

2024 Nephrology Fellow Survey

Start of Block: Default Question Block

Q1 Thank you for your interest in the Nephrology Fellow Survey, part of a research study directed by Stephen M. Sozio, MD, MHS, MEHP, in collaboration with the American Society of Nephrology. Please review this important information about your rights and protections to decide if you wish to participate in the study.

Participation is Voluntary. Taking part in this research is entirely voluntary, and you may choose not to participate or to stop participating in the study at any time.

Study Purpose. The purpose of this study is to understand trends in the nephrology workforce and job market. Your answers will be analyzed for scholarly research and for reports to inform future nephrology workforce planning.

Time Required. This survey takes approximately 7–10 minutes, and responses can be saved for completion at a later time. You may skip any questions you do not want to answer, and participation can be stopped at any time.

Potential Risks of Participation. Privacy and confidentiality are usually participants' most important concerns and are discussed in detail below.

Privacy and Confidentiality Protections. All identifying information (e.g., email and IP addresses) will be separated from your responses immediately after you complete the survey. Your responses will be stored on secure research computer servers, and data files will only be available to authorized members of the research team. All reports and published papers derived from the survey will only report aggregated results.

Benefits of Participation. Your participation will provide important information about the nephrology workforce and job market that will help with future workforce planning. Additionally, ASN will award 2 Grand Prizes of Complimentary BRCU Registration (a \$1695 value) and 10 Prizes of Complimentary 1-year ASN Membership upon completion of fellowship (a \$425 value) to randomly selected survey respondents. All survey respondents will be entered into the drawing for this award, which will be held immediately after the survey closes.

Study Approval and Further Information. This study has been reviewed and approved by the Johns Hopkins University School of Medicine Institutional Research Board (Study # 00205206). Please contact Stephen M. Sozio, MD, MHS, MEHP, Principal Investigator at ssozio@jhmi.edu or the Office of Human Subjects Research Institutional Research Board at the Johns Hopkins University School of Medicine at 410-955-3008 or jhmeirb@jhmi.edu for further information about your rights as a research participant.

ELECTRONIC CONSENT: Please select your choice below. Clicking on the "Agree" button below indicates that:

- You have read the above information
- You voluntarily agree to participate
- You are at least 18 years of age

☐ Agree (1)

☐ Do Not Agree (2)

Skip To: End of Survey If Thank you for your interest in the Nephrology Fellow Survey, part of a research study directed by... = Do Not Agree

End of Block: Default Question Block

Start of Block: Block 1

Q2 How many years of nephrology training will you have completed at the end of the 2023–2024 academic year?

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 or more (4)

Q3 What nephrology fellowship are you currently pursuing?

☐ Adult Nephrology (1)

☐ Pediatric Nephrology (2)

☐ Adult/Pediatric Nephrology (3)

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q4 What is your current fellowship type?

- ☐ Clinical Nephrology (1)
 - ☐ Research (2)
 - ☐ Transplant Nephrology (3)
 - ☐ Interventional Nephrology (4)
 - ☐ Onconeurology (5)
 - ☐ Nephrology–Critical Care Medicine (6)
 - ☐ Glomerular Disease (7)
 - ☐ Home Dialysis/Dialysis (8)
 - ☐ Other (9) _____
-

Q5 What type of fellowship program are you training at?

- ☐ Academic Medical Center (1)
 - ☐ Community Hospital (2)
 - ☐ Unsure (3)
-

Q6 Where did you attend medical school?

- ☐ United States (1)
 - ☐ Other country (2)
-

Display This Question:

If Where did you attend medical school? = United States

Q7 What type of medical school did you attend?

- ☐ Allopathic (1)
- ☐ Osteopathic (2)
-

Q8 Where did you complete your residency training?

▼ I did not complete residency training in the U.S. (1) ... Wyoming (53)

Q9 What is your current gender identity?

- ☐ Man (1)
- ☐ Woman (2)
- ☐ Genderqueer (3)
- ☐ Gender non-binary (4)
- ☐ Gender non-conforming (5)
- ☐ Another Gender (6)
- ☐ Prefer not to answer (7)
-

Q10 How old are you?

▼ Prefer not to answer (1) ... ≥55 (32)

Q11 What is your current citizenship status?

