

RETIRED NURSE - CHIEF NURSE ENDORSEMENT LETTER

Date

Dear [Title (First) Last Name:

I am writing to request your participation in a brief survey conducted by the RAND Corporation, a non-profit, non-partisan policy research institution headquartered in Santa Monica, California.

As you read in the email from RAND, the Defense Authorization Act of 2009 authorizes the Secretary of Defense to conduct a demonstration project that would encourage retired military nurses to serve as faculty at civilian nursing schools. To help evaluate the potential success of this program, we wish to understand what you think of such a program and to learn about your background and factors that would be important to you as a retired military nurse. To do this, RAND has designed a web (or mail) survey that you could complete at a date/time convenient for you, but no later than (Date) . It should take about 15 minutes to complete.

I hope that you will agree to participate in this important research and thank you in advance for your time. You are the expert and are uniquely positioned to give us your thoughts about the program design and merits. In the meantime, if you have any questions or would like more information, please call the Survey Coordinator, Ms. Rosa-Elena Garcia by phone at 310-393-0411, ext. 6601 or by email at rosaeg@rand.org.

Sincerely,

Chief Nurse Name

RETIRED NURSE SURVEY

MILITARY EXPERIENCE

1. Between January 1, 2001 and your retirement from military service, how many separate times were you deployed for at least 30 consecutive days?

MARK ONLY ONE

- 0 times
- 1 time
- 2 times
- 3 times
- 4 times or more

2. How many total months were you deployed between January 1, 2001 and your retirement from military service?

ENTER # OF MONTHS
_____ Months

3. Did you have any enlisted service prior to receiving your commission as an officer?

MARK ONLY ONE

- Yes
- No → *If No, Go to Question 5*

4. At what year of service in your active duty military career did you become an officer?

ENTER # OF YEARS
___ Years of service

5. Have you ever served in a primary occupation in the military other than nursing?

MARK ONLY ONE

- Yes
- No → *If No, Go to Question 7*

6. How many years of military experience did you have in nursing?

ENTER # OF YEARS
___ Years of service

NURSING BACKGROUND

7. Do you have a master's or doctorate degree?

MARK ONLY ONE

- Yes
- No → *If No, Go to Question 10 on the Next Page*

8. What advanced degrees have you received?

MARK ALL THAT APPLY

- Master's in Advanced Practice Nursing-Nurse Practitioner
- Master's in Clinical Nurse Specialty or Clinical Nurse Leadership
- Master's in Nurse Anesthesia
- Master's in Nurse Midwifery
- Master's in Complementary or Alternative Medicine
- Master's in Health Informatics
- Master's in Nursing Administration
- Master's in Health Administration
- Master's in Community Health/Public Health
- Master's in Nursing Education or other Health Education
- Master's in Business Administration or Public Administration
- Doctorate (Ph.D., DNSc, DNP)
- Other, specify: _____
- Don't Know

9. Are you working at least part-time in your advanced nursing specialty?

MARK ONLY ONE

- Yes
- No

10. How recently have you held a military or civilian position in which you provided direct patient care or supervised nurses who provided direct patient care?

MARK ONLY ONE

- I currently hold a position involving direct patient care or nurse supervision
- I had a position involving direct patient care or nurse supervision within the last 2 years
- I had a position involving direct patient care or nurse supervision 2-5 years ago
- I have not had a position that involved direct patient care or nurse supervision in more than 5 years

11. How recently have you held a military or civilian position in hospital or clinic management (e.g., chief nurse, hospital commander or CEO, deputy commander, other senior administrative position)?

MARK ONLY ONE

- I currently hold a position in hospital or clinic management
- I had a position in hospital or clinic management within the last 2 years
- I had a position in hospital or clinic management 2-5 years ago
- I have not had a position in hospital or clinic management in more than 5 years

