

NIH Office of Intramural Training & Education

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Expiration Date: 31 May 2021

Thank you for taking the time to fill out this survey. Your responses will help OITE to improve the Postbac experience at the NIH. The survey should take approximately 20 minutes to complete. All data will be reported in the aggregate, e.g., 37% of respondents were 23 years of age.

Survey Tips:

- * indicates a required field for submission.
- Use the [next] / [previous] buttons to access different pages of this survey.
- Use the scroll bar to the right to advance to questions on the same page of this survey.

Office of Intramural Training & Education
National Institutes of Health
<https://www.training.nih.gov>

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Collection of this information is authorized by The Public Health Service Act, Section 410 (42 USC 285). Rights of participants are protected by The Privacy Act of 1974. Participation is voluntary, and there are no penalties for not participating or withdrawing from the study at any time. The information collected in this study will be kept private to the extent provided by law. Names and other identifiers will not appear in any report of the study. Information provided will be combined for all participants and reported as summaries.

## General Information

1. What is your race identity? (select all that apply)

- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White or Caucasian

2. What is your ethnicity?

- Hispanic or Latino
- Not Hispanic or Latino
- None of the Above

3. Do you current describe yourself as male, female, or transgender?

- Male
- Female
- Transgender
- None of These

4. What is your age?

- |                          |                          |                                         |
|--------------------------|--------------------------|-----------------------------------------|
| <input type="radio"/> 17 | <input type="radio"/> 21 | <input type="radio"/> 25                |
| <input type="radio"/> 18 | <input type="radio"/> 22 | <input type="radio"/> 26                |
| <input type="radio"/> 19 | <input type="radio"/> 23 | <input type="radio"/> >26               |
| <input type="radio"/> 20 | <input type="radio"/> 24 | <input type="radio"/> Rather not answer |

5. What is your marital status?

- Single
- Partnered
- Married
- Separated
- Divorced
- Widowed
- Rather not answer

6. For how many children do you have parenting responsibility?

- 0
- 1
- 2
- 3
- 4
- 5
- 5+
- Rather not answer

7. Were you born a United States citizen?

- Yes
- No
- Rather not answer

8. Is English your first language?

- Yes
- No
- Rather not answer

9. Do you have any disabilities?

- Yes
- No
- Rather not answer

If 'yes', please feel free to explain:

10. What degrees have you been awarded? (select all that apply)

- BA
- BS
- MA
- MS
- MPH
- Other
- Rather not answer

If 'other', please specify:

NIH Campus & Training Information

11. On what NIH campus are you located?

- The main campus in Bethesda
- Another campus in the Bethesda area
- Frederick, MD
- Baltimore, MD
- Research Triangle Park, NC
- Rocky Mountain Laboratories, MT
- Phoenix, AZ
- Detroit, MI
- Framingham, MA

12. How many months have you been a postbac at the NIH?

- 1-3 months
- 4-8 months
- 9-12 months
- 13-24 months
- more than 24 months

13. Did you participate / are you participating in the NIH Academy?

- Yes
- No

14. Are you / were you supported by the NAEP?

- Yes
- No

15. Are you/were you an NIH UGSP payback scholar?

- yes
- no

16. What is your Institute-Center?

- |                             |                             |                             |
|-----------------------------|-----------------------------|-----------------------------|
| <input type="radio"/> CC    | <input type="radio"/> NIAAA | <input type="radio"/> NIEHS |
| <input type="radio"/> CIT   | <input type="radio"/> NIAID | <input type="radio"/> NIMH  |
| <input type="radio"/> NCATS | <input type="radio"/> NIAMS | <input type="radio"/> NIMHD |
| <input type="radio"/> NCCIH | <input type="radio"/> NIBIB | <input type="radio"/> NINDS |
| <input type="radio"/> NCI   | <input type="radio"/> NICHD | <input type="radio"/> NINR  |
| <input type="radio"/> NEI   | <input type="radio"/> NIDA  | <input type="radio"/> NLM   |
| <input type="radio"/> NHGRI | <input type="radio"/> NIDCD | <input type="radio"/> OD    |
| <input type="radio"/> NHLBI | <input type="radio"/> NIDCR |                             |
| <input type="radio"/> NIA   | <input type="radio"/> NIDDK |                             |

If 'Other', please specify in the space provided:

\* 17. Do you plan to continue with your current research group for another year?

