

MASSACHUSETTS COLLEAGUES IN CARING COLLABORATIVE 2002 SENIOR NURSING STUDENT SURVEY

Principal Investigator: Shellie Simons, MS RN

Executive Summary

In spring 2002, a survey of senior nursing students in Massachusetts was undertaken. The purpose of this study is to provide a description of the characteristics of students poised to enter the nursing workforce this year. Information about why students chose one of the five types of entry-level programs, initial career and educational aspirations and perceptions about desired attributes of the first work environment were studied.

Six hundred surveys were sent to fifteen randomly selected Board of Registration in Nursing approved entry level RN and PN programs throughout Massachusetts. Four hundred fifty three completed surveys were returned representing a response rate of 76%.

- The mean age of graduating nursing students is 31.6. Practical nursing students are the oldest graduating at the mean age of 34.6. Baccalaureate nursing students are the youngest graduating at the mean age of 26.6.
- Males represent 10.7% of the total graduating nurses from all programs. Practical nursing programs have the most male students with 23% and baccalaureate programs have the fewest males with 8%.
- African American, non-Hispanics represent 17.5% of all graduating nursing students. Practical nursing programs have the highest proportion of racial diversity with 41% of these students identify themselves as African-American, non-Hispanic. Hispanics represent 3% of the total sample, with most (6%) being in PN programs.
- Thirty-eight percent of all students decided to become a nurse later in life. Thirty-seven percent of all students decided to become a nurse before or during high school.
- Sixty percent of all students identified caring for other people as the most important factor that attracted them to a career in nursing. Three percent of all students identified salary as the most important factor in being attracted to nursing.
- Length of program, location and type of degree earned were the most frequent reasons for choosing the type of nursing program.
- Cost, distance from home and reputation of school were the most frequent reasons for choosing a specific nursing program.
- The majority (66%) of all students worked part-time as a student while 13% were employed full-time as a student. Twenty-two percent of all students were not employed.
- Fifty-nine percent of all students planned to seek additional education within the next two years.
- Nurse practitioner and clinical nurse specialist were the most frequently sought after advanced clinical role.

- Ninety-one percent of all respondents stated that they planned to take the NCLEX within eight weeks of graduation.
- Seventy-nine percent of all students would like to be employed in the hospital as their first practice setting. Forty-nine percent of practical nursing students would like to be employed in the hospital as their first practice setting while six percent of baccalaureate students would like to be employed in the community as their first practice setting.
- Adult medical-surgical was the most frequently selected desired clinical setting for first employment. Only 31% of all practical nursing students and 7% of all diploma and associate degree students stated that they would like to be employed in long term care as a first position.
- Friendly, welcoming nursing staffs, distance from home and salary were the most important factors in selecting the first place of employment.

Conclusions

Most of the information learned from this survey reinforces what is known about the future-nursing workforce. Students are entering nursing older, after being employed in other careers. Baccalaureate students are younger. Recruitment efforts need to be geared toward these two types of students, first toward pre high school students; the second toward those seeking a second career. Since caring for people is the single most expressed reason for choosing nursing as a career, one prong of recruitment efforts need to emphasize that nursing allows one to care for people in a way that no other profession can provide. The second prong should stress that nursing is a science-based practice and marketing strategies should be directed toward those interested in an intellectually challenging career.

Blacks, non-Hispanics are well represented in nursing in Massachusetts albeit disproportionately at the lower end of the professional spectrum. Hispanics though are not adequately represented in nursing. Efforts to recruit these populations into baccalaureate programs need to be enhanced. Most (79.2%) students from all types of programs choose the hospital as their desired first practice setting. Educational programs need to evaluate how they are presenting long term care as a viable placement setting.

The overwhelming majority of students planned to take NCLEX within eight weeks of graduation. Schools of nursing need to ensure that students take the licensure exam within a reasonable time since time is a factor in NCLEX success.

This survey reinforces some known information and presents other new information. The time is now to use this to develop effective strategies to recruit and retain nurses in needed clinical settings.

For questions or additional information, contact Ms. Simons at simo2000@gis.net

**MASSACHUSETTS COLLEAGUES IN CARING COLLABORATIVE
2002 SENIOR NURSING STUDENT SURVEY**

In spring 2002, a survey of senior nursing students in Massachusetts was undertaken. The purpose of this study is to provide a description of the characteristics of students poised to enter the nursing workforce this year. Information about why students chose one of the five types of entry-level programs, initial career and educational aspirations and perceptions about desired attributes of the first work environment were studied.

I. Methodology

A. Sampling Plan

The population of interest was all students scheduled to graduate in 2002 and enrolled in nursing programs that lead to licensure either as a practical or registered nurse in Massachusetts.

The unit of analysis is the individual student enrolled in a nursing program. However, a valid list of this population does not exist. The Massachusetts Board of Registration in Nursing provided a valid list of all approved nursing programs in the Commonwealth. The sampling frame for this study was based upon this data. Nursing programs rather than individual students were randomly selected to participate in this survey.

The number of 2002 graduates was based upon 2001 data. In 2001, there were 2171 graduates of all generic nursing programs in Massachusetts. The breakdown was as follows:

Practical nursing programs	22%
Associate degree programs	41%
Diploma programs	4%
Baccalaureate programs	29%
Generic masters programs	4%

It was determined that this sample should include the same proportion of students enrolled in each of the five types of nursing programs.

Using a random sample, stratified by program type the sample size necessary to achieve a power of 0.80 at a 0.05 significance for five groups is 46 subjects per group (total 230 subjects) (Polit & Hungler, 2001).

Assuming .70 of schools participate (0.33 attrition due to refusal to participate or fail to return survey forms) and 0.70 of students volunteer to participate, fourteen programs should be included in the study to have at least 280 student surveys available for analysis. In 2001, the mean number of graduates/ program was 40. If the sample included 14 programs, and .70 returned the surveys (10 programs), this would equal 400 nursing students. Further, if 0.7 of the students selected to participate in the survey, there would be at least 280 total subjects for final analysis. To ensure representation from all types of nursing programs and the generic masters and diploma programs each represented only 4% of programs, it was determined to over sample these groups by including at least one of each of these two types of nursing programs.

# ADN	6	40% of sample
# BSN	4	27% of sample
# Diploma	1	6% of sample
# PN	3	20% of sample
# Generic Masters	1	6% of sample

Using a two-digit random number chart, fifteen schools were selected to participate in the study.

