Supplemental Digital Content 1

Table 1.

Independent Logistic Regressions of impact of demographic variables on odds of intent to stay at current job in the next year

	Odds Ratio	Standard Error	95% Confidence Interval	p-value
Age (vs. <31 years old)				
31-40 years old	1.55	0.39	0.95-2.53	0.079
Over 40 years old	2.25	0.50	1.45-3.48	<0.001***
Gender				0.072
Female	0.44	0.20	0.18-1.08	
Ethnicity				0.598
Hispanic	1.22	0.46	0.58-2.55	
Race				0.227
Non-white	1.32	0.31	0.84-2.09	
Marital status (vs. married/partnered)				
Widowed/Divorced	0.82	0.23	0.47-1.41	0.464
Never married	0.58	0.13	0.38-0.89	0.012*
Children at home	1.90	0.35	1.31-2.73	0.0005***

*p<0.05, **p<0.01, ***p<0.001

Table 2.

Independent Logistic Regressions on impact of Working Conditions on odds of intent to stay at current job in the next year

	Odds Ratio	Standard Error	95% Confidence Interval	p-value
Work Setting				0.205
Inpatient Setting	0.75	0.17	0.49-1.17	
Job Title				0.002**
Bedside Nurse/Nurse practitioner	0.44	0.12	0.26-0.74	
Shift Length				0.001***
12-hour shift	0.47	0.09	0.32-0.69	
Schedule (vs. day shift)				
Night	0.76	0.32	0.33-1.72	0.507
Evening	0.74	0.17	0.47-1.14	0.172
Rotating	0.92	0.37	0.41-2.04	0.831
Work Status (vs. fulltime)				
Parttime	1.28	0.35	0.75-2.20	0.364
Per diem/PRN	0.92	0.43	0.37-2.28	0.852
Direct care for Covid patients	0.58	0.14	0.36-0.92	0.020*
Organization well prepared for COVID-19 response	4.11	0.88	2.71-6.25	<0.001***
PPE Shortage (any)	0.37	0.20	0.13-1.06	0.065
PPE shortage above sample average	0.60	0.11	0.42-0.86	0.005**
Supported by colleagues	3.76	0.77	2.51-5.62	<0.001***
Supported by Organization	5.66	1.13	3.83-8.38	<0.001***
Over 40 work hours per week (vs. <40)	1.15	0.23	0.78-1.71	0.483
Patients per nurse over sample average	1.69	0.32	1.16-2.46	0.006**

*p<0.05, **p<0.01, ***p<0.001

Table 3.

Independent Logistic Regressions on the impact of Proximal Worker Outcomes on odds of intent to stay at current job in the next year

	Odds Ratio	Standard Error	95% Confidence Interval	p-value
Confident in caring for Covid Patients	1.46	0.28	1.01-2.11	0.046*
Used suboptimal PPE in isolation	0.46	0.09	0.32-0.67	<0.001***
Well prepared to don/doff PPE	1.90	0.52	1.11-3.24	0.019**

*p<0.05, **p<0.01, ***p<0.001

Table 4.

Independent Logistic Regressions on the impact of worker health outcomes on odds of intent to stay at current job in the next year

	Odds Ratio	Standard Error	95% Confidence Interval	p-value
Depressive symptoms (vs. minimal depressive symptoms)				
Mild	0.50	0.12	0.31-0.80	0.004**
Moderate/Severe	0.24	0.06	0.15-0.37	<0.001***
Anxiety (vs. minimal anxiety)				
Mild	0.87	0.19	0.56-1.35	0.522
Moderate/Severe	0.35	0.08	0.23-0.55	<0.001***
Insomnia (vs. minimal insomnia)				
Mild	0.56	0.12	0.37-0.84	0.006**
Moderate Severe	0.38	0.10	0.24-0.63	<0.001***

*p<0.05, **p<0.01, ***p<0.001