- Yes
- No

18. What is your impression of the OITE orientation?

- Very helpful
- Helpful
- Neutral
- Relatively Unhelpful
- Not at All Helpful

Next Career Step - Leaving Current Research Group

19. What will your next career step be?

- Graduate School
- Public Health (MPH, DrPH) Program
- Medical School
- Osteopathic Medicine Program
- MD/PhD Program
- MD/MPH Program
- Dental School
- Pharmacy School
- Veterinary School
- Nursing School
- Other
- I hope / plan to move to another NIH research group next year
- I don't know
- Rather not answer

If 'other', please specify:

20. If you are going on to graduate or professional school and have decided on what institution/program you will attend, please share that information in the space provided.

Next Career Step - Staying in Current Research Group

21. When you leave the NIH, what will your next career step be?

- Graduate School
- Public Health (MPH, DrPH) Program
- Medical School
- Osteopathic Medicine Program
- MD/PhD Program
- MD/MPH Program
- Dental School
- Pharmacy School
- Veterinary School
- Other
- I don't know
- Rather not answer

If 'other', please specify:



Daily Supervisor Question

\* 22. My daily supervisor is the PI of the research group.

Yes

No



Relationship with the PI of Your Research Group

24. Your relationship with the PI of your research group.

|                                                      | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     | Not Applicable        |
|------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I have established a strong rapport with my PI.      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have regular contact with my PI.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI knows my strengths and weaknesses.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI and I communicate effectively.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI provides appropriate help and guidance.        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI provides clear, helpful feedback.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI has helped me to set and reach research goals. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I find my PI approachable.                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

25. Do you have additional mentors?

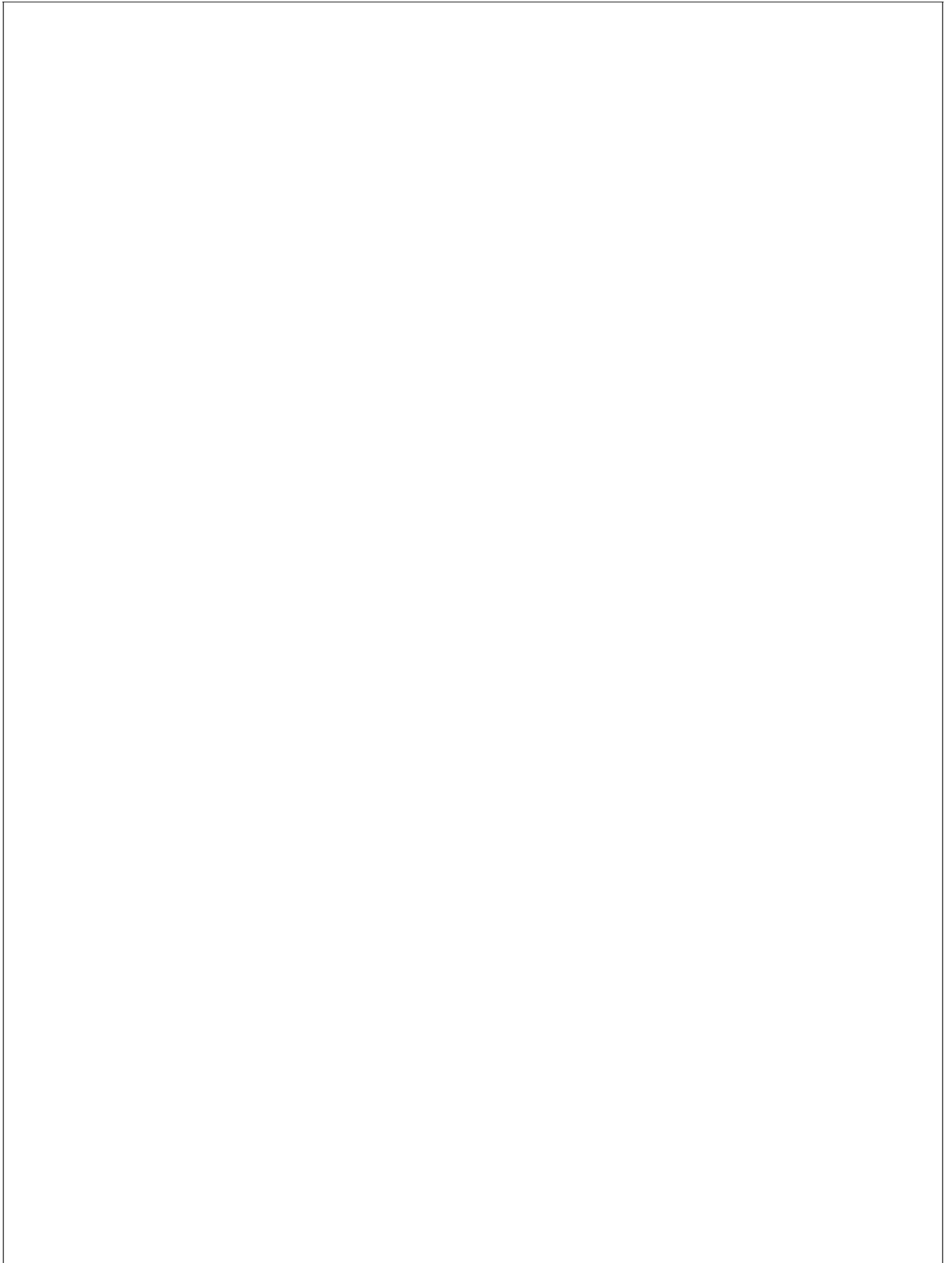
(select all that apply)

- No additional mentors
- Another PI
- A staff scientist / A staff clinician
- A postdoctoral fellow / A research fellow / A clinical fellow
- A graduate student
- Another postbac
- An Institute-Center Training Director
- OITE staff

Other (please specify)

26. How would you rate the quality of your research training?

- Excellent
- Very good
- Good
- Fair
- Poor



Research Group Environment

27. Indicate your level of agreement with the following statements about your research group environment.

|                                                                           | Strongly<br>Agree     | Agree                 | Neutral               | Disagree              | Strongly<br>Disagree  | Not<br>Applicable     |
|---------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| My research group has an open, collegial atmosphere.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I find my work to be varied, interesting, and challenging.                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All members of the research group are encouraged to be actively involved. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Research group members are respectful and supportive of each other.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am able to work well with other members of the group.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel comfortable expressing my ideas in group meetings.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI and research group maintain order and organization.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work site is safe; NIH safety procedures are followed.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have enough space, equipment, computers, etc... to work effectively.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am encouraged to attend NIH lectures, events, etc...                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My workload is reasonable and appropriate to my skill level.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I work reasonable hours and have some flexibility in my schedule.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

28. How many hours per week do you work, on average?

- <30 hours
- 30-39 hours
- 40 hours
- 41-50 hours
- 51 - 60 hours
- > 60 hours

29. How often do you work weekends and/or holidays?

- Never
- Once Per Two Months
- 1-2 Times Per Month
- 3-4 Times Per Month
- 5 or More Times Per Month

Skills and Technical Development

30. Indicate your level of agreement with the following statements about skills and technical development.

|                                                                                       | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     | Not Applicable        |
|---------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I understand my project.                                                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have been taught new skills and techniques in my research group.                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel competent in the use of experimental or computational techniques.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have been encouraged to develop my own projects/ideas.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I make meaningful contributions to the group's work.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I understand the projects of the other members of my research group.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I read current literature in my field on a regular basis.                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have been encouraged to present my work at group and/or Laboratory/Branch meetings. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have learned to present posters effectively at meetings.                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

