

Report: Maine Minimum Data Set

Maine's Nurses who Renewed their Licenses between September 1, 2002 and August 31, 2004

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The Maine Minimum Data Set was developed in 2001-2002 through a collaborative effort of OMNE Nursing Leaders of Maine, the Maine State Board of Nursing, ANA-Maine, the Maine State Nurses Association, and the Maine Hospital Association. An earlier pilot of licensed nurses in Maine (conducted between September 1, 2001 and August 31, 2002) (see *Maine's Nursing Workforce: 2001-2002 Sample*¹) demonstrated that nurses were willing to participate in a voluntary survey at the time of relicensure.

Beginning with September 2002 renewals, the Maine State Board of Nursing inserted with Maine Minimum Nursing Data Set (see Appendix A) with all renewal notifications. Nurses, who elected to participate, returned their completed surveys with their license renewal. Staff at the Maine State Board of Nursing collected the completed surveys and forwarded them to the University of Southern Maine (USM) for scanning and analysis. The Institutional Review Board at USM reviewed this protocol and determined this study to be "exempt".

A total of 15,960 licensed nurses, including Licensed Practical Nurses (LPNs) [1,995, 12.7 percent of the respondents] and Registered Nurses (RNs) [13,714, 87.3 percent of the respondents], completed the survey during the two-year renewal period. An estimated 23,000 LPNs/RNs received renewal notices during the two-year period (estimated response rate 69 percent). According to the U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) it is estimated that there were 2,909,467 registered nurses living and working in the United States as of March 2004^{2,3}.

The results of the survey are provided below for the entire sample, as well as by County of Employment⁴. Where national data is available (HRSA, 2004), it is provided for purposes of comparison.

DEMOGRAPHIC INFORMATION

Racial/Ethnic Group Licensed Nurses

- 15,103 (97.4%) White, not of Hispanic origin
- 100 (.6%) Asian/Pacific Islander
- 86 (.6%) Other
- 73 (.5%) Hispanic
- 63 (.4%) American Indian/Alaskan Native
- 56 (.4%) Multi-racial
- 24 (.2%) Black, not of Hispanic origin

¹ Kirschling, J.M. (March 2003). *Maine's Nursing Workforce: 2001-2002 Sample*. Available at www.usm.maine.edu/conhp/visitors/nursingworkforce.html

² HRSA. (March 2004). The Registered Nurse Population: National Sample Survey of Registered Nurses March 2004 Preliminary Findings. Available at: <http://bhpr.hrsa.gov/healthworkforce/reports/rnpopulation/preliminaryfindings.htm>

³ The National Sample Survey of Registered nurses is conducted by the Department of Health and Human Services, Health Resources and Services Administration. Data collection began in March 2004 for the eighth survey and responses were received through November 2005. The national sample included 540 RNs licensed in Maine.

⁴ Sum of percentages may not equal 100%, due to rounding.

Nationally, “about 7.5% of RNs did not specify their racial/ethnic background and 81.8 percent of the RN population were estimated to be White (non-Hispanic), leaving 10.6 percent in one or more of the identified racial and ethnic minority groups” (HRSA, 2004, p. 6).

Gender Licensed Nurses

- 14,750 (93.7%) Female
- 992 (6.3%) Male

Gender of Registered Nurses (RNs) Comparison: Nationally and in Maine

	Nationally (HRSA, 2004)	Maine
Female	95.3%	93.4%
Male	5.7%	6.6%

Age of Respondents

Licensed nurses were 49.4 on average (mean), range 22 to 90 years. The LPNs were 52.4 on average, range 23 to 86 years and the RNs were 48.9 on average, range 22 to 90 years.

Nationally, “the average age of the RN population was estimated to be 46.8 years of age” (HRSA, 2004, p. 5). The breakdown of ages for nurses in Maine follows:

	All Respondents (n=15,672)	LPNs Working as Nurse (n=1,446)	LPNs Not Working as Nurse (n=491)	RNs Working as Nurse (n=11,396)	RNs Not Working as Nurse (n=2,042)
20 to 31 years	6.1%	2.0%	.6%	7.9%	1.0%
32 to 41 years	17.5%	11.4%	6.5%	20.4%	9.4%
42 to 51 years	33.2	34.8%	29.9%	35.6%	20.6%
52 to 61 years	30.1%	40.4%	39.5%	28.9%	30.7%
62 to 71 years	10.6%	10.4%	18.9%	6.8%	29.1%
72 to 81 years	1.8%	1.0%	4.1%	.5%	8.1%
82 to 91 years	.2%	-	.4%	.0	1.1%

Time as a Nurse

The respondents on average had been an LPN or RN on average 23.0 years (range 0 to 69).