- ☐ U.S. citizen (1)
 - ☐ Permanent resident (2)
 - ☐ H-1, H-2, or H-3 visa (temporary worker) (3)
 - ☐ J-1 or J-2 visa (exchange visitor) (4)
 - ☐ O-1 visa (extraordinary ability) (5)
 - ☐ Other visa (Please specify your "other" visa type) (6)
-
- ☐ Prefer not to answer (7)

Q12 Are you Hispanic, Latina, or Latino?

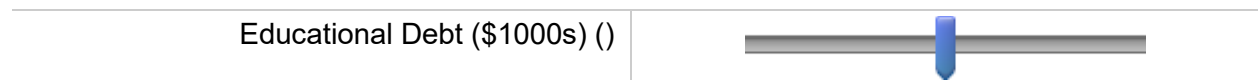
- ☐ Yes (1)
 - ☐ No (2)
 - ☐ Prefer not to answer (3)
-

Q13 What is your race? (Select all that apply)

- ☐ American Indian or Alaska Native (1)
- ☐ Black or African American (2)
- ☐ East Asian (e.g., China, Japan, South Korea, Taiwan) (3)
- ☐ Pacific Islander (4)
- ☐ South Asian (e.g., India, Pakistan, Sri Lanka) (5)
- ☐ Southeast Asian (e.g., Philippines, Vietnam, Singapore) (6)
- ☐ White (7)
- ☐ Prefer not to answer (8)

Q14 What is your current level of educational debt in \$1000s? Please estimate to the nearest \$1000.

0 50 100 150 200 250 300 350 400 450 500



Display This Question:

If What is your current level of educational debt in \$1000s? Please estimate to the nearest \$1000. [Educational Debt (\$1000s)] > 0

Q71 If you have a significant debt burden, how influential was this debt burden in your decision to pursue nephrology?

- ☐ Not applicable (1)
- ☐ Not at all influential (4)
- ☐ Slightly influential (8)
- ☐ Somewhat influential (5)
- ☐ Very influential (6)

Display This Question:

If What is your current level of educational debt in \$1000s? Please estimate to the nearest \$1000. [Educational Debt (\$1000s)] > 0

Q88 Are you currently enrolled in a loan forgiveness program?

- ☐ Yes (1)
- ☐ No (2)

Display This Question:

If Are you currently enrolled in a loan forgiveness program? = Yes

Q89 What type of loan forgiveness program? (Select all that apply)

- ☐ Public Service Loan Forgiveness (1)
 - ☐ NIH Loan Repayment Program (10)
 - ☐ ASN Loan Mitigation Program (4)
 - ☐ National Health Service Corps Repayment Program (5)
 - ☐ Indian Health Services Repayment Program (6)
 - ☐ Armed Services Loan Repayment Program (7)
 - ☐ Loan repayment program administered by a U.S. state (8)
 - ☐ Other (please specify) (9)
-

Q15 When did you decide you wanted to pursue nephrology as a specialty?

- ☐ Before medical school (1)
 - ☐ During medical school (2)
 - ☐ During 1st year of residency (3)
 - ☐ During 2nd or 3rd years of residency (4)
 - ☐ After practicing in a different area of medicine (5)
-

Q16 Have you participated in any of these ASN programs ? (Select all that apply)

- ☐ ASN Kidney STARS (1)
- ☐ ASN Kidney TREKS (2)
- ☐ Ben J. Lipps Research Fellowship Program (3)
- ☐ Karen L. Campbell, PhD, Travel Support Program for Fellows (4)

Display This Question:

If What is your current fellowship type? != Transplant Nephrology

Q17 Would you recommend nephrology to current medical students and residents?

- ☐ Yes (1)
- ☐ No (2)

Display This Question:

If Would you recommend nephrology to current medical students and residents? = Yes

Q18 Please explain why you would recommend nephrology.

Display This Question:

If Would you recommend nephrology to current medical students and residents? = No

Q19 Please explain why you would not recommend nephrology.

