

SUPPLEMENTARY DOCUMENT: Showing table containing all analysis including those significant and those not significant.

Note: Factors highlighted in yellow shows significant differences in burnout scores or subscale across categories

- a. Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in rank categories**

Education (3 categories):

BO

| Education | Obs | Rank sum |
|------------------|------------|---------------------------|
| Bachelors/Other | 85 | 27461 |
| Masters | 340 | 110284 |
| PhD | 220 | 70590 |
| chi2(2) = 0.047 | | chi2(2) with ties = 0.047 |
| Prob = 0.9767 | | Prob = 0.9767 |

EXH

| Education | Obs | Rank sum |
|------------------|------------|---------------------------|
| Bachelors/Other | 85 | 28467.5 |
| Masters | 340 | 110106.5 |
| PhD | 220 | 69761 |
| chi2(2) = 0.575 | | chi2(2) with ties = 0.577 |
| Prob = 0.7501 | | Prob = 0.7495 |

CYN

| Education | Obs | Rank sum |
|------------------|------------|---------------------------|
| Bachelors/Other | 85 | 26469.5 |
| Masters | 340 | 110277 |
| PhD | 220 | 71588.5 |
| chi2(2) = 0.383 | | chi2(2) with ties = 0.384 |
| Prob = 0.8256 | | Prob = 0.8253 |

PEFIC

| Education | Obs | Rank sum |
|------------------|------------|---------------------------|
| Bachelors/Other | 85 | 28020 |
| Masters | 340 | 110653 |
| PhD | 220 | 69662 |
| chi2(2) = 0.423 | | chi2(2) with ties = 0.424 |
| Prob = 0.8094 | | Prob = 0.8089 |

- b. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in tenure categories (5 categories and 3 categories)**

Tenure (5 categories):

BO

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical track | 92 | 27628.5 |
| Non-tenure track | 92 | 27628.5 |
| Teaching track | 149 | 47194 |
| Tenure track (research) | 84 | 27609 |
| Tenured | 152 | 49655 |
| chi2(4) = 2.345 | | chi2(4) with ties = 2.346 |
| Prob = 0.6727 | | Prob = 0.6725 |

EXH

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical track | 92 | 27404 |
| Non-tenure track | 149 | 47881.5 |
| Teaching track | 168 | 56210.5 |
| Tenure track (research) | 84 | 28116 |
| Tenured | 152 | 48723 |
| chi2(4) = 2.693 | | chi2(4) with ties = 2.700 |
| Prob = 0.6105 | | Prob = 0.6093 |

CYN

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical track | 92 | 27988 |
| Non-tenure track | 149 | 46316 |
| Teaching track | 168 | 55796.5 |
| Tenure track (research) | 84 | 27269 |
| Tenured | 152 | 50965.5 |
| chi2(4) = 2.640 | | chi2(4) with ties = 2.645 |
| Prob = 0.6198 | | Prob = 0.6189 |

PEFIC

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical track | 92 | 30195 |
| Non-tenure track | 149 | 48410 |
| Teaching track | 168 | 53728 |
| Tenure track (research) | 84 | 23656.5 |
| Tenured | 152 | 52345.5 |
| chi2(4) = 6.279 | | chi2(4) with ties = 6.298 |
| Prob = 0.1793 | | Prob = 0.1780 |

Tenure (3 categories):**BO**

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical/Teaching Track | 260 | 83877 |
| Non-tenure track | 149 | 47194 |
| Tenure/Tenure Track | 236 | 77264 |
| chi2(2) = 0.300 | | chi2(2) with ties = 0.300 |
| Prob = 0.8606 | | Prob = 0.8605 |

EXH

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical/Teaching Track | 260 | 83614.5 |
| Non-tenure track | 149 | 47881.5 |
| Tenure/Tenure Track | 236 | 76839 |
| chi2(2) = 0.072 | | chi2(2) with ties = 0.072 |
| Prob = 0.9647 | | Prob = 0.9646 |

CYN

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical/Teaching Track | 260 | 83784.5 |
| Non-tenure track | 149 | 46316 |
| Tenure/Tenure Track | 236 | 78234.5 |
| chi2(2) = 1.129 | | chi2(2) with ties = 1.132 |
| Prob = 0.5685 | | Prob = 0.5679 |

