

APPENDIX 1: RESPIRATORY CARE PRACTITIONER  
SURVEY DATA COLLECTION MATERIAL

- Advance Letter
- First Cover Letter
- Survey Form
- Reminder Postcard
- Second Cover Letter



# Respiratory Care Board of California

444 North 3<sup>rd</sup> Street, Suite 270, Sacramento, CA 95814

Department of Consumer Affairs  
Charlene Zettel, Director

July 21, 2006

Larry L. Renner, BS, RRT, RPFT  
President

«first» «last» «suffix»  
«street»  
«city», «state» «zip»

Gopal Chaturvedi  
Member

Dear «first» «last»,

Sandra Magaña  
Member

As you may be aware, the Respiratory Care Board of California recently contracted with the California State University, Sacramento, Institute for Social Research to conduct the Respiratory Care Practitioner (RCP) Workforce Study to help plan for the future of California's respiratory care profession. The Workforce Study will document the current state of the respiratory care profession, plan and prepare for potential shortages of RCPs in California, and consider the Board's future direction regarding education and certification requirements for RCPs.

Murray Olson, RCP, RRT  
Member

Richard L. Sheldon, M.D.  
Member

You have been selected from among all licensed RCPs in California, to be part of a sample group and receive a survey dealing with professional issues for the Workforce Study. Your feedback on this survey is very important in helping us gain a better picture of the respiratory care profession and its future needs. It is very important that you participate, even if you are not currently working as a respiratory therapist.

Charles B. Spearman, MEd, RCP, RRT  
Member

Barbara M. Stenson, RCP, RRT  
Member

In about a week, you will receive your Workforce Study survey in the mail. On behalf of the Board, I respectfully request your assistance with this important research and urge you to take a few minutes to fill out the survey when it arrives.

Scott J. Svonkin  
Member

Stephanie Nunez  
Executive Officer

This is your chance to be heard and to make a difference for your profession. Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "Larry L. Renner".

Larry L. Renner, BS, RRT, RPFT  
President

The Respiratory Care Board  
of California's mission  
is to protect and serve the  
consumer by enforcing the  
Respiratory Care Practice  
Act and its regulations,  
expanding the delivery  
and availability of services,  
increasing public awareness  
of respiratory care as a  
profession, and supporting  
the development and  
education of all respiratory  
care practitioners.



# Respiratory Care Board of California

444 North 3<sup>rd</sup> Street, Suite 270, Sacramento, CA 95814

Department of Consumer Affairs  
Charlene Zettel, Director

July 28, 2006

Larry L. Renner, BS, RRT, RPFT  
President

«first» «last» «suffix»  
«street»  
«city», «state» «zip»

Gopal Chaturvedi  
Member

Dear «first» «last»,

Sandra Magaña  
Member

On behalf of the Respiratory Care Board of California (Board), I am writing to request your participation in the Respiratory Care Practitioner (RCP) Workforce Study. The study is being conducted to help plan for the future of the respiratory care profession. It will document the current state of the profession, and will be used as a basis to improve patient safety. This may include addressing RCP shortages, future education and certification requirements, and any dangerous trends of patient care or lack of patient care.

Murray Olson, RCP, RRT  
Member

Richard L. Sheldon, M.D.  
Member

You have been selected from among all licensed RCPs in California to be part of a sample group receiving the enclosed survey. Please take a few minutes to fill out the survey. Your feedback is essential in helping us gain a better picture of the respiratory care profession and its future needs. It is very important that you participate, even if you are not currently working as a respiratory therapist.

Charles B. Spearman, MEd, RCP, RRT  
Member

The Workforce Study is being conducted for the Board by the Institute for Social Research (ISR) at California State University, Sacramento. The ISR will maintain the confidentiality of all survey responses. The information is being collected for statistical purposes and will not be connected with your name. There is an identification number on the survey, but once you return your completed questionnaire, your name and identification number will be deleted from the mailing list and never connected to your answers in any way. Participation in the study is voluntary, but every unreturned survey will affect the accuracy of study.

Barbara M. Stenson, RCP, RRT  
Member

Scott J. Svonkin  
Member

A postage-paid envelope for returning your completed survey to the ISR is enclosed. Please return your survey no later than August 31, 2006. If you have any questions about the Workforce Study or the survey, I encourage you to call Sandie Sutherland of the ISR (toll-free) at 1-800-311-4905. You may also contact her by email at [sjs@csus.edu](mailto:sjs@csus.edu).

Stephanie Nunez  
Executive Officer

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Sincerely,

A handwritten signature in blue ink, appearing to read "Larry L. Renner".

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profession, and supporting  
the development and  
education of all respiratory  
care practitioners.



# RESPIRATORY CARE PRACTITIONER SURVEY

It is very important that everyone who receives this questionnaire completes and returns it. This includes persons who are:

- Retired
- Not presently working
- Employed but not working in respiratory care
- Employed in respiratory care

 You can use blue or black pen to fill out the survey. Please mark your answers like this: ●, not like this: ☒ ☓ ◊

 Please mail your completed survey by August 31, 2006. A postage-paid business reply envelope is enclosed.

 If you have any questions about the study or completing this form, please call 1-800-311-4905.

1. Are you currently employed in respiratory care?  
You should answer "yes" if you are now working full-time or part-time in respiratory care.

- Yes
- No

*If you answered no to Question 1, please skip to Question 30 (Section 2, which starts on Page 7).*

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## SECTION 1. CHARACTERISTICS OF YOUR CURRENT RESPIRATORY CARE EMPLOYMENT

2. How many hours per week, on average, do you currently work in respiratory care?  
If you currently hold more than one respiratory position, include the hours for all of your respiratory care jobs.

\_\_\_\_\_ hours per week for all respiratory care jobs

3. How many weeks per year do you normally work in respiratory care?  
Count paid vacation and paid leave as work time.  
Full-time employees usually work 50-52 weeks per year.

\_\_\_\_\_ weeks in normal work year

4. Do you currently hold more than one respiratory care position?  
Do not include temporary assignments or assignments which are considered overtime.

- No
- Yes. Please write in the number of respiratory care positions you currently hold: \_\_\_\_\_



## Your Current Respiratory Care Position(s)

The following set of questions ask for information about each respiratory care position you currently hold.

Primary Respiratory  
Care Position

=

The job where you  
spend the most time

**\$** If you are a salaried employee, please convert your salary to an hourly rate.

**+** If you currently hold more than three respiratory care positions, please provide information for the three jobs where you spend the most time.

**0** If a pay category does not apply to you (for example, if you are not paid for working overtime) please write in a zero (0) for hours worked and pay rate.

5. Which category best describes the work setting for this job?	6. How many years have you worked for this employer?	7. How many hours do you work at this job during a typical week? 8. What is your hourly pay rate for these hours?																			
<b>A. Primary Respiratory Care Position</b> Work setting for this job: <input type="radio"/> Acute care hospital <input type="radio"/> Durable medical equipment/home care <input type="radio"/> Long-term acute care/rehabilitation hospital/sub-acute care <input type="radio"/> Skilled nursing facility <input type="radio"/> Accredited education program <input type="radio"/> Manufacturer/distributor <input type="radio"/> Outpatient facility/physician's office <input type="radio"/> Other setting, please describe:	Number of years you have worked for this employer: <input style="width: 100px; height: 25px;" type="text"/>		<table border="1"> <thead> <tr> <th></th> <th>Average number of work hours per week</th> <th>Hourly pay rate</th> </tr> </thead> <tbody> <tr> <td>Hours at base pay rate</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Hours with shift differentials</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Hours at overtime rate</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>On-call hours</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Total hours per week</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td>Not applicable</td> </tr> </tbody> </table>		Average number of work hours per week	Hourly pay rate	Hours at base pay rate	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Hours with shift differentials	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Hours at overtime rate	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	On-call hours	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Total hours per week	<input style="width: 80px; height: 25px;" type="text"/>	Not applicable
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Total hours per week	<input style="width: 80px; height: 25px;" type="text"/>	Not applicable																			

If do not currently hold more than one respiratory care job, skip to Question 9 on the next page.

<b>B. Second Respiratory Care Position</b> Work setting for this job: <input type="radio"/> Acute care hospital <input type="radio"/> Durable medical equipment/home care <input type="radio"/> Long-term acute care/rehabilitation hospital/sub-acute care <input type="radio"/> Skilled nursing facility <input type="radio"/> Accredited education program <input type="radio"/> Manufacturer/distributor <input type="radio"/> Outpatient facility/physician's office <input type="radio"/> Other setting, please describe:	Number of years you have worked for this employer: <input style="width: 100px; height: 25px;" type="text"/>		<table border="1"> <thead> <tr> <th></th> <th>Average number of work hours per week</th> <th>Hourly pay rate</th> </tr> </thead> <tbody> <tr> <td>Hours at base pay rate</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Hours with shift differentials</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Hours at overtime rate</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>On-call hours</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td><input style="width: 80px; height: 25px;" type="text"/></td> </tr> <tr> <td>Total hours per week</td> <td><input style="width: 80px; height: 25px;" type="text"/></td> <td>Not applicable</td> </tr> </tbody> </table>		Average number of work hours per week	Hourly pay rate	Hours at base pay rate	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Hours with shift differentials	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Hours at overtime rate	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	On-call hours	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>	Total hours per week	<input style="width: 80px; height: 25px;" type="text"/>	Not applicable
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## Characteristics of Your Current Primary Respiratory Care Position

The next set of questions ask for information about your current primary respiratory care job. By primary job, we mean the job where you spend the most time. Complete this section only if you are currently employed in respiratory care.

9. For your primary job, which of the following categories best describes your job title?

- Director/Manager (a respiratory therapist who is the manager of a department)
- Supervisor (a respiratory therapist other than the director who evaluates the performance of other employees)
- Clinical Specialist/Critical Care
- General Staff Therapist
- Sleep Diagnostic Technologist
- PFT Diagnostic Technologist
- Other Diagnostic Technologist
- Instructor/Educator
- Disease Manager/Patient Educator
- Other, please describe:

\_\_\_\_\_  
\_\_\_\_\_

10. For your primary job, are you an hourly or salaried employee?

- Hourly
- Salaried
- Other, please describe:

\_\_\_\_\_  
\_\_\_\_\_

11. For your primary job, are you employed by a registry or temporary or traveling agency?

- Yes
- No

12. For your primary job, what kind of shift do you typically work?

- 8-hour
- 10-hour
- 12-hour
- Rotating (for example 8-hour/12-hour)
- Split (for example 3-hour/4-hour)
- Other, please describe:

\_\_\_\_\_

13. Which of the following are required for your primary job? Please select all that apply.

- California Respiratory Care Practitioner license
- CRT (Certified Respiratory Therapist)
- RRT (Registered Respiratory Therapist)
- Neonatal/Pediatric Specialist
- CPFT (Certified Pulmonary Function Technologist)
- RPFT (Registered Pulmonary Function Technologist)

14. What is the zip code of the work setting for your primary job?

\_\_\_\_\_

15. If your primary work setting is an **acute care hospital**, in what type of department/unit do you typically spend most of your time? If you spend equal amounts of time in more than one type of department/unit, you may select more than one category.

- Not applicable, my primary work setting is not an acute care hospital. Please skip to Question 16.
- Adult ICU
- Air/Ground Transport
- Burn Center
- Cardiac Diagnostic (Invasive/Non-Invasive)
- Discharge Planning
- ECMO
- Education Department
- Emergency Department
- Floater, go where needed, have multiple assignments
- General Medical and Surgical
- Hyperbaric Medicine
- Neonatal ICU
- Pediatric ICU
- PFT Lab
- Rehabilitation Center
- Respiratory (Intensive) Care Unit
- Sleep Center
- Trauma Center
- Other, please describe:

\_\_\_\_\_

15a. If your primary work setting is an **acute care hospital**, how many respiratory care practitioners are there in the department/unit(s) you described in Question 15?

\_\_\_\_\_

16. If your primary work setting is an **inpatient facility**, please indicate the number of beds in the facility.

- Not applicable, my primary work setting is not an inpatient facility
- Fewer than 50 beds
- 50 to 99 beds
- 100 to 199 beds
- 200 to 299 beds
- 300 to 399 beds
- 400 to 499 beds
- 500 to 599 beds
- 600 or more beds

17. For your primary job, approximately what percentage of your time is spent on each of the following during a typical week? The total should add to 100%.

- \_\_\_\_\_ % Administration/management
- \_\_\_\_\_ % Direct patient care (includes hands-on care, documentation, and patient education)
- \_\_\_\_\_ % Indirect patient care (includes planning, consulting, assigning and teaching staff, evaluating care)
- \_\_\_\_\_ % Education of student RCPs (including preparation time)
- \_\_\_\_\_ % Other, please describe:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

18. For your primary job, do you regularly deliver respiratory care by protocol?

- Yes
- No. Please skip to Question 19.

18a. If yes, how many protocols do you routinely use?

\_\_\_\_\_

19. For your primary job, do you practice within a specialty area of respiratory care?

- Yes
- No. Please skip to Question 20.

19a. For your primary job, which of the following categories best describes the specialty in which you practice? Please choose only *one* specialty.

- Adult Critical Care
- Neonatal Critical Care
- Pediatric Critical Care
- Case Management
- Chronic Disease Management
- Education
- ECMO
- Geriatrics
- Home Care
- Invasive Cardiology
- Hyperbaric Medicine
- Long-term Care
- Polysomnography
- Pulmonary Diagnostics
- Pulmonary Rehabilitation
- Rehabilitation
- Transport
- Trauma
- Other, please describe:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

20. For your primary job, do you do concurrent therapy (initiate more than one treatment at a time in order to be able to complete your workload)?

- Not applicable to my primary job
- Yes
- No

21. For your primary job, do you have to routinely prioritize care (triage) in order to get your workload done?

- Not applicable to my primary job
- Yes
- No

22. For your primary job, how many ventilator patients are assigned to one respiratory therapist as duties for a regular shift?

- Not applicable to my primary job

Minimum number of patients assigned: \_\_\_\_\_

Average number of patients assigned: \_\_\_\_\_

Maximum number of patients assigned: \_\_\_\_\_

23. For your primary job, how many times per hour are you responsible for verifying ventilator parameters and patient assessment?

- Not applicable to my primary job
- Every two hours
- Every four hours
- Other, please describe:  
\_\_\_\_\_

24. For your primary job, in which of the following procedures do you commonly assist?

- Bronchoscopy
- Arterial line insertions and maintenance
- Intravenous line insertion and maintenance
- Emergency intubation
- Conscious sedation
- Sleep studies
- Noninvasive cardiology
- Patient transport outside the facility
- Physiologic monitoring in the ICU
- Hyperbaric medicine
- Discharge planning/patient instruction
- Pulmonary rehabilitation

25. For your primary job, please indicate when you last performed the following procedures.

	Within the last week ▼	Within the last month ▼	Within the last 6 months ▼	Within the last year ▼	More than one year ago ▼	Never ▼
a. Treat tension pneumothorax in an emergency setting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Participate in land/air patient transport outside the hospital in an emergency setting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Select, assemble, use and troubleshoot high frequency ventilators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Select, assemble, place and troubleshoot arterial catheters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Select, assemble, use and troubleshoot bronchoscopes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Instill surfactants and monitor the patient's response.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Independently modify specialty gas (e.g., He/O <sub>2</sub> , NO) therapy (e.g., change mode of administration, adjust flow, adjust gas concentration) based on the patient's response.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Overall Employment Information

*The last few questions in this section ask for more general information about your overall employment (not just your primary job).*

26. Which of the following statements best describes how you feel about the amount of paid overtime you are currently working?

- Not applicable, I am not paid for working overtime
- I would like to work more paid overtime
- I would like to work the same amount of paid overtime
- I would like to work less paid overtime
- I would prefer not to work any paid overtime

27. How many years do you intend to remain in the respiratory care profession?

\_\_\_\_\_ years

28. If you plan to leave the respiratory care profession within the next ten years, please indicate the main reason you are thinking of doing so. Please select only one reason.

- Not applicable, I do not plan on leaving respiratory care within the next ten years
- Child care/family responsibilities
- Moving to a different area
- Job-related stress
- Illness or injury
- Salary
- Benefits
- Dissatisfaction with your job
- Dissatisfaction with respiratory care profession
- Return to school
- Try another occupation
- Retirement
- Other, please describe: \_\_\_\_\_

29. Do you currently hold another job in a profession outside respiratory care?

- Yes
- No. Please skip to Question 35.

29a. Which of the following best describes the reason you currently hold another job in a profession outside respiratory care?

- Dissatisfaction with salary available in respiratory care
- Dissatisfaction with benefits available in respiratory care
- Dissatisfaction with positions available in respiratory care
- Dissatisfaction with respiratory care profession
- Unable to find enough work in respiratory care
- Other, please describe: \_\_\_\_\_

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## SECTION 2. FOR PERSONS NOT CURRENTLY WORKING IN RESPIRATORY CARE

If you are currently working in respiratory care and have completed Section 1 of the survey, please skip to Question 35 (Section 3, which starts on Page 8).

30. How long has it been since you last worked in respiratory care? If you have never worked in respiratory care, please write a zero (0).

\_\_\_\_\_ years    \_\_\_\_\_ months

31. Which category best describes your current employment situation? Mark only one category.

- Employed outside respiratory care
  - Seeking work in respiratory care
  - Seeking work outside respiratory care
  - Not currently seeking work
  - Retired
  - Disabled
  - Other, please describe: \_\_\_\_\_
- 

32. Please rate the importance of each of the following factors in your decision to leave respiratory care.

	Very important ▼	Important ▼	Somewhat important ▼	Not at all important ▼	Does not apply ▼
a. Child care/family responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Moving to a different area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Job-related stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Illness or injury	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Dissatisfaction with your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Dissatisfaction with respiratory care profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Return to school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Try another occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Laid off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Retired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Other, please describe:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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33. Which of the following best describes your current intentions regarding work in respiratory care?

- Definitely will not return to respiratory care
- Undecided at this time
- Currently seeking employment in respiratory care
- Plan to return to respiratory care in the future

34. If you plan to return to respiratory care in the future, within what time frame do you plan to return?

- 1-2 years
- 3-4 years
- 4-5 years
- More than 5 years
- Not applicable

**SECTION 3. OPINIONS ABOUT YOUR MOST RECENT RESPIRATORY CARE POSITION**

*The rest of the survey questions should be completed by everyone—no matter what your current employment situation is.*

35. The following items have been identified as factors that can make a profession rewarding or unrewarding. Please rate your opinions on each during your most recent respiratory care work experience.

