a nurse practitioner, nurse anesthetist, nurse midwife, or clinical nurse specialist (Table 6). The results show 4.8 percent of RNs hold certification as nurse practitioners and 2.3 percent are clinical nurse specialists. Nurse anesthetist (1.1%) and nurse midwife (0.3%) specialty certifications were less common. Nurse practitioners, nurse anesthetists, and nurse midwives mostly hold a master's degree in nursing (84.5%, 63.3%, and 76.5% respectively) while clinical nurse specialists mostly hold less than a master's degree (74.1%).

Table 6. Current Specialty Certifications in Michigan

Certification	n= 36,617	
	Estimate	95% CI
Nurse Anesthetist	1.1%	(1.0%, 1.2%)
Nurse Midwife	0.3%	(0.3%, 0.4%)
Nurse Practitioner	4.8%	(4.6%, 5.0%)
Clinical Nurse Specialist	2.3%	(2.1%, 2.4%)

Nurses who responded to the survey were also asked if they were currently enrolled in a program to obtain an ADN, Bachelor of Science in Nursing (BSN), Master of Science in Nursing (MSN), Doctor of Nursing Practice (DNP), Doctor of Nurse Anesthesia (DNAP), or Doctor of Philosophy in Nursing (PhD) degree (Table 7). It is estimated that 5.4 percent of RNs and 2.4 percent of LPNs are currently enrolled in a program to earn a BSN, while 3.8 percent of RNs are enrolled in a program to obtain an MSN. Twelve and nine tenths percent of LPNs are currently enrolled in a program to earn an ADN. The majority of those enrolled in a master's and doctoral program currently hold a bachelor's degree in nursing (86.7% and 58.4% respectively). There were 36.8 percent of nurses enrolled in a doctoral program that currently hold a master's degree in nursing.

Table 7. Current Enrollment in Nursing Educational Programs

Degree	RN= 36,617		LPN= 4,204	
	Estimate	95% CI	Estimate	95% CI
Associate's Degree in Nursing (ADN)	*	*	12.9%	(11.9%, 14.0%)
Bachelor of Science in Nursing (BSN)	5.4%	(5.2%, 5.7%)	2.4%	(2.0%, 2.9%)
Master of Science in Nursing (MSN)	3.8%	(3.6%, 4.0%)	0.1%	(0.0%, 0.2%)
Doctor of Nursing Practice (DNP)	1.3%	(1.1%, 1.4%)	0.0%	(0.0%, 0.1%)
Doctor of Nurse Anesthesia (DNAP)	0.1%	(0.1%, 0.2%)	0.0%	(0.0%, 0.2%)
Doctor of Philosophy in Nursing (PhD)	0.2%	(0.1%, 0.2%)	0.0%	(0.0%, 0.1%)

RNs who indicated they were enrolled in a program to earn MSN or DNP degrees were asked if the program was designed to earn a specialty certification (Table 8). Among the enrolled nurses, 80.2 percent of RNs are currently enrolled to become nurse practitioners and 11.5 percent are enrolled to become clinical nurse specialists.

Table 8. Current Enrollment to Earn Specialty Certification in Nursing

Certification	RN= 1,388	
	Estimate	95% CI
Nurse Practitioner	80.2%	(78.1%, 82.3%)
Nurse Midwife	2.7%	(2.0%, 3.7%)
Nurse Anesthetist	5.6%	(4.5%, 6.9%)
Clinical Nurse Specialist	11.5%	(9.9%, 13.3%)

EMPLOYMENT

Nurses were asked their current employment status to determine the size and characteristics of the workforce. Information was collected on positions requiring a nursing license, on temporary leave from a position requiring a nursing license, in a field other than nursing, as well as nurses who are volunteering, unemployed seeking and not seeking work as a nurse, or retired. Most RNs and LPNs, 63.4 percent and 60.4 percent respectively, are currently employed full-time in a position that requires a nurse license (Table 9).

Table 9. Current Employment Status

Employment	RN= 36,617		LPN= 4,204	
	Estimate	95% CI	Estimate	95% CI
Actively employed in nursing or in a position that requires a nurse license full-time	63.4%	(62.9%, 63.8%)	60.4%	(58.9%, 61.8%)
Actively employed in nursing or in a position that requires a nurse license part-time	10.9%	(10.5%, 11.2%)	10.4%	(9.6%, 11.4%)
Actively employed in nursing or in a position that requires a nurse license on a per-diem basis	5.0%	(4.8%, 5.2%)	3.7%	(3.1%, 4.3%)
On temporary medical leave from a position that requires a nurse license	1.1%	(1.0%, 1.2%)	*	*
On temporary non-medical leave from a position that requires a nurse license	0.8%	(0.7%, 0.9%)	*	*
Actively employed in a field other than nursing	2.7%	(2.5%, 2.8%)	4.8%	(4.2%, 5.5%)
Unemployed, volunteer status only	0.8%	(0.7%, 0.9%)	*	*
Unemployed, seeking work as a nurse	1.9%	(1.8%, 2.1%)	3.6%	(3.1%, 4.2%)
Unemployed, not seeking work as a nurse	3.3%	(3.1%, 3.5%)	3.6%	(3.1%, 4.2%)
Retired	10.2%	(9.9%, 10.6%)	9.7%	(8.9%, 10.7%)

Among all licensed nurses in Michigan, 79.2 percent of RNs and 74.5 percent of LPNs are currently employed as a nurse (Table 10). The percentage of RNs who are currently employed as a nurse tends to decrease as age increases. Nurses who are 65 years and older are the least likely to be currently employed. Male RNs and LPNs are more likely to be currently employed as a nurse than female RNs. RNs living in the U.P. of Michigan are employed at the highest levels (81.8%), while LPNs living in the Southeast region of Michigan are employed at the highest levels (77.9%).

Table 10. Percentage of Nurses Who are Employed by Demographic Characteristics

Demographics	RN			LPN		
	n	Estimate	95% CI	n	Estimate	95% CI
Total	36,617	79.2%	(78.8%, 79.6%)	4,204	74.5%	(73.2%, 75.8%)
Age						
<25 years	520	94.2%	(92.2%, 96.2%)	50	84.0%	(73.8%, 94.1%)
25 to 34 years	6,203	91.2%	(90.5%, 91.9%)	626	87.4%	(84.8%, 90.0%)
35 to 44 years	7,217	89.7%	(89.0%, 90.4%)	885	84.3%	(81.9%, 86.7%)
45 to 54 years	6,956	88.9%	(88.2%, 89.7%)	882	84.6%	(82.2%, 87.0%)
55 to 64 years	7,900	74.9%	(73.9%, 75.8%)	895	68.0%	(65.0%, 71.1%)
65+ years	5,587	34.0%	(32.8%, 35.3%)	533	38.8%	(34.7%, 43.0%)
Gender						
Female	31,913	78.7%	(78.3%, 79.2%)	3,668	74.5%	(73.1%, 75.9%)

Demographics	RN			LPN		
	n	Estimate	95% CI	n	Estimate	95% CI
Male	3,110	84.5%	(83.2%, 85.8%)	269	75.6%	(70.4%, 80.7%)
Other	46	74.7%	(62.1%, 87.3%)	9	65.4%	(34.3%, 96.5%)
Race						
White	31,390	78.8%	(78.4%, 79.3%)	2,765	71.3%	(69.6%, 73.0%)
Black or African American	2,028	82.6%	(81.0%, 84.3%)	993	82.2%	(79.9%, 84.6%)
Other	2,178	82.9%	(81.4%, 84.5%)	280	77.5%	(72.6%, 82.4%)
Hispanic or Latino						
Yes	756	85.8%	(83.3%, 88.3%)	119	80.1%	(73.0%, 87.3%)
No	34,011	79.1%	(78.7%, 79.6%)	3,783	74.3%	(72.9%, 75.7%)
Arabic/Chaldean or Other Middle Eastern Decent						
Yes	484	84.5%	(81.3%, 87.7%)	25	70.9%	(53.1%, 88.7%)
No	34,258	79.2%	(78.7%, 79.6%)	3,872	74.6%	(73.2%, 75.9%)
Residence						
Upper Peninsula	927	81.8%	(79.4%, 84.3%)	207	77.8%	(72.1%, 83.5%)
Northwest LP	1,287	74.1%	(71.7%, 76.5%)	119	64.5%	(55.9%, 73.1%)
Northeast LP	598	75.0%	(71.5%, 78.5%)	117	76.2%	(68.5%, 83.9%)
West/West Central	4,987	80.1%	(79.0%, 81.2%)	588	72.8%	(69.3%, 76.4%)
East Central	1,647	80.2%	(78.2%, 82.1%)	228	73.7%	(68.0%, 79.4%)
East	2,559	80.5%	(79.0%, 82.1%)	329	68.0%	(63.0%, 73.1%)
South Central	1,307	79.4%	(77.2%, 81.5%)	116	75.9%	(68.1%, 83.7%)
Southwest	2,130	78.9%	(77.2%, 80.6%)	272	77.3%	(72.3%, 82.3%)
Southeast	3,509	78.4%	(77.0%, 79.8%)	321	77.9%	(73.3%, 82.4%)
Detroit Metro	10,756	79.7%	(79.0%, 80.5%)	1,288	76.3%	(74.0%, 78.6%)
Michigan Residence*	30,803	77.9%	(77.5%, 78.4%)	3,705	75.4%	(74.0%, 76.7%)
Non-Michigan Residence	4,430	74.9%	(73.6%, 76.1%)	256	65.3%	(59.4%, 71.1%)

*Includes individuals who indicated they live in Michigan but did not provide a zip code.

Table 11 below shows the demographics of nurses who indicated they are currently employed. The ages of employed RNs and LPNs are fairly, evenly distributed between 25 to 64 years old (21.4-23.6% and 20.2-25.1% respectively). Most RNs (90.5%) and LPNs (92.8%) are female.

Table 11. Demographic Characteristics of Employed Nurses

Demographics	RN = 27,276		LPN = 2,952	
	Estimate	95% CI	Estimate	95% CI
Age				
<25 years	2.7%	(2.5%, 2.9%)	2.0%	(1.5%, 2.5%)
25 to 34 years	23.0%	(22.5%, 23.5%)	20.2%	(18.8%, 21.7%)
35 to 44 years	23.6%	(23.1%, 24.1%)	25.1%	(23.5%, 26.7%)
45 to 54 years	23.6%	(23.1%, 24.2%)	23.8%	(22.3%, 25.3%)
55 to 64 years	21.4%	(20.9%, 21.9%)	21.5%	(20.0%, 23.0%)
65+ years	5.7%	(5.4%, 6.0%)	7.5%	(6.6%, 8.5%)
Gender				
Female	90.5%	(90.1%, 90.8%)	92.8%	(91.8%, 93.7%)
Male	9.4%	(9.1%, 9.7%)	7.0%	(6.1%, 7.9%)
Other	0.1%	(0.1%, 0.1%)	0.2%	(0.1%, 0.4%)
Race				
White	89.9%	(89.5%, 90.2%)	68.0%	(66.3%, 69.7%)
Black	6.0%	(5.8%, 6.3%)	28.1%	(26.5%, 29.7%)

Other	6.4%	(6.1%, 6.7%)	7.3%	(6.4%, 8.3%)
Hispanic or Latino				
Yes	2.4%	(2.2%, 2.6%)	3.3%	(2.7%, 4.0%)
No	97.6%	(97.4%, 97.8%)	96.7%	(96.0%, 97.3%)
Arabic/Chaldean or Other Middle Eastern Decent				
Yes	1.5%	(1.4%, 1.6%)	0.6%	(0.4%, 1.0%)
No	98.5%	(98.4%, 98.6%)	99.4%	(99.0%, 99.6%)

The distribution of where nurses live and work with respect to Michigan's 10 Regions is shown in Table 12. The highest proportion of RNs live and work (33.3% and 32.7%, respectively) in the Detroit Metro region. The Detroit Metro region also has the highest proportion of LPNs living and working within this region, comparable to RNs (33.4% and 34.8% respectively).

Table 12: Region of Residency & Employment among Michigan Nurses

| Region	RNs				LPNs			
	Place of Residency		Place of Employment		Place of Residency		Place of Employment	
	Estimate	95% CI	Estimate	95% CI	Estimate	95% CI	Estimate	95% CI
Upper Peninsula	2.7%	(2.6%, 2.9%)	2.8%	(2.6%, 3.0%)	7.0%	(6.1%, 8.0%)	7.1%	(6.2%, 8.1%)
Northwest LP	3.0%	(2.8%, 3.2%)	3.0%	(2.8%, 3.2%)	2.2%	(1.7%, 2.8%)	2.4%	(1.9%, 3.0%)
Northeast LP	1.5%	(1.4%, 1.7%)	1.4%	(1.3%, 1.5%)	3.0%	(2.4%, 3.7%)	2.9%	(2.4%, 3.6%)
West/West Central	13.1%	(12.7%, 13.6%)	12.9%	(12.5%, 13.3%)	14.9%	(13.6%, 16.2%)	14.8%	(13.5%, 16.1%)
East Central	5.1%	(4.8%, 5.4%)	5.3%	(5.0%, 5.6%)	6.4%	(5.6%, 7.4%)	6.1%	(5.3%, 7.0%)
East	7.8%	(7.5%, 8.1%)	6.6%	(6.3%, 6.9%)	8.2%	(7.3%, 9.3%)	6.7%	(5.8%, 7.6%)
South Central	3.5%	(3.3%, 3.8%)	3.8%	(3.6%, 4.1%)	3.0%	(2.4%, 3.7%)	3.2%	(2.6%, 3.9%)
Southwest	6.2%	(5.9%, 6.5%)	6.3%	(6.0%, 6.6%)	7.1%	(6.2%, 8.1%)	6.7%	(5.9%, 7.7%)
Southeast	10.5%	(10.1%, 10.9%)	12.3%	(12.0%, 12.7%)	9.9%	(8.9%, 11.0%)	9.8%	(8.8%, 10.9%)
Detroit Metro	33.3%	(32.7%, 33.9%)	32.7%	(32.1%, 33.2%)	33.4%	(31.7%, 35.1%)	34.8%	(33.1%, 36.5%)
Outside MI	13.2%	(12.8%, 13.6%)	12.9%	(12.5%, 13.3%)	5.0%	(4.3%, 5.9%)	5.5%	(4.7%, 6.4%)

Nurses employed outside of Michigan were asked the reason for being employed outside the state (Table 13, on the next page). While the majority of respondents indicated some other reason (61.7% RNs and 59.0% LPNs), 15.5 percent of RNs and 16.3 percent of LPNs indicated they were employed outside of Michigan because they are taking care of home and family.