End of Block: Block 1

Start of Block: Block 2

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q20 What will you do at the end of the 2023–2024 training year? (Select one)

- ☐ Continue Current Fellowship (1)
 - ☐ Additional Subspecialty Clinical Training or Fellowship (2)
 - ☐ Private Practice (3)
 - ☐ Academic Practice (4)
 - ☐ Internal Medicine Residency (5)
 - ☐ Undecided (6)
 - ☐ Other (Please specify) (7)
-

Display This Question:

If What nephrology fellowship are you currently pursuing? = Pediatric Nephrology

Or What nephrology fellowship are you currently pursuing? = Adult/Pediatric Nephrology

Q21 What will you do at the end of the 2023–2024 training year? (Select one)

- ☐ Continue Current Fellowship (1)
 - ☐ Post-Doctoral Research Training (2)
 - ☐ Additional Subspecialty Training or Fellowship (3)
 - ☐ Private Practice (4)
 - ☐ Academic Practice (5)
 - ☐ Pediatrics Residency (6)
 - ☐ Undecided (7)
 - ☐ Other (Please specify) (8)
-

Display This Question:

If What will you do at the end of the 2023–2024 training year? (Select one) = Additional Subspecialty Clinical Training or Fellowship

Q22 What additional training are you pursuing? (Select one)

- ☐ Research (1)
 - ☐ Transplant Nephrology (2)
 - ☐ Interventional Nephrology (3)
 - ☐ Onconeurology (4)
 - ☐ Critical Care Medicine (5)
 - ☐ Glomerular Disease (6)
 - ☐ Home Dialysis/Dialysis (7)
 - ☐ Hypertension (8)
 - ☐ Meds/Peds Nephrology (9)
 - ☐ Other (Please specify) (10)
-

Q23 Do you plan to stay in the United States for your first post-fellowship job?

- ☐ Yes (1)
 - ☐ No (2)
 - ☐ I don't know (3)
-

Display This Question:

If Do you plan to stay in the United States for your first post-fellowship job? = Yes

Q24 Do you plan to stay in your current state for your first post-fellowship job?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I don't know (3)

Display This Question:

If Do you plan to stay in your current state for your first post-fellowship job? = Yes

Q25 Do you plan to stay in your current city/region for your first post-fellowship job?

- ☐ Yes (1)
- ☐ No (2)
- ☐ I don't know (3)

End of Block: Block 2

Start of Block: Block 3

Display This Question:

If What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)
Or What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)

Q26 Have you searched for a job to start after completion of your current training?

- ☐ Yes (1)
- ☐ No (2)

Display This Question:

If Have you searched for a job to start after completion of your current training? = Yes

And What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q27 What is the PRIMARY focus of the job(s) you have searched for? (Select all that apply)

- ☐ Clinical Nephrology (1)
 - ☐ Clinical Nephrology combined with Non-nephrology Specialty (2)
 - ☐ Nephrology—Research (3)
 - ☐ Nephrology—Hospitalist (4)
 - ☐ Non-nephrology—Hospitalist (5)
 - ☐ Non-nephrology—Primary care (6)
 - ☐ Non-nephrology—Other Clinical Specialty (7)
 - ☐ Non-nephrology—Research (8)
 - ☐ Medical Education (9)
 - ☐ Industry (10)
 - ☐ Other (Please specify) (11)
-

Display This Question:

If Have you searched for a job to start after completion of your current training? = Yes

And If

What nephrology fellowship are you currently pursuing? = Pediatric Nephrology

Or What nephrology fellowship are you currently pursuing? = Adult/Pediatric Nephrology

Q28 What is the PRIMARY focus of the job(s) you have searched for? (Select all that apply)

- ☐ Clinical Nephrology (1)
 - ☐ Clinical Nephrology combined with Non-nephrology Specialty (2)
 - ☐ Nephrology—Research (3)
 - ☐ Clinical Nephrology combined with Other Clinical Specialty (4)
 - ☐ Non-nephrology—Hospitalist (5)
 - ☐ Non-nephrology—Pediatrics (6)
 - ☐ Non-nephrology—Other Clinical Specialty (7)
 - ☐ Non-nephrology—Research (8)
 - ☐ Medical Education (9)
 - ☐ Industry (10)
 - ☐ Other (Please specify) (11)
-

Display This Question:

If What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)
Or What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)

Q29 Have you been offered a job beginning after the 2023–2024 training year?

