

The National Sample Survey of Registered Nurses 2004

Documentation for the County Public Use File

Bureau of Health Professions
Health Resources and Services Administration

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A. Data Use Agreement

Individual identifiers have been removed from the data file. Nevertheless, under section 308 (d) and 903 (c) of the Public Service Act (42 U.S.C. 242m and 42 U.S.C. 299 a-1), data collected by the Bureau of Health Professions (BHPr), Health Resources and Services Administration (HRSA), may not be used for any purpose other than for the purpose for which it was supplied; any effort to determine the identity of any reported individual, is prohibited by Law.

Therefore, in accordance with the above Federal Statute, it is understood that:

No one is to use the data in this data set in any way except for statistical reporting and analysis; and

If the identity of any person or establishment should be discovered inadvertently, then (a) no use will be made of this knowledge, (b) The Bureau of Health Professions will be made aware of this incident, (c) the information that would identify that individual will be safeguarded or destroyed, as requested by the Bureau of Health Professions, and (d) no one else will be informed of the discovered identity.

No one will attempt to link this data set with individual identifiable records from any data sets other than the National Sample Survey of Registered Nurses (NSSRN).

By using this data you signify your agreement to comply with the above stated statutorily based requirements with the knowledge that deliberately making a false statement in any matter within the jurisdiction of any Department or agency of the Federal Government violates 18 U.S.C. 1001 and is punishable by a fine of up to \$10,000 or up to 5 years in prison.

HRSA/BHPr requests that users cite HRSA/BHPr and the National Sample Survey of Registered Nurses as a data source in any publications or research based upon these data.

B. Introduction

This documentation describes one in a series of public use files from the National Sample Survey of Registered Nurses (NSSRN). Data from these periodic surveys provide the basis for evaluating the trends in, the availability of, and projection of future supply of nursing resources at the national and the State levels.

This is the eighth study and was conducted in March 2004. Previous studies were conducted in September 1977; November 1980 and 1984; and March 1988, 1992, 1996, and 2000. The ninth National Sample Survey of Registered Nurses will be conducted in March 2008.

1. Background

The NSSRN assists the Health Resources and Services Administration (HRSA), Bureau of Health Professions (BHPr), in carrying out three congressional mandates. Under Title IX, Public Law 94-63, Nurse Training Act of 1975, Section 951 requires the gathering of data that will provide national and State level estimates on the: (a) number and distribution of nurses, by type of employment and location practice, (b) number of nurses practicing full-time and part-time within the United States and within each State and the District of Columbia, (c) average rates of compensation for nurses, by type of practice and location of practice, (d) the activity status of the total number of nurses with advanced training or graduate degrees in nursing by specialty including nurse practitioners, nurse clinicians, nurse researchers, nurse educators, and nurse supervisors and administrators, and (e) number of nurses entering the United States annually from other nations. Section 806 (f) of Public Law 105-392, the Health Professions Education Partnerships Act of 1998 requires discipline workforce information and analytical activities for advanced nursing education, workforce diversity, and basic nursing education and practice. Section 792 of the PHS Act (42 USC 295k) calls for a program to collect, compile, and analyze data on health professions including nurses.

In addition to providing an integrated, in-depth picture of the total RN population to meet legislative requirements, the sample surveys are used to assess the impact of current Federal programs for nursing, and to evaluate the need for, and the nature of, future Federal interventions. The NSSRN has been viewed throughout the Department, other Departments and Agencies within the Executive branch and congressional offices and agencies as the source of key background data on RNs.

The target population for this study is all RNs with active licenses in the 50 States and the District of Columbia. The data necessary for obtaining estimates of labor market characteristics are provided by registered nurses responding to a questionnaire that was designed to capture information about the profile of the RN population and RNs in the workforce. The data are collected over an eight month period by mail, with telephone follow-up for non-respondents. The questionnaire is mailed to a probability sample of RNs selected from the target population.

The universe (sampling frame) from which the sample is drawn is acquired from each of the State Boards of Nursing, and consists of names and addresses of all RNs holding an active license to practice on March 10, 2004. Unlike other population studies, RNs may be licensed in more than one State and may appear in more than one State listing. In order to address the overlap of RNs among States, the State samples are nested. All States are arranged in priority order by size of registration giving highest priority to the States with the smaller number of RNs and the lowest priority to States with the largest number of RNs. If the RN reports having a license in more than one State, then the licensure State is set to be the “highest priority state.” The “highest priority state,” is the State with the smallest number of RNs, in which the RN is licensed.

The data collected includes responses to a questionnaire that elicits information about (1) eligibility for responding to the survey and education (Section A), (2) principal nursing employment status (Section B), (3) secondary employment in nursing (Section C), (4) employment outside of paid nursing (Section D), (5) plans for employment in nursing (Section E), (6) prior nursing employment status (Section F), (6) general information which includes both demographic and economic information about the RNs (Section G), and (7) licensure information on currently-held RN licenses among the States (Section H). This is a mail survey with option for web response entry. Computer-assisted telephone follow-up is used both for retrieval of missing information from respondents as well as to make contact with potential respondents who have not responded to previous inquiries by completing paper or web survey responses.

This study is conducted on a four year cycle allowing researchers to do analysis of trends of the profile of RNs in the U.S. and the profile of the RN workforce.

2. Survey Management

The NSSRN data are collected and disseminated in accordance with confidentiality provisions within this act and those of the Privacy Act. Data collection for this study was conducted under contract with The Gallup Organization, Washington, D.C. The Gallup Organization satisfied all requirements for privacy and confidentiality established by the HRSA Office of Information Technology. As soon as the data collection and editing are completed, the NSSRN is released to the public as summary reports and public use data files.

A separate Findings Report is made available as a hard copy document and contains an extensive summary of the major findings from the survey, more than forty tables, a summary of the survey methodology, and a copy of the questionnaire. Hard copy documents are made available through the HRSA Clearinghouse at 1(888)-ASK-HRSA. The Findings Report is also available electronically on the HRSA web site. The public use files, including codebook and appendices for the 2004 Survey, are available through the HRSA GeoSpatial Warehouse or on CD-ROM.

Additional information on the NSSRN is available from the HRSA/BHPr, Parklawn Building, Room 9-105, 5600 Fishers Lane, Rockville MD 20857 (301) 443-6315.

C. Technical and Programming Information

This documentation describes the County Public Use File from the 2004 National Sample Survey of Registered Nurses (NSSRN). There are two public use files for each year of the survey.

The General Public Use File contains numerous, selected responses to the questionnaire in the survey, some survey administration variables, an identifier for each respondent record, but no geographical information (except for State and Region of the country, or foreign country).

The County Public Use File contains responses to the questionnaire in the survey, some survey administration variables, and geographical information.

In both public use files, certain variables collected in the Survey have been withheld out of concern that release of all collected variables could potentially and inappropriately be used to identify specific nurse respondents with rare or unique characteristics within a State. For the above reason, the user should be aware that the records in the General Public Use File and the County Public Use File do not both contain either the same survey identification number for each individual nurse surveyed or other common, unique identifiers. Therefore, the user will not be able to merge information for each nurse from the two separate files back into one consolidated file covering the same respondents across the union of variable fields from the two public use files.

Released as an ASCII file and/or an SPSS file, this public use database file provides information collected on a nationally representative sample of registered nurses who were licensed in the United States in the months preceding the March 2004 Survey date. The 2004 survey is the eighth in a series of the NSSRN surveys. Previous surveys were conducted in 1977, 1980, 1984, 1988, 1992, 1996, and 2000.

The following documentation offers a brief overview of the types and levels of data provided, the content and structure of the files and the codebook, and programming information. It contains the following sections:

1. Data File Information
2. Survey Sample Information

1. Data File Information

This public use data file contains a total of 35,724 records, one per respondent. This sample was scientifically drawn from among all Registered Nurses who held active licenses around the end of 2003 in one or more of the fifty States and the District of Columbia. All RNs who were sampled and who responded to this study have a positive weight. Eighty-nine RNs reported that they either worked or lived outside the US. The estimated total RN population residing or employed in the U.S. in 2004 is 2,909,357. For each variable, both weighted and unweighted frequencies are provided in the Codebook.

1.1 Codebook Structure

The Codebook contains both descriptive information and descriptive statistics on the results from the survey. In addition to a positional data file sequence list of variables being included in the front of the codebook, an alphabetical list of variables is included for ease in locating individual variables by name in the records. The main part of the codebook is an output of unweighted and weighted counts of discrete category level responses to each variable appearing in these listings. These variables include numerous many quantities which have been constructed through formulae based on original questionnaire responses for which the codebook documentation includes separate material identifying and explaining these derived variables.

The specific questionnaire sections are:

Section A: Eligibility and Education
Section B: Primary Nursing Employment
Section C: Secondary Employment in Nursing
Section D: Employment Outside of Paid Nursing
Section E: Plans for Employment in Nursing
Section F: Prior Nursing Employment
Section G: General information
Section H: Licensure Information

In the database, all questions which are coded directly from responses to the above sections of the questionnaire are referred to by such conventions as Qxx or which start with Qxx.

1.2 Reserved Codes

The following reserve code values are used:

VALUE	DEFINITION
1 Yes	When used for a yes/no question, a 1 means yes
2 No	When used for a yes/no question, a 2 means no
-2 Not Applicable for HRS_YR Estimates Due to On-Call Hours with Part-time Work	Nurse has on-call hours, but also works part-time each week, only part of the year, or works a short week. Calculations for estimated working hours per year are not made for HRS_YR.
-4 Not Applicable for HRS_YR Estimates Due to On-Call	Nurse has on-call hours, but otherwise works full-time. Calculations for estimated working hours per year are not made for HRS_YR.

	Hours with Full-time Work	
-5	Not Applicable for HRS_YR Estimates Even Though No On-Call Hours Are Reported	Nurse has no on-call hours, but is not working full-time and appears to work either part-time each week, only part of the year, or a short week. NO estimates for principal nursing employment hours per year are made.
-7	Not in MSA	Location is not in a Standard Metropolitan Statistical Area
-8	NOT APPLICABLE	Question is not applicable. For recoded variables, the recode value will be Not Applicable (=8) where one or more of the variables used in the algorithm take on values of Not Applicable (=8).
-9	UNKNOWN/REFUSED	Information is either missing and otherwise unknown or else the respondent has refused to answer the question. For recoded variables, the recode value will be Unknown/Refused (=9) where one or more of the variables used in the algorithm are themselves Unknown/Refused (=9).

1.3 Codebook Format

The codebook describes an ASCII data set and provides the following programming identifiers for each variable:

IDENTIFIER	DESCRIPTION
Name	Variable name (traditionally limited in the past to a maximum of 8 characters)
Description	Variable descriptor (brief and traditionally limited in the past to a maximum 40 characters)
Format	Number of bytes of field and how the variable is specified or adjusted within the field width
Type	Type of data: numeric (indicated by NUM) or character (indicated by ASCII)
Start	Beginning column position of variable in record
End	Ending column position of variable in record
Reference	Reference Appendix or page of this document where there

is more information about the variable

The codebook provides a positional list of variables and locations of the fields on the data file, an alphabetic list of variables with their locations on the data file, and both unweighted and weighted frequencies for each variable and discrete value. If a variable is a continuous or semi-continuous variable (like a year or a percentage), then the values are detailed as a range of values (for example, for the variable Q34, 1-\$882,000 means that the actual data values are between 1 and \$882,000). In these cases, it was not possible to conveniently list all possible values on the choice set of the questionnaire instrument for such continuous or semi-continuous variables,

The codebook for this User's Guide refers to appendices D through I which are attached to the set of documentation files. These appendices are data dictionaries for some of the variables in the public use file.

1.4 Variable Naming

Variable names reflect the question number or the content of the variable, generally with an 8 character limitation. Survey variables start with a Q to denote their specific location on the Survey Questionnaire. Constructed variables and Survey administration variables have descriptive names. If a survey question has multiple parts, the variable names contain an underscore with the right side of the underscore containing the question part (e.g., Q11A_A, Q11A_B...). Geographic terms use the following naming conventions:

STATE/ST:	Numeric State FIPS code or two-digit Postal abbreviation
CO:	Numeric County FIPS code
FIPS:	Numeric State and County FIPS code
MSA:	Numeric MSA code for Standard Metropolitan Statistical Areas
RG:	Numeric Census Division, or Region, code

1.5 Variable Notes

The following descriptive notes explain the meaning of selected constructed (derived) variables whose construction may not be obvious. Occasionally, the formulas for the constructed variables rely on information from the original questionnaire responses that is not available on the respective public use file. In such cases, the variable from the original survey is briefly described when being referenced in the notes below.

The positional and alphabetical lists of variables include a large number of derived variables which have assigned names that reflect the specific type of information contained therein. These derived variables include information about the following:

- Demographic Constructed Variables
- Education Constructed Variables
- Employment Constructed Variables
- Geographic Constructed Variables
- Survey Administration Constructed Variables

Training and Licensure Derived Variables

Weight Constructed Variables

The documentation includes two pieces of documentation relevant to the description and use of the derived variables.

The first portion of the documentation relevant to the derived variables is a narrative section below briefly describing the education, employment status, and demographic derived variables. Mention is made of the variables which were used in the calculations of the individual derived variable, a general description of the formulae concepts used in obtaining the derived variable categories, and enumeration of category levels of each derived variables. This section immediately follows below.

The second is a more technical table covering the set of derived variables which arise out of education, employment, and demographic related quantities. In this table, the categories resulting from calculations of each of the derived variables are shown, together with brief mathematical notation reflecting the formulae used to generate the calculations for each derived variable category. As an aid to the user, an index of these derived variables is provided to ease navigation among these derived variables in pages of the table. This index is sorted both by position in the table and by topic of the derived variable. The index and table follow the codebook of all the variables and the frequencies of each category/level.

1.5.1 Demographic Constructed Variables

The demographic constructed variables include

- age;
- race/ethnicity;
- languages spoken;
- marital status; and
- geographic state and region of employment and/or residence (for 2004 and 2003).

Age is computed using year of birth. Marital status and children are constructed variables that combine responses to two questions: marital status and a categorical variable regarding the number of children.

Age of Nurses – Grouped (AGE_GP)

AGE_GP is a derived variable that aggregates AGE into 10 categories defined, as follow below:

- <25 years;
- 25-29 years;
- 30-34 years;
- 35-39 years;
- 40-44 years;
- 45-49 years;
- 50-54 years;
- 55-59 years;
- 60-64 years; and

- ≥ 65 years.

Speaking Filipino (FILIPINO)

Nurses are coded as FILIPINO=1 when the nurse reports speaking Filipino (any one of various native dialects spoken in the Philippines) among the languages reported in Q68 (Q68_1_CODE, Q68_2_CODE, or Q68_3_CODE=5).

Speaking French (FRENCH)

Nurses are coded as FRENCH=1 when the nurse reports speaking French among the languages reported in Q68 (Q68_1_CODE, Q68_2_CODE, or Q68_3_CODE=13).

Marital Status and Other Adults at Home Being Cared for Aside from Children at Home (MAR_ADULT)

MAR_ADULT, with its four categories, combines information from Q69 on marital status (with its three original levels of married, widowed/divorced/separated, and never married) with Q70 on whether there are adults being provided significant care by the nurse at the nurse's own home (Q70=4). The coverage of this variable includes such individuals as parents, other dependents, or perhaps an ill spouse or sibling at home.

These four constructed categories of MAR_ADULT are as follows:

- married with adults being cared for at home;
- widowed/separated/divorced with adults being cared for at home;
- never married with adults being cared for at home; and
- no adults being cared for at home.

Marital Status and Children at Home Being Cared for (MAR_CHLD)

MAR_CHLD, with its 15 categories, combines information from Q69 on marital status (with its three original levels of married, widowed/divorced/separated, and never married) with Q70 on those children being provided significant care at home by the nurse (with its mark-all-that-apply of questionnaire categories including no children being at home, children at home being less than 6 years, and children at home being 6-18 years).

These 15 constructed categories of MAR_CHLD are as follows:

- married with children under 6 years;
- married with children 6-18 years;
- married with children both under and over 6 years;
- married with no children at home;
- married but the number of children at home is unknown;
- widowed/separated/divorced with children under 6 years;
- widowed/separated/divorced with children 6-18 years;
- widowed/separated/divorced with children both under and over 6 years;
- widowed/separated/divorced with no children at home;
- widowed/separated/divorced but the number of children at home is unknown;

- never married with children under 6 years;
- never married with children 6-18 years;
- never married with children both under and over 6 years;
- never married with no children at home; and
- never married but the number of children at home is unknown.

Number of Foreign Languages Spoken by Nurse (NLANG)

Q68 of the Survey provided nurses with three spaces to specify the identity of any foreign languages which they spoke. NLANG tallies the count of how many foreign languages were specified by the nurse in Q68_1 to Q68_3. This count of foreign languages goes from 0 to 3.

Speaking OASIAN (OASIAN)

Nurses are coded as OASIAN=1 when the nurse reports speaking other Asian languages, beyond Filipino dialects coded in FILIPINO, among the languages reported in Q68 (Q68_1_CODE, Q68_2_CODE, or Q68_3_CODE=4). This includes such languages as spoken in China, Indian, Southeast Asia, or the Asian Middle East.

Race/Ethnic Background (RACE_GP)

RACE_GP summarizes racial/ethnic background (Q66 and Q67_1 to Q67_5), as follows:

- white (Q67=1) and non-Hispanic =1 (Q66=1), and
- other – either non-white (Q67 does not equal 1) or Hispanic (Q66=2), with neither race (Q67) =-9 nor ethnicity (Q66) =-9. Whenever either Q66 or Q67 is missing (-9) for that nurse, the value of RACE_GP is also coded as unknown (-9).

Speaking Spanish (SPANISH)

Nurses are coded as SPANISH=1 when the nurse reports speaking Spanish among the languages reported in Q68 (Q68_1_CODE, Q68_2_CODE, or Q68_3_CODE=37).

1.5.2 Education Constructed Variables

These derived variables are based on responses to one or more education questions. The followed education-related derived variables are summarized:

- initial nursing education preparation;
- highest level of education achieved;
- years since graduation;
- foreign-educated nurse; and
- current nursing-related academic degree enrollment.

Current Enrollment in a Nursing-Related Educational Upgrade Program (DEG_NPREP)

DEG_NPREP combines information from Q15, Q16, and Q18 concerning formal educational upgrade programs that nurses are currently pursuing which are related to a career in nursing. All

other upgrade educational programs indicated in Q15, Q16, and Q18 are merged into the ‘other’ category. The latter includes any diploma to AD programs or formal educational degree programs which are not related to a career in nursing. The following categories for DEG_NPREP have been coded:

- BSN;
- MSN;
- MS in a nursing-related program;
- Doctorate in nursing;
- Doctorate in a nursing-related area;
- Other educational programs whether or not they are nursing-related (in another field outside of nursing, an associate degree, a non-nursing bachelors degree, or a certificate);
or
- Not enrolled in any formal educational program.

Graduated from a U.S. or Foreign Initial Nursing Program (GRAD_WHR)

GRAD_WHR indicates whether the nurse graduated from a U.S. initial RN education program (Q4 between 1 and 56 or wrote an ‘other-specify’ entry of ‘United States’) or whether the nurse otherwise graduated from initial RN education at a location outside of the U.S.

Year of Graduation from Basic Nursing Program -- Grouped (GRAD_YR)

GRAD_YR is a derived variable that groups Q3YEAR into ten intervals, defined as follows:

- before 1961;
- 1961 to 1965;
- 1966 to 1970;
- 1971 to 1975;
- 1976 to 1980;
- 1981 to 1985;
- 1986 to 1990;
- 1991 to 1995;
- 1996 to 2000; and
- since 2000.

Highest Year of Nursing-Related Education (HYEAR)

HYEAR denotes the year when the respondent received the highest degree from nursing-related education. It is determined from responses to Q2, Q3YEAR, and the parts of Q11. The year in which respondents received their initial nursing educational preparation is captured in Q3YEAR. For respondents who have earned additional degrees (Q11=1), the year in which the highest degree was received is captured in Q11A_E to Q11I_E.

Whether the Nurse Obtained Initial Nursing Education in a Foreign Country (NFNS)

NFNS identifies whether the nurse has indicated receiving initial RN education in a foreign

country (NFNS=1), outside of the United States and its Territories. If the nurse indicated that the initial RN education was obtained from ‘the United States’ or from one of the Territories of the United States, NFNS=2.

Summary of Highest Nursing Educational Preparation (PREP_SUM)

PREP_SUM summarizes the RN’s highest level of education into four generic groups regardless of whether the highest educational degree is nursing or nursing related. It is derived from the respondent's responses to Q2 and the parts of Q11. The respondent's initial nursing educational preparation is captured in Q2. For respondents that have earned additional degrees (Q11=1), the highest degree is captured in Q11A_A to Q11I_A. All responses to either master’s or doctorate education are regrouped in the public use files into one combined level that covers both degrees.

Years Since Graduation – Grouped (YRSNC_GP)

YRSNC_GP is a derived variable that groups “YR_SINCE” into five groups, defined as follows:

- 0-5 years;
- 6-10 years;
- 11-15 years;
- 16-25 years; and
- 26 years and over.

1.5.3 Employment Constructed Variables

These variables are constructed from responses to the employment section of the questionnaire. These variables summarize information about:

- employment status;
- employment setting;
- hours worked;
- total salary for those working in nursing;
- position and dominant function from employment in nursing;
- position summary from principal employment outside of nursing;
- length of time not working in nursing;
- reasons for changing jobs since 2003 or not working in nursing;
- geographic region and State of employment; and
- changes in employment between 2003 and 2004.

Summary Reasons for Nurse Changing Positions in the Past Year from Previous Nursing Employment (CH_CAREER, CH_OTHER, CH_PERSFAM, CH_RETIRE, and CH_WORKPLACE)

In each of the derived variables, CH_CAREER, CH_OTHER, CH_PERSFAM, CH_RETIRE, and CH_WORKPLACE, summary themes are described as to reasons why the individual nurse has changed positions over the past year from the 2003 position in nursing. These themes include changing positions due to: personal or family circumstances, lack of inviting workplace to work, or being currently in retirement.

In Q59, the nurse who changed positions in the past year (Q58=2 or 3) was asked for all reasons that applied as to why the nurse made that change in employment within the past year. In all such cases, the nurse was employed in nursing (Q53=1) a year earlier in 2003. From the list of more than a dozen provided choices and other categories selected from provided other-specified responses, the reasons have been grouped into summary categories that describe a series of general reasons for changing positions in nursing since a year ago.

The values of the derived variables are:

- 1 (the nurse checked off one or more answers in Q59 which can be generalized as relating to this summary derived variable attribute); or
- 2 (the nurse failed to check off any responses to Q59 for categories that related to this summary derived variable attribute).

These summary derived variables that describe providing reasons for not working in nursing include:

- CH_CAREER=1 summarizes not working in nursing due to reasons related to lack of the nurse's being attracted to the a career in nursing (i.e., at least one of Q59e, Q59h, Q59p, or Q59r =1);
- CH_OTHER=1 summarizes not working in nursing due to other miscellaneous reasons that were not described at all by the nurse or which are not best described by the above four general summary reasons (i.e., Q59o=1 and any 'other' response specified in words by the nurse for Q42s not sufficiently similar to any other Q59a-Q59n or Q59p-Q59r response category);
- CH_PERSFAM=1 summarizes changing nursing employment position from last year's position due to personal or family reasons (i.e., at least one of Q59c Q59d, Q59k, or Q59q =1);
- CH_RETIRE=1 summarizes not working in nursing due to reasons relating to the nurse's reported status as being retired (i.e., Q59l =1); and
- CH_WORKPLACE=1 summarizes not working in nursing due to reasons regarding concerns with the nursing workplace (i.e., at least one of Q59a, Q59b, Q59f, Q59g, Q59i, Q59j , Q59m, or Q59n =1).

Dominant Function in Principal Nursing Position (DOMFUNCT)

DOMFUNCT uses responses to Q25 to identify the function which occupies more than 50 percent of time in the RN's principal nursing position during a usual work week. If no function covers more than 50% of time, DOMFUNCT is coded as '8', for 'No Dominant Function'.

- Administration;
- Consultation with agency;
- Direct patient care;
- Research;
- Supervision;
- Teaching in nursing/health care occupation;

- Other

Detailed Employment Status (EMP_STAT)

EMP_STAT summarizes the nurse's current employment status in 2004 at the time of completion of the survey, using responses to employment in nursing (Q19), full time/part time employment in nursing (Q29, Q30), employment outside of nursing (Q43), and full time/part time employment in nursing (Q46) to generate six categories. These categories are as follows:

- full time status through employment in nursing;
- part time status through employment in nursing;
- full time status through employment outside of nursing;
- part time status through employment outside of nursing;
- unknown status for employment in nursing;
- unknown status for employment outside of nursing; and
- no reported employment at all.

Employment Status in 2003 (EMPL_03)

EMPL_03 indicates the RN employment status in nursing in 2003, a year before the date of survey completion. It is a combination of responses to Q54 (employment status in nursing one year ago) and Q55 (full-time/part-time employment status a year ago). The following EMPL_03 values are generated:

- full-time employment status = 1; or
- part-time employment status = 2; or
- unknown whether full-time or part-time is the employment status = 3; or
- not employed in nursing =4.

Employment Status in 2004 (EMPL_04)

EMPL_04 indicates the RN employment status in nursing in 2004 at the time of completion of the survey. It is a combination of responses to Q19 (current employment status in nursing) and Q29 & Q30 (full-time/part-time employment status). The following EMPL_04 values are generated:

- full-time employment status = 1;
- part-time employment status = 2;
- unknown whether full-time or part-time is the employment status = 3; and
- not employed in nursing =4.

Employment through Temporary Employment Service (EMPL_TES)

EMPL_TES captures whether a respondent employed in nursing (Q19=1) is employed by a temporary employment service in their principal or secondary nursing position. Each employed respondent is asked about their principal nursing position in Q22 and secondary nursing position in Q37. The recoded variable separately categorizes the known, primary and secondary employment of the RN into six circumstances, as follows:

- having temporary employment service as only their primary employment in nursing;
- having temporary employment service as only their secondary employment in nursing;
- having temporary employment services for both primary and secondary employment in nursing;
- not having any nursing employment through a temporary employment service;
- primary employment is not through a temporary employment service but the source of secondary employment in nursing is unknown; and
- having temporary employment service as their primary employment in nursing but the source of the secondary employment in nursing is unknown.

Employment Status in 2004 in Comparison to 2003 (EMP04_03)

EMP04_03 compares the respondent's employment status in nursing in 2004, at the time of completion of the survey (EMPL_00), to the employment status in nursing in 2003, a year before the date of survey completion (EMPL_03). It reflects changes in full time and part time status as well as any overall changes with the employment in nursing. Nine categories are defined as follows:

- full time employment in nursing in both years;
- full time employment in nursing in 2004 and part time employment in nursing in 2003;
- full time employment in nursing in 2004 and not employed in nursing in 2003;
- part time employment in nursing in 2004 and full time employment in nursing in 2003;
- part time employment in nursing in both 2003 and 2004;
- part time employment in nursing in 2004 and not employed in nursing in 2003;
- not employed in nursing in 2004 and full time employment in nursing in 2003;
- not employed in nursing in 2004 but part time employment in nursing in 2003; and
- not employed in nursing in both 2003 and 2004.

Edited Weeks Worked per Year (EWKS_YR)

EWKS_YR is an edited version of the response to Q31 regarding the weeks worked in a year. It assigns the value of 52 to all respondents who reported working more than 52 weeks in a year.

Estimated Work Hours per Year (HRS_YR)

HRS_YR estimates paid work hours on an annual basis in the principal employment in nursing, and is derived from the combination of responses to Q29, Q30, Q31, and Q33. The assumption is made that the last full work week of the principal employment in nursing is reflective of typical working conditions throughout the employment year. Calculations are only made for nurses working full time (Q30) over a full year of at least 39 weeks (Q29=1 & Q31>38), after excluding those who reported on-call hours (Q33b >0) in their principal employment in nursing. The recoded variable value is the product of Q33a (the number of hours worked in the principal job during a normal workweek, including overtime) and Q31 (the number of weeks in the respondents normal work year).

Years Since Last Worked for Pay as an RN (LST_WRKD)

RN's who report not being employed in nursing at the time of the survey were asked to report the number of years since they have worked for pay as an RN (Q41_COMP). The variable LST_WRKD groups the response to Q41 into seven categories, as follow below:

- <1 year;
- 1-2 years;
- 3-4 years;
- 5-9 years;
- 10-19 years;
- >=20 years; and
- never worked as a nurse.

Position Description Summary for Employment Outside of Nursing (NONRN_WK)

NONRN_WK summarizes the responses to Q45 on the nurses description of the job title for the principal employment outside of nursing. From a long list of individualized responses, 17 aggregate descriptions were developed to summarize different types of employment. These summary descriptions include:

- accounting services, bookkeeping services, or computer services;
- administration or management;
- administrative support or clerical support;
- consultant or legal work;
- elementary or secondary education;
- faculty or instructor;
- farming or animal husbandry;
- government;
- health-related service provider;
- homemaker/childcare;
- pharmaceutical services or medical hardware services;
- real estate services, financial services, or insurance services;
- recreation services;
- religious or musical services;
- retail sales or services; or
- miscellaneous other categories.

Summary Reasons for Nurse Not Currently Working in Nursing (NOT_CAREER, NOT_OTHER, NOT_PERSFAM, NOT_RETIRE, and NOT_WORKPLACE)

In each of the derived variables, NOT_CAREER, NOT_OTHER, NOT_PERSFAM, NOT_RETIRE, and NOT_WORKPLACE, summary themes are described as reasons why the individual nurse is not working in nursing. These themes include not working due to: personal or family circumstances, lack of inviting workplace to work, or being currently in retirement.

In Q42, the nurse who did not currently work in nursing (Q19=2) was asked for all reasons that applied as to why the nurse was not working in nursing. From the list of more than a dozen provided choices and other categories selected from provided other-specified responses, the

reasons have been grouped into summary categories that describe a series of general reasons for not working in nursing.

The values of the derived variables are:

- 1 (the nurse checked one or more answers in Q42 which can be generalized as relating to this summary derived variable attribute); or
- 2 (the nurse failed to check off any responses to Q42 for categories that related to this summary derived variable attribute).

These summary derived variables that describe providing reasons for not working in nursing include:

- NOT_CAREER=1 summarizes not working in nursing due to reasons related to lack of the nurse's being attracted to the a career in nursing (i.e., at least one of Q42b, Q42c, Q42f, Q42j, Q42k, Q42o, Q42q, or Q42u =1);
- NOT_OTHER=1 summarizes not working in nursing due to other miscellaneous reasons that were not described at all by the nurse or which are not best described by the above four general summary reasons (i.e., Q42s =1 and any 'other' response specified in words by the nurse for Q42s not sufficiently similar to any other Q42a-Q42r or Q42t-Q42v response category);
- NOT_PERSFAM=1 summarizes not working in nursing due to personal or family reasons (i.e., at least one of Q42d, Q42e, Q42p, Q42r, Q42t, or Q42v= 1);
- NOT_RETIRE=1 summarizes not working in nursing due to reasons relating to the nurse's reported status as being retired (i.e., Q42l =1); and
- NOT_WORKPLACE=1 summarizes not working in nursing due to reasons regarding concerns with the nursing workplace (i.e., at least one of Q42a, Q42g, Q42h, Q42i, Q42m, or Q42n =1).

Estimated Regular Work Week Hours for Full-Time Nurses Without On-Call Hours (NREGHRS)

NREGHRS is the estimated number of regular work hours to have been worked by full-time nurses in their last full work week, after excluding the reported overtime hours in that last full work week (Q33c) and all nurses who reported having any on-call hours during their last full work week (Q33b). The number of reported hours of overtime (Q33c) is subtracted from total work week hours (Q33a) to obtain the estimate of regular work week hours (NREGHRS= Q33a – Q33c). Where on-call hours are reported by the nurse, NREGHRS takes the value of being unknown (-9).

Position Title – Grouped (POSITION)

All respondents who indicated that they were employed in nursing were asked in Q24 to select the position title that was most-closely related to the position title for their principal nursing position. POSITION collapses the 41 response categories in Q24 into 18 POSITION categories, as follows. For each respective POSITION category, the original Q24 values aggregated for that value of POSITION are shown on the same line:

- administrator or assistant administrator = 1, 2, 8, and 21;
- consultant = 7;
- supervisor = 31;
- instructor = 14, 22, 25, and 41;
- head of nursing or assistant head of nursing = 11, 17, and 18;
- staff or general duty nurse = 5, 9, 26, 29, 30, 33, and 34;
- nurse midwife = 19;
- nurse practitioner = 20;
- clinical nurse specialist = 6;
- nurse clinician = 16;
- certified nurse anesthetist = 4;
- researcher = 28;
- private duty nurse = 24;
- informatics nurse = 13;
- other = 12, 15, 27, 36, 37, and 39;
- home health = 35;
- surveys/auditors/regulator = 32;
- patient coordinator 3, 10, 23, 38, and 40.

Weeks That RN is Seeking a Nursing Position (SEEKTIME)

SEEKTIME is based on the responses of RN's who were not working in nursing and were seeking a position in nursing. SEEKTIME summarizes responses to Q50_COMP (how many weeks they have been seeking nursing employment) into 10 time period intervals, as follows:

- <1 week;
- 1 week;
- 2 weeks;
- 3 weeks;
- 4 weeks;
- 5-9 weeks;
- 10-14 weeks;
- 15-34 weeks;
- 35-52 weeks; and
- >= 53 weeks.

2003 Employment Setting Summary (SETSUM03)

Q60 identifies the principal health care setting for the primary nursing position of RN's employed in nursing in 2003, one year prior to the completion of the survey. SETSUM03 collapses the 76 detailed categories in Q60 into 11 SETSUM03 categories, as follow below. For each respective SETSUM03 category, the original Q60 values aggregated for that value of SETSUM03 are shown on the same line:

- hospital = 110 to 180;
- nursing home/extended care = 210 to 250;
- nursing education = 310 to 360;

- public health or community health = 400 to 475;
- student health = 510 to 540;
- occupational health = 610 to 630;
- ambulatory care owned by RN = 715, 725, 735, 755;
- ambulatory care not owned by RN = 710 to 805, except for: 715,725,735,755;
- insurance claims/benefits = 810 to 840;
- planning/licensing agency = 910 to 945; and
- other miscellaneous setting = 950 or higher.

2004 Employment Setting Summary (SETSUM04)

Q23 identifies the principal health care setting for their primary nursing position of RN's employed in nursing in 2004, at the time of completion of the survey. SETSUM04 collapses the 76 detailed categories of Q23 into 11 categories, as follow below. For each respective SETSUM04 category, the original Q23 values aggregated for that value of SETSUM04 are shown on the same line:

- hospital = 110 to 180;
- nursing home/extended care = 210 to 250;
- nursing education = 310 to 360;
- public health or community health = 400 to 475;
- student health = 510 to 540;
- occupational health = 610 to 630;
- ambulatory care owned by RN = 715, 725, 735, 755;
- ambulatory care not owned by RN = 710 to 805, except for: 715,725,735,755;
- insurance claims/benefits = 810 to 840;
- planning/licensing agency = 910 to 945; and
- other miscellaneous setting = 950 or higher.

Employment Setting 2003 versus 2004 (SET03_04)

SET03_04 summarizes changes in employment setting between 2003 and 2004. SET03_04 indicates whether the RN is employed in the same setting (Q60=Q23) or in a different setting (Q60 does not equal Q23).

Total Salary or Earnings From All Employment Combined for those Working in Nursing (TOTSAL)

TOTSAL is sum of all reported Salary and Earnings from the three types of employment addressed in the survey:

- Principal position in Nursing (Q34),
- Secondary positions in Nursing (Q40), and
- Employment outside of nursing (Q48).

The focus of this variable is total salary for those who are working in nursing (Q19=1). Nurses who only work outside of nursing (Q19=2 and Q43=1) are excluded from this calculation (TOTSAL=-8). When nurses failed to report salary from their principal or secondary nursing

positions which they did claim to hold at the time of the survey (Q19=1, if not also Q36=1), TOTSAL was coded as unknown (-9).

1.5.4 Geographic Constructed Variables.

These geographic variables describe:

- the location of initial RN education;
- the location of residence in 2003 and 2004;
- the location of employment in 2003 and 2004; and
- changes in these locations over time.

Geocode for County in 2003, a Year Prior to Completion of Survey (G_CO_03)

G_CO_03 is the (last three digits of the five-digit) FIPS code identifying the county for the RN in 2003, a year prior to the date of completion of the survey, and derived as follows:

- when employed in nursing in the U.S. (Q53=1) in 2003, a year prior to the date of completion of the survey = the geocode for the county of the principal nursing position (Q56FIPS), with values of 1 to 996;
- when not employed in nursing (Q53=2), but residing in the U.S. in 2003 a year prior to the date of completion of the survey = the geocode for the county of residence (Q63FIPS) where the RN was living, with values of 1 to 996;
- when living or working outside of the U.S. (Q56MSA=0 or Q63MSA=0) in 2003, a year prior to the date of completion of the survey = 0,

The FIPS codes have values from 1001 to 56113. The list of Metropolitan Statistical Areas and the FIPS codes for any counties within their domain are shown in Appendix G. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for County in 2004 at Time of Completion of Survey (G_CO_04)

G_CO_04 is the (last three digits of the five-digit) FIPS code identifying the county for the RN in 2004, at the time of completion of the survey, and derived as follows:

- when employed in nursing in the U.S. (Q19=1) in 2004, at the time of completion of the survey = the geocode for the county of the principal nursing position (Q21FIPS), with values of 1 to 996;
- when not employed in nursing (Q19=2) in 2004, at the time of completion of the survey, but residing in the U.S. = the geocode for the county of residence (Q61FIPS) where the RN was living, with values of 1 to 996;
- when living outside of the U.S. (Q61FIPS=0) in 2004, at the time of completion of the survey = 0;

The FIPS codes have values from 1001 to 56113. The list of Metropolitan Statistical Areas and the FIPS codes for any counties within their domain are shown in Appendix G. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

State of Graduation versus Place of Employment/Residence (GD_GEOST)

GD_GEOST compares the State in which the RN received initial RN education (Q4) to the State

in which the RN is located in 2004 (G_ST04), at the time of completion of the survey. Where the States are the same, a value of 1 is coded. Where the States are different (though both Q4 and G_ST04 have values between 1 and 56), a value of 2 is coded. Where the RN originally received initial RN education outside the U.S. (where Q4 is of a value greater than 56) or is currently living outside the U.S. (where G_ST04 is 0), a value of 3 is coded to indicate that there is no match to a State between education and current State assignment.

Metropolitan Statistical Area (MSA) Geocode Status for 2003 One Year Prior to Completion of Survey (G_MSA03)

G_MSA03 is the summary descriptor of the RN's metropolitan area status in 2003, one year prior to the date of completion of the survey, as follows below:

- when not located in an MSA in 2003, at time of completion of the survey = 1;
- when the address in 2003, one year prior to the date of completion of the survey, is located in an MSA, with GMSA_03 valued between 1 and 9996 = 2; or
- when outside of the U.S. in 2003, one year prior to the date of completion of the survey = 3.

See the County Public Use File documentation and Appendix G for the full detailed list of MSA codes which are to be used in conjunction with variable G_MSA03 of the County Public Use File.

Metropolitan Statistical Area (MSA) Geocode Status for 2004 (G_MSA04)

G_MSA04 is the summary descriptor of the RN's metropolitan area status in 2004, at the time of completion of the survey, as follows below:

- when not located in an MSA in 2004, at time of completion of the survey = 1;
- when the address in 2004 at the time of completion of the survey is located in an MSA, with GMSA_04 valued between 1 and 9996 = 2; or
- when outside of the U.S. in 2004, at the time of completion of the survey = 3.

See the County Public Use File documentation and Appendix G for the full detailed list of MSA codes which are to be used in conjunction with variable G_MSA04 of the County Public Use File.

Geocode for Census Division (Region) in 2003 One Year Prior to Completion of Survey (G_RG03)

G_RG03 is the geocode for the Census Division (region) where the RN primarily worked or lived in 2003, a year prior to the date of completion of survey. The list of nine established Region codes is shown in Appendix F. G_RG03 is based on the State geocode, G_ST03.

