Table 1: Characteristics of the Sample

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| --- | --- |
| Predictor | N (%) (Total N=235) |
| Age (Categorical) |  |
| Baby Boomers (Born 1946 - 1964) | 98 (41.70) |
|  Generation X (Born 1965 - 1980) | 108 (45.96) |
|  Generation Y/ Millennials (Born 1981 - 2000) | 28 (11.91) |
| Missing | 1 (0.43) |
| Role |  |
| RN | 197 (83.83) |
| LPN | 36 (15.32) |
| Missing | 2 (0.85) |
| Education |  |
| LPN/ RN Diploma/ ADN | 48 (20.43)  |
| BSN | 95 (40.43) |
| Masters/Doctorate | 90 (38.30) |
| Missing | 1 (0.43) |
| Years of Experience |  |
| <6 years | 44 (18.72) |
| 6+ years | 190 (80.85) |
| Missing | 1 (0.43) |
| Years at AVAMC |  |
| <6 years | 109 (46.38) |
| 6+ years | 125 (53.19) |
| Missing | 1 (0.43) |
| National Certification |  |
| Yes | 156 (66.38) |
| No | 79 (33.62) |
| Missing | 0 (0) |
| Setting |  |
| Inpatient | 109 (46.38) |
| Outpatient | 120 (51.06)  |
| Missing | 5 (2.13) |
| Barriers |  |
| Some barriers listed | 81 (34.47%) |
| No barriers listed | 142 (60.43) |
| Missing | 12 (5.11) |

ADN, associate degree prepared nurse; BSN, baccalaureate prepared nurse; LPN, licensed practical nurse; RN, registered nurse