The 2022 Tennessee
Nursing Workforce Survey
Registered Nurse (RNs) Results

Data presented in this document is Tennessee RN information collected in 2022 and 2020 by the National Council of State Boards of Nursing (NCSBN) utilizing their National Workforce Survey tool. For more information, you can visit https://www.ncsbn.org/research/recent-research/workforce.page

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Demographics

Gender

From 2020 to 2022, the percentage of male nurses slightly decreased from 13.7% to 13.1% while the percentage of female nurses slightly increased from 86.2% to 86.5%.

Gender Distribution of Registered Nurses (RNs), 2020-2022

Gender	2020 (*N=866*)		2022 (*N=629*)	
	n	*%*	*n*	*%*
Male	118	13.7	82	13.1
Female	745	86.2	540	86.5
Non-Binary	1	0.1	3	0.4

Note. "Other" option in 2020 survey was renamed as "nonbinary" in 2022.

Age

In 2020, the age group of 18-29 held the largest percentage of Registered Nurses (RNs) at 13.5%. By 2022, the age groups of 18-29 and 30-34 years become the most represented at 13.2% and 13.6%, respectively.

Age Distribution of Registered Nurses (RNs), 2020-2022

Age	2020 (*N=829*)		2022 (*N=600*)	
	n	*%*	*n*	*%*
18-29	112	13.5	79	13.2
30-34	98	11.8	81	13.6
35-39	93	11.2	62	10.4
40-44	95	11.5	74	12.3
45-49	95	11.5	67	11.2
50-54	99	12.0	63	10.5
55-59	78	9.4	59	9.8
60-64	74	8.9	46	7.7
>=65	85	10.2	68	11.3

Age Distribution of Registered Nurses (RNs)
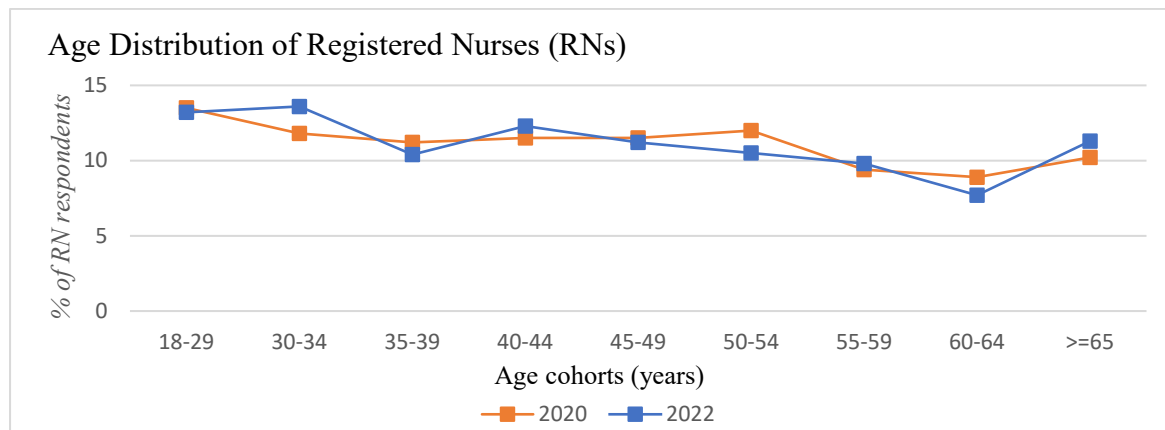
Age by Gender

The distribution of female Registered Nurses (RNs) in 2022 was relatively flat across the age cohorts, with the largest cohort of female nurses was 30-34 age group. Contrasting with this, the male was 18-29 and 45-49 age groups.

Age Distribution of Registered Nurses by Gender, 2022

Age, y	Male (*n=79*)		Female (*n=518*)		Non-Binary (*n=2*)		Total (*N=599*)	
	n	%	*n*	%	*n*	%	*n*	%
18-29	14	17.7	65	12.5	1	50	80	13.4
30-34	12	15.2	68	13.1	1	50	81	13.5
35-39	4	5.1	58	11.2			62	10.4
40-44	11	13.9	63	12.2			74	12.4
45-49	14	17.7	54	10.4			68	11.4
50-54	8	10.1	55	10.6			63	10.5
55-59	8	10.1	50	9.7			58	9.7
60-64	2	2.5	44	8.5			46	7.7
>=65	6	7.6	61	11.8			67	11.2

Race/Ethnicity

From 2020 to 2022, White/Caucasian nurses constituted a high percentage, slightly rising from 90.5% to 90.8%. Asian nurses slightly increase from 2% to 2.6%, and Black/African American nurses decrease from 6.7% to 5.9%.

Race of Registered Nurses (RNs), 2020-2022

Race	2020 (*N=850*)		2022 (*N=617*)	
	n	%	*n*	%
American Indian or Alaska Native	3	0.4		
Asian	17	2	16	2.6
Black/African American	57	6.7	37	5.9
Native Hawaiian or Other Pacific Islander			1	0.2
White/Caucasian	769	90.5	560	90.8
Other	4	0.5	3	0.5

Hispanic/Latino Origin

Between 2020 and 2022, the percentage of RNs identifying as Hispanic or Latino increased from 1.1% to 2.1%. Those not of Hispanic or Latino origin decreased from 98.9% to 97.9%

Hispanic or Latino Ethnicity of Registered Nurses (RNs), 2020–2022

Ethnicity	2020 (*N=856*)		2022 (*N=623*)	
	n	%	*n*	%
Hispanic or Latino origin	9	1.1	13	2.1
Not of Hispanic or Latino origin	847	98.9	610	97.9

Race/Ethnicity by Gender

In 2022, a high percentage of female RNs identified as White/Caucasian, accounting for 89.6%, compared to 90.1% of male RNs.

Race of Registered Nurses by Gender, 2022

Race	2022 (*N=616*)							
	Male (*n = 81*)		Female (*n = 532*)		Non-Binary (*n = 3*)		Total (*N = 616*)	
	n	%	*n*	%	*n*	%	*n*	%

	n	%	n	%	n	%	n	%
Asian	1	1.3	14	2.6			15	2.4
Black/African American	4	4.9	32	5.9			36	5.8
Native Hawaiian or other Pacific Islander			1	0.2			1	0.2
White/Caucasian	73	90.1	484	89.6	3	100	560	91
Other	3	3.7	1	0.2			4	0.6

Race by Age

The racial diversity among Registered Nurses (RNs) in 2022 varied by age, with the 35-59 age groups displaying the most diversity. The younger cohorts, those aged 18-29 and 30-34 years, were comparatively less diverse, with higher concentrations of White/Caucasian RNs.

Race Distribution of Registered Nurses (RN) by Age Group, 2022

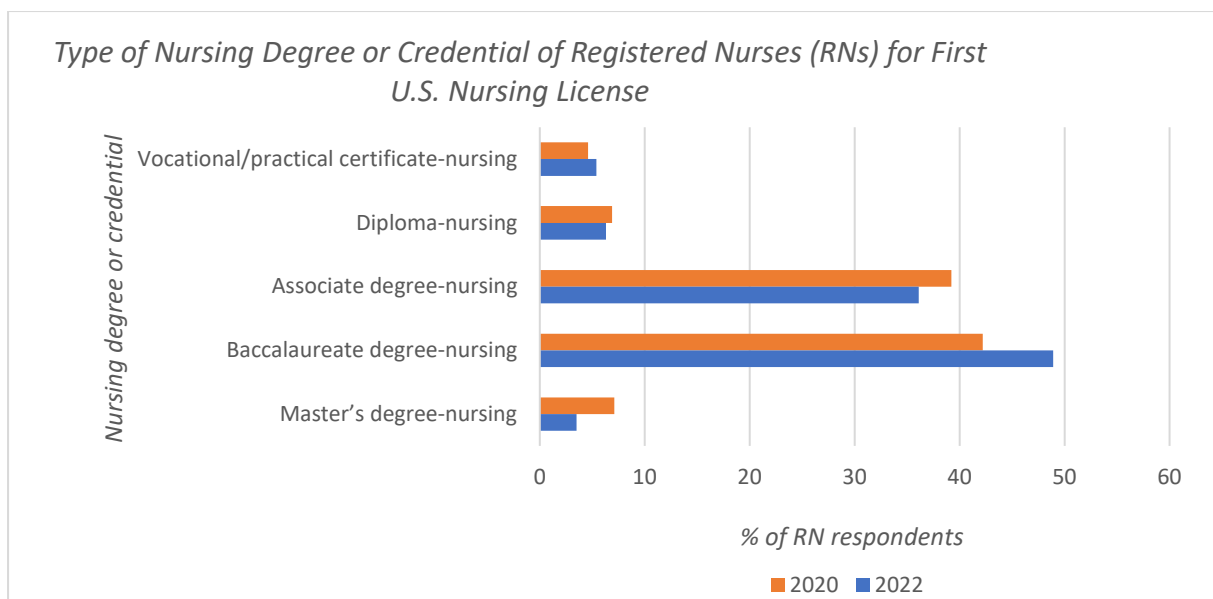| Age, y	n	n (%)				
		Asian	Black/African American	Native Hawaiian or other Pacific Islander	White/Caucasian	Other
18-29	78	3(3.8)	1(1.3)	1(1.3)	73(93.6)	
30-34	81	4(4.9)	1(1.2)		76(93.8)	
35-39	59	1(1.8)	4(7.3)		54(90.9)	
40-44	72	2(2.8)	4(5.6)		66(91.7)	
45-49	64	1(1.6)	2(3.1)		60(93.8)	1(1.6)
50-54	62	2(3.6)	5(8.9)		54(96.4)	1(1.8)
55-59	57	2(4.2)	9(18.8)		46(95.8)	
60-64	46		2(4.4)		43(93.5)	1(2.2)
>=65	68	1(1.6)	6(9.5)		61(96.8)	
Total	587	16(2.8)	34(6.0)	1(0.18)	533(94.3)	3(0.5)

Education

Type of Nursing Degree or Credentials for First U.S. Nursing License

From 2020 to 2022, the percentage of RNs with vocational/practical certificates increased from 4.6% to 5.4%. Those with nursing diplomas decreased from 6.9% to 6.3%, and associate degrees in nursing decreased from 39.2% to 36.1%. Baccalaureate degrees saw an increase from 42.2% to 48.9%, while master's degrees decreased from 7.1% to 3.5%.

