CLINICAL NURSE SPECIALISTS IN VERMONT
2013 RE-LICENSEURE SURVEY

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PURPOSE

The UVM Area Health Education Center (AHEC) program conducts a biennial re-licensure survey of Vermont’s Advanced Practice Registered Nurses (APRNs) including Clinical Nurse Specialists (CNS) in order to provide Vermonters, healthcare employers, educators and policymakers with useful information on the status of this important segment of the nursing workforce.
METHODS

The invitation to participate from AHEC and a paper survey were included in re-licensure materials sent out by the Vermont Board of Nursing to 593 APRNs licensed in Vermont as of January 1, 2013. A reminder postcard was sent at two weeks and a replacement paper survey was mailed to all APRNs who did not initially participate at four weeks. A paper survey was also available at the Board of Nursing.
RESULTS

The survey was completed by 340 APRNs (57% response rate).

294 APRNs reported working in Vermont and 9% (26) were licensed as CNSs and used in this analysis.

As of April 1, 2013 there were 575 APRNs with active licenses in the state of Vermont.
CNS DEMOGRAPHIC INFORMATION

CNS by Gender

- Male: 8%
- Female: 92%

n = 25
CNS DEMOGRAPHIC INFORMATION

Race/Ethnicity

- White/Caucasian: 93%
- American Indian: 7%
- Asian: 0%
- Black/African American: 0%
- Pacific Islander: 0%
- Hispanic: 0%

n = 27
CNS DEMOGRAPHIC INFORMATION

N = 26

Birth Year

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1940-1949</td>
<td>50%</td>
</tr>
<tr>
<td>1950-1959</td>
<td>46%</td>
</tr>
<tr>
<td>1960-1969</td>
<td>4%</td>
</tr>
</tbody>
</table>

64-71 yrs.
54-63 yrs.
44-53 yrs.
Vermont Counties of primary practice

<table>
<thead>
<tr>
<th>County in Vermont</th>
<th># CNSs</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addison</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Caledonia</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Chittenden</td>
<td>5</td>
<td>20%</td>
</tr>
<tr>
<td>Lamoille</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Orange</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Rutland</td>
<td>4</td>
<td>16%</td>
</tr>
<tr>
<td>Washington</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Windham</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Windsor</td>
<td>4</td>
<td>16%</td>
</tr>
</tbody>
</table>
## Counties of secondary position

<table>
<thead>
<tr>
<th>County</th>
<th># CNSs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cheshire NH</td>
<td>1</td>
</tr>
<tr>
<td>Washington</td>
<td>1</td>
</tr>
<tr>
<td>Windham</td>
<td>1</td>
</tr>
<tr>
<td>Windsor</td>
<td>1</td>
</tr>
</tbody>
</table>
CNS HIGHEST LEVEL OF EDUCATION

- Master's Degree - Nursing: 88% (n=23)
- Master's Degree - Non-Nursing: 8% (n=2)
- Doctoral Degree - Non-Nursing: 4% (n=1)

Total: n=26
CURRENT ENROLLEES IN HIGHER NURSING EDUCATION

Not Enrolled – 100%
ENTRY LEVEL LICENSURE & EDUCATION

- **Baccalaureate Degree - Nursing**: 50% (n=13)
- **Diploma - Nursing**: 23% (n=6)
- **Associate Degree - Nursing**: 11% (n=3)
- **Master's Degree - Nursing**: 12% (n=3)
- **Vocational/Practical Certificate**: 4% (n=1)

Total: 26
COUNTRY OF ENTRY LEVEL
LICENSURE & EDUCATION

USA – 100%
CNS EMPLOYMENT STATUS

- Nursing - Full Time: 50% (n=13)
- Nursing - Part Time: 38% (n=10)
- Nursing - Per Diem: 8% (n=2)
- Nursing Volunteer: 4% (n=1)
- Total: 26
CREDENTIALED SPECIALTIES HELD BY CLINICAL NURSE SPECIALISTS

- Psych/Mental Health, 73% (n=22)
- Adult, 17% (n=5)
- OB/Gyn, 4% (n=1)
- Medical/Surgical, 3% (n=1)
- Other, 3% (n=1)

Total: 26
PRACTICE SETTINGS (PRIMARY POSITION)

