

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	Timing	16 (76.2)	18
		Recruitment	17 (80.9)	25
		Nomination	16 (76.2)	27
	Attributes	Clinical skills	19 (90.5)	34
		Teaching abilities	19 (90.5)	35
		Personal qualities	21 (100)	136
		DEI consideration	14 (66.7)	17
Application processes	Expression of intent		8 (38.1)	12
	Interviews		6 (28.6)	16
Selection	Voting		15 (71.4)	48
	Consensus through discussions		11 (52.4)	16
	PD intimately involved in the choice(s)		11 (52.3)	21
Confidence in process and outcomes			17 (80.9)	28