

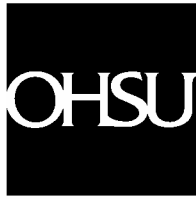
Registered Nurse Workforce 2002: A Sourcebook

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Area Health Education Centers Program
Oregon Health Workforce Project



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Introduction

This report contains results of the Oregon Health Workforce Project. Funded by the Northwest Health Foundation and conducted by the Area Health Education Center (AHEC) Program at Oregon Health & Science University, the project aims to collect, manage, analyze and report data that describes Oregon's health workforce. In 2000, AHEC conducted a survey of more than 25,000 health care providers. Baseline data were published in a series of descriptive profiles that offer valuable insights into the composition, practice patterns and attitudes of health care providers in Oregon. Between May and October of 2002, AHEC conducted a second survey of more than 13,000 health professionals licensed to practice in the state of Oregon. This report presents results of the 2002 survey. Licensees were sent a mail survey that asked questions about employment status, demographics, educational background, worksite location, specialty, professional time allocation, career satisfaction, and future career plans. The survey targeted seven health professions:

- Dental Hygienists
- Dentists
- Nurse Practitioners
- Pharmacists
- Physician Assistants
- Physicians
- Registered Nurses

Data on the supply of health professionals currently working in the state provide decision makers with information needed for appropriate and effective health policy planning. Results of the registered nurse survey are presented here and are intended for use by health professionals, policy makers, health planners and health care advocates engaged in such efforts. While data that describe Oregon's licensed registered nurses and practicing registered nurses are included in this report, the findings presented here focus primarily on Oregon's *active* registered nurse workforce (those working in patient care and/or non-patient care roles). In addition to data collected from the 2002 survey, baseline data collected from the 2000 registered nurse workforce survey are included in the Data Tables section of this report for purposes of comparison.

The following reports are currently available electronically at www.ohsu.edu/ahec:

Pharmacist Sourcebook, 2002

Physician Sourcebook, 2002

Physician Assistant Sourcebook, 2002

Nurse Practitioner Sourcebook, 2002

Registered Nurse Sourcebook, 2002

Printed copies of these reports are available upon request. Order forms can be obtained at the Oregon AHEC website. Additional reports in the *Sourcebook Series* will focus on the other professional groups listed above and will be published throughout the first half of 2003.

Methods, Limitations and Definitions

Methods

In July 2002, AHEC conducted a mail survey of a random sample of registered nurses licensed by the Oregon State Board of Nursing to learn more about the state's registered nurse workforce. A total of 1,428 registered nurses selected at random from a list of licensees (N=35,064) provided by the Oregon State Board of Nursing were surveyed. Four weeks after the initial mailing, a follow-up questionnaire was mailed to licensees who did not respond to the first survey. Participation was voluntary. The return rate was 48 percent (679 returned surveys). Twelve surveys were excluded from the analysis because they were incomplete or otherwise unusable. The remaining 667 surveys (47 percent response rate) were used for this analysis. All surveys were audited prior to data entry by optical scanner. Item response rates were 93 percent or better for all items except for the question pertaining to time spent directly caring for patients. The response rate for this item was 86 percent.

Limitations

Survey research is subject to a variety of limitations associated with sampling methods, sample size, response rate, nonrespondent bias, and survey design. A discussion of potential limitations as they relate to this study and the steps we took to address these issues follows.

Sampling methods, sample size and response rate: For this professional group, we surveyed a random sample of licensees. A simple random sampling method was well suited to our primary goal of describing Oregon's registered nurses as a whole (rather than specific subgroups of the population), allowed for a statistically rigorous examination of the data, and kept printing and mailing costs to a minimum. We consulted with a biostatistician to determine an appropriate sample size for this study. The actual number of registered nurses surveyed was adjusted to account for an estimated response rate of 50 percent. To increase the response rate, we assured respondents of confidentiality and conducted a follow up survey of nonresponders. The actual response rate (47 percent) was slightly lower than we anticipated.

Nonrespondent bias: The degree to which nonrespondents are similar to respondents is a critical consideration when generalizing survey results. Ideally, nonrespondents and respondents would be compared to examine relevant similarities and differences between the two groups. A direct comparison of these two groups was not possible, but we were able to compare the demographic profile and geographic distribution of survey respondents to several external benchmarks for Oregon's overall registered nurse population including baseline data collected from the 2000 registered nurse workforce survey included in the Data Tables section of this report. Comparisons indicate that, with respect to these factors, survey respondents are representative of Oregon's registered nurses. Therefore, we believe that aggregate results can be generalized to the entire registered nurse population with considerable confidence.

Survey design: The 2002 survey was a modified version of the original survey conducted in 2000. The instrument was streamlined to improve visual appearance, ease of completion and clarity of language. The instrument also underwent extensive pre-testing to identify items requiring refinement.

Definitions

Licensed registered nurse: A registered nurse licensed by the Oregon State Board of Nursing.

Active registered nurse: A licensed registered nurse who is currently working in the profession in Oregon in a patient care and/or non-patient care role. In this document, all references to “registered nurses” pertain to *active* registered nurses.

Practicing registered nurse: An active registered nurse whose work activities include patient care delivery.

Race/ethnicity: The health workforce survey used the U.S. Census Bureau’s model of separating ethnicity (specifically, Hispanic or Latino origin) from race as race and ethnicity are different measures of a population’s diversity. There were six race categories (American Indian or Alaska native, Asian, Black or African, Native Hawaiian or Other Pacific Islander, Other and White). For some analyses, respondents were grouped into two race categories: “non-white” (the first five categories were combined into a single category) or “white.” A separate question was used to determine ethnicity (“Are you of Hispanic or Latino origin or descent?”).

Primary work setting: Respondents were provided with a list of ten types of work settings and asked to choose the one that best described their primary worksite. For analytical purposes, respondents were grouped into one of two work setting categories: “Hospital – Inpatient” or “All other settings.” Sample size limitations required that categories be restricted to these two groups.

Work activities: Based on respondents’ self-reports of current work activities. Respondents were asked four questions, summarized below, about the number of hours worked during a typical week.

Total hours: Thinking about both your clinical and non-clinical work activities, on average, how many hours do you work during a typical week?

Clinical hours: Please provide your best estimate of the number of clinical hours you work during a typical week. Include both scheduled and overtime hours. Consider clinical activities to include both direct patient care activities (such as seeing patients and performing procedures) and indirect patient care activities (such as completing patient-related paperwork, consultation and reimbursement activities).

On-call hours: Please provide your best estimate of the number of on-call hours you work during a typical week.

Direct patient care hours: Of your clinical and on-call hours worked during a typical week, the number of hours you spend directly caring for patients.

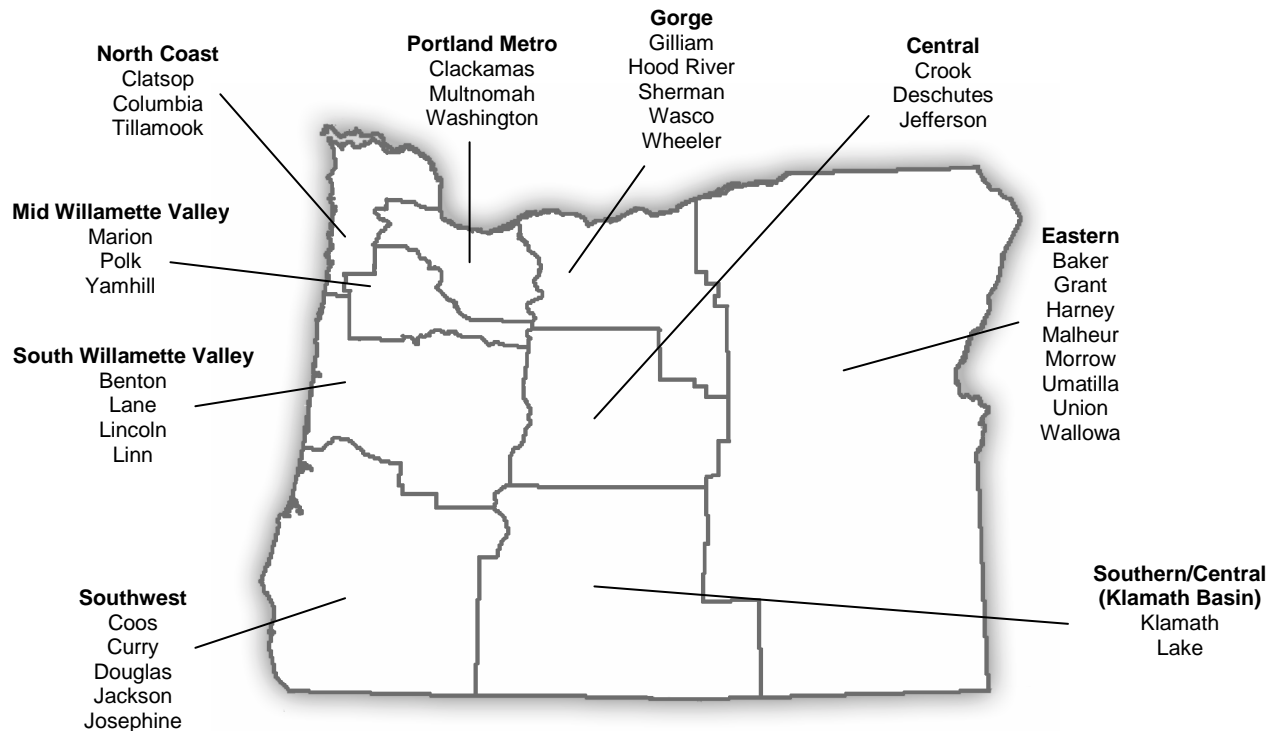
Urban/Rural: Based on respondents' self-reported location of primary place of work. Definitions were developed by the Office of Rural Health, Oregon Health & Science University, and are as follows:

Rural: Includes "Rural" (a geographic area (county) 10 or more miles from a population center of 30,000 or more) and "Frontier" (a geographic area (county) that has a population density of six people per square mile or less) counties.

Urban: Includes "Mixed Urban/Rural" (a geographic area (county) having communities that meet the criteria for frontier or rural designation and communities that do not meet these criteria) and "Urban" (a geographic area (county) that does not meet the criteria for either frontier or rural designation) counties.



Geographic region: Based on respondents' self-reported location of primary place of work. Counties were categorized into regional county clusters for analytical purposes.



Estimated number of licensed registered nurses currently practicing in Oregon: This estimate was calculated as follows:

(# of Oregon licensees) X (% of respondents who are active registered nurses) X (% of respondents who are active registered nurses currently working in positions that involve patient care)

Comparative estimates/projections developed by the Oregon Employment Department are included in this report. These data were obtained from the Oregon Labor Market Information System available at www.qualityinfo.org/olmisj/.

