

Appendix A – Questionnaire and Codebook

This appendix provides the text of the questionnaire. The study was programmed into Qualtrics, an online survey software. **Text in blue did not appear on the respondent screens.** Rather, these are items included here to make this document usable as a codebook.

- (1) Numbers in blue in parentheses at the end of response choices are the codes that apply to those answers. Throughout the dataset, we have the following standardized negative values for reserved codes:

- 1 **Refused** (when comments in text fields make it explicit R is refusing to answer or “prefer not to answer” is a choice)
- 2 **Don’t Know** (when indicated by textual response or if “Don’t Know” or “Unsure” are choices)
- 3 **Missing** (answer field was left blank – reason unknown)
- 4 or -5 **Not Applicable** (these are programmed or logical skips)

Negative codes allow for use of the same values for reserved codes across variables. These can then be handled as a group with use of the command `< 0`, or separated out when separate analysis is wanted.

Q2 Bolded variable names for force choice questions appear above the question.

(Q1) For select-all-that apply items or questions in tables, the stem question or header is not a variable, but informs the meaning of the responses. A question number in parentheses simply means there is no variable corresponding to this number, although this was a question in the survey. Each response option has its own variable name, noted on the line of the option in question. These item by item variable names are formatted as below with the overall question number, then an underscore, then the position of the item in the table or check-all-that-apply list.

Q1_1 Select-all-that-apply or table items have variable names that begin with the question text number and are followed by an underscore and then the number of the item in the list.
Q1_2

[] Skip and display logic is shown within brackets in all caps.

▼ This down-arrow mark indicates a drop-down response format. The range of choices in the drop down is shown in parentheses.

LANDING PAGE

Thank you for your willingness to help University of Chicago researchers understand Pediatricians' career motivations and the effect of COVID-19 on these motivators. This voluntary and confidential survey takes about 10 minutes. Do you wish to ...

- Learn more about the study (1) [\[GO TO PROJECT INFO SHEET PAGE\]](#)
- Go directly to the survey (2) [\[GO TO SECTION 1\]](#)

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Career Motivators for Community Pediatric Hospitalists and Effects of COVID-19

What is this research about?

This study aims to learn what the career motivators are for pediatric hospitalists in the community and the effects of COVID-19 on those motivators. The long-term goal is to collect information that will improve recruitment and career support for community pediatric hospitalists.

Who is conducting this study?

Dr. Rachel Marek, a board-certified pediatrician affiliated with Texas Children's Hospital, Dr. H. Barrett Fromme, board-certified pediatrician and professor of pediatrics at the University of Chicago, and Dr. Kelsey Jackson, a board-certified pediatrician in Minnesota, affiliated with St. Cloud Hospital, are co-investigators for this study. They have contracted with the University of Chicago Survey Lab to collect the data using Qualtrics, an online survey platform.

What does participation consist of?

We ask that you complete a one-time, 10-minute, confidential web survey. If you leave the survey before finishing, you may pick up where you left off by using the same link you were sent. Questions cover:

- early pediatric hospital medicine experiences
- future career plans
- COVID-19 impact on your employment
- basic demographic information

Participation is completely voluntary; you may skip any question you do not wish to answer and may leave the survey at any time. There are no risks or payments associated with taking part; neither taking part nor not taking part have any consequences for you. We hope you will be willing to take a few minutes to help us.

Who will know what you say?

This survey is confidential. The University of Chicago Survey Lab is fielding the survey in Qualtrics. The Survey Lab will separate your email address from the survey answers prior to providing results to the researchers; researchers will never see your responses connected to your identity. Your contact information will be used only to solicit participation and deleted once the survey is closed. Although all online data collection includes some chance of security breach, the questions we ask carry no foreseeable risk, and you may skip any question you do not wish to answer. We minimize the risk of data breach by use of firewall and password-protected computers.

What if you have further questions or comments?

- If you have **substantive questions about the study**, please contact the investigators at:

Kelsey Reno, MD kreno03@gmail.com

H. Barrett Fromme, MD hfromme@peds.bsd.uchicago.edu

Rachel Marek, MD rlmarek@texaschildrens.org

- If you have **problems accessing or using the survey**, please contact University of Chicago Survey Lab Co-Director Martha Van Haitsma at mvh@uchicago.edu
- This study has been **determined to be IRB-exempt** by the Biological Sciences Division (BSD) Institutional Review Board (IRB) at the University of Chicago. If you have concerns about this determination or **your rights as a research participant**, please contact the BSD IRB at bsdirm@bsd.uchicago.edu or 773-702-6505.

Do you wish to ...

- ☐ Take the survey (1)
- ☐ Opt out of the study (0)

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Page 1 of 16: Early Pediatric Hospital Medicine (PHM) Experiences

Q1

At the time you took your first attending position in Community Pediatric Hospital Medicine (cPHM), was your goal to work in a community hospital?

- ☐ Yes, wanted to work in a community hospital (1)
- ☐ No (0)

Q2 [DISPLAY IF Q1 ANSWERED NO]

At the time you took your first community PHM (cPHM) position, what job setting would you have preferred?

- ☐ University-based or free-standing children's hospital (1)
- ☐ Primary Care, Ambulatory clinic, or EM (2)
- ☐ PHM Fellowship (3)
- ☐ Other pediatric fellowship (4)
- ☐ Other (5) **Q2_TEXT** please describe _____

----- Page Break -----

Page 2 of 16

(Q3)

How important were the following *work scope opportunities* in getting you to accept your first community pediatric hospital medicine (cPHM) job?

	Not important (1)	Somewhat important (2)	Very important (3)
Q3_1 Opportunity to teach medical students and residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_2 Opportunity to conduct basic science, clinical, or medical education research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_3 Opportunity to perform procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_4 Work in a variety of inpatient settings (inpatient floors, mother baby, sedation, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_5 High acuity of illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_6 High complexity of illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q3_7 Patient volume	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4 [DISPLAY IF Q3_7, PATIENT VOLUME, IS CODED VERY OR SOMEWHAT IMPORTANT]

When I accepted my first job in cPHM, I preferred...

- ☐ A high average daily census (1)
- ☐ A moderate average daily census (2)
- ☐ A low average daily census (3)

----- Page Break -----

Page 3 of 16

(Q5)

How important were the following *leadership and advocacy opportunities* in getting you to accept your first community pediatric hospital medicine (cPHM) job?

	Not Important (1)	Somewhat important (2)	Very important (3)
Q5_1 Faster opportunity to hold leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5_2 Patient advocacy opportunities on a local or larger scale (government / policy work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5_3 Global health opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q5_4 Opportunity to play an integral role in the implementation of clinical system changes (e.g. protocols, QI enhancements).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Page 4 of 16

(Q6)

How important were the following *pay and benefit considerations* in getting you to accept your first community pediatric hospital medicine (cPHM) job?

	Not Important (1)	Somewhat important (2)	Very important (3)
Q6_1 Paid time for non-clinical work (e.g., administrative tasks, research, or education)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q6_1 Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q6_3 Benefits package including health insurance, life insurance, disability insurance, retirement plans, and CME money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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(Q7)

How important were the following *lifestyle and working conditions* in getting you to accept your first community pediatric hospital medicine (cPHM) job?

	Not Important (1)	Somewhat important (2)	Very important (3)
Q7_1 Autonomy in caring for sub-specialty patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_2 Support from sub-specialists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_3 Flexible hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_4 Generally enhanced work / life integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_5 Geographic location (commute, cost of living, nearness to relatives, weather & terrain, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_6 Sense of belonging to the local community and / or the hospital community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q7_7 Feeling valued as a member of the local community and / or the hospital community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q8_TEXT

If there were other factors that were very important to your decision to accept your first job in cPHM, please describe those here: _____

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(Q9) DISPLAY IF MORE THAN 2 FACTORS RATED VERY IMPORTANT ACROSS Q3, Q5, Q6, Q7, ONLY DISPLAYING THOSE ITEMS RATED AS VERY IMPORTANT]

Of all the factors very important to your decision to accept your first community pediatric hospital medicine job, which one or two were most important?

