2008 Colorado Registered Nurse Workforce Survey

Codebook and Variable Frequencies Report – Public Use File

Informing Policy. Advancing Health.

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ACKNOWLEDGMENTS

INTRODUCTION

The Colorado Health Institute (CHI) serves as an independent, nonpartisan source of health information and policy analysis. With funding from The Colorado Trust, CHI is building a comprehensive health professions database for the purpose of informing health workforce policy in Colorado.

A series of profession-specific workforce databases is being constructed to complement existing health professions workforce data. From these data, CHI is developing a set of indicators that will document changes in health care workforce supply and demand as well as practice patterns that exist in Colorado communities over time. A database download function has been developed to enable visitors to the CHI Web site to download health professions data and customize reports by profession and geographic location.

2008 COLORADO RN WORKFORCE SURVEY

Methods
The survey was administered in four waves by mail beginning on October 17, 2008. The first wave was a postcard alerting the 3,000 randomly selected registered nurses (RNs) that a survey was coming. On October 23, 2008, the second mailing, which included a cover letter with Commonly Asked Questions, a questionnaire and a self-addressed stamped envelope, went out to the randomly selected sample of actively licensed RNs. The survey forms were mailed to the contact address in each licensee's file at the Colorado Department of Regulatory Agencies (DORA). This address may have been the RN's home or practice location.

On October 31, 2008, a postcard was mailed either reminding the RNs to fill out the survey or thanking them if they already sent it back. The fourth mailing, sent on November 18, 2008, consisted of a cover letter, a second questionnaire and a self-addressed stamped envelope [See Appendix C for cover letters and postcards].

Response rate
CHI received survey responses from 1,014 RNs during the first mailing of questionnaires which ended on November 18, 2008. The second questionnaire mailing yielded an additional 443 completed surveys. In total, CHI received survey responses from 1,457 RNs or 51 percent of those who were mailed a survey form. The following table shows the final survey disposition of surveys by response category.

Final Disposition	Number
Surveys mailed to Colorado RN sample	3,000
Unable to forward	92
Non-responses	16
Out of state	57
Eligible sample	2,835
Returned completed questionnaires (2nd wave)	1,014
Returned completed questionnaires (4th wave)	443
Total returned completed questionnaires	1,457
Response rate	51.4%

Data from the questionnaires returned to CHI were entered into an electronic database (N=1,457). CHI randomly selected 35 forms for data entry reliability analysis. Data entry was 99+ percent accurate across all survey variables entered. Data verification and cleaning were conducted with a series of quality checks to ensure data completeness and adherence to formatting protocols [See Appendix A for Data Cleaning Business Rules].

Sampling methods
The sample was drawn from the 2008 DORA database of RNs with an active Colorado license and a contact address in Colorado (n=49,167).

The sampling design followed a disproportionate stratified random sampling scheme and included 3,000 RNs randomly selected from six strata. The six sample strata were based on combinations of gender and urban/rural classifications created from the 2005 Rural Urban Commuting Area (RUCA) codes[1]. All rural male RNs were sampled and at least 250 RNs from each of the other strata. [See Appendix B for sampling and response summary by stratum].

Weighting up to the population
This survey was conducted to yield information about RNs holding an active license in Colorado with a contact address in Colorado as of October 2008. A survey form was mailed to a stratified random sample of Colorado licensed RNs with a contact address in Colorado. The data file includes variable counts for valid respondents only (N=1,457).

Because of the Nurse Licensure Compact, however, this number may not be reflective of the Colorado RN workforce. The Nurse Licensure Compact became effective in Colorado on October 1, 2007, establishing a relationship between participating states in the area of RN licensure, discipline, and information sharing. The Compact allows a nurse to hold a license in one compact state and practice in all 22 compact states. There is currently not a mechanism in place to collect data on where nurses holding compact licenses work at any given point in time and how many nurses may be working in Colorado via a compact license from another participating state.

Strata based on gender and urban/rural classification were used to develop the survey weight variable and adjust for non-response bias. The weight variable must be applied to all descriptive and inferential statistics calculated from the RN survey data in order to correctly apportion the sample population to overall RN population in Colorado. [See Appendix B for strata information].

PUBLIC USE DATA FILES
This codebook specifies the variables contained in the 2008 CHI Colorado Registered Nurse Workforce Survey public use file (PUF). The file contains 1,457 records, one for each respondent, and includes a weight variable. The PUF contains 142 variables. [See the list of variables on p.13-16 for the variables contained in the PUF].

The PUF is available for anyone to analyze. To minimize any risk of indirect identification and ensure confidentiality of survey respondents, sub-state geographic identifiers such as county, city and ZIP Code, and other sensitive variables such as graduation year, are removed or rolled up into categorical variables. Users of the PUF must fill out a registration form.

All users of the data must include the following citation in any public release of the data or its subsequent analysis: "Source: The 2008 Registered Nurse Workforce Survey, Colorado Health Institute."

In addition, CHI requests that interested individuals and organizations using the database share their analysis and findings with CHI by contacting Christine Demont-Heinrich at 720.382.7093, or by e-mail at demont-heinrichc@coloradohealthinstitute.org.

Technical information
The PUF is released as SAS, comma-delimited, Excel and SPSS files. In addition, a sampling and response summary by strata is provided in Appendix B.

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[1] Rural-urban commuting area (RUCA) codes are a sub-county measure of urban/rural status based on 2000 Census data and 2004 ZIP Code areas. They are more specific than larger county-based definitions in order to more accurately classify intra-county areas as rural or urban. For more information on RUCA codes, refer to http://depts.washington.edu/uwruca/index.html.

Codebook structure
The codebook lists variable labels in the order in which they appear on the questionnaire. Each variable includes a name, description and any appropriate technical notes. The last 8 variables in the codebook were created from survey questions and re-coded to protect the confidentiality of survey respondents.

For each variable, an unweighted and weighted frequency is provided. The unweighted sum for each variable totals 1,457, that is, the number of survey respondents. The weighted sum is 49,167, the number of actively licensed registered nurses living or practicing in Colorado [Because of rounding, totals in the weighted frequency tables do not always equal 49,167].

Four different values are used to indicate the type of missing value. A -6 indicates an invalid answer such as marking more than one item when only one was supposed to be marked or a value that is not possible (e.g., working more than 168 hours per week). A value of -7 indicates that a respondent answered a question when they weren't supposed to (as part of a skip pattern). A value of -8 indicates a blank value that is supposed to be blank (respondent successfully followed instructions regarding a skip pattern). Finally, a value of -9 indicates a blank value when information should have been provided. A value of -6 is usually retained if it is within a skip pattern so that it takes precedence over a -7.

For more information, contact:
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The Colorado Health Institute is conducting this survey to inform Colorado policymakers about RN health workforce issues. Funded by The Colorado Trust, this survey is voluntary. Your answers will be kept confidential. Please complete and return this questionnaire in the envelope provided. If you have any questions, contact Michael Boyson, MHA, at 303.831.4200 x207 or by email at boysonm@coloradohealthinstitute.org.

THE FIRST SET OF QUESTIONS IS ABOUT YOUR RN EDUCATION

1. What was the highest level of education you completed <u>before</u> starting your <u>basic</u> registered nurse (RN) education program? [MARK ONE BOX]

☐ High School Diploma ☐ Master's Degree ☐ CNA Program
☐ Associate Degree ☐ Doctorate
☐ Baccalaureate Degree ☐ LPN Program

2. In what type of <u>basic</u> nurse education program were you enrolled to become an RN? [MARK ONE BOX]

☐ Diploma ☐ Baccalaureate Degree ☐ Doctorate
☐ Associate Degree ☐ Master's Degree

3. In what year did you graduate from your <u>basic RN education program</u>? ___ ___ ___ ___ YEAR

4. In what state or foreign country was your <u>basic RN education program</u> located?
[ENTER TWO LETTER STATE CODE, XX FOR FOREIGN COUNTRY] ___ ___ STATE ABBREVIATION

5. Please rate the quality of the **CLASSROOM instruction** of the <u>basic RN education program</u> in which you were enrolled. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **POOR** AND 5 REPRESENTING **EXCELLENT**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS THE QUALITY OF EACH CONTENT AREA. CIRCLE N/A IF THE TOPIC WAS NOT PART OF YOUR PROGRAM CONTENT]

	Poor				Excellent	
Caring for the elderly	1	2	3	4	5	N/A
Caring for persons with dementia and other mental impairments	1	2	3	4	5	N/A
Caring for persons with physical disabilities	1	2	3	4	5	N/A
Caring for persons with behavior problems	1	2	3	4	5	N/A
Administering medications/treatments	1	2	3	4	5	N/A
Developing patient assessment skills	1	2	3	4	5	N/A
Developing leadership/management skills	1	2	3	4	5	N/A
Using critical thinking/problem-solving skills	1	2	3	4	5	N/A
Understanding the RN role on the interdisciplinary care team	1	2	3	4	5	N/A
Cultural competency	1	2	3	4	5	N/A

6. Please rate the quality of the **CLINICAL experiences** of the <u>basic RN education program</u> in which you were enrolled. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **POOR** AND 5 REPRESENTING **EXCELLENT**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS THE QUALITY OF EACH EXPERIENCE. CIRCLE N/A IF THE EXPERIENCE WAS NOT PART OF YOUR CLINICAL TRAINING]

	Poor				Excellent	
Clinical rotation in a nursing home/extended care facility	1	2	3	4	5	N/A
Clinical rotation in an acute care facility	1	2	3	4	5	N/A
Clinical rotation in a public health agency	1	2	3	4	5	N/A
Clinical rotation in a community health setting	1	2	3	4	5	N/A
Clinical rotation in the operating room	1	2	3	4	5	N/A
Clinical rotation in a psych/behavioral health setting	1	2	3	4	5	N/A
Self-paced clinical simulation using CD/DVD	1	2	3	4	5	N/A
Clinical simulation using mannequins	1	2	3	4	5	N/A
Self-paced, Web-based clinical simulation	1	2	3	4	5	N/A
Understanding the RN role on the interdisciplinary care team	1	2	3	4	5	N/A

7. <u>Since graduating from your basic RN education program</u>, please mark yes or no for any academic degrees you have received and the year in which they were received. [IF NO ADDITIONAL DEGREES HAVE BEEN EARNED MARK NO FOR ALL DEGREES]

		Degree	**Year Completed**
☐ Yes	☐ No	Associate degree in another field	___ ___ ___ ___
☐ Yes	☐ No	Baccalaureate in Nursing	___ ___ ___ ___
☐ Yes	☐ No	Baccalaureate in another field	___ ___ ___ ___
☐ Yes	☐ No	Master's in Nursing	___ ___ ___ ___
☐ Yes	☐ No	Master's in another field	___ ___ ___ ___
☐ Yes	☐ No	Doctorate in Nursing	___ ___ ___ ___
☐ Yes	☐ No	Doctorate in another field	___ ___ ___ ___
☐ Yes	☐ No	Other (specify) _____	___ ___ ___ ___

8. Are you currently enrolled in an <u>education program leading to an academic degree</u>?

☐ Yes   ☐ No [**GO TO Q10**]

9. **IF YES**, in which of the following academic programs are you enrolled? [MARK ONE BOX AND **GO TO Q11**]

☐ Associate Degree in another field
☐ Baccalaureate in Nursing
☐ Baccalaureate in another field
☐ Master's in Nursing
☐ Master's in another field
☐ Doctorate in Nursing
☐ Doctorate in another field
☐ Advanced nursing education program such as Nurse Practitioner, Nurse Midwife, etc.
☐ Other (specify) _____

10. **IF NO**, please indicate whether you agree or disagree that any of the following factors influenced your decision NOT to pursue an academic degree <u>at this time</u>. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR OPINION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree				**Strongly Agree**	
I have no interest	1	2	3	4	5	N/A
I cannot afford the cost of pursuing more education at this time	1	2	3	4	5	N/A
I have other time commitments that take priority at this time	1	2	3	4	5	N/A
There is no program close to where I live	1	2	3	4	5	N/A
I have attained the highest level of education I want at this time	1	2	3	4	5	N/A

11. If you <u>currently hold a nursing certification</u> through a national accrediting body, please mark yes or no for any certifications you hold: [IF YOU DO NOT HOLD A NURSING CERTIFICATION MARK NO FOR ALL CERTIFICATIONS]

☐ Yes	☐ No	Certified Nurse Anesthetist (CRNA)
☐ Yes	☐ No	Certified Nurse Midwife (CNM)
☐ Yes	☐ No	Acute Care Nurse Specialist (e.g. med/surgical cardiac care, rehabilitation, etc)
☐ Yes	☐ No	Population focused Nurse Specialist (such as geriatrics, mental health or child health)
☐ Yes	☐ No	Other Nurse Specialist (specify) _____
☐ Yes	☐ No	Primary Care Nurse Practitioner (such as Family, Adult or Pediatric)
☐ Yes	☐ No	Psychiatric Nurse Practitioner
☐ Yes	☐ No	Women's Health Nurse Practitioner
☐ Yes	☐ No	Other Nurse Practitioner (specify) _____

12. Please indicate whether you agree or disagree with the following statements about the quality of the orientation you received at the <u>first clinical position you held after you graduated from your basic RN education</u>. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR OPINION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree				Strongly Agree	
The orientation included both classroom and clinical instruction	1	2	3	4	5	N/A
The program was structured to include only clinical instruction	1	2	3	4	5	N/A
The orientation was individualized to my needs	1	2	3	4	5	N/A
I had a consistent preceptor throughout the orientation	1	2	3	4	5	N/A
The length of time I spent in new employee orientation was appropriate to the job	1	2	3	4	5	N/A

13. How many years have you worked in an RN position that required an active license?

    ___ ___ NUMBER OF YEARS

14. Since September 2008, have you been employed in Colorado as an RN in a position that requires you to have an active RN license?

