Q1. In which programs do you teach? (Mark all that apply with an “X”)

- ADN
- BSN: traditional
- BSN: accelerated
- 2nd Degree BSN
- RN to BSN
- Masters (MSN, MS, MA)
- Doctor of Nursing Practice (DNP)
- PhD
- Other (Specify): ____________________________
- Not Applicable

Q2. At your current position, do you now or have you ever taught in any of the following specialty programs/courses? (Mark all that apply with an “X”)

- Adult Health / Medical-Surgical
- Maternal-Child Health / Pediatrics
- Psych / Mental Health
- Gerontological Nursing
- Community / Public Health
- Management / Administration
- Other (Specify): ____________________________
- None / Do NOT teach specialty programs/courses

Q3. Does the nursing school consider you a …?
- Full-time faculty member
- Part-time faculty member

CONTINUE TO Q4

END THE SURVEY...Thank you! Please return using enclosed, postage-paid envelope.

Q4. How likely is it that you will change your status from full-time to part-time in the next year?

- Very likely
- Somewhat likely
- Somewhat unlikely
- Very unlikely
- Not Applicable

Q5. How likely is it that you will change your status from full-time to part-time in the next five years?

- Very likely
- Somewhat likely
- Somewhat unlikely
- Very unlikely
- Not Applicable

Q6. What is your rank? (Mark only one with an “X”)

- Full Professor
- Associate Professor
- Assistant Professor
- Instructor
- Lecturer
- Other (Specify): ____________________________

Q7. In what year did you become the rank indicated at question #6 at your current institution? Your best estimate is fine.

Enter Year: ___ ___ ___ ___
Q8. In what year did you become a full-time faculty member at your current institution? Your best estimate is fine.

Enter Year: ___ ___ ___ ___

Q9. Were you ever a full-time faculty member at any other nursing program?

☐ Yes
☐ No

Q9a. In what year were you appointed to full-time faculty at the first nursing program? Your best estimate is fine.

Enter Year: ___ ___ ___ ___

NOW GO TO Q10

Q10. Is 50% or more of your full-time faculty position dedicated to administrative responsibilities?

☐ Yes
☐ No

Q10a. What is your administrative title? (Check primary position only)

☐ Dean
☐ Associate Dean
☐ Assistant Dean
☐ Acting Dean
☐ Chair
☐ Other (Specify): ________________________________

NOW GO TO Q11

Q11. Are you…(Mark only one with an “X”)

☐ On tenure track but not tenured
☐ NOT tenured because institution has no tenure system
☐ NOT on tenure track
☐ Tenured

Q11a. What is the likelihood that you will be awarded tenure at this institution?

☐ Very likely
☐ Somewhat likely
☐ Somewhat unlikely
☐ Very unlikely
☐ Not Applicable

NOW GO TO Q12

Q12. How many months of the year does your appointment cover?

Enter # of Months: _____
Q13. During the 2009-2010 academic year, *in an average week while school was in session*, approximately how many hours did you spend at each of the following *work activities related to your academic job*? Do *not* include additional work that is *not* part of your faculty position *(e.g. - working as a staff nurse when it is not included in your faculty salary)*.

If this is your *first* year as a *full-time* nursing faculty member, please estimate for the *current* academic year.

<table>
<thead>
<tr>
<th>Work Activity Related to Your Academic Job</th>
<th>Avg. Hours/Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total hours per week spent on <em>all</em> work activities</td>
<td></td>
</tr>
<tr>
<td>Advising / mentoring students <em>(Include dissertation/thesis/capstone committees, office hours)</em></td>
<td></td>
</tr>
<tr>
<td>Teaching – primarily didactic <em>(Include instruction, preparation and grading for teaching in class, online, and independent study)</em></td>
<td></td>
</tr>
<tr>
<td>Teaching – primarily clinical <em>(Include clinical supervision in hospitals or elsewhere, skills or simulation laboratory, and preparation)</em></td>
<td></td>
</tr>
<tr>
<td>Research <em>(Funded and non-funded, including preparation of grant proposals and manuscripts)</em></td>
<td></td>
</tr>
<tr>
<td>Service - university, school, and departmental <em>(Include administrative responsibilities, meetings)</em></td>
<td></td>
</tr>
<tr>
<td>Clinical practice</td>
<td></td>
</tr>
<tr>
<td>Any other regularly occurring work activities</td>
<td></td>
</tr>
</tbody>
</table>

