

A person wearing blue scrubs and a stethoscope around their neck is holding a white rectangular sign in front of their chest. The sign contains the text for a 2010 nursing practice survey.

2010  
NURSING  
PRACTICE SURVEY

[www.iowanurseleaders.org](http://www.iowanurseleaders.org)



Iowa Organization  
of Nurse Leaders

The 2010 Iowa Organization of Nurse Leaders (IONL) Survey is published to provide health care industry leaders and policy makers with workforce data and analysis. It is our hope that this information will assist you in strategic decision making and the development of workforce policy.

An adequate number of well trained staff is the fundamental requirement for hospitals. This survey was conducted at a time when nurses are working later into what would have historically been their early retirement years, and new graduates entering the workforce encountered a limited number of open positions. The data shows nurses are continuously aging in the workplace, and recruitment and retention of nurses remains integral to our future success.

Iowa hospitals understand the relationship between a highly trained nursing workforce and high quality health care. Together, we are striving to meet the needs of our patients and our nurses. IONL is striving for a “BSN in Ten” concept, whereby Registered Nurses at all levels of educational preparation would complete their Bachelor of Science degree in Nursing within ten years of licensure as a Registered Nurse. Work with key constituents continues in this endeavor.

Hospitals are committed to maintaining an adequate workforce by number and skill, by:

- continually supporting and advancing the education of our staff;
- redesigning processes to increase efficiency and effectiveness of our staff
- improving our staff satisfaction.
- improving the quality of care to our patients

The use of formal nursing preceptor or internship programs is increasing within our hospitals. Shared governance and staff involvement in decision-making at the organizational level relating to nursing practice is on the rise. Nursing has long been recognized as a leader in patient quality and satisfaction. As our nurses become more engaged in the quality, safety, and satisfaction of our patients, we recognize that enhancing educational preparation is critical to our practice.

We hope you find this survey useful. The IONL Research Committee would like to thank all hospitals that completed the survey.

Sincerely,

IONL Research Committee

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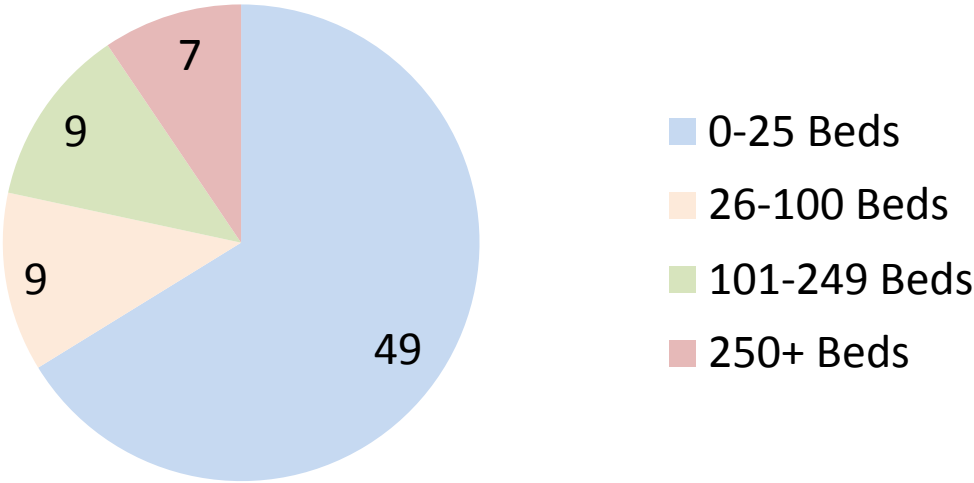
### Survey Return Rate

	2007	2008	2009	2010
Surveys Returned	76	94	75	74
Surveys Sent	116	117	118	118
Percent Returned	66	80	64	63

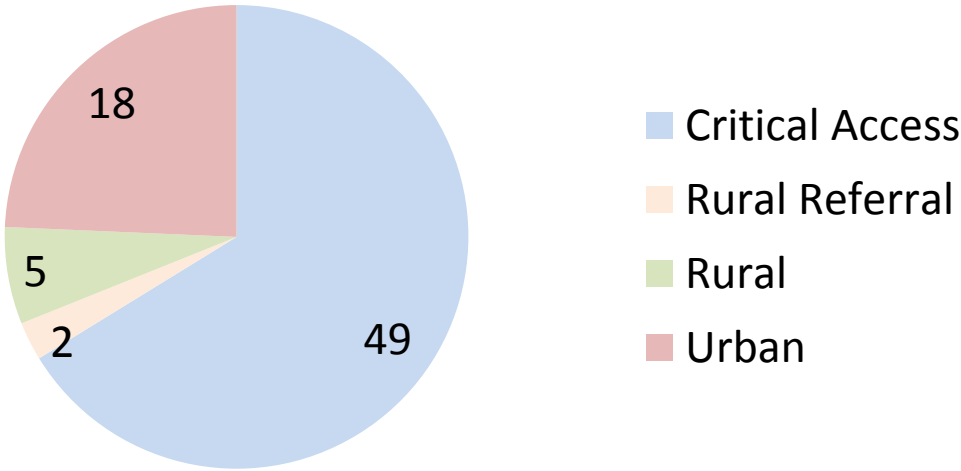
### Demographic Descriptors for Participating Hospitals

