

Supplemental Table. Study interview questions

What are the experiences, aptitudes, and competencies physicians need to be successful in academic medicine?
What do you see as important for success in academic medicine?
How would you define success in an academic medicine career?
What are one or two pivotal experiences that made your success possible?
What were some of the skills you had to develop as you moved into new roles in your career?
How did you acquire new important skills?
What role did mentors play in your career development and success?
What are some of the most important pieces of advice you give to trainees or junior faculty?
What were the important events that directed you in selecting a career path?
In a world with no limitations, what do you think would be the ideal physician career development opportunities that an academic medical center would provide?
If you could travel back in time and give advice to your earlier-career self, what might you tell yourself?