

Assessing Diversity in the Wisconsin RN Workforce

Key Findings from the 2020 Wisconsin Registered Nurse Workforce Survey

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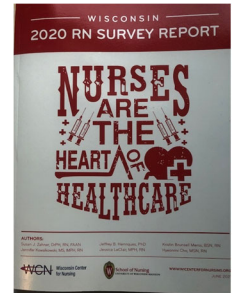
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2020 WISCONSIN REGISTERED NURSE SURVEY

- Survey administration process
- Data cleaning, analysis and limitations
- Key findings:
 - RN workforce
 - Geographic distribution
 - Advanced practice RN workforce
 - Leaders
 - Faculty
 - Income
- Spotlight on diversity



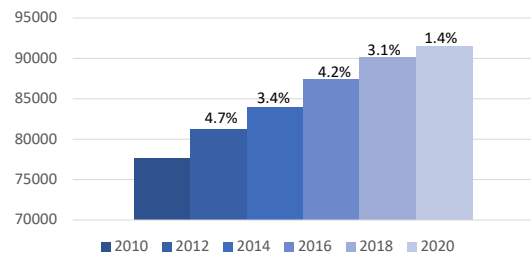
ADMINISTRATION - EXCLUSIONS - LIMITATIONS

Electronic Responses Received (n = 93,915)	Excluded responses
Exclusion criteria	n
Does not live or work in Wisconsin	7,584
Date US or WI RN license obtained prior to or at date of birth	19
First US or WI license prior to age 16	123
Provided direct care for 10 or more years prior to first degree	431
Received first degree prior to age 16	70
Provided direct care prior to age 16	190
Working excessive hours in primary job (>84 hours), secondary job (>72 hours), or both (>92 hours)	683
Received first degree after age 70	3
First US or WI license after age 75	8
Working or looking for work after age 85 ^b	10
Duplicates	3,173
Usable Responses	81,620

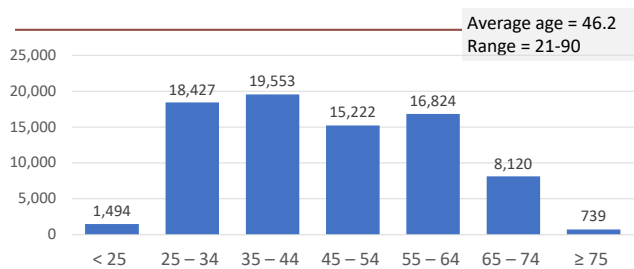
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WISCONSIN RN WORKFORCE: OVERALL SIZE

Number and percent increase by survey year
(91,442 RNs renewed licenses in 2020)



WISCONSIN RN WORKFORCE: AGE



WISCONSIN RN WORKFORCE: RACIAL/ETHNIC DIVERSITY

Primary Racial Identity (n=81,414)	n	%
White or Caucasian	76,068	94.3
Black or African American	1763	2.2
Asian	1832	2.3
Native Hawaiian or Other Pacific Islander	134	0.2
American Indian or Native Alaskan	471	0.6
Other	1146	1.4
Ethnic and Multiracial Identity (80,677)		
Hispanic, Latino, or Latinx	1771	2.2
Multiracial	688	0.9

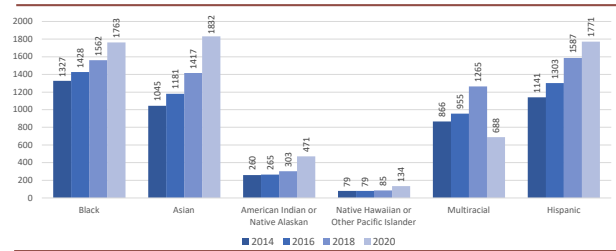
Table 2

RACIAL/ETHNIC DIVERSITY: BIPOC/LATINX (N=6390; 7.9%)

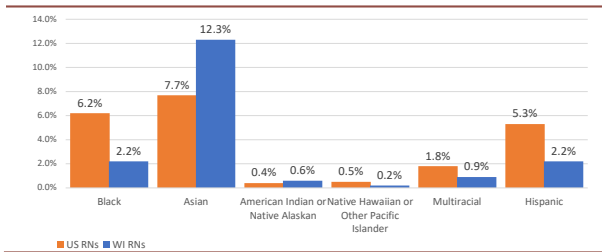
Primary Racial Identity	n	%
White or Caucasian	1781	27.9
Black or African American	1763	27.6
Asian	1832	28.7
Native Hawaiian or Other Pacific Islander	134	2.1
American Indian or Native Alaskan	471	7.4
Other	1146	17.9
Hispanic, Latino, or Latinx		
Yes	1771	27.7

