



The NurseWeek/AONE Survey of Registered Nurses

Instructions for completing the survey:

- Please read each of the questions carefully. Using a blue or black pen, place an "X" in the box next to the appropriate response as indicated: If you are asked to provide a written response to a question, please record your response neatly in the space provided.
- In general, you should select only one response for each question. However, there are a few questions that allow more than one response. These questions will specifically indicate that more than one response is allowed.
- Please answer every question except those that you are specifically instructed to skip. Be sure to follow the "skip instructions" carefully.

Please direct any questions or concerns that you may have about this survey to Sandra Applebaum, Harris Interactive (sapplebaum@harrisinteractive.com or 800-575-4749, ext. 6746).

Thank you in advance for your cooperation!

*Please return your completed questionnaire
in the enclosed postage-paid envelope to:*

*Harris Interactive
5610 Rowland Road, Suite 160
Minnetonka, MN 55343*

Section A – Health System Overview

A1. Which of the following statements comes closest to expressing your overall view of the healthcare system in this country?

- On the whole, the health care system works pretty well and only minor changes are necessary to make it work better.
- There are some good things in our health care system, but fundamental changes are needed to make it work better.
- Our health care system has so much wrong with it that we need to completely rebuild it.

A2. Given what you know about the state of healthcare, and nursing in particular, how likely would you be to advise a high school or college student to pursue nursing as a career choice?

- Definitely would advise
- Probably would advise
- Probably would not advise
- Definitely would not advise

A3. Overall, would you say that in your community the supply of registered nurses who are working in patient care settings is...?

- Much greater than the demand
- Somewhat greater than the demand
- About equal to the demand
- Somewhat less than the demand
- Much less than the demand

A4. In your community, would you say that the supply of registered nurses **in your clinical specialty** who are working in patient care settings is...?

- Much greater than the demand
- Somewhat greater than the demand
- About equal to the demand
- Somewhat less than the demand
- Much less than the demand

A5. Do you believe that there is a nursing shortage?

- Yes
- No → **SKIP TO B1 ON PAGE 3**

A6. From what you know -- whether you are working as a nurse or not -- how much of a problem do you think the shortage of nurses has been for...?

	Major Problem	Minor Problem	Not a Problem
The quality of patient care provided by nurses	☺	☺	☺
The amount of time nurses have to carry out physician orders	☺	☺	☺
The amount of time nurses have to devote to each of their patients	☺	☺	☺
The early detection of patient complications by nurses	☺	☺	☺
The amount of time nurses have to collaborate with other team members	☺	☺	☺
The ability of nurses to maintain patient safety	☺	☺	☺
The quality of work life of nurses	☺	☺	☺
The stress on nurses	☺	☺	☺

A7. What do you think are the **main** reasons there is a nursing shortage? *Please choose up to two answers.*

- Lack of qualified students pursuing nursing as a career
- Fewer applicants admitted to nursing schools
- More career options for women
- Salary and benefits
- Undesirable hours
- Negative perceptions of healthcare work environments
- Nurses don't have to work as much to help support their households
- Other (please specify below)

A8. How much do you think each of the following would help to solve the nursing shortage?

	A Great Deal	Some-what	Not at All
Financial aid to encourage people to enter the field of nursing	☺	☺	☺
Programs (non-financial) to encourage people to enter the field of nursing	☺	☺	☺
Use of nurse's aides, licensed practical nurses and others as support staff to RNs	☺	☺	☺
Improved wages and benefits	☺	☺	☺
Improved working environments	☺	☺	☺
Recruitment of more men and minorities into the field of nursing	☺	☺	☺
Increased capacity to educate and train nurses	☺	☺	☺
Higher status of nurses in the hospital environment	☺	☺	☺
Better hours	☺	☺	☺

Section B – Education and Employment

B1. Are you currently working as a paid nurse?

- Yes → **SKIP TO B4**
- No → **ANSWER B2 AND B3, THEN SKIP TO B22**

B2. If you are not working as a paid nurse, please choose **one** statement that best describes why:

- Retired
 - Health reasons
 - Need to care for dependents
 - Chose another line of work -- higher salaries available elsewhere
 - Chose another line of work -- greater professional opportunities available elsewhere
 - Can't find a job
 - Chose not to work
 - Burned out
 - Other (please specify below)
-

B3. How likely would each of the following be to cause you to consider returning to work as a nurse?

