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2011 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

2011 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

National Council of State Boards of Nursing, Inc. (NCSBN®)

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EXECUTIVE SUMMARY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted on a three-year cycle.

A number of steps are necessary to perform an analysis of newly licensed registered nurse (RN) practice. A panel of subject matter experts (SMEs) was assembled and a list of RN activities was created and incorporated into a survey. The survey was sent to a randomly drawn sample of newly licensed RNs, and data were collected and analyzed.

Methodology Reviewers

Three methodology reviewers, chosen for their expertise in practice/job analysis and certification exam development, reviewed the methodologies and procedures utilized in this study. All three reviewers indicated that the methodology was psychometrically sound, legally defensible and in compliance with industry standards for practice analyses.

Panel of SMEs

A panel of nine RNs was assembled to assist with the practice analysis. Panel members worked with and/or supervised the practice of RNs within their first six months of practice or were themselves newly licensed RNs. Panel members represented all geographic areas of the U.S., major nursing specialties and varied practice settings.

The panel used the current test plan category structure describing the types of activities performed by newly licensed RNs and developed a list of activities performed within each category of the structure.

Survey Development

A total of 141 nursing activity statements were incorporated into a practice analysis survey, which also included questions about nurses' practice settings, past experiences and demographics. Half of the sample of newly licensed RNs received a paper version of the survey; the other half received a Web-based survey. Two forms for the paper survey and three forms of the Web survey were created to reduce the number of activity statements on each survey. For the paper survey, one form contained 71 activity statements and the other contained 70 with no shared statements. Each of the Web versions of the survey contained 47 unique activity statements. This design ensures every activity statement appears on two survey forms. Except for the activity statements unique to each survey form, the surveys were identical.

Survey Process

Sample Selection

Two samples were randomly selected from the candidates who successfully passed the NCLEX-RN® Examination between Jan. 15 and March 15, 2011. Newly licensed RNs were excluded from this sample if their mailing address was not within the jurisdiction in which they were seeking licensure.

The exclusion criterion was used to minimize the number of incorrect addresses to which the survey would be sent. A sample of 6,000 practitioners was randomly selected for the paper survey. Another sample of 6,000 RNs was randomly selected from this population for the Web survey.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn in terms of NCSBN jurisdictions.

Mailing Procedure

Two forms of the paper survey were distributed evenly among 6,000 newly licensed RNs. The Web survey had three forms that were evenly distributed among another 6,000 newly licensed RNs. A five-stage mailing process was used to engage the

participants in the study. All potential participants were promised confidentiality with regard to their participation and their responses. The survey was conducted May through July 2011.

Return Rates

Of the 6,000 paper surveys mailed out, 1,022 were returned for Form 1 and 1,040 were returned for Form 2. With 48 undeliverable surveys, the adjusted return rate is 34.6% for the paper survey. For the Web survey, 729 surveys were received for Form 1, 750 surveys were received for Form 2 and 768 for Form 3. The number of undeliverable Web surveys was 181, whereas 66 RNs chose not to participate. There were 1,477 individuals (757 paper, 720 Web) who did not qualify for survey ratings based on one of the following reasons: (a) they did not indicate having an RN license; (b) they were not currently working in the U.S.; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous two demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rates were 21.9% for paper and 26.5% for Web.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those RNs not responding would have rated the survey activity statements differently. Based on the nonresponder data, the ratings for nonresponders were similar to the ratings of responders which provides support to the validity of the survey results.

Demographics, Experiences and Practice Environments of Participants

Demographics/Past Experiences

The majority (89.1%) of survey responders were female. The age of responders averaged 31.1 years (SD 8.9 years). Responders were 73.0% White, 8.0% African American, 7.9% Asian Other, 6.2% Hispanic and 0.7% Asian Indian.

Newly licensed RNs listed obtaining an associate degree most frequently (57.0%). The second most frequent response was baccalaureate degree (36.8%).

Responders reported working an average of 3.2 months as RNs in the U.S. and its territories. They reported being an average of 6.9 months post-graduation. Approximately 13.0% of newly licensed RNs reported previous experience as a licensed practical/vocational nurse (LPN/VN) and 44.4% reported previous experience as a nurse aide/nursing assistant (NA). The average experience in those positions was 6.0 years as an LPN/VN and 3.4 years as an NA.

Orientation

The majority of newly licensed RNs received some form of formal orientation (95.4%). No formal orientation was reported by 4.6% of responders; 0.8% reported having only classroom instruction or skills lab work for their orientation. The majority of newly licensed RNs responded working with an assigned preceptor (73.5%) for an average of 9.0 weeks; 9.7% reported performing supervised work with clients for an average of approximately 7.6 weeks. Only 8.8% reported having a formal internship that lasted an average of 13.2 weeks.

Certifications Earned

In the current study, 80.8% of responders reported earning additional certifications or completing coursework. Basic life support (53.3%), advanced cardiac life support (22.6%) and intravenous therapy (13.8%) were the most frequently reported certifications.

Facilities

The majority (76.2%) of newly licensed RNs in this study reported working in hospitals, 13.1% reported working in long-term care and 6.9% reported working in community-based facilities. The numbers of beds reported in hospitals or nursing homes were mostly distributed among 100-299 beds (27.5%), 300-499 beds (20.1%) and 500 or more beds (23.2%); 14.7% reported working in facilities with fewer than 100 beds. The majority of newly licensed RNs

(55.4%) reported working in urban or metropolitan areas, 30.8% worked in suburban areas and 13.7% worked in rural areas.

Practice Settings

The majority of newly licensed RNs reported working in medical/surgical (31.0%) and critical care (23.5%) settings. Nursing home, skilled or immediate care made up 9.5% of the current sample, followed by rehabilitation (4.9%) and pediatrics (3.8%). Only 0.1% reported working in occupational health settings.

Client Health Conditions and Ages

Newly licensed RNs reported caring for acutely ill clients (52.9%), clients with stable chronic conditions (36.7%), clients with unstable chronic conditions (28.4%) and clients with behavior/emotional conditions (22.0%). The majority of newly licensed RNs reported caring for older adult clients aged 65 to 85 (56.1%), adult clients aged 18 to 64 (51.8%), older adult clients aged 85 or older (27.8%) and young adult clients aged 13 to 17 (6.3%).

Shifts Worked

The shifts most commonly worked by newly licensed RNs continued to be days (44.5%) and nights (33.4%). Only 11.2% reported working rotating shifts.

Time Spent in Different Categories of Nursing Activities

Newly licensed RNs reported spending the greatest amount of time in management of care (17.6%), physiological adaption (15.2%), and pharmacological and parenteral therapies (13.1%).

Administrative Responsibilities/Primary Administrative Position

Of the responders, 17.2% reported having administrative responsibilities; 50.0% of those responders reported having a primary administrative position. Newly licensed RNs working in long-term care facilities were far more likely to report having administrative responsibilities than those working in hospitals (61.2% in long-term care vs. 6.5% in hospitals). Those working in long-term care with administrative responsibilities were more than twice as likely to report being in an administrative position (67.8% in long-term care compared to 29.2% in hospitals). Of the newly licensed RNs working in community-based settings, 34.9% reported having administrative responsibilities. Of those responders, 37.7% reported holding an administrative position.

Activity Performance Findings

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed RNs. Cronbach's alpha coefficients were calculated for frequency and importance ratings for the paper and Web forms of the survey. Paper surveys had a reliability index of approximately 0.97 for importance and approximately 0.95 for frequency ratings, which is quite good. Web surveys had a reliability index of 0.95 for importance and 0.94 for frequency ratings. These high reliability indices indicate the survey is reliably measuring the nursing activities necessary for competent RN practice.

SME Panel Validation of Survey Findings

The SME panel for the 2011 RN Practice Analysis was asked to provide independent ratings of 141 activity statements. The importance ratings estimated by panel members were compared to the average importance ratings from the practice analysis survey. In general, responders regarded most of the activity statements as more important than the SMEs did.

Representativeness of Activity Statements

The participants who received a paper survey were asked whether the activities on their survey form represented what they actually did in their positions. A large majority (88.5%) indicated that the survey covered the important nursing activities "well" or "very well."

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting. The activities

ranged from 16.70% applicability (16.70% of the responders reported that the activity was performed within their work setting) to 99.91% (99.91% of the responders reported the activity was performed within their work setting).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work setting on a six point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways: setting-specific frequency of activity performance and total group frequency. Average setting-specific frequencies ranged from 0.39 to 4.36. Average total group frequencies ranged from 0.14 to 4.36.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress using a five point scale: "1" (not important) to "5" (critically important). Average setting-specific importance ratings ranged from 3.52 to 4.90. Average total group importance ratings ranged from 3.40 to 4.90.

Summary

Responders to the 2011 RN Practice Analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and responders were similar (correlation = 0.83), supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

Conclusion

The 2011 RN Practice Analysis used several methods to describe the practice of newly licensed RNs in the U.S.: (1) document reviews; (2) daily logs of newly licensed RNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an RN test plan.

2011 RN Practice Analysis: Linking the NCLEX-RN® Examination to Practice

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BACKGROUND OF STUDY

The National Council of State Boards of Nursing (NCSBN®) is responsible to its members, the boards of nursing in the U.S. and its member board territories for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Furthermore, practice analysis studies have long been recognized by measurement and testing professions as important sources of validity evidence for licensure examinations (APA, AERA, & NCME, 1999; Raymond, 2001). Because the U.S. health care industry is rapidly changing, practice analysis studies are traditionally conducted by NCSBN on a three-year cycle. The previous registered nurse (RN) practice analysis was conducted in 2008.

Methodology

A number of steps are necessary to perform an analysis of newly licensed RN practice. This section provides a description of the methodology used to conduct the 2011 RN Practice Analysis study. Descriptions of subject matter expert (SME) panel processes, survey development, sample selection and data collection procedures are provided, as well as information about assurance of confidentiality, response rates and the degree to which participants were representative of the population of newly licensed RNs.

Preliminary Interviews with Nurse Leaders

In order to collect information about trends in nursing and health care, and to anticipate possible changes in the future of nursing practice, a variety of leaders in the nursing profession, who were approved by the NCLEX® Examination Committee (NEC), were interviewed regarding their opinions. These interviews were conducted, recorded and transcribed. After leaders' identifying information was removed in order to provide anonymity, the summaries of the phone interviews were made available as source documents for the SME panel to consider when developing the activity statements. In addition, four NCSBN nursing staff members reviewed the results of the interviews, noting any themes or trends. This information was then provided to the SME panel for consideration when developing activity statements.

Methodology Reviewers

Three methodology reviewers, chosen for their expertise in practice/job analysis and certification exam development, reviewed the methodologies and procedures utilized in this study. All three reviewers indicated this methodology was psychometrically sound, legally defensible and in compliance with professional standards for practice analysis. See Appendix A for a listing of methodology reviewers.

Panel of SMEs

A panel of nine RNs was assembled to assist with the practice analysis. Panel members worked with and/or supervised the practice of RNs within their first six months of practice or were newly licensed RNs themselves. The SMEs represented all geographic areas of the U.S., and had varied major nursing specialties and practice settings. See Appendix B for a listing of panel members.

The panel of experts performed several tasks crucial to the success of the practice analysis study. The SMEs asked three newly licensed RNs whom they supervised to submit activity logs describing the activities they performed on the job. Additionally, SMEs were asked to submit job descriptions, orientation and professional evaluations from their work settings. Using activity logs, past activity statements, job descriptions, performance evaluation documents, as well as their own knowledge of newly licensed RN practices, the panel members worked to create a list of activities performed within each category of the current test plan category structure. Each activity was reviewed for applicability to newly licensed practice and the relationship to the delivery of safe nursing care to members of the public. Care was taken to create the

activity statements at approximately the same level of specificity and to avoid redundancy.

After the activity statements were reviewed and edited by the NEC, seven panel members provided information necessary for validation of the practice analysis survey. They estimated the percentage of nurses in the country that would perform the activity within their practice settings, the average frequency with which each activity would be performed daily by nurses performing the activity (on a 0 to 5+ scale) and the average importance the activity would have in relation to the provision of safe client care (on a 1 to 5 scale).

Survey Development

A number of processes were used to create, evaluate and refine the survey instrument used for the 2011 RN Practice Analysis Study. The activity statements created by the panel of experts were reviewed, edited and approved by the NEC. The committee also approved the survey form. Additionally, the practice analysis methodology reviewers approved the methodology and procedures. Both paper and Web-based versions of the survey were utilized in order to continue the investigation of using only a Web-based survey for practice analyses (NCSBN, 2008).

There were 141 nursing activity statements that were incorporated into a practice analysis survey. The survey also included questions about nurses' practice settings, past experiences and demographics. Half of the sample of newly licensed RNs received a paper version of the survey; two forms of the paper survey were created to decrease the number of activity statements contained on each survey. The other half of the sample received one of three Web versions of the survey. Three forms of the Web survey were created to reduce the number of activity statements on each survey.

For the paper survey, one survey form contained 71 activity statements; the other contained 70 statements. There were no shared activity statements between the survey forms. Each of the Web versions of the survey contained 47 activity statements with no shared activity statements. Except for the activity statements, the surveys were identical.

The survey contained six sections. In the first section there were questions related to type of RN license, working in the U.S. and direct care of clients. Activity statements were also in this section. The second section contained questions about months of work experience as an RN, type and length of work orientation, and certifications earned. The third section focused on work environment, including type and age of clients, employment setting, and type and size of facility. The fourth section requested information on the responders' last day of work, including the number of hours worked, the number of clients care was provided for and the amount of time spent in various types of nursing activities. The fifth section asked basic demographic information. The sixth section provided space for responders to write comments or suggestions about the study. All forms of the Web and paper versions of the survey used in the 2011 RN Practice Analysis can be found in Appendix C.

Survey Process

Sample Selection

There were two samples that were randomly selected from the candidates who successfully passed the NCLEX-RN® Examination between Jan. 15, 2011, and March 15, 2011, and were not previously included in the 2011 Knowledge of Newly Licensed Registered Nurses Survey. First, a sample of 6,000 practitioners was randomly selected for the paper survey. Newly licensed RNs were excluded from this sample if their mailing address was not within the jurisdiction in which they were seeking licensure. The exclusion criterion was used to minimize the number of incorrect addresses to which the survey would be sent. The strategy effectively removed all candidates with international addresses. Then, of the remaining candidate pool, candidates with email addresses were extracted. Another sample of 6,000 RN candidates was randomly selected from this population for the Web survey.

Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn in terms of NCSBN jurisdictions.

Table 1 presents the correspondence between the population, the sample and the responders by NCSBN jurisdiction.

Mailing Procedure

The paper survey was sent to 6,000 newly licensed RNs (half receiving Form 1 and the other half receiving Form 2). The Web survey was sent to the other 6,000 newly licensed RNs; the three versions of the Web survey were distributed evenly among the sample.

A five-stage mailing process was used to engage participants in the study. A presurvey letter or email was sent to each person selected for the sample on

Table 1. Correspondence of Population, Sample and Responders for the 2011 RN Practice Analysis

	Population	2011 Paper Sample		2011 Paper Responders		2011 Web Sample		2011 Web Responders	
Jurisdiction	%	N	%	N	%	N	%	N	%
Alabama	1.6	97	1.6	23	1.8	93	1.6	32	2.1
Alaska	0.2	9	0.2	0	0.0	16	0.3	6	0.4
Arizona	2.7	165	2.8	37	2.8	145	2.4	35	2.3
Arkansas	1.2	73	1.2	14	1.1	63	1.1	23	1.5
California RN	11.2	718	12.0	115	8.8	710	11.8	101	6.6
Colorado	1.8	104	1.7	23	1.8	103	1.7	22	1.4
Connecticut	0.9	53	0.9	6	0.5	61	1.0	10	0.7
Delaware	0.4	22	0.4	6	0.5	31	0.5	8	0.5
District of Columbia	0.2	7	0.1	1	0.1	10	0.2	4	0.3
Florida	5.5	319	5.3	73	5.6	328	5.5	74	4.8
Georgia RN	2.8	145	2.4	26	2.0	169	2.8	48	3.1
Guam	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Hawaii	0.5	30	0.5	2	0.2	39	0.7	4	0.3
Idaho	0.6	44	0.7	8	0.6	36	0.6	14	0.9
Illinois	3.9	252	4.2	60	4.6	223	3.7	52	3.4
Indiana	2.5	154	2.6	31	2.4	174	2.9	49	3.2
Iowa	1.2	87	1.5	17	1.3	64	1.1	17	1.1
Kansas	1.0	45	0.8	8	0.6	38	0.6	12	0.8
Kentucky	1.9	106	1.8	26	2.0	96	1.6	29	1.9
Louisiana RN	3.0	207	3.5	49	3.8	159	2.7	44	2.9
Maine	0.3	16	0.3	2	0.2	15	0.3	4	0.3
Maryland	2.1	127	2.1	33	2.5	126	2.1	34	2.2
Massachusetts	2.4	151	2.5	24	1.8	146	2.4	32	2.1
Michigan	3.2	218	3.6	56	4.3	192	3.2	56	3.7
Minnesota	2.4	120	2.0	28	2.1	134	2.2	37	2.4
Mississippi	1.5	77	1.3	16	1.2	157	2.6	20	1.3
Missouri	2.6	131	2.2	38	2.9	70	1.2	38	2.5
Montana	0.4	17	0.3	3	0.2	18	0.3	4	0.3
Nebraska	0.8	44	0.7	13	1.0	50	0.8	19	1.2
Nevada	0.7	34	0.6	9	0.7	41	0.7	8	0.5
New Hamsphire	0.1	4	0.1	1	0.1	4	0.1	1	0.1
New Jersey	1.4	89	1.5	17	1.3	83	1.4	19	1.2
New Mexico	0.7	46	0.8	6	0.5	44	0.7	8	0.5

Table 1. Correspondence of Population, Sample and Responders for the 2011 RN Practice Analysis

	Population	2011 Paper Sample		2011 Paper Responders		2011 Web Sample		2011 Web Responders	
Jurisdiction	**%**	**N**	**%**	**N**	**%**	**N**	**%**	**N**	**%**
New York	4.1	262	4.4	52	4.0	335	5.6	62	4.1
North Carolina	2.5	150	2.5	49	3.8	137	2.3	48	3.1
North Dakota	0.2	13	0.2	4	0.3	8	0.1	3	0.2
Northern Mariana Islands	0.0	0	0.0	0	0.0	1	0.0	0	0.0
Ohio	4.2	251	4.2	56	4.3	237	4.0	61	4.0
Oklahoma	1.0	76	1.3	23	1.8	64	1.1	17	1.1
Oregon	0.5	11	0.2	1	0.1	35	0.6	6	0.4
Pennsylvania	3.0	207	3.5	41	3.1	211	3.5	60	3.9
Rhode Island	0.4	17	0.3	2	0.2	30	0.5	11	0.7
South Carolina	1.6	82	1.4	19	1.5	96	1.6	24	1.6
South Dakota	0.4	23	0.4	5	0.4	23	0.4	7	0.5
Tennessee	2.8	149	2.5	36	2.8	176	2.9	65	4.3
Texas	9.2	551	9.2	115	8.8	539	9.0	167	10.9
Utah	1.0	78	1.3	13	1.0	63	1.1	14	0.9
Vermont	0.1	1	0.0	0	0.0	11	0.2	0	0.0
Virgin Islands	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Virginia	1.9	111	1.9	34	2.6	102	1.7	23	1.5
Washington	1.3	75	1.3	15	1.1	60	1.0	12	0.8
West Virginia RN	0.5	29	0.5	11	0.8	40	0.7	9	0.6
Wisconsin	3.2	194	3.2	57	4.4	190	3.2	73	4.8
Wyoming	0.1	9	0.2	1	0.1	4	0.1	1	0.1
Total	**100.0**	**6000**	**100.0**	**1305**	**100.0**	**6000**	**100.0**	**1527**	**100.0**

May 19, 2011. A week later, the paper survey, with a cover letter and postage-paid return envelope, was mailed. Web recipients were sent an email invitation with a login address and a unique access code. Two weeks later, a postcard/email was sent to all participants reiterating the importance of the study and urging participation. Approximately two weeks after the first postcard/email, a second reminder was sent to nonresponders and two weeks later, a third postcard/email was sent to nonresponders. The survey was conducted from May through July 2011.

Confidentiality

All potential participants were promised confidentiality with regard to their participation and their responses. Files containing mailing information were kept separate from the data files. Preassigned code numbers were used to facilitate cost effective follow-up mailings. The study protocol was reviewed and approved by NCSBN's CEO for compliance with organizational guidelines for research studies involving human subjects.

Return Rates

Of the 6,000 paper surveys mailed, 1,022 were returned for Form 1 and 1,040 were returned for Form 2. With 48 undeliverable surveys, the adjusted return rate is 34.6% for the paper survey. For the Web survey, 729 surveys were returned for Form 1, 750 surveys were returned for Form 2 and 768 for Form 3. The number of undeliverable Web surveys is 181, whereas 66 RNs chose not to participate. The adjusted return rate is 39.1% for the Web survey. There were 1,477 individuals (757 paper, 720 Web) who did not qualify for survey ratings based on one of the following reasons: (a) they did not indicate having an RN license; (b) they were not currently

working in the U.S.; (c) they were working less than 20 hours per week as an RN; and/or (d) they failed to answer the previous two demographic questions. After adjusting for incorrect addresses and removals, the analyzable response rates were 21.9% for paper and 26.5% for Web.

RN Practice Analysis Survey Nonresponder Study

In order to ensure the validity of the results, NCSBN conducted a telephone survey of nonresponders to determine if those RNs not responding would have rated the survey activity statements differently than the responders. If there are no systematic differences in responders versus nonresponders, it would provide further evidence that the results are unbiased, which supports the validity of the 2011 RN Practice Analysis results. The nonresponders rated the activity statements similar to the responders, lending support for the validity of the results. See Appendix H for a full report of the nonresponder study.

Summary

A panel of nine RNs, experts in the practice of newly licensed RNs, met and created a comprehensive list of RN activity statements. A data collection instrument was developed and revised before being sent to 12,000 newly licensed RNs selected from lists of candidates who passed the NCLEX-RN® Examination between Jan. 15, 2011, and March 15, 2011. The survey response rate was 21.9% for paper and 26.5% for Web. This practice analysis contains the responses of 2,832 newly licensed RNs, which is 781 more than the 2008 RN Practice Analysis Survey and should provide more precise results.

DEMOGRAPHICS, EXPERIENCES AND PRACTICE ENVIRONMENTS OF PARTICIPANTS

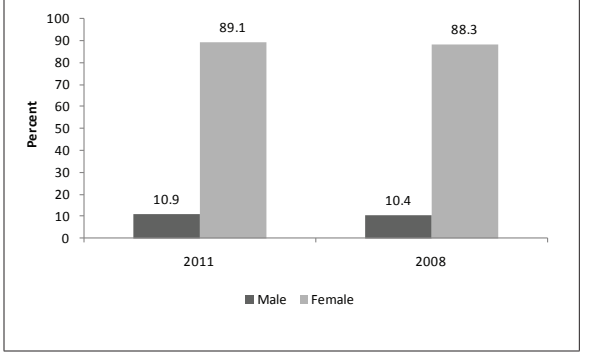
Demographics/Past Experiences

Demographic information, including racial and ethnic backgrounds, educational preparation, and gender, are presented next, followed by descriptions of responders' work environments, including settings, shifts worked and client characteristics.

Age and Gender

The majority of survey responders reported being female (89.1%), an increase from the percentage found in the 2008 RN Practice Analysis Study. *See Figure 1.* The age of responder nurses averaged 31.1 years (SD=8.9 years), similar to the average of 31.9 years from the 2008 survey.

Figure 1. Gender of Newly Licensed RNs



Race/Ethnicity of Newly Licensed RNs

Participants in the current study were ethnically diverse, with 73.0% reporting being White. Responders reported their race/ethnicity as 8.0% African American; 7.9% Asian Other; 6.2% Hispanic; and 0.7% Asian Indian. *See Figure 2.*

English was reported by 87.6% of responders as their primary language; 9.6% reported both English and another language as their primary languages. English was not the primary language of 2.9% of respondents.

Educational Background

Newly licensed RNs listed obtaining an associate degree most frequently (57.0%). The second most frequent response was baccalaureate degree (36.8%). These numbers closely mirrored the educational diversity of past years' studies. *See Figure 3.*

Previous Licensed Practical/Vocational Nurse (LPN/VN) or Nurse Aide/Nursing Assistant (NA) Experience

Responders reported working an average of 3.2 months as RNs in the U.S. and being an average of 6.9 months post graduation. *See Figure 4.* Approximately 13.0% of newly licensed RNs reported previous experience as an LPN/VN and 44.4% reported previous experience as an NA. The average experience in those positions was 6.0 years as a LPN/VN and 3.4 years as an NA. LPN/VN experience has increased an average of 0.7 years from 2008 to 2011. *See Table 2.*

Table 2. Average Years LPN/VN or Nurse Aide (NA) Experience

	2011		2008	
	Yrs. Exp	%*	Yrs. Exp	%*
LPN/VN	6.0	13.0	5.3	18.6
NA	3.4	44.4	3.1	51.7

*Indicates the percentage of newly licensed RNs with previous LPN/VN or NA experience

Orientation

The majority of newly licensed RNs responded receiving some form of formal orientation (95.4%). No formal orientation was reported by 4.6% and 0.8% reported receiving only classroom instruction or skills lab work for their orientation. Newly licensed RNs responded working with an assigned preceptor (73.5%) for an average of 9.0 weeks, and 9.7% reported performing supervised work with clients for an average of approximately 7.6 weeks. Only 8.8% reported having a formal internship that lasted an average of 13.2 weeks. This reflects an increase in the number of newly licensed RNs that reported receiving a formal internship. See Table 3 for types of orientations with average time spent in each.