Table 13. Reason Primary Place of Employment is Outside of Michigan

Reason	RN = 3,311		LPN = 181	
	Estimate	95% CI	Estimate	95% CI
Scope of practice regulation is more favorable outside of Michigan	6.6%	(5.8%, 7.5%)	5.3%	(2.9%, 9.7%)
Taking care of home and family	15.5%	(14.3%, 16.7%)	16.3%	(11.6%, 22.3%)
School	1.4%	(1.0%, 1.8%)	1.6%	(0.6%, 4.7%)
Difficulty finding a nursing position	5.1%	(4.4%, 5.9%)	10.0%	(6.4%, 15.2%)
Semi-retired	2.5%	(2.0%, 3.1%)	3.6%	(1.7%, 7.4%)
Better Opportunity, Pay, or Benefits	3.2%	(2.6%, 3.8%)	5.2%	(2.8%, 9.5%)
Military	0.8%	(0.5%, 1.2%)	0.6%	(0.1%, 3.2%)
Other	67.1%	(65.5%, 68.7%)	59.0%	(51.7%, 65.9%)

Both RNs and LPNs who stated they are working as a nurse were asked to indicate how many hours per week they work in nursing or a related area (Figure 2). In general, RNs and LPNs are more likely to work 40 to 49 hours per week in nursing or a related area in comparison to other weekly hours (39.4% and 44.6% respectively). RN and LPN nurses between 35-64 years old are most likely to work between 40-49 hours per week. On the other hand, nurses who are 65 years of age or older are most likely to work fewer than 30 hours per week in nursing or a related area. The majority of RNs 18-24 years old work 30-39 hours per week (70.8%).

Figure 2. Current Employment Status
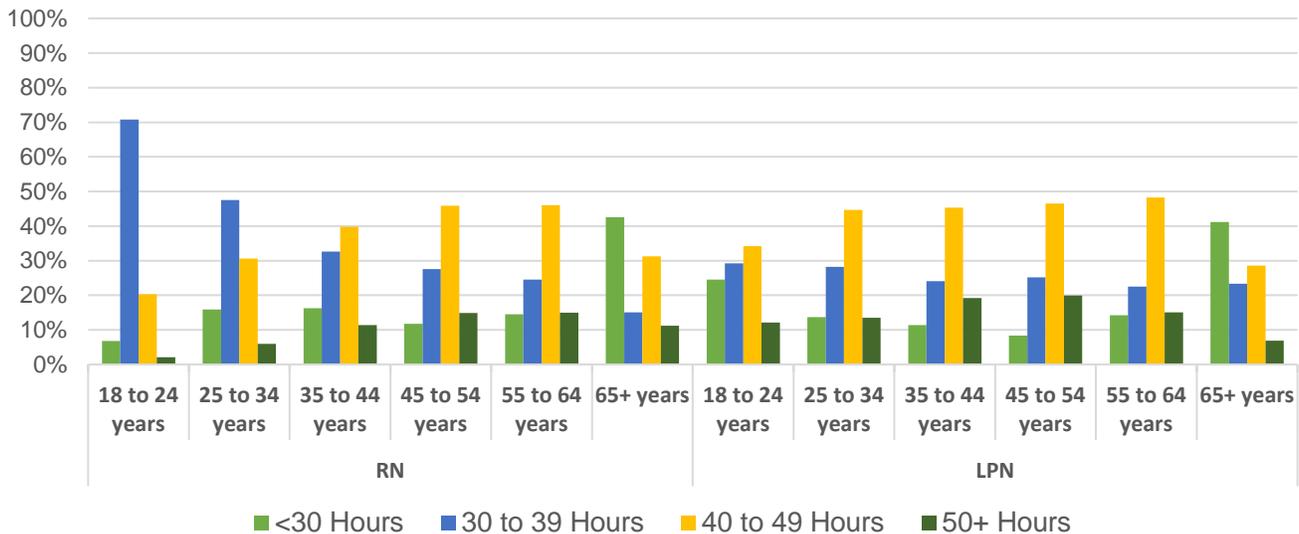
Nurses currently working were asked to indicate how many different nursing positions they hold (Table 14). Currently, most of the RNs and LPNs only have one nursing position, 86.3 percent and 81.6 percent respectively.

Table 14. Number of Currently Employed Nursing Positions

| Number of Positions	RN = 28,398		LPN = 3,134	
	Estimate	95% CI	Estimate	95% CI
1 Position	86.3%	(85.9%, 86.7%)	81.6%	(80.2%, 82.9%)
2 Position	11.7%	(11.3%, 12.1%)	15.6%	(14.4%, 16.9%)
3+ Positions	2.0%	(1.8%, 2.2%)	2.8%	(2.2%, 3.4%)

Most commonly, RNs (35.0%) have been working as a nurse for 20 or more years. Over one third (34.0%) of LPNs have been working as a nurse for three to less than ten years, and about one quarter (26.9%) have been working for 20 or more years. Conversely, 11.1 percent of RNs have been working for less than three years compared to 15.7 percent of LPNs (Table 15).

Table 15. Number of Years Working as a Nurse (RN and LPN)

Years	RN= 27,834		LPN= 3,019	
	Estimate	95% CI	Estimate	95% CI
Less than 3 years	11.1%	(10.7%, 11.5%)	15.7%	(14.4%, 17.0%)
3 to less than 10 years	30.5%	(30.0%, 31.1%)	34.0%	(32.3%, 35.7%)
10 to less than 20 years	23.4%	(22.9%, 23.9%)	23.4%	(21.9%, 24.9%)
20 or more years	35.0%	(34.4%, 35.5%)	26.9%	(25.3%, 28.4%)

The number of years working was also compared to the age of the nurse (Figure 3). Almost all of RNs and LPNs who have been working less than three years are 18 to 24 years old (96.7% and 92.7% respectively). RNs and LPNs working three to less than ten years are mostly between 25 to 34 years old (65.9% and 53.7% respectively).

Figure 3. Number of Years Working as a Nurse Compared to Age (RN and LPN)
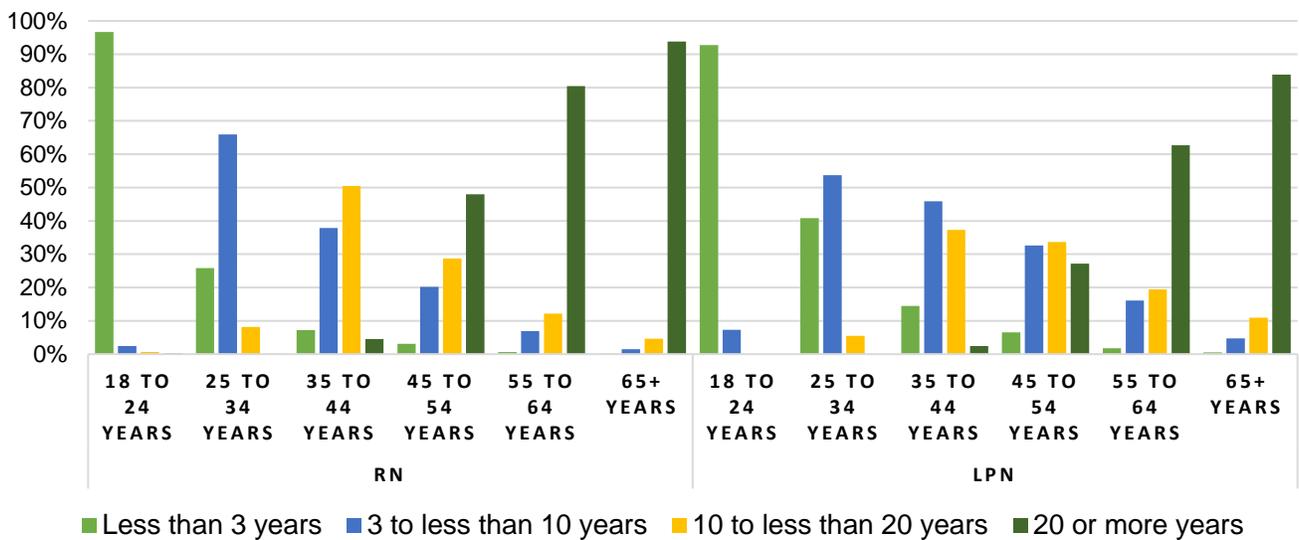
The number of years APRNs have been working was also measured as a subset of RNs. Thirty-nine percent of APRNs have been working as a nurse for 20 or more years (Table 16). The number of years APRNs have been working was also compared to their age (Figure 4). The percentage of APRNs working three to less than ten years are mostly between 25 and 34 years old (76.7%) while most APRNs 35 to 44 years old have been working for 10 to less than 20 years (68.5%). APRNs 54 years or older are most likely to have worked as a nurse for 20 or more years (61.1-93.3%).

Table 16. Number of Years Working as a Nurse (APRNs only)

Years	APRN= 3,571	
	Estimate	95% CI
Less than 3 years	3.0%	(2.4%, 3.6%)
3 to less than 10 years	25.0%	(23.6%, 26.4%)
10 to less than 20 years	33.0%	(31.5%, 34.5%)
20 or more years	39.0%	(37.4%, 40.6%)

Figure 4. Number of Years Working as a Nurse Compared to Age (APRN)
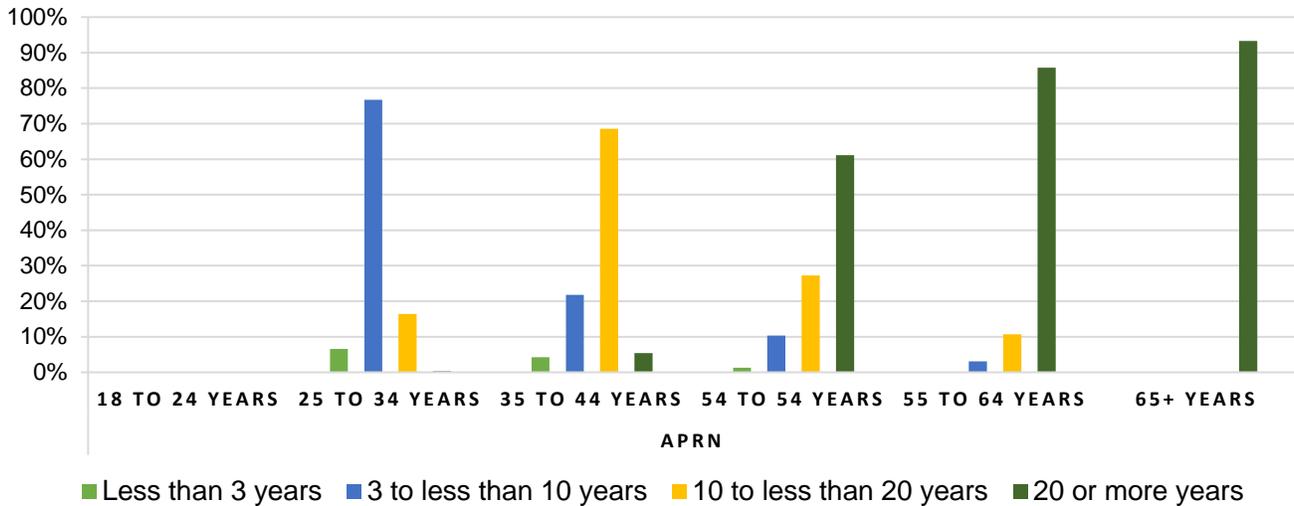
Of those nurses who indicated they had been working as a nurse less than three years, they were asked to indicate how prepared they felt when entering the nursing workforce (Table 17). Most RNs and LPNs (54.7% and 63.6% respectively) felt adequately prepared. The next most common response for both RNs (29.6%) and LPNs (22.5%) was they did not have enough clinical time prior to entering the nursing workforce.

Table 17. Preparedness for Entering Nursing Workforce

Level of Preparedness	RN= 2,698		LPN= 455	
	Estimate	95% CI	Estimate	95% CI
Adequately prepared	54.7%	(52.8%, 56.5%)	63.6%	(59.1%, 67.9%)
Not enough classroom time	1.8%	(1.4%, 2.4%)	*	*
Not enough clinical time	29.6%	(27.9%, 31.3%)	22.5%	*
Not enough skills lab/simulation time	15.3%	(14.0%, 16.7%)	15.0%	(12.0%, 18.6%)
Not enough critical thinking/ prioritization practice	21.3%	(19.8%, 22.9%)	13.6%	(10.7%, 17.0%)
Other	2.7%	(2.1%, 3.4%)	*	*

The regional breakdown was provided for those nurses who had been working as a nurse less than three years and felt adequately prepared to enter the workforce (Table 18). The most common region for RNs who felt adequately prepared to enter the nursing workforce was the Northwest Lower Peninsula (67.1%), followed by East Central (61.5%). The most common region for LPNs who felt adequately prepared to enter the nursing workforce was the East Central region (93.4%), followed by the Southeast (78.5%) and Northwest Lower Peninsula (77.6%).

