

Appendix 1: Search strategy

Search strategy MEDLINE, Healthstar

1. Universities/ OR universit\$.mp. OR medical school\$.mp.
2. Exp academic Medical Centers/ OR academic medical center\$.mp. OR academ\$ adj5 (medical OR health) adj5 center\$.mp.
3. Exp Faculty/ OR faculty.mp.
4. 1 OR 2 OR 3
5. Efficiency/ OR efficiency.mp. OR productivity.mp.
6. performance\$.mp. OR Employee Performance Appraisal/
7. promotion\$.mp. OR advancement\$.mp. OR incentive\$.mp. OR reward/ OR reward\$.mp.
8. appointment\$.mp. OR tenure\$.mp. OR compensation\$.mp.
9. motivation/ OR motivation\$.mp.
10. achievement/ OR achiev\$.mp.
11. 5 OR 6 OR 7 OR 8 OR 9 OR 10
12. standard\$.mp.
13. benchmarking/ OR benchmark\$.mp.
14. guideline\$.mp.
15. planning techniques/ OR plan\$.mp.
16. polic\$.mp. OR program\$.mp.
17. 12 OR 13 or 14 OR 15 OR 16
18. 4 AND 11 AND 17

Search strategy EMBASE

1. University/ OR universit\$.mp. OR medical school\$.mp.
2. Exp University Hospital/ OR academic medical center\$.mp. OR (academ\$ adj5 (medical OR health) adj5 center\$.mp.)
3. faculty.mp.
4. 1 OR 2 OR 3
5. Productivity/ OR efficiency.mp. OR productivity.mp.
6. performance\$.mp. OR Personnel Management/
7. promotion\$.mp. OR advancement\$.mp. OR incentive\$.mp. OR reward/ OR reward\$.mp.
8. appointment\$.mp. OR tenure\$.mp. OR compensation\$.mp.
9. motivation/ OR motivation\$.mp.
10. achievement/ OR academic achievement/ OR achiev\$.mp.
11. 5 OR 6 OR 7 OR 8 OR 9 OR 10
12. standard\$.mp.
13. benchmark\$.mp.
14. guideline\$.mp.
15. "Organization and Management"/ OR plan\$.mp.
16. polic\$.mp. OR program\$.mp.
17. 12 OR 13 or 14 OR 15 OR 16
18. 4 AND 11 AND 17

Search strategy PsycInfo

1. Colleges/ OR universit\$.mp. OR medical school\$.mp.
2. academic medical center\$.mp. OR academ\$ adj5 (medical OR health) adj5 center\$.mp.
3. faculty.mp.
4. 1 OR 2 OR 3
5. Employee Efficiency/ OR efficiency.mp. OR productivity.mp.
6. performance\$.mp. OR Personnel Evaluation/
7. promotion\$.mp. OR advancement\$.mp. OR incentive\$.mp. OR rewards/ OR reward\$.mp.
8. appointment\$.mp. OR tenure\$.mp. OR compensation\$.mp.
9. motivation/ OR motivation\$.mp.
10. Exp achievement/ OR achiev\$.mp.
11. 5 OR 6 OR 7 OR 8 OR 9 OR 10
12. standard\$.mp.
13. benchmark\$.mp.
14. guideline\$.mp.
15. plan\$.mp.
16. polic\$.mp. OR program\$.mp.
17. 12 OR 13 or 14 OR 15 OR 16
18. 4 AND 11 AND 17