

***THE OREGON NURSE RETENTION PROJECT:***

***Final Report to the Northwest Health Foundation***

**August 1, 2009**

**Appendix B: Additional Participant Characteristics**



***The Oregon Nurse Retention Project: Contributors***

Robert R. Sinclair, Ph.D.  
Clemson University

Cynthia D. Mohr, Ph.D.  
Portland State University

Sue Davidson, Ph.D., R.N., CNS  
Oregon Nurses Association

Lindsay E. Sears, M.S.  
Clemson University

Nicole Deese, M.S.  
Clemson University

Robert R. Wright, B.A.  
Portland State University

Melissa C. Waitsman, B.A.  
Clemson University

Laurie Jacobs, M.S.  
Portland State University

David Cadiz, M.S.  
Portland State University



---

## ***The Oregon Nurse Retention Project: Acknowledgements***

The research presented in this report was supported by a grant from the Northwest Health Foundation (Proposal 14180) to Portland State University. We are grateful to the Northwest Health Foundation (NWHF) for supporting this work, particularly Judith Woodruff who helped focus the research on critical topics and who encouraged us to choose certain paths that ultimately led to some important discoveries. Our research team is now pursuing several lines of research that would not have been possible without NWHF support. Several staff members at both the Oregon Nurses' association and Portland State University have been extraordinarily helpful in managing the financial and logistical aspects of the study, particularly Anh Ly at Portland State and Pisith Kong at ONA. Finally, and most importantly, we deeply appreciate the help of all of the nurses who contributed to the research, including those who participated in focus groups that helped us develop and refine the survey instruments and the study participants, who took a great deal of time out of their busy lives to tell us about their work. We hope we can honor their contributions by using this research to help create a healthier workplace for nurses in the future.

### **Correspondence to the first author:**

Robert R. Sinclair, Ph.D.  
Associate Professor of Psychology  
Clemson University  
418 Brackett Hall  
Clemson, SC  
29634  
(864) 656-3931  
[rsincla@clemson.edu](mailto:rsincla@clemson.edu)

### **Recommended Citation:**

Sinclair, R. R., Mohr, C. P., Davidson, S., Sears, L. E., Deese, M. N., Wright, R. R., Waitsman, M., Jacobs, L., Cadiz, D. (2009). *The Oregon Nurse Retention Project: Final Report to the Northwest Health Foundation*. Unpublished Technical Report.

## **Appendix B**

### **Additional Participant Characteristics**

**Table B-1. ONRP participants' work locations.**

City you work in (N = 406)	Frequency	Percent
Portland	141	34.7
Eugene	44	10.8
Medford	25	6.2
Coos Bay	23	5.7
Corvallis	21	5.2
Roseburg	17	4.2
Klamath Falls	16	3.9
Springfield	12	3.0
The Dalles	12	3.0
Ontario	12	3.0
Astoria	12	3.0
Silverton	9	2.2
Florence	8	2.0
Newport	8	2.0
La Grande	7	1.7
Seaside	6	1.5
Hood River	6	1.5
Pendleton	6	1.5
Lebanon	5	1.2
Beaverton	2	.5
Baker City	2	.5
Burns	2	.5
Lakeview	2	.5
Hermiston	2	.5
Albany	2	.5
Newberg	1	.2
Salem	1	.2
Tillamook	1	.2
North Bend	1	.2

