

Membership Survey 2008

Question #1

Please list specific legislative issues that NOVA should focus on:	
Answer Options	Response Count
	51
<i>answered question</i>	51
<i>skipped question</i>	72

#	Response Date	Response Text
1	06/05/2008 16:32:00	Increased staffing. Increase in physical space at each facility as this has been an ongoing problem
2	06/05/2008 17:12:00	Are you serious.....if so then the following is my answer: I am also a professor of nursing in a state university? I cannot get my LPN and RN nursing students to come to this VA due to salary. So there is a severe recruitment issue in this where there is a critical mass of nurses. There is also problems with getting the loopholes closed (i.e. we are unable to get the 3-12 hour shifts considered as full time as it is dependent on the director). Every hospital in this area considers 3-12's as full time.
3	06/05/2008 17:29:00	Direct Hire Authority for NAs (other positions too). Independent Budget
4	06/05/2008 18:19:00	VA funding to support nursing recruitment and advanced education
5	06/05/2008 18:41:00	local pay and the process for reviewing pay by a third party
6	06/05/2008 20:22:00	congressional appropriations for medical and psychiatric care of veterans
7	06/05/2008 21:12:00	VETPRO slowing down replacement/recruitment of staff Too much outsourcing/more time spent on filling out outsourcing paperwork with little coordination provided by Business Service to scan consultant reports back into CPRS. FED TRAVELER too time consuming and useless/not user friendly being forced upon on all VA employees to use. Too many mandatory LMS training and still this LMS is cumbersome yet another hoop to do when short staffed with reports taking presidency over veteran health care needs. Not enough specialists to keep up with demand. GWOTS especially TBI vets CHRONIC NO SHOW abuse behavior with VA employees blamed for "late than getting seen performance measures being invoked on them."

8	06/05/2008 21:15:00	Obtaining direct hire for nursing assistants by making them Title 38 hybrid positions. Streamlining the credentialing process for RNs. To cut the red tape to allow retired annuitants to work part time after retirement.
9	06/05/2008 21:40:00	Re-establishment of the Scholarship Program
10	06/06/2008 00:44:00	pay equity NP:PA;T38 reform NPSB reform, strict guidelines. equitable access to travel/AA
11	06/06/2008 02:58:00	funding for VA care
12	06/06/2008 03:46:00	Staffing ratios, Retention
13	06/06/2008 17:03:00	recruitment and Retention; Pay
14	06/06/2008 20:10:00	Federal workers compensation act should recognize nurse practitioners as approved providers
15	06/07/2008 00:53:00	Pay for performance & distribution of recognition awards
16	06/07/2008 04:06:00	SAFE STAFFING AND STAFFING RATIOS
17	06/07/2008 15:32:00	changing AL "use or lose" status to a buy-back program where employee can take their excess AL in cash at the end of the year rather than either lose it or have to use it in an unplanned way hitch impacts December staffing.
18	06/08/2008 01:40:00	Role of the mental health clinical nurse specialist vs. the primary care CNS
19	06/08/2008 11:49:00	Incentives of retention of staff
20	06/09/2008 06:15:00	Nurse Exec Pay Issues Recruitment and Retention of nurses Measures to retain retired RN's as consultants without adversely impacting retirement benefits
21	06/09/2008 15:46:00	Disability for federal employees-nurses. I don't think we have any disability options other than sick leave or annual leave.
22	06/09/2008 16:22:00	Salaries--My understanding is that current salaries are tied somehow to some judges salary and caps there. Salaries for all nursing staff nationwide are currently unable to match community salaries--especially the Chief Nurse, specialty nurses (QM, computer nurses) and APNs--come in low. 2. Licensed independent practitioner status for APNs--currently tied to state law. VA allows a number of things that state law does not specifically allow--this could be another. It would be helpful if APNs could function to their ability without MD sanction.
23	06/09/2008 17:46:00	Nursing Staffing

24	06/09/2008 19:37:00	National health care Increase pay for clerical staff and social work
25	06/10/2008 02:09:00	salary, more benefits for nurses, good medical plan and retirement
26	06/10/2008 02:49:00	limit the nurse to patient ratio
27	06/10/2008 10:02:00	Nursing shortage and retention and recruitment of young nurses
28	06/10/2008 18:59:00	CNS and ARNP in collaborative practice with physicians
29	06/10/2008 21:58:00	Retirement benefits: the recent change of FERS, TSP and SS: Increase the FERS from 1% -1.1% to 2-3%. Also, more flexibility with Tours of duty: ex. working 4days and 10hr. shifts, for example in the Outpatient clinics
30	06/11/2008 15:07:00	Promotion of nursing receiving none and support program to obtain a MSN or greater degree
31	06/12/2008 18:59:00	Salary differences across the country - inconsistent use of salary surveys to determine market value. Inconsistencies with step increases across the country. Lack of prescriptive authority for APNs (esp CNS) - inconsistency across the country - independent of state licensure restrictions Increasing control of practice by physicians -"supervision"
32	06/13/2008 17:14:00	none other than those already on
33	06/14/2008 13:53:00	Safe staffing, alternative health care for veterans
34	06/16/2008 15:31:00	Lack of professional respect toward Nursing by other disciplines.
35	06/16/2008 15:49:00	I would like to be able to work part time after I retire in a couple of years without it affecting my retirement. I think this is already being looked at and I hope is supported by NOVA.
36	06/16/2008 16:05:00	Ability to bring on new nurses faster. Three 12 hour shifts for full time benefits.
37	06/16/2008 16:10:00	NOVA should allow to be openly advertised in the V.A. hospital; any way we always are looking not only for our benefit but for the veterans too. Anything that can improve nursing and retention will be bottom line better for the veterans.

