

Characteristic	n (%)		Characteristic	n (%)
COVID-19 (acquired)			Position (remain)	
No	34 (28.57)		No	32 (12.71)
Yes	73 (61.34)		Yes	85 (87.29)
Unsure	12 (10.08)		Position (remain after 5 years)	
COVID-19 (direct care of patients)			No	15 (12.71)
No	20 (16.81)		Yes	103 (87.29)
Yes	99 (83.19)		Position (switch since pandemic)	
Education level			No	83 (70.94)
Associates	16 (13.56)		Yes	34 (29.06)
Bachelors in Nursing	86 (72.88)		Racial background	
Masters in Nursing	12 (10.17)		African American	9 (7.44)
Masters in Non-Nursing	3 (2.54)		Asian	6 (2.5)
Doctor of Nursing Practice	1 (0.85)		Caucasian	86 (71.07)
Employment status			Filipino	3 (2.5)
Part Time	18 (15.13)		Latino	6 (4.96)
Full Time	89 (74.79)		Native American	1 (0.83)
Contract/Temporary/Travel	11 (9.24)		Pacific Island	5 (4.13)
Other	1 (0.84)		Other/Not Specified	13 (10.74)
Facility magnet distinction			Shift (Primary)	
Yes (magnet)	65 (54.17)		Day Shift	71 (59.66)
No (not in magnet)	55 (45.83)		Evening Shift	6 (5.04)
Facility type			Night Shift	35 (29.41)
Trauma Level 1	26 (22.03)		Other	7 (5.88)
Trauma Level 2	43 (36.44)		Shift (Hours)	
Trauma Level 3	7 (5.93)		12-24 Hours	13 (11.02)
No Level	29 (24.58)		25-36 Hours	46 (38.98)
Unsure	13 (11.02)		Over 36 Hours	45 (38.14)
No response	1 (0.01)		Variable	14 (11.86)
Facility Setting			Shift (Length)	
Urban	96 (80.67)		8 Hours or Less	11 (9.2%)
Rural	23 (19.33)		9-12 Hours	82 (68.9%)
Gender			13 or more Hours	26 (21.9%)
Female	105 (88.24)		Unit	
Male	14 (11.76)		Ambulatory Care	15 (12.61)
Licensing region			Critical Care/Intensive Care/	39 (32.77)
Compact	3 (2.52)		Emergency Care	23 (19.33)
Midwest	57 (47.90)		Medical Surgical	15 (12.61)
Northeast	15 (12.61)		Pediatrics/NICU/Mother Bab	13 (10.92)
South	32 (26.89)		Step-Down/Telemetry	11 (9.24)
West	12 (10.08)		Other	3 (2.52)
Marital Status			Years as staff nurse	
Married	76 (63.87)		0-5 Years	41 (33.61)
Single	38 (31.93)		6-10 Years	39 (31.97)

	Other	5 (4.20)			11-15 Years	14 (11.48)
	Nurse to patient ratio				16-20 Years	9 (7.38)
	1:1	14 (11.76)			21-25 Years	10 (8.20)
	1:2	39 (32.77)			26-30 Years	9 (7.38)
	1:3	15 (12.61)				
	1:4	27 (22.69)				
	1:5	13 (10.92)				
	1:6	9 (7.56)				
	1:8+	2 (1.68)				