



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. **12%**
- There are some good things in our health care system, but fundamental changes are needed to make it work better. **79%**
- Our health care system has so much wrong with it that we need to completely rebuild it. **8%**

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 **17%**
- Probably would advise **43%**
- Probably would not advise **32%**
- Definitely would not advise **8%**

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 **1%**
- Somewhat greater than the demand **1%**
- About equal to the demand **10%**
- Somewhat less than the demand **46%**
- Much less than the demand **42%**

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 **1%**
- Somewhat greater than the demand **3%**
- About equal to the demand **20%**
- Somewhat less than the demand **44%**
- Much less than the demand **31%**

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

- Yes **95%**
- No → **SKIP TO B1 ON PAGE 3** **5%**

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	80%	16%	2%
The amount of time nurses have to carry out physician orders	62%	33%	3%
The amount of time nurses have to devote to each of their patients	93%	5%	*
The early detection of patient complications by nurses	64%	30%	3%
The amount of time nurses have to collaborate with other team members	59%	37%	2%
The ability of nurses to maintain patient safety	67%	28%	2%
The quality of work life of nurses	87%	11%	1
The stress on nurses	95%	3%	*

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 **16%**
- Fewer applicants admitted to nursing schools **6%**
- More career options for women **47%**
- Salary and benefits **54%**
- Undesirable hours **40%**
- Negative perceptions of healthcare work environments **26%**
- Nurses don't have to work as much to help support their households *****
- Other (please specify below) **10%**

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	34%	56%	6%
Programs (non-financial) to encourage people to enter the field of nursing	21%	60%	14%
Use of nurse's aides, licensed practical nurses and others as support staff to RNs	29%	48%	19%
Improved wages and benefits	83%	14%	*
Improved working environments	88%	9%	*
Recruitment of more men and minorities into the field of nursing	19%	55%	22%
Increased capacity to educate and train nurses	40%	47%	8%
Higher status of nurses in the hospital environment	74%	20%	3%
Better hours	61%	31%	5%

Section B – Education and Employment

B1. Are you currently working as a paid nurse?

- Yes → **SKIP TO B4** 83%
- No → **ANSWER B2 AND B3, THEN SKIP TO B22** 16%

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

- Retired 32%
- Health reasons 8%
- Need to care for dependents 7%
- Chose another line of work -- higher salaries available elsewhere 6%
- Chose another line of work -- greater professional opportunities available elsewhere 10%
- Can't find a job *
- Chose not to work 7%
- Burned out 7%
- Other (please specify below) 17%

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	29%	23%	12%	24%
Better hours	28%	24%	10%	25%
Assistance with child or elder care	7%	11%	10%	55%
A more professionally challenging position	18%	21%	14%	32%
A less stressful work environment	45%	20%	6%	20%

→ 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?

Mean = **48** Weeks
Median = **52** Weeks

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

- 1 - 5** Days per week 93%
- 6 or 7** Days per week 6%

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

Mean = **39** Total hours per week
Median = **40** 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.

Mean = **5** Overtime hours per week
Median = **2** Overtime hours per week

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

- Strictly voluntary → **SKIP TO B10** 45%
- Voluntary, but feels like it is required 32%
- Required 20%

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

- Increased 48%
- Decreased 6%
- Remained the same 45%

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?

Mean = **6** Times in past month → IF “0”, **SKIP TO INSTRUCTIONS ABOVE B12**
Median = **4** Times in past month

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

- Very comfortable 30%
- Somewhat comfortable 48%
- Somewhat uncomfortable 19%
- Very uncomfortable 2%

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 65%
- Administration 11%
- Teaching 6%
- Research 1%
- Some other nursing position 8%
- Other (please specify below) 12%

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

- Acute care hospital (adult, pediatric, maternity, other) 53%
- Specialty hospital (psychiatric, rehabilitation, other) 5%
- Subacute/Long-term care 6%
- Home/Community care 8%
- Ambulatory (physician office, surgery, urgent care center) 12%
- School health/Student health service 3%
- Non clinical (e.g., insurance company, consulting) 3%
- Self employed *
- Other (please specify below) 9%

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

- Very satisfied 21%
- Moderately satisfied 50%
- A little satisfied 12%
- A little dissatisfied 6%
- Moderately dissatisfied 8%
- Very dissatisfied 3%

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

- Very satisfied 37%
- Moderately satisfied 40%
- A little satisfied 10%
- A little dissatisfied 5%
- Moderately dissatisfied 5%
- Very dissatisfied 3%

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

- Yes, within the next 12 months 16%
- Yes, within the next 3 years 26%
- No plans to leave within next 3 years → **SKIP TO B19** 56%

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

- Retire 14%
- Take a different position in nursing 57%
- Return to school to pursue additional nursing education 14%
- Pursue a job in another profession 21%
- Take time out for family or other personal reasons 14%
- Other (please specify below) 9%

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	32%	26%	15%	15%	9%
Higher salary or benefits	58%	23%	6%	7%	4%
More autonomy	28%	29%	19%	12%	8%
More respect from management	48%	22%	12%	10%	5%
Better staffing	50%	21%	9%	9%	7%
More opportunities for professional development	45%	24%	14%	9%	5%

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

- Plan to increase 14%
- Plan to decrease → **SKIP TO B21** 18%
- No change expected → **SKIP TO B22** 67%

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** 77%
- To pursue a higher level / more demanding job in nursing → **SKIP TO B22** 20%
- Other (please specify below, then → **SKIP TO B22**) 17%

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

- To have more time for family or other personal activities 68%
- To reduce stress or feelings of exhaustion 67%
- Want more flexibility in my work schedule 29%
- To go back to school 15%
- Won't need to make as much money due to improved financial circumstances 11%
- Other (please specify below) 15%

B22. What is your clinical specialty?

