Supplementary Material S1

Question:
Current Classification
Gender Identity
Hispanic/Latinx/Spanish Origin
Race
Age
Species Type
Specialty Area

Are you in an academic or private practice residency?

When it comes to making career-related decisions, how important are the following factors for you? (Salary and bonuses; geographic location; facilities and resources; personal wellbeing/work-life balance; workplace environment/culture; schedule flexibility; benefits (e.g., insurance, retirement, paid leave))

Other than the factors above, what else is important and impactful for your career-related decisions?

Have you ever considered pursuing an academic career? (residents only)

Please tell us why. (residents only)

What would it take for you to pursue an academic career (residents) and/or remain in an academic career (early career faculty)?

Currently, how interested are you in pursuing an academic career? 1 – not at all interested; 3 – neutral; 5 – very interested)

What do you consider the greatest benefits to an academic career?

What are some of the challenges of an academic career?

What do you consider to be some important differences between an academic career and a career in private practice/industry?

If there were no limitations, what would prompt you to seriously consider pursuing an academic career? (residents only)