

A DESCRIPTIVE SURVEY
OF THE EDUCATIONAL PREPARATION
OF SELECTED REGISTERED PROFESSIONAL NURSES IN
THE STATE OF MONTANA AND HOW THEY DESCRIBED THEIR
PRESENT EMPLOYMENT CLASSIFICATION AND FUTURE CAREER GOALS

Section II

by

MILDRED RINKER

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Approved:

Anna Paul Sherrick, R.N., Ed.D.
Head, Major Department

Rita M. Dureagh
Chairman, Examining Committee

Leon H. Johnson
Dean, Graduate Division

Bozeman, Montana
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ABSTRACT

Section II of "A Descriptive Survey of the Educational Preparation of Selected Registered Professional Nurses in the State of Montana and How They Described Their Present Employment and Future Career Goals" was concerned with nurses who classified themselves in 1961 as working part-time. The first section was concerned with the inactive nurses, and the third section concerned with the employed nurses.

Areas included in this study were the personal background of the nurses identified as working part-time in Montana, the reasons for working part-time rather than full-time, the educational preparation of the part-time nurse for the position in which the nurse was employed and future plans for educational and professional growth. Additional areas included the employment history of the part-time nurse in relation to the length of time since graduation from a nursing program, the employment status in 1961 and the fields of employment the nurse would prefer for full-time employment. The amount of time worked on a regularly scheduled basis in 1960 was reported in detail.

Findings in this section of the study indicate that home and family responsibilities were the most important reasons for the nurse working part-time. Not all of the nurses were educationally prepared for the positions they held. Most of the nurses indicated their preference for hospital nursing. Ten per cent of the nurses working part-time in 1960 were working full time in 1961, and slightly over ten per cent were not working and were not available as nurses. A very limited number of part-time nurses indicated plans for additional professional education.

CHAPTER I

STATEMENT OF THE PROBLEM OF SECTION II CONCERNED WITH THE REGISTERED PROFESSIONAL NURSES WORKING PART TIME IN MONTANA

Review of Literature About Part Time Nursing. In 1934, the American Nurses' Association cooperating with the National League of Nursing Education and the National Organization of Public Health Nursing, established a Nursing Information Bureau (NIB). The American Journal of Nursing became the sponsor and administrative unit of the information bureau under the tutelage of Dr. Iago Galdston and at the request of the board of directors of the American Nurses' Association. Dr. Galdston was well known for his administration of public information programs for health and medical organizations, and the principles on which the NIB was established were those fundamental to the development of nursing as a profession rather than to the specific development of the organizations. The stated purpose of the NIB was to "disseminate through appropriate channels, such information about nursing as may lead the public to demand sounder preparation for and a wider and more discriminating use of nursing service."¹

The NIB was discontinued in 1948. It left two legacies to the profession: (1) Facts About Nursing, first published in 1935, an authoritative collection of statistical data, and which the American

¹Mary M. Roberts, American Nursing, History and Interpretation (New York: The MacMillan Company, 1954) pp. 293-297.

Nurses' Association has enlarged and published annually; and (2) an appreciation of the importance of organized public information programs as a factor in the evolution of nursing.² It was from the issues of Facts About Nursing that most of the statistical information about the practice of part-time nursing was available.

The number of nurses per 100,000 population in the United States has almost doubled in the past ten years.³ The western part of the United States had almost double the number of nurses per 100,000 population compared with the national average in 1910. In recent years both national and western area nurse-population ratios have increased. The national averages are considerably more than those of the western area. By 1959 Montana had a nurse population of 275 per 100,000 population as compared to the 261 per 100,000 national average.

This gain was in part deceptive since some of it represents the growth in numbers of the nurses employed part-time. Information about the number of nurses working part-time in the United States has not been sufficient to determine the actual total.⁴

The ratio of employed professional nurses to population in the United States in 1960 was 282 nurses to 100,000 population. If the

²Ibid.

³Western Interstate Commission for Higher Education - Western Council on Higher Education for Nursing. Nurses For the West. (Boulder, Colorado: Western Interstate Commission for Higher Education, 1959) p. 17.

⁴American Nurses' Association, Facts About Nursing, (New York: American Nurses' Association, 1961) p. 7.

part-time was converted to full-time equivalents (two part-time equalling one full-time nurse) the ratio would be 257 nurses per 100,000 population. Both ratios are below what is proposed as a reasonable goal of 300 nurses per 100,000 population.⁵

Statistics on nurse supply become available at different times and from different sources. The three major sources of information were:

1. Counts obtained from employers;
2. The decennial census of the United States Department of Commerce, Bureau of the Census;
3. The American Nurses' Association Inventory.⁶

The first varies as to the methods used, the type of information collected and the frequency of collecting data. The decennial census did not seek information on the nurses current license to practice nursing. The American Nurses' Association Inventory was perhaps the most complete of all of the national counts. Basically it provided detailed information on all professional nurses who maintain licenses to practice. The basic methodology used since 1954, when a study of part-time nurses was begun nation wide by the American Nurses' Association Research and Statistics Unit, has been the utilization of separate counts of nurses made available by employers of nurses.

⁵Ibid.

⁶American Nurses' Association, Facts About Nursing, (New York: American Nurses' Association, 1954) p. 20.

A review of the Facts About Nursing, published in 1954, shows a steady increase in the number of general duty nurses employed part-time between 1949 and 1953. This increase was from 15.5 per cent in 1949 to slightly over 25 per cent in 1953. The largest per cent of part-time nurses were employed in general non-federal hospitals.

The 1961 edition of Facts About Nursing report an estimated 504,000 professional nurses employed in the United States in 1960. This included 90,000 (17.6 per cent) of all of the nurses employed who were known to be working part-time.⁷

Trends in the Use of the Part-time Nurse. Members of the joint committees of the American Hospital Association and the National League of Nursing Education recognized good practice in hospital nursing service was not static but constantly in a process of change. They prepared the Hospital Nursing Service Manual in 1950 as a tentative guide rather than a standard rule.⁸ Hospital staffing in this manual included the long range plans for budgeting processes and a second plan for meeting the day-by-day changing nursing needs of the separate nursing units and hospital departments. Recognizing that staff nurses usually do not want to be shifted from one service to another, it was suggested that a nursing pool be developed, composed of those nurses in the com-

⁷Facts About Nursing, 1961 edition, p. 7.

⁸Hospital Nursing Service Manual. (Committee of the American Hospital Association and the National League of Nursing Education), (National League for Nursing: New York, 1950) p. vii.

munity who, because of home responsibilities or for other personal reasons, were unable to work full time. These nurses might welcome the opportunity to work on certain days for certain specified hours or full-time for a temporary period. It was the belief that a practical way in which to meet the fluctuating needs in the hospital was to maintain a minimum number of permanently employed professional nurses in each nursing unit and to utilize the services of the part-time nurses to supplement the services of the permanent group.

Specific advantages to the hospital by the establishment of such a pool were listed as providing:

- "1. A nucleus of nurses who can be sent to the service where they are needed.
2. Substitute nursing personnel for absenteeism.
3. Supplementary nursing personnel when required because of increased nursing load caused either by increase in census or by increase in patients requiring constant or almost constant care.
4. A means for maintaining equilibrium between nursing hours provided, thus avoiding either over-staffing or under-staffing.
5. Economy in the expenditure of hospital funds."⁹

To the professional nurse in the community who cannot accept a permanent position, the pool gave an opportunity to capitalize on her professional training and experience and to work during the time that she could be available. To the patient, the pool assured an evenly

⁹Ibid., p. 38.

distributed amount of nursing care. Quality cannot be maintained without sufficient quantity.¹⁰

Standards for Employment Classification of Nurses in Montana. The minimum employment standards of the Montana Nurses' Association (MNA) for General Duty Nurses defines the basic work week, as a forty-hour, five day week. The work day was to consist of no more than eight consecutive hours.¹¹ Temporary employment was limited to three months. If the nurse continued in employment longer than three months she was considered a permanent employee and fringe benefits of vacation, sick leave and other personnel practices for full-time employees accrued from the date of employment. Staff relief was defined as employment on a day basis, not to exceed fourteen consecutive days or twelve days per month if worked intermittently in any one month.

Nurses regularly employed on a part-time basis, who worked more than twenty-four hours per week were to be paid the salary and receive the fringe benefits of other personnel for the number of days they worked, in direct proportion to the salary and other personnel practices established by MNA for the position in which the nurse was employed. These fringe benefits provided for the recognition of eight holidays, and vacation of one week after six months of continuous compensated

¹⁰Ibid.

