

**Minnesota
 Registered
 Nurse
 Workforce
 Survey**

Data Codebook

The Minnesota Registered Nurse Workforce Survey is a survey of registered nurses conducted by the Office of Rural Health and Primary Care at the Minnesota Department of Health. The survey was sent to a random, stratified sample of registered nurses in January 2002 and asked registered nurses to provide information about current and past employment, education and job satisfaction. Survey responses were received and recorded during January 2002 through June 2002. For more information on the survey, please see the methodological note (Appendix A) of the findings report at www.health.state.mn.us/divs/chs/workdata.htm. See Table 1 below and the attached survey instrument for a list of the 589 variables. An SPSS file containing the data can be downloaded at the report website. For more information about this survey, please contact Michael Grover at (651) 282-5642 or michael.grover@health.state.mn.us.

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
	Survey Administration	CODE	Numeric	Survey ID
	Survey Administration	WEIGHT	Numeric	Numeric weight for estimating survey population statistics
	Survey Administration	REGION	Numeric	Geographic ID: 1=Northwest; 2=Northeast; 3=North Central; 4=West Central; 5=East Central; 6=Southwest; 7=Southeast; 8=Twin Cities
1	A: Background	GENDER	String	M=Male; F=Female
2	A: Background	AGE	Numeric	Age of respondent at the time of survey response
3	A: Background	POP	Numeric	1=<500; 2=500-999; 3=1,000-4,999; 4=5,000-9,999; 5=10,000-14,999; 6=15,000-39,999; 7=40,000-99,999; 8=>100,000
4	A: Background	ETHNIC	Numeric	1=White, Non-Hispanic; 2=Hispanic or Latino/a; 3=Black or African American; 4=Asian; 5=Native American/Alaska Native; 6=Pacific Islander/Native Hawaiian; 7=Other
5	A: Background	PRIM_EAR	String	Y=Yes; N=No
6	A: Background	HINCOME	Numeric	1=<\$25,000; 2=\$25,000-34,999; 3=\$35,000-49,999; 4=\$50,000-64,999; 5=\$65,000-79,000; 6=>\$80,000
7	A: Background	RN_UNION	String	Y=Yes; N=No
8	A: Background	MARITAL	Numeric	1=Single, never married; 2=Married; 3=Divorced; 4=Widowed; 5=Living in committed relationship, not married
9	A: Background	CHILD_0	Numeric	0=0; 1=1; 2=2; 3=3; 4=4 or more
9	A: Background	CHILD_5	Numeric	0=0; 1=1; 2=2; 3=3; 4=4 or more
9	A: Background	CHILD_13	Numeric	0=0; 1=1; 2=2; 3=3; 4=4 or more
9	A: Background	CHILD_19	Numeric	0=0; 1=1; 2=2; 3=3; 4=4 or more
10	A: Background	REAS_1	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_2	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_3	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_4	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_5	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_6	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_7	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_8	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_9	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
10	A: Background	REAS_10	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
10	A: Background	REAS_10N	String	Narrative Response to "Other" response for Question 10.
1	B: Education and Licensure	HS	String	Completed High School Information: Y=Yes; N=No
1	Survey Administration	HS_REG	String	Minnesota Region for High School: : 1=Northwest; 2=Northeast; 3=North Central; 4=West Central; 5=East Central; 6=Southwest; 7=Southeast; 8=Twin Cities
1	B: Education and Licensure	HS_ST	String	High School Graduation State
1	B: Education and Licensure	HS_YR	Numeric	High School Diploma Completion Year
1	Survey Administration	DIP	String	Completed Diploma Information: Y=Yes; N=No
1	Survey Administration	DIPN	String	Nursing Diploma: Y=Yes; N=No
1	B: Education and Licensure	DIP_MJ	String	Diploma Major
1	B: Education and Licensure	DIP_YR	Numeric	Degree Completion Year
1	B: Education and Licensure	DIP_IN	String	Diploma Institution
1	B: Education and Licensure	DIP_ST	String	Diploma State
1	Survey Administration	ASSC	String	Completed Associate Degree Information: Y=Yes; N=No
1	Survey Administration	ASSCN	String	Associate Nursing Degree: Y=Yes; N=No
1	B: Education and Licensure	ASSC_MJ	String	Associate Major
1	B: Education and Licensure	ASSC_YR	Numeric	Associate Completion Year
1	B: Education and Licensure	ASSC_IN	String	Associate Institution
1	B: Education and Licensure	ASSC_ST	String	Associate State
1	Survey Administration	BACH1	String	Completed First Bachelors Degree Information: Y=Yes; N=No
1	Survey Administration	BACH1N	String	First Bachelors Nursing Degree: Y=Yes; N=No
1	B: Education and Licensure	BACH1_MJ	String	First Baccalaureate Major
1	B: Education and Licensure	BACH1_YR	Numeric	First Baccalaureate Completion Year
1	B: Education and Licensure	BACH1_IN	String	First Baccalaureate Institution
1	B: Education and Licensure	BACH1_ST	String	First Baccalaureate State
1	Survey Administration	BACH2	String	Completed Second Bachelors Degree Information: Y=Yes; N=No
1	Survey Administration	BACH2N	String	Second Bachelors Nursing Degree: Y=Yes; N=No
1	B: Education and Licensure	BACH2_MJ	String	Second Baccalaureate Major
1	B: Education and Licensure	BACH2_YR	Numeric	Second Baccalaureate Completion Year
1	B: Education and Licensure	BACH2_IN	String	Second Baccalaureate Institution
1	B: Education and Licensure	BACH2_ST	String	Second Baccalaureate State
1	Survey Administration	MAST	String	Completed Masters Degree Information: Y=Yes; N=No
1	Survey Administration	MASTN	String	Masters Nursing Degree: Y=Yes; N=No
1	B: Education and Licensure	MAST1_MJ	String	Master Major
1	B: Education and Licensure	MAST1_YR	Numeric	Master Completion Year
1	B: Education and Licensure	MAST1_IN	String	Master Institution
1	B: Education and Licensure	MAST1_ST	String	Master State
1	Survey Administration	DOC	String	Completed Doctoral Degree Information: Y=Yes; N=No
1	Survey Administration	DOCN	String	Doctoral Nursing Degree: Y=Yes; N=No
1	B: Education and Licensure	DOC1_MJ	String	Doctoral Major
1	B: Education and Licensure	DOC1_YR	Numeric	Doctoral Completion Year
1	B: Education and Licensure	DOC1_IN	String	Doctoral Institution
1	B: Education and Licensure	DOC1_ST	String	Doctoral State
1	B: Education and Licensure	OTH1_MJ	String	Other Major
1	B: Education and Licensure	OTH1_YR	Numeric	Other Completion Year
1	B: Education and Licensure	OTH1_IN	String	Other Institution

