

Registered Nurse (RN) Workforce Survey among Kansas Health Departments: Final Report

The purpose of the Registered Nurse (RN) Workforce Survey was to obtain important information about the current RN workforce in Kansas, specifically demographics, education level and military status. The survey also includes questions about informal BSN hiring preferences and/or formal BSN hiring policies. It was developed by the Promoting Nursing Education in Kansas (PNEK) research group, which is a State Implementation Program funded by Robert Wood Johnson Foundation. The PNEK research group consists of investigators at University of Kansas School of Nursing and Pittsburg State University School of Nursing.

The Registered Nurse (RN) Workforce Survey was sent to 105 county health departments across Kansas and 65 responses (62% response rate) were received, as of October 15, 2013.

This final report summarizes:

- 1) Kansas health department characteristics, including number of employed RNs and hiring preferences or policies for baccalaureate-prepared nurses (BSN); and
- 2) Demographics (age, gender, and race/ethnicity), educational level, and military status of Kansas health departments' RN workforce.

A. Characteristics of Kansas Health Departments

Most Kansas health departments (n = 53, 81.5%) employed five or fewer RNs (Figure 1). Seven health departments employed 6 to 10 RNs. Two health departments employed 11 to 15 RNs and three employed more than 20 RNs.

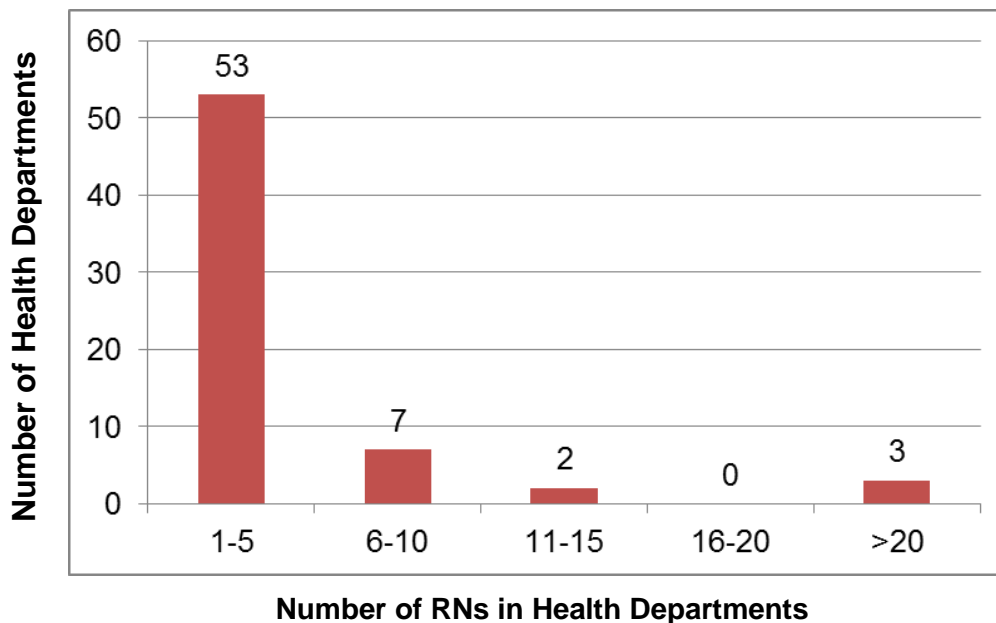


Figure 1. Kansas Health Department Size Based on Number of RNs Employed

Twenty (31%) health departments reported an informal BSN hiring preference and five (8%) reported that a formal BSN hiring preference policy has been established.



B. Characteristics of Kansas Health Departments' RN Workforce

Of the 269 RNs employed by the 65 reporting health departments, more than half (57%) were between 41 and 60 years old ($n = 153$) (Figure 2). About 28% of RNs were between 20 and 40 years old ($n = 76$) and only 15% were older than 60 ($n = 40$). Most RNs were female ($n = 262$, 98%) and Caucasian ($n = 244$, 91%).

