University of Washington Extension

Final Report

University of Washington School of Nursing & Washington State University Intercollegiate College of Nursing

Healthcare Employer Survey Report: Staffing Needs of Nurses in Washington State

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July 2005

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EXECUTIVE SUMMARY

The University of Washington School of Nursing and the Washington State University Intercollegiate College of Nursing, in conjunction with UW Extension, investigated the future needs for healthcare nurses and the ideal educational preparation for these employees. Three thousand five (3,005) mail surveys were distributed to healthcare employers throughout Washington state. UW Extension received one hundred thirty (130) completed surveys for a response rate of 4.6%. The results have been analyzed and presented in the following report.

Highlights of Findings

Future Needs for Healthcare Employees

- Combining all survey respondents, there is a need for 918 nurses in three to five years and for 811 nurses in six to ten years.
- Healthcare employers have the most need for home care nurses in both the next three to five years (97 likely hires) and six to ten years (163 likely hires).
- The second and third most likely to be hired nurses are critical care nurses (43 hires in three to five years and 69 hires in six to ten years) and emergency trauma nurses (37 hires in three to five years and 53 hires in six to ten years).
- Of the106 respondents, currently there are a total of 299 unfilled RN positions.
- In the next one to two, three to five, and six to ten years, a nurse with an ADN/diploma preparation will find the most job opportunities. Combining all survey respondents, there is a need for 131 ADN/diploma graduates in the next one to two years, 206 in the next three to five years, and 288 in the next six to ten years.

Desired Educational Preparation in Nurses

- According to healthcare employers, critical thinking is the most important quality in a BSN prepared RN. A strong majority of respondents (72.3%) rated critical thinking as highly important to their organization, while 6.4% rated critical thinking as moderately important, and 1.1% of employers rated critical chinking as not important.

- In terms of critical thinking skills, 45.2% of healthcare employers noted that nurses in their organization were highly prepared, 19% of respondents said nurses were moderately prepared and no employers said their employees were unprepared.

- Other areas of educational preparation of a BSN prepared RN that are important to healthcare organizations include communication and assessment. 72% of respondents said that communication was highly important. Another 72% of respondents said that assessment was highly important to their organization as well.

- According to nurse employers, in the educational preparation for an advanced practice nurse, patient safety is the most important curriculum. Just over half of the respondents (50.8%) answered that patient safety was highly important, 11.9% said it was moderately important, and 1.7% said it was not important at all to their organization.

- Patient safety was the second highest ranked quality in which advanced practice nurses apply that area to their work. 29.8% of respondents said patient safety was highly applied, 24.6% said it was moderately applied, and no employers said it was not applied.

- Culturally competent care was the most highly ranked area in which nurses apply that area to their work (e.g. nurses apply their "culturally competent care" skill set to their job more than they apply any other skill set). 31.6% of employers said it was highly applied, 38.6% said it was moderately applied, and 3.8% said it was not applied at all.

Demographics

- A little over half of the respondents (53.8%) are nurse administrators and 14.5% are non-nurse administrators.

- 61.9% of respondents serve only outpatient populations and 29.8% serve outpatient and inpatient populations.

- Of all survey respondents, on average, there are 19 CNA prepared nurses, 10 LPN prepared, 21 ADN/diploma prepared, 80 BSN prepared, and 5 graduate degree prepared nurses within their organization.

- Most (77.9%) respondents said that over 75% of their employees were White (Non-Hispanics).

- The overwhelming majority (91.6%) of respondents said they employ more than 75.0% female nurses. 78.1% of respondents said they employ less than 25% male nurses.

- 81.0% of respondents said they have computers with high speed internet capabilities that are accessible to their nurses.

- 52.6% of respondents said they can provide classroom or conference spaces for nurses seeking further degrees. The average room capacity for an organization that can provide a classroom or conference space is sixty one people.

(Note- There was misprint in the survey instrument for question #19. The survey stated *Extent to which current & previous training have prepared you to perform in this area*, when it should have read *Extent to which nurses in your organization apply this area to work*, as it was correctly printed in question #20. It should be noted that respondents were not informed of this mistake before answering question #19. It can be assumed that employers responded accurately to the first part of question #19, that is how important each area of educational preparation of BSN prepared RN's is to the organization. However, due to the misprint described above and the potential confusion that is caused, the results for the second part of question #19 should be weighted accordingly.)

OBJECTIVES & METHODOLOGY

Objectives

In May 2005, the University of Washington School of Nursing and the Washington State University Intercollegiate College of Nursing, in collaboration with UW Extension, conducted two mail surveys; one survey was sent to nurse employers in Washington State and the other was sent to Washington state nurses. This report focuses on the responses to the nurse employer survey, its purposes include:

- Studying the educational needs of nurses in Washington state
- Assessing what educational training and experience nurse employers seek in candidates

The specific objectives included in this research are

- Describing the need for nurses in Washington state
- Finding the ideal educational preparation of nurses from the perspective of employers of nurses in Washington state
- Planning appropriate future academic programs based on the survey results in order to better prepare nurses to work in clinical settings

Methodology

In conjunction with the University of Washington School of Nursing and the Washington State University Intercollegiate College of Nursing, UW Extension mailed the nurse and healthcare employers questionnaires to a randomly selected group of Washington state nurses and healthcare employers, respectively, on May 13th, 2005. Ten days later, a reminder postcard was mailed to increase the number of respondents. The mailing list for the nurse survey was provided by the Washington State Department of Health (DOH). The healthcare employer survey list was compiled from separate lists from DOH, Washington State University Intercollegiate College of Nursing, the Department of Social and Health Services, and the 2004 Nurse Practice Advisory Board membership roster.

In total, 2,759 surveys were mailed to nurses and 3,005 surveys were mailed to nurse employers. Of these initial mailings, ninety-one (91) and ninety (90) of the nurse and employer surveys, respectively, were deemed undeliverable. In addition, twelve (12) and twenty three (23) of the nurse and employer surveys, respectively, were returned and uncompleted by the respondent. Four hundred seventy (470) surveys were completed by nurses for a response rate of 17.7%. One hundred thirty (130) surveys were completed by nurse employers for a response rate of 4.6%. In order to make a statistical inference to a population of over 10,000, a higher response rate is required. Therefore, these results can not be used to make a statistical inference to the entire population of Washington state nurses and nursing employers.

DETAILED FINDINGS

Q1: Do you expect to hire any nurses with a graduate degree in the next 3-10 years?
Table 1

	Frequency	Percent
Yes	53	44.2%
No	67	55.8%

Q2: Which of the following nurses are you likely to hire? Indicate the number you expect to hire within 3-5 years and within 6-10 years.
Table 2A

Advanced Practice Nurse Specializing in:

Adolescent Health (3-5 yrs)	Frequency	Percent
1	2	50.0%
2	2	50.0%
Total # of likely hires = 6		
Adolescent Health (6-10 yrs)	**Frequency**	**Percent**
1	1	25.0%
2	1	25.0%
3	1	25.0%
4	1	25.0%
Total # of likely hires = 10		

Anesthesia (3-5 yrs)	Frequency	Percent
1	4	57.1%
2	1	14.3%
5	1	14.3%
20	1	14.3%
Total # of likely hires = 31		
Anesthesia (6-10 yrs)	**Frequency**	**Percent**
1	1	25.0%
5	1	25.0%
10	1	25.0%
20	1	25.0%
Total # of likely hires = 36		

Cancer Care (3-5 yrs)	Frequency	Percent
1	1	20.0%
2	2	40.0%
12	1	20.0%
15	1	20.0%
Total # of likely hires = 32		

Cancer Care (6-10 yrs)	Frequency	Percent
1	2	33.3%
2	1	16.7%
3	1	16.7%
24	1	16.7%
30	1	16.7%
Total # of likely hires = 61		

Cardiovascular Care (3-5 yrs)	Frequency	Percent
1	1	25.0%
2	1	25.0%
3	1	25.0%
15	1	25.0%
Total # of likely hires =21		
Cardiovascular Care (6-10 yrs)	**Frequency**	**Percent**
3	2	66.7%
30	1	33.3%
Total # of likely hires = 36		

Case Management (3-5 yrs)	Frequency	Percent
1	3	50.0%
2	1	16.7%
4	1	16.7%
5	1	16.7%
Total # of likely hires = 14		
Case Management (6-10 yrs)	**Frequency**	**Percent**
2	1	25.0%
3	1	25.0%
5	1	25.0%
8	1	25.0%
Total # of likely hires = 18		

Childcare/School Health (3-5 yrs)	Frequency	Percent
1	6	66.7%
2	3	33.3%
Total # of likely hires = 12		
Childcare/School Health (6-10 yrs)	**Frequency**	**Percent**
3	3	75.0%
4	1	25.0%
Total # of likely hires = 13		

Clinical Trials Mgt/Research (3-5yrs)	Frequency	Percent
2	1	50.0%
4	1	50.0%
Total # of likely hires = 6		
Clinical Trials Mgt/Research (6-10 yrs)	**Frequency**	**Percent**
2	1	50.0%
8	1	50.0%
Total # of likely hires = 10		

Community/Public Health (3-5 yrs)	Frequency	Percent
1	4	66.7%
5	1	16.7%
10	1	16.7%
Total # of likely hires = 19		
Community/Public Health (6-10 yrs)	**Frequency**	**Percent**
1	2	50.0%
10	2	50.0%
Total # of likely hires = 22		

Critical Care (3-5 yrs)	Frequency	Percent
1	2	33.3%
3	2	33.3%
5	1	16.7%
30	1	16.7%
Total # of likely hires = 43		
Critical Care (6-10 yrs)	**Frequency**	**Percent**
4	1	25.0%
5	1	25.0%
10	1	25.0%
50	1	25.0%
Total # of likely hires = 69		

Diabetes (3-5 yrs)	Frequency	Percent
1	2	33.3%
2	4	66.7%
Total # of likely hires = 10		
Diabetes (6-10 yrs)	**Frequency**	**Percent**
1	1	20.0%
2	2	40.0%
3	2	40.0%
Total # of likely hires = 11		

Disaster Nursing (3-5 yrs)	Frequency	Percent
1	2	100.0%
Total # of likely hires = 2		
Disaster Nursing (6-10 yrs)	**Frequency**	**Percent**
1	1	50.0%
2	1	50.0%
Total # of likely hires = 3		

Education/Training (3-5 yrs)	Frequency	Percent
1	7	87.5%
2	1	12.5 %
Total # of likely hires = 9		
Education/Training (6-10 yrs)	**Frequency**	**Percent**
1	2	33.3%
2	4	66.7%
Total # of likely hires = 10		

Emergency Trauma (3-5yrs)	Frequency	Percent
1	1	25.0%
2	1	25.0%
4	1	25.0%
30	1	25.0%
Total # of hires = 37		
Emergency Trauma (6-10 yrs)	**Frequency**	**Percent**
1	1	33.3%
2	1	33.3%
50	1	33.3%
Total # of hires = 53		

Family Care (3-5 yrs)	Frequency	Percent
1	2	50.0%
2	2	50.0%
Total # of likely hires = 6		
Family Care (6-10 yrs)	**Frequency**	**Percent**
1	1	33.3%
2	1	33.3%
3	1	33.3%
Total # of likely hires= 6		

Forensics/Legal Issues (3-5 yrs)	Frequency	Percent
2	1	100.0%
Total # of likely hires =2		
Forensics/Legal Issues (6-10 yrs)	**Frequency**	**Percent**
2	1	100.0%
Total # of likely hires = 2		

Gastroenterology (3-5 yrs)	Frequency	Percent
1	1	20.0%
2	2	40.0%
3	2	40.0%
Total # of likely hires = 11		
Gastroenterology (6-10 yrs)	**Frequency**	**Percent**
1	2	33.3%
2	1	16.7%
3	3	50.0%
Total # of likely hires = 13		

Genetics (3-5 yrs)	Frequency	Percent
Total # of likely hires = 0		0.0%
Genetics (6-10 yrs)	**Frequency**	**Percent**
Total # of likely hires = 0		0.0%

Geriatrics (3-5 yrs)	Frequency	Percent
1	2	33.3%
2	1	16.7%
3	1	16.7%
4	1	16.7%
12	1	16.7%
Total # of likely hires = 23		
Geriatrics (6-10 yrs)	**Frequency**	**Percent**
1	1	20.0%
3	2	40.0%
4	1	20.0%
26	1	20.0%
Total # of likely hires = 37		

