

Table 1
Participant Coding

Hospital	Participant	Title	Code
1	1	Director	H1P1
	2	Chief nursing officer	H1P2
	3	Director	H1P3
2	1	Chief operations officer	H2P1
	2	Chief medical officer	H2P2
	3	Chief nursing officer	H2P3
	4	Chief executive officer	H2P4
3	1	Chief nursing officer	H3P1
	2	Chief operations officer	H3P2
4	1	Director	H4P1
	2	Vice president	H4P2
	3	Director	H4P3
5	1	Director	H5P1
	2	Manager	H5P2
	3	Manager	H5P3