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
1	B: Education and Licensure	OTH1_ST	String	Other State
2a	B: Education and Licensure	ADV_PRACT	String	Y=Yes; N=No
2b	B: Education and Licensure	CER_NP_Y	Numeric	NP Certification Year
2b	B: Education and Licensure	CER_NP_I	String	NP Certification Institution
2b	B: Education and Licensure	CER_NP_S	String	NP Certification State
2b	B: Education and Licensure	CLIN_N_Y	Numeric	CNS Certification Year
2b	B: Education and Licensure	CLIN_N_I	String	CNS Certification Institution
2b	B: Education and Licensure	CLIN_N_S	String	CNS Certification State
2b	B: Education and Licensure	CER_NM_Y	Numeric	CNM Certification Year
2b	B: Education and Licensure	CER_NM_I	String	CNM Certification Institution
2b	B: Education and Licensure	CER_NM_S	String	CNM Certification State
2b	B: Education and Licensure	CER_NA_Y	Numeric	CNA Certification Year
2b	B: Education and Licensure	CER_NA_I	String	CNA Certification Institution
2b	B: Education and Licensure	CER_NA_S	String	CNA Certification State
2b	B: Education and Licensure	P_HLTH_Y	Numeric	PH Year
2b	B: Education and Licensure	P_HLTH_I	String	PH Institution
2b	B: Education and Licensure	P_HLTH_S	String	PH State
2b	B: Education and Licensure	OTHS_NAR	String	Other Certification Title
2b	B: Education and Licensure	OTHS_Y	Numeric	Other Certification Year
2b	B: Education and Licensure	OTHS_I	String	Other Certification Institution
2b	B: Education and Licensure	OTHS_S	String	Other Certification State
3	B: Education and Licensure	MN_LIC_Y	Numeric	Year of MN RN License
4a	B: Education and Licensure	MN_LIC_A	String	Y=Yes; N=No
4a	B: Education and Licensure	EMP_ACTI	Numeric	Employed License: 1=Yes; 0=No
4a	B: Education and Licensure	EMP_NOAC	Numeric	Employed No License: 1=Yes; 0=No
4a	B: Education and Licensure	UNEMP_SE	Numeric	Unemployed Seek RN: 1=Yes; 0=No
4a	B: Education and Licensure	UNEMP_NO	Numeric	Unemployed No Seek RN: 1=Yes; 0=No
4a	B: Education and Licensure	UNEMP_FA	Numeric	Unemployed Family/Medical: 1=Yes; 0=No
4a	B: Education and Licensure	VOLUNTEE	Numeric	Volunteer: 1=Yes; 0=No
4a	B: Education and Licensure	LOA	Numeric	Leave: 1=Yes; 0=No
4a	B: Education and Licensure	RETIRED	Numeric	Retired: 1=Yes; 0=No
4a	B: Education and Licensure	STUDENT	Numeric	Student: 1=Yes; 0=No
4a	B: Education and Licensure	STATUS_O	Numeric	Other: 1=Yes; 0=No
4b	B: Education and Licensure	STUD_MAJ	String	Student Major
4b	B: Education and Licensure	STAT_ONA	String	Narrative Response to "Other" response for Question 4b.
4b	B: Education and Licensure	C_RETIRE	Numeric	Retired: 1=Yes; 0=No
4b	B: Education and Licensure	C_FAM	Numeric	Inactive Family/Medical: 1=Yes; 0=No
4b	B: Education and Licensure	C_NON_RN	Numeric	Inactive Employed: 1=Yes; 0=No
4b	B: Education and Licensure	C_STUDEN	Numeric	Student: 1=Yes; 0=No
4b	B: Education and Licensure	C_OTHER	Numeric	Other: 1=Yes; 0=No
4c	B: Education and Licensure	C_STUD_M	String	Student Major
4c	B: Education and Licensure	C_OTHERN	String	Narrative Response to "Other" response for Question 4c.
5	B: Education and Licensure	OUTSTATE	String	Y=Yes; N=No
5	B: Education and Licensure	OUTST_NA	String	State name(s)
6	B: Education and Licensure	ACTIV_LP	String	Y=Yes; N=No
1	C: Current Employment	NE1_BM	Numeric	Month of start date

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
1	C: Current Employment	NE1_BY	Numeric	Year of start date
2	C: Current Employment	JT1_1R	String	Current job title (RECODED)
2	C: Current Employment	JT1_1_BM	Numeric	Month of start date last job title
2	C: Current Employment	JT1_1_BY	Numeric	Year of start date last job title
2	C: Current Employment	JT1_2R	String	Previous job title 1 (RECODED)
2	C: Current Employment	JT1_2_BM	Numeric	Month of start date for job title 1
2	C: Current Employment	JT1_2_BY	Numeric	Year of start date for job title 1
2	C: Current Employment	JT1_2_EM	Numeric	Month of ending date for job title 1
2	C: Current Employment	JT1_2_EY	Numeric	Year of ending date for job title 1
2	C: Current Employment	JT1_3R	String	Previous job title 2 (RECODED)
2	C: Current Employment	JT1_3_BM	Numeric	Month of start date for job title 2
2	C: Current Employment	JT1_3_BY	Numeric	Year of start date for job title 2
2	C: Current Employment	JT1_3_EM	Numeric	Month of ending date for job title 2
2	C: Current Employment	JT1_3_EY	Numeric	Year of ending date for job title 2
2	C: Current Employment	JT1_4R	String	Previous job title 3 (RECODED)
2	C: Current Employment	JT1_4_BM	Numeric	Month of start date for job title 3
2	C: Current Employment	JT1_4_BY	Numeric	Year of start date for job title 3
2	C: Current Employment	JT1_4_EM	Numeric	Month of ending date for job title 3
2	C: Current Employment	JT1_4_EY	Numeric	Year of ending date for job title 3
2	C: Current Employment	JT1_5R	String	Previous job title 4 (RECODED)
2	C: Current Employment	JT1_5_BM	Numeric	Month of start date for job title 4
2	C: Current Employment	JT1_5_BY	Numeric	Year of start date for job title 4
2	C: Current Employment	JT1_5_EM	Numeric	Month of ending date for job title 4
2	C: Current Employment	JT1_5_EY	Numeric	Year of ending date for job title 4
3	C: Current Employment	LOC1	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
4	C: Current Employment	T_HRS1	Numeric	Average hours worked in pay period
4	C: Current Employment	PAY1	String	W=Weekly; B=Bi-weekly; M=Monthly
5	C: Current Employment	OT_HRS1	Numeric	Average hours worked beyond requirement each pay period
6	C: Current Employment	P_SC1	Numeric	Average hours providing/supervising patient care each pay period
7	C: Current Employment	HRLY1	Numeric	Hourly wage
7	C: Current Employment	YRLY1	Numeric	Annual salary
8	C: Current Employment	H_INP1	Numeric	Hospital-Inpatient: 1=Yes; 0=No
8	C: Current Employment	H_OUTP1	Numeric	Hospital-Outpatient: 1=Yes; 0=No
8	C: Current Employment	NH_OUTP1	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
8	C: Current Employment	CLIN1	Numeric	Clinic/Office: 1=Yes; 0=No
8	C: Current Employment	N_HOME1	Numeric	Nursing Home: 1=Yes; 0=No
8	C: Current Employment	H_HLTH1	Numeric	Home Health: 1=Yes; 0=No
8	C: Current Employment	P_HLTH1	Numeric	Public Health: 1=Yes; 0=No
8	C: Current Employment	REHAB1	Numeric	Rehabilitation: 1=Yes; 0=No
8	C: Current Employment	SCHOOL1	Numeric	School/College: 1=Yes; 0=No
8	C: Current Employment	I_PRAC1	Numeric	Independent: 1=Yes; 0=No
8	C: Current Employment	INSUR1	Numeric	Insurance: 1=Yes; 0=No
8	C: Current Employment	O_FAC1	Numeric	Other: 1=Yes; 0=No
8	C: Current Employment	O_FNAR1	String	Narrative Response to "Other" response for Question 8.
9	C: Current Employment	SURG1	Numeric	Medical/Surgical: 1=Yes; 0=No
9	C: Current Employment	RECOV1	Numeric	Operating Room/Recovery: 1=Yes; 0=No

