

2009 Indiana Registered Nurse Re-Licensure Survey Report

Produced by:

The Indiana Center for Health Workforce Studies

Bowen Research Center, Department of Family Medicine
Indiana University School of Medicine

In collaboration with the:

Indiana Area Health Education Centers Program

November 2010

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Executive Summary

Introduction

The registered nurse re-licensure survey is implemented through a collaboration of the Indiana State Department of Health (ISDH) and the Indiana Professional Licensing Agency (IPLA). This report summarizes the responses to the 2009 Indiana registered nurse re-licensure survey and compares them to the results of the prior registered nurse re-licensure surveys reported in the *Indiana Registered Nurse Survey Databook* and the *Indiana Registered Nurse Re-Licensure Survey Reports*.

Purpose

The purpose of this report is to provide an in-depth examination of the registered nurse (RN) resources in Indiana so that state agencies and other interested parties have current data to facilitate decision-making. It is the goal of the report to provide accurate, timely and relevant data for legislators, medical educators, nurses, community leaders, health care executives and planners in their discussion of the health care needs of the citizens of the state of Indiana.

Methods

The Indiana State Department of Health provided the Indiana University Bowen Research Center the Indiana registered nurse re-licensure survey data file. PASW (Predictive Analytics Software) statistical program version 18.0 and SAS version 9.13 were used to perform the data analyses. Only those registered nurses who renewed their licenses electronically had the opportunity to complete the online survey.

Results: All Nurses

The number of registered nurses who reported being active in the nursing profession showed an increasing trend from 48,147 (in 1997) to 80,508 (in 2009). About one-third (29.9%) of the registered nurses who responded were in the 45-54 age group. Most of the survey respondents in 2009 were female (94.9%), white (93.7%) and non-Hispanic (98.4%). The percent of respondents with a master's degree in nursing nearly doubled from 4.4% (in 1997) to 8.2% (in 2009). Over one-tenth (12.5%) of the respondents intend to pursue a master's degree or a doctorate of nursing practice sometime in the future. Almost one-half (49.3%) of the survey respondents indicated their principal position was a staff nurse, and three-fifths (60.0%) indicated their principal work setting was in a hospital. Over one-tenth (12.6%) of the respondents held two or more paid positions as a nurse. Over one-fourth (27.1%) of the respondents worked an average of 41 or more hours per week. The most frequently reported prior work experience in 2009 was "nursing assistant." Of those nurses who reported they have completed a formal education program that prepares them for advanced practice nursing, two thirds (66.4%) completed the nurse practitioner education program and two-thirds (64.2%) are also certified in advanced practice nursing specialties. Of those nurses who have completed a formal education program, over one-half (54.0%) were currently working as nurse practitioners. Of those nurses who reported they were interested in teaching in a nursing program, over two-fifths (42.8%) hold a bachelor's degree. In 2009, over one-tenth (12.4%) of the respondents who were 65 or older anticipate retirement in less than 1 year. One-half (51.3%) of those respondents who are 55-64 years of age anticipate retirement in the next 4 to 9 years.

Results: Nursing Faculty

Of the survey respondents, only 2.1% identified their principal position as faculty in a nursing education program. Over two-fifths (42.6%) were 55 years or older. Most were female (97.4%), white (92.1%) and non-Hispanic (98.6%). Three fourths (72.8%) indicated they had a master's degree or higher degree in nursing in 2009.

Results: Advanced Practice Nurses

In 2009, around one-third of the nurse practitioners (37.2%), clinical nurse specialists (34.9%), nurse-midwives (32.4%), nurse anesthetists (28.9%), and those who work in more than one specialty (44.1%) are within the 45-54 age group. Almost all the advanced practice nurses were female (nurse practitioner, 95.3%; clinical nurse specialist, 96.4%; nurse-midwife, 100.0%; more than one position, 100.0%). However, nurse anesthetists are equally male (50.8%) and female (49.2%) nurses. Most of the advanced practice nurses were white and non-Hispanic. The most frequently reported degree was a master's degree (nurse practitioners, 91.8%; clinical nurse specialists, 77.5%; nurse-midwives, 86.5%; nurse anesthetists, 61.8%; and those who work in more than one specialty, 91.2%). Around one-half of nurse practitioners (56.9%), nurse-midwives (59.5%) and nurses in more than one specialty (47.1%) work in a non-hospital patient care setting. One-half of clinical nurse specialists (45.4%) and three-fourths of nurse anesthetists (77.7%) work in a hospital patient care setting.

Results: Location of Registered Nurses in Indiana

Counties with the largest populations tended to have the most registered nurses and the highest ratios per 100,000 population.

Results: Time Trends in the Registered Nurse Workforce

The total number of registered nurses actively practicing in Indiana increased from 43,507 in 1997 to 57,990 in 2009. There has been an increasing trend in the 45-64 age group and a slight decrease in the 31-44 age group. The number of nurses with a master's degree has doubled since 1997, from 1,899 to 4,426 in 2009.

Conclusions

There has been an increase in the number of licensed registered nurses actively practicing in Indiana. The percentage of registered nurses aged 45 and older has grown since 1997. The percent of respondents with master's degrees in nursing nearly doubled since 1997. Over one-half of the respondents' principal position was staff nurse and three-fifths of the respondents' principal work setting was in a hospital. Of those respondents who completed a formal education program that would prepare them for advanced practice nursing, over one-half were working as nurse practitioner. Of those nurses who reported they are interested in teaching in a nursing program, over two-fifths have a bachelor's degree. In 2009, one-half of those respondents who are 55-64 years of age anticipate retirement in the next 4-9 years. Of the survey respondents, very few identified their principal position as faculty in a nursing education program. Over two-fifths of the nursing faculty were 55 years or older. Most were female, white and non-Hispanic. Three fourths indicated they had a master's degree or higher degree in nursing in 2009. Of the survey respondents, about one-tenth has completed a formal education program that prepared them for advanced practice nursing. Around one-third of the advanced practice nurses are within the 45-54 age group. Almost all were female; however, nurse anesthetists are equally male and female. Most of the advanced practice nurses were white and non-Hispanic. The most frequently reported degree was a master's degree. Around one-half of nurse practitioners, nurse-midwives, and nurses in more than one specialty work in a non-hospital patient care setting, while one-half of clinical nurse specialists and three-fourths of nurse anesthetists work in a hospital patient care setting. There has been an increasing trend in the 45-64 age group and a slight decrease in the 31-44 age group. The number of nurses with a master's degree has doubled from 1997 to 2009.

Chapter 1: Introduction

Having an accurate understanding of the personal and professional characteristics of registered nurses licensed in Indiana is critical to develop and manage effective programs to recruit and retain registered nurses where they are most needed in the State. The purpose of this report is to provide those data. The findings from this report may be used to identify registered nurse shortage areas, develop more recruitment and retention strategies, and plan additional locations for training nurses within the state.

The Indiana State Department of Health (ISDH) and the Indiana Professional Licensing Agency (IPLA) collaborated in implementing the Indiana registered nurse re-licensure surveys. In 1997 and 2001, licenses were renewed by mail and an accompanying paper questionnaire was included. Beginning in 2003, IPLA began electronic license renewals. Since then, all Indiana registered nurses who renewed their license electronically were asked to complete an electronic survey instrument.

The 2009 Indiana registered nurse re-licensure survey instrument included items to address current work status, principal practice location, principal position, activities performed in the principal practice location, practice setting, average hours worked, current education level, and plans for obtaining future degrees. A copy of the 2009 Indiana registered nurse re-licensure survey instrument is included in *Appendix 1*.

This report summarizes the responses to the 2009 Indiana registered nurse re-licensure survey and compares the results from the current survey to the results of the prior registered nurse surveys (1997, 2001, 2005, and 2007). Due to the low response rate of 66%, the 2003 survey results are generally not reported because of the possibility of a non-response bias.

Inclusion Criteria

This report includes only those registered nurses who renewed their licenses electronically and had the opportunity to complete the survey; those nurses who indicated spending most of their principal position time in the state of Indiana; nurses with an “active,” “probation,” “valid while appeal pending,” or “valid while being reviewed” license status; and only those registered nurses who were actively working in a paid position.

Data Analysis

The Indiana University Department of Family Medicine’s Bowen Research Center staff received the 2009 Indiana registered nurses dataset from ISDH and licensure information about registered nurses from the IPLA database. The PASW (Predictive Analytics Software, formerly SPSS) statistical program version 18.0 and SAS version 9.13 were used to analyze those data.

Response Rates

Table 1.1 Renewal Method and Survey Response Rates

Registered Nurses	1997*		2001*		2003		2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Renewed electronically & responded to at least one question	62,230	89.0	68,258	93.6	47,495	66.3	56,670	79.8	66,451	81.2	81,976	92.3
Did not respond to any questions on the survey	7,663	11.0	4,670	6.4	24,090	33.7	14,312	20.2	15,335	18.8	6,876	7.7
Total	69,893	100.0	72,928	100.0	71,585	100.0	70,982	100.0	81,786	100.0	88,852	100.0

*Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 1.1 shows the total number of registered nurses who renewed their license. The number of total renewals increased from 69,893 in 1997 to 88,852 in 2009. Of those registered nurses who renewed their license in 2009, 92.3% renewed their license electronically and responded to at least one question on the survey.

