

## **Supplemental Digital Appendix 1**

### **Interview Questions Asked of Early-Career Physician Scientists Who Received Awards in the First Year of the Doris Duke Charitable Foundation's Fund to Retain Clinical Scientists, 2018**

#### **Work-Life Integration Experiences and Need for Program**

1. The FRCS award is for clinician-scientists with caregiving responsibilities, so I know you do lots of things--can we start with you telling me a bit about the different hats that you wear in your life?
2. Please tell me some stories about the sorts of challenges you have faced integrating all of those responsibilities.
3. What were your career goals at the time you applied for the FRCS award, and have those goals changed since then?
4. Please tell me more about the nature of the caregiving need that you faced when you applied for the award and whether it has changed. [Characterize duration of caregiving, living arrangements]. Specifically, what physical and/or psychosocial needs do you fulfill and how?
5. Please describe any stressors you have experienced as a caregiver, including financial, emotional, or other challenges. Are you the primary breadwinner in your household—do you have a partner who contributes financially or in other ways?
6. Do you share your caregiving responsibilities with anyone else? What sorts of networks are available to you for support?
7. Have you discovered any creative ways to help facilitate work-life integration or maintain your emotional well-being through all of this?
8. We've heard some stories from applicants that suggest that race, religion, cultural background, socioeconomic status, and/or family upbringing (including your own and/or that of your partner) might play a role in affecting the ways one integrates work and life. What thoughts could you share along those lines?

#### **Experiences with FRCS and the Institutional Environment**

1. When you applied for the FRCS award, what were your hopes about what receiving the award might do for you?
2. Did you have any worries about stigma or privacy relating to having to describe a caregiving role in order to apply for this award? [If yes and no description, prompt to describe—"tell me more about those; in what way"].
3. How have you used the funding you received as part of this program?
4. I understand from the program directors that many sites offer additional services as part of the program, like coaching, workshops, social networking events, and other opportunities for career development. Has your program offered any of these additional services, and what have been your own experiences with and impressions of them?
5. How has being a part of the FRCS program affected you, your career, and your home life so far?
6. Do you have any reason to believe the program might have affected any individuals who aren't directly funded by the awards like you are? [If yes, how so].
7. What has been the overall impact of the FRCS program at your institution so far, in your opinion?

### **Future Guidance**

We want to close by getting your advice. First, regarding the program itself:

1. How might program leaders improve the FRCS program at your institution?
2. How should program leaders spread the word about future opportunities to apply for the FRCS program?

Finally, we have a few parting bigger-picture questions.

1. What kinds of things might institutions and leaders in academic medicine do that might help alleviate the sorts of challenges you face?
2. What are the biggest barriers that are faced by young people trying to stay in careers as physician-researchers?
3. Is there anything else you think institutions and leaders in academic medicine can do to promote the success and retention of junior faculty pursuing careers as physician-scientists?
4. Is there anything I haven't asked that you think is important?