38	06/16/2008 16:50:00	Getting out of Iraq
39	06/17/2008 01:35:00	mandatory overtime; nurse patient ratios
40	06/17/2008 02:12:00	Specific language regarding mandatory overtime. Secondly, initiatives in the Reformation of the VA system. Thirdly, support from the hospital to attend legislative meetings.
41	06/17/2008 03:54:00	VETPROFed Traveler (time consuming/ taking 3 hours where travel used to be arranged in less than 20 min by support staff/additional no nursing function where IRM again putting computer first before veteran care) Too much outsourcing of patient care services for lack of specialists within medical centers OEF/OIF NO consequences for them myriad of no show/cancellations especially necropsy eval for TBI/ also eye and dental appts
42	06/17/2008 12:57:00	Health care for all.
43	06/17/2008 13:39:00	retirement and recruitment of nurses mentor programs
44	06/17/2008 23:01:00	That sick leave count toward retirement. Example: If one year of sick leave & you have 29yr.'s of service you could retire @ 30yr.'s counting your year of sick leave as your 30th year. RN pay needs to be increased VA can not compete with local hospital/pay.
45	06/18/2008 12:51:00	Registered Nurses Pay
46	06/18/2008 16:59:00	Please focus on 36 hrs per week as being full time - which would include week-ends that are worked. I've never known any other hospital that doesn't have this. This puts a lot of nurses off from hiring onto our VA hospital.
47	06/19/2008 18:37:00	Address the need for additional RN staffing including a float pool of part time nurses to cover for AL and Sick Leave.
48	06/21/2008 16:58:00	allow the nurse pay scale to be extended so that those who have reached the top of the scale have some incentive to stay and get additional pay that may postpone retirement
49	06/24/2008 20:31:00	Continue our focus on the VA budget.
50	06/25/2008 19:50:00	Nurse Pay and equality with locality - especially at the higher levels of nursing leadership
51	06/26/2008 19:08:00	Seeking to maintain independence and full function of all VA APNs. Prevent any move by AMA to impede function of VA APNs.

Question # 2

If you did not attend the NOVA annual meeting in Boston, April 9-12, 2008, please select the primary reason you didn't attend:		
Answer Options	Response Percent	Response Count
Unable to get tuition support funds	4.1%	5
Unable to get travel funds	7.4%	9
Unable to get time off	16.5%	20
Unable to get authorized absence (AA)	2.5%	3
Cost of attending annual meeting	14.0%	17
Meeting location in Boston	11.6%	14
Other (please specify)	43.8%	53
	answered question	121
	skipped question	2

#	Response Date	Other (please specify)
1	06/05/2008 16:21:00	Cost AND time off
2	06/05/2008 16:32:00	Was not aware of the meeting. I am a new member.
3	06/05/2008 17:10:00	Conflicting vacation

4	06/05/2008 17:12:00	The first four points listed
5	06/05/2008 17:29:00	I DID ATTEND; NO OPTION FOR THAT HERE BUT THIS WAS A MANDATORY QUESTION
6	06/05/2008 21:00:00	I am the primary caretaker for my 100-y r old mother and am unable to leave her for any extended time frame.
7	06/05/2008 21:12:00	Fewer VA nurses allowed to apply to come due to short staffing
8	06/05/2008 21:15:00	I did attend the meeting in Boston.
9	06/05/2008 21:40:00	should have to answer this question because I did attend the meeting
10	06/05/2008 23:09:00	Another trip at the same time
11	06/06/2008 00:44:00	out on SL
12	06/06/2008 00:49:00	Already requested time off for Oncology Nurse Society Congress held in May , 2008, Could not afford both.
13	06/06/2008 02:34:00	I attended
14	06/06/2008 02:58:00	Already took a lot of time off this year for surgery and international trip
15	06/06/2008 03:46:00	I did
16	06/06/2008 16:53:00	Had scheduled self already to attend another conference
17	06/07/2008 15:32:00	I did attend.
18	06/07/2008 18:52:00	I am a Nurse Manager and elected to send 5 of my staff
19	06/07/2008 20:42:00	Other committeemen's at the time
20	06/09/2008 06:15:00	I attended the Boston 2008 meeting - it was an excellent conference, but very expensive.
21	06/09/2008 15:50:00	I'm in school for my Master's degree
22	06/09/2008 16:22:00	Too many meetings, too little time
23	06/09/2008 17:46:00	Unable to attend due to changing jobs
24	06/09/2008 19:08:00	I did attend
25	06/09/2008 19:37:00	Temporary additional duties at VA prohibited leave at that time
26	06/10/2008 02:09:00	Just came back from vacation.
27	06/10/2008 02:49:00	I didn't check into it
28	06/10/2008 18:59:00	Not a priority
29	06/11/2008 22:30:00	Not interested
30	06/12/2008 18:59:00	too many other meetings close to that mtg time frame

31	06/13/2008 16:55:00	I attended
32	06/13/2008 17:14:00	I went
33	06/14/2008 23:02:00	Needed a roommate would then have been more fun and affordable
34	06/16/2008 15:31:00	Not interested
35	06/16/2008 15:52:00	all of the above
36	06/16/2008 16:31:00	ATTENDED THE MEETING
37	06/16/2008 16:50:00	More than one, no travel funds, cost of airline and hotel
38	06/17/2008 01:27:00	I did attend the conference
39	06/17/2008 01:35:00	I did attend
40	06/17/2008 02:12:00	our facility does not support nursing legislation
41	06/17/2008 03:54:00	attended but short staffing /did get granted 2 days of AA
42	06/17/2008 10:25:00	I did attend the annual meeting and found it to be very beneficial.
43	06/17/2008 11:46:00	It fell between two other conferences I had to attend. Couldn't take that much time off.
44	06/17/2008 12:12:00	Not interested
45	06/17/2008 12:57:00	Since I have been a member of Nova, ~ 1 year, I have yet to receive any publications from the organization. I did not know about the annual meeting.
46	06/17/2008 23:01:00	Cost/UNABLE To get time off<travel funds>
47	06/17/2008 23:11:00	Attended
48	06/18/2008 00:26:00	Well unsure if I'll be able to attend.
49	06/18/2008 16:59:00	new hire
50	06/21/2008 16:58:00	four of the reasons
51	06/24/2008 20:31:00	n/a
52	06/25/2008 19:50:00	Kids- need time off for them-
53	06/26/2008 19:08:00	Do not hear about meeting early enough. Needs to be publicized earlier and to more facilities and people.