	# Hospitals	# Hospitals Responding
District		
A	26	12
B	18	13
C	18	9
D	18	14
E	6	6
F	17	12
G	15	8
<b>Total:</b>	<b>118</b>	<b>74</b>

### Response By Staffed Bed Size



### Response By Facility Type



### Percent of Skill Mix Budgeted for in Med/Surg Areas

Discipline	2008	2009	2010
Registered Nurse	68%	68%	70%
Licensed Practical Nurse	9%	8%	7%
Certified Nursing Assistant	23%	24%	23%

### Overall Percent of Vacancy (Effective 1/1/2011)

District	A	B	C	D	E	F	G	2007	2008	2009	2010
RN	3%	4%	3%	2%	1%	3%	4%	5%	5%	3%	3%
LPN	1%	6%	2%	1%	0%	1%	1%	4%	3%	2%	2%
Nursing Assistants	4%	7%	4%	3%	3%	6%	6%	6%	9%	5%	5%

In looking back at the last 14 years of IONL practice surveys, RN vacancy rates were at their lowest in 1996 at 2% and at their highest in 2001 at 7.9%.

### Annual Turnover Rates for Registered Nurses

District	A	B	C	D	E	F	G	2007	2008	2009	2010
RN Turnover Rate	14%	12%	11%	12%	13%	11%	12%	11%	13%	11%	12%

Total Number of Budgeted Posted RN Vacant Positions

(1/1/10-12/31/10)

District	A	B	C	D	E	F	G
Total Posted During Year	125	347	188	105	393	282	1197
% Posted for 60+ Days	16%	11%	12%	16%	18%	11%	22%

Total Number of Budgeted Posted LPN Vacant Positions

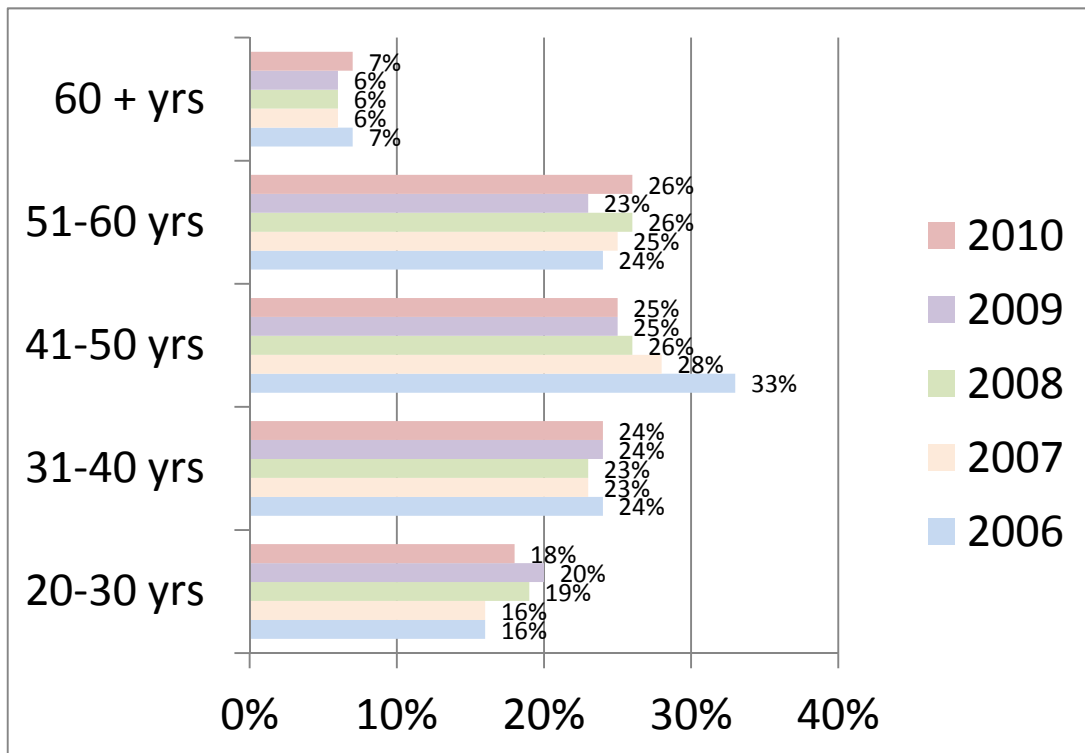
(1/1/10-12/31/10)

