

Supplemental Digital Appendix 1

ELUM Survey Questionnaire

Thank you for participating in this survey. We are collecting information on the prevalence and nature of negative behaviors women physicians experience in the workplace, particularly bullying as a form of gender-based mistreatment.

These questions delve into how often you may have experienced particular negative behaviors. Some of these questions are sensitive in nature, but they are important to ask for us to get sense of your experience with these behaviors. You may stop the survey at any time. Partial results will not be used in our study. Your individual information is confidential and will not be released to any groups or outside organizations.

You will receive \$30 for completing the survey. This survey takes approximately 5 minutes to complete.

By participating in this survey, you are providing your consent. The consent information is linked below.

[Attachment: "Study Information for Informed Consent.pdf"]

1. Have you ever experienced mistreatment due to your gender? (Mistreatment is defined as being treated badly through physical, verbal, or psychological means).
 1. Yes
 2. No → Skip to #15-demographic questions
2. **[IF Q1=1]** Do you think the mistreatment you experienced was intended to hold you back professionally or prevent you from advancing in your medical career?
 1. Yes
 2. No
3. **[IF Q1=1]** In which setting(s) did you experience mistreatment? (Select all that apply)
 1. University/College for undergraduate training
 2. Medical school
 3. Other formal advanced degree program (PhD, MPH, MEd, MS, etc.)
 4. Residency
 5. Fellowship
 6. Dedicated research training
 7. Independent practice/attending physician
 8. Other (Specify)

4. **[IF Q1=1]** Think back to the time in your career when you experienced what you felt to be the most significant mistreatment.

How often did you experience the following types of mistreatment from **a MALE**?

Please use the scale of never, now and then, monthly, weekly, daily to answer how often you experienced these types of mistreatment from **a MALE**.*

Scale:

1	2	3	4	5
Never	Now and then	Monthly	Weekly	Daily

1. [4_1] Withholding information that affected your performance
 2. [4_2] Repeated reminders of your errors or mistakes
 3. [4_3] Persistent criticism of your work and effort
 4. [4_4] Spreading of gossip and rumors about you
 5. [4_5] Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life
 6. [4_6] Being shouted at or being the target of spontaneous anger (or rage)
 7. [4_7] Being ignored or excluded
 8. [4_8] Being ignored or facing a hostile reaction when you approach
 9. [4_9] Practical jokes carried out by people with whom you don't get along
5. **[IF Q1=1]** Think back to the time in your career when you experienced what you felt to be the most significant mistreatment.

How often did you experience the following types of mistreatment from **a FEMALE**?

Please use the scale of never, now and then, monthly, weekly, daily to answer how often you experienced these types of mistreatment from **a FEMALE**.*

Scale:

1	2	3	4	5
Never	Now and then	Monthly	Weekly	Daily

1. [5_1] Withholding information that affected your performance
2. [5_2] Repeated reminders of your errors or mistakes
3. [5_3] Persistent criticism of your work and effort

*Survey question #s 4 (4_1-4_9), 5 (5_1-5_9), 7, 10 and 11 were taken from the Short-Negative Acts Questionnaire referenced at Notelaers G, Van der Heijden B, Hoel H, Einarsen S. Measuring Bullying at Work with the Short-Negative Acts Questionnaire: Identification of Targets and Criterion Validity. *Work & Stress*. 2019;33(1):58-75. This is an Open Access article distributed under the terms of the Creative Commons Attribution License (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

4. [5_4] Spreading of gossip and rumors about you
5. [5_5] Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life
6. [5_6] Being shouted at or being the target of spontaneous anger (or rage)
7. [5_7] Being ignored or excluded
8. [5_8] Being ignored or facing a hostile reaction when you approach
9. [5_9] Practical jokes carried out by people with whom you don't get along

[Q6 INTRO] We define bullying as a situation that persists over time (is not a one-time incident); is perceived by the victim as being on the receiving end of negative actions from one or more perpetrators; and puts the victim in a situation in which it is difficult for them to defend themselves against the negative actions.

6. Have you ever been bullied at work?
 1. Yes
 2. No
7. **[IF Q6=1]** By whom were you bullied? (Select all that apply)
 1. My immediate superior
 2. Other superiors/managers in the organization
 3. Colleagues
 4. Subordinates
 5. Residents/Fellows
 6. Nurses
 7. Allied health professionals (i.e.: respiratory therapist, pharmacists, social workers)
 8. Patients
 9. Students
 10. Others (Specify)
8. **[IF Q6=1]** In what type of medical setting(s) did you experience bullying? (Select all that apply)
 1. Academic Medical Center
 2. Academic/Hospital-based Private Practice
 3. Community Medical Center
 4. Community based Private Practice
 5. Federal government medical center (VA, Federally Qualified Health Center, Military Center)
 6. Other (Specify)
9. **[IF Q6=1]** During the period of time that you experienced bullying, how often did it occur?
 1. Now and then
 2. Monthly
 3. Weekly
 4. Almost daily

10. **[IF Q6=1]** How many of your bullies were **FEMALE**? **[Open text]** *[Field note: You must enter a whole number. Please provide your best estimate. If you are unable to provide an estimate you may leave this field blank.]*
11. **[IF Q6=1]** How many of your bullies were **MALE**? **[Open text]** *[Field note: You must enter a whole number. Please provide your best estimate. If you are unable to provide an estimate you may leave this field blank.]*
12. **[IF Q6=1]** Please share with us how bullying has affected your own career experiences. *[Field note: Please list N/A if you cannot think of anything at the moment.]*
13. **[IF Q6=1]** Please share your perspective on how bullying has affected the careers of other women physicians seeking leadership opportunities or career advancement in academic medicine. *[Field note: Please list N/A if you cannot think of anything at the moment.]*
14. **[IF Q6=1]** What interventions might be useful to mitigate the impact of bullying on the experiences of women physicians seeking leadership opportunities or career advancement in academic medicine? *[Field note: Please list N/A if you cannot think of anything at the moment.]*
15. What is your age?
 1. 31 - 40 years
 2. 41 - 50 years
 3. 51 - 60 years
 4. 61 - 70 years
 5. 71 years or more
 6. Prefer not to answer
16. What is your gender identity now?
 1. Female
 2. Male
 3. Non-binary
 4. Another gender identity
 5. Prefer not to answer
17. How many years have you been practicing as a physician (beyond medical school)?
 1. Less than 5 years
 2. 5 - 10 years
 3. 11 - 20 years
 4. 21 - 30 years
 5. 31 years or more
 6. Prefer not to answer
18. What type of setting best describes your primary practice?
 1. Academic Medical Center

2. Academic/Hospital-based Private Practice
 3. Community Medical Center
 4. Community based Private Practice
 5. Federal government medical center (VA, Federally Qualified Health Center, Military Center)
 6. Other (Specify)
19. What best describes your current leadership role? (Select all that apply)
1. C-suite (CEO, CMO, CFO, etc.)
 2. Dean at a medical school
 3. Department Chair
 4. Vice Chair
 5. Division Chief
 6. Program Director
 7. Medical Director
 8. Other (Specify)

Supplemental Digital Appendix 2

Flowchart of ELAM Graduates in the Original Population, Sampling of That Population, Survey Return, Positive Screening for Mistreatment, and Number of Women Physician Leaders Who Reported They Experienced Bullying

