

Supplemental materials for:

Cuellar A, Krist AH, Nichols LM, Kuzel AJ. Effect of practice ownership on work environment, learning culture, psychological safety, and burnout. *Ann Fam Med*. 2018;16(Suppl 1):44-51.

Supplemental Table: Association of Practice Ownership on Work Environment, Learning Culture, Psychological Safety and Burnout, All Survey Respondents

	(1)	(2)	(3)	(4)	(5)
	Culture of Learning ^a	Most Enjoy Work ^a	Place of Hope and Joy ^a	Psychological Safety ^a	Burnout ^b
Ownership					
Independent	Reference	Reference	Reference	Reference	Reference
Hospital owned	-0.020	0.064*	0.047	0.092**	-0.248*
	[-0.075,0.035]	[0.006,0.121]	[-0.008,0.013]	[0.036,0.147]	[-0.444,-0.051]
Federally qualified health center	0.026	-0.034	-0.038	-0.059	-0.027
	[-0.049,0.101]	[-0.109,0.040]	[-0.114,0.038]	[-0.126,0.008]	[-0.308,0.255]
Medically underserved area	-0.010	0.061	0.025	-0.116	0.200*
	[-0.164,0.145]	[-0.146,0.269]	[-0.177,0.227]	[-0.305,0.073]	[0.021,0.379]
Practice Size					
1-5 clinicians	Reference	Reference	Reference	Reference	Reference
6-10 clinicians	-0.145	-0.162	-0.125	-0.135	0.012
	[-0.317,0.027]	[-0.373,0.048]	[-0.335,0.085]	[-0.321,0.052]	[-0.165,0.189]
11 or more clinicians	-0.168	-0.120	-0.209	-0.181	0.052
	[-0.392,0.057]	[-0.417,0.176]	[-0.487,0.069]	[-0.476,0.114]	[0.199,0.303]
Multi-specialty practice	Reference	Reference	Reference	Reference	Reference
Single specialty practice	0.092	0.088	0.122	0.007	-0.034
	[-0.079,0.262]	[-0.134,0.310]	[-0.080,0.324]	[-0.218,0.233]	[-0.243,0.175]

% of patients with Medicare	-0.006**	-0.008**	-0.007**	-0.009**	0.004
	[-0.009,-0.002]	[-0.013,-0.003]	[-0.011,-0.002]	[-0.014,-0.003]	[-0.000,0.008]
% of patients with Medicaid or uninsured	0.000	0.002	0.003	0.000	-0.002
	[-0.003,0.004]	[-0.003,0.007]	[-0.001,0.008]	[-0.004,0.004]	[-0.006,0.002]
Intercept Cut 1 ^{a,b}	-1.453***	-1.976***	-1.969***	-2.065***	-0.484**
	[-1.770,-1.136]	[-2.342,-1.609]	[-2.389,-1.549]	[-2.383,-1.748]	[-0.848,-0.119]
Intercept Cut 2 ^{a,b}	-0.535***	-1.152***	-1.168***	-1.283***	0.770***
	[-0.803,-0.266]	[-1.494,-0.811]	[-1.524,-0.813]	[-1.588,-0.978]	[-0.401,1.138]
Intercept Cut 3 ^{a,b}	0.170	-0.408*	-0.159	-0.490**	-1.460***
	[-0.102,0.443]	[-0.765,-0.051]	[-0.517,0.200]	[-0.797,-0.183]	[1.081,1.839]
Intercept Cut 4 ^{a,b}	1.272***	1.066***	1.101***	0.829***	1.936***
	[0.973,1.572]	[0.693,1.440]	[0.720,1.482]	[0.518,1.140]	[1.532,2.340]
N	1989	1988	1988	1992	1984

Multivariate ordered probit models adjusted for practice-level nonresponse and clustering at the practice level and controlling for ownership (independent, hospital system, or federally qualified health center), whether practice is located in a medically underserved area, practice size, single or multi-specialty practice, percent of patients with Medicare coverage, and percent of patients with Medicaid coverage or uninsured.

* $P < 0.05$.

** $P < 0.01$.

*** $P < 0.001$.