

Variable Name	Variable Type	Coding Scheme
Employment Status	Categorical	1=Actively employed in nursing full-time 2=Actively employed in nursing part-time 3=Actively employed in nursing per diem 4=Actively employed in a field other than nursing 5=Working in nursing only as a volunteer 6=Unemployed and seeking work as a nurse 7=Unemployed and not seeking work as a nurse 8=Retired
Race	Categorical	1=White 2=American Indian/Alaska Native 3=Native Hawaiian/Pacific Islander 4=Black or African American 5=Asian 6=Other 7=Multiracial
Sex	Categorical	1=Male 2=Female
Hispanic Latino	Categorical	1=Yes 2=No
Qualifying Degree	Categorical	1=Vocational/Practical certificate – nursing 2=Diploma – nursing 3=Associate degree – nursing 4=Baccalaureate degree – nursing 5=Master’s degree – nursing 6=Doctoral degree – nursing
Education Program	Free Text	
Education Program City	Free Text	
Education Program State	Categorical	Abbreviation of US States
Highest Education	Categorical	1=Vocational/Practical certificate – nursing 2=Diploma – nursing 3=Associate degree – nursing 4=Associate degree – other field 5=Baccalaureate degree – nursing 6=Baccalaureate degree – other field 7=Master’s degree – nursing 8=Master’s degree – other field 9=Doctoral degree – nursing 10=Doctoral degree – other field
Pursue Bachelors	Categorical	1=Yes 0=No
Pursue Masters	Categorical	1=Yes 2=No
Pursue DNP	Categorical	1=Yes 2=No
Pursue PhD	Categorical	1=Yes 2=No
Pursue No Degree	Categorical	1=Yes 2=No

Variable Name	Variable Type	Coding Scheme
Primary Work Position	Categorical	1=Consultant/Nurse Researcher 2=Nurse Executive 3=Nurse Manager 4=Nurse Faculty 5=Advanced Practice Nurse 6=Staff Nurse 7=Other – Health Related 8=Other – Non-Health Related
Employment Specialty	Categorical	1=Acute Care/Critical Care 2=Adult Health/Family Health 3=Anesthesia 4=Community 5=Geriatric/Gerontology 6=Home Health 7=Maternal-Child Health 8=Medical Surgical 9=Occupational Health 10=Oncology 11=Palliative Care 12=Pediatrics/Neonatal 13=Public Health 14=Psychiatric/Mental Health/Substance Abuse 15=Rehabilitation 16=School Health 17=Trauma 18=Women's Health 19=Other
APN Practice Specialty	Categorical	1=Primary Care Specialties 2=Internal Medicine Subspecialties 3=Pediatric Subspecialties 4=Obstetrics & Gynecology 5=General Surgery 6=Surgical Specialties 7=Psychiatry (Adult and Child) 8=Anesthesiology, Pathology, Radiology or Emergency Medicine 9=Other Specialty
Primary Practice Address	Free Text	
Primary Practice City	Free Text	
Primary Practice State	Categorical	Abbreviation of US States
Primary Practice Hours	Categorical	1=0 hours per week 2=1 – 4 hours per week 3=5 – 8 hours per week 4=9 – 12 hours per week 5=13 – 16 hours per week 6=17 – 20 hours per week 7=21 – 24 hours per week 8=25 – 28 hours per week 9=29 – 32 hours per week 10=33 – 36 hours per week 11=37 – 40 hours per week 12=41 or more hours per week

Variable Name	Variable Type	Coding Scheme
Primary Practice FTE	Numeric	<u>Conversion from Primary Practice Hours:</u> 0 hours per week 0.0 FTE 1 – 4 hours per week 0.1 FTE 5 – 8 hours per week 0.2 FTE 9 – 12 hours per week 0.3 FTE 13 – 16 hours per week 0.4 FTE 17 – 20 hours per week 0.5 FTE 21 – 24 hours per week 0.6 FTE 25 – 28 hours per week 0.7 FTE 29 – 32 hours per week 0.8 FTE 33 – 36 hours per week 0.9 FTE 37 – 40 hours per week 1.0 FTE 41 or more hours per week 1.0 FTE
Second Practice Address	Free Text	
Second Practice City	Free Text	
Second Practice State	Categorical	Abbreviation of US States
Second Practice Zip	Free Text	
Second Practice State	Categorical	Abbreviation of US States
Second Practice Hours	Categorical	1=0 hours per week 2=1 – 4 hours per week 3=5 – 8 hours per week 4=9 – 12 hours per week 5=13 – 16 hours per week 6=17 – 20 hours per week 7=21 – 24 hours per week 8=25 – 28 hours per week 9=29 – 32 hours per week 10=33 – 36 hours per week 11=37 – 40 hours per week 12=41 or more hours per week
Paid Positions	Categorical	1=1 position 2=2 positions 3=3 positions 4=4 or more positions