

The National Sample Survey of Registered Nurses 1996

Documentation for the County Public Use File

Bureau of Health Professions
Health Resources and Services Administration

**Parklawn Building Room 8-47
5600 Fishers Lane
Rockville MD 20857**

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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 (BHP), 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 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, 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/BHP requests that users cite HRSA/BHP 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 sixth study and was conducted in March 1996. Previous studies were conducted in September 1977, November 1980 and 1984, and March 1988 and 1992. The seventh National Sample Survey of Registered Nurses will be conducted in March 2000.

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 key source of 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 20, 1996. 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 nursing education (section A), employment status (section B), employment status of RNs not employed in nursing (section C), (4) prior nursing employment status (section D), and (5) general information (section E) which includes both demographic and economic information about the RNs.

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 Research Triangle Institute, North Carolina. After data collection and editing are completed, the NSSRN is released to the public in staged releases of summary reports and data files. Public Use File (PUF) development support is provided under contract by Social and Scientific Systems, Inc., Silver Spring, Maryland.

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 that are used by the community, a summary of the survey methodology and a copy of the questionnaire. Hard copy documents are made available on CD-ROM or electronic files through the HRSA Clearinghouse at 1(888)-ASK-HRSA, or can be purchased from the National Technical Information Services (NTIS) at (703) 487-4650. The mailing address is 5285 Port Royal Road, Springfield, Virginia 22161. If calling from outside the U.S., dial (410) 381-3150.

Additional information on the NSSRN is available from the HRSA/BHPr, Parklawn Building, Room 8-47, 5600 Fishers Lane, Rockville MD 20857 (301) 443-6315.

C. Technical and Programming Information

This documentation describes the public use data file from the 1996 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 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, geographical information, but no identifier for each respondent record. This documentation describes the County Public Use File.

Released as an ASCII file (with related SAS programming statements), this public use 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 1996 Survey date. The 1996 survey is the sixth in a series of the NSSRN surveys. Previous surveys were conducted in 1977, 1980, 1984, 1988, and 1992.

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 29,908 records, one per respondent, representing a sample from an estimated 2,572,293 total licensed RN's. This sample was scientifically drawn from among all Registered Nurses who held active licenses around the end of 1995 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. 76 were sampled and were identified as being deceased or letting their license lapse, and 66 reported that they either worked or lived outside the US. The estimated total RN population residing or employed in the US in 1996 is 2,558,874. For each variable, both weighted and unweighted frequencies are provided in the Codebook.

1.1 Codebook Structure

The Codebook and data file sequence lists variables in the order of the questions asked in the questionnaire followed by a set of derived variables that are created to facilitate analysis.

The specific questionnaire sections are:

Section A: Education

Section B: Employment status

Section C: Employment status of RNs not employed in nursing

Section D: Prior nursing employment status

Section E: General information

The set of derived variables include information about the following:

Education Constructed Variables

Employment Status Constructed Variables

Demographic Constructed Variables

Survey Administration

Sample Weights and Variance Estimation

1.2 Reserved Codes

The following reserve code values are used:

VALUE	DEFINITION
0 No	When used for a yes/no question, a 0 means no
1 Yes	When used for a yes/no question, a 1 means yes
-6 DECEASED	Respondent is deceased.
-8 NOT APPLICABLE	Question is not applicable. For derived variables, the value will be Not Applicable where one or more of the variables used in the algorithm are themselves Not Applicable.
-9 UNKNOWN/REFUSED	Information is either missing and otherwise unknown or else the respondent has refused to answer the question. For derived variables, the value will be Unknown/Refused where one or more of the variables used in the algorithm are themselves Unknown/Refused.

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 (maximum of 8 characters)
Description	Variable descriptor (maximum 40 characters)
Format	Packing specification within the field width
Type	Type of data: numeric (indicated by NUM) or character (indicated by CHAR)
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 both unweighted and weighted frequencies for each variable. The codebook for this User's Guide refers to appendices D through K. These appendices are data dictionaries for some of the variables in the public use file. These appendices appear at the end of this document.

1.4 Variable Naming

Variable names reflect the question number or the content of the variable, with an 8 character limitation. Survey variables start with a Q to denote their arising directly out of 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., Q13A_A, Q13A_B...). Geographic terms use the following naming conventions:

ST: Numeric State FIPS code
CO: Numeric County FIPS code
FIPS: Numeric State and County FIPS code
MSA: Numeric MSA code
RG: Numeric Census Division, or Region, code

1.5 Variable Notes

The following descriptive notes explain the meaning of selected constructed variables whose construction is not obvious. These notes are referenced in the codebook by the page number on which they appear in this document. 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. Also, in a few instances, particular response categories from the survey questionnaire did not actually generate any responses from the respondents. Such categories, without any responses, were deleted from the entries in the codebook documentation.

1.5.1 Education Constructed Variables

These derived variables are based on responses to one or more education questions. These are summaries on

- basic nursing education preparation,
- highest level of education achieved,
- years since graduation,
- geographic state and region of basic nursing education, and
- whether these RNs were also trained as Advanced Practice Nurses (APN).

Years Since Graduation – Grouped (YRSNC_GP)

YRSNC_GP 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.

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

GRAD_YR groups Q1B_YR into eight intervals, defined as follows:

- before 1961,
- 1961 to 1965,
- 1966 to 1970,
- 1971 to 1975,
- 1976 to 1980,
- 1981 to 1985,
- 1986 to 1990, and
- since 1990.

Summary of Highest Nursing Educational Preparation (PREPSUM)

PREPSUM 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 Q1A, Q4A, and Q4B. The respondent's basic nursing educational preparation is captured in Q1A. For respondents that have earned additional degrees (Q4A=1), the highest degree is captured in Q4B_i1 to Q4B_i8. All responses to either master's or doctorate education are regrouped into one combined level that covers both degrees.

Advanced Practice Nurse (APN)

APN identifies whether the RN meets a set of criteria for having status as being prepared for any of the five types of advanced practice nurse. RNs must have indicated having advance practice training in order to be considered as having status in one of the five APN categories. These five APN categories are, as follows:

- Nurse Midwife,
- Nurse Anesthetist,
- Nurse Practitioner (NP) and Clinical Nurse Specialist (CNS) (combined category),
- Nurse Practitioner (NP), or
- Clinical Nurse Specialist (CNS).

The algorithm for APN assigns all advanced practice nurses to one of the five APN categories above. Except for the RN who may have combined Nurse Practitioner and Clinical Nurse Specialist status, RN's are assigned to have APN status in at most one advanced practice category denoted above. Some of the advanced educational and professional organization 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.

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

- where the RN received Basic RN Education in the U.S., the RN must have also completed a subsequent educational program for advanced practice (Q6A=1), with a formal nurse midwifery educational program (Q6B_3=1) of nine months or more (Q6C_3=3), or
- where the RN completed Basic RN Education outside of the U.S. and its Possessions (Q1C > 100), the RN must have also received certification by the National Certifying Body of the American College of Nurse-Midwives (Q6G_3=3; see Appendix I for a list of the certifying bodies) after completion of an educational program for advanced practice (Q6B_3=1) with a formal nurse midwifery educational program of nine months or more (Q6C_3=3).

Where the RN did not specify the location of the Basic Education program which was completed (Q1C=-9), the same criteria to determine APN status were applied as if the RN completed Basic Education outside of the U.S.

Nurse Anesthetist. In order to be identified as a Nurse Anesthetist (APN=2), the RN must have satisfied each of the following:

- completing a basic nursing educational program, and
- completing a subsequent educational program for advanced practice (Q6A=1) with a formal nurse anesthetist educational program (Q6B_2=1) of three months or more (Q6C_2= 2 or 3).

Nurse Practitioner and Clinical Nurse Specialist. In order to be identified as a combined NP and a CNS (APN=3), the RN must satisfy each of the following:

- completing a basic nursing educational program,
- completing a subsequent educational program for advanced practice nursing (Q6A=1) with a formal nurse practitioner educational program (Q6B_4=1) which was of three months or more duration (Q6C_4=2 or 3), and
- one of three CNS pathways:
 - completing a subsequent educational program for advanced practice (Q6A=1) with a formal clinical nurse specialist educational program at the Master's Degree level (Q6B_1=1 and Q6D_1=2),
 - completing a Master's degree in clinical practice (Q5A=1) as well as a separate CNS award from a certificate, Post-Master's Certificate, or other degree program (Q6D_1= 1,3, or 4), or
 - completing a clinical nurse specialist Post-Master's Certificate (Q6D_1=3) where the earlier Master's degree is in a primary focus category other than clinical practice (Q5A is other than 1).

Nurse Practitioner (NP). In order to be identified as a NP (APN=4), the RN must have satisfied each of the following:

- completing a basic nursing educational program, and
- completing a subsequent educational program for advanced practice nursing (Q6A=1) with a formal nurse practitioner educational program (Q6B_4=1) which was of three months or more duration (Q6C_4=2 or 3).

Clinical Nurse Specialist (CNS). In order to be identified as a CNS (APN=5) the RN must have satisfied each of the following:

- completing a basic nursing educational program,
- completing a subsequent educational program for advanced practice (Q6A=1) with a formal clinical nurse specialist educational program (Q6B_1=1), and
- one of three acceptable CNS pathways:
 - completing a subsequent educational program for advanced practice (Q6A=1) with a formal clinical nurse specialist educational program at the Master's Degree level (Q6B_1=1 and Q6D_1=2),
 - completing a Master's degree in clinical practice (Q5A=1) as well as a separate CNS award from a certificate, Post-Master's Certificate, or other degree program (Q6D_1= 1,3, or 4), or
 - completing a clinical nurse specialist Post-Master's Certificate (Q6D_1=3) where the earlier Master's degree is in a category other than in clinical practice

(Q5A is other than 1).

Not within criteria. APN status is coded as not being within criteria (APN=8) in certain situations, as follows:

- respondents who did not indicate having completed an educational program for advanced practice (Q6A is other than 1),
- respondents whose educational program for advanced practice was completed in a foreign country (with the exception of Nurse Midwifery), or
- respondents who completed an educational program for advanced practice (Q6B_1 to Q6B_4 equals 1), but where the additional educational specifications provided in the survey responses do not confirm such educational program completion.

Advanced Practice Nurse Status being State-Recognized (STATEAPN)

STATEAPN denotes whether or not the nurse has APN credentials recognized by a State Board of Nursing. This recoded variable is based on the licensure information submitted by the State Boards of Nursing for use in creating the sampling frame database.

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

GD_GEOST compares the state in which the RN initially received basic RN education (Q1C) to the State in which the RN is located on 3/20/1996, as denoted in G_ST96. Where the states are the same, a value of 1 is coded. Where the States are different (though both Q1C and G_ST96 have values between 1 and 56), a value of 2 is coded. Where the RN originally received basic RN education outside the U.S. (where Q1C is of a value greater than 56) or is currently living outside the U.S. (where G_ST96 is 0), a value of 3 is coded.

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

GRAD_WHR indicates whether the location of the basic education program that the nurse graduated from was a U.S. school or in a location outside of the U.S. It is tabulated from responses to Q1C.

Region Received Basic Nursing Education (REG_B_ED)

REG_B_ED is the geocode for the Census Division (Region) where the respondent received basic nursing education. It is tabulated from responses to Q1C. The list of nine established Region codes is shown in Appendix F. Where the location is outside of the United States (Q1C>56), REG_B_ED is coded as a 10. Education received in U.S. Territories/Possessions is considered to be outside of the U.S.

1.5.2 Employment Status Constructed Variables

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

- employment status,
- employment setting,
- scheduled hours per year,
- position and dominant function,
- geographic region and state of employment, and
- changes in employment between 1995 and 1996.

Detailed Employment Status (EMP_STAT)

EMP_STAT summarizes the nurse's current employment status as of 3/20/96, using responses to Q8, Q15 and Q21 to generate seven categories. These categories are as follows:

- full time in nursing,
- part time in nursing,
- full time not in nursing,
- part time not in nursing,
- unknown status for those employed in nursing,
- unknown status for those not employed in nursing, and
- those not employed at all.

For those employed in nursing, this variable combines Q8 (current employment status in nursing) and Q15 (full-time/part-time employment status). For those not employed in nursing or not employed at all, this variable combines Q8, Q21A (employment in another occupation) and Q21B (full-time/part-time employment status in another occupation).

Employment Status in 1996 (EMPL_96)

EMPL_96 indicates the RN employment status in nursing as of 03/20/1996. It is a combination of responses to Q8 (current employment status in nursing) and Q15 (full-time/part-time employment status). Those not employed in nursing are coded as EMPL_96=4.

Employment Status in 1995 (EMPL_95)

EMPL_95 indicates the RN employment status in nursing as of 03/20/1995. It is a combination of responses to Q23A (employment status in nursing one year ago) and Q23B (full-time/part-time employment status a year ago). Those not employed in nursing are coded as EMPL_95=4.

Employment Status in 1996 in Comparison to 1995 (EMP96_95)

EMP96_95 compares the respondent's employment status in nursing on 03/20/1996 (EMPL_96) to the employment status in nursing on 03/20/1995 (EMPL_95). 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 1996 and part time employment in nursing in 1995,
- full time employment in nursing in 1996 and not employed in nursing in 1995,
- part time employment in nursing in 1996 and full time employment in nursing in 1995,
- part time employment in nursing in both 1995 and 1996,
- part time employment in nursing in 1996 and not employed in nursing in 1995,
- not employed in nursing in 1996 and full time employment in nursing in 1995,
- not employed in nursing in 1996 but part time employment in nursing in 1995, and
- not employed in nursing in both 1995 and 1996.

Employment through Temporary Employment Service (EMPL_TES)

EMPL_TES captures whether a respondent employed in nursing (Q8=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 Q10 and secondary nursing position in Q19. The recoded variable separately categorizes the primary and secondary employment of the RN into four 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, and
- not having any nursing employment through a temporary employment service.

1996 Employment Setting Summary (SETSUM96)

Q11 identifies the principal health care setting for their primary nursing position of RN's employed in nursing as of March 20, 1996. SETSUM96 collapses the 60 detailed categories of Q11 into 8 categories. For each respective SETSUM96 category, the original Q11 values aggregated for that value of SETSUM96 are also shown below:

- hospital = 110 to 150,
- nursing home/extended care = 210 to 240,
- nursing education = 310 to 350,
- public health or community health = 400 to 466,
- student health = 510 to 540,
- occupational health = 610 to 630,
- ambulatory care owned or not owned by RN = 710 to 791, and
- other miscellaneous setting = 910 to 973.

1995 Employment Setting Summary (SETSUM95)

Q23D identifies the principal health care setting for the primary nursing position of RN's employed in nursing one year prior to the survey year (on March 20, 1995). SETSUM95 collapses the 60 detailed categories in Q23D into 8 categories. For each respective SETSUM95 category, the original Q23D values aggregated for that value of SETSUM95 are also shown below:

- hospital = 110 to 150,
- nursing home/extended care = 210 to 240,
- nursing education = 310 to 350,
- public health or community health = 400 to 466,
- student health = 510 to 540,
- occupational health = 610 to 630,
- ambulatory care owned or not owned by RN = 710 to 791, and
- other miscellaneous setting = 910 to 973.

Employment Setting 1995 versus 1996 (SET95_96)

SET95_96 summarizes changes in employment setting between 1995 and 1996. SET95_96 indicates whether the RN is employed in the same setting (Q23D=Q11) or in a different setting (Q23D does not equal Q11).

Scheduled Hours per Year (HRS_YR)

HRS_YR is derived from the combination of responses to Q16A and Q17. The value is the product of Q16A (the number of hours worked in the principal job during a normal workweek, including overtime) and Q17 (the number of weeks in the respondents normal work year).

Position Title – Grouped (POSITION)

All respondents who indicated that they were employed in nursing were asked in Q12 to select the position title that was most-closely related to the position title for their principal nursing position. POSITION collapses the 32 response categories in Q12 into 13 categories. For each respective POSITION category, the original Q12 values aggregated for that value of POSITION are shown below:

- administrator or assistant administrator = 1, 2, or 8,
- consultant = 7,
- supervisor = 29,
- instructor = 12, 13, and 23,
- head of nursing or assistant head of nursing = 10 and 17,
- staff or general duty nurse = 5, 24, 27, 28, 30, and 31,
- nurse practitioner or nurse midwife = 18 and 19,
- clinical nurse specialist = 6,
- nurse clinician = 15,

- certified nurse anesthetist = 4,
- researcher = 26,
- private duty nurse = 22,
- other = 3, 9, 11, 14, 16, 20, 21, 25, and 32.

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 Q22B (how many weeks they have been seeking nursing employment) into 10 time periods 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.

Region of Employment (REG_EMPL)

REG_EMPL is the geocode for the Census Division (Region) for the respondent's principal position as of 3/20/1996. It is tabulated from the responses to Q9_ST. The list of nine established Region codes is shown in Appendix F. Where the location is outside of the United States (Q9_ST>56), REG_EMPL is coded as 10. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Dominant Function in Principal Nursing Position (DOMFUNCT)

DOMFUNCT uses responses to Q13 to identify the function which occupies more than 50% 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

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 (Q20_YR). The variable LST_WRKD groups the response to Q20 into seven categories, as follows:

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

State RN Obtained First License versus Place of Employment/Residence for 1996 (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_ST96 = Q32B_ST). Q32B_ST is the State in which the respondent was first licensed; G_ST96 is the state of employment in nursing as of March 20, 1996 if the registered nurse is employed in nursing (Q8=1), or the State of residence if the nurse reports not being employed in nursing (Q8=0).

1.5.3 Demographic and County Information

The demographic constructed variables include age, race/ethnicity, marital status, and geographic state and region of employment and/or residence (for 1996 and 1995). Age is computed using year of birth. Marital status and children are constructed variables that combine responses to two questions: marital status and the number of children.

Age of Nurses – Grouped (AGE_GP)

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

- <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.

Marital Status and Children (MAR_CHLD)

MAR_CHLD combines information from Q27 on marital status with Q28 on whether children are at home.

These 11 categories of MAR_CHLD are as follows:

- married with children under 6,
- married with children over 6,
- married with children both under and over 6,
- married with no children at home,
- married but the number of children at home is unknown,
- widowed/separated/divorced with children under 6,
- widowed/separated/divorced with children over 6,
- widowed/separated/divorced with children both under and over 6,
- widowed/separated/divorced with no children at home,
- widowed/separated/divorced but the number of children at home is unknown, and
- never married.

The never married category covers all RN's who were never married, regardless of the presence of children at home.

Race/Ethnic Background (RACE_GP)

RACE_GP summarizes racial/ethnic background (Q26) into two groups,

- white, and
- other.

