

# Preliminary Findings from the New York Registered Nurse Re-registration Survey

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## Background

Beginning in December of 2007, the Center for Health Workforce Studies, with support from the New York State Department of Health (NYSDOH) and the New York State Education Department (NYSED), began conducting a survey of registered nurses (RNs) at the time of their license renewal. This research brief focuses on basic characteristics of active patient care RNs in the state who completed the survey.<sup>1</sup> When possible, the results from the re-registration survey are compared to two other sources of information about New York RNs.<sup>2</sup> Approximately 41% of RNs who received the survey completed it. However, this sample only represents 12% of all licensed RNs in New York; therefore, caution should be taken in interpreting the findings presented below.

## Preliminary Findings

**The majority of RNs in New York were non-Hispanic White, female, and, on average, in their late 40s.**

According to the New York RN re-registration survey, 69% of RNs in New York were White, 92% were female, and overall, they had an average age of 47. Blacks/African Americans, Hispanics/Latinos, American Indians/Alaska Natives were underrepresented minorities (URMs)

they comprised 15% of the RN workforce, but approximately 35% of New York's population. In comparison, the National Sample Survey of Registered Nurses (NSSRN) found that 8% of New York's RNs were URMs and NYSED indicated that 22% of New York's RNs were URMs.

**More than half of RNs reported that their initial nursing degree was an associate degree.**

Fifty-two percent of RNs reported that their first nursing degree was an associate degree (ADN), and 31% reported a bachelor's degree (BSN) as their initial nursing degree.

**Slightly more RNs reported that their highest nursing degree was an ADN rather than a BSN.**

An ADN was the most frequently reported highest nursing degree (41%), closely followed by a BSN (36%). Only 12% of RNs practicing in New York reported a master's or a doctorate as their highest nursing degree. Overall, the breakdown of degrees from the New York re-registration survey was similar to the NSSRN and NYSED.

## Demographic Characteristics of RNs in New York

Demographics	NY Re-Reg 2008	NSSRN 2004	NYSED 2002
Average Age	47.0	44.7	46.7
Percent Female	92.2	93.8	94.7
Percent Race/Ethnicity			
Non-Hispanic White	69.1	85.8	70.1
Black/African American	12.2	6.2	17.9
Asian	11.8	4.9	7.6
American Indian/Alaska Native	0.3	0.3	0.2
Hispanic/Latino	2.4	1.6	4.0
Other	4.2	1.2	0.1

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## Initial and Highest RN Degree of RNs in New York

Degree	NY Re-Reg 2008		NSSRN 2004		NYSED 2002	
	% Initial Degree	% Highest Degree	% Initial Degree	% Highest Degree	% Initial Degree	% Highest Degree
Diploma	16.2	11.1	26.1	16.8	26.0	---
Associate	51.7	40.6	45.8	34.8	44.3	---
Bachelor's	31.1	36.0	27.4	33.3	29.1	---
Master's	1.0	11.3	0.7	13.9	0.5	---
Doctorate	---	1.0	---	1.2	---	---

### Most RNs worked in hospitals.

Fifty-one percent of RNs worked in hospitals according to the New York re-registration survey. The second most frequently reported setting was community based<sup>3</sup> (26%), followed by long-term care settings (11%). Both the NSSRN and NYSED reported similar findings.

#### Principal Setting of RNs in New York

Principal Setting	NY Re-Reg 2008	NSSRN 2004	NYSED 2002
Hospital	50.7	51.3	54.4
Long-term	11.4	8.3	9
Community Based	26.4	29.6	25.3
Nursing Education	1.8	3.2	2.6
Other	9.7	7.5	8.7

### Slightly more than two-thirds of RNs who practiced in New York reported a title of staff nurse.

Seventy percent of RNs reported being a staff nurse. The next most frequently reported principal title was nurse unit manager (12%). Less than 10% of RNs reported being an advanced practice nurse (7%), executive staff (2%), or an educator/researcher (2%). More RNs who completed the New York re-registration survey indicated that their principal title was staff nurse compared to findings from the NSSRN and NYSED.

#### Principal Title of RNs in New York

Principal Title	NY Re-Reg 2008	NSSRN 2004	NYSED 2002
Staff Nurse	70.0	61.0	61.8
Nurse Unit Manager	11.9	16.5	10.2
Advanced Practice Nurse	6.7	7.7	7.2
Executive Staff	1.6	4.8	3
Nurse Education/Research	1.9	5.8	4.8
Other	7.9	4.2	12.9

## Conclusion

In many cases, preliminary findings from the RN re-registration survey are comparable to those reported by the NSSRN and the NYSED. The most notable exceptions are race/ethnicity and principal title. Unlike the NSSRN or NYSED, the New York RN re-registration survey will eventually be able to provide information at the county and, in some cases, sub-county levels. Over time as the survey becomes more established and the response rate increases, further breakdowns might be possible.

## The Center for Health Workforce Studies

This brief was prepared by the Center for Health Workforce Studies at the School of Public Health, University at Albany, State University of New York. The Center's mission is to provide timely, accurate data and conduct policy-relevant research about the health workforce.

The New York Registered Nurse Re-registration Survey is part of the Center's New York Health Workforce Data System which is designed to support ongoing monitoring of the state's health workforce. The components of the system include licensure re-registration surveys for physicians, dentists, dental hygienists, and registered nurses; annual surveys of residents completing training in the state and registered nursing education programs; and the annual state health workforce tracking report.

<sup>1</sup> Only RNs who reported they were practicing in nursing and who did not indicate they were practicing out of state were included in the analysis.

<sup>2</sup> The National Sample Survey of Registered Nurses, 2004 and the research report Registered Nurses in New York State, 2002 published by the New York State Education Department were used for comparisons.

<sup>3</sup> Community based settings refer to private physician offices, clinics, and other outpatient settings.