Health Care Systems/Mgt & Admin (3-5 yrs)	Frequency	Percent
1	1	10.0%
1	6	60.0%
3	1	1.0%
4	2	2.0%
Total # of likely hires = 18		
Health Care Systems/Mgt & Admin (6-10 yrs)	**Frequency**	**Percent**
1	1	12.5%
1	3	37.5%
3	1	12.5%
4	1	12.5%
5	1	12.5%
8	1	12.5%
Total # of likely hires = 24		

Health Promotion (3-5 yrs)	Frequency	Percent
1	1	20.0%
2	3	60.0%
4	1	20.0%
Total # of likely hires = 11		
Health Promotion (6-10 yrs)	**Frequency**	**Percent**
2	1	25.0%
3	1	25.0%
4	1	25.0%
8	1	25.0%
Total # of likely hires = 17		

Home Care (3-5 yrs)	Frequency	Percent
1	5	50.0%
15	1	10.0%
20	1	10.0%
3	1	10.0%
4	1	10.0%
50	1	10.0%
Total # of likely hires = 97		
Home Care (6-10 yrs)	**Frequency**	**Percent**
1	2	28.6%
2	1	14.3%
30	1	14.3%
4	1	14.3%
50	1	14.3%
75	1	14.3%
Total # of likely hires = 163		

Individualized Program Of Study (3-5 yrs)	Frequency	Percent
1	1	50.0%
15	1	50.0%
Total # of likely hires = 16		
Individualized Program Of Study (6-10 yrs)	**Frequency**	**Percent**
2	1	50.0%
30	1	50.0%
Total # of likely hires = 32		

Infectious Diseases (3-5 yrs)	Frequency	Percent
1	2	50.0%
2	2	50.0%
Total # of likely hires = 6		

Infectious Diseases (6-10 yrs)	Frequency	Percent
1	3	50.0%
2	1	16.7%
4	2	33.3%
Total # of likely hires = 13		

Informatics (3-5 yrs)	Frequency	Percent
1	3	100.0%
Total # of likely hires = 3		
Informatics (6-10 yrs)	**Frequency**	**Percent**
1	4	80.0%
2	1	20.0%
Total # of likely hires = 6		

International Nursing (3-5 yrs)	Frequency	Percent
1	1	100.0%
Total # of likely hires = 1		
International Nursing (6-10 yrs)	**Frequency**	**Percent**
2	1	100.0%
Total # of likely hires = 2		

Leadership In Health Care (3-5 yrs)	Frequency	Percent
1	1	33.3%
2	1	33.3%
4	1	33.3%
Total # of likely hires = 7		
Leadership In Health Care (6-10 yrs)	**Frequency**	**Percent**
1	3	50.0%
2	1	16.7%
4	2	33.3%
Total # of likely hires = 13		

Maternal Child Care (3-5 yrs)	Frequency	Percent
1	2	33.3%
2	2	33.3%
5	2	33.3%
Total # of likely hires = 16		
Maternal Child Care (6-10 yrs)	**Frequency**	**Percent**
1	1	20.0%
3	1	20.0%
4	1	20.0%
5	1	20.0%
12	1	20.0%
Total # of likely hires = 25		

Midwifery (3-5 yrs)	Frequency	Percent
20	1	100.0%
Total # of likely hires = 20		
Midwifery (6-10 years)	**Frequency**	**Percent**
40	1	100.0%
Total # of likely hires = 40		

Neurological Care (3-5 yrs)	Frequency	Percent
2	1	100.0%
Total # of likely hires = 2		
Neurological Care (6-10 yrs)	**Frequency**	**Percent**
4	1	100.0%
Total # of likely hires = 4		

Occupational Health (3-5 yrs)	Frequency	Percent
1	1	50.0%
8	1	50.0%
Total # of likely hires = 9		
Occupational Health (6-10 yrs)	**Frequency**	**Percent**
2	1	50.0%
12	1	50.0%
Total # of likely hires = 14		
Pain Management (3-5 yrs)	**Frequency**	**Percent**
1	1	33.3%
2	1	33.3%
3	1	33.3%
Total # of likely hires = 6		
Pain Management (6-10 yrs)	**Frequency**	**Percent**
1	1	33.3%
3	1	33.3%
4	1	33.3%
Total # of likely hires = 8		

Palliative Care/Symptom Mgt (3-5 yrs)	Frequency	Percent
1	4	57.1%
2	1	14.3%
3	1	14.3%
4	1	14.3%
Total # of likely hires = 13		
Palliative Care/Symptom Mgt (6-10 yrs)	**Frequency**	**Percent**
1	1	25.0%
2	1	25.0%
3	1	25.0%
8	1	25.0%
Total # of likely hires = 14		

Parish Nurse (3-5 yrs)	Frequency	Percent
4	1	100.0%
Total # of likely hires = 4		
Parish Nurse (6-10 yrs)	**Frequency**	**Percent**
6	1	100.0%
Total # of likely hires = 6		

Pediatrics/CNS (3-5 yrs)	Frequency	Valid Percent
1	3	60.0%
10	1	20.0%
12	1	20.0%
Total # of likely hires = 25		
Pediatrics/CNS (6-10 yrs)	**Frequency**	**Percent**
1	3	50.0%
2	1	16.7%
10	1	16.7%
24	1	16.7%
Total # of likely hires = 39		

Population Based Care (3-5 yrs)	Frequency	Percent
2	1	100.0%
Total # of likely hires = 2		
Population Based Care (6-10 yrs)	**Frequency**	**Percent**
4	1	100.0%
Total # of likely hires = 4		

Pulmonary (3-5 yrs)	Frequency	Percent
1	1	100.0%
Total # of likely hires = 1		
Pulmonary (6-10 yrs)	**Frequency**	**Percent**
Total # of likely hires = 0		

Psychiatric/Mental Health (3-5 yrs)	Frequency	Percent
1	3	50.0%
2	1	16.7%
4	1	16.7%
15	1	16.7%
Total # of likely hires = 24		
Psychiatric/Mental Health (6-10 yrs)	**Frequency**	**Percent**
2	3	50.0%
0	1	16.7%
4	1	16.7%
30	1	16.7%
Total # of likely hires = 40		

Rehabilitation (3-5 yrs)	Frequency	Percent
12	1	100.0%
Total # of likely hires = 12		
Rehabilitation (6-10 yrs)	**Frequency**	**Percent**
24	1	100.0%
Total # of likely hires = 24		

Rural Health (3-5 yrs)	Frequency	Percent
1	2	50.0%
2	2	50.0%
Total # of likely hires = 6	6	
Rural Health (6-10 yrs)	**Frequency**	**Percent**
3	1	100.0%
Total # of likely hires = 3		

Special Needs/Chronic Care (3-5 yrs)	Frequency	Percent
1	2	40%
0	1	20%
2	1	20%
4	1	20%
Total # of likely hires = 8		
Special Needs/Chronic Care (6-10 yrs)	**Frequency**	**Percent**
1	2	50.0%
2	1	25.0%
4	1	25.0%
Total # of likely hires = 8		

Other (3-5 yrs)	Frequency	Percent
1	3	33.3%
2	3	33.3%
3	1	11.1%
4	1	11.1%
1	1	11.1%
Total # of likely hires = 17		
Other (6-10 yrs)	**Frequency**	**Percent**
1	3	33.3%
2	2	22.2%
3	2	22.2%
5	1	11.1%
6	1	11.1%
Total # of likely hires = 24		

Q2: Other *Specify*
Table 2B

Specify	Frequency	Percent
ASC	1	16.7%
Infusion	1	16.7%
surgical	1	16.7%
wound care	1	16.7%
STD	1	16.7%
Quality Assurance/Risk Mgmt.	1	16.7%

***Percent values are based on the number of other responses, not on the total number of responses**

Q2: Which of the following nurses are you likely to hire? Indicate the number you expect to hire within 3-5 years and within 6-10 years.
Table 2C

Nurse Practitioner:

Adult Acute Care (3-5 yrs)	Frequency	Percent
3	1	100.0%
Total # of likely hires = 3		
Adult Acute Care (6-10 yrs)	**Frequency**	**Percent**
1	1	50.0%
3	1	50.0%
Total # of likely hires =4		

Adult Primary Care (3-5 yrs)	Frequency	Percent
3	1	100.0%
Total # of likely hires = 3		
Adult Primary Care (6-10 yrs)	**Frequency**	**Percent**
1	4	80.0%
3	1	20.0%
Total # of likely hires = 7		

Family (3-5 yrs)	Frequency	Percent
1	4	80.0%
4	1	20.0%
Total # of likely hires = 8		
Family (6-10 yrs)	**Frequency**	**Percent**
0	1	33.3%
1	1	33.3%
8	1	33.3%
Total # of likely hires = 9		

Geriatric Primary Care (3-5 yrs)	Frequency	Percent
1	2	100.0%
Total # of likely hires = 2		

Geriatric Primary Care (6-10 yrs)	Frequency	Percent
1	1	50.0%
20	1	50.0%
Total # of likely hires = 21		

Neonatal (3-5 yrs)	Frequency	Percent
30	1	100.0%
Total # of likely hires = 30		
Neonatal (6-10 yrs)	**Frequency**	**Percent**
5	1	100.0%
Total # of likely hires = 5		

Pediatric Acute Care (3-5 yrs)	Frequency	Percent
10	1	100.0%
Total # of likely hires = 10		
Pediatric Acute Care (6-10 yrs)	**Frequency**	**Percent**
1	1	50.0%
6	1	50.0%
Total # of likely hires = 7		

Pediatric Primary Care (3-5 yrs)	Frequency	Percent
1	1	33.3%
3	1	33.3%
10	1	33.3%
Total # of likely hires = 14		
Pediatric Primary Care (6-10 yrs)	**Frequency**	**Percent**
1	2	40.0%
2	1	20.0%
6	1	20.0%
15	1	20.0%
Total # of likely hires = 25		

Psych/Mental Health (3-5 yrs)	Frequency	Percent
1	1	33.3%
2	1	33.3%
30	1	33.3%
Total # of likely hires = 33		
Psych/Mental Health (6-10 yrs)	**Frequency**	**Percent**
1	1	100.0%
Total # of likely hires = 1		

Women's Primary Care (3-5 yrs)	Frequency	Percent
2	1	100.0%
Total # of likely hires = 2		

Women's Primary Care (6-10 yrs)	Frequency	Percent
4	1	100.0%
Total # of likely hires = 4		

Q2: Total number of likely hires
Table 2D
Advanced Practice Nurse Specializing in:

Nurse Position	# of Likely Hires	Percent
Home Care (6-10 yrs)	163	10.6%
Home Care (3-5 yrs)	97	6.3%
Critical Care (6-10 yrs)	69	4.5%
Cancer Care (6-10 yrs)	61	4.0%
Emergency Trauma (6-10 yrs)	53	3.4%
Critical Care (3-5 yrs)	43	2.8%
Midwifery (6-10 years)	40	2.6%
Psychiatric/Mental Health (6-10 yrs)	40	2.6%
Pediatrics/CNS (6-10 yrs)	39	2.5%
Emergency Trauma (3-5yrs)	37	2.4%
Geriatrics (6-10 yrs)	37	2.4%
Anesthesia (6-10 yrs)	36	2.3%
Cardiovascular Care (6-10 yrs)	36	2.3%
Cancer Care (3-5 yrs)	32	2.1%
Individualized Program Of Study (6-10 yrs)	32	2.1%
Anesthesia (3-5 yrs)	31	2.0%
Maternal Child Care (6-10 yrs)	25	1.6%
Pediatrics/CNS (3-5 yrs)	25	1.6%
Health Care Systems/Mgt & Admin (6-10 yrs)	24	1.6%
Other (6-10 yrs)	24	1.6%
Psychiatric/Mental Health (3-5 yrs)	24	1.6%
Rehabilitation (6-10 yrs)	24	1.6%
Geriatrics (3-5 yrs)	23	1.5%
Community/Public Health (6-10 yrs)	22	1.4%
Cardiovascular Care (3-5 yrs)	21	1.4%
Midwifery (3-5 yrs)	20	1.3%
Community/Public Health (3-5 yrs)	19	1.2%
Case Management (6-10 yrs)	18	1.2%
Health Care Systems/Mgt & Admin (3-5 yrs)	18	1.2%
Health Promotion (6-10 yrs)	17	1.1%
Other (3-5 yrs)	17	1.1%
Individualized Program Of Study (3-5 yrs)	16	1.0%
Maternal Child Care (3-5 yrs)	16	1.0%
Case Management (3-5 yrs)	14	0.9%
Occupational Health (6-10 yrs)	14	0.9%

Nurse Position	# of Likely Hires	Percent
Palliative Care/Symptom Mgt (6-10 yrs)	14	0.9%
Childcare/School Health (6-10 yrs)	13	0.8%
Gastroenterology (6-10 yrs)	13	0.8%
Infectious Diseases (6-10 yrs)	13	0.8%
Leadership In Health Care (6-10 yrs)	13	0.8%
Palliative Care/Symptom Mgt (3-5 yrs)	13	0.8%
Childcare/School Health (3-5 yrs)	12	0.8%
Rehabilitation (3-5 yrs)	12	0.8%
Diabetes (6-10 yrs)	11	0.7%
Gastroenterology (3-5 yrs)	11	0.7%
Health Promotion (3-5 yrs)	11	0.7%
Adolescent Health (6-10 yrs)	10	0.6%
Clinical Trials Mgt/Research (6-10 yrs)	10	0.6%
Diabetes (3-5 yrs)	10	0.6%
Education/Training (6-10 yrs)	10	0.6%
Education/Training (3-5 yrs)	9	0.6%
Occupational Health (3-5 yrs)	9	0.6%
Pain Management (6-10 yrs)	8	0.5%
Special Needs/Chronic Care (3-5 yrs)	8	0.5%
Special Needs/Chronic Care (6-10 yrs)	8	0.5%
Leadership In Health Care (3-5 yrs)	7	0.5%
Adolescent Health (3-5 yrs)	6	0.4%
Clinical Trials Mgt/Research (3-5yrs)	6	0.4%
Family Care (3-5 yrs)	6	0.4%
Family Care (6-10 yrs)	6	0.4%
Infectious Diseases (3-5 yrs)	6	0.4%
Informatics (6-10 yrs)	6	0.4%
Pain Management (3-5 yrs)	6	0.4%
Parish Nurse (6-10 yrs)	6	0.4%
Rural Health (3-5 yrs)	6	0.4%
Neurological Care (6-10 yrs)	4	0.3%
Parish Nurse (3-5 yrs)	4	0.3%
Population Based Care (6-10 yrs)	4	0.3%
Disaster Nursing (6-10)	3	0.2%
Informatics (3-5 yrs)	3	0.2%
Rural Health (6-10 yrs)	3	0.2%
Disaster Nursing (3-5 yrs)	2	0.1%
Forensics/Legal Issues (3-5 yrs)	2	0.1%
Forensics/Legal Issues (6-10 yrs)	2	0.1%
International Nursing (6-10 yrs)	2	0.1%
Neurological Care (3-5 yrs)	2	0.1%
Population Based Care (3-5 yrs)	2	0.1%
International Nursing (3-5 yrs)	1	0.1%
Pulmonary (3-5 yrs)	1	0.1%

Nurse Position	# of Likely Hires	Percent
Genetics (3-5 yrs)	0	0.0%
Genetics (6-10 yrs)	0	0.0%
Pulmonary (6-10 yrs)	0	0.0%
Total Hires (3-5 yrs)	608	
Total Hires (6-10 yrs)	933	
Total Hires	1541	100%

Q2: Total number of likely hires
Table 2E

Nurse Practitioner:

Nurse Position	# of Likely Hires	Percent
Psych/Mental Health (3-5 yrs)	33	17.6%
Neonatal (3-5 yrs)	30	16.0%
Pediatric Primary Care (6-10 yrs)	25	13.3%
Geriatric Primary Care (6-10 yrs)	21	11.2%
Pediatric Primary Care (3-5 yrs)	14	7.5%
Pediatric Acute Care (3-5 yrs)	10	5.3%
Family (6-10 yrs)	9	4.8%
Family (3-5 yrs)	8	4.3%
Adult Primary Care (6-10 yrs)	7	3.7%
Pediatric Acute Care (6-10 yrs)	7	3.7%
Neonatal (6-10 yrs)	5	2.7%
Adult Acute Care (6-10 yrs)	4	2.1%
Women's Primary Care (6-10 yrs)	4	2.1%
Adult Acute Care (3-5 yrs)	3	1.6%
Adult Primary Care (3-5 yrs)	3	1.6%
Geriatric Primary Care (3-5 yrs)	2	1.1%
Women's Primary Care (3-5 yrs)	2	1.1%
Psych/Mental Health (6-10 yrs)	1	.5%
Total Hires (3-5 yrs)	105	
Total Hires (6-10 yrs)	83	
Total Hires	188	

Q3: Is your institution located in a designated medically underserved area (MUA)?
Table 3

	Frequency	Percent
No	74	66.1%
Yes	38	33.9%

Q4: What is your current number of unfilled RN positions?
Table 4

# of unfilled RN positions	Frequency	Percent
0	57	54.8%
2	14	13.5%
1	13	12.5%
3	5	4.8%
4	3	2.9%
5	3	2.9%
8	3	2.9%
16	1	1.0%
17	1	1.0%
6	1	1.0%
15	1	1.0%
20	1	1.0%
25	1	1.0%
28	1	1.0%
65	1	1.0%
Total # of unfilled RN positions = 299		
Average # of unfilled RN positions = 3		

Q4: Other Number of Unfilled RN Positions (Non-whole numbers)
Table 4B

	Frequency	Percent
1.5	2	25%
1.8	1	12.5%
2-3	1	12.5%
2.5	1	12.5%
3.5	1	12.5%
3.8	1	12.5%
3-5	1	12.5%

*Non-whole number responses are not included in the calculation of the average
****Percent values are based on the number of other responses, not on the total number of responses**

Q5: What areas of practice have the highest number of vacancies in RN positions?
Table 5

Area of Practice	Frequency	Percent
Acute Care.	3	4.2%
Geriatrics.	2	2.8%
Endoscopy.	2	2.8%
Labor and Delivery.	2	2.8%
Med Surgery	2	2.8%
PACU.	2	2.8%
1 OR scrub, 2 OR circulating.	1	1.4%
1 SNF units, prenatal care.	1	1.4%
All of our positions are home health based.	1	1.4%
ARNP.	1	1.4%
Central Washington Hospital surgery.	1	1.4%
Charge Nurses- RN.	1	1.4%
Circulating RN, PACU RN.	1	1.4%
Clinical nurse manager.	1	1.4%
Dialysis RNs.	1	1.4%
ED/CCU.	1	1.4%
ER.	1	1.4%
Family Practice, Rural Health Care.	1	1.4%
Float or on call, Cardiology, Oncology.	1	1.4%
Gastroenterology.	1	1.4%
General med.	1	1.4%
Geriatric Care, Acute/ER care.	1	1.4%
Geropsych, Med-Surg, Surgery.	1	1.4%
HHN.	1	1.4%
Home-Car-Case management.	1	1.4%
Home Care.	1	1.4%
Home Health.	1	1.4%
Home Health Care Management, field staff.	1	1.4%
Home Health case management.	1	1.4%
Hospice & Palliative Care.	1	1.4%
Hospital Nurses.	1	1.4%
I am in an outpatient dialysis facility so that is our only area of RN.	1	1.4%
Infection Control, Surgical CNS.	1	1.4%
Jail RN.	1	1.4%
Long Term Care, Acute/ER.	1	1.4%
Med surgery, OB.	1	1.4%

Area of Practice	Frequency	Percent
Med/Surgery, Critical Care, Emergency.	1	1.4%
NA- we are a day care center, no staff RN. We have a P.A. 2x wk from health care for the homeless 45th St. clinic.	1	1.4%
Nephrology.	1	1.4%
No RN's hired.	1	1.4%
None- we have a high retention.	1	1.4%
None.	1	1.4%
Obstetrics.	1	1.4%
Oncology.	1	1.4%
Operating Room.	1	1.4%
Surgery.	1	1.4%
Our most difficult to fill position is always night shift emergency dept.	1	1.4%
Patient care/ case management.	1	1.4%
Pediatric Nurses Supplemental staffing in long term care.	1	1.4%
Pediatric Private Duty.	1	1.4%
Pediatric, home care.	1	1.4%
Pediatrics.	1	1.4%
Psych/Mental Health.	1	1.4%
Public health/maternal child health.	1	1.4%
RN- Case Management- Home Health.	1	1.4%
School nurse, UPN.	1	1.4%
Staff nurse.	1	1.4%
Surgical/OR.	1	1.4%
Telemetry.	1	1.4%
Walk-In-Clinic + internal Medicine.	1	1.4%
We don't hire RN's.	1	1.4%
We have very little turnover when we do they are PHN classifications.	1	1.4%
We only have 2 RN's. They provide consultation, procedure, and education.	1	1.4%
We only use psychiatric nurses.	1	1.4%

Q6: How many unfilled nursing positions do you anticipate in the following areas?
Table 6A

CNA (1-2 yrs)	Frequency	Percent
0	11	26.8%
1	8	19.5%
2	5	12.2%
3	4	9.8%
4	4	9.8%
5	2	4.9%
6	2	4.9%
10	1	2.4%
15	1	2.4%
20	1	2.4%
30	1	2.4%
40	1	2.4%
# of unfilled positions = 183		

CNA (3-5 yrs)	Frequency	Percent
0	11	34.4%
1	3	9.4%
2	3	9.4%
3	3	9.4%
4	2	6.3%
5	2	6.3%
6	2	6.3%
8	2	6.3%
10	1	3.1%
30	1	3.1%
60	1	3.1%
100	1	3.1%
# of unfilled positions = 164		

CNA (6-10 yrs)	Frequency	Percent
0	11	37.9%
1	3	10.3%
2	2	6.9%
3	2	6.9%
6	2	6.9%
9	2	6.9%
4	1	3.4%
10	1	3.4%
16	1	3.4%
20	1	3.4%
50	1	3.4%
90	1	3.4%
# of unfilled positions = 233		

LPN (1-2 yrs)	Frequency	Percent
0	13	37.1%
2	9	25.7%
1	5	14.3%
4	3	8.6%
3	2	5.7%
10	2	5.7%
5	1	2.9%
# of unfilled positions = 66		

LPN (3-5 yrs)	Frequency	Percent
0	13	41.9%
3	5	16.1%
2	3	9.7%
1	2	6.5%
5	2	6.5%
8	2	6.5%
20	2	6.5%
4	1	3.2%
6	1	3.2%
# of unfilled positions = 99		

LPN (6-10 yrs)	Frequency	Percent
0	12	38.7%
1	4	12.9%
3	4	12.9%
4	3	9.7%
5	2	6.5%
2	1	3.2%
6	1	3.2%
9	1	3.2%
12	1	3.2%
16	1	3.2%
30	1	3.2%
# of unfilled positions 113		

ADN/Diploma (1-2 yrs)	Frequency	Percent
2	15	30.6%
0	11	22.4%
1	11	22.4%
3	3	6.1%
6	3	6.1%
4	1	2.0%
5	1	2.0%
8	1	2.0%
10	1	2.0%
12	1	2.0%
24	1	2.0%
# of unfilled positions = 131		

ADN/Diploma (3-5 yrs)	Frequency	Percent
1	10	20.8%
0	9	18.8%
2	9	18.8%
3	6	12.5%
4	4	8.3%
5	4	8.3%
6	1	2.1%
10	1	2.1%
16	1	2.1%
20	1	2.1%
24	1	2.1%
48	1	2.1%
# of unfilled positions = 206		

ADN/Diploma (6-10 yrs)	Frequency	Percent
1	8	18.6%
0	7	16.3%
3	6	14.0%
2	4	9.3%
4	4	9.3%
5	3	7.0%
6	2	4.7%
7	2	4.7%
20	2	4.7%
9	1	2.3%
10	1	2.3%
30	1	2.3%
48	1	2.3%
60	1	2.3%
# of unfilled positions = 288		

BSN (1-2 yrs)	Frequency	Percent
1	18	40.0%
0	12	26.7%
2	5	11.1%
3	2	4.4%
5	2	4.4%
6	2	4.4%
4	1	2.2%
10	1	2.2%
12	1	2.2%
24	1	2.2%
# of unfilled positions = 106		

BSN (3-5 yrs)	Frequency	Percent
1	12	27.3%
2	10	22.7%
0	9	20.5%
5	5	11.4%
10	3	6.8%
3	2	4.5%
4	1	2.3%
24	1	2.3%
48	1	2.3%
# of unfilled positions = 169		