☐ Yes [**GO TO Q16**]   ☐ No

15. **IF NO**, listed below are factors that may have contributed to your decision NOT to work as an RN in a <u>position that requires you to have an active RN license</u>. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR OPINION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree				Strongly Agree	
Workplace safety issues	1	2	3	4	5	N/A
Too much stress on the job	1	2	3	4	5	N/A
Too much overtime expected	1	2	3	4	5	N/A
Inconvenient hours	1	2	3	4	5	N/A
Insufficient wages given the workload and responsibilities involved	1	2	3	4	5	N/A
Insufficient fringe benefits	1	2	3	4	5	N/A
Lack of respect for RNs	1	2	3	4	5	N/A
Work is not professionally challenging	1	2	3	4	5	N/A
Currently pursuing more education	1	2	3	4	5	N/A
Health does not allow me to work as an RN	1	2	3	4	5	N/A
Family responsibilities that interfered with ability to work	1	2	3	4	5	N/A
Retired from the active workforce	1	2	3	4	5	N/A
There are no RN positions available	1	2	3	4	5	N/A
Have a job that doesn't require an active RN license	1	2	3	4	5	N/A
Other (specify)	1	2	3	4	5	N/A

_____

➡ [**GO TO Q31 AFTER ANSWERING THIS QUESTION**]

THE TERM **PRIMARY NURSING POSITION** IN THE FOLLOWING QUESTIONS REFERS TO THE WORKSITE IN WHICH YOU CURRENTLY SPEND THE MAJORITY OF YOUR PROFESSIONAL TIME

16. In your <u>primary nursing position</u> are you… [MARK ONE BOX]

☐ An employee of the organization or facility in which you work?
☐ Employed through a temporary employment agency?
☐ Employed through a traveling agency?
☐ Self-employed?

17. In what zip code is your <u>primary nursing position</u> located? ___ ___ ___ ___ ___ ZIP CODE

18. Which of the following best describes the <u>type of practice setting</u> in which your <u>primary nursing position</u> is located? [MARK ONE BOX]

☐ Acute care facility
☐ Nursing home/extended care facility
☐ Home health care agency
☐ Nursing education
☐ Public/community health nurse
☐ School-based health center or school clinic
☐ Occupational health setting
☐ Hospice

☐ Private physician office
☐ Community health center
☐ Insurance company (UR, case management, etc.)
☐ Federal, state or local governmental agency
☐ Non-clinical setting
☐ Ambulatory surgical center
☐ Rehabilitation facility
☐ Other (specify) _____

19. Which of the following best describes the focus of your <u>primary nursing position</u>? [MARK ONE BOX]

☐ Medical/surgical care
☐ Ambulatory care
☐ Critical care
☐ Pediatric care
☐ Obstetrical care
☐ Infection control

☐ Oncology
☐ Psychiatric care
☐ Geriatric care
☐ Emergency care
☐ Urgent care
☐ Prevention/wellness

☐ Nurse administrator
☐ Case manager
☐ Utilization review
☐ Nurse educator
☐ Risk management
☐ Other (specify) _____

20. Approximately how many hours do you work during a typical work week at your <u>primary nursing position</u>?

___ ___ NUMBER OF HOURS

21. Of these hours, how many are spent in direct patient care? ___ ___ NUMBER OF HOURS

22. Please rate how you spend your time during a typical work week [ON A SCALE OF 1-5 WITH 1 REPRESENTING **TOO LITTLE TIME** AND 5 REPRESENTING **TOO MUCH TIME**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR TIME SPENT. CIRCLE N/A IF IT DOES NOT APPLY]

	Too Little Time			Too Much Time		
Direct patient care, including hands-on care, patient/family teaching and discharge planning	1	2	3	4	5	N/A
Patient care related notes and documentation	1	2	3	4	5	N/A
Locating supplies and equipment related to patient care	1	2	3	4	5	N/A
Transporting patients	1	2	3	4	5	N/A
Patient-related telephone calls (prescriptions, lab results, referrals)	1	2	3	4	5	N/A
Meetings or activities related to quality improvement or patient safety	1	2	3	4	5	N/A
Shift changes and other hand-off functions	1	2	3	4	5	N/A

23. Please indicate whether or not you agree with the following statements as they apply to your <u>primary nursing position</u>. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR OPINION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree			Strongly Agree		
RNs are valued by my current employer	1	2	3	4	5	N/A
The documentation associated with my current position is manageable and appropriate	1	2	3	4	5	N/A
I participate as a member of a care team that allows me to participate in decisions related to my patients	1	2	3	4	5	N/A
My salary and benefits reflect my training and experience	1	2	3	4	5	N/A
The staffing levels at my facility are appropriate for patient acuity levels	1	2	3	4	5	N/A
I have a positive relationship with the physicians I work with	1	2	3	4	5	N/A
My work hours and schedule are appropriate for my lifestyle	1	2	3	4	5	N/A
My supervisor/manager is supportive of me	1	2	3	4	5	N/A
The worksite in which I am employed emphasizes clinical excellence	1	2	3	4	5	N/A
I have career development opportunities at my worksite	1	2	3	4	5	N/A
I received an appropriate orientation to the work I performed when I was hired	1	2	3	4	5	N/A
I believe the quality of care is high at my current work setting	1	2	3	4	5	N/A
The cultural competency training I received prepared me to address the health needs of my patients	1	2	3	4	5	N/A
My daily workload involves too much time spent on administrative tasks and not enough time in direct patient care	1	2	3	4	5	N/A

24. Which category most closely approximates your total income before taxes in 2007 from your <u>primary nursing position</u>? [MARK ONE BOX]

☐ $15,000 or less   ☐ $35,001 to $50,000   ☐ $100,001 to $150,000
☐ $15,001 to $25,000   ☐ $50,001 to $75,000   ☐ More than $150,000
☐ $25,001 to $35,000   ☐ $75,001 to $100,000   ☐ Not working

25. In addition to your <u>primary nursing position</u>, do you hold another nursing position for pay?

☐ Yes   ☐ No [**GO TO Q28**]

26. IF YES, approximately how many hours do you work in your <u>other nursing position</u> in a typical work week?

___ ___ NUMBER OF HOURS

27. IF YES, which of the following best describes the reason you are employed in your <u>other nursing position</u>? [MARK ONE BOX]

☐ To supplement the earnings from my fulltime nursing position
☐ To supplement the earnings from my part-time nursing position
☐ Wasn't offered fulltime work at my primary nursing position
☐ To gain experience in a different aspect of nursing
☐ Enjoy working in various types of nursing positions
☐ Other (specify) _____

28. Please indicate whether or not you agree with the following statements as they apply to <u>your professional career plans over the next 2 years</u>. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR POSITION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree				Strongly Agree
I plan to remain with my current employer	1	2	3	4	5
I plan to retire	1	2	3	4	5
I plan to advance within my organization	1	2	3	4	5
I plan to get an advanced degree or certification	1	2	3	4	5
I plan to become a travelling nurse	1	2	3	4	5
I plan to become a nurse administrator	1	2	3	4	5
I plan to become an advanced practice nurse	1	2	3	4	5
I plan to transition to a community/public health nursing position	1	2	3	4	5
I plan to become a faculty member in a nursing program	1	2	3	4	5

29. Are you planning to leave your primary nursing position in the next 12 months?

☐ Yes   ☐ No [**GO TO Q31**]

30. **IF YES**, there are many factors that influence a decision to leave a position. Listed below are some of these factors. Please indicate whether you agree or disagree that the factor influenced your decision to leave. [ON A SCALE OF 1-5 WITH 1 REPRESENTING **STRONGLY DISAGREE** AND 5 REPRESENTING **STRONGLY AGREE**, CIRCLE THE NUMBER THAT MOST CLOSELY REPRESENTS YOUR OPINION. CIRCLE N/A IF IT DOES NOT APPLY]

	Strongly Disagree				Strongly Agree
Workplace safety issues	1	2	3	4	5
Too much stress on the job	1	2	3	4	5
Too much overtime expected	1	2	3	4	5
The hours are inconvenient	1	2	3	4	5
Insufficient wages given the workload and responsibility	1	2	3	4	5
Insufficient benefits	1	2	3	4	5
Lack of respect for the work I do in my current position	1	2	3	4	5
My current work is not professionally challenging	1	2	3	4	5
I am leaving to pursue additional education	1	2	3	4	5
My health does not allow me to continue to work	1	2	3	4	5
Family responsibilities conflict with my ability to work in my current position	1	2	3	4	5
I am retiring from the active workforce	1	2	3	4	5
Other (specify) _____	1	2	3	4	5

[WRITE BELOW IF YOU NEED MORE SPACE]

31. Do you have an interest in becoming a faculty member in a nursing program? [MARK ONE BOX]

☐ Yes [**GO TO Q32 & Q33**] ☐ Undecided [**GO TO Q32 & Q33**]

☐ No [**GO TO Q33**] ☐ Already faculty member [**GO TO Q34**]

32. **IF YES OR UNDECIDED**, which of the following incentives would be important to you as you pursue this interest? [MARK ONE BOX FOR EACH FACTOR]

	Important	Not Important
Flexibility to balance studies and work	☐	☐
Loan forgiveness programs	☐	☐
Accelerated degree program	☐	☐
Credit transfers from other academic programs	☐	☐
More scholarship opportunities	☐	☐
Tuition assistance through employer	☐	☐

33. Which of the following barriers, if any, are preventing you from pursuing your interest in a faculty position in a nursing program? [MARK ONE BOX FOR EACH FACTOR]

	Barrier	Not a Barrier
Time to obtain additional education	☐	☐
Lack of tuition assistance	☐	☐
Loss of income while in school	☐	☐
Lack of information about how to pursue a faculty position	☐	☐
Lack of financial incentives to pursue more education	☐	☐
I live in a rural area where there are no accessible programs	☐	☐
Have no interest	☐	☐

THE NEXT SET OF QUESTIONS IS ABOUT YOU

34. How would you describe the community in which you grew up (or spent most of your childhood)? [MARK ONE BOX]

☐ Urban ☐ Rural ☐ Suburban

35. What is your gender?

☐ Female ☐ Male

36. In what year were you born? _1_ _9_ ___ ___

37. How would you describe your ethnic/racial identification? [PLEASE MARK THE ONE BOX THAT MOST CLOSELY REPRESENTS YOUR ETHNIC/RACIAL BACKGROUND]

☐ American Indian or Alaska Native
☐ Asian
☐ Black/African American
☐ Hispanic/Latino
☐ Native Hawaiian or Other Pacific Islander
☐ White, not Hispanic
☐ Multi-racial/multi-ethnic

38. Are you fluent in a language other than English in which you communicate with some of your patients?

☐ Yes ☐ No [**Go to Q40**]

39. IF YES, mark yes or no for language(s) other than English you use to communicate with some of your patients.

☐ Yes ☐ No Spanish
☐ Yes ☐ No Russian
☐ Yes ☐ No Hmong
☐ Yes ☐ No German
☐ Yes ☐ No Arabic
☐ Yes ☐ No Vietnamese
☐ Yes ☐ No French
☐ Yes ☐ No Sign Language
☐ Yes ☐ No Other (Specify) _____

40. What is the ZIP Code of your home address? ___ ___ ___ ___ ___ ZIP CODE

41. Are you the primary wage earner in your family?

☐ Yes ☐ No [**Go to Q43**]

42. IF YES, how many household members do you support? _____ NUMBER IN HOUSEHOLD INCLUDING YOURSELF

43. Would you encourage a family member or friend to choose a career in nursing?

☐ Yes ☐ No

USE THE SPACE BELOW FOR ANY ADDITIONAL COMMENTS ABOUT ISSUES COVERED BY THE SURVEY

_____
_____
_____
_____
_____
_____

Please return questionnaire in the enclosed self addressed stamped envelope. The time you have taken to complete this survey is important and appreciated. The information collected will inform the policymaking process with regard to professional nursing in Colorado.

Thank you!