Question # 3

The Board has decided to hold a one-day legislative event in January in Washington, DC each year at a minimal cost. Would you consider attending this event?		
Answer Options	Response Percent	Response Count
Yes	72.7%	88
No	27.3%	33
<i>answered question</i>		121
<i>skipped question</i>		2

Question #4

Would being able to sign up through NOVA to share a room with another NOVA member who is also attending the Annual Meeting encourage you to attend?		
Answer Options	Response Percent	Response Count
Yes	52.9%	64
No	47.1%	57
<i>answered question</i>		121
<i>skipped question</i>		2

Question #5

What price range for hotel room rate would influence your decision to attend an Annual Meeting?		
Answer Options	Response Percent	Response Count
Up to \$200 per day	91.7%	111
Over \$200 per day	8.3%	10
<i>answered question</i>		121
<i>skipped question</i>		2

Question #6

NOVA Annual Meeting is going to be held in New Orleans, LA April 22-25, 2009. Are you planning to attend?		
Answer Options	Response Percent	Response Count
Yes	35.5%	43
No	48.8%	59
If no, why not?	56.2%	68
	answered question	121
	skipped question	2

#	Response Date	If no, why not?
1	06/05/2008 16:21:00	cost and time off
2	06/05/2008 16:32:00	Unknown at this time if could attend
3	06/05/2008 16:32:00	Getting travel
4	06/05/2008 17:10:00	Cost and family obligations
5	06/05/2008 17:12:00	facility will not support
6	06/05/2008 17:38:00	Too many other travel expectations
7	06/05/2008 18:18:00	May not be able to get authorized absence
8	06/05/2008 18:19:00	cost of attendance
9	06/05/2008 18:41:00	will be retired
10	06/05/2008 19:33:00	probably cannot get time off
11	06/05/2008 20:22:00	can't afford the travel or the time
12	06/05/2008 20:22:00	developing new Hospice & Palliative Care Program at my VA
13	06/05/2008 20:44:00	Would love to attend/participate if could get support from my facility .
14	06/05/2008 20:57:00	close to retirement, want newer nurse to go
15	06/05/2008 21:00:00	same reason as previously stated
16	06/05/2008 21:04:00	Travel expenses

17	06/05/2008 21:12:00	Maybe/Depends upon staffing and if still working for VA
18	06/05/2008 21:37:00	Unable to obtain leave
19	06/05/2008 22:00:00	Not sure at this time, time, money are a consideration as well as getting time off from work.
20	06/05/2008 23:09:00	Who wants to go there?
21	06/06/2008 00:49:00	Location
22	06/06/2008 02:31:00	uncertain @ the present
23	06/06/2008 02:58:00	Not really interested at this time though I support the efforts of others to attend
24	06/06/2008 15:11:00	Undecided - would like to if possible
25	06/06/2008 17:03:00	Can't get the time off - no coverage
26	06/06/2008 20:10:00	unable to take off that much time from work in spring
27	06/07/2008 00:53:00	cost
28	06/07/2008 15:32:00	might be too cost prohibitive
29	06/07/2008 18:52:00	will be retiring within the next couple of years
30	06/08/2008 11:49:00	Cost of air fare
31	06/09/2008 02:45:00	I did not know about it.
32	06/09/2008 15:52:00	just this minute learned of it
33	06/09/2008 16:22:00	Overlaps NNEC conference
34	06/09/2008 17:46:00	Can not get funding to attend
35	06/10/2008 02:49:00	don't want to use vacation time
36	06/10/2008 10:02:00	conflicting other specialty meeting dates
37	06/10/2008 16:11:00	I am retired and busy with volunteer work
38	06/10/2008 18:59:00	It is not my main area of interest
39	06/11/2008 12:17:00	unable to pay out of pocket for travel, tuition, hotel
40	06/12/2008 18:59:00	Once Nsg Society mtg begins 4/30
41	06/14/2008 13:53:00	Undecided
42	06/16/2008 15:31:00	Money issues, time off issues
43	06/16/2008 15:31:00	Distance
44	06/16/2008 15:31:00	More interested in attending meetings related to my specialty
45	06/16/2008 15:52:00	unable to get time off from work
46	06/16/2008 16:05:00	Expense of travel

47	06/16/2008 16:10:00	No funds provided and time
48	06/16/2008 21:15:00	Cost
49	06/16/2008 22:40:00	money and unable to get time off
50	06/17/2008 01:35:00	I went last year, I want to give some one else a chance to go.
51	06/17/2008 03:54:00	Dependent on staffing and family health issues
52	06/17/2008 06:19:00	flooding possibilities
53	06/17/2008 11:57:00	cost & no time off
54	06/17/2008 12:12:00	Not interested
55	06/17/2008 12:28:00	can't get time off, too expensive
56	06/17/2008 17:47:00	That is school vacation week-difficult to get time off
57	06/17/2008 18:46:00	I would like to go, but doubt that I would be approved for the time off and/or the funding.
58	06/17/2008 19:38:00	too far to ask off
59	06/17/2008 23:01:00	cost
60	06/18/2008 00:26:00	At this time, unsure if able to attend
61	06/18/2008 04:42:00	cost
62	06/18/2008 09:04:00	costly travel expense
63	06/18/2008 12:51:00	Can't afford the cost
64	06/18/2008 16:59:00	family obligations
65	06/19/2008 18:37:00	Not sure if yes or no.
66	06/21/2008 16:58:00	reasons cited above
67	06/22/2008 18:17:00	Would like to, but am not sure I can
68	06/25/2008 19:50:00	Will need to see if kids are out of school...Spring break

Question #7

Would you be interested in working on a Habitat for Humanity project in New Orleans the day after the NOVA meeting?		
Answer Options	Response Percent	Response Count
Yes	27.3%	33
No	42.1%	51
Maybe	30.6%	37
	<i>answered question</i>	121
	<i>skipped question</i>	2

Question #8

Two regional Meetings are also planned for 2009 in Southern California and the Virginia area. Would you be interested in attending?		
Answer Options	Response Percent	Response Count
Both	13.2%	16
Southern California	32.2%	39
Virginia	54.5%	66
	<i>answered question</i>	121
	<i>skipped question</i>	2

Question #9

Should NOVA consider planning 2-4 regional meetings each year instead of an Annual Meeting?		
Answer Options	Response Percent	Response Count
Yes	71.1%	86
No	21.5%	26
If no, why not?	22.3%	27
	<i>answered question</i>	121
	<i>skipped question</i>	2

