

# Appendix C

## Texas Registered Nurse Career Fulfillment Survey 2002

***This questionnaire is about you and your profession. We need factual information to inform politicians, employers, and the public on how best to support nursing. A similar questionnaire was mailed out during the spring of 2000. Your responses helped to convince Texas legislators to support the education of nurses. Since many nursing issues, new and old, must still be brought to the attention of those who have an impact on your work and your life, we are following up the spring 2000 survey.***

The questionnaire asks about (1) your employment, (2) your work environment and (3) you. It is important that you complete it even if you are not currently working as a nurse. **PLEASE CHECK ONLY ONE ANSWER FOR EACH QUESTION UNLESS DIRECTED TO "CHECK ALL THAT APPLY."** If the questions or the multiple choices do not reflect your situation or opinions, feel free to write in the margins or add comments at the end of the questionnaire. We welcome your comments about work experience and career fulfillment that are not covered in this survey. You may use pen or pencil. The survey takes approximately 15-20 minutes.

### SECTION I: YOUR EMPLOYMENT

Q01A 1. Are you **currently** employed as an RN?

- 1  Yes, in Texas  
 2  Yes, outside Texas (Specify state: \_\_\_\_\_) Q01B  
 0  No → **Skip to Q. 40**

2. When you think of your day-to-day work as an RN **during the past 6 months**, how often have you been:

	3	2	1	0
	Almost always	A good part of the time	Very little of the time	Almost never or not at all
Q02A Exhausted ?				
Q02B Satisfied ?				
Q02C Frustrated ?				

Q03 3. Overall, how satisfied are you with being a nurse?

- 1  Very satisfied                      4  A little dissatisfied  
 2  Moderately satisfied              5  Moderately dissatisfied  
 3  A little satisfied                      6  Very dissatisfied

**Some RNs work as a nurse for more than one employer. The following questions are about your PRIMARY workplace as an RN – that is, either the ONLY place you work as an RN or, if you work as an RN for more than one employer, the workplace where you spend the most time each week.**

Q04A 4. What is your primary employment or contract workplace as an RN?

- 1  Acute care hospital  
 2  Home health care agency  
 3  Ambulatory care clinic  
 4  Ambulatory surgery/same day care center  
 5  Long-term care facility (e.g., nursing home, assisted living, skilled nursing facility)  
 6  School of Nursing  
 7  Other (Specify: \_\_\_\_\_) Q04B

Q05A 5. Is this facility:

- 1  For-profit?                      3  Military/State or Federal Government?  
 2  Not-for-profit?                      4  Other? (Specify: \_\_\_\_\_) Q05B