District	A	B	C	D	E	F	G
Total Posted During Year	14	8	24	2	2	30	21
% Posted for 60+ Days	43%	25%	4%	0%	0%	6%	52%

**Total Number of Budgeted Posted CNA/Nurse Extender Vacant  
Positions (1/1/10-12/31/10)**

District	A	B	C	D	E	F	G
Total Posted During Year	77	130	59	61	185	146	487
% Posted for 60+ Days	35%	12%	12%	8%	16%	21%	10%

**Average Age of Registered Nurses**

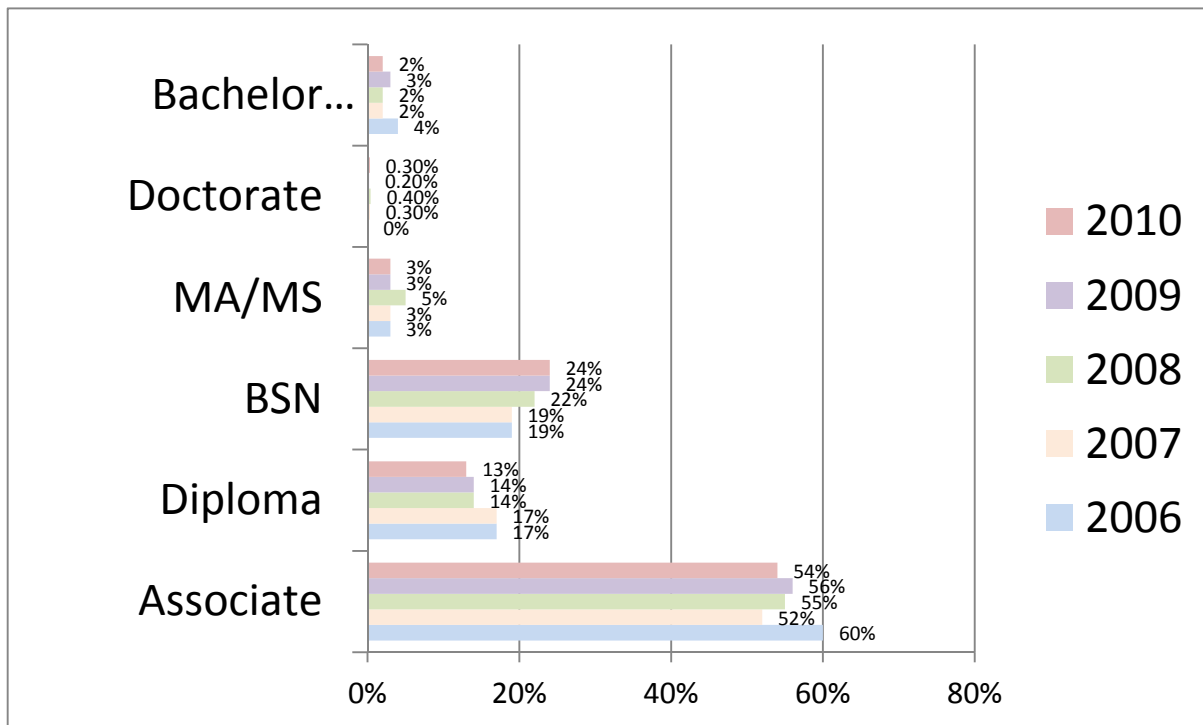


The average age of the Registered Nurse was 43 years.

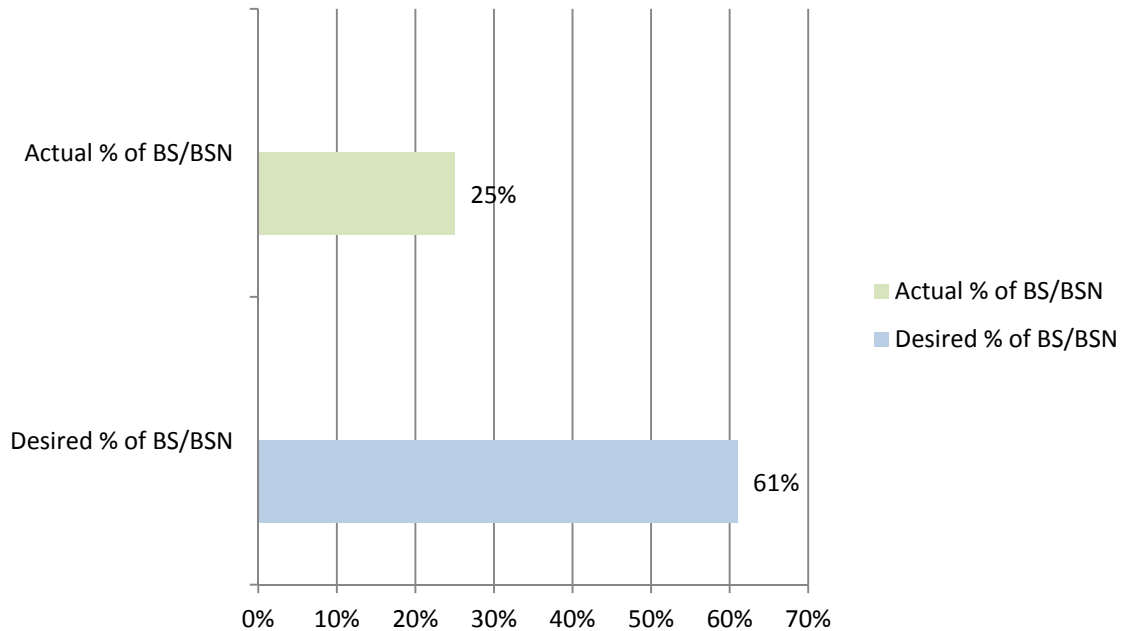
## Highest Educational Preparation of Nursing Staff by District