Estimated number of practicing registered nurses per 100,000 Oregon residents: This estimate was calculated as follows:

(estimated # of practicing Oregon registered nurses) ÷ (2001 Oregon population estimate ÷ 100,000)

Estimated number of active registered nurses per 100,000 Oregon residents: This estimate was calculated as follows:

(estimated # of active Oregon registered nurses) ÷ (2001 Oregon population estimate ÷ 100,000)

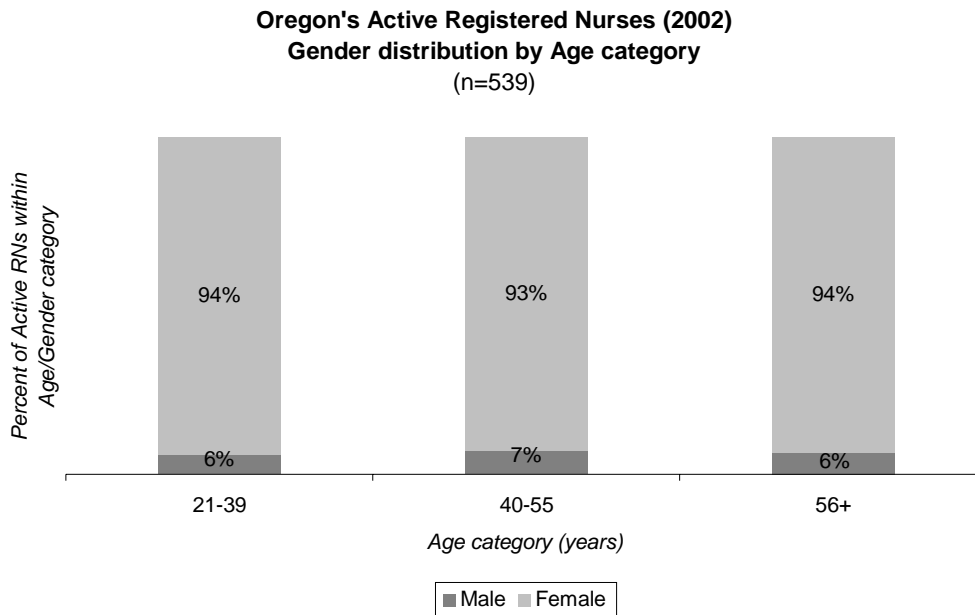
Comparative estimates developed by the Oregon State Board of Nursing are included in this report. These data were obtained from the Oregon State Board of Nursing web site (www.osbn.state.or.us).

Findings

Survey findings are presented on the following pages. While we believe survey respondents are representative of Oregon's overall registered nurse population and that aggregate results can be generalized to the entire registered nurse workforce with considerable confidence, the reader is advised to remain mindful that results shown here are based on self-reported data provided by a cross section of Oregon's licensed registered nurses.

Demographic Characteristics of Oregon's Active Registered Nurses

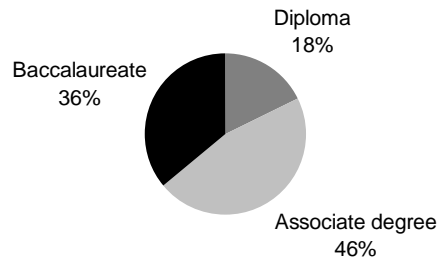
- Registered nurses who are non-white: 4%
- Registered nurses who are of Hispanic or Latino descent: 1%
- Registered nurses who are female: 93%
- Average age: 46.5 years
- Registered nurses who are 55 years of age or older: 22%
- Average age by gender: Females – 47 years / Males – 47 years
- Of registered nurses who are below the age of 40, those who are female: 94%



Educational Background

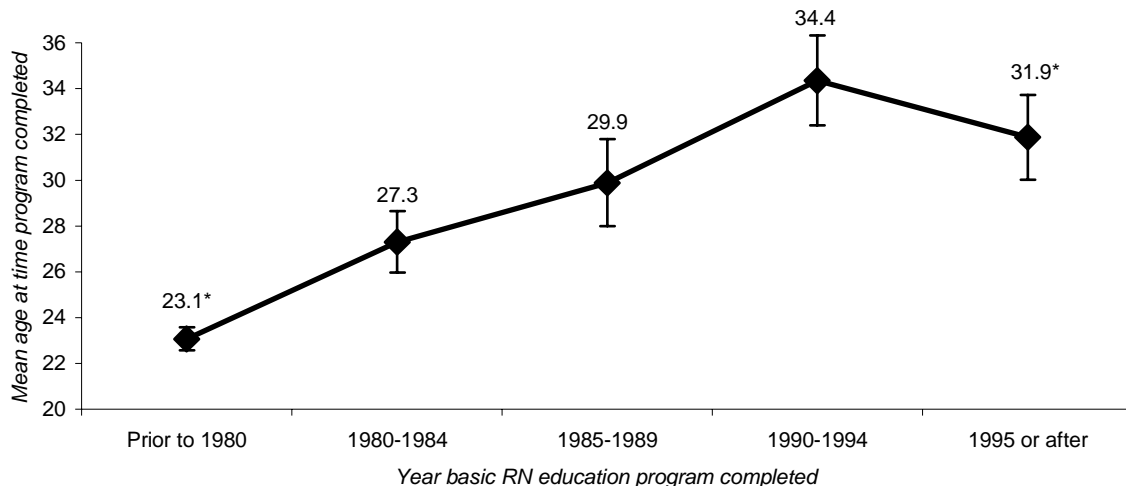
- Registered nurses who received their basic nursing education in a baccalaureate degree program: 36%

Oregon's Active Registered Nurses (2002)
RN preparation, Basic nursing education program
 (n=544)



- Registered nurses who completed their basic nursing education in Oregon: 60%
- Registered nurses who completed their basic nursing education in a border state: 18%
- Registered nurses who completed their basic nursing education in 1990 or after: 34%
- Average age at completion of basic nursing education among those who graduated prior to 1980: 23.1 years
- Average age at completion of basic nursing education among those who graduated in 1995 or after: 31.9 years

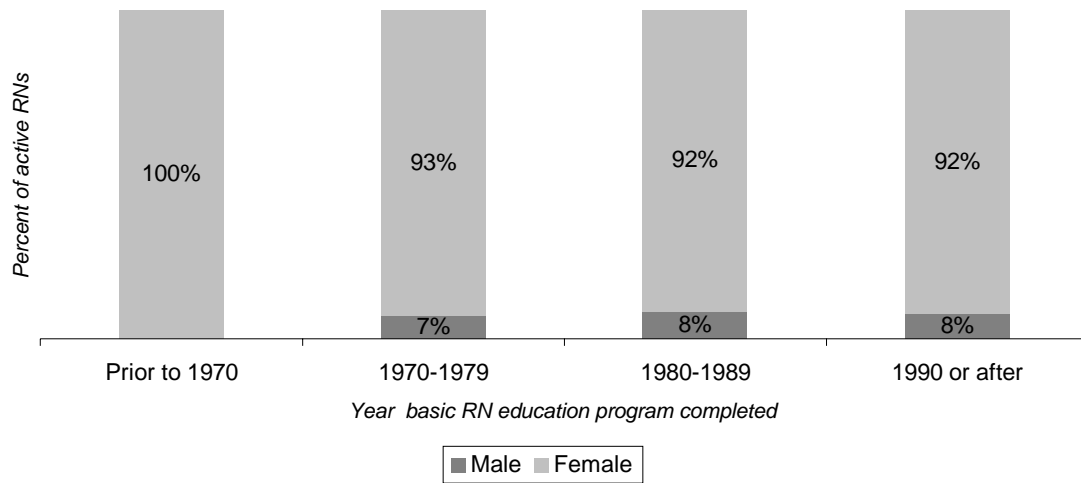
Oregon's Active Registered Nurses (2002)
RN preparation, Average age at time basic nursing education completed
 (n=532)



*Significant difference, p<.001

- Registered nurses who completed their basic nursing education prior to 1980 who are male: 5%
- Registered nurses who completed their basic nursing education in 1980 or after who are male: 8%

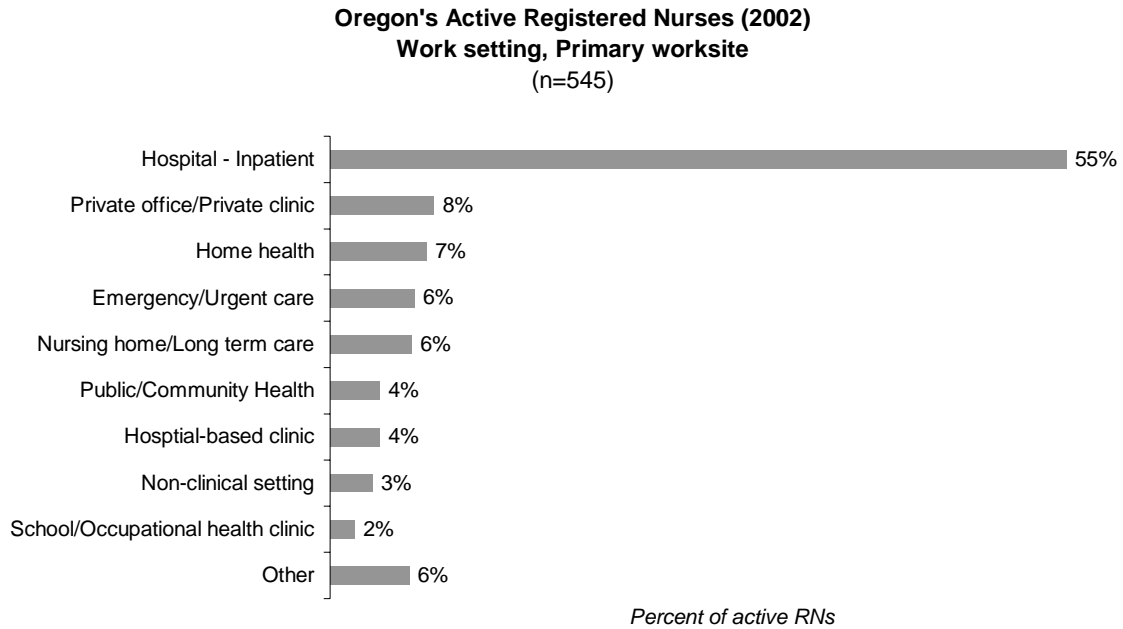
Oregon's Active Registered Nurses (2002)
Gender distribution by Year basic nursing education completed
 (n=534)