Where Respondents Live

86.5% of licensed nurses live in Maine (13,810) and 13.4% live outside of Maine (2,150); of those who lived in Maine their **County of Residence** was:

- 1,113 (8.1%) Androscoggin
- 854 (6.2%) Aroostook
- 3,166 (23.0%) Cumberland
- 289 (2.2%) Franklin
- 661 (4.8%) Hancock
- 1,410 (10.2%) Kennebec
- 367 (2.7%) Knox
- 469 (3.4%) Lincoln

- 499 (3.6%) Oxford
- 1,700 (12.4%) Penobscot
- 144 (1.0%) Piscataquis
- 377 (2.7%) Sagadahoc
- 326 (2.4%) Somerset
- 407 (3.0%) Waldo
- 264 (1.9%) Washington
- 1,715 (12.5%) York

EDUCATIONAL BACKGROUND

Respondents were asked to identify all education programs completed (including nursing programs as well as degrees in other fields). In addition, they were asked to indicate all advanced practice educational programs completed.

Educational Programs Completed

- 2,964 (18.6%) Diploma in Practical Nursing
- 4,846 (30.4%) Diploma in Registered Nursing
- 4,928 (30.9%) Associate Degree Nursing
- 616 (3.9%) Associate Degree Other Field
- 5,517 (34.6%) Baccalaureate Degree Nursing
- 1,943 (12.2%) Baccalaureate Degree Other
- 1,268 (7.9%) Master’s Degree Nursing
- 804 (5.0%) Master’s Degree Other
- 50 (.3%) Doctoral Degree Nursing
- 66 (.4%) Doctoral Degree Other

Initial Educational Level in Nursing

- 2,964 (18.9%) Diploma in Practical Nursing (LPN)
- 4,657 (29.6%) Diploma in Registered Nursing
- 3,991 (25.4%) Associate Degree Nursing
- 3,950 (25.1%) Baccalaureate Degree Nursing
- 147 (.9%) Master’s Degree Nursing

Initial Education Level in Nursing for Registered Nurses (RNs) Comparison: Nationally and in Maine

	Nationally (HRSA, 2004)	Maine
Diploma	25.2%	36.5%
Associate Degree	42.2%	31.3%
Baccalaureate Degree	30.5%	31.0%
Master’s or Doctoral Degree	.5%	1.2%

Highest Educational Level in Nursing

- 1,994 (12.7%) Diploma in Practical Nursing (LPN)
- 3,767 (24.0%) Diploma in Registered Nursing
- 4,154 (26.4%) Associate Degree Nursing
- 4,496 (28.6%) Baccalaureate Degree Nursing
- 1,187 (7.6%) Master’s Degree Nursing
- 111 (.7%) Doctoral Degree in Nursing or Other

Highest Educational Level in Nursing for Registered Nurses (RNs) Comparison: Nationally and in Maine

	Nationally (HRSA, 2004)	Maine
Diploma	17.5%	27.5%
Associate Degree	33.7%	30.3%
Baccalaureate Degree	34.2%	32.8%
Master’s or Doctoral Degree	13.0%	9.5%

Advanced Practice Educational Programs Completed

- 807 (5.1%) Nurse Practitioner (NP)
- 425 (2.7%) Clinical Nurse Specialists (CNS)
- 290 (1.8%) Certified Nurse Anesthetist (CRNA)
- 68 (.4%) Certified Nurse Midwife (CNM)

Nationally, 8.3 percent of RNs are “prepared to practice in at least one advanced practice role” which the largest group being nurse practitioners, followed by clinical nurse specialist (HRSA, 2004, p. 13).

EMPLOYMENT INFORMATION

Current Employment Status.

	All Licensed Nurses (n=15,804)	% LPNs (n=1,974)	% RNs (n=13,629)
Employed in Nursing	13,162 (83.3%)	1,471 (74.5%)	11,556 (84.8%) ⁵
Employed in Another Field	788 (5.0%)	217 (11.0%)	548 (4.0%)
Seeking Nursing Employment	233 (1.5%) ⁶	45 (2.3%)	184 (1.4%)
Temporarily Not Working and Not Looking for a Job	847 (5.4%)	152 (7.7%)	674 (5.0%)
Retired or With No Plans to Return to Work	774 (4.9%)	89 (4.5%)	667 (4.9%)

⁵ The National Sample Survey of Registered Nurses estimated that 84.8% of RNs are employed in nursing and 15.2% are not employed in nursing. Employed RNs per 100,000 population in Maine is 1,145 compared with 825 nationally (HRSA, 2004, p. 18).