	Very satisfied ▼	Satisfied ▼	Neither satisfied nor dissatisfied ▼	Dissatisfied ▼	Very dissatisfied ▼	Does not apply ▼
a. Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Physical work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Job-related stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Quality of patient care where you work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Relationship with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Quality of management from your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. General administration of the facility, organization or agency where you work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Involvement in decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Opportunities for advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Your job overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Listed below are three factors that can make a health care job rewarding or unrewarding. Please rate your level of agreement with each of the following statements about your most recent respiratory care work experience.

	Strongly agree ▼	Agree ▼	Neither agree nor disagree ▼	Disagree ▼	Strongly disagree ▼	Does not apply ▼
a. I help patients and their families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The work I do is meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I receive adequate recognition for a job well-done where I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## SECTION 4. CERTIFICATION & EDUCATION

37. Which of the following credentials and certifications have you earned? Please select all earned credentials and certifications.

- CRT (Certified Respiratory Therapist)
- RRT (Registered Respiratory Therapist)
- Neonatal/Pediatric Specialist
- CPFT (Certified Pulmonary Function Technologist)
- RPFT (Registered Pulmonary Function Technologist)
- R.EEG.T (Registered EEG Technologist)
- R.EP.T (Registered Electrophysiology Technologist)
- RPSGT (Registered Polysomnographic Technologist)
- CHT (Certified Hyperbaric Technologist)
- AE-C (Certified Asthma Educator)
- LVN (Licensed Vocational Nurse)
- RN (Registered Nurse)
- EMT (Emergency Medical Technician)
- Paramedic
- CCT (Certified Cardiographic Technician)
- Registered Cardiovascular Invasive Specialist
- CCM (Certified Case Manager)
- BCLS (Basic Cardiac Life Support)
- ACLS (Advanced Cardiac Life Support)
- PALS or APLS (Advanced Pediatric Life Support)
- NRP (Neonatal Resuscitation Protocol)
- BTLS (Basic Trauma Life Support)
- S.T.A.B.L.E.
- Other, please describe:  
\_\_\_\_\_

38. Have you completed a respiratory therapy education program?

- Yes
- No. Please skip to Question 40.

38a. What year did you complete the program?  
If you completed more than one program, please write in the year of the first program you completed.

\_\_\_\_\_

38b. Was the program located in California?

- No
- Yes. Please write in the name of the school where the program was located:  
\_\_\_\_\_  
\_\_\_\_\_

39. How well did your education program prepare you for your first job as a respiratory therapist?

- Extremely well prepared
- Well prepared
- Poorly prepared
- Not at all prepared
- Not applicable

40. How well are current education programs preparing students to enter the workforce as a respiratory therapist?

- Extremely well prepared
- Well prepared
- Poorly prepared
- Not at all prepared
- Not applicable

41. Do you believe most respiratory therapists working today have the right amount of education/training for the job/tasks they're asked to perform by their employers?

- No—too much education/training (they are over-qualified)
- Yes—their education/training is appropriate for the job
- No—not enough education/training (they are under-qualified)

42. What is the highest academic level you have achieved?

- Some high school
- High school degree/GED
- Some college
- Associate degree
- Baccalaureate degree
- Master's degree
- Doctorate degree

43. Are you presently pursuing a higher academic degree?

- Yes
- No. Please skip to Question 44.

43a. If you are pursuing a higher academic degree, which of the following best describes your goal?

- Advance my respiratory care career
- Change careers

44. Are you presently pursuing additional credentials or certifications?

- No
- Yes. Please describe:  
\_\_\_\_\_

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## SECTION 5. LICENSURE & DEMOGRAPHIC INFORMATION

45. Do you currently hold an active respiratory care practitioner license in a state other than California?

- No
- Yes. In what other state(s) are you licensed?

\_\_\_\_\_

46. What year did you first obtain your California Respiratory Care Practitioner license?

\_\_\_\_\_

47. How long have you been employed in respiratory care since obtaining your California license? Subtract any periods of time since licensure when you were not employed as a respiratory care practitioner.

\_\_\_\_\_ years    \_\_\_\_\_ months

48. How long do you plan to keep your California Respiratory Care Practitioner license active?

\_\_\_\_\_ years

49. Do you currently reside outside California?

- Yes
- No

50. What is your home zip code?

\_\_\_\_\_

51. What year were you born?

\_\_\_\_\_

52. What is your gender?

- Male
- Female

53. Are you of Hispanic or Latino origin?

- Yes
- No

54. What is your race? You may choose more than one category.

- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- White or Caucasian

55. What was your personal annual gross income last year from your work in respiratory care? Please do not include income from any one else in your household.

- Not applicable, I did not have any income from respiratory care work last year
- Less than \$10,000
- \$10,000-\$14,999
- \$15,000-\$19,999
- \$20,000-\$29,999
- \$30,000-\$39,999
- \$40,000-\$49,999
- \$50,000-\$59,999
- \$60,000-\$69,999
- \$70,000-\$79,999
- \$80,000-\$89,999
- \$90,000-\$99,999
- \$100,000 or more

Thank you very much for taking time to answer these questions.

Your responses will make a difference in shaping policy for the respiratory profession.

Please mail your completed survey by August 31, 2006. A postage-paid business reply envelope is enclosed.

2006 CALIFORNIA RESPIRATORY CARE PRACTITIONER WORKFORCE STUDY

August 4, 2006

Last week a survey for the Respiratory Care Practitioner Study was mailed to you. Your name was selected from among all licensed RCPs in California.

If you have already completed and returned the survey, please accept our sincere thanks. If not, please do so today.

If you did not receive a survey or if it was misplaced, please call us toll free at 1-800-311-4905 and we will get another one in the mail to you today.

Sincerely,



Larry L. Renner, BS, RRT, RPFT  
President



*Conducted for the Respiratory Care Board of California*  
by the California State University, Sacramento Institute for Social Research





# Respiratory Care Board of California

444 North 3<sup>rd</sup> Street, Suite 270, Sacramento, CA 95814

Department of Consumer Affairs  
Charlene Zettel, Director

August 25, 2006

Larry L. Renner, BS, RRT, RPFT  
President

«first» «last» «suffix»  
«street»  
«city», «state» «zip»

Gopal Chaturvedi  
Member

Dear «first» «last»,

Sandra Magaña  
Member

About three weeks ago, you should have received a survey packet requesting your participation in the Respiratory Care Practitioner (RCP) Workforce Study. To date, the researchers indicate they have not received your completed survey. If you have recently returned your survey, it has probably crossed paths in the mail with this packet, so please accept our thanks and disregard this mailing.

Murray Olson, RCP, RRT  
Member

Richard L. Sheldon, M.D.  
Member

You are one of a group selected for a sample of all licensed RCPs in California to receive this survey. Because this sample is made up of a relatively small number of individuals holding licenses, hearing back from everyone in the group is especially important. Your feedback is essential in helping us gain a better picture of the respiratory care profession and its future needs.

Charles B. Spearman, MEd, RCP, RRT  
Member

Barbara M. Stenson, RCP, RRT  
Member

Some licensees who were part of the sample have contacted the researchers because they feel their circumstances are not typical of most RCPs in California, and they are not sure whether they should participate in the study. Some of these callers are currently on medical leave, others are working outside California, and still others are working outside the respiratory care profession. If, for reasons such as those above, you believe your situation is not typical, it is still very important that you complete a survey. It is vital that we get a complete picture of the variety of individuals holding California licenses regardless of their current situation, in order to document the current state of the profession and to project future workforce needs.

Scott J. Svonkin  
Member

Stephanie Nunez  
Executive Officer

We also realize that there may be concerns about confidentiality of the information RCPs may provide on the survey. This is one of the reasons the Board contracted with the Institute for Social Research (ISR) at California State University, Sacramento for this study. We wanted to ensure the study would be conducted by an independent, objective research group that would maintain the confidentiality of all survey responses. One of the safeguards the Institute has put in place is to record the surveys only by an identification number. Once the survey has been completed, information linking a particular individual to a specific survey will be destroyed. Additionally, all the information presented in the final report

*The Respiratory Care Board of California's mission is to protect and serve the consumer by enforcing the Respiratory Care Practice Act and its regulations, expanding the delivery and availability of services, increasing public awareness of respiratory care as a profession, and supporting the development and education of all respiratory care practitioners.*

August 25, 2006  
Page Two

will be in aggregate form only. For example, the study might report the percentage of RCPs who hold a second job, but information about whether a specific individual is working at a second position would not be revealed.

Again, participation in the study is voluntary, but every unreturned survey will affect the accuracy of study. If you have any concerns about providing specific information or feel uncomfortable answering any question, I recommend you leave the item blank and return the rest of the completed survey.

A second copy of the survey is enclosed, and I encourage you to fill it out and return the survey if you have not yet done so. A postage-paid envelope for returning your completed survey to the ISR is enclosed. The deadline for returning the survey has been extended to September 8, 2006. If you have any questions about the Workforce Study or the survey, I strongly encourage you to call Sandie Sutherland of the ISR (toll-free) at 1-800-311-4905. You may also contact her by email at [sjs@csus.edu](mailto:sjs@csus.edu).

This is your chance to be heard and to make a difference for your profession. Again, thank you for your time and consideration.

Sincerely,



Larry L. Renner, BS, RRT, RPFT  
President

## APPENDIX 2: RESPONSES TO RESPIRATORY CARE PRACTITIONER SURVEY QUESTIONS

Appendix Table 1: Characteristics of Current Respiratory Care Employment

		Percent	Number of cases
1. Are you currently employed in respiratory care?	Yes	90.3%	1,548
	No	9.7%	167
	Total	100.0%	1,715
2. How many hours per week, on average, do you currently work in respiratory care? If you currently hold more than one respiratory care position, include the hours for all of your respiratory care jobs.	Less than 10 hours per week	.8%	12
	10-19 hours per week	1.7%	26
	20-29 hours per week	8.7%	133
	30-39 hours per week	37.6%	579
	40-49 hours per week	37.4%	575
	50-59 hours per week	6.2%	95
	60-69 hours per week	4.6%	71
	70 hours per week or more	3.0%	46
	Total	100.0%	1,537
	Mean number of hours per week	39.88	1,537
3. How many weeks per year do you normally work in respiratory care? Count paid vacation and paid leave as work time. Full-time employees usually work 50-52 weeks per year.	Less than 20 weeks per year	.7%	10
	20-29 weeks per year	1.7%	26
	30-39 weeks per year	2.0%	31
	40-49 weeks per year	8.2%	124
	50-52 weeks per year	87.4%	1,325
	Total	100.0%	1,516
	Mean number of weeks per year	49.92	1,516
4. How many respiratory care positions do you currently hold? Do not include temporary assignments or assignments which are considered overtime.	One respiratory care position	78.1%	1,204
	Two respiratory care positions	19.8%	306
	Three respiratory care positions	2.1%	32
	Total	100.0%	1,542

Appendix Table 2: Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
5. Which category best describes the work setting for your primary respiratory care position?	Acute care hospital	86.1%	1,325
	Durable medical equipment/home care	2.3%	36
	Long-term acute care/rehabilitation hospital/sub-acute care	6.2%	96
	Skilled nursing facility	.4%	7
	Accredited education program	1.2%	19
	Manufacturer/distributor	.3%	5
	Outpatient facility/physicians office	1.8%	28
	Other setting <sup>1</sup>	1.6%	25
	Total	100.0%	1,540

<sup>1</sup> Includes Sleep Medicine, Transport, Research and Disaster Preparedness.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
6. For your primary respiratory care position, how many years have you worked for this employer?	Less than 1 year	5.3%	81
	1-4 years	32.8%	498
	5-9 years	23.2%	353
	10-14 years	12.1%	183
	15-19 years	11.2%	170
	20-24 years	6.5%	99
	25 years or more	8.9%	135
	Total	100.0%	1,519
	Mean number of years	9.57	1,519
7a. For your primary respiratory care position, how many hours per week do you work at a base pay rate?	None	24.1%	358
	Less than 10 hours per week	4.6%	68
	10-19 hours per week	8.9%	132
	20-29 hours per week	16.6%	247
	30-39 hours per week	25.9%	385
	40-49 hours per week	18.3%	272
	50 or more hours	1.5%	23
	Total	100.0%	1,485
	Mean number of hours	23.0	1,485
7b. For your primary respiratory care position, how many hours per week do you work with a shift differential?	None	55.6%	825
	Less than 10 hours per week	6.1%	91
	10-19 hours per week	10.6%	157
	20-29 hours per week	8.0%	119
	30-39 hours per week	14.8%	220
	40 or more hours	4.9%	73
	Total	100.0%	1,485
		Mean number of hours	10.9
7c. For your primary respiratory care position, how many overtime hours do you work per week?	None	65.7%	975
	Less than 10 hours per week	18.4%	273
	10-19 hours per week	14.2%	211
	20 or more hours per week	1.7%	25
	Total	100.0%	1,485
		Mean number of hours	3.0
7d. For your primary respiratory care position, how many on-call hours do you work per week?	None	93.7%	1,392
	Less than 10 hours per week	1.3%	19
	10-19 hours per week	2.0%	29
	20 or more hours per week	2.9%	43
	Total	100.0%	1,485
		Mean number of hours	1.9

**Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position**

		Percent	Number of cases
8a. For your primary respiratory care position, what is your base hourly pay rate?	Under \$20 per hour	1.8%	25
	\$20-\$24 per hour	16.6%	229
	\$25-\$29 per hour	32.9%	454
	\$30-\$34 per hour	25.3%	350
	\$35-\$39 per hour	14.8%	204
	\$40-\$44 per hour	5.4%	75
	\$45-\$49 per hour	1.9%	26
	\$50 or more per hour	1.3%	17
	Total	100.0%	1,381
	Mean hourly base pay rate	\$30.09	1,381
Percent reporting base pay rate <sup>2</sup>	89.3%	1,547	
8b. For your primary respiratory care position, what is your hourly pay rate for hours with shift differentials?	Under \$20 per hour	.6%	3
	\$20-\$24 per hour	8.8%	53
	\$25-\$29 per hour	25.0%	150
	\$30-\$34 per hour	32.0%	192
	\$35-\$39 per hour	17.3%	103
	\$40-\$44 per hour	10.7%	64
	\$45-\$49 per hour	3.5%	21
	\$50 or more per hour	2.0%	12
	Total	100.0%	598
	Mean base pay per hour	\$32.71	598
Percent reporting shift differential pay rate <sup>3</sup>	38.7%	1,544	
8c. For your primary respiratory care position, what is your hourly pay rate for hours at overtime rate?	\$25-\$29 per hour	1.0%	4
	\$30-\$34 per hour	9.4%	40
	\$35-\$39 per hour	19.3%	83
	\$40-\$44 per hour	20.2%	87
	\$45-\$49 per hour	16.3%	71
	\$50 or more per hour	33.8%	146
	Total	100.0%	432
	Mean overtime pay per hour	\$46.31	432
Percent reporting overtime pay rate <sup>4</sup>	21.8%	1,980	
8d. For your primary respiratory care position, what is your hourly pay rate for on-call hours?	\$1-\$5 per hour	39.0%	37
	\$6-\$10 per hour	24.0%	23
	\$11-\$19 per hour	5.9%	6
	\$20 or more per hour	31.1%	30
	Total	100.0%	96
	Mean base pay per hour	\$15.36	96
Percent reporting on-call rate <sup>5</sup>	5.8%	1,643	

<sup>2</sup> Respondents were instructed to write a zero if a pay rate did not apply to them: 15 respondents wrote zero for this item and 151 left the item blank. Two responses were dropped because of inconsistencies.

<sup>3</sup> Respondents were instructed to write a zero if a pay rate did not apply to them: 136 respondents wrote zero for this item, 795 left the item blank, and 15 wrote in a rate of pay equal to their base pay. Five responses were dropped because of inconsistencies.

<sup>4</sup> Respondents were instructed to write a zero if a pay rate did not apply to them: 130 respondents wrote zero for this item, 942 left the item blank, 8 wrote in a rate of pay equal to their base pay, and 37 wrote in a rate of pay less than 1.45 times their base pay rate.

<sup>5</sup> Respondents were instructed to write a zero if a pay rate did not apply to them: 199 respondents wrote zero for this item, 1,247 left the item blank, and 6 wrote in a rate of pay equal to their base pay. One response was dropped because of inconsistencies.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
9. For your primary job, which of the following categories best describes your job title? <sup>6</sup>	Director/Manager	5.2%	80
	Supervisor	7.6%	116
	Clinical Specialist/Critical Care	25.2%	384
	General Staff Therapist	51.2%	780
	Sleep Diagnostic Technologist	1.6%	25
	PFT Diagnostic Technologist	3.6%	54
	Other Diagnostic Technologist	.2%	3
	Instructor/Educator	2.7%	41
	Disease Manager/Patient Educator	1.1%	16
	Other <sup>7</sup>	1.5%	24
	Total	100.0%	1,522
10. For your primary job, are you an hourly or salaried employee?	Hourly	89.3%	1,374
	Salaried	10.0%	154
	Other <sup>8</sup>	.7%	11
	Total	100.0%	1,538
11. For your primary job, are you employed by a registry or temporary or traveling agency?	Yes	6.1%	94
	No	93.9%	1,445
	Total	100.0%	1,539
12. For your primary job, what kind of shift do you typically work?	8-hour	19.4%	298
	10-hour	3.7%	57
	12-hour	71.9%	1,103
	Rotating (for example 8-hour/12-hour)	2.6%	40
	Spilt (for example 3-hour/4-hour)	.4%	7
	Other <sup>9</sup>	1.9%	29
	Total	100.0%	1,535

<sup>6</sup> Fifty-three respondents reported that their primary position was split between more than one job title. For the analysis, these respondents were counted in the following categories:

- Sleep Diagnostic Technologist (10 respondents)
- PFT Diagnostic Technologist (28 respondents)
- Other Diagnostic Technologist (2 respondents)
- Instructor/Educator (11 respondents)
- Disease Manager/Patient Educator (2 respondents)

<sup>7</sup> Includes home care, DME, Hyperbaric Medicine, outpatient care, product or sales manager, research and transport therapists.

<sup>8</sup> Descriptions in the other category included both hourly and salaried, consultant, owner of business, paid per study or per patient, and per diem.

