

## NOVA Membership Survey 2010

**Please list specific legislative issues that NOVA should focus on:**

	Response Count
	89
<i>answered question</i>	<b>89</b>
<i>skipped question</i>	<b>114</b>

1. Reaching out to older vets not in the system and especially women vets who are reluctant to come in. Monitor that women vet programs are really happening and sensitive to women's needs

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2. Improving Administration (Facility & Departmental)-Staff respect & relationships
3. Nursing Autonomy

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4. Nursing shortages, tuition reimbursement,
5. Pay, retention incentives, NPSB and the 4 dimensions

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6. nursing gets to do all the work that nobody likes, even adm work, and pick up meds from pharmacy. nursing should be the center of pt care and should not leave the bedside because they provide the primary care for the vets. ancillary nursing help should be there to help, not take the nurses out of the bedside, to pick up this and that.
7. Nurse-patient ratios

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8. staffing of floors
9. Healthcare reform and how it effects VA system

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10. Nursing staffing and workload.

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11. Minimum nurse (RN) staffing standards. With the increased acuity of patients on acute care floors the current nurse:patient ratios are dangerous. but too many non-bedside nurses and administrators don't realize what is required to take care of these patients.
12. Nurse patient ratios, pay increases

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13. nursing work satisfaction

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14. health care reform  
nursing education  
nursing shortage - staffing
15. dilution of nursing importance as an employee group of medical centers

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16. pay and work conditions

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17. The VA and Healthcare reform  
Funding for upgrading VA facilities  
Funding for nursing education/higher education

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18. 1. More information on pending legislation impacting veterans care and Nursing.  
2. Assistance for chapters in setting up (inexpensive web pages) and list serves so chapters can communicate with members electronically outside of VHA mail systems. Topics that will help us become more tech savvy (in absence of kids in the house!).

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19. Nurse staffing and quality of work life issues.

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20. Cross training and floating to other work areas. I have OR and acute medical experience, would gladly float to these units if needed but never have had the opportunity. I think I would like my skills to be put to use on slow days in ER.

21. This maybe not a legislative issue but I have concerns about changing nursing praactice to patient home model. The isntitutionsare not even checking with the licensing boards from the states. VAs will have nurses to practice at a nurse practioner level without license to do so nor the salary. Nurses will have more responsibility and if something happens nurses are not really licensed to do such duties. Another issue is that patients' invovement is limited and the empowerment to participate in their care is again limited. I had to express my concerns about the PHM. The environment to do this is not conducive to patient privacy. There is no spce or a place for nurses to have privacy.

22. getting adequate overtime, or comptime for staying late for NP's;

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23. Pay

24. 72 hours for va nurses being considered full time.

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25. NURSING ISSUE SUPPORT THE BEST PRACTICE, NURSE STAFF AND EDUCATION IN AREA ASSIGNED

26. Nursing retirement package (money for sick time)  
Post how to do self calculation of retirement package including part-time hours.

27. Equal treatment for RN's

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28. Nursing performance AWARDS SHOULD BE ALLOWED A STEP INCREASE

29. CAREER MOBILITY FOR PROFESSIONAL NURSES  
CONTINUED FUNDING FOR HOSPICE PROGRAMS

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30. Locality Pay discrepancies

31. Medicare allowing NP and PA to sign for diabetic shoes, diabetic testing supplies without physician cosignature

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32. Safe Patient Handling

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33. Issues involving RN to Patient Staff Ratios. Please ook into this issue in the out patient setting too as RNs were replaced with LPNs.They initially wanted to hire HCTs but we fought to at least have LPNs. Admin was adamnat that it would not be Rns and the positions were lost in the outpatient department in my facility.

34. Improving funding for bedside technology

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35. staffing issues RN ratios; political issues affecting RN/nursing

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36. IT,

37. Funding for rehabilitation services for injured veterans.  
Independent practice for NPs in VA.  
Support for residency program for nurses and NPs.