Active Registered Nurses

Table 1.2 Registered Nurses Who Are Active*

Registered Nurses	1997**		2001**		2003		2005***		2007***		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Respondents Active (% of Respondents)	48,147	77.4	54,132	79.3	39,829	83.9	48,435	85.5	57,040	85.8	80,508	98.2
Respondents Active in Indiana (% of Active)	38,721	80.4	45,615	84.3	35,963	90.3	43,161	90.1	48,950	85.8	53,525	66.5

*These numbers represent survey respondents only.

**Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

*** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 1.2 presents the number of active registered nurses. The *total* number of registered nurses who reported being active has almost doubled from 48,147 (in 1997) to 80,508 (in 2009). Likewise, the number of registered nurses who reported being active *in Indiana* showed an increasing trend from 38,721 (in 1997) to 53,525 (in 2009). Only those nurses who responded to the surveys are reported in this table.

Current Work Status

Table 1.3 Current Work Status of Indiana Registered Nurses*

Work Status	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
Actively working in a paid position related to nursing	43,164	93.3	47,169	87.0	50,682	95.3
Actively working in paid position in health care, but not in nursing	1,337	2.9	1,442	2.7	1,121	2.1
Actively working, but not in nursing or in health care	526	1.1	719	1.3	101	0.2
Working in nursing, but ONLY on a non-paid basis	452	1.0	571	1.1	358	0.7
Unemployed and seeking work as a nurse in Indiana	220	0.5	616	1.1	452	0.9
Temporarily inactive as a nurse	409	0.9	2,309	4.3	300	0.6
Retired from nursing or permanently inactive as a nurse	174	0.4	1,378	2.5	148	0.3
Total Valid Responses	46,282	100.0	54,204	100.0	53,162	100.0
No response on work status	147		150		363	
Total Living or Working in Indiana	46,429		54,354		53,525	

*These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 1.3 presents the current work status of registered nurses who were working in Indiana. Only those respondents who were “actively working in a paid position related to nursing” were included in this report.

Limitations of the Survey

The survey instrument used in 2009 is shown in *Appendix 1*. Several changes were implemented in the 2009 survey instrument in response to discussions with members of the advisory board. Some questions have been added and others re-worded to obtain more precise information. As a result, the 2009 data may not be fully comparable to data from previous years. Only those nurses who participated in the re-licensure survey were included in the data analysis. In 2009 there was a 92.3% response rate; therefore there is only a small possibility of non-response bias.

Organization of this Report

Chapter 2 provides tables summarizing responses of the survey respondents. *Chapter 3* presents the demographic and professional characteristics of nursing program faculty. *Chapter 4* provides the demographics and professional characteristics of advanced practice nurses. *Chapter 5* presents maps of Indiana showing the number of registered nurses and the ratio of registered nurses to population in each county. *Chapter 6* summarizes time trends in the registered nurses workforce and shows projections into the future. Finally, *Chapter 7* summarizes results of the data analysis.

Appendices

The Indiana registered nurse re-licensure survey instrument used in 2009 is provided in *Appendix 1*. A comparison chart showing survey items collected from 1997 through 2009 is shown in *Appendix 2*.

Chapter 2: Responses to the 2009 Indiana Registered Nurse Survey

This chapter summarizes responses to items on the 2009 Indiana registered nurse re-licensure survey. Responses from the 1997, 2001, 2005, and 2007 surveys are also summarized for those items that matched the 2009 survey instrument.

Age

Table 2.1 Age of Active Registered Nurses*

Age Groups	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
24 or younger	1,241	2.9	1,437	3.0	1,549	3.1
25-34	8,541	20.0	9,391	19.3	9,603	19.0
35-44	11,761	27.5	12,847	26.5	12,295	24.3
45-54	14,312	33.5	15,636	32.2	15,113	29.9
55-64	6,150	14.4	8,050	16.6	9,951	19.7
65 or older	766	1.8	1,182	2.4	2,048	4.1
Total	42,771	100.0	48,543	100.0	50,559	100.0
Missing	390		407		123	

*These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.1 shows the age distribution of nursing survey respondents active in Indiana. About one-third (29.9%) of the registered nurses who responded were in the 45-54 age group. One-fourth of the respondents were 55 or older in 2009 (23.8%).

Gender

Table 2.2 Gender of Active Registered Nurses*

Gender	1997**		2001**		2005***		2007***		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	36,572	96.3	43,192	95.7	40,619	94.9	n/a	n/a	46,946	94.9
Male	1,403	3.7	1,951	4.3	2,182	5.1	n/a	n/a	2,534	5.1
Total	37,975	100.0	45,143	100.0	42,801	100.0	n/a	n/a	49,480	100.0
Missing	746		472		360				1,202	

*These numbers represent survey respondents only.

**Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

*** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.2 presents the gender distribution for the nursing survey respondents active in Indiana. Gender was not asked in the 2007 Indiana registered nurse survey. Most of the survey respondents in 2009 (94.9%) were female.

Race

Table 2.3 Race of Active Registered Nurses*

Race	1997**		2001**		2005***		2007***		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
White	36,653	95.4	42,650	94.8	40,373	94.2	n/a	n/a	46,060	93.7
Black/African American	1,011	2.6	1,344	3.0	1,233	2.9	n/a	n/a	1,632	3.3
Asian/Pacific Islander	378	1.0	453	1.0	492	1.1	n/a	n/a	681	1.4
American Indian / Native Alaskan	68	0.2	73	0.2	93	0.2	n/a	n/a	146	0.3
Multi-racial	n/a	n/a	155	0.3	210	0.5	n/a	n/a	n/a	n/a
Other	326	0.8	319	0.7	476	1.1	n/a	n/a	628	1.3
Total	38,436	100.0	44,994	100.0	42,877	100.0	n/a	n/a	49,147	100.0
Missing	285		621		284				1,535	

*These numbers represent survey respondents only.

**Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

*** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.3 displays the racial distribution of the nursing survey respondents active in Indiana. Race was not asked in the 2007 Indiana registered nurse survey. In 2009, a majority of the respondents were white (93.7%).

Ethnicity

Table 2.4 Ethnicity of Active Registered Nurses*

Hispanic Origin	1997**		2001**		2005***		2007***		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	418	1.1	555	1.3	658	1.5	n/a	n/a	739	1.6
No	35,956	98.9	40,723	98.7	42,014	98.5	n/a	n/a	44,127	98.4
Total	36,374	100.0	41,278	100.0	42,672	100.0	n/a	n/a	44,866	100.0
Missing	2,347		4,337		489				5,816	

*These numbers represent survey respondents only.

**Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

*** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.4 presents the ethnicity of the nursing survey respondents active in Indiana. Ethnicity was not asked in the 2007 Indiana registered nurse survey. In 2009, a majority of the respondents were non-Hispanic (98.4%).

Highest Degree in Nursing

Table 2.5 Highest Degree in Nursing*

Highest Degree in Nursing	1997**		2001**		2005***		2007***		2009	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Diploma	8,121	21.0	6,663	14.7	4,602	10.7	4,255	9.4	4,222	8.4
Associate	17,077	44.2	19,879	43.9	19,190	44.6	20,501	45.1	22,579	45.1
Bachelor's	11,667	30.2	15,745	34.8	15,809	36.7	16,990	37.3	18,964	37.9
Master's	1,690	4.4	2,828	6.2	3,162	7.3	3,505	7.7	4,085	8.2
Doctorate	94	0.2	172	0.4	263	0.6	248	0.5	196	0.4
Total	38,649	100.0	45,287	100.0	43,026	100.0	45,499	100.0	50,046	100.0
Missing	72		328		135		3,451		636	

*These numbers represent survey respondents only.

**Indiana Registered Nurse Survey Databook 1997 (& 2001), Indiana Health Care Professional Development Commission.

*** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.5 shows the highest degree in nursing reported by the survey respondents. The percent of respondents with bachelor's degree or higher increased from 34.8% (1997) to 46.5% (2009).

Future Nursing Degrees

Table 2.6 Other Nursing Degrees Being Pursued in the Next Two Years*

Future Degrees	2009	
	Number	Percent
Bachelor's	6,180	13.3
Master's	5,252	11.3
Doctor of Nursing Practice	551	1.2
Other Doctorate	269	0.6
I plan on getting more than one degree	158	0.3
I do not intend to pursue further nursing education	34,046	73.3

*These numbers represent survey respondents only.

Table 2.6 shows additional nursing degrees the survey respondents plan to pursue in the next two years. In 2009, over one-tenth (12.5%) of the survey respondents intended to pursue a master's degree or a doctor of nursing practice in the next two years.