Education	A	B	C	D	E	F	G
ADN	65%	66%	57%	55%	46%	66%	46%
Diploma	10%	11%	13%	25%	13%	12%	13%
BSN	22%	18%	25%	21%	35%	16%	33%
MA/MS	2%	4%	3%	2%	4%	3%	5%
Doctorate	0%	0%	1%	0%	0%	0%	1%
Bachelors other than nursing	1%	1%	2%	2%	5%	1%	3%

## Highest Educational Preparation of Nursing Staff by Year



## Desired Versus Actual Percentage of BS/BSN Staff



## Have you Mandated Hours of Overtime at the Staff Nurse Level in the Last Year?

	Response Percent
Yes-routinely	3%
Yes – due to disaster	3%
Yes – due to severe weather	9%
No	85%

This data shows that mandatory overtime is the staffing vehicle of last resort for the overwhelming majority of Iowa hospitals and is limited to crisis situations that would put patients in danger of not receiving the basic requirements of the safe care they require.

### During Low Census, Do you Require Staff Reduction?

	2007	2008	2009	2010
Yes	66%	64%	72%	71%
No	34%	36%	28%	29%

### Specialties in Rank Order of Difficulty to Fill

Ranked by difficulty to fill (#1 being most difficult)	2010
#1	OR
#2	ER
#3	OB
#4	Management
#5	ICU
#6	Med/Surg
#7	Behavioral Health
#8	SNF/LTC
#9	Home Care
#10	Peds
#11	Ambulatory Care

Other areas listed as most difficult to fill included pediatric ICU, dialysis and oncology.

## Nurse Patient Ratios – Mean

	Hospital Size			
Unit Type	25 or less	26-100	101-249	250+
Psych	D= N/A E= N/A N= N/A	D=1:4 E=1:4 N=1:7	D=1:5 E=1:5 N=1:7	D=1:5 E=1:5 N=1:6
Med/Surg	D=1:4 E=1:4 N=1:5	D=1:5 E=1:5 N=1:7	D=1:4 E=1:5 N=1:6	D=1:5 E=1:5 N=1:6
Step down unit (Tele)	D=1:4 E=1:4 N=1:4	D=1:4 E=1:4 N=1:5	D=1:4 E=1:4 N=1:6	D=1:4 E=1:4 N=1:6
Combined Unit (M/S + Tele)	D=1:4 E=1:4 N=1:5	D=1:5 E=1:5 N=1:7	D=1:5 E=1:5 N=1:6	D=1:4 E=1:5 N=1:5
OB – Postpartum (1=couplet, mother and infant)	D=1:2 E=1:2 N=1:2	D=1:3 E=1:3 N=1:3	D=1:3 E=1:3 N=1:3	D=1:3 E=1:3 N=1:4
Critical Care	D=1:2 E=1:2 N=1:2	D=1:2 E=2 N=1:2	D=1:2 E=1:2 N=1:2	D=1:2 E=1:2 N=1:2
Pediatrics	D=1:3 E=1:3 N=1:3	D=1:1 E=1:1 N=1:1 (1 Hospital Responding)	D=1:3 E=1:3 N=1:4	D=1:4 E=1:4 N=1:4

What strategies are under discussion/currently used to recruit Registered Nurses?