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38. Pay equity for APNs (CNS=NP)  
Locality pay reform

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39. PROMOTIONAL OPPORTUNITIES FOR ALL NURSES, NOT JUST NURSE EXECUTIVES!

40. Education of Nurses, both new and old.

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41. Patient Staff Ratios

42. Tuition support from government to help with nursing shortage.

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43. Nurse to Nurse relationships. Team-work concepts that foster a sense of cohesiveness, empathy and concern for their coworker. Nurses safety, realistic pay for staff nurses, and real-time patient to staff ratio, not just RN's. Monthly journal clubs that are hospital based, unit specific and inviting. Campaign for wholesome nursing/medical assistants that are not only appreciated they are compensated and trained with up to date skill building tool. LPN's are one of the most important staff person on any given unit, lets support them also. AND PUT AN END TO THE UN QUALIFIED RN. THE ONLY REASON THEY ARE RN'S IS BECAUSE IT'S A JOB. Nurses care. That statement should be the backbone of becoming one. It isn't anymore. Thanks B J Hoze

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44. 1. That federal employees should automatically get disability insurance like our CA state disability.

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45. Utilization of NP's within the VA organization.

46. Fee for Health benefits similar to what the postal workers pay. Dental coverage included with health benefits.

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47. Patient no lifting safety initiative

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48. inequity with health insurance for part-time employees

49. Adequate IT support

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50. on going issue of loss of differential pay when taking sl , al.

51. Any related to nursing and healthcare

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52. 7422 is being used incorrectly by management and is adversely affecting rights of RN's

53. 1. vabackpay.com class action suit was won. we all got postcards and filed to join the action. the VA is STILL changing night shift T38 personnel to 'day shift pay' for AL and SL and AA etc.  
2. community pharmacists and others are trained to give flu shots. this should be NURSES. we're giving away our birthright...  
3. improve salaries for nursing faculty to draw experienced and valued nurses into college careers. same for clinical teachers.

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54. maintaining nurses- all levels- NA, LPN, RN, MS, &PhD.  
through salary increases and regular recognition.  
There are many nurses that have topped out on their grade and steps. There are minimal incentives after 20-30 years of service to maintain VA service, This is important due to their knowledge base and experience and the nursing shortage to have incentives to maintain employment within the VA versus the community or general retirement. Increase nursing steps in grade and look at increasing grade with different levels of work- ie Nurse practitioners- most are not administratively focused but work at a level that is vastly above a level III grade.





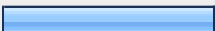


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72. NP issues - independent practice
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73. Staff patient ratios,
74. Pay increases for nurses - we are doing more work with less staff.
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75. Veterans Treatment Courts-S902-SERV act  
State of Virginia - SB 592-Veterans Mental Health Court Act
76. Nursing retention and recruitment.
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- Nursing Emeritus: focus in on how OPM can deduct dues from retirement check like NARFE gets to do  
Independent Budget
77. Friends of VA (research needed)  
During shortage; break down barriers to allow retiring VA nurses ability to assist in VA health care mission as  
mobility resource team pool again
- 
78. pay compression  
technology for documentation  
electronic staffing schedules that link to pay and HR systems
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79. CBOC RN staff should be paid for their increased workload. I do phlebotomies, port irrigations, PT, OT, RT  
teaching. Noted duties are not done by the clinical nursing staff at the Fargo VA. I am paid approximately  
\$16,000 a year less than the Fargo ND VA clinical nursing doing much less skills.
80. Safe Patient Handling
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81. Rehiring of retired nurses  
Integrating Experience into promotions to go up in levels. Increasing the steps in each level.
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82. 36/40 schedule  
standardized nursing documentation and flow sheets  
Critical Care Flow Sheets
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83. Nurse Practitioner Issues, Standardized scope of practice for those NPs working in Federal System, Mandatory  
use of NPs in all VAs, we are being shut out in some areas, and subject to restrictions in some states.
84. Psychiatric patients warehoused in EDs due to lack of appropriate beds, either at the VA facility or at local  
facilities. This is a nationwide problem.
85. Nurse Recruitment/retention; budget
- 
86. Staffing ratios
87. People who are "topped out" at the end of their grade and can not advance.
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88. Ability for annuitants to work part time at the VA.
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89. Safe staffing ratios; Mandated overtime; UAP