Type of Nursing Degree or Credential of Registered Nurses (RNs) for First U.S. Nursing License, 2020–2022

Degree	2020 (*N=855*)		2022 (*N=618*)	
	n	%	n	%
Vocational/practical certificate-nursing	39	4.6	33	5.4
Diploma-nursing	59	6.9	39	6.3
Associate degree-nursing	335	39.2	223	36.1
Baccalaureate degree-nursing	361	42.2	302	48.9
Master's degree-nursing	61	7.1	21	3.5

Type of Nursing Degree or Credential of Registered Nurses (RNs) for First U.S. Nursing License

Type of Nursing Degree or Credential for First U.S. Nursing License by Age

A baccalaureate degree was the most common degree for initial U.S. licensing for nurses younger than 40 years. A diploma, associate degree, and vocational/practical certificate were more common among older nurses, with 51.4% of RNs aged 65 years or older holding a diploma when first licensed in the United States.

Type of Nursing Degree or Credential of Registered Nurses for First U.S. Nursing License by Age, 2022

| Age, y	*n* (%)					
	Vocational/practical certificate (*n*=31)	Diploma(*n*=35)	Associate degree (*n*=215)	Baccalaureate degree (*n*=287)	Master's degree (*n*=19)	Total
18-29	1(3.2)		17(7.9)	60(20.9)	1(5.3)	79(13.5)
30-34	3(9.7)		15(7)	61(21.3)	1(5.3)	80(13.6)
35-39	1(3.2)	1(2.9)	19(8.8)	39(13.6)	2(10.5)	62(10.6)
40-44	6(19.4)	2(5.7)	28(13)	32(11.1)	4(21.1)	72(12.3)
45-49	2(6.5)		34(15.8)	27(9.4)	4(21.1)	67(11.4)
50-54	7(22.6)	1(2.9)	28(13)	24(8.4)	1(5.3)	61(10.4)
55-59	4(12.9)	7(20)	25(11.6)	19(6.6)	1(5.3)	56(9.5)
60-64	4(12.9)	6(17.1)	22(10.2)	11(3.8)	2(10.5)	45(7.7)
>=65	3(9.7)	18(51.4)	27(12.6)	14(4.9)	3(15.8)	65(11.1)

Highest Level of Nursing Education

From 2020 to 2022, the percentage of RNs with diplomas in nursing increased slightly from 3.6% to 4.0%, while those with associate degrees decreased from 29.4% to 28.0%. The proportion of RNs with baccalaureate degrees grew from 44.2% to 47.1%, and those holding master's degrees decreased from 19.4% to 17.4%. The percentage of RNs with doctoral degrees (PhD) saw a small increase from 0.9% to 1.0%, those with Doctor of Nursing Practice (DNP) degrees decreased from 2.5% to 2.2%.

Highest Level of Nursing Education, 2020-2022

Degree	2020 (*N=863*)		2022 (*N=626*)	
	n	%	n	%
Diploma-nursing	31	3.6	25	4.0
Associate degree-nursing	253	29.4	176	28.0
Baccalaureate degree-nursing	382	44.2	295	47.1
Master's degree-nursing	167	19.4	109	17.4
Doctoral degree-nursing (PhD)	8	0.9	6	1.0
Doctoral degree-nursing (DNP)	22	2.5	14	2.2
Doctoral degree-nursing other	1	0.1	1	0.2

Note. DNP = Doctor of nursing practice

Highest Level of Nursing Education of Registered Nurses (RNs)
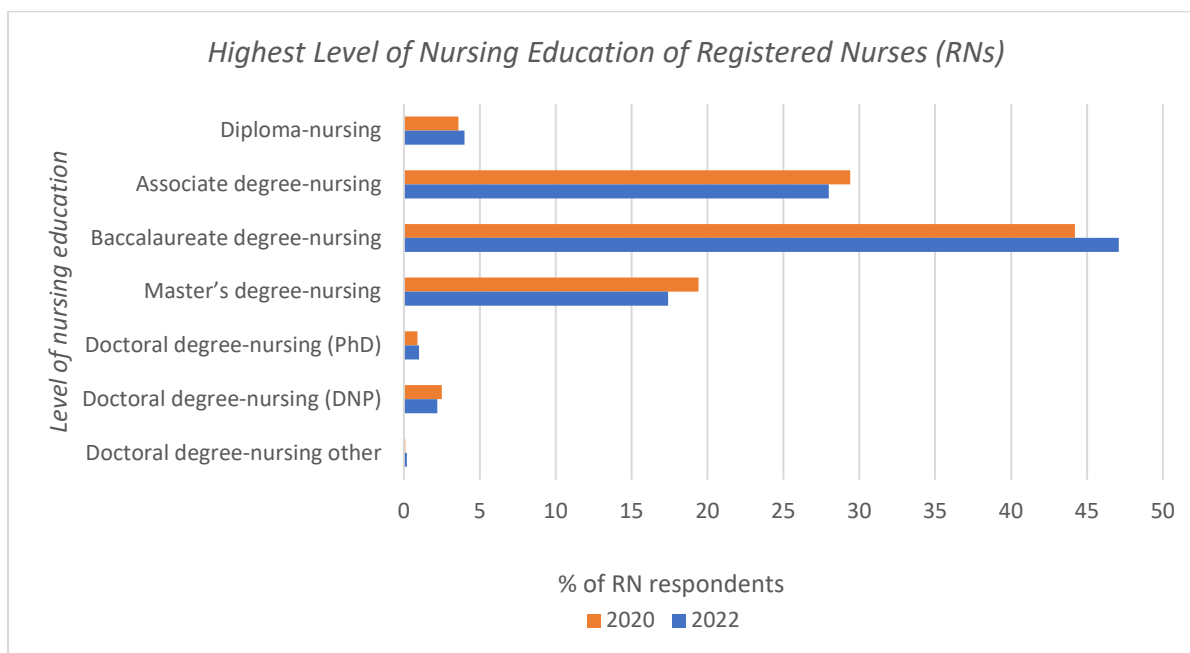
Highest Level of Nursing Education by Gender

More males were awarded doctoral degrees (DNP = 35.7%) relative to any other degree.

Gender of Nurses by Highest Level of Nursing Education, 2022

Degree	Male		Female		Non-Binary		
	n	%	*n*	%	*n*	%	*N*
Diploma-nursing	1	4.2	23	95.8			24
Associate degree-nursing	19	10.9	155	89.1			174
Baccalaureate degree-nursing	43	14.6	251	85.1	1	0.3	295
Master's degree-nursing	13	12	94	87	1	0.9	108
Doctoral degree-nursing (PhD)	1	14.3	6	85.7			7
Doctoral degree-nursing (DNP)	5	35.7	9	64.3			14
Doctoral degree-nursing other			1	100			1
Total	82	13.2	539	86.5	2	0.3	623

Highest Level of Nursing Education by Race

The baccalaureate nursing degree was the most common highest level of education across all racial groups. For RNs identifying as Asian, about 37.5% reported holding a Master's degree, which is the highest proportion across all racial categories. Around half of White/Caucasian and Black/African American respondents held a baccalaureate degree.

Highest Level of Nursing Education of Registered Nurses by Race and Ethnicity, 2022

Race	Nursing Education Level, n (%)							N
	Diploma	Associate	Baccalaureate	Master's	Doctoral (PhD)	Doctoral (DNP)	Doctoral (other)	
Asian	1(6.3)		7(43.8)	6(37.5)		2(12.5)		16
Black/African American	1(2.8)	9(25)	18(50)	6(16.6)	1(2.8)	1(2.8)		36
Native Hawaiian or other Pacific Islander			1(100)					1
White/Caucasian	22(3.9)	161(28.9)	263(47.1)	95(17)	6(1.1)	10(1.8)	1(0.2)	558
Other		1(33.3)		1(33.3)		1(33.3)		3
Total	24(3.9)	171(27.9)	289(47.1)	108(17.6)	7(1.1)	14(2.3)	1(0.2)	614
Hispanic/Latino		2(16.7)	7(58.3)	2(16.7)		1(8.3)		12

Highest Level of Nursing Education by Age

In 2022, younger nurses often held baccalaureate degrees, while older nurses were more likely to have diplomas or associate degrees. Those over 35 were more apt to have advanced degrees.

**Age of Registered Nurses by Highest Level of Nursing Education, 2022**

Nursing Education Level	Age, y, n (%)									n
	18-29	30-34	35-39	40-44	45-49	50-54	50-54	60-64	≥65	
Vocational/practical certificate	1 (3.2)	3 (9.7)	1 (3.2)	6 (19.4)	2 (6.5)	7 (22.6)	4 (12.9)	4 (12.9)	3 (9.7)	31
Diploma			1 (2.9)	2 (5.7)		1 (2.9)	7 (20)	6 (17.1)	18 (51.4)	35
Associate degree	17 (7.9)	15 (7)	19 (8.8)	28 (13)	34 (15.8)	28 (13)	25 (11.6)	22 (10.2)	27 (12.6)	215
Baccalaureate degree	60 (20.9)	61 (21.3)	39 (13.6)	32 (11.1)	27 (9.4)	24 (8.4)	19 (6.6)	11 (3.8)	14 (4.9)	277
Master's degree	1 (5.3)	1 (5.3)	2 (10.5)	4 (21.1)	4 (21.1)	1 (5.3)	1 (5.3)	2 (10.5)	3 (15.8)	19
Total	79 (13.5)	80 (13.6)	62 (10.6)	72 (12.3)	67 (11.4)	61 (10.4)	56 (9.5)	45 (7.7)	65 (11.1)	587

Highest Level of Non-nursing Education

From 2020 to 2022, non-nursing associate degrees decreased from 37.9% to 32.2%, baccalaureate degrees increased from 48.3% to 52.5%, master's degrees increased from 12.3% to 13.9%, and doctoral degrees slightly decreased from 1.5% to 1.4%.

