The City University of New York
Summary Report

December 2013
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Figure 2. Average Yearly Salary in First RN Job, Full-Time Hospital Employment Only, by Year Started Working as an RN
INTRODUCTION

The 2013 Survey of CUNY Nursing Graduates was conducted by the Office of the University Dean for Health and Human Services. Our sample was drawn from the 6,792 students who graduated from CUNY nursing degree programs between academic years 2007-08 and 2011-2012 including: 1) AAS degree programs in nursing offered through nine CUNY schools (Borough of Manhattan Community College, Bronx Community College, Hostos Community College, Kingsborough Community College, LaGuardia Community College, Medgar Evers College, New York City College of Technology, Queensborough Community College, and the College of Staten Island); 2) generic BS degree programs in nursing offered at three CUNY schools (Hunter College, Lehman College, and York College); and 3) RN to BS nursing completion programs offered through six CUNY schools (Hunter College, Lehman College, Medgar Evers College, New York City College of Technology, the College of Staten Island, and York College).

The 2013 Survey was a revised version of a previous survey conducted by the Office of the University Dean for Health and Human Services. The original (2008) survey obtained 1,896 responses from CUNY nursing degree program students who graduated between academic years 1997-98 and 2006-07.

Sample Selection and Response Rate

A stratified random sample was selected by college, year graduated, degree type, gender, and race. Students receiving a BS degree in nursing and Hispanic students were oversampled to ensure sufficient power for the analysis. A total sample of 3,500 individuals was provided to Cornell University’s Survey Research Institute (SRI), which administered the survey. Potential respondents were sent an alert letter and were subsequently contacted by SRI to set up a time to participate in a 20-minute telephone survey. Participants also had the option of completing the survey on the internet. We offered a $10 incentive for survey participation. A total of 7 percent of the sample had telephone numbers that were wrong or no longer in service, or had email addresses that did not work. Among those that were eligible, with good contact information, we achieved a 55 percent contact rate and an overall response rate of 52 percent (calculated using
the American Association for Public Opinion Research contact rate 3 and response rate 4 formulae). We obtained 1,650 completed interviews and 35 partially completed interviews. Together, these 1,685 respondents comprise 25 percent of the entire population of nurses who graduated from CUNY’s AAS, generic BS, and RN to BS degree programs in nursing during the 5-year period.

**Survey Weights**

We applied population weights to the sample using data from CUNY’s Institutional Research Database (IRDB). Weighting was a two-step process. First, post-stratification weights were assigned according to location in one of 75 strata, representing type of degree, college program, gender, and for women only, race and ethnicity. In cases of empty strata, we collapsed adjacent cells. Next, we used a raking procedure, also known as sample balancing, to adjust the post-stratification weights to enhance sample representativeness of the original survey population. This procedure helps correct for both intentional oversampling and potential differences in non-response rates across population subgroups, and it also allows for weighting by variables not in our original strata. Categories used in the raking procedure included degree type (AAS and BS), college program, graduation from a generic BS or RN to BS completion program, specific academic year, age category, ethnicity, and gender. The raking procedure was executed using the enhanced IHB Raking Macro in SAS 9.3.

**Survey Design**

The Office of the University Dean utilized an expert Advisory Board, performed cognitive interviews and conducted a pilot survey for its prior survey in 2008. Previously published surveys were also studied, including the National Sample Survey of Registered Nurses¹ and the Kovner Survey². The 2013 version of the survey instrument built upon the 2008 survey. Reliability as well as internal and external validity of the 2013 survey was addressed through these instrument development and pilot processes.

Questions in the survey were designed specifically for CUNY nursing graduates. The survey sample selection and instrument design allowed for exploration of differences between AAS and BS nursing graduates, between graduates that had been incumbent workers and other graduates, and between graduates of different races and ethnicities. The updated instrument featured a special emphasis on the use of instructional technology, including simulation and online education. The 2013 survey was also shortened to reduce completion time from 20 minutes to 15 minutes.

Appendix A provides a comparison between AAS graduates who were members of 1199 SEIU and all other AAS graduates.

**Research Team and Acknowledgements**

William Ebenstein, University Dean for Health and Human Services, secured public and private funding to develop and conduct the survey. Travis Dale, Senior Research Associate, provided expertise in survey design, survey methodology, data analysis and report writing. Other research team members included: Ashleigh Thompson, then Deputy to the University Dean for Health and Human Services; Shana Lassiter, then Director of Health Professions Initiatives; Carrie Shockley, Director of Program Development and Evaluation; and Marge Reilly, then Faculty Fellow.

Funding for this project was provided through the Office of the University Dean for Health and Human Services, Reaching Up, Inc. and the Local 1199SEIU/League of Voluntary Hospitals Training Fund.
II DESCRIPTION OF NURSING GRADUATES

Graduate Demographics

Table 1. Total Population of CUNY Nursing Graduates, 2007-2012

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
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Note: Some graduates received both an AAS and an RN to BS completion degree in nursing from CUNY between 2007 and 2012. These individuals are included in both the AAS and RN to BS completion columns.

SOURCE: CUNY Institutional Research Database (IRDB)
Table 2. Respondents to the 2013 Survey of CUNY Nursing Graduates

<table>
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<td>63</td>
<td>29%</td>
<td>83</td>
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</tbody>
</table>

Note: Some graduates received both an AAS and an RN to BS completion degree in nursing from CUNY between 2007 and 2012. These individuals are included in both the AAS and RN to BS completion columns.

SOURCE: CUNY Institutional Research Database (IRDB)
Table 3. Demographics of CUNY Nursing Graduates

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<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
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</thead>
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<td><strong>Marital status</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Never married or single</td>
<td>40%</td>
<td>47%</td>
<td>39%</td>
</tr>
<tr>
<td>Married</td>
<td>49%</td>
<td>45%</td>
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<td>In married-like relationship</td>
<td>3%</td>
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</tr>
<tr>
<td>Widowed</td>
<td>0.3%</td>
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<td>1%</td>
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<tr>
<td>Divorced</td>
<td>6%</td>
<td>3%</td>
<td>6%</td>
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<tr>
<td>Separated</td>
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<td>0.3%</td>
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<td><strong>Children living at home</strong></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>38%</td>
<td>51%</td>
</tr>
<tr>
<td><strong>Children under the age of six living at home</strong></td>
<td>25%</td>
<td>24%</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Primary caregiver for dependent adult(s)</strong></td>
<td>15%</td>
<td>17%</td>
<td>24%</td>
</tr>
<tr>
<td><strong>Parents’ origin</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Both parents born in the United States</td>
<td>21%</td>
<td>15%</td>
<td>19%</td>
</tr>
<tr>
<td>One parent born in the United States</td>
<td>4%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td>Neither parent born in the United States</td>
<td>74%</td>
<td>79%</td>
<td>79%</td>
</tr>
<tr>
<td><strong>Highest degree mother received in school</strong></td>
<td>21%</td>
<td>18%</td>
<td>26%</td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>21%</td>
<td>18%</td>
<td>26%</td>
</tr>
<tr>
<td>High school diploma or GED</td>
<td>36%</td>
<td>34%</td>
<td>37%</td>
</tr>
<tr>
<td>Some college but no degree</td>
<td>7%</td>
<td>10%</td>
<td>8%</td>
</tr>
<tr>
<td>Associate degree</td>
<td>11%</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>Baccalaureate degree</td>
<td>18%</td>
<td>22%</td>
<td>16%</td>
</tr>
<tr>
<td>Advanced degree</td>
<td>9%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Highest degree father received in school</strong></td>
<td>21%</td>
<td>18%</td>
<td>24%</td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>21%</td>
<td>18%</td>
<td>24%</td>
</tr>
<tr>
<td>High school diploma or GED</td>
<td>36%</td>
<td>30%</td>
<td>41%</td>
</tr>
<tr>
<td>Some college but no degree</td>
<td>8%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>Associate degree</td>
<td>6%</td>
<td>11%</td>
<td>7%</td>
</tr>
<tr>
<td>Baccalaureate degree</td>
<td>18%</td>
<td>18%</td>
<td>14%</td>
</tr>
<tr>
<td>Advanced degree</td>
<td>11%</td>
<td>14%</td>
<td>10%</td>
</tr>
</tbody>
</table>