¹¹Montana Nurses' Association, "Minimum Employment Standards for General Duty Nurses" (Helena, Montana: Montana Nurses' Association, 1961) (Mimeographed)

service. Sick leave with pay to be granted for bonafide illnesses at the rate of one day per month for each month of continuous employment and accumulative to thirty-six days.¹²

Need For This Study. The establishment of the need for this study has been discussed in Chapter I, Section I of this report of Montana Nurses. The reader is referred to the overall problem stated also in Chapter I, Section I. The problems relating to the part-time nurses have been restated in this section for the convenience of the reader.

1. What factors contributed to the employment classification of the part-time employed nurse?
2. Was the educational preparation of the part-time employed nurses adequate for the positions they held?
3. How many part-time nurses planned to return to full-time employment within the next two years?
4. What fields of nursing did the part-time employed nurses indicate as being the most desirable if they returned to full-time employment?
5. If the part-time employed nurses were not now educationally qualified for the positions they planned to hold, would their planned education prepare them adequately for these positions?

Purpose of This Study. The purpose of this section of the study

¹²Ibid.

was to provide information relating to the educational preparation and future career goals of part-time nurses in Montana. Areas included in this study were:

1. The personal background of the nurses working part-time particularly in those areas which affected the nurses' employment classification.
2. The reasons for working part-time and the reasons for working part-time rather than full-time.
3. The educational preparation of the part-time nurse and the nurses' future plans for additional preparation.
4. Positions in which part-time nurses were employed and their preparation for these positions compared with the American Nurses' Association statement of desired qualifications for these positions.¹³
5. The history of the part-time nurse related to future plans for employment.
6. The amount of time worked by the part-time nurse in 1960.

Limitations and Assumptions of this study have been discussed in Chapter I, Section I.

Definition of terms. For the purpose of this section of the study the following terms are defined to supplement those found in Section I.

Full-time Nurses. Full-time nurses are those who classified

¹³American Nurses' Association, Functions, Standards, and Qualifications for Practice, (New York: American Nurses' Association, 1959).

themselves in response to the questionnaire, as being employed on a full-time basis.

Part-time Nurses. Part-time nurses are those who classified themselves in response to the questionnaire, as being employed less than full-time.

Regularly scheduled nurses. Regularly scheduled nurses are those who classified themselves in response to the questionnaire, as being employed on a regularly scheduled basis.

On-Call. The respondent classified herself, in response to the questionnaire, as being employed on an on-call basis.

Director or Assistant Director of Nursing. The respondent classified herself as being a director or assistant director of nursing. Included in this definition were those who listed their positions as superintendent, and assistant superintendents.

Supervisor. The supervisors were those who classified themselves, in response to the questionnaire, as being employed as supervisors.

Head Nurses. Head nurses classified themselves, in response to the questionnaire, as being employed as head nurses. Included in this definition were those who classified themselves also as charge nurses.

Staff Nurses. Staff Nurses in this study, are those who classified themselves, in response to the questionnaires, as being employed as Staff nurses. Included in this definition were those who classified themselves also as general duty, floor nurses, ward nurses, medications nurses, second charge nurses and desk nurses.

The method used in the conduction of this study, the collection of data, definitions and justification of the population sampled, and acknowledgements of contributions and contributors to the project have been discussed in Chapter II of Section I.

Chapter II of this Section II of the Descriptive Survey of the Educational Preparation of Selected Registered Professional Nurses in the State of Montana and How They Described Their Present Employment Classification and Future Career Goals presents the discussion of data collected from the questionnaires addressed to the Part-time Nurses. Chapter III of Section II summarizes the findings of the study and presents the conclusions reached by the author along with recommendations.

CHAPTER II

DISCUSSION OF DATA COLLECTED FROM SELECTED NURSES

WORKING PART TIME IN MONTANA

I. INTRODUCTION

A total of 3,898 nurses were contacted in the Montana survey of nurses. This number included 2,151 nurses who were employed full time, 1,159 inactive nurses and 588 part-time nurses. Four hundred twenty part-time nurses were contacted in the Montana survey described in Chapter II of Section I of this report. The additional 168 part-time nurses had been contacted (using the same questionnaire) by the United States Public Health Service (U.S.P.H.S.) in their nation wide survey of part-time nurses in the United States in the spring of 1961. Responses to the questionnaires in this survey from Montana nurses, were included in the tabulation of part-time nurses employed in Montana. Data were tabulated from 306 respondents.

The following areas were studied and interpreted in this section of the study.

1. The personal background of the Montana Nurses working part-time particularly in those areas which affect employment classification.
2. The reasons for working part-time and the reasons for working part-time rather than full-time.
3. The educational preparation of the part-time nurse and the

nurses' future plans for additional preparation.

4. Positions in which part-time nurses were employed and their preparation for these positions compared with the American Nurses' Association statement of desired qualifications for these positions.
5. The history of the part-time nurse related to future plans for employment.
6. The amount of time worked by part-time nurses in Montana in 1960.

II. DISCUSSION OF DATA

Personal Background of the Montana Nurses Working Part-time.

The personal background of the part-time nurse included: (1) age, (2) marital status, (3) number of children, and (4) reasons for working.

Age. Two hundred-eight (68 per cent) of the 306 nurses were under forty years of age. Of this number, 118 (38.6 per cent) nurses were thirty to thirty-nine years of age, and ninety (29.4 per cent) nurses were twenty to twenty-nine years of age. Seventy-two (23 per cent) nurses were forty to forty-nine years of age. Twenty-one (6.9 per cent) nurses were fifty to fifty-nine years of age, and five (1.6 per cent) nurses were sixty years of age or over.

Marital status. Three hundred one (98.4 per cent) nurses were or have been married. Five (1.6 per cent) nurses were unmarried. Six of the 301 nurses were widows and four were divorced.

Number of children. Two hundred eighty-one (91 per cent) of the 306 nurses had one or more children. Twenty-four (7.8 per cent) nurses had no children. One nurse did not respond. Forty-seven (15.4 per cent) nurses had one child. Eighty-five (27.8 per cent) nurses had two children. Seventy-nine (25.8 per cent) nurses had three children. Forty-four (14.4 per cent) nurses had four children. Twenty-six (8.5 per cent) nurses had five or more children. Table I on the following page gives the number of children of the 306 part-time nurses by age of the nurses. The number of children per nurse was highest in the age group thirty to thirty-nine. The largest number of nurses working part-time was also within this age group.

Reasons for Working. One hundred fifty-two (49.7 per cent) nurses stated they were working to supplement the family income. Sixty-eight (22.2 per cent) nurses were working because of a desire to maintain their professional skills. Forty-eight (15.7 per cent) nurses were working to help alleviate the nursing shortage in the community. Twenty (6.5 per cent) nurses were working to maintain their professional skills and also to help alleviate the nursing shortage in the community. Six (2 per cent) of the 306 nurses were the sole support of their family. Four of these six nurses were employed in a full-time nursing position in addition to the part-time, and two nurses were employed in a non-nursing position in addition to the part-time nursing position. Supplementing the family income was listed most frequently by the nurses under forty years of age. The desire to maintain professional skills

TABLE I
NUMBER OF CHILDREN OF 306 PART-TIME NURSES
BY AGE OF THE NURSE

Number of Children		Age at last birthday (in years) of the Part-time nurse				
		20-29	30-39	40-49	50-59	Over 60
<u>Total</u>	<u>306</u>	<u>90</u>	<u>118</u>	<u>72</u>	<u>21</u>	<u>5</u>
No children	24	9	2	6	6	1
One child	47	28	8	5	4	2
Two children	85	30	32	17	5	1
Three children	79	17	33	24	5	0
Four children	44	3	29	10	1	1
Five or more	26	2	14	10	0	0
No response	1	0	0	0	0	0

The number of children per nurse was highest in the age group thirty to thirty-nine. The largest number of nurses working part-time was also within this age group.

was listed most frequently by nurses in the age group forty to forty-nine. Helping to alleviate the nursing shortage in the community, the third most frequently given reason for working, was listed by nurses fifty years of age and over more frequently than it was by those nurses between the ages of twenty and twenty-nine.

The reasons for Working Part-time rather than Full-time.

Two hundred twenty-seven (74 per cent) nurses stated that family obligations did not permit full-time employment. Seventy-one (89 per cent) of the ninety nurses between the ages of twenty and twenty-nine years of age, one hundred-one (88 per cent) of the 118 nurses between thirty and thirty-nine years of age, and forty-eight (68 per cent) of the seventy-two nurses between forty and forty-nine years of age, gave family obligations as their reason for working part-time rather than full-time. A preference for part-time status was stated by thirty (10 per cent) of the total number, with ten (14 per cent) nurses in the age group forty to forty-nine, and nine (7 per cent) nurses of those between thirty and thirty-nine years of age giving this reason. Two nurses between the ages of fifty and fifty-nine, three nurses between forty and forty-nine years of age, one nurse between thirty and thirty-nine years of age and two between twenty and twenty-nine years of age stated health did not permit full-time employment. Three nurses in the age group twenty to twenty-nine were attending school.

