

Differentiating Specialized and Advanced Nursing Roles: The Pathway to Role Optimization

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Table 1. Comparison of demographic characteristics of the participants

Characteristic	All respondents (n = 1,107)		SN (n = 396)		CNS (n = 221)		NP (n = 490)		Chi-square
	n	%	n	%	n	%	n	%	p value
Language									
English	993	89.7	381	96.2	201	91.0	411	83.9	<0.001
French	114	10.3	15	3.8	20	9.0	79	16.1	
Gender									
Female	1,031	93.1	367	92.7	211	95.5	453	92.4	0.794
Postgraduate education	668	60.3	63	15.9	165	74.7	440	89.8	<0.001
CNA certification	620	56.0	361	91.2	149	67.4	110	22.4	<0.001
Self-identified role type									
SN	396	35.8	396	100.0	0	0.0	0	0.0	-
CNS	221	20.0	0	0.0	221	100.0	0	0.0	
NP	490	44.3	0	0.0	0	0.0	490	100.0	
Grouped province									
Territories	4	0.4	4	1.0	0	0.0	0	0.0	0.616
BC	133	12.0	59	14.9	24	10.9	50	10.2	
Prairies	289	26.1	90	22.7	63	28.5	136	27.8	
Ontario	441	39.8	162	40.9	84	38.0	195	39.8	
Quebec	124	11.2	23	5.8	18	8.1	83	16.9	
Atlantic	116	10.5	58	14.6	32	14.5	26	5.3	
Geographical area									
Urban	913	82.5	336	84.8	199	90.0	378	77.1	<0.001
Non-urban	194	17.5	60	15.2	22	10.0	112	22.9	
Employment status									
Full time	869	78.5	295	74.5	185	83.7	389	79.4	0.023
Part time	238	21.5	101	25.5	36	16.3	101	20.6	

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	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>p</i> value
Employment setting									<0.001
Hospital in-patient	357	32.2	157	39.6	101	45.7	99	20.2	
Hospital outpatient	235	21.2	96	24.2	50	22.6	89	18.2	
Primary care	250	22.6	22	5.6	7	3.2	221	45.1	
Community	145	13.1	67	16.9	34	15.4	44	9.0	
Other	120	10.8	54	13.6	29	13.1	37	7.6	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	ANOVA <i>p</i> value
Age	46.1	10.3	45.7	11.0	48.6	9.7	45.2	9.8	<0.001
Years worked	20.5	10.9	20.4	11.4	24.8	10.3	18.6	10.1	<0.001
Years as an APN	6.1	6.8	1.7	4.1	8.7	7.6	8.5	6.3	<0.001

ANOVA = analysis of variance; APN = advanced practice nurse; CNS = clinical nurse specialist; NP = nurse practitioner; SN = specialized nurse.