**Table B-2. ONRP participants' work settings.**

	Frequency	Percent
<b>Primary Work Setting (N = 404)</b>		
Hospital/Acute Care Facility	353	87.4
Ambulatory/Outpatient Clinic/MD Office	16	4.0
Home Health Agency	15	3.7
Government Agency	1	.2
School of Nursing	4	1.0
Long-Term Care Facility	3	.7
Public/Private School (K – 12)	1	.2
Community or Public Health Agency	3	.7
Other	8	2.0
<b>Secondary Work Setting (N = 103)</b>		
Hospital/Acute Care Facility	37	35.9
Ambulatory/Outpatient Clinic/MD Office	21	20.4
Home Health Agency	2	1.9
Government Agency	7	6.8
School of Nursing	4	3.9
Long-Term Care Facility	4	3.9
Public/Private School (K – 12)	3	2.9
Community or Public Health Agency	1	1.0
Other	24	23.3
<b>Primary Specialty (N = 339)</b>		
Emergency/Trauma	42	12.4
Maternal Child/Obstetrics	44	13.0
Pediatrics	18	5.3
Critical Care/Neonatal Intensive Care Unit	74	21.8
Operating Room, Post Anesthesia Care Unit	49	14.5
General Medical, General Surgical	77	22.7
Behavioral Health	6	1.8
Psychiatry	6	1.8
Women's Health	1	.3
End of Life/Palliative Care	3	.9
Home Health	13	3.8
School House	1	.3
Gerontology	2	.6
Community/Public Health	3	.9
<b>Primary Job Title (N = 405)</b>		
Staff Nurse	375	92.6
Staff Development/Clinical Educator	2	.5
Mgr/Supervisor	7	1.7
Case Mgr	9	2.2
Nurse Exec or Nurse Admin	3	.7
Academic Faculty	3	.7
Other	6	1.5

**Table B-3. ONRP participants' work schedule characteristics.**

	Frequency	Percent
<b>Work Status (N = 404)</b>		
Full-Time	244	60.4
Part-Time	146	36.1
Resource	14	3.5
<b>On-Call Status (N = 400)</b>		
Yes, Voluntary	141	35.3
Yes, Mandatory	105	26.3
No, Not at All	154	38.5
<b>Shift Typically Worked (N = 391)</b>		
Day	244	62.4
Evening	50	12.8
Night	97	24.8
<b>Length of Typical Shift (N = 403)</b>		
4 Hours	2	.5
8 Hours	174	43.1
9 Hours	5	1.2
10 Hours	36	8.9
12 Hours	184	45.5
12 and 24 Hours in 1 Week	2	.5
<b>Hours Scheduled (N = 400)</b>		
0 – 9 Hours	6	1.5
10 – 19 Hours	11	2.8
20 – 29 Hours	97	24.3
30 – 39 Hours	226	56.5
40 - 49 Hours	56	14.0
50+ Hours	4	1.1
<b>Hours Actually Worked (N = 400)</b>		
5 – 10 Hours	7	1.8
11 – 20 Hours	27	6.8
21 – 30 Hours	74	18.5
31 – 40 Hours	219	54.8
41 – 50 Hours	59	14.8
51 - 60 Hours	8	2.0
61+ Hours	6	1.6
<b>Voluntary OT Hours (N = 389)</b>		
0 - 10 Hours	345	88.7
11 – 20 Hours	38	9.8
21 - 30 Hours	5	1.3
31 – 40 Hours	1	.3
<b>Number of Shifts Per Week (N = 393)</b>		
1 Shift	14	3.6
2 Shifts	35	8.9
3 Shifts	177	45.0
4 Shifts	100	25.4
5 Shifts	57	14.5
6 Shifts	6	1.5
8+ Shifts	4	1.0



**Table B-4. ONRP participants' tenure-related characteristics.**

	Frequency	Percent
<b>Occupational Tenure, Years (N = 405)</b>		
0 – 1 Year	27	6.7
2 – 5 Years	71	17.5
6 – 10 Years	50	12.3
11 – 15 Years	35	8.6
16 – 20 Years	43	10.6
21 – 25 Years	48	11.9
26 – 30 Years	53	13.1
31 – 35 Years	54	13.3
36 – 40 Years	22	5.4
40 – 45 Years	2	.5
<b>Organizational Tenure, Years (N = 404)</b>		
0 – 1 Year	54	13.4
2 – 5 Years	98	24.3
6 – 10 Years	84	20.8
11 – 15 Years	52	12.9
16 – 20 Years	46	11.4
21 – 25 Years	28	6.9
26 – 30 Years	29	7.2
31 – 35 Years	11	2.7
36 – 40 Years	2	.5
<b>Position Tenure, Years (N = 406)</b>		
0 – 1 Year	84	20.7
2 – 5 Years	139	34.2
6 – 10 Years	93	22.9
11 – 15 Years	27	6.7
16 – 20 Years	34	8.4
21 – 25 Years	16	3.9
26 – 30 Years	12	3.0
31 – 35 Years	1	.2