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# 2008 Colorado Registered Nurse Workforce Survey

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*Codebook and Variable Frequencies Report  
– Research File*

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## TABLE OF CONTENTS

ACKNOWLEDGMENTS.....	1
INTRODUCTION.....	2
2008 COLORADO RN SURVEY.....	2
Methods .....	2
Response rate.....	2
Sampling methods.....	2
Weighting up to the population.....	2
RESEARCH DATA FILE .....	3
Technical information .....	3
Codebook structure .....	3
2008 RN SURVEY FORM .....	5
LISTING OF VARIABLES.....	13
CODEBOOK AND FREQUENCIES.....	18
Created variables .....	108
APPENDIX A: BUSINESS RULES FOR DATA CLEANING.....	116
APPENDIX B: SAMPLING AND RESPONSE SUMMARY BY STRATA .....	118
APPENDIX C: POSTCARDS AND COVER LETTERS .....	119

## **ACKNOWLEDGMENTS**

Funding was provided by The Colorado Trust through its Health Professions Grant Project. For more information please go to <http://www.coloradotrust.org/grants/search-grants#>

## 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 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.

<b>Final Disposition</b>	<b>Number</b>
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 (2 <sup>nd</sup> wave)	1,014
Returned completed questionnaires (4 <sup>th</sup> 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<sup>1</sup>. 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].

### **RESEARCH DATA FILE**

This codebook specifies the variables contained in the 2008 CHI Colorado Registered Nurse Survey research file. The file contains 1,457 records, one for each respondent, and includes a weight variable. The research file contains 194 variables. [See the list of variables on p.13-17].

The research file contains confidential and sensitive data and is available for researchers for analysis and aggregate statistical reporting. Because responder confidentiality was assured by CHI, data analysis should not be conducted with the purpose of identifying individual survey respondents, either directly or by inference. Users of the research file must sign a Workforce Research File Data Sharing Agreement, a non-discloser affidavit, and have a copy of approval or exemption from an Institutional Review Board (IRB). Students are required to provide evidence of faculty sponsorship. Submission of a brief letter from a faculty member stating that he/she is acting as the faculty sponsor/advisor for the project, and that he/she has reviewed and approved the data sharing agreement.

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 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](mailto:demont-heinrichc@coloradohealthinstitute.org).

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<sup>1</sup> 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>.

## **Technical information**

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

## **Codebook structure**

The codebook lists variable labels in the order in which they appear on the questionnaire. Each variable includes a name, description, the file(s) where it can be found and any appropriate technical notes. The last 15 variables in the codebook were created from survey questions and re-coded to protect the confidentiality of survey respondents or to provide more specificity in geographic location of practice, e.g., primary city or county of practice.

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 RNs 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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# 2008 RN SURVEY

Survey # \_\_\_\_\_

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](mailto:boysonm@coloradohealthinstitute.org).

**THE FIRST SET OF QUESTIONS IS ABOUT YOUR RN EDUCATION**

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

- |   |  |                                      |
|---|--|--------------------------------------|
| <input type="checkbox"/> High School Diploma  | <input type="checkbox"/> Master's Degree | <input type="checkbox"/> CNA Program |
| <input type="checkbox"/> Associate Degree     | <input type="checkbox"/> Doctorate       |                                      |
| <input type="checkbox"/> Baccalaureate Degree | <input type="checkbox"/> LPN Program     |                                      |

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

- |   |   |                                    |
|---|---|------------------------------------|
| <input type="checkbox"/> Diploma          | <input type="checkbox"/> Baccalaureate Degree | <input type="checkbox"/> Doctorate |
| <input type="checkbox"/> Associate Degree | <input type="checkbox"/> Master's Degree      |                                    |

3. In what year did you graduate from your basic RN education program? \_\_\_\_\_ YEAR

4. In what state or foreign country was your basic RN education program located?

[ENTER TWO LETTER STATE CODE, XX FOR FOREIGN COUNTRY] \_\_\_\_\_ STATE ABBREVIATION

5. Please rate the quality of the **CLASSROOM instruction** of the basic RN education program 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 basic RN education program 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. Since graduating from your basic RN education program, 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]

		<u>Degree</u>	<u>Year Completed</u>
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Associate degree in another field	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Baccalaureate in Nursing	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Baccalaureate in another field	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Master's in Nursing	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Master's in another field	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Doctorate in Nursing	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Doctorate in another field	___ ___ ___ ___
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Other (specify) _____	___ ___ ___ ___

8. Are you currently enrolled in an education program leading to an academic degree?

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 at this time. [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]

	<b>Strongly Disagree</b>			<b>Strongly Agree</b>			
	1	2	3	4	5		
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 currently hold a nursing certification 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) \_\_\_\_\_



**THE NEXT SET OF QUESTIONS RELATE TO YOUR EMPLOYMENT SINCE COMPLETING YOUR BASIC RN EDUCATION PROGRAM**

12. Please indicate whether you agree or disagree with the following statements about the quality of the orientation you received at the first clinical position you held after you graduated from your basic RN education. [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		
	1	2	3	4	5		N/A
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 position that requires you to have an active RN license. [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		
	1	2	3	4	5		N/A
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 primary nursing position 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 primary nursing position located? \_\_\_\_\_ ZIP CODE

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

- |  |  |
|--|--|
| <input type="checkbox"/> Acute care facility                         | <input type="checkbox"/> Private physician office                      |
| <input type="checkbox"/> Nursing home/extended care facility         | <input type="checkbox"/> Community health center                       |
| <input type="checkbox"/> Home health care agency                     | <input type="checkbox"/> Insurance company (UR, case management, etc.) |
| <input type="checkbox"/> Nursing education                           | <input type="checkbox"/> Federal, state or local governmental agency   |
| <input type="checkbox"/> Public/community health nurse               | <input type="checkbox"/> Non-clinical setting                          |
| <input type="checkbox"/> School-based health center or school clinic | <input type="checkbox"/> Ambulatory surgical center                    |
| <input type="checkbox"/> Occupational health setting                 | <input type="checkbox"/> Rehabilitation facility                       |
| <input type="checkbox"/> Hospice                                     | <input type="checkbox"/> Other (specify) _____                         |

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

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Medical/surgical care | <input type="checkbox"/> Oncology            | <input type="checkbox"/> Nurse administrator   |
| <input type="checkbox"/> Ambulatory care       | <input type="checkbox"/> Psychiatric care    | <input type="checkbox"/> Case manager          |
| <input type="checkbox"/> Critical care         | <input type="checkbox"/> Geriatric care      | <input type="checkbox"/> Utilization review    |
| <input type="checkbox"/> Pediatric care        | <input type="checkbox"/> Emergency care      | <input type="checkbox"/> Nurse educator        |
| <input type="checkbox"/> Obstetrical care      | <input type="checkbox"/> Urgent care         | <input type="checkbox"/> Risk management       |
| <input type="checkbox"/> Infection control     | <input type="checkbox"/> Prevention/wellness | <input type="checkbox"/> Other (specify) _____ |

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

\_\_\_\_\_ 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		
	1	2	3	4	5	N/A
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 primary nursing position. [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		
	1	2	3	4	5	N/A	
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 primary nursing position? [MARK ONE BOX]

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> \$15,000 or less     | <input type="checkbox"/> \$35,001 to \$50,000  | <input type="checkbox"/> \$100,001 to \$150,000 |
| <input type="checkbox"/> \$15,001 to \$25,000 | <input type="checkbox"/> \$50,001 to \$75,000  | <input type="checkbox"/> More than \$150,000    |
| <input type="checkbox"/> \$25,001 to \$35,000 | <input type="checkbox"/> \$75,001 to \$100,000 | <input type="checkbox"/> Not working            |

25. In addition to your primary nursing position, 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 other nursing position in a typical work week?

\_\_\_\_ NUMBER OF HOURS

27. **IF YES**, which of the following best describes the reason you are employed in your other nursing position? [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 your professional career plans over the next 2 years. [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]

	<b>Strongly Disagree</b>			<b>Strongly Agree</b>	
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]

	<b>Strongly Disagree</b>			<b>Strongly Agree</b>	
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	<input type="checkbox"/>	<input type="checkbox"/>
Loan forgiveness programs	<input type="checkbox"/>	<input type="checkbox"/>
Accelerated degree program	<input type="checkbox"/>	<input type="checkbox"/>
Credit transfers from other academic programs	<input type="checkbox"/>	<input type="checkbox"/>
More scholarship opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Tuition assistance through employer	<input type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>
Lack of tuition assistance	<input type="checkbox"/>	<input type="checkbox"/>
Loss of income while in school	<input type="checkbox"/>	<input type="checkbox"/>
Lack of information about how to pursue a faculty position	<input type="checkbox"/>	<input type="checkbox"/>
Lack of financial incentives to pursue more education	<input type="checkbox"/>	<input type="checkbox"/>
I live in a rural area where there are no accessible programs	<input type="checkbox"/>	<input type="checkbox"/>
Have no interest	<input type="checkbox"/>	<input type="checkbox"/>

#### 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.

- |                              |                             |                       |
|------------------------------|-----------------------------|-----------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Spanish               |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Russian               |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Hmong                 |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | German                |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Arabic                |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Vietnamese            |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | French                |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No | Sign Language         |
| <input type="checkbox"/> Yes | <input type="checkbox"/> 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

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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

<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
1	EDUC_LEVEL	Highest level of education completed before starting basic RN Ed program
2	RN_PROGRAM	Basic nurse education program enrolled in to become an RN
3	GRAD_YEAR	Graduate year from basic RN education program
4	GRAD_STATE	State location of basic RN education program
5	CLASSROOM_ELDERLY	Classroom instruction: Caring for the elderly
5	CLASSROOM_DEMENTIA	Classroom instruction: Caring for persons with dementia, mental impairments
5	CLASSROOM_PHYS_DIS	Classroom instruction: Caring for physical disabilities
5	CLASSROOM_BEHAVE	Classroom instruction: Caring for behavioral problems
5	CLASSROOM_MEDS	Classroom instruction: Administration of medications/treatments
5	CLASSROOM_PAT_ASSESS	Classroom instruction: Developing patient assessment skills
5	CLASSROOM_LEADER	Classroom instruction: Developing leadership/management skills
5	CLASSROOM_PROB_SOLVE	Classroom instruction: Using critical thinking/problem solving skills
5	CLASSROOM_RN_ROLE	Classroom instruction: Understanding the RN role on the interdisciplinary team
5	CLASSROOM_CULTURAL	Classroom instruction: Cultural competency
6	CLINICAL_NURSING_HOME	Clinical experiences: Clinical rotation in nursing home
6	CLINICAL_ACUTE_CARE	Clinical experiences: Clinical rotation in acute care facility
6	CLINICAL_PUBLIC_HEALTH	Clinical experiences: Clinical rotation in public health agency
6	CLINICAL_COMM_HEALTH	Clinical experiences: Clinical rotation in community health setting
6	CLINICAL_OPERATING_ROOM	Clinical experiences: Clinical rotation in the operating room
6	CLINICAL_PSYCH	Clinical experiences: Clinical rotation in a psych/behav health setting
6	CLINICAL_SIMUL_DVD	Clinical experiences: Self-paced clinical simulation using CD/DVD
6	CLINICAL_SIMUL_MANN	Clinical experiences: Clinical simulation using mannequins
6	CLINICAL_SIMULATION_WEB	Clinical experiences: Web-based clinical simulation
6	CLINICAL_RN_ROLE	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_ASSOC_YEAR	Associate Degree since graduating from RN education program, year
7	SINCE_GRAD_BACC_NURS	Baccalaureate in nursing since graduating from RN education program
7	SINCE_GRAD_BACC_NURS_YEAR	Baccalaureate in nursing since graduating from RN education program, year
7	SINCE_GRAD_BACC_NON	Baccalaureate in another field since graduating from RN education program
7	SINCE_GRAD_BACC_NON_YEAR	Baccalaureate in another field since graduating from RN education program, year
7	SINCE_GRAD_MASTERS_NURS	Master's in nursing since graduating from RN education program
7	SINCE_GRAD_MASTERS_NURS_YEAR	Master's in nursing since graduating from RN education program, year
7	SINCE_GRAD_MASTERS_NON	Master's in another field since graduating from RN education program
7	SINCE_GRAD_MASTERS_NON_YEAR	Master's in another field since graduating from RN education program, year
7	SINCE_GRAD_DOC_NURS	Doctorate in nursing since graduating from RN education program
7	SINCE_GRAD_DOC_NURS_YEAR	Doctorate in nursing since graduating from RN education program, year
7	SINCE_GRAD_DOC_NON	Doctorate in another field since graduating from RN education program