<sup>9</sup> Respondents selecting the "other" category frequently explained that the length of their shift varies depending on need. Respondents who taught also described variations in their schedule. Some respondents reported working longer shifts (9, 24 or 48 hours) while others reported working shifts shorter than 8 hours.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
13. Which of the following are required for your primary job? Please select all that apply.	California Respiratory Care Practitioner license	77.2%	1,189
	CRT (Certified Respiratory Therapist)	54.6%	841
	RRT (Registered Respiratory Therapist)	34.6%	533
	Neonatal/Pediatric Specialist	8.2%	126
	CPFT (Certified Pulmonary Function Technologist)	1.3%	20
	RPFT Registered Pulmonary Function Technologist)	.9%	14
	Total	n/a	1,541
14. What is the zip code of the work setting for your primary job? (Zip code were grouped into regions for presentation purposes) <sup>10</sup>	Northern California	8.5%	116
	Greater Bay Area	18.5%	252
	Central California	10.9%	148
	Southern California	37.9%	517
	San Diego/Inland Empire	19.8%	270
	Out-of-state	4.4%	60
	Total	100.0%	1,364
15. If your primary work setting is an acute care hospital, in what type of department/unit do you typically spend most of your time? If you spend equal amounts of time in more than one type of department/unit, you may select more than one category.	Adult ICU	72.4%	959
	Air/Ground Transport	2.2%	29
	Burn Center	2.8%	37
	Cardiac Diagnostic (Invasive/Non-Invasive)	6.2%	82
	Discharge Planning	.3%	4
	ECMO	.2%	2
	Education Department	3.0%	40
	Emergency Department	46.8%	620
	Floater, go where needed, have multiple assignments	30.9%	409
	General Medical and Surgical	37.6%	498
	Hyperbaric Medicine	1.1%	14
	Neonatal ICU	27.3%	362
	Pediatric ICU	11.4%	151
	PFT Lab	7.5%	99
	Rehabilitation Center	4.1%	54
	Respiratory (Intensive) Care Unit	17.1%	226
	Sleep Center	1.9%	25
	Trauma Center	11.1%	147
	Other <sup>11</sup>	11.3%	150
	Total	n/a	1,324

<sup>10</sup> Approximately 10% of the respondents currently working in respiratory care did not answer this question (161 respondents out of 1,548). In light of some of the phone calls from respondents during data collection, this may have been in part due to concerns about confidentiality and fear that their responses would be given to their employer. Seven respondents said the zip code of their work setting varied (they work for registries or do home care). Sixteen respondents provided non-existent zip codes, so a region could not be coded for them.

<sup>11</sup> Other types of departments and units described most frequently included Administration, Labor and Delivery, Pediatric Unit, Bronchoscopy Lab, ABG Lab, Pulmonary Rehabilitation Department and Sub-Acute Unit.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
15a. If your primary work setting is an acute care hospital, how many respiratory care practitioners are there in the department/unit(s) where you typically spend most of your time? <sup>12</sup>	1 or less	7.3%	89
	2-4	23.6%	287
	5-9	14.7%	178
	10-19	12.9%	157
	20-29	10.2%	124
	30-39	7.6%	93
	40-49	6.5%	79
	50-59	5.6%	68
	60-69	4.4%	54
	70-99	4.3%	52
	100 or more	2.9%	35
	Total	100.0%	1,216
16. If your primary work setting is an inpatient facility, please indicate the number of beds in the facility.	Fewer than 50 beds	4.7%	62
	50-99 beds	8.2%	109
	100-199 beds	22.4%	297
	200-299 beds	24.4%	324
	300-399 beds	21.7%	288
	400-499 beds	9.9%	132
	500-599 beds	3.3%	44
	600 or more beds	5.4%	72
	Total	100.0%	1,328
17. For your primary job, approximately what percentage of your time is spent on each of the following during a typical week? The total should add to 100%. (Percentages are averages for all respondents)	Administration/management	8.8%	1,504
	Direct patient care (includes hands-on care, documentation, and patient education)	77.3%	1,504
	Indirect patient care (includes planning, consulting, assigning and teaching staff, evaluating care)	8.9%	1,504
	Education of student RCPs (including preparation time)	4.6%	1,504
	Operational support (category added based on descriptions provided for "other" category)	.4%	1,504
	Total	100.0%	1,504
18. For your primary job, do you regularly deliver respiratory care by protocol?	Yes	58.5%	881
	No	41.5%	624
	Total	100.0%	1,505
18a. If yes, how many protocols do you routinely use? <sup>13</sup>	One	7.6%	51
	Two or three	34.3%	228
	Four or five	26.8%	178
	Six to ten	22.9%	152
	More than 10	8.4%	56
	Total	100.0%	664
	Mean number of protocols routinely used	5.81	664

<sup>12</sup> Write-in responses indicate that some respondents interpreted this question differently than was intended. The question was intended to determine the total number of RCPs assigned to a unit. Ninety four respondents indicated that they answered the question in terms of the number of RCPs working during a given shift. The distribution does not change from that shown above when these 94 respondents are omitted.

<sup>13</sup> This distribution describes "quantifiable" responses. Thirty respondents were unable to provide a number, either because they were not sure or because it varies. Twenty-nine respondents said "all" or "a lot". Nineteen respondents simply wrote a question mark. Of those indicating that they regularly use protocols, 136 left this question blank.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
19. For your primary job, do you practice within a specialty area of respiratory care?	Yes	66.1%	1,000
	No	33.9%	513
	Total	100.0%	1,513
19a. For your primary job, which of the following categories best describes the specialty in which you practice? <sup>14</sup>	Adult Critical Care	54.0%	566
	Neonatal Critical Care	23.2%	243
	Pediatric Critical Care	9.0%	94
	Case Management	1.1%	12
	Chronic Disease Management	5.7%	59
	Education	6.9%	72
	ECMO	.1%	1
	Geriatrics	3.8%	40
	Home Care	3.2%	34
	Invasive Cardiology	2.7%	28
	Hyperbaric Medicine	.9%	9
	Long-term Care	7.7%	81
	Polysomnography	2.4%	25
	Pulmonary Diagnostics	7.9%	83
	Pulmonary Rehabilitation	4.5%	47
	Rehabilitation	2.4%	25
	Transport	4.7%	49
	Trauma	8.6%	90
	Other	8.0%	84
Total	n/a	1,049	
20. For your primary job, do you do concurrent therapy (initiate more than one treatment at a time in order to be able to complete your workload)?	Yes	63.8%	858
	No	36.2%	488
	Total	100.0%	1,346
21. For your primary job, do you have to routinely prioritize care (triage) in order to get your workload done?	Yes	64.6%	888
	No	35.4%	487
	Total	100.0%	1,375

<sup>14</sup> Respondents were instructed to choose only one specialty, but since so many people selected more than one category (274 respondents, representing 26% of those who answered this question), the responses were restructured to incorporate information regarding multiple specialties.

Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position

		Percent	Number of cases
22a. For your primary job, what is the minimum number of ventilator patients assigned to one respiratory therapist as duties for a regular shift? <sup>15</sup>	No minimum	12.9%	127
	1 patient	20.2%	198
	2 patients	11.1%	109
	3 patients	15.4%	151
	4 patients	22.3%	219
	5 patients	7.5%	74
	6-10 patients	8.5%	84
	11-15 patients	1.5%	15
	More than 15 patients	.5%	5
	Total	100.0%	982
22b. For your primary job, what is the average number of ventilator patients assigned to one respiratory therapist as duties for a regular shift? <sup>16</sup>	1 patient	1.1%	12
	2 patients	5.3%	58
	3 patients	13.6%	149
	4 patients	31.5%	345
	5 patients	23.5%	257
	6-10 patients	18.8%	206
	11-15 patients	4.4%	48
	More than 15 patients	1.9%	21
		Total	100.0%
	Mean number of patients	5.26	1,097
22c. For your primary job, what is the maximum number of ventilator patients assigned to one respiratory therapist as duties for a regular shift? <sup>17</sup>	1-3 patients	2.4%	25
	4 patients	12.1%	127
	5 patients	21.9%	231
	6 patients	24.9%	263
	7-8 patients	17.2%	181
	9-10 patients	5.8%	61
	11-15 patients	6.1%	64
	16-20 patients	3.9%	41
	More than 20 patients	2.3%	24
	No maximum	3.4%	35
	Total	100.0%	1,052

<sup>15</sup> The distribution describes only "quantifiable" responses to the question. Six respondents indicated that they could not provide a minimum because it varied depending on patient acuity and staffing. Seventeen respondents are not included in the distribution because they answered the question in terms of points, treatments or formulas rather than patients. Of the 1,284 respondents not indicating that this question was not applicable to their primary job, 281 left this question blank.

<sup>16</sup> The distribution describes only "quantifiable" responses to the question. Eight respondents indicated that they could not provide an average because it varied depending on patient acuity and staffing. Eighteen respondents are not included in the distribution because they answered the question in terms of points, treatments or formulas rather than patients. Of the 1,284 respondents not indicating that this question was not applicable to their primary job, 163 left this question blank.

<sup>17</sup> The distribution describes only "quantifiable" responses to the question. Eight respondents indicated that they could not provide a maximum because it varied depending on patient acuity and staffing. Eighteen respondents are not included in the distribution because they answered the question in terms of points, treatments or formulas rather than patients. Of the 1,284 respondents not indicating that this question was not applicable to their primary job, 208 left this question blank.

**Appendix Table 2 (continued): Characteristics of Current Primary Respiratory Care Position**

		Percent	Number of cases
23. For your primary job, how many times per hour are you responsible for verifying parameters and patient assessment? <sup>18</sup>	More frequently than every two hours*	1.1%	14
	Every two hours	71.9%	902
	Less frequently than every two hours but more frequently than every 4 hours*	6.5%	82
	Every 4 hours	19.1%	240
	Less frequently than every 4 hours*	1.4%	17
	Total	100.0%	1,255
24. For your primary job, in which of the following procedures do you commonly assist?	Bronchoscopy	48.5%	746
	Arterial line insertions and maintenance	9.6%	147
	Intravenous line insertion and maintenance	2.3%	36
	Emergency intubation	74.6%	1,147
	Conscious sedation	40.0%	615
	Sleep studies	11.3%	173
	Noninvasive cardiology	15.0%	231
	Patient transport outside the facility	19.6%	302
	Physiologic monitoring in the ICU	23.9%	367
	Hyperbaric medicine	1.8%	28
	Discharge planning/patient instruction	25.4%	391
	Pulmonary rehabilitation	15.7%	242
	Total	n/a	1,537

**Appendix Table 3: Relative Frequency of Selected Advanced-Practice Procedures Performed for Primary Position**

25. For your primary job, please indicate when you last performed the following procedures.	Within the last week	Within the last month	Within the last six months	Within the last year	More than one year ago	Never	Total	Number of cases
Treat tension pneumothorax in an emergency setting.	6%	11%	16%	12%	22%	33%	100%	1,489
Participate in land/air patient transport outside the hospital in an emergency setting.	5%	6%	5%	5%	22%	57%	100%	1,497
Select, assemble, use and troubleshoot high frequency ventilators.	18%	9%	6%	5%	15%	47%	100%	1,501
Select, assemble, place and troubleshoot arterial catheters.	5%	3%	3%	2%	9%	79%	100%	1,478
Select, assemble, use and troubleshoot bronchoscopes.	15%	12%	10%	7%	13%	43%	100%	1,497
Instill surfactants and monitor the patient's response.	10%	10%	8%	5%	14%	55%	100%	1,495
Independently modify specialty gas (e.g., He/O <sub>2</sub> , NO) therapy (e.g., change mode of administration, adjust flow, adjust gas concentration) based on the patient's response.	16%	9%	9%	6%	12%	49%	100%	1,500

<sup>18</sup> Categories marked with an asterisk were added based on descriptions provided to the "other" category. Approximately 5% of all respondents answering this question qualified their answer in some manner. Most indicated that their response fell within a range which varied depending on patient type and/or available staffing.

Appendix Table 4: Responses to Overall Respiratory Care Employment Questions

		Percent	Number of cases
26. Which of the following statements best describes how you feel about the amount of paid overtime you are currently working?	Not applicable, I am not paid for working overtime	12.4%	190
	I would like to work more paid overtime	29.6%	451
	I would like to work the same amount of paid overtime	33.7%	514
	I would like to work less paid overtime	5.3%	80
	I would prefer not to work any paid overtime	19.0%	289
	Total	100.0%	1,524
27. How many years do you intend to remain in the respiratory care profession?	5 or less	17.7%	264
	6-10 years	28.9%	431
	11-15 years	17.3%	258
	16-20 years	16.6%	247
	More than 20 years	14.7%	219
	Indefinitely	1.3%	20
	Do not know	3.5%	52
	Total	100.0%	1,492
28. If you plan to leave the respiratory care profession within the next ten years, please indicate the main reason you are thinking of doing so. <sup>19</sup>	Child care/family responsibilities	3.0%	19
	Moving to a different area	2.7%	17
	Job-related stress	6.3%	40
	Illness or injury	1.1%	7
	Salary	12.6%	80
	Benefits	2.0%	13
	Dissatisfaction with your job	4.1%	26
	Dissatisfaction with respiratory care profession	9.4%	60
	Return to school	10.4%	66
	Try another occupation	18.4%	117
	Retirement	51.2%	326
	Other <sup>20</sup>	1.4%	9
	Total	n/a	637
29. Do you currently hold another job in a profession outside respiratory care?	Yes	12.1%	185
	No	87.9%	1,350
	Total	100.0%	1,535
29a. Which of the following best describes the reasons you currently hold another job in a profession outside respiratory care? <sup>21</sup>	Dissatisfaction with salary available in respiratory care	39.0%	69
	Dissatisfaction with benefits available in respiratory care	6.8%	12
	Dissatisfaction with positions available in respiratory care	13.0%	23
	Dissatisfaction with respiratory care profession	10.7%	19
	Unable to find enough work in respiratory care	2.8%	5
	Other <sup>22</sup>	44.6%	79
	Total	n/a	177

<sup>19</sup> Respondents were instructed to select only one reason, but since so many people selected more than one category (80 respondents, representing 13% of those who answered this question), all responses were restructured to incorporate information regarding multiple reasons.

<sup>20</sup> Other reasons for planning to leave respiratory care included the lack of a career track, the physical challenges of the job, a lack of support and respect for the respiratory care profession, and a general decline in the healthcare system.

<sup>21</sup> Twenty-two respondents (13% of those answering this question) selected more than one reason. The percentages presented here reflect all reasons selected.

<sup>22</sup> The most prevalent "other" reasons described for currently holding another job in a profession outside respiratory care was variety and enjoyment of the second career (35 respondents). Other reasons included the extra income and being a business owner or part of a family business.

**Appendix Table 5: Years Since Last Worked in Respiratory Care and Current Employment Situation**

		Percent	Number of cases
30. How long has it been since you last worked in respiratory care? If you have never worked in respiratory care, please write a zero (0).	Less than one year	28.8%	47
	1-4 years	37.0%	60
	5-9 years	17.5%	29
	10 or more years	14.0%	23
	Never worked in respiratory care	2.6%	4
	Total	100.0%	163
31. Which category best describes your current employment situation? Mark only one category.	Employed outside respiratory care	52.9%	88
	Seeking work in respiratory care	7.0%	12
	Seeking work outside respiratory care	1.8%	3
	Not currently seeking work	19.1%	32
	Retired	11.9%	20
	Disabled	7.3%	12
	Total	100.0%	167

**Appendix Table 6: Importance of Factors in Decision to Leave Respiratory Care**

32. Please rate the importance of each of the following factors in your decision to leave respiratory care.	Very Important	Important	Somewhat Important	Not at all Important	Does not apply	Total	Number of cases
Child care/family responsibilities	29%	13%	6%	7%	45%	100%	139
Moving to a different area	6%	5%	7%	9%	74%	100%	137
Job-related stress	12%	14%	17%	17%	41%	100%	138
Illness or injury	15%	6%	6%	10%	63%	100%	136
Salary	31%	17%	14%	9%	28%	100%	139
Benefits	24%	18%	18%	8%	32%	100%	136
Dissatisfaction with your job	21%	16%	21%	10%	33%	100%	135
Dissatisfaction with respiratory care profession	14%	13%	20%	19%	35%	100%	135
Return to school	17%	8%	6%	6%	62%	100%	133
Try another occupation	36%	16%	12%	4%	32%	100%	140
Laid off	6%	2%	0%	4%	88%	100%	138
Retired	11%	1%	1%	3%	84%	100%	137
Other <sup>23</sup>	21%	4%	0%	1%	74%	100%	100

**Appendix Table 7: Intentions Regarding Future Work in Respiratory Care**

		Percent	Number of cases
33. Which of the following best describes your current intentions regarding work in respiratory care?	Definitely will not return to respiratory care	18.4%	30
	Undecided at this time	40.4%	66
	Currently seeking employment in respiratory care	4.7%	8
	Plan to return to respiratory care in the future	36.5%	59
	Total	100.0%	162
34. If you plan to return to respiratory care in the future, within what time frame do you plan to return?	1-2 years	62.3%	54
	3-4 years	20.9%	18
	4-5 years	6.5%	6
	More than 5 years	10.2%	9
	Total	100.0%	86

<sup>23</sup> The "other" reasons most frequently described included working in another profession (becoming an RN was mentioned frequently), getting a promotion, and taking time off for maternity leave or to be with children.

