


Ethical Climate Survey

1. Gender?			Response Percent	Response Count
Male			7.3%	70
Female			92.7%	893
			<i>answered question</i>	963
			<i>skipped question</i>	0

2. Age?			Response Percent	Response Count
20-34			16.4%	158
35-44			21.9%	211
45-54			42.7%	411
55-64			17.2%	166
>=65			1.8%	17
			<i>answered question</i>	963
			<i>skipped question</i>	0

3. Professional Group: The following information will be used to determine if there are ethical issues and concerns that are of specific relevance/interest to particular programs/units or professional groups.

		Response Percent	Response Count
Administration		0.0%	0
Business		0.0%	0
Clerical		0.0%	0
Facilities		0.0%	0
Medical Technology		0.0%	0
Medicine (MD/DO/PhD)		0.0%	0
Nursing (any)		100.0%	963
Physician Assistant		0.0%	0
Professional Practice (e.g. occupational therapy, social work, spiritual care)		0.0%	0
Research		0.0%	0
Other		0.0%	0
		<i>answered question</i>	963
		<i>skipped question</i>	0

4. Please answer each of the following concerning Ethical Climate of the Organization.

	Disagree Fully	Disagree	Neutral	Agree	Agree Fully	DN (Don't Know)	N/A (Not Applicable)	Response Count
Staff members show respect for one another.	1.6% (14)	12.3% (107)	13.2% (115)	56.1% (490)	16.8% (147)	0.0% (0)	0.0% (0)	873
Staff members behave responsibly.	1.0% (9)	7.1% (62)	14.5% (127)	58.3% (509)	18.9% (165)	0.1% (1)	0.0% (0)	873
Decisions are made in a fair, consistent, and respectful way.	2.5% (22)	13.5% (118)	22.1% (193)	49.4% (431)	11.3% (99)	1.0% (9)	0.1% (1)	873
Management practices are fair, consistent, and respectful.	3.4% (30)	17.0% (148)	24.6% (215)	43.5% (380)	10.9% (95)	0.5% (4)	0.1% (1)	873
Staff members are encouraged to discuss their ethical concerns.	2.5% (22)	11.0% (96)	20.6% (180)	49.7% (434)	13.3% (116)	2.6% (23)	0.2% (2)	873
Staff members know whom to contact about their ethical concerns.	2.1% (18)	15.1% (132)	18.0% (157)	48.5% (423)	12.3% (107)	3.9% (34)	0.2% (2)	873
Staff members feel listened to when they identify their ethical concerns.	3.6% (31)	13.5% (118)	23.0% (201)	44.7% (390)	10.1% (88)	4.9% (43)	0.2% (2)	873
The organization meets high ethical standards.	2.3% (20)	6.3% (55)	21.4% (187)	51.8% (452)	15.2% (133)	2.7% (24)	0.2% (2)	873
The organization promotes ethical practices, policies, and procedures.	2.2% (19)	4.7% (41)	18.1% (158)	55.2% (482)	17.8% (155)	1.8% (16)	0.2% (2)	873
Staff members are encouraged to seek ethics education.	3.3% (29)	14.0% (122)	28.2% (246)	38.9% (340)	10.2% (89)	4.8% (42)	0.6% (5)	873
	answered question							873
	skipped question							90

5. Please answer each of the following concerning Ethics Policy Needs.

	Disagree Fully	Disagree	Neutral	Agree	Agree Fully	DN (Don't Know)	N/A (Not Applicable)	Response Count
Staff members are aware of ethics policies at this hospital (e.g. end-of life policies, organ donation, etc.)	1.4% (12)	10.8% (94)	18.0% (156)	56.3% (489)	8.1% (70)	4.1% (36)	1.3% (11)	868
Staff members view ethics policies and procedures as important.	1.2% (10)	5.4% (47)	18.9% (164)	58.3% (506)	12.2% (106)	3.8% (33)	0.2% (2)	868
Ethics policies and procedures help staff members make good decisions.	1.2% (10)	5.4% (47)	16.0% (139)	58.9% (511)	15.0% (130)	3.6% (31)	0.0% (0)	868
	<i>answered question</i>							868
	<i>skipped question</i>							95

6. What are the strengths of our Ethical Climate?

	Response Count
	184
	<i>answered question</i>
	<i>skipped question</i>
	779

7. What are the weaknesses of our Ethical Climate?

	Response Count
	202
	<i>answered question</i>
	<i>skipped question</i>
	761

8. Any additional comments?

		Response Count
		101
	<i>answered question</i>	101
	<i>skipped question</i>	862