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

Q02A 2. When you think of your day-to-day work as an RN during the past 6 months, how often have you been:

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<thead>
<tr>
<th></th>
<th>Almost always</th>
<th>A good part of the time</th>
<th>Very little of the time</th>
<th>Almost never or not at all</th>
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</thead>
<tbody>
<tr>
<td>Exhausted</td>
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<td>Satisfied</td>
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<td>Frustrated</td>
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</table>

Q03 3. Overall, how satisfied are you with being a nurse?
   1 □ Very satisfied
   2 □ Moderately satisfied
   3 □ A little satisfied
   4 □ A little dissatisfied
   5 □ Moderately dissatisfied
   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?
   2 □ Not-for-profit?
   3 □ Military/State or Federal Government?
   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:

- [ ] □ □ □ □ current staffed beds/beds in use
- [ ] □ □ □ □ patient visits in the past year
- [ ] □ Other (Specify: ________________________________)
- [ ] □ N/A or I don’t know

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.

- [ ] □ □ %

9. What is the city, county, and zip code of your primary workplace as an RN?

City: ___________________________ County: ___________________ Zip code: _______________

10. How many miles do you travel one-way to get to your primary workplace? □ □ miles

11. In your primary workplace, are you:

- [ ] □ An employee of the facility?
- [ ] □ Employed through a temporary agency?
- [ ] □ Working in some other capacity? (Specify: ________________________________)

12. Please indicate the specialty area(s) in which you primarily work. (Check all that apply)

- [ ] □ Community/Public Health
- [ ] □ Emergency Nursing
- [ ] □ Medical-Surgical Nursing
- [ ] □ Home Health Nursing
- [ ] □ Ambulatory Care Nursing
- [ ] □ Intensive/Critical Care
- [ ] □ OB-GYN/L&D
- [ ] □ Pediatric Nursing
- [ ] □ Nursing Education
- [ ] □ Oncology
- [ ] □ PeriOperative/Recovery Care (including inpatient and ambulatory surgery)
- [ ] □ Psychiatric Nursing/Mental Health/Substance Abuse
- [ ] □ Rehabilitation
- [ ] □ Other (Specify: ________________________________)

13. In your primary workplace, are you:

- [ ] □ Assigned permanently to a specific unit, clinic or center?
- [ ] □ In an “in house” float or staffing pool?
- [ ] □ Employed by a staffing agency with variable placement?
- [ ] □ Other? (Specify: ________________________________)

14. At your primary workplace, are you:

- [ ] □ Full time? (Specify hours per week □ □ )
- [ ] □ Part time? (Specify hours per week □ □ )
- [ ] □ At some other time commitment? (Specify type of schedule: ________________________________ and hours per week □ □ )

15. Which statement best describes your nursing employment arrangement? I work for

- [ ] □ 1 employer in 1 facility
- [ ] □ 1 employer but in more than 1 facility (e.g. agency placement)
- [ ] □ Other (specify ________________________________)

16. Are you currently working at any non-nursing job(s)?

- [ ] □ No → Skip to Q. 19
- [ ] □ Yes (Specify hours per week □ □ )
17. At what type of non-nursing job(s) do you work? __________________________________________

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

- To use other interests and skills I have
- To work in an area with less stress and demands
- Need more money than my nursing job provides
- Other (Specify: ________________________________________________)

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

- No
- Yes, in addition to my nursing job(s)
- 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)

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

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:

- Increase the number of hours worked per week?
- Decrease the number of hours worked per week?
- Work the same number of hours per week?
- Retire from nursing?
- Leave nursing for another type of work? (Specify: _____________________________)
- Other? (Specify: _______________________________________________________________)

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

- □ □ years of age
- □ 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?

