

**Gordon and Better Moore Foundation  
Survey of Nurse Employers in California  
2015**

**Conducted by UCSF Philip R. Lee Institute for Health Policy Studies,  
HealthImpact (formerly California Institute for Nursing & Health Care), and the Hospital Association of Southern California**

Please contact Lela Chu for any technical issues at (415) 476-9230 or [Lela.Chu@ucsf.edu](mailto:Lela.Chu@ucsf.edu)

Please email completed survey to [Lela.Chu@ucsf.edu](mailto:Lela.Chu@ucsf.edu) or fax to: (415) 476-0705

You also may complete the survey online, by going to: <http://rnworkforce.ucsf.edu/moore2015>

**Directions:** Please fill in the numbers or check the categories that most accurately reflect your response to each item or question. If the information requested is not readily available from your hospital's record-keeping system, please estimate. Please skip questions that don't apply.

**CONTACT INFORMATION**

1. Contact information (for clarification purposes only, will NOT be reported):

Name of person completing this survey:

Title of person completing this survey:

Name of Organization:

Address 1:

Address 2:

City:

Zip:

E-mail address of contact:

Telephone number:

**ORGANIZATION**

2. Are you reporting data for more than one facility (for example, multiple campuses, hospital group, health care system)?

Yes      No

3. Please list the facility (or facilities) for which you are reporting and select the **facility type** from the following:

- |  |  |
|--|--|
| 1 General acute-care hospital / medical center             | 6 Psychiatric hospital                             |
| 2 Children's hospital                                      | 7 Ambulatory surgery center                        |
| 3 Heart hospital   | 8 Rehabilitation hospital / facility               |
| 4 Orthopedic hospital                                      | 9 Ambulatory medical clinic                        |
|  | 10 Long-term care / skilled nursing facility       |
| 5 Other specialty acute-care hospital<br>(Please specify): | 11 Other type of organization<br>(Please specify): |

Name of Facility	City	Type of facility (Number code) (Choose one code per facility)
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If you need additional space, please attach additional sheets of paper.

4. What departments are included in the data you are reporting? **(Please check all that apply).**

- |   |                                    |
|---|------------------------------------|
| Acute-care / critical care services (inpatient) | Behavioral health services center  |
| Ambulatory surgery services                     | Chemical dependency center         |
| Ambulatory diagnostic / laboratory services     | Home health services               |
| Ambulatory medical clinics                      | Observation care                   |
| Rehabilitation center                           | Dialysis                           |
| Long-term care / skilled nursing facility       | Other (Please specify all others): |

## CURRENT EMPLOYMENT

5. How would you describe the **overall RN** labor market in your area? (**Check only one**)

- High demand: difficult to fill open positions
- Moderate demand: some difficulty filling open positions
- Demand in balance with supply
- Demand is less than the RN supply available
- Demand is much less than the RN supply available

5a. Please specify any positions where recruitment is difficult:

6. How would you describe the labor market for these specific types of nursing positions? (Check only one per type of nursing position)

	High demand: Difficult to fill open positions	Moderate demand: some difficulty filling open positions	Demand in balance with supply	Demand is less than the RN supply available	Demand is much less than the RN supply available	Does not apply
Newly graduated RNs						
Staff (direct-care) RNs with experience						
Other non-staff RN positions (including managers and educators)						
Nurse Practitioners (NP)						
Clinical Nurse Specialists (CNS)						
Licensed Vocational Nurses (LVN)						
Aides / unlicensed nursing assistants						

6a. Please list the types of job titles associated with “other RN positions” reported above:

7. Are you currently engaged in recruitment of internationally (foreign) educated nurses?

Yes          No

**REQUIREMENTS FOR EMPLOYMENT**

8. Which of these are requirements for an RN to be hired into **general staff nursing** positions at your hospital? (**Please check all that apply**).

No specific requirements to be hired

Minimum experience as an RN          # of months **required**

Baccalaureate degree or higher:

\_\_\_\_\_ preferred    \_\_\_\_\_ required    \_\_\_\_\_ neither preferred nor required

Second language:

\_\_\_\_\_ preferred    \_\_\_\_\_ required    \_\_\_\_\_ neither preferred nor required

Which languages?

