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## THA Member Survey on Nurse Staffing

The Texas Hospital Association has consistently heard from its members that staffing is among the most pressing challenges facing hospitals. Throughout the pandemic, hospitals have dealt with staff burnout, high vacancy and turnover rates and increased staffing costs. In preparation for the upcoming legislative session, THA is seeking member input to better understand RN staffing issues and how they might be addressed.

Thank you for your participation in this important member survey.

\* 1. Hospital name or system name, if responding for entire system.

2. If you are responding for a system, for how many hospitals are you responding?

\*3. Information about person completing survey.

Name:

Email:

### Nurse Staffing Numbers

4. Please provide current staffing numbers for your RN staff in full-time equivalents (FTEs).

Total number of occupied permanent FTEs.

Total number of vacant permanent FTEs.

Total number of contract/agency/traveling/per diem FTEs.

5. Of the vacant permanent FTEs listed above, how many are currently posted?

### Nurse Staffing Challenges

6. Is your hospital operating with reduced staffed beds or other services due to RN vacancies?

Yes  No

7. Please rank the reasons why RNs are leaving employment at your hospital. Order the reasons from most common (rank 1) to least common (rank 8).

\_\_\_ Requirement to get vaccinated for COVID-19

\_\_\_ Discomfort over unvaccinated patients, staff, or others

\_\_\_ Negative or traumatic experiences during the pandemic

\_\_\_ Workplace violence

\_\_\_ Burnout/fatigue

\_\_\_ Leaving the acute care setting

\_\_\_ Greater pay, including as a travel nurse

\_\_\_ Other (Please specify in next question)

8. If applicable, please list other reasons why RNs are leaving employment at your hospital.

9. Please rank the challenges your hospital faces in filling vacant RN positions. Order the challenges from most impactful (rank 1) to least impactful (rank 4).

- Lack of qualified applicants
- Increased pay demands
- Scope of practice/licensure limitations
- Other (Please specify in next question)

10. If applicable, please list other challenges your hospital is facing in filling RN positions.

**Workplace Violence**

11. Has your organization implemented a program or policy that includes prevention of workplace violence against nurses?

- Yes     No

12. How has the frequency of workplace violence in your hospital changed since the start of the pandemic?

- Significant increase
- Some increase
- About the same
- Some decrease
- Significant decrease

13. How has the severity of workplace violence in your hospital changed since the start of the pandemic?

- Significant increase
- Some increase
- About the same
- Some decrease
- Significant decrease

**Nursing Education**

\* 14. Does your hospital offer clinical placements for nursing students?

- Yes (Go to #15)     No (Go to #16)

15. Please indicate whether and (if applicable) which barriers to increasing capacity for clinical placements exist.

16. What barriers exist preventing your hospital from offering clinical placements?

17. Is your hospital in a rural area?

- Yes (Go to #18)     No (Go to #20)

18. Does a lack of nurses with master's or doctoral degrees limit your hospital's ability to offer clinical placements?

- Yes (Go to #19)     No (Go to #20)



19. Would your hospital's clinical placement capacity increase if nurses with a bachelor's degree and significant clinical experience were permitted to serve as faculty preceptors?

Yes       No

20. What else would you like to share with THA about your workforce or other challenges?

**Thank you for your membership and collaboration!**