	Very Likely	Some-what Likely	Not Very Likely	Not Likely at All
Higher wages	☺	☺	☺	☺
Better hours	☺	☺	☺	☺
Assistance with child or elder care	☺	☺	☺	☺
A more professionally challenging position	☺	☺	☺	☺
A less stressful work environment	☺	☺	☺	☺

→ IF YOU ANSWERED “NO” TO B1, SKIP TO B22 ON PAGE 4

B4. In the past **year** -- that is, the calendar year 2000 -- how many **weeks** did you work as a paid nurse?

|_|_| Weeks worked in the calendar year 2000

B5. In a typical **week** in the past year, how many **days** did you work on average as a paid nurse?

|_| Days a week

B6. In a typical **week** in the past year, how many **total hours** did you work on average as a paid nurse?

|_|_|_| Total hours per week

B7. In a typical **week** in the past year, how many **overtime** hours did you work on average as a paid nurse? Please enter '0' if none.

|_|_| Overtime hours per week

B8. Is working overtime strictly voluntary or are you required to if asked?

- Strictly voluntary → **SKIP TO B10**
- Voluntary, but feels like it is required
- Required

B9. In the past year, has the amount of overtime required of you increased, decreased or remained the same?

- Increased
- Decreased
- Remained the same

B10. During the past month, about how many times have you provided **unpaid nursing advice or assistance** for family, friends, or other acquaintances when they were having medical problems?

|_|_| Times in past month → IF “0”, SKIP TO INSTRUCTIONS ABOVE B12

B11. How comfortable are you when asked to provide this type of **unpaid nursing advice or assistance**?

- Very comfortable
- Somewhat comfortable
- Somewhat uncomfortable
- Very uncomfortable

Please answer B12 through B18 with your current nursing employer in mind. If you work for more than one nursing employer, please answer these questions with your *primary* nursing employer in mind.

B12. Which **one** of the following best describes your current nursing position?

- Patient care
 - Administration
 - Teaching
 - Research
 - Some other nursing position
 - Other (please specify below)
-

B13. Which **one** of the following best describes your current work setting?

- Acute care hospital (adult, pediatric, maternity, other)
 - Specialty hospital (psychiatric, rehabilitation, other)
 - Subacute/Long-term care
 - Home/Community care
 - Ambulatory (physician office, surgery, urgent care center)
 - School health/Student health service
 - Non clinical (e.g., insurance company, consulting)
 - Self employed
 - Other (please specify below)
-

B14. On the whole, how satisfied are you with your present job?

- Very satisfied
- Moderately satisfied
- A little satisfied
- A little dissatisfied
- Moderately dissatisfied
- Very dissatisfied

B15. Independent of your present job, how satisfied are you with being a nurse?

- Very satisfied
- Moderately satisfied
- A little satisfied
- A little dissatisfied
- Moderately dissatisfied
- Very dissatisfied

B16. Do you plan to leave your **present** nursing position?

- Yes, within the next 12 months
- Yes, within the next 3 years
- No plans to leave within next 3 years → **SKIP TO B19**

B17. What do you plan to do after leaving your present nursing position? *Please "X" as many as apply.*

- Retire
 - Take a different position in nursing
 - Return to school to pursue additional nursing education
 - Pursue a job in another profession
 - Take time out for family or other personal reasons
 - Other (please specify below)
-

B18. How likely would each of the following be to cause you to reconsider your plans to leave your present position?

	Very Likely	Some-what Likely	Not Very Likely	Not Likely at All	N/A
More flexible scheduling	<input type="checkbox"/>				
Higher salary or benefits	<input type="checkbox"/>				
More autonomy	<input type="checkbox"/>				
More respect from management	<input type="checkbox"/>				
Better staffing	<input type="checkbox"/>				
More opportunities for professional development	<input type="checkbox"/>				

B19. In the next year, do you plan to increase or decrease the number of hours that you work?

- Plan to increase
- Plan to decrease → **SKIP TO B21**
- No change expected → **SKIP TO B22**

B20. Why do you plan to increase the number of hours that you normally work? *Please "X" as many as apply.*

- To make more money → **SKIP TO B22**
 - To pursue a higher level / more demanding job in nursing → **SKIP TO B22**
 - Other (please specify below, then → **SKIP TO B22**)
-

B21. Why do you plan to decrease the number of hours that you normally work? *Please "X" as many as apply.*

- To reduce stress or feelings of exhaustion
 - To go back to school
 - Want more flexibility in my work schedule
 - Won't need to make as much money due to improved financial circumstances
 - To have more time for family or other personal activities
 - Other (please specify below)
-

B22. What is your clinical specialty?

