CDC Division of Scientific Education and Professional Development Fellowship Survey

INTRODUCTION

Thank you for participating in the Centers for Disease Control and Prevention (CDC) Division of Scientific Education and Professional Development (DSEPD) Fellowship Survey. The purposes of this survey are 1) to learn how well our fellowship programs prepare participants for work in public health and benefit host organizations, and 2) to identify public health workforce training needs you would like our fellowship programs to address.

DSEPD manages the seven CDC fellowship programs listed below. We invite all persons who completed one of these programs during the past 10 years, or supervised someone who completed one of these programs during the past 5 years, to complete this survey.
1) Epidemic Intelligence Service (EIS)
2) Preventive Medicine Residency and Fellowship (PMR/F)
3) CDC Steven M. Teutsch Prevention Effectiveness Fellowship (PE)
4) Epidemiology Elective Program (Epi-Elective)
5) Hubert Global Health Fellowship (Hubert)
6) Presidential Management Fellowship (PMF) Program at CDC
7) Public Health Informatics Fellowship Program (PHIFP)

Your participation in the survey is completely voluntary, and you may skip any questions you do not want to answer. Your responses will be anonymous unless you include identifying information in response to one of the questions. The web survey does not set cookies or retain IP addresses, and responses cannot be linked to your email address. Your responses will be kept secure, and your privacy will be protected to the extent allowed by federal law. Only DSEPD evaluation and fellowship program staff will have access to the data. All responses will be analyzed and reported as aggregate data. CDC will use this survey, along with other fellowship data, to improve our fellowship training programs.

This survey will take approximately 10-15 minutes to complete. If you have any questions, please contact the DSEPD evaluation team at DSEPD.Eval@cdc.gov or 404-498-1917.

[**NOTE**: All instructions for survey flow and programming (e.g., skip patterns and custom text) are offset by brackets. The respondent will not see the text within brackets.]

Your Participation in CDC Fellowship Programs

Thank you for taking our survey! Our first few questions are about how you have worked with CDC's fellowship programs.

1. Which CDC fellowship(s) did you **complete**?

	Year started [drop down menu for each row; range limited to target dates]
Epidemic Intelligence Service (EIS)	_____
Preventive Medicine Residency and Fellowship (PMR/F)	_____
CDC Steven M. Teutsch Prevention Effectiveness Fellowship (PE)	_____
Epidemiology Elective Program (Epi-Elective)	_____
Hubert Global Health Fellowship (Hubert)	_____
Presidential Management Fellowship (PMF) Program at CDC	_____
Public Health Informatics Fellowship Program (PHIFP)	_____

2. If you did **not** select any of these fellowship programs, please indicate why. Your response will ensure that you only see relevant survey questions.
    - ○ You **did not** complete any of these fellowship programs. [→ SKIP to Hosting Fellows section (Question)]
    - ○ You **did** complete one of these fellowship programs, but the year you began did not appear in the list. [→ SKIP to Hosting Fellows section (Question)]
    - ○ Not applicable

Career Progression

The next section is about your career *after completing the CDC fellowship program(s) you selected on the previous page*.

3. Did your Epi-Elective and/or Hubert experience influence you to pursue a career in public health?
    - ○ No
    - ○ Yes
    - ○ Don't know/ not sure
    - ○ N/A. You did not complete Epi-Elective or Hubert.

4. Are you still in training (e.g., full-time student, resident)? Do not include continuing education after you have begun your professional career.
    - ○ No
    - ○ Yes [→ STOP SURVEY]

5. How many years of professional work experience did you have **before** starting the CDC fellowship program(s) you selected on the previous page? Please include time spent in any other post-graduate, career fellowship programs you completed. [text box – number required]

6. Thinking about your current position, how much of your work is related to public health? This includes traditional and nontraditional public health activities and settings.
   - ○ You are not currently employed. [→ SKIP to Question 13.]
   - ○ None
   - ○ Some [→ SKIP to Question 8]
   - ○ Most [→ SKIP to Question 8]
   - ○ All [→ SKIP to Question 8]

7. What are the primary reasons you do not work in public health? [text box]

8. What is your **primary** work affiliation in your current position (i.e., the place where you work on a day-to-day basis)? Please consider this affiliation when survey questions ask about your current position or organization. (Check one.)