LIST OF VARIABLES

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
1	EDUC_LEVEL_GRP	Highest level of education before starting RN program (grouping)
2	RN_PROGRAM_GRP	Program enrolled to become and RN (grouping)
3	GRAD_YEAR_GRP	Graduation year from basic RN education program, grouping
4	GRAD_STATE_GRP	Graduation state from basic RN education program, grouping
5	CLASSROOM_ELDERLY_GRP	Classroom instruction: caring for the elderly
5	CLASSROOM_DEMENTIA_GRP	Classroom instruction: caring for persons with dementia, mental impairments
5	CLASSROOM_PHYS_DIS_GRP	Classroom instruction: caring for physical disabilities
5	CLASSROOM_BEHAVE_GRP	Classroom instruction: caring for behavioral problems
5	CLASSROOM_PAT_ASSESS_GRP	Classroom instruction: developing patient assessment skills
5	CLASSROOM_LEADER_GRP	Classroom instruction: developing leadership/management skills
5	CLASSROOM_PROB_SOLVE_GRP	Classroom instruction: using critical thinking/problem solving skills
5	CLASSROOM_RN_ROLE_GRP	Classroom instruction: understanding the RN role on the interdisciplinary team
5	CLASSROOM_CULTURAL_GRP	Classroom instruction: Cultural competency
6	CLINICAL_NURSING_HOME_GRP	Clinical experiences: clinical rotation in nursing home
6	CLINICAL_ACUTE_CARE_GRP	Clinical experiences: clinical rotation in acute care facility
6	CLINICAL_PUBLIC_HEALTH_GRP	Clinical experiences: clinical rotation in public health agency
6	CLINICAL_COMM_HEALTH_GRP	Clinical experiences: clinical rotation in community health setting
6	CLINICAL_OPERATING_ROOM_GRP	Clinical experiences: clinical rotation in the operating room
6	CLINICAL_PSYCH_GRP	Clinical experiences: clinical rotation in a psych/behav health setting
6	CLINICAL_SIMUL_DVD_GRP	Clinical experiences: self-paced clinical simulation using CD/DVD
6	CLINICAL_SIMUL_MANN_GRP	Clinical experiences: clinical simulation using mannequins
6	CLINICAL_SIMULATION_WEB_GRP	Clinical experiences: web-based clinical simulation
6	CLINICAL_RN_ROLE_GRP	Clinical experiences: Understanding the RN role on interdisciplinary care team
7	SINCE_GRAD_ASSOC	Associate Degree since graduating from RN education program
7	SINCE_GRAD_BACC_NURS	Baccalaureate in nursing since graduating from RN education program
7	SINCE_GRAD_BACC_NON	Baccalaureate in another field since graduating from RN education program
7	SINCE_GRAD_MASTERS_NURS	Master's in nursing since graduating from RN education program
7	SINCE_GRAD_MASTERS_NON	Master's in another field since graduating from RN education program
7	SINCE_GRAD_OTHER	Other degree since graduating from RN education program
8	ENROLLED_EDUC_PROG	Enrolled in an education program leading to an academic degree
9	ENROLLED_GRP	Currently enrolled in academic program
10	NO_ENROLL_NO_INTEREST_GRP	No interest in pursuing academic degree right now, grouping
10	NO_ENROLL_AFFORD_GRP	Can't afford cost of academic degree right now, grouping
10	NO_ENROLL_TIME_COMMIT_GRP	Time commitments aside from pursuing degree right now, grouping
10	NO_ENROLL_CLOSE_TO_HOME_GRP	No program close for pursuing academic degree right now, grouping
10	NO_ENROLL_ATTAINED_EDUC_GRP	Attained highest desired level of education for time being, grouping

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
11	CERT_CRNA	Nursing Certification: Certified Nurse Anesthetist (CRNA)
11	CERT_ACUTE	Nursing Certification: Acute Care Nurse Specialist
11	CERT_POP	Nursing Certification: Population focused Nurse Specialist
11	CERT_OTHER_SPEC	Nursing Certification: Other Nurse Specialist
11	CERT_PRIMARY	Nursing Certification: Primary Care Nurse Practitioner
11	CERT_OTHER_PRAC	Nursing Certification: Other Nurse Practitioner
11	CERT_SPEC	Certified Nurse Specialist (yes/no)
11	APN	Advanced Nurse Practitioner (yes/no)
12	ORIENT_BOTH_GRP	Orientation for classroom and clinical instruction, grouping
12	ORIENT_CLINICAL_GRP	Orientation program structured to include only clinical instruction, grouping
12	ORIENT_INDIVIDUAL_GRP	Orientation was individualized to my needs, grouping
12	ORIENT_PRECEPTOR_GRP	Orientation consistent preceptor throughout the orientation, grouping
12	ORIENT_TIME_GRP	Orientation time was appropriate to the job, grouping
13	YEARS_WORKED_RN_GRP	Number of years worked in an RN position grouping
14	EMPLOYED_CO	Employed in Colorado as an RN requiring an active license as of Sep 2008
15	NO_WORK_SAFETY_GRP	Not working: workplace safety issues, grouping
15	NO_WORK_STRESS_GRP	Not working: too much stress on the job, grouping
15	NO_WORK_OVERTIME_GRP	Not working: too much overtime expected, grouping
15	NO_WORK_HOURS_GRP	Not working: inconvenient hours, grouping
15	NO_WORK_WAGES_GRP	Not working: insufficient wages, grouping
15	NO_WORK_FRINGE_BENEFITS_GRP	Not working: insufficient fringe benefits, grouping
15	NO_WORK_RESPECT_GRP	Not working: Lack of respect for RNs, grouping
15	NO_WORK_HEALTH_GRP	Not working: Health reasons, grouping
15	NO_WORK_FAMILY_GRP	Not working: Family responsibilities, grouping
15	NO_WORK_RETIRED_GRP	Not working: Retired, grouping
15	NO_WORK_RN_LIC_NOT_NEEDED_GRP	Not working: Job does not require RN license, grouping
16	PRIMARY_POSITION_GRP	Primary nursing position description, grouping
18	SETTING_GRP	Practice setting for primary nursing position, grouping
19	FOCUS_GRP	Focus of primary nursing position, grouping
20	HOURS_WEEK_GRP	Hours worked during typical week grouping
21	HOURS_PATIENT_CARE_GRP	Hours spent on direct patient care grouping
22	TIME_PATIENT_CARE_GRP	Time rating: Direct patient care, grouping
22	TIME_NOTES_GRP	Time rating: Notes and documentation, grouping
22	TIME_SUPPLIES_GRP	Time rating: Locating supplies and equipment, grouping
22	TIME_TRANSPORT_GRP	Time rating: Transporting patients, grouping
22	TIME_PHONECALLS_GRP	Time rating: Patient-related telephone calls, grouping
22	TIME_MEETINGS_GRP	Time rating: Meetings for Quality improvement or patient safety, grouping

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
22	TIME_SHIFT_CHANGE_GRP	Time rating: Shift changes and other hand-off functions, grouping
23	PRIM_RNS_VALUED_GRP	Agree rating, primary position: RNs valued by my current employer, grouping
23	PRIM_DOCUMENT_GRP	Agree rating, primary position: Documentation is manageable and appropriate, grouping
23	PRIM_MEMBER_GRP	Agree rating, primary position: Participation in decisions, grouping
23	PRIM_SALARY_GRP	Agree rating, primary position: Salary and benefits reflect training and experience, grouping
23	PRIM_STAFFING_GRP	Agree rating, primary position: Staffing levels are appropriate, grouping
23	PRIM_POS_RELATION_GRP	Agree rating, primary position: Positive relationship with physicians, grouping
23	PRIM_HOURS_GRP	Agree rating, primary position: Work hours appropriate for my lifestyle, grouping
23	PRIM_SUPPORTIVE_GRP	Agree rating, primary position: Supervisor/manager supportive of me, grouping
23	PRIM_EXCELLENCE_GRP	Agree rating, primary position: Worksite emphasizes clinical excellence, grouping
23	PRIM_CAREER_DEVELOP_GRP	Agree rating, primary position: Career development opportunities, grouping
23	PRIM_APPROPRIATE_ORIENT_GRP	Agree rating, primary position: Appropriate orientation when hired, grouping
23	PRIM_HIGH_QUALITY_GRP	Agree rating, primary position: Quality of care high at current work setting, grouping
23	PRIM_CULTURAL_GRP	Agree rating, primary position: Cultural competency training prepared me, grouping
23	PRIM_WORKLOAD_GRP	Agree rating, primary position: Workload involves too much time on admin tasks, grouping
24	INCOME_GRP	Income category, grouping
25	ANOTHER_POSITION	Additional nursing position for pay
26	ANOTHER_POSITION_HOURS_GRP	Other nursing position hours, grouping
27	RSN_GRP	Reason for employment with additional nursing position, grouping
28	PLANS_CURRENT_EMPLOY_GRP	Career plans: Plan to remain with my current employer, grouping
28	PLANS_RETIRE_GRP	Career plans: Plan to retire, grouping
28	PLANS_ADVANCE_GRP	Career plans: Plan to advance within organization, grouping
28	PLANS_ADVANCED_DEGREE_GRP	Career plans: Obtain an advanced degree, grouping
28	PLANS_TRAVELING_NURSE_GRP	Career plans: Become a traveling nurse, grouping
28	PLANS_NURSE_ADMIN_GRP	Career plans: Become a nurse administrator, grouping
28	PLANS_APN_GRP	Career plans: Become and advanced practice nurse, grouping
28	PLANS_COMM_NURSE_GRP	Career plans: Plan to transition to a community nurse position, grouping
28	PLANS_FACULTY_GRP	Career plans: Plan on becoming a faculty member in a nursing program, grouping
29	LEAVE_12MONTHS	Plan on leaving nursing position within next 12 months
30	LEAVE_RSN_SAFETY_GRP	Leaving position reason: Workplace safety issues, grouping
30	LEAVE_RSN_STRESS_GRP	Leaving position reason: Too much stress on the job, grouping
30	LEAVE_RSN_OVERTIME_GRP	Leaving position reason: Too much overtime expected, grouping
30	LEAVE_RSN_HOURS_GRP	Leaving position reason: Hours are inconvenient, grouping

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
30	LEAVE_RSN_WAGES_GRP	Leaving position reason: Insufficient wages given workload and responsibility, grouping
30	LEAVE_RSN_BENEFITS_GRP	Leaving position reason: Insufficient benefits, grouping
30	LEAVE_RSN_RESPECT_GRP	Leaving position reason: Lack of respect for work done, grouping
30	LEAVE_RSN_CHALLENGE_GRP	Leaving position reason: Work not challenging, grouping
31	INTEREST_FACULTY	Interest in becoming faculty member
32	INC_FACULTY_FLEX	Interest incentives: Flexibility to balance studies and work
32	INC_FACULTY_LOAN	Interest incentives: Loan forgiveness program
32	INC_FACULTY_ACCEL	Interest incentives: Accelerated degree program
32	INC_FACULTY_CREDIT	Interest incentives: Credit transfers from other academic programs
32	INC_FACULTY_SCHOLAR	Interest incentives: More scholarship opportunities
32	INC_FACULTY_TUIT_ASST	Interest incentives: Tuition assistance through employer
33	PREVENT_FACULTY_TIME	Barriers: Time to obtain additional education
33	PREVENT_FACULTY_TUITION	Barriers: Lack of tuition assistance
33	PREVENT_FACULTY_INCOME	Barriers: Loss of income while in school
33	PREVENT_FACULTY_INFO	Barriers: Lack of information about how to pursue a faculty position
33	PREVENT_FACULTY_FINANCE	Barriers: Lack of financial incentives to pursue more education
33	PREVENT_FACULTY_RURAL	Barriers: Live in rural area without access to programs
33	PREVENT_FACULTY_NO_INTEREST	Barriers: Have no interest
34	GREWUP	Community grew up in
35	GENDER	Gender
36	BIRTH_YEAR_GRP	Birth year grouping
37	ETHWHITE	White vs. non-white
38	FLUENT	Fluent in a language other than English
41	PRIM_WAGE_EARNER	Primary wage earner in family
42	NUM_IN_HOUSEHOLD_GRP	Number of household members supported by RN salary
43	ENCOURAGE_NURSING	Encourage family member or friend to choose a career in nursing
CREATED VARIABLE	PRIMARY_STATE_FROM_ZIP	State: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_RUCA2_FROM_ZIP_GRP	Primary nursing position RUCA classification
CREATED VARIABLE	PRIMARY_URBAN_FROM_ZIP	Urban/Not-urban: primary practice address (derived from ZIP Code)
CREATED VARIABLE	HOME_RUCA2_FROM_ZIP_GRP	Home RUCA classification
CREATED VARIABLE	HOME_URBAN_FROM_ZIP	Urban/Not-urban: home address (derived from ZIP Code)
CREATED VARIABLE	GRAD_NUMYRS_GRP	Groups for # of yrs from grad to survey
CREATED VARIABLE	GRAD_AGE_GRP	Groups for # of yrs from birth to grad
CREATED VARIABLE	AGE_GRP	Age grouping category as of 2008

CODEBOOK AND FREQUENCIES

QUESTION NUMBER
1

VARIABLE NAME
EDUC_LEVEL_GRP

DESCRIPTION
Highest level of education before starting RN program (grouping)

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	12	348
-6	Invalid Answer/Out of Range	24	666
1	High School Diploma	739	25466
2	Associate Degree	175	4877
3	Baccalaureate/Master/Doctorate Degree	392	14473
4	LPN or CNA Program	115	3337
TOTAL		1457	49167

QUESTION NUMBER
2

VARIABLE NAME
RN_PROGRAM_GRP

DESCRIPTION
Program enrolled to become and RN (grouping)

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	8	295
-6	Invalid Answer/Out of Range	3	64
1	Diploma	237	7887
2	Associate Degree	571	16489
3	Baccalaureate Degree or higher	638	24433
TOTAL		1457	49168

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
3	GRAD_YEAR_GRP	Graduation year from basic RN education program, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	5	119
-6	Invalid Answer/Out of Range	2	74
1	1970 or before	224	6974
2	1971-1980	287	9018
3	1981-1990	289	10160
4	1991-2000	348	11400
5	2001 or after	302	11422
TOTAL		1457	49167

