

Table A.14: Variable Definitions

Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Male	Human resources data (C)	N/A	Sex = Male	May 30, 2016
Age 50+	Human resources data (C)	N/A	50 ≤ Age	May 30, 2016
Age 37-49	Human resources data (C)	N/A	37 ≤ Age ≤ 49	May 30, 2016
White	Human resources data (C)	N/A	Race = White	May 30, 2016
Salary Q1 (bottom quartile)	Human resources data (C)	N/A	Salary ≤ 25th percentile	Pre-period: May 30, 2016 Post-periods: August 15, 2017 January 31, 2019
Salary Q2	Human resources data (C)	N/A	25th pctile ≤ Salary ≤ 50th pctile	Pre-period: May 30, 2016 Post-periods: August 15, 2017 January 31, 2019
Salary Q3	Human resources data (C)	N/A	50th pctile ≤ Salary ≤ 75th pctile	Pre-period: May 30, 2016 Post-periods: August 15, 2017 January 31, 2019
Faculty	Human resources data (C)	N/A	Employment Class = Faculty	May 30, 2016
Academic Staff	Human resources data (C)	N/A	Employment Class = Academic Staff	May 30, 2016
Annual salary	Human resources data (C)	N/A	N/A	Pre-period: May 30, 2016 Post-periods: August 15, 2017 January 31, 2019
Annual salary (share of baseline salary)	Human resources data (C)	N/A	(Current salary / May 30, 2016 Salary) - 1	Pre-period: N/A Post-periods: August 15, 2017 January 31, 2019
Job title change	Human resources data (C)	N/A	In case of multiple titles, only measures title changes associated with primary job.	Pre-period: N/A Post-periods: August 15, 2017 January 31, 2019

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Job promotion	Human resources data (C)	N/A	Job title change = 1 & Salary raise > 0	Pre-period: N/A Post-periods: August 15, 2017 January 31, 2019
Job terminated	Human resources data (C)	N/A	TerminationDate <= Current date	Pre-period: N/A Post-periods: August 15, 2017 January 31, 2019
Sick leave (days/year)	Human resources data (C)	N/A	Sick days are measured monthly for CS employees, and biannually (August 15th and May 15th) for AP and Faculty employees. Number of sick days is normalized by fraction of year employed.	Pre-period: <sup>30</sup> 8/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19
Ever screened	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A1 (G1) Have you ever had your cholesterol checked? A2 (G2) Have you ever had a blood test for high blood sugar or diabetes, other than during pregnancy? A3 (G3) Have you ever had a blood test for high blood sugar or diabetes? A4 (G4) In the last 12 months, have you had a Pap test or Pap smear? A5 (G5) In the last 12 months, have you had a mammogram? A8 (G8) In the last 12 months, have you had a sigmoidoscopy or a colonoscopy? A9 (G9) In the last 12 months, have you had a blood test to check for prostate cancer?	Any of A1-A5, A8-A9 (G1-G5, G8-G9) = "Yes"	(A) July 2016 (G) July 2017 (G) July 2018
Physically active	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A11 (G11) = "More active" age, would you say you are more physically active, less physically active, or about the same?	A11 (G11) = "More active" (A) July 2016 (G) July 2017 (G) July 2018	

<sup>30</sup>Pre- and post-period end dates are extended by 15 days for AP and Faculty employees (see description in Formula).