6. Please tell us about your workplace in terms of current number of staffed beds/beds in use **or** number of patient visits in the **past year**, whichever best describes your workplace to the best of your knowledge:
- Q06A     current staffed beds/beds in use  
 Q06B     patient visits in the past year  
 Q06C 1  Other (Specify: \_\_\_\_\_) Q06D  
 Q06E 1  N/A or I don't know
- Q07 7. How many years have you worked as an RN in your primary workplace?   years (**Record "00" if you have been employed less than one year**)
8. Approximately what percentage of your time in your primary workplace is devoted to **direct patient care**? Direct care includes clinical nursing care and clinical documentation.  
 Q08    %
9. What is the city, county, and zip code of your primary **workplace** as an RN?  
 City: \_\_\_\_\_ County: \_\_\_\_\_ Zip code: \_\_\_\_\_  
 Q09A Q09B Q09C
- Q10 10. How many miles do you travel **one-way** to get to your primary workplace?   miles
- Q11A 11. In your primary workplace, are you:  
 1  An employee of the facility?  
 2  Employed through a temporary agency?  
 3  Working in some other capacity? (Specify: \_\_\_\_\_) Q11B
12. Please indicate the specialty area(s) in which you primarily work. (**Check all that apply**)
- |  |  |
|--|--|
| Q12A 1 <input type="checkbox"/> Community/Public Health  | Q12I 1 <input type="checkbox"/> Nursing Education  |
| Q12B 1 <input type="checkbox"/> Emergency Nursing        | Q12J 1 <input type="checkbox"/> Oncology   |
| Q12C 1 <input type="checkbox"/> Medical-Surgical Nursing | Q12K 1 <input type="checkbox"/> PeriOperative/Recovery Care (including inpatient and ambulatory surgery) |
| Q12D 1 <input type="checkbox"/> Home Health Nursing      | Q12L 1 <input type="checkbox"/> Psychiatric Nursing/Mental Health/Substance Abuse                        |
| Q12E 1 <input type="checkbox"/> Ambulatory Care Nursing  | Q12M 1 <input type="checkbox"/> Rehabilitation   |
| Q12F 1 <input type="checkbox"/> Intensive/Critical Care  | Q12N 1 <input type="checkbox"/> Other (Specify: _____) Q12O  |
| Q12G 1 <input type="checkbox"/> OB-GYN/L&D               |  |
| Q12H 1 <input type="checkbox"/> Pediatric Nursing        |  |
- Q13A 13. In your primary workplace, are you:  
 1  Assigned permanently to a specific unit, clinic or center?  
 2  In an "in house" float or staffing pool?  
 3  Employed by a staffing agency with variable placement?  
 4  Other? (Specify: \_\_\_\_\_) Q13B
- Q14A 14. At your primary workplace, are you: Q14B  
 1  Full time? (Specify hours per week   )  
 2  Part time? (Specify hours per week   )  
 3  At some other time commitment? (Specify type of schedule: \_\_\_\_\_ and hours per week   ) Q14D Q14C
- Q15A 15. Which statement best describes your **nursing employment arrangement**? I work for  
 1  1 employer in 1 facility 3  2 employers  
 2  1 employer but in more than 1 facility (e.g. agency placement) 4  3 or more employers  
 5  Other (specify \_\_\_\_\_) Q15B
- Q16A 16. Are you **currently** working at any **non-nursing** job(s)?  
 0  No → **Skip to Q. 19** 1  Yes (Specify hours per week   ) Q16B

17. At what type of non-nursing job(s) do you work? \_\_\_\_\_ Q17

18. Please describe the reason(s) you work at job(s) other than nursing: **(Check all that apply)**

Q18A 1  To use other interests and skills I have 1  To work in an area with less stress and demands Q18C

Q18B 1  Need more money than my nursing job provides  
Q18D 1  Other (Specify: \_\_\_\_\_) Q18E

Q19 19. Are you currently seeking employment in a non-nursing job?

- 0  No  
1  Yes, in addition to my nursing job(s)  
2  Yes, instead of my present nursing job

20. If your current position at your primary workplace was no longer available, would you be interested in continuing to work in another nursing job if: **(Check all that apply)**

- Q20A 1  The work hours were essentially the same?  
Q20B 1  The type of facility was essentially the same (e.g., moving from one inpatient hospital to another)?  
Q20C 1  Retraining or cross-training were necessary (e.g., moving from hospital to home care)?  
Q20D 1  Relocation was required (e.g., moving from North to South Texas)?  
Q20E 1  The time and/or distance required to travel to work were increased?  
Q20F 1  Other? (Specify: \_\_\_\_\_) Q20G

21. During the **next year**, what are your intentions regarding the amount of time you will spend working as a nurse? Do you intend to:

- Q21A 1  Increase the number of hours worked per week?  
2  Decrease the number of hours worked per week?  
3  Work the same number of hours per week?  
4  Retire from nursing?  
5  Leave nursing for another type of work? (Specify: \_\_\_\_\_) Q21B  
6  Other? (Specify: \_\_\_\_\_) Q21C

22. **If you are 45 years of age or older**, at what age do you intend to retire from nursing?

Q22A   years of age Q22B 1  does not apply, as I am less than 45 years of age.

23. If you were able to work beyond the age that you plan to retire, is there one single change **in the workplace environment** that might induce you to keep working as a nurse?