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
4	GRAD_STATE_GRP	Graduation state from basic RN education program, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	12	372
-6	Invalid Answer/Out of Range	10	318
0	Non-Colorado	808	27566
1	Colorado	627	20911
TOTAL		1457	49167

QUESTION NUMBER
5

VARIABLE NAME
CLASSROOM_ELDERLY_GRP

DESCRIPTION
Classroom instruction: caring for the elderly

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	38	1338
-6	Invalid Answer/Out of Range	1	39
0	Indifferent or Excellent	1261	43153
1	Poor, levels 1 or 2	129	3841
2	N/A	28	796
TOTAL		1457	49167

QUESTION NUMBER
5

VARIABLE NAME
CLASSROOM_DEMENTIA_GRP

DESCRIPTION
Classroom instruction: caring for persons with dementia, mental impairments

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	711
0	Indifferent or Excellent	1187	40865
1	Poor, levels 1 or 2	233	7124
2	N/A	18	466
TOTAL		1457	49166

NUMBER   **VARIABLE NAME**   **DESCRIPTION**

5   CLASSROOM_PHYS_DIS_GRP   Classroom instruction: caring for physical disabilities

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	824
0	Indifferent or Excellent	1162	39747
1	Poor, levels 1 or 2	247	7903
2	N/A	24	694
TOTAL		1457	49168

QUESTION

NUMBER   **VARIABLE NAME**   **DESCRIPTION**

5   CLASSROOM_BEHAVE_GRP   Classroom instruction: caring for behavioral problems

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	31	1068
-6	Invalid Answer/Out of Range	4	150
0	Indifferent or Excellent	1174	40652
1	Poor, levels 1 or 2	234	6836
2	N/A	14	461
TOTAL		1457	49167

QUESTION NUMBER 5

VARIABLE NAME
CLASSROOM_PAT_ASSESS_GRP

DESCRIPTION
Classroom instruction: developing patient assessment skills

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	30	847
-6	Invalid Answer/Out of Range	2	54
0	Indifferent or Excellent	1376	46868
1	Poor, levels 1 or 2	40	1163
2	N/A	9	236
TOTAL		1457	49168

QUESTION NUMBER 5

VARIABLE NAME
CLASSROOM_LEADER_GRP

DESCRIPTION
Classroom instruction: developing leadership/management skills

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	707
-6	Invalid Answer/Out of Range	6	230
0	Indifferent or Excellent	1247	42946
1	Poor, levels 1 or 2	165	4678
2	N/A	19	607
TOTAL		1457	49168

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
5	CLASSROOM_PROB_SOLVE_GRP	Classroom instruction: using critical thinking/problem solving skills

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	21	832
0	Indifferent or Excellent	1356	46164
1	Poor, levels 1 or 2	70	1884
2	N/A	10	286
TOTAL		1457	49166

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
5	CLASSROOM_RN_ROLE_GRP	Classroom instruction: understanding the RN role on the interdisciplinary team

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	21	670
0	Indifferent or Excellent	1321	45156
1	Poor, levels 1 or 2	92	2691
2	N/A	23	650
TOTAL		1457	49167

QUESTION NUMBER 5

VARIABLE NAME	CLASSROOM_CULTURAL_GRP
DESCRIPTION	Classroom instruction: Cultural competency

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	821
-6	Invalid Answer/Out of Range	1	39
0	Indifferent or Excellent	1145	39444
1	Poor, levels 1 or 2	231	7194
2	N/A	56	1669
TOTAL		1457	49167

QUESTION NUMBER 6

VARIABLE NAME	CLINICAL_NURSING_HOME_GRP
DESCRIPTION	Clinical experiences: clinical rotation in nursing home

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	22	811
-6	Invalid Answer/Out of Range	1	6
0	Indifferent or Excellent	845	27720
1	Poor, levels 1 or 2	263	8472
2	N/A	326	12157
TOTAL		1457	49166

NUMBER   **VARIABLE NAME**   **DESCRIPTION**

6   CLINICAL_ACUTE_CARE_GRP   Clinical experiences: clinical rotation in acute care facility

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	876
-6	Invalid Answer/Out of Range	1	7
0	Indifferent or Excellent	1354	45912
1	Poor, levels 1 or 2	51	1436
2	N/A	27	936
TOTAL		1457	49167

**QUESTION
NUMBER**   **VARIABLE NAME**   **DESCRIPTION**

6   CLINICAL_PUBLIC_HEALTH_GRP   Clinical experiences: clinical rotation in public health agency

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	758
-6	Invalid Answer/Out of Range	2	9
0	Indifferent or Excellent	953	32525
1	Poor, levels 1 or 2	246	7341
2	N/A	236	8533
TOTAL		1457	49166

QUESTION NUMBER 6

VARIABLE NAME CLINICAL_COMM_HEALTH_GRP

DESCRIPTION Clinical experiences: clinical rotation in community health setting

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	724
-6	Invalid Answer/Out of Range	2	53
0	Indifferent or Excellent	981	34359
1	Poor, levels 1 or 2	248	7011
2	N/A	207	7021
TOTAL		1457	49168

QUESTION NUMBER 6

VARIABLE NAME CLINICAL_OPERATING_ROOM_GRP

DESCRIPTION Clinical experiences: clinical rotation in the operating room

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	13	526
-6	Invalid Answer/Out of Range	3	92
0	Indifferent or Excellent	973	32045
1	Poor, levels 1 or 2	331	11252
2	N/A	137	5252
TOTAL		1457	49167

NUMBER
6

VARIABLE NAME
CLINICAL_PSYCH_GRP

DESCRIPTION
Clinical experiences: clinical rotation in a psych/behav health setting

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	18	717
-6	Invalid Answer/Out of Range	2	53
0	Indifferent or Excellent	1290	44086
1	Poor, levels 1 or 2	129	3852
2	N/A	18	459
TOTAL		1457	49167

QUESTION NUMBER
6

VARIABLE NAME
CLINICAL_SIMUL_DVD_GRP

DESCRIPTION
Clinical experiences: self-paced clinical simulation using CD/DVD

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	795
-6	Invalid Answer/Out of Range	4	140
0	Indifferent or Excellent	255	8617
1	Poor, levels 1 or 2	260	8229
2	N/A	918	31385
TOTAL		1457	49166

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
6 | CLINICAL_SIMUL_MANN_GRP | Clinical experiences: clinical simulation using mannequins

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	21	668
0	Indifferent or Excellent	889	30856
1	Poor, levels 1 or 2	219	6594
2	N/A	328	11048
TOTAL		1457	49166

QUESTION

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
6 | CLINICAL_SIMULATION_WEB_GRP | Clinical experiences: web-based clinical simulation

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	21	837
-6	Invalid Answer/Out of Range	5	180
0	Indifferent or Excellent	218	7552
1	Poor, levels 1 or 2	255	8006
2	N/A	958	32592
TOTAL		1457	49167

QUESTION NUMBER 6

VARIABLE NAME CLINICAL_RN_ROLE_GRP

DESCRIPTION Clinical experiences: Understanding the RN role on interdisciplinary care team

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	645
-6	Invalid Answer/Out of Range	1	46
0	Indifferent or Excellent	1276	43441
1	Poor, levels 1 or 2	121	3740
2	N/A	40	1295
	TOTAL	1457	49167

QUESTION NUMBER 7

VARIABLE NAME SINCE_GRAD_ASSOC

DESCRIPTION Associate Degree since graduating from RN education program

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	403	13600
-6	Invalid Answer/Out of Range	6	133
0	No	1017	34485
1	Yes	31	949
	TOTAL	1457	49167

NUMBER   **VARIABLE NAME**   **DESCRIPTION**

7   SINCE_GRAD_BACC_NURS   Baccalaureate in nursing since graduating from RN education program

TYPE   **LENGTH**   **FORMAT**

Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	311	10145
-6	Invalid Answer/Out of Range	78	3120
0	No	883	29342
1	Yes	185	6560
TOTAL		1457	49167

QUESTION

NUMBER   **VARIABLE NAME**   **DESCRIPTION**

7   SINCE_GRAD_BACC_NON   Baccalaureate in another field since graduating from RN education program

TYPE   **LENGTH**   **FORMAT**

Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	378	12647
-6	Invalid Answer/Out of Range	17	697
0	No	996	33565
1	Yes	66	2259
TOTAL		1457	49168

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
7 | SINCE_GRAD_MASTERS_NURS | Master's in nursing since graduating from RN education program

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	332	10792
-6	Invalid Answer/Out of Range	5	301
0	No	951	32002
1	Yes	169	6073
TOTAL		1457	49168

QUESTION

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
7 | SINCE_GRAD_MASTERS_NON | Master's in another field since graduating from RN education program

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	378	12625
-6	Invalid Answer/Out of Range	6	325
0	No	984	33337
1	Yes	89	2881
TOTAL		1457	49168

NUMBER **VARIABLE NAME** **DESCRIPTION**
7 SINCE_GRAD_OTHER Other degree since graduating from RN education program

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	489	16772
-6	Invalid Answer/Out of Range	5	113
0	No	863	29467
1	Yes	100	2815
TOTAL		1457	49167

**QUESTION
NUMBER** **VARIABLE NAME** **DESCRIPTION**
8 ENROLLED_EDUC_PROG Enrolled in an education program leading to an academic degree

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	24	919
0	No	1348	45419
1	Yes	85	2829
TOTAL		1457	49167

VARIABLE NAME
ENROLLED_GRP

DESCRIPTION
Currently enrolled in academic program

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	32	1080
-8	Not Applicable	1341	45135
-7	Skip Pattern Violation	6	273
-6	Invalid Answer/Out of Range	6	208
1	Baccalaureate or lower	28	781
2	Master's or higher	44	1691
TOTAL		1457	49168

VARIABLE NAME
NO_ENROLL_NO_INTEREST_GRP

DESCRIPTION
No interest in pursuing academic degree right now, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	96	3406
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	3	172
0	Indifferent or disagree (1,2,3)	739	25226
1	Agree (4,5)	461	15285
2	N/A	73	2249
TOTAL		1457	49167

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
10   NO_ENROLL_AFFORD_GRP   Can't afford cost of academic degree right now, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	99	3389
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
0	Indifferent or disagree (1,2,3)	486	16658
1	Agree (4,5)	628	21243
2	N/A	159	5048
TOTAL		1457	49167

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
10   NO_ENROLL_TIME_COMMIT_GRP   Time commitments aside from pursuing degree right now, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	88	2936
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	2	93
0	Indifferent or disagree (1,2,3)	314	10047
1	Agree (4,5)	843	29402
2	N/A	125	3860
TOTAL		1457	49167

QUESTION NUMBER
10

VARIABLE NAME
NO_ENROLL_CLOSE_TO_HOME_GRP

DESCRIPTION
No program close for pursuing academic degree right now, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	121	4158
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	1	8
0	Indifferent or disagree (1,2,3)	731	28410
1	Agree (4,5)	292	5801
2	N/A	227	7961
TOTAL		1457	49167

QUESTION NUMBER
10

VARIABLE NAME
NO_ENROLL_ATTAINED_EDUC_GRP

DESCRIPTION
Attained highest desired level of education for time being, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	62	2105
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	1	69
0	Indifferent or disagree (1,2,3)	569	19520
1	Agree (4,5)	685	23004
2	N/A	55	1640
TOTAL		1457	49167

QUESTION NUMBER 11

VARIABLE NAME CERT_CRNA

DESCRIPTION Nursing Certification: Certified Nurse Anesthetist (CRNA)

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	332	11185
0	No	1097	37514
1	Yes	28	469
TOTAL		1457	49168

QUESTION NUMBER 11

VARIABLE NAME CERT_ACUTE

DESCRIPTION Nursing Certification: Acute Care Nurse Specialist

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	345	11306
0	No	1068	36152
1	Yes	44	1709
TOTAL		1457	49167

NUMBER   **VARIABLE NAME**   **DESCRIPTION**
11   CERT_POP   Nursing Certification: Population focused Nurse Specialist

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	345	11377
0	No	1092	37064
1	Yes	20	727
TOTAL		1457	49168

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
11   CERT_OTHER_SPEC   Nursing Certification: Other Nurse Specialist

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	345	11377
0	No	1092	37064
1	Yes	20	727
TOTAL		1457	49168

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
11   CERT_PRIMARY   Nursing Certification: Primary Care Nurse Practitioner

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	325	10698
0	No	1071	36462
1	Yes	61	2006
TOTAL		1457	49166

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
11   CERT_OTHER_PRAC   Nursing Certification: Other Nurse Practitioner

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	353	11758
0	No	1080	36664
1	Yes	24	745
TOTAL		1457	49167

QUESTION NUMBER 11

VARIABLE NAME CERT_SPEC

DESCRIPTION Certified Nurse Specialist (yes/no)

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	266	8662
0	No	963	32701
1	Yes	228	7804
TOTAL		1457	49167

QUESTION NUMBER 11

VARIABLE NAME APN

DESCRIPTION Advanced Nurse Practitioner (yes/no)

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	296	9880
0	No	1014	34644
1	Yes	147	4643
TOTAL		1457	49167

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
12 | ORIENT_BOTH_GRP | Orientation for classroom and clinical instruction, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	45	1578
-6	Invalid Answer/Out of Range	1	13
0	Indifferent or disagree (1,2,3)	737	23761
1	Agree (4,5)	590	21244
2	N/A	84	2570
TOTAL		1457	49166