# NOVA Membership Survey 2010

**If you did not attend a NOVA Regional Meeting in the past year, please select the primary reason you didn't attend:**

		Response Percent	Response Count
Unable to get tuition support funds		23.4%	39
Unable to get travel funds		32.3%	54
Unable to get time off		26.9%	45
Unable to get authorized absence (AA)		15.0%	25
Cost of attending a Regional Meeting		31.7%	53
Meeting location not in my region (please add your region in comment section below so we can plan for your area)		26.3%	44
<b>Other (please specify)</b>		<b>36.5%</b>	<b>61</b>
<i>answered question</i>			<b>167</b>
<i>skipped question</i>			<b>36</b>

1. was out of the area when the meeting was being held.

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2. Los Angeles

3. scheduling conflicts

4. bad timing r/t personal issues- have been to many national mtgs and have felt renewed love of VA nursing!

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5. other obligations

6. Newly joined member.

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7. cost of travel and hotel for 1 day conference

8. Florida - West Coast

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9. I was not a member of NOVA at that time.

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10. Would only be able to attend by using my annual leave and personal funds. Could not afford this and would not have time for vacation with my family.

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11. pacific northwest - VISN 20

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12. Difficult to get away at work

13. Southern CA

14. tight "inside leadership group"

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15. Unable to take time off d/t responsibilities at work.

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16. Just didn't apply

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17. In graduate school at the time

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18. Michigan

19. Northeast - Western New York

20. too many other trips I needed to take

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21. Fayetteville AR VISN 16

22. I am intermittant and do not get meeting times due to not being at work to read email/invites.

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23. Too far away

24. Atlanta

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25. Omaha NE

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26. New employee to the VA (< 1 year)

27. too busy, not a priority

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28. I attended

29. Recently joined

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30. Family committments conflicted

31. The Officers usually try to attend.

32. new to VA, just learning the ropes...hope to attend in the future. Thanks

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33. New York

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34. other responsibilities

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35. manchester nh

36. hard to get time off

37. All of the above. NOVA participation is not encouraged by the leadership. they do not belong.

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38. I'm tired

39. My life is so busy right now that I could not attend anything on my days off.

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40. Too much trouble for one day, not close enough

41. Too many other commitments this year

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42. other commitments

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43. our chapter is new within the last year. My membership is also new.

44. I am in san francisco

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45. The whole focus of getting approval, tuition, and trying to work with the travel system to get travel set up - has become so difficult and time consuming- one needs to spend a 1/2 to full day just working on the process- and there no time to do this. The process of applying over 1 mos to attend a meeting and then not applying for air travel until after the 30 days is blocking out a large majority of travel.

46. Cost is high for a one day meeting when you include air and hotel. I would have come to the Phoenix meeting if it had been two days. I usually self-fund, there might be a little money available thro the facility but is likely to be inconsequential.

47. I did attend the Phoenix Regional Meeting and enjoyed it immensely.

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48. There were no meetings in the Richmond area when it was convenient for me to attend.

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49. Salt Lake City

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50. last minute notice - need notice at least 2-3 months ahead. Recent regional meeting in Boston talk had many alternative med offerings for caring for nurses. Was very much into eastern philosophy and did not appeal to me or a diverse group. Please offer general stress reduction helps and not that lean towards alternative views.

51. Must plan for time off and expense of conference. I had other commitments.

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52. I have been attending the Annual Meetings for years. Wonderful programs, wonderful networking.

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53. Recent member

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54. was not a member then

55. Staff too lean. Nurses wanting to come on AA denied stating policy that only one nurse from a center allowed to attend same conference

56. Had other travel and education commitments

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57. I am hoping for funding to attend AACN NTI and cannot ask for funding to attend both meetings.