**Average Age at Graduation**

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>32</td>
<td>29</td>
</tr>
<tr>
<td></td>
<td>36</td>
<td></td>
</tr>
</tbody>
</table>

1Percentages will not sum to 100 because respondents that answered “other” not included.

SOURCE: 2013 Survey of CUNY Nursing Graduates
III NURSING EDUCATION

Perceptions of CUNY Nurse Education

Table 4. Perceptions of CUNY Nursing Program

<table>
<thead>
<tr>
<th>Perception of CUNY Education</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall, how did your CUNY education prepare you to practice as an RN?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well or Very Well</td>
<td>84%</td>
<td>70%</td>
<td>79%</td>
</tr>
<tr>
<td>Adequately</td>
<td>14%</td>
<td>26%</td>
<td>20%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>2%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>

How did your CUNY clinical experience prepare you to practice as an RN?

<table>
<thead>
<tr>
<th>Perception of CUNY Clinical Experience</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Well or Very Well</td>
<td>71%</td>
<td>60%</td>
<td>69%</td>
</tr>
<tr>
<td>Adequately</td>
<td>23%</td>
<td>32%</td>
<td>27%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>6%</td>
<td>9%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Table 5. Simulation Lab and Online Experience

<table>
<thead>
<tr>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>How often did you participate in simulation lab exercises during your CUNY education program?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never in any CUNY courses</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Once or twice</td>
<td>12%</td>
<td>10%</td>
</tr>
<tr>
<td>A few times</td>
<td>40%</td>
<td>50%</td>
</tr>
<tr>
<td>Very often</td>
<td>45%</td>
<td>34%</td>
</tr>
<tr>
<td>How well did the simulation exercises that you completed during your CUNY nursing program prepare you to practice as an RN?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well or Very Well</td>
<td>67%</td>
<td>57%</td>
</tr>
<tr>
<td>Adequately</td>
<td>26%</td>
<td>31%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>7%</td>
<td>12%</td>
</tr>
<tr>
<td>What percent of your CUNY coursework was taken online?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0%</td>
<td>65%</td>
<td>36%</td>
</tr>
<tr>
<td>1-25%</td>
<td>29%</td>
<td>55%</td>
</tr>
<tr>
<td>26-50%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>51-75%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>76-100%</td>
<td>0.3%</td>
<td>1%</td>
</tr>
<tr>
<td>What was the primary reason that you did not take any online courses during your CUNY education?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I preferred interacting with my instructors and classmates in-person</td>
<td>28%</td>
<td>31%</td>
</tr>
<tr>
<td>I felt that in-person courses provide a better education than online courses</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>My campus did not offer the courses I needed in the online format</td>
<td>64%</td>
<td>59%</td>
</tr>
<tr>
<td>My computer skills were not strong</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>I did not have consistent access to a computer</td>
<td>0.2%</td>
<td>0%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
**Additional Degrees**

**Table 6. Overall Educational Attainment**

<table>
<thead>
<tr>
<th>Earned degree outside nursing before CUNY degree</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earned degree outside nursing before CUNY degree</td>
<td>35%</td>
<td>30%</td>
<td>27%</td>
</tr>
<tr>
<td>What type of degree</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>21%</td>
<td>14%</td>
<td>31%</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>65%</td>
<td>68%</td>
<td>52%</td>
</tr>
<tr>
<td>Master's</td>
<td>8%</td>
<td>13%</td>
<td>14%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>0.9%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Other type of degree</td>
<td>5%</td>
<td>4%</td>
<td>2%</td>
</tr>
</tbody>
</table>

| Earned degree outside nursing after CUNY degree | 3%  | 8%         | 4%                  |

| Highest degree in nursing                       |     |            |                     |
| Associate                                       | 81% |            |                     |
| Baccalaureate                                   | 19% | 94%        | 92%                 |
| Master's                                        | 0.4%| 6%         | 8%                  |
| Other type of degree                            | 0.1%| 0%         | 0%                  |

SOURCE: 2013 Survey of CUNY Nursing Graduates
Further Education

Table 7. Opinions on the Bachelor’s degree

<table>
<thead>
<tr>
<th>It is worth the time and tuition costs to get a Baccalaureate degree in nursing</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>56%</td>
<td>64%</td>
<td>67%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
<td>31%</td>
<td>28%</td>
</tr>
<tr>
<td>Disagree</td>
<td>8%</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>A person needs at least a Master’s degree to get the best jobs in nursing</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>13%</td>
<td>9%</td>
<td>11%</td>
</tr>
<tr>
<td>Agree</td>
<td>27%</td>
<td>26%</td>
<td>29%</td>
</tr>
<tr>
<td>Disagree</td>
<td>48%</td>
<td>55%</td>
<td>51%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>12%</td>
<td>10%</td>
<td>9%</td>
</tr>
</tbody>
</table>

My employer/union supports or would support my return to school with release time and/or tuition assistance

<table>
<thead>
<tr>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>29%</td>
<td>33%</td>
</tr>
<tr>
<td>Agree</td>
<td>41%</td>
<td>50%</td>
</tr>
<tr>
<td>Disagree</td>
<td>19%</td>
<td>14%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>11%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates

Table 8. Further Education

<table>
<thead>
<tr>
<th>Plans for further education</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently Enrolled</td>
<td>53%</td>
<td>15%</td>
<td>34%</td>
</tr>
<tr>
<td>Plan to enroll in next year</td>
<td>24%</td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>Plan to enroll in the future</td>
<td>18%</td>
<td>47%</td>
<td>29%</td>
</tr>
<tr>
<td>No plans for further education</td>
<td>5%</td>
<td>14%</td>
<td>10%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Table 9. Currently Enrolled in a Program

