

Comparison of 2nd Degree and Traditional Baccalaureate Newly Licensed Registered Nurses

Christine Kovner RN, PhD, FAAN

Carol Brewer RN, PhD

New Careers in Nursing Scholarship Liaison Summit

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NEW YORK UNIVERSITY



University at Buffalo

The State University of New York

Now, with government money, the push is on to recruit new nurses.
The 'dark age' of nursing is over,
--Toronto Star 10 May 2008

CARING CAREER: NURSE NEED GROWS ACUTE.

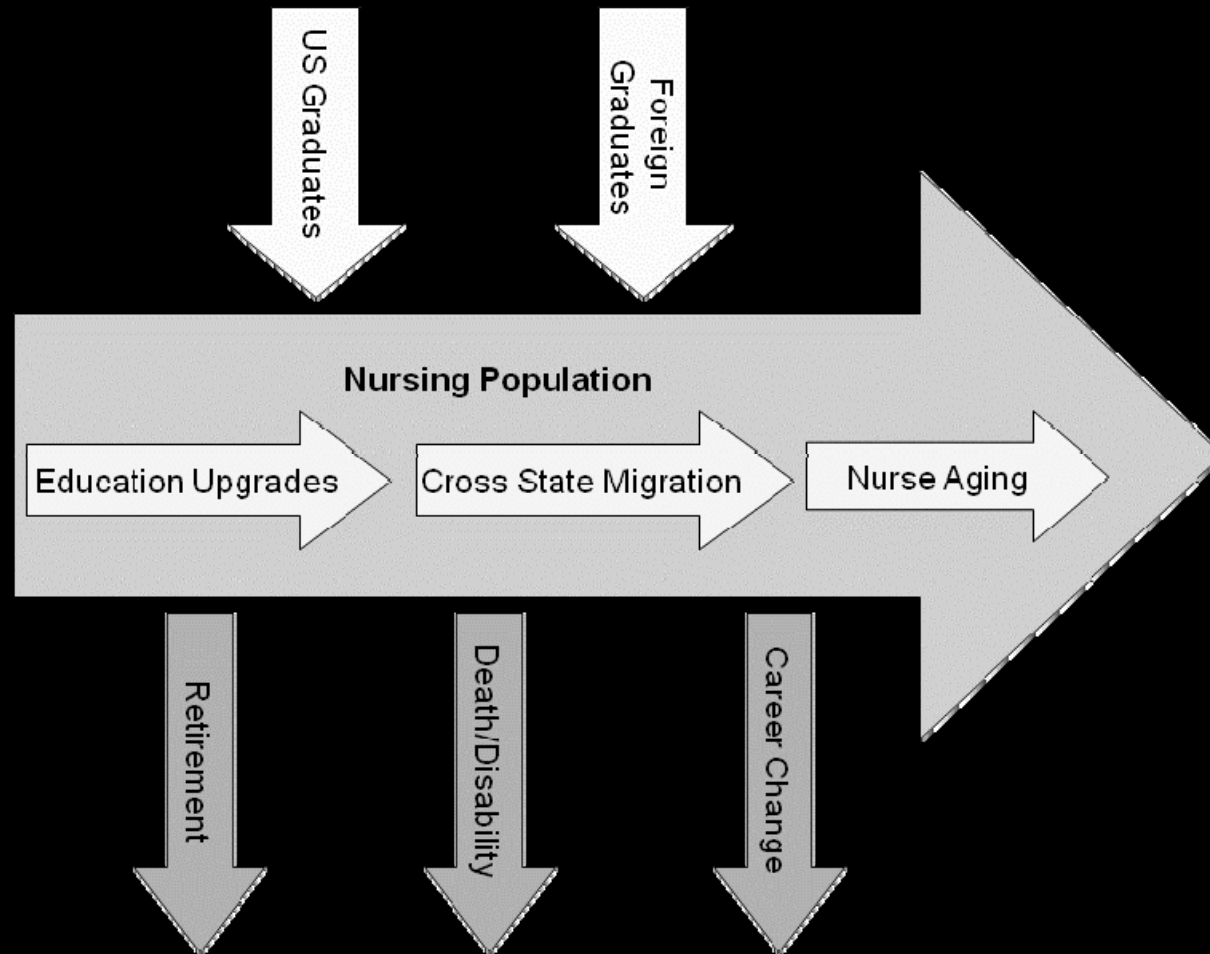
The pay is good and demand for qualified workers is strong.

So why is there a shortage of nurses?

