



UPDATE

Examining New York State Nurses: A Regional Analysis of the 2004 National Sample Survey of Registered Nurses

Carol Brewer, PhD, RN, NYS AHEC System Nursing Director

This report summarizes recent data for New York State from the National Sample Survey of Registered Nurses (NSSRN), including data from the state Education Department.

According to Education Department data, the number of registered nurses increased 9% between 2000 and 2004. The majority were employed full-time. While the percentage with a master's or doctoral degree increased (as a proportion of all RNs), the total number of such nurses declined by 4.9%.

Analysis of NSSRN data shows the proportion of employed RNs with

baccalaureate and graduate degrees decreased, but the proportion with a diploma or associate degree increased. Minority RNs were more likely than others to report being employed. The employment rate of male RNs grew 6.5% between 2000 and 2004.

The median New York State principal position base income was \$48,000. The mean hourly wage was \$23.

About 20% of RNs were educated outside New York State. Both the eastern and New York metropolitan areas had a high proportion of RNs educated outside the state, indicating an inability to address those regions' needs with locally educated RNs.

Overall, the statewide proportion of RNs working in hospitals declined by 3.8%. While the majority of RNs were moderately or extremely satisfied, RNs in New York State overall were significantly less satisfied than RNs nationally. RNs working in direct patient care were less satisfied than RNs in indirect care. Hospital RNs were significantly less satisfied than non-hospital RNs. The most dissatisfied RNs had an associate-degree education. Nurses with a master's or doctorate were more satisfied.

About 80% of RNs stayed in the same job

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Evaluation: Strategies, Measures and Outcomes

Mary J. Sienkiewicz, MBA, New York State AHEC System Associate Director

The New York State AHEC System Advisory Board met recently to address "Evaluation: Strategies, Measures and Outcomes." The session focused on evaluating the impact and effectiveness of the NYS AHEC System, with an overview of existing evaluation methods and the development of priorities for new strategies.

Jean Moore, BSN, MSN, Director of the Center for Health Workforce Studies, provided an overview of "Health Workforce Metrics: Evaluating Supply, Demand and Need for Health Workers." The meeting also included a panel discussion on how the NYS AHEC System can contribute further to New York's health and health workforce priorities.

Examples of local evaluation efforts were presented by: Gabrielle Kersaint, MSPH, Executive Director, Brooklyn-Queens-Long Island AHEC; Lottie Jameson, MS, CPA, Executive Director, Hudson Mohawk AHEC; Kathryn Reed, MS, Executive Director, Catskill Hudson AHEC; and Anita Merrill, Center Director, Northern AHEC.

Western New York Rural AHEC Chief Executive Kenneth Oakley, PhD, and Renee Cadzow, PhD, NYS AHEC System Director of Evaluation, facilitated a general discussion of next steps for evaluation, including: "What



Speakers: Richard Conti, Chief of Staff for Assemblyman Richard Gottfried; Jane Preston, MPA, Chief of Staff for Senator Kemp Hannon; Jean Moore, BSN, MSN, Director of the Center for Health Workforce Studies; Thomas Burke, MS, Executive Director of the New York State Council on Graduate Medical Education, New York State Department of Health; and Barry Gray, Director of Workforce Development, New York State Department of Health.

are the most important measures to address, how to better use the data that we collect, and how to overcome barriers to collecting the data that we need?"



Thomas C. Rosenthal, MD

Data Highlight Need for Health Workforce Diversity

Thomas C. Rosenthal, MD, NYS AHEC System Director

The New York State AHEC System's own Carol S. Brewer, RN, PhD, recently

published a chapter titled "The Health Care Workforce" in *Health Care Delivery in the United States* (9th edition, A.R. Kovner and J.R. Knickman eds, 2008). I had the privilege of being a coauthor; but Dr. Brewer is the intellect behind the product.

Dr. Brewer points out that for the last 50 years health care employment has consistently grown faster than overall employment in the United States. Between 2000 and 2004 overall employment in the United States grew 1.7% but the number of people working in health care grew

13.2%. The 14 million people working in health care represent 9.9% of the U.S. workforce, not counting the secretaries, information technologists and janitors who support health care workers.

Of AHEC goals, workforce diversity is uppermost. A racially, ethnically and geographically diverse workforce—a workforce that looks like New Yorkers themselves—will serve New York better than a workforce that does not reflect the population it serves. As American society moves slowly toward greater opportunity for all our neighbors, recruiting into health careers has become an even greater challenge. In 1994, 83% of African American college biology majors applied to medical school. By 2004, however, only 44% applied to medical school, though the number of African American biology majors doubled. As a result the number of African

Americans applying to medical school only increased from 746 to 775. The number of Hispanics actually decreased slightly.

Only 12% of registered nurses are minority group members and only 5% of dental students are African American. Without a major effort, the health workforce will remain maddeningly less diverse than the population as a whole.

Dr. Brewer goes on to point out that students who respond to today's health worker needs will find demands to be significantly different by the time they complete training. Therefore it remains essential that the NYS AHEC System continue to assist in preparing students for evolving health careers through workplace experiences, role modeling, community-based training, and by strategically overcoming individual and system barriers.

NYS AHEC System Appoints New Evaluation Director

Mary J. Sienkiewicz, MBA, New York State AHEC System Associate Director

The New York State AHEC System is pleased to announce the appointment of Renee Cadzow, PhD, to the position of Director of Evaluation. Dr. Cadzow is a Research Assistant Professor with the Primary Care Research Institute (PCRI) in the University at Buffalo (UB) Department of Family Medicine. She has been with PCRI since 2004 and has worked on many AHEC evaluation projects. Her transition to this new role comes with a comprehensive understanding of the NYS AHEC System.

Dr. Cadzow, who has a PhD in Physical Anthropology, has been involved in studies of intergenerational obesity and the impact of poverty on pregnancy outcomes. She also has worked in Costa Rica with rural community members on HIV/AIDS education.



Renee Cadzow, PhD, NYS AHEC System Evaluation Director and Linda Kahn, PhD, National Research Service Award (NRSA) Fellow.

Former NYS AHEC System Evaluation Director Linda Kahn, PhD, has accepted an appointment as a National Research Service Award Fellow with the UB Department of Family Medicine. The NYS AHEC System would like to acknowledge Dr. Kahn for her evaluation leadership.

Best wishes to both Dr. Kahn and Dr. Cadzow in their new work.

Nurses Survey

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with the same employer between 2000 and 2004. Fewer of the 2004 respondents reported seeking employment as an RN compared to 2000. The average time spent searching for a position was down by almost half, to 4.8 weeks. Only 4% responded that it was difficult to find a position they wanted.

The most common reason cited for working outside of nursing in 2004 was a career change, followed by better salaries. Nurses who changed positions were most likely to indicate that promotions, an opportunity to do the RNs' preferred kind of nursing, or stress were factors.

Implications for AHEC. Continued data monitoring is needed. The economy may profoundly affect RN work patterns in the state, while underlying causes of the nursing shortage remain. Focus is needed on long-term solutions to recruitment and retention, including employer initiatives and baccalaureate preparation. (The full report is available at: www.ahec.buffalostate.edu.)