Highest Level of Non-nursing Education of Nurses, 2020-2022

Degree	2020 (N=336)		2022 (N=247)	
	n	%	n	%
Associate degree-non-nursing	127	37.9	80	32.2
Baccalaureate degree-non-nursing	163	48.3	130	52.5
Master's degree-non-nursing	42	12.3	34	13.9
Doctoral degree-non-nursing	5	1.5	3	1.4

Highest Level of Non-nursing Education of Registered Nurses(RNs)
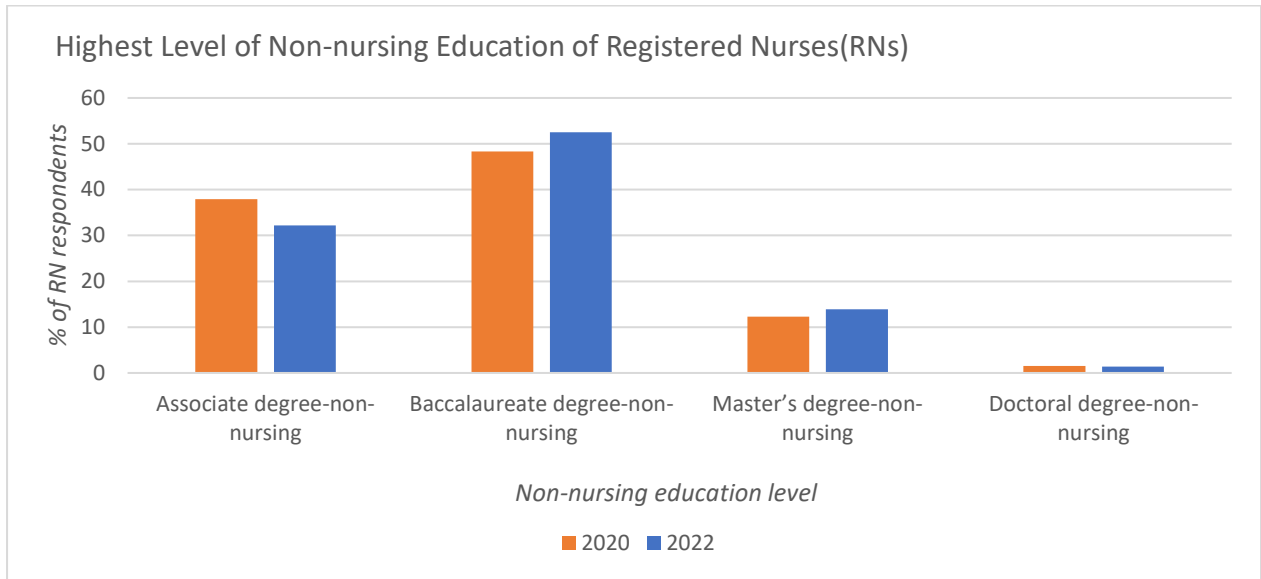
Licensure

Type of License Currently Held

In 2022, 88.8% of nurses held an RN license, slightly increased compared with the 86.4% in 2020. Additionally, 10.6% held an APRN credential, which is still lower the 13.2% in 2020.

Type of License Currently Held by Nurses, 2020-2022 (Select all apply)

Type of license	2020		2022	
	n	*%*	*n*	*%*
RN	827	86.4	596	88.8
LPN	4	0.4	4	0.6
APRN	126	13.2	71	10.6

Type of License Currently Held by Registered Nurses (RNs)
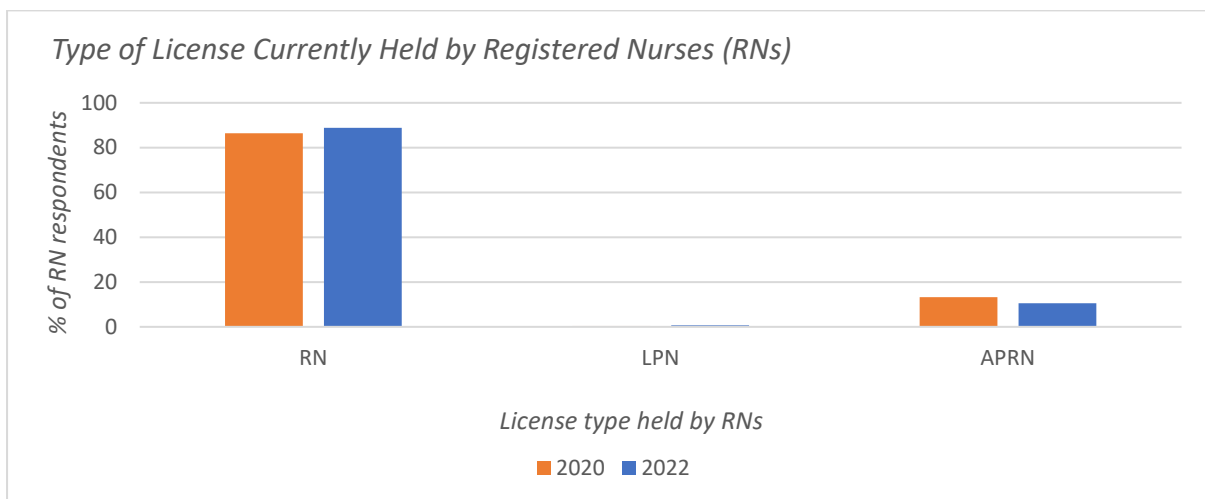
Number of Years Licensed

More than one-third were licensed for 10 years or less, the proportion is slightly higher in 2022, indicating a workforce with a significant influx of newer professionals. Fewer nurses have over 20 years of experience.

Number of Years the Nurses Has Been Licensed, 2020-2022

Years Licensed	2020 (*N=812*)		2022 (*N=579*)	
	n	%	n	%
0-10	298	36.8	223	38.5
11-20	195	24.0	146	25.3
21-30	161	19.9	98	16.9
31-40	90	11.1	65	11.3
>=41	67	8.2	46	8.0
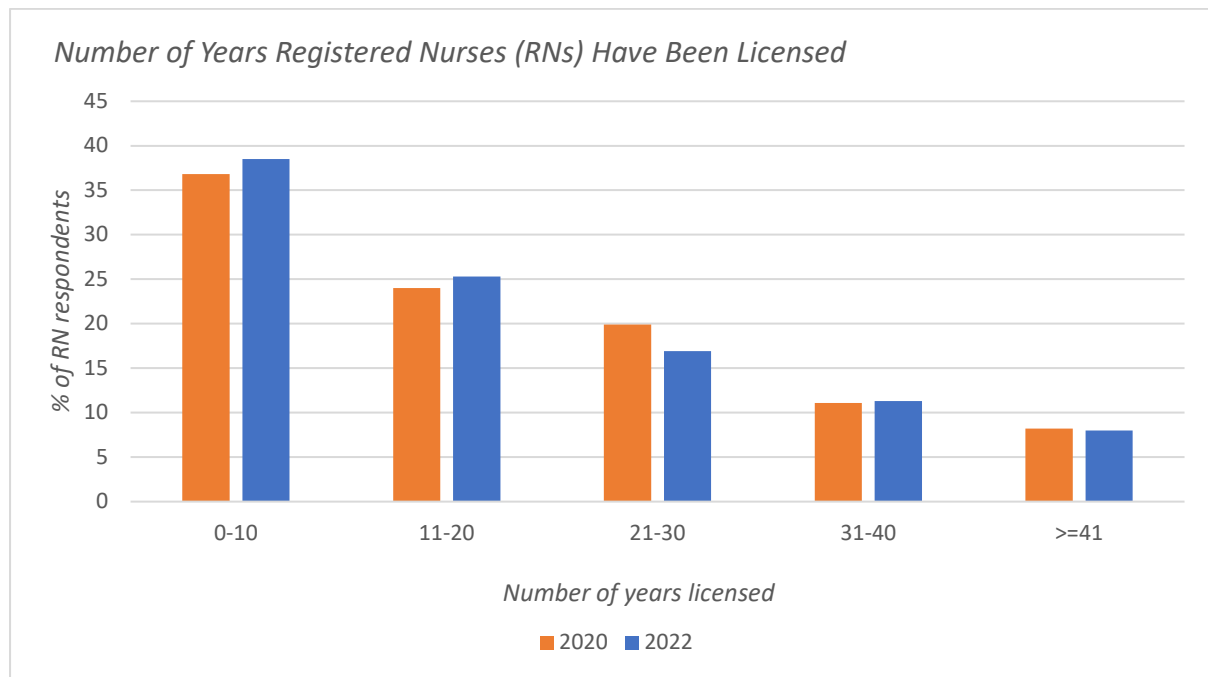
Country Where Entry-Level Education Was Received

In 2022, the vast majority of RNs (98.3%) received their entry-level nursing education in the United States, with small percentages obtaining their education in Canada, the Philippines, India, and other countries.

Country of Entry-Level Nursing Education, 2020-2022

Country	2020 (*N=866*)		2022 (*N=628*)	
	n	%	n	%
United States	849	98.0	617	98.3
Canada	4	0.5	6	1.0
Philippines	9	1.0	1	.2
India	1	0.1	3	.5
Other Countries	3	0.4	617	98.3

Credentials to Practice as an APRN

In 2022, 9.9% of RNs held a Certified Nurse Practitioner credential decreased from 11.2% in 2020. Around 2.7% were Clinical Nurse Specialists increased from 1.5% in 2020, and smaller percentages were certified nurse anesthetises and nurse midwives. The majority, 86.5%, were not licensed or certified as any of the listed advanced practice roles, slightly increased from 84.2% in 2020.

Nurse Credentials to Practice as an APRN, 2020-2022

Credential	2020 (N = 860)		2022 (N = 624)	
	n	%	n	%
Certified Nurse Practitioner	96	11.2	61	9.9
Clinical Nurse Specialist	13	1.5	17	2.7
Certified registered nurse anaesthetist	24	2.8	10	1.6
Certified nurse midwife	5	0.6	1	0.2
Not licensed/certified as any above	722	84.2	535	86.5
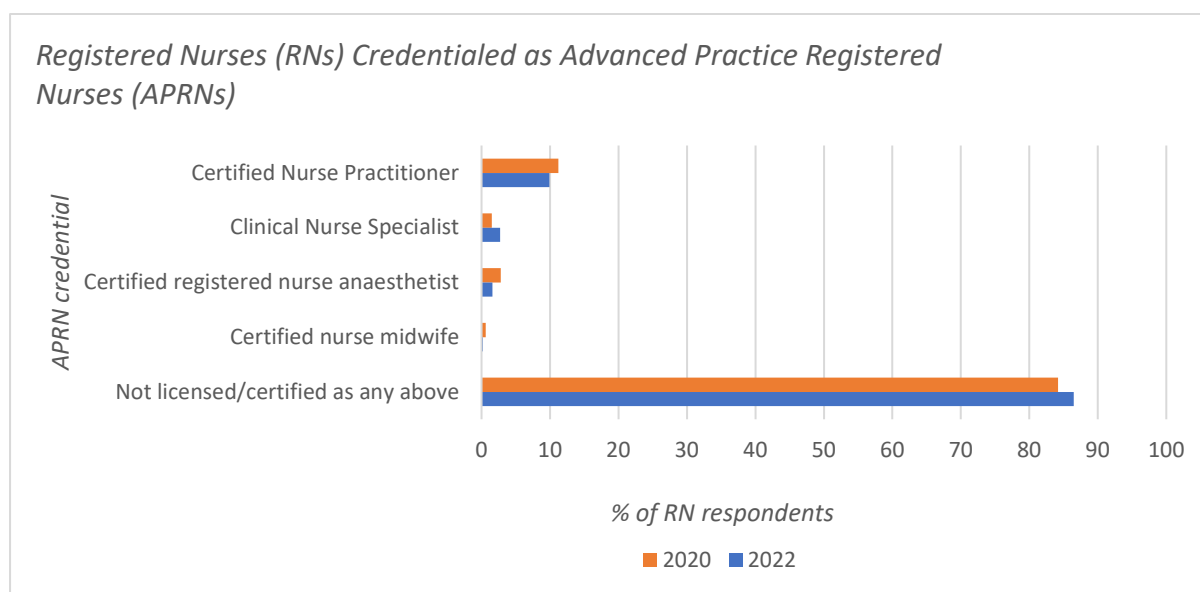
Multistate Licensure

Currently Hold a Multistate License

From 2020 through 2022, multistate licensure among RNs increased by 3.7% from 55.2% to 58.9%.

