



Supp. Figure 1: Flow chart of included academic societies

1. Does your society have a trainee and/or leadership training curriculum we could preview (most updated version preferred)? This could include sessions run independently or in succession with an annual meeting/conference.
2. To clarify, what trainee sessions are part of the annual meeting, and which are run separately throughout the year? How do the formats and goals of these sessions differ (e.g., interactive vs didactic sessions, trainee skill development focused vs dermatology research, etc.)?
3. How long has your society offered trainee and/or leadership education and initiatives? Have they changed over the years? If so, how and why?
4. What is your society's motivation(s) to hold these types of sessions (e.g., enhance leadership skills, support research dissemination, etc.)?
5. What is the step-by-step process in selecting the topic(s) for each session? Are trainee shortcoming or topic requests identified? If so, how?
6. Who is the target audience of these events (e.g., basic science trainees, medical trainees, physicians, early career researchers, etc.)?
7. How were/are these sessions advertised? Which advertising platform(s) have been most successful in recruiting the largest audience?
8. Do attendees need to apply and/or pay to attend these sessions? Does this differ by session type (e.g., those run independently vs in succession with an annual meeting/conference)?
9. What is the average number of attendees for each session type? How does this compare to the number of trainees your society advertise to within your network? If the sessions are capped at a certain number of attendees, how was this number chosen and why?
10. Has your society collected attendees' feedback on these sessions? If so, how and when (e.g., immediately after the session, 1 week later, 1 month later, etc.)? Furthermore, what session has been the most well received? Why?
11. Have any of your society's sessions been shown to change clinical leadership or skill-based practices?
12. What challenges have arisen since offering these sessions (e.g., low attendance, difficulty finding speakers, etc.)? Why did they occur and how did your society respond to them?
13. Has your society published any evaluations of these sessions (e.g., in a journal or annual review)? If so, would you be able to provide us with a web title or link so we can preview these?
14. Assuming finances were unlimited, would your society's training sessions look any different? Why or why not?

Supp. Figure 2: Interview questionnaire sample

Supp. Table 1: Session titles/themes per program per year. Looked at programs from 2017-2021. Years not shown did not have information available

Program	Year	Session Titles/Details	Session Themes (Informed by titles/details)	Most Common Session Themes
American Academy of Allergy Asthma and Immunology's (AAAAI) Chrysalis Project*	2019	<b>Mentoring and Role Modeling Theme</b> · “Luncheon with FIT Mentors and Chrysalis Faculty”	1. Mentoring and Role Modeling 2. Scientific Sessions	Career Development (n=16/33) Collaboration Skills (n=4/33)
		<b>Scientific Sessions Theme</b> · Specific basic science and research topics		
	2018	<b>Career Development Theme</b> · “Academic Career Paths” · “Private Practice Career Paths”	1. Career Development 2. Interactions with Industry 3. Mentoring and Role Modeling 4. Scientific Sessions	Communication Skills (n=0/33) EDI/Social Justice/Advocacy (n=1/33)
		<b>Interactions with Industry Theme</b> · “Industry Career Paths”		Ethics (n=2/33)
2017	<b>Mentoring and Role Modeling Theme</b> · Luncheon with FIT Mentors and Chrysalis Faculty		Entrepreneurship (n=4/33)	
	<b>Scientific Sessions Theme</b> · Specific basic science and research topics			
	<b>Career Development Theme</b> · “Academic Career Paths” · “Private Practice Career Paths”	1. Career Development 2. Interactions with Industry 3. Mentoring and Role Modeling 4. Scientific Sessions	Interactions with Industry (n=10/33) Leadership (n=5/33)	
	<b>Interactions with Industry Theme</b> · “Industry Career Paths”		Mental Health and Wellbeing (n=1/33)	
American Academy of Dermatology's (AAD) Academic Dermatology Leadership Program*†	N/A	<b>Mentoring and Role Modeling Theme</b> · “training sessions and a mentor relationship.”		Mentoring and Role Modeling (n=20/33) Networking (n=18/33)
		<b>Leadership Theme</b> · “includes the Leadership Forum plus training sessions”	1. Leadership 2. Mentoring and Role Modeling 3. Scientific Sessions	Scientific sessions (n=33/33)
		<b>Scientific Sessions Theme</b> · “Learn how to address the unique challenges of academic dermatology practice.”		Women in science (n=1/33)
American Academy of Neurology's (AAN) Enhanced Resident Leadership Program†	2021	<b>Career Development Theme</b> · Format: lectures · Various careers in neurology · Practice of telemedicine	1. Career Development 2. EDI/Social Justice/Advocacy 3. Entrepreneurship 4. Leadership 5. Mentoring and Role Modeling 6. Networking 7. Scientific Sessions	
		<b>EDI/Social Justice/Advocacy Theme</b> · Format: lectures · Implicit bias and diversity in neurology · Racism in medicine · Health equity · Format: lectures		

- Advocacy related to health disparities and equity

**Entrepreneurship Theme**

- Format: lectures
- How to negotiate a contract
- Learn about different practice models
- Business in Medicine

**Leadership Theme**

- “create future Academy leaders”

**Mentoring and Role Modeling Theme**

- Format: not disclosed, just says “mentorship by an established neurologist”

**Networking Theme**

- Format: not disclosed, just says “networking opportunities for trainees”

**Scientific Sessions Theme**

- Format: lectures and posters
- Specific basic science and research topics

**American Academy of Neurology’s (AAN) Live Well, Lead Well: Improve Your Practice Culture Program\***

2017

**Leadership Theme**

- “Increase engagement at work and develop strong, lasting leadership skills”

**Mental Health and Wellbeing Theme**

- “Focus on strategies for personal and organizational wellbeing. Activities included experiential sessions on mindfulness, yoga, and positive psychology. An outside educational physician consultant with expertise in wellbeing initiatives led a workshop to assist participants in designing their project.”

**Mentoring and Role Modeling Theme**

- “After the immersion weekend, each participant worked with a physician coach to develop their projects, culminating in presentations on their progress at the AAN 2018 Annual Meeting.”

**Scientific Sessions Theme**

- “An outside educational physician consultant with expertise in wellbeing initiatives led a workshop to assist participants in designing their project.”

1. Leadership
2. Mental Health and Wellbeing
3. Mentoring and Role Modeling
4. Scientific Sessions

**American Academy of Neurology’s (AAN) Sub-Specialty Education Programs†**

2021

**Career Development Theme**

- Assessment and Pre-reading

**Collaboration Skills Theme**

- Group Project (Collaboration on an AAN-assigned group project to challenge, engage, and support each other’s learning and development. Project final recommendations to be presented to the AAN Board of Directors at the conclusion of the program.)

**Leadership Theme**

- 90-minute Content Sessions (Sessions that introduce participants to critical leadership competencies with topics such as: resilient leadership; cultivating emotional intelligence; leading groups and teams; conflict management; personal career strategy, and more.)

