

TECHNICAL APPENDIX

METHODS NOTES

Socioeconomic Status Measure

Evidence suggests that hospital readmission rates vary based on the racial, ethnic, and socioeconomic status mix of patients served by the hospital.¹⁻⁴ Linked 2009 MedPAR and Medicare Beneficiary Annual Summary files were used to determine the proportion of hospital patients who self-identified as Black or Hispanic (separately). We also determined the proportion of hospital admissions with Medicaid as the primary payer from the AHA data. The average socioeconomic status indicator for zip codes within the hospital service area was derived from 2006-2010 American Community Survey data using a composite measure of median household income, median value of housing units, proportion of households with interest, dividend, or rental income, proportion of adult residents completing high school, proportion of adult residents completing college, and proportion of employed residents with management, professional, and related occupations.^{5, 6}

Matching approach

We used an optimal nonbipartite matching approach⁷⁻⁹ to carry out a comparison of HRRP penalties between well-staffed hospitals versus otherwise similar hospitals with poor staffing levels. To create matched pairs, we categorized hospitals based on five quintiles of our nurse staffing variable.^{7, 10, 11} We estimated a propensity score for each observation using an ordinal logit model.^{7, 8} Subsequently, we generated a distance matrix where the distance between any two hospitals in the same nurse staffing quintile was set to infinity to preclude matching

within quintile. The distance formula was adjusted by dividing by the square of the difference in quintile so that the distance between two hospitals became smaller as the staffing quintile difference increased.⁷ Thus, we created the optimal set of one-to-one matches that minimized the overall distance between pairs of hospitals while giving preference to pairs that differed most in nurse staffing. We allowed the matching algorithm to ignore up to 5% of outliers hospitals to avoid matching substantially dissimilar hospitals, i.e., hospitals that lack overlap in their distribution of covariates. This would require us to rely on extrapolation for inferences about the average treatment effect of staffing on the penalties.^{12, 13} Following matching, we designated the better staffed hospital in each matched pair as having “high” staffing and the more poorly staffed hospital as having “low” staffing. We used Lu, et al.’s⁸ *nbpMatching* package in R.

Balance diagnostics and Cross-match test

Before conducting any analysis or looking at any data related to the outcome, we examined balance diagnostics to ensure that our matching procedure resulted in hospital pairings that were equivalent in all respects except for staffing. First, we calculated absolute standardized differences between the high and low staffing groups to evaluate covariate balance after matching.¹⁴ We also used the cross-match test to assess multivariate balance.¹⁵ The cross-match test evaluates how well our matching compares to a randomized control trial in terms of balancing covariates; i.e., was covariate balance across groups with matching roughly similar or greater as that expected when each hospital in the pair is randomly assigned to either the high or low staffing group. The cross-match procedure uses nonbipartite matching to pair hospitals based on the covariates but ignoring treatment (in this case, staffing) category. The test then counts the cross-matches or the instances when a matched pair comprised a treated (high staffing) hospital and a control (low staffing) hospital based on the original matching procedures. The idea is that