Nurses Holding a Multistate License, 2020–2022

Multistate license	2020 (N=866)		2022 (N=629)	
	n	%	n	%
Yes	478	61.2	371	68.9
No	303	38.8	168	31.1

Use of Multistate License

In 2022, the use of multistate licenses by nurses was primarily for telehealth at 6.7%, while a significant 73.3% had not used their multistate license. Other uses were minimal, with distance education at 1.1% and distance support at 2.2%.

How a Multistate License is Used by Nurses, 2020-2022

| Multistate license	2020 (N = 272)		2022 (N = 364)	
	n	*%*	*n*	*%*
Telehealth	45	16.5	25	6.9
Distance Education	22	8.1	4	1.1
Distance Support	8	2.9	8	2.1
Have not used			272	74.8
Other	137	50.4	62	17.1

Employment

Employment Status

The percentage of RNs working full-time in nursing slightly decreased from 73.9% to 73.7%. Also, there was a decrease in part-time nursing employment from 9.2% to 8.4%. The proportion of RNs employed in a field other than nursing full-time increased from 1% to 2%, and those unemployed, not seeking work as a nurse increased from 2.8% in 2020 to 4.6% in 2022.

Employment Status of Registered Nurses (RNs), 2020–2022

Employment Status	2020 (N = 866)		2022 (N = 629)	
	n	%	n	%
Nursing Full-time	640	73.9	463	73.7
Nursing Part-time	80	9.2	53	8.4
Nursing per diem	60	7	50	8
Employed in a field other than nursing full time	9	1	12	2
Employed in a field other than nursing part time	6	0.7	7	1.1
Employed in a field other than nursing per diem	3	0.4	3	0.4
Working in nursing only as a volunteer	13	1.6	3	0.4
Unemployed, seeking work as a nurse	13	1.6	11	1.8
Unemployed, not seeking work as a nurse	25	2.8	29	4.6
Retired	47	5.4	44	6.9

**Employment Status of Registered Nurses (RNs)**
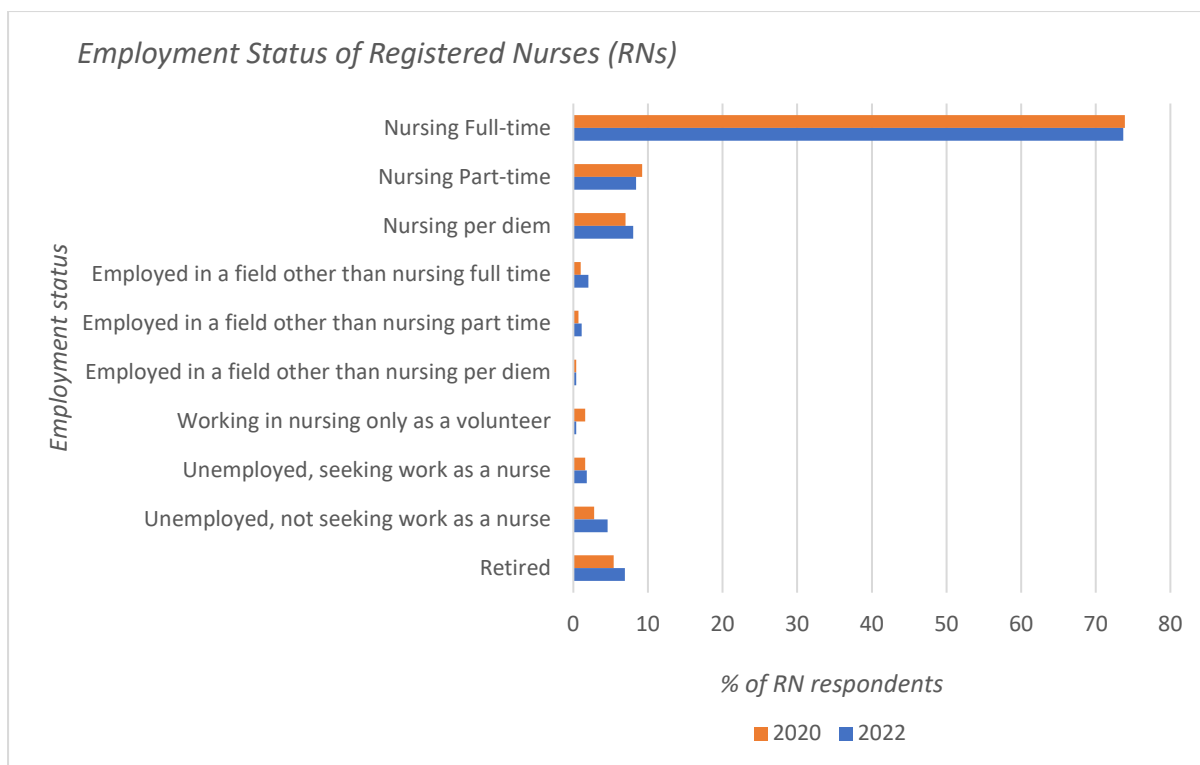
Reasons for Being Unemployed

Family responsibilities were the primary reasons for unemployment among registered nurses for 2020 and 2022. Inadequate salary was the second main reason for 2022, and school was the second main reason for 2020. The pandemic also emerged as a new reason for unemployment in 2022. The difficulty in finding a nursing position remained consistent.

Reasons for Unemployment of Registered Nurses, 2020-2022

Reason for Unemployment	2020 (N = 42)		2022 (N = 62)	
	n	%	n	%
Taking care of home and family	14	33.3	17	27.4
Disabled	2	4.8	2	3.2
Inadequate salary	2	4.8	11	17.7
School	12	28.6	5	8.1
Difficulty in finding a nursing position	2	4.8	3	4.8
COVID-19 pandemic			8	12.9
Others	10	23.8	16	25.8

Reasons for Unemployment of Registered Nurses (RNs)
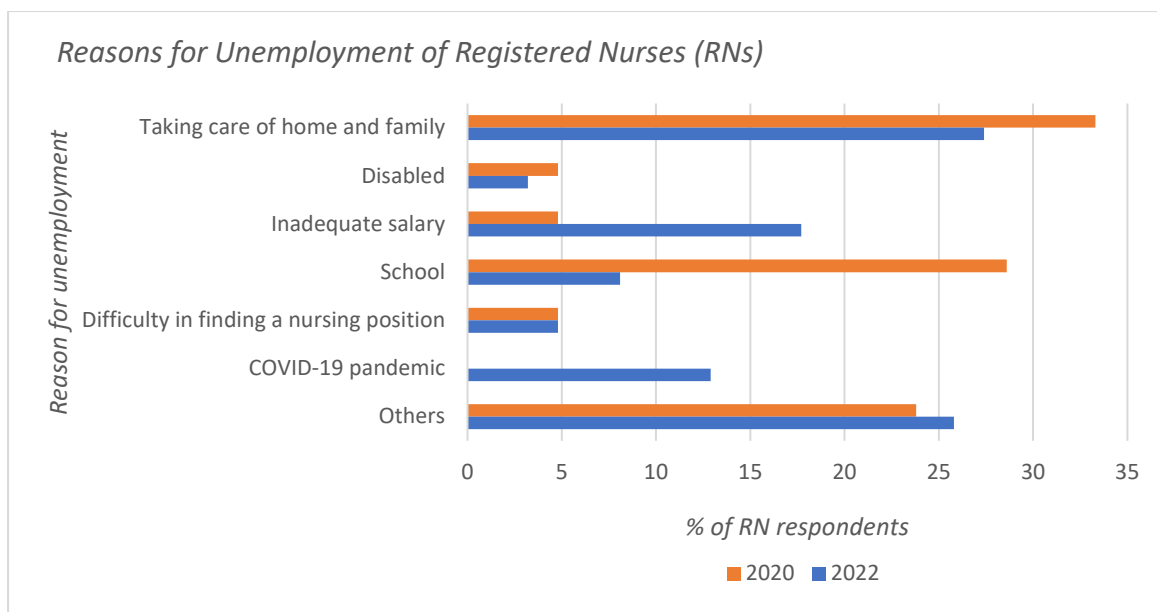
Retirement Plans

In 2022, there was an increase in the number of nurses planning to retire or leave nursing within the next 5 years, with over a quarter indicating this intention compared to just over 15% in 2020. Conversely, the proportion of nurses planning to continue in the profession decreased correspondingly.

Nurses Plans to Retire or Leave Nursing after 5 years, 2020-2022

Plans to Retire or Leave Nursing after 5 years	2020 ($N = 771$)		2022 ($N = 542$)	
	n	%	n	%
Yes	117	15.2	150	27.6
No	654	84.8	392	72.4

Number of Positions Currently Held

The majority of nurses held a single position for both 2020 and 2022, although there was 3.5% decrease in 2022 when compared to 2020. The percentage of RNs who reported working in two positions increased from 10.8% in 2020 to 14.7% in 2022.

Number of Positions Currently Held by Nurses, 2020-2022

No. of Positions	2020 (N = 772)		2022 (N = 541)	
	n	%	n	%
1	673	87.2	452	83.7
2	84	10.8	80	14.7
≥3	15	2.0	9	1.6

Note. Survey participants were asked to answer this question only if they were actively employed in nursing.

Number of Hours Worked During a Typical Week in All Nursing Positions

More than half of responding RNs reported working 32 to 40 hours in a typical week in all positions. There was a 7.4% decrease from 2020 (59.4%) to 2022 (52%). The second most frequently reported category was 41 to 50 hours, there was 6.6% increase from 2020 (17.8%) to 2022 (24.4%). Also, there was 4% increase from 2020 (2.7%) to 2022 (6.7%) for RNs working 51-60 hour in a typical week.

