

2022 NSSRN Paper Questionnaire Changes

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
A. Licensure and Certification	A1	On December 31, 2021, did you have an ACTIVE LICENSE to practice as a Registered Nurse (RN) or Advanced Practice Registered Nurse (APRN) in the U.S.?	Yes, Licensed RN but not APRN (1) Yes, Both RN and APRN (1) No - Done with survey (1)	A1a	Added APRN in question text, response category option change.
A. Licensure and Certification	A2	What U.S. state(s) ISSUED the active RN license(s) that you held on December 31, 2021? Do not include APRN licenses.	State abbreviation up to 8 states (2) x8	A1b	Question text changed to be more explicit.
A. Licensure and Certification	A3	Were you living in the U.S. on December 31, 2021? Mark (X) No if you were living in a U.S. territory.	Yes (1) No - Done with survey (1)	N/A	New question.
A. Licensure and Certification	A4	What U.S. state issued your FIRST RN license?	State abbreviation (2)	A2	Question change to separate out state/year to two questions.
A. Licensure and Certification	A5	In what year were you issued your FIRST U.S. RN license?	Year (4)	A2	Question change to separate out state/year to two questions.
A. Licensure and Certification	A6	Have you ever been LICENSED as a Licensed Practical Nurse (LPN) or Licensed Vocational Nurse (LVN) in the U.S.?	Yes (1) No (1)	A7	No changes.
A. Licensure and Certification	A7	On December 31, 2021, did you have any active nursing certifications as a Nurse Practitioner, Clinical Nurse Specialist, Nurse-Midwife, or Nurse Anesthetist?	Yes (1) No (1) SKIP to A12	J3	Deleted "national" from question, section change, skip pattern change.
A. Licensure and Certification	A8a	On December 31, 2021, did you have any active certification(s) as a Nurse Practitioner (NP)?	Yes (1) No (1) SKIP to A9a	N/A	New question.
A. Licensure and Certification	A8b	Were any of your NP certifications from a NATIONAL CERTIFYING ORGANIZATION?	Yes (1) No (1) SKIP to A9a	N/A	New question.
A. Licensure and Certification	A8c	Which of the following NP certifications did you have from a NATIONAL CERTIFYING ORGANIZATION? Mark (X) ALL that apply.	Family NP (1) Adult-Gerontology Primary Care NP (1) Adult-Gerontology Acute Care NP (1) Pediatric Primary Care NP (1) Pediatric Acute Care NP (1) Psychiatric-Mental Health NP (1) Neonatal NP (1) Women's Health Care NP (1) Emergency NP (1) Advanced Diabetes Management NP (1) Palliative Care NP (1) School NP (1) Other (1), Specify: (60)	F2	Question reworded, section change.
A. Licensure and Certification	A9a	On December 31, 2021, did you have any active certifications as a Clinical Nurse Specialist (CNS)?	Yes (1) No (1) SKIP to A10a	J4a	Question reworded, section change, skip pattern change.
A. Licensure and Certification	A9b	Were any of your CNS certification(s) from a NATIONAL CERTIFYING ORGANIZATION?	Yes (1) No (1) SKIP to A10a	J4c	Question reworded, section change, skip pattern change.
A. Licensure and Certification	A9c	Which of the following CNS certifications did you have from a NATIONAL CERTIFYING ORGANIZATION? Mark (X) ALL that apply.	Acute Care or Critical Care (1) Adult Health (1) Community Health or Public Health (1) Diabetes Management (1) Gerontological (1) Home Health (1) Hospice and Palliative Care (1) Medical-Surgical (1) Oncology (1) Pediatric (1) Psychiatric-Mental Health - Adult (1) Psychiatric-Mental Health - Child or Adolescent (1) Psychiatric-Mental Health - Family (1) Other (1), Specify: (60)	J4d	Question reworded, section change.
A. Licensure and Certification	A10a	On December 31, 2021, did you have an active certification as a Nurse-Midwife?	Yes (1) No (1) SKIP to A11a	J5a	Question reworded, section change, skip pattern change.
A. Licensure and Certification	A10b	Was your Nurse-Midwife certification from a NATIONAL CERTIFYING ORGANIZATION?	Yes (1) No (1)	J5c	Question reworded, section change.
A. Licensure and Certification	A11a	On December 31, 2021, did you have an active certification as a Nurse Anesthetist?	Yes (1) No (1) SKIP to A12	J6a	Question reworded, section change, skip pattern change.
A. Licensure and Certification	A11b	Was your Nurse Anesthetist certification from a NATIONAL CERTIFYING ORGANIZATION?	Yes (1) No (1)	J6c	Question reworded, section change.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
A. Licensure and Certification	A12	On December 31, 2021, which of the following skill based certifications did you have? Mark (X) ALL that apply.	No certifications (1) Ambulatory Care Certification (1) Critical Care Certificate (CCRN) (1) Emergency Medicine or Nursing (EMT, ENPC, etc.) (1) Life Support (BLS, ACLS, BCLS, etc.) (1) Resuscitation (CPR, NRP, etc.) (1) Trauma Nursing (TNCC, ATCN, ATN, etc.) (1) Other (1), Specify: (64?)	J2	Response options changed.
B. Education	B1	Which type of nursing degree qualified you for your FIRST U.S. RN license? Mark (X) ONE box only.	Diploma (1) Associate (1) Bachelor's (1) Master's (1) Doctorate – PhD (1) Doctorate – DNP (1) Other (1), Specify: (64?)	A3	No change.
B. Education	B2	In what year did you graduate with your first RN degree?	Year (4)	A4	Dropped month from question and response.
B. Education	B3	What percent of the courses for this degree was completed online or through distance learning? Do not include clinicals.	0 % (1) 1-49% (1) 50-99% (1) 100% (1)	N/A	New question.
B. Education	B4	Where was this program located? If the program was 100% online, report the college or university location.	In the U.S. (1) State (2) Outside the U.S. (1) Name of Country (64?)	A5	Added location instructions in question.
B. Education	B5	How did you pay for your first RN degree? Include the cost of tuition, room and board, fees, books, and supplies. Mark (X) ALL that apply.	Self-paid (including gifts from parents, spouse, or other family members or friends) (1) Money borrowed from parents, spouse, or other family members or friends, with the expectation of paying it back (1) Federally-assisted student loan (1) Other type of student loan (1) Employer tuition reimbursement plan (1) Department of Veterans Affairs employer tuition plan (1) Health Resources and Services Administration Support (e.g., National Health Service Corps, Nurse Corps Loan Repayment, Faculty Loan Repayment) (1) Other federal traineeship, scholarship, or grant (1) State or local government scholarship or grant (1) Non-government scholarship or grant (1) Other (1), Specify: (64?)	A9	Question reworded and added clarifying text.
B. Education	B6	What post-high school degree(s) did you receive BEFORE starting your first RN degree? Mark (X) ALL that apply.	None (1) Associate (1) Bachelor's (1) Master's (1) Doctorate (1) Other, Specify: (1) (60)	A6	No change.
B. Education	B7	Were you ever employed in any of the following health-related jobs before completing your first RN degree? Mark (X) Yes or No for EACH item.	Nursing aide or nursing assistant Yes/No (1) Home health aide or assistant Yes/No (1) Licensed Practical or Vocational Nurse Yes/No (1) Community health worker Yes/No (1) Midwife Yes/No (1) Emergency Medical Technician (EMT) or paramedic Yes/No (1) Medical assistant Yes/No (1) Dental assistant Yes/No (1) All other health technologists and technicians Yes/No (1) Manager in health care setting Yes/No (1) Clerk in health care setting Yes/No (1) Other health-related job, Specify: Yes/No (1) (60)	A8	Switched from "mark all" to "yes/no" with expanded response options.
B. Education	B8	As of December 31, 2021, did you complete any ADDITIONAL nursing degrees or certificates AFTER acquiring your first RN degree that you described in Question B1? Do not include degrees or certificates you are currently working towards.	Yes (1) No (1) SKIP to B9a	A10	Question reworded, response options changed.

