

**Appendix 3: Additional Factors Included in Model of Consultation Variability by GMS Attendings<sup>1</sup>**

Variable	Category	IRR	95% CI	p-value
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Attending Gender (Referent = Female)	Male	1.029	[0.974 – 1.087]	0.308
Attending Years of practice (Referent = <9 years)	10-19	0.996	[0.937 – 1.058]	0.891
	>20	1.050	[0.952 – 1.159]	0.328
Additional responses to UCHP Attending Surveys (Referent = Disagree)				
Agreement with:				
I am happy with my ability to get to know patients to the extent that I wish.		0.933	[0.86-1.011]	0.091
I am very up-to date on the practice of outpatient medicine.		0.966	[0.889-1.05]	0.414
I am very up-to date on the practice of inpatient medicine.		0.996	[0.906-1.095]	0.933
I am comfortable taking care of very sick patients.		0.980	[0.847-1.133]	0.781
I am satisfied with my relationship with patients.		0.991	[0.887-1.107]	0.874
My work schedule leaves me enough time for my family life.		0.970	[0.915-1.028]	0.299
The amount of call I am required to take is excessive.		1.018	[0.939-1.103]	0.664
All things considered, I am satisfied with my career as a physician.		0.997	[0.908-1.095]	0.952
I recommend my specialty to medical students and residents seeking advice.		0.966	[0.889-1.05]	0.418
I am satisfied with the quantity of my long-term relationships with patients.		0.959	[0.862-1.067]	0.445
I am satisfied with the quality of my long-term relationships with patients.		1.039	[0.933-1.156]	0.490
I am satisfied with the quantity of my short-term relationships with patients.		1.051	[0.898-1.229]	0.535
I am satisfied with the quality of my short-term relationships with patients.		0.999	[0.868-1.149]	0.989
In the past year I have often felt I was unable to control the important things in my life.		1.038	[0.965-1.116]	0.320
In the past year I have often felt confident about my ability to handle my personal problems.		0.975	[0.904-1.053]	0.522
In the past year I have often felt things were going my way.		1.003	[0.936-1.074]	0.932
In the past year I have often felt that difficulties were piling up so high that I could not overcome them.		0.948	[0.845-1.064]	0.363
I am likely to leave my current practice situation in two years.		1.094	[0.924-1.296]	0.296
I am likely to leave academic practice in the next two years.		0.934	[0.658-1.325]	0.701
I am likely to decrease my work hours within five years.		1.017	[0.916-1.13]	0.748
I am likely to change my specialty within five years.		0.942	[0.782-1.134]	0.529
I am likely to leave the practice of direct patient care within five years.		1.134	[0.929-1.383]	0.216
I feel completely burned out and often wonder if I can go on.		1.037	[0.961-1.118]	0.350
Academic Tertile (Referent = July – Oct)				
	Nov – Feb	0.953	[0.904 – 1.005]	0.074
	Mar – Jun	1.009	[0.954 – 1.068]	0.746
Patient Gender (Referent = Female)				
	Male	0.964	[0.923 – 1.007]	0.103

<sup>1</sup> Multivariable mixed effects Poisson regression model clustered on attending and patient, adjusted for additional physician-, patient- and admission-level factors. Full model includes variables from Table 2 and from Appendix 3.