Principal Position

Table 2.7 Principal Position as a Nurse*

Principal Position	2009	
	Number	Percent
Administrator of organization/facility/agency or assistant administrator	571	1.1
Administrator of nursing or assistant	664	1.3
Case manager	1,909	3.8
Certified nurse anesthetist	195	0.4
Charge nurse	3,962	7.9
Clinical nurse specialist	520	1.0
Consultant	349	0.7
Dean, director, or assistant/associate director of nursing education program	161	0.3
Float nurse	1,108	2.2
Discharge planner/outcomes manager	60	0.1
Head nurse or assistant head nurse	453	0.9
Infection control nurse	139	0.3
Informatics nurse	246	0.5
Instructor at a school of nursing	703	1.4
Insurance reviewer	189	0.4
Nurse clinician	1,072	2.1
Nurse coordinator	837	1.7
Nurse manager	2,087	4.2
Nurse midwife	82	0.2
Nurse practitioner	1,740	3.5
Nursing staff development director	121	0.2
Nursing staff development instructor	317	0.6
Patient care coordinator	398	0.8
Private duty nurse	171	0.3
Professor or assistant/associate professor	177	0.4
Public health nurse	453	0.9
Quality improvement nurse	428	0.9
Researcher	201	0.4
School nurse	1,062	2.1
Staff nurse	24,643	49.3
Supervisor or assistant supervisor	810	1.6
Surveyor/auditor/regulator	93	0.2
Team leader	221	0.4
Traveling nurse	57	0.1
Visiting nurse/home health nurse	885	1.8
No position title	1,879	3.8
Other	1,024	2.0
Total	49,987	100.0
Missing	695	

*These numbers represent survey respondents only.

Table 2.7 shows the principal position of the nursing survey respondents in 2009. Almost one-half (49.3%) of the respondents indicated their principal position was a staff nurse.

Principal Work Settings

Table 2.8 Principal Work Setting *

Principal Work Settings	2009	
	Number	Percent
Non-Federal, short term hospital, except psychiatric	19,557	39.7
Non-Federal, long term hospital, except psychiatric	1,951	4.0
Non-Federal psychiatric hospital	518	1.1
Federal Government hospital	1,160	2.4
Other type of hospital	6,322	12.8
Hospital Total	29,508	60.0
Nursing home unit in hospital	248	0.5
Free standing nursing home/extended care facility	2,246	4.6
Facility for mentally challenged	55	0.1
Other types of extended care facility	256	0.5
Nursing Home/Extended Care Facility Total	2,805	5.7
LPN/LVN program	85	0.2
Diploma program (RN)	27	0.1
Associate degree program	285	0.6
Bachelor's degree	390	0.8
Higher degree nursing program	117	0.2
Other program	73	0.1
Nursing Education Program Total	977	2.0
Official State Health Department	97	0.2
Official State Mental Health Agency	122	0.2
Official City or County Health Department	257	0.5
Combination (official/voluntary) nursing service	34	0.1
Visiting nurse service (VNS/NA)	251	0.5
Home health service unit (hospital based)	630	1.3
Home health agency (non-hospital based)	1,452	3.0
Community mental health organization or facility	400	0.8
Substance abuse center/clinic	51	0.1
Community/neighborhood health center	646	1.3
Planned Parenthood/family planning center	48	0.1
Day care center	28	0.1
Rural health care center	314	0.6
Retirement community center	123	0.2
Hospice	560	1.1
Other	444	0.9
Public or Community Health Setting Total	5,457	11.1
Public school system	926	1.9
Private or parochial elementary or secondary school	55	0.1
College or university	376	0.8
Other	41	0.1
School Health Service Total	1,398	2.8
Private industry	244	0.5
Government	14	0.0
Other	115	0.2
Occupational Health Total	373	0.8

Table 2.8 Principal Work Setting * (Continued)

Principal Work Settings	2009	
	Number	Percent
Solo practice (physician)	322	0.7
Solo practice (nurse)	72	0.1
Partnerships (physicians)	531	1.1
Partnerships (nurses)	25	0.1
Group practice (physicians)	1,198	2.4
Group practice (nurses)	74	0.2
Partnership or group practice	315	0.6
Freestanding clinic (physicians)	191	0.4
Freestanding clinic (nurses)	96	0.2
Ambulatory surgical center	1,326	2.7
Dialysis center/clinic	356	0.7
Dental practice	10	0.0
Hospital owned off-site clinics	522	1.1
Health Maintenance Organization	17	0.0
Other	500	1.0
Ambulatory Care Setting Total	5,555	11.3
Correctional facility	165	0.3
Private duty in home setting	59	0.1
Home based self employment	93	0.2
Other	2,819	5.7
Other Total	3,136	6.4
TOTAL	49,209	100.0
Missing	1,473	

**These numbers represent survey respondents only.*

Table 2.8 shows the principal work settings of the nursing survey respondents in 2009. Three-fifths (60.0%) of the survey respondents' principal work setting was in a hospital followed by ambulatory care setting (11.3%) and public or community health setting (11.1%).

Number of Paid Positions

Table 2.9 Number of Paid Positions as a Nurse*

Number of Positions	2009	
	Number	Percent
1	43,757	87.3
2	5,771	11.5
3	497	1.0
4	69	0.1
Total	50,094	100.0
Missing	588	

**These numbers represent survey respondents only.*

Table 2.9 shows the number paid position the survey responds had in 2009. Over one-tenth (12.6%) of the respondents held two or more paid positions as a nurse.

Work Setting for Other Nursing Position(s)

Table 2.10 Work Setting for Other Nursing Position(s)*

Other Work Setting	2009	
	Number	Percent
Hospital	6,799	56.3
Nursing Home/Extended Care Facility	762	6.3
Nursing Education Program	501	4.1
Public or Community Health Setting	554	4.6
School Health Service	274	2.3
Occupational Health	108	0.9
Ambulatory Care Setting	804	6.7
Insurance Claims/Benefits	56	0.5
Policy, Planning, Regulatory, or Licensing Agency	23	0.2
Other	2,206	18.3
Total	12,087	100.0
Missing	38,595	

**These numbers represent survey respondents only.*

Table 2.10 shows the work setting for other nursing positions held by the survey respondents in 2009. Similar to the principal work setting, over one-half (56.3%) of the survey respondents' work setting was in a hospital.

Average Hours Worked

Table 2.11 Hours Per Week on Average Spent on all Related Nursing Activities*

Hours	2009	
	Number	Percent
1-19 hours	2,880	5.9
20-35 hours	10,183	20.9
36-40 hours	22,527	46.2
41 or more hours	13,214	27.1
Total	48,804	100.0
Missing	1,878	

**These numbers represent survey respondents only.*

Table 2.11 shows the number of hours worked per week by the nursing survey respondents in 2009. Over one-fourth (27.1%) of the respondents worked an average of 41 or more hours per week.

Prior Work Experience

Table 2.12 Registered Nurses with Prior Work Experience*

Prior Work Experience	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
Nursing Assistant	12,357	28.6	n/a	n/a	7,354	34.2
Certified Nurse Aide	7,135	16.5	8,272	16.9	4,419	20.6
Paramedic	297	0.7	340	0.7	56	0.3
Emergency Medical Technician	1,718	4.0	1,851	3.8	749	3.5
Licensed Practice Nurse	6,116	14.2	7,117	14.5	4,070	19.0
One or more of these	21,217	49.2	20,535	42.0	4,824	22.5
None of these	21,944	50.8	28,415	58.0	n/a	n/a

*These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 2.12 presents the nursing survey respondents prior work experience in 2005, 2007 and 2009. This question was not included in the 1997 or 2001 surveys. In 2009, the most common prior work experience was a “nursing assistant.” Over one-fifth reported prior work experience in one or more of these health care professions (22.5% in 2009).

Formal Education Programs

Table 2.13 Completed a Formal Education Program that is Preparing for Advanced Practice Nursing*

Education Programs	2009	
	Number	Percent
Clinical Nurse Specialist	885	24.7
Nurse Practitioner	2,379	66.4
Nurse Anesthetist	200	5.6
Nurse-midwife	117	3.3
Total	3,581	100.0
Missing	491	

*These numbers represent survey respondents only.

Table 2.13 represents only those nurses (n = 4,072; 8.3%) who reported they have completed a formal education program that prepared them for advanced practice nursing. Of those nurses, two-thirds (66.4%) completed the nurse practitioner education program.

Certified Advanced Practice Nurses

Table 2.14 Certified Advanced Practice Nurses*

Nurse Specialties	2009	
	Number	Percent
Clinical Nurse Specialist	308	16.9
Nurse Practitioner	1,885	71.2
Nurse Anesthetist	176	6.8
Nurse-Midwife	87	3.3
More than one	44	1.8
Total	2,500	100.0
Missing	680	

**These numbers represent survey respondents only.*

Table 2.14 shows those nurses who have completed a formal education program and are certified in advanced practice nursing. Among these nurses almost three-fourths (71.2%) are certified nurse practitioners.

Working Advanced Practice Nurses

Table 2.15 APN's Currently Working in the Following Nurse Specialties*

Nurse Specialties	2009	
	Number	Percent
Clinical Nurse Specialist	368	11.0
Nurse Anesthetist	188	5.6
Nurse-Midwife	74	2.2
Nurse Practitioner	1,807	54.0
Work in More than One Specialty	34	1.0
Not Currently Working as an APN	874	26.1
Total	3,345	100.0
Missing	727	

**These numbers represent survey respondents only.*

Table 2.15 shows that of those nurses who have completed a formal education program, over one-half (54.0%) were currently working as nurse practitioners and over one-fourth (26.1%) were not currently working as an APN.

Interest in Teaching

Table 2.16 Interested in Teaching a Nursing Program by Respondents' Highest Degree in Nursing*

Highest Nursing Degree	2009	
	Number	Percent
Diploma	694	4.3
Associate	6,345	39.4
Bachelor's	6,887	42.8
Master's	2,066	12.8
Doctorate	98	0.6
Total	16,090	100.0
Missing	75	

*These numbers represent survey respondents only.

Table 2.16 represents only those nurses (n = 16,165; 31.9%) who reported they are interested in teaching in a nursing program. Of those who are interested, over two-fifths (42.8%) held a bachelor's degree. Only 0.6% of the respondents who were interested in teaching have a doctorate.

Retirement

Table 2.17 Age Categories by Survey Respondents' Anticipated Year of Retirement, 2009*

Years	Age											
	24 or younger		25-34		35-44		45-54		55-64		65 or older	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Less than 1 year	0	0.0	1	0.0	1	0.0	16	0.1	178	1.9	235	12.4
2-3 years	0	0.0	5	0.1	11	0.1	117	0.8	1,372	14.6	782	41.4
4-9 years	3	0.2	21	0.2	72	0.6	1,375	9.5	4,812	51.3	440	23.3
10 or more years	1,472	99.8	9,166	99.7	11,705	99.3	12,892	89.5	3,021	32.2	432	22.9
Total	1,475	100.0	9,193	100.0	11,789	100.0	14,400	100.0	9,383	100.0	1,889	100.0
Missing	74		410		506		713		568		159	

*These numbers represent survey respondents only.

Table 2.17 displays the age category distribution by the survey respondents' anticipated year of retirement. In 2009, over one-tenth (12.4%) of the respondents who were 65 or older anticipate retirement in less than 1 year. One-half (51.3%) of those respondents who are 55-64 years of age anticipate retirement in the next 4-9 years.

Chapter 3: Nursing Faculty

The results presented in this chapter show the demographic and professional characteristics of nursing program faculty who responded to the 2005, 2007 and 2009 Indiana registered nurse relicensure surveys. Respondents were asked to identify their principal position on the surveys. Only those respondents who identified their principal position as faculty in a nursing program were included in the analysis reported in this chapter.

Age

Table 3.1 Age of Nursing Faculty*

Age Groups	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
Under 25	1	0.1	0	0.0	1	0.1
25-34	51	7.0	43	5.1	62	6.0
35-44	120	16.4	157	18.7	165	15.9
45-54	325	44.5	326	38.8	369	35.5
55-64	211	28.9	270	32.1	365	35.1
65 or older	23	3.1	44	5.2	78	7.5
Total	731	100.0	840	100.0	1,040	100.0
Missing	2		0		1	

* These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 3.1 shows the age of the nursing faculty. In 2009, over two-fifths (42.6%) of the respondents were 55 years or older. Less than one-tenth of the respondents (6.1%) were under 35 years of age.

Gender

Table 3.2 Gender of Nursing Faculty*

Gender	2005**		2007		2009	
	Number	Percent	Number	Percent	Number	Percent
Female	712	97.1	n/a	n/a	1,000	97.4
Male	21	2.9	n/a	n/a	27	2.6
Total	733	100.0	n/a	n/a	1,027	100.0
Missing	0				14	

* These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 3.2 presents the gender distribution for the nursing faculty survey respondents. Gender was not asked in the 2007 Indiana registered nurse survey. In 2009, almost all the respondents (97.4%) were female.

Race

Table 3.3 Race of Nursing Faculty*

Race	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
White	690	94.2	n/a	n/a	940	92.1
Black/African American	27	3.7	n/a	n/a	47	4.6
Asian/Pacific Islander	6	0.8	n/a	n/a	13	1.3
American Indian/Native Alaskan	2	0.3	n/a	n/a	2	0.2
Multi-Racial	0	0.0	n/a	n/a	n/a	n/a
Other	7	1.0	n/a	n/a	19	1.9
Total	732	100.0	n/a	n/a	1,021	100.0
Missing	1				20	

* These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 3.3 displays the racial distribution of the nursing faculty survey respondents. Race was not asked in the 2007 Indiana registered nurse survey. In 2009, a majority (92.1%) of the respondents were white.

Ethnicity

Table 3.4 Ethnicity of Nursing Faculty*

Hispanic Origin	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
Yes	8	1.1	n/a	n/a	13	1.4
No	719	98.9	n/a	n/a	936	98.6
Total	727	100.0	n/a	n/a	949	100.0
Missing	6				92	

* These numbers represent survey respondents only.

** 2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Table 3.4 presents the ethnicity of the nursing faculty survey respondents. Ethnicity was not asked in the 2007 Indiana registered nurse survey. In 2009, a majority (98.6%) of the respondents were non-Hispanic.

Highest Degree in Nursing

Table 3.5 Highest Degree in Nursing Among Nursing Faculty*

Degree	2005**		2007**		2009	
	Number	Percent	Number	Percent	Number	Percent
Diploma	8	1.1	9	1.1	15	1.5
Associate	14	1.9	25	3.1	66	6.4
Bachelor's	147	20.4	184	22.8	200	19.3
Master's	447	61.9	487	60.4	631	61.0
Doctorate	106	14.7	101	12.5	122	11.8
Total	722	100.0	806	100.0	1,034	100.0
Missing	11		34		7	

* *These numbers represent survey respondents only.*

** *2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.*

Table 3.5 shows the distribution of nursing faculty by “highest degree in nursing.” In 2009, about three-fourths of the respondents (72.8%) indicated having a master’s degree or higher.

Chapter 4: Advanced Practice Nurses

The chapter presents the demographic and professional characteristics of the advanced practice nurses (APNs). Advanced practice nurses include the following specialties: nurse practitioners, clinical nurse specialists, nurse-midwives, nurse anesthetists, and those who are currently working in more than one specialty. Only those respondents who indicated they have completed a formal education program that prepared them for advanced practice nursing and are currently working as an advanced practice nurse were included in the analysis reported in this chapter.

Age

Table 4.1 Age Groups of Advanced Practice Nurses, 2009*

Age Groups	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 25	2	0.1	1	0.3	0	0.0	0	0.0	0	0.0
25-34	240	13.3	16	4.4	14	18.9	16	8.6	1	2.9
35-44	458	25.4	68	18.5	20	27.0	66	35.3	10	29.4
45-54	672	37.2	128	34.9	24	32.4	54	28.9	15	44.1
55-64	377	20.9	133	36.2	14	18.9	37	19.8	5	14.7
65 or older	56	3.1	21	5.7	2	2.7	14	7.5	3	8.8
Total	1,805	100.0	367	100.0	74	100.0	187	100.0	34	100.0
Missing	2		1		0		1		0	

*These numbers represent survey respondents only.

Table 4.1 shows the age distribution of advanced practice nurses. Around one-third of the nurse practitioners (37.2%), clinical nurse specialist (34.9%), nurse-midwives (32.4%), nurse anesthetist (28.9%), and those who work in more than one specialty (44.1%) are within the 45-54 age group.

Gender

Table 4.2 Gender of Advanced Practice Nurses, 2009*

Gender	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	1,699	95.3	352	96.4	73	100.0	94	50.8	34	100.0
Male	84	4.7	13	3.6	0	0.0	91	49.2	0	0.0
Total	1,783	100.0	365	100.0	73	100.0	185	100.0	34	100.0
Missing	24		3		1		3		0	

*These numbers represent survey respondents only.

Table 4.2 presents the gender of advanced practice nurses. Almost all the advanced practice nurses were female (nurse practitioner, 95.3%; clinical nurse specialist, 96.4%; nurse-midwife, 100.0%; more than one position, 100.0%). However, nurse anesthetists are equally male (50.8%) and female (49.2%) nurses.

Race

Table 4.3 Race of Advanced Practice Nurses, 2009*

Race	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
White	1,664	94.9	341	95.3	70	94.6	158	87.8	32	94.1
Black/African American	51	2.9	11	3.1	1	1.4	8	4.4	2	5.9
Asian/Pacific Islander	20	1.1	2	0.6	2	2.7	8	4.4	0	0.0
American Indian/Native Alaskan	4	0.2	2	0.6	0	0.0	2	1.1	0	0.0
Other	14	0.8	2	0.6	1	1.4	4	2.2	0	0.0
Total	1,753	100.0	358	100.0	74	100.0	180	100.0	34	100.0
Missing	54		10		0		8		0	

*These numbers represent survey respondents only.

Table 4.3 shows the race distribution of advanced practice nurses. A majority of the nurse practitioners (94.9%), clinical nurse specialists (95.3%), nurse-midwives (94.6%), nurse anesthetists (87.8%) and those who work in more than one specialty (94.1%) were white.