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B. Education	B8a	What type of degree or certificate is this? Mark (X) ONE box only.	Associate (1) LVN-to-RN Program (1) Bachelor's (1) Master's Post Master's Certificate (1) Doctor of Nursing Practice (1) Research Doctorate (1) Other (1) 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A11b	Question reworded, response options changed.
B. Education	B8b	In what year did you receive this degree or certificate?	Year (4) Up to 4 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A10a, A11c	Added certificate to question.
B. Education	B8c	Where was this program located? If the program was 100% online, report the college or university location.	In the U.S (1) State (2) Outside the U.S. (1) 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A10b	Question text added to be explicit about online, response changed from write in to in US, outside.
B. Education	B8d	Did this degree or certificate qualify you to be any of the following?	Nurse Practitioner (1) Clinical Nurse Specialist (1) Nurse-Midwife (1) Nurse Anesthetist (1) None of these (1) 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A11, A11a	Question change from yes/np to APRN pick list in response, and combining questions.
B. Education	B8e	What percent of the courses for this degree or certificate were completed online or through distance learning? Do not include clinicals.	0 % (1) 1-49% (1) 50-99% (1) 100% (1) 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A10c	Question reworded to get more detailed % response, and response change from yes/no.
B. Education	B8f	What was the primary focus of this degree or certificate?	2 digit Code (2) 01 Clinical Practice 02 Clinical Nurse Leader 03 Admin/Business Management 04 Education 05 Public Health/Community Health 06 Research 07 Other health field No Primary Focus 2nd-5th Nursing Degree or Certificate (up to 4 responses)	A10d	Added certificate to question, and reduced responses.
B. Education	B9a	For ANY of the nursing degrees you had completed as of December 31, 2021, did you borrow any money? Include the cost of tuition, room and board, fees, books, and supplies.	Yes (1) No (1) SKIP to B10a	N/A	New question.
B. Education	B9b	As of December 31, 2021, approximately how much debt from your nursing degree(s) did you still owe? Include all sources of debt.	\$0 (1) \$1-\$10,000 (1) \$10,001 - \$20,000 (1) \$20,001 - \$30,000 (1) \$30,001 - \$40,000 (1) \$40,001 - \$50,000 (1) \$50,001 - \$60,000 (1) \$60,001 - \$70,000 (1) \$70,001 - \$80,000 (1) \$80,001 - \$90,000 (1) \$90,001 - or more (1)	N/A	New question.
B. Education	B10a	As of December 31, 2021, did you have any NON-NURSING academic degrees? Do not include degrees you are currently working towards.	Yes (1) No (1) SKIP to B11a	N/A	New question.
B. Education	B10b	As of December 31, 2021, what was the HIGHEST non-nursing degree you received?	Associate (1) Bachelor's (1) Master's (1) Doctorate (1) Other, Specify: (1) (60)	N/A	New question.
B. Education	B10c	In what year did you receive your highest non-nursing degree?	Year (4)	A10e	Question reworded to be more detailed.

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B. Education	B10d	What was the primary focus of your highest non-nursing degree? Mark (X) ONE box only.	Clinical Practice (1) Administration or Business Management (1) Education (1) Public Health or Community Health (1) Law (1) Biological or Physical Sciences (1) Humanities, Liberal Arts, or Social Sciences (1) Information Technology or Informatics (1) Research (1) Other health field (1) Other non-health field (1)	A10h	Question reworded, and response options condensed.
B. Education	B11a	During the FALL TERM OF 2021, were you enrolled in a formal education program leading to an academic degree or certificate?	Yes, in nursing (1) Yes, in a non-nursing field No, skip to B12 (1)	A12a	Year changed in question, skip change to response.
B. Education	B11b	Were you a full-time or part-time student?	Full-time student (1) Part-time student (1)	A12b	No change.
B. Education	B11c	What percent of the courses for this degree or certificate were completed online or through distance learning, excluding clinicals?	0 % (1) 1-49% (1) 50-99% (1) 100% (1)	A12c	Question expanded to include more detailed %.
B. Education	B11d	What type of degree or certificate were you working towards in this program? Mark (X) ONE box only.	Certificate or Award (1) Associate Degree (1) Bachelor's Degree (1) Master's Degree (1) Post Master's Certificate (1) Doctorate – PhD (1) Doctorate – DNP (1) Doctorate - Other (1)	A12d	No change.
B. Education	B12	As of December 31, 2021, were you planning to continue your formal nursing education leading to an academic degree or certificate? Do not consider degrees or certificates you were working towards in 2021.	Yes (1) No (1) I was undecided at that time (1)	N/A	New question.
B. Education	B13a	Have you completed an RN residency or transition-to-practice program?	Yes (1) No (1) SKIP to B14	N/A	New question.
B. Education	B13b	Did you have a preceptor assigned to you during this residency or transition-to-practice program?	Yes (1) No (1)	B6	Question more detailed.
B. Education	B14	Within the past year, have you received or provided emergency preparedness training in any of the following areas specifically related to patient care or medical response to these emergencies? Mark (X) Yes or No for EACH item.	Chemical accident or attack Yes/No (1) (1) Biological accident or attack Yes/No (1) (1) Nuclear or radiological accident or attack Yes/No (1) (1) Infectious disease epidemics Yes/No (1) (1) Natural disaster Yes/No (1) (1) Other public health emergencies Yes/No (1) (1)	N/A	New question.
C. Employment	C1	On December 31, 2021, were you employed or self-employed in the United States in any type of nursing position (LVN, LPN, RN, or APRN)? Employed includes working for pay, even if on temporary leave.	Yes (1) No (1) SKIP to G on page 22	B1	Question more detailed, skip pattern change to response.
C. Employment	C2	Where was the location of the primary nursing position you held on December 31, 2021? If you were not employed in a fixed location, enter the location that best reflects where you practiced.	City/Town (15) State (2) Zip (5)	B2	County dropped from response.
C. Employment	C3	Did you work 100% remotely for the primary nursing position you held on December 31, 2021?	Yes (1) No (1)	N/A	New question.
C. Employment	C4	Thinking about the primary nursing position you held on December 31, 2021, how long had you been working for this EMPLOYER?	Less than 1 year (1) 1 - 5 years (1) More than 5 years (1) SKIP to Question C6	B3	Question change from yes/no of more than 5 years, detailed response change.
C. Employment	C5	How long were you actively looking for new employment before accepting a position with this employer? Please give your best estimate.	6 months or fewer (1) 7 - 12 months (1) More than a year (1) I was not actively looking for new employment (1)	B4	Added text on best estimate, added last response category.
C. Employment	C6	In 2021, which of the following state licensures, certifications, or recognitions were you required to maintain for the primary nursing position you held on December 31, 2021? Mark (X) ALL that apply.	RN (1) APRN, Nurse Practitioner (1) APRN, Clinical Nurse Specialist (1) APRN, Nurse-Midwife (1) APRN, Nurse Anesthetist (1) None of the above (1) SKIP to Question C8	B7	Question more detailed.

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C. Employment	C7a	For the license required in my primary nursing position, I could practice to the full extent of my state's legal scope of practice. Answer only about the year 2021.	Strongly agree (1) Agree (1) Disagree (1) Strongly disagree (1)	F9a	Question asked about NO in 2018, included for primary position.
C. Employment	C7b	In my primary nursing position, I was able to practice to the full extent of my nursing education and training. Answer only about the year 2021.	Strongly agree (1) Agree (1) Disagree (1) Strongly disagree (1)	F9b	Question asked about NO in 2018, included for primary position.
C. Employment	C8	In your primary nursing position, did you use an Electronic Health Record (EHR) or Electronic Medical Record (EMR) system in 2021? Do not include billing record systems.	Yes (1) No (1) Don't know (1)	B8	Added year in question.
C. Employment	C9	For the primary nursing position you held on December 31, 2021, were you employed as a traveling nurse?	Yes (1) No (1)	N/A B10	New question.
C. Employment	C10	For the primary nursing position you held on December 31, 2021, which of the following best describes your employment situation in 2021? Mark (X) ONE box only.	Employed through an employment agency (1) Employed by an organization or facility (1) Self-employed or independent contractor (1)	N/A	New question.
