

#### **Instructions**

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**Royalties:** Funds are coming in to you or your institution due to your patent

Hingle 1



Section 1.	Identifying Information						
1. Given Name (Fi	rst Name)	2. Surname (Last Nam Hingle	e)		3. Date 22-February-2018		
4. Are you the cor	responding author?	✓ Yes No					
Achieving Gende	5. Manuscript Title Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American College of Physicians						
6. Manuscript Ider M17-3438	ntifying Number (if you kr	now it)					
Section 2							
Section 2.	The Work Under Co	onsideration for Pu	blication				
any aspect of the s statistical analysis,	ubmitted work (including etc.)?	but not limited to grant	s, data monitoring		commercial, private foundation, design, manuscript preparation,		
Are there any rel	evant conflicts of intere	est? Yes ✓ N	10				
Section 3.							
Section 5.	Relevant financial	activities outside t	ne submitted	work.			
of compensation	) with entities as descri	ibed in the instruction	s. Use one line fo	or each entity	relationships (regardless of ar y; add as many lines as you ne <b>5 months prior to publicatio</b>	ed by	
Are there any rel	evant conflicts of intere	est? 🗸 Yes 🔲 N	lo				
If yes, please fill o	out the appropriate info	ormation below.					
		3 Darsanal	Non-Financial				
Name of Entity		Grant? Personal Fees?	Support?	Other? C	omments		
American College of I Regents	Physicians Board of				ceive a stipend for my role as air of the ACP Board of Regents		
	ı						
Section 4.	Intellectual Proper	rty Patents & Cop	yrights				
Do you have any	patents, whether plan	ned, pending or issued	d, broadly releva	nt to the wo	rk? ☐ Yes 🗸 No		

Hingle 2



Section 5. Polationships not severed above				
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Section 6. Disclosure Statement				
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Dr. Hingle reports other from American College of Physicians Board of Regents, outside the submitted work; .				

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patent

Serchen 1



Section 1.	Identifying Inform	ation					
1. Given Name (First Name) Joshua		2. Surname (Last Name) Serchen			3. Date 22-February-2018		
4. Are you the cor	responding author?	✓ Yes	No				
Achieving Gende College of Physic	<ul> <li>5. Manuscript Title</li> <li>Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American College of Physicians</li> <li>6. Manuscript Identifying Number (if you know it)</li> <li>M17-3438</li> </ul>						
	l						
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Section 3.	Relevant financial	activities outsi	ide the submitted	work.			
of compensation clicking the "Add	) with entities as descri	bed in the instru port relationships	ctions. Use one line fo	or each entity; a	ationships (regardless of amount dd as many lines as you need by conths prior to publication.		
Section 4.	Intellectual Proper	ty Patents &	Copyrights				
Do you have any	patents, whether plan			ant to the work?	☐ Yes 🗸 No		

Serchen 2



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Butkus 1



Section 1.	Identifying Information					
1. Given Name (First Name) Renee		2. Surname (Last Name) Butkus		3. Date 22-February-2018		
4. Are you the cor	responding author?	✓ Yes No				
<ul> <li>5. Manuscript Title</li> <li>Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American College of Physicians</li> <li>6. Manuscript Identifying Number (if you know it)</li> <li>M17-3438</li> </ul>						
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of compensation clicking the "Add Are there any rel	n) with entities as descri	ibed in the instructions. Use or port relationships that were <b>pr</b>	e line for each entity; a	ationships (regardless of amount dd as many lines as you need by conths prior to publication.		
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Do you have any	patents, whether plan	ned, pending or issued, broad	y relevant to the work?	☐ Yes 🗸 No		

Butkus 2



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Ms. Butkus has nothing to disclose.				

