



Healthcare Workforce Data Center Nursing Workforce Licensure Renewal Survey 2007-2008

DATA CUBE - VIRGINIA REGISTERED NURSE RESULTS

This data cube is a compilation of statistical analyses of the survey results* that are presented in the form of frequency tables and cross-tabulations on the topics addressed by the survey. † Included are tables with data designed to answer questions concerning demographic characteristics, level of education, length of employment, planned time to retirement, and so forth, drawn from the responses of those Virginia licensed Registered Nurses completing the survey. The tables depict the results of queries that were designed to provide information on anticipated workforce-related questions and to supplement the results reported in the report entitled, *2007 & 2008 Virginia Licensed Nursing Workforce Survey Findings and Recommendations*. For ease of reference, the following page provides a list of the tables with an automatic link to each table.

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* Note that the data presented is drawn from the responses of 53,785 registered nurses who were licensed in Virginia and who completed the on-line licensure renewal workforce survey in 2007 or 2008, approximately 70% of all who renewed their licenses. Those excluded from the survey were nurses who were new licensees and those who may have been practicing in Virginia with a license from another state through the Nursing Compact.

† Principle data analysis for the nurse supply/demand estimate was conducted by Lacey Research Associates. Technical assistance was provided by the Department of Health Administration and Policy at George Mason University.

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

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Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

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Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 1: RN Race and Ethnicity (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported race and ethnicity?

Race		Frequency	Percent
	American Indian/Alaskan Native	78	.2
	Asian/Pacific Islander	1437	4.2
	Black	2801	8.1
	Hispanic	386	1.1
	Multi-racial	408	1.2
	Not Reported	243	.7
	Other	332	1.0
	White	28692	83.5
	Total	34377	100.0

Table 2: RN Gender (Frequency and Percentage)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported gender?

Gender		Frequency	Percent
	Female	31682	92.2
	Male	1933	5.6
	Not Reported	762	2.2
	Total	34377	100.0

Table 3: RN Age Category (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What were the reported ages?

	Frequency	Percent	Cumulative Percent
Age 21 - 25	718	2.1	2.1
Age 26 - 30	2861	8.3	10.4
Age 31 - 35	2679	7.8	18.2
Age 36 - 40	4479	13.0	31.3
Age 41 - 45	3825	11.1	42.4
Age 46 - 50	6162	17.9	60.3
Age 51 - 55	4666	13.6	73.9
Age 56 - 60	4536	13.2	87.1
Age 61 - 65	1592	4.6	91.7
Age 66 - 70	825	2.4	94.1
Age 71 - 75	178	.5	94.6
Age 76 - 80	61	.2	94.8
Age 81 and over	10	.0	94.8
Not Reported	1779	5.2	100.0
Total	34371	100.0	

Table 4: RN Race and Ethnicity by Gender (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported race and ethnicity by gender?

Race		Female	Male	Not Reported
American Indian/Alaskan Native		147	8	1
Asian/Pacific Islander		2734	114	26
Black		5403	131	68
Hispanic		725	37	10
Multi-racial		773	33	10
Not Reported		400	7	79
Other		609	36	19
White		55268	1567	549
Total		66059	1933	762

Table 5: RN Race and Ethnicity by Age Category (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported race and ethnicity by age?

		Race							Total	
Age Category		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White	
	Age 21 - 25	1	22	59	12	14	3	4	603	718
	Age 26 - 30	5	145	247	42	57	11	35	2319	2861
	Age 31 - 35	4	198	227	39	53	9	31	2118	2679
	Age 36 - 40	12	280	422	67	64	22	49	3563	4479
	Age 41 - 45	10	142	381	50	52	25	35	3130	3825
	Age 46 - 50	17	176	480	60	50	39	69	5271	6162
	Age 51 - 55	10	140	325	37	38	25	33	4058	4666
	Age 56 - 60	9	144	272	41	35	43	36	3956	4536
	Age 61 - 65	4	57	87	9	12	12	8	1403	1592
	Age 66 - 70	3	32	54	6	8	6	8	708	825
	Age 71 - 75	0	1	14	1	1	1	1	159	178
	Age 76 - 80	0	2	3	1	0	0	0	55	61
	Not Reported	3	97	230	21	24	47	23	1334	1779
Total		78	1437	2801	386	408	243	332	28692	34377

Table 6: RN Gender by Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported gender by age?

Age Category		Female	Male	Not Reported
	Age 21 - 25	1401	26	9
	Age 26 - 30	5535	144	43
	Age 31 - 35	5133	193	32
	Age 36 - 40	8561	322	75
	Age 41 - 45	7345	232	73
	Age 46 - 50	11863	342	119
	Age 51 - 55	8954	251	127
	Age 56 - 60	8704	244	124
	Age 61 - 65	3063	69	52
	Age 66 - 70	1603	20	27
	Age 71 - 75	344	7	5
	Age 76 - 80	120	0	2
	Not Reported	3402	83	73
Total		66028	1933	761

Table 7: RN Race and Ethnicity by Gender by Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported race and ethnicity by gender and age?

Race/Ethnicity					Total
		Not Reported	Female	Male	
American Indian/Alaskan Native	Age 21-25	0	1	0	1
	26-30	0	4	1	5
	31-35	0	5	0	5
	36-40	0	12	1	13
	41-45	1	14	4	19
	46-50	1	28	3	32
	51-55	1	24	5	30
	56-60	1	12	2	15
	60-64	0	8	1	9
	65-70	0	4	1	5
	76-80	0	1	0	1
Total		4	113	18	135

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Gender			Total
			Not Reported	Female	Male	
Asian/Pacific Islander	Age	21-25	1	16	2	19
		26-30	3	142	9	154
		31-35	3	311	31	345
		36-40	10	359	51	420
		41-45	7	289	34	330
		46-50	4	215	22	241
		51-55	6	287	14	307
		56-60	7	195	12	214
		60-64	5	145	6	156
		65-70	2	62	2	66
		71-75	1	9	1	11
	76-80	0	1	0	1	
Total			49	2031	184	2264

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Gender			Total
			Not Reported	Female	Male	
Black	Age	21-25	0	50	2	52
		26-30	3	303	11	317
		31-35	11	388	34	433
		36-40	15	532	33	580
		41-45	17	631	37	685
		46-50	18	656	49	723
		51-55	26	612	29	667
		56-60	20	424	22	466
		60-64	10	214	3	227
		65-70	4	90	8	102
		71-75	1	40	1	42
		76-80	0	15	0	15
		81+	0	3	0	3
Total			125	3958	229	4312

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Not Reported	Female	Male	Total
Hispanic	Age	21-25	1	9	0	10
		26-30	1	55	4	60
		31-35	3	65	7	75
		36-40	4	78	12	94
		41-45	2	95	10	107
		46-50	2	78	12	92
		51-55	0	67	6	73
		56-60	2	49	8	59
		60-64	3	26	3	32
		65-70	1	8	0	9
		71-75	0	4	0	4
		76-80	1	1	0	2
Total			20	535	62	617

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Gender			Total	
			Not Reported	Female	Male		
Multi-racial	Age	21-25	0	11	0	11	
		26-30	1	61	3	65	
		31-35	0	83	9	92	
		36-40	0	86	9	95	
		41-45	5	74	7	86	
		46-50	0	67	8	75	
		51-55	1	62	7	70	
		56-60	3	55	2	60	
		60-64	1	20	3	24	
		65-70	0	10	0	10	
		71-75	1	2	0	3	
		76-80	0	3	0	3	
		Total		12	534	48	594
		Not Reported	Age	21-25	4	2	0
26-30	25			15	0	40	
31-35	32			16	2	50	
36-40	61			27	2	90	
41-45	67			31	0	98	
46-50	74			47	3	124	
51-55	109			55	3	167	
56-60	66			49	3	118	
60-64	41			41	1	83	
65-70	13			14	0	27	
71-75	11			8	0	19	
76-80	2			1	0	3	
81+	2			0	0	2	
Total		507	306	14	827		

