



## PROFESSIONAL FELLOWS

### PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

Welcome to the PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

**Welcome! Thank you for agreeing to take this survey regarding the Professional Fellows Program (PFP) at the U.S. Department of State. Exchanges are a critical component of U.S. foreign policy that allow for the sharing of ideas, culture and experiences. The Department of State takes the evaluation of exchanges seriously to ensure programs are being implemented in the most efficient and effective way possible. Your participation will help make the evaluation of this important program a success. The survey will take you approximately 20 minutes to complete. Your answers will be kept confidential.**

**Please note that your participation in this survey is completely voluntary, and you are free to end the survey at any time. By clicking the “Consent and Enter Survey” button below, you are consenting to the following terms:**

- **Any response you provide may be reported in the final report as part of the aggregated quantitative analysis or the de-identified qualitative analysis from open-ended responses.**
- **Responses may be reported by specific demographic category, program year, or program site. The only identifying information used will be the demographic information provided in the final section of the survey.**
- **De-identified data files will be submitted to ECA at the completion of the evaluation (without names or any contact information).**
- **The data you provide may be reanalyzed at a later date for a follow-up study or other purpose as approved by ECA.**

**If you have any questions about this survey or the PFP Evaluation more generally, please feel free to contact GDIT Evaluation Team at [PFP@gdit.com](mailto:PFP@gdit.com).**

\* 1. By clicking the button to enter the survey below, you are giving your consent to participate in this evaluation. If you do not wish to participate, please click the exit survey option.

- Consent and Enter Survey
- Refuse and Exit Survey



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#### Starter Questions

\* 2. Which of the following best represents your work experience?

- Entry level
- Mid-career
- Senior level

\* 3. What type of institution do you work for?

- Federal Government
- State Government
- Local/Municipal Government
- Private Sector
- Academic Institution
- NGO
- Other (please specify)



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### Starter Questions

\* 4. How old is the organization that you work for?

- Very young (0 < 5 years)
- Young (5 < 10 years)
- Middle aged (10 < 25 years)
- Mature (25+ years)

\* 5. Counting all the locations where your employer operates, what is the total number of persons who work there?

- |                                      |  |
|--------------------------------------|--|
| <input type="radio"/> 1 person       | <input type="radio"/> 100 - 499 people     |
| <input type="radio"/> 2 - 9 people   | <input type="radio"/> 500 - 999 people     |
| <input type="radio"/> 10 - 24 people | <input type="radio"/> 1,000 - 4,999 people |
| <input type="radio"/> 25 - 99 people | <input type="radio"/> 5,000+ people        |

6. In which State is the organization where you work located?

\* 7. Which of the following best describes the place where you work?

- A large city
- A suburb near a large city
- A small city or town
- A rural area



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### PFP Experience

\* 8. How did you learn about the PFP Program or become involved with the Program or Fellow?

9. Please indicate how many times you have served in the following roles for a PFP Fellow:

Number of Times

Host Institution  
Supervisor

Colleague at Host  
Institution

Day-to-Day Contact at  
Host Institution

Other -- not associated  
with Host Institution

Other (please specify)

\* 10. What type of work or activities did you do with the PFP Fellow(s)?

\* 11. In which ways did the PFP Fellow(s) contribute to your institution/organization? (*Select all that apply.*)

- Shared technical expertise
- Provided an international perspective
- Developed a new product or service
- Contributed to constituent outreach
- Other (please specify)

\* 12. Please describe and provide more details about their contributions.

13. How much did your organization benefit by having a PFP Fellow or PFP Fellows do their professional placement there?

	Not at All	To a Small Extent	To a Moderate Extent	To a Great Extent	Not Applicable (I was not at the same organization as the PFP Fellow(s))
Professional/technical benefit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International/cultural benefit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interpersonal benefit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 14. Did you face any challenges working with the PFP Fellow(s) at your institution/organization? (*Select all that apply.*)

- |   |  |
|---|--|
| <input type="checkbox"/> Their English language skills/proficiency                          | <input type="checkbox"/> My organization was not properly prepared for the fellowship        |
| <input type="checkbox"/> Their difficulty understanding U.S. culture                        | <input type="checkbox"/> The PFP Fellow(s) was/were not properly prepared for the fellowship |
| <input type="checkbox"/> Their difficulty understanding U.S. work culture                   | <input type="checkbox"/> Mismatched placement/interests                                      |
| <input type="checkbox"/> The PFP Fellow(s) was/were too junior to benefit from a fellowship | <input type="checkbox"/> Did not face any challenges   |
| <input type="checkbox"/> The PFP Fellow(s) was/were too senior to benefit from a fellowship |  |
| <input type="checkbox"/> Other (please specify)   |  |

\* 15. Based on your experience(s), would you host another PFP Fellow or recommend that others host?

