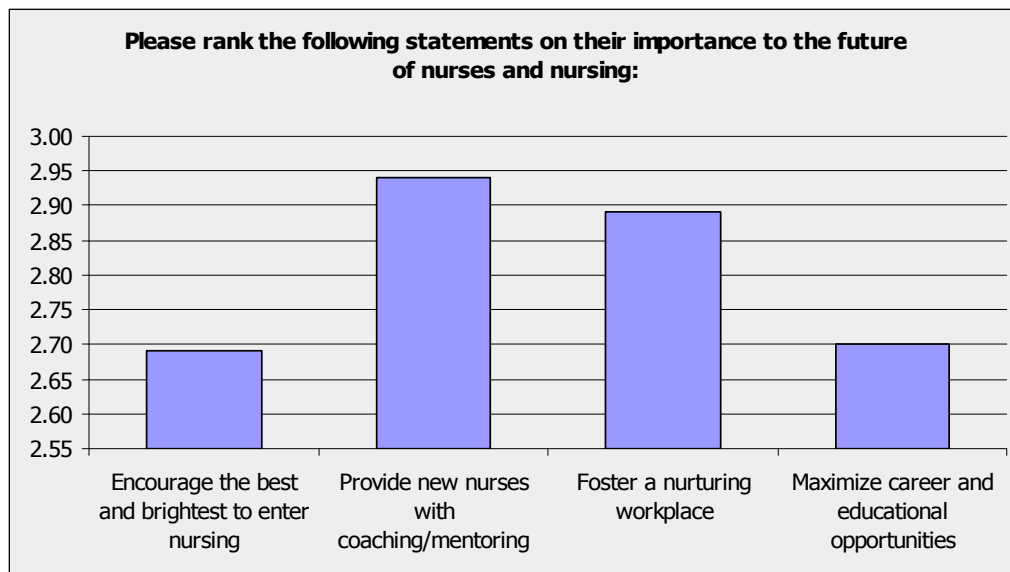




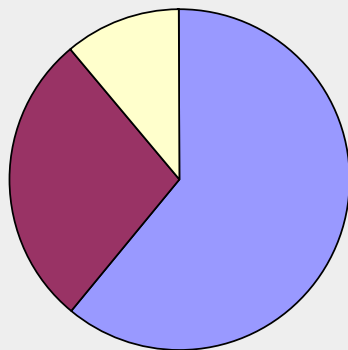
Please rank the following statements on their importance to the future of nurses and nursing:					
Answer Options	Low	Moderate	High	Rating Average	Response Count
Encourage the best and brightest to enter nursing	89.20%	1927	674	2.69	2164
Provide new nurses with coaching/mentoring	39.80%	859	927	2.94	2167
Foster a nurturing workplace	74.30%	1605	889	2.89	2168
Maximize career and educational opportunities	46.40%	719	659	2.70	2158
<i>answered question</i>					2172
<i>skipped question</i>					11



A shortage of registered nurses in North Carolina is projected to exceed 30,000 by the end of the next decade. Do you see the effects of a nursing shortage in your professional circles ... and, if so, how does it affect you and your work?

Answer Options	Response Percent	Response Count
Yes, adverse impact	60.8%	1294
No apparent shortage or impact	28.1%	598
Not sure	11.2%	238
<i>answered question</i>		2130
<i>skipped question</i>		55

A shortage of registered nurses in North Carolina is projected to exceed 30,000 by the end of the next decade. Do you see the effects of a nursing shortage in your professional circles ... and, if so, how does it affect you and your work?

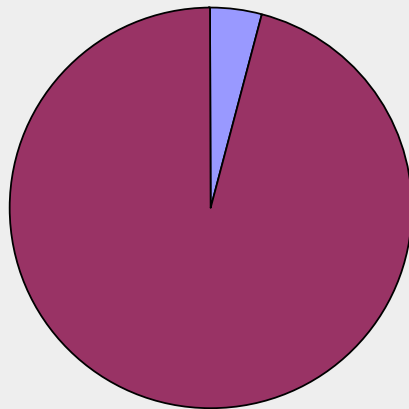


- Yes, adverse impact
- No apparent shortage or impact
- Not sure

Which of the following responses to human error do you feel will keep patients safer and build confidence in nursing?

Answer Options	Response Percent	Response Count
Swift action based on harm or potential for harm as a deterrent to making errors.	4.2%	90
Cause analysis, self-accountability, and systemic improvements, to identify problems and prevent future mistakes.	95.8%	2033
<i>answered question</i>		987
<i>skipped question</i>		26

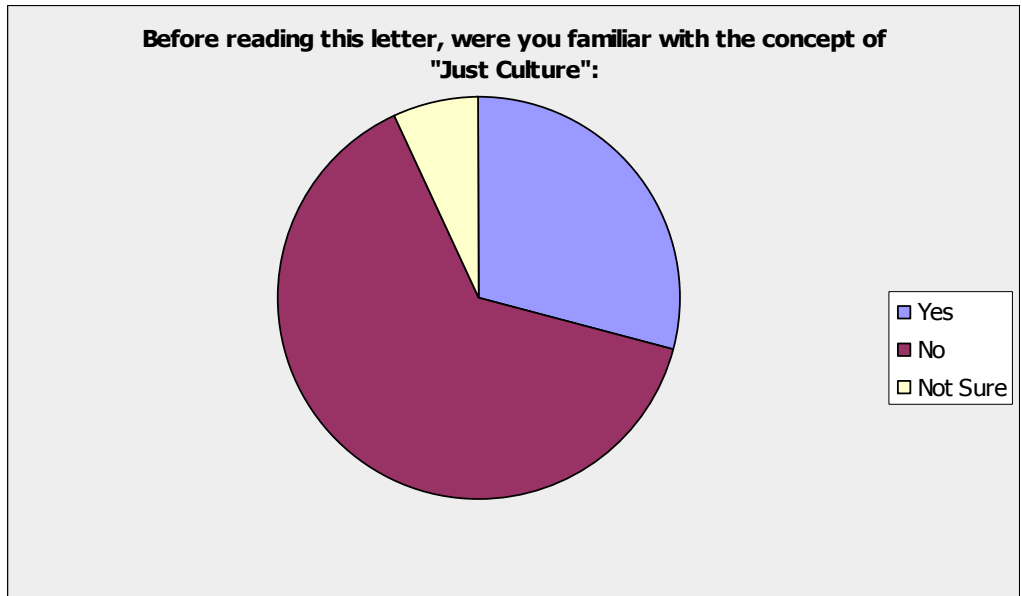
Which of the following responses to human error do you feel will keep patients safer and build confidence in nursing?



