THE ILLINOIS REGISTERED NURSE WORKFORCE AT THE MILLENNIUM

A FINAL REPORT

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EXECUTIVE SUMMARY

The Year 2000 Survey of Registered Nurses in Illinois reported within these pages is the seventh such study since 1986. The 2000 survey report presents information on all RNs registered in Illinois, but focuses primarily on those currently working in the state. A final chapter of this report provides information on the advanced practice nurse workforce in the state.

The Year 2000 Survey was conducted by the College of Nursing at the University of Illinois at Chicago, Peoria regional site (UIC), in cooperation with the Illinois Wesleyan University School of Nursing and under contract with the Illinois Department of Professional Regulation (IDPR). As of June 1, 2000, IDPR reported that the total number of RNs actively licensed in Illinois was 142, 408. This is an increase of 4.8% from 1996 figures. This increase compares to an increase of 16.7% between 1992 and 1996 and a 6.8% increase between 1988 and 1992. The dramatic decline between 1996 and 2000 after a sharp rise in the early 90's parallels national data.

Approximately 83% of registered nurses living in Illinois are working-- a significant decline from 1996. Within this group, full time employment has reached an all time high (73%), up from a 1996 rate of 66%. Also, there has been a dramatic change in employment status of those RNs who report having more than one job--an increase of 9.2% since 1996. Of the unemployed workforce, approximately 17%, the largest percentage (40%) is retired. Only 7.5% of unemployed RNs are actively seeking employment.

Of RNs employed in Illinois, most live and work in the state (93.4%) and were employed in nursing two years ago (94%). Six major employment settings were identified for RNs: hospitals, nursing homes, clinics, private/group medical practices, home health care and community/public health settings. Hospitals remain the predominate employers: 58% of nurses work in that setting. This finding is consistent with The National Sample of Registered Nurses March 2000 preliminary report (2001) that described 58% of registered nurses as employed in hospitals. For this survey, nurses were asked to select one category that best described their clinical practice specialty. Almost 23 % of nurses described their specialty as critical care/emergency room/operating room. Most nurses continue to hold job titles that suggest a direct patient care position, approximately 56% are staff nurses; however, since 1996 nurses holding positions with administrative and educative functions has increased. Approximately 25% of nurses held some type of national specialty certification.

Following a trend identified in previous Illinois surveys and national surveys the Illinois registered nurse workforce is increasing in experience as well as age. In the 2000 survey, 51.9 % of RNs reported more than 15 years of experience, slightly higher than the 50.8% reported in 1996. The portion of RNs with 1-5 years experience increased 2.5% over the last four years, but is still approximately 3% less than reported in 1988.

Direct patient care activities comprise 62.4% of the RN's workweek; this is similar to 1996 findings. Nurses employed in hospitals, private/group medical practices, and clinics spend more time in direct patient care. Direct patient care activities, as a portion of the workweek, rose approximately 5% for RNs employed in hospitals. Nursing-related non-patient care activities during the workweek were the highest for mental health and community health nurses.

When queried about significant factors affecting job selection, 65% of nurses identified selecting their current position because they desired a specific experience or specialization. Work schedule, a work environment factor that can be controlled by the employer, was chosen by 55% of RNs as a determinant of job selection. The majority (75%) of RNs indicated they would be willing to work more hours; for most the primary incentive was increased salary.

Nurse's salaries in Illinois continue to have a narrow range with 85% of all salaries falling between $25,001 and $75,000. The median salary range for RNs is $35,001-$50,000. Office nurses reported the lowest salaries while nurse anesthetists reported the highest. Slightly over one-half of nurse anesthetists earn between $100,001-$150,000 annually. Over one-third of nurses related some degree of dissatisfaction with their nursing salary; staff nurses were the most dissatisfied.

Overall, nurses are satisfied (83.9%) with their primary nursing position. Advanced practice nurses are most satisfied with their nursing position and staff nurses are the most dissatisfied. Gender differences were minimal with males being slightly less dissatisfied with their nursing position than females. When racial background was explored, white non-Hispanics indicated the highest degree of satisfaction (86.1%) with their nursing position. Minorities were less satisfied with their nursing positions. In particular, the percentage of African Americans who reported satisfaction was 76.6%. How satisfied RNs are with their primary nursing position tends to increase with age.

Although more nurses report associate degrees as their initial level of education (37.9%), more nurses report baccalaureate degrees as their highest level of education (39.4%). Levels of education vary widely across the state. The percentage of nurses educated originally at the baccalaureate level or above ranges from highs of approximately 50% in some areas of the state to lows of 10% in other areas. The percentage of nurses whose highest level of educational attainment is a baccalaureate degree or above also varies greatly, from lows of approximately 25% to highs of 66%. Cook and DuPage counties have the highest concentrations of baccalaureate and master's prepared nurses. Proportionately males have more education than their female counterparts. Across all age groups and regardless of number of children, the baccalaureate degree is the most frequently reported highest degree attained. Approximately 50% of nurses in most practice specialties are educated the baccalaureate level or higher.

Satisfaction with position does not appear to vary greatly by basic educational program or by highest educational degree attained. Associate degree graduates report the lowest levels of satisfaction; master's and doctorally prepared RNs report the highest. Regardless of basic educational program or highest level of educational attainment, the majority of nurses are satisfied with their salaries. However, nurses with the highest levels of education are approximately twice as likely as their less educated counterparts to report high levels of satisfaction with salaries.

The percentage of RNs enrolled in a formal academic degree program has continued to decline gradually from a high of 13.7% in 1986 to the current rate of 9.6%. This rate shows little variance by geographic area. However, rates of enrollment vary widely by primary nursing position, clinical specialty, and employment setting. A slight majority of those returning to school for a formal degree are seeking a baccalaureate (56.4%); another 38.6% are seeking a master's.

The proportion of RNs participating in continuing education has remained fairly consistent between 1996 and 2000 at approximately 89%. The majority of these RNs report less than 20 hours of such education in the past year. Although continuing education participation varies little by geographic area, participation does vary widely by primary nursing position, clinical specialty, and employment setting.

Currently of all RNs licensed in Illinois, approximately 7.7% were educated as advanced practice nurses (APNs) and 7.3% are currently practicing as APNs. The majority of those practicing as APNs are nurse practitioners (45.0%). Over two-thirds of the APN workforce is master's prepared and approximately 50% report five or less years of experience in that role.

For the first time in these Illinois RN surveys, specific information was collected on advanced practice nurses. The researchers recognized the importance of gathering baseline information on this group before the implementation of recent Illinois licensure changes. In future years as the climate for APN practice changes, it will be interesting to follow employment trends in this critical segment of the RN workforce.

CHAPTER 1

INTRODUCTION

The Year 2000 Survey of Registered Nurses in Illinois reported within these pages is the seventh such study since 1986. The purpose of such surveys is to provide current, accurate information on the Illinois registered nurse (RN) workforce that can be used in developing health care policy and planning within the state. Between the years of 1986 and 1996, this survey was conducted every two years. However, in the mid 1990s, the legislature mandated a four-year survey cycle. The 2000 survey report presents information on all registered nurses (RNs) licensed by the state of Illinois, but focuses primarily on those currently working in the state. Information on the demographics, labor activity, practice patterns, and educational patterns of the workforce are presented. A final chapter of this report provides information on the advanced practice nurse (APN) workforce in the state.

The Year 2000 Survey was conducted by the College of Nursing at the University of Illinois at Chicago, Peoria regional site (UIC), in cooperation with the Illinois Wesleyan University School of Nursing and under contract with the Illinois Department of Professional Regulation (IDPR). UIC has conducted such surveys for IDPR since 1986.

Method

As of June 1, 2000, IDPR reported that the total number of RNs actively licensed in Illinois was 142,408. Because of the timing of the IDPR contract offer, this survey was not sent to every registered nurse with license renewal materials. Rather, IDPR provided the researchers with a list of all RNs actively licensed in Illinois on June 1, 2000. From this list, the researchers drew a random sample of 14,972 subjects.

In an effort to improve on the low return rate of the 1996 survey, three changes in method were made: (1) two follow-up mailings to study participants who did not respond to prior mailings, (2) a shortened survey instrument, and (3) a clearer format that was more easily completed than the previous Scantron format.

The research methodology and survey instrument were reviewed by the institutional review boards of the University of Illinois at Chicago and Illinois Wesleyan University. These boards are responsible for determining if any research risks exist to study participants. Both boards found the research presented no risks to participants.

Sample. Of the 14,972 mailed surveys, six hundred forty-two (4.8%) were returned because of incorrect addresses or subject was deceased. Eleven unusable survey questionnaires were deleted from the data set. These survey questionnaires were either duplicates or blank. The total final sample consisted of 9354 surveys for a response rate of 62.5%. Survey research experts consider this a good response rate for mailed surveys (Aday, 1996).

As in past reports, the reader may obtain a rough estimation of the actual number of RNs registered in Illinois who represent a specific characteristic. Results are reported by percentages. These percentages may be multiplied times 142,408 to obtain population

estimates. For example, 82.1% of subjects reported current employment in nursing: .821 X 142,408 = an estimated 116,917. Use this rough estimate with caution, however. It assumes that all RNs responded to every question at the same rate, without bias, as they would have responded to the total survey questionnaire. This assumption most likely does not hold for all questions, particularly sensitive questions such as those about income and race/ethnicity.

To compare the distribution of this sample to those of prior surveys, the research team examined the geographic distribution by Health Service Area (HSA) across the seven surveys done since 1986. These HSAs are graphically depicted on a map of Illinois found in Appendix A. The results of this comparison are presented in Table 1.1. As anticipated, the percentage of respondents reporting residence outside Illinois is greater than that reported in 1996. In that year, the survey response rate was particularly low and a sampling bias was introduced because of the type of convenience sampling done. However, the number of RNs reporting residence outside Illinois in 2000 is still significantly less than that found in 1986-1994. The fact that surveys were not mailed to subjects with official licensure renewal may have reduced the response rate of out of state nurses. Or, because the 2000 sample was the first random sample with follow-up, the Year 2000 figures may be the more accurate. It is of note, however, that the number of nurses employed in nursing outside of Illinois as a proportion of Year 2000 Survey returns increased with each successive mailing.

TABLE 1.1

PERCENTAGE OF SURVEYED RNS BY RESIDENTIAL HSA FROM 1986-2000

	Year of Survey						
Residential HSA	1986	1988	1990	1992	1994	1996	2000
HSA 1	5.0	6.7	5.3	5.3	4.5	6.1	5.4
HSA 2	6.5	8.0	6.3	6.5	7.0	7.5	7.5
HSA 3	4.9	6.4	5.2	5.4	6.2	6.0	6.4
HSA 4	6.1	7.6	5.8	6.0	6.3	6.8	5.5
HSA 5	3.5	5.1	3.9	4.4	5.0	5.4	5.4
HSA 6	15.2	14.8	17.3	13.1	11.4	13.1	10.2
HSA 7	28.4	10.6	27.9	27.0	26.7	29.2	29.0
HSA 8	7.4	10.2	8.2	8.8	8.7	10.0	10.7
HSA 9	4.2	5.9	4.8	5.1	5.2	6.3	6.7
HSA 10	2.0	2.6	1.9	1.2	2.0	2.1	2.1
HSA 11	3.9	4.6	3.7	3.9	3.8	4.4	4.1
Other USA	12.9	17.4	10.8	13.1	13.1	3.2	7.1

The Survey Instrument. The instrument for the Year 2000 survey was shortened from the 1996 survey and reflects selected questions from the 1996 Illinois survey and the 1996 National Sample Survey of Registered Nurses. Researchers chose questions that allowed critical comparisons not only with past Illinois survey data, but also with national data. After review and modification of the content of the survey instrument by national experts in nurse and health care workforce studies, the researchers sent the instrument to the UIC Survey Research Laboratory for a critique of format.

After minor modifications, the instrument was then presented to the Illinois Committee on Nursing and a representative of the Illinois Nurses Association in May of 2000. This committee requested two minor revisions. A copy of the instrument is included in Appendix B.

Data Collection. The UIC research team received completed questionnaires from July through December of 2000. Trained professional data entry personnel entered data in a two-step process designed to ensure 99.5% accuracy. A small random sample of the data set was also compared to the paper surveys. The accuracy rate was 99.9985%.

Data Analysis. Data were converted from Microsoft Excel format to Statistical Package for the Social Sciences (SPSS) Version 9 format for analysis. Two distinct data sets were formed to examine the data. The first set consists of all 9354 useable surveys and represents all nurses licensed in Illinois regardless of employment status or state of residence. A subset of this first set is used throughout the majority of the report and consists of the 6752 licensed registered nurses who were working in Illinois in summer of 2000. Not every subject answered every survey question. Therefore, for example, the number of subjects reporting their income (a fairly sensitive issue) is considerably less than the number reporting their employment status (a less sensitive issue). The authors refer to these differing numbers of subjects throughout the report and where appropriate, the number of subjects from the Year 2000 Survey are included in a note at the bottom of tables.

When the total sample of all nurse or working nurses is examined chances are 99 out of a 100 that the error is no greater than 1%. When subsamples of greater than 400 RNs are subdivided into categories, chances are 95 out of a 100 that the error is no greater than 5%. Therefore, the reader can be confident in the relative accuracy of the interpretation of the large sample segments. Results of smaller sample segments (<400) should be interpreted with caution (e.g., smaller geographic areas, clinical nursing settings with few subjects such as occupational health).

Finally, when comparisons are made to previous Illinois surveys, the reader is referred to Appendix D to find the specific citations for these surveys. Comparisons with national data are from the 1997 and 2001 Health Resources and Services Administration national surveys—also referenced in Appendix D.

Organization of the Report

Because of the great amount of data gathered in the Year 2000 survey, several different types of analysis on a variety of workforce topics was possible. The overall organization of the report has been kept similar to that of the 1996 report to aid readers making comparisons. Succeeding chapters provide an overview of the workforce (Chapter 2), and address labor force activity (Chapter 3), practice patterns (Chapter 4), and educational patterns of the registered nurse workforce (Chapter 5). However, several charts have been added for ease of data interpretation, the survey instrument and a map and table of Illinois Health Service Areas (HSAs) have been included in an appendix, and a chapter describing APN practice patterns (Chapter 6) has been added.

CHAPTER 2

OVERVIEW OF REGISTERED NURSES LICENSED IN ILLINOIS

This chapter broadly describes registered nurses carrying active licenses in Illinois. This population includes **all** nurses licensed in Illinois regardless of employment status or state of residence. As of June 1, 2000, the total number of RNs actively licensed in Illinois was 142, 408. This is an increase of 4.8% from 1996 figures. This increase compares to an increase of 16.7% between 1992 and 1996 and a 6.8% increase between 1988 and 1992. The dramatic decline between 1996 and 2000 after a sharp rise in the early 90's parallels national data.

