

Supplemental Material S2. Themes and categories coded for participant responses and themes.

Theme	Category	Definition/Description
Affirmation	RES:RESPECT	Respondent specifically mentions respect or disrespect, courtesy.
	REC:RECOGNITION	Respondent specifically mentions recognition, or discusses tangible demonstration of appreciation or merit, perceived value.
Diversity	CLC:CULTCOMP	Discusses awareness, sensitivity, and appreciation of differences, around issues of language and diversity.
	ED:EQUITYDIVER	Discusses addressing or not addressing issues related to inequities, fairness, etc.
	LAD:LANGDIFF	Discusses how language differences or being non-native English speaker impacts their role in academia.
	POC:PERSONOFCOLOR	Discusses minoritized status, ethnicity, contrasting POC with White etc.
Faculty Resource Issues	GEO:Geography	Respondent discusses geographical issues – moving, relocating, going where the jobs are, etc.
	SAL:Salary	Respondent mentions anything related to wages.
	TRDEV:Traindev	Respondent mentions or discusses anything related to additional education, professional development, training, etc.
	RER:RECRRETEN	Respondent specifically mentions issues of recruitment or retention.

Institutional Issues	CLM:CLIMATE	Respondent discusses physical, social, and psychological environment of field, university, college, or department (microaggressions, etc.).
	FUN:FUNDINGBUDGET	Respondent discusses how funding or budgetary concerns affects their program or ability to do their job.
	POP:POLPROC	Respondent mention rules and regulations put into place, bureaucracy.
	PRISS:Profiss	Respondent specifically mentions the profession, association, ASHA.
Social Connections	CFAM:Commfam	Respondent mentions serving community/families, making contributions to community/family.
	COR:RELACOLLEA	Respondent discusses social connections and interactions with colleagues.
	ISO:ISOLATION	Respondent discusses feelings of loneliness, being the only one, not feeling connected.
Professional Relationships	COLL: COLLABORATION	Respondent mentions collaboration - working on a project/class with others.
	COMM:Communication	Respondent mentions need for dialogue, having open and honest discussions or listening, etc.
	MEN:MENTORING	Respondent mentions or discusses mentoring- stated in the context of finding a mentor or being a mentor.
	NET:NETWORKING	Respondent specifically mentions networking, or the need to know and connect with other people.
	SUP:SUPPORT	Respondent specifically mentions support, can be financial, social, and professional.

Wholistic Perspectives	SLD:SELFDETERMINATION	Respondent discusses the importance or ability to design future, create career that works for them, working from onset of personal values and interests; discusses the need for persistence, resilience, etc.
	WLB:WORKLIFE	Respondent discusses push and pull of trying to figure out how to take care of personal needs while carrying out work responsibilities.
Work Specific Demands	ADM:ADMINDUT	Respondent specifically mentions administration, can include administrative responsibilities, or dealing with administrators.
	CLN:CLINIC	Respondent specifically mentions clinic, supervision, etc.
	PT:PROMTENU	Respondent specifically mentions promotion and tenure, discusses meeting requirements for reviews, etc.
	REW:WORKLOADRESPONSIB	Respondent discusses trying to balance one or more aspects of work responsibilities.
	SRV:SERVICE	Respondent specifically mentions service, work responsibilities that are not tied to teaching, research, or administration.
	STD:STUDENT	Respondent mentions students outside the context of teaching, this can include student achievement, student success, issues with students.
