Appendix A. Full Model Covariates Associated with ITE Scores in the Intent-To-Treat Analysis

Effect	Reference	Estimate	95% Confidence Interval		P Value
Intercept (Baseline)		529.9	484.0	575.9	<0.001
4-year-program	3-year program	20.0	9.1	30.9	<0.001
Slope (Linear Baseline)		74.0	60.4	87.6	<0.001
4-year-program	3-year program	-8.7	-24.8	7.4	0.290
Slope (Quadratic Baseline)		-13.6	-20.4	-6.8	<0.001
4-year-program	3-year program	3.2	-4.2	10.7	0.397
Cohort					
2014	2013	-7.4	-24.0	9.3	0.393
2015	2013	-14.8	-31.5	1.9	0.086
2016	2013	-3.5	-20.3	13.2	0.683
2017	2013	17.1	-0.2	34.4	0.055
2018	2013	26.3	8.0	44.6	0.005
Age		-3.5	-5.0	-2.0	<0.001
Gender					
Female	Male	-0.6	-10.7	9.4	0.902
Race/Ethnicity					
Non-Hispanic Asian or Pacific Islander	White	-28.5	-42.1	-14.9	<0.001
Other	White	-25	-37.8	-12.2	<0.001
Marital status					
Married	Single	7.8	-2.8	18.4	0.152
Children					
Yes	No	10.8	-4.8	26.5	0.178
US Medical School					
No	Yes	-49.1	-64.3	-33.7	<0.001
Debt					
>= 150k	None to 149k	-17.9	-28.0	-7.9	<0.001

Appendix B. Full Model Covariates Associated with ITE Scores in the As-Treated Analysis

Effect	Reference	Estimate	95% Confidence Interval		p-value
Intercept (Baseline)		528.8	478.9	578.6	<0.001
4-year-program	3-year program	21.9	10.2	33.7	<0.001
Slope (Linear Baseline)		73.7	59.9	87.5	<0.001
4-year-program	3-year program	-10.6	-27.5	6.4	0.221
Slope (Quadratic Baseline)		-13.6	-20.5	-6.7	<0.001
4-year-program	3-year program	3.7	-4.0	11.4	0.343
Cohort					
2014	2013	-7.0	-25.0	11.0	0.452
2015	2013	-15.2	-33.0	2.5	0.097
2016	2013	-5.3	-23.4	12.8	0.571
2017	2013	14.7	-4.1	33.4	0.129
2018	2013	22.2	2.5	41.9	0.029
Age		-3.3	-5.0	-1.7	<0.001
Gender					
Female	Male	-2.1	-12.9	8.8	0.713
Race/Ethnicity					
Non-Hispanic Asian or Pacific Islander	White	-29.6	-44.0	-15.3	<0.001
Other	White	-22.6	-36.5	-8.8	0.002
Marital status					
Experienced marital event	Single	6.9	-4.4	18.1	0.237
Children					
Yes	No	8.2	-8.6	25.1	0.346
US Medical School					
No	Yes	-50.5	-66.1	-34.7	<0.001
Debt					
>= 150k	None to 149k	-19.6	-30.3	-8.8	<0.001

Appendix A and B display the full model of primary and secondary covariates of ITE scores and their associations. In both models, we see that the 2018 cohort differed from the 2013 cohort by 26.3 points (p-value = 0.005) in the intent-to-treat scenario and 22.2 points in the as-treated scenario (p-value = 0.029). In both scenarios, females differed from males by -0.6 and -2.1 points, but not

statistically significantly, which was similarly observed with the marital and parental status covariates. In the intent-to-treat scenario, of race/ethnicity for residents, we see that non-Hispanic Asian or Pacific Islander were estimated to score 28.5 points less than Whites (p-value <0.001) and 25.0 points less for those whom identified as Other compared to Whites (p-value <0.001). In parallel, the as-treated scenario estimated that non-Hispanic Asian or Pacific Islander scored a 29.6 point less than Whites (p-value <0.001) , and those whom identified as Other were scored 22.6 point less than Whites (p-value = 0.002). Lastly, for both scenarios, our models displayed 49.1-50.5 points decrease (both p-values <0.001) for residents who did not attend medical school in the US compared to those who did and a 17.9-19.6 point decrease (both p-values <0.001) for residents who were $150,000 in debt compared to those were not in debt up to $149,000.