The Educational Preparation of the Part-time Nurse and Future Educational Plans.

Educational preparation of the part-time nurse. Eight (2.6 per cent) of the 306 nurses had graduated from associate degree programs of basic nursing education. Four of the eight nurses had continued their nursing education with three nurses receiving baccalaureate degrees and one nurse receiving a master's degree. Two hundred eighty (91.5 per cent) of the 306 nurses had graduated from diploma programs of basic nursing education. Eleven (11) of the 280 nurses had continued their education with ten nurses receiving baccalaureate degrees in nursing and one nurse receiving a non-nursing baccalaureate degree. Seventeen (5.6 per cent) nurses had graduated from degree programs of basic nursing education and all held baccalaureate degrees. Four nurses had attended degree programs of basic nursing education but had not completed the requirements for a baccalaureate degree, these four nurses had fulfilled the requirements for licensure however and were included with the diploma school graduates. Thirty (9.8 per cent) nurses held baccalaureate degrees. One nurse responded she had a degree, but did not specify the kind of degree, and one nurse held a master's degree. One nurse did not respond to this part of the questionnaire.

Future educational plans of the part-time nurse. Two hundred seventy-four (89.5 per cent) of the 306 nurses did not plan to enroll for additional education within the next year. Six (2.0 per cent) nurses planned to enroll in undergraduate study in nursing majors in college, five of these planned to enroll in nursing education and one nurse planned to enroll in public health. One (0.3 per cent) nurse

planned to enroll in a non-nursing major, and one (0.3 per cent) nurse planned to enroll in graduate study in a non-nursing major. Eleven (3.6 per cent) nurses planned to attend workshops, institutes and other short-term courses. Other plans for additional education were indicated by one nurse who planned to enroll in a non-degree program in anesthesia and one nurse who planned to attend adult education classes in her home community.

Positions Held by Part-time Nurses and Their Preparation for These Positions Compared with the American Nurses' Association Statement of Desired Qualifications for These Positions.

Positions held by part-time nurses. Positions held in 1960 by two hundred twenty-three nurses employed on a regularly scheduled basis included the following: One superintendent, three directors, six instructors, fifteen supervisors, thirty head nurses, one hundred seventy-two staff nurses, five who listed other positions and ten who did not specify the position held. A total of two hundred forty-two positions were listed by the two hundred twenty-three nurses who had worked part-time on a regularly scheduled basis. Twenty nurses were employed in two positions at different levels. Seven (3.1 per cent) nurses held two positions concurrently. Three of the seven nurses held two positions in the same agency. Four of the seven nurses were employed in two different agencies.

Educational preparation for the position. The American Nurses' Association published the Functions, Standards and Qualifications For

Practice in 1959. This publication recommended educational preparation for positions in nursing. A master's degree was recommended as desirable for directors of nursing service and for instructors. A baccalaureate degree in nursing was recommended as desirable for supervisors. Additional educational preparation was also recommended for head nurses. Recommended qualifications for general duty nurses included: (1) graduation from a state accredited school of nursing and a current license to practice professional nursing; and (2) evidence of interest in continuous professional growth.¹⁴

Experience in various progressive positions in nursing, in addition to the educational preparation, was also listed as recommended professional qualifications for the positions of superintendent, director, instructor and supervisor.¹⁵ The questionnaire was not designed to obtain information about previous experience of the nurses.

Preparation of part-time nurses above the level of supervisor. Of the twenty-five nurses included in the positions of superintendent, director, instructors and supervisors, one nurse had graduated from a degree program of basic nursing education and the remaining twenty-four had graduated from diploma programs of basic nursing education. One instructor held a master's degree, two instructors, one supervisor and one director held baccalaureate degrees. Eighteen (18) nurses listed

¹⁴American Nurses' Association, Functions, Standards and Qualifications for Practice, (New York: American Nurses' Association, 1959) pp. 9-15.

¹⁵Ibid.

in these top level positions had no plans for additional preparation. Four nurses planned to attend workshops. One nurse planned to enroll in a college within the next year, and one nurse did not respond. Eight nurses listing positions above the level of head nurse, graduated prior to 1939, eleven (11) nurses graduated within the years 1940 through 1947, five nurses graduated within the years 1950 through 1955 and one nurse graduated from a baccalaureate degree program in 1960. Information related to previous experience was not available, it is possible these nurses who graduated over five years ago may have met the recommended requirement of experience in progressive positions in nursing. No information was available regarding short-term educational programs previously attended by the nurse.

Preparation of part-time nurses employed in head nurse positions.

Twenty-nine of the thirty nurses regularly scheduled as head nurses part-time in 1960 graduated from diploma programs in nursing. One nurse graduated from an associate degree program. None of the head nurses held baccalaureate degrees, but two planned to enroll in undergraduate programs and one planned to attend workshops. Of the thirty head nurses, one nurse graduated prior to 1920, one nurse graduated between 1924 and 1929, four nurses graduated during the following decade and six nurses graduated within the next decade. Seven nurses graduated within the years 1950 to 1954, and ten nurses graduated between the years 1955 and 1958. One nurse graduated in 1959. Information was not available about the nurses experience in the practice of her profession, nor any short-

term educational programs which might have been attended by the nurse.

Preparation of part-time nurses employed in staff positions. One hundred seventy-two nurses were regularly scheduled to work part-time in staff or general duty positions. Of the 172 staff nurses, one nurse had a master's degree and sixteen of the nurses had baccalaureate degrees. Ten of the sixteen nurses graduated from degree programs of basic nursing education, three of the sixteen nurses graduated from diploma programs of basic nursing education and three of the sixteen nurses graduated from associate degree programs of basic nursing education. All of the 172 nurses employed part-time in staff positions were licensed to practice nursing in Montana. Graduation from a state accredited school of nursing is a requirement for licensure, therefore all of the staff nurses met the first qualification for practice recommended by the American Nurses' Association. The second qualification for practice in staff positions, evidence of interest in continuous professional growth, was indicated by seven respondents. One nurse intends to enroll in an undergraduate collegiate program within the next year, three nurses plan to enroll in graduate programs in nursing, two nurses responded they are interested in additional education when their children are older, and one nurse plans to attend adult education classes in her home community.

The History of the Part-time Nurse Related to Part-time Employment and Future Plans for Employment.

Employment history of the part-time nurse. The employment

history of the part-time nurse included the number of years the nurse worked solely on a part-time basis since graduation from a nursing program, and the longest continuous period of time employed as a part-time nurse.

Information from the responses to the questionnaires relating to the year of graduation and the number of nurses listed in decreasing order is summarized as follows:

<u>Year of graduation</u>	<u>Number of Nurses</u>
Between 1940 and 1949	119
Since 1955	67
Between 1950 and 1954	60
Between 1930 and 1939	43
Between 1920 and 1929	12
Prior to 1920	3
Year not given	2

The number of years worked solely on a part-time basis. Sixteen (16) nurses worked less than six months on a part-time basis. Of these, one nurse graduated between 1935 and 1939, six nurses graduated from 1940 through 1949, two nurses between 1950 and 1954, and seven nurses graduated in 1955 or later.

Thirty-nine (39) nurses worked six months but less than one year. Of these, one nurse graduated prior to 1920, four nurses graduated from 1940 through 1949, five nurses graduated from 1950 through 1954, and twenty-five (25) nurses graduated in 1955 or later.

Seventy-two (72) nurses worked one but less than three years. Of these, four nurses graduated from 1920 through 1929, seven nurses graduated from 1930 through 1939, twenty (20) nurses from 1940 through 1949, fourteen (14) nurses graduated from 1950 through 1954, and twenty-six (26) nurses graduated in 1955 or later.

Fifty-seven (57) nurses worked three but less than five years solely on a part-time basis. One nurse graduated within the years 1920 through 1929, seven nurses graduated from 1930 through 1939, twenty-five (25) nurses graduated within the years 1940 through 1949, nineteen (19) nurses graduated within the years 1950 through 1954, and two nurses graduated in 1955 or later.

Sixty-five (65) nurses worked solely on a part-time basis five but less than ten years. Of these, one nurse graduated between 1920 and 1929, eight nurses graduated within the years 1930 through 1939, forty-one (41) nurses graduated within the years 1940 through 1949, twelve (12) nurses graduated within the years 1950 through 1954, and two nurses graduated in 1955 or later.

