

**Table S1.** Multivariate Linear Regression Models for Emotional Exhaustion Scores by Discipline

Characteristic	APPs		Nurses		Physicians		Pharmacists		Social Workers	
	Estimate	P-value	Estimate	P-value	Estimate	P-value	Estimate	P-value	Estimate	P-value
<b>Age (ref: 20-29)</b>										
30-39	0.61	0.8246	-0.50	0.6965	-	-	5.39	0.2054	5.50	0.1670
40-49	4.72	0.1327	1.00	0.5145	-3.32	0.1939	3.48	0.5115	0.10	0.9838
50-59	4.73	0.1562	0.52	0.7381	-4.66	0.1888	2.90	0.6488	1.94	0.4544
≥60	2.30	0.5473	-3.06	0.1415	-3.54	0.3883	-	-	-	-
<b>Gender (ref: male)</b>										
Female	-1.45	0.5969	0.65	0.7746	<b>2.91</b>	<b>0.0463</b>	2.95	0.3375	1.94	0.6072
<b>Relationship status (ref: married/partnered)</b>										
Divorced/widowed/widower	-0.61	0.7497	0.45	0.6784	-0.41	0.8811	-	-	-	-
Single*	1.89	0.4754	0.27	0.8638	<b>6.93</b>	<b>0.0315</b>	5.25	0.1957	1.74	0.5888
<b>Dependent (ref: 0)</b>										
1-2	-1.96	0.2229	-0.38	0.7022	1.07	0.5314	3.08	0.3587	1.08	0.6885
≥3	-2.67	0.3070	-1.44	0.3099	3.85	0.0530	5.56	0.2487	-	-
<b>Years in HCT (ref: 0-2 years)</b>										
3-5 years	-0.75	0.7635	0.21	0.8743	-2.86	0.2383	-0.92	0.8137	-4.88	0.1514
6-10 years	-0.31	0.8938	0.11	0.9330	2.31	0.4498	-1.20	0.7902	0.13	0.9728
11-20 years	-2.78	0.2687	0.50	0.7429	0.69	0.8350	1.84	0.7412	-2.85	0.5131
21 years and more	-2.85	0.3621	0.19	0.9150	3.77	0.3525	-	-	-	-
<b>Work setting (ref: Outpatient)</b>										
Inpatient	-0.83	0.6461	<b>-1.92</b>	<b>0.0464</b>	0.41	0.9385	<b>9.64</b>	<b>0.0299</b>	2.81	0.4886
Outpatient and inpatient both	-0.32	0.8517	-0.80	0.5370	1.71	0.6918	<b>8.28</b>	<b>0.0231</b>	5.52	0.4117

Table S1 (Continued)

<b>Average hours worked/week (ref: ≤40)</b>										
41-50	0.76	0.7296	0.61	0.5219	-	-	-	-	-0.49	0.5885
51-60	3.99	0.1042	<b>3.31</b>	<b>0.0498</b>	1.31	0.5654	-0.26	0.9195	4.58	0.4117
≥61	1.26	0.6991	2.84	0.2692	4.00	0.0836	-5.60	0.1779	-	-
<b>Nights/month on call (ref: 0 nights)</b>										
1-5 nights	-3.88	0.1174	1.83	0.2087	<b>4.89</b>	<b>0.0234</b>	-2.84	0.3846	-0.49	0.909
≥ 6 nights	<b>-7.03</b>	<b>0.0346</b>	0.13	0.9480	<b>7.13</b>	<b>0.0015</b>	1.29	0.6745	4.15	0.3942
<b>Hours/week spent on patient care (ref: 0-20)</b>										
21-40	3.56	0.0817	0.59	0.5858	0.26	0.8767	-0.14	0.9751	-1.53	0.6586
≥41	<b>4.62</b>	<b>0.0364</b>	1.75	0.2365	-0.35	0.8571	-0.84	0.8499	3.62	0.4659
<b>Hours/week on administrative (ref: ≤ 20)</b>										
>20	3.78	0.0515	1.04	0.3332	2.15	0.2423	6.86	0.0583	5.33	0.2807
<b>Hours/week working at home (ref: 0-10)</b>										
>10	2.81	0.1499	-2.79	0.0890	<b>4.21</b>	<b>0.0088</b>	8.50	0.0732	4.46	0.5803
<b>Hours/week spent on research tasks at home (ref: 0-10)</b>										
>10	-0.62	0.8314	<b>6.93</b>	<b>0.0008</b>	-1.33	0.4100	1.65	0.7652	-8.93	0.3267
<b>Hours/week spent on certification tasks (ref: 0-10)</b>										
>10	-0.28	0.8973	<b>-2.72</b>	<b>0.0196</b>	1.18	0.5908	-4.42	0.4648	1.95	0.6733

Table S1 (Continued)