Number of Hours Nurses Worked During a Typical Week in All Nursing Positions, 2020-2022

No. of Hours	2020 (*N* = 765)		2022 (*N* = 537)	
	n	*%*	*n*	*%*
1-15	32	4.1	19	3.6
16-23	31	4.1	18	3.3
24-31	57	7.4	38	7.2
32-40	454	59.4	280	52.0
41-50	136	17.8	131	24.4
51-60	20	2.7	36	6.7
>=61	35	4.5	15	2.9

Number of Hours Registered Nurses (RNs) Worked in All Nursing Positions
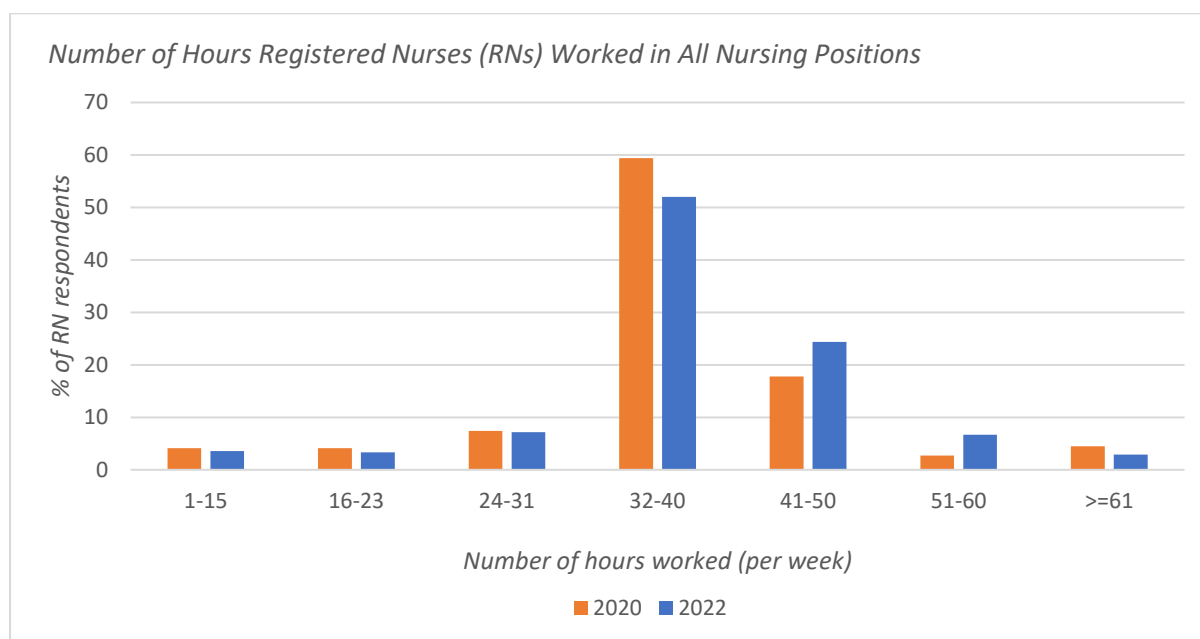
Primary Nursing Practice Position Setting

About 54.5% of RNs indicated that a hospital was their primary nursing practice in 2022. This represents an increase of 1% from 2020. Ambulatory care setting was the second most frequently selected setting by 9.4% of RNs, followed by nursing home/extended care at 4.1% and home health setting selected by 3.4%. School health service as a selection increased from 2.3% in 2020 to 2.5% in 2022. Nurses selecting public health also increased to 2.2% in 2022, up from 1.7 in 2020. Insurance claims/benefits respondents dropped to 2.9% in 2022, down from 3.7% in 2020.

Primary Nursing Practice Position Setting of Nurses, 2020-2022

Primary Setting	2020 (*N* = 762)		2022 (*N* = 530)	
	n	*%*	*n*	*%*
Hospital	408	53.5	289	54.5
Community Health	14	1.9	11	2.2
School Health Service	17	2.3	13	2.5
Occupational Health	5	0.6	5	.9
Ambulatory Care Setting	74	9.7	50	9.4
Insurance Claims/Benefits	28	3.7	15	2.9

Policy/Planning/Regulatory/Licensing Agency	3	0.4	1	.2
Nursing Home/Extended Care	31	4.0	22	4.1
Assisted Living Facility	3	0.4	2	.4
Home Health	34	4.4	18	3.4
Hospice	13	1.8	9	1.7
Correctional Facility	7	0.9	3	.5
School of Nursing	24	3.1	19	3.6
Public Health	13	1.7	12	2.2
Dialysis Center	9	1.1	9	1.7
Other	79	10.4	52	9.8

Most-Reported Primary Nursing Practice Position Setting of Registered Nurses (RNs)
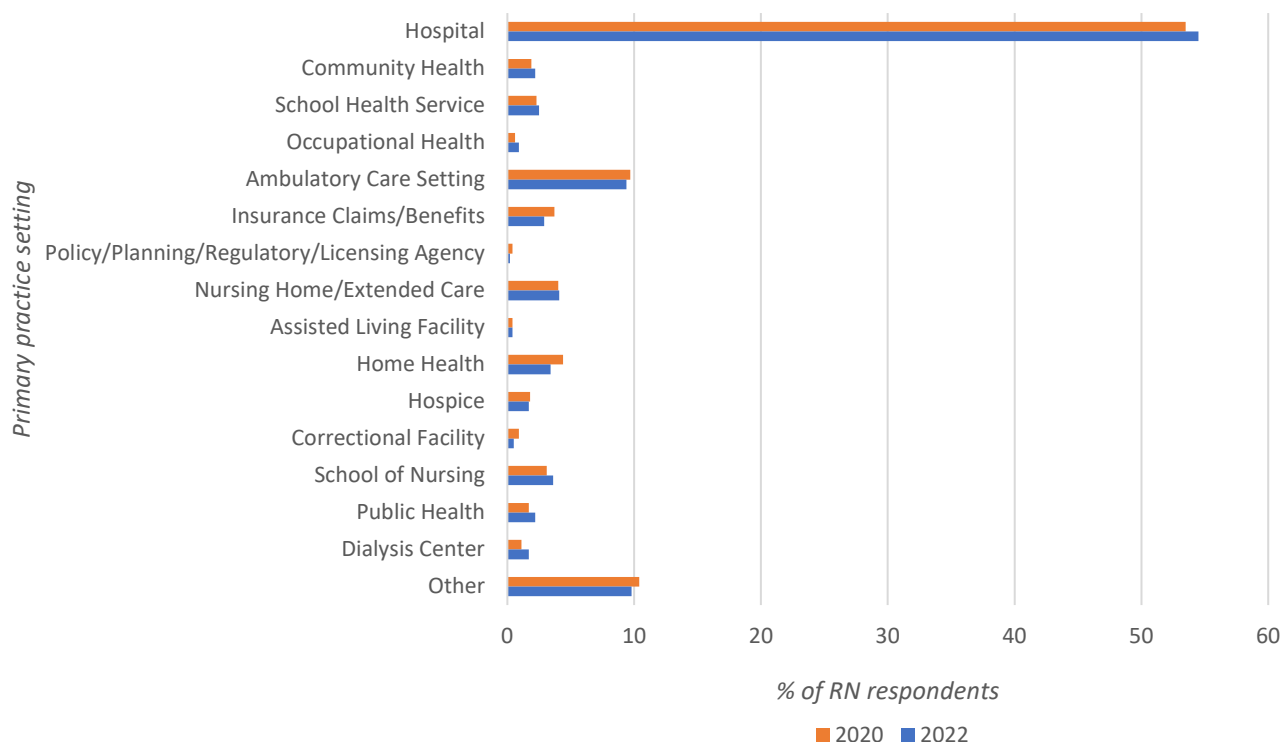
Primary Nursing Position Title

More than half (56.8%) of RNs reported their nursing position title as a staff nurse in 2022. There was a 3% increase from 2020 (53.8%). Additionally, the proportion of APRNs dropped in 2022 to 10.4% from 13.6% in 2020. The proportion of case manager dropped in 2022 to 6% from 7.2% in 2020.

Primary Nursing Position Title of Nurses, 2020–2022

Primary Title	2020 (N = 766)		2022 (N = 535)	
	n	*%*	*n*	*%*
Consultant	15	2.0	12	2.3
Nurse Researcher	2	0.2	1	0.1
Nurse Executive	20	2.6	11	2.1
Nurse Manager	57	7.4	40	7.4

Nurse Faculty/Educator	30	3.9	26	4.9
Advanced Practice Registered Nurse	104	13.6	56	10.4
Staff Nurse	412	53.8	304	56.8
Case Manager	55	7.2	32	6.0
Other-Health Related	65	8.5	53	9.9
Other-Not Health Related	5	0.6	1	0.1
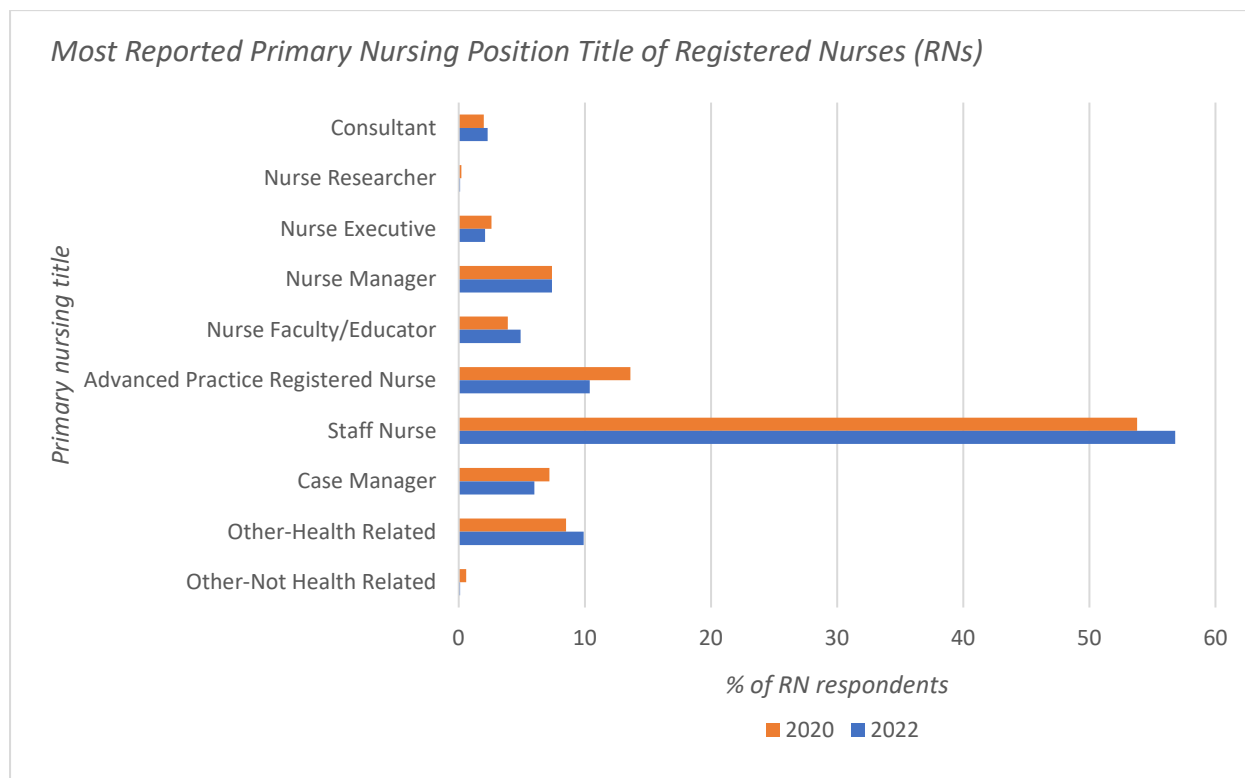
Traveling Nurse Position

In the 2022 survey, a new question was added - Are you currently a travel nurse? About 4.3% of RNs reported currently being a travel nurse.

