

Michigan Nurses' Study

Key Facts:

Likelihood of having left nursing practice in the past two years*:

Mandatory overtime frequently used

72% more likely to have left in the past two years

1.72

Mandatory overtime used occasionally

31% more likely to have left in the past two years

1.31

Favorable work environment

55% less likely to have left in the past two years

0.45

Among practicing nurses

84% reported emotional exhaustion

39% plan to leave their position within the next year

28% plan to reduce their clinical hours

18% plan to pursue travel nursing



March 2022 email survey included **10,374** registered nurses with a Michigan license who currently or recently practiced

Likelihood of leaving current job within the next year*:

Emotionally exhausted

72% more likely to leave

1.72

Reported any abuse

27% more likely to leave

1.27

Favorable work environment

73% less likely to leave

0.27

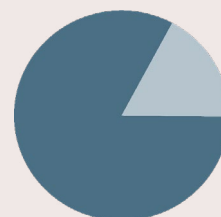
Adequate staffing and resources

10% less likely to leave

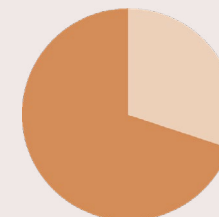
0.9

Adequate staffing

was the most common workplace concern among **currently practicing nurses** & **those who recently left**



83%



70%

For more information, go to: shorturl.at/BGS79

* Values for leaving current job in next year and having left position in the last two year are odds ratios from a multivariable logistic regression model Medvec, B.R., Marriott, D.J., Khadr, L., Ridge, L.J., Lee, K.A., Friese, C.R. & Titler, M.G. (2023). Patterns and Correlates of Nurse Departures from the Health Care Workforce: Results from a Statewide Survey. *Medical Care*, In press.