

Supplemental Material

CBE—Life Sciences Education

Gibbs *et al.*

Pseudonym	Interest in Faculty Career	Sex	Race/Ethnicity	Underrepresented Minority (URM) Background	Ph.D. from Top 50 University?	Peer Reviewed Publications		h-index	Years to Ph.D.	Years Since Ph.D. Completion	Position During Focus Group	Ever a Postdoc?	Quality of Ph.D. Advisor Relationship
						1st-Autho	Total						
Aaron	Low	Male	African-American/Black	Yes	No	0	2	3	7	3	Postdoc	Yes	Not Described
Alicia	High	Female	African-American/Black	Yes	Yes	8	10	4	5	3	Postdoc	Yes	Positive
Angela	High	Female	White	No	No	1	3	3	7	4	Postdoc	Yes	Mixed/Negative
Anika	Low	Female	African-American/Black	Yes	Yes	5	9	8	4	3	Policy	Yes	Mixed/Negative
Ann	High	Female	White	No	No	2	9	7	6	3	Postdoc	Yes	Positive
Audrey	High	Female	Asian	No	Yes	8	20	10	6	6	Policy	Yes	Not Described
Christina	High	Female	African-American/Black	Yes	Yes	2	5	3	4	2	Postdoc	Yes	Mixed/Negative
Claudia	High	Female	African-American/Black	Yes	No	2	12	8	5	unk	Postdoc	Yes	Mixed/Negative
Daniel	High	Male	Hispanic/Latino	Yes	No	5	6	2	5	2	Postdoc	Yes	Mixed/Negative
Darren	Unknown	Male	African-American/Black	Yes	Yes	3	7	unk	6	6	Postdoc	Yes	Not Described
Deborah	Low	Female	Hispanic/Latino	Yes	Yes	1	2	2	7	1	Policy	No	Not Described
Eric	High	Male	White	No	Yes	4	10	6	6	1	Postdoc	Yes	Positive
Erin	High	Female	White	No	Yes	4	10	6	5	2	Postdoc	Yes	Mixed/Negative
Eva	High	Female	Hispanic/Latino	Yes	Yes	1	2	2	8	1	Unemployed	No	Mixed/Negative
Jack	Low	Male	White	No	Yes	5	17	8	5	5	Research Scientist	Yes	Positive
Jasmine	Low	Female	White	No	Yes	2	3	3	7	6	Project Manager	No	Mixed/Negative
Jessica	High	Female	White	No	Yes	2	2	1	6	1	Postdoc	Yes	Positive
Jordan	Low	Male	White	No	No	3	3	3	6	2	Policy	No	Positive
Judy	High	Female	White	No	n/a	2	5	4	5.5	1	Postdoc	Yes	Not Described
Lara	Low	Female	African-American/Black	Yes	Yes	1	5	2	5	3	Policy	Yes	Positive
Lauren	Low	Female	Asian	No	Yes	1	1	1	6.5	2	Policy	No	Positive
Leticia	High	Female	Hispanic/Latino	Yes	No	1	2	1	5	3	Unemployed	No	Positive
Mandy	Low	Female	White	No	Yes	4	5	5	5.25	2	Policy	Yes	Mixed/Negative
Mark	High	Male	White	No	Yes	11	13	6	6	5	Policy	Yes	Positive
Matt	Low	Male	White	No	Yes	7	10	8	4.5	2	Policy	Yes	Positive
Melanie	Low	Female	African-American/Black	Yes	Yes	2	4	4	5.25	2	Postdoc	Yes	Positive
Meredith	High	Female	White	No	Yes	0	6	5	5.33	1	Policy	No	Positive
Nancy	High	Female	White	No	Yes	4	7	4	6	5	Postdoc	Yes	Mixed/Negative
Natalie	Low	Female	African-American/Black	Yes	Yes	5	8	3	4.5	2	Postdoc	Yes	Positive
Pam	High	Female	Asian	No	Yes	12	26	11	5	4	Postdoc	Yes	Mixed/Negative
Robert	High	Male	African-American/Black	Yes	Yes	2	5	4	6	1	Postdoc	Yes	Mixed/Negative
Robin	Low	Female	African-American/Black	Yes	Yes	1	4	2	6.5	1	Research Analyst	No	Mixed/Negative
Rodney	Low	Male	White	No	Yes	1	8	5	4	2	Postdoc	Yes	Not Described
Steve	Low	Male	African-American/Black	Yes	Yes	3	7	5	6	4	Policy	No	Mixed/Negative
Thomas	High	Male	White	No	No	8	14	8	6	6	Postdoc	Yes	Positive
Tim	Low	Male	African-American/Black	Yes	Yes	2	19	10	6	2	Postdoc	Yes	Positive
Trent	Low	Male	White	No	No	3	7	5	5	2	Policy	No	Positive
Will	Low	Male	African-American/Black	Yes	Yes	3	11	7	6	1	Postdoc	Yes	Positive