SUPPLEMENTAL DIGITAL CONTENT #1

Table 1. Sample Demographics Compared to the National Sample Survey of Registered Nurses (NSSRN) Data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variable** | **n** | **%** | **NSSRN 2008 Percentage** | **Mean** |  **(SD)** | **Range** |
| Gender  |  |  |  |  |  |  |
| Female | 262 | 90.0 | 92.7b |  |  |  |
| Male | 28 | 10.0 | 7.3 |  |  |  |
| Race  |  |  | a |  |  |  |
| Caucasian | 260 | 91.0 | 82.2 |  |  |  |
| African American | 13 | 4.6 | 5.6 |  |  |  |
| Asian | 3 | 1.0 | 5.8 |  |  |  |
| Hispanic | 3 | 1.0 | 3.9 |  |  |  |
| Native American | 3 | 1.0 | 0.3 |  |  |  |
| Pacific Islander | 1 | 0.4 | 0.3 |  |  |  |
| Other | 3 | 1.0 | 1.8 |  |  |  |
| Highest Nursing Education |  |  | b |  |  |  |
| Diploma | 13 | 4.5 | 11.9 |  |  |  |
| Associate Degree | 28 | 9.7 | 33.6 |  |  |  |
| Bachelor’s Degree |  | 51.7 | 34.8 |  |  |  |
| Master’s Degree |  | 33.8 | 19.6c |  |  |  |
| Doctorate Degree |  | 0.3 |  |  |  |  |
| Highest Overall Education |  |  |  |  |  |  |
| Diploma | 6 | 2.1 |  |  |  |  |
| Associate Degree | 19 | 6.6 |  |  |  |  |
| Bachelor’s Degree | 134 | 46.9 |  |  |  |  |
| Master’s Degree | 125 | 43.7 |  |  |  |  |
| Doctorate Degree |  | 0.7 |  |  |  |  |
| Age (years) | 286 |  | M=45.5 a | 47.3 |  (8.7) | 26–65 |
| Nursing Experience (years)  | 285 |  |  | 21.4 |  (10.3) | 2–45 |
| Nurse Manager Experience (years) | 289 |  |  | 9.1 |  (7.3) | 0–35 |
| Current Unit Tenure (years)  | 283 |  |  | 4.8 |  (4.7) | 0–30 |
| Span of Control |  |  |  |  |  |  |
| Full Time Equivalents (FTEs) | 260 |  |  | 59.8 |  (37.8) | 4.3–220 |
| Number of Nursing Units | 289 |  |  | 1.6 |  (1.0) | 0–7 |

*Note.* Data on the NSSRN is from the Health Resources and Services Administration, 2010. a Sample includes all registered nurses working in nursing. b Subsample includes only those registered nurses in management and administrative positions. c Master’s and doctorate degrees were combined in the NSSRN report.