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
9	C: Current Employment	I_CARE1	Numeric	Intensive Care: 1=Yes; 0=No
9	C: Current Employment	PSYCH1	Numeric	Psychiatric/Behavioral: 1=Yes; 0=No
9	C: Current Employment	OBGYN1	Numeric	Obstetric/Gynecologic: 1=Yes; 0=No
9	C: Current Employment	EMERG1	Numeric	Emergency: 1=Yes; 0=No
9	C: Current Employment	PUB_H1	Numeric	Public Health: 1=Yes; 0=No
9	C: Current Employment	H_CARE1	Numeric	Home Care: 1=Yes; 0=No
9	C: Current Employment	S_HLTH1	Numeric	School Health Services: 1=Yes; 0=No
9	C: Current Employment	RSCH1	Numeric	Education/Research: 1=Yes; 0=No
9	C: Current Employment	A_CARE1	Numeric	Long-term/Assisted Care: 1=Yes; 0=No
9	C: Current Employment	O_DEPT1	Numeric	Other: 1=Yes; 0=No
9	C: Current Employment	O_DNAR1	String	Narrative Response to "Other" response for Question 9.
10	C: Current Employment	P_CARE1	Numeric	Provide patient care: 1=Yes; 0=No
10	C: Current Employment	ADMIN1	Numeric	Administration: 1=Yes; 0=No
10	C: Current Employment	S_CARE1	Numeric	Supervise patient care: 1=Yes; 0=No
10	C: Current Employment	INS_ACT1	Numeric	Insurance/Utilization reviews: 1=Yes; 0=No
10	C: Current Employment	CE_MGT1	Numeric	Case management: 1=Yes; 0=No
10	C: Current Employment	TEACH1	Numeric	Teaching: 1=Yes; 0=No
10	C: Current Employment	TRIAGE1	Numeric	Telephone triage: 1=Yes; 0=No
10	C: Current Employment	O_ACT1	Numeric	Other: 1=Yes; 0=No
10	C: Current Employment	O_ANAR1	String	Narrative Response to "Other" response for Question 10.
11	C: Current Employment	NE2_BM	Numeric	Month of start date
11	C: Current Employment	NE2_BY	Numeric	Year of start date
12	C: Current Employment	JT2_1R	String	Current job title (RECODED)
12	C: Current Employment	JT2_1_BM	Numeric	Month of start date last job title
12	C: Current Employment	JT2_1_BY	Numeric	Year of start date last job title
12	C: Current Employment	JT2_2R	String	Previous job title 1 (RECODED)
12	C: Current Employment	JT2_2_BM	Numeric	Month of start date for job title 1
12	C: Current Employment	JT2_2_BY	Numeric	Year of start date for job title 1
12	C: Current Employment	JT2_2_EM	Numeric	Month of ending date for job title 1
12	C: Current Employment	JT2_2_EY	Numeric	Year of ending date for job title 1
12	C: Current Employment	JT2_3R	String	Previous job title 2 (RECODED)
12	C: Current Employment	JT2_3_BM	Numeric	Month of start date for job title 2
12	C: Current Employment	JT2_3_BY	Numeric	Year of start date for job title 2
12	C: Current Employment	JT2_3_EM	Numeric	Month of ending date for job title 2
12	C: Current Employment	JT2_3_EY	Numeric	Year of ending date for job title 2
12	C: Current Employment	JT2_4R	String	Previous job title 3 (RECODED)
12	C: Current Employment	JT2_4_BM	Numeric	Month of start date for job title 3
12	C: Current Employment	JT2_4_BY	Numeric	Year of start date for job title 3
12	C: Current Employment	JT2_4_EM	Numeric	Month of ending date for job title 3
12	C: Current Employment	JT2_4_EY	Numeric	Year of ending date for job title 3
12	C: Current Employment	JT2_5R	String	Previous job title 4 (RECODED)
12	C: Current Employment	JT2_5_BM	Numeric	Month of start date for job title 4
12	C: Current Employment	JT2_5_BY	Numeric	Year of start date for job title 4
12	C: Current Employment	JT2_5_EM	Numeric	Month of ending date for job title 4
12	C: Current Employment	JT2_5_EY	Numeric	Year of ending date for job title 4
13	C: Current Employment	LOC2	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
14	C: Current Employment	T_HRS2	Numeric	Average hours worked in pay period
14	C: Current Employment	PAY2	String	W=Weekly; B=Bi-weekly; M=Monthly
15	C: Current Employment	OT_HRS2	Numeric	Average hours worked beyond requirement each pay period
16	C: Current Employment	P_SC2	Numeric	Average hours supervising/supervising patient care each pay period
17	C: Current Employment	HRLY2	Numeric	Hourly wage
17	C: Current Employment	YRLY2	Numeric	Annual salary
18	C: Current Employment	H_INP2	Numeric	Hospital-Inpatient: 1=Yes; 0=No
18	C: Current Employment	H_OUTP2	Numeric	Hospital-Outpatient: 1=Yes; 0=No
18	C: Current Employment	NH_OUTP2	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
18	C: Current Employment	CLIN2	Numeric	Clinic/Office: 1=Yes; 0=No
18	C: Current Employment	N_HOME2	Numeric	Nursing Home: 1=Yes; 0=No
18	C: Current Employment	H_HLTH2	Numeric	Home Health: 1=Yes; 0=No
18	C: Current Employment	P_HLTH2	Numeric	Public Health: 1=Yes; 0=No
18	C: Current Employment	REHAB2	Numeric	Rehabilitation: 1=Yes; 0=No
18	C: Current Employment	SCHOOL2	Numeric	School/College: 1=Yes; 0=No
18	C: Current Employment	I_PRAC2	Numeric	Independent: 1=Yes; 0=No
18	C: Current Employment	INSUR2	Numeric	Insurance: 1=Yes; 0=No
18	C: Current Employment	O_FAC2	Numeric	Other: 1=Yes; 0=No
18	C: Current Employment	O_FNAR2	String	Narrative Response to "Other" response for Question 18.
19	C: Current Employment	SURG2	Numeric	Medical/Surgical: 1=Yes; 0=No
19	C: Current Employment	RECOV2	Numeric	Operating Room/Recovery: 1=Yes; 0=No
19	C: Current Employment	I_CARE2	Numeric	Intensive Care: 1=Yes; 0=No
19	C: Current Employment	PSYCH2	Numeric	Psychiatric/Behavioral: 1=Yes; 0=No
19	C: Current Employment	OBGYN2	Numeric	Obstetric/Gynecologic: 1=Yes; 0=No
19	C: Current Employment	EMERG2	Numeric	Emergency: 1=Yes; 0=No
19	C: Current Employment	PUB_H2	Numeric	Public Health: 1=Yes; 0=No
19	C: Current Employment	H_CARE2	Numeric	Home Care: 1=Yes; 0=No
19	C: Current Employment	S_HLTH2	Numeric	School Health Services: 1=Yes; 0=No
19	C: Current Employment	RSCH2	Numeric	Education/Research: 1=Yes; 0=No
19	C: Current Employment	A_CARE2	Numeric	Long-term/Assisted Care: 1=Yes; 0=No
19	C: Current Employment	O_DEPT2	Numeric	Other: 1=Yes; 0=No
19	C: Current Employment	O_DNAR2	String	Narrative Response to "Other" response for Question 19.
20	C: Current Employment	P_CARE2	Numeric	Provide patient care: 1=Yes; 0=No
20	C: Current Employment	ADMIN2	Numeric	Administration: 1=Yes; 0=No
20	C: Current Employment	S_CARE2	Numeric	Supervise patient care: 1=Yes; 0=No
20	C: Current Employment	INS_ACT2	Numeric	Insurance/Utilization reviews: 1=Yes; 0=No
20	C: Current Employment	CE_MGT2	Numeric	Case management: 1=Yes; 0=No
20	C: Current Employment	TEACH2	Numeric	Teaching: 1=Yes; 0=No
20	C: Current Employment	TRIAGE2	Numeric	Telephone triage: 1=Yes; 0=No
20	C: Current Employment	O_ACT2	Numeric	Other: 1=Yes; 0=No
20	C: Current Employment	O_ANAR2	String	Narrative Response to "Other" response for Question 20.
21	C: Current Employment	NN1_R	String	Current non-nursing job title1 (RECODED)
22	C: Current Employment	NN1_BM	Numeric	Month of start date
22	C: Current Employment	NN1_BY	Numeric	Year of start date
23	C: Current Employment	NN1_LOC	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
24	C: Current Employment	NN1_T_HR	Numeric	Average hours worked in pay period

