**Appendix**. Survey Questions

*Candidate-directed questions*

Q601C -Which of the following best describes your primary supervisor's style of career mentoring?

Q606C - Do you think you are receiving enough support from supervisors and/or other support staff during your candidature?

Q611C -What information or advice, if any, would help supervisors improve PhD career mentorship? [free-text]

Q701C. When you began your PhD, did you intend to pursue a career in the academic community?

Q702C. Do you currently intend to pursue a career in the academic community?

Q703C -If your answer has changed over time, what primarily accounts for it? (Select all that apply) [free text option if responded selected “other”]

Q801C. Through the course of your PhD program, which of the following (if any) have you experienced as a result of the Covid-19 pandemic?

Q802C. Has your department provided support to you and/or your fellow PhD students in relation to the Covid-related challenges mentioned in the previous question?

Q803C. To what extent are you satisfied with the support that your school/department has offered you and/or your fellow PhD students in response to Covid-related challenges?

Q804C. Has Covid-19 and its impacts changed your plans for employment after your PhD program?

*Supervisor-directed questions*

Q701S. Which of the following, if any, have your PhD students experienced as a result of the Covid-19 pandemic?

Q702S. Has your department provided support to your PhD students in relation to the Covid-related challenges mentioned in the previous question?

Q703S. To what extent are you satisfied with the support your school/department has provided to your PhD students in relation to the Covid-related challenges mentioned above?

Q704S. Has Covid-19 and its impacts changed your PhD students' plans for employment after their PhD program?