

Introduction

Welcome to the 2018 Critical Care Nurse Work Environment Survey!

The American Association of Critical-Care Nurses is conducting the fourth wave of this survey to better understand the environments in which nurses work and what influences their decisions to stay in a particular position or move on.

AACN's Standards for Establishing and Sustaining Healthy Work Environments are the basis for much of this survey. The standards are based on six essential factors that represent evidence-based and relationship-centered principles of professional performance. Those factors are: Skilled Communication, True Collaboration, Effective Decision Making, Appropriate Staffing, Meaningful Recognition and Authentic Leadership.

There are a few things to keep in mind as you complete the survey: Some questions will ask you to rate both "your organization" and "your work unit." When you respond to questions about "your organization," please think of your organization as a whole (i.e., the entire hospital). When responding to questions about "your work unit," think of your specific work unit and/or department (for example, Surgical ICU East).

If you work at more than one job, please answer the survey questions thinking of your primary employer. Please complete the whole survey. It should only take 10-15 minutes and your answers are very important.

Finally, please share the survey link <https://www.surveymonkey.com/r/2018HWESurvey> with your colleagues and encourage them to participate in the study.

As a special thank you for contributing your perspective and experience to AACN's Healthy Work Environments initiative by answering this survey, enter your name in a drawing for one of five complimentary registrations to an AACN National Teaching Institute & Critical Care Exposition. To qualify for the drawing, just provide us with your email address at the end of the survey. Thank you for responding by February 19, 2018.

2018 AACN National Survey of Critical-Care Nurse Work Environments

Section A

A1. Are you currently working as a registered nurse?

☐ Yes

☐ No

A2. Independent of your present job, how satisfied are you with being a registered nurse?

Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A3. How likely are you to advise a qualified individual to pursue a career in nursing?

Definitely would	Probably would	Probably would not	Definitely would not
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A4. How would you describe the quality of care for patients in your organization and in your work unit?

	Excellent	Good	Fair	Poor	Not applicable
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A5. In the past year, how has the quality of patient care changed in your organization and in your work unit?

	No change	Much better	Somewhat better	Somewhat worse	Much worse
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A6. Are you currently a member of the American Association of Critical-Care Nurses?

☐ Yes

☐ No

A7. Are you aware of the AACN Healthy Work Environment Standards?

☐ Yes

☐ No

A8. Has your unit implemented the AACN Healthy Work Environment Standards?

- ☐ Not at all
- ☐ Just beginning
- ☐ Well on the way
- ☐ Fully implemented

A9. Has your organization implemented the AACN Healthy Work Environment Standards?

- ☐ Not at all
- ☐ Just beginning
- ☐ Well on the way
- ☐ Fully implemented

Section B: Critical Elements of a Healthy Work Environment Scale©

To what degree do you agree or disagree with the following statements about your organization and your work unit?

B1. RNs are as proficient in communication skills as they are in clinical skills.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B2. All team members are provided with support for and access to education programs that develop communication and collaboration skills

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B3. RNs are relentless in pursuing and fostering true collaboration.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B4. A structured process is provided to resolve disputes among/between members of the healthcare team.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B5. A structured process is provided to resolve disputes among/between the healthcare team and patients and their families.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B6. RNs are valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B7. Structured processes are in place to ensure that the perspective of patients and their families are incorporated into decisions affecting patient care.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B8. RNs are engaged in the selection, adaptation, and evaluation of technologies that increase the effectiveness of nursing care delivery.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B9. RNs have opportunities to influence decisions that affect the quality of patient care.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B10. RN staffing ensures the effective match between patient needs and nurse competencies.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B11. There are formal processes to evaluate the effect of staffing decisions on patient and system outcomes.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B12. RNs are recognized for the value each brings to the work of the organization.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B13. RNs recognize others for the value they bring to the work of the organization.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B14. Nurse leaders (formal and informal) fully embrace the concept of a healthy work environment.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B15. Nurse leaders (formal and informal) engage others in achieving a healthy work environment.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B16. Nurse leaders (formal and informal) receive support for and have access to educational programs to ensure that they develop and enhance their knowledge and abilities.

	Strongly agree	Agree	Disagree	Strongly disagree
In your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section C

C1. How would you rate the quality of communication in your organization among the following?