⁶ Of the 233 nurses seeking nursing employment, 189 reside in Maine and 44 reside outside of Maine.

Plans for Working in Nursing Five Years From Now

	All Working as a Nurse (n=13,003)	LPNs Working as Nurse (n=1,446)	LPNs Age 51 or younger (n=690)	LPNs Over Age 51 (n=733)	RNs Working as Nurse (n=11,419)	RNs Age 51 or younger (n=7,196)	RNs Over Age 51 (n=4,067)
Yes	79.4%	74.5%	83.8%	65.5%	79.9%	87.6%	66.5%
No	6.3%	6.5%	2.0%	10.6%	6.3%	2.3%	13.4%
Uncertain	14.3%	19.0%	14.2%	23.9%	13.8%	10.1%	20.1%

Average Hours Worked

Using the HRSA definition⁷ for part-time employment (less than 30 hours per week) and full-time employment (30 hours or more per week), 19.7 percent of LPNs were working part-time and 80.3 percent were working full-time. In Maine, 18.8% of RNs were working part-time and 81.2 percent were working full time in contrast to 29.9 percent of RNs working part-time nationally and 70.1 percent working full-time (HRSA, 2004).

	Mean Hours LPNs (number respondents)	Mean Hours LPNs (number respondents)
Average hours hired for in a typical week	33.8 (1,438)	33.7 (11,268)
If actively seeking to change number of you are hired for, number of hours you would prefer to work in a typical week	32.1 (325)	30.7 (2,604)
Average number of actual hours worked in a typical week	35.9 (1,342)	36.7 (10,877)
Average number of hours per week spent providing direct care	25.1 (1,247)	24.1 (10,327)
Average number of hours worked in a typical week for other healthcare employer(s)	21.1 (72)	17.7 (652)
<i>Care difference</i> = difference hours caring for patients minus hours worked	-10.8 (1,219)	-12.5 (10,136)
<i>Preference difference</i> = difference hours worked minus hours preferred	4.9 (312)	6.8 (2,549)
<i>Hire difference</i> = difference hours worked minus hours hired for	2.4 (1,327)	3.1 (10,718)

Primary Nursing Employment Setting (marked one)

	All Respondents (n=12,950)	LPNs (n=1,435)	RNs (n=11,383)
Hospital	51.5%	19.7%	55.1%
Long Term Care	13.2%	40.1%	9.8%
Other	10.4%	20.5%	9.2%
Ambulatory Care	8.1%	7.0%	8.2%
Home Health Care	5.8%	4.7%	5.9%
Public/Community Health	3.5%	5.4%	3.3%
School Health	3.2%	1.4%	3.5%

Table continues

⁷ Personal communication Marshall Fritz, February 7, 2006 – consider 3 shifts of 10 hours as full-time employment.

	All Respondents (n=12,950)	LPNs (n=1,435)	RNs (n=11,383)
Insurance Company	1.9%	.2%	2.1%
Nursing Education	1.5%	.1%	1.7%
Occupational Health	1.2%	.8%	1.2%

Nationally, 56.2 percent of RNs worked in hospital settings (HRSA, 2004) and 11.5 percent were employed in ambulatory care settings.

Role with Primary Nursing Employer (marked one)

- 7,618 (59.5%) Staff/direct care nurse
- 1,561 (12.2%) Team leader/charge nurse, nurse manager or head nurse
- 901 (7.0%) Nurse practitioner, certified nurse midwife, clinical nurse specialist, nurse anesthetist
- 866 (6.8%) Facility/nursing department administrator or supervisor
- 691 (5.4%) Other
- 307 (2.4%) Utilization review, outcomes management, other insurance related roles
- 296 (2.3%) Discharge planner, case manager
- 160 (1.2%) Educator (college/university)
- 153 (1.2%) Staff development
- 147 (1.1%) Researcher/consultant
- 112 (.9%) Quality assurance, infection control

Where Working

88 percent of the respondents were working in Maine (11,130) and 12 percent were working outside of Maine (1,567). **County of Employment in Maine** for nurses who were working and their **County of Residence in Maine** are provided below.