Appendix Table 8: Satisfaction with Most Recent Respiratory Care Profession by Current Respiratory Care Employment Status

35. Please rate your opinions on each of the following during your most recent respiratory care work experience.	Current respiratory care employment status:	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Does not apply	Total	Number of cases
Salary	Employed in RC	7.1%	36.9%	20.3%	26.9%	8.5%	.4%	100.0%	1,514
	Not employed in RC	9.3%	42.2%	21.7%	21.1%	5.0%	.6%	100.0%	161
Benefits	Employed in RC	8.5%	39.6%	19.9%	20.2%	7.1%	4.7%	100.0%	1,518
	Not employed in RC	10.1%	37.1%	18.9%	22.6%	5.0%	6.3%	100.0%	159
Work schedule	Employed in RC	19.3%	55.3%	14.7%	8.4%	1.9%	.3%	100.0%	1,517
	Not employed in RC	11.3%	45.3%	21.4%	16.4%	4.4%	1.3%	100.0%	159
Physical work environment	Employed in RC	11.3%	53.9%	21.1%	11.2%	2.4%	.2%	100.0%	1,505
	Not employed in RC	10.0%	46.3%	28.8%	11.9%	1.9%	1.3%	100.0%	160
Job-related stress	Employed in RC	3.8%	31.1%	32.5%	22.5%	9.4%	.8%	100.0%	1,510
	Not employed in RC	2.5%	28.0%	32.9%	25.5%	9.9%	1.2%	100.0%	161
Workload	Employed in RC	5.8%	37.4%	23.5%	22.5%	10.2%	.7%	100.0%	1,517
	Not employed in RC	3.1%	34.4%	23.1%	25.0%	13.1%	1.3%	100.0%	160
Quality of patient care where you work	Employed in RC	14.0%	46.3%	18.0%	15.3%	5.1%	1.2%	100.0%	1,515
	Not employed in RC	14.6%	40.1%	20.4%	14.6%	4.5%	5.7%	100.0%	157
Relationship with co-workers	Employed in RC	26.1%	55.3%	13.6%	3.5%	1.3%	.2%	100.0%	1,521
	Not employed in RC	22.8%	45.6%	17.1%	10.1%	3.2%	1.3%	100.0%	158
Quality of management from your immediate supervisor	Employed in RC	17.0%	36.8%	19.8%	15.4%	10.1%	.9%	100.0%	1,520
	Not employed in RC	11.9%	35.6%	16.9%	17.5%	16.3%	1.9%	100.0%	160
General administration of the facility, organization or agency where you work	Employed in RC	7.0%	33.7%	26.8%	20.3%	11.5%	.7%	100.0%	1,522
	Not employed in RC	9.4%	28.8%	26.9%	23.8%	9.4%	1.9%	100.0%	160
Involvement in decisions	Employed in RC	8.2%	36.8%	29.0%	16.7%	7.0%	2.4%	100.0%	1,518
	Not employed in RC	9.3%	27.3%	31.7%	18.0%	8.7%	5.0%	100.0%	161
Opportunities for advancement	Employed in RC	4.3%	29.5%	32.7%	19.1%	10.9%	3.5%	100.0%	1,520
	Not employed in RC	8.8%	21.3%	30.6%	26.3%	10.0%	3.1%	100.0%	160
Your job overall	Employed in RC	11.7%	54.4%	23.1%	8.6%	2.0%	.1%	100.0%	1,522
	Not employed in RC	11.3%	45.0%	23.8%	15.6%	4.4%	.0%	100.0%	160

**Appendix Table 9: Opinions Regarding Most Recent Respiratory Care Work Experience by Current Employment Status**

36. Please rate your level of agreement with the following statements about your most recent respiratory care work experience	Current respiratory care employment status:	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	Does not apply	Total	Number of cases
I help patients and their families	Employed in RC	57.3%	38.7%	2.2%	.6%	.1%	1.0%	100.0%	1,540
	Not employed in RC	54.0%	42.2%	1.2%	.0%	.0%	2.5%	100.0%	161
The work I do is meaningful to me	Employed in RC	56.1%	36.4%	5.7%	1.3%	.5%	.1%	100.0%	1,539
	Not employed in RC	60.0%	34.4%	3.8%	1.3%	.0%	.6%	100.0%	160
I receive adequate recognition for a job well-done where I work	Employed in RC	15.5%	32.8%	22.7%	19.1%	9.7%	.3%	100.0%	1,540
	Not employed in RC	16.9%	31.3%	23.1%	20.0%	8.1%	.6%	100.0%	160

**Appendix Table 10: Credentials and Certifications Earned by Current Respiratory Care Employment Status**

37. Which of the following credentials and certifications have you earned? Please select all earned credentials and certifications	Currently employed in respiratory care		Not currently employed in respiratory care		Total	
	Percent	Number of cases	Percent	Number of cases	Percent	Number of cases
CRT (Certified Respiratory Therapist)	87%	1,345	81%	135	86%	1,480
RRT (Registered Respiratory Therapist)	51%	794	45%	75	51%	869
Neonatal/Pediatric Specialist	12%	189	10%	16	12%	205
CPFT (Certified Pulmonary Function Technologist)	5%	75	4%	7	5%	82
RPFT (Registered Pulmonary Function Technologist)	2%	26	3%	5	2%	31
R.EEG.T (Registered EEG Technologist)	0%	5	1%	1	0%	6
R.EP.T (Registered Electrophysiology Technologist)	0%	1	0%	0	0%	1
RPSGT (Registered Polysomnographic Technologist)	1%	9	0%	0	1%	9
CHT (Certified Hyperbaric Technologist)	0%	5	2%	3	0%	8
AE-C (Certified Asthma Educator)	1%	13	2%	4	1%	17
LVN (Licensed Vocational Nurse)	1%	15	4%	7	1%	22
RN (Registered Nurse)	1%	17	12%	20	2%	37
EMT (Emergency Medical Technician)	5%	75	6%	10	5%	85
Paramedic	1%	10	1%	1	1%	11
CCT (Certified Cardiographic Technician)	0%	4	0%	0	0%	4
Registered Cardiovascular Invasive Specialist	0%	0	1%	1	0%	1
CCM (Certified Case Manager)	0%	2	1%	1	0%	3
BCLS (Basic Cardiac Life Support)	83%	1,287	69%	116	82%	1,403
ACLS (Advanced Cardiac Life Support)	56%	865	48%	80	55%	945
PALS or APLS (Advanced Pediatric Life Support)	51%	789	34%	56	49%	845
NRP (Neonatal Resuscitation Protocol)	57%	886	37%	61	55%	947
BTLS (Basic Trauma Life Support)	5%	74	5%	9	5%	83
S.T.A.B.L.E	6%	92	2%	4	6%	96
Other	6%	90	11%	18	6%	108
Total	n/a	1,545	n/a	167	n/a	1,712

Appendix Tables 11: Certification &amp; Education by Current Respiratory Care Employment Status

		Currently employed in respiratory care		Not currently employed in respiratory care		Total	
		Percent	Number of cases	Percent	Number of cases	Percent	Number of cases
38. Have you completed a respiratory therapy education program?	Yes	96%	1,472	95%	158	95%	1,630
	No	4%	68	5%	9	5%	77
	Total	100%	1,540	100%	167	100%	1,707
38a. If yes, what year did you complete the program?	Before 1980	20%	280	28%	42	21%	322
	1980-1984	14%	203	17%	26	15%	229
	1985-1989	12%	168	11%	16	12%	184
	1990-1994	16%	223	15%	23	16%	246
	1995-1999	18%	250	15%	23	17%	273
	2000-2004	16%	220	12%	18	15%	238
	2005 or later	5%	73	2%	3	5%	76
	Total	100%	1,417	100%	151	100%	1,568
38b. Was the program located in California?	Yes	86%	1,248	82%	126	86%	1,374
	No	14%	195	18%	27	14%	222
	Total	100%	1,443	100%	167	100%	1,715
39. How well did your education program prepare you for your first job as a respiratory therapist?	Extremely well prepared	28%	403	35%	53	29%	456
	Well prepared	61%	880	57%	87	61%	967
	Poorly prepared	10%	143	8%	12	10%	155
	Not at all prepared	1%	12	0%	0	1%	12
	Total	100%	1,438	100%	152	100%	1,590
40. How well are current education programs preparing students to enter the workforce as a respiratory therapist?	Extremely well prepared	6%	78	9%	11	6%	89
	Well prepared	64%	905	63%	77	64%	982
	Poorly prepared	27%	383	27%	33	27%	416
	Not at all prepared	3%	38	2%	2	3%	40
	Total	100%	1,404	100%	123	100%	1,527
41. Do you believe most respiratory therapists working today have the right amount of education/training for the job/tasks they're asked to perform by their employers?	No--too much education/training (they are over-qualified)	2%	29	3%	4	2%	33
	Yes--their education/training is appropriate for the job	73%	1,106	71%	110	73%	1,216
	No--not enough education/training (they are under-qualified)	25%	382	26%	40	25%	422
	Total	100%	1,517	100%	154	100%	1,671
42. What is the highest academic level you have achieved?	High school degree/GED	2%	28	2%	4	2%	32
	Some college	17%	258	11%	19	16%	277
	Associate degree	55%	850	48%	79	54%	929
	Baccalaureate degree	21%	322	23%	39	21%	361
	Master's degree	4%	60	11%	18	5%	78
	Doctorate degree	2%	26	4%	7	2%	33
	Total	100%	1,544	100%	166	100%	1,710
43. Are you presently pursuing a higher academic degree?	Yes	23%	354	26%	42	23%	396
	No	77%	1,180	74%	122	77%	1,302
	Total	100%	1,534	100%	164	100%	1,698
43a. If you are pursuing a higher academic degree, which of the following best describes your goal?	Advance my respiratory care career	48%	163	23%	10	45%	173
	Change careers	49%	169	74%	32	52%	201
	Both	3%	10	2%	1	3%	11
	Total	100%	342	100%	43	100%	385
44. Are you presently pursuing additional credential or certifications?	No	70%	1,006	78%	123	70%	1,129
	Yes	30%	438	22%	35	30%	473
	Total	100%	1,444	100%	158	100%	1,602

Appendix Table 12: Licensure and Demographic Information by Current Respiratory Care Employment Status

		Currently employed in respiratory care		Not currently employed in respiratory care		Total	
		Percent	Number of cases	Percent	Number of cases	Percent	Number of cases
45. Do you currently hold an active respiratory care practitioner license in a state other than California? <sup>24</sup>	No	81%	1,247	86%	143	82%	1,390
	Yes	19%	291	14%	24	18%	315
	Total	100%	1,538	100%	167	100%	1,705
46. What year did you first obtain your California Respiratory Care Practitioner license? (The distribution shown uses data from the licensing database rather than self-reported information).	1985	32%	497	43%	71	33%	568
	1986-1990	11%	171	8%	14	11%	185
	1991-1995	17%	264	13%	22	17%	286
	1996-2000	18%	276	17%	29	18%	305
	2001 or later	22%	336	18%	30	21%	366
	Total	100%	1,544	100%	166	100%	1,710
47. How long have you been employed in respiratory care since obtaining your California license? Subtract any periods of time since licensure when you were not employed as a respiratory care practitioner.	5 years or less	22%	336	23%	37	22%	373
	6-10 years	18%	282	21%	33	19%	315
	11-15 years	16%	238	18%	29	16%	267
	16-20 years	17%	254	17%	27	17%	281
	More than 20 years	27%	417	21%	34	27%	451
	Total	100%	1,527	100%	160	100%	1,687
48. How long do you plan to keep your California Respiratory Care Practitioner license active?	5 years or less	11%	167	27%	42	13%	209
	6-10 years	27%	399	21%	33	26%	432
	11-15 years	17%	254	7%	11	16%	265
	16-20 years	18%	265	11%	18	17%	283
	More than 20 years	16%	234	7%	11	15%	245
	Many more years/ until retire	7%	102	15%	24	8%	126
	Do not know	5%	78	12%	19	6%	97
Total	100%	1,499	100%	158	100%	1,657	

<sup>24</sup> Respondents hold RCP licenses in 39 states and Canada. The most commonly mentioned states were Arizona (22), Nevada (19), Colorado and Texas (14 each), Florida (13), Washington (12) and Ohio, Oregon and Pennsylvania (8 each).

Appendix Table 13: Demographic Characteristics by Current Respiratory Care Employment Status

		Currently employed in respiratory care		Not currently employed in respiratory care		Total	
		Percent	Number of cases	Percent	Number of cases	Percent	Number of cases
49. Do you currently reside outside California?	Yes	5%	73	8%	14	5%	87
	No	95%	1,471	92%	153	95%	1,624
	Total	100%	1,544	100%	167	100%	1,711
50. What is your home zip code? (Grouped into regions for presentation purposes)	Northern California	8%	123	7%	11	8%	134
	Greater Bay Area	17%	266	18%	30	18%	296
	Central California	12%	175	11%	18	11%	193
	Southern California	35%	534	35%	57	35%	591
	San Diego/Inland Empire	23%	350	21%	35	23%	385
	Out of state	5%	73	8%	14	5%	87
	Total	100%	1,521	100%	165	100%	1,686
51. What year were you born? (The distribution shown is computed age using data from the licensing database rather than self-reported information)	Under 30	8%	131	5%	9	8%	140
	30-34	10%	161	12%	20	11%	181
	35-39	13%	198	9%	15	12%	213
	40-44	14%	210	11%	18	13%	228
	45-49	17%	262	16%	26	17%	288
	50-54	18%	271	15%	25	17%	296
	55-59	13%	201	17%	28	13%	229
	60-64	5%	84	7%	11	6%	95
	65 or older	2%	26	8%	14	2%	40
Total	100%	1,544	100%	166	100%	1,710	
52. What is your gender?	Male	47%	720	37%	62	46%	782
	Female	53%	823	63%	105	54%	928
	Total	100%	1,543	100%	167	100%	1,710
53. Are you of Hispanic or Latino origin?	Yes	16%	246	13%	21	16%	267
	No	84%	1,287	87%	140	84%	1,427
	Total	100%	1,533	100%	161	100%	1,694
54. What is your race? You may choose more than one category.	American Indian or Alaskan Native	3%	40	5%	8	3%	48
	Asian or Pacific Islander	21%	292	18%	28	21%	320
	Black or African American	7%	92	8%	13	7%	105
	White or Caucasian	72%	1,006	77%	122	73%	1,128
	Total	n/a	1,395	n/a	159	n/a	1,554
55. What was your personal annual gross income last year from your work in respiratory care? Please do not include income from any one else in your household.	Less than \$10,000	1%	15	n/a	n/a	1%	15
	\$10,000-\$14,999	1%	13	n/a	n/a	1%	13
	\$15,000-19,999	1%	10	n/a	n/a	1%	10
	\$20,000-\$29,999	4%	53	n/a	n/a	4%	53
	\$30,000-\$39,999	8%	125	n/a	n/a	8%	125
	\$40,000-\$49,999	17%	250	n/a	n/a	17%	250
	\$50,000-\$59,999	22%	321	n/a	n/a	22%	321
	\$60,000-\$69,999	20%	292	n/a	n/a	20%	292
	\$70,000-\$79,999	11%	164	n/a	n/a	11%	164
	\$80,000-\$89,999	8%	116	n/a	n/a	8%	116
	\$90,000-\$99,999	4%	58	n/a	n/a	4%	58
	\$100,000 or more	5%	70	n/a	n/a	5%	70
	Total	100%	1,487	n/a	n/a	100%	1,487

**APPENDIX 3:  
CALIFORNIA SOCIETY FOR RESPIRATORY CARE (CSRC) REGIONS**

Responses to RCP Survey Questions 14 (primary job zip code) and Questions 50 (home zip code) were grouped by county into the following regional categories:

Northern California

- Alpine
- Butte
- Colusa
- Del Norte
- El Dorado
- Glenn
- Humboldt
- Lake
- Lassen
- Mendocino
- Modoc
- Nevada
- Placer
- Plumas
- Sacramento
- Shasta
- Sierra
- Siskiyou
- Sutter
- Thelma
- Trinity
- Yolo
- Yuba

Greater Bay Area

- Alameda
- Contra Costa
- Marin
- Monterey
- Napa
- San Benito
- San Francisco
- San Mateo
- Santa Clara
- Santa Cruz
- Solano
- Sonoma

Central California

- Amador
- Calaveras
- Fresno
- Inyo
- Kern
- Kings
- Madera
- Mariposa
- Merced
- Mono
- San Joaquin
- Stanislaus
- Tulare
- Tuolumne

Southern California

- Los Angeles
- Orange
- San Luis Obispo
- Santa Barbara
- Ventura

San Diego/Inland Empire

- Imperial
- Riverside
- San Bernardino
- San Diego



Appendix 4.1: Responses to Acute Care Employer Survey Questions<sup>25</sup>

1.) Please enter your best estimate for each question:							
	N	Mean	% of FTEs at Facility	Median	Min	Max	SD
a. How many Respiratory Care Practitioner (RCP) FTEs does your facility currently have?	61	40.41	100.0%	36	1	103	26.62
b. How many of the total RCP FTEs are regular employees?	61	36.04	89.2%	32	1	98	24.30
c. How many of the total RCP FTEs is registry or travelers?	61	3.39	8.4%	0	0	43	7.30
d. How many of the total RCP FTEs are currently vacant?	61	4.12	10.2%	2	0	24	5.08
e. How many of the RCPs currently employed by your facility are RRTs?	59	22.64	N/A	18	0	78	19.53

2.) Can you please fill out the following formula regarding the transition of RCPs in and out of employment with your facility in the past year (please use calendar year if possible)?							
	N	Mean	% of Total Staff	Median	Min	Max	SD
Total Staff Beginning of Year:	56	38.24	100.0%	31.03	1	116	26.53
+ New Hires:	56	4.43	11.6%	3	0	40	5.96
- Dismissals/Terminations:	56	0.84	2.2%	0	0	6	1.42
- Voluntary Resignations:	56	2.98	7.8%	1	0	50	6.86
= Total Staff End of Year:	56	39.4	103.0%	35.5	1	118	26.94

<sup>25</sup> The following describes the abbreviations and statistics used in Appendix 4 and Appendix 5 tables:

- “N” is an abbreviation used to label the number of cases.
- The mean and median are two measures of central tendency. Measures of central tendency are statistics that summarize responses by reporting the most typical or representative response. The mean is the arithmetic average of all responses. The median is the point in the distribution of responses above and below which exactly half of the cases fall.
- “Min” and “Max” are abbreviations used to label the minimum and maximum values in the distribution.
- “SD” is the abbreviation for the standard deviation, which is a measure of dispersion. Measures of dispersion indicate the amount of diversity in a distribution. A higher standard deviation indicates greater diversity, while a lower standard deviation indicates less diversity.