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Gender			Total
			Not Reported	Female	Male	
Other	Age	21-25	0	6	0	6
		26-30	1	36	2	39
		31-35	2	50	6	58
		36-40	1	72	13	86
		41-45	6	45	6	57
		46-50	10	85	13	108
		51-55	5	76	8	89
		56-60	4	39	5	48
		60-64	1	26	3	30
		65-70	0	15	0	15
		71-75	1	3	0	4
		76-80	0	0	1	1
Total		31	453	57	541	

Table 7 Continued
RN Race and Ethnicity by Gender by Age Category (Frequency)

Race/Ethnicity			Gender			Total
			Not Reported	Female	Male	
White	Age	under 20	1	5	0	6
		21-25	6	581	24	611
		26-30	30	2631	126	2787
		31-35	40	3241	237	3518
		36-40	62	4184	312	4558
		41-45	91	4911	357	5359
		46-50	133	6348	369	6850
		51-55	205	7606	437	8248
		56-60	158	5551	342	6051
		60-64	102	3660	151	3913
		65-70	62	1639	32	1733
		71-75	19	595	9	623
		76-80	5	129	1	135
		81+	1	40	2	43
	Total		915	41122	2399	44436

Table 8: RN Highest Degree (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported highest level of education?

High Degree		Frequency	Percent
	Associate Degree, Nursing	9360	27.2
	Associate Degree, Other	350	1.0
	Baccalaureate Degree, Nursing	11191	32.6
	Baccalaureate Degree, Other	2143	6.2
	Doctoral Degree, Nursing	192	.6
	Doctoral Degree, Other	212	.6
	Master's Degree, Nursing	3774	11.0
	Master's Degree, Other	1623	4.7
	RN Diploma	5421	15.8
	Total	34266	99.7

Table 9: RN Entry Degree (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported entry level of education?

Entry Degree	Frequency	Percent
Associate Degree, Nursing	12080	35.1
Associate Degree, Other	135	.4
Baccalaureate Degree, Nursing	11673	34.0
Baccalaureate Degree, Other	176	.5
LPN Diploma/Certificate	2063	6.0
Not Reported	81	.2
RN Diploma	8168	23.8
Total	34376	100.0

Table 10: RN Entry Year (Frequency and Percentage)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported entry year of practice of those who reported being in Virginia's workforce?

Entry Yr	Frequency	Percent
1954	16	.0
1955	16	.0
1956	37	.1
1957	39	.1
1958	58	.2
1959	64	.2
1960	75	.2
1961	91	.3
1962	120	.3
1963	139	.4
1964	215	.6
1965	219	.6
1966	262	.8
1967	313	.9
1968	382	1.1
1969	410	1.2
1970	409	1.2
1971	470	1.4
1972	544	1.6
1973	534	1.6
1974	670	1.9
1975	707	2.1
1976	859	2.5
1977	802	2.3
1978	841	2.4
1979	834	2.4
1980	810	2.4
1981	781	2.3
1982	773	2.2
1983	814	2.4

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 10 Continued
RN Entry Year (Frequency and Percentage)

Entry Yr	Frequency	Percent
1984	916	2.7
1985	877	2.6
1986	805	2.3
1987	703	2.0
1988	648	1.9
1989	632	1.8
1990	685	2.0
1991	753	2.2
1992	863	2.5
1993	882	2.6
1994	1017	3.0
1995	1009	2.9
1996	997	2.9
1997	927	2.7
1998	911	2.7
1999	817	2.4
2000	844	2.5
2001	793	2.3
2002	792	2.3
2003	877	2.6
2004	1123	3.3
2005	1232	3.6
2006	1086	3.2
2007	356	1.0
Total	32849	95.7%

Table 11: RN Highest Degree by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported highest educational degree by race and ethnicity?

High Degree		Race							
		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White
		0	9	10	2	0	5	1	67
	Associate Degree, Nursing	31	146	864	118	101	68	91	7941
	Associate Degree, Other	1	6	29	6	9	2	2	295
	Baccalaureate Degree, Nursing	21	845	972	151	159	84	121	8838
	Baccalaureate Degree, Other	6	65	153	16	32	14	21	1836
	Doctoral Degree, Nursing	0	7	15	1	1	4	3	161
	Doctoral Degree, Other	1	12	22	4	3	0	2	168
	LPN Diploma/Certificate	0	0	3	1	0	0	0	13
	Master's Degree, Nursing	3	122	269	43	40	22	32	3243
	Master's Degree, Other	4	43	192	14	14	9	27	1320
	RN Diploma	11	182	272	30	49	35	32	4810
Total		78	1437	2801	386	408	243	332	28692

Table 12: RN Entry Degree by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported entry degree by race and ethnicity?

Entry Degree		Race							
		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White
	Associate Degree, Nursing	37	223	1074	146	149	92	138	10217
	Associate Degree, Other	1	3	19	0	1	1	3	107
	Baccalaureate Degree, Nursing	20	920	921	160	153	69	122	9308
	Baccalaureate Degree, Other	0	7	17	4	1	3	2	142
	LPN Diploma/Certificate	7	22	342	24	32	18	13	1605
	Not Reported	0	3	6	1	0	3	2	66
	RN Diploma	13	258	421	51	72	57	52	7244
Total		78	1436	2800	386	408	243	332	28689

Table 13: RN Entry Year by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported entry year into practice by race and ethnicity?

		Race								Total
		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White	
Entry Yr	1954	0	0	0	0	0	0	0	16	16
	1955	0	0	1	0	0	0	0	15	16
	1956	0	0	0	0	0	1	0	36	37
	1957	0	0	2	0	0	1	0	36	39
	1958	0	0	3	0	1	3	0	51	58
	1959	1	0	5	0	0	0	0	58	64
	1960	0	4	6	0	0	0	1	64	75
	1961	0	4	4	1	1	0	0	81	91
	1962	0	3	5	0	1	1	1	109	120
	1963	0	5	8	1	0	2	2	121	139
	1964	0	8	4	1	0	2	0	200	215
	1965	0	4	4	1	2	1	2	205	219
	1966	0	7	9	1	0	1	2	242	262
	1967	0	21	14	1	2	4	2	269	313
	1968	0	16	9	1	2	2	2	350	382
	1969	1	18	17	2	1	8	5	358	410
	1970	2	22	16	0	1	0	2	366	409
	1971	0	14	21	6	0	10	3	416	470
	1972	0	17	32	3	1	4	2	485	544
	1973	0	15	35	10	4	4	3	463	534
	1974	4	21	48	3	3	8	4	579	670
	1975	2	22	34	3	6	6	5	629	707
	1976	1	25	52	8	5	6	4	758	859
	1977	2	31	43	2	5	4	2	713	802
	1978	2	30	50	7	4	4	6	738	841
	1979	0	43	36	7	5	8	8	727	834

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 13 Continued
RN Entry Year by Race and Ethnicity (Frequency)

		Race							Total	
		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White	
1980	1	45	61	2	6	6	3	686	810	
1981	3	18	56	4	4	5	6	685	781	
1982	3	16	67	9	6	3	8	661	773	
1983	0	22	65	6	5	4	6	706	814	
1984	1	14	64	17	15	4	4	797	916	
1985	4	20	63	7	11	8	10	754	877	
1986	1	14	65	9	8	5	7	696	805	
1987	2	33	67	12	10	3	6	570	703	
1988	2	21	71	3	10	4	4	533	648	
1989	0	43	83	7	8	5	5	481	632	
1990	1	39	55	9	8	7	4	562	685	
1991	3	37	74	5	8	3	12	611	753	
1992	2	60	69	11	9	3	8	701	863	
1993	3	52	73	6	6	9	8	725	882	
1994	3	69	89	7	10	10	13	816	1017	
1995	3	57	69	12	13	4	10	841	1009	
1996	1	40	73	7	15	2	9	850	997	
1997	3	35	101	12	13	5	8	750	927	
1998	3	65	78	11	12	4	10	728	911	
1999	3	46	88	11	16	0	13	640	817	
2000	2	41	73	14	13	8	17	676	844	
2001	2	27	98	20	18	4	10	614	793	
2002	2	35	98	19	12	4	9	613	792	
2003	1	50	78	9	17	4	11	707	877	
2004	2	31	115	25	24	9	12	905	1123	
2005	3	35	128	25	28	4	21	988	1232	
2006	3	47	128	15	26	5	12	850	1086	
2007	1	15	35	6	10	3	3	283	356	
Total	73	1357	2642	358	385	215	305	27514	32849	

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 14: RN Highest Degree by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the highest reported degree, by gender?