	LPNs Working as a Nurse		RNs Working as Nurse	
	County Employment (n=1,289)	County Residence (n=1,289)	County Employment (n=9,656)	County Residence (n=9,656)
Androscoggin	9.4%	8.8%	9.5%	8.2%
Aroostook	11.7%	11.5%	6.1%	5.5%
Cumberland	20.1%	15.5%	29.4%	23.6%
Franklin	2.6%	2.5%	1.7%	2.0%
Hancock	4.2%	5.0%	3.6%	4.8%
Kennebec	11.2%	10.4%	11.9%	10.4%
Knox	1.8%	2.7%	1.8%	2.5%
Lincoln	2.7%	2.4%	2.9%	3.2%
Oxford	4.0%	5.2%	2.5%	3.4%
Penobscot	13.3%	11.7%	15.4%	13.0%
Piscataquis	1.2%	1.1%	1.0%	1.0%
Sagadahoc	1.3%	2.1%	.7%	2.7%
Somerset	3.3%	3.3%	2.1%	2.3%
<i>Table continues</i>				
Waldo	1.2%	2.3%	1.6%	3.0%

	LPNs Working as a Nurse		RNs Working as Nurse	
	County Employment (n=1,289)	County Residence (n=1,289)	County Employment (n=9,656)	County Residence (n=9,656)
Washington	3.0%	3.0%	1.8%	1.8%
York	9.0%	12.6%	8.1%	12.7%

Where the nurses lived and worked is further broken down as follows:

- Live and work in Maine 10,903 (86.4%)
- Live and work outside of Maine 1,324 (10.5%)
- Live in Maine and work outside of Maine 241 (1.9%)
 - 133 work in New Hampshire of which the vast majority live in York county (117)
 - 54 work in Massachusetts of which the majority live in York (27) or Cumberland counties (10)
 - 5 work in Vermont
- Live outside of Maine in United States 82 (.7%)
- Live outside of United States (i.e., Canada) 63 (.5%)

Comparison of Maine Nurses Working in Hospital Versus Nonhospital Settings

	% LPNs in Setting		% RNs in Setting	
	Hospital	Nonhospital	Hospital	Nonhospital
Age range in years				
	N=280	n=1,144	n=6,201	n=5,042
20 to 31	.7	2.4	11.2	3.9
32 to 41	8.6	11.9	23.5	16.7
42 to 51	30.7	35.8	35.5	35.7
52 to 61	47.5	38.7	25.1	33.5
62 to 71	11.8	10.1	4.5	9.4
72 to 81	.7	1.1	.3	.8
82 to 91	-	-	-	.0
Gender				
	N=281	n=1,136	n=6,233	n=5,076
Female	95.0	96.0	90.6	95.6
Male	5.0	4.0	9.4	4.4
Plans to be working nursing in five years				
	N=281	n=1,133	n=6,202	n=5,052
Yes	75.8	74.1	82.4	77.0
No	8.5	6.0	5.6	7.2
Uncertain	15.7	19.9	12.0	15.8

NURSING FACULTY IN COLLEGES/UNIVERSITIES IN MAINE

Respondents who identified their position as nursing faculty in a college or university, who work in Maine, were 53.2 years of age on average (range 31 to 72 years). Their plans in terms of working in 5 years included:

- Yes 106 (77.4%)
- No 12 (8.8%)
- Uncertain 19 (13.9%)

RESPONDENTS NOT WORKING IN NURSING

Reason Best Describes Why Currently Not Employed as an LPN or RN

	Respondents Not Working In Nursing			
	N	%	Mean Age	Age Range
Retired	633	28.1%	68.2	50-90
Family Responsibilities	400	17.8%	48.5	26-81
Other Career Opportunity	274	12.2%	53.2	32-73
Health Problems	259	11.5%	55.9	30-87
Adverse Working Conditions	159	7.1%	53.5	28-75
Unable to Find Desired Position	108	4.8%	53.9	33-76
Other	107	4.8%	53.3	24-73
Physical Demands	69	3.1%	58.1	29-86
Time Schedules	67	3.0%	52.0	38-69
Wages/Benefits	62	2.8%	51.5	35-76
Pursuing Educational Opportunities	61	2.7%	47.6	23-66
Unable to Find Refresher Course	52	2.3%	54.5	42-74

For those Actively Seeking Work as an LPN or RN (n=299), the number of hours per week that they preferred to work was 27.5 on average, range 3 to 40. There were 63 LPNs seeking work, mean number of hours preferred 28.9 (range 5 to 40) and 231 RNs seeking work, mean number of hours 27.1 (range 3 to 40)

For those Actively Seeking Work as an LPN or RN, Preference for Employment Setting

- 59 (20.1%) Hospital
- 21 (7.1%) Ambulatory care
- 35 (11.9%) Public/community health
- 7 (2.4%) Occupational health
- 21 (7.1%) Insurance company
- 34 (11.6%) Long term care
- 39 (13.3%) Home health care
- 17 (5.8%) Nursing education
- 17 (5.8%) School health
- 44 (15.0%) Other