3.) In your hospital, please indicate the types of departments/units where respiratory care staff are assigned and the number of respiratory care staff that are assigned to this department to cover all shifts in a 24-hour day. (Please use FTEs, with 1.0 FTE as full time)

	Hospital Responses				Number of RC Staff Assigned				
	N	Yes (%)	No (%)		N	Mean	Min	Max	SD
Adult ICU	61	<b>50 (82%)</b>	11 (18%)		49	<b>8.27</b>	0.2	40	9.76
ABG Lab	61	29 (48%)	32 (52%)		24	4.00	1.75	27	6.01
Air/Ground Transport	61	13 (21%)	48 (79%)		12	2.72	1	12	3.07
Burn Center	61	6 (10%)	55 (90%)		6	1.67	1	3	0.82
Cardiac Diagnostic	61	13 (21%)	48 (79%)		9	1.83	1	3	0.79
Discharge Planning	61	2 (3%)	59 (97%)		2	1.50	1	2	0.71
ECMO	61	0 (0%)	<b>61 (100%)</b>		0	0.00	0	0	0.00
Education Department	61	21 (34%)	40 (66%)		21	1.19	0.5	3	7.15
Emergency Department	61	<b>46 (75%)</b>	15 (25%)		42	3.50	0.5	40	7.11
General Medical and Surgical	61	<b>46 (75%)</b>	15 (25%)		42	<b>7.65</b>	1	44	9.99
Hyperbaric Medicine	61	4 (7%)	57 (93%)		2	2.00	1	3	1.41
Neonatal ICU	61	35 (57%)	26 (43%)		33	5.14	0.5	27	5.85
Pediatric ICU	61	17 (28%)	44 (72%)		13	5.76	0.5	22	5.93
Pediatric Unit	61	31 (51%)	30 (49%)		29	4.27	0.5	40	7.50
PFT Lab	61	42 (69%)	19 (31%)		40	1.52	0.5	5	1.00
Rehabilitation Center	61	14 (23%)	47 (77%)		14	1.24	0.5	3	0.67
Respiratory Care Unit	61	12 (20%)	49 (80%)		12	6.48	1	27	9.92
Sleep Center	61	9 (15%)	52 (85%)		8	2.75	1	5	1.58
Trauma Center	61	20 (33%)	41 (67%)		20	6.17	0.5	40	11.16
Other	61	9 (15%)	52 (85%)		7	2.19	1	4	1.30

**4.) Referring to staffing departments and units, are your RCP FTEs listed in question 3 permanently assigned to the units?**

	N	% of Responses	% of Surveys
Yes, they are permanent assignments (for example, solely assigned or unit based)	6	10.17%	9.84%
No, they are floaters	31	52.54%	50.82%
No, they are staffed with a combination of permanent assignments and floaters	22	37.29%	36.07%
Total	59	100.00%	96.72%

**5.) During the past year, what were the average monthly number of overtime hours reported by respiratory care staff?**

	N	Mean	Median	Min	Max	SD
Hours per Month	54	213.9	82.5	3	1000	260.8

Note: An entry of 5,000 hours was left out of the sample since it was deemed an extreme outlier

**6.) Please provide an estimate of the percentage of time that your respiratory care staff spends with each of these patient age groups:**

Percent - %	N	Mean	Median	Min	Max	SD
Patient Age - Under 5	60	12.97	10	0	75	16.28
Patient Age - 5 to 17	60	8.45	5	0	50	9.18
Patient Age - 18 to 44	60	17.87	15	0	71	13.24
Patient Age - 45 to 64	60	24.98	25	0	75	11.92
Patient Age - 65 and Older	60	35.73	38	0	85	20.5

7.) If you use a registry service, how important is each of the following factors as reasons for using a registry service? (Rate from most important to not important)														
	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
a. We don't need to hire as many permanent full-time Respiratory Care Practitioners to staff needed services.	0	(0%)	0	(0%)	10	(23%)	8	(18%)	26	(59%)	44	1.64	1	0.84
b. It is a cost effective way of hiring needed staff.	2	(5%)	3	(7%)	6	(15%)	8	(20%)	22	(54%)	41	1.90	1	1.20
c. We don't have to worry about recruiting qualified personnel.	2	(5%)	2	(5%)	6	(14%)	9	(21%)	24	(56%)	43	1.81	1	1.14
d. It gives us more operational flexibility to add needed services/specialties or discontinue services/specialties.	5	(11%)	6	(14%)	11	(25%)	5	(11%)	17	(39%)	44	2.48	1	1.42
e. It provides a cost savings in terms of benefits (health insurance, vacation, retirement plan) paid to permanent staff.	3	(7%)	4	(9%)	9	(20%)	5	(11%)	23	(52%)	44	2.07	1	1.32
f. It provides a stopgap or temporary hire for a vacancy until we are able to recruit regular staff.	30	(65%)	6	(13%)	3	(7%)	1	(2%)	6	(13%)	46	4.15	5	1.41
g. Other, please describe:	6	(50%)	0	(0%)	0	(0%)	0	(0%)	6	(50%)	12	3.00	5,1	2.09

**8.) If you use RCP travelers, how important is each of the following factors as reasons for using travelers?  
(Rate from most important to not important)**

	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
a. We don't need to hire as many permanent full-time Respiratory Care Practitioners to staff needed services.	2	(6%)	2	(6%)	5	(14%)	6	(17%)	21	(58%)	36	1.83	1	1.21
b. It is a cost effective way of hiring needed staff.	0	(0%)	3	(8%)	7	(19%)	5	(14%)	21	(58%)	36	1.78	1	1.05
c. We don't have to worry about recruiting qualified personnel.	0	(0%)	3	(8%)	5	(14%)	5	(14%)	23	(64%)	36	1.67	1	1.01
d. It gives us more operational flexibility to add needed services/specialties or discontinue services/specialties.	2	(6%)	3	(9%)	5	(14%)	6	(17%)	19	(54%)	35	1.94	1	1.26
e. It provides a cost savings in terms of benefits (health insurance, vacation, retirement plan) paid to permanent staff.	2	(6%)	4	(11%)	3	(8%)	6	(17%)	21	(58%)	36	1.89	1	1.28
f. It provides a stopgap or temporary hire for a vacancy until we are able to recruit regular staff.	19	(51%)	4	(11%)	4	(11%)	1	(3%)	9	(24%)	37	3.62	5	1.69
g. Other, please describe:	4	(27%)	0	(0%)	1	(7%)	0	(0%)	10	(67%)	15	2.20	1	1.82

**9.) In the past 3 years, have you encountered difficulties in hiring qualified respiratory care practitioners?**

	N	% of Responses	% of Surveys
Yes	48	78.69%	78.69%
No	13	21.31%	21.31%
Total	61	100.00%	100.00%

9a.) Please rate the following factors that have created hiring difficulties. (Please rate each factor from most important to not important)										
	Most Important		Somewhat Important		Not Important		N	Mean	Mode	SD
	(5)	(4)	(3)	(2)	(1)					
	N (%)	N (%)	N (%)	N (%)	N (%)					
a. There aren't enough Respiratory Care Practitioners in this area to fill available positions.	19 (40%)	14 (30%)	12 (26%)	1 (2%)	1 (2%)	47	4.04	5	0.98	
b. There aren't enough qualified Respiratory Care Practitioners.	22 (46%)	12 (25%)	11 (23%)	1 (2%)	2 (4%)	48	4.06	5	1.08	
c. There aren't enough Respiratory Care Practitioners being graduated from colleges where we hire.	13 (27%)	14 (29%)	11 (23%)	7 (15%)	3 (6%)	48	3.56	4	1.22	
d. There aren't enough Respiratory Care Practitioners with the particular specialties/certifications we need.	15 (31%)	8 (17%)	11 (23%)	9 (19%)	5 (10%)	48	3.40	5	1.38	
e. Our salaries are below those offered by facilities in the surrounding area.	13 (27%)	12 (25%)	15 (31%)	3 (6%)	5 (10%)	48	3.52	3	1.25	
f. Our benefits are less than those offered by facilities in the surrounding area.	5 (11%)	8 (17%)	8 (17%)	14 (30%)	12 (26%)	47	2.57	2	1.33	
g. Respiratory Care Practitioners are leaving this area to go to other job markets in the state where salaries or benefits are better.	13 (27%)	8 (17%)	9 (19%)	7 (15%)	11 (23%)	48	2.90	5	1.53	

10.) On average, how much time does it currently take for a typical new graduate hired as an entry-level employee to come up to speed on basic skills?

	N	% of Responses
Less than two weeks (1)	1	1.64%
Two weeks to a month (2)	5	8.20%
Between one and two months (3)	6	9.84%
Between two and three months (4)	13	21.31%
Between three and four months (5)	8	13.11%
Between four and five months (6)	2	3.28%
Between five and six months (7)	14	22.95%
More than six months (8)	12	19.67%
Total	61	100.00%
Mode	7	

11.) Approximately what is your starting salary for a new Certified Respiratory Therapist (without experience)?

	N	Mean	Median	Min	Max	SD
per hour	58	24.64	23.49	15	36	4.62

12.) Do you currently pay a hiring bonus for a new Certified Respiratory Therapist (without experience)?

	N	% of Responses	% of Surveys
Yes	16	26.23%	26.23%
No	45	73.77%	73.77%
Total	61	100.00%	100.00%

  

What is the approximate amount?	N	Mean	Median	Min	Max	SD
Lump Sum	14	\$2,907.14	\$3,000.00	\$500.00	\$5,000.00	1614.10

13.) Setting experience aside, do you pay a differential for staff members who are RRTs?

	N	% of Responses	% of Surveys
Yes	31	51.67%	50.82%
No	29	48.33%	47.54%
Total	60	100.00%	98.36%

  

What is the approximate amount?	N	Mean	Median	Min	Max	SD
per hour	30	\$1.39	\$1.25	\$0.05	\$4.00	1.14

<b>14.) Which if any, of the following incentives does your facility offer respiratory care staff who want to pursue additional training or education? (Please check all that apply)</b>			
	N	% of Responses	% of Surveys
Tuition	48	87.27%	78.69%
Paid time to attend	35	63.64%	57.38%
Pay differentials once the program is successfully completed	12	21.82%	19.67%
Other (please explain)	3	5.45%	4.92%
Total	55	100.00%	90.16%

<b>15.) Do you believe most respiratory therapists working today have the right amount of education/training for the jobs/tasks they're asked to perform by their employers?</b>			
	N	% of Responses	% of Surveys
No, too much education/training (they are over-qualified)	0	0.00%	0.00%
Yes, their education/training is appropriate for the job	38	62.30%	62.30%
No, not enough education/training (they are under-qualified)	23	37.70%	37.70%
Total	61	100.00%	100.00%

<b>16.) Upon graduating, how well prepared are new RCPs to enter the workforce?</b>		
	N	% of Responses
Extremely well prepared (1)	1	1.67%
Well prepared (2)	42	70.00%
Poorly prepared (3)	16	26.67%
Not at all prepared (4)	1	1.67%
Not applicable (5)	8	13.33%
Total	60	100.00%
Mode	2	

17.) About what percentage of the NEW entry level RCPs that you hire have the necessary educational background?

	N	Mean	Median	Min	Max	SD
Percent - %	57	72.82	80	0	100	29.05

18.) In your opinion, which of the following statements describes how well California respiratory care education best programs are preparing new entry level RCPs for work they are required to do?

	N	% of Responses
All programs adequately prepare new entry level RCPs (1)	1	1.67%
Most programs adequately prepare new entry level RCPs (2)	22	36.67%
Some programs adequately prepare new entry level RCPs (3)	31	51.67%
Few programs adequately prepare new entry level RCPs (4)	6	10.00%
None of the programs adequately prepare new entry level RCPs (5)	0	0.00%
Total	60	100.00%
Mode	3	

19.) Do you have agreements with educational program(s) to provide a clinical experience program at your facility?

	N	% of Responses	% of Surveys
Yes, we have a formal agreement with set requirements	47	77.05%	77.05%
Yes, but we use an informal arrangement based on individual student needs	3	4.92%	4.92%
No, we do not provide a clinical experience program	11	18.03%	18.03%
Total	61	100.00%	100.00%

**20.) In the past 3 years, have you encountered difficulties retaining qualified respiratory care practitioners?**

	N	% of Responses	% of Surveys
Yes	32	52.46%	52.46%
No	29	47.54%	47.54%
Total	61	100.00%	100.00%

**20a.) Please rate the following factors that have been expressed to you by respiratory care practitioners as the reason for leaving employment at your facility in the past 3 years. (Rate from most important to not important)**

	Most Important				Somewhat Important				Not Important		N	Mean	Mode	SD
	(5)	(4)	(3)	(2)	(1)									
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
Because of child care/family responsibilities	2	(7%)	7	(23%)	6	(20%)	5	(17%)	10	(33%)	30	2.53	1	3.47
Moving to a different area/taking job closer to home	7	(22%)	12	(38%)	7	(22%)	3	(9%)	3	(9%)	32	3.53	4	2.47
Because of job-related stress	3	(9%)	6	(19%)	5	(16%)	6	(19%)	12	(38%)	32	2.44	1	3.56
Due to illness or injury	1	(3%)	5	(16%)	11	(34%)	7	(22%)	8	(25%)	32	2.50	3	3.5
Salary	12	(38%)	7	(22%)	7	(22%)	3	(9%)	3	(9%)	32	3.69	1	2.31
Benefits	7	(22%)	1	(3%)	12	(38%)	5	(16%)	7	(22%)	32	2.88	3	3.13
Dissatisfaction with job	1	(3%)	7	(22%)	8	(25%)	8	(25%)	8	(25%)	32	2.53	3,2,1	3.47
Dissatisfaction with respiratory care profession	1	(3%)	5	(16%)	9	(28%)	8	(25%)	9	(28%)	32	2.41	3,1	3.59
Return to school	2	(6%)	4	(13%)	10	(31%)	7	(22%)	9	(28%)	32	2.47	3	3.53
Try another occupation	2	(6%)	1	(3%)	10	(31%)	10	(31%)	9	(28%)	32	2.28	3,2	3.72
Moving to another position in facility/organization	6	(19%)	4	(13%)	12	(38%)	3	(9%)	7	(22%)	32	2.97	3	3.03
Retired	0	(0%)	3	(9%)	9	(28%)	10	(31%)	10	(31%)	32	2.16	2,1	3.84
Other, please describe:	3	(75%)	0	(0%)	0	(0%)	1	(25%)	0	(0%)	4	4.25	5	1.75

<b>21.) In the past 3 years, have you found it necessary to terminate or dismiss an RCP?</b>			
	N	% of Responses	% of Surveys
Yes	44	73.33%	72.13%
No	16	26.67%	26.23%
Total	60	100.00%	98.36%

<b>21a.) Please indicate which of the following have been reasons for termination or dismissal of RCP's in the past 3 years. (Please check all that apply)</b>			
	N	% of Responses	% of Surveys
Unacceptable work habits such as unexcused absenteeism, failure to complete assignments, poor interaction with staff or patients, etc.	33	75.00%	54.10%
Unacceptable levels of knowledge or skills	16	36.36%	26.23%
Violation of patient care protocols or hospital regulations	23	52.27%	37.70%
<b>Total</b>	<b>44</b>	<b>100.00%</b>	<b>72.13%</b>

  

	N	Mean	Median	Min	Max	SD
Number dismissed due to unacceptable work habits	31	2.26	2	1	11	2.05
Number dismissed due to unacceptable knowledge or skills	14	1.71	1.5	1	5	1.07
Number dismissed due to violation of patient care protocols or hospital regulations	23	1.91	1	1	5	1.2

<b>22.) Overall, in the next five years, do you expect the number of patients in your facility to increase, decrease or remain the same?</b>			
	N	% of Responses	% of Surveys
We are expecting the number of patients in our facility to increase.	53	86.89%	86.89%
We are expecting the number of patients in our facility to decrease.	2	3.28%	3.28%
We are expecting the number of patients in our facility to remain about the same as we have currently.	6	9.84%	9.84%
<b>Total</b>	<b>61</b>	<b>100.00%</b>	<b>100.00%</b>

<b>22a.) Please indicate the approximate percentage increase in patients that you are expecting to occur in the next 5 years</b>						
	N	Mean	Median	Min	Max	SD
Percent - %	51	22.69	20	2	75	16.50

Note: An entry of 400% was left out of the sample since it was deemed an extreme outlier

<b>22a.) Please indicate the approximate percentage decrease in patients you are expecting to occur in the next 5 years</b>						
	N	Mean	Median	Min	Max	SD
Percent - %	2	27.5	27.5	25	30	3.54

<b>23.) Are you planning on increasing, decreasing or maintaining the current number of Respiratory Care staff at your facility within the next 5 years?</b>			
	N	% of Responses	% of Surveys
We are planning on increasing our current staff.	44	72.13%	72.13%
We are planning on decreasing our current staff.	2	3.28%	3.28%
We are planning on maintaining current respiratory care staffing levels.	15	24.59%	24.59%
<b>Total</b>	<b>61</b>	<b>100.00%</b>	<b>100.00%</b>

**23a.) Please indicate the approximate percentage increase in RCP staffing you are expecting to occur within the next 5 years**

	N	Mean	Median	Min	Max	SD
Percent - %	41	17.30	15	1.5	50	10.26

Note: An entry of 200% was left out of the sample since it was deemed an extreme outlier

**23b.) How important is each of the following factors as to why you are planning on increasing the respiratory care staff in the next 5 years? (Please rate each factor from most important to not important)**

	Most Important		Somewhat Important		Not Important		N	Mean	Mode	SD				
	(5)		(3)		(1)									
	N	(%)	N	(%)	N	(%)								
a. Our general patient load is increasing in this facility	27	(61%)	14	(32%)	2	(5%)	0	(0%)	1	(2%)	44	4.50	5	0.79
b. The need for respiratory services is increasing within the existing departments/units	23	(52%)	14	(32%)	5	(11%)	0	(0%)	2	(5%)	44	4.27	5	1
c. The facility is planning an expansion of its patient capacity	27	(61%)	7	(16%)	8	(18%)	2	(5%)	0	(0%)	44	4.34	5	0.94
d. The facility is planning on increasing the number of services or specialty departments/units	19	(43%)	11	(25%)	8	(18%)	5	(11%)	1	(2%)	44	3.95	5	1.14
e. The increasing use and/or sophistication of technology requires more respiratory care professionals	17	(39%)	10	(23%)	9	(20%)	5	(11%)	3	(7%)	44	3.75	5	1.28
f. Other, please describe:	4	(100%)	0	(0%)	0	(0%)	0	(0%)	0	(0%)	4	5.00	5	0

**23a.) Please indicate the approximate percentage decrease in RCP staffing you are expecting to occur within the next 5 years**

	N	Mean	Median	Min	Max	SD
Percent - %	2	5	5	5	5	0

**23b.) Please rate the following reasons as to why you are planning on decreasing the respiratory care staff in the next 5 years? (Please rate each of them from most important to not important)**

	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
a. Our general patient load is decreasing in this facility	0	(0%)	1	(100%)	0	(0%)	0	(0%)	0	(0%)	1	4.00	4	
b. The need for respiratory services is decreasing within the existing departments/units	0	(0%)	0	(0%)	0	(0%)	1	(100%)	0	(0%)	1	2.00	2	
c. Our general patient load is decreasing in this facility	0	(0%)	1	(100%)	0	(0%)	0	(0%)	0	(0%)	1	4.00	4	
d. The facility is planning a reduction of its patient capacity	1	(100%)	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	5.00	5	
e. The facility is planning on decreasing the number of services or specialty departments/units	1	(50%)	0	(0%)	1	(50%)	0	(0%)	0	(0%)	2	4.00	5,3	1.41
f. Other, please describe:	1	(100%)	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	5.00	5	