High Degree	Female	Male	Not Reported
Associate Degree, Nursing	10224	513	204
Associate Degree, Other	664	28	8
Baccalaureate Degree, Nursing	21574	590	218
Baccalaureate Degree, Other	4027	209	50
Doctoral Degree, Nursing	366	12	6
Doctoral Degree, Other	396	22	6
LPN Diploma/Certificate	33	1	0
Master's Degree, Nursing	7243	217	88
Master's Degree, Other	3018	195	33
RN Diploma	10561	142	139
Total	58106	1929	752

Table 15: RN Entry Degree by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported entry level of education, by gender?

Entry Degree	Female	Male	Not Reported
Associate Degree, Nursing	10966	851	258
Associate Degree, Other	124	8	3
Baccalaureate Degree, Nursing	10754	689	230
Baccalaureate Degree, Other	154	17	5
LPN Diploma/Certificate	1930	78	49
Not Reported	74	4	3
RN Diploma	7669	286	213
Total	31671	1931	760

Table 16: RN Entry Year by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported entry year of practice by gender for those responding they were in Virginia's nursing workforce?

Entry Yr	Female	Male	Not Reported
1954	16	0	0
1956	36	0	1
1957	37	0	2
1958	56	0	2
1959	61	0	3
1960	73	0	2
1961	86	1	4
1962	115	1	4
1963	135	0	4
1964	209	2	4
1965	211	0	8
1966	245	6	11
1967	300	4	9
1968	370	4	8
1969	390	8	12
1970	397	1	11
1971	445	6	19
1972	524	5	15
1973	515	13	6
1974	618	25	27
1975	661	26	20
1976	813	28	18
1977	752	28	22
1978	790	33	18
1979	780	32	21

Table 16 Continued
RN Entry Year by Gender (Frequency)

Entry Yr	Female	Male	Not Reported
1980	762	34	14
1981	735	27	19
1982	739	22	12
1983	739	54	21
1984	852	47	17
1985	826	40	11
1986	746	38	21
1987	667	27	9
1988	606	27	15
1989	585	30	17
1990	625	40	20
1991	689	49	15
1992	790	59	14
1993	792	78	12
1994	918	81	18
1995	884	102	23
1996	869	100	28
1997	833	79	15
1998	817	76	18
1999	722	79	16
2000	769	61	14
2001	729	48	16
2002	725	52	15
2003	808	58	11
2004	1019	88	16
2005	1107	103	22
2006	979	92	15
2007	324	29	3
Total	30291	1843	698

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 17: RN Highest Degree by Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the highest degree reported by age of those in Virginia's workforce?

Age Category		Associate Degree, Nursing	Associate Degree, Other	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Doctoral Degree, Nursing	Doctoral Degree, Other	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
	Age 21 - 25	236	3	365	3	0	0	9	2	0
	Age 26 - 30	785	32	1406	140	2	2	175	28	287
	Age 31 - 35	790	29	1049	159	9	10	287	62	281
	Age 36 - 40	1448	49	1544	354	8	8	462	153	438
	Age 41 - 45	1232	46	1283	220	14	11	397	158	445
	Age 46 - 50	1785	49	1973	342	32	32	726	353	851
	Age 51 - 55	1192	51	1344	300	34	32	654	283	767
	Age 56 - 60	936	58	1140	328	54	56	611	307	1028
	Age 61 - 65	277	11	335	118	20	34	163	112	520
	Age 66 - 70	143	6	157	61	4	12	78	51	310
	Age 71 - 75	14	1	40	6	2	5	16	15	78
	Not Reported	517	14	537	109	13	10	187	91	289
Total		9355	349	11173	2140	192	212	3765	1615	5294

Table 18: RN Entry Degree by Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported entry degree level and age of responding RNs in Virginia's workforce?

Age Category		Associate Degree, Nursing	Associate Degree, Other	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Doctoral Degree, Nursing	Doctoral Degree, Other	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
	Age 21 - 25	236	3	365	3	0	0	9	2	0
	Age 26 - 30	785	32	1406	140	2	2	175	28	287
	Age 31 - 35	790	29	1049	159	9	10	287	62	281
	Age 36 - 40	1448	49	1544	354	8	8	462	153	438
	Age 41 - 45	1232	46	1283	220	14	11	397	158	445
	Age 46 - 50	1785	49	1973	342	32	32	726	353	851
	Age 51 - 55	1192	51	1344	300	34	32	654	283	767
	Age 56 - 60	936	58	1140	328	54	56	611	307	1028
	Age 61 - 65	277	11	335	118	20	34	163	112	520
	Age 66 - 70	143	6	157	61	4	12	78	51	310
	Age 71 - 75	14	1	40	6	2	5	16	15	78
	Not Reported	517	14	537	109	13	10	187	91	289
Total		9355	349	11173	2140	192	212	3765	1615	5294

Table 19: RN Highest Degree by Entry Degree (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported highest degree obtained as entry degree into practice?

High Degree		Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	RN Diploma
	Associate Degree, Nursing	8026	*	4	109
	Associate Degree, Other	75	*	*	207
	Baccalaureate Degree, Nursing	1561	8053	27	1064
	Baccalaureate Degree, Other	1260	160	52	600
	Doctoral Degree, Nursing	24	113	2	43
	Doctoral Degree, Other	55	102	2	45
	Master's Degree, Nursing	679	2314	55	544
	Master's Degree, Other	330	878	28	314
	RN Diploma	*	*	*	5218
Total		12010	11620	170	8144

Table 20: RN Highest Degree by Entry Year into Practice (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported highest degree obtained by entry year into practice?

Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
1956	0	4	1	3	0	27
1957	1	6	1	5	1	20
1958	4	5	2	4	3	37
1959	0	12	6	6	8	29
1960	2	12	3	4	6	46
1961	5	17	5	12	4	46
1962	1	9	12	14	8	70
1963	6	28	13	9	12	66
1964	5	33	11	17	15	124
1965	13	43	13	24	11	103
1966	12	42	17	36	17	126
1967	21	78	17	34	17	127
1968	17	80	29	51	28	164
1969	31	93	19	48	41	165
1970	43	87	24	60	33	142
1971	40	132	23	65	28	162
1972	69	119	28	100	33	175
1973	89	158	18	77	40	127
1974	104	185	41	110	35	167
1975	128	203	35	117	46	162
1976	162	274	45	140	61	156
1977	143	231	42	116	64	174
1978	145	297	29	137	61	144
1979	160	264	50	126	55	150
1980	162	287	41	124	46	131

Table 20 Continued
RN Highest Degree by Entry Year into Practice (Frequency)

Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
1981	169	275	41	111	51	117
1982	196	245	38	117	64	93
1983	218	284	44	103	52	97
1984	241	313	42	127	55	118
1985	206	319	54	107	52	121
1986	231	274	29	125	38	93
1987	185	288	20	89	40	64
1988	191	235	23	95	19	74
1989	205	234	30	82	30	43
1990	247	233	38	71	28	58
1991	287	222	37	97	36	61
1992	291	298	44	87	33	88
1993	306	285	61	80	42	96
1994	313	351	76	117	43	96
1995	335	332	80	107	41	95
1996	319	359	85	100	37	78
1997	330	328	67	90	26	69
1998	298	329	60	96	39	81
1999	288	307	54	80	22	52
2000	300	305	57	69	11	83
2001	291	300	54	58	17	67
2002	267	309	59	54	9	79
2003	316	336	58	43	12	95
2004	433	392	89	47	32	105
2005	447	428	131	24	21	156
2006	441	391	109	5	13	108
2007	143	115	39	2	3	48
Total	8857	10786	2044	3622	1539	5175

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 21: RN Highest Degree by Entry Degree Year by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported highest degree obtained by entry year into practice, by gender?