1. Career Development
2. Collaboration Skills
3. Leadership
4. Mentoring and Role Modeling
5. Networking
6. Scientific Sessions

- Group Leadership Learning Circles (Monthly facilitated interactive and engaging forums that provide an in-depth exploration of current issues and trends that impact leaders and their organizations.)
- Enhanced Resident Leadership Program (\*for fourth-year adult residents and fifth-year child neurology residents\*)

**Mentoring and Role Modeling Theme**

- Coaching (Monthly one-on-one coaching sessions with a consultant.)
- Mentoring (Participants will be matched with a mentor who is a current AAN leader.)
- Mentorship (By an established neurologist)

**Networking Theme**

- Rotating Learning Partners Cohort (Bi-monthly focus sessions with learning partners from the class.)
- Face-to-face Retreats/Graduation (In-person participation at the 2022 program kickoff, attendance at the 2022 Annual Meeting in Seattle, WA (April 2-April 8), and participation in the presentation of the group project to the AAN Board of Directors at the June 2022 Board meeting at the AAN headquarters in Minneapolis.)
- Engagement with AAN (Learn about the governance, committees, mission/vision, and engage with leadership.)
- Alumni Community (Engage with others in our exclusive leadership alumni community.)

**Scientific Sessions Theme**

- “Tailored meeting itinerary (Recipients select educational and scientific programming based on their specific educational needs.)”

**American Association for Cancer Research’s (AACR) Translational Cancer Research for Basic Scientists Workshop\***

2021

**Career Development Theme**

- Format: lectures
- “recognizing the unique needs and environment of the clinic and clinical laboratories”
- “navigating regulatory and compliance issues in translational science”
- “understanding the perspective of patients and clinicians”

1. Career Development
2. Collaboration Skills
3. Interactions with Industry
4. Scientific Sessions

**Collaboration Skills Theme**

- Format: lectures
- “Collaborating on multidisciplinary teams”

**Interactions with Industry Theme**

- Format: lectures
- “working effectively with industry partners”

**Scientific Sessions Theme**

- Format: lectures and posters
- Specific basic science and research topics

2017

**Career Development Theme**

- Format: lectures
- “Panel discussion and questions: Personalized cancer medicine and what it means in the clinic”
- “How Treatment Decisions Are Made”
- “Workshop Pre-Test”
- “Overview of pathology and molecular tools in diagnostics”
- “Off-Site Laboratory Visits”

1. Career Development
2. Entrepreneurship
3. Mentoring and Role Modeling
4. Networking
5. Scientific Sessions

- “Off-Site Patient Clinic Visits”
- “Developing new approaches to difficult-to-drug cancer targets”
- “Post-Test and Evaluation”
- “Orientation/Questions for Cancer Patient Clinic Visits”

**Entrepreneurship Theme**

- “Panel Discussion on Entrepreneurship in Translational Research”

**Mentoring and Role Modeling Theme**

- “One-on-One Meetings (“Office Hours”) (multiple meetings)”

**Networking Theme**

- “Small Group Discussion Sessions with Clinician and Patient”

**Scientific Sessions Theme**

- Format: lectures and posters
- Specific basic science and research topics

**American Association for Cancer Research’s (AACR) Integrative molecular epidemiology workshop\***

2021

**Career Development Theme**

- Format: lectures
- “Career Development Discussions”
- “Integrating Data on biological function and microbiome”
- “Publicly Available Online Genomics and ‘Omics Resources”
- “Data Sharing and Organization”

1. Career Development
2. Ethics
3. Networking
4. Scientific Sessions

**Ethics Theme**

- “Survival Skills and Ethics (Case Studies)”

**Networking Theme**

- “Meet-the-Experts Sessions” (multiple sessions)”

**Scientific Sessions Theme**

- Format: lectures and posters
- Specific basic science and research topics

2019

**Career Development Theme**

- Format: lectures
- “Designing your population sciences gene-mapping study on a budget!”
- “Publicly Available Online Genomics and ‘Omics Resources (Part 1)”
- “Publicly Available Online Genomics and ‘Omics Resources (Part 2)”
- “Integrative Data Analysis Methods”
- “Applied Research Seminar - Precision Medicine in Pediatric Oncology”
- “Practical Study Design”
- “Applied Research Seminar – Personalized Medicine for the Diagnosis and Treatment for Pancreatic Cancer”
- “Post-test”

1. Career Development
2. Ethics
3. Networking
4. Scientific Sessions

**Ethics Theme**

- “Group Buffet Dinner and Discussion on Survival Skills and Ethics”.

**Networking Theme**

- “Lunch with Networking Roundtables (multiple sessions)”

**Scientific Sessions Theme**

- Specific basic science and research topics

<b>American Society for Cell Biology's (ASCB) Biotech Courses*</b>	2021	<p><b>Career Development Theme</b></p> <ul style="list-style-type: none"> <li>· Format: lectures</li> <li>· “Professional Development Workshop”</li> <li>· “Career Panel”</li> </ul> <p><b>Entrepreneurship Theme</b></p> <ul style="list-style-type: none"> <li>· “Bioentrepreneurship Bootcamp”</li> <li>· “Social Networks, Entrepreneurship, and Innovation”</li> </ul> <p><b>Interactions with Industry Theme</b></p> <ul style="list-style-type: none"> <li>· “Commercialization in Biotech Career panel/breakout rooms”</li> </ul> <p><b>Networking Theme</b></p> <ul style="list-style-type: none"> <li>· “Guest speaker”</li> <li>· “Social Networks, Entrepreneurship, and Innovation”</li> </ul> <p><b>Scientific Sessions Theme</b></p> <ul style="list-style-type: none"> <li>· Specific basic science and research topics</li> </ul>	<ol style="list-style-type: none"> <li>1. Career Development</li> <li>2. Entrepreneurship</li> <li>3. Interactions with Industry</li> <li>4. Networking</li> <li>5. Scientific Sessions</li> </ol>
<b>American Society for Investigative Pathology's (ASIP) Pathobiology for Investigators, Students, and Academicians (PISA)*</b>	2020	<p><b>Career Development Theme</b></p> <ul style="list-style-type: none"> <li>· Format: lectures</li> <li>· “Considering Medical School”</li> <li>· “Individual Development Plans (IDPs) for Trainees: Your Plan for Success”</li> <li>· “When and How to Find a Post-Doc Laboratory”</li> <li>· “What’s up with an MD/PhD and Am I Competitive?”</li> <li>· “A How-to Guide for Promoting Your Scientific Career Online”</li> <li>· “Summer Research Programs”</li> </ul> <p><b>Interactions with Industry Theme</b></p> <ul style="list-style-type: none"> <li>· “Transitioning from Academic Research to Biotech R&amp;D”</li> </ul> <p><b>Mentoring and Role Modeling Theme</b></p> <ul style="list-style-type: none"> <li>· “How to Get the Most from Mentoring Relationships”</li> <li>· “Breast Cancer Scientific Interest Group "Understanding Breast Cancer: My Journey as a Physician Scientist"</li> </ul> <p><b>Networking Theme</b></p> <ul style="list-style-type: none"> <li>· “Liver Pathobiology Scientific Interest Group-Lunch with the Stars”</li> <li>· “Pathology Career Pathway Networking”</li> <li>· “Meet the experts”</li> <li>· "Social Starters" (Beginning Users). "Social Pros" (Intermediate &amp; Advanced Users).</li> </ul> <p><b>Scientific Sessions Theme</b></p> <ul style="list-style-type: none"> <li>· Specific basic science and research topics</li> </ul> <p><b>Women in Science Theme</b></p> <ul style="list-style-type: none"> <li>· “women in pathology”</li> </ul>	<ol style="list-style-type: none"> <li>1. Career Development</li> <li>2. Interactions with Industry</li> <li>3. Mentoring and Role Modeling</li> <li>4. Networking</li> <li>5. Scientific Sessions</li> <li>6. Women in Science</li> </ol>
<b>American Society for Matrix Biology's (AMSB) E-Symposia†</b>	2021	<p><b>Scientific Sessions Theme</b></p> <ul style="list-style-type: none"> <li>· Format: lectures and posters</li> </ul>	<ol style="list-style-type: none"> <li>1. Scientific Sessions</li> </ol>
	2020	<p><b>Scientific Sessions Theme</b></p> <ul style="list-style-type: none"> <li>· Format: lectures and posters</li> </ul>	<ol style="list-style-type: none"> <li>1. Scientific Sessions</li> </ol>
<b>American Society for Matrix</b>	2021	<p><b>Mentoring and Role Modeling Theme</b></p> <ul style="list-style-type: none"> <li>· “Mentoring from both sides: How to find, be and utilize a great mentor. 1.5hrs didactic session”</li> </ul>	<ol style="list-style-type: none"> <li>1. Mentoring and Role Modeling</li> <li>2. Scientific Sessions</li> </ol>