BSN (6-10 yrs)	Frequency	Percent
0	9	9.0%
1	9	9.0%
2	8	8.0%
5	3	3.0%
10	3	3.0%
3	2	2.0%
4	1	1.0%
15	1	1.0%
20	1	1.0%
48	1	1.0%
50	1	1.0%
60	40	100%
# of unfilled positions = 273		

Graduate (1-2 yrs)	Frequency	Percent
0	14	50.0%
1	10	35.7%
2	2	7.1%
3	1	3.6%
4	1	3.6%
# of unfilled positions = 21		

Graduate (3-5 yrs)	Frequency	Percent
0	13	48.1%
1	7	25.9%
2	3	11.1%
3	2	7.4%
4	1	3.7%
6	1	3.7%
# of unfilled positions = 29		

Graduate (6-10 yrs)	Frequency	Percent
0	13	44.8%
1	6	20.7%
2	3	10.3%
4	3	10.3%
5	2	6.9%
3	1	3.4%
9	1	3.4%
# of unfilled positions = 46		

Q6: Total number of unfilled positions
Table 6B

Nursing Area	Frequency	Percent
ADN/Diploma (6-10 yrs)	288	13.5%
BSN (6-10 yrs)	273	12.8%
CNA (6-10 yrs)	233	11.0%
ADN/Diploma (3-5 yrs)	206	9.7%
CNA (1-2 yrs)	183	8.6%
BSN (3-5 yrs)	169	7.9%
CNA (3-5 yrs)	164	7.7%
ADN/Diploma (1-2 yrs)	131	6.2%
LPN (6-10 yrs)	113	5.3%
BSN (1-2 yrs)	106	5.0%
LPN (3-5 yrs)	99	4.7%
LPN (1-2 yrs)	66	3.1%
Graduate (6-10 yrs)	46	2.2%
Graduate (3-5 yrs)	29	1.4%
Graduate (1-2 yrs)	21	1.0%
# of unfilled positions (1-2 yrs) = 507		23.9%
# of unfilled positions (3-5 yrs) = 667		31.4%
# of unfilled positions (6-10 yrs) = 953		44.8%
Total # of unfilled positions = 2127		100.0%

Q7: How many ADN/Diploma prepared nurses in your organization are enrolled in BSN programs?
Table 7

# of ADN/Diploma prepared nurses enrolled in BSN programs	Frequency	Percent
0	74	67.3%
1	16	14.5%
2	9	8.2%
3	3	2.7%
5	3	2.7%
8	3	2.7%
10	1	0.9%
30	1	0.9%
Total # enrolled in BSN programs = 106		

Q8: Is a BSN degree required for administrative positions in your organization?
Table 8

	Frequency	Percent
No	73	61.9%
Yes	45	38.1%

Q9: What do you believe is the ideal mix of nurses with the following preparation in your organization?
Table 9A

Preparation	0-25%	26-50%	51-75%	76-100%	N
CNA	25.9%	13.0%	11.1%	50.0%	108
BSN	35.5%	26.3%	18.4%	19.7%	76
ADN/Diploma	26.8%	39.4%	22.5%	11.3%	71
Graduate Degree	78.3%	13.0%	2.2%	6.5%	46
LPN	64.7%	21.6%	9.8%	3.9%	58
Other	50.0%	16.7%	33.3%	0.0%	6

Q9: Other Ideal mixes of nurses
Table 9B

Ideal Mix of Nurses	Frequency	Percent
MA	2	25%
ARNP med assistant (We only have 3 employees here).	1	12.5%
Doctorate Education (owner)	1	12.5%
Mix of Business, accounting, education.	1	12.5%
Scrub Tec DRT.	1	12.5%
The % is different in home health as CNA's are not RN extenders and LPN's are.	1	12.5%
We also need to have 6% of nurses to carry specialized certifications.	1	12.5%

***Percent values are based on the number of other responses, not on the total number of responses**

Q10: Do employed RN's who obtain the following degrees or certification receive a pay increase?
Table 10

BSN	Frequency	Percent
No	75	73.5%
Yes	27	26.5%

Masters	Frequency	Percent
No	68	70.8%
Yes	28	29.2%

Certificates	Frequency	Percent
No	55	56.7%
Yes	42	43.3%

Q11: Is there a salary differential between entry-level nurses who have an ADN/Diploma or BSN degree?
Table 11

	Frequency	Percent
No	74	76.3%
Yes	23	23.7%

Q12: Rate the following options for on-site classroom instruction for nurses in your organization who are advancing their education.
Table 12

Types of On-site Classroom Instruction	Strongly Dislike (1)	(2)	Neutral (3)	(4)	Strongly Like (5)	N
Traditional Classroom	24.0%	24.0%	30.7%	17.3%	4.0%	75
Two Full Days A Week	13.3%	20.0%	34.7%	24.0%	6.7%	75
Full/Part Time Options	6.3%	7.5%	27.5%	33.8%	25.0%	80
Four Half Days A Week	0.0%	32.9%	31.6%	6.6%	27.6%	76
Evenings After 5pm	3.8%	5.0%	26.3%	32.5%	32.5%	80
Friday Evening & All Day Saturday	6.3%	8.8%	30.0%	27.5%	27.5%	80
Saturday & Sunday All Day	14.5%	11.8%	34.2%	18.4%	21.1%	76
Concentrated, 1 to 2 Week Sessions At Spaced Intervals	15.0%	12.5%	32.5%	25.0%	15.0%	80
Summer Only Program	28.6%	16.9%	36.4%	11.7%	6.5%	77
Classes On Campus	19.2%	10.3%	41.0%	20.5%	9.0%	78
E-learning/Online-learning/Distance-learning	1.2%	0.0%	21.4%	29.8%	47.6%	84

Q13: Please rate the following according to your preference for interacting with other students and the instructor when taking an e-learning/online learning/distance learning course
Table 13 A

Method of Communication	Strongly Dislike (1)	(2)	Neutral (3)	(4)	Strongly Like (5)	N
Telephone Conferencing	5.5%	12.1%	31.9%	34.1%	16.5%	91
Computer/Web Conferencing	1.1%	5.5%	27.5%	39.6%	26.4%	91
Video Conferencing	2.2%	4.3%	33.7%	42.4%	17.4%	92
Web Video Streaming	3.4%	8.0%	42.0%	33.0%	13.6%	88
Travel To Regional Site For Group Session	11.1%	14.4%	24.4%	33.3%	16.7%	90
Travel To Regional Site For Video Conferencing	16.1%	29.9%	29.9%	18.4%	5.7%	87
Email	3.3%	5.5%	28.6%	37.4%	25.3%	91
Telephone/Voice Mail	5.6%	10.1%	34.8%	31.5%	18.0%	89
Access To Text Of Past Online Discussions/Bulletin Board	0.0%	6.8%	29.5%	45.5%	18.2%	88
Other Method	0.0%	0.0%	80.0%	20.0%	0.0%	5

Q1 3: Other *Specify*
Table 13B

Method of Communication	Frequency	Percent
Accompany me on SN visits- one-on-one dialogue and/or after visits.	1	50.0%
All would be excellent.	1	50.0%

***Percent values are based on the number of other responses, not on the total number of responses**

Q14: Do RN's with ADN degrees/Diplomas or BSN degrees have different responsibilities in your setting?
Table 14 A

	Frequency	Percent
No	84	80.8%
Yes	20	19.2%

Q14: Other types of responsibilities
Table 14B

Type of Responsibility	Frequency	Percent
Administrative for BSN's.	1	5.5%
ADN-traditionally clinic focus BSN's - community focused.	1	5.5%
All BSN.	1	5.5%
ADN- CLRN's, Jail BSD these positions plus PAN.	1	5.5%
BSN necessary to hold certain management positions otherwise no difference.	1	5.5%
BSN/ADN.	1	5.5%
BSN-administrative.	1	5.5%
Day treatment Mental Healthy young children	1	5.5%
Greater responsibility.	1	5.5%
It depends- I expect to use Bar RNs on high tech and leadership roles.	1	5.5%
It depends on ability. Often our ADN prepared nurses have entered this career later with varied experience from other careers.	1	5.5%
Management prefers BSN.	1	5.5%
More Planning, Management, Responsibility, and Teaching.	1	5.5%
More responsibility and policy making, supervisory positions.	1	5.5%
N/A don't hire for same Job.	1	5.5%
Public health nursing requires BSN clinic only staff may be ADN - Prefer BSN.	1	5.5%
Skilled nursing visits- integrate ap's into how to care for patients in home.	1	5.5%
They have the same assignments but in a crisis, the rest of the staff relies on their leadership-they place more trust in them!	1	5.5%

***Percent values are based on the number of other responses, not on the total number of responses**

Q15: Which, if any, of the following incentives does your organization offer to encourage existing staff to pursue nursing degrees?
Table 15 A

Incentive	Frequency	Percent
Flexible scheduling	55	64.0%
Tuition reimbursement	50	58.1%
Recognition	34	39.5%
Job security	26	30.2%
Scholarships	24	27.9%
Higher Pay	19	22.1%
Loans	11	12.8%
Promotion	11	12.8%
Paid release time	7	8.1%
Other	2	0.3%
Total Respondents	86	275.8%

*Multiple response question, the total may exceed 100%.

Q15: Other *Specify*
Table 15B

	Frequency	Percent
Incentives are only for nursing students not for those desiring advanced degrees.	1	16.7%
Loan.	1	16.7%
Low level management + duties.	1	16.7%
Preciplu programs.	1	16.7%
Tuition waver program.	1	16.7%
We attempt to give financial aid.	1	16.7%

***Percent values are based on the number of other responses, not on the total number of responses**

Q16: Which of the following best describes the type of community setting in which you work?
Table 16

	Frequency	Percent
Rural/farm community	41	34.7%
City between 100,001 and 500,000	18	15.3%
Suburban (town near large city over 50,000 population)	17	14.4%
Small town of less that 50,000 population	16	13.6%
City over 500,000	14	11.9%
City between 50,001 and 100,000 population	12	10.2%

Q17: What types of populations do you serve?
Table 17

Population Type	Frequency	Percent
Elder	100	82.0%
Middle Adult	96	79.0%
Young Adult	90	73.8%
Preschool	75	61.5%
School Age	71	58.2%
Adolescents	69	56.6%
Toddlers	68	55.7%
Infants	61	50.0%
Total Respondents	122	516.4%

*Multiple response question, the total may exceed 100%.

Q18: Estimate the percentage of persons from the following racial/ethnic backgrounds for whom you provide services?
Table 18 A

Racial/Ethnic Background	0-15%	16-30%	31-45%	46-60%	61-75%	Over 75%	N
White	2.8%	3.7%	5.6%	19.4%	25.0%	51.9%	108
New Immigrant	87.0%	6.5%	0.0%	0.0%	2.2%	4.3%	46
Hispanic/Latino	69.7%	21.2%	4.0%	1.0%	4.0%	0.0%	99
American Indian/Alaskan Native	95.1%	2.4%	1.2%	0.0%	1.2%	0.0%	82
African American (non-Hispanic)	88.5%	10.3%	1.1%	0.0%	0.0%	0.0%	87
Asian/Pacific Islander	92.9%	7.1%	0.0%	0.0%	0.0%	0.0%	85
Other	88.9%	0.0%	0.0%	0.0%	0.0%	11.1%	9

Q18: Average percentages of persons from the following racial/ethnic backgrounds for whom services are provided.
Table 18B

Racial/Ethnic Background	Average # for whom services are provided
White	70.1%
Other	14.6%
Hispanic/Latino	14.3%
New Immigrant	10.3%
African American (non-Hispanic)	6.9%
Asian/Pacific Islander	6.5%
American Indian/Alaskan Native	6.2%

*Total may exceed 100% due to respondent's answers

Q18: Other *Specify*
Table 18C

	Frequency	Percent
Russian	4	57.1%
Bi-racial	1	14.3 %
Multicultural	1	14.3%
Non listed	1	14.3%

***Percent values are based on the number of other responses, not on the total number of responses**

Q19: The following table lists areas included for the educational preparation of a BSN prepared RN.

