

Supplemental Material S1. Demographic questions.

1. Place of Birth (City, State, Country)? If other than the US at what age did you immigrate to the US?
2. Did you grow up speaking a language other than English? If yes, what language(s)?
 - a. No
 - b. Yes
3. Highest Degree Completed?
 - a. Masters
 - b. Au.D.
 - c. Sc.D.
 - d. Ed.D.
 - e. Ph.D.
4. ASHA Certification?
 - a. Yes
 - b. No
5. What is your faculty status?
 - a. Adjunct Instructor
 - b. Clinical Faculty
 - c. Assistant Professor
 - d. Associate Professor
 - e. Full Professor
 - f. Research Faculty
6. Do you also serve as a program director or department chair?
 - a. Yes
 - b. No
7. What is your gender?
 - a. Male
 - b. Female
 - c. Transgender
 - d. Non-binary
8. What is your race/ethnicity?
 - a. African-American
 - b. Asian Pacific Islander

- c. Latino
 - d. American Indian
 - e. Mixed race/ethnicity
 - f. White/Not of Hispanic Origin
 - g. Other
9. What is your age?
10. Number of years in the profession (from first clinical and/or academic appointment)?
11. How many years have you have worked in academia (from first academic appointment)?
12. How would you characterize your Master's degree granting institution?
- a. Historically Black College/University (HBCU)
 - b. Hispanic Serving Institution (HSI)
 - c. Predominantly White Institution (PWI)
 - d. Tribal College/University (TCU)
 - e. Asian American and Native American Pacific Islander Serving Institution(AANAPISI)
 - f. NA
13. How would you characterize your doctoral degree granting institution?
- a. Historically Black College/University (HBCU)
 - b. Hispanic Serving Institution (HSI)
 - c. Predominantly White Institution (PWI)
 - d. Tribal College/University (TCU)
 - e. Asian American and Native American Pacific Islander Serving Institution (AANAPISI)
14. How would you characterize your current academic institution of employment?
- a. Historically Black College/University (HBCU)
 - b. Hispanic Serving Institution (HSI)
 - c. Predominantly White Institution (PWI)
 - d. Tribal College/University (TCU)
 - e. Asian American and Native American Pacific Islander Serving Institution (AANAPISI)
15. Carnegie classification for current academic institution?
- a. Research Level (R1 R2 R3)
 - b. Masters Level (M1 M2 M3)
 - c. Bachelors granting institution

- d. Special Focus Institution (i.e medical, health, etc)
16. Tenure status at current academic institution?
- a. Non-tenure earning
 - b. Tenure earning- not yet granted
 - c. Tenure earning-granted
17. How would you categorize your current academic institution?
- a. Public Institution
 - b. Private Institution
18. Geographical location of current academic institution?
- a. Northeast
 - b. Midwest
 - c. South
 - d. West
19. Number of previous academic appointments?
20. Carnegie classification of previous academic institution if different from current?
- a. Research Level (R1 R2 R3)
 - b. Masters Level (M1 M2 M3)
 - c. Bachelors granting institution
 - d. Special Focus Institution (i.e medical, health, etc)
21. Relationship Status
- a. Single
 - b. Married
 - c. Divorced
 - d. Domestic Partnership
22. What is your current estimated base salary?
23. Highest Level of parental education
- a. Less than HS
 - b. GED/High School Diploma
 - c. Some College
 - d. Bachelor's Degree
 - e. Master's Degree
 - f. Doctoral Degree/Professional Degree (i.e MD, JD)

24. How would you rate your level of satisfaction with your research productivity?
 - a. Extremely Satisfied
 - b. Satisfied
 - c. Dissatisfied
 - d. Extremely Dissatisfied
 - e. NA (I have no obligations or responsibilities in this area).

25. How would you rate your level of satisfaction with your teaching performance?
 - a. Extremely Satisfied
 - b. Satisfied
 - c. Dissatisfied
 - d. Extremely Dissatisfied
 - e. NA (I have no obligations or responsibilities in this area).

26. How would you rate your level of satisfaction with your clinical supervision?
 - a. Extremely Satisfied
 - b. Satisfied
 - c. Dissatisfied
 - d. Extremely Dissatisfied
 - e. NA (I have no obligations or responsibilities in this area).

27. How would you rate your level of satisfaction with your service commitments?
 - a. Extremely Satisfied
 - b. Satisfied
 - c. Dissatisfied
 - d. Extremely Dissatisfied
 - e. NA (I have no obligations or responsibilities in this area).

28. How would you rate your level of overall job satisfaction with your current institution?
 - a. Extremely Satisfied
 - b. Satisfied
 - c. Dissatisfied
 - d. Extremely Dissatisfied

Work load Questions

29. I spend _____ amount of hours per week on preparation of publications/presentations/proposals.
- 0-5
 - 6-10
 - 11-15
 - More than 15
30. I spend _____ amount of hours per week on preparing materials and lecture for student instruction.
- 0-5
 - 6-10
 - 11-15
 - More than 15
31. I spend _____ amount of hours per week teaching (actual delivery of lectures/student instruction).
- 0-5
 - 6-10
 - 11-15
 - More than 15
32. I spend _____ amount of hours per week on phone calls, e-mails, and office hours for student issues.
- 0-5
 - 6-10
 - 11-15
 - More than 15
33. I spend _____ amount of hours per week on faculty/department meetings.
- 0-5
 - 6-10
 - 11-15
 - More than 15
34. I spend _____ amount of hours per week supervising clinical practicum.
- 0-5
 - 6-10

- c. 11-15
 - d. More than 15
35. I spend _____ amount of hours per week on grading/evaluating student performance.
- a. 0-5
 - b. 6-10
 - c. 11-15
 - d. More than 15
36. I spend _____ amount of hours per week for non-departmental service related activities (college/university, state, national).
- a. 0-5
 - b. 6-10
 - c. 11-15
 - d. More than 15
37. I spend _____ amount of hours per week on professional development.
- a. 0-5
 - b. 6-10
 - c. 11-15
 - d. More than 15
38. I spend _____ amount of hours per week on administrative duties.
- a. 0-5
 - b. 6-10
 - c. 11-15
 - d. More than 15

Open-Ended Response Questions

39. What have been four of the most challenging aspects of your academic career?
40. What have been four of the most rewarding aspects of your academic career?
41. What advice would you give to potential students who are looking to obtain their doctoral degree and enter into the academic market place in our field?
42. What advice would you give to potential administrators who are hoping to recruit and retain minority faculty members for their department?
43. What are some recommendations that you would make to help guide our field's efforts to recruit and retain minority faculty?