

## Supplemental Digital Appendix 1

### Interview Protocol for Directors / Leaders of Medical Education Units, From a Multi-Site Canadian Study of Health Professions Education Scholarship Unit Leaders and Institutional Logics, 2011–2012 and 2017–2018

<b>Question Set #1:</b> <b><u>Questions about the Vision and Mission of your unit.</u></b>
A) What is the Vision and Mission of your unit?
B) Who do you consider to be your major stakeholders?
C) How do you meet your stakeholders' needs/expectations?
<b>Question Set #2:</b> <b><u>Questions about accountability and metrics of performance.</u></b>
A) How do you define success for your unit? (e.g., publications / grant funding / national and international reputation / staff retention / successful accreditation of UGME or PGME programs)
B) How do you report the activities that define the success of your unit to your stakeholders? To the wider community?
<b>Question Set #3:</b> <b><u>Questions about the culture of your institution.</u></b>
A) Are there rewards for medical education in the Promotions and Tenure process?
B) To maximize the chances of achieving your vision, do you think the PhDs should: <ul style="list-style-type: none"> <li>i. Do more or less teaching?</li> <li>ii. Engage in more or less "service" work?</li> <li>iii. Be more or less integrated with clinical departments?</li> <li>iv. Be more or less integrated with basic science departments?</li> </ul>
<b>Question Set #4:</b> <b><u>Questions about the structure of your unit.</u></b>
A) Do you provide "support" for Clinician Educators? <ul style="list-style-type: none"> <li>i. Consultation/mentoring for individual research programs</li> <li>ii. Career development – strategic advice</li> <li>iii. Do you run any kind of "core facility" for project management assistance? e.g., support for submitting an ethics application for medical education research? <ul style="list-style-type: none"> <li>a. Statistical consulting?</li> <li>b. Qualitative research support?</li> </ul> </li> <li>iv. Transcription service?</li> </ul>
<b>Question Set #5:</b> <b><u>Facilitators/impediments to success</u></b>
A) Given the questions above concerning the structure and culture of your unit within your institution, please describe what you think facilitates the success of your unit. Prompts: review the list above.
B) And what do you think are the local impediments to your success as a unit, if any, in terms of the structure and culture of your unit? Prompts: review the list above.

Abbreviations: UGME indicates undergraduate medical education; PGME, postgraduate medical education.  
Source: Reprinted with permission from the principal investigator of the previous, larger study from which current data were taken.<sup>1</sup>