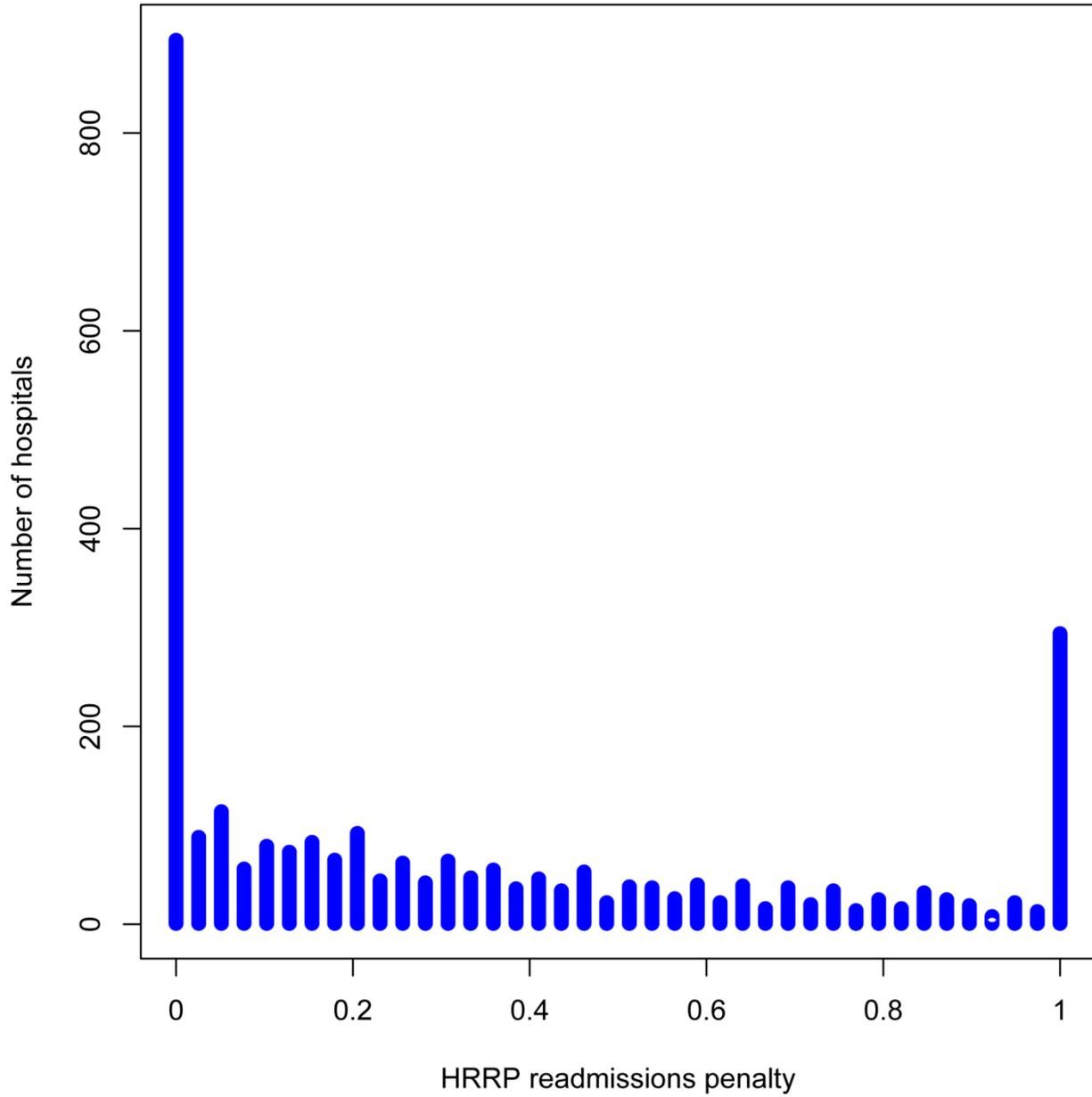
if treated hospitals are rarely paired with control hospitals using covariates alone, the covariate distributions of the treated and control hospitals must differ. The likelihood of a cross-match in a randomized control trial is one half, so any greater proportion of cross-matches signifies greater than expected balance. Our cross-match statistic of 0.60 ($p = 1.00$) indicates good covariate balance and suggests that if two hospitals with the same propensity score were chosen at random, one would have come from the high staffing group and one from the low staffing group 60% of the time — better than the 50% probability expected in a randomized control trial.

Alternative specifications

We repeated analyses specifying the outcome to contrast hospitals that were fully penalized with those penalized less than the full 1%. We also conducted analyses without matching on the skilled nursing facility indicator. We repeated our analysis using FY2012 HRRP data and the September release of FY 2013 data to ensure that our findings were not the result of an isolated occurrence. We also used logistic regression without matching but adjusting for covariates. Each of these model results are presented in Appendix Exhibit C.

APPENDIX EXHIBIT A

Distribution of HRRP Penalties Across Sample Hospitals



SOURCE. Authors' analysis of data from 2,826 hospitals. **NOTES.** Each dot represents one hospital. The x-axis represents the percentage payment reduction where 0 represents no penalty and 1 represents the full 1% penalty.

APPENDIX EXHIBIT B

Characteristics of Hospitals Before and After Matching

Variable	Pre-Matching				Post-Matching				Standardized Difference in Means
	Initial Sample (N=2,976)		Analytic Sample (N=2,826)		Low Staffing (N=1,413)		High Staffing (N=1,413)		(Low vs. High)
	Number or mean	% or SD	Number or mean	% or SD	Number or mean	% or SD	Number or mean	% or SD	%
Registered nurse hours per adjusted day	6.4	2.5	6.5	2.3	5.1	1.5	8.0	2.0	164.1
Covariate balancing score	—		—		7,170	13,320	7,170	13,320	0
<i>Covariates</i>									
Number of beds	227	204	224	198	219	188	229	207	5.3
Resident/fellow physicians per bed	0.06	0.19	0.05	0.16	0.05	0.14	0.06	0.17	5.6
Operating profit margin	-0.02	0.23	-0.02	0.24	-0.02	0.15	-0.02	0.30	0.9
Percentage Black patients	11.6	15.7	11.6	15.8	11.6	16.0	11.7	15.7	0.9
Percentage Hispanic patients	2.3	5.3	2.4	5.4	2.4	5.7	2.4	5.1	0.5
Percentage Medicaid mix	19.1	12.6	17.7	10.4	17.3	10.6	18.0	10.1	6.3
Socioeconomic status indicator	-0.7	2.5	-0.6	2.5	-0.6	2.6	-0.6	2.4	1.0
Herfindahl-Hirschman Index	772	1,554	766	1,554	802	1,654	729	1,447	4.7
Technology level—no. (%)									3.5
High	1,049	35%	1,025	36%	498	35%	527	37%	
Low	1,927	65%	1,801	64%	915	65%	886	63%	
Ownership—no. (%)									0.4
For-profit	578	19%	575	20%	289	20%	286	20%	
Not-for-profit	2,398	81%	2,251	80%	1,124	80%	1,127	80%	
Geographic location—no. (%)									2.3
Urban	2,655	89%	2,548	90%	1,280	91%	1,268	90%	
Rural	321	11%	278	10%	133	9%	145	10%	
Skilled nursing facility—no. (%)									4.5
Yes	485	16%	360	13%	167	12%	193	14%	
No	2,491	84%	2,466	87%	1,246	88%	1,220	86%	

SOURCE. Authors' analysis of data from all 2,976 hospitals with data and analytic sample of 2,826 hospitals. **NOTES.** Standardized differences represent differences in means in units of standard deviation between the high and low staffing group for each covariate expressed as a percentage.