Sixty-five (65) nurses worked solely on a part-time basis five but less than ten years. Of these, one nurse graduated between the years 1920 and 1929, eight nurses graduated within the years 1930 through 1939, forty-one (41) nurses graduated within the years 1940 through 1949, twelve (12) nurses graduated within the years 1950 through 1954, and two nurses graduated in 1955 or later.

Thirty-seven (37) nurses worked ten years or more. Of these,

three nurses graduated within the years 1920 through 1929, eight nurses graduated within the years 1930 through 1939, nineteen (19) nurses graduated within the years 1940 through 1949, and one nurse graduated between 1950 and 1954.

Twenty (20) nurses did not respond to the question about the number of years they had worked solely as a part-time nurse since their graduation.

The number of years worked solely on a part-time basis and the number of nurses in each group listed in decreasing number of nurses is summarized as follows:

<u>Number of years worked</u>	<u>Number of nurses</u>
One but less than three years	72
Five but less than ten years	65
Three but less than five years	57
Six months but less than one year	39
Ten or more years	37
Less than six months	16
No response	20

The longest continuous period of part-time employment. Of the thirty-four (34) nurses who worked continuously as a part-time nurse for less than six months, one nurse graduated prior to 1920, two nurses graduated between the years 1930 and 1939, ten (10) nurses graduated within the years 1940 through 1949, six nurses graduated within the years 1950 through 1954, and fifteen (15) nurses graduated in 1955 or

later.

Of the sixty-one (61) nurses who worked continuously for six months but less than one year, one nurse graduated prior to 1920, seven nurses graduated within the years 1930 through 1939, thirteen (13) nurses graduated within the years 1940 through 1949, nine nurses graduated within the years 1950 through 1954, and thirty (30) nurses graduated in 1955 or later.

Of the eighty-three (83) nurses who worked continuously for one year but less than three years, four nurses graduated within the years 1920 through 1929, six nurses graduated within the years 1930 through 1939, thirty-one (31) nurses graduated within the years 1940 through 1949, twenty-four (24) nurses graduated within the years 1950 through 1954, and sixteen (16) nurses graduated in 1955 or later.

Of the forty-eight (48) nurses who worked continuously for three but less than five years as a part-time nurse, two nurses graduated within the years 1920 through 1929, eight nurses graduated within the years 1930 through 1939, twenty-five (25) nurses graduated within the years 1940 through 1949, eight nurses graduated within the years 1950 through 1954, and three nurses graduated in 1955 or later.

Of the fifty-seven (57) nurses who worked continuously for five or more years as a part-time nurse, five nurses graduated within the years 1920 through 1929, seventeen (17) nurses graduated within the years 1930 through 1939, thirty (30) nurses graduated within the years 1940 through 1949, and five nurses graduated within the years 1950 through 1954.

The longest periods of part-time employment worked continuously by the part-time nurses, with the number of nurses listed in decreasing order is summarized as follows:

<u>Longest continuous period of time</u>	<u>Number of Nurses</u>
One but less than three years	83
Six months but less than one year	61
Five years or more	57
Three but less than five years	48
Less than six months	34
No response	23

Employment status in 1961 of the nurses employed part-time in 1960. Two hundred seventy-two nurses who worked part-time in 1960, were either working or available for work in 1961. Thirty-two (32) of these nurses were working full-time in 1961 and an additional forty (40) nurses planned to work full-time within the next two years.

Two hundred twenty-four (73 per cent) nurses do not plan to return to full-time employment. Ten nurses did not respond to this part of the questionnaire.

Thirty-one (10 per cent) nurses were not working and were not available for work, two of these nurses had permanently retired, and one nurse did not respond to this question. Of the nurses not working and not available for work, fifteen (15) nurses were between twenty and twenty-nine years of age. Twelve (12) nurses were between the ages of thirty and thirty-nine, three nurses were between forty and forty-

nine years of age, and one was over sixty years of age. Of those nurses permanently retired, one nurse was between forty and forty-nine years of age and one nurse was over sixty years of age.

Field of employment part-time nurses would find most desirable if they returned to full-time employment. One hundred ninety-eight (64.7 per cent) nurses indicated a preference for hospital nursing. Forty-five (14.7 per cent) nurses indicated a preference for employment in a doctor's office. Fourteen (4.6 per cent) nurses indicated a preference for employment in the field of nursing education. Eight (2.6 per cent) nurses indicated a preference for private duty. Seven (2.3 per cent) nurses indicated a preference for public health. Seven (2.3 per cent) nurses indicated a preference for school nursing. Six (1.9 per cent) nurses indicated a preference for industrial nursing. Eight (2.6 per cent) nurses indicated other fields, and thirteen (4.2 per cent) nurses did not respond to this question.

The Amount of Time Worked by Regularly Scheduled Part-time Nurses.

The average number of hours, man days and weeks employed per nurse, in 1960, by two hundred twenty-three (223) nurses on a regularly scheduled basis were tabulated according to the positions held by these nurses in 1960. Twenty nurses were employed in two positions in the same agency. Seven (3.1 per cent) of the nurses held two positions concurrently. Three of the seven nurses held two positions in the same agency. Four of the seven nurses were employed in two different agencies.

Amount of time worked by the superintendent. The respondent who

identified her position as that of superintendent reported having worked forty (40) hours per week for forty-eight (48) weeks in 1960.

Amount of time worked by directors. The three respondents who indicated they worked part-time in 1960 in the position of director or assistant director indicated a total of 2,332 hours worked in 1960. The average number of days per week was two and six-tenths (2.6). Of the three respondents: one nurse worked forty (40) hours per week for fifteen (15) weeks; one nurse worked twenty-five (25) hours per week for fifty-two (52) weeks; and one nurse worked sixteen (16) hours per week for fifty-two (52) weeks.

Amount of time worked by instructors. Six respondents indicated they worked part-time in 1960 as instructors. Of these, two nurses worked only as instructors, and four nurses worked part-time as an instructor and part-time in a different position. The six nurses worked a total of 2,257 hours as instructors in 1960, an average of two and six-tenths (2.6) days per week of employment. Of the two respondents who worked only as instructors, one worked forty (40) hours per week for twenty (20) weeks, and one nurse worked five hours per week for twenty (20) weeks. Of the four respondents who worked in more than one position category: one nurse worked as an instructor thirty (30) hours per week for fourteen (14) weeks, and as a staff nurse at two different times, forty (40) hours per week for eleven (11) weeks, and thirty (30) hours per week for fourteen (14) weeks; one nurse worked as an instructor fifteen (15) hours per week for eleven (11) weeks, and as

a supervisor forty (40) hours per week for two weeks; one nurse worked as a clinical instructor and as a staff nurse thirty-two (32) hours per week for forty (40) weeks, (this respondent did not indicate the number of hours spent in each position). One nurse worked as a graduate assistant twenty (20) hours per week for thirteen (13) weeks, and as a staff nurse twenty-eight (28) hours per week for nine weeks.

Amount of time worked by supervisors. Fifteen respondents indicated they worked part-time as supervisors for an average of 115 days during 1960, or an average of three and one-tenth (3.1) days per week of employment. Of the fifteen, eight nurses worked only as supervisors. Seven nurses worked in other job categories.

Of the eight nurses who worked only as supervisors: one nurse worked forty (40) hours per week for forty (40) weeks; one nurse worked thirty-five (35) hours per week for forty-eight (48) weeks; one nurse worked thirty-two (32) hours per week for forty-four (44) weeks; one nurse worked sixteen (16) hours per week for thirty (30) weeks; one nurse worked twenty-four hours per week for fifty-one (51) weeks. Three nurses worked fifty-two weeks each in 1960, of these three: one worked twenty eight (28) hours per week; one nurse worked twenty (20) hours per week; and one worked sixteen (16) hours per week.

Of the seven supervisors who worked in more than one position category: one nurse worked sixteen (16) hours per week as a supervisor for fifty-two weeks and during this fifty-two weeks also worked as a staff nurse twenty-four (24) hours per week for twenty-four weeks, and

sixteen (16) hours per week for twenty-eight (28) weeks; one nurse worked as a supervisor twenty (20) hours per week for twenty-eight (28) weeks and as a staff nurse sixteen (16) hours per week for nineteen (19) weeks; one nurse worked as a supervisor sixteen (16) hours per week for nine weeks, and as a staff nurse twelve (12) hours per week for twenty-six (26) weeks; one nurse worked from sixteen (16) to twenty-eight (28) hours per week as a supervisor for twenty-six (26) weeks, and as an office nurse twenty-five (25) hours per week for three weeks; two nurses indicated they had worked both as a supervisor and as a staff nurse, but stated they were unable to estimate the amount of time worked during 1960.

Amount of time worked by head nurses. Thirty nurses responded they worked part-time in head nurse positions in 1960 for an average of three and three-tenths (3.3) days per week of employment.