58. I went to 2 regional meetings - they were great

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59. I am not sure there was a meeting near the Utah area as I have only been a member for a year.

60. Mountain West.

61. Detroit, MI

## NOVA Membership Survey 2010

**NOVA's Annual Meeting is going to be held in Washington, D.C. October 28-30, 2010. Are you planning to attend?**

	Response Percent	Response Count
Yes 	22.6%	44
No 	77.4%	151
	If no, why not?	141
	<b><i>answered question</i></b>	<b>195</b>
	<b><i>skipped question</i></b>	<b>8</b>

1. Funds.

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2. went last year i am giving someone else a chance.

3. no time off, no travel money, and no money for hotel  
I would love to go, This would be great for me to learn more about out NOVA

4. distance

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5. Too far, too expensive. Should consider broadcasting via web/teleconference

6. Personal preference.

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7. scheduling conflicts

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8. I can't get off of work.

9. just a bad year for me d/t personal issues

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10. In school

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11. travel time, cost, time away from work

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12. Funding

13. Financial obstacles.

14. No funds

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15. Too busy of an airport

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16. time, money

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17. I just joined NOVA and I am uncertain if I can get funding and time off.

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18. No funding available-

19. Would only be able to attend by using my annual leave and personal funds. Could not afford this either financially or time-wise.

20. For many, reasons, mostly cost.

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21. same as above

22. Illness in family

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23. cost and unable to get off from work

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24. Pregnancy

25. funding for travel

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26. Going to national confererence in Boston in Sept... too close to get additional time off

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27. Too far away.

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28. competing professional conference

29. Unable to travel on those dates.

30. Transferring to another facility and new position

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31. I would love to go

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32. Job responsibilities

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33. Have other plans with family

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34. funding

35. Work projects that are due at that time

36. Financial

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37. Cannot afford to

38. Not a priority at this time.

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39. No time off, no funding

40. cost - time off

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41. Family wedding to attend

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42. Cannot afford it.

43. staffing issues

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44. same reasons as above

45. money

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46. Too far away, don't like to fly

47. As noted above

48. too far to travel

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49. Will have just gotten back from the 2010 National Magnet conference

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50. Unable to get time off
51. May not be able to get time off or funding assistance. I am trying to open a NOVA chapter here @ the Omaha VA
52. time and money
53. COVERAGE IN WORK AREA AND HIGH EXPENSES OF WASH D.C.
54. Unable to get funds
55. not a priority
56. No time or money
57. See above
58. TOO BUSY AT WORK
59. cannot get time off work. limited time allowed for education
60. Not sure - new group forming
61. Maybe
62. doubt would get AA/financial assistance, prefer to use AA/\$ for conference in my speciality
63. No funding
64. Cost
65. Have not considered attending, 1) out of area and the expense that will cost. This alerts me to consider the possibility of attending in the future.

- The VISN 1 Annual NM Conference is the following week and cannot be away for back to back conferences.
66. Our NM conference used to be held in the spring, but we moved it to the fall so as not to compete with NOVAs annual meeting!!!
  67. Cost of travel.
  68. No funding for travel, tuition, or lodging available, esp. at the first of the fiscal year.
  69. Probably not. \$ is a real issue at this time; family issues as well;
  70. TOO BUSY BUILDING A NEW VA HOSPICE PROGRAM
  71. I.m not 100% sure if I am going but I am thinking about it.
  72. Due to teaching schedule for clinical students
  73. Not able to travel @ that time.
  74. No available funding
  75. distance,time and money
  76. hard to travel with young children at home
  77. Cost
  78. Possibly
  79. but i believe that every VA hospital should send a representative who has gathered information from their respective nurse groups to present to the meeting
  80. I would not be able to get time off, couldn't afford it, I feel overwhelmed in other areas of my life.
  81. Cost of attending