Strategy	Currently Used	Discontinued
Sign on bonuses	2	18
Referral bonuses	14	15
Forgivable tuition loans	27	9
Tuition reimbursements	49	5
Incentive Pay	38	3
Per diem work	27	5
Hiring LPNs pursuing RN	25	7
Clinical site for nursing students	59	1

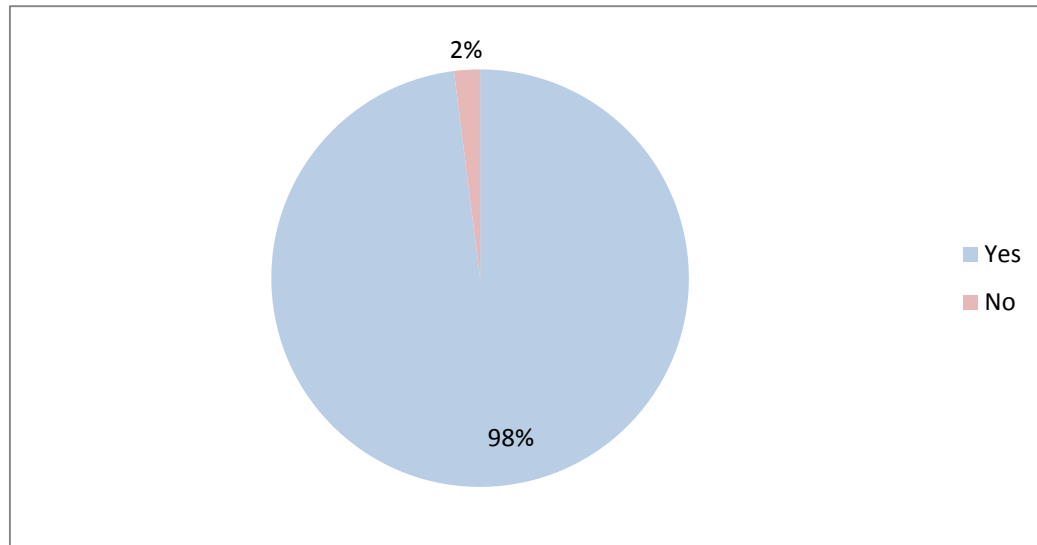
Other strategies included providing CEUs including ACLS and PALS, nurse residency, hiring CNAs pursuing an RN, pay for performance and magnet.

## What strategies are you currently using to retain Registered Nurses?

Strategy	Currently Used	Discontinued
Tuition reimbursement	55	4
Career ladders with pay differential	25	3
Pay for performance	22	2
Special training opportunities	42	1
Flexible scheduling	54	1
Pay bonuses	10	2
Gain sharing	5	4
Special benefits for seniority	6	3
Shared governance	30	3

Other answers included personal recognition, nurse residency program, preceptor bonus, certification fee reimbursement, certification prep support and night shift bonus.

Do staff nurses have input into the staffing adequacy of the upcoming shift to meet patient needs?



What pay differential do you offer?

Type of Differential	Response Count
Holiday	62
On-call	66
Charge	50
Weekend	40
Off Shift	45
Extra Shift	37
Critical Staffing	23
Preceptor/mentor	6
Specialty certification	8
BSN prepared	10
Extra weekend	23

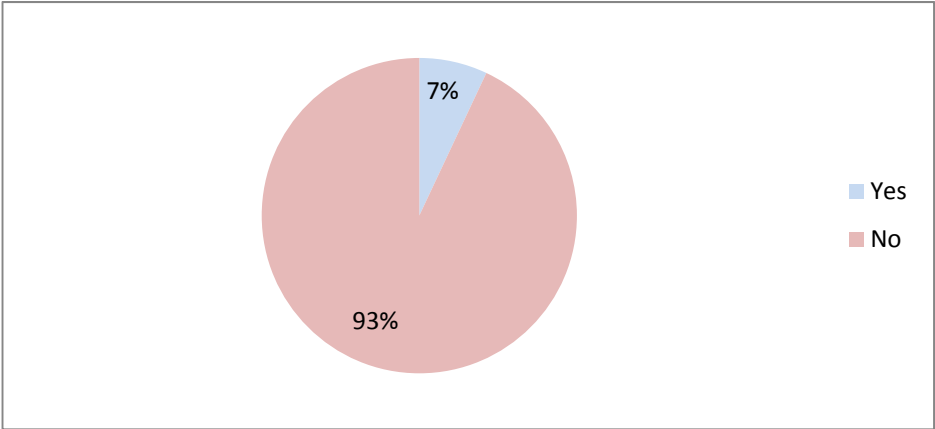
Other responses included weekend package, less than 24 hour notice to work, ER, call back, Hospital incident command system (HICS) staffing emergency