Q23A 0  No  
1  Yes (Specify this change: \_\_\_\_\_) Q23B

24. Do you currently work as an RN for **more than one** employer?

- Q24A 0  No  
1  Yes (Specify hours **per week** worked in **addition** to your primary place of employment as a nurse   Q24B)  
2  I work for additional employers on PRN basis

25. Which statement best describes the role(s) you are in most of the time as a registered nurse: **(Check all that apply)**

- Q25A 1  Direct care nurse Q25E 1  Shift charge nurse  
Q25B 1  Nurse manager (1st line/direct supervisor) Q25F 1  Other (Specify: \_\_\_\_\_) Q25G  
Q25C 1  Assistant nurse manager  
Q25D 1  Nurse Educator

Definition of 1st Line/Direct Supervisor: A person who has immediate supervisory accountability, 24 hours a day, for a group of nurses providing direct patient care.

If you answered Nurse Manager, proceed to the next question. **If not, → Skip to Q. 31**



Q32 32. What changes would you suggest to reduce the risk of musculo-skeletal injury (e.g., more space between the patient bed and the wall or between beds or the way the restroom is designed)?

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33. Please rate the features of your workplace listed below on whether they place you at low, mild to moderate, or high risk of injury.

		0	1	2
	Workplace Feature	Low Risk of Injury	Mild to Moderate Risk of Injury	High Risk of Injury
Q33A	Patient care work space			
Q33B	Nurses' station work space			
Q33C	Lifting, pulling, pushing, carrying demands			
Q33D	Repetitive motion			
Q33E	General physical exertion or effort			

34. Do you plan to leave your present nursing position? **(Check all that apply)**

- Q34
- 1  Yes, within the next 12 months
  - 2  Yes, after 1 year but before 3 years
  - 3  Yes, but I would return if I could just have an extended period of time off to rest or re-charge.
  - 0  No plans to leave within the next 3 years. → **Skip to Q. 37**

35. What do you plan to do after leaving your present nursing position?

- Q35A
- 1  Retire
  - 2  Take a different position in nursing
  - 3  Return to school to pursue additional nursing education
  - 4  Take time out
  - 5  Return to school to pursue non-nursing education
  - 6  Pursue a job in another profession
  - 7  Other (Please specify \_\_\_\_\_) Q35B

36. If you are planning to leave your nursing position within the next three years, to what extent would each of the following cause you to reconsider your plans to leave your present position? In other words, what would encourage you to stay? Mark the block for each item.

		2	1	0	3
		To a Great Extent	To Some Extent	Not at All	N/A
Q36A	More flexible scheduling				
Q36B	Higher salary or benefits				
Q36C	More recognition				
Q36D	More autonomy				
Q36E	More respect from management				
Q36F	Greater opportunity for professional development and advancement				
Q36G	Better staffing				
Q36H	Fewer non-nursing tasks				
Q36I	Less physically demanding work				
Q36J	More help with physical demands of work				

37. The following questions ask about the environment in your primary place of work. Please indicate the extent to which the following have increased, decreased, or have not changed in your primary workplace in the past year. Put a checkmark in the box as appropriate.

		1	2	3	4	5
		Increased	Decreased	Don't Know	Not Changed	N/A
Q37A	RNs required to float to other units/departments					
Q37B	LVNs or Unlicensed Assistive Personnel (UAPs) taking over RN duties					
Q37C	Violence against nurses					
	Harassment of nurses by:					
Q37DA	physicians					
Q37DB	patients					
Q37DC	other staff					
Q37E	Paperwork/Documentation requirements					
Q37F	Acuity or severity of illness of patients					
Q37G	Complexity of patient discharge needs					
Q37H	Use of agency contract nurses					
Q37I	Use of foreign-prepared nurses					
Q37J	RN turnover					
Q37K	LVN turnover					
Q37L	Adverse patient events (e.g. falls, medication errors)					
Q37M	Number of patients per nurse					
Q37N	Mandatory overtime					
Q37O	Voluntary overtime					
Q37P	Need for second-language skills					
Q37Q	Government regulatory requirements falling to the nurse (e.g. HIPPA privacy, advanced directives, etc.)					
Q37R	Use of 12 hour shifts					
Q37S	Patient turbulence related to admission, transfer and discharge					
Q37T	Adequacy of staffing					
Q37U	Number of experience nurses available to mentor new nursing personnel					
Q37V	Pressure to reduce time "on the clock"					
Q37W	The ability of direct care nurses to influence unit or hospital policy					
Q37X	Responsiveness of support systems (e.g. lab, pharmacy, admissions)					

