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Supplemental Digital Appendix 1

Society for Innovation and Research (SIR) Survey

* Required

1. Are you interested in pursuing research that would generate publications or patents? *

☐ Yes

☐ No

2. If yes, do you already have a research or innovation idea? *

☐ Yes

☐ No

☐ N/A

3. Which of the following is your greatest barrier in initiating research projects? Select all that apply. *

☐ I do not have interest in research.

☐ I do not think I will have time to complete a research project.

☐ I am not sure where to look to find a research project.

☐ I do not think I will have the technical support to complete a research project.

☐ I do not know how to obtain funding for my research project.

4. Which of the following is your greatest barrier in completing a research project, including writing and submitting publications? Select all that apply. *

- ☐ I do not have enough time/my research elective was not long enough.
- ☐ I do not have sufficient support or feedback from my mentor.
- ☐ I do not have enough funding to complete my research project.
- ☐ I have difficulty with institutional barriers, such as obtaining IRB approval.
- ☐ I did not have sufficient access to technical support, such as biostatistician.

5. Which of the following would best help you to complete a research project, including writing and submitting publications? Select all that apply. *

- ☐ Having longitudinal time throughout the year to work on my research.
- ☐ Having support in navigating IRB approval, applying for grants, and other common pitfalls.
- ☐ Having access to support staff that will assist in IRB applications, data entry and collections, or statistical analysis of my research.
- ☐ Having more access to my mentor on a regular basis.
- ☐ Having better access to funding.

Supplemental Digital Appendix 2

Curriculum for SIR Workshop From March 2022 to August 2023

Workshop Section/Title	Summary
Career Development: 4 Months	
How to Write a CV	Overview of CV sections and content.
How to Pick a Journal	Types of journals and how to match a paper to a journal.
What is Plagiarism?	Defining plagiarism and how to avoid it.
How Much Molecular Do You Understand?	Discussion of molecular pathology and its increasing importance in pathology practice.
Research Resources: 4 Months	
Clinical Trials Studio	Overview of running a clinical trial, and resources to do so internally.
Bioinformatics Consult Service	Services offered by the bioinformatics consult service, including pricing.
Introduction to the IRB	Introduction to working with an IRB for human subjects research.
Introduction to TriNetX^b	Overview of the TriNetX database, brief tutorial on its use.
Quality Improvement (QI): 5 Months	
Introduction to QI 1	Defining QI versus research, the nomenclature of QI.
Introduction to QI 2	How to start a QI project.
Intermediate QI	Different schools of QI, including Lean and Six Sigma.
QI Bazaar	Residents intermingle with quality officers from all pathology divisions and pick up 1-2 QI projects.
Aim Statement and Fishbone Diagram Workshop	Residents prepare an aim statement and fishbone diagram for their QI project, receive one-on-one feedback from a faculty expert.
Money Talks: 4 Months	
Resident Financial Management	Common misconceptions and good practice for managing money as a resident.
Physician Reimbursement	Discussing where physician salaries come from in different settings.
Do You Need Money to Care for Patients?	Discussion of the role of money in healthcare, including reasons rising healthcare costs.
Career Panel	Representatives from common Pathology career pathways speak about their experience.

^a Abbreviations: curriculum vitae (CV), internal review board (IRB), quality improvement (QI)

^b TriNetX is an online database of deidentified clinical information from hundreds of institutions across the world.

Supplemental Digital Appendix 3

Awards Categories Given by SIR

Award Category	Award Criteria
Standing Awards^a	
Most Impressive Publication	All first-author publications.
Best Image or Figure in a Publication	Particularly clear images or figures with excellent educational value.
Best Peer Mentor	A person who best helps their peers achieve.
Best Co-Author	A non-first author who contributed substantially.
Most Impressive Presentation	Any departmental or outside presentation.
Most Impressive Funding	A person with either the most total funding or the most total funding sources.
Most Innovative Project	Project with the most potential to change healthcare.
Most Valuable Resident Researcher	Any resident with two or more publications.
One-Time Awards^b	
Outstanding Presentation at the Texas Society of Pathologist's Annual Meeting	N/A
Most Impressive Researcher	N/A

^a Standing awards were given out on a semiannual basis to eligible residents.

^b One-time awards were given to a specific resident for a specific achievement.