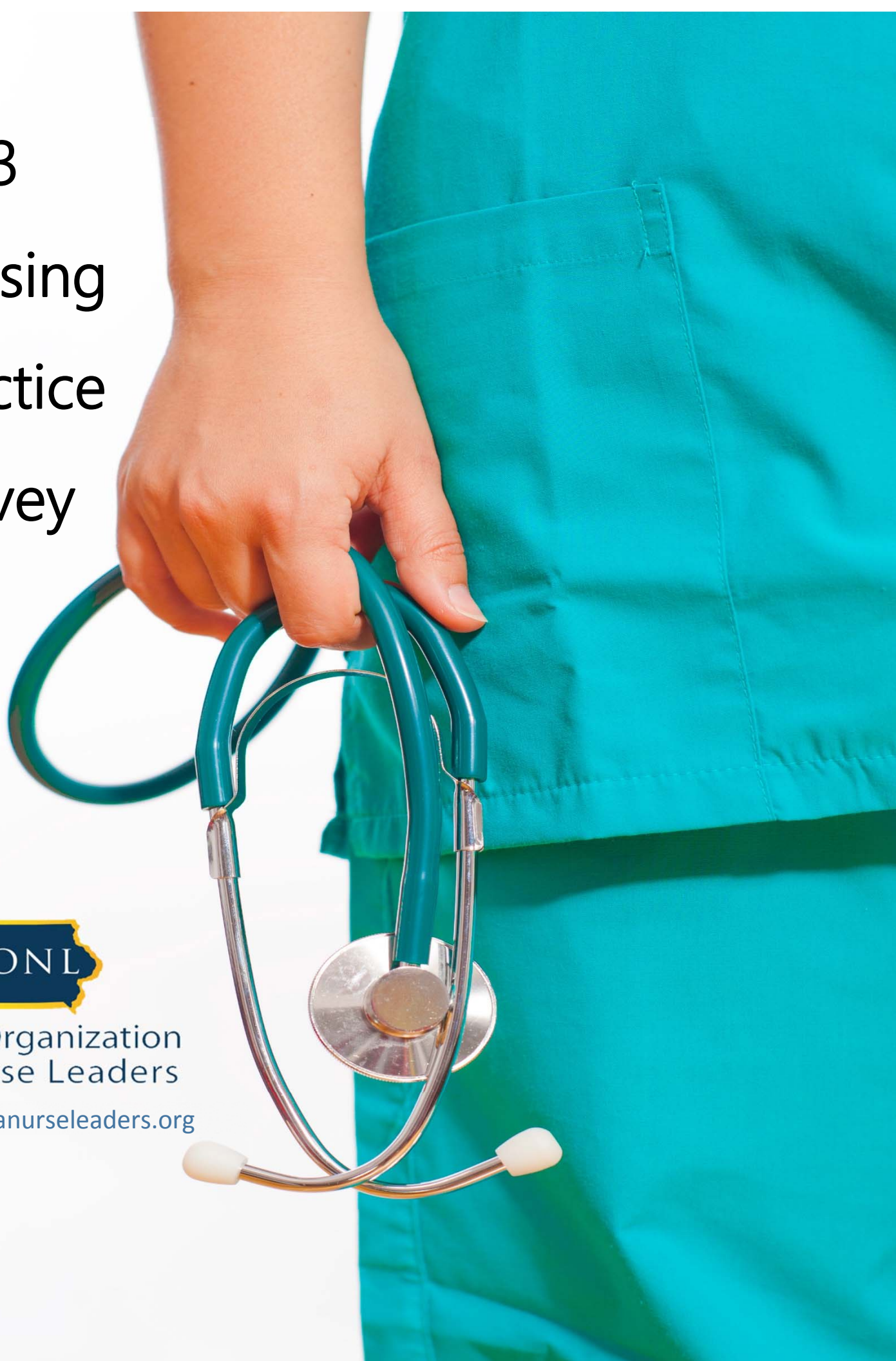


2013  
Nursing  
Practice  
Survey



Iowa Organization  
of Nurse Leaders

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



### Survey Return Rate

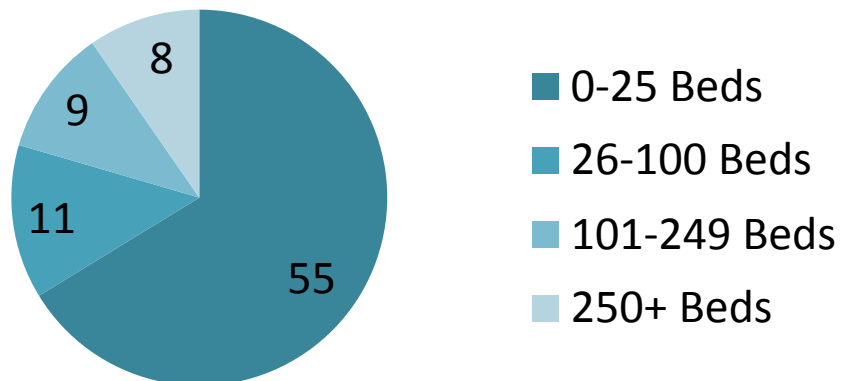
	2010	2011	2012	2013
Surveys Returned	74	50	98	80
Surveys Sent	118	118	118	118
Percent Returned	63	42	83	68

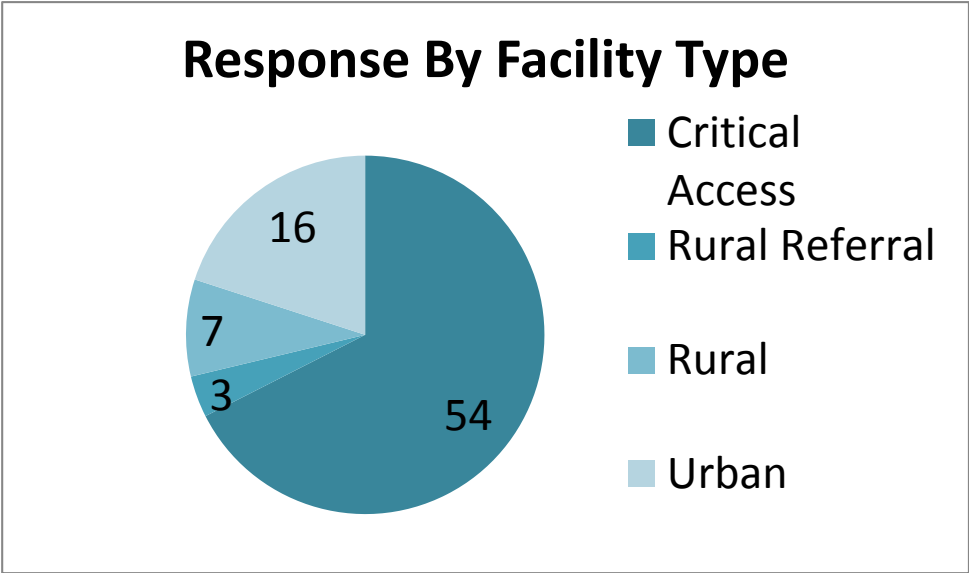
\*Hospitals that submitted data are identified in bold print at the end of the report.

### Demographic Descriptors for Participating Hospitals

	# Hospitals	# Hospitals Responding
<b>District</b>		
A	26	21
B	18	13
C	18	7
D	18	13
E	6	6
F	17	9
G	15	11
<b>Total:</b>	<b>118</b>	<b>80</b>

### Response By Staffed Bed Size





### Overall Percent of Vacancy (Effective 1/1/2014)

District	A	B	C	D	E	F	G	2010	2011	2012	2013
RN	3%	5%	5%	6%	8%	2%	5%	3%	4%	5%	5%
LPN	1%	0%	1%	0%	1%	0%	1%	2%	1%	2%	1%
Nursing Assistants	5%	3%	6%	7%	15%	5%	9%	5%	4%	6%	7%

In looking back at the last 17 years of IONL practice surveys, RN vacancy rates were at their lowest in 1996 at 2% and at their highest in 2001 at 8%.