Gender	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	RN Diploma
Female	1956	0	3	1	3	27
	1957	1	6	1	5	18
	1958	4	5	1	4	37
	1959	0	11	6	5	28
	1960	2	12	3	4	44
	1961	5	16	5	12	42
	1962	1	8	12	13	67
	1963	6	27	13	9	63
	1964	5	32	11	17	121
	1965	13	41	12	22	100
	1966	12	41	15	36	117
	1967	18	75	17	33	123
	1968	17	77	27	51	160
	1969	28	90	16	44	161
	1970	42	83	24	59	138
	1971	39	122	22	62	156
	1972	64	117	27	99	168
	1973	84	152	17	75	126
	1974	97	165	35	104	157
	1975	118	192	31	108	155
	1976	153	258	43	131	153
1977	139	216	37	104	167	
1978	142	281	25	127	134	
1979	149	253	41	117	142	
1980	154	272	37	118	124	
1981	161	261	36	105	110	

Table 21 Continued
RN Highest Degree by Entry Degree Year by Gender (Frequency)

Gender	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	RN Diploma
	1982	189	238	31	113	90
	1983	209	264	40	85	89
	1984	232	293	36	119	109
	1985	199	304	47	100	117
	1986	211	260	27	116	87
	1987	174	274	20	84	62
	1988	180	223	23	86	70
	1989	190	224	27	74	41
	1990	227	216	34	62	54
	1991	270	205	29	89	57
	1992	271	277	40	75	84
	1993	282	258	52	68	91
	1994	293	322	58	104	90
	1995	293	298	67	94	90
	1996	275	328	74	83	71
	1997	300	293	59	79	66
	1998	268	297	55	82	75
	1999	254	274	46	69	50
	2000	275	278	49	62	79
	2001	278	275	45	55	60
	2002	243	289	52	47	76
	2003	289	309	52	41	90
	2004	399	359	71	44	95
	2005	407	379	116	22	143
	2006	397	355	96	5	96
	2007	131	105	34	2	45
	Total	8190	10013	1795	3327	4915

Table 21 Continued
RN Highest Degree by Entry Degree Year by Gender (Frequency)

Gender	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	RN Diploma
Male	1984	7	18	4	4	4
	1985	6	10	5	7	3
	1986	16	9	1	4	2
	1987	6	11	0	4	2
	1988	3	8	0	7	3
	1989	7	7	2	7	0
	1990	10	12	4	6	3
	1991	11	14	7	7	2
	1992	15	16	2	12	3
	1993	18	23	9	11	5
	1994	13	24	15	11	6
	1995	36	27	11	9	3
	1996	34	20	9	15	5
	1997	22	31	8	11	2
	1998	24	25	5	11	4
	1999	27	28	7	10	1
	2000	20	22	6	6	3
	2001	6	22	8	2	3
	2002	15	18	6	6	1
	2003	23	24	5	0	4
	2004	28	27	18	2	7
	2005	34	38	13	2	11
	2006	38	29	12	0	11
	2007	10	9	5	0	3
	Total	429	472	162	154	91

Table 22: RN Highest Degree by Entry Degree Year by Race & Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the reported highest degree obtained by reported entry year into practice, by race and ethnicity?

Race	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
Black	1981	16	19	6	3	8
	1982	20	23	10	9	5
	1983	16	28	5	6	4
	1984	22	25	6	4	5
	1985	11	19	10	6	13
	1986	18	23	9	3	8
	1987	17	27	5	7	8
	1988	23	27	10	2	5
	1989	23	26	9	11	5
	1990	24	15	5	5	4
	1991	29	19	5	8	8
	1992	19	27	8	4	4
	1993	17	33	6	4	6
	1994	28	31	10	8	5
	1995	20	20	11	4	6
	1996	24	26	12	1	4
	1997	39	38	13	1	5
	1998	33	26	4	9	5
	1999	20	45	11	0	4
	2000	20	31	7	3	7
	2001	33	44	3	1	9
	2002	36	41	4	4	6
	2003	26	30	6	2	7
2004	41	46	2	6	13	
2005	51	50	1	1	10	
2006	48	50	1	2	11	
2007	14	13	1	1	2	
	Total	688	802	180	115	177

Table 22 Continued
RN Highest Degree by Entry Degree Year by Race and Ethnicity (Frequency)

Race	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
Hispanic	2000	8	5	1	0	0
	2001	2	15	2	0	0
	2002	4	9	0	0	0
	2003	4	4	1	0	0
	2004	6	15	1	0	2
	2005	10	7	0	0	3
	2006	9	6	0	0	0
	2007	1	4	0	0	1
	Total	44	65	5	0	6
Multi-racial	2000	5	4	1	0	1
	2001	7	3	6	0	1
	2002	1	7	2	0	2
	2003	5	8	1	0	1
	2004	3	14	0	0	3
	2005	7	13	0	0	5
	2006	9	12	0	0	2
	2007	6	3	0	0	1
	Total	43	64	10	0	16

Table 22 Continued
RN Highest Degree by Entry Degree Year by Race and Ethnicity (Frequency)

Race	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
White	1956	0	4	3	0	26
	1957	1	6	5	1	17
	1958	3	5	4	3	32
	1959	0	10	6	7	27
	1960	1	12	4	4	41
	1961	5	13	12	2	42
	1962	0	7	11	8	67
	1963	3	24	9	8	60
	1964	5	29	15	14	117
	1965	12	40	22	10	99
	1966	10	39	33	13	121
	1967	17	61	28	16	115
	1968	15	71	50	25	150
	1969	23	78	44	33	155
	1970	37	75	57	27	130
	1971	30	115	61	23	147
	1972	57	100	95	30	161
	1973	73	135	67	33	118
	1974	94	156	93	27	147
	1975	110	178	108	41	147
	1976	141	238	124	51	148
1977	128	201	104	59	157	
1978	134	246	127	49	130	
1979	141	212	112	47	139	
1980	139	225	112	40	119	

Table 22 Continued
RN Highest Degree by Entry Degree Year by Race and Ethnicity (Frequency)

Race	Entry Yr	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
	1981	143	238	99	48	104
	1982	168	205	99	51	85
	1983	190	238	94	43	89
	1984	207	265	113	46	108
	1985	178	276	91	43	102
	1986	204	230	110	32	81
	1987	155	220	78	32	52
	1988	158	191	77	13	67
	1989	172	169	65	13	35
	1990	215	182	58	21	46
	1991	246	165	81	26	49
	1992	259	220	73	26	75
	1993	274	214	60	37	77
	1994	267	260	96	31	82
	1995	299	260	83	35	81
	1996	284	299	79	29	71
	1997	272	255	71	23	58
	1998	242	247	83	28	63
	1999	253	212	58	18	45
	2000	248	229	56	8	72
	2001	241	213	45	15	52
	2002	214	228	44	5	66
	2003	270	260	34	9	78
	2004	369	288	43	24	85
	2005	363	330	22	17	135
	2006	354	293	4	10	91
	2007	118	82	1	1	43
	Total	7542	8549	3123	1255	4604

Table 23: RN Highest Degree by Entry Degree by Race and Ethnicity (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported highest degree obtained by reported entry degree into practice, by race and ethnicity?

