

Table 1

Sample Characteristics

Characteristic	No. responding	<i>n</i> (%) or <i>M</i> (<i>SD</i>)
Professional role	307	
Nurse leader (executive, director, manager)		29 (8.1)
Advanced practice nurse (direct care)		12 (3.9)
Nurse navigator		4 (1.3)
Nurse educator		8 (2.6)
Case manager		4 (1.3)
Supervisor/clinical coordinator/charge nurse		29 (9.5)
Clinical nurse (direct care)		213 (69.4)
Other		12 (3.9)
Primary work area	306	
Medical/surgical (includes oncology, telemetry, float pool)		129 (42.2)
Critical care (includes DSU)		25 (8.2)
Surgical services		14 (4.6)
Women's services		48 (15.7)
Emergency care center		37 (12.1)
Procedural (cardiac cath lab, venous access device team, radiology, chronic dialysis)		16 (5.2)
Other (includes indirect nursing support)		37 (12.1)
For clinical nurses, clinical ladder level	236	
I		40 (17.0)
II		165 (70.0)
III		25 (10.6)
IV		6 (2.5)
Work night shift at least half of work hours	307	
Yes		106 (34.5)
Gender	305	
Male		25 (8.2)

Female		279 (91.5)
Other		1 (.3)
Highest level of nursing education	301	
Diploma/ADN		28 (9.3)
BSN		205 (68.1)
MSN/DNP/PhD		68 (22.6)
Years worked in nursing (< 1 yr= 0)	302	14.2 (12.3)
		0-52
Average number of hours worked weekly at SJO	304	35.2 (8.2)
		6-60
Number of current non-basic life support or advance certificate in life support certifications	299	1.6 (1.0)
		0-4
Certification in nursing specialty	307	
Yes		162 (52.8)
Current/prior psychiatric/chemical dependency experience	307	
Yes		56 (18.2)
Management of assaultive behavior training	307	
Yes		150 (48.9)
Experienced violence with a psychiatric patient	307	
Yes		181 (59.0)