Table 3. Multivariate Model for Recently Used Policies and Procedures (backward selection used)

|  |  |  |  |
| --- | --- | --- | --- |
| Predictor | Odds Ratio (95% Confidence Interval) | Wald Chi-SquareType III Analysis | P Value |
| Barriers |  |  |  |
| Some Listed | Reference |  |  |
| None Listed | 5.57 (2.83, 10.95) | 24.75 | < .0001 |
| Age (Categorical) |  |  |  |
|  Baby Boomers(Born 1946 - 1964) | Reference |  |  |
|  Gen. X(1965 - 1980) | 2.23 (1.17, 4.24) |  |  |
|  Gen. Y/ Millennials(1981 - 2000)  | 4.82(1.49, 15.63) | 9.31 | .0095 |
| Education |  |  |  |
| LPN/ADN/RN Diploma | Reference |  |  |
| BSN | 2.51 (1.12, 5.63) |  |  |
| Masters/Doctorate | 3.20 (1.39, 7.40) | 7.79 | .0204 |
| Years of Experience |  |  |  |
| < 6 | Reference |  |  |
| 6+ | 2.94 (1.21, 7.14) | 5.66 | .0173 |

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