12. Do you hold a current nursing license or certification from a State Nursing Board?

MARK ONLY ONE

- Yes
 No

13. Do you hold a current certification from an accredited nursing certification program?

MARK ONLY ONE

- Yes
 No

EMPLOYMENT

14. Do you currently work for pay?

MARK ONLY ONE

- Yes
 No → *If No, Go to Question 18 on the Next Page*

15. Thinking about your current employment, how many hours do you typically work per week?

MARK ONLY ONE

- Less than 20 hours a week
 20 to 34 hours a week
 35 hours or more a week

16. Do you work in a position that requires a nursing background?

MARK ONLY ONE

- Yes
 No → *If No, Go to Question 18 on the Next Page*

17. Which type(s) of nursing position do you work in?

MARK ALL THAT APPLY

- Health care sector but not in direct patient care (e.g., administration, consulting, health plan, research)
 Direct patient care (in a hospital or ambulatory setting)
 Public Health
 Teaching
 Other (Specify: _____)

18. What factors were important to you in deciding whether or not to work in nursing after your retirement from the military?

MARK ONLY ONE in TERMS OF IMPORTANCE

	Extremely Important	←—————→			Not Important
	1	2	3	4	5
a. General work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Availability of nursing positions near where I plan to live	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Availability of nursing positions appropriate to my training and experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Opportunities for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Opportunities for serving a population or mission I care about	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Flexibility of work schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Availability of part-time work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TEACHING

19. Are you currently employed as an instructor or faculty member at an institution offering a bachelor's or higher degree in nursing?

MARK ONLY ONE

- Yes
- No → *If No, Go to Question 24 on the next page*

20. What kind of teaching are you involved in?

MARK ALL THAT APPLY

- Didactic/classroom
- Clinical setting

21. If you are teaching nursing students, what type of degrees are they pursuing?

MARK ALL THAT APPLY

- Licensed Practical/Vocational Nurse
- Associate's
- Bachelor's
- Master's
- Doctorate

22. How much are you paid in your primary teaching position?

PLEASE ENTER THE DOLLAR AMOUNT AND THE APPROPRIATE FREQUENCY/BASIS OF PAYMENT. YOUR BEST GUESS IS FINE.

- \$ _____
- Per course
 - Per month
 - Per term (quarter, semester)
 - Per academic year
 - Per calendar year

23. What type of instructor or faculty position are you currently in?

MARK ONLY ONE

- Tenure track → *If Tenure Track, Go to Question 33*
- Full-time, non-tenure track → *If Full time, Go to Question 33*
- Part-time → *If Part-time, Go to Question 31*

24. Have you previously taught as an instructor or faculty member in a formal education or training program for medical personnel (e.g., associate degree nurses, bachelors or graduate degree nurses, medical technicians, medics)?

MARK ONLY ONE

- Yes
- No → *If No, Go to Question 29 on the Next Page*

25. How many years ago was your most recent formal teaching experience?

MARK ONLY ONE

- Within the last 2 years
- 2-5 years ago
- More than 5 years ago

26. Was your teaching experience in the military or a civilian program?

MARK ALL THAT APPLY

- Military nurse education program
- Other military education program
- Civilian nurse education program
- Other civilian education program

27. Has your teaching experience involved classroom teaching?

MARK ONLY ONE

- Yes
- No

28. What is the duration of the longest course you've taught?

MARK ONLY ONE

- 1 day
- 1 week
- More than 1 week
- More than 1 month

GO TO QUESTION 29

29. Have you ever considered teaching as an instructor or faculty member in a formal education or training program?

MARK ONLY ONE

- Yes
- No

30. Are there any nursing schools offering a Bachelor's degree in Nursing (BSN) or higher in the area where you live (or where you will be living if you just retired)?

MARK ONLY ONE

- Yes
- No
- Not sure

31. Congress has authorized DoD to conduct a demonstration program that would provide a financial incentive to civilian nursing schools to hire retired military nurses as full-time faculty and offer scholarships to BSN students willing to serve as a military nurse after graduation. This is part of a proposal that in the past has been called the Troops to Nurse Teachers program.

How interested would you be in accepting a position to teach full-time during the academic year in a nursing program (BSN or MSN degree program) if you were offered a starting salary (excluding any opportunities to earn extra pay for work during the summer months) of:

(Note to programmer: reveal choices one at a time if the answer is 3 or lower.