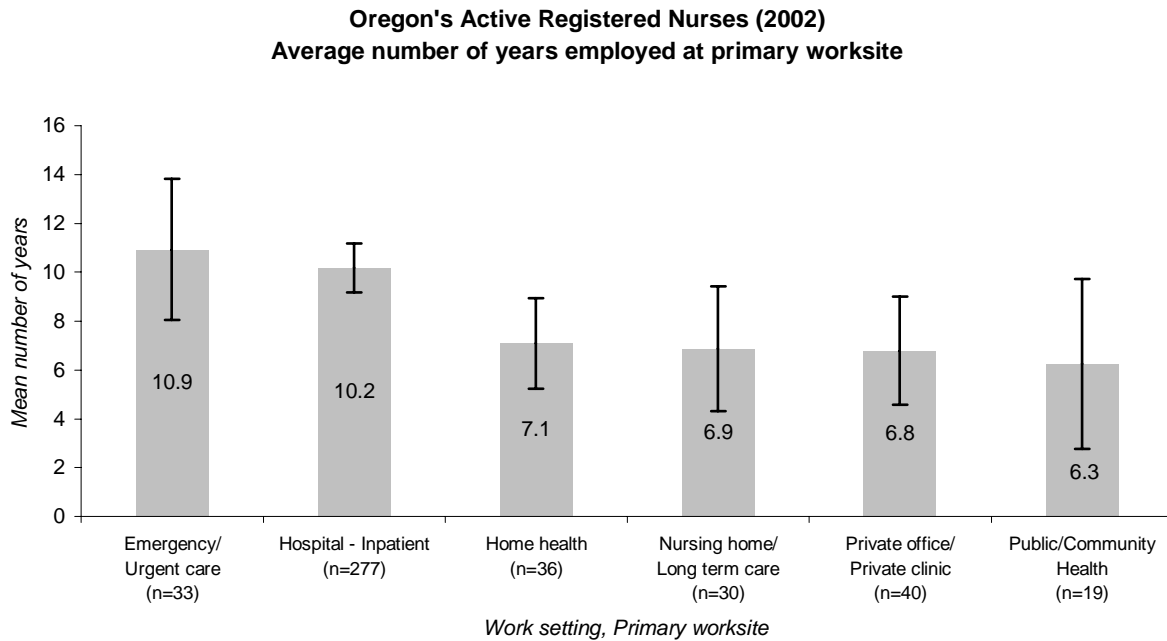
No significant differences

Work Setting

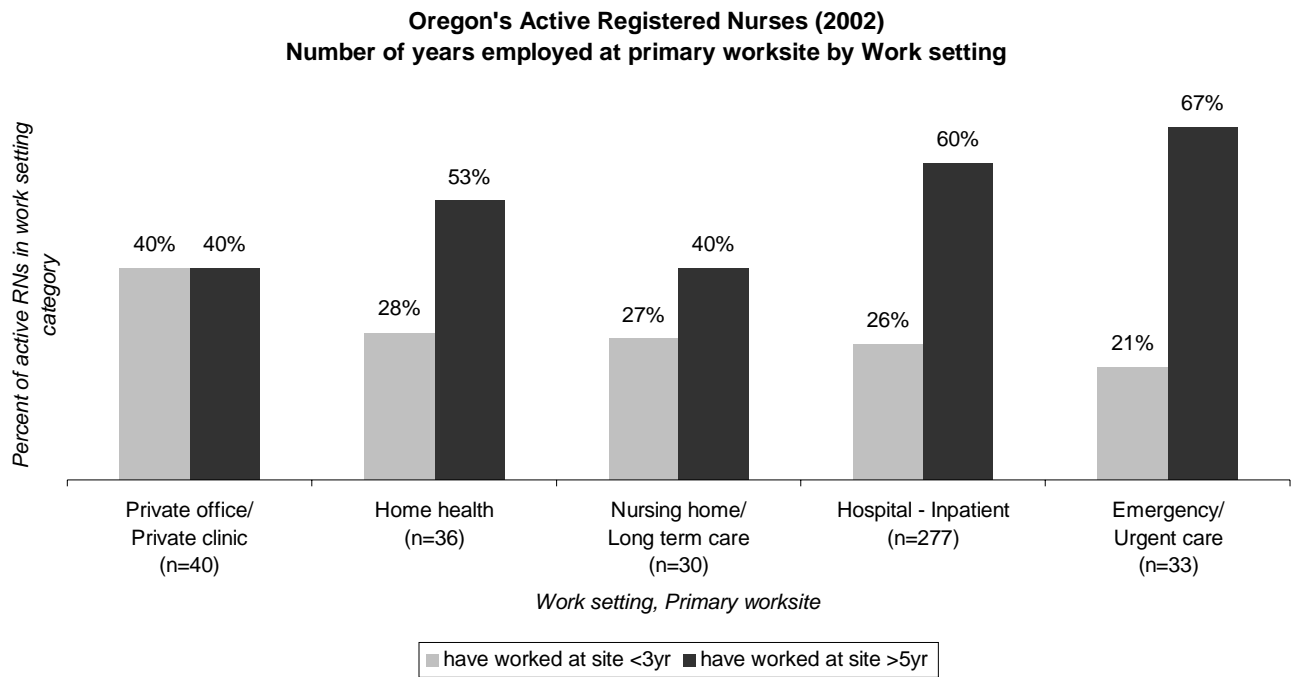
- Registered nurses whose primary worksite is a hospital-inpatient setting: 55%



- Average number of years a registered nurse has worked at his/her current primary worksite: 9.1

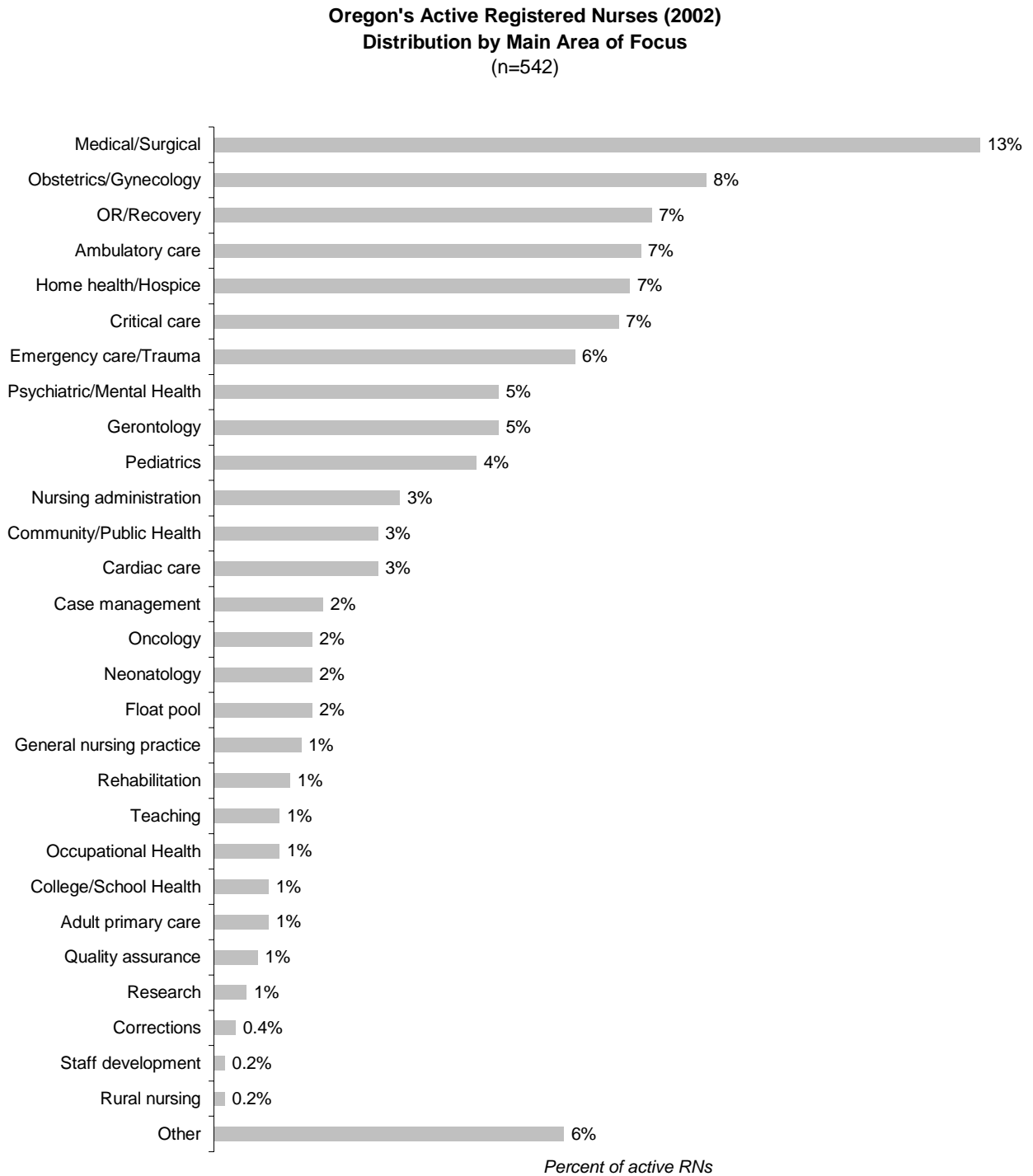


- Registered nurses who have worked at their current primary worksite less than 3 years: 29%
- Registered nurses who have worked at their current primary worksite more than 5 years: 54%



Main Area of Focus

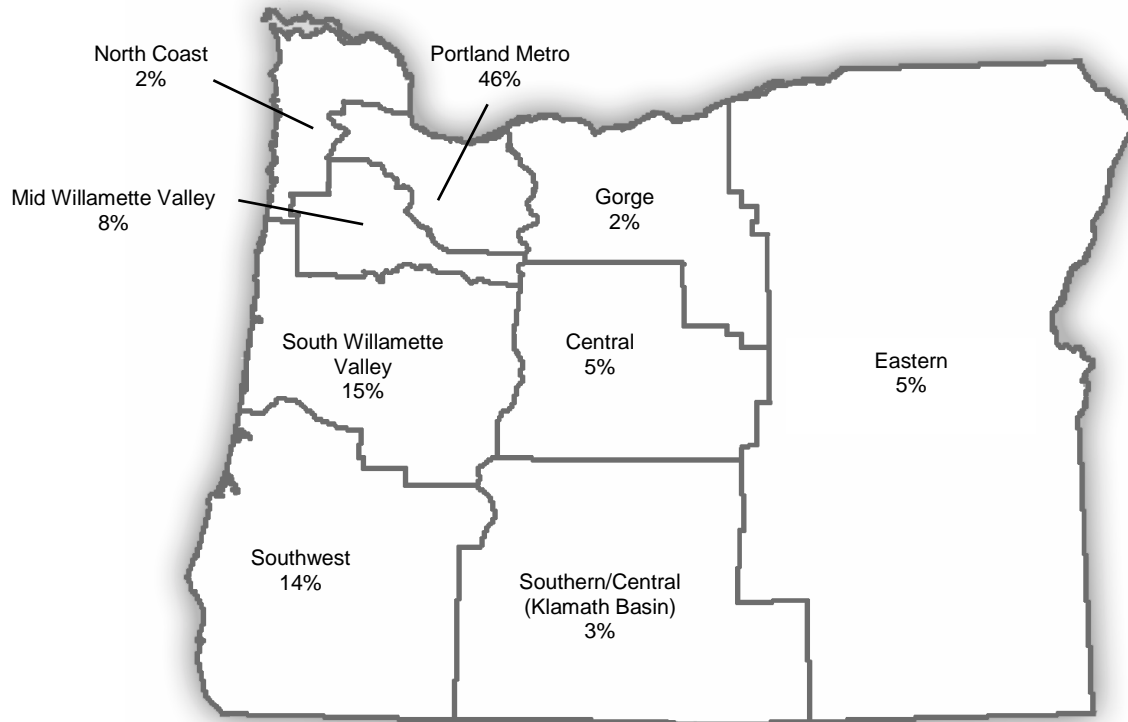
- Registered nurses whose main area of focus is Medical/Surgical, Obstetrics/Gynecology, OR/Recovery, or Ambulatory care: 36%