#	Response Date	If no, why not?
1	06/05/2008 16:32:00	Having both regional and annual might be nice as it may increase the opportunity for a larger number to attend one or the other. If just hold regional, would same information from annual be presented?
2	06/05/2008 17:12:00	not sure what your mission and who you represent (Do you represent staff nurses or the managrs)
3	06/05/2008 18:41:00	would require a good deal of time and effort by same people to do 4; at most do 2-one East Coast and one WEst Coast
4	06/05/2008 20:57:00	I prefer the annual meeting and have always preferred DC location, have been to 5 conventions
5	06/05/2008 21:12:00	Time is limited/ get more networking info when more than a region attending/this is no difference then a VISN meeting

6	06/05/2008 23:09:00	if you picked a nice location would be a better vacation
7	06/06/2008 00:44:00	need the exposure to national leadership/issues
8	06/06/2008 02:34:00	I think it cost just as much money to attend a conference for 2 days as it does to attend a conference for 4 days. I would miss not getting to meet the Nurses from the West coast, I like to compare how we practice in the same setting with different rules on the same type of units.
9	06/06/2008 03:46:00	VAH should sponsor attendees who serve
10	06/06/2008 13:21:00	Fragment the "oneness" of the organization.
11	06/07/2008 00:53:00	I believe there is merit in an annual meeting. Regional meetings should be locally based for those issues & act as a feed to the national meeting.
12	06/07/2008 04:06:00	The information will change from meeting to meeting.
13	06/07/2008 15:32:00	not sure it will be any better attended, but may be
14	06/07/2008 20:42:00	believe it should be nationwide event but then again I am not an active member and do not want my opinion to influence the decision of the active members
15	06/08/2008 16:38:00	Good to meet/network with members from all over
16	06/09/2008 15:52:00	both regional and national
17	06/09/2008 16:22:00	When I can get to NOVA, what I like best is the networking and meeting people from all over the country
18	06/09/2008 19:08:00	difficult to get away multiple times
19	06/12/2008 18:59:00	May want to try it for 2 years and see what the attendance is as well as outcomes from the mtgs

20	06/14/2008 23:02:00	We would lose some of the networking and caliber of speakers. They likely would not be able to make it from DC to all the regional meetings. I try to make it 2/2 to the high caliber of the meeting and information and plans from on high.
21	06/16/2008 16:50:00	Limits nationwide networking
22	06/17/2008 03:54:00	VISN's already do regional meeting/networking is benefited by a national meeting
23	06/17/2008 12:12:00	Not interested
24	06/17/2008 12:57:00	Creating more distance from members
25	06/21/2008 16:58:00	I would not be able to attend
26	06/25/2008 19:50:00	I love the annual DC meeting- having a 2-day in DC annually would be great
27	06/26/2008 19:08:00	I think regional meetings are needed to find issues but a national meeting is needed to present to entire body .

Question #10

<p>NOVA is considering providing Nursing Continuing Education Units. NOVA members could get them online, via podcast, or by professional publications/journals. The CEUs are of high quality and include CEUs for advanced practice nurses. Would you be willing to pay approximately \$60 annually for unlimited CEUs?</p>		
Answer Options	Response Percent	Response Count
Yes	55.4%	67
No	35.5%	43
If no, why not?	38.0%	46
	answered question	121
	skipped question	2

#	Response Date	If no, why not?
1	06/05/2008 16:32:00	There are sources to get free CEU's
2	06/05/2008 16:53:00	My facility offer CEUs.
3	06/05/2008 17:12:00	I can get my CE's online for free in private sector as well
4	06/05/2008 17:29:00	Already get enough thru attending professional meetings
5	06/05/2008 17:38:00	There are numerous Continuing Education offerings at no cost available through the VA. Given the economy, it is unlikely that I would pay for credits if I didn't have to.
6	06/05/2008 18:18:00	Already have CEU access elsewhere

7	06/05/2008 18:19:00	Our VISN provides FREE ceu's through Nurse week
8	06/05/2008 18:41:00	will be retired soon
9	06/05/2008 20:22:00	Because CEUs can be obtained for no cost and subsidized by many pharmaceutical companies
10	06/05/2008 21:12:00	Can get through other nurse organizations, I belong to besides NOVA
11	06/05/2008 21:37:00	have many ways to get my own CEU's thanks
12	06/05/2008 21:40:00	I can get enough CEUs without paying the extra money. However, I think the idea might work out and should be tried.
13	06/05/2008 23:09:00	need to find out when requirement start in Pennsylvania
14	06/06/2008 02:34:00	I like to attend physically at a conference at times. I like the personal touch of face to face..
15	06/06/2008 02:58:00	Need a maybe answer here. I already don't access the ones that I am entitled to for free from another organization. Again, would encourage others to access them. I might.
16	06/06/2008 03:46:00	VA provides free services
17	06/07/2008 00:53:00	CEU's are available FREE
18	06/07/2008 04:06:00	Free through other means
19	06/07/2008 15:32:00	I get all I need at work now
20	06/08/2008 11:49:00	In my opinion this should be included in dues and be an incentive to join NOVA
21	06/09/2008 06:15:00	It would depend on the offerings.
22	06/09/2008 15:50:00	I think that the CEU should be included in the event fee if they are going to be offered.
23	06/10/2008 02:09:00	We could get CEU's at work without any fee.
24	06/10/2008 02:49:00	I don't need them
25	06/10/2008 16:11:00	I am planning on putting my license on inactive status
26	06/10/2008 18:59:00	Meds cape does the same thing for free
27	06/11/2008 22:30:00	Going to the primary care conf in DC.
28	06/12/2008 18:59:00	I am concerned this may represent a conflict of interest. Nurses can already obtain CEUs from the venues you describe.
29	06/14/2008 13:53:00	Because other organizations offer them for less money
30	06/14/2008 23:02:00	I get more from conferences. Plenty of other good CE available online.
31	06/16/2008 15:31:00	Too expensive
32	06/16/2008 15:31:00	I can get them elsewhere.