- when employed in nursing (Q53=1) in 2003, a year prior to the date of completion of the survey = the Census Division where the RN was employed in the principal nursing position; or
- when not employed in nursing (Q53=2) in 2003, a year prior to the date of completion of the survey = the Census Division of residence.

When the location was out of the U.S. (G_ST03=0), G_RG03 is coded as a 0. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Census Division (Region) in 2004 at the Time of Completion of the Survey (G_RG04)

G_RG04 is the geocode for the Census Division (region) where the RN primarily worked or lived in 2004, at the time of completion of the survey. The list of nine established Region codes is shown in Appendix F. G_RG04 is based on the State geocode, G_ST04.

- when employed in nursing (Q19=1) in 2004, at the time of completion of the survey = the Census Division where the RN was employed in the principal nursing position; or
- when not employed in nursing (Q19=2) in 2004, at the time of completion of the survey = the Census Division of residence.

When the location is outside of the U.S. (G_ST04=0), G_RG04 is coded as 0. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Metropolitan Statistical Area in 2003, a Year Prior to Completion of Survey (G_SMSA03)

G_SMSA03 is the geocode for the Standard Metropolitan Statistical Area (MSA) for the RN in 2003, a year prior to the date of survey completion, and derived as follows:

- when employed in nursing (Q53=1) in 2003, a year prior to the date of completion of the survey, within a U.S. metropolitan area = the geocode for the metropolitan area for the principal nursing position (Q56MSA), with values from 1 to 9997;
- when employed in nursing (Q53=1) in 2003, a year prior to date of completion of the survey, in the U.S. but outside a metropolitan area = -7;
- when not employed in nursing (Q53=2) in 2003, a year prior to the date of completion of the survey, but resided within a U.S. metropolitan area = the geocode for the metropolitan area of residence (Q63MSA) where the RN was living, with values from 1 to 9997;
- when not employed in nursing (Q53=2) in 2003, a year prior to the date of completion of the survey, but residing in the U.S. outside a metropolitan area = -7; or
- when living or working outside of the U.S. (Q56MSA=0 or Q63MSA=0) in 2003, a year prior to the date of completion of the survey = 0.

The list of Metropolitan Statistical Areas of 2003 and their respective FIPS codes are shown in Appendix G. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Standard Metropolitan Statistical Area for 2004 (G_SMSA04)

G_SMSA04 is the geocode for the Standard Metropolitan Statistical Area (SMSA) for the RN in 2004, at the time of completion of the survey, and derived as follows:

- when employed in nursing (Q19=1) in 2004, at the time of completion of the survey, within a U.S. metropolitan area = the geocode for the metropolitan area for the principal nursing position (Q21MSA), with values from 1 to 9997;
- when employed in nursing (Q19=1) in 2004, at the time of completion of the survey, within the U.S. but outside a metropolitan area = -7;
- when not employed in nursing (Q19=2) in 2004, at the time of completion of the survey, but residing within a U.S. metropolitan area = the geocode for the metropolitan area of residence (Q61MSA) where the RN was living, with values from 1 to 9997;
- when not employed in nursing (Q19=2) in 2004, at the time of completion of the survey,

- but residing in the U.S. outside a metropolitan area = -7; or
- when living and/or working outside of the U.S. (Q21MSA=0 or Q61MSA=0) in 2004, at the time of completion of the survey = 0.

The list of Metropolitan Statistical Areas of 2000 and their respective FIPS codes are shown in Appendix G. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for State in 2003 One Year Prior to Completion of Survey (G_ST03)

G_ST03 is the numeric FIPS state code that identifies, as follows below, the State where the RN was employed in nursing, or otherwise lived, in 2003 at a time one year prior to completion of the survey:

- when actively employed in nursing (Q53=1) in 2003, a year prior to the date of completion of the survey = the State where the RN was employed in their principal nursing position (Q56STATE); or
- when not employed in nursing in 2003 (Q53=2), a year prior to the date of completion of the survey, or where the nursing employment status is unknown, (Q53= -9) = the state of residence (Q63STATE) where the RN was living at the time in 2003.

The list of States and their respective FIPS codes are shown in Appendix D. When the location was outside of the U.S., the convention is to code G_ST03 is 0. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for State in 2004 at Time of Completion of Survey (G_ST04)

G_ST04 is the numeric FIPS state code that identifies, as follows below, the State where the RN is employed in nursing in 2004, or the place of residence if the RN is not employed in nursing in 2004, both referenced to the time of completion of the survey:

- when employed in nursing (Q19=1) in 2004, at the time of completion of the survey = the state of employment of the principal nursing position (Q21STATE); or
- when not employed in nursing (Q19=2) in 2004, at the time of completion of the survey = the State of residence (Q61STATE) reported at the time of completion of the survey.

The list of States and their respective FIPS codes are shown in Appendix D. When the location is outside of the U.S., G_ST04 is 0. Residence and employment in U.S. Territories or Possessions is considered to be outside of the U.S.

County of Residence the same in 2003 and 2004 (RCTY_SME)

RCTY_SME summarizes the comparison between the responses to the RN's County of residence in 2004, at the time of completion of the survey (Q61FIPS), and the RN's State of residence in 2003, a year prior to the date of completion of the survey (Q63FIPS), as follows:

- the RN resides in the same county = 1;
- the RN resides in a different county = 2; or
- the RN lived outside the US in either 2003 or 2004 = 0.

Region Where Received Initial Nursing Education (REG_B_ED)

REG_B_ED is the geocode for the Census Division (Region) where the respondent received initial nursing education. It is tabulated from responses to Q4. The list of nine established Region codes is shown in Appendix F. Where the location is outside of the United States (Q4>56), REG_B_ED is coded as a 0. Education received in U.S. Territories/Possessions is considered to be outside of the U.S.

Region of Employment (REG_EMPL)

REG_EMPL is the geocode for the Census Division (Region) for the RN's place of primary employment in 2004, at the time of completion of the survey. It is tabulated from the responses to Q21STATE. The list of nine established Region codes is shown in Appendix F. Where the location is outside of the United States (Q21STATE>56), REG_EMPL is coded as 0. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S. for the purpose of this survey. If the respondent is employed in nursing, REG_EMPL reflects the region location of the respondent's principal nursing position.

Region of Residence 2004 (REG_RESI)

REG_RESI is the geocode for the RN's Region of residence in 2004, at the time of completion of the survey. It is tabulated from the Survey responses to Q61STATE (place of residence). The list of nine established Census Division, Region codes is shown in Appendix F. When the location is outside of the United States (Q61STATE=0), REG_RESI is coded as 0. Residence in U.S. Territories/Possessions is considered to be outside of the U.S.

RN Working/ Living in US in 2004 at Completion of Survey (RN_POP)

RN_POP summarizes whether the RN was working or living in the United States in 2004, at the time of completion of the survey. The RN_POP categories are as follows:

- working or living outside the United States in 2004, at the time of completion of the survey = 1. (See G_ST04 for discussion of how working or living outside the United States is derived). Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.; or
- working or living within the United States = 2.

In the 2004 database, the only nurses who generate survey database records are those who are eligible for the survey by possessing current, active licenses and who respond personally to the survey.

State of Residence the same in 2003 and 2004 (RST_SME)

RST_SME summarizes the comparison between the responses to the RN's State of residence in 2004, at the time of completion of the survey (Q61STATE), and the RN's State of residence in 2003, a year prior to the date of completion of the survey (Q63STATE), as follows:

- the RN resides in the same State = 1;
- the RN resides in a different State = 2; or
- the RN lived outside the US in either 2003 or 2004 = 0.

Rural Urban Commuting Area Codes (RCCC3Q21, RCCC3Q56, RCCC3Q61, RCCC3Q63 and RCCC4Q21, RCCC4Q56, RCCC4Q61, RCCC4Q63)

A series of Rural Urban Commuting Area geographic location codes (RUCA) have been developed for geographic population analysis in the United States to reflect the type of community and commuting pattern that is characteristic of all ZIP Codes. The latest set of RUCA codes is version 2.0 which reflects the latest 2005 delineation of metropolitan areas by OMB. The RUCA website is <http://www.fammed.washington.edu/wwamirhrc/>.

There are four sets of survey variables with geographic location in the 2004 NSSRN data file being reported for the nurse, including city, county, State, and ZIP Code within each set:

1. the location of nursing employment in 2003 (Q56);
2. the permanent residence of the nurse in 2003 (Q63);
3. the location of nursing employment in 2004 at the time of the survey (Q21); and
4. the permanent residence of the nurse in 2004 at the time of the survey (Q61).

For each one of the four geographic location questions in the survey, a series of five discrete indices have been developed to describe the commuting pattern of the local ZIP Code and how the identification assignment of ZIP Code was made for each individual nurse who was surveyed. All of the indices share a similar variable naming convention across the four geographic questions. Only two of the indices, consolidated summaries of local commuting patterns, are available to the public in the County Public Use File.

- Rural Urban Commuting Area Codes (RUCA). The RUCA code value for that location (RUCAVL21, RUCAVL56, RUCAVL61, or RUCAVL63). These RUCA values represent the assignment of a RUCA version 2.0 code value for that geographic location, based on a match between a ZIP code or location reported by the nurse and the ZIP codes associated with each of the 33 RUCA code categories. There are 33 RUCA code categories that describe the geographic location with its particular commuting pattern from which assignments have been made for each location. The format of these 33 RUCA codes is xx.x, i.e., two digits of main category level (1-10) with a series of variants for several main category levels entered in the first decimal place. These discrete RUCA code values for the nurse's location are not available in the County Public Use File.
- Rural Urban Commuting Area (RUCA) Code Consolidation Code Values. Two discrete index variables are also on the County Public Use File to describe final groupings of the RUCA commuting patterns into consolidated summary categories of being Urban or various degrees of being Rural (RCCC3Q21, RCCC3Q56, RCCC3Q61, RCCC3Q63 with three consolidated levels of being urban or rural, and RCCC4Q21, RCCC4Q56, RCCC4Q61, RCCC4Q63. with four consolidated levels of being urban or rural).

For the four-category code, the individual categories are Urban, Large Rural, Small Rural, and Isolated Small Rural:

- Urban includes RUCA codes 1.0, 1.1, 2.0, 2.1, 3.0, 4.1, 5.1, 7.1, 8.1, and 10.1

- (=1);
- Large Rural includes RUCA codes 4.0, 4.2, 5.0, 5.2, 6.0, and 6.1 (=2);
- Small Rural includes RUCA codes 7.0, 7.2, 7.3, 7.4, 8.0, 8.2, 8.3, 8.4, 9.0, 9.1, and 9.2 (=3);
- Isolated Small Rural includes RUCA codes 10.0, 10.2, 10.3, 10.4, 10.5, and 10.6 (=4).

For the three-category code, the individual categories are Urban, Large Rural, Small/Isolated Small Rural:

- Urban includes RUCA codes 1.0, 1.1, 2.0, 2.1, 3.0, 4.1, 5.1, 7.1, 8.1, and 10.1 (=1);
- Large Rural includes RUCA codes 4.0, 4.2, 5.0, 5.2, 6.0, and 6.1 (=2);
- Small/Isolated Small Rural includes RUCA codes 7.0, 7.2, 7.3, 7.4, 8.0, 8.2, 8.3, 8.4, 9.0, 9.1, 9.2, 10.0, 10.2, 10.3, 10.4, 10.5, and 10.6 (=3).

For both of the three-category and four-category consolidated indices, there are three values that indicate that a RUCA match for the geographic location was not possible:

- Neither the automated nor the manual matching methods were able to assign a RUCA code value to the geographic location (= -3). Here, inquiries were conducted for a RUCA match after the nurse provided some geographic information and was eligible to respond to the respective question on employment location by being employed at the time.
- The nurse was ineligible to respond to the geographic information (= -8). The respective question on employment should be skipped when the nurse reports not being employed in nursing in 2003 and/or 2004.
- The nurse failed to provide any geographic location information in response to the question for which the nurse was eligible to respond (= -9).

Additional technical notes for the user regarding the RUCA code value assignments are provided below:

- The NSSRN data format for the ZIP Codes is string-encoded while the RUCA code allocation programs use integer values; conversions to integers were made to perform the assignment linkings. Where ZIP Codes provided are not integer-based, they are likely to be referring to a location outside the U.S and not matchable to a RUCA code.
- Two phases of the matching procedures were undertaken. The first phase was electronic, seeking automatic matches for the location ZIP codes against the ZIP codes associated with each RUCA code. The second phase consisted of manual adjustments where insufficient information was available to reliably perform an electronic match but where the available information was deemed possible to still lead to a reliable match between the geographic location and the ZIP codes associated with the RUCA codes.
- In the first phase, it was determined whether an electronic match between location and RUCA code could be undertaken uniquely based on the available ZIP Code. If a match occurred, one of the 33 RUCA codes was assigned. Certain circumstances were identified as exceptions that would never lead to a RUCA match, i.e.:
 - No ZIP Code, city, or State are provided in the response for Q61 or Q63

residences or for Q21 or Q56 where the nurse is respectively employed in nursing (RUCA value=-9);

- No ZIP Code, city, or State are provided in the response for Q21 or Q56 where the nurse is respectively not employed in nursing that year (RUCA value=-8);
- No ZIP Code or city are provided in the response for that location, but the State was provided by the nurse (RUCA value =-97);
- ZIP Code is provided in the response, but it refers to a place outside the U.S. (RUCA value =-98);
- ZIP Code is provided in the response contains non-blank characters, and is not a U.S. ZIP Code (RUCA value =-98);
- State is provided in the response but indicates that the location is not a U.S. State and is a U.S. Territory or foreign country (RUCA value =-99).

If the linking match failing during the first phase, the second phase was attempted and the result is one of the above match-failure codes.

- In the second phase, an attempt was made, where a match might be theoretically possible using imputed, hand-assigned procedures, to assign a RUCA code to all remaining unlinked ZIP Codes and other amenable city/state locations. Assignments were only made when there was a very high degree of certainty that the correct RUCA code was being assigned, independent of the information for any other of the three additional set of geographic fields in the survey. The multi-step process included the following considerations where a manual match might be obtained:
 - No ZIP Code was provided in the response, but has a city and State in the response which might provide sufficient to link a match;
 - ZIP code was provided, but it is initially not clear whether the city and State information support that particular ZIP code;
 - ZIP code was not provided, but city and State were provided and where all RUCA codes for the city/town were the same, sufficient to make a unique match to a RUCA code;
 - City location provided was so unique that determination of the location and RUCA code assignment for that city were theoretically plausible, even without ZIP code or State.
 - USPS web site information was less complete than the printed USPS ZIP code directory and where the location entries did exist and were self-consistent on the printed directory.

At the end of the second phase, and for those where manual matching was attempted, either a RUCA 2.0 code value was newly assigned for a match or a value of -1 was assigned to indicate the lack of failed manual matching methods. No RUCA value, previously determined in phase one where the automated method was able to make a definitive determination on that geographic location, was changed in phase two.

- After the RUCA code matching was completed at phase two, the data file was sorted by numeric ZIP Code and linked to the RUCA 2.0 ZIP approximation file for those with matches. As a result of these phase two manual reviews, the following counts of hand-

linking to recover a RUCA code value were achieved, out of the pool of 35,724 nurse respondents to the survey:

- For Q21, 867 cases in addition to the 29,085 that were electronically matched. This 29,952 total count of matching RUCA values for employment ZIP codes represents a high percent of matching when it is considered that about 17 percent of all respondents were not employed in nursing and would have skipped Q21 entirely.
- For Q56, 916 cases in addition to the 27,381 that were electronically matched.
- For Q61, 187 cases in addition to the 35,390 that were electronically matched.
- For Q63, 152 cases in addition to the 2,411 that were electronically matched. The number of cases that were electronically matched were low because the skip pattern allowed those without change of residence from 2003 to 2004 to provide a geographic location only for the current employment in Q61, while leaving Q63 blank.

1.5.5 RN Licensure, Post-RN Professional Certifications, and Advanced Practice Nursing Constructed Variables

This section covers derived variables on professional nursing careers related to;

- professional practice regarding areas of RN licensure;
- additional nursing professional certifications after receiving the RN license; and
- status as an advanced practice nurse who has completed an advanced practice nursing program.

Advanced Practice Nurse Status (APN)

APN identifies whether the RN meets a set of criteria for having status as being prepared for one or more of the four types of advanced practice nurse:

- Clinical Nurse Specialist (CNS);
- Nurse Anesthetist (NA);
- Nurse Midwife (NM); or
- Nurse Practitioner (NP).

RNs must have indicated having completed advance practice training in a formal advanced practice nursing educational program in order to be considered as having status in any of the four APN specialties.

In addition to individual specialization in advanced practice nursing, nurses may have studied for additional specialization preparation in another APN curriculum, whether at the same time or later. These reported multiple APN awards achieved by individual nurses include:

- Clinical Nurse Specialist (CNS) alone;
- Nurse Anesthetist (NA) alone;
- Nurse Midwife (NM) alone;
- Nurse Practitioner (NP) alone;
- Nurse Practitioner (NP) and Clinical Nurse Specialist (CNS);

- Nurse Midwife (NM), Nurse Practitioner (NP), and Clinical Nurse Specialist (CNS);
- Nurse Midwife (NM) and Nurse Practitioner (NP);
- Nurse Midwife (NM) and Clinical Nurse Specialist (CNS);
- Nurse Anesthetist (NA) and Clinical Nurse Specialist (CNS);
- Nurse Anesthetist (NA) and Nurse Practitioner (NP); or
- Nurse Anesthetist (NA), Nurse Practitioner (NP), and Clinical Nurse Specialist (CNS).

Whenever the nurse has achieved at least one APN award, the value of APN takes on a value from 1 to 15 to reflect the discrete combination of multiple APN awards for the individual nurse.

Some of the advanced educational and professional certification data upon which the APN variable algorithms rely may not be available in the public use files but were collected as part of the Survey activities, for example, from Q12E_A to Q12E_D and Q12G_A to Q12G_D.

Clinical Nurse Specialist Status (APN_CNS)

- In order to be identified as an APN with status as a Clinical Nurse Specialist (APN_CNS=1), the RN must have satisfied the following criteria:
 - Completion of a formal Clinical Nurse Specialist (CNS) training program (Q12=1 and Q12A_A=1); and
 - Receipt of the Clinical Nurse Specialist award from a formal program that granted a master's degree, post-master's certificate, or doctoral degree in any of the following alternate pathways:
 - Receipt of a master's degree in nursing, post-master's certificate, or doctoral degree specified in Q12C_A, and having received that award since 1953 (whenever the award year in Q12D_A is specified); or
 - Receipt of a clinical master's degree in nursing (Q2=4), an upgrade master's degree in nursing with a clinical focus (Q11E_A=1 & Q11E_C=1, or Q11F_A=1 & Q11F_C=1), or an upgrade master's degree in public/community health (Q11G_A=1 & Q11G_C=8 & Q12E_A=4)), with at least one of these master's degrees showing a date after 1953 (whenever the year of the degree is specified); or
 - Receipt of a clinical doctorate in nursing (Q2=5), an upgrade doctoral degree in nursing with a clinical focus (Q11H_A=1 & Q11H_C=1), or upgrade doctoral program in public/community health (Q11I_A=1 & Q11I_C=8 & Q12E_A=4), with at least one showing a date after 1953 (whenever the year of the degree is specified).

Nurse Anesthetist Status (APN_NA)

In order to be identified as an APN with status as a Nurse Anesthetist (APN_NA=1), the RN must have satisfied the following criteria:

- Completion of a formal Nurse Anesthetist (NA) training program (Q12=1 and Q12A_B=1), and
 - Specialization within the formal Nurse Anesthetist training program completed (Q12E_B) in Acute Care/Critical Care, Adult Health/Medical Surgical, Anesthesia, Geriatric/Gerontology, Neonatal, Obstetric/Gynecology, Palliative

- Care, or Pediatrics; or
- National certification as a nurse anesthetist (Q12F_B=1 and Q12G_B=Certified Registered Nurse Anesthetist), or
- More than three months length of specialized training in the Nurse Anesthetist program (Q12B_B>1); or
- Receipt of the Nurse-Anesthetist award from a formal program that granted a master's degree, post-master's certificate, or doctoral degree.

Nurse Midwife Status (APN_NM)

In order to be identified as an APN with status as a Nurse Midwife (APN_NM=1), the RN must have satisfied the following criteria:

- If the RN received the initial RN education from any of the 50 States or the District of Columbia within the U.S. (Q4 between 1 and 56), the nurse must also have reported:
 - Completion of a formal Nurse Midwife (NM) training program (Q12=1 and Q12A_C=1), and
 - Specialization within the formal Nurse Midwife training program completed (Q12E_C) in Maternal/Child Health, Neonatal, Nurse-Midwifery, Obstetric/Gynecology, or Women's Health; or
 - National certification in nurse midwifery specialization (Q12F_C=1 and Q12G_C=Certified Nurse Midwife); or
 - More than three months in the Nurse Midwife training program (Q12B_C>1); or
 - Receipt of the Nurse-Midwife award from a formal program that granted a master's degree, post-master's certificate, or doctoral degree.
- If the RN received the initial RN education outside of the U.S. (Q4 equals 0 or is larger than 56), the nurse must also have reported:
 - Completion of a formal Nurse Midwife (NM) training program (Q12=1 and Q12A_C=1); and
 - Specialization within the formal Nurse Midwife training program completed (Q12E_C) in Maternal/Child Health, Neonatal, Nurse-Midwifery, Obstetric/Gynecology, or Women's Health; and
 - National certification as a nurse midwife (Q12F_C=1 and Q12G_C=Certified Nurse Midwife); and
 - More than three months length of specialized training in the Nurse Midwife training program (Q12B_C>1).

If the RN did not clarify the location of the initial education program which was completed (Q4=-9 or 280('United States')), the same criteria to determine APN status were applied as if the RN completed initial education outside of the U.S.

Nurse Practitioner Status (APN_NP)

In order to be identified as a Nurse Practitioner (APN_NP=1), the RN must have satisfied the following:

- Completion of a formal Nurse Practitioner (NP) training program (Q12=1 and

Q12A_D=1); and

- More than three months specialized training in the Nurse Practitioner training program (Q12B_D>1); or
- Receipt of the Nurse Practitioner award from a formal program that granted a master's degree, post-master's certificate, or doctoral degree.

Whether the Nurse's State of Permanent Residence is Part of the Nurse Licensure Compact (COMPACT)

COMPACT captures whether the nurse has an RN license in the reported State of the nurse's permanent residence and where the State of the permanent residence participates in the national Nurse Licensure Compact. At the time of the 2004 Survey, 17 States participated in the Nurse Licensure Compact. This Compact provides specific allowances for nurses to practice in another State outside the State of permanent residence without requiring the nurse to obtain an additional RN license in the second State. This variable uses information in Q61STATE and Q72 to compare whether the permanent residence State and licensure match have a match within the list of 17 States participating in the Compact.

State RN Obtained First License versus State of Employment/Residence for 2004 (LI_RESST)

LI_RESST indicates if the RN is employed in the State in which they obtained their first license to practice (i.e., where G_ST04 = Q5STATE). Q5STATE is the State in which the respondent was first licensed; G_ST04 is the State of employment in nursing in 2004 at the time of the survey if the registered nurse is employed in nursing (Q19=1), or the State of residence if the nurse reports not being employed in nursing (Q19=2).

Number of National Nursing Professional Certifications Received (N_PCERTS)

N_PCERTS is a derived variable which provides a summarized count of the number of national professional certifications in nursing which the nurse reported in Q13.

In the 2004 Survey instrument, nurses were asked to identify in Q13 up to three national professional nursing certifications which they have received during their career. The instructions clarified that advanced practice nurses were to identify only those certifications they had received which were not entered into Q12g. From the responses of over a hundred different entries, an aggregated list in PROFCERT_1, PROFCERT_2, and PROFCERT_3 was developed which summarized the focus of the enumerated certifications into 25 new categories of national professional nursing certifications.

This derived variable captures the number of national professional nursing certifications reported by each nurse. All definitive entries in PROFCERT_1, PROFCERT_2, and PROFCERT_3 are accumulated into these tallies except for the 'other functional' category (PROF_CERT=24) for on-the-job hospital capability requirements. Given the maximum of three national nursing professional certifications which can be tallied in N_PCERTS, the value of N_PCERTS takes values of 0 to 3.

Focus of Any Professional Nursing Certifications Held by the Nurse (PROFCERT_1, PROFCERT_2, and PROFCERT_3)

The derived variables, PROFCERT_1, PROFCERT_2, and PROFCERT_3 summarize the focus of national professional certifications in nursing which the nurse has obtained since becoming an RN.

In the 2004 Survey instrument, nurses were asked to identify in Q13 up to three national professional nursing certifications which they have received during their career. The instructions clarified that advanced practice nurses were to identify only those certifications they had received which were not entered into Q12g. From the responses of over a hundred different entries, an aggregated list was developed which summarized the focus of the enumerated certifications into 26 new categories.

These 26 categories include:

- acute & critical care;
- cardiac/vascular/respiratory;
- case management;
- diabetes/dialysis;
- emergency nurse;
- gastro-intestinal;
- Ob-Gyn;
- general medical/surgical;
- gerontology;
- hospice/palliative;
- behavioral health/substance abuse;
- pediatrics;
- other medical specialty;
- family practice/ambulatory;
- home health/community health;
- administration;
- operating room;
- rehab/disability;
- school nurse;
- oncology;
- hospital function;
- intravenous and other fluid;
- wound ostomy;
- other functional (on-the-job capabilities/requirements, typically for functioning in a hospital environment and often not considered to be at the level of national professional nursing certifications);
- legal; or
- other.

1.5.6 Survey Administration Constructed Variables

The survey administration constructed variables contain information related to:

- the sample selection;
- the mode of data collection; and
- the date of response receipt of the survey.

Details of the Mode by Which Survey Response was Received (METHOD)

METHOD provides further details than available in SOURCE on the manner in which the survey was administered, the response received, and the data collected. Nurses received up to four mailings to request completion of the questionnaire. However, if the nurse instead completed the response through the web survey at any time or through the telephone interview process after failing to respond to either of the first two surveys mailed to the nurse, the web survey or telephone interview process take precedence. The six categories for METHOD of survey response are:

- submitted on paper after the first mailing was sent to the nurse at the address developed as part of the frame;
- submitted on paper after the first and second mailings were sent to the nurse at the best address(es) available;
- submitted on paper after the first, second, and third mailings were sent to the nurse at the best address(es) available;
- submitted on paper after the first, second, and third mailings were sent to the nurse at the best address(es) available and a reminder post card sent as the fourth mailing;
- phone assisted by an interviewer using CATI after nurse failed to respond to all earlier mailing(s); or
- submitted through the web survey mode at any time since the first mailing. This includes the nurse having been prompted by a telephone interviewer of the option of using the web survey in lieu of telephone interviewing or paper submission.

Date of Receipt of the Response from the Nurse (REC_DATE)

REC_DATE identifies the date in 2004 when the response was received through paper, web, or telephone interview mode. If the nurse submitted multiple responses, the date is the date of first response received.

Summarized Mode by Which Survey Response was Received (SOURCE)

SOURCE is a summary descriptive variable which identifies the specific means, or mode, through which the completed survey was administered. The three modes of administration for this survey are:

- phone assisted by an interviewer;
- scanned from a paper questionnaire response; or
- submitted on-line through the web survey interface.

1.5.7 Sample Weight Constructed Variables

A series of derived variables related to weighting of each responding nurse has been generated to allow reporting of estimates arising out of the survey responses. These variables include:

- a full sample weight for each nurse (WEIGHT) to permit the derivation based on sample data of national and State level estimates of the Registered Nurse Population and subgroups of this population; and
- a set of 20 replicate weights are generated for variance estimation using the jackknife method.

Final Adjusted Weight for the Sample (WEIGHT)

WEIGHT is an RN-level full sample weight generated for responding RNs who are eligible to be included in the sample. A weight was assigned to each eligible registered nurse, who held an active license. This final weight reflects the original probability of selection of the RN in a given State, ratio adjusted for non-participation (nonresponse), multiple license assignment, and age. Overall, the registered nurse population living or working in the U.S. in 2004 was 2,909,357. The range of values for these adjusted weights are from 8.68 to 224.5 for individual nurses, with the larger weights occurring in large States with small sampling ratios.

Weight for Replicate Samples (WEIGHT01 – WEIGHT20)

WEIGHT01 to WEIGHT20 are the replicate weights for subsamples which are used in the calculation of variances. When data are collected as part of a complex survey, there is often no easy way to produce approximate unbiased design consistent estimates of variance analytically. The variance of survey statistics from SAS and SPSS are inappropriate and generally too small. A technique called jackknife replication method is used for estimating variances from the NSSRN.

The initial idea is to select subsamples repeatedly from the whole sample, calculate the sampling weights for each of these subsamples (WEIGHT01 – WEIGHT20), calculate the statistic of interest for each of the subsamples, and then use the variability among these subsamples (replicates) to estimate the variance for the full sample.

1.6 Variance Estimation Using the Jackknife Replication Method

To obtain estimates of variability such as standard errors or corresponding confidence intervals, for estimates based on the NSSRN data, one needs to take into account the complex survey design of the NSSRN. Various approaches could be used to generate such estimates including the Taylor series approximation, the balanced repeated replications or the jackknife. For the NSSRN, it was determined that jackknife replication is the best method for estimating the variability.

The material that follows over the next few pages of documentation on variance estimation is an excerpt of Appendix B of the Findings Report for the National Survey Sample of Registered Nurses. The complete Appendix B of the Findings Report is presented in its entirety in Appendix B (AppendxB.doc) of this public user file documentation.

Sampling and Nonsampling Errors

To the extent that samples are sufficiently large, relatively precise estimates of characteristics of the licensed RN population of the United States can be made because of the underlying probability structure of the sample data. Such estimates are, sometimes, an imperfect approximation of the truth. Several sources of error could cause sample estimates to differ from the corresponding true population value. These sources of error are commonly classified into two major categories: sampling errors and nonsampling errors.

A probability sample such as the one used in this study is designed so that estimates of the magnitude of the sampling error can be computed from the sample data. In addition, nonsystematic components of nonsampling error are also reflected in the sampling error estimates.

Nonsampling Errors

Some sources of error, such as unusable responses to vague or sensitive questions; no responses from some nurses; and errors in coding, scoring, and processing the data are, to a considerable extent, beyond the control of the sampling statistician. They are called “nonsampling errors” and also occur in cases where there is a complete enumeration of a target population, such as the U.S. Census. Among the activities that were directed at reducing nonsampling errors to the lowest level feasible for this survey included careful planning, keeping nonresponses to the lowest feasible level, and coding and processing of the sample data.

Sampling Errors

All sample survey estimates are subject to sampling error. The magnitude of the sampling error for an estimate, as indicated by measures of variability such as its variance or its standard error (the square root of its variance), provides a basis for judging the precision of the sample estimates.

Systematic sampling, which was the selection procedure used in choosing the alpha-segments for this study, is convenient from certain practical points of view, including providing for panel rotation. However, it does not permit unbiased estimation of the variability of survey estimates unless some assumptions are made. Thus, standard errors were estimated based upon the assumption that the systematic sample of 40 alpha-segments is equivalent to a stratified random sample of two alpha-segments from each of 20 strata of adjacent alpha-segments. Ordinarily, this assumption should lead to overestimates of the sampling error for systematic sampling, but in this case (with alpha-segments as the sampling units) the magnitude of the overestimate is believed to be trivial.

Regarding the sample as consisting of 20 pairs of alpha-segments (thus obtaining 20 degrees of freedom) for variance estimation, the probability is approximately 0.95 that the statistic of interest differs from the value of the population characteristic that it estimates by not more than 2.086 standard deviations.

Specifically, a 95 percent confidence interval for an estimated statistic \hat{x} takes the form:

$$\hat{x} \pm 2.086 \hat{\sigma}_{\hat{x}},$$

where $\hat{\sigma}_{\hat{x}}$ is the estimated standard error for \hat{x} .

Direct Variance Estimation

Similar to prior cycles of the NSSRN, direct estimates of sampling variance were obtained for a set of important variables for each State and for the United States using the jackknife variance estimation procedure with 20 replicates of the sample. Variance estimates using the jackknife approach require the computation of a set of weights for the full sample and a set for each replicate using the established weight computation procedure (i.e., 20 additional sets of weights). Having 20 sets of weights permits construction of 20 replicate estimates to compare with the estimate produced from all of the data; each replicate estimate is based on about 39/40ths of the data.

Each replicate was formed from 19 pairs of alpha-segments (38 alpha-segments total) and 1 alpha-segment from the 20th pair. Alpha-segments were randomly removed from each pair to form the replicate estimates. This procedure was performed 20 times, once for each pair of alpha-segments. Thus, actual respondent count in the included segments for a particular replicate was approximately 39/40ths of the full respondent sample and was weighted to represent the full population.

The variance of \hat{x} , $\text{Var}(\hat{x})$, is estimated by computing:

$$\text{Var}(\hat{x}) = \sum_{i=1}^{20} [\hat{x}_i - (\hat{x})]^2.$$

where:

\hat{x}_i = an estimated total for replicate i associated with alpha-segment pair i , and

\hat{x} = an estimated total obtained over the full sample.

If the estimate of interest is a ratio of two estimated totals (e.g., the total number of RNs resident in Florida between 25 and 29 years old to the total number of RNs resident in Florida), the variance estimate for the estimated ratio would be of the following form:

$$\text{Var}\left(\frac{\hat{x}}{\hat{y}}\right) = \sum_{i=1}^{20} \left(\frac{\hat{x}_i}{\hat{y}_i} - \frac{\hat{x}}{\hat{y}} \right)^2.$$

Following the example, the \hat{x} and \hat{x}_i measurements would be full sample and replicate estimates, respectively, of the number of RNs resident in Florida who were 25 to 29 years old, while \hat{y} and \hat{y}_i would be the corresponding estimates of the total number of RNs resident in Florida. The variance of any other statistic, simple or complex, can be similarly estimated by computing the statistic for each replicate.

The jackknife variance estimator can use either the full sample estimate, \hat{x} , or the average of the replicate estimates. While usually little difference exists between the two estimates, the estimator, \hat{x} was used which tends to provide more conservative estimates of variance.

Direct estimates of the variance were computed for a variety of variables. These variables were chosen not only due to their importance, but also to represent the range of expected design effects. The average of these design effects (on a State-by-State basis) provides the basis for the variance estimate for variables not included in the set for which direct variance estimates were computed. Table 1 in Appendix B presents direct estimates of the standard error (the square root of the variance) for a selected set of variables. Table 2 in Appendix B shows the estimated population of nurses in each State and the standard error of these population totals.

Calculated Variances Using the Jackknife Replication Method

The National Survey of Registered Nurses uses a jackknife replication method for variance estimation. The specific design for this study has 20 replicates (from 20 pairs of alpha-segments (PSU's)) and thus 20 degrees of freedom. In the jackknife replication method, multiple replicates are constructed from a subset of the data, and the variance of the estimate is calculated as the variance across all the replicates. In the case of the NSSRN, 20 replicates are created by pairing the 40 PSU's into 20 pairs, and dropping one PSU from each pair systematically. . SAS routines were developed to generate the variances using the jackknife method. The variance results are show in the tables in Appendix B of the *The Registered Nurse Population, Findings from the NSSRN, March 2004* and shown below in Tables 1 and 2.

