



OAKLAND
COMMUNITY
COLLEGE

**Oakland Community College
Nursing Accreditation Summary
From Graduate Follow-up Survey (GFS) Data
August 2002 through June 2003**

Preliminary Report

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24's of GFS Reports

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Introduction

The Office of Institutional Research (IR) administers an ongoing survey to graduates of OCC ten months following their graduation date. For nursing graduates, two separate surveys are administered: (1) The (Overall) Graduate Follow-Up Survey; and (2) The Graduate Follow-Up Supplemental Nursing Survey. The objectives of both surveys are to measure student satisfaction with various aspects of students' experiences at OCC, as well as to answer questions concerning subsequent employment status and continued education. The overall survey and the supplemental survey differ in that the overall survey is designed to address the student's total experience at OCC, whereas the supplemental survey is tailored to obtain information specifically about the Nursing Program and nursing profession.

Methodology

Both surveys are comprised of multiple choice and open-ended questions. The survey responses were gathered on graduates via mailed surveys and telephone surveys. This report is based on responses from OCC nursing graduates from August 2002 through June 2003. There were 179 nursing graduates during the 2002-03 academic year. This analysis is comprised of responses from 70 of these graduates.

Key Findings

The following is a summary of the key findings for the 2002-03 graduates.

General Findings of Nursing Graduates

- A total of 179 nursing students graduated during the 2002-03 academic year,
 - 70 of the Nursing graduates responded to the Graduate Follow-up Survey (39%) and;
 - 63 of the Nursing graduates responded to the Supplemental Nursing Survey (35%).
- The average age of nursing graduates for this study was 33 years of age.

Satisfaction with the OCC Nursing Program

Overall Satisfaction

- The majority (87.3%) of respondents said that they would still choose the OCC Nursing Program if given the chance to start over again.
- Nearly all (96.3%) respondents said that they were somewhat to very satisfied (38.9% and 57.4%, respectively) with the overall quality of teaching at OCC.

Preparedness¹

- Most respondents (89%) strongly agreed that they frequently use the knowledge gained from their nursing education in their current jobs.
- Further, most respondents somewhat or strongly agreed that their OCC degree helped to better prepare them for their current positions (96%) and advance them in their current jobs (92%).

¹ Preparedness items were rated according to the following 5-point Likert scale: 1=Very Poor; 2=Somewhat Poor; 3= Neither Poor nor Good; 4=Somewhat Good; and 5=Very Good.

Preparedness (continued)

- The areas in which respondents felt most prepared were *'incorporating nursing standards'* (4.73/5.00), *'recognizing the need and value for educational learning'* (4.69/5.00), and *'decision making'* (4.68/5.00). They felt least prepared in *'documenting and communicating data'* (4.32/5.00,) and in *'communicating with other health professionals and culturally diverse people'* (4.50/5.00). However, it is important to note that mean scores above 4.00 represent positive scores overall.

Importance² and Satisfaction Ratings of Specific Elements of the OCC Experience

- Respondents considered the *'overall quality of education and teaching'* (3.70/4.00, the *'courses in their major field'* (3.64/4.00), and the *'overall level of intellectual growth'* (3.60/4.00) the most important aspects of their experience at OCC. They assigned less importance to *'personal counseling services'* (3.06/4.00) and *'general education/support courses'* (3.17/4.00).
 - All of the items were considered at least "somewhat important".
- Respondents were most satisfied with the *'courses in their major field'* (3.73/4.00). They also expressed satisfaction with the *'quality of OCC library facilities'* (3.63/4.00) and with the *'ease of the general registration process'* (3.57/4.00). Nursing graduates were least satisfied with the *'attitude of college staff toward students'* (2.96/4.00), *'career planning services'* (3.09/4.00), and *'academic advising by counselors'* (3.10/4.00).
 - Respondents' were at least "somewhat satisfied" with all aspects of their experience at OCC with the exception of the *'attitude of college staff towards students'* which decreased from 3.15 in the 2001-02 academic year to 2.96 in the 2002-03 academic year.

² Importance items were rated according to the following 4-point Likert scale: 1=Very Unimportant, 2=Somewhat Unimportant, 3=Somewhat Important, and 4=Very Important. Similarly, Satisfaction items were rated according to the following 4-point Likert scale: 1=Very Dissatisfied, 2=Somewhat Dissatisfied, 3=Somewhat Satisfied, and 4=Very Satisfied.

Employment

- Nearly all of the respondents (90.9%) stated that they were employed either part-time or full-time in the nursing profession.
 - Just over half of the respondents (51%) stated this was their first nursing job.
- On average, respondents had been licensed for 16 months at the time they completed the survey.
- Respondents indicated that they work an average of 38 hours per week.
- The majority (81% of those currently employed in the nursing profession) said that they work in an acute hospital or health care setting. About 10 % of respondents reported working in a long-term hospital or health care facility and 2% of respondents stated they work in a doctor's office.
- Medical or Surgical Nurses comprise the largest group of respondents (52%), followed by Gerontology (6%) and Maternal Nurses (6%).
- The majority (89%) of respondents stated they are Staff Nurses, while five percent (5%) stated they are Head or Charge Nurses.
- The mean salary reported was \$43,227 per year, while the most frequently reported salary was \$48,000 per year.

CEUs, Professional Memberships

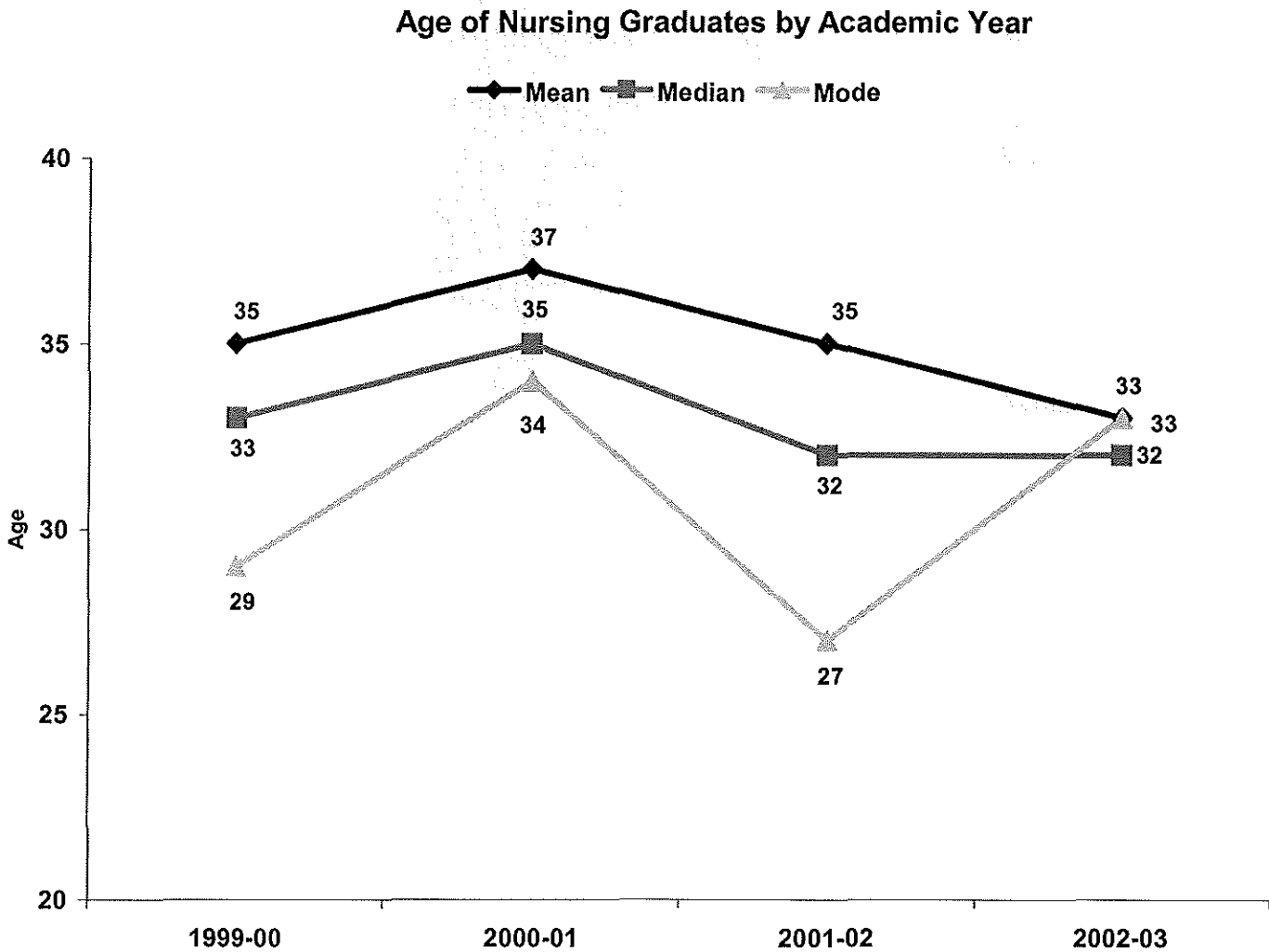
- Eighty percent (80.3%) of respondents have participated in staff development training, while two-thirds (67.2%) participated in educational offerings such as workshops, seminars, or conferences. Nearly 40 percent (38.9%) have participated in non-academic credit-granting courses.
- Only twenty-six percent (26.3%) of respondents reported that they belong to the Michigan Nurses Association (MNA).

Nursing Subscriptions

- Approximately twenty-nine percent (29.4%) of respondents subscribe to the *Nursing Journal*;
- Just over forty percent (40.4%) of respondents subscribe to the *American Journal of Nursing (AJN)*; and
- Nearly twenty-two percent (21.6%) of respondents subscribe to *RN Journal*.

Findings from Graduate Follow-up Survey

Data from the GFS provided several insights into nursing graduates' personal and professional demographic characteristics, as outlined below:

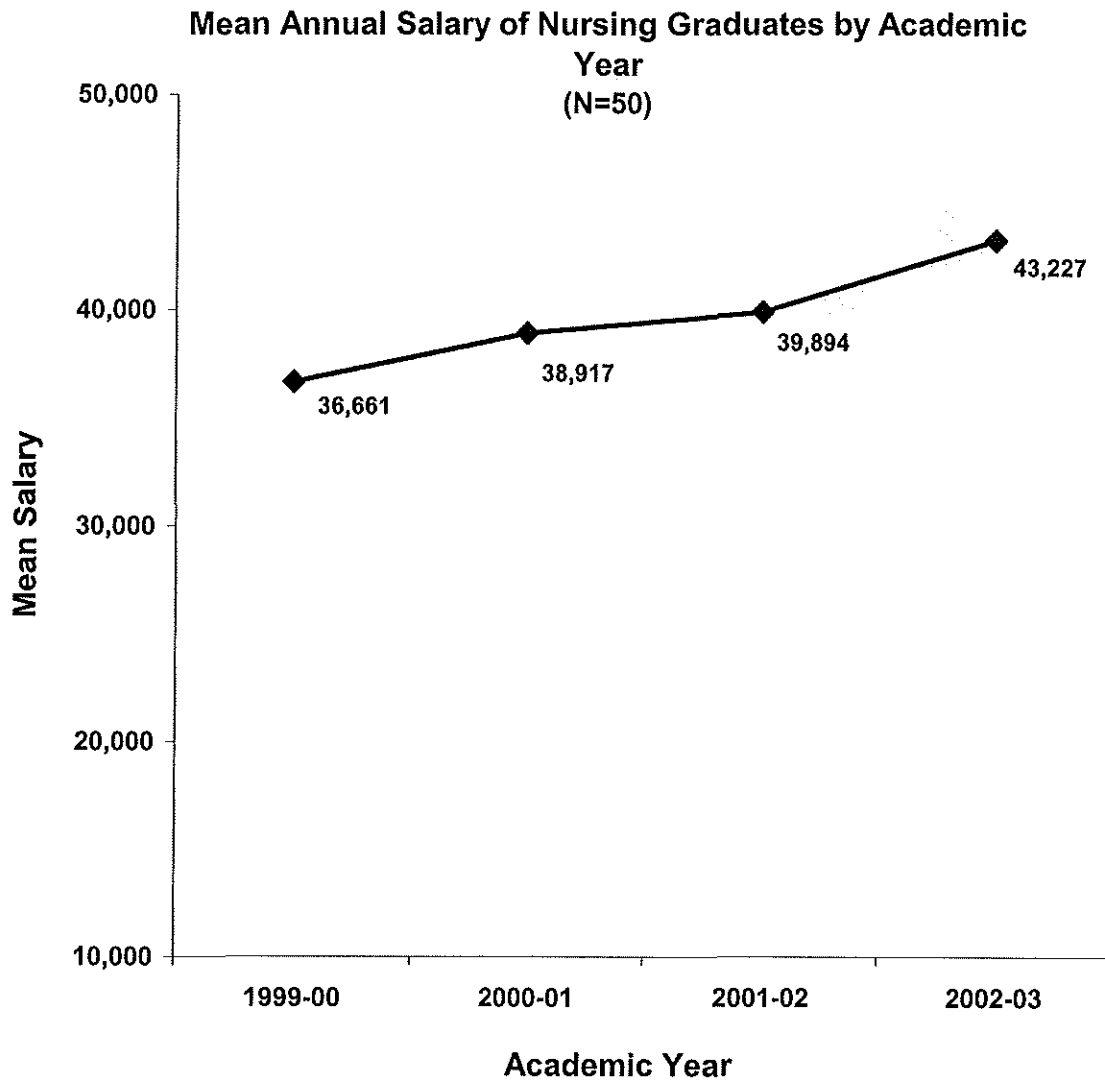


- The average age of respondents in 2002-03 was 33 years compared to 35 years of age in the 2001-02 academic year.
- The most frequently reported age of respondents in 2002-03 was 33 years old

Source: OCC, Office of Institutional Research
11/14/2005

compared to 27 years of age in the 2001-02 academic year.

- The median age for the last two academic years was 32.



- The mean salary for the 2002-03 academic year was \$43,227; the most commonly reported salary was \$48,000.
- An analysis by academic year revealed that the mean annual salary has steadily increased, from \$33,962 during 1998-99, to \$43,227 during 2002-03. The average salary for 2002-03 was an increase of nearly \$3,400 from 2001-02.

Source: OCC, Office of Institutional Research
11/14/2005

Students were asked if they would still choose to attend OCC and take the Nursing Program at OCC if given the chance to start school over again.

Table 1: Percent of Respondents Who Would Choose OCC Program Again								
Respondent Rating	Would you Still Choose OCC?				Would you Still Choose the OCC Nursing Program?			
	Academic Year				Academic Year			
	1999-00	2000-01	2001-02	2002-03	1999-00	2000-01	2001-02	2002-03
	(N=73)	(N=72)	(N=48)	(N=55)	(N=73)	(N=71)	(N=48)	(N=55)
Definitely Yes	49%	51%	61%	43%	53%	48%	60%	58%
Probably Yes	38%	32%	31%	51%	29%	31%	21%	29%
Probably Not	8%	14%	6%	4%	16%	17%	13%	11%
Definitely Not	4%	3%	2%	2%	1%	4%	6%	2%

- The majority of those polled for the 2002-03 academic year said that they would choose OCC again (94% overall).
- Eighty-seven (87%) of respondents for the 2002-03 academic year stated that they would probably or definitely choose the OCC Nursing Program again which was an increase of 6% from the 2001-02 academic year.

Mean Importance Scores

This table displays respondents' mean importance ratings of various aspects of the OCC experience³.

