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My current role is best described as	
Medical student	
Orthopedic surgery resident physician	
Academic orthopedic surgeon	
Community/private practice orthopedic surgeon	
Qualitative	
Mentorship is defined as "A dynamic relationship between two individuals, aimed at	
fostering the development of the less experienced person." (Kensinger et al, $JAMA$	
Surgery, 2015).	
What makes mentorship outstanding?	
	_
	//

Have there been any barriers related to gender, race, ethnicity or culture in your mentor-mentee relationships?
What would make your mentor-mentee relationship stronger?
Quantitative - MS
Qualititative - M3
How many mentors do you have in Orthopedic Surgery?
I do not have a mentor in orthopedic surgery
) 1
2
3
4 or more

When answering the following questions, consider only the orthopedic mentor you find most meaningful.

Length of mentoring relationship:
1-3 months
3-6 months
1-2 years
3-4 years
5+ years
At which point in your training was your relationship established?
Before college
College
Pre-medical school gap year(s)
○ Ml
How often do you have contact with your orthopedic mentor?
Annually

/15/22, 4:02 PM	Qualtrics Survey Software
Every 6 months	
Monthly	
Weekly	
We are not currently in contact	
In which formats do you interact wit (Select <u>all</u> that apply)	th your orthopedic mentor?
Email	
Phone	
In-person	
Text message	
Internet video (e.g., Zoom)	
Over the course of your relationship, in	which format have you <b>most</b>
<u>frequently</u> interacted with your orthope	
) Email	
O Phone	
In-person	
Text message  Internet video (e.a. 700m)	
Internet video (e.g., Zoom)	

Through which channel were you introduced to your most meaningful mentor?

What expectations have not been met?

How much have m	nentors <b>co</b> l	ntributed :	to vour int	erest in	
orthopedics throu			-	<u>Cicst III</u>	
	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to orthopedic role models	$\bigcirc$	$\circ$	0	$\circ$	$\bigcirc$
Development of clinical skills	$\circ$	$\circ$	$\circ$	$\circ$	$\bigcirc$
Participation in research	0	$\circ$	0	0	$\bigcirc$
Developing a sense of belonging in orthopedic surgery	0	0	0	0	0
Conversations about professional topics	$\circ$	$\circ$	$\circ$	$\circ$	$\bigcirc$
Conversations about personal topics	$\circ$	$\circ$	0	$\circ$	$\bigcirc$
Morale and confidence building	0	0	0	0	0

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3/15/22, 4:02 PM

relationships?

To what extent are each of these functions **fulfilled** by your current mentoring

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Exposure to orthopedic role models	0	$\circ$	$\circ$	$\circ$	$\bigcirc$
Development of clinical skills	$\bigcirc$	$\circ$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Participation in research		$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Developing a sense of belonging in orthopedic surgery	0	0	$\circ$	0	0
Conversations about professional topics	$\bigcirc$	$\circ$	$\circ$	$\circ$	$\circ$
Conversations about personal topics	0	0	$\circ$	0	$\circ$
Morale and confidence building	$\bigcirc$	$\circ$	$\bigcirc$	$\circ$	$\circ$

# My mentor **does** the following in our interactions:

	Never	Rarely	Sometimes	Often	Always
Answers questions based on their knowledge/experience	0	0	0	0	0
Gives advice based on their knowledge/experience	0	0	0	0	0
Connects me with people and/or opportunities to advance my career		0	0	0	0
Helps me think through decisions/situations by listening and asking questions	$\bigcirc$	0	$\circ$	0	0

## I would like my mentor to do more of the following:

			Somewhat	t		
	Currently sufficient	A little more frequently	more frequently	More frequently	A lot more frequently	
Answer questions based on their knowledge/experience	0	0	0	0	0	
Give advice based on their knowledge/experience	0	0	0	0	0	
Connect me with people and/or opportunities to advance my career	0	0	0	0	$\circ$	
Help me think through decisions/situations by listening and asking questions	0	0	$\circ$	0	0	

For effective mentoring, how important is it that mentors/mentees share:

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Gender	$\bigcirc$		$\bigcirc$	$\bigcirc$	$\bigcirc$
Race/ethnicity		$\bigcirc$		$\bigcirc$	
Life experiences		$\bigcirc$		$\bigcirc$	
Professional interests		$\bigcirc$		$\bigcirc$	
Personal interests					

#### No mentor

Would you prefer to have a mentor in orthopedic surgery?
Yes  Maybe  No
How important to you is it to have a mentor in orthopedic surgery?
Extremely important  Very important  Moderately important  Slightly important  Not at all important
What, if any, do you perceive to be the barriers to obtaining a mentor in orthopedic surgery?

