**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*]