

## **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):
  - Submission (20 points)
  - Initial funding (25 points)
  - 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.

- ☐ Yes
- ☐ No

**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 (10 points)
- ☐ 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):

- ☐ Yes (5 points)
- ☐ No (0 points)

**6. Total amount of grant funding** (only “submitted” and “initial funding” grants housed in DEM; does not apply to continuing grants):

- ☐  $\geq \$2,000,000$  (30 points)
- ☐ \$1,000,000 – 1,999,999 (20 points)
- ☐ \$500,000 – 999,999 (15 points)
- ☐ \$100,000 – 499,999 (10 points)
- ☐ \$10,000 – 99,999 (5 points)
- ☐  $< \$10,000$  (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):

- ☐ 5+ years (10 points)
- ☐ 4 years (8 points)
- ☐ 3 years (6 points)
- ☐ 2 years (4 points)
- ☐  $\leq 1$  year (0 points)

**8. Annual amount of grant funding** (only continuing grants housed in DEM):

- ☐  $\geq \$1,000,000$  (15 points)
- ☐ \$500,000 – 999,999 (10 points)
- ☐ \$100,000 – 499,999 (8 points)
- ☐ \$10,000 – 99,999 (5 points)
- ☐  $< \$10,000$  (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):
  - $\geq \$2,000,000$  (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)
  - $\leq 1$  year (0 points)
- 8. Annual amount of grant funding** (only continuing grants housed in DEM *and* if Role is “PI”):
  - $\geq \$1,000,000$  (10 points)
  - \$500,000 – 999,999 (8 points)
  - \$100,000 – 499,999 (6 points)

- \$10,000 – 99,999 (4 points)
- < \$10,000 (0 point)

**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 (2 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  $\geq 10$ ), 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

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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

Academic activity	Faculty A: 100th percentile	Faculty B: 75th percentile	Faculty C: 50th percentile	Faculty D: 25th percentile
<b>Publications</b>				
Research manuscripts submitted	10	0	0	0
Research manuscripts published	6	0	1	0
Non-research manuscripts published	0	0	1	1
Textbooks published	0	1	0	0
Textbook chapters published	0	6	0	0
Abstracts presented at regional/national meetings	2	0	1	0
<b>Grants</b>				
Federal grants submitted	11	0	0	0
Federal grants funded (new)	4	0	0	0
Federal grants (continuing)	3	0	1	0
Foundation grants submitted	1	0	0	0
Foundation grants funded (new)	1	0	0	0
Foundation grants (continuing)	1	0	0	0
Industry grants submitted	0	0	0	0
Industry grants funded (new)	0	0	0	0
Industry grants (continuing)	0	0	0	0
<b>National/regional committee service</b>				
Editorial board membership	1	1	1	0
Chair, national/regional committee	2	0	0	0
Member, national/regional committee	5	1	2	1
<b>Lectures</b>				
Regional/national conferences, invited speaker	1	2	6	0

Ma OJ, Hedges JR, Newgard CD. The academic RVU: Ten years developing a metric for and financially incenting academic productivity at Oregon Health & Science University. Acad Med.

Department of Emergency Medicine resident core conference (EM resident education)	2	8	0	1
Other residents/students	1	2	7	18
<b>Medical school involvement</b>				
Preceptorship for medical students	0	3	2	0
<b>Total</b>	51	24	22	21