Registered Nurses in Travel Nursing, 2022

Travel Nurse	2022 ($N = 620$)	
	n	*%*
Yes	27	4.3
No	594	95.7

Primary Nursing Position Specialty

In 2022, 14.7% of RNs reported that their primary practice specialty was acute care/critical care. This increased from the 14.1% reported in 2020. The second most reported specialty position in 2022 was medical-surgical at 11.2% (compared to 1.7% reported in 2020). Perioperative was the third most often reported practice specialty (8.2%), an increase from 1.7% reported in 2020; following by Emergency/trauma (8.1%). The proportion of RNs reporting primary care dropped to 0.5% in 2022 from the 14% reported in 2020.

Primary Nursing Position Specialty of Registered Nurses, 2020-2022

Primary Specialty	2020 (N = 747)		2022 (N = 442)	
	n	%	n	%
Acute Care/Critical Care	105	14.1	65	14.7
Home Health	46	6.2	12	2.7
Informatics	8	1.1	8	1.8
Information Technology	7	1.0		
Maternal-Child Health/Obstetrics	17	2.2	16	3.6
Medical Surgical	13	1.7	49	11.2
Neonatal	34	4.5	6	1.4
Nephrology	11	1.5	8	1.8
Neurology/Neurosurgical	57	7.6	11	2.5
Occupational Health	14	1.9	5	1.1
Oncology	26	3.5	9	1.9
Adult Health	25	3.3	4	0.9
Orthopaedic	9	1.3	5	1.2
Palliative Care/Hospice	13	1.8	8	1.7
Pediatrics	38	5.1	25	5.6
Perioperative	13	1.7	36	8.2
Primary Care	104	14.0	2	0.5
Public Health	28	3.8	10	2.2
Psychiatric/Mental Health/Substance Abuse			12	2.6
Rehabilitation			1	0.2
School Health			6	1.4
Anaesthesia	24	3.3	10	2.3
Women's Health			1	0.3
Cardiology	26	3.4	21	4.9
Community	32	4.3	4	1.0
Emergency/Trauma	10	1.3	36	8.1
Family Health	29	3.9	14	3.3
Genetics	27	3.5		
Geriatric/Gerontology	30	4.0	21	4.8
Other-Clinical specialties			28	6.3
Other-Non-clinical specialties			7	1.5

Most Reported Primary Nursing Position Specialty of Registered Nurses (RNs)
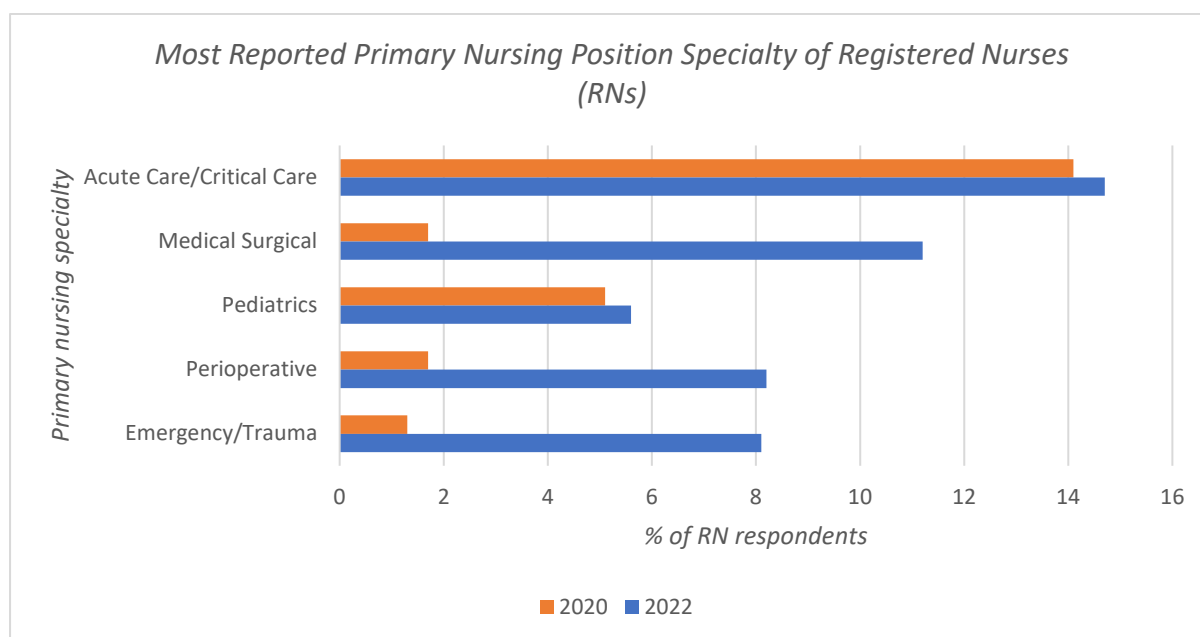
Providing Direct Patient Care—Primary Nursing Position

In 2022, 67.3% of RN respondents reported providing direct patient care in their primary nursing position. In 2020, the first year this question was asked, 68.8% of nurses said they provided direct patient care in their primary nursing position a slight decrease from 2020.

**Nurses Providing Direct Patient Care—Primary Nursing Position, 2020-2022**

Providing Direct Patient Care	2020 (*N*=772)		2022 (*N*=543)	
	n	%	*n*	%
Yes	531	68.8	365	67.3
No	241	31.2	177	32.7

Secondary Nursing Practice Position Setting

Of the 16.3% of RNs who reported having more than one nursing position, 44.2% reported practicing in a hospital setting, 9.3% in an ambulatory care setting, and 8.8% in a home health. Of the more common practice settings, the proportion of RNs practicing in a nursing home/extended care setting grew 3.4% and those practicing in nursing schools dropped by 4.8%, from 8.4% in 2020 to 3.8% in 2022.

Secondary Nursing Practice Position Setting of Registered Nurses, 2020-2022

Secondary Practice Setting	2020 (*N* = 91)		2022 (*N* = 76)	
	n	%	*n*	%
Hospital	25	27.1	34	44.2
Community Health	4	4.7	2	2.0
School Health Service	1	1.1	1	1.5
Occupational Health	1	0.8		
Ambulatory Care Setting	11	12.5	7	9.3
Insurance Claims/Benefits	1	1.3		
Policy/Planning/Regulatory/Licensing Agency	1	0.8	1	1.1
Nursing Home/Extended Care	9	9.7	6	7.4
Assisted Living Facility	1	1.3	2	2.3
Home Health	5	5.4	7	8.8
Hospice	6	6.2	3	3.8
Correctional Facility	1	1.3		
School of Nursing	8	8.4	3	3.6
Public Health			1	0.8
Other	18	19.5	12	15.4