	Excellent	Good	Fair	Poor
Communication between RNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication between RNs and physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication between RN staff and frontline nurse managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication between RNs and administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C2. How would you rate the quality of collaboration in your organization among the following?

	Excellent	Good	Fair	Poor
Collaboration between RNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration between RNs and physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration between RN staff and frontline nurse managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration between RNs and administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C3. In your organization, how would you rate the respect for RNs by each of the following?

	Excellent	Good	Fair	Poor
Other RNs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other health care colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frontline nurse managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrators/executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C4. Moral distress has been defined as occurring when you know the appropriate action to take, but are unable to act upon it and/or you act in a manner contrary to your personal and professional values, which undermines your integrity and authenticity. To what extent, in your work as a nurse, do you experience moral distress?

☐ Very Frequently ☐ Frequently ☐ Occasionally ☐ Very Rarely

C5. With regard to staffing for your unit, how often do you have the right number of RN staff with the right knowledge and skills?

- ☐ Less than 25% of the time
- ☐ Between 25-49% of the time
- ☐ 50-75% of the time
- ☐ More than 75% of the time
- ☐ All the time

C6. Please rate the skill of your frontline nurse manager in the following areas:

	Excellent	Good	Fair	Poor
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing staff resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing supplies, equipment, and other non-human resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition of others' contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring the provision of high quality patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promoting a professional practice environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C7. Please rate the skill of your chief nursing executive in the following areas:

	Excellent	Good	Fair	Poor
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing staff resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing supplies, equipment, and other non-human resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition of others' contributions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring the provision of high quality health care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promoting a professional practice environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall effectiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C8. Does your organization have a zero tolerance policy on verbal abuse of staff?

- ☐ Yes
- ☐ No
- ☐ Don't know

C9. Does your organization have a zero tolerance policy on physical abuse of staff?

- ☐ Yes
- ☐ No
- ☐ Don't know

C10. What are the main factors that keep you working in your current organization? Check two items from the list below.

- | | |
|---|---|
| <input type="checkbox"/> People I work with | <input type="checkbox"/> Level of staffing |
| <input type="checkbox"/> Salary and benefits | <input type="checkbox"/> Meaningful recognition |
| <input type="checkbox"/> Patients I care for | <input type="checkbox"/> Opportunities for professional development |
| <input type="checkbox"/> Manager of my work unit | <input type="checkbox"/> Opportunities for advancement |
| <input type="checkbox"/> Reputation of the organization | <input type="checkbox"/> Location |
| <input type="checkbox"/> Work environment | <input type="checkbox"/> Work schedule |
| <input type="checkbox"/> Support for RNs | |
| <input type="checkbox"/> Other (please specify) | |

C11. In the past year, in your work as an RN, please indicate the number of times you personally experienced each of the following? Please select a response from each of the drop down boxes below.

	From patients	From patients' families/SOs	From another RN	From a physician	From a nurse manager	From an administrator	From other healthcare personnel
Sexual Harassment	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Discrimination	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Verbal Abuse	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Physical Abuse	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

C12. If you answered one or more times to any of the questions above, did you report the incident(s) to your supervisor?

- ☐ Yes
- ☐ No

C12a. What happened when you reported the incident(s)?

- ☐ The problem was resolved satisfactorily.
- ☐ There was some discussion, but nothing was done or there was no follow up.
- ☐ I was blamed for the incident.
- ☐ Other (please specify)

C12b. Why did you decide not to report the incident(s)?

- ☐ Didn't think it was a major issue
- ☐ I was too busy
- ☐ Fear of retribution
- ☐ No easy process for reporting
- ☐ Didn't think anything would be done about it
- ☐ Other (please specify)

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C13. Recognition is most meaningful when it comes from (select only one):

- ☐ Other RNs
 ☐ Frontline managers
☐ Physicians
 ☐ Administrators/Executives
☐ Other healthcare colleagues (other than RNs and physicians)
 ☐ Patients and families

C14. To what degree do you agree with the statement "My organization values my health and safety"?

- ☐ Strongly agree
☐ Agree
☐ Disagree
☐ Strongly disagree

C15. At the end of a typical shift, to what degree do you feel you get the following work done?

