

## Supplementary Data

### Supplementary Appendix S1. Stereotype Threat Survey Items

#### Stereotype Threat Vulnerability

Please indicate how much you agree or disagree with each of the following statements.

1 (Strongly disagree) → 7 (Strongly agree)

1. I feel that people in academic medicine will judge me negatively because of what they think of [men/women] as a group.
2. I feel that people in academic medicine will think about my gender when judging me.
3. I feel that other [men/women] act in ways that make [men/women] as a group seem less smart.
4. I feel that my own personal behavior will affect how people in academic medicine judge [men/women] as a group.

#### Rejection Sensitivity

For each item, please imagine yourself experiencing the situation. Then answer the questions based on how you think you would feel if you were in that situation.

Part 1: 1 (Very unconcerned) → 6 (Very concerned)

Part 2: 1 (Very unlikely) → 6 (Very likely)

1. Imagine that you are working on a difficult research project and want to approach a senior colleague for advice on the project.  
Part 1: How concerned or anxious would you be over whether this colleague would judge you negatively for needing help?  
Part 2: I would expect that my colleague would want to help me.
2. Imagine that you are at a conference with your colleagues and you hear a few of them talking about going out for dinner in the evening.  
Part 1: How concerned or anxious would you be that your colleagues might not invite you to go to dinner with them?  
Part 2: I would expect that my colleagues would invite me to dinner.
3. Imagine that you need additional research space and/or equipment to complete a research project that is important to your career. You decide to ask your department chair for access to these resources.  
Part 1: How concerned or anxious would you be that your request for additional resources would be denied?  
Part 2: I would expect that my request for additional resources would be granted.
4. Imagine that there is a prestigious award you feel you qualify for. You approach a senior colleague in your department for a nomination.  
Part 1: How concerned or anxious would you be that your colleague might not agree to nominate you for the award?

Part 2: I would expect my colleague to agree to nominate me for the award.

5. Imagine you are giving a presentation on your research to some of your colleagues and you make a mistake in explaining some of your results. One of your colleagues points out the mistake.  
Part 1: How concerned or anxious would you be that your colleagues might think less of you for making this mistake?  
Part 2: I would expect my colleagues to have confidence in my abilities, regardless of the mistake.
6. Imagine that you are up for promotion. Your credentials are under review by a committee that will determine whether you should receive the promotion.  
Part 1: How concerned or anxious would you be about the possibility of not receiving the promotion?  
Part 2: I would expect that I would receive the promotion.
7. Imagine that you are listening to a research presentation by a colleague in your department. You propose an idea about an additional study that you think might help advance the research being presented.  
Part 1: How concerned or anxious would you be about being judged negatively based on your idea?  
Part 2: I would expect that my colleagues would judge me positively, regardless of what they think of my idea.
8. Imagine that you email a manuscript to a successful colleague at your own institution who you know reasonably well in order to get feedback before submitting it to a journal. Your colleague emails you back a strongly negative review.  
Part 1: How concerned or anxious would you be that your colleague might question your overall academic potential because of his or her opinion of the manuscript?  
Part 2: I would expect my colleague to believe in my academic potential regardless of what he or she thought about the manuscript.

#### Gender Identification

Please indicate how much you agree or disagree with each of the following statements.

1 (Strongly disagree) → 7 (Strongly agree)

1. Overall, my gender has very little to do with how I feel about myself.
2. My gender is an important reflection of who I am.
3. My gender is unimportant to my sense of what kind of a person I am.
4. In general, my gender is an important part of my self-image.

#### Relative Potential (Compared to Colleagues)

Please indicate how you would complete each sentence.  
0 → 100

1. I believe that I have more potential than \_\_\_% of the faculty members in my department.
2. I believe that I have more potential than \_\_\_% of the faculty members here at Stanford Medical School.

### **Sense of Belonging**

*Please indicate how much you agree or disagree with each of the following statements.*

*1 (Strongly disagree) → 7 (Strongly agree)*

1. I feel like I belong in my department.
2. Other people understand more about what is going on in my department.
3. I think the same way as people who do well in my department.
4. It is a mystery to me how my department works.
5. I feel alienated from my department.
6. I feel alienated from Stanford Medical School.

### **Career Advancement**

*Use the following scale to indicate what you believe is likely to happen to you in the future.*

*1 (Strongly disagree) → 7 (Strongly agree)*

1. I can see myself completing enough research to advance to [Assistant/Associate] Professor.
2. I can see myself obtaining enough grant funding to advance to [Assistant/Associate] Professor.
3. I can see myself advancing to the position of [Assistant/Associate] Professor and beyond.
4. I can see myself advancing to a senior leadership position in academic medicine.

### **Career Enjoyment**

*Please answer the question below using the following scale.*

*1 (Not at all) → 7 (Extremely)*

1. How much do you enjoy the work of academic medicine?

### **Career Identification**

*Please answer the questions below using the following scale.*

*1 (Not at all) → 7 (Extremely)*

1. How important is it to you to do well in academic medicine?
2. How much do you identify with academic medicine?
3. How important is it to you to do well at Stanford Medical School?
4. How much do you identify with Stanford Medical School?
5. How confident are you in your ability to do well in academic medicine?
6. To what extent do you feel like being a faculty member is an important part of your life?
7. To what extent do you feel like being a faculty member is important to your sense of who you are?
8. How important is it to you to do well in your career in academic medicine?

### **Connectedness to Colleagues**

*Please answer the question below using the following scale.*

*1 (Much less connected than my peers) → 5 (Much more connected than my peers)*

1. Compared to your current peers, do you feel more or less connected to the people in your department?

### **Alternative Career**

*Use the following scale to indicate what you believe is likely to happen to you in the future.*

*1 (Strongly disagree) → 7 (Strongly agree)*

1. I can see myself pursuing an alternative career path other than academic medicine (e.g., private practice or a position in industry).