Importance of:	1999-00 N=73	2000-01 N=72	2001-02 N=48	2002-03 N=55	Variance from previous year
Overall quality of education	3.86	3.86	3.91	3.70	-.21
Courses in your major field	3.85	3.86	3.89	3.64	-.25
Overall level of intellectual growth	3.85	3.76	3.87	3.60	-.27
Attitude of college staff toward students	3.79	3.73	3.85	3.60	-.25
Quality of internships/practical experiences	3.81	3.82	3.84	3.58	-.26
Clarity of program requirements	3.88	3.75	3.76	3.57	-.19
Overall quality of teaching	3.83	3.75	3.85	3.56	-.29
Overall experience as an OCC student	3.69	3.60	3.74	3.55	-.19
Quality of OCC computer facilities	3.72	3.61	3.59	3.55	-.04
Quality of OCC library facilities	3.76	3.68	3.64	3.54	-.10
Classes offered at convenient times	3.77	3.70	3.81	3.53	-.28
Overall relationship with faculty	3.58	3.65	3.68	3.52	-.16
Ease of general registration process	3.68	3.51	3.68	3.45	-.23
Relevance of coursework to everyday life	3.43	3.51	3.66	3.43	-.23
Quality of classroom facilities	3.56	3.46	3.59	3.40	-.19
Out of class access to faculty	3.53	3.43	3.40	3.37	-.03
Academic advising by counselors	3.46	3.52	3.41	3.35	-.06
Career planning services	3.39	3.30	3.41	3.24	-.17
General education/support courses	3.13	3.19	3.34	3.17	-.17
Personal counseling services	3.40	3.33	3.20	3.06	-.14

- The items rated most important by respondents for the 2002-03 academic year include the 'overall quality of their education' (3.70/4.00), 'courses in their major field' (3.64/4.00), and the 'overall level of intellectual growth' (3.60/4.00) and the 'attitude of college staff toward students' (3.60/4.00).

³ Importance scores were rated according to the following scale: 1 = Very unimportant; 2 = Somewhat unimportant; 3 = Somewhat Important; 4 = Very Important; 5 = Does Not Apply.

- Items with lower importance scores include the *'importance of personal counseling services'* (3.06/4.00), *'general education/support groups'* (3.17/4.00) and *'general education courses'* (3.17/4.00). It is important to note any mean score over 3.00 indicates an overall rating of at least "somewhat important."

Mean Importance Scores (continued)

- Respondents' ratings of importance for all aspects decreased. The largest decrease in importance was for *'overall level of intellectual growth'* which decreased from 3.87 in 2001-02 to 3.60 in 2002-03 and *'classes offered at convenient times'* which decreased from 3.81 in 2001-02 to 3.53 in 2002-03.

Mean Satisfaction Scores

This table displays respondents' mean satisfaction ratings of various aspects of the OCC experience.⁴

Satisfaction With:	1999-00 N=73	2000-01 N=72	2001-02 N=48	2002-03 N=55	Variance from previous year
Ease of general registration process	3.68	3.49	3.83	3.57	- .26
Courses in your major field	3.81	3.72	3.77	3.73	- .04
Overall quality of education	3.73	3.65	3.67	3.70	+ .03
Overall level of intellectual growth	3.81	3.64	3.69	3.60	- .09
Quality of OCC computer facilities	3.62	3.50	3.63	3.57	+ .06
Clarity of program requirements	3.51	3.47	3.48	3.57	+ .09
Overall experience as an OCC student	3.63	3.47	3.45	3.55	+ .10
Quality of OCC library facilities	3.68	3.52	3.65	3.54	+ .11
Classes offered at convenient times	3.37	3.08	3.39	3.53	+ .14
Overall quality of teaching	3.36	3.44	3.48	3.52	+ .04
Relevance of coursework to everyday life	3.44	3.48	3.54	3.50	- .04
Quality of internships/practical experiences	3.61	3.43	3.41	3.44	+ .03
General education/support courses	3.38	3.38	3.56	3.43	- .13
Quality of classroom facilities	3.36	3.23	3.50	3.30	- .20
Out of class access to faculty	3.29	3.19	3.27	3.30	+ .03
Overall relationship with faculty	3.32	3.40	3.27	3.24	+ .03
Career planning services	3.30	2.93	3.21	3.09	- .12
Academic advising by counselors	3.21	2.74	3.20	3.10	- .10
Attitude of college staff toward students	3.24	2.97	3.15	2.96	- .19

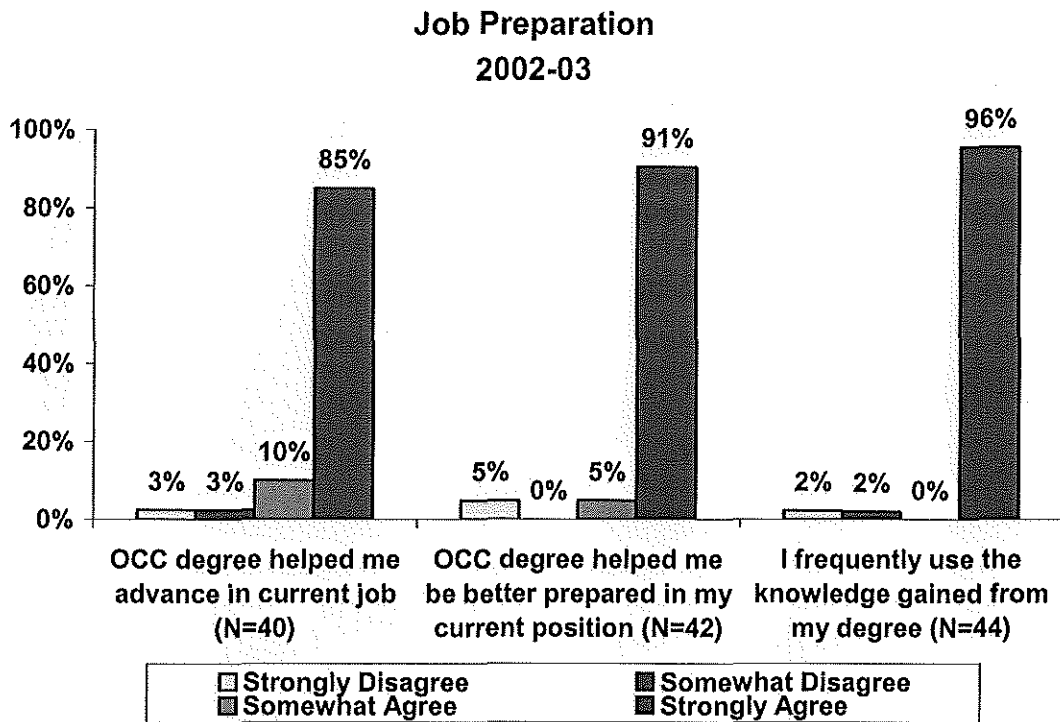
- As the table above illustrates, nursing students were most satisfied *'with the courses in their major field'* (3.73/4.00). In addition, respondents gave high satisfaction ratings to the *'overall quality of education'* (3.70/4.00) and their *'overall level of intellectual growth'* (3.60/4.00) at OCC.

⁴ Satisfaction scores were rated according to a 4-point Likert scale: 1 = Very unimportant; 2 = Somewhat unimportant; 3 = Somewhat Important; 4 = Very Important; 8 = Does Not Apply.

- Respondents' were at least "somewhat satisfied" with all aspects of their experience at OCC with the exception of the *'attitude of college staff towards students'* which decreased from 3.15 in the 2001-02 academic year to 2.96 in the 2002-03 academic year. It is important to note that any mean score over 3.00 indicates an overall rating of at least "somewhat satisfied".

Mean Satisfaction Scores (continued)

- Several aspects of the OCC experience increased in students' satisfaction ratings. The aspects with the largest increase in respondents' satisfaction included *'classes offered at convenient times'*.



