

Supplementary Table S1—Comparisons of compassion satisfaction, burnout, and secondary traumatic stress scores between US veterinarians who were practice owners and those who were employees (nonowners) in 2021, grouped by various characteristics.

Variable	Compassion satisfaction							Burnout							Secondary traumatic stress									
	Owners			Nonowners				γ	Owners			Nonowners				γ	Owners			Nonowners				γ
	Mean	SE	α	Mean	SE	α	Mean		SE	α	Mean	SE	α	Mean	SE		α	Mean	SE	α	Mean	SE	α	
Gender																								
Male	35.3	0.3	*	33.3	0.4	*	‡	23.6	0.3	*	26.0	0.4	*	‡	24.9	0.3	*	26.8	0.4	*	‡			
Female	34.3	0.3		31.1	0.2		‡	26.6	0.3		29.1	0.2		‡	27.9	0.3		29.4	0.2		‡			
No. of years since DVM graduation (e1 = < 10, e2 = 10 to 24, e3 = 25+)																								
e1 vs e2	32.7	0.7		30.9	0.2		†	28.6	0.7		29.6	0.2	**		30.4	0.7	*	30.1	0.3	*				
e1 vs e3	33.2	0.3	*	31.3	0.3	*	‡	27.5	0.4	*	28.8	0.3	*	‡	27.7	0.3	*	28.4	0.3	*				
e2 vs e3	35.7	0.2	*	34.3	0.4	*	‡	23.7	0.2	*	24.6	0.4	*	•	25.5	0.2	*	26.1	0.4	*				
Race																								
Nonwhite	34.7	0.8		31.1	0.6		‡	24.9	0.8		29.2	0.6		‡	26.0	0.8		29.8	0.6		‡			
White	34.8	0.2		31.7	0.2		‡	25.1	0.2		28.4	0.2		‡	26.4	0.2		28.8	0.2		‡			
Marital status (s1 = married, s2 = single, s3 = other status)																								
s1 vs s2	34.9	0.2	**	32.1	0.2	*	‡	24.9	0.2	*	27.6	0.2	*	‡	26.3	0.2	*	28.4	0.2	*	‡			
s1 vs s3	33.4	0.7		30.3	0.3		‡	28.2	0.8		30.6	0.4	*	‡	28.7	0.7		30.2	0.4		•			
s2 vs s3	34.8	0.5		31.1	0.7		‡	24.9	0.6	*	29.9	0.7		‡	26.1	0.6	*	29.2	0.7		‡			
At least 1 child 0 to 4 years old																								
No	34.9	0.2		31.7	0.2		‡	24.9	0.2	*	28.5	0.2			26.3	0.2	*	28.9	0.2					
Yes	33.5	0.7		31.3	0.4		‡	27.4	0.8		28.3	0.5		‡	28.5	0.8		28.7	0.5		‡			
At least 1 child 5 to 12 years old																								
No	35.0	0.2	**	31.6	0.2		‡	24.8	0.2	*	28.5	0.2		†	26.2	0.2	*	29.0	0.2					

