Characteristic	Average Magnet® Organization Characteristics								
	Licensed Bed Range (n = number of organizations in the range)								
	Overall	0-100 (n=22)	101-200 (n=49)	201-300 (n=51)	301-400 (n=53)	401-500 (n=50)	501-600 (n=53)	601-700 (n=31)	>701 (n=54)
Licensed bed size	442	76.3	155.2	251.1	348.1	443.5	540.8	646.4	945.6
Average Daily Census	279	44.2	89.4	153.4	209.2	283.0	336.6	392.9	632.3
RN turnover	10.47%	11.99%	11.7%	10.9%	10.5%	9.4%	10.6%	9.4%	9.7%
RN vacancy rate	3.33%	6.22%	3.7%	2.3%	8.0%	3.3%	1.7%	1.6%	0.9%
Avg. length of employment of RNs	10.8	11.5	10.8	10.6	11.5	10.0	10.4	10.1	11.2
% of RN decision makers with graduate degrees	54.36%	48.4%	46.6%	53.2%	52.4%	56.8%	55.3%	54.6%	63.4%
% of RN decision makers certified by a nationally recognized organization	58.97%	58.4%	61.3%	59.3%	57.3%	59.7%	55.1%	61.0%	61.3%
% of RN decision makers who are advanced practice nurses	25.44%	15.6%	21.5%	23.2%	21.9%	27.9%	27.6%	29.6%	34.1%
% of direct care RNs certified by a nationally recognized certifying organization	32.16%	31.0%	29.9%	35.1%	31.8%	34.2%	32.0%	31.1%	31.6%
Direct care nurse education:									
Associate degree, nursing:	36.92%	48.0%	40.1%	38.8%	37.1%	38.2%	36.2%	34.1%	28.7%
Diploma:	8.99%	9.4%	8.4%	10.1%	9.1%	7.7%	9.7%	8.2%	9.4%
Bachelor/University degree, nursing:	50.25%	39.0%	48.4%	47.4%	49.5%	50.7%	50.5%	54.2%	57.4%
Master/Graduate degree, nursing:	3.83%	4.8%	3.1%	4.2%	3.5%	3.4%	3.5%	3.4%	4.4%

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

Characteristic	Average Pediatric Magnet®Organization
	Overall (n=32)
Licensed bed size	293.0
Average Daily Census	201.6
RN turnover	9.1%
RN vacancy rate	3.0%
Avg. length of employment of RNs	9.3
% of RN decision makers with graduate degrees	66.7%
% of RN decision makers certified by a nationally recognized organization	71.8%
% of RN decision makers who are advanced practice nurses	43.1%
% of direct care RNs certified by a nationally recognized certifying organization	39.4%
Direct care nurse education:	
Associate degree, nursing:	24.4%
Diploma:	6.5%
Bachelor/University degree, nursing:	65.0%
Master/Graduate degree, nursing:	4.0%