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Survey Question	Survey Section	Variable	Type	Variable Definition
24	C: Current Employment	NN1_TYPE	String	W=Weekly; B=Bi-weekly; M=Monthly
25	C: Current Employment	NN1_HRLY	Numeric	Hourly wage
25	C: Current Employment	NN1_YRLY	Numeric	Annual salary
26	C: Current Employment	NN2_R	String	Current non-nursing job title2 (RECODED)
27	C: Current Employment	NN2_BM	Numeric	Month of start date
27	C: Current Employment	NN2_BY	Numeric	Year of start date
28	C: Current Employment	NN2_LOC	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
29	C: Current Employment	NN2_T_HRS	Numeric	Average hours worked in pay period
29	C: Current Employment	NN2_TYPE	String	W=Weekly; B=Bi-weekly; M=Monthly
30	C: Current Employment	NN2_HRLY	Numeric	Hourly wage
30	C: Current Employment	NN2_YRLY	Numeric	Annual salary
1	D: Previous Nursing Employment	PNE1_BM	Numeric	Month of start date
1	D: Previous Nursing Employment	PNE1_BY	Numeric	Year of start date
1	D: Previous Nursing Employment	PNE1_EM	Numeric	Month of ending date
1	D: Previous Nursing Employment	PNE1_EY	Numeric	Year of ending date
2	D: Previous Nursing Employment	PJT1_1R	String	Last job title (RECODED)
2	D: Previous Nursing Employment	PJT1_1BM	Numeric	Month of start date last job title
2	D: Previous Nursing Employment	PJT1_1BY	Numeric	Year of start date last job title
2	D: Previous Nursing Employment	PJT1_1EM	Numeric	Month of ending date last job title
2	D: Previous Nursing Employment	PJT1_1EY	Numeric	Year of ending date last job title
2	D: Previous Nursing Employment	PJT1_2R	String	Previous job title 1 (RECODED)
2	D: Previous Nursing Employment	PJT1_2BM	Numeric	Month of start date for job title 1
2	D: Previous Nursing Employment	PJT1_2BY	Numeric	Year of start date for job title 1
2	D: Previous Nursing Employment	PJT1_2EM	Numeric	Month of ending date for job title 1
2	D: Previous Nursing Employment	PJT1_2EY	Numeric	Year of ending date for job title 1
2	D: Previous Nursing Employment	PJT1_3R	String	Previous job title 2 (RECODED)
2	D: Previous Nursing Employment	PJT1_3BM	Numeric	Month of start date for job title 2
2	D: Previous Nursing Employment	PJT1_3BY	Numeric	Year of start date for job title 2
2	D: Previous Nursing Employment	PJT1_3EM	Numeric	Month of ending date for job title 2
2	D: Previous Nursing Employment	PJT1_3EY	Numeric	Year of ending date for job title 2
2	D: Previous Nursing Employment	PJT1_4R	String	Previous job title 3 (RECODED)
2	D: Previous Nursing Employment	PJT1_4BM	Numeric	Month of start date for job title 3
2	D: Previous Nursing Employment	PJT1_4BY	Numeric	Year of start date for job title 3
2	D: Previous Nursing Employment	PJT1_4EM	Numeric	Month of ending date for job title 3
2	D: Previous Nursing Employment	PJT1_4EY	Numeric	Year of ending date for job title 3
2	D: Previous Nursing Employment	PJT1_5R	String	Previous job title 4 (RECODED)
2	D: Previous Nursing Employment	PJT1_5BM	Numeric	Month of start date for job title 4
2	D: Previous Nursing Employment	PJT1_5BY	Numeric	Year of start date for job title 4
2	D: Previous Nursing Employment	PJT1_5EM	Numeric	Month of ending date for job title 4
2	D: Previous Nursing Employment	PJT1_5EY	Numeric	Year of ending date for job title 4
3	D: Previous Nursing Employment	PLOC1	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
4	D: Previous Nursing Employment	PT_HRS1	Numeric	Average hours worked in pay period
4	D: Previous Nursing Employment	PPAY1	String	W=Weekly; B=Bi-weekly; M=Monthly
5	D: Previous Nursing Employment	POT_HRS1	Numeric	Average hours worked beyond requirement each pay period
6	D: Previous Nursing Employment	PP_SC1	Numeric	Average hours supervising/supervising patient care each pay period

