

DOCUMENT RESUME

ED 112 102

CE 004 872

AUTHOR Bloom, Barbara I.  
 TITLE Career Goals of Hospital School of Nursing Seniors. Report of a Survey.  
 INSTITUTION American Hospital Association, Chicago, Ill.  
 PUB DATE 75  
 NOTE 73p.  
 AVAILABLE FROM American Hospital Association, 840 North Lake Shore Drive, Chicago, Illinois 60611 (\$3.00)

EDRS PRICE MF-\$0.76 Plus Postage. HC Not Available from EDRS.  
 DESCRIPTORS Career Choice; \*Career Planning; Clinical Experience; Employment; Factor Analysis; Health Occupations; Hospital Personnel; \*Hospital Schools; Job Applicants; Medical Education; \*National Surveys; \*Nurses; Nursing; Occupational Guidance; \*Specialization; Student Characteristics; Student Experience; Students; Tables (Data); Vocational Counseling

ABSTRACT

The report represents the results of a 1973 survey of senior students in hospital schools of nursing. Prepared by the American Hospital Association (AHA) Division of Career Information, the report is based on data compiled by the AHA Division of Survey Research. More than 11,000 students in 388 schools completed and returned a questionnaire which was divided into three major sections: career goals, career guidance, and individual information. Some of the questions required only checks, others required ranking factors in order of importance, and a few asked for open-ended responses. The study findings underscore the influence of the educational program on job selection. The major findings were that a large percentage of seniors expected to continue their education either on graduation or in the future, that the majority who had accepted job offers selected hospitals as their first employer, that clinical experience appears to influence choice of specialty, and that most students would be willing to work in manpower shortage areas. Several pages of comments interpreting the findings are followed by 41 tables of data. Among the appendixes are the survey questionnaire and tables showing breakdowns of data concerning AHA member and nonmember schools and States and regional data. (Author/AJ)

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# Career goals of hospital school of nursing seniors

## Report of a survey

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**American Hospital Association**

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CE004872



Library of Congress Cataloging in Publication Data

American Hospital Association.

Career goals of hospital school nursing seniors.

"Prepared by Barbara I. Bloom."

1. Nurses and nursing--Study and teaching--United States--Statistics. 2. Nursing schools--United States--Statistics. I. Bloom, Barbara I. II. Title.  
RT81.U6A65 1975 331.7'61'61073 75-17922  
ISBN 0-87258-175-6

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American Hospital Association  
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Chicago, Illinois 60611

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Printed in the U.S.A.

2500-6/75-4554

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## FOREWORD

This report represents the results of a 1973 survey of senior students in hospital schools of nursing. More than 11,000 students completed and returned the questionnaire.

The major findings were that a large percentage of seniors expected to continue their education either upon graduation or in the future, that the majority who had accepted job offers selected hospitals as their first employer, that clinical experience appears to influence choice of specialty, and that most students would be willing to work in manpower shortage areas. The publication should be of value to hospital schools of nursing, institutions of higher education, counseling and placement services, and prospective employers.

The report, prepared by Barbara I. Bloom, director, American Hospital Association Division of Career Information, is based on data from the questionnaires compiled by the staff of the AHA Division of Survey Research under the direction of Lorraine Richter, director, with the assistance of Allen Kuehn, research assistant. Editorial assistance was provided by Carole Bolster, assistant editor, AHA Division of Editorial Services.



## DIRECTIONS '73: JOB OR EDUCATION

What happens to a graduate of a hospital school of nursing? Does she or he start working immediately? Is she interested in continuing her education and eventually getting an advanced degree? What factors are important in selecting a job? What guidance does the student receive in planning for the future?

To find out the answers to these questions and others, the American Hospital Association, at the request of its type VIII membership (hospital schools of nursing), decided to study hospital schools of nursing seniors who had received their diplomas in the spring of 1973. The main purposes of the study were:

- . To provide information on the number of students planning to continue their education in both nursing and nonnursing areas.
- . To identify factors that influence job choice.
- . To indicate the scope and nature of assistance to students in career planning.
- . To note implications of the findings to institutions of higher education, hospital schools of nursing, and employers.



## METHODOLOGY

The survey questionnaire (Appendix A) was developed by staff of the Division of Career Information, the Division of Nursing, and the Bureau of Research. The questionnaire was divided into three major sections: career goals, career guidance, and individual information. Some of the questions required only a check, others required ranking factors in order of importance, and a few asked for open-end responses.

Questionnaires were distributed April 1973 to the directors of 545 hospital schools of nursing. A cover memo (Appendix B) asked them to distribute the surveys to members of the 1973 senior class and return the completed forms to the American Hospital Association by May 28.

Of the 545 schools contacted, 6 had closed, 1 returned the questionnaire without identification, 19 responded that the classes already had graduated, and 131 did not respond. The 388 responding schools included 224 type VIII members, or 76.4 percent return, and 164 nonmembers, or 71.7 percent return. A breakdown of member and nonmember schools by state appears in Appendix C. Table 25 shows that 6,834, or 61.5 percent, of the respondents were students from AHA member type VIII schools of nursing. Appendix D breaks down responses among member and nonmember schools by region and state.\* The total number of completed questionnaires was 11,292; of these, 11,130 were usable. Elimination of 162 questionnaires from the final tabulation was due to multiple students using one questionnaire, misinterpretation of directions (particularly in the questions requiring ranking), and keypunch errors.

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\*Appendix E gives classification of states by region.

## INDIVIDUAL INFORMATION

To describe the universe under consideration, data from section III, "Individual Information," are presented first.

Question III B, the location of the school, was included to find out whether differences existed among students from metropolitan and nonmetropolitan areas and from different regions. Metropolitan was defined as "a county or group of contiguous counties that contain one or more cities of at least 50,000 population or twin cities with a combined population of 50,000 or more." As might be anticipated, a majority of respondents, or 81.5 percent, represented metropolitan areas (table 26A). The largest number of students came from the Middle Atlantic and East North Central regions (table 26).

Table 27 shows that only 3.3 percent, or 362, of the respondents were male. With this small percentage, no relevant comparisons to females can be made. The largest percentage of male students was found in the West South Central and Mountain states (table 27A), and more male students were in nonmetropolitan schools than metropolitan (table 27B).

The majority of graduating seniors, 91.3 percent, fell into the 19-to-24 age range (table 28). Only 0.1 percent, or 8, were over 55.

Two factors negated the value of the question, III E, on ethnic background. First, the designation "Spanish origin" was omitted, so persons of Spanish origin had to write in the information. Second, the question was optional, so many students omitted it. Consequently, 39 percent of the respondents did not answer this question (table 29). In addition, the 25.1 percent who checked American Indian (native American) is unreasonably high. Of the 6,763 respondents to the question, 4.5 percent marked black. This figure is slightly higher than the 3.3 percent in hospital schools of nursing noted in the 1972-73 edition of Facts about Nursing, published annually by the National League for Nursing.\*

Comment: Even though the data on ethnic background are incomplete, the low percentage of students from minority groups indicates a need for more aggressive recruitment and retention. Theoretically, class makeup should reflect the ethnic composition of the community. As nursing becomes more economically competitive with other occupations requiring similar education, more men probably will consider nursing a viable career alternative.

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\*Associate degree programs graduated 10.1 percent, according to this study.

## CAREER GOALS

Section I required students to indicate immediate plans after graduation. Following are the responses to the questions and interpretive comments.

### A. Education

Q: 1. Do you plan to continue your nursing education upon graduation?

A: Nearly 25 percent of the respondents answered yes, and another 46.2 percent indicated a desire to continue their education eventually (table 1). Only 11.2 percent had no definite plans for further education, and 18.2 percent had not made a decision.

Comment: With 70 percent of graduating seniors planning to continue their nursing education either immediately or in the future, hospital schools should make every effort to work with local colleges and universities to facilitate admission of their graduates at an advanced level.

Q: 1a. If yes, in what specialty area do you plan to continue?

A: Of those responding to this question, the largest percentage, 29, cited nursing. Next were pediatrics, 11.6 percent; anesthesia, 10.8 percent; medical-surgical, 9.1 percent; and intensive care, 8.3 percent (table 2). Those specialties showing less than one percent include rehabilitation, orthopedics, geriatrics, and burn care.

Comment: An accurate analysis of this question is difficult because of the variables. Obviously, some problems existed in the interpretation of the term specialty, unless one broadly defines nursing as a specialty distinct from pediatrics, intensive care, and the like. Also, some students probably had not made a specialty choice at the time and consequently listed the general category of nursing. Possibly, students intending to get a baccalaureate in nursing checked this category. Undoubtedly, clinical experiences influence decisions. For example, if students receive limited or no exposure to rehabilitation, community health, and geriatric settings, few will select these areas for practice or specialized education. The situation can create future problems, as a growing aged population creates a demand for more health services. Consequently, educational programs should seriously consider incorporating more experience in the less glamorous but highly important specialties to encourage students to consider geriatric, rehabilitation, and community nursing. To best utilize available resources, schools should pay more attention to directing adequately prepared nursing manpower to the areas of greatest need. How many of these students actually continue their studies and complete degrees is a question for future studies. Often, intentions do not reflect ultimate actions. It also should be noted that additional training could refer to workshops and conferences as well as degree-granting programs.

Q: 1b. What is your ultimate educational goal?

A: The vast majority of respondents--1,529, or 61.1 percent--marked baccalaureate (table 3). Another 34.3 percent indicated a desire for a master's

degree, and 4.6 percent considered a doctorate as their ultimate educational goal.

Comment: Because a large number of seniors plan to obtain a degree either immediately or in the future, every effort should be made to maximize opportunities for receiving college credit for diploma courses or for taking challenge examinations. The Carnegie Commission supports dropping in and out of the educational system according to individual needs. In other words, the person with family and financial responsibilities should be able to plan her educational program to suit her situation. Today, everyone should be aware that education is a continuing process, that three or four years of a formal program cannot prepare the professional for a lifetime career. In response, hospital schools of nursing might adopt the Carnegie educational philosophy as a selling point for their programs; students should be told that the program prepares them for a job upon graduation and should be encouraged to continue their education throughout their professional careers.

Q: 1c. Have you been accepted at a college or university?

A: Of the 2,700 respondents who plan to continue their nursing education upon graduation, 19.7 percent, or 510, had been accepted by a college (table 4). The majority, 69.5 percent, had not yet applied, and 10.8 percent had applied but had not been accepted. Table 4A shows the breakdown by region. The East North Central region had the highest percentage of seniors accepted at colleges, 21.3 percent, and the East South Central region had the lowest, 12.7 percent. No difference existed between students from metropolitan and nonmetropolitan areas (table 4B).

Comment: The category "have not been accepted" could mean that the student has been rejected, although the general assumption would be that the college had not responded to date. As noted previously, one might question the senior nursing students' intentions, because of the large number who had not applied to an institution of higher education by the spring preceding graduation. It seems unlikely that the students would be unaware of the need to apply early because of growing competition for available student spaces. However, this situation may indicate that hospital schools of nursing should provide more counseling services to students who desire to continue their education immediately upon graduation.

Q: 1d. If yes, indicate the institution.

A: Institutions granting credit toward a degree are listed in Appendix F. For a more detailed report on colleges accepting students from diploma and associate degree programs, see the Directory of Career Mobility Opportunities in Nursing Education, published by the National League for Nursing.

Q: 2. If you have been accepted to a college/university, how many credit hours will you be granted toward a degree?

A: Only 244 of the 510 students accepted by colleges reported on number of credit hours given toward a degree. The largest number, 103, or 42.2 percent, were receiving between 25 and 49 credit hours (table 5). Two students indicated that they would enter college with 125 to 150 credit hours.

Comment: Because this question did not distinguish between the quarter or semester systems, it is difficult to determine exactly how many credits a student needs for a baccalaureate. The fact that 11 students listed more than 100 credit hours may indicate misinterpretation of the question, because colleges and universities on a semester system require only 120 to 130 credits for graduation. When applying to colleges, students should be encouraged to ask for as much credit as allowable toward a degree. If universities in the area of the hospital schools of nursing do not give credit or challenge exams, an effort should be made to work with faculties at these institutions to develop a program to give an acceptable amount of credit to the nursing student.

