Supplemental Material

CBE—Life Sciences Education Forsythe *et al*.

Interview Protocol for "Exploring variations in STEM instructors' approaches to office hours"

- 1. What do you view as the goal or purpose of office hours?
- 2. Why do you think students attend your office hours?
- 3. Why do you think some of your students do not attend your office hours?
- 4. Can you describe your typical office hours? Where are they held (online, in person, conference room, office, etc.?)
- 5. Can you describe what a successful session of office hours looks like?
- 6. Have you ever had experiences with an unsuccessful session of office hours? Can you describe what this looks like?
 - a. Have you ever had any office hours that had students present where you feel the office hours session did not go well?
- 7. Have you changed your approach or perspectives to office hours over your teaching career?
- 8. If at all, how does your identity shape your interactions with students in office hours?
- 9. What strategies, if any, have you used to increase attendance at office hours?
- 10. What approaches, if any, have you used to improve student experiences in office hours?
 - a. Have you implemented any strategies to make students feel more included at office hours?
- 11. Are there any resources that would help improve your office hours?
- 12. Is there anything else you would like to share about your experiences with office hours?