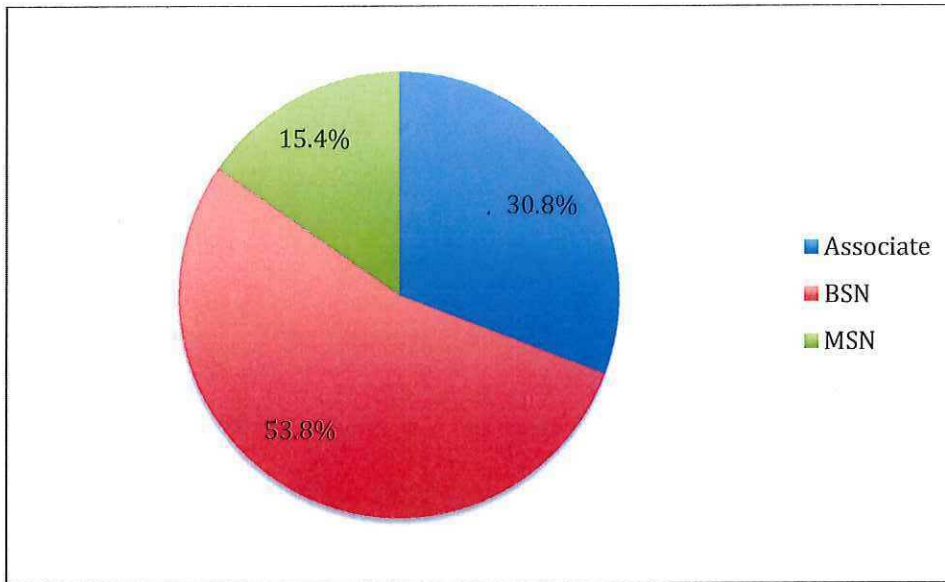


**2016 Chief Nursing Officer / Administrative Nurse Manager/Associate
Nurse Manager/Administrative Support Continuing Education Needs
Assessment:
13 Respondents**

NURSE CHARACTERISTICS

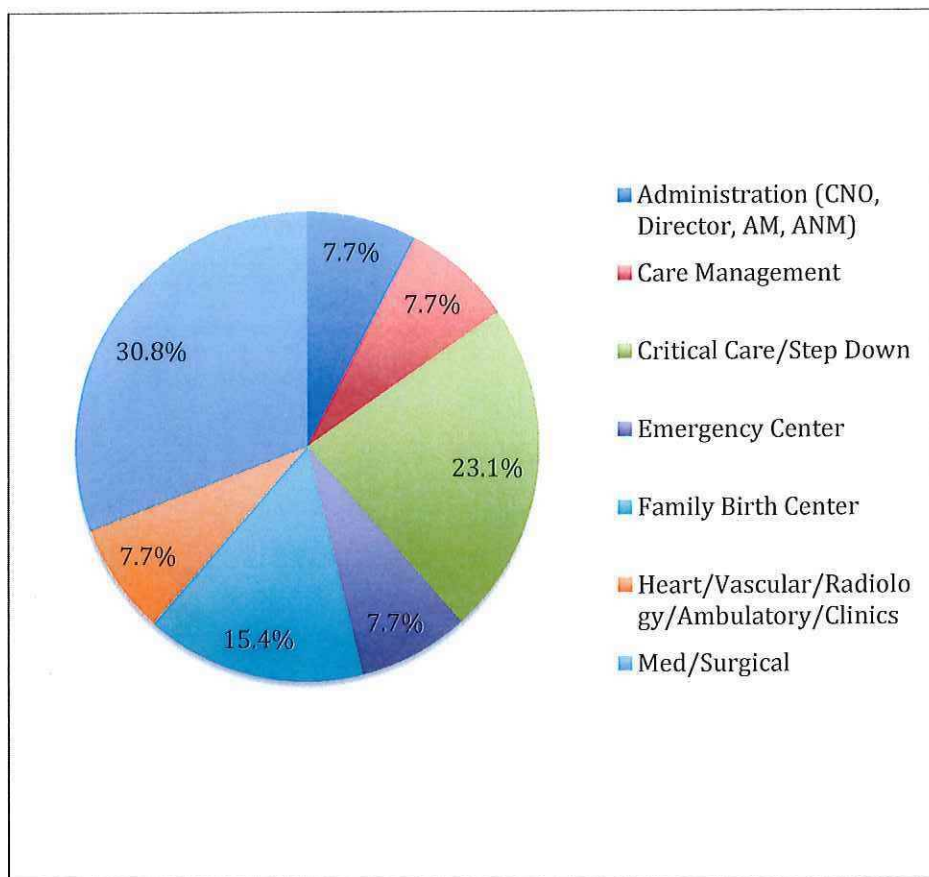
Select the highest level of nursing education you have obtained.