Eight of the nurses responded they worked part-time as head nurses for forty (40) or more hours per week during 1960. Of the eight nurses, one nurse worked forty-five (45) hours per week for twenty-four (24) weeks in one agency, and forty (40) hours per week for twenty-two (22) weeks in a different agency. One nurse worked forty (40) hours per week for forty-nine (49) weeks. One nurse worked forty (40) hours per week for forty (40) weeks. One nurse worked forty (40) hours per week during two periods of employment, one period of employment was for twenty-one (21) weeks, and the other for seven weeks, in addition to these two periods of forty (40) hours per week employment she also

worked twenty-four (24) hours per week for fourteen (14) weeks in the same agency. One nurse worked forty (40) hours per week for twenty-seven (27) weeks and thirty-two (32) hours per week for fifteen (15) weeks in the same agency. One nurse worked forty (40) hours per week for twenty-six (26) weeks in one agency, and eight hours per week for two weeks in a different agency. One nurse worked forty (40) hours per week for twenty (20) weeks. One nurse worked forty (40) hours per week for eight weeks, thirty-two (32) hours per week for twelve (12) weeks and twenty-four (24) hours per week for ten (10) weeks in the same agency.

Three nurses responded they worked thirty-two (32) hours per week. One of these worked as both a staff nurse and as a head nurse for fifty-two (52) weeks, the amount of time in each position was not specified. One nurse worked thirty-two (32) hours per week for forty-two (42) weeks. One nurse worked thirty-two (32) hours per week for thirty-two (32) weeks as a head nurse and forty-hours (40) per week for twenty (20) weeks as a clinical instructor.

Four head nurses worked twenty-four (24) hours per week, of these one nurse worked for forty-four (44) weeks, one nurse worked twenty-four (24) hours per week for forty-two (42) weeks, one nurse worked twenty-four (24) hours per week for fifteen (15) weeks, and one nurse worked twenty-four (24) hours per week for eight weeks.

Nine head nurses worked sixteen (16) hours per week, of these one worked for fifty-two (52) weeks. One nurse worked for thirty-nine (39) weeks. One nurse worked for thirty-six (36) weeks. One nurse

worked for thirty-one (31) weeks. One nurse worked for twenty-six (26) weeks. One nurse worked for twenty-five (25) weeks. One nurse worked for twenty-two (22) weeks. One nurse worked for eight weeks, and one nurse worked for five weeks.

One head nurse worked twelve (12) hours per week for fifty-two (52) weeks.

Three head nurses worked eight hours per week. One worked for fifty-two (52) weeks. One nurse worked for forty-seven (47) weeks, and one nurse worked for twenty-three (23) weeks.

Amount of time worked by staff nurses. One hundred seventy-two part-time nurses responded they worked as staff nurses for an average of two and eight-tenths (2.8) days per week of employment, on a regularly scheduled basis. One hundred thirty-four of these nurses worked only in staff nurse positions. Sixteen (16) nurses worked as staff nurses and also worked as private duty nurses. Seven nurses worked both as a staff nurse and as a supervisor. Two nurses worked as an instructor and as a staff nurse. Six nurses worked as staff nurses and also worked in a doctor's office. One nurse worked as a staff nurse and as a graduate assistant. Three nurses worked as staff nurses and as head nurses. Two nurses did not specify the other position in which they had been employed in addition to that of staff nurses.

Ten of the staff nurses worked forty (40) hours per week for a portion of the year and also worked less than forty (40) hours per week for a portion of the year in 1960. Of these nurses, one nurse worked

forty (40) hours per week for twenty-four (24) weeks, and sixteen (16) hours per week for two weeks. One nurse worked forty (40) hours per week for thirty-three (33) weeks, and nineteen (19) hours per week for twenty-two (22) weeks. One nurse worked forty (40) hours per week for thirty (30) weeks, and nineteen (19) hours per week for twenty-two (22) weeks. One nurse worked forty (40) hours per week for thirty (30) weeks, and eight hours per week for fourteen (14) weeks. One nurse worked forty (40) hours per week for twenty-nine (29) weeks and sixteen (16) hours per week for nineteen (19) weeks. One nurse worked forty (40) hours per week for twenty-two (22) weeks and sixteen (16) hours per week for twelve (12) weeks. One nurse worked forty (40) hours per week for eighteen (18) weeks, and twenty-four (24) weeks for nine weeks. One nurse worked forty (40) hours per week for sixteen (16) weeks, and thirty-two (32) hours per week for twenty (20) weeks. One nurse worked forty (40) hours per week for twelve (12) weeks, and twenty-four (24) hours per week for twelve (12) weeks. One nurse worked forty (40) hours per week for eight weeks, and sixteen (16) hours per week for eight weeks. One nurse worked forty (40) hours per week for four weeks, and thirty-two (32) hours per week for thirty-seven (37) weeks.

Three of the staff nurses worked more than forty (40) hours per week. Of these three nurses, one nurse worked fifty (50) hours per week for twenty-six (26) weeks. One nurse worked forty-eight (48) hours per week for eight weeks, and twenty-four (24) hours per week for four weeks. One nurse worked forty-four (44) hours per week for forty-four

(44) weeks.

Fourteen of the staff nurses worked forty (40) hours per week. Of these fourteen (14): one nurse worked for thirty-one (31) weeks; one nurse worked for twenty-six (26) weeks; two nurses worked for twenty-four (24) weeks; one nurse worked for twenty (20) weeks; two nurses worked for eighteen (18) weeks; one nurse worked for seventeen (17) weeks; one nurse worked for sixteen (16) weeks; two nurses worked for twelve (12) weeks; two nurses worked for eight weeks; and one nurse worked for four weeks.

One staff nurse worked thirty-six (36) hours per week for fifty-two (52) weeks.

Eleven staff nurses worked thirty-two (32) hours per week. Two of the nurses worked fifty-two (52) weeks. One nurse worked fifty-one (51) weeks. One nurse worked thirty-eight (38) weeks. One nurse worked thirty-six (36) weeks. One nurse worked twenty-eight (28) weeks. Two nurses worked twenty (20) weeks. One nurse worked eighteen (18) weeks. One nurse worked twelve (12) weeks and one nurse worked for eight weeks.

One staff nurse worked thirty-one (31) hours per week for twenty-nine (29) weeks. One staff nurse worked thirty (30) hours per week for nineteen (19) weeks. One staff nurse worked twenty-nine (29) hours per week for thirty-six (36) weeks. Two staff nurses worked twenty-eight hours per week, one of these two nurses worked forty (40) weeks, and one worked for thirty-eight (38) weeks.

Twenty-two (22) staff nurses worked twenty-four (24) hours per

week. Seven of these nurses worked for fifty-two (52) weeks. One nurse worked for fifty (50) weeks. Two nurses worked for forty-nine (49) weeks, two nurses worked for forty-eight (48) weeks. One nurse worked for forty (40) weeks. One nurse worked for thirty-nine (39) weeks. One nurse worked for thirty-eight (38) weeks. One nurse worked for thirty-five (35) weeks. Two nurses worked for twenty-eight (28) weeks. One nurse worked for twenty-five (25) weeks. One nurse worked for twenty-three (23) weeks. One nurse worked for twenty (20) weeks, and one nurse worked for six weeks.

One nurse worked twenty-one (21) hours per week for thirty-two (32) weeks. Six nurses worked twenty hours per week. Three of the six nurses worked for fifty (50) weeks. One of the six nurses worked for forty (40) weeks. One of the six nurses worked for twenty-six (26) weeks, and one nurse worked for ten (10) weeks. One nurse worked nineteen (19) hours per week for fifty-two (52) weeks.

Four staff nurses worked eighteen (18) hours per week. One of these four nurses worked fifty-two (52) weeks; one nurse worked for thirty (30) weeks; one nurse worked for twenty-six (26) weeks; and one nurse worked for twelve (12) weeks.

Thirty-three (33) staff nurses worked sixteen hours per week. Nine of the thirty-three nurses worked fifty-two (52) weeks; two nurses worked fifty (50) weeks; one nurse worked forty-nine (49) weeks; two nurses worked forty-eight (48) weeks; two nurses worked forty (40) weeks; one nurse worked thirty-three (33) weeks; one nurse worked thirty-

two (32) weeks; two nurses worked thirty (30) weeks; two nurses worked twenty-six (26) weeks; one nurse worked twenty-five (25) weeks; one nurse worked twenty-one (21) weeks; one nurse worked eighteen (18) weeks; one nurse worked seventeen (17) weeks; one nurse worked sixteen (16) weeks; three nurses worked thirteen (13) weeks; one nurse worked ten (10) weeks; and one nurse did not specify the number of weeks worked.