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
12 | ORIENT_CLINICAL_GRP | Orientation program structured to include only clinical instruction, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	55	1932
-6	Invalid Answer/Out of Range	1	50
0	Indifferent or disagree (1,2,3)	750	25743
1	Agree (4,5)	548	17997
2	N/A	103	3445
TOTAL		1457	49167

QUESTION NUMBER 12

VARIABLE NAME ORIENT_INDIVIDUAL_GRP

DESCRIPTION Orientation was individualized to my needs, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	45	1482
-6	Invalid Answer/Out of Range	1	11
0	Indifferent or disagree (1,2,3)	734	23647
1	Agree (4,5)	624	22595
2	N/A	53	1432
TOTAL		1457	49167

QUESTION NUMBER 12

VARIABLE NAME ORIENT_PRECEPTOR_GRP

DESCRIPTION Orientation consistent preceptor throughout the orientation, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	43	1493
-6	Invalid Answer/Out of Range	1	50
0	Indifferent or disagree (1,2,3)	721	23343
1	Agree (4,5)	610	21937
2	N/A	82	2344
TOTAL		1457	49167

QUESTION NUMBER
12

VARIABLE NAME
ORIENT_TIME_GRP

DESCRIPTION
Orientation time was appropriate to the job, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	39	1359
0	Indifferent or disagree (1,2,3)	600	18608
1	Agree (4,5)	779	28178
2	N/A	39	1022
TOTAL		1457	49167

QUESTION NUMBER
13

VARIABLE NAME
YEARS_WORKED_RN_GRP

DESCRIPTION
Number of years worked in an RN position grouping

TYPE
Numeric

LENGTH
8

FORMAT
Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	26	1070
1	0-5 years	256	9785
2	6-15 years	401	13001
3	16-25 years	310	10779
4	26-35 years	280	8837
5	36 years or more	184	5696
TOTAL		1457	49168

QUESTION NUMBER 14

VARIABLE NAME EMPLOYED_CO

DESCRIPTION Employed in Colorado as an RN requiring an active license as of Sep 2008

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	12	519
0	No	271	8155
1	Yes	1174	40492
TOTAL		1457	49166

QUESTION NUMBER 15

VARIABLE NAME NO_WORK_SAFETY_GRP

DESCRIPTION Not working: workplace safety issues, grouping

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	66	2021
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
0	Indifferent or disagree (1,2,3)	109	3619
1	Agree (4,5)	31	914
2	N/A	77	2121
TOTAL		1457	49167

NUMBER
15

VARIABLE NAME
NO_WORK_STRESS_GRP

DESCRIPTION
Not working: too much stress on the job, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	60	1817
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
0	Indifferent or disagree (1,2,3)	72	2205
1	Agree (4,5)	84	2878
2	N/A	67	1774
TOTAL		1457	49166

**QUESTION
NUMBER**
15

VARIABLE NAME
NO_WORK_OVERTIME_GRP

DESCRIPTION
Not working: too much overtime expected, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	63	1918
-8	Not Applicable	1162	40066
-7	Skip Pattern Violation	12	426
-6	Invalid Answer/Out of Range	1	46
0	Indifferent or disagree (1,2,3)	97	3077
1	Agree (4,5)	47	1546
2	N/A	75	2088
TOTAL		1457	49167

VARIABLE NAME
NO_WORK_HOURS_GRP

DESCRIPTION
Not working: inconvenient hours, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	65	2026
-8	Not Applicable	1161	40027
-7	Skip Pattern Violation	13	465
0	Indifferent or disagree (1,2,3)	78	2312
1	Agree (4,5)	76	2662
2	N/A	64	1675
TOTAL		1457	49167

VARIABLE NAME
NO_WORK_WAGES_GRP

DESCRIPTION
Not working: insufficient wages, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	63	1937
-8	Not Applicable	1159	40017
-7	Skip Pattern Violation	15	475
-6	Invalid Answer/Out of Range	1	56
0	Indifferent or disagree (1,2,3)	71	2213
1	Agree (4,5)	88	2936
2	N/A	60	1532
TOTAL		1457	49166

QUESTION NUMBER
15

VARIABLE NAME
NO_WORK_FRINGE_BENEFITS_GRP

DESCRIPTION
Not working: insufficient fringe benefits, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	63	1957
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
0	Indifferent or disagree (1,2,3)	108	3663
1	Agree (4,5)	41	1170
2	N/A	71	1886
TOTAL		1457	49168

QUESTION NUMBER
15

VARIABLE NAME
NO_WORK_RESPECT_GRP

DESCRIPTION
Not working: Lack of respect for RNs, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	64	1936
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
-6	Invalid Answer/Out of Range	2	15
0	Indifferent or disagree (1,2,3)	96	3051
1	Agree (4,5)	56	1953
2	N/A	65	1720
TOTAL		1457	49167

NUMBER
15

VARIABLE NAME
NO_WORK_HEALTH_GRP

DESCRIPTION
Not working: Health reasons, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	62	1936
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
-6	Invalid Answer/Out of Range	2	79
0	Indifferent or disagree (1,2,3)	102	3315
1	Agree (4,5)	32	874
2	N/A	85	2471
TOTAL		1457	49167

**QUESTION
NUMBER**
15

VARIABLE NAME
NO_WORK_FAMILY_GRP

DESCRIPTION
Not working: Family responsibilities, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	58	1734
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
0	Indifferent or disagree (1,2,3)	80	2463
1	Agree (4,5)	66	2367
2	N/A	79	2111
TOTAL		1457	49167

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
15   NO_WORK_RETIRED_GRP   Not working: Retired, grouping

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	37	1274
-8	Not Applicable	1160	40012
-7	Skip Pattern Violation	14	480
-6	Invalid Answer/Out of Range	1	50
0	Indifferent or disagree (1,2,3)	73	2336
1	Agree (4,5)	107	2897
2	N/A	65	2118
TOTAL		1457	49167

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
15   NO_WORK_RN_LIC_NOT_NEEDED_GRP   Not working: Job does not require RN license, grouping

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	61	1798
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
0	Indifferent or disagree (1,2,3)	69	2128
1	Agree (4,5)	64	2314
2	N/A	89	2435
TOTAL		1457	49167

VARIABLE NAME
PRIMARY_POSITION_GRP

DESCRIPTION
Primary nursing position description, grouping

	TYPE	**LENGTH**	**FORMAT**
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	22	894
-8	Not Applicable	221	7017
-7	Skip Pattern Violation	50	1138
-6	Invalid Answer/Out of Range	10	293
1	Employee of the organization or facility	1097	38401
2	Employed through temp/traveling agency or self-employed	57	1423
TOTAL		1457	49166

QUESTION
NUMBER
18

VARIABLE NAME
SETTING_GRP

DESCRIPTION
Practice setting for primary nursing position, grouping

	TYPE	**LENGTH**	**FORMAT**
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	17	733
-8	Not Applicable	213	6773
-7	Skip Pattern Violation	57	1380
-6	Invalid Answer/Out of Range	27	729
1	Acute care facility	598	21075
2	Nursing home/extended care facility	60	1866
3	Home health care agency	35	907
4	Public/community health nurse	32	959
5	Private physician office	72	2610
6	Federal, state or local governmental agency	31	909
7	Ambulatory surgical center	43	1655
8	Other	272	9571
TOTAL		1457	49167

QUESTION NUMBER 19	**VARIABLE NAME** FOCUS_GRP	**DESCRIPTION** Focus of primary nursing position, grouping

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	776
-8	Not Applicable	212	6721
-7	Skip Pattern Violation	51	1297
-6	Invalid Answer/Out of Range	77	2443
1	Medical/surgical care	145	4979
2	Ambulatory care	66	2222
3	Critical care	101	3606
4	Pediatric care	41	1984
5	Obstetrical care	71	3084
6	Oncology	30	1262
7	Psychiatric care	30	1133
8	Geriatric care	56	1503
9	Emergency care	78	1895
10	Prevention/wellness	25	843
11	Nurse administrator	73	2435
12	Case manager	36	1275
13	Nurse educator	38	1233
14	Other	303	10475
TOTAL		1457	49166

VARIABLE NAME
HOURS_WEEK_GRP

DESCRIPTION
Hours worked during typical week grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	757
-8	Not Applicable	217	6922
-7	Skip Pattern Violation	53	1220
-6	Invalid Answer/Out of Range	6	163
1	0-24 hours	247	8888
2	25-36 hours	393	13104
3	37-40 hours	340	11969
4	Greater than 40 hours	181	6145
TOTAL		1457	49168

QUESTION
NUMBER
21

VARIABLE NAME
HOURS_PATIENT_CARE_GRP

DESCRIPTION
Hours spent on direct patient care grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	40	1469
-8	Not Applicable	221	6987
-7	Skip Pattern Violation	49	1154
-6	Invalid Answer/Out of Range	3	89
1	0-24 hours	593	20628
2	25-36 hours	390	13053
3	37-40 hours	112	4282
4	Greater than 40 hours	49	1504
TOTAL		1457	49166

QUESTION NUMBER 22	**VARIABLE NAME** TIME_PATIENT_CARE_GRP	**DESCRIPTION** Time rating: Direct patient care, grouping		

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	50	1638
-8	Not Applicable	219	6908
-7	Skip Pattern Violation	52	1247
-6	Invalid Answer/Out of Range	2	76
0	Little time or indifferent (1,2,3)	807	27220
1	Too much time (4,5)	221	8169
2	N/A	106	3908
TOTAL		1457	49166

QUESTION NUMBER 22	**VARIABLE NAME** TIME_NOTES_GRP	**DESCRIPTION** Time rating: Notes and documentation, grouping		

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	39	1479
-8	Not Applicable	220	6936
-7	Skip Pattern Violation	51	1219
0	Little time or indifferent (1,2,3)	438	14972
1	Too much time (4,5)	616	21382
2	N/A	93	3178
TOTAL		1457	49166

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
22 | TIME_SUPPLIES_GRP | Time rating: Locating supplies and equipment, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	43	1677
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
-6	Invalid Answer/Out of Range	1	10
0	Little time or indifferent (1,2,3)	638	21012
1	Too much time (4,5)	317	11491
2	N/A	187	6821
TOTAL		1457	49166

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
22 | TIME_TRANSPORT_GRP | Time rating: Transporting patients, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	48	1780
-8	Not Applicable	219	6892
-7	Skip Pattern Violation	52	1263
-6	Invalid Answer/Out of Range	4	113
0	Little time or indifferent (1,2,3)	616	21108
1	Too much time (4,5)	83	3002
2	N/A	435	15008
TOTAL		1457	49166

NUMBER 22	**VARIABLE NAME** TIME_PHONECALLS_GRP	**DESCRIPTION** Time rating: Patient-related telephone calls, grouping	

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	37	1393
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
0	Little time or indifferent (1,2,3)	722	24607
I	Too much time (4,5)	283	9710
2	N/A	144	5302
TOTAL		1457	49167

NUMBER 22	**VARIABLE NAME** TIME_MEETINGS_GRP	**DESCRIPTION** Time rating: Meetings for Quality improvement or patient safety, grouping	

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	33	1213
-8	Not Applicable	218	6899
-7	Skip Pattern Violation	53	1256
-6	Invalid Answer/Out of Range	2	71
0	Little time or indifferent (1,2,3)	819	27744
I	Too much time (4,5)	206	7424
2	N/A	126	4560
TOTAL		1457	49167

NUMBER   **VARIABLE NAME**   **DESCRIPTION**
22   TIME_SHIFT_CHANGE_GRP   Time rating: Shift changes and other hand-off functions, grouping

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	35	1305
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
-6	Invalid Answer/Out of Range	3	34
0	Little time or indifferent (1,2,3)	653	22407
1	Too much time (4,5)	129	4541
2	N/A	366	12725
TOTAL		1457	49167

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
23   PRIM_RNS_VALUED_GRP   Agree rating, primary position: RNs valued by my current employer, grouping

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	26	1008
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
0	Indifferent or disagree (1,2,3)	335	11362
1	Agree (4,5)	815	28395
2	N/A	10	246
TOTAL		1457	49166

NUMBER
23

VARIABLE NAME
PRIM_DOCUMENT_GRP

DESCRIPTION
Agree rating, primary position: Documentation is manageable and appropriate, grouping

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	726
-8	Not Applicable	218	6923
-7	Skip Pattern Violation	53	1233
0	Indifferent or disagree (1,2,3)	586	19807
1	Agree (4,5)	564	19767
2	N/A	17	713
TOTAL		1457	49169

QUESTION
NUMBER
23

VARIABLE NAME
PRIM_MEMBER_GRP

DESCRIPTION
Agree rating, primary position: Participation in decisions, grouping

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	726
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	13
0	Indifferent or disagree (1,2,3)	288	9814
1	Agree (4,5)	786	27589
2	N/A	92	2870
TOTAL		1457	49167

NUMBER | **VARIABLE NAME** | **DESCRIPTION**
23 | PRIM_SALARY_GRP | Agree rating, primary position: Salary and benefits reflect training and experience, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	681
-8	Not Applicable	217	6851
-7	Skip Pattern Violation	54	1304
-6	Invalid Answer/Out of Range	1	46
0	Indifferent or disagree (1,2,3)	594	20073
1	Agree (4,5)	562	19870
2	N/A	9	341
TOTAL		1457	49166

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
23 | PRIM_STAFFING_GRP | Agree rating, primary position: Staffing levels are appropriate, grouping