<table>
<thead>
<tr>
<th>Type of degree program</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>87%</td>
<td>92%</td>
<td>97%</td>
</tr>
<tr>
<td>Master's</td>
<td>13%</td>
<td>8%</td>
<td>2%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Another type of program</td>
<td>0.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enrolled in nursing program</td>
<td></td>
<td></td>
<td>97%</td>
</tr>
<tr>
<td>Location of program</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CUNY</td>
<td>62%</td>
<td>65%</td>
<td>64%</td>
</tr>
<tr>
<td>Another public college in New York State</td>
<td>15%</td>
<td>4%</td>
<td>9%</td>
</tr>
<tr>
<td>A private college in New York State</td>
<td>10%</td>
<td>25%</td>
<td>18%</td>
</tr>
<tr>
<td>A college outside of New York State</td>
<td>13%</td>
<td>7%</td>
<td>9%</td>
</tr>
</tbody>
</table>

For which reason did you choose a program that is outside of CUNY

<table>
<thead>
<tr>
<th>Reason</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial reasons</td>
<td>5%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>More transfer credits were accepted</td>
<td>6%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>Location</td>
<td>13%</td>
<td>19%</td>
<td>35%</td>
</tr>
<tr>
<td>Not accepted to a CUNY program</td>
<td>1%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>Reputation</td>
<td>10%</td>
<td>0%</td>
<td>7%</td>
</tr>
<tr>
<td>Interested in specialty program</td>
<td>10%</td>
<td>19%</td>
<td>22%</td>
</tr>
<tr>
<td>Program length</td>
<td>6%</td>
<td>0%</td>
<td>7%</td>
</tr>
<tr>
<td>CUNY did not offer an online program</td>
<td>37%</td>
<td>9%</td>
<td>13%</td>
</tr>
<tr>
<td>My employer or union had a relationship with the program</td>
<td>4%</td>
<td>25%</td>
<td>2%</td>
</tr>
<tr>
<td>Needed to enroll immediately</td>
<td>7%</td>
<td>24%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Primary Motivation

<table>
<thead>
<tr>
<th>Reason</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keep current job</td>
<td>7%</td>
<td>0%</td>
<td>4%</td>
</tr>
<tr>
<td>Promotion or job switch</td>
<td>35%</td>
<td>49%</td>
<td>37%</td>
</tr>
<tr>
<td>Unable to find job</td>
<td>17%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>No particular reason--Always intended to continue</td>
<td>40%</td>
<td>51%</td>
<td>58%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### Table 10. Currently Enrolled – Type of Program

<table>
<thead>
<tr>
<th>Type of Program</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional, in-person</td>
<td>31%</td>
<td>70%</td>
<td>61%</td>
</tr>
<tr>
<td>Partially online</td>
<td>44%</td>
<td>27%</td>
<td>31%</td>
</tr>
<tr>
<td>Fully online</td>
<td>25%</td>
<td>3%</td>
<td>8%</td>
</tr>
</tbody>
</table>

#### Most attractive feature of online program

<table>
<thead>
<tr>
<th>Feature</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours</td>
<td>76%</td>
<td>44%</td>
<td>82%</td>
</tr>
<tr>
<td>More transfer credits accepted</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Cheaper tuition</td>
<td>1%</td>
<td>0%</td>
<td>6%</td>
</tr>
<tr>
<td>Wouldn't have to commute as much</td>
<td>13%</td>
<td>28%</td>
<td>8%</td>
</tr>
<tr>
<td>Some other reason</td>
<td>9%</td>
<td>27%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
IV INCUMBENT WORKERS

CUNY Nursing Students as Incumbent Workers

Table 11. Incumbent Workers

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did you work in healthcare at any time before you finished your initial RN education program?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>42%</td>
<td>36%</td>
<td>37%</td>
</tr>
<tr>
<td>No</td>
<td>58%</td>
<td>64%</td>
<td>63%</td>
</tr>
<tr>
<td>Did any of this work involve direct patient care?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>83%</td>
<td>81%</td>
<td>88%</td>
</tr>
<tr>
<td>No</td>
<td>17%</td>
<td>19%</td>
<td>12%</td>
</tr>
<tr>
<td>Did you work as a licensed practical or licensed vocational nurse?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>19%</td>
<td>10%</td>
<td>34%</td>
</tr>
<tr>
<td>No</td>
<td>81%</td>
<td>90%</td>
<td>66%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Table 12. Work in Healthcare While Enrolled in CUNY

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of those who worked in healthcare previously, were you working in healthcare <em>while</em> you attended your initial RN education program?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>74%</td>
<td>59%</td>
<td>75%</td>
</tr>
<tr>
<td>No</td>
<td>26%</td>
<td>41%</td>
<td>25%</td>
</tr>
<tr>
<td>For those working in healthcare <em>while</em> enrolled in their initial RN education program, did you receive tuition assistance from your employer or union?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>38%</td>
<td>43%</td>
<td>42%</td>
</tr>
<tr>
<td>No</td>
<td>62%</td>
<td>57%</td>
<td>58%</td>
</tr>
<tr>
<td>Were you a member of a union in the healthcare job you had <em>while</em> you pursued your initial RN education?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>44%</td>
<td>41%</td>
<td>50%</td>
</tr>
<tr>
<td>No</td>
<td>56%</td>
<td>59%</td>
<td>50%</td>
</tr>
<tr>
<td>If yes, which union?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1199SEIU</td>
<td>75%</td>
<td>85%</td>
<td>68%</td>
</tr>
<tr>
<td>NYSNA</td>
<td>0.3%</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>DC37</td>
<td>14%</td>
<td>3%</td>
<td>11%</td>
</tr>
<tr>
<td>UFT</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>CSEA</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
<td>0%</td>
<td>8%</td>
</tr>
<tr>
<td>When you graduated did you change employers?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>49%</td>
<td>43%</td>
<td>54%</td>
</tr>
<tr>
<td>No</td>
<td>51%</td>
<td>57%</td>
<td>46%</td>
</tr>
</tbody>
</table>