   Government
   - ○ CDC
   - ○ Other HHS agency
   - ○ Other federal agency (non-HHS)
   - ○ State health department/government
   - ○ Local health department/government
   - ○ Territorial health department/government
   - ○ Tribal health department/government
   - ○ International health agency/ government
   - ○ Military
   - ○ Other [text box]

   Healthcare setting
   - ○ Private practice
   - ○ HMO
   - ○ Private hospital/ clinic
   - ○ Government hospital/ clinic
   - ○ Other [text box]

   Academic
   - ○ Medical school
   - ○ Veterinary school
   - ○ School of nursing
   - ○ School of public health
   - ○ Other [text box]

   Other
   - ○ Foundation/association/non-governmental organization
   - ○ Pharmaceutical company
   - ○ Private business (other than pharmaceutical or patient care)
   - ○ Other [text box]

9. [SKIP pattern: If Healthcare setting response is selected in Question 8., respondent will see Question 9.]
   Are you part of an Accountable Care Organization (ACO)?
   - ○ No
   - ○ Yes
   - ○ Don't know/not sure

10. What is your current job title? This should be the title that you regularly use, regardless of your official HR classification. [text box]

11. What is your current supervisory status?
   - ○ You do not supervise other employees.
   - ○ You provide employees with day-to-day guidance in work projects, but do not have official supervisory responsibility.
   - ○ You supervise other employees.
   - ○ You supervise one or more supervisors.
   - ○ You are a senior executive or equivalent (e.g., CEO, CFO, center or agency director).

12. How much do you agree or disagree with each of the following statements?

In your current position, you have a great deal of…	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Influence on the policy, operations, or administration of your work unit (e.g., program, department, or branch).	○	○	○	○	○
Formal decision-making authority for your work unit.	○	○	○	○	○
Opportunities to represent your organization in external settings.	○	○	○	○	○
Cross-sector or interdisciplinary collaboration.	○	○	○	○	○
Technical responsibility (e.g., subject matter expertise).	○	○	○	○	○
Fiscal responsibility (e.g., budget management).	○	○	○	○	○

13. After completing your fellowship(s), how many times have you conducted the following activities in a capacity **related to public health**? Do not include work during your fellowship.

	0 times	1-2 times	3-5 times	6-10 times	More than 10 times
Led a program or intervention (i.e., an organized, planned, and usually ongoing effort designed to improve a social problem or improve social conditions)	○	○	○	○	○
Led a policy development initiative	○	○	○	○	○
Led a research project (e.g., principal investigator for an IRB-approved study)	○	○	○	○	○
Obtained new funding for your organization (e.g., via contracts, grants, or other mechanisms)	○	○	○	○	○
Conducted strategic planning for your organization	○	○	○	○	○
Authored a publication (e.g., journal article, book chapter)	○	○	○	○	○
Served on an expert panel or advisory board	○	○	○	○	○
Served in an official leadership role in a professional organization	○	○	○	○	○

Other leadership activity (please specify below) Specify other leadership activity here: _____	O	O	O	O	O

Role of the Fellowship in Your Career

This section has questions about how your fellowship experience prepared you for your career.

[SKIP pattern: IF respondent indicated EIS and PMR/F during our study period on Question 1, then show additional introduction text.] We will ask you some questions about the PMR/F program, and then we will ask the same set of questions about the EIS program.

14. Which CDC fellowship did you complete **most recently**? Your response will make sure that you receive the right set of survey questions.
    - O Epidemic Intelligence Service (EIS)
    - O Preventive Medicine Residency and Fellowship (PMR/F)
    - O Prevention Effectiveness Fellowship (PE)
    - O Epidemiology Elective Program (Epi-Elective)
    - O Hubert Global Health Fellowship (Hubert)
    - O Presidential Management Fellowship (PMF) Program at CDC
    - O Public Health Informatics Fellowship Program (PHIFP)

15. Are you currently working in [INSERT fellowship-specific discipline]?
    Fellowship-specific disciplines:
    - PE = prevention effectiveness (e.g., health economics, policy research, modeling, operations research)
    - EIS = epidemiology
    - PMR/F = preventive medicine
    - PMF = government administration or management
    - PHIFP = public health informatics
    - O No
    - O Yes
    [IF respondent indicated EIS and PMR/F during our study period on Question 1, THEN response options for respondents who completed EIS and PMR/F will be epidemiology, preventive medicine, and none of the above. (Check all that apply.) Formatting in the web version of the survey matches the radio button formatting shown for the No/Yes response options.]

16. [For PHIFP alumni only] To what extent do you disagree or agree with the following statement: The lack of a standard occupation code for public health informatician has been a barrier to your career progression (e.g., finding an appropriate position or advancing in your position)?
    - O Strongly disagree
    - O Somewhat disagree
    - O Neither agree nor disagree
    - O Somewhat agree
    - O Strongly agree

17. How relevant are each of the following skill sets to your current position?
    - **Not at all** – Not useful
    - **A little** – Slightly enhances job performance
    - **Somewhat** – Desired qualification
    - **Very much** – Required

[INSERT SPECIFIC FELLOWSHIP COMPETENCY DOMAINS listed starting on p. 12]	Not at all	A little	Somewhat	Very much
	⭘	⭘	⭘	⭘

18. To what extent did completing each of the following [INSERT FELLOWSHIP NAME] activities prepare you to perform your job duties in your current position?
    - **Not at all** – Not relevant or did not prepare you
    - **A little** – Had a small role in preparing you (e.g., introduced relevant topics or skills)
    - **Somewhat** – Had a moderate role in preparing you (e.g., developed skills, but you required additional training in this area)
    - **Very much** – Had a large role in preparing you (e.g., little or no additional training needed in this area)

[INSERT SPECIFIC FELLOWSHIP ACTIVITIES listed starting on p. 12]	Not at all	A little	Somewhat	Very much	Did not complete activity
	⭘	⭘	⭘	⭘	⭘

[IF respondent indicated EIS and PMR/F during our study period on Question 1, then repeat Question 17. and 18. for both EIS and PMR/F.]

19. To what extent did each of the following parts of your [INSERT FELLOWSHIP NAME] experience prepare you for your current position?
    - **Not at all –** Not relevant or did not prepare you
    - **A little –** Had a small role in preparing you
    - **Somewhat –** Had a moderate role in preparing you
    - **Very much –** Had a large role in preparing you

	Not at all	A little	Somewhat	Very much	This was not part of my fellowship
a. Classroom-based training	⭘	⭘	⭘	⭘	⭘
b. Peer-to-peer learning	⭘	⭘	⭘	⭘	⭘
c. Learning from mentors	⭘	⭘	⭘	⭘	⭘
d. Developing a professional network	⭘	⭘	⭘	⭘	⭘

[**NOTE**: IF respondent indicated EIS and PMR/F during our study period on Question 1, [INSERT FELLOWSHIP NAME] will be "EIS and PMR/F".]

20. Overall, to what extent did your [INSERT FELLOWSHIP NAME] experience prepare you to perform your **first job after your fellowship**?
    - ⭘ **Not at all** – Not relevant or did not prepare you
    - ⭘ **A little** – Had a small role in preparing you (e.g., introduced relevant topics or skills)

○ **Somewhat** – Had a moderate role in preparing you (e.g., developed skills, but you required additional training)

○ **Very much** – Had a large role in preparing you (e.g., little or no additional training needed)

[IF respondent indicated EIS and PMR/F during our study period on Question 1, then repeat Question 20. for both EIS and PMR/F.]

21. How did your [INSERT FELLOWSHIP NAME] experience impact your overall career progression?
    ○ Negative impact
    ○ No impact
    ○ Minimal positive impact
    ○ Moderate positive impact
    ○ Substantial positive impact

[IF respondent indicated EIS and PMR/F during our study period on Question 1, then repeat Question 21. for both EIS and PMR/F.]

