

Registered Nurse (RN) Workforce Survey among Kansas Acute Care Hospitals: 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 BSN hiring policies and/or informal BSN hiring preferences. 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 RN Workforce Survey was sent to 139 Acute Care Hospitals across Kansas and 48 responses (36.7% response rate) were received, as of October 15, 2013. Among the 48 responses, one response was a duplicate and was deleted. Another response represented compiled data for five hospitals in the same system. The 47 responses actually represent 51 acute care hospitals.

This preliminary report summarizes:

- 1) Kansas acute care hospital 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 acute care hospitals' RN workforce.

A. Characteristics of Kansas Acute Care Hospitals

The number of RNs employed by most hospitals ($n = 30$, 63.8%) ranged from 11 to 50. Two hospitals employed 10 or fewer RNs and 5 hospitals employed between 50 and 100 RNs. Six hospitals employed more than 100 RNs, but less than 250. Four of the participating hospitals employed over 1000 RNs.

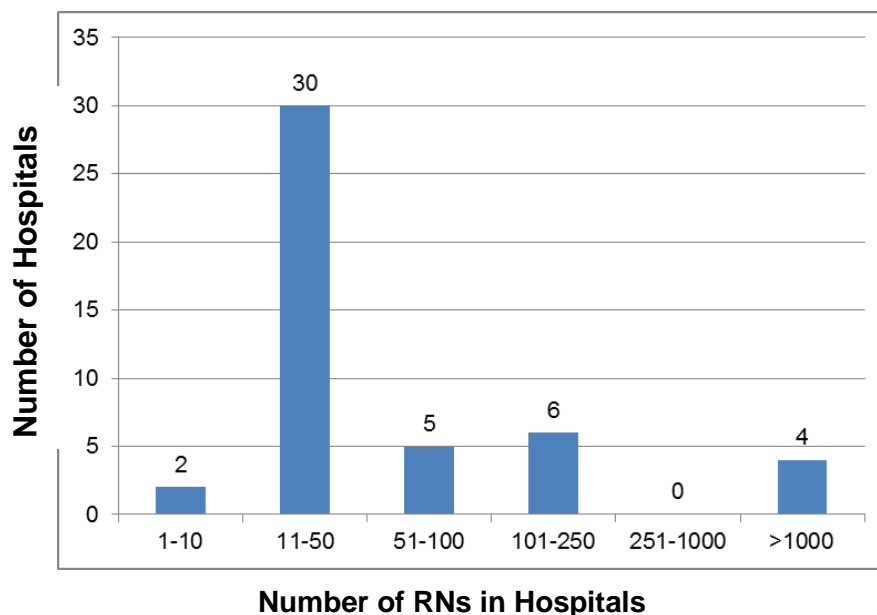


Figure 1. Kansas Acute Care Hospital Size Based on Number of RNs Employed

Twelve hospitals reported an informal BSN hiring preference and one hospital reported that a formal BSN hiring preference policy has been established.



B. Characteristics of Kansas Acute Care Hospitals' RN Workforce

Overall, these 51 acute care hospitals employ 8699 RNs. Most (52%) RNs were between 20 and 40 years old (n = 4525). About 42% of RNs were between 41 and 60 years old (n = 3637) and only 6% were older than 60 (n=532). Most RNs were female (n = 7863, 91%) and Caucasian (n = 7478, 88%).

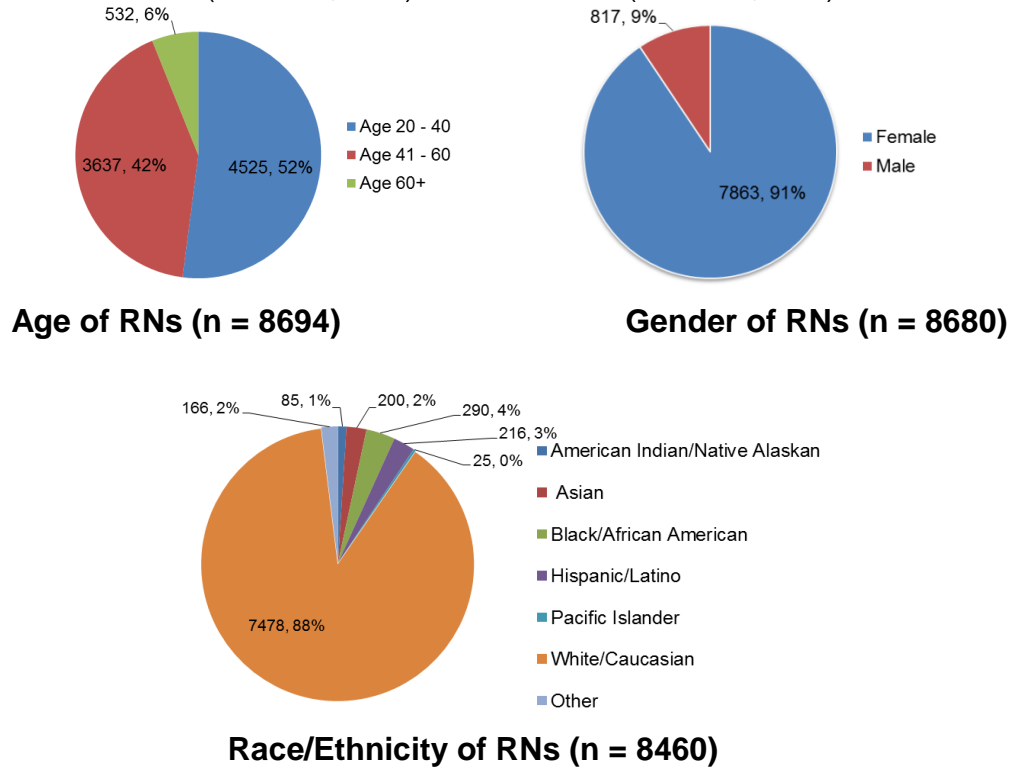


Figure 2. Demographics of RNs in Kansas Acute Care Hospitals

Educational level was reported for 6364 RNs in Kansas acute care hospitals (Figure 3). Most (59.7%) RNs were baccalaureate prepared (n= 3801). Among the 2563 Associate Degree (ADN) prepared RNs, 207 were currently in an RN-BSN program.

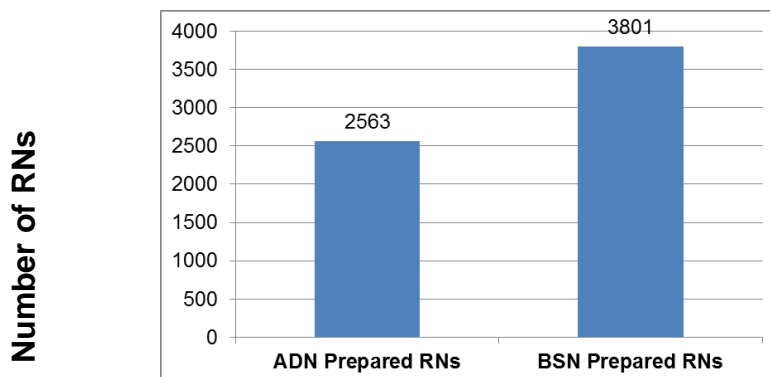


Figure 3. Educational Level of RNs in Kansas Acute Care Hospitals

Most hospitals reported that they do not track the military status of RNs. Based on the available data, 92 RNs were military veterans, 11 were military reserve, and 3 were on active military duty.