Table 19A

How important is each of the following areas is to your organization:

Area	None (1)	(2)	Moderate (3)	(4)	High (5)	N
Critical Thinking	1.1%	0.0%	6.4%	20.2%	72.3%	94
Communication	1.0%	1.0%	3.0%	16.0%	72.0%	93
Assessment	0.0%	2.2%	6.5%	19.4%	72.0%	93
Integrity	2.2%	0.0%	8.6%	20.4%	68.8%	93
Patient Care	2.2%	1.1%	10.1%	21.3%	65.2%	89
Human Dignity	2.2%	0.0%	10.8%	24.7%	62.4%	93
Technical Skills In Patient Care	1.1%	2.2%	10.9%	28.3%	57.6%	92
Autonomy	2.2%	1.1%	16.5%	36.3%	44.0%	91
Other	30.0%	0.0%	20.0%	10.0%	40.0%	10
Ethics	1.1%	1.1%	19.1%	40.7%	39.4%	94
Social Justice	3.2%	4.3%	19.4%	34.4%	38.7%	93
Health Promotion, Risk Reduction, And Disease Prevention	1.1%	2.2%	34.1%	28.6%	34.1%	91
Illness & Disease Mgmt.	0.0%	6.5%	22.8%	37.0%	33.7%	92
Human Diversity	1.1%	4.4%	22.0%	40.7%	31.9%	91
Information & Health Care Technologies	1.1%	3.2%	30.1%	34.4%	31.2%	93
Altruism	3.4%	3.4%	28.4%	36.4%	28.4%	88
Study & Experience In Provision Of Evidence-Based Care	2.2%	5.4%	37.6%	32.3%	22.6%	93
Study & Experience In Design/Management/Co-Ordination Of Care	2.2%	9.8%	37.0%	34.8%	16.3%	92
Study & Experience In Being A Member Of A Profession	2.3%	6.8%	43.2%	33.0%	14.8%	88
Global Health Care	6.5%	19.6%	37.0%	25.0%	12.0%	92
Health Care Systems & Policy	2.2%	17.2%	40.9%	28.0%	11.8%	93
Liberal Arts Courses	7.0%	19.3%	54.4%	14.0%	5.3%	57

Q19: The following table lists areas included for the educational preparation of a BSN prepared RN
Table 19B

(Note- There was a misprint in the survey instrument for question #19. The survey stated *Extent to which current & previous training have prepared you to perform in this area*, when it should have read *Extent to which nurses in your organization apply this area to work* as it was correctly printed in question #20. It should be noted that respondents were not informed of this mistake before answering question #19.)

What is the extent to which current & previous training have prepared you to perform in this area:

Area	None (1)	(2)	Moderate (3)	(4)	High (5)	N
Integrity	0.0%	0.0%	10.8%	36.1%	53.0%	83
Human Dignity	0.0%	0.0%	11.9%	35.7%	52.4%	84
Patient Care	2.6%	1.3%	17.1%	27.6%	51.3%	76
Assessment	0.0%	3.6%	13.1%	33.3%	50.0%	84
Technical Skills In Patient Care	0.0%	3.6%	24.1%	24.1%	48.2%	83
Communication	0.0%	1.2%	21.4%	31.0%	46.4%	84
Critical Thinking	0.0%	2.4%	19.0%	33.3%	45.2%	84
Autonomy	0.0%	1.2%	24.4%	40.2%	34.1%	82
Ethics	0.0%	4.8%	23.8%	40.5%	31.0%	84
Human Diversity	0.0%	8.5%	30.5%	31.7%	29.3%	82
Other	12.5%	12.5%	25.0%	25.0%	25.0%	8
Social Justice	2.5%	7.4%	22.2%	43.2%	24.7%	81
Health Promotion, Risk Reduction, And Disease Prevention	1.2%	3.7%	36.6%	34.1%	24.4%	82
Illness & Disease Mgmt.	1.2%	6.0%	34.9%	33.7%	24.1%	83
Altruism	2.5%	5.0%	27.5%	41.3%	23.8%	80
Information & Health Care Technologies	2.4%	7.2%	43.4%	28.9%	18.1%	83
Health Care Systems & Policy	1.2%	19.8%	40.7%	21.0%	17.3%	81
Study & Experience In Being A Member Of A Profession	3.7%	21.0%	28.4%	32.1%	14.8%	81
Global Health Care	6.0%	18.1%	43.4%	18.1%	14.5%	83

Study & Experience In Provision Of Evidence-Based Care	4.8%	19.0%	33.3%	29.8%	13.1%	84
Study & Experience In Design/Management/Co-Ordination Of Care	4.8%	21.7%	36.1%	26.5%	10.8%	83
Liberal Arts Courses	1.8%	16.4%	40.0%	34.5	7.3%	55

Q19: Other *Specify*
Table 19C

	Frequency	Percent
Management.	1	33.3
Marketing- of my own skills; my company; nursing in Gen.	1	33.3
Time Management.	1	33.3

***Percent values are based on the number of other responses, not on the total number of responses**

Q20: The following table lists areas included for the educational preparation of an Advanced Practice Nurse.
Table 20A

How important is each of the following areas is to your organization:

Area	None (1)	(2)	Moderate (3)	(4)	High (5)	N
Patient Safety	1.7%	6.8%	11.9%	28.8%	50.8%	59
Other	0.0%	20.0%	20.0%	20.0%	40.0%	5
Advanced Clinical Practice	5.2%	8.6%	17.2%	29.3%	39.7%	58
Health Promotion And Disease Prevention	0.0%	8.2%	23.0%	31.1%	37.7%	61
Pharmacology	1.6%	6.6%	18.0%	36.1%	37.7%	61
Nursing Interventions	4.9%	6.6%	23.0%	29.5%	36.1%	61
Ethics	0.0%	7.0%	17.5%	40.4%	35.1%	57
Culturally Competent Care	3.3%	10.0%	20.0%	31.7%	35.0%	60
Advanced Health/Physical Assessment	0.0%	8.2%	18.0%	41.0%	32.8%	61
Advanced Physiology And Pathophysiology	1.7%	16.7%	13.3%	36.7%	31.7%	60
Human Diversity And Social Issues	1.6%	11.5%	27.9%	29.5%	29.5%	61
Program Planning & Evaluation	3.3%	6.7%	31.7%	33.3%	25.0%	60
Organization Of The Health Care Delivery System	6.6%	6.6%	37.7%	24.6%	24.6%	61
Inter-professional Care	3.3%	5.0%	33.3%	40.0%	18.3%	60
Health Care Financing	4.9%	14.8%	29.5%	32.8%	18.0%	61
Study & Experience In Developing Professional Role	3.3%	13.3%	28.3%	38.3%	16.7%	60
Health Care Policy	4.9%	9.8%	39.3%%	29.5%	16.4%	61
Complementary & Alternative Therapies	8.2%	16.4%	26.2%	32.8%	16.4%	61
Theoretical Foundations Of Nursing Practice	4.9%	13.1%	39.3%	27.9%	14.8%	61
Research	8.6%	27.6%	20.7%	31.0%	12.1%	58

Q20: The following table lists areas included for the educational preparation of an Advanced Practice Nurse.
Table 20B

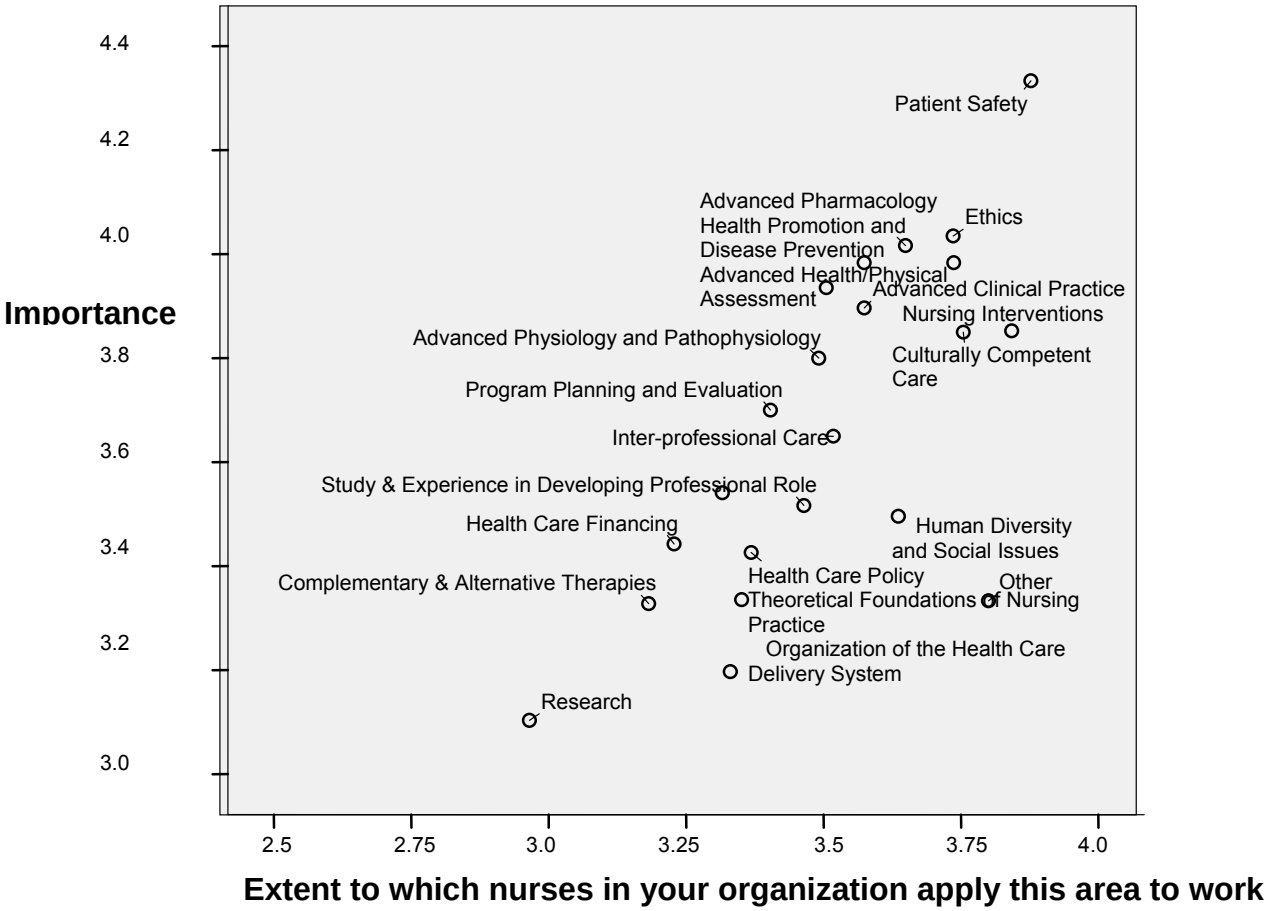
What is the extent to which the Advanced Practice Nurses in your organization apply this area to their work?