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Kane 1



Section 1. Identifying Inform	nation				
1. Given Name (First Name) Gregory	2. Surname (Last Name) Kane		3. Date 09-February-2015		
4. Are you the corresponding author?	e you the corresponding author?  Yes  Yes  ACP Health and Public Policy Committee				
5. Manuscript Title Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American College of Physicians M17-3438 6. Manuscript Identifying Number (if you know it) M17-3438					
Section 2. The Work Under Co	onsideration for Public	ration			
	ive payment or services from but not limited to grants, da	a third party (governme	ent, commercial, private foundation, etc.) for cudy design, manuscript preparation,		
Section 3. Relevant financial	activities outside the s	submitted work.			
Place a check in the appropriate boxes i of compensation) with entities as descri clicking the "Add +" box. You should rep Are there any relevant conflicts of intere If yes, please fill out the appropriate info	bed in the instructions. Us port relationships that wer est?	se one line for each e	ntity; add as many lines as you need by		
Name of Entity	Grant? Personal Nor	n-Financial Other?	Comments		
Bristol Myers Squibb	<b>V</b>		Lung cancer Screening in Vulnerable Populations		
Section 4. Intellectual Proper	ty Patents & Copyric	ıhts			
Do you have any patents, whether plant			work? ☐ Yes ✓ No		

Kane 2



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Dr. Kane is PI on a Grant from Bristol-Myers Suibb entitled "Engaging a Learning Community to Increase Lung Cancer Screening in Vulnerable Populations".			

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Lenchus 1



Section 1.	dentifying Inform	ation	
Given Name (First Name)  Joshua		2. Surname (Last Name) Lenchus	3. Date 27-February-2018
4. Are you the corresponding author?		Yes ✓ No	Corresponding Author's Name Hilary Daniel
5. Manuscript Title Achieving Gender College of Physicia		ompensation and Career <i>F</i>	Advancement A Policy Position Paper from the American
6. Manuscript Identif M17-3438	fying Number (if you kn	ow it)	
Section 2.	he Work Under Co	onsideration for Public	ation
any aspect of the sub statistical analysis, et	mitted work (including	but not limited to grants, da	a third party (government, commercial, private foundation, etc.) for ta monitoring board, study design, manuscript preparation,
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Place a check in the of compensation) v	e appropriate boxes ir vith entities as descril	n the table to indicate who bed in the instructions. Us port relationships that wer	ether you have financial relationships (regardless of amount e one line for each entity; add as many lines as you need by e present during the 36 months prior to publication.
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Do you have any pa	atents, whether planr	ned, pending or issued, br	oadly relevant to the work? Yes V No

Lenchus 2



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**Licensed:** The patent has been licensed to an entity, whether earning royalties or not

**Royalties:** Funds are coming in to you or your institution due to your patent

Murphy 1



Section 1.	Identifying Inform	ation			
Given Name (First Name)  Caleb		2. Surname (Last Name) Murphy		3. Date 27-February-2018	
4. Are you the corresponding author?		Yes ✓ No	Corresponding Author's Na	me	
5. Manuscript Title Achieving Gende College of Physic	er Equity in Physician Co	ompensation and Car	eer Advancement: A Policy Posi	ition Paper from the American	
6. Manuscript lder M17-3438	ntifying Number (if you kn	ow it)			
Section 2.	The Work Under Co	onsideration for Pu	ublication		
any aspect of the s statistical analysis,	stitution <b>at any time</b> recei ubmitted work (including	ve payment or services but not limited to gran	from a third party (government, co ts, data monitoring board, study de	mmercial, private foundation, etc.) for esign, manuscript preparation,	
Section 3.	Relevant financial	activities outside t	he submitted work.		
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo					
Section 4.					
Section 4.	Intellectual Proper	ty Patents & Cop	pyrights		
Do you have any	patents, whether plans	ned, pending or issue	d, broadly relevant to the work?	? ☐ Yes ✓ No	