- No
- Yes (Specify this change: _________________________________________________________)

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

- No
- Yes (Specify hours per week worked in addition to your primary place of employment as a nurse)

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

- Direct care nurse
- Nurse manager (1st line/direct supervisor)
- Assistant nurse manager
- Nurse Educator
- Shift charge nurse
- Other (Specify: _____________________________)

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

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.
Q26. What percentage of your time do you spend in giving direct nursing care to patients?
1 □ More than 50%  
2 □ 26-50%  
3 □ 25% or less

Q27A. Has your organization made any changes to accommodate nurses over age 55?
1 □ Yes
0 □ No
Please explain: ____________________________________________________________

Q28. How long is your average work week? ________ hours

29. Does your institution (Check all that apply):
Q29A 1 □ have a clear, coherent program for recognizing the contributions nurse managers make to organizational success?
Q29B 1 □ provide educational sessions for managers?
Q29C 1 □ provide in-service preparation?
Q29D 1 □ have a mentoring program?
Q29E 1 □ other: (specify _________________________________________________)
Q29G Comments: ___________________________________________________________________

30. Do your staff routinely make more money than you do (owing to overtime work, bonuses, etc.)?
Q30A 0 □ No 1 □ Yes, due to: 1 □ overtime 1 □ bonuses 1 □ other (specify:__________________)
Comments: ___________________________________________________________________

SECTION II: YOUR WORK ENVIRONMENT

Your thoughtful answers to this section are very important. Each question requires your full attention to carefully evaluate which of the multiple answers to choose. If you do get fatigued while answering, please rest for a few minutes before continuing, as we count on your best judgment in answering each question.

31. Physical Demands in the Workplace

There are many physical demands in the nursing workplace. These questions are about protecting you from musculo-skeletal injuries on the job. Put a check mark by each item to indicate the extent to which the statement is true.

<table>
<thead>
<tr>
<th>Item</th>
<th>To a great extent</th>
<th>Some extent</th>
<th>Not at all</th>
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</thead>
<tbody>
<tr>
<td>Q31A Changes in my immediate work environment are needed to reduce the physical demands of my job</td>
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<tr>
<td>Q31B I receive adequate training on the equipment designed to assist in lifting patients</td>
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<tr>
<td>Q31C When I need to move a patient, there are enough nursing personnel available to help me perform the move safely for both me and the patient.</td>
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</tbody>
</table>
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)?

_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________

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.

<table>
<thead>
<tr>
<th>Workplace Feature</th>
<th>Low Risk of Injury</th>
<th>Mild to Moderate Risk of Injury</th>
<th>High Risk of Injury</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patient care work space</td>
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<tr>
<td>Nurses’ station work space</td>
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<tr>
<td>Lifting, pulling, pushing, carrying demands</td>
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<td>Repetitive motion</td>
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<td>General physical exertion or effort</td>
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34. Do you plan to leave your present nursing position? (Check all that apply)

☐ Yes, within the next 12 months
☐ Yes, after 1 year but before 3 years
☐ Yes, but I would return if I could just have an extended period of time off to rest or re-charge.
☐ 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?

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 ___________________)

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.

<table>
<thead>
<tr>
<th>Workplace Feature</th>
<th>To a Great Extent</th>
<th>To Some Extent</th>
<th>Not at All</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>More flexible scheduling</td>
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<td>Higher salary or benefits</td>
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<td>More recognition</td>
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<td>More autonomy</td>
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<td>More respect from management</td>
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<td>Greater opportunity for professional development and advancement</td>
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<td>Better staffing</td>
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<td>Fewer non-nursing tasks</td>
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<td>Less physically demanding work</td>
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<td>More help with physical demands of work</td>
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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.

<table>
<thead>
<tr>
<th>Question</th>
<th>Increased</th>
<th>Decreased</th>
<th>Don’t Know</th>
<th>Not Changed</th>
<th>N/A</th>
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<tbody>
<tr>
<td>RNs required to float to other units/departments</td>
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<td>LVNs or Unlicensed Assistive Personnel (UAPs) taking over RN duties</td>
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<td>Violence against nurses</td>
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<td>Harassment of nurses by:</td>
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<td>physicians</td>
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<td>patients</td>
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<td>other staff</td>
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<td>Paperwork/Documentation requirements</td>
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<td>Acuity or severity of illness of patients</td>
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<td>Complexity of patient discharge needs</td>
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<td>Use of agency contract nurses</td>
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<td>Use of foreign-prepared nurses</td>
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<td>RN turnover</td>
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<td>LVN turnover</td>
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<td>Adverse patient events (e.g. falls, medication errors)</td>
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<td>Number of patients per nurse</td>
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<td>Mandatory overtime</td>
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<td>Voluntary overtime</td>
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<td>Need for second-language skills</td>
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<td>Government regulatory requirements falling to the nurse (e.g. HIPPA privacy, advanced directives, etc.)</td>
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<td>Use of 12 hour shifts</td>
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<td>Patient turbulence related to admission, transfer and discharge</td>
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<td>Adequacy of staffing</td>
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<td>Number of experience nurses available to mentor new nursing personnel</td>
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<td>Pressure to reduce time “on the clock”</td>
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<td>The ability of direct care nurses to influence unit or hospital policy</td>
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<td>Responsiveness of support systems (e.g. lab, pharmacy, admissions)</td>
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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:

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>No Opinion/Does not Apply</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have good benefits such as sick pay and retirement</td>
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<td>New technologies enable me to give better patient care now than I have been able to give in the past</td>
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<td>I welcome the use of new technologies, but I need more training to use them effectively</td>
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<td>I am concerned about losing my job due to the possibility of downsizing</td>
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<tr>
<td>Q38AE</td>
<td>I have opportunities for career advancement in my current job</td>
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<tr>
<td>Q38AF</td>
<td>I am treated as a valued colleague by physicians in my place of work</td>
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<tr>
<td>Q38AG</td>
<td>I am treated as a valued employee by my employer</td>
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<tr>
<td>Q38AH</td>
<td>My employer provides opportunities for continuing education</td>
<td></td>
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<tr>
<td>Q38AI</td>
<td>On most days, I have more work than I can safely handle</td>
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<tr>
<td>Q38AJ</td>
<td>The time I spend training new nursing graduates or orienting new nursing employees detracts from my ability to give quality patient care</td>
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<tr>
<td>Q38AK</td>
<td>I feel a personal commitment and sense of loyalty to my primary employer</td>
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<tr>
<td>Q38AL</td>
<td>My employer is loyal and committed to me</td>
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<tr>
<td>Q38AM</td>
<td>Being a nurse is central to my identity as a person</td>
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<td>Q38AN</td>
<td>I would encourage young persons to pursue a nursing career</td>
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<td>Q38AO</td>
<td>I am required to work too many overtime hours</td>
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<tr>
<td>Q38AP</td>
<td>I have been asked to take on patient care responsibilities that I cannot safely handle</td>
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<tr>
<td>Q38AQ</td>
<td>I can put up with a lot on my job as long as the pay is good</td>
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<tr>
<td>Q38AR</td>
<td>The quality of my work life as an RN is worse than it was a year ago</td>
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<tr>
<td>Q38AS</td>
<td>When I make a patient care decision that I think is clinically sound, my nursing supervisor(s) back(s) me up</td>
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<tr>
<td>Q38AT</td>
<td>In my workplace, there is not much difference between the pay of more or less experienced RNs</td>
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<td>Q38AU</td>
<td>Working with temporary agency nurses disrupts my ability to care for patients</td>
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<tr>
<td>Q38AV</td>
<td>In my primary place of work, I see continuity of care disrupted by temporary and floating nurses</td>
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<tr>
<td>Q38AW</td>
<td>I am relieved that LVNs and UAPs help with tasks that do not require an RN’s judgment and skills</td>
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<tr>
<td>Q38AX</td>
<td>My nursing education prepared me for my job as a nurse today</td>
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<td>Q38AY</td>
<td>The administration in the place where I work expects and provides safe levels of nursing care staffing and support</td>
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<td>Q38AZ</td>
<td>I’m confident I will have a job next year in the place where I work</td>
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<tr>
<td>Q38BA</td>
<td>The place where I work has clear guidelines for accepting or rejecting work assignments</td>
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<tr>
<td>Q38BB</td>
<td>LVNs and nurses’ aides are given too much responsibility for patient care in my place of work</td>
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<tr>
<td>Q38BC</td>
<td>The amount of paperwork I am required to do interferes with my ability to give quality patient care</td>
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<tr>
<td>Q38BD</td>
<td>I receive satisfactory pay for the work that I do</td>
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<tr>
<td>Q38BE</td>
<td>Prior to being required to float to another unit or department, my employer provides orientation and competency evaluation.</td>
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<td>Q38BF</td>
<td>My employer asks for and cares about my opinion on how to improve work processes.</td>
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<tr>
<td>Q38BG</td>
<td>Safety policies in my place of work are appropriately implemented.</td>
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<tr>
<td>Q38BH</td>
<td>Conflict is resolved effectively in my immediate workplace.</td>
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<tr>
<td>Q38BI</td>
<td>The most important thing about my work as an RN is taking care of patients.</td>
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<tr>
<td>Q38BJ</td>
<td>I think my work life as an RN will be better in a year or so.</td>
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<td>Q38BK</td>
<td>Use of temporary agency nurses is a viable option in times of nurse shortage.</td>
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<tr>
<td>Q38BL</td>
<td>In my current job, my chances for increased income in the next year are good.</td>
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<tr>
<td>Q38BM</td>
<td>The quality of nursing care of patients in my workplace is excellent.</td>
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<tr>
<td>Q38BN</td>
<td>If I had the decision to make all over again, I would go into nursing.</td>
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<tr>
<td>Q38BO</td>
<td>Working overtime gives me the opportunity to earn money that I need.</td>
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<td>Q38BP</td>
<td>If the rewards were sufficient, I would be willing to relocate to an underserved area where there is a nursing shortage.</td>
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<td>Q38BQ</td>
<td>Use of foreign-prepared nurses has strengthened our ability to care for culturally diverse groups of patients in my workplace.</td>
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<tr>
<td>Q38BR</td>
<td>Working relationships are fairly healthy where I work.</td>
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<td>Q38BS</td>
<td>I receive adequate recognition for a job well done where I work.</td>
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<tr>
<td>Q38BT</td>
<td>I know appropriate actions to take if I am asked to work under unsafe conditions (Safe Harbor).</td>
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<tr>
<td>Q38BU</td>
<td>On most days, I go home feeling satisfied that I provided quality nursing care.</td>
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<tr>
<td>Q38BV</td>
<td>I have enough time off.</td>
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</table>

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

- □ Course scheduling conflicts with my work schedule
- □ Course requirements
- □ Application procedures
- □ Distance
- □ Need for financial aid
- □ Family responsibilities
- □ Other (specify ________________________________________________________________________________________) Q39H
- □ No barriers
- □ 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.

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)
- □ Are retired?
- □ Have taken temporary time off from nursing?
- □ Have changed to another field?
- □ Have enrolled in an educational program?
- □ Have taken indefinite time off from nursing?
- □ Other? (Specify: _______________________________________________________________) □

42. Was your decision not to work as a nurse related to any of the following factors? (Check all that apply)
- □ A lay-off at my last place of employment
- □ Increased personal or family responsibilities
- □ Employer shift in positions due to reorganization
- □ Moving to a different geographic area
- □ Reduction in the number of RNs on staff
- □ Reduction in salaries/benefits
- □ Organizational/administrative changes that made work stressful
- □ More interesting opportunities outside nursing
- □ Better hours outside nursing
- □ Concern about personal safety in the health care environment
- □ My nursing skills were out-of-date
- □ A desire for something more professionally rewarding
- □ Lack of time to spend with patients
- □ A change in my personal health
- □ Poor health of my spouse, child, parent, or someone else close to me
- □ Lack of RN positions in the area
- □ Overabundance of RNs in the area
- □ Lack of peer network
- □ Lack of educational preparation to function as expected
- □ Lack of practice experience to function as expected
- □ Burned out
- □ Other (Specify: _______________________________________________________________) □

43. Which, if any, of the following would induce you to reenter nursing as a career? (Check all that apply)
- □ Higher wages
- □ Better hours
- □ Assistance with child care
- □ Assistance with elder care
- □ More professional challenge
- □ Less stressful work environment
- □ More help with the demands of work
- □ Other (Specify: _______________________________________________________________) □

44. Are you currently seeking employment as an RN?
- □ No
- □ Yes, either full- or part-time
- □ Yes, but I would need refresher training
- □ Yes, full-time
- □ Other

45. Are you currently seeking employment in a non-nursing job?
- □ No
- □ Yes (Specify: _______________________________________________________________)
SECTION III: ABOUT YOU (for ALL participants to complete)

46. In general, would you say your health is:
   □ Excellent?  2 □ Very good?  3 □ Good?  4 □ Fair?  5 □ Poor?

47. As compared to a year ago, would you rate your health now as:
   □ 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?
   □ □ sick visits

49. Do you have any chronic health problems such as arthritis, hypertension, diabetes or low-back pain?
   □ No  1 □ Yes (Specify: ____________________________)  2 □ I prefer not to answer.