APPENDIX EXHIBIT C

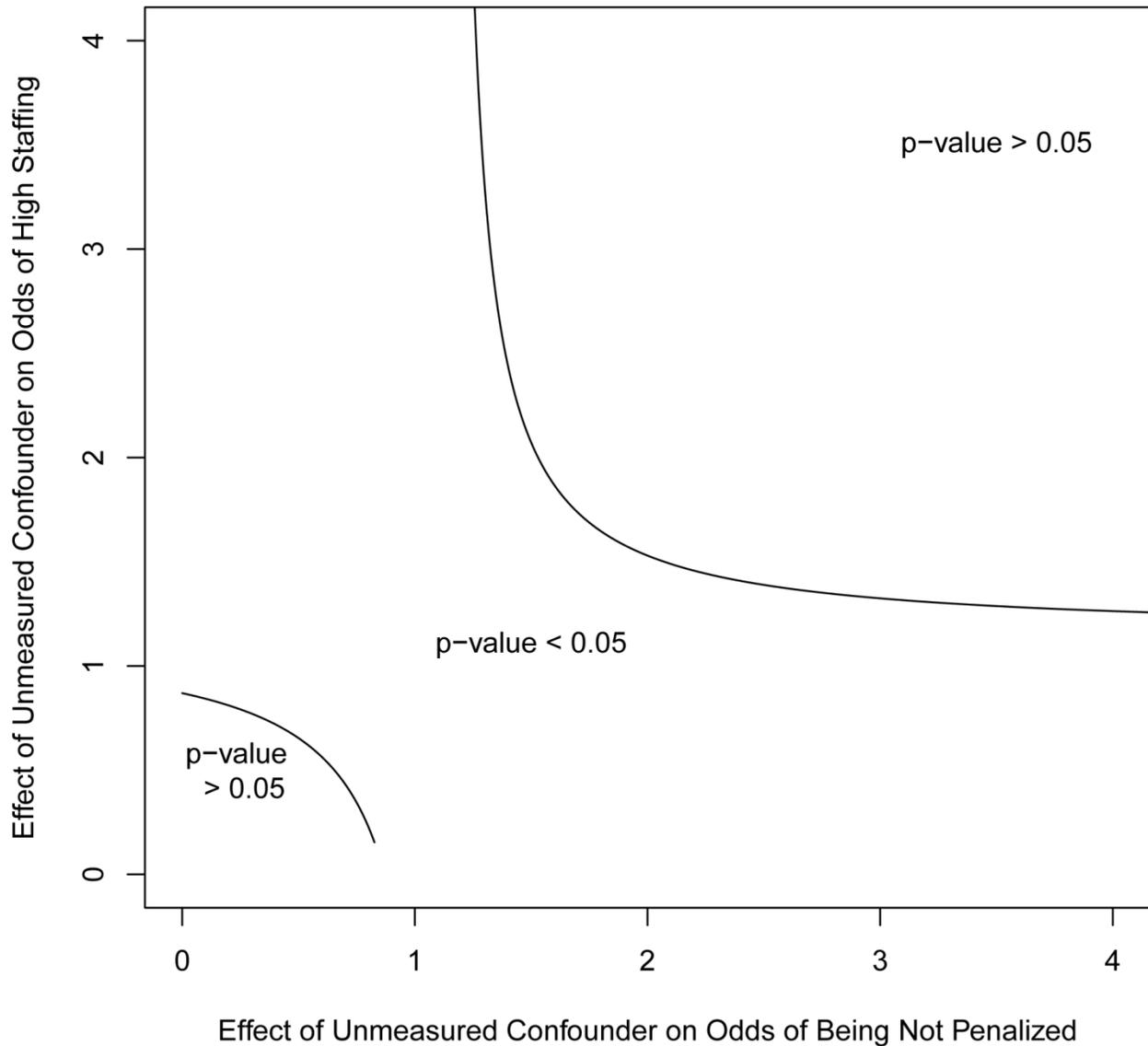
Effect of Registered Nurse Staffing on Odds of FY 2013 Hospital Readmissions Reduction Program Penalty