Ethnicity

Table 4.4 Ethnicity of Advanced Practice Nurses, 2009*

Hispanic Origin	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	28	1.7	10	2.9	2	2.7	8	4.8	1	3.4
No	1,654	98.3	332	97.1	72	97.3	159	95.2	28	96.6
Total	1,682	100.0	342	100.0	74	100.0	167	100.0	29	100.0
Missing	125		26		0		21		5	

*These numbers represent survey respondents only.

Table 4.4 presents the ethnicity of the advanced practice nurses. A majority of the nurse practitioners (98.3%), clinical nurse specialists (97.1%), nurse-midwives (97.3%), nurse anesthetists (95.2%) and those who work in more than one specialty (96.6%) were non-Hispanic.

Highest Degree

Table 4.5 Highest Degree in Nursing Among Advanced Practice Nurses, 2009*

Degree	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Diploma	11	0.6	9	2.5	1	1.4	24	12.9	1	2.9
Associate	16	0.9	21	5.8	1	1.4	20	10.8	0	0.0
Bachelor's	86	4.8	24	6.6	6	8.1	26	14.0	0	0.0
Master's	1,650	91.8	282	77.5	64	86.5	115	61.8	31	91.2
Doctorate	34	1.9	28	7.7	2	2.7	1	0.5	2	5.9
Total	1,797	100.0	364	100.0	74	100.0	186	100.0	34	100.0
Missing	10		4		0		2		0	

*These numbers represent survey respondents only.

Table 4.5 shows the highest degree in nursing earned by advanced practice nurses. The most frequently reported degree was a master's degree (nurse practitioners, 91.8%; clinical nurse specialists, 77.5%; nurse-midwives, 86.5%; nurse anesthetists, 61.8%; and those who work in more than one specialty, 91.2%).

Principal Work Setting

Table 4.6 Principal Work Setting of Advanced Practice Nurses, 2009*

Principal Setting	Nurse Practitioner		Clinical Nurse Specialist		Nurse-midwife		Nurse Anesthetist		More Than One	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Non-Hospital Patient Care	1,028	56.9	110	29.9	44	59.5	34	18.1	16	47.1
Hospital Patient Care	355	19.6	167	45.4	17	23.0	146	77.7	13	38.2
Government Agency	105	5.8	24	6.5	3	4.1	2	1.1	1	2.9
Education	129	7.1	50	13.6	4	5.4	1	0.5	1	2.9
Private Business	31	1.7	2	0.5	1	1.4	0	0.0	0	0.0
Other	159	8.8	15	4.1	5	6.8	5	2.7	3	8.8
Total	1,807	100.0	368	100.0	74	100.0	188	100.0	34	100.0
Missing	0		0		0		0		0	

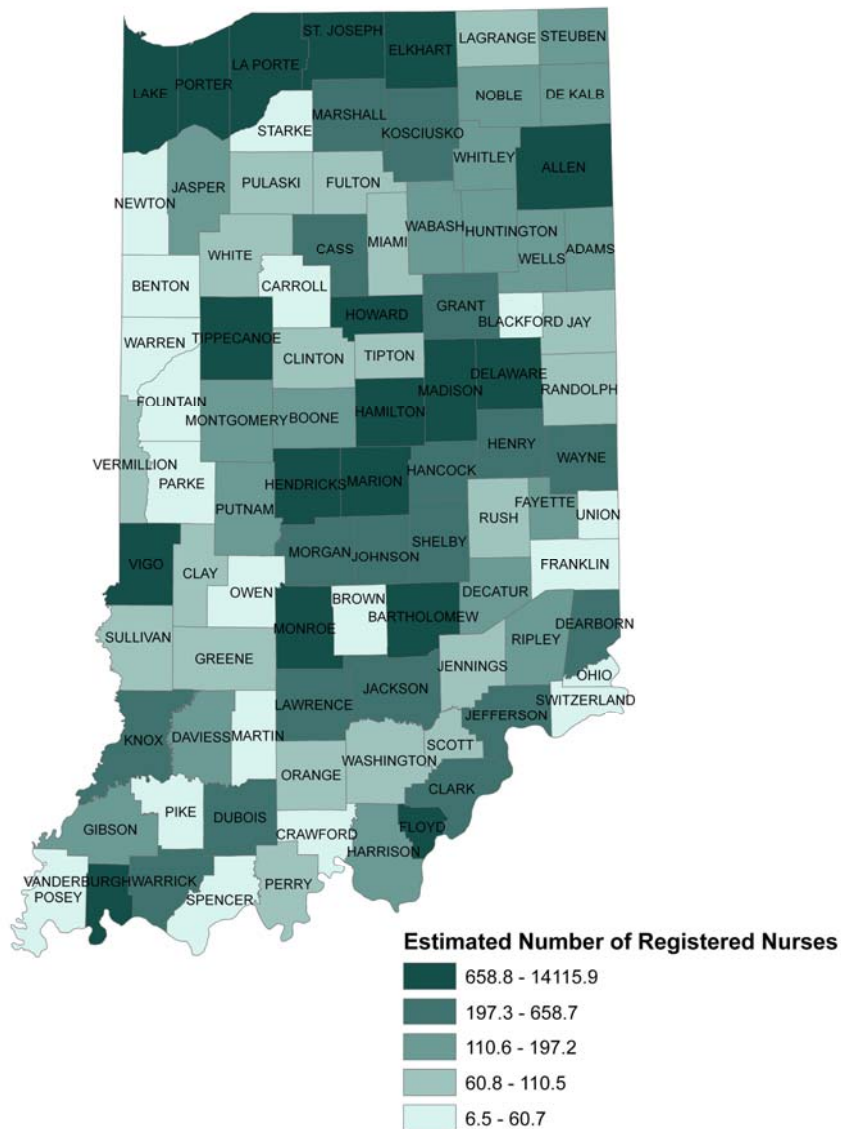
*These numbers represent survey respondents only.

Table 4.6 presents the principal work setting for advanced practice nurses. Around one-half of nurse practitioners (56.9%), nurse-midwives (59.5%), and nurses in more than one specialty (47.1%) work in a non-hospital patient care setting. One-half of clinical nurse specialists (45.4%) and three-fourths of nurse anesthetists (77.7%) work in a hospital patient care setting.

Chapter 5: Principal Practice Location

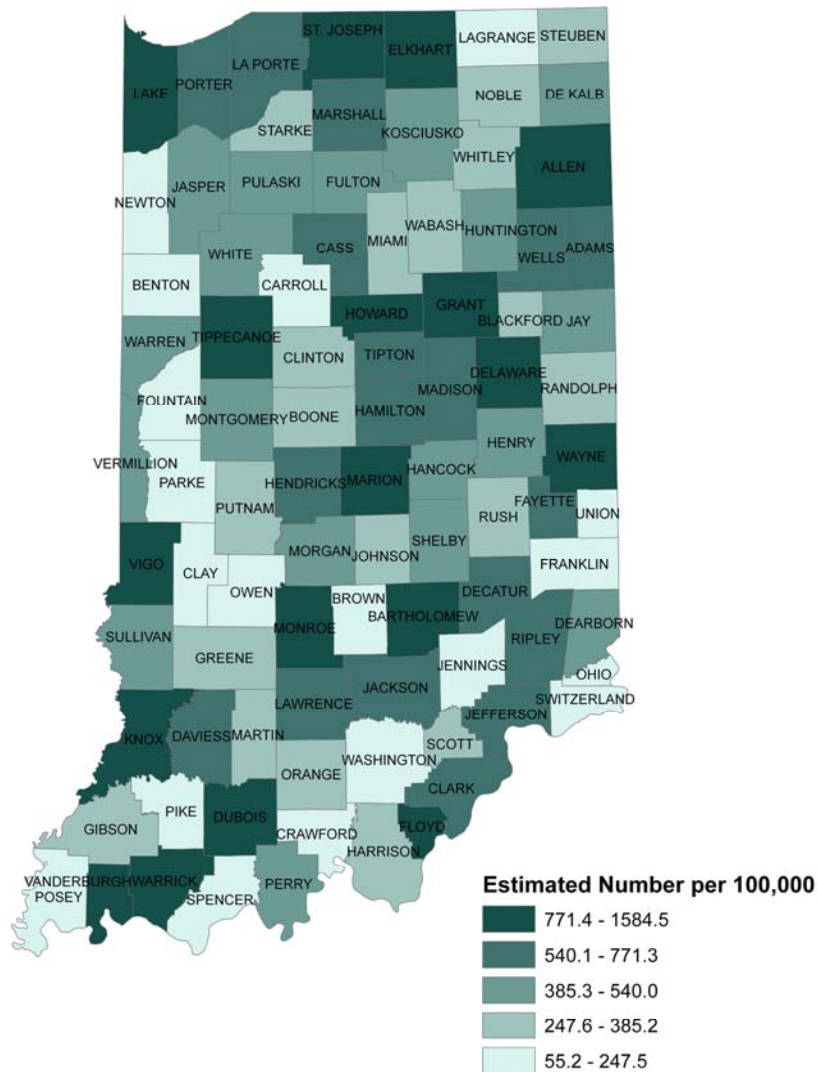
The following two maps display the *estimated* number of registered nurses by county within the state of Indiana in 2009. The number of registered nurses in each county is based on the respondents' principal practice location and it was adjusted (weighted) for the response rate of the 2009 survey (92.3%). Thus, the counts of registered nurses used in these maps are *estimates* of the actual number of registered nurses in each county, and not the *actual* number of survey respondents in each county.

