**Appendix 1. Funding survey for academic EM heads.**

**Academic Funding in your Department**

1. Which of the following funding sources exist to support the academic mission in your department / division / unit? Select all that apply.

* University (via Faculty of Medicine or otherwise)
* Hospital
* Physician Group
* Ministry of Health or Education Ministry
* AFP
* Research Grants
* Other / combination / elaborate in free text

2. Considering the educational component of your academic program, what sources of funding are involved? Select all that apply.

* University (via Faculty of Medicine or otherwise)
* Hospital
* Physician Group
* Ministry of Health or Education Ministry
* AFP
* Research Grants
* Other / combination / elaborate in free text

3a. Can you describe how didactic and bedside teaching are supported in your department / division / unit? Please be as specific as you feel comfortable. Responses will remain de-identified.

3b. Is bedside on-shift teaching of medical students financially supported?

3c. If yes, by whom (re: bedside on-shift teaching of medical students financially supported).

3d. If yes, to what degree (re: bedside on-shift teaching of medical students financially supported). Use the slider to assign a % funded.

3e. Is bedside on-shift teaching of residents financially supported?

3f. If yes, by whom (re: bedside on-shift teaching of residents financially supported).

3g. If yes, to what degree (re: bedside on-shift teaching of residents financially supported). Use the slider to assign a % funded.

3h. Is didactic or small group teaching to either of these two groups of trainees financially supported?

3i. If yes, please describe the source and the degree of support (re: didactic or small group teaching to medical students or residents is financially supported). Use the slider to assign a % funded.

3j. Source of funding (didactic or small group teaching):

4a. Is the research component of your academic mission supported by any internal funding sources?

4b. If yes, please elaborate (re: research component of your academic mission is supported by internal funding). Use the slider to assign a % funded.

4c. Source of funding (research component of academic mission):

5a. How do the members of your department / division / unit receive clinical earnings?

* On a fee for service
* On a salaried basis
* On a mixed model
* By the hour
* Other \_\_\_\_\_\_\_\_\_

5b. If necessary, elaborate on the way members of your department / division / unit receive clinical earnings.

5c. If on fee for service or a mixed model, do physicians contribute a portion of their clinical earnings to support the academic mission of the department / division / unit?

5d. If yes, can you elaborate on the details of this approach?

6a. Are philanthropic resources sought after and used to support the academic mission of your department / division / unit?

6b. If yes, please elaborate (re: philanthropic resources), e.g., who are your donors (patients, physicians, etc), number of donors, average gift, endowment vs annual campaign, funds raised, etc.

6c. If no, why not (re: philanthropic resources).

**Leadership and Administration**

For the following questions, feel free to distinguish between the Medical Leadership / Administration and Administrative Support Staff dimensions. Consider including physical space and infrastructure, as well.

7a. What are the main challenges that you have faced, if any, in obtaining appropriate\* funding for the academic mission of your department / division / unit?\* By appropriate, we mean an adequate level of financial support for activities related to education, research, and other extra-clinical endeavors that are aligned with the vision and goals of your department/division/unit of EM?

7b. What is the appropriate funding for undergraduate education medical leadership and infrastructure support?

7c. What is the appropriate funding for postgraduate education medical leadership and infrastructure support?

7d. What is the appropriate hard funding for Research Faculty and infrastructure support?

8a. Would you consider your current degree of financial support for administrative activities in your department / division/ unit to be adequate?

8b. Can you tell us about the funding that supports the administrative requirements of your academic program?

8c. Would you consider it appropriate?

8d. What strategies have you undertaken to achieve current levels and are you seeking means of bolstering it?

9a. Would you consider the degree of financial support that remunerates educators (for teaching) in your department / division / unit to be adequate?

9b. Are the clinician educators with leadership roles in your program adequately supported from a financial perspective?

* Program directors
* Clerkship leads
* Simulation coordinators

9c. What approaches would you consider relevant and appropriate to support the educational mission of your department / division / unit?

10a. Would you consider the degree of financial support that supports research activities in your department / division / unit to be adequate?

10b. For instance, do you consider it important to have researchers that are university-funded (i.e., without any external salary support)?

10c. If yes (re: salary support for researchers), what advice would you share in achieving this success?

10d. If not, what approaches do you see as being most fruitful in achieving appropriate funding / support for your research program?

11a. Are there other significant academic or extra-clinical activities for which your department / division / unit has sought or is considering seeking funding to support?

11b. If yes, can you describe the obstacles and levers for success that describe your department / division / unit’s experience?

12. What recommendation would you make to the Academic EM Community in regards to funding the academic mission of their Department?