	No.	Adjusted Through Matching		Adjusted Through Matching and Regression	
		Odds Ratio (95% CI)	P Value	Odds Ratio (95% CI)	P Value
High vs. low registered nurse staffing	2826	0.75 (0.63-0.89)	<0.001	0.75 (0.63-0.88)	0.001
<i>Sensitivity Analyses</i>					
1) Full 1% penalty vs. no penalty or < 1% penalty	2826	0.62 (0.48-0.81)	<0.001	0.59 (0.44-0.77)	<0.001
2) Excluding skilled nursing facility variable	2826	0.79 (0.67-0.93)	0.005	0.78 (0.66-0.92)	0.004
3) FY 2013 (September 2012 revision)	2826	0.75 (0.63-0.88)	<0.001	0.74 (0.63-0.88)	0.001
4) FY 2012	2824	0.76 (0.64-0.90)	0.001	0.74 (0.62-0.87)	0.001
5) Logistic regression without matching using all hospitals with data	2976	0.95 (0.92-0.98)	<0.001	0.89 (0.86-0.93)	<0.001
6) Logistic regression without matching using matched hospital sample	2826	0.93 (0.89-0.96)	<0.001	0.90 (0.86-0.93)	<0.001

SOURCE. Author’s analysis of data from 2,826 hospitals. **NOTES.** Analyses adjusted through matching are McNemar’s test for matched, paired data evaluating the odds of readmissions penalty based on high versus low nurse staffing. The analyses adjusted through matching and regression represent conditional logistic models that reintroduce the covariates that were used for matching as covariates in the estimation of the effect of high versus low staffing on the odds of readmissions penalty. The sensitivity analyses follow the same format except use alternative specifications of the outcome (#1), matching without skilled nursing facility indicator covariate (#2), or different versions of the data (#3 & #4). The results for analysis #5 represent unpaired logistic regression model estimates of the effect of staffing (measured as registered nurse hours per patient day) on the odds of readmission penalty in the sample of all 2,976 hospitals with outcome and covariate data; analysis #6 is the same as #5 but is carried out using the 2,826 hospitals that were in the matched sample.

APPENDIX EXHIBIT D

Sensitivity Analysis to Unmeasured Confounders



SOURCE. Author's analysis of results from data on 2,826 hospitals. **NOTES.** Sensitivity analysis based on how unobserved confounders play a role in the odds of a hospital being not penalized and the odds of the hospital having a high staffing level. The x-axis is how much the odds of the hospital being not penalized increases for a high level of the unmeasured confounder and the y-axis measures how much the odds of the hospital having the high level of staffing increases for a high level of the unmeasured confounder. Points between the two curves correspond to effects by unmeasured confounders that result in a p-value of less than 0.05, meaning that there is strong evidence that high staffing reduces penalization. Any points outside the two curves correspond to effects by unmeasured confounders that result in a p-value of greater than 0.05.

Analysis of patient reported outcomes

APPENDIX EXHIBIT E

	Low Staffing (N=1,413)	High Staffing (N=1,413)	Average difference between matched-pairs of hospitals	Standardized Difference in Means
Percentage of patients who gave a rating of 9 or 10 (high)	65%	67%	2%***	28%
Percentage of patients who would definitely recommend the hospital	67%	70%	3%***	28%
Percentage of patients reporting, YES, they were given information about what to do during their recovery at home	81%	82%	1%***	22%

SOURCE. Author's analysis of matched pairs from data on 2,826 hospitals. **NOTES.** ***p < 0.001. Standardized differences represent differences in means in units of standard deviation between the high and low staffing group for each covariate expressed as a percentage.

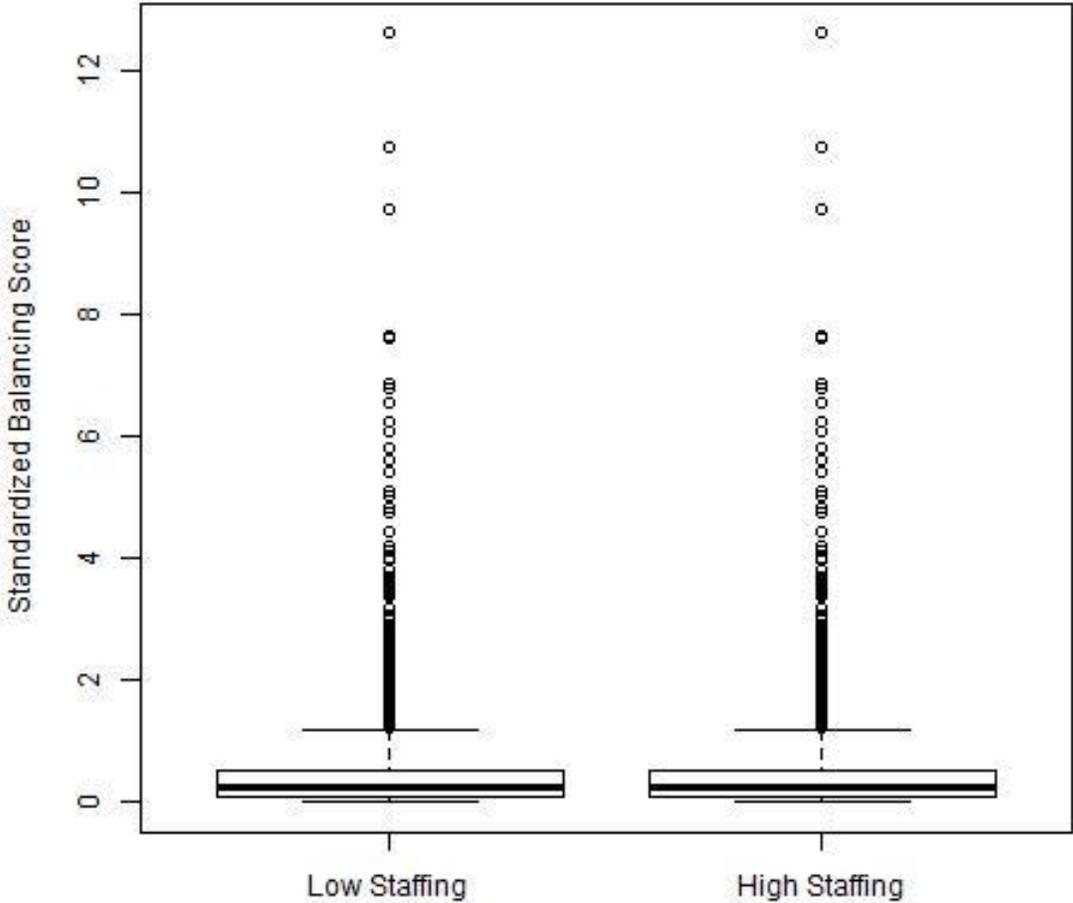
After evaluating whether the likelihood of readmission penalties differed for well-staffed and poorly staffed hospitals, we evaluated whether there was evidence that patient evaluations of care processes that have been suggested to be associated with readmissions and impacted by nurse staffing levels differed in our two groups of hospitals. We used linked data from the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey data from the April 2009 – March 2010 reporting period with our matched set of hospitals. The HCAHPS survey is a national, standardized, publicly reported survey of patients' perspectives of hospital care that are reported on the Hospital Compare database. The data are aggregated and risk-adjusted before release and are reported publicly as a set of ten measures. An overall