Table 12

**WISCONSIN RN WORKFORCE:
RACIAL/ETHNIC DIVERSITY OVER TIME**



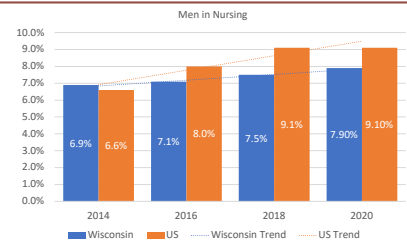
RACIAL/ETHNIC DIVERSITY: U.S. COMPARED TO WISCONSIN



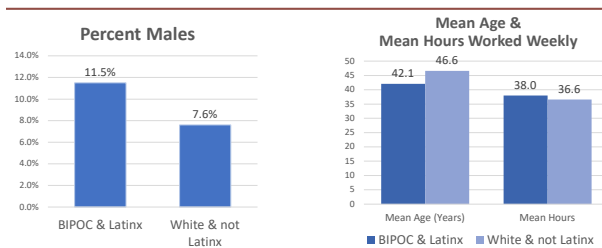
(Smiley, Lauer, Bienemy, Berg, Shireman, Reneau, et al., 2018)

WISCONSIN RN WORKFORCE: GENDER

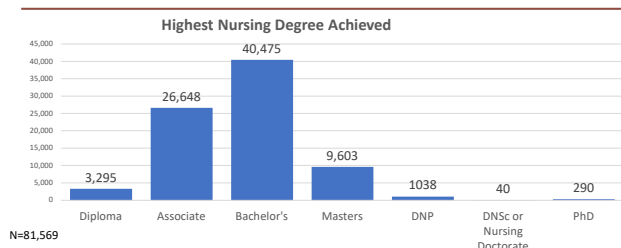
- 91.9% female
- 7.9% male (6328)
- 0.2% non-binary (155)
- Increase of 403 men from 2016
- Lags the US (9.1%)