### Successful strategies working with schools of nursing

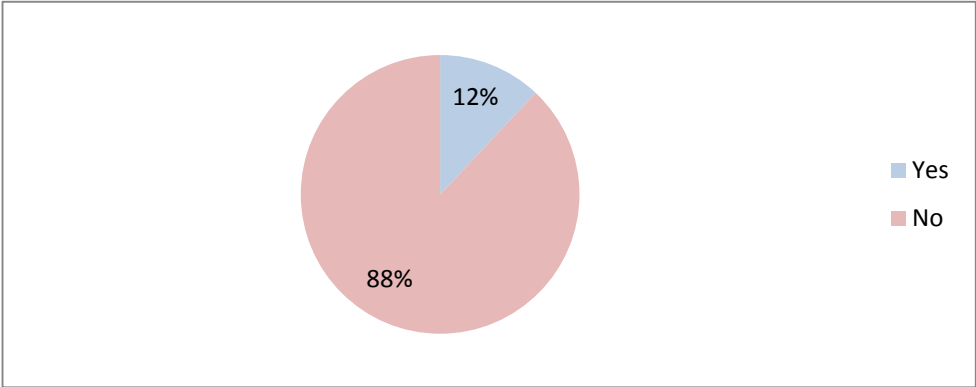
Strategies	2007	2008	2009	2010
Clinical Sites	91%	88%	97%	85%
Clinical preceptorships	74%	76%	89%	70%
Nursing education advisory board appointments	44%	57%	65%	53%
Staffing holding faculty appointments	35%	35%	35%	33%
Internship	35%	30%	27%	32%
Faculty holding staff appointments	17%	13%	22%	22%
Hospital contracting staff to college			16%	8%
Shared research activity	22%	6%	13%	11%
Joint committee appointments	20%	3%	6%	3%

Other responses included shared project, line sharing, students shadowing nurses, hospital staff using simulation equipment at college.

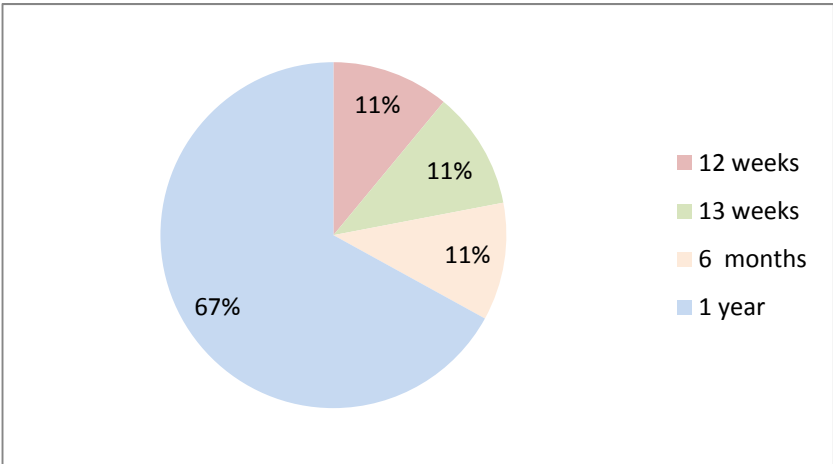
Has your hospital experienced union organizing activity within the past 12 months?



Does your hospital currently have a formal nurse residency program after the completion of a new hire orientation?



If you have a nurse residency program, what is the length of the program?



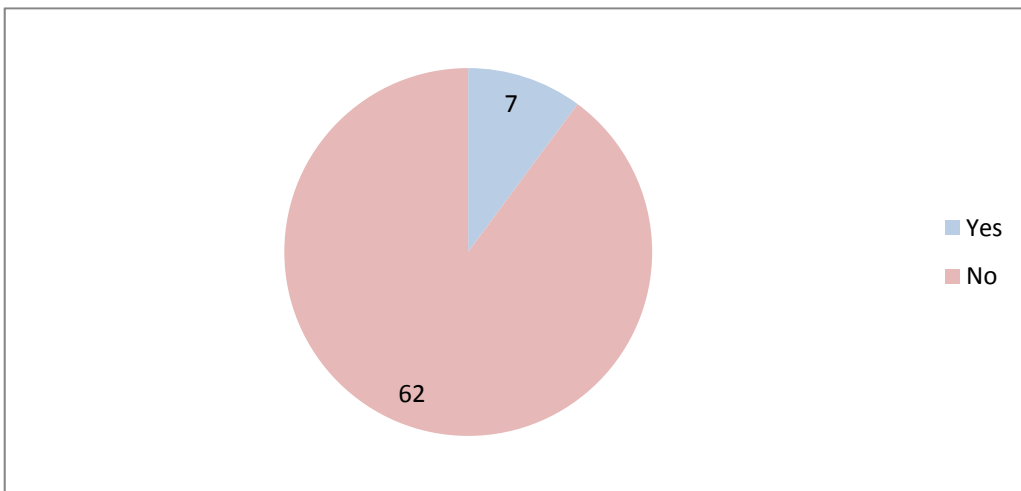
Is your organization pursuing Magnet recognition?

	2007	2008	2009	2010
Yes	14	17	15	13
No	44	70	55	56

At what level of Magnet pursuit is your organization?

