2017 ANPD Salary Survey

Final Results

June 2017

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Overview

The Association for Nursing Professional Development (ANPD) commissioned SmithBucklin Marketing & Communications Services (MCS) to conduct the *2017 ANPD Salary Survey*. The *2017 ANPD Salary Survey* was distributed by email to 14,058 members/non-members (4,187 members; 9,871 non-members.) After two weeks in the field, the survey closed with 2,315 completed surveys (1,394 members + 921 non-members). The overall response rate was **16.5%**; members had a **33.3%** response rate and the non-members had a **9.3%** response rate.

How to Read this Report

Results for each survey question are included in the report and are presented as tables; the open-ended comments are also provided. Each survey question is cross tabbed by the following question:

"Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time."

Below lists each *Current Position* and the Group they were combined into as well as the percent for each position and the percent for each Group. For instance, "NPD practitioner centralized (non-supervisory role)" was combined into Group 1 and consists of 27.0% of the total survey respondents. After the other two positions in the group are included, Group 1 consists of 59.5% of the total survey respondents.

		Percent	Group Percent
Group 1 n = 1,375	NPD practitioner unit based (non-supervisory role)	13.0%	**59.5%**
	NPD practitioner centralized (non-supervisory role)	27.0%	
	Hospital acute care blended (centralized and unit based)	19.5%	
Group 2 n = 628	Department manager professional development/education	11.0%	**27.2%**
	Department director professional development/education	8.2%	
	Nurse executive professional development/education	8.0%	
Group 3 n = 52	Faculty, School of Nursing	2.0%	**2.2%**
	Department Chair, School of Nursing	.2%	
Group 4 n = 254	Other (please specify)	11.0%	**11.0%**

As a reminder, this list is also provided in the footer section of the pages that contain crosstab information.
Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
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Group 4=Other
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How to Read this Report – *continued*

The following statistics are shown in this report:

- Percentages are derived by dividing the number of responses per category by the total number of responses to the survey. It is important to note, multiple responses were allowed for some survey questions; therefore, some percentages may exceed 100%.

- "n=X" provided for each total is the number of responses for a given survey question. For the multiple response questions, this includes those who answered at least one of the answer options.

- Where no responses were received, a dash ("-") appears in the table, indicating that no respondents selected that particular option or value.

- Asterisks (*) are used to denote that fewer than three (3) respondents answered a given survey question which equates to insufficient data.

Confidentiality

To ensure confidentiality, all data are reported in aggregate format only.

Considerations for Interpretation

Users of this report should consider the following when reviewing the findings indicated in this document:

- The results should be viewed as historical and typical among ANPD members and non-members, but not as standards.

- The survey results are based on a sample of ANPD members and non-members and may not be representative of the entire population of NPD practitioners.

- Judgments based on small samples should be made with caution.

SmithBucklin's MCS did not independently verify the data provided by each respondent.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other   **4** | P a g e

Survey Highlights

- The majority (n=1,695; 74%) of respondents describe the area where they work as Metropolitan (or Urban). "Suburban" was mentioned by 76 respondents that answered "Other (please specify)."

- **SEVENTY-SIX PERCENT (n=1,701) OF RESPONDENTS ARE EXEMPT EMPLOYEES**; Group 3 has the lowest percentage of Exempt employees with 53%.

- Almost a third (n=702; 30%) of the respondents have more than 15 years' work experience in the nursing professional development specialty; Groups 2 and 3 have the most experience.

- Just over half (n=1,206; 52%) of respondents are more than 50 years old. Group 3 has the largest percentage (74%) of respondents over 50. Almost all (96%) of the respondents are female and a large majority (87%) are Caucasian/White.

- Fourteen percent of Group 3 respondents have obtained a PhD in Nursing; this is the highest amongst all four groups. Group 3 also had the highest percentage of respondents who have obtained a Master's Degree in addition to the nursing degree (38%).

- Thirty-five percent (n=814) of respondents describe their departmental structure as "Hospital acute care (Centralized)."

- Almost half (n=1,137; 49%) of respondents support both staff members and students; **55% (n=1,211) SUPPORT MORE THAN 140 INDIVIDUALS.**

- "Learning Facilitator" as a NPD practice role is the top priority for Groups 1, 3, and 4. "Leader" is the top priority for Group 2.

- "Advocate for NPD Specialty" as a NPD practice role was the lowest priority for Groups 1, 3 and 4. "Champion of Scientific Inquiry" was the lowest for Group 2.

- Sixty-nine percent (n=1,601) of the respondents are certified in nursing professional development or another specialty. Of those that are certified, 50% (n=798) responded "other." See pages 25-32 for a complete listing of the "Other" responses.

- **ALMOST ALL (92%; n=2,133) OF THE RESPONDENTS WORK FULL TIME** and of those that work part-time, 40% work more than 25 hours per week.

- According to the respondents, the top-three areas that take up the most time are Education, Onboarding/Orientation, and Competency Management. Group 3 was the only group that had a different top three (Education, Role Development and Competency Management.)

- **THIRTY-SEVEN PERCENT (n=854) OF ALL RESPONDENTS HAVE AVERAGE ANNUAL EARNINGS OF $90,001 - $125,000**. Group 2 has the highest earnings; 68% earn $90,001 or more.

- When asked "do you qualify for participation in an organizational incentive plan" there was a large discrepancy between Groups 2 and 3; 42% of Group 2 respondents qualify but only 10% of Group 3 respondents qualify.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other   **5** | P a g e

Survey Results

1. In which U.S. state(s) do you primarily work? If health system crosses state lines, please include all states. Cross-tabbed by Current Position

	Group 1 (n=1373)	Group 2 (n=627)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,312)
Alabama	.4%	.8%	-	*	.6%
Alaska	.4%	.6%	-	1.2%	.6%
Arizona	1.5%	2.1%	-	2.4%	1.7%
Arkansas	.5%	*	-	-	.4%
California	5.6%	7.3%	5.8%	9.8%	6.5%
Colorado	2.9%	1.9%	-	3.9%	2.7%
Connecticut	1.9%	1.4%	*	*	1.6%
Delaware	*	1.1%	-	*	.4%
Florida	5.8%	6.1%	*	6.3%	5.8%
Georgia	1.2%	2.4%	*	1.6%	1.6%
Hawaii	.2%	*	-	*	.3%
Idaho	.5%	1.3%	*	*	.8%
Illinois	2.9%	5.9%	*	3.1%	3.8%
Indiana	3.4%	4.0%	-	4.3%	3.5%
Iowa	.5%	1.1%	*	2.8%	1.0%
Kansas	.6%	1.1%	*	*	.8%
Kentucky	1.7%	3.0%	*	3.1%	2.2%
Louisiana	.7%	3.0%	*	*	1.4%
Maine	.9%	.6%	*	-	.7%
Maryland	3.8%	2.7%	*	4.3%	3.5%
Massachusetts	2.8%	3.7%	-	1.6%	2.9%
Michigan	2.9%	1.3%	-	4.3%	2.6%
Minnesota	2.2%	.8%	-	2.4%	1.8%
Mississippi	.2%	*	*	*	.3%
Missouri	2.0%	1.3%	*	2.0%	1.8%
Montana	.7%	1.0%	-	1.6%	.9%
Nebraska	.2%	1.0%	-	*	.5%
Nevada	.3%	1.0%	*	*	.6%
New Hampshire	.7%	1.3%	*	*	.8%
New Jersey	3.3%	3.2%	*	3.9%	3.4%
New Mexico	.6%	.5%	-	1.6%	.6%

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

1. In which U.S. state(s) do you primarily work? If health system crosses state lines, please include all states. Cross-tabbed by Current Position – *continued*

	Group 1	Group 2	Group 3	Group 4	Total
New York	6.8%	7.8%	7.7%	5.5%	7.0%
North Carolina	3.5%	4.9%	*	5.1%	4.0%
North Dakota	.6%	.5%	-	*	.5%
Ohio	4.6%	4.0%	5.8%	8.3%	4.8%
Oklahoma	.4%	1.9%	-	*	.8%
Oregon	2.5%	1.4%	*	3.1%	2.3%
Pennsylvania	6.7%	4.9%	7.7%	5.5%	6.1%
Rhode Island	.4%	.6%	*	*	.5%
South Carolina	2.0%	1.0%	*	*	1.6%
South Dakota	*	-	-	1.6%	.3%
Tennessee	1.4%	2.1%	-	2.8%	1.7%
Texas	8.9%	8.1%	13.5%	10.6%	9.0%
Utah	1.7%	1.6%	-	1.6%	1.6%
Vermont	1.7%	.6%	*	-	1.3%
Virginia	3.1%	3.2%	-	2.4%	2.9%
Washington	2.5%	2.4%	5.8%	3.9%	2.7%
West Virginia	.4%	.6%	*	*	.6%
Wisconsin	2.6%	2.7%	-	5.9%	2.9%
Wyoming	*	-	*	-	*
District of Columbia	.3%	1.0%	-	*	.5%

 - = No data submitted * = Insufficient data
 Multiple responses were allowed; therefore, total will not equal 100%.