<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
7	SINCE_GRAD_DOC_NON_YEAR	Doctorate in another field since graduating from RN education program, year
7	SINCE_GRAD_OTHER	Other degree since graduating from RN education program
7	SINCE_GRAD_OTHER_YEAR	Other degree since graduating from RN education program, year
7	SINCE_GRAD_OTHER_DESC	Other degree description since graduating from RN education program
8	ENROLLED_EDUC_PROG	Enrolled in an education program leading to an academic degree
9	ENROLLED	Academic program enrolled
9	ENROLLED_OTHER_DESC	Other academic program enrolled description
10	NO_ENROLL_NO_INTEREST	No interest in pursuing academic degree right now
10	NO_ENROLL_AFFORD	Cannot afford cost in pursuing academic degree right now
10	NO_ENROLL_TIME_COMMIT	Other time commitments aside from pursuing academic degree right now
10	NO_ENROLL_CLOSE_TO_HOME	No program close for pursuing academic degree right now
10	NO_ENROLL_ATTAINED_EDUC	Attained highest desired level of education for time being
11	CERT_CRNA	Nursing Certification: Certified Nurse Anesthetist (CRNA)
11	CERT_CNM	Nursing Certification: Certified Nurse Midwife (CNM)
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_OTHER_SPEC_DESC	Nursing Certification: Other Nurse Specialist description
11	CERT_PRIMARY	Nursing Certification: Primary Care Nurse Practitioner
11	CERT_PSYCHIATRIC	Nursing Certification: Psychiatric Nurse Practitioner
11	CERT_WOMEN	Nursing Certification: Women's Health Nurse Practitioner
11	CERT_OTHER_PRAC	Nursing Certification: Other Nurse Practitioner
11	CERT_OTHER_PRAC_DESC	Nursing Certification: Other Nurse Practitioner description
12	ORIENT_BOTH	Orientation for classroom and clinical instruction
12	ORIENT_CLINICAL	Orientation program structured to include only clinical instruction
12	ORIENT_INDIVIDUAL	Orientation was individualized to my needs
12	ORIENT_PRECEPTOR	Orientation consistent preceptor throughout the orientation
12	ORIENT_TIME	Orientation time was appropriate to the job
13	YEARS_WORKED_RN	Number of years worked in a position requiring RN license
14	EMPLOYED_CO	Employed in Colorado as an RN requiring an active license as of Sep 2008
15	NO_WORK_SAFETY	Not working: Workplace safety issues
15	NO_WORK_STRESS	Not working: Too much stress on the job
15	NO_WORK_OVERTIME	Not working: Too much overtime expected
15	NO_WORK_HOURS	Not working: Inconvenient hours
15	NO_WORK_WAGES	Not working: Insufficient wages
15	NO_WORK_FRINGE_BENEFITS	Not working: Insufficient fringe benefits
15	NO_WORK_RESPECT	Not working: Lack of respect for RNs
15	NO_WORK_CHALLENGE	Not working: Work is not professionally challenging
15	NO_WORK_EDUCATION	Not working: Currently pursuing more education
15	NO_WORK_HEALTH	Not working: Health reasons



<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
15	NO_WORK_FAMILY	Not working: Family responsibilities
15	NO_WORK_RETIRED	Not working: Retired
15	NO_WORK_NO_POSITIONS	Not working: No RN positions available
15	NO_WORK_RN_LIC_NOT_NEEDED	Not working: Job does not require RN license
15	NO_WORK_OTHER	Not working: Other reason
15	NO_WORK_OTHER_DESC	Not working: Other reason description
16	PRIMARY_POSITION	Primary nursing position description
17	PRIMARY_ZIP	ZIP Code of primary nursing position
18	SETTING	Practice setting for primary nursing position
18	SETTING_OTHER_DESC	Practice setting for primary nursing position, other description
19	FOCUS	Focus of primary nursing position
19	FOCUS_OTHER_DESC	Focus of primary nursing position, other description
20	HOURS_WEEK	Number of hours worked in primary nursing position
21	HOURS_PATIENT_CARE	Number of hours spent in direct patient care
22	TIME_PATIENT_CARE	Time rating: Direct patient care
22	TIME_NOTES	Time rating: Notes and documentation
22	TIME_SUPPLIES	Time rating: Locating supplies and equipment
22	TIME_TRANSPORT	Time rating: Transporting patients
22	TIME_PHONECALLS	Time rating: Patient-related telephone calls
22	TIME_MEETINGS	Time rating: Meetings for quality improvement or patient safety
22	TIME_SHIFT_CHANGE	Time rating: Shift changes and other hand-off functions
23	PRIM_RNS_VALUED	Agree rating, primary position: RNs valued by my current employer
23	PRIM_DOCUMENT	Agree rating, primary position: Documentation is manageable and appropriate
23	PRIM_MEMBER	Agree rating, primary position: Participation in decisions
23	PRIM_SALARY	Agree rating, primary position: Salary and benefits reflect training and experience
23	PRIM_STAFFING	Agree rating, primary position: Staffing levels are appropriate
23	PRIM_POS_RELATION	Agree rating, primary position: Positive relationship with physicians
23	PRIM_HOURS	Agree rating, primary position: Work hours appropriate for my lifestyle
23	PRIM_SUPPORTIVE	Agree rating, primary position: Supervisor/manager supportive of me
23	PRIM_EXCELLENCE	Agree rating, primary position: Worksite emphasizes clinical excellence
23	PRIM_CAREER_DEVELOP	Agree rating, primary position: Career development opportunities
23	PRIM_APPROPRIATE_ORIENT	Agree rating, primary position: Appropriate orientation when hired
23	PRIM_HIGH_QUALITY	Agree rating, primary position: Quality of care high at current work setting
23	PRIM_CULTURAL	Agree rating, primary position: Cultural competency training prepared me for needs of patients
23	PRIM_WORKLOAD	Agree rating, primary position: Workload involves too much time on admin tasks
24	INCOME	Income category
25	ANOTHER_POSITION	Additional nursing position for pay
26	ANOTHER_POSITION_HOURS	Pay for additional nursing position
27	RSN	Reason for employment with additional nursing position

<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
27	RSN_OTHER_DESC	Other reason for employment with additional nursing position description
28	PLANS_CURRENT_EMPLOY	Career plans: Plan to remain with my current employer
28	PLANS_RETIRE	Career plans: Plan to retire
28	PLANS_ADVANCE	Career plans: Plan to advance within organization
28	PLANS_ADVANCED_DEGREE	Career plans: Obtain an advanced degree
28	PLANS_TRAVELING_NURSE	Career plans: Become a traveling nurse
28	PLANS_NURSE_ADMIN	Career plans: Become a nurse administrator
28	PLANS_APN	Career plans: Become and advanced practice nurse
28	PLANS_COMM_NURSE	Career plans: Plan to transition to a community nurse position
28	PLANS_FACULTY	Career plans: Plan on becoming a faculty member in a nursing program
29	LEAVE_I2MONTHS	Plan on leaving nursing position within next 12 months
30	LEAVE_RSN_SAFETY	Leaving position reason: Workplace safety issues
30	LEAVE_RSN_STRESS	Leaving position reason: Too much stress on the job
30	LEAVE_RSN_OVERTIME	Leaving position reason: Too much overtime expected
30	LEAVE_RSN_HOURS	Leaving position reason: Hours are inconvenient
30	LEAVE_RSN_WAGES	Leaving position reason: Insufficient wages given workload and responsibility
30	LEAVE_RSN_BENEFITS	Leaving position reason: Insufficient benefits
30	LEAVE_RSN_RESPECT	Leaving position reason: Lack of respect for work done
30	LEAVE_RSN_CHALLENGE	Leaving position reason: Work not challenging
30	LEAVE_RSN_EDUCATION	Leaving position reason: Pursuing additional education
30	LEAVE_RSN_HEALTH	Leaving position reason: Health
30	LEAVE_RSN_FAMILY	Leaving position reason: Family responsibilities
30	LEAVE_RSN_RETIRE	Leaving position reason: Retiring from workforce
30	LEAVE_RSN_OTHER	Leaving position reason: Other
30	LEAVE_RSN_OTHER_DESC	Leaving position reason: Other description
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

<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
35	GENDER	Gender
36	BIRTH_YEAR	Year born
37	ETHNIC	Ethnic/racial identification
38	FLUENT	Fluent in a language other than English
39	SPANISH	Use Spanish to communicate with patients
39	RUSSIAN	Use Russian to communicate with patients
39	HMONG	Use Hmong to communicate with patients
39	GERMAN	Use German to communicate with patients
39	ARABIC	Use Arabic to communicate with patients
39	VIETNAMESE	Use Vietnamese to communicate with patients
39	FRENCH	Use French to communicate with patients
39	SIGNLANG	Use Sign Language to communicate with patients
39	OTHERLANG	Use other language to communicate with patients
39	OTHERLANG_DESC	Use other language description
40	HOME_ZIP	ZIP Code of home address
41	PRIM_WAGE_EARNER	Primary wage earner in family
42	NUM_IN_HOUSEHOLD	Number of household members supported
43	ENCOURAGE_NURSING	Encourage family member or friend to choose a career in nursing
N/A	COMMENTS	Comments
CREATED VARIABLE	GRAD_NUMYRS	Num of yrs from graduation to survey
CREATED VARIABLE	GRAD_AGE	Num of yrs from birth to graduation
CREATED VARIABLE	PRIMARY_URBAN_FROM_ZIP	Urban/Not-urban: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_CITY_FROM_ZIP	City: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_COUNTY_FROM_ZIP	County: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_STATE_FROM_ZIP	State: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_RUCA2_FROM_ZIP	RUCA2 code: primary practice address (derived from ZIP Code)
CREATED VARIABLE	PRIMARY_FIPS_FROM_ZIP	FIPS code: primary practice address (derived from ZIP Code)
CREATED VARIABLE	AGE	Age (years) as of 2008
CREATED VARIABLE	HOME_URBAN_FROM_ZIP	Urban/Not-urban: home address (derived from ZIP Code)
CREATED VARIABLE	HOME_CITY_FROM_ZIP	City: home address (derived from ZIP Code)
CREATED VARIABLE	HOME_COUNTY_FROM_ZIP	County: home address (derived from ZIP Code)
CREATED VARIABLE	HOME_STATE_FROM_ZIP	State: home address (derived from ZIP Code)
CREATED VARIABLE	HOME_RUCA2_FROM_ZIP	RUCA2 code: home address (derived from ZIP Code)
CREATED VARIABLE	HOME_FIPS_FROM_ZIP	FIPS code: home address (derived from ZIP Code)