Table 18. Adequately Preparedness for Entering Nursing Workforce by Region

Region	RNs			LPNs		
	N	%	95% CI	N	%	95% CI
Upper Peninsula	79	45.8%	(35.3%, 56.7%)	19	46.8%	(26.9%, 67.8%)
Northwest LP	78	67.1%	(56.0%, 76.5%)	10	77.6%	(46.6%, 93.2%)
Northeast LP	34	47.1%	(31.5%, 63.3%)	7	67.4%	(32.7%, 89.8%)

Region	RNs			LPNs		
	N	%	95% CI	N	%	95% CI
West/West Central	444	53.3%	(48.7%, 57.9%)	35	64.4%	(47.9%, 78.1%)
East Central	129	61.5%	(52.9%, 69.5%)	14	93.4%	(69.2%, 98.9%)
East	217	56.7%	(50.0%, 63.1%)	18	68.5%	(45.5%, 85.0%)
South Central	87	59.8%	(49.3%, 69.5%)	20	48.1%	(28.4%, 68.5%)
Southwest	149	49.4%	(41.5%, 57.3%)	20	53.3%	(32.7%, 72.8%)
Southeast	265	58.1%	(52.1%, 63.9%)	34	78.5%	(62.2%, 89.0%)
Detroit Metro	887	52.5%	(49.2%, 55.8%)	232	59.7%	(53.3%, 65.8%)
Lives in Michigan	2,502	54.2%	(52.2%, 56.1%)	427	63.2%	(58.6%, 67.7%)
Lives Outside of Michigan	145	63.7%	(55.7%, 71.1%)	15	72.9%	(47.7%, 88.9%)

Nurses who indicated they had been working as a nurse less than three years were also asked about finding employment and satisfaction with orientation at their employment site (Table 19). Most RNs (38.2%) felt it was easy to find a nursing position while most LPNs (44.2%) felt it was very easy to find a nursing position. Both RNs and LPNs indicated it was easy for them to find a nursing position in their preferred practice area (25.9% and 23.5% respectively). Most RNs and LPNs did not participate in a residency program at the end of their nursing educational program (65.2% and 88.8% respectively) that helped ease the difficulty of finding a nursing position after graduation. About half of the RNs (50.1%) were satisfied with the orientation at their place of employment, while 32.9 percent of LPNs were satisfied with the orientation. For more information on the regional breakdown of this table, please visit minurse.org.

Table 19. Finding Employment for Nurses Entering Workforce

|	RN = 2,707		LPN = 455	
	Estimate	95% CI	Estimate	95% CI
Difficulty Finding a Nursing Position				
Very difficult	0.8%	(0.6%, 1.3%)	0.5%	(0.1%, 1.6%)
Difficult	7.3%	(6.4%, 8.3%)	3.8%	(2.4%, 6.0%)
Neutral	24.3%	(22.7%, 26.0%)	17.5%	(14.3%, 21.3%)
Easy	38.2%	(36.4%, 40.1%)	34.0%	(29.8%, 38.5%)
Very easy	29.3%	(27.7%, 31.1%)	44.2%	(39.7%, 48.8%)
Difficulty Finding a Nursing Position in Preferred Practice Area				
Very difficult	8.0%	(7.0%, 9.1%)	6.1%	(4.3%, 8.7%)
Difficult	21.6%	(20.1%, 23.2%)	10.6%	(8.1%, 13.8%)
Neutral	31.2%	(29.5%, 32.9%)	34.3%	(30.1%, 38.8%)
Easy	25.9%	(24.3%, 27.6%)	23.5%	(19.8%, 27.6%)
Very easy	13.2%	(12.0%, 14.6%)	25.5%	(21.7%, 29.7%)
Had a Residency Placement as Part of Nursing Program				
Yes	34.8%	(33.0%, 36.6%)	11.2%	(8.6%, 14.4%)
No	65.2%	(63.4%, 67.0%)	88.8%	(85.6%, 91.4%)
Satisfaction with Orientation at Place of Employment				
Very dissatisfied	2.8%	(2.2%, 3.5%)	8.7%	(6.5%, 11.7%)
Dissatisfied	8.6%	(7.6%, 9.7%)	13.0%	(10.2%, 16.4%)
Neutral	20.4%	(18.9%, 21.9%)	28.2%	(24.3%, 32.5%)
Satisfied	50.1%	(48.2%, 52.0%)	32.9%	(28.7%, 37.3%)
Very satisfied	18.2%	(16.8%, 19.7%)	17.1%	(14.0%, 20.9%)

To assist in projecting the supply of nurses in the future, nurses who are currently working were asked to indicate for how many more years they plan to continue working as a nurse (Table 20). Most RNs (61.6%) and LPNs (58.1%) estimated that they will continue working as a nurse for more than 10 years. A much smaller percentage of RNs (4.8%) and LPNs (5.1%) plan to work as a nurse for fewer than two additional years.

Table 20. Plans to Continue Working as a Nurse (RN and LPN)

Years	RN= 27,802		LPN= 3,013	
	Estimate	95% CI	Estimate	95% CI
Less than 2 years	4.8%	(4.6%, 5.1%)	5.1%	(4.3%, 5.9%)
2 to 5 years	12.4%	(12.0%, 12.8%)	12.6%	(11.4%, 13.8%)
6 to 10 years	15.3%	(14.9%, 15.7%)	14.1%	(12.8%, 15.3%)
More than 10 years	61.6%	(61.0%, 62.2%)	58.1%	(56.4%, 59.9%)
Don't know	5.8%	(5.6%, 6.1%)	10.1%	(9.0%, 11.2%)

While more than half of all RNs and LPNs indicated they planned to continue working as a nurse for 10 years or more, responses varied based upon the age of the responding nurse (Figure 5). Most RNs (45.8%) and LPNs (46.0%) who are aged 65 or older indicated that they plan to continue working as a nurse for five or fewer years. RNs between the ages of 55 and 64 were most likely to continue working for six to ten more years (38.9%), and LPNs 55 to 64 years old were most likely to continue working six to ten more years (37.1%). Nurses younger than 55 years old most frequently indicated that they plan to continue practicing as a nurse for more than 10 years.

Figure 5. Plans to Continue to Practice Nursing (in years) by Age (RN and LPN)
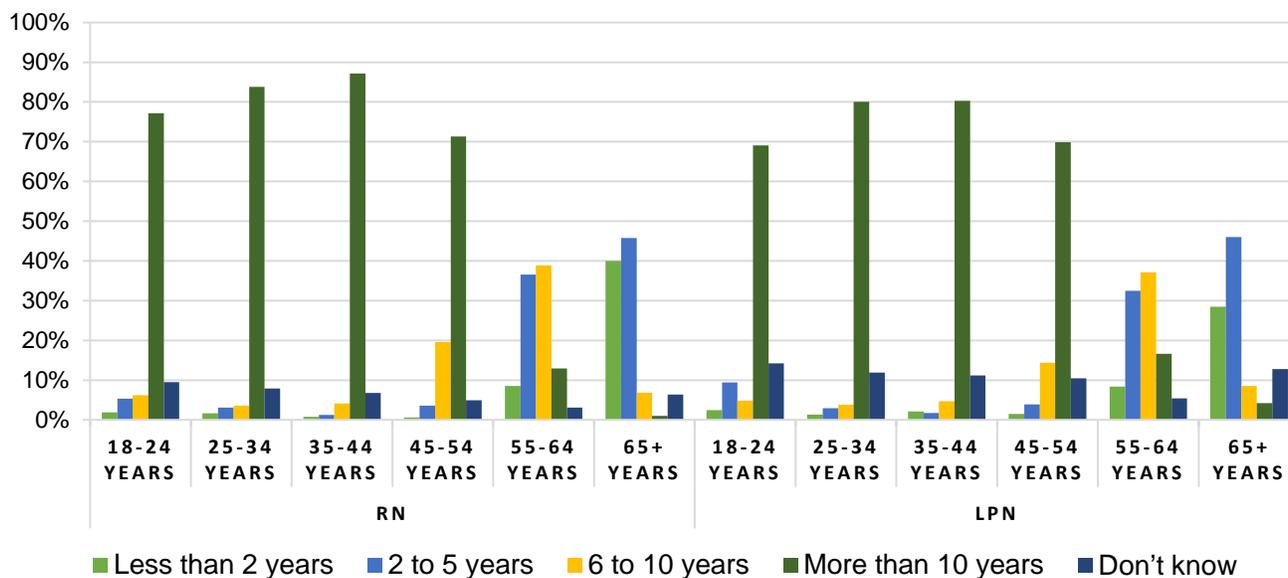
APRNs plan to continue working as a nurse was also measured as a subset of RNs. Sixty-seven and five tenths percent of APRNs estimated that they will continue working as a nurse for more than 10 years, while 4.1 percent plan to work as a nurse for fewer than two additional years (Table 21). APRNs plans to continue working was also compared to their age (Figure 6). APRNs aged 55 or older indicated that they plan to continue working as a nurse for five or fewer years.
The APRNs 54 years or younger plan to continue working for more than 10 years. These are fairly similar distributions to non-APRNs.

nurses, but there aren't any 18 to 24 year old APRNs reported.

Table 21. Plans to Continue Working as a Nurse (APRN)

| Years | APRN= 3,569 | |
	Estimate	95% CI
Less than 2 years	4.1%	(3.9%, 4.3%)
2 to 5 years	10.5%	(10.1%, 10.8%)
6 to 10 years	13.7%	(13.3%, 14.1%)
More than 10 years	67.5%	(67.0%, 68.1%)
Don't know	4.1%	(3.9%, 4.4%)

Figure 6. Plans to Continue to Practice Nursing (in years) by Age (APRN)
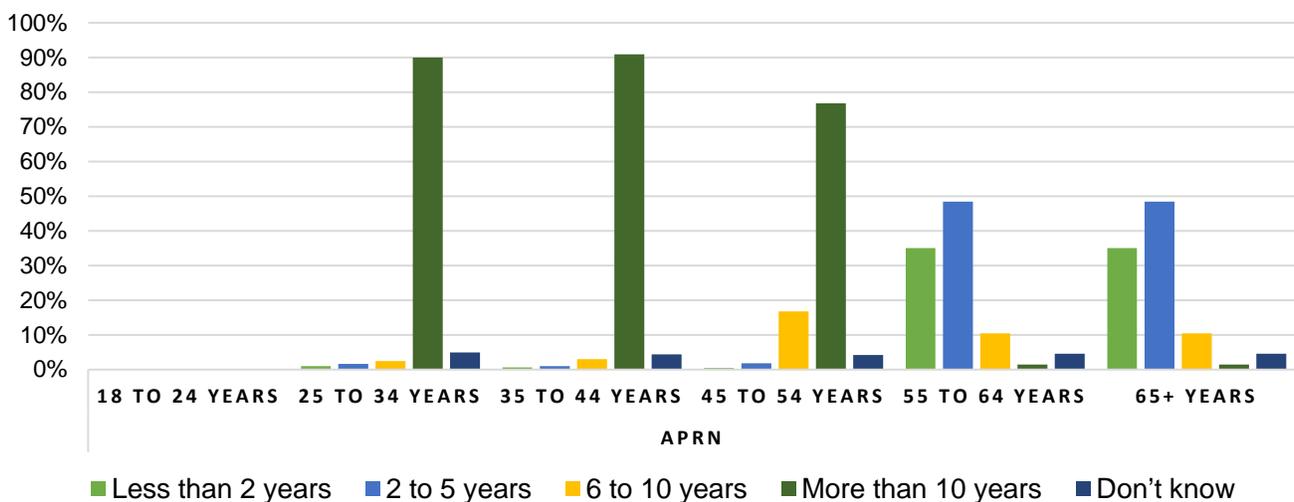
The region breakdown was also provided for those nurses who plan to stop working in five or less years (Table 22). For RNs, the most common region for nurses to stop working in five or less years is in the Northwest and Northeast Lower Peninsula (22.0% and 21.9% respectively). For LPNs, the most common region for nurses to stop working in five or less years is in the Upper Peninsula (24.8%).

Table 22. Plans to Work 5 Years or Less by Region

| Region | RNs | | | LPNs | | |
	N	%	95% CI	N	%	95% CI
Upper Peninsula	699	20.4%	(17.6%, 23.5%)	153	24.8%	(18.7%, 32.2%)
Northwest LP	903	22.0%	(19.4%, 24.8%)	72	23.6%	(15.3%, 34.5%)
Northeast LP	412	21.9%	(18.2%, 26.1%)	84	15.4%	(9.2%, 24.6%)
West/West Central	3,713	16.6%	(15.4%, 17.8%)	393	23.5%	(19.6%, 28.0%)
East Central	1,230	14.8%	(12.9%, 16.9%)	153	19.0%	(13.5%, 25.9%)
East	1,934	17.2%	(15.6%, 18.9%)	214	17.7%	(13.2%, 23.4%)
South Central	977	16.9%	(14.7%, 19.4%)	81	21.2%	(13.7%, 31.3%)
Southwest	1,569	20.3%	(18.4%, 22.4%)	190	18.7%	(13.8%, 24.9%)
Southeast	2,552	19.2%	(17.7%, 20.8%)	230	20.1%	(15.4%, 25.7%)
Detroit Metro	7,880	18.6%	(17.8%, 19.5%)	864	17.2%	(14.8%, 19.9%)

Region	RNs			LPNs		
	N	%	95% CI	N	%	95% CI
Lives in Michigan	22,654	18.0%	(17.8%, 18.8%)	2,505	19.6%	(18.1%, 21.2%)
Lives Outside of Michigan	3,148	19.0%	(17.7%, 20.4%)	153	22.8%	(16.8%, 30.0%)

Among those who indicated they plan to stop working in five years or less were asked their reason for leaving nursing (Table 23). Most RNs and LPNs (84.5% and 80.7%, respectively) plan to retire in five years or less. The next most common reason for leaving nursing was because it was too stressful or the workload was too much for both RNs and LPNs (16.3% and 19.9%, respectively).

Table 23. Reasons for Leaving Nursing for those Leaving Nursing in Less than 5 Years

Reason	RN= 5,228		LPN= 519	
	Estimate	95% CI	Estimate	95% CI
Retiring	84.5%	(83.5%, 85.4%)	80.7%	(77.1%, 83.9%)
Enrolled in education program	4.6%	(4.1%, 5.2%)	5.0%	(3.5%, 7.3%)
Difficulty finding a nursing position	0.6%	(0.4%, 0.8%)	0.6%	(0.2%, 1.7%)
Too stressful/Workload	16.3%	(15.4%, 17.4%)	19.9%	(16.7%, 23.5%)
Difficulties with EMR/new technology	1.5%	(1.2%, 1.9%)	0.4%	(0.1%, 1.4%)
Violence/safety issues	4.5%	(3.9%, 5.0%)	4.5%	(3.0%, 6.7%)
Other (please specify)*	2.9%	(2.5%, 3.4%)	3.9%	(2.6%, 6.0%)

*Other includes reasons such as family care, not enjoying the profession and/or needing a change, a few mentioned concerns about COVID-19.