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
7	D: Previous Nursing Employment	PHRLY1	Numeric	Hourly wage
7	D: Previous Nursing Employment	PYRLY1	Numeric	Annual salary
8	D: Previous Nursing Employment	PGO_FAM1	Numeric	Personal/Family Reasons: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_WC1	Numeric	Unacceptable work conditions: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_PAY1	Numeric	Insufficient compensation: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_SCH1	Numeric	Return to school: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_RET1	Numeric	Retirement: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_TMP1	Numeric	Temporary position: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_LAY1	Numeric	Layoff/Termination: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_OTH1	Numeric	Other: 1=Yes; 0=No
8	D: Previous Nursing Employment	PGO_NAR1	String	Narrative Response to "Other" response for Question 8.
9	D: Previous Nursing Employment	PH_INP1	Numeric	Hospital-Inpatient: 1=Yes; 0=No
9	D: Previous Nursing Employment	PH_OUTP1	Numeric	Hospital-Outpatient: 1=Yes; 0=No
9	D: Previous Nursing Employment	PNH_OP1	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
9	D: Previous Nursing Employment	PCLIN1	Numeric	Clinic/Office: 1=Yes; 0=No
9	D: Previous Nursing Employment	PN_HOM1	Numeric	Nursing Home: 1=Yes; 0=No
9	D: Previous Nursing Employment	PH_HLTH1	Numeric	Home Health: 1=Yes; 0=No
9	D: Previous Nursing Employment	PP_HLTH1	Numeric	Public Health: 1=Yes; 0=No
9	D: Previous Nursing Employment	PREHAB1	Numeric	Rehabilitation: 1=Yes; 0=No
9	D: Previous Nursing Employment	PSCHOOL1	Numeric	School/College: 1=Yes; 0=No
9	D: Previous Nursing Employment	PI_PRAC1	Numeric	Independent: 1=Yes; 0=No
9	D: Previous Nursing Employment	PINSUR1	Numeric	Insurance: 1=Yes; 0=No
9	D: Previous Nursing Employment	PO_FAC1	Numeric	Other: 1=Yes; 0=No
9	D: Previous Nursing Employment	PO_FNAR1	String	Narrative Response to "Other" response for Question 9.
10	D: Previous Nursing Employment	PSURG1	Numeric	Medical/Surgical: 1=Yes; 0=No
10	D: Previous Nursing Employment	PRECOV1	Numeric	Operating Room/Recovery: 1=Yes; 0=No
10	D: Previous Nursing Employment	PI_CARE1	Numeric	Intensive Care: 1=Yes; 0=No
10	D: Previous Nursing Employment	PPSYCH1	Numeric	Psychiatric/Behavioral: 1=Yes; 0=No
10	D: Previous Nursing Employment	POBGYN1	Numeric	Obstetric/Gynecologic: 1=Yes; 0=No
10	D: Previous Nursing Employment	PEMERG1	Numeric	Emergency: 1=Yes; 0=No
10	D: Previous Nursing Employment	PPUB_H1	Numeric	Public Health: 1=Yes; 0=No
10	D: Previous Nursing Employment	PH_CARE1	Numeric	Home Care: 1=Yes; 0=No
10	D: Previous Nursing Employment	PS_HLTH1	Numeric	School Health Services: 1=Yes; 0=No
10	D: Previous Nursing Employment	PRSCH1	Numeric	Education/Research: 1=Yes; 0=No
10	D: Previous Nursing Employment	PA_CARE1	Numeric	Long-term/Assisted Care: 1=Yes; 0=No
10	D: Previous Nursing Employment	PO_DEPT1	Numeric	Other: 1=Yes; 0=No
10	D: Previous Nursing Employment	PO_DNAR1	String	Narrative Response to "Other" response for Question 10.
11	D: Previous Nursing Employment	PP_CARE1	Numeric	Provide patient care: 1=Yes; 0=No
11	D: Previous Nursing Employment	PADMIN1	Numeric	Administration: 1=Yes; 0=No
11	D: Previous Nursing Employment	PS_CARE1	Numeric	Supervise patient care: 1=Yes; 0=No
11	D: Previous Nursing Employment	PIN_ACT1	Numeric	Insurance/Utilization reviews: 1=Yes; 0=No
11	D: Previous Nursing Employment	PCE_MGT1	Numeric	Case management: 1=Yes; 0=No
11	D: Previous Nursing Employment	PTEACH1	Numeric	Teaching: 1=Yes; 0=No
11	D: Previous Nursing Employment	PTRIAGE1	Numeric	Telephone triage: 1=Yes; 0=No
11	D: Previous Nursing Employment	PO_ACT1	Numeric	Other: 1=Yes; 0=No
11	D: Previous Nursing Employment	PO_ANAR1	String	Narrative Response to "Other" response for Question 11.

