

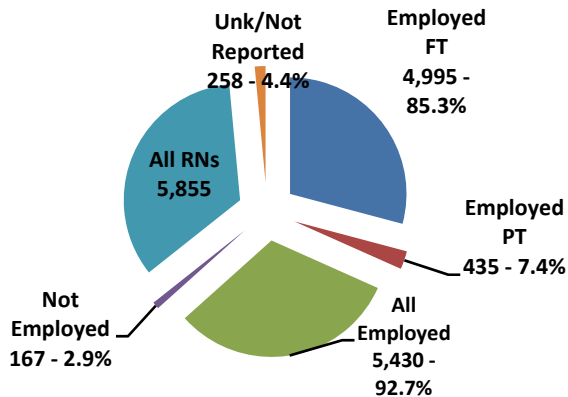


## The African American Registered Nurse Population in Tennessee, June 2008

### African American Registered Nurses in Tennessee

The Tennessee Board of Nursing provides data to the Tennessee Center for Nursing annually on the cumulative population of nurses licensed in the State of Tennessee. The list is provided shortly after the end of the second quarter of each year. The following information includes information on African American RNs with an active license status in Tennessee.

**Chart 1. African American RN Population, by Employment Status in TN 2008**

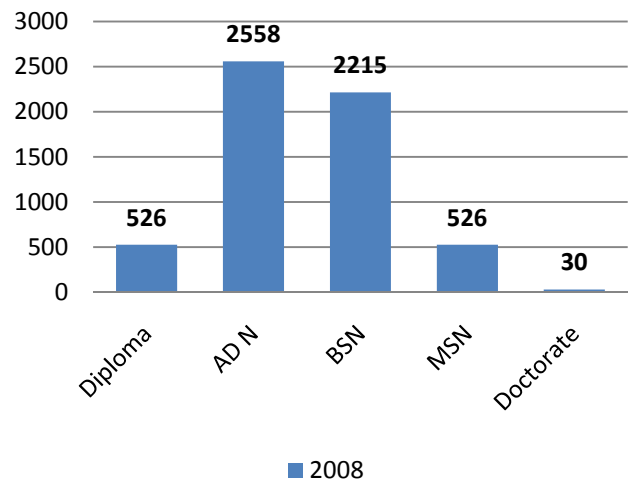


African Americans represent the largest minority group in Tennessee's registered nurse population, 7.8% or 5,855 nurses. Nationally they represent 4.2% (122,495) of the RN population. In TN, Whites represent the largest RN population 89.2%, Asian/Pacific Islanders 1.5% and American Indian/Alaskan Native 0.1%. 92.7% of the African American RNs are employed in nursing. 85.3% are employed full time and 7.4% are part time. Only 2.9% are not employed. See Chart 1. Nationally, 58.3% of all active RNs were employed full time, 24.8% employed part time and 16.8% were not employed in 2004.

### Educational Preparation

According to the 2004 national nursing survey, 11.2% of African American nurses reported having a diploma, 35.8% reported having an Associate Degree and 52% reported having a Baccalaureate Degree or higher. In Tennessee, 9% of African American RNs reporting having a diploma, 43.7% an Associate Degree, and 47.3% a Baccalaureate Degree or higher (See Chart 2).

**Chart 2. Distribution of African American RNs by Basic Nursing Education in TN 2008**



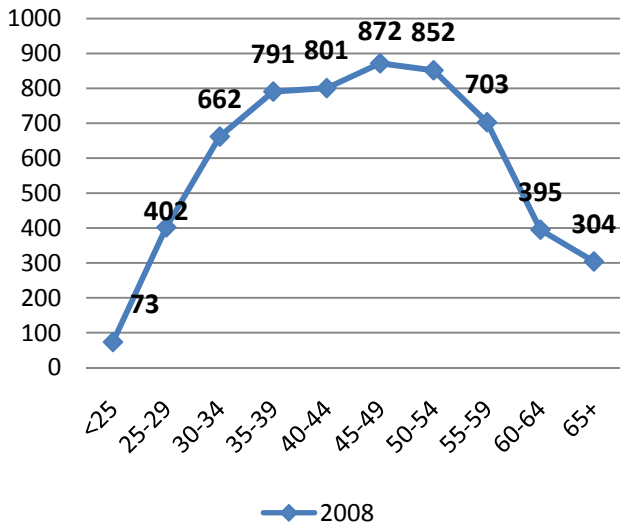
### Age

The average age of the RN population in the US is 46.8 (2004) versus Tennessee's 45.5 (2008). The average age of the African American RN in TN is 45.7. In Tennessee, almost 33% (1,928) of the African American registered nurse population are under the age of 40. 38.5% (2,254) are over the age of 50, versus 41% nationally (See Chart 3). Only

8.1% of TN’s African American RNs are under the age of 30 which closely compares to 8% nationally.

Men still comprise a very small percentage (5.8%) of the total RN population nationally. That number is slightly higher for TN overall (9%), but only 5% of the African American RN population are men.

