

## Flag system used in addition to the 3-Tiered Taxonomy by the Vanderbilt University Office of Biomedical Research Education and Training (VU BRET)

### Flag fields marked for all employment positions

Flag field name	Answer options	Coding clarifications	Example duties or titles
Science- or research-related	Yes No Unknown Deceased	Mark "yes" if individual is in a career that is relevant to science or the conduct of research.	Includes STEM faculty, K-12 science teachers, patent attorneys, data scientists
Entrepreneurship	Yes No Unknown Deceased	Any individual who founded a company of any type, is a sole proprietor, or is an independent consultant who is not affiliated with a larger firm	Founder, CEO, sole proprietor, freelance writer, retail shop owner
Executive leadership	Yes No Unknown Deceased	Includes C-suite executives in for-profit or nonprofit organizations, academia, and government	CEO, CSO, COO, CTO, Chancellor, Provost, Dean, Department Chair, President, Vice President, Head of R&D
First position after PhD	Yes No	Mark "yes" if the position is an individual's first position after receiving their PhD. This can include term positions, such as postdoctoral fellowships, and degree programs. Do not mark a position "yes" if it is a postdoctoral position of less than 6 months duration that occurs immediately after graduation in the same lab in which the person completed their PhD. Only primary positions can be marked "first position after PhD=yes."	
First non-training position	Yes No Unknown Deceased	Mark "yes" if the role is an individual's first non-training position after receiving their PhD. This cannot be a degree-granting program or postdoctoral fellowship or training of any kind. Only primary positions can be marked "first non-training position=yes."	
Primary or secondary	Primary Secondary	Used to designate a job as the primary or secondary professional role that an individual has. Only one position can be designated primary at any given time point. The "first destination position after PhD" flag and the "first non-training position" flag can only be YES for primary positions.	

### Flag fields marked for all faculty positions in higher education

Faculty flag field name	Answer options	Coding clarifications
Has a faculty appointment at a postsecondary school	Yes No Unknown Deceased	K-12 teachers are NOT included in the faculty flag system
Presumed tenure status	Foreign institution Nontenure track Tenured or tenure track Tenure track unclear Tenure not applicable	"Tenure not applicable" is for part-time (adjunct) or temporary (visiting) appointments only. Nontenure track is for full-time nontenure track positions (research assistant professor).
Faculty prefix	Adjoint      Senior Adjunct      Visiting Clinical      Other Research	Leave blank for full professors.
Faculty rank	Assistant Associate	Leave blank for full professors.
Faculty title	Instructor Lecturer Professor Other	Examples of "other" titles are "Principal Investigator" or "Faculty"

### Flag field marked for all postdoctoral positions

Flag field name	Answer options	Coding clarifications
Is postdoc in same lab as PhD?	Yes No Not sure	Postdoc positions at institutions other than Vanderbilt are presumed <u>not</u> to be in the same lab as PhD. Postdoc positions at VU must be marked "Yes," "No," or "Not sure."