

Supplemental Digital Content containing three supplementary documents: 1. Survey Questions, 2. Demographics (tables 1 -6), and 3. Job Search Success (tables 1 and 2).

SUPPLEMENTARY DOCUMENT 1: SURVEY QUESTIONS

Years were updated in each survey, and referred to the prior calendar year. These are reported as 20XX here.

1. Have you actively looked for a non-fellowship position as a pathologist since July 1, 20XX?
Yes / No
2. Was the position you were seeking the first since you completed residency/fellowship?
Yes / No
3. Referring to the list of U.S. geographic regions provided below, in what regions were you most interested in finding a position? (Select all that apply.) New England / Mid-Atlantic / East North Central / West North Central / South Atlantic / East South Central / West South Central / Mountain / Pacific
4. How many non-fellowship positions have you applied for since July 1, 20XX?
0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more
5. How many of the positions you applied for were advertised positions?
0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more
6. How many of the positions you applied for were unadvertised positions?
0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more
7. For how many non-fellowship positions have you been invited for 1 or more interviews since July 1, 20XX? 0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more
8. For how many non-fellowship positions have you received a job offer since July 1, 20XX?
0 / 1 / 2 / 3 / 4 / 5 / 6 / 7 / 8 / 9 / 10 or more
9. Have you accepted a non-fellowship position since July 1, 20XX? Yes / No
10. How long did you actively look for a non-fellowship position as a pathologist before you accepted the position? <1 month / 1+ to 3 months / 3+ to 6 months / 6+ to 9 months / 9+ to 12 months / 12+ to 18 months / 18+ to 24 months / >24 months
11. Overall, how satisfied are (were) you with the position you accepted?
Very Satisfied / Satisfied / Neutral / Dissatisfied / Very Dissatisfied
12. Which of the following best describes the practice setting of the position you accepted?
Academic Medical Center (with an ACGME pathology residency program) / Community Hospital (hospital employee) / Pathologist Owned Laboratory (serving one or more community hospitals) / Physician Office Laboratory (non-pathologist owned) / Stand Alone Laboratory (eg, Corporate Reference or Niche Sub-Specialty Laboratory) / Industry (eg, molecular diagnostics, pharmaceuticals) / Military/Federal Government / Other

- 13.** Overall, how difficult was it to find a non-fellowship position as a pathologist?
Very Easy / Easy / Moderate / Difficult / Very Difficult
- 14.** Overall, why do you believe it was difficult to find a position? (Select all that apply.)
Too limited in my geographic preference / Too few jobs available / Started applying too early / Started applying too late / Mismatch between training and job requirements
Inadequate training/experience / Need stronger communication/interpersonal skills / Need stronger interviewing skills / Not yet Board Certified / Other
- 15.** How long have you been actively looking for a non-fellowship position as a pathologist?
(Question asked of those who did not accept a position) <1 month/1+ to 3 months/3+ to 6 months/6+ to 9 months/9+ to 12 months/12+ to 18 months/18+ to 24 months/>24 months
- 16.** Which of the following best describes your residency training?
Anatomic Pathology only / Clinical Pathology only / AP/CP / AP/NP
- 17.** How many fellowships did you complete? 0 / 1 / 2 / 3 or more
- 18.** Why did you choose to complete one or more fellowships? (Select all that apply)
To deepen my knowledge/skill in a subspecialty area of personal interest / To enhance my CV/marketability prior to looking for a non-fellowship position / Received a job offer that was contingent upon my completing a fellowship / I could not find a non-fellowship position / Other (please specify)
- 19.** Which of the following ACGME accredited, ABP certifiable fellowships did you complete?
(Select all that apply) Blood Banking/Transfusion Medicine / Chemistry /Clinical Informatics / Cytopathology / Dermatopathology / Forensic Pathology / Hematopathology / Medical Microbiology / Molecular Genetic Pathology / Neuropathology / Pediatric Pathology
- 20.** Which of the following other (non-ABP certifiable) fellowships did you complete? (Select all that apply)
Breast Pathology / Cardiovascular Pathology / Diagnostic Immunology / Gastrointestinal Pathology / General Surgical Pathology / Genitourinary Pathology / Gynecologic Pathology / Pathology Informatics / Pulmonary/Mediastinal Pathology / Renal Pathology / Soft Tissue/Bone Pathology / Surgical/Oncologic Pathology / Other
- 21.** Which of the following best describes your medical school? U.S. Allopathic School (MD) / U.S. Osteopathic School (DO) / International Medical School / Other
- 22.** What is your gender? Male / Female
- 23.** What is your age? Under 25 years old / 25-34 years old /35-44 years old / 45-54 years old / 55-64 years old / 65 years or older

SUPPLEMENTARY DOCUMENT 2: DEMOGRAPHICS

Table 1. Demographics: Residency Training

	OVERALL (N=769)	2016 (N=110)	2015 (N=167)	2014 (N=152)	2013 (N=156)	2012 (N=184)
AP Only	11% (84)	8% (9)	10% (16)	13% (20)	10% (16)	13% (23)
CP Only	5% (39)	3% (3)	5% (9)	6% (9)	6% (9)	5% (9)
AP/CP	83% (642)	88% (97)	83% (139)	81% (123)	84% (131)	83% (152)
AP/NP*	1% (4)	1% (1)	2% (3)			

*Note: This response option was not included on the 2012, 2013 and 2014 surveys.
AP, anatomic pathology; CP, clinical pathology; NP, neuropathology.