Data reported throughout this chapter is based on the sample of 9465 registered nurses with active Illinois licenses who completed the Year 2000 RN survey.

EMPLOYMENT

Table 2.1 lists the reported employment status of RNs licensed in Illinois. The vast majority (82.1% or an estimated 116,917) are employed in nursing. This number has decreased from highs of 88%-90% in surveys conducted from 1990-1996 and parallels current national figures. Prior to 1990, nursing employment was more similar to the current rate: 81% in 1986 and 84% in 1988.

A small percentage (5.2%) of nurses are employed both in and outside of nursing and 17.8% of nurses report working in two nursing positions. Table 2.2 further describes those nurses licensed in Illinois who are not presently working. The largest percentage of unemployed nurses are retired (39.7%). Only 7.5% are seeking employment. A slightly larger percentage (5.7%) are employed outside nursing.

Nurses licensed in Illinois have an average of 16.8 years of experience in nursing and an average of 8.9 years with their current employer. These averages are comparable to those found in the 1996 study. Comparisons of years of experience with prior surveys are presented in Table 2.3. From the 1980's there has been a steady decline in the proportion of nurses reporting one to five years of employment in nursing. In 1986, 34.4% of nurses had 1-5 years of experience; in 2000, that percentage was 17.7%. A corresponding increase in the number of nurses reporting 21-35 years of experience has occurred -- from 12.8% to 30.7%.

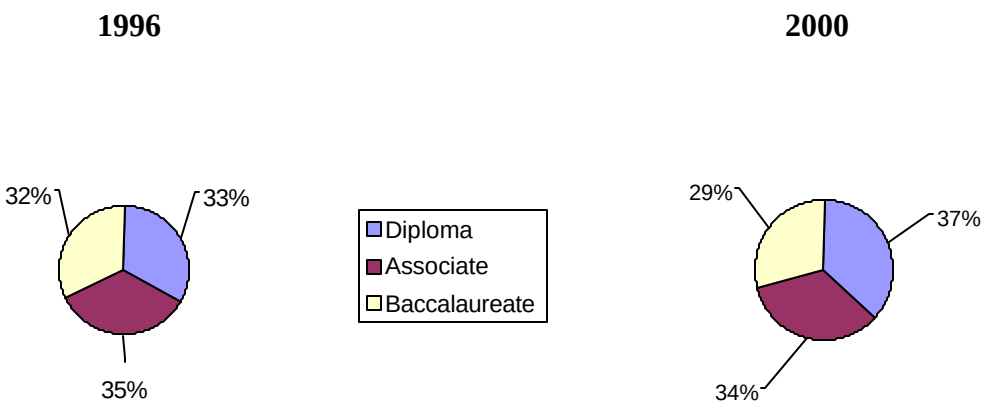
Certification. Across nursing specialties approximately 23.4 % of nurses living in Illinois held some type of national specialty certification (Table 2.4). School nurses and those nurses employed in adult primary care report the highest levels of certification -- 36.7% and 28.5%, respectively. Public health (12.2%) and geriatric nurses (14.0%) report the lowest levels of certification. Certification is gaining prominence as research studies support the positive relationship between certification and patient outcomes.

Education

Initial Education. The type of basic nursing education program reported by RNs has changed substantially since 1996 (Figure 2.1). While the proportion of associate degree graduates has remained relatively stable, the proportion of diploma graduates has decreased by approximately 5% and the proportion of baccalaureate graduates has increased by approximately 3%. Unlike findings in prior surveys, associate degree nurse (ADN) graduates exceeded graduates of both diploma and baccalaureate programs.

Figure 2.1

Initial Education: 1996 and 2000



Highest Degree Attained. Over the past 14 years, several changes in highest level of nursing education, which incorporates degrees earned subsequent to initial RN education, have occurred (Figure 2.2). The most striking is the decrease in diploma as highest level of educational attainment. As in 1996, the largest proportion of RNs in 2000 are baccalaureate prepared.

Demographics

Selected demographic information is discussed below and presented in Table 2.5.

Age. This survey reflects the aging of the RN population. The mean age of survey participants in the year 2000 was 45.9 years. The proportion of the workforce 46 years of age and above increased steadily from 1986 to 2000, while the proportion of nurses 30 years and under declined steadily between 1986 and 1996—from a high of 19.9% to 9.0%. The Year 2000 Survey heralded a slight increase in the proportion of RNs 30 years and under and a modest decrease in nurses 31-45 years of age. The current mean age of the RNs licensed in Illinois is approximately one year older than the national average of 45.2 years.

Figure 2.2.

Highest Nursing Education Preparation of Registered Nurse Population: 1988 - 2000

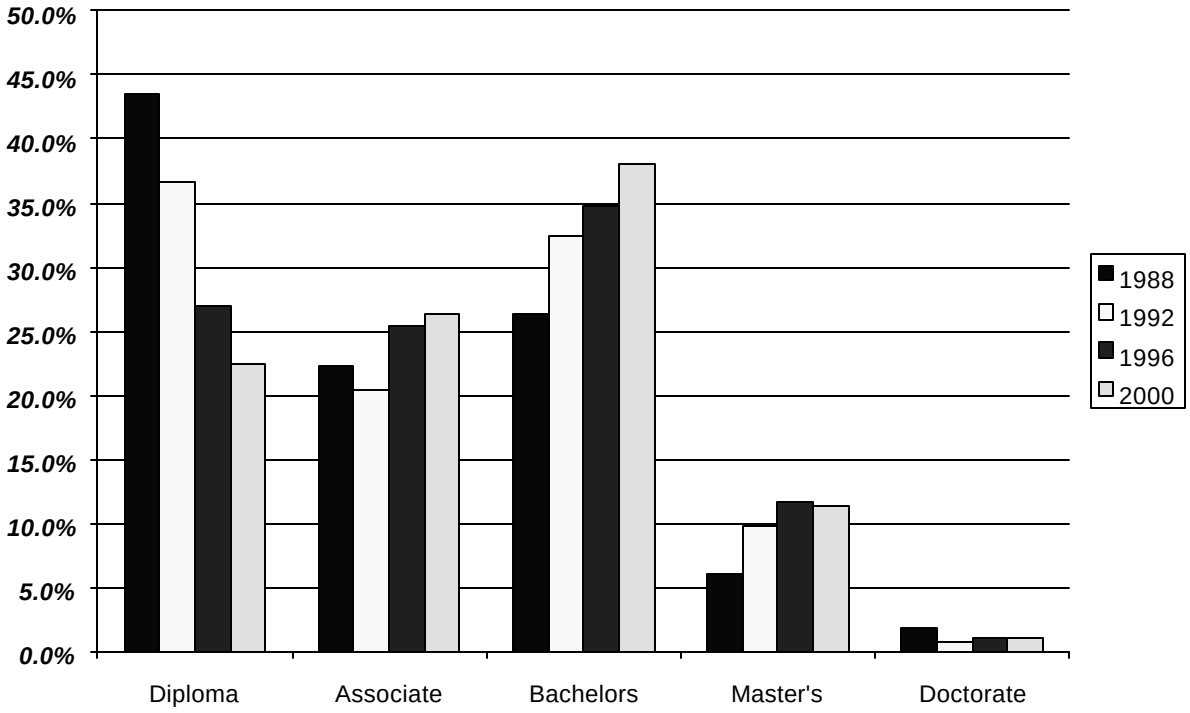


Table 2.6 shows the relationship between mean age and years of experience. Note that among those RNs currently working in Illinois older nurses have more experience. These numbers have been fairly consistent over the time. Although there would appear to be a decrease in the mean age of nurses with 1-5 years of experience since 1996, this figure may be misleading as the Year 2000 survey data includes those working less than one year as well as those reporting working 1-5 years. Note that the proportion of the workforce with 1-5 years of experience, who are the youngest nurses, has declined steadily over the years from 32% in 1988 to 18% in 2000.

Gender, Marital Status, and Children. The RN population licensed in Illinois remains predominantly female (95.9%), married (71.5%), with two or more children (66.3%). The proportion of men among those employed in nursing in Illinois is also 4.1% and is slightly below the national figure of 5.9%.

Racial/Ethnic Background. The vast majority of RNs continue to be white non-Hispanic (84.3%). However, the proportion of those from other racial/ethnic backgrounds has increased by 6% since 1996 (Table 2.4). Nationally, white non-Hispanic nurses represent 86.6% of the total nursing workforce, but just 71.8% of the U.S. total population.

Gross Household Income. Approximately two-thirds of RNs report a household income of $50,000 or more. This proportion has approximately doubled since the late 1980's.

Table 2.1

2000 EMPLOYMENT STATUS OF RNS HOLDING AN ILLINOIS LICENSE

Employment Status	n	%
Employed in nursing	7679	82.1
Not employed in nursing	1673	17.9

Note. N=9465 (missing data = 2).

Table 2.2

Lack of Participation in the Workforce

	n	%
Unemployed, not seeking work	414	25.5
Unemployed, seeking work	122	7.5
Retired/not working	644	39.7
Working in another field	411	27.2

Note. N=1621

Table 2.3

PERCENTAGE OF RNS REPORTING YEARS EMPLOYED AS AN RN IN ILLINOIS: 1988-2000

Years Employed	1988 %	1992 %	1996 %	2000 %
1 – 5	32.0	26.8	21.3	17.7
6 – 10	26.5	23.4	18.8	15.3
11 – 15	14.9	17.5	16.6	14.6
16 – 20	12.1	13.8	17.3	17.0
21 – 35	12.2	15.8	22.2	30.7
> 35	2.3	2.6	4.0	4.6

Table 2.4

Proportion of RNs Reporting National Specialty Certification by Clinical Specialty

Specialty	n	National Specialty Certification %
Adult Primary Care	179	28.5
Critical Care/Emergency/ Surgery (OR)	1738	26.2
Geriatrics	656	14.0
Medical/Surgical	1066	15.7
Mental Health	331	26.3
Obstetrics/Gynecology	648	37.7
Pediatrics	439	18.5
Public Health	247	12.2
School Nursing	202	36.7
Other	1608	29.9

Note. N=7601 RNs living in Illinois. Results are expressed as percentages of RNs reporting a specific clinical specialty, e.g., 28.5% of RNs employed as staff nurses report national cerification.

Table 2.5

SELECTED DEMOGRAPHIC CHARACTERISTICS OF ALL REGISTERED NURSES HOLDING AN ILLINOIS LICENSE

Demographic Characteristic	1988 %	1992 %	1996 %	2000* %
Gender				
Female	97.7	97.5	97.1	95.9
Male	2.3	2.5	2.9	4.1
Racial and Ethnic Background				
African American	3.3	3.8	3.3	4.7
Native American/ Alaskan Native	0.3	0.2	0.2	0.6
Asian or Pacific Islander	5.6	5.9	5.5	7.7
Hispanic	0.7	1.0	1.0	1.4
White non-Hispanic	90.1	89.1	90.1	84.3
Multiracial or Other				1.3
Age				
30 years and under	16.6	11.0	9.0	10.1
31 – 45 years	40.3	49.6	46.9	40.3
46 – 65 years	30.6	34.7	40.3	44.3
Over 65 years	2.5	4.7	3.8	5.2
Marital Status				
Married	73.7	74.3	75.0	71.5
Never Married	13.9	12.0	11.0	12.2
Divorced Widowed Separated	12.2	13.7	13.9	16.3
Gross Household Income				
Less than $14,999	4.0	2.8	2.1	2.1
$15,000 - $49,000	69.7	46.7	36.5	30.4
$50,000 and over	36.3	50.5	61.4	67.5

*N = varies from 8463-9158. For example response rates were lowest for questions of income (N=8463) and marital status (N=9022) and highest for questions of age (N=9158) and race/ethnicity (N=9127).

TABLE 2.6

Trends in Mean Age by Years of Experience as a Nurse

Years of Experience	1988 %	1992 %	1996 %	2000* %
1 – 5 years	34.7	37.4	37.4	33.3
6 – 10 years	37.2	39.1	39.8	38.3
11 – 15 years	39.6	41.4	41.6	41.9
16 – 20 years	45.2	45.7	45.2	41.9
21 – 35 years	52.3	52.4	51.8	51.1
> 35 years	61.1	63.8	63.4	62.5

* N=7577.

Note. Only those RNs currently practicing were asked to provide years of experience.

CHAPTER 3

EMPLOYMENT ACTIVITY OF REGISTERED PROFESSIONAL NURSES WORKING IN ILLINOIS

Data are presented describing the registered nurses who are employed either full time or part time in nursing in the state of Illinois. Following this information a brief description of RNs who are not employed and those who are employed outside nursing but continue to maintain an Illinois RN license is provided**.** Information for each Health Service Area (HSA) in Illinois is presented in tables at the end of the chapter.

RNs Employed in Illinois in Nursing

From the original sample of nurses licensed in the state of Illinois, 72 %, or 6752 registered nurses reported being employed in nursing Illinois during June 2000. Most (93.5%) reported living and working in Illinois. The others either work in Illinois and live in a neighboring state (2%) or did not report where they lived (4%). These data are consistent with that of the sixth survey done in 1996.

About 94% of RNs who reported being employed in nursing two years ago also reported being employed in nursing in 2000. Of those not reporting employment two years ago about 5% were not licensed; 1% were licensed and not working in nursing. Table 3.1 shows the distribution of registered nurses reporting employment in 1996 and 2000 by the Health Service Area of employment. Modest increases in the nursing workforce were reported in HSAs 5, 8, and 9.

Primary Employment Setting. Six major employment settings were identified for RNs: hospitals, nursing homes, clinics, private/group medical practices, home health care agencies, and community public health settings (See Table 3.2).

The predominate employment setting remains within the hospital. The twelve-year trend in decline in hospital employment in Illinois appears to have stopped with an increase 4% in 2000. However, this reversal of trend could be due to changes in reporting. In previous Illinois surveys hospital clinics were reported as a separate setting. In the current survey approximately 58% of nurses reported employment in the hospital setting. This finding is consistent with preliminary data from the National Sample Survey of Registered Nurses (2000) that found 59% of registered nurses worked in hospital settings.

The percentage of nurses employed in home health care agencies declined over 2%, the first decline in that area since the survey has been conducted. This decline may reflect recent changes in regulation of home care agencies. Ambulatory setting, including clinics and private/group medical practices, experienced gains during the past four years. The remaining RNs employed in nursing in Illinois reported working in such areas as nursing education, public/private schools, occupational health, managed care/insurance, nursing pools, and self-employment (See Table 3.3).

Clinical Practice Specialty. Due to changes in reporting clinical practice specialty throughout the past several state surveys, comparisons should be viewed

carefully. In this survey respondents were asked to select one primary clinical practice specialty; each category was mutually exclusive. Past surveys permitted RNs to select more than one specialty area. Over one-fifth of the RNs reported critical care/ER/OR as their primary clinical practice specialty. The next most selected practice area was other (20.7%), followed by medical-surgical nursing (14.1%). No other practice area was designated by more than 9% of RNs (Table 3.4).