Murphy 2



Section 5.					
Section 5.	Relationships not covered above				
	Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?				
Yes, the followi	ng relationships/conditions/circumstances are present (explain below):				
✓ No other relation	onships/conditions/circumstances that present a potential conflict of interest				
	uscript acceptance, journals will ask authors to confirm and, if necessary, update their disclosure statements als may ask authors to disclose further information about reported relationships.				
Section 6.	Disclosure Statement				
Based on the above below.	e disclosures, this form will automatically generate a disclosure statement, which will appear in the box				

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Gantzer 1



Section 1.	Identifying Inform	nation				
1. Given Name (First Name) Heather		2. Surname (Last Name) Gantzer	3. Date 04-March-2018			
4. Are you the cor	responding author?	Yes ✓ No	Corresponding Author's Name Renee Butkus			
5. Manuscript Title Achieving Gend College of Physic	er Equity in Physician C	ompensation and Career <i>F</i>	Advancement: A Policy Position paper from the American			
6. Manuscript Ide	ntifying Number (if you kr	now it)				
Section 2.	The Work Under Co	onsideration for Public	ation			
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
Section 3.	Relevant financial	activities outside the s	ubmitted work.			
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Section 4.	Intellectual Proper	rty Patents & Copyrig	yhts			
Do you have any patents, whether planned, pending or issued, broadly relevant to the work? Yes Vo						

Gantzer 2



Section 5. Relationships not covered above
Relationships not covered above
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Section 6. Disclosure Statement
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Dr. Gantzer has nothing to disclose.

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1

nalitt



Section 1. Identifying Information	Identifying Information					
1. Given Name (First Name) beth	2. Surname (Last Name) nalitt	3. Date 09-April-2018				
4. Are you the corresponding author?	☐ Yes ✓ No	Corresponding Author's Name heather				
5. Manuscript Title "Achieving Gender Equity in Physician C of physicians	Compensation and Career	Advancement: A Position Paper of the American College				
6. Manuscript Identifying Number (if you kno	ow it)					
		-				
Section 2. The Work Under Co	nsideration for Public	zation				
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
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Section 4. Intellectual Propert	ty Patents & Copyrig	ıhts				
Do you have any patents, whether planned, pending or issued, broadly relevant to the work? Yes V						

nalitt 2



Section 5. Polationships not sovered phase	
Relationships not covered above	
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance option to be potentially influencing, what you wrote in the submitted work?	of
Yes, the following relationships/conditions/circumstances are present (explain below):	
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Azah 1



Section 1.	Identifying Inform	ation				
Given Name (First Name)     Ayeetin		2. Surname (Last Name) Azah	3. Date 28-February-2018			
4. Are you the corre	sponding author?	✓ Yes No				
5. Manuscript Title Achieving Gender College of Physicia		ompensation and Career Advancement A Policy Pos	ition Paper from the American			
6. Manuscript Identi M17-3438	ifying Number (if you kno	wit)				
Section 2.	The Work Under Co	nsideration for Publication				
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
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Section 4.	la talla etu al Dua verre	n. Detents 9 Comminhts				
	intellectual Properi	ty Patents & Copyrights				
Do you have any patents, whether planned, pending or issued, broadly relevant to the work? Yes Vo						

Azah 2



Section 5.	
Section 5.	Relationships not covered above
	elationships or activities that readers could perceive to have influenced, or that give the appearance of ncing, what you wrote in the submitted work?
✓ Yes, the follow	wing relationships/conditions/circumstances are present (explain below):
No other rela	tionships/conditions/circumstances that present a potential conflict of interest
I am currently a r	nember of the US Navy.
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•	essed in this article are those of the author and do not necessarily reflect the official policy or Department of the Navy, Department of Defense, nor the U.S. Government.