--Daily News (NY) 12 May 2008

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Nursing Workforce Supply

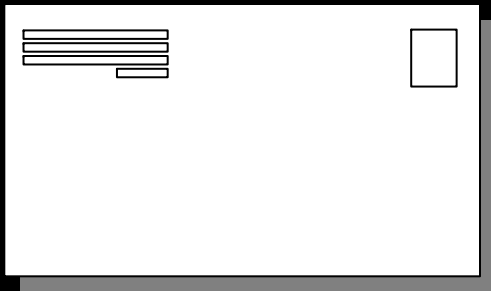


PURPOSE

- ➔ Are 2nd degree (SDG) and traditional baccalaureate (TBG) RN graduates different?
- ➔ What are the policy implications?



METHODS

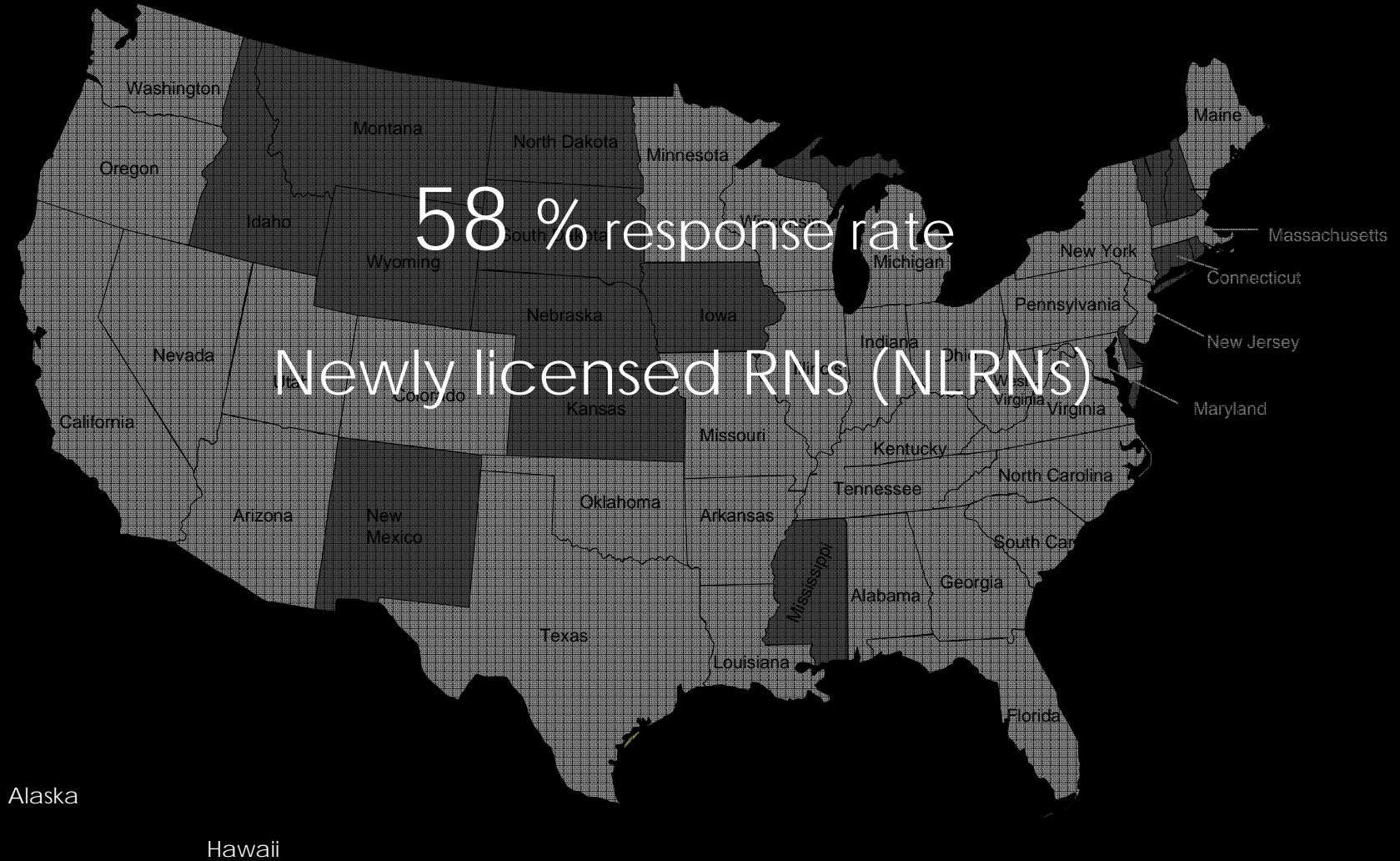


2006

2007

2009

SAMPLE



MORE ABOUT SAMPLE



Baccalaureate Graduates

628 traditional graduates (TDG)