Table 2. Demographics: Medical School

	OVERALL (N=760)	2016 (N=107)	2015 (N=167)	2014 (N=154)	2013 (N=149)	2012 (N=183)
US Allopathic School (MD)	64% (484)	64% (68)	63% (105)	64% (99)	62% (93)	65% (119)
US. Osteopathic School (DO)	8% (58)	9% (10)	9% (15)	8% (12)	5% (8)	7% (13)
International Medical School	27% (204)	27% (29)	26% (43)	23% (35)	31% (46)	28% (51)
Other	2% (14)	0% (0)	2% (4)	5% (8)	1% (2)	0% (0)

DO, doctor of osteopathy; MD, doctor of medicine.

Table 3. Demographics: Gender

	OVERALL (N=270)	2016 (N=105)	2015 (N=165)
Male	45% (121)	45% (47)	45% (74)
Female	55% (149)	55% (58)	55% (91)

Note: This question was not included on the 2012, 2013, and 2014 surveys.

Table 4. Demographics: Age

	OVERALL (N=272)	2016 (N=105)	2015 (N=167)
Under 25 years old	0% (0)	0% (0)	0% (0)
25-34 years old	57% (156)	64% (67)	53% (89)
35-44 years old	36% (98)	30% (31)	40% (67)
45-54 years old	6% (17)	7% (7)	6% (10)
55-64 years old	0% (1)	0% (0)	1% (1)
65 years or older	0% (0)	0% (0)	0% (0)

Note: This question was not included on the 2012, 2013, and 2014 surveys.

Table 5. Demographics: Gender and Job Search Success

	Male	Female	Row Totals
Accepted a Position	76% (90)	73% (101)	75% (191)
Did not Accept a Position	24% (28)	27% (37)	25% (65)
Column Totals	118	138	256

A two-way chi-square test confirms there is no difference in job search success based on gender, $\chi^2(1)=.319$, $P=.57$.

Table 6. Demographics: Age and Job Search Success

	25-34 Years Old	35-44 Years Old	45-54 Years Old	Row Totals
Accepted a Position	73% (108)	79% (74)	60% (9)	74% (191)
Did not Accept a Position	27% (41)	21% (20)	40% (6)	26% (67)
Column Totals	149	94	15	258

A two-way chi-square test confirms there is no difference in job search success based on age, $\chi^2(2)=2.798$, $P=.25$.

SUPPLEMENTARY DOCUMENT 3: JOB SEARCH SUCCESS

Table 1. Reason for Perceived Difficulty Finding a Position

<i>Select all that apply</i>	OVERALL (N=233)	2016 (N=24)	2015 (N=50)	2014 (N=49)	2013 (N=49)	2012 (N=61)
Too limited in my geographic preference	35% (81)	38% (9)	40% (20)	33% (16)	31% (15)	34% (21)
Too few jobs available	93% (216)	83% (20)	92% (46)	94% (46)	94% (46)	95% (58)
Started applying too early	2% (5)	0% (0)	4% (2)	2% (1)	2% (1)	2% (1)
Started applying too late	6% (13)	4% (1)	4% (2)	12% (6)	4% (2)	3% (2)
Mismatch between training and job requirements	16% (38)	17% (4)	30% (15)	12% (6)	10% (5)	13% (8)
Inadequate training/experience	17% (40)	4% (1)	24% (12)	18% (9)	10% (5)	21% (13)
Need stronger communication/ interpersonal skills	2% (4)	4% (1)	2% (1)	0% (0)	0% (0)	3% (2)
Need stronger interviewing skills	0% (1)	0% (0)	0% (0)	0% (0)	0% (0)	2% (1)
Not yet Board Certified	6% (13)	8% (2)	2% (1)	6% (3)	4% (2)	8% (5)
Other, please explain:	22% (52)	13% (3)	22% (11)	22% (11)	29% (14)	21% (13)

Table 2. Geographic Flexibility and Job Search Success

Number of geographic regions selected when asked in what region(s) they were most interested in finding a position	OVERALL (N=735)	Accepted a Position (N=506)	Did not Accept a Position (N=229)
1	40% (292)	43% (216)	33% (76)
2	19% (139)	20% (102)	16% (37)
3	14% (101)	13% (68)	14% (33)
4	8% (56)	7% (37)	8% (19)
5	5% (36)	5% (23)	6% (13)
6	3% (23)	2% (11)	5% (12)
7	2% (13)	2% (10)	1% (3)
8	1% (9)	1% (4)	2% (5)
9	9% (66)	7% (35)	14% (31)

An independent samples t-test indicates respondents who accepted a position selected significantly fewer regions when asked in which geographic regions they were most interested in finding a position ($M=2.71$, $SD=2.30$) than did those who did not find a position ($M=3.50$, $SD=2.77$), $t(375.759) = -3.789$, $P<.001$.
SD, standard deviation.