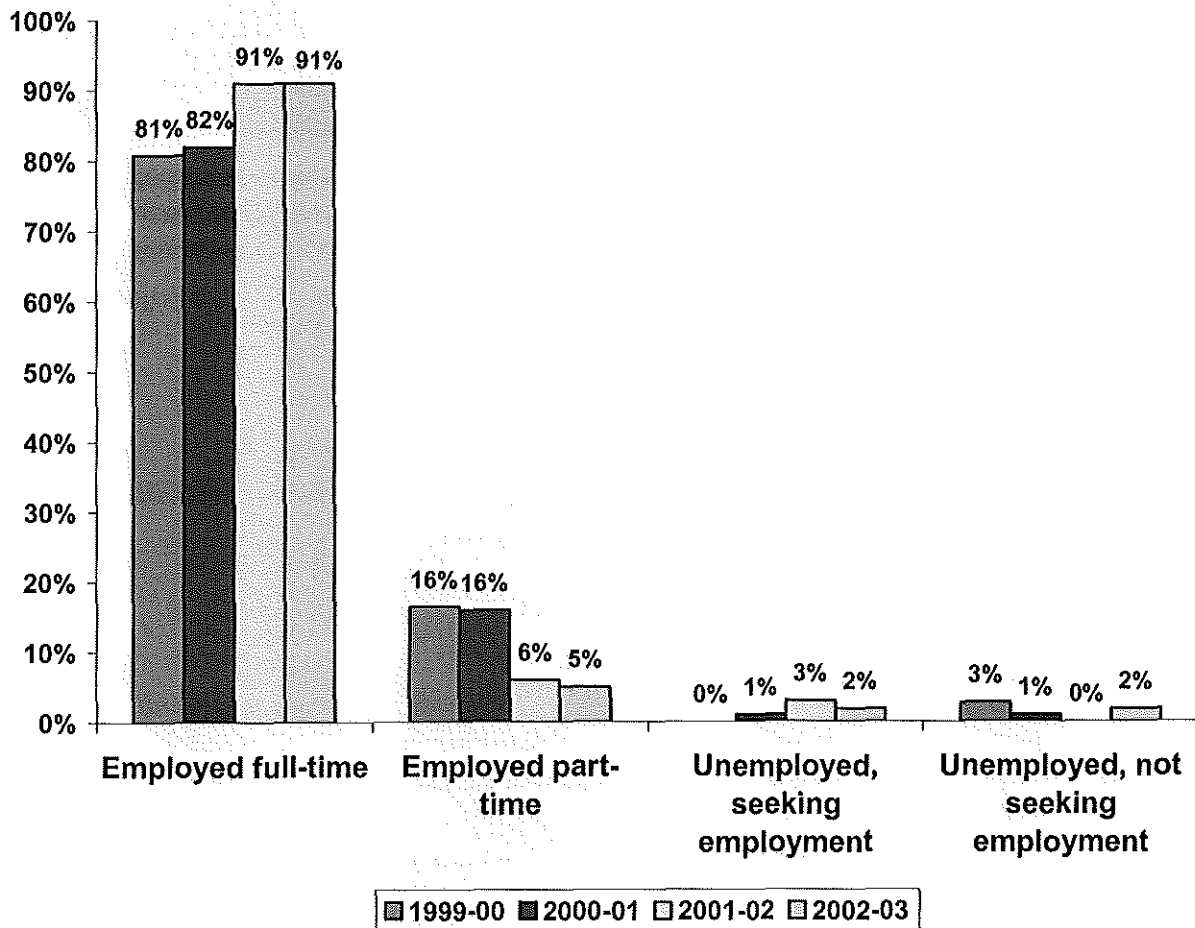
Graduate Follow-Up Survey

- Most respondents either somewhat or strongly agreed that their OCC degree helped them advance in their current jobs (10% and 85%, respectively).⁵
- Ninety-one percent (91%) of respondents indicated that their OCC degree helped them to be better prepared in their present positions.
- Almost all of the respondents (96%) strongly agreed that they frequently use the knowledge gained from their nursing degree in their current jobs.

⁵ See Appendix B Table 6, page for a breakdown regarding specific job preparedness skills by academic year.

Graduate Follow-Up Survey (Continued)

Employment Status of Nursing Graduates



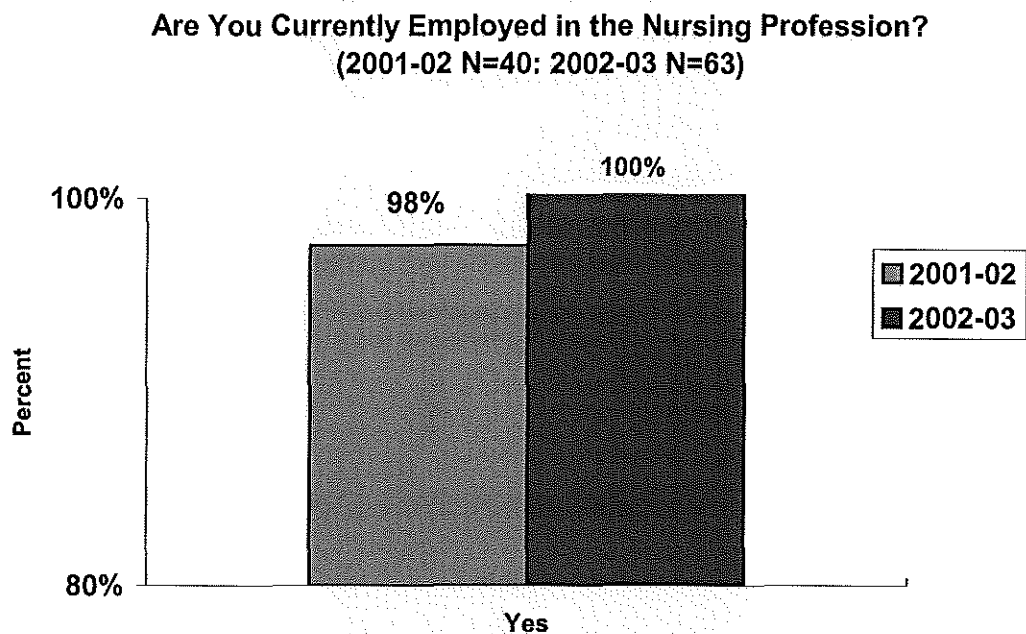
- The majority (91%) of 2002-03 nursing alumni were working full-time when they completed the GFS Survey.

Source: OCC, Office of Institutional Research
11/14/2005

- Only two percent (2%) of nursing alumni in the 2002-03 academic year reported being unemployed and seeking employment.

Findings from the Nursing Supplemental Survey

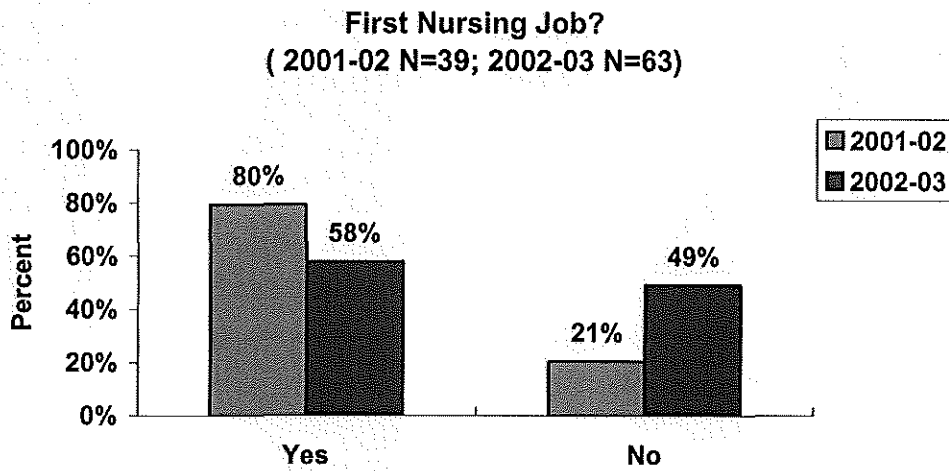
Current Employment Data⁶



- All of the respondents to the Nursing Supplemental Survey for the 2002-03 academic year stated that they are currently employed in the nursing profession.