*SOURCE: 2013 Survey of CUNY Nursing Graduates*
V TRANSITION FROM CUNY

NCLEX Results

Table 13. NCLEX Results

<table>
<thead>
<tr>
<th></th>
<th>Never took the NCLEX</th>
<th>Passed on the first try</th>
<th>Passed after more than one try</th>
<th>Did not pass</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Graduates</td>
<td>2%</td>
<td>86%</td>
<td>11%</td>
<td>2%</td>
</tr>
<tr>
<td>Degree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AAS</td>
<td>2%</td>
<td>85%</td>
<td>11%</td>
<td>2%</td>
</tr>
<tr>
<td>Generic BS</td>
<td>2%</td>
<td>87%</td>
<td>10%</td>
<td>1%</td>
</tr>
<tr>
<td>Senior/Comprehensive Colleges</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hunter (BS)</td>
<td>1%</td>
<td>92%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>Lehman (BS)</td>
<td>2%</td>
<td>80%</td>
<td>14%</td>
<td>3%</td>
</tr>
<tr>
<td>Medgar Evers (AAS)</td>
<td>2%</td>
<td>89%</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>NY CCT (AAS)</td>
<td>0%</td>
<td>89%</td>
<td>11%</td>
<td>0%</td>
</tr>
<tr>
<td>Staten Island (AAS)</td>
<td>0%</td>
<td>88%</td>
<td>11%</td>
<td>1%</td>
</tr>
<tr>
<td>Community Colleges</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMCC</td>
<td>3%</td>
<td>84%</td>
<td>11%</td>
<td>2%</td>
</tr>
<tr>
<td>Bronx</td>
<td>0%</td>
<td>84%</td>
<td>17%</td>
<td>0%</td>
</tr>
<tr>
<td>Hostos</td>
<td>4%</td>
<td>70%</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>Kingsborough</td>
<td>2%</td>
<td>87%</td>
<td>10%</td>
<td>1%</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>2%</td>
<td>79%</td>
<td>15%</td>
<td>3%</td>
</tr>
<tr>
<td>Queensborough</td>
<td>1%</td>
<td>91%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td>Academic Year</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>1%</td>
<td>87%</td>
<td>12%</td>
<td>1%</td>
</tr>
<tr>
<td>2008-2009</td>
<td>0.4%</td>
<td>88%</td>
<td>11%</td>
<td>0.4%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>3%</td>
<td>82%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>2%</td>
<td>82%</td>
<td>13%</td>
<td>3%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>3%</td>
<td>88%</td>
<td>7%</td>
<td>2%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Working as an RN

Table 14. Work Experience as an RN Licensed Nurse

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Did you ever work as an RN?</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>80%</td>
<td>84%</td>
<td>94%</td>
</tr>
<tr>
<td>No</td>
<td>20%</td>
<td>16%</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Are you currently working as an RN?</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>95%</td>
<td>95%</td>
<td>96%</td>
</tr>
<tr>
<td>No</td>
<td>5%</td>
<td>5%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### VI CAREER PATHS

**Work Settings**

**Table 15.** First and Current/Most Recent Nursing Job Setting

<table>
<thead>
<tr>
<th>Setting of first nursing job</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>54%</td>
<td>75%</td>
<td>74%</td>
</tr>
<tr>
<td>Nursing Home/Extended Care Facility</td>
<td>21%</td>
<td>10%</td>
<td>16%</td>
</tr>
<tr>
<td>Community / Public Health Agency / Visiting Nurse Association</td>
<td>6%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>0.1%</td>
<td>0.3%</td>
<td>0%</td>
</tr>
<tr>
<td>Physicians Office/Ambulatory Care setting</td>
<td>9%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>Student Health Service</td>
<td>2%</td>
<td>2%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Something Else</td>
<td>8%</td>
<td>5%</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Setting of current/most recent nursing job</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>56%</td>
<td>75%</td>
<td>81%</td>
</tr>
<tr>
<td>Nursing Home or Extended Care Facility</td>
<td>15%</td>
<td>12%</td>
<td>7%</td>
</tr>
<tr>
<td>Community / Public Health Agency / Visiting Nurse Association</td>
<td>10%</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Physicians Office/Ambulatory Care setting</td>
<td>7%</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td>Student Health Service</td>
<td>4%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Something else</td>
<td>8%</td>
<td>4%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Note: If a respondent only reported one RN job, the setting is counted as both the first and the current/most recent setting.

SOURCE: 2013 Survey of CUNY Nursing Graduates
Figure 1. Setting of First RN Job, AAS Graduates Only, by Year Started Working as an RN

Source: 2008 Survey of CUNY Nursing Graduates (Years 1998-2007) and 2013 Survey of CUNY Nursing Graduates (Years 2008-2011)
Table 16. First Job Search

<table>
<thead>
<tr>
<th>First job: motivation for setting</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>I previously worked in this setting and wanted to return to it</td>
<td>14%</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>I have never worked in this setting and wanted to gain experience</td>
<td>27%</td>
<td>32%</td>
<td>27%</td>
</tr>
<tr>
<td>This setting offered the schedule that I desired</td>
<td>6%</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>This setting offered the salary that I desired</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>It was the best job offered to me</td>
<td>44%</td>
<td>37%</td>
<td>32%</td>
</tr>
<tr>
<td>Something else</td>
<td>7%</td>
<td>7%</td>
<td>14%</td>
</tr>
</tbody>
</table>

First job: How long did you actively search?

<table>
<thead>
<tr>
<th>How long did you actively search</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a month</td>
<td>30%</td>
<td>30%</td>
<td>45%</td>
</tr>
<tr>
<td>One month to three months</td>
<td>30%</td>
<td>26%</td>
<td>34%</td>
</tr>
<tr>
<td>More than three months but less than six months</td>
<td>19%</td>
<td>22%</td>
<td>13%</td>
</tr>
<tr>
<td>Six months to one year</td>
<td>16%</td>
<td>16%</td>
<td>6%</td>
</tr>
<tr>
<td>More than one year</td>
<td>6%</td>
<td>4%</td>
<td>3%</td>
</tr>
</tbody>
</table>

First job: primary barrier?

<table>
<thead>
<tr>
<th>Primary barrier</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>There were few jobs available for nurses with my level of experience</td>
<td>83%</td>
<td>79%</td>
<td>68%</td>
</tr>
<tr>
<td>The available jobs did not offer the schedule that I desired</td>
<td>3%</td>
<td>0.5%</td>
<td>3%</td>
</tr>
<tr>
<td>The available jobs were not in the setting that I desired</td>
<td>2%</td>
<td>4%</td>
<td>6%</td>
</tr>
<tr>
<td>The available jobs did not offer the salary that I desired</td>
<td>0.2%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>The available jobs were too far for me to commute or relocate</td>
<td>1%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>I had to stay within my union</td>
<td>0.3%</td>
<td>0.5%</td>
<td>0%</td>
</tr>
<tr>
<td>Something else</td>
<td>10%</td>
<td>16%</td>
<td>17%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
First Nursing Job Tenure

Table 17. First Nursing Job

<table>
<thead>
<tr>
<th>How many years did you stay at your first nursing job?</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Still working in first nursing job</td>
<td>55%</td>
<td>58%</td>
<td>38%</td>
</tr>
<tr>
<td>Less than one year</td>
<td>16%</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>1 to 2 years</td>
<td>21%</td>
<td>21%</td>
<td>24%</td>
</tr>
<tr>
<td>3 to 4 years</td>
<td>8%</td>
<td>9%</td>
<td>14%</td>
</tr>
<tr>
<td>5 or more years</td>
<td>0.2%</td>
<td>4%</td>
<td>16%</td>
</tr>
</tbody>
</table>

Salaries

Figure 2. Average Yearly Salary in First RN Job, Full-Time Hospital Employment Only, by Year Started Working as an RN