Area	None (1)	(2)	Moderate (3)	(4)	High (5)	N
Culturally Competent Care	3.5%	3.5%	38.6%	22.8%	31.6%	57
Patient Safety	0.0%	8.8%	24.6%	36.8%	29.8%	57
Nursing Interventions	1.8%	7.0%	22.8%	42.1%	26.3%	57
Ethics	1.9%	5.7%	34.0%	34.0%	24.5%	53
Advanced Clinical Practice	7.4%	7.4%	29.6%	31.5%	24.1%	54
Health Promotion And Disease Prevention	0.0%	12.3%	24.6%	40.4%	22.8%	57
Other	22.2%	11.1%		44.4%	22.2%	9
Advanced Health/Physical Assessment	3.7%	11.1%	29.6%	35.2%	20.4%	54
Pharmacology	3.5%	7.0%	29.8%	40.4%	19.3%	57
Human Diversity And Social Issues	0.0%	8.8%	45.6%	26.3%	19.3%	57
Study & Experience In Developing Professional Role	3.6%	12.5%	35.7%	30.4%	17.9%	56
Advanced Physiology And Pathophysiology	1.8%	15.8%	31.6%	33.3%	17.5%	57
Program Planning & Evaluation	1.8%	14.0%	43.9%	22.8%	17.5%	57
Organization Of The Health Care Delivery System	5.3%	14.0%	42.1%	21.1%	17.5%	57
Complementary & Alternative Therapies	12.7%	12.7%	34.5%	23.6%	16.4%	55
Inter-professional Care	1.8%	7.1%	44.6%	30.4%	16.1%	56
Health Care Policy	5.3%	10.5%	42.1%	26.3%	15.8%	57
Theoretical Foundations Of Nursing Practice	3.5%	15.8%	36.8%	33.3%	10.5%	57
Research	12.3%	19.3%	38.6%	19.3%	10.5%	57
Health Care Financing	5.3%	15.8%	38.6%	31.6%	8.8%	57

Q20: Importance-Extent Gap (Mean Values)
Table 20C

Area	Importance	Extent	Importance-Extent Gap
Other	3.33	3.80	-0.47
Patient Safety	4.33	3.88	0.46
Advanced Health/Physical Assessment	3.98	3.57	0.41
Advanced Pharmacology	4.02	3.65	0.37
Advanced Clinical Practice	3.90	3.57	0.32
Advanced Physiology and Pathophysiology	3.80	3.49	0.31
Ethics	4.04	3.74	0.30
Program Planning and Evaluation	3.70	3.40	0.30
Health Promotion and Disease Prevention	3.98	3.74	0.25
Organization of the Health Care Delivery System	3.54	3.32	0.23
Health Care Financing	3.44	3.23	0.21
Human Diversity and Social Issues	3.74	3.56	0.18
Complementary & Alternative Therapies	3.33	3.18	0.15
Research	3.10	2.96	0.14
Inter-professional Care	3.65	3.52	0.13
Culturally Competent Care	3.85	3.75	0.10
Health Care Policy	3.43	3.37	0.06
Study & Experience in Developing Professional Role	3.52	3.46	0.05
Theoretical Foundations of Nursing Practice	3.34	3.32	0.03
Nursing Interventions	3.85	3.84	0.01

Q20: Quadrant Analysis (Mean Values)
Table 20D



A scatter plot has been graphed above in order to show the relationship between the two variables, X and Y. For this particular question, X is labeled as the *extent to which nurses in your organization apply this area to work*, and Y is labeled as the *importance* of that particular area. The scale is based on the mean response values for X and Y. Respondent's answers ranged from zero to five, however, in order to more clearly show all data points, the scale has been shrunk to 2.5 to 4.0 on the X-axis and to 3.0 to 4.4 on the Y-axis. Unlike the graph for question 19, the data points do not give way to a quadrant analysis due to the discrepancy in scale of the X and Y axes. Specific to question 20, the plot points of greatest interest, those that show a significant gap between mean X and Y values, are those that appear to be outside of the main cluster. These areas include but are not limited to:

- Patient Safety
- Advanced Pharmacology

Advanced Pharmacology has a mean importance of 4.01 and an extent value of 3.65 (gap of .36). Patient Safety has a mean importance of 4.33 and an extent value of 3.88 (gap of .45).

Q21: Which of the following best describes your position?
Table 21A

Position	Frequency	Percent
Nurse Administrator	63	53.8%
Other	37	31.6%
Non-nurse Administrator	17	14.5%

Q21: Other types of positions
Table 21B

Position	Frequency	Percent
Nurse Manager	4	10.8%
HR	2	5.4%
Owner/Operator	2	5.4%
Administrator	1	2.7%
Charge RN	1	2.7%
Children's Service Director	1	2.7%
Clinic Administrator	1	2.7%
Clinical Coordinator	1	2.7%
Clinical Nurse Specialized Manager	1	2.7%
Director	1	2.7%
Director Community and Family Services	1	2.7%
Director of Nursing	1	2.7%
Director of Nursing Services	1	2.7%
Education	1	2.7%
MD	1	2.7%
MD, solo practice, owner	1	2.7%
Mid. Management	1	2.7%
Nurse Admin. Assistant RN. BSN	1	2.7%
Nurse Director	1	2.7%
nurse education coordination	1	2.7%
Nurse Manager of GI Indoscopy Center	1	2.7%
office manager- medical assistant	1	2.7%
owner, clinician	1	2.7%
Owner/Director	1	2.7%
Part of administration team in Federal Head Start/Early Head Start program with grants being local co	1	2.7%
physician	1	2.7%
PI coordinator	1	2.7%
Primary Care Provider/Team leader	1	2.7%
Public Health Nursing	1	2.7%
RN Mental Healthy	1	2.7%
School Director	1	2.7%
Staff Coordinator	1	2.7%

***Percent values are based on the number of other responses, not on the total number of responses**

Q22: What is the name of your organization?
Table 22

Organization Name	Frequency	Percent
Renal Care Group	2	1.9%
Assisted Living	1	1.0%
Assured Home Health	1	1.0%
Bellevue School District Childcare Programs	1	1.0%
Bethel Christian Preschool	1	1.0%
Caring Hands Day Care Center, Inc.	1	1.0%
Cascade Valley Hospital & Surgery Center	1	1.0%
CCC head start/ ECEAP	1	1.0%
Central Wa Hospital Women's Health Care	1	1.0%
Christ Lutheran Child Care Center	1	1.0%
Cle Elum Family Medicine Center	1	1.0%
Columbia River Home Care	1	1.0%
Coram Healthcare	1	1.0%
Educational Opportunities for Children and Families (EOCF)	1	1.0%
Enumclaw community hospital	1	1.0%
Ephrata Medical Center	1	1.0%
EPIC MTCC	1	1.0%
Evergreen Endoscopy Center/Eastside Gastroenterology	1	1.0%
Evergreen Surgical Center	1	1.0%
Family Medical Center	1	1.0%
Forks Hospital	1	1.0%
Garfield Country Hospital District	1	1.0%
Gentiva Health Services	1	1.0%
Gig Harbor Ambulatory Surgery Center	1	1.0%
Group Health Corp.	1	1.0%
Harrison Home Health	1	1.0%
Harvard Park Children's Learning Center	1	1.0%
Holy Family Hospital	1	1.0%
Home Care of Washington	1	1.0%
Home watch caregivers	1	1.0%
Infusion Care- Yakima Valley Memorial Hospital	1	1.0%
Integrated Health Professionals	1	1.0%
Jefferson Healthcare Home Health & Hospice	1	1.0%
Kindred Hospital	1	1.0%
Klahowya Montessori Children's House	1	1.0%
Lake Chelan Community Hospital	1	1.0%
Lake Quinault Medical Clinic	1	1.0%

Organization Name	Frequency	Percent
Lourdes Counseling Center	1	1.0%
Lourdes Medical Center	1	1.0%
Mark Reed Hospital & Healthcare	1	1.0%
Medical Clinic	1	1.0%
Morton Medical Center	1	1.0%
Moses Lake Clinic, Branch of Wenatchee Valley Medical Center	1	1.0%
Mother Baby Center	1	1.0%
N E Washington Health Program	1	1.0%
Naselle Clinic	1	1.0%
NCH	1	1.0%
North Cascade ENT & FP surgery center	1	1.0%
Northwest Interventional Pain Management (Northwest Radiologists)	1	1.0%
Northwest Kidney Center/Port Angeles Kidney Center	1	1.0%
Olympia Multi Specialty Clinic	1	1.0%
Olympic Ambulatory Surgery Center	1	1.0%
Olympic Medical Home Health	1	1.0%
Olympic Peninsula Kidney Center	1	1.0%
Option Care	1	1.0%
Orville Family Medical Clinic	1	1.0%
Othello Community Hospital	1	1.0%
Our Place Daycare Center	1	1.0%
PASC	1	1.0%
Professional Clinic Home Care & Medicine Supply	1	1.0%
Prouance Surgeons	1	1.0%
Providence Elder Place	1	1.0%
Public Health Seattle King County	1	1.0%
Pugest sound kidney centers	1	1.0%
Puget Sound Kidney Center	1	1.0%
Quincy Valley Med. Center	1	1.0%
Rain shadow Home Services, Inc.	1	1.0%
Richard Allen Enterprises	1	1.0%
Rockwood Clinic, P.S.	1	1.0%
Samish Indian Nation	1	1.0%
Seamar	1	1.0%
Seattle Cancer Care Alliance	1	1.0%
Seattle Endoscopy Center	1	1.0%
Senior Home Team	1	1.0%
Sequim Same Day Surgery	1	1.0%
SIOS	1	1.0%
Skagit Hospice	1	1.0%
Skyline Hospital	1	1.0%
Snohomish Health District	1	1.0%

Organization Name	Frequency	Percent
Spokane Count Head Start/ECEAP/EHS	1	1.0%
Spokane Ear, Nose, and Throat Clinic	1	1.0%
Spokane Regional Health District	1	1.0%
St. Francis	1	1.0%
SWMC	1	1.0%
Tacoma Digestive Disease Center	1	1.0%
TEKOA Country Kids Daycare and Early Learning Center	1	1.0%
The Hearthstone	1	1.0%
The Regional Hospital of Seattle	1	1.0%
Valley General Hospital	1	1.0%
Valley orthopedic associates, out patient surgery center	1	1.0%
VAMC	1	1.0%
Virginia Mason Medical Center, Section of Plastic & Reconstructive Surgery	1	1.0%
Visiting Angels	1	1.0%
Visiting Health Services	1	1.0%
Visiting Nurse services of the Northwest	1	1.0%
Waitsburg Clinic	1	1.0%
Walla Walla Clinic	1	1.0%
Whidbey General Hospital	1	1.0%
White river school district	1	1.0%
Willapa Harbor Hospital	1	1.0%
Yakima Ambulatory Surgical Center		1.0%
Yakima Urology Surgery Center	1	1.0%

Q23: What type of population do you serve?
Table 23A

Type of Population Served	Frequency	Percent
Outpatient	52	61.9%
Inpatient & Outpatient	25	29.8%
Inpatient	7	8.3%

Q23: Other Types of Population Served
Table 23B

Type of Population Served	Frequency	Percent
Home Care.	9	25.7%
Child care services.	4	11.4%
Preschool + school age children.	3	8.6%
Other	2	5.7%
Children, Homeless.	1	2.9%
Community.	1	2.9%
Day Treatment.	1	2.9%
Daycare.	1	2.9%
ER.	1	2.9%
Families income/at risk.	1	2.9%
Home care Home health/hospice.	1	2.9%
Home Health + Jail.	1	2.9%
Home health/hospital/clinics (ARNP) family practice.	1	2.9%
Home impression/pediatric private duty.	1	2.9%
Inpt/outpt oncology adult/pediatrics.	1	2.9%
Jail Health.	1	2.9%
Low income families, families with children with special health care needs, immigrant grants.	1	2.9%
Residential.	1	2.9%
Residents living in apartments.	1	2.9%
School.	1	2.9%
Tribal population in their own community.	1	2.9%

***Percent values are based on the number of other responses, not on the total number of responses**

Q24: In what type of organization are you employed?
Table 24A

Type of Organization Employed In	Frequency	Percent
Other	25	21.2%
Acute Care Hospital	21	17.8%
In Home Services	21	17.8%
Ambulatory Surgery Center	18	15.3%
Community-based agency	9	7.6%
Rural Health Clinic	9	7.6%
Self-employed	6	5.1%
End Stage Renal Disease	5	4.2%
Psychiatric Hospital	2	1.7%
Public school system	2	1.7%
Alcoholism Hospital	0	0.0%
Child Berth Center	0	0.0%
Comprehensive Outpatient Rehab Facility	0	0.0%
Rehabilitation	0	0.0%

Q24: Other Type of Organization Employed in
Table 24B

Type of Organization Employed In	Frequency	Percent
Childcare.	3	12.0%
Public Health.	3	12.0%
ALF.	1	4.0%
Ambulatory Endoscopy Center.	1	4.0%
Clinic.	1	4.0%
ENT office.	1	4.0%
Free Standing Dialysis.	1	4.0%
Head Start ECEAP.	1	4.0%
Hospice.	1	4.0%
Indian tribe public health.	1	4.0%
Inpt/outpt oucology.	1	4.0%
Long term Acute care.	1	4.0%
Long term care CCRC.	1	4.0%
Multi-specialty clinic, 31 MD's.	1	4.0%
PACE.	1	4.0%
Preschool.	1	4.0%
Private Preschool.	1	4.0%
Private school daycare.	1	4.0%
Skilled Nursing.	1	4.0%
Specialty (vent dependent).	1	4.0%
Tertiary Hospital.	1	4.0%

***Percent values are based on the number of other responses, not on the total number of responses**

Q25: If your organization is a hospital, indicate the following (# of Beds & Employees)
Table 25