One staff nurse worked fifteen (15) hours per week for twenty-four (24) weeks. One staff nurse worked thirteen (13) hours per week for fifty-two (52) weeks. Five staff nurses worked twelve (12) hours per week. Two of these five nurses worked for thirty-six (36) weeks; one nurse worked for thirty-five (35) weeks; one nurse worked for thirty-two (32) weeks; and one nurse worked twenty-six (26) weeks.

Eight staff nurses worked eight hours per week. Of the eight nurses, one worked for fifty-two (52) weeks; one nurse worked for fifty (50) weeks; one nurse worked forty-nine (49) weeks; one nurse worked thirty-four (34) weeks; one nurse worked thirty-one (31) weeks; one nurse worked twenty-eight (28) weeks; two nurses worked twenty-six (26) weeks; and one nurse worked thirteen (13) weeks.

Twenty-one (21) staff nurses worked part-time in two regularly scheduled different position categories. In addition to working as staff nurses: seven nurses worked also as supervisors; six nurses worked in a doctor's office; three nurses worked as head nurses; two nurses worked as instructors; one nurse worked as a school nurse; and one nurse worked as a graduate assistant. One nurse worked part-time as a staff nurse

and also worked full-time in a non-nursing position.

The amount of time worked by the staff nurse and supervisor was reported with the time worked by supervisors. The amount of time worked by the staff nurse and head nurse was reported with the time worked by head nurses. The amount of time worked by the staff nurse and instructor was reported with the instructors.

The six nurses who worked in doctor's offices and as staff nurses responded they had worked as follows: Two nurses worked forty (40) hours per week, of these two, one nurse worked sixteen (16) weeks as a staff nurse and twenty (20) weeks as an office nurse; and one nurse worked nine weeks as a staff nurse and six weeks as an office nurse; one nurse responded she worked sixty (60) hours per week for four (4) weeks as a staff nurse and thirty-five (35) hours per week for thirty-six (36) weeks as an office nurse; one nurse worked sixteen (16) hours per week for fifty-two (52) weeks as a staff nurse and forty (40) hours per week for fifty-two (52) weeks as an office nurse; one nurse worked sixteen (16) hours per week for twenty-eight (28) weeks as a staff nurse and forty-four (44) hours per week for two weeks as an office nurse; and one nurse worked sixteen (16) hours per week for sixteen (16) weeks as a staff nurse and forty (40) hours per week as an office nurse. The last mentioned staff-office nurse did not indicate the number of weeks worked as an office nurse.

The nurse who worked in staff and school nurse positions did not indicate the amount of time worked in either position. The graduate

assistant and staff nurse hours worked was also reported with the instructors. One nurse who worked as a staff nurse and in another position, did not specify the amount of time worked in either position, nor was the other position indicated.

Summary of hours worked by regularly scheduled part-time nurses in 1960. The number of man days worked on a regularly scheduled basis in 1960 by part-time nurses ranged from zero to 319.9 days. The largest number of nurses, sixty-two (27.8 per cent) was reported as working from forty (40) to seventy-nine and nine-tenths (79.9) man days in 1960. The median is found within the forty-nine (49) nurses in the group who worked from eighty (80) to one hundred-nineteen and nine-tenths (119.9) man days during 1960.

The number of weeks during which the nurses were employed part-time on a regularly scheduled basis ranged from zero to fifty-two (52) weeks. The largest number of nurses, fifty-one (51) or 22.9 per cent worked from fifty-one (51) to fifty-two (52) weeks during 1960. The median is found within the thirty-six (36) nurses in the group who worked between thirty-one (31) and forty (40) weeks during 1960.

CHAPTER III

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

There has been a significant increase in the number of nurses working part-time in hospitals in the United States. Specific information and data about the utilization of part-time nurses has been very limited except for the statistical reports of the number of nurses working part-time.

Of the estimated number of nurses working in the United States in 1960, 17.8 per cent were known to be working part-time. Of the 2,738 nurses employed in Montana in 1960, 588 (21.47 per cent) were identified as working part-time. This is 3.7 per cent above the national average.

Part-time nursing provides the nurse with an opportunity to work for short periods of time, or for a limited number of hours per week, while she is raising her family. She maintains some of her professional skills and supplements the family income. She increases the quantity of nursing care available to patients in hospitals staffed by a minimum number of regular employees.

Minimum staffing in hospitals reduces the cost of providing nursing care to patients. If part-time nurses work less than an average of twenty-four hours per week, they do not meet the requirements for fringe benefits as stated in the MNA Minimum Employment Standards for General Duty Nurses.

This study is made to determine: (1) the prevalence of part-time

nursing in Montana, (2) some of the factors which influence the nurse to work part-time, (3) the educational preparation of the part-time nurses as compared to the qualifications recommended by the American Nurses' Association for the positions they hold¹⁶ and (4) the amount of time worked by part-time nurses on a regularly scheduled basis in Montana in 1960.

This study is limited to the 306 responses to the "Questionnaire For Professional Nurses Who are Employed Part-time" returned by nurses identified as working part-time in Montana.

Three hundred-one (98 per cent) of the 306 nurses working part-time were, or have been married. Ninety (29.4 per cent) of the nurses were twenty to twenty-nine years of age. One hundred-eighteen (38.6 per cent) nurses were thirty to thirty-nine years of age. Seventy-two (23 per cent) nurses were forty to forty-nine years of age. Twenty-one (6.9 per cent) nurses were fifty to fifty-nine years of age, and five (1.6 per cent) nurses were sixty years of age or over. Two hundred eighty-one (91 per cent) nurses had one or more children. Nurses between the ages of thirty and thirty-nine had the largest number of children, fourteen (29.4 per cent) of the nurses within this age group had five or more children. The majority of nurses working part-time, two hundred forty-six (80.4 per cent) were licensed to practice nursing after 1940. One hundred fifty-two (50 per cent) of the nurses working part-time

¹⁶Functions, Standards and Qualifications for Practice, loc. cit.

were working to supplement the family income. Sixty-eight (22.2 per cent) nurses were working to maintain their professional skills. Forty-eight (15.7 per cent) nurses were working to help alleviate the nursing shortage in the community. Twenty (6.5 per cent) nurses were working both to maintain professional skills, and to help alleviate the nursing shortage in the community. Six (2.0 per cent) nurses were the sole support of their families and were employed in full-time positions, four in nursing positions and two in non-nursing positions, in addition to working part-time as a nurse.

Two hundred twenty-seven (74 per cent) nurses worked part-time rather than full-time because family obligations did not permit full-time employment. Thirty-one (31) nurses expressed a preference for part-time status, one-third of these were between the ages of forty and forty-nine and one-third were between the ages of thirty and thirty-nine. Health did not permit full-time employment for eight (2.6 per cent) nurses.

Eight (2.6 per cent) nurses graduated from associate degree programs of basic nursing education. Two hundred-eighty (91.5 per cent) nurses graduated from diploma programs of basic nursing education. Seventeen (5.6 per cent) nurses graduated from degree programs of basic nursing education. Four associate degree graduates and eleven (11) diploma program graduates had continued their nursing education, and three associate degree graduates and ten diploma graduates held baccalaureate degrees in nursing. One associate degree program graduate held

a master's degree in nursing, and one diploma program graduate held a non-nursing baccalaureate degree.

Two hundred seventy-four (89.5 per cent) of the 306 nurses did not plan to enroll for additional education within the next year. Fourteen (14) nurses planned to enroll in degree programs within the next two years. Nine nurses planned to attend workshops and institutes. Two nurses plan eventually to complete requirements for a degree in nursing. One nurse plans to attend a non-degree course in anesthesiology, and one nurse plans to attend adult education in non-nursing subjects in her community.

Positions were tabulated for 223 of the 306 nurses regularly scheduled for part-time employment. Of these, one nurse was a superintendent, three nurses were directors, six nurses were instructors, fifteen (15) nurses were supervisors, thirty (30) nurses were head nurses and 172 were staff nurses. Five nurses were employed in positions indicated as "other". Ten nurses did not specify the position of employment. Twenty (20) nurses were employed in two different positions at different levels in the same hospital. Seven nurses held two positions concurrently, three of these seven nurses held two positions in the same agency and four of the seven nurses held positions in two different agencies.

Of the twenty-five (25) nurses indicating positions above the level of supervisors and instructors, one nurse graduated from a degree program of basic nursing education in 1960. Twenty-four (24) nurses

graduated from diploma programs of basic nursing education. Five of these nurses had continued their nursing education and four held baccalaureate degrees, and one held a master's degree in nursing. From the standpoint of academic preparation recommended for these top level positions, one instructor with a master's degree in nursing met the recommended academic preparation for the position held. Experience in nursing was also recommended as a qualification for leadership positions. Nineteen (19) of the twenty-five (25) nurses graduated over ten years ago, this might indicate these nurses met some of the qualifications for the position held, through experience in nursing. No information was available regarding specific experience or any short-term educational programs the nurses might have attended.