Most Reported Secondary Nursing Practice Position Setting of Registered Nurses (RNs)
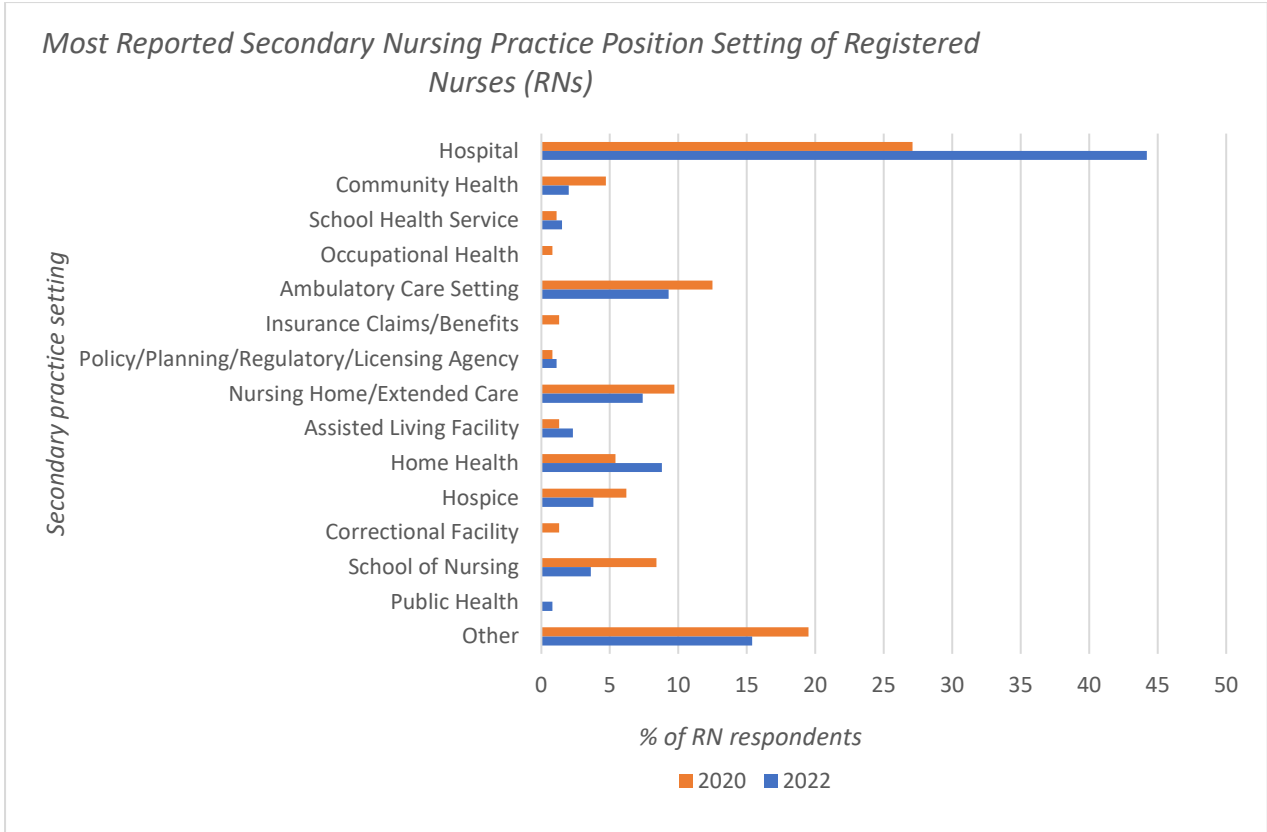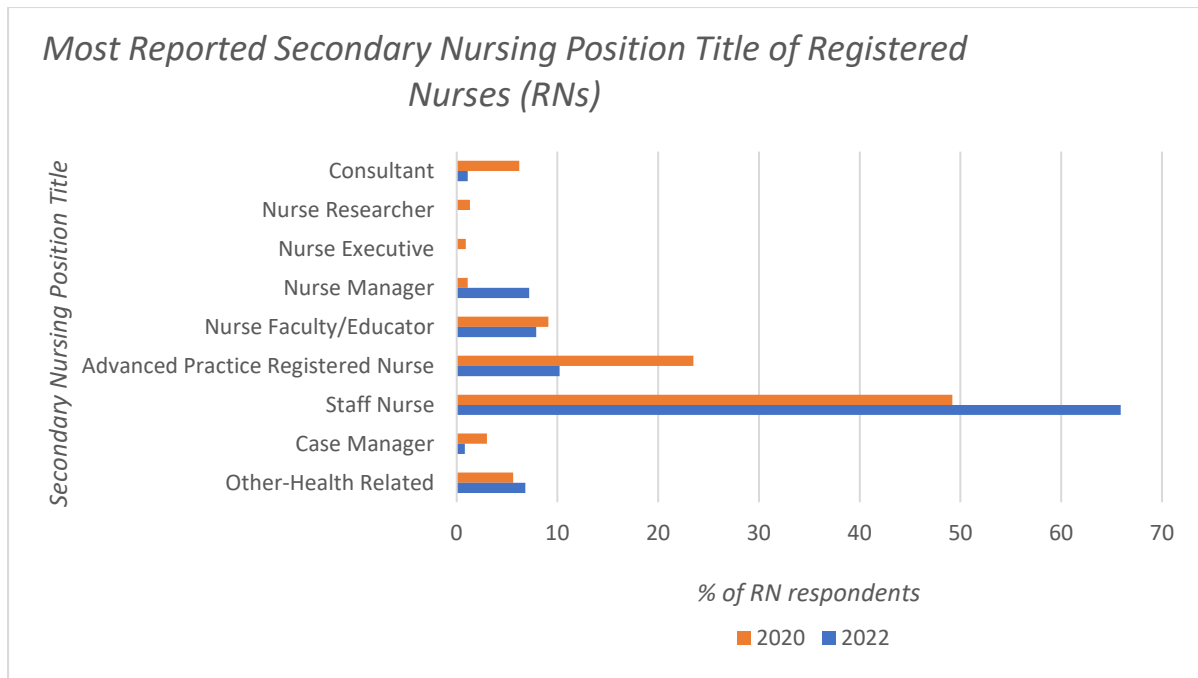
Secondary Nursing Position Title

Of those RNs who had more than one nursing position, 52.9% of respondents were staff nurses. This represents a decline from 2020 when 57.6% of nurses were staff nurses. About 15% of RN respondents had other health-related titles and 12.6% were APRNs. As with the
primary position titles previously listed, the proportion of respondents reporting being an APRN increased by 3.9% from 2020.

Secondary Nursing Practice Position Title of Registered Nurses, 2020–2022

Secondary Title	2020 (N =89)		2022 (N =75)	
	n	%	n	%
Consultant	5	6.2	1	1.1
Nurse Researcher	1	1.3		
Nurse Executive	1	0.9		
Nurse Manager	1	1.1	5	7.2
Nurse Faculty/Educator	8	9.1	6	7.9
Advanced Practice Registered Nurse	21	23.5	8	10.2
Staff Nurse	44	49.2	50	65.9
Case Manager	3	3.0	1	0.8
Other-Health Related	5	5.6	5	6.8

Most Reported Secondary Nursing Position Title of Registered Nurses (RNs)

Providing Direct Patient Care—Secondary Nursing Practice Position

In 2022, 81.8% of RN respondents reported providing direct patient care in their secondary nursing position. In 2020, the first year this question was asked, 73.5% of nurses said they provided direct patient care in their secondary nursing position

Providing Direct Patient Care—Secondary Nursing Position of Nurses, 2020-2022

| Providing Direct Patient Care	2020 (*N* = 89)		2022(*N* = 73)	
	n	*%*	*n*	*%*
Yes	65	73.5	60	81.8
No	24	26.5	13	18.2

Annual Earnings

2022 Pretax Annual Earnings from Primary Nursing Position

In 2022, there was a trend of increased annual earnings among nurses from their primary positions. Fewer nurses earned less than $40,000 and $40,000 to $60,000 compared to 2020, while there were more nurses earning in the higher salary (>$60,000).

Annual Earnings of Nurses from Primary Nursing Position, 2020-2022

Annual Earnings	2020 (*N* = 675)		2022(*N* = 482)	
	n	*%*	*n*	*%*
<$40,000	93	13.7	53	11.1
$40,000 to <$60,000	181	26.7	118	24.5
$60,000 to <$80,000	209	30.9	154	32.0
$80,000 to <$100,000	96	14.2	76	15.9
≥$100,000	97	14.4	79	16.5

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Annual Earnings of Registered Nurses (RNs) for Primary Position
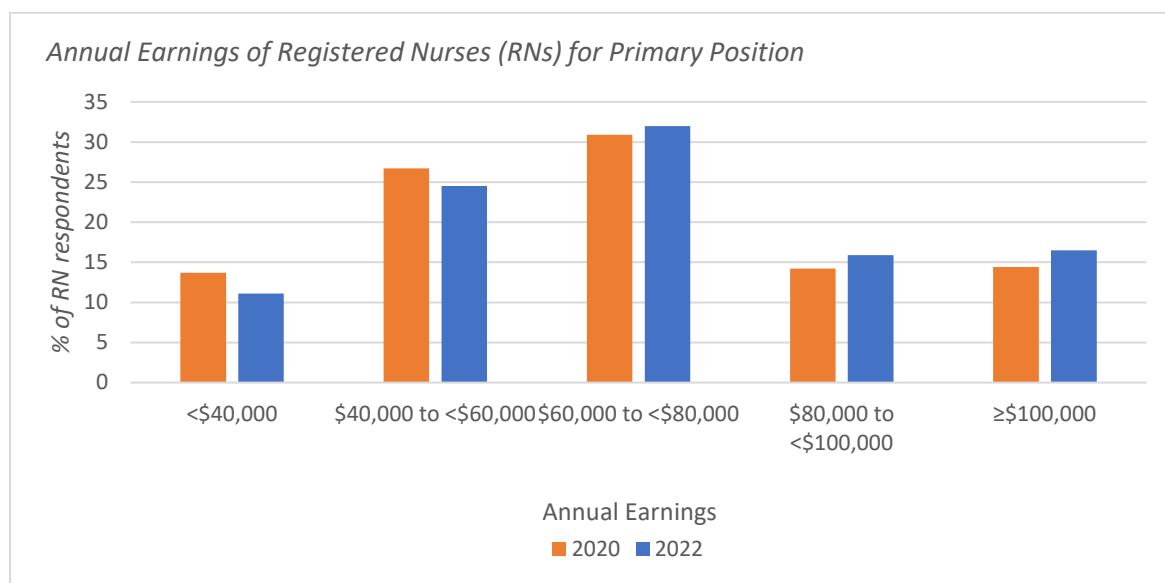
Earnings by Gender and Specialty

In 2022, the specialty with the highest median annual wage was anesthesia at $190,999. Men have higher earnings across most specializations, where women earn 85% of men's median wage. In 2022, women earned more in the specialties of genetics, geriatrics, neonatal, nephrology, neurology, rehabilitation, and radiology.

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurse Gender and Specialty, 2022

Specialty	Male		Female		Nonbinary		total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
Acute Care/Critical Care	9	71,096	50	62,859			59	65,000
Home Health			10	70,000			10	70,000
Informatics	2	93,033	5	84,038			7	89,000
Maternal-Child Health/Obstetrics			16	55,644			16	55,644
Medical Surgical	9	75,000	37	60,000			46	61,069
Neonatal			6	70,604			6	70,604
Nephrology	1	109,000	7	91,687			8	95,000
Neurology/Neurosurgical	1		9	92,363			10	96,287
Occupational Health			5	80,000			5	80,000
Oncology			9	69,668			9	69,668
Adult Health			4	81,696			4	81,696
Orthopaedic	1	80,000	3	65,000			5	75,104
Palliative Care/Hospice			7	69,811			7	69,811
Pediatrics	4	62,500	18	45,913			22	48,944
Perioperative	4	56,002	29	60,000			34	60,000
Primary Care			1				1	
Public Health	1	83,000	8	76,278			10	83,000
Psychiatric/Mental Health/Substance abuse	2	110,000	10	58,431			12	66,020
Rehabilitation			1	50,000			1	50,000
School Health	1	55,400	5	33,330			6	40,000
Anaesthesia	3	200,000	6	200,000			10	190,998
Women's Health			1	55,000			1	55,000
Cardiology			20	66,014			21	64,733

Community			3	75,976			3	75,976
Emergency/Trauma	12	64,542	17	65,296	1	80,000	30	65,000
Family Health	1	130,000	10	78,582			11	82,901
Geriatric/Gerontology	2	167,045	15	69,778			17	71,937
Other-Clinical specialties	7	120,000	18	61,198			25	82,603
Other-Non-clinical specialties	1	111,000	6	66,488			7	68,681

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by Highest Education

As in previous surveys, the 2022 results show increases in median wages with higher-level degrees. RNs holding a PhD reported the highest earnings at $179,247 per year. RNs with a DNP reported an annual media wage of $109,000, while RNs holding a master's or doctorate other than a DNP or PhD earned $150,000. Baccalaureate-educated RNs earned $65,000, while their associate degree in nursing (ADN) and diploma education colleagues made $60,000 and $63,110 per year. Overall, wages across educational attainment rose in 2022 over their 2020 earnings except diploma and associate degree.