## CODEBOOK AND FREQUENCIES

**QUESTION  
NUMBER**  
1

**VARIABLE NAME**  
EDUC\_LEVEL

**DESCRIPTION**  
Highest level of education completed before starting basic RN Ed program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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 Degree	339	12595
4	Master's Degree	48	1728
5	Doctorate	5	149
6	LPN Program	97	2829
7	CNA Program	18	508
TOTAL		1457	49166

**QUESTION  
NUMBER**  
2

**VARIABLE NAME**  
RN\_PROGRAM

**DESCRIPTION**  
Basic nurse education program enrolled in to become an RN

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	8	295
-6	Invalid Answer/Out of Range	3	64
1	Diploma	237	7887
2	Associate Degree	571	16489
3	Baccalaureate Degree	626	23819
4	Master's Degree	5	254
5	Doctorate	7	360
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
3

**VARIABLE NAME**  
GRAD\_YEAR

**DESCRIPTION**  
Graduate year from basic RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	5	119
-6	Invalid Answer/Out of Range	2	74
>0	>0	1450	48975
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
4

**VARIABLE NAME**  
GRAD\_STATE

**DESCRIPTION**  
State location of basic RN education program

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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

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---

**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_ELDERLY

**DESCRIPTION**  
Classroom instruction: Caring for the elderly

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	38	1338
-6	Invalid Answer/Out of Range	1	39
1	Poor, level 1	23	697
2	Poor, level 2	106	3143
3	Poor/exc, level 3	387	12788
4	Excellent, level 4	508	17672
5	Excellent, level 5	366	12693
6	N/A	28	796
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_DEMENTIA

**DESCRIPTION**  
Classroom instruction: Caring for persons with dementia, mental impairments

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	711
1	Poor, level 1	44	1236
2	Poor, level 2	189	5888
3	Poor/exc, level 3	469	15790
4	Excellent, level 4	447	15592
5	Excellent, level 5	271	9484
6	N/A	18	466
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_PHYS\_DIS

**DESCRIPTION**  
Classroom instruction: Caring for physical disabilities

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	824
1	Poor, level 1	50	1501
2	Poor, level 2	197	6402
3	Poor/exc, level 3	502	16502
4	Excellent, level 4	405	14139
5	Excellent, level 5	255	9106
6	N/A	24	694
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_BEHAVE

**DESCRIPTION**  
Classroom instruction: Caring for behavioral problems

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	31	1068
-6	Invalid Answer/Out of Range	4	150
1	Poor, level 1	48	1281
2	Poor, level 2	186	5555
3	Poor/exc, level 3	458	15238
4	Excellent, level 4	446	15937
5	Excellent, level 5	270	9476
6	N/A	14	461
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_MEDS

**DESCRIPTION**  
Classroom instruction: Administration of medications/treatments

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	753
-6	Invalid Answer/Out of Range	1	39
1	Poor, level 1	7	144
2	Poor, level 2	21	546
3	Poor/exc, level 3	109	3688
4	Excellent, level 4	492	16365
5	Excellent, level 5	801	27481
6	N/A	7	150
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_PAT\_ASSESS

**DESCRIPTION**  
Classroom instruction: Developing patient assessment skills

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	30	847
-6	Invalid Answer/Out of Range	2	54
1	Poor, level 1	10	217
2	Poor, level 2	30	946
3	Poor/exc, level 3	166	5186
4	Excellent, level 4	487	16351
5	Excellent, level 5	723	25331
6	N/A	9	236
TOTAL		1457	49168



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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_LEADER

**DESCRIPTION**  
Classroom instruction: Developing leadership/management skills

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	707
-6	Invalid Answer/Out of Range	6	230
1	Poor, level 1	38	883
2	Poor, level 2	127	3795
3	Poor/exc, level 3	361	11648
4	Excellent, level 4	458	15688
5	Excellent, level 5	428	15609
6	N/A	19	607
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_PROB\_SOLVE

**DESCRIPTION**  
Classroom instruction: Using critical thinking/problem solving skills

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	21	832
1	Poor, level 1	13	243
2	Poor, level 2	57	1641
3	Poor/exc, level 3	241	7666
4	Excellent, level 4	503	16897
5	Excellent, level 5	612	21601
6	N/A	10	286
TOTAL		1457	49166

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---

**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_RN\_ROLE

**DESCRIPTION**  
Classroom instruction: Understanding the RN role on the interdisciplinary team

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	21	670
1	Poor, level 1	17	341
2	Poor, level 2	75	2350
3	Poor/exc, level 3	283	8869
4	Excellent, level 4	541	18342
5	Excellent, level 5	497	17945
6	N/A	23	650
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
5

**VARIABLE NAME**  
CLASSROOM\_CULTURAL

**DESCRIPTION**  
Classroom instruction: Cultural competency

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	821
-6	Invalid Answer/Out of Range	1	39
1	Poor, level 1	52	1507
2	Poor, level 2	179	5687
3	Poor/exc, level 3	431	13558
4	Excellent, level 4	431	15114
5	Excellent, level 5	283	10773
6	N/A	56	1669
TOTAL		1457	49168

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_NURSING\_HOME

**DESCRIPTION**  
Clinical experiences: Clinical rotation in nursing home

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	22	811
-6	Invalid Answer/Out of Range	1	6
1	Poor, level 1	102	3357
2	Poor, level 2	161	5115
3	Poor/exc, level 3	279	8846
4	Excellent, level 4	341	10964
5	Excellent, level 5	225	7911
6	N/A	326	12157
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_ACUTE\_CARE

**DESCRIPTION**  
Clinical experiences: Clinical rotation in acute care facility

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	876
-6	Invalid Answer/Out of Range	1	7
1	Poor, level 1	16	422
2	Poor, level 2	35	1014
3	Poor/exc, level 3	174	5305
4	Excellent, level 4	487	16551
5	Excellent, level 5	693	24055
6	N/A	27	936
TOTAL		1457	49166

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_PUBLIC\_HEALTH

**DESCRIPTION**  
Clinical experiences: Clinical rotation in public health agency

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	758
-6	Invalid Answer/Out of Range	2	9
1	Poor, level 1	106	3065
2	Poor, level 2	140	4276
3	Poor/exc, level 3	331	10770
4	Excellent, level 4	330	11534
5	Excellent, level 5	292	10222
6	N/A	236	8533
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_COMM\_HEALTH

**DESCRIPTION**  
Clinical experiences: Clinical rotation in community health setting

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	724
-6	Invalid Answer/Out of Range	2	53
1	Poor, level 1	98	2687
2	Poor, level 2	150	4324
3	Poor/exc, level 3	320	10703
4	Excellent, level 4	369	13387
5	Excellent, level 5	292	10269
6	N/A	207	7021
TOTAL		1457	49168

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_OPERATING\_ROOM

**DESCRIPTION**  
Clinical experiences: Clinical rotation in the operating room

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	13	526
-6	Invalid Answer/Out of Range	3	92
1	Poor, level 1	125	4396
2	Poor, level 2	206	6855
3	Poor/exc, level 3	312	9853
4	Excellent, level 4	327	10923
5	Excellent, level 5	334	11268
6	N/A	137	5252
TOTAL		1457	49165

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**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_PSYCH

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	18	717
-6	Invalid Answer/Out of Range	2	53
1	Poor, level 1	21	489
2	Poor, level 2	108	3363
3	Poor/exc, level 3	308	10124
4	Excellent, level 4	508	17230
5	Excellent, level 5	474	16732
6	N/A	18	459
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_SIMUL\_DVD

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	795
-6	Invalid Answer/Out of Range	4	140
1	Poor, level 1	168	5485
2	Poor, level 2	92	2744
3	Poor/exc, level 3	126	3870
4	Excellent, level 4	75	2815
5	Excellent, level 5	54	1932
6	N/A	918	31385
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_SIMUL\_MANN

**DESCRIPTION**  
Clinical experiences: Clinical simulation using mannequins

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	21	668
1	Poor, level 1	73	2081
2	Poor, level 2	146	4513
3	Poor/exc, level 3	335	11123
4	Excellent, level 4	339	11961
5	Excellent, level 5	215	7772
6	N/A	328	11048
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_SIMULATION\_WEB

**DESCRIPTION**  
Clinical experiences: Web-based clinical simulation

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	21	837
-6	Invalid Answer/Out of Range	5	180
1	Poor, level 1	176	5387
2	Poor, level 2	79	2620
3	Poor/exc, level 3	107	3772
4	Excellent, level 4	60	2178
5	Excellent, level 5	51	1602
6	N/A	958	32592
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
6

**VARIABLE NAME**  
CLINICAL\_RN\_ROLE

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	645
-6	Invalid Answer/Out of Range	1	46
1	Poor, level 1	38	965
2	Poor, level 2	83	2775
3	Poor/exc, level 3	328	10287
4	Excellent, level 4	502	17182
5	Excellent, level 5	446	15973
6	N/A	40	1295
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_ASSOC

**DESCRIPTION**  
Associate Degree since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_ASSOC\_YEAR

**DESCRIPTION**  
Associate Degree since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	407	13773
-8	Not Applicable	1016	34434
-7	Skip Pattern Violation	1	50
-6	Invalid Answer/Out of Range	6	133
>0	>0	27	776
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_BACC\_NURS

**DESCRIPTION**  
Baccalaureate in nursing since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_BACC\_NURS\_YEAR

**DESCRIPTION**  
Baccalaureate in nursing since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	339	11243
-8	Not Applicable	881	29282
-7	Skip Pattern Violation	2	61
-6	Invalid Answer/Out of Range	78	3120
>0	>0	157	5462
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_BACC\_NON

**DESCRIPTION**  
Baccalaureate in another field since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_BACC\_NON\_YEAR

**DESCRIPTION**  
Baccalaureate in another field since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	385	12970
-8	Not Applicable	996	33565
-6	Invalid Answer/Out of Range	17	697
>0	>0	59	1935
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_MASTERS\_NURS

**DESCRIPTION**  
Master's in nursing since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_MASTERS\_NURS\_YEAR

**DESCRIPTION**  
Master's in nursing since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	352	11433
-8	Not Applicable	951	32002
-6	Invalid Answer/Out of Range	5	301
>0	>0	149	5432
TOTAL		1457	49168

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_MASTERS\_NON

**DESCRIPTION**  
Master's in another field since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_MASTERS\_NON\_YEAR

