

COVID-19 Survey by the Tennessee Nurses Association

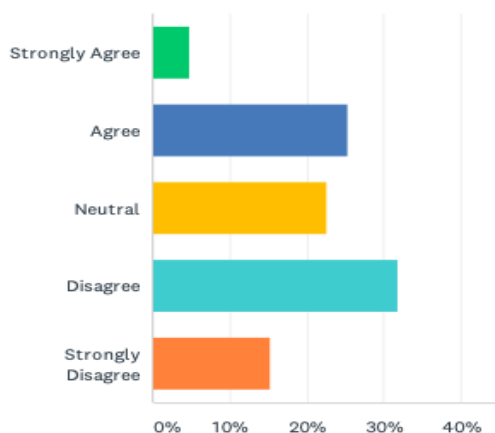
A 12-question survey was sent out via email to Tennessee Nurses Association (TNA) members and posted on TNA's social media channels. The survey was live from March 18 to March 25. The survey took about three minutes to complete and included questions about how nurses felt regarding the preparedness of their work environments, their concerns and challenges, as well as statistical data including which county they worked in and their work setting (i.e. large hospital, medium or small hospital, emergency room, etc.).

A total of 471 surveys were returned from a sample size of 3,000, providing a 16% return rate. The nine multi-choice or agree/disagree questions averaged a response rate of 99% (average of 468 responses each) The three open-response questions averaged a response rate of 94% (441 responses each). A statistical analysis was not done, but the responses do garner strong evidence that although nurses feel knowledgeable about COVID-19 and how to care for their infectious patients, their biggest fear is a lack of personal protective equipment (PPE) such as masks, gloves, gowns, respirators, and face shields.

Current Survey Analysis:

Question 1: I feel prepared for COVID-19.

Total results for this question are noted below in graph and chart form.



Q1: Total Statewide Responses: 469

Strongly Agree	4.9%	30.3%
Agree	25.4%	
Neutral	22.6%	
Disagree	31.8%	47.2%
Strongly Disagree	15.4%	

When breaking the questions down into geographical regions it is interesting that the neutral responses are relatively close: 18.4% in West Tennessee; 21.9% in Middle Tennessee; and 26.27% in East Tennessee. Regardless of the neutral option, the geographical regions show that there is a difference in how prepared nurses feel in different areas of the state.

East and West Tennessee nurses feel less prepared than their Middle Tennessee counterparts. West Tennessee nurses disagree with the prepared statement by 54%, about 7 percentage points more than the statewide average. The results from East Tennessee nurses are closer to the statewide "disagree numbers" but not by much (2 percentage points). Their agreement average is 6 percentage points lower than the statewide average. What stands out is that Middle Tennessee's agree/disagree numbers are significantly different from the statewide average and are about equal in agreeing or disagreeing that they are or aren't prepared.

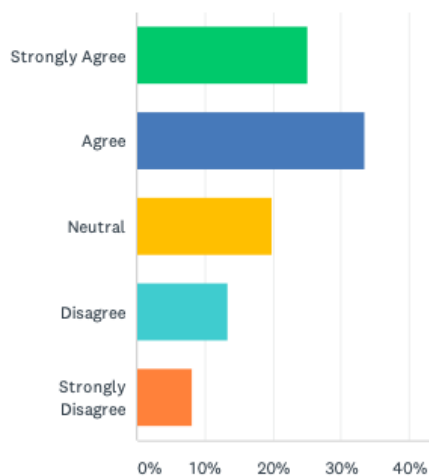
Q.1: I feel prepared for COVID-19.			
	Strongly Agree or Agree	Neutral	Strongly Disagree or Disagree
West TN	27%	18.4%	54%
Middle TN	38%	21.9%	39%
East TN	24%	26.3%	49%

While it's not clear if the slightly lower response rate for West Tennessee influenced the results in not feeling prepared for COVID-19, there are a few more clear patterns when you break down a few of the work environments. Nurses who are in large hospitals (more than 500 beds), medium hospitals (101-499 beds), and emergency rooms, follow the trend of West Tennessee nurses in not feeling prepared. Private office and public health/community health nurses are not far behind them. What is interesting is that nurses in small hospital settings of under 100 beds are evenly split when asked about how prepared they feel.

