

National Survey of Registered Nurses

Please note:

- Data reported are from 1392 working nurses
- Numbers reported are percentages, unless otherwise specified
- A “*” means <.5%
- A “-” means 0%

Section A – Overview

A1. What are the **first two** words that come to mind when you read the words “registered nurse”?

- 1)
- 2)

A2. Overall, would you say that the number of registered nurses currently available to work in patient care **in the U.S.** is...?

- 1% Much greater than the demand
- 1% Somewhat greater than the demand
- 5% About equal to the demand
- 36% Somewhat less than the demand
- 56% Much less than the demand

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

- 1% Much greater than the demand
- 2% Somewhat greater than the demand
- 16% About equal to the demand
- 47% Somewhat less than the demand
- 34% Much less than the demand

IF YOU ANSWERED “MUCH GREATER THAN THE DEMAND” OR “SOMEWHAT GREATER THAN THE DEMAND” IN QUESTIONS A2 OR A3, PLEASE SKIP TO A7.

A4. What do you think are the **main** reasons there is a nursing shortage? *Please check up to **two** answers.*

- 12% Lack of qualified students pursuing nursing as a career
- 13% Fewer applicants admitted to nursing schools
- 27% Faculty shortages in nursing schools
- 20% Nursing not seen as a rewarding career
- 12% Nursing not a respected profession
- 33% More career options for women
- 30% Salary and benefits
- 25% Undesirable hours
- 16% Negative perceptions of health care work environment
- 6% Other (please specify below)

A5. From what you know, 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	71	22	3
The amount of time nurses have to devote to each of their patients	86	9	1
The early detection of patient complications by nurses	61	29	5
The amount of time nurses have to collaborate with other team members	54	38	3
The ability of nurses to maintain patient safety	63	29	3
The quality of work life of nurses	75	19	1

A6. How much do you think each of the following would help solve the nursing shortage?

	A Great Deal %	Some-what %	Not at All %
Financial aid to encourage people to enter the field of nursing	41	48	4
Programs (non-financial) to encourage people to enter the field of nursing	28	56	9
Use of nurse's aides, licensed practical nurses and others as support staff to RNs	31	48	15
Improved wages and benefits	76	18	-
Improved working environment	82	12	*
Recruitment of more men and minorities into the field of nursing	24	52	17
Increased capacity to educate nurses	53	37	3
Increased faculty positions in nursing schools	50	36	7
Increased respect for nurses	64	26	4
More government funding for nursing education	53	36	4
New programs to retain nurses	74	18	2
Higher status of nurses in the hospital environment	66	25	2
Better hours	56	32	6
Greater use of foreign educated nurse graduates	6	43	44
A national campaign directed at schools and the general public encouraging women and men to become nurses	43	45	6

A7. Given what you know about the state of health care, how likely would you be to advise a qualified high school or college student to pursue a career in nursing or in medicine?

Career in Nursing		Career in Medicine	
43%	Definitely would	32%	Definitely would
37%	Probably would	44%	Probably would
15%	Probably would not	16%	Probably would not
4%	Definitely would not	3%	Definitely would not

A8. Independent of your present job, in general, how satisfied are you with being a nurse?

- 56%** Very satisfied
- 32%** Somewhat satisfied
- 8%** Somewhat dissatisfied
- 2%** Very dissatisfied

A9. In the past year, have you provided nursing skills as a volunteer in any of following settings?

	Provided nursing skills as a volunteer for...			Did not provide nursing skills as a volunteer %
	One day or less %	One week %	More than one week %	
Disaster relief	7	3	1	81
Disease specific charities	8	3	3	75
Churches	11	6	5	69
Schools or other civic organizations	14	6	8	64
Informal advice to friends and family	14	19	52	12

Section B – Employment

B1. Are you currently working as a nurse?

- 100%** Yes → **GO TO B3**
- 0%** No

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

N/A

IF YOU ARE NOT WORKING AS A NURSE, PLEASE GO TO SECTION E.

B3. Please provide the following based on a typical **week of work as a nurse** in the past year.