**DESCRIPTION**  
Master's in another field since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	390	13106
-8	Not Applicable	983	33290
-7	Skip Pattern Violation	1	46
-6	Invalid Answer/Out of Range	6	325
>0	>0	77	2399
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_DOC\_NURS

**DESCRIPTION**  
Doctorate in nursing since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	425	14119
0	No	1021	34499
1	Yes	11	549
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_DOC\_NURS\_YEAR

**DESCRIPTION**  
Doctorate in nursing since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	427	14209
-8	Not Applicable	1021	34499
>0	>0	9	459
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_DOC\_NON

**DESCRIPTION**  
Doctorate in another field since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	428	14340
-6	Invalid Answer/Out of Range	2	107
0	No	1018	34443
1	Yes	9	277
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_DOC\_NON\_YEAR

**DESCRIPTION**  
Doctorate in another field since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	428	14340
-8	Not Applicable	1018	34443
-6	Invalid Answer/Out of Range	2	107
>0	>0	9	277
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_OTHER

**DESCRIPTION**  
Other degree since graduating from RN education program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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---

**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_OTHER\_YEAR

**DESCRIPTION**  
Other degree since graduating from RN education program, year

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	507	17375
-8	Not Applicable	863	29467
-6	Invalid Answer/Out of Range	5	113
>0	>0	82	2211
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
7

**VARIABLE NAME**  
SINCE\_GRAD\_OTHER\_DESC

**DESCRIPTION**  
Other degree description since graduating from RN education program

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	489	16772
-8	Not Applicable	863	29467
-6	Invalid Answer/Out of Range	5	113
	non-missing	100	2815
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
8

**VARIABLE NAME**  
ENROLLED\_EDUC\_PROG

**DESCRIPTION**  
Enrolled in an education program leading to an academic degree

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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



**QUESTION  
NUMBER**  
9

**VARIABLE NAME**  
ENROLLED

**DESCRIPTION**  
Academic program enrolled

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	836
-8	Not Applicable	1341	45135
-7	Skip Pattern Violation	6	273
-6	Invalid Answer/Out of Range	6	208
1	Associate Degree in another field	1	50
2	Baccalaureate in Nursing	24	573
3	Baccalaureate in another field	3	157
4	Master's in Nursing	23	989
5	Master's in another field	13	487
6	Doctorate in Nursing	5	155
7	Doctorate in another field	2	49
8	Advanced nursing education program	1	10
9	Other	9	244
TOTAL		1457	49166

**QUESTION  
NUMBER**  
9

**VARIABLE NAME**  
ENROLLED\_OTHER\_DESC

**DESCRIPTION**  
Other academic program enrolled description

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	836
-8	Not Applicable	1412	47603
-7	Skip Pattern Violation	7	276
-6	Invalid Answer/Out of Range	6	208
	non-missing	9	244
TOTAL		1457	49167

**QUESTION  
NUMBER**  
10

**VARIABLE NAME**  
NO\_ENROLL\_NO\_INTEREST

**DESCRIPTION**  
No interest in pursuing academic degree right now

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	96	3406
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	3	172
1	Disagree, level 1	321	10992
2	Disagree, level 2	179	6181
3	Disagr/agr, level 3	239	8053
4	Agree, level 4	146	4836
5	Agree, level 5	315	10449
6	N/A	73	2249
TOTAL		1457	49167

**QUESTION  
NUMBER**  
10

**VARIABLE NAME**  
NO\_ENROLL\_AFFORD

**DESCRIPTION**  
Cannot afford cost in pursuing academic degree right now

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	99	3389
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
1	Disagree, level 1	169	5599
2	Disagree, level 2	102	3635
3	Disagr/agr, level 3	215	7424
4	Agree, level 4	194	6837
5	Agree, level 5	434	14406
6	N/A	159	5048
TOTAL		1457	49167

**QUESTION  
NUMBER**  
10

**VARIABLE NAME**  
NO\_ENROLL\_TIME\_COMMIT

**DESCRIPTION**  
Other time commitments aside from pursuing academic degree right now

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	88	2936
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	2	93
1	Disagree, level 1	77	2570
2	Disagree, level 2	66	1877
3	Disagr/agr, level 3	171	5601
4	Agree, level 4	277	9622
5	Agree, level 5	566	19780
6	N/A	125	3860
TOTAL		1457	49168

**QUESTION  
NUMBER**  
10

**VARIABLE NAME**  
NO\_ENROLL\_CLOSE\_TO\_HOME

**DESCRIPTION**  
No program close for pursuing academic degree right now

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	121	4158
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	1	8
1	Disagree, level 1	435	18294
2	Disagree, level 2	138	5276
3	Disagr/agr, level 3	158	4839
4	Agree, level 4	82	1807
5	Agree, level 5	210	3994
6	N/A	227	7961
TOTAL		1457	49166

**QUESTION  
NUMBER**  
10

**VARIABLE NAME**  
NO\_ENROLL\_ATTAINED\_EDUC

**DESCRIPTION**  
Attained highest desired level of education for time being

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	62	2105
-8	Not Applicable	77	2670
-7	Skip Pattern Violation	8	159
-6	Invalid Answer/Out of Range	1	69
1	Disagree, level 1	254	8419
2	Disagree, level 2	140	4839
3	Disagr/agr, level 3	175	6263
4	Agree, level 4	158	5738
5	Agree, level 5	527	17267
6	N/A	55	1640
TOTAL		1457	49169

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_CRNA

**DESCRIPTION**  
Nursing Certification: Certified Nurse Anesthetist (CRNA)

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_CNM

**DESCRIPTION**  
Nursing Certification: Certified Nurse Midwife (CNM)

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	343	11343
0	No	1105	37519
1	Yes	9	304
TOTAL		1457	49166

---

---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_ACUTE

**DESCRIPTION**  
Nursing Certification: Acute Care Nurse Specialist

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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

---

---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_POP

**DESCRIPTION**  
Nursing Certification: Population focused Nurse Specialist

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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

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---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_OTHER\_SPEC

**DESCRIPTION**  
Nursing Certification: Other Nurse Specialist

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	278	9136
0	No	996	34032
1	Yes	183	5999
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_OTHER\_SPEC\_DESC

**DESCRIPTION**  
Nursing Certification: Other Nurse Specialist description

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	281	9233
-8	Not Applicable	996	34032
	non-missing	180	5902
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_PRIMARY

**DESCRIPTION**  
Nursing Certification: Primary Care Nurse Practitioner

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_PSYCHIATRIC

**DESCRIPTION**  
Nursing Certification: Psychiatric Nurse Practitioner

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	347	11449
0	No	1109	37708
1	Yes	1	10
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_WOMEN

**DESCRIPTION**  
Nursing Certification: Women's Health Nurse Practitioner

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	343	11299
0	No	1104	37490
1	Yes	10	378
TOTAL		1457	49167



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**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_OTHER\_PRAC

**DESCRIPTION**  
Nursing Certification: Other Nurse Practitioner

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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**QUESTION  
NUMBER**  
11

**VARIABLE NAME**  
CERT\_OTHER\_PRAC\_DESC

**DESCRIPTION**  
Nursing Certification: Other Nurse Practitioner description

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	353	11758
-8	Not Applicable	1080	36664
	non-missing	24	745
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
12

**VARIABLE NAME**  
ORIENT\_BOTH

**DESCRIPTION**  
Orientation for classroom and clinical instruction

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	45	1578
-6	Invalid Answer/Out of Range	1	13
1	Disagree, level 1	395	12163
2	Disagree, level 2	180	5658
3	Disagr/agr, level 3	162	5939
4	Agree, level 4	208	7126
5	Agree, level 5	382	14119
6	N/A	84	2570
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
12

**VARIABLE NAME**  
ORIENT\_CLINICAL

**DESCRIPTION**  
Orientation program structured to include only clinical instruction

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	55	1932
-6	Invalid Answer/Out of Range	1	50
1	Disagree, level 1	382	13157
2	Disagree, level 2	190	6583
3	Disagr/agr, level 3	178	6003
4	Agree, level 4	216	7209
5	Agree, level 5	332	10788
6	N/A	103	3445
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
12

**VARIABLE NAME**  
ORIENT\_INDIVIDUAL

**DESCRIPTION**  
Orientation was individualized to my needs

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	45	1482
-6	Invalid Answer/Out of Range	1	11
1	Disagree, level 1	211	6548
2	Disagree, level 2	195	6170
3	Disagr/agr, level 3	328	10929
4	Agree, level 4	329	11896
5	Agree, level 5	295	10698
6	N/A	53	1432
TOTAL		1457	49166

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---

**QUESTION  
NUMBER**  
12

**VARIABLE NAME**  
ORIENT\_PRECEPTOR

**DESCRIPTION**  
Orientation consistent preceptor throughout the orientation

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	43	1493
-6	Invalid Answer/Out of Range	1	50
1	Disagree, level 1	299	9391
2	Disagree, level 2	197	5982
3	Disagr/agr, level 3	225	7970
4	Agree, level 4	239	8648
5	Agree, level 5	371	13290
6	N/A	82	2344
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
12

**VARIABLE NAME**  
ORIENT\_TIME

**DESCRIPTION**  
Orientation time was appropriate to the job

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	39	1359
1	Disagree, level 1	190	5505
2	Disagree, level 2	179	5681
3	Disagr/agr, level 3	231	7422
4	Agree, level 4	341	12464
5	Agree, level 5	438	15714
6	N/A	39	1022
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
13

**VARIABLE NAME**  
YEARS\_WORKED\_RN

**DESCRIPTION**  
Number of years worked in a position requiring RN license

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	26	1070
0	0	11	397
>0	>0	1420	47700
TOTAL		1457	49167

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---

**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

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

---

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_SAFETY

**DESCRIPTION**  
Not working: Workplace safety issues

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	66	2021
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
1	Disagree, level 1	68	2203
2	Disagree, level 2	23	873
3	Disagr/agr, level 3	18	543
4	Agree, level 4	12	365
5	Agree, level 5	19	549
6	N/A	77	2121
TOTAL		1457	49167

---

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_STRESS

**DESCRIPTION**  
Not working: Too much stress on the  
job

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	60	1817
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
1	Disagree, level 1	38	1122
2	Disagree, level 2	12	352
3	Disagr/agr, level 3	22	730
4	Agree, level 4	35	1246
5	Agree, level 5	49	1632
6	N/A	67	1774
TOTAL		1457	49165

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_OVERTIME

**DESCRIPTION**  
Not working: Too much overtime expected

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	63	1918
-8	Not Applicable	1162	40066
-7	Skip Pattern Violation	12	426
-6	Invalid Answer/Out of Range	1	46
1	Disagree, level 1	52	1479
2	Disagree, level 2	23	782
3	Disagr/agr, level 3	22	816
4	Agree, level 4	23	852
5	Agree, level 5	24	694
6	N/A	75	2088
TOTAL		1457	49167

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_HOURS

**DESCRIPTION**  
Not working: Inconvenient hours

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	65	2026
-8	Not Applicable	1161	40027
-7	Skip Pattern Violation	13	465
1	Disagree, level 1	45	1226
2	Disagree, level 2	12	395
3	Disagr/agr, level 3	21	691
4	Agree, level 4	31	1039
5	Agree, level 5	45	1624
6	N/A	64	1675
TOTAL		1457	49168