C. Employment	C11	Which one of the following best describes the job title of the primary nursing position you held on December 31, 2021? Mark (X) ONE box only.	Charge nurse or team leader (1) Front-line management (Nurse Manager, Unit or Department Supervisor) (1) Middle management or administration (director, house supervisor, associate dean, department head) (1) Senior management or administration (CEO, vice president, CNO, CNE, dean) (1) Certified Registered Nurse Anesthetist (CRNA) (1) Certified Nurse-Midwife (CNM) (1) Clinical Nurse Specialist (CNS) (1) Nurse Practitioner (NP) (1) Wound or ostomy nurse (1) School nurse or occupational health nurse (1) Public health nurse (1) Home health nurse (1) Community health nurse (1) Patient educator (1) Staff educator, professional practice specialist, or instructor in clinical setting (1) Academic educator, professor, or instructor in a school of nursing (1) Patient care coordinator, case manager, discharge planner, or nurse navigator (1) Quality improvement nurse or utilization review nurse (1) Infection control nurse (1) Advice or triage nurse (1) Informatics nurse (1) Forensics or crisis nurse (1) Transport, EMS, or Flight Nurse (1) Consultant (1) Legal nurse (1) Researcher (1) Surveyor, auditor, or regulator (1) No position title (1) Other (1), Specify: (60)	B13	Slight wording change to question, and changes to response categories.

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C. Employment	C12	Which one of the following best describes the employment setting of the primary nursing position you held on December 31, 2021? Mark (X) ONE box only.	Hospital (not including medical or rehabilitation facilities) Hospital Inpatient Department or Unit (1) Hospital Emergency Department or Transport (1) Hospital-Sponsored Ambulatory or Outpatient Clinic or Center (Clinic, Specialty, Surgery, etc.) (Non-ED) (1) Hospital-Sponsored Urgent Care (1) Hospital Administration, Education, Quality, etc. (1) Hospital Nursing Home Unit (1) Hospital Ancillary Unit (Radiology, Lab, GI lab, Consult Services, etc.) (1) Hospital, Other (1) Specify: (60) Other Inpatient settings Skilled Nursing Facility or Nursing Home (1) Rehabilitation, Long Term Care, or Long Term Acute Care Facility (1) Hospice - Inpatient (1) Mental or Behavioral Health Facility - Inpatient (1) Substance Use Treatment Center - Inpatient (1) Other Inpatient Setting (1) Specify (60) Non-patient care settings Public Health or Community Health Agency (1) Local, State, or Federal Government Agency (1) University or College Academic Department (1) Insurance Company (1) Call Center, Telenursing Center, or Remote Nursing (1) Regulatory Agency or Organization (1) Consulting Agency or Organization (1) Professional Organization (1) Other (1) Specify (60) Outpatient, Ambulatory, or Other Clinical settings (non-hospital based) Urgent, Emergency Care, or Transport (not hospital-sponsored) (1) Occupational Health or Employee Health Services (1) Correctional Facility (1) Private Practice - Medical or NP (1)	B11	Question text reworded.
C. Employment	C13	For the primary nursing position you held on December 31, 2021, did you work full-time or part-time in 2021? Mark (X) ONE box only. If you worked both full-time and part-time in 2021, select the schedule you worked for the largest portion of the year.	Full-time (including full-time for an academic year) (1) Part-time (including working only part of the calendar or academic year) (1)	B11	Slight wording change to question.
C. Employment	C14	For the primary nursing position you held on December 31, 2021, did you work EVERY week in 2021? Include paid vacation, paid sick leave, and military service as weeks worked.	Yes (1) SKIP to Question C17 No (1)	B12	Question reworded, and response option change.
C. Employment	C15	For the primary nursing position you held on December 31, 2021, how many MONTHS did you work in 2021? Include paid vacation, paid sick leave, and military service, and include months where you only worked for a few hours.	Months worked in 2021 (2)	B12	More detailed instructions added.
C. Employment	C16	For the primary nursing position you held on December 31, 2021, how many WEEKS did you work in 2021? Include paid vacation, paid sick leave, and military service, and include weeks where you only worked for a few hours.	Weeks worked in 2021 (2)	N/A	New question.
C. Employment	C17	For the primary nursing position you held on December 31, 2021, how many hours were you SCHEDULED to work in a typical week in 2021?	Hours scheduled per week (2)	B14a	Question reworded.
C. Employment	C18a	How many hours did you work in a typical week in 2021? Include unpaid hours and hours paid at the base, overtime, and differential rates. Include on-call hours except on-call hours that were standby only.	Hours worked in a typical week (2)	B14b	Question reworded.
C. Employment	C18b	Of the hours you reported above, how many of these hours were - Worked at the overtime pay rate?	Hours worked at the overtime pay rate (2)	B14e	Question reworded.
C. Employment	C18c	Of the hours you reported above, how many of these hours were - Unpaid?	Hours unpaid (2)	B14f	Question reworded.
C. Employment	C19	For the primary nursing position you held on December 31, 2021, please estimate the percentage of your time spent in the following activities during a typical workweek. Do not use decimals.	A. Patient care and charting % (3) B. Care coordination (including consultation with agencies and/or professionals) % (3) C. Management, supervision, and administrative tasks % (3) D. Research % (3) E. Teaching, precepting, or orienting students or new hires % (3) F. Non-nursing tasks (e.g., housekeeping, locating supplies) % (3) G. Other % (3)	B15	New question.

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C. Employment	C20	For the primary nursing position you held on December 31, 2021, in what level of care or type of work did you spend most of your time? Mark (X) ONE box only.	General or specialty inpatient (1) Ambulatory care (including primary care outpatient settings, except surgical) (1) Ancillary care (radiology, laboratory) (1) Care coordination/patient navigation (1) Critical/intensive care (1) Education (1) Emergency (1) Health care management/administration (1) Home health/hospice (1) Informatics (1) Long-term care/nursing home (1) Public health/community health (1) Rehabilitation (1) Research (1) School nurse (1) Step-down, transitional, progressive, telemetry (1) Sub-acute care (1) Surgery (including ambulatory, pre-operative, post-operative, post anesthesia) (1) Urgent care (1) Other, (1) Specify: (60)	N/A	New question.
C. Employment	C21	For the primary nursing position you held on December 31, 2021, did your workplace use telehealth to provide patient care? Answer only about the year 2021.	Yes (1) No (1) SKIP to C25 on page 13	B21	Question reworded, and skip pattern updated.
C. Employment	C22	Did you personally use some form of telehealth in the primary nursing position you held on December 31, 2021? Answer only about the year 2021.	Yes (1) No (1) SKIP to C25 on page 13	B22	Skip pattern updated.
C. Employment	C23	In 2021, which type(s) of telehealth did you personally use in the primary nursing position you held on December 31, 2021? Mark (X) ALL that apply.	Live Video-Conferencing (a two-way audiovisual link between a patient and a care provider) (1) Telephone calls without video (1) Text messages or live chat (1) Asynchronous Video-Conferencing (transmission of a recorded health history to a health practitioner, usually a specialist) (1) Remote Patient Monitoring (the use of connected electronic tools to record personal health and medical data in one location for review by a provider in another location, usually at a different time) (1) mHealth (health care and public health information provided through mobile devices; the information may include general educational information, targeted texts, and notifications about disease outbreaks) (1) Other, (1) Specify: (60)	B23	Question reworded, and response option change.
C. Employment	C24	For the primary nursing position you held on December 31, 2021, about how many hours did you spend using telehealth during a typical week in 2021?	Hours per week (2)	N/A	New question.
C. Employment	C25	Did the primary nursing position you held on December 31, 2021 include any patient care? Answer only about the year 2021.	Yes (1) No (1) SKIP to C29 on page 15	B17a	Question text reworded, and skip pattern updated.
C. Employment	C26	For the primary nursing position you held on December 31, 2021, what percent of your patient care time was spent providing prenatal care? Answer only about 2021. Your best estimate is fine.	0% (1) 1%-25% (1) 26%-50% (1) 51%-75% (1) 76%-99% (1) 100% (1)	N/A	New question.
