Supplemental Digital Appendix 1

Survey of Faculty Who Are 55 or Older at U.S. Medical Schools Accredited by the Liaison Committee on Medical Education

The Association of American Medical Colleges (AAMC), Group on Faculty Affairs (GFA) has undertaken a survey project: “Status of Late-Career Stage Faculty Members in US Medical Schools” and your institution is one of 30 selected to participate (an estimated 16,000 faculty members age 55+ have been invited to contribute to this effort). The goal of this project is to gain a better understanding of full-time faculty members in academic medicine who are age 55+. Specifically, we have two objectives: (1) to describe this group of faculty members, and (2) to assess this group’s work-life expectations. You have been identified by your institution as a full-time faculty member age 55+.

Your participation in this survey is voluntary. This survey should take approximately 5-10 minutes to complete. You may skip any particular questions or discontinue at any time. The AAMC and principal investigator, Dr. Kimberly Skarupski of Johns Hopkins University, consider these data to be anonymous and will only publicly present data in the aggregate. We will not share your responses with your institution or any other groups than those above.

Data collected will be used to develop a manuscript and presentations to inform the academic medicine community about how to best support faculty as they prepare for late career transitions. If you have any questions about this research, please contact Dr. Kimberly Skarupski at kskarupski@jhmi.edu or Valerie Dandar at vdandar@aamc.org. If you have any questions or concerns about the confidentiality of this survey or your rights as a participant, please contact the AAMC Human Subjects Research Protection program at hsrppadministrator@aamc.org.

By participating, you will be contributing valuable information to the academic medicine community about how Faculty Affairs offices can better support late career faculty. The AAMC has taken numerous steps to protect participants in this survey,

however IRB requirements require that you are informed that if the information collected were to become public it could prove personally uncomfortable.

This research has been reviewed according to AAMC policies and procedures and has received IRB approval. By continuing, you acknowledge that you have read and understood this data disclosure and agree to participate in this survey.

Thank you for taking the time to participate in this important project.

Click the Next button below to continue.

This first section asks standard sociodemographic questions.

1. What is your age? (Please use whole number format)

Age _____

2. What is your biological sex?

☐ Male

☐ Female

3. What is your current gender identity?

☐ Male

☐ Female

☐ Transgender Male

☐ Transgender Female

☐ Genderqueer/Gender non-conforming

☐ Different identity (Please state): _____

4. How do you self identify? Please select all that apply.

☐ Hispanic, Latino, or of Spanish origin

☐ American Indian or Alaska Native

☐ Asian

☐ Black or African American

☐ Native Hawaiian or other Pacific Islander

☐ White

☐ Other (Please specify): _____

5. Are your personal finances currently sufficient for your estimated living expenses upon retirement? (e.g. healthcare, housing, bills, etc.)

☐ Yes

☐ No

☐ Unsure

6. Are you currently...
- ☐ Single, never married
 - ☐ Single (separated, divorced, or widowed)
 - ☐ Partnered or married
7. Please provide the following information about your family using numeric format. (e.g. 0,1,2 etc.)
- Number of people living in your household _____
- Number of living children _____
- Number of living grandchildren _____
8. Are you currently providing care on an on-going basis to a family member, friend, or neighbor with a chronic illness or disability? *(This would include any kind of help with basic activities such as dressing, bathing, grooming this person; managing bills; arranging for medical care; watching or supervising this person; or providing transportation)*
- ☐ Yes
 - ☐ No
 - ☐ I prefer not to answer
9. Does the person for whom you provide on-going care currently live with you?
- ☐ Yes
 - ☐ No
 - ☐ I prefer not to answer
10. How much of a mental or emotional strain is it on you to provide this care?
- ☐ No strain
 - ☐ Some strain
 - ☐ A lot of strain
 - ☐ I prefer not to answer
11. What is your current academic position?
- ☐ Professor
 - ☐ Associate Professor
 - ☐ Assistant Professor
 - ☐ Instructor or Lecturer
 - ☐ Other (Please specify): _____
12. What is your highest earned academic degree?
- ☐ MD (includes foreign equivalents)
 - ☐ PhD or other health doctorate
 - ☐ MD/PhD
 - ☐ MD and other degree (e.g. MD/MPH)
 - ☐ PhD and other degree (e.g. PhD/MBA)
 - ☐ DO
 - ☐ Other (Please specify): _____

13. What is your current tenure status?

- ☐ On tenure track, but not tenured
- ☐ Tenured
- ☐ Not on tenure track
- ☐ No tenure at this medical school

14. My primary department appointment is...

- ☐ Anatomy
- ☐ Anesthesiology
- ☐ Biochemistry
- ☐ Dermatology
- ☐ Emergency Medicine
- ☐ Family Medicine
- ☐ Genetics
- ☐ Internal Medicine (including subspecialties)
- ☐ Microbiology
- ☐ Molecular and Cellular Biology
- ☐ Neurology
- ☐ Neurosciences
- ☐ Neurosurgery
- ☐ OBGYN
- ☐ Ophthalmology
- ☐ Orthopedic Surgery
- ☐ Otolaryngology
- ☐ Pathology
- ☐ Pediatrics (including subspecialties)
- ☐ Pharmacology
- ☐ Physical Medicine and Rehabilitation
- ☐ Physiology
- ☐ Psychiatry
- ☐ Radiology
- ☐ Radiation Oncology
- ☐ Surgery (including subspecialties)
- ☐ Urology
- ☐ Other (Please Specify): _____

15. My role is primarily as a:

- ☐ Basic Scientist
- ☐ Clinician
- ☐ Clinician Scientist
- ☐ Other (Please specify): _____

16. Please indicate the approximate percentage of time/effort you currently spend on each activity. Your responses should add up to 100%, using whole number responses.