- ☐ Q9_1 Opportunity to teach medical students and residents
- ☐ Q9_2 Opportunity to conduct basic science, clinical, or medical education research
- ☐ Q9_3 Opportunity to perform procedures
- ☐ Q9_4 Work in a variety of inpatient settings (inpatient floors, mother baby, sedation, etc.)
- ☐ Q9_5 High acuity of illness
- ☐ Q9_6 High complexity of illness
- ☐ Patient volume USING RESPONSE TO THIS ITEM AND Q4, THE FOLLOWING THREE ITEMS WERE COMPUTED AND ADDED TO THE LIST OF FINAL VARIABLES IN LIEU OF THIS SINGLE ITEM
- ☐ Q9_7 High average daily census
- ☐ Q9_8 Moderate average daily census
- ☐ Q9_9 Low average daily census
- ☐ Q9_10 Faster opportunity to hold leadership position
- ☐ Q9_11 Patient advocacy opportunities on a local or larger scale (government / policy work)
- ☐ Q9_12 Global health opportunities
- ☐ Q9_13 Opportunity to play an integral role in the implementation of clinical system changes (e.g. protocols, QI enhancements).
- ☐ Q9_14 Paid time for non-clinical work (e.g., administrative tasks, research, or education)
- ☐ Q9_15 Salary
- ☐ Q9_16 Benefits package including health insurance, life insurance, disability insurance, retirement plans, and CME money
- ☐ Q9_17 Autonomy in caring for sub-specialty patients
- ☐ Q9_18 Support from sub-specialists
- ☐ Q9_19 Flexible hours
- ☐ Q9_20 Generally enhanced work / life integration
- ☐ Q9_21 Geographic location (commute, cost of living, nearness to relatives, weather & terrain, etc.)
- ☐ Q9_22 Sense of belonging to the local community and / or the hospital community
- ☐ Q9_23 Feeling valued as a member of the local community and / or the hospital community
- ☐ 9_24 Other ADDED VARIABLE – IF OTHER SPECIFIED IN Q8 THIS IS MARKED 1 ALL OF THE ABOVE CODED (1) IF SELECTED; (0) IF NOT SELECTED

Page 7 of 16 Future Career Plans

Q10

During the next 5 years, ideally you would...

- ☐ Continue in Community Pediatric Hospital Medicine (cPHM) (1)
- ☐ Transition to a University-based or stand-alone children's hospital (2)
- ☐ Leave for a PHM fellowship (3)
- ☐ Leave to pursue a different area of pediatrics or a non-PHM fellowship (4)
- ☐ Retire (5)
- ☐ Other (6) Q10_TEXT please describe _____

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Page 8 of 16 Future Career Plans

“Page 8 of 16” header only appeared once to any given respondent, but depending on response to Q10, page 8 displayed was different for different respondents.

(Q11) [DISPLAY IF ANSWER CONTINUE IN CPHM to Q10]

How important are the following in motivating you to *remain in cPHM*?

	Not important (1)	Somewhat important (2)	Very important (3)
Q11_1 Leadership and advocacy opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_2 Mentoring and teaching opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_3 Research opportunities (clinical, educational, QI, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_4 Scope of practice (inpatient setting variety, acuity and complexity of illness, procedures, patient volume, sub-specialist support)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_5 Life-style factors (flexible hours, work / life integration, geographic location)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_6 Sense of belonging and feeling valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_7 Paid time for non-clinical activities, such as research or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_8 Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_9 Benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q11_10 Other, Q11_TEXT please describe _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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(Q12) [DISPLAY IF ANSWER *TRANSITION* to Q10]

How important are the following in motivating you to *transition* to a university-based or stand-alone children's hospital?

	Not important (1)	Somewhat important (2)	Very important (3)
Q12_1 Leadership and advocacy opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_2 Mentoring and teaching opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_3 Research opportunities (clinical, educational, QI, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_4 Scope of practice (inpatient setting variety, acuity and complexity of illness, procedures, patient volume, sub-specialist support)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_5 Life-style factors (flexible hours, work / life integration, geographic location)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_6 Sense of belonging and feeling valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_7 Paid time for non-clinical activities, such as research or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_8 Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_9 Benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q12_10 Other, please describe Q12_TEXT _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q13 [DISPLAY IF ANSWER *TAKE A PHM FELLOWSHIP* to Q10]

What are your plans after completing a PHM fellowship?