HCAHPS score comprises one domain of measurement for determining incentive payments under CMS's Value-Based Purchasing Program.

Our primary goal was to evaluate whether a higher proportion of patients in better staffed hospitals reported being given information about what to do during recovery at home compared to patients in matched poorly staffed hospitals. We also examined overall patient satisfaction using the two global measures from the HCAHPS data: 1) the percentage of patients who gave the hospital a rating of 9 or 10 out of 10 (high), and 2) the percentage of patients who would definitely recommend the hospital to friends and family. We have shown in prior work using earlier HCAHPS data that higher proportions of patients in better staffed hospitals respond positively to these compared to poorly staffed hospitals.^{16, 17} We assessed these global outcomes to confirm that the relationship is consistent in this sample of hospitals and because prior research has shown that they are associated with readmissions.¹⁸ After merging these data, we evaluated matched-pair t-tests to determine the average difference in percentages of patients reporting each measure between well-staffed hospitals and their less well-staffed counterparts. The results (appendix exhibit E) indicated small but significant differences between the well-staffed and poorly staffed hospitals pairs for each of the HCAHPS outcomes.

SUPPLEMENTAL EXHIBIT 3

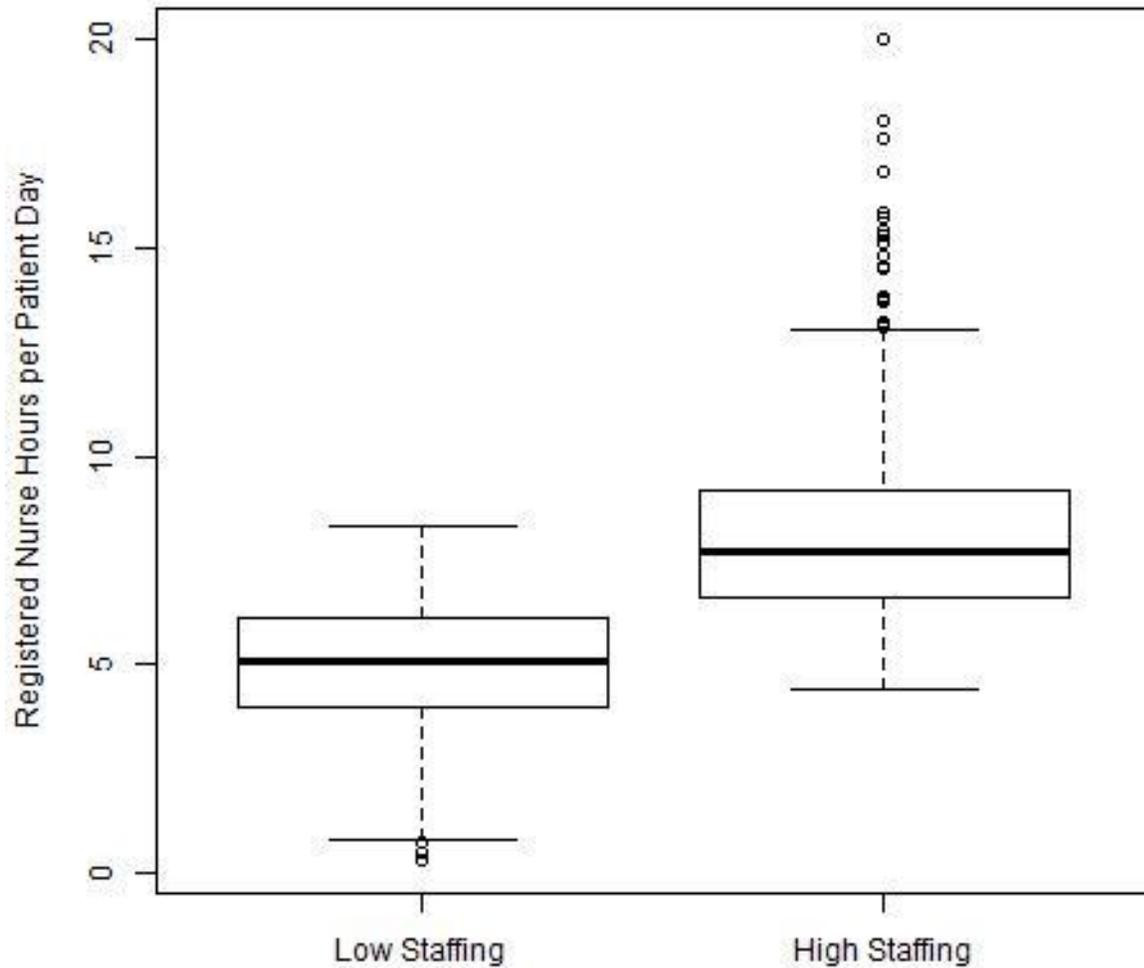
Distribution of Standardized Balancing Score by High and Low Staffed Hospital Groups After Matching