- Physician/APRN Practice: 3%, n=1
- Home Health: 3%, n=1
- Extended Care: 3%, n=1
- Hospital - Inpatient: 10%, n=3
- Community Health Center: 16%, n=5
- Hospital - Outpatient: 16%, n=5
- Solo APRN Practice: 16%, n=5
- Other*: Community mental health (7), Inpatient Drug Rehab (1), Prison (1), Free Clinic (1), Other (10), n=10

Total n=26
PRACTICE SETTINGS
(SECONDARY POSITION)

Home Health – (n = 1)
Mental Health Center (n = 1)
Independent Practice (n = 2)
Other (n = 1)

No secondary position or missing (n = 21)
CNS HOLDING HOSPITAL PRIVILEGES IN VERMONT

No 88%

Yes 12%

n= 26
CNS ACCEPTING NEW PATIENTS

- Yes: 92%
- No: 8%

n = 25
CNS PARTICIPATING IN MEDICAID

PARTICIPATE IN MEDICAID

Yes 88%

No 12%

CNS PARTICIPANTS ACCEPTING NEW MEDICAID PATIENTS

Yes 91%

No 9%

n= 25
CNS PARTICIPATING IN MEDICARE

PARTICIPATE IN MEDICARE

Yes 80%
No 20%
n= 25

CNS PARTICIPANTS ACCEPTING NEW MEDICARE PATIENTS

Yes 79%
No 21%
n= 24
EMPLOYED POSITIONS IN NURSING
(PER RESPONDENT)

- One: 24%
- Two: 76%

n= 25
WEEKLY WORK HOURS (PRIMARY POSITION)

- 20 Hours or Less: 15% (n=4)
- 21-39 Hours: 50% (n=13)
- 40 Hours or More: 35% (n=9)

n=26
WEEKLY WORK HOURS
(SECONDARY POSITION)

20 Hours or less - (n= 5)
# PRIMARY POSITION TITLES

<table>
<thead>
<tr>
<th>Primary Position Title</th>
<th>Percent In Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Executive</td>
<td>4%</td>
</tr>
<tr>
<td>Nurse Manager</td>
<td>7%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>82%</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td>4%</td>
</tr>
<tr>
<td>Other – Health Related</td>
<td>4%</td>
</tr>
</tbody>
</table>

n= 25
### SECONDARY POSITION TITLES

<table>
<thead>
<tr>
<th>Primary Position Title</th>
<th>Percent In Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Secondary Position</td>
<td>29%</td>
</tr>
<tr>
<td>Advanced Practice Nurse</td>
<td>71%</td>
</tr>
</tbody>
</table>
EMPLOYMENT SPECIALTY (SECONDARY POSITION)

- Home Health: 20%
- Psychiatry/Mental Health: 80%
- Other*: Consultant/Educator, Emergency Department, Policy/Leadership
YEARS WORKED IN CURRENT POSITION

YEARS

- > 36: 4% (n=1)
- 31 to 35: 8% (n=2)
- 26 to 30: 12% (n=3)
- 21 to 25: 8% (n=2)
- 16 to 20: 8% (n=2)
- 11 to 15: 23% (n=6)
- 6 to 10: 19% (n=5)
- 1 to 5: 12% (n=3)
- < 1: 8% (n=2)

Percent of CNS

n= 26
CLIENT TYPE

- Pediatrics: 10% (n=3)
- Adult: 58% (n=18)
- Geriatrics: 16% (n=5)
- All Ages: 16% (n=5)

Total: n=26
JOB SATISFACTION
(PRIMARY POSITION)

Very Satisfied 77%
\(n=20\)

Somewhat Satisfied 19%
\(n=5\)

Very Dissatisfied
\(n=1\)

Total \(n=26\)
HOW LIKELY ARE YOU TO LEAVE YOUR PRIMARY POSITION IN THE NEXT 12 MONTHS?

Very Satisfied 70% (n=16)

Somewhat Satisfied 13% (n=3)

Somewhat Dissatisfied 13% (n=3)

Very Dissatisfied 3% (n=1)

Total n= 23

Please note: An error on the survey repeated the above choices for question responses rather than: Very Unlikely, Somewhat Unlikely, Somewhat Likely and Very Likely
IF ‘VERY LIKELY’ OR ‘SOMEWHA T LIKELY’, WOULD YOU LEAVE THE NURSING PROFESSION?

No 77%  
n= 10

Yes 23%  
n= 3

n= 13
REASON FOR LEAVING POSITION - CHECK ALL THAT APPLY

- Retirement: 75% (n=6)
- Salary/Benefits: 13% (n=1)
- Family Responsibilities: 13% (n=1)

Total responses: n=8
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