Supplemental Digital Appendix 1

Process Used to Create Matched Comparison Cohort of Early-Career Faculty

To facilitate matching, each eligible comparison faculty member was assigned a pre-period of 2.5 years (the mean CFSP pre-period) from the date of hire/appointment as an assistant professor and a post-period from this point until September 23, 2011. Time in rank on campus and grant dollars awarded as principal investigator (PI) were the two key variables used to qualify potential matches. Grant outcomes were annualized for all junior faculty as the total value of proposals or awards during the pre-period divided by the number of years in the pre-period. Total amounts of multi-year awards were credited to the year of the grant proposal was processed in the CU-Anschutz system for the purposes of calculating this figure.

All potential matches for scholars were filtered on two criteria:

1. The date of hire/appointment for the scholar and comparison faculty could differ by no more than one year—this ensured that matched faculty experienced the same funding environment and that the total length of observation would be similar for the two faculty; and

2. The larger of the pair's pre-period annual grant award values could not be more than 70% larger than the smaller of the pair's value – this percent difference or matching caliper was chosen empirically to minimize differences in grant success in the pre-period while still allowing sufficient matching options.

All qualifying matched pairs were created and then pairs were chosen randomly to produce 5:1 matches for the 25 CFSP participants, yielding 125 total faculty members for analysis. After matching was completed, the pre-and post- periods for each comparison faculty member were set to match the corresponding scholar by starting with the respective dates of hire/appointment, matching pre-period length (ending with CFSP year 1). The post-period began with CFSP program year 2 and follow-up was set to match scholar and comparison faculty observation periods. An example of the match process is provided in the table below.

Match Example: Valid and invalid matched comparison faculty to Clinical Faculty Scholars Program (CFSP) participant

CFSP group		Comparison group		Conclusion
Start date	**Pre-CFSP annual grant awards**	**Start date**	**Pre-CFSP annual grant awards**	**Conclusion**
10/1/2004	$12,000	6/1/2004	$0	Invalid – Pre-CFSP > 70% diff
		2/1/2005	$20,000	Invalid – Pre-CFSP > 70% diff
		1/1/2002	$15,000	Invalid – Start date diff
		5/1/2008	$23,000	Invalid – Start date diff
		8/1/2004	$14,000	Valid