<b>Biology's (AMSB) Workshop†</b>		<b>Scientific Sessions Theme</b> · “Many research based, science specific workshops available”	
	2019	<b>Networking Theme</b> · During breakfasts, lunches, dinners, and multiple coffee breaks	1. Networking 2. Scientific Sessions
		<b>Scientific Sessions Theme</b> · Includes posters, lectures	
<b>British Association of Dermatologist's (BAD) DermSchool/ Trainee Session*</b>	2021	<b>Career Development Theme</b> · Format: lectures · “Careers Panel”.	1. Career Development 2. Mentoring and Role Modeling 3. Scientific Sessions
		<b>Mentoring and Role Modeling Theme</b> · “Life as a Mohs Surgeon”	
		<b>Scientific Sessions Theme</b> · Format: lectures and posters	
	2020	<b>Career Development Theme</b> · Format: lectures · “Reflections on different training pathways in Dermatology” · “Trainee Curriculum Update” · “Decision-making in Dermatology: it’s not just pattern recognition” · “Benefits of Social Media”	1. Career Development 2. Scientific Sessions
		<b>Scientific Sessions Theme</b> · Format: lectures and posters	
	2019	<b>Career Development Theme</b> · Format: lectures · “Getting into Dermatology” · “Seizing the Moment in Cancer Prevention – Getting the most out of providing brief advice to patients” · “Dermatological Surgery” · “Interactive Surgical Quiz with BSDS Prize” · “British Journal of Dermatology Junior Editor” · “Other Dermatology Training Opportunities” · “Quiz” · “Poster prize” · “Trainee Update”	1. Career Development 2. Mentoring and Role Modeling 3. Networking 4. Scientific Sessions
		<b>Mentoring and Role Modeling Theme</b> · “Career questions to the Panel and answers with tea”	
		<b>Networking Theme</b> · “DermSoc talk”	
		<b>Scientific Sessions Theme</b> · Format: lectures and posters	
	2018	<b>Career Development Theme</b> · “Using your mobile phone at work” · “Software is eating the clinic!” · “Trainee Update” · “The Diagnosis and Management of Rosacea”	1. Career Development 2. Scientific Sessions
		<b>Scientific Sessions Theme</b>	



		· Format: lectures and posters	
	2017	<b>Career Development Theme</b> · “ID Update: What’s New in Rx” · “Complications of Aesthetic Procedures” · “Trainee Update”  <b>Scientific Sessions Theme</b> · Format: lectures and posters	1. Career Development 2. Scientific Sessions
<b>British Association of Dermatologist’s (BAD) E-dermatology*</b>	2021	<b>Scientific Sessions Theme</b> · Format: lectures and posters	1. Scientific Sessions
<b>European Society for Dermatological Research’s (ESDR) Future Leaders Academy in Dermatology*</b>	2021	<b>Interactions with Industry Theme</b> · “Presentations of industry partners”  <b>Mentoring and Role Modeling Theme</b> · “Presentation of sponsors/exchange with mentees” · “Lunch break with exchanges mentors/mentees (virtual rooms)”  <b>Networking Theme</b> · “Virtual toast and virtual on-demand rooms for chat”  <b>Scientific Sessions Theme</b> · Format: lectures and posters, breakout sessions (would share content from break out room with everyone afterwards) · “Oral presentations by mentees” (multiple events)	1. Interactions with Industry 2. Mentoring and Role Modeling 3. Networking 4. Scientific Sessions
	2020	<b>Interactions with Industry Theme</b> · “Presentations of industry partners”  <b>Networking Theme</b> · “Networking”  <b>Scientific Sessions Theme</b> · Format: lectures and posters, breakout sessions (would share content from break out room with everyone afterwards) · “Oral presentations by mentees” (multiple sessions)	1. Interactions with Industry 2. Networking 3. Scientific Sessions
	2019	<b>Interactions with Industry Theme</b> · “Presentations of industry partners”  <b>Mentoring and Role Modeling Theme</b> · “Lunch (seated – mentors/mentees matched)”  <b>Networking Theme</b> · “Networking Event”  <b>Scientific Sessions Theme</b> · Format: lectures and posters, breakout sessions (would share content from break out room with everyone afterwards) · “Oral presentations by mentees (10 minutes plus 5 minutes discussion)” (multiple sessions). · “Epidemiology of skin diseases: smart data or big data?”	1. Interactions with Industry 2. Mentoring and Role Modeling 3. Networking 4. Scientific Sessions