2. How would you describe the area in which you work? Cross-tabbed by Current Position

	Group 1 (n=1,357)	Group 2 (n=619)	Group 3 (n=52)	Group 4 (n=250)	Total (n=2,283)
Metropolitan (or Urban)	76.9%	71.1%	71.2%	68.0%	74.2%
Rural	17.6%	22.8%	23.1%	20.4%	19.4%
Other (please specify)	5.5%	6.1%	5.8%	11.6%	6.4%

2. How would you describe the area in which you work? Other (145 responses)

- Suburban. (76 responses)

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Group 4=Other

- Both. (12 responses)
- Small city. (5 responses)
- Both urban and suburban. (2 responses)
- College town. (2 responses)
- Community hospital. (2 responses)
- Mixed suburban and rural. (2 responses)
- 60 centers throughout Georgia.
- All.
- Both multi-county and state.
- By Vermont standards.
- City but not metropolitan.
- City of 70,000, system includes critical access rural hospitals.
- City.
- Coastal.
- Community.
- Community/suburb.
- Critical access, but within 40 miles of two major metropolitan areas - high tourism area.
- District of Columbia is not listed - that is where I work.
- Edge of metropolitan area.
- Health system includes metro and rural. Mostly metro for my direct work environment.
- I am a triage nurse. I work from home.
- In-between.
- Large integrated, multi-state organization, urban based.
- Larger city in Montana.
- Largest in state but rural (120,000) compared to most other states.
- Located in a tourist town of 200,000 - neither rural nor metropolitan.
- Metropolitan surrounded by rural and frontier.
- Military Instillation.
- Military.
- National.
- No such thing as Urban in VT but not rural.
- Only Level 1 trauma hospital in the rural state.
- Regional Medical Center off major interstate.
- Resort.
- Retired.
- Small community, larger than rural, but not urban.
- Small community.
- Small university city.
- Small urban.
- State-wide responsibility.
- System position – statewide.
- Town.
- Two Hospital divisions; one urban, one rural.
- University hospital.
- VA.
- Varies.
- Variety of healthcare organizations and healthcare professional schools.
- Work from home in rural area.
- Work in the city, but serve a large rural population.
- Work remote.

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Group 4=Other   **8** | P a g e

3. What is your current employment status? Cross-tabbed by Current Position

	Group 1 (n=1,335)	Group 2 (n=611)	Group 3 (n=51)	Group 4 (n=245)	Total (n=2,247)
Exempt	73.9%	83.0%	52.9%	72.7%	75.7%
Non-Exempt	25.8%	16.4%	41.2%	23.7%	23.5%
Independent Contractor	.2%	.7%	5.9%	3.7%	.8%

4. How many collective years of work experience do you have in the nursing professional development specialty? Cross-tabbed by Current Position

	Group 1 (n=1,373)	Group 2 (n=627)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,312)
Less than one year	3.1%	2.2%	*	4.3%	3.0%
1 – 2 years	12.6%	5.4%	*	6.7%	9.7%
3 – 5 years	24.8%	12.8%	13.5%	18.9%	20.6%
6 – 10 years	24.5%	22.0%	25.0%	14.6%	22.7%
11 – 15 years	12.7%	14.2%	13.5%	16.1%	13.6%
More than 15 years	22.3%	43.4%	44.2%	39.4%	30.4%

* = Insufficient data

5. What is your age? Cross-tabbed by Current Position

	Group 1 (n=1,369)	Group 2 (n=625)	Group 3 (n=50)	Group 4 (n=254)	Total (n=2,304)
Less than 35 years old	12.1%	7.0%	*	7.5%	10.0%
35 – 50 years old	39.9%	36.3%	24.0%	31.5%	37.7%
More than 50 years old	48.0%	56.6%	74.0%	61.0%	52.3%

* = Insufficient data

6. What is your gender? Cross-tabbed by Current Position

	Group 1 (n=1,366)	Group 2 (n=621)	Group 3 (n=51)	Group 4 (n=251)	Total (n=2,295)
Female	96.4%	96.0%	90.2%	98.8%	96.4%
Male	3.6%	4.0%	9.8%	1.2%	3.6%

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Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

7. What is your race/ethnicity? Cross-tabbed by Current Position

	Group 1 (n=1,364)	Group 2 (n=624)	Group 3 (n=52)	Group 4 (n=252)	Total (n=2,298)
Caucasian/White (Non-Hispanic)	87.4%	87.0%	86.5%	86.5%	87.2%
African American/Black (Non-Hispanic)	5.0%	5.4%	5.8%	4.8%	5.1%
Hispanic	2.4%	3.0%	*	3.6%	2.7%
Middle Eastern/North African	*	.5%	-	-	.2%
Asian	3.4%	1.9%	*	2.0%	2.8%
Pacific Islander	.2%	*	-	-	.2%
American Indians or Alaskan Natives	.2%	.6%	-	*	.4%
Other (please specify)	1.2%	1.1%	*	2.4%	1.3%

- = No data submitted * = Insufficient data

Other: (27 responses)

- Mixed. (9 responses)
- Caucasian and Hispanic. (5 responses)
- Mixed - Asian and White. (2 responses)
- Prefer not to specify. (2 responses)
- African-American, Polish (Eastern European), and American Indian.
- American.
- Black and White.
- Black Hispanic.
- European American.
- Human.
- Indian and Black.
- N/A.
- Native American.

8. What is your highest degree in nursing? Cross-tabbed by Current Position

	Group 1 (n=1,375)	Group 2 (n=628)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,315)
Associate	1.5%	3.0%	-	3.5%	2.1%
Baccalaureate	25.1%	20.7%	*	27.6%	23.7%
Master's	66.8%	61.5%	61.5%	54.7%	63.8%
Doctorate in Nursing Practice (DNP)	3.5%	6.1%	9.6%	4.7%	4.4%
PhD in Nursing	.9%	4.6%	13.5%	3.9%	2.5%
Other (please specify)	2.3%	4.1%	11.5%	5.5%	3.3%

- = No data submitted * = Insufficient data

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
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Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

8. What is your highest degree in nursing? Other (73 responses)
- Diploma. (5 responses)
- Post Master's Certificate. (4 responses)
- PhD candidate. (2 responses)
- ADN in current ADN-MSN in Nursing Education program.
- ADN, but one class away from completing BSN.
- Adult/Geriatric NP.
- APRN Masters.
- Baccalaureate but currently in Master's program.
- BSN - 2 semesters from MSN-ANE.
- BSN - currently enrolled in an MS program.
- BSN and MA Adult and Community Education.
- BSN but currently more than half through my MSN: Education.
- BSN but will have MSN by the end of August 2017.
- BSN now graduating next semester with MSN.
- BSN with Advanced Practice Certification.
- Candidate status.
- Clinical Nurse Specialist.
- Completing MSN in June.
- Currently halfway through MSN program.
- Currently working on Master's.
- DHA.
- Diploma (one class away from a MSN).
- Diploma in Nursing.
- DNP classes now.
- Doctor in health administration.
- Doctorate in Educational Leadership.
- Doctorate in Healthcare Administration DHA.
- Doctorate of Education.
- EdD - all but dissertation.
- EdD.
- Education Doctorate (EdD) not nursing.
- Graduate student in masters of nursing education.
- Half way through MSN.
- High School and some college.
- I will have my MSN in Nursing Education June 2017.
- I'm not a nurse.
- In a DNP program.
- In RN to BSN/MSN program.
- LPN.
- LVN.
- Master's degree but returning to PhD program in the fall.
- Master's degree in Nursing and a post-masters certificate in Nursing Education.
- Master's certificate.
- Master's degree will be obtained in July 2017.
- MSN complete, DNP completion within 12 months.
- MSN graduate expected in 12/2017-curently Baccalaureate.
- MSN with post masters cert in education.
- MSN with two post grad certificates, one in Educational Technology and Online Learning, the other in Simulation in HealthCare.
- MSN.
- MSN; Doctorate candidate - all but dissertation; not likely to complete.
- MSN-Ed, PhD© in Education.