# of Beds	Frequency	Percent
25	5	19.2%
300	2	7.7%
8	1	3.8%
17	1	3.8%
20	1	3.8%
24	1	3.8%
26	1	3.8%
27	1	3.8%
29	1	3.8%
32	1	3.8%
34	1	3.8%
35	1	3.8%
36	1	3.8%
40	1	3.8%
60	1	3.8%
72	1	3.8%
74	1	3.8%
126	1	3.8%

# of Beds	Frequency	Percent
269	1	3.8%
320	1	3.8%
845	1	3.8%
Average # of beds/hospital = 108		

# of Employees	Frequency	Percent
100	2	8.3%
50	1	4.2%
90	1	4.2%
95	1	4.2%
107	1	4.2%
120	1	4.2%
140	1	4.2%
149	1	4.2%
150	1	4.2%
160	1	4.2%
200	1	4.2%
242	1	4.2%
289	1	4.2%
300	1	4.2%
420	1	4.2%
600	1	4.2%
612	1	4.2%
1,200	1	4.2%
1,500	1	4.2%
1,600	1	4.2%
2,000	1	4.2%
3,200	1	4.2%
5,000	1	4.2%
Average # of employees = 768		

Q26: How many nurses do you have with the following academic preparation?
Table 26A

# of Nurses With CNA Preparation	Frequency	Percent
1	6	9.8%
4	5	8.2%
5	5	8.2%
2	4	6.6%
3	4	6.6%
10	4	6.6%
0	3	4.9%
8	3	4.9%
11	3	4.9%
20	3	4.9%
7	2	3.3%
9	2	3.3%
12	2	3.3%
25	2	3.3%
30	2	3.3%
40	2	3.3%
6	1	1.6%
13	1	1.6%
21	1	1.6%
34	1	1.6%
45	1	1.6%
50	1	1.6%
65	1	1.6%
69	1	1.6%
372	1	1.6%
Average number of CNA's = 19		

# of Nurses with LPN Preparation	Frequency	Percent
1	15	23.4%
2	8	12.5%
5	8	12.5%
3	6	9.4%
0	4	6.3%
6	3	4.7%
10	3	4.7%
20	3	4.7%
4	2	3.1%
16	2	3.1%
30	2	3.1%
7	1	1.6%
12	1	1.6%
13	1	1.6%
14	1	1.6%
15	1	1.6%
17	1	1.6%

# of Nurses With LPN Preparation	Frequency	Percent
25	1	1.6%
227	1	1.6%
Average number of LPN's = 10		

# of Nurses With An ADN/Diploma	Frequency	Percent
3	9	11.25%
4	7	8.75%
1	6	7.50%
30	6	7.50%
2	5	6.25%
12	5	6.25%
8	4	5.00%
10	4	5.00%
5	3	3.75%
15	3	3.75%
6	2	2.50%
11	2	2.50%
20	2	2.50%
25	2	2.50%
40	2	2.50%
0	1	1.25%
7	1	1.25%
9	1	1.25%
14	1	1.25%
18	1	1.25%
24	1	1.25%
29	1	1.25%
35	1	1.25%
48	1	1.25%
49	1	1.25%
50	1	1.25%
55	1	1.25%
60	1	1.25%
82	1	1.25%
100	1	1.25%
109	1	1.25%
116	1	1.25%
250	1	1.25%
Average number of ADN/Diploma's= 21		

# of Nurses With a BSN Preparation	Frequency	Percent
2	14	17.5%
1	12	15.0%
5	11	13.8%
3	10	12.5%
4	5	6.3%
10	5	6.3%
7	2	2.5%
12	2	2.5%
30	2	2.5%
50	2	2.5%
6	1	1.3%
8	1	1.3%
9	1	1.3%
20	1	1.3%
21	1	1.3%
23	1	1.3%
32	1	1.3%
40	1	1.3%
43	1	1.3%
45	1	1.3%
60	1	1.3%
100	1	1.3%
110	1	1.3%
120	1	1.3%
280	1	1.3%
Average number of BSN's =16		

# of Nurses With A Graduate degree	Frequency	Percent
1	22	45.8%
2	6	12.5%
3	5	10.4%
0	4	8.3%
4	3	6.3%
10	3	6.3%
5	1	2.1%
8	1	2.1%
12	1	2.1%
15	1	2.1%
100	1	2.1%
Average number of graduate degrees = 5		

Other Types of Nurse Preparation	Frequency	Percent
1	4	33.3%
2	3	25.0%
0	2	16.7%
3	2	16.7%
10	1	8.3%
Average number of other's = 2		

Q26: Other types of academic preparations
Table 26B

Type of Academic Preparation	Frequency	Percent
MA	2	16.7%
(EDD, MN (1-myself)	1	9.7%
ADN-BA	1	9.7%
BA Psychology	1	9.7%
Health Care Consultant	1	9.7%
Naturopathic physician (20, Nurse midwife (1)	1	9.7%
ORT	1	9.7%
PhD	1	9.7%
Psych Techs	1	9.7%
RN-CNA	1	9.7%
Unknown	1	9.7%

***Percent values are based on the number of other responses, not on the total number of responses**

Q27: What is the average age of your nursing work force by academic preparation?
Table 27

Average Age of CNA's	Frequency	Percent
35 to 45	24	42.1%
25 to 34	22	42.1%
Over 45	7	19.3%
18 to 24	3	5.3%
Under 18	1	1.8%
Average Age = 35		

Average Age of LPN's	Frequency	Percent
25 to 34	6	11.3%
35 to 45	23	43.4%
Over 45	23	43.4%
Under 18	1	1.9%
18 to 24	0	0.0%
Average Age = 43		

Average Age of ADN/Diploma Nurses	Frequency	Percent
Over 45	46	50.0%
35 to 45	37	40.2%
25 to 34	5	5.4%
Under 18	4	4.3%
18 to 24	0	0.0%
Average Age = 43		

Average Age of BSN's	Frequency	Percent
Over 45	45	52.3%
35 to 45	36	41.9%
25 to 34	3	3.5%
Under 18	2	2.3%
18 to 24	0	0.0%
Average Age = 45		

Average Age of Graduate Degree Nurses	Frequency	Percent
Over 45	25	64.1%
35 to 45	12	30.8%
25 to 34	1	2.6%
Under 18	1	2.6%
18 to 24	0	0.0%
Average Age = 47		

Average Age of Other Nurses	Frequency	Percent
Over 45	3	42.9%
25 to 34	2	28.6%
35 to 45	1	14.3%
Under 18	1	14.3%
18 to 24	0	0.0%
Average Age = 41		

Q28: Estimate the percentage of nurses that you employ from the following racial/ethnic backgrounds?
Table 28

Racial/Ethnic Background	0-15%	16-30%	31-45%	46-60%	61-75%	Over 75%	N
African American (non-Hispanic)	83.8%	10.8%	0.0%	5.4%	0.0%	0.0%	37
American Indian/Alaskan Native	95.1%	2.4%	1.2%	0.0%	1.2%	0.0%	23
Asian/Pacific Islander	89.1%	6.5%	2.2%	0.0%	0.0%	2.2%	46
Hispanic/Latino	78.3%	13.0%	2.2%	2.2%	0.0%	4.3%	46
New Immigrant	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16
White	3.8%	1.9%	1.9%	5.8%	8.7%	77.9%	104

Q29: Estimate the percentage of nurses that you employ by gender?
Table 29

Gender	0-15%	16-30%	31-45%	46-60%	61-75%	Over 75%	N
Males	78.1%	18.8%	1.6%	0.0%	0.0%	0.0%	64
Females	0.9%	0.0%	0.9%	1.9%	4.7%	91.6%	107

Q30: Work Location (City)?
Table 30

City	Frequency	Percent
Seattle	13	9.9%
Spokane	12	9.2%
Vancouver	5	3.8%
Yakima	5	3.8%
Tacoma	4	3.1%
Bellingham	3	2.3%
Bremerton	3	2.3%
Enumclaw	2	1.5%
Forks	2	1.5%
Kennewick	2	1.5%
Kirkland	2	1.5%
Port Angeles	2	1.5%
Puyallup	2	1.5%
Chewelah	2	1.5%
Mount Vernon	2	1.5%
Sequim	2	1.5%
Aec.	1	0.8%
Anacortes	1	0.8%
Arlington	1	0.8%
Bellevue	1	0.8%
Buckley	1	0.8%
Centralia	1	0.8%
Chelan	1	0.8%
CleElum	1	0.8%
Congview	1	0.8%
Cooperville	1	0.8%
Ellensburg	1	0.8%
Ellensburg Wanatchee	1	0.8%
Ephrata	1	0.8%
Everett	1	0.8%
Gig Harbor	1	0.8%
Issaquah	1	0.8%
Long Island	1	0.8%
Longview	1	0.8%

Mary'sville	1	0.8%
McCleary	1	0.8%
Milton	1	0.8%
MLT	1	0.8%
City	**Frequency**	**Percent**
Monroe	1	0.8%
Morton	1	0.8%
Moses Lake	1	0.8%
Naselle	1	0.8%
Newport	1	0.8%
Olympia	1	0.8%
Oroville	1	0.8%
Othello	1	0.8%
Pasco	1	0.8%
Pomeray	1	0.8%
Port Townsend	1	0.8%
Quincy	1	0.8%
Renton	1	0.8%
Richmond	1	0.8%
Sedro-Woodley	1	0.8%
Smokey Point	1	0.8%
Snohomish	1	0.8%
South Bend	1	0.8%
Tekoa	1	0.8%
The Dalles	1	0.8%
Waitsburg	1	0.8%
Walla Walla	1	0.8%
Wenatchee	1	0.8%
White Salmon	1	0.8%

Q31: Is there a BSN program in your area?
Table 31A

	Frequency	Percent
Yes	69	63.9%
No	39	36.1%

Q31: Specified BSN Programs in Employer's Area (Single Responses)
Table 31B

BSN Program Location	Frequency	Percent
ICN Intercollegiate College of Nursing	9	24.3%
Washington State University	6	16.2%
University of Washington	5	13.5%
Pacific Lutheran University	3	8.1%
Columbia Basin College	2	5.4%
Oregon Health and Sciences University	2	5.4%

UW Tacoma	2	5.4%
UW Bothell	2	5.4%
Seattle Pacific	1	2.7%
Walla Walla College	1	2.7%
BSN Program Location	**Frequency**	**Percent**
Wenatchee Valley College	1	2.7%
WSU thru WWCC	1	2.7%
WSU Vancouver	1	2.7%
WSU-online program	1	2.7%

***Percent values are based on the number of single responses, not on the total number of responses**

Q31: Specified BSN Programs in Employer's Area (Multiple Responses)
Table 31C

BSN Program Location	Frequency	Percent
UW, SU, SPU	6	20.7%
many	3	10.3%
ICN, LCSC	2	6.9%
UW, Seattle Pacific	2	6.9%
UW/PLU	2	6.9%
UW, Seattle U.	2	6.9%
3 programs	1	3.4%
ICN, EWU, WSU, Whitworth	1	3.4%
ICNE, Gonzaga	1	3.4%
LCSC/WSU	1	3.4%
PSU, WSU	1	3.4%
UW Bothell, UW, SPU, PLU	1	3.4%
UW, SPU, PLU, NWU, SU	1	3.4%
UW, TCC	1	3.4%
Wenatchee, Moses Lake	1	3.4%
WSU, Linfield, U of P	1	3.4%
WSU, ICN	1	3.4%
Old Dominion, Olympic College	1	3.4%

***Percent values are based on the number of multiple responses, not on the total number of responses**

Q32: Is there a Community College in your area with a nursing program?
Table 32 A

	Frequency	Percent
Yes	10	62.5%
No	6	37.5%

Q32: Specified Community College Nursing Programs in Employer's Area
(Single Responses)
Table 32B

Community College	Frequency	Percent
Peninsula College	6	7.9%
Yakima Valley Community College	6	7.9%
Tacoma Community College	4	5.3%
Skagit Valley College	4	5.3%
Wenatchee Valley College	4	5.3%
Big Bend Community College	3	3.9%
Clark College	3	3.9%
Columbia Basin College	3	3.9%
Olympic College	3	3.9%
Spokane falls Community College	3	3.9%
Spokane Community College	3	3.9%
Walla Walla Community College	3	3.9%
Centralia Community College	2	2.6%
Bellevue Community College	2	2.6%
Everett Community College	2	2.6%
Grays Harbor Community College	2	2.6%
Pierce College	2	2.6%
Whatcomb Community	2	2.6%
SCC	2	2.6%
SU	2	2.6%
Columbia College	1	1.3%
Columbia George Community College	1	1.3%
Green River	1	1.3%
Highland College	1	1.3%
NW College	1	1.3%
Olympia College	1	1.3%
Renton vocational tech.	1	1.3%
Seattle Central	1	1.3%
Seattle Community College	1	1.3%
BCC	1	1.3%
CCC	1	1.3%
EVCC	1	1.3%
PCC	1	1.3%
SSCC	1	1.3%