Do you have any other comments to add about your experience with mentorship in orthopedic surgery?
Demographic - MS
In which geographic region is your medical school?
<ul> <li>West</li> <li>Southwest</li> <li>South</li> <li>Midwest</li> <li>Southeast</li> <li>Northeast</li> <li>Prefer not to say</li> </ul>
What year are you in medical school? If you are currently taking a year out of your program, select the year you most recently completed.
MS1  MS2  MS3

/15/22, 4:04 PM  MS4	Qualtrics Survey Software
MD/PhD in research years	
Prefer not to say	
With which gender do you most ide	entify?
Male	
) Female	
Transgender Male	
Transgender Female	
Gender binary non-conforming	
Other	
Prefer not to say	
Do you self-identify as an LGBTQIA	individual?
) Yes	
○ No	
Prefer not to say	
Age	

Are you of Hispanic, Latino, or Spanish origin?
O Yes
O No
O Prefer not to say
How would you describe yourself?
(Check all that apply)
White
Black or African American
American Indian or Alaska Native
Asian
Native Hawaiian or Pacific Islander
Other
Prefer not to say
How would you describe your average household income when you
were growing up?
O Below \$40,000
\$40,001 - \$80,000
\$80,001 - \$120,000
\$120,001 - \$160,000
\$160,001 - \$200,00
More than \$200,000

3/15/2	2, 4:05 PM	Qualtrics Survey Software
$\bigcirc$	Not sure	
$\bigcirc$	Prefer not to say	
١	What is the highest level of	education your <b>mother</b> completed?
$\bigcirc$	Less than high school	
$\bigcirc$	High school graduate/GED	
$\bigcirc$	Some college	
$\bigcirc$	2 year college degree	
$\bigcirc$	4 year college degree	
$\bigcirc$	Master's degree	
$\bigcirc$	PhD or professional degree (MD,	JD)
$\bigcirc$	Not sure	
0	Prefer not to say	
١	What is the highest level of	education your <b>father</b> completed?
$\bigcirc$	Less than high school	
$\bigcirc$	High school graduate/GED	
$\bigcirc$	Some college	
$\bigcirc$	2 year college degree	
$\bigcirc$	4 year college degree	
$\bigcirc$	Master's degree	
$\bigcirc$	PhD or professional degree (MD,	JD)
$\bigcirc$	Not sure	
$\bigcirc$	Prefer not to say	

#### **Quantitative - Resident**

now many mentors do you have in Orthopedic surgery?
I do not have a mentor in orthopedic surgery  1 2 3 4 or more
When answering the following questions, consider <b>only the orthopedic mentor you find </b> most meaningful.
Length of mentoring relationship:
<ul> <li>1-3 months</li> <li>3-6 months</li> <li>1-2 years</li> <li>3-4 years</li> <li>5+ years</li> </ul>

At which point in your training was your relationship established?

$\bigcirc$	Before college
$\bigcirc$	College
$\bigcirc$	Pre-medical school gap year(s)
$\bigcirc$	M1
$\bigcirc$	M2
$\bigcirc$	M3
$\bigcirc$	M4
$\bigcirc$	Research year in medical school
$\bigcirc$	PGYI
$\bigcirc$	PGY2
$\bigcirc$	PGY3
$\bigcirc$	PGY4
$\bigcirc$	PGY5
$\bigcirc$	Research year in residency
F	How often do you have contact with your orthopedic mentor?
$\bigcirc$	Annually
$\bigcirc$	Every 6 months
$\bigcirc$	Monthly
$\bigcirc$	Weekly
$\bigcirc$	We are not currently in contact
	n which formats do you interact with your orthopedic mentor? Select <u>all</u> that apply)
	Email

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3/15/22, 4:05 PM

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Pho	e
☐ In-	erson
Tex	message
☐ Inte	net video (e.g., Zoom)
Ove	the course of your relationship, in which format have you most
<u>freq</u>	<u>iently</u> interacted with your orthopedic mentor?
O Em	il
O Pho	ne
O In-I	erson
O Tex	message
	net video (e.g., Zoom)
Thro	ugh which channel were you introduced to your most meaningfu
mer	tor?
O For	nal mentoring program through medical school
	nal mentoring program through residency program
	nal mentoring program through national organization
	ily/friend
	cal education
	earch experience
	erence/meeting connection
Oth	

Interactions with my mentor are useful for navigating my current activities,

decisions, and cl	hallenges			
Never	Rarely	Sometimes	Often	Always
Interactions with	my mentor are	e useful for navigati	ng my <u>future</u>	career path
Never	Rarely	Sometimes	Often	Always
My expectation met	s for my orth	opedic mentorshi	ip relationsh	ip have been
Stronglydisagree	Disagree	Neatral	Agree	Stronglyagree
What expectati	ons of your n	nentoring relation	ship have no	ot been met?
				/

How **important** are/were each of the following in helping you **cope** with the challenges of residency?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to career role models	$\circ$	$\circ$	$\circ$	$\bigcirc$	$\circ$
Clinical skills development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Research development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Sense of belonging in orthopedic surgery	0	$\circ$	0	$\bigcirc$	$\circ$
Conversations about professional topics	$\circ$	$\bigcirc$	0	$\circ$	$\bigcirc$
Conversations about personal topics	$\circ$	$\bigcirc$	0	$\bigcirc$	$\circ$
Morale and confidence building	$\circ$	$\circ$	$\circ$	$\bigcirc$	$\circ$

# To what extent are each of these functions **fulfilled** by your current mentoring relationships?

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Exposure to role models of career success	0	$\bigcirc$	0	$\circ$	$\circ$
Clinical skills development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\circ$	$\circ$
Research development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Sense of belonging in orthopedic surgery	$\bigcirc$	0	$\bigcirc$	$\bigcirc$	$\bigcirc$
Conversations about professional topics	$\circ$	$\circ$	$\circ$	0	$\bigcirc$

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Conversations about personal topics	$\bigcirc$	$\circ$	$\bigcirc$	$\bigcirc$	$\circ$
Morale and confidence building	$\circ$	$\circ$	$\circ$	0	$\circ$

## My mentor **does** the following in our interactions:

	Never	Rarely	Sometimes	Often	Always
Answers questions based on their knowledge/experience	0	0	0	0	0
Gives advice based on their knowledge/experience	0	0	0	0	0
Connects me with people and/or opportunities to advance my career		0	0	0	0
Helps me think through decisions/situations by listening and asking questions	0	0	0	0	0

#### I would like my mentor to do more of the following:

		Somewhat		
Currently	A little more	more	More	A lot more
sufficient	frequently	frequently	frequently	frequently

	Currently sufficient	A little more frequently	Somewhat more frequently	More frequently	A lot more frequently
Answer questions based on their knowledge/experience	0	0	0	0	0
Give advice based on their knowledge/experience	0	0	0	0	0
Connect me with people and/or opportunities to advance my career	0	0	0	0	0
Help me think through decisions/situations by listening and asking questions	0	0	0	0	0

For effective mentoring, how important is it that mentors/mentees share:

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Gender			$\bigcirc$	$\bigcirc$	$\bigcirc$
Race/ethnicity		$\bigcirc$		$\bigcirc$	$\bigcirc$
Life experiences		$\bigcirc$		$\bigcirc$	$\bigcirc$
Professional interests		$\bigcirc$		$\bigcirc$	$\bigcirc$
Personal interests					$\bigcirc$

## **Demographic - Resident**

in which geographic region is your residency program:
O West
Osouthwest
South
Midwest
O Southeast
Northeast
O Prefer not to say
What year are you in residency? If you are currently taking a year out of
your program, select the year you most recently completed.
O PGYI
O PGY2
O PGY3
O PGY4
O PGY5
Research Year
O Prefer not to say
With which gender do you most identify?
O Male
O Female
Transaender Male

3/15/22, 4:08 PM	Qualtrics Survey Software
O Transgender Female	
O Gender binary non-conforming	
Other	
O Prefer not to say	
Do you self-identify as an LGBT	QIA individual?
O Yes	
○ No	
O Prefer not to say	
,	
Age	
Are you of Hispanic, Latino, or Sp	oanish origin?
	· ·
Yes	
O No	
O Prefer not to say	

How would you describe yourself? (Select all that apply)

2 year college degree

4 year college degree
Master's degree
PhD or professional degree (MD, JD)
Not sure
Prefer not to say
What is the highest level of education your <b>father</b> completed?
Less than high school
High school graduate/GED
Some college
2 year college degree
4 year college degree
Master's degree
PhD or professional degree (MD, JD)
Not sure
Prefer not to say
Quantitative - Attending
low many mentors do you have in Orthopedic Surgery?
I do not have a mentor in orthopedic surgery
1
2
3

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3/15/22, 4:08 PM

When answering the following questions, consider only the orthopedic mentor you find most meaningful.