Race	Entry Degree	Associate Degree, Nursing	Baccalaureate Degree, Nursing	Baccalaureate Degree, Other	Master's Degree, Nursing	Master's Degree, Other	RN Diploma
American Indian/Alaskan Native	Associate Degree, Nursing	28	3	4	1	1	0
	Baccalaureate Degree, Nursing	0	15	1	2	2	0
	RN Diploma	0	1	1	0	0	10
	Total	28	19	6	3	3	10
Asian/Pacific Islander	Associate Degree, Nursing	128	28	38	14	5	4
	Baccalaureate Degree, Nursing	2	762	8	100	31	0
	RN Diploma	5	42	13	6	6	176
	Total	135	832	59	120	42	180
Black	Associate Degree, Nursing	685	184	84	57	43	3
	Baccalaureate Degree, Nursing	1	620	18	154	103	0
	RN Diploma	12	58	29	29	27	248
	Total	698	862	131	240	173	251
Hispanic	Associate Degree, Nursing	101	12	11	13	3	0
	Baccalaureate Degree, Nursing	0	125	1	23	8	0
	RN Diploma	0	9	4	4	2	29
	Total	101	146	16	40	13	29
White	Associate Degree, Nursing	6859	1265	1081	571	266	34
	Baccalaureate Degree, Nursing	7	6279	129	1986	704	5
	RN Diploma	88	928	535	495	273	4647
	Total	6954	8472	1745	3052	1243	4686

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 24: RN Hours Per Week Status (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How many hours per week did survey participants report working?

Hours Per Week		Frequency	Percent
	Full-Time (32 hours/week)	27789	80.8
	Part-Time (less than 32 hours/week)	6325	18.4
	Total	34114	99.2

Table 25: RN Employment Role (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How many survey participants reported working in specified roles?

Role		Frequency	Percent
	Clinical	26485	77.0
	Consultative/Regulatory	692	2.0
	Education/Staff Development	1916	5.6
	Managerial/Administrative	5012	14.6
	Not Reported	272	.8
	Total	34377	100.0

Table 26: RN Employment Setting (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How many survey participants reported working in specified settings?

Setting	Frequency	Percent
Ambulatory Care	1788	5.2
Home health care	1857	5.4
Hospital	18185	52.9
Insurance company	542	1.6
Long Term Care	2164	6.3
Mental Health Facility	727	2.1
Military Treatment Fac.	264	.8
Not Reported	561	1.6
Nursing Education	896	2.6
Occupational health	332	1.0
Other	2327	6.8
Provider's office	2644	7.7
Public health/community	1030	3.0
School health	1060	3.1
Total	34377	100.0

Table 27: RN Job Tenure (Frequency and Percentage)

Data inquiry question that links to cross tab and descriptive analysis/query is:
How long did survey participants report having been in their current jobs?

Tenure		Frequency	Percent
	Less than six months	2522	7.3
	More than 120 months (more than ten years)	7728	22.5
	Six months to Twelve Months	3173	9.2
	Sixty-one months to 120 months (five to ten years)	7124	20.7
	Thirteen months to twenty four months (one to two years)	5290	15.4
	Twenty-five months to Sixty months (two to five years)	8250	24.0
	Total	34087	99.1

Table 28: RN Hours Per Week by Employment Role (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:
How did reported hours worked per week compare across employment roles?

Hrs per week		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	Employed 32 hours/week or more in nursing	20911	536	1499	4647
	Employed less than 32 hours/week in nursing	5402	152	392	327
	Not Reported	44	1	9	7
Total		26357	689	1900	4981

Table 29: RN Hours Per Week by Employment Setting (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How did reported hours worked per week compare across work settings?

		Employed 32 hours/week or more in nursing	Employed less than 32 hours/week in nursing
Setting	Ambulatory Care	1367	410
	Home health care	1481	359
	Hospital	14770	3322
	Insurance company	487	48
	Long Term Care	1882	265
	Mental health facility	631	93
	Military Base	244	18
	Not Reported	409	116
	Nursing Education	721	159
	Occupational health	253	76
	Other	1857	452
	Physician's office	1998	626
	Public health/community	859	165
	School health	830	216
Total		27789	6325

Table 30: RN Hours Per Week by Job Tenure (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did the reported hours worked per week compare across categories of years on the job?

Tenure		Employed 32 hours/week or more in nursing	Employed less than 32 hours/week in nursing
	Less than six months	2058	448
	More than 120 months (more than ten years)	6167	1485
	Six months to Twelve Months	2653	504
	Sixty-one months to 120 months (five to ten years)	5622	1441
	Thirteen months to twenty four months (one to two years)	4391	869
	Twenty-five months to Sixty months (two to five years)	6661	1538
Total		27552	6285

Table 31: RN Employment Setting by Role (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What were the reported employment roles by employment setting?

Setting	Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
Ambulatory Care	1560	4	22	193
Home health care	1224	25	51	540
Hospital	15500	149	524	1913
Insurance company	136	117	30	250
Long Term Care	1218	57	93	773
Mental health facility	553	7	22	136
Military Base	187	10	10	57
Not Reported	416	15	26	58
Nursing Education	45	7	810	29
Occupational health	206	16	11	97
Other	1400	243	149	514
Physician's office	2411	9	8	195
Public health/community	733	32	70	192
School health	896	1	90	65
Total	26485	692	1916	5012

Table 32: RN Employment Role by Job Tenure (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the relationship of employment role to job tenure?

Tenure		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	Less than six months	1821	71	169	442
	More than 120 months (more than ten years)	6132	140	386	995
	Six months to Twelve Months	2294	70	219	573
	Sixty-one months to 120 months (five to ten years)	5561	154	361	991
	Thirteen months to twenty four months (one to two years)	4049	100	296	807
	Twenty-five months to Sixty months (two to five years)	6425	146	469	1155
Total		26282	681	1900	4963

Table 33: RN Employment Role by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What were the reported employment roles, by race and ethnicity?

Race		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	American Indian/Alaskan Native	58	2	6	10
	Asian/Pacific Islander	1191	20	51	159
	Black	2137	51	156	442
	Hispanic	296	5	16	65
	Multi-racial	327	5	25	48
	Not Reported	175	2	19	39
	Other	264	9	15	40
	White	22037	598	1628	4209
Total		26485	692	1916	5012

Table 34: RN Employment Setting by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
In which settings did survey participants report working, by race and ethnicity?

Setting	American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	White
Ambulatory Care	3	91	148	16	16	11	1490
Home health care	5	55	113	17	21	7	1625
Hospital	29	863	1472	223	227	123	15063
Insurance company	3	18	68	8	5	5	428
Long Term Care	11	96	203	25	25	13	1764
Mental health facility	4	25	98	2	16	9	565
Military Base	2	18	48	6	3	1	180
Not Reported	0	15	48	3	6	7	475
Nursing Education	3	28	85	6	11	10	747
Occupational health	1	9	26	2	4	2	285
Other	8	82	178	29	18	21	1961
Physician's office	2	82	148	24	27	14	2335
Public health/community	1	34	93	15	14	6	862
School health	6	21	73	10	15	14	912
Total	78	1437	2801	386	408	243	28692

Table 35: RN Tenure by Race and Ethnicity (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported job tenure of survey participants working in Virginia, by race and ethnicity?