Geographic Location of Worksite

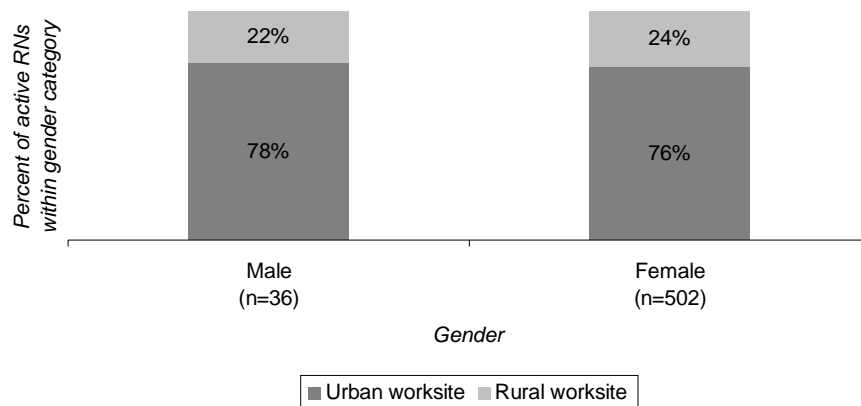
- Registered nurses whose primary worksite is located in the Portland metropolitan area: 46%

Geographic Distribution of Active Registered Nurses



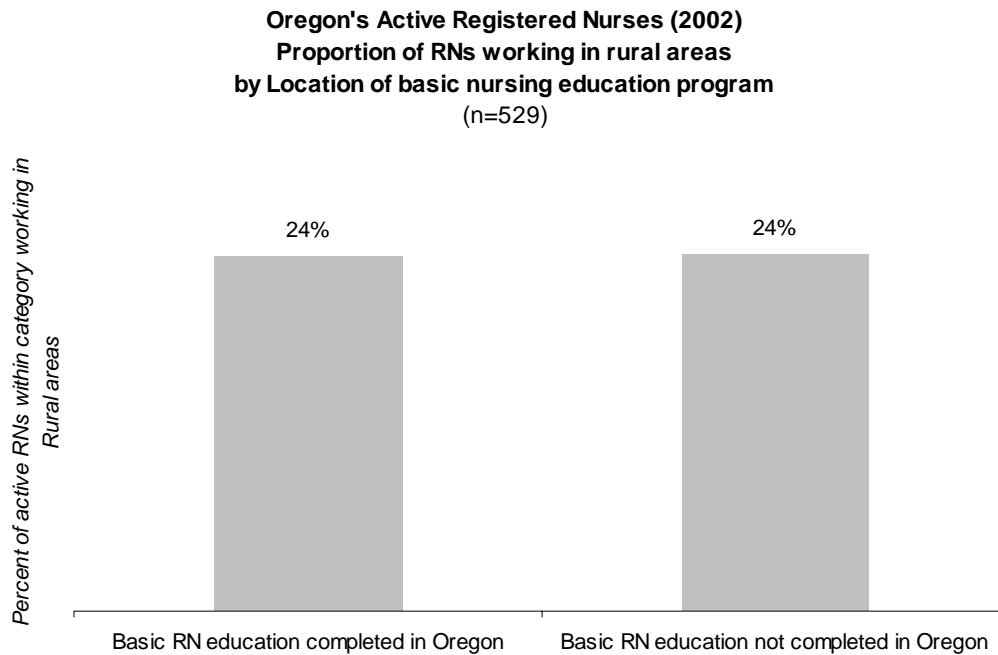
- Registered nurses who work in rural areas: 24%
- Oregon residents who live in rural areas: 26%
- Of male registered nurses, those who work in rural areas: 22%
- Of female registered nurses, those who work in rural areas: 24%

Oregon's Active Registered Nurses (2002)
Urban/Rural distribution by Gender



No significant differences

- Of registered nurses who completed their basic nursing education in Oregon, those working in rural areas: 24%
- Of registered nurses who completed their basic nursing education outside of Oregon, those working in rural areas: 24%

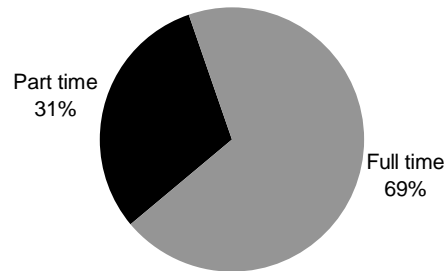


No significant differences

Work Activities

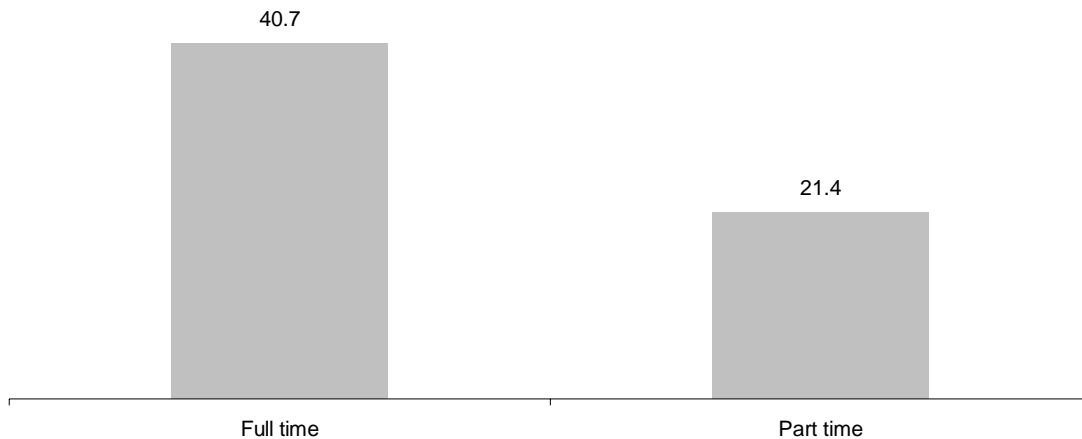
- Registered nurses who work full-time (32 hours or more per week): 69%
- Registered nurses who work part-time (less than 32 hours per week): 31%

Oregon's Active Registered Nurses (2002)
Full-time/Part-time status
(n=534)

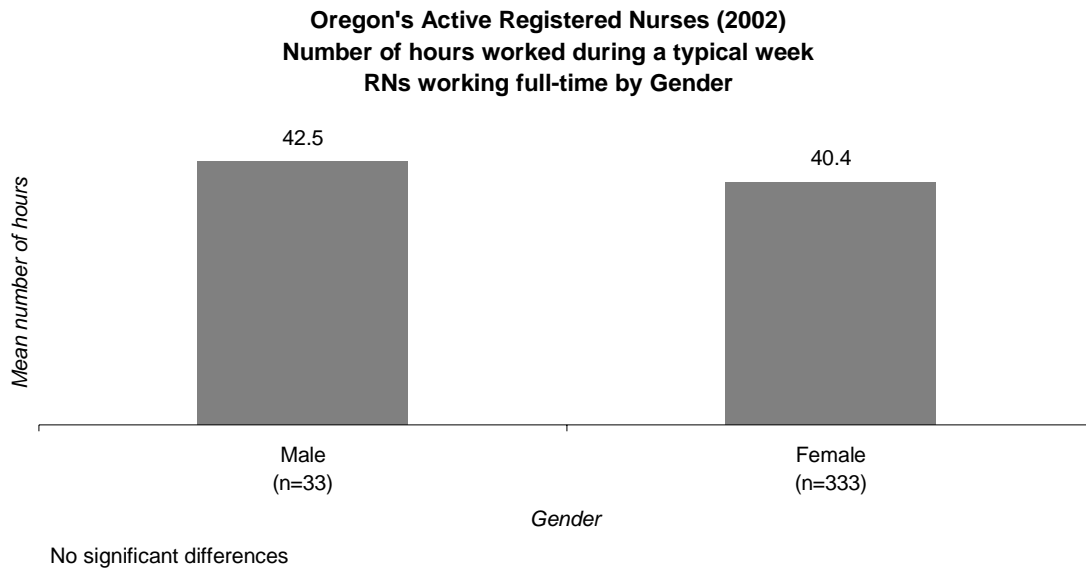


- Average number of hours worked during a typical week by a full-time registered nurse: 40.7
- Average number of hours worked during a typical week by a part-time registered nurse: 21.4

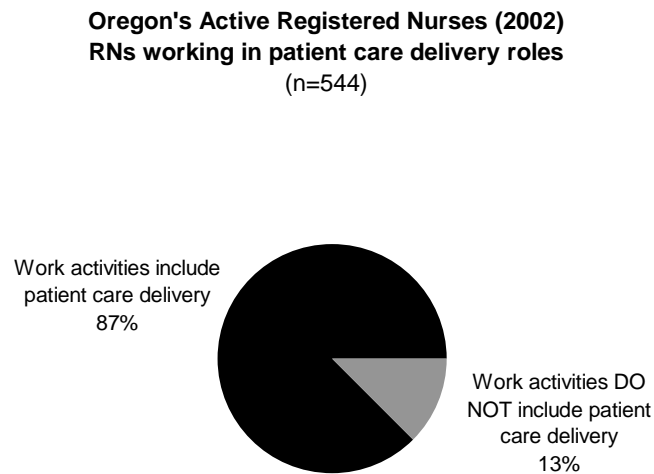
Oregon's Active Registered Nurses (2002)
Mean number of hours worked per week by Full-time/Part-time status
(n=534)



- Registered nurses who work full-time by gender: Males – 92%/ Females – 67% (statistically significant difference, $p < .005$)
- Average number of hours worked by a full-time registered nurse during a typical week by gender: Male – 42.5 / Female – 40.4