Certifications Earned

In the current study, 80.8% of responders reported earning additional certifications or completing

Figure 2. Race/Ethnicity of Newly Licensed RNs

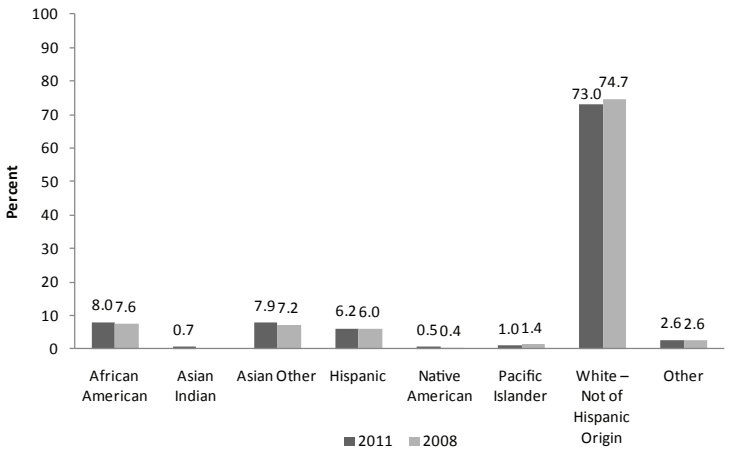


Figure 3. Educational Programs of Newly Licensed RNs

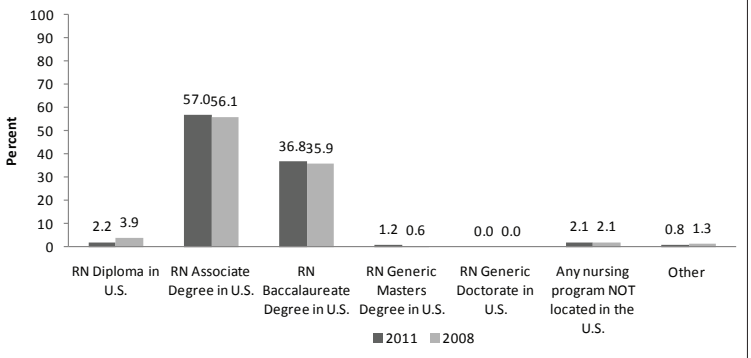


Figure 4. Average Months Since Graduation and Months Employed

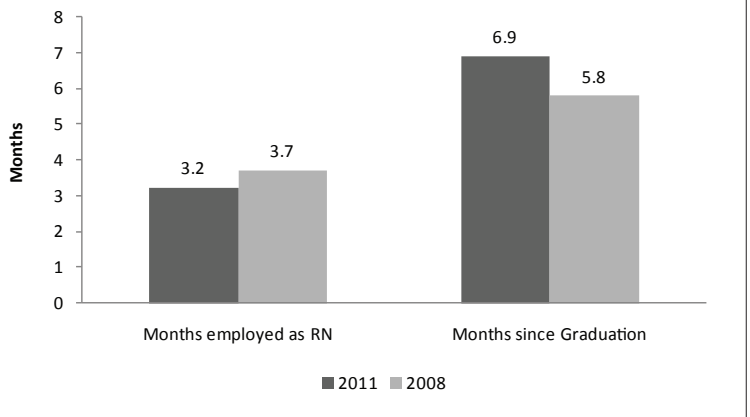


Table 3. Type and Length of Orientation

	2011		2008	
	%	Avg Weeks	%	Avg Weeks
No formal orientation	4.6	NA	1.4	NA
Classroom instruction/skills lab work only	0.8	3.4	7.0	8.6
Classroom and/or skills lab plus supervised work with clients	9.7	7.6	5.1	8.7
Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work	73.5	9.0	73.4	9.9
A formal internship with or without additional classroom or skills lab work	8.8	13.2	5.0	14.3
Other	2.6	9.2	8.1	12.4

Table 4. Additional Coursework/Certification*

Type of Additional Coursework/Certification	2011 % (n=2,832)	2008 % (n=2,051)
Advanced Cardiac Life Support	22.6	21.5
Basic Life Support	53.3	63.1
Behavioral Management	2.6	NA
Chemotherapy	1.1	1.7
Conscious/Moderate Sedation	4.6	9.4
Coronary Care	2.6	4.4
Critical Care	6.1	10.0
Intravenous Therapy	13.8	20.7
Neonatal Advanced Life Support	3.2	8.8
Pediatric Advanced Life Support	5.6	7.2
Phlebotomy	7.2	NA
Peritoneal Dialysis	1.6	2.6
Rehabilitation	1.3	1.0
None	19.2	20.0
Other	11.2	12.8
*Respondents could select all that apply		

Table 5. Employment Facilities

Type of Facility/Organization	2011 % (n=2,832)	2008 % (n=2,051)
Hospital	76.2	89.2
Long-term care facility	13.1	5.3
Community-based or ambulatory care facility/organization	6.9	3.9
Other	3.8	1.6

Table 6. Employment Setting Characteristics		
	2011	2008
Type of Facility/Organization	% (n=2,832)	% (n=2,051)
Number of Hospital or Nursing Home Beds		
Less than 50 beds	5.6	5.9
50 - 99 beds	9.1	6.4
100 - 299 beds	27.5	25.8
300 - 499 beds	20.1	23.3
500 or more beds	23.2	25.6
Don't know	6.9	8.8
Other work setting	7.6	4.2
Location of Employment Setting		
Urban/Metropolitan area	55.4	60.1
Suburban	30.8	27.9
Rural	13.7	12.0

coursework compared to 80.0% of the 2008 responders. Basic life support (53.3%), advanced cardiac life support (22.6%) and intravenous therapy (13.8%) were the most frequently reported certifications. See Table 4 for a complete listing of additional coursework and/or certifications completed by survey responders. The ability to give multiple answers allowed for percentages to equal more than 100%.

Work Settings

Facilities

The majority of newly licensed RNs in the current study reported working in hospitals (76.2%). *See Table 5.* Only 13.1% reported working in long-term care and 6.9% reported working in community-based facilities. The number of beds reported in hospitals or nursing homes was mostly distributed among 100-299 beds (27.5%), 300-499 beds (20.1%) and 500 or more beds (23.2%). Only 14.7% reported working in facilities with fewer than 100 beds. *See Table 6.* The majority of newly licensed RNs reported working in urban or metropolitan areas (55.4%), 30.8% worked in suburban areas and 13.7% worked in rural areas. A noted trend can be seen in a decrease in newly licensed RNs working in hospitals with a subsequent increase seen in long-term care and community-based facilities.

Practice Settings

Overall, the majority of newly licensed RNs reported working in medical/surgical (31.0%) and critical care (23.5%) settings, which represents a decrease in these settings as compared to the 2008 findings. On the other hand, an increase is seen in such settings as nursing home, skilled or intermediate care (from 5.0% to 9.5%) and rehabilitation facilities (from 3.3% to 4.9%). *See Table 7.*

Client Health Conditions

Newly licensed RNs reported caring for acutely ill clients (52.9%), clients with stable chronic conditions (36.7%), clients with unstable chronic conditions (28.4%) and clients with behavior/emotional conditions (22.0%). These results are similar to the 2008 results, with the exception of newly licensed RNs caring for acutely ill clients, which decreased approximately 15.0% from 2008. The ability to give multiple answers allowed for percentages to equal more than 100%. *See Figure 5.*

Client Ages

The majority of newly licensed RNs reported caring for older adult clients aged 65 to 85 (56.1%), adult clients aged 18 to 64 (51.8%), older adult clients aged 85 or older (27.8%) and young adult clients aged 13 to 17 (6.3%). *See Figure 6.* The ability to give multiple answers allowed for percentages to equal more than 100%.

Table 7. Practice Settings

Type of Facility/Organization	2011 % (n=2,832)	2008 % (n=2,051)
Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, postanesthesia recovery unit)	23.5	34.5
Medical/surgical unit or any of its subspecialties (e.g., oncology, orthopedics, neurology)	31.0	39.5
Pediatrics	3.8	6.1
Nursery	0.9	3.0
Labor and delivery	2.2	3.7
Postpartum unit	1.4	3.9
Psychiatry or any of its subspecialties (e.g., detox)	2.8	2.9
Assisted living	0.8	NA
Operating room, including outpatient surgery and surgicenters	2.4	3.1
Nursing home, skilled or intermediate care	9.5	5.0
Other long-term care (e.g., residential care, developmental disability)	1.8	1.1
Rehabilitation	4.9	3.3
Subacute unit	1.5	1.6
Transitional care unit	1.0	1.1
Physician/APRN/Dentist office	1.0	0.5
Occupational health	0.1	0.1
Outpatient clinic	1.6	1.4
Home health, including visiting nurses associations	2.0	2.0
Public health	0.2	0.3
Student/school health	0.3	0.5
Hospice care	1.3	1.3
Prison/Correctional facility/jail	0.2	0.3
Other	5.7	5.8

*Survey participants could select more than one setting to describe their practices

Figure 5. Client Health Conditions

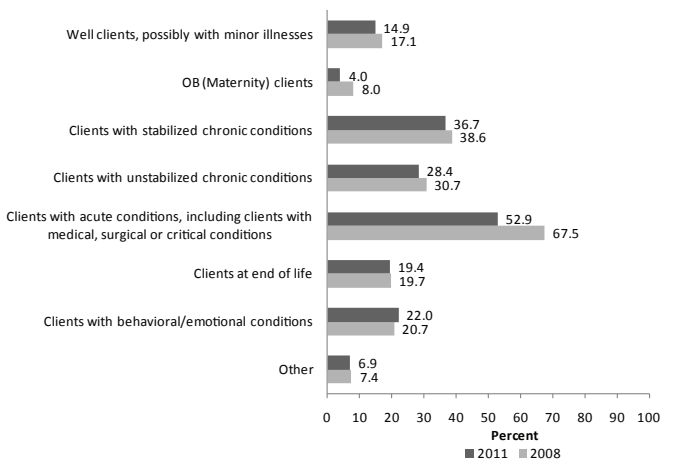


Figure 6. Client Ages

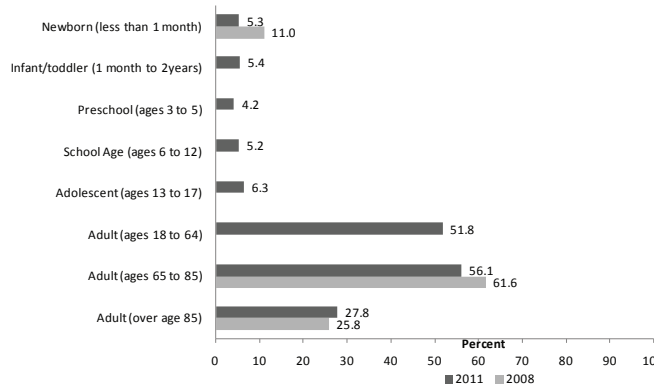
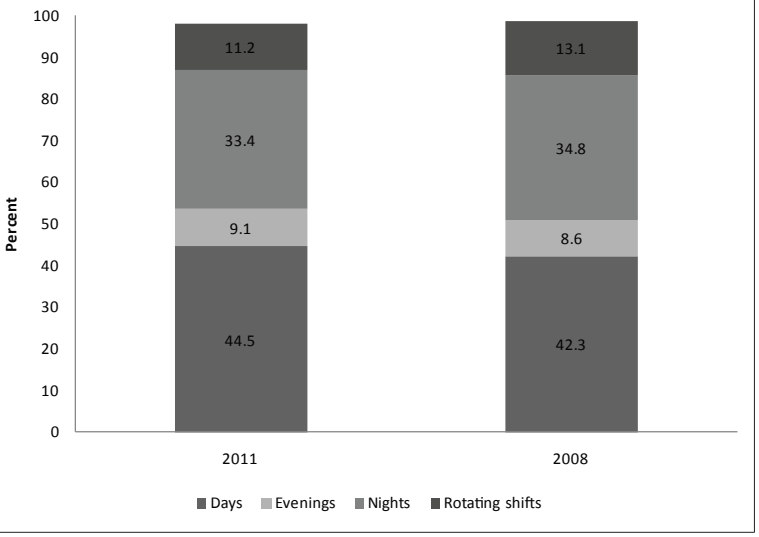


Figure 7. Shifts Worked by Newly Licensed RNs



Because client ages were reported in different categories between 1 month and 65 years of age in the 2008 survey, (e.g., instead of children from 1 month to 2 years, it was reported as children from 1 month to 12 years old), these 2008 values are not charted in the figure.

On average, respondents were responsible for 9.7 clients on their last work day with a standard deviation of 14.6.

Shifts Worked

The shifts most commonly worked by newly licensed RNs continued to be days (44.5%) and nights (33.4%). Only 11.2% of respondents reported working rotating shifts. When compared to the 2008 findings, responders who reported working the evening shift decreased by 1.4%. Note that 1.8% selected "other" for shifts worked and these responses are not reflected in Figure 7. See Figure 7 for shifts reported in 2008 and 2011.

The majority of the respondents (67.9%) worked a 12-hour shift on a typical work day; 25.6% worked eight-hours on a typical shift. Approximately 3.6% of RNs worked a 10-hour shift.

Time Spent in Different Categories of Nursing Activities

The responders to the current study were asked to record the number of hours spent performing specific categories of activities. *See Table 8.* The hours spent were then converted to proportions of time by dividing the number of reported hours spent working by the reported hours spent on each activity. Because nurses often perform more than one type of activity at a time, such as teaching while giving medications or providing emotional support while giving routine care, these proportions did not equal 100%. In order to make the proportions of time spent in activities useful to the task of helping to validate the NCLEX-RN test plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours reportedly spent in all the activities. These standardized proportions have the advantage of adding up to 100. Newly licensed RNs reported spending the greatest amount of time in management of care (17.6%), physiological adaption (15.2%), and pharmacological and parenteral therapies (13.1%). The least amount of time was reportedly spent on health promotion and maintenance activities (10.4%), psychosocial integrity (10.7%) and reduction of risk potential (10.7%). Compared to the 2008 study, there are slight variations in time spent on almost all categories of activities.

Administrative Responsibilities/Primary Administrative Position

Newly licensed RNs responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position, such as being a unit manager, team leader, charge nurse, coordinator, etc. If they reported such responsibilities, they were asked if they had a primary administrative position. Of all responders, 17.2% reported having such responsibilities; of those responders, 50.0% reported having a primary administrative position. Newly licensed RNs working in long-term care facilities were more likely to report having administrative responsibilities than those working in hospitals (61.2% in long-term care vs. 6.5% in hospitals). Those working in long-term care with administrative responsibilities were more than twice as likely to report being in an administrative position (67.8% in long-term care compared to 29.2% in hospitals). Of the newly licensed RNs working in community-based settings, 34.9% reported having administrative responsibilities. Of those responders, 37.7% reported holding an administrative position. *See Table 9.*

Summary

The newly licensed RNs responding to the 2011 RN Practice Analysis Survey were primarily female with an average age of 31.1 years. The majority worked day or night shifts in medical/surgical or critical care units of hospitals. The majority of responders were provided an orientation with an assigned preceptor or mentor for an average of approximately nine weeks. The responders cared mostly for clients with acute conditions who were 18-85 years of age.

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		Average Hours 2011	Proportion of Work Hours 2011	2011 Standardized Proportion	2008 Standardized Proportion
Management of Care	Perform and direct activities that manage client care within the health care delivery setting (e.g., advance directives, advocacy, case management, client rights, collaboration with interdisciplinary team, concepts of management, confidentiality and information security, consultation, continuity of care, delegation, establishing priorities, ethical practice, informed consent, information technology, legal rights and responsibilities, performance improvement/quality improvement, referrals, resource management, staff education and supervision).	5.68	0.52	0.18	0.14
Safety and Infection Control	Perform and direct activities that protect client and health care personnel from hazards encountered in the health care setting (e.g., accident prevention, disaster planning, emergency response plan, ergonomic principles, error prevention, handling hazardous and infectious materials, home safety, injury prevention, medical/surgical asepsis, report of incident/event/irregular occurrence/variance, safe use of equipment, security plan, standard/ transmissionbased/other precautions and use of restraints/safety devices).	4.32	0.40	0.12	0.13
Health Promotion and Maintenance	Perform and direct activities that promote and maintain the health of client (e.g., aging process, ante/intra/postpartum/newborn care, developmental stages and transitions, disease prevention, expected body image changes, family planning, family systems, growth and development, health and wellness, health promotion programs, health screening, high risk behaviors, human sexuality, immunizations, lifestyle choices, principles of teaching/learning, self care, and techniques of physical assessment).	3.72	0.34	0.10	0.11
Psychosocial Integrity	Perform and direct activities related to caring for client with emotional, mental and social problems/ issues, including providing behavioral interventions (e.g., abuse/neglect, behavioral interventions, chemical and other dependencies, coping mechanisms, crisis intervention, cultural diversity, end-of-life care, family dynamics, grief and loss, mental health concepts, psychopathology, religious and spiritual influences on health, sensory/ perceptual alterations, situational role changes, stress management, support systems, therapeutic communications, therapeutic environment, and unexpected body image changes).	3.78	0.35	0.11	0.10
Basic Care and Comfort	Provide and direct basic care and comfort measures including promoting client ability to perform activities of daily living (e.g., assistive devices, complementary and alternative therapies, elimination, mobility/immobility, nonpharmacological comfort interventions, nutrition and oral hydration, palliative/comfort care, personal hygiene, and rest/sleep).	3.94	0.36	0.11	0.14

Table 8. Average Time Spent in Different Categories of Nursing Activities

Categories of Activities		Average Hours 2011	Proportion of Work Hours 2011	2011 Standardized Proportion	2008 Standardized Proportion
Pharmacological and Parenteral Therapies	Perform and direct activities necessary for safe administration of medications and intravenous therapies (e.g., adverse effects/contraindications and side effects, blood and blood products, central venous access devises, dosage calculation, expected effects/outcomes, medication administration, parenteral/intravenous therapy, pharmacological agents/actions, pharmacological interactions, pharmacological pain management, and total parenteral nutrition).	4.18	0.38	0.13	0.14
Reduction of Risk Potential	Perform and direct activities to prepare for and care for client undergoing a treatment/procedure/ surgery to reduce the likelihood that client will develop a complication or health problem related to existing condition, (e.g., diagnostic tests, laboratory values, monitoring moderate/ conscious sedation, potential for alterations in body systems, potential for complications of diagnostic tests/treatments/ procedures, potential for complications from surgical procedures and health alterations, specific system assessment, therapeutic procedures and vital signs).	3.95	0.36	0.11	0.12
Physiological Adaptation	Provide and direct care for client with acute, chronic or life threatening physical health condition (e.g., alterations in body systems, fluid and electrolyte imbalances, hemodynamics, illness management, infectious disease, medical emergencies, pathophysiology, radiation therapy, and unexpected response to therapy).	5.18	0.47	0.15	0.12

Table 9. Administrative Responsibilities

	2011		2008	
	Administrative Responsibility	Primary Administrative Position*	Administrative Responsibility	Primary Administrative Position*
Facilities	%	%	%	%
All	17.2	50.0	16.0	34.8
Hospital	6.5	29.2	10.9	23.0
Long-term care	61.2	67.8	68.9	61.6
Community-based care	34.9	37.7	46.3	48.6
Other	49.4	43.9	54.5	38.9

*Percent of all relevant responders

ACTIVITY STATEMENT PERFORMANCE FINDINGS

Findings relative to the activities performed by newly licensed RNs are presented in this section of the report. The methods used to collect and analyze activity statement findings, the representativeness of activity statements, applicability to practice settings, frequency of performance, and importance of the activities will be discussed. A validation of survey findings with estimates provided by the SME panel will also be provided.

Overview of Methods

The 2011 RN Practice Analysis Survey asked responders to answer two questions about each activity statement. Question A addressed the frequency of activity performance. The scale of frequency ranged from "Never performed in work setting" to "5 or more times." Responders were instructed to mark "Never performed in work setting" if an activity did not apply to their work setting and then to move to the next activity. If the activity did apply to their work setting, they were asked to mark on a six-point scale of 0-5+, reflecting the frequency with which they had performed the activity on their last day of work. In Question B, respondents were then asked to rate the overall importance of the activity considering client safety and/or threat of complications or distress on a scale of 1 to 5 with 1 being "not important" to 5 being "critically important." The responder ratings were analyzed in three parts. Applicability to practice setting was assessed by analyzing the number of responders having performed each activity statement, excluding those that marked "Never performed in work setting."

Activity Performance Characteristics

Reliability

Reliability indices were calculated to assess the capability of the survey to measure the activities relevant to safe and effective practice of newly licensed RNs. Cronbach's alpha coefficients were calculated for frequency and importance ratings for the paper and Web forms of the survey to measure the internal consistency of the instrument (Cronbach, 1951). Alpha coefficients range from 0 to 1; a value of 0.70 or greater is generally considered adequate. As can be seen in Table 10, the survey was very reliable.

SME Panel Validation of Survey Findings

The SME panel for the 2011 RN Practice Analysis was asked to provide independent ratings of the 141 activity statements. They estimated the percentage of newly licensed RNs performing the activities within their practice settings, the average setting-specific frequency with which the activities were performed during one day and the average importance of the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies with the estimates of setting applicability. All panel ratings were averaged across panel members and compared to the ratings obtained from the practice analysis survey. The importance ratings estimated by panel members were compared to the average importance ratings from the practice analysis survey. As can be seen in Table 11, there were only five

Table 10. Reliability Estimates

	Frequency			Importance		
	N Items	N Cases	Scale Reliability	N Items	N Cases	Scale Reliability
Paper Form 1	71	653	0.95	71	373	0.97
Paper Form 2	70	652	0.96	70	357	0.98
Web Form 1	47	489	0.94	47	238	0.95
Web Form 2	47	508	0.94	47	236	0.95
Web Form 3	47	530	0.94	47	275	0.95

activity statements that the responders rated more than one point higher (more important) than SMEs: "Provide care to client in labor"; "Provide prenatal care and education"; "Implement and monitor phototherapy"; "Provide intraoperative care"; and "Assess client need for sleep/rest and intervene as needed." In general, the responders rated most of the activity statements slightly more important than the SMEs did.

Representativeness of Activity Statements

The participants who received a paper survey were asked whether the activities on their survey form represented what they actually did in their positions. A large majority of participants (88.5%) indicated that the survey covered the important nursing activities "well" or "very well."

Applicability of Activities to Practice Setting

Responders indicated if each of the activities was applicable to his or her work setting by marking "Never performed in work setting." The percentages of newly licensed RNs indicating that the activities were applicable are reported in Table 12. The activities ranged from 16.70 applicability (16.70 of the responders reported that the activity was performed within their work settings) to 99.91% (99.91% of the responders reported the activity was performed within their work setting). The activities with the lowest percentage of applicability were "Provide care to client in labor" (16.70%), "Provide postpartum care and education" (20.57%) and "Provide prenatal care and education" (23.37%). The activities with the highest percentage of applicability for responders were "Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)" (99.91%), "Organize workload to manage time effectively" (99.81%) and "Collaborate with health care members in other disciplines when providing client care" (99.62%).

Frequency of Activity Performance

Responders were asked to rate the frequency of performance of all activities that were applicable to their work settings. They reported how frequently they performed the activity on the last day they worked on a six-point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways. The setting-specific frequency was calculated by averaging the frequency ratings of those responders providing ratings (i.e., responders indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (i.e., responders indicating that the activity did not apply to their work setting) before averaging the rating. To do this, the missing frequency ratings were converted to zero ("0 times" on the rating scale) for inclusion in the total group frequency calculation. See Table 12 for setting-specific and total group frequency.

Setting-Specific

Average setting-specific frequencies ranged from 0.39 to 4.36. The activities performed with the lowest frequencies were "Perform post-mortem care" (0.39), "Implement emergency response plans (e.g., internal/external disaster)" (0.40) and "Implement and monitor phototherapy" (0.42). The activities with the highest setting-specific average frequencies of performance were "Organize workload to manage time effectively" (4.36), "Evaluate appropriateness and accuracy of medication order for client" (4.24) and "Perform focused assessment" (4.17). Appendix D presents activity statements rank ordered by average setting-specific frequency.

Total Group

Average total group frequencies ranged from 0.14 to 4.36. The activities performed with the lowest total group frequency were "Implement and monitor phototherapy" (0.14), "Provide care to client in labor" (0.17) and "Perform and manage care of client receiving peritoneal dialysis" (0.24). Those activities performed with the overall highest frequencies were "Organize workload to manage time effectively" (4.36), "Evaluate appropriateness and accuracy of medication order for client" (4.20)

and "Perform focused assessment" (4.11). Appendix E presents activity statements rank ordered by average total group frequency.

Importance of Activity Performance

Responders were asked to rate the importance of performing each nursing activity in regard to the maintenance of client safety and/or threat of complications or distress. Responders were further requested to consider the importance of activity performance in terms of client safety, namely risk of unnecessary complications, impairment of function or serious distress to clients. Importance ratings were recorded using a 5-point scale of "1" (not important) to "5" (critically important). Average importance ratings were calculated in two ways. Setting-specific importance was calculated by averaging only the ratings of responders providing frequency ratings for the activity statement (those indicating that the activity applied to their work setting). The total group importance was calculated by including all importance ratings regardless of applicability to work setting. The average importance rating for each of the 141 activities is reported in Table 13.

Setting-Specific

Average setting-specific importance ratings ranged from 3.52 to 4.90. The activities with the lowest importance ratings were "Plan and/or participate in community health education" (3.52), "Perform post-mortem care" (3.63) and "Assess and teach clients about health risks based on family, population, and/or community characteristics" (3.73). The activities with the highest importance ratings were "Prepare and administer medications, using rights of medication administration" (4.90), "Ensure proper identification of client when providing care" (4.89) and "Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)" (4.89). Appendix F displays activity statements rank ordered by average setting-specific importance ratings.

Total Group

Average total group importance ratings ranged from 3.40 to 4.90. The activities with the lowest importance ratings were "Plan and/or participate in community health education" (3.40), "Implement and monitor phototherapy" (3.49) and "Perform post-mortem care" (3.53). The activities with the highest importance ratings were "Prepare and administer medications, using rights of medication administration" (4.90), "Ensure proper identification of client when providing care" (4.89) and "Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)" (4.89). Appendix G presents activity statements rank ordered by average total group importance ratings.