Once they answer 2 or higher skip to next question)

MARK ONLY ONE in
TERMS OF YOUR
INTEREST

	Extremely Interested	←—————→			Not Interested
	1	2	3	4	5
a. \$50,000 for the 9-month academic year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. \$65,000 for the 9-month academic year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. \$80,000 for the 9-month academic year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. \$95,000 for the 9-month academic year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. How interested would you be in part-time teaching in a nursing program (BSN or MSN degree program) even if this were not part of the TNT Program?
MARK ONLY ONE

- I would very likely be interested in part-time teaching
- I might be interested in certain positions
- I do not expect to have any interest in part-time teaching
- Not sure

33. What factors are important to you in deciding whether or not to teach?

MARK ONLY ONE in TERMS OF IMPORTANCE	Extremely	←—————→			Not
	Important	2	3	4	Important
	1				5
a. Flexibility of work schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Collegiality of the other teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Opportunity to help others enter the nursing profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Opportunity to recruit people into military nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Interacting with the students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Opportunity to learn more about nursing theory and practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Availability of part-time work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. Are you planning to move to a new location in the next six months?

MARK ONLY ONE

- Yes → If Yes, Go to Question 35
 No → If No, Go to Question 36

35. Where do you plan to reside after you move?

ENTER ZIP CODE _____ or State _____

- Not sure

36. Where do you currently reside?

ENTER ZIP CODE _____

37. What factors were important to you in deciding where you would live after you retired from the military?

MARK ONLY ONE in TERMS OF IMPORTANCE	Extremely	←—————→				Not Important
	Important	2	3	4	(Not Applicable)	
	1				5	
a. Cost of living (food, housing, commuting)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Employment opportunities in nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
c. Employment opportunities in another profession	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
d. Spouse/partner employment opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
e. Spouse/partner location preference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
f. Educational opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
g. Cultural and recreational opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
h. Proximity to family or friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
i. Availability of high quality schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
j. Proximity to military base	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
k. Climate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
l. Home town	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
m. Other (specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

38. What is your current marital status?

MARK ONLY ONE

- Married
- Living with a partner
- Single and not living with a partner → *If Single, Go to Question 41*

39. Has your spouse or partner served in the military?

MARK ONLY ONE

- Yes, my spouse/ partner is currently on active duty → **If Yes, Go to Question 42**
- Yes, my spouse/partner is currently on reserve duty
- Yes, my spouse/partner is retired from the military
- Yes, my spouse/ partner separated from military service before retirement
- No, my spouse/partner has never served in the military

Questions 40-41 should be worded differently for those who plan to move soon (If Yes, Q33 use: Q40: "After you move, do you expect your spouse or partner will work in a civilian job for pay?" and Q41: "After your move, how many hours do you expect your spouse or partner will typically work in a week?"; otherwise, use the following for Q40 and Q41.

40. Does your spouse or partner currently work in a civilian job for pay?

MARK ONLY ONE

- Yes
- No → **If No, Go to Question 42**

41. Thinking about your spouse or partner's employment, how many hours does he or she typically work per week?

MARK ONLY ONE

- Part Time, less than 20 hours a week
- Part Time, 20 hours to 34 hours a week
- Full time, 35 hours or more a week

42. How many dependent children **under the age of 18** are living in your household?

MARK ONLY ONE

- None
- One
- Two
- Three
- More than three

43. What is your current, gross annual HOUSEHOLD income before taxes, including your military retirement pay?

MARK ONLY ONE

- \$75,000 or less
- \$75,001 to \$100,000
- \$100,001 to \$125,000
- \$125,001 to \$150,000
- \$150,001 to \$175,000
- \$175,001 to \$200,000
- \$200,001 to \$225,000
- \$225,001 to \$250,000
- \$250,000 and higher

44. Do you think you would recommend military service to nurses just starting their careers today?

MARK ONLY ONE

- Definitely
- Probably
- Probably not
- Definitely not

Thank you for completing this survey.



RAND Troops to Nurse Teachers Program Survey

Thank you for completing this survey.

This survey is part of an evaluation of a Congressional proposal to establish a "Troops to Nurse Teachers" (TNT) program. The program includes assigning active-duty nurses to teach at civilian nursing schools for two years and encouraging retired military nurses to serve as faculty at civilian nursing schools. RAND is conducting the evaluation, and we will evaluate whether a program like this could help alleviate the nursing shortage in the military and increase the number of qualified nurses interested in teaching.

