

# Supplemental Material

*CBE—Life Sciences Education*

Chatterjee *et al.*

1 APPENDIX A

2 See below for the interview protocol used in the current research:

3 **PURPOSE/INTRODUCTION**

4 Thanks for calling in. My name is XX<sup>1</sup>. XX and I are part of a research team of  
5 organizational psychologists from XX and have been asked to explore with you what specific  
6 knowledge and skills you have learned from your internship that have been particularly helpful,  
7 and how this experience has shaped and guided your career progress.

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9 As noted in a previous email to you, this project is sponsored by BEST at XX. We are interested  
10 in your honest and open thoughts about what you have learned at your internships. In particular,  
11 we will be asking you questions such as:

- 12
- 13 • Knowledge/skills you have gained
- 14 • Key outcomes of internship
- 15 • Mentoring/networking opportunities
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17 The whole interview should take about 45-50 minutes and certainly no more than 60 minutes.

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19 **Confidentiality, Anonymity**

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21 We are looking for common themes that emerge from responses to our questions. Therefore, no  
22 statements in our report will identify any individual. You will remain anonymous and the  
23 responses to the interviews will be aggregated and findings only reported as a group.

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25 With your permission, I would like to audiotape the interview so we can make sure we have  
26 captured your comments and thoughts accurately. Once we have summarized the conversation,  
27 the recording will be erased. It is also fine if you do not want to be audiotaped, as we will just  
28 take notes and ask if we are not sure we have captured all your thoughts. Would you be okay  
29 with being audiotaped?

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31 Before we begin, do you have any questions to ask us or do you have any concerns about this  
32 project?

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<sup>1</sup> XX included here to mask our identities for the peer-review process

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## INTERVIEW

### Internship Context

- Let's first start with short description of your internship.
- Where did you get the internship? Talk a little bit about the company – how many employees are there? What kind of things do they do?
- What were your major job responsibilities?
- How would you describe the culture at your internship site?
- How did this internship relate to your long-term educational/career goals?

### Internship Questions

Now we will move on to talking about different aspects of your internship experience in detail. We will first focus on what you found the most valuable in your internship.

1. Tell me about the new knowledge/skills you most enjoyed learning at the internship
  - Please describe some key learning experiences
  - How did you use the knowledge/skill on the job? – What specifically did you do in this situation?
  - What was the outcome?
  - How do you plan on applying the knowledge/skills learned in the future? Did this learning change or affect how you have since approached other similar situations?

*Additional Probe Question:* Tell me about the least valuable aspect of your internship?

*Additional Probe Question:* Tell me what was missing from your internship?

2. Tell me about a time where you drew connections between academic work and practical work at your internship.
  - Please describe the circumstances and nature of the specific incident?
  - What was the theoretical knowledge/skill and how did you use it practically? – What specifically did you do in this situation?
  - What was the outcome?
  - What did you learn from this attempt to bridge theory and practice? Did this experience change how you have since approached other similar situations?
  - **As you explain, please share the connections from the academic to the applied world**
  - **As you explain, please share the connections from the applied to the academic world**

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69 3. Tell us about how your faculty advisor has been about this process overall – your decision to  
70 join the internship, were they supportive? And have you received any feedback after you got  
71 back from your internship about the changes in you?

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73 4. Tell me about mentoring/networking opportunities at your internship site.  
74 ● Please describe the circumstances and nature of the specific incident?  
75 ● What was advice and how did you use it on the job? – What specifically did you do in  
76 this situation?  
77 ● What was the outcome?  
78 ● How do you plan on applying the advice in the future? Did this experience change how  
79 you have since approached other similar situations?

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81 *Additional Probe Question:* Did you get to network with people internal to the organization, or  
82 did you also get to interact with people outside your immediate context?

83  
84 4. Describe how the internship has influenced your long-term career and/or academic goals.

85 5. Summary of what we've heard: \_\_\_\_\_ In addition to the things we've discussed so far,  
86 are there any other key outcomes you'd like to talk about?  
87 ● Please describe insights gleaned from your internship experience.  
88 ● What skills did you acquire during your internship that you will be able to highlight in  
89 your resume, cover letters, and/or interviews.

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## 91 **CONCLUSION**

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93 Is there any other information you would like to share about your experiences at the internship  
94 and in applying the knowledge/skills to your graduate work on campus?

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96 Now that the interview is over, do you have any questions for us?

97 Thanks for participating in our interview. We appreciate that you took time out of your day to  
98 share your experiences with us.

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