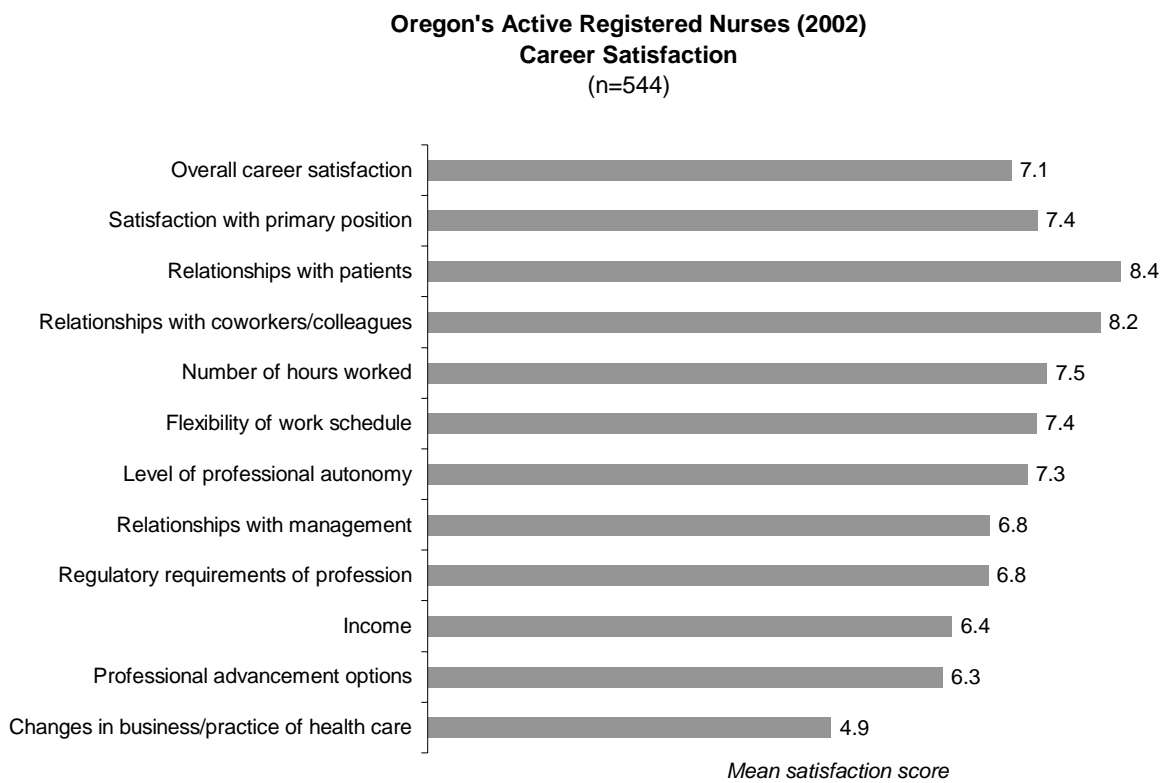
- Registered nurses whose work activities include delivering patient care: 87%



- Proportion of total work hours that practicing registered nurses spend directly caring for patients: 73%

Career Satisfaction

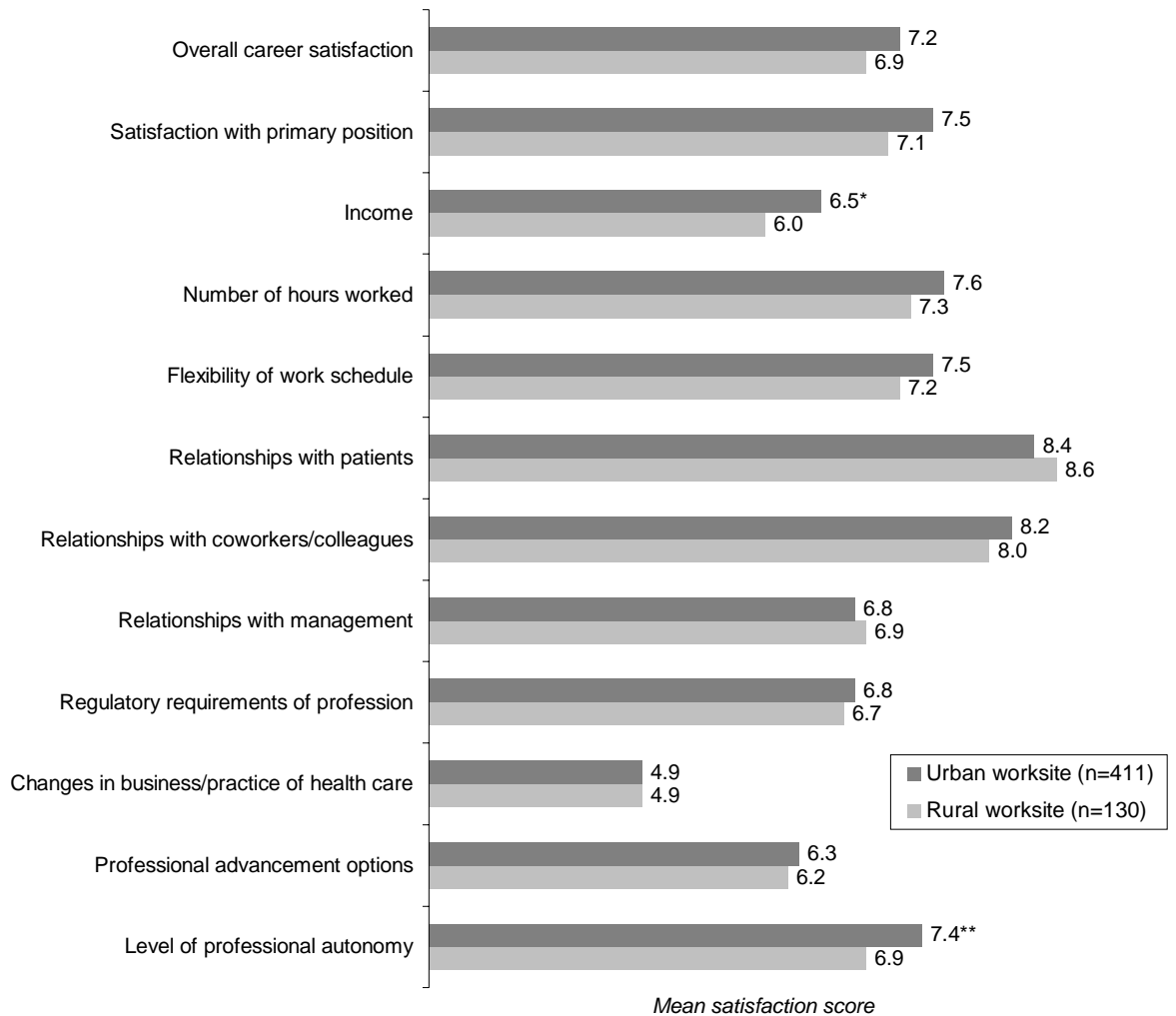
- Overall career satisfaction rating for Oregon registered nurses: 7.1*
- Registered nurses who are dissatisfied or very dissatisfied with their career: 12%
- Registered nurses are most satisfied with their relationships with patients and relationships with coworkers and colleagues
- Registered nurses are least satisfied with changes in the business/practice of health care, professional advancement options available to them, and income



*Rating scale for career satisfaction measures: 1=“very dissatisfied”; 10=“very satisfied”

- Registered nurses who work in urban areas scored higher than registered nurses who work in rural areas on 2 of 12 career satisfaction measures: income and level of professional autonomy

**Oregon's Active Registered Nurses (2002)
Career Satisfaction by Urban/Rural worksite location**

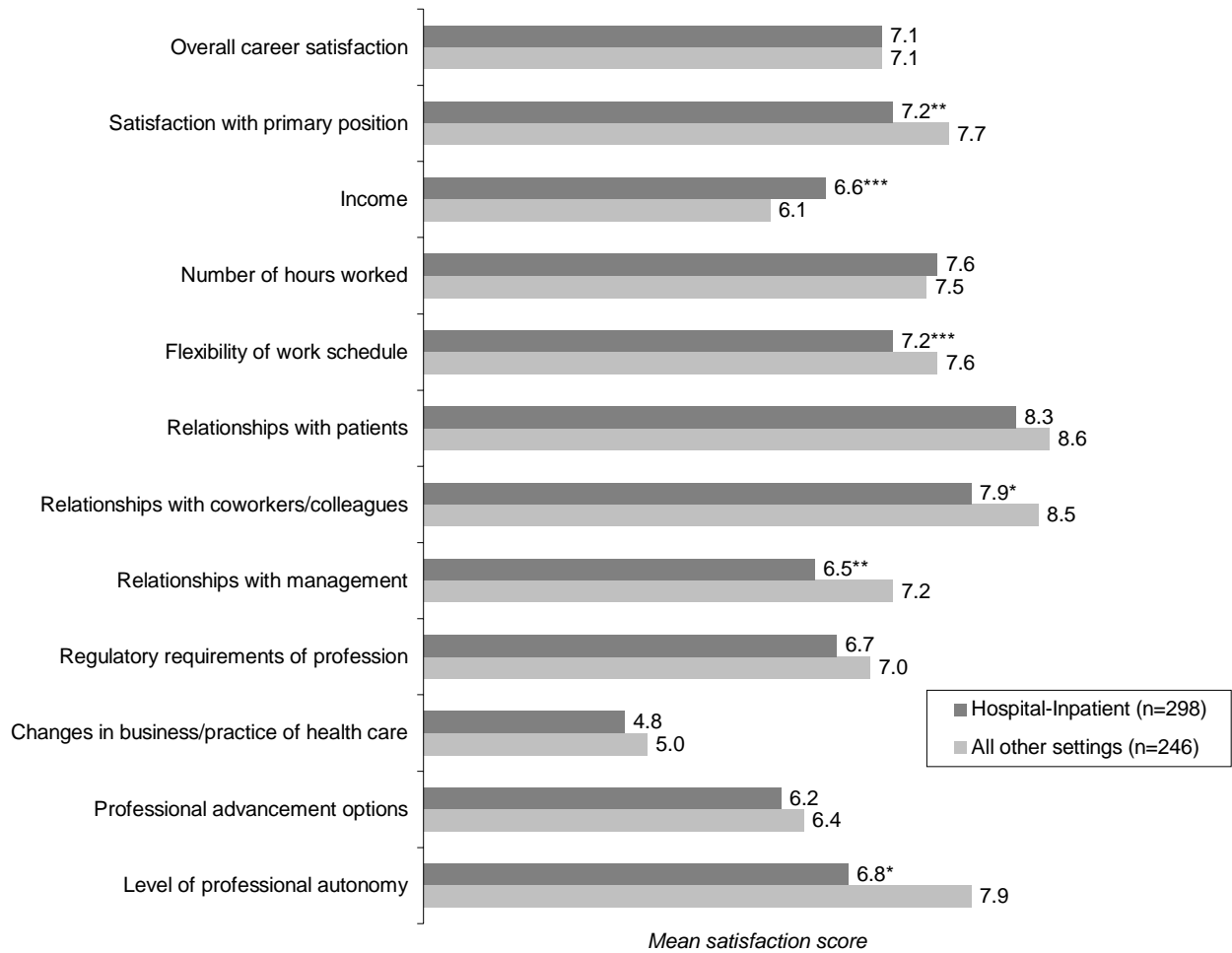


*Significant difference. $p < .04$

**Significant difference, $p < .07$

- Registered nurses who work in hospital-inpatient settings scored higher than registered nurses who work in all other settings on 1 of 12 career satisfaction measures: income
- Registered nurses who work in hospital-inpatient settings scored lower than registered nurses who work in all other settings on 5 of 12 career satisfaction measures: satisfaction with primary position, flexibility of work schedule, relationships with coworkers and colleagues, relationships with management, and level of professional autonomy