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Trying to be active	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A12 (G12) In the last 12 months, have you been told by a doctor or health professional to increase your physical activity or exercise? A13 (G13) Are you currently trying to increase your physical activity or exercise?	A12 (G12) = "Yes" or A13 (G13) = "Yes" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Current smoker (cigarettes)	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A16 (G16) Have you smoked at least 100 cigarettes in your entire life? A17 (G17) Do you now smoke cigarettes every day, some days, or not at all?	A16 (G16) = "Yes" and A17 (G17) = "Every day" or "Some days" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Current smoker (other)	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A22 (G22) Do you now smoke or use any other type of tobacco product, such as pipes, cigars, or chewing tobacco, every day, some days, or not at all? A23 (G23) Do you now use e-cigarettes (also known as vape-pens, hookah-pens, e-hookahs, or e-vaporizers) every day, some days, or not at all?	A22 (G22) & A23 (G23) != "Not at all" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Former smoker	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A16 (G16) Have you smoked at least 100 cigarettes in your entire life? A17 (G17) Do you now smoke cigarettes every day, some days, or not at all?	A16 (G16) = "Yes" and A17 (G17) = "Not at all" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Drinker	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A24 (G24) In the last 7 days, on how many days did you drink any type of alcoholic beverage?	A24 (G24) != 0 (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Heavy drinker	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A25 (G25) In the last 7 days, on the days when you did drink alcohol, how many drinks did you usually have per day? One ?drink? is a 12 ounce can of beer, a 5 ounce glass of wine, or a 1.5 ounce shot of liquor.	A25 (G25) $\geq$ 4 if female A25 (G25) $\geq$ 5 if male (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Chronic condition	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A27 (G27) Have you ever been told by a doctor or other health professional that you have any of the following? Mark all that apply.	At least one box is checked (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Excellent or v. good health	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A28 (G28) Overall, how would you rate your health during the past 4 weeks?	A28 (G28) = "Excellent" or "Very good" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018
Not poor health	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A28 (G28) Overall, how would you rate your health during the past 4 weeks?	A28 (G28) != "Poor" (A) July 2016 (G) July 2017 (G) July 2018	(A) July 2016 (G) July 2017 (G) July 2018

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Physical problems	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A29 (G29) During the past 4 weeks, how much did physical health problems limit your usual physical activities (such as walking or climbing stairs)?  A30 (G30) During the past 4 weeks, how much difficulty did you have doing your daily work, both at home and away from home, because of your physical health?  A31 (G31) How much bodily pain have you had during the past 4 weeks?	A29 (G29) = "Somewhat?", "Quite a lot?", "Could not do physical activities? or A30 (G30) = "Some?", "Quite a lot?", "Could not do daily work? or A31 (G31) = "Mild?", "Moderate?", "Severe?", "Very severe?"	(A) July 2016 (G) July 2017 (G) July 2018
Lots of energy	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A32 (G32) During the past 4 weeks, how much energy did you have?	A32 (G32) = "An extraordinary amount", or "Quite a lot"	(A) July 2016 (G) July 2017 (G) July 2018
Bad emotional health	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A33 (G33) During the past 4 weeks, how much have you been bothered by emotional problems (such as feeling anxious, depressed or irritable)?	A33 (G33) ov= "Moderately"; "Quite a lot"; "Extremely"	(A) July 2016 (G) July 2017 (G) July 2018
Overweight	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A39 (39) How would you describe your body weight?	A39 (G39) = "Overweight" or "Very overweight"	
High BP / cholesterol / glucose	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A40 (G40) How would you describe your blood pressure level? That is, if we measured it right now, do you think your blood pressure level would be:  A41 (G41) How would you describe your cholesterol level? That is, if we measured it right now, do you think your cholesterol level would be:  A42 (G42) How would you describe your blood glucose level? That is, if we measured it right now, do you think your blood glucose level would be:	A40 or A41 or A42 (G40 or G41 or G42) = "High" or "Very high"	(A) July 2016 (G) July 2017 (G) July 2018
Sedentary	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A53 (G63) On an average day, how often does your job involve standing or walking around?	A53 (G63) = "None at all" or "Some, but less than 1 hour"	(A) July 2016 (G) July 2017 (G) July 2018
Pharmaceutical drug utilization	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A34 (G34) How many different prescription medications are you currently taking?  A35 (G35) How many different over-the-counter medications are you currently taking?	A34 (G34) > 0 or A35 (G35) > 0	(A) July 2016 (G) July 2017 (G) July 2018