C. Employment	C27	For the primary nursing position you held on December 31, 2021, please estimate the percentage of your patient care time spent with each population below. Answer only about the year 2021. Mark (X) ONE box only for each row.  A. Neonatal, Newborn, or Infant (less than 2 years old) B. Pediatric (2 to 11 years old) C. Adolescent (12 to 17 years old) D. Adult (18 to 65 years old) E. Geriatric (more than 65 years old)	0 % (1) 1-25% (1) 26-50% (1) 51-75% (1) 76-99% (1) 100% (1)	B17b	Question and format changed.

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C. Employment	C28	For the primary nursing position you held on December 31, 2021, in what type of clinical specialty did you spend MOST of your patient care time in 2021? Mark (X) ONE box only.	General medical surgical (1) Ambulatory care - primary care (1) Ambulatory care - specialty care (e.g. Dermatology, Endocrinology, Ophthalmology, Otolaryngology) (1) Cardiac or cardiovascular care (1) Chronic care (1) Community or public health (1) Critical care or intensive care (1) Emergency or trauma care (1) Gastrointestinal (1) Home health or hospice (1) Infectious or communicable disease (1) Labor and delivery or neonatal care (1) Neurological (1) Obstetrics and Gynecology (1) Occupational health (1) Oncology (1) Orthopedics (1) Psychiatric or mental health (1) Pulmonary or respiratory (1) Rehabilitation (1) Renal or dialysis (1) School health service (K-12 or post-secondary) (1) Substance use disorder (1) Surgery, pre-op, post-op, PACU, or anesthesia (1) Other specialty, (1) Specify: (60)	B17b	Question reworded, and response option change.
C. Employment	C29a	Thinking of the primary nursing position you held on December 31, 2021, to what extent did you...  Participate in evidence-based care (evidence-based care is care that utilizes best practices and clinical decisions supported by scientific research and clinical expertise)	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B17b	Question reworded, and response option change.
C. Employment	C29b	Participate in patient-centered care (care that is responsive to patient preferences, needs and values, and ensures that patient values guide clinical decisions)	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B17b	Question reworded, and response option change.
C. Employment	C29c	Participate in team-based care (comprehensive health services by at least two health professionals working collaboratively to provide safe, quality care)	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B17b	Question reworded, and response option change.
C. Employment	C29d	Participate in value-based care (care that improves health outcomes relative to the cost of care)	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B16	Question reworded, and response option change.
C. Employment	C29e	Participate in population-based health care (care that focuses on the health status and needs of a target population possessing similar health concerns or characteristics)	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B19	Response option change.
C. Employment	C29f	Care for medically complex/special needs patients	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B18	Response option change.
C. Employment	C29g	Care for patients with mental health conditions	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B19	Question text reworded.
C. Employment	C29h	Care for patients with substance use disorders	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B19	Question text reworded.
C. Employment	C29i	Work on quality improvement measures or procedures	A great extent (1) Somewhat (1) Very little (1) Not at all (1)	B19	Question text reworded.



Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
C. Employment	C30a	Thinking of the primary nursing position you held on December 31, 2021, to what extent did you observe your organization doing the following?  Promoting evidence-based care (care that utilizes best practices and clinical decisions supported by scientific research and clinical expertise)	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B19	Question text reworded.
C. Employment	C30b	Participate in patient-centered care (care that is responsive to patient preferences, needs and values, and ensures that patient values guide clinical decisions)	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B19	Question text reworded.
C. Employment	C30c	Participate in team-based care (comprehensive health services by at least two health professionals working collaboratively to provide safe, quality care)	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B19	Question text reworded.
C. Employment	C30d	Participate in value-based care (care that improves health outcomes relative to the cost of care)	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B19	Question text reworded.
C. Employment	C30e	Participate in population-based health care (care that focuses on the health status and needs of a target population possessing similar health concerns or characteristics)	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B20	Question reworded, and response option change.
C. Employment	C30f	Promoting quality improvement	A great extent (1) Somewhat (1) Very little (1) Not at all (1) Not applicable (1)	B19	Question text reworded.
C. Employment	C31a	Have you received training in the following areas through formal education, work or professional development?  Evidence-based care (care that utilizes best practices and clinical decisions supported by scientific research and clinical expertise)	Yes (1) No (1)	B19	Question text reworded.
C. Employment	C31b	Patient-centered care (care that is responsive to patient preferences, needs and values, and ensures that patient values guide clinical decisions)	Yes (1) No (1)	B19	Question text reworded.
C. Employment	C31c	Team-based care (comprehensive health services by at least two health professionals working collaboratively to provide safe, quality care)	Yes (1) No (1)	B19	Question text reworded.
C. Employment	C31d	Value-based care (care that improves health outcomes relative to the cost of care)	Yes (1) No (1)	B19	Question text reworded.
C. Employment	C31e	Population-based health care (care that focuses on the health status and needs of a target population possessing similar health concerns or characteristics)	Yes (1) No (1)	N/A	New question.
C. Employment	C31f	Working in an underserved community	Yes (1) No (1)	N/A	New question.
C. Employment	C31g	Caring for medically complex/special needs patients	Yes (1) No (1)	N/A	New question.
C. Employment	C31h	Social determinants of health (e.g., impact of race and socioeconomic status)	Yes (1) No (1)	N/A	New question.
C. Employment	C31i	Caring for patients with mental health conditions	Yes (1) No (1)	N/A	New question.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
C. Employment	C31j	Caring for patients with substance use disorders	Yes (1) No (1)	N/A	New question.
C. Employment	C31k	Quality improvement	Yes (1) No (1)	N/A	New question.
C. Employment	C31l	Practice management and administration	Yes (1) No (1)	N/A	New question.
C. Employment	C32a	Do you feel that you have received sufficient training in this area?  Evidence-based care (care that utilizes best practices and clinical decisions supported by scientific research and clinical expertise)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32b	Patient-centered care (care that is responsive to patient preferences, needs and values, and ensures that patient values guide clinical decisions)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32c	Team-based care (comprehensive health services by at least two health professionals working collaboratively to provide safe, quality care)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32d	Value-based care (care that improves health outcomes relative to the cost of care)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32e	Population-based health care (care that focuses on the health status and needs of a target population possessing similar health concerns or characteristics)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32f	Working in an underserved community	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32g	Caring for medically complex/special needs patients	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32h	Social determinants of health (e.g., impact of race and socioeconomic status)	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32i	Caring for patients with mental health conditions	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32j	Caring for patients with substance use disorders	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32k	Quality improvement	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C32l	Practice management and administration	Yes (1) No (1) N/A (1)	N/A	New question.
C. Employment	C33	In 2021, which of the following educational benefits did your employer offer to support employee professional development? Mark (X) ALL that apply.	Tuition reimbursement (1) Loan Forgiveness (1) Flexible scheduling (1) Other; Specify (1) (60) None (1)	N/A	New question.
C. Employment	C34	Please estimate your 2021 pre-tax annual earnings from your primary nursing position. Include overtime and bonuses, but exclude sign-on bonuses.	\$ (6).00	N/A	New question.
C. Employment	C35	In 2021, were you represented by a labor union or collective bargaining unit in the primary nursing position you held on December 31, 2021?	Yes (1) No (1)	N/A	New question.
C. Employment	C36	How satisfied were you with the primary nursing position you held on December 31, 2021?	Extremely satisfied (1) Moderately satisfied (1) Moderately dissatisfied (1) Extremely dissatisfied (1)	N/A	New question.
C. Employment	C37	Did you hold the same primary nursing position from January 1, 2020 through December 31, 2021?	Yes (1) No (1) Skip to C40	N/A	New question.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
C. Employment	C38	Thinking about the primary nursing position you held on December 31, 2021, have you EVER felt burned-out?	Yes (1) No (1) Skip to C40	B26	No changes.