B. Data collection Instrument

The data collection instrument was developed using the Massachusetts Nursing Profession Entrant's Survey as a model. Questions were added, deleted and edited with input from members of Colleagues in Caring Collaborative. The final draft was presented to a focus group of nursing students to further refine question wording and reduce ambiguity. The final draft was piloted with a group of nursing students.

The student nurse questionnaire used for this study included four sections including a cover letter that was read to students. The cover letter explained the purpose

of the survey and information about where results would be available upon final analysis of the data. Section 1 asked for demographic information including age, gender and ethnicity. Section 2 contained questions related to the type of program the student was currently enrolled. Questions were related to why and when the student chose nursing as a profession and factors in choosing the specific school of nursing. Section 3 addressed the student's goals for nursing education including educational goals in the next two years. Section 4 contained a series of questions related to factors in choosing a first place of employment.

C. Confidentiality

All respondents were assured confidentiality by a statement included in the cover letter. Data was analyzed in statistical format only. No identifying information except zip code was included. Also distributed along with this survey was a request to participate in a follow-up survey that will occur within six to nine months of graduation. These completed forms were separated from the survey forms so that there was no way to connect the two. Participation in the survey was completely voluntary.

D. Response Rate

Six hundred surveys were sent to fifteen nursing programs throughout Massachusetts. Four hundred fifty three completed surveys were returned. This equals a response rate of 76%.

D. Data Screening

To insure the reliability of data included in the analysis, completed questionnaires were inspected visually for the purpose of identifying any coding errors. Where possible, coding errors were manually corrected.

E. Response Validity

The reliability of participant's responses were evaluated by examining the consistency of responses to questions. There were instances of unreliable responses. For example, question 14 asked if the student planned to seek additional education within the next two years. On occasion, the student selected the no response yet went on to answer the next question about the type of degree the student planned to seek.

II. Major Findings

- The mean age of graduating nursing students is 31.6. Practical nursing students are the oldest graduating at the mean age of 34.6. Baccalaureate nursing students are the youngest graduating at the mean age of 26.6 (Table 2).
- Males represent 10.7% of the total graduating nurses from all programs. Practical nursing programs have the most male students with 23% and baccalaureate programs have the fewest males with 8% (Table 5).
- African American, non-Hispanics represent 17.5% of all graduating nursing students. Practical nursing programs have the highest proportion of racial diversity with 41% of these students identify themselves as African-American, non-Hispanic. Hispanics represent 3% of the total sample, with most (6%) being in PN programs (Table 7).
- Thirty-eight percent of all students decided to become a nurse later in life. Thirty-seven percent of all students decided to become a nurse before or during high school. (Table 9).
- Sixty percent of all students identified caring for other people as the most important factor that attracted them to a career in nursing. Three percent of all students identified salary as the most important factor in being attracted to nursing (Table 10).
- Length of program, location and type of degree earned were the most frequent reasons for choosing the type of nursing program (Table 13).
- Cost, distance from home and reputation of school were the most frequent reasons for choosing the specific nursing program (Table 14).
- The majority (66%) of all students worked part-time as a student while 13% were employed full-time as a student. Twenty-two percent of all students were not employed (Table 15).
- Fifty-nine percent of all students planned to seek additional education within the next two years (Table 16).
- Nurse practitioner and clinical nurse specialist were the most frequently chosen sought after advanced clinical role (Table 18).
- Ninety-one percent of all respondents stated that they planned to take the NCLEX within eight weeks of graduation (Table 19).
- Seventy-nine percent of all students would like to be employed in the hospital as their first practice setting. Forty-nine percent of practical nursing students would like to be employed in the hospital as their first practice setting while six percent of

baccalaureate students would like to be employed in the community as their first practice setting (Table 22).

- Adult medical-surgical was the most frequently selected desired clinical setting for first employment. Only 31% of all practical nursing students and 7% of all diploma and associate degree students stated that they would like to be employed in long term care as a first position (Table 24).
- Friendly, welcoming nursing staff, distance from home and salary were the most important factors in selecting the first place of employment (Table 25).

Conclusions

Most of the information learned from this survey reinforces what is known about the future nursing workforce. Students are entering nursing older, after being employed in other careers. Baccalaureate students are younger. Recruitment efforts need to be geared toward these two types of students, First toward pre high school students; the second toward those seeking a second career.

Blacks, non-Hispanics are well represented in nursing in Massachusetts albeit disproportionately at the lower end of the professional spectrum. Hispanics, though are not adequately represented in nursing. Efforts to recruit these populations into baccalaureate programs need to be enhanced. Since caring for people is the single most expressed reason for choosing nursing as a career, recruitment efforts need to emphasize that nursing allows one to care for people in a way that no other profession can provide.

The overwhelming majority of students planned to take NCLEX within eight weeks of graduation. Schools of nursing need to develop better strategies to ensure that students take the licensure exam within a reasonable time since time is a factor in NCLEX success.

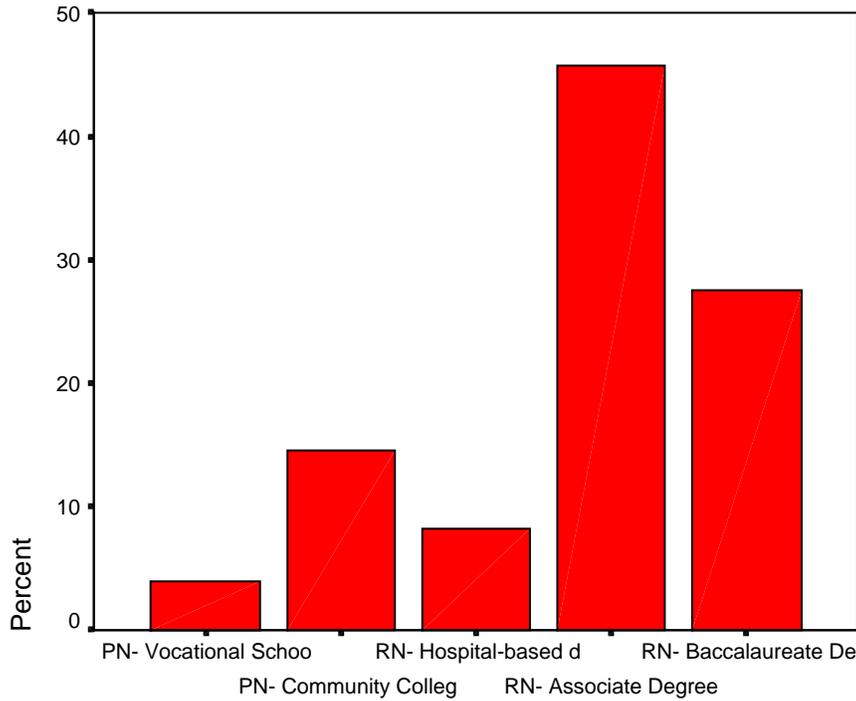
Most (79.2%) students from all types of programs choose the hospital as their desired first practice setting. Educational programs need to evaluate how they are presenting long term care as a viable placement setting.