Table 1. Estimates and Standard Errors (S.E.) For Selected Variables of U.S. Registered Nurse Population

Description	2004 Estimated Number	S.E. of Estimated Number	Estimated Percent	S.E. of Estimated Percent
UNITED STATES, NUMBER OF NURSES	2909357	7000		
Basic Nursing Education				
DIPLOMA PROGRAM	733377.45	9749	25.2075	0.32052
ASSOCIATE DEGREE	1227256.43	16571	42.1831	0.54186
BACCALAUREATE DEGREE	887113.96	13366	30.4918	0.47282
MASTER'S DEGREE	14979.15	1412	0.5149	0.04843
DOCTORATE	531.97	271	0.0183	0.00931
NOT REPORTED	46098.36	2568	1.5845	0.08967
Employed in Nursing				
YES	2421351.2	10124	83.2263	0.26824
NO	488006.12	7792	16.7737	0.26824
Racial/Ethnic Background				
WHITE ALONE , HISPANIC	38530.15	7745	1.3244	0.26715
BLACK/AFRICAN AMERICAN ALONE, HISPANIC	2923.82	633	0.1005	0.02186
TWO OR MORE RACES, HISPANIC	3095.66	741	0.1064	0.02546
HISPANIC, OTHER	3459.62	921	0.1189	0.03164
AMERICAN INDIAN/ALASKA NATIVE ONLY, NONHISPANIC	9453.27	972	0.3249	0.03356
ASIAN ONLY, NONHISPANIC	84382.92	15540	2.9004	0.53715
BLACK/AFRICAN AMERICAN ONLY, NONHISPANIC	122494.57	16737	4.2104	0.57466
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER ONLY, NONHISPANIC	5593.52	1091	0.1923	0.03778
WHITE ONLY, NONHISPANIC	2380529.2	28004	81.8232	0.89087
MULTIPLE RACES, NONHISPANIC	41243.9	2641	1.4176	0.08944
NOT REPORTED	217650.7	5689	7.4811	0.19388
Employment Status in 2004				
EMPLOYED IN NURSING FULL TIME	1696806.99	12209.93	58.3224	0.44356
EMPLOYED IN NURSING PART TIME	720282.97	11058.88	24.7575	0.34829
EMPLOYED IN NURSING, FULL/PART TIME UNKNOWN	4261.25	523.28	0.1465	0.01797
NOT EMPLOYED IN NURSING	488006.12	7792.92	16.7737	0.26824
Graduation Year				
BEFORE 1961	150146.56	4331.93	5.1608	0.14538
1961 TO 1965	146805.3	4046.61	5.046	0.13926
1966 TO 1970	203312.52	4150.46	6.9882	0.13942
1971 TO 1975	300072.27	7685.16	10.314	0.26173
1976 TO 1980	378607.31	7542.63	13.0134	0.25377
1981 TO 1985	385145.04	7064.48	13.2381	0.23985
1986 TO 1990	321070.05	6471.71	11.0358	0.22186
1991 TO 1995	406124.7	5901.58	13.9593	0.22015

Description	2004 Estimated Number	S.E. of Estimated Number	Estimated Percent	S.E. of Estimated Percent
1996 TO 2000	367557.32	6094.49	12.6336	0.20069
AFTER 2000	196086.49	5069.33	6.7399	0.17273
NOT REPORTED	54429.78	2524.05	1.8709	0.0874
Employment Setting				
HOSPITAL	1360846.82	13062.95	46.7748	0.42635
NURSING HOME EXTENDED CARE	153172.41	3369.09	5.2648	0.12081
NURSING EDUCATION	63443.68	2879.1	2.1807	0.09972
PUBLIC HEALTH/COMMUNITY HEALTH	259910.51	4347.45	8.9336	0.14923
SCHOOL HEALTH SERVICE	78022.25	3095.36	2.6818	0.1045
OCCUPATIONAL HEALTH	22446.73	1820.28	0.7715	0.06223
AMBULATORY CARE (EXCEPT NURSE OWNED/OPERATED)	265273.44	5346.32	9.1179	0.18337
NURSE OWNED/OPERATED AMBULATORY CARE SETTING	12500.33	1111.83	0.4297	0.03806
INSURANCE CLAIMS/BENEFITS	43640.85	1975.79	1.5	0.0662
PLANNING/ REGUL /LICENSING AGENCY	8732.65	933.04	0.3002	0.03192
OTHER	103309.99	3973.5	3.551	0.13445
NOT REPORTED	538057.66	8227.29	18.494	0.28818
Type of Position				
ADMINISTRATOR OR ASSISTANT ADMINISTRATOR	125010.85	2521.87	4.2969	0.08482
CONSULANT	35616.58	1707.25	1.2242	0.05914
SUPERVISOR	74201.49	2976.43	2.5504	0.10197
INSTRUCTOR/FACULTY	62255.41	2402.9	2.1398	0.08327
HEAD NURSE OR ASSISTANT NURSE	148210.24	3879.87	5.0943	0.13026
STAFF NURSE	1431053.35	11734.53	49.188	0.3908
NURSE PRACTITIONER	84042.44	3423.84	2.8887	0.11853
NURSE MIDWIFE	7273.99	990.43	0.25	0.03399
CLINICAL SPECIALIST	28622.74	1899.79	0.9838	0.06512
NURSE CLINICIAN	32953.55	1908.17	1.1327	0.06537
CERTIFIED NURSE ANESTHETIST	27287.12	1452.11	0.9379	0.04964
RESEARCH	19263.44	1249.55	0.6621	0.0426
PRIVATE DUTY	11762.33	1279.68	0.4043	0.04416
INFORMATIC NURSE	8570.09	929.42	0.2946	0.03198
HOME HEALTH	45620.5	1834.35	1.5681	0.06383
SURVEY OR AUDITORS/REGULATOR	12097.14	1030.64	0.4158	0.03516
PATIENT COORDINATOR	138404.05	3204.64	4.7572	0.11064
OTHER	82352.39	3226.31	2.8306	0.10858
NOT REPORTED	534759.61	7773.95	18.3807	0.26582
Highest Nursing Education				
DIPLOMA IN NURSING	510208.94	8062.15	17.5368	0.26732
ASSOCIATE DEGREE IN NURSING OR RELATED FIELD	981238.19	14851.9	33.727	0.48669
BACCALAUREATE IN NURSING	922696.43	12962.79	31.7148	0.45345
BACCALAUREATE IN RELATED FIELD	71579.63	1945.72	2.4603	0.0693

Description	2004 Estimated Number	S.E. of Estimated Number	Estimated Percent	S.E. of Estimated Percent
MASTERS IN NURSING	256415.24	5251.34	8.8135	0.1821
MASTERS IN RELATED FIELD	94386.11	3057.37	3.2442	0.10336
DOCTORATE IN NURSING	11547.62	644.73	0.3969	0.02261
DOCTORATE IN RELATED FIELD	14552.36	1192.44	0.5002	0.04114
NOT REPORTED	46732.81	2299.88	1.6063	0.07952
Age of Nurse				
<25	61777.94	1485.98	2.1234	0.05224
25 TO 29	171659.19	3750.55	5.9002	0.1301
30 TO 34	243181.78	5571.85	8.3586	0.19495
35 TO 39	289524.83	6597.99	9.9515	0.22944
40 TO 44	408247.7	6720.74	14.0322	0.22912
45 TO 49	508707.62	7694.96	17.4852	0.26303
50 TO 54	463564.93	9646.19	15.9336	0.31895
55 TO 59	338077.8	6534.26	11.6204	0.21983
60 TO 64	210196.38	5764.28	7.2248	0.19878
65+	185254.08	5091.57	6.3675	0.17082
NOT REPORTED	29165.07	1525.2	1.0025	0.05284
Marital Status and Children				
MARRIED, CHLDREN <6	225571.5	5473.69	7.7533	0.19287
MARRIED, CHLDREN > = 6	650792.9	8062.02	22.369	0.27971
MARRIED, CHILDREN ALL AGES	162791.24	3392.95	5.5954	0.11311
MARRIED, NO CHILDREN	994587.92	10941.58	34.1858	0.34469
MARRIED, CHILDREN UNKNOWN	16915.86	1274.63	0.5814	0.0439
WIDOWED/ SEPARATED/ DIVORCED, CHILDREN<6	13299.51	1023.05	0.4571	0.03502
WIDOWED/ SEPARATED/ DIVORCED, CHILDREN > = 6	137282.79	4514.05	4.7187	0.15324
WIDOWED/ SEPARATED/ DIVORCED, CHILDREN ALL AGES	14683	898.18	0.5047	0.03069
WIDOWED/ SEPARATED/ DIVORCED, NO CHILDREN	355309.31	8582.35	12.2126	0.29366
WIDOWED/ SEPARATED/ DIVORCED, CHILDREN UNKNOWN	5795.28	817.26	0.1992	0.02806
NEVER MARRIED, CHILDREN < 6	9130.78	1062.73	0.3138	0.03672
NEVER MARRIED, CHILDREN > = 6	18657.23	1606.16	0.6413	0.05517
NEVER MARRIED, CHILDREN ALL	2854.24	609.4	0.0981	0.02094
NEVER MARRIED, NO CHILDREN	234207.82	5167.09	8.0502	0.18165
NEVER MARRIED, CHILDREN UNKNOWN	3896.74	679.75	0.1339	0.02335
NOT REPORTED	63581.21	2496.72	2.1854	0.08523
Mean Gross Annual Salary for Full-Time RNs	57784.86	180.852		
Mean Hours Worked per year	2160	5.62564		
Mean Hours Worked in Last Full Workweek	38.5457	0.13275		

Table of standard errors from the 2000 NSSRN: Table 2

Table 2. Direct Estimates of State Nurse Population, Standard Error, and Coefficient of Variation by State, 2004

State	2004 Estimated State Nurse Population	Standard Error	Coefficient of Variation (in Percent)
United States	2,909,357	7,001	0.24
Alabama	42,894	472	1.10
Alaska	7,567	420	5.54
Arizona	48,284	910	1.89
Arkansas	23,818	569	2.39
California	255,858	1,734	0.68
Colorado	43,719	695	1.59
Connecticut	42,894	1,199	2.80
DC	9,352	324	3.47
Delaware	12,118	675	5.57
Florida	169,460	2,168	1.28
Georgia	78,898	1,070	1.36
Hawaii	11,146	387	3.47
Idaho	11,068	256	2.32
Illinois	138,092	1,236	0.90
Indiana	64,396	858	1.33
Iowa	37,777	614	1.63
Kansas	29,892	790	2.64
Kentucky	42,971	812	1.89
Louisiana	39,449	731	1.85
Maine	17,785	465	2.61
Maryland	53,061	759	1.43
Massachusetts	89,358	972	1.09
Michigan	103,697	1,406	1.36
Minnesota	60,214	621	1.03
Mississippi	27,303	517	1.89
Missouri	66,551	973	1.46
Montana	9,416	149	1.58
Nebraska	20,026	604	3.01
Nevada	16,206	427	2.63
New Hampshire	18,473	493	2.67
New Jersey	92,425	1,476	1.60
New Mexico	15,027	435	2.89
New York	215,309	2,377	1.10
North Carolina	92,391	1,238	1.34
North Dakota	7,966	206	2.58
Ohio	133,064	1,224	0.92
Oklahoma	29,268	574	1.96
Oregon	34,946	713	2.04
Pennsylvania	164,433	1,834	1.12
Rhode Island	13,847	337	2.44
South Carolina	35,204	741	2.11
South Dakota	10,223	213	2.09
Tennessee	62,266	989	1.59
Texas	168,368	1,363	0.81
Utah	18,169	413	2.27
Vermont	7,137	254	3.56
Virginia	73,526	1,361	1.85
Washington	59,761	913	1.53

Table of standard errors from the 2000 NSSRN: Table 2

State	2004 Estimated State Nurse Population	Standard Error	Coefficient of Variation (in Percent)
West Virginia	17,742	452	2.55
Wisconsin	62,044	640	1.03
Wyoming	4,498	122	2.72

2. Survey Sample Information

2.1 Sample Design and Response Rates

The respondent universe for the National Sample Survey of Registered Nurses 2004 (NSSRN) includes all RNs holding at least one current license from one of the 50 States or the District of Columbia at the time of sample selection. For each State, a file or files containing a complete list of all currently licensed RNs was used as the source of the sample (the sampling frame). This survey's design follows that of the previous seven surveys. The State agencies responsible for licensing are very familiar with the process and securing cooperation was a straightforward procedure.

Each State's current RN licenses were considered a stratum for sample selection. Different sampling rates were set for each State based on considerations of the statistical precision of the estimates and the costs involved. There were about 3.25 million licenses issued to RNs at that time and 56,917 selected to be part of the 2004 sample. The 2004 survey estimated that there were about 2.42 million individuals with licenses in the United States who were employed in nursing. Since nurses may hold licenses in more than one State, the 56,917 included in the actual sample selection represent licenses rather than individual RNs.

The NSSRN is designed to produce estimates at the national and state level for the active licensed registered nurse workforce of 2004. It is a cross-sectional survey conducted once every four years. For details about the sample design, see Appendix B of this User's Guide. The response rate for the 2004 NSSRN was 70.5 percent.

**D. Codebook,
including Variable List and
Marginal Frequencies of Variables**

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
1	8	ACCODE	UNIQUE ID 222256-999973
789	790	AGE_GP	AGE OF NURSES--- GROUPED
1139	1140	APN	ADVANCED PRACTICE NURSE STATUS (AREAS)
857	858	APN_CNS	CLINICAL NURSE SPECIALIST STATUS
853	854	APN_NA	NURSE ANESTHETIST STATUS
851	852	APN_NM	NURSE MIDWIFE STATUS
855	856	APN_NP	NURSE PRACTITIONER STATUS
873	874	CH_CAREER	REASONS FOR POSITION/EMPLOYER CHANGE: PERSONAL CAREER
879	880	CH_OTHER	REASONS FOR POSITION/EMPLOYER CHANGE: OTHER
871	872	CH_PERSFAM	REASONS FOR POSITION/EMPLOYER CHANGE: PERSONAL/FAMILY
877	878	CH_RETIRE	REASONS FOR POSITION/EMPLOYER CHANGE: RETIREMENT
875	876	CH_WORKPLACE	REASONS FOR POSITION/EMPLOYER CHANGE: WORKPLACE
887	888	COMPACT	PART OF COMPACT STATE
903	904	DEG_PREP	ENROLLED IN NURSING-RELATED EDU UPGRADE PGM
839	840	DOMFUNCT	DOMINANT FUNCTION
763	764	EMP_STAT	EMPLOYMENT STATUS IN 2004 - DETAILED
769	770	EMP04_03	EMP IN NURSING IN 2004 COMPARED TO 2003
767	768	EMPL_03	NURSING EMPLOYMENT STATUS IN 2003
765	766	EMPL_04	NURSING EMPLOYMENT STATUS IN 2004
771	772	EMPL_TES	TEMPORARY EMPLOYMENT SERVICE (TES)
777	778	EWKS_YR	EDITED WEEKS WORKED PER YEAR (EDITED Q31)
893	894	FILIPINO	FILIPINO
891	892	FRENCH	SPEAKS FRENCH
822	824	G_CO_03	GEOCODE FOR COUNTY ON 3/22/03
819	821	G_CO_04	GEOCODE FOR COUNTY ON 3/22/04
817	818	G_MSA03	GEOCODE FOR MSA ON 3/22/03
815	816	G_MSA04	GEOCODE FOR MSA ON 3/22/04
805	806	G_RG03	GEOCODE FOR CENSUS DIVISION ON 3/22/03
803	804	G_RG04	GEOCODE FOR CENSUS DIVISION ON 3/22/04
811	814	G_SMSA03	GEOCODE FOR SMSA ON 3/22/03
807	810	G_SMSA04	GEOCODE FOR SMSA ON 3/22/04
798	800	G_ST03	GEOCODE FOR STATE ON 3/22/03
795	797	G_ST04	GEOCODE FOR STATE ON 3/22/04
825	826	GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE
827	828	GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM
831	832	GRAD_YR	YEAR OF GRADUATION---- GROUPED
781	784	HRS_YR	ESTIMATED PRINCIPAL NURSING HOURS PER YEAR
847	850	HYEAR	YEAR RECEIVING HIGHEST NURSING-RELATED EDUCATION
829	830	LI_RESST	STATE OF FIRST LICENSE VS GEOSTATE FOR 2004
837	838	LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN
761	762	MAR_ADULT	MARITAL STATUS AND ADULT DEPS
759	760	MAR_CHLD	MARITAL STATUS AND CHILDREN
917	918	METHOD	METHOD OF DATA COLLECTION
901	902	N_PCERTS	NUMBER OF PROFESSIONAL CERTIFICATES
911	912	NFNS	FOREIGN NURSE
897	898	NLANG	COUNT OF NUMBER OF LANGUAGES
913	914	NONRN_WK	EMPLOYMENT OUTSIDE OF NURSING
863	864	NOT_CAREER	REASONS FOR NOT WORKING IN NURSING: PERSONAL CAREER
869	870	NOT_OTHER	REASONS FOR NOT WORKING IN NURSING: OTHER
861	862	NOT_PERSFAM	REASONS FOR NOT WORKING IN NURSING: PERSONAL/FAMILY
865	866	NOT_WORKPLCE	REASONS FOR NOT WORKING IN NURSING: WORKPLACE

National Sample Survey of Registered Nurses 2004
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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
867	868	NOT_WORKPLCE	REASONS FOR NOT WORKING IN NURSING: RETIREMENT
899	900	NREGHRS	NUMBER OF REGULAR HOURS WORK
895	896	OASIAN	SPEAKS OTHER ASIAN LANGUAGE
785	786	POSITION	POSITION TITLE-GROUPED
787	788	PREPSUM	HIGHEST NURSING EDUCATIONAL PREP GROUPED
881	882	PCERT_1	PROFESSIONAL CERTIFICATION FIRST
883	884	PCERT_2	PROFESSIONAL CERTIFICATION SECOND
885	886	PCERT_3	PROFESSIONAL CERTIFICATION THIRD
9	10	Q1	ACTIVE RN LICENSE
89	90	Q10	FIELD FOR HIGHEST DEGREE BEFORE NURSE EDUC
91	92	Q11	EARNED OTHER DEGREES AFTER INITIAL RN EDUC
84	85	Q12	COMPLETED FORMAL EDUCATION FOR APN PREPARATION
86	87	Q12A_A	ADVANCE PRACTICE PREPARATION AS CNS
88	89	Q12A_B	ADVANCE PRACTICE PREPARATION AS NA
90	91	Q12A_C	ADVANCE PRACTICE PREPARATION AS NM
92	93	Q12A_D	ADVANCE PRACTICE PREPARATION AS NP
94	95	Q12B_A	LENGTH OF PROGRAM: CNS
96	97	Q12B_B	LENGTH OF PROGRAM: NA
98	99	Q12B_C	LENGTH OF PROGRAM: NM
100	101	Q12B_D	LENGTH OF PROGRAM: NP
102	103	Q12C_A	HIGHEST PROG CREDENTIAL: CNS
104	105	Q12C_B	HIGHEST PROG CREDENTIAL: NA
106	107	Q12C_C	HIGHEST PROG CREDENTIAL: NM
108	109	Q12C_D	HIGHEST PROG CREDENTIAL: NP
110	113	Q12D_A	YEAR OF CREDENTIAL: CNS
114	117	Q12D_B	YEAR OF CREDENTIAL: NA
118	121	Q12D_C	YEAR OF CREDENTIAL: NM
122	125	Q12D_D	YEAR OF CREDENTIAL: NP
126	127	Q12F_A	CERTIFIED BY NATIONAL BODY: CNS
128	129	Q12F_B	CERTIFIED BY NATIONAL BODY: NA
130	131	Q12F_C	CERTIFIED BY NATIONAL BODY: NM
132	133	Q12F_D	CERTIFIED BY NATIONAL BODY: NP
134	135	Q13	PROFESSIONAL CERTIFICATIONS
136	137	Q14_0	NO EMERGENCY TRAINING
138	139	Q14_1	EMERGENCY TRAINING IN: BIOLOGICAL ATTACK
140	141	Q14_2	EMERGENCY TRAINING IN: CHEMICAL ATTACK
142	143	Q14_3	EMERGENCY TRAINING IN: NUCLEAR/RAD. ATTACK
144	145	Q14_4	EMERGENCY TRAINING IN: INFECTIOUS DISEASE
146	147	Q14_5	EMERGENCY TRAINING IN: NATURAL DISASTER/PUB HEALTH
148	150	Q14A	TOTAL HOURS SPENT IN EMERG. TRAINING SINCE 1/2000
151	152	Q14B	TRAINING FOR MULTIDISCIP APPROACH TO EMERGENCY
153	154	Q15	CURRENTLY ENROLLED IN FORMAL EDUC PROGRAM
155	156	Q16	FIELD OF CURRENT EDUC PROGRAM
157	158	Q17	FT OR PT IN CURRENT EDUC PROGRAM
159	160	Q18	DEGREE WORKING TOWARDS IN CURRENT PROGRAM
161	162	Q19	CURRENTLY EMPLOYED IN NURSING
11	12	Q2	TYPE OF INITIAL PROGRAM TO BECOME RN
163	164	Q20	NEED RN LICENSE FOR PRINCIPAL NURSING POSITION
165	204	Q21CITY	PRINCIPAL NURSING POSITION: CITY
205	244	Q21CNTY	PRINCIPAL NURSING POSITION: COUNTY

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-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
248	252	Q21FIPS	PRINCIPAL NURSING POSITION: FIPS
253	256	Q21MSA	PRINCIPAL NURSING POSITION: MSA
245	247	Q21STATE	PRINCIPAL NURSING POSITION: STATE
257	258	Q22	EMPLOYMENT STATUS OF PRINCIPAL NURSING POSITION
259	261	Q25A	PRINCIPAL NURSING POSITION: % TIME IN ADMINISTRATION
262	264	Q25B	PRINCIPAL NURSING POSITION: % TIME IN CONSULTATION
265	267	Q25C	PRINCIPAL NURSING POSITION: % TIME IN DIRECT PATIENT CARE
268	270	Q25D	PRINCIPAL NURSING POSITION: % TIME IN RESEARCH
271	273	Q25E	PRINCIPAL NURSING POSITION: % TIME IN SUP/MGMENT
274	276	Q25F	PRINCIPAL NURSING POSITION: % TIME IN TEACHING
277	279	Q25G	PRINCIPAL NURSING POSITION: % TIME IN OTHER
280	282	Q25H	PRINCIPAL NURSING POSITION: % TIME IN TOTAL (100%)
283	284	Q26	PROVIDE DIRECT PATIENT CARE IN PRINCIPAL NURSING POSITION
285	286	Q27	UNIT WHERE SPEND MOST PATIENT CARE TIME
287	288	Q28	PRIMARY TYPE OF PATIENT
289	290	Q29	PORTION OF YEAR IN PRINCIPAL NURSING POSITION
291	292	Q30	FT OR PT IN PRINCIPAL NURSING POSITION
293	294	Q31	WEEKS PER YEAR IN PRINCIPAL NURSING POSITION
295	296	Q32	SATISFACTION WITH PRINCIPAL NURSING POSITION
297	298	Q33A	HOURS IN LAST FULL WORKWEEK AT PRINCIPAL POSITION
299	300	Q33B	PAID ON-CALL HOURS IN LAST WORKWEEK
301	302	Q33C	OVERTIME HOURS IN LAST WORKWEEK
303	304	Q33D	MANDATORY/UNSCHEDULED OVERTIME HOURS
305	310	Q34	CURRENT ANNUAL INCOME FROM PRINCIPAL NURSING POSITION
311	312	Q35	UNION REPRESENTATION
313	314	Q36	SECONDARY NURSING POSITION
315	316	Q37_1	EMP STATUS OF OTHER NURSING POSITION(S): EMP OF ORG
317	318	Q37_2	EMP STATUS OF OTHER NURSING POSITION(S): EMP AGENCY
319	320	Q37_3	EMP STATUS OF OTHER NURSING POSITION(S): SELF EMP
321	323	Q38	SETTING OF SECONDARY NURSING POSITION(S)
324	325	Q39	HOURS SPENT PER YEAR IN OTHER NURSING POSITION(S)
326	331	Q40	CURRENT ANNUAL INCOME FROM OTHER NURSING POSITION(S)
332	333	Q41_COMP	YEARS SINCE LAST EMPLOYED IN NURSING
334	335	Q42A	REASON NOT IN NURSING: BURNOUT/STRESS
336	337	Q42B	REASON NOT IN NURSING: CAREER CHANGE
338	339	Q42C	REASON NOT IN NURSING: HARD TO FIND JOB
340	341	Q42D	REASON NOT IN NURSING: DISABILITY
342	343	Q42E	REASON NOT IN NURSING: ILLNESS
344	345	Q42F	REASON NOT IN NURSING: UNABLE TO PRACTICE
346	347	Q42G	REASON NOT IN NURSING: INADEQUATE STAFFING
348	349	Q42H	REASON NOT IN NURSING: NO ADVANCEMENT OPPY'S
350	351	Q42I	REASON NOT IN NURSING: NO COLLABORATION/COMMUNICATION
352	353	Q42J	REASON NOT IN NURSING: LIABILITY CONCERNS
354	355	Q42K	REASON NOT IN NURSING: PHYSICAL DEMANDS OF JOB
356	357	Q42L	REASON NOT IN NURSING: RETIRED
358	359	Q42M	REASON NOT IN NURSING: SALARIES TOO LOW
360	361	Q42N	REASON NOT IN NURSING: TOO MANY HOURS
362	363	Q42O	REASON NOT IN NURSING: SKILLS OUT OF DATE
364	365	Q42P	REASON NOT IN NURSING: TAKING CARE OF HOME/FAMILY
366	367	Q42Q	REASON NOT IN NURSING: VOLUNTEERING IN NURSING

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<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
368	369	Q42R	REASON NOT IN NURSING: WENT BACK TO SCHOOL
370	371	Q42S	REASON NOT IN NURSING: OTHER
372	373	Q42T	REASON NOT IN NURSING: MOVED/RELOCATED/DIFFICULT COMMUTE
374	375	Q42U	REASON NOT IN NURSING: EMPLOYMENT INSTABILITY/TERMINATION
376	377	Q42V	REASON NOT IN NURSING: TAKING TIME OFF
378	379	Q43	OTHER NON-NURSING CURRENT EMPLOYMENT
380	381	Q44	OTHER EMPLOYMENT WITH HEALTH ORG OR HEALTH-RELATED
382	383	Q45	PRINCIPAL POSITION OUTSIDE OF NURSING
384	385	Q46	FT OR PT IN PRINCIPAL NON-NURSING POSITION
386	387	Q47	HOURS PER WEEK IN PRINCIPAL NON-NURSING POSITION
388	393	Q48	CURRENT ANNUAL INCOME FROM NON-NURSING POSITION
394	395	Q49	ACTIVELY SEEKING EMPLOYMENT AS RN
396	397	Q50_COMP	NUMBER OF WEEKS SEEKING EMPLOYMENT
398	399	Q51	SEEKING FT/PT JOB
400	401	Q52_COMP	YEARS WORKED IN NURSING SINCE 1ST RN LICENSE COMPOSITE
402	403	Q53	EMP IN NURSING 1 YEAR AGO
404	405	Q54	EMP STATUS OF PRINCIPAL NURSING POSITION 1 YEAR AGO
406	407	Q55	FT OR PT IN PRINCIPAL NURSING POSITION 1 YEAR AGO
408	447	Q56CITY	PRINCIPAL NURSING POSITION 1 YEAR AGO: CITY
448	487	Q56CNTY	PRINCIPAL NURSING POSITION 1 YEAR AGO: COUNTY
491	495	Q56FIPS	PRINCIPAL NURSING POSITION 1 YEAR AGO: FIPS
496	499	Q56MSA	PRINCIPAL NURSING POSITION 1 YEAR AGO: MSA
488	490	Q56STATE	PRINCIPAL NURSING POSITION 1 YEAR AGO: STATE
506	507	Q57	MOSTLY INPATIENT UNITS IN PRINCIPAL POSITION 1 YEAR AGO
508	509	Q58	SAME OR DIFFERENT POSITION/EMPLOYER AS 1 YEAR AGO
504	505	Q59A	REASON FOR POSITION/EMP CHANGE: BURNOUT/STRESS
506	507	Q59B	REASON FOR POSITION/EMP CHANGE: PROMOTION
508	509	Q59C	REASON FOR POSITION/EMP CHANGE: DISABILITY
510	511	Q59D	REASON FOR POSITION/EMP CHANGE: ILLNESS
512	513	Q59E	REASON FOR POSITION/EMP CHANGE: OTHER POSITION/JOB
514	515	Q59F	REASON FOR POSITION/EMP CHANGE: LACK OF COLLABL/COMMUNIC
516	517	Q59G	REASON FOR POSITION/EMP CHANGE: LAID OFF/DOWNSIZING
518	519	Q59H	REASON FOR POSITION/EMP CHANGE: OPP'Y TO DO OTHER NURSING
520	521	Q59I	REASON FOR POSITION/EMP CHANGE: PAY/BENEFITS
522	523	Q59J	REASON FOR POSITION/EMP CHANGE: REORGANIZATION
524	525	Q59K	REASON FOR POSITION/EMP CHANGE: RELOCATED
526	527	Q59L	REASON FOR POSITION/EMP CHANGE: RETIRED
528	529	Q59M	REASON FOR POSITION/EMP CHANGE: TOO MANY HOURS
530	531	Q59N	REASON FOR POSITION/EMP CHANGE: SIGN-ON BONUS
532	533	Q59O	REASON FOR POSITION/EMP CHANGE: OTHER
534	535	Q59P	REASON FOR POSITION/EMP CHANGE: TEMP/CONTRACT/TRAV NURSE/POOL NURSE
536	537	Q59Q	REASON FOR POSITION/EMP CHANGE: TIME OFF FOR SELF/FAMILY/PERSONAL
538	539	Q59R	REASON FOR POSITION/EMP CHANGE: MILITARY DEPLOYMENT
13	15	Q5STATE	STATE/COUNTRY OF FIRST RN LICENSE
16	19	Q5YEAR	YEAR OF FIRST RN LICENSE
20	21	Q6_1	HOW FINANCED INITIAL EDUC...PERSONAL
22	23	Q6_2	HOW FINANCED INITIAL EDUC...FAMILY
24	25	Q6_3	HOW FINANCED INITIAL EDUC...EMPLOYER

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<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
26	27	Q6_4	HOW FINANCED INITIAL EDUC... FED TR/SCHOL/GRANT
28	29	Q6_5	HOW FINANCED INITIAL EDUC...FED LOAN
30	31	Q6_6	HOW FINANCED INITIAL EDUC...ST/LOCAL SCHOL/GRANT/LOAN
32	33	Q6_7	HOW FINANCED INITIAL EDUC NONGOV SCHOOL/GRANT/LOAN
34	35	Q6_8	HOW FINANCED INITIAL EDUC...OTHER RESOURCES
540	579	Q61CITY	CURRENT RESIDENCE: CITY
580	619	Q61CNTY	CURRENT RESIDENCE: COUNTY
623	627	Q61FIPS	CURRENT RESIDENCE: FIPS
628	631	Q61MSA	CURRENT RESIDENCE: MSA
620	622	Q61STATE	CURRENT RESIDENCE: STATE
632	633	Q62	SAME CITY 1 YEAR AGO
634	673	Q63CITY	1 YEAR AGO RESIDENCE: CITY
674	713	Q63CNTY	1 YEAR AGO RESIDENCE: COUNTY
717	721	Q63FIPS	1 YEAR AGO RESIDENCE: FIPS
722	725	Q63MSA	1 YEAR AGO RESIDENCE: MSA
714	716	Q63STATE	1 YEAR AGO RESIDENCE: STATE
726	727	Q64	GENDER
728	729	Q68_0	OTHER LANGUAGE: NONE
730	732	Q68_1_CODE	OTHER LANGUAGE: FIRST
733	735	Q68_2_CODE	OTHER LANGUAGE: SECOND
736	738	Q68_3_CODE	OTHER LANGUAGE: THIRD
739	740	Q69	MARITAL STATUS
36	37	Q7	EVER LICENSED AS LPN/LVN
741	742	Q70_1	CHILDREN/DEPENDENTS: NONE
743	744	Q70_2	CHILDREN/DEPENDENTS: CHILDREN <6
745	746	Q70_3	CHILDREN/DEPENDENTS: CHILDREN 6-18
747	748	Q70_4	CHILDREN/DEPENDENTS: OTHER ADULTS AT HOME
749	750	Q70_5	CHILDREN/DEPENDENTS: OTHER DEPENDENTS ELSEWHERE
751	752	Q71	CURRENT ANNUAL HOUSEHOLD INCOME
38	39	Q8_0	NOT IN HEALTH SETTING PRIOR TO RN EDUCATION
40	41	Q8_1	EMPLOYED AS NURSING AID PRIOR TO RN EDUC
58	59	Q8_10	EMPLOYED AS STUDENT NURSE PRIOR TO RN EDUC
60	61	Q8_11	EMPLOYED AS CNSLR/SOC WRKR/ACTIV THER/CHAPLAIN PRIOR TO RN EDUC
62	63	Q8_12	EMPLOYED AS OTHER SERVICES OR SUPPORT AIDE
64	65	Q8_13	EMPLOYED AS ARMED SVCS MEDIC/CORP OR SIMILAR ROLE PRIOR TO RN EDUC
66	67	Q8_14	EMPLOYED AS OTHER NON-HEALTH RELATED WORK PRIOR TO RN EDUC
42	43	Q8_2	EMPLOYED AS LPN/LVN PRIOR TO RN EDUC
44	45	Q8_3	EMPLOYED AS ALLIED HEALTH TECH PRIOR TO RN EDUC
46	47	Q8_4	EMPLOYED AS MGR IN HEALTH SETTING PRIOR TO RN EDUC
48	49	Q8_5	EMPLOYED AS CLERK IN HEALTH SETTING PRIOR TO RN EDUC
50	51	Q8_6	EMPLOYED AS OTHER HLTH POS PRIOR TO RN EDUC (NOT SPECIFIED)
52	53	Q8_7	EMPLOYED IN ALLIED HLTH POS PRIOR TO RN EDUC (NOT TECHNICIAN/TECHNOLOGIST)
54	55	Q8_8	EMPLOYED AS VOLUNTEER PRIOR TO RN EDUC
56	57	Q8_9	EMPLOYED AS HOME HLTH/PERSNAL SRVCS AIDE PRIOR TO RN EDUC
68	69	Q9_0	NO DEGREES BEFORE RN EDUC
70	71	Q9_1	ASSOCIATE DEGREE BEFORE NURSE EDUC

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
72	73	Q9_2	BACHELOR'S DEGREE BEFORE NURSE EDUC
74	75	Q9_3	MASTER DEGREE BEFORE NURSE EDUC
76	77	Q9_4	DOCTORATE BEFORE NURSE EDUC
78	79	Q9_5	OTHER DEGREE BEFORE NURSE EDUC
853	854	RACE_GP	RACE--- GROUPED
1143	1150	RCCC3Q21	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1159	1166	RCCC3Q56	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1175	1182	RCCC3Q61	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1191	1198	RCCC3Q63	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1135	1142	RCCC4Q21	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1151	1158	RCCC4Q56	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1167	1174	RCCC4Q61	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1183	1190	RCCC4Q63	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
913	922	REC_DATE	DATE OF MAILING RECEIPT
829	830	RCTY_SME	COUNTY OF RESIDENCE IN 2003 AND 2004
839	840	REG_B_ED	REGION OF BASIC EDUCATION
837	838	REG_EMPL	REGION OF EMPLOYMENT 2004
835	836	REG_RESI	REGION OF RESIDENCE 2004
795	796	RN_POP	RN WORKING/LIVING IN U.S. ON 3/22/04
827	828	RST_SME	STATE OF RESIDENCE IN 2003 AND 2004
787	788	SEEKTIME	WEEKS RN SEEKING NURSING POSITION
773	774	SET03_04	NURSING EMPLOYMENT SETTING 03 VS 04
769	770	SETSUM03	SETTING SUMMARY 2003
767	768	SETSUM04	SETTING SUMMARY 2004
909	910	SOURCE	SOURCE OF DATA
883	884	SPANISH	SPEAKS SPANISH
899	904	TOTSAL	TOTAL AMOUNT EARNED
923	932	WEIGHT	BASIC WEIGHT FOR WHOLE SAMPLE
933	942	WEIGHT01	WEIGHT FOR REPLICATE 01
943	952	WEIGHT02	WEIGHT FOR REPLICATE 02
953	962	WEIGHT03	WEIGHT FOR REPLICATE 03
963	972	WEIGHT04	WEIGHT FOR REPLICATE 04
973	982	WEIGHT05	WEIGHT FOR REPLICATE 05
983	992	WEIGHT06	WEIGHT FOR REPLICATE 06
993	1002	WEIGHT07	WEIGHT FOR REPLICATE 07
1003	1012	WEIGHT08	WEIGHT FOR REPLICATE 08
1013	1022	WEIGHT09	WEIGHT FOR REPLICATE 09
1023	1032	WEIGHT10	WEIGHT FOR REPLICATE 10
1033	1042	WEIGHT11	WEIGHT FOR REPLICATE 11
1043	1052	WEIGHT12	WEIGHT FOR REPLICATE 12
1053	1062	WEIGHT13	WEIGHT FOR REPLICATE 13
1063	1072	WEIGHT14	WEIGHT FOR REPLICATE 14
1073	1082	WEIGHT15	WEIGHT FOR REPLICATE 15
1083	1092	WEIGHT16	WEIGHT FOR REPLICATE 16
1093	1102	WEIGHT17	WEIGHT FOR REPLICATE 17
1103	1112	WEIGHT18	WEIGHT FOR REPLICATE 18
1113	1122	WEIGHT19	WEIGHT FOR REPLICATE 19
1123	1132	WEIGHT20	WEIGHT FOR REPLICATE 20
785	786	YRSNC_GP	YEARS SINCE GRADUATION---- GROUPED

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
1	8	ACCODE	UNIQUE ID 222256-999973
9	10	Q1	ACTIVE RN LICENSE
11	12	Q2	TYPE OF INITIAL PROGRAM TO BECOME RN
13	15	Q5STATE	STATE/COUNTRY OF FIRST RN LICENSE
16	19	Q5YEAR	YEAR OF FIRST RN LICENSE
20	21	Q6_1	HOW FINANCED INITIAL EDUC...PERSONAL
22	23	Q6_2	HOW FINANCED INITIAL EDUC...FAMILY
24	25	Q6_3	HOW FINANCED INITIAL EDUC...EMPLOYER
26	27	Q6_4	HOW FINANCED INITIAL EDUC... FED TR/SCHOL/GRANT
28	29	Q6_5	HOW FINANCED INITIAL EDUC...FED LOAN
30	31	Q6_6	HOW FINANCED INITIAL EDUC...ST/LOCAL SCHOL/GRANT/LOAN
32	33	Q6_7	HOW FINANCED INITIAL EDUC NONGOV SCHOOL/GRANT/LOAN
34	35	Q6_8	HOW FINANCED INITIAL EDUC...OTHER RESOURCES
36	37	Q7	EVER LICENSED AS LPN/LVN
38	39	Q8_0	NOT IN HEALTH SETTING PRIOR TO RN EDUCATION
40	41	Q8_1	EMPLOYED AS NURSING AID PRIOR TO RN EDUC
42	43	Q8_2	EMPLOYED AS LPN/LVN PRIOR TO RN EDUC
44	45	Q8_3	EMPLOYED AS ALLIED HEALTH TECH PRIOR TO RN EDUC
46	47	Q8_4	EMPLOYED AS MGR IN HEALTH SETTING PRIOR TO RN EDUC
48	49	Q8_5	EMPLOYED AS CLERK IN HEALTH SETTING PRIOR TO RN EDUC
50	51	Q8_6	EMPLOYED AS OTHER HLTH POS PRIOR TO RN EDUC (NOT SPECIFIED)
52	53	Q8_7	EMPLOYED IN ALLIED HLTH POS PRIOR TO RN EDUC (NOT TECHNICIAN/TECHNOLOGIST)
54	55	Q8_8	EMPLOYED AS VOLUNTEER PRIOR TO RN EDUC
56	57	Q8_9	EMPLOYED AS HOME HEALTH/PERSONAL SERVICES AIDE PRIOR TO RN EDUC
58	59	Q8_10	EMPLOYED AS STUDENT NURSE PRIOR TO RN EDUC
60	61	Q8_11	EMPLOYED AS CNSLR/SOC WRKR/ACTIV THER/CHAPLAIN PRIOR TO RN EDUC
62	63	Q8_12	EMPLOYED AS OTHER SERVICES OR SUPPORT AIDE
64	65	Q8_13	EMPLOYED AS ARMED SVCS MEDIC/CORP OR SIMILAR ROLE PRIOR TO RN EDUC
66	67	Q8_14	EMPLOYED AS OTHER NON-HEALTH RELATED WORK PRIOR TO RN EDUC
68	69	Q9_0	NO DEGREES BEFORE RN EDUC
70	71	Q9_1	ASSOCIATE DEGREE BEFORE NURSE EDUC
72	73	Q9_2	BACHELOR'S DEGREE BEFORE NURSE EDUC
74	75	Q9_3	MASTER DEGREE BEFORE NURSE EDUC
76	77	Q9_4	DOCTORATE BEFORE NURSE EDUC
78	79	Q9_5	OTHER DEGREE BEFORE NURSE EDUC
80	81	Q10	FIELD FOR HIGHEST DEGREE BEFORE NURSE EDUC
82	83	Q11	EARNED OTHER DEGREES AFTER INITIAL RN EDUC
84	85	Q12	COMPLETED FORMAL EDUCATION FOR APN PREPARATION
86	87	Q12A_A	ADVANCE PRACTICE PREPARATION AS CNS
88	89	Q12A_B	ADVANCE PRACTICE PREPARATION AS NA
90	91	Q12A_C	ADVANCE PRACTICE PREPARATION AS NM
92	93	Q12A_D	ADVANCE PRACTICE PREPARATION AS NP
94	95	Q12B_A	LENGTH OF PROGRAM: CNS
96	97	Q12B_B	LENGTH OF PROGRAM: NA
98	99	Q12B_C	LENGTH OF PROGRAM: NM

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
100	101	Q12B_D	LENGTH OF PROGRAM: NP
102	103	Q12C_A	HIGHEST PROG CREDENTIAL: CNS
104	105	Q12C_B	HIGHEST PROG CREDENTIAL: NA
106	107	Q12C_C	HIGHEST PROG CREDENTIAL: NM
108	109	Q12C_D	HIGHEST PROG CREDENTIAL: NP
110	113	Q12D_A	YEAR OF CREDENTIAL: CNS
114	117	Q12D_B	YEAR OF CREDENTIAL: NA
118	121	Q12D_C	YEAR OF CREDENTIAL: NM
122	125	Q12D_D	YEAR OF CREDENTIAL: NP
126	127	Q12F_A	CERTIFIED BY NATIONAL BODY: CNS
128	129	Q12F_B	CERTIFIED BY NATIONAL BODY: NA
130	131	Q12F_C	CERTIFIED BY NATIONAL BODY: NM
132	133	Q12F_D	CERTIFIED BY NATIONAL BODY: NP
134	135	Q13	PROFESSIONAL CERTIFICATIONS
136	137	Q14_0	NO EMERGENCY TRAINING
138	139	Q14_1	EMERGENCY TRAINING IN: BIOLOGICAL ATTACK
140	141	Q14_2	EMERGENCY TRAINING IN: CHEMICAL ATTACK
142	143	Q14_3	EMERGENCY TRAINING IN: NUCLEAR/RAD. ATTACK
144	145	Q14_4	EMERGENCY TRAINING IN: INFECTIOUS DISEASE
146	147	Q14_5	EMERGENCY TRAINING IN: NATURAL DISASTER/PUB HEALTH
148	150	Q14A	TOTAL HOURS SPENT IN EMERG. TRAINING SINCE 1/2000
151	152	Q14B	TRAINING FOR MULTIDISCIP APPROACH TO EMERGENCY
153	154	Q15	CURRENTLY ENROLLED IN FORMAL EDUC PROGRAM
155	156	Q16	FIELD OF CURRENT EDUC PROGRAM
157	158	Q17	FT OR PT IN CURRENT EDUC PROGRAM
159	160	Q18	DEGREE WORKING TOWARDS IN CURRENT PROGRAM
161	162	Q19	CURRENTLY EMPLOYED IN NURSING
163	164	Q20	NEED RN LICENSE FOR PRINCIPAL NURSING POSITION
165	204	Q21CITY	PRINCIPAL NURSING POSITION: CITY
205	244	Q21CNTY	PRINCIPAL NURSING POSITION: COUNTY
245	247	Q21STATE	PRINCIPAL NURSING POSITION: STATE
248	252	Q21FIPS	PRINCIPAL NURSING POSITION: FIPS
253	256	Q21MSA	PRINCIPAL NURSING POSITION: MSA
257	258	Q22	EMPLOYMENT STATUS OF PRINCIPAL NURSING POSITION
259	261	Q25A	PRINCIPAL NURSING POSITION: % TIME IN ADMINISTRATION
262	264	Q25B	PRINCIPAL NURSING POSITION: % TIME IN CONSULTATION
265	267	Q25C	PRINCIPAL NURSING POSITION: % TIME IN DIRECT PATIENT CARE
268	270	Q25D	PRINCIPAL NURSING POSITION: % TIME IN RESEARCH
271	273	Q25E	PRINCIPAL NURSING POSITION: % TIME IN SUP/MGMENT
274	276	Q25F	PRINCIPAL NURSING POSITION: % TIME IN TEACHING
277	279	Q25G	PRINCIPAL NURSING POSITION: % TIME IN OTHER
280	282	Q25H	PRINCIPAL NUSRING POSITION: % TIME IN TOTAL (100%)
283	284	Q26	PROVIDE DIRECT PATIENT CARE IN PRINCIPAL NURSING POSITION
285	286	Q27	UNIT WHERE SPEND MOST PATIENT CARE TIME
287	288	Q28	PRIMARY TYPE OF PATIENT
289	290	Q29	PORTION OF YEAR IN PRINCIPAL NURSING POSITION
291	292	Q30	FT OR PT IN PRINCIPAL NURSING POSITION
293	294	Q31	WEEKS PER YEAR IN PRINCIPAL NURSING POSITION
295	296	Q32	SATISFACTION WITH PRINCIPAL NURSING POSITION
297	298	Q33A	HOURS IN LAST FULL WORKWEEK AT PRINCIPAL POSITION
299	300	Q33B	PAID ON-CALL HOURS IN LAST WORKWEEK

