



SIP Leadership Survey

A You are being invited to take part in a research study that is part of a Florida Action Coalition project to identify leadership interest and experience among Florida Registered Nurses and Advanced Registered Nurse Practitioners in various professional and health settings. The Florida Center for Nursing, in partnership with the Florida Blue Foundation, co-lead the Coalition in its effort to implement the recommendations of the Institute of Medicine's report "The Future of Nursing: Leading Change, Advancing Health".

You will be asked questions about your leadership experience and opinion regarding several aspects of leadership. We are interested in hearing from ALL RN's and ARNPs, whether you are in a leadership position, want to be, or are not interested in being a leader.

The total time needed to complete the questionnaire is approximately 15 minutes. Results of the survey will be reported at an aggregate level, and all responses will be kept confidential unless you chose to make yourself available for follow up. Participation is voluntary, however your input is extremely valuable and will influence the future activities of the Florida Action Coalition.

If you have any questions or concerns, please contact the Florida Center for Nursing at 407-823-0980; or by e-mail at nursectr@ucf.edu.

1 Are you a Registered Nurse or Advanced Registered Nurse Practitioner licensed in the state of Florida?

- Yes
- No

2 How satisfied are you by the nursing profession's influence and visibility?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very Dissatisfied

3 In your opinion, what is the likelihood that YOU can influence nursing's visibility and leadership status?

- Very Likely
- Likely
- Undecided
- Unlikely
- Very Unlikely

4 How would you rate the general public's knowledge of the contribution of nurse leaders in policy making?

- Excellent
- Very Good
- Good
- Fair
- Poor

5 In your opinion, are resources readily available to enhance leadership skills for nurses?

- Yes
- No

6 Please select and rank the top 3 leadership competencies necessary for success in today's health care environment, from the following:(Label your selections 1, 2, or 3)

- _____ Communication
- _____ Knowledge of the health care environment
- _____ Business acumen
- _____ Financial skills
- _____ Information technology
- _____ Academic relationships
- _____ Decision making
- _____ Conflict resolution
- _____ Networking
- _____ Clinical experience
- _____ Delegation
- _____ Writing
- _____ Other:
- _____ Performance improvement
- _____ Understanding of health policy

7 Please assess the following as to their effect on nurses attaining leadership roles.

	Major barrier	Minor barrier	Not a barrier
Education compared to physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Varying education levels among nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The media's depiction of nurses compared to other health professions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The stereotypes of nursing compared to other health professions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of a single voice among nurses in speaking on state issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lack of opportunities for nurses to advance into leadership positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A focus of resources on acute care, rather than preventive care and health maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current compensation rates for nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public perception of nurse roles, as compared to physicians, as important health care decision makers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurses, as compared to physicians, are not seen as revenue generators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perception of a lack of long term strategic vision from nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High proportion of women in the nursing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

field			
Level of confidence among nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visibility of nurses in policy making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of accessible leadership education for nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity among nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8 Do you believe you were ever passed over for a leadership position for any of the following reasons:

- Ethnicity
- Age
- Gender
- Educational Preparation
- Not applicable

9 The following questions will gather information on your leadership interest and/or experience. Leadership experience can include position titles in institutions (such as managerial or supervisory positions), active participation on committees/task forces in your employment setting or a professional association, membership on a board of directors, and/or appointments to governmental offices and task forces, etc. Leadership interest also includes those who have not had the opportunity to serve in a leadership role but aspire to do so.

10 Which of the following best describes you?

- Currently work in a position of leadership at my place of employment, such as Chief of Nursing Office, Nurse Manager, Director of Nursing, Dean, etc.
- Currently serve in a voluntary leadership position by appointment, membership, or election such as: Political Appointment; Committee/Task Force chair or member; or Board Member
- Work in a leadership position, AND serve in a voluntary leadership position
- Want to be a leader
- Not interested in being a leader

11 How would you best describe your current work role? If you are employed in multiple roles, please select the one role that is your primary source of income.

- Advanced Practice Nurse
- Nurse Faculty (Academic)
- Nurse Educator (Industry/Clinical)
- Clinical Informatics
- Quality Management/Risk Management
- Utilization Review/ Infection Control
- Nurse Researcher (Clinical)
- Consultant
- Travel Nurse
- Case Manager
- Other (non-health related; please specify) _____
- Other (health related; please specify) _____
- Nurse Researcher (Non-Clinical)
- Unemployed
- Retired
- Staff nurse
- Nurse executive/administrator
- Nurse manager

12 How would you describe your current work setting for this role?

- Academic setting (non-profit)
- Academic setting (private/for profit)
- Academic setting (public)
- Hospital
- Ambulatory care setting
- Assisted living facility
- Community health
- Correctional facility
- Government/Policy
- Health care consulting/product sales
- Home health
- Hospice
- Insurance claims/ Benefits
- Nursing home/ Extended care
- Occupational Health
- Physician's Office
- Public Health
- Regulatory Licensing Agency
- School health service
- Temporary/ Staffing Agency
- Urgent Care/ Walk-in-clinic
- Volunteer
- Other; please specify _____

14 Please select your work/employed role. If you are employed by multiple organizations, please select the one role in which you feel you are most influential as a leader.