C. Employment	C39	Thinking about the primary nursing position you held on December 31, 2021, which of the following best describes your feelings of burnout during the coronavirus pandemic? Mark (X) ONE box only.	They increased during the coronavirus pandemic (1) They decreased during the coronavirus pandemic (1) They did not change during the coronavirus pandemic (1)	B27	Question text reworded.
C. Employment	C40	Have you left the primary nursing position you held on December 31, 2021?	Yes (1) No (1) Skip to Section E	B24	No changes.
D. Left the Primary Nursing Position	D1	Which of the following reasons contributed to your decision to LEAVE the primary nursing position you held on December 31, 2021? Mark (X) ALL that apply.	Better pay or benefits (1) Burnout (1) Career advancement or promotion (1) Career change (1) Disability or illness (1) Family caregiving (1) High risk working conditions (1) Inability to practice to the full extent of my license (1) Inadequate staffing (1) Interpersonal differences with colleagues or supervisors (1) Lack of advancement opportunities (1) Lack of collaboration or communication between health care professionals (1) Lack of good management or leadership (1) Length of commute (1) Physical demands of job (1) Relocation to different geographic area (1) Retirement (1) Scheduling (inconvenient hours, too many hours, or too few hours) (1) School or educational program (1) Spouse's or partner's employment opportunities (1) Stressful work environment (1) Underlying health condition(s) that may increase risk of severe illness due to Coronavirus (self or family) (1) Unsatisfactory safety protocols (1) Workplace harassment or violence (1) Other, (1) Specify: (60)	C1	Response option change.
D. Left the Primary Nursing Position	D2	Did you continue to work in nursing after leaving this position?	Yes (1) No (1) SKIP to Section F on page 21	C2	Skip pattern updated.
D. Left the Primary Nursing Position	D3	How long do you plan to work in NURSING in the geographic area of the primary nursing position you held on December 31, 2021?	Already left the geographic area (1) Less than a year (1) 1-2 years (1) 3-5 years (1) More than 5 years (1) Not sure (1)	C3	Skip pattern updated.
D. Left the Primary Nursing Position	D4	Approximately when do you plan to retire from nursing?	Already retired (1) Within a year (1) In 1-2 years (1) In 3-5 years (1) More than 5 years from now (1) Undecided (1)	C4	Question text reworded.
E. Remained in the Primary Nursing Position	E1	Have you ever considered leaving the primary nursing position you held on December 31, 2021?	Yes (1) No (1) SKIP to Question E7 on page 21	D1	Skip pattern updated.
E. Remained in the Primary Nursing Position	E2	Have you considered leaving this position in the past year?	Yes (1) No (1)	D2	No changes.
E. Remained in the Primary Nursing Position	E3	When do you plan to leave this position?	Less than one year from now (1) 1-3 years from now (1) More than 3 years from now (1) Not sure (1)	D4	No changes.
E. Remained in the Primary Nursing Position	E4	Do you plan to work in nursing after you leave this position?	Yes (1) No (1) Not sure (1)	D5	No changes.
E. Remained in the Primary Nursing Position	E5	How long do you plan to work in NURSING in the geographic area of the primary nursing position you held on December 31, 2021?	Less than a year (1) 1-2 years (1) 3-5 years (1) More than 5 years (1) Not sure (1)	D6	Question text reworded.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
E. Remained in the Primary Nursing Position	E6	Which of the following reasons would contribute to your decision to LEAVE your primary nursing position? Mark (X) ALL that apply.	<ul style="list-style-type: none"> <li>Burnout (1)</li> <li>Career advancement or promotion (1)</li> <li>Career change (1)</li> <li>Change in child's school (1)</li> <li>Disability or illness (1)</li> <li>Family caregiving (1)</li> <li>High risk working conditions (1)</li> <li>Inability to practice to the full extent of my license (1)</li> <li>Inadequate staffing (1)</li> <li>Interpersonal differences with colleagues or supervisors (1)</li> <li>Lack of advancement opportunities (1)</li> <li>Lack of collaboration or communication between health care professionals (1)</li> <li>Lack of good management or leadership (1)</li> <li>Length of commute (1)</li> <li>Patient population (1)</li> <li>Physical demands of job (1)</li> <li>Relocation to different geographic area (1)</li> <li>Retirement (1)</li> <li>Scheduling (inconvenient hours, too many hours, or too few hours) (1)</li> <li>School or educational program (1)</li> <li>Spouse's or partner's employment opportunities (1)</li> <li>Stressful work environment (1)</li> <li>Underlying health condition(s) that may increase risk of severe illness due to Coronavirus (self or family) (1)</li> <li>Unsatisfactory safety protocols (1)</li> <li>Workplace harassment or violence (1)</li> <li>Other, (1) Specify: (60)</li> </ul>	D3	Response option change.
E. Remained in the Primary Nursing Position	E7	What factors contribute to your decision to REMAIN in your primary nursing position? Mark (X) ALL that apply.	<ul style="list-style-type: none"> <li>Ability to provide full scope of services (1)</li> <li>Adequate staffing (1)</li> <li>Availability of loan repayment financial support (1)</li> <li>Availability of resources to do my job well (1)</li> <li>Availability of training opportunities (1)</li> <li>Balanced schedule or hours (1)</li> <li>Commitment to underserved communities (1)</li> <li>Cost of living (1)</li> <li>Difficulty finding another job (1)</li> <li>Experience at site (1)</li> <li>Length of commute (1)</li> <li>Liking the job (1)</li> <li>Opportunities for advancement (1)</li> <li>Proximity to desirable school district (1)</li> <li>Proximity to extended family, parents, or siblings (1)</li> <li>Proximity to spouse's or partner's employment opportunities (1)</li> <li>Salary and benefits (1)</li> <li>Satisfactory safety protocols (1)</li> <li>Sense of community with peers (1)</li> <li>Use of Electronic Health Records (1)</li> <li>Use of telehealth (1)</li> <li>Other, (1) Specify (60)</li> </ul>	D7	ROC
E. Remained in the Primary Nursing Position	E8	Approximately when do you plan to retire from nursing?	<ul style="list-style-type: none"> <li>Already retired (1)</li> <li>Within a year (1)</li> <li>In 1-2 years (1)</li> <li>In 3-5 years (1)</li> <li>More than 5 years from now (1)</li> <li>Undecided (1)</li> </ul>	D8	No change.
F. Secondary Employment in Nursing	F1	In addition to your primary nursing position, were you working for pay in nursing in any OTHER positions on December 31, 2021? Do not report any positions where you worked outside the United States or in a U.S. territory.	<ul style="list-style-type: none"> <li>Yes (1)</li> <li>No (1) SKIP to Section G on page 22</li> </ul>	E1	Question reworded, and skip pattern updated.
F. Secondary Employment in Nursing	F2	For any other nursing position(s) you held on December 31, 2021, were you employed as a traveling nurse?	<ul style="list-style-type: none"> <li>Yes (1)</li> <li>No (1)</li> </ul>	N/A	New question.
F. Secondary Employment in Nursing	F3	For the other position(s) you held on December 31, 2021, which of the following best describes your employment situation(s) in 2021? Mark (X) ALL that apply.	<ul style="list-style-type: none"> <li>Employed through an employment agency (1)</li> <li>Employed by an organization or facility (1)</li> <li>Self-employed or independent contractor (1)</li> </ul>	E2	Question reworded, and response option change.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
F. Secondary Employment in Nursing	F4	What type of work setting best describes where you worked for the other position(s) held on December 31, 2021. Answer only about the year 2021. If you have more than one additional position, answer about the position where you spend the most time.	Hospital (1) Nursing home or extended care facility (1) Academic education program (1) Home health setting (1) Public health or community health setting (1) Rehabilitation or long-term care facility (1) Mental or behavioral health setting (1) School or college health service (1) Occupational health or employee health services (1) Physician practice (individual or group) (1) Ambulatory care clinic or surgical center (1) Insurance company (1) Telehealth, telenursing, or call center (1) Hospice care setting (1) Government agency (1) Consulting, regulatory urgent, retail, or convenience clinic (1) Substance abuse setting (1)	E3	Question reworded, and response option change.