Other requirements for employment (Please specify):

Other preferences for employment (Please specify):

9. What percentage of your currently employed RNs have a BSN?          %

9a. Does your hospital have goals or plans in place to increase the percentage of BSN-prepared nurses?

Yes          No

10. Does your hospital require new hires who have an AD or diploma to complete a BSN in a specified time period?

Yes                      No                      **(Skip to question #11)**



10a. If yes, how much time do they have to complete the BSN?

11. Are RNs who do not have a BSN limited from being promoted beyond staff nurse positions?

Yes                      No

12. Which of these are barriers to increasing the number of BSN-prepared nurses in your hospital?

**(Please check all that apply)**

Insufficient funds for tuition reimbursement

Insufficient funds for incentives (e.g., promotion, pay differential, bonus, etc.)

Insufficient senior leadership support

Scheduling / staffing barriers

Lack of interest in BSN education among incumbent RNs

Lack of BSN education programs in the community

Low supply of BSN nurses in the community

Other (Please specify):

13. Does your organization differentiate RN salaries based on the type of nursing degree held (BSN, MSN, DNP, etc.)?

Yes                      No

14. Does your organization differentiate RN salaries based on whether RNs have advanced certifications (critical care, oncology, peri-operative, etc)?

Yes                      No      **(Skip to question #15)**



14a. Please describe the advanced certifications that are recognized with a salary increase or bonus:

15. What support do RNs receive while working toward a post-licensure degree or certification in nursing (if any)? **(Please check all that apply).**

Tuition reimbursement:

Post-licensure degree(s)                      Certification(s)

Paid time off for coursework:

Post-licensure degree(s)                      Certification(s)

Approved use of unpaid time off for coursework:

Post-licensure degree(s)                      Certification(s)

None

Other (Please specify):

15a. If you offer tuition reimbursement, what is the maximum benefit paid for a full-time RN?

\$

15b. Is this reimbursement maximum paid...

Annually

For a full program

For only certain types of programs

Other (Please specify):

16. Does your hospital have any of these **on-site** RN education programs? **(Please check all that apply)**.

LVN-to-RN

RN-to-BSN

MSN

Specialty certification program (Please specify):

Other (Please specify):

17. What is the *dominant* shift length that you use in scheduling for RNs?

12-hours

10-hours

8-hours

Other lengths of shifts (Please specify):

### **NEW GRADUATE HIRING**

18. Do you hire **new graduate** Registered Nurses?

Normally yes, and did so this past year [CONTINUE TO QUESTION #20]

Normally yes, but not this past year [CONTINUE TO QUESTION #19]

No, we never hire new graduates [CONTINUE TO #18A, THEN SKIP TO QUESTION #20 ON PAGE 8)

18a. Why do you not hire new graduate RNs?

19. What influenced your lack of hiring new graduates? **(Please check all that apply)**.

Cost of orientation / initial training of new graduates

Availability of preceptors to mentor new graduates

Entry-level salaries for new graduates

Hiring freeze started or ended

Too many novice nurses relative to number of expert nurses

Change in budget constraints

Change in nursing vacancies

Expected change in patient census

Change in number of experienced nurses available

Other (Please specify):

20. Do you have new graduate RNs on staff who are not working as RNs?

Yes                      No

20a. If yes, please describe how they are utilized:

**CHANGES IN THE PAST YEAR**

21. Has your employment of each of the following changed **in the past year**? (October 1, 2014 through September 30, 2015)

	Decreased employment	No change in employment	Increased employment	Does not apply
Newly graduated RNs				
Staff (direct-care) RNs with experience				
Other non-staff RN positions (including managers and educators)				
Nurse Practitioners (NP)				
Clinical Nurse Specialists (CNS)				
Licensed Vocational Nurses (LVN)				
Aides / unlicensed nursing assistants				

21a. Please list the types of job titles associated with “other RN positions” reported above:



22. Which of the following influenced the changes in employment reported in Q21?  
 Have you experienced any of the following **in the past year** (October 1, 2014 through September 30, 2015)?