COMPARISONS BY DIVERSITY STATUS



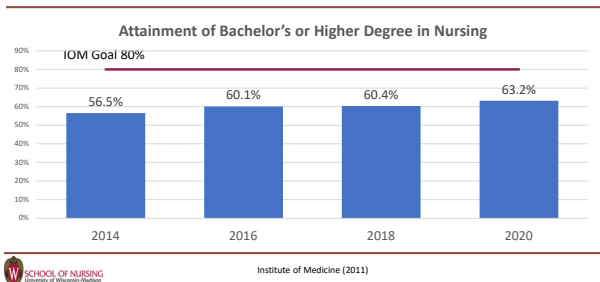
WISCONSIN RN WORKFORCE: EDUCATION



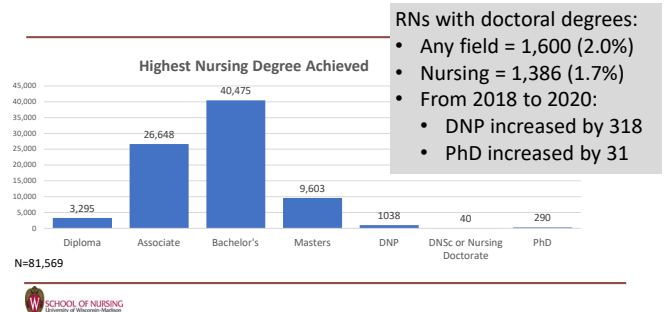
N=81,569



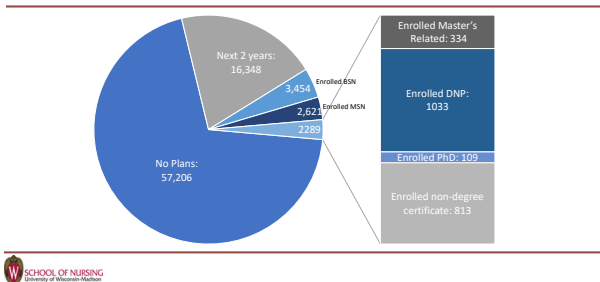
WISCONSIN RN WORKFORCE: EDUCATION



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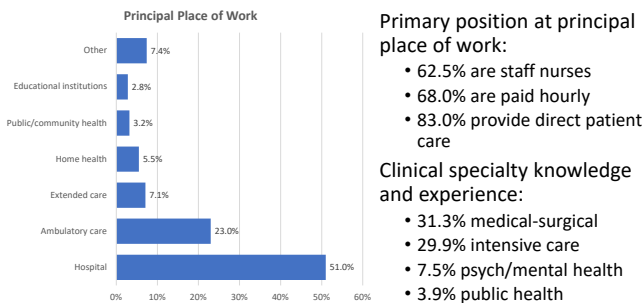
WISCONSIN RN WORKFORCE: PLANS FOR FURTHER EDUCATION



COMPARISON BY DIVERSITY STATUS: EDUCATION

	BIPOC & Latinx		White & not Latinx	
	N	%	N	%
Associate Degree in Nursing	2014	31.7	24,634	32.8
Bachelor of Science in Nursing	3376	53.1	37,099	49.4
Plans for Further Education				
No plans	3023	47.3	54,183	71.7
Plan to pursue further education in next 2 years	2273	35.6	14,075	18.6

WISCONSIN RN WORKFORCE: EMPLOYMENT



COMPARISON BY DIVERSITY STATUS: PRIMARY PLACE OF WORK

	BIPOC & Latinx		White & not Latinx	
	N	%	N	%
Hospital	3270	54.2	34,115	50.7
Ambulatory care	1008	16.7	15,843	23.5
Extended care	499	8.3	4,722	7.0
Public health	309	5.1	2,018	3.0
Home health	412	6.8	3,631	5.4

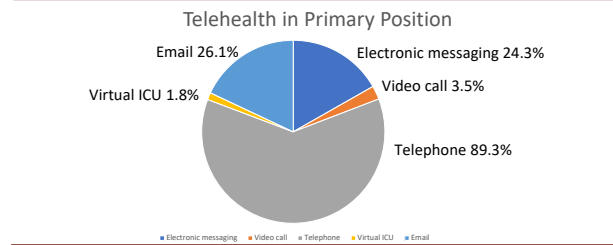
**WISCONSIN RN WORKFORCE:
INTENT TO STAY IN DIRECT CARE POSITION**

Number of Years	n	%	Mean Age
Less than 2 years	5,180	8.7	52.1
2-4 years	8,793	14.8	49.2
5-9 years	12,127	20.4	47.2
10-19 years	15,514	26.1	43.5
20-29 years	10,373	17.4	37.8
30 or more years	7,563	12.4	31.7
Not providing direct patient care currently	12,437	17.0	--

43.9% plan to work in direct patient care < 10 years



WISCONSIN RNS AND TELEHEALTH



**WISCONSIN RN WORKFORCE RURAL-URBAN:
AGE DISTRIBUTION**

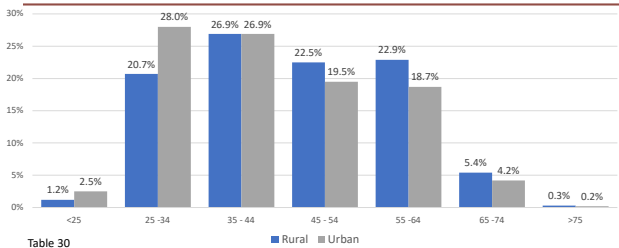


Table 30



**WISCONSIN RN WORKFORCE RURAL-URBAN:
HIGHEST DEGREE ATTAINED**

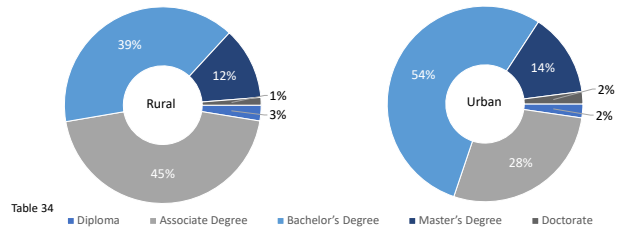
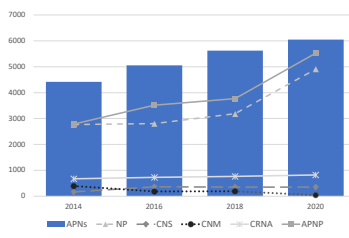


