

## **Supplemental Digital Content 1: Survey Questions**

1. I agree to participate in this study.
  - a. Yes
  - b. No
2. What is your gender?
  - a. Male
  - b. Female
  - c. Other
3. Do you identify as a member of one of the racial or ethnic groups listed below?  
(Black or African American, Asian, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander, multiracial/other/unknown, or of Hispanic origin)
  - a. Yes
  - b. No
  - c. Other
4. What is your relationship status?
  - a. Single
  - b. Married or civil union
  - c. Committed relationship
  - d. Divorced
  - e. Widowed
  - f. Other (please specify)
5. Do you have any children?

- a. Yes
- b. No
- c. Other

6. When did you have children? (select all that apply)

- a. Prior to medical school
- b. During medical school
- c. During training
- d. After training completion
- e. Other (please specify)

7. Have family or household responsibilities negatively affected your professional advancement?

- a. Yes
- b. No
- c. Other

8. What year did you become board certified in plastic and reconstructive surgery?

9. What type of training in plastic and reconstructive surgery did you complete?

- a. Integrated
- b. Independent

10. When did you finish your plastic and reconstructive surgery residency?

11. How old were you when you completed residency?

- a. <30
- b. 30-35
- c. 36-40

d. >40

12. Have/will you complete additional fellowship training?

a. Yes

b. No

13. When did you finish your fellowship in plastic and reconstructive surgery?

14. How old were you when you finished your fellowship in plastic and reconstructive surgery?

a. <30

b. 30-35

c. 36-40

d. >40

15. Have/will you complete additional fellowship training?

a. Yes

b. No

16. What year did/will you complete additional fellowship training?

17. What type of fellowship did/will you complete? (select all that apply)

a. Aesthetic Surgery

b. Body Contouring

c. Burn Surgery

d. Craniofacial Surgery

e. Gender Confirmation Surgery

f. Hand and Upper Extremity

g. Microsurgery

- h. Pediatric Surgery
- i. Wound Care
- j. Other (please specify)

18. Which of these most influenced your decision to complete additional fellowship training?

- a. Desire to increase exposure, expertise, and/or skill
- b. Career satisfaction
- c. Desire to increase career opportunities
- d. Influence of a mentor
- e. Other (please specify)

19. Which of these most contributed to your decision NOT to pursue additional fellowship training?

- a. Delayed higher income
- b. Family and/or household responsibilities
- c. Age at training completion
- d. Adequately prepared without fellowship
- e. Other (please specify)

20. What is your salary range?

- a. Less than \$100,000
- b. \$100,000 - \$200,000
- c. \$200,001 - \$300,000
- d. \$300,001 - \$400,000
- e. Over \$400,000

21. Which of the following apply to your current salary? (Select all that apply)

- a. I accepted the initial salary offered.
- b. I personally negotiated a higher salary than what was initially offered.
- c. I used an attorney to negotiate my salary.
- d. I set my own salary.
- e. My salary was non-negotiable.
- f. Other (please specify)

22. In what geographic region do you currently practice? (select all that apply) You may use this map for reference.

- a. West USA
- b. Midwest USA
- c. South USA
- d. Northeast USA
- e. Internationally (please specify)

23. In what type of setting is your current practice? (select all that apply)

- a. Urban
- b. Suburban
- c. Rural
- d. Other (please specify)

24. What is your current practice type? (select all that apply)

- a. Academic
- b. Hospital employee
- c. Multispecialty group

- d. Private group
- e. Private solo
- f. Not practicing clinically
- g. Other (please specify)

25. Which best explains why you chose to pursue academic plastic and reconstructive surgery if applicable?

- a. Clinical diversity
- b. Desire to teach
- c. Desire for research opportunity
- d. Other (please specify)

26. Which best explains why you chose to pursue private practice plastic and reconstructive surgery if applicable?

- a. Desire for autonomy
- b. Scope of cases
- c. Increased earning potential
- d. Flexible schedule
- e. Other (please specify)

27. Which subspecialty does your practice consist of primarily (>50%)?

- a. Breast Reconstruction
- b. Burn Surgery
- c. Cosmetic Surgery
- d. Craniofacial Surgery
- e. Gender-Affirming Surgery

- f. General Plastic Surgery
- g. Hand Surgery
- h. Microsurgery
- i. Pediatric Surgery
- j. Other (please specify)

28. Do you wish to change your practice type in the future?

- a. Yes
- b. No

29. What type of practice do you want in the future? (select all that apply)

- a. Academic
- b. Hospital employee
- c. Multispecialty group
- d. Private group
- e. Private solo
- f. Other (please specify)

30. Which best explains why you want to pursue an academic career if applicable?

- a. Clinical diversity
- b. Desire to teach
- c. Desire for research opportunity
- d. Other (please specify)

31. Which best explains why you want to pursue private practice if applicable?

- a. Desire for autonomy
- b. Scope of cases

- c. Increased earning potential
- d. Flexible schedule
- e. Other (please specify)

32. Do you want to change your primary subspecialty in the future?

- a. Yes
- b. No

33. Which subspecialty do you want your future practice to consist of primarily (>50%)?

- a. Breast Reconstruction
- b. Burn Surgery
- c. Cosmetic Surgery
- d. Craniofacial Surgery
- e. Gender-Affirming Surgery
- f. General Plastic Surgery
- g. Hand Surgery
- h. Microsurgery
- i. Pediatric Surgery
- j. Other (please specify)

34. What is the highest academic title you have achieved?

- a. Assistant Professor
- b. Associate Professor
- c. Full Professor
- d. None
- e. N/A



f. Other (please specify)

35. What is the highest academic position you have achieved? (select all that apply)

a. Fellowship Director

b. Residency Director

c. Division Chief

d. Department Chair

e. None

f. N/A

g. Other (please specify)

36. Do you hold any professional leadership positions (e.g. editorial board, committee chair, CEO, CFO, President, etc.)?

a. Yes

b. No

37. Would you like to hold professional leadership positions in the future (e.g. editorial board, committee chair, CEO, CFO, President, etc.)?

a. No

b. Yes (Please specify)

38. What is your h-index if known? (Can be found on Scopus through this link or Google Scholar)

39. How many mentors in plastic and reconstructive surgery had a significant impact on your career?

a. 0-3

b. 4-7

- c. 8-11
- d. >11

40. Do you have at least one mentor in plastic and reconstructive surgery who is: (select all that apply)

- a. female
- b. ethnic or racial minority
- c. long-distance
- d. None of the above

41. Overall, are you satisfied with your career choice?

- a. Yes
- b. No
- c. Other (please specify)

42. Has your gender, race, or ethnicity significantly impacted your career goals and accomplishments?

- a. No/insignificant impact
- b. Yes (please specify)

43. Have additional factors significantly impacted your professional goals or accomplishments? (ex. geographic location)

- a. No/insignificant impact
- b. Yes (please specify)