<b>Patient population (ref: adult)</b>										
Pediatric	0.30	0.8876	-0.33	0.7814	-2.40	0.2339	<b>-14.72</b>	<b>0.0035</b>	-2.57	0.5119
Both	-1.54	0.5925	<b>-3.19</b>	<b>0.0115</b>	3.46	0.1161	-3.34	0.3232	-5.42	0.2854
<b>Total transplant volume (ref: 0-50)</b>										
51-150	2.11	0.3794	0.50	0.7096	-2.54	0.2619	<b>-11.10</b>	<b>0.0117</b>	-5.22	0.1836
>150	2.90	0.3712	0.50	0.8023	-2.56	0.4709	-8.78	0.2162	-9.58	0.0983
Unknown	2.34	0.5684	2.18	0.2935	-	-	-	-	-7.94	0.2194
<b>Autologous transplant volume (ref: 0-50)</b>										
51-150	-0.51	0.8363	-0.36	0.8246	-1.39	0.5517	-0.14	0.9738	4.72	0.3173
>150	1.21	0.7211	-3.10	0.1719	0.30	0.9239	2.65	0.6123	4.98	0.4153
Unknown	2.61	0.7545	10.26	0.0655	-	-	-	-	9.14	0.1063
<b>Allogeneic transplant volume (ref: 0-50 )</b>										
51-150	-1.71	0.4582	1.63	0.2900	3.29	0.1299	-1.00	0.7995	1.88	0.7029
>150	-2.37	0.4667	<b>4.68</b>	<b>0.0424</b>	1.87	0.5716	-0.04	0.9944	-	-
Unknown	-2.60	0.7533	<b>-11.18</b>	<b>0.0445</b>	-	-	-	-	1.69	0.8221

Note: Significant variables are bolded.

APPs indicates advanced practice providers; ref indications reference.

\*Single includes divorced/widowed/widower for Pharmacists and Social Workers due to small numbers of responses to divorced/widowed/widower

**Table S2.** Multivariate Linear Regression Models for Depersonalization by Discipline

Characteristic	APPs		Nurses		Physicians		Pharmacists		Social workers	
	Estimate	P-value	Estimate	P-value	Estimate	P-value	Estimate	P-value	Estimate	P-value
<b>Age (ref: 20-29)</b>										
30-39	0.02	0.9864	-0.98	0.1075	-	-	1.00	0.7353	1.04	0.4082
40-49	-0.63	0.6830	<b>-1.71</b>	<b>0.0198</b>	-1.81	0.1201	2.65	0.4729	-1.37	0.3587
50-59	0.68	0.6751	<b>-2.21</b>	<b>0.0032</b>	-2.49	0.1229	2.90	0.5140	-2.43	0.1169
≥60	-1.24	0.5088	<b>-3.41</b>	<b>0.0006</b>	-3.44	0.0662	-	-	-	-
<b>Gender (ref: male)</b>										
Female	-1.89	0.1593	-1.13	0.2956	0.04	0.0880	0.81	0.7040	0.71	0.5497
<b>Relationship status (ref: married/partnered)</b>										
Divorced/widowed/widower	0.21	0.8694	-0.02	0.9814	2.50	0.0880	0.93	0.7414	0.22	0.8311
Single	-0.99	0.2891	0.51	0.3265	-1.09	0.3877	-	-	-	-
<b>Dependent (ref: 0)</b>										
1-2	-1.46	0.0651	0.85	0.0745	-0.31	0.6887	1.00	0.6687	0.18	0.8313
≥3	-2.20	0.0867	0.23	0.7397	0.14	0.8756	-0.80	0.8118	-	-
<b>Average hours worked/week (ref: ≤40)</b>										
41-50	0.04	0.9714	0.51	0.2644	-	-	-	-	1.36	0.1702
51-60	1.23	0.3053	0.73	0.3646	1.21	0.2440	1.35	0.4545	2.82	0.1126
≥61	-0.18	0.9114	1.15	0.3473	0.70	0.5032	-0.87	0.7608	-	-
<b>Nights/month on call (ref: 0 nights)</b>										
1-5 nights	0.48	0.6921	1.06	0.1261	0.83	0.3973	-2.13	0.3504	-0.92	0.4950
≥ 6 nights	2.34	0.1503	-0.95	0.3312	1.19	0.2396	0.08	0.9690	1.52	0.3221
<b>Hours/week spent on patient care (ref: 0-20)</b>										
21-40	<b>2.57</b>	<b>0.0105</b>	0.08	0.8702	0.72	0.3456	5.16	0.1061	1.35	0.2206
≥41	<b>2.62</b>	<b>0.0158</b>	0.17	0.8054	-1.19	0.1815	4.52	0.1473	<b>3.64</b>	<b>0.0230</b>

Table S2 (Continued)

