Supplemental Table 1. Mentoring Connections across the Nation (through 07/08/2020)

| State            | Number of mentees | Number of mentors | Intra-State connections (within the same State) | Out-degree to other states | In-Degree from other states | Inter-state connections (out-degree plus in-degree) |
|------------------|-------------------|-------------------|-----------------------------------------------|----------------------------|----------------------------|-----------------------------------------------|
| ALABAMA          | 79                | 19                | 53                                            | 107                        | 106                        | 213                                           |
| ALASKA           | 5                 | 8                 | 1                                             | 0                          | 1                          | 1                                             |
| ARIZONA          | 16                | 16                | 7                                             | 40                         | 16                         | 56                                            |
| ARKANSAS         | 8                 | 4                 | 0                                             | 6                          | 5                          | 11                                            |
| CALIFORNIA       | 186               | 91                | 42                                            | 96                         | 125                        | 221                                           |
| COLORADO         | 22                | 16                | 16                                            | 25                         | 31                         | 56                                            |
| CONNECTICUT      | 16                | 11                | 4                                             | 10                         | 31                         | 41                                            |
| DISTRICT OF COLUMBIA | 16       | 14                | 0                                             | 22                         | 15                         | 37                                            |
| DELAWARE         | 3                 | 5                 | 0                                             | 1                          | 8                          | 9                                             |
| FLORIDA          | 51                | 19                | 17                                            | 96                         | 41                         | 137                                           |
| GEORGIA          | 132               | 38                | 68                                            | 138                        | 111                        | 249                                           |
| HAWAII           | 20                | 8                 | 6                                             | 6                          | 32                         | 38                                            |
| IDAHO            | 6                 | 5                 | 7                                             | 3                          | 4                          | 7                                             |
| ILLINOIS         | 62                | 33                | 17                                            | 75                         | 110                        | 185                                           |
| INDIANA          | 24                | 20                | 6                                             | 40                         | 39                         | 79                                            |
| IOWA             | 14                | 8                 | 10                                            | 24                         | 16                         | 40                                            |
| KANSAS           | 5                 | 6                 | 2                                             | 5                          | 6                          | 11                                            |
| KENTUCKY         | 7                 | 7                 | 1                                             | 6                          | 12                         | 18                                            |
| LOUISIANA        | 38                | 11                | 8                                             | 26                         | 20                         | 46                                            |
| MAINE            | 0                 | 3                 | 0                                             | 2                          | 7                          | 9                                             |
| MARYLAND         | 112               | 64                | 47                                            | 93                         | 230                        | 323                                           |
| MASSACHUSETTS    | 62                | 52                | 29                                            | 121                        | 134                        | 255                                           |
| MICHIGAN         | 55                | 23                | 19                                            | 51                         | 59                         | 110                                           |
| MINNESOTA        | 25                | 17                | 10                                            | 70                         | 62                         | 132                                           |
| State            | 17 | 6  | 4  | 19 | 15 | 34 |
|------------------|----|----|----|----|----|----|
| MISSISSIPPI      | 17 | 6  | 4  | 19 | 15 | 34 |
| MISSOURI         | 15 | 7  | 1  | 12 | 9  | 21 |
| MONTANA          | 3  | 4  | 0  | 5  | 2  | 7  |
| NEBRASKA         | 8  | 6  | 1  | 18 | 11 | 29 |
| NEVADA           | 6  | 0  | 0  | 7  | 2  | 9  |
| NEW HAMPSHIRE    | 3  | 5  | 0  | 0  | 1  | 1  |
| NEW JERSEY       | 27 | 14 | 17 | 19 | 42 | 61 |
| NEW MEXICO       | 11 | 13 | 13 | 21 | 22 | 43 |
| NEW YORK         | 114| 64 | 25 | 66 | 129| 195|
| NORTH CAROLINA   | 44 | 55 | 38 | 105| 118| 223|
| NORTH DAKOTA     | 5  | 1  | 0  | 3  | 3  | 6  |
| OHIO             | 30 | 23 | 27 | 81 | 55 | 136|
| OKLAHOMA         | 8  | 5  | 6  | 48 | 9  | 57 |
| OREGON           | 18 | 15 | 1  | 3  | 12 | 15 |
| PENNSYLVANIA     | 54 | 29 | 20 | 61 | 60 | 121|
| RHODE ISLAND     | 5  | 4  | 1  | 2  | 1  | 3  |
| SOUTH CAROLINA   | 33 | 16 | 8  | 63 | 9  | 72 |
| SOUTH DAKOTA     | 4  | 11 | 4  | 7  | 22 | 29 |
| TENNESSEE        | 29 | 21 | 42 | 139| 94 | 233|
| TEXAS            | 185| 79 | 133| 366| 185| 551|
| UTAH             | 20 | 22 | 13 | 18 | 26 | 44 |
| VERMONT          | 2  | 5  | 2  | 1  | 6  | 7  |
| VIRGINIA         | 28 | 31 | 12 | 52 | 98 | 150|
| WASHINGTON       | 19 | 11 | 2  | 47 | 12 | 59 |
| WEST VIRGINIA    | 3  | 7  | 1  | 25 | 4  | 29 |
| WISCONSIN        | 28 | 32 | 40 | 62 | 151| 213|
| WYOMING          | 6  | 2  | 3  | 0  | 0  | 0  |
| PUERTO RICO      | 92 | 11 | 36 | 55 | 50 | 105|