

Supplemental Digital Appendix 1

Interview guides for innovation center directors and innovators

Interview Guide - Innovation Center Directors

Do you have any specific mechanisms in place that are designed to foster innovation on the part of your faculty/staff?

Tell me about what your organization (institution) does to foster or promote innovation among your faculty/staff.

What specifically do you do (how are you helpful) that allows faculty to come up with ideas? How do you unleash ideas? Where are you in the idea generation process?

Context:

- What would happen with ideas if you were not present?

How is information about possibilities of innovation (and possible rewards, if any, for innovation) communicated to potential innovators?

Is there any reward system in place directly related to innovation? Is your innovation program incentivized?

Prompt:

- Tell me about that process.

Why do you believe faculty/staff at your institution pursue innovation?

Interview Guide - Innovators

Can you please describe for me the most recent innovation that you developed?

Tell me about the process of your idea/innovation development.

Prompts:

- Describe for me the timeline of your idea/innovation unfolding.
- Did your idea develop in response to any specific circumstances in the environment in which you were working?

- If there were no specific circumstance that stimulated your innovation, please describe how it came about
- Do various innovations come about in similar ways or were there difference that you can specify?

Tell me about the other individuals or collaborators involved.

Prompts:

- How did that collaboration come to be?
- What is your perceived status of this collaboration?
- What role did the others play?

Tell me about the role your institution's approach to promoting/fostering idea development had in your own innovation(s).

Prompts:

- Were you cognizant of the institution as a stakeholder?
- Would you describe the role as positive or negative?
- Can you give me an example?

Tell me about the barriers you have faced in your experience as an innovator.

In thinking about your potential to generate other new ideas and innovations moving forward, tell me how you envision the role of your institution in the future.

Prompts:

- What would you change about your institution's current approach to innovation?
- What do you propose would improve the environment at your institution?