	Yes	No
I would host again	<input type="radio"/>	<input type="radio"/>
I would recommend that other colleagues or institutions host	<input type="radio"/>	<input type="radio"/>

16. In total, how many times have you visited the PFP Fellow(s) after they returned to their home country after their Fellowship?



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\* 17. Under what auspices did you visit the PFP Fellow(s) after their Fellowship(s)? (*Select all that apply.*)

- I was sponsored by the PFP Program
- I was sponsored by my organization
- I traveled to visit the Fellow(s) using my own funds for professional reasons
- I traveled to visit the Fellow(s) for non-professional reasons



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#### U.S. Fellows Only

**Note: If you have participated in multiple PFP Program-sponsored reciprocal exchanges, please answer the following questions based on your most recent PFP experience.**

\* 18. How were you selected to visit the PFP Fellow following their exchange?

- The PFP Fellow completed an application to submit to the PFP Program and included me as the U.S. Fellow
- The PFP Fellow and I completed the application together to submit to the PFP Program
- Neither I nor the PFP Fellow completed an application, but somehow I was selected by my organization
- The PFP implementing organization asked me if I wanted to go on an exchange
- Other (please specify)

\* 19. How long after the PFP Fellow left the United States did you travel to visit them on the exchange (for professional reasons)?

- 1 < 6 months afterwards
- 6 < 12 months afterwards
- 12+ months afterwards

\* 20. Where did you go? (Select all countries that you visited as part of your most recent exchange.)

- |  |  |
|--|--|
| <input type="checkbox"/> Afghanistan         | <input type="checkbox"/> Libya         |
| <input type="checkbox"/> Albania             | <input type="checkbox"/> Liechtenstein |
| <input type="checkbox"/> Algeria             | <input type="checkbox"/> Lithuania     |
| <input type="checkbox"/> Andorra             | <input type="checkbox"/> Luxembourg    |
| <input type="checkbox"/> Angola              | <input type="checkbox"/> Madagascar    |
| <input type="checkbox"/> Anguilla            | <input type="checkbox"/> Malawi        |
| <input type="checkbox"/> Antigua and Barbuda | <input type="checkbox"/> Malaysia      |

- |   |   |
|---|---|
| <input type="checkbox"/> Argentina                        | <input type="checkbox"/> Maldives                         |
| <input type="checkbox"/> Armenia                          | <input type="checkbox"/> Mali                             |
| <input type="checkbox"/> Australia                        | <input type="checkbox"/> Malta                            |
| <input type="checkbox"/> Austria                          | <input type="checkbox"/> Marshall Islands                 |
| <input type="checkbox"/> Azerbaijan                       | <input type="checkbox"/> Mauritania                       |
| <input type="checkbox"/> Bahamas                          | <input type="checkbox"/> Mauritius                        |
| <input type="checkbox"/> Bahrain                          | <input type="checkbox"/> Mexico                           |
| <input type="checkbox"/> Bangladesh                       | <input type="checkbox"/> Micronesia (Federated States of) |
| <input type="checkbox"/> Barbados                         | <input type="checkbox"/> Monaco                           |
| <input type="checkbox"/> Belarus                          | <input type="checkbox"/> Mongolia                         |
| <input type="checkbox"/> Belgium                          | <input type="checkbox"/> Montenegro                       |
| <input type="checkbox"/> Belize                           | <input type="checkbox"/> Montserrat                       |
| <input type="checkbox"/> Benin                            | <input type="checkbox"/> Morocco                          |
| <input type="checkbox"/> Bhutan                           | <input type="checkbox"/> Mozambique                       |
| <input type="checkbox"/> Bolivia (Plurinational State of) | <input type="checkbox"/> Myanmar                          |
| <input type="checkbox"/> Bosnia and Herzegovina           | <input type="checkbox"/> Namibia                          |
| <input type="checkbox"/> Botswana                         | <input type="checkbox"/> Nauru                            |
| <input type="checkbox"/> Brazil                           | <input type="checkbox"/> Nepal                            |
| <input type="checkbox"/> British Virgin Island            | <input type="checkbox"/> Netherlands                      |
| <input type="checkbox"/> Brunei Darussalam                | <input type="checkbox"/> New Zealand                      |
| <input type="checkbox"/> Bulgaria                         | <input type="checkbox"/> Nicaragua                        |
| <input type="checkbox"/> Burkina Faso                     | <input type="checkbox"/> Niger                            |
| <input type="checkbox"/> Burundi                          | <input type="checkbox"/> Nigeria                          |
| <input type="checkbox"/> Cabo Verde                       | <input type="checkbox"/> Norway                           |
| <input type="checkbox"/> Cambodia                         | <input type="checkbox"/> Oman                             |
| <input type="checkbox"/> Cameroon                         | <input type="checkbox"/> Pakistan                         |
| <input type="checkbox"/> Canada                           | <input type="checkbox"/> Palau                            |
| <input type="checkbox"/> Cayman Islands                   | <input type="checkbox"/> Panama                           |
| <input type="checkbox"/> Central African Republic         | <input type="checkbox"/> Papua New Guinea                 |
| <input type="checkbox"/> Chad                             | <input type="checkbox"/> Paraguay                         |
| <input type="checkbox"/> Chile                            | <input type="checkbox"/> Peru                             |
| <input type="checkbox"/> China                            | <input type="checkbox"/> Philippines                      |