Appendix - County Reports

Maine's 2002-2004 Working Licensed Practical Nurse (LPN) Sample by County of Employment⁸

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
Maximum # LPNs Who Responded	122	151	261	33	55	144	23	35	52	172	16	17	44	16	39	116
DESCRIPTIVE INFORMATION																
Average Age Years	49.8	49.6	51.5	52.3	54.8	51.5	54.0	50.4	50.0	51.6	50.9	49.7	53.1	53.8	50.8	53.0
Age Category:																
% 20-31 years	-	4.0	2.7	3.0	-	1.4	-	-	5.8	1.2	-	5.9	2.3	-	-	1.8
% 32-41 years	17.2	18.0	11.0	12.1	5.5	10.6	-	11.4	9.6	8.2	12.5	11.8	11.4	6.3	18.4	7.0
% 42-50 years	37.7	35.3	33.7	33.3	30.9	33.8	39.1	51.4	48.1	38.2	31.3	35.3	29.5	25.0	34.2	29.8
% 52-60 years	39.3	31.3	40.4	27.3	47.3	43.0	47.8	31.4	19.2	43.5	56.3	41.2	29.5	50.0	34.2	48.2
% 62-70 years	5.7	11.3	9.8	24.2	16.4	11.3	13.0	5.7	13.5	7.6	-	5.9	25.0	18.8	10.5	12.3
% 72-80 years	-	-	2.4	-	-	-	-	-	3.8	1.2	-	-	2.3	-	2.6	.9
% 82-91 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Average Years as Nurse	24.0	23.0	25.4	26.2	26.1	25.9	26.0	24.0	22.6	24.9	22.1	23.4	25.8	26.3	23.0	27.1
Gender:																
% Female	97.5	98.7	93.9	100	92.7	95.1	95.5	97.1	100	95.9	93.8	100	93.2	100	97.4	96.6
% Male	2.5	1.3	6.1	-	7.3	4.9	4.5	2.9	-	4.1	6.2	-	6.8	-	2.6	3.4
NURSING EMPLOYMENT CHARACTERISTICS																
Nursing Employment Setting:																
% Hospital	11.9	21.6	21.0	9.4	24.5	29.1	13.0	17.1	4.0	28.2	37.5	-	21.4	25.0	21.1	11.2
% Ambulatory Care	11.0	9.5	8.3	6.3	17.0	4.3	4.3	2.9	6.0	3.5	6.3	5.9	4.8	6.3	7.9	5.2
% Public/Community	5.1	4.7	4.0	9.4	9.4	5.0	8.7	5.7	4.0	6.5	-	11.8	2.4	-	13.2	6.9
% Occupational Health	.8	.7	.4	6.3	-	-	-	-	2.0	1.2	-	-	-	-	-	1.7
% Insurance Company	-	.7	.4	-	-	-	-	-	-	-	-	-	-	-	-	.9
% Long Term Care	41.5	30.4	39.7	43.8	30.2	37.6	43.5	42.9	58.0	33.5	43.8	41.2	54.8	37.5	50.0	43.1
% Home Health Care	4.2	1.4	5.6	-	1.9	5.7	8.7	-	6.0	2.9	-	11.8	4.8	12.5	-	5.2
% Nursing Education	-	.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% School Health	2.5	.7	1.6	3.1	1.9	1.4	-	-	-	.6	-	5.9	2.4	-	2.6	.9
% Other	22.9	29.7	19.0	21.9	15.1	17.0	21.7	31.4	20.0	23.5	12.5	23.5	9.5	18.8	5.3	25.0
Role with primary nursing employer:	72.4	67.8	70.1	60.6	66.0	70.0	47.8	62.9	46.9	67.9	62.5	62.5	65.1	56.3	55.6	55.9

⁸ Sum of percentages may not equal 100%, due to rounding.