SOURCE. Authors' analysis of data from 2,826 hospitals. **NOTES.** The figure demonstrates the outcome of matching in terms of achieving similarity across the balancing score for the low staffing and high staffing hospital groups.

SUPPLEMENTAL EXHIBIT 4

Distribution of Registered Nurse Hours Per Patient Day by High and Low Staffed Hospital Groups After Matching



SOURCE. Authors' analysis of data from 2,826 hospitals. **NOTES.** The figure demonstrates the outcome of matching in terms of achieving differences in registered nurse staffing levels between the high and low nurse staffing groups.

References

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*****
***PRIMARY ANALYSIS*****
**CONDITIONAL LOGISTIC REGRESSION ADJ. WITH MATCHING & REGRESSION
ADJUSTMENT**
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Conditional (fixed-effects) logistic regression    Number of obs =   2826
                                                    LR chi2(13)    =   55.60
                                                    Prob > chi2    =   0.0000
Log likelihood = -951.61811                      Pseudo R2      =   0.0284

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      high | Odds Ratio   Std. Err.      z    P>|z|   [95% CI]
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penalty  |   .7453978   .0648972   -3.37  0.001   .6284623   .8840909
 bdtot   |   1.022075   .006292    3.55  0.000   1.009817   1.034482
 hightech |   7.73e      5.48e     3.54  0.000   71767.92   8.32e
 resprbed |   1.37e      1.52e     3.56  0.000   4.96e      3.78e
ownership |  8.96e-08    4.10e-07   -3.55  0.000   1.14e-11   .0007048
 margin  |  186.883     280.6232    3.48  0.000   9.849332   3545.95
 urb2    |  50486.89    158840.7    3.44  0.001   105.9615   2.41e
per_medcaid |  1.90e-25    3.11e-24   -3.48  0.000   2.30e-39   1.57e-11
 blackp  |   .0000229   .0000695   -3.52  0.000   5.92e-08   .0088236
hispanicp |   2.33e      1.76e     3.48  0.001   90917.95   5.99e
  sesi   |  12.41272    8.835677    3.54  0.000   3.07582    50.09253
  snf    |   9.65e-14   8.26e-13   -3.50  0.000   5.01e-21   1.86e-06
  hhi    |   .9991683   .0002298   -3.62  0.000   .9987179   .9996188
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*****ALTERNATIVE ANALYSIS #1*****

 *****Full 1% Penalty Vs. No Penalty Or < 1 % Penalty ***
 *****MCNEMARS AND CONDITIONAL LOGISTIC REGRESSION WITH MATCHED PAIRS*****
 *****MCNEMARS WITH MATCHED PAIRS--Full 1% Vs. No Penalty Or < 1 % Penalty

Cases	Controls		Total
	Exposed	Unexposed	
Exposed	12	87	99
Unexposed	140	1174	1314
Total	152	1261	1413

McNemar's chi2(1) = 12.37 Prob > chi2 = 0.0004
 Exact McNemar significance probability = 0.0005

Proportion with factor

Cases	.0700637		
Controls	.1075725	[95% CI]	
difference	-.0375088	-.0590235	-.0159942
ratio	.6513158	.5119717	.8285853
rel. diff.	-.0420301	-.065935	-.0181253
odds ratio	.6214286	.4699631	.8178539 (exact)

 **CLOGIT VERSION OF PRIMARY ANALYSIS*Full 1% Vs. No Penalty Or < 1 %
 Penalty

 Conditional (fixed-effects) logistic regression Number of obs = 2826
 LR chi2(1) = 12.49
 Prob > chi2 = 0.0004
 Pseudo R2 = 0.0064
 Log likelihood = -973.17226

high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty	.6214286	.0848361	-3.48	0.000	.47554 .8120736