This survey reinforces some known information and presents other new information. The time is now to use this to develop effective strategies to recruit and retain nurses in needed clinical settings.

III. Figures and Tables

SECTION ONE DEMOGRAPHIC INFORMATION

Figure 1
Program Type



In what type of *entry-level* nursing education program are you *currently* enrolled?

Table 1
Respondents by Program Type

	N	%
Practical Nurse- Vocational School	18	4
Practical Nurse- Community College	66	14.6
Registered Nurse- Hospital based Diploma	37	8.2
Registered Nurse- Associate Degree	207	45.7
Registered Nurse- Baccalaureate Degree	125	27.6
Registered Nurse- Generic Masters Degree	0	
Total	453	100

Table 2
Age of Respondents

	N	Minimum	Maximum	Mean
PN Students	80	20	58	34.75
Diploma & ADN Students	237	19	55	33.05
BSN Students	121	21	55	26.6
All students	438	19	58	31.6

Figure 2
Age Categories

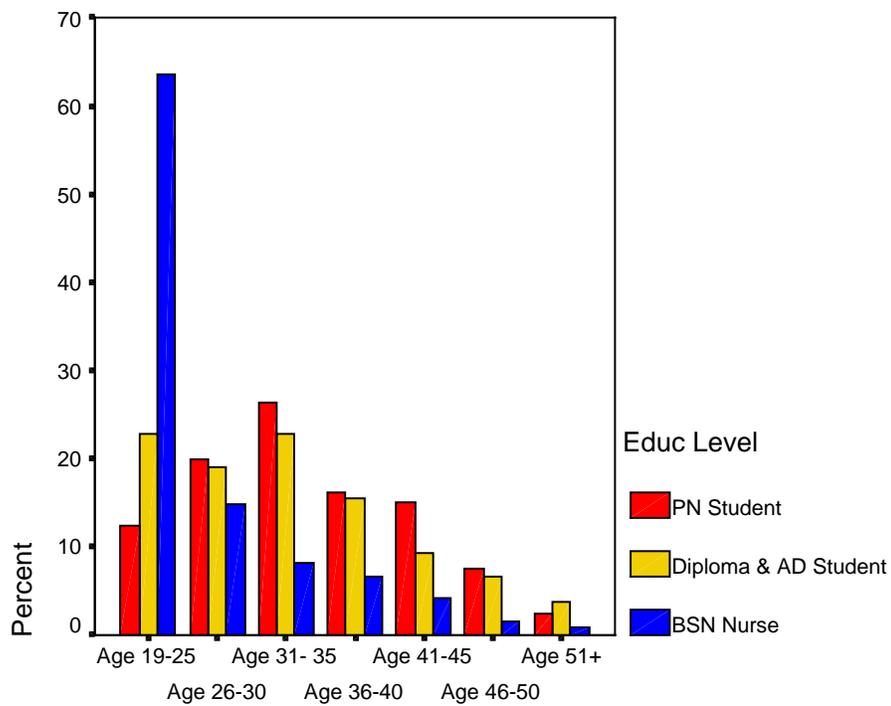
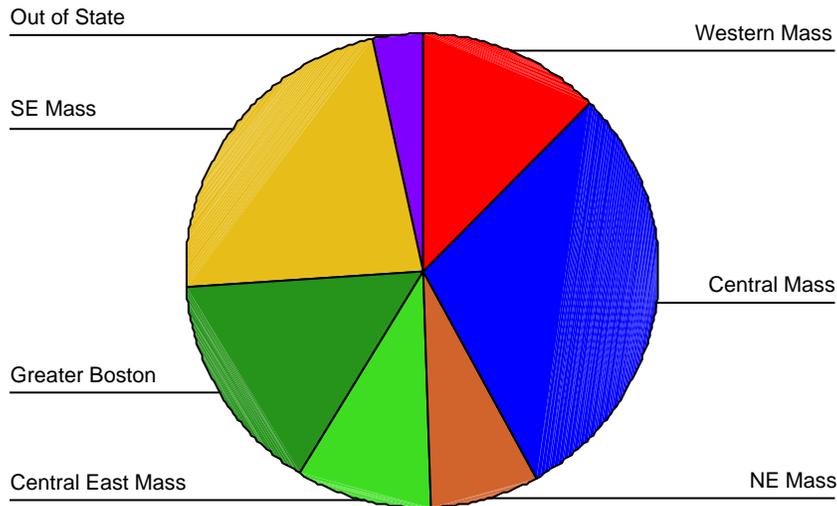


Table 3
Permanent Residence

Region	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Western Massachusetts	23	30	5	2.2	26	21
Central Massachusetts	12	15	67	29	49	40
NE Massachusetts	6	8	20	9	7	6
Central East Massachusetts	15	19	19	8	6	5
Greater Boston	19	24	38	17	9	7
SE Massachusetts	2	3	73	32	23	19
Out of State	1	1	9	4	4	3
Total	78	100	231	100	124	100

