

**Appendix 1 (Part 1 of 2):** Online survey questions.

Questions 9 through 22 and question 44 (marked with bold) were used for determining the respondent's overall performance score.

1. How old are you? (Options: under 25, 25 to 35, 36 to 45, over 45)
  2. What is your highest level of pharmacy education? (Options: Bachelor of Science in Pharmacy, hospital pharmacy residency, PharmD, other: \_\_\_\_\_)
  3. How long have you been working as a hospital pharmacist?<sup>a</sup>
  4. How long did you work in your first position as a hospital pharmacist?<sup>a</sup>
  5. How long have you been working in your current position?<sup>a</sup>
  6. How many hospital pharmacist positions have you had? (Options: 1, 2, 3, 4, 5 or more)
  7. Do you work in a specialty area? (Options: yes, no)
  8. What previous pharmacy related experience did you have prior to being employed as a hospital pharmacist (select all that are appropriate)? (Options: CSHP student member, pharmacy volunteer, pharmacy assistant, pharmacy technician, undergraduate clinical practicums, community pharmacist, pharmacy residency, PharmD)
  9. **I feel at ease asking for help from other pharmacists.**<sup>b</sup>
  10. **I feel confident communicating with physicians.**<sup>b</sup>
  11. **I feel confident communicating with other healthcare providers.**<sup>b</sup>
  12. **I feel confident communicating with patients and their families.**<sup>b,f</sup>
  13. **I am having difficulty prioritizing patient care needs.**<sup>c,f</sup>
  14. **I am confident knowing what to do for a hospitalized patient in my patient care area.**<sup>d,f</sup>
  15. **I feel I may not provide optimal care to a patient due to my lack of knowledge.**<sup>c,f</sup>
  16. **I feel I may not provide optimal care to a patient due to my lack of experience.**<sup>c,f</sup>
  17. **I feel overwhelmed by my fear of making mistakes.**<sup>c</sup>
  18. **I feel prepared to complete my job responsibilities.**<sup>b</sup>
  19. **I feel the expectations of me in this job are realistic.**<sup>b</sup>
  20. **I feel overwhelmed by my workload.**<sup>c</sup>
  21. **I feel my work is challenging.**<sup>b</sup>
  22. **I feel comfortable delegating workload to others (e.g. pharmacy assistants, technicians, nurses, clerks, administrative assistants, etc.).**<sup>b</sup>
  23. How often do you stay after your shift to complete your work?<sup>c</sup>
  24. What percentage of shifts do you work when there is no supervisor? (Options: 0 to 20%, 21 to 40%, 41 to 60%, 61 to 80%, 81 to 100%)
  25. I am comfortable coping with changes in my work environment.<sup>b</sup>
  26. I am comfortable rotating between clinical sites/wards.<sup>b,f</sup>
  27. I am satisfied with my opportunities for career advancement.<sup>b</sup>
  28. I am satisfied with my work-life balance.<sup>b</sup>
  29. For your first hospital pharmacy job, did your employer provide you with a general employee orientation (e.g. payroll/benefits info, general facility policies and procedures, etc.)?<sup>g</sup>
  30. When you started your first hospital pharmacy position, were you provided with an orientation specific to the pharmacy where you work as well as the patient care areas you cover?<sup>g</sup>
- If you answered "Yes" to question 30, please answer questions 31 to 34:
31. What was the length of that orientation? (Options: less than 1 week, 1 to 2 weeks, more than 2 weeks but less than 4 weeks, 4 weeks to 6 weeks, more than 6 weeks, I do not remember)
  32. During that orientation, what percentage of your shifts were "training or buddy shifts"? (Options: 25% or less, 26 to 50%, 51 to 75%, more than 75%, I did not receive any "training or buddy shifts", I do not remember)
  33. How many trainers did you have during your orientation? (Options: 0, 1, 2, 3, 4, 5 or more, I do not remember)
  34. What was the quality of your orientation in terms of preparing you for your role? (Options: very good, good, acceptable, poor, very poor, I do not remember)
  35. During your first year of transition from student to hospital pharmacist, did you feel a need to seek support?<sup>g</sup>
- If you answered "Yes" to question 35, please answer questions 36 to 37:
36. When was your greatest need for support? (Options: first week, first 2 weeks, first month, first 3 months, first 6 months, first 9 months, first year, more than a year)
  37. During times when you felt your greatest need for support, how often were you able to access support?<sup>d</sup>

**Appendix 1 (Part 2 of 2):** Online survey questions.

38. How helpful were the following “people resources” during your transition from student to hospital pharmacist? Trainer pharmacist, mentor, pharmacy coordinator clinical pharmacy specialist, social supports from other new graduates/peers, social support from other pharmacists (Options: very helpful, helpful, moderately helpful, not very helpful, N/A)
39. There are positive role models for me to observe.<sup>b</sup>
40. I feel my pharmacy coordinator provides feedback about my work.<sup>b,f</sup>
41. My coordinator or mentor is helping me to develop confidence in my practice.<sup>b,f</sup>
42. I feel staff is available to support me during new situations.<sup>b</sup>
43. I am supported by my family/friends.<sup>b</sup>
- 44. I feel my work is exciting.**<sup>b</sup>
45. Did you complete your Bachelor of Science in Pharmacy at the University of British Columbia? (Options: yes, no)
46. If you answered “No” to question 45, which university did you complete your Bachelor of Science in Pharmacy from? \_\_\_\_\_
47. How helpful were the following educational opportunities from your university degree during your transition from student to practising hospital pharmacist? Classroom/theory, simulation/lab, case-based learning courses, practicums, research (Options: very helpful, helpful, moderately helpful, not very helpful, N/A)
48. My university degree prepared me well for my transition into clinical practice as a hospital pharmacist.<sup>b</sup>
49. My university degree set realistic expectations of the role of a hospital pharmacist.<sup>b</sup>
50. What were your role(s) during your first job as a hospital pharmacist? Please assign a percentage of time you spent doing each role:  
Distribution, clinical, research, administration, other, I do not remember
51. What are your current role(s)? Please assign a percentage of time you spend doing each role: Distribution, clinical, research, administration, other
52. Have you functioned as a preceptor? (Options: yes, no)
53. I am satisfied with my current role as a hospital pharmacist.<sup>b</sup>
- Response options (scores in brackets used to calculate performance score for questions in bold):*
- <sup>a</sup> Less than 1 year, 1 to 2 years, 3 to 5 years, 6 to 10 years, 10 to 20 years, more than 20 years.
- <sup>b</sup> Strongly agree (5 points), agree (4 points), neutral (3 points), disagree (2 points), strongly disagree (1 point).
- <sup>c</sup> Strongly agree (1 point), agree (2 points), neutral (3 points), disagree (4 points), strongly disagree (5 point).
- <sup>d</sup> Always (5 points), very often (4 points), sometimes (3 points), rarely (2 points), never (1 point).
- <sup>e</sup> Always (1 point), very often (2 points), sometimes (3 points), rarely (4 points), never (5 points).
- <sup>f</sup> Also a “not applicable” option (0 points).
- <sup>g</sup> Yes, no, I do not remember.

## Appendix 2: Interview questions.

1. What is your highest level of pharmacy education?
  - a. Bachelor of Science in Pharmacy
  - b. Hospital pharmacy residency
  - c. PharmD
  - d. Other: \_\_\_\_\_
2. How long have you been working as a licensed hospital pharmacist? \_\_\_\_\_
3. Did you receive a hospital pharmacy orientation program?
  - a. Yes – Can you please describe the program's strengths and weaknesses?
  - b. No – What would you have liked a formal orientation to include?
4. Please list any types of support *you received* during your transition (e.g. training program, mentor).
5. Please list any types of support *you would have liked to receive* during your transition.
6. What would you recommend for university pharmacy programs to aid in student to hospital pharmacist transition?
7. What would you recommend for employers to aid in student to hospital pharmacist transition?
8. How would you describe a successful hospital pharmacist?
9. How long did it take you to feel like a successful hospital pharmacist?
10. Tell me what it was like for you transitioning from a student to a hospital pharmacist.
11. Can you please share the most challenging experience you faced during your transition from student to clinician?
12. What advice would you offer to a new hospital pharmacist?