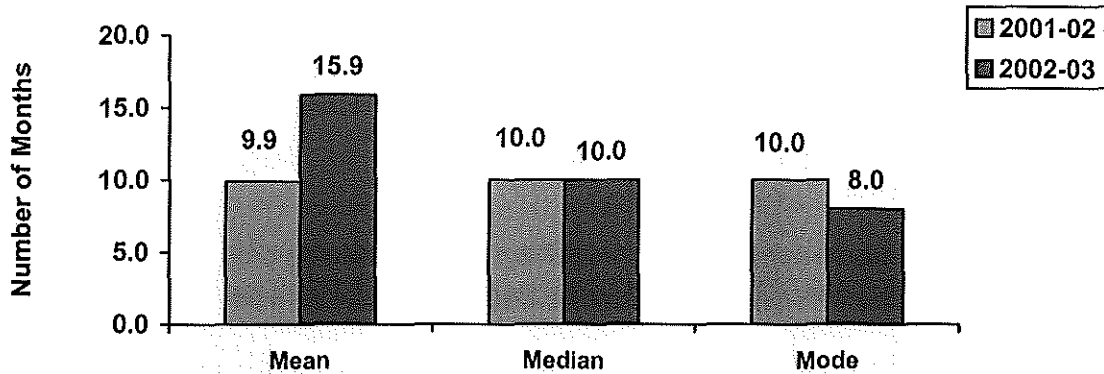
⁶ Note: See Appendix B for an analysis of employment data for several academic graduation years. It is important to note that the sample size for 2001-2002 is relatively small (N=41). Consequently, differences between 2001-2002 data and data pertaining to other academic years may be due to small sample size, rather than to actual changes in the nursing student body.

Supplemental Survey Findings (Continued)



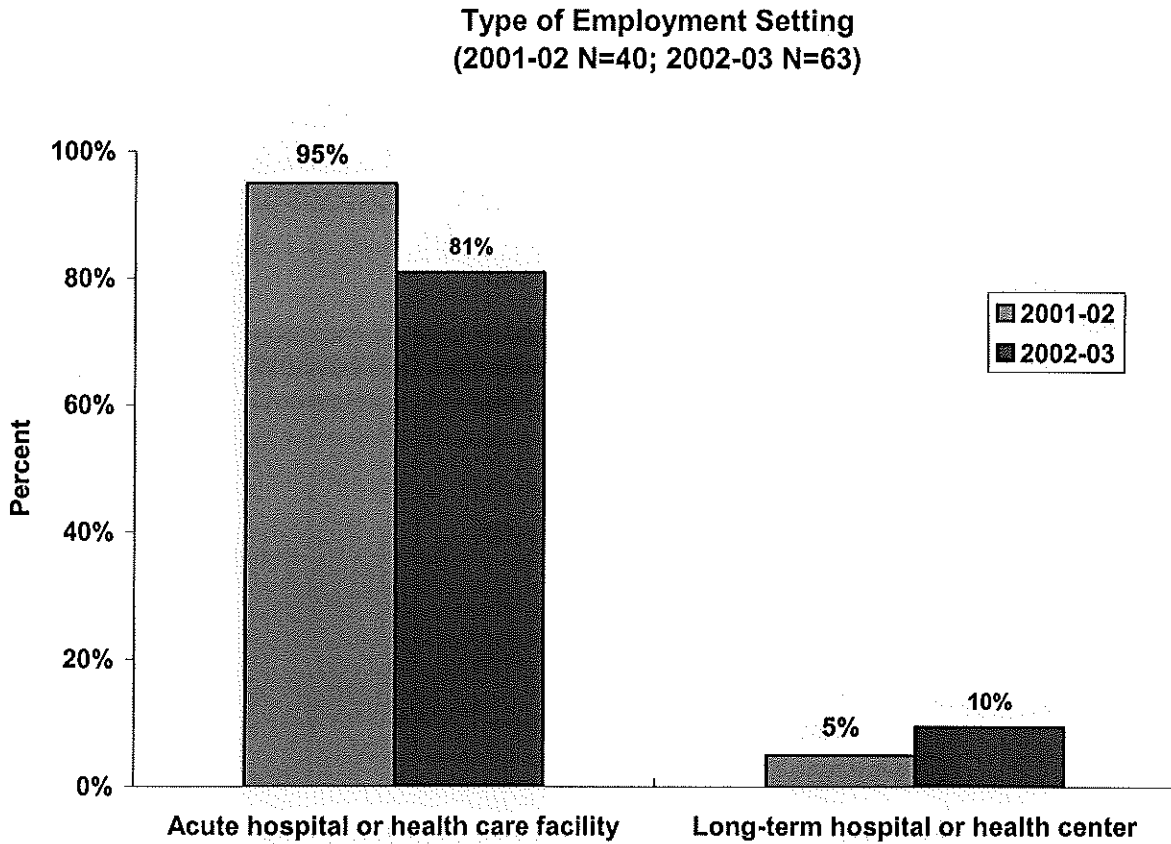
- Only fifty-eight percent (58%) of respondents for the 2002-03 academic year indicated that this was their first nursing position compared to eighty percent (80%) in 2001-02 academic year.

**How Many Months Have You Been a Licensed Nurse?
(2001-02 N=40; 2002-03 N=61)**



- Respondents for the 2002-03 academic year were employed an average of 15.9 months at the time they completed the Graduate Follow-up Survey. This was an increase of nearly 7 months over the 2001-02 academic year. The median time was ten months for the current academic year.

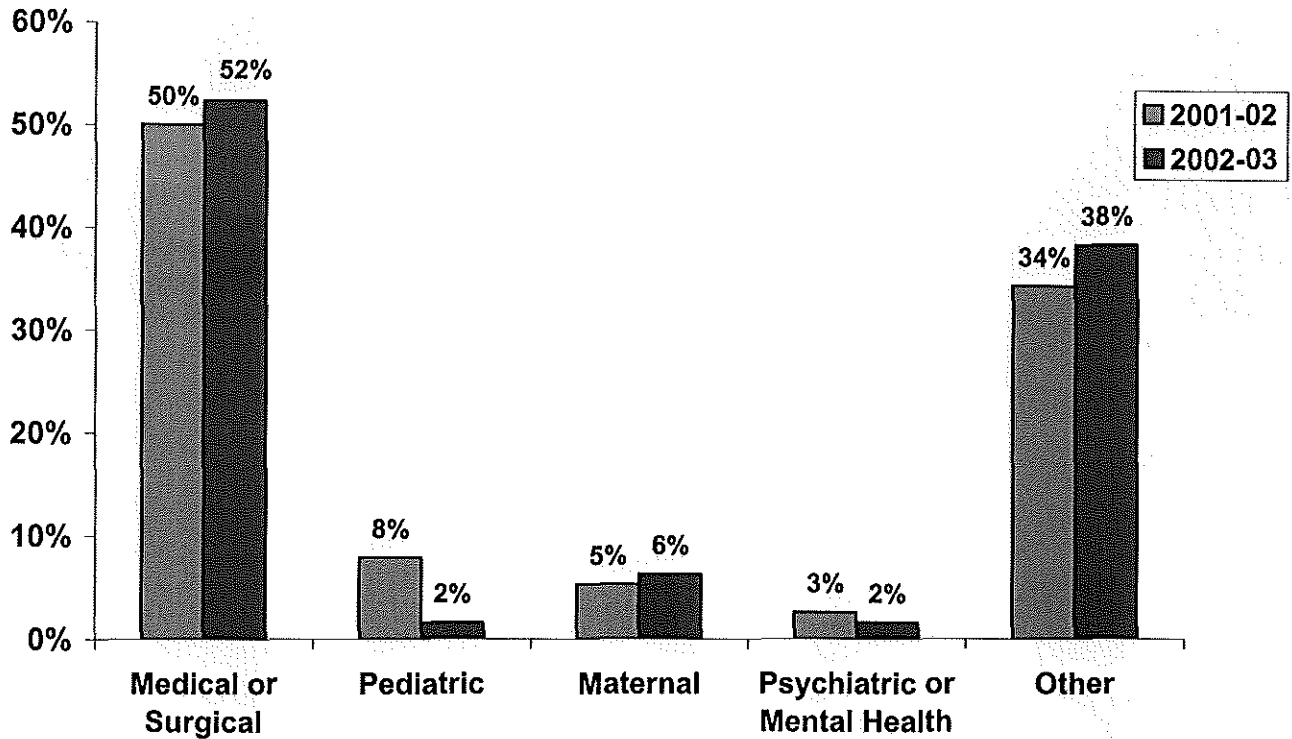
Supplemental Survey Findings (Continued)



- Approximately eighty-one percent (81.5%) of respondents employed in the nursing profession stated that they work in an acute hospital or health care setting. The second largest group of respondents indicated that they work in a long-term hospital or health care facility (9.5%).