DIRECT CARE

A large majority of RNs (80.3%) and LPNs (88.9%) provide direct care to patients and their families. When asked how many hours per week they provide direct care, 28.9 percent of RNs provide direct care services 8 to 29 hours per week, and 42.3 percent provide direct care services 30 to 39 hours per week (Table 24). However, LPNs provide direct care services almost evenly across 8 to 29 hours, 30 to 39 hours, and 40 to 49 hours per week (28.7%, 31.2%, and 26.5% respectively).

Table 24. Hours per Week Spent Providing Direct Care Services

Hours	RN= 20,527		LPN= 2,462	
	Estimate	95% CI	Estimate	95% CI
<8 Hours	4.7%	(04.4%, 05.0%)	5.0%	(04.1%, 05.8%)
8 to <30 Hours	28.9%	(28.2%, 29.5%)	28.7%	(26.9%, 30.4%)
30 to <40 Hours	42.3%	(41.6%, 42.9%)	31.2%	(29.4%, 33.1%)
40 to <50 Hours	20.4%	(19.8%, 20.9%)	26.5%	(24.8%, 28.3%)
50+ Hours	3.4%	(3.1%, 3.6%)	8.2%	(7.1%, 9.2%)

The number of hours RNs and LPNs provide direct care services was also compared to the age of the nurse, as seen in Figure 7 (on the next page). For the most part, the percentage of RNs providing direct patient care services for 30 to 39 hours per week tends to decrease with age; whereas, the percentage of LPNs providing direct patient care services varies across ages.

Figure 7. Hours per Week Spent Providing Direct Care Services by Age
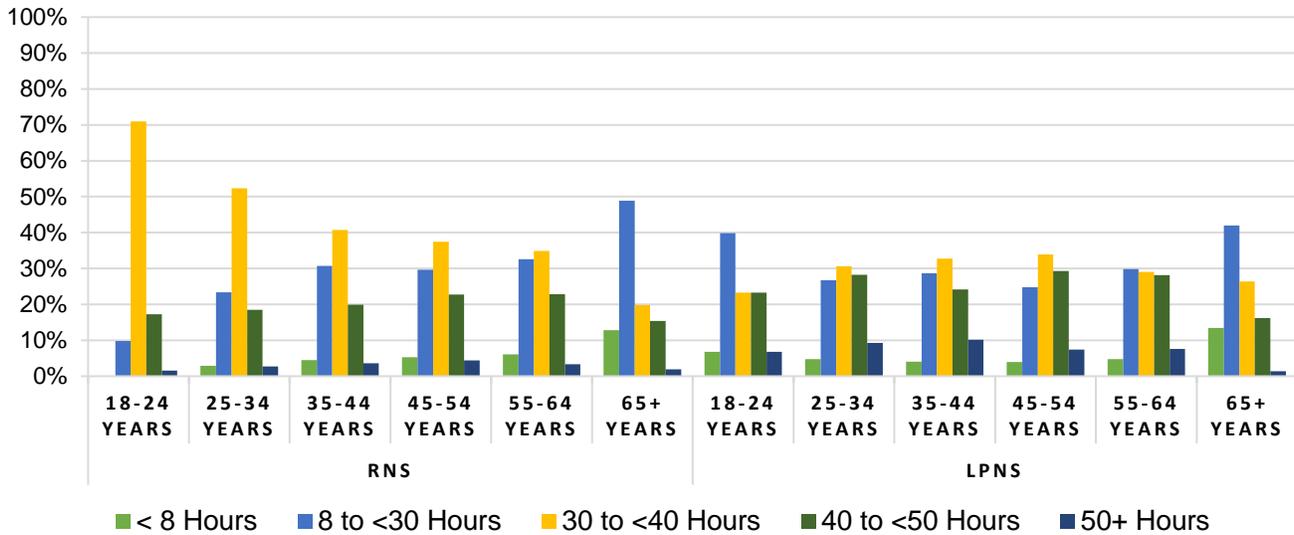
When looking at nurses currently employed and who plan to stop work in five or less years, nurses who provide direct care for eight or more hours per week (12.2% of RNs and 15.0% LPNs) are much less likely to plan on stopping work as a nurse in the next five years compared to nurses who provide direct care for less than eight hours or who do not provide direct care (22.1% of RNs and 21.9% of LPNs; Table 25).

Table 25. Plans to Stop Working in the Next Five Years by Nurses who Provide Direct Care

Provides Direct Care for 8+ Hours/Week	RNs= 13,621			LPNs=1,564		
	n	Estimate	95% CI	n	Estimate	95% CI
Yes	12,427	12.2%	(11.7%, 12.8%)	1,401	15.0%	(13.3%, 16.8%)
No	1,194	22.1%	(21.4%, 22.8%)	163	21.9%	(19.8%, 23.9%)

Licensed nurses who are employed as a nurse work in a wide variety of direct care areas (Figure 8, on the next page). There were a total of 22,279 RNs and 2,706 LPNs who answered this question. RNs most commonly worked in acute care settings (25.9%) while LPNs most commonly worked in geriatrics or elderly care settings (46.5%).

Figure 8. Direct Care Services

Legend: ■ RN ■ LPN
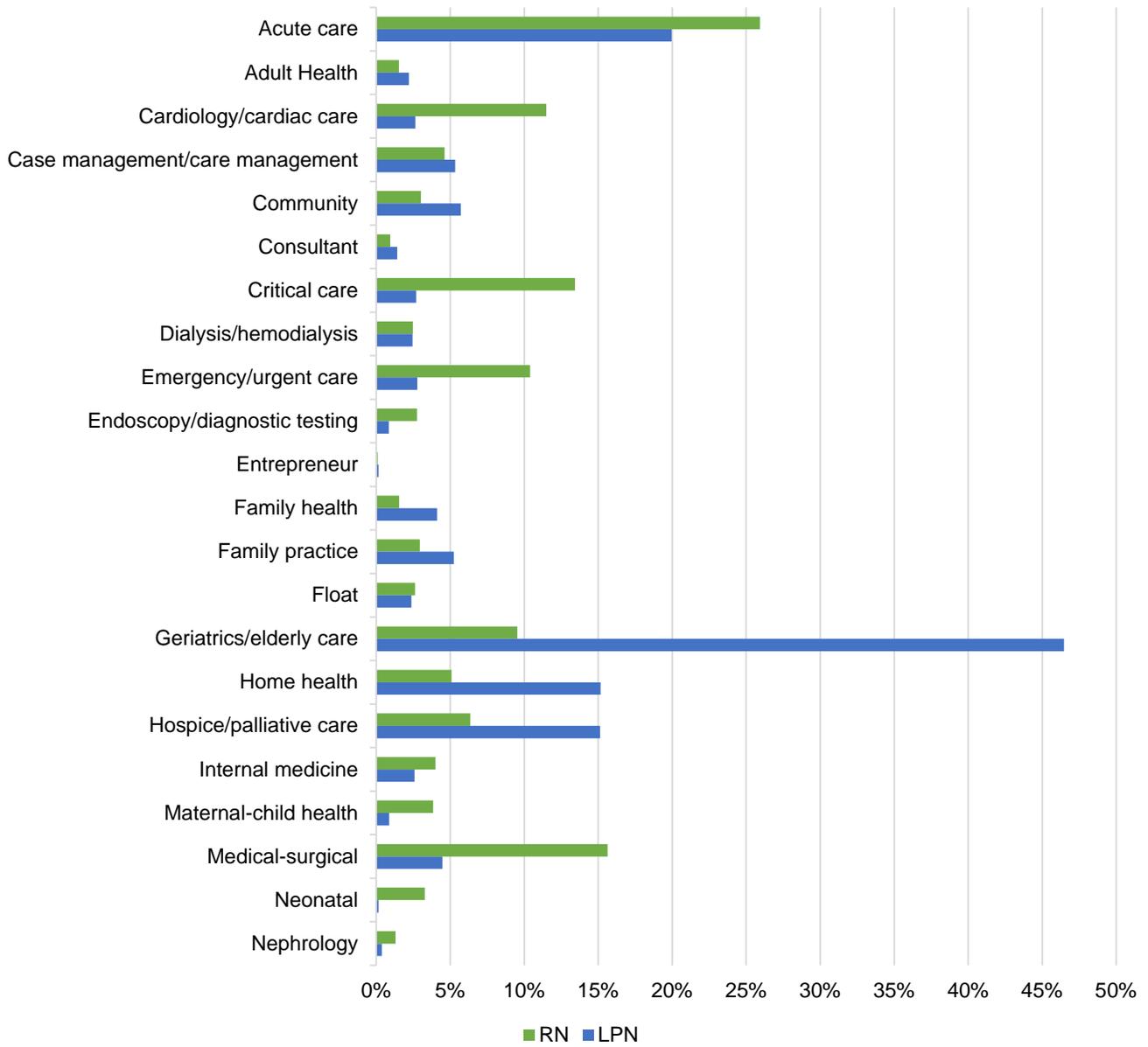
Some licensed nurses who are employed in nursing do not provide direct patient care services as part of their main nursing role or provide non-direct care services as well as direct care (Figure 9). These nurses in non-direct care settings work in a variety of other roles including care coordination (21.3% of RNs and 26.8% of LPNs). Twenty-three and four tenths percent of RNs are case managers, while 29.9 percent of LPNs provide patient education.

<u>Figure 9. Main Role Outside of Direct Patient Care</u>
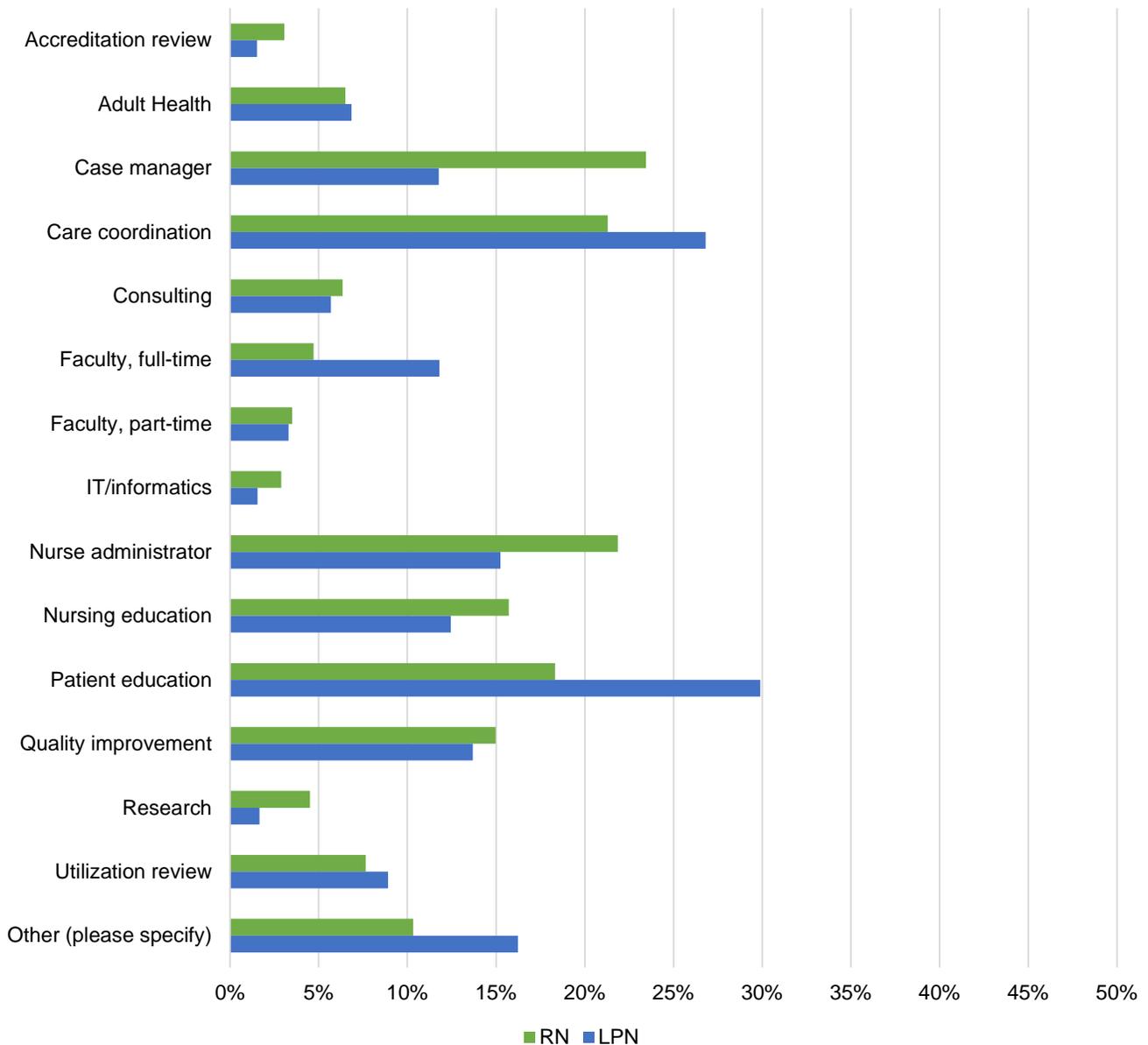
PRACTICE SETTING

Over half of both RNs and LPNs work in inpatient settings (57.4% and 58.4% respectively). The next most common setting is community-based for both RNs and LPNs (20.7% and 27.7% respectively). A much smaller percentage of respondents indicated they work in education settings (4.8% RNs and 3.0% LPNs), as shown in Table 28 below. Education roles included nursing academia, simulations, clinical, administration, and adjunct (see Table 26).

Table 26. Workplace Setting (Inpatient, Community-Based, and Education)

Workplace Setting	RN= 28,454		LPN= 3,142	
	Estimate	95% CI	Estimate	95% CI
Inpatient	57.4%	(56.9%, 58.0%)	58.4%	(56.7%, 60.1%)
Community-based	20.7%	(20.3%, 21.2%)	27.7%	(26.1%, 29.2%)
Education	4.8%	(04.5%, 05.0%)	3.0%	(02.4%, 03.6%)
Other**	19.9%	(19.4%, 20.3%)	16.5%	(15.2%, 17.8%)

*Nurses may work in multiple settings.
**Other was not a response option and was created from nurses who answered no to each of the above employment settings.