New categories added for 2000 were for critical care, school nursing, primary care, and general; these may have been responsible for the reduction in the percent of RNs selecting "other", which declined from 35% in 1996 to 20.7% in 2000. The aggregated data from1996 shows that when one specialty was selected, 20.6% of registered nurses identified themselves as medical or surgical nurses--approximately 6% more than in 2000. Many of the 1996 respondents who selected medical or surgical nursing may have been practicing in critical care areas. Nurses identifying their practice area as obstetrics/gynecology increased slightly from 8.9% in 1996 to 10.1% in 2000. There was a decline in pediatric clinical practice from 7.8% to 5.7%. A copy of the specialty areas reported in 1996 is included in the Appendix C for your convenience.

Another view of practice specialty, setting by specialty, is shown in Table 3.5. As expected the majority of critical care/ER/OR nurses practice in hospitals (93%) and most public health nurses (64%) practice in community/public health settings. Those RNs who described their clinical specialty as other are employed in the following settings: hospital (44%), clinics (11%), private/group medical practice (10%), and home health (8%). The above gives some indication of the work of RNs who reported no clinical practice specialty. Data for specific HSAs can be found in Table 3.3.

Primary Nursing Position. Five position titles comprise over 85% of all RNs working in Illinois: staff nurse (55.6%), nurse manager (8.4%), office nurse (8.3%), case manager (4.5%) and other (10.6%) (Table 3.6). Due to changes in title categories determination of exact trends is not possible. When combining titles into broad categories of administration, patient care, education, and other, comparisons can be made with the 1996 data. Most nurses continue to hold job titles that suggest a patient care position; however, during the four years nurse's positions in administration, education, and other experienced increases. Data for specific HSAs can be found in Table 3.7.

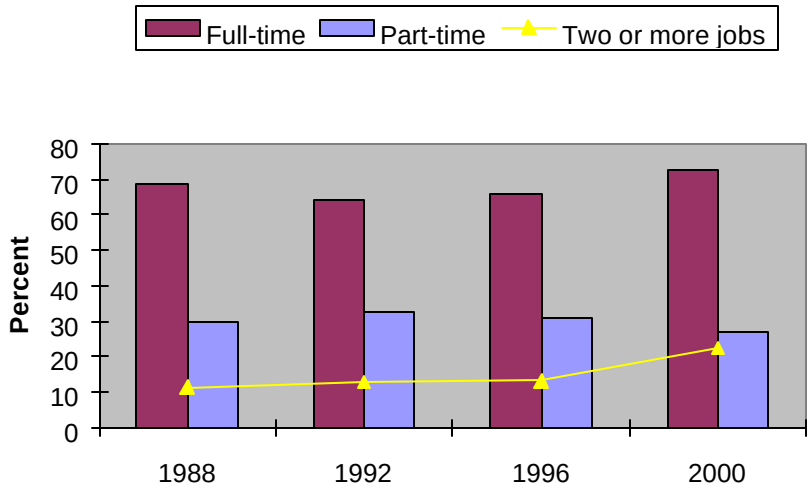
RNs whose primary position is case manager, a relatively new position and one not reported in 1996, are employed principally by hospitals (28%), managed care/insurance agencies (21%), home health agencies (18%), and community/public health facilities (15%).

Distance to Work. The majority of RNs live geographically close to their place of employment. Many (75%) travel approximately 18 miles one-way to their job. Distance to work is not much further in the rural areas of the state (HSAs 5 and 3, respectively 14.2 miles and 14.5 miles) than in the greater Chicago area (HSAs 6, 7, and 8) where travel time per mile is substantially increased. Actually, HSA 6 (Chicago) reported the furthest distance to work, 15.5 miles. Data for specific HSAs can be found in Table 3.8.

Employment Status of RNs Working in Illinois. The data on the employment status of working RNs tends to fluctuate, but full time employment has reached an all time high in Illinois with 72.8 % of RNs responding they work full time. In 1996 66% of RNs indicated they worked full time. This full time employment is reflected in the percentage of RNs reporting they worked part-time (27%), a drop of 4% since 1996. Findings from the 1996 National Sample Survey of Registered Nurses stated 29% of RNs were employed part time. However, the most dramatic change in employment status is those RNs who report having more than one job --an increase of 9.2% since 1996 (Table 3. 9). We have defined full-time work as 32 or more hours per week in this survey.

Figure 3.1

Employment Status of RNs Working in Illinois



N = 6752

An examination of the demographic characteristics between RNs employed full time and those employed part-time suggests that the typical full time employed RN is: female, 46-55 years old, white non-Hispanic, married, with two children, and lives in a household with an income between $50,001 and $75,000. Similarly, the typical RN employed on a part-time basis is female, 31-45 years old, white non-Hispanic, married, with three or more children, and lives in a household with an income between $50,001 and $75,000.

Employment Status and Primary Setting. The portion of the nurse supply working full time in a primary setting ranged from 86.3% in managed care/insurance facilities to 33.3% in nursing pools (Table 3.10). Hospitals, the primary setting employing the highest percentage of RNs, employs approximately 74% of RNs on a full-time basis and 26% part-time. This is an increase in full-time hospital employment of 16.5 % since 1996. RNs employed in less structured settings, nursing pools, private/group medical practice, and self-employed are less likely to be in employed full

time. Those employed in nursing pools and public/private schools are most likely to hold more than one job.

The home care industry, which has shown a job growth pattern for the past decade experienced a decline in the percentage of RNs working, but a modest gain (3%) in full-time RNs since 1996. The percentage of RNs employed full time declined in nursing education and community/public health settings.

Employment Status and Nursing Position. The portion of the RN workforce employed full time by nursing position ranged from 55.5% for office nurses to 95.6% for nurse executives. Nurse executives and managers are almost exclusively in full-time positions. Office nurses, faculty, and consultants have the lowest portion of full-time positions (Table 3.11).

Following the Illinois trend toward fuller employment of RNs, almost all positions saw an increase in nurses working full time since 1996. There were three exceptions, full time employment of faculty, clinical nurse specialists, and staff/patient educators declined respectively by approximately 8.6%, 5.6%, and 6.8%.

Employment Status and HSA. All HSAs saw an increase in the percentage of RNs working full time (Table 3.12). As was true in the past several surveys, the southern most HSA (5) continues to maintain over 80% full time employment. However, the Chicago suburban and outlying areas (HSAs 7, 8, and 9) all experienced at least 10% gains in RNs reporting full-time employment. HSA 2 had the smallest gain in full-time employment.

Employment of RNs in More Than One Position. The percentage of Illinois RNs working at more than one job appears to be increasing. Slightly over 22% of nurses indicated they held more than one job. Of those, 17.3% reported the second job was in nursing and an additional 5% maintained employment outside of nursing. While it is predictable that more nurses working part time would also have another position, the differences are not as great as expected. Of nurses working part time, 25.7% hold another position; of nurses working full time, 20.9% report holding another position. Nurse midwives (33.4%) and nurse anesthetists (32.8%) most frequently reported holding more than one job. Frequency of a second position declines with increasing age, female gender, and being married.

Demographic Data. The demographic data of employed registered nurses by their work activity are provided on Table 3.13. Men in nursing are much more likely to hold full time employment compared to women (90.8% and 71.9% respectively) and are more likely to hold more than one job (34.9% and 21.7%, respectively). RNs reporting the highest rates of full-time employment are those under 30 years (84.6%) and those between 46-65 years (75.7%). The mean age for all RNs employed in nursing was 44 years. Nurses employed part-time were slightly older (44.8 years) than those employed full-time (43.8 years).

Least represented in full-time employment are white non-Hispanics (69.8%). All other races report over 77% of respondents employed full time. Over 90% of Asian/Pacific Islanders hold full-time positions. Single nurses are more likely to hold

full-time positions (90. 8%) than those married (84.9%) or divorced, widowed, or separated (84.9%).

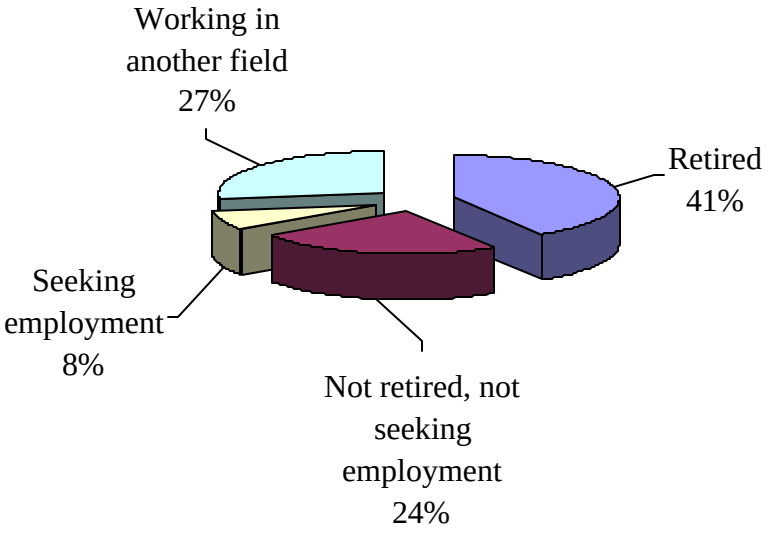
RNs Not Employed in Nursing

Of **all** RNs licensed in Illinois 17.9% are not employed in nursing. Of those RNs licensed and residing in Illinois, this number is slightly lower, 16.7%. This percentage represents an increase of 6% from 1996 survey levels of unemployment (Table 3.14). The lowest percentages of unemployment in nursing existed in the early 1990s. These Illinois trends parallel those of the nation.

Among unemployed RNs, the largest percentage are retired (41%) (Figure 3.2). Although not retired, another 24% are not seeking employment. Twenty-seven percent are working in another field, and only a small proportion (7%) is actively seeking employment.

Figure 3.2

Lack of Participation in the RN Workforce



N=1621

Specific reasons for lack of participation in the workforce are listed in Table 3.15. Reached retirement age and parenting responsibilities were the two reasons cited most frequently.

Of those RNs residing in Illinois who are not currently working, 34.7% were licensed and working in nursing 2 years ago. However, approximately 36.0% were licensed, but not working in nursing 2 years ago and another 29.2% were neither licensed

nor employed 2 years ago. Approximately 5.8% of currently unemployed nurses have been educated as advanced practice nurses (APNs).

Table 3.16 presents lack of RN labor activity by location of residence. HSAs 3 and 8, the western central region and the northeastern corner of Illinois have the highest proportions of RNs not working in nursing (20.4% and 19.8%, respectively). HSA 6, the city of Chicago, has the lowest (11.5%). In 1996 HSA 8 reported the highest proportion of RNs unemployed in nursing and HSA 6 the lowest.

Lack of labor activity among registered nurses is proportionately highest among 1) females, 2) nurses over 65 years of age, 3) those who are currently or have been married, and 4) Hispanics and white non-Hispanics (Table 3.17). RNs with three or more children and those with children over the age of 18 years are also more likely than their counterparts with fewer and/or younger children to not work as RNs. Finally, those RNs with gross household incomes of less than $15,000 or more than $150,000 are less likely to be employed in nursing.

Table 3.1

Employment Distribution by HSA of RNs Currently Working in Nursing for 1996 and 2000

	RN Distribution		
HSA Employment Location	1996 %	2000 %	% Change
Illinois HSA 1	6.2	5.6	-0.6
Illinois HSA 2	7.6	8.0	+0.4
Illinois HSA 3	6.0	5.9	-0.1
Illinois HSA 4	7.0	6.8	-0.2
Illinois HSA 5	5.5	4.4	+1.1
Illinois HSA 6	19.3	19.1	-0.2
Illinois HSA 7	29.2	28.3	-0.9
Illinois HSA 8	8.8	9.6	+1.2
Illinois HSA 9	4.1	5.7	+1.6
Illinois HSA 10	1.9	2.2	+0.3
Illinois HSA 11	4.2	3.9	-0.3
Illinois Total Number	32702	6752	

Note. Results are expressed as percentages of RNs reporting this employment location, e.g., in 1996, 6.2% of 32,702 RNs reported employment in HSA 1; in 2000, 5.6% of 6752 RNs reported employment in HSA 1; there is a net reduction of 0.6% RNs employed in HSA 1 between 1996 and 2000. Percentages may not sum to 100% due to rounding. HSA = Health Systems Area. A map and table of HSAs may be found in Appendix A.

Table 3. 2

Percentage of RNs Employed in Illinois in Selected Primary Employment Settings Since 1988

Setting	1988 %	1992 %	1996 %	2000 %
Hospital	64.4	61.0	53.9	57.6*
Nursing Home/Extended Care	7.0	6.7	7.3	7.2
Clinic	2.0	2.6	3.0	7.0
Private/Group Medical Practice**	5.7	5.2	5.9	6.1
Home Health Care	3.4	4.5	7.2	5.0
Community/Public Health	NR***	NR	2.8	3.2

* May include hospital clinics that were reported separate from hospital in previous surveys.
** Reported as Doctor's office until 2000.
***NR= not reported previously.

Table 3. 3

Primary Employment Setting of Registered Nurses by Employment in Health Services Area (HSA)

	Health Service Area											
Setting	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**Total**
n=	**378**	**539**	**393**	**457**	**296**	**1293**	**1911**	**647**	**383**	**146**	**261**	**6752**
Hospital	**48.5**	**51.2**	**58.8**	**46.5**	**51.9**	**68.2**	**59.9**	**55.0**	**50.3**	**53.4**	**57.1**	**57.6**
Nursing Home	**8.2**	**9.5**	**8.4**	**10.7**	**9.8**	**3.9**	**7.1**	**7.9**	**8.9**	**2.7**	**6.5**	**7.2**
Home Health	**5.0**	**5.8**	**4.6**	**4.4**	**5.8**	**2.8**	**5.8**	**5.3**	**5.2**	**5.5**	**8.8**	**5.0**
Nursing Education	**2.7**	**1.5**	**1.5**	**1.3**	**3.1**	**2.9**	**.9**	**.9**	**2.9**	**2.7**	**3.1**	**1.9**
School (K – 12)	**3.4**	**.7**	**3.6**	**2.6**	**4.4**	**1.4**	**2.6**	**4.8**	**4.5**	**7.5**	**3.2**	**2.9**
Occ. Health	**1.1**	**.7**	**--**	**.9**	**.3**	**.9**	**1.1**	**2.2**	**1.3**	**4.1**	**.4**	**1.1**
Clinic	**11.9**	**8.5**	**7.4**	**13.4**	**5.1**	**6.6**	**5.8**	**6.7**	**5.5**	**3.4**	**3.8**	**7.0**
Comm/ Public Health	**3.2**	**3.2**	**5.3**	**4.4**	**4.7**	**3.1**	**2.1**	**2.2**	**3.7**	**4.1**	**5.0**	**3.2**
Managed Care/Ins.	**1.1**	**.2**	**1.3**	**.9**	**.3**	**2.6**	**2.6**	**1.6**	**1.6**	**.7**	**--**	**1.7**
Nursing Pool	**.8**	**.2**	**--**	**.2**	**--**	**.2**	**--**	**--**	**--**	**.7**	**--**	**.1**
Self-employed MD	**.3**	**.6**	**1.0**	**.2**	**--**	**.5**	**.5**	**.3**	**1.0**	**--**	**.4**	**.5**
Practice	**5.8**	**10.0**	**3.6**	**7.9**	**4.4**	**2.8**	**6.8**	**6.7**	**9.4**	**7.5**	**6.1**	**6.1**
Other	**8.0**	**7.8**	**4.6**	**6.6**	**10.2**	**4.1**	**4.7**	**6.5**	**5.8**	**7.5**	**5.0**	**5.7**

Note. N=6752 RNs employed in Illinois. n = number of RNs reporting employment in this HSA. Results are then expressed as percentages of RNs reporting this employment setting within each HSA, e.g., 48.5% of 378 RNs in HSA 1 were employed in hospitals. Percentages may not sum to 100% due to rounding.