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
12	D: Previous Nursing Employment	PNE2_BM	Numeric	Month of start date
12	D: Previous Nursing Employment	PNE2_BY	Numeric	Year of start date
12	D: Previous Nursing Employment	PNE2_EM	Numeric	Month of ending date
12	D: Previous Nursing Employment	PNE2_EY	Numeric	Year of ending date
13	D: Previous Nursing Employment	PJT2_1R	String	Last job title (RECODED)
13	D: Previous Nursing Employment	PJT2_1BM	Numeric	Month of start date last job title
13	D: Previous Nursing Employment	PJT2_1BY	Numeric	Year of start date last job title
13	D: Previous Nursing Employment	PJT2_EM	Numeric	Month of ending date last job title
13	D: Previous Nursing Employment	PJT2_1_EY	Numeric	Year of ending date last job title
13	D: Previous Nursing Employment	PJT2_2R	String	Previous job title 1 (RECODED)
13	D: Previous Nursing Employment	PJT2_2BM	Numeric	Month of start date for job title 1
13	D: Previous Nursing Employment	PJT2_2BY	Numeric	Year of start date for job title 1
13	D: Previous Nursing Employment	PJT2_2EM	Numeric	Month of ending date for job title 1
13	D: Previous Nursing Employment	PJT2_2EY	Numeric	Year of ending date for job title 1
13	D: Previous Nursing Employment	PJT2_3R	String	Previous job title 2 (RECODED)
13	D: Previous Nursing Employment	PJT2_3BM	Numeric	Month of start date for job title 2
13	D: Previous Nursing Employment	PJT2_3BY	Numeric	Year of start date for job title 2
13	D: Previous Nursing Employment	PJT2_3EM	Numeric	Month of ending date for job title 2
13	D: Previous Nursing Employment	PJT2_3EY	Numeric	Year of ending date for job title 2
13	D: Previous Nursing Employment	PJT2_4R	String	Previous job title 3 (RECODED)
13	D: Previous Nursing Employment	PJT2_4BM	Numeric	Month of start date for job title 3
13	D: Previous Nursing Employment	PJT2_4BY	Numeric	Year of start date for job title 3
13	D: Previous Nursing Employment	PJT2_4EM	Numeric	Month of ending date for job title 3
13	D: Previous Nursing Employment	PJT2_4EY	Numeric	Year of ending date for job title 3
13	D: Previous Nursing Employment	PJT2_5R	String	Previous job title 4 (RECODED)
13	D: Previous Nursing Employment	PJT2_5BM	Numeric	Month of start date for job title 4
13	D: Previous Nursing Employment	PJT2_5BY	Numeric	Year of start date for job title 4
13	D: Previous Nursing Employment	PJT2_5EM	Numeric	Month of ending date for job title 4
13	D: Previous Nursing Employment	PJT2_5EY	Numeric	Year of ending date for job title 4
14	D: Previous Nursing Employment	PLOC2	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
15	D: Previous Nursing Employment	PT_HRS2	Numeric	Average hours worked in pay period
15	D: Previous Nursing Employment	PPAY2	String	W=Weekly; B=Bi-weekly; M=Monthly
16	D: Previous Nursing Employment	POT_HRS2	Numeric	Average hours worked beyond requirement each pay period
17	D: Previous Nursing Employment	PP_SC2	Numeric	Average hours supervising/supervising patient care each pay period
18	D: Previous Nursing Employment	PHRLY2	Numeric	Hourly wage
18	D: Previous Nursing Employment	PYRLY2	Numeric	Annual salary
19	D: Previous Nursing Employment	PGO_FAM2	Numeric	Personal/Family Reasons: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_WC2	Numeric	Unacceptable work conditions: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_PAY2	Numeric	Insufficient compensation: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_SCH2	Numeric	Return to school: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_RET2	Numeric	Retirement: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_TMP2	Numeric	Temporary position: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_LAY2	Numeric	Layoff/Termination: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_OTH2	Numeric	Other: 1=Yes; 0=No
19	D: Previous Nursing Employment	PGO_NAR2	String	Narrative Response to "Other" response for Question 19.
20	D: Previous Nursing Employment	PH_INP2	Numeric	Hospital-Inpatient: 1=Yes; 0=No

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
20	D: Previous Nursing Employment	PH_OUTP2	Numeric	Hospital-Outpatient: 1=Yes; 0=No
20	D: Previous Nursing Employment	PNH_OP2	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
20	D: Previous Nursing Employment	PCLIN2	Numeric	Clinic/Office: 1=Yes; 0=No
20	D: Previous Nursing Employment	PN_HOM2	Numeric	Nursing Home: 1=Yes; 0=No
20	D: Previous Nursing Employment	PH_HLTH2	Numeric	Home Health: 1=Yes; 0=No
20	D: Previous Nursing Employment	PP_HLTH2	Numeric	Public Health: 1=Yes; 0=No
20	D: Previous Nursing Employment	PREHAB2	Numeric	Rehabilitation: 1=Yes; 0=No
20	D: Previous Nursing Employment	PSCHOOL2	Numeric	School/College: 1=Yes; 0=No
20	D: Previous Nursing Employment	PI_PRAC2	Numeric	Independent: 1=Yes; 0=No
20	D: Previous Nursing Employment	PINSUR2	Numeric	Insurance: 1=Yes; 0=No
20	D: Previous Nursing Employment	PO_FAC2	Numeric	Other: 1=Yes; 0=No
20	D: Previous Nursing Employment	PO_FNAR2	String	Narrative Response to "Other" response for Question 20.
21	D: Previous Nursing Employment	PSURG2	Numeric	Medical/Surgical: 1=Yes; 0=No
21	D: Previous Nursing Employment	PRECOV2	Numeric	Operating Room/Recovery: 1=Yes; 0=No
21	D: Previous Nursing Employment	PI_CARE2	Numeric	Intensive Care: 1=Yes; 0=No
21	D: Previous Nursing Employment	PPSYCH2	Numeric	Psychiatric/Behavioral: 1=Yes; 0=No
21	D: Previous Nursing Employment	POBGYN2	Numeric	Obstetric/Gynecologic: 1=Yes; 0=No
21	D: Previous Nursing Employment	PEMERG2	Numeric	Emergency: 1=Yes; 0=No
21	D: Previous Nursing Employment	PPUB_H2	Numeric	Public Health: 1=Yes; 0=No
21	D: Previous Nursing Employment	PH_CARE2	Numeric	Home Care: 1=Yes; 0=No
21	D: Previous Nursing Employment	PSHLTH2	Numeric	School Health Services: 1=Yes; 0=No
21	D: Previous Nursing Employment	PRSCH2	Numeric	Education/Research: 1=Yes; 0=No
21	D: Previous Nursing Employment	PA_CARE2	Numeric	Long-term/Assisted Care: 1=Yes; 0=No
21	D: Previous Nursing Employment	PO_DEPT2	Numeric	Other: 1=Yes; 0=No
21	D: Previous Nursing Employment	PO_DNAR2	String	Narrative Response to "Other" response for Question 21.
22	D: Previous Nursing Employment	PP_CARE2	Numeric	Provide patient care: 1=Yes; 0=No
22	D: Previous Nursing Employment	PADMIN2	Numeric	Administration: 1=Yes; 0=No
22	D: Previous Nursing Employment	PS_CARE2	Numeric	Supervise patient care: 1=Yes; 0=No
22	D: Previous Nursing Employment	PIN_ACT2	Numeric	Insurance/Utilization reviews: 1=Yes; 0=No
22	D: Previous Nursing Employment	PCE_MGT2	Numeric	Case management: 1=Yes; 0=No
22	D: Previous Nursing Employment	PTEACH2	Numeric	Teaching: 1=Yes; 0=No
22	D: Previous Nursing Employment	PTRIAGE2	Numeric	Telephone triage: 1=Yes; 0=No
22	D: Previous Nursing Employment	PO_ACT2	Numeric	Other: 1=Yes; 0=No
22	D: Previous Nursing Employment	PO_ANAR2	String	Narrative Response to "Other" response for Question 22.
23	D: Previous Nursing Employment	PNE3_BM	Numeric	Month of start date
23	D: Previous Nursing Employment	PNE3_BY	Numeric	Year of start date
23	D: Previous Nursing Employment	PNE3_EM	Numeric	Month of ending date
23	D: Previous Nursing Employment	PNE3_EY	Numeric	Year of ending date
24	D: Previous Nursing Employment	PJT3_IR	String	Last job title (RECODED)
24	D: Previous Nursing Employment	PJT3_1_BM	Numeric	Month of start date last job title
24	D: Previous Nursing Employment	PJT3_1_BY	Numeric	Year of start date last job title
24	D: Previous Nursing Employment	PJT3_1_EM	Numeric	Month of ending date last job title
24	D: Previous Nursing Employment	PJT3_1_EY	Numeric	Year of ending date last job title
24	D: Previous Nursing Employment	PJT3_2R	String	Previous job title 1 (RECODED)
24	D: Previous Nursing Employment	PJT3_2_BM	Numeric	Month of start date for job title 1
24	D: Previous Nursing Employment	PJT3_2_BY	Numeric	Year of start date for job title 1