	2007	2008	2009	2010
Investigating	10	14	13	13
Designation Achieved	3	6	3	3

Is your organization pursuing Pathway to Excellence?

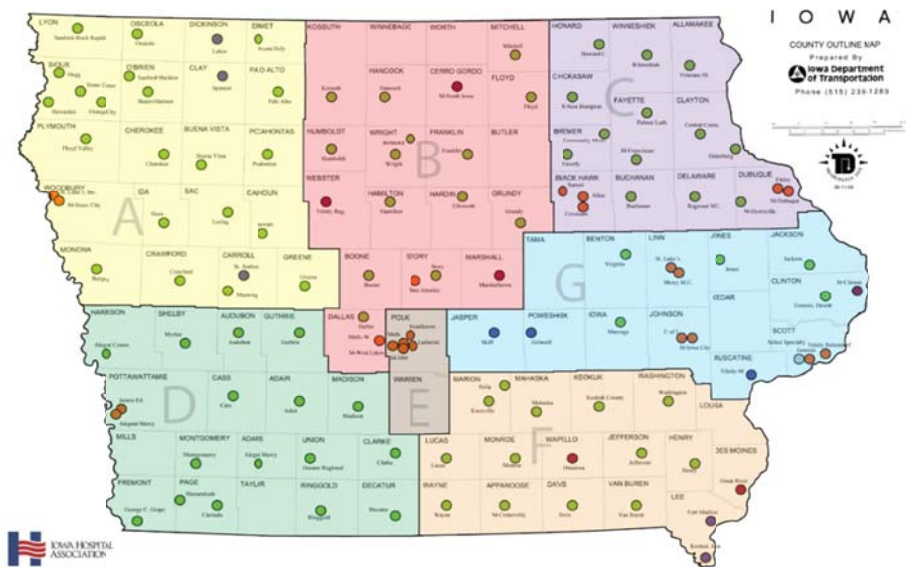


Of the 7 hospitals pursuing Pathways to Excellence, 6 hospitals are investigating and 1 hospital has completed their application. (Since the completion of this survey, Pella Regional Health Center became the first hospital in Iowa to achieve Pathway to Excellence designation. The American Nurses Credentialing Center's (ANCC) Pathway to Excellence® Program recognizes the essential elements of a positive nursing practice environment.

HOSPITAL	CITY	STATE	DISTRICT
St. Anthony Regional Hospital	Carroll	IA	A
Cherokee Regional Medical Center	Cherokee	IA	A
Crawford County Memorial Hospital	Denison	IA	A
Palo Alto County Health System	Emmetsburg	IA	A
Avera Holy Family Health	Estherville	IA	A
Hawarden Community Hospital	Hawarden	IA	A
Horn Memorial Hospital	Ida Grove	IA	A
Greene County Medical Center	Jefferson	IA	A
Stewart Memorial Community Hospital	Lake City	IA	A
Floyd Valley Hospital	Le Mars	IA	A
Manning Regional Healthcare Center	Manning	IA	A
Burgess Health Center	Onawa	IA	A
Orange City Area Health System	Orange City	IA	A
Pocahontas Community Hospital	Pocahontas	IA	A
Baum-Harmon Mercy Hospital	Primghar	IA	A
Sanford Hospital Rock Rapids	Rock Rapids	IA	A
Hegg Memorial Health Center	Rock Valley	IA	A
Loring Hospital	Sac City	IA	A
Sanford Medical Center Sheldon	Sheldon	IA	A
Osceola Community Hospital, Inc.	Sibley	IA	A
Sioux Center Community Hospital/Health Center	Sioux Center	IA	A
Mercy Medical Center-Sioux City	Sioux City	IA	A
St. Luke's Health System, Inc.	Sioux City	IA	A
Spencer Hospital	Spencer	IA	A
Lakes Regional Healthcare	Spirit Lake	IA	A
Buena Vista Regional Medical Center	Storm Lake	IA	A
Kossuth Regional Health Center	Algona	IA	B
Mary Greeley Medical Center	Ames	IA	B
Belmond Medical Center	Belmond	IA	B
Boone County Hospital	Boone	IA	B
Hancock County Memorial Hospital	Britt	IA	B
Floyd County Memorial Hospital	Charles City	IA	B
Wright Medical Center	Clarion	IA	B
Trinity Regional Medical Center	Fort Dodge	IA	B
Grundy County Memorial Hospital	Grundy Center	IA	B
Franklin General Hospital	Hampton	IA	B
Humboldt County Memorial Hospital	Humboldt	IA	B
Ellsworth Municipal Hospital	Iowa Falls	IA	B
Marshalltown Medical and Surgical Center	Marshalltown	IA	B
Mercy Medical Center-North Iowa	Mason City	IA	B
Story County Medical Center	Nevada	IA	B
Mitchell County Regional Health Center	Osage	IA	B
Dallas County Hospital	Perry	IA	B
Hamilton Hospital	Webster City	IA	B

