

# Supplementary information for “Factors influencing underrepresented geoscientists’ decisions to accept or decline faculty job offers in the US”

## S1 Survey questions

- Which best describes your area of research? (Earth Science, Ocean Science, Atmospheric Science, Planetary Science, Other)
- What is your current position?
- How many tenure-track faculty offers in the geosciences have you declined (If possible, within the last 7 years)?
- Asked for each declined offer: In the spaces below, please input the name of a university and department from whom you declined an offer, as well as the year that the offer was made to you.
- What is your gender?
- Are you Hispanic or Latino (yes, no)?
- What is your racial background? (Participants could select as many options as they like from the following list: White, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Pacific Islander, Other)
- Would you be willing to participate in a 45 minute virtual interview about your experience applying for a job in the geosciences?
- If so, please enter your name and email address below.

## S2 Interview questions

1. Before we start talking about the search for a permanent job, tell me a little bit about your journey into the geosciences. (This question was intended as a warm up.)
2. Where were you when you started applying for your current position?
3. How many jobs did you apply for and how many of them were faculty jobs?
4. Were you sure you wanted a tenure-track faculty job at the time that you applied for your position? Were you considering other kinds of positions?
5. What characteristics were you looking for when deciding to apply or not to apply for a job? This can include characteristics that pertain to your personal life.

6. Briefly, what made you decline the offer(s) that you did and what made you accept the offer that you did?
7. Were there any aspects of the interview process that made you more or less interested in a job? This can include interviews for jobs other than your current position.
8. Were there any aspects of the offer or negotiation process that made you more or less interested in a job? This can include offers and negotiations for faculty jobs other than your current position.
9. Did you have any other contact with academic departments that were hiring that influenced your decision (e.g. Invitation to apply, Conversations with members of that department)?
10. Were you asked to talk about diversity in your application materials or interviews?
11. Were you asked to talk about teaching in your application materials or interviews?
12. How do you think your personal identities influenced your faculty search process?  
Your answer does not have to be limited to race, ethnicity, or gender.
13. Did a partner, family, or caretaking responsibility influence your job search?
14. Is there anything else you would like to share with us about your faculty job search?

### S3 Other topics

There were several other insightful responses that do not fit into any of the previous categories. Existing recommendations mention broadening searches to increase the diversity of the applicant pool. Some participants applied to only a very small number of jobs (Table S1: Other 1) while others applied to many (Table S1: Other 2), but participants generally had negative feelings about broad calls (Table S1: Other 1-2). Several participants were deterred by positions that requested reference letters at the time of application (Table S1: Other 3). The reputation of a department's culture, positive or negative, influenced some participants' decisions to apply for a job (Table S1: Other 4-6). One participant succinctly summarized the experience as "very personal" (Table S1: Other 7). Another explicitly stated a concern about safety on college campuses (Table S1: Other 8). Several participants preferred doing teaching demonstrations with real students as opposed to faculty (Table S1: Other 9). One participant described struggling with impostor syndrome after securing a competitive tenure-track position (Table S1: Other 10). Finally, participants noted pressure to accept a tenure-track job offer or a stigma against declining one because of how tenure-track jobs are perceived (Table S1: Other 11).

**Table S1:** Quotes from participants about other topics.

Quote ID	Participant	Quote
Other 1	P2	[I avoided really broad advertisements and limited the number of places I applied to because] "it's a waste of time to submit an untailored application."

Other 2	P16	Broad calls are “just for them to go fishing and see what they can catch.” (applied to broad calls but felt it was a waste of time)
Other 3	P8	“I had some hesitation about applying because I didn’t want to put undue load on my reference writers at the application stage. That dissuaded me at some places. I appreciate that more and more they would only contact the referees right before the in-person interview stage.”
Other 4	P6	“I also avoided some departments where I knew there were real a**holes that were faculty.”
Other 5	P6	“There are places I will not even consider because they don’t make consequences happen to faculty who are behaving unacceptably.”
Other 6	P7	“Hearing about [a friend’s] overall very positive experience made me more excited about the position.” (accepted)
Other 7	P13	“In academia, job searches can get very personal. Accepting them into their department or if someone leaves it’s very dramatic or declining is a big deal. It can hamper professionalism, I think, because how personally people take it (on both sides).”
Other 8	P12	“There have been some tragic incidents where students have acted aggressively toward faculty.”
Other 9	P6	“For interviewers: use real students [during teaching demos], it works better.”
Other 10	P9	“Both during the job search and especially once I got this job I experienced a pretty significant amount of imposter syndrome. Especially because this was the job that was really the dream one that I wanted the most and a lot of other people applied to it. It’s almost impossible to not question why you got it.”
Other 11	P17	“There are going to be all these people who think I’m crazy for turning down a tenure-track faculty position.”

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