- Maternal/Child
 - Medical/Surgical
 - Critical care
 - Operating room
 - Ambulatory
 - Oncology
 - Administration
 - Education
 - Other (please specify below)
-

B23. What nursing degrees have you received and in what year did you receive them? *Please "X" as many as apply.*

	Year Received
<input type="checkbox"/> Associate degree in nursing	____
<input type="checkbox"/> Diploma in nursing	____
<input type="checkbox"/> Baccalaureate degree in nursing	____
<input type="checkbox"/> Master's degree in nursing	____
<input type="checkbox"/> Doctoral degree in nursing	____

B24. What **non-nursing** degrees have you received and in what year did you receive them? *Please "X" as many as apply.*

	Year Received
<input type="checkbox"/> Didn't receive a non-nursing degree	
<input type="checkbox"/> Associate degree	____
<input type="checkbox"/> Baccalaureate degree	____
<input type="checkbox"/> Master's degree	____
<input type="checkbox"/> Doctoral degree	____

B25. Have you been certified as an advanced practice nurse (this includes nurse practitioner, midwife, anesthetist, or clinical nurse specialist)?

- No
 - Yes (please specify below)
-

Section C – Workplace Environment

C1. Do you or any registered nurses in your facility belong to a union? *Please choose the answer that best describes the situation at your facility.*

- Yes, both I and other nurses in my facility belong to a union.
- Yes, other nurses in my facility belong to a union but I do not.
- Neither I nor other nurses in my facility belong to a union.

C2. How would you describe the effect of unionization on the nursing profession?

- Mostly positive
- Somewhat positive
- Neither positive or negative
- Somewhat negative
- Mostly negative

C3. How would you describe the effect of unionization on the quality of patient care?

- Mostly positive
- Somewhat positive
- Neither positive or negative
- Somewhat negative
- Mostly negative

➔ **IF YOU ARE NOT WORKING AS A PAID NURSE (THAT IS, YOU ANSWERED “NO” TO B1), SKIP TO SECTION F ON PAGE 7.**

C4. Please indicate how much you agree or disagree with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
My current position provides me with adequate job security	☺	☺	☺	☺
Emphasis on patient care is a priority at my organization	☺	☺	☺	☺
Management recognizes the importance of my personal and family life	☺	☺	☺	☺
My job is often so stressful that I feel burned out	☺	☺	☺	☺
My job involves so many non-nursing tasks that little time remains for nursing	☺	☺	☺	☺

C5. How would you rate the quality of your current work setting in each of the following areas:

	Excel- lent	Very Good	Good	Fair	Poor	N/A
Working relationships among nursing personnel	☺	☺	☺	☺	☺	☺
Working relationships between nurses and physicians	☺	☺	☺	☺	☺	☺
Working relationships between nurses and management	☺	☺	☺	☺	☺	☺
The availability of appropriate equipment	☺	☺	☺	☺	☺	☺
The training and education provided in using new technology	☺	☺	☺	☺	☺	☺
Your salary and benefits package	☺	☺	☺	☺	☺	☺
The flexibility of scheduling	☺	☺	☺	☺	☺	☺
Opportunities to influence decisions about workplace organization	☺	☺	☺	☺	☺	☺
Recognition of accomplishments and work well done	☺	☺	☺	☺	☺	☺
Opportunities for professional development and advancement	☺	☺	☺	☺	☺	☺
Opportunities to influence decisions about patient care	☺	☺	☺	☺	☺	☺
Opportunities to establish relationships with patients and their families	☺	☺	☺	☺	☺	☺

Section D – Staffing

D1. In the past year, have you observed any of the following where you work? And, if you have observed it, has it had a negative impact on the quality of patient care, or not? **Please select only one choice in each row.**

	Have Not Observed	Have Observed and Has...	
		Had Negative Impact	Not Had Negative Impact
Increases in the turnover of experienced registered nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increases in overtime or double shifts for nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increases in use of agency nurses, internal float pool, or traveling nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increases in reassignments of nurses between departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff layoffs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A greater number of patients per nurse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A more acutely ill patient population	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increases in new graduates and less experienced nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The employment of foreign trained nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Replacement of registered nurses with unlicensed personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section E - Workplace Hazards

E1. In the past year, in your work as a nurse, have you **personally** experienced any of the following:

	Yes	No	N/A
Back or other musculoskeletal injuries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Episodes of violence in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exposure to blood borne pathogens (including needle sticks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exposure to chemotherapeutic agents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exposure to latex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination based on gender, age or race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment or a hostile work environment related to physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment or a hostile work environment related to other staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section F - Factuals

F1. How would you describe your health in general?

- Excellent
- Very good
- Good
- Fair
- Poor

F2. Within the past year, have you had any illnesses or injuries that you think were caused or made worse by any nursing job you had? *If yes, please describe briefly the nature of this illness or injury:*

- No, have not had illness or injury
- Yes, have had illness or injury (please describe briefly)

F3. What is your year of birth?

|_|_|_|_| Year of birth

F4. Are you...?

- Male
- Female

F5. What is your marital status?

- Married
- Single, never married
- Divorced
- Separated
- Widowed
- Living with partner

F6. Do you have children?

