Supplementary File 1: Faculty Retention Survey Questionnaire

Section 1 – Aspirations

Q1. What is the name/acronym of the institution where you work?
- *Open-ended text response*

Q2. Do you see yourself working as a faculty member at this institution in the next 5 years?
- Yes
- No
- Maybe

Q3. Please briefly justify your response.
- *Open-ended text response*

Q4. Would you like to be more involved in this institution?
- Yes
- No

Q5. Free comment regarding the type of involvement you would like to have.
- *Open-ended text response*

Q6. Are you proud to work at this institution?
- Yes
- No

Q7. What makes you happy/satisfied in your work as a faculty member at this institution?
- *Open-ended text response*

Q8. What bothers/displeases you in your work as a faculty member at this institution?
- *Open-ended text response*

Section 2 – Teaching Identity

Q9. Below you will find a list of five qualities of a good teacher. Choose among these qualities the one you consider your greatest strength.
- Content mastery
- Pedagogical skills
- Effective communication
- Empathy and respect
- Assessment capacity

Q10. Choose among these qualities the one you consider an area for improvement.

- Content mastery
- Pedagogical skills
- Effective communication
- Empathy and respect
- Assessment capacity

Q11. Now think of a teacher who somehow stood out in your professional training. Briefly describe the qualities you recognize in this professional that made them important to you (note: these may be qualities not listed in the questions above).
- *Open-ended text response*

Q12. In relation to your total monthly income, what percentage (approximate) comes from your teaching profession?
- 0-10%
- 10-25%
- 25-50%
- 50-75%
- 75-90%
- 90-100%

Section 3 – Academic Training

Q13. What is your professional background/degree?
- *Open-ended text response*

Q14. How long have you been graduated? (enter number only, in years)
- *Numerical response*

Q15. What is your highest academic degree?
- Specialization/Residency
- Master's degree
- Doctorate (PhD)
- Post-doctorate

Section 4 – Professional Practice

Q16. Do you have another professional activity besides your teaching activity? (e.g., clinical practice)
- Yes
- No

Q17. In which cycle of the Medicine course do you work with the highest workload?
- Basic sciences cycle (periods 1-4)

- Clinical cycle (periods 5-8)
- Clerkship/Internship (periods 9-12)

Q18. How many years (complete) have you worked as a faculty member? (enter number only)
- *Numerical response*

Q19. In relation to your total weekly workload, what percentage (approximate) is dedicated to teaching? (if you work at more than one institution, include the sum of teaching hours)
- 0-25%
- 25-50%
- 50-75%
- 75-100%

Section 5 – Demographic Data

Q20. What is your age? (enter number only)
- *Numerical response*

Q21. What is your gender? (Response options were simplified as some research participants may not be familiar with LGBTQIA+ terminology. If you do not identify with the alternatives below, we would appreciate it if you could answer the open-ended question that follows)
- Male
- Female
- Other (please specify): *Open-ended text response*

Q22. How do you identify yourself in terms of skin color or race? (Ethnic-racial identification based on IBGE Census 2022)
- White
- Black
- Brown (Parda)
- Yellow (Asian)
- Indigenous
- Prefer not to say

Q23. Do you have children?
- Yes
- No

Q24. Space for additional comments you wish to record.
- *Open-ended text response*

Notes:

1. **Free and Informed Consent Form:** Participants were presented with the consent form before accessing the questionnaire and proceeded to Section 1 only after accepting participation.

2. **Anonymity:** No identifying data (name, email, or other personal identifiers) were collected in the electronic form to ensure participant anonymity.

3. **Multiple-choice questions:** 17 questions with pre-defined response options

4. **Open-ended questions:** 10 questions allowing free text responses for qualitative analysis

5. **Data collection periods:** August 2024 (semester 2024.2) and February 2025 (semester 2025.1)

6. **Distribution method:** Survey link disseminated through faculty WhatsApp groups with weekly reminders over the collection period.