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Group 4=Other   **11** | P a g e

8. What is your highest degree in nursing? Other (73 responses) – *continued*
- N/A.
- PhD in Education.
- PhD nursing without dissertation.
- PhD-c.
- Post Graduate Certificate- CNS.
- Post Master's.
- Post Masters Certificate FNP.
- Post Master's degree work.
- Some PHD nursing courses, MSN.
- Will complete my Master's spring of 2018.
- Will graduate June 2017 with MSN.
- Will have MSN in August.
- Will obtain MSN by July of 2017, currently BSN.
- Working on EdD.

9. In addition to your nursing degree, do you have any other degrees from post-secondary education programs? (Check all that apply.) Cross-tabbed by Current Position

	Group 1 (n=1,301)	Group 2 (n=591)	Group 3 (n=48)	Group 4 (n=243)	Total (n=2,189)
No additional post-secondary degree	63.3%	55.5%	37.5%	45.3%	58.6%
Associate degree	8.8%	9.6%	16.7%	12.8%	9.6%
Baccalaureate degree	20.8%	20.0%	29.2%	24.3%	21.2%
Master's degree	14.8%	22.2%	37.5%	25.1%	18.4%
Doctorate	1.2%	4.1%	12.5%	4.1%	2.6%

Multiple responses were allowed; therefore, total will not equal 100%.

10. Which category best describes your departmental structure: Cross-tabbed by Current Position

	Group 1 (n=1,370)	Group 2 (n=626)	Group 3 (n=52)	Group 4 (n=252)	Total (n=2,306)
Hospital acute care (Centralized)	37.4%	37.2%	5.8%	24.6%	35.3%
Hospital acute care (Unit/Clinic Based)	12.9%	10.1%	*	15.5%	12.3%
Hospital acute care blended (Centralized and Unit Based)	41.7%	30.4%	7.7%	20.6%	35.4%
Academic setting	1.8%	3.0%	75.0%	5.6%	4.2%
Inpatient rehabilitation facility (sub-acute care)	.4%	.8%	*	1.6%	.7%
Long-term care	.4%	3.0%	-	1.6%	1.3%
Community/public health	1.0%	2.4%	*	4.8%	1.8%

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
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Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

Other (please specify)	4.2%	13.1%	*	25.8%	8.9%

- = No data submitted * = Insufficient data

10. Which category best describes your departmental structure: Other (194 responses)

- Ambulatory Care. (4 responses)
- Home Health. (4 responses)
- Hospice. (4 responses)
- Outpatient Clinic. (4 responses)
- Ambulatory Clinic. (3 responses)
- Ambulatory. (3 responses)
- Ambulatory/Outpatient Clinics. (3 responses)
- Nursing Association. (3 responses)
- Academic Medical Center. (2 responses)
- Ambulatory Care/Medical Group. (2 responses)
- Ambulatory Surgery Center Centralized. (2 responses)
- Area Health Education Center. (2 responses)
- Association. (2 responses)
- Clinical Education. (2 responses)
- Education Department. (2 responses)
- Health care system. (2 responses)
- Hospice and Palliative Care. (2 responses)
- Managed Care. (2 responses)
- Primary Care. (2 responses)
- 10 hospitals, decentralized. I am network educator for all (with supporting unit educators and site based managers in education.)
- A division of a not for profit faith based organization.
- Academic Hospital with Centralized and Decentralized activities.
- Academic Hospital.
- Academic Medical Center, Inpatient/Outpatient.
- Academic Medical Center-outpatient specialty clinic.
- Academic/Centralized.
- Acute and sub-acute Centralized.
- Acute care (Centralized), long term care, and ambulatory.
- Acute care, Community Hospital.
- Acute hospital, LTC, Clinics.
- Administrative.
- Ambulatory Care - centralized (not affiliated with a hospital).
- Ambulatory Care (clinics, both primary care and specialties).
- Ambulatory education.
- Ambulatory nursing.
- Ambulatory setting, Primary Care.
- Both Centralized and Unit Based hospital acute.
- CCRC (Continuing Care Retirement Center) Senior Housing that includes Long-Term Care.
- CCRC (Independent living, assisted living, LTC, rehab).
- Center for Nursing Excellence.
- Centralized - unit based educators report to me as well.
- Centralized ambulatory clinic support.
- Centralized clinical education department; Unit Based NPD Specialist.
- Centralized for a large healthcare system, acute, ambulatory, home health. etc.
- Centralized healthcare system.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
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- Centralized System education structure.
- Claims review.
- Clinical Academy system level.

10. Which category best describes your departmental structure: Other (194 responses) – *continued*

- Commercial Industry.
- Community Clinics Urgent Care.
- Consortium of three different institutions--two are acute hospital care and one LTC.
- Consultation liaison.
- Consulting.
- Continuing education company.
- Corporate (multi-hospital system).
- Corporate level.
- Corporate nursing.
- Corporate office health care system.
- Currently switching.
- Decentralized.
- Department of Veterans Affairs.
- Education team for multi-county/specialty physician group.
- Emergency Department.
- Enterprise scope, centralized support to multiple hospitals.
- Facility wide - LTC, Acute Care, Clinic, Community Health.
- For profit healthcare professional development company.
- For-profit education.
- Government Health System.
- Government.
- Health care all venues.
- Health care network of critical access hospitals.
- Health care simulation industry.
- Health care-related organization.
- Health education in an acute care facility.
- Health system Centralized.
- Health system corporate office, Centralized.
- Health system education.
- Health system nursing professional development.
- Health system.
- Health system: acute and ambulatory (Centralized).
- Hospice and Palliative Care/PACE/HH.
- Hospital Acute and Telehealth and Transfer Services.
- Hospital acute care (decentralized).
- Hospital acute care blended (Centralized and Unit Based) with clinic component.
- Hospital acute care blended corporate site specific and unit based.
- Hospital acute care Centralized and Unit Based, Inpatient Rehab.
- Hospital acute Centralized with homecare, Medical group, and Revenue integrity, IS.
- Hospital acute/Progressive/Intensive care blended.
- Hospital and Ambulatory – Centralized.
- Hospital based outpatient services - Ambulatory Infusion Center, Apheresis, and Dialysis.
- Hospital Blended/Clinical Research.
- Hospital critical care unit based.
- Hospital education department.
- Hospital System - acute care, MD Clinics, Urgent Care, ASC, Free Standing ER.
- Hospital System (centralized).

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

- Hospital System organizational development.
- Hospital with Ambulatory clinics –centralized.
- Hospital, centralized but divisional focus (rather than topical).
- Hospital, LTC, Community.

10. Which category best describes your departmental structure: Other (194 responses) – *continued*

- Hospital/Clinic (ambulatory) system.
- Hospital-based ambulatory care clinics.
- I am a solo practitioner who occasionally contracts others to work with me when the project requires it.
- I am both a Central educator and a unit based educator.
- I don't understand this question. I work on an inpatient unit at an acute care hospital.
- I have a mix of centralized and decentralized but educators cover 4-5 units.
- I work across academic/practice settings.
- I work both in the acute hospital setting and as faculty in local state university.
- Industry.
- Infection Prevention Director.
- Inpatient acute psychiatric unit.
- Inpatient and outpatient.
- Institute for Nursing for Hospital System.
- Integrated Delivery Network with four hospitals and Outpatient Wellness Division and a Health Plan.
- Integrated Health Care Delivery System (Hospitals, Hospice, Home care, Medical Group and Health Plan).
- Integrated health system - acute and ambulatory, centralized.
- International professional nursing organization.
- Long-term care and post-acute.
- Management consultant.
- Medical Center, acute and ambulatory care. Centralized.
- Medical Group.
- Military.
- Multi-facility organizational centralized education department.
- Multi-hospital centralized at system level.
- Multi-hospital system.
- My department is centralized but we do have UBE's who report to Unit Directors and not to the Clinical Education department.
- My job is 50% hospital staff/physician education and 50% community health education/outreach.
- N/A, do not work in an NPD department.
- National ministry position.
- National Nursing Specialty Organization.
- New graduate residency program.
- New hire orientation.
- Non-profit association.
- Non-profit business.
- Non-profit consulting organization.
- Non-profit.
- Not exactly sure what this question means. I am a unit-based educator, and we have a couple of units with educators, but we also have a centralized education department.
- Nurse Development Resources – Consultant.
- Nurse line through UHG.
- Nurse residency program.
- Nursing Education in the Ambulatory Setting.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other   **15** | P a g e

- Nursing Professional Organization.
- OB/GYN Maternal Fetal Medicine.
- Oncology Hospital.
- Outpatient Cancer Center.
- Physician Practice.