- |  |   |
|--|---|
| <input type="checkbox"/> Colombia                              | <input type="checkbox"/> Poland                           |
| <input type="checkbox"/> Comoros                               | <input type="checkbox"/> Portugal                         |
| <input type="checkbox"/> Congo                                 | <input type="checkbox"/> Qatar                            |
| <input type="checkbox"/> Costa Rica                            | <input type="checkbox"/> Republic of Korea                |
| <input type="checkbox"/> Côte D'Ivoire                         | <input type="checkbox"/> Republic of Moldova              |
| <input type="checkbox"/> Croatia                               | <input type="checkbox"/> Romania                          |
| <input type="checkbox"/> Cuba                                  | <input type="checkbox"/> Russian Federation               |
| <input type="checkbox"/> Cyprus                                | <input type="checkbox"/> Rwanda                           |
| <input type="checkbox"/> Czech Republic                        | <input type="checkbox"/> Saint Kitts and Nevis            |
| <input type="checkbox"/> Democratic People's Republic of Korea | <input type="checkbox"/> Saint Lucia                      |
| <input type="checkbox"/> Democratic Republic of the Congo      | <input type="checkbox"/> Saint Vincent and the Grenadines |
| <input type="checkbox"/> Denmark                               | <input type="checkbox"/> Samoa                            |
| <input type="checkbox"/> Djibouti                              | <input type="checkbox"/> San Marino                       |
| <input type="checkbox"/> Dominica                              | <input type="checkbox"/> Sao Tome and Principe            |
| <input type="checkbox"/> Dominican Republic                    | <input type="checkbox"/> Saudi Arabia                     |
| <input type="checkbox"/> Ecuador                               | <input type="checkbox"/> Senegal                          |
| <input type="checkbox"/> Egypt                                 | <input type="checkbox"/> Serbia                           |
| <input type="checkbox"/> El Salvador                           | <input type="checkbox"/> Seychelles                       |
| <input type="checkbox"/> Equatorial Guinea                     | <input type="checkbox"/> Sierra Leone                     |
| <input type="checkbox"/> Eritrea                               | <input type="checkbox"/> Singapore                        |
| <input type="checkbox"/> Estonia                               | <input type="checkbox"/> Slovakia                         |
| <input type="checkbox"/> Ethiopia                              | <input type="checkbox"/> Slovenia                         |
| <input type="checkbox"/> Fiji                                  | <input type="checkbox"/> Solomon Islands                  |
| <input type="checkbox"/> Finland                               | <input type="checkbox"/> Somalia                          |
| <input type="checkbox"/> France                                | <input type="checkbox"/> South Africa                     |
| <input type="checkbox"/> Gabon                                 | <input type="checkbox"/> South Sudan                      |
| <input type="checkbox"/> Gambia                                | <input type="checkbox"/> Spain                            |
| <input type="checkbox"/> Georgia                               | <input type="checkbox"/> Sri Lanka                        |
| <input type="checkbox"/> Germany                               | <input type="checkbox"/> State of Palestine               |
| <input type="checkbox"/> Ghana                                 | <input type="checkbox"/> Sudan                            |
| <input type="checkbox"/> Greece                                | <input type="checkbox"/> Suriname                         |
| <input type="checkbox"/> Grenada                               | <input type="checkbox"/> Swaziland                        |

