The Association for Nursing Professional Development is conducting this survey to examine variables related to facility size and structure, NPD specialist and educator characteristics and time in service, and the organization's outcomes. This one time survey should provide ANPD leadership with information to demonstrate evidence of size, composition, and structure compared with the outcomes which have meaning to NPD performance, such as retention, performance, and career development.

One response per facility is sufficient. Identify who in your organization will respond. A pdf or printout of the survey should be used to gather all the information in advance of survey completion. If you must leave the survey and return, please retain the survey link AND the code for re-entry. We want you to know what information is expected. You will draw information from the Hospital Compare website at (http://www.medicare.gov/hospitalcompare/results.html).

If you have any questions about the survey or process please contact: julia.aucoin@dm.duke.edu or mharper@anpd.org or joan.warren@medstar.net. Thank you for your time and attention. We look forward to sharing the results.

Would you like to proceed to the survey? □ Yes □ No

<table>
<thead>
<tr>
<th>Facility Descriptors</th>
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</thead>
<tbody>
<tr>
<td>Is your facility part of a healthcare system?</td>
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<tr>
<td>□ Yes □ No (If your department covers all entities within a system, without any difference in services then proceed to the next question with one system response. )</td>
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<tr>
<td>Will you respond for each hospital individually?</td>
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<td>□ Yes □ No (If yes, then complete your first hospital now and begin the survey again for subsequent hospitals.)</td>
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<tr>
<td>Hospital Name</td>
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<td>(The name is required only to prevent duplicate responses and will be removed prior to study team analysis.)</td>
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<tr>
<td>Profit status:</td>
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<tr>
<td>□ Non-profit □ For profit</td>
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<td>How would you describe the setting?</td>
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<td>□ Urban □ Suburban □ Rural</td>
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<td>Hospital type:</td>
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<td>□ Government □ Teaching □ Academic Medical Center □ Community/Regional</td>
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<td>Number of licensed beds:</td>
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<td>In what state is your hospital located?</td>
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<tr>
<td>Select the description of your involvement with ANCC Magnet or Pathway program.</td>
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<tr>
<td>□ No plan to pursue Magnet or Pathway designation □ Contemplating Magnet or Pathway designation □ On the journey to Magnet □ On the journey to Pathway □ Magnet designated □ Pathway designated □ Previously Magnet designated □ Previously Pathway designated</td>
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</tbody>
</table>
Does your organization provide continuing nursing education through a national or state organization?  □ Yes  □ No

Does your organization provide continuing education through a national or state organization for other disciplines?  □ Yes  □ No

Select all the designations your hospital currently has:
□ Malcolm Baldrige Award
□ U.S. News Best Hospital
□ Leapfrog Group Top Hospital
□ Thomson Reuters Top 100 Hospital

How many people were employed by the hospital last year?  (We know that these figures are difficult to count. It is fine to use 5370 rather than 5367 or 5373.)

How many RNs were employed by the hospital last year?  (We know that these figures are difficult to count. It is fine to use 5370 rather than 5367 or 5373.)

How many hours per RN are budgeted each year for education? (includes inservice and continuing education)

Do you use contract (agency or traveler) nurses?  □ Yes  □ No

Total number of contract nurses used last year.

Total number of new graduate RNs (first job) hired last year: (Last year can be calendar or fiscal, depending on your hospital's reporting plan.)

Total number of experienced RNs (not the first job) hired last year:

Which descriptor best represents your department's reporting structure within the organization?
□ System Nursing Director/Leader/VP
□ Hospital Nursing Director/Leader/VP
□ Human Resources Administrator
□ Nursing Department/Service Line Director
□ Nursing Unit Manager
□ Other

Describe the Other reporting structure.

