

### Supplemental Digital Content 10.

A) Responses that addressed leadership roles achieved and leadership goals with comparison of male and female responses to Questions 34, 35, 36, and 37 (N=288).

	<b>Male</b> <b>(n=177)</b>	<b>Female</b> <b>(n=111)</b>	<b>P-value</b>
Highest position achieved (n=155)			0.2040
Assistant Professor	37 (20.90%)	34 (30.63%)	
Associate Professor	32 (18.08%)	14 (12.61%)	
Clinical Professor	10 (5.65%)	4 (3.60%)	
Full Professor	16 (9.04%)	8 (7.21%)	
Fellowship Director			0.8203
Yes	7 (3.95%)	5 (4.50%)	
No	170 (96.05%)	106 (95.50%)	
Program Director			0.7358
Yes	13 (7.34%)	7 (6.31%)	
No	164 (92.66%)	104 (93.69%)	

Division Chief			0.3439
Yes	26 (14.69%)	12 (10.81%)	
No	151 (85.31%)	99 (89.19%)	
Department Chair			0.5391
Yes	8 (4.52%)	3 (2.70%)	
No	169 (95.48%)	108 (97.30%)	
None			0.1362
Yes	52 (29.38%)	42 (37.84%)	
No	125 (70.62%)	69 (62.16%)	
N/A			0.8579
Yes	32 (18.08%)	21 (18.92%)	
No	145 (81.92%)	90 (81.08%)	
Associate Program Director			0.1118
Yes	2 (1.13%)	5 (4.50%)	
No	175 (98.87%)	106 (95.50%)	
Section/Center Chief			0.4112

Yes	5 (2.82%)	1 (0.90%)	
No	172 (97.18%)	110 (99.10%)	
Leadership roles (editorial board, CEO, CFO, committee chair, etc.) (n=246)			0.1589
Yes	55 (31.07%)	29 (26.13%)	
No	91 (51.41%)	71 (63.96%)	
Goal to hold leadership roles in future (n=248)			0.0726
Yes	48 (27.12%)	43 (38.74%)	
No	101 (57.06%)	56 (50.45%)	
H-index (n=107)			0.1959
Median (IQR)	8 (4-16)	5 (2-12)	
Range	0-129	0-54	

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**B) Responses to Question 34 which show differences between the highest academic title achieved based on board-certification year, further stratified by gender.**

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	<b>Board-certified Year</b>	<b>Board-certified Year</b>	<b>Board-certified Year</b>
	<b>P-value, Mean (SD)</b>	<b>P-value, Mean (SD)</b>	<b>P-value, Mean (SD)</b>
	<b>Full sample (N=288)</b>	<b>Males (n=177)</b>	<b>Females (n=111)</b>
Highest Academic Title	P=0.0397	P=0.0522	P=0.4434
Full Professor	1999 (10)	1996 (10)	2005 (8)
Non-Full Professor	2004 (12)	2002 (11)	2008 (11)

C) Responses regarding mentorship of individuals including number of mentors and characterization of mentors, with comparison of responses between males and females. Responses collected from Questions 39 and 40 (N=288).

<b>Characteristic</b>	<b>Male</b>	<b>Female</b>	<b>P-value</b>
	<b>(n=177)</b>	<b>(n=111)</b>	
Number of mentors (n=249)			0.2909
0-3	79 (44.63%)	51 (45.95%)	
4-7	60 (33.90%)	44 (39.64%)	
8-11	6 (3.39%)	1 (0.90%)	
>11	3 (1.69%)	5 (4.50%)	

Has female mentor			<0.0001
Yes	39 (22.03%)	53 (47.75%)	
No	138 (77.97%)	58 (52.25%)	
Has ethnic or racial minority mentor			0.5251
Yes	45 (25.42%)	32 (28.83%)	
No	132 (74.58%)	79 (71.17%)	
Has long-distance mentor			0.3571
Yes	70 (39.55%)	50 (45.05%)	
No	107 (60.45%)	61 (54.95%)	

**D)** Responses that regarded impact of gender, race, ethnicity on professional goals and accomplishments, comparing males to females. Responses taken from Questions 41, 42, and 43 (N=288).

	<b>Male</b>	<b>Female</b>	<b>P-value</b>
	<b>(n=177)</b>	<b>(n=111)</b>	
Gender, race, or ethnicity significantly affected career goals and accomplishments (n=249)			<0.0001

Yes	12 (6.78%)	48 (43.24%)	
No	136 (76.84%)	53 (47.75%)	
Additional factors not mentioned affected professional goals and accomplishments (n=249)			0.4397
Yes	43 (24.29%)	34 (30.63%)	
No	105 (59.32%)	67 (60.36%)	