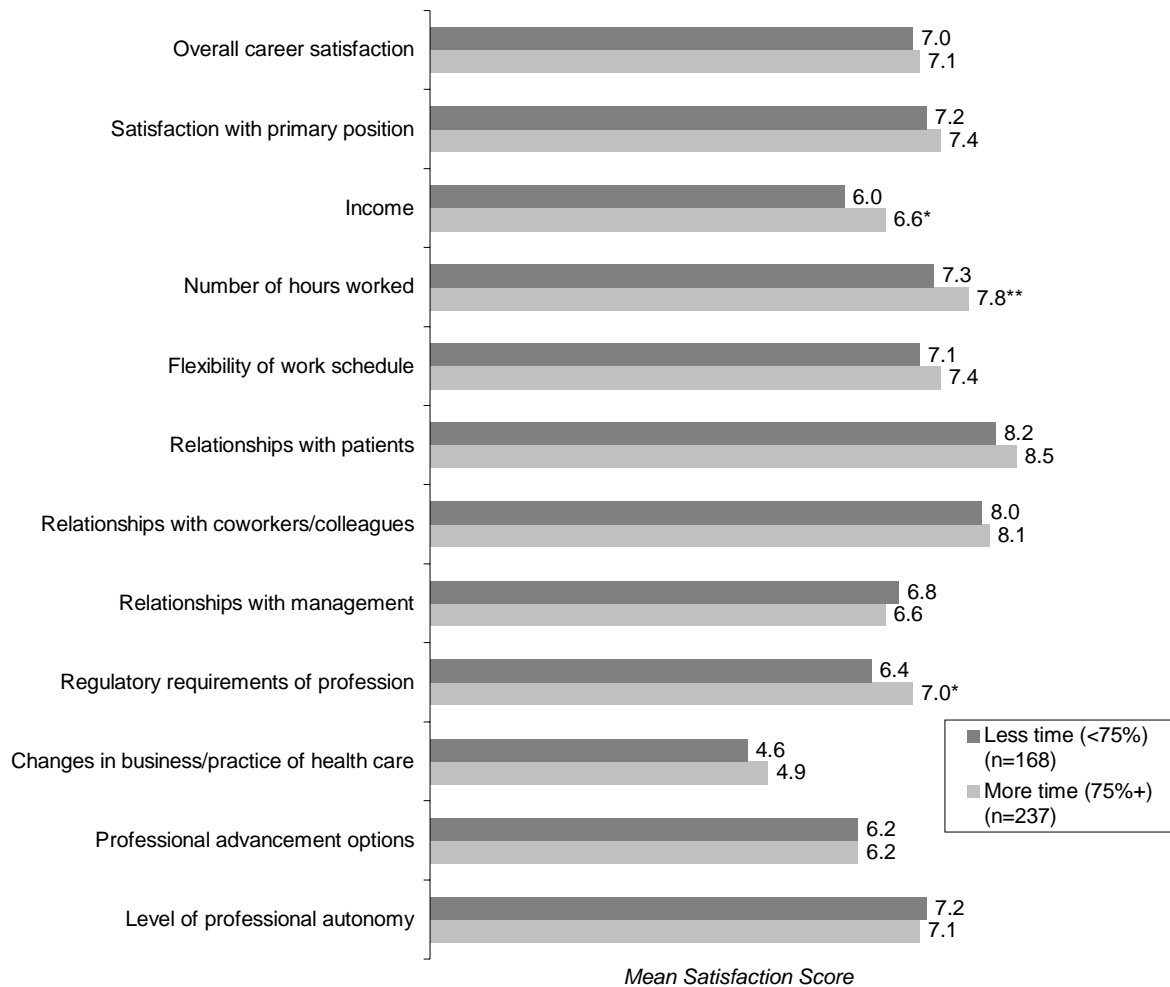
**Oregon's Active Registered Nurses (2002)
Career Satisfaction by Primary Work Setting**



*Significant difference, $p < .001$
 **Significant difference, $p < .005$
 ***Significant difference, $p < .05$

- Registered nurses who spend at least 75% of their clinical time on direct patient care activities scored higher on 3 of 12 career satisfaction measures than registered nurses who spend less time on direct patient care activities: income, number of hours worked and regulatory requirements of the profession

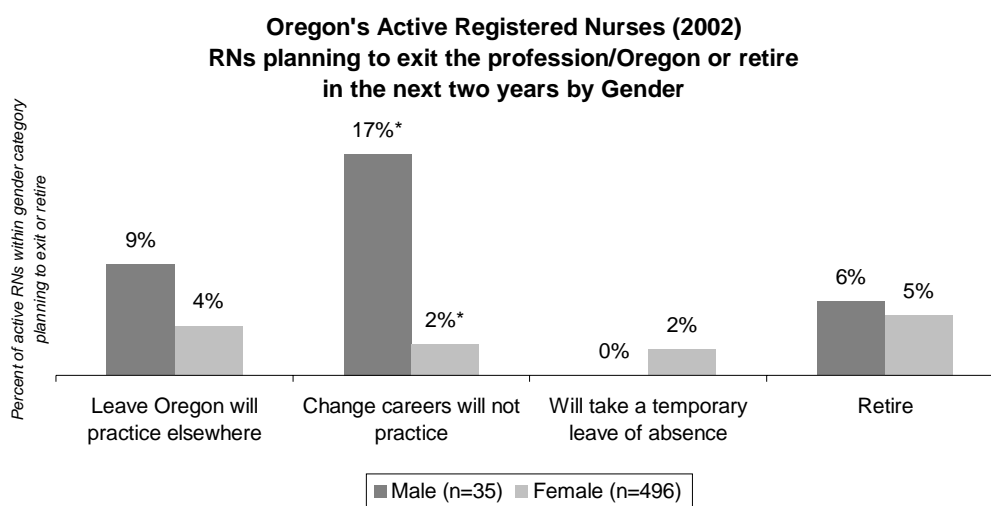
Oregon's Practicing Registered Nurses (2002)
Career satisfaction by Time spent on direct patient care activities



*Significant difference, $p < .01$
 **Significant difference, $p < .05$

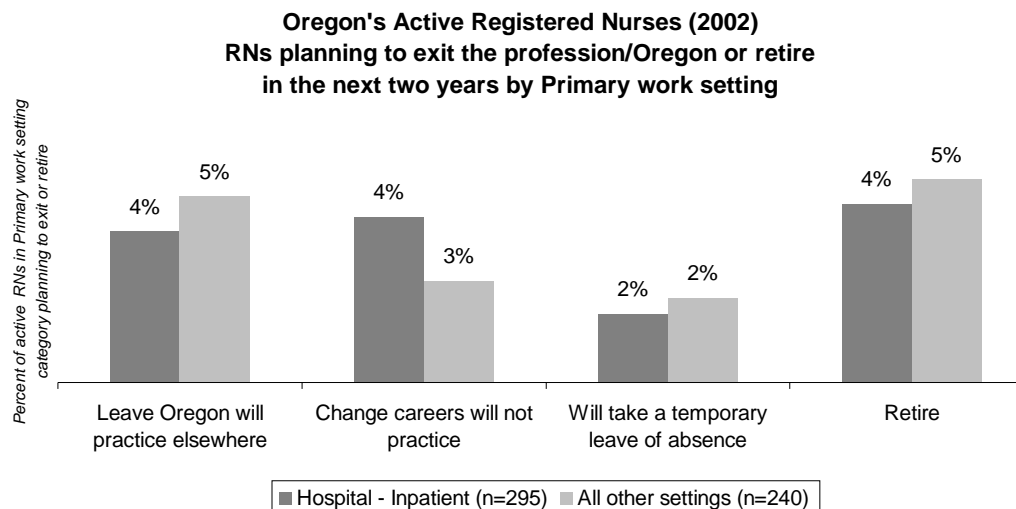
Career Plans

- Registered nurses who plan to exit Oregon's RN workforce within the next two years: 14%
 - 5% plan to retire
 - 4% plan to leave Oregon
 - 3% plan to change careers
 - 2% plan to take a temporary leave of absence
- Male registered nurses who plan to exit Oregon's RN workforce within the next two years: 32%
- Female registered nurses who plan to exit Oregon's RN workforce within the next two years: 13%



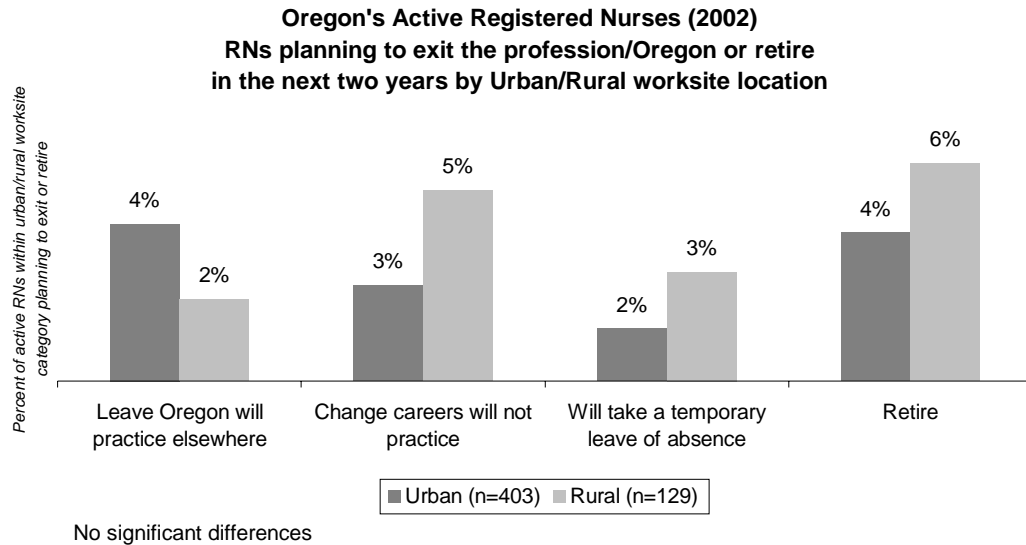
*Significant difference, $p < .001$

- Registered nurses who work in hospital-inpatient settings who plan to exit Oregon's RN workforce within the next two years: 14%
- Registered nurses who do not work in hospital-inpatient settings who plan to exit Oregon's RN workforce within the next two years: 14%