### Annual Turnover Rates for Registered Nurses

District	A	B	C	D	E	F	G	2010	2011	2012	2013
RN Turnover Rate	9%	15%	16%	11%	12%	11%	12%	12%	11%	13%	12%

**Total Number of Budgeted Posted RN FTEs**

**(1/1/13-12/31/13)**

District	A	B	C	D	E	F	G
Total Posted During Year	189	186	261	114	715	107	727
% Posted for 60+ Days	14%	30%	38%	25%	25%	10%	17%
# FTE's Filled by Contract or Agency Staff	11	14	5	6	5	7	28

**Total Number of Budgeted Posted LPN FTEs**

**(1/1/13-12/31/13)**

District	A	B	C	D	E	F	G
Total Posted During Year	9	1	7	9	30	4	1
% Posted for 60+ Days	11%	0%	0%	56%	7%	0%	0%

**Total Number of Budgeted Posted CNA/Nurse Extender FTEs**

**(1/1/13-12/31/13)**

District	A	B	C	D	E	F	G
Total Posted During Year	94	71	77	54	347	35	290
% Posted for 60+ Days	12%	28%	23%	15%	23%	3%	11%

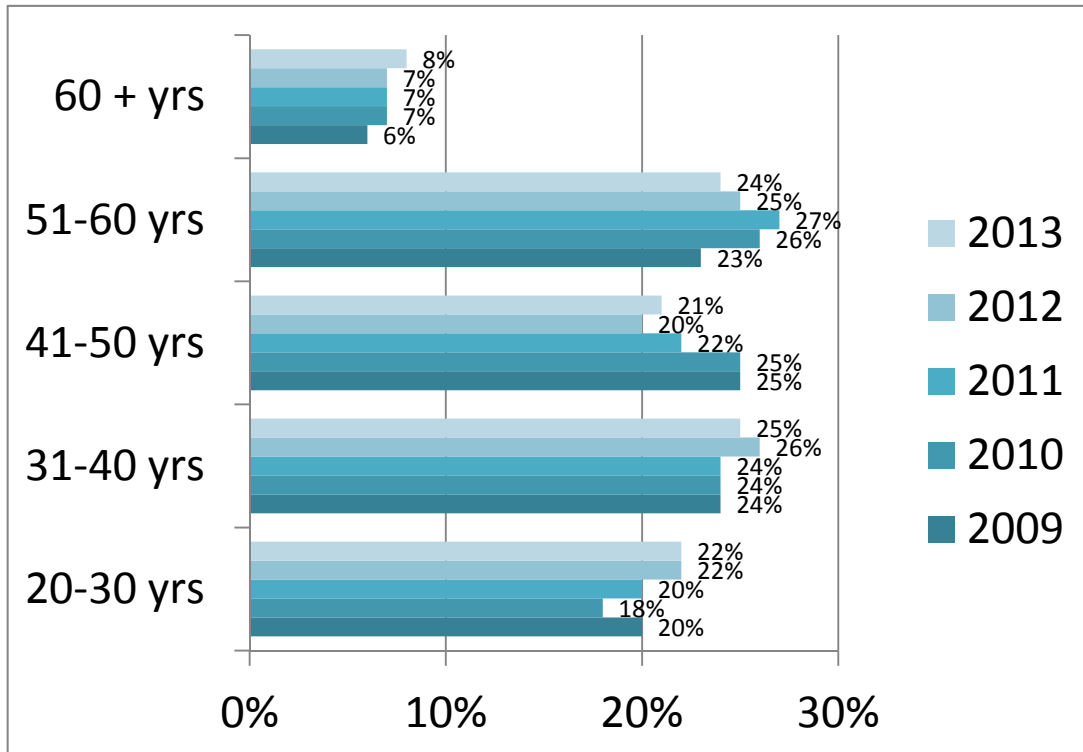
**Percent of Skill Mix Budgeted for in Medical/Surgical Areas**

Discipline	2011	2012	2013
Registered Nurse	69%	71%	72%
Licensed Practical Nurse	7%	7%	4%
Certified Nursing Assistant	24%	22%	24%

## Nurse Patient Ratios – Mean

	Hospital Size			
Unit Type	25 or less	26-100	101-249	250+
Psych	D= 1:3 E= 1:3 N= 1:4	D=1:5 E=1:6 N=1:6	D=1:5 E=1:6 N=1:7	D=1:5 E=1:5 N=1:7
Med/Surg	D=1:4 E=1:4 N=1:4	D=1:4 E=1:5 N=1:4	D=1:4 E=1:5 N=1:6	D=1:4 E=1:4 N=1:5
Step down unit (Tele)	D=1:3 E=1:3 N=1:4	D=1:3 E=1:4 N=1:4	D=1:4 E=1:4 N=1:5	D=1:3 E=1:4 N=1:5
Combined Unit (M/S + Tele)	D=1:4 E=1:4 N=1:4	D=1:5 E=1:5 N=1:6	D=1:4 E=1:4 N=1:5	D=1:4 E=1:4 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=1:2 N=1:3	D=1:4 E=1:4 N=1:4
Critical Care	D=1:2 E=1:2 N=1:2	D=1:2 E=1:2 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=1:3 E=1:3 N=1:3	D=1:3 E=1:3 N=1:3	D=1:3 E=1:3 N=1:4

## Average Age of Registered Nurses



The average age of the Registered Nurse was 43 years.