Which descriptor best applies to your organizational structure for nursing professional development?
□ Employ only one nursing professional development specialist
□ Centralized
□ Decentralized
□ Combination centralized and decentralized

How is required training (such as ALS or chemo administration) treated? As □ Continuing education time □ Work (productive) time □ Non-productive (indirect time)

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**Educator Descriptors**

**NPD = Nursing Professional Development specialist:** a nurse assigned primary educator responsibilities.

**Educator = Non-nurse educator or assigned non-nursing related educator responsibilities**

Total number of unique individuals with education responsibilities in their job descriptions.
Of all educators employed, how many are considered centralized?

Of all educators employed, how many are considered decentralized?

Total number of budgeted NPD positions. (reported as FTEs) 
(Can be reported as decimal, ex 2.3)

Of your NPD specialists how many have highest degree level as Associate/Diploma in Nursing?

Of your NPD specialists how many have highest degree level as Baccalaureate in Nursing?

Of your NPD specialists how many have highest degree level as Masters in Nursing or a related field?

Of your NPD specialists how many have highest degree level as Doctorate in Nursing or a related field?

Of your NPD specialists how many have highest degree level as Associate/Diploma in Nursing?

Of your NPD specialists how many are certified in Nursing Professional Development?
(Certification refers to a peer-reviewed exam or portfolio and a resulting credential, not to certificate programs such as BLS.)

Of your NPD specialists how many are certified as Nurse Educator (NLN's CNE exam) ?

Of your NPD specialists how many are certified in a clinical nursing specialty?

Of your NPD specialists how many have worked in NPD specialty less than 1 year?

Of your NPD specialists how many have worked in NPD specialty 1 to 5 years?

Of your NPD specialists how many have worked in NPD specialty 6 to 10 years?

Of your NPD specialists how many have worked in NPD specialty 11 to 15 years?

Of your NPD specialists how many have worked in NPD specialty 16 to 20 years?

Of your NPD specialists how many have worked in NPD specialty more than 20 years?

Does the nursing staff belong to a union?

☐ Yes ☐ No

Do your NPD specialists belong to a union?

☐ Yes ☐ No

What is the primary method for educational planning?

☐ Centrally coordinated assessment
☐ Clinical department strategic planning
☐ Individual activities as based on need
Of your total department workload what percent (%) time is assigned to each of the topics listed? Select the closest 10% - total should not exceed 100% when all 9 topics are considered.

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<th>Topic</th>
<th>0%</th>
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<th>20%</th>
<th>30%</th>
<th>40%</th>
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<th>60%</th>
<th>70%</th>
<th>80%</th>
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What is the hospital total training and development budget (operations) for your most recent fiscal year? (Rounded to nearest $10,000)

What is the total NPD training and development budget (operations and personnel) for your most recent fiscal year? (Rounded to nearest $10,000)

Which statement best describes your nurse residency program?

- We do not offer a nurse residency program.
- We have prepared our own nurse residency program.
- We have subscribed to a formal nurse residency program (e.g. UHC, Versant, etc).

Do you support a clinical advancement program?

- Yes
- No

What is your hospital's total annual payroll expenditure (without benefits)? (Rounded to nearest $100,000)

Performance Data

What percent of your nursing staff is certified in any nursing specialty?

What is the hospital's newly licensed RN retention rate at the end of last reporting period?

Data from remaining items should come from http://www.medicare.gov/hospitalcompare/search.html. This is not a live link - it would cause you to leave the survey. Using your paper copy of the survey, look up your hospital and report the most recent posted score for each item.

Patients who reported that their nurses "Always" communicated well

Patients who reported that their pain was "Always" well controlled

Patients who reported that YES, they were given information about what to do during their recovery at home

Patients who reported that staff "Always" explained about medicines before giving it to them

(Use tab with Patient Experience)
Patients assessed and given influenza vaccination

Central line-associated bloodstream infections (CLABSI)

Catheter-associated urinary tract infections (CAUTI)

(Use Tab with Timely and Effective Care - scroll down to Preventive Care)

(Use Tab labeled Readmissions, Complications, and Death - Scroll down to Hospital Associated Infections - Click show graphs - Report actual number for the facility.)

(same as instruction as previous)