

Appendix 1

Code definitions

- **LEADERSHIP:** role outside of clinical duties; increase leadership skills
 - Change: leadership to enact change
 - Program: leadership within an established program
 - Community: leader in the community
 - Academic: desire to rise in academic leadership
 - Skillset: improving leadership skills
- **RESIDENT TO FACULTY:** fellow was trained as a resident at their home institute and stayed on as faculty
- **TEACHER:** noted passion for teaching, desire to improve teaching skills; support to improve teaching abilities
- **MENTORING:** passion for mentoring current and future physicians; desire for mentorship; available mentors at home institution
 - Advisor: To be a mentor
 - Advisee: Need a mentor, lack mentorship
 - Mentee: have a mentor
- **ADVOCACY:** community and political voice
 - Medicine
 - Public Health
 - Policy
- **SCHOLARSHIP:** goal or intention to improve skills related to scholarly work; lacking research or writing skills to contribute significant scholarship
 - Publication
 - Presentations
 - Grant: previous experience applying and acquiring grant money; lack of necessary funding; desire to acquire grant funded research
 - Skillset: expressed desire to improve a lacking skillset related to scholarly work
- **GUIDANCE:** seeking help or struggling in traversing the world of academic medicine
- **CAREER ADVANCEMENT:** desire for promotion, personal growth, acknowledgement in their field; ambition

- **NETWORKING:** desire to increase contacts throughout academic community, especially with another minority faculty
- **IMPOSTER SYNDROME:** evidence of feelings they don't belong, aren't qualified, should be there, overall issues with confidence in their current setting; isolation
- **IMPROVEMENTS IN MEDICAL EDUCATION:** plans to start, initiate, develop, or expand a program at the fellow's home institution
 - Residency
 - Medical School
 - Community
- **SUPPORT SYSTEM:**
 - Faculty: faculty colleagues who are willing to help fellow in research/scholarship
 - Community: committees, associations, collaboratives, or national programs that provide a network of support for a fellow
 - Research: program/person available to help with research and scholarship
 - Personal: family and friends outside of work to support the fellow
 - Institutional: administration at fellow's home institution understand the importance of the program (i.e department chair, dean, program director, etc)
- **FACULTY DEVELOPMENT:**
 - Internal: fellow's home institution has early career faculty development programs
 - External: already completed a faculty development program
- **SYSTEMIC ISSUES:** issues within the fellow's home institution or health care in general that impact the fellow
 - Admin: lack of administrative support
 - Staff: staffing issues
 - Homogeneity: lack of racial/ethnic/gender/sexual representation
 - Minority tax: "tax of extra responsibilities placed on minority faculty in the name of efforts to achieve diversity"
 - Lack of promotion: institutional issues related to promotion or advancement; lack of faculty development
 - Lack of protected time: no dedicated time to scholarly activities or research from clinical/administrative duties
- **PERSONAL ATTRIBUTES:**
 - First gen: first generation immigrant, physician, or college grad
 - Resilient: ability to overcome barriers

- Self starter: creating development opportunities for oneself