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Marks 1



Section 1.		antinus.				
Identifying Information						
1. Given Name (First Name) Lianne		2. Surname (Last Name) Marks	3. Date 01-March-2018			
4. Are you the cor	responding author?	Yes ✓ No	Corresponding Author's Name unknown -and I am not an author just committee mem			
5. Manuscript Title "Achieving Gene College of Physic	der Equity in Physician (	Compensation and Career	Advancement A Policy Position Paper from the American			
6. Manuscript Ide	ntifying Number (if you kr	now it)				
			-			
Section 2.	The Work Under Co	onsideration for Public	ation			
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Are there any relevant conflicts of interest? Yes V No						
Section 4.	Intellectual Proper	rty Patents & Copyrig	ıhts			
Do you have any patents, whether planned, pending or issued, broadly relevant to the work? Yes Vo						

Marks 2



Section 5.	
Section 5.	Relationships not covered above
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Other: Anything not covered under the previous three boxes

**Pending:** The patent has been filed but not issued

**Issued:** The patent has been issued by the agency

**Licensed:** The patent has been licensed to an entity, whether earning royalties or not

**Royalties:** Funds are coming in to you or your institution due to your patent



Section 1. Identifying Inform	nation					
1. Given Name (First Name) Jan	2. Surname (Last Name) Carney	3. Date 05-February-2018				
4. Are you the corresponding author?	☐ Yes ✓ No	Corresponding Author's Name				
5. Manuscript Title Addressing Social Determinants to Imp Position Paper	prove Patient Care and Pro	mote Health Equity: An American College of Physicians				
6. Manuscript Identifying Number (if you k M17-2441	now it)					
		_				
Section 2. The Work Under C	Consideration for Publi	cation				
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
Section 3. Relevant financial	activities outside the	submitted work.				
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .						
Are there any relevant conflicts of interest?  Ves  No  If yes, please fill out the appropriate information below.						



Name of Entity	Grant?	Personal Fees?	Non-Financial Support?	Other?	Comments
		<b>V</b>		<b>V</b>	I receive royalties from textbooks: Carney, Jan K. 2006. Public Health in Action: Practicing in the Real World and Carney, Jan K. 2016. Controversies in Public Health and Health Policy, Jones & Bartlett Learning, Burlington, Massachusetts, USA. I received travel reimbursement only (with no honorarium) for an educational presentation in fall 2016 entitled "Health and Wellness: Strategies to Improve Population Health and Reduce Costs," to the TIAA HRLX group, a consortium of senior human resource and benefits leaders.
Section 4. Intellectual Propert	ty Pate	ents & Cop	pyrights		
Do you have any patents, whether plann	ed, pend	ing or issue	ed, broadly releva	nt to the	work? Yes 🗸 No
Section 5. Relationships not o	overed	above			
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?					
Yes, the following relationships/conditions/circumstances are present (explain below):					
✓ No other relationships/conditions/circumstances that present a potential conflict of interest					
At the time of manuscript acceptance, journals will ask authors to confirm and, if necessary, update their disclosure statements. On occasion, journals may ask authors to disclose further information about reported relationships.					



Section 6.	Disclosure Statement
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Dr. Carney repor	ts personal fees and other from null, outside the submitted work; .

#### **Evaluation and Feedback**

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## 4. Intellectual Property.

This section asks about patents and copyrights, whether pending, issued, licensed and/or receiving royalties.

# Relationships not covered above.

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**Royalties:** Funds are coming in to you or your institution due to your patent

Bornstein 1



Section 1.	Identifying Information					
1. Given Name (First Name) Sue		2. Surname (Last Name) Bornstein	3. Date 02-March-2018			
4. Are you the cor	responding author?	Yes ✓ No	Corresponding Author's Name Renee Butkus			
5. Manuscript Title Achieving Gende		Compensation and Career A	Advancement			
6. Manuscript lder	ntifying Number (if you kr	now it)				
			-			
Section 2.	The Work Under Co	onsideration for Public	cation			
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
Section 3.	Relevant financial	activities outside the s	submitted work.			
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo						
Section 4.	Intellectual Proper	rty Patents & Copyric	ghts			
Do you have any patents, whether planned, pending or issued, broadly relevant to the work? Yes Vo						

Bornstein 2



Section 5. Polationships not severed above
Relationships not covered above
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?
Yes, the following relationships/conditions/circumstances are present (explain below):
✓ No other relationships/conditions/circumstances that present a potential conflict of interest
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Section 6. Disclosure Statement
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Dr. Bornstein has nothing to disclose.