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
301	302	Q33C	OVERTIME HOURS IN LAST WORKWEEK
303	304	Q33D	MANDATORY/UNSCHEDULED OVERTIME HOURS
305	310	Q34	CURRENT ANNUAL INCOME FROM PRINCIPAL NURSING POSITION
311	312	Q35	UNION REPRESENTATION
313	314	Q36	SECONDARY NURSING POSITION
315	316	Q37_1	EMP STATUS OF OTHER NURSING POSITION(S): EMP OF ORG
317	318	Q37_2	EMP STATUS OF OTHER NURSING POSITION(S): EMP AGENCY
319	320	Q37_3	EMP STATUS OF OTHER NURSING POSITION(S): SELF EMP
321	323	Q38	SETTING OF SECONDARY NURSING POSITION(S)
324	325	Q39	HOURS SPENT PER YEAR IN OTHER NURSING POSITION(S)
326	331	Q40	CURRENT ANNUAL INCOME FROM OTHER NURSING POSITION(S)
332	333	Q41_COMP	YEARS SINCE LAST EMPLOYED IN NURSING
334	335	Q42A	REASON NOT IN NURSING: BURNOUT/STRESS
336	337	Q42B	REASON NOT IN NURSING: CAREER CHANGE
338	339	Q42C	REASON NOT IN NURSING: HARD TO FIND JOB
340	341	Q42D	REASON NOT IN NURSING: DISABILITY
342	343	Q42E	REASON NOT IN NURSING: ILLNESS
344	345	Q42F	REASON NOT IN NURSING: UNABLE TO PRACTICE
346	347	Q42G	REASON NOT IN NURSING: INADEQUATE STAFFING
348	349	Q42H	REASON NOT IN NURSING: NO ADVANCEMENT OPPY'S
350	351	Q42I	REASON NOT IN NURSING: NO COLLABORATION/COMMUNICATION
352	353	Q42J	REASON NOT IN NURSING: LIABILITY CONCERNS
354	355	Q42K	REASON NOT IN NURSING: PHYSICAL DEMANDS OF JOB
356	357	Q42L	REASON NOT IN NURSING: RETIRED
358	359	Q42M	REASON NOT IN NURSING: SALARIES TOO LOW
360	361	Q42N	REASON NOT IN NURSING: TOO MANY HOURS
362	363	Q42O	REASON NOT IN NURSING: SKILLS OUT OF DATE
364	365	Q42P	REASON NOT IN NURSING: TAKING CARE OF HOME/FAMILY
366	367	Q42Q	REASON NOT IN NURSING: VOLUNTEERING IN NURSING
368	369	Q42R	REASON NOT IN NURSING: WENT BACK TO SCHOOL
370	371	Q42S	REASON NOT IN NURSING: OTHER
372	373	Q42T	REASON NOT IN NURSING: MOVED/RELOCATED/DIFFICULT COMMUTE
374	375	Q42U	REASON NOT IN NURSING: EMPLOYMENT INSTABILITY/TERMINATION
376	377	Q42V	REASON NOT IN NURSING: TAKING TIME OFF
378	379	Q43	OTHER NON-NURSING CURRENT EMPLOYMENT
380	381	Q44	OTHER EMPLOYMENT WITH HEALTH ORG OR HEALTH-RELATED
382	383	Q45	PRINCIPAL POSITION OUTSIDE OF NURSING
384	385	Q46	FT OR PT IN PRINCIPAL NON-NURSING POSITION
386	387	Q47	HOURS PER WEEK IN PRINCIPAL NON-NURSING POSITION
388	393	Q48	CURRENT ANNUAL INCOME FROM NON-NURSING POSITION
394	395	Q49	ACTIVELY SEEKING EMPLOYMENT AS RN
396	397	Q50_COMP	NUMBER OF WEEKS SEEKING EMPLOYMENT
398	399	Q51	SEEKING FT/PT JOB
400	401	Q52_COMP	YEARS WORKED IN NURSING SINCE 1ST RN LICENSE COMPOSITE
402	403	Q53	EMP IN NURSING 1 YEAR AGO
404	405	Q54	EMP STATUS OF PRINCIPAL NURSING POSITION 1 YEAR AGO
406	407	Q55	FT OR PT IN PRINCIPAL NURSING POSITION 1 YEAR AGO
408	447	Q56CITY	PRINCIPAL NURSING POSITION 1 YEAR AGO: CITY
448	487	Q56CNTY	PRINCIPAL NURSING POSITION 1 YEAR AGO: COUNTY
488	490	Q56STATE	PRINCIPAL NURSING POSITION 1 YEAR AGO: STATE
491	495	Q56FIPS	PRINCIPAL NURSING POSITION 1 YEAR AGO: FIPS

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
496	499	Q56MSA	PRINCIPAL NURSING POSITION 1 YEAR AGO: MSA
500	501	Q57	MOSTLY INPATIENT UNITS IN PRINCIPAL POSITION 1 YEAR AGO
502	503	Q58	SAME OR DIFFERENT POSITION/EMPLOYER AS 1 YEAR AGO
504	505	Q59A	REASON FOR POSITION/EMP CHANGE: BURNOUT/STRESS
506	507	Q59B	REASON FOR POSITION/EMP CHANGE: PROMOTION
508	509	Q59C	REASON FOR POSITION/EMP CHANGE: DISABILITY
510	511	Q59D	REASON FOR POSITION/EMP CHANGE: ILLNESS
512	513	Q59E	REASON FOR POSITION/EMP CHANGE: OTHER POSITION/JOB
514	515	Q59F	REASON FOR POSITION/EMP CHANGE: LACK OF COLLABL/COMMUNIC
516	517	Q59G	REASON FOR POSITION/EMP CHANGE: LAID OFF/DOWNSIZING
518	519	Q59H	REASON FOR POSITION/EMP CHANGE: OPP'Y TO DO OTHER NURSING
520	521	Q59I	REASON FOR POSITION/EMP CHANGE: PAY/BENEFITS
522	523	Q59J	REASON FOR POSITION/EMP CHANGE: REORGANIZATION
524	525	Q59K	REASON FOR POSITION/EMP CHANGE: RELOCATED
526	527	Q59L	REASON FOR POSITION/EMP CHANGE: RETIRED
528	529	Q59M	REASON FOR POSITION/EMP CHANGE: TOO MANY HOURS
530	531	Q59N	REASON FOR POSITION/EMP CHANGE: SIGN-ON BONUS
532	533	Q59O	REASON FOR POSITION/EMP CHANGE: OTHER
534	535	Q59P	REASON FOR POSITION/EMP CHANGE: TEMP/CONTRACT/TRAV NURSE/POOL NURSE
536	537	Q59Q	REASON FOR POSITION/EMP CHANGE: TIME OFF FOR SELF/FAMILY/PERSONAL
538	539	Q59R	REASON FOR POSITION/EMP CHANGE: MILITARY DEPLOYMENT
540	579	Q61CITY	CURRENT RESIDENCE: CITY
580	619	Q61CNTY	CURRENT RESIDENCE: COUNTY
620	622	Q61STATE	CURRENT RESIDENCE: STATE
623	627	Q61FIPS	CURRENT RESIDENCE: FIPS
628	631	Q61MSA	CURRENT RESIDENCE: MSA
632	633	Q62	SAME CITY 1 YEAR AGO
634	673	Q63CITY	1 YEAR AGO RESIDENCE: CITY
674	713	Q63CNTY	1 YEAR AGO RESIDENCE: COUNTY
714	716	Q63STATE	1 YEAR AGO RESIDENCE: STATE
717	721	Q63FIPS	1 YEAR AGO RESIDENCE: FIPS
722	725	Q63MSA	1 YEAR AGO RESIDENCE: MSA
726	727	Q64	GENDER
728	729	Q68_0	OTHER LANGUAGE: NONE
730	732	Q68_1_CODE	OTHER LANGUAGE: FIRST
733	735	Q68_2_CODE	OTHER LANGUAGE: SECOND
736	738	Q68_3_CODE	OTHER LANGUAGE: THIRD
739	740	Q69	MARITAL STATUS
741	742	Q70_1	CHILDREN/DEPENDENTS: NONE
743	744	Q70_2	CHILDREN/DEPENDENTS: CHILDREN <6
745	746	Q70_3	CHILDREN/DEPENDENTS: CHILDREN 6-18
747	748	Q70_4	CHILDREN/DEPENDENTS: OTHER ADULTS AT HOME
749	750	Q70_5	CHILDREN/DEPENDENTS: OTHER DEPENDENTS ELSEWHERE
751	752	Q71	CURRENT ANNUAL HOUSEHOLD INCOME
753	754	MAR_CHLD	MARITAL STATUS AND CHILDREN
755	756	MAR_ADULT	MARITAL STATUS AND ADULT DEPS
757	758	EMP_STAT	EMPLOYMENT STATUS IN 2004 - DETAILED
759	760	EMPL_04	NURSING EMPLOYMENT STATUS IN 2004
761	762	EMPL_03	NURSING EMPLOYMENT STATUS IN 2003

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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
763	764	EMP04_03	EMP IN NURSING IN 2004 COMPARED TO 2003
765	766	EMPL_TES	TEMPORARY EMPLOYMENT SERVICE (TES)
767	768	SETSUM04	SETTING SUMMARY 2004
769	770	SETSUM03	SETTING SUMMARY 2003
771	772	EWKS_YR	EDITED WEEKS WORKED PER YEAR (EDITED Q31)
773	774	SET03_04	NURSING EMPLOYMENT SETTING 03 VS 04
775	778	HRS_YR	ESTIMATED PRINCIPAL NURSING HOURS PER YEAR
779	780	POSITION	POSITION TITLE-GROUPED
781	782	PREPSUM	HIGHEST NURSING EDUCATIONAL PREP GROUPED
783	784	AGE_GP	AGE OF NURSES--- GROUPED
785	786	YRSNC_GP	YEARS SINCE GRADUATION---- GROUPED
787	788	SEEKTIME	WEEKS RN SEEKING NURSING POSITION
789	791	G_ST04	GEOCODE FOR STATE ON 3/22/04
792	794	G_ST03	GEOCODE FOR STATE ON 3/22/03
795	796	RN_POP	RN WORKING/LIVING IN U.S. ON 3/22/04
797	798	G_RG04	GEOCODE FOR CENSUS DIVISION ON 3/22/04
799	800	G_RG03	GEOCODE FOR CENSUS DIVISION ON 3/22/03
801	804	G_SMSA04	GEOCODE FOR SMSA ON 3/22/04
805	808	G_SMSA03	GEOCODE FOR SMSA ON 3/22/03
809	810	G_MSA04	GEOCODE FOR MSA ON 3/22/04
811	812	G_MSA03	GEOCODE FOR MSA ON 3/22/03
813	815	G_CO_04	GEOCODE FOR COUNTY ON 3/22/04
816	818	G_CO_03	GEOCODE FOR COUNTY ON 3/22/03
819	820	GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE
821	822	GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM
823	824	LI_RESST	STATE OF FIRST LICENSE VS GEOSTATE FOR 2004
825	826	GRAD_YR	YEAR OF GRADUATION---- GROUPED
827	828	RST_SME	STATE OF RESIDENCE IN 2003 AND 2004
829	830	RCTY_SME	COUNTY OF RESIDENCE IN 2003 AND 2004
831	832	LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN
833	834	DOMFUNCT	DOMINANT FUNCTION
835	836	REG_RESI	REGION OF RESIDENCE 2004
837	838	REG_EMPL	REGION OF EMPLOYMENT 2004
839	840	REG_B_ED	REGION OF BASIC EDUCATION
841	844	HYEAR	YEAR RECEIVING HIGHEST NURSING-RELATED EDUCATION
845	846	APN_NM	NURSE MIDWIFE STATUS
847	848	APN_NA	NURSE ANESTHETIST STATUS
849	850	APN_NP	NURSE PRACTITIONER STATUS
851	852	APN_CNS	CLINICAL NURSE SPECIALIST STATUS
853	854	RACE_GP	RACE--- GROUPED
855	856	NOT_PERSFAM	REASONS FOR NOT WORKING IN NURSING: PERSONAL/FAMILY
857	858	NOT_CAREER	REASONS FOR NOT WORKING IN NURSING: PERSONAL CAREER
859	860	NOT_WORKPLCE	REASONS FOR NOT WORKING IN NURSING: WORKPLACE
861	862	NOT_WORKPLCE	REASONS FOR NOT WORKING IN NURSING: RETIREMENT
863	864	NOT_OTHER	REASONS FOR NOT WORKING IN NURSING: OTHER
865	866	CH_PERSFAM	REASONS FOR POSITION/EMPLOYER CHANGE: PERSONAL/FAMILY
867	868	CH_CAREER	REASONS FOR POSITION/EMPLOYER CHANGE: PERSONAL CAREER
869	870	CH_WORKPLACE	REASONS FOR POSITION/EMPLOYER CHANGE: WORKPLACE
871	872	CH_RETIRE	REASONS FOR POSITION/EMPLOYER CHANGE: RETIREMENT
873	874	CH_OTHER	REASONS FOR POSITION/EMPLOYER CHANGE: OTHER
875	876	PCERT_1	PROFESSIONAL CERTIFICATION FIRST

National Sample Survey of Registered Nurses 2004
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Alphabetical and Positional Listing of Variables
-----Alphabetical Listing of Variables-----

<u>START</u>	<u>END</u>	<u>NAME</u>	<u>DESCRIPTION</u>
877	878	PCERT_2	PROFESSIONAL CERTIFICATION SECOND
879	880	PCERT_3	PROFESSIONAL CERTIFICATION THIRD
881	882	COMPACT	PART OF COMPACT STATE
883	884	SPANISH	SPEAKS SPANISH
885	886	FRENCH	SPEAKS FRENCH
887	888	FILIPINO	FILIPINO
889	890	OASIAN	SPEAKS OTHER ASIAN LANGUAGE
891	892	NLANG	COUNT OF NUMBER OF LANGUAGES
893	894	NREGHRS	NUMBER OF REGULAR HOURS WORK
895	896	N_PCERTS	NUMBER OF PROFESSIONAL CERTIFICATES
897	898	DEG_PREP	ENROLLED IN NURSING-RELATED EDU UPGRADE PGM
899	904	TOTSAL	TOTAL AMOUNT EARNED
905	906	NFNS	FOREIGN NURSE
907	908	NONRN_WK	EMPLOYMENT OUTSIDE OF NURSING
909	910	SOURCE	SOURCE OF DATA
911	912	METHOD	METHOD OF DATA COLLECTION
913	922	REC_DATE	DATE OF MAILING RECEIPT
923	932	WEIGHT	BASIC WEIGHT FOR WHOLE SAMPLE
933	942	WEIGHT01	WEIGHT FOR REPLICATE 01
943	952	WEIGHT02	WEIGHT FOR REPLICATE 02
953	962	WEIGHT03	WEIGHT FOR REPLICATE 03
963	972	WEIGHT04	WEIGHT FOR REPLICATE 04
973	982	WEIGHT05	WEIGHT FOR REPLICATE 05
983	992	WEIGHT06	WEIGHT FOR REPLICATE 06
993	1002	WEIGHT07	WEIGHT FOR REPLICATE 07
1003	1012	WEIGHT08	WEIGHT FOR REPLICATE 08
1013	1022	WEIGHT09	WEIGHT FOR REPLICATE 09
1023	1032	WEIGHT10	WEIGHT FOR REPLICATE 10
1033	1042	WEIGHT11	WEIGHT FOR REPLICATE 11
1043	1052	WEIGHT12	WEIGHT FOR REPLICATE 12
1053	1062	WEIGHT13	WEIGHT FOR REPLICATE 13
1063	1072	WEIGHT14	WEIGHT FOR REPLICATE 14
1073	1082	WEIGHT15	WEIGHT FOR REPLICATE 15
1083	1092	WEIGHT16	WEIGHT FOR REPLICATE 16
1093	1102	WEIGHT17	WEIGHT FOR REPLICATE 17
1103	1112	WEIGHT18	WEIGHT FOR REPLICATE 18
1113	1122	WEIGHT19	WEIGHT FOR REPLICATE 19
1123	1132	WEIGHT20	WEIGHT FOR REPLICATE 20
1133	1134	APN	ADVANCED PRACTICE NURSE STATUS (AREAS)
1135	1142	RCCC4Q21	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1143	1150	RCCC3Q21	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1151	1158	RCCC4Q56	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1159	1166	RCCC3Q56	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1167	1174	RCCC4Q61	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1175	1182	RCCC3Q61	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE
1183	1190	RCCC4Q63	STANDARD FOUR CATEGORY CONSOLIDATED RUCA CODE
1191	1198	RCCC3Q63	STANDARD THREE CATEGORY CONSOLIDATED RUCA CODE

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County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
WITHIN U.S.

NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Accode	Unique ID 222256-999973	8.0	NUM	0001	0008	
	Value		UNWEIGHTED		WEIGHTED	
	222256-999973		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
Q1	Active RN license	2.0	NUM	0009	0010	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
Q2	Type of initial program to become RN	2.0	NUM	0011	0012	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		540		46,098	
	1: Diploma Program		8,660		733,377	
	2: Associate Degree		15,100		1,227,256	
	3: Bachelor's Degree		11,142		887,114	
	4: Master's/Doctorate		193		15,511	
	TOTAL		35,635		2,909,357	
Q5STATE	State/country of first RN license	3.0	NUM	0013	0015	Appendix D, E
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		682		58,521	
	1-56: Valid State Code		34,943		2,849,767	
	60-90: Valid US Possession Code		10		1,069	
	TOTAL		35,635		2,909,357	
Q5YEAR	Year of first RN license	4.0	NUM	0016	0019	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		827		68,519	
	1934-2004		34,808		2,840,838	
	TOTAL		35,635		2,909,357	
Q6_1	How financed initial educ...personal	2.0	NUM	0020	0021	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		19,245		1,541,250	
	2: No		15,911		1,326,544	
	TOTAL		35,635		2,909,357	
Q6_2	How financed initial educ...family	2.0	NUM	0022	0023	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		16,816		1,401,009	
	2: No		18,340		1,466,786	
	TOTAL		35,635		2,909,357	

National Sample Survey of Registered Nurses 2004
County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q6_3	How financed initial educ...employer	2.0	NUM	0024	0025	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		3,074		239,588	
	2: No		32,082		2,628,207	
	TOTAL		35,635		2,909,357	
Q6_4	How financed initial educ... Fed tr/schol/ grant	2.0	NUM	0026	0027	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		5,088		384,303	
	2: No		30,068		2,483,492	
	TOTAL		35,635		2,909,357	
Q6_5	How financed initial educ...Fed loan	2.0	NUM	0028	0029	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		8,527		643,097	
	2: No		26,629		2,224,697	
	TOTAL		35,635		2,909,357	
Q6_6	How financed initial educ...St/local schol/ grant/loan	2.0	NUM	0030	0031	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		6,699		529,382	
	2: No		28,457		2,338,413	
	TOTAL		35,635		2,909,357	
Q6_7	How financed initial educ Nongov school/grant/loan	2.0	NUM	0032	0033	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		6,422		495,006	
	2: No		28,734		2,372,789	
	TOTAL		35,635		2,909,357	
Q6_8	How financed initial educ...Other resources	2.0	NUM	0034	0035	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		479		41,563	
	1: Yes		1,730		136,916	
	2: No		33,426		2,730,878	
	TOTAL		35,635		2,909,357	

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County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q7	Ever licensed as LPN/LVN	2.0	NUM	0036	0037	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		507		43,749	
	1: Yes		6,186		484,809	
	2: No		28,942		2,380,799	
	TOTAL		35,635		2,909,357	
Q8_0	Not in health setting prior to RN education	2.0	NUM	0038	0039	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2		193	
	1: Yes		16,473		1,397,098	
	2: No		19,160		1,512,066	
	TOTAL		35,635		2,909,357	
Q8_1	Employed as nursing aid prior to RN educ	2.0	NUM	0040	0041	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		12,631		977,354	
	2: No		23,004		1,932,003	
	TOTAL		35,635		2,909,357	
Q8_2	Employed as LPN/LVN prior to RN educ	2.0	NUM	0042	0043	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		4,729		364,527	
	2: No		30,906		2,544,831	
	TOTAL		35,635		2,909,357	
Q8_3	Employed as Allied Health tech prior to RN educ	2.0	NUM	0044	0045	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		2,327		184,266	
	2: No		33,308		2,725,091	
	TOTAL		35,635		2,909,357	
Q8_4	Employed as mgr in health setting prior to RN educ	2.0	NUM	0046	0047	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		455		37,992	
	2: No		35,180		2,871,365	
	TOTAL		35,635		2,909,357	

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County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q8_5	Employed as clerk in health setting prior to RN educ	2.0	NUM	0048	0049	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		2,574		208,797	
	2: No		33,061		2,700,560	
	TOTAL		35,635		2,909,357	
Q8_6	Employed as other health position prior to RN educ (not specified) educ(not specified)	2.0	NUM	0050	0051	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		491		40,260	
	2: No		35,144		2,869,098	
	TOTAL		35,635		2,909,357	
Q8_7	Employed in Allied health position prior to RN educ (roles other than technician/technologist)	2.0	NUM	0052	0053	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		490		38,429	
	2: No		35,145		2,870,928	
	TOTAL		35,635		2,909,357	
Q8_8	Employed as volunteer prior to RN educ	2.0	NUM	0054	0055	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		190		16,392	
	2: No		35,445		2,892,966	
	TOTAL		35,635		2,909,357	
Q8_9	Employed as home health/personal services aide prior to RN educ	2.0	NUM	0056	0057	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		226		19,739	
	2: No		35,409		2,889,619	
	TOTAL		35,635		2,909,357	
Q8_10	Employed as student nurse prior to RN educ	2.0	NUM	0058	0059	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		123		9,772	
	2: No		35,512		2,899,586	
	TOTAL		35,635		2,909,357	

National Sample Survey of Registered Nurses 2004
County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
WITHIN U.S.

NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q8_11	Employed as counselor/social worker/ activity therapists/Chap. prior to RN educ	2.0	NUM	0060	0061	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		131		10,667	
	2: No		35,504		2,898,690	
	TOTAL		35,635		2,909,357	
Q8_12	Employed as other services or support aide personnel in health care prior to RN educ	2.0	NUM	0062	0063	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		122		8,934	
	2: No		35,513		2,900,424	
	TOTAL		35,635		2,909,357	
Q8_13	Employed as armed services medic/corpsman or similar role prior to RN educ	2.0	NUM	0064	0065	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		176		13,486	
	2: No		35,459		2,895,871	
	TOTAL		35,635		2,909,357	
Q8_14	Employed as other non-health related work prior to RN educ	2.0	NUM	0066	0067	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		56		4,687	
	2: No		35,579		2,904,670	
	TOTAL		35,635		2,909,357	
Q9_0	No degrees before RN educ	2.0	NUM	0068	0069	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		29,829		2,437,835	
	2: No		5,806		471,523	
	TOTAL		35,635		2,909,357	
Q9_1	Associate degree before nurse educ	2.0	NUM	0070	0071	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		2,994		247,962	
	2: No		32,641		2,661,396	
	TOTAL		35,635		2,909,357	

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County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q9_2	Bachelor's degree before nurse educ	2.0	NUM	0072	0073	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		2,944		236,871	
	2: No		32,691		2,672,486	
	TOTAL		35,635		2,909,357	
Q9_3	Master degree before nurse educ	2.0	NUM	0074	0075	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		250		19,441	
	2: No		35,385		2,889,916	
	TOTAL		35,635		2,909,357	
Q9_4	Doctorate before nurse educ	2.0	NUM	0076	0077	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		21		1,413	
	2: No		35,614		2,907,944	
	TOTAL		35,635		2,909,357	
Q9_5	Other degree before nurse educ	2.0	NUM	0078	0079	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		55		3,170	
	2: No		35,580		2,906,187	
	TOTAL		35,635		2,909,357	
Q10	Field for highest degree before nurse educ	2.0	NUM	0080	0081	
	Value		UNWEIGHTED		WEIGHTED	
	-8: Not Applicable		29,829		2,437,835	
	-9: UNKNOWN/Refused		83		6,636	
	1: Health-related field		1,544		126,083	
	2: Biological or Physical Science		1,019		79,921	
	3: Business or Management		548		45,012	
	4: Education		469		38,655	
	5: Liberal Arts, Social Sciences, or Humanities		1,805		150,821	
	6: Law		24		1,718	
	7: Computer Science		43		2,976	
	8: Social Work		109		8,489	
	9: Other non-health-related field		162		11,210	
	TOTAL		35,635		2,909,357	
Q11	Earned other degrees after initial RN educ	2.0	NUM	0082	0083	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		9,918		814,830	
	2: No		25,717		2,094,528	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q12	Completed formal education for APN preparation	2.0	NUM	0084	0085	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		3,644		288,438	
	2: No		31,991		2,620,920	
	TOTAL		35,635		2,909,357	
Q12a_a	Advance practice preparation as CNS	2.0	NUM	0086	0087	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		10		925	
	-8: Not Applicable		31,991		2,620,920	
	1: Yes		1,264		105,501	
	2: No		2,370		182,012	
	TOTAL		35,635		2,909,357	
Q12a_b	Advance practice preparation as NA	2.0	NUM	0088	0089	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1		38	
	-8: Not Applicable		31,991		2,620,920	
	1: Yes		472		32,570	
	2: No		3,171		255,830	
	TOTAL		35,635		2,909,357	
Q12a_c	Advance practice preparation as NM	2.0	NUM	0090	0091	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		30		2,762	
	-8: Not Applicable		31,991		2,620,920	
	1: Yes		212		17,453	
	2: No		3,402		268,223	
	TOTAL		35,635		2,909,357	
Q12a_d	Advance practice preparation as NP	2.0	NUM	0092	0093	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		30		2,762	
	-8: Not Applicable		31,991		2,620,920	
	1: Yes		212		17,453	
	2: No		3,402		268,223	
	TOTAL		35,635		2,909,357	
Q12b_a	Length of program: CNS	2.0	NUM	0094	0095	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		82		7,110	
	-8: Not Applicable		34,361		2,802,931	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q12b_a	Length of program: CNS	2.0	NUM	0094	0095	
	1: Less than 3 months		166		13,821	
	2: 3 through 8 months		97		7,656	
	3: 9 months or more		929		77,839	
	TOTAL		35,635		2,909,357	
Q12b_b	Length of program: NA	2.0	NUM	0096	0097	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2		85	
	-8: Not Applicable		35,162		2,876,750	
	1: Less than 3 months		2		160	
	2: 3 through 8 months		1		19	
	3: 9 months or more		468		32,344	
	TOTAL		35,635		2,909,357	
Q12b_c	Length of program: NM	2.0	NUM	0098	0099	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		32		2,928	
	-8: Not Applicable		35,393		2,889,143	
	1: Less than 3 months		1		64	
	2: 3 through 8 months		5		358	
	3: 9 months or more		204		16,865	
	TOTAL		35,635		2,909,357	
Q12b_d	Length of program: NP	2.0	NUM	0100	0101	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		27		1,903	
	-8: Not Applicable		33,810		2,766,782	
	1: Less than 3 months		14		744	
	2: 3 through 8 months		85		6,607	
	3: 9 months or more		1,699		133,321	
	TOTAL		35,635		2,909,357	
Q12c_a	Highest prog credential: CNS	2.0	NUM	0102	0103	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		54		4,671	
	-8: Not Applicable		34,361		2,802,931	
	1: Certificate/Award		354		30,110	
	2: Bachelor's Degree		10		1,054	
	3: Master's Degree		822		67,666	
	4: Post-Master's Certificate		31		2,731	
	5: Doctorate		3		194	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q12c_b	Highest prog credential: NA	2.0	NUM	0104	0105	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		5		229	
	-8: Not Applicable		35,162		2,876,750	
	1: Certificate/Award		267		18,870	
	2: Bachelor's Degree		23		1,138	
	3: Master's Degree		175		12,083	
	4: Post-Master's Certificate		3		287	
	TOTAL		35,635		2,909,357	
Q12c_c	Highest prog credential: NM	2.0	NUM	0106	0107	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		37		3,348	
	-8: Not Applicable		35,393		2,889,143	
	1: Certificate/Award		93		7,965	
	2: Bachelor's Degree		4		222	
	3: Master's Degree		98		7,887	
	4: Post-Master's Certificate		10		792	
	TOTAL		35,635		2,909,357	
Q12c_d	Highest prog credential: NP	2.0	NUM	0108	0109	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		41		2,944	
	-8: Not Applicable		33,810		2,766,782	
	1: Certificate/Award		404		30,364	
	2: Bachelor's Degree		21		1,626	
	3: Master's Degree		1,173		92,449	
	4: Post-Master's Certificate		182		14,821	
	5: Doctorate		4		372	
	TOTAL		35,635		2,909,357	
Q12d_a	Year of credential: CNS	4.0	NUM	0110	0113	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		199		16,017	
	-8: Not Applicable		34,361		2,802,931	
	1937-2004		1,075		90,409	
	TOTAL		35,635		2,909,357	
Q12d_b	Year of credential: NA	4.0	NUM	0114	0117	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		19		1,265	
	-8: Not Applicable		35,162		2,876,750	
	1946-2004		454		31,342	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q12d_c	Year of credential: NM	4.0	NUM	0118	0121	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		45		4,606	
	-8: Not Applicable		35,393		2,889,143	
	1956-2004		197		15,609	
	TOTAL		35,635		2,909,357	
Q12d_d	Year of credential: NP	4.0	NUM	0122	0125	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		109		8,563	
	-8: Not Applicable		33,810		2,766,782	
	1940-2004		1,716		134,012	
	TOTAL		35,635		2,909,357	
Q12f_b	Certified by national body: NA	2.0	NUM	0126	0127	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		15		882	
	-8: Not Applicable		35,162		2,876,750	
	1: Yes		440		30,310	
	2: No		18		1,416	
	TOTAL		35,635		2,909,357	
Q12f_b	Certified by national body: NA	2.0	NUM	0128	0129	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		15		882	
	-8: Not Applicable		35,162		2,876,750	
	1: Yes		440		30,310	
	2: No		18		1,416	
	TOTAL		35,635		2,909,357	
Q12f_c	Certified by national body: NM	2.0	NUM	0130	0131	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		45		4,241	
	-8: Not Applicable		35,393		2,889,143	
	1: Yes		167		13,096	
	2: No		30		2,878	
	TOTAL		35,635		2,909,357	
Q12f_d	Certified by national body: NP	2.0	NUM	0132	0133	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		107		8,891	
	-8: Not Applicable		33,810		2,766,782	
	1: Yes		1,403		106,154	
	2: No		315		27,530	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q13	Professional certifications	2.0	NUM	0134	0135	
	Value		UNWEIGHTED		WEIGHTED	
	0: None		23,377		1,907,481	
	1 Certification		8,543		697,407	
	2 Certifications		2,439		203,276	
	3 Certifications		1,276		101,194	
	TOTAL		35,635		2,909,357	
Q14_0	No emergency training	2.0	NUM	0136	0137	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		21,909		1,809,545	
	2: No		13,708		1,098,666	
	TOTAL		35,635		2,909,357	
Q14_1	Emergency training in: Biological attack	2.0	NUM	0138	0139	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		8,958		713,833	
	2: No		26,659		2,194,378	
	TOTAL		35,635		2,909,357	
Q14_2	Emergency training in: Chemical attack	2.0	NUM	0140	0141	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		7,791		622,357	
	2: No		27,826		2,285,854	
	TOTAL		35,635		2,909,357	
Q14_3	Emergency training in: Nuclear/rad. Attack	2.0	NUM	0142	0143	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		4,645		379,276	
	2: No		30,972		2,528,935	
	TOTAL		35,635		2,909,357	
Q14_4	Emergency training in: Infectious disease	2.0	NUM	0144	0145	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		10,453		843,315	
	2: No		25,164		2,064,896	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q14_5	Emergency training in: Natural disaster/pub health	2.0	NUM	0146	0147	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		18		1,146	
	1: Yes		10,453		836,853	
	2: No		25,164		2,071,358	
	TOTAL		35,635		2,909,357	
Q14a	Total hours spent in emerg. training since 1/2000	3.0	NUM	0148	0150	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		603		50,708	
	-8: Not Applicable		21,909		1,809,545	
	1-600		13,123		1,049,105	
	TOTAL		35,635		2,909,357	
Q14b	Training for multidiscip approach to emergency	2.0	NUM	0151	0152	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		170		14,632	
	-8: Not Applicable		21,831		1,803,691	
	1: Yes		9,765		772,217	
	2: No		3,869		318,817	
	TOTAL		35,635		2,909,357	
Q15	Currently enrolled in formal educ program	2.0	NUM	0153	0154	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		8		751	
	1: Yes		2,718		220,412	
	2: No		32,909		2,688,195	
	TOTAL		35,635		2,909,357	
Q16	Field of current educ program	2.0	NUM	0155	0156	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		62		5,245	
	-8: Not Applicable		32,909		2,688,195	
	1: In nursing		1,891		154,062	
	2: In a non-nursing field useful to enhance your career in nurs		429		33,777	
	3: In another field to allow you to pursue career opportunities		344		28,078	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q17	FT or PT in current educ program	2.0	NUM	0157	0158	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		87		7,469	
	-8: Not Applicable		32,907		2,688,077	
	1: Full-time student		695		53,361	
	2: Part-time student		1,946		160,451	
	TOTAL		35,635		2,909,357	
Q18	Degree working towards in current program	2.0	NUM	0159	0160	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		64		5,255	
	-8: Not Applicable		32,907		2,688,137	
	1: Associates Degree		32		2,438	
	2: Bachelor's Degree		1,085		90,408	
	3: Master's Degree		1,081		85,968	
	4: Doctorate		155		12,258	
	5: Certificate		311		24,893	
	TOTAL		35,635		2,909,357	
Q19	Currently employed in nursing	2.0	NUM	0161	0162	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		30,233		2,421,351	
	2: No		5,402		488,006	
	TOTAL		35,635		2,909,357	
Q20	Need RN license for principal nursing position	2.0	NUM	0163	0164	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		195		15,560	
	-8: Not Applicable		5,402		488,006	
	1: Yes		29,646		2,373,199	
	2: No		392		32,593	
	TOTAL		35,635		2,909,357	
Q21city	Principal nursing position: City	40.0	ASCII	0165	0204	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		179		12,679	
	-8: Not Applicable		5,402		488,006	
	Other: Non Blank		30,054		2,408,673	
	TOTAL		35,635		2,909,357	
Q21cnty	Principal nursing position: County	40.0	ASCII	0205	0244	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		577		40,455	
	-8: Not Applicable		5,402		488,006	
	Other: Non Blank		29,656		2,380,896	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q21state	Principal nursing position: State	3.0	NUM	0245	0247	Appendix D, E
	Value		UNWEIGHTED		WEIGHTED	
	-8: Not Applicable		5,402		488,006	
	1: AL		464		36,538	
	2: AK		444		6,777	
	4: AZ		478		39,136	
	5: AR		489		20,115	
	6: CA		1,540		211,531	
	8: CO		570		34,654	
	9: CT		463		32,718	
	10: DE		479		8,633	
	11: DC		345		11,583	
	12: FL		1,073		132,758	
	13: GA		594		66,512	
	15: HI		440		9,335	
	16: ID		451		8,753	
	17: IL		849		113,779	
	18: IN		521		54,624	
	19: IA		598		32,664	
	20: KS		583		24,869	
	21: KY		466		37,631	
	22: LA		428		35,369	
	23: ME		459		15,077	
	24: MD		639		47,124	
	25: MA		794		75,398	
	26: MI		699		84,967	
	27: MN		703		51,914	
	28: MS		482		24,009	
	29: MO		591		57,365	
	30: MT		512		7,914	
	31: NE		506		18,532	
	32: NV		503		14,095	
	33: NH		428		16,670	
	34: NJ		541		72,980	
	35: NM		424		13,570	
	36: NY		1,148		174,208	
	37: NC		641		76,761	
	38: ND		552		7,484	
	39: OH		940		112,806	
	40: OK		483		24,433	
	41: OR		446		30,850	
	42: PA		1,015		127,013	
	44: RI		428		11,368	
	45: SC		534		30,711	
	46: SD		478		9,278	
	47: TN		520		54,338	
	48: TX		1,100		145,336	
	49: UT		573		15,778	
	50: VT		402		6,444	
	51: VA		545		56,726	
	53: WA		570		48,421	
	54: WV		333		16,042	
	55: WI		512		51,679	
	56: WY		457		4,079	
	TOTAL		35,635		2,909,357	
Q21fips	Principal nursing position: FIPS	5.0	ASCII	0248	0252	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		216		14,199	
	-8: Not Applicable		5,401		487,884	
	range only (min-max)		30,018		2,407,274	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q21msa	Principal nursing position: MSA	4.0	ASCII	0253	0256	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		192		11,892	
	-8: Not Applicable		5,401		487,884	
	-7: Not in MSA		6,559		376,021	
	range only (min-max)		23,483		2,033,561	
	TOTAL		35,635		2,909,357	
Q22	Employment status of principal nursing position	2.0	NUM	0257	0258	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		558		47,787	
	-8: Not Applicable		5,402		488,006	
	1: An employee of the organization or facility		27,213		2,184,921	
	2: Employed through an employment agency		768		54,493	
	3: Self-employed, per diem, or on as-needed basis		1,694		134,150	
	TOTAL		35,635		2,909,357	
Q25a	Principal nursing position: % time in administration	3.0	NUM	0259	0261	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25b	Principal nursing position: % time in consultation	3.0	NUM	0262	0264	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25c	Principal nursing position: % time in direct patient care	3.0	NUM	0265	0267	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q25d	Principal nursing position: % time in research	3.0	NUM	0268	0270	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25e	Principal nursing position: % time in sup/mgmt	3.0	NUM	0271	0273	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25f	Principal nursing position: % time in teaching	3.0	NUM	0274	0276	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25g	Principal nursing position: % time in other	3.0	NUM	0277	0279	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		717		61,269	
	-8: Not Applicable		5,402		488,006	
	0-100		29,516		2,360,082	
	TOTAL		35,635		2,909,357	
Q25h	Principal nursing position: % time in Total (100%)	3.0	NUM	0280	0282	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		722		61,561	
	-8: Not Applicable		5,402		488,006	
	95-105		29,511		2,359,790	
	TOTAL		35,635		2,909,357	
Q26	Provide direct patient care in principal nursing position	2.0	NUM	0283	0284	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		652		54,130	
	-8: Not Applicable		5,402		488,006	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q26	Provide direct patient care in principal nursing position	2.0	NUM	0283	0284	
	1: Yes		16,725		1,350,687	
	2: No		12,856		1,016,534	
	TOTAL		35,635		2,909,357	
Q27	Unit where spend most patient care time	2.0	NUM	0285	0286	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		772		63,695	
	-8: Not Applicable		18,258		1,504,540	
	1: Critical care unit (ICU/CCU)		2,768		230,772	
	2: Emergency department		1,517		117,964	
	3: General/specialty in patient unit		4,749		383,243	
	4: Home health care		64		5,287	
	5: Hospice unit		48		3,801	
	6: Labor/delivery room		1,196		96,659	
	7: Operating room		1,504		117,369	
	8: Outpatient department		1,528		125,138	
	9: Perioperative unit		758		62,908	
	10: Radiologic (diagnostic or therapeutic)		164		13,680	
	11: Step-down/transitional/progressive/telemetry unit		1,085		93,124	
	12: Sub-acute care unit		269		20,614	
	13: Multiple unites, none over 50%		550		39,386	
	14: No specific assigned type of area		230		16,751	
	15: Other specific area		71		6,076	
	16: Dialysis		93		7,552	
	17: Telephone triage/advice/call center		11		797	
	TOTAL		35,635		2,909,357	
Q28	Primary type of patient	2.0	NUM	0287	0288	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		723		60,431	
	-8: Not Applicable		5,402		488,006	
	1: No patient care/unit organization does not provide patient care		1,596		127,436	
	2: Adult care (general)		6,468		513,834	
	3: Cardiovascular		2,034		171,219	
	4: Chronic care		462		35,215	
	5: Neurological		264		22,802	
	6: Newborn		867		76,145	
	7: Obstetrics/gynecologic/maternal-child		1,950		158,847	
	8: Oncology		805		68,332	
	9: Orthopedic		532		42,438	
	10: Pediatric		2,176		176,698	
	11: Psychiatric		1,167		90,765	
	12: Rehabilitation		516		41,458	
	13: Renal		405		33,681	
	14: Work with multiple patient types		7,901		608,940	
	15: Other		154		12,284	
	16: Adolescent		66		5,271	
	17: Blood donation/apheresis		31		2,727	
	18: Critical care/trauma/emergency room		122		9,769	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q28	Primary type of patient	2.0	NUM	0287	0288	
	19: Dermatology		30		2,947	
	20: Alzheimer's/dementia		37		2,488	
	21: Diabetic/endocrinology		51		3,842	
	22: ENT/allergy/asthma		45		3,417	
	23: Family		51		4,054	
	24: Gastrointestinal/endoscopy		122		10,274	
	25: Geriatrics/elderly		518		41,113	
	26: Hospice/terminally ill		168		13,636	
	27: Infectious diseases/HIV/communicable diseases					
	28: Plastic/cosmetic surgery		54		4,695	
	29: Special needs/developmental disability/mental retardation		25		2,475	
	30: Employee/occupational health		83		6,630	
	31: Ophthalmologic/eye		78		6,561	
	32: Pain management		51		4,080	
	33: Pulmonary/respiratory		27		2,003	
	34: Public health/community/immunizations		61		5,626	
	35: Medical-Surgical		28		1,976	
	36: Transplant		383		31,141	
	37: Urology		30		3,399	
	38: Wounds/burns		36		2,865	
	39: Addictions/substance abuse/detox		41		3,729	
	40: Advice/telephone triage		53		4,055	
	TOTAL		22		2,053	
			35,635		2,909,357	
Q29	Portion of year in principal nursing position	2.0	NUM	0289	0290	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		33		3,086	
	-8: Not Applicable		5,402		488,006	
	1: The entire calendar year or school/academic year		28,601		2,293,971	
	2: Only part of the calendar year or school/academic year		1,599		124,294	
	TOTAL		35,635		2,909,357	
Q30	FT or PT in principal nursing position	2.0	NUM	0291	0292	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		44		4,261	
	-8: Not Applicable		5,402		488,006	
	1: Full-time		21,559		1,721,565	
	2: Part-time		8,630		695,525	
	TOTAL		35,635		2,909,357	
Q31	Weeks per year in principal nursing position	2.0	NUM	0293	0294	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		759		64,876	
	-8: Not Applicable		5,402		488,006	
	1-52		29,474		2,356,475	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q32	Satisfaction with principal nursing position	2.0	NUM	0295	0296	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		579		49,802	
	-8: Not Applicable		5,402		488,006	
	1: Extremely dissatisfied		835		68,175	
	2: Moderately dissatisfied		3,238		259,147	
	3: Neither satisfied nor dissatisfied		2,338		194,844	
	4: Moderately satisfied		14,914		1,197,997	
	5: Extremely satisfied		8,329		651,386	
	TOTAL		35,635		2,909,357	
Q33a	Hours in last full workweek at principal position	2.0	NUM	0297	0298	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		421		35,900	
	-8: Not Applicable		5,402		488,006	
	0-98		29,812		2,385,451	
	TOTAL		35,635		2,909,357	
Q33b	Paid on-call hours in last workweek	2.0	NUM	0299	0300	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		421		35,900	
	-8: Not Applicable		5,402		488,006	
	0-98		29,812		2,385,451	
	TOTAL		35,635		2,909,357	
Q33c	Overtime hours in last workweek	2.0	NUM	0301	0302	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		421		35,900	
	-8: Not Applicable		5,402		488,006	
	0-98		29,812		2,385,451	
	TOTAL		35,635		2,909,357	
Q33d	Mandatory/unscheduled overtime hours	2.0	NUM	0303	0304	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		421		35,900	
	-8: Not Applicable		5,402		488,006	
	0-64		29,812		2,385,451	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q34	Current annual income from principal nursing position	6.0	NUM	0305	0310	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,087		171,183	
	-8: Not Applicable		5,402		488,006	
	\$1-\$882,000		28,146		2,250,168	
	TOTAL		35,635		2,909,357	
Q35	Union representation	2.0	NUM	0311	0312	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		702		59,949	
	-8: Not Applicable		5,402		488,006	
	1: Yes		4,590		390,209	
	2: No		24,941		1,971,193	
	TOTAL		35,635		2,909,357	
Q36	Secondary nursing position	2.0	NUM	0313	0314	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		706		59,173	
	-8: Not Applicable		5,402		488,006	
	1: Yes		4,608		352,027	
	2: No		24,919		2,010,151	
	TOTAL		35,635		2,909,357	
Q37_1	Emp status of other nursing position(s): Emp of org	2.0	NUM	0315	0316	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		825		67,352	
	-8: Not Applicable		30,321		2,498,157	
	1: Yes		2,478		186,104	
	2: No		2,011		157,744	
	TOTAL		35,635		2,909,357	
Q37_2	Emp status of other nursing position(s): Emp agency	2.0	NUM	0317	0318	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		825		67,352	
	-8: Not Applicable		30,321		2,498,157	
	1: Yes		480		37,263	
	2: No		4,009		306,585	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q37_3	Emp status of other nursing position(s): Self emp	2.0	NUM	0319	0320	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		825		67,352	
	-8: Not Applicable		30,321		2,498,157	
	1: Yes		1,862		145,636	
	2: No		2,627		198,212	
	TOTAL		35,635		2,909,357	
Q38	Setting of secondary nursing position(s)	3.0	NUM	0321	0323	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		741		60,922	
	-8: Not Applicable		30,321		2,498,157	
	100: Hospital		1,914		148,366	
	200: Nursing home/extended care facility		402		29,924	
	300: Nursing education program		282		21,736	
	400: Public or community health setting		336		25,930	
	500: School health service		159		12,759	
	600: Occupational health		47		3,345	
	700: Ambulatory care setting		326		24,979	
	800: Insurance claims/benefits		36		2,005	
	900: Policy/planning/regulatory/licensing agency		20		1,252	
	950: Other		1,051		79,983	
	TOTAL		35,635		2,909,357	
Q39	Hours spent per year in other nursing position(s)	2.0	NUM	0324	0325	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		765		63,248	
	-8: Not Applicable		30,321		2,498,157	
	1: Less than 500 hours per year		2,876		221,133	
	2: 500 hours per year		521		40,531	
	3: 501-999 hours per year		549		40,118	
	4: 1,000 hours per year		195		14,854	
	5: 1,001-1,499 hours per year		153		11,692	
	6: 1,500 hours per year		45		3,617	
	7: 1,501-1999 hours per year		64		4,476	
	8: 2,000 hours per year or more		146		11,532	
	TOTAL		35,635		2,909,357	
Q40	Current annual income from other nursing position(s)	6.0	NUM	0326	0331	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		954		77,452	
	-8: Not Applicable		30,321		2,498,157	
	\$0-\$92,000		4,360		333,748	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q41_COMP	Years since last employed in nursing	2.0	NUM	0332	0333	
	-9: UNKNOWN/Refused		814		72,067	
	-8: Not Applicable		30,233		2,421,351	
	-1: Never worked as a registered nurse		64		6,261	
	0-96		4,524		409,678	
	TOTAL		35,635		2,909,357	
Q42a	Reason not in nursing: Burnout/stress	2.0	NUM	0334	0335	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		43		3,870	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,644		150,042	
	2: No		9,029		745,294	
	TOTAL		35,635		2,909,357	
Q42b	Reason not in nursing: Career change	2.0	NUM	0336	0337	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		55		4,996	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,113		100,939	
	2: No		9,548		793,272	
	TOTAL		35,635		2,909,357	
Q42c	Reason not in nursing: Hard to find job	2.0	NUM	0338	0339	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		53		4,709	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		214		17,907	
	2: No		10,449		876,591	
	TOTAL		35,635		2,909,357	
Q42d	Reason not in nursing: Disability	2.0	NUM	0340	0341	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		46		3,885	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		625		56,958	
	2: No		10,045		838,364	
	TOTAL		35,635		2,909,357	
Q42e	Reason not in nursing: Illness	2.0	NUM	0342	0343	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		47		4,313	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		563		52,237	
	2: No		10,106		842,656	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q42f	Reason not in nursing: Unable to practice	2.0	NUM	0344	0345	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		54		4,723	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		304		28,497	
	2: No		10,358		865,986	
	TOTAL		35,635		2,909,357	
42g	Reason not in nursing: Inadequate staffing	2.0	NUM	0346	0347	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		51		4,486	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,162		107,769	
	2: No		9,503		786,952	
	TOTAL		35,635		2,909,357	
Q42h	Reason not in nursing: No advancement oppy's	2.0	NUM	0348	0349	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		53		4,739	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		411		35,107	
	2: No		10,252		859,360	
	TOTAL		35,635		2,909,357	
Q42i	Reason not in nursing: No collaboration/communication	2.0	NUM	0350	0351	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		50		4,461	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		696		61,500	
	2: No		9,970		833,245	
	TOTAL		35,635		2,909,357	
Q42j	Reason not in nursing: Liability concerns	2.0	NUM	0352	0353	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		50		4,486	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		708		64,502	
	2: No		9,958		830,218	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q42k	Reason not in nursing: Physical demands of job	2.0	NUM	0354	0355	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		48		4,376	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,202		109,178	
	2: No		9,466		785,652	
	TOTAL		35,635		2,909,357	
Q42l	Reason not in nursing: Retired	2.0	NUM	0356	0357	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		16		1,402	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,790		164,833	
	2: No		8,910		732,971	
	TOTAL		35,635		2,909,357	
Q42m	Reason not in nursing: Salaries too low	2.0	NUM	0358	0359	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		51		4,671	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		762		70,184	
	2: No		9,903		824,351	
	TOTAL		35,635		2,909,357	
Q42n	Reason not in nursing: Too many hours	2.0	NUM	0360	0361	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		51		4,513	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,305		116,406	
	2: No		9,360		778,287	
	TOTAL		35,635		2,909,357	
Q42o	Reason not in nursing: Skills out of date	2.0	NUM	0362	0363	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		53		4,752	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		749		69,322	
	2: No		9,914		825,132	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q42p	Reason not in nursing: Taking care of home/family	2.0	NUM	0364	0365	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		44		3,779	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		1,839		169,662	
	2: No		8,833		725,765	
	TOTAL		35,635		2,909,357	
Q42q	Reason not in nursing: Volunteering in nursing	2.0	NUM	0366	0367	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		55		4,996	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		293		23,217	
	2: No		10,368		870,994	
	TOTAL		35,635		2,909,357	
Q42r	Reason not in nursing: Went back to school	2.0	NUM	0368	0369	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		60		5,357	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		283		23,504	
	2: No		10,373		870,345	
	TOTAL		35,635		2,909,357	
Q42s	Reason not in nursing: Other	2.0	NUM	0370	0371	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		96		8,441	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		18		1,448	
	2: No		10,602		889,318	
	TOTAL		35,635		2,909,357	
Q42t	Reason not in nursing: Moved/relocated/difficult commute	2.0	NUM	0372	0373	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		96		8,441	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		62		4,498	
	2: No		10,558		886,267	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q42u	Reason not in nursing: Employment instability/termination	2.0	NUM	0374	0375	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		96		8,441	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		45		3,994	
	2: No		10,575		886,771	
	TOTAL		35,635		2,909,357	
Q42v	Reason not in nursing: Taking time off	2.0	NUM	0376	0377	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		96		8,441	
	-8: Not Applicable		24,919		2,010,151	
	1: Yes		32		2,574	
	2: No		10,588		888,191	
	TOTAL		35,635		2,909,357	
Q43	Other non-nursing current employment	2.0	NUM	0378	0379	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		944		80,969	
	1: Yes		2,915		240,036	
	2: No		31,776		2,588,353	
	TOTAL		35,635		2,909,357	
Q44	Other employment with health org or health-related	2.0	NUM	0380	0381	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,003		86,327	
	-8: Not Applicable		31,776		2,588,353	
	1: Yes		1,256		107,009	
	2: No		1,600		127,669	
	TOTAL		35,635		2,909,357	
Q45	Principal position outside of nursing	2.0	NUM	0382	0383	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,169		99,632	
	-8: Not Applicable		31,776		2,588,353	
	1: Accounting/Bookkeeping-general		62		4,737	
	2: Accounting/Bookkeeping-health related		9		773	
	3: Administration/Management-general		209		18,743	
	4: Administration/Management-health related		139		13,277	
	5: Airline work/pilot		12		945	
	6: Animal care-domestic, non-farming		30		1,770	
	8: Artist/fur fiber breeder		30		2,383	
	9: Attorney/legal consultant-health related		1		108	