Sartori Memorial Hospital, Inc.	Cedar Falls	IA	C
Regional Health Services of Howard Co.	Cresco	IA	C
Winneshiek Medical Center	Decorah	IA	C
Mercy Medical Center-Dubuque	Dubuque	IA	C
The Finley Hospital	Dubuque	IA	C
Mercy Medical Center-Dyersville	Dyersville	IA	C
Central Community Hospital	Elkader	IA	C
Guttenberg Municipal Hospital	Guttenberg	IA	C
Buchanan County Health Center	Independence	IA	C
Regional Medical Center	Manchester	IA	C
Mercy Medical Center-New Hampton	New Hampton	IA	C
Mercy Hospital of Franciscan Sisters	Oelwein	IA	C
Community Memorial Hospital - Sumner	Sumner	IA	C
Allen Health System	Waterloo	IA	C
Covenant Medical Center	Waterloo	IA	C
Veterans Memorial Hospital	Waukon	IA	C
Waverly Health Center	Waverly	IA	C
Palmer Lutheran Health Center, Inc.	West Union	IA	C
Cass County Memorial Hospital	Atlantic	IA	D
Audubon County Memorial Hospital	Audubon	IA	D
Clarinda Regional Health Center	Clarinda	IA	D
Alegent Health Mercy Hospital - Corning	Corning	IA	D
Alegent Health Mercy Hospital - CB	Council Bluffs	IA	D
Jennie Edmundson Hospital	Council Bluffs	IA	D
Greater Regional Medical Center	Creston	IA	D
Adair County Memorial Hospital	Greenfield	IA	D
Guthrie County Hospital	Guthrie Center	IA	D
Grape Community Hospital	Hamburg	IA	D
Myrtue Medical Center	Harlan	IA	D
Decatur County Hospital	Leon	IA	D
Alegent Health Community Memorial Hospital	Missouri Valley	IA	D
Ringgold County Hospital	Mount Ayr	IA	D
Clarke County Hospital	Osceola	IA	D
Montgomery County Memorial Hospital	Red Oak	IA	D
Shenandoah Medical Center	Shenandoah	IA	D
Madison County Memorial Hospital	Winterset	IA	D
Broadlawns Medical Center	Des Moines	IA	E
Iowa Health - Des Moines (Iowa Lutheran)	Des Moines	IA	E
	West Des		
Iowa Health - Des Moines (Methodist West)	Moines	IA	E
Iowa Health - Des Moines (Iowa Methodist & Blank)	Des Moines	IA	E
Mercy Medical Center Des Moines	Des Moines	IA	E
	West Des		
Mercy Medical Center - West Lakes	Moines	IA	E
Monroe County Hospital	Albia	IA	F
Davis County Hospital	Bloomfield	IA	F
Mercy Medical Center-Centerville	Centerville	IA	F
Lucas County Health Center	Chariton	IA	F

Wayne County Hospital	Corydon	IA	F
Jefferson County Hospital	Fairfield	IA	F
Fort Madison Community Hospital	Fort Madison	IA	F
Keokuk Area Hospital	Keokuk	IA	F
Van Buren County Hospital	Keosauqua	IA	F
Knoxville Hospital & Clinics	Knoxville	IA	F
Henry County Health Center	Mount Pleasant	IA	F
Mahaska Health Partnership	Oskaloosa	IA	F
Ottumwa Regional Health Center	Ottumwa	IA	F
Pella Regional Health Center	Pella	IA	F
Keokuk County Health Center	Sigourney	IA	F
Washington County Hospital & Clinics	Washington	IA	F
Great River Medical Center	West Burlington	IA	F
Jones Regional Medical Center	Anamosa	IA	G
Trinity At Terrace Park	Bettendorf	IA	G
Mercy Medical Center-Cedar Rapids	Cedar Rapids	IA	G
St. Luke's Hospital	Cedar Rapids	IA	G
Mercy Medical Center-Clinton	Clinton	IA	G
Genesis Medical Center - Davenport	Davenport	IA	G
Genesis Medical Center, De Witt	De Witt	IA	G
Grinnell Regional Medical Center	Grinnell	IA	G
Mercy Iowa City	Iowa City	IA	G
University of Iowa Hospitals and Clinics	Iowa City	IA	G
Jackson County Regional Health Center	Maquoketa	IA	G
Marengo Memorial Hospital	Marengo	IA	G
Unity HealthCare	Muscatine	IA	G
Skiff Medical Center	Newton	IA	G
Virginia Gay Hospital	Vinton	IA	G



Hospital Location Map with IHA Districts

Key