Q: 3. Does the accepting college offer challenge exams?

- a. In clinical nursing subjects
- b. In basic sciences

A: More students were receiving credits through examination in the clinical area, 295, or 61.3 percent, than the basic sciences, 255, or 53 percent (table 5). This question does not disclose how many institutions offer challenge exams in both areas, although the results indicate that some colleges give examinations in both.

Q: 3c. If yes, how many credits are allowed through challenge exams?

A: Only 100 students of the 481 reporting that the universities offer challenge exams answered this question (table 6). The highest percentage, 58, were allowed 25 to 49 credits through challenge exams. Two students noted that the universities gave 75 to 99 credit hours through exams.

Comment: This percentage seems extraordinarily high. Again, the response indicates a misunderstanding of the question.

## B. Job

Q: 1. Do you plan to work in nursing upon graduation?

A: According to table 7, 98.6 percent, or 10,738, of the students responding to this question plan to work in nursing upon graduation. Only 0.6 percent indicated that they were not going to work in the field, and 0.8 percent were undecided. Tables 7A and 7B indicate little difference in plans of seniors by either region or metropolitan and nonmetropolitan area of the hospital schools of nursing.

Comment: Table 1 shows that 2,700 seniors recorded an intention to continue their education upon graduation. How many plan to combine work and study is unclear. Also, some respondents who already had been accepted at a university may have taken interim positions and, consequently, answered questions on both immediate job and educational plans affirmatively. In an era when many graduates do not work in fields related to their training, the extremely high percentage of students who intend to work in nursing upon graduation stimulates some interesting interpretations. One is that nursing students have made a definite

commitment to the field prior to entering the educational program and/or the commitment is reinforced by the educational experience at the hospital school of nursing. Another is the probability that the job market in nursing offers more stability during economic fluctuations than other occupational areas. It would be interesting to compare the job plans of graduates from the three educational programs preparing registered nurses to determine whether there are any significant differences among them.

Q: 1a. If yes, have you accepted a job at the hospital from which you received your diploma?

A: Of the 10,738 seniors who planned to work upon graduation, 3,744, or 37.5 percent, had accepted positions at the teaching hospital (table 8). More than half, or 62.5 percent, had not accepted a job. Tables 8A and 8B break down the acceptance of positions by region and by institutional location in metropolitan or nonmetropolitan areas.

Comment: A higher percentage could be expected to remain at the home hospital because a major objective of the school would be to prepare and retain nurses for the institution. However, the hospital might not have had any job openings in the student's specialty or desired shift. In some instances the students or institutions may not have made definite commitments at the time the questionnaire was completed.

Q: 2. If you were offered a job at the hospital from which you received your diploma but did not accept, please indicate reasons.

A: Table 9 lists the reasons why students who received offers from their home institutions did not accept the offer. The reason cited most frequently, 47 percent, was "location of the hospital." Next were "wanted to change," 27.8 percent; "better offer," 10.2 percent; "specialization problem," 8.9 percent; "personal problems," 5.9 percent; "previous commitment," 4.2 percent; "military," 0.9 percent; and "other," 2.1 percent.

Comment: The total number of responses for each category actually adds up to 2,574. This total indicates some students cited more than one reason. How many hospitals make an effort to ascertain reasons for refusing job offers is a good question. Those that do and find a high percentage citing location as the primary reason should analyze the problem and emphasize the positive aspects of the institution's location and career opportunities. The recruitment brochures of many businesses and industries devote much space to pointing out the advantages of the location. In some instances this may be difficult but a few positive factors generally can be found, such as clean environment or social involvement with the community.

Q: 3. If you have accepted a job in nursing, please indicate:

a. Specialty area

A: As noted in table 10, the great majority of graduating seniors, 45.1 percent, had accepted positions in the medical-surgical area. The only other two areas with a percentage higher than 10 were intensive care (11.4 percent) and pediatrics (10.2 percent).



Comment: Surprisingly, 13 seniors plan to become midwives upon graduation. The response, of course, does not indicate whether additional training is connected with the position. As anticipated, only 1.1 percent of the seniors had accepted jobs in geriatrics. Specialty placement undoubtedly reflects availability of positions as well as individual choice. Choice probably is based to a degree on exposure to an area during the educational program. Table 10A breaks down the positions accepted by region.

Q: 3b. Position (title)

A: All 7,090 students who responded to this question answered "registered nurse" (table 11).

Comment: It was hoped that students would specify titles, such as staff nurse, rather than the occupation, to show whether any graduate's first job might be supervisory.

Q: 3c. Type of institution or agency

A: Of the seniors who had accepted employment prior to graduation, 96.1 percent chose jobs in hospitals (table 12). The remaining students were split among clinics (1.2 percent), military (0.9 percent), nursing home (0.8 percent), physician's office (0.5 percent), osteopathic institution (0.3 percent), prison (0.2 percent), and industry (0.1 percent). Table 12A shows the breakdown by region. The Mountain states were the only region that varied significantly from the overall figures; 89.3 percent chose jobs in hospitals, and more than 5 percent opted for nursing positions with the military. One might surmise that the educational program in a hospital school of nursing provides positive reinforcement and direction in job site selection.

Q: 3d. Starting salaries

A: Salaries of students who had accepted positions ranged from \$4,000 to more than \$13,000 in 1973 (table 13). Most salaries fell into the \$7,000-to-\$9,999 range (88.5 percent), with the median falling in the \$8,000-to-\$8,999 category (41.5 percent). Twenty-five percent of all the seniors responding accepted positions paying \$9,000 or more. The median was lower (\$7,000 to \$7,999) for seniors attending schools in the South Atlantic and West South Central regions, and the median was higher (\$9,000 to \$9,999) in the Pacific region (table 13A). Starting salaries by specialty and type of institution are presented in tables 13B and 13C.

Q: 4. If you plan to stay in nursing, but have not accepted a position, . . .

a. Check the area in which you intend to practice.

A: Table 14 shows that the first choice, medical-surgical (41.9 percent), coincided with the first choice of students who had accepted positions (table 10). The second choice, however, differed radically. In this instance, 30.4 percent selected pediatrics. Intensive care, which was the second choice of students with jobs, ended up the 10th choice of students



without positions. Again, geriatrics, rehabilitation, and clinicians had few proponents. Table 14A presents data on specialties by region. One notable difference appears in the South Atlantic region, where pediatrics and maternity nursing are the first and second choices. In six regions, not one student chose midwifery or burn care; in five regions, no students selected community health or rehabilitation. Few differences are found between students in metropolitan and nonmetropolitan schools (table 14B).

Q: 4b. In order of desirability (from 1 high to 5 low), rank the type of employer you prefer.

A: The first choice of the majority of respondents, 2,105, or 66.2 percent, was the hospital; the clinic followed, 7.2 percent (table 15). Clinic ranked first as the second and third choices of respondents. A small but significant number--53, or 1.7 percent--selected self-employment as first choice. Table 15A gives the first choice of employer by region; variations appear in the choices of students from the East South Central and West South Central regions. In the former, a lower percentage chose the hospital as the first choice (59.6 percent) and in the latter a higher percentage did (76.7 percent).

Comment: Because one would surmise that self-employment took the form of a nursing clinician or practitioner, this response is surprising. Table 14 shows that few opted for this specialty. Apparently, students who had not accepted positions tended to consider more options than students placed prior to graduation (compare tables 12 and 15).

Q: 5. If you plan to stay in nursing, . . .

a. Would you work in a manpower shortage area such as an inner-city hospital, rural health center, or Indian reservation?

A: Of the 10,577 students who answered this question, 66.6 percent responded affirmatively (table 16). Nearly 24 percent were undecided. Table 16A gives the figures according to region. The significant difference here is in the Mountain region, where 77.5 percent of the students would work in a manpower shortage area. This willingness may reflect the demography of the region and more medically underserved places. Table 16B shows the negligible differences between metropolitan and nonmetropolitan area students. Obviously, location of school did not influence the response to this question.

Comment: Of course, this question was general and did not ask how many students would accept jobs in manpower shortage areas. Nevertheless, the strong response indicates the students would consider work in these areas without such strings as loan forgiveness. If this attitude prevails, then perhaps capitation grants, scholarships, and loans tied to written agreement of servitude are unnecessary. What may be needed are better recruitment and informational campaigns about job openings in manpower shortage areas and more assistance in matching graduates with jobs.

Q: 5b. Rank the five job factors of greatest importance to you (from 1 high to 5 low).

A: Personal satisfaction ranked as first choice for 47.5 percent of the respondents, and type of job ranked first for 15.1 percent (table 17). Type of job was cited most often as second choice (15.9 percent), and salary achieved top spot in the third-choice category (18.6 percent). Table 17A shows the first choice, by region; it adheres closely to the general trend, with personal satisfaction and type of job at the top of the list. Table 17B, with the breakdown by metropolitan and nonmetropolitan areas, also supports the basic findings.

Comment: It is not surprising that nursing students would list personal satisfaction as their primary concern in selecting a job. A great deal of emphasis is placed on self-fulfillment and individual needs by today's younger population. Table 17 underscores the fact that fringe benefits at this age are not important. Somewhat contradictory is the location factor, which had relatively light response (6.3 percent in first-choice category), because this is a major reason cited by students not accepting jobs from their parent institution.

Q: 6. If you are not continuing in nursing after graduation, what do you plan to do?

A: Of the 69 students who did not plan to enter nursing (table 7), only 37 responded to this question: 12 plan to continue education, 10 don't intend to work, and 15 gave diverse reasons not recorded (table 18).

### C. Marriage

Q: 1. Are you married?

A: Slightly more than 20 percent of the respondents were married; another 28.5 percent planned to marry within a year; and 48.2 percent had no immediate marriage plans (table 19).

Comment: A future survey might correlate marital status with work plans to see if differences exist in relation to such factors as location, specialty, and the like.

## CAREER GUIDANCE

Section II covered selected aspects of career guidance and job placement. The major objectives were to find out the extent of career guidance provided by hospital schools of nursing to their students and the methods used by students to select jobs or programs of higher education.

Q: A. Does your school offer career guidance to seniors?

A: The majority of respondents, 66 percent, indicated that their schools had career guidance services available (table 20).

Comment: This question, of course, does not disclose either the number of schools with career guidance represented in the survey or the extent of the services. In returning the survey, one nursing school administrator took exception to the students' response to lack of services and pointed out that the school did have a program but the students "did not really understand the information that was requested."

Q: 1. If yes, what form does this guidance take?

A: Personal counseling was the most frequently mentioned form, 41.6 percent. It was followed by printed literature, 32.6 percent; employer visits, 19.4 percent; and career days, 11.6 percent (table 21). Other forms identified by respondents were team leadership, professional adjustment, and job opportunities.

Comment: Obviously, many schools have more than one form of career guidance, because respondents checked multiple answers. Printed literature may refer to professional periodicals with classified listings as well as brochures on specific job categories such as the armed services, public health, federal facilities, and the like. An unanswered question is how many schools encourage employer visits versus how many consider such visits negatively because of competition for graduates.

Q: 2. What additional assistance would have helped you in selecting a job or a higher education program?

A: Personal counseling was cited most often by respondents (3.2 percent). Career day was second, 3.1 percent; employer visits third, 2.8 percent; and printed literature fourth, 2.5 percent (table 21).

Comment: Because of the diversity of responses, the largest category, "other" (6.7 percent), was not broken down. Obviously, the few who answered this question duplicated the categories listed in question A1. Again, students often listed more than one form of guidance.

Q: B. If your school does not offer career guidance, what aids did you use in selecting a job or a higher education program?

A: In a number of cases, students checked more than one category. "Personal efforts," or "myself," was the most often used aid, 59.8 percent. This was

followed by personal contact, 25.9 percent; nursing journal ad, 18.8 percent; and word of mouth, 12.8 percent (table 22). Such traditional methods of job recruitment as newspaper ad, hospital recruiter, or employment agency were rarely used.