**24.) In the next 5 years, do you anticipate difficulties in hiring qualified Respiratory Care Practitioners?**

	N	% of Responses	% of Surveys
Yes	23	38.33%	37.70%
No	37	61.67%	60.66%
Total	60	100.00%	98.36%

<b>24a.) Please rate the following reasons that you expect will create hiring difficulties. (Please rate them from most serious to not important)</b>														
	Most Important		Somewhat Important		Not Important		N	Mean	Mode	SD				
	(5)	(4)	(3)	(2)	(1)									
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
<b>a. There aren't enough Respiratory Care Practitioners in this area to fill available positions</b>	16	(42%)	14	(37%)	6	(16%)	2	(5%)	0	(0%)	38	4.16	5	0.89
<b>b. There aren't enough qualified Respiratory Care Practitioners</b>	17	(45%)	12	(32%)	4	(11%)	5	(13%)	0	(0%)	38	4.08	5	1.05
<b>c. There aren't enough Respiratory Care Practitioners being graduated from colleges where we hire</b>	10	(26%)	14	(37%)	9	(24%)	3	(8%)	2	(5%)	38	3.71	4	1.11
<b>d. There aren't enough Respiratory Care Practitioners with the particular specialties/certifications we need</b>	13	(34%)	8	(21%)	9	(24%)	6	(16%)	2	(5%)	38	3.63	5	1.26
<b>e. Our salaries are below those offered by facilities in the surrounding area</b>	13	(34%)	6	(16%)	15	(39%)	1	(3%)	3	(8%)	38	3.66	3	1.21
<b>f. Our benefits are less than those offered by facilities in the surrounding area</b>	7	(19%)	4	(11%)	12	(32%)	8	(22%)	6	(16%)	37	2.95	3	1.33
<b>g. Respiratory Care Practitioners are leaving this area to go to other job markets in the state where salaries are better</b>	7	(20%)	6	(17%)	11	(31%)	8	(23%)	3	(9%)	35	3.17	3	1.25

	Yes (%)	No (%)	Total
25.) Given your expectations for the Respiratory Care profession in the next five years, should the entry level educational requirement for Respiratory Care Professionals be increased from the current 2-year degree to a 4-year (Bachelor's) degree?	18 (29.5%)	43 (70.5%)	61
26.) Given your expectations for the Respiratory Care profession in the next five years, should the State establish a standard or model curriculum for respiratory care education programs?	48 (80%)	12 (20%)	60
27.) Given your expectations for the Respiratory Care profession in the next five years, should progression to the RRT from the CRT be required within a designed timeframe such as 3 years?	40 (65.6%)	21 (34.4%)	61
28.) Given your expectations for the Respiratory Care profession in the next five years, should the RRT be the entry level exam for licensure?	36 (59%)	25 (41%)	61
29.) Given your expectations for the Respiratory Care profession in the next five years, are there other education or training requirements that need to be changed?	26 (46.4%)	30 (53.6%)	56

30.) Please indicate the number of beds in your facility.		
	N	% of Responses
Fewer than 50 beds (1)	5	8.20%
50 to 99 beds (2)	6	9.84%
100 to 199 beds (3)	12	19.67%
200 to 299 beds (4)	12	19.67%
300 to 399 beds (5)	12	19.67%
400 to 499 beds (6)	5	8.20%
500 to 599 beds (7)	6	9.84%
600 or more beds (8)	3	4.92%
Total	61	100.00%
Mode	3,4,5	

31.) Which of the following models best describes the current organization of respiratory care services in your facility?			
	N	% of Responses	% of Surveys
Model A: Most closely resembles a traditional centralized department. An administrative leader and medical director(s) supervise the work of therapists assigned to the department, as well as establish and monitor respiratory care standards. Respiratory care services throughout the facility are generally provided by this department.	57	93.44%	93.44%
Model B: Also a centralized department providing limited support for delivery of respiratory care services. Administrative leadership and medical direction responsibilities are the same as described in Model A. However, some therapists have been decentralized. The work of these decentralized therapists is primarily supervised by a manager of the unit in which they are assigned, although leaders of the respiratory care department may also share responsibility.	2	3.28%	3.28%
Model C: Respiratory care services are totally decentralized in that they are not supported by a central department. Responsibility for establishing and monitoring respiratory care standards principally resides with leaders of units in which respiratory care services are provided. Respiratory care services may be provided by therapists and/or other caregivers.	2	3.28%	3.28%
<b>Total</b>	<b>61</b>	<b>100.00%</b>	<b>100.00%</b>

32.) How many years have you worked for your current employer?						
	N	Mean	Median	Min	Max	SD
Years	61	15.01	15	0.5	35	10.56

33.) Do you supervise all the respiratory care staff in your hospital?			
	N	% of Responses	% of Surveys
Yes	50	83.33%	81.97%
No	10	16.67%	16.39%
<b>Total</b>	<b>60</b>	<b>100.00%</b>	<b>98.36%</b>

33b. How many years have you held this position with your current employer?						
	N	Mean	Median	Min	Max	SD
Years	58	5.72	4	0.08	25	5.82

34.) Please indicate which of the following licenses, credentials, certifications, and degrees you have earned.		
	N	% of Survey
California Respiratory Care Practitioner License	58	95.08%
CRT	46	75.41%
RRT	39	63.93%
Neonatal/Pediatric Specialist	12	19.67%
CPRT	10	16.39%
RPFT	5	8.20%
LVN	0	0.00%
RN	1	1.64%
Associate's degree	38	62.30%
Bachelor's degree	26	42.62%
Master's degree or higher	11	18.03%

35.) Which of the following best describes your position type?			
	N	% of Responses	% of Surveys
Human Resources	0	0.00%	0.00%
Upper Management	40	66.67%	65.57%
Direct Line Supervisor	20	33.33%	32.79%
Total	60	100.00%	98.36%

## Appendix 4.2: Responses to Home Care Employer Survey Questions

1.) Please enter your best estimate for each question:							
	N	Mean	% of FTEs at Facility	Median	Min	Max	SD
a. How many Respiratory Care Practitioner (RCP) FTEs does your facility currently have?	16	1.81	100.0%	1	1	6	1.38
b. How many of the total RCP FTEs are regular employees?	16	1.69	93.1%	1	0	6	1.35
c. How many of the total RCP FTEs are registry or travelers?	16	0.00	0.0%	0	0	0	0.00
d. How many of the total RCP FTEs are currently vacant?	16	0.16	8.6%	0	0	1	0.35
e. How many of the RCPs currently employed by your facility are RRTs?	16	0.81	N/A	1	0	2	0.75

2.) Can you please fill out the following formula regarding the transition of RCPs in and out of employment with your facility in the past year (please use calendar year if possible)?							
	N	Mean	% of Total Staff	Median	Min	Max	SD
Total Staff Beginning of Year:	16	2.44	100.0%	2	0	7	2.03
+ New Hires:	16	0.56	23.1%	0	0	4	1.09
- Dismissals/Terminations:	16	0.19	7.7%	0	0	2	0.54
- Voluntary Resignations:	16	0.38	15.4%	0	0	3	0.81
= Total Staff End of Year:	16	2.38	97.4%	1.5	0	9	2.33

3.) During the past year, what were the average monthly number of overtime hours reported by respiratory care staff?							
	N	Mean	Median	Min	Max	SD	
Hours per Month	16	29.44	4.5	0	260	68.09	

**4.) Please provide an estimate of the percentage of time that your respiratory care staff spends with each of these patient age groups:**

Percent - %	N	Mean	Median	Min	Max	SD
Patient Age - Under 5	16	1.69	0.5	0	10	2.80
Patient Age - 5 to 17	16	1.94	1	0	10	2.86
Patient Age - 18 to 44	16	15.56	15	0	40	11.23
Patient Age - 45 to 64	16	34.19	35	5	60	13.88
Patient Age - 65 and Older	16	46.63	40	7	95	24.99

**5.) If you use a registry service, how important is each of the following factors as reasons for using a registry service? (Rate from most important to not important)**

	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
a. We don't need to hire as many permanent full-time Respiratory Care Practitioners to staff needed services.	0	(0%)	0	(0%)	2	(67%)	0	(0%)	1	(33%)	3	2.33	3	1.15
b. It is a cost effective way of hiring needed staff.	0	(0%)	0	(0%)	2	(67%)	0	(0%)	1	(33%)	3	2.33	3	1.15
c. We don't have to worry about recruiting qualified personnel.	1	(33%)	0	(0%)	1	(33%)	0	(0%)	1	(33%)	3	3.00	5,3,1	2.00
d. It gives us more operational flexibility to add needed services/specialties or discontinue services/specialties.	0	(0%)	1	(33%)	1	(33%)	0	(0%)	1	(33%)	3	2.67	4,3,1	1.53
e. It provides a cost savings in terms of benefits (health insurance, vacation, retirement plan) paid to permanent staff.	0	(0%)	1	(33%)	1	(33%)	0	(0%)	1	(33%)	3	2.67	4,3,1	1.53
f. It provides a stopgap or temporary hire for a vacancy until we are able to recruit regular staff.	1	(33%)	0	(0%)	1	(33%)	0	(0%)	1	(33%)	3	3.00	5,3,1	2.00
g. Other, please describe:	0	(0%)	0	(0%)	1	(50%)	0	(0%)	1	(50%)	2	4.00	3,1	1.41

6.) If you use RCP travelers, how important is each of the following factors as reasons for using travelers? (Rate from most important to not important)														
	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
a. We don't need to hire as many permanent full-time Respiratory Care Practitioners to staff needed services.	0	(0%)	1	(33%)	1	(33%)	1	(33%)	0	(0%)	3	3.00	4,3,2	1.00
b. It is a cost effective way of hiring needed staff.	0	(0%)	0	(0%)	2	(67%)	1	(33%)	0	(0%)	3	2.67	3	0.58
c. We don't have to worry about recruiting qualified personnel.	1	(33.3%)	0	(0%)	1	(33%)	1	(33%)	0	(0%)	3	3.33	5,3,2	1.53
d. It gives us more operational flexibility to add needed services/specialties or discontinue services/specialties.	0	(0%)	1	(33%)	1	(33%)	1	(33%)	0	(0%)	3	3.00	4,3,2	1.00
e. It provides a cost savings in terms of benefits (health insurance, vacation, retirement plan) paid to permanent staff.	0	(0%)	1	(50%)	1	(50%)	0	(0%)	0	(0%)	2	3.50	4,3	0.71
f. It provides a stopgap or temporary hire for a vacancy until we are able to recruit regular staff.	1	(50%)	0	(0%)	1	(50%)	0	(0%)	0	(0%)	2	4.00	5,3	1.41
g. Other, please describe:	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	(100%)	1	1.00	1	

7.) In the past 3 years, have you encountered difficulties in hiring qualified respiratory care practitioners?			
	N	% of Responses	% of Surveys
Yes	11	68.75%	68.75%
No	5	31.25%	31.25%
Total	16	100.00%	100.00%

**7a.) Please rate the following factors that have created hiring difficulties.  
(Please rate each factor from most important to not important)**

	Most Important				Somewhat Important				Not Important					
	(5)		(4)		(3)		(2)		(1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
<b>a. There aren't enough Respiratory Care Practitioners in this area to fill available positions.</b>	<b>7</b>	<b>(64%)</b>	0	(0%)	3	(27%)	1	(9%)	0	(0%)	11	4.18	5	1.17
<b>b. There aren't enough qualified Respiratory Care Practitioners.</b>	<b>4</b>	<b>(36%)</b>	3	(27.3%)	2	(18%)	1	(9%)	1	(9%)	11	3.73	5	1.35
<b>c. There aren't enough Respiratory Care Practitioners being graduated from colleges where we hire.</b>	3	(27%)	2	(18%)	<b>4</b>	<b>(36%)</b>	1	(9%)	1	(9%)	11	3.45	3	1.29
<b>d. There aren't enough Respiratory Care Practitioners with the particular specialties/certifications we need.</b>	<b>5</b>	<b>(45%)</b>	1	(9%)	2	(18%)	1	(9%)	2	(18%)	11	3.55	5	1.63
<b>e. Our salaries are below those offered by facilities in the surrounding area.</b>	<b>4</b>	<b>(36%)</b>	3	(27%)	1	(9%)	1	(9%)	2	(18%)	11	3.55	5	1.57
<b>f. Our benefits are less than are those offered by facilities in the surrounding area.</b>	3	(27%)	1	(9%)	2	(18%)	1	(9%)	<b>4</b>	<b>(36%)</b>	11	2.82	1	1.72
<b>g. Respiratory Care Practitioners are leaving this area to go to other job markets in the state where salaries or benefits are better.</b>	2	(18%)	2	(18%)	1	(9%)	<b>3</b>	<b>(27%)</b>	<b>3</b>	<b>(27%)</b>	11	2.73	2,1	1.56

**8.) On average, how much time does it currently take for a typical new graduate hired as an entry-level employee to come up to speed on basic skills?**

	N	% of Responses
Less than two weeks (1)	0	0.00%
Two weeks to a month (2)	0	0.00%
Between one and two months (3)	4	33.33%
Between two and three months (4)	3	25.00%
Between three and four months (5)	1	8.33%
Between four and five months (6)	0	0.00%
Between five and six months (7)	2	16.67%
More than six months (8)	2	16.67%
Total	12	100.00%
Mode	3	

**9.) Approximately what is your starting salary for a new Certified Respiratory Therapist (without experience)?**

	N	Mean	Median	Min	Max	SD
per hour	12	21.50	21.00	15	28	3.40

**10.) Do you currently pay a hiring bonus for a new Certified Respiratory Therapist (without experience)?**

	N	% of Responses	% of Surveys
Yes	5	31.25%	31.25%
No	11	68.75%	68.75%
Total	16	100.00%	100.00%

  

What is the approximate amount?	N	Mean	Median	Min	Max	SD
Lump Sum	4	\$2,575.00	\$1,200.00	\$400.00	\$7,500.00	3313.99

**11.) Setting experience aside, do you pay a differential for staff members who are RRTs?**

	N	% of Responses	% of Surveys
Yes	2	13.33%	12.50%
No	13	86.67%	81.25%
Total	15	100.00%	93.75%

What is the approximate amount?	N	Mean	Median	Min	Max	SD
per hour	3	\$2.33	\$3.00	\$0.00	\$4.00	2.08

**12.) Which if any, of the following incentives does your facility offer respiratory care staff who want to pursue additional training or education? (Please check all that apply)**

	N	% of Responses	% of Surveys
Tuition	6	66.67%	37.50%
Paid time to attend	6	66.67%	37.50%
Pay differentials once the program is successfully completed	3	33.33%	18.75%
Other (please explain)	2	22.22%	12.50%
Total	9	100.00%	56.25%

**13.) Do you believe most respiratory therapists working today have the right amount of education/training for the jobs/tasks they're asked to perform by their employers?**

	N	% of Responses	% of Surveys
No, too much education/training (they are over-qualified)	1	6.25%	6.25%
Yes, their education/training is appropriate for the job	8	50.00%	50.00%
No, not enough education/training (they are under-qualified)	7	43.75%	43.75%
Total	16	100.00%	100.00%

**14.) Upon graduating, how well prepared are new RCPs to enter the workforce?**

	N	% of Responses
Extremely well prepared (1)	0	0.00%
Well prepared (2)	4	26.67%
Poorly prepared (3)	6	40.00%
Not at all prepared (4)	1	6.67%
Not applicable (5)	4	26.67%
Total	15	100.00%
Mode	6	

**15.) About what percentage of the NEW entry level RCPs that you hire have the necessary educational background?**

	N	Mean	Median	Min	Max	SD
Percent - %	11	45.91	50	0	100	45.76

**16.) In your opinion, which of the following statements best describes how well California respiratory care education programs are preparing new entry level RCPs for work they are required to do?**

	N	% of Responses
All programs adequately prepare new entry level RCPs (1)	1	7.69%
Most programs adequately prepare new entry level RCPs (2)	5	38.46%
Some programs adequately prepare new entry level RCPs (3)	5	38.46%
Few programs adequately prepare new entry level RCPs (4)	2	15.38%
None of the programs adequately prepare new entry level RCPs (5)	0	0.00%
Total	13	100.00%
Mode	2,3	

<b>17.) Do you have agreements with educational program(s) to provide a clinical experience program at your facility?</b>			
	N	% of Responses	% of Surveys
Yes, we have a formal agreement with set requirements	1	6.67%	6.25%
Yes, but we use an informal arrangement based on individual student needs	1	6.67%	6.25%
No, we do not provide a clinical experience program	13	86.67%	81.25%
<b>Total</b>	<b>15</b>	<b>100.00%</b>	<b>93.75%</b>

<b>18.) In the past 3 years, have you encountered difficulties retaining qualified respiratory care practitioners?</b>			
	N	% of Responses	% of Surveys
Yes	6	40.00%	37.50%
No	9	60.00%	56.25%
<b>Total</b>	<b>15</b>	<b>100.00%</b>	<b>93.75%</b>

**18a.) Please rate the following factors that have been expressed to you by respiratory care practitioners as the reason for leaving employment at your facility in the past 3 years. (Rate from most important to not important)**

	Most Important				Somewhat Important				Not Important		N	Mean	Mode	SD
	(5)		(4)		(3)		(2)		(1)					
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
Because of child care/family responsibilities	0	(0%)	0	(0%)	3	(50%)	0	(0%)	3	(50%)	6	2.00	3,1	1.10
Moving to a different area/taking job closer to home	0	(0%)	0	(0%)	2	(33%)	1	(17%)	3	(50%)	6	1.83	1	0.98
Because of job-related stress	1	(17%)	2	(33%)	2	(33%)	1	(17%)	0	(0%)	6	3.50	4,3	1.05
Due to illness or injury	0	(0%)	1	(17%)	1	(17%)	2	(33%)	2	(33%)	6	2.17	2,1	1.17
Salary	2	(33%)	2	(33%)	0	(0%)	2	(33%)	0	(0%)	6	3.67	5,4,2	1.37
Benefits	1	(17%)	1	(17%)	1	(17%)	2	(33%)	1	(17%)	6	2.83	2	1.47
Dissatisfaction with job	0	(0%)	2	(33%)	3	(50%)	0	(0%)	1	(17%)	6	3.00	3	1.10
Dissatisfaction with respiratory care profession	0	(0%)	0	(0%)	2	(33%)	2	(33%)	2	(33%)	6	2.00	3,2,1	0.89
Return to school	0	(0%)	0	(0%)	0	(0%)	1	(17%)	5	(83%)	6	1.17	1	0.41
Try another occupation	0	(0%)	0	(0%)	1	(17%)	2	(33%)	3	(50%)	6	1.67	1	0.82
Moving to another position in facility/organization	0	(0%)	2	(33%)	2	(33%)	1	(17%)	1	(17%)	6	2.83	4,3	1.17
Retired	0	(0%)	1	(17%)	2	(33%)	2	(33%)	1	(17%)	6	2.50	3,2	1.05
Other, please describe:	0		0		0		0		0		0			

