<table>
<thead>
<tr>
<th>Variable</th>
<th>Category</th>
<th>IRR</th>
<th>95% CI</th>
<th>p-value</th>
</tr>
</thead>
</table>

Appendix 3: Additional Factors Included in Model of Consultation Variability by GMS Attendings
<table>
<thead>
<tr>
<th>Attending Gender (Referent = Female)</th>
<th>Male</th>
<th>1.029 [0.974 – 1.087]</th>
<th>0.308</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attending Years of practice (Referent = &lt;9 years)</td>
<td>10-19</td>
<td>0.996 [0.937 – 1.058]</td>
<td>0.891</td>
</tr>
<tr>
<td></td>
<td>&gt;20</td>
<td>1.050 [0.952 – 1.159]</td>
<td>0.328</td>
</tr>
</tbody>
</table>

### 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.
- I am very up-to-date on the practice of outpatient medicine.
- I am very up-to-date on the practice of inpatient medicine.
- I am comfortable taking care of very sick patients.
- I am satisfied with my relationship with patients.
- My work schedule leaves me enough time for my family life.
- The amount of call I am required to take is excessive.
- All things considered, I am satisfied with my career as a physician.
- I recommend my specialty to medical students and residents seeking advice.
- I am satisfied with the quantity of my long-term relationships with patients.
- I am satisfied with the quality of my long-term relationships with patients.
- I am satisfied with the quantity of my short-term relationships with patients.
- I am satisfied with the quality of my short-term relationships with patients.
- In the past year I have often felt I was unable to control the important things in my life.
- In the past year I have often felt confident about my ability to handle my personal problems.
- In the past year I have often felt things were going my way.
- In the past year I have often felt that difficulties were piling up so high that I could not overcome them.
- I am likely to leave my current practice situation in two years.
- I am likely to leave academic practice in the next two years.
- I am likely to decrease my work hours within five years.
- I am likely to change my specialty within five years.
- I am likely to leave the practice of direct patient care within five years.
- I feel completely burned out and often wonder if I can go on.

<table>
<thead>
<tr>
<th>Academic Tertile (Referent = July – Oct)</th>
<th>Nov – Feb</th>
<th>0.953 [0.904 – 1.005]</th>
<th>0.074</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mar – Jun</td>
<td>1.009 [0.954 – 1.068]</td>
<td>0.746</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Patient Gender (Referent = Female)</th>
<th>Male</th>
<th>0.964 [0.923 – 1.007]</th>
<th>0.103</th>
</tr>
</thead>
</table>

1. 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.