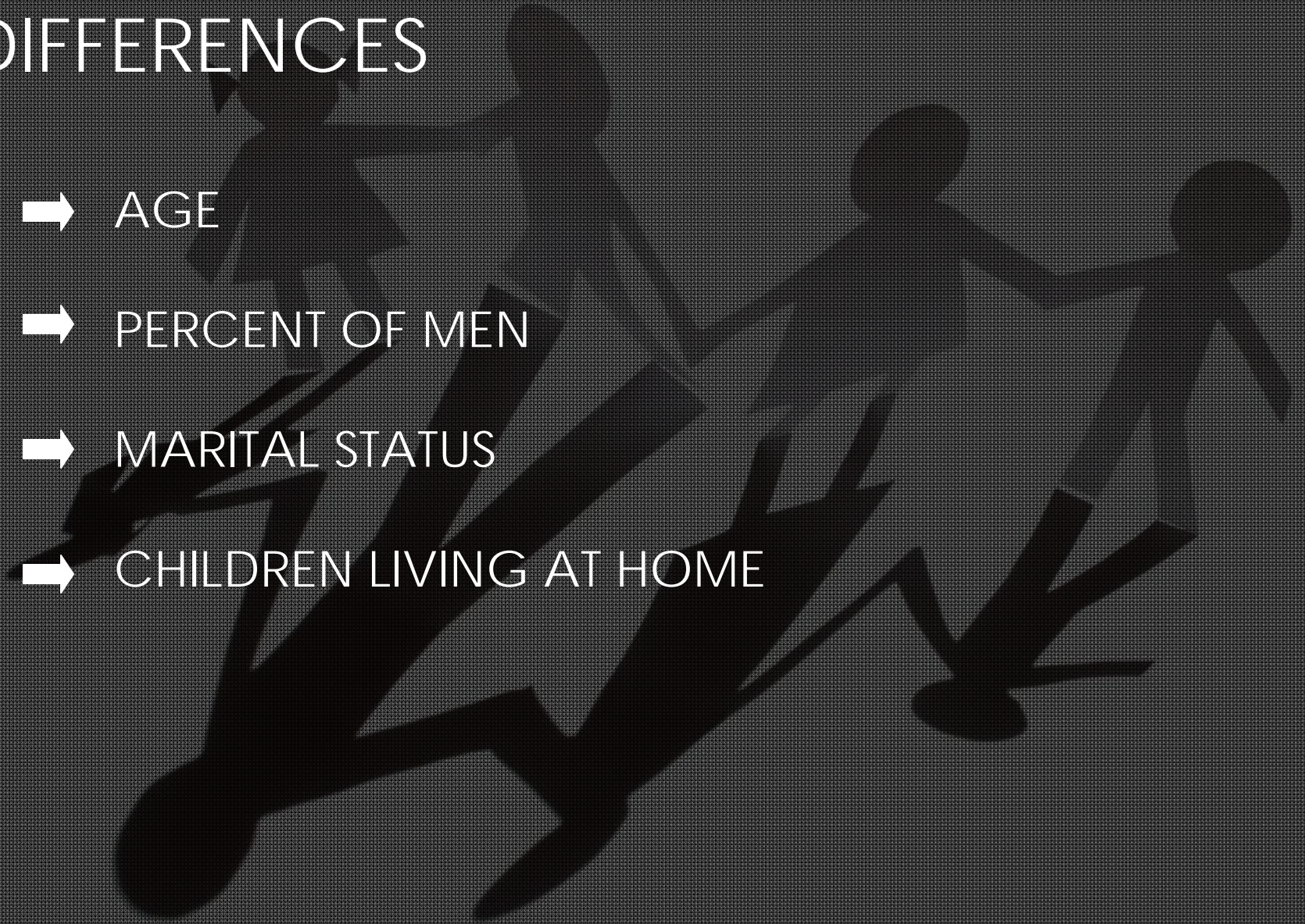
94% of entire sample

246 second degree graduates (SDG)

89.7% of entire sample

DIFFERENCES

- ➔ AGE
- ➔ PERCENT OF MEN
- ➔ MARITAL STATUS
- ➔ CHILDREN LIVING AT HOME



SECOND DEGREE GRADUATES

More likely to be **Asian**

Less likely to have

English as first language

had an **externship**

had a **job in healthcare**

The background of the slide is a grayscale, halftone-style image of several US dollar bills, including a \$100 bill, fanned out. The text is overlaid on this background.

