Table 2. Multivariate Model for Recently Used Policies and Procedures (all predictors included)

|  |  |  |  |
| --- | --- | --- | --- |
| Predictor | Odds Ratio  (95% Confidence Interval) | Wald Chi-Square  Type III Analysis | P Value |
| Barriers |  |  |  |
| Some Listed | Reference |  |  |
| None Listed | 5.84 (2.90, 11.75) | 24.45 | < .0001 |
| Age (Categorical) |  |  |  |
| Baby Boomers  (Born 1946-1964) | Reference |  |  |
| Gen. X  (1965-1980) | 2.25 (1.16, 4.34) |  |  |
| Gen. Y/ Millennials  (1981 and later) | 4.21 (1.26, 14.07) | 8.18 | .0167 |
| Role |  |  |  |
| LPN | Reference |  |  |
| RN | 1.51 (0.35, 6.47) | 0.31 | .5763 |
| Education |  |  |  |
| LPN/ADN/RN Diploma | Reference |  |  |
| BSN | 1.87 (0.51, 6.86) |  |  |
| Masters/Doctorate | 2.06 (0.55, 7.80) | 1.15 | .56 |
| Years of Experience |  |  |  |
| < 6 | Reference |  |  |
| 6+ | 2.68 (1.07, 6.72) | 4.43 | .04 |
| Years at Health  Care System |  |  |  |
| < 6 | Reference |  |  |
| 6+ | 0.68 (0.27, 1.70) | 0.67 | .41 |
| National Certification |  |  |  |
| No | Reference |  |  |
| Yes | 1.34 (0.66, 2.74) | 0.65 | .42 |
| Setting |  |  |  |
| Inpatient | Reference |  |  |
| Outpatient | 1.71 (0.90, 3.24) | 2.67 | .10 |

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