Mean

- 4.1** Days worked per week
- 36.3** Hours worked per week
- 4.6** Overtime hours worked per week

B4. In the past year, have you worked as a...?

	Yes %	No %	If yes to both, please check the box to where you worked the most hours %
Nurse in a temporary agency	6	90	13
Traveling nurse	2	92	60

B5. Do you currently work for more than one employer?

- 20%** Yes
- 79%** No

IF YOU ANSWERED “YES” AT B5, PLEASE ANSWER THE FOLLOWING QUESTIONS FOR YOUR PRIMARY NURSING POSITION (WHERE YOU WORK THE MOST HOURS).

B6. Which **one** of the following best describes your current nursing position?

- 71% Direct patient care → GO TO B7
- 3% Advanced practice nurse (nurse practitioner, midwife, anesthetist) → GO TO B7
- 1% Clinical nurse specialist → GO TO B7
- 4% Front-line or unit-level management → GO TO B8
- 5% Administration → GO TO B8
- 3% Teaching → GO TO B8
- 1% Research → GO TO B8
- 4% Other → Please specify below, then GO TO B8

B7. During a typical week of work as a nurse, what percentage of your time is spent doing the following activities? *Please write in the percentage of time you spend on each activity and then indicate if this is too much, too little or about the right amount of time. Please use increments of 5%. Your total should add to 100%.*

	Mean	Is this...		
		Too much time %	Too little time %	About the right amount of time %
Direct patient care, including hands on care, patient/family teaching and discharge planning	41.4	2	49	44
Patient care related notes and documentation	23.0	50	9	36
Locating supplies and equipment related to patient care	7.3	35	2	53
Transporting patients	3.9	14	3	63
Patient related telephone calls (prescriptions, lab results, referrals)	10.6	25	6	60
Meetings or activities related to quality improvement or patient safety	7.5	10	22	58
Shift changes and other hand off functions	5.5	11	6	66
Other	9.8	8	6	37

B8. Which **one** of the following best describes your current work setting?

- 48% Acute care hospital (adult, pediatric, maternity, other)
- 5% Specialty hospital (psychiatric, rehabilitation, other)
- 6% Sub-acute/Long-term care
- 8% Home/Community care
- 15% Ambulatory (office, surgery, dialysis, urgent care center)
- 5% School health/Student health service
- 4% Non clinical (e.g., insurance company, consulting)
- 1% Self employed
- 3% Other (please specify below)

B9. At your place of employment, is working overtime strictly voluntary or are you required to work if asked?

- 55% Strictly voluntary
- 28% Voluntary, but feels like it is required
- 14% Required

B10. In the past year, has the amount of overtime required of you increased, decreased or remained the same?

- 26%** Increased
- 8%** Decreased
- 59%** Remained the same

B11. Do you plan to leave your **present** nursing position?

- 15%** Yes, within the next 12 months
- 26%** Yes, within the next 3 years
- 58%** No plans to leave within next 3 years → **GO TO B14**

B12. What do you plan to do after leaving your present nursing position? *Please check all that apply.*

- 26%** Retire
- 40%** Take a different position in clinical/patient care nursing
- 19%** Take a non-clinical nursing position: research, teaching, administration
- 11%** Return to school to pursue additional nursing education
- 13%** Pursue a job in another profession
- 15%** Take time out for family or other personal reasons
- 1%** Other (please specify below)

B13. 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	27	21	14	19	14
Higher salary or benefits	49	29	5	8	7
More autonomy	22	25	18	17	12
More opportunities to influence decisions about patient care	26	23	18	16	13
More respect from front line management	36	21	13	15	12
More respect from administration	38	21	12	15	10
Better staffing	41	20	10	12	13
More opportunities for professional development	35	24	13	14	10

IF YOU ANSWERED B12 AND B13, PLEASE GO TO B15.

B14. What are the **two** main reasons that you plan to stay in your current position?

- 1)
- 2)

B15. On the whole, how satisfied are you with your present job?

- 35%** Very satisfied
- 45%** Somewhat satisfied
- 13%** Somewhat dissatisfied
- 4%** Very dissatisfied

B16. How would you rate the quality of work relationships in your current work setting in each of the following areas?

	Excel- lent %	Very Good %	Good %	Fair %	Poor %
Among nurses	25	40	24	7	1
Between nurses and front line nurse managers	14	29	28	18	7
Between nurses and physicians	14	32	33	14	3
Between nurses and management/ administration	7	20	30	28	13
Between staff RNs and nurse practitioners	13	28	32	10	2
Between nurses and support staff	14	35	33	12	2

B17. Please indicate how much you agree or disagree with the following statements.

	Strongly Agree %	Agree %	Dis- agree %	Strongly Disagree %
Front line unit management recognizes the importance of my personal and family life	20	47	21	8
My job involves so many non-nursing tasks that little time remains for nursing	15	29	42	9

B18. How would you rate the quality in your current work setting in each of the following areas?

	Excellent %	Very Good %	Good %	Fair %	Poor %	N/A %
Your salary and benefits package	7	22	36	23	9	1
The flexibility of scheduling	15	26	30	17	8	2
Opportunities to influence decisions about workplace organization	8	18	25	25	21	2
Recognition of accomplishments and work well done	9	18	28	26	18	1
Opportunities for professional development	8	17	30	27	15	2
Opportunities for professional advancement	6	12	24	31	21	5
Opportunities to influence decisions about patient care	9	22	29	22	11	3
Opportunities to establish relationships with patients and their families	18	29	30	11	4	6

B19. In the past year, to the best of your knowledge, has your employer made any deliberate efforts to improve recruitment of nurses to your place of work? *Please check any activities you have seen, and then indicate if they have been effective or ineffective in improving recruitment.*

	Yes, Has Made Efforts %	Whether or Not Efforts Were Effective	
		Effective %	Ineffective %
Signing bonuses	43	42	44
Flexible schedules	44	62	21
Tuition reimbursement	47	53	30
Increased salaries	43	51	34
Career fairs or community outreach	47	39	43
Increased advertising	52	42	41
Outreach to foreign educated nurse graduates	23	43	46
Other (please specify)	5	56	32

B20. 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	33	61	4
Episodes of physical violence in the workplace	19	74	5
Episodes of verbal abuse in the workplace	48	48	3
Discrimination based on gender, age or race	16	77	4
Sexual harassment or a hostile work environment	16	78	4

B21. Has your hospital or organization earned Magnet hospital recognition?

- 15% Yes → GO TO B22
- 18% No, but the hospital is in the process of applying → GO TO B22
- 29% No → GO TO B24
- 16% Not sure → GO TO B24
- 20% Not applicable → GO TO B24

B22. How would you describe the effect of magnet certification on relationships in your work place?

- 25% Mostly positive
- 23% Somewhat positive
- 7% Neither positive nor negative
- 5% Somewhat negative
- 2% Mostly negative

B23. How would you describe the effect of magnet certification on the quality of patient care in your hospital?

- 23% Mostly positive
- 25% Somewhat positive
- 3% Neither positive nor negative
- 2% Somewhat negative
- 1% Mostly negative

B24. Does your hospital or organization have a formal nursing shared governance program?

- 22% Yes
- 5% No, but the hospital/organization is the in process of starting one
- 31% No
- 29% Not sure
- 11% Not applicable

B25. How would you rate the overall quality of the nursing care provided in your hospital or organization?

- 18% Excellent
- 42% Very good
- 27% Good
- 8% Fair
- 1% Poor

B26. Over the past two years, has the quality of nursing care provided to patients in your hospital/organization...?

- 9% Improved a lot
- 28% Improved somewhat
- 44% Stayed about the same
- 14% Gotten somewhat worse
- 2% Gotten a lot worse

B27. Please indicate whether the following technologies are **routinely** used by nurses and physicians in your hospital or organization.

	Routinely used by...		Not routinely used by either %
	Nurses %	Physicians %	
Electronic medical information about patients including problem list, key patient demographics	55	42	35
Electronic ordering of tests, procedures, or drugs	57	37	32
Electronic clinical and patient notes	46	34	42
Electronic access to test results	69	58	23
Electronic decision support including clinical guidelines and pathways, knowledge sources, reminders, and alerts	40	25	50
Electronic communication between health professionals	51	36	40
Patient support including patient education materials, teaching tools, home monitoring	57	25	36

Section C – Hospital Workplace

C1. Have you worked in a hospital environment in the past year?