Figure 3
Permanent Residence



Percentages

Table 4
Gender

All Students	N	%
Male	45	10.7
Female	377	89.3
Total	422	100

Figure 4
Gender by Program Type

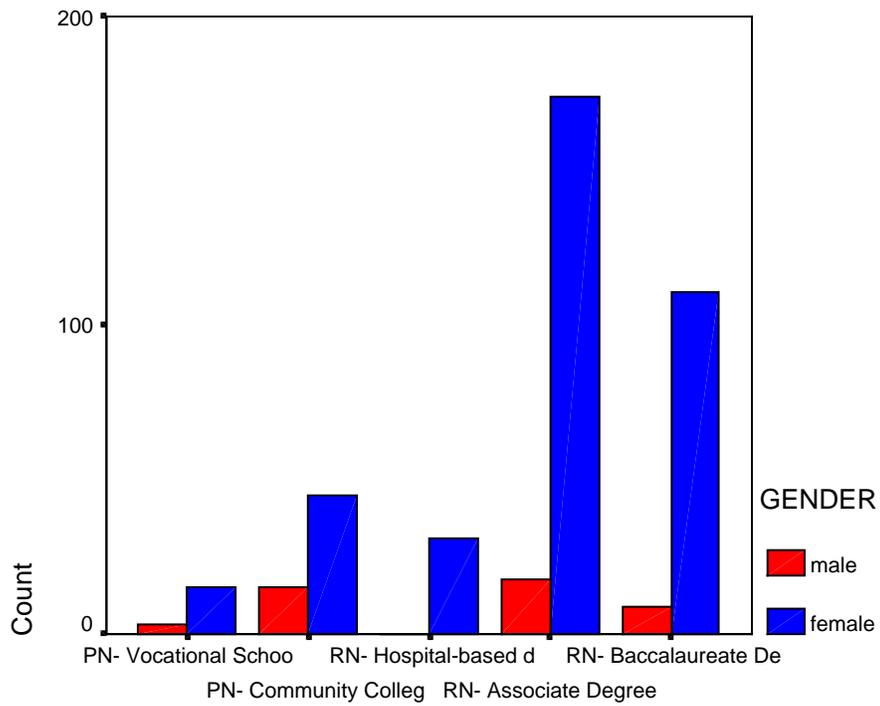


Table 5
Gender by Program Type

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Male	18	23	18	8.1	9	8
Female	60	77	205	92	111	92
Total	78	100	223	100	120	100

Figure 5.
Race Ethnicity

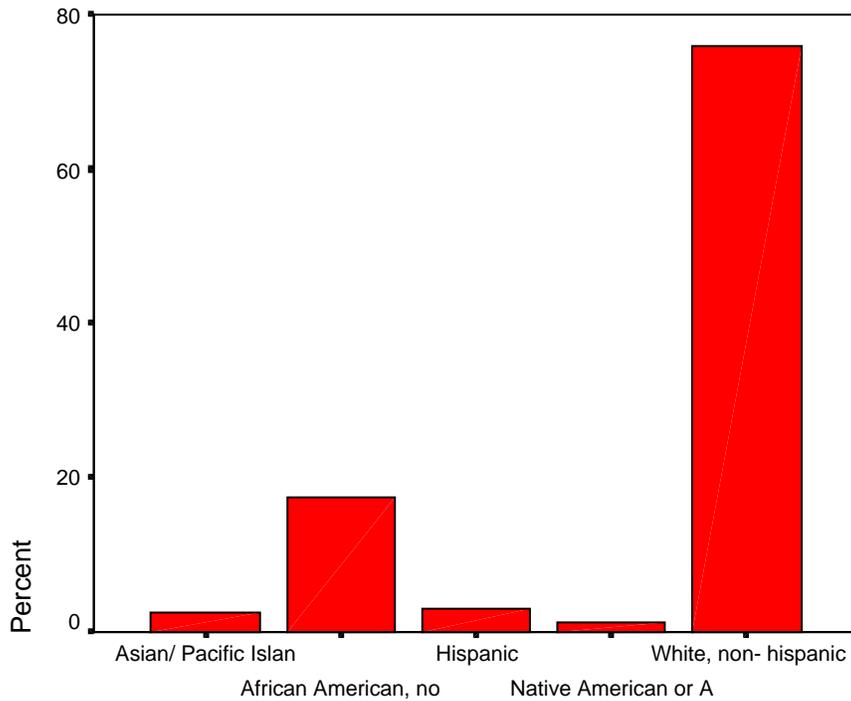


Table 6.
Ethnicity of Sample Compared to General population

	Total Sample		Total Massachusetts Population*
	N	%	%
White, non Hispanic	330	75.9	83.9
African American, Non Hispanic	76	17.5	5.3
Hispanic	13	3.0	6.8
Asian/ Pacific Islander	11	2.5	3.9
Native American or Alaskan Native	5	1.1	0.2
Total	435	100	

*Note. From U.S. Bureau of the Census (2000). Retrieved July 23, 2002 from <http://masschip.state.ma.us>

Figure 6
Ethnicity by Program Type

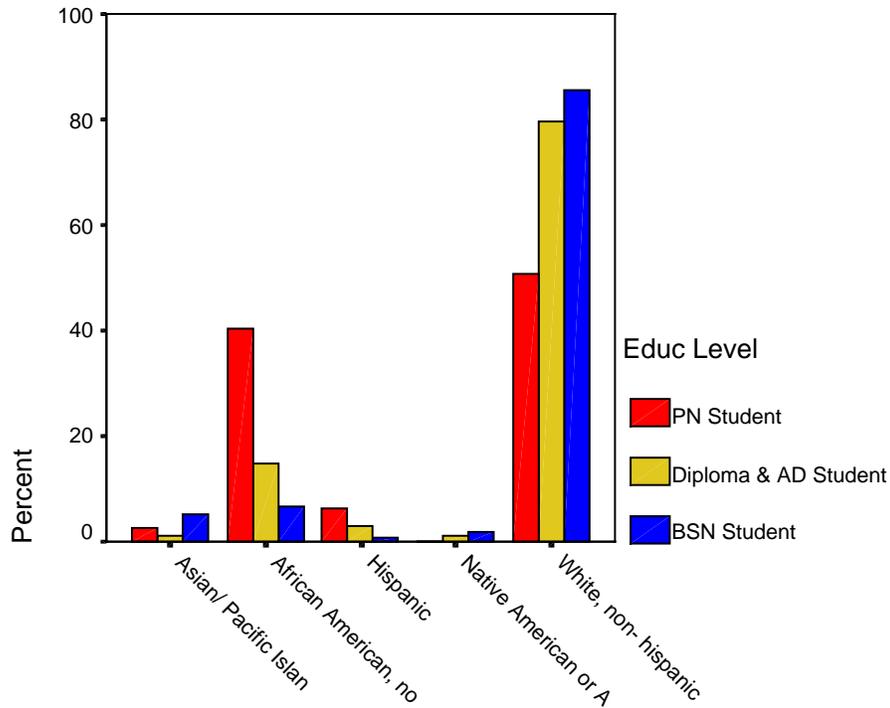


Table 7.
 Ethnicity by Program Type

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
White, non Hispanic	40	51	188	80	101	86
African American, Non Hispanic	32	41	35	15	8	7
Hispanic	5	6	7	3	1	0.8
Asian/ Pacific Islander	2	2.5	3	1.3	6	5
Native American or Alaskan Native			3	1.3	2	1.7
Total	79	100	226	100	118	100

Table 8
 Primary Languages spoken

Primary Language	N	%
English	384	91.2
Spanish	8	2.4
Other *	21	6.4
Total	421	100.0

* Other languages

African
 Amhosie (Ethiopian)
 Chinese
 Creole
 French
 Igbo
 Italian
 Jamaican
 Polish
 Portuguese
 Russian
 TWI

Section Two
NURSING EDUCATION

When did you decide to become a nurse?

Figure 7
Timing of Decision to Become a Nurse

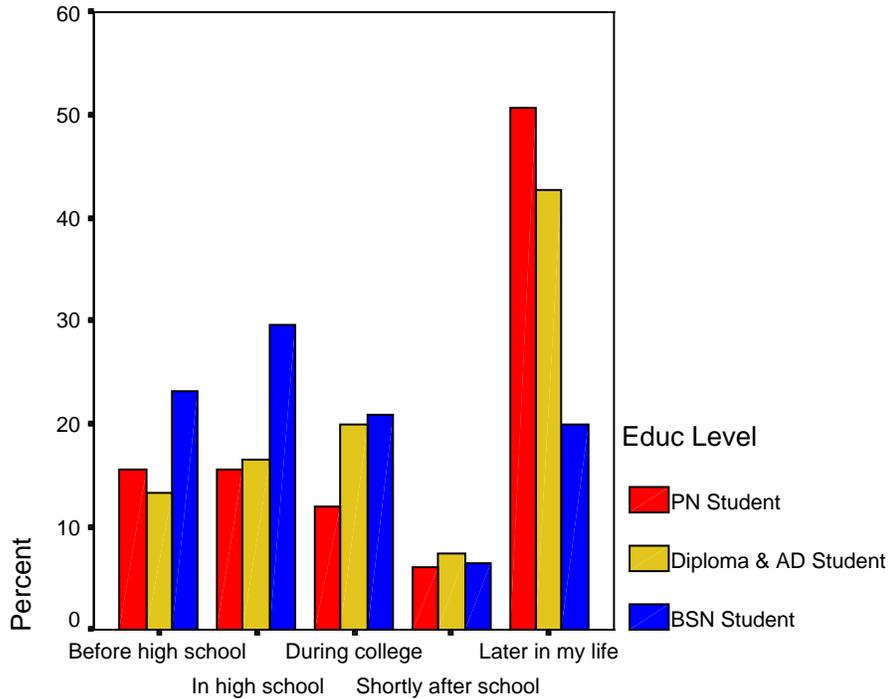


Table 9
Timing of Decision to Become a Nurse

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Before High School	13	16	32	13	29	23
In high School	13	16	40	17	37	30
During College	10	12	48	20	26	21
Shortly after completing schooling	5	6	18	8	8	6
Later in my life	42	51	103	43	25	20
Total	83	100		100	125	100

What was the most important factor that attracted you to nursing as a career choice? (CHOOSE ONE)

Figure 8
Factors in choosing Nursing

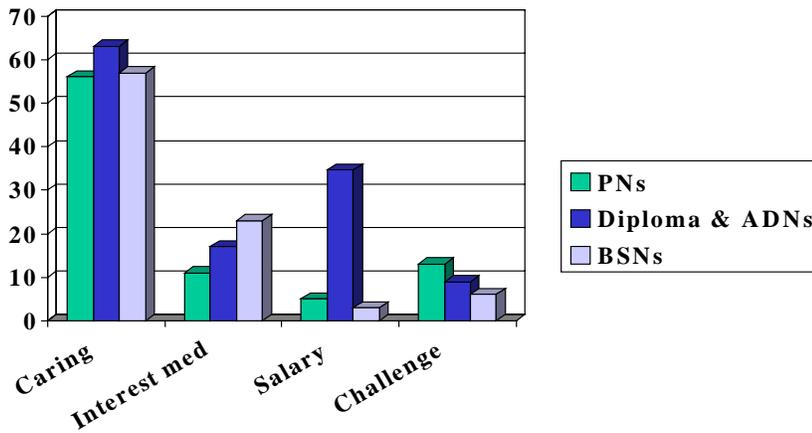


Table 10
Primary Reason for Choosing Nursing

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Caring for other People	47	56	151	63	71	57
Interest in science or medicine	9	11	41	17	29	23
Interest in pursuing an intellectually challenging career	11	13	21	9	7	6
Availability of jobs	8	10	10	4	7	6
Salary	4	5	7	3	2	2
Availability of evening, night and weekend work	4	5	5	2	3	2
Interest in using the latest medical technology	2	1	2	0.8		
Other *			4	2	6	5
Total	84	100	241	100	125	100

* Other:

“Flexibility of hours and fields.”

“I was already an LPN.”

“I was unsure of what to do, so I enrolled in nursing.”

“Multiple options of practice.”

“Career security.”

“Becoming a midwife.”

“I’ve had experience with a critically ill child.”

“Been in the field.”

“Mobility.”

“Progressing from an EMT.”

If you are enrolled in a nursing education program leading to licensure as a Registered Nurse, have you held a Practical Nurse license?

Table 11
PN Prior to RN

	N	%
Yes	56	13.8
No	350	86.2
Total		100

Are you becoming a nurse after having been employed in had another career?

Table 12
Another Career Prior to Nursing

	N	%
Yes	245	54
No	208	46
Total	455	100

A person studying to become a nurse has the option of applying to a variety of program types (PN, hospital-based diploma, ADN, BSN, & Generic Masters). What were the three most important factors in your selecting the type of nursing program that you are currently enrolled in? (CHOOSE THREE)

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Table 13
Factors in Choosing Program Type

	PNs		Diploma & ADNs		BSNs	
	N	%*	N	%	N	%
Length of program	62	74	167	68	32	26
Type of degree earned upon completion	20	24	70	29	101	80
Ability to articulate into higher level nursing program	47	56	99	41	73	58
Location	37	44	144	59	66	53
Encouragement by family and/or friends	30	36	58	24	41	33
Low cost	30	36	103	42	35	28
Ease of application process for admission into program	18	21	51	21	8	6
Did not know there were different options	1	1	5	2	9	7
Total		100		100		100

*Percentages are greater than 100% because students chose three responses.

Once you decided on the type of nursing education program, what were the three most important factors in promoting your selection of the specific school in which you are currently enrolled? (CHOOSE THREE)

Table 14
Factors in Choosing Specific Program

	PNs		Diploma & ADNs		BSNs	
	N	%*	N	%	N	%
Cost of program	38	45	101	41	62	50
Distance from home or work	38	45	131	54	74	59
Reputation of school	30	35	109	45	62	50
Ease of application process for admission to program	25	30	34	14	15	12
Availability of grants, scholarships and tuition assistance	23	27	42	17	37	30
School's NCLEX pass rates	19	23	77	32	23	18
Willingness of school to accept prior learning credits	19	23	64	26	19	15
School's location	18	21	77	32	40	32
Flexibility of scheduling classes/ clinicals	17	20	43	18	5	4
Encouragement by family and/or friends	16	19	38	16	26	21
Physical attractiveness of school	2	2.4	1	0.4	3	2.4
Total		100		100		100

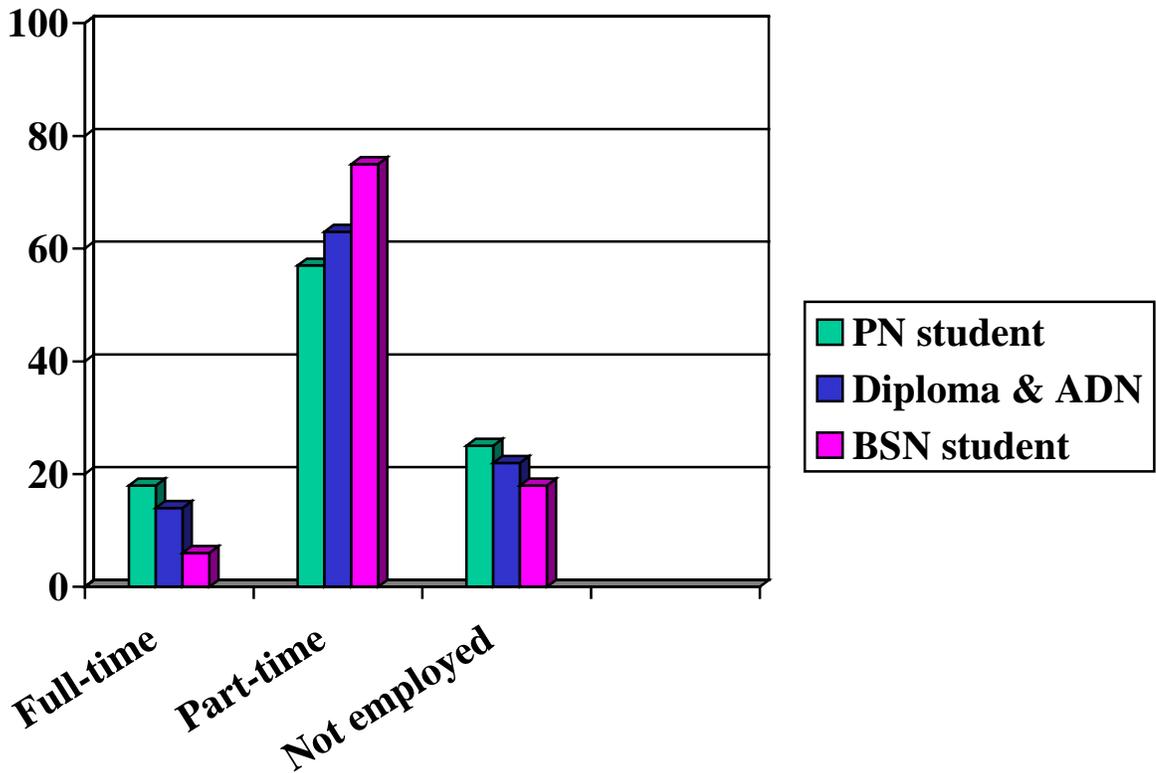
*Percentages are greater than 100% because students chose three responses.

Select the answer that best describes your employment status.

Table 15
Current Employment status

	PNs		Diploma & ADNs		BSNs	
	N	%	N	%	N	%
Employed full-time. (35-hours/ week or more).	15	18	34	14	8	6
Employed part-time (less than 35-hours/ week).	47	57	154	63	94	75
Not employed.	21	25	54	22	23	18
Total	84		244		125	

Figure 10. Current Employment Status



GOALS FOR NURSING EDUCATION

Do you plan to seek additional education in nursing in Massachusetts within the next two years?

Table 16
Future Educational Plans

	PN Students		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Yes	68	81	153	63	44	36
No	3	3.6	26	11	34	34
Uncertain	13	15.5	63	26	46	46
Totals	84	100	242	100	124	100

What type of nursing degree do you plan to seek within the next two years?

Table 17
Type of Educational Goals

	PNs		Diplomas & ADNs		BSNs	
	N	%	N	%	N	%
Associate Degree	53	63	8	3		
Baccalaureate Degree	15	18	161	67	11	9
Masters Degree	4	5	30	12	73	73
Doctoral Degree	1	1				
Not Applicable	10	12	42	17	39	32
Total	83	100	241	100	123	100

If you plan to seek graduate education in an Advanced Clinical Role within the next two years, which of the following would you most likely choose? (CHOOSE ONE)

Table 18
Preferred Advanced Clinical Role

	All PN Students		All RN Students	
	N	%	N	%
Clinical Nurse Specialist	17	21	61	17
Nurse Anesthetist	11	14	21	6
Nurse Practitioner	10	12	86	24
Psychiatric Nurse Mental Health Specialist	8	10	15	4
Nurse Midwife	7	9	36	10
Not Applicable	28	35	141	39
Total	81	101*	360	100

*Total is greater than 100 because numbers were rounded up.

SECTION FOUR
GOALS FOR NURSING PRACTICE

When do you plan to take the National Council Licensure Examination (NCLEX™)?

