Supplementary Table 1:

Survey for applying the Compass Model to appraise faculty development planning.

Rate the attention given to each of the following considerations when planning your faculty development program.
Scale: 1 = not considered at all; 2 = some consideration; 3 = important consideration

Factors for planning faculty development	1	2	3
1. Institutional policies			
2. Accreditation standards			
3. Responsibilities and job-descriptions of faculty members			
4. Identified performance gaps			
5. Budget and protected time available for professional development			
6. Number and expertise of educators			
7. Needs assessment surveys			
8. Interviews, focus groups and brain storming			

Rate the frequency of practice in your faculty development program from the following offerings.
Scale: 1 = not common at all; 2 = fairly common; 3 = very common

Options (offerings) of faculty development	1	2	3
9. Orientation for new faculty members			
10. Essential skills courses			
11. Train-the-trainer			
12. Web-based faculty development			
13. An *ad hoc* event, e.g. visiting expert			
14. Communities of practice			
15. Scholarships, sabbaticals, fellowships and degrees			
16. Opportunities for career development for educators, researchers, leaders			

Key for interpretation:
Directions: **N**: 1,2, **E**: 3,4, **S**: 5,6, **W**: 7,8.
Quadrants: **NE**: 9,10, **SE**: 11,12, **SW**: 13,14, **NW**: 15,16.