- Maternal/Child 12%
- Medical/Surgical 19%
- Critical care 16%
- Operating room 5%
- Ambulatory 6%
- Oncology 3%
- Administration 5%
- Education 4%
- Other (please specify below) 33%

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

- Associate degree in nursing 39%
- Diploma in nursing 29%
- Baccalaureate degree in nursing 46%
- Master's degree in nursing 10%
- Doctoral degree in nursing 1%

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

- Didn't receive a non-nursing degree 74%
- Associate degree 10%
- Baccalaureate degree 14%
- Master's degree 5%
- Doctoral degree 1%

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

- No 87%
- Yes (please specify below) 12%

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. **14%**
- Yes, other nurses in my facility belong to a union but I do not. **7%**
- Neither I nor other nurses in my facility belong to a union. **75%**

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

- Mostly positive **18%**
- Somewhat positive **28%**
- Neither positive or negative **23%**
- Somewhat negative **13%**
- Mostly negative **11%**

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

- Mostly positive **15%**
- Somewhat positive **22%**
- Neither positive or negative **36%**
- Somewhat negative **11%**
- Mostly negative **9%**

→ 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	34%	48%	13%	3%
Emphasis on patient care is a priority at my organization	32%	47%	15%	2%
Management recognizes the importance of my personal and family life	14%	40%	30%	12%
My job is often so stressful that I feel burned out	22%	37%	33%	5%
My job involves so many non-nursing tasks that little time remains for nursing	19%	37%	36%	5%

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	17%	37%	30%	10%	3%	1%
Working relationships between nurses and physicians	10%	30%	35%	17%	4%	3%
Working relationships between nurses and management	6%	19%	29%	30%	13%	1%
The availability of appropriate equipment	6%	21%	35%	24%	10%	2%
The training and education provided in using new technology	5%	18%	31%	27%	14%	2%
Your salary and benefits package	3%	13%	29%	35%	17%	*
The flexibility of scheduling	9%	20%	32%	23%	12%	2%
Opportunities to influence decisions about workplace organization	4%	13%	23%	30%	26%	1%
Recognition of accomplishments and work well done	5%	15%	24%	30%	24%	*
Opportunities for professional development and advancement	4%	13%	25%	31%	24%	1%
Opportunities to influence decisions about patient care	6%	19%	31%	26%	15%	2%
Opportunities to establish relationships with patients and their families	14%	27%	31%	18%	6%	3%

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	25%	65%	7%
Increases in overtime or double shifts for nurses	31%	51%	15%
Increases in use of agency nurses, internal float pool, or traveling nurses	39%	41%	17%
Increases in reassignments of nurses between departments	47%	39%	9%
Staff layoffs	83%	10%	2%
A greater number of patients per nurse	28%	65%	3%
A more acutely ill patient population	22%	62%	12%
Increases in new graduates and less experienced nurses	41%	44%	11%
The employment of foreign trained nurses	74%	12%	11%
Replacement of registered nurses with unlicensed personnel	65%	28%	3%

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	34%	60%	3%
Episodes of violence in the workplace	28%	67%	3%
Exposure to blood borne pathogens (including needle sticks)	31%	63%	3%
Exposure to chemotherapeutic agents	14%	75%	8%
Exposure to latex	66%	27%	4%
Discrimination based on gender, age or race	13%	80%	3%
Sexual harassment or a hostile work environment related to physicians	19%	75%	3%
Sexual harassment or a hostile work environment related to other staff	19%	75%	3%

Section F - Factuals

F1. How would you describe your health in general?

- Excellent **28%**
- Very good **42%**
- Good **24%**
- Fair **5%**
- Poor **1%**

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 **68%**
- Yes, have had illness or injury (please describe briefly) **30%**

F3. What is your year of birth?

Mean = **46** Years old
Median = **45** Years old

F4. Are you...?

- Male **5%**
- Female **95%**

F5. What is your marital status?

- Married **72%**
- Single, never married **9%**
- Divorced **12%**
- Separated **1%**
- Widowed **3%**
- Living with partner **2%**

F6. Do you have children?

- No → **SKIP TO F8** **20%**
- Yes **78%**

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

Mean = **1** Number of children under age of 18

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

- None **63%**
- 1 **18%**
- 2 or more **15%**

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.

Mean = **\$24** per hour

- Did not work as a paid nurse in 2000 **14%**

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 **9%**
- Less than \$25,000 **11%**
- \$25,000 to \$49,999 **48%**
- \$50,000 to \$74,999 **22%**
- \$75,000 to \$99,999 **3%**
- \$100,000 to \$124,999 **1%**
- \$125,000 or more *****
- Decline to answer **6%**

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 **15%**
- \$25,000 to \$49,999 **23%**
- \$50,000 to \$74,999 **22%**
- \$75,000 to \$99,999 **13%**
- \$100,000 to \$124,999 **6%**
- \$125,000 or more **5%**
- Decline to answer **15%**

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

- Urban **43%**
- Suburban **35%**
- Rural **18%**

F13. Do you consider yourself...?

- White **85%**
- Black or African American **4%**
- Asian or Pacific Islander **4%**
- Native American or Alaskan native *****
- Of mixed racial background **1%**
- Some other race **1%**
- Decline to answer **4%**

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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