Table 19
Plans to Take NCLEX Exam

	PNs		Diplomas & ADNs		BSNs	
	N	%	N	%	N	%
Within 4 weeks of graduation	59	70	125	51	37	30
Within five to eight weeks of graduation	21	25	99	41	70	57
Within nine to twelve weeks of graduation	4	5	19	8	13	11
More than 12 weeks after graduation					3	2
Total	84	100	243	100	123	100

If you are planning to take the NCLEX exam more than 12 weeks after graduation, what is the primary reason?

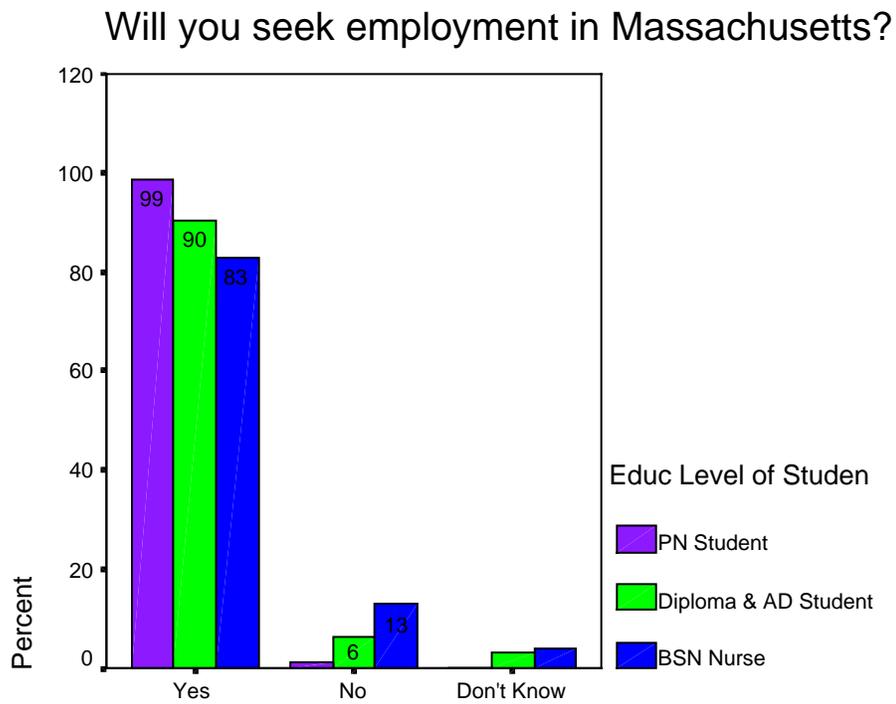
Need time to study	21
Need to earn money to pay for licensure fees	8
Need time to rest	5
Fear of failing the NCLEX	7
Other (please specify)	3
Not Applicable	341

Do you plan to seek employment as a licensed nurse in Massachusetts upon graduation?

Table 20
Plans to seek Licensure in Massachusetts

	PNs		Diplomas & ADNs		BSNs	
	N	%	N	%	N	%
Yes	83	99	219	91	102	83
No	1	1	15	6	16	13
Don't know			8	3	5	4
Total	84	100	242	100	123	100

Figure 11
Plans to Seek Licensure in Massachusetts



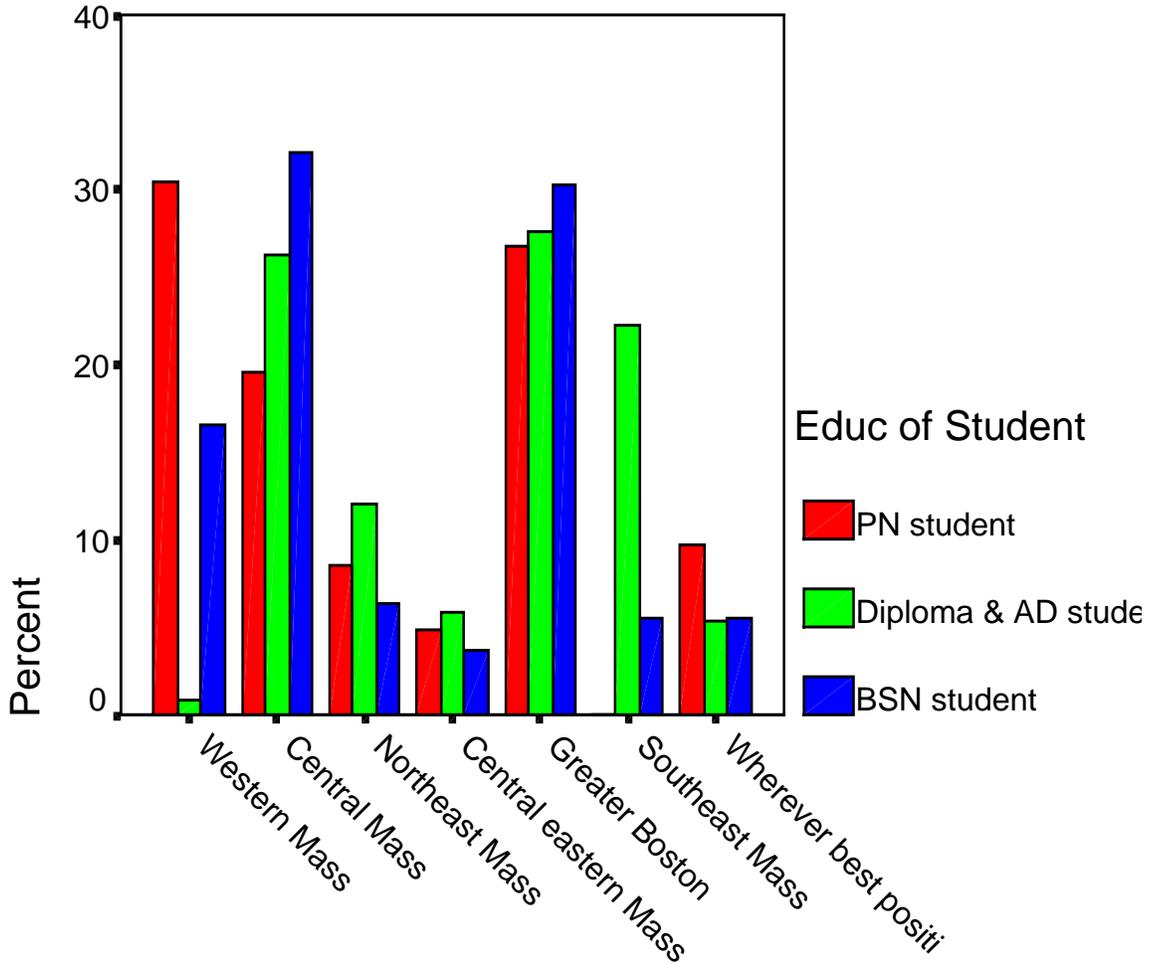
If yes, where in Massachusetts are you most likely to seek employment?