- No → **SKIP TO F8**
- Yes

F7. How many **children under the age of 18** are living in your household?

|_|_| Number of children under age of 18

F8. How many **dependent adults** are living in your household?

|_|_| Number of dependent adults

F9. If you worked as a paid nurse in 2000, what was your hourly wage for a regularly scheduled shift? If this wage varied, please indicate the hourly wage you were most often paid.

\$|_|_|_|_|_| per hour

- Did not work as a paid nurse in 2000

F10. Which of the following income categories best describes your total **income working as a nurse** in the year 2000 before taxes?

- No nursing related income
- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 or more
- Decline to answer

F11. Which of the following income categories best describes your total **household income, excluding your earnings from nursing** in the year 2000 before taxes? (Please include spouse income, alimony, and all other sources of non-nursing income.)

- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 or more
- Decline to answer

F12. Would you describe the area in which you work as a nurse as...?

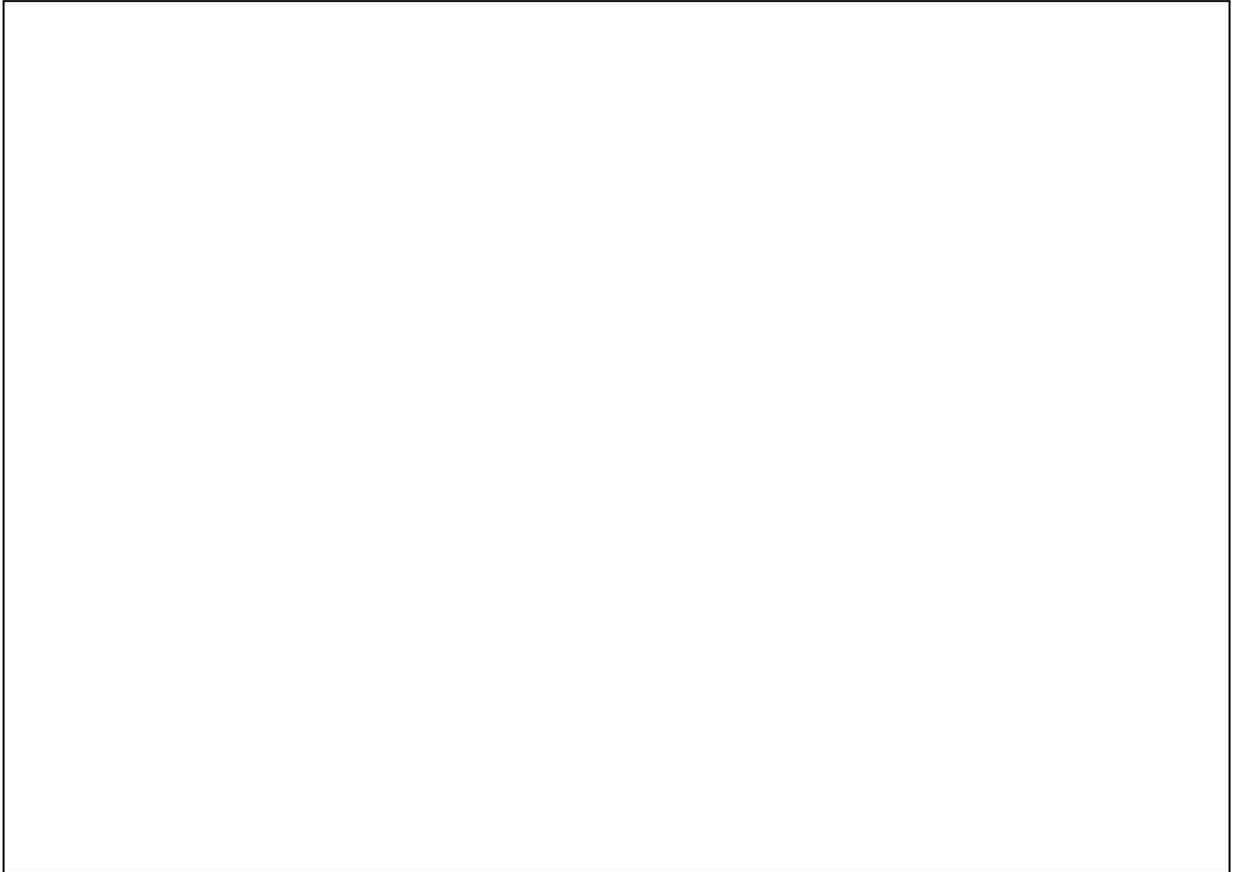
- Urban
- Suburban
- Rural

F13. Do you consider yourself...?

- White
- Black or African American
- Asian or Pacific Islander
- Native American or Alaskan native
- Of mixed racial background
- Some other race
- Decline to answer

Thank you for taking the time to complete this survey.

If there is anything else you would like to share with us about the topics covered in this survey, please do so in the space provided below.



#1234567

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