APIN CEO Survey
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**Methodology**

- Quantitative survey performed via individual telephone interviews by research assistant
- Interviews lasted 30-45 minutes
- Thirty-nine surveys completed (although some were done by CNOs)
- Twenty-nine critical access hospitals (CAHs), nine non-CAH hospitals participated
Yellow = Region 1
Green = Region 2
Blue = 3
Pink = Region 4
Salmon = Region 5
Participation by CAH/Non-CAH

- Region 1: CAH - 5, Non-CAH - 3
- Region 2: CAH - 5, Non-CAH - 2
- Region 3: CAH - 9, Non-CAH - 0
- Region 4: CAH - 3, Non-CAH - 3
- Region 5: CAH - 7, Non-CAH - 2
**Survey Questions**

- Years in role as CEO
- Highest level of education
- Health professions license
- Gender
- Net patient revenue for facility
- Regional location of facility
- Affiliation status and its effect on nursing WF
Survey Questions, cont.

- RN labor market?
- Educational preference for hiring RNs?
- Number of RNs and LPNs (and degrees)?
- Provide incentives to continue education?
- What types of incentives?
- Would you like to offer more?
- If you use preceptors, are they recognized?
Nursing Labor Market

![Graph showing demand and supply for CAH and Non-CAH settings. The graph illustrates the percentage of situations ranging from high demand to much less than supply for both categories.]
A Different View

RN Supply and Demand CAH
- High Demand: 17%
- Moderate Demand: 20%
- Demand = Supply: 6%
- Demand < Supply: 0%
- Demand Much < Supply: 55%

RN Supply and Demand Non-CAH
- High Demand: 0%
- Moderate Demand: 10%
- Demand = Supply: 50%
- Demand < Supply: 40%
- Demand Much < Supply: 0%
NURSE HIRING PREFERENCES

- ASN or Diploma: 13%
- ASN in Process of BSN: 10%
- BSN or Higher: 60%
- No Requirements: 58% (40% RN Education Preference Non-CAH, 18% RN Education Preference CAH)
Incentives to Advance RN Education

Are incentives provided to advance RN education?

- CAH (n = 29):
  - No: 24%, Yes: 76%

- Non-CAH (n = 10):
  - No: 20%, Yes: 80%
Preceptors for Nursing Students

Percent of CAHs and Non-CAHs with Nurses Serving as Preceptors

- CAH (n = 19)
- Non-CAH (n = 10)