<b>Hours/week on administrative (ref: <math>\geq 20</math>)</b> >20	<b>2.69</b>	<b>0.0050</b>	-0.02	0.9662	0.93	0.2673	1.53	0.5392	0.18	0.9053
<b>Hours/week working at home (ref: 0-10)</b> >10	-0.30	0.7505	-1.17	0.1345	0.93	0.2103	4.49	0.1721	0.39	0.8783
<b>Hours/week spent on research tasks at home (ref: 0-10)</b> >10	-0.92	0.5204	<b>2.34</b>	<b>0.0169</b>	-0.17	0.8141	-3.61	0.3517	-1.90	0.5081
<b>Hours/week spent on certification tasks (ref: 0-10)</b> >10	-0.04	0.9688	-0.85	0.1260	0.90	0.3703	0.71	0.8654	0.51	0.7266
<b>Patient population (ref: adult)</b> Pediatric	0.65	0.5289	-0.52	0.3520	-1.24	0.1744	-1.23	0.7143	-0.87	0.4823
Both	-0.54	0.7037	-0.76	0.2084	0.85	0.3962	-1.91	0.4170	-1.14	0.4767
<b>Total transplant volume (ref: 0-50)</b> 51-150	1.74	0.1398	0.71	0.2727	0.14	0.8934	0.84	0.7770	-1.38	0.2662
>150	2.25	0.1574	0.62	0.5097	-0.54	0.7389	4.57	0.3540	-2.61	0.1525
Unknown	-0.28	0.8893	-0.06	0.9481	-	-	-	-	-1.40	0.4911
<b>Autologous transplant volume (ref: 0-50)</b> 51-150	1.00	0.4057	-1.18	0.1270	-0.59	0.5792	-1.13	0.7111	1.08	0.4692
>150	1.02	0.5372	<b>-2.69</b>	<b>0.0130</b>	0.99	0.4937	-3.14	0.3908	1.16	0.5487
Unknown	0.24	0.9528	0.85	0.7472	-	-	-	-	2.27	0.2019
<b>Allogeneic transplant volume (ref: 0-50)</b> 51-150	-0.92	0.4144	<b>1.68</b>	<b>0.0228</b>	1.33	0.1774	1.45	0.5977	1.29	0.4075
>150	-0.24	0.8826	<b>3.34</b>	<b>0.0024</b>	-1.46	0.3309	4.52	0.2472	-	-
Unknown	-0.21	0.9587	-0.91	0.7314	-	-	-	-	3.27	0.1553

APPs indicates advanced practice providers.

**Table S3.** Univariate Logistic Regression on Burnout by Discipline: Pharmacists and Social Workers

Characteristic	Pharmacists			Social Workers		
	OR	95% CI	P-value	OR	95% CI	P-value
<b>Age (ref: 20-39*)</b>						
40-49	0.68	(0.23-1.95)	0.4680	0.68	(0.18-2.52)	0.5588
50-59	0.98	(0.30-3.28)	0.9796	0.59	(0.19-1.81)	0.3524
<b>Gender (ref: male)</b>						
Female	0.80	(0.32-1.98)	0.6300			
<b>Relationship status (ref: married/partnered)</b>						
Single (including divorced/widowed/widower)	1.15	0.45-2.93	0.7764	3.83	(0.45-32.46)	0.2180
<b>Dependent (ref: 0)</b>						
≥1	1.19	(0.52-2.76)	0.6799	1.14	(0.44-2.98)	0.7899
<b>Years in HCT (ref: 0-5 years)</b>						
6-10 years	1.73	(0.62-4.86)	0.2987	2.19	(0.66-7.31)	0.2012
≥11 years	1.65	(0.62-4.41)	0.3205	1.06	(0.33-3.38)	0.9258
<b>Work setting (ref: Outpatient)</b>						
Inpatient	0.91	(0.25-3.30)	0.8868	2.92	(0.66-12.99)	0.8040
Outpatient and inpatient both	0.94	(0.27-3.25)	0.9206	1.57	(0.51-4.80)	0.8223
<b>Average hours worked/week(ref: ≤40)*</b>						
41-50				2.00	(0.61-6.57)	0.2531
51-60	1.54	(0.62-3.86)	0.3537	-	-	-
≥61	2.16	(0.62-7.49)	0.2250	-	-	-
<b>Nights/month on call (ref: 0 nights)</b>						
1-5 nights	0.68	(0.21-2.19)	0.5161	4.27	(0.77-23.73)	0.0973
≥ 6 nights	1.29	(0.43-3.85)	0.6475			
<b>Hours/week spent on patient care (ref: 0-40)</b>						
≥41	1.02	(0.48-2.14)	0.9630	1.83	(0.36-9.35)	0.4660

Table S3 (Continued)

<b>Hours/week working at home (ref: 0-10)</b>						
>10	2.57	(0.74-8.94)	0.1380	-	-	-
<b>Patient population (ref: adult)</b>						
Non-adult (Pediatric & both)	0.71	(0.29-1.77)	0.4634	0.54	(0.16-1.86)	0.3342
<b>Total transplant volume (ref: 0-50)</b>						
51-150	0.77	(0.21-2.89)	0.7074	0.67	(0.17-2.56)	0.5552
>150	1.88	(0.55-6.49)	0.3181	0.92	(0.28-3.05)	0.8956
<b>Moral Distress Scale Score</b>	<b>1.02</b>	<b>(1.00-1.03)</b>	<b>0.0142</b>	<b>1.03</b>	<b>(1.01-1.05)</b>	<b>0.0128</b>

Note: Significant variables are bolded; \*Pharmacists:  $\leq 50$  vs 51-60,  $\geq 61$ ; Social Workers:  $\leq 40$  vs.  $\geq 41$

OR indicates odds ratio; CI, confidence interval; ref, reference.