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel										
		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
1	Perform procedures necessary to safely admit, transfer or discharge a client	97.01	2.57	4.29	100.00	2.43	4.29	-2.99	0.14	0.01
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	95.33	2.74	4.65	100.00	2.71	4.43	-4.67	0.02	0.22
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	88.31	2.44	4.01	100.00	2.71	4.00	-11.69	-0.28	0.01
4	Advocate for client rights and needs	99.53	3.50	4.57	100.00	3.14	4.57	-0.47	0.35	0.00
5	Prioritize the delivery of client care	98.25	3.71	4.64	100.00	4.57	4.43	-1.75	-0.86	0.21
6	Participate in performance improvement/quality improvement process	81.32	1.30	3.85	100.00	2.71	3.29	-18.68	-1.42	0.57
7	Collaborate with health care members in other disciplines when providing client care	99.62	3.80	4.47	100.00	3.57	3.86	-0.38	0.23	0.61
8	Receive and/or transcribe health care provider orders	94.53	2.89	4.59	100.00	2.29	4.43	-5.47	0.61	0.16
9	Integrate advance directives into client plan of care	78.47	1.08	3.97	100.00	0.86	4.00	-21.53	0.22	-0.03
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	78.11	0.49	4.52	85.71	0.00	4.14	-7.60	0.49	0.38
11	Verify that the client comprehends and consents to care and procedures	92.67	2.40	4.52	100.00	1.43	4.29	-7.33	0.97	0.24
12	Provide education to clients and staff about client rights and responsibilities	90.57	2.14	4.21	100.00	2.71	3.71	-9.43	-0.58	0.49
13	Recognize the need for referrals and obtain necessary orders	95.27	2.30	4.02	100.00	1.86	3.43	-4.73	0.44	0.59
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	89.69	2.55	4.01	100.00	2.14	3.29	-10.31	0.41	0.73
15	Maintain client confidentiality and privacy	99.26	3.89	4.68	100.00	4.00	4.57	-0.74	-0.11	0.10

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel										
		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
16	Recognize limitations of self/others and seek assistance	99.62	3.37	4.48	100.00	2.29	4.00	-0.38	1.08	0.48
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	74.35	0.40	4.38	100.00	0.14	4.57	-25.65	0.26	-0.19
18	Manage conflict among clients and health care staff	78.84	0.74	3.79	100.00	1.00	3.86	-21.16	-0.26	-0.06
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	98.78	2.83	4.10	100.00	2.14	3.71	-1.22	0.69	0.39
20	Recognize ethical dilemmas and take appropriate action	80.72	0.67	4.11	100.00	0.14	4.14	-19.28	0.53	-0.03
21	Use approved abbreviations and standard terminology when documenting care	98.71	3.62	4.15	100.00	1.43	3.57	-1.29	2.19	0.58
22	Organize workload to manage time effectively	99.81	4.36	4.50	100.00	3.00	4.43	-0.19	1.36	0.07
23	Practice in a manner consistent with a code of ethics for registered nurses	98.06	3.91	4.71	100.00	3.14	4.71	-1.94	0.76	0.00
24	Provide care within the legal scope of practice	99.54	3.99	4.83	100.00	4.00	4.57	-0.46	-0.01	0.25
25	Participate in providing cost effective care	98.48	3.49	3.75	100.00	3.29	3.71	-1.52	0.20	0.03
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/ standard precautions)	99.91	4.10	4.89	100.00	4.86	4.71	-0.09	-0.76	0.18
27	Protect client from injury (e.g., falls, electrical hazards)	98.34	3.62	4.81	100.00	3.43	4.57	-1.66	0.19	0.23
28	Verify appropriateness and/or accuracy of a treatment order	99.33	3.81	4.72	100.00	3.43	4.57	-0.67	0.39	0.15
29	Follow procedures for handling biohazardous materials	91.44	2.34	4.45	100.00	2.00	4.14	-8.56	0.34	0.31

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	72.60	0.53	4.08	100.00	0.29	4.43	-27.40	0.24	-0.35
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	97.55	3.52	4.25	100.00	2.14	3.57	-2.45	1.38	0.67
32	Acknowledge and document practice error (e.g., incident report for medication error)	79.89	0.36	4.48	100.00	1.00	4.43	-20.11	-0.64	0.06
33	Ensure proper identification of client when providing care	99.17	4.00	4.89	100.00	3.57	5.00	-0.83	0.42	-0.11
34	Facilitate appropriate and safe use of equipment	99.15	4.00	4.47	100.00	3.00	4.29	-0.85	1.00	0.18
35	Educate client on home safety issues	83.95	1.35	3.97	100.00	0.83	3.57	-16.05	0.52	0.40
36	Implement emergency response plans (e.g., internal/external disaster)	73.72	0.29	4.16	85.71	0.14	3.71	-12.00	0.15	0.45
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	86.15	1.61	4.28	100.00	1.14	4.14	-13.85	0.47	0.14
38	Educate client and staff regarding infection control measures	90.12	1.92	4.40	100.00	1.86	4.29	-9.88	0.06	0.11
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	94.38	2.59	4.68	100.00	2.14	4.29	-5.62	0.45	0.40
40	Provide prenatal care and education	23.37	0.26	3.73	42.86	0.00	2.43	-19.48	0.26	1.30
41	Plan and/or participate in community health education	56.18	0.36	3.40	57.14	0.43	3.14	-0.96	-0.07	0.26
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	69.34	1.07	3.74	71.43	0.29	2.86	-2.09	0.79	0.89
43	Provide care and education for the newborn less than 1 month old	25.99	0.41	3.76	42.86	0.00	2.86	-16.86	0.41	0.90

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel										
		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	78.43	1.29	3.93	100.00	0.71	3.14	-21.57	0.58	0.79
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	88.66	1.75	3.92	100.00	0.86	3.00	-11.34	0.89	0.92
46	Provide post-partum care and education	20.57	0.27	3.69	42.86	0.00	2.86	-22.29	0.27	0.84
47	Perform comprehensive health assessment	92.00	2.95	4.53	100.00	2.29	4.29	-8.00	0.67	0.24
48	Assess client's readiness to learn, learning preferences and barriers to learning	91.08	2.41	3.98	100.00	1.43	3.71	-8.92	0.98	0.27
49	Provide care and education for the infant or toddler client age 1 month through 2 years	26.64	0.36	3.69	42.86	0.14	2.86	-16.22	0.22	0.83
50	Provide care and education for the preschool client ages 3 through 5 years	25.51	0.25	3.67	42.86	0.00	2.86	-17.35	0.25	0.81
51	Provide care and education for the school age client ages 6 through 12 years	30.78	0.36	3.62	42.86	0.14	2.86	-12.08	0.21	0.77
52	Provide care and education for the adolescent client ages 13 through 17 years	36.33	0.46	3.72	57.14	0.14	3.50	-20.81	0.32	0.22
53	Provide care and education for the adult client ages 18 through 64 years	91.71	3.07	4.24	100.00	2.57	4.00	-8.29	0.50	0.24
54	Provide care and education for the adult client ages 65 through 85 years	89.49	2.95	4.16	100.00	2.43	4.14	-10.51	0.52	0.02
55	Provide care and education for adults over 85 years	85.40	2.58	4.12	100.00	1.57	4.00	-14.60	1.01	0.12
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	78.38	1.44	4.09	100.00	0.71	3.29	-21.62	0.73	0.81

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	78.31	0.78	3.63	100.00	0.43	2.83	-21.69	0.35	0.80
58	Provide care to client in labor	16.70	0.17	3.81	28.57	0.00	2.43	-11.87	0.17	1.38
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	88.37	2.00	3.83	100.00	0.86	3.29	-11.63	1.14	0.54
60	Assess client for abuse or neglect and intervene as appropriate	83.13	1.26	4.32	100.00	1.14	4.00	-16.87	0.12	0.32
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	87.18	1.53	4.09	100.00	1.29	3.57	-12.82	0.25	0.52
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	80.92	1.60	4.10	100.00	0.86	3.43	-19.08	0.74	0.67
63	Provide a therapeutic environment for clients with emotional/behavioral issues	89.99	1.82	4.04	100.00	0.86	3.57	-10.01	0.96	0.47
64	Incorporate client cultural practice and beliefs when planning and providing care	95.96	2.07	4.00	100.00	1.00	3.57	-4.04	1.07	0.43
65	Provide end of life care and education to clients	74.38	0.68	4.05	100.00	0.14	3.71	-25.62	0.53	0.34
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	84.03	1.34	4.37	100.00	1.00	3.67	-15.97	0.34	0.70
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	93.89	2.16	3.85	100.00	0.71	3.14	-6.11	1.45	0.71
68	Assess client in coping with life changes and provide support	87.79	1.79	4.05	100.00	0.86	3.29	-12.21	0.93	0.77
69	Use therapeutic communication techniques to provide client support	98.61	3.49	4.24	100.00	2.00	3.57	-1.39	1.49	0.67

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel										
		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	94.58	2.46	3.93	100.00	0.71	3.14	-5.42	1.75	0.79
71	Recognize non-verbal cues to physical and/or psychological stressors	95.45	2.91	4.20	100.00	1.00	3.43	-4.55	1.91	0.78
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	76.27	1.05	4.01	100.00	0.00	3.14	-23.73	1.05	0.86
73	Assess and intervene in client performance of activities of daily living	93.63	2.98	3.92	100.00	0.86	3.43	-6.37	2.12	0.49
74	Provide client nutrition through continuous or intermittent tube feedings	75.74	1.16	4.18	100.00	0.14	3.29	-24.26	1.01	0.89
75	Perform post-mortem care	67.64	0.27	3.53	100.00	0.00	3.71	-32.36	0.27	-0.18
76	Perform irrigations (e.g., of bladder, ear, eye)	78.81	0.67	3.77	100.00	0.29	3.71	-21.19	0.39	0.06
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	91.11	2.30	4.11	100.00	1.29	3.71	-8.89	1.01	0.39
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	95.35	3.34	4.59	100.00	2.29	4.43	-4.65	1.06	0.17
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	96.54	2.94	4.14	100.00	1.29	3.86	-3.46	1.66	0.28
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	69.88	0.75	3.80	71.43	0.00	3.00	-1.55	0.75	0.80
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	89.39	2.12	4.22	100.00	2.00	3.86	-10.61	0.12	0.36
82	Provide non-pharmacological comfort measures	98.42	3.41	4.08	100.00	2.86	3.71	-1.58	0.55	0.36

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	88.75	2.29	4.01	100.00	1.29	3.43	-11.25	1.01	0.58
84	Assess client need for sleep/rest and intervene as needed	90.63	2.17	4.21	100.00	0.86	3.14	-9.38	1.31	1.07
85	Evaluate client intake and output and intervene as needed	96.15	3.57	4.29	100.00	2.43	4.57	-3.85	1.14	-0.28
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	89.54	2.46	4.25	100.00	1.14	3.43	-10.46	1.32	0.83
87	Assess client need for pain management	97.18	3.66	4.61	100.00	2.71	4.57	-2.82	0.95	0.04
88	Evaluate appropriateness and accuracy of medication order for client	99.21	4.20	4.78	100.00	2.00	4.71	-0.79	2.20	0.06
89	Prepare and administer medications, using rights of medication administration	98.42	4.03	4.90	100.00	3.43	4.86	-1.58	0.60	0.04
90	Perform calculations needed for medication administration	90.98	2.25	4.55	100.00	1.17	4.43	-9.02	1.08	0.12
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	92.41	3.53	4.62	100.00	2.71	4.67	-7.59	0.81	-0.05
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	92.41	2.85	4.64	100.00	1.50	4.83	-7.59	1.35	-0.19
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	87.17	2.87	4.51	100.00	2.50	4.29	-12.83	0.37	0.22
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	90.83	2.73	4.72	100.00	2.17	4.14	-9.17	0.56	0.58
95	Administer blood products and evaluate client response	70.98	0.62	4.64	71.43	0.14	4.00	-0.45	0.48	0.64

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
96	Access venous access devices, including tunneled, implanted and central lines	86.06	2.02	4.14	100.00	0.71	3.86	-13.94	1.31	0.29
97	Educate client about medications	97.93	3.75	4.42	85.71	2.43	3.71	12.22	1.32	0.71
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	98.02	3.65	4.64	100.00	2.29	4.00	-1.98	1.37	0.64
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	86.24	1.56	4.19	85.71	0.14	3.57	0.53	1.41	0.61
100	Administer pharmacological measures for pain management	97.52	3.88	4.48	85.71	1.71	3.57	11.81	2.17	0.90
101	Participate in medication reconciliation process	86.59	1.79	4.23	85.71	0.71	3.71	0.87	1.08	0.51
102	Assess and respond to changes in client vital signs	96.09	3.10	4.75	100.00	2.17	4.43	-3.91	0.93	0.32
103	Perform focused assessment	98.72	4.11	4.57	100.00	3.00	4.57	-1.28	1.11	0.00
104	Provide intraoperative care	39.74	0.48	3.94	28.57	0.71	2.86	11.17	-0.23	1.08
105	Monitor the results of diagnostic testing and intervene as needed	93.01	2.42	4.36	100.00	1.29	4.14	-6.99	1.13	0.21
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	97.34	3.83	4.51	100.00	2.29	3.86	-2.66	1.54	0.66
107	Evaluate responses to procedures and treatments	94.05	2.98	4.41	100.00	2.57	4.29	-5.95	0.41	0.12
108	Provide preoperative and postoperative education	71.78	1.21	4.07	85.71	0.86	3.86	-13.94	0.36	0.21
109	Provide preoperative care	75.35	0.94	4.03	71.43	0.83	3.71	3.92	0.11	0.32
110	Manage client during and following a procedure with moderate sedation	58.97	0.74	4.22	71.43	0.00	4.00	-12.46	0.74	0.22
111	Obtain blood specimens peripherally or through central line	80.15	1.37	4.02	85.71	1.00	3.71	-5.56	0.37	0.31
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	95.83	3.01	4.46	100.00	2.43	4.14	-4.17	0.58	0.32

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel

		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
113	Educate client about treatments and procedures	92.97	2.43	4.23	100.00	1.86	3.86	-7.03	0.57	0.37
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	88.59	1.62	3.98	100.00	0.29	3.57	-11.41	1.34	0.41
115	Insert, maintain or remove a gastric tube	80.26	1.03	3.94	85.71	0.00	3.17	-5.46	1.03	0.78
116	Insert, maintain or remove a urinary catheter	83.52	1.47	4.05	100.00	0.71	3.86	-16.48	0.76	0.19
117	Insert, maintain or remove a peripheral intravenous line	85.59	2.05	4.18	85.71	1.57	3.71	-0.13	0.48	0.46
118	Recognize trends and changes in client condition and intervene as needed	98.41	3.19	4.72	100.00	2.33	4.29	-1.59	0.86	0.43
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	78.01	1.07	4.16	85.71	0.86	3.71	-7.71	0.21	0.44
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	77.80	0.37	4.80	85.71	0.00	4.86	-7.91	0.37	-0.06
121	Monitor and care for clients on a ventilator	49.41	0.66	4.38	57.14	0.29	3.86	-7.73	0.37	0.53
122	Perform wound care or dressing change	88.01	1.60	4.16	85.71	1.17	4.00	2.29	0.43	0.16
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59.77	0.37	4.02	57.14	0.00	3.71	2.62	0.37	0.30
124	Provide ostomy care and education (e.g., tracheal, enteral)	79.20	0.97	4.03	100.00	0.00	3.57	-20.80	0.97	0.46
125	Provide postoperative care	72.41	1.11	4.23	71.43	0.00	4.00	0.99	1.11	0.23
126	Perform and manage care of client receiving peritoneal dialysis	54.42	0.24	3.86	71.43	0.00	3.86	-17.01	0.24	0.01
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	82.99	1.31	4.28	100.00	1.00	3.71	-17.01	0.31	0.56

Table 11. Average Frequency and Importance Ratings (Total Group) and Percent Performing from RN Practice Analysis Survey and RN Practice Analysis Survey SME Panel										
		Newly Licensed RN Survey Ratings			SME Ratings Results			Rating Differences		
Activity Number	Activity	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting (%)	Average Frequency (Total Group)	Average Importance (Total Group)	Apply to Setting Difference	Total Group Frequency Difference	Total Group Importance Difference
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	78.45	1.38	4.11	100.00	0.29	3.57	-21.55	1.10	0.54
129	Manage the care of a client on telemetry	69.89	1.84	4.25	85.71	1.83	4.29	-15.82	0.01	-0.04
130	Manage the care of a client with impaired ventilation/oxygenation	87.12	2.03	4.55	100.00	1.00	4.14	-12.88	1.03	0.41
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	76.38	1.02	3.99	85.71	1.71	4.14	-9.33	-0.69	-0.15
132	Implement and monitor phototherapy	33.04	0.14	3.49	42.86	0.00	2.29	-9.82	0.14	1.20
133	Manage the care of a client with a pacing device (e.g., pacemaker)	81.00	1.12	4.12	100.00	0.86	3.86	-19.00	0.26	0.26
134	Monitor and maintain arterial lines	55.47	0.66	4.25	57.14	0.71	3.71	-1.68	-0.05	0.54
135	Manage the care of the client with a fluid and electrolyte imbalance	87.68	1.68	4.45	100.00	1.29	4.43	-12.32	0.39	0.02
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	84.55	1.79	4.47	100.00	2.14	4.57	-15.45	-0.35	-0.10
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	90.20	2.52	4.30	100.00	1.67	4.00	-9.80	0.85	0.30
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	93.09	2.51	4.44	100.00	2.00	4.14	-6.91	0.51	0.30
139	Manage the care of a client receiving hemodialysis	69.79	0.71	4.13	85.71	1.00	4.14	-15.92	-0.29	-0.01
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	92.48	2.26	4.78	100.00	2.00	4.86	-7.52	0.26	-0.08
141	Educate client regarding an acute or chronic condition	91.76	2.31	4.21	100.00	1.57	3.57	-8.24	0.74	0.63

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
1	Perform procedures necessary to safely admit, transfer or discharge a client	97.01	1037	2.65	0.06	1069	2.57	0.06	1018	4.32	0.02
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	95.33	1042	2.87	0.05	1093	2.74	0.05	1030	4.70	0.02
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	88.31	967	2.76	0.06	1095	2.44	0.06	950	4.09	0.03
4	Advocate for client rights and needs	99.53	1055	3.51	0.05	1060	3.50	0.05	1044	4.57	0.02
5	Prioritize the delivery of client care	98.25	1066	3.78	0.04	1085	3.71	0.04	1052	4.65	0.02
6	Participate in performance improvement/quality improvement process	81.32	884	1.59	0.06	1087	1.30	0.05	860	3.94	0.03
7	Collaborate with health care members in other disciplines when providing client care	99.62	1058	3.82	0.04	1062	3.80	0.04	1036	4.47	0.02
8	Receive and/or transcribe health care provider orders	94.53	1020	3.06	0.05	1079	2.89	0.05	1002	4.63	0.02
9	Integrate advance directives into client plan of care	78.47	853	1.38	0.06	1087	1.08	0.05	832	4.06	0.03
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	78.11	828	0.63	0.04	1060	0.49	0.04	810	4.52	0.02
11	Verify that the client comprehends and consents to care and procedures	92.67	1011	2.59	0.06	1091	2.40	0.06	991	4.54	0.02
12	Provide education to clients and staff about client rights and responsibilities	90.57	980	2.36	0.06	1082	2.14	0.06	962	4.25	0.02
13	Recognize the need for referrals and obtain necessary orders	95.27	1008	2.42	0.06	1058	2.30	0.06	985	4.05	0.03
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	89.69	974	2.84	0.06	1086	2.55	0.06	956	4.09	0.03
15	Maintain client confidentiality and privacy	99.26	1078	3.92	0.04	1086	3.89	0.04	1066	4.68	0.02
16	Recognize limitations of self/others and seek assistance	99.62	1052	3.38	0.05	1056	3.37	0.05	1035	4.48	0.02
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	74.35	806	0.54	0.04	1084	0.40	0.03	778	4.34	0.03
18	Manage conflict among clients and health care staff	78.84	853	0.94	0.05	1082	0.74	0.04	839	3.83	0.03

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	98.78	1051	2.87	0.05	1064	2.83	0.05	1027	4.10	0.02
20	Recognize ethical dilemmas and take appropriate action	80.72	875	0.83	0.05	1084	0.67	0.04	851	4.10	0.03
21	Use approved abbreviations and standard terminology when documenting care	98.71	1074	3.66	0.04	1088	3.62	0.04	1056	4.16	0.03
22	Organize workload to manage time effectively	99.81	1053	4.36	0.04	1055	4.36	0.04	1042	4.50	0.02
23	Practice in a manner consistent with a code of ethics for registered nurses	98.06	1064	3.98	0.04	1085	3.91	0.04	1048	4.73	0.02
24	Provide care within the legal scope of practice	99.54	1073	4.01	0.04	1078	3.99	0.04	1062	4.83	0.01
25	Participate in providing cost effective care	98.48	1039	3.54	0.05	1055	3.49	0.05	1022	3.76	0.03
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	99.91	1083	4.10	0.03	1084	4.10	0.03	1062	4.89	0.01
27	Protect client from injury (e.g., falls, electrical hazards)	98.34	1066	3.68	0.04	1084	3.62	0.05	1053	4.81	0.01
28	Verify appropriateness and/or accuracy of a treatment order	99.33	1045	3.84	0.05	1052	3.81	0.05	1027	4.72	0.02
29	Follow procedures for handling biohazardous materials	91.44	994	2.55	0.06	1087	2.34	0.06	977	4.49	0.02
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	72.60	787	0.73	0.05	1084	0.53	0.04	765	4.14	0.03
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	97.55	1036	3.61	0.05	1062	3.52	0.05	1018	4.26	0.02
32	Acknowledge and document practice error (e.g., incident report for medication error)	79.89	862	0.45	0.04	1079	0.36	0.03	837	4.48	0.02
33	Ensure proper identification of client when providing care	99.17	1073	4.03	0.03	1082	4.00	0.04	1051	4.89	0.01
34	Facilitate appropriate and safe use of equipment	99.15	1049	4.03	0.05	1058	4.00	0.05	1025	4.48	0.02
35	Educate client on home safety issues	83.95	905	1.61	0.06	1078	1.35	0.05	887	4.02	0.03
36	Implement emergency response plans (e.g., internal/external disaster)	73.72	791	0.40	0.04	1073	0.29	0.03	782	4.18	0.03

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	86.15	908	1.87	0.07	1054	1.61	0.06	882	4.31	0.03
38	Educate client and staff regarding infection control measures	90.12	976	2.13	0.06	1083	1.92	0.06	949	4.41	0.02
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	94.38	1024	2.75	0.06	1085	2.59	0.06	1010	4.70	0.02
40	Provide prenatal care and education	23.37	248	1.11	0.11	1061	0.26	0.03	236	3.97	0.06
41	Plan and/or participate in community health education	56.18	609	0.64	0.05	1084	0.36	0.03	594	3.52	0.04
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	69.34	753	1.55	0.06	1086	1.07	0.05	737	3.88	0.03
43	Provide care and education for the newborn less than 1 month old	25.99	275	1.57	0.12	1058	0.41	0.04	259	4.25	0.05
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	78.43	851	1.65	0.06	1085	1.29	0.05	828	4.00	0.03
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	88.66	962	1.97	0.06	1085	1.75	0.05	942	3.98	0.03
46	Provide post-partum care and education	20.57	217	1.32	0.13	1055	0.27	0.03	206	3.96	0.07
47	Perform comprehensive health assessment	92.00	989	3.21	0.05	1075	2.95	0.06	962	4.58	0.02
48	Assess client's readiness to learn, learning preferences and barriers to learning	91.08	990	2.65	0.06	1087	2.41	0.06	971	4.04	0.03
49	Provide care and education for the infant or toddler client age 1 month through 2 years	26.64	281	1.37	0.11	1055	0.36	0.03	270	4.12	0.05
50	Provide care and education for the preschool client ages 3 through 5 years	25.51	277	0.99	0.10	1086	0.25	0.03	264	3.97	0.06
51	Provide care and education for the school age client ages 6 through 12 years	30.78	333	1.16	0.10	1082	0.36	0.03	316	3.95	0.05
52	Provide care and education for the adolescent client ages 13 through 17 years	36.33	384	1.27	0.09	1057	0.46	0.04	368	4.03	0.04

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
53	Provide care and education for the adult client ages 18 through 64 years	91.71	995	3.35	0.05	1085	3.07	0.05	971	4.30	0.02
54	Provide care and education for the adult client ages 65 through 85 years	89.49	971	3.29	0.05	1085	2.95	0.05	944	4.23	0.02
55	Provide care and education for adults over 85 years	85.40	901	3.02	0.06	1055	2.58	0.06	871	4.23	0.02
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	78.38	852	1.84	0.06	1087	1.44	0.05	826	4.21	0.03
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	78.31	343	1.00	0.07	438	0.78	0.06	331	3.73	0.05
58	Provide care to client in labor	16.70	176	1.02	0.13	1054	0.17	0.03	167	4.20	0.07
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	88.37	897	2.27	0.06	1015	2.00	0.06	878	3.89	0.03
60	Assess client for abuse or neglect and intervene as appropriate	83.13	897	1.52	0.06	1079	1.26	0.05	878	4.37	0.02
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	87.18	884	1.76	0.06	1014	1.53	0.06	860	4.14	0.03
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	80.92	823	1.98	0.06	1017	1.60	0.06	804	4.18	0.03
63	Provide a therapeutic environment for clients with emotional/behavioral issues	89.99	971	2.02	0.06	1079	1.82	0.05	956	4.08	0.03
64	Incorporate client cultural practice and beliefs when planning and providing care	95.96	974	2.15	0.06	1015	2.07	0.06	945	4.03	0.03
65	Provide end of life care and education to clients	74.38	752	0.91	0.05	1011	0.68	0.04	721	4.13	0.03
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	84.03	910	1.60	0.06	1083	1.34	0.05	885	4.43	0.02
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	93.89	952	2.30	0.06	1014	2.16	0.06	933	3.88	0.03
68	Assess client in coping with life changes and provide support	87.79	884	2.04	0.06	1007	1.79	0.06	865	4.11	0.03

