Clinicians were categorized into four professional groups;

* Providers
* Nurses
* other clinical staff (e.g., patient care technicians, phlebotomists)
* administrative staff (e.g., clerks, unit managers)

Patient attributes:

* race
  + white
  + black
  + Asian
* Ethnicity
  + Hispanic
  + Non-Hispanic
* Sex
  + Male
  + Female
* age
* payer
* arrival mode (ambulatory vs. emergency transport)
* chief complaint
* primary diagnosis (ICD 10)
* comorbidities (AHRQ Elixhauser Comorbidity Index)
* payer (Private, Medicare, Medicaid, Uninsured)
* disposition (admitted to hospital vs. discharged to community)