

Supplementals:

Table 3: Practice Description	
Offer in person visits	88%
Telehealth only	12%
In person and telehealth	94%
Practice specialty:	
Primary Care	35%
Psychiatric Mental Health	17%
Primary Care & Psychiatric Mental Health	24%
Other (Aesthetics, homecare, obesity medicine, integrative wellness, midwifery)	24%

Table 4: Decision Making		
Question: What led you to pursue independent private practice? (Select all that apply)		
	Percentage	Count (17)
I didn't feel valued in previous roles	76%	13
Large patient case load	71%	12
Poor Compensation	71%	12
Limitations of practice	47%	8
Lack of flexibility in schedule	82%	14
Question: Are there other factors not mentioned above that led you to change to independent practice? (open ended question)		
Theme 1: Challenges to health care system		
Theme 2: Personal goals/needs		
Theme 3: Employer specific challenges		

Table 5: Barriers		
Question: What have been some of the biggest difficulties in starting an independent practice? (Select all that apply)		
	Percentage	Count (17)
Credentialing and billing	47%	8
Building a patient panel	53%	9
Marketing services	47%	8
Time management	29%	5
Question: Are there other difficulties or barriers you have had in creating an independent practice?		

Theme 1: Funding/cost
Theme 2: Administrative support
Theme 3: Population of focus
Question: What do you think is the biggest barrier that prevents NPs from going into independent practice?
Theme 1: Fear
Theme 2: Income/costs
Theme 3: Lack of guidance

Table 6: Benefits & Supports		
Question: What are the benefits of having an independent practice? (select all that apply)		
	Percentage	Count (17)
Better work life balance	88%	15
Control over schedule	94%	16
Better compensation	82%	14
Control over patient population	82%	14
Question: Are there other benefits of having an independent practice not mentioned above?		
Theme 1: Able to provide better quality care		
Theme 2: More time with patients		
Theme 3: Independence in decision making		
Question: Are there other supports you wish you had in your current practice?		
Theme 1: Legal and accounting support		
Theme 2: Administrative support		
Theme 3: Peer support		

Table 7: Practice Models		
Question: If you work in a collective practice mode with other independent providers. What do you see as the benefits of this model compared to an individual practice model? (select all that apply)		
	Percentage	Count (7/17)
I am not part of a collective practice model	58%	10
Support and guidance in startup	100%	7
Clinical consultation among providers	100%	7
Shared cost	71%	5

Ability to have clinical coverage for time off	100%	7
Question: Are there other benefits you have identified as being part of a collective practice model?		
Theme 1: Share responsibility		
Theme 2: Collaboration and referrals		
Theme 3: Business support and inspiration		

Table 8: Billing & Credentialing		
Question: Do you use a credentialing and billing service for your practice?		
	Percentage	Count
Yes	53%	9
No	47%	8
Question: How difficult did you find the credentialing and billing process when starting your practice?		
Somewhat difficult	41%	7
Neither easy nor difficult	35%	6
Extremely difficult	24%	4

Table 9: Marketing		
Question: How difficult have has it been to market and build your patient panel?		
	Percentage	Count
Somewhat easy	24%	4
Neither easy nor difficult	29%	5
Somewhat difficult	35%	6
Extremely difficult	12%	2

Table 10: Satisfaction		
Question: Are you satisfied with your decision to start your own practice?		
	Percentage	Count
Mostly satisfied	6%	1
Somewhat satisfied	23%	4
Very satisfied	71%	12
Question: Do you feel that your current practice is thriving?		
	Percentage	Count
Yes	70%	12
Progressing	12%	2
No	18%	3