38. When you think about your current work as an RN in your primary workplace, please indicate how much you disagree or agree with each of the following statements:

		1	2	3	4	5
		Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion/ Does not Apply
Q38AA	I have good benefits such as sick pay and retirement					
Q38AB	New technologies enable me to give better patient care now than I have been able to give in the past					
Q38AC	I welcome the use of new technologies, but I need more training to use them effectively					
Q38AD	I am concerned about losing my job due to the possibility of downsizing					

		1	2	3	4	5
		Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion/ Does not Apply
Q38AE	I have opportunities for career advancement in my current job					
Q38AF	I am treated as a valued colleague by physicians in my place of work					
Q38AG	I am treated as a valued employee by my employer					
Q38AH	My employer provides opportunities for continuing education					
Q38AI	On most days, I have more work than I can safely handle					
Q38AJ	The time I spend training new nursing graduates or orienting new nursing employees detracts from my ability to give quality patient care					
Q38AK	I feel a personal commitment and sense of loyalty to my primary employer					
Q38AL	My employer is loyal and committed to me					
Q38AM	Being a nurse is central to my identity as a person					
Q38AN	I would encourage young persons to pursue a nursing career					
Q38AO	I am required to work too many overtime hours					
Q38AP	I have been asked to take on patient care responsibilities that I cannot safely handle					
Q38AQ	I can put up with a lot on my job as long as the pay is good					
Q38AR	The quality of my work life as an RN is worse than it was a year ago					
Q38AS	When I make a patient care decision that I think is clinically sound, my nursing supervisor(s) back(s) me up					
Q38AT	In my workplace, there is not much difference between the pay of more or less experienced RNs					
Q38AU	Working with temporary agency nurses disrupts my ability to care for patients					
Q38AV	In my primary place of work, I see continuity of care disrupted by temporary and floating nurses					
Q38AW	I am relieved that LVNs and UAPs help with tasks that do not require an RN's judgment and skills					
Q38AX	My nursing education prepared me for my job as a nurse today					
Q38AY	The administration in the place where I work expects and provides safe levels of nursing care staffing and support					
Q38AZ	I'm confident I will have a job next year in the place where I work					
Q38BA	The place where I work has clear guidelines for accepting or rejecting work assignments					
Q38BB	LVNs and nurses' aides are given too much responsibility for patient care in my place of work					
Q38BC	The amount of paperwork I am required to do interferes with my ability to give quality patient care					
Q38BD	I receive satisfactory pay for the work that I do					

		1	2	3	4	5
		Strongly Disagree	Disagree	Agree	Strongly Agree	No Opinion/ Does not Apply
Q38BE	Prior to being required to float to another unit or department, my employer provides orientation and competency evaluation.					
Q38BF	My employer asks for and cares about my opinion on how to improve work processes					
Q38BG	Safety policies in my place of work are appropriately implemented					
Q38BH	Conflict is resolved effectively in my immediate workplace					
Q38BI	The most important thing about my work as an RN is taking care of patients					
Q38BJ	I think my work life as an RN will be better in a year or so					
Q38BK	Use of temporary agency nurses is a viable option in times of nurse shortage					
Q38BL	In my current job, my chances for increased income in the next year are good					
Q38BM	The quality of nursing care of patients in my workplace is excellent					
Q38BN	If I had the decision to make all over again, I would go into nursing					
Q38BO	Working overtime gives me the opportunity to earn money that I need					
Q38BP	If the rewards were sufficient, I would be willing to relocate to an underserved area where there is a nursing shortage					
Q38BQ	Use of foreign-prepared nurses has strengthened our ability to care for culturally diverse groups of patients in my workplace					
Q38BR	Working relationships are fairly healthy where I work					
Q38BS	I receive adequate recognition for a job well done where I work					
Q38BT	I know appropriate actions to take if I am asked to work under unsafe conditions (Safe Harbor)					
Q38BU	On most days, I go home feeling satisfied that I provided quality nursing care					
Q38BV	I have enough time off					

39. Many nurses report barriers to obtaining more nursing education. For me, these include  
**(Check all that apply):**

- Q39A 1  Course scheduling conflicts with my work schedule
- Q39B 1  Course requirements
- Q39C 1  Application procedures
- Q39D 1  Distance
- Q39E 1  Need for financial aid
- Q39F 1  Family responsibilities
- Q39G 1  Other (specify \_\_\_\_\_) Q39H
- Q39I 1  No barriers
- Q39J 1  I am not interested in getting more nursing education at this time.