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Q45	Principal position outside of nursing	2.0	NUM	0382	0383	
	10: Attorney/legal consultant-general		14		1,515	
	11: Case management		32		2,699	
	12: Child care		40		3,561	
	13: Clerk/data entry		28		2,166	
	14: Community/public health		7		717	
	15: Computer systems work-general		21		1,958	
	16: Computer systems work-health related		12		865	
	17: Consultant-general		65		6,091	
	18: Consultant-health related		57		5,001	
	19: Cosmetician/aesthetician/electrologist		17		1,317	
	20: Cosmetics sales/marketing		30		2,147	
	21: Counselor/therapist/funeral director		56		4,454	
	22: Director of senior residences		33		2,806	
	23: EMT/paramedic/fire services/police		56		4,312	
	24: Faculty/instructor/leader-health related		53		4,378	
	25: faculty/instructor/leader-general		37		3,112	
	26: Farmer/animal rancher		75		4,235	
	27: Floral work/horticulture/landscaping		34		2,435	
	28: Food services		43		3,487	
	29: Government-health related		21		1,806	
	30: Government-general		15		1,314	
	31: Holistic health provider/non-nursing approaches to wellness		69		5,090	
	32: Homemaker/mother/housewife/housekeeper		21		1,537	
	33: Insurance agent/examiner/investigator		28		2,631	
	34: Jewelry sales		10		694	
	36: Medical supplies/software services		20		2,048	
	37: Military-general		17		1,276	
	38: Military-health related		10		581	
	39: Music related		46		3,180	
	40: Non-nursing healthcare provider outside of those listed here		136		11,901	
	41: Parochial service		45		3,988	
	42: Personnel-general		16		1,228	
	43: Personnel-health related		7		882	
	44: Pharmaceutical research/services/rep		79		7,296	
	45: Physician assistant		24		1,608	
	46: Real estate broker/property management/ agent/builder/contractor		124		9,794	
	47: Recreation leader/training/exercise/ leisure		112		7,832	
	48: Retail sales/business operator/marketing		319		25,255	
	49: Secretary/receptionist/administrative assistant		121		10,520	
	50: Teacher/substitute teacher/school staff		111		9,634	
	51: Volunteer-health related		3		258	
	52: Volunteer-general		2		117	
	53: Writer-health related		7		811	
	54: Writer-general		9		776	
	55: Writer-nursing		2		313	
	56: Miscellaneous		89		7,266	
	58: Caretaking (personalized care but not as an RN)		20		1,439	
	59: Stock broker/trader/securities		5		302	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q46	FT or PT in principal non-nursing position	2.0	NUM	0384	0385	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,032		88,441	
	-8: Not Applicable		31,773		2,588,089	
	1: Full-time		1,107		95,498	
	2: Part-time		1,723		137,330	
	TOTAL		35,635		2,909,357	
Q47	Hours per week in principal non-nursing position	2.0	NUM	0386	0387	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,084		92,667	
	-8: Not Applicable		31,773		2,588,199	
	1-80		2,778		228,491	
	TOTAL		35,635		2,909,357	
Q48	Current annual income from non-nursing position	6.0	NUM	0388	0393	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,495		126,033	
	-8: Not Applicable		31,776		2,588,353	
	\$1-\$800,000		2,364		194,972	
	TOTAL		35,635		2,909,357	
Q49	Actively seeking employment as RN	2.0	NUM	0394	0395	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,051		89,957	
	1: Yes		2,424		190,157	
	2: No		32,160		2,629,243	
	TOTAL		35,635		2,909,357	
Q50_COMP	Number of weeks seeking employment	2.0	NUM	0396	0397	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,152		97,505	
	-8: Not Applicable		32,150		2,628,580	
	0-99		2,333		183,273	
	TOTAL		35,635		2,909,357	
Q51	Seeking FT/PT job	2.0	NUM	0398	0399	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,115		94,897	
	-8: Not Applicable		32,160		2,629,243	
	1: Full-time		1,240		96,250	
	2: Part-time		719		58,283	
	3: Either		401		30,685	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q52_COMP	Years worked in nursing since 1st RN license composite	2.0	NUM	0400	0401	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,301		115,257	
	1-88		34,334		2,794,101	
	TOTAL		35,635		2,909,357	
Q53	Emp in nursing 1 year ago	2.0	NUM	0402	0403	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		638		56,521	
	1: Yes		29,786		2,372,963	
	2: No		5,211		479,873	
	TOTAL		35,635		2,909,357	
Q54	Emp status of principal nursing position 1 year ago	2.0	NUM	0404	0405	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,413		116,544	
	-8: Not Applicable		5,211		479,873	
	1: The entire calendar year or school/academic year		26,420		2,107,632	
	2: Only part of the calendar year or school/academic year		2,591		205,309	
	TOTAL		35,635		2,909,357	
Q55	FT or PT in principal nursing position 1 year ago	2.0	NUM	0406	0407	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,433		118,227	
	-8: Not Applicable		5,211		479,873	
	1: Full-time		20,944		1,662,277	
	2: Part-time		8,047		648,980	
	TOTAL		35,635		2,909,357	
Q56city	Principal nursing position 1 year ago: City	40.0	ASCII	0408	0447	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		1,963		159,035	
	-8: Not Applicable		5,211		479,873	
	Other: Non Blank		28,461		2,270,449	
	TOTAL		35,635		2,909,357	
Q56cnty	Principal nursing position 1 year ago: County	40.0	ASCII	0448	0487	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,489		194,346	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q56cnty	Principal nursing position 1 year ago: County	40.0	ASCII	0448	0487	
	-8: Not Applicable		5,211		479,873	
	Other: Non Blank		27,935		2,235,138	
	TOTAL		35,635		2,909,357	
Q56state	Principal nursing position 1 year ago: State	3.0	NUM	0488	0490	
	Value		UNWEIGHTED		WEIGHTED	Appendix D, E
	-9: UNKNOWN/Refused		1,946		158,667	
	-8: Not Applicable		5,211		479,873	
	1: AL		448		35,388	
	2: AK		436		6,765	
	4: AZ		435		35,873	
	5: AR		450		18,586	
	6: CA		1,433		195,027	
	8: CO		548		33,093	
	9: CT		455		32,342	
	10: DE		467		8,701	
	11: DC		325		10,710	
	12: FL		1,009		125,179	
	13: GA		543		60,818	
	15: HI		405		8,730	
	16: ID		427		8,293	
	17: IL		785		105,328	
	18: IN		490		51,021	
	19: IA		574		31,335	
	20: KS		557		23,708	
	21: KY		444		35,940	
	22: LA		406		33,390	
	23: ME		428		13,843	
	24: MD		601		45,170	
	25: MA		746		70,030	
	26: MI		687		82,717	
	27: MN		652		48,546	
	28: MS		454		22,592	
	29: MO		579		55,899	
	30: MT		490		7,502	
	31: NE		480		17,098	
	32: NV		470		12,834	
	33: NH		394		15,692	
	34: NJ		506		68,541	
	35: NM		408		13,126	
	36: NY		1,046		158,259	
	37: NC		571		69,434	
	38: ND		534		7,290	
	39: OH		881		106,714	
	40: OK		448		22,859	
	41: OR		419		28,359	
	42: PA		964		119,794	
	44: RI		403		10,467	
	45: SC		494		28,522	
	46: SD		444		8,579	
	47: TN		497		52,032	
	48: TX		1,013		134,914	
	49: UT		525		14,450	
	50: VT		390		6,284	
	51: VA		512		52,436	
	53: WA		524		45,122	
	54: WV		316		15,017	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q56state	Principal nursing position 1 year ago: State	3.0	NUM	0488	0490	Appendix D, E
	55: WI		493		49,623	
	56: WY		430		3,839	
	60-90: Valid US Possession Code		2		28	
	101-363: Valid Country Code		40		2,982	
	TOTAL		35,635		2,909,357	
Q56fips	Principal nursing position 1 year ago: FIPS	5.0	ASCII	0491	0495	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,065		165,880	
	-8: Not Applicable		5,211		479,873	
	0: Outside of U.S. range only (min-max)		42 28,317		3,010 2,260,595	
	TOTAL		35,635		2,909,357	
Q56msa	Principal nursing position 1 year ago: MSA	4.0	ASCII	0496	0499	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,008		160,693	
	-8: Not Applicable		5,211		479,873	
	-7: Not in MSA		6,207		357,526	
	0: Outside of U.S. range only (min-max)		42 22,167		3,010 1,908,255	
	TOTAL		35,635		2,909,357	
Q57	Mostly inpatient units in principal position 1 year ago	2.0	NUM	0500	0501	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,640		135,073	
	-8: Not Applicable		5,211		479,873	
	1: Yes		15,416		1,239,833	
	2: No		13,368		1,054,578	
	TOTAL		35,635		2,909,357	
Q58	Same or different position/employer as 1 year ago	2.0	NUM	0502	0503	
	-9: UNKNOWN/Refused		1,782		145,797	
	-8: Not Applicable		5,211		479,873	
	1: Same position/same employer as current principal nursing pos		22,510		1,816,122	
	2: Different position/same employer as current one		2,116		164,166	
	3: Different employer than current one		4,016		303,400	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q59a	Reason for position/emp change: Burnout/stress	2.0	NUM	0504	0505	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,851		151,609	
	-8: Not Applicable		27,711		2,295,031	
	1: Yes		2,794		217,621	
	2: No		3,279		245,097	
	TOTAL		35,635		2,909,357	
Q59b	Reason for position/emp change: Promotion	2.0	NUM	0506	0507	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,883		154,591	
	-8: Not Applicable		27,713		2,295,105	
	1: Yes		1,844		142,747	
	2: No		4,195		316,915	
	TOTAL		35,635		2,909,357	
Q59c	Reason for position/emp change: Disability	2.0	NUM	0508	0509	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,899		156,086	
	-8: Not Applicable		27,705		2,294,456	
	1: Yes		195		16,029	
	2: No		5,836		442,787	
	TOTAL		35,635		2,909,357	
Q59d	Reason for position/emp change: Illness	2.0	NUM	0510	0511	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,900		155,984	
	-8: Not Applicable		27,710		2,294,848	
	1: Yes		255		21,084	
	2: No		5,770		437,441	
	TOTAL		35,635		2,909,357	
Q59e	Reason for position/emp change: Other position/job	2.0	NUM	0512	0513	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,866		153,389	
	-8: Not Applicable		27,713		2,295,213	
	1: Yes		3,210		241,335	
	2: No		2,846		219,420	
	TOTAL		35,635		2,909,357	
Q59f	Reason for position/emp change: Lack of collab/communic.	2.0	NUM	0514	0515	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,882		154,204	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q59f	Reason for position/emp change: Lack of collab/communic.	2.0	NUM	0514	0515	
	-8: Not Applicable		27,712		2,295,146	
	1: Yes		1,871		142,709	
	2: No		4,170		317,299	
	TOTAL		35,635		2,909,357	
Q59g	Reason for position/emp change: Laid off/downsizing	2.0	NUM	0516	0517	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,894		155,328	
	-8: Not Applicable		27,712		2,295,139	
	1: Yes		543		44,622	
	2: No		5,486		414,269	
	TOTAL		35,635		2,909,357	
Q59h	Reason for position/emp change: Opp'y to do other nursing	2.0	NUM	0518	0519	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,887		155,470	
	-8: Not Applicable		27,711		2,295,094	
	1: Yes		2,048		156,183	
	2: No		3,989		302,610	
	TOTAL		35,635		2,909,357	
Q59i	Reason for position/emp change: Pay/benefits	2.0	NUM	0520	0521	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,875		154,109	
	-8: Not Applicable		27,712		2,295,162	
	1: Yes		2,107		163,124	
	2: No		3,941		296,963	
	TOTAL		35,635		2,909,357	
Q59j	Reason for position/emp change: Reorganization	2.0	NUM	0522	0523	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,901		156,415	
	-8: Not Applicable		27,713		2,295,194	
	1: Yes		619		48,852	
	2: No		5,402		408,897	
	TOTAL		35,635		2,909,357	
Q59k	Reason for position/emp change: Relocated	2.0	NUM	0524	0525	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,885		155,227	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q59k	Reason for position/emp change: Relocated	2.0	NUM	0524	0525	
	-8: Not Applicable		27,710		2,295,054	
	1: Yes		1,273		85,006	
	2: No		4,767		374,070	
	TOTAL		35,635		2,909,357	
Q59l	Reason for position/emp change: Retired	2.0	NUM	0526	0527	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,890		155,294	
	-8: Not Applicable		27,700		2,293,849	
	1: Yes		314		25,583	
	2: No		5,731		434,632	
	TOTAL		35,635		2,909,357	
Q59m	Reason for position/emp change: Too many hours	2.0	NUM	0528	0529	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,878		154,397	
	-8: Not Applicable		27,712		2,295,136	
	1: Yes		1,805		140,075	
	2: No		4,240		319,749	
	TOTAL		35,635		2,909,357	
Q59n	Reason for position/emp change: Sign-on bonus	2.0	NUM	0530	0531	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		1,901		156,132	
	-8: Not Applicable		27,713		2,295,155	
	1: Yes		373		27,713	
	2: No		5,648		430,357	
	TOTAL		35,635		2,909,357	
Q59o	Reason for position/emp change: Other	2.0	NUM	0532	0533	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		2,090		171,225	
	-8: Not Applicable		27,721		2,295,995	
	1: Yes		68		4,931	
	2: No		5,756		437,206	
	TOTAL		35,635		2,909,357	
Q59p	Reason for position/emp change: Temporary or contract position/traveling nurse/pool nurse	2.0	NUM	0534	0535	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		2,086		171,116	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q59p	Reason for position/emp change: Temporary or contract position/traveling nurse/pool nurse	2.0	NUM	0534	0535	
	-8: Not Applicable		27,721		2,295,995	
	1: Yes		102		5,892	
	2: No		5,726		436,354	
	TOTAL		35,635		2,909,357	
Q59q	Reason for position/emp change: Time off for self/family/personal time off	2.0	NUM	0536	0537	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		2,083		170,603	
	-8: Not Applicable		27,721		2,295,995	
	1: Yes		112		7,865	
	2: No		5,719		434,894	
	TOTAL		35,635		2,909,357	
Q59r	Reason for position/emp change: Military deployment	2.0	NUM	0538	0539	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		2,090		171,225	
	-8: Not Applicable		27,721		2,295,995	
	1: Yes		21		1,117	
	2: No		5,803		441,020	
	TOTAL		35,635		2,909,357	
Q61city	Current residence: City	40.0	ASCII	0540	0579	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		33		2,410	
	Other: Non Blank		35,602		2,906,947	
	TOTAL		35,635		2,909,357	
Q61cnty	Current residence: County	40.0	ASCII	0580	0619	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		100		7,654	
	Other: Non Blank		35,535		2,901,703	
	TOTAL		35,635		2,909,357	
Q61state	Current residence: State	3.0	NUM	0620	0622	
	Value		UNWEIGHTED		WEIGHTED	
	1: AL		559		44,113	
	2: AK		490		7,365	
	4: AZ		570		47,903	
	5: AR		603		24,841	

