

## Supplemental Digital Table 1

Ethnic Composition of the University of Pittsburgh School of Medicine and University of Pittsburgh Medical Center, Fiscal Year (FY) 2006-2012

Group	% of group						
	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12
<b>African American</b>							
Physicians	2.1	2.1	1.9	2.3	2.4	2.2	2.5
Residents	4.7	5.0	4.1	3.9	4.3	4.0	4.2
Medical students	9.6	8.1	9.0	8.8	8.6	8.3	8.1
Staff	10.0	10.9	10.9	10.5	9.7	9.5	9.4
<b>Hispanic</b>							
Physicians	2.1	2.4	2.7	2.5	2.8	2.9	2.8
Residents	2.8	3.4	2.8	3.2	3.9	3.4	4.3
Medical students	2.6	2.7	2.0	4.4	5.3	6.1	6.1
Staff	0.4	0.4	0.2	0.4	0.5	0.6	0.6

## Supplemental Digital Table 2

Mentee Feedback on the Promoting Academic Talent in the Health Sciences (PATHS) Program, 2011-2012\*

Positive feedback	% of respondents
Quality of program	85
Mentor effectiveness	67
Counseling about work/life balance	44
Career development guidance	77

\*Based on the feedback of 15 mentor-mentee pairs.