10. Which category best describes your departmental structure: Other (194 responses) –
continued

- Post-acute care (LTC, Home Health, Hospice).
- Professional development specialist consultant.
- Professional Nurses Association.
- Professional Nursing Specialty Organization.
- Project Manager for Executive Leadership Team.
- Psychiatric hospital acute care (Centralized).
- Publishing company.
- Regional Hospital and Ambulatory.
- Shared between hospital/education.
- Simulation Center- Healthcare focused.
- Skilled nursing facility.
- Small business.
- Specialty Clinic.
- Staff Development/Professional Practice.
- State Health Department.
- State Professional Association.
- State/regional.
- System – Centralized.
- System - several hospitals, home care and clinics.
- System education.
- System wide education for nine hospitals and 11,000 coworkers.
- System with all types.
- System: multiple hospitals, ambulatory care, extended care, etc.
- Teaching public hospital with all specialties.
- Telehealth program manager for a multistate health system.
- Two locations, one centralized and one clinic based.
- University.
- VA Hospital and Clinics, Centralized.
- We follow a service line of Centralized and Decentralized Inpatient and Outpatient.

11. Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time.

		Percent
Group 1 n = 1,375	NPD practitioner unit based (non-supervisory role)	13.0%
	NPD practitioner centralized (non-supervisory role)	27.0%
	Hospital acute care blended (centralized and unit based)	19.5%
Group 2 n = 628	Department manager professional development/education	11.0%
	Department director	8.2%
	Nurse executive professional development/education	8.0%
Group 3	Faculty, School of Nursing	2.0%

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

n = 52	Department Chair, School of Nursing	.2%
Group 4 n = 254	Other (please specify)	11.0%

Other: (254 responses)

- Clinical Nurse Specialist. (8 responses)
- Nurse Educator. (5 responses)
- Staff RN. (5 responses)
- Clinical Nurse Educator. (4 responses)
- Consultant. (4 responses)
- Educator. (4 responses)
- Nurse Residency Coordinator. (4 responses)
- Education Coordinator. (3 responses)
- Education Specialist. (3 responses)
- Nurse Residency Program Coordinator. (3 responses)
- Retired. (3 responses)
- Case Manager. (2 responses)
- Charge Nurse. (2 responses)
- Coordinator Continuing Education. (2 responses)
- Informatics. (2 responses)
- NPD Practitioner Centralized and Unit Based (non-supervisory role). (2 responses)
- NPD Practitioner Unit Based and Centralized. (2 responses)
- Nurse Planner. (2 responses)
- Nursing Education Coordinator. (2 responses)
- Quality. (2 responses)
- RN Residency Manager. (2 responses)
- Staff Development Coordinator. (2 responses)
- Staff Educator. (2 responses)
- Unit Based Educator. (2 responses)
- Accreditation and CE Coordinator.
- Admin Director for NS education oversight of health system plus system NPD department.
- Administrative.
- AHA Training Center Coordinator.
- Ambulatory Care blended.
- APRN CNS.

11. Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time. Other (254 responses) –*continued*
- ARNP.
- Assistant Director.
- Assistant Nurse Manager.
- Associate Dean.
- Associate Director, School of Nursing.
- Associate Director.
- Business.
- Care management.
- Centralized nurse educator non-management under quality manager. New position for this hospital.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

- Clinic Nurse Educator.
- Clinical Development Specialist.
- Clinical Documentation Nurse.
- Clinical Education Specialist Simulation Coordinator.
- Clinical Educator and Schools of Nursing Liaison.
- Clinical Educator for the entire agency.
- Clinical Educator Homecare-Hospital based Homecare organization.
- Clinical Educator UAP orientation.
- Clinical Educator.
- Clinical Informatics – Enterprise.
- Clinical Nurse Educator - provide professional development for staff throughout hospital.
- Clinical Nurse Specialist Education/Development.
- Clinical Nurse Specialist/Advance Practice.
- Clinical Nurse Specialist-Fellow.
- Clinical Programs Manager.
- Clinical Staff Educator.
- CNE Manager.
- College school nurse.
- Consultant/Independent Contractor.
- Continuing Education Coordinator/Instructor.
- Continuing Nursing Education Administrator and Nurse Educator.
- Coordinator of Education for Ambulatory Sites.
- Coordinator Staff Development.
- Coordinator.
- Corporate Nursing Director for org development and academic service partnerships.
- Corporate system-wide educator.
- Corporate-wide Professional Development Department Manager.
- Curriculum and Instruction Specialist.
- Curriculum Development Specialist.
- Decentralized mixed role: education and quality.
- Department based educator, one day per week.
- Department Director Professional Development/Education.
- Department manager simulation.
- Department Supervisor - report to manager and director.
- Diabetes Clinical Nurse Specialist.
- Director Centralized Process.
- Director of Clinical Professional Development Programs.
- Director of Education.
- Director of Nursing.
- Director Patient Safety.
- Director, Professional Practice.

11. Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time. Other (254 responses) –*continued*
- Director.
- DSD/ADON.
- Dual role: Nurse Educator acute care Centralized and Administration.
- Education Consultant.
- Education Coordinator acute hospital.
- Education Manager overseeing outpatient practices.
- Education resource for ambulatory practices.
- Education Specialist - Centralized nursing plus other departments.
- Education Specialist Centralized.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other   **18** | P a g e

- Education Supervisor Centralized.
- Employee Health/Educator.
- Facility-wide Educator.
- Faculty, Organizational Educator and Program Coordinator.
- Healthcare Educator.
- Home care-Bedside.
- Hospital acute care blended, Accreditation and Emergency Management.
- Hospital acute care service based supervisory.
- Hospital-based Nurse Educator.
- I am not in a NPD role, I am a practicing NP.
- Independent Consultant.
- Independent Contract to bridge the Academic/Practice Gap.
- Infection Control RN.
- Infection Prevention.
- Informatics Specialist.
- Instructional Designer.
- IT.
- Leadership Educator and Coach.
- Magnet and Nursing Education Director.
- Magnet Coordinator/Educator.
- Magnet Program Director.
- Magnet Program Manager.
- Manager Simulation Education.
- Manager System Nursing Initiatives.
- Manager, Clinical Services.
- Manager, transition-to-practice programs.
- Medical Instrument technician.
- Non-clinical.
- Non-profit association; Lead Nurse Planner.
- NPD centralized (non-supervisory) but at the system level for a hospital system with 12 acute care facilities.
- NPD Department Coordinator (non-supervisory department leadership).
- NPD for Tri-State area.
- NPD non-supervisory Centralized to Cancer Service Line outpatient.
- NPD Practitioner Decentralized (non-supervisory role).
- NPD Practitioner supervisory role.
- NPD Practitioner Unit Based with supervisory roles.
- NPD Practitioner Unit Based, semi-supervisory/leadership role.
- NPD Practitioner, Centralized with division focus (all adult acute and progressive care).
- NPD Practitioner, Director of Department (Centralized, Clinical and Non-Clinical).
- NPD Program Manager, Centralized.
- NPD Specialist Centralized (supervisor role).

11. Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time. Other (254 responses) –*continued*
- NPD Unit/Centralized and supervisor on unit.
- Nurse Education Specialist.
- Nurse Educator/Mentor.
- Nurse Exec, primary MIS/Nursing training.
- Nurse Manager and Unit Based NPD.
- Nurse Manager Specialty Care.
- Nurse Planner and Partner Engagement Manager.
- Nurse Recruiter.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing

- Nurse Researcher.
- Nurse Residency Coordinator/Student Nurse Facilitator.
- Nurse Scientist.
- Nurse Simulation Lab.
- Nursing Communication Specialist.
- Nursing Education Consultant.
- Nursing Education Coordinator Sr.
- Nursing Education Specialist.
- Nursing Education.
- Nursing Manager and NPD.
- Nursing Patient Outcomes Coordinator.
- Nursing peer review.
- Performance Improvement.
- Perianesthesia RN Educator/Consultant for several hospital units.
- Perinatal Educator.
- Perinatal Patient Safety Nurse/Nurse Educator.
- Professional Development Consultant.
- Professional Development Coordinator.
- Professional Development Specialist, Products Liaison.
- Professional practice and development.
- Professional Practice Leader Nursing Management.
- Program Director.
- Program Manager of Academic Partnerships.
- Program Manager, PD system level.
- Program Manager.
- Project Manager - Nursing Workforce.
- Project Manager for Executive Leadership Team.
- Quality and Accreditation.
- Quality Improvement Nurse.
- Regional Director over eight facilities.
- Researcher.
- Residency Manager.
- Residency Program Coordinator.
- Risk Management.
- RN Clinical Educator.
- RN Educator.
- RN in Outpatient Call Center.
- RN Residency Educator.
- RN, CE Specialist.
- RN.
- RN/Educator without management or executive title.
- School Health Program Manager.
- School Nurse.

11. Which of the following best describes your current position? If functioning in a dual role, select the title where you spend most of your professional time. Other (254 responses) –*continued*
- Simulation Coordinator.
- Simulation Education Coordinator.
- Simulation Specialist.
- Specialty Clinic Nurse.
- Specialty Course Educator.
- Staff Development Educator.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other   **20** | P a g e

- Staff Development Instructor.
- Staff Development Specialist.
- Staff Educator and Consultant.
- Staff Instructor.
- Supervisor for Professional Development.
- Supervisor of multiple units.
- Supervisor on a Critical Care Unit.
- Surgical Services Clinical Education Coordinator-Unit Based.
- System Director of HR Employee Development.
- System Nurse Educator for four acute care hospitals, LTC, and clinics.
- Team Training and Reflective Simulation Program Manager.
- Telehealth Program Manager.
- Transitioned to Project Administrator Role.
- Trauma Program Manager.
- Unit Clinical Educator.
- Unit Educator.
- Unit Manager acute inpatient.
- WOCN Coordinator.
- Workforce clinician for a consortium of hospitals.

12. As an NPD practitioner, please select the type of individuals you support (provide NPD services for): Cross-tabbed by Current Position

	Group 1 (n=1,375)	Group 2 (n=628)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,315)
Staff members	49.1%	32.0%	*	37.4%	42.2%
Students	.2%	.6%	46.2%	*	1.4%
Staff members and students	47.2%	58.6%	38.5%	39.0%	49.1%
Not applicable	1.7%	4.5%	9.6%	11.4%	3.7%
Other (please specify)	1.8%	4.3%	*	11.8%	3.6%

* = Insufficient data

Other: (83 responses)

- All disciplines. (3 responses)
- Association members. (3 responses)
- Staff and leadership team. (3 responses)
- Staff members and students. (3 responses)
- Ancillary Departments. (2 responses)
- Acute and Critical Care Nurses.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

12. As an NPD practitioner, please select the type of individuals you support (provide NPD services for): Other (83 responses) – *continued*

- All clinical staff.
- All members of the healthcare team.
- All new nursing staff.
- All of the above, plus CME.
- All staff levels.
- All the above including contract employees.
- All Virginia nurses, members, and students.
- Ambulatory clinical staff leadership.
- As the leader, I support NPD Specialists.
- Association members and non-members nationally and internationally.
- Consultant Educator for Healthcare Company.
- Continuing education for health care providers - RN, NP and allied health.
- Cover 10 counties, multiple small hospitals, clinics, LTC, Public Health.
- Director.
- Educators.
- Executive leaders.
- Faith Community Nurses in five parishes in southeast Louisiana.
- First level managers.
- Health care professionals.
- Hospitals and physical organizations.
- I liaison with several system departments (IT, quality and system initiatives) and bring the education needs back to the education department.
- I'm a director, not a practitioner. Not sure I understand the question, but I have 14 direct reports who support 1,400 nurses.
- Interdisciplinary staff.
- Interns/residents/ancillary staff members/staff RN.
- Inter-professional team.
- Leadership growth.
- Magnet Program Director.
- Members of the specialty organization.
- Multidisciplinary Healthcare Professionals/customers.
- My role supports all areas of the organization.
- National and International nurse visitors and staff.
- Network educators.
- New nurses.
- Nine counties of healthcare professionals.
- Nurse faculty.
- Nurse interns.
- Nurses and other NEPD staff.
- Nurses who are our members.
- Nurses.
- Nursing leadership.
- Nursing roles across the system, IPE, students.
- Nursing staff and hospital administration.
- Patient education.
- Patients, visitors, staff, physicians, and students.
- Provide services for the whole hospital nurses, doctors, and allied health.
- Providing conferences for variety of health professionals.

- Resident - physician and nurses.
- Residents.
- Retired.

13. How many individuals do you support (not FTEs)? Cross-tabbed by Current Position

	Group 1 (n=1,348)	Group 2 (n=597)	Group 3 (n=47)	Group 4 (n=226)	Total (n=2,223)
1 - 20	3.2%	16.1%	14.9%	7.1%	7.3%
21 - 40	1.8%	6.9%	25.5%	4.0%	3.9%
41 - 60	4.2%	2.8%	10.6%	4.9%	4.0%
61 - 80	6.0%	3.4%	*	5.8%	5.2%
81 - 100	8.6%	3.2%	6.4%	2.7%	6.5%
101 - 120	6.8%	3.0%	*	3.5%	5.4%
121 - 140	6.9%	2.2%	*	5.3%	5.4%
More than 140	54.9%	56.1%	25.5%	54.0%	54.5%
Not applicable	7.7%	6.4%	8.5%	12.8%	7.9%

* = Insufficient data

14. Which of the seven roles for NPD practice is your <u>top priority</u> in your performance? Cross-tabbed by Current Position

	Group 1 (n=1,371)	Group 2 (n=627)	Group 3 (n=51)	Group 4 (n=244)	Total (n=2,299)
Partner for Practice Transitions	13.1%	7.3%	5.9%	9.4%	11.0%
Learning Facilitator	63.3%	30.0%	62.7%	40.2%	51.7%
Change Agent	9.3%	13.2%	*	18.0%	11.1%
Mentor	6.0%	5.4%	9.8%	7.8%	6.1%
Leader	5.5%	41.1%	11.8%	21.7%	17.1%
Champion of Scientific Inquiry	2.0%	1.0%	5.9%	2.0%	1.8%
Advocate for NPD Specialty	.7%	1.9%	-	*	1.0%

- = No data submitted * = Insufficient data

15. Which of the seven roles for NPD practice is your <u>lowest priority</u> in your performance? Cross-tabbed by Current Position

	Group 1 (n=1,356)	Group 2 (n=619)	Group 3 (n=50)	Group 4 (n=235)	Total (n=2,265)
Partner for Practice Transitions	13.7%	16.0%	16.0%	18.7%	14.9%
Learning Facilitator	1.1%	7.6%	*	2.6%	3.1%
Change Agent	3.8%	3.2%	12.0%	4.7%	3.9%
Mentor	2.9%	4.0%	-	4.3%	3.3%
Leader	6.3%	1.0%	*	2.1%	4.4%
Champion of Scientific Inquiry	34.8%	35.1%	20.0%	29.8%	34.0%
Advocate for NPD Specialty	37.2%	33.1%	46.0%	37.9%	36.4%

- = No data submitted * = Insufficient data

16. Are you certified in nursing professional development or another specialty? Cross-tabbed by Current Position

	Group 1 (n=1,375)	Group 2 (n=628)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,315)
Yes	72.4%	65.8%	67.3%	59.8%	69.2%
No	27.6%	34.2%	32.7%	40.2%	30.8%