2018	<p><b>Entrepreneurship Theme</b> · “Entrepreneurship in Dermatology”.</p> <p><b>Interactions with Industry Theme</b> · “Presentations of industry partners” (multiple sessions) · Publishing or Patenting?”</p> <p><b>Leadership Theme</b> · “Reflections on Leadership in Clinical Academia”</p> <p><b>Mentoring and Role Modeling Theme</b> · “Oral presentations by mentees (10 minutes plus 5 minutes discussion) (multiple sessions)”.</p> <p><b>Scientific Sessions Theme</b> · Format: lectures, presentations, breakout sessions (Presentation of Break-out Sessions to Plenum) · “Translational Science During Drug Discovery”. “Publishing or Patenting?”.</p>	<ol style="list-style-type: none"> <li>1. Entrepreneurship</li> <li>2. Interactions with Industry</li> <li>3. Leadership</li> <li>4. Mentoring and Role Modeling</li> <li>5. Scientific Sessions</li> </ol>
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2017	<p><b>Interactions with Industry Theme</b> · “Presentations of industry partners” (multiple sessions)</p> <p><b>Mentoring and Role Modeling Theme</b> · “Lunch (seated – mentors/mentees matched)”</p> <p><b>Networking Theme</b> · “Networking”.</p> <p><b>Scientific Sessions Theme</b> · Format: lectures, presentations breakout sessions (Presentation of Break-out Sessions to Plenum) “Oral presentations by mentees (10 minutes plus 5 minutes discussion) (multiple sessions)”. · “Mentor presentations (multiple sessions)”.</p>	<ol style="list-style-type: none"> <li>1. Interactions with Industry</li> <li>2. Mentoring and Role Modeling</li> <li>3. Networking</li> <li>4. Scientific Session</li> </ol>
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<p><b>Japanese Society for Investigative Dermatology’s (JSID) Aoba Juku/Summer School*†</b></p>	2020	<p><b>Mentoring and Role Modeling Theme</b> · “Also, in Aoba Juku, the young doctors can make friends with each other at the same time as getting to know many tutors who have enthusiasm in dermatological research. This tight network from the early phase will help the young researchers to develop their careers. There will also be a synergistic effect of Aoba Juku and Kisaragi Juku. It will be our great pleasure to see young attendees of Aoba Juku show zeal for basic research and come back to Kisaragi Juku as more motivated and enthusiastic scientists.”</p> <p><b>Networking Theme</b> · “This seminar is keeping producing great results from the aspect of strengthening connection and friendship of young researchers and promoting the basic research in dermatology field throughout Japan. In order to further intensify the research activity, it is indispensable to recruit more and more talented doctors into this field. In recent years, with changes in the clinical training system, it is regarded that fewer and fewer young doctors in any medical field are showing interest in research careers. Dermatology is no exception, and it is assumed that there are many young doctors who hesitate to explore the basic research. On the other hand, eagerness for research is important for a doctor who specializes in clinical medicine. The aim of Aoba Juku is to increase the</p>	<ol style="list-style-type: none"> <li>1. Mentoring and Role Modeling</li> <li>2. Networking</li> <li>3. Scientific Session</li> </ol>
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number of young doctors who get interested in dermatological research.”

**Scientific Sessions Theme**

- “Aoba Juku is not only for young doctors aiming to start basic research but also for those who are still hesitating to open the door of research field. We wish that all attendees experience the joy and beauty of science in dermatology.”
- “We strongly desire that Aoba Juku will become a big starting gate for the attendees to get to know the splendid world of science in dermatology.”

**Japanese Society for Investigative Dermatology’s (JSID) Kisaragi Juku/Young Academician-Fostering Seminar\*\*†**

2020

**Collaborative Skills Theme**

· “Being active internationally is necessary for researchers, and they have times for international interactions. Warm exchanges are naturally the basis for Kisaragi Juku. Inspired by the success of JSID Kisaragi Juku, European Society for Dermatological Research (ESDR) started a similar program for their young members. We held a joint seminar with ESDR and SID at IID2018 and many young researchers exchanged their opinions with animation. It is our desire to see both the participants and the JSID grow more through Kisaragi Juku. "JSID Kisaragi Award" is presented to the best participant at the end of three-day seminar. In addition, the recipient will be also awarded with the opportunity to represent Kisaragi Juku at the 47th Annual Meeting of JSID.

1. Collaboration Skills
2. Mentoring and Role Modeling
3. Networking
4. Scientific Session

**Mentoring and Role Modeling Theme**

· “The seminar aims to invigorate and cultivate the participants. They and their tutors (the JSID Committee for the Young Researchers’ Seminar) will strive to achieve these aims. It is ideal that attendees and their tutors could establish lasting friendships.”

**Networking Theme**

· “Hoping the attendees will be able to meet good friends and good tutors, and they can picture their brilliant future through our seminar we strongly encourage a lot of enthusiastic, promising young researchers to participate.”

**Scientific Sessions Theme**

- “In addition, the recipient will be also awarded with the opportunity to represent Kisaragi Juku at the 47th Annual Meeting of JSID.”
- “JSID believes providing intensive seminars to educate young researchers through human exchanges of heated educational discussions can be one of the solutions to help those circumstances.”
- “Keynote lectures and participants presentations”

2020  
online

**Collaboration skills Theme**

· “The next step will be to establish international relationships and collaborations, especially within Asian countries, to promote the contributions of Asian dermatologists to the field of dermatologic science.”

1. Collaboration Skills
2. Networking
3. Scientific Session

**Networking Theme**

· “The Japanese JSID hosts Kisaragi Juku every year, aiming to train promising young medical doctors as dermatologic researchers, accelerate interactions among them, and promote friendship.”

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**Scientific Sessions Theme**

· “Keynote lectures and participants presentations”

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**Society for  
Investigative  
Dermatology’s  
(SID) Future  
Leaders Retreat\***

2020

**Career Development Theme**

· “The venue provides attendees significant exposure to those satisfied with their choice of academia and research, allowing attendees to visualize themselves on the same path//By including both MD and PhD trainees at the retreat, we plan to instill appreciation for the breadth of scientific activity that occurs to support the field.”

· “Advice on juggling multiple priorities is given and reinforced throughout the presentations.”

· “In past retreats we have found that the audience is especially receptive to junior faculty presenters who are no more than five years post-residency. The retreat also provides attendees with access to important sponsors of Dermatology research. First is the Dermatology Foundation, a significant source of funding for those in need of seed money to conduct their first independent research. Speakers outlining access to NIH research funds, and to other funding agencies will present.”

· “These gatherings provide an opportunity to talk informally about subject matters of interest including research opportunities in dermatology, life in academia or how to combine clinical work with research.”

· “Participants will have the opportunity to meet with an international group of leaders in the field of dermatologic research. They will discuss topics such as advantages of careers in research and opportunities for advancement in academic careers.”

**Mentoring and Role Modeling Theme**

· “Access to prominent faculty [for resident and post-doc trainees] representing the entire spectrum of dermatology with extensive experience in producing highly cited publications, securing NIH grants, mentoring and faculty recruitment.”

· “In addition, the program will provide a means by which to match those seeking research opportunities with the program directors that have available positions.”