INCOME

SDGs

earned **more** per year,
reported **higher spousal income**, and
considered **benefits less important**

than TBGs

DIFFERENCES IN WORK ATTITUDES

1. **Positive** affectivity... **SDG** had a more positive outlook
2. **Negative** affectivity...**TDG** had a more negative outlook
3. Work-group cohesion... **TDG** had **more friends at work**
4. **Family-work conflict**...**SDG** had **more conflict**

Importance of Variables

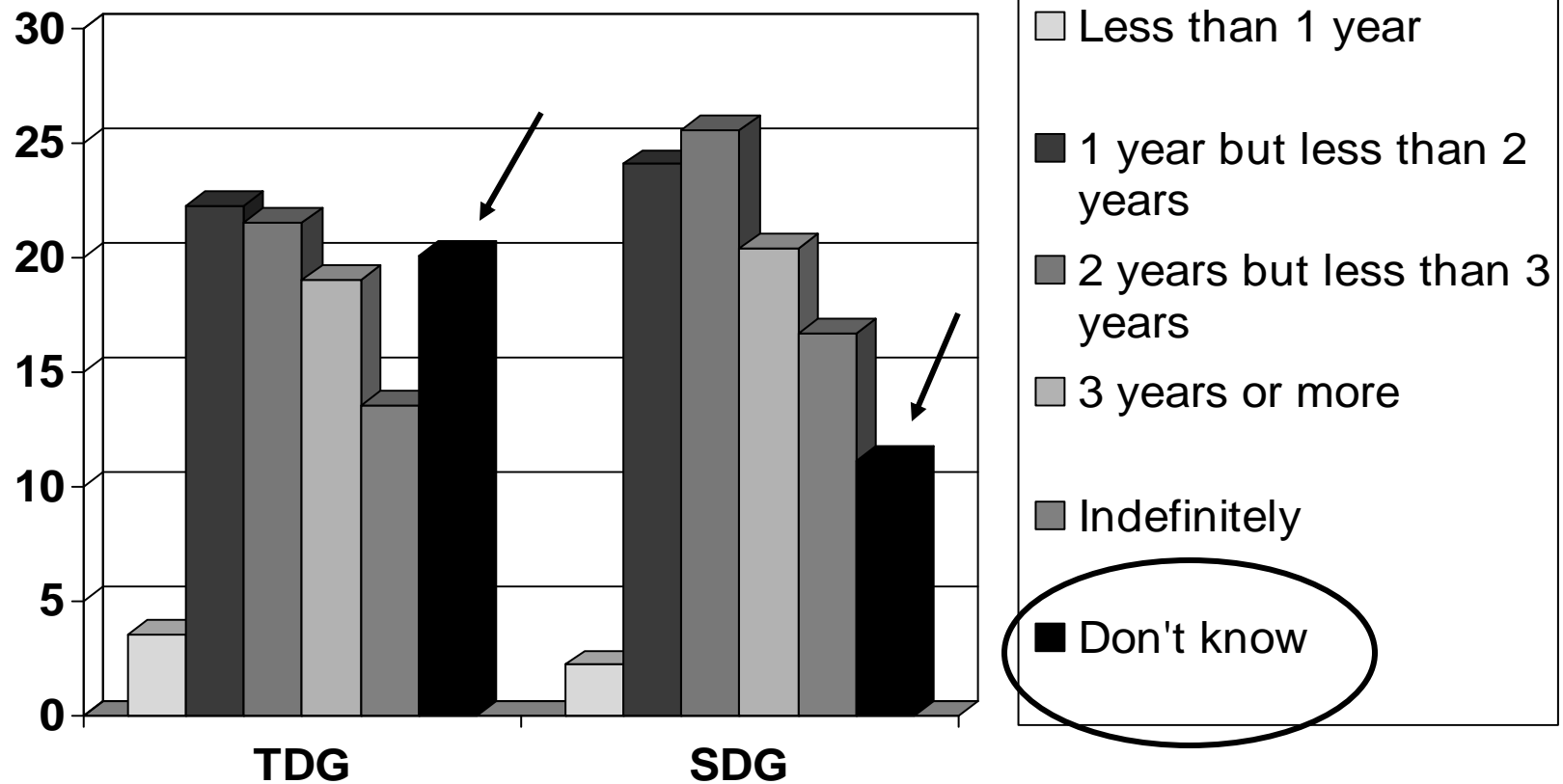
Traditional graduates rated the importance of having close **friends** higher



2nd degree graduates rated importance of **doing a job well** higher

NLRNs' Intent to Stay at Their First Job

% NLRNs



NLRNs' Actual Turnover

A man in a dark suit and tie is running from left to right, carrying a briefcase in his right hand. The background is a dark, textured grey.

2nd graduates 9.6%

Traditional graduates 12.4%

Anecdotes versus Research

SDG and TDG are more alike than they are different

...What are the policy implications?

Policy Implications

- ➔ SDG may have shorter work lives than TBG
- ➔ SDG are less likely to work in hospitals

Policy Implications-Human Capital

- ➔ SDG' experience and education may contribute to greater work maturity and leadership abilities



Policy Implications



- ➔ SDG are more certain of what their plans are
- ➔ Hospitals may want to use different strategies to develop and retain the different groups