Associate*	4	30.8%
BSN	7	53.8%
MSN	2	15.4%

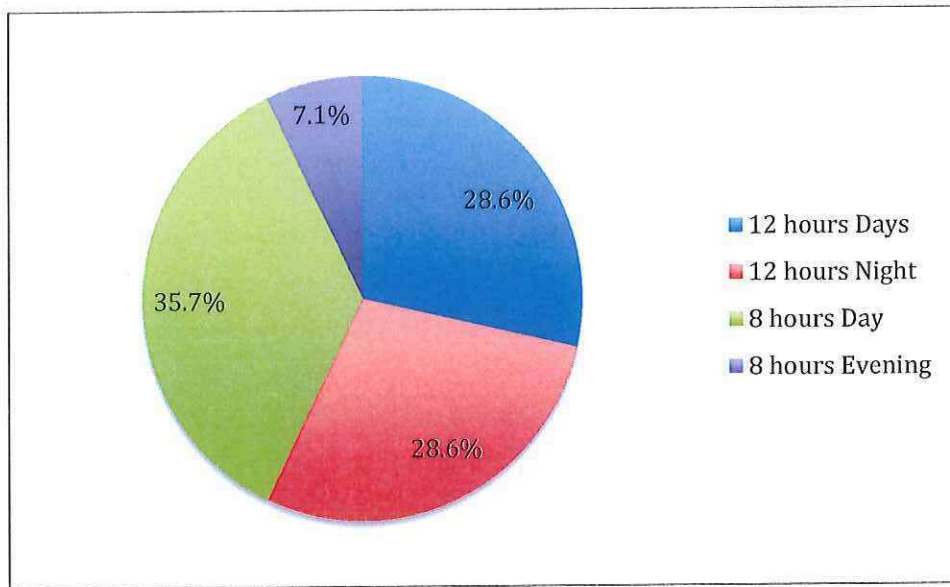
The majority of CNO/AM/ANM/Adm Sup hold a Bachelors of Science in Nursing (7/53.8%). Associate prepared CNO/AM/ANM/Adm Sup was the next most common level of education (4/30.8%).

*Since the time of the survey, the four Associate Prepared Nurses referred to here have now graduated from Bachelors of Science in Nursing programs.

What area(s) do you work in? (Check all that apply)

Administration (CNO, Director, AM, ANM)	1	7.7%
Care Management	1	7.7%
Critical Care/Step Down	3	23.1%
Emergency Center	1	7.7%
Family Birth Center	2	15.4%
Heart/Vascular/Radiology/Ambulatory/Clinics	1	7.7%
Med/Surgical	4	30.8%

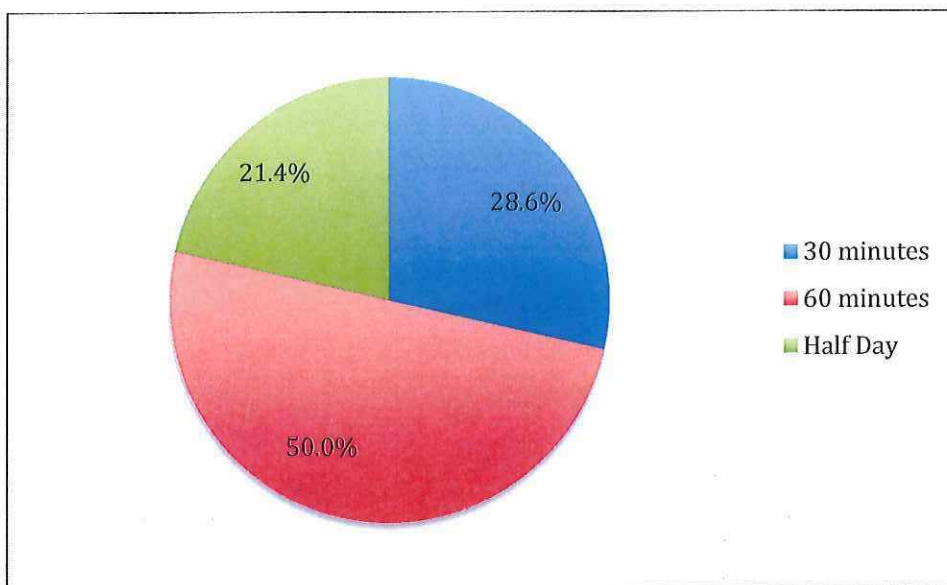
Respondents were allowed to respond with more than one answer to this question. The most popular area for CNO/AM/ANM/Adm Sup to work is Medical/Surgical (4/30.8%). Critical Care/Step Down was the next most popular response (3/23.1%). Some of these CNO/AM/ANM/Adm Sup work is multiple roles, which is reflected by multiple responses.