65% Yes

35% No → **GO TO SECTION D**

C2. In the past year, have you observed any of the following in the hospital? If you have observed it, indicate whether it has had a negative or positive impact on the **quality of patient care**.

	Have Not Observed %	Have Observed And Has...	
		Had Negative Impact %	Had Positive Impact %
Increased efforts to recognize and reward nurses for excellence	40	7	93
Increases in the turnover of experienced registered nurses	35	94	6
Increases in overtime or double shifts for nurses	42	86	14
Increases in use of agency nurses, internal float pool, or traveling nurses	40	68	32
Increases in reassignments of nurses between departments	46	91	9
Increased efforts to retain experienced nurses	63	23	77
A greater number of patients per nurse	33	96	4
Increases in efforts to encourage better teamwork between nurses and physicians	48	11	89
Increases in new graduates and less experienced nurses	34	71	28
Increases in the employment of foreign educated nurses	69	64	36
Replacement of registered nurses with unlicensed personnel	70	95	5
Formal quality improvement programs	34	11	89

C3. In the past year, in the hospital where you worked most, has there been a shortage of registered nurses?

19% Yes, a very serious shortage

58% Yes, a somewhat serious shortage

17% Not a shortage → **GO TO C6**

C4. Thinking about the following criteria for quality of care established by the Institute of Medicine, how often would you say the shortage of nurses has had an adverse impact on the following aspects of patient care in the hospital?

	Frequently %	Often %	Sometimes %	Never %
Safety (avoiding injuries to patients)	21	23	50	4
Timeliness (reducing waits and sometimes harmful delays)	27	35	33	3
Effectiveness (providing services based on scientific knowledge to all who could benefit)	19	29	45	5
Efficiency, cost-effectiveness (avoiding waste)	18	36	41	4
Equity (providing care that does not vary in quality because of the personal characteristics of the patient)	16	24	42	16
Patient-centeredness (providing care that is respectful of and responsive to individual patient preferences, needs, and values)	18	30	41	9

C5. In the past year, have you observed any of the following as a result of nursing shortages in the hospital?

	Increased %	Decreased %	No difference %
Patient wait time for surgery or tests	59	2	36
Time it takes for nurses to respond to pages or calls	75	2	21
Number of available beds	31	34	32
Patient wait time for discharge	62	4	31
Discontinued/Closed patient care programs	37	3	54
Workload for physicians	51	2	43
Patients' complaints about nursing care	69	3	26
Staff communication problems	73	2	22

C6. Do nurses in the hospital where you work most belong to a union? *Please choose the one answer that best describes the situation at your primary facility.*

- 16% Yes, both I and other nurses in my facility belong to a union.
- 6% Yes, other nurses in my facility belong to a union but I do not.
- 69% Neither I nor other nurses in my facility belong to a union.

C7. How would you describe the effect of unionization on the nursing profession?

- 15% Mostly positive
- 21% Somewhat positive
- 27% Neither positive nor negative
- 13% Somewhat negative
- 13% Mostly negative

C8. How would you describe the effect of unionization on the quality of patient care?

- 12%** Mostly positive
- 17%** Somewhat positive
- 40%** Neither positive nor negative
- 9%** Somewhat negative
- 9%** Mostly negative

Section D - Nursing Recruitment

D1. In the past year have you seen or been told about any of the following?

	Yes %	No %
Brochures and videos encouraging people to “Be a Nurse”	40	57
National television commercials about nurses with the slogan “They Dare to Care”	44	53
A website www.discovernursing.com	14	83
“The Promise of Nursing” fundraising events	5	91

IF YOU ANSWERED “YES” TO ANY ITEM IN D1, PLEASE ANSWER D2 AND D3. OTHERWISE GO TO SECTION E.

D2. Please name the company or organization that sponsored the activities listed in question D1.

