

SUPPLEMENTAL MATERIALS

Table S1. Job satisfaction questionnaire – excerpt from California Board of Registered Nursing.

	Very		Neither		Very
	dissatisfied	Dissatisfied	dissatisfied	Satisfied	satisfied
A. Your job overall	1	2	3	4	5
B. Your salary	1	2	3	4	5
C. Employee benefits	1	2	3	4	5
D. Adequacy of RN skill level where you work	1	2	3	4	5
E. Adequacy of the number of RN staff where you work	1	2	3	4	5
F. Adequacy of clerical support services	1	2	3	4	5
G. Non-nursing tasks required	1	2	3	4	5

H. Amount of charting required	1	2	3	4	5
I. Your workload	1	2	3	4	5
J. Physical work environment	1	2	3	4	5
K. Work schedule	1	2	3	4	5
L. Job security	1	2	3	4	5
M. Opportunities for advancement	1	2	3	4	5
N. Support from other nurses you work with	1	2	3	4	5
O. Teamwork between co-workers and yourself	1	2	3	4	5
P. Leadership from your nursing administration	1	2	3	4	5
Q. Involvement in patient care decisions	1	2	3	4	5
R. Relations with physicians	1	2	3	4	5

S. Relations with other non-nursing staff	1	2	3	4	5
T. Relations with agency or registry nurses	1	2	3	4	5
U. Interaction with patients	1	2	3	4	5
V. Time available for patient education	1	2	3	4	5
W. Involvement in policy or management decisions	1	2	3	4	5
X. Opportunities to use my skills	1	2	3	4	5
Y. Opportunities to learn new skills	1	2	3	4	5
Z. Quality of preceptor and mentor programs	1	2	3	4	5
AA. Employer-supported educational opportunities	1	2	3	4	5

BB. Quality of patient care					
where you work	1	2	3	4	5
CC. Feeling that work is					
meaningful	1	2	3	4	5
DD. Recognition for a job					
well done	1	2	3	4	5

Note: The complete version of the survey is available at California Board of Registered Nursing – 2018 Survey of Registered Nurses – Appendix C:
<https://www.rn.ca.gov/pdfs/forms/survey2018.pdf>

Table S2. Example comments of the Survey respondents and associated average and total sentiment score.

Comment	Average Score	Total Score
<p>Nurses have let themselves and the professions get lost. You cannot tell the nurse from the non-medical staff in a hospital and the MA's in Dr's Offices call themselves nurses. What a sad day it is for us and our name nurse, to let so many use our status and we say nothing. I do not call myself doctor and if I did all hell would break loose.</p>	-3.2	-12
<p>While I love what I do I am concerned about the increasing level of violence I experience at work. I work in the ER and we have had some serious attacks made on our staff. While I think that my employer is working on this I fear it will be too little too late. I'm not an alarmist and have always been philosophical about the risks inherent to my line of work. However, I've noticed a marked increase in the number and severity of violent</p>	-1.29	-22

<p>attacks over the past 3 years. Whether it is attributed to ER overcrowding, the use of methamphetamine (etc.), the lack of psychiatric facilities, homelessness, the violence which seems to be inherent to the entire American way of life or the celebration of violence one is witness to in movies etc. I'm not sure. But I am certain that things are much worse than they used to be. Sad but true. Someone is going to get seriously hurt and soon.</p>		
<p>Although I am certified as a hospice/palliative care cs I am working as a clinical supervisor in home health. Although, it meets my needs for employment my ideal job would allow me more time for educating + mentoring other nurses, being a clinical resource and give me time to do research and publish. Having returned twice in my career to go to school (once for a BSN, 2nd for MSN) while continuing to work full time the idea to get further education in order to have the opportunity for</p>	2.27	25

<p>more perfect job isn't that appealing at age 60, although I will work for a few more years it would be great to end my career in the perfect job. But even without my perfect job, nursing has given me great satisfaction to help others to change + grow lives while supporting myself. I have engaged the variety and opportunity the profession has given me. I had to do it all over again I would still become a nurse.</p>		
<p>I love nursing. When I started over 30 years ago, it was not paid well-I didn't choose it for love of money. I am grateful for a career with wages that support my family so well but that's not the best bit. My patients are wonderful. I love helping them heal and appreciate their gratitude. Just explaining a procedure or disease to them & watching their face light up with understanding is worth so much. I hope to end my career after another 10 years in good health myself.</p>	2.66	32