

**Consent for participation in online CNO survey
Understanding Chief Nursing Officer Retention and Turnover**

December 9, 2020

Dear Colleague:

Anecdotal evidence suggests growing concern about Chief Nursing Officer (CNO) turnover, dissatisfaction, and intent to leave their important healthcare leadership roles. To gather more in-depth information about these issues, the AONL Foundation is funding a research study, made possible by a generous gift from AMN Healthcare, using an online survey to examine CNO turnover and retention. The study will be carried out by Principal Investigator, and Cheryl B. Jones, PhD, RN, FAAN, faculty member in the School of Nursing at the University of North Carolina at Chapel Hill, and Donna S. Havens, PhD, RN, FAAN, Dean at Villanova University.

This first phase of the study includes an online survey about the CNO role, current or prior experiences with turnover, and retention issues. Current and interim/acting CNOs in U.S. hospitals and health systems are being invited to participate in the study. You are being asked to participate in this research study because you have first-hand experience serving in the CNO role, and because we believe your unique perspective will make this study more meaningful.

If, after reading this document, you are willing to participate in this study, you may [access the online survey](https://unc.az1.qualtrics.com/jfe/form/SV_6LkMPfo2IqR0KAB) by pointing your web browser to https://unc.az1.qualtrics.com/jfe/form/SV_6LkMPfo2IqR0KAB or by clicking on this QR code.



Your completion of the survey will indicate that you have read this informed consent document, and consent to participate in this voluntary, anonymous, and confidential survey.

No logins or passwords are required to access the survey. If you do not agree with the terms of participating in this survey or if you would like to end the survey at any time, simply click close the survey and your web browser. If you do not want to answer these questions or participate in the study, it will in no way affect you, your employment, or your AONL membership. We anticipate that the online survey will take approximately 20-30 minutes of your time to complete. Please be aware that we advise you to complete the survey during one

session; you will be able to partially complete the survey and then return to complete it at a later time, but we cannot guarantee that your prior answers will remain.

The survey will ask you to complete a series of questions regarding CNO turnover and retention, your CNO role, and the organization where you work. You also will be asked to complete a few demographic questions. At the completion of the survey, you may close your Internet browser; the online survey system will save your responses electronically. There will be no need to “log out.”

Your responses to the survey are entirely anonymous and confidential. Although only the research team will see your responses to the survey, we will not gather any information that will allow us to identify you as an individual. Also, the information from all CNO participants will be combined and reported as a group. We will share survey findings with AONL members at a future AONL Annual Conference or other venue, and report the results in professional publications, but again, no identifying information will be gathered or used in our reports. The data and all study materials will be kept on file for 5 years on secure servers at the University of North Carolina at Chapel Hill and the AONL Foundation offices in Chicago IL, after which time the data will be destroyed.

There are no costs to you for participating in this study, and there are no expected risks to your participation. Also, you will not be compensated for participating in the survey. Participation is voluntary and you can withdraw from this study at any time without penalty. You can refuse to be in this study or to answer a question without any penalty to you. However, some questions need to be answered so that you can get to the next question. It is up to you whether or not you answer any of these questions. However, if you do not answer certain questions that prevent you from proceeding in the survey, your answers will be deleted and you may close your web browser. Your name will never be associated with the information you share with us, and your name will not be linked to the online survey that you submit electronically. There is no way to determine that you answered the survey, and no personally identifying data are being collected in this study.

Although, answering these questions will not benefit you directly, it may help the AONL Foundation, AONL, CNOs, Chief Executive Officers, and other decision-makers better understand CNO turnover and retention issues. This, in turn, may benefit you and other CNOs in the future by improving our understanding of factors that precipitate CNO turnover, and using that knowledge to develop strategies to retain CNOs and/or ease the transition for CNOs who turnover

All research on human volunteers is reviewed by a committee that works to protect your rights and welfare. If you have questions or concerns about your rights as a research subject you may contact, anonymously if you wish, the Institutional Review Board at 919-966-3113 or by email to IRB_subjects@unc.edu. You may also contact any one of the study investigators by email if you want to know more about this study. Our contact information is listed below. Thank you for considering participation in this study.

Sincerely,

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