Supplemental Digital Appendix 1

2014–15 academic bonus point system, from a study of an academic bonus system for incenting faculty productivity, Oregon Health & Science University School of Medicine Department of Emergency Medicine, 2005–2015

EDUCATION POINTS:

1) Core lecture to EM residents including intern lectures: 4 points per hour of lecture
   a. Additional weight is given to our core lecture series to stimulate faculty member participation.
   b. All faculty members are expected to provide at least 2 hours of didactic teaching each year in the residency core curriculum.
2) Journal club organizer: 1 point for each journal club overseen [only one instructor per session] (includes Tox/EMS section Journal Clubs, but excludes case reviews for Tox/EMS programs).
3) Lecture to other OHSU residents, medical students, paramedics, paramedic students, etc: 1 point for each hour.
4) Lecture at regional/national meetings: 2 points per hour
5) PCM tutoring: 1 point per hour of class room tutoring/lecturing; 1 point per 20 hours of preceptorship - all hours obtained from administrator for OHSU Medical Education. Be sure that you report your hours to the administrator, during the year if you wish to get credit.
6) Service on a regional/national committee/task force with educational mission: 2 point per committee/task force
7) Chair a regional or national committee/task force with educational mission: 4 points per committee/task force - no duplicate points for same committee as member and Chair.

Submission: Educational activities should be listed by above categories with the following information for each submission:
1) Date
2) Title/Description
3) Hours
4) Audience (EM residents, paramedics, medical students)
5) Conference (e.g., “Oregon ACEP” or “OHSU Paramedic Education Course”)
6) Location (City, State)

SCHOLARSHIP POINTS:

Grants: Criteria below would be applied to each separate grant.

PI on FEDERAL GRANT (max 80 points):
   1. Status (all grants):
      o Submission (20 points)
      o Initial funding (25 points)
      o Continuing (10 points)
2. Are there 2 PIs on this grant (i.e., Co-PIs)? *This is used to define point totals below for grants with more than 1 PI.
   o Yes
   o No

3. Salary Support for you (all grants):
   o Yes (5 points)
   o No (0 points)

4. DEM staff support included in the grant (e.g., research assistants) (all grants; only applies if Role is “PI”):
   o Yes (10 points)
   o No (0 points)

5. Career Development Award for you (only “submitted” and “initial funding” grants; only applies if Role is “PI”; does not apply to continuing grants):
   o Yes (5 points)
   o No (0 points)

6. Total amount of grant funding (only “submitted” and “initial funding” grants housed in DEM; does not apply to continuing grants):
   o ≥ $2,000,000 (30 points)
   o $1,000,000 – 1,999,999 (20 points)
   o $500,000 – 999,999 (15 points)
   o $100,000 – 499,999 (10 points)
   o $10,000 – 99,999 (5 points)
   o < $10,000 (2 points)

7. Total grant duration (only “submitted” and “initial funding” grants housed in DEM; only applies if Role is “PI”; does not apply to continuing grants):
   o 5+ years (10 points)
   o 4 years (8 points)
   o 3 years (6 points)
   o 2 years (4 points)
   o ≤ 1 year (0 points)

8. Annual amount of grant funding (only continuing grants housed in DEM):
   o ≥ $1,000,000 (15 points)
   o $500,000 – 999,999 (10 points)
   o $100,000 – 499,999 (8 points)
   o $10,000 – 99,999 (5 points)
   o < $10,000 (1 point)
PI on FOUNDATION GRANT or Co-Investigator on FEDERAL GRANT (max 40 points):

1. Status (all grants):
   - Submission (10 points)
   - Initial funding (15 points)
   - Continuing (5 points)

2. Role (all grants):
   - PI (5 points)
   - Co-Investigator or Mentor (2 points)
   - Consultant (0 points)

3. Salary Support for you (all grants):
   - Yes (5 points)
   - No (0 points)

4. DEM staff support included in the grant (e.g., research assistants) (all grants; only applies if Role is “PI”):
   - Yes (5 points)
   - No (0 points)

5. Federal grant (e.g., NIH, AHRQ, CDC, HRSA) (all grants):
   - Yes (5 points for “submitted” and “initial funding grants; 2 points for continuing grants)
   - No (0 points)

6. Total amount of grant funding (only “submitted” and “initial funding” grants housed in DEM; only applies if Role is “PI”; does not apply to continuing grants):
   - ≥ $2,000,000 (15 points)
   - $1,000,000 – 1,999,999 (10 points)
   - $500,000 – 999,999 (8 points)
   - $100,000 – 499,999 (6 points)
   - $10,000 – 99,999 (4 points)
   - < $10,000 (0 points)

7. Total grant duration (only “submitted” and “initial funding” grants housed in DEM; only applies if Role is “PI”; does not apply to continuing grants):
   - 5+ years (5 points)
   - 4 years (4 points)
   - 3 years (3 points)
   - 2 years (2 points)
   - ≤ 1 year (0 points)

8. Annual amount of grant funding (only continuing grants housed in DEM and if Role is “PI”):
   - ≥ $1,000,000 (10 points)
   - $500,000 – 999,999 (8 points)
   - $100,000 – 499,999 (6 points)
INDUSTRY GRANTS, INTERNAL DEM or OHSU GRANTS and Co-Investigator on FOUNDATION GRANTS (max 20 points):