82. Had not thought about it. I may consider it.
83. No babysitter
84. cost
85. If I can get time off and travel approval
86. Too far
87. unable to travel
88. other conference to attend
89. cost
90. unable to get funding/travel
91. Lack of monetary support
92. depends on availability of
93. too far
94. Would love to...might be able still. Staffing/money issues.
95. Would have to use own time to attend.
96. Money and time off
97. just went to AACN's NTI in MAY in Wash. DC. can't justify requesting two big conferences in same year.
98. see above


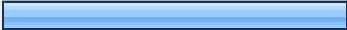

99. I am going to India in October.
100. Will try. It is difficult to get off.
101. Don't feel part of nova
102. working
103. can't afford to go.
104. I would like to attend but not 100% sure I will be able to attend.
105. conflicts with AMSUS
106. Cannot afford the money and unable to get the time off.
107. Still undecided
108. the cost
109. unsure about travel support
110. Can't get the time off from work and trip is too expensive
111. I would like to attend.
112. send reps. and lower cost to others.
113. I am new to my position
114. See previous question and answer.
115. Will try, depends on funds and if able to get time off.

116. Hopefully if tuition support allows
117. can't afford monetary and can't take the time from work
118. No funds.
119. cost
120. Am unable to fund the cost for travel and hotel.
121. Funding, expense
122. If time I am hearing about it and do not have the agenda to see if I can benefit from it
123. No monies for travel.
124. The time and money for the trip.
125. Too much of a hassle at the Detroit VA to do that. Participation is not encouraged.
126. Will attempt to, but transferring from AK back to Fort Meade, SD campus.
127. funds
128. taking a new position and will be in training.
129. finances;going back to school for BSN
130. same reasons as above
131. Unable to pay.
132. The nurses were told that the budget did not include any travel outside of our state.

- 133. no money
- 134. no travel funds,
- 135. Too far away...I am on other side of the US!
- 136. Travel funding is an issue - the VA should support NOVA members with travel funding for hotel, air, etc. as the professional organization of the RN for VA
- 137. Need to focus my seminar time on more acute medicine. NOVA does not have much for NP on ecuter hospitalist care.
- 138. area, cost of travel, need more notification to get off work
- 139. Previous obligation
- 140. Cost of attending.
- 141. No travel funds.

## NOVA Membership Survey 2010

**Would you be interested in supporting fundraising and/or participating in the Marine Corps Marathon (walkers accepted) the day after the NOVA Annual Meeting?**

	Response Percent	Response Count
Yes 	18.7%	35
No 	51.9%	97
Maybe 	29.4%	55
	<i>answered question</i>	<b>187</b>
	<i>skipped question</i>	<b>16</b>

## NOVA Membership Survey 2010

### What communication mechanism do you utilize the most to obtain information about what NOVA is doing for you?

	Response Percent	Response Count
News from NOVA newsletter	58.5%	117
<b>E-news from NOVA (electronic information)</b>	<b>61.0%</b>	<b>122</b>
NOVA website	19.5%	39
Other (please specify)	7.5%	15
<i>answered question</i>		<b>200</b>
<i>skipped question</i>		<b>3</b>

1. Also our National NOVA Contact

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2. email

3. emails from Nova representative

4. emails

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5. NOVA members

6. bulletin boards

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7. Use of VA via OUTLOOK

8. ELECTRONIC LEGISLATIVE ALERTS

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9. e-mail from Luba

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10. I am also a local chapter board member

11. email

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12. Attend local NOVA meetings

13. don't get much info.

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14. NOVA chapter meetings. Occasionally go to website, too much competition. If I receive e-news it is few and far between.

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15. outlook.

## NOVA Membership Survey 2010

**What other ideas do you have for sharing information from NOVA? Please make any comments.**

	Response Count
	47
<i>answered question</i>	47
<i>skipped question</i>	156

1. E-News effective.

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2. communication to other

3. Need more scholarships to support Doctoral Programs

4. nurses at the bs should be allowed to go to meetings, but with the heavy pt load they go back to the bs after an hr of meeting and their work is still there.

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5. Very short blurps - via emails. Not lengthy. Right to the point

6. Appropriate staffing is a major concern in many areas of the medical center-- staff are frustrated with the expectations and workload

7. Nursing is intregal to caring for our vets and there is lots of literature related to caring internal structures (relational) that benefit the whole organization. I feel that these days nurses need that experience themselves to properly care for our vets. Organization focus on this is paramount.

8. Southwestern Region

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9. None

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10. staff meetings

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11. I did a survey of board members and found people were not keen on FaceBook sites. Preference is for e-mail or a web page. Problem is - eveyone's busy and no one has time to take these projects on to make them work. I'm thinking about asking some emeritus members if they would be interested in helping with these types of projects.

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12. Would like to see more information for intermittants/prn employees who work very hard.

13. e-news

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14. Career Fairs, Education Forums @ the VA

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15. Active participation and devolpment of local NOVA chapters.

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16. I think there should be smaller, more regional conferences to increase the number of nurses would could attend.

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17. I WOULD LIKE TO SEE MORE INPUT FROM VA CENTRAL OFFICE NURSING SERVICE

18. Trying to start the local chapter back up - are there any promotional speakers?

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19. Sorry, no ideas at this time, but again will consciously consider

20. facebook

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21. It would be helpful if active chapters would share with less active chapters their strategies and successes in engaging nurses as well as how they conduct chapter meetings and presentations.

22. Have been unable to spark any interest in a local chapter. NOVA activities and focus appears to be very East Coast and not relevant to the needs of my coworkers in the San Diego area.

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23. 1. NEW NOVA PRESIDENTS SHOULD ATTEND NURSE IN WASHINGTON INTERNSHIP.  
2. LEGISLATIVE COMMITTEE CHAIRPERSONS SHOULD BE ASSIGNED TO WATCH LEGISLATIVE SESSIONS ON CSPAN AND REPORT BACK TO THEIR MEMBERSHIP ON ISSUES PERTAINING TO VA HEALTHCARE LEGISLATION. 3. RNs COMPOSED THE LARGEST PROFESSIONAL GROUP IN THE VA AND IF THEY VOTED AS A BLOCK COLD MAKE OR BREAK LEGISLATION. WHO IS NATIONAL LEGISLATIVE CHAIRPERSON? I AM NOT SEEING MUCH IN TERMS OF LEGISLATIVE GUIDANCE FROM THE BOARD.

24. None

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25. none

26. Should broadcast those nurses who get NOVA tuition support more widely.

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27. Newsletter, and meetings

28. e-mail major issues, updates and current events more regularly

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29. new Texas transplant

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30. poster presentations/flyers in each nursing unit area.  
modern (younger) nurses are all into facebook and other e-messaging systems. why not explore that venue?

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31. none at this time

32. Could send out a monthly e-bulletin.

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33. get contributors involved so that we feel part of NOVA not just a fund contributor

34. None

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35. NonOVA email to members and emeritus members

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36. NOVA needs to be more active in Nurses Week, Veterans day and Memorial day- get your face in the action.

37. people are too busy- we are overwhelmed with work our local chapter is inactive

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38. Increased exposure during Week of the Nurse, stronger support from nurse executives for NOVA

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39. I would like information and assistance with re-activating our chapter

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40. Facebook

41. enhanced community outreach program

42. Keep the website updated, i.e.: legislative activities, plans. Investigate ways to encourage, improve, and increase the frequency of communication among members.

43. For the young members and others - TWITTER, etc.

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44. Get a passionate VA nurse to serve as point of contact at each VA facility + outpatient clinics to share information.  
Have a NOVA Foundation be emphasized in fund raising during Nurse Recognition Week activities story of

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scholarship recipient success stories by featuring on NOVA web site as a virtual picture/dialogue "scrape book" type success stories.  
If poster sessions at convention done/ feature this on NOVA web site too example networking best practice/research activities

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45. Move the location of the Annual Meeting around the country.

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46. NOVA updates sent out Nationally through VHA system to all nurses

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47. Small posters for work spaces