17. If yes, please indicate which certifications you currently hold: Cross-tabbed by Current Position

	Group 1 (n=995)	Group 2 (n=414)	Group 3 (n=34)	Group 4 (n=152)	Total (n=1,601)
NPD only	24.3%	35.7%	29.4%	25.7%	27.5%
NPD and another specialty	23.8%	20.8%	32.4%	17.8%	22.6%
Other (please specify)	51.9%	43.5%	38.2%	56.6%	49.8%

Other: (798 responses)

- CCRN. (78 responses)
- Medical-Surgical Certification. (41 responses)
- CEN. (39 responses)
- CMSRN. (37 responses)
- CNOR. (34 responses)
- CPN. (30 responses)
- OCN. (25 responses)
- CCRN-K. (17 responses)
- PCCN. (13 responses)
- CPAN. (11 responses)
- Inpatient Obstetrics. (11 responses)
- ONC. (10 responses)
- RNC-NIC. (10 responses)
- Geriatrics. (9 responses)
- CNE. (7 responses)
- CNL. (7 responses)
- RNC-OB. (7 responses)
- CPEN. (6 responses)
- CPHON. (6 responses)
- CRRN. (6 responses)
- IBCLC. (6 responses)
- Nurse Executive. (6 responses)
- Pediatric Nurse Certification. (6 responses)
- CCRN, CEN. (5 responses)
- Critical care (CCRN). (4 responses)

- Emergency Nursing. (4 responses)
- Inpatient OB and EFM. (4 responses)
- NE-BC. (4 responses)
- RNC-MNN. (4 responses)
- RNC-OB, C-EFM. (4 responses)
- WOCN. (4 responses)
- AACN. (3 responses)
- ACNS-BC. (3 responses)
- Ambulatory Care Nursing. (3 responses)
- ANCC Med-Surg Certification. (3 responses)
- Cardiac and Vascular Nursing. (3 responses)
- CCNS. (3 responses)
- CCRN-CMC. (3 responses)
- CEN, CPEN. (3 responses)

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- Certified Perianesthesia Nurse. (3 responses)
- CHSE. (3 responses)
- Clinical Nurse Leader. (3 responses)
- CPHQ. (3 responses)
- CPON. (3 responses)
- Family Nurse Practitioner. (3 responses)
- Gerontological Nursing. (3 responses)
- Psychiatric Mental Health. (3 responses)
- RN-BC. (3 responses)
- SCRN. (3 responses)
- Simulation education. (3 responses)
- AORN. (2 responses)
- CAPA. (2 responses)
- CCRN, CNE. (2 responses)
- CCRN, CPAN. (2 responses)
- CDE. (2 responses)
- CEN, CCRN. (2 responses)
- Certified Health Education Specialist. (2 responses)
- Certified Pediatric Hematology Oncology Nurse. (2 responses)
- Certified Safe Patient Handling Associate (CSPHA). (2 responses)
- CNRN, SCRN. (2 responses)
- Hospice and Palliative Care. (2 responses)
- Low Risk - Neonatal Nursing. (2 responses)
- Medical-Surgical Nursing ANCC. (2 responses)
- NCC - Inpatient OB and EFM. (2 responses)
- NCC. (2 responses)
- NEA-BC, CPHQ. (2 responses)
- NEA-BC. (2 responses)
- Neonatal Intensive Care. (2 responses)
- Neonatal Nurse Practitioner. (2 responses)
- Nurse Executive Board Certified. (2 responses)
- OCN, BMTCN. (2 responses)
- Pediatric CCRN. (2 responses)

- RNC- Inpatient OB. (2 responses)
- AACN-ACCNS-AG.
- AACN-CMSRN.
- AACNS-AG.
- ACCNS-AG, CCRN-K.
- ACHPN.
- ACNP, WCN.
- ACNS-BC, WOCN.
- Adult Clinical Nurse Specialist.
- Adult CNS, CEN.
- Adult Health, Wound and Ostomy- Advanced Practice.
- Adult/Child Psych Mental Health.
- Adult/Geriatric NP.
- Advanced Clinical Simulation and CNOR.
- Advanced Holistic Nurse-Board Certified.
- Advanced Oncology.
- AGCNS-BC, CCRN-K.
- AMS, CDE.

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- ANCC Board Certified Psychiatric Mental Health Nurse.
- ANCC Generalist Peds.
- ANCC Gerontology and Cardiac-Vascular.
- ANCC- Informatics Nursing.
- ANCC Med-Surg & Gerontology
- ANCC PMHCNS and PMHNP.
- ANCC Psychiatric - Mental Health Nurse.
- ANCC.
- Another specialty.
- ANP-BC, AOCNS, BMTCN.
- AOCNS.
- AORN - unit specialty.
- APHON.
- APN, NP, CCRN.
- APN, RNC-OB, C-EFM.
- ARMP.
- ARNP-C Women's Health.
- BMTCN, CPHON.
- Board Certified Nursing Informatics.
- Board Certified Public & Community Health Nurse (Advanced).
- CAPA and BC pain management nursing.
- Cardiac-Vascular Nursing, CMSRN.
- CCNS, ACNP, CCRN.
- CCRN, ACNS-BC, NPD.
- CCRN, CMC, CHFN.
- CCRN, CNL.
- CCRN, CNML.
- CCRN, CNOR.
- CCRN, CNRN, SCRN, instructional design.

- CCRN, CNRN, SCRN.
- CCRN, CNRN, TCRN.
- CCRN, CNRN.
- CCRN, CSC.
- CCRN, FCCS, PHN.
- CCRN, OCN.
- CCRN, PCCN, FACCN.
- CCRN, PCCN.
- CCRN, preparing for CPHQ.
- CCRN, RCIS.
- CCRN, SCRN.
- CCRNA.
- CCRN-CMC, CNRN.
- CCRN-CSC/FNP-C.
- CCRN-K, ACNS-BC.
- CCRN-K, PCCN-K.
- CCRN-K, RN-BC pain management nursing.
- CCRN-K, SCRN, ONC.
- CCRN-K, will be pursuing NPD certification.
- CCTN.
- CEN (BCEN), CNE (NLN).
- CEN, CCRN, TCRN.

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- CEN, CPIINS.
- CEN, FCN.
- CEN, FN-CSA.
- CEN, FNP-BC.
- CEN, SANE-A, SANE-P.
- CENP.
- Certified Clinical Aromatherapy Practitioner.
- Certified CNS, Certified Emergency Nurse.
- Certified Diabetes Educator.
- Certified Dialysis Nurse.
- Certified Emergency Nurse (CEN), Ambulatory Care Nursing Certification (RN-BC).
- Certified Emergency Nurse, Certified Nurse Educator.
- Certified Healthcare Simulation Educator.
- Certified Hospice and Palliative Care Nurse.
- Certified Lactation Counselor.
- Certified Neuro Nurse.
- Certified Nurse Educator, Certified Emergency Nurse.
- Certified Nurse Educator, Certified Pediatric Emergency Nurse.
- Certified Nurse Midwife.
- Certified Post Anesthesia Nurse.
- Certified Professional in Patient Safety- CPPS.
- Certified Radiology Nurse.
- Certified Register Nurse Infusion.
- Certified Rehab RN.
- Certified Wound Care Nurse.

- CHFN.
- CHPN (hospice and palliative).
- CHPN.
- CHSE, NEA-BC.
- CLC.
- Clinical Nurse Specialist acute care crustal care.
- Clinical Nurse Specialist.
- Clinical research CCRP.
- Clinical.
- CMSRN (Certificate Med/Surg), WCC (Wound Care Certified).
- CMSRN, CHSE.
- CMSRN, CPN.
- CMSRN, Gerontology.
- CMSRN, OCN.
- CMSRN, ONC.
- CNE from NLN.
- CNE, CHSE.
- CNE, CPAN, CAPA.
- CNE, RN-BC (Psych & Mental Health).
- CNL; ANCC-Medical Surgical and Informatics, nurse executive.
- CNM, NP.
- CNML.
- CNN.
- CNOR, CAPA.
- CNOR, CCRN.
- CNOR, CRCST.

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- CNOR, ONC.
- CNOR, TCRN.
- CNRN.
- CNS, Adult Health ANCC.
- CNS, CCRN.
- Cos-c.
- CPAN (post anesthesia), CAPA (ambulatory perianesthesia).
- CPEN, CEN.
- CPHQ (past Med-Surg for 20 years).
- CPN, CCFP.
- CPN, CHSE.
- CPN, CPEN.
- CPNP.
- CPPS, CPHQ, NEA-BC, CHSOS.
- CPPS.
- CRNI, RN-BC.
- CRRN, NE-BC sitting for NPD in June.
- CRRN, Nurse Executive.
- CV.
- CWOCN.
- Diabetes Education.

