

Selected Criteria:
Organization(s): Selected Organization(s) Hire Date Between 04/01/2013 And 07/10/2014

Casey-Fink Graduate Nurse Experience Scale - Your Organization

Period (RN Count)	1 - 4 scale					
	Overall mean score	Support Factor: Items 4, 6, 8, 9, 12, 17, 21, 23, 24	Organizing and Prioritizing Factor: Items 5, 7, 11, 15, 17	Stress Factor: Items 22	Communication/Leadership Factor: Items 1, 2, 3, 10, 13, 14	Professional Satisfaction Factor: Items 18, 19, 20
Cycle 1: Initial Survey(159)	3.07	3.46	2.57	2.32	2.70	3.56
Cycle 2: 6 Months(93)	3.17	3.33	2.90	2.42	3.10	3.34
Cycle 3: 12 Months(72)	3.23	3.37	2.90	2.39	3.28	3.36

Casey-Fink Graduate Nurse Experience Scale - Selected Organization(s)

Period (RN Count)	1 - 4 scale					
	Overall mean score	Support Factor: Items 4, 6, 8, 9, 12, 17, 21, 23, 24	Organizing and Prioritizing Factor: Items 5, 7, 11, 15, 17	Stress Factor: Items 22	Communication/Leadership Factor: Items 1, 2, 3, 10, 13, 14	Professional Satisfaction Factor: Items 18, 19, 20
Cycle 1: Initial Survey(159)	3.07	3.46	2.57	2.32	2.70	3.56
Cycle 2: 6 Months(93)	3.17	3.33	2.90	2.42	3.10	3.34
Cycle 3: 12 Months(72)	3.23	3.37	2.90	2.39	3.28	3.36

Graduate Nurse Residency Program Evaluation - Your Organization								
Period (RN Count)	Overall mean score (1 to 4 scale)							
	Overall Satisfaction (Section I: #1, 2)	Overall program goals (Section II, #1-6)	View of the program (Section III; #1-10)	Program topics factor (Section III, # 4)	Professional growth factor (Section II: #1-5, Section III: #2-3)	Faculty factor (Section III, #6, 7, 8, 10)	Commitment to the current position (Section V, #1, 2, 4, 6, 7, 8)	Commitment to nursing: (Section V, # 3, 5, 9)
Cycle 3: 12 Months(71)	3.06	2.99	2.95	2.94	2.98	2.99	2.94	3.38

Graduate Nurse Residency Program Evaluation - Selected Organization(s)								
Period (RN Count)	Overall mean score (1 to 4 scale)							
	Overall Satisfaction (Section I: #1, 2)	Overall program goals (Section II, #1-6)	View of the program (Section III; #1-10)	Program topics factor (Section III, # 4)	Professional growth factor (Section II: #1-5, Section III: #2-3)	Faculty factor (Section III, #6, 7, 8, 10)	Commitment to the current position (Section V, #1, 2, 4, 6, 7, 8)	Commitment to nursing: (Section V, # 3, 5, 9)
Cycle 3: 12 Months(71)	3.06	2.99	2.95	2.94	2.98	2.99	2.94	3.38

Gerber Control Over Nursing Practice - Your Organization:	
Period (RN Count)	Overall mean score (1 to 7 scale)
Cycle 1: Initial Survey(159)	5.29
Cycle 2: 6 Months(95)	5.28
Cycle 3: 12 Months(72)	5.50

Gerber Control Over Nursing

Practice - Selected Organization(s)	
Period (RN Count)	Overall mean score (1 to 7 scale)
Cycle 1: Initial Survey(159)	5.29
Cycle 2: 6 Months(95)	5.28
Cycle 3: 12 Months(72)	5.50

McClosky/Mueller Satisfaction Scale (MMSS) - Your Organization								
Period (RN Count)	Overall mean score (1 to 5 scale)							
	Satisfaction with intrinsic rewards: Items 1, 2, 3	Satisfaction with scheduling: Items 4, 5, 6, 8, 9, 10	Satisfaction with the balance of family and work: Items 7, 11, 12	Satisfaction with co-workers: Items 14, 15	Satisfaction with interaction opportunities: Items 16, 17, 18, 19	Satisfaction with professional opportunities: Items 20, 21, 27, 28	Satisfaction with praise and recognition: Items 13, 24, 25, 26	Satisfaction with control and responsibility: Items 22, 23, 29, 30, 31
Cycle 1: Initial Survey(159)	3.91	3.77	3.29	4.11	3.89	3.51	4.09	3.68
Cycle 2: 6 Months(95)	3.57	3.36	2.98	4.17	3.67	3.21	3.79	3.38
Cycle 3: 12 Months(73)	3.57	3.29	2.95	4.09	3.78	3.36	3.76	3.48

McClosky/Mueller Satisfaction Scale (MMSS) - Selected Organization(s)								
Period (RN Count)	Overall mean score (1 to 5 scale)							
	Satisfaction with intrinsic rewards: Items 1, 2, 3	Satisfaction with scheduling: Items 4, 5, 6, 8, 9, 10	Satisfaction with the balance of family and work:	Satisfaction with co-workers: Items 14, 15	Satisfaction with interaction opportunities: Items 16, 17, 18, 19	Satisfaction with professional opportunities: Items 20, 21, 27,	Satisfaction with praise and recognition: Items 13, 24, 25, 26	Satisfaction with control and responsibility: Items 22, 23, 29,

Exhibit SE7.d

			Items 7, 11, 12			28		30, 31
Cycle 1: Initial Survey(15 9)	3.91	3.77	3.29	4.11	3.89	3.51	4.09	3.68
Cycle 2: 6 Months(9 5)	3.57	3.36	2.98	4.17	3.67	3.21	3.79	3.38
Cycle 3: 12 Months(7 3)	3.57	3.29	2.95	4.09	3.78	3.36	3.76	3.48