Within the inpatient settings, respondents were asked to identify which setting they are currently working in (Table 27). Most RNs (83.7%) working in an inpatient setting are at a hospital (acute care and acute rehabilitation). Alternatively, the majority of LPNs (72.8%) working in an inpatient setting are at a nursing home or long-term care facility.

Table 27. Inpatient Settings

Inpatient Settings	RN= 16,444		LPN= 1,905	
	Estimate	95% CI	Estimate	95% CI
Assisted living facility	1.3%	(1.1%, 1.4%)	17.6%	(16.0%, 19.4%)
Behavioral health facility/psychiatric	4.3%	(4.0%, 4.6%)	6.7%	(5.6%, 7.9%)
Correctional system	0.6%	(0.5%, 0.8%)	2.3%	(1.8%, 3.1%)
Home health care	0.4%	(0.3%, 0.5%)	3.6%	(2.8%, 4.5%)
Hospice	1.8%	(1.6%, 2.0%)	5.1%	(4.2%, 6.2%)
Hospital (acute care & acute rehabilitation)	83.7%	(83.1%, 84.2%)	15.0%	(13.4%, 16.6%)
Nursing home/long-term care facility	8.9%	(8.5%, 9.4%)	72.8%	(70.7%, 74.7%)
Traveling/staffing agency	2.6%	(2.4%, 2.8%)	4.9%	(4.0%, 5.9%)

Both RNs and LPNs are employed in a wide variety of community-based practice settings. The largest percentage of RNs and LPNs (20.1% and 24.0% respectively) are estimated to be working in home health care (Figure 10). RNs (15.2%) are also likely to be employed in ambulatory care. LPNs are likely to work in an assisted living facility (18.0%).

Figure 10. Community-Based Practice Setting
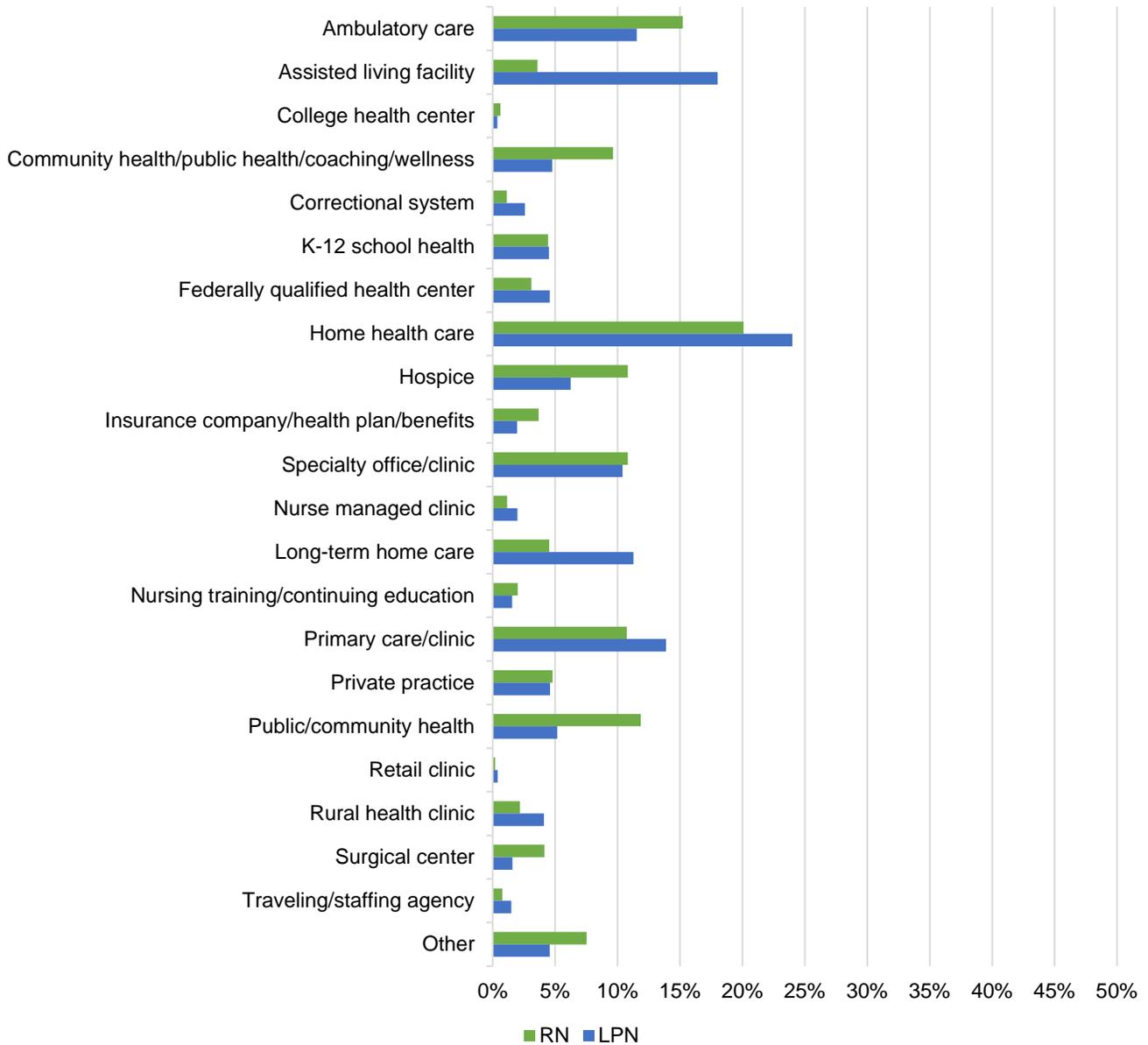
Within the academia settings, the majority of RNs (29.5%) were in a faculty position while most LPNs (21.8%) were in a clinical or didactic position. The next most common academia roles for RNs were clinical or didactic (26.6%) and BSN educator (24.8%). The next most common academic roles for LPNs were simulation (20.0%) and administration (18.6%) as shown in Table 28 below.

Table 28. Academia Settings

Academia Settings	RN= 1,402		LPN= 90	
	Estimate	95% CI	Estimate	95% CI
ADN Educator	13.7%	(12.0%, 15.6%)	2.3%	(0.6%, 7.8%)
BSN Educator	24.8%	(22.6%, 27.1%)	1.2%	(0.2%, 6.2%)
CNS Educator	1.4%	(0.9%, 2.1%)	1.0%	(0.2%, 5.9%)
NP Educator	5.6%	(4.5%, 6.9%)	2.3%	(0.6%, 7.8%)
Nurse Anesthetist Educator	0.6%	(0.3%, 1.2%)	0.0%	(0.0%, 4.1%)
Nurse Midwife Educator	0.3%	(0.1%, 0.8%)	0.0%	(0.0%, 4.1%)
Simulations & Patient Education	18.3%	(16.4%, 20.5%)	20.0%	(13.1%, 29.5%)
Clinical/didactic	26.6%	(24.3%, 28.9%)	21.8%	(14.6%, 31.4%)
Administration & Research	17.1%	(15.3%, 19.2%)	18.6%	(11.9%, 27.9%)
Faculty	29.5%	(27.1%, 31.9%)	17.4%	(10.9%, 26.5%)
Adjunct	20.0%	(18.0%, 22.2%)	7.2%	(3.4%, 14.5%)
Other (please specify)	16.0%	(14.2%, 18.0%)	31.3%	(22.6%, 41.4%)

Nurses who made a change in employment setting in the past three years were asked to indicate what type of change they made (Table 29). More than half of RNs (59.3%) and LPNs (58.4%) have not made an employment change in the past three years. Of the RNs who made an employment change, the most common change was a change in location but stayed in the same care setting (31.5%), with the next largest percentage (28.6%) indicated that they made some other type of change in employment. LPNs were also most likely (36.7%) to change locations but stay in the same care setting, with the next most common being some other type of change in employment (25.5%).

Table 29. Change in Employment Setting

Change in Employment Setting	RN= 26,990		LPN= 2,952	
	Estimate	95% CI	Estimate	95% CI
Did not make a change	59.3%	(58.3%, 60.2%)	58.4%	(55.6%, 61.1%)
Made a change	40.7%	(39.8%, 41.7%)	41.6%	(38.9%, 44.4%)
Of those who made a change:				
An inpatient setting to a community-based setting?	12.9%	(12.2%, 13.5%)	11.8%	(10.1%, 13.7%)
A community-based setting to an inpatient setting?	4.7%	(4.3%, 5.1%)	5.6%	(4.5%, 7.1%)
A primary care setting (e.g., family practice, general medicine) to a specialty care setting?	4.5%	(4.1%, 4.9%)	6.3%	(5.1%, 7.8%)
A specialty care setting to a primary care setting?	2.7%	(2.4%, 3.0%)	3.9%	(2.9%, 5.1%)
A sub-acute care setting to an acute care setting?	3.3%	(3.0%, 3.7%)	3.3%	(2.4%, 4.5%)

Change in Employment Setting	RN= 26,990		LPN= 2,952	
	Estimate	95% CI	Estimate	95% CI
An acute care setting to a sub-acute care setting?	2.6%	(2.3%, 2.9%)	3.1%	(2.3%, 4.2%)
A direct patient care setting to a non-direct patient care setting?	12.7%	(12.1%, 13.3%)	9.8%	(8.3%, 11.6%)
A non-direct patient care setting to a direct patient care setting?	4.9%	(4.5%, 5.4%)	5.3%	(4.2%, 6.7%)
I changed locations but stayed in the same care setting.	31.5%	(30.6%, 32.4%)	36.7%	(34.0%, 39.4%)
Some other type of change in employment.	28.6%	(27.8%, 29.5%)	25.5%	(23.1%, 28.0%)

Among RNs who work in an education setting, 27.8 percent plan to stop working within five years while 16.2 percent of RNs who work in an inpatient setting plan to stop working within the same five-year period (Table 30). Twenty-five and seven tenths percent LPNs who work in an education setting plan to stop working within five years while 23.6 percent of LPNs working in an inpatient setting plan to stop working within five years. The percentages in this table represent nurses who are currently working in each practice setting and plan to stop working in the next five years.

Table 30. Plans to Stop Working in the Next Five Years by Employment Setting

Plans to Stop Working in Next 5 Years	RN			LPN		
	n	Estimate	95% CI	n	Estimate	95% CI
Inpatient	14,704	16.2%	(15.6%, 16.8%)	1,561	23.6%	(21.5%, 25.7%)
Community-based	5,667	14.5%	(13.6%, 15.4%)	772	16.2%	(13.6%, 18.8%)
Education	1,337	27.8%	(25.4%, 30.2%)	83	25.7%	(16.3%, 35.1%)
Other**	5,228	23.4%	(22.3%, 24.6%)	443	28.7%	(24.5%, 33.0%)

*Nurses may work in multiple settings.

**Other was not a response option and was created from nurses who answered no to each of the above employment settings.
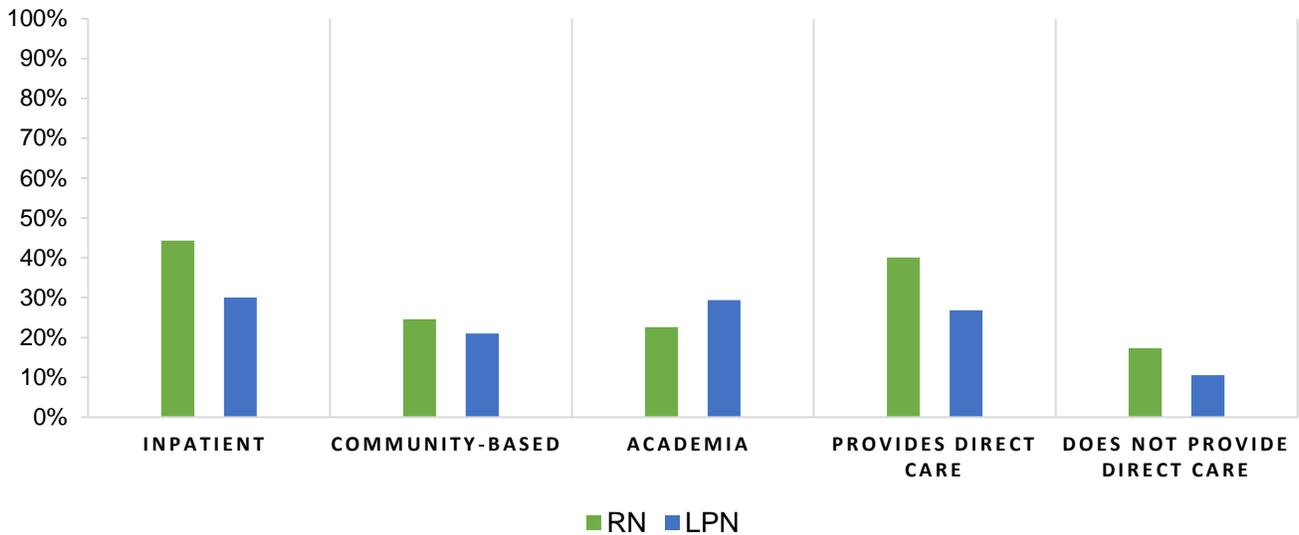
WORKPLACE VIOLENCE

The 2020 survey was the first year to ask nurses about their experiences with workplace violence. All questions were optional for respondents and definitions were provided for each term used in the question (see questions 40 – 48 in Appendix A). Slightly over one-third (35.6%) of RNs and one-quarter (25.1%) of LPNs reported experiencing workplace violence in the past year (Table 31, on the next page). Younger RNs tended to experience workplace violence at a higher rate than older RNs, while LPNs experienced workplace violence evenly across ages. Male nurses tended to experience more workplace violence (42.4% RNs, 27.9% LPNs). American Indian RNs experienced the most workplace violence (44.8%) while white LPNs experienced the most workplace violence (27.7%). The percent of nurses who reported experiencing workplace violence does not vary greatly geographically by residence or employment.