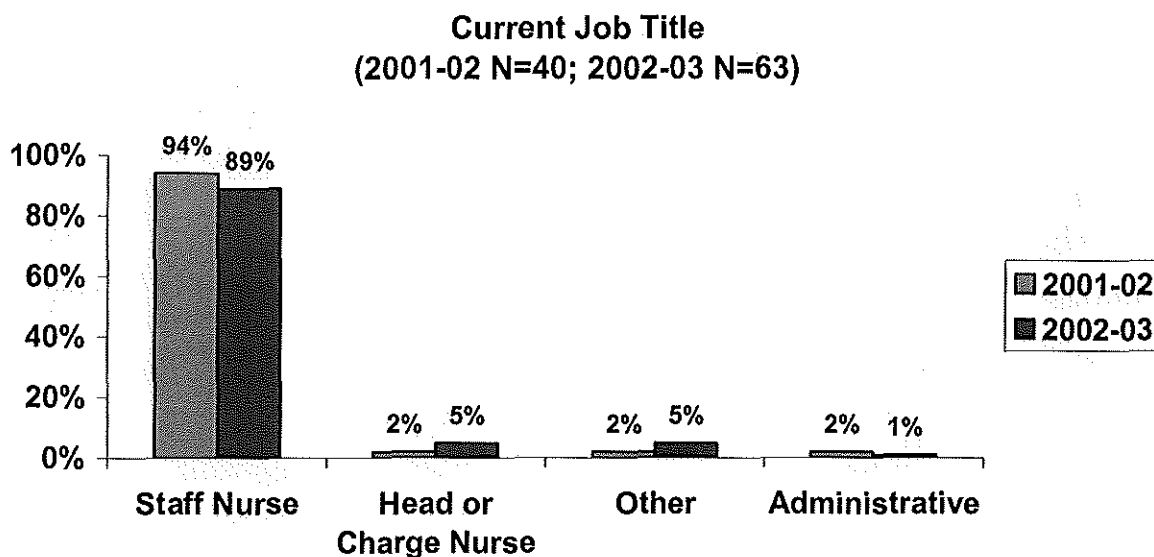
Supplemental Survey Findings (Continued)

Focus of Current Practice
(2001-02 N=38; 2002-03 N=63)



- In 2002-03, Medical or Surgical nurses comprised the largest group of respondents (50%) which was an increase of 2% from the 2001-02 academic year.
- Pediatric nurses decreased from 8% in 2001-02 to only 2% in 2002-03.
- In 2002-03, 6% of respondents reported maternal as the focus of their current practice compared to 5% in 2001-02.
- In the 'other' category for focus of current practice, the top five mentioned included: cardiology, critical care, emergency, oncology, and neurology.

Supplemental Survey Findings (Continued)

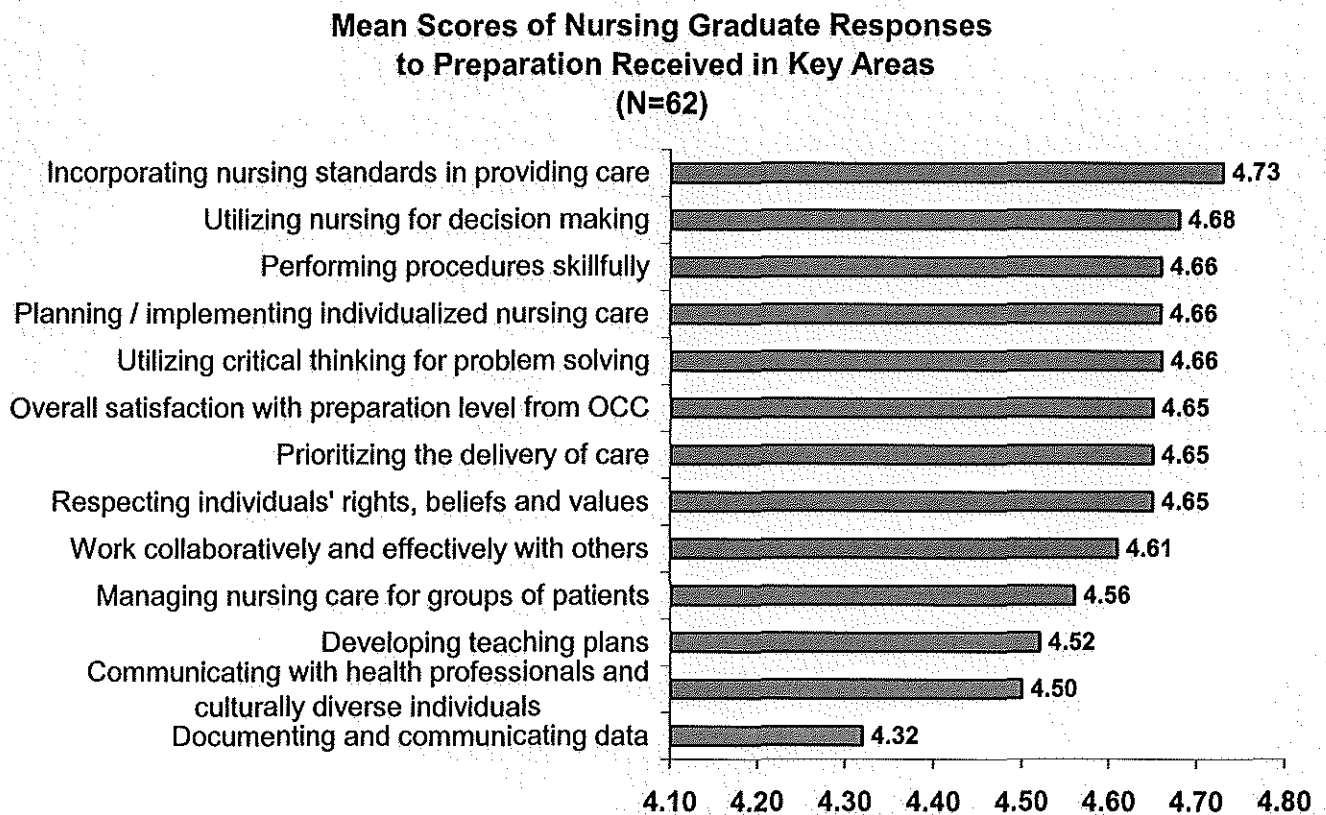


- The largest majority of respondents (88.9%) indicated that they are Staff Nurses. This was a decrease of 5% compared to the 2001-02 academic year.
- For the 2002-03 academic year, 5% respondents reported their current job title as Head or Charge Nurses, an increase of 3% when compared to 2001-02.
- Only 1% of respondents indicated their title as administrative.
- The 'other' types of job titles given included: Home Health Nurse, MDS Coordinator, and Registered Nurse.