	0 – 49% of the work done	50 – 74% of the work done	75 – 99% of the work done	100% of the work done	Not Applicable
Direct care (medications, procedures, monitoring, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comforting/talking with patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing or updating care plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing patients and families for discharge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching patients or family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C16. To what extent are you evaluated on how well you contribute to a healthy work environment for your and your colleagues?

- ☐ Plays a major part in my evaluation
☐ Plays a substantive part in my evaluation
☐ Plays a minor part in my evaluation
☐ Plays no part in my evaluation

C17. On the whole, how satisfied are you with your current job?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

C18. Do you plan to leave your present nursing position?

- ☐ Yes, within the next 12 months
- ☐ Yes, within the next 3 years
- ☐ No plans to leave within the next 3 years

C18a. What do you plan to do after leaving your present nursing position?

- ☐ Retire
- ☐ Take a different position in clinical/patient care nursing
- ☐ Take a different position in non-clinical/patient care nursing
- ☐ Return to school to pursue additional nursing education
- ☐ Pursue a job in another profession
- ☐ Take time out for family or other personal reasons
- ☐ Other (please specify)

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C18b. How likely would each of the following be to influence you to reconsider your plans to leave your present position?

	Very Likely	Somewhat Likely	Not Very Likely	Not Likely at All
More flexible scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher salary and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More autonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More opportunities to influence decisions about patient care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More respect from frontline management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better staffing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More respect from administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More opportunities for professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More/better equipment and technology resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More meaningful recognition for my contribution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C19. To what degree is verbal abuse of staff tolerated in your organization?

- ☐ Not at all ☐ Rarely ☐ Occasionally ☐ Frequently

C20. To what degree is physical abuse of staff tolerated in your organization?

- ☐ Not at all ☐ Rarely ☐ Occasionally ☐ Frequently

C21. To what degree does your organization support the continuing education of RNs?

Check all that apply.

- ☐ Provides inhouse CE
- ☐ Provides paid time off for CE
- ☐ Provides time off without pay for CE
- ☐ Pays CE registration fees
- ☐ Pays for travel for CE programs
- ☐ Pays for association membership which entitles me to free CE
- ☐ No support

C22. To what degree does your organization support specialty nursing certification?

Check all that apply.

- ☐ Pays/reimburses initial exam fee
- ☐ Pays/reimburses for recertification fee
- ☐ Pays registration fees for courses to prepare/study for the exam
- ☐ Offers paid time off for courses to prepare/study for the exam
- ☐ Offers unpaid time off for courses to prepare/study for the exam
- ☐ Gives bonus for initial certification
- ☐ Gives bonus for recertification
- ☐ Provides salary differential for certification
- ☐ Recognizes nurses who achieve certification (e.g., plaque, letter in personnel file, article in newsletter, etc.)

C23. If you work in a hospital, has that hospital earned Magnet recognition?

- ☐ Yes
- ☐ No, but the hospital is in the process of applying
- ☐ No
- ☐ The hospital earned Magnet recognition previously, but does not now have it
- ☐ Not sure
- ☐ Don't work in a hospital

C24. If you work in a hospital, has your unit earned the AACN Beacon Award for Critical Care Excellence?

- ☐ Yes
- ☐ No, but the unit is in the process of applying
- ☐ No
- ☐ The unit earned the Beacon Award previously, but does not now have it.
- ☐ Not sure
- ☐ Don't work in a hospital

C25. When do you plan on retiring from nursing?

- ☐ 1 to 2 years
- ☐ 3 to 5 years
- ☐ 6 to 10 years
- ☐ 11 to 15 years
- ☐ 16 to 20 years
- ☐ Over 20 years
- ☐ Don't know

C26. How likely would each of the following be to influence you to reconsider or postpone your retirement?

	Very Likely	Somewhat Likely	Not Very Likely	Not Likely at All
Shorter shifts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decreased patient load	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Phased retirement option	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fewer hours while still eligible for employer's health insurance plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section D

D1. What is your year of birth?

D2. With which gender do you most identify?

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer not to answer
- ☐ Prefer to self describe. Please write in your description:

D3. In which state/territory do you reside?

State/Territory:

D4. Do you consider yourself...?

- | | |
|---|---|
| <input type="radio"/> White (non-Hispanic) | <input type="radio"/> Asian or Pacific Islander |
| <input type="radio"/> Native American or Alaskan Native | <input type="radio"/> Hispanic or Latino |
| <input type="radio"/> Black or African American | <input type="radio"/> Some other race |
| <input type="radio"/> Of mixed racial background | <input type="radio"/> Decline to answer |

D5. As of December 31, 2017, how many years' experience do you have working as an RN?

Please enter a numeric whole number.

D6. What is the highest degree you have received?

- | | |
|---|---|
| <input type="radio"/> Associate degree | <input type="radio"/> Master's degree - Nursing |
| <input type="radio"/> Diploma in nursing | <input type="radio"/> Master's degree - Non-nursing |
| <input type="radio"/> Baccalaureate degree - Nursing | <input type="radio"/> Doctoral degree - Nursing |
| <input type="radio"/> Baccalaureate degree -Non-Nursing | <input type="radio"/> Doctoral degree - Non-nursing |

D7. Are RNs in your organization represented by a union?

☐ Yes

☐ No

D8. Do you currently hold any specialty or subspecialty certifications in nursing (i.e., CCRN, CEN)?

☐ Yes

☐ No

D9. Which one of the following best describes your current work setting?

- ☐ Acute care hospital (adult, pediatric, maternity, other)
- ☐ Specialty hospital (psychiatric, rehabilitation, other)
- ☐ Telehealth
- ☐ Subacute/Long-term care
- ☐ Home/Community care
- ☐ Temporary staffing agency
- ☐ Ambulatory (physician office, surgery, urgent care center)
- ☐ School health/Student health service
- ☐ Nursing school
- ☐ Non clinical (e.g., insurance company, consulting)
- ☐ Self employed
- ☐ Other (please specify)

D10. Do you work in a patient care area in a hospital?

- ☐ Yes
- ☐ No

D10a. Which of these descriptions below best fits your work unit?

- ☐ General medical and/or surgical care (adult or pediatric)
- ☐ Operating Room
- ☐ Intensive care unit (Med/Surg/Pediatric/Neonatal/Respiratory/Coronary Care/Etc.)
- ☐ Labor & Delivery/OB
- ☐ Progressive care (intermediate care, step-down unit, telemetry unit, etc.)
- ☐ Recovery/PACU
- ☐ Emergency Department/Trauma Center
- ☐ Psychiatry
- ☐ Tele-ICU
- ☐ Dialysis
- ☐ Clinic/Outpatient
- ☐ Subacute/Long term care
- ☐ Other (please specify)

D11. Which one of the following best describes your current nursing position?

- ☐ RN - Direct patient care
- ☐ Frontline or unit level manager
- ☐ Nurse practitioner - Acute Care NP or Family NP
- ☐ Director/Executive/Administrator
- ☐ Clinical nurse specialist
- ☐ Clinical Educator/Staff development
- ☐ Other advanced practice role
- ☐ Academic faculty
- ☐ Other (please specify)

D12. Do you work:

- ☐ Part-time
- ☐ Full-time

D13. Do you work at more than one nursing job (for different employers)?

- ☐ Yes
- ☐ No

D14. In a typical week in the past year, how many total hours did you work as a paid nurse (include hours for all nursing jobs)?

Please enter a numeric whole number.

D15. What is your primary work shift?

- | | |
|---|---|
| <input type="radio"/> Days, 8 hour shift | <input type="radio"/> Nights, 8 hour shift |
| <input type="radio"/> Days, 12 hour shift | <input type="radio"/> Nights, 12 hour shift |
| <input type="radio"/> Evenings | <input type="radio"/> Other |

Section E

E1. Please describe a work environment issue in your unit/organization that causes/caused you concern. Also, please indicate if the issue was resolved and how.

E2. Please describe a work environment best practice in your unit/organization that others could use to improve their work environment.

Thank you for taking the time to respond to our survey.

Do you want to be entered into the drawing for a complimentary registration to a future AACN National Teaching Institute & Critical Care Exposition?

☐ No

☐ Yes

If yes, please provide your name and e-mail address below.

Name:

Email Address: