

Supplemental Digital Appendix 1

Semistructured Interview Guide for a Study to Examine How Mentoring Relationships May Reinforce or Mitigate Gender Inequities in Academic Medicine, 2019

Background questions:

What is your current position?

What are your current professional responsibilities?

How did you get to your current position?

Questions about professional history:

Can you please tell me about your...

- Training, post-doctoral positions
- Experiences with mentors
- Experiences of obtaining first “real job”/faculty position
- Experiences of going up for promotion/tenure
- Experiences of negotiating for resources
 - o Start-up packages
 - o Compensation
 - o Other resources you’ve negotiated for?
- Experiences of seeking or occupying leadership positions
- Experiences of being a mentor

- High points/low points in career

- Experiences of balancing work with family or other priorities

Questions about academic medicine:

There is a widespread belief that academic medicine functions as a meritocracy. In your experience, how does the meritocracy function?

Have you ever experienced or observed a situation in which the person who was most qualified for a position didn’t get the job?

Have you ever been a part of or observed a situation in which important resources weren’t distributed equitably, such as start-up funds, lab space, etc.?

Do you know how decisions are made at your institution?

How do people come to occupy leadership positions at your institution?

Are there term limits on leadership positions at your institution?

Gender inequities:

Are you aware of the 2018 National Academies report on gender inequities in academic science and medicine? If yes, what are your impressions of the report?

How has your gender played a role of your experience in academic medicine?

Have you experienced challenges or difficulties in your career that you think might be associated with or attributable to your gender?

Have you seen people of other genders having different experiences than you've had?

Have you ever seen or heard of a colleague experiencing challenges or difficulties in academic medicine that could have been related to their gender?

Have you seen or heard of a colleague experiencing advantages in academic medicine that could have been related to their gender?

Why do you think we continue to have a "leaky pipeline" in academic medicine? (What are your impressions of the reasons why women leave academic medicine at higher rates than men?)

How does your institution respond to gender inequities, broadly defined?

Have you been a part of any efforts to address gender-related inequities in academic medicine?

What policies or approaches to mitigating gender inequities have you seen that you think were effective?

What policies or approaches to mitigating gender inequities do you think might be effective?

Wrap-up:

Is there anything we haven't talked about that you would like to discuss?