PEFIC

| TenureCat | Obs | Rank sum |
|-------------------------|------------|---------------------------|
| Clinical/Teaching Track | 260 | 83923 |
| Non-tenure track | 149 | 48410 |
| Tenure/Tenure Track | 236 | 76002 |
| chi2(2) = 0.022 | | chi2(2) with ties = 0.022 |
| Prob = 0.9891 | | Prob = 0.9890 |

- c. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in rank categories (5 and 4 categories)**

Rank (5 categories):

BO

| RankCat | Obs | Rank sum |
|-------------------------------|------------|---------------------------|
| Assistant Prof | 144 | 46897 |
| Associate Professor | 230 | 76780.5 |
| Clinical/Sessional Instructor | 101 | 29429 |
| Full Professor | 88 | 27707 |
| Instructor/Lecturer | 82 | 27521.5 |
| chi2(4) = 4.26 | | chi2(4) with ties = 4.262 |
| Prob = 0.3719 | | Prob = 0.3717 |

EXH

| RankCat | Obs | Rank sum |
|-------------------------------|------------|---------------------------|
| Assistant Prof | 144 | 48835 |
| Associate Professor | 230 | 75637.5 |
| Clinical/Sessional Instructor | 101 | 30061.5 |
| Full Professor | 88 | 27380.5 |
| Instructor/Lecturer | 82 | 26420.5 |
| chi2(4) = 3.535 | | chi2(4) with ties = 3.544 |
| Prob = 0.4725 | | Prob = 0.4712 |

CYN

| RankCat | Obs | Rank sum |
|-------------------------------|------------|---------------------------|
| Assistant Prof | 144 | 45153 |
| Associate Professor | 230 | 76857.5 |
| Clinical/Sessional Instructor | 101 | 29527 |
| Full Professor | 88 | 28539.5 |
| Instructor/Lecturer | 82 | 28258 |
| chi2(4) = 5.035 | | chi2(4) with ties = 5.045 |
| Prob = 0.2837 | | Prob = 0.2827 |

PEFIC

| RankCat | Obs | Rank sum |
|-------------------------------|------------|--------------------------|
| Assistant Prof | 144 | 42887.5 |
| Associate Professor | 230 | 72661.5 |
| Clinical/Sessional Instructor | 101 | 33667 |
| Full Professor | 88 | 30151.5 |
| Instructor/Lecturer | 82 | 28967.5 |
| chi2(4) = 6.41 | | chi2(4) with ties = 6.43 |
| Prob = 0.1706 | | Prob = 0.1693 |

Rank (4 categories):**BO**

| RankCat | Obs | Rank sum |
|---------------------|------------|---------------------------|
| Assistant Prof | 144 | 46897 |
| Associate Professor | 230 | 76780.5 |
| Clinical/Sessional | 183 | 56950.5 |
| Instructor/Lecturer | | |
| Full Professor | 88 | 27707 |
| chi2(3) = 1.708 | | chi2(3) with ties = 1.708 |
| Prob = 0.6352 | | Prob = 0.6351 |

EXH

| RankCat | Obs | Rank sum |
|---------------------|------------|---------------------------|
| Assistant Prof | 144 | 48835 |
| Associate Professor | 230 | 75637.5 |
| Clinical/Sessional | 183 | 56482 |
| Instructor/Lecturer | | |
| Full Professor | 88 | 27380.5 |
| chi2(3) = 2.749 | | chi2(3) with ties = 2.756 |
| Prob = 0.4320 | | Prob = 0.4308 |

CYN

| RankCat | Obs | Rank sum |
|---------------------|------------|---------------------------|
| Assistant Prof | 144 | 45153 |
| Associate Professor | 230 | 76857.5 |
| Clinical/Sessional | 183 | 57785 |
| Instructor/Lecturer | | |
| Full Professor | 88 | 28539.5 |
| chi2(3) = 1.475 | | chi2(3) with ties = 1.478 |
| Prob = 0.6880 | | Prob = 0.6874 |

