

## Introduction

Thank you for taking time to complete this survey. As the state tries to determine current and future health industry workforce needs, it is vitally important that we understand workforce from the employers' point of view. This survey will help capture nursing workforce status and current needs, and what you see in your crystal ball for the future. The goal is to obtain sufficient reliable data so we can model for future needs, and make recommendations on how best to apply limited resources to meet those needs.

Information will be reported in the aggregate only at a regional and state level. Data will not be presented for individual organizations or by county.

You may leave the survey and return at a later time. You must re-enter on the same computer.

For any questions regarding the survey please contact Pat Hurst at [pboyle@nmnursingexcellence.org](mailto:pboyle@nmnursingexcellence.org).

Participation in this survey is voluntary - we hope that you value the need for this survey on a statewide level.

## Contact Information

This is for the purposes of clarifying survey responses only. This information will not be shared beyond survey managers.

**\*1..**

Name of person completing  
the survey:

Phone:

Email:

## PART 1: Facility Demographics

**\*2. Name of your facility.**

**\*3. Your facility is a (an):**

- Hospital
- Critical Access Hospital
- Sole Provider Hospital
- Acute Rehabilitation Hospital
- Integrated health system (hospital plus other levels of care)

**\*4. In your integrated system, you provide the following levels of care:**

**(Mark all that apply)**

- Acute Inpatient Care
- Outpatient clinics
- Home and Hospice
- Long Term Care
- Health Plan

Other (please specify)

**\*5. What is the size of your facility?**

- Under 50 beds
- 50-99 beds
- 100-149 beds
- 150-199 beds
- 200-250 beds
- Over 250 beds

**\*6. Facility Zip Code:**

## PART 2a: Snapshot of your nursing workforce

**\*7. As of today, how many of the following are employed full-time at your facility?**

**Complete all that apply. Do not include traveler/agency personnel.**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

**\*8. As of today, how many of the following are employed part-time at your facility?**

**Complete all that apply. Do not include traveler/agency personnel.**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

**\*9. As of today, how many full-time vacancies for nursing personnel do you have for your facility? Complete all that apply. Include positions filled by traveler/agency personnel.**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

**\*10. As of today, how many part-time vacancies for nursing personnel do you have for your facility? Complete all that apply. Include positions filled by travel/agency personnel.**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

**\*11. Looking ahead 2 years, how do you expect your need for nursing personnel to change?**

**Please use a "+" sign to indicate an increase in positions; a "-" sign to indicate a decrease in positions, and a "0" to indicate no change. Example: if you expect to increase registered nurses by 4 positions, enter "+4".**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

**\*12. On average, how long (in months) does it take to recruit nursing personnel?**

Nursing Assistants/Nursing Technicians	<input type="text"/>
Licensed Practical Nurses (LPNs)	<input type="text"/>
Registered Nurses (RNs)	<input type="text"/>
Nurse Practitioners	<input type="text"/>
Nurse Midwives	<input type="text"/>
Nurse Anesthetists	<input type="text"/>

## Part 2b: Nurse Hiring Policies/Procedures

**\*13. Upon initial employment, does your facility offer a difference in pay based on nursing educational degree earned?**

- Yes  
 No

**\*14. Does your facility include level of education degree as part of a career ladder program?**

- Yes  
 No

**\*15. Does your facility offer incentives for having an advanced educational degree (BSN and higher) other than pay differentials and career ladders?**

- Yes  
 No

**\*16. If yes, please describe.**

**\*17. Does your facility offer any of the following or other support incentives for nurses to obtain a BSN and higher degree? (Mark all that apply)**

- Tuition assistance  
 Scholarships  
 Financial support other than tuition assistance/scholarships  
 Time off  
 Preferential scheduling  
 We don't offer educational incentives

Other (please specify)

**\*18. Do you have student nurse hiring programs such as externships/internships? (Nurse extern/intern programs are defined as a program that accepts students who are in good standing and who have completed the basic nursing skills course.)**

- dYes  
 No

**\*19. When hiring a newly graduated nurse, do you have a preference or requirement that applicants have graduated from a nationally-accredited (Commission on Collegiate Nursing Education (CCNE) or National League for Nursing Accrediting Commission (NLNAC)) nursing program?**

- Yes
- No
- Not applicable - we don't hire new graduates

**\*20. Do you have nurse job descriptions that have specific education requirements for bachelor's degree or higher?**

- Yes
- No

**21. Does your facility have a preference for hiring BSN-prepared staff nurses?**

- Yes
- No



**\*22. Is this preference a formal policy or procedure?**

- Yes
- No

**\*23. Does your facility have plans to adopt a policy of preference for hiring BSN-prepared staff nurses?**

- Yes
- No

**\*24. For which nursing specialties are you having the most trouble recruiting? (Choose all that apply)**

- Operating room
- Critical care
- Emergency department
- Obstetrics/Maternal Child
- Mental/Behavioral Health
- Medical/Surgical
- Outpatient clinics
- Home and Hospice
- Long Term Care
- Case Management
- None - we are not having trouble recruiting

Other (please specify)

**\*25. Do you know about the NM Nursing Education Consortium's state plan for nursing education to be implemented in the next 3 years?**

- Yes
- No

## Copy of page: Thank you!

Thank you for taking time to complete this survey. The information gathered here will aid in determining a baseline data set for nursing workforce from the employer's point of view. This will help determine and prioritize initiatives, and set a benchmark with which to measure progress in meeting nursing workforce needs.

### 26. Comments: