

## Supplemental Digital Chart 1

### Open-Ended Questions from Mentor and Mentee Post-Intervention Interviews<sup>a</sup>

Mentor	Mentee
	Do you think your mentor was in the experimental or the control arm of the study? [Interviewer confirmed if mentee was blinded.]
	What do you want from your relationship with your mentor? Do you feel like your needs are being met?
Since the baseline interview, has your understanding of effective mentoring changed?	Since the baseline interview, has your understanding of effective mentoring changed?
Since the baseline interview, have you changed the way you communicate with your mentees?	Since the baseline interview, have you noticed any differences in your mentor's communication with you?
Since the baseline interview, have you changed the way you discuss expectations with your mentees?	Since the baseline interview, have you had any discussions with your mentor about expectations for your mentoring relationship or what mentoring roles s/he plays?
Since the baseline interview, do you feel that your ability to accurately assess your mentees' knowledge and abilities has changed in any way?	Since the baseline interview, do you feel that your mentor's ability to accurately assess your knowledge and abilities has changed in any way?
Since the baseline interview, have you changed the way you think about diversity and how it may impact the mentoring relationship? Here diversity is broadly defined to include age, race, gender, class, culture, sexual orientation, religion, etc.	There are many ways in which people are diverse, including age, race, gender, class, culture, sexual orientation, religion, etc. Since the baseline interview, have you noticed any changes in the way your mentor manages diversity in your mentoring relationship?
Since the baseline interview, have you changed the way, or extent to which, you have helped your mentees with their professional career development?	Since the baseline interview, have you noticed any changes in the way, or extent to which, your mentor has helped you with your professional career development?
Since the baseline interview, do you feel that you have changed the way you foster professional independence with your mentees?	Since the baseline interview, do you feel that your mentor has changed the way s/he fosters your professional independence?
[Intervention group only] What is the most significant thing, if anything, that you gained from attending the research mentor training sessions?	
[Intervention group only] Would you recommend the research mentor training sessions to a colleague?	
Since the baseline interview, have there been any significant life events for you or your mentee that effected your mentoring?	
Is there anything else you'd like to share with us?	Is there anything else you'd like to share with us?

<sup>a</sup> Questions are listed in the order in which they were asked.