Comment: Although this question did not separate the responses of students entering the job market from those continuing their education, aids such as nursing journal ad, employment agency, and hospital recruiter relate specifically to job placement.

Q: C. If you have accepted a position in nursing, how did you find it? (Check all applicable categories.)

A: Those students who had accepted jobs cited personal contact as the most frequent method of obtaining a position, 65.5 percent. Next were word of mouth, 30.7 percent; myself, 14.8 percent; and hospital/health agency recruiter, 12.8 percent (table 23). Other methods identified were nursing journal ad, 6.5 percent; newspaper ad, 3.8 percent; and employment agency, 0.3 percent. Table 23A presents the data by region, and table 23B breaks data down according to metropolitan and nonmetropolitan areas.

Comment: Few students seeking jobs use employment agencies. Nursing journal ads appear to be more effective than newspaper ads. However, neither recruitment tool had much influence on job selection. Employers undoubtedly are aware by this time that personal contact by professionals and word of mouth are the most successful methods of attracting health personnel.

Q: D. How is the job market for nurses in your area?

A: According to 40.8 percent of the respondents, the market in their area was good (table 24). Another 30.1 percent considered the market fair, 12.1 percent indicated it was poor, and 11.9 percent thought the market was excellent. Only 5.1 percent had no idea of the local job market. Table 24A breaks down the responses by region, and table 24B presents the data in relation to metropolitan and nonmetropolitan schools.

Comment: The students appear to be aware of the current job situation. The question, of course, does not indicate job market differences among shifts or specialties. The regional figures show that the market was poorest in the Middle Atlantic and Mountain areas and best in the South Atlantic and West South Central areas. Whether graduates will go where the jobs are requires further exploration. Students in nonmetropolitan hospital schools of nursing generally viewed the job market worse in their areas than students in metropolitan areas. Considering the fact that more medically underserved areas are found in nonmetropolitan than in metropolitan areas, one wonders if this is a realistic assessment.

## CONCLUSION

If nothing else, the study underscores the influence of the educational program on job selection of the nursing student. Amount of exposure to clinical areas certainly affects choice. If a student has not had experience in certain areas, she is not likely to select them for practice. With an aged population that will demand more health services, it is essential for schools to provide more positive experiences with this group. More emphasis also needs to be placed on rehabilitation and community medicine.

Another point brought out in the study is that hospital schools of nursing produce graduates who prefer working in hospitals. Thus, the schools not only ensure themselves of a continuous supply of professional personnel, but also educate nurses for other institutions.

Finally, it appears that the majority of graduates from hospital schools of nursing plan to continue their education, either immediately or in the future. This means that every effort should be made to enable the graduates of hospital schools of nursing to receive advanced standing and maximum credit toward a degree.

Table 1--SENIORS' PLANS TO CONTINUE NURSING  
EDUCATION AFTER GRADUATION

<u>Education plans</u>	<u>No.</u>	<u>%</u>
Plan to continue eventually	5,121	46.2
Plan to continue	2,700	24.4
Do not plan to continue	1,240	11.2
Undecided	<u>2,020</u>	<u>18.2</u>
Total reporting	11,081	100.0
Total nonreporting	49	

Table 2--SPECIALTIES IN WHICH SENIORS  
PLAN TO CONTINUE THEIR EDUCATION

<u>Specialty</u>	<u>No.</u>	<u>%</u>
Nursing	633	29.0
Pediatrics	254	11.6
Anesthesia	235	10.8
Medical-surgical	200	9.1
Intensive care	181	8.3
Obstetrics	165	7.5
Coronary care	157	7.2
Public health	115	5.3
Emergency department	57	2.6
Midwife	47	2.2
Operating room	43	2.0
Clinician	43	2.0
Community health	23	1.0
Rehabilitation	19	0.9
Orthopedics	13	0.6
Geriatrics	9	0.4
Burn care	<u>6</u>	<u>0.3</u>
Total reporting*	2,186	100.0
Total nonreporting	514	

\*Percentage totals more than 100, because students checked more than one answer.

Table 3-- EDUCATIONAL GOALS

<u>Degree</u>	<u>No.</u>	<u>%</u>
Baccalaureate	1,529	61.1
Master's	858	34.3
Doctorate	<u>114</u>	<u>4.6</u>
Total reporting	2,501	100.0
Total nonreporting	199	

Table 4--ACCEPTANCE BY COLLEGES OR UNIVERSITIES

<u>College acceptance</u>	<u>No.</u>	<u>%</u>
Have been accepted	510	19.7
Have not been accepted	278	10.8
Have not applied yet	<u>1,796</u>	<u>69.5</u>
Total reporting	2,584	100.0
Total nonreporting	116	



Table 4A--ACCEPTANCE BY COLLEGES OR UNIVERSITIES, BY REGION

College acceptance	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Have been accepted	63	18.9	137	19.0	46	20.4	138	21.3	14	12.7	57	18.1	30	26.8	4	21.1	21	20.8	510	19.7
Have not been accepted	51	15.3	89	12.4	20	8.8	53	8.2	12	10.9	27	8.6	11	9.8	5	26.3	10	9.9	278	10.8
Have not applied yet	220	65.9	494	68.6	150	70.8	456	70.5	84	76.4	231	73.3	71	63.4	10	52.6	70	69.3	1,796	69.5
Total reporting*	334	100.0	720	100.0	226	100.0	647	100.0	110	100.0	315	100.0	112	100.0	19	100.0	101	100.0	2,584	100.0
Total nonreporting																			116	

\*New England totals more than 100%, because students checked more than one answer.

Table 4B--ACCEPTANCE BY COLLEGES OR UNIVERSITIES, BY METROPOLITAN AND NONMETROPOLITAN AREA

College acceptance	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Have been accepted	416	19.7	86	19.7	8	510	19.7
Have not been accepted	228	10.8	49	11.2	1	278	10.8
Have not applied yet	<u>1,464</u>	<u>69.4</u>	<u>301</u>	<u>69.0</u>	<u>31</u>	<u>1,796</u>	<u>69.5</u>
Total reporting*	2,108	100.0	436	100.0	40	2,584	100.0
Total nonreporting						116	

\*Some percentages total more than 100, because students checked more than one answer.

Table 5--AVAILABILITY OF CHALLENGE EXAMS FROM COLLEGES

Availability	Type of challenge exam			
	Clinical nursing		Basic sciences	
	No.	%	No.	%
Offered	295	61.3	255	53.0
Not offered	<u>186</u>	<u>38.7</u>	<u>226</u>	<u>47.0</u>
Total reporting	481	100.0		
Total nonreporting	29			

Table 6--CREDIT HOURS ACCEPTED TOWARD A DEGREE AND  
ALLOWED THROUGH CHALLENGE EXAMS

Credit hours	Accepted toward a degree		Allowed through exams	
	No.	%	No.	%
1-24	46	18.9	25	25.0
25-49	103	42.2	58	58.0
50-74	53	21.7	15	15.0
75-99	31	12.7	1	2.0
100-124	9	3.7	0	0.0
125-150	2	0.8	0	0.0
Total reporting	244	100.0	100	100.0
Total nonreporting	266		410	

Table 7--POSTGRADUATION PLANS

Plan	No.	%
Plan to work in nursing	10,738	98.6
Do not plan to work in nursing	69	0.6
Undecided	89	0.8
Total reporting	10,896	100.0
Total nonreporting	234	

Table 7A--POSTGRADUATION PLANS, BY REGION

Plan	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Plan to work in nursing	1,365	98.7	2,851	98.9	985	98.4	2,750	98.5	456	98.1	1,514	98.2	353	98.3	105	99.1	359	97.8	10,738	98.6
Do not plan to work in nursing	5	0.4	13	0.4	7	0.7	15	0.5	5	1.1	18	1.2	2	9.6	0	0.0	4	1.1	69	0.6
Undecided	13	0.9	19	0.7	9	0.9	26	0.9	4	0.9	9	0.6	4	1.1	1	0.9	4	1.1	89	0.8
Total reporting*	1,383	100.0	2,883	100.0	1,001	100.0	2,791	100.0	465	100.0	1,541	100.0	359	100.0	106	100.0	367	100.0	10,896	100.0
Total nonreporting																			234	

\*Some percentages total more than 100, because students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 7B--POSTGRADUATION PLANS, BY METROPOLITAN AND NONMETROPOLITAN AREA

Plan	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Plan to work in nursing	8,658	98.5	1,947	98.6	133	10,738	98.6
Do not plan to work in nursing	56	0.6	13	0.7	0	69	0.6
Undecided	72	0.8	15	0.7	2	89	0.8
Total reporting*	8,786	100.0	1,975	100.0	135	10,896	100.0
Total nonreporting						234	

\*Where the percentage totals less than 100, some students did not answer the question.

Table 8--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL

Acceptance	No.	%
Have not accepted a position	6,243	62.5
Have accepted a position	3,744	37.5
Total reporting	9,987	100.0
Total nonreporting	751	

Table 8A--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL, BY REGION

Acceptance	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Have not accepted a position	730	58.4	1,661	64.2	539	57.1	1,614	62.4	280	65.6	917	64.2	186	55.5	64	68.1	252	75.7	6,243	62.5
Have accepted a position	521	41.6	928	35.8	405	42.9	972	37.6	147	34.4	511	35.8	142	44.5	30	31.9	81	24.3	3,744	37.5
Total reporting	1,251	100.0	2,589	100.0	944	100.0	2,586	100.0	427	100.0	1,428	100.0	335	100.0	94	100.0	333	100.0	9,987	100.0
Total nonreporting																			751	

Table 8B--ACCEPTANCE OF POSITIONS OFFERED BY DIPLOMA-GRANTING HOSPITAL,  
BY METROPOLITAN AND NONMETROPOLITAN AREA

Acceptance	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Have not accepted a position	4,933	61.1	1,236	69.0	74	6,243	62.5
Have accepted a position	<u>3,144</u>	<u>38.9</u>	<u>555</u>	<u>31.0</u>	<u>45</u>	<u>3,744</u>	<u>37.5</u>
Total reporting	8,077	100.0	1,791	100.0	119	9,987	100.0
Total nonreporting						751	

Table 9--REASONS FOR NOT ACCEPTING JOBS FROM  
DIPLOMA-GRANTING HOSPITAL

Reason	No.	%
Location	1,128	47.0
Wanted to change	668	27.8
Better offer	246	10.2
Specialization problem	215	8.9
Personal problem	142	5.9
Previous commitment	102	4.2
Military	22	0.9
Other	<u>51</u>	<u>2.1</u>
Total reporting*	2,402	100.0
Total nonreporting	3,836	

\*Percentage totals more than 100, because students checked more than one answer.



Table 10---JOB SPECIALTIES ACCEPTED

<u>Specialty</u>	<u>No.</u>	<u>%</u>
Medical-surgical	2,902	45.1
Intensive care	732	11.4
Pediatrics	658	10.2
Obstetrics	519	8.1
Operating room	332	5.2
Emergency department	261	4.1
Coronary care	219	3.4
Orthopedics	164	2.5
Geriatrics	71	1.1
Rehabilitation	39	0.6
Burn care	16	0.2
Nursing	14	0.2
Public health	14	0.2
Midwife	13	0.2
Anesthesia	11	0.2
Clinician	4	0.1
Other	<u>468</u>	<u>7.3</u>
Total reporting*	6,437	100.0
Total nonreporting	1,372	

\*Percentage totals more than 100, because students checked more than one specialty.