Tenure		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	White
	Less than six months	5	94	230	30	33	2096
	More than 120 months (more than ten years)	20	333	568	79	75	6525
	Six months to Twelve Months	9	124	264	34	33	2662
	Sixty-one months to 120 months (five to ten years)	13	286	614	72	81	5940
	Thirteen months to twenty four months (one to two years)	11	225	467	68	87	4342
	Twenty-five months to Sixty months (two to five years)	19	358	635	99	96	6898
Total		77	1420	2778	382	405	28463

Table 36: RN Employment Role by Gender (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What were the reported employment roles, by gender?

Gender		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	Female	24358	652	1800	4628
	Male	1541	29	69	277
Total		22899	681	1869	4905

Table 37: RN Employment Setting by Gender (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
Where did participants report working, by gender?

Setting	Female	Male
Ambulatory Care	1677	84
Home health care	1755	68
Hospital	16629	1178
Insurance company	508	15
Long Term Care	1989	117
Mental health facility	661	47
Military Base	232	29
Not Reported	496	32
Nursing Education	849	32
Occupational health	305	14
Other	2151	123
Physician's office	2468	111
Public health/community	960	48
School health	1002	35
Total	31682	1933

Table 38: RN Tenure by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the job tenure of those reporting work in Virginia, by gender?

Tenure		Female	Male
	Less than six months	2326	141
	More than 120 months (more than ten years)	7208	330
	Six months to Twelve Months	2917	190
	Sixty-one months to 120 months (five to ten years)	6579	386
	Thirteen months to twenty four months (one to two years)	4834	346
	Twenty-five months to Sixty months (two to five years)	7566	511
Total		31430	1904

Table 39: RN Employment Role by Age Category (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What were the reported employment roles, by age?

Age Category		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	Age 21 - 25	646	5	18	48
	Age 26 - 30	2474	30	101	235
	Age 31 - 35	2196	34	114	320
	Age 36 - 40	3574	75	197	610
	Age 41 - 45	2936	74	204	588
	Age 46 - 50	4612	134	358	1007
	Age 51 - 55	3435	110	288	785
	Age 56 - 60	3362	113	309	711
	Age 61 - 65	1142	42	124	271
	Age 66 - 70	597	31	63	125
Total		24974	648	1776	4700

Table 40: RN Employment Setting by Age Category (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
Where did responders report working, by age?

	Ambulatory Care	Home health care	Hospital	Insurance company	Long Term Care	Mental health facility	Military Base	Nursing Edu	Occupational health	Office	Public health/ community	School health	Amb. Care
Age 21 - 25	18	31	494	7	38	11	3	6	3	39	16	10	718
Age 26 - 30	106	102	1915	30	142	46	13	42	17	176	46	41	2861
Age 31 - 35	113	140	1618	29	160	38	26	59	8	196	63	56	2679
Age 36 - 40	243	232	2508	62	299	83	49	88	33	365	111	109	4479
Age 41 - 45	205	214	2034	68	247	70	29	91	33	276	107	117	3825
Age 46 - 50	342	382	3089	101	379	135	44	160	67	509	179	255	6162
Age 51 - 55	287	242	2290	91	278	131	35	140	52	373	167	165	4666
Age 56 - 60	248	266	2095	79	304	116	39	158	57	393	176	150	4536
Age 61 - 65	82	68	736	33	132	31	10	51	18	138	61	57	1592
Age 66 - 70	34	56	369	17	66	17	3	35	19	65	30	22	825
Total	1678	1733	17148	517	2045	678	251	830	307	2530	956	982	32343

Table 41: RN Tenure by Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the reported job tenure of responders, by age?

Age Category		Less than six months	More than 120 months (more than ten years)	Six months to Twelve Months	Sixty-one months to 120 months (five to ten years)	Thirteen months to twenty four months (one to two years)	Twenty-five months to Sixty months (two to five years)
	Age 21 - 25	53	77	87	72	261	164
	Age 26 - 30	265	261	326	429	682	883
	Age 31 - 35	251	313	310	535	516	734
	Age 36 - 40	400	649	475	965	787	1178
	Age 41 - 45	297	827	350	827	563	931
	Age 46 - 50	419	1580	526	1368	832	1394
	Age 51 - 55	308	1313	416	968	595	1028
	Age 56 - 60	275	1329	336	975	553	1021
	Age 61 - 65	94	564	120	343	153	299
	Age 66 - 70	38	297	64	169	86	162
	Not Reported	109	450	132	419	231	400
Total		2509	7660	3142	7070	5259	8194

Table 42: RN Job Satisfaction (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How satisfied did responders report being with their jobs?

Job Satisfaction		Frequency	Percent
	Somewhat dissatisfied	2165	6.3
	Somewhat satisfied	12909	37.6
	Very dissatisfied	513	1.5
	Very satisfied	18385	53.5
	Total	33972	98.9

Table 43: RN Future Years in Nursing (Frequency and Percentage)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How long did responders report they were expecting to stay in a nursing job?

Future Years in Nursing		Frequency	Percent
	13 months to 24 months (1 to 2 more years)	1343	3.9
	25 months to 60 months (2 to 5 more years)	4597	13.4
	6 months to 12 months (1 more year)	529	1.5
	61 months to 120 months (5 to 10 more years)	8617	25.1
	Less than 6 months	194	.6
	More than 120 months (more than 10 years)	18082	52.6
	Total	33362	97.1

Table 44: RN Hours Per Week by Job Satisfaction (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:
How did responders' reported hours worked per week relate to job satisfaction?

Satisfaction		Employed 32 hours/week or more in nursing	Employed less than 32 hours/week in nursing
	Somewhat dissatisfied	1737	409
	Somewhat satisfied	10262	2566
	Very dissatisfied	386	120
	Very satisfied	15076	3162
Total		27461	6257

Table 45: RN Hours Per Week by Future Years in Nursing (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the relationship of hours worked per week to the estimated future years in nursing reported by responders?

Future Years in Nursing		Employed 32 hours/week or more in nursing	Employed less than 32 hours/week in nursing
	13 months to 24 months (1 to 2 more years)	859	470
	25 months to 60 months (2 to 5 more years)	3384	1165
	6 months to 12 months (1 more year)	331	190
	61 months to 120 months (5 to 10 more years)	6901	1654
	Less than 6 months	120	71
	More than 120 months (more than 10 years)	15400	2584
Total		26995	6134

Table 46: RN Employment Role by Job Satisfaction (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the relationship of responders reported employment role to job satisfaction?

Satisfaction		Clinical	Consultative/ Regulatory	Education/Staff Development	Managerial/ Administrative
	Somewhat dissatisfied	1798	27	70	256
	Somewhat satisfied	10406	206	610	1588
	Very dissatisfied	430	10	21	51
	Very satisfied	13564	433	1193	3047
Total		26198	676	1894	4942

Table 47: RN Job Satisfaction by Race and Ethnicity (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
What was the level of job satisfaction reported, by race and ethnicity?

Race		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
	American Indian/Alaskan Native	6	33	3	36
	Asian/Pacific Islander	68	555	19	780
	Black	193	1109	42	1420
	Hispanic	26	144	6	206
	Multi-racial	27	175	7	197
	Not Reported	18	81	8	127
	Other	33	123	9	165
	White	1794	10689	419	15454
Total		2165	12909	513	18385

Table 48: RN Job Satisfaction by Gender (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the level of job satisfaction reported, by gender?

Gender		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
	Female	1978	11906	466	16976
	Male	134	730	33	1005
Total		2112	12636	499	17981

Table 49: RN Job Satisfaction by Age (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

What was the level of job satisfaction, by age?