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
69	Use therapeutic communication techniques to provide client support	98.61	1065	3.54	0.04	1080	3.49	0.04	1051	4.26	0.02
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	94.58	959	2.60	0.06	1014	2.46	0.06	935	3.98	0.03
71	Recognize non-verbal cues to physical and/or psychological stressors	95.45	965	3.05	0.05	1011	2.91	0.06	953	4.23	0.02
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	76.27	826	1.37	0.06	1083	1.05	0.05	800	4.12	0.03
73	Assess and intervene in client performance of activities of daily living	93.63	941	3.18	0.06	1005	2.98	0.06	919	3.94	0.03
74	Provide client nutrition through continuous or intermittent tube feedings	75.74	765	1.53	0.06	1010	1.16	0.05	742	4.30	0.03
75	Perform post-mortem care	67.64	696	0.39	0.04	1029	0.27	0.03	659	3.63	0.04
76	Perform irrigations (e.g., of bladder, ear, eye)	78.81	796	0.85	0.05	1010	0.67	0.04	750	3.88	0.03
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	91.11	922	2.52	0.06	1012	2.30	0.06	901	4.14	0.03
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	95.35	985	3.51	0.05	1033	3.34	0.05	967	4.63	0.02
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	96.54	976	3.05	0.06	1011	2.94	0.06	949	4.16	0.02
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	69.88	710	1.07	0.06	1016	0.75	0.04	684	3.91	0.03
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	89.39	918	2.37	0.06	1027	2.12	0.06	904	4.29	0.03
82	Provide non-pharmacological comfort measures	98.42	997	3.46	0.05	1013	3.41	0.05	975	4.09	0.03
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	88.75	899	2.58	0.06	1013	2.29	0.06	880	4.08	0.03
84	Assess client need for sleep/rest and intervene as needed	90.63	928	2.39	0.06	1024	2.17	0.06	912	4.22	0.03

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
85	Evaluate client intake and output and intervene as needed	96.15	973	3.71	0.05	1012	3.57	0.06	952	4.30	0.02
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	89.54	907	2.75	0.06	1013	2.46	0.06	885	4.30	0.03
87	Assess client need for pain management	97.18	1000	3.77	0.05	1029	3.66	0.05	985	4.63	0.02
88	Evaluate appropriateness and accuracy of medication order for client	99.21	1003	4.24	0.04	1011	4.20	0.04	985	4.78	0.02
89	Prepare and administer medications, using rights of medication administration	98.42	996	4.09	0.04	1012	4.03	0.04	986	4.90	0.01
90	Perform calculations needed for medication administration	90.98	938	2.47	0.06	1031	2.25	0.06	917	4.61	0.02
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	92.41	937	3.82	0.06	1014	3.53	0.06	915	4.69	0.02
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	92.41	938	3.09	0.06	1015	2.85	0.06	923	4.68	0.02
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	87.17	897	3.29	0.07	1029	2.87	0.07	869	4.63	0.02
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	90.83	921	3.01	0.06	1014	2.73	0.06	891	4.76	0.02
95	Administer blood products and evaluate client response	70.98	719	0.87	0.05	1013	0.62	0.04	698	4.75	0.02
96	Access venous access devices, including tunneled, implanted and central lines	86.06	883	2.35	0.06	1026	2.02	0.06	863	4.24	0.03
97	Educate client about medications	97.93	994	3.83	0.05	1015	3.75	0.05	972	4.43	0.02
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	98.02	991	3.72	0.05	1011	3.65	0.05	970	4.65	0.02
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	86.24	890	1.80	0.05	1032	1.56	0.05	872	4.25	0.03

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
100	Administer pharmacological measures for pain management	97.52	985	3.98	0.05	1010	3.88	0.05	952	4.49	0.02
101	Participate in medication reconciliation process	86.59	878	2.07	0.06	1014	1.79	0.06	849	4.28	0.03
102	Assess and respond to changes in client vital signs	96.09	983	3.22	0.05	1023	3.10	0.05	957	4.76	0.02
103	Perform focused assessment	98.72	1000	4.17	0.04	1013	4.11	0.05	978	4.58	0.02
104	Provide intraoperative care	39.74	399	1.22	0.09	1004	0.48	0.04	374	4.26	0.04
105	Monitor the results of diagnostic testing and intervene as needed	93.01	958	2.60	0.06	1030	2.42	0.06	943	4.40	0.02
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	97.34	987	3.93	0.05	1014	3.83	0.05	953	4.53	0.02
107	Evaluate responses to procedures and treatments	94.05	949	3.17	0.05	1009	2.98	0.06	932	4.44	0.02
108	Provide preoperative and postoperative education	71.78	735	1.69	0.07	1024	1.21	0.05	703	4.22	0.03
109	Provide preoperative care	75.35	764	1.25	0.06	1014	0.94	0.05	733	4.11	0.03
110	Manage client during and following a procedure with moderate sedation	58.97	595	1.25	0.07	1009	0.74	0.05	572	4.39	0.03
111	Obtain blood specimens peripherally or through central line	80.15	828	1.71	0.06	1033	1.37	0.06	806	4.10	0.03
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	95.83	966	3.14	0.06	1008	3.01	0.06	927	4.49	0.02
113	Educate client about treatments and procedures	92.97	939	2.62	0.06	1010	2.43	0.06	919	4.25	0.02
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	88.59	901	1.83	0.06	1017	1.62	0.06	873	4.04	0.03
115	Insert, maintain or remove a gastric tube	80.26	817	1.29	0.06	1018	1.03	0.05	776	4.01	0.03
116	Insert, maintain or remove a urinary catheter	83.52	836	1.77	0.06	1001	1.47	0.05	814	4.13	0.03
117	Insert, maintain or remove a peripheral intravenous line	85.59	873	2.40	0.06	1020	2.05	0.06	853	4.26	0.03
118	Recognize trends and changes in client condition and intervene as needed	98.41	990	3.25	0.06	1006	3.19	0.06	960	4.73	0.02

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	78.01	791	1.37	0.06	1014	1.07	0.05	766	4.24	0.03
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	77.80	799	0.47	0.04	1027	0.37	0.03	754	4.85	0.02
121	Monitor and care for clients on a ventilator	49.41	502	1.34	0.09	1016	0.66	0.05	476	4.58	0.03
122	Perform wound care or dressing change	88.01	888	1.82	0.06	1009	1.60	0.05	854	4.21	0.03
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	59.77	615	0.62	0.05	1029	0.37	0.03	589	4.17	0.04
124	Provide ostomy care and education (e.g., tracheal, enteral)	79.20	796	1.22	0.06	1005	0.97	0.05	760	4.12	0.03
125	Provide postoperative care	72.41	735	1.54	0.07	1015	1.11	0.05	712	4.36	0.03
126	Perform and manage care of client receiving peritoneal dialysis	54.42	560	0.44	0.05	1029	0.24	0.03	524	4.04	0.04
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	82.99	844	1.58	0.07	1017	1.31	0.06	808	4.35	0.03
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	78.45	790	1.76	0.07	1007	1.38	0.06	763	4.22	0.03
129	Manage the care of a client on telemetry	69.89	722	2.63	0.07	1033	1.84	0.06	702	4.41	0.03
130	Manage the care of a client with impaired ventilation/oxygenation	87.12	879	2.33	0.06	1009	2.03	0.06	846	4.63	0.02
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	76.38	773	1.34	0.06	1012	1.02	0.05	747	4.06	0.03
132	Implement and monitor phototherapy	33.04	339	0.42	0.06	1026	0.14	0.02	320	3.79	0.06
133	Manage the care of a client with a pacing device (e.g., pacemaker)	81.00	823	1.38	0.06	1016	1.12	0.05	788	4.15	0.03
134	Monitor and maintain arterial lines	55.47	558	1.19	0.08	1006	0.66	0.05	527	4.47	0.03
135	Manage the care of the client with a fluid and electrolyte imbalance	87.68	904	1.91	0.06	1031	1.68	0.05	878	4.49	0.02
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	84.55	854	2.11	0.07	1010	1.79	0.06	818	4.56	0.02

Table 12. Activity Applicability to Setting and Average Frequency of Performance and Importance

Activity Number	Activity	Apply to Setting	Average Frequency (Setting-Specific)			Average Frequency (Total Group)			Average Importance (Setting-Specific)		
		%	N	Avg	Std. Err	N	Avg	Std. Err	N	Avg	Std. Err
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	90.20	911	2.79	0.06	1010	2.52	0.06	887	4.34	0.02
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	93.09	956	2.70	0.06	1027	2.51	0.06	927	4.47	0.02
139	Manage the care of a client receiving hemodialysis	69.79	707	1.01	0.06	1013	0.71	0.04	673	4.22	0.03
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	92.48	934	2.44	0.06	1010	2.26	0.06	901	4.78	0.02
141	Educate client regarding an acute or chronic condition	91.76	946	2.52	0.06	1031	2.31	0.06	920	4.24	0.02

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
1	Perform procedures necessary to safely admit, transfer or discharge a client	1045	4.29	0.02	1018	4.32	0.02
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	1076	4.65	0.02	1030	4.70	0.02
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	1066	4.01	0.03	950	4.09	0.03
4	Advocate for client rights and needs	1048	4.57	0.02	1044	4.57	0.02
5	Prioritize the delivery of client care	1068	4.64	0.02	1052	4.65	0.02
6	Participate in performance improvement/ quality improvement process	1046	3.85	0.03	860	3.94	0.03
7	Collaborate with health care members in other disciplines when providing client care	1040	4.47	0.02	1036	4.47	0.02
8	Receive and/or transcribe health care provider orders	1051	4.59	0.02	1002	4.63	0.02
9	Integrate advance directives into client plan of care	1050	3.97	0.03	832	4.06	0.03
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	1008	4.52	0.02	810	4.52	0.02
11	Verify that the client comprehends and consents to care and procedures	1062	4.52	0.02	991	4.54	0.02
12	Provide education to clients and staff about client rights and responsibilities	1056	4.21	0.02	962	4.25	0.02
13	Recognize the need for referrals and obtain necessary orders	1030	4.02	0.03	985	4.05	0.03
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	1055	4.01	0.03	956	4.09	0.03
15	Maintain client confidentiality and privacy	1074	4.68	0.02	1066	4.68	0.02
16	Recognize limitations of self/others and seek assistance	1039	4.48	0.02	1035	4.48	0.02
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	1032	4.38	0.03	778	4.34	0.03
18	Manage conflict among clients and health care staff	1042	3.79	0.03	839	3.83	0.03
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	1040	4.10	0.02	1027	4.10	0.02
20	Recognize ethical dilemmas and take appropriate action	1045	4.11	0.03	851	4.10	0.03
21	Use approved abbreviations and standard terminology when documenting care	1069	4.15	0.03	1056	4.16	0.03
22	Organize workload to manage time effectively	1044	4.50	0.02	1042	4.50	0.02

Table 13. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
23	Practice in a manner consistent with a code of ethics for registered nurses	1067	4.71	0.02	1048	4.73	0.02
24	Provide care within the legal scope of practice	1066	4.83	0.01	1062	4.83	0.01
25	Participate in providing cost effective care	1037	3.75	0.03	1022	3.76	0.03
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	1063	4.89	0.01	1062	4.89	0.01
27	Protect client from injury (e.g., falls, electrical hazards)	1068	4.81	0.01	1053	4.81	0.01
28	Verify appropriateness and/or accuracy of a treatment order	1034	4.72	0.02	1027	4.72	0.02
29	Follow procedures for handling biohazardous materials	1065	4.45	0.02	977	4.49	0.02
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	1029	4.08	0.03	765	4.14	0.03
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	1036	4.25	0.03	1018	4.26	0.02
32	Acknowledge and document practice error (e.g., incident report for medication error)	1028	4.48	0.02	837	4.48	0.02
33	Ensure proper identification of client when providing care	1060	4.89	0.01	1051	4.89	0.01
34	Facilitate appropriate and safe use of equipment	1033	4.47	0.02	1025	4.48	0.02
35	Educate client on home safety issues	1038	3.97	0.03	887	4.02	0.03
36	Implement emergency response plans (e.g., internal/external disaster)	1030	4.16	0.03	782	4.18	0.03
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	1001	4.28	0.03	882	4.31	0.03
38	Educate client and staff regarding infection control measures	1043	4.40	0.02	949	4.41	0.02
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	1064	4.68	0.02	1010	4.70	0.02
40	Provide prenatal care and education	891	3.73	0.04	236	3.97	0.06
41	Plan and/or participate in community health education	1002	3.40	0.03	594	3.52	0.04
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	1033	3.74	0.03	737	3.88	0.03
43	Provide care and education for the newborn less than 1 month old	888	3.76	0.04	259	4.25	0.05
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	1032	3.93	0.03	828	4.00	0.03

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	1055	3.92	0.03	942	3.98	0.03
46	Provide post-partum care and education	877	3.69	0.04	206	3.96	0.07
47	Perform comprehensive health assessment	1033	4.53	0.02	962	4.58	0.02
48	Assess client's readiness to learn, learning preferences and barriers to learning	1058	3.98	0.03	971	4.04	0.03
49	Provide care and education for the infant or toddler client age 1 month through 2 years	891	3.69	0.04	270	4.12	0.05
50	Provide care and education for the preschool client ages 3 through 5 years	906	3.67	0.04	264	3.97	0.06
51	Provide care and education for the school age client ages 6 through 12 years	941	3.62	0.04	316	3.95	0.05
52	Provide care and education for the adolescent client ages 13 through 17 years	887	3.72	0.04	368	4.03	0.04
53	Provide care and education for the adult client ages 18 through 64 years	1046	4.24	0.02	971	4.30	0.02
54	Provide care and education for the adult client ages 65 through 85 years	1037	4.16	0.02	944	4.23	0.02
55	Provide care and education for adults over 85 years	996	4.12	0.03	871	4.23	0.02
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	1013	4.09	0.03	826	4.21	0.03
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	413	3.63	0.04	331	3.73	0.05
58	Provide care to client in labor	853	3.81	0.05	167	4.20	0.07
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	983	3.83	0.03	878	3.89	0.03
60	Assess client for abuse or neglect and intervene as appropriate	1033	4.32	0.02	878	4.37	0.02
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	965	4.09	0.03	860	4.14	0.03
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	962	4.10	0.03	804	4.18	0.03
63	Provide a therapeutic environment for clients with emotional/behavioral issues	1051	4.04	0.03	956	4.08	0.03
64	Incorporate client cultural practice and beliefs when planning and providing care	979	4.00	0.03	945	4.03	0.03
65	Provide end of life care and education to clients	943	4.05	0.03	721	4.13	0.03

Table 13. Average Total Group and Setting-Specific Importance Ratings							
Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	1035	4.37	0.03	885	4.43	0.02
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	983	3.85	0.03	933	3.88	0.03
68	Assess client in coping with life changes and provide support	971	4.05	0.03	865	4.11	0.03
69	Use therapeutic communication techniques to provide client support	1063	4.24	0.02	1051	4.26	0.02
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	976	3.93	0.03	935	3.98	0.03
71	Recognize non-verbal cues to physical and/or psychological stressors	996	4.20	0.02	953	4.23	0.02
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	1024	4.01	0.03	800	4.12	0.03
73	Assess and intervene in client performance of activities of daily living	964	3.92	0.03	919	3.94	0.03
74	Provide client nutrition through continuous or intermittent tube feedings	946	4.18	0.03	742	4.30	0.03
75	Perform post-mortem care	947	3.53	0.03	659	3.63	0.04
76	Perform irrigations (e.g., of bladder, ear, eye)	916	3.77	0.03	750	3.88	0.03
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	979	4.11	0.03	901	4.14	0.03
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	1006	4.59	0.02	967	4.63	0.02
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	975	4.14	0.03	949	4.16	0.02
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	920	3.80	0.03	684	3.91	0.03
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	996	4.22	0.03	904	4.29	0.03
82	Provide non-pharmacological comfort measures	989	4.08	0.03	975	4.09	0.03
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	976	4.01	0.03	880	4.08	0.03
84	Assess client need for sleep/rest and intervene as needed	998	4.21	0.03	912	4.22	0.03

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
85	Evaluate client intake and output and intervene as needed	983	4.29	0.02	952	4.30	0.02
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	971	4.25	0.03	885	4.30	0.03
87	Assess client need for pain management	1014	4.61	0.02	985	4.63	0.02
88	Evaluate appropriateness and accuracy of medication order for client	991	4.78	0.02	985	4.78	0.02
89	Prepare and administer medications, using rights of medication administration	1001	4.90	0.01	986	4.90	0.01
90	Perform calculations needed for medication administration	1001	4.55	0.02	917	4.61	0.02
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	975	4.62	0.02	915	4.69	0.02
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	991	4.64	0.02	923	4.68	0.02
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	985	4.51	0.03	869	4.63	0.02
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	962	4.72	0.02	891	4.76	0.02
95	Administer blood products and evaluate client response	944	4.64	0.03	698	4.75	0.02
96	Access venous access devices, including tunneled, implanted and central lines	986	4.14	0.03	863	4.24	0.03
97	Educate client about medications	990	4.42	0.02	972	4.43	0.02
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	985	4.64	0.02	970	4.65	0.02
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	999	4.19	0.03	872	4.25	0.03
100	Administer pharmacological measures for pain management	969	4.48	0.02	952	4.49	0.02
101	Participate in medication reconciliation process	965	4.23	0.03	849	4.28	0.03
102	Assess and respond to changes in client vital signs	993	4.75	0.02	957	4.76	0.02
103	Perform focused assessment	988	4.57	0.02	978	4.58	0.02
104	Provide intraoperative care	859	3.94	0.04	374	4.26	0.04
105	Monitor the results of diagnostic testing and intervene as needed	1008	4.36	0.02	943	4.40	0.02
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	972	4.51	0.02	953	4.53	0.02

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
107	Evaluate responses to procedures and treatments	986	4.41	0.02	932	4.44	0.02
108	Provide preoperative and postoperative education	948	4.07	0.03	703	4.22	0.03
109	Provide preoperative care	934	4.03	0.03	733	4.11	0.03
110	Manage client during and following a procedure with moderate sedation	905	4.22	0.03	572	4.39	0.03
111	Obtain blood specimens peripherally or through central line	985	4.02	0.03	806	4.10	0.03
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	958	4.46	0.02	927	4.49	0.02
113	Educate client about treatments and procedures	981	4.23	0.02	919	4.25	0.02
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	983	3.98	0.03	873	4.04	0.03
115	Insert, maintain or remove a gastric tube	936	3.94	0.03	776	4.01	0.03
116	Insert, maintain or remove a urinary catheter	955	4.05	0.03	814	4.13	0.03
117	Insert, maintain or remove a peripheral intravenous line	983	4.18	0.03	853	4.26	0.03
118	Recognize trends and changes in client condition and intervene as needed	973	4.72	0.02	960	4.73	0.02
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	948	4.16	0.03	766	4.24	0.03
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	947	4.80	0.02	754	4.85	0.02
121	Monitor and care for clients on a ventilator	886	4.38	0.03	476	4.58	0.03
122	Perform wound care or dressing change	964	4.16	0.03	854	4.21	0.03
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	938	4.02	0.03	589	4.17	0.04
124	Provide ostomy care and education (e.g., tracheal, enteral)	916	4.03	0.03	760	4.12	0.03
125	Provide postoperative care	945	4.23	0.03	712	4.36	0.03
126	Perform and manage care of client receiving peritoneal dialysis	902	3.86	0.04	524	4.04	0.04
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	942	4.28	0.03	808	4.35	0.03
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	940	4.11	0.03	763	4.22	0.03
129	Manage the care of a client on telemetry	961	4.25	0.03	702	4.41	0.03
130	Manage the care of a client with impaired ventilation/oxygenation	946	4.55	0.03	846	4.63	0.02

Table 13. Average Total Group and Setting-Specific Importance Ratings

Activity Number	Activity	Total Group Importance			Setting-Specific Importance		
		N	Avg	Std. Err.	N	Avg	Std. Err.
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	939	3.99	0.03	747	4.06	0.03
132	Implement and monitor phototherapy	874	3.49	0.04	320	3.79	0.06
133	Manage the care of a client with a pacing device (e.g., pacemaker)	939	4.12	0.03	788	4.15	0.03
134	Monitor and maintain arterial lines	875	4.25	0.04	527	4.47	0.03
135	Manage the care of the client with a fluid and electrolyte imbalance	990	4.45	0.02	878	4.49	0.02
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	935	4.47	0.03	818	4.56	0.02
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	972	4.30	0.02	887	4.34	0.02
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	992	4.44	0.02	927	4.47	0.02
139	Manage the care of a client receiving hemodialysis	912	4.13	0.03	673	4.22	0.03
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	972	4.78	0.02	901	4.78	0.02
141	Educate client regarding an acute or chronic condition	999	4.21	0.02	920	4.24	0.02

SUMMARY

Responders to the 2011 RN Practice Analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. In general, the importance ratings of SMEs and responders were similar, supporting the validity of the results. The reliability of the survey instrument was quite good. In addition, activities with the lowest average total group frequency and importance ratings corresponded, in general, to those activities performed in specialized areas of nursing practice.

CONCLUSIONS

The 2011 RN Practice Analysis used several methods to describe the practice of newly licensed RNs in the U.S.: (1) document reviews; (2) activity logs of newly licensed RNs; (3) SME's knowledge; and (4) a large scale survey. The reliability of the survey instrument was quite good. In addition, there was evidence to support the validity of the activity statement ratings. Based on evidence, the findings of this study can be used to evaluate and support an RN test plan.

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APPENDIX A: 2011 RN PRACTICE ANALYSIS METHODOLOGY EXPERT

Ying Du, PhD, is a psychometrician at the American Board of Pediatrics, a position she has held for nearly five years. As lead psychometrician, Du is responsible for psychometric activities of the American Board of Pediatrics examinations. She has extensive experience conducting and managing key examination activities, including practice analyses. She also ensures that test development processes are conducting according to psychometric standards. In 2009, she co-authored an article in the *Journal of Pediatrics* on a practice analysis conducted for the general pediatrics certification examinations. Du received her PhD in educational psychology and methodology from the University at Albany, State University of New York in 2007. During her time there, she served as a research assistant at the Evaluation Consortium.

Dorinda Gallant, PhD, is an assistant professor at The Ohio State University, College of Education and Human Ecology. In her role as professor, Gallant teaches numerous classes related to educational measurement, research and evaluation. While working towards her PhD, Gallant worked in the Office of Program Evaluation at the University of South Carolina where she was involved in developing and managing a variety of program evaluations. Gallant has co-authored numerous articles evaluating and providing validity evidence for assessment programs. She has also served as a manuscript reviewer for *Applied Psychological Measurement* and *Review of Educational Research*.

Adisack Nhouyvanisvong, PhD, is president and co-founder of Naiku, Inc., a company specializing in innovative assessment tools. Nhouyvanisvong's career consists of more than 12 years of experience in both educational and professional licensure and certification examinations. His experience includes management of high-stakes assessments for the Minnesota Department of Education, and extensive psychometric work with computer-based and computerized adaptive testing at companies including Pearson VUE and Educational Testing Services. During his time at Pearson VUE, Nhouyvanisvong served as the lead psychometrician on the NCLEX® examinations.

APPENDIX B: SUBJECT MATTER EXPERT PANEL

Area I

Member: Katie Franz, RN
Unit Shift Leader
Portland Veterans Administration Medical Center

Board: Oregon State Board of Nursing

Specialty: Oncology and Cardiac

Franz has been in nursing for five years and is currently a unit shift leader on a 28-bed acute care ward. She is also an adjunct faculty member to the University of Portland Nursing School and is a preceptor for nursing students and newly licensed registered nurses (RNs) in her facility. Additionally, Franz is a member of the Hospice and Palliative Care Nurses Association and sits on the Nursing Practice Committee for the Oregon State Board of Nursing.

Member: Catherine A. Beck, MSN
Clinical Supervisor
St. John's Medical Center

Board: Wyoming State Board of Nursing

Specialty: Medical/Surgical

Beck has 24 years of nursing experience. As a clinical supervisor, she developed an eight-week orientation for new graduate nurses and supervises the nursing care provided by new nurses while in orientation and throughout the first year of practice. She also teaches the medical/surgical/clinical rotation for the University of Wyoming's Accelerated Nursing Program. Additionally, Beck is a member of the Wyoming Nurses Association, American Nurses Association, National Association of Orthopaedic Nurses and is involved with a local organization of nurses committed to community service.

Area II

Member: Lisa Songer, RN, CCRN
Nurse Manager
Charleston Area Medical Center

Board: West Virginia Board of Examiners for Registered Professional Nurses

Specialty: Intensive Care Unit (ICU)

Songer has eight years of nursing experience and is currently manager of the medical ICU where she works with and mentors newly licensed RNs. Songer is also a member of the American Association of Critical Care Nurses and an alumna of the West Virginia Nurse Leadership Institute.

Member: Sarah Bonar, RN
Case Manager
Interim Home Health

Board: Kansas State Board of Nursing

Specialty: Home Health

Bonar has 19 years of nursing experience. As a nurse manager, she trains newly licensed nurses and supervises them on the job. Bonar is also involved with several committees that review standards of practice and set agency guidelines for Interim Home Health.

Area III

Member: Shantell Dixon, MSN, RN, CNS, CCRN
Clinical Director
West Jefferson Medical Center

Board: Louisiana State Board of Nursing

Specialty: Critical Care

Dixon has 21 years of nursing experience. As clinical director she facilitates the transition of newly licensed nurses into the workplace. Dixon was honored as a Louisiana Great 100 Nurse in 2001 and is a member of many organizations, including the American Association of Critical Care Nursing, Sigma Theta Tau International and the Louisiana State Nurses Association.

Member: Courtney Hinnant, RN
Staff Nurse
Pitt County Memorial Hospital

Board: North Carolina Board of Nursing

Specialty: Critical Care

Hinnant has eight years of nursing experience and currently works in a cardiac ICU. She is a mentor for newly licensed nurses and assists with the orientation and transition of new nurses from the classroom to the critical care setting.

Member: Kashana Lewis, RN
Staff Nurse
The Gulf Coast Center

Board: Texas Board of Nursing

Specialty: Mental Health

Lewis is a newly licensed RN. She currently works at a community mental health outpatient clinic for adults.

Area IV

Member: Phoebe Smith, RN
Staff Nurse
Franklin Memorial Hospital

Board: Maine State Board of Nursing

Specialty: Obstetrics/Gynecology and Pediatrics

Smith has five years of nursing experience. She currently works as a staff nurse and charge nurse on a maternal child health unit where she supervises newly licensed nurses assisting in role transition from student to professional nurse. Additionally, she is a member of the Clinical Ladders Committee, which focuses on recognition of the professional nurse.

Member: Tracey Young, RN
Staff Nurse
Geisinger Medical Center

Board: Pennsylvania Board of Nursing

Specialty: Surgery and OB/GYN

Young has 13 years of nursing experience and currently works as a staff nurse in the operating room where she precepts newly licensed nurses who participate in a formalized preceptorship program. She also has a background in maternal/child health and is certified to teach childbirth education classes. Additionally, Young is a member of the Association of periOperative Registered Nurses, and was the recipient of the Nurse of Hope Award in 1994 and the National Student Nursing Award in 2000.