*We are almost through with complex multiple questions. Thank you for hanging in there!*

**ANSWER QUESTIONS 40 THROUGH 45 ONLY IF YOU ARE NOT CURRENTLY EMPLOYED AS AN RN**, then proceed to the rest of the questionnaire. If you **ARE** employed as an RN, please → **Skip now to Q. 46.**

- Q40 40. How long has it been since you were employed as an RN?   year(s)
41. What are the reasons you are not working as a nurse? Is this because you: **(Check all that apply)**
- Q41A 1  Are retired?
- Q41B 1  Have taken temporary time off from nursing?
- Q41C 1  Have changed to another field?
- Q41D 1  Have enrolled in an educational program?
- Q41E 1  Have taken indefinite time off from nursing?
- Q41F 1  Other? (Specify: \_\_\_\_\_) Q41G
42. Was your decision **not** to work as a nurse related to any of the following factors? **(Check all that apply)**
- Q42A 1  A lay-off at my last place of employment
- Q42B 1  Increased personal or family responsibilities
- Q42C 1  Employer shift in positions due to reorganization
- Q42D 1  Moving to a different geographic area
- Q42E 1  Reduction in the number of RNs on staff
- Q42F 1  Reduction in salaries/benefits
- Q42G 1  Organizational/administrative changes that made work stressful
- Q42H 1  More interesting opportunities outside nursing
- Q42I 1  Better hours outside nursing
- Q42J 1  Concern about personal safety in the health care environment
- Q42K 1  My nursing skills were out-of-date
- Q42L 1  A desire for something more professionally rewarding
- Q42M 1  Lack of time to spend with patients
- Q42N 1  A change in my personal health
- Q42O 1  Poor health of my spouse, child, parent, or someone else close to me
- Q42P 1  Lack of RN positions in the area
- Q42Q 1  Overabundance of RNs in the area
- Q42R 1  Lack of peer network
- Q42S 1  Lack of educational preparation to function as expected
- Q42T 1  Lack of practice experience to function as expected
- Q42U 1  Burned out
- Q42V 1  Other (Specify: \_\_\_\_\_) Q42W
43. Which, if any, of the following would induce you to reenter nursing as a career? **(Check all that apply)**
- Q43A 1  Higher wages
- Q43B 1  Better hours
- Q43C 1  Assistance with child care
- Q43D 1  Assistance with elder care
- Q43E 1  More professional challenge
- Q43F 1  Less stressful work environment
- Q43G 1  More help with the demands of work
- Q43H 1  Other (Specify: \_\_\_\_\_) Q43I
44. Are you currently seeking employment as an RN?
- Q44 0  No
- 1  Yes, part-time
- 2  Yes, full-time
- 3  Yes, either full- or part-time
- 4  Yes, but I would need refresher training
- 5  Other
45. Are you currently seeking employment in a non-nursing job?
- Q45A 0  No
- 1  Yes (Specify: \_\_\_\_\_) Q45B

SECTION III: ABOUT YOU (for ALL participants to complete)