F. Secondary Employment in Nursing	F5	Across all of the other nursing positions you held on December 31, 2021, how many weeks did you work in 2021? Enter a number from 1-52. Do not include weeks where you only worked your primary nursing position.	Weeks in 2021 (2)	E4	Question reworded, and response option change.
F. Secondary Employment in Nursing	F6	Across all of the other nursing positions you held on December 31, 2021, on average how many hours per week did you work in 2021? Do not include hours worked in your primary nursing position.	Hours (3)	E4	Question reworded, and response option change.
F. Secondary Employment in Nursing	F7	Across all of the other nursing positions you held on December 31, 2021, in what state was most of the work done in 2021?	State (2)	E4	Question reworded, and response option change.
F. Secondary Employment in Nursing	F8	Please estimate your 2021 pre-tax annual earnings from all of the nursing positions that you reported about in THIS SECTION. Include overtime and bonuses, but exclude sign-on bonuses. Do NOT include earnings from your primary nursing position.	\$ _____,00 (6)	E5	Question text reworded.
G. Nurse Practitioners	G1a	On December 31, 2021, did you have an active certification, license, or other legal recognition to practice as a Nurse Practitioner (NP) from a STATE BOARD OF NURSING?	Yes (1) No (1) SKIP to Section H on page 25	F1a	Skip pattern updated.
G. Nurse Practitioners	G1b	What U.S. state(s) issued the active NP license(s), certification(s), or recognition(s)? List up to 8.	State (2) State (2) State (2) State (2) State (2) State (2) State (2) State (2)	F1b	Question reworded.
G. Nurse Practitioners	G2	Do you have a National Provider Identifier (NPI) number?	Yes (1) No (1) SKIP to Question G4	F5	Skip pattern updated.
G. Nurse Practitioners	G3	Do you or have you ever billed under your NPI number?	Yes (1) No (1) Don't know (1)	F6	No changes.
G. Nurse Practitioners	G4	To what extent did your education prepare you to be a Licensed Independent Practitioner (LIP)? An LIP is permitted to provide care and services without supervision from a physician.	I do not practice independently (1) A great extent (1) Somewhat (1) Very little (1) Not at all (1)	F3	Question reworded, and response option change.
G. Nurse Practitioners	G5	Did you complete an NP post-graduate residency or fellowship program?	Yes (1) No (1)	F4	No changes.
G. Nurse Practitioners	G6	Have you ever precepted any NP students?	Yes (1) No (1) SKIP to Question G11	N/A	New question.
G. Nurse Practitioners	G7	When did you precept the NP student(s)? Mark (X) ALL that apply.	Prior to March 2020 (1) During or after March 2020 (1)	N/A	New question.
G. Nurse Practitioners	G8a	In 2021, how many NP students did you precept? If you did not precept NP students in 2021, enter 0 and SKIP to Question G11.	Students (2)	N/A	New question.
G. Nurse Practitioners	G8b	In 2021, how many hours of YOUR TIME did you spend precepting students to meet their clinical requirements?	Hours (3)	N/A	New question.
G. Nurse Practitioners	G9	Did you receive any remuneration (e.g. money, tuition reduction, free CEs, etc.) to precept NP students in 2021?	Yes (1) No (1) SKIP to Question G11	N/A	New question.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
G. Nurse Practitioners	G10	Which of the following types of remuneration did you receive from precepting students in 2021? Mark (X) ALL that apply.	Money (1) \$ _____.00 (5) Tuition reduction (1) Free CEs (1) Other, (1) Specify: (60)	N/A	New question.
G. Nurse Practitioners	G11	On December 31, 2021, were you employed in an NP position that required state certification, licensure, or recognition?	Yes (1) No (1) SKIP to Question G30 on page 25	F7	Question text reworded, and skip pattern updated.
G. Nurse Practitioners	G12	In any of the NP position(s) you held on December 31, 2021, did you provide patient care? Answer only about the year 2021.	Yes (1) No (1) SKIP to Question G22 on page 24	F10	Question text reworded, and skip pattern updated.
G. Nurse Practitioners	G13	Across ALL of the NP positions you held on December 31, 2021, about how many patients did you see in a typical day in 2021? If none, enter zero.	Patients per day (3)	F10a	Question reworded, and response option change.
G. Nurse Practitioners	G14	Did the primary NP position you held on December 31, 2021, include any patient care? Answer only about the year 2021.	Yes (1) No (1) SKIP to Question G22 on page 24	N/A	New question.
G. Nurse Practitioners	G15a	In 2021, was a physician required to SIGN OFF ON ANY of the patients you saw in your primary NP position?	Yes (1) No (1) SKIP to Question G16a	F8	Question reworded, and response option change.
G. Nurse Practitioners	G15b	In 2021, was a physician required to SIGN OFF ON ALL of the patients you saw in your primary NP position?	Yes (1) No (1)	F9	Question reworded, and response option change.
G. Nurse Practitioners	G16a	In 2021, was a physician required to SEE ANY of the patients you saw in your primary NP position?	Yes (1) No (1) SKIP to Question G17 on page 24	F10	Question reworded, and response option change.
G. Nurse Practitioners	G16b	In 2021, was a physician required to SEE ALL of the patients you saw in your primary NP position?	Yes (1) No (1)	F11	Question reworded, and response option change.
G. Nurse Practitioners	G17	In the primary NP position you held on December 31, 2021, what percentage of your patients were from racial or ethnic minority groups in 2021? Your best estimate is fine.	____% (3) Don't know (1)	F15	Question reworded, and response option change.
G. Nurse Practitioners	G18	In the primary NP position you held on December 31, 2021, what percentage of your patients had limited English proficiency in 2021? Your best estimate is fine.	____% (3) Don't know (1)	F16	Question reworded, and response option change.
G. Nurse Practitioners	G19	Thinking about the primary NP position you held on December 31, 2021, please estimate the percentage of your patients that were covered by the following types of insurance in 2021. Your best estimate is fine.	Private insurance (3) Medicare, for people 65 and older, or people with certain disabilities (3) Medicaid, Medical Assistance, or any kind of government-assistance plan for those with low incomes or a disability (3) TRICARE or other military health care (3) VA (3) Indian Health Service (3) Uninsured (3) Other (3) Don't know (1)	F17	Question reworded, and response option change.
G. Nurse Practitioners	G20	In the primary NP position you held on December 31, 2021, did you have a panel of patients that you managed, where you were the primary provider? A panel is a group of patients that you see across a period of time. Answer only about the year 2021.	Yes (1) No (1) SKIP to Question G22	F13	Question text reworded, and skip pattern updated.
G. Nurse Practitioners	G21	In the primary NP position you held on December 31, 2021, on average, about how many patients were on your panel in 2021? Your best estimate is fine.	Patients (4)	F14	Question text reworded.
G. Nurse Practitioners	G22	In the primary NP position that you held on December 31, 2021, did you have the title Hospitalist in 2021?	Yes (1) No (1)	F25	Question text reworded.
G. Nurse Practitioners	G23	Did you have hospital admitting privileges on December 31, 2021?	Yes (1) No (1)	F19	No changes.
G. Nurse Practitioners	G24	Were you covered by malpractice insurance on December 31, 2021?	Yes (1) No (1) SKIP to Question G26	F20	Skip pattern updated.
G. Nurse Practitioners	G25	Who paid for your malpractice insurance?	Self (1) Employer (1) Both (1)	F21	No changes.
G. Nurse Practitioners	G26	Did you have FULL prescriptive authority on December 31, 2021?	Yes (1) SKIP to Question G29 on page 25 No (1)	F22	Question reworded, and skip pattern updated.
G. Nurse Practitioners	G27	Did you have an x-waiver on December 31, 2021? An x-waiver allows outpatient use of buprenorphine to treat opioid use disorder.	Yes (1) No (1)	N/A	New question.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
G. Nurse Practitioners	G28	Why didn't you have FULL prescriptive authority? Mark (X) ALL that apply.	Was in the process of applying (1) MD or other NP wrote all of my prescriptions (1) State scope of practice regulations (1) Not required (1) Other, (1) Specify: (60)	F23	Question reworded, and response option change.
