

# Supplemental Material

*CBE—Life Sciences Education*

Layton *et al.*

## APPENDIX I: Select Survey Questions

Gender Question: What is your gender?

- Male
- Female
- Transgender
- Prefer not to respond
- Other + How do you identify? (Text)

At the start of your doctoral program, which of the following career goals did you aspire to? (Select all that apply)

- University faculty with an emphasis on teaching (0/1)
- University faculty with an emphasis on research or development (0/1)
- Government job with an emphasis on research or development (0/1)
- Job in established firm with an emphasis on research or development (0/1)
- Job in startup/entrepreneurial firm with an emphasis on research or development (0/1)
- Other (0/1) + What is your long-term career goal? (text)

How many first-author or co-author papers in peer-reviewed journals and/or book chapters that you worked on during your most recent postdoc have been/were accepted for publication? (Response options: 0, 1, 2, 3 ... 29, 30+)

How would you classify your racial/ethnic identity? (Select all that apply) - (0/1 for each)

- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White
- Other
- Prefer not to respond

Employment Status: Are you currently:

- Working full-time in a position other than a postdoc
- Working part-time in a position other than a postdoc
- Interning / volunteering with an organization to gain professional experience
- Enrolled part-time or full-time in an academic program
- Unemployed but seeking work
- Unemployed and not seeking work
- Other

Job Title: What is your current job title? If you hold a joint appointment, please select all that apply: (0/1 each)

- Academic Advisor
- Adjunct Faculty
- Adjunct Instructor
- Analyst
- Artist
- Assistant Dean
- Assistant Director, Career Center
- Assistant Director, Postdoc Office
- Assistant Director, Scientific Programs
- Assistant Professor
- Associate Dean
- Associate Director, Career Center
- Associate Director, Postdoc Office
- Associate Director, Scientific Programs
- Associate Professor
- Astronomer
- Astrophysicist
- Biologist

- Biostatistician
- Botanist
- Business Development Analyst
- Career Counselor
- Chemist
- Chief Executive Officer
- Chief Scientific Officer
- Classroom Teacher
- Clinical Psychologist
- Clinical Trials Coordinator
- Clinical Trials Manager
- Consultant
- Curriculum Developer
- Data Analyst
- Data Scientist
- Dean
- Department Chair
- Director, Core Facility
- Director, Education
- Director, Postdoctoral Affairs
- Director, Research and Development
- Don't know
- Editor
- Educator, Scientific Society
- Engineer
- Entrepreneur
- Epidemiologist
- Field Application Specialist
- Genetics Counselor
- Grants Administrator
- Graphic Designer
- Group Leader
- Imaging Specialist
- Instructor
- Investment Analyst
- Journalist
- Laboratory Manager
- Lecturer
- Management Consultant
- Manager
- Market Researcher
- Marketing Specialist
- Mathematician
- Medical Informaticist
- Medical Science Liaison
- Medical Writer
- Museum Educator
- Neuroscientist
- Other
- Patent Agent
- Patent Attorney
- Patent Law Clerk
- Physician
- Physicist
- Policy Analyst
- President
- Principal Investigator
- Product Development Scientist/Engineer
- Professor
- Program Analyst
- Program Manager
- Program Officer
- Project Manager
- Public Outreach Specialist
- Quality Control Specialist
- Quantitative Researcher
- Regulatory Affairs Specialist
- Research Administrator
- Research Analyst
- Research Assistant
- Research Associate
- Research Assistant Professor
- Research Associate Professor
- Research Professor
- Research Scientist
- Researcher
- Science Writer
- Scientist
- Senior Lecturer
- Senior Quantitative Researcher
- Senior Scientist
- Senior Staff Scientist
- Staff Scientist
- Statistician
- Technical Sales Representative
- Technical Support Specialist
- Technical Writer
- Technology Transfer Specialist
- Therapist
- Venture Capital Analyst
- Vice President, Research and Development
- Visiting Assistant Professor
- Visiting Associate Professor
- Visiting Professor

Who is your current employer? (Text)

If you are currently employed in a faculty position, please indicate your status:

- Tenure-track
- Tenured
- Non-tenure-track
- Not sure
- Prefer not to respond
- Not employed in a faculty position

Why did you accept your current position in this field? Check all that apply. (0/1 each)

- Geographic location
- Working conditions (flexible hours, work environment, culture, etc.)
- Salary/benefits
- Opportunities for my partner
- Autonomy
- Intellectual challenge
- Leadership opportunity
- Job security
- Variety
- Prestige
- Influence of family
- Influence of peers
- Influence of faculty advisor
- Influence of mentor other than faculty advisor
- Desired position was not available
- It was the only job offered
- Other + Reason you accepted your current position in this field: (Text)