*****ALTERNATIVE ANALYSIS #2*****

 *MCNEMARS AND CONDITIONAL LOGISTIC REGRESSION WITH MATCHED PAIRS***NOSNF
 MCNEMARS WITH MATCHED PAIRS**NO SNF

Cases	Controls		Total
	Exposed	Unexposed	
Exposed	716	259	975
Unexposed	328	110	438
Total	1044	369	1413

McNemar's chi2(1) = 8.11 Prob > chi2 = 0.0044
 Exact McNemar significance probability = 0.0050

Proportion with factor

Cases	.6900212		
Controls	.7388535	[95% CI]	
difference	-.0488323	-.08305	-.0146145
ratio	.933908	.8909704	.978915
rel. diff.	-.1869919	-.3271972	-.0467865
odds ratio	.7896341	.6683083	.9322065 (exact)

 ****CLOGIT VERSION-***NO SNF***

Conditional (fixed-effects) logistic regression Number of obs = 2826
 LR chi2(1) = 8.13
 Prob > chi2 = 0.0044
 Log likelihood = -975.35221 Pseudo R2 = 0.0042

high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty	.7896341	.0656384	-2.84	0.004	.6709184 .9293561

*****ALTERNATIVE ANALYSIS #2*****

 **CONDITIONAL LOGISTIC REGRESSION ADJ. WITH MATCHING (no SNF)
 AND REGRESSION (SNF included as covariate)

Conditional (fixed-effects) logistic regression Number of obs= 2826
 LR chi2(13) = 115.28
 Prob > chi2 = 0.0000
 Pseudo R2 = 0.0589
 Log likelihood = -921.77763

	high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty		.7560385	.0671761	-3.15	0.002	.6352026 .8998612
bdtot		1.009026	.0040029	2.27	0.024	1.001211 1.016902
hightech		1.16e	8.85e	2.14	0.033	3.827843 3.53e
resprbed		7.34e	1.10e	2.13	0.033	12.44244 4.33e
ownership		6.06e-06	.0000342	-2.13	0.033	9.40e-11 .3906624
margin		22.33093	32.58354	2.13	0.033	1.279088 389.8642
urb2		728.1304	2292.571	2.09	0.036	1.52104 348560.2
per_medicaid		7.06e-24	1.80e-22	-2.09	0.037	1.36e-45 .0367049
blackcp		.1486923	.1348526	-2.10	0.036	.025137 .8795565
hispanicp		1.44e	2.17e	2.01	0.045	2.058128 1.00e
sesi		6.456811	5.616536	2.14	0.032	1.173789 35.51781
snf		.3154961	.0403107	-9.03	0.000	.2456047 .4052764
hhi		.9993677	.0002888	-2.19	0.029	.9988018 .9999339

****CONDITIONAL LOGISTIC REGRESSION ADJUSTED WITH MATCHING (no SNF)
 AND REGRESSION ADJUSTMENT (NO SNF)***NO SNF MATCHING OR REGRESSION**

Conditional (fixed-effects) logistic regression Number of obs =2826
 LR chi2(12) =21.75
 Prob > chi2 =0.0405
 Pseudo R2 =0.0111
 Log likelihood = -968.54419

	high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty		.7791063	.0668009	-2.91	0.004	.6585887 .9216777
bdtot		1.008341	.0039536	2.12	0.034	1.000622 1.01612
hightech		5503745	4.15e	2.06	0.040	2.080879 1.46e
resprbed		2.16e	3.21e	2.07	0.039	4.776689 9.77e
ownership		.0000101	.0000566	-2.06	0.040	1.74e-10 .5869334
margin		18.56472	26.83052	2.02	0.043	1.092688 315.414
urb2		494.352	1541.977	1.99	0.047	1.093902 223405.7
per_medicaid		4.22e-23	1.07e-21	-2.04	0.042	1.29e-44 .1382124
blackcp		.2094934	.1870341	-1.75	0.080	.0364103 1.20536
hispanicp		9.20e	1.37e	2.00	0.046	1.733918 4.88e
sesi		5.968826	5.143728	2.07	0.038	1.102434 32.31655
hhi		.9993997	.000286	-2.10	0.036	.9988392 .9999605

*****ALTERNATIVE ANALYSIS #3*****

 *****MCNEMARS AND CONDITIONAL LOGISTIC REGRESSION WITH MATCHED PAIRS*****
 ***** SEPTEMBER DATA
 *****MCNEMARS WITH MATCHED PAIRS***** SEPTEMBER DATA

Cases	Controls		Total
	Exposed	Unexposed	
Exposed	730	246	976
Unexposed	329	108	437
Total	1059	354	1413

McNemar's chi2(1) = 11.98 Prob > chi2 = 0.0005
 Exact McNemar significance probability = 0.0006

Proportion with factor

Cases	.6907289		
Controls	.7494692	[95% CI]	
difference	-.0587403	-.092568	-.0249125
ratio	.9216242	.8799887	.9652295
rel. diff.	-.2344633	-.381972	-.0869545
odds ratio	.7477204	.6312614	.8847296 (exact)

