List of Figures

Introduction
1. Texas Regions in the 2002 Survey ......................................................... 3
2. A Conceptual Model of Aggregate FTE-RN Workforce Supply ........... 4

Characteristics of Employed RNs
3a. Gender ........................................................................................................ 10
3b. Basic Nursing Education ............................................................................ 10
3c. Practice Location: Border and Non-Border .............................................. 11
3d. Practice Location: Rural and Metro ........................................................... 11
3e. Ethnicity ........................................................................................................ 12

Age of Employed RNs
4a. Sample 2000 – 2002 ...................................................................................... 14
4b. Texas 2000 – 2002 ......................................................................................... 14

Nursing Education
5a. Basic Nursing Education ............................................................................ 16
5b. Percent Pursuing Education While Employed ........................................ 16
5c. “My nursing education prepared me for a job as nurse” ...................... 16

Health Status
6a. Change in Health Status from Previous Year ......................................... 18
6b. Reactions to Day-to-Day Work ................................................................. 18

Employment
7a. Type of Employment ................................................................................... 20
7b. Percent Time Devoted to Direct Patient Care ......................................... 20
Work Environment

8. Work Environment and Staffing Practices ........................................... 24
9a. Perceived Risk in the Workplace ............................................................ 26
9b. Perceived Physical Demands in the Workplace ...................................... 26

The Employing Organization

10. Organizational Support ........................................................................... 28
11a. “I receive satisfactory pay for the work I do” ........................................ 30
11b. “There is not much difference between the pay of more or less experienced RNs” ............................................................. 30
12. Job Satisfaction Relative to Staffing ....................................................... 32
13a. Safety .................................................................................................... 34
13b. General Indicators of Job Satisfaction .................................................. 34

Employment and Need to Work

14. Type of Employment ............................................................................... 36
15. Work Plans: Intention to ........................................................................ 40

Nurse Managers

16a. Work Plans ............................................................................................ 42
16b. Work Environment ................................................................................ 42

 Appendix B

B1. Career Fulfillment Survey Sampling Chart