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
Maximum # LPNs Who Responded	122	151	261	33	55	144	23	35	52	172	16	17	44	16	39	116
% Staff/Direct Care Nurse																
% Quality Assurance, Infection Control	-	-	-	-	-	-	-	-	2.0	-	-	-	-	-	-	-
% Discharge Planner, Case Manager	-	-	.4	-	-	-	-	-	-	-	-	-	-	-	5.6	-
% Utilization Review, Outcomes Management, Other Insurance Related Role	-	-	-	-	-	1.4	-	-	-	1.2	-	-	2.3	-	-	1.8
% Staff Development	-	1.4	.8	-	-	-	-	-	-	1.8	-	-	2.3	6.3	-	-
% Facility/Nursing Department Administrator or Supervisor	2.6	3.4	2.0	3.0	3.8	3.6	4.3	2.9	8.2	3.6	-	6.3	7.0	6.3	8.3	4.5
% Team Leader/Charge Nurse, Nurse Manager, Head Nurse	19.0	19.9	20.5	24.2	24.5	19.3	47.8	28.6	36.7	13.7	31.3	25.0	18.6	18.8	25.0	29.7
% Educator (college/university)	.9	.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% Researcher/Consultant	-	-	.4	.3	-	-	-	-	-	-	-	-	-	-	-	.9
% NP, CNM, CNS, CNA	-	.7	-	-	-	.7	-	-	-	.6	-	-	-	-	-	-
% Other	5.2	6.2	5.7	9.1	5.7	5.0	-	5.7	6.1	11.3	6.3	6.3	4.7	12.5	5.6	7.2
Plans to be Working in Nursing in Five years																
% Yes	78.3	78.8	74.0	60.6	70.4	72.5	81.0	82.4	78.4	72.4	81.3	76.5	62.8	81.3	84.6	65.5
% No	5.0	4.6	6.7	9.1	7.4	7.7	-	5.9	5.9	6.1	6.3	5.9	16.3	6.3	5.1	6.2
% Uncertain	16.7	16.6	19.3	30.3	22.2	19.7	19.0	11.8	15.7	21.5	12.5	17.6	20.9	12.5	10.3	28.3
Average Hours Worked																
Average hours hired for typical week	32.5	33.6	32.9	29.4	35.3	34.7	33.9	33.9	36.7	34.6	32.8	32.1	34.1	33.1	35.0	33.4
Seeking change number hours hired for, number preferred	33.0	30.5	31.0	32.2	28.6	34.6	31.5	31.8	39.2	35.6	24.0	31.7	23.1	26.5	27.0	32.3
Average actual hours worked typical week	34.8	35.2	35.2	30.4	36.5	37.5	35.9	36.4	38.3	36.7	32.3	33.8	34.9	34.4	35.1	36.4
Average hours/week spent providing direct care	22.7	24.6	25.2	26.1	28.5	28.5	26.4	22.8	25.8	25.6	27.2	19.0	25.8	19.3	25.4	23.3
Average hours worked typical week other healthcare employers	20.8	21.7	23.9	37.0	36.0	26.5	26.0	12.5	21.0	17.8	24.0	8.0	20.0	21.0	16.3	18.0
Care difference ⁹	-12.1	-10.0	-10.1	-5.5	-8.3	-8.2	-9.8	-13.3	-13.5	-11.1	-5.1	-14.9	-9.7	-13.6	-9.2	-14.2
Preference difference ⁹	4.5	6.7	5.5	-2.6	4.6	5.7	-3.3	5.6	3.9	2.3	7.6	2.2	7.6	1.5	5.0	9.6
Hire difference ⁹	3.0	1.8	2.6	.1	1.8	2.9	3.3	2.9	1.7	2.2	.3	1.4	1.9	1.2	-.3	3.0

⁹ Only respondents who answered both questions are included in the “difference” calculation. Care difference = difference hours caring for patients minus hours worked. Preference difference = difference hours worked minus hours preferred. Hire difference = difference hours worked minus hours hired for.