Supplemental Survey Findings (Continued)

Job Preparation Skills⁷

The GFS Nursing Supplemental Survey asked graduates to evaluate the preparation they received from OCC in several key areas. A five-point Likert scale was utilized with 1=Very Poor; 2=Somewhat Poor; 3=Neither Poor nor Good; 4=Somewhat Good; and 5=Very Good. Following are the mean scores of graduates' responses:



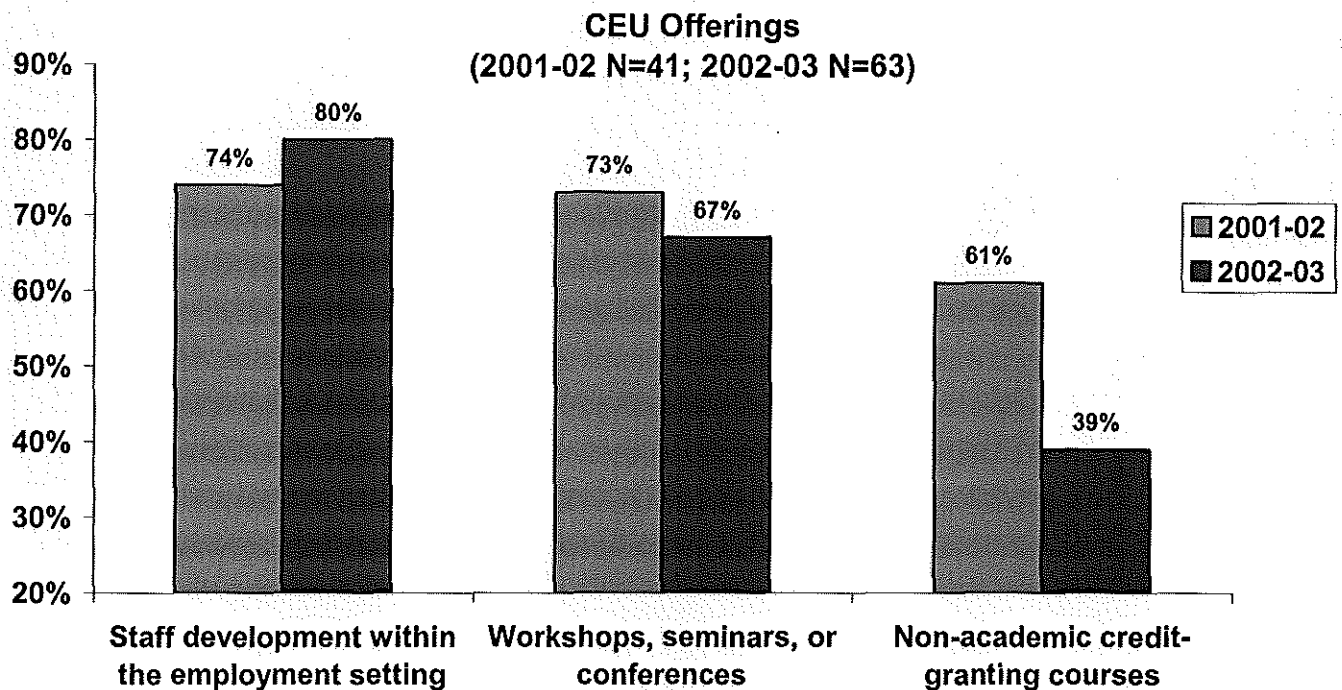
- Upon graduation from OCC's nursing program, students stated they were most prepared for incorporating nursing standards in providing care (4.73/5.00), utilizing nursing for decision making (4.68/5.00) and in performing procedures skillfully (4.66/5.00). They felt the least prepared in documenting and communicating data (4.32/5.00) and in communicating with health professionals and culturally diverse

⁷ See Appendix A – Table 6 for a breakdown by academic year.

individuals (4.50/5.00). It is important to note that mean scores above 4.00 represent positive scores overall.

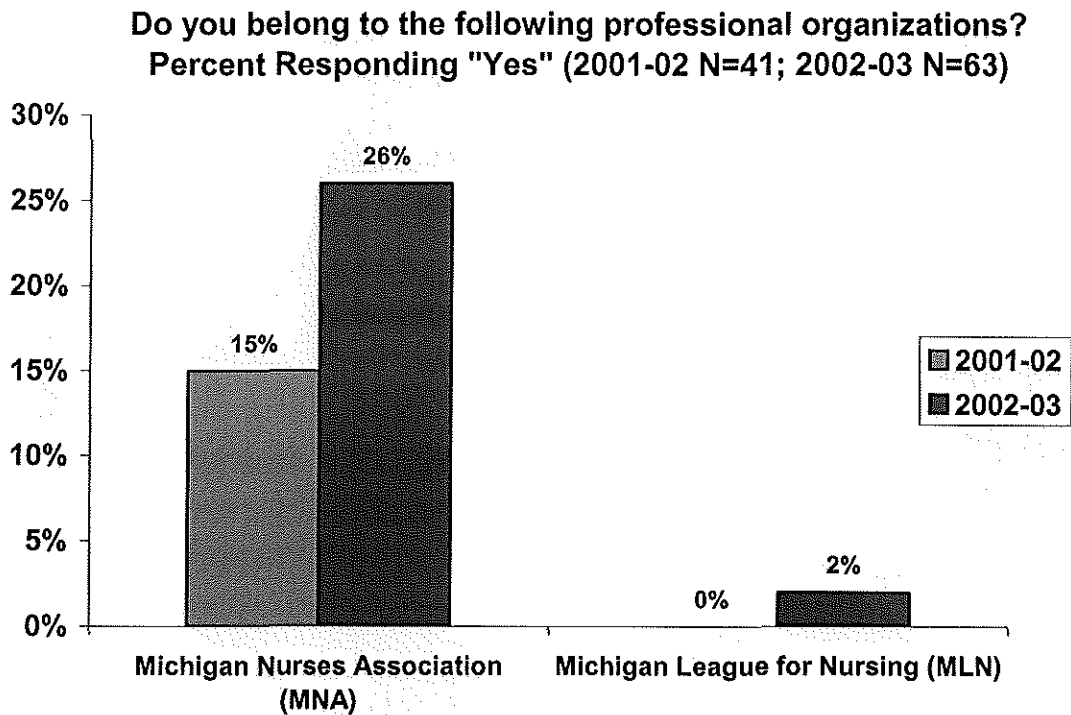
Supplemental Survey Findings (Continued)

CEUs, Professional Memberships and Nursing Subscriptions



- Eighty percent (80%) of respondents in 2002-03 have participated in staff development training which was an increase of 6% over 2001-02.
- Just over two-thirds (67%) have taken workshops, seminars, or conferences. This was a decrease of 6% from 2001-02.
- Only thirty-nine percent (39%) of respondents in 2002-03 participated in non-academic credit-granting courses. This was a decrease of twenty-two (22%) percent from 2001-02.

Supplemental Survey Findings (Continued)