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Physician/ER utilization	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A36 (G36) In the last 6 months, how many times did you go to a doctor's office, clinic, emergency room, or other healthcare provider to get care for yourself? Do not include dental visits. Your best estimate is fine.	A36 (G36) != "None"	(A) July 2016 (G) July 2017 (G) July 2018
Hospital utilization	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A37 (G37) = In the last 6 months, how many different times were you a patient in a hospital at least overnight? Do not include hospital stays to deliver a baby. Your best estimate is fine.	A37 (G37) != "None"	(A) July 2016 (G) July 2017 (G) July 2018
Any sick days in past year	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A45 (G46) In the last 12 months, about how many days of work have you missed because of disability or poor health? Your best estimate is fine.	A45 (G46) != 0	(A) July 2016 (G) July 2017 (G) July 2018
Worked 50+ hours/week	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A44 (G45) About how many hours a week do you usually work at your current job or jobs?	A44 (G45) = "50 or more"	(A) July 2016 (G) July 2017 (G) July 2018
Very satisfied with job	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A46 (G53) How satisfied are you with your current job?	A46 (G53) = "Very satisfied"	(A) July 2016 (G) July 2017 (G) July 2018
Very or somewhat satisfied with job	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A46 (G53) How satisfied are you with your current job?	A46 (G53) = "Very satisfied" or "Somewhat satisfied"	(A) July 2016 (G) July 2017 (G) July 2018
Management priority on health / safety	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G)	A52 (G62) How much of a priority do you think your unit's management places on the health and safety of workers?	A52 (G62) = "Very high priority" or "Some priority"	(A) July 2016 (G) July 2017 (G) July 2018
Happier at work than last year	2017 Online survey (G) 2018 Online survey (G)	G54 Do you feel happier at work this year than you did last year?	G54 = Yes	(G) July 2017 (G) July 2018
Presenteeism	2017 Online survey (G) 2018 Online survey (G)	G47 Despite having disability or poor health, I was able to finish hard tasks in my work. G48 At work, I was able to focus on achieving my goals despite disability or poor health. G49 Despite having disability or poor health, I felt energetic enough to complete all my work. G50 Because of disability or poor health, the stresses of my job were much harder to handle. G51 My disability or poor health distracted me from taking pleasure in my work. G52 I felt hopeless about finishing certain work tasks, due to my disability or poor health.	Stanford Presenteeism Scale (SPS-6), using G47-G52	(G) July 2017 (G) July 2018

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Feel very productive at work	2017 Online survey (G) 2018 Online survey (G)	G56 How productive do you feel at work?	G56 = "Very productive"	(G) July 2017 (G) July 2018
Received promotion	2017 Online survey (G) 2018 Online survey (G)	G57 During the last 12 months, have you been given a promotion or more responsibility at work?	G57 = "Yes"	(G) July 2017 (G) July 2018
Job search very likely	2017 Online survey (G) 2018 Online survey (G)	G64 Taking everything into consideration, how likely are you to make a genuine effort to find a job with a new employer (outside the university) within the next year?	G64 = "Very likely"	(G) July 2017 (G) July 2018
Job search somewhat / very likely	2017 Online survey (G) 2018 Online survey (G)	G64 Taking everything into consideration, how likely are you to make a genuine effort to find a job with a new employer (outside the university) within the next year?	G64 = "Very likely" or "Somewhat likely"	(G) July 2017 (G) July 2018
Productivity index	2016 Online survey (A) 2017 Online survey (G) 2018 Online survey (G) Human resources data (C)	All productivity-related questions described above.	First principle component of all productivity-related measures listed in this table	(A) July 2016 (G) July 2017 (G) July 2018 (C) May 30, 2016 (C) August 15, 2017 (C) January 31, 2019
Total spending (dollars/month)	Health Insurance Claims Data (B)	N/A	Monthly Average	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19
Drug spending	Health Insurance Claims Data (B)	N/A	Monthly Average	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19
Office spending	Health Insurance Claims Data (B)	N/A	Monthly Average	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19
Hospital spending	Health Insurance Claims Data (B)	N/A	Monthly Average	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19

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Variable Name	Data Source	Survey Question(s)	Formula	Time Period
Non-zero medical spending	Health Insurance Claims Data (B)	N/A	Monthly Average	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19
IL Marathon/10K/5K	Human Resources Data (C)	N/A	Pre-period: participated in <i>at least one</i> event during 2014 - 2016	Pre-period: April 2014 - April 2016 Post-periods: April 2017 April 2018
Campus gym visits (days/year)	Human Resources Data (C)	N/A	Number of visits to gym, measured by ID card swipe-in	Pre-period: 7/1/15 - 7/31/16 Post-periods: 8/1/16 - 7/31/17 8/1/16 - 1/31/19

Notes: Variable definitions are based on our pre-analysis plan, which is available at <http://www.socialscienceregistry.org/trials/1368>. All survey-based variables were prespecified. The following variables were not prespecified: job title change, job promotion, productivity index, drug spending (claims), office spending (claims), hospital spending (claims), and IL Marathon/10K/5K.