

The logo for the Michigan Center for Nursing features a purple silhouette of the state of Michigan on the left. The word "Michigan" is written in a blue serif font, with a horizontal line extending to the right from its end. The word "Center" is written in a green serif font, with the letter "C" partially overlapping the Michigan map. The word "for Nursing" is written in a blue sans-serif font, with a horizontal line extending to the left from its beginning. The background consists of a white central area with green rectangular blocks in the top-left and bottom-left corners, and a dark blue horizontal bar above the text "Survey of Nurses 2004".

Michigan
Center
for Nursing

Survey of Nurses 2004

Survey of Nurses 2004

- Mailed random-sample survey and Web-based survey conducted in early 2004 in conjunction with the licensure renewal process for nurses
- 8,276 returned RN surveys; margin of error of ± 1.1 percent
- 1,513 returned LPN surveys; margin of error of ± 2.4 percent

Employment Status of RNs and LPNs in Michigan, 2004

	Registered Nurses		Licensed Practical Nurses	
	Percentage	Number	Percentage	Number
Total number of nurses licensed by Michigan		116,917		26,687
Total active nurses—employed in nursing or related area	86.8	101,484	81.5	21,750
Not employed, and seeking employment in nursing or related area	1.8	2,105	3.3	881
Employed, but not in nursing	3.1	3,624	5.4	1,441
Not employed, and seeking employment outside nursing	0.4	468	0.1	27
Temporarily not working and not looking for a job	4.3	5,027	5.0	1,334
Retired or no plans to return to work	3.7	4,326	4.7	1,067
Active nurses employed <i>in Michigan</i>		90,219 (88.9% of active RNs)		20,075 (92.3% of active LPNs)
Active nurses providing direct care services <i>in Michigan</i>		74,521 (82.6% of active RNs employed in MI)		16,542 (82.4% of active LPNs employed in MI)

SOURCE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Labor and Economic Growth. All other numbers are estimated based on percentages from the Michigan Center for Nursing Survey of Nurses 2004.

Employment Status

- A greater proportion of active RNs—about 72 percent—are employed full-time now, compared to 68 percent in 1998-99.
- A greater proportion of active LPNs—about 70 percent—are employed full-time now, compared to 65 percent in 1998-99.

Health Service Areas



Regions by Number	
1	Southeast
2	Southwest
3	West Central
4	Mid-Michigan
5	East Central
6	North Central
7	Upper Peninsula

#1 Southeast

Livingston, Macomb, Monroe, Oakland, and Washtenaw Counties

#2 Southwest

Branch, Calhoun, Cass, Hillsdale, Jackson, Kalamazoo, Lenawee, and St. Joseph Counties

#3 West Central

Allegan, Barry, Berrien, Ionia, Kent, Lake, Mason, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Osceola, Ottawa, and Van Buren Counties

#4 Mid-Michigan

Clinton, Eaton, Genesee, Gratiot, Ingham, Lapeer, Saginaw, and Shiawassee Counties

#5 East Central

Arenac, Bay, Clare, Gladwin, Huron, Iosco, Isabella, Midland, Ogemaw, Roscommon, St. Clair, Sanilac, and Tuscola Counties

#6 North Central

Alcona, Alpena, Antrim, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Kalamazoo, Leelanau, Manistee, Missaukee, Montmorency, Oscoda, Otsego, Presque Isle, and Wexford Counties

#7 Upper Peninsula

Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinaw, Marquette, Menominee, Ontonagon, and Schoolcraft Counties

Distribution of Active Nurses and Nurse-to-Population Ratios, by Health Service Area, 2004

Health Service Area	Registered Nurses		Licensed Practical Nurses	
	Distribution of Active Nurses	RNs per 100,000 Population	Distribution of Active Nurses	LPNs per 100,000 Population
Southeast	44.9%	975	30.0%	140
Southwest	7.2	869	8.2	212
West Central	13.6	821	18.6	240
Mid-Michigan	9.9	779	12.6	211
East Central	5.1	724	10.2	312
North Central	4.6	1,116	6.0	310
Upper Peninsula	3.6	1,138	6.7	462
Michigan	88.9	908	92.3	202
Other States	11.1	NA	7.7	NA

SOURCE: Michigan Center for Nursing Survey of Nurses 2004.

NOTE: The distribution of nurses is based on the ZIP code of their primary place of employment.