PEFIC

| RankCat | Obs | Rank sum |
|---------------------|------------|--------------------------|
| Assistant Prof | 144 | 42887.5 |
| Associate Professor | 230 | 72661.5 |
| Clinical/Sessional | 183 | 62634.5 |
| Instructor/Lecturer | | |
| Full Professor | 88 | 30151.5 |
| chi2(3) = 5.892 | | chi2(3) with ties = 5.91 |
| Prob = 0.1170 | | Prob = 0.1160 |

- d. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in hours worked (4 categories)**

Hours Worked:

BO

| HrsworkCat | Obs | Rank sum |
|-------------------|------------|----------------------------|
| 35 hours or less | 86 | 19586 |
| 36-40 hours | 121 | 32563 |
| 41-45 hours | 119 | 34617.5 |
| 45+ hours | 319 | 121568.5 |
| chi2(3) = 67.126 | | chi2(3) with ties = 67.152 |
| Prob = 0.0001 | | Prob = 0.0001 |

EXH

| HrsworkCat | Obs | Rank sum |
|-------------------|------------|----------------------------|
| 35 hours or less | 86 | 18842 |
| 36-40 hours | 121 | 31763 |
| 41-45 hours | 119 | 35833 |
| 45+ hours | 319 | 121897 |
| chi2(3) = 73.248 | | chi2(3) with ties = 73.437 |
| Prob = 0.0001 | | Prob = 0.0001 |

CYN

| HrsworkCat | Obs | Rank sum |
|-------------------|------------|----------------------------|
| 35 hours or less | 86 | 21275.5 |
| 36-40 hours | 121 | 34468.5 |
| 41-45 hours | 119 | 34061.5 |
| 45+ hours | 319 | 118529.5 |
| chi2(3) = 45.530 | | chi2(3) with ties = 45.617 |
| Prob = 0.0001 | | Prob = 0.0001 |

PEFIC

| HrsworkCat | Obs | Rank sum |
|-------------------|------------|---------------------------|
| 35 hours or less | 86 | 27861 |
| 36-40 hours | 121 | 43105 |
| 41-45 hours | 119 | 39146.5 |
| 45+ hours | 319 | 98222.5 |
| chi2(3) = 6.067 | | chi2(3) with ties = 6.086 |
| Prob = 0.1084 | | Prob = 0.1075 |

Hours Worked (Dunn's Test):

Dunn's Pairwise Comparison of B0 by HrsworkCat
(Bonferroni)

| Col Mean- Row Mean | 35 hours | 36-40 ho | 41-45 ho |
|-----------------------|---------------------|---------------------|---------------------|
| 36-40 ho | -1.574478 0.3461 | | |
| 41-45 ho | -2.395304 0.0498 | -0.905836 1.0000 | |
| 45+ hour | -6.774457 0.0000 | -5.629478 0.0000 | -4.506759 0.0000 |

Dunn's Pairwise Comparison of EXH by HrsworkCat
(Bonferroni)

| Col Mean- Row Mean | 35 hours | 36-40 ho | 41-45 ho |
|-----------------------|---------------------|---------------------|---------------------|
| 36-40 ho | -1.653902 0.2944 | | |
| 41-45 ho | -3.114170 0.0055 | -1.607134 0.3241 | |
| 45+ hour | -7.209993 0.0000 | -6.020201 0.0000 | -4.052227 0.0002 |

Dunn's Pairwise Comparison of CYN by HrsworkCat
(Bonferroni)

| Col Mean- Row Mean | 35 hours | 36-40 ho | 41-45 ho |
|-----------------------|---------------------|---------------------|---------------------|
| 36-40 ho | -1.427238 0.4605 | | |
| 41-45 ho | -1.474181 0.4213 | -0.056896 1.0000 | |
| 45+ hour | -5.489898 0.0000 | -4.362147 0.0000 | -4.267427 0.0001 |

- e. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in percentage of hours teaching (3 categories)**

% Hours Teaching:

BO

| HRS_Teach | Obs | Rank sum |
|------------------|------------|---------------------------|
| 0-20% | 403 | 124317 |
| 21-40% | 179 | 64116 |
| >40% | 63 | 19902 |
| chi2(2) = 8.922 | | chi2(2) with ties = 8.926 |
| Prob = 0.0115 | | Prob = 0.0115 |