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Bornstein 3



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Royalties: Funds are coming in to you or your institution due to your patent

1 Henry



Section 1. Ide	entifying Informa	ation				
1. Given Name (First Na Tracey		2. Surname (Last Name) Henry		3. Date 03-March-2018		
4. Are you the correspo	4. Are you the corresponding author? Yes No					
5. Manuscript Title Achieving Gender Eq College of Physicians		mpensation and Career Ad	vancement A Policy Posi	tion Paper from the American		
6. Manuscript Identifyir M17-3438	ng Number (if you kno	ow it)				
Section 2. The	e Work Under Co	nsideration for Publica	tion			
	itted work (including l ?	out not limited to grants, data		mmercial, private foundation, etc.) for esign, manuscript preparation,		
Section 3. Rel	levant financial a	ctivities outside the su	bmitted work.			
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo						
Cartina						
Section 4. Into	ellectual Propert	y Patents & Copyrigh	ts			
Do you have any pate	ents, whether plann	ed, pending or issued, broa	dly relevant to the work?	? ☐ Yes ✓ No		

Henry 2



Section 5. Relationships not severed above
Relationships not covered above
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?
Yes, the following relationships/conditions/circumstances are present (explain below):
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**Royalties:** Funds are coming in to you or your institution due to your patent

Moyer 1



Section 1.	Identifying Inform	ation				
1. Given Name (Fi Darilyn	rst Name)	2. Surname (Last Name) Moyer	3. Date 26-February-2018			
4. Are you the cor	ou the corresponding author?  Yes  Yes  Corresponding Author's Name  Renee Butkus					
Achieving Gende ollege of Physicia	5. Manuscript Title Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American ollege of Physicians 6. Manuscript Identifying Number (if you know it)					
WII7 3430						
Section 2.	The Work Under Co	onsideration for Public	cation			
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No						
Section 3.	Relevant financial	activities outside the s	submitted work.			
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Section 4.	Intellectual Proper	ty Patents & Copyric	ghts			
Do you have any	patents, whether plan	ned, pending or issued, br	roadly relevant to the work? Yes V No			

Moyer 2



Section 5. Relationships not covered above				
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?				
Yes, the following relationships/conditions/circumstances are present (explain below):				
✓ No other relationships/conditions/circumstances that present a potential conflict of interest				
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Section 6. Disclosure Statement				
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Dr. Moyer has nothing to disclose.				

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**Royalties:** Funds are coming in to you or your institution due to your

patent

Viswanathan 1



Section 1.	Identifying Inform	ation			
1. Given Name (Fi Lavanya	rst Name)	2. Surname (Last Name) Viswanathan		3. Date 27-February-2018	
4. Are you the corresponding author?		ne			
5. Manuscript Title Achieving Gender Equity in Physician Compensation and Career Advancement A Policy Position Paper from the American College of Physicians					
6. Manuscript Idei M17-3438	ntifying Number (if you kn	now it)			
Section 2.	The Work Under Co	onsideration for Public	cation		
any aspect of the s statistical analysis,	ubmitted work (including	but not limited to grants, da	a third party (government, com ta monitoring board, study des	nmercial, private foundation, etc.) for ign, manuscript preparation,	
Section 3.	Relevant financial	activities outside the s	submitted work.		
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo					
Section 4.	Intellectual Dyanas	tu. Datauta 8 Cammin	.h.e.a		
	intellectual Proper	ty Patents & Copyric	jnts		
Do you have any	patents, whether plan	ned, pending or issued, br	oadly relevant to the work?	Yes ✓ No	

Viswanathan 2



Section 5.				
Section 5.	Relationships not covered above			
	relationships or activities that readers could perceive to have influenced, or that give the appearance of encing, what you wrote in the submitted work?			
Yes, the follo	wing relationships/conditions/circumstances are present (explain below):			
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Section 6.	Disclosure Statement			
Based on the abo	ove disclosures, this form will automatically generate a disclosure statement, which will appear in the box			
Dr. Viswanathar	n has nothing to disclose.			