Table 3. 4

Primary Clinical Practice Specialty by Employment Health Service Area

	Health Service Area											
Setting	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**Total**
n =	**378**	**539**	**393**	**457**	**296**	**1293**	**1911**	**647**	**383**	**146**	**261**	**6752**
Adult Primary Care	**2.7**	**2.2**	**2.0**	**4.4**	**2.5**	**1.9**	**2.5**	**1.5**	**1.8**	**3.4**	**3.9**	**2.4**
Critical Care/ER/ OR	**19.4**	**19.7**	**23.7**	**20.8**	**22.9**	**24.1**	**23.7**	**21.9**	**20.4**	**21.9**	**26.0**	**22.7**
General (no specialty)	**10.1**	**10.6**	**6.6**	**7.9**	**11.6**	**4.1**	**5.9**	**7.0**	**7.0**	**3.4**	**4.3**	**6.6**
Geriatrics	**9.0**	**10.9**	**9.9**	**11.6**	**12.3**	**5.2**	**8.2**	**9.1**	**9.4**	**6.2**	**9.3**	**8.6**
Medical/ Surgical	**11.4**	**12.6**	**13.5**	**15.1**	**14.7**	**16.2**	**13.8**	**11.0**	**13.6**	**18.5**	**14.3**	**14.1**
OB/Gyn	**8.8**	**10.6**	**7.9**	**7.9**	**4.4**	**8.9**	**9.3**	**10.7**	**7.3**	**9.6**	**9.3**	**8.9**
Pediatrics	**5.6**	**6.7**	**2.0**	**3.7**	**1.4**	**9.1**	**5.3**	**5.3**	**7.3**	**4.1**	**3.9**	**5.7**
Mental Health	**1.9**	**2.6**	**5.9**	**3.7**	**5.5**	**5.4**	**4.1**	**5.3**	**3.7**	**5.5**	**3.9**	**4.3**
Public Health	**2.9**	**3.7**	**4.8**	**3.5**	**5.1**	**2.8**	**2.3**	**2.5**	**3.1**	**3.4**	**5.0**	**3.1**
School (K – 12)	**3.4**	**1.3**	**3.3**	**3.3**	**4.4**	**1.4**	**2.5**	**4.3**	**4.2**	**6.8**	**3.1**	**2.8**
Other	**24.9**	**19.1**	**19.8**	**18.2**	**15.4**	**20.6**	**22.3**	**21.2**	**22.2**	**17.1**	**17.1**	**20.7**

Note. n = number of RNs reporting employment in this HSA. Results are then expressed as percentages of RNs reporting primary clinical specialty in each HSA, e.g., 2.7% of 378 RNs in HSA are employed in HSA 1. Percentages may not sum to 100% due to rounding.

Table 3.5

Primary Clinical Practice Specialty by Employment Setting

		Setting												
Clinical Practice Specialty	n	Hospital	Nursing Home	Home Health	Nursing Ed.	School (K – 12)	Occ. Health	Clinic	Comm/ Public Health	Managed Care/Ins.	Nursing Pool	Self-employed	MD Practice	Other
Adult Primary Care	161	14.3	2.5	9.3	3.7		2.5	32.3	1.2	1.9			27.3	5.0
Critical Care/ER/ OR	1524	92.7	0.4	0.8	0.6	0.2	0.3	0.9	0.2	0.6	0.1	0.1	0.8	2.5
General (no specialty)	447	33.6	7.6	10.5	0.4	0.7	0.4	19	1.8	5.8	0.7	0.9	13	5.6
Geriatrics	528	12.3	70.4	6.2	2.2	0.2	0.2	1.4	0.9	0.3	0.2	0.7	0.3	4.7
Medical-Surgical	949	80.9	0.9	3.1	3.5	0.4	0.1	3.1	0.3	2	0.2	0.2	3.1	2.2
OB/Gyn	597	75.5	0.2	1.5	1.0			6.7	0.7	1.3	0.2	0.5	11.4	1.0
Pediatrics	384	50.3	35.0	8.1	2.6	3.9		13.0	4.4	0.3			13.2	2.9
Mental Health	291	63.9	3.8	2.1	3.8	0.3		5.8	4.8	1.7		1.0	0.7	12
Public Health	209	3.3	0.5	16.7	33.3	0.5	1.4	6.7	63.6	0.5		0.5		2.9
School Nursing	189	0.5			2.6	86.8	0.5	1.6	3.7					4.2
Other	1389	43.5	0.9	8.4	1.6	0.1	4.0	11.4	1.3	3.1	0.1	0.9	10.1	52.1

Note. N=6716 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this clinical practice specialty, e.g., 14.3% of 161 RNs employed by hospitals reported adult primary care specialization. Percentages may not sum to 100% due to rounding.

Table 3. 6

PRIMARY NURSING POSITION BY TITLE 1996 AND 2000: REGISTERED NURSES EMPLOYED IN NURSING IN ILLINOIS

	1996		%	2000		%
Administration	Head/Assistant Head RN		5.0	Nurse Manager		8.4
	Administrator, Associate /Assistant Nursing Service		5.2	Nurse Executive		2.4
				Case Manager		4.5
	Administrator, Associate/Assistant Professional Organization		0.5			
	Utilization Review		1.7			
		Subtotal	12.4		Subtotal	15.3
Patient Care	Staff Nurse		46.4	Staff Nurse		55.6
	Office Nurse		6.3	Office Nurse		8.3
	Charge Nurse Team Leader		6.1	Clinical Nurse Specialist		1.5
	Home Care		5.3	Nurse Practitioner		1.8
	School Nurse		2.5	Nurse Midwife		0.4
	Clinical Nurse Specialist		1.7	Nurse Anesthetist		1.0
	Nurse Clinician		1.6			
	Nurse Practitioner		1.4			
	CRNA		0.8			
	Private Duty		0.3			
	CN Midwife		0.3			
		Subtotal	72.7		Subtotal	68.6
Education	Nursing Faculty		2.1	Nursing Faculty		1.8
	In-service Education		1.0	Staff/Patient Educator		2.4
	Administrator		0.4			
	Associate/Assistant Nursing Academics					
		Subtotal	3.5	Subtotal		4.2
Other	Consultant		1.4	Consultant		1.4
	Other		9.9	Other		10.6
		Subtotal	11.3		Subtotal	12.0
		TOTAL	99.9			100.1

Note. Results are expressed as percentages of RNs reporting these titles of their primary nursing position, e.g., in 1996, 5% of 32,702 RNs reported Head/Assistant Head RN as their title; in 2000, 8.4% of 6752 reported Nurse Manager as their title. Percentages may not sum to 100% due to rounding.

TABLE 3. 7

Primary Nursing Position by Employment Location

	Health Service Area											
Position	1	2	3	4	5	6	7	8	9	10	11	Total
n =	378	539	393	457	296	1293	1911	647	383	146	261	6752
Staff Nurse	52.0	49.0	58.0	51.6	54.4	58.5	57.6	56.0	50.4	50.7	56.0	55.6
Office Nurse	13.8	13.7	6.9	11.8	8.1	3.2	8.8	7.3	10.4	9.6	7.3	8.3
Staff/Patient Educator	2.9	3.2	3.8	1.8	3.4	2.2	2.2	1.7	2.6	1.4	3.1	2.4
Nurse Manger	7.7	8.5	8.1	10.5	10.8	8.0	8.5	6.8	8.1	8.9	8.9	8.4
Nurse Executive	2.4	2.4	1.3	2.2	2.7	2.6	2.6	2.9	2.9	.7	.8	2.4
Case Manager	4.2	3.9	3.3	3.9	4.1	4.2	5.0	4.7	5.2	4.1	5.0	4.5
Consultant	--	2.2	1.8	1.1	1.4	1.8	1.1	1.6	1.3	.7	1.9	1.4
Faculty	2.7	1.7	2.0	1.8	3.0	2.4	.6	.8	3.7	3.4	2.7	1.8
Clinical Nurse Specialist	.6	.9	1.3	1.3	--	3.0	1.6	1.4	1.0	--	.4	1.5
Nurse Practitioner	2.1	2.8	1.0	3.5	2.4	2.7	.4	1.9	2.9	1.4	1.5	1.8
Midwife	.3	.9	--	.2	.3	.9	.1	.2	--	.7	.4	.4
Anesthetist	.5	.7	3.6	1.3	1.2	.6	.5	1.7	1.0	--	1.5	1.0
Other	10.9	10.0	8.9	9.0	8.4	9.7	11.0	13.2	10.4	17.8	10.3	10.6

Note. N=6752 RNs employed in Illinois. n = number of RNs reporting employment in this HSA. Results are expressed as percentages of RNs reporting this primary nursing position, e.g., 52% of 378 RNs employed in HSA 1 reported staff nurse as their primary nursing position. Percentages may not sum to 100% due to rounding.

TABLE 3.8

DISTANCE RNS TRAVEL TO WORK BY HSA

	Miles		
Work HSA	Mean	S.D	Range
HSA 1	11.9	11.2	72
HSA 2	12.4	11.3	72
HSA 3	14.5	14.5	98
HSA 4	12.8	12.3	60
HSA 5	14.2	12.3	60
HSA 6	15.5	12.9	99
HSA 7	12.3	10.6	99
HSA 8	11.9	9.6	74
HSA 9	12.2	10.6	75
HSA 10	10.9	11.4	59
HSA 11	13.7	10.9	50

N=6667.

Table 3.9

Employment Status of Working RNs Every Four Years Since 1988

Employment Status	1988 %	1992 %	1996 %	2000* %
Full-time	67.8	64.4	66	72.8
Part-time	29.5	32.4	31.0	27.0
Two or more jobs**	11.2	12.8	13.1	22.3
Missing Data				0.8

Note. N = 6752 RNs employed in Illinois in 2000.
*Full time employees are those RNs employed 32 or more hours per week in their primary nursing position.
**Two or more jobs include those employed in a nursing position as their primary position and a second job in either nursing or a non-nursing position.

Table 3.10

EMPLOYMENT STATUS AND PRIMARY EMPLOYMENT SETTING OF RNS WORKING IN ILLINOIS

		Employment Status		
Primary Employment Setting	n	Full Time %	Part Time %	> 1 Job %
Hospital	3850	73.9	26.1	22.5
Nursing Home/Extended Care	482	81.7	18.3	20.6
Home Health	335	68.7	31.3	20.4
Nursing Education	124	70.2	29.8	25.8
Public/Private School (K-12)	192	70.8	29.2	32.5
Occupational Health	71	80.3	19.7	31.4
Clinic	470	68.5	31.5	20.1
Community/Public Health	213	76.1	23.9	30.4
Managed Care/Insurance	117	86.3	13.7	13.3
Nursing Pool	9	33.3	66.7	66.6
Self-employed in Nursing	31	51.6	48.4	26.7
Private/Group Medical Practice	410	59.5	40.5	24.8
Other	379	69.9	30.1	22.8

Note. N=6752 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this primary employment setting, e.g., 73.9% of 3850 RNs employed by hospital reported full-time employment; 26.1% of 3850 RNs employed by hospitals reported part-time employment; 22.5% of 3850 RNs employed by hospitals reported employment in more than one job.

Table 3.11

EMPLOYMENT STATUS AND PRIMARY NURSING POSITION OF RNS WORKING IN ILLINOIS

Primary Nursing Position	n	Employment Status: Full Time %	Part Time %	> 1 Job %
Staff Nurse	3177	70.6	29.4	22.1
Office Nurse	559	55.5	44.5	26.9
Staff/Patient Educator	161	70.8	29.2	28.1
Nurse Manager	564	93.4	6.6	21.4
Nurse Executive	160	95.6	4.4	19.4
Case Manager	303	82.5	17.5	17.4
Consultant	91	68.1	31.9	29.7
Faculty	116	66.4	33.6	29.0
Clinical Nurse Specialist	104	74.0	26.0	31.4
Nurse Practitioner	119	74.8	25.2	24.2
Nurse Midwife	24	75.0	25.0	33.4
Nurse Anesthetist	64	89.1	10.9	32.8
Other	705	71.6	28.4	25.8

Note. N=6752 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this primary nursing position, e.g., 70.6% of 3171 staff RNs reported full-time employment; 29.4% of 3171 staff RNs reported part-time employment; 22.1% of 3171 staff RNs reported employment in more than one job.

Table 3. 12

2000 EMPLOYMENT STATUS BY HEALTH SERVICE AREA (HSA)

		Employment Status		
Health Service Area	n	Full Time %	Part Time %	> 1 Job %
Illinois HSA 1	378	70.0	30.0	22.6
Illinois HSA 2	539	71.5	28.5	18.8
Illinois HSA 3	393	81.0	19.0	18.8
Illinois HSA 4	457	79.3	20.7	20.3
Illinois HSA 5	296	86.8	13.2	19.8
Illinois HSA 6	1293	80.2	19.8	27.3
Illinois HSA 7	1911	66.4	33.6	20.7
Illinois HSA 8	647	66.5	33.4	23.2
Illinois HSA 9	383	67.5	32.5	20.3
Illinois HSA 10	146	64.8	35.2	24
Illinois HSA 11	261	77.1	22.9	25.8
Total	6752	72.8	27.2	22.3

Note. N=6752 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this employment location, e.g., 70.0% of 378 staff RNs employed in HSA 1 reported full-time employment; 30.0% of 378 RNs employed in HSA 1 reported part-time employment; 22.6% of 378 RNs employed in HSA 1 reported employment in more than one job.

