|  |  |  |
| --- | --- | --- |
| **Table 1. Demographic Data (n = 659)**  *\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_* | | |
| **Variable** | **Mean (*SD)*** | |
| **Age** | 46.38 (10.43) | |
|  | *n* | % |
| **Gender** |  |  |
| Female  Male | 597  49 | 92.4  7.6 |
| **Race/Ethnicity** |  |  |
| Caucasian  Filipino  African American  Hispanic  Asian Indian  Multi-racial | 466  69  52  31  24  12 | 71.3  10.6  8.0  4.7  3.7  1.8 |
| **Highest Education in Nursing** |  |  |
| BS/BSN  ADN  Diploma  MS/MSN  PhD  Other | 315  180  60  82  2  18 | 47.9  27.4  9.1  12.5  0.3  2.7 |
| **Grouped Years of Experience** |  |  |
| 2 or less years experience  3-5 yrs experience  >6 yrs experience | 42  51  558 | 6.4  7.8  85.7 |
| **Type of Unit** |  |  |
| Operating room  Medical-Surgical  Intensive care unit  Emergency department  Women’s Services  AOD  Post anesthesia care unit  Outpatient Services  Catheterization Laboratory  Neonatal intensive care unit  Psychiatrics  Pediatrics  Other | 214  119  106  48  47  25  21  28  10  17  6  4  12 | 29.5  16.4  14.6  6.6  6.5  3.4  2.9  3.9  1.4  2.3  0.6  0.4  1.7 |
| **Experience with workplace incivility** |  |  |
| Yes  No | 553  99 | 84.8  15.2 |
| **Hospital Setting** |  |  |
| Academic Medical Center hospital  Community hospital in a city  Urban hospital  Rural hospital  Other | 253  243  71  53  36 | 38.6  37.0  10.8  8.1  5.5 |
| **Healthy Work Environments** |  |  |
| Magnet Hospital  Yes  No | 251  405 | 38.3  61.7 |
| Pathway to Excellence Hospital  Yes  No | 200  455 | 30.5  69.5 |
| Beacon Unit of Excellence from AACN  Yes  No | 42  614 | 6.4  93.6 |