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
24	D: Previous Nursing Employment	PJT3_2_EM	Numeric	Month of ending date for job title 1
24	D: Previous Nursing Employment	PJT3_2_EY	Numeric	Year of ending date for job title 1
24	D: Previous Nursing Employment	PJT3_3R	String	Previous job title 2 (RECODED)
24	D: Previous Nursing Employment	PJT3_3_BM	Numeric	Month of start date for job title 2
24	D: Previous Nursing Employment	PJT3_3_BY	Numeric	Year of start date for job title 2
24	D: Previous Nursing Employment	PJT3_3_EM	Numeric	Month of ending date for job title 2
24	D: Previous Nursing Employment	PJT3_3_EY	Numeric	Year of ending date for job title 2
24	D: Previous Nursing Employment	PJT3_4R	String	Previous job title 3 (RECODED)
24	D: Previous Nursing Employment	PJT3_4_BM	Numeric	Month of start date for job title 3
24	D: Previous Nursing Employment	PJT3_4_BY	Numeric	Year of start date for job title 3
24	D: Previous Nursing Employment	PJT3_4_EM	Numeric	Month of ending date for job title 3
24	D: Previous Nursing Employment	PJT3_4_EY	Numeric	Year of ending date for job title 3
24	D: Previous Nursing Employment	PJT3_5R	String	Previous job title 4 (RECODED)
24	D: Previous Nursing Employment	PJT3_5_BM	Numeric	Month of start date for job title 4
24	D: Previous Nursing Employment	PJT3_5_BY	Numeric	Year of start date for job title 4
24	D: Previous Nursing Employment	PJT3_5_EM	Numeric	Month of ending date for job title 4
24	D: Previous Nursing Employment	PJT3_5_EY	Numeric	Year of ending date for job title 4
25	D: Previous Nursing Employment	PLOC3	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other
26	D: Previous Nursing Employment	PT_HRS3	Numeric	Average hours worked in pay period
26	D: Previous Nursing Employment	PPAY3	String	W=Weekly; B=Bi-weekly; M=Monthly
27	D: Previous Nursing Employment	POT_HRS3	Numeric	Average hours worked beyond requirement each pay period
28	D: Previous Nursing Employment	PP_SC3	Numeric	Average hours supervising/supervising patient care each pay period
29	D: Previous Nursing Employment	PHRLY3	Numeric	Hourly wage
29	D: Previous Nursing Employment	PYRLY3	Numeric	Annual salary
30	D: Previous Nursing Employment	PGO_FAM3	Numeric	Personal/Family Reasons: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_WC3	Numeric	Unacceptable work conditions: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_PAY3	Numeric	Insufficient compensation: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_SCH3	Numeric	Return to school: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_RET3	Numeric	Retirement: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_TMP3	Numeric	Temporary position: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_LAY3	Numeric	Layoff/Termination: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_OTH3	Numeric	Other: 1=Yes; 0=No
30	D: Previous Nursing Employment	PGO_NAR3	String	Narrative Response to "Other" response for Question 30.
31	D: Previous Nursing Employment	PH_INP3	Numeric	Hospital-Inpatient: 1=Yes; 0=No
31	D: Previous Nursing Employment	PH_OUTP3	Numeric	Hospital-Outpatient: 1=Yes; 0=No
31	D: Previous Nursing Employment	PNH_O3	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
31	D: Previous Nursing Employment	PCLIN3	Numeric	Clinic/Office: 1=Yes; 0=No
31	D: Previous Nursing Employment	PN_HOM3	Numeric	Nursing Home: 1=Yes; 0=No
31	D: Previous Nursing Employment	PH_HLTH3	Numeric	Home Health: 1=Yes; 0=No
31	D: Previous Nursing Employment	PP_HLTH3	Numeric	Public Health: 1=Yes; 0=No
31	D: Previous Nursing Employment	PREHAB3	Numeric	Rehabilitation: 1=Yes; 0=No
31	D: Previous Nursing Employment	PSCHOOL3	Numeric	School/College: 1=Yes; 0=No
31	D: Previous Nursing Employment	PI_PRAC3	Numeric	Independent: 1=Yes; 0=No
31	D: Previous Nursing Employment	PINSUR3	Numeric	Insurance: 1=Yes; 0=No
31	D: Previous Nursing Employment	PO_FAC3	Numeric	Other: 1=Yes; 0=No
31	D: Previous Nursing Employment	PO_FNAR3	String	Narrative Response to "Other" response for Question 31.

