

Average Magnet® Organization Characteristics									
Licensed Bed Range (n = number of organizations in the range)									
Characteristic	Overall	0-100 (n=23)	101-200 (n=52)	201-300 (n=46)	301-400 (n=57)	401-500 (n=48)	501-600 (n=50)	601-700 (n=31)	>700 (n=52)
Licensed bed size	446.4	69.0	156.0	254.3	346.8	444.3	540.9	649.5	973.0
Average Daily Census	281.4	38.3	90.2	150.8	215.1	277.5	342.9	408.3	639.1
RN turnover	10.30%	12.17%	11.67%	9.86%	9.64%	9.96%	10.94%	9.08%	9.81%
RN vacancy rate	2.70%	3.44%	3.78%	2.62%	3.37%	3.14%	1.63%	1.68%	1.71%
Avg. length of employment of RNs	10.4	10.4	10.1	10.3	11.3	10.1	10.3	10.4	9.9
% of RN decision makers with graduate degrees	52.8%	54.48%	48.37%	52.17%	46.88%	50.79%	56.24%	53.50%	62.19%
% of RN decision makers certified by a nationally recognized organization	53.9%	54.69%	54.18%	54.78%	48.45%	55.31%	53.07%	53.95%	57.69%
% of RN decision makers who are advanced practice nurses	25.0%	24.83%	20.65%	22.41%	19.21%	23.34%	29.32%	28.68%	33.37%
% of direct care RNs certified by a nationally recognized certifying organization	31.4%	32.42%	30.12%	32.27%	29.17%	34.78%	31.39%	30.04%	31.63%
Direct care nurse education:									
Associate degree, nursing:	37.80%	46.82%	41.50%	40.72%	38.12%	38.41%	36.69%	34.90%	29.52%
Diploma:	9.70%	8.63%	10.29%	12.20%	9.48%	9.03%	9.79%	9.32%	8.13%
Bachelor/University degree, nursing:	48.80%	40.03%	45.33%	43.10%	48.87%	48.35%	49.71%	52.75%	58.11%
Master/Graduate degree, nursing:	4.00%	4.45%	2.98%	5.07%	3.24%	4.34%	4.58%	2.93%	4.70%

*Decision makers include nurse executives, nurse managers, nurse practitioners, nurse midwives, and CRNAs.

Average Pediatric Magnet® Organization	
Characteristic	Overall (n=34)
Licensed bed size	279.7
Average Daily Census	197.1
RN turnover	8.83%
RN vacancy rate	3.70%
Avg RN FTEs filled	818.2
Avg. length of employment of RNs	9.2
% of RN decision makers with graduate degrees	65.75%
% of RN decision makers certified by a nationally recognized organization	65.72%
% of RN decision makers who are advanced practice nurses	41.63%
% of direct care RNs certified by a nationally recognized certifying organization	34.63%
Direct care nurse education:	
Associate degree, nursing:	25.77%
Diploma:	6.27%
Bachelor/University degree, nursing:	63.26%
Master/Graduate degree, nursing:	4.28%