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_WAGES

**DESCRIPTION**  
Not working: Insufficient wages

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	63	1937
-8	Not Applicable	1159	40017
-7	Skip Pattern Violation	15	475
-6	Invalid Answer/Out of Range	1	56
1	Disagree, level 1	37	1094
2	Disagree, level 2	12	354
3	Disagr/agr, level 3	22	765
4	Agree, level 4	33	1087
5	Agree, level 5	55	1849
6	N/A	60	1532
TOTAL		1457	49166

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_FRINGE\_BENEFITS

**DESCRIPTION**  
Not working: Insufficient fringe benefits

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	63	1957
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
1	Disagree, level 1	48	1413
2	Disagree, level 2	23	743
3	Disagr/agr, level 3	37	1507
4	Agree, level 4	19	477
5	Agree, level 5	22	693
6	N/A	71	1886
TOTAL		1457	49168

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_RESPECT

**DESCRIPTION**  
Not working: Lack of respect for RNs

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	64	1936
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
-6	Invalid Answer/Out of Range	2	15
1	Disagree, level 1	51	1563
2	Disagree, level 2	22	694
3	Disagr/agr, level 3	23	794
4	Agree, level 4	31	1052
5	Agree, level 5	25	901
6	N/A	65	1720
TOTAL		1457	49167



**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_CHALLENGE

**DESCRIPTION**  
Not working: Work is not professionally challenging

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	66	1986
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
1	Disagree, level 1	72	2356
2	Disagree, level 2	28	852
3	Disagr/agr, level 3	24	810
4	Agree, level 4	13	461
5	Agree, level 5	11	347
6	N/A	69	1864
TOTAL		1457	49168

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_EDUCATION

**DESCRIPTION**  
Not working: Currently pursuing more education

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	66	1992
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
-6	Invalid Answer/Out of Range	1	13
1	Disagree, level 1	88	2721
2	Disagree, level 2	12	331
3	Disagr/agr, level 3	7	152
4	Agree, level 4	3	136
5	Agree, level 5	8	394
6	N/A	98	2935
TOTAL		1457	49166

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_HEALTH

**DESCRIPTION**  
Not working: Health reasons

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	62	1936
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
-6	Invalid Answer/Out of Range	2	79
1	Disagree, level 1	83	2873
2	Disagree, level 2	9	274
3	Disagr/agr, level 3	10	168
4	Agree, level 4	12	321
5	Agree, level 5	20	553
6	N/A	85	2471
TOTAL		1457	49167

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_FAMILY

**DESCRIPTION**  
Not working: Family responsibilities

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	58	1734
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
1	Disagree, level 1	56	1566
2	Disagree, level 2	11	388
3	Disagr/agr, level 3	13	509
4	Agree, level 4	22	719
5	Agree, level 5	44	1649
6	N/A	79	2111
TOTAL		1457	49168

**QUESTION NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_RETIRED

**DESCRIPTION**  
Not working: Retired

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	37	1274
-8	Not Applicable	1160	40012
-7	Skip Pattern Violation	14	480
-6	Invalid Answer/Out of Range	1	50
1	Disagree, level 1	53	1692
2	Disagree, level 2	5	125
3	Disagr/agr, level 3	15	519
4	Agree, level 4	14	339
5	Agree, level 5	93	2558
6	N/A	65	2118
TOTAL		1457	49167

**QUESTION NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_NO\_POSITIONS

**DESCRIPTION**  
Not working: No RN positions available

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	65	2014
-8	Not Applicable	1160	40019
-7	Skip Pattern Violation	14	473
-6	Invalid Answer/Out of Range	1	19
1	Disagree, level 1	111	3711
2	Disagree, level 2	13	421
3	Disagr/agr, level 3	3	100
4	Agree, level 4	4	128
5	Agree, level 5	6	83
6	N/A	80	2198
TOTAL		1457	49166

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_RN\_LIC\_NOT\_NEEDED

**DESCRIPTION**  
Not working: Job does not require RN license

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	61	1798
-8	Not Applicable	1161	40058
-7	Skip Pattern Violation	13	434
1	Disagree, level 1	63	1960
2	Disagree, level 2	2	42
3	Disagr/agr, level 3	4	127
4	Agree, level 4	10	339
5	Agree, level 5	54	1975
6	N/A	89	2435
TOTAL		1457	49168

**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_OTHER

**DESCRIPTION**  
Not working: Other reason

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	193	6201
-8	Not Applicable	1168	40345
-7	Skip Pattern Violation	6	147
1	Disagree, level 1	4	132
2	Disagree, level 2	1	13
3	Disagr/agr, level 3	1	13
4	Agree, level 4	2	49
5	Agree, level 5	36	936
6	N/A	46	1331
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
15

**VARIABLE NAME**  
NO\_WORK\_OTHER\_DESC

**DESCRIPTION**  
Not working: Other reason description

**TYPE**  
Character

**LENGTH**  
225

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	197	6415
-8	Not Applicable	1173	40480
-7	Skip Pattern Violation	1	13
	non-missing	86	2260
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
16

**VARIABLE NAME**  
PRIMARY\_POSITION

**DESCRIPTION**  
Primary nursing position description

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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 a temporary employment agency	10	426
3	Employed through a traveling agency	6	125
4	Self-employed	41	871
TOTAL		1457	49165

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**QUESTION  
NUMBER**  
17

**VARIABLE NAME**  
PRIMARY\_ZIP

**DESCRIPTION**  
ZIP Code of primary nursing position

**TYPE**  
Character

**LENGTH**  
5

**FORMAT**  
Nominal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	83	3610
-8	Not Applicable	222	7079
-7	Skip Pattern Violation	49	1076
	non-missing	1103	37401
TOTAL		1457	49166

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---

**QUESTION  
NUMBER**  
18

**VARIABLE NAME**  
SETTING

**DESCRIPTION**  
Practice setting for primary nursing position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<b><u>VALUE</u></b>	<b><u>VALUE LABEL</u></b>	<b><u>UNWEIGHTED FREQUENCY</u></b>	<b><u>WEIGHTED FREQUENCY</u></b>
-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	Nursing education	24	813
5	Public/community health nurse	32	959
6	School-based health center or school clinic	17	524
7	Occupational health setting	1	11
8	Hospice	15	522
9	Private physician office	72	2610
10	Community health center	24	682
11	Insurance company	12	439
12	Federal, state or local governmental agency	31	909
13	Non-clinical setting	18	698
14	Ambulatory surgical center	43	1655
15	Rehabilitation facility	9	320
16	Other	152	5561
<b>TOTAL</b>		<b>1457</b>	<b>49166</b>

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**QUESTION  
NUMBER**  
18

**VARIABLE NAME**  
SETTING\_OTHER\_DESC

**DESCRIPTION**  
Practice setting for primary nursing position, other description

**TYPE**  
Character

**LENGTH**  
129

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	17	733
-8	Not Applicable	1228	40982
-7	Skip Pattern Violation	33	1161
-6	Invalid Answer/Out of Range	27	729
	non-missing	152	5561
TOTAL		1457	49166



**QUESTION  
NUMBER**  
19

**VARIABLE NAME**  
FOCUS

**DESCRIPTION**  
Focus of primary nursing position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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	Infection control	9	242
7	Oncology	30	1262
8	Psychiatric care	30	1133
9	Geriatric care	56	1503
10	Emergency care	78	1895
11	Urgent care	9	317
12	Prevention/wellness	25	843
13	Nurse administrator	73	2435
14	Case manager	36	1275
15	Utilization review	5	147
16	Nurse educator	38	1233
17	Risk management	6	223
18	Other	274	9546
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
19

**VARIABLE NAME**  
FOCUS\_OTHER\_DESC

**DESCRIPTION**  
Focus of primary nursing position, other description

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	25	827
-8	Not Applicable	1034	34898
-7	Skip Pattern Violation	48	1503
-6	Invalid Answer/Out of Range	77	2443
	non-missing	273	9496
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
20

**VARIABLE NAME**  
HOURS\_WEEK

**DESCRIPTION**  
Number of hours worked in primary nursing position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	757
-8	Not Applicable	217	6922
-7	Skip Pattern Violation	53	1220
-6	Invalid Answer/Out of Range	6	163
>0	>0	1161	40106
TOTAL		1457	49168

**QUESTION  
NUMBER**  
21

**VARIABLE NAME**  
HOURS\_PATIENT\_CARE

**DESCRIPTION**  
Number of hours spent in direct patient care

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	40	1469
-8	Not Applicable	221	6987
-7	Skip Pattern Violation	49	1154
-6	Invalid Answer/Out of Range	3	89
0	0	120	4390
>0	>0	1024	35078
TOTAL		1457	49167

**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_PATIENT\_CARE

**DESCRIPTION**  
Time rating: Direct patient care

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	50	1638
-8	Not Applicable	219	6908
-7	Skip Pattern Violation	52	1247
-6	Invalid Answer/Out of Range	2	76
1	Little time, level 1	76	2572
2	Little time, level 2	151	5222
3	Little/too much, level 3	580	19426
4	Too much time, level 4	183	6589
5	Too much time, level 5	38	1580
6	N/A	106	3908
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_NOTES

**DESCRIPTION**  
Time rating: Notes and documentation

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	39	1479
-8	Not Applicable	220	6936
-7	Skip Pattern Violation	51	1219
1	Little time, level 1	27	904
2	Little time, level 2	42	1279
3	Little/too much, level 3	369	12789
4	Too much time, level 4	327	11849
5	Too much time, level 5	289	9533
6	N/A	93	3178
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_SUPPLIES

**DESCRIPTION**  
Time rating: Locating supplies and equipment

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	43	1677
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
-6	Invalid Answer/Out of Range	1	10
1	Little time, level 1	45	1514
2	Little time, level 2	89	3225
3	Little/too much, level 3	504	16273
4	Too much time, level 4	222	7646
5	Too much time, level 5	95	3845
6	N/A	187	6821
TOTAL		1457	49166

**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_TRANSPORT

**DESCRIPTION**  
Time rating: Transporting patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	48	1780
-8	Not Applicable	219	6892
-7	Skip Pattern Violation	52	1263
-6	Invalid Answer/Out of Range	4	113
1	Little time, level 1	99	3518
2	Little time, level 2	128	4483
3	Little/too much, level 3	389	13106
4	Too much time, level 4	64	2292
5	Too much time, level 5	19	710
6	N/A	435	15008
TOTAL		1457	49165

**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_PHONECALLS

**DESCRIPTION**  
Time rating: Patient-related telephone calls

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	37	1393
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
1	Little time, level 1	61	2208
2	Little time, level 2	103	3716
3	Little/too much, level 3	558	18683
4	Too much time, level 4	196	6595
5	Too much time, level 5	87	3116
6	N/A	144	5302
TOTAL		1457	49168

**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_MEETINGS

**DESCRIPTION**  
Time rating: Meetings for quality improvement or patient safety

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	33	1213
-8	Not Applicable	218	6899
-7	Skip Pattern Violation	53	1256
-6	Invalid Answer/Out of Range	2	71
1	Little time, level 1	99	3376
2	Little time, level 2	153	5698
3	Little/too much, level 3	567	18670
4	Too much time, level 4	134	4920
5	Too much time, level 5	72	2504
6	N/A	126	4560
TOTAL		1457	49167