22. How else did your [INSERT FELLOWSHIP NAME] experience help prepare you for your career? [text box]

[**NOTE**: IF respondent indicated EIS and PMR/F during our study period on Question 1, [INSERT FELLOWSHIP NAME] will be "EIS and PMR/F".]

23. What skills do you wish [INSERT FELLOWSHIP NAME] would have provided more training on? [text box]

[**NOTE:** IF respondent indicated EIS and PMR/F during our study period on Question 1, [INSERT FELLOWSHIP NAME] will be "EIS or PMR/F".]

24. What topics did you receive training on in [INSERT FELLOWSHIP NAME] that are irrelevant to your public health career? [text box]

[**NOTE**: IF respondent indicated EIS and PMR/F during our study period on Question 1, [INSERT FELLOWSHIP NAME] will be "EIS or PMR/F".]

Hosting Fellows

Think about your experience as a **supervisor** of fellows. This section is about the extent to which hosting a fellow helped your organization to meet its goals. Please think about the **most recent fellow you supervised who completed the fellowship program**. Do not include someone who is currently a fellow.

25. Have you been the **primary** supervisor for a fellow who completed any fellowship listed below during 2012– 2016? By primary supervisor, we mean the main point of contact who assesses the fellow's performance.
    - Epidemic Intelligence Service (EIS)
    - Preventive Medicine Residency and Fellowship (PMR/F)
    - CDC Steven M. Teutsch Prevention Effectiveness Fellowship (PE)
    - Presidential Management Fellowship (PMF) Program at CDC
    - Public Health Informatics Fellowship Program (PHIFP)

○ No → [SKIP this section, to Question 34]
○ Yes
○ Don't know/ not sure → [SKIP this section, to Question 34]

26. For which fellowship have you most recently supervised a fellow who completed the fellowship program?
   ○ Epidemic Intelligence Service (EIS)
   ○ Preventive Medicine Residency and Fellowship (PMR/F)
   ○ CDC Steven M. Teutsch Prevention Effectiveness Fellowship (PE)
   ○ Presidential Management Fellowship (PMF) Program at CDC
   ○ Public Health Informatics Fellowship Program (PHIFP)

   Please think about this person when asked about the most recent fellow you supervised.

27. To what extent do you disagree or agree with the following statement: People in your work unit developed skills or knowledge as a result of working with the most recent fellow you supervised.
   ○ Strongly disagree
   ○ Somewhat disagree
   ○ Neither agree nor disagree [→ SKIP to Question 29.]
   ○ Somewhat agree [→ SKIP to Question 29.]
   ○ Strongly agree [→ SKIP to Question 29.]

28. Which of the following are reasons why people in your work unit did **not** develop skills or knowledge as a result of working with the fellow? (Check all that apply.)
   ❑ The fellow did not bring new knowledge or skills.
   ❑ The fellow's knowledge and skills were not relevant for other team members.
   ❑ The fellow did not work with others in a way that supported sharing knowledge or skills (e.g., not part of a team).
   ❑ People were not interested in learning from the fellow.
   ❑ The fellow needed additional training from the fellowship in interpersonal communication.
   ❑ The fellow needed additional training from the fellowship in cultural competency.
   ❑ Other (please specify) _____

29. Have any of the most recent fellow's products or activities listed below continued to benefit your organization **after the fellow's service ended?** Only include items if the fellow made a meaningful contribution to the work. (Check all that apply.)
   ❑ Public health programs or initiatives
   ❑ Policies or formal guidelines
   ❑ Scientific publications or presentations
   ❑ Communication with lay audiences
   ❑ Data for public health decision making (including creation of registries, surveillance)
   ❑ Data for continuous quality improvement
   ❑ Training or technical assistance materials (e.g., curricula, job aids)
   ❑ Budgets

- ❑ Public health information systems
- ❑ Partnerships
- ❑ Improvements to organizational efficiencies (e.g., standard operating procedures)
- ❑ No lasting effect after service ended
- ❑ Other (please specify) _____

