What would you get if you took a snapshot of nursing? To answer that question, *American Nurse Today* surveyed thousands of nurses to examine a variety of nursing trends. The goal of the survey was not just to collect salary data, but also to unearth valuable information about what keeps nurses satisfied, what nurses value, and how they perceive their work environments. In short, what do nurses need and why do they stay?

This comprehensive survey considered managers and clinicians separately and as a group, broadening its usefulness in understanding what’s important to nurses at all levels of the profession. Nearly 6,000 nurses took the survey between June and August 2017—an outstanding response that shows a deep level of engagement.

This, the first of a two-part report, focuses on who nurses are, what keeps them in the profession, and where employers might want to focus their efforts in retaining engaged and satisfied nurses.

### Manager metrics
Managers who responded to the survey report a wide range in years worked. Most say they’ve been in a management role either between 1 and 10 years (44%) or more than 10 years (37%).

Most respondents manage a budget from $100,000 to $250,000, followed by $250,001 to $500,000. (However, nearly half preferred not to answer.)

Over half (57%) say they aren’t eligible for a bonus. Of those who received a bonus, 21% say it was nondiscretionary, 16% say it was discretionary, and 6% say it was both.

#### Key takeaways
- **87.2%** of respondents would still become a nurse.
- **62%** of respondents say their workload has increased over the last year.
- **60%** of managers say recruiting RNs in the past 12 months has been difficult.
- **48%** of clinicians who responded are certified in their specialty.
- **18%** of managers who responded are certified in nursing leadership.
Clinician workforce demographics

Primary nursing role
Just slightly more than 50% of clinicians say they work as a clinical or staff nurse, and 10% work as advanced practice RNs. Other roles identified include educators in both academic and nonacademic settings, charge nurses, case managers, and clinical nurse leaders.

Nursing shift stats
Most of the responding nurses work the day shift only (82% of managers and 71% of clinicians); 13.5% of clinicians report working nights only; and 10% rotate between the day and night shift. (Only 9% of managers rotate between two shifts; 4% rotate among three shifts.)

In all, 40% of clinicians who responded said they work 12-hour shifts on a regular basis.

Salary and benefits
Both clinicians and managers shared information about their current salary, the raises they’ve received, and the benefits offered by their employers.

Salary
When asked how their current salary compared to the prior year’s, 59% reported a salary increase, 33% said their salary remained the same, and 8% said their salary decreased.

Raises
Nearly three-quarters of respondents (74%) report having received a raise within the last 18 months; 15% say it’s been 2 or more years since they received a raise.

Benefits
When asked about health insurance and paid time off, 82% of nurses report receiving both; 75% receive retirement contributions and dental insurance.

About 50% report education funds (including tuition reimbursement) and disability insurance.

In all, 47% of clinicians report receiving additional compensation for shift work, 37% for education level, 36% for certification, 26% for serving as a precep-
tor, and 25% for a clinical ladder. (Respondents could choose more than one.)

**Turnover trends**
Almost 35% of nurses report having worked for their current employer for 1 to 5 years.

**Future employment plans**
When asked about their employment plans, 10% of respondents say they plan to stay with their employer for less than a year; 46% say they plan to stay for 5 or more years. Of those who intend to leave within a year, 76% are currently seeking a job with another employer or plan to do so within the next 3 months.

For nurses who intend to stay with their employer, the two biggest factors that they report would motivate them to take a job with a new employer are a salary increase and a better work environment.

**Job satisfaction**
Nurses were asked to complete a satisfaction question, rating a variety of factors related to job satisfaction (on a scale of 1-5, with 1 being not satisfied and 5 being totally satisfied). Nurse
Managers were asked to do the same in a separate question geared toward a management role. Among the answer choices, nurses report being most satisfied with their relationships with coworkers (with a weighted average of 3.9) and non-nurse colleagues, such as respiratory therapists and physical therapists (with a weighted average of 3.8). They are least satisfied with their salary/compensation, opportunities for organizational advancement, and upper-management support (each with a weighted average score of 2.9). When it comes to salary, even with a low weighted average, 64% rate their satisfaction between 3 and 5 on the scale (satisfied to totally satisfied). In comparison, consider a Medscape physician compensation survey done in early 2017, in which an average of 54% of physicians reported they felt that they were fairly compensated.

We asked: If you had to do it all over again, would you still become a nurse? 87.2% said yes!

Retirement trends
35% of the nurses who responded said they plan to retire between 2018 and 2025. Nearly 40% of respondents plan to retire between the ages of 61 and 65, and 35% between the ages of 66 and 70.

We asked clinicians, “How satisfied are you with the following, with 1 being not satisfied at all and 5 being totally satisfied?”

- Relationship with your coworkers
- Relationship with non-nurse colleagues in other departments (respiratory therapists, physical therapists)
- Relationship with your physician colleagues
- Relationship with your immediate supervisor
- Current job
- Amount of overtime you work
- Benefits provided by your organization
- Amount of authority you have
- Your salary/compensation
- Your ability to advance in the organization
- Support from management (not including immediate supervisor)
Nurse managers report a high level of satisfaction with their relationships with those who report to them (a weighted average of 3.9) and with their peers (a weighted average of 3.9). Among the other answer choices, they say they’re least satisfied with the amount of time worked, opportunities for advancement within the organization, and salary/compensation (weighted average of 3.2, 3.1, and 3, respectively).
have a bachelor's degree in nursing; 25% hold a master's degree in nursing, and 6% have a doctorate in nursing. Approximately 18% report being currently in school, while 13% plan to return to school within the next 6 months. Two-thirds of those who are either currently in school or have plans to return report they will be working toward a graduate degree in nursing, while 18% are pursuing or plan to pursue an undergraduate degree.

Only 18% of managers report being certified in nursing leadership; many of those hold certification from the American Nurses Credentialing Center (42%), followed by certification from the American Organization of Nurse Executives (17%). Nearly half of clinicians (48%) report being certified in their specialty.

**Thank you!**

Thank you to all who completed the survey. Watch for more results in part 2, which will explore nurse lifestyle factors, healthy work environments, staffing trends, and the future of nursing.

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