**QUESTION  
NUMBER**  
22

**VARIABLE NAME**  
TIME\_SHIFT\_CHANGE

**DESCRIPTION**  
Time rating: Shift changes and other hand-off functions

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	35	1305
-8	Not Applicable	218	6889
-7	Skip Pattern Violation	53	1266
-6	Invalid Answer/Out of Range	3	34
1	Little time, level 1	62	2160
2	Little time, level 2	82	2884
3	Little/too much, level 3	509	17364
4	Too much time, level 4	83	2992
5	Too much time, level 5	46	1549
6	N/A	366	12725
TOTAL		1457	49168

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_RNS\_VALUED

**DESCRIPTION**  
Agree rating, primary position: RNs valued by my current employer

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	26	1008
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
1	Disagree, level 1	46	1268
2	Disagree, level 2	115	3921
3	Disagr/agr, level 3	174	6173
4	Agree, level 4	328	11334
5	Agree, level 5	487	17061
6	N/A	10	246
TOTAL		1457	49166

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_DOCUMENT

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	726
-8	Not Applicable	218	6923
-7	Skip Pattern Violation	53	1233
1	Disagree, level 1	109	3541
2	Disagree, level 2	212	7094
3	Disagr/agr, level 3	265	9172
4	Agree, level 4	329	11875
5	Agree, level 5	235	7892
6	N/A	17	713
TOTAL		1457	49169

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_MEMBER

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	726
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	13
1	Disagree, level 1	36	1372
2	Disagree, level 2	60	1895
3	Disagr/agr, level 3	192	6547
4	Agree, level 4	377	13435
5	Agree, level 5	409	14154
6	N/A	92	2870
TOTAL		1457	49167

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_SALARY

**DESCRIPTION**  
Agree rating, primary position: Salary and benefits reflect training and experience

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	681
-8	Not Applicable	217	6851
-7	Skip Pattern Violation	54	1304
-6	Invalid Answer/Out of Range	1	46
1	Disagree, level 1	175	5627
2	Disagree, level 2	185	6327
3	Disagr/agr, level 3	234	8119
4	Agree, level 4	318	11650
5	Agree, level 5	244	8220
6	N/A	9	341
TOTAL		1457	49166



**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_STAFFING

**DESCRIPTION**  
Agree rating, primary position: Staffing levels are appropriate

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	772
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
1	Disagree, level 1	90	2819
2	Disagree, level 2	161	5777
3	Disagr/agr, level 3	263	9091
4	Agree, level 4	311	10920
5	Agree, level 5	244	8325
6	N/A	97	3308
TOTAL		1457	49167

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_POS\_RELATION

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	688
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	37
1	Disagree, level 1	8	286
2	Disagree, level 2	33	1152
3	Disagr/agr, level 3	144	5240
4	Agree, level 4	387	13307
5	Agree, level 5	514	17569
6	N/A	80	2732
TOTAL		1457	49166

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_HOURS

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	22	847
-8	Not Applicable	216	6837
-7	Skip Pattern Violation	54	1316
-6	Invalid Answer/Out of Range	2	23
1	Disagree, level 1	25	766
2	Disagree, level 2	73	2622
3	Disagr/agr, level 3	178	6126
4	Agree, level 4	352	12053
5	Agree, level 5	529	18384
6	N/A	6	194
TOTAL		1457	49168

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_SUPPORTIVE

**DESCRIPTION**  
Agree rating, primary position: Supervisor/manager supportive of me

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	886
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
1	Disagree, level 1	49	1828
2	Disagree, level 2	76	2477
3	Disagr/agr, level 3	184	6373
4	Agree, level 4	278	9348
5	Agree, level 5	542	19220
6	N/A	34	879
TOTAL		1457	49166

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_EXCELLENCE

**DESCRIPTION**  
Agree rating, primary position: Worksite emphasizes clinical excellence

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	18	675
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	9
1	Disagree, level 1	33	898
2	Disagree, level 2	72	2345
3	Disagr/agr, level 3	192	6673
4	Agree, level 4	366	12324
5	Agree, level 5	473	17010
6	N/A	31	1076
TOTAL		1457	49165

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_CAREER\_DEVELOP

**DESCRIPTION**  
Agree rating, primary position: Career development opportunities

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	840
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
-6	Invalid Answer/Out of Range	1	46
1	Disagree, level 1	124	3805
2	Disagree, level 2	171	5464
3	Disagr/agr, level 3	239	6986
4	Agree, level 4	308	11589
5	Agree, level 5	275	10844
6	N/A	45	1437
TOTAL		1457	49166

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_APPROPRIATE\_ORIENT

**DESCRIPTION**  
Agree rating, primary position: Appropriate orientation when hired

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	841
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
1	Disagree, level 1	90	2669
2	Disagree, level 2	120	3719
3	Disagr/agr, level 3	233	7386
4	Agree, level 4	355	12986
5	Agree, level 5	329	12476
6	N/A	36	935
TOTAL		1457	49167

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_HIGH\_QUALITY

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	20	688
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	53	1269
-6	Invalid Answer/Out of Range	1	3
1	Disagree, level 1	18	447
2	Disagree, level 2	42	1292
3	Disagr/agr, level 3	159	5331
4	Agree, level 4	396	13703
5	Agree, level 5	522	18380
6	N/A	29	1170
TOTAL		1457	49166

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_CULTURAL

**DESCRIPTION**

Agree rating, primary position: Cultural competency training prepared me for needs of patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	21	754
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
1	Disagree, level 1	51	1474
2	Disagree, level 2	129	3551
3	Disagr/agr, level 3	318	11155
4	Agree, level 4	322	11846
5	Agree, level 5	234	8514
6	N/A	111	3718
TOTAL		1457	49167

**QUESTION  
NUMBER**  
23

**VARIABLE NAME**  
PRIM\_WORKLOAD

**DESCRIPTION**

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

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	19	726
-8	Not Applicable	217	6883
-7	Skip Pattern Violation	54	1272
1	Disagree, level 1	140	4906
2	Disagree, level 2	217	7654
3	Disagr/agr, level 3	307	10665
4	Agree, level 4	207	6983
5	Agree, level 5	158	5452
6	N/A	138	4626
TOTAL		1457	49167

**QUESTION  
NUMBER**  
24

**VARIABLE NAME**  
INCOME

**DESCRIPTION**  
Income category

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	40	1217
-8	Not Applicable	211	6641
-7	Skip Pattern Violation	60	1514
-6	Invalid Answer/Out of Range	1	20
1	\$15,000 or less	61	1995
2	\$15,001 to \$25,000	48	1473
3	\$25,001 to \$35,000	89	2720
4	\$35,001 to \$50,000	280	9796
5	\$50,001 to \$75,000	439	15862
6	\$75,001 to \$100,000	155	5379
7	\$100,001 to \$150,000	31	1143
8	More than \$150,000	23	525
9	Not working	19	882
<b>TOTAL</b>		<b>1457</b>	<b>49167</b>

**QUESTION  
NUMBER**  
25

**VARIABLE NAME**  
ANOTHER\_POSITION

**DESCRIPTION**  
Additional nursing position for pay

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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

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---

**QUESTION  
NUMBER**  
26

**VARIABLE NAME**  
ANOTHER\_POSITION\_HOURS

**DESCRIPTION**  
Hours worked at additional nursing position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	877
-8	Not Applicable	1259	43066
-7	Skip Pattern Violation	5	153
0	0	2	49
>0	>0	167	5022
TOTAL		1457	49167

---

---

**QUESTION  
NUMBER**  
27

**VARIABLE NAME**  
RSN

**DESCRIPTION**  
Reason for employment with additional nursing position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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 nursing position	51	1682
2	To supplement the earnings from my part-time nursing position	11	398
3	Wasn't offered fulltime work at my primary nursing position	4	167
4	To gain experience in a different aspect of nursing	18	530
5	Enjoy working in various types of nursing positions	39	1292
6	Other	25	701
TOTAL		1457	49168

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---

**QUESTION  
NUMBER**  
27

**VARIABLE NAME**  
RSN\_OTHER\_DESC

**DESCRIPTION**  
Other reason for employment with additional nursing position description

**TYPE**  
Character

**LENGTH**  
183

**FORMAT**  
Text

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	19	718
-8	Not Applicable	1382	47136
-7	Skip Pattern Violation	3	140
-6	Invalid Answer/Out of Range	28	472
	non-missing	25	701
TOTAL		1457	49167

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_CURRENT\_EMPLOY

**DESCRIPTION**  
Career plans: Plan to remain with my current employer

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	36	1309
-8	Not Applicable	213	6681
-7	Skip Pattern Violation	58	1475
-6	Invalid Answer/Out of Range	1	50
1	Disagree, level 1	61	2017
2	Disagree, level 2	48	1873
3	Disagr/agr, level 3	183	6360
4	Agree, level 4	274	8951
5	Agree, level 5	580	20385
6	N/A	3	68
TOTAL		1457	49169



**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_RETIRE

**DESCRIPTION**  
Career plans: Plan to retire

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	61	2107
-8	Not Applicable	217	6793
-7	Skip Pattern Violation	54	1362
-6	Invalid Answer/Out of Range	4	182
1	Disagree, level 1	824	29534
2	Disagree, level 2	89	2860
3	Disagr/agr, level 3	75	2345
4	Agree, level 4	39	1066
5	Agree, level 5	88	2665
6	N/A	6	252
TOTAL		1457	49166

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_ADVANCE

**DESCRIPTION**  
Career plans: Plan to advance within organization

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	68	2592
-8	Not Applicable	216	6729
-7	Skip Pattern Violation	55	1426
-6	Invalid Answer/Out of Range	1	6
1	Disagree, level 1	349	11290
2	Disagree, level 2	180	6299
3	Disagr/agr, level 3	292	9842
4	Agree, level 4	170	6570
5	Agree, level 5	116	4231
6	N/A	10	181
TOTAL		1457	49166

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_ADVANCED\_DEGREE

**DESCRIPTION**  
Career plans: Obtain an advanced degree

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	56	2003
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	46
1	Disagree, level 1	468	15718
2	Disagree, level 2	162	5400
3	Disagr/agr, level 3	204	6810
4	Agree, level 4	133	4932
5	Agree, level 5	156	5889
6	N/A	6	212
TOTAL		1457	49166

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_TRAVELING\_NURSE

**DESCRIPTION**  
Career plans: Become a traveling nurse

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	55	2111
-8	Not Applicable	216	6730
-7	Skip Pattern Violation	55	1425
1	Disagree, level 1	852	30448
2	Disagree, level 2	103	3234
3	Disagr/agr, level 3	93	3019
4	Agree, level 4	42	1223
5	Agree, level 5	34	782
6	N/A	7	194
TOTAL		1457	49166

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_NURSE\_ADMIN

**DESCRIPTION**  
Career plans: Become a nurse administrator

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	63	2299
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	2
1	Disagree, level 1	829	29050
2	Disagree, level 2	105	3391
3	Disagr/agr, level 3	96	3153
4	Agree, level 4	32	1113
5	Agree, level 5	43	1507
6	N/A	17	497
TOTAL		1457	49168