Q.1: I feel prepared for COVID-19	Strongly Agree/ Agree	Strongly Disagree/ Disagree
Emergency Room	31%	56%
Large Hospital/Medical Center (over 500 beds)	30%	51%
Medium Hospital (101-499 beds)	21%	51%
Private office	31%	45%
Public Health/Community Health	35%	41%
Small Hospital (under 100 beds)	50%	50%

Question 2: My employer supports me in protecting myself and others from COVID-19

Survey results show that nurses across the state feel supported by their employers in protecting themselves from COVID-19. Based off this result, it would be expected that nurses are being supplied with resources such as personal protective equipment (PPE), testing supplies, patient care supplies and staffing support. Unfortunately, more survey results show that the opposite is expressed by nurses.



Q.2: Total Statewide Responses: 469

Strongly Agree	25.2%	58.7%
Agree	33.5%	
Neutral	19.8%	22.5%
Disagree	13.4%	
Strongly Disagree	8.1%	

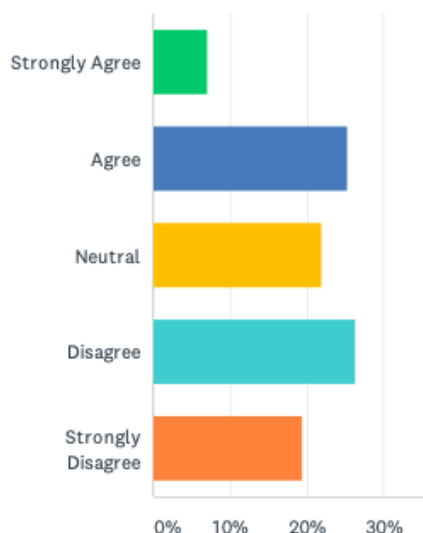
There was not a geographical divide in responses to this question; however, work environment did show a few trends. In the previous question, emergency rooms, large hospitals and medium hospitals trended the same; that coupling trend does not follow for this question. While nurses in these work environments agree/disagree with the statement differently across the board, emergency room nurses overwhelmingly agreed with the statement well above the statewide average. Large hospital nurses are more evenly split, but still not close to the statewide average. Keep these numbers in mind as we look at the other questions.

Q.2: My employer supports me in protecting myself and others from COVID-19	Strongly Agree/ Agree	Strongly Disagree/ Disagree
Emergency Room	75%	13%
Large Hospital/Medical Center (over 500 beds)	39%	35%
Medium Hospital (101-499 beds)	48%	31%
Private office	71%	13%

Public Health/Community Health	59%	18%
Small Hospital (under 100 beds)	67%	29%

Question 3: My workplace is equipped to handle COVID-19 cases.

These responses were broken down geographically and by workplace environment. It would be reasonable to assume that if you felt your employer supports you in protecting yourself and others from COVID-19 that your workplace would be equipped to handle COVID-19 cases. The neutral responses are distracting here, but with a 13.5 percentage point difference in agreeing or disagreeing with this statement, we later looked at the comments for more information regarding these responses. One interesting data point in the statewide responses when not grouped together is that the number of those who agreed is not that far from the number of those who disagreed. When you combine the “strongly disagree” responses with the “disagree” responses, the total emphasizes that nurses do not feel equipped to handle COVID-19 in their work environments.



Q. 3: Total Statewide Responses: 468

Strongly Agree	7%	32.2%
Agree	25.2%	
Neutral	22%	
Disagree	26.3%	45.7%
Strongly Disagree	19.4%	

Broken down geographically, West and East Tennessee nurses feel equally ill-equipped in their work environments to handle COVID-19 cases. The numbers reported by Middle Tennessee nurses are not far from their counterparts and all three regions reflect the statewide average.

Q.3: My workplace is equipped to handle COVID-19 cases.			
	Strongly Agree/ Agree	Neutral	Strongly Disagree/ Disagree
West TN	29%	24%	48%
Middle TN	36%	21%	42%
East TN	30%	21%	48%

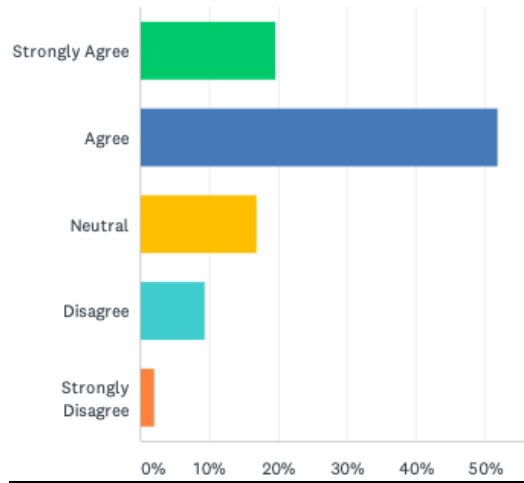
Again, emergency room nurses are significantly above the statewide average for feeling equipped in their workplace environment. A significant percentage of nurses in small hospitals (64%) show that they don't feel that their workplace is equipped to handle COVID-19 cases.