TYPE | **LENGTH** | **FORMAT**
Numeric | 8 | Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	772
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
0	Indifferent or disagree (1,2,3)	514	17687
1	Agree (4,5)	555	19244
2	N/A	97	3308
TOTAL		1457	49166

VARIABLE NAME
PRIM_POS_RELATION_GRP

DESCRIPTION
Agree rating, primary position: Positive relationship with physicians, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	688
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	37
0	Indifferent or disagree (1,2,3)	185	6678
1	Agree (4,5)	901	30877
2	N/A	80	2732
TOTAL		1457	49167

QUESTION
NUMBER
23

VARIABLE NAME
PRIM_HOURS_GRP

DESCRIPTION
Agree rating, primary position: Work hours appropriate for my lifestyle, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	22	847
-8	Not Applicable	216	6837
-7	Skip Pattern Violation	54	1316
-6	Invalid Answer/Out of Range	2	23
0	Indifferent or disagree (1,2,3)	276	9514
1	Agree (4,5)	881	30437
2	N/A	6	194
TOTAL		1457	49168

NUMBER **VARIABLE NAME** **DESCRIPTION**
23 PRIM_SUPPORTIVE_GRP Agree rating, primary position: Supervisor/manager supportive of me, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	23	886
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
0	Indifferent or disagree (1,2,3)	309	10678
1	Agree (4,5)	820	28568
2	N/A	34	879
TOTAL		1457	49166

QUESTION
NUMBER **VARIABLE NAME** **DESCRIPTION**
23 PRIM_EXCELLENCE_GRP Agree rating, primary position: Worksite emphasizes clinical excellence, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	18	675
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	9
0	Indifferent or disagree (1,2,3)	297	9916
1	Agree (4,5)	839	29334
2	N/A	31	1076
TOTAL		1457	49165

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	23	840
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	46
0	Indifferent or disagree (1,2,3)	534	16255
1	Agree (4,5)	583	22434
2	N/A	45	1437
TOTAL		1457	49167

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	23	841
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
0	Indifferent or disagree (1,2,3)	443	13773
1	Agree (4,5)	684	25462
2	N/A	36	935
TOTAL		1457	49166

VARIABLE NAME
PRIM_HIGH_QUALITY_GRP

DESCRIPTION
Agree rating, primary position: Quality of care high at current work setting, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	20	688
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
0	Indifferent or disagree (1,2,3)	219	7070
1	Agree (4,5)	918	32083
2	N/A	29	1170
TOTAL		1457	49166

**QUESTION
NUMBER**
23

VARIABLE NAME
PRIM_CULTURAL_GRP

DESCRIPTION
Agree rating, primary position: Cultural competency training prepared me, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	21	754
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
0	Indifferent or disagree (1,2,3)	498	16179
1	Agree (4,5)	556	20360
2	N/A	111	3718
TOTAL		1457	49166

VARIABLE NAME
PRIM_WORKLOAD_GRP

DESCRIPTION
Agree rating, primary position: Workload involves too much time on admin tasks, grouping

	TYPE	**LENGTH**	**FORMAT**
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	726
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
0	Indifferent or disagree (1,2,3)	664	23225
1	Agree (4,5)	365	12435
2	N/A	138	4626
TOTAL		1457	49167

VARIABLE NAME
INCOME_GRP

DESCRIPTION
Income category, grouping

	TYPE	**LENGTH**	**FORMAT**
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	40	1217
-8	Not Applicable	211	6641
-7	Skip Pattern Violation	60	1514
-6	Invalid Answer/Out of Range	1	20
1	$25,000 or less	109	3468
2	$25,001 to $50,000	369	12516
3	$50,001 to $75,000	439	15862
4	$More than 75,001	209	7047
5	Not working	19	882
TOTAL		1457	49167

NUMBER   **VARIABLE NAME**   **DESCRIPTION**
25   ANOTHER_POSITION   Additional nursing position for pay

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	670
-8	Not Applicable	208	6618
-7	Skip Pattern Violation	63	1537
0	No	993	35063
1	Yes	174	5278
TOTAL		1457	49166

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
26   ANOTHER_POSITION_HOURS_GRP   Other nursing position hours, grouping

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	877
-8	Not Applicable	1259	43066
-7	Skip Pattern Violation	5	153
1	0-8 hours	72	2267
2	9-16 hours	64	1811
3	Greater than 16 hours	33	993
TOTAL		1457	49167

QUESTION NUMBER 27

VARIABLE NAME RSN_GRP

DESCRIPTION Reason for employment with additional nursing position, grouping

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	19	718
-8	Not Applicable	1258	43064
-7	Skip Pattern Violation	4	144
-6	Invalid Answer/Out of Range	28	472
1	To supplement the earnings from my fulltime or part-time nursing position	62	2080
2	No fulltime wk offered, gain experience, enjoy different nsg pos, other	86	2690
TOTAL		1457	49168

QUESTION NUMBER 28

VARIABLE NAME PLANS_CURRENT_EMPLOY_GRP

DESCRIPTION Career plans: Plan to remain with my current employer, grouping

TYPE Numeric

LENGTH 8

FORMAT Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	36	1309
-8	Not Applicable	213	6681
-7	Skip Pattern Violation	58	1475
-6	Invalid Answer/Out of Range	1	50
0	Indifferent or disagree (1,2,3)	292	10249
1	Agree (4,5)	854	29336
2	N/A	3	68
TOTAL		1457	49168

VARIABLE NAME
PLANS_RETIRE_GRP

DESCRIPTION
Career plans: Plan to retire, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	61	2107
-8	Not Applicable	217	6793
-7	Skip Pattern Violation	54	1362
-6	Invalid Answer/Out of Range	4	182
0	Indifferent or disagree (1,2,3)	988	34740
1	Agree (4,5)	127	3731
2	N/A	6	252
TOTAL		1457	49167

VARIABLE NAME
PLANS_ADVANCE_GRP

DESCRIPTION
Career plans: Plan to advance within organization, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	68	2592
-8	Not Applicable	216	6729
-7	Skip Pattern Violation	55	1426
-6	Invalid Answer/Out of Range	1	6
0	Indifferent or disagree (1,2,3)	821	27430
1	Agree (4,5)	286	10801
2	N/A	10	181
TOTAL		1457	49165

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
28 | PLANS_ADVANCED_DEGREE_GRP | Career plans: Obtain an advanced degree, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	56	2003
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	46
0	Indifferent or disagree (1,2,3)	834	27928
1	Agree (4,5)	289	10821
2	N/A	6	212
TOTAL		1457	49166

QUESTION
NUMBER | **VARIABLE NAME** | **DESCRIPTION**
28 | PLANS_TRAVELING_NURSE_GRP | Career plans: Become a traveling nurse, grouping

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	55	2111
-8	Not Applicable	216	6730
-7	Skip Pattern Violation	55	1425
0	Indifferent or disagree (1,2,3)	1048	36701
1	Agree (4,5)	76	2005
2	N/A	7	194
TOTAL		1457	49166

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
28   PLANS_NURSE_ADMIN_GRP   Career plans: Become a nurse administrator, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	63	2299
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	2
0	Indifferent or disagree (1,2,3)	1030	35593
1	Agree (4,5)	75	2619
2	N/A	17	497
TOTAL		1457	49166

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
28   PLANS_APN_GRP   Career plans: Become and advanced practice nurse, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	83	2966
-8	Not Applicable	216	6762
-7	Skip Pattern Violation	55	1393
-6	Invalid Answer/Out of Range	4	131
0	Indifferent or disagree (1,2,3)	954	32220
1	Agree (4,5)	115	4581
2	N/A	30	1114
TOTAL		1457	49167

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	70	2519
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	10
0	Indifferent or disagree (1,2,3)	1050	36081
1	Agree (4,5)	49	1898
2	N/A	16	503
TOTAL		1457	49167

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
28   PLANS_FACULTY_GRP   Career plans: Plan on becoming a faculty member in a nursing program, grouping

TYPE	LENGTH	FORMAT
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	64	2425
-8	Not Applicable	213	6670
-7	Skip Pattern Violation	58	1485
-6	Invalid Answer/Out of Range	1	69
0	Indifferent or disagree (1,2,3)	1048	35825
1	Agree (4,5)	66	2503
2	N/A	7	189
TOTAL		1457	49166

NUMBER 29

VARIABLE NAME
LEAVE_12MONTHS

DESCRIPTION
Plan on leaving nursing position within next 12 months

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	39	1411
-8	Not Applicable	225	6905
-7	Skip Pattern Violation	46	1251
-6	Invalid Answer/Out of Range	1	4
0	No	1001	34695
1	Yes	145	4902
TOTAL		1457	49168

QUESTION
NUMBER 30

VARIABLE NAME
LEAVE_RSN_SAFETY_GRP

DESCRIPTION
Leaving position reason: Workplace safety issues, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	38	1300
-8	Not Applicable	1229	41623
-7	Skip Pattern Violation	43	1228
0	Indifferent or disagree (1,2,3)	113	3818
1	Agree (4,5)	33	1159
2	N/A	1	39
TOTAL		1457	49167

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	36	1244
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	1	50
0	Indifferent or disagree (1,2,3)	79	2834
1	Agree (4,5)	68	2149
2	N/A	1	39
TOTAL		1457	49167

QUESTION
NUMBER   VARIABLE NAME   DESCRIPTION
30   LEAVE_RSN_OVERTIME_GRP   Leaving position reason: Too much overtime expected, grouping

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	37	1281
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	2	107
0	Indifferent or disagree (1,2,3)	119	3878
1	Agree (4,5)	26	1012
2	N/A	1	39
TOTAL		1457	49168

QUESTION NUMBER
30

VARIABLE NAME
LEAVE_RSN_HOURS_GRP

DESCRIPTION
Leaving position reason: Hours are inconvenient, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	40	1396
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
0	Indifferent or disagree (1,2,3)	117	4063
1	Agree (4,5)	27	818
2	N/A	1	39
TOTAL		1457	49167

QUESTION NUMBER
30

VARIABLE NAME
LEAVE_RSN_WAGES_GRP

DESCRIPTION
Leaving position reason: Insufficient wages given workload and responsibility, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	36	1240
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
0	Indifferent or disagree (1,2,3)	76	2708
1	Agree (4,5)	71	2326
2	N/A	2	43
TOTAL		1457	49168

VARIABLE NAME
LEAVE_RSN_BENEFITS_GRP

DESCRIPTION
Leaving position reason: Insufficient benefits, grouping

30

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	40	1415
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
0	Indifferent or disagree (1,2,3)	92	3193
1	Agree (4,5)	51	1665
2	N/A	2	43
TOTAL		1457	49167

**QUESTION
NUMBER**
30

VARIABLE NAME
LEAVE_RSN_RESPECT_GRP

DESCRIPTION
Leaving position reason: Lack of respect for work done, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	35	1226
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	1	11
0	Indifferent or disagree (1,2,3)	85	2997
1	Agree (4,5)	63	2043
2	N/A	1	39
TOTAL		1457	49167

QUESTION NUMBER
30

VARIABLE NAME
LEAVE_RSN_CHALLENGE_GRP

DESCRIPTION
Leaving position reason: Work not challenging, grouping

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	41	1444
-8	Not Applicable	1232	41683
-7	Skip Pattern Violation	40	1168
0	Indifferent or disagree (1,2,3)	104	3606
1	Agree (4,5)	39	1227
2	N/A	1	39
TOTAL		1457	49167

QUESTION NUMBER
31

VARIABLE NAME
INTEREST_FACULTY

DESCRIPTION
Interest in becoming faculty member

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	40	1122
-6	Invalid Answer/Out of Range	3	79
1	Yes	197	7548
2	No	854	28072
3	Undecided	318	10947
4	Already faculty member	45	1399
TOTAL		1457	49167

NUMBER **VARIABLE NAME** **DESCRIPTION**
32 INC_FACULTY_FLEX Interest incentives: Flexibility to balance studies and work

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	49	1461
-8	Not Applicable	886	28923
-7	Skip Pattern Violation	13	548
0	Important	476	17026
1	Not important	33	1208
TOTAL		1457	49166

**QUESTION
NUMBER** **VARIABLE NAME** **DESCRIPTION**
32 INC_FACULTY_LOAN Interest incentives: Loan forgiveness program

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	**VALUE LABEL**	**UNWEIGHTED FREQUENCY**	**WEIGHTED FREQUENCY**
-9	Missing	62	1877
-8	Not Applicable	886	28912
-7	Skip Pattern Violation	13	559
0	Important	357	12776
1	Not important	139	5042
TOTAL		1457	49166

32   INC_FACULTY_ACCEL   Interest incentives: Accelerated degree program

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	62	1944
-8	Not Applicable	887	28952
-7	Skip Pattern Violation	12	520
0	Important	356	12441
1	Not important	140	5310
TOTAL		1457	49167

QUESTION NUMBER

VARIABLE NAME

DESCRIPTION

32   INC_FACULTY_CREDIT   Interest incentives: Credit transfers from other academic programs

	TYPE	LENGTH	FORMAT
	Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	65	2026
-8	Not Applicable	886	28923
-7	Skip Pattern Violation	13	548
0	Important	357	12191
1	Not important	136	5478
TOTAL		1457	49166