Appendix D, E

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q61state	Current residence: State	3.0	NUM	0620	0622	Appendix D, E
	6: CA		1,806		253,551	
	8: CO		713		44,111	
	9: CT		587		42,433	
	10: DE		489		8,973	
	11: DC		85		2,552	
	12: FL		1,373		169,201	
	13: GA		671		76,117	
	15: HI		526		11,051	
	16: ID		578		11,890	
	17: IL		1,068		141,426	
	18: IN		630		65,766	
	19: IA		700		38,458	
	20: KS		695		30,732	
	21: KY		539		44,356	
	22: LA		464		38,759	
	23: ME		552		18,182	
	24: MD		877		57,300	
	25: MA		924		87,021	
	26: MI		854		103,067	
	27: MN		821		58,151	
	28: MS		593		29,547	
	29: MO		648		62,599	
	30: MT		605		9,257	
	31: NE		542		19,553	
	32: NV		562		16,106	
	33: NH		471		20,337	
	34: NJ		727		97,755	
	35: NM		466		15,067	
	36: NY		1,390		210,569	
	37: NC		760		91,624	
	38: ND		554		8,100	
	39: OH		1,097		130,613	
	40: OK		578		29,889	
	41: OR		482		33,719	
	42: PA		1,346		164,874	
	44: RI		502		13,390	
	45: SC		633		37,756	
	46: SD		529		10,118	
	47: TN		551		60,055	
	48: TX		1,256		167,581	
	49: UT		655		18,135	
	50: VT		446		7,647	
	51: VA		828		78,280	
	53: WA		711		60,368	
	54: WV		352		17,442	
	55: WI		639		64,106	
	56: WY		510		4,700	
	101-363: Valid Country Code		28		2,852	
	TOTAL		35,635		2,909,357	
Q61fips	Current residence: FIPS	5.0	ASCII	0623	0627	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		50		3,923	
	0: Outside of U.S.		28		2,852	
	range only (min-max)		35,557		2,902,583	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q61msa	Current residence: MSA	4.0	ASCII	0628	0631	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		49		3,845	
	-7: Not in MSA		8,785		528,741	
	0: Outside of U.S. range only (min-max)		28 26,773		2,852 2,373,919	
	TOTAL		35,635		2,909,357	
Q62	Same city 1 year ago	2.0	NUM	0632	0633	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown/Refused		713		63,437	
	1: Yes		30,163		2,471,358	
	2: No		4,759		374,562	
	TOTAL		35,635		2,909,357	
Q63city	1 year ago residence: City	40.0	ASCII	0634	0673	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,867		237,549	
	-8: Not Applicable		30,163		2,471,358	
	Other: Non Blank		2,605		200,450	
	TOTAL		35,635		2,909,357	
Q63cnty	1 year ago residence: County	40.0	ASCII	0674	0713	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,500		202,847	
	-8: Not Applicable		30,163		2,471,358	
	Other: Non Blank		2,972		235,152	
	TOTAL		35,635		2,909,357	
Q63state	1 year ago residence: State	3.0	NUM	0714	0716	Appendix D, E
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,860		236,958	
	-8: Not Applicable		30,163		2,471,358	
	1: AL		40		3,349	
	2: AK		49		988	
	4: AZ		49		3,472	
	5: AR		36		1,699	
	6: CA		195		20,513	
	8: CO		59		3,684	
	9: CT		33		2,423	
	10: DE		33		657	
	11: DC		6		139	
	12: FL		123		14,251	
	13: GA		44		4,591	
	15: HI		46		1,040	
	16: ID		41		938	
	17: IL		70		8,752	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q63state	1 year ago residence: State	3.0	NUM	0714	0716	Appendix D, E
	18: IN		39		3,736	
	19: IA		34		2,114	
	20: KS		47		2,274	
	21: KY		27		2,289	
	22: LA		32		2,484	
	23: ME		42		1,503	
	24: MD		79		4,601	
	25: MA		54		4,042	
	26: MI		63		7,468	
	27: MN		63		4,616	
	28: MS		25		1,305	
	29: MO		46		4,424	
	30: MT		48		1,010	
	31: NE		26		912	
	32: NV		35		1,187	
	33: NH		41		2,105	
	34: NJ		63		7,634	
	35: NM		30		921	
	36: NY		108		14,542	
	37: NC		51		5,640	
	38: ND		25		335	
	39: OH		65		7,353	
	40: OK		43		2,075	
	41: OR		44		2,673	
	42: PA		79		8,304	
	44: RI		29		791	
	45: SC		30		1,737	
	46: SD		32		710	
	47: TN		40		4,314	
	48: TX		105		11,725	
	49: UT		51		1,741	
	50: VT		39		737	
	51: VA		62		4,106	
	53: WA		51		3,927	
	54: WV		22		1,049	
	55: WI		43		4,169	
	56: WY		24		212	
	60-90: Valid US Possession Code		1		19	
	101-363: Valid Country Code		50		3,761	
	TOTAL		35,635		2,909,357	
Q63fips	1 year ago residence: FIPS	5.0	ASCII	0717	0721	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		841		72,575	
	-8: Not Applicable		30,163		2,471,358	
	0: Outside of U.S.		51		3,780	
	range only (min-max)		4,580		361,645	
	TOTAL		35,635		2,909,357	
Q63msa	1 year ago residence: MSA	4.0	ASCII	0722	0725	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		840		72,544	
	-8: Not Applicable		30,163		2,471,358	
	-7: Not in MSA		1,027		58,640	
	0: Outside of U.S.		51		3,780	
	range only (min-max)		3,554		303,036	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q64	Gender	2.0	NUM	0726	0727	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		15		1,033	
	1: Male		2,166		168,181	
	2: Female		33,454		2,740,144	
	TOTAL		35,635		2,909,357	
Q68_0	Other language: None	2.0	NUM	0728	0729	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		53		4,477	
	1: No other languages		32,709		2,646,268	
	2: Other languages		2,873		258,612	
	TOTAL		35,635		2,909,357	
Q68_1_CODE	Other language: First	3.0	NUM	0730	0732	
	Value		UNWEIGHTED		WEIGHTED	
	9: UNKNOWN/Refused		72		6,093	
	-8: Not Applicable		32,709		2,646,268	
	1: African		81		5,740	
	2: American Sign Language		68		5,294	
	3: Semitic (Arabic, Hebrew)		41		4,726	
	4: Asian Pacific excluding Philippines and Chinese dialects		118		8,889	
	5: Philippines		607		62,068	
	7: Scandinavian (Danish, Norwegian, Swedish)		44		3,971	
	8: Germanic (Dutch, German, Yiddish)		205		16,454	
	10: Baltic/Uralic (Estonia, Latvia, Lithuania/Finish, Hungarian)		14		1,127	
	12: Romantic excluding French and Spanish		109		10,134	
	13: French		295		21,351	
	15: Chinese (Cantonese, Mandarin)		50		4,317	
	31: Slavic		98		9,917	
	37: Spanish		957		89,312	
	888: Other		167		13,697	
	TOTAL		35,635		2,909,357	
Q68_2_CODE	Other language: Second	3.0	NUM	0733	0735	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		53		4,477	
	-8: Not Applicable		35,143		2,865,013	
	1: African		8		651	
	2: American Sign Language		4		411	
	3: Semitic (Arabic, Hebrew)		18		1,618	
	4: Asian Pacific excluding Philippines and Chinese dialects		19		1,770	
	5: Philippines		86		7,976	
	7: Scandinavian (Danish, Norwegian, Swedish)		4		327	
	8: Germanic (Dutch, German, Yiddish)		31		2,740	
	10: Baltic/Uralic (Estonia, Latvia, Lithuania/Finish, Hungarian)		2		198	
	12: Romantic excluding French and Spanish		28		2,480	
	13: French		68		6,471	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q68_2_CODE	Other language: Second	3.0	NUM	0733	0735	
	15: Chinese (Cantonese, Mandarin)		13		1,179	
	31: Slavic		22		2,441	
	37: Spanish		84		6,890	
	888: Other		52		4,717	
	TOTAL		35,635		2,909,357	
Q68_3_CODE	Other language: Third	3.0	NUM	0736	0738	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		53		4,477	
	-8: Not Applicable		35,499		2,898,015	
	1: African		1		139	
	3: Semitic (Arabic, Hebrew)		3		322	
	4: Asian Pacific excluding Philippines and Chinese dialects		9		629	
	5: Philippines		4		356	
	7: Scandinavian (Danish, Norwegian, Swedish)		2		144	
	8: Germanic (Dutch, German, Yiddish)		9		581	
	12: Romantic excluding French and Spanish		5		224	
	13: French		15		1,495	
	15: Chinese (Cantonese, Mandarin)		1		154	
	31: Slavic		3		288	
	37: Spanish		14		1,213	
	888: Other		17		1,320	
	TOTAL		35,635		2,909,357	
Q69	Marital status	2.0	NUM	0739	0740	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		734		63,581	
	1: Now married		25,339		2,050,659	
	2: Widowed, divorced, or separated		6,415		526,370	
	3: Never married		3,147		268,747	
	TOTAL		35,635		2,909,357	
Q70_1	Children/dependents: None	2.0	NUM	0741	0742	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		966		84,276	
	1: Yes		13,840		1,125,680	
	2: No		20,829		1,699,401	
	TOTAL		35,635		2,909,357	
Q70_2	Children/dependents: Children <6	2.0	NUM	0743	0744	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		966		84,276	
	1: Yes		5,374		428,740	
	2: No		29,295		2,396,341	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
Q70_3	Children/dependents: Children 6-18	2.0	NUM	0745	0746	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		966		84,276	
	1: Yes		12,307		988,798	
	2: No		22,362		1,836,284	
	TOTAL		35,635		2,909,357	
Q70_4	Children/dependents: Other adults at home	2.0	NUM	0747	0748	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		966		84,276	
	1: Yes		5,339		463,619	
	2: No		29,330		2,361,462	
	TOTAL		35,635		2,909,357	
Q70_5	Children/dependents: Other dependents elsewhere	2.0	NUM	0749	0750	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		966		84,276	
	1: Yes		5,540		451,100	
	2: No		29,129		2,373,982	
	TOTAL		35,635		2,909,357	
Q71	Current annual household income	2.0	NUM	0751	0752	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/Refused		2,210		189,130	
	1: \$15,000 or less		370		30,676	
	2: \$15,001 to \$25,000		640		54,302	
	3: \$25,001 to \$35,000		1,325		103,379	
	4: \$35,001 to \$50,000		4,499		354,601	
	5: \$50,001 to \$75,000		9,436		739,763	
	6: \$75,001 to \$100,000		8,046		658,044	
	7: \$100,001 to \$150,000		6,416		541,889	
	8: More than \$150,000		2,693		237,572	
	TOTAL		35,635		2,909,357	
MAR_CHLD	Marital Status and Children	2.0	NUM	0753	0754	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		734		63,581	
	1: MARRIED CHLDR<6		2,774		225,572	
	2: MARRIED CHLDR> = 6		8,074		650,793	
	3: MARRIED CHLD ALL		2,099		162,791	
	4: MARRIED NO CHLDR		12,192		994,588	
	5: MARRIED CHLDR UNK		200		16,916	
	6: WID SP D CHLDR<6		173		13,300	
	7: WID SP D CHLDR> = 6		1,675		137,283	
	8: WID SP D CHLD ALL		184		14,683	
	9: WID SP D NO CHLDR		4,321		355,309	
	10: WID SP D CHLD UNK		62		5,795	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
MAR_CHLD	Marital Status and Children	2.0	NUM	0753	0754	
	11: NEVER MARRIED CHLDR<6		106		9,131	
	12: NEVER MARRIED CHLDR> = 6		223		18,657	
	13: NEVER MARRIED CHLDN ALL		33		2,854	
	14: NEVER MARRIED NO CHLDR		2,743		234,208	
	15: NEVER MARRIED CHLDR UNK		42		3,897	
	TOTAL		35,635		2,909,357	
MAR_ADULT	MARITAL STATUS AND ADULT DEPS	2.0	NUM	0755	0756	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,038		90,189	
	1: MARRIED ADULTS AT HOME		3,809		326,689	
	2: WID SP D ADULTS AT HOME		1,113		98,303	
	3: NEVER MARRIED ADULTS AT HOME		407		37,716	
	4: NO ADULTS AT HOME		29,268		2,356,460	
	TOTAL		35,635		2,909,357	
EMP_STAT	EMPLOYMENT STATUS IN 2004 - DETAILED	2.0	NUM	0757	0758	
	Value		UNWEIGHTED		WEIGHTED	
	-9: EMPL IN NURSG UK		127		11,576	
	1: NURSING FULL TIME		21,196		1,696,807	
	2: NURSING PART TIME		8,993		720,283	
	3: NURSING FT/PT UK		44		4,261	
	4: NOT NURS FULL TIME		759		69,020	
	5: NOT NURS PART TIME		514		47,133	
	6: NOT NURS FT/PT UK		48		4,359	
	7: NOT EMPL AT ALL (INCL RETIRED)		3,954		355,918	
	TOTAL		35,635		2,909,357	
EMPL_04	NURSING EMPLOYMENT STATUS IN 2004	2.0	NUM	0759	0760	
	Value		UNWEIGHTED		WEIGHTED	
	1: EMPL IN NURSG FT		21,196		1,696,807	
	2: EMPL IN NURSG PT		8,993		720,283	
	3: EMP NURS FT/PT UK		44		4,261	
	4: NOT EMPL IN NURSG		5,402		488,006	
	TOTAL		35,635		2,909,357	
EMPL_03	NURSING EMPLOYMENT STATUS IN 2003	2.0	NUM	0761	0762	
	Value		UNWEIGHTED		WEIGHTED	
	-9: EMPL IN NURSG UK		638		56,521	
	1: EMPL IN NURSG FT		20,108		1,598,424	
	2: EMPL IN NURSG PT		8,867		711,307	
	3: EMP NURS FT/PT UK		811		63,232	
	4: NOT EMPL IN NURSG		5,211		479,873	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
EMP04_03	EMP IN NURSING IN 2004 COMPARED TO 2003	2.0	NUM	0763	0764	
	Value		UNWEIGHTED		WEIGHTED	
	-9: FT/PT RN EMP 03 UK		1,472		121,820	
	1: FT RN 04 & 03		18,244		1,453,233	
	2: FT RN 04 PT RN 03		1,202		93,811	
	3: FT04 NOT EMP 03		798		70,660	
	4: PT RN 04 FT RN 03		1,161		88,436	
	5: PT RN 04 & 03		7,001		563,862	
	6: PT 04 NOT EMPL 03		492		41,410	
	7: NOT EMP RN 04 FT 03		696		55,987	
	8: NOT EMP RN 04 PT 03		657		53,167	
	9: NOT EMP RN 04/03		3,912		366,970	
	TOTAL		35,635		2,909,357	
EMPL_TES	TEMPORARY EMPLOYMENT SERVICE (TES)	2.0	NUM	0765	0766	
	Value		UNWEIGHTED		WEIGHTED	
	-9: PRI/SEC UNK		558		47,787	
	-8: NOT APPLICAB		5,402		488,006	
	1: PRIMARY POSITION ONLY		716		50,629	
	2: SECONDARY POSITION ONLY		434		33,899	
	3: BOTH PRINCIPAL AND SECONDARY		42		3,039	
	4: NOT EMPL BY TES		28,102		2,256,544	
	5: SECONDARY POS UNK		371		28,628	
	6: PRIMARY TES, SECONDARY UNK		10		825	
	TOTAL		35,635		2,909,357	
SETSUM04	SETTING SUMMARY 2004	2.0	NUM	0767	0768	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		587		50,052	
	-8: NOT APPLICABLE		5,402		488,006	
	1: HOSPITAL		16,805		1,360,847	
	2: NUR HOME EXT CARE NUR HOME/EXTENDED CARE		1,997		153,172	
	3: NURSING EDUCATION		826		63,444	
	4: PUB HLTH/COMMUNITY HLTH		3,292		259,911	
	5: SCHOOL HEALTH SERVICE		974		78,022	
	6: OCCUPAT HEALTH		277		22,447	
	7: AMBULATORY CARE SETTING		3,569		277,774	
	9: INSURANCE CLAIMS/BENEFITS		563		43,641	
	10: PLAN/LICENSING AGENCY PLANNING/REGUL/ LICENSING AGENCY		114		8,733	
	11: OTHER		1,229		103,310	
	TOTAL		35,635		2,909,357	
SETSUM03	SETTING SUMMARY 2003	2.0	NUM	0769	0770	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,817		150,990	
	-8: NOT APPLICABLE		5,857		533,704	
	1: HOSPITAL		15,999		1,287,193	
	2: NUR HOME EXT CARE NUR HOME/EXTENDED CARE		1,939		148,569	
	3: NURSING EDUCATION		736		56,767	
	4: PUB HLTH/COMMUNITY HLTH		3,097		243,807	
	5: SCHOOL HEALTH SERVICE		921		74,883	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
SETSUM03	SETTING SUMMARY 2003	2.0	NUM	0769	0770	
	6: OCCUPAT HEALTH		263		21,464	
	7: AMBULAT CARE SETTING		3,348		259,977	
	9: INSURANCE CLAIMS/BENEFITS		532		40,494	
	10: PLAN/LICENSING AGENCY PLANNING/REGUL/ LICENSING AGENCY		100		7,185	
	11: OTHER		1,026		84,324	
	TOTAL		35,635		2,909,357	
EWKS_YR	EDITED WEEKS WORKED PER YEAR (EDITED Q31)	2.0	NUM	0771	0772	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		759		64,876	
	-8: NOT APPLICABLE		5,402		488,006	
	1-52		29,474		2,356,475	
	TOTAL		35,635		2,909,357	
SET03_04	NURSING EMPLOYMENT SETTING 03 VS 04	2.0	NUM	0773	0774	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,891		157,136	
	-8: NOT APPLICABLE		6,491		583,084	
	1: SAME		24,683		1,976,116	
	2: DIFFERENT		2,570		193,022	
	TOTAL		35,635		2,909,357	
HRS_YR	ESTIMATED PRINCIPAL NURSING HOURS PER YEAR	4.0	NUM	0775	0778	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		810		69,053	
	-8: NOT APPLICABLE		5,402		488,006	
	-5: NO ON CALL HOURS but (PT, SHORT YR, OR SHORT WEEK)		6,243		503,132	
	-4: NOT APPLICABLE IF ONCALL & NOT(PT, SHORT YR, OR SHORT WEEK)		2,482		189,421	
	-2: NOT APPLICABLE IF ON-CALL & (PT, SHORT YR, OR SHORT WEEK)		1,071		83,622	
	1170-5096		19,627		1,576,123	
	TOTAL		35,635		2,909,357	
POSITION	POSITION TITLE-GROUPED	2.0	NUM	0779	0780	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		553		46,753	
	-8: NOT APPLICAB		5,402		488,006	
	1: ADMIN OR ASST ADMIN		1,609		125,011	
	2: CONSULANT		435		35,617	
	3: SUPERVISOR		902		74,201	
	4: INSTRUCTOR/FACULTY		803		62,255	
	5: HEAD NUR OR AST OR ASST NURSE		1,867		148,210	
	6: STAFF NURSE		17,808		1,431,053	
	7: NPRACT		1,093		84,042	
	8: NMIDWIFE		98		7,274	
	9: CLINICAL SPECIALIST		362		28,623	
	10: NURSE CLINICIAN		382		32,954	
	11: CERT NUR ANESTHET		399		27,287	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
POSITION	POSITION TITLE-GROUPED	2.0	NUM	0779	0780	
	12: RESEARCH		233		19,263	
	13: PRIVATE DUTY		124		11,762	
	14: INFORMATIC NURSE		114		8,570	
	15: HOME HEALTH		584		45,621	
	16: SURVEYOR/AUDITORS/REGULATOR		147		12,097	
	17: PATIENT COORDINATOR		1,700		138,404	
	18: OTHER		1,020		82,352	
	TOTAL		35,635		2,909,357	
PREPSUM	HIGHEST NURSING EDUCATIONAL PREP GROUPED	2.0	NUM	0781	0782	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		544		46,733	
	1: DIPLOMA		6,047		510,209	
	2: ASSOC		12,048		981,238	
	3: BACC		12,344		994,276	
	4: MASTER/DOCTORATE		4,652		379,901	
	TOTAL		35,635		2,909,357	
AGE_GP	AGE OF NURSES--- GROUPED	2.0	NUM	0783	0784	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		330		29,165	
	1: <25		609		61,778	
	2: 25 TO 29		2,117		171,659	
	3: 30 TO 34		3,053		243,182	
	4: 35 TO 39		3,646		289,525	
	5: 40 TO 44		4,996		408,248	
	6: 45 TO 49		6,407		508,708	
	7: 50 TO 54		5,816		463,565	
	8: 55 TO 59		4,099		338,078	
	9: 60 TO 64		2,477		210,196	
	10: 65+		2,085		185,254	
	TOTAL		35,635		2,909,357	
YRSNC_GP	YEARS SINCE GRADUATION---- GROUPED	2.0	NUM	0785	0786	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		656		54,430	
	1: < = 5 YEARS		4,887		403,017	
	2: 6 TO 10 YEARS		5,351		415,842	
	3: 11 TO 15 YEARS		4,277		334,285	
	4: 16 TO 25 YEARS		9,096		754,096	
	5: 26 AND OVER		11,368		947,687	
	TOTAL		35,635		2,909,357	
SEEKTIME	WEEKS RN SEEKING NURSING POSITION	2.0	NUM	0787	0788	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,152		97,505	
	-8: NOT APPLICAB		32,150		2,628,580	
	1: <1 WEEK		543		41,833	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
SEEKTIME	WEEKS RN SEEKING NURSING POSITION	2.0	NUM	0787	0788	
	2: 1 WEEK		62		4,667	
	3: 2 WEEKS		196		15,903	
	4: 3 WEEKS		159		13,451	
	5: 4 WEEKS		319		25,745	
	6: 5 TO 9 WEEKS		348		27,090	
	7: 10 TO 14 WEEKS		245		19,208	
	8: 15 TO 34 WEEKS		241		18,193	
	9: 35 TO 52 WEEKS		149		12,044	
	10: 53 WEEKS		71		5,140	
	TOTAL		35,635		2,909,357	
G_ST04	GEOCODE FOR STATE ON 3/22/04	3.0	NUM	0789	0791	
	Value		UNWEIGHTED		WEIGHTED	Appendix D
	1: AL		542		42,894	
	2: AK		494		7,567	
	4: AZ		583		48,284	
	5: AR		578		23,818	
	6: CA		1,851		255,858	
	8: CO		709		43,719	
	9: CT		597		42,894	
	10: DE		522		9,352	
	11: DC		365		12,118	
	12: FL		1,368		169,460	
	13: GA		700		78,898	
	15: HI		529		11,146	
	16: ID		561		11,068	
	17: IL		1,034		138,092	
	18: IN		615		64,396	
	19: IA		691		37,777	
	20: KS		687		29,892	
	21: KY		529		42,971	
	22: LA		477		39,449	
	23: ME		540		17,785	
	24: MD		728		53,061	
	25: MA		937		89,358	
	26: MI		856		103,697	
	27: MN		813		60,214	
	28: MS		549		27,303	
	29: MO		683		66,551	
	30: MT		610		9,416	
	31: NE		548		20,026	
	32: NV		559		16,206	
	33: NH		464		18,473	
	34: NJ		685		92,425	
	35: NM		469		15,027	
	36: NY		1,418		215,309	
	37: NC		771		92,391	
	38: ND		584		7,966	
	39: OH		1,106		133,064	
	40: OK		570		29,268	
	41: OR		503		34,946	
	42: PA		1,302		164,433	
	44: RI		521		13,847	
	45: SC		606		35,204	
	46: SD		527		10,223	
	47: TN		590		62,266	
	48: TX		1,272		168,368	
	49: UT		655		18,169	
	50: VT		433		7,137	
	51: VA		719		73,526	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
G_ST04	GEOCODE FOR STATE ON 3/22/04	3.0	NUM	0789	0791	Appendix D
	Value		UNWEIGHTED		WEIGHTED	
	53: WA		698		59,761	
	54: WV		370		17,742	
	55: WI		615		62,044	
	56: WY		502		4,498	
	TOTAL		35,635		2,909,357	
G_ST03	GEOCODE FOR STATE ON 3/22/03	3.0	NUM	0792	0794	Appendix D
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		887		79,347	
	-8: NOT APPLICAB		5,760		515,349	
	0: Outside the US		65		4,793	
	1: AL		458		36,457	
	2: AK		441		6,829	
	4: AZ		442		36,482	
	5: AR		461		19,262	
	6: CA		1,469		199,501	
	8: CO		557		33,723	
	9: CT		459		32,749	
	10: DE		473		8,842	
	11: DC		325		10,638	
	12: FL		1,033		128,218	
	13: GA		553		61,962	
	15: HI		415		8,937	
	16: ID		441		8,670	
	17: IL		799		107,378	
	18: IN		498		51,768	
	19: IA		582		31,750	
	20: KS		565		24,230	
	21: KY		447		36,215	
	22: LA		407		33,475	
	23: ME		438		14,274	
	24: MD		610		45,562	
	25: MA		761		71,206	
	26: MI		698		83,943	
	27: MN		664		49,546	
	28: MS		457		22,739	
	29: MO		585		56,490	
	30: MT		500		7,790	
	31: NE		485		17,277	
	32: NV		476		13,115	
	33: NH		406		16,256	
	34: NJ		522		70,420	
	35: NM		412		13,242	
	36: NY		1,069		162,019	
	37: NC		588		71,520	
	38: ND		536		7,321	
	39: OH		894		108,156	
	40: OK		457		23,269	
	41: OR		427		28,870	
	42: PA		981		121,931	
	44: RI		404		10,493	
	45: SC		500		28,859	
	46: SD		450		8,754	
	47: TN		500		52,238	
	48: TX		1,027		136,333	
	49: UT		534		14,864	
	50: VT		396		6,377	
	51: VA		527		53,795	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
G_ST03	GEOCODE FOR STATE ON 3/22/03	3.0	NUM	0792	0794	Appendix D
	53: WA		538		46,436	
	54: WV		319		15,160	
	55: WI		502		50,648	
	56: WY		435		3,882	
	TOTAL		35,635		2,909,357	
RN_POP	RN WORKING/LIVING IN U.S. ON 3/22/04	2.0	NUM	0795	0796	Appendix F
	Value		UNWEIGHTED		WEIGHTED	
	2: WITHIN U.S.		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
G_RG04	GEOCODE FOR CENSUS DIVISION ON 3/22/04	2.0	NUM	0797	0798	Appendix F
	Value		UNWEIGHTED		WEIGHTED	
	1: NEW ENGLAND		3,492		189,494	
	2: MIDDLE ATLANTIC		3,405		472,167	
	3: SOUTH ATLANTIC		6,149		541,752	
	4: EAST SO CENTRAL		2,210		175,434	
	5: WEST SO CENTRAL		2,897		260,903	Appendix F
	6: EAST NO CENTRAL		4,226		501,293	
	7: WEST NO CENTRAL		4,533		232,648	
	8: MOUNTAIN		4,648		166,388	
	9: PACIFIC		4,075		369,278	
	TOTAL		35,635		2,909,357	
G_RG03	GEOCODE FOR CENSUS DIVISION ON 3/22/03	2.0	NUM	0799	0800	Appendix F
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		887		79,347	
	-8: NOT APPLICABLE		5,760		515,349	
	0: OUTSIDE THE U.S.		65		4,793	
	1: NEW ENGLAND		2,864		151,355	Appendix H
	2: MIDDLE ATLANTIC		2,572		354,370	
	3: SOUTH ATLANTIC		4,928		424,554	
	4: EAST SO CENTRAL		1,862		147,649	
	5: WEST SO CENTRAL		2,352		212,339	
	6: EAST NO CENTRAL		3,391		401,893	
	7: WEST NO CENTRAL		3,867		195,368	Appendix H
	8: MOUNTAIN		3,797		131,768	
	9: PACIFIC		3,290		290,573	
	TOTAL		35,635		2,909,357	
_SMSA04	GEOCODE FOR SMSA ON 3/22/04	4.0	NUM	0801	0804	Appendix H
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		199		12,339	
	-7: NOT IN MSA		7,752		456,328	
	0040-9360		27,684		2,440,691	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
GG_SMSA03	GEOCODE FOR SMSA ON 3/22/03	4.0	NUM	0805	0808	Appendix H
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		2,067		166,309	
	-8: NOT APPLICABLE		4,530		417,754	
	-7: NOT IN MSA		6,325		364,946	
	0: OUTSIDE U.S.		60		4,666	
	0040-9360		22,653		1,955,683	
	TOTAL		35,635		2,909,357	
G_MSA04	GEOCODE FOR MSA ON 3/22/04	2.0	NUM	0809	0810	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		199		12,339	
	1: NOT IN MSA		7,752		456,328	
	2: IN MSA		27,684		2,440,691	
	TOTAL		35,635		2,909,357	
G_MSA03	GEOCODE FOR MSA ON 3/22/03	2.0	NUM	0811	0812	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		2,067		166,309	
	-8: NOT APPLICABLE		4,530		417,754	
	0: OUTSIDE U.S.		60		4,666	
	1: NOT IN MSA		6,325		364,946	
	2: IN MSA		22,653		1,955,683	
	TOTAL		35,635		2,909,357	
G_CO_04	GEOCODE FOR COUNTY ON 3/22/04	3.0	NUM	0813	0815	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		223		14,646	
	001-840		35,412		2,894,712	
	TOTAL		35,635		2,909,357	
G_CO_03	GEOCODE FOR COUNTY ON 3/22/03	3.0	NUM	0816	0818	Appendix G
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		2,142		173,298	
	-8: NOT APPLICABLE		4,530		417,754	
	0: OUTSIDE U.S.		60		4,666	
	001-840		28,903		2,313,639	
	TOTAL		35,635		2,909,357	
GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE	2.0	NUM	0819	0820	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,057		90,279	
	1: SAME		20,672		1,812,000	
	2: DIFFERENT		12,836		903,206	
	3: FOREIGN		1,070		103,873	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM	2.0	NUM	0821	0822	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		976		83,674	
	1: U.S.		33,589		2,721,810	
	2: FOREIGN		1,070		103,873	
	TOTAL		35,635		2,909,357	
LI_RESST	STATE OF FIRST LICENSE VS GEOSTATE FOR 2004	2.0	NUM	0823	0824	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		682		58,521	
	1: SAME		22,332		1,970,413	
	2: DIFFERENT		12,621		880,423	
	TOTAL		35,635		2,909,357	
GRAD_YR	YEAR OF GRADUATION---- GROUPED	2.0	NUM	0825	0826	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		656		54,430	
	1: BEFORE 1961		1,721		150,147	
	2: 1961 TO 1964		1,696		146,805	
	3: 1966 TO 1970		2,460		203,313	
	4: 1971 TO 1975		3,684		300,072	
	5: 1976 TO 1980		4,578		378,607	
	6: 1981 TO 1985		4,615		385,145	
	7: 1986 TO 1990		4,029		321,070	
	8: 1991 to 1995		5,257		406,125	
	9: 1996 to 2000		4,677		367,557	
	10: OVER 2000		2,262		196,086	
	TOTAL		35,635		2,909,357	
RST_SME	STATE OF RESIDENCE IN 2003 AND 2004	2.0	NUM	0827	0828	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		2,857		236,775	
	0: FOREIGN		79		6,631	
	1: SAME (U.S. BOTH YEARS)		31,609		2,596,578	
	2: DIFFERENT (U.S. BOTH YEARS)		1,090		69,372	
	TOTAL		35,635		2,909,357	
RCTY_SME	COUNTY OF RESIDENCE IN 2003 AND 2004	2.0	NUM	0829	0830	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		861		74,276	
	0: FOREIGN		79		6,631	
	1: SAME (U.S. BOTH YEARS)		32,817		2,689,872	
	2: DIFFERENT (U.S. BOTH YEARS)		1,878		138,578	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN	2.0	NUM	0831	0832	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		814		72,067	
	-8: NOT APPLICABLE		30,233		2,421,351	
	1: <1 YEAR		844		66,114	
	2: 1 TO 2 YEARS		788		64,967	
	3: 3 TO 4 YEARS		788		72,925	
	4: 5 TO 9 YEARS		1,017		95,397	
	5: 10 TO 19 YEARS		756		77,051	
	6: 20 OR MORE YEARS		331		33,223	
	7: NVER WKD AS NURSE		64		6,261	
	TOTAL		35,635		2,909,357	
DOMFUNCT	DOMINANT FUNCTION	2.0	NUM	0833	0834	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		717		61,269	
	-8: NOT APPLICABLE		5,402		488,006	
	1: ADMINIST		1,071		86,353	
	2: CONSULT		577		46,474	
	3: DIRECT PAT CARE		17,852		1,427,162	
	4: RESEARCH		232		18,558	
	5: SUPREVIS		1,573		126,512	
	6: TEACHING		709		55,382	
	7: OTHER		1,018		83,521	
	8: NO DOMIN FUNCTION		6,484		516,118	
	TOTAL		35,635		2,909,357	
REG_RESI	REGION OF RESIDENCE, 2004	2.0	NUM	0835	0836	Appendix F
	Value		UNWEIGHTED		WEIGHTED	
	0: OUTSIDE US		28		2,852	
	1: NEW ENGLAND		3,482		189,011	
	2: MIDDLE ATLANTIC		3,463		473,198	
	3: SOUTH ATLANTIC		6,068		539,245	
	4: EAST SO CENTRAL		2,242		178,071	
	5: WEST SO CENTRAL		2,901		261,069	
	6: EAST NO CENTRAL		4,288		504,979	
	7: WEST NO CENTRAL		4,489		227,711	
	8: MOUNTAIN		4,659		167,168	
	9: PACIFIC		4,015		366,055	
	TOTAL		35,635		2,909,357	
REG_EMPL	REGION OF EMPLOYMENT, 2004	2.0	NUM	0837	0838	Appendix F
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		5,402		488,006	
	1: NEW ENGLAND		2,974		157,676	
	2: MIDDLE ATLANTIC		2,704		374,201	
	3: SOUTH ATLANTIC		5,183		446,850	
	4: EAST SO CENTRAL		1,932		152,517	
	5: WEST SO CENTRAL		2,500		225,252	
	6: EAST NO CENTRAL		3,521		417,855	
	7: WEST NO CENTRAL		4,011		202,106	
	8: MOUNTAIN		3,968		137,980	
	9: PACIFIC		3,440		306,914	
	TOTAL		35,635		2,909,357	

NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE	
(continued)							
REG_B_ED	REGION OF BASIC EDUCATION	2.0	NUM	0839	0840	Appendix F	
	Value		UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN		1,057		90,279		
	0: OUTSIDE US		1,070		103,873		
	1: NEW ENGLAND		3,301		197,950		
	2: MIDDLE ATLANTIC		4,852		550,052		
	3: SOUTH ATLANTIC		4,487		386,581		
	4: EAST SO CENTRAL		2,273		180,491		
	5: WEST SO CENTRAL		2,355		220,486		
	6: EAST NO CENTRAL		5,093		546,825		
	7: WEST NO CENTRAL		5,041		270,954		
	8: MOUNTAIN		3,221		112,041		
	9: PACIFIC		2,885		249,826		
	TOTAL		35,635		2,909,357		
HYEAR	YEAR RECEIVING HIGHEST NURSING-RELATED EDUCATION	4.0	NUM	0841	0844		
	Value		UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN		607		50,523		
	1934-2004		35,028		2,858,834		
	TOTAL		35,635		2,909,357		
APN_NM	NURSE MIDWIFE STATUS	2.0	NUM	0845	0846		
	Value		UNWEIGHTED		WEIGHTED		
	0: NOT NURSE MIDWIFE		35,460		2,895,674		
	1: NURSE MIDWIFE		175		13,684		
	TOTAL		35,635		2,909,357		
APN_NA	NURSE ANESTHETIST STATUS	2.0	NUM	0847	0848		
	Value		UNWEIGHTED		WEIGHTED		
	0: NOT NURSE ANESTHETIST		35,164		2,876,834		
	1: NURSE ANESTHETIST		471		32,523		
	TOTAL		35,635		2,909,357		
APN_NP	NURSE PRACTITIONER STATUS	2.0	NUM	0849	0850		
	Value		UNWEIGHTED		WEIGHTED		
	0: NOT NURSE PRACTITIONER		33,830		2,768,148		
	1: NURSE PRACTITIONER		1,805		141,209		
	TOTAL		35,635		2,909,357		
APN_CNS	CLINICAL NURSE SPECIALIST STATUS	2.0	NUM	0851	0852		
	Value		UNWEIGHTED		WEIGHTED		
	0: NOT CLINICAL NURSE SPECIALIST		34,757		2,836,836		
	1: CLINICAL NURSE SPECIALIST		878		72,521		
	TOTAL		35,635		2,909,357		

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
RACE_GP	Race--- Grouped	2.0	NUM	0853	0854	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		2,561		217,651	
	1: White, Non-Hispanic Only		29,561		2,380,529	
	2: Other		3,513		311,177	
	TOTAL		35,635		2,909,357	
NOT_PERSFAM	Reasons not working in nursing: Personal/Family	2.0	NUM	0855	0856	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		24,919		2,010,151	
	1: Yes		2,647		240,399	
	2: No		8,069		658,807	
	TOTAL		35,635		2,909,357	
NOT_CAREER	Reasons not working in nursing: Personal Career	2.0	NUM	0857	0858	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		24,919		2,010,151	
	1: Yes		2,675		241,744	
	2: No		8,041		657,462	
	TOTAL		35,635		2,909,357	
NOT_WORKPLACE	Reasons not working in nursing: Workplace	2.0	NUM	0859	0860	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		24,919		2,010,151	
	1: Yes		2,300		208,489	
	2: No		8,416		690,717	
	TOTAL		35,635		2,909,357	
NOT_WORKPLACE	Reasons for not working in nursing: Retirement	2.0	NUM	0861	0862	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		24,919		2,010,151	
	1: Yes		1,790		164,833	
	2: No		8,926		734,373	
	TOTAL		35,635		2,909,357	
NOT_OTHER	Reasons for not working in nursing: Other	2.0	NUM	0863	0864	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		24,919		2,010,151	
	1: Yes		18		1,448	
	2: No		10,698		897,759	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
CH_PERSFAM	Reasons for position/employer change: Personal/Family	2.0	NUM	0865	0866	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,717		140,838	
	-8: NOT APPLICABLE		27,686		2,292,763	
	1: Yes		1,666		117,183	
	2: No		4,566		358,574	
	TOTAL		35,635		2,909,357	
CH_CAREER	Reasons for position/employer change: Personal Career	2.0	NUM	0867	0868	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,717		140,838	
	-8: NOT APPLICABLE		27,686		2,292,763	
	1: Yes		3,592		269,728	
	2: No		2,640		206,028	
	TOTAL		35,635		2,909,357	
CH_WORKPLACE	Reasons for position/employer change: Workplace	2.0	NUM	0869	0870	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,717		140,838	
	-8: NOT APPLICABLE		27,686		2,292,763	
	1: Yes		5,076		391,693	
	2: No		1,156		84,064	
	TOTAL		35,635		2,909,357	
CH_RETIRE	Reasons for position/employer change: Retirement	2.0	NUM	0871	0872	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,717		140,838	
	-8: NOT APPLICABLE		27,686		2,292,763	
	1: Yes		314		25,583	
	2: No		5,918		450,173	
	TOTAL		35,635		2,909,357	
CH_OTHER	Reasons for position/employer change: Other	2.0	NUM	0873	0874	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,717		140,838	
	-8: NOT APPLICABLE		27,686		2,292,763	
	1: Yes		68		4,931	
	2: No		6,164		470,825	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						

PCERT_1	Professional certification first	2.0	NUM	0875	0876	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		35		2,677	
	-8: NOT APPLICABLE		23,377		1,907,481	
	1: Acute & Critical Care		2,287		195,525	
	2: Cardiac/Vascular/Respiratory		124		11,399	
	3: Case Management		523		41,605	
	4: Diabetes/Dialysis		294		23,750	
	5: Emergency Nurse		761		60,702	
	6: GI		87		7,444	
	7: OBGYN		969		79,848	
	8: General MedSurg		634		51,214	
	9: Gerontology		286		21,661	
	10: Hospice/Palliative		123		9,308	
	11: Behavioral Health/Substance Abuse		432		33,132	
	12: Pediatrics		162		13,531	
	13: Other Medical Specialty		74		6,507	
	14: Family Practice/Ambulatory		133		10,191	
	15: Home Health/Community Health		84		6,248	
	16: Administration		296		23,103	
	17: Operating Room		693		58,107	
	18: Rehab/Disability		210		17,133	
	19: School Nurse		216		18,261	
	20: Oncology		820		67,335	
	21: Hospital Function		154		12,177	
	22: Intravenous and Other Fluid		140		11,774	
	23: Wound ostomy		80		6,607	
	24: Other Functional		2,208		175,379	
	25: Legal		73		5,853	
	26: Other		360		31,406	
	TOTAL		35,635		2,909,357	

PCERT_2	Professional certification second	2.0	NUM	0877	0878	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1		27	
	-8: NOT APPLICABLE		31,926		2,605,414	
	1: Acute & Critical Care		196		16,861	
	2: Cardiac/Vascular/Respiratory		61		5,291	
	3: Case Management		136		11,090	
	4: Diabetes/Dialysis		72		5,942	
	5: Emergency Nurse		276		22,791	
	6: GI		22		1,261	
	7: OBGYN		237		19,627	
	8: General MedSurg		108		9,377	
	9: Gerontology		34		2,636	
	10: Hospice/Palliative		51		4,480	
	11: Behavioral Health/Substance Abuse		90		7,387	
	12: Pediatrics		30		2,740	
	13: Other Medical Specialty		32		2,733	
	14: Family Practice/Ambulatory		34		2,915	
	15: Home Health/Community Health		33		2,617	
	16: Administration		126		10,386	
	17: Operating Room		77		6,432	
	18: Rehab/Disability		48		4,135	
	19: School Nurse		34		3,257	
	20: Oncology		147		11,585	
	21: Hospital Function		86		7,438	
	22: Intravenous and Other Fluid		69		6,781	
	23: Wound ostomy		39		3,300	
	24: Other Functional		1,502		118,164	
	25: Legal		38		3,270	
	26: Other		130		11,419	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
PCERT_3	Professional certification third	2.0	NUM	0879	0880	
	Value		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		34,319		2,805,198	
	1: Acute & Critical Care		65		5,905	
	2: Cardiac/Vascular/Respiratory		19		1,071	
	3: Case Management		26		2,143	
	4: Diabetes/Dialysis		18		1,232	
	5: Emergency Nurse		63		4,916	
	6: GI		3		197	
	7: OBGYN		74		5,700	
	8: General MedSurg		31		2,928	
	9: Gerontology		7		651	
	10: Hospice/Palliative		17		1,392	
	11: Behavioral Health/Substance Abuse		19		1,596	
	12: Pediatrics		14		1,307	
	13: Other Medical Specialty		10		1,085	
	14: Family Practice/Ambulatory		11		855	
	15: Home Health/Community Health		14		1,316	
	16: Administration		43		3,576	
	17: Operating Room		21		1,367	
	18: Rehab/Disability		11		1,038	
	19: School Nurse		4		460	
	20: Oncology		28		2,362	
	21: Hospital Function		27		2,640	
	22: Intravenous and Other Fluid		18		1,389	
	23: Wound ostomy		7		435	
	24: Other Functional		694		52,085	
	25: Legal		10		629	
	26: Other		62		5,885	
	TOTAL		35,635		2,909,357	
COMPACT	Part of Compact State	2.0	NUM	0881	0882	
	Value		UNWEIGHTED		WEIGHTED	
	1: Yes		10,526		665,593	
	2: No		25,109		2,243,765	
	TOTAL		35,635		2,909,357	
SPANISH	Speaks Spanish	2.0	NUM	0883	0884	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		53		4,477	
	-8: NOT APPLICABLE		32,709		2,646,268	
	1: Yes		1,054		97,388	
	2: No		1,819		161,224	
	TOTAL		35,635		2,909,357	
FRENCH	Speaks French	2.0	NUM	0885	0886	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		53		4,477	
	-8: NOT APPLICABLE		32,709		2,646,268	
	1: Yes		359		27,099	
	2: No		2,514		231,513	
	TOTAL		35,635		2,909,357	

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County Public Use File
RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
FILIPINO	Filipino	2.0	NUM	0887	0888	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		53		4,477	
	-8: NOT APPLICABLE		32,709		2,646,268	
	1: Yes		620		63,507	
	2: No		2,253		195,105	
	TOTAL		35,635		2,909,357	
OASIAN	Speaks Other Asian language	2.0	NUM	0889	0890	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		53		4,477	
	-8: NOT APPLICABLE		32,709		2,646,268	
	1: Yes		137		10,585	
	2: No		2,736		248,027	
	TOTAL		35,635		2,909,357	
NLANG	Count of Number of Languages	2.0	NUM	0891	0892	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		53		4,477	
	0: Zero		32,709		2,646,268	
	1: One		2,457		220,313	
	2: Two		344		32,263	
	3: Three		72		6,035	
	TOTAL		35,635		2,909,357	
NREGHRS	Number of Regular hours work	2.0	NUM	0893	0894	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		3,997		310,559	
	-8: not applicable		5,402		488,006	
	0-98		26,236		2,110,792	
	TOTAL		35,635		2,909,357	
N_PCERTS	Number of professional certificates	2.0	NUM	0895	0896	
	Value		UNWEIGHTED		WEIGHTED	
	0: Zero		30,846		2,510,562	
	1: One		4,263		353,440	
	2: Two		497		43,044	
	3: Three		29		2,312	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
DEG_PREP	Enrolled in nursing-related edu upgrade pgm	2.0	NUM	0897	0898	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		77		6,513	
	-8: NOT APPLICABLE		32,909		2,688,195	
	1: BSN		856		71,664	
	2: MSN		775		61,427	
	3: MS NURSING-RELATED		182		14,452	
	4: DOCTOR IN NURSING		62		5,201	
	5: DOCTOR NURSING-RELATED		50		3,416	
	6: OTHER EDUCATIONAL PROGRAMS		724		58,490	
	TOTAL		35,635		2,909,357	
TOTSAL	Total amount earned	6.0	NUM	0899	0904	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		620		52,452	
	-8: NOT APPLICABLE		6,732		595,679	
	\$1-\$400000		28,283		2,261,226	
	TOTAL		35,635		2,909,357	
NFNS	Foreign Nurse	2.0	NUM	0905	0906	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		976		83,674	
	1: Yes		1,041		100,791	
	2: No		33,618		2,724,892	
	TOTAL		35,635		2,909,357	
NONRN_WK	Employment outside of nursing	2.0	NUM	0907	0908	
	Value		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN		1,169		99,632	
	-8: NOT APPLICABLE		31,776		2,588,353	
	1: Accounting/bookkeeping/Computr svcs		104		8,334	
	2: Administration/Management		371		34,130	
	3: Administrative/Clerical Support		149		12,686	
	4: Artist/Horticulturist		64		4,818	
	5: Consultant/legal work		137		12,715	
	6: Elem&Sec Education		111		9,634	
	7: Faculty/Instructor		90		7,490	
	8: Farming/Animal Husbandry		105		6,005	
	9: Government		63		4,977	
	10: Health-related svc provider		433		35,028	
	11: Homemaker/childcare		61		5,098	
	12: Pharmaceutical and Medical Hardware Svcs		99		9,344	
	13: Real estate/Financial/Insurance Svcs		157		12,727	
	14: Recreation svcs		112		7,832	
	15: Religious/Musical Svcs		91		7,168	
	16: Retail sales/services		419		32,900	
	17: Other		124		10,486	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
SOURCE	Source of data	2.0	NUM	0909	0910	
	Value		UNWEIGHTED		WEIGHTED	
	1: Phone assisted		5,125		424,322	
	2: Scanned		26,245		2,145,330	
	3: Web		4,265		339,705	
	TOTAL		35,635		2,909,357	
METHOD	Method of data collection	2.0	NUM	0911	0912	
	Value		UNWEIGHTED		WEIGHTED	
	1: First mailing		17,148		1,389,912	
	2: Second mailing		3,469		285,953	
	3: Third mailing		4,943		415,651	
	4: Fourth mailing		685		53,814	
	5: CATI		5,125		424,322	
	6: Web		4,265		339,705	
	TOTAL		35,635		2,909,357	
REC_DATE	Date of mailing receipt	10.0	ASCII	0913	0922	
	Value		UNWEIGHTED		WEIGHTED	
	range only (min-max)		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT	Basic weight for whole sample	10.0	NUM	0923	0932	
	Value		UNWEIGHTED		WEIGHTED	
	8.675985-224.530250		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT01	Weight for replicate 01	10.0	NUM	0933	0942	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-437.444514		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT02	Weight for replicate 02	10.0	NUM	0943	0952	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-434.925163		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT03	Weight for replicate 03	10.0	NUM	0953	0962	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-422.987469		35,635		2,909,357	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
WEIGHT04	Weight for replicate 04	10.0	NUM	0963	0972	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-429.535574		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT05	Weight for replicate 05	10.0	NUM	0973	0982	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-409.710948		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT06	Weight for replicate 06	10.0	NUM	0983	0992	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-397.999035		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT07	Weight for replicate 07	10.0	NUM	0993	1002	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-367.386292		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT08	Weight for replicate 08	10.0	NUM	1003	1012	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-405.659179		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT09	Weight for replicate 09	10.0	NUM	1013	1022	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-456.260901		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT10	Weight for replicate 10	10.0	NUM	1023	1032	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-370.365021		35,635		2,909,357	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
WEIGHT11	Weight for replicate 11	10.0	NUM	1033	1042	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-425.950090		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT12	Weight for replicate 12	10.0	NUM	1043	1052	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-401.386950		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT13	Weight for replicate 13	10.0	NUM	1053	1062	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-410.088558		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT14	Weight for replicate 14	10.0	NUM	1063	1072	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-434.319862		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT15	Weight for replicate 15	10.0	NUM	1073	1082	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-439.243880		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT16	Weight for replicate 16	10.0	NUM	1083	1092	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-399.636154		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT17	Weight for replicate 17	10.0	NUM	1093	1102	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-389.460049		35,635		2,909,357	
	TOTAL		35,635		2,909,357	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
WEIGHT18	Weight for replicate 18	10.0	NUM	1103	1112	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-355.352531		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT19	Weight for replicate 19	10.0	NUM	1113	1122	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-439.980929		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
WEIGHT20	Weight for replicate 20	10.0	NUM	1123	1132	
	Value		UNWEIGHTED		WEIGHTED	
	000.000000-419.026028		35,635		2,909,357	
	TOTAL		35,635		2,909,357	
APN	Advanced Practice Nurse Status (Areas)	2.0	NUM	1133	1134	
	Value		UNWEIGHTED		WEIGHTED	
	0: Not An APN		32,555		2,668,897	
	1: NM Only		135		10,406	
	2: NA Only		452		31,012	
	3: NP Only		1,571		122,844	
	4: CNS Only		677		56,974	
	6: NM NP		33		2,845	
	7: NM CNS		5		385	
	8: NA CNS		6		474	
	9: NA NP		11		832	
	10: NP CNS		186		14,436	
	12: NM NP CNS		2		48	
	14: NA NP CNS		2		205	
	TOTAL		35,635		2,909,357	
RCCC4Q21	Standard Four Category Rural-Urban Commuting Area Code	8.0	NUM	1135	1142	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown					
	-8: Not Applicable		5,402		488,006	
	-3: Unable to Code RUCA		281		20,415	
	1: Urban		23,606		2,014,440	
	2: Large Rural		3,764		237,780	
	3: Small Rural		1,675		103,711	
	4: Isolated Small Rural		907		45,005	
	TOTAL		35,635		2,909,357	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
RCCC3Q21	Standard Three Category Rural-Urban Commuting Area Code	8.0	NUM	1143	1150	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown					
	-8: Not Applicable		5,402		488,006	
	-3: Unable to Code RUCA		281		20,415	
	1: Urban		23,606		2,014,440	
	2: Large Rural		3,764		237,780	
	3: Small/Isolated Small Rural		2,582		148,716	
	TOTAL		35,635		2,909,357	
RCCC4Q56	Standard Four Category Rural-Urban Commuting Area Code	8.0	NUM	1151	1158	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown		1,820		148,959	
	-8: Not Applicable		5,211		479,873	
	-3: Unable to Code RUCA		323		24,221	
	1: Urban		22,309		1,892,345	
	2: Large Rural		3,558		222,981	
	3: Small Rural		1,586		97,700	
	4: Isolated Small Rural		828		43,278	
	TOTAL		35,635		2,909,357	
RCCC3Q56	Standard Three Category Rural-Urban Commuting Area Code	8.0	NUM	1159	1166	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown		1,820		148,959	
	-8: Not Applicable		5,211		479,873	
	-3: Unable to Code RUCA		323		24,221	
	1: Urban		22,309		1,892,345	
	2: Large Rural		3,558		222,981	
	3: Small/Isolated Small Rural		2,414		140,978	
	TOTAL		35,635		2,909,357	
RCCC4Q61	Standard Four Category Rural-Urban Commuting Area Code	8.0	NUM	1167	1174	
	Value		UNWEIGHTED		WEIGHTED	
	-3: Unable to Code RUCA		68		5,758	
	1: Urban		27,333		2,380,863	
	2: Large Rural		4,133		269,698	
	3: Small Rural		2,170		143,964	
	4: Isolated Small Rural		1,931		109,076	
	TOTAL		35,635		2,909,357	
RCCC3Q61	Standard Three Category Rural-Urban Commuting Area Code	8.0	NUM	1175	1182	
	Value		UNWEIGHTED		WEIGHTED	
	-3: Unable to Code RUCA		68		5,758	

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RN WORKING/LIVING IN U.S. ON 3/22/04
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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
(continued)						
RCCC3Q61	Standard Three Category Rural-Urban Commuting Area Code	8.0	NUM	1175	1182	
	1: Urban		27,333		2,380,863	
	2: Large Rural		4,133		269,698	
	3: Small/Isolated Small Rural		4,101		253,039	
	TOTAL		35,635		2,909,357	
RCCC4Q63	Standard Four Category Rural-Urban Commuting Area Code	8.0	NUM	1183	1190	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown		2,374		194,766	
	-8: Not Applicable		30,163		2,471,358	
	-3: Unable to Code RUCA		551		47,036	
	1: Urban		2,035		166,168	
	2: Large Rural		264		16,916	
	3: Small Rural		148		7,937	
	4: Isolated Small Rural		100		5,176	
	TOTAL		35,635		2,909,357	
RCCC3Q63	Standard Three Category Rural-Urban Commuting Area Code	8.0	NUM	1191	1198	
	Value		UNWEIGHTED		WEIGHTED	
	-9: Unknown		2,374		194,766	
	-8: Not Applicable		30,163		2,471,358	
	-3: Unable to Code RUCA		551		47,036	
	1: Urban		2,035		166,168	
	2: Large Rural		264		16,916	
	3: Small/Isolated Small Rural		248		13,113	
	TOTAL		35,635		2,909,357	

E. Table of Derived Variables, with Indices

INDEX TO DERIVED VARIABLES (Alphabetical) --- 2004 County Public Data Base			
<u>Variable Name</u>		<u>Variable Label</u>	<u>Page</u>
AGE_GP	-	Age of Nurse in 2003 Grouped	1
APN	-	Advance Practice Nurse Status	14
APN_CNS	-	Clinical Nurse Specialist Status	14
APN_NA	-	Nurse Anesthetist Status	15
APN_NM	-	Nurse Midwife Status	15
APN_NP	-	Nurse Midwife Status	15
CH_CAREER	-	Reasons For Position/Employment Change Personal/Career	4
CH_OTHER	-	Reasons For Position/Employment Change Other	4
CH_PERSFAM	-	Reasons For Position/Employment Change Personal/Family	4
CH_RETIRE	-	Reasons For Position/Employment Change Retirement	4
CH_WRKPLCE	-	Reasons For Position/Employment Change Workplace	4
COMPACT	-	Member of State Licensure Compact	15
DEG_NPREP	-	Enrolled in Nursing Related Educ Upgrade Program	2
DOMFUNCT	-	Dominant Function	4
EMP_STAT	-	Detailed Employment Status in 2004	5
EMP04_03	-	Employment Status in 2004 versus 2003	5
EMPL_03	-	Summary Employment Status in 2003	5
EMPL_04	-	Summary Employment Status in 2004	5
EMPL_TES	-	Employment with Temporary Employment Service	5
EWKS_YR	-	Edited Weeks Worked Per Year	6
FILIPINO	-	Speaks Filipino	1
FINAL_WT		Final Weight of Nurse in Sample	19
FINAL_WT01 to FINAL_WT20		Replicate Weight for the Nurse	19
FRENCH	-	Speaks French	1

G_CO_03	-	Geocode for County in 2003	10
G_CO_04	-	Geocode for County in 2004	10
GD_GEOST	-	State of Graduation versus Current Geostate	10
G_MSA03	-	Geocode for MSA in 2003	10
G_MSA04	-	Geocode for MSA in 2004	10
GRAD_WHR	-	Graduated from U.S. or Foreign Program	2
GRAD_YR	-	Year of Graduation Grouped	2
G_RG03	-	Geocode for Census Division in 2003	11
G_RG04	-	Geocode for Census Division in 2004	11
G_SMSA04	-	Geocode for SMSA in 2004	11
G_SMSA04	-	Geocode for SMSA in 2004	11
G_ST03	-	Geocode for State in 2003	11
G_ST04	-	Geocode for State in 2004	11
HIGH	-	Highest Nursing Related Educational Preparation	3
HRS_YR	-	Estimated Hours Worked Per Year	6
HYEAR	-	Year Received Nursing Highest Educ Preparation	3
LICST_CT	-	Number of States in Which Currently Licensed	16
LI_RESST	-	State of First License versus Current Geostate	15
LST_WRKD	-	Years Since Last Worked for Pay as a Nurse	6
MAR_ADLT	-	Marital Status and Adult Dependents	1
MAR_CHLD	-	Marital Status and Children	1
METHOD	-	Method of Data Collection	18
N_PCERTS	-	Number of Professional Certifications	15
NFNS	-	Foreign Educated Nurse	3
NLANG	-	Number of Languages Spoken	2
NONRN_WK	-	Employment Outside of Nursing	6
NOT_CAREER	-	Reasons Not Working In Nursing Personal/Career	7

NOT_OTHER	-	Reasons Not Working In Nursing Other	7
NOT_PERSFAM	-	Reasons Not Working In Nursing Personal/Family	7
NOT_RETIRE	-	Reasons Not Working In Nursing Retirement	7
NOT_WRKPLCE	-	Reasons Not Working In Nursing Workplace	7
NREGHRS	-	Number of Regular Hours Worked	8
OASIAN	-	Speaks Other Asian Languages	2
POSITION	-	Position Title Grouped	8
PREPSUM	-	Summary Highest Nursing Educational Preparation	3
PROCERT_1	-	Professional Certification One	15
PROCERT_2	-	Professional Certification Two	17
PROCERT_3	-	Professional Certification Three	17
RACE_GP	-	Race Grouped	2
RCTY_SME	-	County of Residence in 2003 versus 2004	12
REC_DATE	-	Date of Receipt of Survey Response	18
REG_B_ED	-	Region of Initial Nursing Education Program	12
REG_EMPL	-	Region of Employment in 2004	12
REG_RESI	-	Region of Residence in 2004	12
RN_POP	-	Working/Living in U.S. in 2004	12
		Standard Three-Category Rural/Urban Commuting Code	
		Consolidation (RCCC) Value for:	
RCCC3Q21	-	-- Q21 2004 Employment Location	13
RCCC3Q56	-	-- Q56 2003 Employment Location	13
RCCC3Q61	-	-- Q61 2004 Residence Location	13
RCCC3Q63	-	-- Q63 2003 Residence Location	13
		Standard Four-Category Rural/Urban Commuting Code	
		Consolidation (RCCC) Value for:	
RCCC4Q21	-	-- Q21 2004 Employment Location	13
RCCC4Q56	-	-- Q56 2003 Employment Location	13
RCCC4Q61	-	-- Q61 2004 Residence Location	13
RCCC4Q63	-	-- Q63 2003 Residence Location	13
RST_SME	-	State of Residence in 2003 versus 2004	12

SEEKTIME	-	Weeks RN Has Been Seeking Nursing Position	8
SET03_04	-	Employment Setting in 2003 versus 2004	9
SETSUM03	-	Summary Employment Setting in 2003	8
SETSUM04	-	Summary Employment Setting in 2004	9
SOURCE	-	Source of Data for Survey Response	18
SPANISH	-	Speaks Spanish	2
TOTSAL	-	Total Amount Earned in Nursing Positions	9
YRSNC_GP	-	Years Since Graduated Grouped	3
Derived Variable Theme		(Derived Variable Subject Matter)	
In this listing the derived variables contained in the Appendix are grouped by subject matter into seven major categories:			
DEMOGRAPHIC	(DEMO)		
	Age		
	Racial/Ethnic Background		
	Foreign Languages Spoken		
	Marital/Family Status		
	Household Income		
EDUCATIONAL	(EDUC)		
	Initial Education		
	Additional Educational Preparation		
	Highest Nursing-Related Educational Preparation		
	Graduation Year		
	Foreign Trained		
EMPLOYMENT	(EMPL)		
	Employment Status (nursing/non-nursing)		
	Employment Settings (nursing/non-nursing)		
	Employment Position Titles		
	Dominant Nursing Function		
	Hours/Weeks Worked		
	Earnings		
	Non-Nursing Employment		
	Reasons Not Employment/Changed Employment		
GEOGRAPHIC	(GEO)		
	Education... country, State		
	Residence... county, State, zip code, geographic region		
	Employment ... county, State, zip code, geographic region		
	States of Licensure		
RN LICENSURE, POST-RN PROFESSIONAL CERTIFICATIONS, & ADVANCED PRACTICE NURSING			

	(LIC/CERT/APN)		
	Advanced Practice Nursing Preparation		
	Nursing Credentials/Certifications		
SURVEY ADMINISTRATION	(ADMIN)		
	Mode and Timing of Responses Received		
WEIGHTS	(WT)		
	Final Weight for Nurse in Survey Sample		
	Replicate weights for use in variance analysis		
Derived Variables Tabulated by General Theme of Variable			
Variable Name		Variable Label	
<u>DEMOGRAPHIC</u>	<u>(DEMO)</u>	<u>Variables</u>	
AGE_GP	-	Age of Nurse in 2003 Grouped	1
FILIPINO	-	Speaks Filipino	1
FRENCH	-	Speaks French	1
MAR_CHLD	-	Marital Status and Children	1
MAR_ADLT	-	Marital Status and Adult Dependents	1
NLANG	-	Number of Languages Spoken	2
OASIAN	-	Speaks Other Asian Languages	2
RACE_GP	-	Race Grouped	2
SPANISH	-	Speaks Spanish	2
<u>EDUCATIONAL</u>	<u>(EDUC)</u>	<u>Variables</u>	
DEG_NPREP	-	Enrolled in Nursing Related Educ Upgrade Program	2
GRAD_WHR	-	Graduated from U.S. or Foreign Program	2
GRAD_YR	-	Year of Graduation Grouped	2
HIGH	-	Highest Nursing Related Educational Preparation	3
HYEAR	-	Year Received Nursing Highest Educ Preparation	3
NFNS	-	Foreign Educated Nurse	3
PREPSUM	-	Summary Highest Nursing Educational Preparation	3
YRSNC_GP	-	Years Since Graduated Grouped	3

EMPLOYMENT	(EMPL)	Variables	
CH_CAREER	-	Reasons For Position/Employment Change Personal/Career	4
CH_OTHER	-	Reasons For Position/Employment Change Other	4
CH_PERSFAM	-	Reasons For Position/Employment Change Personal/Family	4
CH_RETIRE	-	Reasons For Position/Employment Change Retirement	4
CH_WRKPLCE	-	Reasons For Position/Employment Change Workplace	4
DOMFUNCT	-	Dominant Function	4
EMP_STAT	-	Detailed Employment Status in 2004	5
EMP04_03	-	Employment Status in 2004 versus 2003	5
EMPL_03	-	Summary Employment Status in 2003	5
EMPL_04	-	Summary Employment Status in 2004	5
EMPL_TES	-	Employment with Temporary Employment Service	5
EWKS_YR	-	Edited Weeks Worked Per Year	6
HRS_YR	-	Estimated Hours Worked Per Year	6
LST_WRKD	-	Years Since Last Worked for Pay as a Nurse	6
NONRN_WK	-	Employment Outside of Nursing	6
NOT_CAREER	-	Reasons Not Working In Nursing Personal/Career	7
NOT_OTHER	-	Reasons Not Working In Nursing Other	7
NOT_PERSFAM	-	Reasons Not Working In Nursing Personal/Family	7
NOT_RETIRE	-	Reasons Not Working In Nursing Retirement	7
NOT_WRKPLCE	-	Reasons Not Working In Nursing Workplace	7
NREGHRS	-	Number of Regular Hours Worked	8
POSITION	-	Position Title Grouped	8
SEEKTIME	-	Weeks RN Has Been Seeking Nursing Position	8
SET03_04	-	Employment Setting in 2003 versus 2004	9
SETSUM03	-	Summary Employment Setting in 2003	8

SETSUM04	-	Summary Employment Setting in 2004	9
TOTSAL	-	Total Amount Earned in Nursing Positions	9
<u>GEOGRAPHIC</u>	<u>(GEO)</u>	<u>Variables</u>	
G_CO_03	-	Geocode for County in 2003	10
G_CO_04	-	Geocode for County in 2004	10
GD_GEOST	-	State of Graduation versus Current Geostate	10
G_MSA03	-	Geocode for MSA in 2003	10
G_MSA04	-	Geocode for MSA in 2004	10
G_RG03	-	Geocode for Census Division in 2003	10
G_RG04	-	Geocode for Census Division in 2004	11
G_SMSA04	-	Geocode for SMSA in 2004	11
G_SMSA04	-	Geocode for SMSA in 2004	11
G_ST03	-	Geocode for State in 2003	11
G_ST04	-	Geocode for State in 2004	11
RCTY_SME	-	County of Residence in 2003 versus 2004	12
REG_B_ED	-	Region of Initial Nursing Education Program	12
REG_EMPL	-	Region of Employment in 2004	12
REG_RESI	-	Region of Residence in 2004	12
RN_POP	-	Working/Living in U.S. in 2004	12
		Standard Three-Category Rural/Urban Commuting Code Consolidation (RCCC) Value for:	
RCCC3Q21	-	-- Q21 2004 Employment Location	13
RCCC3Q56	-	-- Q56 2003 Employment Location	13
RCCC3Q61	-	-- Q61 2004 Residence Location	13
RCCC3Q63	-	-- Q63 2003 Residence Location	13
		Standard Four-Category Rural/Urban Commuting Code Consolidation (RCCC) Value for:	
RCCC4Q21	-	-- Q21 2004 Employment Location	13
RCCC4Q56	-	-- Q56 2003 Employment Location	13
RCCC4Q61	-	-- Q61 2004 Residence Location	13
RCCC4Q63	-	-- Q63 2003 Residence Location	13
RST_SME	-	State of Residence in 2003 versus 2004	12

RN LICENSURE, POST-RN PROF'L CERTIFICATIONS, & ADVANCED PRACTICE NURSING			
	(LIC/CERT/APN)		
		<u>Variables</u>	
APN	-	Advance Practice Nurse Status	14
APN_CNS	-	Clinical Nurse Specialist Status	14
APN_NA	-	Nurse Anesthetist Status	15
APN_NM	-	Nurse Midwife Status	15
APN_NP	-	Nurse Midwife Status	15
COMPACT	-	Member of State Licensure Compact	15
LI_RESST	-	State of First License versus Current Geostate	15
N_PCERTS	-	Number of Professional Certifications	16
PROCERT_1	-	Professional Certification One	16
PROCERT_2	-	Professional Certification Two	17
PROCERT_3	-	Professional Certification Three	17
<u>SURVEY ADMINISTRATION</u>		<u>(ADMIN) Variables</u>	
METHOD	-	Method of Data Collection	18
REC_DATE	-	Date of Mailing Receipt	18
SOURCE		Data Source	18
<u>WEIGHTS</u>	<u>(WT)</u>	<u>Variables</u>	
WEIGHT		Final Weight of Nurse in Sample	19
WEIGHT01 to WEIGHT20		Replicate Weights for Nurse	19

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
	Demographic (Demo) Variables		
AGE_GP	AGE OF NURSES—GROUPED	01 = <25	AGE<25 AND AGE>=-1
		02 = 25 TO 29	AGE = 25 THRU 29
		03 = 30 TO 34	AGE = 30 THRU 34
		04 = 35 TO 39	AGE = 35 THRU 39
		05 = 40 TO 44	AGE = 40 THRU 44
		06 = 45 TO 49	AGE = 45 THRU 49
		07 = 50 TO 54	AGE = 50 THRU 54
		08 = 55 TO 59	AGE = 55 THRU 59
		09 = 60 TO 64	AGE = 60 THRU 64
		10> = 65	AGE> = 65
		-9 = UNKNOWN	AGE = -9
FILIPINO	SPEAKS FILIPINO	1 = YES	Q68_1_CODE = 5 OR Q68_2_CODE = 5 OR Q68_3_CODE = 5
		2 = NO	Q68_1_CODE ~= 5 AND Q68_2_CODE ~= 5 AND Q68_3_CODE ~= 5
		-8 = NOT APPLICABLE	Q68_1_CODE = -8 AND Q68_2_CODE = -8 AND Q68_3_CODE = -8
		-9 = UNKNOWN	Q68_1_CODE = -9 AND Q68_2_CODE = -9 AND Q68_3_CODE = -9
FRENCH	SPEAKS FRENCH	1 = YES	Q68_1_CODE = 13 OR Q68_2_CODE = 13 OR Q68_3_CODE = 13
		2 = NO	Q68_1_CODE ~= 13 AND Q68_2_CODE ~= 13 AND Q68_3_CODE ~= 13
		-8 = NOT APPLICABLE	Q68_1_CODE = -8 AND Q68_2_CODE = -8 AND Q68_3_CODE = -8
		-9 = UNKNOWN	Q68_1_CODE = -9 AND Q68_2_CODE = -9 AND Q68_3_CODE = -9
MAR_ADULT	MARITAL STATUS AND ADULT DEPS	01 = MARRIED ADULTS AT HOME	Q69 = 1 AND Q70_4 = 1
		02 = WID SP D ADULTS AT HOME	Q69 = 2 AND Q70_4 = 1
		03 = NEVER MARRIED ADULTS AT HOME	Q69 = 3 AND Q70_4 = 1
		04 = NO ADULTS AT HOME	Q70_4=2
		-9 = UNKNOWN	Q69 = -9 OR Q70_4=-9
MAR_CHLD	MARITAL STATUS AND CHILDREN	01 = MARRIED CHLDR<6	Q69 = 1 AND Q70_2 = 1 AND Q70_3~=1
		02 = MARRIED CHLDR> = 6	Q69 = 1 AND Q70_3=1 AND Q70_2~=1
		03 = MARRIED CHLD ALL	Q69 = 1 AND Q70_2 =1 AND Q70_3=1
		04 = MARRIED NO CHLDR	Q69 = 1 AND Q70_2 = 2 AND Q70_3 = 2
		05 = MARRIED CHLDR UNK	Q69 = 1 AND Q70_1 = -9
		06 = WID SP D CHLDR<6	Q69 = 2 AND Q70_2 = 1 AND Q70_3 ~= 1
		07 = WID SP D CHLDR> = 6	Q69 = 2 AND Q70_3 = 1 AND Q70_2 ~= 1
		08 = WID SP D CHLD ALL	Q69 = 2 AND Q70_2 = 1 AND Q70_3 = 1
		09 = WID SP D NO CHLDR	Q69 = 2 AND Q70_2 = 2 AND Q70_3 = 2
		10 = WID SP D CHLD UNK	Q69 = 2 AND Q70_1 = -9
		11 = NEVER MARRIED CHLDR<6	Q69 = 3 AND Q70_2 = 1 AND Q70_3 ~= 1
		12 = NEVER MARRIED CHLDR> = 6	Q69 = 3 AND Q70_3 = 1 AND Q70_2 ~= 1
		13 = NEVER MARRIED CHLDN ALL	Q69 = 3 AND Q70_2 = 1 AND Q70_3 = 1
		14 = NEVER MARRIED NO CHLDR	Q69 = 3 AND Q70_2 = 2 AND Q70_3 = 2
		15 = NEVER MARRIED CHLDR UNK	Q69 = 3 AND Q70_1 = -9

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		-9 = UNKNOWN	Q69 = -9
NLANG	COUNT OF NUMBER OF LANGUAGES	1 = ONE	ONE IN Q68_1 TO Q68_3
		2 = TWO	TWO IN Q68_1 TO Q68_3
		3 = THREE	THREE IN Q68_1 TO Q68_3
		0 = ZERO	NONE IN Q68_1 TO Q68_3
		-9 = UNKNOWN	ALL IN Q68_1 TO Q68_3 = -9
OASIAN	SPEAKS OTHER ASIAN LANGUAGE	1 = YES	Q68_1_CODE = 4 OR Q68_2_CODE = 4 OR Q68_3_CODE = 4
		2 = NO	Q68_1_CODE ~= 4 AND Q68_2_CODE ~= 4 AND Q68_3_CODE ~= 4
		-8 = NOT APPLICABLE	Q68_1_CODE = -8 AND Q68_2_CODE = -8 AND Q68_3_CODE = -8
		-9 = UNKNOWN	Q68_1_CODE = -9 AND Q68_2_CODE = -9 AND Q68_3_CODE = -9
RACE_GP	RACE—GROUPED	1 = WHITE, NON-HISPANIC ONLY	RAC_ETHN = 9
		2 = OTHER	RAC_ETHN = 1,2,3,4,5, 6, 7,8,10
		-9 = UNKNOWN	RAC_ETHN = -9
SPANISH	SPEAKS SPANISH	1 = YES	Q68_1_CODE = 37 OR Q68_2_CODE = 37 OR Q68_3_CODE = 37
		2 = NO	Q68_1_CODE ~= 37 AND Q68_2_CODE ~= 37 AND Q68_3_CODE ~= 37
		-8 = NOT APPLICABLE	Q68_1_CODE = -8 AND Q68_2_CODE = -8 AND Q68_3_CODE = -8
		-9 = UNKNOWN	Q68_1_CODE = -9 AND Q68_2_CODE = -9 AND Q68_3_CODE = -9
	Educational (EDUC) Variables		
DEG_NPREP	ENROLLED IN NURSING-RELATED EDU UPGRADE PGM	1=BSN	Q15=1 AND Q16=1 AND Q18=2
		2=MSN	Q15=1 AND Q16=1 AND Q18=3
		3=MS NURSING-RELATED	Q15=1 AND Q16=2 AND Q18=3
		4=DOCTOR IN NURSING	Q15=1 ND Q16=1 AND Q18=4
		5=DOCTOR NURSING-RELATED	Q15=1 AND Q16=2 AND Q18=4
		6=OTHER EDUCATIONAL PROGRAMS	Q15=1 AND (Q16=3 OR (Q18=1 OR Q18=5) OR (Q16=2 AND Q18=2))
		-8 = NOT APPLICABLE	Q15=2
		-9=UNKNOWN	Q15=-9 OR Q16=-9 OR Q18 = -9
GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM	1 = U.S.	(Q4<57 AND Q4 >0) OR Q4=280
		2 = FOREIGN	Q4 > 56 AND Q4~=280
		-9 = UNKNOWN	Q4 = -9
GRAD_YR	YEAR OF GRADUATION—GROUPED	1 = BEFORE 1961	0<Q3_YR<1961
		2 = 1961 TO 1964	1961<= Q3_YR<= 1965
		3 = 1966 TO 1970	1966<= Q3_YR<= 1970
		4 = 1971 TO 1975	1971<= Q3_YR<= 1975

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		5 = 1976 TO 1980	1976< = Q3_YR< = 1980
		6 = 1981 TO 1985	1981< = Q3_YR< = 1985
		7 = 1986 TO 1990	1986< = Q3_YR< = 1990
		8 = 1991 to 1995	1991<=Q3_YR< = 1995
		9 = 1996 to 2000	1996<Q3_YEAR< = 2000
		10 = OVER 2000	Q3YEAR>2000
		-9 = UNKNOWN	Q3_YR = -9
HIGH	HIGHEST LEVEL OF NURSING EDUCATION	1 = DIPLOMA	Q2=1
	(TEMPORARY VARIABLE USE TO COMPUTE HYEAR)	2 = ASSOCIATES	Q11A_A=1 OR (Q11B_A=1 AND Q11B_B=1) AND NO HIGHER DEGREE
		3 = BACHELORS	Q11C_A=1 OR (Q11D_A=1 AND Q11D_B=1) AND NO HIGHER DEGREE
		4 = MASTERS	Q11E_A=1 OR Q11F_A=1 OR (Q11G_A=1 AND Q11G_B=1) AND NO HIGHER DEGREE
		5 = DOCTORATE	Q11H_A=1 OR (Q11I_A=1 AND Q11I_B=1)
HYEAR	YEAR RECEIVING HIGHEST NURSING-RELATED EDUCATION	(YEAR)	IF HIGH=1 OR HIGH=-9 HYEAR=Q3YEAR
			IF HIGH=2 HYEAR=MAX(Q3YEAR, Q11A_E, Q11B_E)
			IF HIGH=3 HYEAR=MAX(Q3YEAR, Q11C_E, Q11D_E)
			IF HIGH=4 HYEAR=MAX(Q3YEAR, Q11E_E, Q11F_E, Q11G_E)
			IF HIGH=5 HYEAR=MAX(Q3YEAR, Q11H_E, Q11I_E)
		-9 = NOT APPLICABLE	
NFNS	FOREIGN NURSE	1 = YES	Q4>56
		2 = NO	Q4<=56 OR Q4=280 OR Q4 = 66 OR Q4 = 72 OR Q4 = 78
		-9=UNKNOWN	Q4 = -9
PREP_SUM	HIGHEST NURSING EDUCATIONAL PREP	1 = DIPLOMA	HIGHPREP = 1
		2 = ASSOC	HIGHPREP = 2
		3 = BACC	HIGHPREP = 3 OR 4
		4 = MASTER/DOCTORATE	HIGHPREP = 5 OR 6 OR 7 OR 8
		-9 = UNKNOWN	HIGHPREP = -9
YRSNC_GP	YEARS SINCE GRADUATION-GROUPED	1 = <= 5 YEARS	YR_SINCE<= 5 AND >-1
		2 = 6 TO 10 YEARS	YR_SINCE = 6 TO 10
		3 = 11 TO 15 YEARS	YR_SINCE = 11 TO 15
		4 = 16 TO 25 YEARS	YR_SINCE = 16 TO 25
		5 = 26 AND OVER	YR_SINCE>25
		-9 = UNKNOWN	YR_SINCE = -9

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
	Employment (EMPL) Variables		
CH_CAREER	REASONS FOR POSITION/EMPL OYER CHANGE: PERSONAL CAREER	1 = YES	Q59E = 1 OR Q59H = 1 OR Q59P = 1 OR Q59R = 1
		2 = NO	ALL ELSE
		-9 = UNKNOWN	ALL IN Q59 = -9
		-8 = NOT APPLICABLE	ALL IN Q59 = -8
CH_OTHER	REASONS FOR POSITION/EMPL OYER CHANGE: OTHER	1 = YES	Q59O = 1
		2 = NO	ALL ELSE
		-9 = UNKNOWN	ALL IN Q59 = -9
		-8 = NOT APPLICABLE	ALL IN Q59 = -8
CH_PERSFAM	REASONS FOR POSITION/EMPL OYER CHANGE: PERSONAL/FAMILY	1 = YES	Q59C = 1 OR Q59D = 1 OR Q59K = 1 OR Q59Q = 1
		2 = NO	ALL ELSE
		-9 = UNKNOWN	ALL IN Q59 = -9
		-8 = NOT APPLICABLE	ALL IN Q59 = -8
CH_RETIRE	REASONS FOR POSITION/EMPL OYER CHANGE: RETIREMENT	1 = YES	Q59L = 1
		2 = NO	ALL ELSE
		-9 = UNKNOWN	ALL IN Q59 = -9
		-8 = NOT APPLICABLE	ALL IN Q59 = -8
CH_WORKPLACE	REASONS FOR POSITION/EMPL OYER CHANGE: WORKPLACE	1 = YES	Q59A = 1 OR Q59B = 1 OR Q59F = 1 OR Q59G = 1 OR Q59I = 1 OR Q59J = 1 OR Q59M = 1 OR Q59N = 1
		2 = NO	ALL ELSE
		-9 = UNKNOWN	ALL IN Q59 = -9
		-8 = NOT APPLICABLE	ALL IN Q59 = -8
DOMFUNCT	DOMINANT FUNCTION	01 = ADMINIST	Q25A > 50
		02 = CONSULT	Q25B > 50
		03 = DIRECT PAT CARE	Q25C > 50
		04 = RESEARCH	Q25D > 50
		05 = SUPREVIS	Q25E > 50
		06 = TEACHING	Q25F > 50
		07 = OTHER	Q25G > 50

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		08 = NO DOMIN FUNCTION	ALL IN Q25A-G <= 50
		-8 = NOT APPLICABLE	ALL IN Q25A-G = -8
		-9 = UNKNOWN	ALL IN Q25A-G = -9
EMP_STAT	EMPLOYMENT STATUS IN 2004 - DETAILED	1 = NURSING FULL TIME	Q19 = 1 AND Q30 = 1
		2 = NURSING PART TIME	Q19 = 1 AND (Q30 = 2 OR Q29 = 2)
		3 = NURSING FT/PT UK	Q19 = 1 AND Q30 = -9
		4 = NOT NURS FULL TIME	Q19 = 2 AND Q43 = 1 AND Q46 = 1
		5 = NOT NURS PART TIME	Q19 = 2 AND Q43 = 1 AND Q46 = 2
		6 = NOT NURS FT/PT UK	Q19 = 2 AND Q43 = 1 AND Q46 = -9
		7 = NOT EMPL AT ALL (INCL RETIRED)	Q19 = 2 AND Q43 = 2
		-9 = EMPL IN NURSG UK	(Q19 = 2 AND Q43 = -9) OR Q19 = -9
EMPL_03	NURSING EMPLOYMENT STATUS IN 2003	1 = EMPL IN NURSG FT	Q53 = 1 AND Q55 = 1
		2 = EMPL IN NURSG PT	Q53 = 1 AND (Q55 = 2 OR Q54 = 2)
		3 = EMP NURS FT/PT UK	Q53 = 1 AND Q55 = -9
		4 = NOT EMPL IN NURSG	Q53 = 2
		-9 = EMPL IN NURSG UK	Q53 = -9
EMPL_04	NURSING EMPLOYMENT STATUS IN 2004	1 = EMPL IN NURSG FT	Q19 = 1 AND Q30 = 1
		2 = EMPL IN NURSG PT	Q19 = 1 AND (Q30 = 2 OR Q29 = 2)
		3 = EMP NURS FT/PT UK	Q19 = 1 AND Q30 = -9
		4 = NOT EMPL IN NURSG	Q19 = 2
EMP04_03	EMP IN NURSING IN 2004 COMPARED TO 2003	01 = FT RN 04 & 03	EMPL_04 = 1 AND EMPL_03 = 1
		02 = FT RN 04 PT RN 03	EMPL_04 = 1 AND EMPL_03 = 2
		03 = FT04 NOT EMP 03	EMPL_04 = 1 AND EMPL_03 = 4
		04 = PT RN 04 FT RN 03	EMPL_04 = 2 AND EMPL_03 = 1
		05 = PT RN 04 & 03	EMPL_04 = 2 AND EMPL_03 = 2
		06 = PT 04 NOT EMPL 03	EMPL_04 = 2 AND EMPL_03 = 4
		07 = NOT EMP RN 04 FT 03	EMPL_04 = 4 AND EMPL_03 = 1
		08 = NOT EMP RN 04 PT 03	EMPL_04 = 4 AND EMPL_03 = 2
		09 = NOT EMP RN 04/03	EMPL_04 = 4 AND EMPL_03 = 4
		-9 = FT/PT RN EMP 03 UK	EMPL_04 = 3 OR EMPL_03 = 3 OR EMPL_03 = -9
EMPL_TES	TEMPORARY EMPLOYMENT SERVICE (TES)	1 = PRIMARY POSITION ONLY	Q19 = 1 AND Q22 = 2 AND Q37_2 ~= 1
		2 = SECONDARY POSITION ONLY	Q19 = 1 AND Q22 ~= 2 AND Q37_2 = 1
		3 = BOTH PRINCIPAL AND SECONDARY	Q19 = 1 AND Q22 = 2 AND Q37_2 = 1
		4 = NOT EMPL BY TES	(Q19 = 1 AND Q22 = 1 AND Q37_2 ~= 1) OR (Q19 = 1 AND Q22 = 3 AND Q37_2 ~= 1)
		5 = PRIMARY NOT TES AND SECONDARY POS UNK	(Q22 ~= 2) AND (Q37_1 = -9 AND Q37_2 = -9 AND Q37_3 = -9)

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		6 = PRIMARY TES, SECONDARY UNK	Q19=1 AND Q22 =2 AND Q37_1 = -9 AND Q37_2=-9 AND Q37_3 = -9
		-8 = NOT APPLICABLE	Q19 = 2
		-9 = PRIMARY UNKNOWN	Q19 = 1 AND Q22 = -9
EWKS_YR	EDITED WEEKS WORKED PER YEAR (EDITED Q31)	0 TO 52	Q31
		-8 = NOT APPLICABLE	Q31 = -8
		-9 = UNKNOWN	Q31 = -9
HRS_YR	ESTIMATED PRINCIPAL NURSING HOURS PER YEAR	1 TO 8,000 = COMPUTED HOURS	Q31*(Q33A-Q33B)
		-2 = NOT APPLICABLE IF ON-CALL & (PT, SHORT YR, OR SHORT WEEK)	Q33B>0 AND (Q30~=1 OR Q31<=38 OR Q33A<30)
		-4 = NOT APPLICABLE IF ONCALL & NOT(PT, SHORT YR, OR SHORT WEEK)	Q33B>0 AND Q30=1 AND Q31>38 AND Q33A>=30
		-5 = NO ON CALL HOURS but (PT, SHORT YR, OR SHORT WEEK)	Q33B=0 AND (Q30~=1 OR Q31<=38 OR Q33A<30)
		-8 = NOT APPLICABLE	Q31=-8 OR Q33A=-8 OR Q33B=-8
		-9 = UNKNOWN	Q33B=-9 OR Q30=-9 OR Q31=-9 OR Q33A=-9
LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN	1 = <1 YEAR	Q41_comp = 0
		2 = 1 TO 2 YEARS	Q41_comp = 1 TO 2
		3 = 3 TO 4 YEARS	Q41_comp = 3 TO 4
		4 = 5 TO 9 YEARS	Q41_comp = 5 TO 9
		5 = 10 TO 19 YEARS	Q41_comp = 10 TO 19
		6 = 20 OR MORE YEARS	Q41_comp>= 20
		7 = NVER WKD AS NURSE	Q41_comp = -1
		-8 = NOT APPLICABLE	Q41_comp = -8
		-9 = UNKNOWN	Q41_comp = -9
NONRN_WK	EMPLOYMENT OUTSIDE OF NURSING	1= ACCOUNTING/BOOKKEEPING/COMPUTER SVCS	Q45=1 OR Q45=2 OR Q45=15 OR Q45=16
		2= ADMINISTRATION/MANAGEMENT	Q45=3 OR Q45=4 OR Q45=42 OR Q45=43
		3= ADMINISTRATIVE/CLERICAL SUPPORT	Q45=13 OR Q45=49
		4= ARTIST/HORTICULTURIST	Q45=8 OR Q45=27
		5= CONSULTANT/LEGAL WORK	Q45=17 OR Q45=18 OR Q45=9 OR Q45=10
		6= ELEM&SEC EDUCATION	Q45=50
		7= FACULTY/INSTRUCTOR	Q45=24 OR Q45=25
		8= FARMING/ANIMAL HUSBANDRY	Q45=6 OR Q45=26
		9= GOVERNMENT	Q45=29 OR Q45=30 OR Q45=37 OR Q45=38
		10= HEALTH-RELATED SVC PROVIDER	Q45=40 OR Q45=11 OR Q45=14 OR Q45=21 OR Q45=23 OR Q45=31 OR Q45=45 OR Q45=22 OR Q45=58
		11= HOMEMAKER/CHILDCARE	Q45=32 OR Q45=12
		12= PHARMACEUTICAL AND MEDICAL HARDWARE SVCS	Q45=44 OR Q45=36

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		13= REAL ESTATE/FINANCIAL/INSURANCE SVCS	Q45=46 OR Q45=33 OR Q45=59
		14= RECREATION SVCS	Q45=47
		15= RELIGIOUS/MUSICAL SVCS	Q45=39 OR Q45=41
		16= RETAIL SALES/SERVICES	Q45=48 OR Q45=19 OR Q45=20 OR Q45=28 OR Q45=34
		17= OTHER	Q45=5 OR Q45=51 OR Q45=52 OR Q45=53 OR Q45=54 OR Q45=55 OR Q45=56
		-8=NOT APPLICABLE	Q45=-8
		-9=UNKNOWN	Q45=-9
NOT_CAREER	REASONS FOR NOT WORKING IN NURSING: PERSONAL CAREER	1 = YES	Q42B = 1 OR Q42C = 1 OR Q42F = 1 OR Q42J = 2 OR Q42K = 1 OR Q42O = 1 OR Q42Q = 1 OR Q42U = 1
		2 = NO	ALL ELSE
		-8 = NOT APPLICABLE	ALL IN Q42=-8
NOT_OTHER	REASONS FOR NOT WORKING IN NURSING: OTHER	1 = YES	Q42S = 1
		2 = NO	ALL ELSE
		-8 = NOT APPLICABLE	ALL IN Q42=-8
NOT_PERSFAM	REASONS FOR NOT WORKING IN NURSING: PERSONAL/FAMILY	1 = YES	Q42D = 1 OR Q42E = 1 OR Q42P = 1 OR Q42R = 1 OR Q42T = 1 OR Q42V = 1
		2 = NO	ALL ELSE
		-8 = NOT APPLICABLE	ALL IN Q42=-8
NOT_RETIRED	REASONS FOR NOT WORKING IN NURSING: RETIREMENT	1 = YES	Q42L = 1
		2 = NO	ALL ELSE
		-8 = NOT APPLICABLE	ALL IN Q42=-8
NOT_WORKPLACE	REASONS FOR NOT WORKING IN NURSING: WORKPLACE	1 = YES	Q42A = 1 OR Q42G = 1 OR Q42H = 1 OR Q42I = 1 OR Q42M = 1 OR Q42N = 1
		2 = NO	ALL ELSE
		-8 = NOT APPLICABLE	ALL IN Q42=-8
NREGHRS	NUMBER OF REGULAR HOURS WORK	(ACTUAL NUMBER OF HOURS)	IF Q33C>=0 NREGHRS=Q33A-Q33C
			IF Q33C<0 NREGHRS=Q33A
		-9 = UNKNOWN	Q33B>0 OR Q33A=-9
		-8 = NOT APPLICABLE	Q19=2