Table 34



WISCONSIN ADVANCED PRACTICE NURSE (APN) WORKFORCE

- 6,047 APN
- 6.7% of RN workforce
- 81.1% (4905) Nurse practitioners
- 91.4% (5,524) with prescriptive authority



Section IV



**WISCONSIN APN WORKFORCE: CREDENTIALING
AS PERCENT OF APN WORKFORCE (n=6,047)**

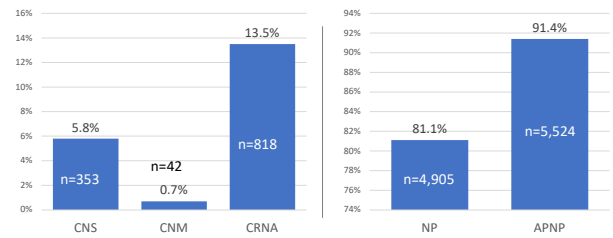


Table 37



WISCONSIN APN WORKFORCE: POPULATION FOCUS

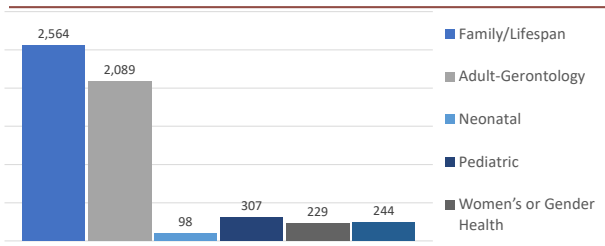
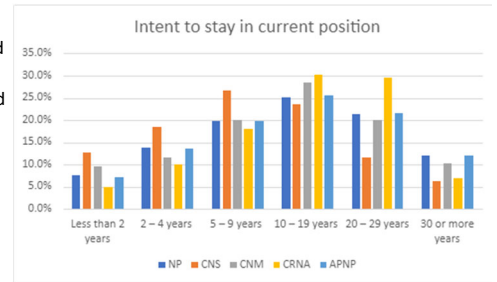


Table 42

WISCONSIN APN WORKFORCE: INTENT TO REMAIN IN CURRENT TYPE OF EMPLOYMENT

- 42.1% (2034) intend to stay <10 years
- 62.2% of CNS intend to stay <10 years



WISCONSIN RN WORKFORCE: LEADERSHIP ROLES

	State	Work Area (26,947)	Organization Level (3016)	Governance Board (862)	Public Official (137)	Chair of Major Committee in Organization (1800)	Professional Organization (3809)
State	49.3%	81.7%	9.1%	2.6%	0.4%	5.5%	11.5%
Female	91.3%	92.1%	91.0%	89.3%	80.8%	92.2%	91.5%
Male	8.5%	8.6%	8.7%	10.1%	19.2%	7.5%	8.3%
Mean Age	44.5	44.0	48.4	48.6	51.6	45.0	41.9
BIPOC & Latinx	8.7%	8.6%	7.7%	8.1%	5.1%	5.6%	8.3



WISCONSIN RN WORKFORCE: ORGANIZATIONAL NURSE LEADERS' INTENT TO STAY IN CURRENT POSITION

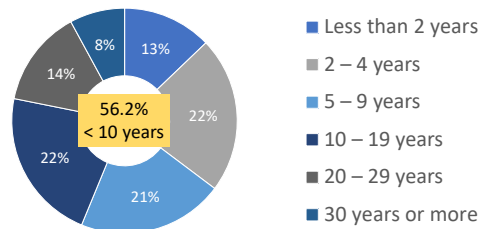


Table 54

WISCONSIN RN WORKFORCE: NURSE FACULTY

- 1,234 nurse faculty in Wisconsin
- Mean age 50.9 (SD 11.5) years
- 5.7% male
- 7.5% BIPOC and Latinx
- 57.9% with MSN as highest nursing degree
- 9.8% DNP as highest nursing degree
- 11.5% PhD in Nursing
- 24.8% with doctoral degree in any field