**19.) In the past 3 years, have you found it necessary to terminate or dismiss an RCP?**

	N	% of Responses	% of Surveys
Yes	4	25.00%	25.00%
No	12	75.00%	75.00%
Total	16	100.00%	100.00%

**19a.) Please indicate which of the following have been reasons for termination or dismissal of RCP's in the past 3 years. (Please check all that apply)**

	N	% of Responses	% of Surveys
Unacceptable work habits such as unexcused absenteeism, failure to complete assignments, poor interaction with staff or patients, etc.	1	25.00%	6.25%
Unacceptable levels of knowledge or skills	1	25.00%	6.25%
Violation of patient care protocols or hospital regulations	2	50.00%	12.50%
<b>Total</b>	<b>4</b>	<b>100.00%</b>	<b>25.00%</b>

  

	N	Mean	Median	Min	Max	SD
Number dismissed due to unacceptable work habits	2	1	1	1	1	
Number dismissed due to unacceptable knowledge or skills	0	0	0	0	0	
Number dismissed due to violation of patient care protocols or hospital regulations	2	1	1	1	1	

**20.) Overall, in the next five years, do you expect the number of patients in your facility to increase, decrease or remain the same?**

	N	% of Responses	% of Surveys
We are expecting the number of patients in our facility to increase.	12	80.00%	75.00%
We are expecting the number of patients in our facility to decrease.	1	6.67%	6.25%
We are expecting the number of patients in our facility to remain about the same as we have currently.	2	13.33%	12.50%
<b>Total</b>	<b>15</b>	<b>100.00%</b>	<b>93.75%</b>

**20a.) Please indicate the approximate percentage increase in patients that you are expecting to occur in the next 5 years**

	N	Mean	Median	Min	Max	SD
Percent - %	12	51.50	31.5	10	200	56.40

<b>20a.) Please indicate the approximate percentage decrease in patients you are expecting to occur in the next 5 years</b>						
	N	Mean	Median	Min	Max	SD
<b>Percent - %</b>	2	25.00	25	0	50	35.36

<b>21.) Are you planning on increasing, decreasing or maintaining the current number of Respiratory Care staff at your facility within the next 5 years?</b>			
	N	% of Responses	% of Surveys
<b>We are planning on increasing our current staff.</b>	11	73.33%	68.75%
<b>We are planning on decreasing our current staff.</b>	0	0.00%	0.00%
<b>We are planning on maintaining current respiratory care staffing levels.</b>	4	26.67%	25.00%
<b>Total</b>	15	100.00%	93.75%

<b>21a.) Please indicate the approximate percentage increase in RCP staffing you are expecting to occur within the next 5 years</b>						
	N	Mean	Median	Min	Max	SD
<b>Percent - %</b>	10	66.30	50	5	200	55.56

**21b.) How important is each of the following factors as to why you are planning on increasing the respiratory care staff in the next 5 years?  
(Please rate each factor from most important to not important)**

	Most Important				Somewhat Important				Not Important		N	Mean	Mode	SD
	(5)		(4)		(3)		(2)		(1)					
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
<b>a. Our general patient load is increasing in this facility</b>	<b>6</b>	<b>(60%)</b>	2	(20%)	2	(20%)	0	(0%)	0	(0%)	10	4.40	5	0.84
<b>b. The need for respiratory services is increasing within the existing departments/units</b>	<b>4</b>	<b>(44%)</b>	2	(22%)	2	(22%)	0	(0%)	1	(11%)	9	3.89	5	1.36
<b>c. The facility is planning an expansion of its patient capacity</b>	<b>5</b>	<b>(56%)</b>	1	(11%)	3	(33%)	0	(0%)	0	(0%)	9	4.22	5	0.97
<b>d. The facility is planning on increasing the number of services or specialty departments/units</b>	<b>3</b>	<b>(30%)</b>	0	(0%)	<b>3</b>	<b>(30%)</b>	<b>3</b>	<b>(30%)</b>	1	(10%)	10	3.10	5,4,2	1.45
<b>e. The increasing use and/or sophistication of technology requires more respiratory care professionals</b>	1	(11%)	1	(11%)	<b>3</b>	<b>(33%)</b>	2	(22%)	2	(22%)	9	2.67	3	1.32
<b>f. Other, please describe:</b>	<b>1</b>	<b>(50%)</b>	0	(0%)	<b>1</b>	<b>(50%)</b>	0	(0%)	0	(0%)	2	4.00	5,3	1.4

**22.) In the next 5 years, do you anticipate difficulties in hiring qualified Respiratory Care Practitioners?**

	N	% of Responses	% of Surveys
<b>Yes</b>	10	66.67%	62.50%
<b>No</b>	5	33.33%	31.25%
<b>Total</b>	15	100.00%	93.75%

<b>22a.) Please rate the following reasons that you expect will create hiring difficulties. (Please rate them from most serious to not important)</b>														
	Most Important				Somewhat Important				Not Important					
	(5)		(4)		(3)		(2)		(1)		N	Mean	Mode	SD
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
<b>a. There aren't enough Respiratory Care Practitioners in this area to fill available positions</b>	<b>5</b>	<b>(50%)</b>	4	(40%)	1	(10%)	0	(0%)	0	(0%)	10	4.40	5	0.70
<b>b. There aren't enough qualified Respiratory Care Practitioners</b>	<b>4</b>	<b>(40%)</b>	3	(30%)	2	(20%)	0	(0%)	1	(10%)	10	3.90	5	1.29
<b>c. There aren't enough Respiratory Care Practitioners being graduated from colleges where we hire</b>	<b>3</b>	<b>(33%)</b>	<b>3</b>	<b>(33%)</b>	<b>3</b>	<b>(33%)</b>	0	(0%)	0	(0%)	9	4.00	5,4,3	0.87
<b>d. There aren't enough Respiratory Care Practitioners with the particular specialties/certifications we need</b>	<b>4</b>	<b>(44%)</b>	1	(11%)	3	(33%)	0	(0%)	1	(11%)	9	3.78	5	1.39
<b>e. Our salaries are below those offered by facilities in the surrounding area</b>	<b>3</b>	<b>(30%)</b>	<b>3</b>	<b>(30%)</b>	0	(0%)	2	(20%)	2	(20%)	10	3.30	5,4	1.64
<b>f. Our benefits are less than those offered by facilities in the surrounding area</b>	<b>3</b>	<b>(33%)</b>	1	(11%)	1	(11%)	2	(22%)	2	(22%)	9	3.11	5	1.69
<b>g. Respiratory Care Practitioners are leaving this area to go to other job markets in the state where salaries are better</b>	2	(22%)	2	(22%)	0	(0%)	1	(11%)	<b>4</b>	<b>(44%)</b>	9	2.67	1	1.80
<b>h. Other, please describe</b>	<b>1</b>	<b>(100%)</b>	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	5.00	5	

	Yes	%	No	%	Total
23.) Given your expectations for the Respiratory Care profession in the next five years, should the entry level educational requirement for Respiratory Care Professionals be increased from the current 2-year degree to a 4-year (Bachelor's) degree?	2	(13.3%)	13	(86.7%)	15
24.) Given your expectations for the Respiratory Care profession in the next five years, should the State establish a standard or model curriculum for respiratory care education programs?	14	(93.3%)	1	(6.7%)	15
25.) Given your expectations for the respiratory care profession in the next five years, should the State require respiratory education programs to include a minimum number of clinical hours?	15	(93.8%)	1	(6.3%)	16
26.) Given your expectations for the Respiratory Care profession in the next five years, should progression to the RRT from the CRT be required within a designed timeframe such as 3 years?	5	(31.3%)	11	(68.8%)	16
27.) Given your expectations for the Respiratory Care profession in the next five years, should the RRT be the entry level exam for licensure?	5	(33.3%)	10	(66.7%)	15
28.) Given your expectations for the Respiratory Care profession in the next five years, are there other education or training requirements that need to be changed?	8	(57.1%)	6	(42.9%)	14

29.) How many patients does your facility service in a typical month?		
	N	% of Responses
1 to 99	4	26.67%
100 to 199	3	20.00%
200 to 299	2	13.33%
300 to 399	3	20.00%
400 to 499	0	0.00%
500 or more	3	20.00%
<b>Total</b>	<b>15</b>	<b>100.00%</b>
<b>Mode</b>	<b>1</b>	

30.) How many patients with respiratory disorders does your facility service in a typical month?		
	N	% of Responses
1 to 99	6	40.00%
100 to 199	4	26.67%
200 to 299	0	0.00%
300 to 399	2	13.33%
400 to 499	1	6.67%
500 or more	2	13.33%
<b>Total</b>	<b>15</b>	<b>100.00%</b>
<b>Mode</b>	<b>1</b>	

31.) How many years have you worked for your current employer?						
	N	Mean	Median	Min	Max	SD
<b>Years</b>	15	8.40	4	1	23	8.48

32.) Do you supervise all the respiratory care staff in your facility?			
	N	% of Response	% of Surveys
<b>Yes</b>	13	86.67%	81.25%
<b>No</b>	2	13.33%	12.50%
<b>Total</b>	15	100.00%	93.75%

32b. How many years have you held this position with your current employer?						
	N	Mean	Median	Min	Max	SD
<b>Years</b>	15	6.73	3	1	23	7.74

**33.) Please indicate which of the following licenses, credentials, certifications, and degrees you have earned.**

	N	% of Survey
California Respiratory Care Practitioner License	6	37.50%
CRT	4	25.00%
RRT	4	25.00%
Neonatal/Pediatric Specialist	0	0.00%
CPRT	0	0.00%
RPFT	0	0.00%
LVN	0	0.00%
RN	1	6.25%
Associate's degree	5	31.25%
Bachelor's degree	6	37.50%
Master's degree or higher	2	12.50%

**34.) Which of the following best describes your position type?**

	N	% of Response	% of Surveys
Human Resources	0	0.00%	0.00%
Upper Management	7	46.67%	43.75%
Direct Line Supervisor	6	40.00%	37.50%
Other	2	13.33%	12.50%
Total	15	100.00%	93.75%

## Appendix 5: Responses to Educational Program Survey Questions

1.) Please indicate the type of educational setting that best describes the institution in which your program is located:		
	N	% of Responses
Public Community College (1)	13	65.0%
Private 2-year Technical College/School (2)	6	30.0%
Public 4-year College/University (3)	0	0.0%
Private 4-year College/University (4)	1	5.0%
Private online/distance 2-year Technical College/School (5)	0	0.0%
Private online/distance 4-year Technical College/School (6)	0	0.0%
Other, please describe: (7)	0	0.0%
Total	20	100.0%
Mode	1	

2.) Does the educational institution in which your program is located have campuses outside of California?			
	N	% of Responses	% of Surveys
Yes	5	25.0%	25.0%
No	15	75.0%	75.0%
Total	20	100.0%	100.0%

3.) Please indicate the year your program first started accepting students.		
Response	N	Percent
1957	1	5%
1962	1	5%
1965	2	10%
1968	1	5%
1969	2	10%
1970	2	10%
1971	1	5%
1972	1	5%
1974	1	5%
1978	1	5%
1983	1	5%
2004	2	10%
2005	2	10%
2006	2	10%
Total	20	100%

4.) Can students in your program complete a curriculum in Respiratory Care without completing an Associate's or Bachelor's degree?			
	N	% of Responses	% of Surveys
Yes	2	10.0%	10.0%
No	18	90.0%	90.0%
Total	20	100.0%	100.0%

5.) Does your program specifically award an Associate of Science degree in Respiratory Care?			
	N	% of Responses	% of Surveys
Yes	15	75.0%	75.0%
No	5	25.0%	25.0%
Total	20	100.0%	100.0%

5a.) Is your program integrated into another field that awards an Associate of Science degree?			
	N	% of Responses	% of Surveys
Yes	0	0.0%	0.0%
No	5	100.0%	25.0%
Total	5	100.0%	25.0%

**6.) Does your program specifically award an Associate of Applied Science degree in Respiratory Care?**

	N	% of Responses	% of Surveys
<b>Yes</b>	3	15.0%	15.0%
<b>No</b>	17	85.0%	85.0%
<b>Total</b>	20	100.0%	100.0%

**6a.) Is your program integrated into another field that awards an Associate of Applied Science degree?**

	N	% of Responses	% of Surveys
<b>Yes</b>	0	0.0%	0.0%
<b>No</b>	16	100.0%	80.0%
<b>Total</b>	16	100.0%	80.0%

**7.) What are the number of hours in a full-time teaching load at your institution?**

	N	Mean	Median	Min	Max	SD
<b>Lecture:</b>	16	11.3	13.5	4	20	5.0
<b>Clinical:</b>	14	13.0	12	3	24	6.8
<b>Lab:</b>	15	8.5	6	2	24	7.2

**8.) Please indicate the number of full-time faculty and part-time faculty (FTEs) teaching in your program since 2000 (if your program was started after 2000 please indicate the faculty numbers beginning with the semester your program first accepted students). Do not include unpaid volunteers.**

Full-Time	N	Mean	Median	Min	Max	SD	Part-Time	N	Mean	Median	Min	Max	SD
<b>2000-Fall</b>	13	2.7	2	2	5	1.1	<b>2000-Fall</b>	11	2.0	1.5	0	8	2.3
<b>2001-Spring</b>	13	2.7	2	2	5	1.1	<b>2001-Spring</b>	11	2.0	1.5	0	8	2.3
<b>2001-Fall</b>	13	2.7	2	2	5	1.1	<b>2001-Fall</b>	11	2.0	1.5	0	8	2.3
<b>2002-Spring</b>	13	2.7	2	2	5	1.1	<b>2002-Spring</b>	10	2.0	1.25	0	8	2.4
<b>2002-Fall</b>	13	2.7	2	2	5	1.1	<b>2002-Fall</b>	12	2.3	1.75	0	8	2.5
<b>2003-Spring</b>	13	2.7	2	2	5	1.1	<b>2003-Spring</b>	12	3.1	1.75	0	10	3.4
<b>2003-Fall</b>	13	2.7	2	2	5	1.1	<b>2003-Fall</b>	12	3.0	1.75	0	10	3.3
<b>2004-Spring</b>	14	2.6	2	2	5	1.1	<b>2004-Spring</b>	13	3.4	2	0	14	4.0
<b>2004-Fall</b>	17	2.5	2	2	5	1.0	<b>2004-Fall</b>	16	3.3	2.5	0	14	3.9
<b>2005-Spring</b>	18	2.7	2	1	5	1.1	<b>2005-Spring</b>	17	3.2	2	0	16	4.0
<b>2005-Fall</b>	18	2.8	2	1	6	1.3	<b>2005-Fall</b>	18	3.8	3	0	16	3.9
<b>2006-Spring</b>	19	2.9	2	1	6	1.4	<b>2006-Spring</b>	18	4.1	3	0	18	4.3
<b>2006-Fall</b>	20	2.9	2.5	1	6	1.3	<b>2006-Fall</b>	19	4.2	3	0	18	4.4
<b>2007-Spring</b>	20	3.2	3	2	6	1.3	<b>2007-Spring</b>	19	4.4	3	0	18	4.4

<b>9.) Since the 2000-2001 academic year, has your department offered an entry-level program?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	3	15.0%	15.0%
<b>No</b>	17	85.0%	85.0%
<b>Total</b>	20	100.0%	100.0%

<b>10.) Since the 2000-2001 academic year, has your department offered an advanced-level program?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	19	95.0%	95.0%
<b>No</b>	1	5.0%	5.0%
<b>Total</b>	20	100.0%	100.0%

<b>11.) Is your current program entry and/or advanced level?</b>			
	N	% of Responses	% of Surveys
<b>Entry-level only</b>	1	5.0%	5.0%
<b>Advanced level only</b>	17	85.0%	85.0%
<b>Entry and advanced levels</b>	2	10.0%	10.0%
<b>Total</b>	20	100.0%	100.0%

12.) Since 2000 how many students have enrolled in your program each year and how many have graduated each year (please use head-count numbers; if your program was started after 2000, please indicate the number of students beginning with the semester your program first accepted students)? Note: the number of enrolled students should include both new and continuing students.

		Entry Level Programs						Advanced-Level Programs					
		N	Mean	Median	Min	Max	SD	N	Mean	Median	Min	Max	SD
<b>New Admissions</b>	2000-01	2	25.0	25.0	15	35	14.1	6	28.0	18.0	14	80	25.7
	2001-02	2	25.5	25.5	16	35	13.4	6	29.0	22.0	9	76	23.9
	2002-03	2	19.0	19.0	15	23	5.7	6	27.8	16.5	10	90	30.6
	2003-04	2	25.0	25.0	15	35	14.1	7	31.1	24.0	18	80	21.9
	2004-05	3	32.7	35.0	15	48	16.6	9	34.4	27.0	20	95	23.1
	2005-06	3	50.3	35.0	16	100	44.0	11	40.4	32.0	18	105	25.1
	2006-07	3	50.0	35.0	15	100	44.4	14	37.3	28.0	4	95	26.5
	2007-08	3	51.3	35.0	19	100	42.9	11	39.5	31.0	10	120	30.4
<b>Number Enrolled</b>	2000-01	2	24.0	24.0	15	33	12.7	8	24.8	25.5	13	32	6.6
	2001-02	2	21.0	21.0	17	25	5.7	8	25.1	22.5	12	42	9.2
	2002-03	2	17.0	17.0	15	19	2.8	8	20.8	15.5	12	40	10.3
	2003-04	2	24.0	24.0	15	33	12.7	9	27.4	26.0	12	41	10.1
	2004-05	3	30.7	32.0	15	45	15.0	11	36.1	40.0	20	49	12.6
	2005-06	3	48.3	33.0	16	96	42.1	13	43.9	43.0	24	88	17.2
	2006-07	3	47.7	33.0	15	95	42.0	16	45.9	42.5	2	99	25.0
	2007-08	3	49.0	33.0	19	95	40.4	12	47.0	42.5	10	127	29.8
<b>Number Graduated</b>	2000-01	2	16.5	16.5	14	19	3.5	9	14.6	16.0	6	20	4.7
	2001-02	2	14.5	14.5	14	15	0.7	9	14.3	14.0	9	21	4.2
	2002-03	2	17.5	17.5	13	22	6.4	9	11.1	12.0	5	20	4.5
	2003-04	2	18.5	18.5	15	22	4.9	9	14.1	15.0	5	23	6.3
	2004-05	3	27.7	30.0	15	38	11.7	11	20.6	21.0	17	27	2.9
	2005-06	2	50.0	50.0	15	85	49.5	13	24.8	22.0	18	43	7.3
	2006-07	2	47.5	47.5	13	82	48.8	12	16.2	18.0	0	37	13.3
	2007-08	Graduations for 2007-08 not available when data was collected.											

