

CALENDAR YEAR

2013 RN Turnover Stats

What does the RN leaving UVA look like?

- BSN-prepared
- 1-3 years of service at UVA
- Between the ages of 32-52
- Voluntarily terminating
- Leaving the area

Total RN terminations = 282

RNs with BSN & above = 64.4%

Voluntary terminations = 86%

Length of Service

<u>Re</u>	<u>RN Count</u>	<u>% of Total</u>
1-3 Years	113	40.07%
5-10 Years	46	16.31%
10+ Years	43	15.25%
0-1 Year	41	14.54%
3-5 Years	26	9.22%
<90 Days	13	4.61%

Age Group

	<u>RN Count</u>	<u>% of Total</u>
Generation X born 1961-1981	119	42.20%
Generation Y born 1982 or later	100	35.46%
Baby Boomers born 1943-1960	62	21.99%
other	1	0.35%

Top 10 Reasons for Leaving

	<u>RN Count</u>	<u>% of Total</u>
Leave Area	87	30.85%
Better Job	40	14.18%
FamOblig	34	12.06%
Serv Retir	21	7.45%
Personal	14	4.96%
Policy Vio	10	3.55%
Job Dissat	10	3.55%
Res-Probab	8	2.84%
School	8	2.84%
Dis Retire	7	2.48%