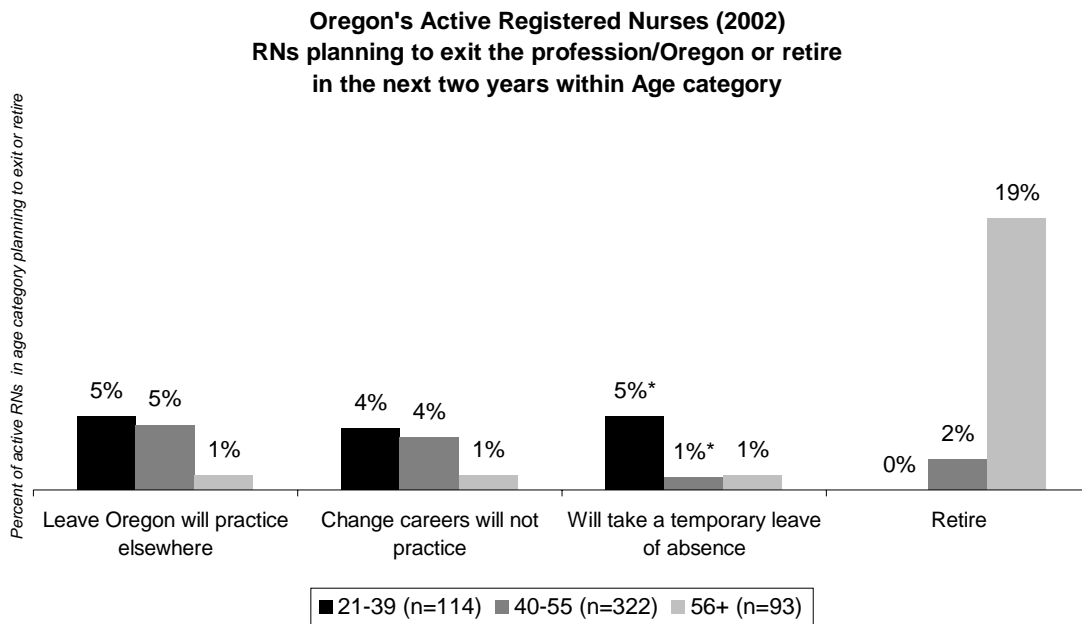


No significant differences

- Registered nurses working in urban areas who plan to exit Oregon's RN workforce within the next two years: 13%
- Registered nurses working in rural areas who plan to exit Oregon's RN workforce within the next two years: 17%



- Registered nurses under the age of 40 who plan to take a temporary leave of absence within the next two years: 5%

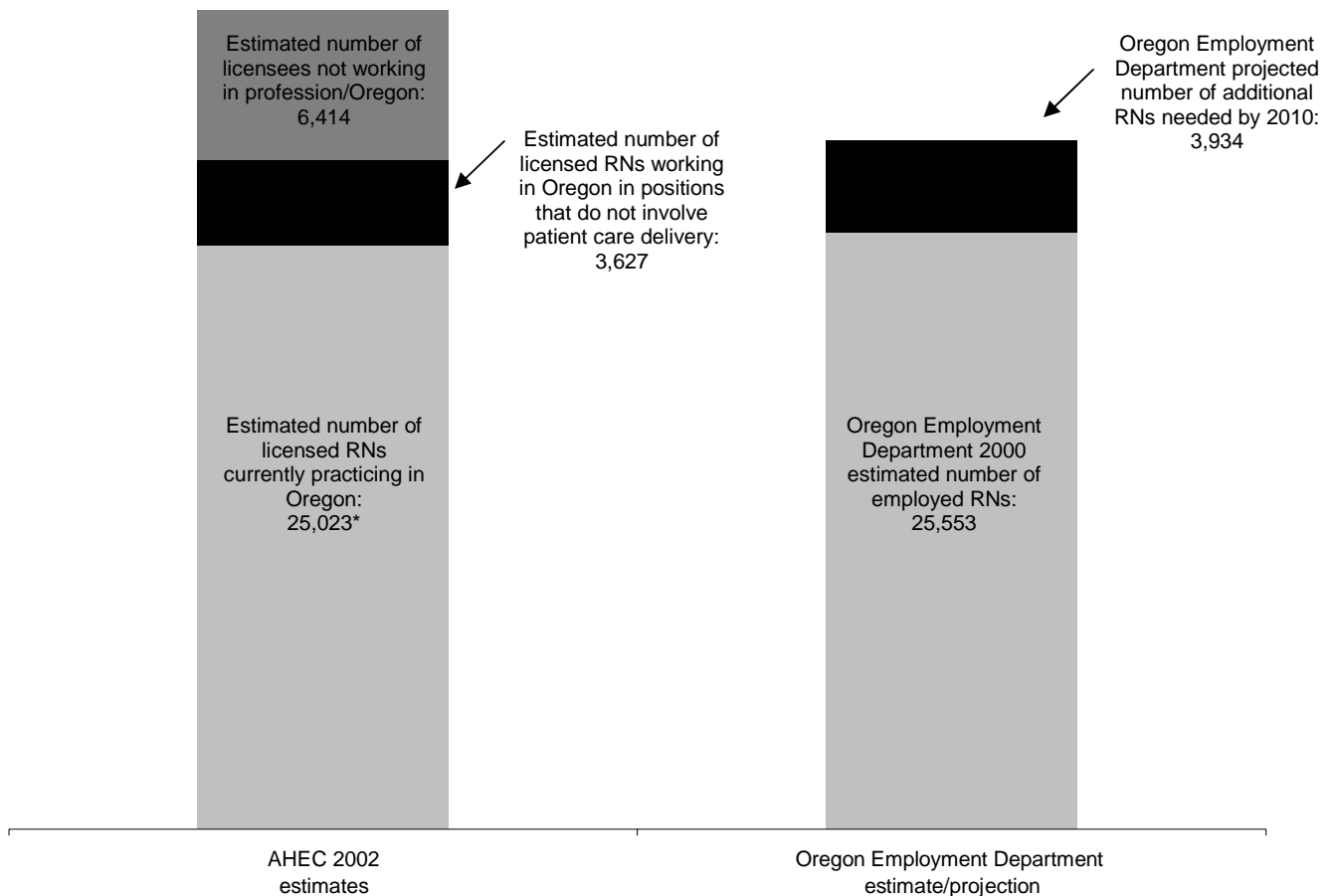


*Significant difference, $p < .02$

Supply and Distribution Estimates

- Registered nurses licensed by the Oregon State Board of Nursing who are currently working in the profession in Oregon: 82%
- Licensees who are currently employed in the profession outside of Oregon: 10%
- Licensees who intend to renew their Oregon registered nurse license at next renewal period: 95%
- Estimated number of licensees currently practicing in Oregon: 25,023
- Estimated number of licensees currently working in Oregon in positions that do not involve patient care delivery: 3,627
- Estimated number of licensees who work in the profession outside of Oregon or do not currently work in the profession: 6,414

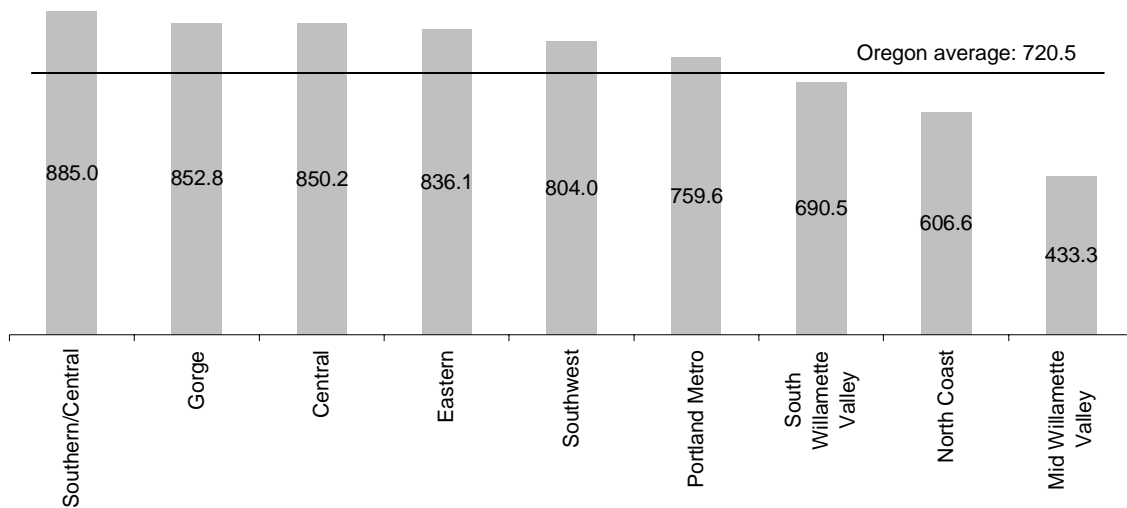
**Registered Nurses Licensed in Oregon (2002)
Employment Estimates**



*Estimate includes only registered nurses whose work activities include patient care delivery.

- Estimated number of employed RNs per 100,000 U.S. residents: 782.0 [HRSA 2000 estimate]
- Estimated number of active RNs per 100,000 Oregon residents: 825.0
- Estimated number of practicing RNs per 100,000 Oregon residents: 720.5
- Estimated number of practicing RNs per 100,000 Oregon residents living in urban areas: 738.7
- Estimated number of practicing RNs per 100,000 Oregon residents living in rural areas: 668.4
- Geographic regions that have the highest registered nurse-to-population ratios: Southern/Central (Klamath Basin), Gorge, Central and Eastern
- Geographic regions that have the lowest registered nurse-to-population ratios: North Coast and Mid-Willamette Valley

Estimated number of practicing registered nurses per 100,000 population in Oregon



Summary

As stated in the introduction to this report, the aim of the Oregon Health Workforce Project is to collect, manage, analyze and report data that describes Oregon's health workforce. Determining whether the distribution of health professionals is appropriate, making recommendations regarding health policy action, and developing strategies to solve issues concerning Oregon's health workforce are not within the scope of this investigation. Rather, the focus of this inquiry is to provide information that is important to those in positions to set health policy, manage people and institutions charged with the delivery of health care, and champion systems change within the health care industry. Following is a summary of key points that may be of particular interest to these individuals and organizations.