What shift do you usually work?

12 hours Days	4	28.6%
12 hours Night	4	28.6%
8 hours Day	5	35.7%
8 hours Evening	1	7.1%

The most common shift worked by CNO/AM/ANM/Adm Sup was 8-hour Days (5/35.7%). Equal responses were for 12-hour Days and 12-hour Nights (4/28.6% each, 8/57.2% combined).

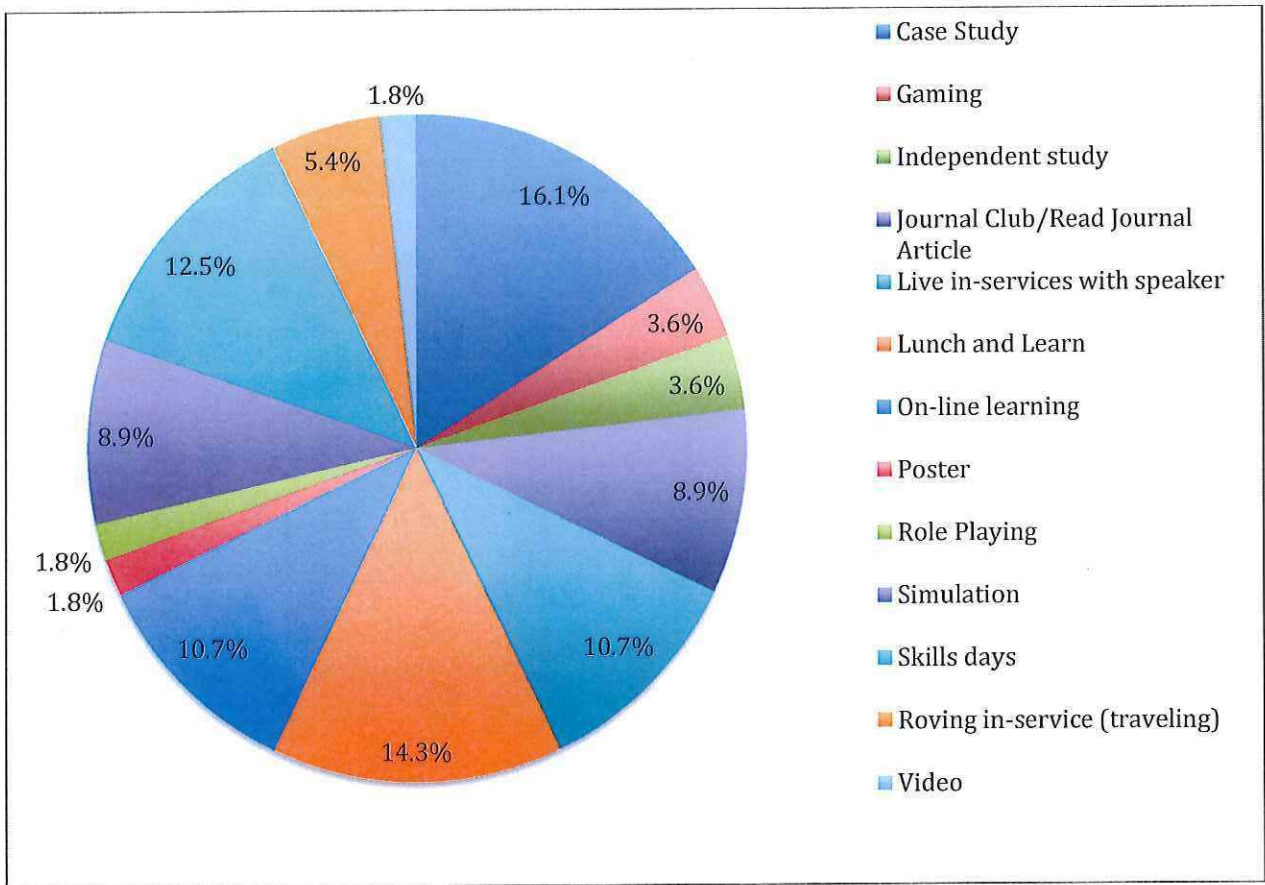
How much time would you like to spend completing continuing education offerings?



30 minutes	4	28.6%
60 minutes	7	50.0%
Half Day	3	21.4%

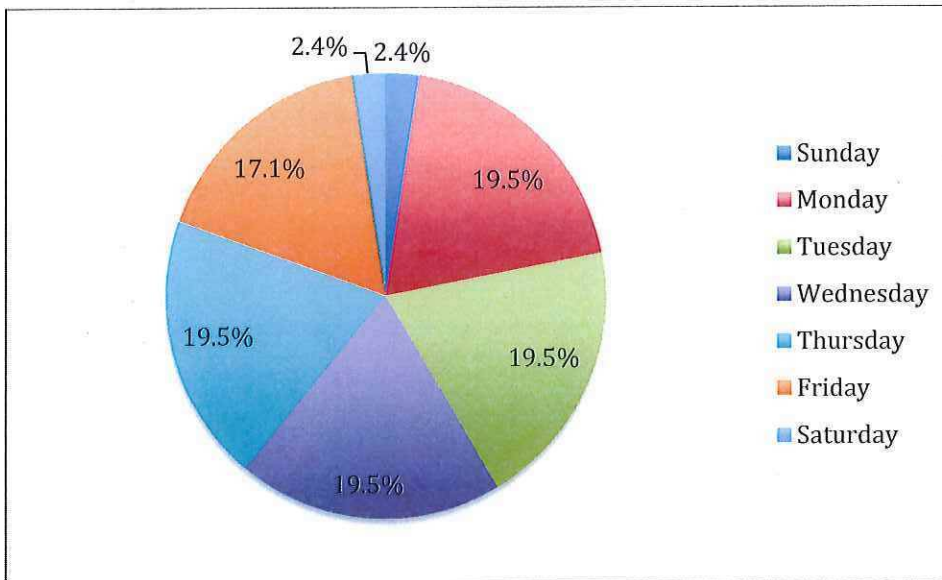
Respondents were allowed to respond with more than one answer to this question. The majority of respondents preferred one 60-minute education session (7/50.0%). One 30-minute education session was the next most popular response (4/28.6%). The last response that was answered was one half-day education session (3/21.4%).

What format(s) would you prefer? (Check all that apply)



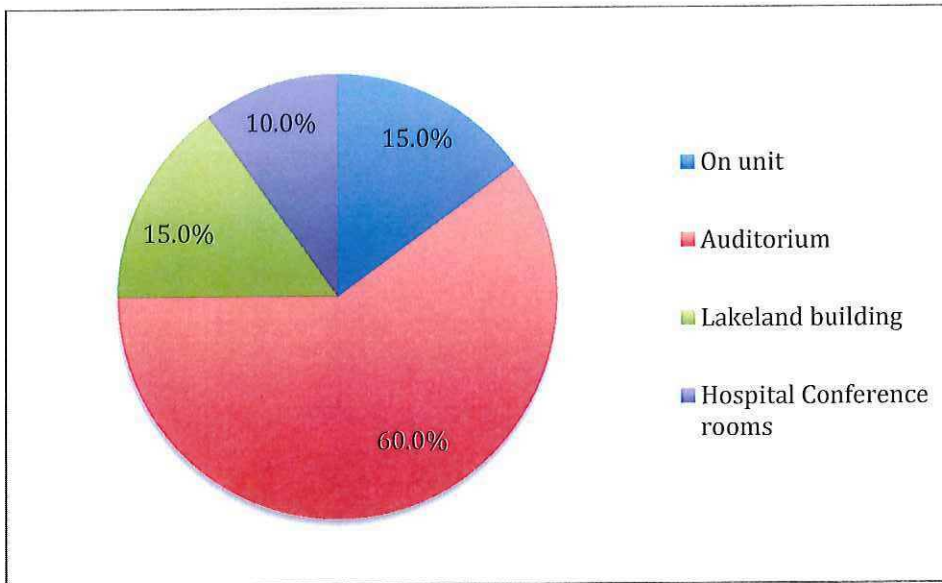
Case Study	9	16.1%
Gaming	2	3.6%
Independent study	2	3.6%
Journal Club/Read Journal Article	5	8.9%
Live in-services with speaker	6	10.7%
Lunch and Learn	8	14.3%
On-line learning	6	10.7%
Poster	1	1.8%
Role Playing	1	1.8%
Simulation	5	8.9%
Skills days	7	12.5%
Roving in-service (traveling)	3	5.4%
Video	1	1.8%

Respondents were allowed to respond with more than one answer to this question. The most popular format for education was a Case Study format (9/16.1%). Lunch and Learn was the next most popular response (8/14.3%). Skills Days was the third most popular response (7/12.5%). Live in-services with speaker and On-line Learning tied for fourth most popular (6/10.7% each, 12/21.4% combined).

Day of week

Sunday	1	2.4%
Monday	8	19.5%
Tuesday	8	19.5%
Wednesday	8	19.5%
Thursday	8	19.5%
Friday	7	17.1%
Saturday	1	2.4%

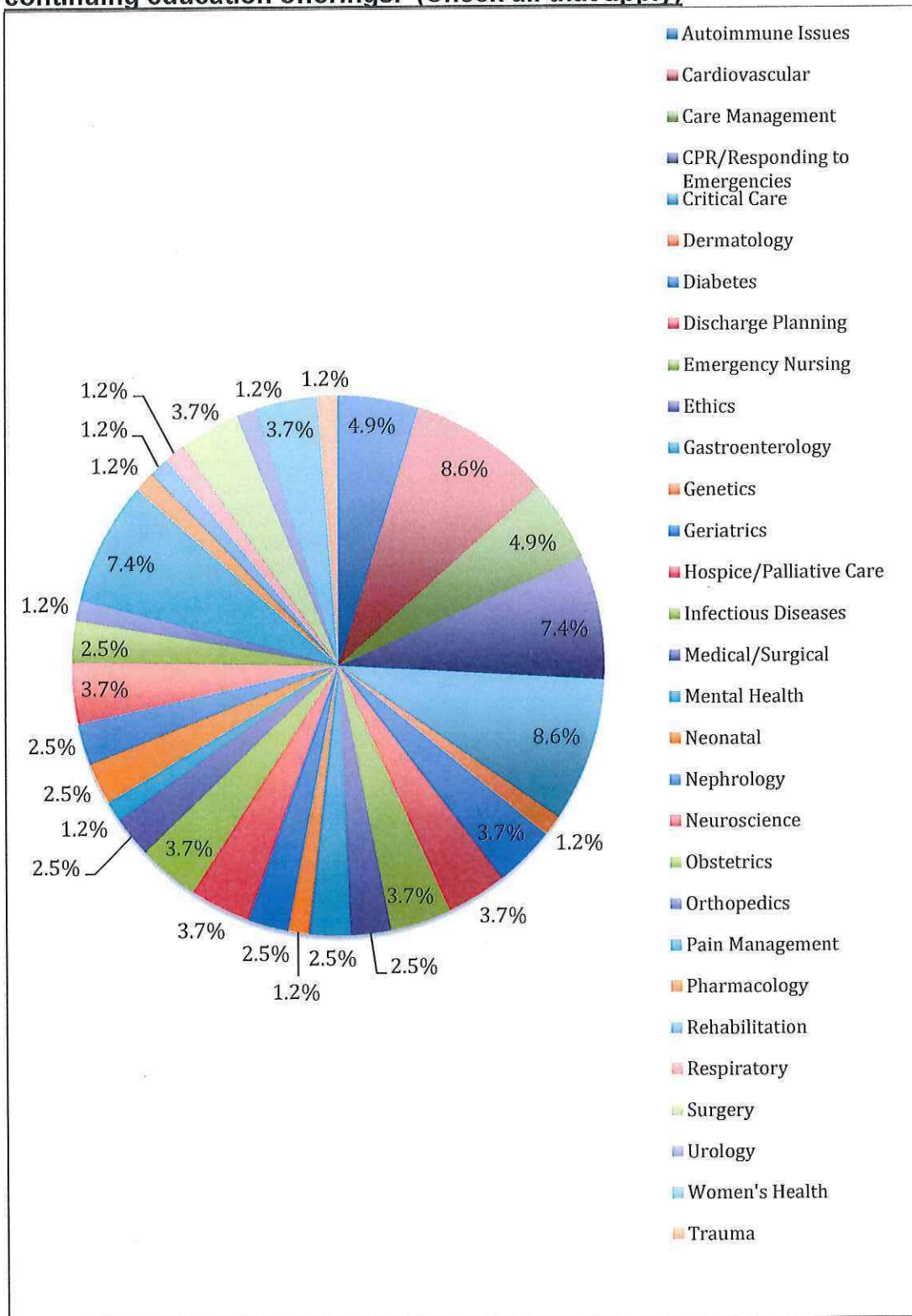
Respondents were allowed to respond with more than one answer to this question. Monday, Tuesday, Wednesday and Thursday all had the same amount of responses (8/19.5% each 32/78% combined).

Place

On unit	3	15.0%
Auditorium	12	60.0%
Lakeland building	3	15.0%
Hospital Conference rooms	2	10.0%

Respondents were allowed to respond with more than one answer to this question. The majority of respondents identified the Auditorium as the preferred location for education sessions (12/60.0%).

