Supplemental Digital Appendix 1

Interview Guide From a Study of Networking Activities of Academic Health Science Leaders, University of Toronto, 2014-2015

Interviews used both a loose topic guide to help the interviewer cover key matters of interest, and prioritized a dynamic elicitation approach based on network maps. That is, the interviewer asked some general questions about networks and networking (see "Interview 1 topic guide") but mostly worked from the participant-generated map to elicit understandings and explanations of nodes, ties, and activities related to them.

Interview 1 topic guide:

1. What are the reasons why you connect with each person on your map? (go through each node)

2. How/when did you begin a relationship with each person? And why at that time?

3. How did you determine their level of importance to you?

4. What are the directions of the connections?

5. Of the people you have mapped, who are the people that you were hoping/expecting that they in turn may influence or connect with?

6. What relationships if any do the people in the map have with each other?

7. Who are the people you think you should connect/have a relationship with but don't? Why?

At the follow-up interviews, the interviewer used the map as an elicitation approach. A general topic guide for interview 2 was also used, developed as a result of our ongoing analysis

Interview 2 topic guide:

1. Do you plan to make any more changes to your network map in future?

   a. What are those changes

   b. How do you plan to make these changes?

   c. Who are the people you think you should connect/have a relationship with but don't? Why?

2. Identify some formal and informal ties in the map and ask these questions:

   a. What is the difference between these ties?

   b. Are the types of networking activities you engage in different for these ties?

3. How did you decide the level of importance of the alters?

   (This is where it will be important to elicit if connecting with one node in order to get access to another.)

4. Can you describe the different types of networking activities you engage in? or Can you describe the different ways that you connect with these different people?

   a. How do you decide what type of connecting you want to do with someone?

   b. Tell me your reasons for connecting/networking with the people who don't have formal leadership roles?

   c. Do you ever strategically engage with your or others admin support staff? Tell me about that.