- The ethnic and racial diversity of the registered nurse workforce is limited. Only 1 percent of the registered nurse workforce is of Hispanic or Latino descent (this compares to 8 percent in Oregon's general population) and 4 percent is non-white (this compares to 13 percent in Oregon's general population).
- The vast majority of registered nurses are female (93 percent). A gender distribution comparison of Oregon's active registered nurses at the time they complete their basic nursing education shows little change in gender mix over the past several decades. The proportion of male graduates has not increased significantly since 1970.
- Like the general population, the registered nurse workforce is aging. About 3 in 5 active registered nurses (64 percent) are over the age of 45.
- Overall, Oregon's registered nurses are "graduating older." Prior to 1980, the average age of an active registered nurse at the time s/he completed basic nursing training was 23.1 years. Among active RNs who graduated in 1995 or after, the average age at program completion was 31.9 years. However, this trend may be changing as the average age at graduation has leveled off in recent years.
- The majority of registered nurses currently working in Oregon were trained in-state. Three in 5 Oregon registered nurses completes his/her basic nursing education in Oregon.
- One-third of Oregon's registered nurses (31 percent) work part-time (less than 32 hours per week).
- Female registered nurses are more likely than male registered nurses to work part-time (less than 32 hours per week).
- On average, a full-time registered nurse works 40.7 hours per week. This compares to 21.4 hours per week worked by a part-time registered nurse.
- More than 1 in 10 active registered nurses (13 percent) reported that their work activities do not include patient care delivery.

- Most registered nurses are satisfied with their work lives. Nearly 7 in 10 (69 percent) reported they are “satisfied” or “very satisfied” with their careers. Registered nurses report dissatisfaction with some aspects of their careers, specifically changes in the business/practice of health care, professional advancement options available to them, and income.
- There is some evidence that registered nurses working in hospital-inpatient settings are less satisfied with their careers than those who work in other settings. RNs who work in hospital-inpatient settings scored lower on the following measures of career satisfaction: satisfaction with primary position, flexibility of work schedule, relationships with coworkers and colleagues, relationships with management, and level of professional autonomy.
- Fourteen percent of respondents plan to exit Oregon’s registered nurse workforce within the next two years. **Although it is uncertain how many of those planning to exit will actually do so,** extrapolating from our estimate of the number of active registered nurses in Oregon, 4,016 registered nurses plan to exit Oregon’s RN workforce by the end of 2004.

We also found that male registered nurses are more likely than female registered nurses to have plans to change careers within the next two years. Results of this survey indicate that 17 percent of male RNs plan to quit working as a registered nurse compared to just 2 percent of female RNs. It may be important to conduct a follow-up investigation to learn more about this finding.

- There are imbalances in the supply of practicing registered nurses in urban (738.7/100,000 residents) vs. rural areas (668.4/100,000 residents). There are also regional imbalances. The most pronounced differences are seen in the Southern/Central (Klamath Basin), Gorge, Central, South Willamette Valley, North Coast and mid-Willamette Valley areas of the state.

Data Tables

The following data tables show results of the 2002 Registered Nurse Workforce Survey. Where available, census data, data profiling Oregon's registered nurse workforce obtained from external sources, and baseline data from the 2000 Registered Nurse Workforce Survey are included for comparison*. The notation "dna" indicates that data are not available for that specific measure.

Table 1. Demographic Profile of Oregon's Active Registered Nurses (RNs)

Gender (%)	2002 RN Workforce	2000 RN Workforce	Oregon Residents^a
Male	7	7	49
Female	93	93	51
Age (Yrs) (%)			
<25	3	1	9
25-34	11	12	19
35-44	23	28	21
45-54	42	42	21
55-64	20	15	12
65+	2	2	18
Mean age	46.5 yrs	45.7 yrs	dna
Ethnicity (%)			
Not Hispanic or Latino	99	99	92
Hispanic or Latino (of any race)	1	1	8
Race (%)			
White	96	95	87
Asian	1	2	3
American Indian or Alaska Native	1	1	1
Multi-ethnic	0.4	0.4	3
Black or African American	0.4	0.4	2
Native Hawaiian or other Pacific Islander	0.2	dna	0.2
Other	1	1	4

a) Source: U.S. Census Bureau estimates, April 2000; figures for gender and age include residents 21 years of age or older; figures for ethnicity and race include residents of all ages.

Table 2. Languages Spoken for Clinical Purposes (other than English)

Language Competency (%)	2002	2000
None other than English	88	88
Spanish	8	7
Korean	0.4	0.3
Vietnamese	0.2	0.2
Cambodian	0	dna
Chinese	0	0.3
Laotian	0	dna
Russian	0	0.2

*The reader should keep in mind differences in sampling methods between survey years: in 2002 a *random sample* of licensed registered nurses was surveyed whereas in 2000 a *convenience sample* of licensed registered nurses was surveyed.

Table 3. RN Preparation, Type of Basic Nursing Education Program

Type (%)	2002
Diploma	18
Associate's degree	46
Baccalaureate degree	36

Table 4. RN Preparation, Location of Basic Nursing Education Program

Location (%)	2002
Oregon	60
California	9
Washington	8
Other state	22
Other country	1

Table 5. RN Preparation, Year Basic Nursing Education Completed

Year Category (%)	2002
Prior to 1975	21
1975-1984	31
1985-1994	28
1995 or after	20

Table 6. Distribution by Primary Work Setting

Primary Work Setting (%)	2002
Hospital - Inpatient	55
Private office/Private clinic	8
Home health	7
Emergency/Urgent care	6
Nursing home/Long term care	6
Public/Community health	4
Hospital-based clinic	4
Non-clinical setting	3
School health clinic	2
Other	6

Table 7. Number of Years Employed at Worksite by Primary Work Setting

Years Employed at Current Site	Mean	95% CI
All settings	9.1	8.4-9.8
School/Occupational health clinic ^b	11.1	4.7-17.5
Emergency/Urgent care	10.9	8.0-13.8
Hospital – Inpatient	10.2	9.2-11.2
Non-clinical setting ^b	9.2	4.4-14.0
Home health	7.1	5.2-8.9
Nursing home/Long term care	6.9	4.3-9.4
Private office/Private clinic	6.8	4.6-9.0
Hospital-based clinic ^b	6.4	3.0-9.7
Public/Community health ^b	6.3	2.8-9.7

b) n<30

Table 8. Distribution by Main Area of Focus

Main Area of Focus (%)	2002
Medical/Surgical	13
Obstetrics/Gynecology	8
OR/Recovery	7
Ambulatory care	7
Home health/Hospice	7
Critical care	7
Emergency care/Trauma	6
Gerontology	5
Psychiatric/Mental Health	5
Pediatrics	4
Nursing administration	3
Cardiac care	3
Community/Public Health	3
Case management	2
Float pool	2
Neonatology	2
Oncology	2
General nursing practice	1
Rehabilitation	1
Occupational Health	1
Teaching	1
Adult primary care	0.9
College/School Health	0.9
Quality assurance	0.7
Research	0.6
Corrections	0.4
Rural nursing	0.2
Staff development	0.2
Other	6

Table 9. Distribution by Geographic Location of Primary Worksite

Urban/Rural (%)	2002 RN Workforce	2000 RN Workforce	Oregon Residents ^c
Urban	28	30	19
Mixed Urban/Rural	48	44	55
Rural	21	20	23
Frontier	3	5	3
Geographic Region (%)			
Portland Metro	46	45	42
South Willamette Valley	15	14	16
Southwest	14	13	13
Mid Willamette Valley	8	10	13
Eastern	5	7	5
Central	5	6	5
Southern/Central (Klamath Basin)	3	2	2
North Coast	2	2	3
Gorge	2	2	1

c) Source: U.S. Census Bureau estimates, July 2001.

Table 10. Work Status

Work Status (%)	2002 All RNs	2002 Male RNs	2002 Female RNs
Work full-time (≥ 32 hours/week)	69	92	67
Work part-time (< 32 hours/week)	31	8	33

Table 11. Number of Hours Worked During a Typical Week

	2002 Mean	
Full-time registered nurses (≥ 32 hours/week)	Hours/Week	95% CI
All registered nurses	40.7	39.9-41.4
Male registered nurses	42.5	39.3-45.7
Female registered nurses	40.4	39.6-41.2
by Urban/Rural work site location		
Urban	40.4	39.5-41.3
Rural	41.3	39.9-42.7
Part-time registered nurses (< 32 hours/week)		
All registered nurses	21.4	20.3-22.5
Male registered nurses ^d	---	---
Female registered nurses	21.2	20.1-22.3
by Urban/Rural work site location		
Urban	21.2	19.9-22.4
Rural	21.8	19.4-24.2

d) Statistic not available due to small sample size, n=3.

Table 12. Overall Career Satisfaction (mean score^e)

	2002	2000
Overall career satisfaction	7.1	7.2

e) Rating scale: 1="very dissatisfied"; 10="very satisfied"

Table 13. Distribution by Level of Overall Career Satisfaction

Overall career satisfaction (%)	2002
Very satisfied	26
Satisfied	43
Neither satisfied nor dissatisfied	19
Dissatisfied	10
Very dissatisfied	2

Table 14. Career Plans Within the Next Two Years

	2002 Leave Oregon	2000 Leave Oregon	2002 Change careers	2000 Change careers	2002 Temp. leave ^f	2002 Retire	2000 Retire
All registered nurses (%)	4	3	3	1	2	5	2
by Urban/Rural Location (%)							
Urban	4	3	3	1	1	4	2
Rural	2	3	5	1	3	6	3
by Primary Work Setting (%)							
Hospital – Inpatient	4	dna	4	dna	2	4	dna
All other settings	5	dna	3	dna	2	5	dna
by Age (years) (%)							
21-39	5	5	4	2	5	0	0
40-55	5	3	4	1	1	2	1
56+	1	1	1	0	1	19	15
by Gender (%)							
Male	9	6	17	3	0	6	1
Female	4	3	2	1	2	5	2

f) Data regarding plans to take a temporary leave of absence not collected in 2000.

Table 15. Number of Practicing Registered Nurses per 100,000 population, 2002:
Urban/Rural Estimates

Urban/Rural Category	RNs per 100,000 population
Urban and Mixed urban/rural counties	738.7
Rural and Frontier counties	668.4
All Oregon counties	720.5

NOTE: Includes only registered nurses currently working in positions that involve patient care activities.

Table 16. Number of Practicing Registered Nurses per 100,000 population, 2002:
Geographic Region Estimates

Geographic Region	RNs per 100,000 population
Southern/Central (Klamath Basin)	885.0
Gorge	852.8
Central	850.2
Eastern	836.1
Southwest	804.0
Portland Metro	759.6
South Willamette Valley	690.5
North Coast	606.6
Mid Willamette Valley	433.3
Oregon	720.5

NOTE: Includes only registered nurses currently working in positions that involve patient care activities.

**Table 17. Number of Active Registered Nurses per 100,000 population:
Comparison of Estimates**

Data Source	RNs per 100,000 population
Oregon Health Workforce Project (2002) (1)	825
HRSA estimate for Oregon (2000) (2)	793
HRSA estimate for U.S. (2000) (2)	782
Oregon State Board of Nursing (1999) (3)	810

(1) Includes registered nurses currently working in the profession in Oregon in patient care and/or non-patient care roles.

(2) Health Resources and Services Administration, Bureau of Health Professions, U.S. Department of Health and Human Services.

(3) Estimate calculated by AHEC using Oregon State Board of Nursing estimated number of employed registered nurses.