Thank you for taking the time to complete this important survey from the Idaho Board of Nursing. Return the completed survey via the enclosed SASE. If you prefer to complete this survey electronically, you may do so at: <https://www.surveymonkey.com/s/APRNEmployerSurvey>

1. What is the name of your facility/organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. What is the zip code of your facility: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Please describe your organization (select all that apply):
   * + Physician Partnership
     + Group Practice
     + Hospital Based: Inpatient Services

* Hospital Based: Outpatient Services
* Residency or fellowship Participant
* Rural Health Clinic (federally certified)
  + - Federally Qualified Health Center
    - Emergency Department (hospital)
    - Emergency Medical Service/Transport
    - Military, Federal or VA Hospital
    - Extended Care/Long-term care
* Home health care
* Correctional Facility (jail, prison, detention - youth/adult)
* University/College Campus Health
* School System/School Clinic K-12
* Local or State Public Health/Community Health
* Business or Work site/Occupational Health
* HMO/Health Plan/Insurance Company
* Ambulatory Surgery Center
* Independent Laboratory
* Psychiatric Hospital
* Mental Health Outpatient Clinic
* Radiology/Imaging Center
* Other Specialty Hospital
* Indian Health Service
* Other Non-Patient Care Employment
* Other, please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Which of the following APRNs and how many are employed in your facility/organization?
   * Certified Nurse Practitioners \_\_\_\_\_\_\_\_\_#employed
   * Clinical Nurse Specialists \_\_\_\_\_\_\_\_\_#employed
   * Certified Registered Nurse Anesthetists \_\_\_\_\_\_\_\_\_#employed
   * Certified Nurse Midwives \_\_\_\_\_\_\_\_\_#employed
2. Do you plan on hiring more APRNs in the next 1-3 years?

* Yes
* No
* Don’t know OVER

Comments:

1. At this time, are you actively recruiting APRNs?
   * Yes
   * No
   * Don’t know

Comments:

1. What types of recruitment incentives are you offering APRNs if currently recruiting:
   * CEU reimbursement
   * Relocation allowance
   * APRN residency program
   * Tuition support
   * Separate APRN salary scale
   * Membership on medical leadership councils
   * Membership on facility governing boards
   * Don’t know
   * Not currently recruiting
   * Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Are APRNs able to practice to their full scope of licensure (practice independently) in your facility?
   * Yes
   * No
   * Don’t know
3. If answer to the preceding question was no, please provide reason:  
   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Is there APRN representation on your organization’s medical executive committee? (full voting privileges)
   * Yes
   * No
   * Don’t know

Comments:

1. Are all APRNs credentialed and privileged in your organization?
   * Yes
   * No
   * Don’t know

Comments:

1. Do APRNs have admitting privileges in your organization?
   * Yes
   * No
   * Don’t know

Comments:

1. Does your organization have enough primary care practitioners to care for the anticipated influx of patients that will result from the Affordable Care Act?
   * Yes
   * No
   * Don’t know

Comments:

1. If no, do you anticipate increasing the hiring of APRNs in primary care?
   * Yes
   * No
   * Don’t know

Comments:

1. Please identify **any** of the following factors that influence your ability to retain and/or hire APRNs currently or in the future (Check all that apply):

**Regulatory**

* Inability to write for home health care orders
* Lack of direct payment/reimbursement
* Unequal payment for APRN versus physician billing
* Lack of admitting privileges due to hospital bylaws
* State licensure limitations
* Inability to order durable medical equipment
* Lack of admitting privileges to long-term care facilities
* Do not perceive any regulatory or legal barriers that would negatively impact this organization from hiring an APRN
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Environmental**

* Inadequate equipment or space
* Inadequate physician support
* Public lack of awareness of the APRN role
* Lack of understanding of the role of the APRN by patients
* Lack of collegiality with physician colleagues
* Hostile work environment
* Lack of time to mentor and orient new APRNs
* Perception by physician providers that APRNs are economic competitors
* Lack of understanding of the role of the APRN by physicians
* Seen as comparable to physician assistant
* Confusion as to differences between APRNs and Physician Assistants (PAs)
* Prefer to hire PAs rather than APRNs
* Easier to recruit PAs
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

OVER

**Organizational**

* Lack of hospital admitting privileges
* Lack of organizational understanding of the advanced practice role
* Reimbursement policies/regulations and billing practices
* Lack of APRN representation on key decision-making bodies within the organization
* Physician supervision required by organization
* Privileged at less than physician colleagues
* Do not function at same level as physician providers
* Workload inequities
* Inability to recruit bilingual APRNs
* Preference for hiring physician assistants rather than APRNs
* Employing APRNs is cost-effective and efficient
* APRNs provide the comprehensive care our clients require
* APRN role is well understood and respected within this organization
* APRNs are a valued member of our health care team
* Other, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Compensation/Benefits**

* + Unequal reimbursement in comparison to other providers
  + Unable to offer competitive salary
  + Lack of coverage to take earned leave time off
  + Unable to offer competitive benefits package (earned leave, health benefits, retirement program)
  + APRNs are compensated comparably to physicians
  + Benefits are comparable between providers in this organization
  + Salary is comparable with other organizations
  + This organization offers a competitive benefits package for APRNs
  + Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Thank you for your participation.**