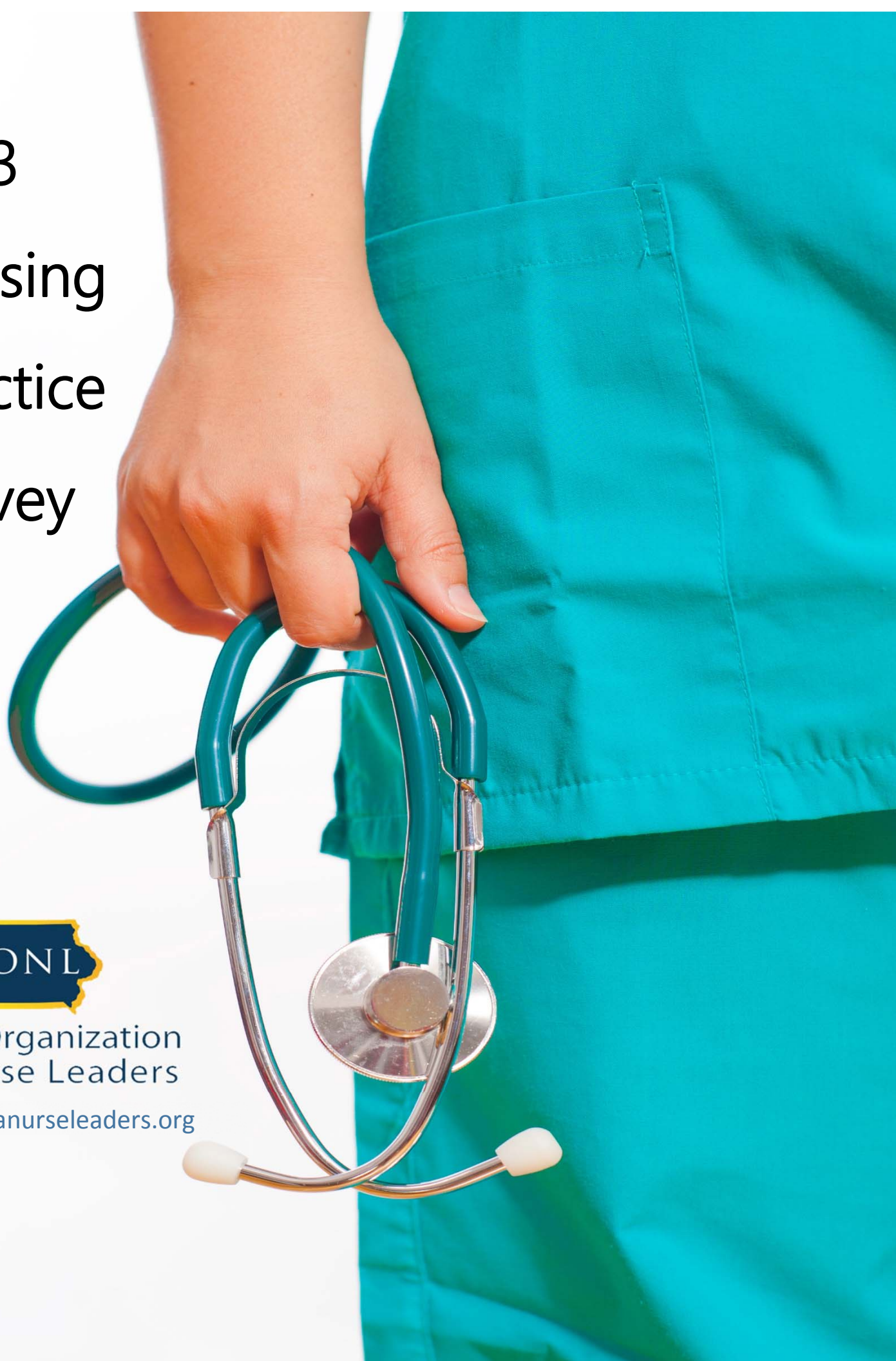


2013 Nursing Practice Survey



Iowa Organization
of Nurse Leaders

www.iowanurseleaders.org



Survey Return Rate

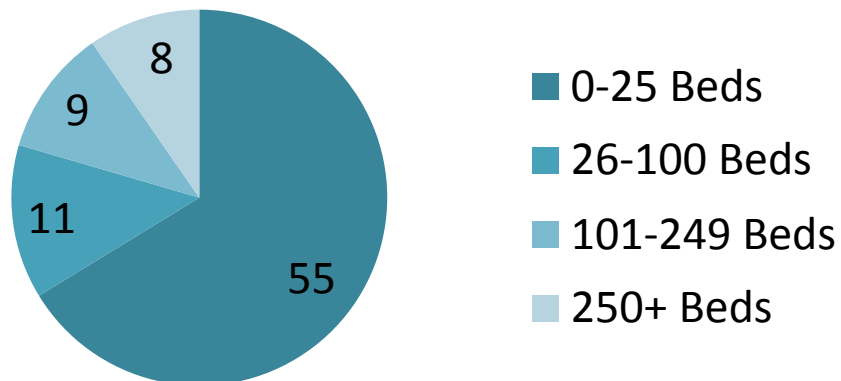
	2010	2011	2012	2013
Surveys Returned	74	50	98	80
Surveys Sent	118	118	118	118
Percent Returned	63	42	83	68

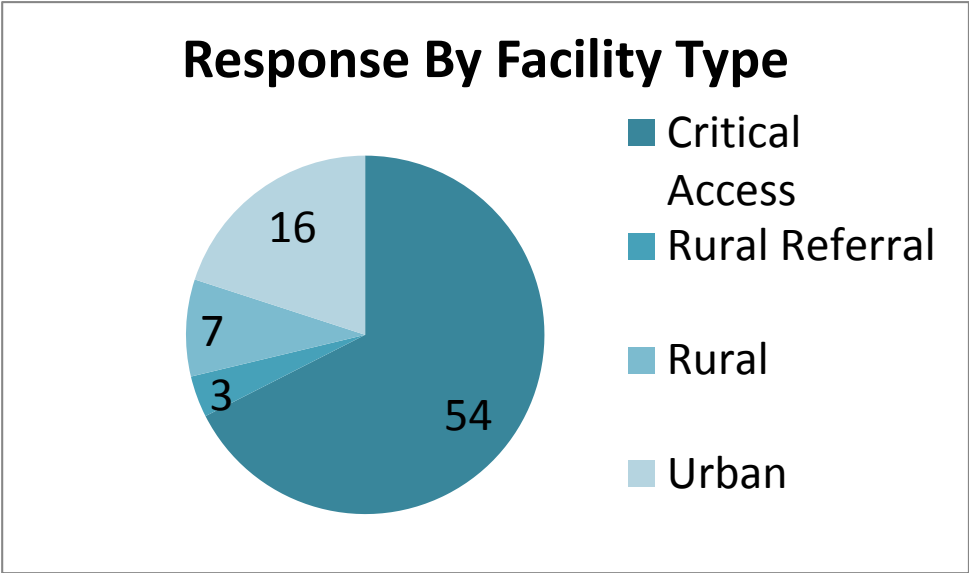
*Hospitals that submitted data are identified in bold print at the end of the report.

