

Attachment 6: Interview Discussion Guide for Trainees (University-Based)

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1. Please begin by telling me a bit about how you became connected to the FIC training program, how you ended up in your current position and the extent to which you continue to conduct research in your current position?

Individual Performance & Behavior:

2. What were the strengths and weaknesses of your FIC experience and how did your FIC experience influence your career development?

Possible probes

- Mentorship
- Organizational support
- Career advancement/promotion
- Opportunity for collaboration researchers in-country, regionally, and internationally
- Ability to publish in peer-reviewed journals
- Ability to attract funding

3. What are the factors which motivate you to continue your career and to remain at this organization?

Possible probes

- Other career options considered
- Relationship between motivation to stay in current career and FIC training

Organizational Capacity & Performance

4. I would like to turn now to the question of how FIC support to training at this University has affected the overall capacity of this University. So I am not interested in how the training

contributed to your individual skills or your research portfolio, but rather how FIC support may have impacted the University's ability to secure research funding, develop its own teaching, or conduct scientific research etc?

Possible probes

What has been the impact of FIC support on:-

- Ability to secure research funding
- Teaching capacity
- Curricula development
- Recognition of research leaders
- Critical mass of research scientists (what other factors could have influenced the development of a critical mass?)
- Improved career development options

5. In your view what are the main constraints to further strengthening health research capacity at this organization, and do you think these are issues that Fogarty or similar programs can or should address?

Possible probes

- Lack of a strong research culture
- Weak systems of management and finance
- Lack of research infrastructure, labs etc.

Network Capacity & Performance

6. What effect has your participation in the FIC training program had on your professional network?

Possible probes

- Any interactions with other FIC trainees
- Researchers or professionals from other organizations, including at US parent organization, other international organizations.
- Relationships with mentors
- Professional organizations

Research to policy

7. What impacts, do you think research you have been involved in has had upon health policy development and health care practice in this country, and more broadly upon the health of the population?

- Are there any specific examples you can cite of how your research has made a difference?
- What opportunities have you had to ensure your research results reach policy and program audiences?

How has FIC training prepared you to engage in dialogue with research users; to disseminate your research findings; to become engaged in the policy process