Age Category	Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Age 21 - 25	42	283	12	373
Age 26 - 30	192	1182	41	1416
Age 31 - 35	173	1064	35	1395
Age 36 - 40	298	1817	48	2281
Age 41 - 45	244	1502	62	1975
Age 46 - 50	402	2247	83	3360
Age 51 - 55	297	1715	82	2519
Age 56 - 60	254	1533	74	2610
Age 61 - 65	89	532	25	923
Age 66 - 70	35	271	20	481
Not Reported	126	674	30	904
Total	2152	12820	512	18237

Table 50: RN Job Satisfaction by Employment Role and Employment Setting (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did employment settings and roles relate to job satisfaction for responders?

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Ambulatory Care	Work Environment	Clinical	79	523	26	914
		Managerial/Administrative	8	64	0	117
Home health care	Work Environment	Clinical	63	454	20	677
		Consultative/Regulatory	1	7	0	17
		Education/Staff Development	2	21	0	27
		Managerial/Administrative	33	171	1	328
Hospital	Work Environment	Clinical	1244	6647	281	7174
		Consultative/Regulatory	8	50	3	86
		Education/Staff Development	24	174	9	314
		Managerial/Administrative	93	638	17	1142
		Not Reported	4	47	1	44
Insurance company	Work Environment	Clinical	9	59	0	66
		Consultative/Regulatory	4	46	2	62
		Managerial/Administrative	16	86	4	141
Long Term Care	Work Environment	Clinical	93	490	31	596
		Education/Staff Development	3	41	1	48
		Managerial/Administrative	42	250	6	465
Mental health facility	Work Environment	Clinical	49	219	15	266
		Managerial/Administrative	10	49	3	72
Military Base	Work Environment	Clinical	12	58	3	110
		Managerial/Administrative	3	23	3	28

Table 50 Continued
RN Job Satisfaction by Employment Role and Employment Setting (Frequency)

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Nursing Education	Work Environment	Clinical	2	15	1	26
		Education/Staff Development	30	242	9	515
		Managerial/Administrative	2	10	0	17
Occupational health	Work Environment	Clinical	4	69	2	127
		Managerial/Administrative	6	26	0	64
Physician's office	Work Environment	Clinical	85	705	17	1574
		Managerial/Administrative	4	53	3	133
	Total		91	770	20	1731
Public health/community	Work Environment	Clinical	37	248	9	432
		Consultative/Regulatory	3	9	0	19
		Education/Staff Development	2	14	0	54
		Managerial/Administrative	11	53	3	121
School health	Work Environment	Clinical	26	280	3	578
		Education/Staff Development	1	20	0	69
		Managerial/Administrative	3	15	0	47

Table 51: RN Job Satisfaction by Employment Role and Age Category (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How do employment role and job satisfaction compare, by age?

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Ambulatory Care	Age Category	Age 26 - 30	7	32	2	64
		Age 31 - 35	4	42	1	66
		Age 36 - 40	9	100	1	128
		Age 41 - 45	14	81	1	107
		Age 46 - 50	23	99	2	212
		Age 51 - 55	12	110	7	156
		Age 56 - 60	8	64	7	167
		Age 61 - 65	4	26	2	50
		Age 66 - 70	2	6	1	25
Home health care	Age Category	Age 21 - 25	1	8	1	20
		Age 26 - 30	3	33	0	62
		Age 31 - 35	4	50	2	84
		Age 36 - 40	18	80	3	130
		Age 41 - 45	10	81	3	119
		Age 46 - 50	22	139	5	209
		Age 51 - 55	13	85	0	143
		Age 56 - 60	13	109	4	139
		Age 61 - 65	5	15	0	48
Age 66 - 70	2	14	2	38		
Hospital	Age Category	Age 21 - 25	32	210	9	239
		Age 26 - 30	146	856	28	873
		Age 31 - 35	120	693	21	776
		Age 36 - 40	201	1092	27	1170
		Age 41 - 45	142	871	47	957
		Age 46 - 50	244	1262	54	1504
		Age 51 - 55	175	913	46	1129
		Age 56 - 60	153	789	38	1081
		Age 61 - 65	47	293	11	376
Age 66 - 70	18	147	11	184		

Table 51 Continued
RN Job Satisfaction by Employment Role and Age (Frequency)

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Insurance company	Age Category	Age 36 - 40	2	22	1	37
		Age 41 - 45	6	29	0	31
		Age 46 - 50	6	34	1	60
		Age 51 - 55	6	34	2	47
		Age 56 - 60	5	25	1	47
		Age 61 - 65	1	15	0	17
Long Term Care	Age Category	Age 21 - 25	6	10	1	21
		Age 26 - 30	13	44	3	80
		Age 31 - 35	12	68	1	78
		Age 36 - 40	18	133	6	140
		Age 41 - 45	15	89	5	136
		Age 46 - 50	26	145	8	198
		Age 51 - 55	16	112	4	142
		Age 56 - 60	20	104	4	176
		Age 61 - 65	4	43	2	81
		Age 66 - 70	2	18	3	40
Mental health facility	Age Category	Age 26 - 30	3	19	0	24
		Age 31 - 35	4	15	1	18
		Age 36 - 40	6	36	1	38
		Age 41 - 45	9	34	1	26
		Age 46 - 50	10	52	1	70
		Age 51 - 55	13	48	9	60
		Age 56 - 60	9	41	3	62
		Age 61 - 65	3	9	0	19

Data source: Virginia Board of Nursing On-Line Nurse Licensure Renewal Survey 2007-2008

Table 51 Continued
RN Job Satisfaction by Employment Role and Age (Frequency)

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Military Base	Age Category	Age 36 - 40	6	13	1	29
		Age 41 - 45	3	13	0	13
		Age 46 - 50	1	16	1	26
		Age 51 - 55	1	12	2	20
		Age 56 - 60	1	9	2	25
Nursing Education	Age Category	Age 26 - 30	1	19	0	20
		Age 31 - 35	3	21	0	35
		Age 36 - 40	4	40	1	42
		Age 41 - 45	6	31	3	48
		Age 46 - 50	4	40	1	112
		Age 51 - 55	7	38	1	93
		Age 56 - 60	4	45	3	104
		Age 61 - 65	5	10	1	34
Occupational health	Age Category	Age 36 - 40	1	8	0	24
		Age 41 - 45	3	8	0	20
		Age 46 - 50	4	21	0	41
		Age 51 - 55	2	21	1	28
		Age 56 - 60	0	20	1	35
Physician's office	Age Category	Age 21 - 25	1	19	0	19
		Age 26 - 30	7	51	2	114
		Age 31 - 35	7	59	3	125
		Age 36 - 40	12	112	2	238
		Age 41 - 45	15	76	1	182
		Age 46 - 50	19	139	6	340
		Age 51 - 55	14	116	2	238
		Age 56 - 60	8	111	3	261
		Age 61 - 65	2	44	0	88
	Age 66 - 70	2	15	1	45	

Table 51 Continued
RN Job Satisfaction by Employment Role and Age (Frequency)

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Public health/community	Age Category	Age 26 - 30	1	19	0	26
		Age 31 - 35	5	17	3	38
		Age 36 - 40	3	39	1	68
		Age 41 - 45	5	32	1	67
		Age 46 - 50	12	67	2	94
		Age 51 - 55	7	44	1	115
		Age 56 - 60	9	50	0	116
		Age 61 - 65	6	14	3	35
		Age 66 - 70	3	7	0	20
	School health	Age Category	Age 26 - 30	1	15	1
		Age 31 - 35	3	16	0	37
		Age 36 - 40	2	36	0	71
		Age 41 - 45	3	39	0	72
		Age 46 - 50	8	70	1	173
		Age 51 - 55	9	51	0	104
		Age 56 - 60	1	40	0	108
		Age 61 - 65	3	11	0	42

Table 52: RN Job Satisfaction by Employment Role and Race and Ethnicity (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did reported employment role relate to job satisfaction, by race and ethnicity?