Maine's 2002-2004 Working Registered Nurse (RN) Sample by County of Employment¹⁰

	<i>Androscoggin</i>	<i>Aroostook</i>	<i>Cumberland</i>	<i>Franklin</i>	<i>Hancock</i>	<i>Kennebec</i>	<i>Knox</i>	<i>Lincoln</i>	<i>Oxford</i>	<i>Penobscot</i>	<i>Piscataquis</i>	<i>Sagadahoc</i>	<i>Somerset</i>	<i>Waldo</i>	<i>Washington</i>	<i>York</i>
Maximum # RNs Who Responded	917	587	2,832	166	347	1,145	173	280	242	1,489	101	67	206	153	173	785
DESCRIPTIVE INFORMATION																
Average Age Years	44.7	45.0	47.3	47.9	49.3	48.6	49.7	49.5	48.1	45.8	47.1	47.7	47.7	48.3	47.4	48.7
Age Category:																
% 20-31 years	11.7	14.0	8.0	5.5	7.0	5.3	3.5	4.3	5.8	9.5	7.9	4.6	5.4	5.9	8.1	6.2
% 32-41 years	26.8	22.6	19.9	21.2	14.3	17.6	18.0	13.3	21.7	24.1	17.8	30.8	21.8	19.7	23.7	18.7
% 42-50 years	34.2	37.9	36.4	37.0	34.7	35.4	36.6	40.1	37.5	37.0	42.6	21.5	37.6	34.2	31.2	33.2
% 52-60 years	22.8	19.3	29.0	28.5	32.4	33.9	32.6	34.8	26.3	24.3	25.7	38.5	28.2	31.6	30.1	31.6
% 62-70 years	4.1	4.8	6.4	7.3	11.4	7.3	8.1	7.2	8.3	4.9	5.9	4.6	6.4	8.6	6.9	9.4
% 72-80 years	.3	1.4	.4	.6	.3	.4	1.2	.4	.4	.3	-	-	.5	-	-	.9
Average Years as Nurse	18.9	18.9	21.5	21.2	22.8	21.7	22.0	22.5	21.5	18.8	20.7	21.0	20.0	21.8	21.0	23.2
Gender:																
% Female	94.4	92.8	94.2	97.6	93.9	92.7	94.7	92.4	95.0	91.0	92.1	92.5	96.6	94.1	95.9	94.1
% Male	5.6	7.2	5.8	2.4	6.1	7.3	5.3	7.6	5.0	9.0	7.9	7.5	3.4	5.9	4.1	5.9
Highest Educational Level in Nursing:																
Diploma	24.1	27.4	21.6	24.1	26.5	24.3	23.7	25.4	28.5	24.3	29.7	22.4	24.3	22.2	37.6	31.0
Associate Degree	41.2	34.9	25.3	44.0	24.8	45.9	45.1	45.4	42.6	22.2	36.6	40.3	47.6	36.6	27.7	28.9
Baccalaureate Degree	27.5	30.5	40.9	24.7	37.5	22.4	20.8	21.8	19.8	44.0	31.7	28.4	22.8	32.0	27.7	31.0
Master's Degree	6.8	6.8	11.2	7.2	11.0	7.2	10.4	7.5	7.9	8.4	2.0	9.0	4.4	8.5	6.9	8.7
Doctoral Degree (nursing and other)	.4	.3	.9	-	.3	.3	-	-	1.2	1.1	-	-	1.1	.7	-	.5
NURSING EMPLOYMENT CHARACTERISTICS																
Nursing Employment Setting:																
% Hospital	55.6	53.6	52.4	50.9	53.3	54.1	46.7	57.6	47.3	66.6	64.6	7.7	59.1	53.0	43.0	51.9
% Ambulatory Care	7.1	7.3	9.8	8.5	9.5	7.1	5.3	6.2	5.9	9.5	5.1	6.2	5.4	5.3	9.9	7.1
% Public/ Community Health	3.5	4.3	2.7	5.5	5.1	4.1	2.4	2.9	2.9	2.6	5.1	3.1	1.0	2.0	4.7	4.4
% Occupational Health	1.2	1.0	1.4	2.4	2.1	1.1	1.8	.7	2.9	.3	1.0	9.2	2.0	4.0	.6	1.3
% Insurance Company	.6	.2	5.7	-	.3	.4	-	.4	.4	.6	-	1.5	1.0	-	1.2	.6
% Long Term Care	11.0	13.2	8.0	14.5	12.2	12.3	13.6	10.5	17.2	6.2	11.1	27.7	17.2	12.6	20.9	10.6
% Home Health Care	7.8	7.7	4.7	9.1	6.0	6.1	10.1	7.6	6.3	3.2	7.1	4.6	5.9	8.6	8.1	7.5
% Nursing Education	2.0	2.8	2.2	.6	.6	2.3	1.2	.4	1.3	2.0	-	-	-	-	1.2	.5
% School Health	3.3	3.3	2.7	4.2	5.1	3.2	7.7	1.8	10.0	1.9	3.0	23.1	4.9	4.0	1.7	6.8
% Other	7.9	6.6	10.4	4.2	6.0	9.5	11.2	12.0	5.9	7.1	3.0	16.9	3.4	10.6	8.7	9.2
Role with primary nursing employer:	60.0	56.7	59.7	59.6	55.7	54.1	54.5	63.7	62.0	61.0	63.0	60.0	60.0	58.3	49.1	60.1

¹⁰ Sum of percentages may not equal 100%, due to rounding.