Table 3.13

Demographic Data by Employment Status in 2000 of RNs Working in Illinois

Demographics	Full-time	Part-time	> 1 Job
Sex			
Female	71.9	28.1	21.7
Male	90.8	9.2	34.9
Age			
< 30 Years	84.6	15.4	25.2
30 – 45 Years	68.0	32.0	23.9
45 – 65 Years	75.7	24.3	19.9
> 65 Years	38.3	72.8	13.7
Race			
American Indian or Native Alaskan	83.3	16.7	22.2
Asian/Pacific Islander	90.4	9.6	30.3
African American/Black	85.8	14.2	26.9
Latino/Hispanic	77.1	22.9	29.6
White not Hispanic	69.8	30.2	20.8
Multiracial	96.2	3.8	25.9
Other	75	25	34.6
Marital Status			
Married	67.0	33.0	21.2
Divorced, widowed, or separated	84.9	15.1	24.7
Single	90.8	9.2	25.4
Number of Children			
0	89.5	10.5	25.2
1	74.9	25.1	22.0
2	69.5	20.6	20.9
3 or more	63.9	27.5	22.0
Gross Household Income			
$15,000 or less	48.8	51.2	21.7
$15,001 - $25,000	62.4	37.6	24.1
$25,001 - $35,000	77.9	22.1	22.0
$35,001 - $50,000	83.8	16.2	22.5
$50,001 - $75,000	74.4	25.6	24.1
$75,001 - $100,000	69.0	31.0	22.0
$100,001 - $150,000	72.5	27.5	20.4
$150,000 or more	59.0	26.2	24.3

N = 6752

Table 3.14

Trends in Lack of RN Labor Activity: 1988 – 2000

Work Status	1988 %	1992 %	1996 %	2000 %
Total not working as RN	14.3	9.2	11.6	16.7(a)
Seeking work as RN	1.1	6.3	5.9	1.2(b)
Working in another field	3.3	6.7	7.6	4.5(c)

Note. Results are expressed as percentage of RNs not employed.

(a) Not working as RN = percentage reporting not working as an RN during 2000.

(b) Seeking work as an RN = percentage RNs not employed as an RN in 2000 and actively seeking work as an RN.

(c) Work in another field = percentage of RNs reporting employed exclusively in an occupation other than nursing.

Table 3.15

Reasons for Unemployment

Reason for Unemployment	n	%
Difficult to find position	19	1.70
Hours more convenient other type work	61	5.40
Better salaries other type work	58	5.20
Inability to practice nursing at professional level	29	2.60
Safety concerns	26	2.30
Other type work more rewarding	94	8.40
Nursing skills out of date	52	4.60
Parenting responsibilities	233	20.80
Reached retirement age	337	29.50
Other*	219	19.50

Note. N=1122 unemployed RNs residing in Illinois. Results are expressed as percentages of RNs reporting this reason for unemployment, e.g., 1.70% of 1122 unemployed RNs reported "difficulty to find position" as reason for unemployment.

*Largest number of written responses in this category cited disability or health reasons.

Table 3.16

LACK OF LABOR ACTIVITY BY RESIDENCE LOCATION OF RNS RESIDING IN ILLINOIS

Residence Location	n	Unemployment %
Illinois HSA 1	445	17.5
Illinois HSA 2	626	15.3
Illinois HSA 3	490	20.4
Illinois HSA 4	456	16.7
Illinois HSA 5	420	18.1
Illinois HSA 6	889	11.5
Illinois HSA 7	2471	17.8
Illinois HSA 8	804	19.8
Illinois HSA 9	575	13.6
Illinois HSA 10	174	15.5
Illinois HSA 11	345	16.2
Total Illinois	7695	100

Note. N=7695 RNs residing in Illinois. Results are expressed as percentages of RNs reporting unemployment, e.g., 17.5% of 445 RNs residing in HSA 1 were unemployed. Percentages may not sum to 100% due to rounding.

Table 3.17
Selected Demographic Data of Unemployed RNs Residing in Illinois

Demographics	Unemployed n	Unemployed %
Sex		
Female	7259	17.0
Male	277	6.5
Age		
<30 Years	787	3.2
30-45 Years	3129	11.5
46-65 Years	3289	18.2
> 65 Years	390	72.8
Race		
American Indian or Native Alaskan	41	***
Asian/Pacific Islander	584	5.3
African American/Black	367	6.4
Latino/Hispanic	109	18.0
White not Hispanic	6359	16.7
Multiracial	30	***
Other	63	***
Marital Status		
Married	5384	17.2
Divorced, widowed, or separated	1180	18.8
Single	892	11.0
Number of Children		
0	1462	12.0
1	1045	12.3
2	2492	15.0
3 or more	2584	22.4
Age of Youngest Child		
≤ 1 year	425	15.8
2-5 years	743	13.6
6-10 years	916	12.9
11-18 years	1493	8.9
19+ years	2329	26.4
Gross Household Income		
$15,000 or less	146	46.6
$15,001-25,000	246	34.6
$25,001-35,000	547	16.8
$35,001-50,000	1328	11.1
$50,000-75,000	1932	9.3
$75,001-100,000	1530	10.2
$100,001-150,000	922	14.9
$150,001 or more	367	37.6

Note. N=7697 RNs residing in Illinois. Results are expressed as percentages of RNs reporting this demographic category. Each demographic category varies by the number of respondents to the question.

CHAPTER 4

PRACTICE PATTERNS AND WORKPLACE ENVIRONMENT OF REGISTERED PROFESSIONAL NURSES WORKING IN ILLINOIS

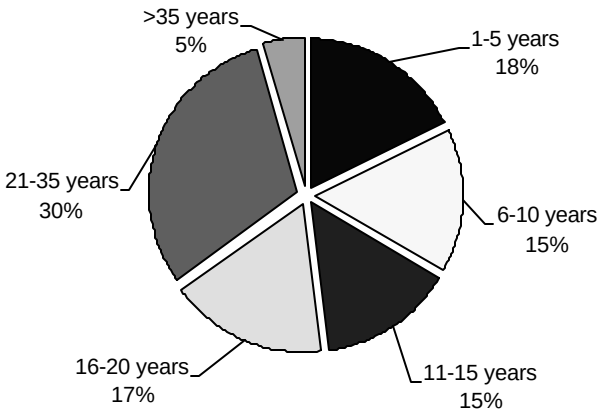
In contrast to data presented in previous chapters summarizing general employment statistics and demographic characteristics of RNs, this chapter reports employment patterns, practice activities, and job satisfaction of registered nurses working in Illinois. As indicated earlier in the methodology section, the survey questionnaire was revised, in part, to shorten the instrument. Therefore, this chapter is substantially shorter than previous reports that included descriptions of specific patient care activities, time spent in specific patient care activities, fringe benefits, and detailed salary information. Items were added to explore registered nurses' job satisfaction and employment choices (not included in earlier surveys). Data are limited to RNs employed in Illinois.

Employment Patterns

Increasing Experience. Similar to the national trend, the RN workforce in Illinois is increasing in nursing experience as it increases in age. In 2000 over 30% of RNs reported having 21-35 years of nursing experience. (See Figure 4.1)

Figure 4.1

Years of Employment for RNs Working in Illinois



N=6663

This group, the largest portion of the Illinois RN workforce, averages 26 years of nursing experience, has worked for the same employer for 13 years, and is employed primarily at the staff nurse level (41%) in a hospital setting (52%). Most reported working full-time (74%), but 53% plan on retiring in the next ten years. The mean age of this 30% of the nursing work force is 51 years. Those RNs with the least experience, 1-5 years, report an average of 3 years nursing experience, most with the same employer.

Most, are employed as staff nurses in hospitals (68%). The mean age of the least experienced group is 33 years. This comparison emphasizes the trend toward more experienced nurses working in non-hospital settings and seeking alternative positions to staff nursing.

A longitudinal pattern of years of nursing experience since 1988 is depicted in Table 4.1. The proportion of nurses with greater than 20 years experience has sharply increased since 1988. Over one-third of the current workforce has more than 20 years of experience. Between 1996 and 2000 there was a 2.5% increase in the proportion of RNs with 1 –5 years of experience. However, 2000 levels are still slightly below those found in 1988. This suggests that the overall RN supply will decrease over the next decade as the more experienced RNs retire. Additionally, nurses with 11-15 years of experience comprise the smallest pool (14.8%) of experienced RNs currently working, providing yet another indicator that the experienced working nurse force in Illinois will continue to decline.

Geographic Variation. Because years of employment varies throughout the state, some areas will be faced with dwindling RN supplies before others (see Table 4.2). HSAs 10 and 11, the western and southwestern portions of the state have the highest portion of experienced RNs; HSA 10 has the smallest portion of RNs with 1-5 years experience. Cook County (HSA 6) experienced the largest gain (5%) in nurses with 21-35 years experience. The southern most portion of the state, HSA 5, has the smallest portion of nurses with 21-35 years experience. However, this HSA was the only geographic area to suffer a decline in the portion of RNs with 1-5 years of experience.

Experience by Primary Employment Setting. Contrasting patterns in length of employment exist across primary nursing positions. Tables 4.3 and 4.4 show the relationship between years worked in nursing and years spent with current employer by position and setting. Staff nurses, educators, nurse managers, nurse executives, and clinical nurse specialists show patterns of increasing average years with their employer as their reported years in nursing increase. Nurse practitioners, nurse midwives, and nurse anesthetists present a different picture, particularly those with less than 16 years as a nurse. For example, nurse anesthetists within the categories 1-5 years nursing experience, 6-10 years nursing experience, and 11-15 years experience all have been with their current employer approximately 3 years. In part, the limited amount of time with employer may be due to experienced RNs returning to school to seek additional education that then opens new areas of employment.

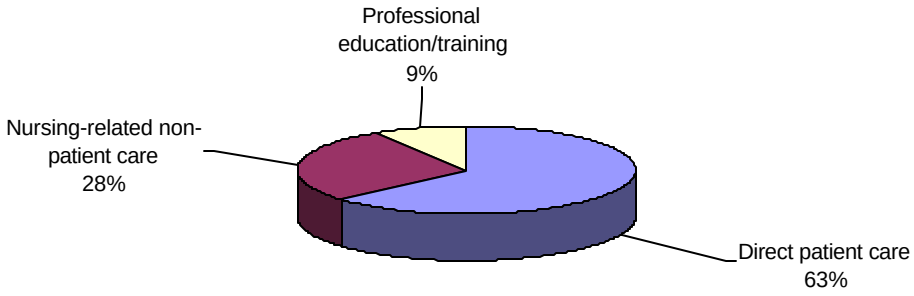
Fewer differences exist when time spent with current employer and in current position are examined by setting. In most settings as years of experience as a nurse increase, there is a corresponding increase in number of years with employer. Nurses in managed care/insurance generally follow the same pattern of increase; however, RNs in this fairly new employment setting have been with their employers for a much shorter time, regardless of years of experience. In two settings, nursing homes and occupational health, there is a drop in the number of years with employer for RNs with over 35 years of experience.

Practice Activities

Activities of Registered Nurses. In 2000 the average percent of time RNs spent in direct patient care activities was approximately 63% (Figure 4.2). As a group, 50% of nurses spent at least 75% of their time in such activities. These findings are similar to the 1996 National Sample Survey of Registered Nurses that found 59.7% of RN time is spent in direct patient care activities and 46% of nurses spent at least 75% of their time in such activities. As could be expected from their primary nursing position title, staff nurse, office nurse, clinical nurse specialist, nurse practitioner, nurse midwife, and nurse anesthetist, this cohort of nurses spends the highest percentage (79%) of their time in direct patient care.

Figure 4.2

Average Percentage of Time in Work Week Spent by RNs in Each Activity



N = 6624

Activities of Registered Nurses by Employment Setting. Table 4.5 depicts the percentage of time RNs in specific employment settings spend in work activities. Those employed in hospitals, private/group practice, and clinics spend the most time in direct patient care, 71.4%, 67.7% and 67% respectively. Of nurses employed in patient care delivery settings those in occupational health and community/public health spend the most time in nursing related non-patient care functions.

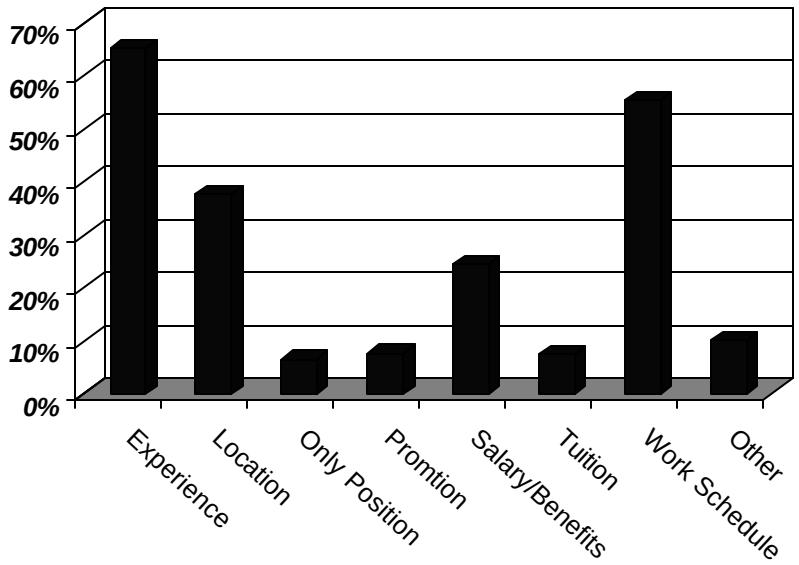
Comparisons with 1996 Illinois data should be interpreted with caution since activities were grouped by different categories. However, in the category of "patient care" 78.9% of the 1996 respondents working in hospitals reported spending over 50% of their time in this activity. In the year 2000, 84 % of respondents working in hospitals reported spending over 50% of their time in direct patient care. This increase included time spent in supervision, a category not included in the 2000 survey. Conversely, it may suggest that all nurses, not just staff nurses, working in the hospital are spending more time in direct patient care due to organizational restructuring and a declining pool of RNs.

Activities of Registered Nurses by Clinical Practice Specialty. When activities are analyzed by clinical practice specialty only those RNs with the specialty of mental

health and public health spent less than 50% of their time in direct patient care (see Table 4.6). Nurses in both of these specialties also indicated over 10% of their time was spent in professional development or training. Those RNs with the highest percentage in direct patient care were nurses with specialties in critical care/emergency room/operating room, and obstetrics. Public health nurses averaged 49.3% of their time in nursing related non-patient activities. No data for employment activities by clinical practice specialty was included in the 1996 Illinois report.