Geocode for State on 3/20/1996 (G_ST96)

G_ST96 is the numeric FIPS state code that identifies, as follows below, the State where the RN is employed in nursing, or the place of residence if the RN is not employed in nursing, on 3/20/1996:

- when employed in nursing (Q8=1) on 3/20/1996 = the state of employment of the principal nursing position (Q9_ST), or
- when not employed in nursing (Q8=0) on 3/20/1996 = the State of residence (Q30_ST) where the RN was living on 3/20/1996.

The list of States and their respective FIPS codes are shown in Appendix D. When the location is outside of the U.S., G_ST96 is 0. Residence and employment in U.S. Territories or Possessions is considered to be outside of the U.S.

Geocode for State on 3/20/1995 (G_ST95)

G_ST95 is the numeric FIPS state code that identifies, as follows below, the State where the RN was employed in nursing, or otherwise lived, on 3/20/1995:

- when actively employed in nursing (Q23A=1) on 3/20/1995 = the State where the RN was employed in their principal nursing position (Q23C_ST), or
- when not employed in nursing on 3/20/1995 or the nursing employment status is unknown, (Q23A=0 or -9) = the state of residence (Q31B_ST) where the RN was living.

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_ST95 is 0. Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Census Division (Region) on 3/20/1996 (G_RG96)

G_RG96 is the geocode for the Census Division (region) where the RN primarily worked or lived on 3/20/1996. The list of nine established Region codes is shown in Appendix F. G_RG96 is based on the State geocode, G_ST96.

- when employed in nursing (Q8=1) on 3/20/1996 = the Census Division where the RN was employed in the principal nursing position, or
- when not employed in nursing (Q8=0) on 3/20/1996 = the Census Division of residence.

When the location is outside of the U.S. (G_ST96=0), G_RG96 is coded as 10.

Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Census Division (Region) on 3/20/1995 (G_RG95)

G_RG95 is the geocode for the Census Division (region) where the RN primarily worked or lived on 3/20/1995. The list of nine established Region codes is shown in Appendix F. G_RG96 is based on the State geocode, G_ST95.

- when employed in nursing (Q23A=1) on 3/20/1995 = the Census Division where the RN was employed in the principal nursing position, or
- when not employed in nursing (Q23A=0) on 3/20/1995 = the Census Division of residence.

When the location was out of the U.S. (G_ST95=0), G_RG95 is coded as a 10.

Residence and employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for Metropolitan Statistical Area for 1996 (G_MSA96)

G_MSA96 is the geocode for the Metropolitan Statistical Area (MSA) for the RN on 3/20/1996 and derived as follows:

- when employed in nursing (Q8=1) on 3/20/1996 within a U.S. metropolitan area = the geocode for the metropolitan area for the principal nursing position (Q9_MSA), with values from 1 to 9996,

- when employed in nursing (Q8=1) on 3/20/1996 in the U.S. but outside a metropolitan area = -7,
 - when not employed in nursing (Q8=0) on 3/20/1996, but residing within a U.S. metropolitan area = the geocode for the metropolitan area of residence (Q30_MSA) where the RN was living, with values from 1 to 9996,
 - when not employed in nursing (Q8=0) on 3/20/1996, but residing in the U.S. outside a metropolitan area = -7, or
 - when living outside of the U.S. on 3/20/1996 (Q30_MSA=0) = 0,
- The list of Metropolitan Statistical Areas of 1996 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.

MSA Geocode Status for 1996 (G_MSA_96)

G_MSA_96 is the summary descriptor of the RN's metropolitan area status on 3/20/1996, as follows:

- when not located in an MSA on 3/20/1996 = 1,
- when the address on 3/20/1996 is located in an MSA, with GMSA_96 valued between 1 and 9996 = 2, or
- when outside of the U.S. on 3/20/1996 = 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_MSA96 of the County Public Use File.

Geocode for Metropolitan Statistical Area on 3/20/1995 (G_MSA95)

G_MSA95 is the geocode for the Metropolitan Statistical Area (MSA) for the RN on 3/20/1995 and derived as follows:

- when employed in nursing on 3/20/1995 (Q23A=1) within a U.S. metropolitan area = the geocode for the metropolitan area for the principal nursing position (Q23C_MSA), with values from 1 to 9996,
- when employed in nursing (Q23A=1) on 3/20/1995 in the U.S. but outside a metropolitan area = -7,
- when not employed in nursing (Q23A=0) on 3/20/1995, but resided within a U.S. metropolitan area = the geocode for the metropolitan area of residence (Q31B_MSA) where the RN was living, with values from 1 to 9996,
- when not employed in nursing (Q23A=0) on 3/20/1995, but residing in the U.S. outside a metropolitan area = -7, or
- when living outside of the U.S. on 3/20/1995 (Q23C_ST=0) = 0.

The list of Metropolitan Statistical Areas of 1995 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 County on 3/20/1996 (G_CO96)

G_CO96 is the FIPS code identifying the county for the RN on 3/20/1996 and derived as

follows:

- when employed in nursing in the U.S. (Q8=1) on 3/20/1996 = the geocode for the county of the principal nursing position (Q9_CO), with values of 1 to 996,
- when not employed in nursing (Q8=0) on 3/20/1996, but residing in the U.S. = the geocode for the county of residence (Q30_CO) where the RN was living, with values of 1 to 996,
- when living outside of the U.S. on 3/20/1996 (Q30_CO=0) = 0,

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 on 3/20/1995 (G_CO95)

G_CO95 is the FIPS code identifying the county for the RN on 3/20/1995 and derived as follows:

- when employed in nursing in the U.S. (Q23A=1) = the geocode for the county of the principal nursing position (Q23C_CO) on 3/20/1995, with values of 1 to 996,
- when not employed in nursing (Q23A=0), but residing in the U.S. on 3/20/1995 = the geocode for the county of residence (Q31B_CO) where the RN was living, with values of 1 to 996,
- when living outside of the U.S. on 3/20/1995 (Q31B_CO=0) = 0,

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 State and County on 3/20/1996 (G_FIPS96)

G_FIPS96 is the 1996 FIPS State (G_ST96) and county code (G_CO96), combined into one variable. G_FIPS96 is the FIPS State and county code (See Appendix G) identifying the location of the RN's principle employment in nursing or residence on 3/20/1996. The FIPS codes have values from 1001 to 56113. When the location is outside of the U. S., G_FIPS96 is 0. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

Geocode for State and County on 3/20/1995 (G_FIPS95)

G_FIPS95 is the 1995 FIPS state (G_ST95) and county code (G_CO95) combined into one variable. G_FIPS95 is the FIPS state and county code (See Appendix G) identifying the location of the RN's principle employment in nursing or residence on 3/20/1995. The FIPS codes have values from 1001 to 56113. When the location is outside of the U. S., G_FIPS95 is 0. Residence or employment in U.S. Territories/Possessions is considered to be outside of the U.S.

State of Residence the same in 1995 and 1996 (RST_SME)

RST_SME summarizes the comparison between the responses to the RN's State of

residence on March 20, 1996 (Q30_ST), and the RN's State of residence on March 20, 1995 (Q31B_ST), 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 1995 or 1996 = 3.

County of Residence the same in 1995 and 1996 (RCTY_SME)

RCTY_SME summarizes the comparison between the responses to the RN's County of residence on March 20, 1996 (Q30_CO), and the RN's State of residence on March 20, 1995 (Q31B_CO), 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 1995 or 1996 = 3.

Region of Residence 1996 (REG_RESI)

REG_RESI is the geocode for the RN's Region of residence as of 3/20/1996. It is tabulated from the Survey responses to Q30_ST (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 (Q30_ST=0), REG_RESI is coded as 10. Residence in U.S. Territories/Possessions is considered to be outside of the U.S.

1.5.4 Survey Administration

The survey administration variable information contains information related to the sample selection and the mode of data collection.

RN Working/ Living in US on 3/20/1996 (RN_POP)

RN_POP denotes a summary of where the RN was working or living at the time of the survey.

- working or living outside the United States on 3/20/1996 = 1. (See G_ST96 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.,
- working or living within the United States = 2, or
- not being alive at the time of the survey (DEATH=1) or no being longer eligible as a licensed RN at the time of the survey date of 3/20/1996 (ELIGFLAG=0) = 3.

1.5.5 Sample Weights and Variance Estimation

The use of sample weights permits the derivation of national and State level estimates of the registered nurse population and subgroups of this population based on sample data. A single full sample weight (WEIGHT) for each RN is provided for the public use file. In addition, 20 replicate weights are provided for variance estimation.

Basic Weight for the Whole Sample (WEIGHT)

An RN level full sample weight (WEIGHT) was created 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 weight reflects the original probability of selection of the RN, ratio adjusted for non-participation (nonresponse), multiple license assignment, and age. Overall, the registered nurse population living or working in the U.S. in 1996 was 2,558,874.

Variance Estimation

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.

Weight for Replicate Samples (WEIGHT01 – WEIGHT20)

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 basic 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.

Description of How to Calculate Variances

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. A few computer programs will correctly estimate variances with this design, including SUDAAN (version 8) and WesVar. SUDAAN calculates the variances in a manner nearly identical to the SAS macro used in the creation of the tables in Appendix B of the *The Registered Nurse Population, Findings from the NSSRN, March 1996*. However, SUDAAN provides for an adjustment factor that corrects for the additional variation caused by the replicate weights that is not present in the full sample. This adjustment, equal to the number of PSU's in each

replicate divided by the total number of replicates ($39/40 = 0.975$) reduces the variance estimates by about 1.25%, and is specified on the ADJJACK option of the JACKWGTS statement.

SUDAAN Version 8 Example for 1996 National Survey of Registered Nurses

Below we provide an example using SAS Callable SUDAAN Version 8. Users of standalone SUDAAN will need to modify certain pieces of the code as appropriate:

```
proc crosstab DATA=work.RN96DATA FILETYPE=SAS DESIGN=JACKKNIFE;
  WEIGHT weight;
  jackwgts weight01-weight20 /adjjack=0.975;
  rtitle "1996 National Nursing Survey";
  rtitle "Table B-2, Jackknife Replicate Estimates";
  rtitle "Using (40-1) / 40 = 0.975 as the ADJJACK Factor";
  subpopn rn_pop = 2;
  subgroup PREPSUM
  levels 6;
  rformat prepsum prepsum.;
  print nsum wsum sewgt rowper serow
        / nsumfmt=f6.0 wsumfmt=f9.0 sewgtfmt=f9.0
          rowperfmt=f8.2 serowfmt=f9.5;

run;
```

Users are cautioned that the data as provided on the Public Use File may not be in suitable categories with regard to SUDAAN. In particular, for categorical variables, negative and zero values are not allowed, and the categories must go from 1 to k, with k being the number of levels. See the SUDAAN Version 8 User's Manual for more details.

Results for this example are as follows:

```
Variance Estimation Method: Replicate Weight Jackknife
For Subpopulation: RN_POP = 2
1996 National Nursing Survey, Table B-2, Jackknife Replicate Estimates
Using (40-1) / 40 = 0.975 as the ADJJACK Factor
by: HIGHEST NURSING EDUCATIONAL PREP--SUM.
```

HIGHEST NURSING EDUCATIONAL PREP-- SUM	Sample Size	Weighted Size	SE Weighted	Row Percent	SE Row Percent
Total	29766	2558874	4742	100.00	0.00000
DIPLOMA	7667	696804	8247	27.23	0.32771
ASSOCIATE DEGREE	9698	812438	12301	31.75	0.46952
BACCALAUREATE	9534	799507	10763	31.24	0.42416
MASTERS	2657	231978	4856	9.07	0.18423
DOCTORATE	192	16465	1297	0.64	0.05076
UNKNOWN/REFUSED	18	1682	426	0.07	0.01663

As mentioned above, SUDAAN with the ADJJACK is more efficient (lower variance) than the SAS macro used to prepare the report *The Registered Nurse Population, Findings from the NSSRN, March 1996*. A comparison using the estimates from tables B-2 and B-3 of this report indicates an improvement of about 1.25% in the variances (standard errors). Tables 1 and 2 below show the direct comparison.

Tables of standard errors from the NSSRN

Table 1

Description	Estimated Number	Standard Error of Estimated Number Factor=1 *	Standard Error of Estimated Number Factor=0.975 *	Estimated Percent	Standard Error of Estimated Percent Factor=1*	Standard Error of Estimated Number Factor=0.975*
Number of Nurses	2,558,874	4,802	4,742			
Basic Nursing Education						
Diploma	910,618	7,547	7,452	35.59	0.2988	0.2950
Associate degree	965,059	12,589	12,430	37.71	0.4716	0.4656
Baccalureate degree	675,685	11,140	11,000	26.41	0.4391	0.4336
Master degree	5,229	1,097	1,083	0.20	0.0428	0.0423
Doctorate (n.d.)	309	170	168	0.01	0.0066	0.0066
Unknown/Refused	1,974	453	447	0.08	0.0177	0.0175
Employed in Nursing						
Yes	2,115,815	6,647	6,563	82.69	0.2721	0.2687
No	443,059	7,304	7,212	17.31	0.2721	0.2687
Racial / Ethnic Background						
Hispanic	40,559	7,375	7,282	1.59	0.2881	0.2845
American indian/alaskan	11,843	1,517	1,498	0.46	0.0597	0.0589
Asian/pacific islander	86,434	19,171	18,930	3.38	0.7509	0.7415
Black/not hispanic	107,527	14,204	14,025	4.20	0.5528	0.5458
White/not hispanic	2,294,092	25,544	25,222	89.65	0.9765	0.9643
Unknown/refused	18,417	1,629	1,608	0.72	0.0637	0.0629
Employment Status in 1996						
Employed in nursing FT	1,510,318	10,629	10,495	59.02	0.4090	0.4039
Employed in nursing PT	605,497	7,780	7,682	23.66	0.3105	0.3066
Not employed in nursing	443,059	7,304	7,212	17.31	0.2721	0.2687
Graduation Year						
Before 1961	351,033	8,939	8,826	13.72	0.3405	0.3362
1961 to 1965	173,855	3,254	3,213	6.79	0.1271	0.1255
1966 to 1970	211,971	5,650	5,579	8.28	0.2291	0.2262
1971 to 1975	299,868	6,855	6,769	11.72	0.2645	0.2612
1976 to 1980	374,879	6,289	6,210	14.65	0.2339	0.2310
1981 to 1985	385,167	4,928	4,866	15.05	0.1945	0.1921
1986 to 1990	338,468	6,757	6,672	13.23	0.2708	0.2674
Over 1990	417,580	7,235	7,144	16.32	0.2805	0.2770
Unknown/Refused	6,054	885	874	0.24	0.0345	0.0340
Highest Nursing Education						
Diploma	696,804	8,352	8,247	27.23	0.3319	0.3277
Associate degree	812,438	12,457	12,301	31.75	0.4755	0.4695
Baccalaureate	799,507	10,900	10,763	31.24	0.4296	0.4242
Masters	231,978	4,918	4,856	9.07	0.1866	0.1842
Doctorate	16,465	1,314	1,297	0.64	0.0514	0.0508
Unknown/Refused	1,682	432	426	0.07	0.0168	0.0166
Age of Nurse						
< 25	58,012	3,060	3,022	2.27	0.1214	0.1199
25 to 29	170,277	5,054	4,990	6.65	0.1983	0.1959
30 to 34	297,119	6,844	6,758	11.61	0.2763	0.2728
35 to 39	413,931	8,645	8,536	16.18	0.3366	0.3323
40 to 44	465,188	7,095	7,006	18.18	0.2663	0.2629
45 to 49	378,569	6,458	6,377	14.79	0.2518	0.2487
50 to 54	263,635	6,136	6,059	10.30	0.2434	0.2403

* There is a 1.258 Percent difference in the standard error between using a factor of 1 and using a factor of 0.975. (numbers in the table are rounded so that percent differences may not appear to be exact).

Table 1 (continued)

Description	Estimated Number	Standard Error of Estimated Number Factor=1 *	Standard Error of Estimated Number Factor=0.975 *	Estimated Percent	Standard Error of Estimated Percent Factor=1*	Standard Error of Estimated Number Factor=0.975*
Age of Nurse (continues)						
55 to 59	201,114	6,369	6,289	7.86	0.2426	0.2396
60 to 64	147,951	4,940	4,878	5.78	0.1946	0.1922
>= 65	145,849	5,631	5,560	5.70	0.2153	0.2125
Unknown/Refused	17,230	1,412	1,394	0.67	0.0546	0.0539
Marital Status and Children						
Married child < 6	217,039	4,484	4,428	8.48	0.1796	0.1773
Married child >= 6	753,218	7,748	7,651	29.44	0.2978	0.2941
Married child all	208,027	3,870	3,822	8.13	0.1503	0.1484
Married no children	663,959	8,082	7,981	25.95	0.3021	0.2983
Married child unknown	7,298	888	877	0.29	0.0345	0.0341
Wid/sp/d child < 6	12,598	1,557	1,537	0.49	0.0608	0.0600
Wid/sp/d child >=6	170,756	4,675	4,616	6.67	0.1813	0.1790
Wid/sp/d child all	18,513	1,317	1,300	0.72	0.0516	0.0509
Wid/sp/d no children	245,709	9,110	8,996	9.60	0.3568	0.3523
Wid/sp/d child unknown	1,834	536	530	0.07	0.0210	0.0208
Never married	251,484	5,537	5,468	9.83	0.2154	0.2127
Unknown/Refused	8,438	828	818	0.33	0.0325	0.0320
Employment Setting (For nurses employed in nursing)						
Hospital	1,270,870	9,602	9,481	60.07	0.3720	0.3673
Nursing home ext cre	170,856	4,810	4,750	8.08	0.2239	0.2211
Nursing education	48,918	2,699	2,665	2.31	0.1272	0.1256
Pub health Com health	278,141	5,055	4,991	13.15	0.2295	0.2266
Student health	62,932	3,505	3,461	2.97	0.1680	0.1659
Occupat health	21,575	1,525	1,506	1.02	0.0726	0.0717
Amb care/not owned	170,589	6,303	6,224	8.06	0.3018	0.2980
Owned/operated amb care	8,341	1,111	1,097	0.39	0.0521	0.0514
Other	82,635	2,465	2,434	3.91	0.1200	0.1185
Unknown/refused	957	231	228	0.05	0.0109	0.0108
Type of Position (For nurses employed in nursing)						
Admn/Assist admin	112,134	3,604	3,559	5.30	0.1732	0.1710
Consult	27,020	2,112	2,086	1.28	0.0996	0.0984
Supervis	95,451	3,826	3,778	4.51	0.1827	0.1804
Instruct	73,084	3,536	3,491	3.45	0.1663	0.1642
Head nursing or ast	123,231	3,574	3,529	5.82	0.1730	0.1709
Staff or gen duty	1,309,596	11,085	10,946	61.90	0.4187	0.4134
Practitioner/Midwife	44,904	2,514	2,483	2.12	0.1208	0.1193
Clinical special	35,620	2,421	2,391	1.68	0.1124	0.1110
Nurse clinician	30,396	1,754	1,732	1.44	0.0831	0.0820
Cert nursing anest	21,827	1,995	1,970	1.03	0.0939	0.0927
Research	12,665	1,581	1,561	0.60	0.0753	0.0743
Private duty	15,947	1,448	1,430	0.75	0.0681	0.0673
Other	211,518	5,931	5,857	10.00	0.2830	0.2794
Unknown/Refused	2,422	568	560	0.11	0.0269	0.0266
Mean Gross Annual Salary for Full-time RNs	42,071	161	159			
Mean Scheduled Hours Per Year	1,742	4	4			
Mean Hours Worked in Week Beginning on March 18, 1996	36	0.1	0.1			

* There is a 1.258 Percent difference in the standard error between using a factor of 1 and using a factor of 0.975. (numbers in the table are rounded so that percent differences may not appear to be exact).

Table 2

State	1996 Estimated State Nurse Population	Standard Error Factor=1*	Coefficient of Variation (in Percent) Factor=1*	Standard Error Factor=0.975*	Coefficient of Variation (in Percent) Factor=0.975*
United States	2,558,874	4,802	0.19	4,742	0.19
Alabama	37,188	750	2.02	740	1.99
Alaska	6,651	289	4.35	286	4.29
Arizona	40,313	962	2.39	950	2.36
Arkansas	20,890	483	2.31	477	2.28
California	233,404	2,427	1.04	2,396	1.03
Colorado	37,289	737	1.98	728	1.95
Connecticut	41,296	770	1.86	760	1.84
Delaware	9,538	408	4.27	402	4.22
District of Columbia	9,948	749	7.53	740	7.43
Florida	148,046	2,218	1.50	2,190	1.48
Georgia	62,526	926	1.48	915	1.46
Hawaii	10,236	474	4.63	468	4.57
Idaho	8,627	250	2.90	247	2.86
Illinois	124,332	1,552	1.25	1,532	1.23
Indiana	56,420	1,076	1.91	1,062	1.88
Iowa	32,303	595	1.84	588	1.82
Kansas	24,452	561	2.29	554	2.26
Kentucky	32,427	745	2.30	736	2.27
Louisiana	33,969	492	1.45	486	1.43
Maine	15,507	311	2.00	307	1.98
Maryland	48,789	1,018	2.09	1,005	2.06
Massachusetts	87,995	1,890	2.15	1,866	2.12
United States	99,676	1,694	1.70	1,672	1.68
Minnesota	50,909	606	1.19	599	1.18
Mississippi	20,979	461	2.20	455	2.17
Missouri	58,096	798	1.37	788	1.36
Montana	8,417	169	2.01	167	1.98
Nebraska	16,909	319	1.89	315	1.86
Nevada	11,336	466	4.12	461	4.06
New Hampshire	12,938	406	3.14	401	3.10
New Jersey	88,404	1,722	1.95	1,700	1.92
New Mexico	13,185	363	2.75	358	2.72
New York	195,293	2,526	1.29	2,495	1.28
North Carolina	69,231	1,154	1.67	1,139	1.65
North Dakota	7,248	210	2.89	207	2.86
Ohio	118,612	1,400	1.18	1,382	1.17
Oklahoma	23,583	456	1.93	450	1.91
Oregon	29,239	716	2.45	707	2.42
Pennsylvania	160,149	2,111	1.32	2,084	1.30
Rhode Island	12,915	338	2.62	334	2.58
South Carolina	29,135	590	2.02	583	2.00
South Dakota	9,035	271	3.00	268	2.97
Tennessee	51,111	877	1.72	866	1.69
Texas	136,757	1,981	1.45	1,956	1.43
Utah	14,059	398	2.83	393	2.79
Vermont	6,300	275	4.36	271	4.31
Virginia	66,436	1,326	2.00	1,309	1.97
Washington	52,411	556	1.06	549	1.05
West Virginia	16,810	585	3.48	578	3.44
Wisconsin	53,040	793	1.49	783	1.48
Wyoming	4,512	276	6.11	272	6.03

* There is a 1.258 Percent difference in the standard error between using a factor of 1 and using a factor of 0.975. (numbers in the table are rounded so that percent differences may not appear to be exact).

2. Survey Sample Information

2.1 Sample Design and Response Rates

The respondent universe for the National Sample Survey of Registered Nurses 1996 (NSSRN) includes all RNs holding at least one current active 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 other six 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 2.9 million licenses issued to RNs at that time and about 45,000 selected to be part of the 1996 sample. The 1996 survey estimated that there were about 2.6 million individuals with licenses in the United States who were employed in nursing. Since nurses may hold licenses in more than one State, the 45,000 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 as of March 20, 1996. 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 1996 NSSRN was 72.3 percent.

D. Codebook

National Sample Survey of Registered Nurses 1996
County Public Use File
Introduction

This codebook describes the National Sample Survey of Registered Nurses county public use file for 1996, RN96Cnty.TXT. The file, which is distributed in ASCII format, contains 177 variables and 29,908 nurse-level records. In addition to this introduction, the codebook consists of three parts, an alphabetical listing of the variables, a positional listing of the variables, and the main portion of the codebook containing unweighted and weighted counts, and descriptive information on a variable-by-variable basis.

Codebook Order

The variables included on the file are ordered based on the questions appearing in the survey instrument, with some non-questionnaire related variables appearing at the end. The variables appear in the codebook in the following order:

Section A: Education
Section B: Employment status
Section C: Employment status of RNs not employed in nursing
Section D: Prior nursing employment status
Section E: General information

The set of derived variables include information about the following:

Education Constructed Variables
Employment Status Constructed Variables
Demographic Information
Survey Administration
Sample Weights and Variance Estimation

Variable Listings

The codebook contains lists of the variables on the file in alphabetical and positional order. Each list includes the start and end column position, variable name, and a brief description or label for the variable. This description is limited to 40 characters. The same 40 character descriptions are also provided in the LABEL statement section of the SAS user file provided with the public use file.

Main Codebook

The main portion of the codebook follows the alphabetical and positional listings. Unweighted and weighted counts for each variable are displayed. The counts and percentages for each variable are arranged such that missing data(e.g. -9: Unknown/Refused, -8:Inapplicable) appears first, followed by valid data. 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 Q18, 1-\$550.000 means that the actual data values are between 1 and 550,000). In addition, a number of informational fields about each variable are included to assist the user in working with the data. These include:

Name	Variable name (maximum of 8 characters)
Description	Variable descriptor (maximum 40 characters)
Format	Number of bytes
Type	Type of data: numeric (indicated by NUM) or character (indicated by CHAR)
Start record	Beginning column position of variable in
End record	Ending column position of variable in
Reference	Reference Appendix or page of the User's Guide where there is more information about the variable

Additional information on variable construction and editing, as well as specific information on selected variables is included in Section C of the User Guide.

National Sample Survey of Registered Nurses 1996
County Public Use File

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----ALPHABETICAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
322	323	AGE_GP	AGE OF NURSES--GROUPED
281	282	APN	ADVANCED PRACTICE NURSE STATUS
316	317	DOMFUNCT	DOMINANT FUNCTION
296	297	EMPL96_95	EMP IN NURSING IN 1996 COMPARED TO 1995
294	295	EMPL_95	EMPLOYMENT STATUS IN 1995
292	293	EMPL_96	EMPLOYMENT STATUS IN 1996
298	299	EMPL_TES	TEMPORARY EMPLOYMENT SERVICE
290	291	EMPL_STAT	EMPLOYMENT STATUS IN 1996 - DETAILED
284	285	GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE
286	287	GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM
277	278	GRAD_YR	YEAR OF GRADUATION--GROUPED
354	356	G_CO95	GEOCODE FOR COUNTY ON 3/20/95
346	348	G_CO96	GEOCODE FOR COUNTY ON 3/20/96
357	361	G_FIPS95	FIPS STATE AND COUNTY CODE ON 3/20/95
349	353	G_FIPS96	FIPS STATE AND COUNTY CODE ON 3/20/96
342	345	G_MSA95	GEOCODE FOR SMSA ON 3/20/95
336	339	G_MSA96	GEOCODE FOR SMSA ON 3/20/96
340	341	G_MSA_96	MSA GEOCODE STATUS FOR 1996
334	335	G_RG95	GEOCODE FOR REGION ON 3/20/95
332	333	G_RG96	GEOCODE FOR REGION ON 3/20/96
330	331	G_ST95	GEOCODE FOR STATE ON 3/20/95
328	329	G_ST96	GEOCODE FOR STATE ON 3/20/96
306	309	HRS_YR	SCHEDULED HOURS PER YEAR
320	321	LI_RESST	1ST LICENSE STATE VS GEOSTATE FOR 1996
318	319	LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN
324	325	MAR_CHLD	MARITAL STATUS AND CHILDREN
310	311	POSITION	POSITION TITLE-GROUPED
279	280	PREPSUM	HIGHEST NURSING EDUCATIONAL PREP--SUM
91	92	Q10	PRINCIPAL NURSING POSITION
93	95	Q13A_A	% TIME SPENT/ADMINISTRATION
96	98	Q13A_B	% TIME SPENT/CONSULTATION W/ AGENCY
99	101	Q13A_C	% TIME SPENT/PATIENT CARE
102	104	Q13A_D	% TIME SPENT/RESEARCH
105	107	Q13A_E	% TIME SPENT/SUPERVISION
108	110	Q13A_F	% TIME SPENT/TEACH NURSING/HLTH CARE OCC
111	113	Q13A_G	% TIME SPENT/OTHER
114	115	Q13B	POSITION INVOLVE DIRECT PATIENT CARE
116	117	Q14A	WORK UNIT >HALF OF PATIENT CARE TIME
118	119	Q14B	TYPE OF PATIENT TREATED/WORK UNIT
120	121	Q15	WORK FULL/PART/PART OF NORMAL WORK YEAR
122	124	Q16A	NUMBER OF HOURS WORK/NORMAL WORK WEEK
125	127	Q16B	#HOURS WORK/WEEK BEGIN ON 3/18/1996
128	129	Q17	# WEEKS IN WORK YEAR/NURSING POSITION
130	135	Q18	GROSS ANNUAL SALARY 1996/PRINCIPAL POSIT
136	137	Q19A	HOLD >1 POSITION IN NURSING FOR PAY
138	139	Q19B_1	OTHER NURSING POSITION/FACILITY EMPLOYEE
140	141	Q19B_2	OTHER NURSING POSITION/TEMP EMPLOYMENT
142	143	Q19B_3	OTHER NURSING POSITION/SELF EMPLOYED
144	145	Q19C_1	TYPE OF WORK/OTHER POS/HOME HEALTH
146	147	Q19C_2	TYPE OF WORK/OTHER POS/HOSPITAL STAFF
148	149	Q19C_3	TYPE WORK/OTHER POS/NURSING HOME STAFF
150	151	Q19C_4	TYPE OF WORK/OTHER POS/PRIVATE NURSING
152	153	Q19C_5	TYPE OF WORK/OTHER POS/TEACHING
154	155	Q19C_6	TYPE OF WORK/OTHER POS/PATIENT CONSULT
156	157	Q19C_7	TYPE OF WORK/OTHER POS/CONSULTATION

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----ALPHABETICAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
158	159	Q19C_8	TYPE OF WORK/OTHER POS/RESEARCH
160	161	Q19C_9	TYPE OF WORK/OTHER POS/OTHER
162	163	Q19D_1	#HRS PER WK/SPEND OTHER NURSING POSITION
164	165	Q19D_2	#WEEKS IN 1996/OTHER NURSING POSITION
166	167	Q19E	#HRS/OTHER NURSING POSI/3/18/1996
168	173	Q19F	ANNUAL EARNINGS/OTHER NURSING POSITION
1	2	Q1A	TYPE OF EDUC PROG/TO BECOME REG NURSE
174	175	Q20	HOW LONG SINCE WORKED REGISTERED NURSE
176	177	Q20_YR	# YEARS/WORKED AS A REGISTERED NURSE
178	179	Q21A	ARE YOU EMPLOYED/OTHER THAN NURSING
180	181	Q21B	ARE YOU FULL/PART TIME EMPLOYEE
182	183	Q21C	EMPLOYED IN A HEALTH RELATED AGENCY
184	185	Q21D_1	REASON NOT NURSE/DIFFICULT FIND POSITION
186	187	Q21D_2	REASON NOT NURSE/HRS MORE CONVENIENT
188	189	Q21D_3	REASON NOT NURSE/BETTER SALARIES
190	191	Q21D_4	REASON NOT NURSE/CONCERN ABOUT SAFETY
192	193	Q21D_5	REASON NOT NURSE/INABILITY TO PRACTICE
194	195	Q21D_6	REASON NOT NURSE/CURRENT POS MORE REWARD
196	197	Q21D_7	REASON NOT NURSE/SKILLS OUT-OF-DATE
198	199	Q21D_8	REASON NOT NURSE/OTHER
200	201	Q22A	ACTIVELY SEEK EMPLOYMENT AS A NURSE
202	203	Q22B	WEEKS ACTIVELY SEEKING NURSE POSITION
204	206	Q22B_WK	#WEEKS ACTIVELY SEEKING NURSE POSITION
207	208	Q22C	LOOK FOR FULL/PART TIME NURSE POSITION
209	210	Q23A	EMPLOYED IN NURSING/ON 3/20/1995
211	212	Q23B	NURSING POSITN/FULL/PART/PART OF WRK YR
215	217	Q23C_CO	COUNTY CODE FOR PREVIOUS JOB
218	222	Q23C_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS JOB
223	226	Q23C_MSA	MSA CODE FOR PREVIOUS JOB
213	214	Q23C_ST	STATE CODE FOR PREVIOUS JOB
227	228	Q23E	EMPLOYED BY CURRENT EMPLOYR ON 3/20/1995
229	230	Q23F	PRINCIPAL REASON FOR THE CHANGE
231	232	Q24	SEX
233	234	Q27	CURRENT MARITAL STATUS
235	236	Q28	AGES OF CHILDREN WHO LIVE AT HOME
237	238	Q29	INCOME DURING 1996
3	4	Q2A	WERE YOU EMPLOYED IN HEALTH OCCUPATION
5	6	Q2B	NURSING AIDE/LPN/VOCAT'L NURSE
241	243	Q30_CO	COUNTY CODE FOR CURRENT RESIDENCE
244	248	Q30_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT RES
249	252	Q30_MSA	MSA CODE FOR CURRENT RESIDENCE
239	240	Q30_ST	STATE CODE FOR CURRENT RESIDENCE
253	254	Q31A	RESIDE IN SAME CITY ON 3/20/1996
257	259	Q31B_CO	COUNTY CODE FOR PREVIOUS RESIDENCE
260	264	Q31B_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS RES
265	268	Q31B_MSA	MSA CODE FOR PREVIOUS RESIDENCE
255	256	Q31B_ST	STATE CODE FOR PREVIOUS RESIDENCE
269	272	Q32A	YEAR RECEIVED FIRST U.S. LICENSE
273	274	Q32B	STATE WHICH ISSUED FIRST LICENSE
7	8	Q3A	LICENSE TO PRACTICE LPN/VOCAT'L NURSE
9	10	Q3B	RECEIVE DEGREE/OTHR FORMAL POST-SEC PROG
11	12	Q3C	HIGHEST DEGREE RECEIVE/BEFORE NURSE EDUC
13	14	Q3D	WAS THIS DEGREE IN HEALTH RELATED FIELD
15	16	Q3E	MAJOR FIELD OF STUDY
17	18	Q4A	ANY ADDITIONAL DEGREES EARNED

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----ALPHABETICAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
19	20	Q6A	COMPLETE EDUC PROG FOR ADVANCED PRACTICE
21	22	Q6B_1	FORMAL EDUC PROG/CLINIC NURSE SPECIALIST
23	24	Q6B_2	FORMAL EDUC PROG/NURSE ANESTHETIST
25	26	Q6B_3	FORMAL EDUC PROG/NURSE-MIDWIFE
27	28	Q6B_4	FORMAL EDUC PROG/NURSE PRACTITIONER
29	30	Q6C_1	PROGRAM LENGTH/CLINIC NURSE SPECIALIST
31	32	Q6C_2	PROGRAM LENGTH/NURSE ANESTHETIST
33	34	Q6C_3	PROGRAM LENGTH/NURSE-MIDWIFE
35	36	Q6C_4	PROGRAM LENGTH/NURSE PRACTITIONER
37	38	Q6D_1	AWARD RECEIVED/CLINIC NURSE SPECIALIST
39	40	Q6D_2	AWARD RECEIVED/NURSE ANESTHETIST
41	42	Q6D_3	AWARD RECEIVED/NURSE-MIDWIFE
43	44	Q6D_4	AWARD RECEIVED/NURSE PRACTITIONER
45	46	Q6F_1	CERT NATL CERT BODY/CLIN NURSE SPECILST
47	48	Q6F_2	CERT NATL CERT BODY/NURSE ANESTHETIST
49	50	Q6F_3	CERT NATL CERT BODY/NURSE MIDWIFE
51	52	Q6F_4	CERT NATL CERT BODY/NURSE PRACTITIONER
53	54	Q7A	ENROLLED ACADEMIC PROG. NURSING MAJOR
55	56	Q7B	FULL/PART TIME STUDENT
57	58	Q7C	DEGREE WORKING TOWARD IN PROG
59	60	Q7D_1	TUITION FINANCED/PERSONAL FAMILY RESOURC
61	62	Q7D_2	TUITION FINANCE/EMPLOYER TUITION REIMBURS
63	64	Q7D_3	TUITION FINANCE/FEDERAL TRAINEESHIP/GRAN
65	66	Q7D_4	TUITION FINANCED/FEDERALLY ASSISTED LOAN
67	68	Q7D_5	TUITION FINANCED/STATE/LOCAL GOVER LOAN
69	70	Q7D_6	TUITION FINANCED/NON-GOVT/SCHOLAR/LOAN
71	72	Q7D_7	TUITION FINANCE/UNIV/RESEARCH FELLOWSHIP
73	74	Q7D_8	TUITION FINANCED/OTHER SOURCES
75	76	Q8	EMPLOYED/IN NURSING AS OF 3/20/1996
79	81	Q9_CO	COUNTY CODE FOR CURRENT JOB
82	86	Q9_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT JOB
87	90	Q9_MSA	MSA CODE FOR CURRENT JOB
77	78	Q9_ST	STATE CODE FOR CURRENT JOB
326	327	RACE_GP	RACE--GROUPED
364	365	RCTY_SME	COUNTY OF RESIDENCE IN 1995 AND 1996
288	289	REG_B_ED	REGION OF BASIC EDUCATION
314	315	REG_EMPL	REGION OF EMPLOYMENT, 1996
366	367	REG_RESI	REGION OF RESIDENCE, 1996
368	368	RN_POP	RN WORKING/LIVING IN U.S. ON 3/20/96
362	363	RST_SME	STATE OF RESIDENCE IN 1995 AND 1996
312	313	SEEKTIME	WEEKS RN SEEKING NURSING POSITION
304	305	SET95_96	EMPLOYMENT SETTING 95 VS 96
302	303	SETSUM95	SETTING SUMMARY 1995
300	301	SETSUM96	SETTING SUMMARY 1996
283	283	STATEAPN	ADVCD PRAC NURSE STATUS IDENT BY STATE
369	378	WEIGHT	BASIC WEIGHT FOR WHOLE SAMPLE
379	388	WEIGHT01	WEIGHT FOR REPLICATE 01 (EXCLUDE SEG 11)
389	398	WEIGHT02	WEIGHT FOR REPLICATE 02 (EXCLUDE SEG 14)
399	408	WEIGHT03	WEIGHT FOR REPLICATE 03 (EXCLUDE SEG 15)
409	418	WEIGHT04	WEIGHT FOR REPLICATE 04 (EXCLUDE SEG 18)
419	428	WEIGHT05	WEIGHT FOR REPLICATE 05 (EXCLUDE SEG 21)
429	438	WEIGHT06	WEIGHT FOR REPLICATE 06 (EXCLUDE SEG 23)
439	448	WEIGHT07	WEIGHT FOR REPLICATE 07 (EXCLUDE SEG 26)
449	458	WEIGHT08	WEIGHT FOR REPLICATE 08 (EXCLUDE SEG 28)
459	468	WEIGHT09	WEIGHT FOR REPLICATE 09 (EXCLUDE SEG 31)

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----ALPHABETICAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
469	478	WEIGHT10	WEIGHT FOR REPLICATE 10 (EXCLUDE SEG 33)
479	488	WEIGHT11	WEIGHT FOR REPLICATE 11 (EXCLUDE SEG 35)
489	498	WEIGHT12	WEIGHT FOR REPLICATE 12 (EXCLUDE SEG 38)
499	508	WEIGHT13	WEIGHT FOR REPLICATE 13 (EXCLUDE SEG 42)
509	518	WEIGHT14	WEIGHT FOR REPLICATE 14 (EXCLUDE SEG 44)
519	528	WEIGHT15	WEIGHT FOR REPLICATE 15 (EXCLUDE SEG 46)
529	538	WEIGHT16	WEIGHT FOR REPLICATE 16 (EXCLUDE SEG 47)
539	548	WEIGHT17	WEIGHT FOR REPLICATE 17 (EXCLUDE SEG 52)
549	558	WEIGHT18	WEIGHT FOR REPLICATE 18 (EXCLUDE SEG 53)
559	568	WEIGHT19	WEIGHT FOR REPLICATE 19 (EXCLUDE SEG 55)
569	578	WEIGHT20	WEIGHT FOR REPLICATE 20 (EXCLUDE SEG 58)
275	276	YRSNC_GP	YEARS SINCE GRADUATION--GROUPED

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----POSITIONAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
1	2	Q1A	TYPE OF EDUC PROG/TO BECOME REG NURSE
3	4	Q2A	WERE YOU EMPLOYED IN HEALTH OCCUPATION
5	6	Q2B	NURSING AIDE/LPN/VOCAT'L NURSE
7	8	Q3A	LICENSE TO PRACTICE LPN/VOCAT'L NURSE
9	10	Q3B	RECEIVE DEGREE/OTHR FORMAL POST-SEC PROG
11	12	Q3C	HIGHEST DEGREE RECEIVE/BEFORE NURSE EDUC
13	14	Q3D	WAS THIS DEGREE IN HEALTH RELATED FIELD
15	16	Q3E	MAJOR FIELD OF STUDY
17	18	Q4A	ANY ADDITIONAL DEGREES EARNED
19	20	Q6A	COMPLETE EDUC PROG FOR ADVANCED PRACTICE
21	22	Q6B_1	FORMAL EDUC PROG/CLINIC NURSE SPECIALIST
23	24	Q6B_2	FORMAL EDUC PROG/NURSE ANESTHETIST
25	26	Q6B_3	FORMAL EDUC PROG/NURSE-MIDWIFE
27	28	Q6B_4	FORMAL EDUC PROG/NURSE PRACTITIONER
29	30	Q6C_1	PROGRAM LENGTH/CLINIC NURSE SPECIALIST
31	32	Q6C_2	PROGRAM LENGTH/NURSE ANESTHETIST
33	34	Q6C_3	PROGRAM LENGTH/NURSE-MIDWIFE
35	36	Q6C_4	PROGRAM LENGTH/NURSE PRACTITIONER
37	38	Q6D_1	AWARD RECEIVED/CLINIC NURSE SPECIALIST
39	40	Q6D_2	AWARD RECEIVED/NURSE ANESTHETIST
41	42	Q6D_3	AWARD RECEIVED/NURSE-MIDWIFE
43	44	Q6D_4	AWARD RECEIVED/NURSE PRACTITIONER
45	46	Q6F_1	CERT NATL CERT BODY/CLIN NURSE SPECILST
47	48	Q6F_2	CERT NATL CERT BODY/NURSE ANESTHETIST
49	50	Q6F_3	CERT NATL CERT BODY/NURSE MIDWIFE
51	52	Q6F_4	CERT NATL CERT BODY/NURSE PRACTITIONER
53	54	Q7A	ENROLLED ACADEMIC PROG. NURSING MAJOR
55	56	Q7B	FULL/PART TIME STUDENT
57	58	Q7C	DEGREE WORKING TOWARD IN PROG
59	60	Q7D_1	TUITION FINANCED/PERSONAL FAMILY RESOURC
61	62	Q7D_2	TUITION FINANCE/EMPLOYER TUITION REIMBURS
63	64	Q7D_3	TUITION FINANCE/FEDERAL TRAINEESHIP/GRAN
65	66	Q7D_4	TUITION FINANCED/FEDERALLY ASSISTED LOAN
67	68	Q7D_5	TUITION FINANCED/STATE/LOCAL GOVER LOAN
69	70	Q7D_6	TUITION FINANCED/NON-GOVT/SCHOLAR/LOAN
71	72	Q7D_7	TUITION FINANCE/UNIV/RESEARCH FELLOWSHIP
73	74	Q7D_8	TUITION FINANCED/OTHER SOURCES
75	76	Q8	EMPLOYED/IN NURSING AS OF 3/20/1996
77	78	Q9_ST	STATE CODE FOR CURRENT JOB
79	81	Q9_CO	COUNTY CODE FOR CURRENT JOB
82	86	Q9_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT JOB
87	90	Q9_MSA	MSA CODE FOR CURRENT JOB
91	92	Q10	PRINCIPAL NURSING POSITION
93	95	Q13A_A	% TIME SPENT/ADMINISTRATION
96	98	Q13A_B	% TIME SPENT/CONSULTATION W/ AGENCY
99	101	Q13A_C	% TIME SPENT/PATIENT CARE
102	104	Q13A_D	% TIME SPENT/RESEARCH
105	107	Q13A_E	% TIME SPENT/SUPERVISION
108	110	Q13A_F	% TIME SPENT/TEACH NURSING/HLTH CARE OCC
111	113	Q13A_G	% TIME SPENT/OTHER
114	115	Q13B	POSITION INVOLVE DIRECT PATIENT CARE
116	117	Q14A	WORK UNIT >HALF OF PATIENT CARE TIME
118	119	Q14B	TYPE OF PATIENT TREATED/WORK UNIT
120	121	Q15	WORK FULL/PART/PART OF NORMAL WORK YEAR
122	124	Q16A	NUMBER OF HOURS WORK/NORMAL WORK WEEK

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----POSITIONAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
125	127	Q16B	#HOURS WORK/WEEK BEGIN ON 3/18/1996
128	129	Q17	# WEEKS IN WORK YEAR/NURSING POSITION
130	135	Q18	GROSS ANNUAL SALARY 1996/PRINCIPAL POSIT
136	137	Q19A	HOLD >1 POSITION IN NURSING FOR PAY
138	139	Q19B_1	OTHER NURSING POSITION/FACILITY EMPLOYEE
140	141	Q19B_2	OTHER NURSING POSITION/TEMP EMPLOYMENT
142	143	Q19B_3	OTHER NURSING POSITION/SELF EMPLOYED
144	145	Q19C_1	TYPE OF WORK/OTHER POS/HOME HEALTH
146	147	Q19C_2	TYPE OF WORK/OTHER POS/HOSPITAL STAFF
148	149	Q19C_3	TYPE WORK/OTHER POS/NURSING HOME STAFF
150	151	Q19C_4	TYPE OF WORK/OTHER POS/PRIVATE NURSING
152	153	Q19C_5	TYPE OF WORK/OTHER POS/TEACHING
154	155	Q19C_6	TYPE OF WORK/OTHER POS/PATIENT CONSULT
156	157	Q19C_7	TYPE OF WORK/OTHER POS/CONSULTATION
158	159	Q19C_8	TYPE OF WORK/OTHER POS/RESEARCH
160	161	Q19C_9	TYPE OF WORK/OTHER POS/OTHER
162	163	Q19D_1	#HRS PER WK/SPEND OTHER NURSING POSITION
164	165	Q19D_2	#WEEKS IN 1996/OTHER NURSING POSITION
166	167	Q19E	#HRS/OTHER NURSING POSI/3/18/1996
168	173	Q19F	ANNUAL EARNINGS/OTHER NURSING POSITION
174	175	Q20	HOW LONG SINCE WORKED REGISTERED NURSE
176	177	Q20_YR	# YEARS/WORKED AS A REGISTERED NURSE
178	179	Q21A	ARE YOU EMPLOYED/OTHER THAN NURSING
180	181	Q21B	ARE YOU FULL/PART TIME EMPLOYEE
182	183	Q21C	EMPLOYED IN A HEALTH RELATED AGENCY
184	185	Q21D_1	REASON NOT NURSE/DIFFICULT FIND POSITION
186	187	Q21D_2	REASON NOT NURSE/HRS MORE CONVENIENT
188	189	Q21D_3	REASON NOT NURSE/BETTER SALARIES
190	191	Q21D_4	REASON NOT NURSE/CONCERN ABOUT SAFETY
192	193	Q21D_5	REASON NOT NURSE/INABILITY TO PRACTICE
194	195	Q21D_6	REASON NOT NURSE/CURRENT POS MORE REWARD
196	197	Q21D_7	REASON NOT NURSE/SKILLS OUT-OF-DATE
198	199	Q21D_8	REASON NOT NURSE/OTHER
200	201	Q22A	ACTIVELY SEEK EMPLOYMENT AS A NURSE
202	203	Q22B	WEEKS ACTIVELY SEEKING NURSE POSITION
204	206	Q22B_WK	#WEEKS ACTIVELY SEEKING NURSE POSITION
207	208	Q22C	LOOK FOR FULL/PART TIME NURSE POSITION
209	210	Q23A	EMPLOYED IN NURSING/ON 3/20/1995
211	212	Q23B	NURSING POSITN/FULL/PART/PART OF WRK YR
213	214	Q23C_ST	STATE CODE FOR PREVIOUS JOB
215	217	Q23C_CO	COUNTY CODE FOR PREVIOUS JOB
218	222	Q23C_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS JOB
223	226	Q23C_MSA	MSA CODE FOR PREVIOUS JOB
227	228	Q23E	EMPLOYED BY CURRENT EMPLYR ON 3/20/1995
229	230	Q23F	PRINCIPAL REASON FOR THE CHANGE
231	232	Q24	SEX
233	234	Q27	CURRENT MARITAL STATUS
235	236	Q28	AGES OF CHILDREN WHO LIVE AT HOME
237	238	Q29	INCOME DURING 1996
239	240	Q30_ST	STATE CODE FOR CURRENT RESIDENCE
241	243	Q30_CO	COUNTY CODE FOR CURRENT RESIDENCE
244	248	Q30_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT RES
249	252	Q30_MSA	MSA CODE FOR CURRENT RESIDENCE
253	254	Q31A	RESIDE IN SAME CITY ON 3/20/1996
255	256	Q31B_ST	STATE CODE FOR PREVIOUS RESIDENCE

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----POSITIONAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
257	259	Q31B_CO	COUNTY CODE FOR PREVIOUS RESIDENCE
260	264	Q31B_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS RES
265	268	Q31B_MSA	MSA CODE FOR PREVIOUS RESIDENCE
269	272	Q32A	YEAR RECEIVED FIRST U.S. LICENSE
273	274	Q32B	STATE WHICH ISSUED FIRST LICENSE
275	276	YRSNC_GP	YEARS SINCE GRADUATION--GROUPED
277	278	GRAD_YR	YEAR OF GRADUATION--GROUPED
279	280	PREPSUM	HIGHEST NURSING EDUCATIONAL PREP--SUM
281	282	APN	ADVANCED PRACTICE NURSE STATUS
283	283	STATEAPN	ADVCD PRAC NURSE STATUS IDENT BY STATE
284	285	GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE
286	287	GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM
288	289	REG_B_ED	REGION OF BASIC EDUCATION
290	291	EMPL_STAT	EMPLOYMENT STATUS IN 1996 - DETAILED
292	293	EMPL_96	EMPLOYMENT STATUS IN 1996
294	295	EMPL_95	EMPLOYMENT STATUS IN 1995
296	297	EMPL96_95	EMP IN NURSING IN 1996 COMPARED TO 1995
298	299	EMPL_TES	TEMPORARY EMPLOYMENT SERVICE
300	301	SETSUM96	SETTING SUMMARY 1996
302	303	SETSUM95	SETTING SUMMARY 1995
304	305	SET95_96	EMPLOYMENT SETTING 95 VS 96
306	309	HRS_YR	SCHEDULED HOURS PER YEAR
310	311	POSITION	POSITION TITLE-GROUPED
312	313	SEEKTIME	WEEKS RN SEEKING NURSING POSITION
314	315	REG_EML	REGION OF EMPLOYMENT, 1996
316	317	DOMFUNCT	DOMINANT FUNCTION
318	319	LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN
320	321	LI_RESSST	1ST LICENSE STATE VS GEOSTATE FOR 1996
322	323	AGE_GP	AGE OF NURSES--GROUPED
324	325	MAR_CHLD	MARITAL STATUS AND CHILDREN
326	327	RACE_GP	RACE--GROUPED
328	329	G_ST96	GEOCODE FOR STATE ON 3/20/96
330	331	G_ST95	GEOCODE FOR STATE ON 3/20/95
332	333	G_RG96	GEOCODE FOR REGION ON 3/20/96
334	335	G_RG95	GEOCODE FOR REGION ON 3/20/95
336	339	G_MSA96	GEOCODE FOR SMSA ON 3/20/96
340	341	G_MSA_96	MSA GEOCODE STATUS FOR 1996
342	345	G_MSA95	GEOCODE FOR SMSA ON 3/20/95
346	348	G_CO96	GEOCODE FOR COUNTY ON 3/20/96
349	353	G_FIPS96	FIPS STATE AND COUNTY CODE ON 3/20/96
354	356	G_CO95	GEOCODE FOR COUNTY ON 3/20/95
357	361	G_FIPS95	FIPS STATE AND COUNTY CODE ON 3/20/95
362	363	RST_SME	STATE OF RESIDENCE IN 1995 AND 1996
364	365	RCTY_SME	COUNTY OF RESIDENCE IN 1995 AND 1996
366	367	REG_RESI	REGION OF RESIDENCE, 1996
368	368	RN_POP	RN WORKING/LIVING IN U.S. ON 3/20/96
369	378	WEIGHT	BASIC WEIGHT FOR WHOLE SAMPLE
379	388	WEIGHT01	WEIGHT FOR REPLICATE 01 (EXCLUDE SEG 11)
389	398	WEIGHT02	WEIGHT FOR REPLICATE 02 (EXCLUDE SEG 14)
399	408	WEIGHT03	WEIGHT FOR REPLICATE 03 (EXCLUDE SEG 15)
409	418	WEIGHT04	WEIGHT FOR REPLICATE 04 (EXCLUDE SEG 18)
419	428	WEIGHT05	WEIGHT FOR REPLICATE 05 (EXCLUDE SEG 21)
429	438	WEIGHT06	WEIGHT FOR REPLICATE 06 (EXCLUDE SEG 23)
439	448	WEIGHT07	WEIGHT FOR REPLICATE 07 (EXCLUDE SEG 26)
449	458	WEIGHT08	WEIGHT FOR REPLICATE 08 (EXCLUDE SEG 28)

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ALPHABETICAL AND POSITIONAL LISTING OF VARIABLES

-----POSITIONAL LISTING OF VARIABLES-----

START	END	NAME	DESCRIPTION
459	468	WEIGHT09	WEIGHT FOR REPLICATE 09 (EXCLUDE SEG 31)
469	478	WEIGHT10	WEIGHT FOR REPLICATE 10 (EXCLUDE SEG 33)
479	488	WEIGHT11	WEIGHT FOR REPLICATE 11 (EXCLUDE SEG 35)
489	498	WEIGHT12	WEIGHT FOR REPLICATE 12 (EXCLUDE SEG 38)
499	508	WEIGHT13	WEIGHT FOR REPLICATE 13 (EXCLUDE SEG 42)
509	518	WEIGHT14	WEIGHT FOR REPLICATE 14 (EXCLUDE SEG 44)
519	528	WEIGHT15	WEIGHT FOR REPLICATE 15 (EXCLUDE SEG 46)
529	538	WEIGHT16	WEIGHT FOR REPLICATE 16 (EXCLUDE SEG 47)
539	548	WEIGHT17	WEIGHT FOR REPLICATE 17 (EXCLUDE SEG 52)
549	558	WEIGHT18	WEIGHT FOR REPLICATE 18 (EXCLUDE SEG 53)
559	568	WEIGHT19	WEIGHT FOR REPLICATE 19 (EXCLUDE SEG 55)
569	578	WEIGHT20	WEIGHT FOR REPLICATE 20 (EXCLUDE SEG 58)

