Variable names in Mplus and referring variable in the text:

"ID": ID

"HomeCountry": To identify only international doctoral students and was not used in the text.

"relationship": Overall relationship with supervisor/PI

"guidance": Guidance received from other mentors in lab/research

"social": Social environment

"collaboration": Opportunities to collaborate

"funding": Availability of funding

"benefits": Benefits (health care, leave, etc.)

"publications": Number of publications

"teaching": Teaching duties

"careersupport": Career pathway guidance and advice

"Academia": Want to work in academia after degree completion

"DeltaA": More likely to pursue a research career now

"PrepR": Felt prepared for research career

"PrepNR": Felt prepared for non-research science-related career

"Age": Age > 34 yrs.

"Gender": Female

"Caucasian": Caucasian

"Latino/Hispanic": Latino / Hispanic

"Middle Eastern": Middle Eastern

"African": African

"South Asian": South Asian

"East Asian": East Asian

"OtherEth": Other Ethnicities

"Africa": Africa

"Aisa (including Middle East)": Asia (including Middle East)

"Australasia": Australasia

"Europe": Europe

"North or Central America": North or Central America

"South America": South America

"PhDReason": Pursue Ph.D. for academic career (enroll reason)

"HoursWorked": Work > 50 hrs. per week

"HoursMeeting": Spend >= 1 hour with supervisor per week

"Anxiety": Sought help for anxiety or depression

"Bullying": Experienced bullying

"Discrimination": Experienced discrimination or harassment

"Caring": Have caring responsibilities