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
32	D: Previous Nursing Employment	PSURG3	Numeric	Medical/Surgical: 1=Yes; 0=No
32	D: Previous Nursing Employment	P_RECOV3	Numeric	Operating Room/Recovery: 1=Yes; 0=No
32	D: Previous Nursing Employment	PI_CAR3	Numeric	Intensive Care: 1=Yes; 0=No
32	D: Previous Nursing Employment	PPSYCH3	Numeric	Psychiatric/Behavioral: 1=Yes; 0=No
32	D: Previous Nursing Employment	POBGYN3	Numeric	Obstetric/Gynecologic: 1=Yes; 0=No
32	D: Previous Nursing Employment	PEMERG3	Numeric	Emergency: 1=Yes; 0=No
32	D: Previous Nursing Employment	PPUB_H3	Numeric	Public Health: 1=Yes; 0=No
32	D: Previous Nursing Employment	PH_CARE3	Numeric	Home Care: 1=Yes; 0=No
32	D: Previous Nursing Employment	PS_HLTH3	Numeric	School Health Services: 1=Yes; 0=No
32	D: Previous Nursing Employment	PRSCH3	Numeric	Education/Research: 1=Yes; 0=No
32	D: Previous Nursing Employment	PA_CARE3	Numeric	Long-term/Assisted Care: 1=Yes; 0=No
32	D: Previous Nursing Employment	PO_DEPT3	Numeric	Other: 1=Yes; 0=No
32	D: Previous Nursing Employment	PO_DNAR3	String	Narrative Response to "Other" response for Question 32.
33	D: Previous Nursing Employment	PP_CARE3	Numeric	Provide patient care: 1=Yes; 0=No
33	D: Previous Nursing Employment	PADMIN3	Numeric	Administration: 1=Yes; 0=No
33	D: Previous Nursing Employment	PS_CARE3	Numeric	Supervise patient care: 1=Yes; 0=No
33	D: Previous Nursing Employment	PIN_ACT3	Numeric	Insurance/Utilization reviews: 1=Yes; 0=No
33	D: Previous Nursing Employment	PCE_MGT3	Numeric	Case management: 1=Yes; 0=No
33	D: Previous Nursing Employment	PTEACH3	Numeric	Teaching: 1=Yes; 0=No
33	D: Previous Nursing Employment	PTRIAGE3	Numeric	Telephone triage: 1=Yes; 0=No
33	D: Previous Nursing Employment	PO_ACT3	Numeric	Other: 1=Yes; 0=No
33	D: Previous Nursing Employment	PO_ANAR3	String	Narrative Response to "Other" response for Question 33.
1a	E: Future Plans	PLAN_TR	String	Y=Yes; N=No
1b	E: Future Plans	BACC_TR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	MAST_TR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	DOC_TR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	APC_TR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	APC_NAR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	OTHER_TR	Numeric	1=Type Chose; 0=Not Chosen
1b	E: Future Plans	OTHER_NA	String	Narrative Response to "Other" response for Question 1b.
2a	E: Future Plans	CHG_LOC	String	Y=Yes; N=No
2b	E: Future Plans	NEW_H_IN	Numeric	Hospital-Inpatient: 1=Yes; 0=No
2b	E: Future Plans	NEW_H_OU	Numeric	Hospital-Outpatient: 1=Yes; 0=No
2b	E: Future Plans	NEW_NH_O	Numeric	Non-hospital Outpatient: 1=Yes; 0=No
2b	E: Future Plans	NEW_CLIN	Numeric	Clinic/Office: 1=Yes; 0=No
2b	E: Future Plans	NEW_N_HO	Numeric	Nursing Home: 1=Yes; 0=No
2b	E: Future Plans	NEW_HOME	Numeric	Home Health: 1=Yes; 0=No
2b	E: Future Plans	NEW_PUB	Numeric	Public Health: 1=Yes; 0=No
2b	E: Future Plans	NEW_REHA	Numeric	Rehabilitation: 1=Yes; 0=No
2b	E: Future Plans	NEW_SCHO	Numeric	School/College: 1=Yes; 0=No
2b	E: Future Plans	NEW_IND	Numeric	Independent: 1=Yes; 0=No
2b	E: Future Plans	NEW_INSU	Numeric	Insurance: 1=Yes; 0=No
2b	E: Future Plans	NEW_OTH	Numeric	Other: 1=Yes; 0=No
2b	E: Future Plans	NEW_OTHN	String	Narrative Response to "Other" response for Question 2b.
2c	E: Future Plans	SAME_LOC	String	Y=Yes; N=No
2d	E: Future Plans	FUTR_LOC	Numeric	1=Minneapolis/St. Paul; 2=Suburban Twin Cities; 3=St. Cloud, Rochester or Duluth; 4=Outside of Twin Cities, St. Cloud, Rochester and Duluth; 5=Other

Table 1: Survey Questions, Variables and Definitions

Survey Question	Survey Section	Variable	Type	Variable Definition
2d	E: Future Plans	FUT_LOCN	String	Narrative Response to "Other" response for Question 2d.
3a	E: Future Plans	LEAVE_RN	String	Y=Yes; N=No
3b	E: Future Plans	LEAV_RET	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_FAM	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_HRS	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_PAY	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_LOA	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_WCO	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_MGM	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_SAF	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_EDU	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_NUJ	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_NUI	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_ILL	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_OTH	Numeric	1=First Choice; 2=Second Choice; 3=Third Choice; 0=Not Chosen
3b	E: Future Plans	LEAV_NAR	String	Narrative Response to "Other" response for Question 3b.
	Survey Administration	SATIS	String	Responded to Job Satisfaction Section: Y=Yes; N=No
1	F: Job Satisfaction	JS1	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
2	F: Job Satisfaction	JS2	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
3	F: Job Satisfaction	JS3	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
4	F: Job Satisfaction	JS4	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
5	F: Job Satisfaction	JS5	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
6	F: Job Satisfaction	JS6	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
7	F: Job Satisfaction	JS7	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
8	F: Job Satisfaction	JS8	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
9	F: Job Satisfaction	JS9	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
10	F: Job Satisfaction	JS10	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
11	F: Job Satisfaction	JS11	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
12	F: Job Satisfaction	JS12	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
13	F: Job Satisfaction	JS13	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
14	F: Job Satisfaction	JS14	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
15	F: Job Satisfaction	JS15	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
16	F: Job Satisfaction	JS16	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
17	F: Job Satisfaction	JS17	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
18	F: Job Satisfaction	JS18	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
19	F: Job Satisfaction	JS19	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
20	F: Job Satisfaction	JS20	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA
21	F: Job Satisfaction	JS21	Numeric	1=Strongly Agree; 2=Agree; 3=Somewhat Agree; 4=Undecided; 5=Somewhat disagree; 6=Disagree; 7=Strongly Disagree; 8=NA