- ☐ Yes, and I have accepted an offer (1)
- ☐ Yes, but I am still searching (2)
- ☐ No, I have not yet been offered a job (3)

Display This Question:

If What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)
Or What will you do at the end of the 2023–2024 training year? (Select one) = Private Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Academic Practice
Or What will you do at the end of the 2023–2024 training year? (Select one) = Undecided
Or What will you do at the end of the 2023–2024 training year? (Select one) = Other (Please specify)

Q30 Did you have difficulty finding a nephrology job you were satisfied with?

- ☐ Yes (1)
- ☐ No (2)

Display This Question:

If Did you have difficulty finding a nephrology job you were satisfied with? = Yes

Q31

Why did you have difficulty? (Select all that apply)

A lack of jobs/practice opportunities:

- ☐ That met visa status requirements (1)
 - ☐ In a desired location (2)
 - ☐ In a desired practice setting (e.g., hospital, group practice) (3)
 - ☐ Offering adequate salary/compensation (4)
 - ☐ Offering employment opportunities for spouse/partner (5)
 - ☐ Other (Please specify) (6)
-

Display This Question:

If Have you searched for a job to start after completion of your current training? = Yes

Q32 How many jobs did you apply for?

0 2 4 6 8 10 12 14 16 18 20

Jobs Applied For ()



Display This Question:

If Have you searched for a job to start after completion of your current training? = Yes

Q33 How many job offers did you receive?

0 2 4 6 8 10 12 14 16 18 20

Job Offers Received ()



Q34 What is your overall assessment of nephrology job opportunities WITHIN 50 MILES of your training site?

- ☐ Far too few job opportunities (1)
 - ☐ Too few job opportunities (2)
 - ☐ Appropriate number of job opportunities (3)
 - ☐ Too many job opportunities (4)
 - ☐ Far too many job opportunities (5)
 - ☐ I don't know (6)
-

Q35 What is your overall assessment of nephrology job opportunities NATIONALLY?

- ☐ Far too few job opportunities (1)
- ☐ Too few job opportunities (2)
- ☐ Appropriate number of job opportunities (3)
- ☐ Too many job opportunities (4)
- ☐ Far too many job opportunities (5)
- ☐ I don't know (6)

End of Block: Block 3

Start of Block: Block 4

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

And If

What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q36 Which BEST DESCRIBES the PRIMARY FOCUS of your first post-fellowship job? (Select one)

- ☐ Clinical Nephrology (1)
 - ☐ Clinical Nephrology combined with Non-nephrology Specialty (2)
 - ☐ Nephrology—Research (3)
 - ☐ Nephrology—Hospitalist (4)
 - ☐ Non-nephrology—Hospitalist (5)
 - ☐ Non-nephrology—Primary care (6)
 - ☐ Non-nephrology—Other Clinical Specialty (7)
 - ☐ Non-nephrology—Research (8)
 - ☐ Medical Education (9)
 - ☐ Industry (10)
 - ☐ Other (Please specify) (11)
-

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

And If

What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q37 Which BEST DESCRIBES the PRIMARY employer for your first post-fellowship job?
(Select one)

- ☐ Non–Academic Hospital/Health System (1)
 - ☐ Private Practice Group (2)
 - ☐ Academic/University-Based Hospital/Health System (3)
 - ☐ Government (4)
 - ☐ Pharmaceutical Company (5)
 - ☐ Device Maker (6)
 - ☐ Industry–Other (7)
 - ☐ Other Employer (Please specify) (8)
-

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

And If

What nephrology fellowship are you currently pursuing? = Pediatric Nephrology

Or What nephrology fellowship are you currently pursuing? = Adult/Pediatric Nephrology

Q38 Which BEST DESCRIBES the PRIMARY FOCUS of your first post-fellowship job? (Select one)

- ☐ Clinical Nephrology (1)
 - ☐ Clinical Nephrology combined with Non-nephrology Specialty (2)
 - ☐ Nephrology—Research (3)
 - ☐ Clinical Nephrology combined with Other Clinical Specialty (4)
 - ☐ Non-nephrology—Hospitalist (5)
 - ☐ Non-nephrology—Pediatrics (6)
 - ☐ Non-nephrology—Other Clinical Specialty (7)
 - ☐ Non-nephrology—Research (8)
 - ☐ Medical Education (9)
 - ☐ Industry (10)
 - ☐ Other (Please specify) (11)
-

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

And If

What nephrology fellowship are you currently pursuing? = Pediatric Nephrology

Or What nephrology fellowship are you currently pursuing? = Adult/Pediatric Nephrology

Q40 Which BEST DESCRIBES the PRIMARY employer for your first post-fellowship job?
(Select one)

- ☐ Non–Academic Hospital/Health System (1)
 - ☐ Private Practice Group (2)
 - ☐ Academic/University-Based Hospital/Health System (3)
 - ☐ Government (4)
 - ☐ Pharmaceutical Company (5)
 - ☐ Device Maker (6)
 - ☐ Industry–Other (7)
 - ☐ Other Employer (Please specify) (8)
-

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q41 Which of the following activities/responsibilities do you expect to perform/oversee in your first post-fellowship job? (Select all that apply)

- ☐ Outpatient In-Center Hemodialysis (1)
- ☐ PD (2)
- ☐ CRRT (3)
- ☐ Home HD (4)
- ☐ Outpatient clinic—CKD (5)
- ☐ Outpatient clinic—Transplant (6)
- ☐ Outpatient clinic—Other Specialty (e.g., GN, stones, hypertension) (7)
- ☐ Kidney biopsy (8)
- ☐ Dialysis catheter placement (9)
- ☐ POCUS (10)
- ☐ Interventional nephrology (11)
- ☐ Joint venture with a dialysis provider (12)
- ☐ Medical directorship with a dialysis provider (13)
- ☐ Apheresis (14)
- ☐ Basic science research (15)
- ☐ Clinical research (16)
- ☐ Translational research (17)

☐

Education (18)

☐

Other (please specify) (19)

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q42 Is your first post-fellowship job located in the United States?

☐ Yes (1)

☐ No (2)

Display This Question:

If Is your first post-fellowship job located in the United States? = Yes

Q43 Which state/U.S. territory is your first post-fellowship job practice located in?

▼ Alabama (1) ... Wyoming (52)

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q44 What is the demographic area of your first post-fellowship job?

- ☐ Large City ($\geq 50,000$ population) (1)
- ☐ Small City (2)
- ☐ Suburban Area (3)
- ☐ Rural Area (4)

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q45 Which of the following are included in the compensation package for your first post-fellowship job? (Select all that apply)

- ☐ H-1 visa sponsorship (1)
- ☐ J-1 visa waiver (2)
- ☐ Sign-on bonus (3)
- ☐ Loan repayment (18)
- ☐ Income guarantees (4)
- ☐ Real estate venture (5)
- ☐ On-call payments (6)
- ☐ Relocation allowances (7)
- ☐ Spouse/partner job transition assistance (8)
- ☐ Support for maintenance of certification and continuing medical education (9)
- ☐ Career development opportunities (10)
- ☐ Protected time for research/research “start-up” package (12)
- ☐ Flexible schedule (13)
- ☐ On Call/Moonlighting Payments (14)
- ☐ Quality-Metric Bonus Payments (15)
- ☐ Malpractice Insurance (16)

☐

Other (Please specify) (17)

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q46 How important were incentives in your decision to accept your first post-fellowship job?

☐ Extremely important (1)

☐ Very important (2)

☐ Moderately important (3)

☐ Slightly important (4)

☐ Not at all important (5)

Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q47 What is your expected base salary in your first year of practice (to the nearest \$1000)?

0 50 100 150 200 250 300 350 400 450 500

Expected Base Salary (\$1000s) ()




Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer

Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q48 What is your expected additional incentive income in your first year of practice (to the nearest \$1000)?

0 5 10 15 20 25 30 35 40 45 50

Expected Incentive Income (\$1000s) ()	
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Display This Question:

If Have you been offered a job beginning after the 2023–2024 training year? = Yes, and I have accepted an offer


Or Have you been offered a job beginning after the 2023–2024 training year? = Yes, but I am still searching

Q49

What is your expected Full-Time-Equivalent (FTE) for your first post-fellowship job?