***Percent values are based on the number of single responses, not on the total number of responses**

Q32: Specified Community College Nursing Programs in Employer's Area
(Multiple Responses)
Table 32C

Community College	Frequency	Percent
Many	3	11.1%
3-4 programs	1	3.7%
Bates, TCC, Pierce	1	3.7%
BCC and HCC	1	3.7%
Clark College, Lower Columbia, Portland CC.	1	3.7%
Clatsop CC, Grays Harbor CC	1	3.7%
Everett Comm. College, Skagit Valley	1	3.7%
Everett Community College/ Skagit Valley College	1	3.7%
Everett, Whatcom County	1	3.7%
Grays Harbor College-Aberdeen, South Puget Sound College (Olympia)	1	3.7%
Highline CC/Bellevue/Shoreline	1	3.7%
SCCC, NSCC	1	3.7%
Shoreline Community College, North Seattle Community College	1	3.7%
Shoreline Everett	1	3.7%
Shoreline, Bellevue CC	1	3.7%
Shoreline, ECC	1	3.7%
Shoreline, Seattle Central, Bellevue	1	3.7%
Spokane Community College, North Idaho College	1	3.7%
Spokane Community College, Spokane Falls	1	3.7%
Spokane Community, Spokane Falls Community	1	3.7%
Spokane Falls and Spokane	1	3.7%
TCC, Pierce, SPSCC	1	3.7%
UW, BCC, Shoreline	1	3.7%
Wenatchee, Moses Lake	1	3.7%
Whatcom Community, Bellingham Technical	1	3.7%

***Percent values are based on number of multiple responses, not on the total number of responses**

Q33: Does your organization have 2-way video conferencing capabilities?
Table 33

	Frequency	Percent
No	78	67.2%
Yes	38	32.8%

Q34: Does your organization have computers with high speed internet capabilities that are accessible to your nurses?
Table 34

	Frequency	Percent
Yes	94	81.0%
No	22	19.0%

Q35: Can your organization provide classroom or conference space for nurses seeking further degrees?
Table 35 A

	Frequency	Percent
No	46	73.0%
Yes	17	27.0%

Q35: Classroom on Conference Room Capacity
Table 35B

Room Capacity	Frequency	Percent
30	8	23.5%
10	6	17.6%
20	5	14.7%
8	3	8.8%
15	2	5.9%
25	2	5.9%
50	2	5.9%
3	1	2.9%
12	1	2.9%
40	1	2.9%
60	1	2.9%
68	1	2.9%
2	1	2.9%
Average Room Capacity = 61		

*Yes and no answers are not used in the calculation of the average
****Percent values are based on the number of room capacity answers, not on the total number of responses**

Q35: Other (Non-whole numbers)
Table 35C

Room Capacity	Frequency	Percent
10-15	2	15.4%
25-30	2	15.4%
10-150	1	7.7%
10-20	1	7.7%
12-15	1	7.7%

15-20	1	7.7%
25-150	1	7.7%
25-25	1	7.7%
Room Capacity	**Frequency**	**Percent**
45-55	1	7.7%
5-10	1	7.7%
60-70	1	7.7%

*Non-whole number responses are not used in the calculation of the average.
****Percent values are based on the number of non-whole number answers, not on the total number of responses**

Q36: Please add any additional comments.
Table 36

After working at this facility for 21 years I became the Director of Nurses. I decided to go back to school and 2.5 years ago started the RN-BSN program at ICN. This on-line program allowed me to continue to work full time. I have completed by BSN and I am now enrolled in the Masters program. It is my hope that one day UW and WSU will have an on-line Masters program. This fall I will have to drive one hour after work once a week to attend classes. An on-line program would be much better. We rural people need the flexibility that the on-line program offers. Please, work together to create an on-line Masters program.
As a Daycare Center, we only need an RN to do an evaluation of our infants once per month. Nothing else in this survey applies to us.
Computer skills will be required in home care within next few year and advanced computer skills lightly valued. As per used a bilingual nurses-Esp. Spanish, but also other-in larger metropolitan area have a ? Up when it comes to marketability. For home care and I imagine, any health care administration, special certification courses or degrees in interpretation and application? Of government regulations would really help.
I answered the questions from the perspective of home health and hospital. However, we have 2 FNP in our clinic settings and an RN for a quality improvement coordination who is also master prepared. I have major concerns related to the age of our current staff the youngest is in their late 30s and the olds age 60. if you have any question please feel free to email or call me at carmend@newhp.org or 1800-829-6582
I don't imagine this is very helpful to you as we only have a single nurse come once a month as a health care consultant. She is also available by phone or email
I have just completed orientation here at Seamar. My understanding that part of Seamar's mission statement is to encourage and support ongoing education. I would advise you to contact the Human Resource department or the vice president at 206-763-5277.
I would be willing to partner with the University of WA or other reputable nursing school but I am not certain of the larger organizations concerns about such a commitment.
I would love to entertain the possibility of partnering with the UW concerning both the BSN completion & MSN precepting. Timothy J. Lypd. Mdir, MSN, CNS, ARNP-CS. Proj. Manager Skagit Hospice. 360-856-7770.
I would place a much higher emphasis on the preparation of new students rather than on the advancement of RNs. I do not have my BSN and have never been denied a position. My daughter has a BS in education from Gonzaga and is trying to gain admission to a Nursing program. She is one of 220 applicants for 30 positions. Clearly the need is for expansion of the entry level Nursing program. Thanks
It was difficult to answer the questions because I am the only RN employed here. I am a public health nurse and diabetes program coordinator providing patient ejections to tribal members in their homes. This tribe does not have a representative so members live in the 10 counties surrounding Puget Sound. The tribe does not have a clinic. The tribe is trying out this Public Health nurse program for the past 2 years. Unless there is a tremendous shift in policy, I do not see this tribe as an organization that will hire many nurses in the near future.
It would be beneficial for Home Fusion to have some course nurses could take for gaining skills &

knowledge in IV therapy. Perhaps during the course of their studies to do an internship with us?
Medical assistants would be interested in distance learning for pre-requisites such as math, English, etc, while still being able to work, due to extensive travel time in this area.
My RN is very special. She is 83 years old. She is dedicated to the children in our program. M.M. is dedicated to serving the health needs of our special children.
Our Day Care Center engages the services of our Public Health Nurse on a once a month consultation basis. We do not employ the nurse; here services are supplied by the county. We do not have a clear idea of her educational background; we trust the county Health Department to employ a qualified RN. Her main duties are to oversee nutrition, child development, parent education, and review our health care and disaster policies.
Our department does not have a good data system to provide us with the numbers to respond to your specific questions. Our securities, an RN who has done this work for several years, incorporated the experience from our L&R department staff to sample our best guesses.
Our preschool and kindergarten does not hire any nurses or doctors
Richard Allen Enterprises hire a nurse (health) through the health district and therefore all questions are not answered to the best of our ability.
The needs and types of nursing staff will change as more and more technology is used in healthcare. As our health care system truly moves toward a wellness based system more integration care will play important parts. Care for all of our physical, social, emotional and spiritual!! The nurse maintains the high touch/care concentration as we I the new pl care deliver options (more technology). Yes. Thanks for inviting us to participate in this survey. How exciting to be at the center of a new nursing care delivery system. It is a little difficult to project #'s 6-10 years out because the real impact of the baby boomers generation is difficult to imagine.
The performance standards require health services to be supported by the staff or consultants. With training and experience in public health, nursing, health education, child health, or health administration. In addition, when a health procedure needs to be performed only by a clinical certified health professional, the agency must assure that the agency rule is followed. The child care licensing price requires a BSN consultant visit to sites that serve 4> infants (less than 12 mths).
There are three areas of education I need from graduates of a BSN □vailab: 1. Excellent assessment skills-we can teach specialized tasks, skills, equipment, procedures, etc. I do not want nor do we have time to teach basic assessment. A graduate nurse needs to have practical and learned how to do an accurate assessment. 2: Critical thinking skills. We must have new graduates build their experience-foundation with critical thinking. If they can't problem solve through an organized framework, they are dangerous to the patient and the organization. 3: Recognize professional models. I am occasionally surprised that BSN graduates do not recognize behavior that allows others to view them as professionals and not technicians. They need to be taught to look for models throughout their education and within their experience for those that differentiate themselves by their practice. (One small part of this area is for the nurse to clearly understand his/her relationship to the RN license-why do I have it? how do I protect it? What action would put me as at risk for losing it?) Thank you for letter me participate in the process.
There is little to no focus on geriatric nursing as a specialty for nursing programs.
These might be some classes I could teach occasionally in the evening. I have taught for many years, elsewhere. Taught both psy and med. Surg. No, there already are required to be certified yearly. However, we might be □available for field experiments for many students. Thanks- Caroly Anderson Edd, MN, Rn. Doctorate: BYU, Masters: Montana State.
This survey does not apply to our business, we only have a nurse consultant
This survey seems to apply to much larger organizations than ours. We have 4.0 FTE nursing staff (medical assistants). We would certainly be interested in educational opportunities for staff but expect it would be limited to CME. E-learning/online learning would be most desirable!!
Unfortunately our organization does not hire ADN or BSN, must be Master's
We are "non medical". We use CNAs RNs and LPNs can choose to work for us here and there, but only rarely.
We are a childcare program. We do not employ nurses. We use King County Public Health

nurses to consult for our child health care plans.
We are a daycare who employs a private nurse one hour per month for consulting
We are a home care agency only. I hire/use C.N.A.'s & R.N.A.'s and care givers only.
We are a small private preschool that does not employee any nurses. Every staff member is CPR certified.
We are an ambulatory endoscopy center. There is no differentiation concerning RNs who have an ADN or BSN. We are located within a credit union building and are not set up for education.
We are not a provider/clinic
We are part of Olympic Medical Center. The Medical Center would be a more appropriate partner.
We do in-home (technically non-medical) care, licensed by DOH as Home Care. Thus we do not employ LPN's or RN's but encourage all staff to pursue full time and continuing education.
We do not have any nursing staff. We do partner with the nursing education programs to provide and opportunity for the students to work with at risk children.
We do not hire any nurses
We do not require BSN, however, we do require 2 years acute care experience prior to being hired on staff. Another year home health experience is prior to becoming a nurse manager.
We have 3 people interest in taking courses for RN. But no schools that just provide night courses-we really could have more nurses if classes could be arranged around full time workers.
We have a need for RN's who understand out patient surgery, of right now most RN's we have little understanding of outpatient surgery. We don't have the services hospitals have there for we have to educate and evaluate the needs to care for our patients when their is an emergency. all of our RN's are ACLs and most of the PACU RNS are PALS certified-but they don't understand about other responsibilities like employer health responsibilities, pharmacy nurse, infection control, chart review, nurse educator, etc.
We have a nursing shortage and we have had one on and off since I became an ADN 30 years ago. Even at that time, there was talk of the entry level into nursing "should be a BSN" which is still no closer to happening. What we do have are ADN programs which are even more impacted than 30 years ago and we are making young people who are eager to be nurses take 4-6 years to get through those programs. And to help the nursing shortage we bring in foreign nurses who speak the language poorly in many cases contributing to errors, advanced practice nurses???? We need more young ADN's who can start in our training program - they can get advanced degrees later.
We have acute staffing shortage issues. We will hire who is available to do the work-ADN, BSN, ARNP. We work under a very limited financial model-hospital -based, union, Medicare and have difficulty affording our very experienced staff with long years of PTO & salary accruals. We have trouble getting interested community members into the few ADN slots at local community colleges.
We only are required to have a health nurse one day a month
We only use a nurse if we have 4 full-time infants. That is only on a once-a-month basis too.
We recently hired a new grad NP. Her training was obviously theory and much too much time spent with the "soft science" classes you listed. As a result she is not prepared to care for patients without supervision. You need to develop a practical curriculum where NP can graduate to practice.

* All averages are rounded to the nearest integer.
** All percentages are rounded to the nearest tenth.