

Appendix 1: Full Search Strategy

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|---|--|---------------------|
| Name of database | Web of Science Core Collection, BIOSIS Citation Index, Medline | |
| Platform | Web of Science [Clarivate Analytics] | |
| Database coverage | 2007-2017 | |
| Date exported to Reference Management Software (EndNote) | 19 th October 2017 | |
| Search strategy | Model OR framework OR assess* OR evaluat*OR *metric*OR measur* OR criteri*OR citation*OR unconscious bias OR rank* | Results: 13,282,151 |
| | AND | |
| | researcher excellence OR track record OR researcher funding OR researcher perform* OR relative to opportunity OR researcher potential OR research* career pathway OR academic career pathway OR funding system OR funding body OR researcher impact OR scientific* productivity OR academic productivity OR top researcher OR researcher ranking OR grant application OR researcher output OR h*index OR i*index OR impact factor OR individual researcher | Results: 11,616 |
| | Combined sets [Auto select language based on search language] | Results: 7,530 |