

Appendix 1. Questionnaire

Physician Engagement Questions

We are trying to get a sense of how you and your hospital address physician engagement. By **engagement** we mean the degree to which a physician is satisfied in their work, motivated to perform well, able to suggest and implement new ideas, and willing to act as an advocate for your hospital.

Results of this questionnaire will be used to design a quality improvement project on improving physician engagement. We will also compile these results for presentations and publications on engagement. Your responses will be maintained strictly confidential; no identifiable information about you or your institution will be revealed.

Thank you for your participation!

1. In your experience what are the primary determinants of physician engagement at your hospital?

2. Has your hospital surveyed physicians to assess their level of engagement?

- Yes
 No

3. In the past 3 years, has your hospital implemented any organizational efforts to improve physician engagement?

- Yes
 No

If yes, briefly describe these efforts. Which (if any) have had the greatest impact on improving engagement?

4. In your experience, what barriers (if any) exist to improving physician engagement?

5. What effects of low engagement (if any) have you observed at your hospital?