- Dual RNC.
- Emergency, pediatrics.
- End of life, lactation.
- Evidence-Based Practice.
- Gerontological CNS.
- Gerontological Nursing and Psychiatric/Mental Health Nursing.
- Gerontological Nursing, Director of Nursing Services.
- GNP.
- Healthcare Education.
- Healthcare Simulation Educator (CHSE).
- High risk neonatal and NPD exam scheduled.
- HNB-BC.
- Holistic Nursing.
- Inactive CCRN, active Med-Surg certification.
- Infection Control.
- Infection Prevention, Control and Epidemiology.
- Inpatient OB-RNC; Certified Prepared Childbirth Educator.
- Inpatient Obstetrics (RNC-OB).
- LMFT.
- Maternal Newborn.
- Med/Surg, Gerontology.
- Medical-Surgical and Orthopedic Nursing.
- Med-surgery and neuroscience.
- MSCRN.
- National School Nurse Certification.
- NCC- Maternal Newborn Nursing.
- NCC-MNN.
- NCC-Neonatal Intensive Care.
- NCC-NICU.
- NEA.

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- NEA-BC (Nursing Administration Advanced).
- NEA-BC, CCNS, RNC-NIC.
- NEA-BC, CENP.
- NE-BC, CENP.
- NE-BC, CHTP.
- Neonatal Nurse Practitioner, Pediatric Nurse Practitioner.
- NIDCAP, CLE, CLE, CCBE.
- NP, Patient Ed, Stroke.
- NP.
- NP-C.
- NPD and High Risk Neonatal Nursing.
- NPD, Critical Care, Certified Nurse Educator.
- NPD, CRNI, OCN.
- NPD, CRRN, Gerontology.
- NPD, Gerontology, CEN.
- Nurse Executive Advanced.
- Nurse Executive, CPN, RNC-NIC.

- Nurse Executive; Certified Health Education Specialist.
- Nursing Administration.
- Nursing Informatics, Nurse Executive, HIMSS.
- Nursing Informatics.
- Obstetrics.
- OCN but will sit for the NPD in two weeks.
- OCN, AHN-BC.
- OCN, CNL, CHPN.
- OCNS-C.
- ONC (NAON).
- ONC (sitting for NPD certification next week).
- ONC, ANCC Pain Certification.
- PCCN, CNL.
- PCCN, CRN.
- PCCN-K.
- PCNP, CHPPN.
- PCNS-BC, CDE.
- PCNS-BC.
- Pediatric CNS and Pediatric NP.
- Perinatal, Safety, Quality, Lean.
- PMHN, Geriatric.
- PNP-PC, RNC-NIC.
- PPCNP-BC.
- Professional Healthcare Quality (CPHQ).
- Progressive Care.
- Public Health and Rehabilitation.
- RACCT, DNSCT.
- Rehabilitation and Palliative Care.
- RN2940312.
- RN-BC in Medical surgical Nursing.
- RN-BC Med Surg, CHSE, CHSOS.
- RN-BC, CCRN.
- RN-BC, PCCN.
- RNC.

17. If yes, please indicate which certifications you currently hold: Other (798 responses) – *continued*

- RNC-Inpatient OB, CCE.
- RNC-LRN.
- RNC-Maternal Newborn Nursing from NCC.
- RNC-NIC, Neonatal Intensive Care.
- RNC-OB, C-EFM, CNS.
- RNC-OB, C-EFM.
- RNC-OB, CNML.
- RNC-OB, CPN.
- RNC-OB, EFM.
- RNC-OB, IBCLC.
- SANE-A.
- Sexual Assault.
- Specialty - Ambulatory Care Nursing.
- Stroke and Neuro.
- Telemetry.
- TNS.
- WCC, NE-BC.
- WHNP, CCRN.
- WHNP, NE-BC.

18. Which statement best describes your current job status? Cross-tabbed by Current Position

	Group 1 (n=1,375)	Group 2 (n=628)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,315)
Working full-time	90.6%	96.2%	86.5%	91.7%	92.1%
Working part-time	8.7%	3.0%	11.5%	6.3%	7.0%
Retired	.4%	*	*	1.2%	.5%
Not currently employed, but actively seeking an NPD position	.2%	.5%	-	*	.3%
Not currently employed/Not seeking work	*	-	-	*	.1%

- = No data submitted * = Insufficient data

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other

19. Based on your current position, please indicate the top three areas that take up most of your time. Cross-tabbed by Current Position

	Group 1 (n=1,375)	Group 2 (n=628)	Group 3 (n=52)	Group 4 (n=254)	Total (n=2,315)
Onboarding/Orientation	80.9%	63.2%	15.4%	49.6%	71.3%
Competency Management	65.6%	60.5%	30.8%	48.0%	61.6%
Education	85.9%	69.6%	94.2%	76.4%	80.5%
Role Development	18.3%	27.9%	44.2%	22.0%	21.9%
Collaborative Partnerships	21.9%	37.6%	28.8%	41.3%	28.4%
Research/EBP/QI	8.9%	12.3%	21.2%	19.7%	11.3%
Other (please specify)	9.5%	13.4%	17.3%	21.7%	12.0%

Multiple responses were allowed; therefore, total will not equal 100%.

Other: (278 responses)

- Nurse Residency. (14 responses)
- Administrative. (7 responses)
- Simulation. (7 responses)
- Policies and Procedures. (6 responses)
- Transition to Practice. (5 responses)
- Continuing education. (4 responses)
- Learning Management System. (4 responses)
- Quality. (4 responses)
- Clinical hours. (3 responses)
- CNE planning. (3 responses)
- Curriculum development. (3 responses)
- Lead Nurse Planner. (3 responses)
- Leadership. (3 responses)
- Meetings. (3 responses)
- Project management. (3 responses)
- Student Coordination. (3 responses)
- Students. (3 responses)
- Case Management. (2 responses)
- Management. (2 responses)
- Patient care. (2 responses)
- Patient Education. (2 responses)
- Program development. (2 responses)
- Regulatory compliance. (2 responses)
- Residency. (2 responses)
- Administrative duties such as education reporting, contacting associates, coordinating education.
- Administrative management of education support programs for employees.
- Administrative management of PALS and NRP.
- American Heart Association Training Center Coordinator.
- Assessments.
- Authoring courses for learning management system.
- Before I retired, my top three were Competency Management, Education and Collaborative Partnerships.
- Big system project related work.

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Group 4=Other

19. Based on your current position, please indicate the top three areas that take up most of your time. Other (278 responses) – *continued*

- BLS Training Center Coordinator.
- Budget and staffing.
- Business practices development and evaluation.
- CE Coordinator and Certification.
- Change Management.
- Clinical Affiliations.
- Clinical Faculty and Nursing Students.
- Coaching.
- Committees and special projects.
- Community Events.
- Compliance tracking.
- Consulting.
- Content development.
- Continuing education content development.
- Continuing education coordinator (CE).
- Continuing education programs and administration.
- Continuing Nurse Education/Planning.
- Continuing Nursing Education applications.
- Continuing Nursing Education documentation.
- Coordinating and implementing nurse based community health education and screening programs.
- Coordinating classes.
- Coordination of education.
- Coordinator of Affiliations and student placement.
- Creating forms.
- Creating online learning and tracking mandatory education.
- Curriculum design/update.
- Curriculum development and nursing continuing education.
- Daily operations for ICU.
- Data collection for online learning products.
- Department and staff management.
- Department leadership.
- Development of new EMAR.
- Direct care.
- Direct patient care.
- Documentation and dissemination of nursing excellence accomplishments across seven hospital systems.
- Education compliance oversight.
- Education Consultant role at meetings.
- Education development.
- Education, EMR, and Practice.
- EHR Development.
- Elbow Support.
- E-learning courses (creating and management).
- E-learning module development.
- Employee Health Nurse for facility.
- Equipment/Material Evaluation Instruction Deployment.
- Ethics.
- Facilitator of process changes.
- Facility meetings/projects.

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Group 4=Other   **34** | P a g e

- Faculty.