Table 10A--JOB SPECIALTIES ACCEPTED, BY REGION

Specialty	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Medical-surgical	491	52.7	748	46.8	243	36.8	767	45.9	112	43.2	385	44.2	65	27.4	24	38.1	67	45.9	2,902	45.1
Intensive care	96	10.3	173	10.8	104	15.8	180	10.8	39	15.0	72	8.3	38	16.0	3	4.8	27	18.5	732	11.4
Pediatrics	98	10.5	155	9.7	71	10.8	187	11.2	20	7.7	85	9.8	27	11.4	5	7.9	10	6.8	658	10.2
Obstetrics	42	4.5	129	8.1	70	10.6	124	7.4	19	7.3	91	10.5	29	12.2	9	14.3	6	4.1	519	8.1
Operating room	61	6.6	98	6.1	47	7.1	59	3.5	10	3.9	37	4.3	8	3.4	7	11.1	5	3.4	332	5.2
Emergency department	23	2.5	73	4.6	34	5.2	67	4.0	17	6.6	25	2.9	13	5.5	2	3.2	7	4.8	261	4.1
Coronary care	26	2.8	34	2.1	14	2.1	61	3.7	19	7.3	34	3.9	21	8.9	2	3.2	8	5.5	219	3.4
Orthopedics	19	2.0	16	1.0	16	2.4	55	3.3	6	2.3	35	4.0	11	4.6	2	3.2	4	2.7	164	2.5
Geriatrics	9	1.0	26	1.6	6	0.9	14	0.8	1	0.4	13	1.5	2	0.8	0	0.0	0	0.0	71	1.1
Rehabilitation	5	0.5	15	0.9	2	0.3	9	0.6	0	0.0	4	0.5	2	0.8	1	1.6	1	0.7	39	0.6
Burn care	1	0.1	0	0.0	1	0.1	5	0.3	2	0.8	3	0.3	2	0.8	0	0.0	2	1.4	16	0.2
Nursing	2	0.2	2	0.1	1	0.1	2	0.1	2	0.8	3	0.3	1	0.4	1	1.6	0	0.0	14	0.2
Public health	0	0.0	1	0.1	4	0.6	4	0.2	0	0.0	4	0.5	0	0.0	1	1.6	0	0.0	14	0.2
Midwife	1	0.1	1	0.1	2	0.3	4	0.2	3	1.2	2	0.2	2	0.8	0	0.0	0	0.0	13	0.2
Anesthesia	7	0.8	0	0.0	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	11	0.2
Clinician	0	0.0	0	0.0	3	0.5	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.1
Other	50	5.4	127	8.0	42	6.4	131	7.8	9	3.5	78	8.9	16	6.8	6	9.5	9	6.2	468	7.3
Total reporting*	931	100.0	1,598	100.0	660	100.0	1,672	100.0	259	100.0	871	100.0	237	100.0	63	100.0	146	100.0	6,437	100.0
Total nonreporting																			1,372	

\*Some percentages total more than 100, because students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 11--TITLE OF POSITION ACCEPTED

<u>Title</u>	<u>No.</u>	<u>%</u>
Registered nurse	7,090	100.0
Total reporting	7,090	100.0
Total nonreporting	719	

Table 12--TYPES OF INSTITUTIONS FROM WHICH POSITIONS WERE ACCEPTED

<u>Institution</u>	<u>No.</u>	<u>%</u>
Hospital	6,710	96.1
Clinic	81	1.2
Military	65	0.9
Nursing home	53	0.8
Physician's office	33	0.5
Osteopathic	18	0.3
Prison	16	0.2
Industry	6	0.1
Total reporting	6,982	100.0
Total nonreporting	827	

Table 12A--TYPES OF INSTITUTIONS FROM WHICH POSITIONS WERE ACCEPTED, BY REGION

Institution	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Hospital	968	97.9	1,617	96.2	673	95.5	1,777	96.0	274	97.2	942	95.2	241	97.2	67	89.3	151	94.4	6,710	96.1
Clinic	5	0.5	14	0.8	9	1.3	27	1.5	2	0.7	17	1.7	3	1.2	2	2.7	2	1.2	81	1.2
Military	2	0.2	12	0.7	11	1.6	9	0.5	4	1.4	17	1.7	0	0.0	4	5.3	6	3.8	65	0.9
Nursing home	9	0.9	21	1.2	1	0.1	12	0.6	0	0.0	9	0.9	1	0.4	0	0.0	0	0.0	53	0.8
Physician's office	1	0.1	3	0.2	7	1.0	13	0.7	2	0.7	4	0.4	2	0.8	0	0.0	1	0.6	33	0.5
Osteopathic	0	0.0	4	0.2	0	0.0	12	0.6	0	0.0	1	0.1	1	0.4	0	0.0	0	0.0	18	0.3
Prison	1	0.1	10	0.6	3	0.4	1	0.1	0	0.0	0	0.0	0	0.0	1	1.3	0	0.0	16	0.2
Industry	3	0.3	0	0.0	1	0.1	1	0.1	0	0.0	0	0.0	0	0.0	1	1.3	0	0.0	6	0.1
Total reporting*	989	100.0	1,681	100.0	705	100.0	1,852	100.0	282	100.0	990	100.0	248	100.0	75	100.0	160	100.0	6,982	100.0
Total nonreporting																			827	

\*Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 13--STARTING SALARIES

<u>Salary</u>	<u>No.</u>	<u>%</u>
\$ 0-4,000	2	*
\$ 4,001-4,999	10	0.1
\$ 5,000-5,999	32	0.5
\$ 6,000-6,999	274	4.2
\$ 7,000-7,999	1,886	28.7
\$ 8,000-8,999	2,729	41.5
\$ 9,000-9,999	1,206	18.3
\$10,000-10,999	375	5.7
\$11,000-11,999	56	0.9
\$12,000-12,999	4	0.1
\$13,000-13,999	2	*
Total reporting	6,576	100.0
Total nonreporting	1,233	

\* Less than 0.1 percent.

Table 13A--STARTING SALARIES, BY REGION

Salary	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
\$ 0-4,000	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	*
\$ 4,001-4,999	0	0.0	3	0.2	2	0.3	3	0.2	2	0.8	0	0.0	0	0.0	0	0.0	0	0.0	10	0.1
\$ 5,000-5,999	1	0.1	3	0.2	12	1.8	8	0.4	1	0.4	5	0.5	1	0.4	0	0.0	1	0.7	32	0.5
\$ 6,000-6,999	22	2.3	72	4.6	54	8.1	36	2.0	16	6.5	57	6.2	6	2.6	5	7.7	6	4.3	274	4.2
\$ 7,000-7,999	190	20.3	396	25.1	297	44.8	370	20.7	102	41.5	332	35.8	145	61.7	38	58.5	16	11.4	1,886	28.7
\$ 8,000-8,999	498	53.1	581	36.8	205	30.9	857	48.0	112	45.5	366	39.5	46	19.6	19	29.2	45	32.1	2,729	41.5
\$ 9,000-9,999	200	21.3	247	15.7	82	12.4	425	23.8	13	5.3	157	17.0	33	14.0	3	4.6	46	32.9	1,206	18.3
\$ 10,000-10,999	25	2.7	228	14.5	8	1.2	77	4.3	0	0.0	8	0.9	4	1.7	0	0.0	25	17.9	375	5.7
\$ 11,000-11,999	1	0.1	42	2.7	3	0.4	9	0.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	56	0.9
\$ 12,000-12,999	0	0.0	4	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.1
\$ 13,000-13,999	0	0.0	1	0.1	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	*
Total reporting+	937	100.0	1,577	100.0	663	100.0	1,787	100.0	246	100.0	926	100.0	235	100.0	65	100.0	140	100.0	6,576	100.0
Total nonreporting																			1,233	

\*Less than 0.1 percent.

+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 13B--STARTING SALARIES, BY SPECIALTY

Specialty	\$1,000		\$4,001-4,999		\$5,000-5,999		\$6,000-6,999		\$7,000-7,999		\$8,000-8,999		\$9,000-9,999		\$10,000-10,999		\$11,000-11,999		\$12,000-12,999		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Under \$1,000	4	36.4	12	48.0	110	49.8	743	44.9	1,087	45.1	498	45.9	145	41.9	20	42.6	2	50.0	0	0.0	2,902	45.1
Medical-surgical	2	18.2	1	4.0	25	11.3	185	11.2	276	11.4	131	12.1	33	9.5	6	12.8	0	0.0	0	0.0	71	11.4
Intensive care	0	0.0	0	0.0	15	6.8	170	10.3	256	10.6	105	9.7	38	11.0	8	17.0	0	0.0	0	0.0	66	10.2
Pediatrics	2	18.2	3	12.0	22	10.0	159	9.6	175	7.3	79	7.3	31	9.0	6	12.8	0	0.0	0	0.0	42	8.1
Obstetrics	1	9.1	4	16.0	14	6.3	94	5.7	133	5.5	46	4.2	14	4.0	2	4.2	0	0.0	0	0.0	24	3.2
Operating room																						
Emergency department	1	9.1	1	4.0	4	1.8	67	4.0	86	3.6	45	4.1	20	5.8	2	4.2	1	25.0	0	0.0	34	4.1
Coronary care	0	0.0	1	4.0	7	3.2	55	3.3	85	3.5	45	4.1	9	2.6	0	0.0	0	0.0	0	0.0	17	2.5
Orthopedics	0	0.0	0	0.0	1	0.4	37	2.2	77	3.2	30	2.8	6	1.7	0	0.0	0	0.0	0	0.0	13	1.6
Geriatrics	0	0.0	2	8.0	3	1.4	22	1.3	22	0.9	6	0.6	0	0.0	0	0.0	0	0.0	0	0.0	16	1.1
Rehabilitation	0	0.0	0	0.0	1	0.4	10	0.6	13	0.5	7	0.6	6	1.7	0	0.0	0	0.0	0	0.0	2	0.2
Burn care	0	0.0	0	0.0	0	0.0	5	0.3	7	0.3	1	0.1	2	0.6	0	0.0	0	0.0	0	0.0	1	0.1
Nursing	0	0.0	0	0.0	2	0.9	5	0.3	5	0.2	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	7	1.1
Public health	0	0.0	0	0.0	1	0.4	4	0.2	3	0.1	1	0.1	1	0.3	0	0.0	0	0.0	0	0.0	1	0.1
Midwife	1	9.1	0	0.0	0	0.0	5	0.3	2	0.1	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	3	0.2
Anesthesia	0	0.0	0	0.0	0	0.0	0	0.0	7	0.3	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	2	0.2
Clinician	0	0.0	1	4.0	0	0.0	1	0.1	1	0.1	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	4	0.1
Other	0	0.0	0	0.0	16	7.2	94	5.7	176	7.3	87	8.0	41	11.9	3	6.4	1	25.0	0	0.0	50	7.3
Total reporting*	11	100.0	25	100.0	221	100.0	1,656	100.0	2,411	100.0	1,084	100.0	346	100.0	47	100.0	4	100.0	2	100.0	630	100.0
Total nonreporting																						

\*Less than 0.1 percent.

+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

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Table 13C--STARTING SALARIES, BY TYPE OF EMPLOYER

Employer	Under \$1,000		\$1,001-4,999		\$5,000-9,999		\$10,000-14,999		\$15,000-19,999		\$20,000-24,999		\$25,000-29,999		\$30,000-34,999		\$35,000-39,999		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Hospital	10	100.0	29	93.5	232	91.0	1,764	97.8	2,557	98.1	1,107	95.6	351	97.8	53	98.1	4	100.0	0	0.0	6,710	96.1
Clinic	0	0.0	0	0.0	4	1.6	8	0.4	8	0.3	15	1.3	0	0.0	1	1.9	0	0.0	0	0.0	81	1.2
Military	0	0.0	0	0.0	6	2.3	2	0.1	15	0.6	15	1.3	4	1.1	0	0.0	0	0.0	0	0.0	23	0.3
Nursing home	0	0.0	0	0.0	6	2.3	15	0.8	10	0.4	8	0.7	1	0.3	0	0.0	0	0.0	0	0.0	13	0.2
Physician's office	0	0.0	2	6.5	6	2.3	8	0.4	1	0.0	2	0.2	1	0.3	0	0.0	0	0.0	0	0.0	13	0.5
Osteopathic	0	0.0	0	0.0	0	0.0	44	0.2	7	0.3	6	0.5	0	0.0	0	0.0	0	0.0	0	0.0	1	0.3
Prison	0	0.0	0	0.0	1	0.4	3	0.2	3	0.1	5	0.4	2	0.6	0	0.0	0	0.0	0	0.0	2	0.2
Industry	0	0.0	0	0.0	0	0.0	0	0.0	2	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.1
Total reporting+	10	100.0	31	100.0	255	100.0	1,804	100.0	2,606	100.0	1,158	100.0	359	100.0	54	100.0	4	100.0	2	100.0	6,982	100.0
Total nonreporting																					699	827

+Less than 0.1 percent.  
+Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 14--PREFERRED SPECIALTIES OF SENIORS  
WITHOUT JOBS

Specialty	No.	%
Medical-surgical	1,356	41.9
Pediatrics	986	30.4
Maternity (obstetrics)	803	24.8
Surgical	664	20.5
Psychiatric	494	15.2
Medical	329	10.2
General/private	238	7.3
Teaching	193	6.0
Emergency department	159	4.9
Intensive care	138	4.3
Anesthesia	92	2.8
Public health	47	1.4
Coronary care	42	1.3
Administration	31	1.0
Operating room	26	0.8
Geriatrics	21	0.6
Orthopedic	19	0.6
Clinician	14	0.4
Rehabilitation	13	0.4
Community health	12	0.4
Midwife	4	0.1
Burn care	3	0.1
Other	248	7.6
Total reporting*	3,240	100.0

\*Percentage totals more than 100, because students checked more than one answer.