*Sum of these items should equal “Total hours per week spent on all work activities”*

Q14. On how many university, school, and/or departmental *committees* did you serve during the 2009-2010 academic year? Do *not* include dissertation/thesis/capstone committees.

If this is your *first* year as a *full-time* nursing faculty member, please estimate for the *current* academic year.

Enter # of Committees: __________
Q15. Please answer the questions below concerning the different courses (including clinicals and practicums) you taught during the 2009-2010 academic year (including the summer of 2010, if applicable). If a lecture class has a lab, do not count the lab as a separate section. If the same course is taught in 2 semesters, count this as 1 course.

If this is your first year as a full-time nursing faculty member, please estimate for the current academic year.

<table>
<thead>
<tr>
<th>Course 1</th>
<th>How many sections?</th>
<th>What was the average # of students per section?</th>
<th>Was this course taught predominantly online?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 2</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 3</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 4</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 5</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 6</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 7</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 8</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 9</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
<tr>
<td>Course 10</td>
<td></td>
<td></td>
<td>□ Yes □ No □ In-class and online</td>
</tr>
</tbody>
</table>

Q15a. Did you teach the course(s) listed in question #15 over...

□ 1 semester
□ 2 semesters (includes same course taught once per semester)
□ 2 semesters + summer?

Q16. For about how many students are you currently the academic advisor?

Enter # of Students: ________

If you are employed in an ADN program only...SKIP TO Q19

Q17. On how many Master’s-level thesis or capstone committees did you serve during the 2009-2010 academic year? If this is your first year as a full-time nursing faculty member, please estimate for the current academic year.

Enter # of Committees: ________

Q18. On how many doctoral-level dissertation or capstone committees did you serve during the 2009-2010 academic year? If this is your first year as a full-time nursing faculty member, please estimate for the current academic year.

Enter # of Committees: ________
Q19. How many of each of the activities below did you accomplish between July 1, 2009 and June 30, 2010, regardless of whether you were a full-time faculty member at that time?

<table>
<thead>
<tr>
<th>Activity</th>
<th># of Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>A course or program developed or significantly revised</td>
<td></td>
</tr>
<tr>
<td>An existing course converted to an online format</td>
<td></td>
</tr>
<tr>
<td>Presentation at a national or local conference</td>
<td></td>
</tr>
<tr>
<td>Publication in a peer-reviewed journal</td>
<td></td>
</tr>
<tr>
<td>Other publication or report</td>
<td></td>
</tr>
<tr>
<td>Preparation of a grant proposal</td>
<td></td>
</tr>
<tr>
<td>Review of a manuscript for a refereed journal</td>
<td></td>
</tr>
</tbody>
</table>

Q20. How much do you agree or disagree with each of the following statements about the resources available to you at your school?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have the necessary equipment and supplies to adequately teach my students.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have adequate school travel funds for professional development.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My office space is sufficient.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My classroom space is sufficient.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have sufficient internal funding to conduct my research.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have peers who give me advice on research when I need it.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have sufficient teaching support.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have sufficient technology support.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have colleagues to ask advice on promotion issues.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>There is a sense of community within my department or school.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have confidence in the current direction in which my department or school of nursing is headed.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My school offers adequate opportunities for fitness and recreation.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
Q21. Overall, how satisfied are you with your academic job at your primary academic institution?