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Viswanathan 3



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**Royalties:** Funds are coming in to you or your institution due to your patent

1

McCandless



Section 1.	Identifying Inform	nation		
1. Given Name (Fii Bridget	rst Name)	Surname (Last Name)     McCandless		3. Date 02-February-2017
4. Are you the cor	4. Are you the corresponding author?		Corresponding Author's Nam	ne
5. Manuscript Title Prevention and 1		e Use Disorders: A Position	Paper of the American Colle	ege of Physicians
6. Manuscript Ider M16-2953	ntifying Number (if you kr	now it)		
Section 2.	The Work Under C	onsideration for Public	cation	
any aspect of the s statistical analysis,	ubmitted work (including	g but not limited to grants, da	a third party (government, com Ita monitoring board, study desi	nmercial, private foundation, etc.) for ign, manuscript preparation,
Section 3.	Relevant financial	activities outside the s	submitted work.	
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo				
Section 4.	Intellectual Prope	rty Patents & Copyri	ghts	
Do you have any	patents, whether plan	ned, pending or issued, br	oadly relevant to the work?	☐ Yes ✓ No

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Section 5. Polationships not severed above
Relationships not covered above
Are there other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work?
Yes, the following relationships/conditions/circumstances are present (explain below):
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At the time of manuscript acceptance, journals will ask authors to confirm and, if necessary, update their disclosure statements On occasion, journals may ask authors to disclose further information about reported relationships.
Section 6. Disclosure Statement
Based on the above disclosures, this form will automatically generate a disclosure statement, which will appear in the box below.
Dr. McCandless has nothing to disclose.

## **Evaluation and Feedback**

Please visit <a href="http://www.icmje.org/cgi-bin/feedback">http://www.icmje.org/cgi-bin/feedback</a> to provide feedback on your experience with completing this form.

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#### **Instructions**

The purpose of this form is to provide readers of your manuscript with information about your other interests that could influence how they receive and understand your work. The form is designed to be completed electronically and stored electronically. It contains programming that allows appropriate data display. Each author should submit a separate form and is responsible for the accuracy and completeness of the submitted information. The form is in six parts.

## Identifying information.

## 2. The work under consideration for publication.

This section asks for information about the work that you have submitted for publication. The time frame for this reporting is that of the work itself, from the initial conception and planning to the present. The requested information is about resources that you received, either directly or indirectly (via your institution), to enable you to complete the work. Checking "No" means that you did the work without receiving any financial support from any third party -- that is, the work was supported by funds from the same institution that pays your salary and that institution did not receive third-party funds with which to pay you. If you or your institution received funds from a third party to support the work, such as a government granting agency, charitable foundation or commercial sponsor, check "Yes".

### 3. Relevant financial activities outside the submitted work.

This section asks about your financial relationships with entities in the bio-medical arena that could be perceived to influence, or that give the appearance of potentially influencing, what you wrote in the submitted work. You should disclose interactions with ANY entity that could be considered broadly relevant to the work. For example, if your article is about testing an epidermal growth factor receptor (EGFR) antagonist in lung cancer, you should report all associations with entities pursuing diagnostic or therapeutic strategies in cancer in general, not just in the area of EGFR or lung cancer.