Length of mentoring relationship:

- 1-3 months
- 3-6 months
- 1-2 years
- 3-4 years
- 5+ years

At which point in your training was your relationship established?

- Before college
- College
- Pre-medical school gap year(s)
- Medical School
- Residency
- Fellowship
- Clinical practice
- Other

How often do you have contact with your orthopedic mentor?
Annually
O Every 6 months
Monthly
O Weekly
We are not currently in contact
In which formats do you interact with your orthopedic mentor? (Select <u>all</u> that apply)
☐ Email
Phone
☐ In-person
☐ Text message
☐ Internet video (e.g., Zoom)
Over the course of your relationship, in which format have you <b>most frequently</b> interacted with your orthopedic mentor?
O Email
O Phone
O In-person
O Text message
Internet video (e.g., Zoom)

mentor?	channel were	e you introduced	to your mosi	. meaningiui
Formal mentoring Formal mentoring	program through program through	gh medical school gh residency progran gh national organizat		
Interactions with decisions, and ch	-	e useful for navigat Sometimes	ing my <u>currer</u> Often	nt activities,
Interactions with	my mentor are	e useful for navigat Sometimes	ing my <u>future</u> Often	career path
My expectation met	,	opedic mentorsh Neatral	ip relationshi	

What expectations of your mentoring relationship have not been met?

How **important** are/were each of the following in helping you **cope** with the challenges of practice?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to career role models	$\bigcirc$	$\circ$	$\circ$	$\bigcirc$	$\bigcirc$
Discussion of clinical issues	$\circ$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\circ$
Collaboration in research	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\circ$
Sense of belonging in orthopedic surgery	$\circ$	$\circ$	$\bigcirc$	$\bigcirc$	$\circ$
Conversations about professional topics	$\circ$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\circ$
Conversations about personal topics	$\circ$	$\bigcirc$	0	$\bigcirc$	$\bigcirc$
Morale and confidence building	$\bigcirc$	$\circ$	0	$\bigcirc$	$\bigcirc$

## To what extent are each of these functions **fulfilled** by your current mentoring relationships?

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Exposure to role models of career success	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
Clinical development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Research development	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Sense of belonging in orthopedic surgery	$\bigcirc$	$\circ$	$\bigcirc$	0	$\bigcirc$
Conversations about professional topics	$\bigcirc$	$\circ$	0	0	$\bigcirc$
Conversations about personal topics	$\bigcirc$	$\circ$	0	0	$\bigcirc$
Morale and confidence building	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\circ$	$\circ$

## My mentor **does** the following in our interactions:

	Never	Rarely	Sometimes	Often	Always
Answers questions based on their knowledge/experience	0	0	0	0	0
Gives advice based on their knowledge/experience	0	0	0	0	0
Connects me with people and/or opportunities to advance my career	0	0	0	0	0

Race/ethnicity

Very

important

Moderately

important

Slightly

important

Extremely

important

Gender

Not at all

important

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Life experiences	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$
Professional interests	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	
Personal interests	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	

#### **Demographic - Attending**

In which geographic region is your practice?

- West
- Southwest
- South
- Midwest
- Southeast
- Northeast
- Prefer not to say

For how many years have you been in practice?

- 0-5 years
- 6-10 years
- 11-15 years
- 16+ years
- Prefer not to say

With which gender do you most identify?
O Male
O Female
O Transgender Male
O Transgender Female
O Gender binary non-conforming
Other
O Prefer not to say
Do you self-identify as an LGBTQIA individual?
O Yes
O No
O Prefer not to say
Age
Are you of Hispanic, Latino, or Spanish origin?
O Yes
○ No

How would you describe yourself? (Check all that apply)

White

Black or African American

American Indian or Alaska Native

Asian

Native Hawaiian or Pacific Islander

Other

Prefer not to say

How would you describe your average household income when you were growing up?

Below \$40,000

\$40,001 - \$80,000

\$80,001 - \$120,000

\$120,001 - \$160,000

\$160,001 - \$200,00

More than \$200,000

Not sure

Prefer not to say

Prefer not to say

What is the highest level of education your <b>mother</b> completed?
O Less than high school
O High school graduate/GED
O Some college
2 year college degree
O 4 year college degree
Master's degree
O PhD or professional degree (MD, JD)
O Not sure
O Prefer not to say
What is the highest level of education your <b>father</b> completed?
O Less than high school
O High school graduate/GED
O Some college
2 year college degree
O 4 year college degree
Master's degree
O PhD or professional degree (MD, JD)
O Not sure