

**Appendix 1:** Characteristics of the fellows by cohort

	Year 1 (N=3)	Year 2 (N=6)	Year 3 (N=5)	Total (N=14)
Physicians	2	4	3	9
Physician assistants	1	2	2	5
Fellow Practice Settings	Urban FQHC* (3)	Primary care office, large health system (2); Urban internal medicine office (1); Urban FQHC (1); University health (1); Geriatric care (1)	Primary care office, large health system (2); rural primary care office (1); Urban FQHC (2)	
Race/Ethnicity	100% Non-Hispanic, 2 (67%) white, 1 (33%) Black	100% Non-Hispanic, 5 (83%) white, 1 (17%) Asian	100% Non-Hispanic, 3 (60%) white, 2 (40%) Asian	100% Non-Hispanic, 10 (72%) white, 1 (7%) Black, 3 (21%) Asian
Age (average years)	Not Available	34.2	33.8	
Gender	3 (100%) Female	5 (83%) Female, 1 (17%) Male	4 (80%) Female, 1 (20%) Male	12 (86%) Female, 2 (14%) Male
Mean # Years in practice	9.33	4.08	4.9	6.1
Mean # hours/week patient care	17.33	31	33.8	27.37

\*Federally Qualified Health Center