

Table 1. Alphabetically organized list of 21 GME programs with designated chief residents that participated in the study.

Graduate Medical Education Programs
Anesthesiology
Dermatology
Emergency Medicine
General Surgery
Internal Medicine (2 distinct programs based at different hospitals)
Neurology
Neurological Surgery
Obstetrics and Gynecology
Ophthalmology
Orthopedic Surgery
Otolaryngology
Pathology
Pediatrics
Physical Medicine and Rehabilitation
Plastic Surgery
Psychiatry
Radiology (2 programs: Diagnostic and Interventional)
Radiation Oncology
Urology

Table 2. Number of PDs commenting on themes and subthemes. Number of unique quotes also included.

Theme	Subthemes	Individual areas	Number of PDs commenting n (%)	Number of unique quotes
Identifying candidates	Processes	<i>Timing</i>	16 (76.2)	18
		<i>Recruitment</i>	17 (80.9)	25
		<i>Nomination</i>	16 (76.2)	27
	Attributes	<i>Clinical skills</i>	19 (90.5)	34
		<i>Teaching abilities</i>	19 (90.5)	35
		<i>Personal qualities</i>	21 (100)	136
		<i>DEI consideration</i>	14 (66.7)	17
Application processes	<i>Expression of intent</i>		8 (38.1)	12
	<i>Interviews</i>		6 (28.6)	16
Selection	<i>Voting</i>		15 (71.4)	48
	<i>Consensus through discussions</i>		11 (52.4)	16
	<i>PD intimately involved in the choice(s)</i>		11 (52.3)	21
Confidence in process and outcomes			17 (80.9)	28