Q.3: My workplace is equipped to handle COVID-19 cases.	Strongly Agree/ Agree	Strongly Disagree/ Disagree
Emergency Room	50%	25%
Large Hospital/Medical Center (over 500 beds)	32%	48%
Medium Hospital (101-499 beds)	28%	53%
Private office	29%	49%

Public Health/Community Health	29%	41%
Small Hospital (under 100 beds)	29%	64%

Question 4: I feel knowledgeable about COVID-19.

This question received a response from every respondent. It is clear that the majority of nurses feel knowledgeable about COVID-19. With such a decisive number, we did not break this response down regionally or by setting.

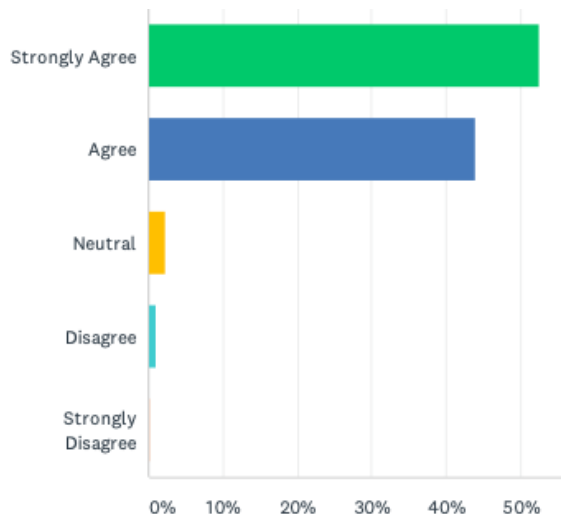


Q. 4: Total Statewide Responses: 471

Strongly Agree	19.8%	71.6%
Agree	51.8%	
Neutral	17%	11.1%
Disagree	9.4%	
Strongly Disagree	2.1%	

Question 5: I feel knowledgeable about preventing the spread of infectious disease in general.

Again, nurses feel knowledgeable about preventing the spread of infectious disease. Such a strong response did not merit being broken down regionally or by setting.



Q. 5: Total Statewide Responses: 470

Strongly Agree	52.6%	96.4%
Agree	43.8%	
Neutral	2.3%	1.2%
Disagree	1%	
Strongly Disagree	.2%	

Question 6: What is your top concern in your work environment with COVID-19?

This was an open-response question that garnered 453 total responses. The majority of responses expressed concerns about using or running out of personal protective equipment (PPE), not having enough supplies, and the speed or lack of testing. The average responses are noted below and listed by work environment and region.

Q6.: Top concern in your work environment with COVID-19: Comments dealing with PPE/Supplies/Test	
Emergency Room	88%
Large Hospital/Medical Center (over 500 beds)	87%
Medium Hospital (101-499 beds)	77%
Private office	73%

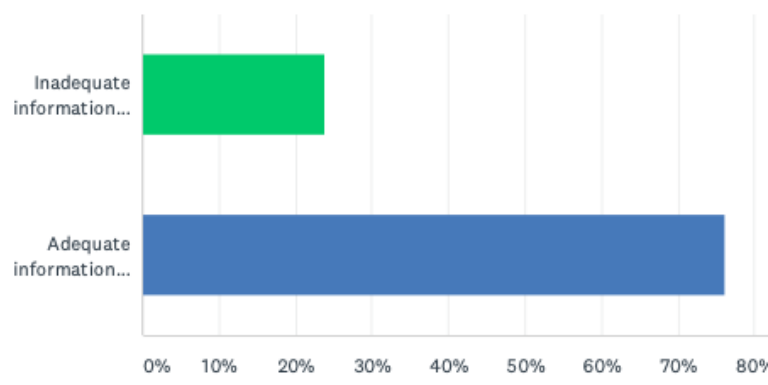
Public Health/Community Health	65%
Small Hospital (under 100 beds)	79%

Q6.: Top concern in your work environment with COVID-19: Comments dealing with PPE/Supplies/Test	
West TN	78%
Middle TN	70%
East TN	72%

What is noted in these responses is that although nurses feel their employers want them to be prepared to work in a safe environment, their main concern is that they will not have the proper PPE, supplies, tests or staffing levels they need as COVID-19 cases increase.

Question 7: How would you describe the communications from your employer about COVID-19 to you and your co-workers?