Teaching/Education _____

Research/Scholarship _____

Patient Care/Clinical Services _____

Administration/Institutional Service _____

17. Please provide the following information about your current mentoring activities.

Number of Mentors _____

Number of Mentees _____

18. I generally meet with my mentor or mentees...

	Weekly	Twice Monthly	Monthly	Once every few months	Twice a year	Once a year	N/A
Number of Mentors	☐	☐	☐	☐	☐	☐	☐
Number of Mentees	☐	☐	☐	☐	☐	☐	☐

19. For how many years have you been working in academia? Please use a whole number response.

Years _____

20. Did you take any breaks during the course of your career in academic medicine? (e.g. for child care/elder care)

☐ Yes. Please specify the number of years or months:

☐ No

21. For how many years have you been a faculty member at your current institution? Please use a whole number response.

Years _____

22. Would you advise a family member or friend to pursue a career in academic medicine?

- ☐ Yes
- ☐ No (Please specify reason): _____
- ☐ Unsure (Please specify reason): _____

These next 6 questions measure health and well-being.

23. In general, would you say your health is...

- ☐ Excellent
- ☐ Very good
- ☐ Good
- ☐ Fair
- ☐ Poor

24. During the past week, for much of the time, I felt depressed.

- ☐ Yes
- ☐ No

25. During the past week, for much of the time, I felt happy.

- ☐ Yes
- ☐ No

26. How would you rate your quality of life?

- ☐ Very good
- ☐ Good
- ☐ Neither good nor poor
- ☐ Poor
- ☐ Very poor

27. How often do you get the social and emotional support you need?

- ☐ Always
- ☐ Usually
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

28. I find comfort in my religion or spirituality.

- ☐ Many times a day
- ☐ Every day
- ☐ Most days
- ☐ Some days
- ☐ Once in a while
- ☐ Never/Almost never
- ☐ Not Applicable

These final 8 questions assess your late-career work-life expectations.

29. Have you thought about or begun to think about retiring from full-time employment in academic medicine?

This question is specifically about retiring from a full-time faculty appointment. If you are considering a part-time or phased employment, please still indicate the time at which you would transition from a full-time appointment.

- ☐ Yes, I plan to or think I might retire from full-time employment at age: _____
- ☐ I am not sure about when I might retire from full-time employment, but it will likely be in the next 5 years.
- ☐ I am not sure about when might retire from full-time employment, but it will likely be in the next 10 years.
- ☐ No, I haven't yet begun to think about retiring from full-time employment. (Please specify why not): _____

30. If you were to retire from full-time employment, which of the following **personal factors** might affect your retirement decisions (select all that apply)?

My...

- ☐ plans for post-retirement
- ☐ spouse/partner's plans and opinion
- ☐ health
- ☐ personal finances
- ☐ family circumstances (e.g. need to provide care for loved ones)
- ☐ health insurance coverage options (i.e. bridge medical insurance)
- ☐ feeling devalued for my contribution(s)
- ☐ having lost interest in academic medicine
- ☐ sense of burnout
- ☐ Other (Please specify): _____

31. If you were to retire from full-time employment, which of the following **professional factors** might affect your retirement decisions (select all that apply)?

- ☐ The presence of a successor
- ☐ The willingness of the department to continue support for those individuals who depend on me (e.g. post docs, graduate students, fellows)
- ☐ Institutional/departmental offerings for phased retirement or part-time appointments
- ☐ Lack of advancement opportunities
- ☐ Changes in institutional leadership
- ☐ Challenging relationship with supervisor
- ☐ Lack of role clarity or certainty
- ☐ Challenges with grant funding
- ☐ Change in allocation of effort (e.g. changed focus of work)
- ☐ Other (Please specify): _____

32. If, upon considering retirement, you had the option to move to a part-time appointment, would you?

- ☐ Yes, I'd prefer to change my appointment to (provide approximate hours a week): _____
- ☐ No, however, I would be interested in phased retirement
- ☐ No
- ☐ Unsure

33. After you have retired from full-time employment in academic medicine, if you could choose one academic mission area in which to continue to spend your time (whether a phased retirement, part-time appointment, or as a volunteer), what would that be?

- ☐ Teaching/Education
- ☐ Research/Scholarship
- ☐ Patient Care/Clinical Service
- ☐ Administration/Institutional Service

34. After you have retired from full-time employment in academic medicine, do you envision spending more time engaged in other non-academic activities? (e.g. hobbies, community service, faith-based organizations etc.)?

- ☐ Yes (Please briefly describe): _____
- ☐ No
- ☐ Unsure

35. After you have retired from full-time employment in academic medicine, what would your "ideal typical day" look like?

36. What would you call that stage of your life, per the question above? (e.g retirement, transition, golden years, engaged in an encore career?)

37. What would you like from your institution upon your full-time retirement? Please select up to 3 items below of most importance to you.

- ☐ Office/lab space
 - ☐ Administrative support
 - ☐ Email
 - ☐ Part-time teaching roles
 - ☐ Part-time mentoring roles
 - ☐ Retiree Association/Emeritus College
 - ☐ Parking
 - ☐ Gym
 - ☐ Health insurance
 - ☐ Library services
 - ☐ Community service opportunities
 - ☐ Internal grant funding
 - ☐ Bridge funding
 - ☐ Mentoring opportunities
 - ☐ Other (Please specify):
-

38. In your opinion, what should your institution continue to do or consider offering to make the transition to retirement smooth and manageable for faculty? (e.g. institutional policies, development programming, benefits, etc.)