1. **Status** (all grants):
   - Submission (5 points)
   - Initial funding (5 points)
   - Continuing (0 points)

2. **Role** (all grants):
   - PI (5 points)
   - Co-Investigator or Mentor (2 points)
   - Consultant (0 points)

3. **Salary Support for you** (all grants):
   - Yes (5 points)
   - No (0 points)

4. **DEM staff support included in the grant** (e.g., research assistants) (all grants; only applies if Role is “PI”):
   - Yes (5 points)
   - No (0 points)

5. **Total amount of grant funding** (only “submitted” and “initial funding” grants housed in DEM; only applies if Role is “PI”; does not apply to continuing grants):
   - ≥ $2,000,000 (10 points)
   - $1,000,000 – 1,999,999 (8 points)
   - $500,000 – 999,999 (6 points)
   - $100,000 – 499,999 (4 points)
   - $10,000 – 99,999 (2 points)
   - < $10,000 (0 points)

6. **Annual amount of grant funding** (only continuing grants housed in DEM and if Role is “PI”):
   - ≥ $1,000,000 (10 points)
   - $500,000 – 999,999 (8 points)
   - $100,000 – 499,999 (6 points)
   - $10,000 – 99,999 (4 points)
   - < $10,000 (0 point)

*When 2 PIs are listed for the same grant (i.e., “Co-PI” x 2), then PI-only points are split evenly between the 2 PIs (i.e., the maximum points for either PI is half of the total for these categories).
Publications:
Research manuscript
  Submission of manuscript: 6 points
  Publication:*  
    - first author = 16 points  
    - senior/last author = 12 points  
    - co-author (other position) = 8 points
Full-length non-research manuscript  
  Submission: 4 points  
  Publication: 8 points (additional to submission)
Commentary, letter to the editor  
  Publication: 1 point

*For original research manuscripts published in high-impact journals (impact factor ≥ 10), the awarded points as listed above will be doubled for all authors.

Major Reference Textbook Editor  
  Publication: 30 points
Editor for bound Annual Review or “Clinics” Publication  
  Publication: 6 points
Textbook Chapter  
  First author: 8 points  
  Second and other authors: 4 points
Abstract presentation [Please note: only the abstract presenter should claim points for the presentation.]  
  National meeting: 3 points  
  Regional meeting: 1 point
Editorial activity  
  Editorial board member: 4 points  
  Associate Editor: 5 additional points  
  Editor-in-chief: 10 additional points
Review for a journal: 4 points for receipt of outstanding reviewer recognition

Submission: Scholarship activities should include information detailed below:  
Grants (separate entry for submission/funding):  
Date of submission/Funding  
Title of grant  
Authors  
Role (PI, investigator, consultant)  
Funding agency
Publications
Date of manuscript submission
Date of manuscript publication
Full citation including authors, title, journal…

Abstracts
Date of presentation
Authors
Title
Conference name
Location

Editorial Activity
Name of journal
Roles and activities

Service:
Activity: Service as a Standing Member of a Study Section for NIH, AHRQ, CDC, or PCORI
Points: 18

Activity: Service on an Ad Hoc or Temporary Member of a Study Section for NIH, AHRQ, CDC, or PCORI
Points: 6

Abbreviations: EM indicates emergency medicine; EMS, emergency medical services; OHSU, Oregon Health & Science University; PCM, Principles of Clinical Medicine; ACEP, American College of Emergency Physicians; PI, primary investigator; DEM, Department of Emergency Medicine; NIH, National Institutes of Health; AHRQ, Agency for Healthcare Research and Quality; CDC, Centers for Disease Control and Prevention; HRSA, Health Resources and Services Administration; PCORI, Patient-Centered Outcomes Research Institute.
## Supplemental Digital Appendix 2

Description of academic productivity of individual faculty at the 25th, 50th, 75th, and 100th percentiles of the academic bonus program for academic year 2014–2015, from a study of an academic bonus system for incenting faculty productivity, Oregon Health & Science University School of Medicine Department of Emergency Medicine, 2005–2015

<table>
<thead>
<tr>
<th>Academic activity</th>
<th>Faculty A: 100th percentile</th>
<th>Faculty B: 75th percentile</th>
<th>Faculty C: 50th percentile</th>
<th>Faculty D: 25th percentile</th>
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<tbody>
<tr>
<td><strong>Publications</strong></td>
<td></td>
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<tr>
<td>Research manuscripts submitted</td>
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<td>Research manuscripts published</td>
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<td>Textbooks published</td>
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<td>Textbook chapters published</td>
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<td>Abstracts presented at regional/national meetings</td>
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<td><strong>Grants</strong></td>
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<td>Chair, national/regional committee</td>
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<td>Member, national/regional committee</td>
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<td>1</td>
<td>2</td>
<td>1</td>
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<td><strong>Lectures</strong></td>
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<td>Regional/national conferences, invited speaker</td>
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<td>Medical school involvement</td>
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<td>Department of Emergency Medicine resident core conference (EM resident education)</td>
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<td>Other residents/students</td>
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