Work Environment. As can be seen in Figure 4.3 nurses select their primary nursing position for a variety of reasons. Over 65% of nurses identified a specific experience or specialization as an important factor in job choice. This factor and another frequently selected factor, geographic location, are not within the control of the employer and may be related to personal characteristics of the nurse. However, work schedule was identified by over 55% of RNs as important in job selection. This factor might suggest to employers that maintaining flexibility in scheduling is important. Salary and benefits were identified by approximately 25% of the respondents as their reason for job selection. Male respondents were more likely (34.6%) than females (24%) to identify salary and benefits as important. Other gender differences existed in the categories of work schedule (M=40.8%, F= 56.2%) and promotional opportunities (M=12.1%, F=7%). Other personal characteristics were not examined as variables, since age, income, and number of children vary over the number of years the nurse is employed; thus, these factors do not directly relate to choice of a nursing position made several years earlier.

Figure 4.3



Note. Percents do not total 100% as respondents could select more than one choice.

Willingness to Work Additional Hours. In an effort to determine if those RNs employed on a part-time basis (less than 32 hours per week) would be willing to assume more work hours, all respondents were queried about the conditions under which they would be willing to work additional hours. Table 4.7 provides a comparison of RNs employed full time and part-time on conditions under which they would be willing to work additional hours. As indicated in the table, approximately one-quarter of the RNs would not be willing to increase work hours under any conditions. Note that there was little difference based on employment status.

Of the 75% of the RNs willing to increase work hours, increased salary is clearly the top incentive. RNs working part-time report an average number of hours worked of 20.3, so it would not be unreasonable to assume that as a group they could be more fully employed. Since RNs employed full time report working an average of slightly over 40 work hours a week in their primary position, the question arises about the actual number of additional hours this group would be capable of working. However, it is possible that a significant portion of the responses of the fully employed came from the 25% of RNs working 32-39 hours per week.

When exploring willingness to work by the demographic variables of gender, marital status, and gross household income, data reflect the response from the sample (see Table 4.8). In all categories higher salary continues to be the primary incentive for working additional hours. As might be expected, females are more likely than males to decline additional work hours; 24% of women and 18.9 % of men would not increase their employment status. Similarly, as gross household income increases, there is a trend toward less willingness to work additional hours regardless of the incentive.

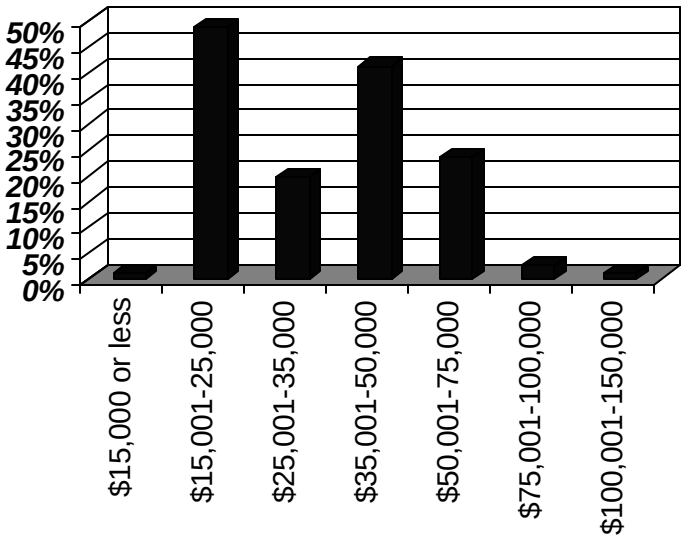
The definite preference for higher salary was further substantiated when respondents were asked how satisfied they are with their current salary. Over one-third were somewhat dissatisfied (23.7%) or very dissatisfied (10.4%) with their nursing salary (see Table 4.9). Since staff nurses comprise the largest portion of the sample their responses tend to skew the data toward less satisfaction with nursing salary. Those RNs functioning as nurse executives, nurse practitioners, nurse anesthetists, nurse midwives, consultants, and clinical nurse specialists are more satisfied with their salary. A breakdown of satisfaction with nursing salary by primary nursing position is provided on Table 4.10.

Annual Earnings of RNs. Rather than solicit specific hourly wage RNs were asked to indicate their annual income categories for their primary nursing position. A summary of earnings from primary position is provided in Figure 4.4. The median salary range falls between $35,001 and $50,000 with 41.3% of RNs reporting a salary within this range. Nursing salaries in Illinois continue to have a narrow range with 85% of all salaries falling between $25,001 and $75,000. The lowest reported salary is for office nurses, with over half reporting an annual salary of $35,000 or less. Among the highest paid nurses are advanced practice nurses and nurse executives. Forty-percent of nurse executives earn more than $75,001 annually. Among advanced practice nurses, 72% of nurse practitioners earn between $50,001 and $75,000. The highest paid RNs are the nurse anesthetists; 92% report earning an annual salary over $75,001 with 51% earning between $100,001-$150,000. Nurse anesthetists were also the highest paid RNs in

Illinois in 1996, reporting an annual income of $72,000. See Table 4.11 for salary related to specific nursing positions.

Figure 4.4

Annual Income from Nursing Position for Full-time RNs



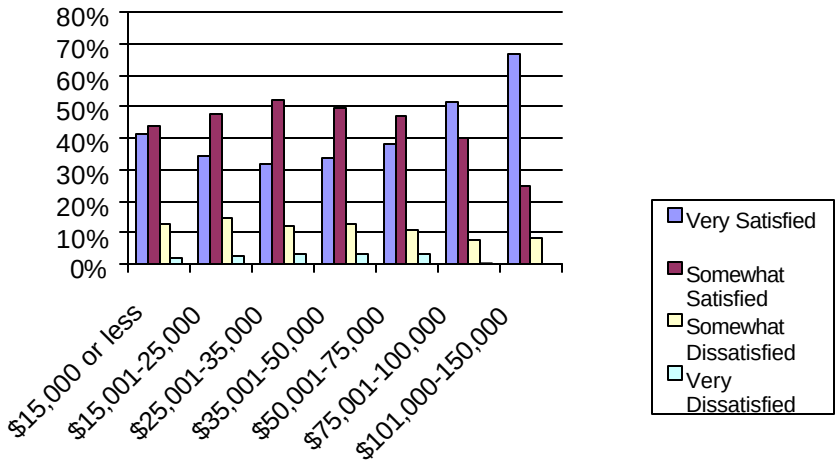
N= 4600

Job Satisfaction

Satisfaction with Nursing Position. Registered nurses seem to be more satisfied with their nursing position than their nursing salary. Of those responding, 83.9 % were very satisfied or somewhat satisfied with their nursing position (Table 4.12). In comparison, only 58.4% were very satisfied or somewhat satisfied with their nursing salary (Table 4.9). Those nurses most satisfied with their nursing position earned the highest salaries. Satisfaction with position by income was lowest for those earning between $15,001 - $25,000 (Table 4.13). However, for all RNs earning below $75,000, over 82% were very satisfied or somewhat satisfied with their nursing position.

Figure 4.5

Satisfaction with Nursing Position by Income of Position



N = 6318

When satisfaction with nursing position was examined by the type of position (staff nurse, office nurse, etc.), at least 80% of respondents in all categories indicated some degree of satisfaction with their position (see Table 4.14). Advanced practice nurses appear to be most satisfied with their position; with the exception of nurse midwives, over 50% responded they were very satisfied with their position. Staff nurses are the most dissatisfied with their nursing position, with 18.9% indicating some degree of dissatisfaction.

Satisfaction within Setting. Exploring satisfaction with nursing setting revealed that RNs working in educational settings, community health settings, and medical group practices are among the most highly satisfied with their position (Table 4.15). It is difficult to determine why these settings are more satisfying to RNs but perhaps these are areas where the greatest level of independence and autonomy is possible. Settings in which nurses report the least satisfaction with their position are nursing homes and hospitals. Nurses who are self-employed have higher percentages of satisfaction and those in nursing pools appear to be more dissatisfied; however, there are too few respondents in these categories to make generalizations.

Satisfaction by Practice Specialty. Satisfaction with nursing position was also examined by type of practice specialty. These data are provided on Table 4.16. Across all practice specialties over 75% of RNs are satisfied with their nursing position. School nurses and public health nurses were most satisfied with their practice specialty. Least

satisfied were those RNs who practice medical-surgical and mental health nursing. Without exploring these data by setting and porition further generalizations are not warranted.

Demographics. Demographic variables that could affect satisfaction with primary nursing position were analyzed and are presented in Table 4.17. Gender differences were minimal; males were slightly less satisfied with their nursing position than females. White non-Hispanics indicated the highest degree of satisfaction. African American/Blacks were the least satisfied with their primary nursing position. Whether this disparity is a function of career choice, setting, salary, or other variables needs future exploration.

How satisfied RNs are with their primary position appears to increase with age. Of those less than 30 years only 27.3% were very satisfied while of those 46-65, years 40% were very satisfied. Likewise over 23% of the very youngest nurses reported some degree of dissatisfaction with their position. It is possible that younger nurse's opinions of their position reflect their entry-level status. Therefore, they are more likely to hold entry-level positions, work alternating shifts, and lack the education required for advanced practice positions.

Table 4.1

Percentage of RNs Reporting Years Employed as an RN Across Four Surveys

Years Employed	1988 %	1992 %	1996 %	2000* %
1 – 5	20.7	15.7	15.4	17.9
6 – 10	25.1	23.2	16.6	15.4
11 – 15	17.5	19.4	17.2	14.8
16 – 20	15.6	17.1	19.3	16.8
21 – 35	18.2	21.2	27.0	30.6
> 35	2.9	3.3	4.5	4.5

***N = 6663.**

Table 4.2

Total Years of Employment as an RN by 2000 Employment Health Service Area (HSAs)

2000 Employment Location	n	Total Years 1 – 5 %	6 – 10 %	11 – 15 %	16 – 20 %	21 – 35 %	36 – 55 %
HSA 1	375	17.1	14.4	16.5	17.1	29.1	5.9
HSA 2	538	17.1	16.9	14.7	14.7	31.8	4.8
HSA 3	389	18.3	17.0	14.4	14.9	32.8	3.3
HSA 4	454	22.7	17.8	13.9	12.6	29.3	3.7
HSA 5	293	20.5	21.2	14.7	18.4	23.2	2.0
HSA 6	1284	18.3	15.4	14.0	17.4	29.8	5.1
HSA 7	1902	16.8	13.4	15.5	18.5	31.4	4.3
HSA 8	640	17.7	14.4	15.2	15.3	32.3	5.2
HSA 9	382	18.3	17.8	16.0	17.3	27.7	2.9
HSA 10	145	13.1	9.0	15.2	19.3	35.2	8.3
HSA 11	261	19.5	17.6	9.2	14.6	34.1	4.3
Total Illinois	6663	17.9	15.4	14.8	16.8	30.6	4.5

Note. N=6663 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this employment location, e.g., 17.1% of 375 RNs employed is HSA 1 reported 1 – 5 years employment as an RN.

Table 4.3
Primary Position by Years Worked in Nursing and Years with Current Employer

	Years Employed as an RN													
	1 – 5		6 – 10		11 – 15		16 – 20		21 – 35		> 35		Total	
Position	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD
Staff RN	3.0	3.3	5.6	4.3	9.0	5.2	11.5	6.8	15.7	8.9	19.14	11.6	9.3	8.1
Office RN	2.8	3.3	4.9	4.2	6.0	4.2	8.8	6.4	12.2	8.4	14.6	11.0	8.0	7.5
Staff/ Patient Educator	2.2	2.0	5.8	4.5	7.6	4.0	9.9	6.7	15.1	9.3	17.9	9.7	10.4	8.6
Nurse Manager	4.0	4.0	6.3	4.5	8.6	5.6	11.0	7.6	13.6	9.5	18.0	13.9	11.0	8.8
Nurse Exec.	1.8	1.3	3.8	2.2	4.0	4.4	7.5	6.4	11.0	9.1	17.9	12.6	9.6	9.1
Case Manager	2.9	2.9	5.5	6.1	6.6	5.4	8.2	6.6	9.3	7.9	13.9	13.6	7.6	7.4
Consul-tant	5.8	4.5	3.4	3.6	7.9	4.7	6.4	5.1	6.4	6.7	9.3	9.0	6.5	6.1
Faculty	--	--	2.0	2.0	3.6	2.6	7.5	5.9	11.4	7.3	16.2	9.9	10.0	7.6
CNS	2.3	1.3	4.5	3.5	8.0	6.3	9.4	5.6	14.2	8.2	21.5	20.5	10.5	8.0
NP	1.7	1.3	2.5	3.0	3.4	3.8	6.0	5.9	9.0	8.5	15.0	18.4	6.0	7.1
Midwife	2.0	--	2.8	1.7	2.0	1.4	6.6	6.6	8.0	7.7	--	--	5.2	5.9
Anes-thetist	3.3	4.0	3.2	3.7	3.7	2.7	8.6	6.3	10.8	8.3	16.4	10.9	8.9	8.5
Other	2.2	2.0	4.0	3.2	5.4	4.7	8.2	6.6	12.0	8.5	12.3	10.8	8.7	7.9

Note. Results are reported as means and standard deviation of years at current employer and within current position for each five-year category of total years worked as a nurse, e.g., staff nurses who have 1-5 years of nursing experience reported a mean of 3.0 years with current employer (S.D. 3.3). CNS = Clinical Nurse Specialist. NP = Nurse Practitioner.

Table 4.4
Primary Employment Setting by Years Worked in Nursing and Years with Current Employer

	Years Employed as an RN													
	1 – 5		6 – 10		11 – 15		16 – 20		21 – 35		> 35		Total	
Setting	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD	M	SD
Hospital	3.1	3.3	6.0	4.7	9.2	5.1	12.0	6.7	16.4	8.8	22.9	11.5	10.3	8.6
Nursing Home	3.1	3.4	4.7	3.9	6.5	6.4	7.6	7.0	10.0	8.4	9.4	7.0	6.4	6.5
Home Health	2.3	1.7	4.2	3.1	5.4	4.6	7.9	6.5	9.0	7.4	11.7	10.5	6.7	6.4
Nursing Ed.	5.2	5.3	3.6	--	5.3	3.7	6.9	6.0	12.4	7.7	17.3	9.0	11.0	7.8
School (K-12)	2.6	1.9	4.0	3.2	6.0	4.0	5.5	5.0	12.2	8.3	12.8	7.0	8.3	7.4
Occ. Health	1.5	0.7	--	--	9.9	3.3	10.0	7.7	12.2	9.0	9.6	10.8	10.8	8.3
Clinic	2.7	4.0	5.0	4.3	6.9	5.4	8.3	6.1	12.5	8.9	17.7	10.2	8.8	8.0
Comm/ Public Health	2.4	2.0	4.2	2.9	5.6	4.2	8.5	5.0	10.3	7.0	13.0	9.5	7.5	6.2
Mangd Care/Ins.	1.2	0.4	2.4	1.3	4.6	3.5	4.1	3.6	4.9	4.5	7.7	10.0	4.6	4.8
Nursing Pool	2.0	1.4	1.0	--	11.0	12.7	17.0	11.3	17.0	11.3	5.0	--	7.4	9.0
Self-Empd	--	--	3.0	--	4.0	1.4	6.8	6.0	6.0	5.6	13.0	--	6.1	5.5
MD Practice	29.	2.7	3.27	2.7	5.8	4.1	8.0	4.1	10.0	8.2	13.3	12.0	7.11	7.0
Other	2.7	3.4	3.6	3.4	6.8	5.8	8.3	6.8	9.5	7.9	9.0	8.7	7.7	7.0

Note. Results are reported as mean and standard deviation of years at current employer and within current position for each five-year category of total years worked as a nurse, e.g., hospital nurses who have 1 – 5 years of experience reported a mean of 3.1 years with current employer (S.D. = 3.3).

