Author's response to reviews

Title: Evidence-based practice implementation: The impact of public vs. private sector organization type on organizational support, provider attitudes, and adoption of evidence-based practice

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Author's response to reviews: see over
Dear Dr. Eccles,

Thank you for your comments and the reviews of our manuscript. Below we detail how we have edited our manuscript based on your and the reviewer’s recommendations.

1. Minor editorial changes such as use of commas after first phrase, etc.

We have made the suggested editorial changes.

2. Minor word use such as “criterion” instead of dependent variable

We have used the word “criterion” and made other changes suggested by the reviewer.

3. More clearly explain and justify use of both development of measure of organizational support for innovation (and the measure of EBP adoption) and is method of analysis ie counting. How were the items identified, derived and justified? Is there a hierarchy or clustering among the items, was there a common pattern across public vs private. Is this method of developing a measure and the measure/s itself psychometrically supported, can it be used across studies, what are you recommendations for using this measurement tool (items) and methodology for other studies etc.

The measure of organizational support for innovation in this study is a cumulative count of workplace policies, procedures, or actions that support the use of EBP. Counts are often used to indicative the increasing presence of a behavior, policy, disorder, etc. We have added more detailed explanation of the development of items for this measure and cited the development work (pg. 13). We have also added more discussion of the use of count data and cited references for the use of Poisson regression. We also discuss the need for more developmental work in assessment of organizational support for EBP and the potential for the current measure to be used in other studies (pg. 24). We now briefly address the issue of use of count data in health services research (pg. 16)

4. Consider how EBPs can be adopted in health care, eg norms and leadership among medical staff especially have potentially strong influences on adoption in health care.

We address the issue of leadership and implementation on page 22 citing literature on leaders likely to have the greatest impact on clinical provider attitudes and behaviors. We also couch our argument in the literature on improving implementation climate through management and organizational messages regarding the importance of learning and using EBP.

5. Please explain, reference justify the statistical approach for mediation in M.Plus when the assumptions are not met according to Barron and Kenny’s approach by the correlations. This will help novice researchers and also less statistically sophisticated readers.
We have added text explaining our approach to mediation tests and limitations of the Barron and Kenny approach. We cite MacKinnon et al. in this section as well (see pg. 15).