## Average Length of Employment in Current Hospital

Hospitals report an average length of employment:

- RNs – 11 years
- LPNS – 16 years

## What pay differential do you offer?

Type of Differential	Response Count
Holiday	74
On-call	69
Charge	57
Off Shift	50
Weekend	43
Weekend Package	43
Extra Shift	41
Critical Staffing	35
Career Ladder/Clinical Advancement	19
Extra weekend	16
BSN prepared	12
Preceptor/mentor	10
Specialty certification	6

Other responses included ambulance transfers, call-back, house supervisor, lump sum payment for specialty certification, OB, supervisor, resource coordinator and short notice (less than 7 hours' notice)

## Percentage of Nurses with a Professional National Certification

% Certified	A	B	C	D	E	F	G	2013	2014
	7%	12%	11%	11%	14%	7%	10%	10%	10%



## Highest Educational Preparation of Nursing Staff by District

Education	A	B	C	D	E	F	G
ADN	60%	65%	51%	51%	41%	76%	58%
Diploma	8%	12%	6%	16%	12%	2%	5%
Bachelors In Nursing	25%	21%	36%	27%	36%	16%	30%
Bachelors other than nursing	2%	<1%	3%	3%	5%	1%	1%
MA/MS Nursing	3%	1%	3%	2%	4%	4%	4%
MA/MS other than nursing	<1%	1%	1%	1%	1%	<1%	<1%
Doctorate Nursing	<1%	0%	<1%	0%	<1%	0%	<1%
Doctorate Other than Nursing	0%	0%	<1%	0%	0%	0%	0%

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

	2011	2012	2013
Yes	4	13	12
No	43	85	65

## Percentage of Nurses Currently Enrolled in a Nursing Program

(As of 1/1/14)

% Enrolled	A	B	C	D	E	F	G
Bachelors Nursing Program	6%	6%	4%	10%	6%	7%	5%
MA/MS Nursing Program	3%	2%	2%	3%	4%	1%	2%
Doctorate Nursing Program	<1%	0%	1%	<1%	1%	<1%	<1%

### What incentives do you offer staff to obtain a Bachelor's degree in Nursing?

Type of Incentive	Response Count
Tuition Assistance	57
Flexible Scheduling	55
Forgivable Loans	15
Onsite Classes	4

Other responses Included: wage increases, academic partnership tuition reduction, scholarships, foundation support, grants, job requirement, professional development program, recognition events, points on clinical ladder, loan repayment

**Does your hospital require a Bachelor’s degree in Nursing within a specified time frame for newly employed nurses?**

	Response Count
Yes	8
No	69

No hospitals required a Bachelor’s degree upon hire. For those requiring a Bachelor’s degree within a specified time frame after hire, the time allowed to complete the degree ranged from 4 years to 6 years.

**Preferential Policies**

	No	Yes
Preferential Hiring Policy for Nurses with a Bachelor’s Degree	49	27
Preferential Policy for Bachelors in Nursing Clinical Rotations	72	5

## **Magnet and Pathway to Excellence Hospitals**

Iowa currently has five Magnet hospitals:

1. Alegent Creighton Health Mercy Hospital, Council Bluffs
2. Genesis Medical Center, Davenport
3. Mercy Medical Center, Dubuque
4. St. Luke's Hospital, Cedar Rapids
5. University of Iowa Hospitals and Clinics, Iowa City

Iowa currently has five Pathway to Excellence hospitals:

1. Alegent Creighton Health Mercy Hospital, Corning
2. Burgess Health Center, Onawa
3. Genesis Medical Center, DeWitt
4. Pella Regional Health Center, Pella
5. Trinity Regional Medical Center, Fort Dodge.

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

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

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

