Supplemental Online Content

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eAppendix. Codebook With Description

This supplemental material has been provided by the authors to give readers additional information about their work.
## eAppendix. Codebook with Description

| Name                  | Description                                                                                                                                                                                                 |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| **Clinical Practice** |                                                                                                                                                                                                             |
| Adaptableity          | Flexibility to situation (how patient is presenting) and changes course if necessary, adaptability to treatment course, navigates well                                                                          |
| Assertiveness with Treatment | Proactive in getting treatment for patient                                                                                                                                   |
| Attentiveness         | Present in the situation, focus, such as resuscitation/trauma event, or lack of attention                                                                                                                                      |
| Bed Side Manner       | focus on patient, good/bad bed side manner – explicit mentions, can co-code with communication if also referenced, good 'approach' with patients, gets along well with patients, rapport |
| Care Planning         | anticipates contingencies, quality care planning, forethought, identifies resources appropriately “thinking” skills, orders appropriate labs, initiates appropriately on work-ups/labs/images/etc, is thorough with their plan, managing skills, includes pt education |
| Clinical Skills       | Comments on H&P , can co-code with assessment or procedural skill if mentioned                                                                                                                                 |

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| Assessments       | Patient assessment |
|-------------------|--------------------|
| Procedural Skills | Any comment on any procedure |
| Decision Making   | Well-reasoned, Good Judgement, evidence based, comments on decision making generally, MDM – medical decision making |
| Differential Diagnoses | Good differentials, considers all options, keeps open mind, doesn’t ‘close early’ |
| Documentation     | Writes thorough notes, needs to work on notes, sign-outs (code as both presentation and documentation unless specified) |
| Follow-Through     | Follow-up on miscellaneous care plan action items like tasks, labs, work-ups, communication etc. timeline implied, executes appropriate |
| Knowledge Base    | If individual needs to build their knowledge base or has a solid base |
| Patient Advocacy  | patient supporter, goes to bat, pays overt attn. to patients/family members, awareness of psych/social context |
| Patient Presentation | oral presentation to other clinicians, case presentation |
| Preparedness for Independent Practice | Readiness of individual for independent practice – explicit to ‘ready for independent practice’, will do well in independent practice, or not ready for |
| Management Style | Communication - Patient | Communication - Provider | Dept Level Management | Efficiency | Leadership | Multitasking | Organization | Patient Load | Teaching Skill | Team Orientation | Personality Traits |
|------------------|-------------------------|--------------------------|----------------------|------------|------------|-------------|--------------|--------------|---------------|-----------------|-------------------|
|                  | Communication with patient/family | Communication ability with other providers, including residents, nurses, attendings, etc. | Anticipates bottlenecks delays in care, Good prioritization skills, triages well, thinks about dept. flow/needs | Timely, prompt, quick, efficient | Takes Charge, leads team, takes initiative, takes ownership, manages team | Ability to manage several things at once, task switching | Comments on individuals level of organization, or organization skills | Individual is managing an appropriate number of patients, individual needs to take on more patients | Good teacher, working with jr residents/students/etc | Builds relationships, Helpful, supports team morale, cooperativeness, well-liked by staff |
| Attitude and Demeanor | Doesn't Complain/complains, positive attitude, good energy, smiling, personality |
|----------------------|--------------------------------------------------------------------------------|
| Confidence           | Deliberate, Decisive, is gaining confidence, mature/maturity                   |
| Critical Thinking    | Problem Solver, logical, chews on a problem, thoughtful                       |
| Diplomatic           | weighs opposing views, remains objective, Open Minded                         |
| Independence         | Autonomous, self-starter, growing regarding independence, needs to be more independent, manages issues independently |
| Intelligence         | Intuitive, Bright, Smart, curious                                             |
| Level of Compassion  | Kind, caring, empathetic                                                      |
| Professionalism      | Level of professionalism – is/is not professional appearing or acting         |
| Receptiveness to feedback | Tries to Improve, Acknowledges and learns from errors, is not receptive or is combative to feedback, seeking feedback and opportunity to learn, eager to learn |
| Resiliency           | Performs Under Pressure vs experiencing burn out, coping with stress of job/being a resident, stays composed on busy shifts |
| Trustworthiness      | Trust, Reliable, Accountable, Responsible                                     |
| Work Ethic | Works hard, diligent, tireless, motivated, self-motivated, good worker, committed, dedicated, conscientious, push to work hard |
| --- | --- |
| Co-Codes | --- |
| Above Level | Individual is performing “above level” or “above peers”, including references to PG1/2/3, can be in relation to peers or just expected level or “high level, best, etc” code full content unless distinct tone shift (this is great, but work on that) |
| At Level | Individual is performing “as expected” or “at appropriate level” |
| Below Level | Individual is performing “below level” or “below peers” |
| Feedback on Specific Case | Specific case or episode/event, patient focus |
| Improvements Made | Comments that state improvements resident has made over time, growth, progressing w/ optl specific area of improvement |
| No Comment | When no comment is left/made |
| Non-Specific Comment | Generic comment, along the lines of "keep up the hard work" "good job" - limited to comments where this is the only statement. |
| Suggestions for Improvement | Comments noting areas for improvement, ways in which the resident needs to grow. |