**Characteristics of Current/Most Recent Nursing Job**

**Table 18. Current/Most Recent Nursing Job**

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Held more than one nursing job</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>15%</td>
<td>14%</td>
<td>19%</td>
</tr>
<tr>
<td>No</td>
<td>85%</td>
<td>86%</td>
<td>81%</td>
</tr>
<tr>
<td><strong>Work status</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time</td>
<td>78%</td>
<td>86%</td>
<td>85%</td>
</tr>
<tr>
<td>Part-time</td>
<td>15%</td>
<td>10%</td>
<td>11%</td>
</tr>
<tr>
<td>Per diem or temporary</td>
<td>7%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Union member</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>49%</td>
<td>49%</td>
<td>65%</td>
</tr>
<tr>
<td>No</td>
<td>51%</td>
<td>51%</td>
<td>35%</td>
</tr>
<tr>
<td><strong>If yes, which union?</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1199SEIU</td>
<td>23%</td>
<td>16%</td>
<td>18%</td>
</tr>
<tr>
<td>NYSNA</td>
<td>58%</td>
<td>50%</td>
<td>63%</td>
</tr>
<tr>
<td>DC37</td>
<td>1%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>UFT</td>
<td>8%</td>
<td>15%</td>
<td>4%</td>
</tr>
<tr>
<td>CSEA</td>
<td>1%</td>
<td>0%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
<td>18%</td>
<td>14%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### Table 19. Current/Most Recent Job Search

<table>
<thead>
<tr>
<th>Current or most recent job: How long did you actively search?</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a month</td>
<td>34%</td>
<td>38%</td>
<td>45%</td>
</tr>
<tr>
<td>One month to three months</td>
<td>27%</td>
<td>23%</td>
<td>27%</td>
</tr>
<tr>
<td>More than three months but less than six months</td>
<td>16%</td>
<td>21%</td>
<td>11%</td>
</tr>
<tr>
<td>Six months to one year</td>
<td>15%</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>More than one year</td>
<td>8%</td>
<td>5%</td>
<td>6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current or most recent job: primary barrier?</th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>There were few jobs available for nurses with my level of expertise</td>
<td>78%</td>
<td>76%</td>
<td>58%</td>
</tr>
<tr>
<td>The available jobs did not offer the schedule that I desired</td>
<td>3%</td>
<td>2.6%</td>
<td>3%</td>
</tr>
<tr>
<td>The available jobs were not in the setting that I desired</td>
<td>4%</td>
<td>2%</td>
<td>8%</td>
</tr>
<tr>
<td>The available jobs did not offer the salary that I desired</td>
<td>1%</td>
<td>1%</td>
<td>4%</td>
</tr>
<tr>
<td>The available jobs were too far for me to commute or relocate</td>
<td>1%</td>
<td>1%</td>
<td>6%</td>
</tr>
<tr>
<td>I had to stay within my union</td>
<td>0.3%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Something else</td>
<td>13%</td>
<td>16%</td>
<td>19%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### Job Satisfaction and Benefits

**Table 20. Benefits and Rewards at Current/Most Recent Nursing Job**

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall satisfaction with current/most recent RN job</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td>31%</td>
<td>33%</td>
<td>31%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>46%</td>
<td>44%</td>
<td>46%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>10%</td>
<td>12%</td>
<td>12%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>10%</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>3%</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Satisfaction with current/most recent amount of pay</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td>19%</td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>45%</td>
<td>43%</td>
<td>44%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>14%</td>
<td>10%</td>
<td>11%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>15%</td>
<td>11%</td>
<td>18%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>7%</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Eligible for medical insurance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>83%</td>
<td>92%</td>
<td>87%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
**Career Plans and Intent to Stay**

**Table 21. Career Plans and Intent to Stay**

<table>
<thead>
<tr>
<th></th>
<th>AAS</th>
<th>Generic BS</th>
<th>RN to BS Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>How satisfied are you with your entire nursing career?</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td>37%</td>
<td>39%</td>
<td>43%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>43%</td>
<td>39%</td>
<td>44%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>9%</td>
<td>14%</td>
<td>9%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>8%</td>
<td>7%</td>
<td>4%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>You actively seek advancement or promotion in your career</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>44%</td>
<td>39%</td>
<td>39%</td>
</tr>
<tr>
<td>Agree</td>
<td>39%</td>
<td>44%</td>
<td>43%</td>
</tr>
<tr>
<td>Disagree</td>
<td>15%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>2%</td>
<td>0.5%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>It is likely you could find a nursing job with another employer that is better than the job you have now</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>22%</td>
<td>18%</td>
<td>22%</td>
</tr>
<tr>
<td>Agree</td>
<td>39%</td>
<td>41%</td>
<td>45%</td>
</tr>
<tr>
<td>Disagree</td>
<td>32%</td>
<td>35%</td>
<td>29%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>6%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td><strong>You will probably look for a new job in the next year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>27%</td>
<td>25%</td>
<td>20%</td>
</tr>
<tr>
<td>Agree</td>
<td>25%</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>Disagree</td>
<td>35%</td>
<td>36%</td>
<td>36%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>13%</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td><strong>You often think about quitting</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>6%</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Agree</td>
<td>15%</td>
<td>16%</td>
<td>20%</td>
</tr>
<tr>
<td>Disagree</td>
<td>50%</td>
<td>54%</td>
<td>46%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>29%</td>
<td>25%</td>
<td>26%</td>
</tr>
<tr>
<td><strong>Over the next three years you are planning to...</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stay in nursing</td>
<td>98%</td>
<td>95%</td>
<td>96%</td>
</tr>
<tr>
<td>Leave nursing temporarily</td>
<td>0.2%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Leave nursing for another career</td>
<td>1%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Retire or stop working for other reasons</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
APPENDIX A: AAS 1199 SEIU MEMBERS COMPARED TO ALL OTHER AAS GRADUATES

Graduate Demographics

Table 1. Respondents to the 2013 Survey of CUNY Nursing Graduates, Associate Programs Only

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 members</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>All Respondents</td>
<td>1041</td>
<td>123</td>
</tr>
<tr>
<td>Senior/Comprehensive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colleges</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hunter</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Lehman</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Medgar Evers</td>
<td>44</td>
<td>4%</td>
</tr>
<tr>
<td>NY CCT</td>
<td>104</td>
<td>10%</td>
</tr>
<tr>
<td>Staten Island</td>
<td>152</td>
<td>15%</td>
</tr>
<tr>
<td>York</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Community Colleges</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BMCC</td>
<td>212</td>
<td>20%</td>
</tr>
<tr>
<td>Bronx</td>
<td>54</td>
<td>5%</td>
</tr>
<tr>
<td>Hostos</td>
<td>50</td>
<td>5%</td>
</tr>
<tr>
<td>Kingsborough</td>
<td>146</td>
<td>14%</td>
</tr>
<tr>
<td>LaGuardia</td>
<td>147</td>
<td>14%</td>
</tr>
<tr>
<td>Queensborough</td>
<td>132</td>
<td>13%</td>
</tr>
<tr>
<td>Academic Year Graduated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>169</td>
<td>16%</td>
</tr>
<tr>
<td>2008-2009</td>
<td>204</td>
<td>20%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>186</td>
<td>18%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>239</td>
<td>23%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>243</td>
<td>23%</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>172</td>
<td>17%</td>
</tr>
<tr>
<td>Women</td>
<td>869</td>
<td>83%</td>
</tr>
<tr>
<td>Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>177</td>
<td>17%</td>
</tr>
<tr>
<td>Black</td>
<td>298</td>
<td>29%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>214</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>352</td>
<td>34%</td>
</tr>
</tbody>
</table>