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q1A	TYPE OF EDUC PROG/TO BECOME REG NURSE	2.0	NUM	1	2	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		22		1,974	
	-6: DECEASED		71		6,962	
	1: DIPLOMA		10,032		913,109	
	2: ASSOCIATE DEGREE		11,489		966,267	
	3: BACCALUREATE DEGREE		8,231		678,443	
	4: MASTERS OR DOCTORATE (N.D.)		63		5,538	
	TOTAL		29,908		2,572,293	
Q2A	WERE YOU EMPLOYED IN HEALTH OCCUPATION	2.0	NUM	3	4	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		76		7,753	
	-6: DECEASED		71		6,962	
	0: NO		19,605		1,720,184	
	1: YES		10,156		837,394	
	TOTAL		29,908		2,572,293	
Q2B	NURSING AIDE/LPN/VOCAT'L NURSE	2.0	NUM	5	6	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		14		987	
	-8: NOT APPLICABLE		19,681		1,727,938	
	-6: DECEASED		71		6,962	
	1: NURSING AIDE		5,885		477,949	
	2: LICNSED PRACTICAL/VOCATNL NURSE		2,827		233,833	
	3: OTHER		452		38,625	
	4: ALLIED HEALTH		570		48,071	
	5: OTHER PROFESSIONAL		21		2,250	
	6: MANAGERIAL/CLERICL IN HLTH CARE		387		35,678	
	TOTAL		29,908		2,572,293	
Q3A	LICENSE TO PRACTICE LPN/VOCAT'L NURSE	2.0	NUM	7	8	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		87		8,146	
	-6: DECEASED		71		6,962	
	0: NO		26,394		2,281,178	
	1: YES		3,356		276,007	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q3B	RECEIVE DEGREE/OTHR FORMAL POST-SEC PROG	2.0	NUM	9	10	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		77		6,904	
	-6: DECEASED		71		6,962	
	0: NO		26,562		2,279,110	
	1: YES		3,198		279,318	
	TOTAL		29,908		2,572,293	
Q3C	HIGHEST DEGREE RECEIVE/BEFORE NURSE EDUC	2.0	NUM	11	12	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		32		2,489	
	-8: NOT APPLICABLE		26,639		2,286,013	
	-6: DECEASED		71		6,962	
	1: ASSOCIATE DEGREE		1,394		125,598	
	2: BACCALUREATE DEGREE		1,597		136,608	
	3: MASTER DEGREE		157		13,339	
	4: DOCTORAL DEGREE		18		1,285	
	TOTAL		29,908		2,572,293	
Q3D	WAS THIS DEGREE IN HEALTH RELATED FIELD	2.0	NUM	13	14	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		16		1,282	
	-8: NOT APPLICABLE		26,639		2,286,013	
	-6: DECEASED		71		6,962	
	0: NO		2,408		209,627	
	1: YES		774		68,409	
	TOTAL		29,908		2,572,293	
Q3E	MAJOR FIELD OF STUDY	2.0	NUM	15	16	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		16		2,054	
	-8: NOT APPLICABLE		27,429		2,355,704	
	-6: DECEASED		71		6,962	
	1: BIOLOGICAL/PHYSICAL SCIENCE		456		37,579	
	2: BUSINESS OR MANAGEMENT		336		29,018	
	3: EDUCATION		358		31,335	
	4: LIBERAL ARTS		792		70,336	
	5: SOCIAL SCIENCES		344		30,099	
	6: OTHER		106		9,206	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q4A	ANY ADDITIONAL DEGREES EARNED _____	2.0	NUM	17	18	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		52		5,382	
	-6: DECEASED		71		6,962	
	0: NO		23,151		1,974,577	
	1: YES		6,634		585,372	
	TOTAL		29,908		2,572,293	
Q6A	COMPLETE EDUC PROG FOR ADVANCED PRACTICE	2.0	NUM	19	20	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		62		6,874	
	-6: DECEASED		71		6,962	
	0: NO		27,431		2,362,872	
	1: YES		2,344		195,586	
	TOTAL		29,908		2,572,293	
Q6B_1	FORMAL EDUC PROG/CLINIC NURSE SPECIALIST	2.0	NUM	21	22	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		27,493		2,369,746	
	-6: DECEASED		71		6,962	
	0: NO		1,383		110,448	
	1: YES		961		85,138	
	TOTAL		29,908		2,572,293	
Q6B_2	FORMAL EDUC PROG/NURSE ANESTHETIST	2.0	NUM	23	24	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		27,493		2,369,746	
	-6: DECEASED		71		6,962	
	0: NO		1,931		164,912	
	1: YES		413		30,673	
	TOTAL		29,908		2,572,293	
Q6B_3	FORMAL EDUC PROG/NURSE-MIDWIFE	2.0	NUM	25	26	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		27,493		2,369,746	
	-6: DECEASED		71		6,962	
	0: NO		2,170		179,246	
	1: YES		174		16,340	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q6B_4	FORMAL EDUC PROG/NURSE PRACTITIONER	2.0	NUM	27	28	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		27,493		2,369,746	
	-6: DECEASED		71		6,962	
	0: NO		1,418		121,537	
	1: YES		926		74,048	
	TOTAL		29,908		2,572,293	
Q6C_1	PROGRAM LENGTH/CLINIC NURSE SPECIALIST	2.0	NUM	29	30	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		414	
	-8: NOT APPLICABLE		28,876		2,480,194	
	-6: DECEASED		71		6,962	
	1: LESS THAN 3 MONTHS		114		9,816	
	2: 3 THROUGH 8 MONTHS		67		6,171	
	3: 9 MONTHS OR MORE		776		68,737	
	TOTAL		29,908		2,572,293	
Q6C_2	PROGRAM LENGTH/NURSE ANESTHETIST	2.0	NUM	31	32	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		1		180	
	-8: NOT APPLICABLE		29,424		2,534,658	
	-6: DECEASED		71		6,962	
	1: LESS THAN 3 MONTHS		1		70	
	2: 3 THROUGH 8 MONTHS		2		339	
	3: 9 MONTHS OR MORE		409		30,084	
	TOTAL		29,908		2,572,293	
Q6C_3	PROGRAM LENGTH/NURSE-MIDWIFE	2.0	NUM	33	34	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		1		180	
	-8: NOT APPLICABLE		29,663		2,548,992	
	-6: DECEASED		71		6,962	
	2: 3 THROUGH 8 MONTHS		16		1,674	
	3: 9 MONTHS OR MORE		157		14,485	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q6C_4	PROGRAM LENGTH/NURSE PRACTITIONER _____	2.0	NUM	35	36	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		1		14	
	-8: NOT APPLICABLE		28,911		2,491,283	
	-6: DECEASED		71		6,962	
	1: LESS THAN 3 MONTHS		21		1,816	
	2: 3 THROUGH 8 MONTHS		107		8,507	
	3: 9 MONTHS OR MORE		797		63,711	
	TOTAL		29,908		2,572,293	
Q6D_1	AWARD RECEIVED/CLINIC NURSE SPECIALIST _____	2.0	NUM	37	38	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		8		477	
	-8: NOT APPLICABLE		28,876		2,480,194	
	-6: DECEASED		71		6,962	
	1: CERTIFICATE		238		21,857	
	2: MASTER'S DEGREE		691		60,529	
	3: POST-MASTER'S CERTIFICATE		9		615	
	4: OTHER DEGREE		15		1,659	
	TOTAL		29,908		2,572,293	
Q6D_2	AWARD RECEIVED/NURSE ANESTHETIST _____	2.0	NUM	39	40	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		2		192	
	-8: NOT APPLICABLE		29,424		2,534,658	
	-6: DECEASED		71		6,962	
	1: CERTIFICATE		299		22,697	
	2: MASTER'S DEGREE		81		6,080	
	3: POST-MASTER'S CERTIFICATE		1		44	
	4: OTHER DEGREE		5		565	
	5: BACHELOR'S DEGREE		25		1,094	
	TOTAL		29,908		2,572,293	
Q6D_3	AWARD RECEIVED/NURSE-MIDWIFE _____	2.0	NUM	41	42	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		93	
	-8: NOT APPLICABLE		29,663		2,548,992	
	-6: DECEASED		71		6,962	
	1: CERTIFICATE		133		13,738	
	2: MASTER'S DEGREE		35		2,366	
	3: POST-MASTER'S CERTIFICATE		3		143	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q6D_4	AWARD RECEIVED/NURSE PRACTITIONER	2.0	NUM	43	44	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		2		117	
	-8: NOT APPLICABLE		28,911		2,491,283	
	-6: DECEASED		71		6,962	
	1: CERTIFICATE		440		33,869	
	2: MASTER'S DEGREE		408		33,058	
	3: POST-MASTER'S CERTIFICATE		66		6,277	
	4: OTHER DEGREE		6		609	
	5: BACHELOR'S DEGREE		4		120	
	TOTAL		29,908		2,572,293	
Q6F_1	CERT NATL CERT BODY/CLIN NURSE SPECILST	2.0	NUM	45	46	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,876		2,480,194	
	-6: DECEASED		71		6,962	
	0: NO		716		64,749	
	1: YES		245		20,389	
	TOTAL		29,908		2,572,293	
Q6F_2	CERT NATL CERT BODY/NURSE ANESTHETIST	2.0	NUM	47	48	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		29,424		2,534,658	
	-6: DECEASED		71		6,962	
	0: NO		54		4,909	
	1: YES		359		25,765	
	TOTAL		29,908		2,572,293	
Q6F_3	CERT NATL CERT BODY/NURSE MIDWIFE	2.0	NUM	49	50	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		132	
	-8: NOT APPLICABLE		29,663		2,548,992	
	-6: DECEASED		71		6,962	
	0: NO		85		8,956	
	1: YES		86		7,252	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION _____	FORMAT	TYPE	START	END	REFERENCE
Q6F_4	CERT NATL CERT BODY/NURSE PRACTITIONER _____	2.0	NUM	51	52	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		6		569	
	-8: NOT APPLICABLE	28,911		2,491,283		
	-6: DECEASED	71		6,962		
	0: NO	312		26,757		
	1: YES	608		46,722		
	TOTAL	29,908		2,572,293		
Q7A	ENROLLED ACADEMIC PROG. NURSING MAJOR _____	2.0	NUM	53	54	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		36		4,049	
	-6: DECEASED		71		6,962	
	0: NO	27,401		2,354,933		
	1: YES	2,400		206,349		
	TOTAL	29,908		2,572,293		
Q7B	FULL/PART TIME STUDENT _____	2.0	NUM	55	56	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		4		213	
	-8: NOT APPLICABLE	27,437		2,358,983		
	-6: DECEASED	71		6,962		
	1: FULL-TIME STUDENT	442		32,722		
	2: PART-TIME STUDENT	1,954		173,413		
	TOTAL	29,908		2,572,293		
Q7C	DEGREE WORKING TOWARD IN PROG _____	2.0	NUM	57	58	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		3		178	
	-8: NOT APPLICABLE	27,437		2,358,983		
	-6: DECEASED	71		6,962		
	1: ASSOCIATE DEGREE	8		547		
	2: BACCALAUREATE DEGREE	1,120		96,446		
	3: MASTER DEGREE	916		76,836		
	4: DOCTORAL DEGREE	105		9,495		
	5: OTHER	248		22,847		
	TOTAL	29,908		2,572,293		

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q7D_1	TUITION FINANCED/PERSONAL FAMILY RESOURC	2.0	NUM	59	60	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		495		44,166	
	1: YES		1,901		161,938	
	TOTAL		29,908		2,572,293	
Q7D_2	TUITION FINANCE/EMPLYER TUITION REIMBURS	2.0	NUM	61	62	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		1,313		107,643	
	1: YES		1,083		98,462	
	TOTAL		29,908		2,572,293	
Q7D_3	TUITION FINANCE/FEDERAL TRAINEESHIP/GRAN	2.0	NUM	63	64	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,259		194,675	
	1: YES		137		11,429	
	TOTAL		29,908		2,572,293	
Q7D_4	TUITION FINANCED/FEDERALLY ASSISTED LOAN	2.0	NUM	65	66	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,181		190,241	
	1: YES		215		15,864	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q7D_5	<u>TUITION FINANCED/STATE/LOCAL GOVER LOAN</u>	<u>2.0</u>	<u>NUM</u>	<u>67</u>	<u>68</u>	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,318		200,415	
	1: YES		78		5,690	
	TOTAL		29,908		2,572,293	
Q7D_6	<u>TUITION FINANCED/NON-GOVT/SCHOLAR/LOAN</u>	<u>2.0</u>	<u>NUM</u>	<u>69</u>	<u>70</u>	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,300		198,406	
	1: YES		96		7,698	
	TOTAL		29,908		2,572,293	
Q7D_7	<u>TUITION FINANCE/UNIV/RESEARCH FELLOWSHIP</u>	<u>2.0</u>	<u>NUM</u>	<u>71</u>	<u>72</u>	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,366		203,760	
	1: YES		30		2,344	
	TOTAL		29,908		2,572,293	
Q7D_8	<u>TUITION FINANCED/OTHER SOURCES</u>	<u>2.0</u>	<u>NUM</u>	<u>73</u>	<u>74</u>	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		4		244	
	-8: NOT APPLICABLE		27,437		2,358,983	
	-6: DECEASED		71		6,962	
	0: NO		2,380		204,525	
	1: YES		16		1,579	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q8	EMPLOYED/IN NURSING AS OF 3/20/1996	2.0	NUM	75	76	
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	0: NO		4,536		446,018	
	1: YES		25,301		2,119,313	
	TOTAL		29,908		2,572,293	
Q9_ST	STATE CODE FOR CURRENT JOB	2.0	NUM	77	78	Appndx D
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		45		3,498	
	1: Alabama		466		32,294	
	2: Alaska		402		5,913	
	4: Arizona		431		31,913	
	5: Arkansas		392		17,148	
	6: California		1,041		180,325	
	8: Colorado		504		30,827	
	9: Connecticut		383		33,690	
	10: Delaware		285		7,586	
	11: Dist.of Columbia		187		9,287	
	12: Florida		758		115,201	
	13: Georgia		533		52,323	
	15: Hawaii		365		8,678	
	16: Idaho		381		6,932	
	17: Illinois		630		102,182	
	18: Indiana		419		45,546	
	19: Iowa		566		28,210	
	20: Kansas		490		20,733	
	21: Kentucky		404		29,048	
	22: Louisiana		461		31,255	
	23: Maine		376		13,089	
	24: Maryland		487		42,704	
	25: Massachusetts		551		72,509	
	26: Michigan		493		78,310	
	27: Minnesota		623		44,015	
	28: Mississippi		440		19,040	
	29: Missouri		508		49,939	
	30: Montana		399		6,774	
	31: Nebraska		425		15,288	
	32: Nevada		375		9,290	
	33: New Hampshire		364		11,443	
	34: New Jersey		450		67,407	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q9_ST	STATE CODE FOR CURRENT JOB	2.0	NUM	77	78	Appndx D
	VALUE	UNWEIGHTED		WEIGHTED		
	(CONT'D FROM PREVIOUS PAGE)					
	35: New Mexico		431		11,362	
	36: New York		973		165,667	
	37: North Carolina		539		58,180	
	38: North Dakota		553		6,902	
	39: Ohio		726		99,781	
	40: Oklahoma		414		19,188	
	41: Oregon		459		25,340	
	42: Pennsylvania		960		122,846	
	44: Rhode Island		312		11,169	
	45: South Carolina		566		25,651	
	46: South Dakota		443		7,752	
	47: Tennessee		434		45,530	
	48: Texas		790		120,393	
	49: Utah		484		12,641	
	50: Vermont		374		5,366	
	51: Virginia		478		52,727	
	53: Washington		520		42,927	
	54: West Virginia		341		14,507	
	55: Wisconsin		439		45,202	
	56: Wyoming		431		3,784	
	TOTAL		29,908		2,572,293	
Q9_CO	COUNTY CODE FOR CURRENT JOB	3.0	NUM	79	81	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		45		3,498	
	1-996		25,256		2,115,815	
	TOTAL		29,908		2,572,293	
Q9_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT JOB	5.0	NUM	82	86	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		45		3,498	
	1001-56113		25,256		2,115,815	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q9_MSA	MSA CODE FOR CURRENT JOB	4.0	NUM	87	90	Appndx G
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		4,536		446,018	
	-7: NOT IN MSA		6,806		420,298	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		45		3,498	
	80-9360: MSA CODE		18,450		1,695,517	
	TOTAL		29,908		2,572,293	
Q10	PRINCIPAL NURSING POSITION	2.0	NUM	91	92	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		22		1,760	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: AN EMPLOYEE OF FACILITY		24,407		2,047,397	
	2: TEMPORARY EMPLOYMENT AGENCY		363		29,209	
	3: SELF EMPLOYED		509		40,947	
	TOTAL		29,908		2,572,293	
Q13A_A	% TIME SPENT/ADMINISTRATION	3.0	NUM	93	95	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	
Q13A_B	% TIME SPENT/CONSULTATION W/ AGENCY	3.0	NUM	96	98	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION _____	FORMAT	TYPE	START	END	REFERENCE
Q13A_C	% TIME SPENT/PATIENT CARE _____	3.0	NUM	99	101	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	
Q13A_D	% TIME SPENT/RESEARCH _____	3.0	NUM	102	104	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	
Q13A_E	% TIME SPENT/SUPERVISION _____	3.0	NUM	105	107	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	
Q13A_F	% TIME SPENT/TEACH NURSING/HLTH CARE OCC _____	3.0	NUM	108	110	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	
Q13A_G	% TIME SPENT/OTHER _____	3.0	NUM	111	113	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-100		25,183		2,107,935	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q13B	POSITION INVOLVE DIRECT PATIENT CARE _____	2.0	NUM	114	115	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		21		2,059	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0: NO		11,536		966,501	
	1: YES		13,744		1,150,753	
	TOTAL		29,908		2,572,293	
Q14A	WORK UNIT >HALF OF PATIENT CARE TIME _____	2.0	NUM	116	117	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		47		3,965	
	-8: NOT APPLICABLE		16,093		1,414,578	
	-6: DECEASED		71		6,962	
	1: INTENSIVE CARE BED UNIT		2,266		195,755	
	2: STEP-DOWN, TRANSITIONAL		889		78,269	
	3: GENERAL/SPECIALTY		4,845		404,061	
	4: OUTPATIENT		895		77,563	
	5: OPERATING ROOM		1,306		103,950	
	6: POST ANESTHESIA RECOVERY UNIT		430		36,696	
	7: LABOR/DELIVERY ROOM		928		79,484	
	8: EMERGENCY DEPARTMENT		1,093		89,703	
	9: HOME HEALTH CARE		216		14,991	
	10: HOSPICE UNIT		27		2,176	
	11: OTHER		264		22,697	
	12: NO SPECIFIC AREA ASSIGNED		389		27,277	
	13: SPECIALIZED LABORATORIES		118		11,146	
	14: CHEMICAL DEPENDENCY		31		3,020	
	TOTAL		29,908		2,572,293	
Q14B	TYPE OF PATIENT TREATED/WORK UNIT _____	2.0	NUM	118	119	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		8		969	
	-8: NOT APPLICABLE		20,942		1,809,684	
	-6: DECEASED		71		6,962	
	1: CHRONIC CARE		315		26,045	
	2: CORONARY CARE		1,612		138,557	
	3: NEUROLOGICAL		211		17,792	
	4: NEWBORN		565		50,040	
	5: OBSTETRICS/GYNECOLOGIC		355		32,891	
	6: ORTHOPEDIC		298		23,298	
	7: PEDIATRIC		580		52,481	
	8: PSYCHIATRIC		680		56,642	
	9: REHABILITATION		312		25,659	
	10: BASIC MEDICAL/SURGICAL		3,452		292,796	
	11: WORK IN MULTIPLE UNITS		507		38,476	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q15	WORK FULL/PART/PART OF NORMAL WORK YEAR _____	2.0	NUM	120	121	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: WRK FULL CALENDAR YR/FULL-TIME		18,064		1,512,804	
	2: WRK FULL CALENDAR YR/PART-TIME		6,223		522,340	
	3: WRK PRT CLNDR YR/FULL/PART-TIME		1,014		84,169	
	TOTAL		29,908		2,572,293	
Q16A	NUMBER OF HOURS WORK/NORMAL WORK WEEK _____	3.0	NUM	122	124	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		157		12,425	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-120		25,144		2,106,888	
	TOTAL		29,908		2,572,293	
Q16B	#HOURS WORK/WEEK BEGIN ON 3/18/1996 _____	3.0	NUM	125	127	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		583		49,955	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0-120		24,718		2,069,359	
	TOTAL		29,908		2,572,293	
Q17	# WEEKS IN WORK YEAR/NURSING POSITION _____	2.0	NUM	128	129	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		223		19,874	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1-52		25,078		2,099,439	
	TOTAL		29,908		2,572,293	
Q18	GROSS ANNUAL SALARY 1996/PRINCIPAL POSIT _____	6.0	NUM	130	135	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		1,855		153,691	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1-\$550,000		23,446		1,965,623	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q19A	HOLD >1 POSITION IN NURSING FOR PAY _____	2.0	NUM	136	137	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		45		3,861	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	0: NO		21,302		1,786,756	
	1: YES		3,954		328,697	
	TOTAL		29,908		2,572,293	
Q19B_1	OTHER NURSING POSITION/FACILITY EMPLOYEE _____	2.0	NUM	138	139	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		6		654	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		881		74,243	
	1: YES		3,067		253,800	
	TOTAL		29,908		2,572,293	
Q19B_2	OTHER NURSING POSITION/TEMP EMPLOYMENT _____	2.0	NUM	140	141	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		6		654	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		3,475		286,821	
	1: YES		473		41,222	
	TOTAL		29,908		2,572,293	
Q19B_3	OTHER NURSING POSITION/SELF EMPLOYED _____	2.0	NUM	142	143	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		6		654	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		3,383		282,562	
	1: YES		565		45,481	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION _____	FORMAT	TYPE	START	END	REFERENCE
Q19C_1	TYPE OF WORK/OTHER POS/HOME HEALTH _____	2.0	NUM	144	145	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		3,245		268,861	
	1: YES		706		59,464	
	TOTAL		29,908		2,572,293	
Q19C_2	TYPE OF WORK/OTHER POS/HOSPITAL STAFF _____	2.0	NUM	146	147	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		2,426		202,155	
	1: YES		1,525		126,170	
	TOTAL		29,908		2,572,293	
Q19C_3	TYPE WORK/OTHER POS/NURSING HOME STAFF _____	2.0	NUM	148	149	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		3,652		304,250	
	1: YES		299		24,074	
	TOTAL		29,908		2,572,293	
Q19C_4	TYPE OF WORK/OTHER POS/PRIVATE NURSING _____	2.0	NUM	150	151	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		3,757		313,904	
	1: YES		194		14,420	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q19C_5	TYPE OF WORK/OTHER POS/TEACHING _____	2.0	NUM	152	153	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE	25,883		2,236,635		
	-6: DECEASED	71		6,962		
	0: NO	3,353		280,232		
	1: YES	598		48,092		
	TOTAL	29,908		2,572,293		
Q19C_6	TYPE OF WORK/OTHER POS/PATIENT CONSULT _____	2.0	NUM	154	155	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE	25,883		2,236,635		
	-6: DECEASED	71		6,962		
	0: NO	3,752		310,952		
	1: YES	199		17,372		
	TOTAL	29,908		2,572,293		
Q19C_7	TYPE OF WORK/OTHER POS/CONSULTATION _____	2.0	NUM	156	157	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE	25,883		2,236,635		
	-6: DECEASED	71		6,962		
	0: NO	3,656		304,915		
	1: YES	295		23,409		
	TOTAL	29,908		2,572,293		
Q19C_8	TYPE OF WORK/OTHER POS/RESEARCH _____	2.0	NUM	158	159	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE	25,883		2,236,635		
	-6: DECEASED	71		6,962		
	0: NO	3,864		321,166		
	1: YES	87		7,158		
	TOTAL	29,908		2,572,293		