Map 5.1 Number of Registered Nurses by County, 2009



Map 5.1 shows the estimated number of registered nurses in Indiana counties. The most populous counties tended to have the most registered nurses. These counties include Allen, Bartholomew, Delaware, Elkhart, Floyd, Hamilton, Hendricks, Howard, Lake, La Porte, Madison, Marion, Monroe, Porter, St. Joseph, Tippecanoe, Vanderburgh and Vigo counties.

Map 5.2 Number of Registered Nurses per 100,000 Population, 2009



Map 5.2 shows the estimated number of registered nurses per 100,000 by county. Counties with the highest ratios per 100,000 included Allen, Bartholomew, Delaware, Dubois, Elkhart, Floyd, Grant, Howard, Lake, Knox, Marion, Monroe, St. Joseph, Tippecanoe, Vanderburgh, Vigo, Warrick and Wayne counties.

Table 5.1 Estimated Number of Registered Nurses by County and per 100,000 Population, 2009*

County	Frequency	Weighted	Population	Ratio/100,000
Adams	182	197	34,256	575.6
Allen	4,035	4,372	353,888	1,235.3
Bartholomew	637	690	76,063	907.3
Benton	12	13	8,613	150.9
Blackford	42	46	13,051	348.7
Boone	172	186	56,287	331.1
Brown	23	25	14,548	171.3
Carroll	20	22	19,752	109.7
Cass	234	254	39,065	649.0
Clark	608	659	108,634	606.4
Clay	57	62	26,533	232.7
Clinton	101	109	34,367	318.4
Crawford	13	14	10,540	133.6
Daviess	180	195	30,620	636.9
De Kalb	174	189	42,060	448.2
Dearborn	229	248	50,502	491.3
Decatur	131	142	25,079	565.9
Delaware	985	1,067	115,192	926.4
Dubois	462	501	41,419	1,208.5
Elkhart	1,459	1,581	200,502	788.4
Fayette	125	135	24,101	561.9
Floyd	725	785	74,426	1,055.4
Fountain	20	22	16,852	128.6
Franklin	15	16	23,148	70.2
Fulton	101	109	20,265	540.0
Gibson	115	125	32,750	380.4
Grant	527	571	68,796	829.9
Greene	102	111	32,463	340.4
Hamilton	1,572	1,703	279,287	609.8
Hancock	265	287	68,334	420.2
Harrison	120	130	37,562	346.1
Hendricks	757	820	140,606	583.3
Henry	215	233	47,827	487.0
Howard	719	779	82,895	939.7
Huntington	156	169	37,777	447.4
Jackson	272	295	42,362	695.6
Jasper	125	135	32,816	412.7
Jay	77	83	21,117	395.1
Jefferson	235	255	33,010	771.3
Jennings	58	63	28,043	224.1
Johnson	446	483	141,501	341.5
Knox	483	523	37,907	1,380.5
Kosciusko	293	317	76,499	415.0
La Porte	756	819	111,063	737.5
Lagrange	81	88	37,204	235.9
Lake	4,198	4,548	494,211	920.3
Lawrence	236	256	45,842	557.8
Madison	811	879	131,417	668.6
Marion	13,029	14,116	890,879	1,584.5
Marshall	283	307	46,903	653.7
Martin	23	25	9,946	250.5
Miami	102	111	36,001	307.0
Monroe	1,023	1,108	130,738	847.8
Montgomery	140	152	37,862	400.6
Morgan	282	306	70,876	431.1

*These numbers are adjusted for the response rate.

Table 5.1 Estimated Number of Registered Nurses by County and per 100,000 Population, 2009 (Continued)*

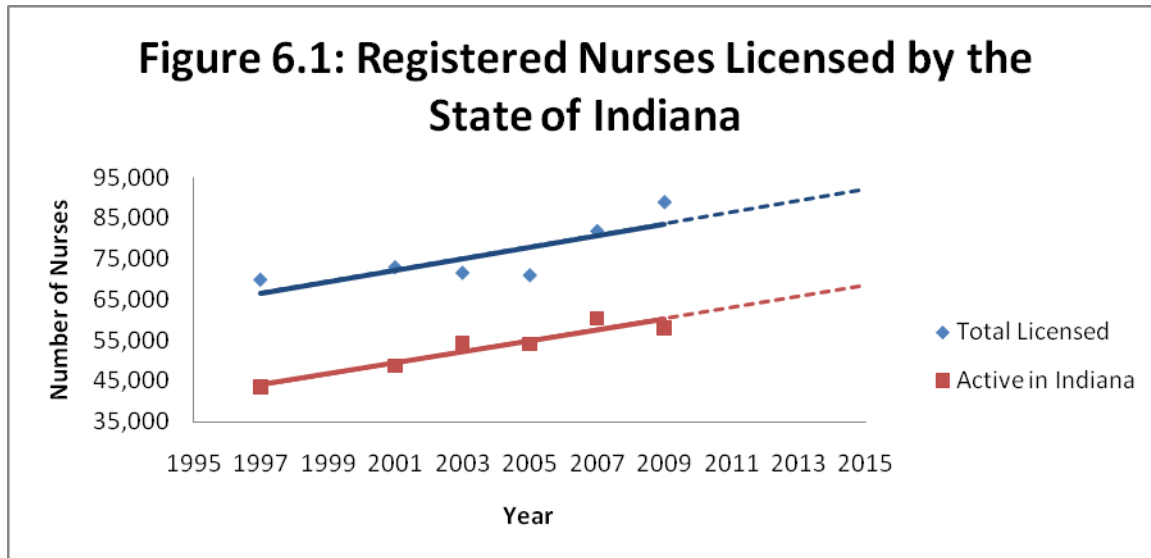
County	Frequency	Weighted	Population	Ratio/100,000
Newton	7	8	13,736	55.2
Noble	140	152	48,028	315.8
Ohio	6	7	5,909	110.0
Orange	68	74	19,559	376.7
Owen	21	23	22,397	101.6
Parke	22	24	16,896	141.1
Perry	88	95	18,812	506.8
Pike	28	30	12,259	247.5
Porter	913	989	163,598	604.6
Posey	27	29	26,004	112.5
Pulaski	62	67	13,614	493.4
Putnam	107	116	36,837	314.7
Randolph	77	83	25,696	324.7
Ripley	171	185	27,421	675.6
Rush	60	65	17,175	378.5
Scott	84	91	23,624	385.2
Shelby	184	199	44,503	447.9
Spencer	34	37	20,039	183.8
St. Joseph	2,132	2,310	267,613	863.1
Starke	56	61	23,530	257.8
Steuben	112	121	33,579	361.4
Sullivan	95	103	21,153	486.6
Switzerland	9	10	9,675	100.8
Tippecanoe	1,348	1,460	167,964	869.5
Tipton	92	100	15,892	627.2
Union	7	8	7,040	107.7
Vanderburgh	2,555	2,768	175,434	1,577.9
Vermillion	76	82	16,172	509.2
Vigo	1,208	1,309	105,967	1,235.1
Wabash	108	117	32,558	359.4
Warren	35	38	8,491	446.6
Warrick	579	627	58,521	1,071.9
Washington	57	62	27,729	222.7
Wayne	602	652	67,552	965.5
Wells	138	150	27,566	542.4
White	99	107	23,452	457.4
Whitley	107	116	32,861	352.8
Total	49,757	53,908	6,423,113	839.3
Missing	925			

*These numbers are adjusted for the response rate.

Table 5.1 presents the *estimated* number of registered nurses by county and per 100,000 populations from the 2009 survey respondents. The number of registered nurses in each county was adjusted (weighted) for the response rate of the 2009 survey (92.3%).