SOURCE: CUNY Institutional Research Database (IRDB)
Table 2. Demographics of CUNY Nursing Graduates

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Marital status</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never married or single</td>
<td>41%</td>
<td>31%</td>
</tr>
<tr>
<td>Married</td>
<td>48%</td>
<td>54%</td>
</tr>
<tr>
<td>In married-like relationship</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Widowed</td>
<td>0.3%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Divorced</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Separated</td>
<td>2%</td>
<td>2.1%</td>
</tr>
<tr>
<td><strong>Children living at home</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>49%</td>
<td>58%</td>
</tr>
<tr>
<td><strong>Children under the age of six living at home</strong></td>
<td>51%</td>
<td>44%</td>
</tr>
<tr>
<td><strong>Primary caregiver for dependent adult(s)</strong></td>
<td>14%</td>
<td>26%</td>
</tr>
<tr>
<td><strong>Parents’ origin</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Both parents born in the United States</td>
<td>22%</td>
<td>16%</td>
</tr>
<tr>
<td>One parent born in the United States</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Neither parent born in the United States</td>
<td>74%</td>
<td>81%</td>
</tr>
<tr>
<td><strong>Highest degree mother received in school</strong></td>
<td>1Percentages will not sum to 100 because respondents that answered “other” not included.</td>
<td></td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>20%</td>
<td>24%</td>
</tr>
<tr>
<td>High school diploma or GED</td>
<td>35%</td>
<td>44%</td>
</tr>
<tr>
<td>Some college but no degree</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>Associate degree</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>Baccalaureate degree</td>
<td>19%</td>
<td>10%</td>
</tr>
<tr>
<td>Advanced degree</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Highest degree father received in school</strong></td>
<td>1Percentages will not sum to 100 because respondents that answered “other” not included.</td>
<td></td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>21%</td>
<td>28%</td>
</tr>
<tr>
<td>High school diploma or GED</td>
<td>36%</td>
<td>37%</td>
</tr>
<tr>
<td>Some college but no degree</td>
<td>7%</td>
<td>9%</td>
</tr>
<tr>
<td>Associate degree</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Baccalaureate degree</td>
<td>19%</td>
<td>9%</td>
</tr>
<tr>
<td>Advanced degree</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Average Age at Graduation</strong></td>
<td>31</td>
<td>36</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates

1Percentages will not sum to 100 because respondents that answered “other” not included.
Nursing Education

Table 3. Perceptions of CUNY Nursing Program

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall, how did your CUNY education prepare you to practice as an RN?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well or Very Well</td>
<td>84%</td>
<td>86%</td>
</tr>
<tr>
<td>Adequately</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>How did your CUNY clinical experience prepare you to practice as an RN?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well or Very Well</td>
<td>72%</td>
<td>64%</td>
</tr>
<tr>
<td>Adequately</td>
<td>22%</td>
<td>32%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>6%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
## Table 4. Simulation Lab and Online Experience

<table>
<thead>
<tr>
<th>How often did you participate in simulation lab exercises during your CUNY education program?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never in any CUNY courses</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Once or twice</td>
<td>11%</td>
<td>15%</td>
</tr>
<tr>
<td>A few times</td>
<td>41%</td>
<td>37%</td>
</tr>
<tr>
<td>Very often</td>
<td>46%</td>
<td>44%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How well did the simulation exercises that you completed during your CUNY nursing program prepare you to practice as an RN?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Well or Very Well</td>
<td>67%</td>
<td>65%</td>
</tr>
<tr>
<td>Adequately</td>
<td>25%</td>
<td>33%</td>
</tr>
<tr>
<td>Poorly or Very Poorly</td>
<td>7%</td>
<td>3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What percent of your CUNY coursework was taken online?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>64%</td>
<td>75%</td>
</tr>
<tr>
<td>1-25%</td>
<td>30%</td>
<td>20%</td>
</tr>
<tr>
<td>26-50%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>51-75%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>76-100%</td>
<td>0.3%</td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What was the primary reason that you did not take any online courses during your CUNY education?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>I preferred interacting with my instructors and classmates in-person</td>
<td>27%</td>
<td>36%</td>
</tr>
<tr>
<td>I felt that in-person courses provide a better education than online courses</td>
<td>8%</td>
<td>4%</td>
</tr>
<tr>
<td>My campus did not offer the courses I needed in the online format</td>
<td>65%</td>
<td>59%</td>
</tr>
<tr>
<td>My computer skills were not strong</td>
<td>0.5%</td>
<td>1%</td>
</tr>
<tr>
<td>I did not have consistent access to a computer</td>
<td>0.3%</td>
<td>0%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Additional Degrees

Table 5. Overall Educational Attainment

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earned degree outside nursing before CUNY degree</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>What type of degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>20%</td>
<td>27%</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>66%</td>
<td>59%</td>
</tr>
<tr>
<td>Master's</td>
<td>9%</td>
<td>3%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>0.6%</td>
<td>4%</td>
</tr>
<tr>
<td>Other type of degree</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Earned degree outside nursing after CUNY degree</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Highest degree in nursing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>80%</td>
<td>87%</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Master's</td>
<td>0.3%</td>
<td>2%</td>
</tr>
<tr>
<td>Other type of degree</td>
<td>0%</td>
<td>1%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Further Education

Table 6. Opinions on the Bachelor's degree

<table>
<thead>
<tr>
<th>Opinions on the Bachelor's degree</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is worth the time and tuition costs to get a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baccalaureate degree in nursing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>56%</td>
<td>57%</td>
</tr>
<tr>
<td>Agree</td>
<td>34%</td>
<td>33%</td>
</tr>
<tr>
<td>Disagree</td>
<td>8%</td>
<td>3%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>A person needs at least a Master's degree to get</td>
<td></td>
<td></td>
</tr>
<tr>
<td>the best jobs in nursing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>13%</td>
<td>12%</td>
</tr>
<tr>
<td>Agree</td>
<td>27%</td>
<td>24%</td>
</tr>
<tr>
<td>Disagree</td>
<td>49%</td>
<td>46%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>11%</td>
<td>18%</td>
</tr>
<tr>
<td>My employer/union supports or would support my</td>
<td></td>
<td></td>
</tr>
<tr>
<td>return to school with release time and/or tuition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>assistance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strongly agree</td>
<td>28%</td>
<td>43%</td>
</tr>
<tr>
<td>Agree</td>
<td>42%</td>
<td>35%</td>
</tr>
<tr>
<td>Disagree</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>11%</td>
<td>12%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates

Table 7. Further Education

<table>
<thead>
<tr>
<th>Plans for further education</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently Enrolled</td>
<td>53%</td>
<td>53%</td>
</tr>
<tr>
<td>Plan to enroll in next year</td>
<td>23%</td>
<td>32%</td>
</tr>
<tr>
<td>Plan to enroll in the future</td>
<td>19%</td>
<td>12%</td>
</tr>
<tr>
<td>No plans for further education</td>
<td>5%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### Table 8. Currently Enrolled in a Program