- Staff nurse
- Advanced Practice Nurse
- Nurse Executive/Administrator
- Nurse Manager
- Nurse Faculty (Academic)
- Nurse Educator (Industry/Clinical)
- Clinical Informatics
- Quality Management/Risk Management
- Utilization Review/ Infection Control
- Nurse Researcher (Clinical)
- Consultant
- Travel Nurse
- Case Manager
- Other (non-health related; please specify) _____
- Other (health related; please specify) _____
- Nurse Researcher (Non-Clinical)

13 Please answer the following questions based on the role you have just selected.

15 Work setting:

- Academic setting (non-profit)
- Academic setting (private/for profit)
- Academic setting (public)
- Hospital
- Ambulatory care setting
- Assisted living facility
- Community health
- Correctional facility
- Government/Policy
- Health care consulting/product sales
- Home health
- Hospice
- Insurance claims/ Benefits
- Nursing home/ Extended care
- Occupational Health
- Physician's Office
- Public Health
- Regulatory Licensing Agency
- School health service
- Temporary/ Staffing Agency
- Urgent Care/ Walk-in-clinic
- Volunteer
- Other; please specify _____

16 Ownership status of your work setting:

- Non-government/ non-profit
- For profit investor owned
- Government/ Public
- Other; please specify _____
- Don't know

17 How long have you worked in the health care sector in a managerial or leadership level?

- Less than 5 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- More than 30 years

18 How did you attain your leadership role?

- Sought out position (applied)
- Asked to take permanent position
- Asked to take interim position

19 How many people do you supervise? Include all departments, direct, and indirect reports.

- 1-5 staff
- 6-15 staff
- 16-40 staff
- 41-65 staff
- 66-100 staff
- More than 100 staff
- Zero (do not serve in a supervisory capacity)

20 How many staff directly report to you?

- 1-5 staff
- 6-10 staff
- More than 10 staff

21 The following questions ask about your VOLUNTARY LEADERSHIP ROLE (Political Appointment, Committee/Task Force Membership, Board Membership, etc.) If you serve in multiple voluntary leadership roles, please answer the following questions based on the organization for which you feel you have the most influential role.

22 What best describes your voluntary leadership role?

- Appointed as member of Board of Directors
- Elected as member of Board of Directors
- Volunteered to be a member of Board of Directors
- Appointed to serve on committee or task force
- Volunteered to serve on committee or task force
- Elected to public office

23 What best describes the nature/location of your voluntary leadership role?

- Professional Association
- Church/Religious
- Non-profit organization/ Social service agency
- Regulatory
- Educational
- Governmental/Legislative (State or Local)

24 Please fill in the following:

Name of the board

Mission/ purpose of the board or organization

What type of board/organization is it?

Is it a national/ state/ local board or organization?

Is it a hospital or health system board? (yes or no)

What is your role? (member, officer, or other)

25 Do you feel you are most influential in your voluntary leadership role or your employed leadership role?

- Voluntary
- Employed

26 For the following questions, please respond based on the role (voluntary or employed) in which you feel you are most influential.

27 In how many years do you plan on retiring or leaving the leadership role?

- Less than a year
- 1-3 years
- 4-6 years
- 7-10 years
- More than 10 years
- No plans to retire

28 Do you or your organization have a comprehensive succession plan to replace nurse leaders including yourself?

- Yes
- No

29 Will/can you choose your successor or participate in the selection process?

- Yes
- No
- I don't know

30 In your opinion, how prepared is your organization or association for the loss of key nurse leaders?

- Well prepared
- Somewhat prepared
- Not at all prepared
- I don't know

31 Please rate your level of agreement with the following statements:

	Strongly agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Based on my knowledge of staff, I worry about who will have the skills to take leadership positions in the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As part of succession planning, the scope of responsibilities and span of control in my area, the nurse leader role needs to be re-evaluated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse education adequately prepares nurses to serve as leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

32 From your perspective, please select and rank the top 3 contributors to your success as a nurse leader, from the following:(Label your selections 1, 2, or 3)

- _____ Educational preparation
- _____ Mentor
- _____ Experience
- _____ Right place, right time
- _____ Formal leadership programs
- _____ Informal leadership development
- _____ Vision
- _____ Networking
- _____ Other:

33 What resources do you believe would be useful to you in advancing to a leadership role?
(Select all that apply)

- Educational preparation
- Mentoring
- Experience
- Formal leadership programs
- Informal leadership development
- Networking

34 Have you participated in a leadership mentorship program as a mentor or mentee?

- Yes
- No

35 If you currently serve in a leadership position and/or have served in the past, would you be willing to mentor other nurses who are interested in board leadership?