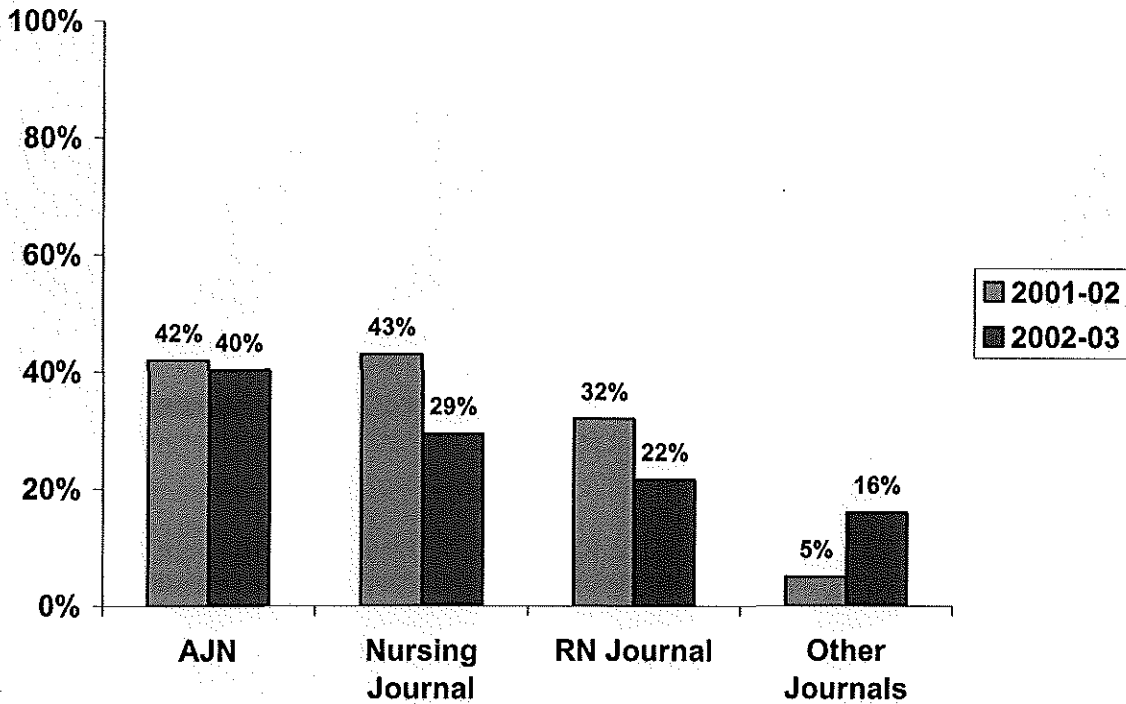


- The number of respondents reporting belonging to the Michigan Nurses Association (MNA) increased to 26% in the 2002-03 academic year from 15% in 2001-02.

Supplemental Survey Findings (Continued)

Do you subscribe to the following nursing journals?

Percent responding "Yes"
(2001-02 N=39; 2002-03 N=51)



- Forty percent (40.4%) of the nursing graduates subscribe to the *American Journal of Nursing (AJN)*. The *Nursing Journal* is read by slightly more than a quarter (29%) of respondents which was a sharp decline compared to 2001-02 where 43% of respondents reported subscribing to the *Nursing Journal*. The *RN Journal* is read by more than twenty percent (21.6%) of respondents.
- Other journals mentioned included the *Critical Care Journal* and the *Nursing 2000 Journal*.

Appendix A
Supplemental Survey
Selected Responses by Academic Year

Table 4: Frequency Distribution of Responses to Employment Questions				
	Academic Year			
	1999-00	2000-01	2001-02	2002-03
Employed in Nursing Profession?				
Total N	70	28	48	63
No	2.9%	0%	2.4%	0%
Yes	97.1%	100.0%	97.6%	100.0%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
First Nursing Job?				
Total N	68	28	39	63
No	17.6%	46.4%	20.5%	20.5%
Yes	82.4%	53.6%	79.5%	79.5%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Number of Months as a Licensed Nurse⁸				
Total N	70	28	40	61
1-6 Months	10.3%	17.9%	18.3%	5%
7-12 Months	89.7%	67.9%	77.7%	79%
13 Months or Greater	0%	14.2%	4%	16%
<i>Total Percent</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>
Type of Work Setting				
Total N	68	28	40	63
Acute hospital or health care facility	88.2%	78.6%	95.0%	81.0%
Long-term hospital or health care facility	2.9%	10.7%	0%	9.5%
Community, clinic or health center	0%	3.6%	5.0%	0%
Community home health agency	0%	3.6%	0%	1.6%
Temp agency pool for home health care	2.9%	3.6%	0%	1.6%
Doctor's office	1.5%	0%	0%	1.6%
Other setting	4.4%	0%	0%	4.7%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Focus of Current Practice				
Total N	65	26	38	63
Medical or surgical	46.2%	50.0%	50.0%	52.4%
Gerontology	0%	7.7%	0%	6.3%
Maternal	12.3%	0%	5.3%	6.3%
Psychiatric or mental health	0%	0%	2.6%	1.6%
Pediatric	9.2%	0%	7.9%	1.6%
Other	32.3%	42.3%	34.2%	31.7%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>

⁸ Respondents answered this question approximately 10-12 months following graduation.

Appendix A

Table 5: Frequency Distribution of Responses to Employment Questions (cont.)

	Academic Year			
	1999-00	2000-01	2001-02	2002-03
	Current Job Title			
Total N	67	27	48	63
Staff nurse	97.0%	100.0%	92.5%	88.9%
Administrative	0%	0%	2.5%	1.6%
Head or charge nurse	3.0%	0%	2.5%	4.9%
Other	0%	0%	2.5%	4.8%
Total Percent	100.0%	100.0%	100.0%	100.0%

Job Preparation Skills were rated according to the following 5-point Likert scale: 1=Very Poor; 2=Somewhat Poor; 3= Neither Poor nor Good; 4=Somewhat Good; and 5=Very Good.

Table 6: Job Preparation Skills								
	Academic Year							
	1999-00		2000-01		2001-02		2002-03	
	Mean	N	Mean	Mean	N	Mean	Mean	N
How did program prepare for decision-making?	4.77	69	4.36	4.77	69	4.36	4.68	62
How did program prepare for prioritizing delivery of care?	4.73	70	4.54	4.73	70	4.54	4.65	62
How did program prepare with ability to plan and implement individualized care?	4.74	69	4.43	4.74	69	4.43	4.66	62
How did program prepare you for doing skills/procedures skillfully?	4.79	70	4.64	4.79	70	4.64	4.66	62
How did program assist you to communicate & document data?	4.50	70	3.50	4.50	70	3.50	4.32	62
How did program prepare critical thinking for problem solving?	4.67	70	4.43	4.67	70	4.43	4.66	62
How did program prepare you to communicate with other health professionals and culturally diverse people?	4.43	70	4.14	4.43	70	4.14	4.50	62
How did program prepare you to respect others rights, beliefs, and values?	4.87	70	4.68	4.87	70	4.68	4.65	62
How did program prepare you to develop a teaching plan with individuals/families?	4.57	70	4.36	4.57	70	4.36	4.52	62
How did program prepare you to collaborate/work effectively with team members?	4.51	70	4.39	4.51	70	4.39	4.61	62
How did program prepare you in recognizing the need and value for educational learning?	4.71	70	4.50	4.71	70	4.50	4.69	62
How did program prepare you to manage the care of a group of patients?	4.42	69	4.19	4.42	69	4.19	4.56	62
How did program prepare you with incorporating nursing standards?	4.76	70	4.54	4.76	70	4.54	4.73	62
Overall, rate how prepared the program made you.	4.74	69	4.43	4.74	69	4.43	4.65	62

Table 7: CEUs, Professional Memberships and Nursing Subscriptions				
Non-academic Credit-Granting Courses?	1999-00	2000-01	2001-2002	2002-03
Total				
No	64.6%	48.1%	38.9%	61.1%
Yes	35.4%	51.9%	61.1%	38.9%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Staff Development	1999-00	2000-01	2001-02	2002-03
Total				
No	27.3%	25.0%	26.3%	19.7%
Yes	72.7%	75%	73.7%	80.3%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Workshops, Seminars, or Conferences?	1999-00	2000-01	2001-02	2002-03
Total				
No	41.5%	37.0%	27.5%	32.8%
Yes	58.5%	63.0%	72.5%	67.2%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Belong to MNA?	1999-00	2000-01	2001-02	2002-03
Total				
No	79.4%	81.5%	85.0%	73.7%
Yes	20.6%	18.5%	15.0%	26.3%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Belong to MLN?	1999-00	2000-01	2001-02	2002-03
Total				
No	96.7%	85.7%	100%	98%
Yes	3.3%	14.3%	0%	2.0%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Subscribe to AJN Journal?	1999-00	2000-01	2001-02	2002-03
Total				
No	64.1%	76.9%	58.3%	59.6%
Yes	35.9%	23.1%	41.7%	40.4%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>
Subscribe to RN Journal?	1999-00	2000-01	2001-02	2002-03
Total				
No	79.3%	65.4%	67.6%	78.4%
Yes	20.7%	34.6%	32.4%	21.6%
<i>Total Percent</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>