<table>
<thead>
<tr>
<th>Type of degree program</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baccalaureate</td>
<td>87%</td>
<td>85%</td>
</tr>
<tr>
<td>Master's</td>
<td>13%</td>
<td>15%</td>
</tr>
<tr>
<td>Doctorate</td>
<td>0.3%</td>
<td>0%</td>
</tr>
<tr>
<td>Another type of program</td>
<td>0.1%</td>
<td>0%</td>
</tr>
</tbody>
</table>

| Enrolled in nursing program  | 98%                 | 99%          |

<table>
<thead>
<tr>
<th>Location of program</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CUNY</td>
<td>62%</td>
<td>61%</td>
</tr>
<tr>
<td>Another public college</td>
<td>16%</td>
<td>11%</td>
</tr>
<tr>
<td>New York State</td>
<td>9%</td>
<td>19%</td>
</tr>
<tr>
<td>A college outside of New York State</td>
<td>14%</td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For which reason did you choose a program that is outside of CUNY</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial reasons</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>More transfer credits were accepted</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Location</td>
<td>14%</td>
<td>0%</td>
</tr>
<tr>
<td>Not accepted to a CUNY program</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Reputation</td>
<td>9%</td>
<td>17%</td>
</tr>
<tr>
<td>Interested in specialty program</td>
<td>8%</td>
<td>32%</td>
</tr>
<tr>
<td>Program length</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td>CUNY did not offer an online program</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>My employer or union had a relationship with the program</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Needed to enroll immediately</td>
<td>7%</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Primary Motivation</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Keep current job</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Promotion or job switch</td>
<td>35%</td>
<td>37%</td>
</tr>
<tr>
<td>Unable to find job</td>
<td>18%</td>
<td>14%</td>
</tr>
<tr>
<td>No particular reason--Always intended to continue</td>
<td>40%</td>
<td>44%</td>
</tr>
</tbody>
</table>

*SOURCE: 2013 Survey of CUNY Nursing Graduates*
Table 9. Currently Enrolled – Type of Program

<table>
<thead>
<tr>
<th>Type of Program</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional, in-person</td>
<td>30%</td>
<td>40%</td>
</tr>
<tr>
<td>Partially online</td>
<td>45%</td>
<td>37%</td>
</tr>
<tr>
<td>Fully online</td>
<td>25%</td>
<td>22%</td>
</tr>
</tbody>
</table>

Most attractive feature of online program

<table>
<thead>
<tr>
<th>Feature</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours</td>
<td>75%</td>
</tr>
<tr>
<td>More transfer credits accepted</td>
<td>1%</td>
</tr>
<tr>
<td>Cheaper tuition</td>
<td>2%</td>
</tr>
<tr>
<td>Wouldn't have to commute as much</td>
<td>13%</td>
</tr>
<tr>
<td>Some other reason</td>
<td>9%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates

Incumbent Workers

Table 10. Incumbent Workers

<table>
<thead>
<tr>
<th>Did you work in healthcare at any time before you finished your initial RN education program?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>36%</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td>64%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Did any of this work involve direct patient care?

| Yes                                                                                         | 82%                 | 86%          |
| No                                                                                          | 18%                 | 14%          |

Did you work as a licensed practical or licensed vocational nurse?

| Yes                                                                                         | 12%                 | 41%          |
| No                                                                                          | 88%                 | 59%          |

SOURCE: 2013 Survey of CUNY Nursing Graduates
Table 11. Work in Healthcare While Enrolled in CUNY

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of those who worked in healthcare previously, were you working in healthcare while you attended your initial RN education program?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>66%</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td>34%</td>
<td>-</td>
</tr>
<tr>
<td>For those working in healthcare while enrolled in their initial RN education program, did you receive tuition assistance from your employer or union?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>25%</td>
<td>65%</td>
</tr>
<tr>
<td>No</td>
<td>75%</td>
<td>35%</td>
</tr>
<tr>
<td>Were you a member of a union in the healthcare job you had while you pursued your initial RN education?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>17%</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td>83%</td>
<td>-</td>
</tr>
<tr>
<td>If yes, which union?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1199SEIU</td>
<td>-</td>
<td>100%</td>
</tr>
<tr>
<td>NYSNA</td>
<td>1.2%</td>
<td>-</td>
</tr>
<tr>
<td>DC37</td>
<td>55%</td>
<td>-</td>
</tr>
<tr>
<td>UFT</td>
<td>0%</td>
<td>-</td>
</tr>
<tr>
<td>CSEA</td>
<td>15%</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>29%</td>
<td>-</td>
</tr>
<tr>
<td>When you graduated did you change employers?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>57%</td>
<td>32%</td>
</tr>
<tr>
<td>No</td>
<td>43%</td>
<td>68%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Transition from CUNY

NCLEX Results

Table 12. NCLEX Results

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never took the NCLEX</td>
<td>1%</td>
<td>4%</td>
</tr>
<tr>
<td>Passed on the first try</td>
<td>86%</td>
<td>76%</td>
</tr>
<tr>
<td>Passed after more than one try</td>
<td>11%</td>
<td>16%</td>
</tr>
<tr>
<td>Did not pass</td>
<td>2%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Working as an RN

Table 13. Work Experience as an RN Licensed Nurse

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did you ever work as an RN?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>80%</td>
<td>81%</td>
</tr>
<tr>
<td>No</td>
<td>20%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Are you currently working as an RN?

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>95%</td>
<td>98%</td>
</tr>
<tr>
<td>No</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Career paths

Work Settings

Table 14. First and Current/Most Recent Nursing Job Setting

<table>
<thead>
<tr>
<th>Setting of first nursing job</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>51%</td>
<td>75%</td>
</tr>
<tr>
<td>Nursing Home/Extended Care Facility</td>
<td>22%</td>
<td>16%</td>
</tr>
<tr>
<td>Community / Public Health Agency / Visiting Nurse Association</td>
<td>6%</td>
<td>3%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>0.1%</td>
<td>0%</td>
</tr>
<tr>
<td>Physicians Office/Ambulatory Care setting</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>Student Health Service</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Something Else</td>
<td>9%</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Setting of current/most recent nursing job</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>54%</td>
<td>93%</td>
</tr>
<tr>
<td>Nursing Home or Extended Care Facility</td>
<td>15%</td>
<td>7%</td>
</tr>
<tr>
<td>Community / Public Health Agency / Visiting Nurse Association</td>
<td>10%</td>
<td>0%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>Physicians Office/Ambulatory Care setting</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Student Health Service</td>
<td>9%</td>
<td>0%</td>
</tr>
<tr>
<td>Something else</td>
<td>9%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Note: If a respondant only reported one RN job, the setting is counted as both the first and the current/most recent setting.