33	06/16/2008 16:05:00	I can obtain free CEU's elsewhere.
34	06/16/2008 16:50:00	CEU not needed for licensing
35	06/17/2008 02:12:00	our facility should be responsible for this cost
36	06/17/2008 12:12:00	I can get them for free elsewhere.
37	06/17/2008 16:07:00	There are too many other avenues available to earn Continuing Nursing Education (CNE) at a reasonable price.
38	06/17/2008 17:47:00	I prefer going to 1 or 2 day conferences for CEU
39	06/17/2008 23:01:00	Not enough time. Required paper/computer work outrageous in VA system. Current required work with additional studies/programs too difficult with what already required. Admission assessments with extra required notes ridiculous. EX Oral note/dysphasia note, advance directive note, escapes elopement note, suicide note, vanoc note, have I forgot any? Then the assessment! Then a typed care plan with goals & interventions. Crazy, why not templates for care plans, goals, & interventions. Very frustrating. Where's the time for patient care?
40	06/18/2008 16:59:00	unable to afford cost
41	06/19/2008 18:37:00	Not in addition to dues. Many CEUs are available free.
42	06/21/2008 16:58:00	there are free resources that encompass more than VA interests
43	06/22/2008 18:17:00	A number are already offered by my Facility and I would like to focus on specific CEU's to my area of Specialty.
44	06/24/2008 20:31:00	I prefer to select my own CEUs and to invest my money in what I am interested in.
45	06/25/2008 19:50:00	There are so many sites that offer this free already.
46	07/01/2008 00:16:00	not needed for licensure

Question #11

Does your facility already offer unlimited CEUs?	
Answer Options	Response Count
	121
<i>answered question</i>	121
<i>skipped question</i>	2

#	Response Date	Response Text
1	06/05/2008 16:21:00	no
2	06/05/2008 16:32:00	yes
3	06/05/2008 16:32:00	No
4	06/05/2008 16:47:00	no
5	06/05/2008 16:53:00	Yes
6	06/05/2008 17:10:00	No
7	06/05/2008 17:12:00	yes
8	06/05/2008 17:26:00	No
9	06/05/2008 17:29:00	not unlimited but a fair amount
10	06/05/2008 17:36:00	No, my facility let the authority to grant CUEs lapse
11	06/05/2008 17:38:00	Pretty much.
12	06/05/2008 18:06:00	yes
13	06/05/2008 18:18:00	I do not know
14	06/05/2008 18:19:00	No, but VISN 22 does.
15	06/05/2008 18:41:00	no
16	06/05/2008 19:33:00	yes
17	06/05/2008 20:22:00	no
18	06/05/2008 20:22:00	yes
19	06/05/2008 20:44:00	No

20	06/05/2008 20:57:00	I get enough now doing what I do anyway, ie: STTI convention, STT local conferences, ACLS etc..
21	06/05/2008 21:00:00	no
22	06/05/2008 21:04:00	No
23	06/05/2008 21:12:00	YES
24	06/05/2008 21:15:00	I am currently retired.
25	06/05/2008 21:37:00	Not really they do allow minimal funds for me and then I pay on my own
26	06/05/2008 21:40:00	Yes
27	06/05/2008 22:00:00	no
28	06/05/2008 23:09:00	no
29	06/06/2008 00:32:00	no
30	06/06/2008 00:44:00	not "unlimited" but certainly enough options for those who require ce for recertification
31	06/06/2008 00:49:00	NO
32	06/06/2008 02:30:00	Not unlimited
33	06/06/2008 02:31:00	no
34	06/06/2008 02:34:00	Pretty much
35	06/06/2008 02:58:00	NO! They pretty much don't offer any CEUs
36	06/06/2008 03:46:00	Yes
37	06/06/2008 13:21:00	Offers them but is limited
38	06/06/2008 15:11:00	No
39	06/06/2008 16:31:00	yes
40	06/06/2008 16:53:00	I'm not sure
41	06/06/2008 17:03:00	Yes
42	06/06/2008 20:10:00	no
43	06/06/2008 22:01:00	No
44	06/07/2008 00:53:00	yes
45	06/07/2008 04:06:00	no
46	06/07/2008 15:32:00	yes
47	06/07/2008 18:52:00	yes

48	06/07/2008 20:42:00	Yes
49	06/08/2008 01:40:00	No
50	06/08/2008 11:49:00	Yes
51	06/08/2008 16:38:00	Don't think so, though many free CEUs are made available via Outlook mail from nsg. ed. staff.
52	06/09/2008 02:45:00	no
53	06/09/2008 06:15:00	No but it does reimburse for educational costs.
54	06/09/2008 15:46:00	Yes.
55	06/09/2008 15:50:00	no
56	06/09/2008 15:52:00	not sure
57	06/09/2008 16:22:00	Am not sure what you mean. We get many classes offered at our site that are free or minimal cost (lunch only). But the facility does not pay for unlimited CEUs off site.
58	06/09/2008 17:46:00	Yes, in different subjects
59	06/09/2008 19:08:00	yes
60	06/09/2008 19:37:00	No
61	06/09/2008 22:23:00	no
62	06/10/2008 02:09:00	yes
63	06/10/2008 02:49:00	no
64	06/10/2008 10:02:00	A fair amount
65	06/10/2008 16:11:00	They offer CEU's, but when I worked, I tended to do outside CEU's.
66	06/10/2008 18:59:00	No
67	06/10/2008 21:58:00	unsure
68	06/11/2008 12:17:00	Unit specific CEUs are offered through patient care services.
69	06/11/2008 15:07:00	NO
70	06/11/2008 22:30:00	no
71	06/12/2008 18:59:00	no
72	06/13/2008 16:55:00	no
73	06/13/2008 17:14:00	yes
74	06/14/2008 13:53:00	No
75	06/14/2008 23:02:00	What do you mean? There are numerous opportunities available.
76	06/16/2008 15:31:00	Yes

77	06/16/2008 15:31:00	No
78	06/16/2008 15:31:00	No.
79	06/16/2008 15:49:00	I don't know
80	06/16/2008 15:52:00	no
81	06/16/2008 16:05:00	Yes
82	06/16/2008 16:10:00	No
83	06/16/2008 16:31:00	NO
84	06/16/2008 16:50:00	No
85	06/16/2008 21:15:00	No
86	06/16/2008 22:40:00	No
87	06/17/2008 01:27:00	Yes
88	06/17/2008 01:35:00	No
89	06/17/2008 02:01:00	no
90	06/17/2008 02:12:00	no
91	06/17/2008 03:54:00	YES
92	06/17/2008 06:19:00	yes
93	06/17/2008 10:25:00	No
94	06/17/2008 11:46:00	No. some training has CUEs, some does not.
95	06/17/2008 11:57:00	no
96	06/17/2008 12:05:00	Some.
97	06/17/2008 12:12:00	Unlimited? Who can offer unlimited?
98	06/17/2008 12:28:00	no
99	06/17/2008 12:33:00	no
100	06/17/2008 12:57:00	No
101	06/17/2008 13:39:00	no
102	06/17/2008 16:07:00	No, but there are many other avenues available (mail order reasonable cost and conferences with associated CNE.)
103	06/17/2008 17:47:00	No-we are allowed \$250/yr towards education CEU of our choice.
104	06/17/2008 18:46:00	In a way as long as you get it approved for time of and funding.
105	06/17/2008 19:38:00	yes
106	06/17/2008 23:01:00	No

107	06/17/2008 23:11:00	unknown
108	06/18/2008 00:26:00	NO
109	06/18/2008 04:42:00	no
110	06/18/2008 09:04:00	yes
111	06/18/2008 12:51:00	yes
112	06/18/2008 16:59:00	new hire; still learning policies and procedures
113	06/19/2008 18:37:00	Some are offered free on the website VALO.
114	06/21/2008 16:58:00	not sure
115	06/22/2008 18:17:00	No
116	06/24/2008 20:31:00	Yes and they are free most of the time.
117	06/25/2008 17:00:00	yes
118	06/25/2008 19:50:00	No.
119	06/26/2008 19:08:00	NO
120	06/28/2008 23:14:00	Internal
121	07/01/2008 00:16:00	yes

Question #12

What communication mechanism do you utilize the most to obtain information about what NOVA is doing for you?		
Answer Options	Response Percent	Response Count
News from NOVA Newsletter	53.7%	65
E-news from NOVA (electronic information)	64.5%	78
NOVA website	24.8%	30
Other (please specify)	9.1%	11
	answered question	121
	skipped question	2

#	Response Date	Other (please specify)
1	06/05/2008 21:12:00	note NFN= 1 e-news #2 and NOVA web site is #3
2	06/06/2008 02:34:00	At my next Nov a Meeting at work, I shared my experience with the group. Our membership is good but getting people to attend meetings is difficult. I think so many staff are older we are tired at the end of the day. I am trying hard to get the younger staff to become interested in Nov a.
3	06/07/2008 18:52:00	local meetings
4	06/16/2008 22:40:00	attending NOVA meetings at work
5	06/17/2008 11:57:00	co worker
6	06/17/2008 12:57:00	From the Nov a contact person, whenever I run into her.
7	06/17/2008 18:46:00	word of mouth
8	06/18/2008 00:26:00	Chapter President
9	06/18/2008 04:42:00	word of mouth
10	06/21/2008 16:58:00	emails
11	06/22/2008 18:17:00	Unfortunately our Local Chapter is either inactive or in hiding I'm not sure which. It would be nice to have information disseminated Locally which could include links to National Information,

Question #13

What other ideas do you have for sharing information from NOVA?	
Answer Options	Response Count
	121
<i>answered question</i>	121
<i>skipped question</i>	2

#	Response Date	Response Text
1	06/05/2008 16:21:00	n
2	06/05/2008 16:32:00	Develp regional area groups with point of contact people. Many staff in my facility had never heardof NOVA
3	06/05/2008 16:32:00	Not sure
4	06/05/2008 16:47:00	,
5	06/05/2008 16:53:00	none
6	06/05/2008 17:10:00	More frequent emails on legislative stuff, NOVA initiatives
7	06/05/2008 17:12:00	If you represent staff nurses, there is a great email group for us.
8	06/05/2008 17:26:00	None
9	06/05/2008 17:29:00	Strong Local Chapters
10	06/05/2008 17:36:00	none
11	06/05/2008 17:38:00	No others ideas come to mind.
12	06/05/2008 18:06:00	none
13	06/05/2008 18:18:00	None at this time
14	06/05/2008 18:19:00	You're doing a great job.
15	06/05/2008 18:41:00	none right now
16	06/05/2008 19:33:00	none
17	06/05/2008 20:22:00	Would recommend chapter meetings at local restaurants once or twice a year

18	06/05/2008 20:22:00	1) NOVA Chapter Legislative Committee members should attend Nurse in Washington Internships (NIWI) to provide them with skills for legislative action. 2) Establish a mechanism for electronic letter writing campaigns to support legislative agenda or other important issues. It is easier to type and click than write a letter... 3) Work with VISN leadership: dovetail NOVA legislative agenda with network director's performance measures. Show that we are a VALUE ADDED professional nursing organization. Call me to discuss if you like. Maura WPB 561-422-6697.
19	06/05/2008 20:44:00	Targeting our facility leaders with the importance of NOVA.
20	06/05/2008 20:57:00	none right now, sorry
21	06/05/2008 21:00:00	talking with colleagues
22	06/05/2008 21:04:00	Regional leaders should make an attempt to have regular meetings at facilities and encourage members to attend
23	06/05/2008 21:12:00	NOVA meeting needs to be coupled with Nurse Educators and/or VA Nurse administrator meeting the VA nurse recruiters prof group is too small
24	06/05/2008 21:15:00	No suggestions at this time.
25	06/05/2008 21:37:00	none
26	06/05/2008 21:40:00	nothing
27	06/05/2008 22:00:00	not at this time
28	06/05/2008 23:09:00	more on the web site please
29	06/06/2008 00:32:00	nothing new
30	06/06/2008 00:44:00	Station support for participation in professional activities to encourage increased participation in professional events. This is especially critical for new nurses, and nurses without requirements for professional activity.
31	06/06/2008 00:49:00	none at this time
32	06/06/2008 02:30:00	not at the moment
33	06/06/2008 02:31:00	none
34	06/06/2008 02:34:00	What about conference calls? Or could the web page be updated more often with info about legislative info etc? What about having a universal information blurb in Vista email?
35	06/06/2008 02:58:00	You are all doing an admirable job. I joined to help support your efforts but I am not at the stage in my life to be very involved.
36	06/06/2008 03:46:00	Need input from grassroots level
37	06/06/2008 13:21:00	I don't
38	06/06/2008 15:11:00	None
39	06/06/2008 16:31:00	cccc
40	06/06/2008 16:53:00	Posting flyers in areas traveled regularly by nurses with current ongoing information.

41	06/06/2008 17:03:00	Face to Face
42	06/06/2008 20:10:00	new nurses to the VA should receive information about NOVA through orientation
43	06/06/2008 22:01:00	Become more active in local chapter and host meetings at my facility .
44	06/07/2008 00:53:00	Focus on an independent practice of nursing with an independent source of funds.
45	06/07/2008 04:06:00	NONE
46	06/07/2008 15:32:00	Each facility contact person getting information that can be disseminated at each site thru whatever mechanism in place locally . Broadcast emails as well
47	06/07/2008 18:52:00	Talk group via internet
48	06/07/2008 20:42:00	Reorganizing VA-WPB membership
49	06/08/2008 01:40:00	I believe there is a need to find new ways to better reach and involve nurses at CBOC'S.
50	06/08/2008 11:49:00	A video presentation about NOVA on the NOVA web site
51	06/08/2008 16:38:00	Within house posters, flyers, Intranet.
52	06/09/2008 02:45:00	mailers sent in the mail
53	06/09/2008 06:15:00	Why not consider technology such as Webex or Live Meeting for some NOVA meetings (board meetings or regional seminars). This would be less expensive and might be a bigger draw if nurses could access from a desktop or audio link.
54	06/09/2008 15:46:00	Emails on the local level from those who have gone or participated at national or regional events.
55	06/09/2008 15:50:00	none
56	06/09/2008 15:52:00	Local meetings regularly scheduled to inform other nurses. With CEUs offered. Published goal statement.
57	06/09/2008 16:22:00	The e-news could go out to non-NOVA members via email
58	06/09/2008 17:46:00	None
59	06/09/2008 19:08:00	word of mouth
60	06/09/2008 19:37:00	News spots on e-mail
61	06/09/2008 22:23:00	Email at home is the best.
62	06/10/2008 02:09:00	Short membership bulleting published every quarterly or twice a year.
63	06/10/2008 02:49:00	none
64	06/10/2008 10:02:00	V-Tel meetings, personal computer based CEUs
65	06/10/2008 16:11:00	Actually, I don't think that I belong to NOVA any longer...I am not planning on working as a nurse any longer.
66	06/10/2008 18:59:00	Send out more messages to RN's who are not members and offer membership every once in a while on line.
67	06/10/2008 21:58:00	none
68	06/11/2008 12:17:00	To include more information from the newsletter in email form.

69	06/11/2008 15:07:00	Promotion and retention of skilled nurses as well as increase in salary
70	06/11/2008 22:30:00	none
71	06/12/2008 18:59:00	Email is great but ONLY if we can increase the server size at the local institutions!
72	06/13/2008 16:55:00	newsletter sent to VA
73	06/13/2008 17:14:00	none
74	06/14/2008 13:53:00	Could be done at the state level...if people attended meetings.
75	06/14/2008 23:02:00	Appoint a liaison/champion at each facility who will distribute newsletter to the units (esp. if no close Chapter) and collaborate with the Chapter Presidents.
76	06/16/2008 15:31:00	SharePoint site
77	06/16/2008 15:31:00	None
78	06/16/2008 15:31:00	None
79	06/16/2008 15:49:00	I look at emails almost every day. That is good for me.
80	06/16/2008 15:52:00	virtual website with chat room
81	06/16/2008 16:05:00	More local meetings.
82	06/16/2008 16:10:00	NOVA should be in touch to the NOVA member and negotiate funds and travel expenses to their members.
83	06/16/2008 16:31:00	POD CAST OF INTERVIEWS WITH ONS STAFF
84	06/16/2008 16:50:00	None at this time
85	06/16/2008 21:15:00	No response
86	06/16/2008 22:40:00	We share during NOVA meetings
87	06/17/2008 01:27:00	Continue to encourage RN's at our local VA's to join NOVA during nurses week, new employee orientation.
88	06/17/2008 01:35:00	Encourage local chapters to keep writing in newsletters
89	06/17/2008 02:01:00	n/a
90	06/17/2008 02:12:00	I have too many too list
91	06/17/2008 03:54:00	Promote the administrative VA nurse networking group to partner better with NOVA/ example AANE meeting /NOVA why not have them team up for a Legislative forum time in Washington DC like the Veterans Service Organizations Do/ Why not team up a VSO during their national legislative time on the HILL visits occurring in Feb/March time frame?
92	06/17/2008 06:19:00	n/a
93	06/17/2008 10:25:00	We need support from Nsg. Adm. to make NOVA work locally, otherwise interest in getting nursing involvement is very limited.
94	06/17/2008 11:46:00	teleconferencing

95	06/17/2008 11:57:00	none
96	06/17/2008 12:05:00	None at present.
97	06/17/2008 12:12:00	Unsure.
98	06/17/2008 12:28:00	email
99	06/17/2008 12:33:00	none
100	06/17/2008 12:57:00	I'd like to start by receiving the newsletter.
101	06/17/2008 13:39:00	Stress reduction
102	06/17/2008 16:07:00	Inquire if NOVA is mentioned to new RN hires, if not why. Find out the roadblock and try to clear them so that new RN's know the VA has a professional organization that is just for them.
103	06/17/2008 17:47:00	No
104	06/17/2008 18:46:00	No other ideas
105	06/17/2008 19:38:00	need help from NOVA to get it going at my VA
106	06/17/2008 23:01:00	Speaking with fellow RN's on staff & throughout my Vamc.
107	06/17/2008 23:11:00	Nov mentoring to increase membership
108	06/18/2008 00:26:00	Electronic is a great way to communicate and receive information quickly, especially in such a global society.
109	06/18/2008 04:42:00	none
110	06/18/2008 09:04:00	Friend
111	06/18/2008 12:51:00	Local representatives could hold local meetings
112	06/18/2008 16:59:00	Email is the best way to reach people.
113	06/19/2008 18:37:00	Newsletter and email, no additional ideas.
114	06/21/2008 16:58:00	try to coordinate your efforts with other nursing unions as the goals are the same
115	06/22/2008 18:17:00	Would like to see a website similar to the Collage Webpage where members could join Communities of Practice or Special Interest to share information and provide a forum to ask questions of each other.
116	06/24/2008 20:31:00	I believe that you should involve past presidents in more of our organizational activities.
117	06/25/2008 17:00:00	none
118	06/25/2008 19:50:00	I would like commitment that Nurse Execs from many VAs would attend and get buy in from the Secretary
119	06/26/2008 19:08:00	I believe that that an electronic NOVA newsletter should be circulated widely in each facility. I would be willing to bet that many nurses do not even know of NOVA's existence.
120	06/28/2008 23:14:00	None at this time
121	07/01/2008 00:16:00	virtual chapter

Question #14

Please make any other comments:	
Answer Options	Response Count
	35
<i>answered question</i>	35
<i>skipped question</i>	88

#	Response Date	Response Text
1	06/05/2008 16:21:00	One meeting per year; always in DC; always with a legislative focus- after all, isn't this what NOVA is supposed to be doing for us?
2	06/05/2008 20:22:00	It would be nice to have a NOVA activity locally, a lecture, a workshop, or the like
3	06/05/2008 20:22:00	Keep up the good work. I am proud to be a NOVA nurse.....
4	06/05/2008 20:57:00	NOVA needs to improve their membership list. I have solicited many new members and have MORE THAN ONCE had the new member say that they are not getting newsletters but are having payroll deduction. Something is not right. I called on behalf of one person and did not get any help. This is BAD press for getting more new members
5	06/05/2008 21:12:00	Are dues again inching up this year? When will NOVA Foundation actively promote planned legacy support giving strategies?

6	06/05/2008 21:37:00	Local pay is a issue in ND I am paid along with other nurse 100 miles away between \$16,000-\$20,000 per year difference. In a CBOC our job description is more diverse.
7	06/06/2008 02:34:00	I'm concerned that at the Boston conference, I think I saw more advanced practice Nurses are attending meetings. Where are the staff Nurses? I have attended 4 conferences <I think 4. I am a staff Nurse.
8	06/06/2008 02:58:00	I would have preferred that the answers were more on a Likert scale, even if it were a 4 ptscale, because I don't necessarily want to give an absolute yes or no answer, but rather how I might lean to answering a given question. Such as attending a regional meeting, if it worked out so that I could combine it with a trip to see our grandson then I would be inclined to try to attend, but I can't really commit to yes or no.
9	06/06/2008 03:46:00	Question #8 on this page needs an option for "NO, NEITHER"
10	06/06/2008 16:31:00	This question requires an answer. Two regional Meetings are also planned for 2009 in Southern California and the Virginia area. Would you be interested in attending?--I am not interested in either location, but this was not a choice! Please provide all options.
11	06/06/2008 22:01:00	I think NOVA should go on a massive drive for members. There are many VA nurse that I work with that know nothing about his organization. It is my opinion every VA nurse should be apart of NOVA. Think of the power that would give the organization.
12	06/07/2008 15:32:00	I just returned to VA a year ago & signed up with NOVA right away. At the meeting it was striking how few go to the annual meeting. When we were in Boston last time we were in the ballroom of the hotel. I believe our membership is more than it was then; certainly it is in my VA. Why are people not coming? Are they not getting the support locally to come? No AA granted? No funding? If so, why not. I agree with what was presented at meeting about getting Nurse executives involved more, what is their issue????
13	06/07/2008 20:42:00	In process of reorganizing the VA-WPB Florida NOVA membership.
14	06/09/2008 06:15:00	I hope you do more on-line surveys like this especially re: legislative issues that impact members.

15	06/09/2008 17:46:00	Always find the topic interesting
16	06/09/2008 22:23:00	As a nurse about to retire, I wish there was some option available for a retired nurse to re-enter the job force even for part time assignments. A job board for retired nurses to do special assignments on behalf of our veterans would be nice. Like a case manager for some of our OIF/OEF returning veterans. Many of them just need someone to help them problem solve. I wish to retire but at the same time serve. I have not seen any innovative ideas. Does Nova?
17	06/10/2008 10:02:00	We need to get young nurses involved with NOVA
18	06/10/2008 18:59:00	Thank-you for transmitting information via e-mail, I really appreciate the communication
19	06/10/2008 21:58:00	When sending bill for NOVA dues, please have area on the bill for address change.
20	06/14/2008 13:53:00	I am not sure if I will remain a member of NOVA. I am not sure if there is truly a benefit.
21	06/16/2008 15:31:00	We have a very inactive NOVA chapter at this facility and I am thinking of canceling my dues.
22	06/16/2008 15:31:00	I am not interested in attending the regional meetings, but it required an answer to continue.
23	06/16/2008 15:49:00	I really like the idea of CEU's by postcards. I hadn't thought of that before, but I would use venue.
24	06/16/2008 16:10:00	Please do two meeting a year. Hotel of the meeting should negotiate special price for the NOVA members anyway is FEDERAL Employees
25	06/16/2008 16:50:00	One of the above questions requires an answer, but the truth is, I would not attend a regional meeting in either Virginia, nor California

26	06/16/2008 22:40:00	I am the Membership Chair at my VA facility , and I am having trouble getting new members we are now introducing NOVA at orientation. Are there others who have ideas on how to increase membership and participation?
27	06/17/2008 03:54:00	DAV's column on Independent Budget in "capsule form" should be published also in NOVA each year / also being aware of who in Congress are veterans and who have served in field of combat.
28	06/17/2008 06:19:00	good job
29	06/17/2008 11:57:00	none
30	06/17/2008 12:57:00	Update your files
31	06/17/2008 13:39:00	Stress reduction.
32	06/17/2008 23:01:00	As stated above about written/computer work continuously being added to an already overloaded amount of same. I've got 3 more years till retirement. Can't wait to get out of this system. I'd leave in a flash if I could get out today. After 27 yr. federal service with 23yr. actual 4 yr. military. I'm fed up with the Va! Please help with the paper work Nazis.
33	06/18/2008 16:59:00	I'm glad NOVA is working for us Nurses; we need a strong, organized & consistent team to help us achieve the fairness and respect that is afforded other professionals.
34	06/25/2008 19:50:00	I love NOVA, but having children so young (12 & 16) and both my wife and I are RNs it makes it difficult. I also think we should have some sort of non-voting LVN inclusion- if we are really about the patient then educate them all! Not to mention they would bring in some money. Just a thought.
35	06/26/2008 19:08:00	APNs need specific representation within NOVA for issues specific to Advance Practice Nursing. If a separate work group should be formed and I am most interested in working with the group or forming the group.