**Additional File 2: Research Impact Evaluation Structure with Indicators**

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| **Theme 1. Investment in research-enabling infrastructure both promotes and enables research activity** | **Contextual factors enabling or hindering impact aspirations** |
| Indicators of research investment |
| *Capital investment in research spaces and equipment*  | Clinicians’ interests, motivations and attitudesVisible signals of research value and valued research typesCharacteristics of an individuals’ clinical role“Research culture” and multidisciplinary collaborationLeaders’ understanding of researchResponsiveness of the research effort to patient and population health concernsReporting and funding models |
| *Human resources* |
| *Funding for research projects* |
| *Research workshops and training programs* |
| *Events* |
| *Research-related strategic plans* |
| Indicators of research activity impacts |
| *Publications*  |
| *External grants* |
| *Research projects*  |
| *Quality improvement projects*  |
| *Inter-institutional collaborations* |
| *Prizes and awards*  |
| Indicators of research capacity impacts |
| *Research-related professional development (e.g. involvement in training programs, promotions, mentoring/supervisory roles, journal editorships, invited speakers)* |
| *Leveraged research funding* |
| **Theme 2. Research activity changes clinical practice and improves the clinical workforce** |
| Indicators of clinical practice and policy impacts |
| *Decision-making impacts (e.g. use of research in clinical guidelines; research cited in health professional education material)* |
| *Clinical practice impacts (e.g. researcher-reported use of findings in health care and other areas; validated evidence of adoption of research findings)* |
| *Policy influences (e.g. membership of boards, policy committees, funding decision-making bodies, advisory groups; consultations to policy-makers; requests for research to support policy)* |
| Indicators of health workforce impacts |
| *Clinical capability and stability (e.g. workforce more clinically capable as a result of research; enhanced recruitment capability)* |
| **Theme 3. Ultimate impacts are on patient and population health** |
| Improved patient and population health impacts |
| *Patient outcomes*  |
| *Population health outcomes*  |