

**Supplementary Table 1.** Wave analysis results

<b>Variable</b>	<b>Early respondent (n=198)</b>	<b>Late respondent (n=44)</b>	<b>P-value<sup>a)</sup></b>
<b>Program director</b>	92 (46.5)	20 (45.5)	
Professional fulfillment score	7.53±0.07	7.29±1.63	0.57
Burnout score	3.16±0.03	3.29±1.64	0.77
<b>Assistant/associate program director</b>	106 (53.5)	24 (54.5)	
Professional fulfillment score	7.44±1.92	6.96±1.54	0.08
Burnout score	2.50±1.95	3.06±1.47	0.12

Values are presented as number (%) or mean±standard deviation. Comparison of professional

fulfillment and burnout scores between those that responded greater than one standard deviation

from the mean response time (>16 days from survey send date) and all other respondents.

<sup>a)</sup>Comparisons made using t-tests.