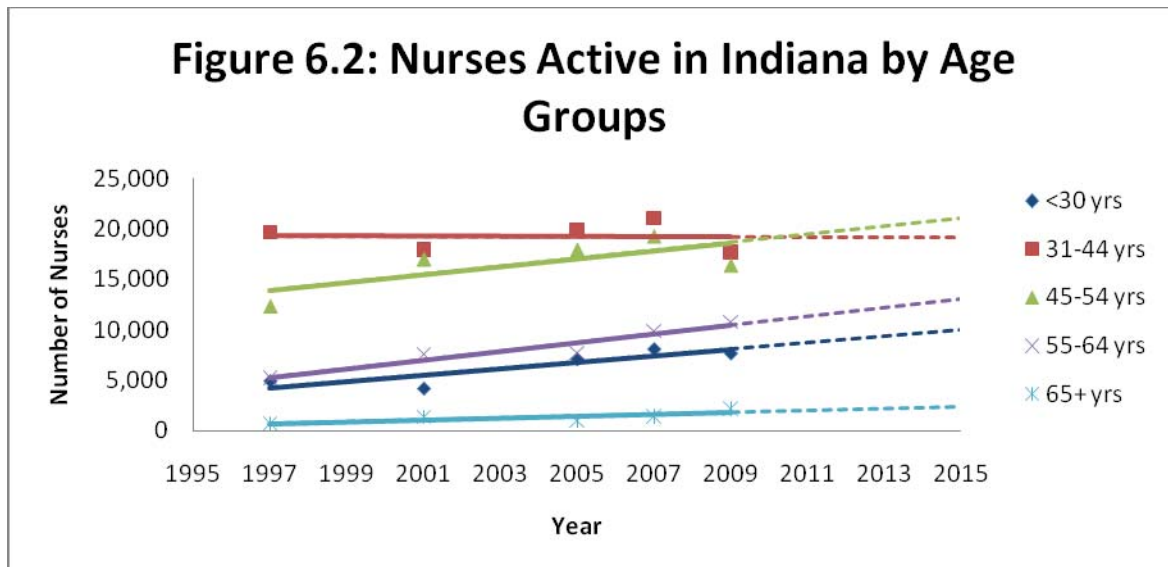
Chapter 6: Trends in the Nurse Workforce

Trends based on the six Indiana registered nurses surveys during the 1997, 2001, 2003, 2005, 2007 and 2009 re-licensure periods are shown in this chapter. Trend lines have been shown in each figure to provide an understanding of the changing supply of nurses. To make the data comparable among surveys, the numbers were adjusted (weighted) to account for the specific response rates of each survey. The weighting also shows *estimates* of the actual number of nurses practicing in Indiana each year, and not just the number of survey respondents.



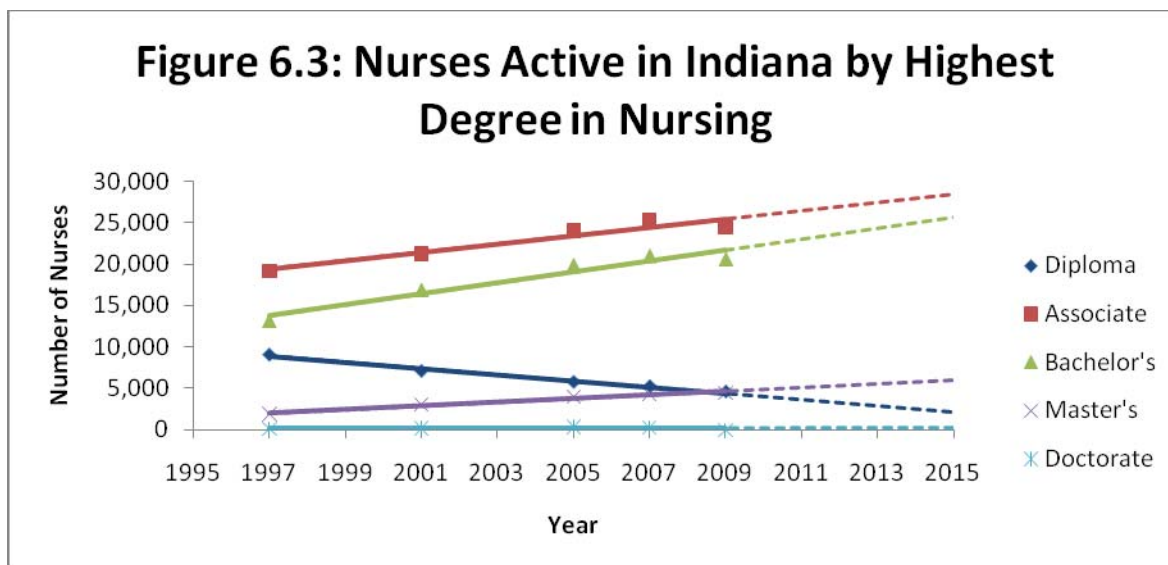
Sources: *Indiana Registered Nurse Survey Databook 1997(& 2001)*, *Indiana Health Care Professional Development Commission; 2005(& 2007) Indiana Registered Nurse Survey Report*, *Indiana Center for Health Workforce Studies*, *Indiana Area Health Education Centers Program*.

Figure 6.1 shows the total number of Indiana nursing license renewals. There has been an increasing trend from 1997 to 2009 in both number of license renewals and number of nurses active in Indiana.



Sources: Indiana Registered Nurse Survey Databook 1997(& 2001), Indiana Health Care Professional Development Commission;2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Figure 6.2 shows the number of nurses active in Indiana by age group. There has been an increasing trend in all age groups except the 31-44 age group.



Sources: Indiana Registered Nurse Survey Databook 1997(& 2001), Indiana Health Care Professional Development Commission;2005(& 2007) Indiana Registered Nurse Survey Report, Indiana Center for Health Workforce Studies, Indiana Area Health Education Centers Program.

Figure 6.3 presents the number of nurses active in Indiana by highest degree in nursing. There is a trend showing that the number of nurses has grown in all levels of education, except diplomas and doctorates. The number of nurses with a master's degree has doubled since 1997, from 1,899 to 4,426.

Chapter 7: Conclusions

There has been an increase in the number of registered nurses renewing their Indiana licenses. In 2009, a total of 88,852 registered nurses renewed their Indiana licenses. A majority (95.3%) of the survey respondents indicated that they were actively working in a paid position related to nursing. Of those registered nurses who were actively working in Indiana, most were female, white and non-Hispanic. The percentage of registered nurses aged 45 and older has grown from 42.7% in 1997 to 53.7% in 2009.

The percent of respondents with master's degrees in nursing almost doubled from 1997 (4.4%) to 2009 (8.2%). Over one-tenth (12.5%) of the respondents intend to pursue a master's degree or a doctor of nursing practice sometime in the future. According to the 2009 data, almost one-half (49.3%) of the respondents' principal position was staff nurse, and three-fifths (60.0%) of the respondents indicated their principal work setting was in a hospital. One-tenth (12.6%) of the respondents held two or more paid positions as a nurse, and one-fourth (27.1%) worked an average of 41 or more hours per week. In 2009, the most common prior work experience was that of a "nursing assistant."

Of those respondents who completed a formal education program that would prepare them for advanced practice nursing, 66.4% completed the nurse practitioner education program. Of those nurses who have completed a formal education program, two-thirds are also certified in advanced practice nursing specialties and over one-half (54.0%) were currently working as nurse practitioner. Over one-fourth (26.1%) are not currently working as an advance practice nurse.

Of those nurses who reported they are interested in teaching in a nursing program, over two-fifths (42.8%) have a bachelor's degree. In 2009, one-half of those respondents who are 55-64 years of age anticipate retirement in the next 4 to 9 years.

Of the survey respondents in 2009, only 2.1% identified their principal position as faculty in a nursing program. Two-fifths (42.6%) of those nursing faculty were 55 years or older. Most were female, white and non-Hispanic. Three-fourths indicated having a master's degree or higher in nursing.

In 2009, around one-third of the advanced practice nurse respondents are within the 45-54 age group. Almost all were female; however, nurse anesthetists are equally male and female. Most of the advanced practice nurses were white and non-Hispanic. The majority of advance practice nurse respondents held a master's degree and worked primarily in a non-hospital patient care setting.

Counties with the largest population tended to have the most registered nurses and the highest ratios per 100,000 population.

Trends show that the total number of nursing licenses renewed in the state of Indiana is increasing, and the estimated number of these nurses actively practicing in Indiana is increasing. In addition, the number of registered nurses active in Indiana and age 55 or older has tripled between 1997 and 2009. The number of registered nurses 30 years or younger decreased slightly between 2007 and 2009. The number of nurses is growing in all levels of education except diplomas and doctorates. The number of nurses with a master's degree has doubled since 1997.

APPENDIX 1: Indiana Registered Nurse E-Survey, 2009

Your answers to these questions are vital to help the Indiana State Department of Health respond to emergencies and identify health professional shortage areas. The survey is voluntary and will not affect the status of your license. Please complete the survey whether you are currently working as a nurse or not.

Thank you very much for your help.

1. What is your current work status in nursing? **Please select only one response.**
DROP-DOWN LIST
 - a. Actively working in a paid position related to nursing (Consider yourself actively working in nursing if you are involved in a position where RN licensure is required)
 - b. Actively working in a paid position in health care but not in nursing
 - c. Actively working, but not as a nurse or in health care
 - d. Working in nursing, but **ONLY** on a non-paid basis (volunteer or religious order)
 - e. Unemployed and seeking work as a nurse in Indiana
 - f. Temporarily inactive as a nurse
 - g. Retired or permanently inactive as a nurse

If you checked responses b through g in Question 1, please SKIP to Q8.

2. Please type the street address of your principal practice location. “Principal practice location” is the location in which you work for the most hours as a nurse.

TEXT BOX.