	<i>Andros</i>	<i>coggin</i>	<i>Aroostook</i>	<i>Cumberland</i>	<i>Franklin</i>	<i>Hancock</i>	<i>Kennebec</i>	<i>Knox</i>	<i>Lincoln</i>	<i>Oxford</i>	<i>Penobscot</i>	<i>Piscataquis</i>	<i>Sagadahoc</i>	<i>Somerset</i>	<i>Waldo</i>	<i>Washington</i>	<i>York</i>
Maximum # RNs Who Responded	917	587	2,832	166	347	1,145	173	280	242	1,489	101	67	206	153	173	785	
% Staff/Direct Care Nurse																	
% Quality Assurance, Infection Control	.9	.9	.7	.6	-	1.4	1.8	1.1	.9	.7	2.0	-	-	.7	-	2.2	
% Discharge Planner	3.0	.9	3.3	1.9	2.4	2.4	3.0	2.2	.4	2.7	3.0	3.1	2.5	2.6	1.2	1.2	
% Utilization Review, Outcomes Management, Other Insurance Related role	1.5	.5	5.0	1.9	.9	2.4	.6	1.5	.9	2.1	-	-	2.0	1.3	2.3	2.4	
% Staff Development	2.2	2.1	1.1	.6	.9	1.5	.6	.7	1.3	1.4	1.0	-	1.5	-	-	1.2	
% Facility/Nursing Department Administrator or Supervisor	7.6	9.6	5.7	6.8	10.2	7.9	9.0	6.7	7.7	7.3	11.0	6.2	10.0	7.9	14.6	7.9	
% Team Leader/ Charge Nurse, Nurse Manager, Head Nurse	10.9	14.7	8.5	14.9	11.7	14.1	14.4	12.2	14.1	10.8	13.0	15.4	15.0	15.9	18.1	9.9	
% Educator (college/university)	2.1	2.1	1.9	-	-	1.6	-	.4	.9	1.8	-	-	-	.7	.6	.3	
% Researcher/ Consultant	1.3	.4	1.7	-	.3	1.8	.6	.7	1.3	.7	-	1.5	-	-	-	1.4	
% NP, CNM, CNS, NA	5.3	6.6	7.3	4.3	11.7	5.3	9.6	5.6	7.3	8.1	4.0	7.7	4.5	6.6	9.4	8.3	
% Other	5.2	5.5	5.2	9.3	6.3	7.4	6.0	5.2	3.4	3.6	3.0	6.2	4.5	6.0	4.7	5.3	
Plan to be Working in Nursing in Five Years?																	
% Yes	84.5	80.6	80.0	78.7	78.8	79.2	77.3	77.2	76.9	81.6	83.0	71.2	76.8	78.3	81.2	79.1	
% No	5.6	5.5	5.8	7.3	9.4	7.0	8.7	5.4	7.1	5.7	7.0	4.5	9.4	4.6	5.3	5.0	
% Uncertain	9.8	13.8	14.2	14.0	11.8	13.7	14.0	17.4	16.0	12.7	10.0	24.2	13.8	17.1	13.5	15.9	
Average Hours Worked																	
Average hours hired for typical week	33.8	34.9	33.0	32.2	32.3	34.1	32.6	31.3	33.1	34.4	35.6	32.2	32.8	32.8	33.2	33.1	
Seeking change number of hours hired for, number preferred	30.9	33.0	29.8	28.8	28.2	30.6	30.6	29.1	29.7	31.0	35.6	32.6	29.3	32.0	34.3	30.1	
Average actual hours worked typical week	37.2	37.7	36.0	34.6	35.1	37.3	35.7	33.9	35.2	37.2	38.7	34.6	34.9	35.8	35.9	35.7	
Average hours per week spent providing direct care	23.0	26.0	22.6	24.4	23.5	23.1	22.8	23.3	25.0	25.0	25.8	21.2	22.6	25.2	23.6	23.8	
Average hours worked typical week other healthcare employers	16.2	23.2	17.6	12.0	14.1	16.2	13.7	22.0	12.5	19.6	26.7	30.0	14.7	12.6	11.8	17.3	
Care difference ¹¹	-14.1	-11.8	-13.3	-9.9	-11.5	-13.9	-12.9	-11.0	-10.2	-12.1	-13.1	-13.9	-12.0	-10.5	-12.2	-11.9	
Preference difference ¹¹	6.8	5.5	7.3	7.3	6.3	6.8	5.3	4.7	9.4	6.6	1.6	6.0	3.5	7.8	2.7	7.3	
Hire difference ¹¹	3.7	2.9	3.2	2.4	2.9	3.3	3.2	2.8	2.4	3.0	3.4	2.8	2.4	3.2	2.6	2.7	

¹¹ Only respondents who answered both questions are included in the “difference” calculation. Care difference = difference hours caring for patients minus hours worked. Preference difference = difference hours worked minus hours preferred. Hire difference = difference hours worked minus hours hired for.