· “This venue for communication with established faculty is critical in identification of a mentor.”

· “During the presentations, an emphasis is placed on seeking out a mentor that will serve as a guide for those entering academics.”

**Networking Theme**

· “The placement of the Retreat at the time of the SID Annual Meeting allows attendees to establish connections with each other, and to other meeting attendees. These social networks foster collegiality, collaborations, an appreciation for the creative, multidisciplinary nature of science and other productive interactions. For example, residents may meet PhD trainees who are working to improve skin imaging, or high throughput molecular detection and can share their understanding of clinical problems on which this science would be suitably focused.”

· “Throughout the years, the SID has encouraged meeting between Residents and Post-Doc Fellows. To continue this promotion of collegiality, the SID presents a Trainee/Faculty Breakfast - small group discussions in which senior and junior faculty Residents, Pre-Doctoral Students and Postdoctoral Fellows discuss issues in an informal atmosphere.”

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1. Career Development
2. Mentoring and Role modelling
3. Networking
4. Scientific Session

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· “A strong emphasis will be made for retreat attendees to network with their peers.”

**Scientific Sessions Theme**

· “Sustained exposure to the entire spectrum of dermatologic research will influence the trainees as they make their career decision, as well as build their enthusiasm for this area of science.”

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2019

**Career Development Theme**

· “The Society for Investigative Dermatology’s (SID) Resident Retreat Program is designed to facilitate new pathways for interested dermatology residents to pursue a career in dermatologic research, providing them with the tools to create a successful and sustainable career.

· “The Society for Investigative Dermatology’s (SID) Post-Doctoral Retreat is designed to provide PhDs in training, or pursuing a Post-Doc Fellowship, with an overview of different pathways available to a PhD interested in dermatologic research. The novel program will feature a special emphasis on grants and grant writing, as well as establishing a niche that will provide solid footing on today’s research career path.”

**Mentoring and Role Modeling Theme**

· “To continue this promotion of collegiality, the SID presents a Trainee/Faculty Breakfast - small group discussions in which senior and junior faculty Residents, Pre-Doctoral Students and Postdoctoral Fellows discuss issues in an informal atmosphere. These gatherings provide an opportunity to talk informally about subject matters of interest including research opportunities in dermatology, life in academia or how to combine clinical work with research.”

**Networking Theme**

· “Throughout the years, the SID has encouraged meeting between Residents and Post-Doc Fellows.

· “Participants will have the opportunity to meet with an international group of leaders in the field of dermatologic research. They will discuss topics such as advantages of careers in research and opportunities for advancement in academic careers. A strong emphasis will be made for retreat attendees to network with their peers across all three societies, SID, ESDR and JSID, and with the mid-level faculty from all societies.”

**Scientific Sessions Theme**

· “The PhD and Resident Retreats are to be held in conjunction with the 2019 SID Annual Meeting.”

1. Career Development
2. Modeling
3. Networking
4. Scientific Sessions

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† Data collected from completed questionnaire

\* Data collected from society’s website

Supp. Table 2: Descriptions of established trainee programs developed by academic societies

Program	Aims	Target Audience	Session Information	Advertisement Method(s)	Feedback	Challenges Encountered
<b>American Academy of Allergy Asthma and Immunology's (AAAAI) Chrysalis Project*</b>	To introduce trainees to the allergy/immunology career path option	Medical students, residents and MD-PhD students; must be an AAAAI member	<p><b>Duration:</b> 3 days</p> <p><b>Frequency:</b> Annually</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> Free</p> <p><b>Format:</b> NR</p> <p><b>Application:</b> CV, career statement and letter of support from a faculty member of applicants' institution, and any abstract and case reports</p> <p><b># of Participants:</b> NR</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Instagram, Twitter, Facebook)</li> </ul>	<p><b>Collection Methods:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	NR
<b>American Academy of Dermatology's (AAD) Academic Dermatology Leadership Program*†</b>	To improve leadership abilities, learn how to address the unique challenges of academic dermatology practice and engage in mentorship	<p>Physicians who are ≤8yrs out of training from the US</p> <p>Residents who were involved in planning the session may also attend</p>	<p><b>Duration:</b> 1 year</p> <p><b>Frequency:</b> Annually</p> <p><b>Organizers:</b> A committee composed of a leadership consultant, two leadership facilitators and physicians/chief residents in leadership roles</p> <p><b>Fee:</b> NR</p> <p><b>Format:</b> Mentor-mentee are paired up based on similar interests and meet in-person and over the phone throughout the year; small group discussions; homework; online modules; leadership forum</p> <p><b>Application:</b> NR</p> <p><b># of Participants:</b> NR</p>	<ul style="list-style-type: none"> <li>· Marketing team</li> <li>· Announcements on the society's website</li> <li>· Word of mouth by past attendees</li> <li>· Social media (Instagram, Twitter, Facebook)</li> </ul>	<p><b>Collection Methods:</b> Pre/post surveys using online platforms (e.g., survey monkey, open water); providing incentives helps to improve survey rates</p> <p><b>Feedback Received:</b> The connections made through the program/networking as well as their take home materials (e.g., booklets, contact information) are highly valued; more time for mentoring</p> <p><b>Integration of Feedback:</b> Pairing up mentors and mentees</p>	Finding time slots in which all participants are available, which is why they created work beyond "classroom time"