3. Do you hold more than one paid position as a nurse (more than one employer)?
DROP-DOWN LIST
 - Yes, 2 paid positions
 - Yes, 3 paid positions
 - Yes, 4 or more paid positions
 - No

4. Please choose the term that best describes your principal position as a nurse (the position in which you work the most hours). **Please select only one response.**
DROP-DOWN LIST
 - Administrator of organization/facility/agency or assistant administrator
 - Administrator of nursing or assistant (e.g., vice president for nursing, director or assistant director of nursing services)
 - Case manager
 - Certified nurse anesthetist (CRNA)
 - Charge nurse
 - Clinical nurse specialist
 - Consultant
 - Dean, director, or assistant/associate director of nursing education program
 - Float nurse
 - Discharge planner/outcomes manager
 - Head nurse or assistant head nurse
 - Infection control nurse
 - Informatics nurse
 - Instructor at a school of nursing

Insurance reviewer
Nurse clinician
Nurse coordinator
Nurse manager
Nurse-midwife
Nurse practitioner
Nursing staff development director
Nursing staff development instructor
Patient care coordinator
Private duty nurse
Professor or assistant/associate professor
Public health nurse
Quality improvement nurse
Researcher
School nurse
Staff nurse
Supervisor or assistant supervisor
Surveyor/auditor/regulator
Team leader
Traveling nurse
Visiting nurse/home health nurse
No position title
Other (Specify)

5. Which of the following best describes the setting where you work at your principal position? **Please select only one response.**

DROP-DOWN LIST

Hospital (Exclude nursing home units and all off-site units of hospitals, but include all on-site clinics and other services of the hospitals.)

Non- Federal, short-term hospital, except psychiatric (for example, acute care hospital)

Non-Federal long-term hospital, except psychiatric

Non-Federal psychiatric hospital

Federal Government hospital

Other type of hospital

Nursing Home/Extended Care Facility

Nursing home unit in hospital

Free standing nursing home/extended care facility

Facility for mentally challenged

Other types of extended care facility

Nursing Education Program

LPN/LVN program

Diploma program (RN)

Associate degree program

Bachelor's degree

Higher degree nursing program

Other program

Public or Community Health Setting

Official State Health Department

Official State Mental Health Agency

Official City or County Health Department
Combination (official/voluntary) nursing service
Visiting nurse service (VNS/NA)
Home health service unit (hospital-based)
Home health agency (non-hospital based)
Community mental-health organization or facility (including freestanding psychiatric outpatient clinics)
Substance abuse center/clinic
Community/neighborhood health center
Planned Parenthood/family planning center
Day care center
Rural health care center
Retirement community center
Hospice
Other

School Health Service

Public school system
Private or parochial elementary or secondary school
College or university
Other

Occupational Health (Employee Health Service)

Private industry
Government
Other (please specify)

Ambulatory Care Setting

Solo practice (physician)
Solo practice (nurse)
Partnerships (physicians)
Partnerships (nurses)
Group practice (physicians)
Group practice (nurses)
Partnership or group practice (mixed group of professionals)
Freestanding clinic (physicians)
Freestanding clinic (nurses)
Ambulatory surgical center
Dialysis center/clinic
Dental practice
Hospital owned off-site clinics
Health Maintenance Organization (HMO)
Other

Other

Correctional facility
Private duty in a home setting
Home-based self-employment
Other

6. What type of work setting best describes where you work for your other nursing position(s)? **Please select only one response.** (Refer to categories in Question 5 for further clarification.)
DROP-DOWN LIST
Hospital
Nursing Home/Extended Care Facility
Nursing Education Program
Public or Community Health Setting
School Health Service
Occupational Health (Employee Health Service)
Ambulatory Care Setting
Insurance Claims/Benefits
Policy, Planning, Regulatory, or Licensing Agency
Other
7. How many hours per week on average do you spend in ALL related nursing activities? **Please select only one response.**
DROP-DOWN LIST
1- 19
20-35
36-40
41 or more
8. Have you ever worked as any of the following? **Please select all that apply.**
DROP-DOWN LIST
Licensed Practice Nurse (LPN/LVN)
CNA (Certified Nurse Aide)
Nursing assistant
Paramedic
Emergency Medical Technician (EMT)
9. What is your highest degree in nursing? **Please select only one response.**
DROP-DOWN LIST
Diploma
Associate
Bachelor's
Master's
Doctor of Nursing Practice (DNP)
Other Doctorate
10. What is your highest degree in any field? **Please select only one response.**
DROP-DOWN LIST
Diploma
Associate
Bachelor's
Master's
Doctor of Nursing Practice (DNP)
Other Doctorate

11. Since graduating from your initial nursing program, have you completed one of the following formal education programs preparing you for advanced practice nursing?
Yes
No

If you answered “yes,” please select any one response.

DROP-DOWN LIST

Clinical Nurse Specialist
Nurse Practitioner
Nurse Anesthetist
Nurse-midwife

- 11a. Are you currently certified in any of the following nurse specialties?
Yes
No

If you answered “yes,” please select all that apply.

DROP-DOWN LIST

Clinical nurse specialist
Nurse anesthetist
Nurse-midwife
Nurse practitioner

- 11b. Are you currently working in any of the following nurse specialties? **Please select all that apply.**

DROP-DOWN LIST

Clinical nurse specialist
Nurse anesthetist
Nurse-midwife
Nurse practitioner
Not currently working as an Advanced Practice Nurse

12. What other nursing degrees do you plan to pursue in the next 2 years? **Please select all that apply.**

DROP-DOWN LIST

Bachelor’s
Master’s
Doctor of Nursing Practice (DNP)
Other Doctorate
I do not intend to pursue further nursing education in the next 2 years

13. What other nursing degrees do you plan to pursue sometime in the future, but not in the next 2 years? **Please select all that apply.**

DROP-DOWN LIST

Bachelor’s
Master’s
Doctor of Nursing Practice (DNP)
Other Doctorate
I do not intend to pursue further nursing education

14. Would you be willing to provide services in case of a bio-terrorism event or other public health emergency? If you answer “Yes,” we may use your PLA contact information to contact you.
DROP-DOWN LIST
Yes
No
15. Would you be interested in teaching in a nursing program? If you answer “Yes,” we may share your name with Indiana Nursing Workforce Development Coalition?
DROP-DOWN LIST
Yes
No
16. What is your gender?
Male
Female
17. What is your racial background?
DROP-DOWN LIST
American Indian or Alaska Native
Asian
Black or African American
Native Hawaiian or Other Pacific Islander
White
Other (Specify)
18. What is your ethnic background?
DROP-DOWN LIST
Hispanic or Latino
Not Hispanic or Latino
19. How soon do you anticipate retirement?
DROP-DOWN LIST
Less than 1 year
2-3 years
4-9 years
10 or more years
20. If you are currently not working for pay in nursing, HOW LONG has it been since you stopped working in a paid position as a registered nurse? **Please select only one response.**
DROP-DOWN LIST
Never worked in a paid RN position
Less than 1 year
2-3 years
4-9 years
10 or more years

21. If you are currently not working for pay in nursing, what is the PRIMARY REASON(s) you do not actively working as a nurse? **Please select all that apply.**

DROP-DOWN LIST

I have never worked in a paid position as a registered nurse.

Burnout/stressful environment

Career advancement/promotion to a non-nursing position

Disability/illness

Family obligations

Pursuing a career in a different field

Laid off/downsizing of staff

Inadequate pay/benefits

Relocated

Retired

Other

APPENDIX 2: Comparison Chart of Variable Availability

Variables	Data Availability				
	1997	2001	2005	2007	2009
Current Work Status	n/a	n/a	*	*	*
Age of Active Registered Nurses	n/a	n/a	X	X	X
Age Groups of Active Registered Nurses	X	X	X	X	X
Gender	X	X	X	n/a	X
Race	X	X	X	n/a	X
Ethnicity	X	X	X	n/a	X
Highest Degree in Nursing	*	*	*	*	X
Highest Degree in Any Field	n/a	n/a	*	*	*
Other Nursing Degrees Being Pursued in the Next 2 Years	n/a	n/a	n/a	n/a	X
Other Nursing Degrees Being Pursued Sometime in the Future, but Not in the Next 2 Years	n/a	n/a	n/a	n/a	X
Principal Position	n/a	n/a	n/a	n/a	X
Principal Work Settings	n/a	n/a	n/a	n/a	X
Number of Paid Positions	n/a	n/a	n/a	n/a	X
Work Setting for Other Nursing Position(s)	n/a	n/a	n/a	n/a	X
Average Hours Worked	n/a	n/a	n/a	n/a	X
Prior Work Experience	n/a	n/a	X	*	*
Formal Education Programs	n/a	n/a	n/a	n/a	X
Type of Formal Education Program Completed After Graduating From the Nursing Program	n/a	n/a	n/a	n/a	X
Certified Nurse Specialties	n/a	n/a	n/a	n/a	X
Type of Certified Nurse Specialties	n/a	n/a	n/a	n/a	X
Currently Working in the Following Nurse Specialties	n/a	n/a	n/a	n/a	X
Interested in Teaching	n/a	n/a	n/a	n/a	X
Retirement	n/a	n/a	n/a	n/a	X
Time Not Working as a Registered Nurse	n/a	n/a	n/a	n/a	X
Primary Reason Not Working as a Registered Nurse	n/a	n/a	n/a	n/a	X

* = Available with inconsistencies

n/a = not available

x = available