- ☐ Return to cPHM (1)
- ☐ PHM at a university-based or stand-alone children's hospital (2)
- ☐ Other (3), **Q13_TEXT** please describe _____
- ☐ Unsure (-2)

(Q14) [DISPLAY IF ANSWER *TAKE A PHM FELLOWSHIP* to Q10]

What do you hope to get out of a PHM fellowship? Choose all that apply.

- ☐ **Q14_1** Board certification
- ☐ **Q14_2** Solidify knowledge of work up & management of hospitalized children
- ☐ **Q14_3** Practice core skills: EKG interpretation, radiographic interpretation, LP, PALS, airway management, pain management, and procedural sedation
- ☐ **Q14_4** Research and mentoring opportunities
- ☐ **Q14_5** Enter to leadership opportunities
- ☐ **Q14_6** Facilitate transition to university-based or stand-alone children's hospital
- ☐ **Q14_7** Additional training / degrees
- ☐ **Q14_8** Other, **Q14_TEXT** please describe _____

ALL OF THE ABOVE CODED (1) IF SELECTED; (0) IF NOT SELECTED

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(Q15) [DISPLAY IF SELECT BOARD CERTIFICATION IN Q14]

Is board certification ...

	Yes	No
	(1)	(0)
Q15_1 Required for your current job?	<input type="radio"/>	<input type="radio"/>
Q15_2 Something you anticipate needing later in your career?	<input type="radio"/>	<input type="radio"/>
Q15_3 A personal goal?	<input type="radio"/>	<input type="radio"/>

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Page 9 of 16 COVID-19 Employment Impact

Q16

Did your hospital's response to COVID-19 change the normal activities or scope of your job?

- ☐ Yes, temporarily (1)
- ☐ Yes, permanently (2)
- ☐ No (0)

(Q17)

Due to COVID-19, have you had to work ... (Select all that apply)

- ☐ **Q17_1** Longer hours
- ☐ **Q17_2** Shorter hours
- ☐ **Q17_3** More irregular hours (evenings, weekends, holidays)
- ☐ **Q17_4** Other hours change, **Q17_TEXT** please describe _____
- ☐ **Q17_5** No hours change

ALL OF THE ABOVE CODED (1) IF SELECTED; (0) IF NOT SELECTED

Q18

Due to COVID-19, were you at any time on mandatory furlough?

- ☐ Yes, and still am (1)
- ☐ Yes, but no longer (2)
- ☐ No (0)

Q19

Due to COVID-19, were you at any time on voluntary furlough?

- ☐ Yes, and still am (1)
- ☐ Yes, but no longer (2)
- ☐ No (0)

Q20

How worried are you that your job will be permanently terminated?

- ☐ Extremely worried (1)
- ☐ Very worried (2)
- ☐ Somewhat worried (3)
- ☐ Slightly worried (4)
- ☐ Not worried at all (5)

----- Page Break -----

Page 10 of 16

Q21

Due to COVID-19, were your benefits...

- ☐ Increased (1)
- ☐ Unchanged (2)
- ☐ Reduced (3)

Q22

Have you been given “combat pay” or augmented compensation for work with COVID patients?

- ☐ Yes (1)
- ☐ No (0)

Q23

Due to COVID-19, was your base pay...

- ☐ Increased (1)
- ☐ Initially increased, and now back to normal (2)
- ☐ Unchanged (3)
- ☐ Initially reduced, and now back to normal (4)
- ☐ Reduced (5)
- ☐ Other (6), Q23_TEXT please explain _____

Q24 [DISPLAY IF FOR Q15 REDUCED OR INITIALLY REDUCED SELECTED]

COVID-19-related base pay reductions have been ...

- ☐ Voluntary (1)
- ☐ Involuntary (2)
- ☐ Both (3)

----- Page Break -----

Page 11 of 16

Q25

How would you characterize your feelings of commitment to cPHM *before* COVID-19?

- ☐ Very high (1)
- ☐ Moderately high (2)
- ☐ Medium (3)
- ☐ Low (4)
- ☐ Very low (5)

Q26

How would you characterize your feelings of commitment to cPHM *since* COVID-19?

- ☐ Very high (1)
- ☐ Moderately high (2)
- ☐ Medium (3)
- ☐ Low (4)
- ☐ Very low (5)

----- Page Break -----

Page 12 of 16

Demographic Information

Q27

What is your current gender identity?