Twenty-nine (29) of the thirty (30) nurses employed in head nurse positions graduated from diploma programs of basic nursing education. One graduated from an associated degree program of basic nursing education. None held a degree of any kind. No information was available regarding short-term educational programs the nurse might have attended. Twelve (12) of the nurses employed in head nurse positions graduated from basic nursing programs ten or more years ago. Two head nurses planned to enroll in undergraduate degree programs and one head nurse planned to attend work-shops.

One hundred seventy-two nurses were employed part-time in staff positions. One of these nurses held a master's degree in nursing and sixteen (16) nurses held baccalaureate degrees in nursing. Three graduates of associate degree programs of basic nursing education, and three

graduates of diploma programs of basic nursing education had continued their nursing education and were included with those nurses holding baccalaureate degrees in nursing. Ten of the sixteen (16) nurses with baccalaureate degrees in nursing had graduated from degree programs of basic nursing education. All of the 172 nurses graduated from stated accredited schools of nursing and were licensed to practice nursing in Montana. Seven staff nurses indicated plans for additional education.

All of the part-time nurses met the recommended qualifications of graduation from a state accredited school of nursing and current licensure to practice nursing. Three head nurses and seven staff nurses specified plans for additional education. This might indicate evidence of interest in continuous professional growth, the second recommended qualification for practice, is not apparent. No information was available regarding short-term educational programs the nurses might have attended.

One hundred nineteen (38.9 per cent) nurses working part-time graduated within the years 1940 to 1949. Fifty-eight (18.9 per cent) nurses graduated prior to 1940. One hundred twenty-seven (41.5 per cent) nurses graduated since 1950. Two nurses did not state the year of graduation. One hundred twenty-seven (35.7 per cent) nurses worked solely on a part-time basis less than three years since graduation from the basic nursing program. Fifty-seven (18.6 per cent) nurses worked solely on a part-time basis for three but less than five years since graduation from the basic nursing program. One hundred two (33 per cent)

nurses worked solely on a part-time basis for five years or more since graduation from the basic nursing program. Twenty nurses did not respond to this question.

One hundred seventy-eight (58.1 per cent) nurses worked continuously on a part-time basis for less than three years. One hundred five (34.3 per cent) nurses worked continuously on a part-time basis for three or more years. Twenty-three (23) nurses did not respond to this question.

Of the nurses employed part-time in 1960, two hundred seventy-two were working or available for work in 1961. Thirty-two (32) of these nurses were working full-time, and an additional forty (40) nurses were planning to work full-time within the next two years. Thirty-one (31) nurses were not working and were not available for work. Two nurses had permanently retired. Two hundred twenty-four (73 per cent) nurses do not plan to work full time.

The majority of the part-time nurses, 198 (64.7 per cent) indicated a preference for hospital nursing. Forty-five (14.7 per cent) nurses indicated a preference for working in a doctor's office. Fourteen (4.6 per cent) nurses indicated a preference for nursing education. Private duty, public health and school nursing each was indicated by approximately the same per cent of nurses responding (2.3 to 2.6 per cent). Industrial nursing was indicated by the smallest number of nurses (1.9 per cent).

The number of man days worked on a regularly scheduled part-time

basis by 223 nurses in 1960 ranged from zero to 319.9 days. The largest number of respondents, sixty-two (27.8 per cent) nurses worked from forty (40) to seventy-nine and nine-tenths (79.9) days. The median is found within the group of forty-nine (49) nurses who worked from eighty (80) to 119.9 days in 1960. The number of weeks during which the nurses were employed ranged from zero to fifty-two (52) weeks. The largest number of respondents, fifty-one (22.9 per cent) nurses worked fifty-one (51) to fifty-two (52) weeks. The median is found within the group of thirty-six (36) nurses who worked from thirty-one (31) to forty (40) weeks in 1960.

The superintendent worked 240 days during forty-eight (48) weeks of employment in 1960. This was an average of 5.0 days per week of employment.

The three directors worked an average of ninety-seven and two-tenths (97.2) days during an average of thirty-eight (38) weeks of employment in 1960. This was an average of two and six-tenths (2.6) days per week of employment.

The six instructors worked an average of forty-seven (47) days during an average of eighteen and seven-tenths (18.7) weeks of employment in 1960. This was an average of two and five-tenths (2.5) days per week of employment.

The fifteen supervisors worked an average of 115.0 days during an average of thirty-seven and five-tenths (37.5) weeks of employment in 1960. This was an average of three and one-tenth (3.1) days per week

of employment.

The thirty head nurses worked an average of 107.6 days during an average of thirty-two and five-tenths (32.5) weeks of employment in 1960. This was an average of three and three-tenths (3.3) days per week of employment.

The 172 staff nurses worked an average of ninety and eight-tenths (90.8) days during an average of thirty-two and four-tenths (32.4) weeks of employment in 1960. This was an average of two and eight-tenths (2.8) days per week of employment.

Conclusions. The largest number of nurses working part-time are married and have children. The most frequently given reason for working was to supplement the family income and family obligations did not permit full-time employment.

Of the twenty-five (25) nurses employed in leadership positions in nursing down to and including the position of supervisor, one (4 per cent) nurse had the academic preparation for the position recommended by the American Nurses' Association statement of qualifications for the position. Four (16 per cent) nurses held baccalaureate degrees. Nineteen (19) nurses graduated from a basic nursing program ten or more years ago and it is possible some of these nurses may have met recommended experience qualifications for practice in the position in which they were employed.

Of the 306 nurses, one (0.3 per cent) had a master's degree, thirty (9.8 per cent) had baccalaureate degrees in nursing and one

(0.3 per cent) had a degree but did not indicate what kind. Six (2 per cent) nurses planned to enroll in undergraduate collegiate programs in nursing. Eleven (3.6 per cent) nurses planned to attend workshops, institutes and other short-term courses. Two hundred seventy-four (89.5 per cent) nurses indicated they had no plans to enroll for any additional education within the next year.

Recommendations. Additional studies concentrating on areas not included in this study would be of value in increasing the information about part-time nurses. These studies might include the following:

1. A study to determine the need for part-time nurses in hospitals.
2. A study to determine whether or not part-time employment is unique in nursing, or if it is also increasing in other professions in which the practitioners are predominantly women.

State and local nursing organizations might wish to study the educational opportunities at the local level for those nurses interested in working part-time.

APPENDIX

NURSING NEEDS AND RESOURCES SURVEY1409 HELENA AVENUE, HELENA, MONTANA

June 19, 1961

Dear Registered Nurse:

In view of the increasing demands for professional nurses, it is important to determine the facts about the present or future availability of all nurses. It is the plan of the nursing organizations in Montana, the Montana Nurses' Association and the Montana League for Nursing, to obtain this information through distribution, collection and tabulation of the attached survey form. This is being sent to all nurses currently registered in the state who are listed as part-time workers.

Will you please complete the form at your earliest convenience and return it in the enclosed envelope?

We need and would appreciate your assistance.

Sincerely,

(Mrs.) Mary D. Munger, R.N.
Acting Director
Joint Survey Project

MDM/pkm

NURSING NEEDS AND RESOURCES SURVEY1409 HELENA AVENUE, HELENA, MONTANA

August 31, 1961

Dear Registered Nurse:

On August 2, 1961, a form entitled "Questionnaire for Professional Nurses Who Are Employed Part-time" was sent to you as part of a statewide survey on nursing needs and resources. As yet we have not received your reply.

In the event that the original form was lost, we will mail you another copy with a self-addressed envelope for your convenience. In order to obtain a true picture of Montana's registered nurse supply we are striving for 100% return on the questionnaires. You can help us achieve this goal by completing the form and returning it to this office.

Thank you.

Sincerely,

(Mrs.) Mary D. Munger, R.N.
Acting Director
Joint Survey Project

MDM/pkm

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Public Health Service

Number _____

QUESTIONNAIRE FOR PROFESSIONAL NURSES WHO ARE EMPLOYED PART-TIME

Instructions

Check the one item under each question which most nearly represents your situation, unless otherwise specified; and/or Fill in spaces with the appropriate information. Return this form when completed, in the enclosed, pre-addressed envelope (no postage is required).