Table 31. Demographics of those Nurses who Experienced Workplace Violence in the Past Year

Characteristics	RNs	LPNs
Total	**35.6%**	**25.1%**
Age		
<25 years	53.9%	23.9%
25 to 34 years	46.5%	25.1%
35 to 44 years	38.0%	27.8%
45 to 54 years	32.1%	23.0%
55 to 64 years	27.6%	28.0%
65+ years	17.5%	14.5%
Unknown	37.5%	0.0%
Gender		
Female	34.9%	24.8%
Male	42.4%	27.9%
Ethnicity		
Hispanic/Latino	38.8%	26.6%
Arabic, Chaldean, or of other Middle Eastern decent	37.1%	29.0%
Race		
White	36.6%	27.7%
Black	26.5%	19.9%
American Indian	44.8%	19.4%
Asian Pacific Islander	27.8%	20.9%
Other	39.0%	25.2%
Employment Region		
Eastern/Central/Western UP	35.1%	27.0%
Northwest LP	37.4%	21.7%
Northeast LP	35.3%	24.6%
West/West Central	38.4%	27.5%
East Central	38.8%	34.0%
East	39.9%	29.9%
South Central	41.8%	33.8%
Southwest	41.9%	30.7%
Southeast	34.3%	25.8%
Detroit Metro	35.4%	21.1%
Outside of MI	24.1%	19.5%
Unknown MI Region	37.1%	19.8%
Region of Residence		
Upper Peninsula	33.7%	26.7%
Northwest LP	37.7%	19.1%
Northeast LP	34.4%	22.9%
West/West Central	38.9%	27.7%
East Central	39.9%	31.1%
East	39.3%	33.7%
South Central	41.1%	33.6%
Southwest	40.2%	29.2%
Southeast	35.2%	26.1%
Detroit Metro	34.9%	20.4%
Non-Michigan Residence	24.6%	21.1%
Unknown MI Region	40.5%	21.2%

The employment setting, providing direct care, and length of employment for those nurses who experienced workplace violence in the past year are described in Figures 11-15. Slightly less than half of the RNs (44.3%) are employed in an inpatient setting and almost one quarter (24.6%) are employed in a community-based setting. There was almost an equal split between inpatient settings and academia settings (30.0% and 29.4% respectively) for LPNs who experienced workplace violence in the past year. RNs and LPNs providing direct care were more likely to experience workplace violence (40.1% and 26.9% respectively) than those who did not provide direct care (see Figure 11).

Figure 11. Employment Setting of Nurses who Experienced Workplace Violence in the Past Year

About half of the RNs (50.1%) who experienced workplace violence were employed as a nurse less than 3 years. The longer RNs were employed as a nurse, the lower the rate at which the nurses experienced workplace violence (Figure 12). There was an equal split between three to less than ten years and ten to less than 20 years (26.7% and 26.4% respectively) for LPNs.

Figure 12. Length of employment of the nurses who experienced workplace violence
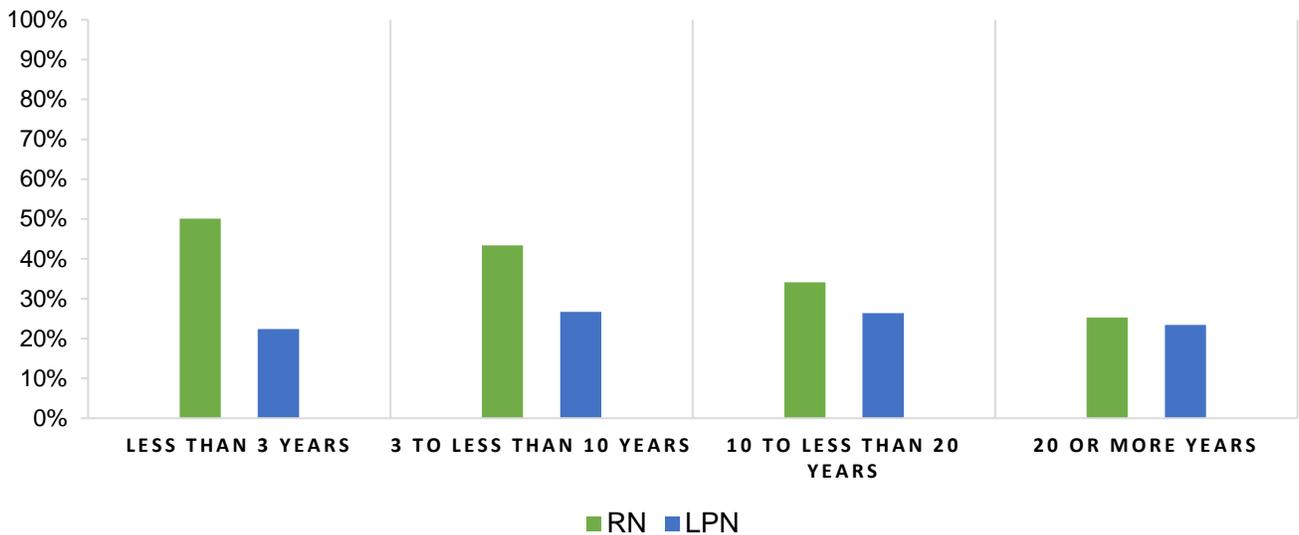
The perpetrator was compared to the type of violence nurses experienced (Figure 13). Patients are most commonly the perpetrators for both RNs (83.7-96.4%) and LPNs (83.3-94.9%) across all types of violence. Physical violence is the most common type of violence experienced by RNs and LPNs (96.4% and 94.9% respectively). Family or friend of the patient is the next most common perpetrator for RNs (16.6-53.4%) and LPNs (8.0-38.2%) across all types of violence.

Figure 13. Perpetrator and Type of Violence Experienced by Nurses
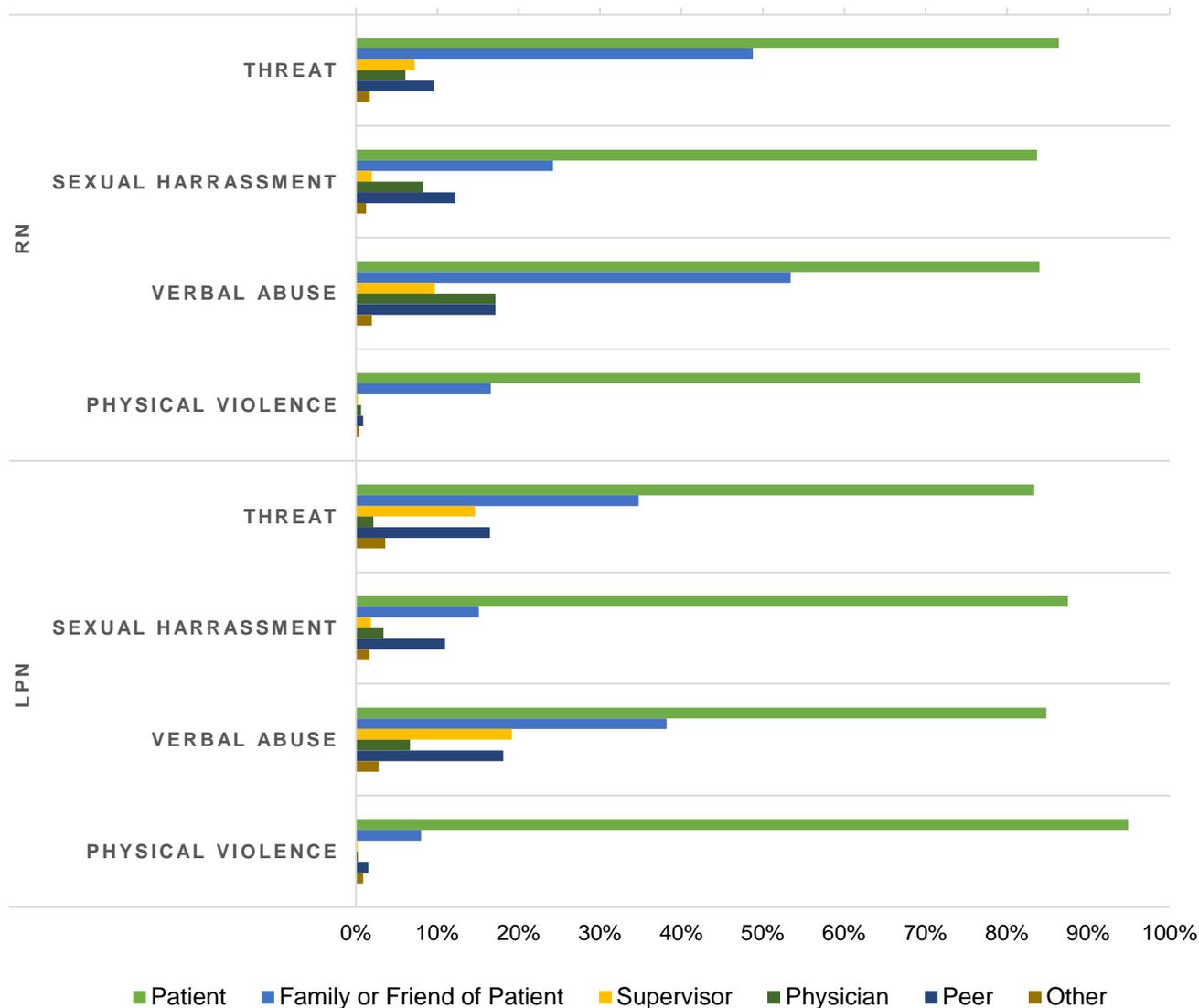
The length of time missed from work was compared to the type of violence nurses experienced (Figure 14). The majority of nurses didn't miss any time from work for both RNs (91.7-97.1%) and LPNs (86.5-95.4%) across all types of violence.

Figure 14. Time Missed from Work and Type of Violence Experienced by Nurses
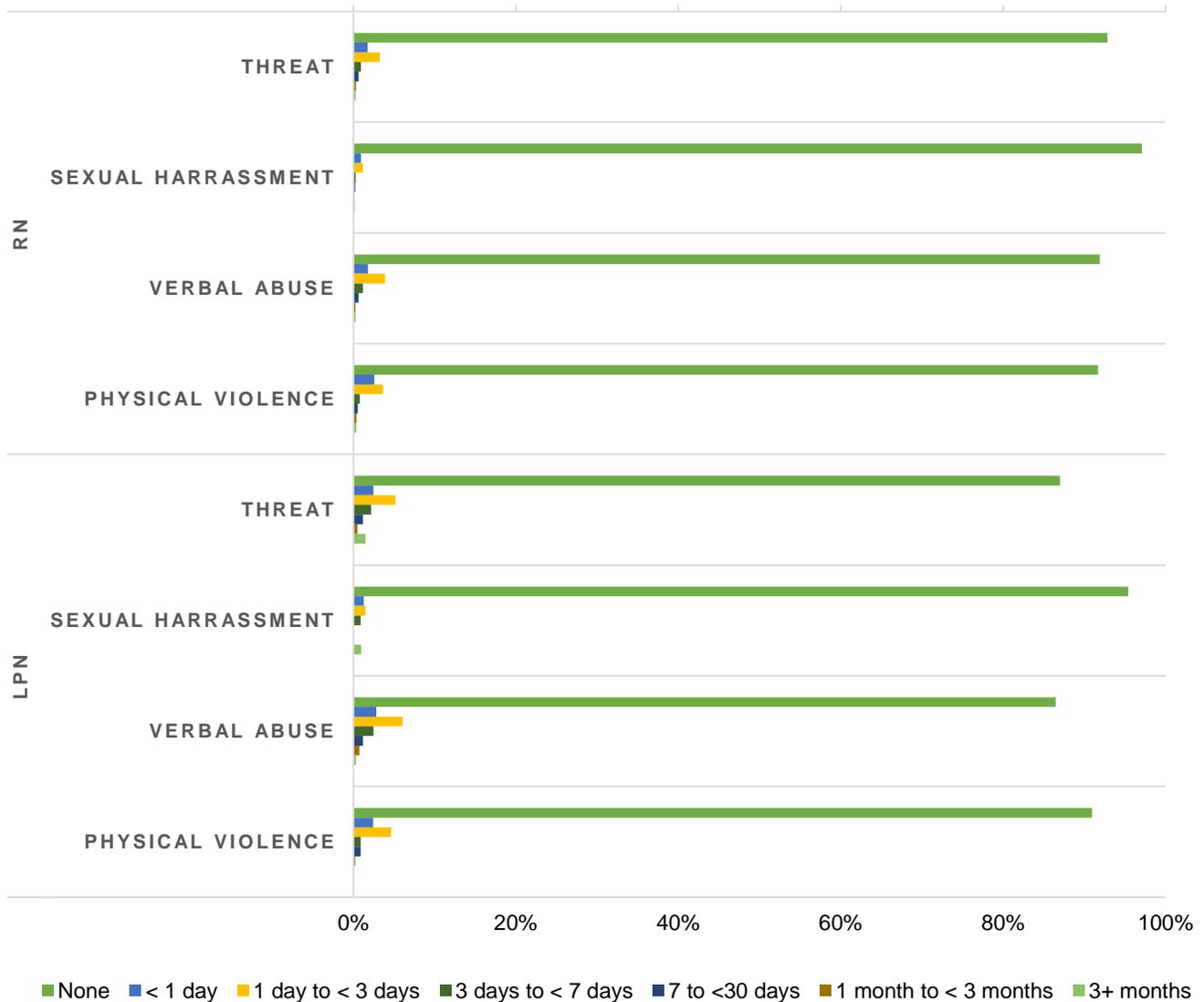
Of those nurses who experienced workplace violence, a majority of RNs (86.8%) and LPNs (80.7%) reported having a process in place at their organization to report workplace violence incidents (Figure 15, on the next page). However, there were some nurses who were unsure if there was a reporting process (10.2% RNs, 12.5% LPNs).