Table 4.5

Percentage of Time Spent in Work Activities by Employment Setting

Setting	n	Time in Work Activities: Direct Patient Care %	Time in Work Activities: Nursing Related Non-Patient Care %	Time in Work Activities: Professional Development/ Training %
Hospital	3817	71.4	20.7	7.7
Nursing Home	479	52.2	38.2	9.6
Home Health	331	50.3	39.6	9.5
Nursing Education	124	8.6	53.5	37.2
Public/Private School	190	58.6	30.5	10.4
Occupational Health	68	40.2	46.7	12.6
Clinic	466	67.0	25.6	6.9
Community/Public Health	212	39.5	46.2	13.5
Managed Care/Insurance	114	7.2	82.7	9.3
Nursing Pool	8	50.6	25.0	16.9
Self-employed in Nursing	32	36.0	46.0	17.6
Private/Group Medical Practice	405	67.7	25.8	5.9
Other	378	42.2	45.0	11.1

Note. N=6624 RNs employed in Illinois. Results are expressed as percentages of time RNs reporting this work activity, e.g., 71.4% of the work day of the 3817 RNs employed in hospitals was spent in direct patient care. Percentages may not sum to 100% due to rounding.

Table 4.6

Percentage of Time Spent in Work Activities by Clinical Practice Specialty

		Time in Work Activities		
Practice Specialty	N	Direct Patient Care %	Nursing Related Non-Patient Care %	Professional Development/ Training %
Adult Primary Care	157	66.0	24.7	9.0
Critical Care/ER/OR	1504	74.8	17.3	7.7
General (no specialty)	435	58.0	32.0	8.9
Geriatrics	567	50.0	39.4	10.0
Medical-Surgical	942	64.4	26.3	9.0
OB/Gynecology	584	74.9	18.0	6.9
Other	1371	53.7	35.9	9.6
Pediatrics	384	71.2	21.3	7.3
Mental Health	288	48.8	39.7	11.2
Public Health	204	36.9	49.3	13.3
School Nursing	185	57.5	31.2	10.8
Total	6621	62.5	28.1	8.9

Note. N=6621 RNs employed in Illinois. Results are expressed as percentages of time RNs reporting this work activity, e.g., 66.0% of the work day of the 157 RNs reporting specialization in adult primary care was spent in direct patient care. Percentages may not sum to 100% due to rounding.

Table 4.7

Incentives to Work Additional Hours by Employment Status

Incentive	Employment Status		
	Full Time %	Part Time %	Total %
n =	4658	1743	6456
None, will not work extra hours	23.3	25.2	23.9
Flexible shifts/hours	11.4	14.5	12.3
Higher salary	50.1	37.2	46.5
More child care available	1.9	5.1	2.8
Choice of setting/specialty	4.1	4.0	4.2
Better health benefits	1.4	2.4	1.7
Other	7.7	11.5	8.7

Note. N=6456 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this incentive, e.g., 23.3% of 4658 RNs employed full time reported there was no incentive for them to work additional hours.

Table 4.8

Percentage of RNs Willing to Work Additional Hours by Demographic Characteristics

	Gender		Marital Status			Gross Household Income in Dollars							
Incentive	F	M	Married	Divorced Widowed Separated	Single	15,000 or less	15001-25,000	25,001-35,000	35,001-50,000	50,001-75,000	75,001-100,000	100,001 150,000	>150,000
n =	6051	265	4478	979	795	77	158	445	1195	1766	1380	789	92
None*	24.0	18.9	24.5	23.4	20.0	19.5	20.3	18.4	19.0	22.8	24.9	28.9	40.4
Flexible shifts/ hours	12.3	12.5	12.8	10.1	12.3	19.5	8.9	10.1	13.6	12.2	12.7	12.2	8.8
Higher salary	46.2	53.2	44.6	49.9	53.7	45.5	50.6	55.1	50.8	48.2	44.6	42.3	33.3
More child care	2.9	1.9	3.4	1.0	1.6	2.6	3.2	1.3	2.4	3.1	3.3	2.4	1.3
Setting/ specialty choice	4.2	3.8	4.3	3.8	3.6	2.6	3.2	5.4	4.5	4.3	4.6	2.7	3.5
Better health benefits	1.7	1.5	1.7	2.1	.0	1.3	3.8	2.0	1.9	1.6	1.2	1.3	.09
Other	8.6	8.3	8.7	9.6	7.9	9.1	10.1	7.6	7.7	7.6	8.6	10.3	11.8

Note. N for each demographic category varies by the number of respondents to the question.

*Will not work extra hours.

Table 4.9

Percentage of RNs Satisfied with Nursing Salary

Degree of Satisfaction	n	%
Very Satisfied	811	12.0
Somewhat Satisfied	3132	46.4
Somewhat Dissatisfied	1599	23.7
Very Dissatisfied	700	10.4
Missing	510	7.6

Note. N=6752 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this degree of satisfaction, e.g., 12.0% of 6752 RNs reported they were very satisfied with their nursing salary. Percentages may not sum to 100% due to rounding.

Table 4.10

Degree of Satisfaction with Nursing Salary by Primary Nursing Position

		Degree of Satisfaction			
Primary Position	n	Very Satisfied %	Satisfied %	Dissatisfied %	Very Dissatisfied %
Staff Nurse	3455	9.7	49.8	28.2	12.3
Office Nurse	520	10.6	46.2	29.6	10.2
Staff/Patient Educator	149	12.8	52.3	24.8	2.1
Nurse Manager	539	16.0	53.1	23.2	7.8
Nurse Executive	150	32.7	48.7	15.3	3.3
Case Manager	279	13.6	53.8	22.9	9.7
Consultant	89	27.0	42.7	14.6	15.7
Faculty	108	13.9	52.8	21.3	12.0
Clinical Nurse Specialist	96	13.5	56.3	22.9	7.3
Nurse Practitioner	111	23.4	46.8	21.6	8.1
Nurse Midwife	22	31.8	36.4	18.2	13.6
Nurse Anesthetist	59	49.2	37.3	13.6	---
Other	651	17.7	52.5	19.4	10.4

Note. N=6228 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this primary nursing position, e.g., 9.7% of 3455 staff RNs reported they were very satisfied with their nursing salary. Percentages may not sum to 100% due to rounding.

Table 4.11

Annual Nursing Salary of Full Time RNs by Primary Nursing Position

		Annual Nursing Salary in Dollars						
Primary Position	n	15,000 or less %	15001-25,000 %	25,001-35,000 %	35,001-50,000 %	50,001-75,000 %	75,001-100,000 %	100,001-150,000 %
Staff Nurse	2490	.01	4.8	24.9	49.6	18.6	1.0	--
Office Nurse	291	1.4	16.5	45.4	32.3	4.5	--	--
Staff/Patient Educator	109	2.0	1.7	2.1	2.2	34.9	.9	--
Nurse Manager	492	.06	.08	8.5	37.6	49.0	3.3	.02
Nurse Executive	141	.07	--	5.0	10.6	42.6	31.9	9.2
Case Manager	240	.04	5.8	15.0	55.8	22.1	.08	--
Consultant	58	1.7	1.7	13.8	25.9	50.0	3.4	3.4
Faculty	68	--	1.5	8.8	55.9	29.4	2.9	1.5
Clinical Nurse Specialist	72	--	1.4	--	33.3	59.7	4.2	1.4
Nurse Practitioner	86	--	1.2	4.7	14.0	72.1	7.0	1.2
Nurse Midwife	17	5.9	--	5.9	5.9	58.8	17.6	5.9
Nurse Anesthetist	49	2.0			2.0	2.0	40.8	51.0
Other	474	2.1	9.1	18.1	44.3	23.4	2.5	.04

Note. N=4587 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this primary nursing position, e.g., 0.01% of 2490 staff RNs employed full time reported they earned $\leq$ $15,000 in nursing salary. Percentages may not sum to 100% due to rounding.

Table 4.12

Percentage of RNs Satisfied with Nursing Position

Degree of Satisfaction	n	%
Very Satisfied	2402	35.6
Somewhat Satisfied	3260	48.3
Somewhat Dissatisfied	835	12.4
Very Dissatisfied	211	3.1

Note. N=6752 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this degree of satisfaction, e.g., 35.6% of 6752 RNs reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding.

Table 4.13

Satisfaction with Nursing Position by Annual Income from Primary Position

		Satisfaction			
Annual Income	n	Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
$15,000 or less	506	41.5	43.7	12.6	2.2
$15,001-25,000	735	34.4	47.8	14.8	3.0
$25,001-35,000	1458	31.8	52.3	12.5	3.4
$35,001-50,000	2225	33.8	49.7	13.2	3.3
$50,001-75,000	1201	38.5	46.8	11.2	3.5
$75,001-100,000	145	51.7	40.0	7.6	.07
$101,000-150,000	48	66.7	25.0	8.3	--

Note. N=6318 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this annual income, e.g., 41.5% of 506 RNs with an annual nursing income of ≤ $15,000 reported being very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding.

Table 4.14

Satisfaction with Nursing Position by Primary Nursing Position

		Satisfaction			
Primary Position	n	Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
Staff Nurse	3721	28.2	52.9	15.0	3.9
Office Nurse	553	44.7	43.8	10.1	1.4
Staff/Patient Educator	162	40.7	46.3	9.3	2.8
Nurse Manager	564	36.7	47.2	12.6	3.5
Nurse Executive	161	52.8	39.1	6.8	1.2
Case Manager	303	42.2	44.9	10.6	2.3
Consultant	94	44.7	43.6	8.5	3.2
Faculty	118	44.9	44.9	8.5	3.2
Clinical Nurse Specialist	103	50.5	40.8	7.8	1.0
Nurse Practitioner	121	57.0	33.1	6.6	3.3
Nurse Midwife	24	45.8	41.7	12.5	--
Nurse Anesthetist	64	59.4	32.8	7.8	--
Other	705	49.5	41.6	7.1	6.2

Note. N=6693 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this primary nursing position, e.g., 28.2% of 3721 staff RNs reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding.

Table 4.15

Satisfaction with Nursing Position by Setting

		Satisfaction			
Setting	n	Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
Hospital	3357	30.2	52.2	13.8	3.8
Nursing Home	485	30.5	49.3	16.7	3.5
Home Health	334	37.7	49.7	10.5	2.1
Nursing Education	125	46.4	44.0	8.0	1.6
Public/Private School	193	62.2	31.1	5.2	1.6
Occupational Health	71	39.4	45.1	12.7	2.8
Clinic	467	44.8	41.8	11.3	2.1
Community/Public Health	214	48.6	43.0	7.0	14.9
Managed Care/Insurance	114	43.9	37.7	14.9	3.5
Nursing Pool	8	12.5	50.0	37.5	--
Self-employed in Nursing	31	74.2	22.6	3.2	--
Private/Group Medical Practice	410	48.5	42.0	8.8	.07
Other	384	43.0	45.6	8.3	3.1

Note. N=6693 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this employment setting, e.g., 30.2% of 3357 RNs employed in hospitals reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding.

Table 4.16

Satisfaction with Nursing Position by Practice Specialty

		Satisfaction			
Clinical Practice Specialty	n	Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
Adult Primary Care	159	38.4	45.3	13.2	3.1
Critical Care/ER/OR	1516	30.4	54.0	11.9	3.8
General (no specialty)	441	37.2	46.5	13.2	3.2
Geriatrics	577	33.3	47.8	15.4	3.5
Medical-Surgical	948	27.6	51.6	16.2	4.5
OB/Gyn	598	38.1	48.3	11.4	2.2
Other	1378	41.4	45.9	10.3	2.4
Pediatrics	384	37.8	48.2	10.9	3.1
Mental Health	291	29.2	49.1	18.6	3.1
Public Health	208	51.9	40.2	6.3	1.4
School Nursing	187	63.1	31.0	5.3	.05

Note. N=6687 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this clinical practice specialty, e.g., 38.4% of 159 RNs with adult primary care clinical practice specialty reported they were very satisfied with their primary nursing position. Percentages may not sum to 100% due to rounding.

Table 4.17

Satisfaction with Nursing Position By Selected Demographics

		Satisfaction			
Characteristic	n	Very Satisfied %	Somewhat Satisfied %	Somewhat Dissatisfied %	Very Dissatisfied %
Gender					
Female	6293	35.9	48.7	12.3	3.1
Male	271	33.6	47.6	14.4	4.4
Racial Background					
American Indian/Native Alaskan	36	27.8	55.6	11.1	5.6
Asian/Pacific Islander	599	26.2	58.6	9.2	2.3
African American/Black	332	29.6	47.0	19.3	4.5
Latino/Hispanic	106	33.0	51.4	13.8	1.8
White non-Hispanic	5435	38.4	47.7	11.9	3.1
Multiracial	26	23.1	57.7	11.5	7.7
Other	54	18.5	53.7	20.4	7.4
Age					
<30 years	802	27.3	57.6	11.8	11.6
31-45 years	2875	33.2	50.6	13.3	2.9
46-65 years	2816	40.0	44.5	12.1	3.4
>65 years	117	62.4	34.2	.09	2.6

Note. Results are expressed as percentage of RNs reporting satisfaction by demographics, e.g., 39.5% of 6293 females reported they were very satisfied with their primary position.