APPENDIX C: 2011 RN PRACTICE ANALYSIS SURVEY

Paper Form 1

NCSBN
National Council of State Boards of Nursing

National Council of State Boards of Nursing

REGISTERED NURSING SURVEY

This survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the U.S. The study is being performed by the National Council of State Boards of Nursing on behalf of your board of nursing. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). A few questions ask you to write in information. Print your answer legibly in the space provided.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

- **Use a No. 2 pencil.**
- **Make heavy dark marks that fill the oval completely.**
- **If you want to change an answer, erase completely.**

1. What type(s) of nursing license do you hold?
(Select ALL that apply)

- ○ RN
- ○ LPN/VN

2. Are you currently working as an RN in the U.S. or a Member Board jurisdiction?

- ○ Yes
- ○ No → **Skip to Section 5: Demographic Information**

3. In your current position, do you provide direct care to clients?
Note: Faculty supervision of student clinical experiences is not considered "direct care."

- ○ Yes, 20 or more hours per week, on average
- ○ Yes, less than 20 hours per week, on average → **Skip to Section 5: Demographic Information**
- ○ No → **Skip to Section 5: Demographic Information**

FOR OFFICE USE ONLY

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY – If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local board of nursing for information about your scope of practice.

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
1. Perform procedures necessary to safely admit, transfer or discharge a client	N	0	1	2	3	4	5+	1	2	3	4	5
2. Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	N	0	1	2	3	4	5+	1	2	3	4	5
3. Prioritize the delivery of client care	N	0	1	2	3	4	5+	1	2	3	4	5
4. Collaborate with health care members in other disciplines when providing client care	N	0	1	2	3	4	5+	1	2	3	4	5
5. Integrate advance directives into client plan of care	N	0	1	2	3	4	5+	1	2	3	4	5
6. Verify that the client comprehends and consents to care and procedures	N	0	1	2	3	4	5+	1	2	3	4	5
7. Recognize the need for referrals and obtain necessary orders	N	0	1	2	3	4	5+	1	2	3	4	5
8. Maintain client confidentiality and privacy	N	0	1	2	3	4	5+	1	2	3	4	5
9. Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	N	0	1	2	3	4	5+	1	2	3	4	5
10. Utilize information resources to enhance the care provided to a client (e.g., evidence-based research, information technology, policies and procedures	N	0	1	2	3	4	5+	1	2	3	4	5
11. Use approved abbreviations and standard terminology when documenting care	N	0	1	2	3	4	5+	1	2	3	4	5
12. Practice in a manner consistent with a code of ethics for registered nurses	N	0	1	2	3	4	5+	1	2	3	4	5
13. Participate in providing cost effective care	N	0	1	2	3	4	5+	1	2	3	4	5
14. Protect client from injury (e.g., falls, electrical hazards)	N	0	1	2	3	4	5+	1	2	3	4	5
15. Follow procedures for handling biohazardous materials	N	0	1	2	3	4	5+	1	2	3	4	5
16. Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	N	0	1	2	3	4	5+	1	2	3	4	5
17. Ensure proper identification of client when providing care	N	0	1	2	3	4	5+	1	2	3	4	5
18. Educate client on home safety issues	N	0	1	2	3	4	5+	1	2	3	4	5
19. Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	N	0	1	2	3	4	5+	1	2	3	4	5
20. Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
21. Plan and/or participate in community health education	N	0	1	2	3	4	5+	1	2	3	4	5
22. Provide care and education for the newborn less than 1 month old	N	0	1	2	3	4	5+	1	2	3	4	5
23. Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	N	0	1	2	3	4	5+	1	2	3	4	5
24. Perform comprehensive health assessment	N	0	1	2	3	4	5+	1	2	3	4	5
25. Provide care and education for the infant or toddler client age 1 month through 2 years	N	0	1	2	3	4	5+	1	2	3	4	5
26. Provide care and education for the school age client ages 6 through 12 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Provide care and education for the adult client ages 18 through 64 years	N	0	1	2	3	4	5+	1	2	3	4	5
28. Provide care and education for adults over 85 years	N	0	1	2	3	4	5+	1	2	3	4	5
29. Assess and teach clients about health risks based on family, population, and/or community characteristics												
30. Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	N	0	1	2	3	4	5+	1	2	3	4	5
31. Assess client for drug/alcohol dependencies, withdrawal, or toxicities and intervene as appropriate	N	0	1	2	3	4	5+	1	2	3	4	5
32. Provide a therapeutic environment for clients with emotional/behavioral issues	N	0	1	2	3	4	5+	1	2	3	4	5
33. Provide end of life care and education to clients	N	0	1	2	3	4	5+	1	2	3	4	5
34. Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	N	0	1	2	3	4	5+	1	2	3	4	5
35. Use therapeutic communication techniques to provide client support	N	0	1	2	3	4	5+	1	2	3	4	5
36. Recognize non-verbal cues to physical and/or psychological stressors	N	0	1	2	3	4	5+	1	2	3	4	5
37. Assess and intervene in client performance of activities of daily living	N	0	1	2	3	4	5+	1	2	3	4	5
38. Perform post-mortem care	N	0	1	2	3	4	5+	1	2	3	4	5
39. Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	N	0	1	2	3	4	5+	1	2	3	4	5
40. Assess and manage client with an alteration in elimination (e.g., bowel, urinary)	N	0	1	2	3	4	5+	1	2	3	4	5
41. Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	N	0	1	2	3	4	5+	1	2	3	4	5
42. Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	N	0	1	2	3	4	5+	1	2	3	4	5
43. Evaluate client intake and output and intervene as needed	N	0	1	2	3	4	5+	1	2	3	4	5
44. Assess client need for pain management	N	0	1	2	3	4	5+	1	2	3	4	5
45. Prepare and administer medications, using rights of medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
46. Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	N	0	1	2	3	4	5+	1	2	3	4	5
47. Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	N	0	1	2	3	4	5+	1	2	3	4	5
48. Administer blood products and evaluate client response	N	0	1	2	3	4	5+	1	2	3	4	5
49. Educate client about medications	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
50. Administer parenteral nutrition and evaluate client response (e.g., TPN)	N	0	1	2	3	4	5+	1	2	3	4	5
51. Participate in medication reconciliation process	N	0	1	2	3	4	5+	1	2	3	4	5
52. Perform focused assessment	N	0	1	2	3	4	5+	1	2	3	4	5
53. Monitor the results of diagnostic testing and intervene as needed	N	0	1	2	3	4	5+	1	2	3	4	5
54. Evaluate responses to procedures and treatments	N	0	1	2	3	4	5+	1	2	3	4	5
55. Provide preoperative care	N	0	1	2	3	4	5+	1	2	3	4	5
56. Obtain blood specimens peripherally or through central line	N	0	1	2	3	4	5+	1	2	3	4	5
57. Educate client about treatments and procedures	N	0	1	2	3	4	5+	1	2	3	4	5
58. Insert, maintain or remove a gastric tube	N	0	1	2	3	4	5+	1	2	3	4	5
59. Insert, maintain or remove a peripheral intravenous line	N	0	1	2	3	4	5+	1	2	3	4	5
60. Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	N	0	1	2	3	4	5+	1	2	3	4	5
61. Monitor and care for clients on a ventilator	N	0	1	2	3	4	5+	1	2	3	4	5
62. Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	N	0	1	2	3	4	5+	1	2	3	4	5
63. Provide postoperative care	N	0	1	2	3	4	5+	1	2	3	4	5
64. Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	N	0	1	2	3	4	5+	1	2	3	4	5
65. Manage the care of a client on telemetry	N	0	1	2	3	4	5+	1	2	3	4	5
66. Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	N	0	1	2	3	4	5+	1	2	3	4	5
67. Manage the care of a client with a pacing device (e.g., pacemaker)	N	0	1	2	3	4	5+	1	2	3	4	5
68. Manage the care of the client with a fluid and electrolyte imbalance	N	0	1	2	3	4	5+	1	2	3	4	5
69. Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	N	0	1	2	3	4	5+	1	2	3	4	5
70. Manage the care of a client receiving hemodialysis	N	0	1	2	3	4	5+	1	2	3	4	5
71. Educate client regarding an acute or chronic condition	N	0	1	2	3	4	5+	1	2	3	4	5

72. How well did the survey cover the important activities a newly licensed RN should possess, regardless of the practice setting?

○ Very well ○ Well ○ Adequately ○ Poorly

Please list any important activities you believe are missing from the survey.

_____

_____

_____

_____

SECTION 2: EXPERIENCE AND ORIENTATION

INSTRUCTIONS FOR SECTIONS 2-5: Please record your responses by marking the appropriate ovals. For questions concerning numbers, mark ovals in both the first and second columns so that the numbers associated with the selected ovals represent your answer. For example, if your answer is 24, you will mark the following:

1. What is the total number of months you have worked in the U.S. or its territories as a licensed RN?

MONTHS

2. Have you ever worked outside the U.S. or its territories as an RN?

- ○ Yes → **If yes, what is the total number of months you worked outside the U.S. as an RN?**
- ○ No

MONTHS

3. Which of the following best describes the orientation you received for your current position? *(Select only ONE)*

- ○ No formal orientation → ***Skip to question 5***
- ○ Classroom instruction/skills lab work only
- ○ Classroom and/or skills lab plus supervised work with clients
- ○ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ○ A formal internship with or without additional classroom or skills lab work
- ○ Other, please specify: _____

4. If you had an orientation period, how many weeks was it?

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses have you completed since graduation? *(Select ALL that apply)*

- ○ Advanced Cardiac Life Support
- ○ Basic Life Support
- ○ Behavioral Management
- ○ Chemotherapy
- ○ Conscious/Moderate Sedation
- ○ Coronary Care
- ○ Critical Care
- ○ Intravenous Therapy
- ○ Neonatal Advanced Life Support
- ○ Pediatric Advanced Life Support
- ○ Phlebotomy
- ○ Peritoneal Dialysis
- ○ Rehabilitation
- ○ None
- ○ Other, please specify: _____

6. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ○ Yes → **If yes, is this your primary position?**
  - ○ Yes ○ No
- ○ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following best describes most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Well clients, possibly with minor illnesses
- ○ OB (Maternity) clients
- ○ Clients with stabilized chronic conditions
- ○ Clients with unstabilized chronic conditions
- ○ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ○ Clients at end of life
- ○ Clients with behavioral/emotional conditions
- ○ Other, please specify: _____

2. Which of the following best describes the ages of most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Newborns (less than 1 month)
- ○ Infant/toddler (1 month - 2 years)
- ○ Preschool (ages 3-5)
- ○ School age (ages 6-12)
- ○ Adolescent (ages 13-17)
- ○ Adult (ages 18-64)
- ○ Adult (ages 65-85)
- ○ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, fill in the appropriate oval for that one setting. If you worked in more than one setting, fill in the appropriate oval for all settings where you spent at least one-half of your time. *(Select no more than TWO answers)*

- ○ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ○ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ○ Pediatrics
- ○ Nursery
- ○ Labor and delivery
- ○ Postpartum unit
- ○ Psychiatry or any of its sub-specialties (e.g., detox)
- ○ Assisted living
- ○ Operating room, including outpatient surgery and surgicenters
- ○ Nursing home, skilled or intermediate care
- ○ Other long-term care (e.g., residential care, developmental disability)
- ○ Rehabilitation
- ○ Subacute unit
- ○ Transitional care unit
- ○ Physician/APRN/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurse associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ Other, please specify: _____

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? *(Select only ONE)*

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/APRN/dentist office, clinic, school, prison, etc.)
- ○ Other, please specify: _____

5. If you work in a hospital or nursing home, how large is it? *(Select only ONE)*

- ○ Less than 50 beds
- ○ 50-99 beds
- ○ 100-299 beds
- ○ 300-499 beds
- ○ 500 or more beds
- ○ I do not know
- ○ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? *(Select only ONE)*

- ○ Days
- ○ Evenings
- ○ Nights
- ○ Rotating shifts
- ○ Other, please specify: _____

7. What is the length of your shift on a typical work day? *(Select only ONE)*

- ○ 8 hours
- ○ 10 hours
- ○ 12 hours
- ○ Other, please specify: _____

8. Which best describes the location of your employment setting? *(Select only ONE)*

- ○ Urban/Metropolitan area
- ○ Suburban
- ○ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the last shift you worked?

HOURS

0	0
1	1
2	2
	3
	4
	5
	6
	7
	8
	9

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

NUMBER OF CLIENTS

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2." If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours of shift worked.

	Approximate Amount of Time (Hours) Spent on Set of Activities									
	0	1	2	3	4	5	6	7	8	>8
1. **Management of Care:** Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	0	1	2	3	4	5	6	7	8	>8
2. **Safety and Infection Control:** Protect clients and health care personnel from health and environmental hazards.	0	1	2	3	4	5	6	7	8	>8
3. **Health Promotion and Maintenance:** Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	0	1	2	3	4	5	6	7	8	>8
4. **Psychosocial Integrity:** Provide and direct nursing care that promotes and supports the emotional, mental and social well being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	0	1	2	3	4	5	6	7	8	>8
5. **Basic Care and Comfort:** Provide comfort and assistance in the performance of activities of daily living.	0	1	2	3	4	5	6	7	8	>8
6. **Pharmacological and Parenteral Therapies:** Provide care related to the administration of medications and parenteral therapies.	0	1	2	3	4	5	6	7	8	>8
7. **Reduction of Risk Potential:** Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	0	1	2	3	4	5	6	7	8	>8
8. **Physiological Adaptation:** Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	0	1	2	3	4	5	6	7	8	>8

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1. Did you work as a nursing assistant/aide, etc. prior to becoming an RN?

- ◯ Yes → **If yes, for how many years and months?**
- ◯ No

YEARS: 0 1 2 3 4 5 6 7 8 9

MONTHS: 0 1 2 3 4 5 6 7 8 9

2. Did you work as an LPN/VN prior to becoming an RN?

- ◯ Yes → **If yes, for how many years and months?**
- ◯ No

YEARS: 0 1 2 3 4 5 6 7 8 9

MONTHS: 0 1 2 3 4 5 6 7 8 9

3. What is your gender?

◯ Male ◯ Female

4. What is your age in years?

YEARS: 0 1 2 3 4 5 6 7 8 9

5. Which of the following best describes your racial/ethnic background? *(Select only ONE)*

- ◯ African American
- ◯ Asian Indian
- ◯ Asian other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – not of Hispanic origin
- ◯ Other

6. What is your primary language?

◯ English ◯ English and another language ◯ Another language

7. What type of basic nursing education program qualified you to take the NCLEX-RN? *(Select only ONE)*

- ◯ RN - Diploma in U.S.
- ◯ RN - Associate Degree in U.S.
- ◯ RN - Baccalaureate Degree in U.S.
- ◯ RN - Generic Masters Degree in U.S.
- ◯ RN - Generic Doctorate in U.S. (e.g., ND)
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other program, please specify: _____

8. How many months has it been since you graduated from the nursing education program selected in question 7?

MONTHS: 0 1 2 3 4 5 6 7 8 9

SECTION 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name: _____

E-mail Address: _____

You may write any comments or suggestions that you have in the space below.

_____

_____

_____

_____

Daytime or Early Evening Phone Number with Area Code:

( ) - -

0 1 2 3 4 5 6 7 8 9

Thank you for participating in this important work!

8

Paper Form 2

NCSBN
National Council of State Boards of Nursing

National Council of State Boards of Nursing

REGISTERED NURSING SURVEY

This survey is part of a comprehensive study of the practice of newly licensed registered nurses (RNs) in the U.S. The study is being performed by the National Council of State Boards of Nursing on behalf of your board of nursing. Please complete and return this form as soon as possible. This is your opportunity to contribute to the development of the NCLEX® examination that future candidates will take.

INSTRUCTIONS

Please read each question carefully and respond by filling in the oval of the response that most closely represents your answer. Choose the answer that **best** applies to your practice and fill in the appropriate oval(s). A few questions ask you to write in information. Print your answer legibly in the space provided.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group. "Clients" are the same as "residents" or "patients." Your answers will be kept confidential and your individual responses to the questions will not be released.

- **Use a No. 2 pencil.**
- **Make heavy dark marks that fill the oval completely.**
- **If you want to change an answer, erase completely.**

1. What type(s) of nursing license do you hold?
(Select ALL that apply)

- ○ RN
- ○ LPN/VN

2. Are you currently working as an RN in the U.S. or a Member Board jurisdiction?

- ○ Yes
- ○ No → **Skip to Section 5: Demographic Information**

3. In your current position, do you provide direct care to clients?
Note: Faculty supervision of student clinical experiences is not considered "direct care."

- ○ Yes, 20 or more hours per week, on average
- ○ Yes, less than 20 hours per week, on average → **Skip to Section 5: Demographic Information**
- ○ No → **Skip to Section 5: Demographic Information**

FOR OFFICE USE ONLY

SECTION 1: NURSING ACTIVITIES

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY – If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the last day you worked? If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local board of nursing for information about your scope of practice.

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
1. Provide and receive report on assigned clients (e.g., standardized hand off communication)	N	0	1	2	3	4	5+	1	2	3	4	5
2. Advocate for client rights and needs	N	0	1	2	3	4	5+	1	2	3	4	5
3. Participate in performance improvement/quality improvement process	N	0	1	2	3	4	5+	1	2	3	4	5
4. Receive and/or transcribe health care provider orders	N	0	1	2	3	4	5+	1	2	3	4	5
5. Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	N	0	1	2	3	4	5+	1	2	3	4	5
6. Provide education to clients and staff about client rights and responsibilities	N	0	1	2	3	4	5+	1	2	3	4	5
7. Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	N	0	1	2	3	4	5+	1	2	3	4	5
8. Recognize limitations of self/others and seek assistance	N	0	1	2	3	4	5+	1	2	3	4	5
9. Manage conflict among clients and health care staff	N	0	1	2	3	4	5+	1	2	3	4	5
10. Recognize ethical dilemmas and take appropriate action	N	0	1	2	3	4	5+	1	2	3	4	5
11. Organize workload to manage time effectively	N	0	1	2	3	4	5+	1	2	3	4	5
12. Provide care within the legal scope of practice	N	0	1	2	3	4	5+	1	2	3	4	5
13. Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	N	0	1	2	3	4	5+	1	2	3	4	5
14. Verify appropriateness and/or accuracy of a treatment order	N	0	1	2	3	4	5+	1	2	3	4	5
15. Participate in institution security plan (e.g., newborn nursery security, bomb threats)	N	0	1	2	3	4	5+	1	2	3	4	5
16. Acknowledge and document practice error (e.g., incident report for medication error)	N	0	1	2	3	4	5+	1	2	3	4	5
17. Facilitate appropriate and safe use of equipment	N	0	1	2	3	4	5+	1	2	3	4	5
18. Implement emergency response plans (e.g., internal/external disaster)	N	0	1	2	3	4	5+	1	2	3	4	5
19. Educate client and staff regarding infection control measures	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
20. Provide prenatal care and education	N	0	1	2	3	4	5+	1	2	3	4	5
21. Perform targeted screening assessments (e.g., vision, hearing, nutrition)	N	0	1	2	3	4	5+	1	2	3	4	5
22. Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	N	0	1	2	3	4	5+	1	2	3	4	5
23. Provide post-partum care and education	N	0	1	2	3	4	5+	1	2	3	4	5
24. Assess client's readiness to learn, learning preferences and barriers to learning	N	0	1	2	3	4	5+	1	2	3	4	5
25. Provide care and education for the preschool client ages 3 through 5 years	N	0	1	2	3	4	5+	1	2	3	4	5
26. Provide care and education for the adolescent client ages 13 through 17 years	N	0	1	2	3	4	5+	1	2	3	4	5
27. Provide care and education for the adult client ages 65 through 85 years	N	0	1	2	3	4	5+	1	2	3	4	5
28. Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	N	0	1	2	3	4	5+	1	2	3	4	5
29. Provide care to client in labor	N	0	1	2	3	4	5+	1	2	3	4	5
30. Assess client for abuse or neglect and intervene as appropriate	N	0	1	2	3	4	5+	1	2	3	4	5
31. Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	N	0	1	2	3	4	5+	1	2	3	4	5
32. Incorporate client cultural practice and beliefs when planning and providing care	N	0	1	2	3	4	5+	1	2	3	4	5
33. Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	N	0	1	2	3	4	5+	1	2	3	4	5
34. Assess client in coping with life changes and provide support	N	0	1	2	3	4	5+	1	2	3	4	5
35. Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	N	0	1	2	3	4	5+	1	2	3	4	5
36. Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	N	0	1	2	3	4	5+	1	2	3	4	5
37. Provide client nutrition through continuous or intermittent tube feedings	N	0	1	2	3	4	5+	1	2	3	4	5
38. Perform irrigations (e.g., of bladder, ear, eye)	N	0	1	2	3	4	5+	1	2	3	4	5
39. Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	N	0	1	2	3	4	5+	1	2	3	4	5
40. Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	N	0	1	2	3	4	5+	1	2	3	4	5
41. Provide non-pharmacological comfort measures	N	0	1	2	3	4	5+	1	2	3	4	5
42. Assess client need for sleep/rest and intervene as needed	N	0	1	2	3	4	5+	1	2	3	4	5
43. Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	N	0	1	2	3	4	5+	1	2	3	4	5
44. Evaluate appropriateness and accuracy of medication order for client	N	0	1	2	3	4	5+	1	2	3	4	5
45. Perform calculations needed for medication administration	N	0	1	2	3	4	5+	1	2	3	4	5
46. Administer controlled substances within regulatory guidelines (e.g., witness, waste)	N	0	1	2	3	4	5+	1	2	3	4	5

SECTION 1: NURSING ACTIVITIES *(continued)*

QUESTION A - FREQUENCY – If an activity does not apply to your work setting, mark "NEVER performed in work setting", still select the importance rating as noted in Question B and then move on to the next activity. If an activity is performed in your work setting mark 0-5+ reflecting the frequency of performing the activity on your **last day of work**, then complete Question B.

QUESTION B - IMPORTANCE – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - FREQUENCY							B - IMPORTANCE				
	NEVER performed in work setting	0 Times	1 Time	2 Times	3 Times	4 Times	5 or more Times	1 = Not Important	2 = Marginally Important	3 = Moderately Important	4 = Important	5 = Critically Important
47. Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	N	0	1	2	3	4	5+	1	2	3	4	5
48. Access venous access devices, including tunneled, implanted and central lines	N	0	1	2	3	4	5+	1	2	3	4	5
49. Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	N	0	1	2	3	4	5+	1	2	3	4	5
50. Administer pharmacological measures for pain management	N	0	1	2	3	4	5+	1	2	3	4	5
51. Assess and respond to changes in client vital signs	N	0	1	2	3	4	5+	1	2	3	4	5
52. Provide intraoperative care	N	0	1	2	3	4	5+	1	2	3	4	5
53. Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	N	0	1	2	3	4	5+	1	2	3	4	5
54. Provide preoperative and postoperative education	N	0	1	2	3	4	5+	1	2	3	4	5
55. Manage client during and following a procedure with moderate sedation	N	0	1	2	3	4	5+	1	2	3	4	5
56. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	N	0	1	2	3	4	5+	1	2	3	4	5
57. Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	N	0	1	2	3	4	5+	1	2	3	4	5
58. Insert, maintain or remove a urinary catheter	N	0	1	2	3	4	5+	1	2	3	4	5
59. Recognize trends and changes in client condition and intervene as needed	N	0	1	2	3	4	5+	1	2	3	4	5
60. Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	N	0	1	2	3	4	5+	1	2	3	4	5
61. Perform wound care or dressing change	N	0	1	2	3	4	5+	1	2	3	4	5
62. Provide ostomy care and education (e.g., tracheal, enteral)	N	0	1	2	3	4	5+	1	2	3	4	5
63. Perform and manage care of client receiving peritoneal dialysis	N	0	1	2	3	4	5+	1	2	3	4	5
64. Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	N	0	1	2	3	4	5+	1	2	3	4	5
65. Manage the care of a client with impaired ventilation/oxygenation	N	0	1	2	3	4	5+	1	2	3	4	5
66. Implement and monitor phototherapy	N	0	1	2	3	4	5+	1	2	3	4	5
67. Monitor and maintain arterial lines	N	0	1	2	3	4	5+	1	2	3	4	5
68. Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	N	0	1	2	3	4	5+	1	2	3	4	5
69. Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	N	0	1	2	3	4	5+	1	2	3	4	5
70. Recognize signs and symptoms of complications and intervene appropriately when providing client care	N	0	1	2	3	4	5+	1	2	3	4	5

71. How well did the survey cover the important activities a newly licensed RN should possess, regardless of the practice setting?