Figure 15. Knowledge of Reporting Process of Workplace Violence Incidents through Organization
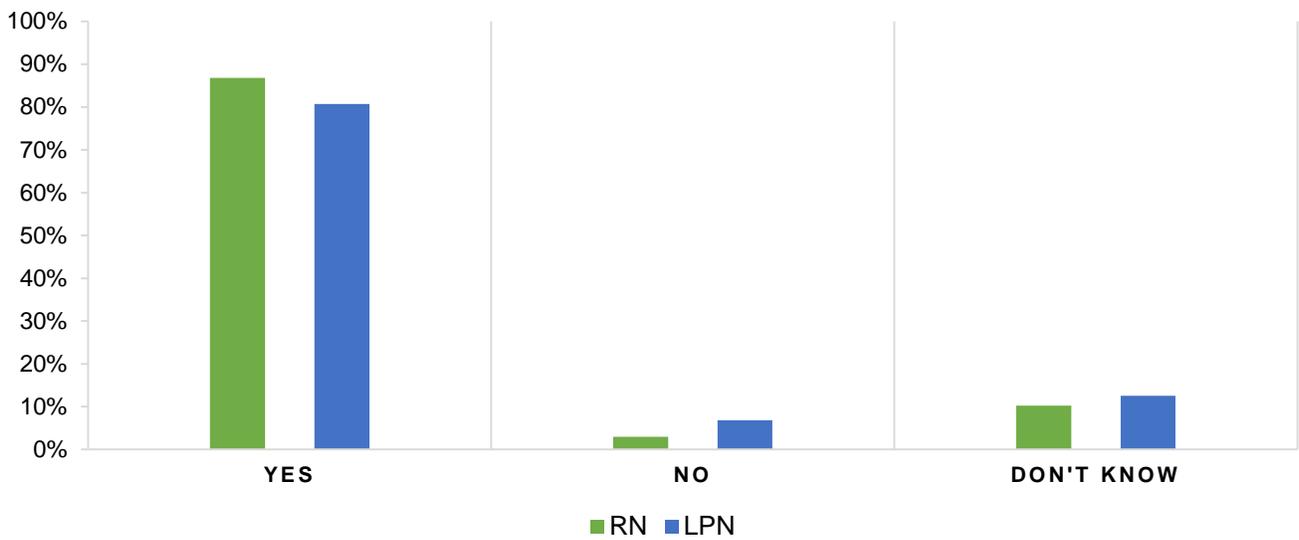
The majority of RNs and LPNs who experienced workplace violence reported that incident through their organizational-based reporting system (76.6% and 70.7% respectively, Figure 16). The next most common method of reporting a workplace violence incident was to the police or security (11.4% RNs, 7.6% LPNs). There were some RNs (10.4%) and LPNs (11.1%) who did not know the ways to report workplace violence.

Figure 16. Methods of Reporting Workplace Violence Incidence
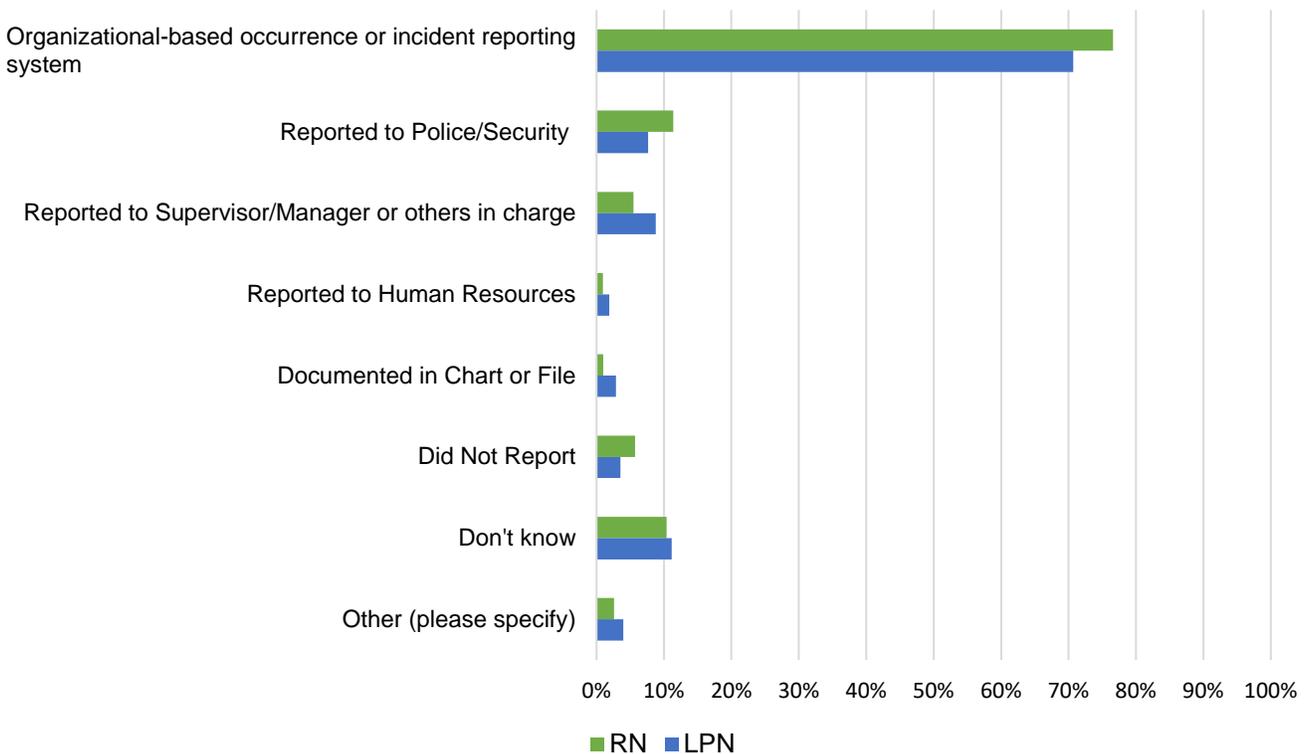
For nurses who indicated experiencing workplace violence in the past year, the inpatient care setting was analyzed for RNs and LPNs together (Table 32). Nurses in behavioral health facilities (57.1%) and correctional systems (55.8%) experienced the most workplace violence, while nurses in home health care had the lowest rate of experience with workplace violence (25.6%).

Table 32. Nurses who Experienced Workplace Violence in Inpatient Care Settings

Inpatient Care Setting	RNs & LPNs		
	n	Estimate	95% CI
Assisted living facility	512	27.1%	(23.3%, 31.0%)
Behavioral health facility/psychiatric	795	57.1%	(53.7%, 60.6%)
Correctional system	142	55.8%	(47.7%, 64.0%)
Home health care	124	25.6%	(17.9%, 33.3%)
Hospice	370	40.7%	(35.7%, 45.7%)
Hospital (acute care & acute rehabilitation)	13,416	44.7%	(43.8%, 45.5%)
Nursing home/long-term care facility	2,699	32.5%	(30.7%, 34.2%)
Traveling/staffing agency	497	44.7%	(40.4%, 49.1%)
Other nursing employment setting (please specify)	558	29.6%	(25.8%, 33.4%)

Inpatient care settings were compared to the type of violence experienced by nurses (Figure 17 on the next page). Verbal abuse is the most common type of violence experienced across all inpatient care settings for nurses (98.0-100.0%). Threats are the next most common type of violence, while sexual harassment is the least common. There is a variety of experiences with physical violence across inpatient settings.

Figure 17. Type of Violence Experienced by Nurses in Inpatient Care Settings
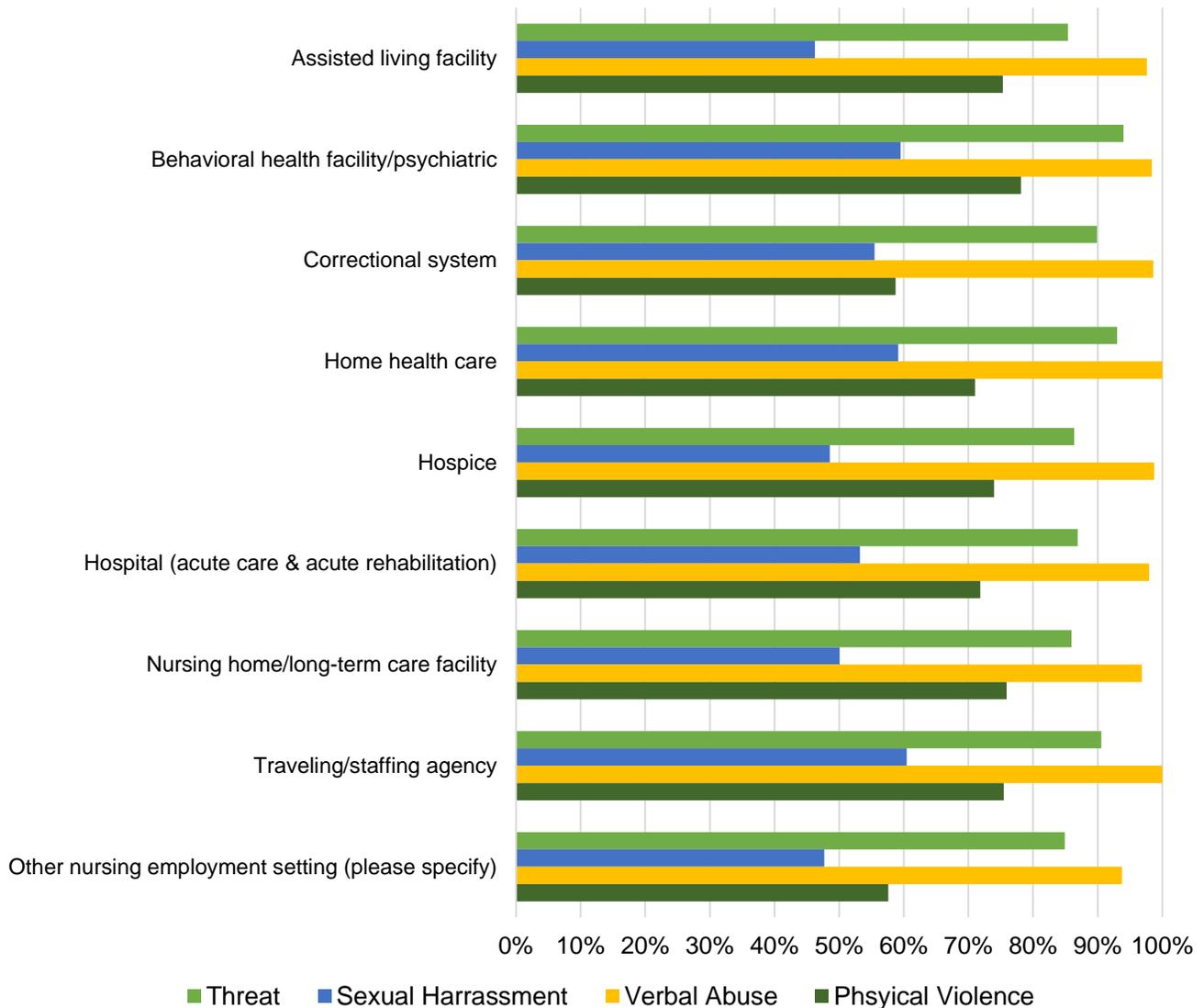
For nurses who indicated they had experienced workplace violence in the past year, the community-based care setting was analyzed for RNs and LPNs together (Table 33). Nurses in traveling or staffing agencies (45.9%) and correctional systems (44.3%) experienced the most workplace violence, while nurses at insurance companies had the lowest (13.2%).

Table 33. Nurses who Experienced Workplace Violence in Community-based Care Settings

Community-based Care Setting	RNs & LPNs		
	n	Estimate	95% CI
Ambulatory care	1,017	27.9%	(25.1%, 30.7%)
Assisted living facility	376	27.1%	(22.6%, 31.6%)
College health center	43	14.0%	(03.6%, 24.4%)
Community health/public health/coaching/wellness	597	21.3%	(18.0%, 24.6%)
Correctional system	90	44.3%	(34.0%, 54.5%)
K-12 school health	295	23.2%	(18.4%, 28.0%)

Community-based Care Setting	RNs & LPNs		
	n	Estimate	95% CI
Federally qualified health center	232	35.7%	(29.5%, 41.9%)
Home health care	1,366	19.2%	(17.1%, 21.3%)
Hospice	671	21.8%	(18.7%, 24.9%)
Insurance company/health plan/benefits	231	13.2%	(08.8%, 17.5%)
Specialty office/clinic	744	26.9%	(23.7%, 30.1%)
Nurse managed clinic	85	30.5%	(20.7%, 40.3%)
Long-term home care	373	23.5%	(19.2%, 27.8%)
Nursing training/continuing education	134	23.5%	(16.3%, 30.7%)
Primary care/clinic	808	26.9%	(23.9%, 30.0%)
Private practice	352	20.6%	(16.4%, 24.8%)
Public/community health	723	28.8%	(25.5%, 32.1%)
Retail clinic	18	33.7%	(11.9%, 55.6%)
Rural health clinic	165	33.5%	(26.3%, 40.7%)
Surgical center	260	21.6%	(16.6%, 26.5%)
Traveling/staffing agency	57	45.9%	(33.0%, 58.9%)
Other (please specify)	479	29.7%	(25.6%, 33.8%)

Community-based care settings were compared to the type of violence experienced by nurses (Figure 18, on the next page). Again, verbal abuse is the most common type of violence experienced by nurses (85.9-100.0%), while sexual violence is the least common (24.4-62.6%). There is a variety of experiences with threats and physical violence across community-based settings.