These statewide numbers are consistent when broken down by workplace environments. It is worth noting, that although comments from question 6 and 8 expressed some indication that nurses felt that their employers might not be sharing necessary communication, the responses given for this question don't necessarily reflect that notion.



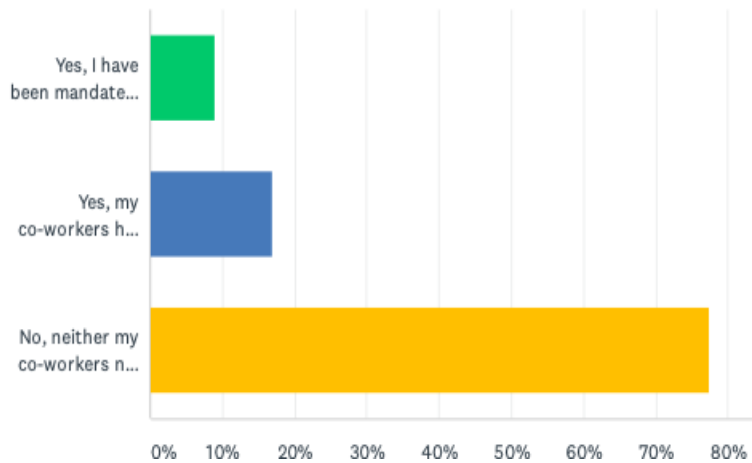
Q.7: Total Statewide Responses: 466

Inadequate information communicated	23.8%
Adequate information communicated	76.2%

Q.7: Adequate information is communicated from your employer about COVID-19 to you and your co-workers.	
Emergency Room	75%
Large Hospital/Medical Center (over 500 beds)	70%
Medium Hospital (101-499 beds)	68%
Private office	84%
Public Health/Community Health	76%
Small Hospital (under 100 beds)	78%

Question 8: Have you or your co-workers been mandated to self-quarantine?

The statewide responses for this question are consistent when broken down geographically and by workplace environment.



Q.8: Total Statewide Responses: 465

Yes, I have been mandated to self-quarantine.	9%
Yes, my co-workers have been mandated to self-quarantine.	17%
No, neither my co-workers nor I have been mandated to self-quarantine.	77.4%

Q. 8: Have you or your co-workers been mandated to self-quarantine?

	Yes, I have been mandated to self-quarantine	Yes, my co-workers have been mandated to self-quarantine	No, neither my co-workers nor I have been mandated to self-quarantine	Both my co-workers and I have been mandated to self-quarantine
Emergency Room	0%	6%	94%	0%
Large Hospital/Medical Center (over 500 beds)	2%	4%	64%	1%
Medium Hospital (101-499 beds)	3%	21%	75%	0%
Private office	7%	9%	85%	2%
Public Health/Community Health	18%	18%	65%	0%
Small Hospital (under 100 beds)	7%	7%	86%	7%

Q. 8: Have you or your co-workers been mandated to self-quarantine?

	Yes, I have been mandated to self-quarantine	Yes, my co-workers have been mandated to self-quarantine	Both myself and my co-workers have been mandated to self-quarantine.	No, neither my co-workers nor I have been mandated to self-quarantine
West TN	6%	14%	6%	75%
Middle TN	9%	14%	2%	74%
East TN	3%	14%	4%	79%

Question 9: If you are facing challenges in your work environment to protect yourself and prevent the spread of the virus, what are they?

Answers to this question mirrored the responses given to question 6. The overarching theme was not enough PPE, supplies, testing, and precautions taken in the workplace. That 10-point drop in challenges identified in question 6 is reflected geographically but not with top concerns when comparing answers to both questions.

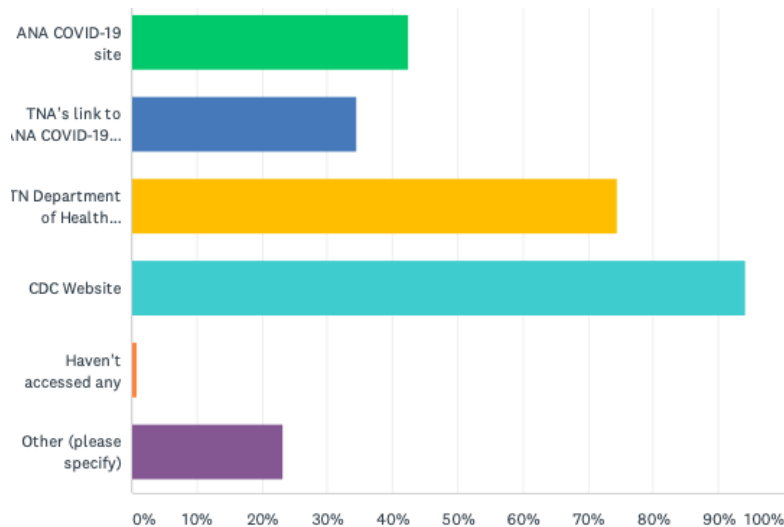
Q. 8: Challenges facing in your work environment to protect yourself and prevent the spread of the virus: Comments dealing with PPE/Supplies/Test	
Emergency Room	75%
Large Hospital/Medical Center (over 500 beds)	64%
Medium Hospital (101-499 beds)	71%