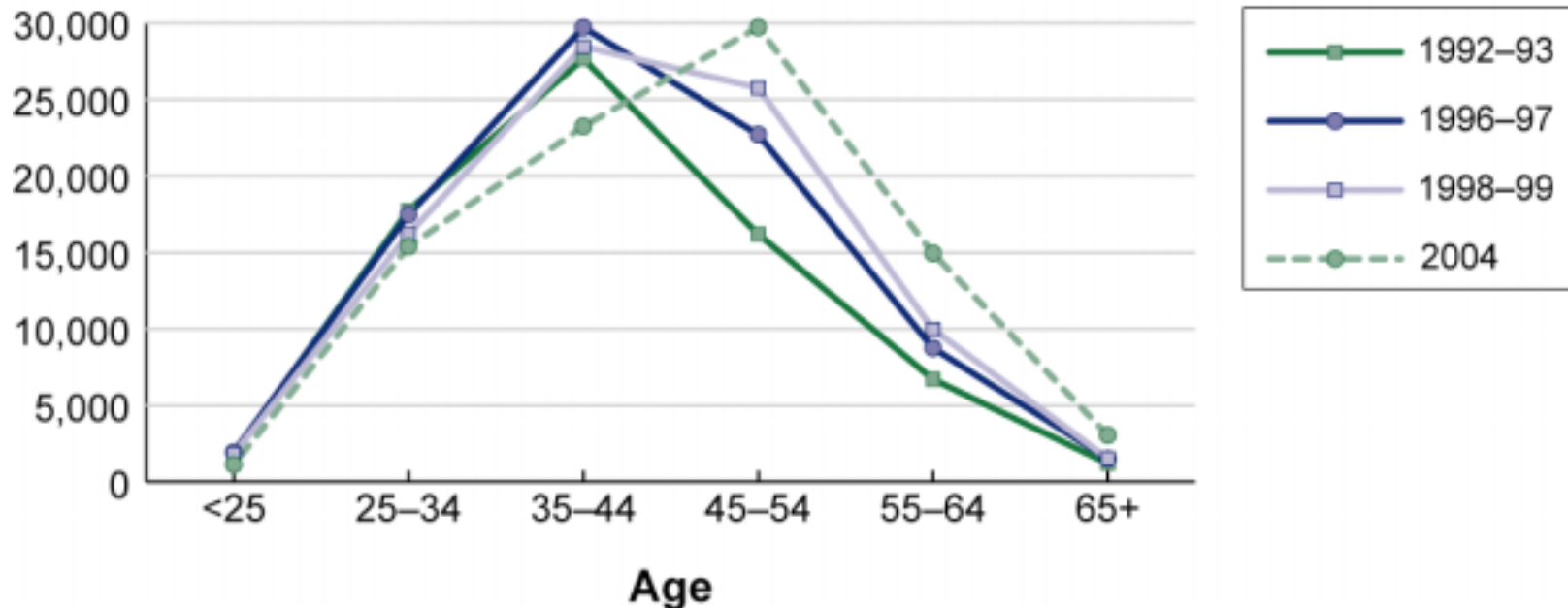
Distribution of All Licensed Nurses by Residence, 2004

Health Service Area	Distribution of All Licensed	
	Registered Nurses	Practical Nurses
Southeast	40.6%	27.4%
Southwest	6.9	8.0
West Central	13.8	18.5
Mid-Michigan	9.6	9.9
East Central	5.5	11.0
North Central	4.3	5.3
Upper Peninsula	3.1	6.1
Other States	9.5	7.2
Unknown	6.6	6.5

SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*

NOTE: The distribution of nurses is based on the ZIP code of their residence. Unknown includes Canadian postal codes.