19. Based on your current position, please indicate the top three areas that take up most of your time. Other (278 responses) – *continued*
- Finance.
- Floor staff.
- Grant management.
- Grant writing.
- Hands-on clinician.
- Health system alignment.
- Helping schools provide health care to students.
- Hospital licensing, policy and regulatory.
- I'm in a director role, so much of my time is administrative.
- Implementing new medical device.
- Improving practice in areas of quality and safety.
- Informatics.
- In-service new equipment, policy development.
- In-services on new products for nursing staff at three campuses.
- In-services.
- Instructional design.
- Internships, career exploration events.
- Inter-professional education.
- Leadership and culture.
- Leadership development.
- Leadership/managerial responsibilities.
- Leadership/Mentoring.
- Leading/Directing 31 NPD Practitioners.
- Learning Management System Administrator and health system and site policy committee.
- Learning Management System LMS.
- Learning Management System, CNE as primary nurse planner.
- Learning material development/Education Consulting.
- Liaison schools of nursing/chairing committees.
- Life support.
- Magnet.
- Manager of Patient Education for system.
- Managerial duties including securing funding.
- Managerial duties, evaluations, many committees.
- Managing all aspects of CNE program and outcome assessment.
- Managing and coordinating classes, projects and meetings.
- Managing projects.
- Meeting regulatory agencies expectations.
- Meetings and Task Forces.
- Meetings/coverage/system initiatives.
- Meetings/projects for collaborative partnerships.
- Mentoring education specialists.
- Mentoring of practice changes.
- Mentoring.
- New grad development.
- New grad residency.
- No longer in staff development.
- Not applicable.
- Not employed within NPD area.
- Nurse Planner for Conferences providing ANCC credit.

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
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Group 3=Faculty, School of Nursing; Department Chair, School of Nursing

- Nurse Residency and ANCC Primary Nurse Planner.
- Nurse Residency Program Coordinator, School Affiliations, and Magnet Writing.

19. Based on your current position, please indicate the top three areas that take up most of your time. Other (278 responses) – *continued*

- Nursing appreciation and recognition, shared governance and mentoring.
- Nursing CE program coordinator.
- Nursing student clinical coordinator.
- Office.
- Onboarding of clinical students.
- Online education.
- Other administrative responsibility.
- Outreach Education.
- Oversight of clinical education including above and simulation.
- Patient Family Education materials.
- Patient Safety, RCA's, Incident Investigation.
- Performance Management.
- Planning.
- Policy and Forms development.
- Policy Management.
- Policy, procedure, compliancy.
- Policy/Procedure/Guideline review/development.
- Practice changes.
- Practicing NP, patient care.
- Preceptor development.
- Preceptor/instructor development and support.
- Preparation.
- Primary Nurse Planner for Approved Provider Unit through ONA.
- Primary Nurse Planner for Provider Unit.
- Primary Nurse Planner responsibilities.
- Primary Nurse Planner.
- Production of interactive learning.
- Professional conduct.
- Professional practice.
- Program Administration.
- Program and project management.
- Program coordination.
- Program development at the corporate level.
- Program management.
- Project management- supply chain.
- Project management/implementation.
- Project/Meetings.
- Projects.
- Provider Unit administrator.
- Publications, magnet, presentations.
- Putting out fires.
- Quality and patient safety initiatives.
- Quality assurance and infection control.
- Quality Measures-Audits.
- Quality review is my top priority.
- Request for mass education.
- Resource management, leadership, project management.
- Resuscitation teams' chairperson; Policy committee/writer.

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Group 4=Other   **36** | P a g e

- Resuscitation.
- Retired.
- RN Residency.

19. Based on your current position, please indicate the top three areas that take up most of your time. Other (278 responses) – *continued*

- RN Transition-to-Practice program.
- Roll outs of multiple initiatives.
- Safety/Risk Management.
- Scheduling clinical rotations and job shadowing.
- Scholarship and special student residency program.
- Scholarships.
- Schools of nursing liaison/placement.
- Shared Governance and Clinical Ladders.
- Shared Leadership, Nursing Peer Review.
- Simulation Curriculum Development and Team Training.
- Simulation, Electronic Healthcare Record.
- Special projects.
- Staff work.
- Standard Work writing it and running a RN Residency program.
- Strategic planning and program evaluation.
- Strategic planning.
- Strategic recruiting.
- Strategy and Magnet.
- Student placement/Coordination.
- Supervision.
- Supporting educator staff.
- System initiatives such as stroke, sepsis.
- Talent Management System Administrator.
- Teaching health literacy.
- Training material development.
- Workflow redesign.
- Writer.

20. If you indicated part-time, approximately how many hours per week are you working? Cross-tabbed by Current Position

	Group 1 (n=119)	Group 2 (n=19)	Group 3 (n=6)	Group 4 (n=15)	Total (n=160)
Less than 5 hours per week	-	*	-	-	*
5 – 10 hours per week	*	*	-	*	2.5%
11 – 15 hours per week	2.5%	-	*	*	3.1%
16 – 20 hours per week	18.5%	21.1%	*	26.7%	20.0%
21 – 25 hours per week	37.0%	21.1%	*	26.7%	33.8%
More than 25 hours per week	40.3%	47.4%	*	33.3%	40.0%

- = No data submitted   * = Insufficient data

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Group 4=Other

21. What are your average annual earnings (including wages, bonuses and overtime)? Cross-tabbed by Current Position

	Group 1 (n=1,373)	Group 2 (n=626)	Group 3 (n=52)	Group 4 (n=253)	Total (n=2,310)
$0 - $10,000	-	-	*	*	*
$10,001 - $20,000	*	-	*	-	.1%
$20,001 - $30,000	.2%	*	*	*	.3%
$30,001 - $40,000	.9%	.5%	-	3.2%	1.0%
$40,001 - $50,000	1.9%	.8%	5.8%	2.0%	1.7%
$50,001 - $60,000	6.2%	3.0%	17.3%	3.2%	5.2%
$60,001 - $70,000	10.9%	6.7%	13.5%	13.8%	10.2%
$70,001 - $80,000	15.8%	8.1%	21.2%	13.0%	13.5%
$80,001 - $90,000	22.7%	12.9%	13.5%	16.2%	19.0%
$90,001 - $125,000	36.1%	40.7%	23.1%	34.8%	37.0%
$125,001 - $150,000	3.9%	18.1%	-	10.7%	8.4%
Over $150,000	1.3%	8.9%	-	2.4%	3.5%

- = No data submitted * = Insufficient data

21. What are your average annual earnings (including wages, bonuses and overtime)? Cross-tabbed by Type of Individuals You Support

	Staff Members (n=975)	Students (n=32)	Staff Member and Students (n=1,135)	N/A (n=86)	Other (n=82)
$0 - $10,000	*	-	*	-	-
$10,001 - $20,000	*	-	*	*	-
$20,001 - $30,000	.3%	*	*	-	*
$30,001 - $40,000	1.2%	-	.7%	*	*
$40,001 - $50,000	1.9%	-	1.6%	*	*
$50,001 - $60,000	5.1%	18.8%	4.9%	9.3%	*
$60,001 - $70,000	10.7%	9.4%	9.6%	11.6%	11.0%
$70,001 - $80,000	15.5%	18.8%	12.3%	11.6%	7.3%
$80,001 - $90,000	20.0%	15.6%	18.6%	20.9%	13.4%
$90,001 - $125,000	35.7%	31.3%	38.7%	32.6%	35.4%
$125,001 - $150,000	6.8%	*	9.0%	8.1%	22.0%
Over $150,000	2.6%	-	4.3%	*	6.1%

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Group 4=Other

22. Do you qualify for participation in an organizational incentive plan (i.e. incentive bonus)? Cross-tabbed by Current Position

	Group 1 (n=1,319)	Group 2 (n=610)	Group 3 (n=51)	Group 4 (n=245)	Total (n=2,230)
Yes	21.9%	42.1%	9.8%	25.7%	27.6%
No	78.1%	57.9%	90.2%	74.3%	72.4%

Group 1=NPD practitioner unit based; NPD practitioner centralized; Hospital acute care blended
Group 2=Dept. manager professional development/education; Dept. director; Nurse exec. professional development/education
Group 3=Faculty, School of Nursing; Department Chair, School of Nursing
Group 4=Other