QUESTION NUMBER 32

VARIABLE NAME INC_FACULTY_SCHOLAR

DESCRIPTION Interest incentives: More scholarship opportunities

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	62	1975
-8	Not Applicable	886	28923
-7	Skip Pattern Violation	13	548
0	Important	393	14124
1	Not important	103	3597
TOTAL		1457	49167

QUESTION NUMBER 32

VARIABLE NAME INC_FACULTY_TUIT_ASST

DESCRIPTION Interest incentives: Tuition assistance through employer

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	66	2059
-8	Not Applicable	887	28992
-7	Skip Pattern Violation	12	479
0	Important	402	14634
1	Not important	90	3002
TOTAL		1457	49166

VARIABLE NAME
PREVENT_FACULTY_TIME

DESCRIPTION
Barriers: Time to obtain additional education

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	261	8380
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
-6	Invalid Answer/Out of Range	1	19
0	Barrier	755	26491
1	Not a Barrier	395	12878
TOTAL		1457	49167

QUESTION NUMBER
33

VARIABLE NAME
PREVENT_FACULTY_TUITION

DESCRIPTION
Barriers: Lack of tuition assistance

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	279	9034
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
0	Barrier	607	20143
1	Not a Barrier	526	18591
TOTAL		1457	49167

VARIABLE NAME
PREVENT_FACULTY_INCOME

DESCRIPTION
Barriers: Loss of income while in school

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	279	8979
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
0	Barrier	727	24706
1	Not a Barrier	406	14083
TOTAL		1457	49167

**QUESTION
NUMBER**
33

VARIABLE NAME
PREVENT_FACULTY_INFO

DESCRIPTION
Barriers: Lack of information about how to pursue a faculty position

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	273	8833
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
0	Barrier	493	17783
1	Not a Barrier	646	21152
TOTAL		1457	49167

QUESTION NUMBER
33

VARIABLE NAME
PREVENT_FACULTY_FINANCE

DESCRIPTION
Barriers: Lack of financial incentives to pursue more education

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	273	8717
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
0	Barrier	793	26748
1	Not a Barrier	346	12303
TOTAL		1457	49167

QUESTION NUMBER
33

VARIABLE NAME
PREVENT_FACULTY_RURAL

DESCRIPTION
Barriers: Live in rural area without access to programs

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	290	9756
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
0	Barrier	307	4683
1	Not a Barrier	815	33329
TOTAL		1457	49167

QUESTION NUMBER
33

VARIABLE NAME
PREVENT_FACULTY_NO_INTEREST

DESCRIPTION
Barriers: Have no interest

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	222	6962
-8	Not Applicable	43	1328
-7	Skip Pattern Violation	2	71
-6	Invalid Answer/Out of Range	5	206
0	Barrier	460	15261
1	Not a Barrier	725	25339
TOTAL		1457	49167

QUESTION NUMBER
34

VARIABLE NAME
GREWUP

DESCRIPTION
Community grew up in

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	22	860
-6	Invalid Answer/Out of Range	2	18
1	Urban	279	10080
2	Rural	608	17113
3	Suburban	546	21095
TOTAL		1457	49166

VARIABLE NAME
GENDER

DESCRIPTION
Gender

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	15	601
1	Male	269	3504
2	Female	1173	45062
TOTAL		1457	49167

VARIABLE NAME
BIRTH_YEAR_GRP

DESCRIPTION
Birth year grouping

TYPE
Numeric

LENGTH
8

FORMAT
Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	878
1	1943 or before	146	3721
2	1944-1953	399	11992
3	1954-1963	431	14130
4	1964-1973	274	9792
5	1974 or after	183	8654
TOTAL		1457	49167

QUESTION NUMBER
37

VARIABLE NAME
ETHWHITE

DESCRIPTION
White vs. non-white

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	23	856
0	Non-white	101	3530
1	White	1333	44781
TOTAL		1457	49167

QUESTION NUMBER
38

VARIABLE NAME
FLUENT

DESCRIPTION
Fluent in a language other than English

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	31	1187
-6	Invalid Answer/Out of Range	1	11
0	No	1255	42312
1	Yes	170	5657
TOTAL		1457	49167

QUESTION NUMBER 41

VARIABLE NAME PRIM_WAGE_EARNER

DESCRIPTION Primary wage earner in family

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	17	614
-6	Invalid Answer/Out of Range	1	69
0	No	688	25023
1	Yes	751	23461
TOTAL		1457	49167

QUESTION NUMBER 42

VARIABLE NAME NUM_IN_HOUSEHOLD_GRP

DESCRIPTION Number of household members supported by RN salary

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	34	1101
-8	Not Applicable	662	23874
-7	Skip Pattern Violation	26	1149
1	One	277	9580
2	Two	243	6718
3	Three	92	3012
4	Four or more	123	3733
TOTAL		1457	49167

QUESTION
NUMBER   **VARIABLE NAME**   **DESCRIPTION**
43   ENCOURAGE_NURSING   Encourage family member or friend to choose a career in nursing

TYPE	**LENGTH**	**FORMAT**
Numeric	8	Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	41	1494
-6	Invalid Answer/Out of Range	7	205
0	No	224	7375
1	Yes	1185	40093
TOTAL		1457	49167

Created Variables

QUESTION NUMBER
CREATED VARIABLE

VARIABLE NAME
PRIMARY_STATE_FROM_ZIP

DESCRIPTION
State: primary practice address (derived from ZIP code)

TYPE
Character

LENGTH
2

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	356	11831
CO	Colorado	1101	37336
TOTAL		1457	49167

QUESTION NUMBER
CREATED VARIABLE

VARIABLE NAME
PRIMARY_RUCA2_FROM_ZIP_GRP

DESCRIPTION
Primary nursing position RUCA classification

TYPE
Numeric

LENGTH
8

FORMAT
Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	361	12078
1	Isolated	63	624
2	Rural Small	186	2510
3	Rural Large	150	1774
4	Urban	697	32181
TOTAL		1457	49167

VARIABLE NAME
CREATED VARIABLE   PRIMARY_URBAN_FROM_ZIP

DESCRIPTION
Urban/Not-urban: primary practice address (derived from ZIP code)

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	361	12078
0	Rural	399	4909
1	Urban	697	32181
TOTAL		1457	49168

**QUESTION
NUMBER**

VARIABLE NAME
CREATED VARIABLE   HOME_RUCA2_FROM_ZIP_GRP

DESCRIPTION
Home RUCA classification

TYPE Numeric	**LENGTH** 8	**FORMAT** Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	46	1596
1	Isolated	183	1598
2	Rural Small	197	2881
3	Rural Large	187	2090
4	Urban	844	41002
TOTAL		1457	49167

**QUESTION
NUMBER**   **VARIABLE NAME**   **DESCRIPTION**
CREATED VARIABLE   HOME_URBAN_FROM_ZIP   Urban/Not-urban: home address (derived from ZIP code)

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Nominal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	46	1596
0	Rural	567	6569
1	Urban	844	41002
TOTAL		1457	49167

**QUESTION
NUMBER**   **VARIABLE NAME**   **DESCRIPTION**
CREATED VARIABLE   GRAD_NUMYRS_GRP   Groups for # of yrs from grad to survey

TYPE   **LENGTH**   **FORMAT**
Numeric   8   Ordinal

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	7	192
1	5 years or less	248	9423
2	6 - 15 years	328	10984
3	16 - 25 years	304	10535
4	26 - 35 years	292	9403
5	36 - 45 years	213	6857
6	46 years or more	65	1773
TOTAL		1457	49167

**QUESTION
NUMBER** | **VARIABLE NAME** | **DESCRIPTION**
CREATED VARIABLE | GRAD_AGE_GRP | Groups for # of yrs from birth to grad

| **TYPE** | **LENGTH** | **FORMAT** |
| Numeric | 8 | Ordinal |

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	32	1073
1	25 years or younger	725	26955
2	26 - 35 years	423	13566
3	36 years or older	277	7573
TOTAL		1457	49167

**QUESTION
NUMBER** | **VARIABLE NAME** | **DESCRIPTION**
CREATED VARIABLE | AGE_GRP | Age grouping category as of 2008

| **TYPE** | **LENGTH** | **FORMAT** |
| Numeric | 8 | Ordinal |

VALUE	VALUE LABEL	UNWEIGHTED FREQUENCY	WEIGHTED FREQUENCY
-9	Missing	24	878
1	34 years or younger	183	8654
2	35 - 44 years	274	9792
3	45 - 54 years	431	14130
4	55 - 64 years	399	11992
5	65 years or older	146	3721
TOTAL		1457	49167

The Colorado Health Institute (CHI) used the following business rules to edit data obtained from the 2008 Colorado Registered Nurse (RN) Workforce Survey.

For more information, contact Glenn Goodrich at 720.382.7095 or goodrichg@ColoradoHealthInstitute.org.

General Rules:

1. Terminology- Unless otherwise stated, "-6" refers to an Invalid Answer/Out of Range; "-7" refers to the respondent answering a question that should have been skipped; "-8" means the question is missing due to a skip pattern; and "-9" means the respondent did not answer the question.
2. Case exclusions- If the primary nursing position ZIP Code (Q17) and the home ZIP Code (Q40) were both out of state (non-Colorado), the case was excluded. If the primary ZIP Code was in state and the home ZIP Code was out of state, the case was retained. If the primary ZIP Code was out of state and the home ZIP Code was in state, the case was excluded. If the primary ZIP Code was out of state and the respondent indicated he or she was working in Colorado (Q14=yes) the case was excluded. If the home ZIP Code was out of state and the respondent indicated he or she was not working in Colorado (Q14=no), the case was excluded.
3. Calculated variables- When the value was missing, regardless of the reason, all created variables were set to -9 (includes missing due to blank responses as well as invalid or inconsistent responses). This rule applied to such variables as age, graduation age and number of years since graduation.
4. Contradictory answers within an item- If more than one item was marked for items with strictly one option, the variable was coded as -6; if nothing was marked, the resulting variable was coded as -9. This rule applied to Q1, Q2, Q5, Q6, Q8, Q10, Q12, Q14, Q15, Q16, Q18, Q19, Q22, Q23, Q24, Q25, Q28, Q29, Q30, Q31, Q32, Q33, Q34, Q35, Q38, Q41 and Q43.
5. For items with a series of yes/no questions- if respondent marked both "yes" and "no" on any sub-portion, the particular portion where this occurred was recoded as -6. This rule applied to Q7, Q11 and Q39.

Skip Patterns:
1. (Q8, Q9 and Q10) If the respondent marked "no" to Q8 but responded to Q9, then Q9 was marked -7. If Q9 was blank under this scenario (as it should have been), it was marked with a value of -8. Similarly, if "yes" was marked on Q8 but Q10 was answered, then all items on Q10 were assigned -7. If Q10 was blank under this scenario (as it should have been), all items were coded -8.
2. (Q14, Q15 and Q16-30) If the response to Q14 was "no" and the responses to Q16-30 were blank (as they should have been, Q16-30 were recoded -8. Responses to any individual item that was filled out when it shouldn't have been were marked with a -7. If the response on Q14 was "yes," then items on Q15 were set to -8 if the response was blank. If the responses were not blank, values were recoded as -7.
3. (Q25, Q26 and Q27) If the response to Q25 was "no," then Q26 and 27 were coded -8 if they were blank (as they should have been). If they were not blank, they were coded -7.
4. (Q29 and Q30) If the response to Q29 was "no," Q30 items were coded -8 if blank (as they should have been). If Q30 was answered when Q29 was "no," items within Q30 were coded -7.
5. (Q31, Q32 and Q33) For Q31, if the respondent marked "already faculty member" or "no" and left Q32 blank (as it should have been), then Q32 was coded -8. If Q32 was filled in under this scenario, it was coded -7. For Q31, if the respondent marked "already faculty member" and left Q33 blank (as it should have been), Q33 was marked -8. If Q33 was answered under this scenario, it was coded -7.
6. (Q38 and Q39) If the respondent indicated "no" on Q38 and left Q39 blank (as it should have been), Q39 was coded as -8. If Q39 was not blank under this scenario, the individual language item that was marked was coded -7.
7. (Q41 and Q42) If the respondent marked "no" for Q41 and left Q42 blank (as it should have been), Q42 was coded -8. If Q42 was answered under this scenario, it was coded -7.
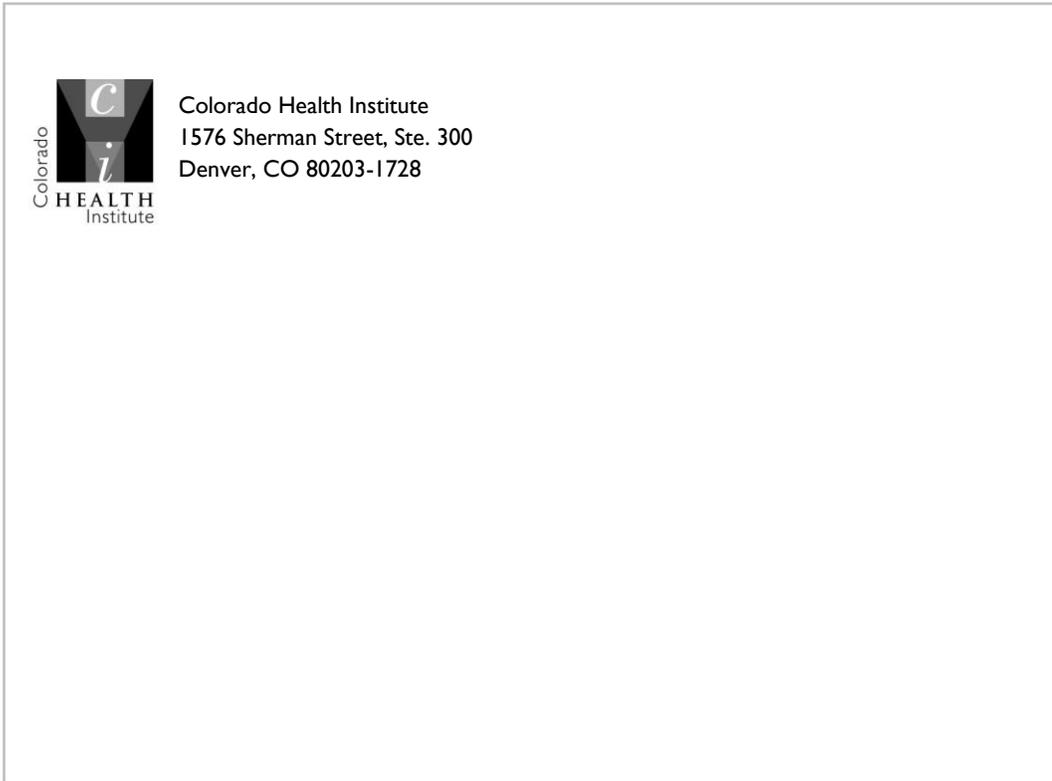
<u>Question-Specific Rules:</u>