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
POSITION	POSITION TITLE GROUPED	01 = ADMIN OR ASST ADMIN	Q24 = 1, 2, 8, 21
		02 = CONSULANT	Q24 = 7
		03 = SUPERVISOR	Q24 = 31
		04 = INSTRUCTOR/FACULTY	Q24 = 25, 14, 22, 41
		05 = HEAD NUR OR AST OR ASST NURSE	Q24 = 11, 18, 17
		06 = STAFF NURSE	Q24 = 5, 26, 29, 30, 33, 9, 34
		07 = NPRACT	Q24=20
		08 = NMIDWIFE	Q24=19
		09 = CLINICAL SPECIALIST	Q24 = 6
		10 = NURSE CLINICIAN	Q24 = 16
		11 = CERT NUR A= STHET	Q24 = 4
		12 = RESEARCH	Q24 = 28
		13 = PRIVATE DUTY	Q24 = 24
		14 = INFORMATIC NURSE	Q24 = 13
		15 = HOME HEALTH	Q24 = 35
		16 = SURVEYOR/AUDITORS/REGULATOR	Q24 = 32
		17 = PATIENT COORDINATOR	Q24 = 3, 10, 23, 38, 40
		18 = OTHER	Q24 = 12, 15, 27, 36, 37, 39
		-8 = NOT APPLICAB	Q24 = -8
		-9 = UNKNOWN	Q24 = -9
SEEKTIME	WEEKS RN SEEKING NURSING POSITION	01 = <1 WEEK	Q50_COMP=0
		02 = 1 WEEK	Q50_COMP = 1
		03 = 2 WEEKS	Q50_COMP = 2
		04 = 3 WEEKS	Q50_COMP = 3
		05 = 4 WEEKS	Q50_COMP = 4
		06 = 5 TO 9 WEEKS	Q50_COMP = 5 TO 9
		07 = 10 TO 14 WEEKS	Q50_COMP= 10 TO 14
		08 = 15 TO 34 WEEKS	Q50_COMP = 15 TO 34
		09 = 35 TO 52 WEEKS	Q50_COMP = 35 TO 52
		10> = 53 WEEKS	Q50_COMP>52
		-8 = NOT APPLICAB	Q50_COMP = -8
		-9 = UNKNOWN	Q50_COMP = -9
SETSUM03	SETTING SUMMARY 2003	01 = HOSPITAL	(Q60>=110 AND Q60<=150) OR Q60=160 OR Q60 = 170 OR Q60=180
		02 = NUR HOME EXT CARE NUR HOME/EXTENDED CARE	(Q60 >= 210 AND Q60<=240) OR Q60=250
		03 = NURSING EDUCATION	(Q60 >= 310 AND Q60<= 350) OR Q60 = 360
		04 = PUB HLTH/COMMUNITY HLTH	(Q60 >= 400 AND Q60<= 465) OR Q60 = 470 OR Q60=475
		05 = SCHOOL HEALTH SERVICE	Q60 >= 510 AND Q60<= 540
		06 = OCCUPAT HEALTH	Q60 >= 610 AND Q60 <= 630
		07 = AMBULAT CARE (EXCEPT NURSE OW= D/OPERATED)	Q60 = 710 OR Q60 = 720 OR Q60 = 730 OR Q60 = 740 OR Q60 = 750 OR Q60 = 760 OR Q60 = 761 OR Q60 = 770 OR Q60 = 775 OR Q60 = 780 OR Q60 = 785 OR Q60 = 790 OR Q60 = 800 OR Q60 = 805
		08 = NURSE OW= D/OPERATED AMB. CARE SETTING	Q60 = 715 OR Q60 = 725 OR Q60 = 735 OR Q60 = 755

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		09 = INSURANCE CLAIMS/BE= FITS	Q60 >= 810 AND Q60 <= 840
		10 = PLAN/LICENSING AGENCY PLANNING/REGUL/LICENSING AGENCY	Q60 >= 910 AND Q60 <= 945
		11 = OTHER	Q60 >= 950 AND Q60 <= 967
		-8 = NOT APPLICABLE	Q60 = -8
		-9 = UNKNOWN	Q60 = -9
SETSUM04	SETTING SUMMARY 2004	01 = HOSPITAL	(Q23>=110 AND Q23<=150) OR Q23=160 OR Q23 = 170 OR Q23=180
		02 = NUR HOME EXT CARE NUR HOME/EXTENDED CARE	(Q23 >= 210 AND Q23<=240) OR Q23=250
		03 = NURSING EDUCATION	(Q23 >= 310 AND Q23<= 350) OR Q23 = 360
		04 = PUB HLTH/COMMUNITY HLTH	(Q23 >= 400 AND Q23<= 465) OR Q23 = 470 OR Q23=475
		05 = SCHOOL HEALTH SERVICE	Q23 >= 510 AND Q23<= 540
		06 = OCCUPAT HEALTH	Q23 >= 610 AND Q23 <= 630
		07 = AMBULAT CARE (EXCEPT NURSE OWNED/OPERATED)	Q23 = 710 OR Q23 = 720 OR Q23 = 730 OR Q23 = 740 OR Q23 = 750 OR Q23 = 760 OR Q23 = 761 OR Q23 = 770 OR Q23 = 775 OR Q23 = 780 OR Q23 = 785 OR Q23 = 790 OR Q23 = 800 OR Q23 = 805
		08 = NURSE OWNED/OPERATED AMB. CARE SETTING	Q23 = 715 OR Q23 = 725 OR Q23 = 735 OR Q23 = 755
		09 = INSURANCE CLAIMS/BENEFITS	Q23 >= 810 AND Q23 <= 840
		10 = PLAN/LICENSING AGENCY PLANNING/REGUL/LICENSING AGENCY	Q23 >= 910 AND Q23 <= 945
		11 = OTHER	Q23 >= 950 AND Q23 <= 967
		-8 = NOT APPLICABLE	Q23 = -8
		-9 = UNKNOWN	Q23 = -9
SET03_04	NURSING EMPLOYMENT SETTING 03 VS 04	1 = SAME	Q23=Q60 AND Q23>0 AND Q60>0
		2 = DIFFERENT	Q23<>Q60 AND Q23>0 AND Q60>0
		-8 = NOT APPLICABLE	Q23=-8 OR Q60 = -8
		-9 = UNKNOWN	Q23=-9 OR Q60 = -9
TOTSAL	TOTAL AMOUNT EARNED	(SUM OF SALARIES)	Q34+Q40+Q48
		-8 = NOT APPLICABLE	Q19=2 AND Q43=2
		-9=UNKNOWN	Q34=-9 OR Q40=-9
Geographic (GEO) Variables			
G_CO_03	GEOCODE FOR COUNTY ON 3/22/03	COUNTY CODE = 001 TO 999	IF Q53=-9 G_CO_03="-9".
		000 = OUTSIDE THE U.S.	IF Q53=1 AND Q56FIPS~="-8" AND Q56FIPS~="-9" G_CO_03= LAST THREE DIGITS OF Q56FIPS
			IF Q53=2 G_CO_03= LAST THREE DIGITS OF Q63FIPS
		-8 = NOT APPLICABLE	(G_CO_03="" AND Q63FIPS="-8") OR (Q53=1 AND Q56FIPS="-8")

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		-9 = UNKNOWN	(G_CO_03="" AND Q63FIPS="-9") OR (Q53=1 AND Q56FIPS="-9")
G_CO_04	GEOCODE FOR COUNTY ON 3/22/04	COUNTY CODE = 001 TO 999	IF Q19=1 G_CO_04= LAST THREE DIGITS OF Q21FIPS
			IF Q19=2 G_CO_04= LAST THREE DIGITS OF Q61FIPS
		000 = OUT OF COUNTRY	
		-9 = UNKNOWN	ALL ELSE
GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE	1 = SAME	Q4 = G_ST04 AND Q4<057
		2 = DIFFERENT	Q4 ~= G_ST04 AND Q4<057 AND G_ST04 ~=0
		3 = FOREIGN	(Q4>56 AND Q4 ~= -9) OR G_ST04=0
		-9 = UNKNOWN	(Q4 = -9 OR Q4=280) AND G_ST04 ~= 0
G_MSA03	GEOCODE FOR MSA ON 3/22/03	1 = NOT IN MSA	G_SMSA03 = -7
		2 = IN MSA	G_SMSA03>0 AND <9900
		0 = OUTSIDE U.S.	G_SMSA03 = 0000
		-8 = NOT APPLICABLE	G_SMSA03 = -8
		-9 = UNKNOWN	G_SMSA03 = -9
G_MSA04	GEOCODE FOR MSA ON 3/22/04	1 = NOT IN MSA	G_SMSA04 = -7
		2 = IN MSA	G_SMSA04>0 AND <9900
		0 = OUTSIDE U.S.	G_SMSA04 = 0000
		-9 = UNKNOWN	G_SMSA04 = -9
G_RG03	GEOCODE FOR CENSUS DIVISION ON 3/22/03	09 = PACIFIC	G_ST03 = 02, 06, 15, 41, 53
		08 = MOUNTAIN	G_ST03 = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	G_ST03 = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	G_ST03 = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	G_ST03 = 05, 22, 40, 48
		04 = EAST SO CENTRAL	G_ST03 = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	G_ST03 = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	G_ST03 = 34, 36, 42
		01 = NEW ENGLAND	G_ST03 = 09, 23, 25, 33, 44, 50
		00 = OUTSIDE THE U.S.	G_ST03 = 00
		-8 = NOT APPLICABLE	G_ST03 = -8
		-9 = UNKNOWN	G_ST03 = -9
G_RG04	GEOCODE FOR CENSUS DIVISION ON 3/22/04	09 = PACIFIC	G_ST04 = 02, 06, 15, 41, 53
		08 = MOUNTAIN	G_ST04 = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	G_ST04 = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	G_ST04 = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	G_ST04 = 05, 22, 40, 48
		04 = EAST SO CENTRAL	G_ST04 = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	G_ST04 = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	G_ST04 = 34, 36, 42
		01 = NEW ENGLAND	G_ST04 = 09, 23, 25, 33, 44, 50
		00 = OUTSIDE THE U.S.	G_ST04 = 00

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
G_SMSA03	GEOCODE FOR SMSA ON 3/22/03	(MSA NUMBER)=1 to 9997	G_SMSA03=Q56MSA. IF Q53=2 G_SMSA03=Q63MSA.
		0000=OUT OF COUNTRY	IF Q53=1 AND Q53STATE>56 G_SMSA03="0000". IF Q53=2 AND Q63STATE>56 G_SMSA03="0000".
		-7 = NOT IN MSA	IF Q53=1 AND G_SMSA03~="0000" AND G_SMSA03 OUTSIDE RANGE OF 1-9997 AND Q56MSA~-9 AND Q63MSA~-9
		-9=UNKNOWN	Q56MSA="-9" AND Q63MSA="-9"
G_SMSA04	GEOCODE FOR SMSA ON 3/22/04	(MSA NUMBER) =1 to 9997	IF Q19=1 G_SMSA04=Q21MSA. IF Q19=2 G_SMSA04=Q61MSA.
		0000=OUT OF COUNTRY	IF Q19=1 AND Q21STATE>56 G_SMSA04="0000". IF Q19=2 AND Q61STATE>56 G_SMSA04="0000".
		-7 = NOT IN MSA	G_SMSA04~="0000" AND G_SMSA04 OUTSIDE RANGE OF 1-9997 AND Q21MSA~-9 AND Q61MSA~-9
		-9=UNKNOWN	Q21MSA="-9" AND Q61MSA="-9"
G_ST03	GEOCODE FOR STATE ON 3/22/03	01 = AL	(IF Q53 = 1 THEN G_ST03 = Q56STATE) OR (IF Q53 = 2 THEN G_ST03 = Q63STATE) OR (IF Q53 = -9 THEN G_ST03 = Q63STATE) OR (IF Q53 = 1 AND Q56STATE = -9 AND Q63STATE = -9 THEN G_ST03 = Q63STATE)
		(USE STATE GEOCODE = 01 TO 56)	
		.	
		.	
		.	
		56 = WY	
		00 = OUTSIDE THE U.S.	G_ST03>56
		-8 = NOT APPLICABLE	(Q53 = 2 OR Q53=-8) AND Q63STATE = -8
G_ST04	GEOCODE FOR STATE ON 3/22/04	01 = AL ...	(IF Q19 = 1 THEN G_ST04 = Q21STATE) OR (IF Q19 = 2 THEN G_ST04 = Q61STATE) OR (IF Q19 = 1 AND Q21STATE = -9 AND Q61STATE ~ -9 THEN G_ST04 = Q61STATE)
		(USE STATE GEOCODE = 01 TO 56)	
		.	
		.	
		.	
		56 = WY	
		00 = OUTSIDE THE U.S.	G_ST04>56
RCTY_SME	COUNTY OF RESIDENCE IN 2003 AND 2004	1 = SAME (U.S. BOTH YEARS)	IF Q61FIPS=Q63FIPS OR IF Q62=1
		2 = DIFFERENT (U.S. BOTH YEARS)	Q61FIPS~Q63FIPS
		0 = FOREIGN	Q61FIPS="00000" OR Q63FIPS="00000"
		-9 = UNKNOWN	IF Q61FIPS="-9" OR Q63FIPS="-9"
REG_B_ED	REGION OF BASIC EDUCATION	09 = PACIFIC	Q4 = 02, 06, 15, 41, 53
		08 = MOUNTAIN	Q4 = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	Q4 = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	Q4 = 17, 18, 26, 39, 55

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		05 = WEST SO CENTRAL	Q4 = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q4 = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q4 = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q4 = 34, 36, 42
		01 = NEW ENGLAND	Q4 = 09, 23, 25, 33, 44, 50
		-9=UNKNOWN	Q4=-9 OR Q4=280
		0 = OUTSIDE US	Q4>56
REG_EMPL	REGION OF EMPLOYMENT, 2004	09 = PACIFIC	Q21STATE = 02, 06, 15, 41, 53
		08 = MOUNTAIN	Q21STATE = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	Q21STATE = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	Q21STATE = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	Q21STATE = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q21STATE = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q21STATE = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q21STATE = 34, 36, 42
		01 = NEW ENGLAND	Q21STATE = 09, 23, 25, 33, 44, 50
		-9=UNKNOWN	Q21STATE=-9
		-8=NOT APPLICABLE	Q21STATE=-8
		0 = OUTSIDE US	Q21STATE>56
REG_RESI	REGION OF RESIDENCE, 2004	09 = PACIFIC	Q61STATE = 02, 06, 15, 41, 53
		08 = MOUNTAIN	Q61STATE = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	Q61STATE = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	Q61STATE = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	Q61STATE = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q61STATE = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q61STATE = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q61STATE = 34, 36, 42
		01 = NEW ENGLAND	Q61STATE = 09, 23, 25, 33, 44, 50
		0 = OUTSIDE US	Q61STATE>56
RN_POP	RN WORKING/LIVING IN U.S. ON 3/22/04	1 = OUTSIDE U.S.	G_ST04 = 00
		2 = WITHIN U.S.	G_ST04 = 1 THRU 56
RST_SME	STATE OF RESIDENCE IN 2003 AND 2004	1 = SAME (U.S. BOTH YEARS)	IF Q62=1 OR (Q61STATE = Q63STATE AND Q61STATE<057 AND Q61STATE>0)
		2 = DIFFERENT (U.S. BOTH YEARS)	IF Q61STATE~Q63STATE AND Q61STATE<57 AND Q63STATE<57 AND Q61STATE>0 AND Q63STATE>0
		0 = FOREIGN	Q61STATE>56 OR Q63STATE>56
		-9 = UNKNOWN	Q61STATE = -9 OR Q63STATE = -9

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		05 = WEST SO CENTRAL	Q4 = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q4 = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q4 = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q4 = 34, 36, 42
		01 = NEW ENGLAND	Q4 = 09, 23, 25, 33, 44, 50
		-9=UNKNOWN	Q4=-9 OR Q4=280
		0 = OUTSIDE US	Q4>56
REG_EMPL	REGION OF EMPLOYMENT, 2004	09 = PACIFIC	Q21STATE = 02, 06, 15, 41, 53
		08 = MOUNTAIN	Q21STATE = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	Q21STATE = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	Q21STATE = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	Q21STATE = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q21STATE = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q21STATE = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q21STATE = 34, 36, 42
		01 = NEW ENGLAND	Q21STATE = 09, 23, 25, 33, 44, 50
		-9=UNKNOWN	Q21STATE=-9
		-8=NOT APPLICABLE	Q21STATE=-8
		0 = OUTSIDE US	Q21STATE>56
REG_RESI	REGION OF RESIDENCE, 2004	09 = PACIFIC	Q61STATE = 02, 06, 15, 41, 53
		08 = MOUNTAIN	Q61STATE = 04, 08, 16, 30, 32, 35, 49, 56
		07 = WEST NO CENTRAL	Q61STATE = 19, 20, 27, 29, 31, 38, 46
		06 = EAST NO CENTRAL	Q61STATE = 17, 18, 26, 39, 55
		05 = WEST SO CENTRAL	Q61STATE = 05, 22, 40, 48
		04 = EAST SO CENTRAL	Q61STATE = 01, 21, 28, 47
		03 = SOUTH ATLANTIC	Q61STATE = 10, 11, 12, 13, 24, 37, 45, 51, 54
		02 = MIDDLE ATLANTIC	Q61STATE = 34, 36, 42
		01 = NEW ENGLAND	Q61STATE = 09, 23, 25, 33, 44, 50
		0 = OUTSIDE US	Q61STATE>56
RN_POP	RN WORKING/LIVING IN U.S. ON 3/22/04	1 = OUTSIDE U.S.	G_ST04 = 00
		2 = WITHIN U.S.	G_ST04 = 1 THRU 56
RST_SME	STATE OF RESIDENCE IN 2003 AND 2004	1 = SAME (U.S. BOTH YEARS)	IF Q62=1 OR (Q61STATE = Q63STATE AND Q61STATE<057 AND Q61STATE>0)
		2 = DIFFERENT (U.S. BOTH YEARS)	IF Q61STATE~=Q63STATE AND Q61STATE<57 AND Q63STATE<57 AND Q61STATE>0 AND Q63STATE>0
		0 = FOREIGN	Q61STATE>56 OR Q63STATE>56
		-9 = UNKNOWN	Q61STATE = -9 OR Q63STATE = -9

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
RCCC3Q21, RCCC3Q56, RCCC3Q61, RCCC3Q63	STANDARD THREE- CATEGORY RUCA CODE CONSOLIDATIO N (RCCC) VALUE	CONSOLIDATED CATEGORIES BASED ON 33 INDIVIDUAL RUCA CODE VALUES FOR NURSE RESIDENCE OR EMPLOYMENT IN 2003 AND 2004: RCCC3Q21 & RUCAVL21 FOR 2004 EMPLOYMENT; RCCC3Q56 & RUCAVL56 FOR 2003 EMPLOYMENT; RCCC3Q61 & RUCAVL51 FOR 2004 RESIDENCE; RCCC3Q63 & RUCAVL63 FOR 2003 RESIDENCE	Consolidation groupings of 33 RUCA codes into three new mutually-exclusive categories:
		1 = Urban	includes RUCA codes 1.0, 1.1, 2.0, 2.1, 3.0, 4.1, 5.1, 7.1, 8.1, and 10.1
		2 = Large Rural	includes RUCA codes 4.0, 4.2, 5.0, 5.2, 6.0, and 6.1
		3 = Small/Isolated Small Rural	includes RUCA codes 7.0, 7.2, 7.3, 7.4, 8.0, 8.2, 8.3, 8.4, 9.0, 9.1, 9.2, 10.0, 10.2, 10.3, 10.4, 10.5, and 10.6
		-3= unable to code a RUCA from limited information provided	RUCA value = -1, -97, -98, or -99 in either residence locations, or in those employment locations where Q19=1. The partial geographic location information in fields that were not to be skipped was insufficient for assigning one of the 33 RUCA values.
		-8 = ineligible to respond	Q19=2 for 2003/2004 employment locations
		-9 = ALL location information is missing	missing all location information for the respective residence in Q61 or Q63 OR employment location in Q19 or Q56 (i.e., where Q19=1 for reported 2004 employment or Q56=1 for reported 2003 employment)
RCCC4Q21, RCCC4Q56, RCCC4Q61, RCCC4Q63	STANDARD FOUR- CATEGORY RUCA CODE CONSOLIDATIO N (RCCC4) VALUE	CONSOLIDATED CATEGORIES BASED ON 33 INDIVIDUAL RUCA CODE VALUES FOR NURSE RESIDENCE OR EMPLOYMENT IN 2003 AND 2004: RCCC4Q21 & RUCAVL21 FOR 2004 EMPLOYMENT; RCCC4Q56 & RUCAVL56 FOR 2003 EMPLOYMENT; RCCC4Q61 & RUCAVL51 FOR 2004 RESIDENCE; RCCC4Q63 & RUCAVL63 FOR 2003 RESIDENCE	Consolidation groupings of 33 RUCA codes into four new mutually-exclusive codes:
		1 = Urban	includes RUCA codes 1.0, 1.1, 2.0, 2.1, 3.0, 4.1, 5.1, 7.1, 8.1, and 10.1
		2 = Large Rural	includes RUCA codes 4.0, 4.2, 5.0, 5.2, 6.0, and 6.1
		3 = Small Rural	includes RUCA codes 7.0, 7.2, 7.3, 7.4, 8.0, 8.2, 8.3, 8.4, 9.0, 9.1, and 9.2
		4 = Isolated Small Rural	includes RUCA codes 10.0, 10.2, 10.3, 10.4, 10.5, and 10.6
		-3= unable to code a RUCA from limited information provided	RUCA value = -1, -97, -98, or -99 in either residence locations, or in those employment locations where Q19=1. The partial geographic location information in fields that were not to be skipped was insufficient for assigning one of the 33 RUCA values.

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		-8 = ineligible to respond	Q19=2 for 2003/2004 employment locations
		-9 = ALL location information is missing	missing all location information for the respective residence in Q61 or Q63 OR employment location in Q19 or Q56 (i.e., where Q19=1 for reported 2004 employment or Q56=1 for reported 2003 employment)
RN Licensure, Post-RN Profe'I Certifications, & Advanced Practice Nursing (LIC/CERT/APN) Variables			
APN	ADVANCED PRACTICE NURSE	1 = NM ONLY	APN_NM=1 AND APN_NA=0 AND APN_NP=0 AND APN_CNS=0
		2 = NA ONLY	APN_NM=0 AND APN_NA=1 AND APN_NP=0 AND APN_CNS=0
		3 = NP ONLY	APN_NM=0 AND APN_NA=0 AND APN_NP=1 AND APN_CNS=0
		4 = CNS ONLY	APN_NM=0 AND APN_NA=0 AND APN_NP=0 AND APN_CNS=1
		5 = NM NA	APN_NM=1 AND APN_NA=1 AND APN_NP=0 AND APN_CNS=0
		6 = NM NP	APN_NM=1 AND APN_NA=0 AND APN_NP=1 AND APN_CNS=0
		7 = NM CNS	APN_NM=1 AND APN_NA=0 AND APN_NP=0 AND APN_CNS=1
		8 = NA CNS	APN_NM=0 AND APN_NA=1 AND APN_NP=0 AND APN_CNS=1
		9 = NA NP	APN_NM=0 AND APN_NA=1 AND APN_NP=1 AND APN_CNS=0
		10 = NP CNS	APN_NM=0 AND APN_NA=0 AND APN_NP=1 AND APN_CNS=1
		11 = NM NA NP	APN_NM=1 AND APN_NA=1 AND APN_NP=1 AND APN_CNS=0
		12 = NM NP CNS	APN_NM=1 AND APN_NA=0 AND APN_NP=1 AND APN_CNS=1
		13 = NM NA CNS	APN_NM=1 AND APN_NA=1 AND APN_NP=0 AND APN_CNS=1
		14 = NA NP CNS	APN_NM=0 AND APN_NA=1 AND APN_NP=1 AND APN_CNS=1
		15 = ALL	APN_NM=1 AND APN_NA=1 AND APN_NP=1 AND APN_CNS=1
		0 = NONE	NONE OF THE ABOVE
APN_CNS	CLINICAL NURSE SPECIALIST STATUS	1 = CLINICAL NURSE SPECIALIST	IF (((Q12=1) AND (Q12A_A=1) AND (((Q12C_A=3) OR (Q12C_A=4) OR (Q12C_A=5)) AND ((Q12D_A>1953) OR (Q12D_A=-9)))) OR (((Q2=4) OR (Q2=5)) AND ((Q3Year>1953) OR (Q3Year=-9))) OR ((Q11E_A=1) AND ((Q11E_C=1) OR (Q11E_C=8)) AND ((Q11E_E>1953) OR (Q11E_E=-9))) OR ((Q11F_A=1) AND ((Q11F_C=1) OR (Q11F_C=8)) AND ((Q11F_E>1953) OR (Q11F_E=-9))) OR ((Q11H_A=1) AND ((Q11H_C=1) OR (Q11H_C=8)) AND ((Q11H_E>1953) OR (Q11H_E=-9))) OR

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
			((Q11G_A=1) AND ((Q11G_C=1) OR (Q11G_C=8)) AND ((Q12E_A=4) OR (Q12G_A=7))) OR ((Q11I_A=1) AND ((Q11I_C=1) OR (Q11I_C=8)) AND ((Q12E_A=4) OR (Q12G_A=7))))
		0 = NOT CLINICAL NURSE SPECIALIST	APN_CNS IS MISSING AND FINAL_PARTICIPATION_STATUS<50
APN_NA	NURSE ANESTHETIST STATUS	1 = NURSE ANESTHETIST	((Q12=1) AND (Q12A_B=1) AND (((Q12E_B=1) OR (Q12E_B=2) OR (Q12E_B=3) OR (Q12E_B=6) OR (Q12E_B=9) OR (Q12E_B=11) OR (Q12E_B=14) OR (Q12E_B=15)) OR ((Q12F_B=1) AND (Q12G_B=5)) OR (Q12B_B>1) OR (Q12C_B>2)))
		0 = NOT NURSE ANESTHETIST	APN_NA IS MISSING AND METHOD2<50
APN_NM	NURSE MIDWIFE STATUS	1 = NURSE MIDWIFE	((Q12=1 OR Q12A_C=1) AND (((Q4>0) AND (Q4<57)) AND (((Q12E_C=8) OR (Q12E_C=9) OR (Q12E_C=10) OR (Q12E_C=11) OR (Q12E_C=19)) OR ((Q12F_C=1) AND (Q12G_C=6)) OR (Q12B_C>1) OR (Q12C_C>2))) OR (((Q4>56) OR (Q4=-9)) AND ((Q12E_C=8) OR (Q12E_C=9) OR (Q12E_C=10) OR (Q12E_C=11) OR (Q12E_C=19)) AND ((Q12F_C=1) AND (Q12G_C=6)) AND (Q12B_C>1)))
		0 = NOT NURSE MIDWIFE	APN_NM IS MISSING AND METHOD2<50
APN_NP	NURSE PRACTITIONER STATUS	1 = NURSE PRACTITIONER	((Q12=1) AND (Q12A_D=1) AND ((Q12B_D>1) OR (Q12C_D>2) OR ((Q2=4) OR (Q2=5)) OR (Q11E_A=1 AND Q11E_C=1) OR (Q11F_A=1 AND Q11F_C=1) OR (Q11G_A=1 AND Q11G_C=1) OR (Q11H_A=1 AND Q11H_C=1) OR (Q11I_A=1 AND Q11I_C=1)))
		0 = NOT NURSE PRACTITIONER	APN_NP IS MISSING AND FINAL_PARTICIPATION_STATUS<50
COMPACT	PART OF COMPACT STATE	1 = YES	(Q61STATE= 4, 5, 10, 16, 19, 23, 24, 28, 31, 35, 37, 38, 46, 47, 48, 49, OR 55) AND (Q61STATE = ANY Q72 - STATE OF LICENSE)
LI_RESST	STATE OF FIRST LICENSE VS GEOSTATE FOR 2004	1 = SAME	Q5STATE = G_ST04
		2 = DIFFERENT	Q5STATE ~= G_ST04 AND Q5STATE ~= -9
		-9 = UNKNOWN	Q5STATE = -9
N_PCERTS	NUMBER OF PROF. CERTIFICATES	1 = ONE	NUMBER OF CERTIFICATIONS IN Q13_1 THRU Q13_3 BETWEEN 1 AND 23, 25, OR 26
		2 = TWO	
		3 = THREE	
		0 = ZERO	

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
PROFCERT_1	PROFESSIONAL CERTIFICATION FIRST	1 = ACUTE & CRITICAL CARE	Q13_1=6 OR Q13_1=7 OR Q13_1=9 OR Q13_1=20
		2 = CARDIAC/VASCULAR/RESPIRATORY	Q13_1=13 OR Q13_1=32 OR Q13_1=42
		3 = CASE MANAGEMENT	Q13_1=14
		4 = DIABETES/DIALYSIS	Q13_1=22 OR Q13_1=77
		5 = EMERGENCY NURSE	Q13_1=25 OR Q13_1=27 OR Q13_1=28
		6 = GI	Q13_1=29
		7 = OBGYN	Q13_1=50 OR Q13_1=53 OR Q13_1=54 OR Q13_1=57 OR Q13_1=60 OR Q13_1=88 OR Q13_1=89
		8 = GENERAL MEDSURG	Q13_1=30 OR Q13_1=51 OR Q13_1=52 OR Q13_1=56 OR Q13_1=18 OR Q13_1=11
		9 = GERONTOLOGY	Q13_1=35 OR Q13_1=34 OR Q13_1=33
		10 = HOSPICE/PALLIATIVE	Q13_1=36 OR Q13_1=41 OR Q13_1=66
		11 = BEHAVIORAL HEALTH/SUBSTANCE ABUSE	Q13_1=10 OR Q13_1=24 OR Q13_1=72 OR Q13_1=73 OR Q13_1=74
		12 = PEDIATRICS	Q13_1=69 OR Q13_1=70 OR Q13_1=71
		13 = OTHER MEDICAL SPECIALTY	Q13_1=21 OR Q13_1=31 OR Q13_1=43 OR Q13_1=55 OR Q13_1=65 OR Q13_1=84 OR Q13_1=37
		14 = FAMILY PRACTICE/AMBULATORY	Q13_1=12 OR Q13_1=26 OR Q13_1=19 OR Q13_1=61
		15 = HOME HEALTH/COMMUNITY HEALTH	Q13_1=16 OR Q13_1=39 OR Q13_1=40 OR Q13_1=68 OR Q13_1=82
		16 = ADMINISTRATION	Q13_1=48 OR Q13_1=49 OR Q13_1=58 OR Q13_1=59 OR Q13_1=81 OR Q13_1=15
		17 = OPERATING ROOM	Q13_1=64
		18 = REHAB/DISABILITY	Q13_1=23 OR Q13_1=75
		19 = SCHOOL NURSE	Q13_1=80 OR Q13_1=79
		20 = ONCOLOGY	Q13_1=62 OR Q13_1=63
		21 = HOSPITAL FUNCTION	Q13_1=44 OR Q13_1=45 OR Q13_1=78 OR Q13_1=83 OR Q13_1=87
		22 = INTRAVENOUS AND OTHER FLUID	Q13_1=46
		23 = WOUND OSTOMY	Q13_1=90
		24 = OTHER FUNCTIONAL	Q13_1=91 OR Q13_1=92 OR Q13_1=93 OR Q13_1=94 OR Q13_1=95
		25 = LEGAL	Q13_1=47
		26 = OTHER	Q13_1=37 OR Q13_1=38 OR Q13_1=82 OR Q13_1=1
		-8 = NOT APPLICABLE	Q13_1=-8
		-9 = UNKNOWN	Q13_1=-9
PROFCERT_2	PROFESSIONAL CERTIFICATION SECOND	1 = ACUTE & CRITICAL CARE	Q13_2=6 OR Q13_2=7 OR Q13_2=9 OR Q13_2=20
		2 = CARDIAC/VASCULAR/RESPIRATORY	Q13_2=13 OR Q13_2=32 OR Q13_2=42
		3 = CASE MANAGEMENT	Q13_2=14
		4 = DIABETES/DIALYSIS	Q13_2=22 OR Q13_2=77
		5 = EMERGENCY NURSE	Q13_2=25 OR Q13_2=27 OR Q13_2=28
		6 = GI	Q13_2=29

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		7 = OBGYN	Q13_2=50 OR Q13_2=53 OR Q13_2=54 OR Q13_2=57 OR Q13_2=60 OR Q13_2=88 OR Q13_2=89
		8 = GENERAL MEDSURG	Q13_2=30 OR Q13_2=51 OR Q13_2=52 OR Q13_2=56 OR Q13_2=18 OR Q13_2=11
		9 = GERONTOLOGY	Q13_2=35 OR Q13_2=34 OR Q13_2=33
		10 = HOSPICE/PALLIATIVE	Q13_2=36 OR Q13_2=41 OR Q13_2=66
		11 = BEHAVIORAL HEALTH/SUBSTANCE ABUSE	Q13_2=10 OR Q13_2=24 OR Q13_2=72 OR Q13_2=73 OR Q13_2=74
		12 = PEDIATRICS	Q13_2=69 OR Q13_2=70 OR Q13_2=71
		13 = OTHER MEDICAL SPECIALTY	Q13_2=21 OR Q13_2=31 OR Q13_2=43 OR Q13_2=55 OR Q13_2=65 OR Q13_2=84 OR Q13_2=37
		14 = FAMILY PRACTICE/AMBULATORY	Q13_2=12 OR Q13_2=26 OR Q13_2=19 OR Q13_2=61
		15 = HOME HEALTH/COMMUNITY HEALTH	Q13_2=16 OR Q13_2=39 OR Q13_2=40 OR Q13_2=68 OR Q13_2=82
		16 = ADMINISTRATION	Q13_2=48 OR Q13_2=49 OR Q13_2=58 OR Q13_2=59 OR Q13_2=81 OR Q13_2=15
		17 = OPERATING ROOM	Q13_2=64
		18 = REHAB/DISABILITY	Q13_2=23 OR Q13_2=75
		19 = SCHOOL NURSE	Q13_2=80 OR Q13_2=79
		20 = ONCOLOGY	Q13_2=62 OR Q13_2=63
		21 = HOSPITAL FUNCTION	Q13_2=44 OR Q13_2=45 OR Q13_2=78 OR Q13_2=83 OR Q13_2=87
		22 = INTRAVENOUS AND OTHER FLUID	Q13_2=46
		23 = WOUND OSTOMY	Q13_2=90
		24 = OTHER FUNCTIONAL	Q13_2=91 OR Q13_2=92 OR Q13_2=93 OR Q13_2=94 OR Q13_2=95
		25 = LEGAL	Q13_2=47
		26 = OTHER	Q13_2=37 OR Q13_2=38 OR Q13_2=82 OR Q13_2=1
		-8 = NOT APPLICABLE	Q13_2=-8
		-9 = UNKNOWN	Q13_2=-9
PROFCERT_3	PROFESSIONAL CERTIFICATION THIRD	1 = ACUTE & CRITICAL CARE	Q13_3=6 OR Q13_3=7 OR Q13_3=9 OR Q13_3=20
		2 = CARDIAC/VASCULAR/RESPIRATORY	Q13_3=13 OR Q13_3=32 OR Q13_3=42
		3 = CASE MANAGEMENT	Q13_3=14
		4 = DIABETES/DIALYSIS	Q13_3=22 OR Q13_3=77
		5 = EMERGENCY NURSE	Q13_3=25 OR Q13_3=27 OR Q13_3=28
		6 = GI	Q13_3=29
		7 = OBGYN	Q13_3=50 OR Q13_3=53 OR Q13_3=54 OR Q13_3=57 OR Q13_3=60 OR Q13_3=88 OR Q13_3=89
		8 = GENERAL MEDSURG	Q13_3=30 OR Q13_3=51 OR Q13_3=52 OR Q13_3=56 OR Q13_3=18 OR Q13_3=11
		9 = GERONTOLOGY	Q13_3=35 OR Q13_3=34 OR Q13_3=33
		10 = HOSPICE/PALLIATIVE	Q13_3=36 OR Q13_3=41 OR Q13_3=66
		11 = BEHAVIORAL HEALTH/SUBSTANCE ABUSE	Q13_3=10 OR Q13_3=24 OR Q13_3=72 OR Q13_3=73 OR Q13_3=74
		12 = PEDIATRICS	Q13_3=69 OR Q13_3=70 OR Q13_3=71

Derived Variable Specifications			
Variable Name	Variable Label	Value	Specifications
		13 = OTHER MEDICAL SPECIALTY	Q13_3=21 OR Q13_3=31 OR Q13_3=43 OR Q13_3=55 OR Q13_3=65 OR Q13_3=84 OR Q13_3=37
		14 = FAMILY PRACTICE/AMBULATORY	Q13_3=12 OR Q13_3=26 OR Q13_3=19 OR Q13_3=61
		15 = HOME HEALTH/COMMUNITY HEALTH	Q13_3=16 OR Q13_3=39 OR Q13_3=40 OR Q13_3=68 OR Q13_3=82
		16 = ADMINISTRATION	Q13_3=48 OR Q13_3=49 OR Q13_3=58 OR Q13_3=59 OR Q13_3=81 OR Q13_3=15
		17 = OPERATING ROOM	Q13_3=64
		18 = REHAB/DISABILITY	Q13_3=23 OR Q13_3=75
		19 = SCHOOL NURSE	Q13_3=80 OR Q13_3=79
		20 = ONCOLOGY	Q13_3=62 OR Q13_3=63
		21 = HOSPITAL FUNCTION	Q13_3=44 OR Q13_3=45 OR Q13_3=78 OR Q13_3=83 OR Q13_3=87
		22 = INTRAVENOUS AND OTHER FLUID	Q13_3=46
		23 = WOUND OSTOMY	Q13_3=90
		24 = OTHER FUNCTIONAL	Q13_3=91 OR Q13_3=92 OR Q13_3=93 OR Q13_3=94 OR Q13_3=95
		25 = LEGAL	Q13_3=47
		26 = OTHER	Q13_3=37 OR Q13_3=38 OR Q13_3=82 OR Q13_3=1
		-8 = NOT APPLICABLE	Q13_3=-8
		-9 = UNKNOWN	Q13_3=-9
	Survey Administration (ADMIN) Variables		
METHOD	METHOD OF DATA COLLECTION	1= FIRST MAILING 2= SECOND MAILING 3= THIRD MAILING 4= FOURTH MAILING 5= TELEPHONE INTERVIEWER (CATI) 6= WEB	DERIVED FROM SURVEY OPERATIONS AND ADMINISTRATION INFORMATION
REC_DATE	DATE OF MAILING RECEIPT	RANGE OF March to November 2004	DERIVED FROM SURVEY OPERATIONS AND ADMINISTRATION INFORMATION
SOURCE	SOURCE OF DATA	1= PHONE ASSISTED 2= SCANNED 3= WEB	DERIVED FROM SURVEY OPERATIONS AND ADMINISTRATION INFORMATION
	Weight (WT) Variables		
WEIGHT	FINAL WEIGHT OF NURSE	WEIGHT FOR NURSE IN THE WHOLE SAMPLE, in the range from 8.6 to 225.	BASED ON PRIORITY STATE, LICENSE COUNTS, RESPONSE RATES, AND AGE-RELATED ADJUSTMENTS
WEIGHT01 to WEIGHT20	FINAL REPLICATE WEIGHTS FOR NURSE	REPLICATE WEIGHT FOR THE NURSE, in the range from 0.0 to 456.	BASED ON PRIORITY STATE, LICENSE COUNTS, RESPONSE RATES, AND AGE-RELATED ADJUSTMENTS