D3. Do you think any of the activities have had an impact in each of the following areas?

	No Impact %	Yes, had...	
		Negative Impact %	Positive Impact %
Your feelings about being a nurse	39	4	96
The image of nursing careers in the general public	21	7	93
The number of applicants to nursing schools	43	8	92
The recognition of nurses within health care organizations	46	5	95
Regional and local initiatives by nurses to celebrate and promote nursing	51	2	98
Your attitude toward private companies that sponsor these initiatives	35	2	98
Government policies to address the nursing shortage	58	7	93

Section E – Factuals

E1. How would you describe your health in general?

- 26%** Excellent
- 42%** Very good
- 24%** Good
- 6%** Fair
- 1%** Poor

E2. What is your current weight?

Mean = 158.7

E3. What is your height?

1%	Under 5 feet
1%	5' inches unknown
18%	5'0" – 5'2"
25%	5'3" – 5'4"
25%	5'5" – 5'6"
26%	5'7" – 6'0"
1%	6'1" +

E4. How often, if ever, do you smoke cigarettes?

7%	Regularly
3%	Occasionally
2%	Seldom
85%	Never

E5. Age

Mean = 49.5

E6. Are you...?

5%	Male
93%	Female

E7. What is your marital status?

71%	Married
9%	Single, never married
12%	Divorced
1%	Separated
4%	Widowed
2%	Living with partner
1%	Decline to answer

E8. Are you of Hispanic or Latino origin?

Yes	[SEE QUESTION E9]
No	
Decline to answer	

E9. Do you consider yourself...?

- 80% White
- 5% Black or African American
- 5% Asian or Pacific Islander
- 3% Hispanic or Latino
- 1% Native American or Alaskan native
- 1% Of mixed racial background
- * Some other race
- 4% Decline to answer

E10. Please check all of the nursing degrees you have received and indicate in what year you received each degree.

Years Ago Received

- 44% 18.3 Associate degree in nursing
- 27% 31.4 Diploma in nursing
- 49% 18.2 Baccalaureate degree in nursing
- 15% 12.2 Master's degree in nursing
- 1% 12.5 Doctoral degree in nursing

E11. How many years have you been practicing as a nurse?

Mean = 22.4 Years

E12. If you have received a degree in a field other than nursing, what is the **highest** degree you have received? *Please check only one.*

- 43% All degrees are in nursing
- 14% Baccalaureate degree
- 7% Master's degree
- 1% Doctoral degree

E13. How many dependent children or adults do you have living in your household? *Please indicate the number in each category.*

Children 10 and under	.07
Children 11-17	.07
Children 18+	.08
Other adults, including parents	.09

→ GO TO E15

E14. Given what you know about health care, how likely would you be to advise **your** child to pursue a career in nursing or in medicine?

Career in Nursing		Career in Medicine	
29%	Definitely would	27%	Definitely would
31%	Probably would	35%	Probably would
21%	Probably would not	19%	Probably would not
10%	Definitely would not	8%	Definitely would not

E15. If you are currently working as a paid nurse, what is your hourly wage for a regularly scheduled shift? *If you work for more than one employer, please answer for your primary job.*

\$ **31.5** per hour

4% I am not currently working as a paid nurse.

E16. Would you describe the area in which you work as...?

- 42% Urban
- 38% Suburban
- 17% Rural

E17. Which of the following income categories best describes your total **income working as a nurse** in the year 2005 before taxes?

- 1% No nursing related income
- 7% Less than \$25,000
- 28% \$25,000 - \$49,999
- 39% \$50,000 - \$74,999
- 15% \$75,000 - \$99,999
- 4% \$100,000 - \$124,999
- 1% \$125,000 or more
- 3% Decline to answer

E18. Which of the following income categories best describes your **total household income** in the year 2005 before taxes?

- * Less than \$25,000
- 8% \$25,000 - \$49,999
- 23% \$50,000 - \$74,999
- 21% \$75,000 - \$99,999
- 19% \$100,000 - \$124,999
- 9% \$125,000 -149,999
- 7% \$150,000 - \$200,000
- 3% \$200,000+
- 8% Decline to answer