- Very Satisfied
- Somewhat Satisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- Not Applicable

Q22. How satisfied are you with each of these aspects of your academic job at your primary academic institution?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Very Satisfied</th>
<th>Somewhat Satisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Very Dissatisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workload</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work schedule</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Climate for racial and ethnic minority faculty members</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job security</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Flexibility to balance work and family life</td>
<td></td>
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<td></td>
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<tr>
<td>Opportunity to use your skills and abilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Autonomy and independence</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quality of your relationship with your school’s administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunity to influence important decisions in your department or school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meaningfulness of your work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Variety of work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunities for career advancement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your relationships with your students</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your relationships with your nursing faculty colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your relationships with your faculty colleagues outside of the nursing department/school</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
Q23. Please rate the following items on a 1-to-5 scale, where 1 = “None” and 5 = “A lot.”

<table>
<thead>
<tr>
<th>Item</th>
<th>None</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>The rewards for innovation in your job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The amount of flexibility in your job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The amount of visibility of your work-related activities within the institution.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q24. (Removed)

Q25. How likely are you to **leave the field of academic nursing**...

- ... in the next **year**?  
- ... in the next **5 years**?  
- ... in the next **10 years**?

*If you checked any of these, CONTINUE TO Q26.*

*If you selected “Very unlikely” and/or “Not Applicable” to all 3 items, GO TO Q28.*

Q26. Which best describes the **next position** you might have? *(Mark only one with an “X”)*

- Retired  
- Employed as a nurse in a patient care setting  
- Employed as a nurse in a non-patient care setting  
- Employed, but not in nursing  
- Not employed  
- Other (Specify): ________________________________________________________

*If you checked “Retired” at Q26, GO TO Q28.*

Q27. Which of the following is the **main reason** why you would **leave the field of academic nursing**? *(Mark only one with an “X”)*

- Seek more job security  
- Seek higher salary  
- Seek a more manageable workload  
- Seek a more meaningful job  
- Other (Specify): ________________________________________________________
Q28. If you stay in academic nursing, how likely are you to leave your primary academic institution ...

... in the next year?

Very likely

Somewhat likely

Somewhat unlikely

Very unlikely

Not Applicable

... in the next 5 years?

... in the next 10 years?

If you checked ANY of these, CONTINUE TO Q29.

If you selected “Very unlikely” and/or “Not Applicable” to all 3 items, GO TO Q30.

Q29. What is the main reason why you would leave your current job? (Mark only one with an “X”)

☐ Retire

☐ Seek a more manageable workload

☐ Seek more job security

☐ Seek a more meaningful job

☐ Seek higher salary

☐ Family/personal considerations

☐ Other (Specify): ________________________________

Q30. Please estimate your annual salary at your primary academic job, including summer, administrative, and research pay. (Mark only one with an “X”)

☐ $0

☐ $1 - $24,999

☐ $25,000 - $49,999

☐ $50,000 - $74,999

☐ $75,000 - $99,999

☐ $100,000 - $149,000

☐ $150,000 - $199,999

☐ $200,000 - $300,000

☐ More than $300,000

Q31. Not counting the salary from your primary academic job or any income from other household members, please estimate your annual income from all other sources. (Mark only one with an “X”)

☐ $0

☐ $1 - $4,999

☐ $5,000 - $9,999

☐ $10,000 - $14,999

☐ $15,000 - $24,999

☐ $25,000 - $49,999

☐ $50,000 - $74,999

☐ $75,000 - $100,000

☐ More than $100,000

Q32. What is your total household income (include income from all household earners)?

Enter Income: __________________________

Q33. Including yourself, how many people (adults and children) are supported by that total household income?

Enter # of People: ______
Q34. Do you currently have a NURSING credential or degree?

☐ Yes ☐ No

Q34a. What is the highest NURSING credential or degree you have earned? *(Mark only one with an “X”)*

☐ Associate Degree ☐ Master’s
☐ Diploma ☐ Doctor of Nursing Practice (DNP)
☐ Baccalaureate ☐ PhD
☐ Other (Specify): ________________________________

Q34b. In what **year** did you earn your highest NURSING degree?

Enter Year: ___ ___ ___ ___  NOW GO TO Q35

Q35. Are you currently working on a/another NURSING credential or degree?

