



Every other year, ANNA conducts an extensive membership survey. A portion of the membership is randomly selected and are invited to participate. The 2004 survey, conducted in December 2004, was sent to 2500 members; 706 valid responses were received for a response rate of 28%. The majority of the questions included in the survey were also asked in the 2002 survey, allowing results to be compared.

### Age and Experience

The average age of the member respondents was 48.52 years (as compared to 46.93 years in 2002). The average nursing experience was 22.30 years, the average nephrology experience was 15.27 years, and the average ANNA membership was 8.93 years.

### Certification

CNNs comprised 78.99% of the respondents, up from 64.50% in 2002. An additional 3.89% reported being CDNs.

### Current Primary Practice

Primary Practice Setting	2002	2004
Hospital Inpatient	27.90%	29.96%
Corporate Freestanding Dialysis Unit	19.40%	24.17%
Independent Freestanding Dialysis Unit	18.70%	15.20%
Hospital Inpatient	18.10%	14.91%
Other (under 4% each)	15.90%	15.76%

Type of Organization	2002	2004
Non-Profit	45.40%	42.99%
For Profit - one of multiple dialysis units in ownership	36.20%	38.16%
For Profit - one dialysis unit ownership	10.30%	11.53%
Unsure	7.97%	7.32%

Primary Area of Practice	2002	2004
Chronic Hemodialysis	49.41%	39.75%
Acute Hemodialysis	16.97%	21.26%
Peritoneal Dialysis	7.39%	8.01%
Administration	6.89%	7.24%
Education	6.55%	6.78%
Other (under 4% each)	12.79%	16.96%

### Satisfaction With and Value of ANNA Membership

Overall satisfaction with ANNA improved from an average of 3.98 on a scale of 1-5 (with 1 being very dissatisfied and 5 being very satisfied) in the 2002 survey to 4.17 in the 2004 survey.

Participants were asked to rate the value of ANNA services (on a 1-5 scale with 1 being no value and 5 being very valuable) and their satisfaction with those services. The results are reported in the following table.

	Value 2002	Value 2004	Satis. 2002	Satis. 2004
<b>Networking</b>				
Opportunity to network with peers	4.06	4.09	3.87	3.88
Opportunity to belong to a local chapter	3.91	3.97	3.79	3.73
ANNA's Web site forums	3.40	3.66	3.57	3.69
Participation in chapter activities	3.76	3.82	3.57	3.63
Special Interest Groups	3.30	3.53	3.27	3.41
<b>Educational Programs in the Past Two Years</b>				
Nephrology Nursing Journal CE Articles	*	4.35	*	4.34
ANNA's National Symposium	4.00	4.18	3.97	4.15
Online CE sponsored by ANNA	3.85	4.16	3.85	4.09
ANNA's Fall Meeting	3.74	3.99	3.76	3.95
Chapter Programs	3.97	4.06	3.88	3.93
ANNA-sponsored Distance Learning CE	3.79	3.87	3.83	3.85
Audio Conferences	3.59	3.91	3.57	3.81
Volunteer Leaders Orientation Workshop	*	3.48	*	3.42
<b>Publications and Communications</b>				
Nephrology Nursing Journal	4.40	4.47	4.33	4.48
Core Curriculum for Nephrology Nursing	4.25	4.34	4.28	4.32
ANNA Update	3.99	4.06	4.03	4.17
ANNA's Web site, <a href="http://www.annanurse.org">www.annanurse.org</a>	3.85	4.15	3.91	4.16
Standards & Guidelines-Clinical Practice of Nephrology Nsg.	4.09	4.14	4.10	4.09
Contemporary Nephrology Nursing Textbook	3.97	4.06	3.97	4.04
Bimonthly RenalWEB E-news	*	3.92	*	4.01
Monthly Association E-news	*	3.72	*	3.78
Discover Nephrology Nursing Brochure	*	3.69	*	3.70
<b>Health Policy Representation</b>				
ANNA's Position Statements	*	4.00	*	3.98
ESRD Education Day	*	3.89	*	3.87
Health Policy & Legislative Representation	*	3.92	*	3.86
ESRD Briefing Book for Policy Makers	*	3.64	*	3.70
CapWiz Online Legislative Service	*	3.41	*	3.49

\* Question not asked in 2002 survey

### Work Environment

A number of questions concerning the work environment are included in the ANNA Membership Survey.

Personal safety continues to be a problem. Over one in every 5 participants (21.60%) reported personally experiencing violence in their work as a nurse during the past year. This is a slight decrease since 2002 (24.60%). The level of discrimination has remained relatively constant at 11.60% (as compared to 11.70% in 2002). The percentage of ANNA members reporting personally experiencing sexual harassment or a hostile work environment rose in 2004 from 8.81% to 9.27% related to physicians and from 12.70% to 16.08% related to other staff.