G. Nurse Practitioners	G29	On December 31, 2021 did you have a personal Drug Enforcement Administration (DEA) number?	Yes (1) SKIP to Section I on page 26 No (1) SKIP to Section I on page 26	F24	Skip pattern updated.
G. Nurse Practitioners	G30	What are the reasons that you were not employed in an NP position that required state certification, licensure, or recognition? Mark (X) ALL that apply.	Overall lack of NP job opportunities (1) Lack of NP job opportunities in desired location (1) Lack of NP job opportunities in desired specialty (1) Lack of NP job opportunities in desired type of facility (1) Limited scope of practice for NPs in the state where practice was desired (1) Lack of experience or qualification (1) Inadequate salary or benefits (1) Working outside the field of nursing (1) Family caregiving (1) Disability or illness (1) Chose not to work (1) Retirement (1) Other, (1) Specify: (60)	F26	Question text reworded.
H. Nurses Not Working in Nursing	H1	What are the primary reasons you were not working in a nursing position for pay on December 31, 2021? Mark (X) ALL that apply.	Burnout (1) Career change (1) Difficulty finding a nursing position (1) Disability or illness (1) Family caregiving (1) High risk working conditions (1) Inability to practice nursing on a professional level (1) Inadequate staffing (1) Lack of advancement opportunities (1) Lack of collaboration or communication between health care professionals (1) Liability concerns (1) Physical demands of job (1) Retirement (1) Salaries too low or better pay elsewhere (1) Scheduling (inconvenient hours, too many hours, or too few hours) (1) School or educational program (1) Skills are out-of-date (1) Stressful work environment (1) Underlying health condition(s) that may increase risk of severe illness due to Coronavirus (self or family) (1) Unsatisfactory safety protocol (1) Workplace harassment or violence (1) Other (1), Specify (60)	G6	Response option change.
H. Nurses Not Working in Nursing	H2	What are your intentions regarding paid work in nursing? Mark (X) ONE box only.	Actively looking for work in nursing (1), continue to H3 Plan to return to nursing in the future, not looking for work now (1), skip to H5 No future intention to work for pay in nursing (1), skip to H6a Undecided at this time (1), skip to H6a Have returned to nursing since December 31, 2021 (1), skip to section I	G1	Skip pattern updated.
H. Nurses Not Working in Nursing	H3	How long have you been actively looking for paid work in nursing? Enter zero if less than one month.	Month(s) (2)	G2	No changes.
H. Nurses Not Working in Nursing	H4	Are you looking for a position that is full-time or part-time?	Full-time(1), skip to H6a Part-Time (1), skip to H6a Either (1), skip to H6a	G3	Skip pattern updated.
H. Nurses Not Working in Nursing	H5	When do you plan to return to paid work in nursing? Enter zero if less than one year.	Years (2) Don't know (1)	G4	Response option change.
H. Nurses Not Working in Nursing	H6a	Have you ever been employed or self-employed in nursing?	Yes (1) No (1), skip to section I	G5a	Skip pattern updated.
H. Nurses Not Working in Nursing	H6b	In what year were you last employed or self-employed as a nurse? Enter 4-digit year below.	Year (4)	G5b	Question reworded, and response option change.
I. Prior Nursing Employment	I1	How many years have you worked in nursing since receiving your first U.S. RN license? Count only the years in which you worked at least 6 months.	0 - 5 years (1) 6 - 10 years (1) 11 - 20 years (1) 21 - 30 years (1) 31 or more years (1)	H1	Question reworded, and response option change.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
I. Prior Nursing Employment	I2	Have you left work in nursing since becoming an RN?	No (1) Yes, for less than a year (1) Yes, for 1 -2 years (1) Yes, for 3 - 5 years (1) Yes, for more than 5 years (1)	H2	Question reworded, and response option change.
I. Prior Nursing Employment	I3	Were you employed in nursing on December 31, 2020?	Yes (1) No (1), skip to section J	H3	Question text reworded, and skip pattern updated.
I. Prior Nursing Employment	I4	For the primary nursing position you held on December 31, 2020, did you work full-time or part-time in 2020? Mark (X) ONE box only. If you worked both full-time and part-time in 2020, select the schedule you worked for the largest portion of the year.	Full-time (including full-time for an academic year) (1) Part-time (including working only part of the calendar or academic year) (1)	H4	Question text reworded.
I. Prior Nursing Employment	I5	How would you describe the primary nursing position you held on December 31, 2020?	Same position and same employer as primary nursing position on December 31, 2021 (1) Different position but same employer as primary nursing position held on December 31, 2021 (1) Different employer, same position as primary nursing position held on December 31, 2021 (1) Different employer, different position than primary nursing position held on December 31, 2021 (1) Was not working in a nursing position on December 31, 2021 (1)	H5	Response option change.
I. Prior Nursing Employment	I6	What was the location of the primary nursing position you held on December 31, 2020? If you were not employed in a fixed location, enter the location that best reflects where you practiced.	In the U.S. (1) City/Town (15) State (1) Zip (5) Outside the U.S. (1) Country or U.S. territory (1)	H6	Response option change.
I. Prior Nursing Employment	I7	Did you work 100% remotely for the primary nursing position you held on December 31, 2020?	Yes (1) No (1)	H7	Response option change.
I. Prior Nursing Employment	I8	What were the primary reason(s) for your employment change? Mark (X) ALL that apply.	Better pay or benefits Burnout Career advancement or promotion (1) Career change (1) Family caregiving (1) High risk working conditions (1) Inability to practice to the full extent of my license (1) Inadequate staffing (1) Interpersonal differences with colleagues or supervisors (1) Lack of advancement opportunities (1) Lack of collaboration or communication between health care professionals (1) Lack of good management or leadership (1) Length of commute (1) Patient population (1) Physical demands of job (1) Relocation to different geographic area (1) Retirement (1) Scheduling (inconvenient hours, too many hours, or too few hours) (1) School or educational program (1) Spouse's or partner's employment opportunities (1) Stressful work environment (1) Underlying health condition(s) that may increase risk of severe illness due to Coronavirus (self or family) (1) Unsatisfactory safety protocol (1) Workplace harassment or violence (1) Other (1), Specify (60)	H8	Response option change.



Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
	I9	Which one of the following best describes the employment setting of the primary nursing position you held on December 31, 2020? Mark (X) ONE box only.	Hospital Emergency Department or Transport (1) Hospital-Sponsored Ambulatory or Outpatient Clinic or Center (Clinic, Specialty, Surgery, etc.) (Non-ED) (1) Hospital-Sponsored Urgent Care (1) Hospital Administration, Education, Quality, etc. (1) Hospital Nursing Home Unit (1) Hospital Ancillary Unit (Radiology, Lab, GI lab, Consult services, etc.) (1) Hospital Other (1), Specify (60) Skilled Nursing Facility or Nursing Home (1) Rehabilitation, Long Term Care, or Long Term Acute Care Facility (1) Hospice – Inpatient (1) Mental or Behavioral Health Facility – Inpatient (1) Substance Use Treatment Center – Inpatient (1) Other Inpatient Setting (1), Specify (60) Public Health or Community Health Agency (1) Local, State, or Federal Government Agency (1) University or College Academic Department (1) Insurance Company (1) Call Center, Telenursing Center, or Remote Nursing (1) Regulatory Agency or Organization (1) Consulting Agency or Organization (1) Professional Organization (1) Other (1), Specify (60) Urgent, Emergency Care, Transport (not hospital-sponsored) (1) Occupational Health or Employee Health Services (1) Correctional Facility (1) Private Practice – Medical or NP (1)		
I. Prior Nursing Employment					
J. Nursing During the Coronavirus Pandemic	J1	Were you employed in nursing at any time between March 1, 2020 and December 31, 2021?	Yes (1) No (1), skip to J9a	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J2	Between March 1, 2020 and December 31, 2021, which of the following did you experience DUE TO THE CORONAVIRUS PANDEMIC? Mark (X) ALL that apply.	Furloughed WITH pay (1) Furloughed WITHOUT pay (1) Forced to take my own PAID time off (1) Forced to take UNPAID time off (1) Laid off from work with intent to return to nursing (1) Delayed retirement (1) Changed employer but remained in nursing (1) Changed role(s) from patient care to non-patient care (1) Changed role(s) from non-patient care to patient care (1) Temporarily floated to a different unit or department within my employer, within the same state (1) Temporarily floated to a different unit or department within my employer, outside home state (1) Temporarily left my employer to assist with pandemic response, within the same state (1) Temporarily left my employer to assist with pandemic response, outside home state (1) None of the above (1)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J3a	At any time between March 1, 2020 and December 31, 2021, did you decide to leave work in nursing DUE TO THE CORONAVIRUS PANDEMIC?	Yes, I retired earlier than I had planned (1) Yes, I left work in nursing but did not retire (1) No (1), skip to J4	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J3b	Which of the following reasons contributed to why you left work in nursing between March 1, 2020 and December 31, 2021? Mark (X) ALL that apply.	Unsatisfactory safety protocol(s) (1) High-risk working conditions (1) Underlying health conditions (self or family) (1) Floating to unfamiliar units or departments (1) Caring for family members (1) Inadequate staffing (1) Overworked or burned-out (1) Other (1), Specify (60)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J3c	Did you intend to return to work in nursing?	Yes (1) No (1) I was not sure if I would return or not (1)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J4	How often did you feel burned-out by your work in nursing in 2019, 2020, and 2021?  2019 2020 2021	Did not work in nursing (1) Never (1) A few times a year (1) A few times a month (1) A few times a week (1) Every day (1)  For each year (2019-2021)	N/A	New question and section.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
J. Nursing During the Coronavirus Pandemic	J5	At any point in 2020 or 2021, were you required to receive a COVID-19 test to conduct your work in nursing? If you were only required to receive a test to return to work after being infected with COVID-19, mark No.	Yes (1) No (1)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J6	As of December 31, 2021, had you ever been tested for COVID-19? Do not include antibody tests.	Yes (1) No (1)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J7	Have you ever tested positive for COVID-19 or had a health care provider tell you that you had COVID-19? Include antibody tests.	Yes (1) No (1), skip to J9a	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J8	As of December 31, 2021, had you ever been hospitalized due to COVID-19?	Yes (1) No (1)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J9a	As of December 31, 2021, had you received at least one dose of a COVID-19 vaccine?	Yes (1) No (1), skip to J10	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J9b	When did you receive your first dose of a COVID-19 vaccine?	Month (2) Year (4)	N/A	New question and section.
J. Nursing During the Coronavirus Pandemic	J10	At any point in 2020 or 2021, were you required to have received at least one dose of a COVID-19 vaccine to conduct your work in nursing?	Yes (1) No (1)	N/A	New question and section.
K. National Practitioner Data Bank	K1	Do you think the query requirement should be expanded to other health care professions?	Yes, it should be expanded to all health care professions (1) Yes, it should be expanded to some but not all health care professions (1) No, it should not be expanded (1) I am unfamiliar with the National Practitioner Data Bank (1), skip to section L	I1	Question reworded, and skip pattern updated.
K. National Practitioner Data Bank	K2	Have you EVER been reported to the NPDB?	Yes (1) No (1), skip to K5	I2	Question reworded, and skip pattern updated.
K. National Practitioner Data Bank	K3	Who submitted the report(s)? Mark (X) ALL that apply.	State licensing board (1) Medical malpractice payer, such as an insurance company (1) Hospital (1) Federal agency (1) Unknown (1) Other (1), Specify (60)	I3	No changes.
K. National Practitioner Data Bank	K4	Did the NPDB report impact your career? Mark (X) ALL that apply.	No, the report did not impact my career (1) Yes, the report had a negative impact on my position (e.g., reprimand, termination) (1) Yes, the report made it difficult to obtain employment (1) Yes, other (1), Specify (60) Don't Know (1)	I4	Response option change.
K. National Practitioner Data Bank	K5	When making hiring decisions, do you feel that health care employers should consider prior negative health care related actions taken against prospective employees?	Yes, they should consider prior negative actions (1) No, they should not consider prior negative actions (1)	I5	No changes.
K. National Practitioner Data Bank	K6	Do you feel the NPDB should also collect reports on adverse actions against a Nurse Practitioner that could affect their clinical privileges?	Yes, they should be reported (1) No, they should not be reported (1)	I6	No changes.
K. National Practitioner Data Bank	K7	Do you think Nurse Practitioners who are supervised by a physician should be subject to the same reporting requirements as physicians, less strict reporting requirements, or more strict reporting requirements?	The same reporting requirements as physicians (1) Less strict reporting requirements for Nurse Practitioners who are supervised by a physician (1) More strict reporting requirements for Nurse Practitioners who are supervised by a physician (1)	I7	No changes.
K. National Practitioner Data Bank	K8	Do you have clinical privileges at a hospital or some other healthcare facility?	Yes (1) No (1) Don't know (1)	N/A	New question.
L. General Information	L1	Where did you live on December 31, 2021? This information is critical for producing state estimates of the nursing workforce.	City/Town (15) Select State (1) Zip (5)	K1	Response option change.
L. General Information	L2	Where did you live on December 31, 2020? This information is critical for producing state estimates of the nursing workforce.	Yes (1) No (1) In the U.S. (1) City/Town (15) State (1) Zip (5) Outside the U.S. (1) Country or U.S. territory (1)	K2	Question reworded, and response option change.
L. General Information	L3	What is your sex?	Male (1) Female (1)	K3	No changes.
L. General Information	L4	What is the year of your birth?	Year (1)	K4	No changes.

Section	2022 Question Number	Question Text	Question Response Category	2018 Comparable Variable	Notes
L. General Information	L5	Are you of Hispanic, Latino, or Spanish origin?	No, not of Hispanic, Latino, or Spanish origin (1) Yes, Mexican, Mexican American, Chicano (1) Yes, Cuban (1) Yes, Puerto Rican (1) Yes, another Hispanic, Latino, or Spanish origin (1)	K5	Response option change.
L. General Information	L6	What is your race? Mark (X) one or more boxes.	White (1) Black or African American (1) American Indian or Alaska Native (1) Asian Indian (1) Chinese (1) Filipino (1) Japanese (1) Korean (1) Vietnamese (1) Other Asian (1) Native Hawaiian (1) Guamanian or Chamorro (1) Samoan (1) Other Pacific Islander (1)	K6	Response option change.
L. General Information	L7	What languages do you speak fluently, other than English? Mark (X) ALL that apply.	No additional languages (1) Spanish (1) Filipino language (Tagalog, other Filipino dialect) (1) Chinese language (Cantonese, Mandarin, other Chinese language) (1) Russian (1) Korean (1) Vietnamese (1) American Sign Language (1) Other language(s) (1). Specify (60)	K7	Response option change.
L. General Information	L8	What is your marital status?	Married or in a domestic partnership (1) Widowed, divorced, or separated (1) Never married (1)	K8	No changes.
L. General Information	L9	Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard? Mark (X) ONE box only.	Never served in the military (1) Only on active duty for training in the Reserves or National Guard (1) Now on active duty (1) On active duty in the past, but not now (1)	K9	No changes.
L. General Information	L10	Which of the following best describes the dependents (children, parents, etc.) who either live at home with you or for whom you provide A SIGNIFICANT AMOUNT OF CARE? Mark (X) ALL that apply.	Child(ren) less than 6 years old at home (1) Child(ren) 6 to 18 years old at home (1) Other adults at home (e.g., parents or dependents) (1) Others living elsewhere (e.g., children, parents, or dependents) (1) None (1)	K10	Question reworded.
L. General Information	L11	Including employment earnings, investment earnings, and other income of all household members, what was your 2021, pre-tax annual total household income? Mark (X) ONE box only.	\$25,000 or less (1) \$25,001 to \$35,000 (1) \$35,001 to \$50,000 (1) \$50,001 to \$75,000 (1) \$75,001 to \$100,000 (1) \$100,001 to \$150,000 (1) \$150,001 to \$200,000 (1) More than \$200,000 (1)	K11	No changes.