

**Table 5. Staff Assessors' Rating of New Graduates According to Length of Training**

Characteristics	Assessors of 3YR program graduates (3YR)*	Assessors of 4YR program graduates (4YR–36/48)**	Assessors of 4YR program graduates (4YR–48)***	3YR vs 4YR–36/48	3YR vs 4YR–48
				P value Effect size <sup>a</sup>	P value Effect size <sup>a</sup>
Interpersonal communication characteristics					
Listens attentively to you during interactions/conversations, especially involving patients, n (%)				.703 .068	.829 .180
Always	100 (88.5)	110 (89.4)	83 (89.2)		
Frequently	12 (10.6)	11 (8.9)	9 (9.7)		
Sometimes	1 (0.9)	1 (0.8)	1 (1.1)		
Rarely	0	0	0		
Never	0	1 (0.8)	0		
Missing	5 (N/A)	1 (N/A)	0 (N/A)		
Interrupts you during conversations, n (%)				.315 .143	.378 .148
Always	2 (1.8)	4 (3.3)	2 (2.2)		
Frequently	0	1 (0.8)	1 (1.1)		
Sometimes	1 (0.9)	5 (4.1)	4 (4.3)		
Rarely	18 (15.9)	24 (19.5)	18 (19.4)		
Never	92 (81.4)	89 (72.4)	68 (73.1)		
Missing	5 (N/A)	1 (N/A)	0 (N/A)		

Is courteous and polite when called or answering page, n (%)				.114 .090	.102 .131
Always	104 (96.3)	113 (92.6)	83 (90.2)		
Frequently	4 (3.7)	8 (6.6)	8 (8.7)		
Sometimes	0	1 (0.8)	1 (1.1)		
Rarely	0	0	0		
Never	0	0	0		
Missing	10 (N/A)	2 (N/A)	1 (N/A)		
Shows respect to you as a team member, n (%)				.334 .120	.143 .162
Always	109 (95.6)	112 (91.1)	82 (88.2)		
Frequently	5 (4.4)	8 (6.5)	8 (8.6)		
Sometimes	0	2 (1.6)	2 (2.2)		
Rarely	0	1 (0.8)	1 (1.1)		
Never	0	0	0		
Missing	4 (N/A)	1 (N/A)	0 (N/A)		
Gives consideration to your views, suggestions, and opinions, n (%)				.825 .080	.604 .115
Always	96 (85.7)	102 (84.3)	73 (80.2)		
Frequently	14 (12.5)	14 (11.6)	13 (14.3)		
Sometimes	2 (1.8)	4 (3.3)	4 (4.4)		
Rarely	0	1 (0.8)	1 (1.1)		
Never	0	0	0		
Missing	6 (N/A)	3 (N/A)	2 (N/A)		
Explains rationale for their care plans or actions, n (%)				.026 .220	.016 .239
Always	88 (82.2)	82 (70.1)	62 (68.9)		
Frequently	12 (11.2)	32 (27.4)	26 (28.9)		
Sometimes	6 (5.6)	3 (2.6)	2 (2.2)		

Rarely	1 (0.9)	0	0		
Never	0	0	0		
Missing	11 (N/A)	7 (N/A)	3 (N/A)		
Responds to your doubts or answers your questions politely, n (%)				.196 .161	.079 .182
Always	106 (94.6)	103 (85.1)	76 (83.5)		
Frequently	5 (4.5)	15 (12.4)	13 (14.3)		
Sometimes	1 (0.9)	2 (1.7)	2 (2.2)		
Rarely	0	0	0		
Never	0	1 (0.8)	0		
Missing	6 (N/A)	3 (N/A)	2 (N/A)		
Communicates orders clearly to you either verbally or in writing, n (%)				.615 .074	.568 .095
Always	97 (86.6)	97 (81.5)	74 (80.4)		
Frequently	13 (11.6)	18 (15.1)	14 (15.2)		
Sometimes	2 (1.8)	4 (3.4)	4 (4.3)		
Rarely	0	0	0		
Never	0	0	0		
Missing	6 (N/A)	5 (N/A)	1 (N/A)		
<b>Processes of care (note scale change)</b>					
Communicates effectively with patients	n (%)	n (%)	n (%)	.866 .056	.301 .133
Among the best	64 (56.1)	75 (61.5)	55 (59.8)		
Above average	36 (31.6)	33 (27)	27 (29.3)		
average	10 (8.8)	10 (8.2)	10 (10.9)		
Below average	0	0	0		
Cannot assess at this time	4 (3.5)	4 (3.3)	0		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
Is available for consultation about mutual patients, n (%)				.430	.224