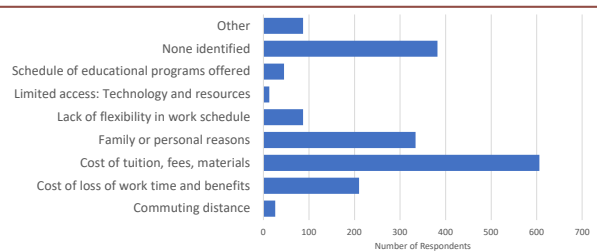


Photo credit: Alex Andre

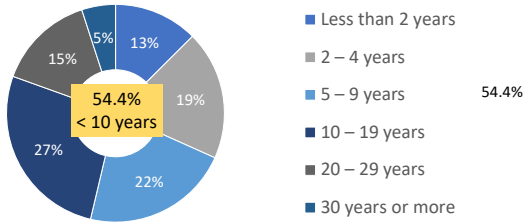


Table 55

WISCONSIN RN WORKFORCE: BARRIERS TO FURTHER EDUCATION FOR FACULTY

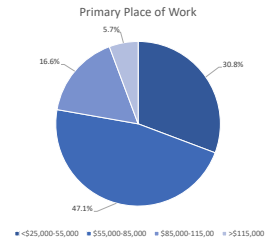


**WISCONSIN RN WORKFORCE:
INTENT TO STAY IN CURRENT POSITION FOR FACULTY**



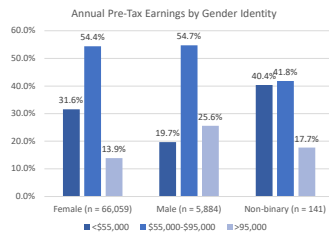
**WISCONSIN RN WORKFORCE: INCOME
(NEW FOR 2020)**

- Median income: \$70,000 (\$65,001-75,000 category)
 - Secondary place of work, majority (77.1%) earned < \$25,000
- Overall, no difference in median income for:
 - Rural vs Urban
 - DHS region
 - BIPOC and/or Hispanic, Latino, or Latinx vs White and not Hispanic, Latino, or Latinx
- Lower median income (\$60,000) was reported by BIPOC/Latinx in 3 regions: Northeastern, Western, Northern



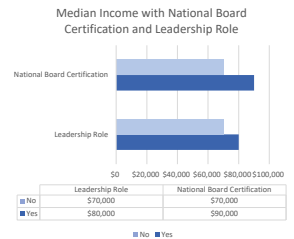
WISCONSIN RN WORKFORCE: INCOME

- Age:
 - 55+ income (\$80,000) was greater than that of nurses less than 55 (\$70,000)
- Gender:
 - Male nurses (\$80,000) reported higher median income than female (\$70,000) or non-binary nurses (\$70,000)
 - 19.7% of male nurses reported earning <\$55,000 compared to 31.5% of female nurses and 40.4% of non-binary nurses



WISCONSIN RN WORKFORCE: INCOME

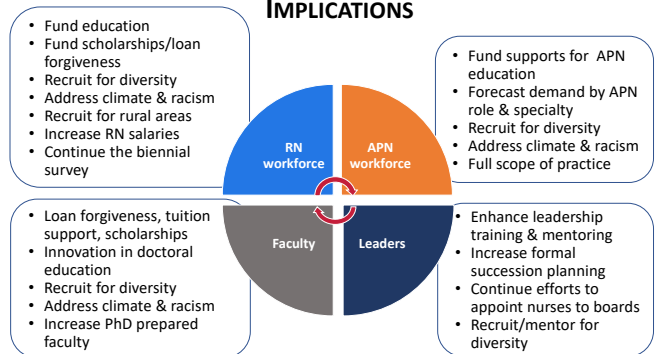
- Median income increased with education
- Nurse executives and APNs reported highest median income (>\$115,000)
 - Higher income reported in nurses in leadership roles and with board certification
- Community and public health nursing reported lowest median income (\$60,000)
 - School nurses: \$50,000
 - Public health: \$70,000
 - Community health: \$70,000
 - Parish nursing: \$75,000



ASSESSING DIVERSITY

- RN workforce racial/ethnic diversity is increasing slowly and lags national benchmarks
- BIPOC/Hispanic-Latinx RNs are, on average:
 - Younger
 - Higher % male
 - Work more hours
 - More interested in additional education
- Gender diversity is increasing slowly and lags national benchmarks
- Income disparities based on race/ethnicity **may** exist in some regions

IMPLICATIONS





Thank you!

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Faculty Affairs

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September 17, 2021

References

- Smiley, R. A., Lauer, P., Bienemy, C., Berg, J. G., Shireman, E., Reneau, K. A. & Alexander, M. (2018). The 2017 national nursing workforce survey. *Journal of Nursing Regulation*, 9(S3), S1-S88.
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