FTE is a unit of measure that explains the number of hours worked based on a 40-hour work week. For example, an employee expected to work 40 hours would be 1.0 FTE. An employee expected to work 20 hours would be 0.5 FTE.

0 0 0 0 0 0 0 0 0 0 1

Expected FTE ()	
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Q51 Please rate the importance of the following factors when considering nephrology job opportunities.

	Extremely Important (1)	Very Important (2)	Moderately Important (3)	Slightly Important (4)	Not Important (5)
Predictable Workday (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Length of Workday (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overnight Call Frequency (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weekend Call Frequency (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desired Location (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desired Practice Setting (e.g., group practice, hospital) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Meets Visa Requirements (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/Compensation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of Living (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of Establishing Practice (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Opportunities for Spouse/Partner (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity to Family (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental Leave Policy (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Service Loan Forgiveness Program (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Support from Advanced Practice Providers (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protected Time for Research/Academic Pursuits (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation Time (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to Attend Meetings (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential Mentors at New Job (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Loan repayment (20)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Block 4

Start of Block: Block 6

Q81 How important was future earning potential in deciding to pursue nephrology?

- ☐ Not at all important (1)
- ☐ Slightly important (4)
- ☐ Neutral (5)
- ☐ Very important (6)
- ☐ Extremely important (7)

Q82 Prior to fellowship, what was your perception of nephrology compensation?

Compared to other physicians, nephrologist's compensation is:

- ☐ Far above average (1)
 - ☐ Above average (4)
 - ☐ Average (5)
 - ☐ Below average (6)
 - ☐ Far below average (7)
-

Q83 Now that you are in fellowship, what is your perception of nephrology compensation?

Compared to other physicians, nephrologist's compensation is:

- ☐ Far above average (1)
- ☐ Above average (4)
- ☐ Average (5)
- ☐ Below average (6)
- ☐ Far below average (7)

End of Block: Block 6

Start of Block: Block 5

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q72 Does the institution where you spend the majority of your time completing clinical training have a kidney transplant center (i.e., kidney transplants are performed at the hospital)?

- ☐ Yes (1)
- ☐ No (4)
- ☐ I'm not sure (5)

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q73 In your nephrology fellowship training to date, have you completed a kidney transplant rotation?

- ☐ Yes (1)
- ☐ No (2)

Display This Question:

If In your nephrology fellowship training to date, have you completed a kidney transplant rotation? = Yes

Q74 During your nephrology fellowship, how many weeks did you spend on a kidney transplant rotation?

- ☐ 1–3 weeks (1)
- ☐ 4–7 weeks (4)
- ☐ ≥8 weeks (5)

Display This Question:

If In your nephrology fellowship training to date, have you completed a kidney transplant rotation? = Yes

Q75 During your kidney transplant rotation, approximately what percentage of the time did you spend in the outpatient transplant clinic?

- ☐ (1)
- ☐ 20%–50% (4)
- ☐ ≥51% (5)

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

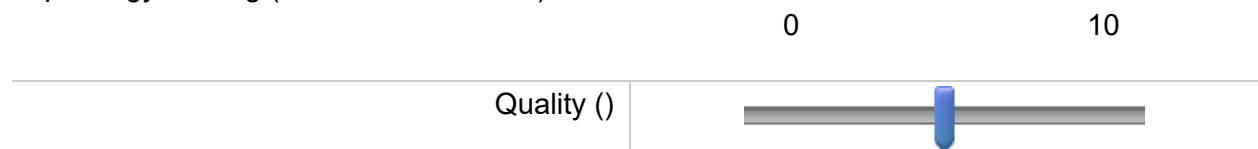
Q76 Which of the following have you done at least once during your nephrology training?
(Select all that apply)

- ☐ Managed a kidney transplant recipient's immunosuppression (1)
- ☐ Managed a patient with acute kidney transplant rejection (4)
- ☐ Managed a kidney transplant patient with infection (5)
- ☐ Performed a kidney transplant biopsy (6)
- ☐ Observed a kidney transplant (recipient) surgery in the operating room (OR) (7)
- ☐ Observed a kidney donor nephrectomy in the OR (8)
- ☐ Observed of a deceased donor organ procurement (9)
- ☐ Evaluated a potential living donor (10)
- ☐ Evaluated a potential kidney transplant recipient (11)
- ☐ Attended a recipient review conference (12)
- ☐ Attended a donor review conference (13)
- ☐ Attended transplant pathology rounds/conference (14)

Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q77 Rate the quality of the transplant nephrology education you received during your nephrology training (1 = worst, 10 = best).