CHAPTER 5

EDUCATIONAL PATTERNS OF ILLINOIS REGISTERED PROFESSIONAL NURSES

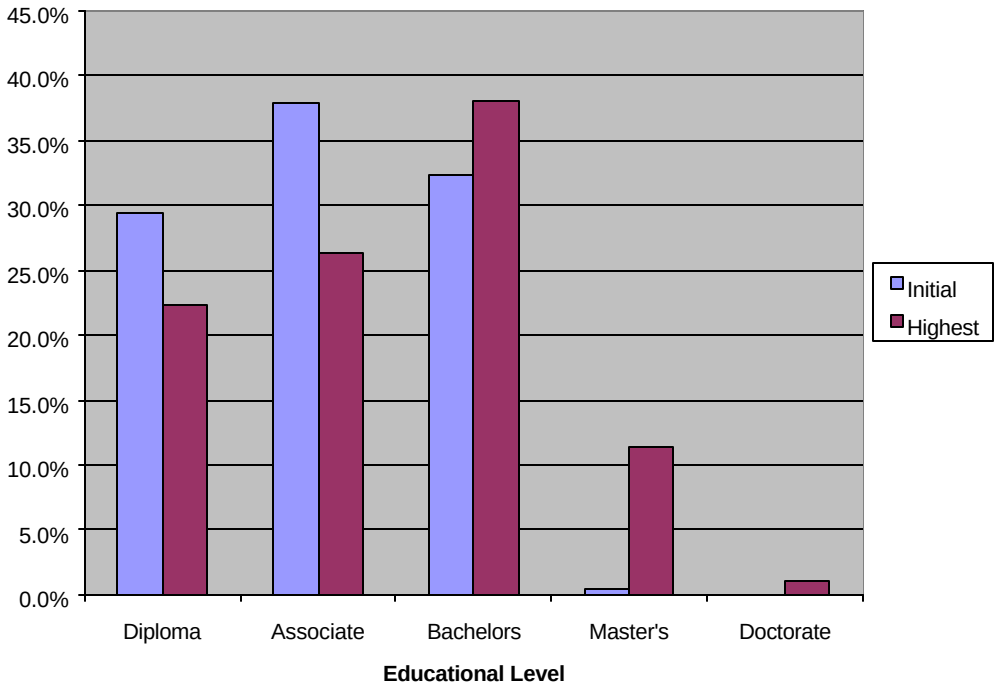
This chapter describes the initial education, highest level of degree attainment, current enrollment in formal education, and continuing education of those nurses who are currently working in Illinois. A comparison of highest educational attainment across the seven surveys from 1986-2000 is shown in Chapter 2, page 2.1. Baccalaureate RNs in the Year 2000 data continue their steady increase as the greatest proportion of nurses when highest degree attainment is examined. A steady decrease in the proportion of those reporting diploma education as their terminal degree is also of note.

Initial Education and Highest Levels of Educational Attainment

Below, Figure 5.1 graphically depicts both initial and highest levels of education reported by RNs in the Year 2000 survey. Although more nurses report associate degrees (37.9%) as their initial level of education, more nurses report the bachelor's degree (39.4%) as their highest level of education. Approximately 7% more RNs report a bachelor's degree as their highest level of education than as their basic degree.

Figure 5.1

Comparison of Initial and Highest Educational Levels of RNs Employed in Illinois in 2000



Employment Location. Table 5.1 and 5.2 present initial and highest levels of educational attainment by current employment location. Levels of education vary greatly throughout the state. The percentage of nurses educated originally at the baccalaureate level or above ranges from highs of approximately 50% in the city of Chicago to lows of 10% in other portions of the state. Similarly, the percentage of nurses whose highest levels of educational attainment are baccalaureate and above range from a low of approximately 25% to a high of 66%. HSAs 2 and 10 contain the highest concentrations of RNs with diplomas as their basic education. HSA 5 contains the highest concentration (71.3%) of RNs first educated as ADNs. Approximately half of all nurses in HSA 6 were educated originally at the baccalaureate level. As in past surveys, HSAs 5 and 6 have the highest concentrations of baccalaureate and master's prepared nurses, HSA 10 the least concentration. HSA 5 is the only area in which a majority of RNs report an associate degree as highest level of attainment.

Position, Practice Specialty, and Setting. Variations in primary nursing position, clinical practice specialty, and clinical setting by basic education program are shown in Tables 5.3-5.5. More nurse faculty, advance practice nurses, and nurse executives list their initial education as a baccalaureate degree than RNs in other nursing positions. The largest proportion of nurses in most clinical practice specialties began their education in associate degree programs. The occupational health setting contains the fewest nurses originally prepared at the baccalaureate level (18.3%); nursing education the most (48.0%).

Variations in primary nursing position, clinical specialty, and clinical setting by highest degree attained are shown in Tables 5.6-5.8. As they have in the past, Illinois nurses whose highest level of education is a diploma constitute the largest percentage of office nurses (33.5%). In all other nursing positions, the highest concentration of nurses is prepared at the baccalaureate or master's level. The majority of nurse faculty (50.8%) and advanced practice nurses (62.5%) are master's prepared. Settings with a high proportion of nurses (>60%) prepared at the baccalaureate level and beyond are schools (K-12), nursing education programs, and community/public health.

Approximately 50% of nurses in most of the practice specialties are educated at the baccalaureate level or higher. Geriatric nurses and generalists (nurses reporting no specialty) have significantly lower levels of education, 35.0% and 42.4% respectively. Public health nurses and school nurses have higher levels of education than other specialties. The RN workforce in both specialties is well over 60% baccalaureate and/or master's prepared.

Satisfaction. Satisfaction with position does not appear to vary greatly by initial educational program or by highest educational degree attained (Tables 5.9 and 5.10). Satisfaction with position by highest degree attained ranges between 81-88%. AD graduates report lowest levels of satisfaction; master’s and doctorally prepared RNs report the highest. Diploma, master’s, and doctorally prepared RNs are most likely to report being very satisfied with their positions.

Regardless of type of basic educational program or highest level of educational attainment, the majority of nurses are satisfied with their salaries (Tables 5.11 and 5.12). However, nurses with more education (master’s and doctorally prepared) are

approximately twice as likely as their less educated counterparts to report being very satisfied with their salaries.

Current Enrollment for Academic Degree

The percentage of RNs enrolled in a formal academic degree program continues to gradually decline from a high of 13.7% in 1986 to the current rate of 9.6%. This rate shows only slight variation by HSA (Table 5.13); however, rates of enrollment vary greatly by principal nursing position, clinical specialty, and employment setting (Tables 5.14-5.16). Nurses whose primary positions are staff/patient educators or nurse managers have the highest rates of current enrollment, 14.2% and 14.6% respectively. Office nurses and case managers report the lowest rates-- 4.5% and 6.9%. Nurses with clinical specialties in mental health report significantly higher rates of enrollment (15.8%) than those working in other clinical sites. Geriatric nurses and nurses identifying themselves as generalists with no clinical specialty report the lowest rates of enrollment, 6.0% and 6.3% respectively. Nurses employed in education, schools, hospitals, and community/public health settings report the highest rates of enrollment—10-12%.

A slight majority of those returning to school for a formal degree (56.4%) are seeking a baccalaureate degree; another 38.6% are seeking a master's degree (Figure 5.2). However, not all of these returning RNs are seeking a professional nursing degree. Approximately 40% of those returning are seeking a baccalaureate degree in nursing and 26% a master's in nursing.

Figure 5.2

Current Enrollment by Degree Type

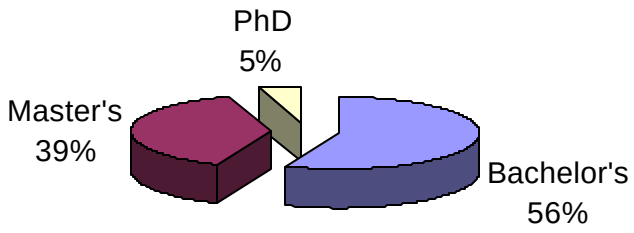


Table 5.17 presents current enrollment by highest level of educational attainment. RNs whose highest level of educational attainment to date is an associate degree report the highest proportional rates of enrollment. Diploma nurses report the lowest.

Continuing Education

Participation of nurses employed in Illinois in continuing education within the past year is shown in Tables 5.18-5.23. The portion of RNs participating in continuing education has remained fairly consistent since 1986. Approximately 89% of nurses in the Year 2000 report participation in some type of continuing education program. The majority of these report less than 20 hours of such education. Across Illinois HSAs continuing education participation varies slightly from 87.2% to 93.0%.

Participation in continuing education shows greater variance by primary nursing position, ranging from lows of 78.5% among staff nurses to highs of 96.4% among advanced practice nurses (Table 5.20). Nurses who view themselves as generalists (report no specialty) and geriatric nurses are least likely to participate in continuing education; critical care nurses and obstetrical nurses most likely (Table 5.21). Just as those who report geriatrics as their specialty are least likely to have continuing education hours, so, too, are those who report their employment setting as nursing homes (80%) (Table 5.22). RNs who work in nursing education, hospitals, home health, occupational health, and community/public health settings all report fairly high levels of continuing education—approximately 90-92%. When continuing education is examined by highest degree of education attained, master's and doctorally prepared nurses consistently report more continuing education than their less educated counterparts (Table 5.23).

Selected Demographics and Education. The last four tables (5.24-5.27) are discussed together here to more clearly highlight patterns in all areas of education. Proportionately more nurses who are male report baccalaureate degrees, both as their initial degrees and as highest degree attained. They also report higher proportions of current enrollment and continuing education participation. In terms of initial education, proportionately more nurses who are African American or Hispanic and aged 30-45 started their careers as ADNs. The largest portion of the African American nurse workforce also report ADN as highest degree attained. In contrast, proportionately more Hispanic nurses report the baccalaureate degree than the ADN degree as highest degree earned. However, proportionately, African Americans comprise the largest group of RNs currently enrolled in formal education; African Americans are twice as likely to be currently seeking additional formal education as Hispanic and white non-Hispanic RNs. The proportion of nurses participating in continuing education does not vary greatly by race/ethnicity.

Across all age groups and regardless of number of children, the baccalaureate degree is the most frequently reported highest degree attained. Proportionately, more married and single women report their highest degree as a baccalaureate; those who are widowed/divorced/separated are most likely to have attained only associate degrees. A greater proportion of single RNs are currently enrolled in formal education than their married or sometimes married counterparts. A slightly higher proportion of RNs with gross household incomes between $25,001 and $35,000 report an associate degree as highest level of education; for all other income groups the baccalaureate degree is the most frequently cited. Proportionately fewer women whose children are 5 years of age or younger currently participate in formal or continuing education. However, this proportion varies little by number of children. Persons with gross household incomes

below $25,000 (a very limited number of RN household; n=245) report proportionately less participation in formal or continuing education than their wealthier counterparts. Finally, a quarter of the nursing workforce reported plans to enter a formal educational program to increase their skills in the next three years.

Table 5.1

Initial Educational Preparation by Current Employment Location

Employment Location	Number	Level of Initial Education			
		Diploma %	Associate %	Bachelor's %	Master's %
HSA 1	377	36.3	43.8	19.6	0.3
HSA 2	538	41.3	39.0	19.3	0.4
HSA 3	392	37.0	38.0	25.0	0.0
HSA 4	456	29.8	44.3	25.9	0.0
HSA 5	296	18.6	71.3	9.8	0.3
HSA 6	1288	26.2	23.8	49.1	0.9
HSA 7	1907	27.2	34.3	38.0	0.5
HSA 9	383	22.7	47.5	29.5	0.3
HSA 10	146	53.4	31.5	15.1	0.0
HSA 11	261	30.7	43.7	25.7	0.0

Note. N=6689 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this employment location, e.g., 36.3% of 377 RNs employed in HSA 1 reported graduating from a diploma program initially. Percentages may not sum to 100% due to rounding. HSA=Health Systems Area. A map and table of HSAs may be found in Appendix A.

Table 5.2

Highest Educational Level Attained by Current Employment Location

		Highest Level of Education Attained				
Employment Location	Number	Diploma %	Associate %	Bachelor's %	Master's %	Doctorate %
HSA 1	377	27.6	34.5	28.6	8.0	1.1
HSA 2	538	32.5	31.4	26.8	9.1	0.2
HSA 3	392	26.8	29.1	36.5	7.1	0.5
HSA 4	456	20.6	37.3	32.9	9.0	0.2
HSA 5	296	16.9	52.0	24.0	7.1	0.0
HSA 6	1289	15.7	16.6	51.1	14.6	1.9
HSA 7	1908	17.8	25.3	45.8	10.5	0.5
HSA 8	645	18.9	35.3	35.7	9.6	0.5
HSA 9	383	16.2	38.9	34.5	9.7	0.8
HSA 10	146	47.9	26.7	17.8	6.8	0.7
HSA 11	261	23.0	34.5	33.7	8.0	8.0

Note. N=6691 RNs employed in Illinois. Results are expressed as percentages of RNs reporting this employment location, e.g., 27.6% of RNs employed in HSA 1 reported their highest education is a diploma. HSA=Health Systems Area. A map and table of HSAs may be found in Appendix A. Percentages may not sum to 100% due to rounding.

Table 5.3

PRIMARY NURSING POSITION BY INITIAL EDUCATIONAL LEVEL

Primary Nursing Position	Number	Initial Educational Level			
		Diploma %	AD %	BS %	MS %
Staff Nurse	3738	25.4	41.4	33.0	0.2
Consultant	93	37.6	26.9	35.5	0.0
Faculty	118	33.1	17.8	49.2	0.0
Advanced Practice Nurse	313	28.4	22.4	48.2	1.9
Office Nurse	558	39.6	37.1	23.3	0.0
Staff/Patient Educator	162	29.6	37.7	32.7	0.0
Nurse Manager	568	35.6	37.3	26.8	0.4
Nurse Executive	161	34.2	23.6	41.6	0.6
Case Manager	300	29.7	40.0	29.0	1.3
Other	711	36.0	33.8	29.3	1.0

Note. N=6722 RNs employed in Illinois. Results are expressed as percentages of RNs reporting employment in this position, e.g., 25.4% of RNs employed as staff nurses reported graduating from a diploma program initially. Percentages may not sum to 100% due to rounding.

Table 5.4

CLINICAL PRACTICE SPECIALTY BY INITIAL EDUCATIONAL LEVEL

Primary Nursing Position	Number	Initial Educational Level			
		Diploma %	AD %	BS %	MS %
Adult Primary Care	160	38.1	36.3	23.1	2.5
Critical Care/Emergency/Surgery (OR)	1525	27.3	36.8	35.9	0.1
Geriatrics	577	30.5	45.9	23.4	0.2
Medical/Surgical	949	22.8	41.5	35.2	0.5
Obstetrics/Gynecology	599	30.7	35.9	33.4	0.0
Mental Health	292	30.1	40.8	27.7	1.3
Pediatrics	386	25.1	33.2	41.5	0.3
Public Health	207	34.8	29.0	35.3	1.0
School Nursing	188	34.6	31.4	33.0	1.1
General (no specialty)	446	33.4	40.6	25.8	0.2
Other	1387	32.6	36.3	30.8	0.4

Note. N=6716 RNs employed in Illinois. Results are expressed as percentages of RNs reporting employment in this clinical practice specialty, e.g., 38.1% of 160 RNs employed in adult primary care reported graduating from a diploma program initially. Percentages may not sum to 100% due to rounding.

TABLE 5.5

CLINICAL PRACTICE SETTING BY INITIAL EDUCATIONAL LEVEL

Primary Nursing Position	Number	Initial Educational Level			
		Diploma %	AD %	BS %	MS %
Hospital	3876	26.4	38.4		