Note: The N on this question reflects the number of programs surveyed, not surveys received. Since two program directors had entry and advanced programs, the 20 completed surveys describe 22 different programs.

**13.) What is the total number of credit hours currently required in your program for completion?**

Hours	Entry level	Advanced level	Total
N	2	18	20
Mean	62.5	83.3	81.3
Median	62.5	80.5	76
Min	60	20	20
Max	65	192	192
SD	3.5	35.3	34.0

Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.

**14.) Approximately what percentage of your current curriculum is offered through Online classes?**

Percent - %	Entry level	Advanced level	Total
N	3	19	22
Mean	0	0.7	0.6
Median	0	0	0
Min	0	0	0
Max	0	5	5
SD		1.7	1.6

Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.

<b>15.) Please answer both question before continuing:</b>			
<b>a) Does your current entry level program have a formal clinical component?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	3	100.0%	15.0%
<b>No</b>	0	0.0%	0.0%
<b>Total</b>	3	100.0%	15.0%
<b>b) Does your current advanced level program have a formal clinical component?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	19	100.0%	95.0%
<b>No</b>	0	0.0%	0.0%
<b>Total</b>	19	100.0%	95.0%
<p>Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.</p>			

<b>15a.) How many clinical units are required to complete your program?</b>			
Units	Entry level	Advanced level	Total
N	2	16	18
Mean	24	16.9	17.8
Median	24	17	18
Min	18	4	4
Max	30	24	30
SD	8.5	4.9	5.6
<p>Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.</p>			

**15b.) How many hours of clinical time (not including lab hours) are students required to complete in order to receive one credit unit?**

Hours	Entry level	Advanced level	Total
N	2	17	19
Mean	42.5	46.3	45.9
Median	42.5	48	48
Min	40	3	3
Max	45	90	90
SD	3.5	22.0	20.8

Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.

**15c.) Please select the type of settings that provide clinical credit hours for your students (select all that apply).**

	Entry-level		Advanced level	
	N	% of Responses	N	% of Responses
General acute care hospital (1)	3	100.0%	18	94.7%
Acute care hospital that is a designated trauma center (2)	3	100.0%	18	94.7%
Acute care hospital that is a teaching hospital (3)	3	100.0%	18	94.7%
Sub-acute, long-term care or rehabilitation program (4)	1	33.3%	15	78.9%
Stand alone hyperbaric medical program (5)	0	0.0%	1	5.3%
Stand alone diagnostic program (e.g., PFT lab) (6)	1	33.3%	5	26.3%
Home care/durable medical equipment (7)	2	66.7%	7	36.8%
Skilled nursing facility (8)	2	66.7%	4	21.1%
Stand alone sleep center (10)	1	33.3%	5	26.3%
Doctor's Offices or Clinic (11)	0	0.0%	3	15.8%
Other, please describe: (12)	0	0.0%	4	21.1%
Total	3		19	
Mode	1,2,3		1,2,3	

Note: The N on this question is calculated by programs surveyed, not surveys received. While 20 surveys were received by the ISR, they represent 22 different programs since two surveyed respondents had entry and advanced programs.

<b>16.) About what percentage of students enrolled in your program during the past 5 years would you estimate fall into the categories below: (Answers should sum to 100%)</b>						
<b>Percent - %</b>	<b>N</b>	<b>Mean</b>	<b>Median</b>	<b>Min</b>	<b>Max</b>	<b>SD</b>
<b>Younger students having recently completed high school and looking for a career</b>	19	27.4	20	1	90	24.8
<b>Older non-traditional students not currently in the work force (e.g., parents who have taken time off to raise children, individuals who have been displaced or laid off from their jobs) who want to get into the respiratory care profession</b>	19	34.3	35	2	60	18.9
<b>Older non-traditional students currently in the workforce but who are coming back to school to change careers</b>	19	34.6	35	8	80	20.9

Note: One respondent reported answers of 5, 10, 15. This implies that another type of unidentified student may exist in the population.

<b>17.) In your experience during the past 5 years, which of the following best characterizes the quality of the students entering your program?</b>		
	<b>N</b>	<b>% of Responses</b>
<b>The quality of the students has improved</b>	11	55.0%
<b>The quality of the students has declined</b>	0	0.0%
<b>The quality of the students has remained about the same</b>	7	35.0%
<b>Can't judge the quality</b>	2	10.0%
<b>Total</b>	20	100.0%
<b>Mode</b>	1	

**18.) In your opinion, which of the following statements best describes how well California respiratory care education programs are preparing new entry level RCPs for the work they are required to do?**

	N	% of Responses
All programs adequately prepare new entry level RCPs (1)	0	0.0%
Most programs adequately prepare new entry level RCPs (2)	13	65.0%
Some programs adequately prepare new entry level RCPs (3)	7	35.0%
Few programs adequately prepare new entry level RCPs (4)	0	0.0%
None of the programs adequately prepare new entry level RCPs (5)	0	0.0%
Total	20	100.0%
Mode	2	

**19.) Do you believe most respiratory care therapists working today have the right amount of education/training for the jobs/tasks they're asked to perform by their employers? Please answer in terms of the workforce in general, rather than for graduates of particular programs (including your own).**

	N	% of Responses
No, too much education/training (they are over-qualified)	0	0.00%
Yes, their education/training is appropriate	13	65.00%
No, not enough education/training (they are under-qualified)	7	35.00%
Total	20	100.00%
Mode	2	

20.) Considering what you know about the respiratory care field and education in California, upon graduating, how well prepared are new RCPs to enter the workforce? Please answer in terms of the workforce in general, rather than for graduates of particular programs (including your own).

	N	% of Responses
Extremely well prepared (1)	0	0.0%
Well prepared (2)	14	70.0%
Poorly prepared (3)	4	20.0%
Not at all prepared (4)	0	0.0%
Not applicable (5)	2	10.0%
Total	20	1
Mode	2	

25.) Do you believe the current reaccreditation process schedule is frequent enough to monitor program quality?

	N	% of Responses	% of Surveys
Yes	17	85.0%	85.0%
No, please describe:	3	15.0%	15.0%
Total	20	100.0%	100.0%

26.) Do you believe current accreditation site visits are comprehensive enough to monitor program quality?

	N	% of Responses	% of Surveys
Yes	18	90.0%	90.0%
No, please describe:	2	10.0%	10.0%
Total	20	100.0%	100.0%

27.) Do you believe the current initial accreditation standards for respiratory care programs appropriately address the elements related to the quality of graduates?

	N	% of Responses	% of Surveys
Yes	15	75.0%	75.0%
No	1	5.0%	5.0%
I am not familiar with the current initial accreditation standards	4	20.0%	20.0%
Total	20	100.0%	100.0%

<b>28.) Should any current initial accreditation standards be removed from the process?</b>			
	N	% of Responses	% of Surveys
<b>Yes, please describe:</b>	2	10.0%	10.0%
<b>No</b>	14	70.0%	70.0%
<b>I am not familiar with the current initial accreditation standards</b>	4	20.0%	20.0%
<b>Total</b>	20	100.0%	100.0%

<b>29.) Should any initial accreditation standards be added to the process?</b>			
	N	% of Responses	% of Surveys
<b>Yes, please describe:</b>	4	20.0%	20.0%
<b>No</b>	12	60.0%	60.0%
<b>I am not familiar with the current initial accreditation standards</b>	4	20.0%	20.0%
<b>Total</b>	20	100.0%	100.0%

<b>30.) Do you believe the current <u>reaccreditation</u> standards for respiratory care programs appropriately address the elements related to the quality of graduates?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	19	100.0%	95.0%
<b>No</b>	0	0.0%	0.0%
<b>Total</b>	19	100.0%	95.0%

<b>31.) Should any current reaccreditation standards be removed from the process?</b>			
	N	% of Responses	% of Surveys
<b>Yes, please describe:</b>	2	10.0%	10.0%
<b>No</b>	18	90.0%	90.0%
<b>Total</b>	20	100.0%	100.0%

<b>32.) Should any reaccreditation standards be added to the process?</b>			
	N	% of Responses	% of Surveys
<b>Yes, please describe:</b>	1	5.0%	5.0%
<b>No</b>	19	95.0%	95.0%
<b>Total</b>	20	100.0%	100.0%

<b>33.) Overall, in the next five years, do you expect the number of students in your program to increase, decrease, or remain the same?</b>			
	N	% of Responses	% of Surveys
<b>We are expecting the number of students in our program to increase</b>	10	50.0%	50.0%
<b>We are expecting the number of students in our program to decrease</b>	0	0.0%	0.0%
<b>We are expecting the number of students in our program to remain about the same</b>	10	50.0%	50.0%
<b>Total</b>	20	100.0%	100.0%

<b>33a.) Please indicate the approximate percentage increase you are expecting to have over your current student numbers:</b>						
	N	Mean	Median	Min	Max	SD
<b>Percent - %</b>	10	23.5	20	10	50	15.1

<b>33b.) How important is each of the following factors as to why you are expecting the number of students in your program to increase in the next 5 years? (Please rate each factor from most important to not important)</b>														
	Most Important (5)				Somewhat Important (3)				Not Important (1)					
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
								Mean	Mode	SD				
<b>a) The general student enrollment is increasing in the program</b>	1	(11.1%)	7	(77.8%)	1	(11.1%)	0	(0%)	0	(0%)	9	4.00	4	0.5
<b>b) The need for respiratory services is increasing, creating a greater demand for our graduates</b>	8	(80%)	1	(10%)	1	(10%)	0	(0%)	0	(0%)	10	4.70	5	0.7
<b>c) The institution is planning a general expansion of its student body</b>	2	(20%)	2	(20%)	3	(30%)	1	(10%)	2	(20%)	10	3.10	3	1.4
<b>d) We have more current student demand for respiratory care courses than we can presently satisfy</b>	3	(30%)	3	(30%)	2	(20%)	1	(10%)	1	(10%)	10	3.60	5,4	1.3
<b>e) There are more resources available which allows us to expand the program</b>	4	(40%)	3	(30%)	1	(10%)	0	(0%)	2	(20%)	10	3.70	5	1.6
<b>f) Other, please describe:</b>	1	(33.3%)	1	(33.3%)	0	(0%)	0	(0%)	1	(33.3%)	3	3.33	5,4,1	2.1

**33a.) How important is each of the following factors as to why you are expecting the number of students in your program to stay the same in the next 5 years?  
(Please rate each factor from most important to not important)**

	Most Important (5)		Somewhat Important (3)		Not Important (1)		N	Mean	Mode	SD				
	N	(%)	N	(%)	N	(%)								
a) The general student enrollment is remaining static for this program	3	(30%)	3	(30%)	2	(20%)	2	(20%)	0	(0%)	10	3.70	5,4	1.2
b) The need for respiratory services is holding constant, so the demand for our graduates is holding steady	3	(30%)	1	(10%)	2	(20%)	3	(30%)	1	(10%)	10	3.20	5,2	1.5
c) The institution is planning to maintain the current size of its student body during the next 5 years	4	(40%)	1	(10%)	2	(20%)	0	(0%)	3	(30%)	10	3.30	5	1.8
d) Our current student demand for respiratory care courses is balanced with the number of courses we offer	4	(40%)	1	(10%)	2	(20%)	0	(0%)	3	(30%)	10	3.30	5	1.8
e) The available resources fit our current program size	9	(90%)	0	(0%)	1	(10%)	0	(0%)	0	(0%)	10	4.80	5	0.6
f) Other, please describe:	1	(100%)	0	(0%)	0	(0%)	0	(0%)	0	(0%)	1	5.00	5	

**34.) Are you planning on increasing, decreasing or maintaining the current number of faculty members for your program?**

	N	% of Responses	% of Surveys
We are planning on increasing our current faculty	12	60.0%	60.0%
We are planning on decreasing our current faculty	0	0.0%	0.0%
We are planning on maintaining current faculty levels	8	40.0%	40.0%
Total	20	100.0%	100.0%

<b>34a.) Please indicate the approximate percentage increase you are expecting to have over your current faculty numbers</b>						
	N	Mean	Median	Min	Max	SD
<b>Percent - %</b>	11	29.82	30	2	50	15.97

<b>34b.) How important is each of the following factors as to why you are expecting to increase the number of faculty members in the next 5 years? (Please rate each factor from most important to not important)</b>														
	Most Important (5)		(4)		Somewhat Important (3)		(2)		Not Important (1)					
	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)				
	N	Mean	Mode	SD										
<b>a) The general student enrollment is increasing in the program</b>	9	75%	2	16.7%	1	8.3%	0	0%	0	0%	12	4.67	5	0.7
<b>b) The need for respiratory services is increasing, creating a greater demand for our graduates</b>	7	63.6%	3	27.3%	1	9.1%	0	0%	0	0%	11	4.55	5	0.7
<b>c) The institution is planning a general expansion of its student body</b>	3	25%	4	33.3%	4	33.3%	0	0%	1	8.3%	12	3.67	4,3	1.2
<b>d) The program is planning on increasing the number of specialty courses/units available to students</b>	3	25%	3	25%	3	25%	0	0%	3	25%	12	3.25	5,4,3,1	1.5
<b>e) The increasing use and/or sophistication of technology requires more faculty</b>	3	25%	3	25%	4	33.3%	0	0%	2	16.7%	12	3.42	3	1.4
<b>f) Other, please describe:</b>	5	83.3%	0	0%	0	0%	0	0%	1	16.7%	6	4.33	5	2.3

	Yes	%	No	%	Total
35.) Given your expectations for the respiratory care profession in the next 5 years, should the entry level educational requirement for Respiratory Care Practitioners be increased from the current 2-year degree to a 4-year (Bachelor's) degree?	8	40%	12	60%	20
36.) Given your expectations for the respiratory care profession in the next 5 years, should the State establish a standard or model curriculum for respiratory care education programs?	9	45%	11	55%	20
37.) Given your expectations for the respiratory care profession in the next 5 years, should the State require respiratory care education programs to include a minimum number of clinical hours?	18	90%	2	10%	20
38.) Given your expectations for the respiratory care profession in the next 5 years, should progression to RRT from CRT be required by the state within a designed timeframe such as 3 years?	14	70%	6	30%	20
39.) Given your expectations for the respiratory care profession in the next 5 years, should the RRT be the entry level exam for licensure?	15	75%	5	25%	20

40.) Given your expectations for the respiratory care profession in the next 5 years, are there other education or training requirements that need to be changed?			
	N	% of Responses	% of Surveys
No	11	57.9%	55.0%
Yes, please describe:	8	42.1%	40.0%
Total	19	100.0%	95.0%

41.) In your experience from discussions with employers who hire your graduates, which of the following are the complaints that you hear most often about students who graduate from your program ? (Please check all that apply)

	N	% of Surveys
They lack basic skills (writing, math, reading, etc.) (1)	1	5%
They lack knowledge of basic concepts of respiratory care (2)	3	15%
They have not been exposed to all of the technology that is currently available (3)	7	35%
They don't have enough hands on (i.e., clinical) experience (4)	4	20%
They lack a good work ethic (punctuality, dependability, dedication, etc.) (5)	4	20%
They have unrealistic expectations of the work environment (pace of job, stress level, etc.) (6)	4	20%
They have unrealistic expectations of salary or benefits (7)	1	5%
Other, please describe: (8)	6	30%
Total	20	100%
Mode	3	

42.) In your experience from discussions with employers who hire your graduates, which of the following are the complaints that you hear most often about students who graduate from other programs ? (Please check all that apply)

	N	% of Surveys
They lack basic skills (writing, math, reading, etc.) (1)	7	35%
They lack knowledge of basic concepts of respiratory care (2)	16	80%
They have not been exposed to all of the technology that is currently available (3)	15	75%
They don't have enough hands on (i.e., clinical) experience (4)	14	70%
They lack a good work ethic (punctuality, dependability, dedication, etc.) (5)	9	45%
They have unrealistic expectations of the work environment (pace of job, stress level, etc.) (6)	7	35%
They have unrealistic expectations of salary or benefits (7)	5	25%
Other, please describe: (8)	5	25%
Total	20	100%
Mode	2	

<b>43.) Are you the administrator (Dept. Chair or Program Head) over the Respiratory Care Program?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	20	100.0%	100.0%
<b>No</b>	0	0.0%	0.0%
<b>Total</b>	20	100.0%	100.0%

<b>43a.) If yes, how many years have you been in your current position?</b>						
	N	Mean	Median	Min	Max	SD
<b>Years</b>	20	8.7	3.5	1.5	33	8.9

<b>44.) Have you worked as a Respiratory Care Practitioner?</b>			
	N	% of Responses	% of Surveys
<b>Yes</b>	20	100.0%	100.0%
<b>No</b>	0	0.0%	0.0%
<b>Total</b>	20	100.0%	100.0%

<b>44a.) If yes, how many years have you worked in the field?</b>						
	N	Mean	Median	Min	Max	SD
<b>Years</b>	20	23.2	24.5	4	40	12.7

<b>45.) Please indicate which of the following licenses, credentials, certifications, and degrees you have earned.</b>		
	N	% of Responses
<b>California Respiratory Care Practitioner License</b>	19	95%
<b>CRT</b>	16	80%
<b>RRT</b>	20	100%
<b>Neonatal/Pediatric Specialist</b>	5	25%
<b>CPFT</b>	2	10%
<b>RPFT</b>	1	5%
<b>LVN</b>	0	0%
<b>RN</b>	1	5%
<b>Associate's degree</b>	13	65%
<b>Bachelor's degree</b>	18	90%
<b>Master's degree or higher</b>	11	55%