

Dependent Variable: Career Plans

At this point in your fellowship training, which of the following best describes your intended focus post fellowship?

- Solid tumor oncology
- Malignant hematology
- Benign hematology
- Solid tumor oncology and malignant hematology
- Malignant and benign hematology
- Solid tumor oncology, malignant hematology, and benign hematology
- Don't know/undecided

Medical School Experiences

During medical school, did you have any clinical exposure to hematology/oncology? (select all that apply)

- I took an elective combined hematology/oncology clerkship
- I took an elective hematology only clerkship
- I took an elective oncology only clerkship
- My internal medicine and/or pediatrics clerkship included a hematology/oncology rotation
- Other, please describe
- No, I did not have any specific clinical exposure to hematology/oncology

Residency Experiences

Please rate your level of agreement with the following statements related to your internal medicine residency training: (strongly agree, agree, neutral, disagree, strongly disagree)

- A hematologist encouraged me to consider a career in hematology
- I had a clear vision of the career track for becoming a hematologist

Fellowship Experiences

How would you describe your fellowship program director's clinical/research focus? (select all that apply)

- Solid tumor oncology
- Malignant hematology
- Benign hematology

In your current year of fellowship, approximately what percent of clinical time is allocated to the following program areas? (must add up to 100%)

- Solid tumor oncology
- Malignant hematology
- Benign hematology

In your current year of fellowship, do you see any of the following? (check all that apply)

- Outpatient solid tumor oncology patients
- Outpatient malignant hematology patients
- Outpatient benign hematology patients

During your fellowship program, did you experience or observe any of the following related to hematology or oncology? *(answered separately for solid tumor oncology, malignant hematology & benign hematology)*

Positive

- Large number/variety of intellectually interesting cases
- Team-based care (collaboration with NPs, PAs, etc.)
- Strong long-term doctor patient relationships
- Providers with good work life balance
- Faculty for whom their specialty was a calling
- Faculty who encouraged you toward a career in the specialty

Negative

- Frequent need to come to hospital for overnight
- Providers experiencing burnout
- Fellows (including yourself) experiencing burnout
- Faculty who discouraged you from a career in the specialty

During your fellowship, did you experience any of the following related to hematology or oncology? *(select all that apply—answered separately for solid tumor oncology, malignant hematology & benign hematology)*

- Participated in a research project
- Attended a research/professional meeting

Mentorship Experiences

Did you have a hematology or oncology mentor that had a significant impact on your career choices during medical school, residency, and/or fellowship? *(select all that apply—answered separately for solid tumor oncology, malignant hematology & benign hematology)*

- Medical school
- Residency
- Fellowship

How did you interact with your mentor(s)? *(select all that apply—answered separately for solid tumor oncology, malignant hematology & benign hematology)*

Research Opportunities

- Co-authored a paper together
- Participated in a research project together

Personal Connections

- Invited me for coffee, lunch, etc.
- Rounded on patients with me outside of formal training curriculum

Networking

- Introduced me to influential practitioners
- Helped me attend conferences
- Invited me to give presentations at meetings/conferences

Coaching and Career Advice

- Helped me make decisions about my career path
- Suggested positions to apply for
- Helped me prep for interviews

Control Variables

In which year of your fellowship are you?

- 1st year
- 2nd year
- 3rd year
- 4th year or beyond

When did you start seriously considering hematology as a career option? *(fellows who indicate malignant and/or benign hematology career plans)*

- Before medical school
- During medical school
- During residency
- During fellowship
- After practicing in a different area of medicine
- Other

What is your gender? *(select one)*

- Male
- Female
- Prefer to self-describe
- Decline to answer

What is your age?

- Years

What is your race? *(select all that apply)*

- American Indian/Alaska Native
- Asian or Pacific Islander
- Black/African American
- White
- Other (please specify)
- Decline to answer

Are you Hispanic/Latino?

- Yes
- No

Where did you attend medical school?

- U.S.
- Canada
- Other country

Supplemental Table. Logistic regression models of associations between training & mentorship experiences and hematology/oncology fellows' plans to enter careers including any hematology

Variable	Model #1 (1 st & 2 nd year fellows, n=386)	Model #2 (all fellows, n=626)
	Odds Ratio [95% confidence interval]	Odds Ratio [95% confidence interval]
<i>Medical School</i> Elective hematology or hematology/oncology clerkship	0.83 [0.48-1.43]	
Hematology/oncology rotation in internal medicine/pediatrics clerkship	1.13 [0.63-2.02]	
<i>Residency</i> Encouraged to pursue hematology career (somewhat or strongly agree)	1.57 [0.87-2.83]	
Had clear vision of hematology career path (somewhat or strongly agree)	2.53** [1.43-4.49]	
<i>Fellowship</i> Program director hematology clinical and/or research focus	1.37 [0.80-2.37]	1.22 [0.81-1.85]
Hematology outpatients	4.56** [1.56-13.36]	6.55** [2.89-14.84]
High hematology patient care time (>median for all fellows)	2.20** [1.26-3.84]	1.98** [1.28-3.06]
Positive hematology experience index	0.87 [0.71-1.06]	0.90 [0.77-1.04]
Negative hematology experience index	0.76* [0.58-1.00]	0.81* [0.67-0.99]
Hematology research experiences	4.08** [2.20-7.55]	3.28** [2.03-5.31]
<i>Mentorship</i> Hematology mentorship—research	1.81 [0.88-3.75]	1.69 [0.97-2.97]
Hematology mentorship—personal	0.48	0.76

	[0.22-1.08]	[0.43-1.36]
Hematology mentorship—networking	1.73 [0.77-3.90]	2.57** [1.38-4.80]
Hematology mentorship—coaching	3.12** [1.47-6.64]	2.48** [1.39-4.44]
<i>Control Variables</i>		
Hematology interest before medical school	0.43 [0.14-1.30]	0.48 [0.18-1.28]
First-year fellow	0.94 [0.54-1.64]	0.86 [0.50-1.47]
Second-year fellow	—	0.94 [0.57-1.54]
Age	0.98 [0.90-1.07]	1.01 [0.94-1.09]
Female (vs. male)	0.57* [0.33-0.99]	0.55** [0.36-0.83]
Underrepresented (black/AA, AI/AN, Hispanic)	1.94 [0.72-5.21]	1.50 [0.72-3.15]
International medical graduate	1.14 [0.65-2.02]	0.85 [0.55-1.31]

*p<0.05, **p<0.01