**(Please check all that apply).**

Hiring freeze	Budget constraints
Reduction in census	Increase in census
Decrease in hospital bed capacity	Increase in hospital bed capacity
Decrease in use of travelers / contract nurses	Increase in use of travelers / contract nurses
Current staff working more shifts	Current staff working fewer shifts
Current staff converting from part-time to full-time positions	Current staff converting from full-time to part-time positions
Less turnover / greater retention of staff	More turnover / less retention of staff
Fewer nurses retiring than expected	More nurses retiring than expected
More foreign recruitment	Less foreign recruitment
Increased patient acuity	Decreased patient acuity
Other (Please specify):	Increase in outpatient and ancillary services provided by nurses

23. Have you had a shift in your RN hiring in these areas **in the past year**?

Inpatient care:	Increase	Decrease	No change	Does not apply
Ambulatory care:	Increase	Decrease	No change	Does not apply
Home health care:	Increase	Decrease	No change	Does not apply
Long-term care:	Increase	Decrease	No change	Does not apply
Case-management/ care coordination/navigation:	Increase	Decrease	No change	Does not apply

24. Has your use of temporary and traveling nurses changed in the **past year** (October 1, 2014 through September 30, 2015)?

	Using more than last year	About the same as last year	Using fewer than last year	Does not apply
Temporary (agency) nurses				
Traveling nurses				

24a. Please describe the reason(s) for any changes:

### **PLANNED EMPLOYMENT**

25. What are your expectations for RN employment in 2016 compared with 2015?

I expect RN employment will be **higher** in my organization in 2016

I expect RN employment will **not change** in my organization in 2016

I expect RN employment will be **lower** in my organization in 2016

25a. Why do you anticipate a change in RN employment?

26. Do you anticipate a change in RN hiring in these areas?

Inpatient care:

Increase      Decrease      No change      Does not apply

Ambulatory care:

Increase      Decrease      No change      Does not apply

Home health care:

Increase      Decrease      No change      Does not apply

Long-term care:

Increase      Decrease      No change      Does not apply

Case-management/ Care coordination/navigation:

Increase      Decrease      No change      Does not apply

27. Do you anticipate a change in the number of **new graduate** Registered Nurses you expect to hire in **the next year**?

Increased hiring of new graduate RNs

No change in hiring of new graduate RNs

Decreased hiring of new graduate RNs

27a. Why do you plan to change your new graduate RN hiring?

27b. If you **DO NOT** hire new RN graduates, what would you require to consider hiring them?

28. Do you have an orientation / onboarding program for recent hires?

Yes      No      **(Skip to question #29)**



28a. Length of program:      weeks

29. Do you have an internship / formal residency / training program for newly graduated RNs who are **not guaranteed to be hired?** (Do not include normal orientation programs for newly-hired RNs).

Yes      No      **(Skip to Page #13)**



Describe your internship / residency / training program for newly graduated RNs:

- a. Length of program                  weeks
- b. How often was the program offered last year?
- c. Capacity of program per offering
- d. Is your internship / residency / training program:

Externally contracted (working through a vendor)	Internally developed (home grown)	Partnership with a school of nursing
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e. Is this program paid?

Yes      No

f. What specialty areas does the newly graduated RN internship / residency / training program cover? **(Please check all that apply).**

- |  |                       |
|--|-----------------------|
| Medical-Surgical Care                        | OR / Peri-operative   |
| Ambulatory Care                              | Pediatrics / Neonatal |
| Critical Care                                | Psychiatry            |
| Delivery Room / Postpartum / Newborn Nursery | Skilled Nursing       |
| Home Health                                  | Rehabilitation        |
| Emergency Department                         |                       |
| Other (Please specify):                      |                       |

g. What percentage of graduates of your internship / residency / training program did you hire last year?

Percent hired:                  %

**Thank you for your time and expertise.**

We appreciate your participation and will be alerting you as reports based on these data become available.

If you have other comments or thoughts about the nursing workforce in your region or across the state, we encourage you to share them with us.

Comments: