

Florida Center for Nursing's 2015 Statewide Nurse Employer Survey: Hospitals

1. This section will help us understand your facility's current and future need for nursing personnel. Please report on the **number of employees**. Please do **not** include per diem staff, contract/agency nurses, or other temporary personnel in these counts. Enter "0" if you have no employees of a given type. (A rough estimate would be helpful if exact numbers are not known. This will help us project employment growth in your industry.)

Registered Nurses in Direct Care provide care to patients utilizing the nursing process, which includes assessment, nursing diagnosis, planning, implementation, and evaluation of care. **Registered Nurses in Indirect Care** refers to all nurses not providing direct care to patients, such as Nurse Administrators. **Advanced Practice Nurses (APNs)** include Nurse Practitioners, Certified Registered Nurse Anesthetists, Clinical Nurse Specialists, and Nurse Midwives. **New Positions** are positions that do not currently exist, but are expected to be created over the next year (perhaps due to expansion or increased personnel need).

	# of full-time employees on 06/30/15	# of part-time employees on 06/30/15	# of vacant positions being actively recruited on 06/30/15		# of positions filled between 7/01/14 and 06/30/15		# of separations† between 07/01/14 and 06/30/15	# of NEW positions you intend to create over the next year (through 06/30/16)	
			full-time	part-time	full-time	part-time		full-time	part-time
a. RNs (Direct Care)									
b. RNs (Indirect Care)									
c. APNs									
d. LPNs (Licensed Practical Nurses)									
e. CNAs (Unlicensed direct care assistants/nurse aids)									

†Please report the number of employees who left your facility either voluntarily or involuntarily. Do not count those who moved from one position to another within your facility, or persons hired but never reporting for work. Please include both full and part-time permanent employees.

2. How many per diem, agency, or other temporary nurses did your facility employ as of 06/30/15? Include all nurses not counted as part of the facility's permanent, regularly scheduled employees. Enter "0" if none.		
	Per Diem (# workers)	Contract/Agency/ Traveling (# FTEs)
a. RNs (Direct Care)		
b. RNs (Indirect Care)		
c. ARNPs		
d. LPNs		
e. CNAs		
3. What is the maximum hours per week that is considered part-time in your organization? _____ hours		

Nurse Residency Programs (Program that bridges the gap from student to practitioner <u>or</u> from one area of practice to another)
4. Do you have a nurse residency program? <input type="checkbox"/> Yes <input type="checkbox"/> No (skip to #7)
5. How long is the program? _____ weeks
6. Is the participant receiving full salary? <input type="checkbox"/> Yes <input type="checkbox"/> No
Hiring New Graduates
7. How many of the LPN positions filled in the last year were new graduates? _____
8. How many of the RN positions filled in the last year were new graduates? _____
9. Do you preferentially hire new graduate BSNs? <input type="checkbox"/> Yes <input type="checkbox"/> No

Recruitment		
10. Which positions were difficult to fill in the past year (07/01/14 to 06/30/15)?	Check if Yes (✓)	Average number of weeks to fill these positions
Adult Critical Care		
Acute Care / Med-Surg		
Cardiac Cath Lab/Special Services		
Emergency Department		
Case Managers/ Discharge Planners		
Labor & Delivery/Postpartum care		
Oncology		
Operating Room		
Pre- and Post-op Care		
Rehabilitation		
Risk Management/QI/Infection Control		
Telemetry		
Neonatal Critical Care		
Pediatrics		
Pediatric Critical Care		
Unit-level Nurse Managers		
Nurse Administrators		
Nurse Anesthetists		
Nurse Midwives		
MSN prepared Clinical Nurse Specialist		
Nurse Practitioners (all types)		
Nurse Informaticists		
Other: _____		

Education
11. Within what timeframe do you require ADNs to attain a BSN? _____ Years <input type="checkbox"/> Not a Requirement
12. Is support provided for nurses to achieve advanced degrees or certificates? (ADN to BSN, Master's, Doctoral, certifications) <input type="checkbox"/> Yes <input type="checkbox"/> No (skip to #14)
13. What type of support is provided? Select all that apply. <input type="checkbox"/> Tuition reimbursement <input type="checkbox"/> Flexible Schedule <input type="checkbox"/> Scholarship <input type="checkbox"/> Other _____
14. Do you have a pay differential for advanced academic degrees? <input type="checkbox"/> Yes (Select all that apply): <input type="checkbox"/> BSN <input type="checkbox"/> MSN <input type="checkbox"/> Doctorate <input type="checkbox"/> No
15. Do you have a pay differential for national certifications? <input type="checkbox"/> Yes <input type="checkbox"/> No

Given the healthcare environment, what are some of the key emerging roles for nursing in your facility? (e.g. Care Coordinator, Navigator, Transition Care Nurse)	
Title	Required Education Credentials
16.	
17.	
18.	
19.	

20. In your opinion, is actual need greater than, equal to, or less than the number of budgeted positions?			
a. RNs	<input type="checkbox"/> Greater	<input type="checkbox"/> Equal	<input type="checkbox"/> Less
b. LPNs	<input type="checkbox"/> Greater	<input type="checkbox"/> Equal	<input type="checkbox"/> Less
c. CNAs	<input type="checkbox"/> Greater	<input type="checkbox"/> Equal	<input type="checkbox"/> Less

Thank you for helping us better understand your nursing needs. Please complete this survey today and email it to Marie Prosper at marie.prosper@ucf.edu.