1. How long have you been the chair of your department of orthopaedic surgery?

* 0-4 years
* 5-9 years
* 10-14 years
* 15-19 years
* 20-24 years
* 25-29 years
* ≥30 years

2. How many faculty members (including you) are in your orthopaedic surgery department?

* 1-5
* 6-10
* 11-15
* 16-20
* 21-25
* 26-30
* >30

3. Do you believe that all of your current faculty have strong leadership skills?

* Yes
* No

4. How important do you believe leadership training is for orthopaedic faculty?

* Very Important
* Important
* Neutral
* Unimportant
* Very Unimportant

5. Who do you recommend pursues leadership training? (select all that apply)?

* Division Heads/Chiefs
* Vice Chair
* Program Director
* Associate Program Director
* All Faculty
* None
* Other (please specify)

6. Rank the following skills in the order of importance for your faculty (1 being the most important and 5 being the least important).

* Leadership
* Conflict Management
* Emotional Intelligence/Self-Management
* Personnel Management/Teambuilding
* Business/Financial

7. Does your institution have specific training programs for leadership development?

* Yes (please specify one program)
* No

7a. If there is no leadership development program at your institution, are you interested in helping to create a program for your orthopaedic faculty?

* Very Interested
* Interested
* Neutral
* Uninterested
* Very Uninterested

7b. If there are no leadership development opportunities for your faculty, why?

* Too expensive
* Too time consuming to develop a program
* Leadership is adequate and no development is needed
* Other (please specify)

8. What year was this specified program first implemented by your institution?

9. Is this leadership program required for all orthopaedic faculty?

* Yes
* No

10. Is the specified program offered in-person or online?

* In-person
* Online
* Both

11. What is the learning format of this program?

* Lecture/Didactic
* Case Discussion/Interactive
* Both
* Other (please specify)

12. How often does this program meet?

* Once a week
* Once a month
* Twice a month
* Quarterly
* Yearly
* Other (please specify)

13. What is the duration of this program?

* 0-3 months
* 4-7 months
* 8-11 months
* 12-15 months
* Other (please specify)

14. Were you involved in the development of this leadership program?

* Yes
* No

15. Does this program include external guest speakers?

* Yes
* No

16. In your opinion, how beneficial is this leadership development program for your faculty?

* Very Beneficial
* Beneficial
* Neutral
* Unbeneficial
* Very Unbeneficial

17. What are the benefits of this program for your faculty? Please select all that apply.

* Improved productivity
* Improved ability to succeed under pressure
* Increased emotional intelligence
* Improved listening and communication skills
* Improved management of staff and healthcare team
* Improved teaching of residents and students
* None
* Other (please specify)

18. How do you measure the impact of this program? Please select all that apply.

* Survey of participants
* Exam/Testing
* Promotion of participants
* Increased revenue output by participants
* Increased research output by participants
* Impact is not measured
* Other (please specify)

19. What topics are addressed in this program? (Please select all that apply.)

* Leadership Styles
* Conflict Management
* Communication Skills
* Emotional Intelligence
* Teambuilding
* Time Management
* Work-Life Balance
* Public Speaking
* Financial/Business Skills
* Networking
* Other (please specify)

20. Are the program participants allowed to provide feedback to the program directors regarding the program?

* Yes
* No

21. Are there other types of leadership training that you encourage your faculty to participate in? Please select all that apply.

* + AOA Emerging Leaders Program
	+ AOA APEX Leadership Program
	+ AOA North American Traveling Fellowship (NATF)
	+ AOA-JOA Traveling Fellowship
	+ AOA-Austrian-Swiss-German Traveling Fellowship
	+ AOA American British Canadian (ABC) Traveling Fellowship
	+ AOA Kellogg Leadership Series
	+ AAMC Early Career Women Faculty Leadership Development Seminar
	+ AAMC Mid-Career Women Faculty Leadership Development Seminar
	+ Duke University Feagin Leadership Program
	+ Executive Leadership in Academic Medicine (ELAM)
	+ Master of Business Administration (MBA)
	+ Specialty Society leadership training
	+ Not Applicable
	+ Other (please specify):

22. Is departmental funding provided for your faculty to travel and attend conferences for leadership development?

* Yes
* No

22a. If so, how much?

* $100-$500 per year
* $501-$1000 per year
* $1001-$1500 per year
* $1501-$2000 per year
* Other (please specify)

23. What percent of your time is spent on responsibilities other than clinical duties?

* 0-20%
* 21-40%
* 41-60%
* 61-80%
* 81-100%

24. Which region of the country is your institution located?

* Northeast – New England (CT, ME, MA, NH, RI, VT)
* Northeast – Middle Atlantic (NJ, NY, PA)
* Midwest – East North Central (IN, IL, MI, OH, WI)
* Midwest – West North Central (IA, KS, MN, MO, NE, ND, SD)
* South – South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)
* South – East South Central (AL, KY, MS, TN)
* South – West South Central (AR, LA, OK, TX)
* West – Mountain (AZ, CO, ID, NM, MT, UT, NV, WY)
* West – Pacific (AK, CA, HI, OR, WA)

25. What is your age?

* ≤40
* 41-45
* 46-50
* 51-55
* 56-60
* 61-65
* 66-70
* >70

26. What is your sex?

* Male
* Female
* Other (please specify)

27. What is your race?

* White/Caucasian
* Black/African American
* Asian/Pacific Islander
* Indian
* Hispanic
* Other (please specify)