Display This Question:

If What nephrology fellowship are you currently pursuing? = Adult Nephrology

Q78 How likely are you to pursue a career as a transplant nephrologist?

- ☐ Highly likely (1)
- ☐ Somewhat likely (4)
- ☐ Not that likely (5)
- ☐ Not at all likely (6)

Display This Question:

If How likely are you to pursue a career as a transplant nephrologist? = Not that likely

Or How likely are you to pursue a career as a transplant nephrologist? = Not at all likely

Q79 Why would you not pursue a career as transplant nephrologist? (Select all that apply)

- ☐ Need for additional training time (1)
 - ☐ Poor quality of transplant education (4)
 - ☐ Lifestyle/Work-Life Balance (5)
 - ☐ Transplant topics are too difficult (6)
 - ☐ Patient Volume (7)
 - ☐ Job availability (8)
 - ☐ Transplant center locations (9)
 - ☐ Inadequate compensation (10)
 - ☐ Patients are too complicated (11)
 - ☐ Focus on immunology (12)
 - ☐ Too many biopsies (13)
 - ☐ Visa challenges (14)
 - ☐ Too much pathology (15)
 - ☐ Not enough dialysis (16)
 - ☐ Lack of transplant exposure during fellowship (17)
 - ☐ Other (Please specify) (18)
-

Display This Question:

If How likely are you to pursue a career as a transplant nephrologist? = Highly likely

Or How likely are you to pursue a career as a transplant nephrologist? = Somewhat likely

Q80 If there was an additional transplant nephrology certification exam, how likely would you be to pursue a career in kidney transplantation?

- ☐ Highly likely (1)
- ☐ Somewhat likely (4)
- ☐ Not that likely (5)
- ☐ Not at all likely (6)

End of Block: Block 5

Start of Block: Block 7

Q90 ***The following questions address your personal experience with your training environment.***

Q84 ***“The faculty members in my training program align with my cultural background and values.”***

- ☐ Strongly disagree (1)
 - ☐ Disagree (4)
 - ☐ Neither agree nor disagree (5)
 - ☐ Agree (6)
 - ☐ Strongly agree (7)
-

Display This Question:

If "The faculty members in my training program align with my cultural background and values." = Strongly disagree

Or "The faculty members in my training program align with my cultural background and values." = Disagree

Q85 "The faculty members in my training program are understanding and supportive of my cultural background and values."

- ☐ Never (1)
- ☐ Rarely (4)
- ☐ Sometimes (5)
- ☐ Often (6)
- ☐ Always (7)

Display This Question:

If "The faculty members in my training program align with my cultural background and values." = Strongly disagree

Or "The faculty members in my training program align with my cultural background and values." = Disagree

Q86 "The lack of faculty with similar cultural background and values has had a strong negative impact on my training."

- ☐ Strongly disagree (1)
 - ☐ Disagree (4)
 - ☐ Neither agree nor disagree (5)
 - ☐ Agree (6)
 - ☐ Strongly agree (7)
-

Display This Question:

If "The faculty members in my training program are understanding and supportive of my cultural backg... = Never

Or "The faculty members in my training program are understanding and supportive of my cultural backg... = Rarely

Or "The faculty members in my training program are understanding and supportive of my cultural backg... = Sometimes

Q87 In which areas would you have wanted more support? (Select all that apply)

- ☐ Socioeconomic status (1)
 - ☐ Race (4)
 - ☐ Ethnicity (5)
 - ☐ Language (6)
 - ☐ Nationality (7)
 - ☐ Sex (8)
 - ☐ Gender identity (9)
 - ☐ Sexual orientation (10)
 - ☐ Religion (11)
 - ☐ Disability (12)
 - ☐ Other (Please specify) (13)
-

End of Block: Block 7