				.127	.166
Among the best	68 (59.6)	60 (49.2)	43 (46.7)		
Above average	33 (28.9)	41 (33.6)	30 (32.6)		
Average	8 (7)	14 (11.5)	13 (14.1)		
Below average	0	1 (0.8)	1 (1.1)		
Cannot assess at this time	5 (4.4)	6 (4.9)	5 (5.4)		
Missing	4 (N/A)	2 (NA)	1 (N/A)		
Is courteous to coworkers, n (%)				.487 .121	.301 .154
Among the best	82 (71.9)	86 (70.5)	62 (67.4)		
Above average	25 (21.9)	23 (18.9)	18 (19.6)		
Average	7 (6.1)	10 (8.2)	9 (9.8)		
Below average	0	2 (1.6)	2 (2.2)		
Cannot assess at this time	0	1 (0.8)	1 (1.1)		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
Documents patient care in a timely manner, n (%)				.154 .168	.059 .210
Among the best	68 (59.6)	65 (53.3)	47 (51.1)		
Above average	28 (24.6)	31 (25.4)	26 (28.3)		
Average	11 (9.6)	21 (17.2)	16 (17.4)		
Below average	0	2 (1.6)	2 (2.2)		
Cannot assess at this time	7 (6.1)	3 (2.5)	1 (1.1)		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
Communicates effectively with other health care professionals, n (%)				.405 .130	.458 .133
Among the best	67 (58.8)	73 (59.8)	53 (57.6)		
Above average	34 (29.8)	37 (30.3)	28 (30.4)		
Average	8 (7)	10 (8.2)	9 (9.8)		
Below average	0	1 (0.8)	1 (1.1)		

Cannot assess at this time	5 (4.4)	1 (0.8)	1 (1.1)		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
Handles transfers of care effectively, n (%)				.333 .139	.645 .110
Among the best	63 (55.3)	70 (57.4)	51 (55.4)		
Above average	29 (25.4)	28 (23)	24 (26.1)		
Average	12 (10.5)	6 (4.9)	5 (5.4)		
Below average	1 (0.9)	1 (0.8)	1 (1.1)		
Cannot assess at this time	9 (7.9)	17 (13.9)	11 (12)		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
Contributes to clinic projects or initiatives, n (%)				.540 .115	.591 .117
Among the best	59 (51.8)	57 (46.7)	42 (45.7)		
Above average	22 (19.3)	32 (26.2)	24 (26.1)		
Average	13 (11.4)	10 (8.2)	9 (9.8)		
Below average	0	1 (0.8)	1 (1.1)		
Cannot assess at this time	20 (17.5)	22 (18)	16 (17.4)		
Missing	4 (N/A)	2 (N/A)	1 (N/A)		
<b>Care process area</b>					
Issues with <i>confidence</i> (eg, self-assurance arising from appreciation of their own abilities), n (%)				.735 .073	.923 .048
Many challenges	1 (0.9)	1 (0.8)	1 (1.1)		
Some challenges	9 (7.8)	7 (5.7)	6 (6.5)		
No challenges	102 (87.9)	113 (91.9)	84 (90.3)		
Cannot assess	4 (3.4)	2 (1.6)	2 (2.2)		
Missing	2 (N/A)	1 (N/A)	0 (N/A)		
Issues with <i>speed/timing</i> related to health care visits (defined as: judgment of control needed to manage events), n (%)				.641 .084	.439 .114
Many challenges	1 (0.9)	4 (3.3)	4 (4.3)		
Some challenges	19 (16.4)	19 (15.4)	16 (17.2)		

No challenges	93 (80.2)	97 (78.9)	71 (76.3)		
Cannot assess	3 (2.6)	3 (2.4)	2 (2.2)		
Missing	2 (N/A)	1 (N/A)	0 (N/A)		
Issues with <i>managing care in multiple settings simultaneously or back-to-back</i> , n (%)				.792 .066	.607 .094
Many challenges	1 (0.9)	3 (2.4)	3 (3.2)		
Some challenges	9 (7.8)	10 (8.1)	9 (9.7)		
No challenges	98 (84.5)	103 (83.7)	75 (80.6)		
Cannot assess	8 (6.9)	7 (5.7)	6 (6.5)		
Missing	2 (N/A)	1 (N/A)	0 (N/A)		
Issues with <i>over-referring patients</i> , n (%)				.335 .119	.186 .152
Many challenges	0	1 (0.8)	1 (1.1)		
Some challenges	0	2 (1.6)	2 (2.2)		
No challenges	102 (87.9)	109 (88.6)	83 (89.2)		
Cannot assess	14 (12.1)	11 (8.9)	7 (7.5)		
Missing	2 (N/A)	1 (N/A)	0 (N/A)		
Issues with working on a time clock or <i>being unprepared for practice demands unbounded by any duty hour restrictions</i> , n (%)				.698 .077	.627 .091
Many challenges	0	1 (0.8)	1 (1.1)		
Some challenges	8 (6.9)	8 (6.5)	8 (8.6)		
No challenges	101 (87.1)	109 (88.6)	80 (86)		
Cannot assess	7 (6)	5 (4.1)	4 (4.3)		
Missing	2 (N/A)	1 (N/A)	0 (N/A)		

\*36 months of training in a 3YR program

\*\*36 or 48 months of training in a 4YR program

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<sup>a</sup>Cramer's V (effect size)

Abbreviations: YR, year; N/A, not applicable