

**TABLE 1****Faculty and LA interview participants.**

Participant	Department/major	Time with LA program (terms)	Classroom setting
Faculty 1	Biology	14	Laboratory
Faculty 2	Chemistry	17	Discussion
Faculty 3	Health sciences	11	Lecture
LA 1	Chemistry (fourth year)	2	Laboratory and discussion
LA 2	Human physiology (fourth year)	2	Laboratory and discussion
LA 3	Chemistry (third year)	3	Laboratory and discussion

**TABLE 2****Qualities of a strong LA.**

Quality	Representative quote
Patience	"It takes a lot of patience not to get frustrated...even when you are doing your best." (LA 2)
Communication	"We can build an understanding of the material, but being able to communicate it to another person is an entirely different ballgame." (LA 2)
Balancing mentor-peer role	"...difficult [balancing] between being somebody's buddy and being their teacher" (LA 1)
Confidence	"[LAs need] to be willing to stand up in front of the room and talk." (Faculty 1)
Diversity	"[I look for] a diverse set of LAs...[and the students will] gravitate towards the ones that work with them." (Faculty 3)
Professionalism	"...all the skills that are within any workforce could go with an LA, [including professionalism]" (Faculty 2)
Empathy	"[LAs] empathize with the struggle." (Faculty 3)

**TABLE 3****LAs' perceptions of their relationship with faculty partners.**

	Agree	Neutral	Disagree
Discussed my ideas with faculty in the course ( <i>n</i> = 291)	258	20	13
Worked closely with faculty in the course ( <i>n</i> = 291)	250	26	15
Felt valued and respected by the faculty member ( <i>n</i> = 290)	264	20	6
Felt they are being adequately utilized in their course ( <i>n</i> = 289)	241	18	30

**TABLE 4****Frequency with which faculty ( $n = 15$ ) discuss various topics with LAs.**

	<b>Often</b>	<b>Sometimes</b>	<b>Rarely</b>	<b>Never</b>
Career aspirations and options	4	5	3	3
Graduate school or other professional degree programs	2	7	2	4
Concepts taught in the course	12	2	1	0
Teaching techniques and pedagogy	7	5	3	0

**TABLE 5****Faculty perceptions of how working with an LA has impacted their teaching and mentoring practices ( $n = 15$ ).**

<b>Perception</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>
Made me a better mentor	11	4	0
Made me a better teacher	12	3	0
Encouraged me to reevaluate the way I teach my class	12	3	0
Encouraged me to use research-based teaching techniques in the classroom	8	6	1