



### Appendix 1: Pharmacy Burnout Survey

Question	Categorical Responses
What year were you born?	None
What is your gender?	Male Female
What is your current relationship status?	Single, never married Married without children Married with children Divorced Separated Widowed Living with partner
Have you ever been divorced during your career as a pharmacist?	Yes No
Do you have children?	Yes No
Please select the term that best represents how you are employed in your current position	Full Time Part Time Supplemental or PRN (as needed)
What is your primary practice setting?	University Hospital Community Teaching Hospital Community / Non-teaching hospital VA / US Government Hospital City / County Hospital Other (list)

How many years have you been in practice?	None
How many years of residency/fellowship training have you completed?	None
Did you complete specialty training in any of the following specialty areas? <sup>a</sup>	Ambulatory Care Drug Information Cardiology Geriatrics Critical Care Health-system pharmacy administration Infectious Disease Medication Safety / Use Policy Informatics Managed care pharmacy Nuclear Pharmacy Nutrition Support Oncology Pediatrics Solid Organ Transplant Psychiatry Emergency Medicine HIV pharmacotherapy Pain and Palliative Care Other
On average, how many hours do you work per week?	None
Which of the following best describes the payment structure of your current position	Salary rate regardless of hours worked Hourly rate based upon hours worked
Are you eligible to receive overtime pay?	Yes No
On average, how many weekends do you work per year?	None
On average, how many days of on-call do you participate in monthly?	None
Does your current position involve participation in the following activities	Order verification Daily rounding Pharmacy Committee Participation Medical Staff Committee Participation Resident Precepting Student Precepting Directing/Coordinating a resident program Research / Publication Medication reconciliation Formal pharmacy consultation (excluding nutrition) Nutrition support consultation Didactic lecturing

What is your current primary area of practice? <sup>a</sup>	Ambulatory Care Drug Information Cardiology Geriatrics Critical Care Health-system pharmacy administration Infectious Disease Medication Safety / Use Policy Informatics Managed care pharmacy Nuclear Pharmacy Nutrition Support Oncology Pediatrics Solid Organ Transplant Psychiatry Emergency Medicine HIV pharmacotherapy Pain and Palliative Care Other
Are you certified by the board of pharmacy specialties?	Yes (list certification) No
Are you recognized as a fellow by any professional organizations?	Yes No
<sup>a</sup> Internal medicine pharmacy practice was inadvertently left off as a choice. Communication was included in the survey invitation for respondents to list this area in the “Other” section, with answers then split out due to the large number of respondents training or practicing in this area.	

Section 2 - Professional Stressors		
Question	To what extent have the following factors affected you professionally over the last 12 months?	
Factors	Too many hours at work	Too much downtime at work
	Too much call	Inadequate office space
	Inadequate research time	Too little vacation time
	Inadequate administrative time	Medication related errors
	Inadequate teaching time	Too many non-clinical responsibilities
	Too many students	Difficult non-pharmacist colleagues
	Too many residents	Difficult pharmacist colleagues
	Low salary	Contributions are under-appreciated by other members of the healthcare team
	Hostile work environment	Too much focus on cost
	Uncertainty of healthcare reform's impact on my job	Significant other / spouse not understanding the time commitment that my job requires
Answers <sup>a</sup>	Large Amount	Small Amount
	Moderate Amount	None
<sup>a</sup> Respondents selecting "large amount" or "moderate amount" were classified on a dichotomous scale as having the factor of interest (yes) for the purposes of statistical analysis.		

Section 3 - Professional Satisfaction		
Question	In relation to your current position as a clinical pharmacist, how satisfied are you with the factors listed below?	
Factors	Overall career	My pharmacist colleagues
	Balance between professional and personal life	My physician and nursing colleagues
	Time for professional growth	My salary / income
	Intellectual challenge of work	
Answers <sup>a</sup>	Very satisfied (1)	Somewhat dissatisfied (4)
	Somewhat satisfied (2)	Very dissatisfied (5)
	Neutral (3)	
<sup>a</sup> Respondents selecting "very satisfied" or "somewhat satisfied" were classified on a dichotomous scale as having the factor of interest (yes) for the purposes of statistical analysis.		