Card
Column 1. PRESENT EMPLOYMENT STATUS:

- 1 ☐ Working or available for work ☐ Not working and not
 available for work
 ☐ Permanently retired

PERSONAL BACKGROUND

- 2 2. Marital Status:
 ☐ Single ☐ Married ☐ Widowed ☐ Divorced

- 3 3. Age at Last Birthday:
 ☐ Under 20 ☐ 20 thru 24 ☐ 25 thru 29 ☐ 30 thru 34
 ☐ 35 thru 39 ☐ 40 thru 44 ☐ 45 thru 49 ☐ 50 thru 54
 ☐ 55 thru 59 ☐ 60 or over

- 4 4. Number of Children
 ☐ None ☐ One ☐ Two ☐ Three ☐ Four ☐ Five or more

- 5 5. Age of your youngest child at last birthday:
 ☐ No children ☐ Under 5 ☐ 5 through 9
 ☐ 10 thru 14 ☐ 15 thru 19 ☐ 20 or over

Card Column	EDUCATIONAL PREPARATION
6	6. Basic Nursing Education: ☐ Diploma Program ☐ Degree Program ☐ Associate Degree Program
7-8	7. Year of Graduation from Basic Nursing Education Program _____
9	8. Do you hold a college degree ☐ Yes ☐ No If Yes, please indicate the degree(s) conferred
10-11	A. Before Completion of your Basic Nursing Education ☐ None ☐ Bachelors with major in _____ ☐ Masters with major in _____
12	B. As part of your Basic Nursing Education Program: ☐ None ☐ Bachelors ☐ Masters
13-14	C. After completion of your Basic Nursing Education Program: ☐ None ☐ Bachelors with a major in _____ ☐ Masters with major in _____ ☐ Doctorate with major in _____
15	9. Do you intend to enroll for additional education courses within the next year? ☐ Yes ☐ No If "Yes", please indicate the item, or items, that best describes your future educational plans.
16-17	☐ Undergraduate study (Baccalaureate) with a major in _____ ☐ Graduate Study (Masters or Doctorate) with a major in _____ ☐ Workshop, Institute or other short-term nursing educational programs (non degree) ☐ Other programs of study (specify) _____

Card
ColumnEMPLOYMENT INFORMATION

- 18 10. Year First Registered or Licensed to Practice:
 __Before 1920 __1920 through 1924 __1925 through 1929
 __1930 through 1934 __1940 through 1944 __1945 through 1949
 __1950 through 1954 __1955 or later

QUESTIONS #11 AND #12 FOR "ON CALL" NURSING POSITIONS ONLY

- 19 11. Are you currently available for employment on an "on call"
 (per diem) basis? __Yes __No
- 20 12. Were you employed on an "on call" (per diem) basis at any
 time during 1960? __Yes __No. If "Yes", estimate the
 number of hours you worked and the number of different
 hospitals in which you worked.

	<u>Number of Hours</u>	<u>Number of Different Hospitals</u>
21-26	<u>During 1960</u>	
27-30	<u>During Jan. 1961</u>	
31-33	<u>During Week of</u>	
	<u>Feb. 5, 1961</u>	

QUESTIONS #13 AND #14 FOR "PRIVATE DUTY" NURSING POSITIONS ONLY

- 34 13. Are you currently available for employment as a Private
 Duty Nurse? __Yes __No
- 35 14. Were you employed as a Private Duty Nurse at any time
 during 1960? __Yes __No If "Yes", estimate the number
 of hours you worked and the
 number of different hospitals
 in which you worked:

	<u>Number of Hours</u>	<u>Number of Different Hospitals</u>
36-41	<u>During 1960</u>	
42-45	<u>During Jan. 1961</u>	
46-48	<u>During Week of</u>	
	<u>Feb. 5, 1961</u>	

Card
Column**15. EMPLOYMENT SCHEDULE (FOR "REGULARLY SCHEDULED" POSITIONS ONLY)**

Instructions: List in the schedule below, all full- and part-time positions, nursing and other, that you held during 1960. Exclude Private Duty nursing and positions secured on an "On Call" (per diem) basis. If you held more than one position in an agency be sure to list each position.

Columns 1, 2, and 3 are self-explanatory.

Column 4: To determine the number of weeks during which you worked, be sure to include vacation and sick time, when paid for by employer. Also, if you worked 1 or more hours in a calendar week, this should be counted as a week during which you worked.

Column 5: Estimate the average number of hours per week, for the weeks during which you were employed.

Example: Mary Dow was employed as a staff nurse by New York General Hospital from January 1, 1960, through December 31, 1960, a period of 52 weeks. Actually she worked 8 hours per day on Monday, Wednesday and Friday of every other week. During this same period she also worked from July 1, 1960, to December 31, 1960, in the Bronx County Hospital as an instructor on Tuesday and Thursday for a 4-hour period each day. Her employment schedule would be:

Col (1)	Col (2)	Col (3)	Col (4)	Col (5)
N.Y. Gen. Hosp.	Staff nurse	1-1-60 12-31-60	26	24
Bronx Cty. Hosp.	Instructor	7-1-60 12-31-60	26	8

Name of agency or employer	Position	Dates employed	Weeks	Hours
		From- To-		
(1)	(2)	(3)	(4)	(5)

49

16. Number of years during which you worked solely as a part-time Nurse since you graduated from Nursing School?

(continued on next page)

Card
Column

☐ Less than 6 months ☐ 6 months but less than 1 year
☐ 1 but less than 3 years ☐ 3 but less than 5 years
☐ 5 but less than 10 years ☐ 10 or more years

- 50 17. Indicate the longest continuous period of time that you were employed solely as a part-time Nurse:

☐ Less than 6 months ☐ 6 months but less than 1 year
☐ 1 but less than 3 years ☐ 3 but less than 5 years
☐ 5 years or more

- 51 18. Check one of the following items which best describes your major reason for working. If none is applicable, write your reason in the space provided by "Other (specify)".

☐ Sole support of family ☐ Desire to maintain professional skills
☐ Supplement family income
☐ Help alleviate nursing shortage in community
☐ Other (specify) _____

- 52-53 19. Check one of the following items which most nearly describes your major reason for working part-time, as a Nurse, rather than full-time. If none is applicable, write your reason in the space provided by "Other (specify)".

☐ Family obligations do not permit full-time employment
☐ Employed in a non-nursing job as well as a part-time nurse
☐ Health does not permit full-time employment
☐ Unable to obtain full-time nursing position where I live
☐ Prefer part-time status
☐ Attending school
☐ Temporary position until I find more suitable employment
☐ Employed in a full-time nursing position as well as part-time nursing position
☐ Other (specify) _____

Card
Column

- 54 20. Are you presently employed full-time? Yes No
 If "No" do you plan to do so within the next two years?
 Yes No
-

- 55 21. If you were to work full-time, what field would you find
 most desirable?

 Hospital Nursing
 Doctor's Office
 School Nursing
 Industrial Nursing
 Non-Nursing Field

 Public Health Nursing
 Private Duty Nursing
 Nursing Home
 Nursing Education
 Other Nursing Field

22. If you have any comments, please write them in this space:
-

Hospitals in Montana Contacted by
DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Public Health Service

Prepared by: A.J.N. 2/16/61

HOSPITALS PARTICIPATING IN PART-TIME STUDY
DIVISION OF NURSING

MONTANA

Bed Size Under 25

<u>A.N.A. Number</u>	<u>Hospital Name and Address</u>	<u>Number of Part-Time Nurses</u>	
		<u>On Call</u>	<u>Regularly Scheduled</u>
810085	Liberty County Hospital Chester, Liberty County Montana	1	1
810155	Madison Valley Hospital Ennis, Madison County Montana	No Responses	

Bed Sizes 25 - 49

810140	St. Joseph's Hospital St. Mary's and Dime Streets Deer Lodge, Powell County Montana	-	4
810285	Wheatland Memorial Hospital 530 - 34d Street, N.W. Harlowtown, Wheatland County Montana	-	1
810340	Shodair Crippled Children 840 Helena Avenue Helena, Lewis and Clark County Montana	3	-
810530	Broadwater Hospital Oak Street Townsend, Broadwater County Montana	-	3

Bed Sizes 100 - 199

<u>A.N.A.</u> <u>Number</u>	<u>Hospital</u> <u>Name and Address</u>	<u>Number of Part-Time Nurses</u>	
		<u>On Call</u>	<u>Regularly Scheduled</u>
810020	Billings Deaconess Hospital 2813 9th Avenue, N Billings, Yellowstone County Montana	14	8
810030	St. Vincent's Hospital 2915 12th Avenue, N Billings, Yellowstone County Montana	35	38
810055	Community Hospital 400 S. Clark Street Butte, Silver Bow County Montana	12	15

Bed Sizes 200 - 299

810410	Holy Rosary Hospital 2101 Clark Street Miles City, Custer County Montana	-	8
810430	St. Patrick Hospital 500 W. Broadway Missoula, Missoula County Montana	-	23
TOTAL NUMBER		<u>65</u>	<u>103</u>

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LITERATURE CONSULTED

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