EXH

| HRS_Teach | Obs | Rank su3 |
|------------------|------------|---------------------------|
| 0-20% | 403 | 125021.5 |
| 21-40% | 179 | 63264.5 |
| >40% | 63 | 20049 |
| chi2(2) = 6.709 | | chi2(2) with ties = 6.727 |
| Prob = 0.0349 | | Prob = 0.0346 |

CYN

| HRS_Teach | Obs | Rank sum |
|------------------|------------|---------------------------|
| 0-20% | 403 | 124829 |
| 21-40% | 179 | 63462.5 |
| >40% | 63 | 20043.5 |
| chi2(2) = 7.208 | | chi2(2) with ties = 7.222 |
| Prob = 0.0272 | | Prob = 0.027 |

PEFIC

| HRS_Teach | Obs | Rank sum |
|------------------|------------|---------------------------|
| 0-20% | 403 | 134386.5 |
| 21-40% | 179 | 52454 |
| >40% | 63 | 21494.5 |
| chi2(2) = 6.498 | | chi2(2) with ties = 6.519 |
| Prob = 0.0388 | | Prob = 0.0384 |

% Hours Teaching (Dunn's Test):

Dunn's Pairwise Comparison of B0 by HRS_TechCate
(Bonferroni)

| Col Mean- Row Mean | 0-20% | 21-40% |
|-----------------------|---------------------|--------------------|
| 21-40% | -2.970632 0.0045 | |
| >40% | -0.294208 1.0000 | 1.549372 0.1819 |

Dunn's Pairwise Comparison of EXH by HRS_TechCate
(Bonferroni)

| Col Mean- Row Mean | 0-20% | 21-40% |
|-----------------------|---------------------|--------------------|
| 21-40% | -2.584717 0.0146 | |
| >40% | -0.317740 1.0000 | 1.290984 0.2951 |

Dunn's Pairwise Comparison of CYN by HRS_TechCate
(Bonferroni)

| Col Mean- Row Mean | 0-20% | 21-40% |
|-----------------------|---------------------|--------------------|
| 21-40% | -2.678579 0.0111 | |
| >40% | -0.333112 1.0000 | 1.334319 0.2731 |

Dunn's Pairwise Comparison of PEFIC by HRS_TechCate
(Bonferroni)

| Col Mean- Row Mean | 0-20% | 21-40% |
|-----------------------|---------------------|---------------------|
| 21-40% | 2.419088 0.0233 | |
| >40% | -0.306172 1.0000 | -1.766436 0.1160 |

- f. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in percentage of hours research (3 categories)**

% Hours Research:

BO

| HRS_Res | Obs | Rank sum |
|-----------------|------------|---------------------------|
| 0-20% | 564 | 182148.5 |
| 21-40% | 61 | 19938.5 |
| >40% | 20 | 6248 |
| chi2(2) = 0.091 | | chi2(2) with ties = 0.091 |
| Prob = 0.9556 | | Prob = 0.9556 |

EXH

| HRS_Res | Obs | Rank sum |
|-----------------|------------|---------------------------|
| 0-20% | 564 | 181303 |
| 21-40% | 61 | 20792.5 |
| >40% | 20 | 6239.5 |
| chi2(2) = 0.669 | | chi2(2) with ties = 0.671 |
| Prob = 0.7157 | | Prob = 0.7151 |

CYN

| HRS_Res | Obs | Rank sum |
|-----------------|------------|---------------------------|
| 0-20% | 564 | 182544 |
| 21-40% | 61 | 19437 |
| >40% | 20 | 6354 |
| chi2(2) = 0.057 | | chi2(2) with ties = 0.057 |
| Prob = 0.972 | | Prob = 0.972 |

PEFIC

| HRS_Res | Obs | Rank sum |
|-----------------|------------|---------------------------|
| 0-20% | 564 | 181971 |
| 21-40% | 61 | 19778 |
| >40% | 20 | 6586 |
| chi2(2) = 0.028 | | chi2(2) with ties = 0.028 |
| Prob = 0.9863 | | Prob = 0.9863 |