Table 14A--PREFERRED SPECIALTIES OF SENIORS WITHOUT JOBS, BY REGION

Specialty	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Medical surgical	135	44.3	423	41.0	59	27.3	331	43.1	57	38.0	208	44.4	34	39.1	10	37.0	99	52.9	1,356	41.9
Pediatrics	88	28.9	302	29.3	83	38.4	241	31.4	43	28.7	140	29.9	23	26.4	8	29.6	58	31.0	986	30.4
Maternity	50	16.4	252	24.4	61	28.2	176	22.9	38	25.3	154	32.9	19	21.8	10	37.0	43	23.0	803	24.8
Surgical	69	22.6	210	20.3	26	12.0	168	21.9	32	21.3	100	21.4	15	17.2	3	11.1	41	21.9	664	20.5
Psychiatric	51	16.7	167	16.2	30	13.9	110	14.3	17	11.3	75	16.0	18	20.7	4	14.8	22	11.8	494	15.2
Medical/surgical	34	11.1	92	8.9	13	6.0	64	8.3	12	8.0	69	14.7	10	11.5	5	18.5	30	16.0	329	10.2
General/private	28	9.2	79	7.6	10	4.6	40	5.2	4	2.7	45	9.6	9	10.3	7	25.9	16	8.6	238	7.3
Teaching	21	6.9	59	5.7	15	6.9	47	6.1	8	5.3	23	4.9	8	9.2	1	3.7	11	5.9	193	6.0
Emergency department	10	3.3	52	5.0	12	5.6	40	5.2	3	2.0	15	3.2	5	5.7	0	0.0	22	11.8	159	4.9
Intensive care	14	4.6	36	3.5	12	5.6	37	4.8	3	2.0	23	4.9	2	2.3	3	11.1	8	4.3	138	4.3
Anesthesia	5	1.6	31	3.0	8	3.7	13	1.7	5	3.3	13	2.8	10	11.5	1	3.7	6	3.2	92	2.8
Public health	3	1.0	18	1.7	6	2.8	6	0.8	3	2.0	6	1.3	1	1.1	0	0.0	4	2.1	47	1.4
Coronary care	5	1.6	12	1.2	0	0.0	5	0.7	1	0.7	11	2.3	4	4.6	0	0.0	4	2.1	42	1.3
Administration	1	0.3	12	1.2	0	0.0	8	1.0	1	0.7	4	0.9	2	2.3	0	0.0	3	1.6	31	1.0
Operating room	1	0.3	14	1.4	2	0.9	1	0.1	1	0.7	3	0.6	1	1.1	0	0.0	3	1.6	26	0.8
Geriatrics	3	1.0	3	0.3	0	0.0	5	0.7	4	2.7	3	0.6	0	0.0	2	7.4	1	0.5	21	0.6
Orthopedic	3	1.0	0	0.0	0	0.0	3	0.4	0	0.0	5	1.1	0	0.0	2	7.4	1	0.5	19	0.6
Clinician	1	0.3	3	0.3	0	0.0	3	0.4	0	0.0	4	0.9	0	0.0	0	0.0	0	0.0	14	0.4
Rehabilitation	2	0.7	5	0.5	0	0.0	2	0.3	0	0.0	4	0.9	0	0.0	0	0.0	0	0.0	13	0.4
Community health	1	0.3	2	0.2	2	0.9	7	0.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	12	0.4
Midwife	1	0.3	1	0.1	0	0.0	0	0.0	0	0.0	2	0.4	0	0.0	0	0.0	0	0.0	4	0.1
Burn care	0	0.0	1	0.1	1	0.5	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	0.1
Other	25	8.2	78	7.6	16	7.4	62	8.1	15	10.0	32	6.8	6	6.9	1	3.7	13	7.0	248	7.6
Total reporting*	305	100.0	1,032	100.0	216	100.0	768	100.0	150	100.0	468	100.0	87	100.0	27	100.0	187	100.0	3,240	100.0

\*Percentages total more than 100, because students checked more than one answer.

Table 14B--PREFERRED SPECIALTIES OF SENIORS WITHOUT JOBS, BY METROPOLITAN AND NONMETROPOLITAN AREA

Specialty	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Medical/surgical	1,068	41.8	274	42.5	14	1,356	41.9
Pediatrics	780	30.5	198	30.7	8	986	30.4
Maternity	603	23.6	188	29.2	12	803	24.8
Surgical	515	20.2	139	21.6	10	664	20.5
Psychiatric	373	14.6	112	17.4	9	494	15.2
Medical	254	9.9	67	10.4	8	329	10.2
General/private	176	6.9	55	8.5	7	238	7.3
Teaching	151	5.9	38	5.9	4	193	6.0
Emergency department	130	5.1	29	4.5	0	159	4.9
Intensive care	111	4.3	23	3.6	4	138	4.3
Anesthesia	75	2.9	15	2.3	2	92	2.8
Public health	36	1.4	10	1.6	1	47	1.4
Coronary care	30	1.2	12	1.9	0	42	1.3
Administration	23	0.9	7	1.1	1	31	1.0
Operating room	19	0.7	7	1.1	0	26	0.8
Geriatrics	18	0.7	2	0.3	1	21	0.6
Orthopedic	18	0.7	1	0.2	0	19	0.6
Clinician	13	0.5	1	0.2	0	14	0.4
Rehabilitation	9	0.4	4	0.6	0	13	0.4
Community health	11	0.4	1	0.2	0	12	0.4
Midwife	3	0.1	0	0.0	1	4	0.1
Burn care	3	0.1	0	0.0	0	3	0.1
Other	209	8.2	38	5.9	1	248	7.6
Total reporting*	2,554	100.0	644	100.0	42	3,240	100.0

\*Percentages total more than 100, because students checked more than one answer.

Table 15--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT ACCEPTED JOBS

Type of employer	1st choice		2nd choice		3rd choice		4th choice		5th choice	
	No.	%	No.	%	No.	%	No.	%	No.	%
Hospital	2,105	66.2	369	11.6	245	7.7	148	4.7	139	4.4
Clinic	228	7.2	789	24.8	609	19.1	422	13.3	245	7.7
Physician or dentist	213	6.7	544	17.1	529	16.6	342	10.8	276	8.7
Public health	132	4.2	250	7.9	313	9.8	362	11.4	283	8.9
Government agency	87	2.7	177	5.6	158	5.0	167	5.2	159	5.0
Neighborhood health center	82	2.6	213	6.7	319	10.0	382	12.0	309	9.7
Social service	65	2.0	124	3.9	181	5.7	198	6.2	198	6.2
Armed forces	59	1.9	140	4.4	124	3.9	152	4.8	182	5.7
Self-employment	53	1.7	36	1.1	45	1.4	54	1.7	57	1.8
Nursing school	35	1.1	97	3.0	105	3.3	112	3.5	134	4.2
Nursing education	34	1.1	115	3.6	115	3.6	135	4.2	150	4.7
School, public/private	23	0.7	87	2.7	122	3.8	194	6.1	202	6.4
Industry	22	0.7	67	2.1	112	3.5	185	5.8	182	5.7
Nursing home	22	0.7	102	3.2	107	3.4	181	5.7	289	9.1
Trade association	2	0.1	3	0.1	4	0.1	4	0.1	12	0.4
Undecided	18	0.6								
Total reporting*	3,180	100.0								
Total nonreporting	59									

\*Percentages based on number who indicated a 1st choice; not all respondents indicated a 2nd through 5th choice; some students indicated more than one 1st choice.

Table 15A--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT ACCEPTED JOBS, BY REGION

Type of employer, by first choice	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Hospital	200	66.2	729	71.3	129	61.1	480	63.2	87	59.6	295	62.9	66	76.7	16	69.6	113	63.5	2,105	66.2	
Clinic	25	8.3	51	5.0	11	5.2	63	8.3	10	6.8	44	9.7	1	1.2	1	4.3	22	12.4	228	7.2	
Physician or dentist	10	3.3	56	5.5	20	9.5	63	8.3	14	9.6	39	8.6	4	4.7	1	4.3	6	3.4	213	6.7	
Public health	21	7.0	34	3.3	13	6.2	26	3.4	10	6.8	15	3.3	3	3.5	2	8.7	8	4.5	132	4.2	
Government agency	5	1.7	22	2.1	11	5.2	18	2.4	8	5.5	15	3.3	2	2.3	2	8.7	4	2.2	87	2.7	
Neighborhood health center	11	3.6	21	2.0	7	3.3	22	2.9	1	0.7	12	2.6	0	0.0	0	0.0	8	4.5	82	2.6	
Social service	8	2.6	20	2.0	6	2.8	17	2.2	1	0.7	7	1.5	1	1.2	0	0.0	5	2.8	65	2.0	
Armed forces	3	1.0	15	1.5	3	1.4	14	1.8	4	2.7	15	3.3	1	1.2	0	0.0	4	2.2	59	1.9	
Self-employment	5	1.7	15	1.5	4	1.9	12	1.6	1	0.7	8	1.8	5	5.8	1	4.3	2	1.1	53	1.7	
Nursing school	2	0.7	9	0.9	4	1.9	12	1.6	5	3.4	0	0.0	1	1.2	0	0.0	2	1.1	35	1.1	
Nursing education School (public/private)	4	1.3	11	1.1	2	0.9	9	1.2	3	2.1	1	0.2	2	2.3	0	0.0	2	1.1	34	1.1	
Industry	3	1.0	11	1.1	0	0.0	2	0.3	1	0.7	4	0.9	0	0.0	0	0.0	2	1.1	23	0.7	
Nursing home	0	0.0	12	1.2	0	0.0	8	1.1	1	0.7	1	0.2	0	0.0	0	0.0	0	0.0	22	0.7	
Trade association	0	0.0	4	0.4	1	0.5	7	0.9	0	0.0	6	1.3	0	0.0	0	0.0	0	0.0	22	0.7	
Undecided	1	0.3	10	1.0	0	0.0	6	0.8	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0	2	0.1	
Total reporting*	302	100.0	1,022	100.0	211	100.0	759	100.0	146	100.0	453	100.0	86	100.0	23	100.0	178	100.0	3,180	100.0	
Total nonreporting																			18	0.6	59

\*Some percentages total more than 100, because students checked more than one answer; some percentages total less than 100, because some students did not answer the question.