○ Very well ○ Well ○ Adequately ○ Poorly

Please list any important activities you believe are missing from the survey. _____

_____

_____

SECTION 2: EXPERIENCE AND ORIENTATION

INSTRUCTIONS FOR SECTIONS 2-5: Please record your responses by marking the appropriate ovals. For questions concerning numbers, mark ovals in both the first and second columns so that the numbers associated with the selected ovals represent your answer. For example, if your answer is 24, you will mark the following:

1. What is the total number of months you have worked in the U.S. or its territories as a licensed RN?

MONTHS

2. Have you ever worked outside the U.S. or its territories as an RN?

- ○ Yes → **If yes, what is the total number of months you worked outside the U.S. as an RN?**
- ○ No

MONTHS

3. Which of the following best describes the orientation you received for your current position? *(Select only ONE)*

- ○ No formal orientation → ***Skip to question 5***
- ○ Classroom instruction/skills lab work only
- ○ Classroom and/or skills lab plus supervised work with clients
- ○ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ○ A formal internship with or without additional classroom or skills lab work
- ○ Other, please specify: _____

4. If you had an orientation period, how many weeks was it?

NUMBER OF WEEKS IN ORIENTATION

5. Which of the following types of certificates have you earned or courses have you completed since graduation? *(Select ALL that apply)*

- ○ Advanced Cardiac Life Support
- ○ Basic Life Support
- ○ Behavioral Management
- ○ Chemotherapy
- ○ Conscious/Moderate Sedation
- ○ Coronary Care
- ○ Critical Care
- ○ Intravenous Therapy
- ○ Neonatal Advanced Life Support
- ○ Pediatric Advanced Life Support
- ○ Phlebotomy
- ○ Peritoneal Dialysis
- ○ Rehabilitation
- ○ None
- ○ Other, please specify: _____

6. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ○ Yes → **If yes, is this your primary position?** ○ Yes ○ No
- ○ No

SECTION 3: WORK ENVIRONMENT

1. Which of the following best describes most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Well clients, possibly with minor illnesses
- ○ OB (Maternity) clients
- ○ Clients with stabilized chronic conditions
- ○ Clients with unstabilized chronic conditions
- ○ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ○ Clients at end of life
- ○ Clients with behavioral/emotional conditions
- ○ Other, please specify:

_____

2. Which of the following best describes the ages of most of your clients on the last day you worked? *(Select ALL that apply)*

- ○ Newborns (less than 1 month)
- ○ Infant/toddler (1 month - 2 years)
- ○ Preschool (ages 3-5)
- ○ School age (ages 6-12)
- ○ Adolescent (ages 13-17)
- ○ Adult (ages 18-64)
- ○ Adult (ages 65-85)
- ○ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, fill in the appropriate oval for that one setting. If you worked in more than one setting, fill in the appropriate oval for all settings where you spent at least one-half of your time. *(Select no more than TWO answers)*

- ○ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ○ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ○ Pediatrics
- ○ Nursery
- ○ Labor and delivery
- ○ Postpartum unit
- ○ Psychiatry or any of its sub-specialties (e.g., detox)
- ○ Assisted living
- ○ Operating room, including outpatient surgery and surgicenters
- ○ Nursing home, skilled or intermediate care
- ○ Other long-term care (e.g., residential care, developmental disability)
- ○ Rehabilitation
- ○ Subacute unit
- ○ Transitional care unit
- ○ Physician/APRN/Dentist office
- ○ Occupational health
- ○ Outpatient clinic
- ○ Home health, including visiting nurse associations
- ○ Public health
- ○ Student/school health
- ○ Hospice care
- ○ Prison/Correctional facility/Jail
- ○ Other, please specify: _____

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? *(Select only ONE)*

- ○ Hospital
- ○ Long-term care facility
- ○ Community-based or ambulatory care facility/organization (including public health department, visiting nurses association, home health, physician/APRN/dentist office, clinic, school, prison, etc.)
- ○ Other, please specify: _____

5. If you work in a hospital or nursing home, how large is it? *(Select only ONE)*

- ○ Less than 50 beds
- ○ 50-99 beds
- ○ 100-299 beds
- ○ 300-499 beds
- ○ 500 or more beds
- ○ I do not know
- ○ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? *(Select only ONE)*

- ○ Days
- ○ Evenings
- ○ Nights
- ○ Rotating shifts
- ○ Other, please specify: _____

7. What is the length of your shift on a typical work day? *(Select only ONE)*

- ○ 8 hours
- ○ 10 hours
- ○ 12 hours
- ○ Other, please specify: _____

8. Which best describes the location of your employment setting? *(Select only ONE)*

- ○ Urban/Metropolitan area
- ○ Suburban
- ○ Rural

SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK

1. How many hours did you work on the last shift you worked?

HOURS

⓪	⓪
①	①
②	②
	③
	④
	⑤
	⑥
	⑦
	⑧
	⑨

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting.

NUMBER OF CLIENTS

⓪	⓪
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2." If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours of shift worked.

	Approximate Amount of Time (Hours) Spent on Set of Activities									
	0	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**>8**
1. Management of Care: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
2. Safety and Infection Control: Protect clients and health care personnel from health and environmental hazards.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
3. Health Promotion and Maintenance: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
4. Psychosocial Integrity: Provide and direct nursing care that promotes and supports the emotional, mental and social well being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
5. Basic Care and Comfort: Provide comfort and assistance in the performance of activities of daily living.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
6. Pharmacological and Parenteral Therapies: Provide care related to the administration of medications and parenteral therapies.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
7. Reduction of Risk Potential: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧
8. Physiological Adaptation: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	⓪	①	②	③	④	⑤	⑥	⑦	⑧	>⑧

SECTION 5: DEMOGRAPHIC INFORMATION

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1. Did you work as a nursing assistant/aide, etc. prior to becoming an RN?

○ Yes → **If yes, for how many years and months?**
○ No

YEARS: 0 1 2 3 4 5 6 7 8 9
MONTHS: 0 1 2 3 4 5 6 7 8 9

2. Did you work as an LPN/VN prior to becoming an RN?

○ Yes → **If yes, for how many years and months?**
○ No

YEARS: 0 1 2 3 4 5 6 7 8 9
MONTHS: 0 1 2 3 4 5 6 7 8 9

3. What is your gender?

○ Male ○ Female

4. What is your age in years?

YEARS: 0 1 2 3 4 5 6 7 8 9

5. Which of the following best describes your racial/ethnic background? *(Select only ONE)*

○ African American
○ Asian Indian
○ Asian other
○ Hispanic
○ Native American
○ Pacific Islander
○ White – not of Hispanic origin
○ Other

6. What is your primary language?

○ English ○ English and another language ○ Another language

7. What type of basic nursing education program qualified you to take the NCLEX-RN? *(Select only ONE)*

○ RN - Diploma in U.S.
○ RN - Associate Degree in U.S.
○ RN - Baccalaureate Degree in U.S.
○ RN - Generic Masters Degree in U.S.
○ RN - Generic Doctorate in U.S. (e.g., ND)
○ Any nursing program NOT located in the U.S.
○ Other program, please specify: _____

8. How many months has it been since you graduated from the nursing education program selected in question 7?

MONTHS: 0 1 2 3 4 5 6 7 8 9

SECTION 6: COMMENTS

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name: _____

E-mail Address: _____

Daytime or Early Evening Phone Number with Area Code:

( ) - -

You may write any comments or suggestions that you have in the space below.

_____

_____

_____

_____

Thank you for participating in this important work!

Web Form 1

Introduction

This survey is part of a comprehensive study of the practice of registered nurses in the U.S. The study is being performed by the National Council of State Boards of Nursing on behalf of your board of nursing. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX-RN® examination that future candidates will take.

Instructions:

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that **best** applies to your practice and select the appropriate response(s). A few questions ask you to enter information.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group. "Clients" are the same as "residents" or "patients". Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression:

To progress through the survey, please use the navigation buttons located at the bottom of each page:

Continue to the next page of the survey by clicking the *Continue to the Next Page* link.

Go back to the previous page in the survey by clicking on the *Previous Page* link. This will allow you to move back in the survey to look over the previous answers.

Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

1. What type(s) of nursing license do you hold? (Select ALL that apply)

- ☐ RN
- ☐ LPN/VN

2. Are you currently working as an RN in the U.S. or a Member Board jurisdiction?

◯ Yes

◯ No

3. In your current position, do you provide direct care to clients? (*Note: Faculty supervision of student clinical experiences is not considered "direct care".*)

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

Section 1: Nursing Activities

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the **last day you worked?** If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local board of nursing for information about your scope of practice.

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 0-5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1. Perform procedures necessary to safely admit, transfer or discharge a client		
2. Advocate for client rights and needs		
3. Collaborate with health care members in other disciplines when providing client care		
4. Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)		
5. Recognize the need for referrals and obtain necessary orders		
6. Recognize limitations of self/others and seek assistance		
7. Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)		
8. Organize workload to manage time effectively		
9. Participate in providing cost effective care		
10. Verify appropriateness and/or accuracy of a treatment order		
11. Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)		
12. Facilitate appropriate and safe use of equipment		
13. Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)		
14. Provide prenatal care and education		
15. Provide care and education for the newborn less than 1 month old		
16. Provide post-partum care and education		
17. Provide care and education for the infant or toddler client age 1 month through 2 years		
18. Provide care and education for the adolescent client ages 13 through 17 years		
19. Provide care and education for adults over 85		

years		
20. Provide care to client in labor		

	A - Frequency	B - Importance
21. Assess client for drug/alcohol dependencies, withdrawal, or toxicities and intervene as appropriate		
22. Incorporate client cultural practice and beliefs when planning and providing care		
23. Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)		
24. Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)		
25. Assess and intervene in client performance of activities of daily living		
26. Perform irrigations (e.g., of bladder, ear, eye)		
27. Assess and manage client with an alteration in elimination (e.g. bowel, urinary)		
28. Provide non-pharmacological comfort measures		
29. Evaluate client intake and output and intervene as needed		
30. Evaluate appropriateness and accuracy of medication order for client		
31. Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)		
32. Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)		
33. Educate client about medications		
34. Administer pharmacological measures for pain management		
35. Perform focused assessment		
36. Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)		
37. Provide preoperative care		
38. Use precautions to prevent injury and/or complications associated with a procedure or diagnosis		
39. Insert, maintain or remove a gastric tube		
40. Recognize trends and changes in client condition and intervene as needed		
41. Monitor and care for clients on a ventilator		
42. Provide ostomy care and education (e.g., tracheal, enteral)		

43. Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)		
44. Manage the care of a client with impaired ventilation/oxygenation		
45. Manage the care of a client with a pacing device (e.g., pacemaker)		
46. Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)		
47. Manage the care of a client receiving hemodialysis		

48. How well did the survey cover the important activities a newly licensed RN should possess, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

49. Please list any important activities you believe are missing from the survey.

Section 2: Experience and Orientation

1.What is the total number of months you have worked in the U.S. or its territories as a licensed RN? Please enter a positive, whole number only (e.g., 20).

2. Have you ever worked outside the U.S. or its territories as an RN?

- ◯ Yes
- ◯ No

2b. What is the total number of months you worked outside the U.S. as an RN? Please enter a positive, whole number only (e.g., 7).

3. Which of the following best describes the orientation you received for your current position? (Select Only One)

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship with or without additional classroom or skills lab work
- ◯ Other (please specify):

4. If you had an orientation period, how many weeks was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (Select ALL that apply.)

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

6b. If yes, is this your primary position?

◯ Yes

◯ No

Section 3: Work Environment

1. Which of the following best describes most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Well clients, possibly with minor illnesses
- ☐ OB (Maternity) clients
- ☐ Clients with stabilized chronic conditions
- ☐ Clients with unstabilized chronic conditions
- ☐ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ☐ Clients at end of life
- ☐ Clients with behavioral/emotional conditions
- ☐ Other (please specify)

2. Which of the following best describes the ages of most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Newborn (less than 1 month)
- ☐ Infant/toddler (1 month-2 years)
- ☐ Preschool (ages 3-5)
- ☐ School Age (ages 6-12)
- ☐ Adolescent (ages 13-17)
- ☐ Adult (ages 18-64)
- ☐ Adult (ages 65-85)
- ☐ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. (Select NO MORE THAN TWO answers)

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted Living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Other (please specify)

- ☐ Rehabilitation
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/APRN/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional Facility/Jail

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? (Select Only One)

- ◯ Hospital
- ◯ Long-term care facility
- ◯ Community-based or ambulatory care facility/organization (e.g., public health department, visiting nurses association, home health, physician/APRN/dentist office, clinic, school, prison, etc.)
- ◯ Other (please specify)

5. If you work in a hospital or nursing home, how large is it? (Select Only One)

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? (Select Only One)

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift on a typical work day? (Select Only One)

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Other (please specify)

8. Which best describes the location of your employment setting?

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

Section 4: Description of Your Last Day of Work

1. How many hours did you work on the last shift you worked? Please enter a positive, whole number only and round up (e.g., 20).

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	8+
1. *Management of Care*: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
2. *Safety and Infection Control*: Protect clients and health care personnel from health and environmental hazards.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
3. *Health Promotion and Maintenance*: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
4. *Psychosocial Integrity*: Provide and direct nursing care that promotes and supports the emotional, mental and social well being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological and Parenteral Therapies*: Provide care related to the administration of medications and parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as a nursing assistant/aide, etc. prior to becoming an RN?

- ◯ Yes
- ◯ No

1b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

2a. Did you work as a LPN/VN prior to becoming an RN?

◯ Yes

◯ No

2b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

3. What is your gender?

- ◯ Male
- ◯ Female

4. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

5. Which of the following best describes your racial/ethnic background? (Select Only One)

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

6. What is your primary language?

- ◯ English
- ◯ English and Another Language
- ◯ Another Language

7. What type of basic nursing education program qualified you to take the NCLEX-RN®: (Select Only One)

- ◯ RN - Diploma in U.S.
- ◯ RN - Associate Degree in U.S.
- ◯ RN - Baccalaureate Degree in U.S.
- ◯ RN - Generic Masters Degree in U.S.
- ◯ RN - Generic Doctorate in U.S. (e.g., ND)
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other (please specify)

8. How many months has it been since you graduated from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Section 6: Comments

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants.
If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:	
Daytime or Early Evening Phone Number with Area Code:	
E-mail address:	

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 2

Introduction

This survey is part of a comprehensive study of the practice of registered nurses in the U.S. The study is being performed by the National Council of State Boards of Nursing on behalf of your board of nursing. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX-RN® examination that future candidates will take.

Instructions:

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that **best** applies to your practice and select the appropriate response(s). A few questions ask you to enter information.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group. "Clients" are the same as "residents" or "patients". Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression:

To progress through the survey, please use the navigation buttons located at the bottom of each page:

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Go back to the previous page in the survey by clicking on the *Previous Page* link. This will allow you to move back in the survey to look over the previous answers.

Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

1. What type(s) of nursing license do you hold? (Select ALL that apply)

- ☐ RN
- ☐ LPN/VN

2. Are you currently working as an RN in the U.S. or a Member Board jurisdiction?

◯ Yes

◯ No

3. In your current position, do you provide direct care to clients? (*Note: Faculty supervision of student clinical experiences is not considered "direct care".*)

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

Section 1: Nursing Activities

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the **last day you worked?** If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local board of nursing for information about your scope of practice.

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 0-5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1. Provide and receive report on assigned clients (e.g., standardized hand off communication)		
2. Prioritize the delivery of client care		
3. Receive and/or transcribe health care provider orders		
4. Verify that the client comprehends and consents to care and procedures		
5. Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)		
6. Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)		
7. Recognize ethical dilemmas and take appropriate action		
8. Practice in a manner consistent with a code of ethics for registered nurses		
9. Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)		
10. Follow procedures for handling biohazardous materials		
11. Acknowledge and document practice error (e.g., incident report for medication error)		
12. Educate client on home safety issues		
13. Educate client and staff regarding infection control measures		
14. Plan and/or participate in community health education		
15. Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)		
16. Perform comprehensive health assessment		
17. Provide care and education for the preschool client ages 3 through 5 years		
18. Provide care and education for the adult client ages 18 through 64 years		

19. Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)		

	A - Frequency	B - Importance
20. Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions		
21. Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)		
22. Provide end of life care and education to clients		
23. Assess client in coping with life changes and provide support		
24. Recognize non-verbal cues to physical and/or psychological stressors		
25. Provide client nutrition through continuous or intermittent tube feedings		
26. Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)		
27. Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)		
28. Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)		
29. Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)		
30. Prepare and administer medications, using rights of medication administration		
31. Administer controlled substances within regulatory guidelines (e.g., witness, waste)		
32. Administer blood products and evaluate client response		
33. Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)		
34. Participate in medication reconciliation process		
35. Provide intraoperative care		
36. Evaluate responses to procedures and treatments		
37. Manage client during and following a procedure with moderate sedation		
38. Educate client about treatments and procedures		
39. Insert, maintain or remove a urinary catheter		
40. Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)		
41. Perform wound care or dressing change		
42. Provide postoperative care		
43. Provide pulmonary hygiene (e.g., chest		

physiotherapy, incentive spirometry)		
44. Maintain optimal temperature of client (e.g., cooling and/or warming blanket)		
45. Monitor and maintain arterial lines		
46. Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis		
47. Recognize signs and symptoms of complications and intervene appropriately when providing client care		

48. How well did the survey cover the important activities a newly licensed RN should possess, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

49. Please list any important activities you believe are missing from the survey.

Section 2: Experience and Orientation

1.What is the total number of months you have worked in the U.S. or its territories as a licensed RN? Please enter a positive, whole number only (e.g., 20).

2. Have you ever worked outside the U.S. or its territories as an RN?

- ◯ Yes
- ◯ No

2b. What is the total number of months you worked outside the U.S. as an RN? Please enter a positive, whole number only (e.g., 7).

3. Which of the following best describes the orientation you received for your current position? (Select Only One)

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship with or without additional classroom or skills lab work
- ◯ Other (please specify):

4. If you had an orientation period, how many weeks was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (Select ALL that apply.)

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

6b. If yes, is this your primary position?

◯ Yes

◯ No

Section 3: Work Environment

1. Which of the following best describes most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Well clients, possibly with minor illnesses
- ☐ OB (Maternity) clients
- ☐ Clients with stabilized chronic conditions
- ☐ Clients with unstabilized chronic conditions
- ☐ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ☐ Clients at end of life
- ☐ Clients with behavioral/emotional conditions
- ☐ Other (please specify)

2. Which of the following best describes the ages of most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Newborn (less than 1 month)
- ☐ Infant/toddler (1 month-2 years)
- ☐ Preschool (ages 3-5)
- ☐ School Age (ages 6-12)
- ☐ Adolescent (ages 13-17)
- ☐ Adult (ages 18-64)
- ☐ Adult (ages 65-85)
- ☐ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. (Select NO MORE THAN TWO answers)

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted Living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Other (please specify)

- ☐ Rehabilitation
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/APRN/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional Facility/Jail

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? (Select Only One)

- ◯ Hospital
- ◯ Long-term care facility
- ◯ Community-based or ambulatory care facility/organization (e.g., public health department, visiting nurses association, home health, physician/APRN/dentist office, clinic, school, prison, etc.)
- ◯ Other (please specify)

5. If you work in a hospital or nursing home, how large is it? (Select Only One)

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? (Select Only One)

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift on a typical work day? (Select Only One)

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Other (please specify)

8. Which best describes the location of your employment setting?

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

Section 4: Description of Your Last Day of Work

1. How many hours did you work on the last shift you worked? Please enter a positive, whole number only and round up (e.g., 20).

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	8+
1. *Management of Care*: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
2. *Safety and Infection Control*: Protect clients and health care personnel from health and environmental hazards.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
3. *Health Promotion and Maintenance*: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
4. *Psychosocial Integrity*: Provide and direct nursing care that promotes and supports the emotional, mental and social well being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological and Parenteral Therapies*: Provide care related to the administration of medications and parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as a nursing assistant/aide, etc. prior to becoming an RN?

- ◯ Yes
- ◯ No

1b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

2a. Did you work as a LPN/VN prior to becoming an RN?

◯ Yes

◯ No

2b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

3. What is your gender?

- ◯ Male
- ◯ Female

4. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

5. Which of the following best describes your racial/ethnic background? (Select Only One)

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

6. What is your primary language?

- ◯ English
- ◯ English and Another Language
- ◯ Another Language

7. What type of basic nursing education program qualified you to take the NCLEX-RN®: (Select Only One)

- ◯ RN - Diploma in U.S.
- ◯ RN - Associate Degree in U.S.
- ◯ RN - Baccalaureate Degree in U.S.
- ◯ RN - Generic Masters Degree in U.S.
- ◯ RN - Generic Doctorate in U.S. (e.g., ND)
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other (please specify)

8. How many months has it been since you graduated from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Section 6: Comments

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants.
If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:	
Daytime or Early Evening Phone Number with Area Code:	
E-mail address:	

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

Web Form 3

Introduction

This survey is part of a comprehensive study of the practice of registered nurses in the U.S. The study is being performed by the National Council of State Boards of Nursing on behalf of your board of nursing. Please complete this survey as soon as possible. This is your opportunity to contribute to the development of the NCLEX-RN® examination that future candidates will take.

Instructions:

Please read each question carefully and respond by selecting the option that most closely represents your answer. Choose the answer that **best** applies to your practice and select the appropriate response(s). A few questions ask you to enter information.

You will notice that many questions ask you to report what you did on your **last day of work**. It is important that we obtain information from nurses experiencing both typical and unusual workdays, so please answer the questions according to what you did on your **last** day of work even if that day was not typical.

As used in this survey, the "**client**" can be an individual, family, or group. "Clients" are the same as "residents" or "patients". Your answers will be kept confidential and your individual responses to the questions will not be released.

Survey Progression:

To progress through the survey, please use the navigation buttons located at the bottom of each page:

Continue to the next page of the survey by clicking the *Continue to the Next Page* link.

Go back to the previous page in the survey by clicking on the *Previous Page* link. This will allow you to move back in the survey to look over the previous answers.

Finish the survey, by clicking the *Submit the Survey* link on the Thank You page.

1. What type(s) of nursing license do you hold? (Select ALL that apply)

- ☐ RN
- ☐ LPN/VN

2. Are you currently working as an RN in the U.S. or a Member Board jurisdiction?

◯ Yes

◯ No

3. In your current position, do you provide direct care to clients? (*Note: Faculty supervision of student clinical experiences is not considered "direct care".*)

- ◯ Yes, 20 or more hours per week, on average
- ◯ Yes, less than 20 hours per week, on average
- ◯ No

Section 1: Nursing Activities

This section contains a list of activities descriptive of nursing practice in a variety of settings. Please note that some activities may not apply to your setting. For each activity, two questions are asked. Please answer both questions.

QUESTION A - FREQUENCY: If the activity is performed in your work setting, how often (0 Times, 1 Time, 2 Times, 3 Times, 4 Times, or 5+ Times) did you personally perform the activity on the **last day you worked?** If it is never performed in your work setting or is not applicable, then select "NEVER performed in work setting" and then respond to Question B - Importance.

QUESTION B - IMPORTANCE: How important is performing this nursing activity in regard to client safety? Consider the importance with regard to the risk of unnecessary complications, impairment of function, or serious distress to clients. Rate all activities.

NOTE: Inclusion of an activity on this practice analysis survey does not imply that the activity is or would be included in the RN scope of practice defined by any specific state or territory. You must refer to your local board of nursing for information about your scope of practice

Question A – <u>If an activity does not apply to your work setting</u>, still select "Never performed in work setting", select the importance rating as noted in Question B and then move on to the next activity. <u>If an activity is performed in your work setting</u> select 0-5+ reflecting the frequency of performing the activity on your last day of work, then complete Question B.

Question B – Rate the overall importance of this activity considering client safety, and/or threat of complications or distress with 1 = Not Important, 2 = Marginally Important, 3 = Moderately Important, 4 = Important, 5 = Critically Important.

	A - Frequency	B - Importance
1. Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)		
2. Participate in performance improvement/quality improvement process		
3. Integrate advance directives into client plan of care		
4. Provide education to clients and staff about client rights and responsibilities		
5. Maintain client confidentiality and privacy		
6. Manage conflict among clients and health care staff		
7. Use approved abbreviations and standard terminology when documenting care		
8. Provide care within the legal scope of practice		
9. Protect client from injury (e.g., falls, electrical hazards)		
10. Participate in institution security plan (e.g., newborn nursery security, bomb threats)		
11. Ensure proper identification of client when providing care		
12. Implement emergency response plans (e.g., internal/external disaster)		
13. Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)		
14. Perform targeted screening assessments (e.g., vision, hearing, nutrition)		
15. Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)		
16. Assess client's readiness to learn, learning preferences and barriers to learning		
17. Provide care and education for the school age client ages 6 through 12 years		
18. Provide care and education for the adult client ages 65 through 85 years		
19. Assess and teach clients about health risks based on family, population, and/or community		

characteristics		
20. Assess client for abuse or neglect and intervene as appropriate		
21. Provide a therapeutic environment for clients with emotional/behavioral issues		
22. Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)		
23. Use therapeutic communication techniques to provide client support		
24. Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)		

	A - Frequency	B - Importance
25. Perform post-mortem care		
26. Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)		
27. Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)		
30. Perform calculations needed for medication administration		
31. Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)		
32. Access venous access devices, including tunneled, implanted and central lines		
33. Administer parenteral nutrition and evaluate client response (e.g., TPN)		
28. Assess client need for sleep/rest and intervene as needed		
29. Assess client need for pain management		
34. Assess and respond to changes in client vital signs		
35. Monitor the results of diagnostic testing and intervene as needed		
36. Provide preoperative and postoperative education		
37. Obtain blood specimens peripherally or through central line		
38. Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)		
39. Insert, maintain or remove a peripheral intravenous line		
40. Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)		
41. Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)		
42. Perform and manage care of client receiving peritoneal dialysis		
43. Manage the care of a client on telemetry		
44. Implement and monitor phototherapy		
45. Manage the care of the client with a fluid and electrolyte imbalance		
46. Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)		

47. Educate client regarding an acute or chronic condition		

48. How well did the survey cover the important activities a newly licensed RN should possess, regardless of the practice setting?

- ◯ Very well
- ◯ Well
- ◯ Adequately
- ◯ Poorly

49. Please list any important activities you believe are missing from the survey.

Section 2: Experience and Orientation

1.What is the total number of months you have worked in the U.S. or its territories as a licensed RN? Please enter a positive, whole number only (e.g., 20).

2a. Have you ever worked outside the U.S. or its territories as an RN?

- ◯ Yes
- ◯ No

2b. What is the total number of months you worked outside the U.S. as an RN? Please enter a positive, whole number only (e.g., 7).

3. Which of the following best describes the orientation you received for your current position? (Select Only One)

- ◯ No formal orientation
- ◯ Classroom instruction/skills lab work only
- ◯ Classroom and/or skills lab plus supervised work with clients
- ◯ Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work
- ◯ A formal internship with or without additional classroom or skills lab work
- ◯ Other (please specify):

4. If you had an orientation period, how many weeks was it? Please enter a positive, whole number only (e.g., 10).

Weeks:

5. Which of the following types of certificates have you earned or courses have you completed since graduation? (Select ALL that apply.)

- [ ] Advanced Cardiac Life Support
- [ ] Basic Life Support
- [ ] Behavioral Management
- [ ] Chemotherapy
- [ ] Conscious/Moderate Sedation
- [ ] Coronary Care
- [ ] Critical Care
- [ ] Intravenous Therapy
- [ ] Neonatal Advanced Life Support
- [ ] Pediatric Advanced Life Support
- [ ] Phlebotomy
- [ ] Peritoneal Dialysis
- [ ] Rehabilitation
- [ ] None
- [ ] Other (please specify)

6a. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?

- ◯ Yes
- ◯ No

6b. If yes, is this your primary position?