1. (Q3) If the graduation year specified was before 1900, the value was reset to -6.
2. (Q3 and Q36) If 13 years or fewer had elapsed from the time of birth to graduation year, then the created variables GRAD_AGE (graduation age) and GRAD_AGE_GRP (graduation age group) were set to -9.
3. (Q4) If the state marked was not valid or XX for "foreign country" was listed, the value was set to -6. If the answer was blank, the value was set at -9.
4. (Q2, Q3 and Q7) <u>Consistency</u>-If Q2 degree was the same as Q7 degree and Q3 year was the same as Q7 year, then recode Q7 (just the one relevant item for degree and year) to -6. If Q7 year was 2009 or later, then recode Q7 portion to -6 (again, just the one degree and year). If Q3 year is greater than Q7 year, then reset the Q7 portion (just one degree and year items) to -6. Further, on Q7, if "no" was marked on the "yes/no" indicator, then the year field was set to -8 if blank (as it should have been) and -7 if not originally missing (if something was filled in when it shouldn't have been).
5. (Q7) Description for "other" category: If the description for Q7 "Other" was filled in, the "yes/no" indicator was set to "yes." If the "Other" portion of Q7 had been recoded to -6 due to the respondent marking both "yes" and "no," the description text field was recoded to -6 as well. If the final coded value was "no" (0) for the "Other" indicator and the text description was blank, the description field was set at -8.
6. (Q9, Q18, Q19 and Q27) If the respondent marked more than one of the "non-other" options, the value was set to -6. If the respondent marked one option from the first set as well as "Other," the first response was used and the text description was blanked out and coded -6. If the respondent did not mark any box but put something in the text description field, the categorical variable was recoded to "Other" and the text description retained. For "Other" text items, if the respondent marked another option, then "Other" was marked as -8 (not applicable).
7. (Q11) If the text portion (two items for other categories) was filled in and the response to the original leading question was "no," then the original indicator value was overridden with "yes."
8. (Q13) If the respondent marked a time of less than one year, the value was recoded as 0. If the respondent entered a fraction for this particular item, the fraction portion as well as the integer portion was used.
9. (Q15 and Q30) If the text field by "Other" was specified but no value was indicated, the numeric value was set to -9 and the text portion was retained.
10. (Q20) If a range was listed, the average of the upper and lower bounds was taken as the value. If "Variable" was entered in the field, the answer was recoded to -6. If the response was 32+, it was recoded to 32. If the value was greater than 168 (impossible), the value was reset to -6.
11. (Q21) If a range was listed, the average of the upper and lower bounds was taken as the value. If the response was "Lots!" or "Varies," the value was recoded to -6.
12. (Consistency between Q20 and 21) If Q21 was greater than Q20, the response to Q21 was recoded to -6 as this was an invalid response.
13. (Q37) If the respondent chose one or more of the first six options as well as "multi-racial," the answer was classified as "multi-racial." If more than one of the first six options was chosen, but "multi-racial" was not marked, the value was coded as "multi-racial" as well.
14. (Q42) If the respondent indicated "myself," "myself only," "self only" or "0," the answer was recoded to 1. If the respondent marked "3-4," it was recoded as 4.

SAMPLING AND RESPONSE SUMMARY BY STRATA

STRATA	NUMBER RESPONDING	ELIGIBLE[2]	POPULATION	RESPONSE RATE
Rural males	173	429	469	40.3%
Urban males	106	237	3077	44.7%
Isolated females	144	233	1456	61.8%
Small rural female	131	231	2694	56.7%
Large rural female	138	238	1896	58.0%
Urban female	765	1467	39575	52.1%
TOTAL	1457	2835	49167	51.4%

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[2] Eligible includes the number of active licensed registered nurses in the sample with a contact address in Colorado minus out of state, unable to forward and non-responses.

APPENDIX C

POSTCARDS AND COVER LETTERS

Colorado Health Institute
1576 Sherman Street, Ste. 300
Denver, CO 80203-1728

Within a week you will receive in the mail a request to fill out a Colorado registered nurse (RN) questionnaire for an important study being conducted by the Colorado Health Institute. The study is being funded by The Colorado Trust.

The purpose of the study is to inform legislators, nursing schools, providers, the Colorado Center for Nursing Excellence and the Colorado Area Health Education Centers about workforce issues faced by RNs in Colorado.

I am writing you in advance because we have found many people like to know ahead of time that they will be contacted. Thank you in advance for your time and consideration in helping make our survey efforts successful. .

Sincerely,

Pamela Hanes, PhD
President and CEO

October 24, 2008   Survey # xxxx

xxxxxx
xxxxxxxxxxx
xxxxxxxxxxxxx

Dear Mr./Ms. xxxxxx:

Colorado policymakers are very interested in understanding the training and practice issues related to registered nurses (RNs). We need your help by asking that you complete the enclosed RN Workforce Survey. **Your responses** are extremely important to ensuring an accurate picture and understanding of the education, work experience and opinions of Colorado's RN workforce. Your name was randomly selected from current licensees to represent the entire RN workforce in the state. The responses you provide are confidential and your name will be removed from our database once the administration of the survey has been completed.

The Colorado Health Institute is conducting the survey. The survey is funded by The Colorado Trust. We have worked closely with other workforce and professional organizations to develop the survey you will be completing.

We value your participation. The survey should take approximately 15 minutes to complete. A high response rate will ensure the reliability of the findings and help us to accurately portray the workforce issues faced by RNs in Colorado. Please assist us in better informing Colorado policymakers by completing the survey.

Commonly Asked Questions about the survey are included on the back of this letter. If you have any additional questions about the survey or about the Colorado Health Institute, please contact Michael Boyson at 303.831.4200 x 207.

Warm regards,

Pamela Hanes, PhD
President and CEO

Who are the Colorado <u>policymakers</u> who will see the summary results?
CHI will share a report of the registered nurse (RN) survey findings with interested individuals and groups including:
- Legislators
- Center for Nursing Excellence
- All Colorado nursing schools
- Providers
- Governor's Collaborative Scopes of Care Advisory Committee
- Colorado foundations, such as The Colorado Trust, Caring for Colorado and The Colorado Health Foundation
- Colorado Rural Health Center
- Colorado Area Health Education Centers

Why is this survey important?
The 2008 RN Survey Findings Report will complement the Governor's Collaborative Scopes of Care Advisory Committee Report. The Colorado nursing schools will identify opportunities for improving their educational experience. The Colorado Rural Health Center will identify opportunities for rural providers to recruit nurses. The Colorado Area Health Education Centers will identify opportunities to increase high school students' interests in health careers. The Colorado Health Institute will inform legislators about training and practice issues related to registered nurses to inform their workforce deliberations.

How was I selected to be in the sample?
Using the home or work address contained in the Colorado Department of Regulatory Agency's registered nurse licensure file, CHI randomly selected your name. Only registered nurses with a Colorado home or work address were chosen. You are one of 3,000 RNs who were randomly selected throughout the state to complete the questionnaire.

If I am retired or not working as a registered nurse, do I need to fill out the questionnaire?
Yes, questions 1-15 and questions 31-43. Please answer these selected questions and return the enclosed questionnaire in the self-addressed stamped envelope. Your name will then be taken off the CHI mailing list for any further contact.

Who sees my answers?
CHI staff members working on the survey have signed a confidentiality agreement to protect the confidentiality of the data collected. Before the public sees the summary results or a research data file, CHI staff will ensure that survey responses that could identify an individual are recoded to protect the confidentiality of all survey respondents.

How much time does the questionnaire take?
There are 43 questions. Based on a pre-test of the survey instrument, we estimate the questionnaire will take approximately 15-18 minutes to complete.

What happens if I do not respond?
This is a voluntary survey. However, if you do not respond, the survey will be less representative of all registered nurses.

Can I see a report from the survey?
If you would like a copy of the final report based on this survey, please contact Rebecca Crepin, CHI research assistant, at 303.831.4200 x 216 or crepinr@coloradohealthinstitute.org.

Colorado Health Institute
1576 Sherman Street, Ste. 300
Denver, CO 80203-1728

Last week you received a letter inviting you to participate in an RN Workforce Survey. Your name was drawn randomly from a list of currently licensed RNs in Colorado.

If you have already completed and returned the form to us, please accept our sincere thanks. If not, we ask that you please do so today. We are especially grateful for your participation because it is only through nurses like you completing the questionnaire that the policymakers will fully understand the workforce issues faced by RNs in Colorado.

If you did not receive a questionnaire, or if it was misplaced, please call Rebecca Crepin at 303.831.4200 x 216, and we will get another one in the mail to you today.

Warm regards,

Pamela Hanes, PhD
President and CEO

November 17, 2008   Survey # xxxx

xxxxx
xxxxxxxxxx
xxxxxxxxxxxxxx

Dear Mr./Ms. xxxxxx:

About three weeks ago the Colorado Health Institute mailed you a Registered Nurse (RN) workforce questionnaire that asked about your experience as an RN practicing in Colorado. To date, we have not received your completed survey.

The individuals who have returned the survey report a range of direct patient care and administrative experiences and issues—both positive and negative. CHI is committed to ensuring that the results of the survey will be used to inform state policymakers, program developers, educators and funders' decisions with regard to preparing the future professional nurse workforce in Colorado for the challenges that lie ahead.

We are writing to you because your participation is important to the success of this effort. As we stated in the first letter, your responses will be confidential and only reported in the aggregate.

A few people have called to say that they are retired or working in a position that does not require an active RN license. If this is the case with you, we ask you to simply complete questions 1-15 and 31-43 and return the survey to CHI in the enclosed envelope.

Another copy of the questionnaire is enclosed with this letter; it will take approximately 15 minutes to complete. If you have any questions, please contact Michael Boyson at 303.831.4200 x 207. Thank you very much for your participation in this important survey effort.

Sincerely,

Pamela P. Hanes, PhD
President and CEO

How many people have responded?
As of November 10, CHI has received 857 completed surveys. The response rate for the survey so far is 30 percent. We need a 40% response rate to draw conclusions statewide.

Who are the Colorado <u>policymakers</u> who will see the summary results?
CHI will share a report of the registered nurse (RN) survey findings with interested individuals and groups including:
- Legislators
- Center for Nursing Excellence
- All Colorado nursing schools
- Providers
- Governor's Task Force on Collaborative Scopes of Care
- Colorado foundations, such as The Colorado Trust, Caring for Colorado and The Colorado Health Foundation
- Colorado Rural Health Center
- Colorado Area Health Education Centers

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The 2008 RN Survey Findings Report will complement the Governor's Task Force on Collaborative Scopes of Care Report. The Colorado nursing schools will identify opportunities for improving their educational experience. The Colorado Rural Health Center will identify opportunities for rural providers to recruit nurses. The Colorado Area Health Education Centers will identify opportunities to increase high school students' interests in health careers. The Colorado Health Institute will inform legislators about training and practice issues related to registered nurses to inform their workforce deliberations.

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If I am retired or not working as a registered nurse, do I need to fill out the questionnaire?
Yes, questions 1-15 and questions 31-43. Please answer these selected questions and return the enclosed questionnaire in the self-addressed stamped envelope. Your name will then be taken off the CHI mailing list for any further contact.

Who sees my answers?
CHI staff members working on the survey have signed a confidentiality agreement to protect the confidentiality of the data collected. Before the public sees the summary results or a research data file, CHI staff will ensure that survey responses that could identify an individual are re-coded to protect the confidentiality of all survey respondents.

How much time does the questionnaire take?
There are 43 questions. Based on a pre-test of the survey instrument, we estimate the questionnaire will take approximately 15-18 minutes to complete.

What happens if I do not respond?
This is a voluntary survey. However, if you do not respond, the survey will be less representative of all registered nurses.

Can I see a report from the survey?
If you would like a copy of the final report based on this survey, please contact Rebecca Crepin, CHI research assistant, at 303.831.4200 x 216 or <u>crepinr@coloradohealthinstitute.org</u>.