Table 15B--TYPES OF EMPLOYER PREFERRED BY SENIORS WHO HAVE NOT  
ACCEPTED JOBS, BY METROPOLITAN AND NONMETROPOLITAN AREA

Type of employer, by second choice	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Hospital	303	12.1	63	10.1	3	369	11.6
Clinic	621	24.8	155	24.8	13	789	24.8
Physician or dentist	424	16.9	114	18.3	6	544	17.1
Public health	203	8.1	39	6.3	8	250	7.9
Government agency	136	5.4	40	6.4	1	177	5.6
Neighborhood health center	180	7.2	30	4.8	3	213	6.7
Social service	104	4.1	19	3.0	1	124	3.9
Armed forces	95	3.8	42	6.7	3	140	4.4
Self-employment	30	1.2	3	0.5	3	36	1.1
Nursing school	76	3.0	21	3.4	0	97	3.0
Nursing education	88	3.5	25	4.0	2	115	3.6
School (public/ private)	64	2.6	21	3.4	2	87	2.7
Industry	57	2.3	9	1.4	1	67	2.1
Nursing home	75	3.0	27	4.3	0	102	3.2
Trade association	3	0.1	0	0.0	0	3	0.1
Total reporting*	2,508	100.0	624	100.0	48	3,180	100.0
Total nonreporting						59	

\*Percentages based on seniors who indicated at least a 1st choice; of these, 3,113 indicated a 2nd choice.

Table 16--SENIORS' WILLINGNESS TO WORK IN  
A MANPOWER SHORTAGE AREA

Manpower plans	No.	%
Would work in manpower shortage area	7,049	66.6
Would not work in manpower shortage area	1,010	9.6
Undecided	2,518	23.8
Total reporting	10,577	100.0
Total nonreporting	161	

Table 16A--SENIORS' WILLINGNESS TO WORK IN A MANPOWER SHORTAGE AREA, BY REGION

Manpower plans	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Would work in manpower shortage area	880	65.6	1,816	64.7	681	70.1	1,798	66.3	318	71.1	998	66.7	249	71.8	79	77.5	230	65.3	7,049	66.6
Would not work in manpower shortage area	139	10.4	322	11.5	68	7.0	258	9.5	25	5.6	117	7.8	25	7.2	7	6.9	49	13.9	1,010	9.6
Undecided	323	24.1	668	23.8	223	22.9	656	24.2	104	23.3	382	25.5	73	21.0	16	15.7	73	20.7	2,518	23.8
Total reporting*	1,342	100.0	2,806	100.0	972	100.0	2,712	100.0	447	100.0	1,497	100.0	347	100.0	102	100.0	352	100.0	10,577	100.0
Total nonreporting																			161	

\*Where the percentage totals more than 100, students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.



Table 16B--SENIORS' WILLINGNESS TO WORK IN A MANPOWER SHORTAGE AREA,  
BY METROPOLITAN AND NONMETROPOLITAN AREA

Manpower plans	Metro		Nonmetro		No. response	Total	
	No.	%	No.	%	No.	No.	%
Would work in a manpower shortage area	5,707	66.9	1,260	65.4	82	7,049	66.6
Would not work in a manpower shortage area	830	9.7	172	8.9	8	1,010	9.6
Undecided	<u>1,990</u>	<u>23.3</u>	<u>495</u>	<u>25.7</u>	<u>33</u>	<u>2,518</u>	<u>23.8</u>
Total reporting*	8,527	100.0	1,927	100.0	123	10,577	100.0
Total nonreporting						161	

\*Where the percentage totals less than 100, some students did not answer the question.

Table 17--JOB FACTORS OF GREATEST IMPORTANCE

Factors	1st choice		2nd choice		3rd choice		4th choice		5th choice	
	No.	%	No.	%	No.	%	No.	%	No.	%
Personal satisfaction	4,791	47.5	1,404	13.9	842	8.3	673	6.7	611	6.1
Type of job	1,526	15.1	1,600	15.9	1,086	10.8	837	8.3	573	5.7
Opportunities for advancement	701	7.0	1,006	10.0	1,268	12.6	1,283	12.7	1,147	11.4
Location	640	6.3	678	6.7	877	8.7	1,015	10.1	1,064	10.6
Type of institution	571	5.7	711	7.1	619	6.1	643	6.4	565	5.6
Salary	542	5.4	1,400	13.9	1,874	18.6	1,628	16.1	1,832	18.2
Working conditions	500	5.0	1,200	11.9	1,367	13.6	1,278	12.7	1,161	11.5
Personal responsibility	373	3.7	1,245	12.3	808	8.0	662	6.6	421	4.2
Flexible hours	330	3.3	425	4.2	579	5.7	739	7.3	868	8.6
Fringe benefits	67	0.7	244	2.4	512	5.1	912	9.0	1,167	11.6
Professional contacts	35	0.3	98	1.0	149	1.5	237	2.3	233	2.3
Social opportunities	8	0.1	44	0.4	67	0.7	121	1.2	280	2.8
Total reporting*	10,084	100.0								
Total nonreporting	654									

\*Percentages based on number who indicated a 1st choice; not all respondents indicated a 2nd through 5th choice; percentage totals more than 100, because some students checked more than one answer.

Table 17A--JOB FACTORS OF GREATEST IMPORTANCE, BY REGION

Factors, by first choice	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Personal satisfaction	568	44.6	1,232	45.5	428	46.4	1,293	49.8	209	49.5	712	50.4	151	47.9	46	51.1	152	44.2	4,791	47.5	
Type of job	240	18.8	435	16.1	128	13.9	372	14.3	57	13.5	188	13.3	45	14.3	11	12.2	50	14.5	1,526	15.1	
Opportunities for advancement	124	9.7	214	7.9	63	6.8	166	6.4	15	3.6	80	5.7	23	7.3	5	5.6	11	3.2	701	7.0	
Location	42	3.3	210	7.7	55	6.0	152	5.9	23	5.5	106	7.5	20	6.3	5	5.6	27	7.8	640	6.3	
Type of institution	93	7.3	170	6.3	42	4.5	128	4.9	28	6.6	75	5.3	11	3.5	2	2.2	22	6.4	571	5.7	
Salary	59	4.6	139	5.1	58	6.3	136	5.2	28	6.6	88	6.2	16	5.1	6	6.7	12	3.5	542	5.4	
Working conditions	56	4.4	136	5.0	56	6.1	135	5.2	27	6.4	52	3.7	13	4.1	3	3.3	22	6.4	500	5.0	
Personal responsibility	48	3.8	82	3.0	23	2.5	103	4.0	15	3.6	62	4.4	8	2.5	10	11.1	22	6.4	373	3.7	
Flexible hours	34	2.7	71	2.6	55	6.0	71	2.7	16	3.8	40	2.8	22	7.0	2	2.2	19	5.5	330	3.3	
Fringe benefits	6	0.5	14	0.5	11	1.2	22	0.8	1	0.2	6	0.4	2	0.6	0	0.0	5	1.4	67	0.7	
Professional contacts	4	0.3	4	0.1	2	0.2	13	0.5	3	0.7	3	0.2	4	1.3	0	0.0	2	0.6	35	0.3	
Social opportunity	0	0.0	2	0.1	1	0.1	3	0.1	0	0.0	2	0.1	0	0.0	0	0.0	0	0.0	8	0.1	
Total reporting*	1,274	100.0	2,709	100.0	922	100.0	2,594	100.0	422	100.0	1,414	100.0	315	100.0	90	100.0	344	100.0	10,084	100.0	
Total nonreporting																				654	

\*Where percentage totals more than 100, some students checked more than one answer; where the percentage totals less than 100, some students did not answer the question.

Table 17B--JOB FACTORS OF GREATEST IMPORTANCE, BY METROPOLITAN AND NONMETROPOLITAN AREA

Factors, by first choice	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Personal satisfaction	3,924	48.2	813	44.5	54	4,791	47.5
Type of job	1,222	15.0	284	15.5	20	1,526	15.1
Opportunities for advancement	544	6.7	148	8.1	9	701	7.0
Location	482	5.9	149	8.1	9	640	6.3
Type of institution	459	5.6	106	5.8	6	571	5.7
Salary	425	5.2	111	6.1	6	542	5.4
Working conditions	399	4.9	99	5.4	2	500	5.0
Personal responsibility	315	3.9	56	3.1	2	373	3.7
Flexible hours	275	3.4	50	2.7	5	330	3.3
Fringe benefits	59	0.7	6	0.3	2	67	0.7
Professional contacts	30	0.4	5	0.3	0	35	0.3
Social opportunities	7	0.1	1	0.1	0	8	0.1
Total reporting*	8,141	100.0	1,828	100.0	115	10,084	100.0
Total nonreporting						654	

\*Where the percentage totals more than 100, some students checked more than one answer.

Table 18--PLANS OF SENIORS WHO DO NOT PLAN  
TO CONTINUE IN NURSING AFTER  
GRADUATION

Plan	No.	%
Continue education	12	32.4
Don't intend to work	10	27.0
Other	<u>15</u>	<u>40.5</u>
Total reporting*	37	100.0
Total nonreporting	32	

\*Percentage does not total 100, because some students did not answer the question.

Table 19--MARITAL STATUS AND PLANS

Marital status	No.	%
Presently married	2,187	20.6
Plan to marry within a year	3,018	28.5
Not married and no marriage plans	5,115	48.2
Not married; plans not reported	<u>287</u>	<u>2.7</u>
Total reporting	10,607	100.0
Total nonreporting	523	

Table 20--AVAILABILITY OF CAREER  
GUIDANCE AT SCHOOLS

Career guidance	No.	%
Offered	6,905	66.0
Not offered	<u>3,560</u>	<u>34.0</u>
Total reporting	10,465	100.0
Total nonreporting	665	

Table 21--TYPES OF CAREER GUIDANCE OFFERED BY  
SCHOOLS AND ADDITIONAL ASSISTANCE  
NEEDED

<u>Career guidance</u>	<u>No.</u>	<u>%</u>
Not offered	3,560	34.0
Offered	6,905	66.0
Form of guidance offered		
Personal counseling	4,349	41.6
Printed literature	3,413	32.6
Employer visits	2,026	19.4
Career days	1,244	11.9
Team leadership	255	2.4
Professional adjustment	222	2.1
Job opportunities	123	1.2
Other	214	2.0
Additional assistance needed		
Personal counseling	336	3.2
Career days	319	3.1
Employer visits	295	2.8
Printed literature	264	2.5
Other	699	6.7
Total reporting	10,465	100.0
Total nonreporting	665	

Table 22--AIDS USED BY SENIORS TO SELECT  
 JOBS OR EDUCATIONAL PROGRAMS  
 WHEN SCHOOL DOES NOT OFFER  
 GUIDANCE

Aid	No.	%
Myself	1,642	59.8
Personal contact	710	25.9
Nursing journal ad	515	18.8
Word of mouth	352	12.8
Newspaper ad	112	4.1
Hospital recruiter	50	1.8
Employment agency	5	0.2
Other	114	4.1
Total reporting*	2,746	100.0
Total nonreporting	814	

\*Percentage totals more than 100, because  
 some students checked more than one answer.

Table 23--AIDS USED BY SENIORS TO SELECT  
 JOBS

Aid	No.	%
Personal contact	5,118	65.5
Word of mouth	2,401	30.7
Myself	1,153	14.8
Hospital/health agency recruiter	1,002	12.8
Nursing journal ad	507	6.5
Newspaper ad	300	3.8
Employment agency	25	0.3
Other	121	1.5
Total reporting*	7,809	100.0

\*Percentage totals more than 100, because  
 some students checked more than one answer.

Table 23A--AIDS USED BY SENIORS TO SELECT JOBS, BY REGION

Aid	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Personal contact	673	62.7	1,174	60.8	526	66.8	1,354	66.0	232	73.2	769	70.2	204	73.9	65	75.6	121	62.4	5,118	65.5
Word of mouth	346	32.2	574	29.7	271	34.4	641	31.3	85	26.8	329	30.0	81	29.3	23	26.7	51	26.7	2,401	30.7
Myself	173	16.1	307	15.9	105	13.3	275	13.4	32	10.1	166	15.1	42	15.2	15	17.4	38	19.6	1,153	14.8
Hospital/health agency recruiter	138	12.9	225	11.7	143	18.1	289	14.1	52	16.4	96	8.8	29	10.5	8	9.3	22	11.3	1,002	12.8
Nursing journal ad	81	7.5	207	10.7	34	4.3	110	5.4	9	2.8	48	4.4	6	2.2	1	1.2	11	5.7	507	6.5
Newspaper ad	52	4.8	65	3.4	29	3.7	74	3.6	8	2.5	57	5.2	6	2.2	4	4.7	5	2.6	300	3.8
Employment agency	5	0.5	7	0.4	.3	0.4	3	0.1	1	0.3	6	0.5	0	0.0	0	0.0	0	0.0	25	0.3
Other	14	1.3	36	1.7	17	2.2	33	1.6	4	1.3	9	0.8	0	0.0	3	3.5	5	2.6	121	1.5
Total reporting*	1,073	100.0	1,930	100.0	788	100.0	2,049	100.0	317	100.0	1,096	100.0	276	100.0	86	100.0	194	100.0	7,809	100.0

\*Percentages total more than 100, because some students checked more than one answer.



