**Appendix: Questions used on the MICHR Mentor Award Survey**

Open-ended questions:

* What do you expect the MICHR Mentor Award to do for you?
* How do you expect the MICHR Mentor Award to impact your career?
* The idea behind the creation of the MICHR Mentor Award was to incentivize mentors.  Why or why not has the MICHR Mentor Award been effective?
* What are the barriers to mentoring?
* What else can be done to reduce barriers to mentoring?

Closed questions:

* Indicate the kinds of recognition you may have received since receiving the MICHR Mentor Award. (Response scale: within 6 months of receiving the award, 6 months - 1 year, more than 1 year, n/a)
  + Acknowledgment in print or correspondence
  + Acknowledgment and congratulations in-person
  + Social media acknowledgement(s)
  + Other [*open-text identification enabled*]
* What has resulted from your award? (Response scale: within 6 months of receiving the award, 6 months - 1 year, more than 1 year, n/a)
  + Financial support related to employment (including a raise)
  + Notable item in performance evaluation
  + Recognition in promotion
  + Added it to my CV
  + Used in a grant proposal
  + Included in my biosketch
  + Used to achieve other awards or opportunities
  + Other [*open-text identification enabled*]
* Tell us about your activities in advancing the scholarship on mentoring since receiving the MICHR Mentor Award. (Response scale: within 6 months of receiving the award, 6 months - 1 year, more than 1 year, n/a)
  + Published an article on mentoring or education
  + Speaking engagement on mentoring
  + Other [*open-text identification enabled*]
* Has the MICHR Mentor Award has affected the way you mentor since receiving it? (Response scale: Yes, No)
  + Made me want to mentor more people
  + I participated in more mentoring training
  + I meet with my mentees more frequently
  + I actively seek out more diverse mentees
  + I have become more sensitive to diversity issues
  + I spend more time role modelling work-life balance
  + I spend more time encouraging my mentees to utilize peer mentors
  + I take more time to discuss writing career development plans with my mentees
  + I am providing more guidance on professional development
  + I am helping my mentees network within their area of research more
  + I am assisting my mentees more in designing and implementing a research plan
  + I spending more time modelling and guiding scientific problem solving with my mentees
  + I am assisting my mentees more with formulating research questions
  + I am modelling and advising my mentees more on how to build an effective multidisciplinary team
  + Other [*open-text identification enabled*]