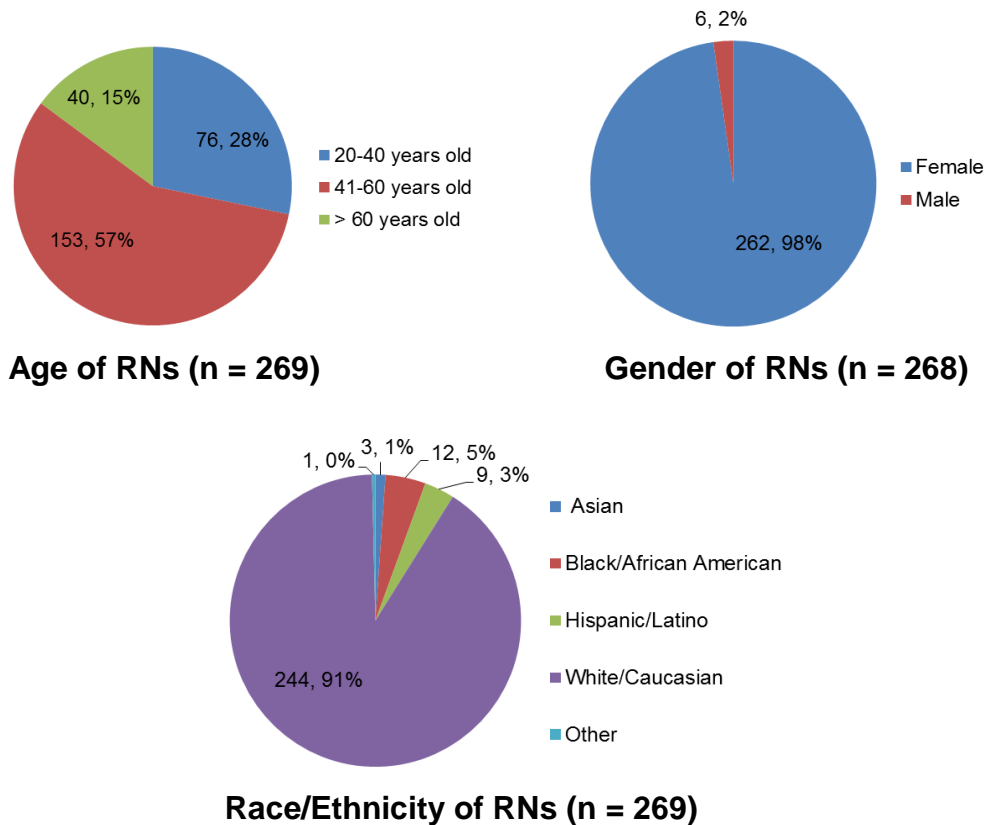


Figure 2. Demographics of RNs in Kansas Health Departments

Educational level was reported for 253 RNs in Kansas health departments (Figure 3). Most (52%) RNs were baccalaureate prepared ($n = 132$). Among the 121 Associate Degree (ADN) prepared RNs, five were currently in an RN-BSN program.

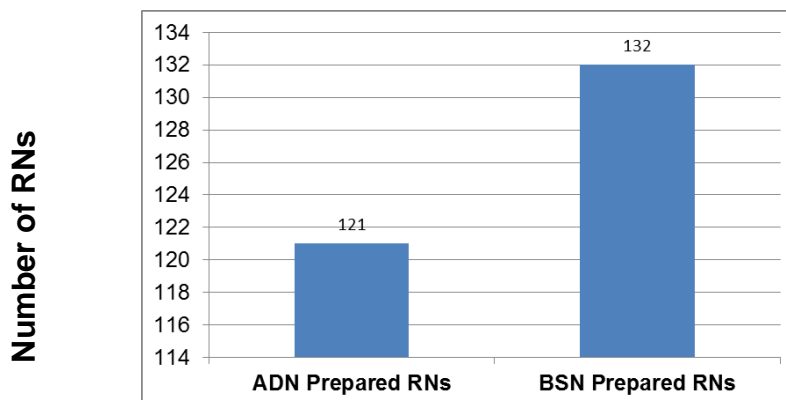


Figure 3. Educational Level of RNs in Kansas Health Departments

Only limited data were reported about military status. At least 4 RNs were reported as military veterans.