SOURCE: 2013 Survey of CUNY Nursing Graduates
Figure 1. Percent of First RN Job in Hospital Setting, AAS Graduates Only, by Year Started Working as an RN

Source: 2008 Survey of CUNY Nursing Graduates (Years 1998-2007) and 2013 Survey of CUNY Nursing Graduates (Years 2008-2011)
### Table 15. First Job Search

<table>
<thead>
<tr>
<th>First job: motivation for setting</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>I previously worked in this setting and wanted to return to it</td>
<td>10%</td>
<td>45%</td>
</tr>
<tr>
<td>I have never worked in this setting and wanted to gain experience</td>
<td>28%</td>
<td>19%</td>
</tr>
<tr>
<td>This setting offered the schedule that I desired</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>This setting offered the salary that I desired</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>It was the best job offered to me</td>
<td>46%</td>
<td>25%</td>
</tr>
<tr>
<td>Something else</td>
<td>7%</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>First job: How long did you actively search?</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a month</td>
<td>28%</td>
<td>50%</td>
</tr>
<tr>
<td>One month to three months</td>
<td>31%</td>
<td>22%</td>
</tr>
<tr>
<td>More than three months but less than six months</td>
<td>20%</td>
<td>11%</td>
</tr>
<tr>
<td>Six months to one year</td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>More than one year</td>
<td>6%</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>First job: primary barrier?</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>There were few jobs available for nurses with my level of experience</td>
<td>84%</td>
<td>71%</td>
</tr>
<tr>
<td>The available jobs did not offer the schedule that I desired</td>
<td>3%</td>
<td>4.2%</td>
</tr>
<tr>
<td>The available jobs were not in the setting that I desired</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>The available jobs did not offer the salary that I desired</td>
<td>0.2%</td>
<td>0%</td>
</tr>
<tr>
<td>The available jobs were too far for me to commute or relocate</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>I had to stay within my union</td>
<td>0.0%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Something else</td>
<td>10%</td>
<td>17%</td>
</tr>
</tbody>
</table>

*Source: 2013 Survey of CUNY Nursing Graduates*
First Nursing Job Tenure

Table 16. First Nursing Job

<table>
<thead>
<tr>
<th>How many years did you stay at your first nursing job?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Still working in first nursing job</td>
<td>53%</td>
<td>72%</td>
</tr>
<tr>
<td>Less than one year</td>
<td>16%</td>
<td>10%</td>
</tr>
<tr>
<td>1 to 2 years</td>
<td>23%</td>
<td>6%</td>
</tr>
<tr>
<td>3 to 4 years</td>
<td>7%</td>
<td>13%</td>
</tr>
<tr>
<td>5 or more years</td>
<td>0.3%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Salaries

Figure 2. Average Yearly Salary in First RN Job, Full-Time Hospital Employment Only, by Year Started Working as an RN

### Characteristics of Current/Most Recent Nursing Job

#### Table 17. Current/Most Recent Nursing Job

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Held more than one nursing job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>16%</td>
<td>9%</td>
</tr>
<tr>
<td>No</td>
<td>84%</td>
<td>91%</td>
</tr>
<tr>
<td>Work status</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time</td>
<td>77%</td>
<td>85%</td>
</tr>
<tr>
<td>Part-time</td>
<td>15%</td>
<td>9%</td>
</tr>
<tr>
<td>Per diem or temporary</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>Union member</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>47%</td>
<td>75%</td>
</tr>
<tr>
<td>No</td>
<td>53%</td>
<td>25%</td>
</tr>
<tr>
<td>If yes, which union?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1199SEIU</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>NYSNA</td>
<td>58%</td>
<td>62%</td>
</tr>
<tr>
<td>DC37</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>UFT</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>CSEA</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>10%</td>
<td>4%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
### Table 18. Current/Most Recent Job Search

<table>
<thead>
<tr>
<th>Current or most recent job: How long did you actively search?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a month</td>
<td>33%</td>
<td>45%</td>
</tr>
<tr>
<td>One month to three months</td>
<td>27%</td>
<td>26%</td>
</tr>
<tr>
<td>More than three months but less than six months</td>
<td>17%</td>
<td>9%</td>
</tr>
<tr>
<td>Six months to one year</td>
<td>16%</td>
<td>11%</td>
</tr>
<tr>
<td>More than one year</td>
<td>7%</td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current or most recent job: primary barrier?</th>
<th>All Other Graduates</th>
<th>1199 Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>There were few jobs available for nurses with my level of expertise</td>
<td>79%</td>
<td>66%</td>
</tr>
<tr>
<td>The available jobs did not offer the schedule that I desired</td>
<td>3%</td>
<td>3.2%</td>
</tr>
<tr>
<td>The available jobs were not in the setting that I desired</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>The available jobs did not offer the salary that I desired</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>The available jobs were too far for me to commute or relocate</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>I had to stay within my union</td>
<td>0.0%</td>
<td>4%</td>
</tr>
<tr>
<td>Something else</td>
<td>12%</td>
<td>26%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Job Satisfaction and Benefits

Table 19. Benefits and Rewards at Current/Most Recent Nursing Job

<table>
<thead>
<tr>
<th></th>
<th>All Other Graduates</th>
<th>1199 members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall satisfaction with current/most recent RN job</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>46%</td>
<td>40%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>10%</td>
<td>15%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>3%</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Satisfaction with current/most recent amount of pay</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very satisfied</td>
<td>20%</td>
<td>17%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>45%</td>
<td>41%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>14%</td>
<td>16%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>14%</td>
<td>16%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Eligible for medical insurance</strong></td>
<td>83%</td>
<td>91%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates
Career Plans and Intent to Stay

Table 20. Career Plans and Intent to Stay

<table>
<thead>
<tr>
<th>How satisfied are you with your entire nursing career?</th>
<th>All Other Graduates</th>
<th>1199 members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very satisfied</td>
<td>37%</td>
<td>42%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>43%</td>
<td>42%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>3%</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You actively seek advancement or promotion in your career</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>43%</td>
<td>56%</td>
</tr>
<tr>
<td>Agree</td>
<td>40%</td>
<td>37%</td>
</tr>
<tr>
<td>Disagree</td>
<td>16%</td>
<td>7%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>2%</td>
<td>0.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>It is likely you could find a nursing job with another employer that is better than the job you have now</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>28%</td>
<td>19%</td>
</tr>
<tr>
<td>Agree</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>Disagree</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>12%</td>
<td>16%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You will probably look for a new job in the next year</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>Agree</td>
<td>16%</td>
<td>10%</td>
</tr>
<tr>
<td>Disagree</td>
<td>50%</td>
<td>45%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>28%</td>
<td>38%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You often think about quitting</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>Agree</td>
<td>40%</td>
<td>33%</td>
</tr>
<tr>
<td>Disagree</td>
<td>32%</td>
<td>33%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>6%</td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Over the next three years you are planning to</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay in nursing</td>
<td>98%</td>
<td>98%</td>
</tr>
<tr>
<td>Leave nursing temporarily</td>
<td>0.2%</td>
<td>0%</td>
</tr>
<tr>
<td>Leave nursing for another career</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Retire or stop working for other reasons</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

SOURCE: 2013 Survey of CUNY Nursing Graduates