**Supplemental Digital Content 3: Demographics**

There was more diversity in the new nurse group versus the preceptor group. The new nurses generally had less than 4 years of experience whereas the preceptors all had more than 2 years of experience. Half of the preceptors had 8 or more years of experience.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Demographics of Participants** | **New RNs** | | **Preceptors\*** | | **All** | |
| **Age** | No. | % | No. | % | No. | % |
| 20-29 | 6 | 46 | 7 | 39 | 13 | 42 |
| 30-39 | 4 | 31 | 9 | 50 | 13 | 42 |
| 40-49 | 2 | 15 | 2 | 11 | 4 | 13 |
| 50-59 | 1 | 8 | 0 | 0 | 1 | 3 |
|  |  |  |  |  |  |  |
| **Gender** | No. | % | No. | % | No. | % |
| Female | 13 | 100 | 17 | 94 | 30 | 97 |
| Male | 0 | 0 | 1 | 6 | 1 | 3 |
|  |  |  |  |  |  |  |
| **Race** | No. | % | No. | % | No. | % |
| Asian | 2 | 15 | 1 | 6 | 3 | 10 |
| Black or African American | 1 | 8 | 0 | 0 | 1 | 3 |
| White | 8 | 62 | 17 | 94 | 25 | 81 |
| More than one race | 1 | 8 | 0 | 0 | 1 | 3 |
| Unknown or not reported | 1 | 8 | 0 | 0 | 1 | 3 |
|  |  |  |  |  |  |  |
| **Years of Experience** | No. | % | No. | % | No. | % |
| ≤2 | 6 | 46 | 0 | 0 | 6 | 19 |
| 2-4 | 5 | 38 | 5 | 28 | 10 | 32 |
| 5-7 | 1 | 8 | 4 | 22 | 5 | 16 |
| 8-10 | 0 | 0 | 2 | 11 | 2 | 6 |
| ≥11 | 1 | 8 | 7 | 39 | 8 | 26 |

\*One preceptor chose not to complete the demographic questions.