

Registered nurses are tasked with providing high-quality health care and this is becoming more difficult to execute, given the worsening nursing shortage. Registered nurses are aging and leaving the workforce and profession, making the shortage of nurses one of the most critical concerns facing health care delivery in our times. It is a complex, multifaceted issue that is not only costly to organizations, but also jeopardizes patient care and safety. This study queried older, experienced nurses (aged 40 years and up with at least 2 years of nursing experience) at a large academic and Level I trauma center in the Southwestern United States. Nurses responded to a survey asking whether—given a variety of options or enhancements related to work type, schedule, and environment were offered—they would be willing to consider a delay in leaving and if perceived empowerment makes a difference in this decision.

*Keywords:* nursing, nursing shortage, older, experienced, empowerment