◯ Yes

◯ No

Section 3: Work Environment

1. Which of the following best describes most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Well clients, possibly with minor illnesses
- ☐ OB (Maternity) clients
- ☐ Clients with stabilized chronic conditions
- ☐ Clients with unstabilized chronic conditions
- ☐ Clients with acute conditions, including clients with medical, surgical or critical conditions
- ☐ Clients at end of life
- ☐ Clients with behavioral/emotional conditions
- ☐ Other (please specify)

2. Which of the following best describes the ages of most of your clients on the last day you worked? (Select ALL that apply)

- ☐ Newborn (less than 1 month)
- ☐ Infant/toddler (1 month-2 years)
- ☐ Preschool (ages 3-5)
- ☐ School Age (ages 6-12)
- ☐ Adolescent (ages 13-17)
- ☐ Adult (ages 18-64)
- ☐ Adult (ages 65-85)
- ☐ Adult (over age 85)

3. Which of the following choices best describes your employment setting/specialty area on the last day you worked? If you worked mainly in one setting, select the appropriate choice for that one setting. If you worked in more than one setting, select the appropriate choices for all settings where you spent at least one-half of your time. (Select NO MORE THAN TWO answers)

- ☐ Critical care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery unit)
- ☐ Medical-surgical unit or any of its sub-specialties (e.g., oncology, orthopedics, neurology)
- ☐ Pediatrics
- ☐ Nursery
- ☐ Labor and delivery
- ☐ Postpartum unit
- ☐ Psychiatry or any of its sub-specialties (e.g., detox)
- ☐ Assisted Living
- ☐ Operating room, including outpatient surgery and surgicenters
- ☐ Nursing home, skilled or intermediate care
- ☐ Other long-term care (e.g., residential care, developmental disability)
- ☐ Other (please specify)

- ☐ Rehabilitation
- ☐ Subacute unit
- ☐ Transitional care unit
- ☐ Physician/APRN/Dentist office
- ☐ Occupational health
- ☐ Outpatient clinic
- ☐ Home health, including visiting nurses associations
- ☐ Public health
- ☐ Student/school health
- ☐ Hospice care
- ☐ Prison/Correctional Facility/Jail

4. Which of the following best describes the type of facility/organization where your employment setting/specialty area is located? (Select Only One)

- ◯ Hospital
- ◯ Long-term care facility
- ◯ Community-based or ambulatory care facility/organization (e.g., public health department, visiting nurses association, home health, physician/APRN/dentist office, school, prison, etc.)
- ◯ Other (please specify)

5. If you work in a hospital or nursing home, how large is it? (Select Only One)

- ◯ Less than 50 beds
- ◯ 50-99 beds
- ◯ 100-299 beds
- ◯ 300-499 beds
- ◯ 500 or more beds
- ◯ I do not know
- ◯ I do not work in a hospital or nursing home

6. Which of the following best describes your shift on a typical work day? (Select Only One)

- ◯ Days
- ◯ Evenings
- ◯ Nights
- ◯ Rotating shifts
- ◯ Other (please specify)

7. What is the length of your shift on a typical work day? (Select Only One)

- ◯ 8 hours
- ◯ 10 hours
- ◯ 12 hours
- ◯ Other (please specify)

8. Which best describes the location of your employment setting?

- ◯ Urban/Metropolitan area
- ◯ Suburban
- ◯ Rural

Section 4: Description of Your Last Day of Work

1. How many hours did you work on the last shift you worked? Please enter a positive, whole number only and round up (e.g., 20).

2. How many clients were you responsible for on the last day you worked? This includes clients to whom you were assigned to provide direct care, indirect care (provided through others such as LPN/VNs or nursing assistants), or any performance of tasks or other responsibility for care during all or any part of your time in the work setting. Please enter a positive, whole number only and round up (e.g., 5).

3. How much of your time was spent performing each of the following types of activities on the last day you worked? For each of the sets of activities please rate the approximate amount of time you spent on that type of activity on the last day you worked rounded to the nearest hour. For example, if you spent about 2 and ¼ hours on a set of activities, select the option "2". If you spent 3 and ¾ hours on a set of activities, select the option "4." Numerous categories may be performed simultaneously; therefore total hours spent may be greater than total hours or shift worked.

Sets of Activities

Approximate Amount of Time (Hours) Spent on Set of Activities

	0	1	2	3	4	5	6	7	8	8+
1. *Management of Care*: Provide and direct nursing care that enhances the care delivery setting to protect clients and health care personnel.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
2. *Safety and Infection Control*: Protect clients and health care personnel from health and environmental hazards.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
3. *Health Promotion and Maintenance*: Provide and direct nursing care of the client that incorporates the knowledge of expected growth and development principles, prevention and/or early detection of health problems, and strategies to achieve optimal health.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
4. *Psychosocial Integrity*: Provide and direct nursing care that promotes and supports the emotional, mental and social well being of the client experiencing stressful events, as well as clients with acute or chronic mental illness.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
5. *Basic Care and Comfort*: Provide comfort and assistance in the performance of activities of daily living.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
6. *Pharmacological and Parenteral Therapies*: Provide care related to the administration of medications and parenteral therapies.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
7. *Reduction of Risk Potential*: Reduce the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯
8. *Physiological Adaptation*: Manage and provide care for clients with acute, chronic or life threatening physical health conditions.	◯	◯	◯	◯	◯	◯	◯	◯	◯	◯

Section 5: Demographic Information

In this section you are asked to provide background information that will be summarized to describe the group that completed this survey. No individual responses will be reported.

1a. Did you work as a nursing assistant/aide, etc. prior to becoming an RN?

- ◯ Yes
- ◯ No

1b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

2a. Did you work as a LPN/VN prior to becoming an RN?

◯ Yes

◯ No

2b. If "yes", for how many years and months? Please enter positive, whole numbers (e.g., 10).

Years:

Months:

3. What is your gender?

- ◯ Male
- ◯ Female

4. What is your age in years? Please answer with a positive, whole numbers (e.g., 35).

5. Which of the following best describes your racial/ethnic background? (Select Only One)

- ◯ African American
- ◯ Asian Indian
- ◯ Asian Other
- ◯ Hispanic
- ◯ Native American
- ◯ Pacific Islander
- ◯ White – Not of Hispanic Origin
- ◯ Other

6. What is your primary language?

- ◯ English
- ◯ English and Another Language
- ◯ Another Language

7. What type of basic nursing education program qualified you to take the NCLEX-RN®: (Select Only One)

- ◯ RN - Diploma in U.S.
- ◯ RN - Associate Degree in U.S.
- ◯ RN - Baccalaureate Degree in U.S.
- ◯ RN - Generic Masters Degree in U.S.
- ◯ RN - Generic Doctorate in U.S. (e.g., ND)
- ◯ Any nursing program NOT located in the U.S.
- ◯ Other (please specify)

8. How many months has it been since you graduated from the above nursing education program? Please enter a positive, whole number (e.g., 15)

Section 6: Comments

If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants.
If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be reached during the day or early evening.

Name:	
Daytime or Early Evening Phone Number with Area Code:	
E-mail address:	

Thank you!

Thank you for your participation in this important study.

To finalize your survey, please click the **Submit Survey** button below.

APPENDIX D: ACTIVITIES RANK ORDERDED BY AVERAGE SETTING-SPECIFIC FREQUENCY

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity Number	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err.
75	Perform post-mortem care	696	0.39	0.04
36	Implement emergency response plans (e.g., internal/external disaster)	791	0.40	0.04
132	Implement and monitor phototherapy	339	0.42	0.06
126	Perform and manage care of client receiving peritoneal dialysis	560	0.44	0.05
32	Acknowledge and document practice error (e.g., incident report for medication error)	862	0.45	0.04
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	799	0.47	0.04
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	806	0.54	0.04
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	615	0.62	0.05
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	828	0.63	0.04
41	Plan and/or participate in community health education	609	0.64	0.05
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	787	0.73	0.05
20	Recognize ethical dilemmas and take appropriate action	875	0.83	0.05
76	Perform irrigations (e.g., of bladder, ear, eye)	796	0.85	0.05
95	Administer blood products and evaluate client response	719	0.87	0.05
65	Provide end of life care and education to clients	752	0.91	0.05
18	Manage conflict among clients and health care staff	853	0.94	0.05
50	Provide care and education for the preschool client ages 3 through 5 years	277	0.99	0.10
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	343	1.00	0.07
139	Manage the care of a client receiving hemodialysis	707	1.01	0.06
58	Provide care to client in labor	176	1.02	0.13
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	710	1.07	0.06
40	Provide prenatal care and education	248	1.11	0.11
51	Provide care and education for the school age client ages 6 through 12 years	333	1.16	0.10
134	Monitor and maintain arterial lines	558	1.19	0.08
104	Provide intraoperative care	399	1.22	0.09
124	Provide ostomy care and education (e.g., tracheal, enteral)	796	1.22	0.06
109	Provide preoperative care	764	1.25	0.06
110	Manage client during and following a procedure with moderate sedation	595	1.25	0.07
52	Provide care and education for the adolescent client ages 13 through 17 years	384	1.27	0.09
115	Insert, maintain or remove a gastric tube	817	1.29	0.06
46	Provide post-partum care and education	217	1.32	0.13
121	Monitor and care for clients on a ventilator	502	1.34	0.09
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	773	1.34	0.06
49	Provide care and education for the infant or toddler client age 1 month through 2 years	281	1.37	0.11

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity Number	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err.
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	826	1.37	0.06
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	791	1.37	0.06
9	Integrate advance directives into client plan of care	853	1.38	0.06
133	Manage the care of a client with a pacing device (e.g., pacemaker)	823	1.38	0.06
60	Assess client for abuse or neglect and intervene as appropriate	897	1.52	0.06
74	Provide client nutrition through continuous or intermittent tube feedings	765	1.53	0.06
125	Provide postoperative care	735	1.54	0.07
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	753	1.55	0.06
43	Provide care and education for the newborn less than 1 month old	275	1.57	0.12
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	844	1.58	0.07
6	Participate in performance improvement/quality improvement process	884	1.59	0.06
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	910	1.60	0.06
35	Educate client on home safety issues	905	1.61	0.06
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	851	1.65	0.06
108	Provide preoperative and postoperative education	735	1.69	0.07
111	Obtain blood specimens peripherally or through central line	828	1.71	0.06
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	884	1.76	0.06
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	790	1.76	0.07
116	Insert, maintain or remove a urinary catheter	836	1.77	0.06
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	890	1.80	0.05
122	Perform wound care or dressing change	888	1.82	0.06
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	901	1.83	0.06
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	852	1.84	0.06
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	908	1.87	0.07
135	Manage the care of the client with a fluid and electrolyte imbalance	904	1.91	0.06
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	962	1.97	0.06
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	823	1.98	0.06
63	Provide a therapeutic environment for clients with emotional/behavioral issues	971	2.02	0.06
68	Assess client in coping with life changes and provide support	884	2.04	0.06
101	Participate in medication reconciliation process	878	2.07	0.06
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	854	2.11	0.07
38	Educate client and staff regarding infection control measures	976	2.13	0.06
64	Incorporate client cultural practice and beliefs when planning and providing care	974	2.15	0.06
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	897	2.27	0.06

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity Number	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err.
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	952	2.30	0.06
130	Manage the care of a client with impaired ventilation/oxygenation	879	2.33	0.06
96	Access venous access devices, including tunneled, implanted and central lines	883	2.35	0.06
12	Provide education to clients and staff about client rights and responsibilities	980	2.36	0.06
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	918	2.37	0.06
84	Assess client need for sleep/rest and intervene as needed	928	2.39	0.06
117	Insert, maintain or remove a peripheral intravenous line	873	2.40	0.06
13	Recognize the need for referrals and obtain necessary orders	1008	2.42	0.06
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	934	2.44	0.06
90	Perform calculations needed for medication administration	938	2.47	0.06
141	Educate client regarding an acute or chronic condition	946	2.52	0.06
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	922	2.52	0.06
29	Follow procedures for handling biohazardous materials	994	2.55	0.06
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	899	2.58	0.06
11	Verify that the client comprehends and consents to care and procedures	1011	2.59	0.06
105	Monitor the results of diagnostic testing and intervene as needed	958	2.60	0.06
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	959	2.60	0.06
113	Educate client about treatments and procedures	939	2.62	0.06
129	Manage the care of a client on telemetry	722	2.63	0.07
1	Perform procedures necessary to safely admit, transfer or discharge a client	1037	2.65	0.06
48	Assess client's readiness to learn, learning preferences and barriers to learning	990	2.65	0.06
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	956	2.70	0.06
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	1024	2.75	0.06
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	907	2.75	0.06
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	967	2.76	0.06
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	911	2.79	0.06
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	974	2.84	0.06
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	1051	2.87	0.05
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	1042	2.87	0.05
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	921	3.01	0.06
55	Provide care and education for adults over 85 years	901	3.02	0.06

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity Number	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err.
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	976	3.05	0.06
71	Recognize non-verbal cues to physical and/or psychological stressors	965	3.05	0.05
8	Receive and/or transcribe health care provider orders	1020	3.06	0.05
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	938	3.09	0.06
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	966	3.14	0.06
107	Evaluate responses to procedures and treatments	949	3.17	0.05
73	Assess and intervene in client performance of activities of daily living	941	3.18	0.06
47	Perform comprehensive health assessment	989	3.21	0.05
102	Assess and respond to changes in client vital signs	983	3.22	0.05
118	Recognize trends and changes in client condition and intervene as needed	990	3.25	0.06
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	897	3.29	0.07
54	Provide care and education for the adult client ages 65 through 85 years	971	3.29	0.05
53	Provide care and education for the adult client ages 18 through 64 years	995	3.35	0.05
16	Recognize limitations of self/others and seek assistance	1052	3.38	0.05
82	Provide non-pharmacological comfort measures	997	3.46	0.05
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	985	3.51	0.05
4	Advocate for client rights and needs	1055	3.51	0.05
25	Participate in providing cost effective care	1039	3.54	0.05
69	Use therapeutic communication techniques to provide client support	1065	3.54	0.04
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	1036	3.61	0.05
21	Use approved abbreviations and standard terminology when documenting care	1074	3.66	0.04
27	Protect client from injury (e.g., falls, electrical hazards)	1066	3.68	0.04
85	Evaluate client intake and output and intervene as needed	973	3.71	0.05
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	991	3.72	0.05
87	Assess client need for pain management	1000	3.77	0.05
5	Prioritize the delivery of client care	1066	3.78	0.04
7	Collaborate with health care members in other disciplines when providing client care	1058	3.82	0.04
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	937	3.82	0.06
97	Educate client about medications	994	3.83	0.05
28	Verify appropriateness and/or accuracy of a treatment order	1045	3.84	0.05
15	Maintain client confidentiality and privacy	1078	3.92	0.04
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	987	3.93	0.05
100	Administer pharmacological measures for pain management	985	3.98	0.05
23	Practice in a manner consistent with a code of ethics for registered nurses	1064	3.98	0.04
24	Provide care within the legal scope of practice	1073	4.01	0.04
33	Ensure proper identification of client when providing care	1073	4.03	0.03

Activities Rank Ordered by Average Setting-Specific Frequency*				
Activity Number	Activity	Average Frequency (Setting-Specific)		
		N	Avg	Std. Err.
34	Facilitate appropriate and safe use of equipment	1049	4.03	0.05
89	Prepare and administer medications, using rights of medication administration	996	4.09	0.04
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	1083	4.10	0.03
103	Perform focused assessment	1000	4.17	0.04
88	Evaluate appropriateness and accuracy of medication order for client	1003	4.24	0.04
22	Organize workload to manage time effectively	1053	4.36	0.04

*Activities are rank ordered from least to most frequent

APPENDIX E: ACTIVITIES RANK ORDERDED BY AVERAGE TOTAL GROUP FREQUENCY

Activities Rank Ordered by Average Total Group Frequency*				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
132	Implement and monitor phototherapy	1026	0.14	0.02
58	Provide care to client in labor	1054	0.17	0.03
126	Perform and manage care of client receiving peritoneal dialysis	1029	0.24	0.03
50	Provide care and education for the preschool client ages 3 through 5 years	1086	0.25	0.03
40	Provide prenatal care and education	1061	0.26	0.03
75	Perform post-mortem care	1029	0.27	0.03
46	Provide post-partum care and education	1055	0.27	0.03
36	Implement emergency response plans (e.g., internal/external disaster)	1073	0.29	0.03
51	Provide care and education for the school age client ages 6 through 12 years	1082	0.36	0.03
41	Plan and/or participate in community health education	1084	0.36	0.03
32	Acknowledge and document practice error (e.g., incident report for medication error)	1079	0.36	0.03
49	Provide care and education for the infant or toddler client age 1 month through 2 years	1055	0.36	0.03
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	1027	0.37	0.03
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	1029	0.37	0.03
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	1084	0.40	0.03
43	Provide care and education for the newborn less than 1 month old	1058	0.41	0.04
52	Provide care and education for the adolescent client ages 13 through 17 years	1057	0.46	0.04
104	Provide intraoperative care	1004	0.48	0.04
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	1060	0.49	0.04
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	1084	0.53	0.04
95	Administer blood products and evaluate client response	1013	0.62	0.04
121	Monitor and care for clients on a ventilator	1016	0.66	0.05
134	Monitor and maintain arterial lines	1006	0.66	0.05
76	Perform irrigations (e.g., of bladder, ear, eye)	1010	0.67	0.04
20	Recognize ethical dilemmas and take appropriate action	1084	0.67	0.04
65	Provide end of life care and education to clients	1011	0.68	0.04
139	Manage the care of a client receiving hemodialysis	1013	0.71	0.04
110	Manage client during and following a procedure with moderate sedation	1009	0.74	0.05
18	Manage conflict among clients and health care staff	1082	0.74	0.04
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	1016	0.75	0.04
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	438	0.78	0.06
109	Provide preoperative care	1014	0.94	0.05
124	Provide ostomy care and education (e.g., tracheal, enteral)	1005	0.97	0.05
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	1012	1.02	0.05
115	Insert, maintain or remove a gastric tube	1018	1.03	0.05

Activities Rank Ordered by Average Total Group Frequency*				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	1083	1.05	0.05
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	1086	1.07	0.05
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	1014	1.07	0.05
9	Integrate advance directives into client plan of care	1087	1.08	0.05
125	Provide postoperative care	1015	1.11	0.05
133	Manage the care of a client with a pacing device (e.g., pacemaker)	1016	1.12	0.05
74	Provide client nutrition through continuous or intermittent tube feedings	1010	1.16	0.05
108	Provide preoperative and postoperative education	1024	1.21	0.05
60	Assess client for abuse or neglect and intervene as appropriate	1079	1.26	0.05
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	1085	1.29	0.05
6	Participate in performance improvement/quality improvement process	1087	1.30	0.05
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	1017	1.31	0.06
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	1083	1.34	0.05
35	Educate client on home safety issues	1078	1.35	0.05
111	Obtain blood specimens peripherally or through central line	1033	1.37	0.06
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	1007	1.38	0.06
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	1087	1.44	0.05
116	Insert, maintain or remove a urinary catheter	1001	1.47	0.05
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	1014	1.53	0.06
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	1032	1.56	0.05
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	1017	1.60	0.06
122	Perform wound care or dressing change	1009	1.60	0.05
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	1054	1.61	0.06
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	1017	1.62	0.06
135	Manage the care of the client with a fluid and electrolyte imbalance	1031	1.68	0.05
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	1085	1.75	0.05
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	1010	1.79	0.06
68	Assess client in coping with life changes and provide support	1007	1.79	0.06
101	Participate in medication reconciliation process	1014	1.79	0.06
63	Provide a therapeutic environment for clients with emotional/behavioral issues	1079	1.82	0.05
129	Manage the care of a client on telemetry	1033	1.84	0.06
38	Educate client and staff regarding infection control measures	1083	1.92	0.06
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	1015	2.00	0.06
96	Access venous access devices, including tunneled, implanted and central lines	1026	2.02	0.06

Activities Rank Ordered by Average Total Group Frequency*				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
130	Manage the care of a client with impaired ventilation/oxygenation	1009	2.03	0.06
117	Insert, maintain or remove a peripheral intravenous line	1020	2.05	0.06
64	Incorporate client cultural practice and beliefs when planning and providing care	1015	2.07	0.06
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	1027	2.12	0.06
12	Provide education to clients and staff about client rights and responsibilities	1082	2.14	0.06
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	1014	2.16	0.06
84	Assess client need for sleep/rest and intervene as needed	1024	2.17	0.06
90	Perform calculations needed for medication administration	1031	2.25	0.06
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	1010	2.26	0.06
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	1013	2.29	0.06
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	1012	2.30	0.06
13	Recognize the need for referrals and obtain necessary orders	1058	2.30	0.06
141	Educate client regarding an acute or chronic condition	1031	2.31	0.06
29	Follow procedures for handling biohazardous materials	1087	2.34	0.06
11	Verify that the client comprehends and consents to care and procedures	1091	2.40	0.06
48	Assess client's readiness to learn, learning preferences and barriers to learning	1087	2.41	0.06
105	Monitor the results of diagnostic testing and intervene as needed	1030	2.42	0.06
113	Educate client about treatments and procedures	1010	2.43	0.06
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	1095	2.44	0.06
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	1014	2.46	0.06
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	1013	2.46	0.06
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	1027	2.51	0.06
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	1010	2.52	0.06
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	1086	2.55	0.06
1	Perform procedures necessary to safely admit, transfer or discharge a client	1069	2.57	0.06
55	Provide care and education for adults over 85 years	1055	2.58	0.06
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	1085	2.59	0.06
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	1014	2.73	0.06
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	1093	2.74	0.05
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	1064	2.83	0.05
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	1015	2.85	0.06

Activities Rank Ordered by Average Total Group Frequency*				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	1029	2.87	0.07
8	Receive and/or transcribe health care provider orders	1079	2.89	0.05
71	Recognize non-verbal cues to physical and/or psychological stressors	1011	2.91	0.06
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	1011	2.94	0.06
54	Provide care and education for the adult client ages 65 through 85 years	1085	2.95	0.05
47	Perform comprehensive health assessment	1075	2.95	0.06
73	Assess and intervene in client performance of activities of daily living	1005	2.98	0.06
107	Evaluate responses to procedures and treatments	1009	2.98	0.06
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	1008	3.01	0.06
53	Provide care and education for the adult client ages 18 through 64 years	1085	3.07	0.05
102	Assess and respond to changes in client vital signs	1023	3.10	0.05
118	Recognize trends and changes in client condition and intervene as needed	1006	3.19	0.06
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	1033	3.34	0.05
16	Recognize limitations of self/others and seek assistance	1056	3.37	0.05
82	Provide non-pharmacological comfort measures	1013	3.41	0.05
25	Participate in providing cost effective care	1055	3.49	0.05
69	Use therapeutic communication techniques to provide client support	1080	3.49	0.04
4	Advocate for client rights and needs	1060	3.50	0.05
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	1062	3.52	0.05
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	1014	3.53	0.06
85	Evaluate client intake and output and intervene as needed	1012	3.57	0.06
21	Use approved abbreviations and standard terminology when documenting care	1088	3.62	0.04
27	Protect client from injury (e.g., falls, electrical hazards)	1084	3.62	0.05
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	1011	3.65	0.05
87	Assess client need for pain management	1029	3.66	0.05
5	Prioritize the delivery of client care	1085	3.71	0.04
97	Educate client about medications	1015	3.75	0.05
7	Collaborate with health care members in other disciplines when providing client care	1062	3.80	0.04
28	Verify appropriateness and/or accuracy of a treatment order	1052	3.81	0.05
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	1014	3.83	0.05
100	Administer pharmacological measures for pain management	1010	3.88	0.05
15	Maintain client confidentiality and privacy	1086	3.89	0.04
23	Practice in a manner consistent with a code of ethics for registered nurses	1085	3.91	0.04
24	Provide care within the legal scope of practice	1078	3.99	0.04
33	Ensure proper identification of client when providing care	1082	4.00	0.04
34	Facilitate appropriate and safe use of equipment	1058	4.00	0.05

Activities Rank Ordered by Average Total Group Frequency*				
Activity Number	Activity	Average Frequency (Total Group)		
		N	Avg	Std. Err.
89	Prepare and administer medications, using rights of medication administration	1012	4.03	0.04
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	1084	4.10	0.03
103	Perform focused assessment	1013	4.11	0.05
88	Evaluate appropriateness and accuracy of medication order for client	1011	4.20	0.04
22	Organize workload to manage time effectively	1055	4.36	0.04
*Activities are rank ordered from least to most frequent				

APPENDIX F: ACTIVITIES RANK ORDERDED BY AVERAGE SETTING-SPECIFIC IMPORTANCE

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
41	Plan and/or participate in community health education	594	3.52	0.04
75	Perform post-mortem care	659	3.63	0.04
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	331	3.73	0.05
25	Participate in providing cost effective care	1022	3.76	0.03
132	Implement and monitor phototherapy	320	3.79	0.06
18	Manage conflict among clients and health care staff	839	3.83	0.03
76	Perform irrigations (e.g., of bladder, ear, eye)	750	3.88	0.03
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	933	3.88	0.03
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	737	3.88	0.03
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	878	3.89	0.03
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	684	3.91	0.03
6	Participate in performance improvement/quality improvement process	860	3.94	0.03
73	Assess and intervene in client performance of activities of daily living	919	3.94	0.03
51	Provide care and education for the school age client ages 6 through 12 years	316	3.95	0.05
46	Provide post-partum care and education	206	3.96	0.07
50	Provide care and education for the preschool client ages 3 through 5 years	264	3.97	0.06
40	Provide prenatal care and education	236	3.97	0.06
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	935	3.98	0.03
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	942	3.98	0.03
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	828	4.00	0.03
115	Insert, maintain or remove a gastric tube	776	4.01	0.03
35	Educate client on home safety issues	887	4.02	0.03
52	Provide care and education for the adolescent client ages 13 through 17 years	368	4.03	0.04
64	Incorporate client cultural practice and beliefs when planning and providing care	945	4.03	0.03
126	Perform and manage care of client receiving peritoneal dialysis	524	4.04	0.04
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	873	4.04	0.03
48	Assess client's readiness to learn, learning preferences and barriers to learning	971	4.04	0.03
13	Recognize the need for referrals and obtain necessary orders	985	4.05	0.03
9	Integrate advance directives into client plan of care	832	4.06	0.03
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	747	4.06	0.03
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	880	4.08	0.03
63	Provide a therapeutic environment for clients with emotional/behavioral issues	956	4.08	0.03
82	Provide non-pharmacological comfort measures	975	4.09	0.03
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	956	4.09	0.03