- ☐ Male (1)
- ☐ Female (2)
- ☐ Non-binary (3)
- ☐ Prefer other identity (4), Q27_TEXT please describe _____

Q28

What is your age?

- ☐ 30 or younger (1)
- ☐ 31 - 40 (2)
- ☐ 41 – 50 (3)
- ☐ 51 – 60 (4)
- ☐ 61 or older (5)

----- Page Break -----

Page 13 of 16

Q29

Where do you currently practice?

- ☐ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, Pennsylvania (1)
- ☐ **Midwest:** Indiana, Illinois, Michigan, Ohio, Wisconsin, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota (2)
- ☐ **South:** Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, Texas (3)
- ☐ **West:** Arizona, Colorado, Idaho, New Mexico, Montana, Utah, Nevada, Wyoming, Alaska, California, Hawaii, Oregon, Washington (4)
- ☐ **Outside of the U.S.** (5)

Q30

How would you describe your primary hospital setting?

- ☐ Urban (1)
- ☐ Suburban (2)
- ☐ Rural (3)

Q31

Is your hospital affiliated with a university-based center or free-standing children's hospital?

- ☐ Yes (1)
- ☐ No (0)

Q32

What is the estimated distance from the main hospital at which you work to the closest free-standing or university-based children's hospital?

- ☐ Under 20 miles (1)
- ☐ 20 – 50 miles (2)
- ☐ 51-100 miles (3)
- ☐ Over 100 miles (4)

----- Page Break -----

Page 14 of 16

Q33

How many years have you been employed in PHM

- ☐ up to 5 (1)
- ☐ 6-10 (2)
- ☐ 11-20 (3)
- ☐ 21-30 (4)
- ☐ 31-40 (5)
- ☐ More than 40 (6)

Q34

How many years have you been employed in community PHM (cPHM)

- ☐ up to 5 (1)
- ☐ 6-10 (2)
- ☐ 11-20 (3)
- ☐ 21-30 (4)
- ☐ 31-40 (5)
- ☐ More than 40 (6)

Q35

Do you hold a leadership role in your current job?

- ☐ Yes (1), **Q35_TEXT** please describe: _____
- ☐ No (0)

----- Page Break -----

Page 15 of 16

Q36

Did you have any post-residency training?

- ☐ Yes (1)
- ☐ No (0)

(Q37) [SHOWN IF SELECTS YES FOR Q36]

What post-residency training? Select all that apply.

- ☐ **Q37_1** Chief Resident
- ☐ **Q37_2** PHM fellowship
- ☐ **Q37_3** Fellowship in a different sub-specialty
- ☐ **Q37_4** Post-graduate degree, **Q37_4_TEXT** please list _____
- ☐ **Q37_5** Certificate course work, **Q37_5_TEXT** please list _____
- ☐ **Q37_6** Other, **Q37_6_TEXT** please list: _____

ALL OF THE ABOVE CODED (1) IF SELECTED; (0) IF NOT SELECTED

----- Page Break -----

Page 16 of 16

Q38

Did you take and pass the PHM board certification in 2019?

- ☐ Yes (1) [SURVEY ENDS]
- ☐ No (0)

Q39 [SHOWN IF SELECTS NO FOR Q38]

Will you be eligible to take the PHM board certification exam by 2023?

- ☐ Yes (1)
- ☐ No (0)

Q40 [SHOWN IF SELECTS YES FOR Q39]

Do you plan to take the PHM board certification exam in either 2021 or 2023?

- ☐ Definitely, yes (1)
- ☐ Probably, yes (2)
- ☐ Probably not (3)
- ☐ Definitely not (4)

Q41 [SHOWN IF SELECTS NO FOR Q39]

Do you plan to pursue a PHM fellowship?

- ☐ Definitely, yes (1)
- ☐ Probably, yes (2)
- ☐ Probably not (3)
- ☐ Definitely (4)

Q42 [SHOWN IF SELECTS NO FOR Q39]

Do you plan to pursue a PHM board certification?

- ☐ Definitely, yes (1)
- ☐ Probably, yes (2)
- ☐ Probably not (3)
- ☐ Definitely not (4)

Thank you!
We greatly appreciate your
having taken the time to help.

Please hit the 'forward' button to submit your response.