- Swift action based on harm or potential for harm as a deterrent to making errors.
- Cause analysis, self-accountability, and systemic improvements, to identify problems and prevent future mistakes.

Before reading this letter, were you familiar with the concept of "Just Culture":

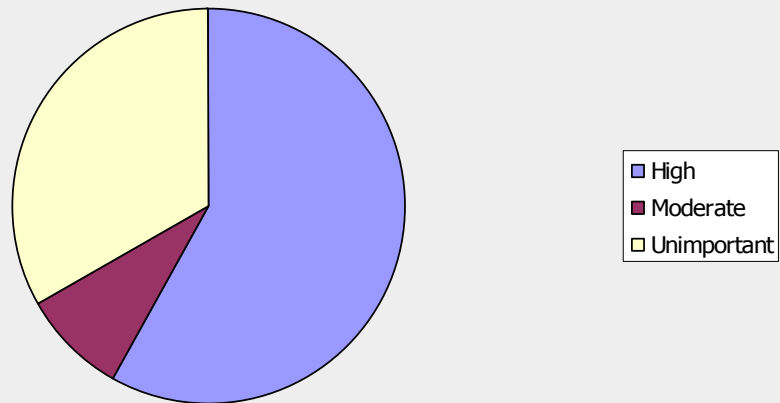
Answer Options	Response Percent	Response Count
Yes	29.1%	630
No	64.0%	1384
Not Sure	6.9%	149
<i>answered question</i>		2163
<i>skipped question</i>		20



How would you rate the importance of a program designed to help newly licensed nurses transition from school to practice:

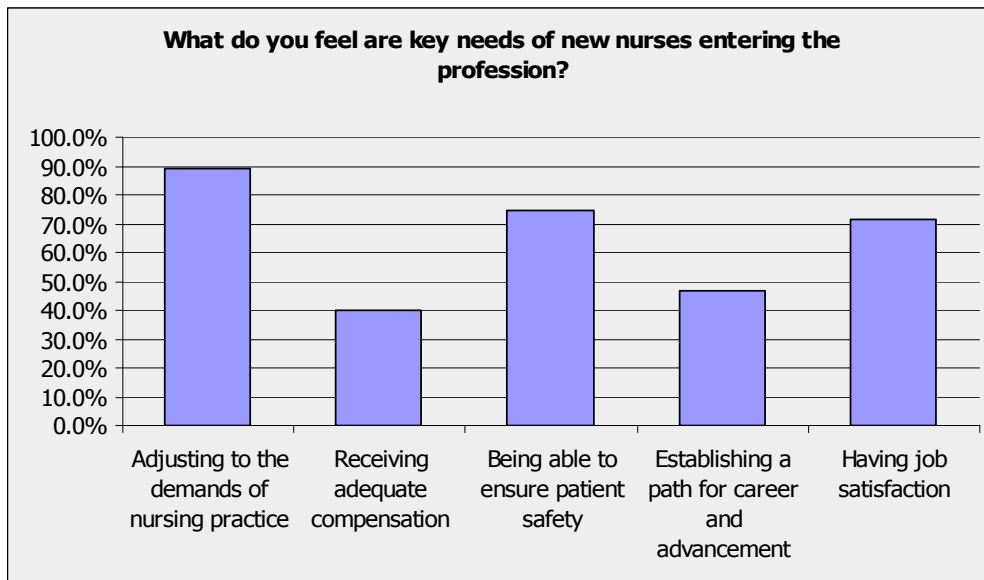
Answer Options	Response Percent	Response Count
High	86.7%	1878
Moderate	12.8%	277
Unimportant	50.0%	10
<i>answered question</i>		2165
<i>skipped question</i>		18

How would you rate the importance of a program designed to help newly licensed nurses transition from school to practice:



What do you feel are key needs of new nurses entering the profession?

Answer Options	Response Percent	Response Count
Adjusting to the demands of nursing practice	89.2%	1927
Receiving adequate compensation	39.8%	859
Being able to ensure patient safety	74.3%	1605
Establishing a path for career and advancement	46.4%	719
Having job satisfaction	71.8%	1551
answered question		2160
skipped question		23



The Survey Results Are In!

Over 2,000 nurses responded to a recent survey designed to ensure that the Foundation for Nursing Excellence is developing programs with input from expertise in the field. Specifically, nurses weighed in on the key needs of new nurses entering the workforce. The list below represents the top three areas in order of importance to new nurses:

- adjusting to the demands of nursing practice
- ensuring patient safety
- having job satisfaction

Additionally, an overwhelming number of respondents placed high importance on a program designed to help newly licensed nurses transition from school to practice.

We sincerely appreciate the time you took to fill out our survey! This information will be used to enhance and strengthen our current and existing programming. Below is more information about the survey results.