☐ Yes ☐ No

Q35a. What NURSING credential(s) or degree(s) are you currently working on? *(Mark all that apply with an “X”)*

☐ Associate Degree ☐ Master’s
☐ Diploma ☐ Doctor of Nursing Practice (DNP)
☐ Baccalaureate ☐ PhD
☐ Other (Specify): ________________________________

NOW GO TO Q36

Q36. Do you have a NON-NURSING degree?

☐ Yes ☐ No

Q36a. What is the highest NON-NURSING degree you have earned? *(Mark only one with an “X”)*

☐ Bachelor’s (BA, BS, etc.) ☐ LLB, JD
☐ Master’s (MA, MS, MBA, etc.) ☐ EdD
☐ PhD ☐ Other (Specify): ________________________________

Q36b. In what **year** did you earn your highest NON-NURSING degree?

Enter Year: ___ ___ ___ ___  NOW GO TO Q37
Q37. Are you currently working on a/another NON-NURSING degree?

☐ Yes

☐ No

Q37a. What NON-NURSING degree(s) are you currently working on? (Mark all that apply with an “X”)

☐ Bachelor’s (BA, BS, etc.)

☐ Master’s (MA, MS, MBA, etc.)

☐ PhD

☐ Other (Specify): _______________________________

NOW GO TO Q38

Q38. Are you currently licensed as an RN?

☐ No

☐ Yes

Q38a. Were you ever licensed?

☐ Yes

☐ No

NOW GO TO Q39

Q38b. In what year were you first licensed?

Enter Year: ___ ___ ___ ___

NOW GO TO Q39

Q39. Are you certified as an advanced practice registered nurse (APRN)?

☐ Yes

☐ No

Q39a. Are you a…(Mark all that apply with an “X”)

☐ Nurse practitioner

☐ Clinical nurse specialist

☐ Nurse midwife

☐ Nurse anesthetist

NOW GO TO Q40

Q40. Do you have advanced preparation in …? (Mark all that apply with an “X”)

☐ Adult Health / Medical-Surgical

☐ Maternal-Child Health / Pediatrics

☐ Psych / Mental Health

☐ Gerontological Nursing

☐ Community / Public Administration

☐ Management / Administration

☐ Other (Specify): _______________________________

☐ None of these / No Advanced Preparation

NOW GO TO Q41

Q41. Did your preparation for your role as a faculty member include any of the following? (Mark all that apply with an “X”)

☐ Graduate courses in education

☐ Post-master’s certificate in nursing education

☐ Assignment to a mentor

☐ Service as a teaching assistant during graduate study

☐ Other (Specify): _______________________________

☐ None / I have NOT received any preparation for my role as a faculty member
Q42. What is your year of birth?

19 ___ ___

Q43. What is your gender?

☐ Female
☐ Male

Q44. What is your current marital status? *(Mark only one with “X”)*

☐ Married
☐ Single and never been married
☐ Unmarried, living with partner
☐ Divorced
☐ Widowed
☐ Separated

Q45. Would you say your health is...

☐ Excellent,
☐ Very good,
☐ Good,
☐ Fair, or
☐ Poor?

Q46. Are you of Hispanic, Latino, or Spanish origin?

☐ Yes
☐ No

Q47. What is your race? *(Mark only one with “X”)*

☐ American Indian or Alaska Native, Aleut, Eskimo
☐ Asian or other Pacific Islander
☐ Black or African-American
☐ White or Caucasian
☐ Two or more races (Specify): ____________________________________________________
☐ Other (Specify): _______________________________________________________________

Q48. Were you born inside the United States, Puerto Rico, or other U.S. territories *(including Guam, U.S. Virgin Islands, American Somoa, Northern Marianas Islands, Marshall Islands, or if born on a U.S. military base regardless of the country)*?

☐ Yes, born inside the U.S., Puerto Rico, other U.S. territory, or on a U.S. military base
☐ No (Specify Country of Birth): ___________________________________________________

Thank you.