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_APN

**DESCRIPTION**  
Career plans: Become and advanced practice nurse

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	83	2966
-8	Not Applicable	216	6762
-7	Skip Pattern Violation	55	1393
-6	Invalid Answer/Out of Range	4	131
1	Disagree, level 1	742	25133
2	Disagree, level 2	109	3581
3	Disagr/agr, level 3	103	3506
4	Agree, level 4	47	1873
5	Agree, level 5	68	2709
6	N/A	30	1114
TOTAL		1457	49168

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_COMM\_NURSE

**DESCRIPTION**  
Career plans: Plan to transition to a community nurse position

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	70	2519
-8	Not Applicable	215	6723
-7	Skip Pattern Violation	56	1433
-6	Invalid Answer/Out of Range	1	10
1	Disagree, level 1	846	29030
2	Disagree, level 2	119	4125
3	Disagr/agr, level 3	85	2926
4	Agree, level 4	24	913
5	Agree, level 5	25	985
6	N/A	16	503
TOTAL		1457	49167

**QUESTION  
NUMBER**  
28

**VARIABLE NAME**  
PLANS\_FACULTY

**DESCRIPTION**  
Career plans: Plan on becoming a faculty member in a nursing program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	64	2425
-8	Not Applicable	213	6670
-7	Skip Pattern Violation	58	1485
-6	Invalid Answer/Out of Range	1	69
1	Disagree, level 1	813	27574
2	Disagree, level 2	134	4614
3	Disagr/agr, level 3	101	3637
4	Agree, level 4	33	1387
5	Agree, level 5	33	1117
6	N/A	7	189
TOTAL		1457	49167

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**QUESTION  
NUMBER**  
29

**VARIABLE NAME**  
LEAVE\_I2MONTHS

**DESCRIPTION**  
Plan on leaving nursing position within next 12 months

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-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

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**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_SAFETY

**DESCRIPTION**  
Leaving position reason: Workplace safety issues

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

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---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	38	1300
-8	Not Applicable	1229	41623
-7	Skip Pattern Violation	43	1228
1	Disagree, level 1	71	2346
2	Disagree, level 2	19	737
3	Disagr/agr, level 3	23	734
4	Agree, level 4	17	609
5	Agree, level 5	16	549
6	N/A	1	39
TOTAL		1457	49165

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**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_STRESS

**DESCRIPTION**  
Leaving position reason: Too much stress on the job

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	36	1244
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	1	50
1	Disagree, level 1	37	1170
2	Disagree, level 2	22	877
3	Disagr/agr, level 3	20	787
4	Agree, level 4	30	825
5	Agree, level 5	38	1324
6	N/A	1	39
TOTAL		1457	49167

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_OVERTIME

**DESCRIPTION**  
Leaving position reason: Too much overtime expected

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	37	1281
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	2	107
1	Disagree, level 1	76	2693
2	Disagree, level 2	25	723
3	Disagr/agr, level 3	18	461
4	Agree, level 4	11	485
5	Agree, level 5	15	527
6	N/A	1	39
TOTAL		1457	49167

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_HOURS

**DESCRIPTION**  
Leaving position reason: Hours are inconvenient

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	40	1396
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
1	Disagree, level 1	69	2441
2	Disagree, level 2	22	762
3	Disagr/agr, level 3	26	859
4	Agree, level 4	13	375
5	Agree, level 5	14	443
6	N/A	1	39
TOTAL		1457	49166

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_WAGES

**DESCRIPTION**  
Leaving position reason: Insufficient wages given workload and responsibility

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	36	1240
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
1	Disagree, level 1	29	952
2	Disagree, level 2	16	710
3	Disagr/agr, level 3	31	1046
4	Agree, level 4	27	1047
5	Agree, level 5	44	1278
6	N/A	2	43
TOTAL		1457	49167

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_BENEFITS

**DESCRIPTION**  
Leaving position reason: Insufficient benefits

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	40	1415
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
1	Disagree, level 1	41	1497
2	Disagree, level 2	21	741
3	Disagr/agr, level 3	30	955
4	Agree, level 4	22	808
5	Agree, level 5	29	858
6	N/A	2	43
TOTAL		1457	49168

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_RESPECT

**DESCRIPTION**  
Leaving position reason: Lack of respect for work done

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	35	1226
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
-6	Invalid Answer/Out of Range	1	11
1	Disagree, level 1	47	1679
2	Disagree, level 2	20	597
3	Disagr/agr, level 3	18	722
4	Agree, level 4	26	878
5	Agree, level 5	37	1165
6	N/A	1	39
TOTAL		1457	49168



**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_CHALLENGE

**DESCRIPTION**  
Leaving position reason: Work not challenging

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	41	1444
-8	Not Applicable	1232	41683
-7	Skip Pattern Violation	40	1168
1	Disagree, level 1	46	1728
2	Disagree, level 2	32	1200
3	Disagr/agr, level 3	26	678
4	Agree, level 4	20	648
5	Agree, level 5	19	580
6	N/A	1	39
TOTAL		1457	49168

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_EDUCATION

**DESCRIPTION**  
Leaving position reason: Pursuing additional education

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	38	1261
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	42	1181
1	Disagree, level 1	83	3005
2	Disagree, level 2	21	630
3	Disagr/agr, level 3	23	658
4	Agree, level 4	8	229
5	Agree, level 5	11	494
6	N/A	1	39
TOTAL		1457	49167

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_HEALTH

**DESCRIPTION**  
Leaving position reason: Health

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	38	1289
-8	Not Applicable	1230	41670
-7	Skip Pattern Violation	41	1125
-6	Invalid Answer/Out of Range	1	56
1	Disagree, level 1	118	4056
2	Disagree, level 2	9	258
3	Disagr/agr, level 3	10	291
4	Agree, level 4	4	197
5	Agree, level 5	5	186
6	N/A	1	39
TOTAL		1457	49167

**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_FAMILY

**DESCRIPTION**  
Leaving position reason: Family responsibilities

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	38	1300
-8	Not Applicable	1231	41726
-7	Skip Pattern Violation	41	1125
1	Disagree, level 1	101	3237
2	Disagree, level 2	14	526
3	Disagr/agr, level 3	15	553
4	Agree, level 4	12	442
5	Agree, level 5	4	218
6	N/A	1	39
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_RETIRE

**DESCRIPTION**  
Leaving position reason: Retiring from workforce

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	37	1326
-8	Not Applicable	1232	41743
-7	Skip Pattern Violation	40	1108
1	Disagree, level 1	113	3771
2	Disagree, level 2	6	221
3	Disagr/agr, level 3	4	147
4	Agree, level 4	2	43
5	Agree, level 5	21	701
6	N/A	2	108
TOTAL		1457	49168

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**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_OTHER

**DESCRIPTION**  
Leaving position reason: Other

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Ordinal

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	149	5069
-8	Not Applicable	1260	42601
-7	Skip Pattern Violation	12	249
1	Disagree, level 1	1	7
3	Disagr/agr, level 3	1	46
4	Agree, level 4	2	31
5	Agree, level 5	30	1075
6	N/A	2	88
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
30

**VARIABLE NAME**  
LEAVE\_RSN\_OTHER\_DESC

**DESCRIPTION**  
Leaving position reason: Other description

**TYPE**  
Character

**LENGTH**  
448

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	132	4581
-8	Not Applicable	1260	42608
-7	Skip Pattern Violation	12	242
	non-missing	53	1735
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
31

**VARIABLE NAME**  
INTEREST\_FACULTY

**DESCRIPTION**  
Interest in becoming faculty member

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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**QUESTION  
NUMBER**  
32

**VARIABLE NAME**  
INC\_FACULTY\_FLEX

**DESCRIPTION**  
Interest incentives: Flexibility to balance studies and work

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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<b><u>VALUE</u></b>	<b><u>VALUE LABEL</u></b>	<b><u>UNWEIGHTED FREQUENCY</u></b>	<b><u>WEIGHTED FREQUENCY</u></b>
-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**  
32

**VARIABLE NAME**  
INC\_FACULTY\_LOAN

**DESCRIPTION**  
Interest incentives: Loan forgiveness program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<b><u>VALUE</u></b>	<b><u>VALUE LABEL</u></b>	<b><u>UNWEIGHTED FREQUENCY</u></b>	<b><u>WEIGHTED FREQUENCY</u></b>
-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

---

---

**QUESTION  
NUMBER**  
32

**VARIABLE NAME**  
INC\_FACULTY\_ACCEL

**DESCRIPTION**  
Interest incentives: Accelerated degree program

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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**  
32

**VARIABLE NAME**  
INC\_FACULTY\_CREDIT

**DESCRIPTION**  
Interest incentives: Credit transfers from other academic programs

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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---

**QUESTION  
NUMBER**  
32

**VARIABLE NAME**  
INC\_FACULTY\_SCHOLAR

**DESCRIPTION**  
Interest incentives: More scholarship opportunities

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<b><u>VALUE</u></b>	<b><u>VALUE LABEL</u></b>	<b><u>UNWEIGHTED FREQUENCY</u></b>	<b><u>WEIGHTED FREQUENCY</u></b>
-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

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<b><u>VALUE</u></b>	<b><u>VALUE LABEL</u></b>	<b><u>UNWEIGHTED FREQUENCY</u></b>	<b><u>WEIGHTED FREQUENCY</u></b>
-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

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---

**QUESTION  
NUMBER**  
33

**VARIABLE NAME**  
PREVENT\_FACULTY\_TIME

**DESCRIPTION**  
Barriers: Time to obtain additional education

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-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
<b>TOTAL</b>		<b>1457</b>	<b>49167</b>

**QUESTION  
NUMBER**  
33

**VARIABLE NAME**  
PREVENT\_FACULTY\_TUITION

**DESCRIPTION**  
Barriers: Lack of tuition assistance

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-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
<b>TOTAL</b>		<b>1457</b>	<b>49167</b>



**QUESTION  
NUMBER**  
33

**VARIABLE NAME**  
PREVENT\_FACULTY\_INCOME

**DESCRIPTION**  
Barriers: Loss of income while in school

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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---

**QUESTION  
NUMBER**  
33

**VARIABLE NAME**  
PREVENT\_FACULTY\_FINANCE

**DESCRIPTION**  
Barriers: Lack of financial incentives to pursue more education

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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**QUESTION  
NUMBER**  
33

**VARIABLE NAME**  
PREVENT\_FACULTY\_NO\_INTEREST

**DESCRIPTION**  
Barriers: Have no interest

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

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---

**QUESTION  
NUMBER**  
34

**VARIABLE NAME**  
GREWUP

**DESCRIPTION**  
Community grew up in

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-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

---

---

**QUESTION  
NUMBER**  
35

**VARIABLE NAME**  
GENDER

**DESCRIPTION**  
Gender

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

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

---

---

**QUESTION  
NUMBER**  
36

**VARIABLE NAME**  
BIRTH\_YEAR

**DESCRIPTION**  
Year born

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	878
>0	>0	1433	48289
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
37