Private office	58%
Public Health/Community Health	65%
Small Hospital (under 100 beds)	64%

Q6.: Top concern in your work environment with COVID-19: Comments dealing with PPE/Supplies/Test

West TN	69%
Middle TN	58%
East TN	67%

Question 10: What resources have you used to gain information about COVID-19?

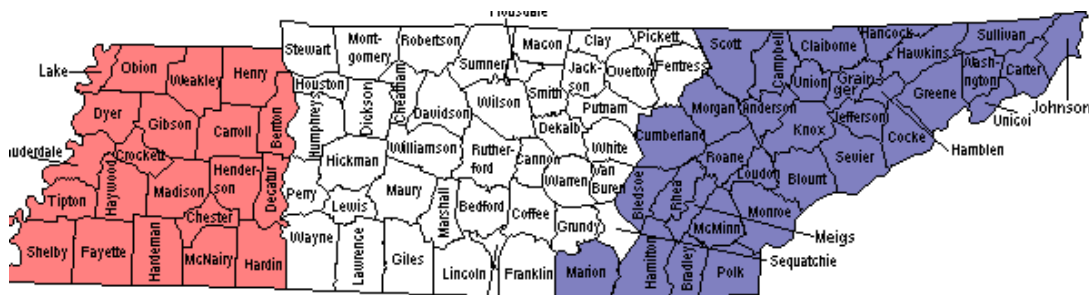


Q.10: Total Statewide Responses: 469

ANA COVID-19 site	42%
TNA's Link to ANA COVID-19 Site	34%
TN Department of Health	74%
CDC Website	94%
Haven't accessed any	.85%
Other	23%

Question 11: For regional statistical purposes, please provide the county you work in.

Using standard regional mapping of Tennessee, responses were categorized as coming from West, Middle and East Tennessee. Of Tennessee's 95 counties we had responses from 55 counties. There were 139 respondents from West Tennessee, 161 respondents from Middle Tennessee, and 151 respondents from East Tennessee. 20 respondents indicated either multiple counties spanning different regions, out of state, or did not respond. Overall, the sample was evenly spread across the state.



Q11: Responses by region

West TN	139	30%
Middle TN	161	34%

East TN	151	32%
Unknown	20	4%
Total	471	

Question 12: For statistical purposes what is your work environment?

The statewide representation of workplace environments is fairly consistent with the geographical regions identified.

- A few more Emergency Room respondents in West Tennessee.
- More Large Hospital respondents in Middle Tennessee.
- Less Medium Hospital respondents in Middle Tennessee than in West Tennessee or East Tennessee.
- More Small Hospital respondents in East Tennessee.

Q.12 For statistical purposes, what is your work environment?				
	West	Middle	East	Avg.
Ambulatory Care	5%	5%	3%	4%
Critical Access Hospital	2%	0%	1%	1%
Educational Institutions	10%	10%	12%	10%
Emergency Room	7%	3%	1%	4%
Home Healthcare	2%	3%	3%	3%
Large Hospital/Medical Center (over 500 beds)	18%	27%	13%	19%
Medium Hospital (101-499 beds)	21%	13%	22%	19%
Nursing Home or Long-Term Care Facility	3%	5%	2%	3%
Other (please specify)	12%	12%	13%	12%
Private office	10%	12%	15%	13%
Public Health/Community Health	4%	4%	4%	4%
Small Hospital (under 100 beds)	3%	3%	7%	4%
Walk-in Clinic inside a Pharmacy or other Retail Setting	1%	0%	1%	1%
Walk-in Clinic outside a Pharmacy or other Retail Setting	2%	3%	1%	2%

Some of the other work environments included: urgent care, addiction medicine clinics, outpatient specialty clinics, cancer centers, hospice, insurance organizations, correctional facilities, OBGYN/birth centers, rural health clinics, mental health clinics, schools and surgery clinics.