 *****CLOGIT VERSION***FY2013 - SEPTEMBER DATA RELEASE

Conditional (fixed-effects) logistic regression Number of obs=2826
 LR chi2(1) =12.02
 Prob > chi2 =0.0005
 Log likelihood = -973.40555 Pseudo R2 =0.0061

high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty	.7477204	.0630242	-3.45	0.001	.633859 .8820348

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*****ALTERNATIVE ANALYSIS #3*****
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**CONDITIONAL LOGISTIC REGRESSION ADJ. WITH MATCHING & REGRESSION
***- SEPTEMBER DATA RELEASE
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Conditional (fixed-effects) logistic regression      Number of obs=2826
                                                    LR chi2(13)   =55.94
Log likelihood = -951.44903                        Prob > chi2   =0.0000
                                                    Pseudo R2    =0.0286

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      high | Odds Ratio   Std. Err.      z    P>|z|   [95% CI]
-----+-----
      penalty |   .7418896   .0646958   -3.42  0.001   .6253325   .8801721
      bdtot   |   1.022064   .0062907    3.55  0.000   1.009809   1.034469
      hightech |   7.62e      5.40e      3.54  0.000  70966.65   8.18e
      resprbed |   1.34e      1.49e      3.56  0.000    4.88e     3.69e
      ownership |  9.03e-08   4.13e-07   -3.54  0.000   1.15e-11   .0007092
      margin   |  186.3128   279.7168    3.48  0.000   9.824468  3533.265
      urb2     |  50174.83   157830.1    3.44  0.001  105.4248   2.39e
      per_medcaid |  1.96e-25   3.20e-24   -3.48  0.001   2.39e-39   1.61e-11
      blackp   |   .000023   .0000699   -3.51  0.000   5.97e-08   .0088767
      hispanicp |  2.33e      1.75e      3.48  0.001  90932.95   5.96e
      sesi     |  12.39519   8.821571    3.54  0.000   3.072265  50.00892
      snf      |  9.81e-14   8.39e-13   -3.50  0.000   5.11e-21   1.88e-06
      hhi      |   .9991687   .0002298   -3.62  0.000   .9987183   .9996192
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*****ALTERNATIVE ANALYSIS #4*****

 *****MCNEMARS AND CONDITIONAL LOGISTIC REGRESSION WITH MATCHED
 PAIRS*****FY2012
 *****MCNEMARS WITH MATCHED PAIRS*****FY2012

Cases	Controls		Total
	Exposed	Unexposed	
Exposed	738	241	979
Unexposed	319	114	433
Total	1057	355	1412

McNemar's chi2(1) = 10.86 Prob > chi2 = 0.0010
 Exact McNemar significance probability = 0.0011

Proportion with factor

Cases	.6933428		
Controls	.7485836	[95% CI]	
difference	-.0552408	-.0886703	-.0218113
ratio	.9262062	.8849245	.9694138
rel. diff.	-.2197183	-.3640107	-.0754259
odds ratio	.7554859	.6364405	.8958611 (exact)

 *****CLOGIT VERSION***FY2012

Conditional (fixed-effects) logistic regression Number of obs=2824
 LR chi2(1) =10.90
 Prob > chi2 =0.0010
 Log likelihood = -973.27397 Pseudo R2 =0.0056

high	Odds Ratio	Std. Err.	z	P> z	[95% CI]
penalty	.7554859	.0644787	-3.29	0.001	.6391143 .8930467

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*****ALTERNATIVE ANALYSIS #4*****
*****
**CONDITIONAL LOGISTIC REGRESSION ADJ. WITH MATCHING & REGRESSION
**FY2012
*****
*****
Conditional (fixed-effects) logistic regression Number of obs=2824
LR chi2(13) =73.31
Prob > chi2 =0.0000
Pseudo R2 =0.0375
Log likelihood = -942.07054

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      high | Odds Ratio   Std. Err.      z    P>|z|   [95% CI]
-----+-----
      penalty |   .7354047   .0651205   -3.47   0.001   .6182327   .874784
         bdtot |   1.029829   .0067896    4.46   0.000   1.016608   1.043223
      hightech |   6.47e      4.94e      4.47   0.000   2.05e      2.04e
      resprbed |   1.75e      2.09e      4.46   0.000   1.09e      2.79e
      ownership |  3.99e-10    1.94e-09   -4.45   0.000   2.87e-14   5.56e-06
         margin |  5757.213   11046.81    4.51   0.000   133.9513   247444.5
         urb2 |   4010126    1.38e      4.43   0.000   4836.205    3.33e
per_medicaid |  6.84e-34    1.19e-32   -4.40   0.000   1.13e-48   4.14e-19
         blackp |  2.84e-07    9.66e-07   -4.43   0.000   3.61e-10   .0002235
      hispanicp |   1.42e      1.28e      4.40   0.000   3.26e      6.23e
         sesi |  29.34076   22.17025    4.47   0.000   6.672563   129.0179
         snf |   1.25e-18    1.16e-17   -4.45   0.000   1.65e-26   9.50e-11
         hhi |   .9988998    .000247   -4.45   0.000   .9984158   .9993841
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