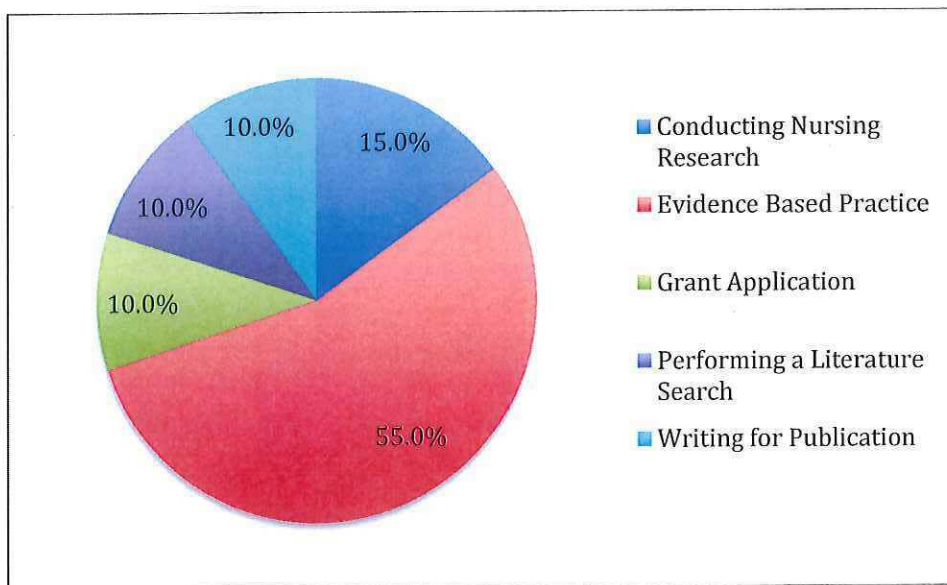
Please select all areas of clinical practice that you are interested in continuing education offerings. (Check all that apply)



Autoimmune Issues	4	4.9%
Cardiovascular	7	8.6%
Care Management	4	4.9%
CPR/Responding to Emergencies	6	7.4%
Critical Care	7	8.6%
Dermatology	1	1.2%
Diabetes	3	3.7%
Discharge Planning	3	3.7%
Emergency Nursing	3	3.7%
Ethics	2	2.5%
Gastroenterology	2	2.5%
Genetics	1	1.2%
Geriatrics	2	2.5%
Hospice/Palliative Care	3	3.7%
Infectious Diseases	3	3.7%
Medical/Surgical	2	2.5%
Mental Health	1	1.2%
Neonatal	2	2.5%
Nephrology	2	2.5%
Neuroscience	3	3.7%
Obstetrics	2	2.5%
Orthopedics	1	1.2%
Pain Management	6	7.4%
Pharmacology	1	1.2%
Rehabilitation	1	1.2%
Respiratory	1	1.2%
Surgery	3	3.7%
Urology	1	1.2%
Women's Health	3	3.7%
Trauma	1	1.2%

Respondents were allowed to respond with more than one answer to this question. Cardiovascular and Critical Care/Step Down had the same amount of responses (7/8.6% each, 14/17.2% combined). CPR/Responding to Emergencies and Pain Management also had the same number of responses (6/7.4% each, 12/14.8% combined).

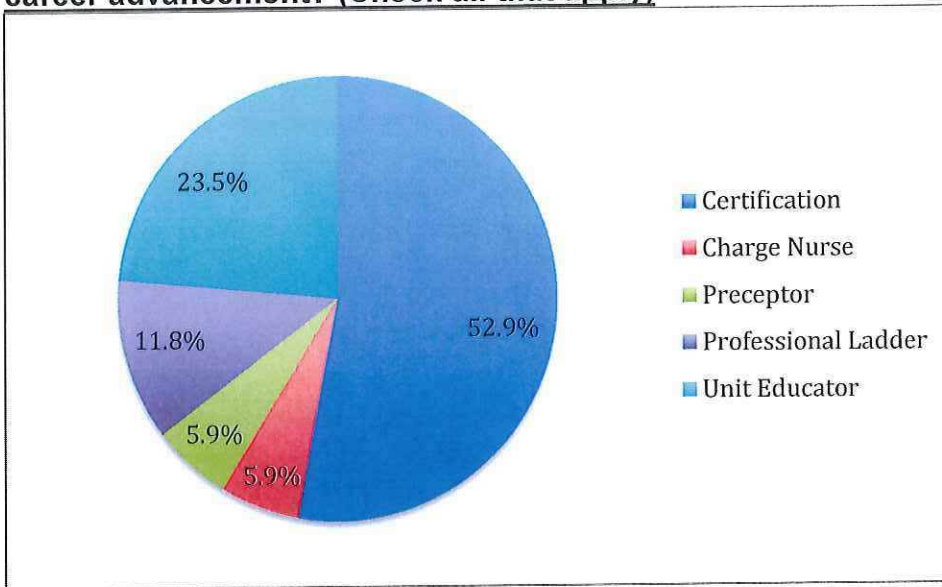
What continuing education offering would you be interested in regarding research? (Check all that apply)



Conducting Nursing Research	3	15.0%
Evidence Based Practice	11	55.0%
Grant Application	2	10.0%
Performing a Literature Search	2	10.0%
Writing for Publication	2	10.0%

Respondents were allowed to respond with more than one answer to this question. The majority of respondents selected Evidence Based Practice as an area of interest for education sessions (11/55.0%).

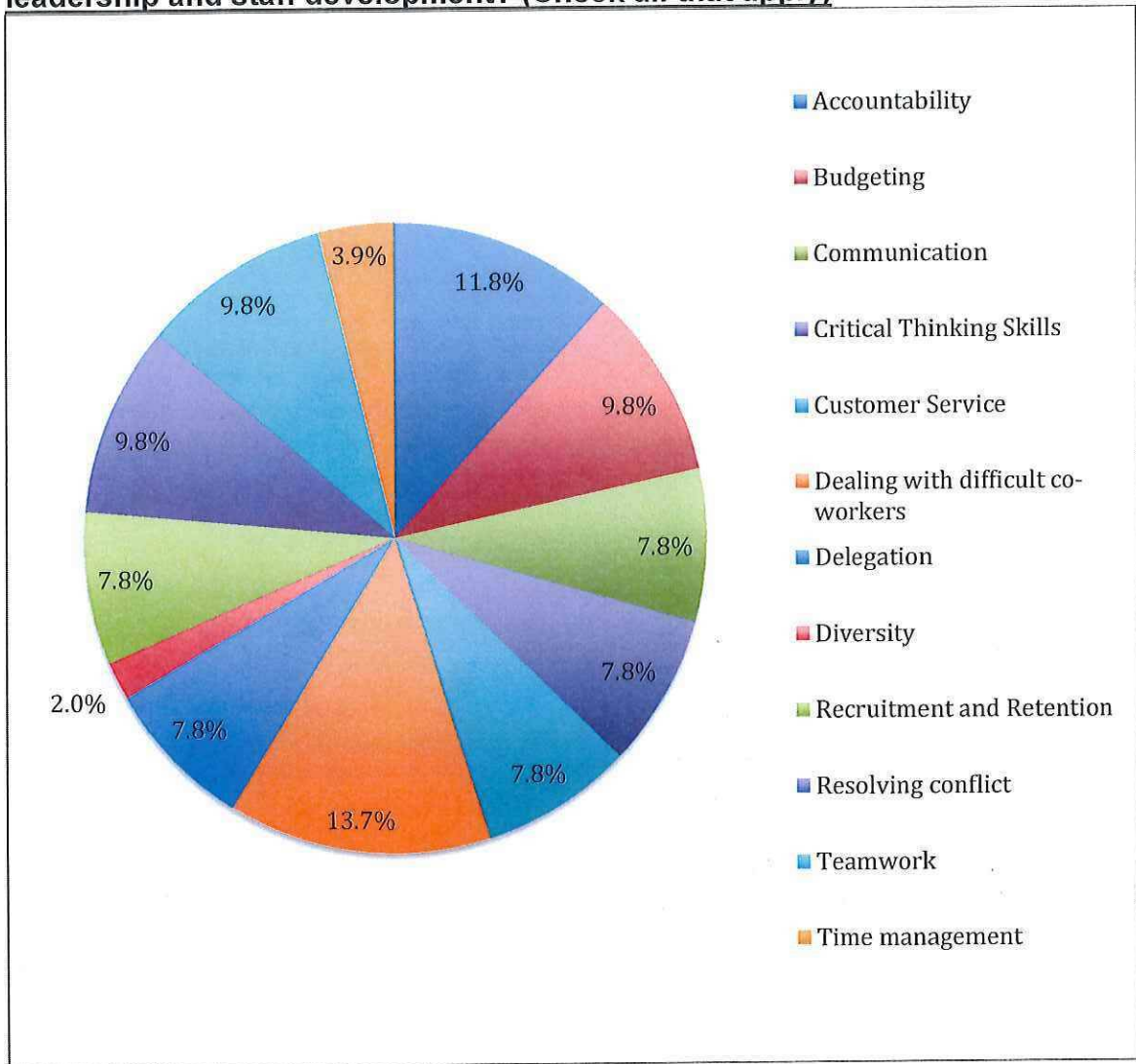
What continuing education offering would you be interested in regarding career advancement? (Check all that apply)



Certification	9	52.9%
Charge Nurse	1	5.9%
Preceptor	1	5.9%
Professional Ladder	2	11.8%
Unit Educator	4	23.5%

Respondents were allowed to respond with more than one answer to this question. The majority of respondents identified Certification as an area of interest for education sessions regarding career advancement (9/52.9%). The next most common response was regarding Unit Educator (4/23.5%).

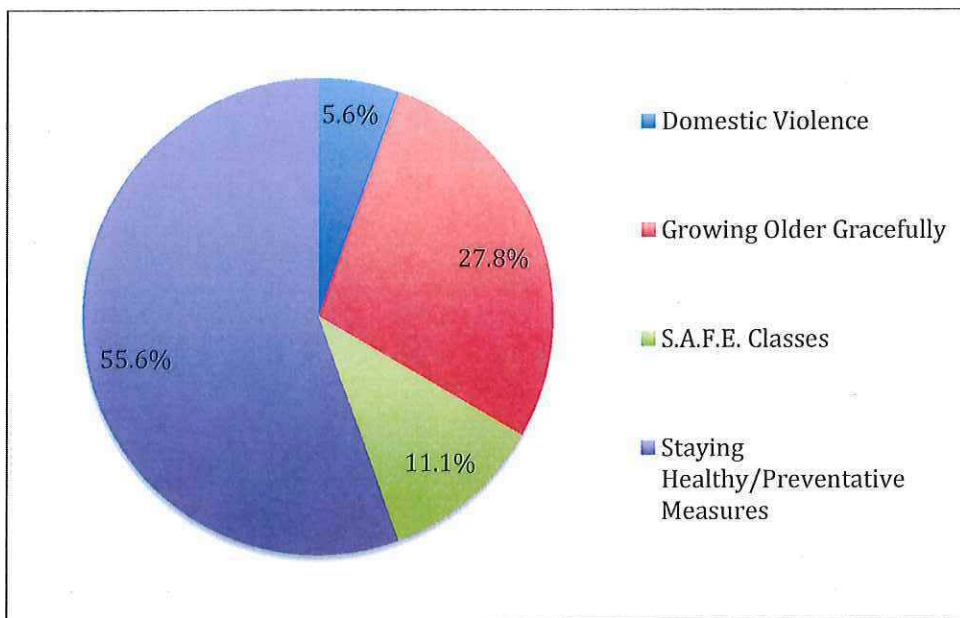
What continuing education offering would you be interested in regarding leadership and staff development? (Check all that apply)



Accountability	6	11.8%
Budgeting	5	9.8%
Communication	4	7.8%
Critical Thinking Skills	4	7.8%
Customer Service	4	7.8%
Dealing with difficult co-workers	7	13.7%
Delegation	4	7.8%
Diversity	1	2.0%
Recruitment and Retention	4	7.8%
Resolving conflict	5	9.8%
Teamwork	5	9.8%
Time management	2	3.9%

Respondents were allowed to respond with more than one answer to this question. The most common response regarding leadership and staff development was Dealing with difficult co-workers (7/13.7%). Accountability was the second most common response (6/11.8%). Budgeting, Resolving Conflict and Teamwork tied for third most common (5/9.8% each, 15/29.4% combined).

What continuing education offering would you be interested in regarding personal interest? (Check all that apply)



Domestic Violence	1	5.6%
Growing Older Gracefully	5	27.8%
S.A.F.E. Classes	2	11.1%
Staying Healthy/Preventative Measures	10	55.6%

Respondents were allowed to respond with more than one answer to this question. Respondents identified Staying Healthy/Preventative Measures as the topic of most interest regarding personal interest (10/55.6%). Growing Older Gracefully was the next most common response (5/27.8%).

Recommendations for continuing education for CNO/AM/ANM/Adm Sup:

- 60 minute sessions
- Format: case studies or lunch and learn
- Day of the week: Any week day except Friday
- Location: Auditorium
- Clinical practice topic: Cardiovascular or Critical Care/step down
- Research topic: Evidence-based practice
- Career advancement topic: Certification
- Leadership topic: Dealing with difficult co-workers, accountability
- Personal interest: staying healthy/preventative measures