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NAME _____	DESCRIPTION _____	FORMAT	TYPE	START	END	REFERENCE
Q19C_9	TYPE OF WORK/OTHER POS/OTHER _____	2.0	NUM	160	161	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		3		373	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0: NO		2,992		245,604	
	1: YES		959		82,720	
	TOTAL		29,908		2,572,293	
Q19D_1	#HRS PER WK/SPEND OTHER NURSING POSITION _____	2.0	NUM	162	163	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		289		24,004	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	1-84		3,665		304,693	
	TOTAL		29,908		2,572,293	
Q19D_2	#WEEKS IN 1996/OTHER NURSING POSITION _____	2.0	NUM	164	165	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		278		23,939	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0-52		3,676		304,758	
	TOTAL		29,908		2,572,293	
Q19E	#HRS/OTHER NURSING POSI/3/18/1996 _____	2.0	NUM	166	167	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		156		13,429	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0-80		3,798		315,268	
	TOTAL		29,908		2,572,293	
Q19F	ANNUAL EARNINGS/OTHER NURSING POSITION _____	6.0	NUM	168	173	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		1,053		85,671	
	-8: NOT APPLICABLE		25,883		2,236,635	
	-6: DECEASED		71		6,962	
	0-\$180,000		2,901		243,025	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q20	HOW LONG SINCE WORKED REGISTERED NURSE _____	2.0	NUM	174	175	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		54		4,699	
	-8: NOT APPLICABLE		25,301		2,119,313	
	-6: DECEASED		71		6,962	
	1: NEVER WORKED AS RN		82		8,265	
	2: LESS THAN A YEAR		850		72,367	
	3: ONE YEAR OR MORE		3,550		360,687	
	TOTAL		29,908		2,572,293	
Q20_YR	# YEARS/WORKED AS A REGISTERED NURSE _____	2.0	NUM	176	177	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		26		2,243	
	-8: NOT APPLICABLE		26,287		2,204,645	
	-6: DECEASED		71		6,962	
	1-52		3,524		358,444	
	TOTAL		29,908		2,572,293	
Q21A	ARE YOU EMPLOYED/OTHER THAN NURSING _____	2.0	NUM	178	179	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		18		1,986	
	-8: NOT APPLICABLE		25,301		2,119,313	
	-6: DECEASED		71		6,962	
	0: NO		3,322		325,271	
	1: YES		1,196		118,761	
	TOTAL		29,908		2,572,293	
Q21B	ARE YOU FULL/PART TIME EMPLOYEE _____	2.0	NUM	180	181	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		14		1,270	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	1: FULL-TIME		784		76,385	
	2: PART-TIME		398		41,106	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q21C	EMPLOYED IN A HEALTH RELATED AGENCY _____	2.0	NUM	182	183	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		5		731	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		653		63,785	
	1: YES		538		54,245	
	TOTAL		29,908		2,572,293	
Q21D_1	REASON NOT NURSE/DIFFICULT FIND POSITION _____	2.0	NUM	184	185	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		1,084		108,075	
	1: YES		112		10,686	
	TOTAL		29,908		2,572,293	
Q21D_2	REASON NOT NURSE/HRS MORE CONVENIENT _____	2.0	NUM	186	187	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		709		71,313	
	1: YES		487		47,448	
	TOTAL		29,908		2,572,293	
Q21D_3	REASON NOT NURSE/BETTER SALARIES _____	2.0	NUM	188	189	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		824		81,528	
	1: YES		372		37,233	
	TOTAL		29,908		2,572,293	
Q21D_4	REASON NOT NURSE/CONCERN ABOUT SAFETY _____	2.0	NUM	190	191	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		1,010		100,302	
	1: YES		186		18,459	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q21D_5	REASON NOT NURSE/INABILITY TO PRACTICE _____	2.0	NUM	192	193	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		1,081		107,488	
	1: YES		115		11,273	
	TOTAL		29,908		2,572,293	
Q21D_6	REASON NOT NURSE/CURRENT POS MORE REWARD _____	2.0	NUM	194	195	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		612		62,107	
	1: YES		584		56,654	
	TOTAL		29,908		2,572,293	
Q21D_7	REASON NOT NURSE/SKILLS OUT-OF-DATE _____	2.0	NUM	196	197	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		914		90,445	
	1: YES		282		28,316	
	TOTAL		29,908		2,572,293	
Q21D_8	REASON NOT NURSE/OTHER _____	2.0	NUM	198	199	
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		28,641		2,446,571	
	-6: DECEASED		71		6,962	
	0: NO		911		89,858	
	1: YES		285		28,903	
	TOTAL		29,908		2,572,293	
Q22A	ACTIVELY SEEK EMPLOYMENT AS A NURSE _____	2.0	NUM	200	201	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		38		4,444	
	-8: NOT APPLICABLE		25,301		2,119,313	
	-6: DECEASED		71		6,962	
	0: NO		4,094		404,718	
	1: YES		404		36,855	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION _____	FORMAT	TYPE	START	END	REFERENCE
Q22B	WEEKS ACTIVELY SEEKING NURSE POSITION _____	2.0	NUM	202	203	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		10		969	
	-8: NOT APPLICABLE	29,433		2,528,476		
	-6: DECEASED	71		6,962		
	1: LESS THAN A WEEK	67		5,186		
	2: ONE WEEK OR MORE	327		30,700		
	TOTAL	29,908		2,572,293		
Q22B_WK	#WEEKS ACTIVELY SEEKING NURSE POSITION _____	3.0	NUM	204	206	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		7		686	
	-8: NOT APPLICABLE	29,510		2,534,631		
	-6: DECEASED	71		6,962		
	1-208	320		30,015		
	TOTAL	29,908		2,572,293		
Q22C	LOOK FOR FULL/PART TIME NURSE POSITION _____	2.0	NUM	207	208	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		12		1,214	
	-8: NOT APPLICABLE	29,433		2,528,476		
	-6: DECEASED	71		6,962		
	1: FULL-TIME	122		11,135		
	2: PART-TIME	183		16,185		
	3: EITHER	87		8,321		
	TOTAL	29,908		2,572,293		
Q23A	EMPLOYED IN NURSING/ON 3/20/1995 _____	2.0	NUM	209	210	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		113		10,100	
	-6: DECEASED		71		6,962	
	0: NO	4,829		469,826		
	1: YES	24,895		2,085,405		
	TOTAL	29,908		2,572,293		

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q23B	NURSING POSITN/FULL/PART/PART OF WRK YR	2.0	NUM	211	212	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		51		4,717	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	1: WRK FULL CALENDAR YR/FULL-TIME		17,658		1,477,578	
	2: WRK FULL CALENDAR YR/PART-TIME		6,031		505,850	
	3: WRK PRT CLNDR YR/FULL/PART-TIME		1,155		97,260	
	TOTAL		29,908		2,572,293	
Q23C_ST	STATE CODE FOR PREVIOUS JOB	2.0	NUM	213	214	Appndx D
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		9		714	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		58		4,104	
	1: Alabama		455		31,555	
	2: Alaska		378		5,452	
	4: Arizona		425		30,904	
	5: Arkansas		387		16,956	
	6: California		1,061		180,312	
	8: Colorado		509		31,204	
	9: Connecticut		381		33,669	
	10: Delaware		288		7,516	
	11: Dist.of Columbia		202		9,906	
	12: Florida		744		112,412	
	13: Georgia		514		50,159	
	15: Hawaii		361		8,545	
	16: Idaho		369		6,767	
	17: Illinois		630		101,203	
	18: Indiana		415		45,198	
	19: Iowa		563		28,144	
	20: Kansas		481		20,423	
	21: Kentucky		387		27,789	
	22: Louisiana		458		30,913	
	23: Maine		380		13,208	
	24: Maryland		475		41,388	
	25: Massachusetts		553		71,400	
	26: Michigan		478		76,254	
	27: Minnesota		597		42,402	
	28: Mississippi		420		18,305	
	29: Missouri		492		48,394	
	30: Montana		370		6,254	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q23C_ST	STATE CODE FOR PREVIOUS JOB	2.0	NUM	213	214	Appndx D
	VALUE	UNWEIGHTED		WEIGHTED		
	(CONT'D FROM PREVIOUS PAGE)					
	31: Nebraska		421		15,319	
	32: Nevada		362		9,040	
	33: New Hampshire		353		11,205	
	34: New Jersey		465		69,439	
	35: New Mexico		410		10,973	
	36: New York		981		165,076	
	37: North Carolina		510		54,961	
	38: North Dakota		531		6,640	
	39: Ohio		716		98,577	
	40: Oklahoma		408		19,033	
	41: Oregon		443		24,431	
	42: Pennsylvania		943		120,837	
	44: Rhode Island		306		10,938	
	45: South Carolina		528		23,859	
	46: South Dakota		434		7,732	
	47: Tennessee		444		45,718	
	48: Texas		756		115,102	
	49: Utah		486		12,730	
	50: Vermont		376		5,482	
	51: Virginia		457		51,192	
	53: Washington		514		42,178	
	54: West Virginia		339		14,452	
	55: Wisconsin		442		45,499	
	56: Wyoming		430		3,542	
	TOTAL		29,908		2,572,293	
Q23C_CO	COUNTY CODE FOR PREVIOUS JOB	3.0	NUM	215	217	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		58		4,000	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		58		4,104	
	1-996		24,779		2,077,301	
	TOTAL		29,908		2,572,293	
Q23C_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS JOB	5.0	NUM	218	222	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		58		4,000	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		58		4,104	
	1001-56113		24,779		2,077,301	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q23C_MSA	MSA CODE FOR PREVIOUS JOB _____	4.0	NUM	223	226	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		242		14,707	
	-8: NOT APPLICABLE		4,942		479,926	
	-7: NOT IN MSA		5,910		336,984	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		58		4,104	
	80-9360: MSA CODE		18,685		1,729,610	
	TOTAL		29,908		2,572,293	
Q23E	EMPLOYED BY CURRENT EMPLOYR ON 3/20/1995 _____	2.0	NUM	227	228	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		29		2,380	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	1: YES, IN SAME POSITION AS CURRNT		19,013		1,612,985	
	2: YES, IN DIFFERENT POSITION		2,277		189,651	
	3: NO		3,576		280,389	
	TOTAL		29,908		2,572,293	
Q23F	PRINCIPAL REASON FOR THE CHANGE _____	2.0	NUM	229	230	
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		21		1,970	
	-8: NOT APPLICABLE		23,984		2,095,292	
	-6: DECEASED		71		6,962	
	1: RECEIVED A PROMOTION		649		56,145	
	2: WAS LAID OFF		239		19,746	
	3: EMPLOYER SHIFTED POSITIONS		502		44,319	
	4: WAS MORE INTERESTD IN ANTHR JOB		1,108		87,325	
	5: OFFERED BETTER PAY/BENEFITS		330		26,437	
	6: RELOCATED TO DIFFERENT AREA		895		58,753	
	7: EMPLOYR REDUCED # NURSES ON STAF		110		8,880	
	8: BETTER OPPORTUNITY ELSEWHERE		590		48,046	
	9: EMPLOYR PLANNED TO REDUCE SALRY		69		5,646	
	10: CHANGES IN ORGINIZATION		556		48,308	
	11: OTHER		372		30,233	
	12: RETIRED		171		15,376	
	13: RETURNED TO OR GRAD FROM SCHOOL		97		7,146	
	14: HEALTH		54		4,159	
	15: FAMILY (HAVE CHILD,BE W/ FAMLY)		90		7,550	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q24	SEX	2.0	NUM	231	232	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		15		967	
	-6: DECEASED		71		6,962	
	1: FEMALE		28,241		2,439,245	
	2: MALE		1,581		125,120	
	TOTAL		29,908		2,572,293	
Q27	CURRENT MARITAL STATUS	2.0	NUM	233	234	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		92		8,438	
	-6: DECEASED		71		6,962	
	1: NOW MARRIED		21,687		1,854,299	
	2: WIDOWED, DIVORCED, SEPARATED		5,200		449,720	
	3: NEVER MARRIED		2,858		252,875	
	TOTAL		29,908		2,572,293	
Q28	AGES OF CHILDREN WHO LIVE AT HOME	2.0	NUM	235	236	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		184		17,576	
	-6: DECEASED		71		6,962	
	1: NO CHILDREN AT HOME		13,069		1,136,155	
	2: ALL < 6 YRS OLD		2,773		238,530	
	3: ALL 6 YRS OR OLDER		11,078		942,049	
	4: SOME < 6, SOME >=6		2,733		231,020	
	TOTAL		29,908		2,572,293	
Q29	INCOME DURING 1996	2.0	NUM	237	238	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		2,125		191,123	
	-6: DECEASED		71		6,962	
	1: \$ 15,000 OR LESS		507		45,651	
	2: \$ 15,001- 25,000		1,011		86,989	
	3: \$ 25,001- 35,000		2,897		222,249	
	4: \$ 35,001- 50,000		6,695		544,991	
	5: \$ 50,001- 75,000		8,643		737,467	
	6: \$ 75,001-100,000		4,795		437,562	
	7: \$100,001-150,000		2,270		213,612	
	8: MRE THN \$150,000		894		85,688	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q30_ST	STATE CODE FOR CURRENT RESIDENCE _____	2.0	NUM	239	240	Appndx D
	VALUE	UNWEIGHTED		WEIGHTED		
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		62		5,066	
	1: Alabama		534		37,863	
	2: Alaska		450		6,665	
	4: Arizona		538		40,442	
	5: Arkansas		479		21,363	
	6: California	1,345			233,986	
	8: Colorado		608		37,531	
	9: Connecticut		462		41,344	
	10: Delaware		309		9,360	
	11: Dist.of Columbia		41		2,080	
	12: Florida		988		148,624	
	13: Georgia		612		60,924	
	15: Hawaii		416		10,281	
	16: Idaho		461		8,533	
	17: Illinois		798		126,515	
	18: Indiana		535		57,860	
	19: Iowa		646		32,312	
	20: Kansas		596		25,801	
	21: Kentucky		451		33,243	
	22: Louisiana		475		32,507	
	23: Maine		444		15,702	
	24: Maryland		675		53,799	
	25: Massachusetts		651		87,133	
	26: Michigan		628		99,622	
	27: Minnesota		734		49,833	
	28: Mississippi		510		22,761	
	29: Missouri		551		54,995	
	30: Montana		493		8,434	
	31: Nebraska		459		16,671	
	32: Nevada		424		11,191	
	33: New Hampshire		389		13,177	
	34: New Jersey		637		94,262	
	35: New Mexico		487		13,553	
	36: New York	1,139			191,474	
	37: North Carolina		637		68,969	
	38: North Dakota		551		7,069	
	39: Ohio		857		117,109	
	40: Oklahoma		519		24,123	
	41: Oregon		512		28,788	
	42: Pennsylvania	1,231			157,976	
	44: Rhode Island		351		12,791	
	45: South Carolina		640		30,289	
	46: South Dakota		489		8,987	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q30_ST	STATE CODE FOR CURRENT RESIDENCE	2.0	NUM	239	240	Appndx D
	VALUE	UNWEIGHTED		WEIGHTED		
	(CONT'D FROM PREVIOUS PAGE)					
	47: Tennessee		464		48,987	
	48: Texas		887		136,059	
	49: Utah		529		14,040	
	50: Vermont		432		6,718	
	51: Virginia		667		70,171	
	53: Washington		644		53,082	
	54: West Virginia		380		16,922	
	55: Wisconsin		531		53,824	
	56: Wyoming		489		4,521	
	TOTAL		29,908		2,572,293	
Q30_CO	COUNTY CODE FOR CURRENT RESIDENCE	3.0	NUM	241	243	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		62		5,066	
	1-996		29,775		2,560,265	
	TOTAL		29,908		2,572,293	
Q30_FIPS	FIPS STATE/COUNTY CODE FOR CURRENT RES	5.0	NUM	244	248	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		62		5,066	
	1001-56113		29,775		2,560,265	
	TOTAL		29,908		2,572,293	
Q30_MSA	MSA CODE FOR CURRENT RESIDENCE	4.0	NUM	249	252	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-7: NOT IN MSA		8,027		483,136	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		62		5,066	
	80-9360: MSA CODE		21,748		2,077,129	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q31A	RESIDE IN SAME CITY ON 3/20/1996	2.0	NUM	253	254	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		61		5,117	
	-6: DECEASED		71		6,962	
	0: NO		2,372		181,565	
	1: YES		27,404		2,378,650	
	TOTAL		29,908		2,572,293	
Q31B_ST	STATE CODE FOR PREVIOUS RESIDENCE	2.0	NUM	255	256	Appndx D
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		36		3,017	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		95		7,129	
	1: Alabama		544		38,441	
	2: Alaska		428		6,222	
	4: Arizona		523		38,824	
	5: Arkansas		475		21,047	
	6: California		1,372		235,713	
	8: Colorado		604		37,165	
	9: Connecticut		468		41,845	
	10: Delaware		308		9,007	
	11: Dist.of Columbia		46		2,415	
	12: Florida		959		144,449	
	13: Georgia		605		60,254	
	15: Hawaii		411		10,134	
	16: Idaho		461		8,591	
	17: Illinois		812		127,458	
	18: Indiana		531		57,461	
	19: Iowa		655		32,570	
	20: Kansas		588		25,527	
	21: Kentucky		448		32,952	
	22: Louisiana		481		32,910	
	23: Maine		443		15,819	
	24: Maryland		674		53,491	
	25: Massachusetts		658		87,382	
	26: Michigan		625		99,530	
	27: Minnesota		708		48,316	
	28: Mississippi		510		22,644	
	29: Missouri		543		54,594	
	30: Montana		478		8,119	
	31: Nebraska		467		17,061	
	32: Nevada		407		10,597	
	33: New Hampshire		396		13,436	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q31B_ST	STATE CODE FOR PREVIOUS RESIDENCE	2.0	NUM	255	256	Appndx D
	VALUE	UNWEIGHTED		WEIGHTED		
	(CONT'D FROM PREVIOUS PAGE)					
	34: New Jersey		646		95,021	
	35: New Mexico		481		13,317	
	36: New York		1,165		194,324	
	37: North Carolina		625		67,372	
	38: North Dakota		553		7,182	
	39: Ohio		873		118,888	
	40: Oklahoma		523		24,543	
	41: Oregon		498		27,901	
	42: Pennsylvania		1,233		157,745	
	44: Rhode Island		352		12,838	
	45: South Carolina		617		29,031	
	46: South Dakota		489		9,255	
	47: Tennessee		466		48,970	
	48: Texas		890		136,816	
	49: Utah		527		14,037	
	50: Vermont		438		7,147	
	51: Virginia		662		69,397	
	53: Washington		645		52,453	
	54: West Virginia		374		16,666	
	55: Wisconsin		536		54,054	
	56: Wyoming		485		4,254	
	TOTAL		29,908		2,572,293	
Q31B_CO	COUNTY CODE FOR PREVIOUS RESIDENCE	3.0	NUM	257	259	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		321		25,136	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		95		7,129	
	1-996		29,421		2,533,066	
	TOTAL		29,908		2,572,293	
Q31B_FIP	FIPS STATE/COUNTY CODE FOR PREVIOUS RES	5.0	NUM	260	264	Appndx G
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		321		25,136	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		95		7,129	
	1001-56113		29,421		2,533,066	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q31B_MSA	MSA CODE FOR PREVIOUS RESIDENCE _____	4.0	NUM	265	268	Appndx G
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		760		50,402	
	-7: NOT IN MSA		7,444		450,662	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		95		7,129	
	80-9360: MSA CODE		21,538		2,057,138	
	TOTAL		29,908		2,572,293	
Q32A	YEAR RECEIVED FIRST U.S. LICENSE _____	4.0	NUM	269	272	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		170		14,373	
	-6: DECEASED		71		6,962	
	1979: 1979 OR BEFORE		14,460		1,269,745	
	1980-1996		15,207		1,281,214	
	TOTAL		29,908		2,572,293	
Q32B	STATE WHICH ISSUED FIRST LICENSE _____	2.0	NUM	273	274	
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		164		15,410	
	-6: DECEASED		71		6,962	
	1: Alabama		518		38,422	
	2: Alaska		105		2,001	
	4: Arizona		319		21,195	
	5: Arkansas		435		20,022	
	6: California		1,462		185,566	
	8: Colorado		404		23,643	
	9: Connecticut		453		40,327	
	10: Delaware		252		8,133	
	11: Dist.of Columbia		179		11,270	
	12: Florida		634		85,676	
	13: Georgia		539		50,649	
	15: Hawaii		226		6,570	
	16: Idaho		346		8,260	
	17: Illinois		1,109		144,948	
	18: Indiana		595		60,192	
	19: Iowa		738		41,475	
	20: Kansas		581		28,212	
	21: Kentucky		453		34,168	
	22: Louisiana		496		35,423	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
Q32B	STATE WHICH ISSUED FIRST LICENSE	2.0	NUM	273	274	
	VALUE		UNWEIGHTED		WEIGHTED	
	(CONT'D FROM PREVIOUS PAGE)					
	23: Maine		364		14,652	
	24: Maryland		561		47,381	
	25: Massachusetts		1,072		110,814	
	26: Michigan		742		102,329	
	27: Minnesota		952		63,278	
	28: Mississippi		475		22,959	
	29: Missouri		662		61,817	
	30: Montana		422		9,471	
	31: Nebraska		529		23,328	
	32: Nevada		155		4,734	
	33: New Hampshire		249		9,514	
	34: New Jersey		669		86,692	
	35: New Mexico		288		9,311	
	36: New York		2,002		275,997	
	37: North Carolina		606		60,347	
	38: North Dakota		615		13,593	
	39: Ohio		1,122		136,256	
	40: Oklahoma		464		23,642	
	41: Oregon		448		24,584	
	42: Pennsylvania		1,653		192,647	
	44: Rhode Island		335		14,783	
	45: South Carolina		461		22,980	
	46: South Dakota		508		12,817	
	47: Tennessee		470		46,293	
	48: Texas		914		120,049	
	49: Utah		492		14,841	
	50: Vermont		282		5,718	
	51: Virginia		511		52,538	
	53: Washington		503		38,082	
	54: West Virginia		417		22,493	
	55: Wisconsin		595		56,498	
	56: Wyoming		291		3,333	
	TOTAL		29,908		2,572,293	
YRSNC_GP	YEARS SINCE GRADUATION--GROUPED	2.0	NUM	275	276	Page C-4
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		66		6,253	
	-6: DECEASED		71		6,962	
	1: <= 5 YEARS		5,992		485,674	
	2: 6 TO 10 YEARS		4,110		351,503	
	3: 11 TO 15 YEARS		4,538		385,201	
	4: 16 TO 25 YEARS		7,598		649,153	
	5: >= 26 YEARS		7,533		687,548	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
GRAD_YR	YEAR OF GRADUATION--GROUPED	2.0	NUM	277	278	Page C-4
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		66		6,253	
	-6: DECEASED		71		6,962	
	1: BEFORE 1961		3,750		351,514	
	2: 1961 TO 1965		1,944		174,727	
	3: 1966 TO 1970		2,395		212,668	
	4: 1971 TO 1975		3,518		300,795	
	5: 1976 TO 1980		4,461		375,851	
	6: 1981 TO 1985		4,532		386,019	
	7: 1986 TO 1990		4,011		339,355	
	8: OVER 1990		5,160		418,150	
	TOTAL		29,908		2,572,293	
PREPSUM	HIGHEST NURSING EDUCATIONAL PREP--SUM	2.0	NUM	279	280	Page C-5
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		18		1,682	
	-6: DECEASED		71		6,962	
	1: DIPLOMA		7,685		698,865	
	2: ASSOCIATE DEGREE		9,705		812,884	
	3: BACCALAUREATE		9,569		802,555	
	4: MASTERS OR DOCTORATE (N.D.)		2,860		249,345	
	TOTAL		29,908		2,572,293	
APN	ADVANCED PRACTICE NURSE STATUS	2.0	NUM	281	282	Page C-5
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: NURSE MIDWIFE		84		6,534	
	2: NURSE ANESTHETIST		410		30,409	
	3: NP AND CNS		94		7,820	
	4: NURSE PRACTITIONER		793		63,191	
	5: CLINICAL NURSE SPECIALIST		611		53,871	
	8: NOT WITHIN CRITERIA		27,845		2,403,507	
	TOTAL		29,908		2,572,293	
STATEAPN	ADVCD PRAC NURSE STATUS IDENT BY STATE	1.0	NUM	283	283	Page C-7
	VALUE		UNWEIGHTED		WEIGHTED	
	0: NO		29,057		2,501,041	
	1: YES		851		71,253	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
GD_GEOST	STATE OF GRADUATION VS CURRENT GEOSTATE	2.0	NUM	284	285	Page C-7
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		96		9,233	
	-6: DECEASED		71		6,962	
	1: SAME		17,742		1,630,265	
	2: DIFFERENT		11,001		812,853	
	3: OUTSIDE OF U.S.		998		112,981	
	TOTAL		29,908		2,572,293	
GRAD_WHR	GRADUATED FROM U.S. OR FOREIGN PROGRAM	2.0	NUM	286	287	Page C-7
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		96		9,233	
	-6: DECEASED		71		6,962	
	1: U.S.		28,743		2,443,118	
	2: OUTSIDE OF U.S.		998		112,981	
	TOTAL		29,908		2,572,293	
REG_B_ED	REGION OF BASIC EDUCATION	2.0	NUM	288	289	Page C-7
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/NO RESPONSE		96		9,233	
	-6: DECEASED		71		6,962	
	1: NEW ENGLAND		2,692		193,508	
	2: MIDDLE ATLANTIC		4,165		519,921	
	3: SOUTH ATLANTIC		3,963		340,650	
	4: EAST SO CENTRAL		1,985		148,997	
	5: WEST SO CENTRAL		2,187		186,968	
	6: EAST NO CENTRAL		4,140		492,699	
	7: WEST NO CENTRAL		4,691		250,291	
	8: MOUNTAIN		2,531		87,448	
	9: PACIFIC		2,389		222,636	
	10: OUTSIDE THE U.S.		998		112,981	
	TOTAL		29,908		2,572,293	
EMP_STAT	EMPLOYMENT STATUS IN 1996 - DETAILED	2.0	NUM	290	291	Page C-8
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: NURSING FULL TIME		18,064		1,512,804	
	2: NURSING PART TIME		7,237		606,509	
	4: NOT NURSING FULL TIM		784		76,385	
	5: NOT NURSING PART TIM		398		41,106	
	6: NOT NURSING FT/PT UK		14		1,270	
	7: NOT EMPLOYED AT ALL		3,322		325,271	
	9: NOT NURSING OTHR UK		18		1,986	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
EMPL_96	EMPLOYMENT STATUS IN 1996 _____	2.0	NUM	292	293	Page C-8
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: EMPLOYED IN NURSING FT		18,064		1,512,804	
	2: EMPLOYED IN NURSING PT		7,237		606,509	
	4: NOT EMPLOYED IN NURSING		4,536		446,018	
	TOTAL		29,908		2,572,293	
EMPL_95	EMPLOYMENT STATUS IN 1995 _____	2.0	NUM	294	295	Page C-8
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: EMPLOYED IN NURSING FT		17,658		1,477,578	
	2: EMPLOYED IN NURSING PT		7,186		603,110	
	3: EMPLOYED NURSING FT/PT UK		51		4,717	
	4: NOT EMPLOYED IN NURSING		4,829		469,826	
	9: EMPLOYED IN NURSING UK		113		10,100	
	TOTAL		29,908		2,572,293	
EMP96_95	EMP IN NURSING IN 1996 COMPARED TO 1995 _____	2.0	NUM	296	297	Page C-8
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: FT RN 96 & 95		16,287		1,366,885	
	2: FT RN96 PT RN95		898		69,921	
	3: FT96 NOT EMPLOYED 95		779		66,558	
	4: PT RN96 FT RN95		926		71,229	
	5: PT RN 96 & 95		5,809		494,515	
	6: PT96 NOT EMPLOYED 95		457		37,081	
	7: NOT EMPLOYED 96 FT 95		445		39,464	
	8: NOT EMPLOYED 96 PT 95		479		38,675	
	9: NOT EMPLOYED RN 96/95		3,593		366,187	
	99: FT/PT EMP37 UK		164		14,817	
	TOTAL		29,908		2,572,293	
EMPL_TES	TEMPORARY EMPLOYMENT SERVICE _____	2.0	NUM	298	299	Page C-9
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: PRIMARY POS ONLY		322		26,032	
	2: SECONDARY POS ONLY		432		38,045	
	3: BOTH PRIMARY AND SECONDARY		41		3,177	
	4: NOT EMPLOYED BY TES		24,488		2,050,634	
	8: NOT APPLICABLE		4,536		446,018	
	9: PRI/SEC UNK		18		1,425	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
SETSUM96	SETTING SUMMARY 1996 _____	2.0	NUM	300	301	Page C-9
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		11		957	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: HOSPITAL		15,108		1,272,932	
	2: NURSING HOME EXT CRE		2,076		171,030	
	3: NURSING EDUCATION		600		48,995	
	4: PUB HEA COM HEA		3,340		278,720	
	5: STUDENT HEALTH		737		63,130	
	6: OCCUPAT HEALTH		280		21,611	
	7: OWNED/NOT OWNED AMB CARE		2,181		179,199	
	9: OTHER		968		82,739	
	TOTAL		29,908		2,572,293	
SETSUM95	SETTING SUMMARY 1995 _____	2.0	NUM	302	303	Pg C-10
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		48		3,660	
	-8: NOT APPLICABLE		4,942		479,926	
	-6: DECEASED		71		6,962	
	1: HOSPITAL		15,187		1,276,466	
	2: NURSING HOME EXT CRE		2,052		167,706	
	3: NURSING EDUCATION		586		46,841	
	4: PUB HEA COM HEA		3,203		273,094	
	5: STUDENT HEALTH		688		59,694	
	6: OCCUPAT HEALTH		287		22,782	
	7: OWNED/NOT OWNED AMB CARE		2,030		166,776	
	9: OTHER		814		68,385	
	TOTAL		29,908		2,572,293	
SET95_96	EMPLOYMENT SETTING 95 VS 96 _____	2.0	NUM	304	305	Pg C-10
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		45		3,531	
	-8: NOT APPLICABLE		5,867		558,155	
	-6: DECEASED		71		6,962	
	1: SAME		21,220		1,790,848	
	2: DIFFERENT		2,705		212,798	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
HRS_YR	SCHEDULED HOURS PER YEAR	4.0	NUM	306	309	Pg C-10
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		337		29,302	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1-5200: COMPUTED HOURS		24,964		2,090,012	
	TOTAL		29,908		2,572,293	
POSITION	POSITION TITLE-GROUPED	2.0	NUM	310	311	Pg C-10
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		21		2,422	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: ADMN/AST ADMIN		1,372		112,183	
	2: CONSULT		310		27,089	
	3: SUPERVIS		1,132		95,625	
	4: INSTRUCT		885		73,333	
	5: HEAD NURSING OR AST		1,447		123,376	
	6: STAFF OR GEN DUTY		15,769		1,312,350	
	7: PRACTIT/MIDWIFE		563		44,904	
	8: CLINICAL SPECIAL		394		35,620	
	9: NURSE CLINICIAN		331		30,396	
	10: CERT NURSING ANEST		309		21,850	
	11: RESEARCH		134		12,665	
	12: PRIVATE DUTY		158		15,947	
	13: OTHER		2,476		211,554	
	TOTAL		29,908		2,572,293	
SEEKTIME	WEEKS RN SEEKING NURSING POSITION	2.0	NUM	312	313	Pg C-11
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		17		1,654	
	-8: NOT APPLICABLE		29,433		2,528,476	
	-6: DECEASED		71		6,962	
	1: < 1 WEEK		67		5,186	
	2: 1 WEEK		3		357	
	3: 2 WEEKS		22		2,262	
	4: 3 WEEKS		31		2,920	
	5: 4 WEEKS		46		3,975	
	6: 5 TO 9 WEEKS		54		5,521	
	7: 10 TO 14 WEEKS		49		3,995	
	8: 15 TO 34 WEEKS		71		7,276	
	9: 35 TO 52 WEEKS		30		2,641	
	10: >= 53 WEEKS		14		1,067	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
REG_EMPL	REGION OF EMPLOYMENT, 1996	2.0	NUM	314	315	Pg C-11
	VALUE		UNWEIGHTED		WEIGHTED	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: NEW ENGLAND		2,360		147,266	
	2: MIDDLE ATLANTIC		2,383		355,920	
	3: SOUTH ATLANTIC		4,174		378,166	
	4: EAST SO CENTRAL		1,744		125,913	
	5: WEST SO CENTRAL		2,057		187,984	
	6: EAST NO CENTRAL		2,707		371,020	
	7: WEST NO CENTRAL		3,608		172,839	
	8: MOUNTAIN		3,436		113,524	
	9: PACIFIC		2,787		263,183	
	10: OUTSIDE THE U.S.		45		3,498	
	TOTAL		29,908		2,572,293	
DOMFUNCT	DOMINANT FUNCTION	2.0	NUM	316	317	Pg C-11
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		118		11,378	
	-8: NOT APPLICABLE		4,536		446,018	
	-6: DECEASED		71		6,962	
	1: ADMINIST		2,079		177,696	
	2: CONSULT		571		50,289	
	3: DIRECT PATIENT CARE		15,252		1,265,008	
	4: RESEARCH		173		16,308	
	5: SUPERVISION		930		79,426	
	6: TEACHING		670		55,859	
	7: OTHER		106		8,675	
	8: NO DOMIN FUNCTION		5,402		454,674	
	TOTAL		29,908		2,572,293	
LST_WRKD	YEARS SINCE LAST WORKED FOR PAY AS RN	2.0	NUM	318	319	C-12
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		54		4,699	
	-8: NOT APPLICABLE		25,301		2,119,313	
	-6: DECEASED		71		6,962	
	1: < 1 YEAR		850		72,367	
	2: 1 TO 2 YEARS		1,591		145,059	
	3: 3 TO 4 YEARS		896		96,382	
	4: 5 TO 9 YEARS		726		80,518	
	5: 10 TO 19 YEARS		228		26,571	
	6: 20 YEARS OR MORE		109		12,156	
	7: NVER WKD AS NURSING		82		8,265	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
LI_RESST	1ST LICENSE STATE VS GEOSTATE FOR 1996	2.0	NUM	320	321	C-12
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		164		15,410	
	-6: DECEASED		71		6,962	
	1: SAME		18,844		1,745,889	
	2: DIFFERENT		10,829		804,033	
	TOTAL		29,908		2,572,293	
AGE_GP	AGE OF NURSES--GROUPED	2.0	NUM	322	323	C-12
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		175		17,230	
	-6: DECEASED		71		6,962	
	1: < 25		687		58,132	
	2: 25 TO 29		2,014		170,794	
	3: 30 TO 34		3,494		297,845	
	4: 35 TO 39		4,962		414,603	
	5: 40 TO 44		5,725		466,450	
	6: 45 TO 49		4,471		379,799	
	7: 50 TO 54		3,005		264,218	
	8: 55 TO 59		2,277		201,954	
	9: 60 TO 64		1,603		148,150	
	10: >= 65		1,424		146,157	
	TOTAL		29,908		2,572,293	
MAR_CHLD	MARITAL STATUS AND CHILDREN	2.0	NUM	324	325	Pg C-13
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		92		8,438	
	-6: DECEASED		71		6,962	
	1: MARRIED CHILD < 6		2,528		217,403	
	2: MARRIED CHILD >= 6		8,906		754,411	
	3: MARRIED CHILD ALL		2,449		209,231	
	4: MARRIED NO CHILDREN		7,729		665,956	
	5: MARRIED CHILD UNKNOWN/REFUSED		75		7,298	
	6: WID/SP/D CHILD < 6		149		12,616	
	7: WID/SP/D CHILD >=6		1,976		170,770	
	8: WID/SP/D CHILD ALL		248		18,513	
	9: WID/SP/D NO CHILDREN		2,807		245,987	
	10: WID/SP/D CHILD UNKNOWN/REFUSED		20		1,834	
	11: NEVER MARRIED		2,858		252,875	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
RACE_GP	RACE--GROUPED	2.0	NUM	326	327	Pg C-13
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		194		18,591	
	-6: DECEASED		71		6,962	
	1: WHITE		27,189		2,298,882	
	2: OTHER		2,454		247,858	
	TOTAL		29,908		2,572,293	
G_ST96	GEOCODE FOR STATE ON 3/20/96	2.0	NUM	328	329	Pg C-13
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		66		5,912	
	1: Alabama		531		37,188	
	2: Alaska		449		6,651	
	4: Arizona		538		40,313	
	5: Arkansas		470		20,890	
	6: California		1,341		233,603	
	8: Colorado		604		37,289	
	9: Connecticut		467		41,296	
	10: Delaware		331		9,538	
	11: Dist.of Columbia		198		9,948	
	12: Florida		981		148,046	
	13: Georgia		633		62,526	
	15: Hawaii		414		10,236	
	16: Idaho		465		8,627	
	17: Illinois		770		124,332	
	18: Indiana		518		56,420	
	19: Iowa		644		32,303	
	20: Kansas		572		24,452	
	21: Kentucky		450		32,427	
	22: Louisiana		499		33,969	
	23: Maine		438		15,507	
	24: Maryland		565		48,789	
	25: Massachusetts		663		87,995	
	26: Michigan		627		99,676	
	27: Minnesota		718		50,909	
	28: Mississippi		482		20,979	
	29: Missouri		589		58,096	
	30: Montana		492		8,417	
	31: Nebraska		467		16,909	
	32: Nevada		430		11,336	
	33: New Hampshire		398		12,938	
	34: New Jersey		594		88,404	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
G_ST96	GEOCODE FOR STATE ON 3/20/96	2.0	NUM	328	329	Pg C-13
	VALUE		UNWEIGHTED		WEIGHTED	
	(CONT'D FROM PREVIOUS PAGE)					
	35: New Mexico		482		13,185	
	36: New York		1,151		195,293	
	37: North Carolina		640		69,231	
	38: North Dakota		582		7,248	
	39: Ohio		862		118,612	
	40: Oklahoma		509		23,583	
	41: Oregon		523		29,354	
	42: Pennsylvania		1,234		160,149	
	44: Rhode Island		358		12,915	
	45: South Carolina		622		29,135	
	46: South Dakota		495		9,035	
	47: Tennessee		487		51,111	
	48: Texas		903		136,757	
	49: Utah		529		14,059	
	50: Vermont		420		6,300	
	51: Virginia		606		66,563	
	53: Washington		630		52,411	
	54: West Virginia		393		16,810	
	55: Wisconsin		519		53,146	
	56: Wyoming		488		4,512	
	TOTAL		29,908		2,572,293	
G_ST95	GEOCODE FOR STATE ON 3/20/95	2.0	NUM	330	331	Pg C-14
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		33		2,880	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		88		7,066	
	1: Alabama		541		37,922	
	2: Alaska		428		6,231	
	4: Arizona		525		38,819	
	5: Arkansas		466		20,607	
	6: California		1,371		235,683	
	8: Colorado		605		37,248	
	9: Connecticut		472		41,833	
	10: Delaware		334		9,379	
	11: Dist.of Columbia		215		10,683	
	12: Florida		953		144,076	
	13: Georgia		626		61,797	
	15: Hawaii		412		10,157	
	16: Idaho		462		8,621	
	(CONT'D ON NEXT PAGE)					

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
G_ST95	GEOCODE FOR STATE ON 3/20/95	2.0	NUM	330	331	Pg C-14
	VALUE	UNWEIGHTED		WEIGHTED		
	(CONT'D FROM PREVIOUS PAGE)					
	17: Illinois		778		124,494	
	18: Indiana		517		56,319	
	19: Iowa		648		32,316	
	20: Kansas		567		24,325	
	21: Kentucky		449		32,352	
	22: Louisiana		505		34,111	
	23: Maine		438		15,566	
	24: Maryland		570		49,176	
	25: Massachusetts		672		88,318	
	26: Michigan		621		99,297	
	27: Minnesota		694		49,177	
	28: Mississippi		482		21,117	
	29: Missouri		584		57,975	
	30: Montana		482		8,173	
	31: Nebraska		474		17,383	
	32: Nevada		412		10,718	
	33: New Hampshire		401		13,274	
	34: New Jersey		605		89,634	
	35: New Mexico		472		12,959	
	36: New York	1,182			198,183	
	37: North Carolina		625		67,427	
	38: North Dakota		580		7,377	
	39: Ohio		872		119,824	
	40: Oklahoma		516		24,145	
	41: Oregon		507		28,164	
	42: Pennsylvania	1,230			159,635	
	44: Rhode Island		360		12,872	
	45: South Carolina		596		27,744	
	46: South Dakota		497		9,367	
	47: Tennessee		494		51,029	
	48: Texas		900		137,319	
	49: Utah		531		14,115	
	50: Vermont		419		6,443	
	51: Virginia		591		65,627	
	53: Washington		635		52,013	
	54: West Virginia		392		16,766	
	55: Wisconsin		523		53,339	
	56: Wyoming		485		4,254	
	TOTAL	29,908			2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
G_RG96	GEOCODE FOR REGION ON 3/20/96 _____	2.0	NUM	332	333	Pg C-14
	VALUE	UNWEIGHTED		WEIGHTED		
	-6: DECEASED		71		6,962	
	1: NEW ENGLAND		2,744		176,951	
	2: MIDDLE ATLANTIC		2,979		443,846	
	3: SOUTH ATLANTIC		4,969		460,586	
	4: EAST SO CENTRAL		1,950		141,705	
	5: WEST SO CENTRAL		2,381		215,200	
	6: EAST NO CENTRAL		3,296		452,187	
	7: WEST NO CENTRAL		4,067		198,952	
	8: MOUNTAIN		4,028		137,739	
	9: PACIFIC		3,357		332,254	
	10: OUTSIDE THE U.S.		66		5,912	
	TOTAL		29,908		2,572,293	
G_RG95	GEOCODE FOR REGION ON 3/20/95 _____	2.0	NUM	334	335	Pg C-14
	VALUE	UNWEIGHTED		WEIGHTED		
	-9: UNKNOWN/REFUSED		33		2,880	
	-6: DECEASED		71		6,962	
	1: NEW ENGLAND		2,762		178,307	
	2: MIDDLE ATLANTIC		3,017		447,452	
	3: SOUTH ATLANTIC		4,902		452,675	
	4: EAST SO CENTRAL		1,966		142,420	
	5: WEST SO CENTRAL		2,387		216,182	
	6: EAST NO CENTRAL		3,311		453,273	
	7: WEST NO CENTRAL		4,044		197,920	
	8: MOUNTAIN		3,974		134,909	
	9: PACIFIC		3,353		332,248	
	10: OUTSIDE THE U.S.		88		7,066	
	TOTAL		29,908		2,572,293	
G_MSA96	GEOCODE FOR SMSA ON 3/20/96 _____	4.0	NUM	336	339	Pg C-14
	VALUE	UNWEIGHTED		WEIGHTED		
	-7: NOT IN MSA		7,947		499,365	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		66		5,912	
	80-9360: MSA CODE		21,824		2,060,054	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
G_MSA_96	MSA GEOCODE STATUS FOR 1996	2.0	NUM	340	341	Pg C-15
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: NOT IN MSA		7,947		499,365	
	2: IN AN MSA		21,824		2,060,054	
	3: OUTSIDE OF U.S.		66		5,912	
	TOTAL		29,908		2,572,293	
G_MSA95	GEOCODE FOR SMSA ON 3/20/95	4.0	NUM	342	345	Pg C-15
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		444		28,871	
	-7: NOT IN MSA		7,056		417,288	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		88		7,066	
	80-9360: MSA CODE		22,249		2,112,108	
	TOTAL		29,908		2,572,293	
G_CO96	GEOCODE FOR COUNTY ON 3/20/96	3.0	NUM	346	348	Pg C-15
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		66		5,912	
	1-996		29,771		2,559,420	
	TOTAL		29,908		2,572,293	
G_FIPS96	FIPS STATE AND COUNTY CODE ON 3/20/96	5.0	NUM	349	353	Pg C-16
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		66		5,912	
	1001-56113		29,771		2,559,420	
	TOTAL		29,908		2,572,293	
G_CO95	GEOCODE FOR COUNTY ON 3/20/95	3.0	NUM	354	356	Pg C-16
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		157		12,089	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		88		7,066	
	1-996		29,592		2,546,177	
	TOTAL		29,908		2,572,293	

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
G_FIPS95	FIPS STATE AND COUNTY CODE ON 3/20/95	5.0	NUM	357	361	Pg C-16
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		157		12,089	
	-6: DECEASED		71		6,962	
	0: OUTSIDE OF U.S.		88		7,066	
	1001-56113		29,592		2,546,177	
	TOTAL		29,908		2,572,293	
RST_SME	STATE OF RESIDENCE IN 1995 AND 1996	2.0	NUM	362	363	Pg C-16
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		36		3,017	
	-6: DECEASED		71		6,962	
	1: SAME		28,570		2,483,498	
	2: DIFFERENT		1,126		70,891	
	3: OUTSIDE OF U.S.		105		7,926	
	TOTAL		29,908		2,572,293	
RCTY_SME	COUNTY OF RESIDENCE IN 1995 AND 1996	2.0	NUM	364	365	Pg C-17
	VALUE		UNWEIGHTED		WEIGHTED	
	-9: UNKNOWN/REFUSED		198		17,068	
	-6: DECEASED		71		6,962	
	1: SAME		27,876		2,423,645	
	2: DIFFERENT		1,658		116,693	
	3: FOREIGN		105		7,926	
	TOTAL		29,908		2,572,293	
REG_RESI	REGION OF RESIDENCE, 1996	2.0	NUM	366	367	Pg C-17
	VALUE		UNWEIGHTED		WEIGHTED	
	-6: DECEASED		71		6,962	
	1: NEW ENGLAND		2,729		176,864	
	2: MIDDLE ATLANTIC		3,007		443,713	
	3: SOUTH ATLANTIC		4,949		461,138	
	4: EAST SO CENTRAL		1,959		142,854	
	5: WEST SO CENTRAL		2,360		214,052	
	6: EAST NO CENTRAL		3,349		454,931	
	7: WEST NO CENTRAL		4,026		195,667	
	8: MOUNTAIN		4,029		138,246	
	9: PACIFIC		3,367		332,801	
	10: OUTSIDE THE U.S.		62		5,066	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
RN_POP	RN WORKING/LIVING IN U.S. ON 3/20/96 _____	1.0	NUM	368	368	Pg C-17
	VALUE	UNWEIGHTED		WEIGHTED		
	1: OUTSIDE U.S.		66		5,912	
	2: WITHIN U.S.		29,766		2,558,874	
	3: DECEASED/NOT ELIG		76		7,507	
	TOTAL		29,908		2,572,293	
WEIGHT	BASIC WEIGHT FOR WHOLE SAMPLE _____	10.6	NUM	369	378	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	8.214642-198.611068		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT01	WEIGHT FOR REPLICATE 01 (EXCLUDE SEG 11) _____	10.6	NUM	379	388	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-397.007927		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT02	WEIGHT FOR REPLICATE 02 (EXCLUDE SEG 14) _____	10.6	NUM	389	398	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-397.333312		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT03	WEIGHT FOR REPLICATE 03 (EXCLUDE SEG 15) _____	10.6	NUM	399	408	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-390.289932		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT04	WEIGHT FOR REPLICATE 04 (EXCLUDE SEG 18) _____	10.6	NUM	409	418	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-400.51605		29,908		2,572,293	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
WEIGHT05	WEIGHT FOR REPLICATE 05 (EXCLUDE SEG 21)	10.6	NUM	419	428	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-392.794125	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT06	WEIGHT FOR REPLICATE 06 (EXCLUDE SEG 23)	10.6	NUM	429	438	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-389.142998	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT07	WEIGHT FOR REPLICATE 07 (EXCLUDE SEG 26)	10.6	NUM	439	448	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-407.59821	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT08	WEIGHT FOR REPLICATE 08 (EXCLUDE SEG 28)	10.6	NUM	449	458	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-393.693655	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT09	WEIGHT FOR REPLICATE 09 (EXCLUDE SEG 31)	10.6	NUM	459	468	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-400.267506	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT10	WEIGHT FOR REPLICATE 10 (EXCLUDE SEG 33)	10.6	NUM	469	478	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-401.693858	29,908		2,572,293		
	TOTAL	29,908		2,572,293		
WEIGHT11	WEIGHT FOR REPLICATE 11 (EXCLUDE SEG 35)	10.6	NUM	479	488	Pg C-18
	VALUE	UNWEIGHTED		WEIGHTED		
	0-400.822849	29,908		2,572,293		
	TOTAL	29,908		2,572,293		

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NAME	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
WEIGHT12	WEIGHT FOR REPLICATE 12 (EXCLUDE SEG 38)	10.6	NUM	489	498	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-404.307245		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT13	WEIGHT FOR REPLICATE 13 (EXCLUDE SEG 42)	10.6	NUM	499	508	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-399.7685		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT14	WEIGHT FOR REPLICATE 14 (EXCLUDE SEG 44)	10.6	NUM	509	518	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-404.16134		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT15	WEIGHT FOR REPLICATE 15 (EXCLUDE SEG 46)	10.6	NUM	519	528	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-393.404414		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT16	WEIGHT FOR REPLICATE 16 (EXCLUDE SEG 47)	10.6	NUM	529	538	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-387.737102		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT17	WEIGHT FOR REPLICATE 17 (EXCLUDE SEG 52)	10.6	NUM	539	548	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-399.124978		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT18	WEIGHT FOR REPLICATE 18 (EXCLUDE SEG 53)	10.6	NUM	549	558	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-400.766015		29,908		2,572,293	
	TOTAL		29,908		2,572,293	

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NAME _____	DESCRIPTION	FORMAT	TYPE	START	END	REFERENCE
WEIGHT19	WEIGHT FOR REPLICATE 19 (EXCLUDE SEG 55)	10.6	NUM	559	568	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-402.35795		29,908		2,572,293	
	TOTAL		29,908		2,572,293	
WEIGHT20	WEIGHT FOR REPLICATE 20 (EXCLUDE SEG 58)	10.6	NUM	569	578	Pg C-18
	VALUE		UNWEIGHTED		WEIGHTED	
	0-391.211254		29,908		2,572,293	
	TOTAL		29,908		2,572,293	