Supplemental Table 1

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| **Table 2 – Respondent Demographics** | Burned Out | Not Burned Out | P |
| **Burnout score ≥ 50**  Mild  Moderate  Severe | 883 (79%)  414 (37%)  357 (32%)  112 (10%) | 231 (21%)  n/a  n/a  n/a | n/a |
| **Highest degree earned, n**  PhD or doctorate  Master’s degree  Bachelor degree  Associate degree  Other | 883  4 (0.5%)  77 (8.7%)  408 (46%)  386 (44%)  8 (0.9%) | 231  1 (0.4%)  20 (8.7%)  99 (43%)  111 (48%)  0 (0%) | 0.51 |
| **Role within the department, n**  Staff therapist  Educator  Supervisor  Lead or charge therapist  Clinical specialist  Director/manager  Other | 877  640 (73%)  15 (1.7%)  39 (4.4%)  97 (11%)  37 (4.2%)  34 (3.9%)  15 (1.7%) | 231  171 (74%)  2 (0.9%)  17 (7.4%)  16 (6.9%)  10 (4.3%)  8 (3.5%)  7 (3.0%) | 0.19 |
| **Years as an RT**  < 2  2-5  6-10  11-20  >20 | 10 (5-19)  58 (6.8%)  204 (24%)  189 (22%)  214 (25%)  182 (22%) | 11 (5-20)  26 (12%)  39 (17%)  40 (18%)  69 (30%)  53 (23%) | 0.46  0.014 |
| **Hours worked per week, median**  ≤ 40  41-50  >50 | 38 (36-48)  602 (69%)  206 (24%)  68 (7.8%) | 36 (36-40)  182 (80%)  34 (15%)  12 (5.3%) | 0.001  0.004 |
| **Hours worked in intensive care per week**  ≤ 40  41-50  >50 | 36 (24-38)  741 (88%)  90 (11%)  16 (1.9%) | 25 (12-36)  214 (96%)  7 (3.1%)  2 (0.9%) | <0.001  0.001 |
| **Average commute time, minutes**  ≤30  31-59  ≥60 | 30 (20-45)  474 (56%)  258 (30%)  119 (14%) | 30 (15-45)  126 (7%)  65 (30%)  29 (13%) | 0.47  0.91 |
| **Community vs academic, n**  Academic  Community | 879  694 (79%)  185 (21%) | 216  189 (88%)  27 (12%) | 0.004 |
| **Leadership vs staff RTs**  Leadership (educator, supervisor, lead or charge RT, clinical specialist, director/manager)  Staff therapist | 862  222 (26%)  640 (74%) | 224  53 (24%)  171 (76%) | 0.52 |
| **Shift, n**  Day shift  Evening  Night shift  Rotating | 878  475 (54%)  19 (2.2%)  305 (35%)  79 (9.0%) | 228  123 (54%)  5 (2.2%)  75 (33%)  25 (11%) | 0.82 |
| **Patient population primarily cared for, n**  Adults  Neonatal/pediatrics  Both – Rotate through all areas  Do not provide direct patient care | 882  518 (59%)  188 (21%)  153 (17%)  23 (2.6%) | 229  93 (41%)  95 (42%)  30 (13%)  11 (4.8%) | <0.001 |
| **Gender, n**  Female  Male  Non-binary  Prefer not to answer | 880  556 (63%)  269 (31%)  3 (0.3%)  52 (5.9%) | 230  138 (60%)  85 (37%)  1 (0.4%)  6 (2.6%) | 0.091 |
| **Race, n**  White  Asian  Black or African-American  Native Hawaiian and Pacific Islander  American Indian or Alaska Native  Some other race  Prefer not to answer | 879  679 (77%)  35 (4.0%)  32 (3.6%)  8 (0.9%)  4 (0.5%)  33 (3.8%)  88 (10%) | 230  175 (76%)  9 (3.9%)  10 (4.3%)  2 (0.9%)  0 (0%)  16 (7.0%)  18 (7.8%) | 0.37 |
| **Protocol based care, n**  None  < 50%  50-80%  >80% | 839  0 (0%)  249 (30%)  161 (19%)  429 (51%) | 221  0 (0%)  58 (26%)  65 (29%)  98 (44%) | 0.004 |

Table legend: continuous variables are median (interquartile range) and categorical variables n (%). RT=respiratory therapist