Participation is voluntary and you do not have to answer questions about any topic you do not want to answer. You can also stop the survey at any time for any reason. The survey should take you about 15 minutes to answer.

You should only fill out this survey if you are a retired from the military and were sent an invitation to participate. Do not complete this survey if you are not retired from the military.

Questions? You may contact the Project Survey Director Ms. Chau Pham by phone at 310-393-0411, ext. 7267 or by email at pham@rand.org.

To begin the survey, please enter your PASSWORD:

FIRST SCREEN BEFORE INSTRUCTIONS AND BEFORE SURVEY STARTS:

RAND will use the information you provide for research purposes only. We will not disclose your identity or information that would identify you to anyone not working on the survey without your permission, except as required by law. Data that cannot identify you may be used for other research purposes besides this project. We will remove all identifying information from the survey at the end of the study.

Prepared by:
RAND Corporation • 1776 Main Street • PO Box 2138 • Santa Monica, CA 90407-2138

Draft 8/24/09

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Initial Invitation Letter or Email

Subject: Retired Troops to Nurse Teachers Web Survey

Dear Title First Last Name:

At a time when nurses are critically needed to care for the wounded, the military faces challenges in nurse recruiting and retention and must consider new approaches.

The Defense Authorization Act for 2009 authorizes the Secretary of Defense to conduct a demonstration project that would encourage retired military nurses to serve as faculty at civilian nursing schools.

This project has been included in a proposal sometimes called the Troops to Nurse Teachers program. The expectation is that more nursing students will consider military service if their faculties include current and former military nurses. Attached is the legislation in case you would like to learn about the details of these proposed programs.

The Assistant Secretary of Defense for Health Affairs is sponsoring a RAND Corporation (RAND) study to evaluate whether a program such as this could help alleviate the current military nurse shortage and, at the same, help nursing schools attract additional qualified faculty members. The survey has been endorsed by your Chief Nurse which you can find here: www.servicewebsite.mil. RAND is a non-profit, non-partisan research institution headquartered in Santa Monica, California.

As part of the study, we are asking retired military nurses to complete a web survey to learn about their military experience, nursing background, employment, and about their thoughts about the TNT program. The survey will take you about 15 minutes to complete. Participation is voluntary and you do not have to answer questions about any topic you do not want to answer. You can also stop the survey at any time for any reason.

You can complete the survey on the Internet at: www.XXXX.com

Enter the Password: XXXX

RAND will use the information you provide for research purposes only. We will not disclose your identity or information that would identify you to anyone not working on the survey without your permission, except as required by law. Data that cannot identify you may be used for other research purposes besides this project. We will remove all identifying information from the survey at the end of the study.

If you have any questions about this study, you may contact the Project Survey Coordinator, Ms. Rosa-Elena Garcia by phone at 310-393-0411, ext. 6601 or by email at rosaeg@rand.org. If you have any questions or concerns about your rights as a research subject, please contact the Human Subjects Committee at RAND, 1776 Main Street, Santa Monica, CA 90407, 310-393-0411, ext 7173.

Thank you in advance for completing this survey.

Sincerely,

The RAND Corporation

Reminder Letter or Email

Subject Line: REMINDER: Retired Troops to Nurse Teachers Web Survey

Dear Title First Last Name:

A few weeks ago we sent you an email invitation to participate in a web survey about your military experience, nursing background, retirement plans, teaching experience, and potential interest in teaching upon retirement that will help Congress evaluate the potential success of a program that would encourage retired military nurses to serve as faculty at civilian nursing schools. The survey is being conducted by the RAND Corporation. If you have already completed the survey, thank you.

If you have not yet completed the survey, we encourage you to do so by Day, Date. The Assistance Secretary of Defense for Health Affairs values your answers and your opinions on their program. The web survey should take about 15 minutes to complete.

You can complete the survey on the Internet at: www.XXXX.com

Enter the Password: XXXX

If you have any questions, you may contact the Project Survey Coordinator, Ms. Rosa-Elena Garcia by phone at 310-393-0411, ext. 6601 or by email at rosaeg@rand.org.

Thank you in advance for participating in the survey.

Sincerely,

The RAND Corporation