- g. Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in percentage of clinic hours (3 categories)

% Hours Clinic:

BO

| HRS_Clinic | Obs | Rank sum |
|-----------------|-----|---------------------------|
| 0-20% | 531 | 171278.5 |
| 21-40% | 95 | 30951.5 |
| >40% | 17 | 4816 |
| chi2(2) = 0.783 | | chi2(2) with ties = 0.783 |
| Prob = 0.6762 | | Prob = 0.6761 |

EXH

| HRS_Clinic | Obs | Rank sum |
|-----------------|-----|---------------------------|
| 0-20% | 531 | 171270 |
| 21-40% | 95 | 30943.5 |
| >40% | 17 | 4832.5 |
| chi2(2) = 0.744 | | chi2(2) with ties = 0.746 |
| Prob = 0.6893 | | Prob = 0.6886 |

CYN

| HRS_Clinic | Obs | Rank sum |
|-----------------|-----|---------------------------|
| 0-20% | 531 | 171392 |
| 21-40% | 95 | 30756 |
| >40% | 17 | 4898 |
| chi2(2) = 0.583 | | chi2(2) with ties = 0.584 |
| Prob = 0.7471 | | Prob = 0.7467 |

PEFIC

| HRS_Clinic | Obs | Rank sum |
|-----------------|-----|---------------------------|
| 0-20% | 531 | 168315 |
| 21-40% | 95 | 31723.5 |
| >40% | 17 | 7007.5 |
| chi2(2) = 4.789 | | chi2(2) with ties = 4.804 |
| Prob = 0.0912 | | Prob = 0.0905 |

h. Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in number of committees (3 categories)

Number of Committees:

BO

| CommitCat | Obs | Rank sum |
|------------------|------------|---------------------------|
| 2 or fewer | 45 | 14871.5 |
| 3 to 5 | 70 | 21424 |
| 6+ | 63 | 22010 |
| None | 467 | 150029.5 |
| chi2(3) = 1.953 | | chi2(3) with ties = 1.954 |
| Prob = 0.5822 | | Prob = 0.5821 |

EXH

| CommitCat | Obs | Rank sum |
|------------------|------------|---------------------------|
| 2 or fewer | 45 | 14593 |
| 3 to 5 | 70 | 21291.5 |
| 6+ | 63 | 21141.5 |
| None | 467 | 151309 |
| chi2(3) = 1.018 | | chi2(3) with ties = 1.021 |
| Prob = 0.7969 | | Prob = 0.7963 |

CYN

| CommitCat | Obs | Rank sum |
|------------------|------------|---------------------------|
| 2 or fewer | 45 | 15118.5 |
| 3 to 5 | 70 | 21753.5 |
| 6+ | 63 | 22635 |
| None | 467 | 148828 |
| chi2(3) = 3.159 | | chi2(3) with ties = 3.165 |
| Prob = 0.3678 | | Prob = 0.3669 |

PEFIC

| CommitCat | Obs | Rank sum |
|------------------|------------|---------------------------|
| 2 or fewer | 45 | 13872 |
| 3 to 5 | 70 | 23715.5 |
| 6+ | 63 | 20254 |
| None | 467 | 150493.5 |
| chi2(3) = 0.796 | | chi2(3) with ties = 0.798 |
| Prob = 0.8505 | | Prob = 0.8499 |

- i. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs number of course taught (4 categories)**

Number of Courses Taught:

BO

| Courses | Obs | Rank sum |
|------------------|------------|----------------------------|
| 1-2 courses | 95 | 23845.5 |
| 3-4 courses | 262 | 83024.5 |
| 5-6 courses | 173 | 61897 |
| 6+ courses | 114 | 38923 |
| chi2(3) = 21.670 | | chi2(3) with ties = 21.678 |
| Prob = 0.0001 | | Prob = 0.0001 |

EXH

| Courses | Obs | Rank sum |
|------------------|------------|----------------------------|
| 1-2 courses | 95 | 24935 |
| 3-4 courses | 262 | 82129.5 |
| 5-6 courses | 173 | 61592.5 |
| 6+ courses | 114 | 39033 |
| chi2(3) = 17.427 | | chi2(3) with ties = 17.472 |
| Prob = 0.0006 | | Prob = 0.0006 |

CYN

| Courses | Obs | Rank sum |
|------------------|------------|----------------------------|
| 1-2 courses | 95 | 23549.5 |
| 3-4 courses | 262 | 84326.5 |
| 5-6 courses | 173 | 61026 |
| 6+ courses | 114 | 38788 |
| chi2(3) = 20.892 | | chi2(3) with ties = 20.932 |
| Prob = 0.0001 | | Prob = 0.0001 |

PEFIC

| Courses | Obs | Rank sum |
|------------------|------------|----------------------------|
| 1-2 courses | 95 | 35593 |
| 3-4 courses | 262 | 81696 |
| 5-6 courses | 173 | 51888.5 |
| 6+ courses | 114 | 38512.5 |
| chi2(3) = 11.651 | | chi2(3) with ties = 11.687 |
| Prob = 0.0087 | | Prob = 0.0085 |

Number of Courses (Dunn's Test):

Dunn's Pairwise Comparison of BO by Courses
(Bonferroni)

| Col Mean- Row Mean | 1-2 cour | 3-4 cour | 5-6 cour |
|-----------------------|---------------------|---------------------|--------------------|
| 3-4 cour | -2.957319 0.0093 | | |
| 5-6 cour | -4.495344 0.0000 | -2.244352 0.0744 | |
| 6+ cours | -3.499287 0.0014 | -1.175922 0.7189 | 0.728906 1.0000 |

Dunn's Pairwise Comparison of EXH by Courses
(Bonferroni)

| Col Mean- Row Mean | 1-2 cour | 3-4 cour | 5-6 cour |
|-----------------------|---------------------|---------------------|--------------------|
| 3-4 cour | -2.291690 0.0658 | | |
| 5-6 cour | -3.942748 0.0002 | -2.337776 0.0582 | |
| 6+ cours | -3.096202 0.0059 | -1.387346 0.4960 | 0.608132 1.0000 |

Dunn's Pairwise Comparison of CYN by Courses
(Bonferroni)

| Col Mean- Row Mean | 1-2 cour | 3-4 cour | 5-6 cour |
|-----------------------|---------------------|---------------------|--------------------|
| 3-4 cour | -3.322779 0.0027 | | |
| 5-6 cour | -4.417924 0.0000 | -1.696657 0.2693 | |
| 6+ cours | -3.576758 0.0010 | -0.881747 1.0000 | 0.557737 1.0000 |

Dunn's Pairwise Comparison of PEFIC by Courses
(Bonferroni)

| Col Mean- Row Mean | 1-2 cour | 3-4 cour | 5-6 cour |
|-----------------------|--------------------|---------------------|---------------------|
| 3-4 cour | 2.824909 0.0142 | | |
| 5-6 cour | 3.150332 0.0049 | 0.652997 1.0000 | |
| 6+ cours | 1.427376 0.4604 | -1.248048 0.6360 | -1.691092 0.2725 |

- j. **Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs years worked (4 categories)**

Years Worked:

BO

| YrWorkedCat | Obs | Rank sum |
|--------------------|------------|---------------------------|
| 1 year or less | 45 | 12290.5 |
| 10+ years | 264 | 86378.5 |
| 2-5 years | 200 | 66033.5 |
| 6-10 years | 136 | 43632.5 |
| chi2(3) = 3.672 | | chi2(3) with ties = 3.674 |
| Prob = 0.2991 | | Prob = 0.2989 |

EXH

| YrWorkedCat | Obs | Rank sum |
|--------------------|------------|---------------------------|
| 1 year or less | 45 | 12405.5 |
| 10+ years | 264 | 84021.5 |
| 2-5 years | 200 | 67750.5 |
| 6-10 years | 136 | 44157.5 |
| chi2(3) = 4.513 | | chi2(3) with ties = 4.525 |
| Prob = 0.2111 | | Prob = 0.2101 |

CYN

| YrWorkedCat | Obs | Rank sum |
|--------------------|------------|---------------------------|
| 1 year or less | 45 | 12027.5 |
| 10+ years | 264 | 88716 |
| 2-5 years | 200 | 64146 |
| 6-10 years | 136 | 43445.5 |
| chi2(3) = 5.397 | | chi2(3) with ties = 5.407 |
| Prob = 0.1449 | | Prob = 0.1443 |

PEFIC

| YrWorkedCat | Obs | Rank sum |
|--------------------|------------|---------------------------|
| 1 year or less | 45 | 13275.5 |
| 10+ years | 264 | 90614 |
| 2-5 years | 200 | 60014.5 |
| 6-10 years | 136 | 44431 |
| chi2(3) = 7.210 | | chi2(3) with ties = 7.232 |
| Prob = 0.0655 | | Prob = 0.0649 |

k. Kruskal Wallis test to determine if total burnout scores (BO), exhaustion (EXH), cynicism (CYN), and professional efficacy (PEFIC) subscale of Maslach Burnout Inventory General Survey (MBI-GS) differs in position (4 categories)

Position:

BO

| PositionCat | Obs | Rank sum |
|---------------------|------------|----------------------------|
| Full time Permanent | 453 | 151703.5 |
| Full time Temporary | 75 | 25215.5 |
| Other | 54 | 16298.5 |
| Part-time | 63 | 15117.5 |
| chi2(3) = 15.429 | | chi2(3) with ties = 15.435 |
| Prob = 0.0015 | | Prob = 0.0015 |

EXH

| PositionCat | Obs | Rank sum |
|---------------------|------------|----------------------------|
| Full time Permanent | 453 | 151518.5 |
| Full time Temporary | 75 | 26146 |
| Other | 54 | 15103 |
| Part-time | 63 | 15567.5 |
| chi2(3) = 16.505 | | chi2(3) with ties = 16.548 |
| Prob = 0.0009 | | Prob = 0.0009 |

CYN

| PositionCat | Obs | Rank sum |
|---------------------|------------|----------------------------|
| Full time Permanent | 453 | 151568 |
| Full time Temporary | 75 | 24297 |
| Other | 54 | 17268.5 |
| Part-time | 63 | 15201.5 |
| chi2(3) = 13.882 | | chi2(3) with ties = 13.909 |
| Prob = 0.0031 | | Prob = 0.003 |

PEFIC

| PositionCat | Obs | Rank sum |
|---------------------|------------|---------------------------|
| Full time Permanent | 453 | 146798.5 |
| Full time Temporary | 75 | 23466.5 |
| Other | 54 | 17638.5 |
| Part-time | 63 | 20431.5 |
| chi2(3) = 0.259 | | chi2(3) with ties = 0.260 |
| Prob = 0.9675 | | Prob = 0.9674 |

Position (Dunn's Test):

Dunn's Pairwise Comparison of B0 by PositionCat
(Bonferroni)

| Col Mean- Row Mean | Full-tim | Full-tim | Other |
|-----------------------|---------------------|--------------------|--------------------|
| Full-tim | -0.056850 1.0000 | | |
| Other | 1.232687 0.6531 | 1.034070 0.9033 | |
| Part-tim | 3.789293 0.0005 | 3.022902 0.0075 | 1.790561 0.2201 |

Dunn's Pairwise Comparison of EXH by PositionCat
(Bonferroni)

| Col Mean- Row Mean | Full-tim | Full-tim | Other |
|-----------------------|---------------------|--------------------|--------------------|
| Full-tim | -0.609289 1.0000 | | |
| Other | 2.045113 0.1225 | 2.075303 0.1139 | |
| Part-tim | 3.491666 0.0014 | 3.191708 0.0042 | 0.944070 1.0000 |

Dunn's Pairwise Comparison of CYN by PositionCat
(Bonferroni)

| Col Mean- Row Mean | Full-tim | Full-tim | Other |
|-----------------------|--------------------|--------------------|--------------------|
| Full-tim | 0.457920 1.0000 | | |
| Other | 0.552226 1.0000 | 0.125599 1.0000 | |
| Part-tim | 3.726959 0.0006 | 2.598356 0.0281 | 2.273609 0.0690 |