46. In general, would you say your health is:  
 Q46 1  Excellent? 2  Very good? 3  Good? 4  Fair? 5  Poor?
47. As compared to a year ago, would you rate your health now as:  
 Q47 1  Much better 2  A little better 3  Same 4  A little worse 5  Much worse
48. In the past year, how many visits have you made to a health care provider because you were sick?  
 Q48   sick visits
49. Do you have any chronic health problems such as arthritis, hypertension, diabetes or low-back pain?  
 Q49A 0  No 1  Yes (Specify: \_\_\_\_\_) 2  I prefer not to answer.  
 Q49B
50. What is your **basic** initial entry RN educational background?  
 Q50 1  Associate degree in nursing 4  Masters degree in nursing  
 2  Diploma in nursing 5  Doctoral degree in nursing  
 3  Baccalaureate degree in nursing
51. Where was your basic RN program located?  
 Q51A 1  In Texas 3  Outside the United States (Specify: \_\_\_\_\_) Q51C  
 2  In another state (Specify: \_\_\_\_\_) Q51B
52. Prior to starting your basic RN educational program, were you employed as any of the following?  
**(Check all that apply)**  
 Q52A 1  An unlicensed assistive worker  
 Q52B 1  A licensed practical/vocational nurse  
 Q52C 1  In another health care occupation (Specify: \_\_\_\_\_) Q52D  
 Q52E 1  In a non-health care occupation (Specify: \_\_\_\_\_) Q52F  
 Q52G 1  None of the above Q51H 1  Not employed previously
53. In what year did you receive your Texas RN license?     Q53A  
 Q53B 1  I don't remember the year.
54. Are you **currently** enrolled in a formal educational program?  
 Q54 0  No → **Skip to Q. 57** 1  Yes
55. In what types of programs are you enrolled? **(Check all that apply)**  
 Q55A 1  Associate Degree in Nursing  
 Q55B 1  Associate Degree (non-nursing)  
 Q55C 1  BSN Q55E 1  Doctorate in nursing Q55I  
 Q55D 1  BS/BA in another area (Specify: \_\_\_\_\_) 1  Doctorate in another area Q55J  
 Q55F 1  Master's in Nursing (Specify: \_\_\_\_\_) Q55K  
 Q55G 1  Master's in another area (Specify: \_\_\_\_\_) 1  Non-degree program Q55L  
 Q55M 1  Other (Specify: \_\_\_\_\_) Q55N
56. During an average **week**, how many hours do you spend in school-related activities (e.g., preparing for and attending class, completing class or clinical requirements, etc.)?  
 Q56   hours per week

57. Please indicate the **highest** degree you have received since graduation from your basic RN educational program:

- Q57A 1  Associate Degree in Nursing  
2  Associate Degree (non-nursing)  
3  BSN Q57B 7  Doctorate in nursing  
4  BS/BA in another area (Specify: \_\_\_\_\_) 8  Doctorate in another area  
5  MSN (Specify: \_\_\_\_\_) Q57D  
6  Master's in another area (Specify: \_\_\_\_\_) 9  None → Skip to Q. 59  
Q57C

Q58 58. In what year did you receive the degree mentioned above?

59. Do you currently hold state or national certification as an advanced practice nurse (i.e., a clinical nurse specialist, nurse anesthetist, nurse midwife, nurse practitioner)?

Q59A 0  No 1  Yes (specify \_\_\_\_\_) Q59B

60. Do you currently hold state or national certification from a specialty nursing organization (e.g. critical care registered nurse, certified emergency nurse, etc.)?

Q60A 0  No 1  Yes (specify \_\_\_\_\_) Q60B

61. What is your **primary** racial/ethnic background?

- Q61A 1  White, not of Hispanic origin 4  American Indian/Alaskan native  
2  Black, not of Hispanic origin 5  Asian/Pacific Islander  
3  Hispanic 6  Other (Specify: \_\_\_\_\_) Q61B

Q62 62. Do you speak Spanish? 0  No 1  Yes

63. Please give the city, county, and zip code of your **current residence**:

City: \_\_\_\_\_ County: \_\_\_\_\_ Zip code: \_\_\_\_\_  
Q63A Q63B Q63C

Q64 64. In what year were you born?

Q65 65. What is your sex? 1  Female 2  Male

66. What is your current marital status?

Q66 1  Single, never married 2  Married 3  Separated 4  Divorced 5  Widowed

67. Are you the primary wage earner in your household?

Q67 0  No 1  Yes 2  My spouse and I are equal wage earners.

68. How many children currently live at home with you, including adult children 18 years of age or older?

Q68   (If no children live at home, record "00" and → Skip to Q. 70)

69. What are the ages, in nearest years, of the youngest and oldest children who live at home with you?

Q69A Youngest   Q69B Oldest   Q69C I have one child age

70. Are you currently responsible for caring for an adult (e.g., parent, other relative, friend, partner) who has trouble taking care of him/herself because of physical or mental illness, disability, or for some other reason?

Q70A 0  No 1  Yes

Q70B Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