Median Annual Earnings of Licensed Practical Nurses/Licensed Vocational Nurses of Primary Nursing Position and by Highest Education, 2020–2022

Highest Education Level	2020		2022	
	n	*Mdn*	*n*	*Mdn*
Diploma-nursing	15	66441	13	63,110
Associate degree-nursing	180	60000	134	60,000
Baccalaureate degree-nursing	314	60000	239	65,000
Master's degree-nursing	139	90264	82	94,000
Doctoral degree-nursing (PhD)	6	81000	3	179,247
Doctoral degree-nursing practice (DNP)	21	90150	12	109,000
Doctoral degree-nursing other	1		1	150,000

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Earnings by Years Licensed and Age

Median annual earnings tended to increase with both age and experience. However, salary increases are more dependent on experience than on age. Earnings grow consistently with experience, while growth with age varies and begins to decrease after the age of 60 years

Median Annual Earnings of Registered Nurses for Primary Nursing Position by Nurses' Years Licensed and Age, 2022

Age, y	Number of Years Licensed									
	0-1		2-5		6-10		>=11		Total	
	n	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*	*n*	*Mdn*
18-29	14	54,155	37	52,000	11	78,209			66	54,155
30-34	5	50,750	17	55,000	32	64,475	16	69,640	70	60,000
35-39	2	41,500	4	67,000	16	66,750	27	65,624	51	65,000
40-44	2	34,000	6	65,000	18	65,978	38	75,000	63	70,000
45-49			2	82,496	9	60,000	47	80,000	59	75,565
50-54	1		3	71,000	6	77,433	42	78,000	55	75000
55-59					4	65,542	37	79,822	43	77,698
60-64					1		32	65,864	34	63,728
>=65	1				1		25	59,262	27	60,000

Total	25	50,000	69	55,000	96	67,439	263	73,933

Earnings by APRNs

CRNAs continue to report the highest earnings among APRNs (Mdn, $197,500 in 2022), with CNPs reporting the second highest wages (Mdn, $108,000 in 2022). While earnings of CNP, CRNA role grew in 2022, earnings for CNSs decreased in 2022.

Median Annual Earnings for Primary Nursing Position by APRN Role, 2020–2022

Highest Education Level	2020		2022	
	n	*Mdn*	*n*	*Mdn*
CNP	84	93,000	48	103,188
CNS	11	80,000	11	70,949
CRNA	20	190,567	8	200,000
CNM	5	76,604		

Note. APRN = advanced practice registered nurse; CNP = certified nurse practitioner; CNS = clinical nurse specialist; CRNA = certified registered nurse anesthetist; CNM = certified nurse midwife. Survey participants were asked to answer this question only if they were actively employed in nursing. Annual earnings include overtime and bonuses but do not include sign-on bonuses.

Telehealth Utilization

Percentage of Time Providing Telehealth

In 2022, about half of RNs (54.7%) not providing services via telehealth. However, the proportion of nurses who reported utilizing telehealth all of the time was 9%.

Percentage of Time Registered Nurses (RNs) Reported Providing Telehealth, 2022

Provides Telehealth	2022 (*N* = 620)	
	n	*%*
Never	290	54.7
1%–25%	138	26.1
26%–50%	41	7.8
51%–75%	12	2.3
76%–100%	48	9.0

Note. Survey participants were asked to answer this question only if they were actively employed in nursing. This question was not administered in the jurisdictions of Missouri, North Carolina, New Mexico, Washington, or Wyoming.

Telehealth Across State Borders

As with the provisioning of services via telehealth in general, more than half (54.7%) of RNs do not utilize telehealth to provide services to patients across state lines. 26.1% of RNs report spending between 1% and 25% of their time providing services to patients in other states through telehealth.

Percentage of Time Registered Nurses (RNs) Reported Providing Telehealth Across State Borders, 2022

Provides Telehealth	2022 (*N* = 530)	
	n	*%*
Never	290	54.7
1%–25%	138	26.1
26%–50%	41	7.8
51%–75%	12	2.3
76%–100%	48	9.0

Telehealth Across International Borders

Less than 5% of RNs in the United States provide services via telehealth across international borders.

Percentage of Time Registered Nurses Spend Providing Telehealth Across International Borders, 2022

| Provides Telehealth	2022 (*N* =209)	
	n	*%*
Never	201	96
1%–25%	7	3.5
26%–50%	1	0.5

Modes of Communication Used for Telehealth

The use of the telephone is the most common mode of communication for telehealth provision in 2020 (91.7%) and 2022 (88.7%). The use of video calls increased greatly from 2020 (9.8%) to 2022 (31.5). Email was the fourth most common mode in 2022 (28.8%) and was relatively unchanged since 2020 (23.8%). The use of electronic messaging was used in 36.3% of telehealth service provision and had increased by 11.1% since 2020.

Modes of Communication Used for Telehealth by Registered Nurses, 2022

Mode of Telehealth	2020 (*N* =301)		2022 (*N* =199)	
	n	*%*	*n*	*%*
Electronic messaging	76	25.3	73	36.4
VOIP	39	12.9		
Virtual ICU	4	1.2	6	2.8
Telephone	276	91.7	177	88.7
Email	72	23.8	57	28.8
Video call	30	9.8	63	31.5
Other	20	6.7	13	6.4

Note. VoIP = voice over internet protocol; ICU = intensive care unit.

Modes of Communication Used by Registered Nurses (RNs) for Telehealth
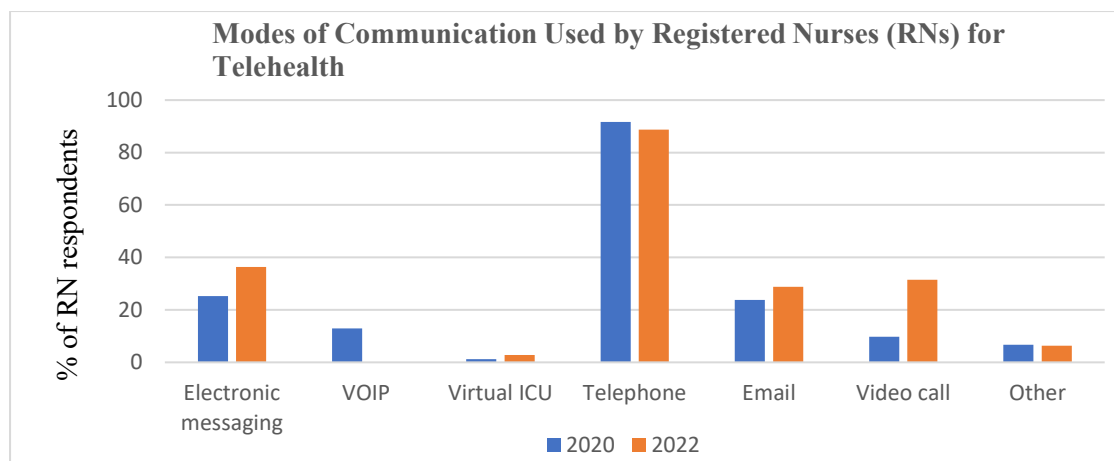
Impact of COVID-19 Pandemic

Impact on Employment

The coronavirus pandemic affected RNs mostly through its impact on their workload. More than 60% of RNs reported an increase in
their workload due to the pandemic. The next most-reported impact was a change in practice setting (16%). About 12% of RNs reported that the pandemic had no impact on their employment.

Impact of COVID-19 Pandemic on Registered Nurse Employment, 2022

Impact	2022 (N = 620)	
	n	*%*
My workload increased	398	64.2
I became a travel nurse	27	4.3
I changed my practice setting	78	12.6
I started doing telehealth	26	4.3
I left nursing	27	4.4
I retired	35	5.6
No impact	74	11.9
Other	111	17.9

Note. Respondents were asked to select all that apply.

How Often Are You Emotionally Drained?

More than a quarter (26.3%) of RNs reported they were emotionally drained from work every day and another 25.6% reported they were emotionally drained a few times a week. Thus, more than half of RNs reported they were emotionally drained from work at least few times every week. Only 5.7% reported never feeling emotionally drained from work.

Registered Nurses Who Reported Feeling Emotionally Drained from Work, 2022

Impact	2022 (N = 612)	
	n	*%*
Never	35	5.7
A few times a year	52	8.5
Once a month or less	45	7.3
A few times a month	82	13.4
Once a week	80	13.1
A few times a week	157	25.6
Every day	161	26.3
No Answer		

How Often Do You Feel Used Up?

55.7% of RNs reported feeling used up at the end of their workday at least one day a week. Only 5.1% reported never feeling used up at the end of their workday.

Registered Nurses Who Reported Feeling Used Up at the End of Their Workday, 2022

Impact	2022 (N = 612)	
	n	*%*
Never	31	5.1
A few times a year	45	7.4
Once a month or less	47	7.7
A few times a month	73	11.8
Once a week	74	12.2
A few times a week	150	24.5
Every day	191	31.2

How Often Do You Feel Fatigued When You Get Up?

More than a quarter (26.8%) of RNs reported feeling fatigued when they get up and have to face another day on the job every day. Another 24.3% reported feeling fatigued when they get up and have to face another day on the

job a few times a week. Only 6.9% reported never feeling fatigued when they get up and must face another day on the job.

Registered Nurses Who Reported Feeling Fatigued When They Get Up, 2022

Impact	2022 (N = 609)	
	n	*%*
Never	42	6.9
A few times a year	58	9.5
Once a month or less	41	6.7
A few times a month	78	12.8
Once a week	79	13.0
A few times a week	148	24.3
Every day	163	26.8

How Often Do You Feel Burned-Out from Work?

More than a quarter (26.8%) of RNs reported feeling burned-out from work every day and 18.7% also reported feeling burned-out a few times a week. About 10.8% reported never feeling burned-out from work.

Registered Nurses Who Reported Feeling Burned-Out from Work, 2022

Impact	2022 (N =608)	
	n	*%*
Never	66	10.8
A few times a year	75	12.3
Once a month or less	51	8.3
A few times a month	80	13.1
Once a week	60	9.9
A few times a week	114	18.7
Every day	163	26.8

How Often Did You Feel You Were at the End of Your Rope?

About 32% of RNs reported they felt they were at the end of their rope at least a few times per week, with half of this group feeling like that every day. About 7.8% felt they were at the end of their rope once per week. Slightly over a quarter never felt like they were at the end of their rope.

Registered Nurses Who Reported Feeling at the End of Their Rope, 2022

Impact	2022 (N = 604)	
	n	*%*
Never	158	26.1
A few times a year	77	12.7
Once a month or less	66	11.0
A few times a month	64	10.6
Once a week	47	7.8
A few times a week	92	15.3
Every day	100	16.6