

Appendix 3 (as supplied by the authors): Interview guide

Semi-structured interview questions focused on participants' career trajectories in academic medicine, perceptions of their work-life balance, and their perceptions of retirement. Participants were told that, "My goal is to listen as much as possible, but I have a few questions to guide you." Each interview began with a question about how the participant entered into medicine. Specific questions asked to each participant that were examined for this study included 1) questions about a) general challenges and b) personal challenges or barriers to retirement for academic physicians and 2) strategies that could help facilitate retirement planning from a) a personal perspective (what an individual could do) and b) what a department could/should do to help promote successful later life career transitions.