**Chart 3. Age Distribution of African American RN Population in TN 2008**



**Geographic Location**

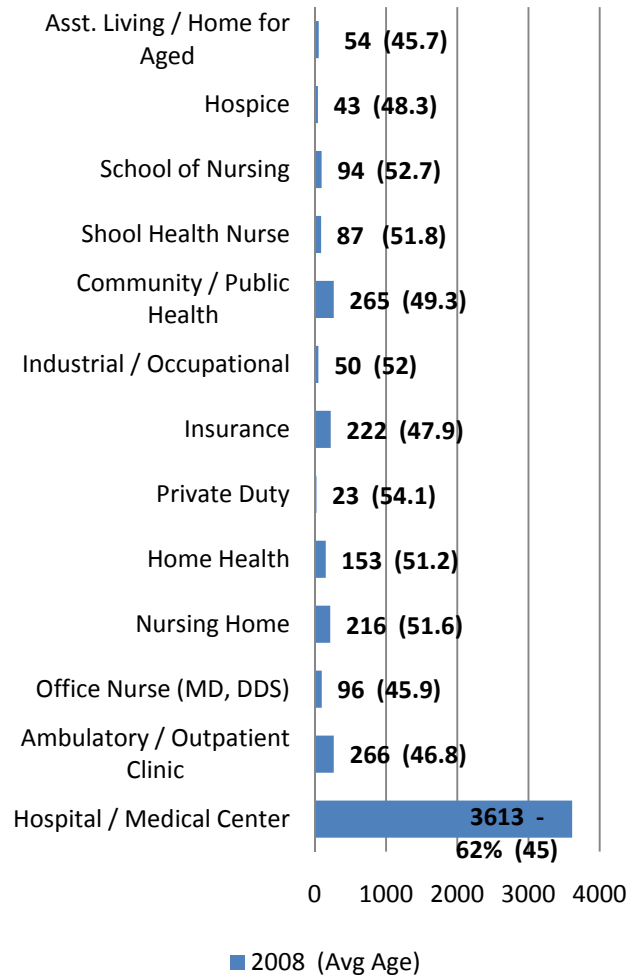
**Top 10 Counties African American RNs Live & Work.**

<u>Live</u>	<u>Work</u>
1. Shelby	Shelby
2. Davidson	Davidson
3. Hamilton	Hamilton
4. Knox	Knox
5. Rutherford	Madison
6. Madison	Rutherford
7. Montgomery	Williamson
8. Williamson	Maury
9. Sumner	Montgomery
10. Maury	Sullivan

**Employment Settings**

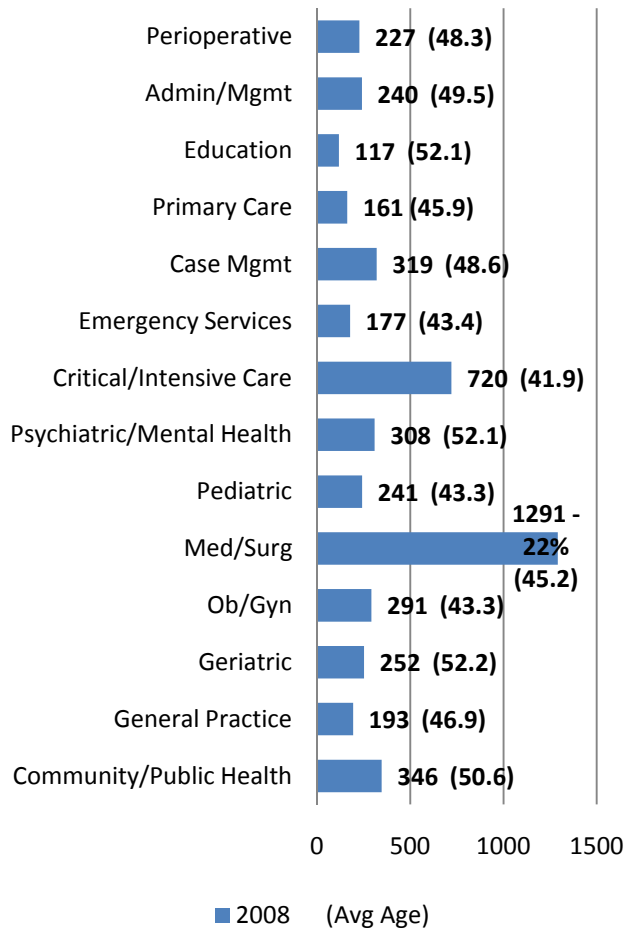
Nationally, over 1.3 million RNs reported being employed at hospitals. In TN, the largest employer of African American RNs are hospitals, employing 62% (3,613 nurses), with the average age being 45. See Chart 5. The largest RN employment setting reported was Med/Surg (22% or 1,291 nurses). The average age of these nurses is 45. This was followed by Critical/ICU (12.3% or 720 nurses) whose average age is 42. See Chart 6. In 2004, only 63,000 nurses reported being in the education field nationally. Only 117 or 2% of the African American RN workforce reported being employed in education.

**Chart 5. Distribution of African American RNs by Employment Field in TN 2008**



\*\* Excludes “Other” (n=631) and “Not reported” (n=42) categories.

**Chart 6. Distribution of African American RNs by Employment Specialty in TN 2008**



\*\* Excludes "Other" (n=955) and "Not reported" (n=17) categories.

**References:**

US Department of Health and Human Services. *The Registered Nurse Population: Findings from the 2004 National Sample Survey of Registered Nurses*. Available at <http://bhpr.hrsa.gov/healthworkforce/rnsurvey04/>, Accessed June 2008.