30. When the most recent fellow you supervised completed the fellowship, did your organization... (Check one.)
    a. Hire the graduate into the immediate work group where the fellowship occurred
    b. Hire the graduate into another work group
    c. Continue to work with the graduate through a mechanism other than hiring (e.g., contracting, another fellowship, etc.)
    d. Not retain the graduate through any mechanism

31. [If Question 3030. response is *d*] Which of these are reasons why your organization did **not** hire the graduate or continue to work with the graduate through another mechanism? (Check all that apply.)
    - ❑ No position available
    - ❑ No funds available
    - ❑ Graduate not interested (e.g., accepted another position)
    - ❑ Graduate did not have the knowledge and skills needed for the work
    - ❑ Your organization already had the knowledge and skills that the graduate would bring (e.g., no value added)
    - ❑ Personal qualities of the graduate (e.g., dependability, work ethic)
    - ❑ Other (please specify) _____

32. [If Question 30 response is *a, b,* or *c*] Which of these are reasons why your organization has continued to work with the graduate as an employee, contractor, or through another mechanism? (Check all that apply.)
    - ❑ Graduate had the knowledge and skills needed for the work
    - ❑ Graduate brought additional knowledge and skills that your team would not otherwise have had
    - ❑ Personal qualities of the graduate (e.g., dependability, work ethic)
    - ❑ Easier than recruiting a new person for the position
    - ❑ Familiarity with your organization and its work
    - ❑ Other (please specify) _____

33. What specific long-term effects, positive or negative, did your organization experience as a result of hosting the most recent fellow you supervised? [text box]

Public Health Training Needs

You're almost done with the survey! This last section asks you to think about the skills your organization needs in its workforce.

If you are not currently employed, please skip this question by clicking the Next button at the bottom of the page.

34. To what extent do you disagree or agree with the each of the following statements?

It is important to you that recent graduates or early career professionals your organization might hire have been trained in...

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
a. Systems thinking Understanding how components, as part of a system, interact with each other	○	○	○	○	○
b. Communicating persuasively Communicating in a way that persuades others to act	○	○	○	○	○
c. Change management Managing change in response to dynamic, evolving circumstances	○	○	○	○	○
d. Informatics and Analytics Systematically applying information and computer science and technology to public health practice, research, and learning	○	○	○	○	○
e. Problem solving Solving complex problems as they arise in every-day work	○	○	○	○	○
f. Working with diverse populations Addressing the needs of diverse populations in a culturally sensitive way	○	○	○	○	○
g. Policy development Creating evidence-informed policy and regulation, managing approval processes, and implementation	○	○	○	○	○
h. Project organization and management Managing all components of a project toward achieving project goals	○	○	○	○	○
i. Health economics Using economic evaluation, policy analysis, and decision modeling to assess the impact of interventions, programs, and policies	○	○	○	○	○
j. Applied epidemiology Conducting outbreak investigations, analytic epidemiology, surveillance, etc.	○	○	○	○	○
k. Other: _____	○	○	○	○	○

35. How can our fellowship programs continue to support you and your organization's work in public health?
    [text box]

36. Those are all of our questions. Is there anything else, positive or negative, you would like us to know about your experience as a fellow or supervisor? [text box]

Thank you for your time!

Your information will help us improve our fellowship programs.

List of each program's skill sets and activities (to tailor #17 and #18)