Section 4 – Maslach Burnout Inventory <sup>a</sup>		
Question	How often do you experience the following?	
Factors	I feel emotionally drained from my work	
	I feel used up at the end of the day	
	I feel fatigued when I get up in the morning to face another work day	
Answers	Daily	Monthly
	Few times a week	Few times a year
	Weekly	Never
	Few times a month	
<sup>a</sup> Sample of first 3 questions; the inventory consists of 22 questions total and was used with permission from Mind Garden, Inc. The full MBI can be obtained by Mind Garden, Inc.		

Section 5 – Career Outlook		
Questions	How likely do you feel your professional career will improve?	
	How likely do you feel your professional career will worsen?	
Answers <sup>a</sup>	Likely	Somewhat unlikely
	Somewhat Likely	Unlikely
	Not Sure	
<sup>a</sup> Respondents selecting “likely” or “somewhat likely” were classified on a dichotomous scale as having the factor of interest (yes) for the purposes of statistical analysis.		

<b>Supplemental Table 1: Characteristics of 974 Survey Respondents</b>	
Characteristics	Result
Age (years)	35 [31 – 41]
Female gender, n (%)	677 (69.5)
Marital Status, n (%)	
Single	311 (31.9)
Married / stable partner	663 (68.1)
Ever divorced	67 (6.9)
Children, n (%)	419 (43.0)
Employment status, n (%)	
Full-time	949 (97.4)
Part-time	25 (2.6)
Primary practice setting, n (%)	
University hospital	457 (46.9)
Academic community hospital	300 (30.8)
Non-academic community hospital	174 (17.9)
Other	25 (2.6)
Government / veterans hospital	18 (1.8)
Practice duration (years)	8 [4.5 – 15]
Workload characteristics	
Hours worked per week	48 [40 – 50]
Average weekends worked annually	9 [0 – 15]

Average days on call monthly	0 [0 – 3]
Payment structure, n (%)	
Salaried employee	774 (79.5)
Eligible to receive overtime pay	236 (24.2)
Certified by the Board of Pharmacy Specialties, n (%)	711 (73.0)
Multiple certifications	99 (10.2)
Fellowship status, n (%)	57 (5.9)
Daily duties, n (%)	
Order verification	608 (62.4)
Daily rounding	683 (70.1)
Pharmacy committee involvement	780 (80.1)
Medical staff committee involvement	571 (58.6)
Residency precepting	749 (76.9)
Student precepting	846 (86.9)
Residency director	173 (17.8)
Research and publication	542 (55.6)
Medication reconciliation	528 (54.2)
Formal pharmacist consultation	570 (58.5)
Nutrition support consultation	208 (21.4)
Didactic lecturing	428 (43.9)
Current practice area, n (%) <sup>a</sup>	
Critical care	270 (27.7)
Emergency medicine	124 (12.7)



Pediatrics	112 (11.5)
Infectious disease	99 (10.2)
Cardiology	91 (9.3)
Internal medicine	93 (9.5)
Oncology	74 (7.6)
Administration	77 (7.9)
Solid organ transplant	61 (6.3)
Generalist	39 (4.0)
Other	38 (3.9)
Surgery	23 (2.4)
Medication safety / policy	21 (2.2)
Nutrition support	18 (1.8)
Drug information	15 (1.5)
Geriatrics	14 (1.4)
Informatics	14 (1.4)
Pain / palliative medicine	10 (1.0)
Completed post-graduate training, n (%)	566 (58.1)
Duration (years)	1 [1 – 2]
Specialty residency training areas <sup>a</sup>	
Critical care	179 (18.4)
Pediatrics	69 (7.1)
Infectious disease	54 (5.5)
Other	45 (4.6)

Ambulatory care	37 (3.8)
Oncology	38 (3.9)
Cardiology	40 (4.1)
Solid organ transplant	36 (3.7)
Emergency medicine	34 (3.5)
Internal medicine	25 (2.6)
Administration	16 (1.6)
Pharmacotherapy	15 (1.5)
Drug information / medication safety	14 (1.4)
Data are presented as median [25% - 75% interquartile range] unless otherwise noted.	
<sup>a</sup> Respondents may have selected multiple areas.	

