Supplementary Online Content


**eAppendix.** Survey Questions Related to Gender Bias and Sexual Harassment

This supplementary material has been provided by the authors to give readers additional information about their work.
9. Do you perceive any gender-specific biases or obstacles to the career success or satisfaction of faculty by gender in your work environment?

- □ 1 No, never
- □ 2
- □ 3
- □ 4
- □ 5 Yes, frequently

10. In your professional career, have you ever been left out of opportunities for professional advancement based on gender?

- □ 1 Yes
- □ 2 Probably
- □ 3 Possibly
- □ 4 Probably Not
- □ 5 No

11. In your professional career, have you had increased opportunities for professional advancement based on gender?

- □ 1 Yes
- □ 2 Probably
- □ 3 Possibly
- □ 4 Probably Not
- □ 5 No

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12. In your professional career, have you encountered unwanted sexual comments, attention or advances by a superior or colleague?

☐ No (you have completed the survey)  ☐ Yes (please continue below)

13. Please indicate “Yes” or “No” for each of the following that you may have encountered:

   a. Sexist remarks/behavior         ☐ No  ☐ Yes
   b. Unwanted sexual advances       ☐ No  ☐ Yes
   c. Subtle bribery to engage in sexual behavior ☐ No  ☐ Yes
   d. Threats to engage in sexual behavior ☐ No  ☐ Yes
   e. Coercive advances              ☐ No  ☐ Yes
   f. Other (please specify) ____________________________________ ☐ No  ☐ Yes

14. To what extent have these experiences had a negative effect on your confidence in yourself as a professional?

☐ 1  ☐ 2  ☐ 3  ☐ 4  ☐ 5
Not at all  Greatly

15. To what extent have these experiences negatively affected your career advancement?

☐ 1  ☐ 2  ☐ 3  ☐ 4  ☐ 5
Not at all  Greatly

THANK YOU FOR COMPLETING THIS SURVEY!

We are also eager to hear any other thoughts you might have regarding the K award program or regarding careers in academic medicine generally. Please feel free to write on the cover or include additional pages of comments.