<p><b>American Academy of Neurology's (AAN) Enhanced Resident Leadership Program*†</b></p>	<p>To provide trainees with the opportunity to augment their education, training and network</p>	<p>4th year adult neurology residents and 5th year child neurology residents in the US and Canada; priority given to chief residents; must be an AAN member</p>	<p><b>Duration:</b> 4-5 days</p> <p><b>Frequency:</b> Annually (part of annual meeting)</p> <p><b>Organizers:</b> A leadership development committee and a review committee composed of program directors and a graduate education subcommittee</p> <p><b>Fee:</b> Free (scholarship awarded)</p> <p><b>Format:</b> Educational and scientific programming; mentorship component</p> <p><b>Application:</b> CV, letter of interest and letter of recommendation from program director, reviewed by a selection committee</p> <p><b># of Participants:</b> 15 (10 in adult neurology, 4 in child neurology)</p>	<ul style="list-style-type: none"> <li>· Social media (Twitter, Facebook and Instagram)</li> <li>· Emails to society members &amp; partners</li> <li>· Newsletters</li> <li>· Announcements on the society's website</li> </ul>	<p><b>Collection Methods:</b> Written evaluations</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> Will alter content presented based on feedback</p>	<p>COVID-19 forcing the society to organize their annual meeting virtually this year</p>
<p><b>American Academy of Neurology's (AAN) Live Well, Lead Well: Improve Your Practice Culture Program*</b></p>	<p>To empower neurologists to cultivate wellbeing and resilience in their lives, increase engagement at work and develop strong, lasting leadership skills in an effort to reduce and prevent burnout and improve wellbeing</p>	<p>AAN members residing in the US who are residents through late-career physicians or advanced practice providers</p>	<p><b>Duration:</b> 2 days</p> <p><b>Frequency:</b> NR</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR</p> <p><b>Format:</b> Attendees develop and implement their own project idea</p> <p><b>Application:</b> Submit a proposed leadership project and letters of recommendation</p> <p><b># of Participants:</b> NR</p>	<ul style="list-style-type: none"> <li>· Social media (Twitter, Facebook, Instagram and YouTube)</li> <li>· Emails to society members &amp; partners,</li> <li>· Newsletters</li> <li>· Announcements on the society's website</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	<p>NR</p>
<p><b>American Academy of Neurology's (AAN) Sub-Specialty Education Programs*†</b></p>	<p>To allow individuals with similar interests to come together and explore a topic of science</p>	<p>Any AAN member</p>	<p><b>Duration:</b> NR; sessions throughout annual meeting</p> <p><b>Frequency:</b> Annually (part of annual meeting)</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR</p> <p><b>Format:</b> Attendees develop a working group and form a curriculum for the session.</p>	<ul style="list-style-type: none"> <li>· Social media (Twitter, Facebook, Instagram and YouTube)</li> <li>· Emails to society members &amp; partners</li> <li>· Newsletters</li> <li>· Announcements on the society's website</li> </ul>	<p><b>Collection Method:</b> Written evaluations for each session</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> Will shape future sessions based on</p>	<p>COVID-19 forcing the society to organize their annual meeting virtually this year</p>

			<b>Application:</b> None		demand and feedback	
			<b># of Participants:</b> NR			
<b>American Association for Cancer Research's (AACR) Translational Cancer Research for Basic Scientists Workshop*</b>	To provide some training and knowledge to help basic scientists transition into a transnational cancer medicine career	Predoctoral students, postdoctoral fellows, early career scientists and senior scientists	<b>Duration:</b> 1 week <b>Frequency:</b> NR <b>Organizers:</b> NR <b>Fee:</b> NR <b>Format:</b> Collaborative teams, presentations.  <b>Application:</b> Application required, specific NR  <b># of Participants:</b> NR	· Announcements on the society's website · Social media (Twitter, Facebook)	<b>Collection Method:</b> NR <b>Feedback Received:</b> NR  <b>Integration of Feedback:</b> NR	This trainee session was terminated due to the COVID-19 pandemic
<b>American Association for Cancer Research's (AACR) Integrative molecular epidemiology workshop*</b>	To accelerate the training of trainees in integration of epidemiology and biology, as well as strengthen collaboration and team building	Predoctoral students, postdoctoral fellows, medical residents and fellows and early career scientists/junior faculty who received their terminal degree <5yrs ago; non-members may also apply	<b>Duration:</b> 1 week <b>Frequency:</b> NR <b>Organizers:</b> NR <b>Fee:</b> \$500 for registration but no application fee  <b>Format:</b> Small group learning; didactic sessions (live + online); hands on computer exercises; networking opportunities; professional development roundtables; "meet the experts" sessions  <b>Application:</b> Complete an online application form, CV, description of current research, statement of interest, Letter of recommendation from mentor or program supervisor  <b># of Participants:</b> 20-25	· Announcements on the society's website · Social media (Twitter, Facebook)	<b>Collection Method:</b> NR <b>Feedback Received:</b> NR  <b>Integration of Feedback:</b> NR	This trainee session was not hosted in 2020 due to the COVID-19 pandemic
<b>American Society for Cell Biology's (ASCB) Biotech courses*</b>	To help trainees transition into jobs in biotech, MedTech or pharma by exposing them to career paths and providing networking opportunities	Graduate students, postdocs and junior scientists; must be ASCB member	<b>Duration:</b> 1 week <b>Frequency:</b> NR <b>Organizers:</b> ASCB, Keck graduate institute and the Manning School of Business at the University of Massachusetts Lowell  <b>Fee:</b> \$200; scholarship are available	· Announcements on the society's website · Social media (Twitter, Instagram Facebook)	<b>Collection Method:</b> NR <b>Feedback Received:</b> NR  <b>Integration of Feedback:</b> NR	COVID-19 forcing the society to organize their sessions virtually this year



			<p><b>Format:</b> Team projects; resume and job interview advice; presentations; networking opportunities</p> <p><b>Application:</b> Online application which includes a statement of interest</p> <p><b># of Participants:</b> 40-50</p>			
<p><b>American Society for Investigative Pathology's (ASIP) Pathobiology for Investigators, Students, and Academicians (PISA)*</b></p>	<p>To exchange knowledge, strategies, resources and solutions</p>	<p>Undergraduate and graduate students, postdocs and investigators</p>	<p><b>Duration:</b> 5 days</p> <p><b>Frequency:</b> NR</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> \$50 for members, \$75 for non-members</p> <p><b>Format:</b> Oral and poster presentations, when virtual for pandemic they had large + small group sessions</p> <p><b>Application:</b> Submit an abstract</p> <p><b># of Participants:</b> NR</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Facebook)</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	<p>COVID-19 forcing the society to organize their sessions virtually this year</p>
<p><b>American Society for Matrix Biology's (AMSB) E-Symposia*†</b></p>	<p>To share and promote science, as well as raise the profile of matrix biology</p>	<p>Research and university students, trainees and principal investigators</p>	<p><b>Duration:</b> 1-1.5 hours</p> <p><b>Frequency:</b> NR</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR; reduced fee for AMSB members + virtual sessions during pandemic</p> <p><b>Format:</b> Online symposium</p> <p><b>Application:</b> NR</p> <p><b># of Participants:</b> 100-200</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Twitter, Facebook, Instagram)</li> <li>· Emails to society members &amp; partners</li> <li>· Word of mouth by past attendees</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	<p>Having attendees stay for the entire session; they try to have the most exciting event at the end</p>
<p><b>American Society for Matrix Biology's (AMSB) Workshops*†</b></p>	<p>To share and promote science, as well as raise the profile of matrix biology</p>	<p>Research and university students, trainees and principal investigators</p>	<p><b>Duration:</b> NR</p> <p><b>Frequency:</b> Every other year (on the years when there is no annual meeting)</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR; reduced fee for AMSB members + virtual sessions during pandemic</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Twitter, Facebook, Instagram)</li> <li>· Emails to society members &amp; partners</li> <li>· Word of mouth by past attendees</li> </ul>	<p><b>Collection Method:</b> Online post-session surveys for in person events</p> <p><b>Feedback Received:</b> More time for socialization and networking</p> <p><b>Integration of Feedback:</b> Added</p>	<p>Having attendees stay for the entire session; they try to have the most exciting event at the end</p>