Fellowship	Skill sets (for #17.7)	Required activities (for #18.8)
EIS	1. 1Assessment and analysis: identifying public health problems, conducting surveillance, investigating, planning studies, managing and analyzing data, and making recommendations 2. Basic public health sciences: applying principles from across different public health disciplines (e.g., biology, genomics, environmental health, behavioral health, laboratory science, information technology) to support epidemiologic activities 3. Communication: conveying epidemiologic information to professional audiences, lay audiences, or policy makers 4. Community dimension of practice: ensuring mutual engagement with partners and stakeholders (e.g., at community-, state-, local-, and tribal-levels) in epidemiologic activities 5. Cultural competency: being sensitive and responsive to the needs and contexts of diverse populations 6. Operational planning and management: fostering collaborations, strong partnerships, and team building to accomplish epidemiology program objectives 7. Leadership and systems thinking: demonstrating ethical conduct and contributing to emergency responses 8. Policy development: bringing epidemiologic perspective in the development and analysis of public health policies	1. Conduct or participate in a field investigation of a potentially serious public health problem that requires a timely response 2. Design, conduct, and interpret an epidemiological analysis 3. Evaluate a public health surveillance system 4. Give a public health talk (>30 minutes) on the officers' original work or in their field of study 5. Give an oral presentation (5-15 minutes) to a scientific audience 6. Write scientific manuscript for a peer-reviewed journal 7. Write a concise public health update communicating timely information 8. Write an abstract 9. Communicate complex scientific concepts to a lay audience 10. Provide service to the agency (health department or CDC)
PMR/F	1. Demonstrate leadership skills necessary to respond to different work place and personnel problems. 2. Identify internal and external problems that can affect delivery of essential public health services. 3. Facilitate collaboration with stakeholders. 4. Promote team and organization learning.	1. Participate in public health activities at assigned practicum site with the guidance of a qualified supervisor to be maximally engaged in executive and leadership activities at the site. 2. Evaluate a public health program. 3. Manage a public health project. 4. Participate in developing or revising public health policy. 5. Participate in a community-based public health intervention. 6. Write or review a grant proposal. 7. Teach epidemiology in the EIS summer course.
PMF	1. Leading change: the ability to bring about strategic change, both within and outside the	Present a final symposium project that demonstrates application of PMF

Fellowship	Skill sets (for #17.7)	Required activities (for #18.8)
	organization, to meet organizational goals. 2. Leading people: the ability to lead people toward meeting the organization's vision, mission, and goals. 3. Results driven: the ability to meet organizational goals and customer expectations. 4. Business acumen: the ability to manage human, financial, and information resources strategically. 5. Building coalitions: the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.	competencies towards completion of a work product.
PE	1. Public health science and practice: describing theories, core functions, and services of public health, and the role of government and non-governmental entities in public health 2. Analytics and assessment: understanding research methods and data to inform public health programs or policies 3. Policy assessment and communication: understanding how to develop and assess public health policies and make policy recommendations 4. Interpersonal and professional communication: communicating public health information with individuals and groups 5. Foundations for leadership: demonstrating self-awareness, self-management strategies, collaboration with others, and effective strategies to accomplish job duties	1. Author two scientific papers for publication 2. Deliver two scientific presentations 3. Deliver two methods-based educational sessions 4. Develop one policy brief 5. Conduct one EconAid field assignment project
PHIFP	1. Analysis, assessment, and evaluation: assessing stakeholders' information needs, identifying informatics problems and their public health context, and designing and implementing informatics evaluations 2. Communication: interacting and communicating effectively with diverse groups (e.g., disseminating information, managing teams) 3. Public health informatics science: applying software engineering models and methods to develop or enhance public health information systems 4. Health systems change: developing a vision for system change and taking action with community partners	**Question will be tailored based on when respondent started the program.** **After 2012:** 1. Design, develop, and implement an informatics evaluation project 2. Lead an external technical assistance (Info-Aid) project 3. Lead a cross-cutting project or a part thereof to solve a public health informatics problem in a CDC center **Before 2012:** A. Lead a project to solve a public health informatics problem in a host CDC Center B. Lead an external technical assistance (InfoAid) project C. As lead author, write and submit a scientific manuscript for publication in a peer-reviewed journal D. Write, submit, and present an

Fellowship	Skill sets (for #17.7)	Required activities (for #18.8)
		abstract for an oral presentation or poster session at the AMIA Fall or Spring Conference (during 2nd year) E. Lead a Journal Club during a PHIFP Friday Seminar F. Deliver a PHI scientific presentation to a CDC-wide audience during a PHIFP Friday Seminar G. Design, develop, and implement a public health information system evaluation project (Capstone Project)