Table 23B--AIDS USED BY SENIORS TO SELECT JOBS, BY METROPOLITAN AND  
NONMETROPOLITAN AREA

Aid	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Personal contact	4,137	64.9	935	67.9	46	5,118	65.5
Word of mouth	1,932	30.3	456	33.1	13	2,401	30.7
Myself	964	15.1	183	13.3	6	1,153	14.8
Hospital/health agency recruiter	863	13.5	128	9.3	11	1,002	12.8
Nursing journal ad	386	6.1	116	8.4	5	507	6.5
Newspaper ad	249	3.9	50	3.6	1	300	3.8
Employment agency	21	0.3	4	0.3	0	25	0.3
Other	102	1.6	16	1.2	3	121	1.5
Total reporting*	6,374	100.0	1,377	100.0	58	7,809	100.0

\*Percentages total more than 100, because some students checked more than one answer.

Table 24--SENIORS' OPINIONS OF THEIR LOCAL  
JOB MARKET

Job market	No.	%
Excellent	1,282	11.9
Good	4,408	40.8
Fair	3,254	30.1
Poor	1,308	12.1
Don't know	547	5.1
Total reporting	10,799	100.0
Total nonreporting	331	

Table 24A--SENIORS' OPINIONS OF THEIR LOCAL JOB MARKET, BY REGION

Job market	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Excellent	72	5.2	185	6.5	221	22.1	352	12.8	176	38.3	119	7.8	102	28.2	6	5.8	49	13.3	1,282	11.9	
Good	553	39.9	869	30.5	523	52.4	1,266	46.0	196	42.7	614	40.4	207	57.2	28	27.2	152	41.2	4,408	40.8	
Fair	519	37.4	1,001	35.2	183	18.3	807	29.3	50	10.9	527	34.7	34	9.4	45	43.7	88	23.8	3,254	30.1	
Poor	178	12.8	651	22.9	32	3.2	174	6.3	20	4.4%	179	11.8	6	1.7	17	16.5	51	13.8	1,308	12.1	
Don't know	64	4.6	141	5.0	40	4.0	156	5.7	17	3.7	80	5.3	13	3.6	7	6.8	22	7.9	547	5.1	
Total reporting*	1,386	100.0	2,847	100.0	999	100.0	2,755	100.0	459	100.0	1,519	100.0	362	100.0	103	100.0	369	100.0	10,799	100.0	
Total nonreporting																				331	

\*Where percentage totals more than 100, some students checked more than one answer; where percentages total less than 100, some students did not answer the question.

Table 24B--SENIORS' OPINIONS OF THEIR LOCAL JOB MARKET, BY METROPOLITAN AND NONMETROPOLITAN AREA

Job market	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Excellent	1,144	13.1	138	7.0	0	1,282	11.9
Good	3,730	42.7	652	32.9	26	4,408	40.8
Fair	2,503	28.6	721	36.4	30	3,254	30.1
Poor	919	10.5	376	19.0	13	1,308	12.1
Don't know	445	5.1	94	4.7	8	547	5.1
Total reporting	8,741	100.0	1,981	100.0	77	10,799	100.0
Total nonreporting						331	

Table 25--AHA HOSPITAL SCHOOL MEMBERSHIP AFFILIATION, REPORTED BY SENIORS

Membership	No.	%
Member AHA	6,834	61.5
Nonmember AHA	4,287	38.5
Total reporting	11,121	100.0
Total nonreporting	9	

Table 26--LOCATION OF HOSPITAL SCHOOLS SURVEYED, BY REGION

Region	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
New England	1,162	13.0	236	11.6	27	1,425	12.8
Middle Atlantic	1,966	22.0	942	46.5	37	2,945	26.5
South Atlantic	769	8.6	238	11.7	16	1,023	9.2
East North Central	2,470	27.6	315	15.6	53	2,838	25.5
East South Central	407	4.5	64	3.2	5	476	4.3
West North Central	1,350	15.1	197	9.7	17	1,564	14.0
West South Central	350	3.9	18	0.9	4	372	3.3
Mountain	95	1.1	13	0.6	0	108	1.0
Pacific	375	4.2	2	0.1	2	379	3.4
Total reporting*	8,944	100.0	2,025	100.0	161	11,130	100.0

\*Where percentage totals less than 100, some students did not answer the question.

Table 26A--LOCATION OF HOSPITAL SCHOOLS SURVEYED, BY METROPOLITAN AND NONMETROPOLITAN AREAS

Location	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Metro	1,161	83.1	1,966	67.6	769	76.4	2,470	88.7	407	86.4	1,350	87.3	350	95.1	95	88.0	375	99.5	8,943	81.5
Nonmetro	236	16.9	942	32.4	238	23.6	315	11.3	64	13.6	197	12.7	18	4.9	13	12.0	2	0.5	2,025	18.5
Total reporting*	1,397	100.0	2,908	100.0	1,007	100.0	2,785	100.0	471	100.0	1,547	100.0	368	100.0	108	100.0	377	100.0	10,968	100.0
Total nonreporting																			162	

\*Where percentages total less than 100, some students did not answer the question.

Table 27--SEX OF SENIORS

Sex	No.	%
Female	10,608	96.7
Male	362	3.3
Total reporting	10,970	100.0
Total nonreporting	160	

Table 27A--SEX OF SENIORS, BY REGION

Sex	New England		Middle Atlantic		South Atlantic		East North Central		East South Central		West North Central		West South Central		Mountain		Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	1,370	97.6	2,702	96.1	1,000	98.4	2,729	97.7	451	96.4	1,469	95.3	343	92.7	102	94.4	362	96.8	10,608	96.7
Male	34	2.4	114	3.9	16	1.6	64	2.3	17	3.6	72	4.7	27	7.3	6	5.6	12	3.2	362	3.3
Total reporting*	1,404	100.0	2,896	100.0	1,016	100.0	2,793	100.0	468	100.0	1,541	100.0	370	100.0	108	100.0	374	100.0	10,970	100.0
Total nonreporting																			160	

\*Where percentages do not total 100, some students did not answer the question.

Table 27B--SEX OF SENIORS, BY METROPOLITAN AND NONMETROPOLITAN AREA

Sex	Metro		Nonmetro		No response	Total	
	No.	%	No.	%	No.	No.	%
Female	8,624	97.1	1,911	95.1	73	10,608	96.7
Male	259	2.9	99	4.9	4	362	3.3
Total reporting	8,883	100.0	2,010	100.0	77	10,970	100.0
Total nonreporting						160	

Table 28--AGES OF SENIORS

Age	No.	%
19-24	10,027	91.3
25-34	716	6.5
35-54	229	2.1
55+	8	0.1
Total reporting	10,980	100.0
Total nonreporting	150	

Table 29--ETHNIC BACKGROUND OF SENIORS

Ethnic background	No.	%
Caucasian	4,645	68.7
American Indian	1,699	25.1
Black (Afro-American)	306	4.5
Spanish origin	70	1.1
Oriental	43	0.6
Total reporting	6,763	100.0
Total nonreporting	4,367	

APPENDIX A

SURVEY QUESTIONNAIRE

Career Plans of Hospital Schools of Nursing Seniors, 1973

I. Career Goals

Please indicate your immediate plans after graduation in June 1973 by checking the appropriate choice under the items listed below.

A. Education

1. Do you plan to continue your nursing education upon graduation?

Yes \_\_\_ No \_\_\_ Eventually \_\_\_ Undecided \_\_\_

If other than yes, skip to item B1.

- a. If yes, in what specialty area do you plan to continue?

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- b. What is your ultimate educational goal?

Baccalaureate \_\_\_ Master's degree \_\_\_ Doctorate \_\_\_

- c. Have you been accepted at a college or university?

Yes \_\_\_ No \_\_\_ Have not applied yet \_\_\_

- d. If yes, indicate the institution. \_\_\_\_\_

2. If you have been accepted to a college/university, how many credit hours will you be granted toward a degree? \_\_\_\_\_

3. Does the accepting college offer challenge exams?

- a. In clinical nursing subjects

Yes \_\_\_ No \_\_\_ Don't know \_\_\_

- b. In basic sciences

Yes \_\_\_ No \_\_\_ Don't know \_\_\_

- c. If yes, how many credits are allowed through challenge exams? \_\_\_\_\_



B. Job

1. Do you plan to work in nursing upon graduation?

Yes \_\_\_ No \_\_\_ Undecided \_\_\_

If no or undecided, skip to item B6 below.

- a. If yes, have you accepted a job at the hospital from which you received your diploma?

Yes \_\_\_ No \_\_\_

2. If you were offered a job at the hospital from which you received your diploma but did not accept, please indicate reasons. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. If you have accepted a job in nursing, please indicate:

a. Specialty area \_\_\_\_\_

b. Position (title) \_\_\_\_\_

c. Type of institution or agency \_\_\_\_\_

d. Starting salary \$ \_\_\_\_\_

4. If you plan to stay in nursing but have not accepted a position, please answer items 4a and 4b, below.

- a. Check the area in which you would like to practice.

\_\_\_ Administrative

\_\_\_ Pediatric

\_\_\_ Anesthesia

\_\_\_ Psychiatric

\_\_\_ General or private duty

\_\_\_ Surgical

\_\_\_ Maternity

\_\_\_ Teaching

\_\_\_ Medical

\_\_\_ Undecided

\_\_\_ Medical-surgical

Other (please specify) \_\_\_\_\_

b. In order of desirability (from 1 high to 5 low), rank the five types of employer you prefer.

- |   |   |
|---|---|
| <input type="checkbox"/> Armed forces               | <input type="checkbox"/> Nursing home   |
| <input type="checkbox"/> Clinic                     | <input type="checkbox"/> Public health agency   |
| <input type="checkbox"/> Physician or dentist       | <input type="checkbox"/> School (nursing school)  |
| <input type="checkbox"/> Government agency          | <input type="checkbox"/> Self-employment  |
| <input type="checkbox"/> Hospital                   | <input type="checkbox"/> Social service program<br>(for example, Vista,<br>Peace Corps) |
| <input type="checkbox"/> Industry                   | <input type="checkbox"/> Trade association  |
| <input type="checkbox"/> Neighborhood health center | <input type="checkbox"/> Undecided  |
| <input type="checkbox"/> Nursing education program  | <input type="checkbox"/> School (public or<br>private)                                  |

Other (please specify) \_\_\_\_\_

5. If you plan to stay in nursing, please answer items 5a and 5b below.

a. Would you work in a manpower shortage area such as an inner-city hospital, rural health center, or Indian reservation?

Yes  No  Undecided

b. Rank the five job factors of greatest importance to you (from 1 high to 5 low).

- |  |  |
|--|--|
| <input type="checkbox"/> Flexible hours                | <input type="checkbox"/> Professional contacts |
| <input type="checkbox"/> Fringe benefits               | <input type="checkbox"/> Salary                |
| <input type="checkbox"/> Location                      | <input type="checkbox"/> Social opportunities  |
| <input type="checkbox"/> Opportunities for advancement | <input type="checkbox"/> Type of institution   |
| <input type="checkbox"/> Personal responsibility       | <input type="checkbox"/> Type of job           |
| <input type="checkbox"/> Personal satisfaction         | <input type="checkbox"/> Working conditions    |

Other (please specify) \_\_\_\_\_

6. If you are not continuing in nursing after graduation, what do you plan to do? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

C. Marriage

1. Are you married?

Yes \_\_\_ No \_\_\_

If no, do you plan to be married within a year of graduation?

Yes \_\_\_ No \_\_\_

II. Career Guidance

A. Does your school offer career guidance to seniors?

Yes \_\_\_ No \_\_\_

If no, go to item IIB.

1. If yes, what form does this guidance take?

\_\_\_ Career days

\_\_\_ Personal counseling

\_\_\_ Employer visits

\_\_\_ Printed literature

Other (please specify) \_\_\_\_\_

2. What additional assistance would have helped you in selecting a job or a higher education program? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

B. If your school does not offer career guidance, what aids did you use in selecting a job or a higher education program? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

C. If you have accepted a position in nursing, how did you find it?  
(Check all applicable categories.)

Employment agency                       Nursing journal ad  
 Hospital or health agency  
recruiter                                       Personal contact  
 Newspaper ad                                 Word of mouth  
Other (please specify) \_\_\_\_\_

D. How is the job market for nurses in your area?

Excellent     Good     Fair     Poor     Don't know

### III. Individual Information

A. School of nursing \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

B. Location of the school

Metropolitan\*                       Nonmetropolitan

C. Sex:        Male                       Female

D. Age:        19-24                       25-34                       35-54                       55 and over

E. Ethnic background (optional response)

American Indian                                 Oriental (Asian)  
(native American)

Black (Afro-American)

Other (please specify) \_\_\_\_\_

\*Metropolitan Area: A county or group of contiguous counties that contain one or more cities of at least 50,000 population or twin cities with a combined population of 50,000 or more.

BIB/AHA  
4/73

American Hospital Association, 840 North Lake Shore Drive, Chicago, Illinois  
60611.

APPENDIX B

MEMO TO DIRECTORS, HOSPITAL SCHOOLS OF NURSING

April 1973

TO: Directors, Hospital Schools of Nursing

SUBJECT: Survey of Senior Students

To assess the career plans of students graduating from hospital schools of nursing and to evaluate the career guidance services of the schools, the American Hospital Association has developed a questionnaire to be completed by senior nursing students. We would greatly appreciate it if you would distribute the survey to students in the 1973 class, collect the completed forms, and return them to me by May 28. The survey contains a limited number of open-end questions so that it should not take much time to fill out.

A report of the results will be sent to all hospital schools of nursing. If you have any questions concerning the survey, please let me know.

Dorothy Corey, R.N.  
Assistant Director  
Division of Nursing

## APPENDIX C

RESPONSES OF AHA MEMBER AND NONMEMBER SCHOOLS OF NURSING,  
BY STATE

<u>State</u>	<u>Member Schools</u>	<u>Nonmember Schools</u>	<u>Total</u>
Alabama	84	96	180
Arizona	33		33
California	154	153	307
Colorado	26	13	39
Connecticut	130	101	231
Delaware	4	29	33
District of Columbia	19	26	45
Florida		15	15
Georgia	79	42	121
Illinois	512	381	893
Indiana	157	86	243
Iowa	191	111	302
Kansas	161	62	223
Kentucky	86	52	138
Louisiana	15	75	90
Maine		61	61
Maryland	58	64	122
Massachusetts	683	327	1,010
Michigan	339	136	475
Minnesota	170	130	300
Mississippi	14	14	28
Missouri	271	139	410
Montana	12	9	21
Nebraska	105	75	180
New Hampshire	26	47	73
New Jersey	141	151	292
New York	851	247	1,098
North Carolina	88	191	279
North Dakota	90		90
Ohio	763	246	1,009
Oklahoma	82		82
Oregon	20		20
Pennsylvania	885	701	1,586
Rhode Island		69	69
South Carolina	56	16	72
South Dakota	60	33	93
Tennessee	96	40	136
Texas	50	160	210
Utah		18	18
Virginia	159	140	299
Washington	31	27	58
West Virginia	38	6	44
Wisconsin	102	162	264
Total*	6,841	4,451	11,292

\*The total number of usable questionnaires was 11,130.

APPENDIX D  
 RESPONSES OF STUDENTS IN AHA MEMBER AND NONMEMBER SCHOOLS,  
 BY REGION AND STATE

Region and state	Member		Nonmember		No response	Total	
	No.	%	No.	%	No.	No.	%
<u>New England</u>							
Connecticut	125	1.8	93	2.2	1	219	2.0
Maine	59	0.9	0	0.0	0	59	0.5
Massachusetts	679	9.9	325	7.6	0	1,004	9.0
New Hampshire	27	0.4	46	1.1	0	73	0.7
Rhode Island	0	0.0	69	1.6	0	69	0.6
<u>Middle Atlantic</u>							
New Jersey	138	2.0	146	3.4	0	284	2.6
New York	840	12.3	246	5.8	0	1,086	9.8
Pennsylvania	881	12.9	693	16.2	0	1,574	14.2
<u>South Atlantic</u>							
Delaware	4	0.1	29	0.7	0	33	0.3
District of Columbia	19	0.3	26	0.6	0	45	0.4
Florida	0	0.0	15	0.3	0	15	0.1
Georgia	79	1.2	42	1.0	0	121	1.1
Maryland	57	0.8	64	1.5	0	121	1.1
North Carolina	109	1.6	167	3.9	0	276	2.5
South Carolina	58	0.8	14	0.3	0	72	0.6
Virginia	158	2.3	139	3.3	0	297	2.7
West Virginia	37	0.5	6	0.1	0	43	0.4
<u>East North Central</u>							
Illinois	505	7.4	373	8.7	1	879	7.9
Indiana	157	2.3	85	2.0	0	242	2.2
Michigan	333	4.9	134	3.1	0	467	4.2
Ohio	745	10.9	242	5.7	1	988	8.9
Wisconsin	103	1.5	158	3.7	0	261	2.3
<u>East South Central</u>							
Alabama	81	1.2	96	2.2	0	177	1.6
Kentucky	84	1.2	52	1.2	0	136	1.2
Mississippi	15	0.2	0	0.0	0	15	0.1
Tennessee	95	1.4	39	0.9	0	134	1.2
<u>West North Central</u>							
Iowa	182	2.7	109	2.5	0	291	2.6
Kansas	159	2.3	59	1.4	0	218	2.0
Minnesota	169	2.5	123	2.9	0	292	2.6
Missouri	267	3.9	137	3.2	0	404	3.6
Nebraska	106	1.5	74	1.7	0	180	1.6
North Dakota	87	1.3	0	0.0	0	87	0.8
South Dakota	60	0.9	32	0.7	0	92	0.8

West South Central

Louisiana	15	0.2	75	1.8	0	90	0.8
Oklahoma	81	1.2	0	0.0	0	81	0.7
Texas	50	0.7	148	3.5	0	198	1.8

Mountain

Arizona	33	0.5	0	0.0	0	33	0.3
Colorado	22	0.3	13	0.3	0	35	0.3
Montana	12	0.2	9	0.2	0	21	0.2
New Mexico	0	0.0	1	*	0	1	*
Utah	0	0.0	18	0.4	0	18	0.2

Pacific

California	150	2.2	147	3.4	0	297	2.7
Oregon	20	0.3	0	0.0	0	20	0.2
Washington	<u>31</u>	<u>0.4</u>	<u>27</u>	<u>0.6</u>	<u>0</u>	<u>58</u>	<u>0.5</u>

Total reporting	6,832	100.0	4,271	100.0	3	11,106	100.0
Total nonreporting						24	

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\*Less than 0.1 percent.



APPENDIX E

CLASSIFICATION OF STATES, BY REGION

New England

Connecticut  
Maine  
Massachusetts  
New Hampshire  
Rhode Island  
Vermont

Middle Atlantic

New Jersey  
New York  
Pennsylvania

South Atlantic

Delaware  
District of Columbia  
Florida  
Georgia  
Maryland  
North Carolina  
South Carolina  
Virginia  
West Virginia

East North Central

Illinois  
Indiana  
Michigan  
Ohio  
Wisconsin

East South Central

Alabama  
Kentucky  
Mississippi  
Tennessee

West North Central

Iowa  
Kansas  
Missouri  
Nebraska  
North Dakota  
South Dakota

West South Central

Arkansas  
Louisiana  
Oklahoma  
Texas

Mountain

Arizona  
Colorado  
Idaho  
Montana  
Nevada  
New Mexico  
Utah  
Wyoming

Pacific

Alaska  
California  
Hawaii  
Oregon  
Washington

APPENDIX F

INSTITUTIONS THAT GRANT SENIORS CREDIT HOURS TOWARD A DEGREE

NEW ENGLAND

Massachusetts

Anna Maria College  
Boston College  
Boston State College  
Boston University  
Fitchburg State College  
Northeastern University  
Salem State College  
University of Massachusetts at Boston

Rhode Island

Rhode Island College  
Salve Regina College

Connecticut

Central Connecticut State College  
St. Joseph College  
Southern Connecticut State College  
University of Bridgeport

MIDDLE ATLANTIC

New York

Adelphi University  
Alfred University  
City College of New York-City College  
City College of New York-Hunter College  
City College of New York-Richmond College  
D'Youville College  
Long Island University-C. W. Post Center  
Marymount College  
Marymount Manhattan College  
Niagara University  
Pace College-Westchester  
Queens College  
St. Francis College  
State University of New York at Binghamton  
State University of New York at Buffalo  
State University of New York-Downstate  
Medical Center  
State University of New York-Upstate  
Medical Center  
Syracuse University

New Jersey

Jersey City State College  
Seton Hall University

Pennsylvania

Bloomsburg State College  
Cedar Crest College  
Millersville State College  
Pennsylvania State University  
Temple University-Health Sciences Center  
University of Pennsylvania  
University of Pittsburgh  
Wilkes College

SOUTH ATLANTIC

Delaware

University of Delaware

Maryland

Bowie State College

District of Columbia

Howard University

Virginia

Virginia Commonwealth University

North Carolina

Duke University

East Carolina University

Queens College

South Carolina

Bob Jones University

Francis Marion College

University of South Carolina

Georgia

Emory University

Georgia State University

University of Georgia

EAST NORTH CENTRAL

Ohio

Case Western Reserve University

Cleveland State University

College of Mount St. Joseph-on-the-Ohio

Kent State University

Ohio State University

Ohio University

University of Cincinnati

University of Toledo

Wright State University

Indiana

Indiana State University-Evansville

University of Indiana-Indianapolis

Illinois

Illinois College

Northern Illinois University

Northwestern University

University of Illinois-Champaign-Urbana

University of Illinois-Chicago Circle

Wheaton College

Michigan

C. S. Mott Community College

Michigan State University

Northern Michigan University

University of Detroit

University of Michigan-Dearborn

Wayne State University

Wisconsin

Alverno College

University of Wisconsin-Madison

Wisconsin State University-Oshkosh

EAST SOUTH CENTRAL

Tennessee

Vanderbilt University

Alabama

Samford University  
University of Alabama in Birmingham

WEST NORTH CENTRAL

Minnesota

St. Paul Bible College

Iowa

Coe College  
Drake University  
Iowa State University  
Iowa Wesleyan College  
Luther College  
Marycrest College  
University of Iowa  
University of Northern Iowa

Missouri

Florissant Valley Community College  
St. Louis University  
University of Missouri-Columbia  
University of Missouri at Kansas City  
University of Missouri at St. Louis

North Dakota

North Dakota State University

Nebraska

Creighton University  
Nebraska Wesleyan University

Kansas

Sacred Heart College  
Sterling College  
Washburn University of Topeka  
Wichita State University

WEST SOUTH CENTRAL

Louisiana

Louisiana State University at New Orleans

Oklahoma

Central State University  
University of Tulsa

Texas

Hardin-Simmons University  
Sam Houston State University  
Texas Women's University  
University of Texas-Austin  
University of Texas-El Paso  
University of Texas-San Antonio

MOUNTAIN

Montana

Montana State University

Colorado

Colorado Women's College  
University of Colorado-Medical Center

Arizona

Arizona State University  
University of Arizona

PACIFIC

Washington

University of Washington  
Whitworth College

Oregon

University of Oregon-Medical Center

California

California State Polytechnic College  
Cerritos College  
Mount St. Mary's College  
Sacramento State College  
San Jose State College  
Sonoma State University  
University of Southern California