			<p><b>Format:</b> Informal sessions; mentoring + socializing opportunities</p> <p><b>Application:</b> NR</p> <p><b># of Participants:</b> NR</p>		mentoring sessions, created a more social setting for poster sessions and limits the number of participants	
<p><b>British Association of Dermatologists' (BAD) DermSchool*</b></p>	To spark interest in trainees to pursue a career in dermatology	Medical students, foundation year doctor and core medical/internal medicine trainees	<p><b>Duration:</b> 1 day</p> <p><b>Frequency:</b> Annually</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR; refundable deposit needed</p> <p><b>Format:</b> Didactic + practical sessions; poster presentation</p> <p><b>Application:</b> Online registration application, specifics NR. Can submit an abstract for a poster presentation.</p> <p><b># of Participants:</b> NR</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Facebook)</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	NR
<p><b>British Association of Dermatologists' (BAD) E-dermatology*</b></p>	To help trainees learn about diagnosing and managing common dermatological disorders	Primarily dermatological trainees but clinicians working in the National Health Service (NHS) and all members of British Dermatological Group (BDNG) may also use this resource	<p><b>Duration:</b> 20 minutes</p> <p><b>Frequency:</b> Accessible anytime</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> No fee</p> <p><b>Format:</b> Interactive online sessions</p> <p><b>Application:</b> None but registration required</p> <p><b># of Participants:</b> N/A</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Facebook)</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	NR
<p><b>European Society for Dermatological Research's (ESDR) Future Leaders Academy in Dermatology*</b></p>	To encourage excellent young dermatologists to further pursue their academic careers through guidance and mentoring of established scientists in the field	Primarily European residing physicians, post-docs, PhD students and residents currently engaged in skin-related research; must be ≤40yo (some exceptions)	<p><b>Duration:</b> 2.5 days</p> <p><b>Frequency:</b> Annually (can only attend once)</p> <p><b>Organizers:</b> ESDR Scientific Program Committee</p> <p><b>Fee:</b> NR; ESDR covers accommodation costs for all participants and travel costs for ESDR members</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Social media (Twitter, Facebook, Instagram)</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	NR

			<p><b>Format:</b> Attendees give oral presentations of their work; didactic sessions from senior scientists; networking opportunities; mentoring events</p> <p><b>Application:</b> Application form, CV and cover letter</p> <p><b># of Participants:</b> 20-25</p>			
<p><b>Japanese Society for Investigative Dermatology's (JSID) Aoba Juku*†</b></p>	<p>To promote basic research in the dermatology field and build connections</p>	<p>Individuals who have not started any dermatology basic research</p> <p>Open for young doctors who belong to the Department of dermatology.</p>	<p><b>Duration:</b> NR; "summer school"</p> <p><b>Frequency:</b> NR</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR, but there is a fee</p> <p><b>Format:</b> NR but networking is highly valued</p> <p><b>Application:</b> Application required, specifics NR</p> <p><b># of Participants:</b> 30</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Send letters to affiliated institutions</li> </ul>	<p><b>Collection Method:</b> NR</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	<p>COVID-19 forcing the society to organize their annual meeting virtually this year</p>
<p><b>Japanese Society for Investigative Dermatology's (JSID) Kisaragi Juku*†</b></p>	<p>To increase connections between international individuals within the basic research dermatology field and increase knowledge on how to properly engage in educational discussions</p>	<p>Individuals &lt;40yo or who completed their undergraduate degree &lt;10yrs ago</p>	<p><b>Duration:</b> 3 days</p> <p><b>Frequency:</b> NR</p> <p><b>Organizers:</b> NR</p> <p><b>Fee:</b> NR, but there is a fee</p> <p><b>Format:</b> NR, but networking is highly valued</p> <p><b>Application:</b> Attendees are recommended by a professor or chairman of the attendees affiliated university. An application will be submitted.</p> <p><b># of Participants:</b> 30</p>	<ul style="list-style-type: none"> <li>· Announcements on the society's website</li> <li>· Send letters to affiliated institutions</li> </ul>	<p><b>Collection Method:</b> NR, but collected from presenters and not participants</p> <p><b>Feedback Received:</b> NR</p> <p><b>Integration of Feedback:</b> NR</p>	<p>COVID-19 forcing the society to organize their annual meeting virtually this year</p>

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**Society for  
Investigative  
Dermatology's  
(SID) Trainee  
Retreat\***

To expose trainees to individuals who are satisfied with academia, bring the clinical and basic research sides of dermatology together and promote networking

MD and PhD trainees

**Duration:** NR

**Frequency:** Annually (at annual meeting)

**Organizers:** NR

**Fee:** NR

**Format:** Presentations, networking and mentorship opportunities

**Application:** Call for nominations. By invitation only selected from the annual meeting attendees

**# of Participants:** NR

· Announcements on the society's website  
· Social media (Twitter and Facebook)

**Collection Method:** NR

**Feedback Received:** Newly trained presenters ( $\leq 5$  yrs post-residency) were well received

**Integration of Feedback:** NR

COVID-19 forcing the society to organize their annual meeting virtually this year

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† Data collected from completed questionnaire

\* Data collected from society's website

Supp. Table 3: General overview of established societal programs available for trainees\*

<b>Characteristics</b>	<b>Number of programs (%)</b>	<b>Advertisement Method</b>	<b>Number of programs (%)</b>
Total number of programs	17	Society website	17 (100)
Leadership specific programs	5 (29.4)	Social media	15 (88.2)
Trainee specific programs	4 (23.5)	Word of mouth	3 (17.6)
Dermatology societies	5 (29.4)	Listservs	5 (29.4)
<b>Program Duration</b>		<b>Teaching Modalities</b>	
≤ 1 day	3 (17.6)	Networking/mentoring	9 (52.9)
Multiple days (<1 week)	6 (35.3)	Presentations	5 (29.4)
1 week	3 (17.6)	Small groups/teams	5 (29.4)
>1 week	2 (11.8)	Online component*	4 (23.5)
Not reported	3 (17.6)	Didactic	3 (17.6)
<b>Frequency</b>		Applied learning	4 (23.5)
Annually	7 (41.2)	Not reported	3 (17.6)
Every other year	1 (5.9)	<b>Number of Participants</b>	
Accessible anytime	1 (5.9)	≤ 30	5 (29.5)
Not reported	8 (47.1)	> 30	2 (11.8)
<b>Fee to Participate</b>		Not reported	10 (58.8)
Yes	9 (52.9)	<b>Application Required</b>	
≤\$150	2 (22.2)	Yes	10 (58.8)
>\$150	2 (22.2)	No	3 (17.6)
Not reported	5 (55.6)	Not reported	4 (23.5)
No	2 (11.8)		
Not reported	6 (35.3)		

\*prior to the COVID-19 pandemic

Supp. Table 4: Summary of the trainee-specific programs' themes that took place between 2017-2021