50. What is your basic initial entry RN educational background?
   □ Associate degree in nursing  4 □ Masters degree in nursing
   □ Diploma in nursing  5 □ Doctoral degree in nursing
   □ Baccalaureate degree in nursing

51. Where was your basic RN program located?
   □ In Texas  3 □ Outside the United States (Specify: ____________________________)
   □ In another state (Specify: ____________________________)

52. Prior to starting your basic RN educational program, were you employed as any of the following? (Check all that apply)
   □ An unlicensed assistive worker
   □ A licensed practical/vocational nurse
   □ In another health care occupation (Specify: ____________________________)
   □ In a non-health care occupation (Specify: ____________________________)
   □ None of the above
   □ Not employed previously

53. In what year did you receive your Texas RN license? □ □ □ □ 1 □ I don’t remember the year.

54. Are you currently enrolled in a formal educational program? □ No  □ Yes
   → Skip to Q. 57

55. In what types of programs are you enrolled? (Check all that apply)
   □ Associate Degree in Nursing
   □ Associate Degree (non-nursing)
   □ BSN
   □ BS/BA in another area (Specify: ____________________________)
   □ Doctorate in another area (Specify: ____________________________)
   □ Doctorate in nursing
   □ Doctorate in another area
   □ Master’s in Nursing
   □ Master’s in another area (Specify: ____________________________)
   □ Non-degree program
   □ Other (Specify: ____________________________)

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.)?
   □ □ hours per week
57. Please indicate the **highest** degree you have received since graduation from your basic RN educational program:

- [ ] Associate Degree in Nursing
- [ ] Associate Degree (non-nursing)
- [ ] BSN
- [ ] BS/BA in another area (Specify: ______________________)
- [ ] MSN
- [ ] Master’s in another area (Specify: ______________________)
- [ ] Doctorate in nursing
- [ ] Doctorate in another area
- [ ] None ➔ Skip to Q. 59

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)?

- [ ] No
- [ ] Yes (specify _______________________________________________________

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

- [ ] No
- [ ] Yes (specify _______________________________________________________

61. What is your primary racial/ethnic background?

- [ ] White, not of Hispanic origin
- [ ] American Indian/Alaskan native
- [ ] Black, not of Hispanic origin
- [ ] Asian/Pacific Islander
- [ ] Hispanic
- [ ] Other (Specify: ________________________________________)

62. Do you speak Spanish?  □ □ □ □

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

City: ___________________________ County: ___________________ Zip code: ______________

64. In what year were you born? □ □ □ □

65. What is your sex?  □ □ □ □

- [ ] Female
- [ ] Male

66. What is your current marital status?

- [ ] Single, never married
- [ ] Married
- [ ] Separated
- [ ] Divorced
- [ ] Widowed

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

- [ ] No
- [ ] Yes
- [ ] 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? □ □

(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?

Youngest □ □ □ □ □ □ □ Oldest □ □ □ □ □ □ □ 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?

- [ ] No
- [ ] Yes

Comments: ____________________________________________________________

________________________________________________________________________

________________________________________________________________________
71. To help address the need for registered nurses to be adequately paid, we are interested in your total household income in 2001 before taxes.

**Directions:** Circle in each column the number corresponding to that type of income. **Example:** If you earned $26,000 in your primary job as an RN, circle “2” in column A; if you had no other nursing jobs, circle “7”, in column B, etc.

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<tr>
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<th>Q71A</th>
<th>Q71B</th>
<th>Q71C</th>
<th>Q71D</th>
<th>Q71E</th>
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<tbody>
<tr>
<td>My primary job as an RN</td>
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<tr>
<td>Less than $25,000</td>
<td>1</td>
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<td>$25,001 to $49,999</td>
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<td>$50,000 $74,999</td>
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<td>$75,000 to $99,999</td>
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<td>More than $125,000</td>
<td>6</td>
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<tr>
<td>N/A or decline to answer</td>
<td>7</td>
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72. Use this space for special comments you wish to make about any of your responses to questions or any additional remarks you may have about career fulfillment as a nurse.

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Q72