Yes	33.9	0.5		31.6	0.4		‡	26.7	0.5		28.1	0.4		‡	27.6	0.5		28.3	0.5		‡
At least 1 child 13 to 17 years old																					
No	34.9	0.2		31.5	0.2		‡	25.0	0.2		28.6	0.2	**	†	26.4	0.2		28.9	0.2		‡
Yes	34.5	0.4		32.5	0.5		‡	25.7	0.5		27.3	0.6		‡	26.4	0.4		28.4	0.6		‡
Amount of educational debt at graduation (i1 = \$0, i2 = \$1 to \$99,999, i3 = \$100,000+)																					
i1 vs i2	36.1	0.3	*	32.9	0.4		‡	23.4	0.4	*	26.7	0.4		‡	25.1	0.4	**	27.7	0.4		‡
i1 vs i3	34.6	0.2	*	32.2	0.3	*	‡	25.0	0.3	*	27.2	0.3	*	‡	26.1	0.3	*	27.6	0.3	*	‡
i2 vs i3	33.5	0.4	**	30.9	0.2	*	‡	28.1	0.5	*	29.8	0.2	*	‡	29.4	0.4	*	29.9	0.3	*	
Mean hours worked per week (t1 = < 30, t2 = 30 to 60, t3 = 60+)																					
t1 vs t2	37.0	0.9	**	33.0	0.5	*	‡	21.1	1.0	*	24.9	0.6	*	‡	25.1	0.9		27.0	0.6	*	
t1 vs t3	34.8	0.2	**	31.5	0.2	**	‡	24.8	0.2	*	28.5	0.2	*	‡	26.0	0.2	**	28.7	0.2	*	‡
t2 vs t3	34.5	0.3		31.3	0.5		‡	26.1	0.4	*	31.4	0.5	*	‡	27.4	0.3	*	31.8	0.5	*	‡
Practice type																					
FAE	34.7	1.1		33.1	1.6			22.0	1.2	**	25.5	1.7		†	23.5	1.2	**	24.8	1.7	**	
MIX	34.4	0.6		31.9	0.6		‡	24.5	0.6		27.5	0.7		‡	26.2	0.6		28.5	0.7		†
CAP	35.5	0.4		32.2	0.4		‡	24.6	0.5		28.8	0.5		‡	26.7	0.5		29.6	0.5		‡
CAE	34.7	0.2		31.5	0.2		‡	25.4	0.3	**	28.5	0.2		‡	26.5	0.2		28.7	0.2		‡
EQU	34.4	0.6		30.7	0.9		‡	25.2	0.7		29.4	0.9		‡	26.0	0.7		30.0	0.9		‡
Community of residence																					
Rural	34.3	0.3	**	31.8	0.3		‡	25.2	0.3	*	27.7	0.4	*	‡	26.3	0.4	**	28.5	0.4	**	‡
Urban	35.8	0.6	**	31.4	0.4		‡	24.8	0.6	**	29.3	0.4	**	‡	26.6	0.5		30.0	0.5		‡
Suburban	35.1	0.3		31.6	0.2		‡	25.0	0.3		28.6	0.2		‡	26.4	0.2	**	28.7	0.2	**	‡
Self-reported health condition (h1 = poor, h2 = neutral, h3 = good)																					
h1 vs h2	31.1	0.6		27.4	0.5	*	‡	29.8	0.6		34.0	0.5	*	‡	30.1	0.6		32.3	0.5	**	†

h1 vs h3	32.1	0.4	*	29.5	0.4	*	‡	28.8	0.5	*	31.3	0.4	*	‡	28.6	0.4	*	30.7	0.4	*	‡
h2 vs h3	35.8	0.2	*	32.9	0.2	*	‡	23.7	0.2	*	26.8	0.2	*	‡	25.5	0.2	*	27.8	0.2	*	‡

For variables where the first column shows a comparison (eg, s1 vs s2), mean and SE values within a column are given in order of lowest level to highest level (eg, the mean and SE value given for s1 vs s2 represents s1, for s1 vs s3 represents s2, and for s2 vs s3 represents s3). For practice type and community of residence, the reference group in comparisons within owners or nonowners is all other practice types or communities.

α = Significance level for comparisons within the owner or nonowner group (eg, difference in mean between female practice owners and male practice owners), as determined by ANOVA. γ = Significance level for comparisons between these 2 groups (eg, difference in mean between female owners and female nonowners).

*Within the owner or nonowner group, values differ significantly ($P < 0.01$; eg, difference in mean between female practice owners and male practice owners). **Within a group, values differ significantly ($P < 0.05$). ‡Between groups, values differ significantly ($P < 0.01$; eg, difference in mean between female practice owners and female nonowners). †Between groups, values differ significantly ($P < 0.05$).

EQU = Equine. FAE = Food animal exclusive. MIX = Mixed animal. CAE = Companion animal exclusive. CAP = Companion animal predominant.