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	950	4.09	0.03
111	Obtain blood specimens peripherally or through central line	806	4.10	0.03
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	1027	4.10	0.02
20	Recognize ethical dilemmas and take appropriate action	851	4.10	0.03
68	Assess client in coping with life changes and provide support	865	4.11	0.03
109	Provide preoperative care	733	4.11	0.03
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	800	4.12	0.03
124	Provide ostomy care and education (e.g., tracheal, enteral)	760	4.12	0.03
49	Provide care and education for the infant or toddler client age 1 month through 2 years	270	4.12	0.05
116	Insert, maintain or remove a urinary catheter	814	4.13	0.03
65	Provide end of life care and education to clients	721	4.13	0.03
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	765	4.14	0.03
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	901	4.14	0.03
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	860	4.14	0.03
133	Manage the care of a client with a pacing device (e.g., pacemaker)	788	4.15	0.03
21	Use approved abbreviations and standard terminology when documenting care	1056	4.16	0.03
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	949	4.16	0.02
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	589	4.17	0.04
36	Implement emergency response plans (e.g., internal/external disaster)	782	4.18	0.03
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	804	4.18	0.03
58	Provide care to client in labor	167	4.20	0.07
122	Perform wound care or dressing change	854	4.21	0.03
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	826	4.21	0.03
84	Assess client need for sleep/rest and intervene as needed	912	4.22	0.03
108	Provide preoperative and postoperative education	703	4.22	0.03
139	Manage the care of a client receiving hemodialysis	673	4.22	0.03
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	763	4.22	0.03
71	Recognize non-verbal cues to physical and/or psychological stressors	953	4.23	0.02
54	Provide care and education for the adult client ages 65 through 85 years	944	4.23	0.02
55	Provide care and education for adults over 85 years	871	4.23	0.02
141	Educate client regarding an acute or chronic condition	920	4.24	0.02
96	Access venous access devices, including tunneled, implanted and central lines	863	4.24	0.03
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	766	4.24	0.03
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	872	4.25	0.03
43	Provide care and education for the newborn less than 1 month old	259	4.25	0.05
12	Provide education to clients and staff about client rights and responsibilities	962	4.25	0.02

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
113	Educate client about treatments and procedures	919	4.25	0.02
69	Use therapeutic communication techniques to provide client support	1051	4.26	0.02
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	1018	4.26	0.02
104	Provide intraoperative care	374	4.26	0.04
117	Insert, maintain or remove a peripheral intravenous line	853	4.26	0.03
101	Participate in medication reconciliation process	849	4.28	0.03
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	904	4.29	0.03
74	Provide client nutrition through continuous or intermittent tube feedings	742	4.30	0.03
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	885	4.30	0.03
53	Provide care and education for the adult client ages 18 through 64 years	971	4.30	0.02
85	Evaluate client intake and output and intervene as needed	952	4.30	0.02
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	882	4.31	0.03
1	Perform procedures necessary to safely admit, transfer or discharge a client	1018	4.32	0.02
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	887	4.34	0.02
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	778	4.34	0.03
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	808	4.35	0.03
125	Provide postoperative care	712	4.36	0.03
60	Assess client for abuse or neglect and intervene as appropriate	878	4.37	0.02
110	Manage client during and following a procedure with moderate sedation	572	4.39	0.03
105	Monitor the results of diagnostic testing and intervene as needed	943	4.40	0.02
129	Manage the care of a client on telemetry	702	4.41	0.03
38	Educate client and staff regarding infection control measures	949	4.41	0.02
97	Educate client about medications	972	4.43	0.02
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	885	4.43	0.02
107	Evaluate responses to procedures and treatments	932	4.44	0.02
7	Collaborate with health care members in other disciplines when providing client care	1036	4.47	0.02
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	927	4.47	0.02
134	Monitor and maintain arterial lines	527	4.47	0.03
32	Acknowledge and document practice error (e.g., incident report for medication error)	837	4.48	0.02
34	Facilitate appropriate and safe use of equipment	1025	4.48	0.02
16	Recognize limitations of self/others and seek assistance	1035	4.48	0.02
100	Administer pharmacological measures for pain management	952	4.49	0.02
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	927	4.49	0.02
135	Manage the care of the client with a fluid and electrolyte imbalance	878	4.49	0.02
29	Follow procedures for handling biohazardous materials	977	4.49	0.02
22	Organize workload to manage time effectively	1042	4.50	0.02

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	810	4.52	0.02
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	953	4.53	0.02
11	Verify that the client comprehends and consents to care and procedures	991	4.54	0.02
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	818	4.56	0.02
4	Advocate for client rights and needs	1044	4.57	0.02
121	Monitor and care for clients on a ventilator	476	4.58	0.03
47	Perform comprehensive health assessment	962	4.58	0.02
103	Perform focused assessment	978	4.58	0.02
90	Perform calculations needed for medication administration	917	4.61	0.02
87	Assess client need for pain management	985	4.63	0.02
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	869	4.63	0.02
130	Manage the care of a client with impaired ventilation/oxygenation	846	4.63	0.02
8	Receive and/or transcribe health care provider orders	1002	4.63	0.02
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	967	4.63	0.02
5	Prioritize the delivery of client care	1052	4.65	0.02
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	970	4.65	0.02
15	Maintain client confidentiality and privacy	1066	4.68	0.02
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	923	4.68	0.02
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	915	4.69	0.02
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	1010	4.70	0.02
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	1030	4.70	0.02
28	Verify appropriateness and/or accuracy of a treatment order	1027	4.72	0.02
118	Recognize trends and changes in client condition and intervene as needed	960	4.73	0.02
23	Practice in a manner consistent with a code of ethics for registered nurses	1048	4.73	0.02
95	Administer blood products and evaluate client response	698	4.75	0.02
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	891	4.76	0.02
102	Assess and respond to changes in client vital signs	957	4.76	0.02
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	901	4.78	0.02
88	Evaluate appropriateness and accuracy of medication order for client	985	4.78	0.02
27	Protect client from injury (e.g., falls, electrical hazards)	1053	4.81	0.01
24	Provide care within the legal scope of practice	1062	4.83	0.01
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	754	4.85	0.02

Activities Rank Ordered by Average Setting-Specific Importance*				
Activity Number	Activity	Setting-Specific Importance		
		N	Avg	Std. Err.
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	1062	4.89	0.01
33	Ensure proper identification of client when providing care	1051	4.89	0.01
89	Prepare and administer medications, using rights of medication administration	986	4.90	0.01
*Activities are rank ordered from least to most important				

APPENDIX G: ACTIVITIES RANK ORDERDED BY AVERAGE TOTAL GROUP IMPORTANCE

Activities Rank Ordered by Average Total Group Importance*				
Activity Number	Activity	Total Group Importance		
		N	Avg	Std. Err.
41	Plan and/or participate in community health education	1002	3.40	0.03
132	Implement and monitor phototherapy	874	3.49	0.04
75	Perform post-mortem care	947	3.53	0.03
51	Provide care and education for the school age client ages 6 through 12 years	941	3.62	0.04
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	413	3.63	0.04
50	Provide care and education for the preschool client ages 3 through 5 years	906	3.67	0.04
49	Provide care and education for the infant or toddler client age 1 month through 2 years	891	3.69	0.04
46	Provide post-partum care and education	877	3.69	0.04
52	Provide care and education for the adolescent client ages 13 through 17 years	887	3.72	0.04
40	Provide prenatal care and education	891	3.73	0.04
42	Perform targeted screening assessments (e.g., vision, hearing, nutrition)	1033	3.74	0.03
25	Participate in providing cost effective care	1037	3.75	0.03
43	Provide care and education for the newborn less than 1 month old	888	3.76	0.04
76	Perform irrigations (e.g., of bladder, ear, eye)	916	3.77	0.03
18	Manage conflict among clients and health care staff	1042	3.79	0.03
80	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces, casts)	920	3.80	0.03
58	Provide care to client in labor	853	3.81	0.05
59	Assess psychosocial, spiritual and occupational factors affecting care, and plan interventions	983	3.83	0.03
67	Assess family dynamics to determine plan of care (e.g., structure, bonding, communication, boundaries, coping mechanisms)	983	3.85	0.03
6	Participate in performance improvement/quality improvement process	1046	3.85	0.03
126	Perform and manage care of client receiving peritoneal dialysis	902	3.86	0.04
73	Assess and intervene in client performance of activities of daily living	964	3.92	0.03
45	Provide information about health promotion and maintenance recommendations (e.g., physician visits, immunizations)	1055	3.92	0.03
44	Provide information for prevention and treatment of high risk health behaviors (e.g., smoking cessation, safe sexual practice, drug education)	1032	3.93	0.03
70	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	976	3.93	0.03
104	Provide intraoperative care	859	3.94	0.04
115	Insert, maintain or remove a gastric tube	936	3.94	0.03
35	Educate client on home safety issues	1038	3.97	0.03
9	Integrate advance directives into client plan of care	1050	3.97	0.03
114	Obtain specimens other than blood for diagnostic testing (e.g., wound, stool, urine)	983	3.98	0.03
48	Assess client's readiness to learn, learning preferences and barriers to learning	1058	3.98	0.03
131	Maintain optimal temperature of client (e.g., cooling and/or warming blanket)	939	3.99	0.03
64	Incorporate client cultural practice and beliefs when planning and providing care	979	4.00	0.03
83	Manage the client's nutritional intake (e.g., adjust diet, monitor height and weight)	976	4.01	0.03

Activities Rank Ordered by Average Total Group Importance*				
Activity Number	Activity	Total Group Importance		
		N	Avg	Std. Err.
72	Provide care for a client experiencing visual, auditory or cognitive distortions (e.g., hallucinations)	1024	4.01	0.03
3	Assign and supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	1066	4.01	0.03
14	Initiate, evaluate, and update plan of care (e.g., care map, clinical pathway)	1055	4.01	0.03
123	Assist with invasive procedures (e.g., central line, thoracentesis, bronchoscopy)	938	4.02	0.03
13	Recognize the need for referrals and obtain necessary orders	1030	4.02	0.03
111	Obtain blood specimens peripherally or through central line	985	4.02	0.03
124	Provide ostomy care and education (e.g., tracheal, enteral)	916	4.03	0.03
109	Provide preoperative care	934	4.03	0.03
63	Provide a therapeutic environment for clients with emotional/behavioral issues	1051	4.04	0.03
116	Insert, maintain or remove a urinary catheter	955	4.05	0.03
65	Provide end of life care and education to clients	943	4.05	0.03
68	Assess client in coping with life changes and provide support	971	4.05	0.03
108	Provide preoperative and postoperative education	948	4.07	0.03
82	Provide non-pharmacological comfort measures	989	4.08	0.03
30	Participate in institution security plan (e.g., newborn nursery security, bomb threats)	1029	4.08	0.03
61	Assess client for drug/alcohol dependencies, withdrawl, or toxicities and intervene as appropriate	965	4.09	0.03
56	Assess client ability to manage care in home environment and plan care accordingly (e.g., equipment, community resources)	1013	4.09	0.03
62	Provide care and education for acute and chronic behavioral health issues (e.g., anxiety, depression, dementia, eating disorders)	962	4.10	0.03
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	1040	4.10	0.02
77	Assist client to compensate for a physical or sensory impairment (e.g., assistive devices, positioning, compensatory techniques)	979	4.11	0.03
20	Recognize ethical dilemmas and take appropriate action	1045	4.11	0.03
128	Provide pulmonary hygiene (e.g., chest physiotherapy, incentive spirometry)	940	4.11	0.03
133	Manage the care of a client with a pacing device (e.g., pacemaker)	939	4.12	0.03
55	Provide care and education for adults over 85 years	996	4.12	0.03
139	Manage the care of a client receiving hemodialysis	912	4.13	0.03
79	Assess and manage client with an alteration in elimination (e.g. bowel, urinary)	975	4.14	0.03
96	Access venous access devices, including tunneled, implanted and central lines	986	4.14	0.03
21	Use approved abbreviations and standard terminology when documenting care	1069	4.15	0.03
122	Perform wound care or dressing change	964	4.16	0.03
119	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction, negative pressure wound therapy)	948	4.16	0.03
54	Provide care and education for the adult client ages 65 through 85 years	1037	4.16	0.02
36	Implement emergency response plans (e.g., internal/external disaster)	1030	4.16	0.03
117	Insert, maintain or remove a peripheral intravenous line	983	4.18	0.03
74	Provide client nutrition through continuous or intermittent tube feedings	946	4.18	0.03
99	Administer parenteral nutrition and evaluate client response (e.g., TPN)	999	4.19	0.03
71	Recognize non-verbal cues to physical and/or psychological stressors	996	4.20	0.02

Activities Rank Ordered by Average Total Group Importance*				
Activity Number	Activity	Total Group Importance		
		N	Avg	Std. Err.
12	Provide education to clients and staff about client rights and responsibilities	1056	4.21	0.02
141	Educate client regarding an acute or chronic condition	999	4.21	0.02
84	Assess client need for sleep/rest and intervene as needed	998	4.21	0.03
110	Manage client during and following a procedure with moderate sedation	905	4.22	0.03
81	Apply and maintain devices used to promote venous return (e.g., anti-embolic stockings, sequential compression devices)	996	4.22	0.03
101	Participate in medication reconciliation process	965	4.23	0.03
113	Educate client about treatments and procedures	981	4.23	0.02
125	Provide postoperative care	945	4.23	0.03
53	Provide care and education for the adult client ages 18 through 64 years	1046	4.24	0.02
69	Use therapeutic communication techniques to provide client support	1063	4.24	0.02
31	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	1036	4.25	0.03
129	Manage the care of a client on telemetry	961	4.25	0.03
86	Implement measures to promote circulation (e.g., active or passive range of motion, positioning and mobilization)	971	4.25	0.03
134	Monitor and maintain arterial lines	875	4.25	0.04
127	Perform suctioning (e.g., oral, nasopharyngeal, endotracheal, tracheal)	942	4.28	0.03
37	Follow requirements for use of restraints and/or safety device (e.g., least restrictive restraints, timed client monitoring)	1001	4.28	0.03
85	Evaluate client intake and output and intervene as needed	983	4.29	0.02
1	Perform procedures necessary to safely admit, transfer or discharge a client	1045	4.29	0.02
137	Evaluate the effectiveness of the treatment regimen for a client with an acute or chronic diagnosis	972	4.30	0.02
60	Assess client for abuse or neglect and intervene as appropriate	1033	4.32	0.02
105	Monitor the results of diagnostic testing and intervene as needed	1008	4.36	0.02
66	Assess the potential for violence and use safety precautions (e.g., suicide, homicide, self-destructive behavior)	1035	4.37	0.03
121	Monitor and care for clients on a ventilator	886	4.38	0.03
17	Report client conditions as required by law (e.g., abuse/neglect, communicable disease, gunshot wound)	1032	4.38	0.03
38	Educate client and staff regarding infection control measures	1043	4.40	0.02
107	Evaluate responses to procedures and treatments	986	4.41	0.02
97	Educate client about medications	990	4.42	0.02
138	Identify pathophysiology related to an acute or chronic condition (e.g., signs and symptoms)	992	4.44	0.02
135	Manage the care of the client with a fluid and electrolyte imbalance	990	4.45	0.02
29	Follow procedures for handling biohazardous materials	1065	4.45	0.02
112	Use precautions to prevent injury and/or complications associated with a procedure or diagnosis	958	4.46	0.02
7	Collaborate with health care members in other disciplines when providing client care	1040	4.47	0.02
34	Facilitate appropriate and safe use of equipment	1033	4.47	0.02
136	Manage the care of a client with alteration in hemodynamics, tissue perfusion and hemostasis (e.g., cerebral, cardiac, peripheral)	935	4.47	0.03
100	Administer pharmacological measures for pain management	969	4.48	0.02

Activities Rank Ordered by Average Total Group Importance*				
Activity Number	Activity	Total Group Importance		
		N	Avg	Std. Err.
16	Recognize limitations of self/others and seek assistance	1039	4.48	0.02
32	Acknowledge and document practice error (e.g., incident report for medication error)	1028	4.48	0.02
22	Organize workload to manage time effectively	1044	4.50	0.02
93	Review pertinent data prior to medication administration (e.g., contraindications, lab results, allergies, potential interactions)	985	4.51	0.03
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	972	4.51	0.02
11	Verify that the client comprehends and consents to care and procedures	1062	4.52	0.02
10	Report unsafe practice of health care personnel and intervene as appropriate (e.g., substance abuse, improper care, staffing practices)	1008	4.52	0.02
47	Perform comprehensive health assessment	1033	4.53	0.02
90	Perform calculations needed for medication administration	1001	4.55	0.02
130	Manage the care of a client with impaired ventilation/oxygenation	946	4.55	0.03
4	Advocate for client rights and needs	1048	4.57	0.02
103	Perform focused assessment	988	4.57	0.02
8	Receive and/or transcribe health care provider orders	1051	4.59	0.02
78	Perform skin assessment and implement measures to maintain skin integrity and prevent skin breakdown (e.g., turning, repositioning, pressure-relieving support surfaces)	1006	4.59	0.02
87	Assess client need for pain management	1014	4.61	0.02
91	Monitor intravenous infusion and maintain site (e.g., central, PICC, epidural and venous access devices)	975	4.62	0.02
5	Prioritize the delivery of client care	1068	4.64	0.02
95	Administer blood products and evaluate client response	944	4.64	0.03
92	Administer controlled substances within regulatory guidelines (e.g., witness, waste)	991	4.64	0.02
98	Evaluate client response to medication (e.g., therapeutic effects, side effects, adverse reactions)	985	4.64	0.02
2	Provide and receive report on assigned clients (e.g., standardized hand off communication)	1076	4.65	0.02
15	Maintain client confidentiality and privacy	1074	4.68	0.02
39	Assess client for allergies and intervene as needed (e.g., food, latex, environmental allergies)	1064	4.68	0.02
23	Practice in a manner consistent with a code of ethics for registered nurses	1067	4.71	0.02
118	Recognize trends and changes in client condition and intervene as needed	973	4.72	0.02
28	Verify appropriateness and/or accuracy of a treatment order	1034	4.72	0.02
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	962	4.72	0.02
102	Assess and respond to changes in client vital signs	993	4.75	0.02
88	Evaluate appropriateness and accuracy of medication order for client	991	4.78	0.02
140	Recognize signs and symptoms of complications and intervene appropriately when providing client care	972	4.78	0.02
120	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, respiratory support, automated external defibrillator)	947	4.80	0.02
27	Protect client from injury (e.g., falls, electrical hazards)	1068	4.81	0.01
24	Provide care within the legal scope of practice	1066	4.83	0.01

Activities Rank Ordered by Average Total Group Importance*				
Activity Number	Activity	Total Group Importance		
		N	Avg	Std. Err.
26	Apply principles of infection control (e.g., hand hygiene, surgical asepsis, isolation, sterile technique, universal/standard precautions)	1063	4.89	0.01
33	Ensure proper identification of client when providing care	1060	4.89	0.01
89	Prepare and administer medications, using rights of medication administration	1001	4.90	0.01
*Activities are rank ordered from least to most important				

APPENDIX H: 2011 RN PRACTICE ANALYSIS SURVEY NONRESPONDER STUDY

Introduction

The National Council of State Boards of Nursing (NCSBN®) conducts practice analysis studies every three years to assess the practice environment and emerging practice changes. Although the response rate for the 2011 RN Practice Analysis had an adequate return rate of approximately 20.0%, many individuals did not respond to the survey. Of the 12,000 newly licensed RNs who were invited to take the survey, only 4,309 returned the survey. NCSBN contacted a sample of the invitees who chose not to participate in the survey to ascertain the reasons for not returning the survey and compare a sample of activity statements, as well as demographic information, against the RN practice survey responders.

Background of Study

NCSBN is responsible to its members, the boards of nursing in the U.S. and member board territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination.

Findings from the 2011 RN Practice Analysis Nonresponder Study will provide possible reasons why individuals do not participate in surveys and differences between survey responders and nonresponders to determine if the nonresponders were systematically different in terms of demographics and ratings of the activity statements. This study was conducted to determine if the results for the practice analysis were somehow biased.

Methodology

Sample Selection

A random sample of newly licensed RNs who were invited, but did not respond to the RN practice analysis survey was contacted via telephone. The sample was derived from the 6,000 invitees who were mailed the paper form of the RN practice analysis survey. There were 50 RNs from this sample that completed the telephone interview.

Survey Instrument and Process

Nonresponders were contacted via telephone using phone numbers provided by NCSBN. First, nonresponders were asked about their reasons for not completing the survey. In order to facilitate the gathering of data from nonresponders, NCSBN developed a list of possible reasons why invitees may not have responded to the survey based on prior research. Possible reasons included the following: "too busy"; "did not care"; "do not like/ trust surveys"; "did not receive"; or "other." Second, individuals were asked demographic information in order to provide background on nonresponders, such as employment setting/specialty and length of time since they graduated with their nursing degree. In addition, nonresponders were asked to rate the frequency of performance and importance of 10 activities that were listed in the RN practice analysis survey. Nonresponders were thanked for their time and their data was recorded in a Microsoft Excel© 2007 spreadsheet.

Nonresponder Results

Reasons for Not Responding

Reasons for not responding included "did not receive" (seven responses or 14.0%), "too busy" (25 responses or 50.0%) or "other" (13 response or 26.0%). Three nonresponders did not answer; two reported that they had mailed in the survey. None of the nonresponders indicated "did not care" or "do not like/trust surveys" as a reason for not returning the survey.

Time at Your Current Position

Nonresponders were asked how many months they have been in their current position. Nonresponders averaged 6.9 months of work experience in their current position, while responders averaged 3.2 months. Nonresponders were contacted

approximately six weeks after the RN practice analysis was completed.

Employment Setting/Specialty

Nonresponders were asked to provide their setting/specialty. The different nursing specialties/employment settings were well represented in this sample. The largest percentage (46.0% or 23 nonresponders) worked in medical/surgical units. Critical care was also frequently cited by 16.0% or eight nonresponders. These results are similar to the RN practice analysis survey responders, which found the largest percentage of responders worked in medical/surgical (31.0%) and critical care (23.5%). *See Table H1.*

Importance Ratings

In general, the importance ratings between nonresponders and responders were very similar, with no activity statement importance rating differing by more than one point. *See Table H2.*

Frequency Ratings

Frequency ratings were provided by the nonresponders and compared to the average response rating of the RN practice analysis survey responders. *See Table H3.*

Most of the frequency ratings were similar between nonresponders and responders, except for "Assess and teach clients about health risks based on family, population, and/or community characteristics," which had a rating difference of more than one point.

Summary

The nonresponder study suggests that the main reasons individuals did not complete the study was because they were either "too busy" or "did not receive" the survey. Overall, these results provide important information on why individuals do not complete surveys. More importantly, the ratings of the activity statements were quite similar, which indicates that the results of the survey are not systematically biased. The nonresponder study provides support for the validity of the 2011 RN Practice Analysis results.

Table H1. Employment Setting/Specialty

	Nonresponders		Responders	
Job Title	**Frequency**	**%**	**Frequency**	**%**
Critical Care	8	16.0	666	23.5
Medical-surgical	23	46.0	879	31.0
Pediatrics	2	4.0	108	3.8
Nursery	0	0.0	25	0.9
Labor and delivery	2	4.0	63	2.2
Postpartum unit	1	2.0	40	1.4
Psychiatry or subspecialties	2	4.0	80	2.8
Assisted living	0	0.0	24	0.8
Operating room	0	0.0	68	2.4
Nursing home	1	2.0	269	9.5
Other long term care	3	6.0	52	1.8
Rehabilitation	1	2.0	138	4.9
Sub-acute unit	0	0.0	42	1.5
Transitional care unit	0	0.0	27	1.0
Physician/APRN/Dentist office	0	0.0	29	1.0
Occupational health	0	0.0	2	0.1
Outpatient clinic	0	0.0	44	1.6
Home health	3	6.0	58	2.0

Table H1. Employment Setting/Specialty

	Nonresponders		Responders	
Job Title	**Frequency**	**%**	**Frequency**	**%**
Public health	0	0.0	5	0.2
Student/school health	0	0.0	8	0.3
Hospice care	0	0.0	36	1.3
Prison	0	0.0	7	0.2
Other	4	8.0	162	5.7

* Number of participants for Employment Setting/Specialty does not equal total number of participants in the survey because individuals may have indicated multiple responses.

Table H2. Activity Statement Importance Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	4.64 (N=50)	4.10 (N=1027)
25	Participate in providing cost effective care	4.32 (N=50)	3.76 (N=1022)
36	Implement emergency response plans (e.g., internal/external disaster)	4.66 (N=50)	4.18 (N=782)
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	4.48 (N=50)	3.73 (N=331)
64	Incorporate client cultural practice and beliefs when planning and providing care	4.56 (N=50)	4.03 (N=945)
75	Perform post-mortem care	4.14 (N=50)	3.63 (N=659)
82	Provide non-pharmacological comfort measures	4.68 (N=50)	4.09 (N=975)
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	4.88 (N=50)	4.76 (N=891)
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	4.94 (N=50)	4.53 (N=953)
139	Manage the care of a client receiving hemodialysis	4.78 (N=50)	4.22 (N=673)

Table H3. Activity Statement Frequency Ratings

Activity #	Activity Statement	Nonresponder Rating	Responder Rating
19	Utilize information resources to enhance the care provided to a client (e.g., evidenced-based research, information technology, policies and procedures)	3.80 (N=50)	2.87 (N=1051)
25	Participate in providing cost effective care	3.42 (N=50)	3.54 (N=1039)
36	Implement emergency response plans (e.g., internal/external disaster)	0.34 (N=50)	0.40 (N=791)
57	Assess and teach clients about health risks based on family, population, and/or community characteristics	3.30 (N=50)	1.00 (N=343)
64	Incorporate client cultural practice and beliefs when planning and providing care	2.48 (N=50)	2.15 (N=974)
75	Perform post-mortem care	0.10 (N=50)	0.39 (N=696)
82	Provide non-pharmacological comfort measures	3.42 (N=50)	3.46 (N=997)
94	Titrate dosage of medication based on assessment and ordered parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	2.20 (N=50)	3.01 (N=921)
106	Perform diagnostic testing (e.g., electrocardiogram, oxygen saturation, glucose monitoring)	3.48 (N=50)	3.93 (N=987)
139	Manage the care of a client receiving hemodialysis	0.58 (N=50)	1.01 (N=707)

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