Figure 18. Type of Violence Experienced by Nurses in Community-based Care Settings

Legend: Threat (green), Sexual Violence (blue), Verbal Abuse (yellow), Physical Violence (dark green)
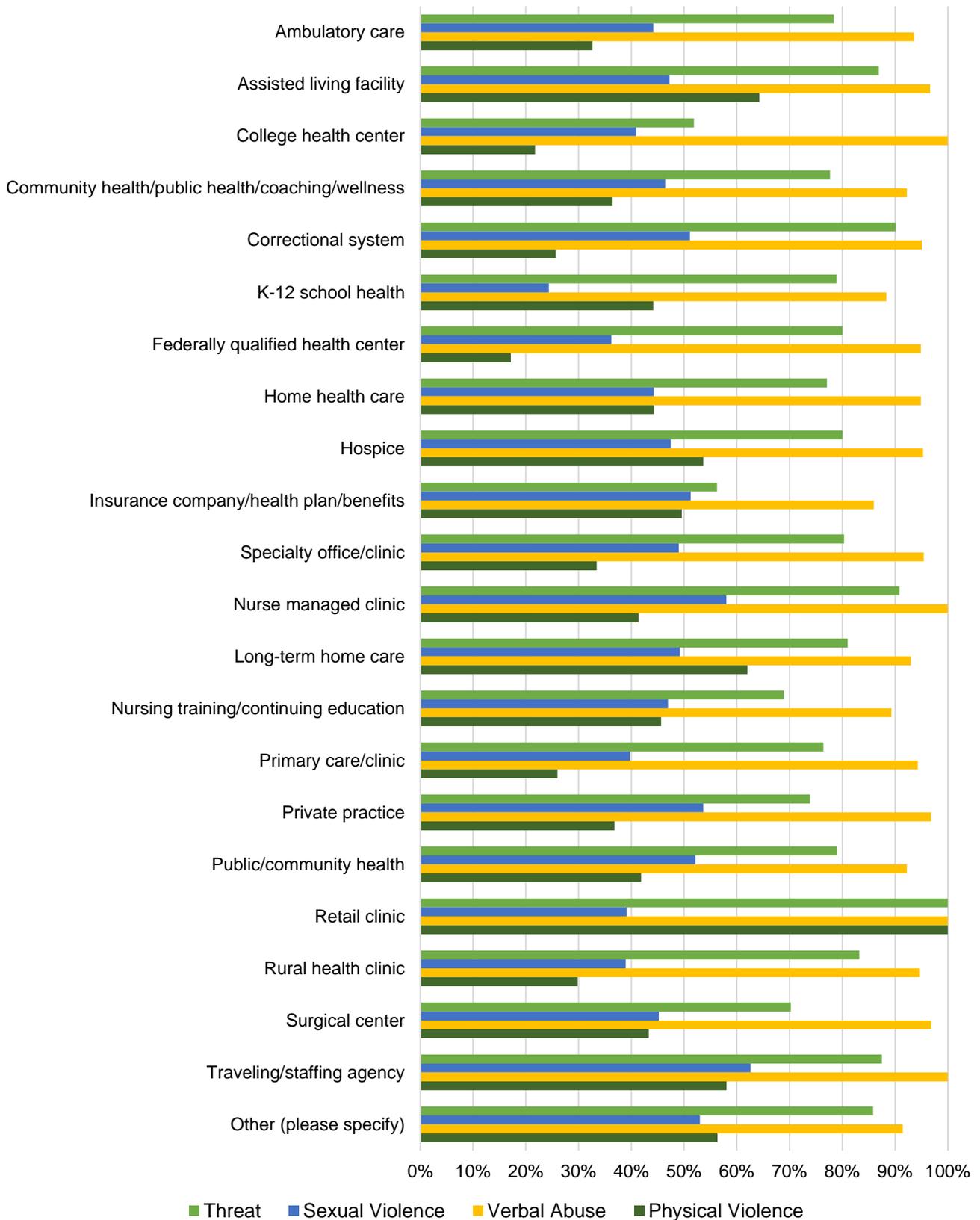
Additional Information

For additional information related to the 2020 Survey of Michigan Nurses results, past years' reports, and data produced from Michigan's nurse licensure data, please visit www.minurse.org. For questions or comments related to the content presented in this report, please contact Christopher Wojcik, Associate Program Director, Michigan Public Health Institute (cwojcik@mphi.org).

Appendix A: *2020 Survey of Michigan Nurses* Data Collection Tool

Question Number	Question	Response Options
#1	Are you a licensed practical nurse (LPN) or a registered nurse (RN)? (Mark ONE. If you are both an LPN and an RN, please select RN.)	• LPN • RN
#2	Are you certified in Michigan to practice as a... (Mark ALL that apply.)	• Nurse Anesthetist • Nurse Midwife • Nurse Practitioner • Clinical Nurse Specialist
#3	What type of nursing degree/credential qualified <u>you</u> for your first U.S. nursing license? (Mark ONE.)	• LPN diploma/certificate • RN diploma in nursing • Associate's degree in nursing • Bachelor's degree in nursing • Master's degree in nursing
#4	What is your highest level of <u>nursing</u> education? (Mark ONE.)	• LPN diploma/certificate • RN diploma in nursing • Associate's degree in nursing • Bachelor's degree in nursing • Master's degree in nursing • Doctorate in Nursing Practice (DNP) • Doctor of Nurse Anesthesia (DNAP) • Doctor of Philosophy in Nursing (PhD) • Other doctoral degree in nursing
#5	What is your highest level of <u>non-nursing</u> education? (Mark ONE.)	• Non-nursing associate's degree • Non-nursing bachelor's degree • Non-nursing master's degree • Non-nursing doctoral degree • Not applicable
#6	Are you currently enrolled in a program to obtain any of the following degrees? (Mark ALL that apply.)	• No – not enrolled • Associate's Degree in Nursing (ADN) • Bachelor of Science in Nursing (BSN) • Master of Science in Nursing (MSN) • Doctor of Nursing Practice (DNP) • Doctor of Nurse Anesthesia (DNAP) • Doctor of Philosophy in Nursing (PhD)
#7	If you are enrolled in a program to obtain an MSN or DNP, is the program designed to prepare you for specialty certification as a… (Mark ONE.)	• Nurse Practitioner • Nurse Midwife • Nurse Anesthetist • Clinical Nurse Specialist
#8	What is your current employment status? (Mark ONE.)	• Actively employed in nursing or in a position that requires a nurse license full-time • Actively employed in nursing or a position that requires a nurse license part-time • Actively employed in nursing or in a position that requires a nurse license on a per-diem basis • On temporary medical leave from a position that requires a nurse license • On temporary non-medical leave from a position that requires a nurse license

		• Actively employed in a field other than nursing • Unemployed, volunteer status only • Unemployed, seeking work as a nurse • Unemployed, not seeking work as a nurse • Retired
#9	How many positions are you currently employed in as a nurse? (Mark ONE.)	• One • Two • Three or more
#10	How many hours do you work during a typical week in all of your nursing positions?	
#11	In any nursing position, are you currently employed in an inpatient setting?	• Yes • No
#12	Identify your current inpatient employment setting(s). (Mark ALL that apply.)	• Assisted living facilities • Behavioral health facilities/psychiatric • Correctional system • Hospital (acute care & acute rehabilitation) • Hospice • Non-acute hospital • Nursing home/long-term care facility • Traveling/staffing agency • Other nursing employment setting (please specify)
#13	In any nursing position, are you currently employed in a community-based setting?	• Yes • No
#14	Identify your current community-based employment setting(s). (Mark ALL that apply.)	• Ambulatory care • Assisted living facility • College health center • Community health/public health/coaching/wellness • Correctional system • Elementary or secondaryK-12 school health • Federally qualified health center • Home health care • Hospice • Insurance company/health plan/benefits • Specialty office/clinic • Nurse managed clinic • Long-term home care • Nursing training/continuing education • Primary care/clinic • Private practice • Public/community health • Retail clinic • Rural health clinic • Surgical center • Traveling/staffing agency • Other nursing employment setting (please specify)
#15	In any nursing position, are you currently employed in a nurse educator or academia setting?	• Yes • No
#16	Identify your current nurse educator in /academia employment setting(s). (Mark ALL that apply).	• ADN Educator • BSN Educator • CNS Educator

		• NP Educator • Nurse Anesthetist Educator • Nurse Midwife Educator • Simulations • Clinical/didactic • Administration • Faculty • Adjunct
#17	In any of your positions, do you provide direct care services?	• Yes • No
#18	How many hours are spent providing <u>direct care services</u> to patients/families during a typical week?	
#19	If you provide direct care services, please identify your main practice area. (Mark ALL that apply.)	• Acute care • Adult health • Cardiology/cardiac care • Case management/care management • Community • Consultant • Critical care • Dialysis/hemodialysis • Emergency/urgent care • Endoscopy/diagnostic testing • Entrepreneur • Family health • Family practice • Float • Geriatrics/elderly care • Home health • Hospice/palliative care • Internal medicine • Maternal-child health • Medical-surgical • Neonatal • Nephrology • Nurse anesthesia • Obstetrics • Occupational health • Oncology • Patient education • Pediatrics • Perioperative • Psychiatric/mental health • Public health • Rehabilitation • School health • Sub-acute care/long term care • Women's health • Other (please specify)

#20	If you work in an area of nursing that does NOT include direct patient care services, please identify your main role. (Mark ALL that apply.) If you only provide direct patient care services, select the first response option.	- I only provide direct patient care services - Accreditation review - Audit - Case manager - Care coordination - Consulting - Faculty, full-time - Faculty, part-time - IT/Informatics - Nurse administrator - Nursing education - Patient education - Quality improvement - Research - Utilization review - Other (please specify)
#21	If you made a change in your employment setting within the past three years was it a change from… (Mark ALL that apply.)	- I did not make an employment change in the past three years. - An inpatient setting to a community-based setting? - A community-based setting to an inpatient setting? - A primary care setting (e.g., family practice, general medicine, internal medicine, or general pediatrics) to a specialty care setting? - A specialty care setting to a primary care setting? - A sub-acute care setting to an acute care setting? - An acute care setting to a sub-acute care setting? - A direct patient care setting to a non-direct patient care setting? - A non-direct patient care setting to a direct patient care setting? - I changed locations but stayed in the same care setting. - I made some other type of employment change.
#22	In total, how long have you been employed as a practicing nurse? (Mark ONE.)	- Less than 3 years 3 to less than 10 years 10 years to less than 19 years - Greater than 19 years
#23	How prepared did you feel when you entered the nursing workforce? (Mark ALL that apply.)	- Adequately prepared - Not enough classroom time - Not enough clinical time - Not enough skills lab/simulation time - Not enough critical thinking/prioritization practice - Other (please specify)
#24	How difficult was it to find a nursing position?	- Very difficult - Difficult - Neutral - Easy - Very easy
#25	How difficult was it to find a nursing position in your preferred practice area?	- Very difficult - Difficult - Neutral - Easy - Very easy
#26	Did you have a residency placement as part of your nursing program?	- Yes - No
#27	How satisfied were you with the orientation at your place of employment?	- Very dissatisfied - Dissatisfied - Neutral - Satisfied

		• Very satisfied
#28	To assist us in projecting the supply of nurses in the future, please tell us how much longer you plan to practice nursing. (Mark ONE.)	• Less than 2 years • 2 to 5 years • 6 to 10 years • More than 10 years • Don't know
#29	Why are you planning on leaving nursing? (Mark ALL that apply.)	• Enrolled in education program • Difficulty finding a nursing position • Too stressful/Work load • Difficulties with EMR/new technology • Violence/safety issues • Retiring • Other (please specify)
#30	Where is your primary place location of employment? (Mark ONE.)	• Michigan • Other state in the U.S. • Canada • Other nation
#31	Why is your primary place location of employment not in Michigan? (Mark ALL that apply.)	• Scope of practice regulation is more favorable outside of Michigan • Taking care of home and family • School • Difficulty finding a nursing position • Semi-retired • Other (please specify)
#32	If you work in the U.S., what is the ZIP Code of your <u>primary</u> place of employment?	
#33	Where is your primary place of residence? (Mark ONE.)	• Michigan • Other state in the U.S. • Canada • Other nation
#34	If you live in the U.S., what is the ZIP Code of your <u>primary</u> place of residence?	
#35	In what year were you born?	
#36	What is your gender? (Mark ONE.)	• Female • Male • Other, please specify
#37	Are you Hispanic or Latino?	• Yes • No
#38	Are you Arabic, Chaldean, or of other Middle Eastern decent?	• Yes • No
#39	What is your race? (Mark ALL that apply.)	• White • Black or African American • American Indian or Alaska Native • Asian • Native Hawaiian or Pacific Islander • Some other race

Workplace Violence Questions (2020 Additions)
The following questions ask you about your experiences with workplace violence. Violence in the workplace has become a serious concern for nurses because they have the highest risk among health professionals to become victims due to having the most interaction with patients. For the purpose of this survey, workplace violence is defined as the intentional use of physical force or emotional abuse, against an employee, that results in physical

or emotional injury or consequences. This includes physical assault, threat, sexual harassment, and verbal abuse, which are defined as follows:

Threat - the use of words, gestures, or actions with the intent of intimidating, frightening, or harming (physically or otherwise).

Sexual harassment - any type of unwelcome sexual behavior (words or actions) that creates a hostile work environment.

Verbal abuse - when another person yells or swears at you, calls you names, or uses other words intended to control or hurt you.

Physical violence - when you are hit, slapped, kicked, pushed, choked, grabbed, sexually assaulted, or otherwise subjected to physical contact intended to injure or harm you.

Your responses are confidential and optional. All reporting will be in aggregate form.

40. In the past year, did you experience any workplace violence?

- Yes
- No [Skip to end of survey]

41. How often did you experience these types of workplace violence?

	Never 0 times	Rarely 1-3 times per year	Occasionally 4-8 times per year	Frequently 9 or more times per year
Threat				
Sexual harassment				
Verbal abuse				
Physical violence				

42. Who was responsible for the workplace violence against you? Select all that apply.

	Patient	Family or Friend of Patient	Supervisor	Physician	Peer	Other	Not experienced
Threat							
Sexual harassment							
Verbal abuse							
Physical violence							

43. Please indicate the number of days you were absent from work as a result of the most *recent* event (mark all that apply).

43. Threat	• None • < 1 day • 1 day to < 3 days • 3 days to < 7 days • 7 days to < 14 days • 14 days to < 1 month • 1 month to < 3 months • 3+ months
43. Sexual harassment	• None • < 1 day • 1 day to < 3 days • 3 days to < 7 days • 7 days to < 14 days • 14 days to < 1 month • 1 month to < 3 months • 3+ months
43. Verbal abuse	• None • < 1 day

	• 1 day to < 3 days • 3 days to < 7 days • 7 days to < 14 days • 14 days to < 1 month • 1 month to < 3 months • 3+ months
43. Physical violence	• None • < 1 day • 1 day to < 3 days • 3 days to < 7 days • 7 days to < 14 days • 14 days to < 1 month • 1 month to < 3 months • 3+ months

47. Is there a process for you to report workplace violence incidents through your organization?

- Yes
- No
- Don't know

48. Select which (if any) ways you reported workplace violence incidents:

- Organizational-based occurrence or incident reporting system
- Police report
- Don't know
- Other (please specify)