- Yes
- No
- I don't know

36 Have you ever taken a course, seminar, or webinar in leadership or other activity to enhance your leadership knowledge and skills?

- Yes
- No

37 In the past year, how often have you visited a nursing organization website?

- Never
- 1-3 times
- 4 or more times

38 Have you served in a public, elected office? (local, state, or federal)

- Yes
- No

39 Are you interested in running for a public office? (local, state, or federal)

- Yes
- No
- I don't know

40 Would you be interested in participating in an educational program on "how to run for public office"?

- Yes
- No
- I don't know

41 Have you ever contacted your legislators to express your opinion about nursing issues?
(email, letter, phone, town hall)

- Yes
- No

42 Have you ever been involved in health policy or leadership advocacy?

- Yes
- No

43 Are you interested in serving on a board in a voluntary leadership capacity?

- Yes
- No

44 Is there a specific board you are interested in?

- Yes (Please Specify) _____
- No

45 What type of assistance would you be interested in to assist in board appointment/membership? (Select all that apply)

- Identifying potential boards for membership
- Understanding what you have to offer a board
- Educational programs regarding boards, roles, responsibilities
- Mentoring for boards
- Other (Please Specify) _____

46 I am confident in MY knowledge of nursing leadership.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

47 I am confident in MY practice of nursing leadership.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

48 Nurses at my workplace are confident in their knowledge of leadership.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

49 Nurses at my workplace are confident in their practice of leadership.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

50 Age

- 30 years of age or less
- 31-40 years of age
- 41-50 years of age
- 51-60 years of age
- 61-70 years of age
- 71 years of age or more

51 Gender

- Male
- Female

52 Ethnicity (Select all that apply)

- White/Non-Hispanic
- Black/Non-Hispanic
- Caribbean Islander/Non-Hispanic
- Hispanic/Latino
- Asian
- American Indian/Alaska Native
- Native Hawaiian/Pacific Islander
- Other (please specify) _____

53 Number of years of nursing experience:

- Less than 5 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- More than 30 years

54 In which county do you currently live?

- Alachua
- Baker
- Bay
- Bradford
- Brevard
- Broward
- Calhoun
- Charlotte
- Citrus
- Clay
- Collier
- Columbia
- DeSoto
- Dixie
- Duval
- Escambia
- Flagler
- Franklin
- Gadsden
- Gilchrist
- Glades
- Gulf
- Hamilton
- Hardee
- Hendry
- Hernando
- Highlands
- Hillsborough
- Holmes
- Indian River
- Jackson
- Jefferson
- Lafayette
- Lake
- Lee
- Leon
- Levy
- Liberty
- Madison
- Manatee
- Marion
- Martin
- Miami-Dade

- Monroe
- Nassau
- Okaloosa
- Okeechobee
- Orange
- Osceola
- Palm Beach
- Pasco
- Pinellas
- Polk
- Putnam
- Saint Johns
- Saint Lucie
- Santa Rosa
- Sarasota
- Seminole
- Sumter
- Suwannee
- Taylor
- Union
- Volusia
- Wakulla
- Walton
- Washington
- Currently live OUTSIDE of Florida

55 Your entry level nursing degree:

- Diploma in nursing
- Vocational/Practical Nursing Certificate
- ASN/ ADN
- BSN
- MN/ MS/ MSN
- DNP
- PhD

56 Highest nursing degree earned:

- Diploma in nursing
- ASN/ ADN
- BSN
- MN/ MS/ MSN
- DNP
- PhD

57 Where did you originally GRADUATE from nursing school?

- Within the U.S.
- Outside the U.S.

58 Highest degree in any field/ discipline (other than nursing):

- No degree other than nursing
- Associate Degree
- Baccalaureate Degree
- Masters (business related)
- Masters (health related)
- Masters (other)
- Law degree (JD)
- Doctorate in Medicine (MD, DO)
- Doctoral Degree (health discipline)
- Doctoral Degree (non-health discipline)

59 Is nursing a second career?

- Yes
- No

60 Are you willing to provide your contact information?

- Yes
- No

61 Contact information:

Name and Credentials

Employer

Title

Preferred phone number

Preferred e-mail