- |   |   |
|---|---|
| <input type="checkbox"/> Guatemala                        | <input type="checkbox"/> Sweden   |
| <input type="checkbox"/> Guinea                           | <input type="checkbox"/> Switzerland  |
| <input type="checkbox"/> Guinea Bissau                    | <input type="checkbox"/> Syrian Arab Republic                                 |
| <input type="checkbox"/> Guyana                           | <input type="checkbox"/> Tajikistan   |
| <input type="checkbox"/> Haiti                            | <input type="checkbox"/> Thailand   |
| <input type="checkbox"/> Holy See                         | <input type="checkbox"/> The former Yugoslav Republic of Macedonia            |
| <input type="checkbox"/> Honduras                         | <input type="checkbox"/> Timor-Leste  |
| <input type="checkbox"/> Hungary                          | <input type="checkbox"/> Togo   |
| <input type="checkbox"/> Iceland                          | <input type="checkbox"/> Tonga  |
| <input type="checkbox"/> India                            | <input type="checkbox"/> Trinidad and Tobago                                  |
| <input type="checkbox"/> Indonesia                        | <input type="checkbox"/> Tunisia  |
| <input type="checkbox"/> Iran (Islamic Republic of)       | <input type="checkbox"/> Turkey   |
| <input type="checkbox"/> Iraq                             | <input type="checkbox"/> Turkmenistan   |
| <input type="checkbox"/> Ireland                          | <input type="checkbox"/> Turks and Caicos                                     |
| <input type="checkbox"/> Israel                           | <input type="checkbox"/> Tuvalu   |
| <input type="checkbox"/> Italy                            | <input type="checkbox"/> Uganda   |
| <input type="checkbox"/> Jamaica                          | <input type="checkbox"/> Ukraine  |
| <input type="checkbox"/> Japan                            | <input type="checkbox"/> United Arab Emirates                                 |
| <input type="checkbox"/> Jordan                           | <input type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input type="checkbox"/> Kazakhstan                       | <input type="checkbox"/> United Republic of Tanzania                          |
| <input type="checkbox"/> Kenya                            | <input type="checkbox"/> United States of America                             |
| <input type="checkbox"/> Kiribati                         | <input type="checkbox"/> Uruguay  |
| <input type="checkbox"/> Kuwait                           | <input type="checkbox"/> Uzbekistan   |
| <input type="checkbox"/> Kyrgyzstan                       | <input type="checkbox"/> Vanuatu  |
| <input type="checkbox"/> Lao People's Democratic Republic | <input type="checkbox"/> Venezuela (Bolivarian Republic of)                   |
| <input type="checkbox"/> Latvia                           | <input type="checkbox"/> Vietnam  |
| <input type="checkbox"/> Lebanon                          | <input type="checkbox"/> Yemen  |
| <input type="checkbox"/> Lesotho                          | <input type="checkbox"/> Zambia   |
| <input type="checkbox"/> Liberia                          | <input type="checkbox"/> Zimbabwe   |

\* 21. Did anyone else also go on the exchange?

- No, I went on the exchange by myself
- Yes, I went on the exchange with another U.S. Fellow/Colleague
- Yes, I went on the exchange as part of a delegation (group of U.S. Fellows/Colleagues)
- Yes, a coworker traveled with me using funds outside of the PFP program
- Other (please specify)

\* 22. How long was your exchange (in days)?

\* 23. What did you do during your exchange visit? (*Select all that apply.*)

- Provided one-to-one guidance to my PFP Fellow and/or other PFP Fellows
- Gave presentations/workshops to PFP Fellows
- Attending meetings with PFP Fellow project stakeholders
- Met with other organization related to my field of work
- Visit on site projects
- Met with the U.S. Embassy
- Gave presentations/talks at the request of the U.S. Embassy
- Signed a provisional Memorandum of Understanding (MOU)
- Other (please specify)

\* 24. Did you visit a home (i.e., for dinner), do site seeing, or attend cultural events **with your PFP Fellow or with other PFP Fellows** during your exchange visit?

	Yes	No
I experienced home hospitality	<input type="radio"/>	<input type="radio"/>
I went site seeing	<input type="radio"/>	<input type="radio"/>
I attended cultural events	<input type="radio"/>	<input type="radio"/>

\* 25. What kind of challenges did you face during your exchange visit?

- Inadequate preparation by my PFP Fellow or other PFP Fellows
- Inadequate preparation by the implementing organization
- Insufficient engagement with the U.S. Embassy
- Poor translation to and from the local language(s)
- Poor attendance at scheduled meetings
- Transportation issues
- Accommodations
- None
- Other (please specify)

\* 26. What did you gain as a result of your exchange visit? (*Select all that apply.*)

- Information resources
- Best practices
- Cultural perspectives
- Technical skills
- Expanded professional network
- Other (please specify)
- Potential partner(s)
- Access to new markets
- Exposure to new products and services
- Nothing

\* 27. Before participating in the exchange, had you ever traveled to this particular country or countries before -- either for business or for pleasure?

- Yes
- No

\* 28. Did participating in the PFP reciprocal exchange change your views or understanding of the country or countries you visited or of the U.S.?

	My views were much more positive	My views were somewhat more positive	My views did not change at all	My views were somewhat more negative	My views were much more negative
Views of my host country or countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Views of the U.S.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 29. How did your views change? Please give specific examples.

\* 30. How many times have you returned to the country/countries since your PFP reciprocal exchange?

Number of Times Visited Since Reciprocal Exchange

For professional reasons

For personal reasons

\* 31. Has your PFP Fellow, other PFP Fellows, or anyone else you met during your reciprocal exchange come to visit you in the U.S. or met with you in another country for either professional or personal reasons since then?

- Yes, for professional reasons only
- Yes, for personal reasons only
- Yes, for both personal and professional reasons
- No, no one has visited me nor have I met them in another country



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\* 32. If yes, who has visited you? (*Select all that apply.*)

- My PFP Fellow or other PFP Fellows
- Professionals from PFP Fellows' home insitutions
- Other foreign professional I met during the exchange
- Friends I made during the exchange
- Other U.S. reciprocal exchange paticipants
- Other (please specify)

\* 33. Are you in still in contact with any other U.S. Fellows that you met on your reciprocal exchange?

- Yes, I am still in contact with them
- No, I am not in contact with any other U.S. Fellows
- I did not travel with any other U.S. Fellows



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PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

U.S. Fellows Only

\* 34. Please describe the kind of contact you have with the other U.S. Fellows.

\* 35. Have you registered and become a member of the Department of State's International Exchange Online Community?

Yes

No



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PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

U.S. Fellows Only

\* 36. Are you actively involved in the International Exchange Alumni Online Community?

Yes

No

\* 37. How useful do you find the International Exchange Alumni Online Community?

Extremely useful

Not so useful

Very useful

Not at all useful

Somewhat useful





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### PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

#### U.S. Fellows Only

\* 38. Would you like to register?

- Yes, but I have not been invited to do so
- Yes, but I do not know how to do so
- No, I am not interested



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#### On-going Contact

\* 39. Are you still in contact with the PFP Fellow(s)?

- Yes, with all the PFP Fellows who visited my institution
- Yes, with some but not all of the PFP Fellows who visited my institution
- No, I am not in contact with any of the PFP Fellows who visited my institution



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PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

\* 40. If you are still in contact with them, are you collaborating professionally or is the relationship primarily personal?

	Yes	No
The relationships are mainly professional	<input type="radio"/>	<input type="radio"/>
The relationships are mainly personal	<input type="radio"/>	<input type="radio"/>

\* 41. If your professional collaborations have continued, please describe *how* you are collaborating (i.e., what are you doing, how frequently, what results or outcomes have been generated)



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#### Lessons Learned

\* 42. Do you have any recommendations on how to improve the fellowship experience for future PFP Fellows, hosts, and U.S. Fellows?

43. If you would like to share any other comments, please feel free to do so now.



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## PFP U.S. Fellow, Host Supervisor, and Day-to-Day Contact Survey

### Additional Demographics

\* 44. What is your gender?

- Male
- Female
- Prefer not to say
- Prefer to self-identify (please specify)

\* 45. What is your race or ethnicity? (*Select all that apply.*)

- |  |  |
|--|--|
| <input type="checkbox"/> White                     | <input type="checkbox"/> American Indian or Alaska Native          |
| <input type="checkbox"/> Hispanic or Latino        | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> Black or African American | <input type="checkbox"/> Other                                     |
| <input type="checkbox"/> Asian                     | <input type="checkbox"/> Prefer not to answer                      |

\* 46. What is your education level?

- |  |  |
|--|--|
| <input type="radio"/> Completed some high school | <input type="radio"/> Completed some post graduate education         |
| <input type="radio"/> High school graduate       | <input type="radio"/> Master's degree                                |
| <input type="radio"/> Completed some college     | <input type="radio"/> Ph.D., Law or Medical degree                   |
| <input type="radio"/> Associate's degree         | <input type="radio"/> Other advanced degree (beyond Master's degree) |
| <input type="radio"/> Bachelor's degree          |  |

\* 47. What year were you born?



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Thank you so much for your time!