Report all sources of revenue paid (or promised to be paid) directly to you or your institution on your behalf over the 36 months prior to submission of the work. This should include all monies from sources with relevance to the submitted work, not just monies from the entity that sponsored the research. Please note that your interactions with the work's sponsor that are outside the submitted work should also be listed here. If there is any question, it is usually better to disclose a relationship than not to do so.

For grants you have received for work outside the submitted work, you should disclose support ONLY from entities that could be perceived to be affected financially by the published work, such as drug companies, or foundations supported by entities that could be perceived to have a financial stake in the outcome. Public funding sources, such as government agencies, charitable foundations or academic institutions, need not be disclosed. For example, if a government agency sponsored a study in which you have been involved and drugs were provided by a pharmaceutical company, you need only list the pharmaceutical company.

## 4. Intellectual Property.

This section asks about patents and copyrights, whether pending, issued, licensed and/or receiving royalties.

## Relationships not covered above.

Use this section to report other relationships or activities that readers could perceive to have influenced, or that give the appearance of potentially influencing, what you wrote in the submitted work.

#### Definitions.

**Entity:** government agency, foundation, commercial sponsor, academic institution, etc.

**Grant:** A grant from an entity, generally [but not always] paid to your organization

**Personal Fees:** Monies paid to you for services rendered, generally honoraria, royalties, or fees for consulting, lectures, speakers bureaus, expert testimony, employment, or other affiliations

**Non-Financial Support:** Examples include drugs/equipment supplied by the entity, travel paid by the entity, writing assistance, administrative support, etc.

Other: Anything not covered under the previous three boxes

**Pending:** The patent has been filed but not issued

**Issued:** The patent has been issued by the agency

**Licensed:** The patent has been licensed to an entity, whether earning royalties or not

**Royalties:** Funds are coming in to you or your institution due to your patent

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Section 1. Identifying Inform	nation		
1. Given Name (First Name) Joseph	2. Surname (Last Name) Li		3. Date 26-March-2018
4. Are you the corresponding author?	☐ Yes ✓ No	Corresponding Author's Nar	me
<ol><li>Manuscript Title Achieving Gender Equity in Physician C College of Physicians</li></ol>	ompensation and Career A	Advancement A Policy Posit	ion Paper from the American
6. Manuscript Identifying Number (if you kr M17-3438	now it)	_	
Sortion 2			
Section 2. The Work Under Co	onsideration for Public	cation	
Did you or your institution <b>at any time</b> receive payment or services from a third party (government, commercial, private foundation, etc.) for any aspect of the submitted work (including but not limited to grants, data monitoring board, study design, manuscript preparation, statistical analysis, etc.)?  Are there any relevant conflicts of interest?  Yes  No			
Section 3. Relevant financial	activities outside the s	ubmitted work.	
Place a check in the appropriate boxes in the table to indicate whether you have financial relationships (regardless of amount of compensation) with entities as described in the instructions. Use one line for each entity; add as many lines as you need by clicking the "Add +" box. You should report relationships that were <b>present during the 36 months prior to publication</b> .  Are there any relevant conflicts of interest? Yes Vo			
Sortion 4			
Section 4. Intellectual Proper	ty Patents & Copyric	yhts	
Do you have any patents, whether plan	ned, pending or issued, br	oadly relevant to the work?	☐ Yes 🗸 No

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Section 5. Rolationship						
Relationshi	ps not covered above					
-	activities that readers could perceive to have influenced, or that give the appearance of u wrote in the submitted work?					
Yes, the following relationsh	Yes, the following relationships/conditions/circumstances are present (explain below):					
✓ No other relationships/cond	litions/circumstances that present a potential conflict of interest					
At the time of manuscript acceptance, journals will ask authors to confirm and, if necessary, update their disclosure statements. On occasion, journals may ask authors to disclose further information about reported relationships.						
Section 6. Disclosure S	statement					
Based on the above disclosures below.	this form will automatically generate a disclosure statement, which will appear in the box					
Dr. Li has nothing to disclose.						

## **Evaluation and Feedback**

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