Setting		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied	
		Black	4	54	1	88
		Hispanic	0	4	0	12
		White	77	499	22	869
Home health care	Race	Asian/Pacific Islander	4	18	1	32
		Black	10	31	2	69
		White	85	580	16	927
Hospital	Race	American Indian/Alaskan Native	3	12	3	11
		Asian/Pacific Islander	42	347	12	452
		Black	120	632	28	672
		Hispanic	16	93	1	113
		Multi-racial	12	108	5	100
		White	1142	6245	254	7275
Insurance company	Race	Black	2	31	0	33
		White	26	158	7	232
Long Term Care	Race	Asian/Pacific Islander	4	40	1	50
		Black	14	80	4	103
		Hispanic	5	13	0	7
		White	111	642	33	961
Mental health facility	Race	Black	9	48	3	37
		White	42	210	15	292
	Total		59	286	18	357

Table 52 Continued
RN Job Satisfaction by Employment Role and Race and Ethnicity (Frequency)

Setting			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Military Base	Race	Black	5	16	0	27
		White	7	56	4	109
Nursing Education	Race	Asian/Pacific Islander	1	10	0	17
		Black	4	20	0	59
		White	30	228	8	468
Occupational health	Race	Black	2	9	0	15
		White	10	85	2	183
Physician's office	Race	Asian/Pacific Islander	4	25	1	52
		Black	4	50	1	91
		Hispanic	0	9	1	14
		Multi-racial	1	4	0	22
		White	80	675	16	1535
Public health/community	Race	Asian/Pacific Islander	2	10	0	21
		Black	3	34	2	53
		White	46	270	10	527
School health	Race	Asian/Pacific Islander	0	5	0	16
		Black	3	27	0	43
		White	26	268	1	608

Table 53: RN Job Satisfaction by Employment Setting (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How did reported employment setting relate to job satisfaction?

Setting		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
	Ambulatory Care	88	598	26	1052
	Home health care	102	655	21	1061
	Hospital	1373	7556	311	8760
	Insurance company	32	208	7	287
	Long Term Care	139	807	39	1159
	Mental health facility	59	286	18	357
	Military Base	15	87	6	152
	Not Reported	34	228	9	278
	Nursing Education	36	267	11	566
	Occupational health	12	102	2	210
	Other	100	703	28	1444
	Physician's office	91	770	20	1731
	Public health/community	53	324	12	629
	School health	31	318	3	699
Total		2165	12909	513	18385

Table 54: RN Job Satisfaction by Future Years in Nursing (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did the number of years to retirement compare to the reported level of job satisfaction?

Future Years in Nursing		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
	13 months to 24 months (1 to 2 more years)	195	533	53	551
	25 months to 60 months (2 to 5 more years)	420	1867	97	2169
	6 months to 12 months (1 more year)	95	211	60	159
	61 months to 120 months (5 to 10 more years)	547	3447	97	4443
	Less than 6 months	40	63	29	59
	More than 120 months (more than 10 years)	787	6380	155	10623
Total		2084	12501	491	18004

Table 55: RN Job Satisfaction by Future Years in Nursing by Race and Ethnicity (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did the number of years to retirement and reported level of job satisfaction compare, by race and ethnicity

Race			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Asian/Pacific Islander	Future Years in Nursing	13 months to 24 months (1 to 2 more years)	5	26	3	25
		25 months to 60 months (2 to 5 more years)	13	81	2	89
		61 months to 120 months (5 to 10 more years)	27	150	4	187
		More than 120 months (more than 10 years)	17	264	5	454
Black	Future Years in Nursing		11	39	1	30
		13 months to 24 months (1 to 2 more years)	16	40	4	49
		25 months to 60 months (2 to 5 more years)	30	154	7	159
		6 months to 12 months (1 more year)	9	11	7	18
		61 months to 120 months (5 to 10 more years)	43	299	8	347
		More than 120 months (more than 10 years)	81	562	12	812
Hispanic	Future Years in Nursing	25 months to 60 months (2 to 5 more years)	4	25	1	18
		61 months to 120 months (5 to 10 more years)	6	36	2	56
		More than 120 months (more than 10 years)	9	71	1	121

Table 55 Continued
RN Job Satisfaction by Future Years in Nursing by Race and Ethnicity (Frequency)

Race			Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
Multi-racial	Future Years in Nursing	25 months to 60 months (2 to 5 more years)	2	29	5	17
		61 months to 120 months (5 to 10 more years)	9	48	0	41
		More than 120 months (more than 10 years)	7	86	1	125
White	Future Years in Nursing	13 months to 24 months (1 to 2 more years)	158	442	40	454
		25 months to 60 months (2 to 5 more years)	356	1547	79	1848
		6 months to 12 months (1 more year)	80	185	46	128
		61 months to 120 months (5 to 10 more years)	449	2842	82	3730
		Less than 6 months	34	52	25	45
		More than 120 months (more than 10 years)	655	5292	131	8934

Table 56: RN Future Years in Nursing by Race and Ethnicity (Frequency)

Data inquiry question that links to cross tab and descriptive analysis/query is:

How did the number of years to retirement compare to reported level of job satisfaction, by race and ethnicity?

Future Years in Nursing		Race							
		American Indian/Alaskan Native	Asian/Pacific Islander	Black	Hispanic	Multi-racial	Not Reported	Other	White
		2	43	90	11	7	21	16	825
	13 months to 24 months (1 to 2 more years)	9	59	109	14	21	9	17	1105
	25 months to 60 months (2 to 5 more years)	8	187	353	49	53	38	45	3864
	6 months to 12 months (1 more year)	2	19	45	7	9	2	2	443
	61 months to 120 months (5 to 10 more years)	24	369	704	102	98	63	81	7176
	Less than 6 months	1	14	15	1	0	5	0	158
	More than 120 months (more than 10 years)	32	746	1485	202	220	105	171	15121
Total		78	1437	2801	386	408	243	332	28692

Table 57: RN Future Years in Nursing by Highest Degree (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How did the participants' level of education relate to reported desire to work longer?

Highest Degree		13 months to 24 months (1 to 2 more years)	25 months to 60 months (2 to 5 more years)	6 months to 12 months (1 more year)	61 months to 120 months (5 to 10 more years)	Less than 6 months	More than 120 months (more than 10 years)
	Associate Degree, Nursing	318	1097	115	2239	42	5288
	Associate Degree, Other	10	41	2	85	2	198
	Baccalaureate Degree, Nursing	399	1426	172	2756	60	6031
	Baccalaureate Degree, Other	101	320	35	553	17	1046
	Doctoral Degree, Nursing	7	39	3	66	1	72
	Doctoral Degree, Other	15	45	7	57	0	75
	Master's Degree, Nursing	128	468	47	986	18	2029
	Master's Degree, Other	78	244	37	462	12	747
	RN Diploma	286	898	110	1387	42	2536
Total		1342	4578	528	8591	194	18022

Table 58: RN Job Satisfaction by Highest Degree (Frequency)
 Data inquiry question that links to cross tab and descriptive analysis/query is:
How did highest degree of reported education relate to job satisfaction level?

High Degree		Somewhat dissatisfied	Somewhat satisfied	Very dissatisfied	Very satisfied
	Associate Degree, Nursing	615	3613	130	4913
	Associate Degree, Other	19	125	4	197
	Baccalaureate Degree, Nursing	754	4378	186	5730
	Baccalaureate Degree, Other	148	826	28	1113
	Doctoral Degree, Nursing	7	56	3	124
	Doctoral Degree, Other	11	71	5	123
	Master's Degree, Nursing	195	1257	53	2215
	Master's Degree, Other	105	573	23	903
	RN Diploma	306	1965	81	3010
Total		2160	12864	513	18328