Characteristics	Programs
Total number of societies	11
Trainee specific programs	17
Trainee specific programs 2017-2021, inclusive	33
Session Themes	n (%)
<b>Career Development</b> <i>Includes: skills development; discussion/presentation on career paths, different career options; knowledge tests given at session; career panels</i>	16 (48.5)
<b>Collaboration Skills</b> <i>Includes: group projects; international interactions/collaboration skills</i>	4 (12.1)
<b>Equity, Diversity, and Inclusion/Social Justice/Advocacy</b> <i>Includes: bias and diversity; racism in medicine; equity</i>	1 (3.0)
<b>Ethics</b> <i>Includes: discussion/presentations on ethics</i>	2 (6.1)
<b>Entrepreneurship</b> <i>Includes: How to negotiate a contract; Learn about different practice models; Business in Medicine; Bootcamps on entrepreneurship; Panel Discussion on Entrepreneurship</i>	4 (12.1)
<b>Interactions with Industry</b> <i>Includes: Patenting; industry partners; Transitioning from Academic Research to biotech; Commercialization in Biotech Career; Industry Career Paths</i>	10 (30.3)
<b>Leadership</b> <i>Includes: resilient leadership; cultivating emotional intelligence; leading groups and teams; conflict management; Leadership programs; current issues and trends that impact leaders and their organizations; reflection on leadership</i>	5 (15.2)
<b>Mental Health and Wellbeing</b> <i>Includes: strategies for personal wellbeing; experiential sessions (e.g., yoga, mindfulness, positive psychology)</i>	1 (3.0)
<b>Mentoring and Role Modelling</b> <i>Includes: Mentor/mentee match; Lunch breaks with mentors/mentees; career questions to mentees; how to find, be and utilize a great mentor; how to get most from a mentoring relationship; mentor stories on their career journeys; one-on-one meetings with mentors/mentees; coaching with mentor; tutor assignment and meetings; sessions with access to faculty for advice/questions</i>	20 (60.6)
<b>Networking</b> <i>Includes: Face to Face retreats; Engagement; networking opportunities for trainees/attendees at set times; networking opportunities through meals/breaks; Virtual on-demand chat rooms/breakout rooms; meet the expert sessions; social sessions; guest speakers</i>	18 (54.5)
<b>Scientific Sessions</b> <i>Includes: basic science and clinical research/update/information sessions</i>	33 (100)
<b>Women in Science</b> <i>Includes: sessions discussing women in science and in specific fields</i>	1 (3.0)

Supp. Table 5: Acquisition and integration of feedback by trainee societal programs (6/17, 35.3%)

<b>Societies and Programs</b>	<b>Collection Method</b>	<b>Feedback Received</b>	<b>Integration of Feedback</b>
<b>American Academy of Dermatology's (AAD) Academic Dermatology Leadership Program†</b>	Pre/post surveys using online platforms; providing incentives help to improve survey rates	The connections made through the program/networking as well as their take home materials (e.g., booklets, contact information) are highly valued; more time for mentoring	Asks mentees and mentors to complete a survey, which the committee uses to create mentee-mentor pairs with similar interests
<b>American Academy of Neurology's (AAN) Enhanced Resident Leadership Program†</b>	Written evaluations	NR	Will alter content presented based on feedback
<b>American Academy of Neurology's (AAN) Sub-Specialty Education Programs†</b>	Written evaluations	NR	Will shape future sessions based on demand and feedback received
<b>American Society for Matrix Biology's (ASMB) Workshops†</b>	Online post-session surveys for in person events	More time for socialization and networking	Added mentoring sessions, created a more social setting for poster sessions and limited the number of participants
<b>Japanese Society for Investigative Dermatology's (JSID) Kisaragi Juku*†</b>	NR; collects feedback from presenters, not participants	NR	NR
<b>Society for Investigative Dermatology's (SID) Trainee Retreat*</b>	NR	Newly trained presenters ( $\leq 5$ years post-residency) were well received	NR

† Data collected from completed questionnaire

\* Data collected from society's website

NR (Not reported)

Supp Table 6: All recommendations for a future trainee program

Topic	Recommendation	
<b>Program logistics</b>	Session timing	<ul style="list-style-type: none"> <li>• 1-3-day annual hybrid program</li> </ul>
	Program fees	<ul style="list-style-type: none"> <li>• Conference fee (refunded after completion of program feedback survey)</li> <li>• No additional fees</li> <li>• Scholarship opportunities to offset travel/boarding (~\$500-1000 CAD)</li> </ul>
	Advertisement method	<ul style="list-style-type: none"> <li>• Websites, social media, and email listservs to past attendees</li> </ul>
	Teaching modalities	<ul style="list-style-type: none"> <li>• Networking opportunities:               <ul style="list-style-type: none"> <li>○ Breakfast reception</li> <li>○ Dinner reception</li> <li>○ Small group sessions</li> </ul> </li> </ul>
	Number of participants	<ul style="list-style-type: none"> <li>• Limited attendance in-person (~20-30) + virtual participation</li> <li>• Ensure equality, diversity, and inclusion principles are followed</li> <li>• Engage trainees and patient partners in program design and execution</li> <li>• Unlimited participation virtually</li> </ul>
	Application requirement	<ul style="list-style-type: none"> <li>• A CV and an abstract submission, if permitting, to the affiliated conference</li> <li>• Nomination from a division or department chair or M.Sc./Ph.D., MD, or Postdoctoral fellow supervisor for bursaries</li> </ul>
<p><b>Recommended program</b> (1-day timeline, adjust workshops/ presentations on other days, virtual options available for presentations and workshop participation)</p>	<p><b>Breakfast Reception:</b> <i>Open concept seating arrangement to allow for networking.</i></p> <p><b>Workshop 1:</b> <i>Career development, communication skills, leadership, entrepreneurship in smaller group sessions. Mix of presentation and round table discussion.</i></p> <p><b>Mentoring Session:</b> <i>Pair participants with faculty members to allow for a meet and greet and question period.</i></p> <p><b>Workshop 2:</b> <i>Women in science, EDI, mental health, wellbeing, ethics workshops, as well as team building/group exercises.</i></p> <p><b>Workshop 3:</b> <i>Engagement of patients as partners in research, grant writing training, knowledge translation/publication strategies, developing open science.</i></p> <p><b>Networking/Industry Session Dinner Reception:</b> <i>Dinner and refreshments buffet style and self-seated to encourage networking amongst participants. Industry session hosted at the same time to allow for interaction, as well as improve connection between industry/business and research/medicine. Interview panel session following dinner.</i></p>	
<b>Program Feedback</b>	<ul style="list-style-type: none"> <li>• Post-program evaluation (online survey).</li> <li>• No reimbursement will be provided until the program survey is completed.</li> </ul>	
<b>Trainee Involvement</b>	<ul style="list-style-type: none"> <li>• Involve trainees in program design and administer pre-program survey.</li> </ul>	