**VARIABLE NAME**  
ETHNIC

**DESCRIPTION**  
Ethnic/racial identification

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	856
1	American Indian or Alaska Native	10	316
2	Asian	18	793
3	Black/African American	4	150
4	Hispanic/Latino	47	1621
5	Native Hawaiian or Other Pacific Islander	4	190
6	White, not Hispanic	1333	44781
7	Multi-racial/multi-ethnic	18	460
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
38

**VARIABLE NAME**  
FLUENT

**DESCRIPTION**  
Fluent in a language other than English

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
SPANISH

**DESCRIPTION**  
Use Spanish to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	57	2300
-8	Not Applicable	1226	41387
-7	Skip Pattern Violation	29	925
0	No	18	560
1	Yes	127	3995
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
RUSSIAN

**DESCRIPTION**  
Use Russian to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	116	4102
-8	Not Applicable	1232	41608
-7	Skip Pattern Violation	23	704
0	No	81	2492
1	Yes	5	261
TOTAL		1457	49167

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
HMONG

**DESCRIPTION**  
Use Hmong to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	117	4171
-8	Not Applicable	1232	41608
-7	Skip Pattern Violation	23	704
0	No	84	2628
1	Yes	1	56
TOTAL		1457	49167

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
GERMAN

**DESCRIPTION**  
Use German to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	114	4079
-8	Not Applicable	1231	41568
-7	Skip Pattern Violation	24	744
0	No	77	2436
1	Yes	11	340
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
ARABIC

**DESCRIPTION**  
Use Arabic to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	117	4171
-8	Not Applicable	1232	41608
-7	Skip Pattern Violation	23	704
0	No	84	2628
1	Yes	1	56
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
VIETNAMESE

**DESCRIPTION**  
Use Vietnamese to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	116	4168
-8	Not Applicable	1232	41612
-7	Skip Pattern Violation	23	699
0	No	84	2628
1	Yes	2	59
TOTAL		1457	49166

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**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
FRENCH

**DESCRIPTION**  
Use French to communicate with  
patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	107	3807
-8	Not Applicable	1232	41608
-7	Skip Pattern Violation	23	704
0	No	82	2613
1	Yes	13	435
<b>TOTAL</b>		<b>1457</b>	<b>49167</b>

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
SIGNLANG

**DESCRIPTION**  
Use Sign Language to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	117	4202
-8	Not Applicable	1232	41608
-7	Skip Pattern Violation	23	704
0	No	78	2528
1	Yes	7	125
<b>TOTAL</b>		<b>1457</b>	<b>49167</b>

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
OTHERLANG

**DESCRIPTION**  
Use other language to communicate with patients

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	105	3541
-8	Not Applicable	1230	41548
-7	Skip Pattern Violation	25	764
0	No	64	2113
1	Yes	33	1201
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
39

**VARIABLE NAME**  
OTHERLANG\_DESC

**DESCRIPTION**  
Use other language description

**TYPE**  
Character

**LENGTH**  
255

**FORMAT**  
Text

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	105	3541
-8	Not Applicable	1315	44302
-7	Skip Pattern Violation	4	123
	non-missing	33	1201
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
40

**VARIABLE NAME**  
HOME\_ZIP

**DESCRIPTION**  
ZIP Code of home address

**TYPE**  
Character

**LENGTH**  
5

**FORMAT**  
Nominal

---

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	18	570
	non-missing	1439	48597
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**  
41

**VARIABLE NAME**  
PRIM\_WAGE\_EARNER

**DESCRIPTION**  
Primary wage earner in family

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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

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---

**QUESTION  
NUMBER**  
42

**VARIABLE NAME**  
NUM\_IN\_HOUSEHOLD

**DESCRIPTION**  
Number of household members supported

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Count

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	34	1101
-8	Not Applicable	662	23874
-7	Skip Pattern Violation	26	1149
1	1	277	9580
2	2	243	6718
3	3	92	3012
3.5	3.5	1	56
4	4	77	2608
5	5	33	782
6	6	9	209
7	7	1	23
8	8	2	53
TOTAL		1457	49165

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---

**QUESTION  
NUMBER**  
43

**VARIABLE NAME**  
ENCOURAGE\_NURSING

**DESCRIPTION**  
Encourage family member or friend to choose a career in nursing

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

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---

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

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**QUESTION  
NUMBER**  
N/A

**VARIABLE NAME**  
COMMENTS

**DESCRIPTION**  
Comments

**TYPE**  
Character

**LENGTH**  
2000

**FORMAT**  
Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	967	33438
	non-missing	490	15729
TOTAL		1457	49167

## Created variables

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    GRAD\_NUMYRS      Num of yrs from graduation to survey

**TYPE**      **LENGTH**      **FORMAT**  
 Numeric      8      Continuous

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	7	192
0	0	29	1090
>0	>0	1421	47885
TOTAL		1457	49167

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    GRAD\_AGE      Num of yrs from birth to graduation

**TYPE**      **LENGTH**      **FORMAT**  
 Numeric      8      Continuous

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	32	1073
>0	>0	1425	48094
TOTAL		1457	49167

---

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    PRIMARY\_URBAN\_FROM\_ZIP      Urban/Not-urban: primary practice address (derived from ZIP Code)

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

---

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

---

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    PRIMARY\_CITY\_FROM\_ZIP      City: primary practice address (derived from ZIP Code)

**TYPE**      **LENGTH**      **FORMAT**  
 Character      28      Text

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	356	11831
	non-missing	1101	37336
TOTAL		1457	49167

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**QUESTION  
NUMBER**

CREATED VARIABLE

**VARIABLE NAME**

PRIMARY\_COUNTY\_FROM\_ZIP

**DESCRIPTION**

County: primary practice address (derived from ZIP Code)

**TYPE**

Character

**LENGTH**

43

**FORMAT**Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	356	11831
	non-missing	1101	37336
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**

CREATED VARIABLE

**VARIABLE NAME**

PRIMARY\_STATE\_FROM\_ZIP

**DESCRIPTION**

State: primary practice address (derived from ZIP Code)

**TYPE**

Character

**LENGTH**

2

**FORMAT**Text

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<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	356	11831
Colorado	Colorado	1101	37336
TOTAL		1457	49167



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<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
CREATED VARIABLE	PRIMARY_RUCA2_FROM_ZIP	RUCA2 code: primary practice address (derived from ZIP Code)

<b>TYPE</b>	<b>LENGTH</b>	<b>FORMAT</b>
Numeric	8	Nominal

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	361	12078
>0	>0	1096	37089
TOTAL		1457	49167

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<b>QUESTION NUMBER</b>	<b>VARIABLE NAME</b>	<b>DESCRIPTION</b>
CREATED VARIABLE	PRIMARY_FIPS_FROM_ZIP	FIPS code: primary practice address (derived from ZIP Code)

<b>TYPE</b>	<b>LENGTH</b>	<b>FORMAT</b>
Numeric	8	Nominal

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	356	11831
>0	>0	1101	37336
TOTAL		1457	49167

---

**QUESTION NUMBER**  
CREATED VARIABLE

**VARIABLE NAME**  
AGE

**DESCRIPTION**  
Age (years) as of 2008

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Continuous

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	24	878
>0	>0	1433	48289
TOTAL		1457	49167

---

**QUESTION NUMBER**  
CREATED VARIABLE

**VARIABLE NAME**  
HOME\_URBAN\_FROM\_ZIP

**DESCRIPTION**  
Urban/Not-urban: home address (derived from ZIP Code)

**TYPE**  
Numeric

**LENGTH**  
8

**FORMAT**  
Nominal

---

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

---

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    HOME\_CITY\_FROM\_ZIP      City: home address (derived from ZIP Code)

**TYPE**      **LENGTH**      **FORMAT**  
 Character      28      Text

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	793
	non-missing	1434	48374
TOTAL		1457	49167

---

**QUESTION NUMBER**      **VARIABLE NAME**      **DESCRIPTION**  
 CREATED VARIABLE    HOME\_COUNTY\_FROM\_ZIP      County: home address (derived from ZIP Code)

**TYPE**      **LENGTH**      **FORMAT**  
 Character      43      Text

---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	793
	non-missing	1434	48374
TOTAL		1457	49167

---

---

**QUESTION  
NUMBER**

CREATED VARIABLE

**VARIABLE NAME**

HOME\_STATE\_FROM\_ZIP

**DESCRIPTION**

State: home address (derived from ZIP Code)

**TYPE**

Character

**LENGTH**

2

**FORMAT**Text

---

---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	23	793
Colorado	Colorado	1433	48305
	Non-Colorado	1	69
TOTAL		1457	49167

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---

**QUESTION  
NUMBER**

CREATED VARIABLE

**VARIABLE NAME**

HOME\_RUCA2\_FROM\_ZIP

**DESCRIPTION**

RUCA2 code: home address (derived from ZIP Code)

**TYPE**

Numeric

**LENGTH**

8

**FORMAT**Nominal

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---

<b>VALUE</b>	<b>VALUE LABEL</b>	<b>UNWEIGHTED FREQUENCY</b>	<b>WEIGHTED FREQUENCY</b>
-9	Missing	46	1596
>0	>0	1411	47571
TOTAL		1457	49167

---

---

**QUESTION  
NUMBER**

CREATED VARIABLE

**VARIABLE NAME**

HOME\_FIPS\_FROM\_ZIP

**DESCRIPTION**

FIPS code: home address (derived from ZIP Code)

**TYPE**

Numeric

**LENGTH**

8

**FORMAT**Nominal

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---

<u>VALUE</u>	<u>VALUE LABEL</u>	<u>UNWEIGHTED FREQUENCY</u>	<u>WEIGHTED FREQUENCY</u>
-9	Missing	23	793
>0	>0	1434	48374
TOTAL		1457	49167

## APPENDIX A BUSINESS RULES FOR DATA CLEANING

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](mailto: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.

### Question-Specific Rules:

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) Consistency-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.

**APPENDIX B**  
**SAMPLING AND RESPONSE SUMMARY BY STRATA**

<b><u>STRATA</u></b>	<b><u>NUMBER RESPONDING</u></b>	<b><u>ELIGIBLE<sup>2</sup></u></b>	<b><u>POPULATION</u></b>	<b><u>RESPONSE RATE</u></b>
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%
<b>TOTAL</b>	<b>1457</b>	<b>2835</b>	<b>49167</b>	<b>51.4%</b>

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<sup>2</sup> 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,

A handwritten signature in blue ink that reads 'Pamela Hanes'. The signature is fluid and cursive, with a long horizontal line extending to the right.

Pamela Hanes, PhD  
President and CEO

October 24, 2008

Survey # xxxx

xxxxxx  
xxxxxxxxxxxxx  
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

## COMMONLY ASKED QUESTIONS

### **Who are the Colorado policymakers 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](mailto: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,

A handwritten signature in blue ink that reads 'Pamela Hanes'.

Pamela Hanes, PhD  
President and CEO

November 17, 2008

Survey # xxxx

xxxxx  
xxxxxxxxxxxx  
xxxxxxxxxxxxxxxx

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

## FREQUENTLY ASKED QUESTIONS

### **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 policymakers 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

### **Why is this survey important?**

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.

### **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 that 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 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 [crepinr@coloradohealthinstitute.org](mailto:crepinr@coloradohealthinstitute.org).