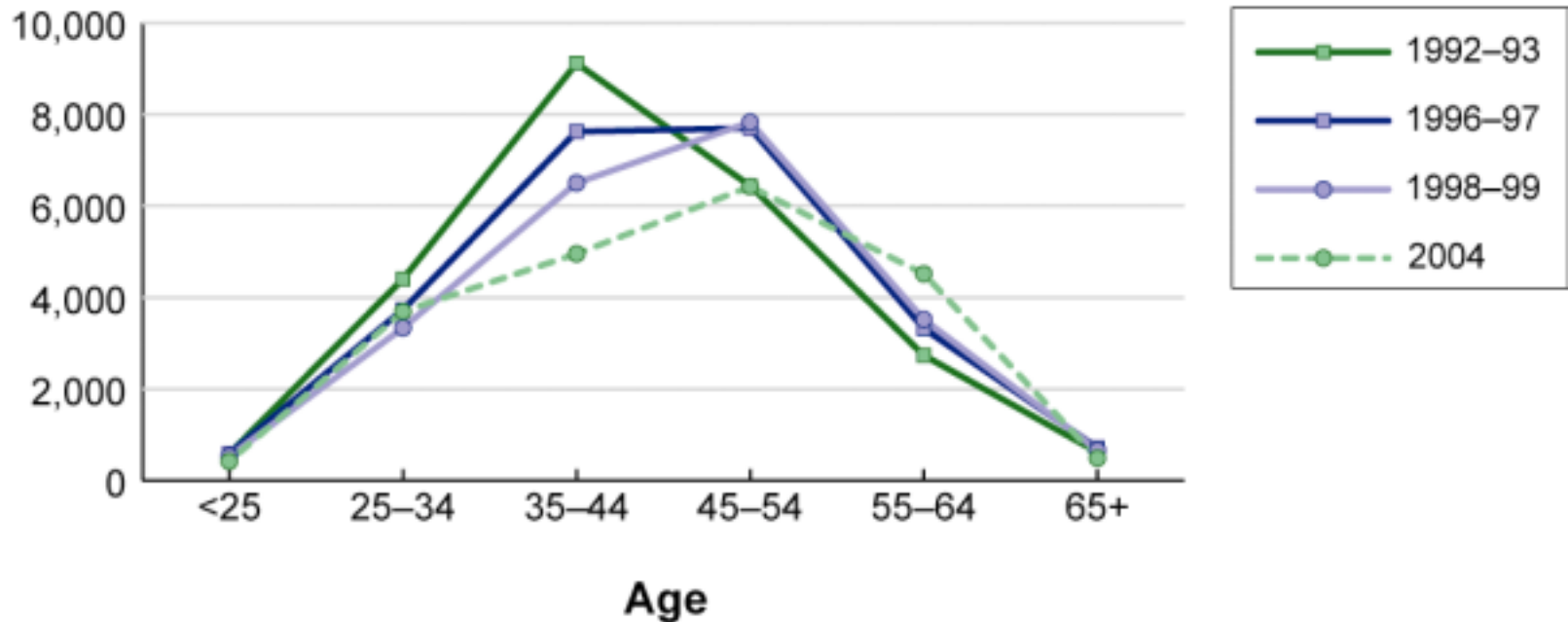
Distribution of Registered Nurse Population in Michigan, by Age



SOURCE: *Michigan Center for Nursing Survey of Nurses 2004* and unpublished data from previous licensure surveys.

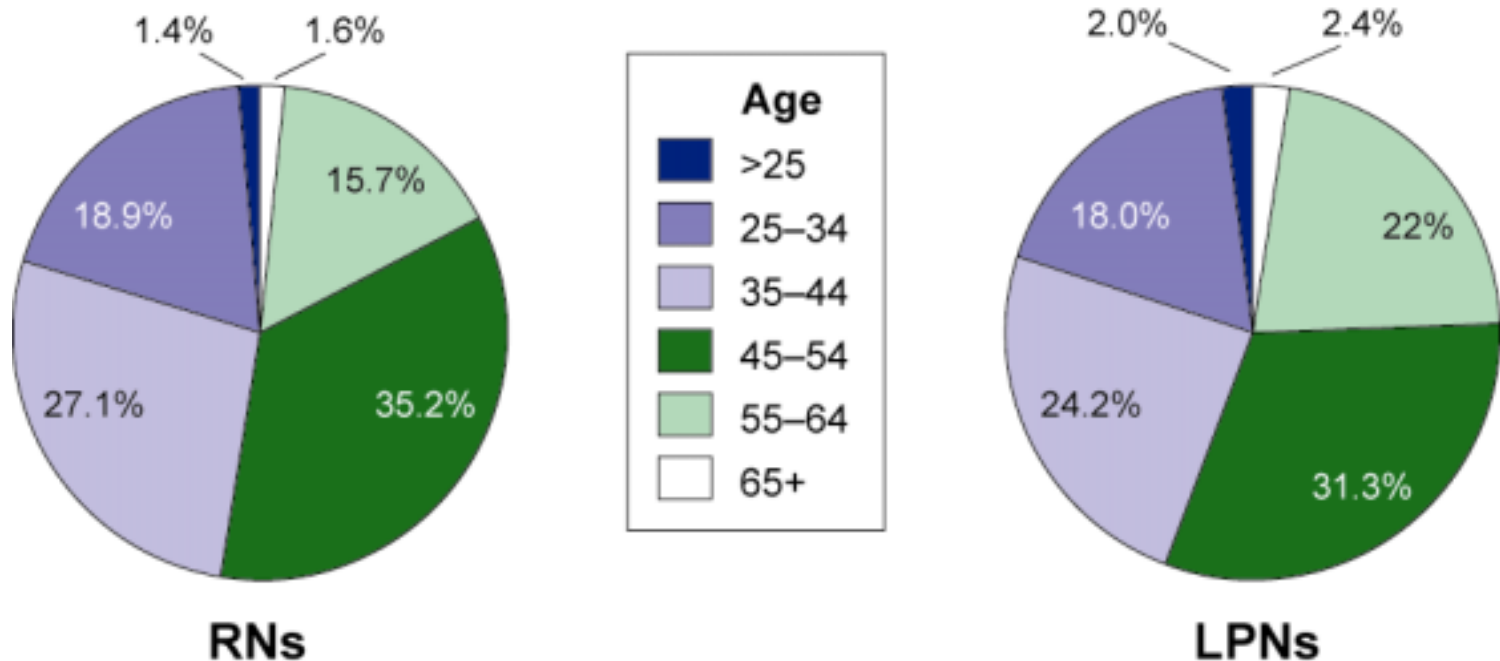
NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

Distribution of Licensed Practical Nurse Population in Michigan, by Age



SOURCE: *Michigan Center for Nursing Survey of Nurses 2004* and unpublished data from previous licensure surveys.
NOTE: For the purpose of comparison with data from earlier licensure surveys, the estimates of the number of nurses active in Michigan by age presented in this graph are calculated based on the number of nurses who have a Michigan mailing address. Other estimates in this report of the number of active nurses in Michigan are based on the number of nurses reporting a Michigan ZIP code for their employer.

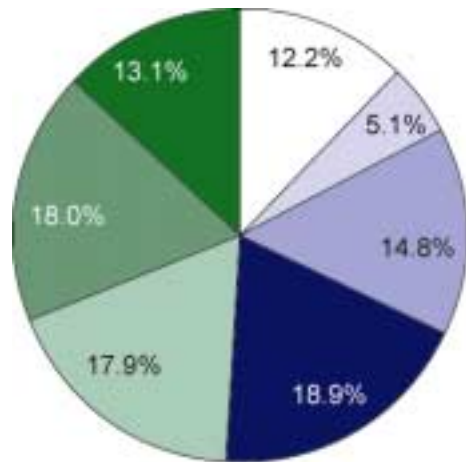
Proportion of Active RNs and LPNs, by Age



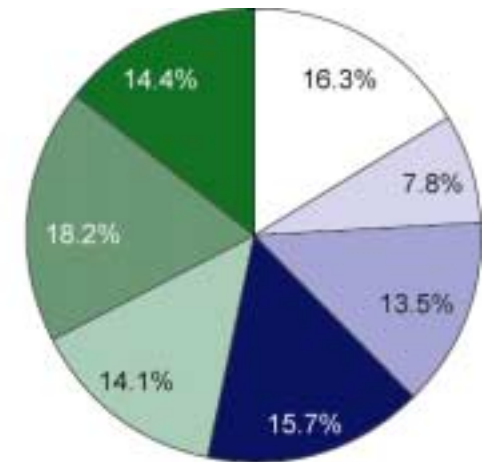
SOURCE: *Michigan Center for Nursing Survey of Nurses 2004.*

NOTE: Percentages presented here are based on bivariate analysis of age and employment status for all licensed nurses.

Plans to Practice Nursing for LPNs and RNs



RNs



LPNs

SOURCE: Michigan Center for Nursing Survey of Nurses 2004.

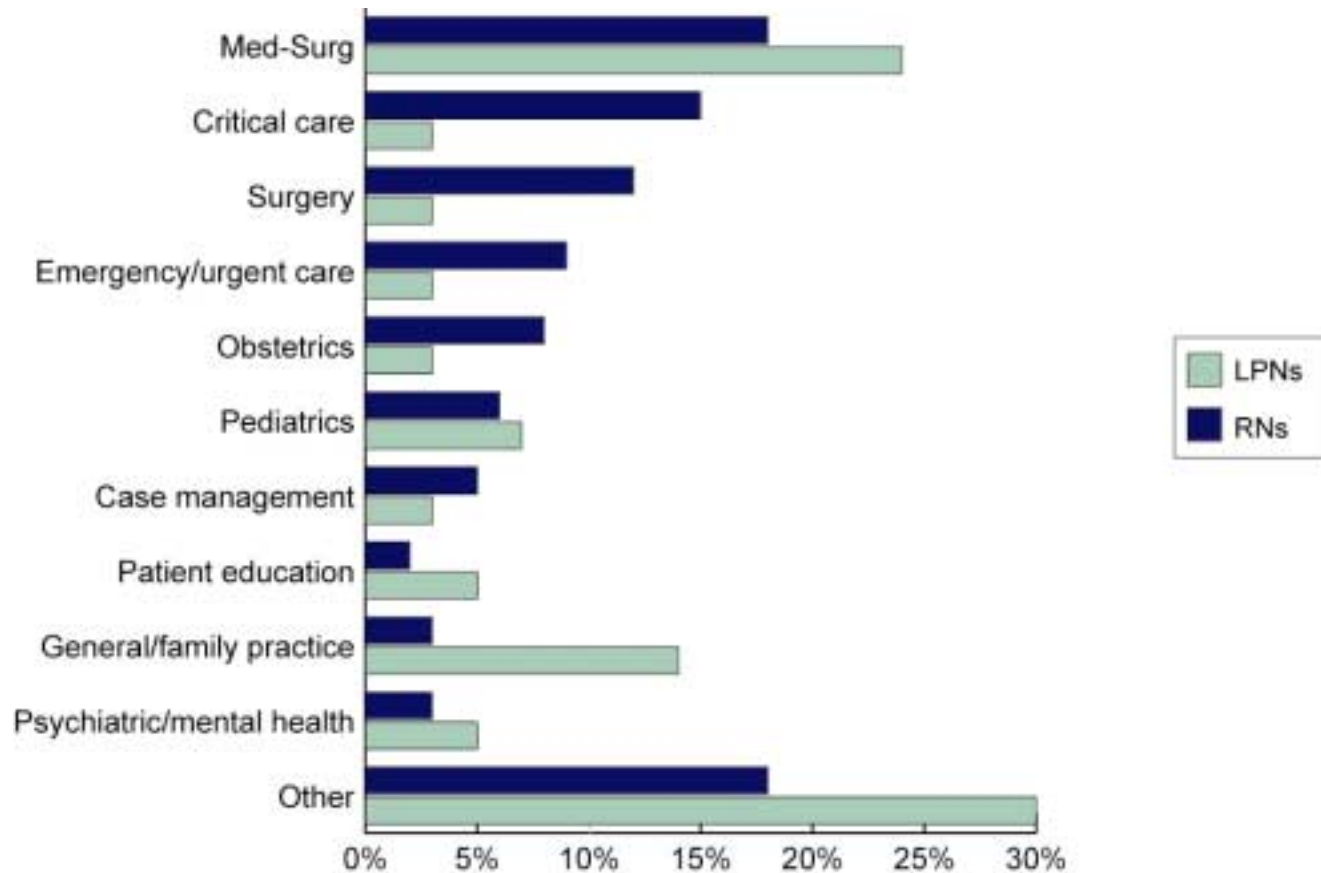
Employment Settings of RNs and LPNs, 2004

Employment Settings	RNs	LPNs
Hospital inpatient	50.2	19.3
Hospital outpatient	13.7	4.8
Non-hospital outpatient	2.6	2.1
Physician's office	5.4	12.1
Nursing home/long-term care facility	5.6	35.0
Home health	5.1	9.8
Public/community health	3.6	2.0
School health	1.1	1.6
Hospice	2.2	2.1
Nursing education	4.7	1.8
Insurance company/health plan	1.9	1.0
Traveling/temporary nurse	2.6	1.3
Other	7.4	8.4
None (not active in nursing)	4.7	7.3

SOURCE: Michigan Center for Nursing Survey of Nurses 2004.

NOTE: Nurses were asked to indicate all of their current employment settings, so the sum of the percentages will be more than 100 percent.

Main Practice Area of RNs and LPNs, 2004



SOURCE: Michigan Center for Nursing Survey of Nurses 2004.

Education

- 22 percent of RNs have a diploma in nursing, 42 percent have an associate's degree, and 40 percent hold a bachelor's degree.
- 8 percent of RNs hold a master's degree in 2004 compared to 5 percent who held a master's degree in 1998-99.
- 6 percent of RNs and 1 percent of LPNs graduated from a nursing school in another country.

Demographic Characteristics

- 8 percent of RNs and 6 percent of LPNs are male.
- 6 percent of RNs are African American, 1 percent are American Indian/Alaskan Native, and 3 percent are Asian or Pacific Islander.
- 14 percent of LPNs are African American, 2 percent are American Indian/Alaskan Native, 2 percent are Asian or Pacific Islander
- Only 1 percent of RNs and LPNs are Hispanic.

Survey of Nurses 2004

Full report available online at
www.michigancenterfornursing.org

Separate reports providing response frequencies for health service areas in Michigan are also available online.