Table 21
Preferred Region for First Employment

	PN Students		RN Students		All Students	
	N	%	N	%	N	%
Greater Boston	22	26	95	26	117	28
Central Massachusetts	16	19	94	26	110	26
Southeast Massachusetts	0		56	15		13
Western Massachusetts	25	30	20	5	56	11
Northeast Massachusetts	7	8	34	9	45	10
Wherever the best position is	8	10	18	5	41	6
Central Eastern Massachusetts	4	5	17	5	26	5
Total	82	100	334	100	416	100
Total	82		334		416	

Figure 12
Preferred Region for First Employment

Where will you seek employment?

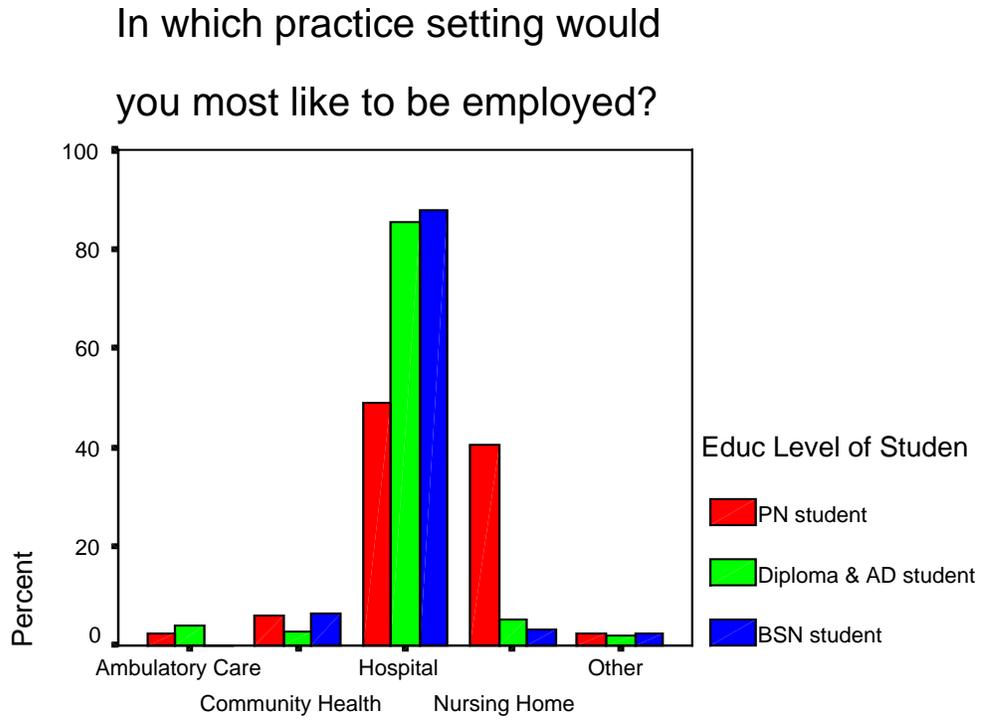


In which practice setting would you most like to be employed for your first position as a licensed nurse? (CHOOSE ONE)

Table 22
Preferred First practice setting

	PNs		Diplomas & ADNs		BSNs	
	N	%	N	%	N	%
Community health/ public health (health department, visiting nurse service, community health center, student health, prison health, and occupational health)	5	6	7	3	8	6
Hospital	41	41	205	85	110	88
Nursing home/ extended care	34	34	13	5	4	3
Other	2	2.4	5	2	3	2
Total	84	100	240	100	125	100

Figure 13
Preferred First practice setting



In which practice setting would you like to be employed for your first position as a licensed nurse?

Table 23
Preferred First Practice Role

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Direct patient) care	83	99	233	97	121	97
Management/ administration			4	1.7	1	0.8
Research	1	1	1	0.4	2	1.6
Teaching			1	0.4	1	0.8
Other			1	0.4		
Total	84	100	240	100	125	

In which clinical area would you most like to be employed in for your first position as a licensed nurse?

Table 24
Preferred First Clinical Setting

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Adult medical-surgical	24	30	105	47	57	50
Ambulatory care	4	5	1	0.4	0	
Community health	4	5	5	2.2	4	3.5
Critical care	2	2.5	21	9.4	17	15
Emergency care	9	11	20	9	6	5
Long-term care	25	31	15	7	1	0.9
Maternity	2	2.5	30	13	12	11
Pediatrics	5	6.3	13	6	14	12
Peri-operative	2	2.5	9	4	1	0.9
Psychiatric/ mental health	3	4	5	2.2	2	2
Total	84	100	224	100	114	100

In choosing your first position as a licensed nurse, what are the three most important factors to you in selecting a place of employment? (CHOOSE THREE)

Table 25
Preferred First Clinical Setting

	PN Student		Diploma & ADN Students		Baccalaureate Students	
	N	%	N	%	N	%
Friendly, welcoming nursing staff	26	31	83	34	60	48
Distance from home	38	45	86	35	39	31
Salary	32	38	72	30	56	45
Length of orientation	18	21	90	37	32	26
Flexibility of scheduling	30	36	63	26	26	21
Opportunities for advancement	22	26	60	25	33	26
Organization's commitment to high standards of patient care	15	18	56	23	25	20
Ability to transfer across departments or specialty areas	12	14	56	23	18	14
Workload	8	10	43	18	29	23
Availability of tuition assistance	25	30	37	15	15	12
Benefits package of organization	12	14	30	12	22	18
Presence of union or collective bargaining agreement	1	1	5	2	9	7
New employee bonuses or awards	9	11	13	5	10	8
Attractiveness of facility	1	1	3	1	1	0.8
Other*	1	1	8	3	0	
Total	84	100	244	100	125	100

*Other

“training program”
 “non-racist workplace”
 “safety”
 “best experience available”

“the department I want”
 “high prestige hospital”
 “reputation of facility”

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