Demographic Descriptors for Participating Hospitals

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

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%

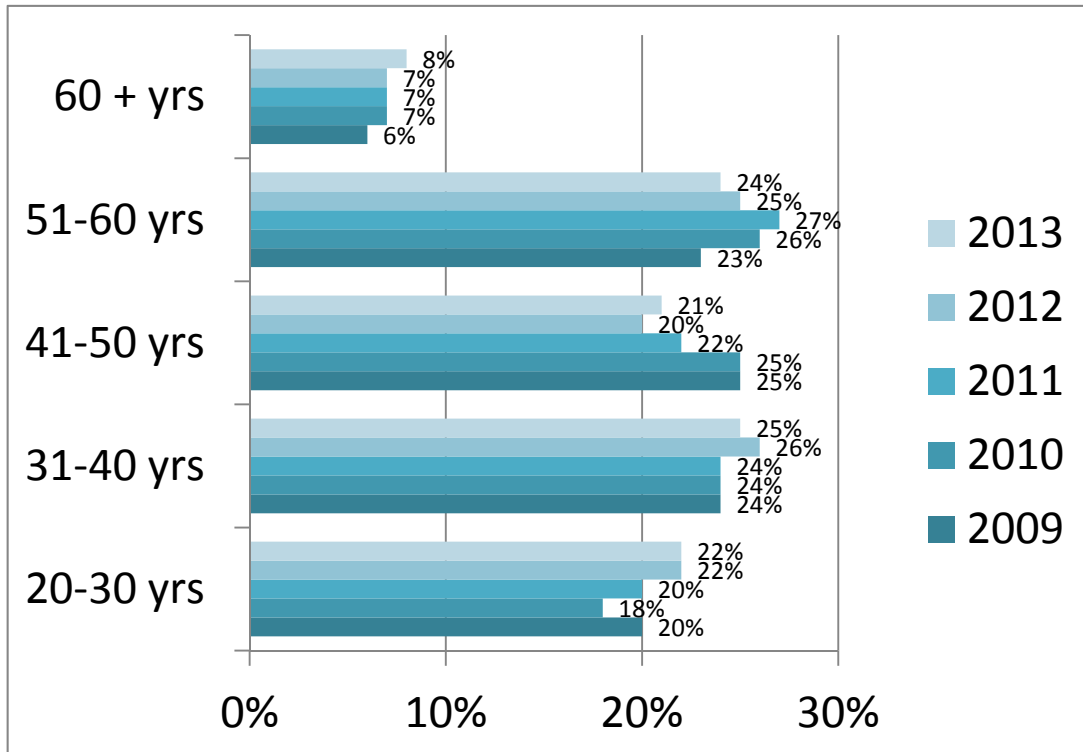
Percent of Skill Mix Budgeted for in Medical/Surgical Areas

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
Participating Hospitals are in Bold Type			
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 Hospital	Estherville	IA	A
Hawarden Regional Healthcare	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
UnityPoint Health - St. Luke's	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
Iowa Specialty Hospital - Belmond	Belmond	IA	B
Boone County Hospital	Boone	IA	B
Hancock County Health System	Britt	IA	B
Floyd County Medical Center	Charles City	IA	B
Iowa Specialty Hospital - Clarion	Clarion	IA	B
UnityPoint Health - Trinity	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
Van Diest Medical Center	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
UnityPoint Health - 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	IA	C
UnityPoint Health - Allen Hospital	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 Creighton Health Mercy Hospital - Corning	Corning	IA	D
Alegent Creighton Health Mercy Hospital - CB	Council Bluffs	IA	D
Nebraska Methodist Health System - 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
George C. Grape Community Hospital	Hamburg	IA	D
Myrtue Medical Center	Harlan	IA	D
Decatur County Hospital	Leon	IA	D
Alegent Creighton 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 Healthcare System	Winterset	IA	D
Broadlawns Medical Center	Des Moines	IA	E
UnityPoint Health - Des Moines (Iowa Lutheran)	Des Moines	IA	E
UnityPoint Health - Des Moines (Methodist West)	West Des Moines	IA	E
UnityPoint Health - Des Moines (Iowa Methodist & Blank)	Des Moines	IA	E
Mercy Medical Center Des Moines	Des Moines	IA	E
Mercy Medical Center - West Lakes	West Des 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 Health Center	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
	Mount		
Henry County Health Center	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
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
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
UnityPoint Health - Trinity Muscatine	Muscatine	IA	G
Skiff Medical Center	Newton	IA	G
Virginia Gay Hospital	Vinton	IA	G