31. Where have you presented or do you plan to present a poster? (select all that apply)

- I have not presented / will not present a poster.
- Postbac Poster Day
- IC Retreat
- Meeting outside NIH
- Other

Career Development

32. Indicate your level of agreement with the following statements about your career development.

|                                                                                         | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     | Not Applicable        |
|-----------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I have been given adequate time to interview for school/job positions.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI (and/or a research group member) has written letters of recommendation for me.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have had assistance with the school/job application process.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI/mentor has encouraged me to attend career development workshops.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My PI/mentor has encouraged me to take advantage of the OITE Career Services Center.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have been given the opportunity to travel, attend conferences, etc...                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have been encouraged to take FAES or other courses.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Postbac Poster Day contributed to my career development.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Attending the Graduate & Professional School Fair was helpful to my career development. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

33. Are you or will you be an author on a manuscript?

- Yes
- No
- I don't know

34. Have you taken FAES, Bio Tech, or outside courses?

- Yes
- No

35. If you have taken FAES, Bio Tech, or outside courses, how were they paid for?

- I paid for the courses myself
- My PI/mentor or IC paid for the courses



36. Were you given adequate time to attend classes?

Yes

No

Professional Support - OITE

37. Indicate your level of agreement with the following statements about OITE support for your professional development.

|                                                                     | Strongly Agree        | Agree                 | Neutral               | Disagree              | Strongly Disagree     | Not Applicable        |
|---------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| The Office of Intramural Training & Education (OITE) is helpful.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The OITE website provides helpful information.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| OITE-POSTBACS listserv is a useful source of information.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Postbac Handbook is helpful.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I can find whatever assistance and support I need at the NIH.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The online application system for the Postbac Program is effective. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The OITE Career Services Center is helpful.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Meeting with OITE staff members has been helpful.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| OITE wellness activities are helpful.                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

\* 38. Did you attend an OITE Orientation?

Yes

No

Did Not Attend an Orientation

39. If you did not attend an OITE orientation, indicate why in the space provided.

Attended Orientation

40. What is your impression of the OITE orientation?

- Very helpful
- Helpful
- Neutral
- Relatively Unhelpful
- Not at All Helpful





Question - Problems in Research Group

\* 44. Have you had problems in your research group?

Yes

No

Had Problems in Research Group

45. If you had problems, how did you get help? (select all that apply)

- IC Training Office
- OITE Staff Members
- Office of the Ombudsman
- NIH Employee Assistance Program (EAP)
- Civil
- Your PI
- Another PI
- Other (please specify):



Question about Switching Mentors

\* 46. Did you switch your research group during your Postbac Program?

- Yes
- No
- I wanted to switch, but did/could not

Yes - Trainee Did Switch Mentors

47. If you did switch your research group, who helped?

(select all that apply)

- IC Training Office
- OITE Staff Members
- Office of the Ombudsman
- NIH Employee Assistance Program (EAP)
- Civil
- Your PI
- Another PI
- Other (please specify):

Career Path Questions

48. Has being a part of the Postbac Program been a helpful step in your career path?

Yes

No

If 'yes', please explain in the space provided

\* 49. Have your career plans changed as a result of participating in the Postbac Program?

Yes

No

Change in Career Path

50. What was your career plan when you started the Postbac Program?

- Graduate School
- Public Health (MPH, DrPH) Program
- Medical School
- Osteopathic Medicine Program
- MD/PhD Program
- MD/MPH Program
- Dental School
- Pharmacy School
- Veterinary School
- Other
- Undecided
- Rather Not Answer

If "Other", (please specify):

51. What is your current career plan after the Postbac Program?

- Graduate School
- Public Health (MPH, DrPH) Program
- Medical School
- Osteopathic Medicine Program
- MD/PhD Program
- MD/MPH Program
- Dental School
- Pharmacy School
- Veterinary School
- Other
- Undecided
- Rather Not Answer

If "Other", (please specify):

52. What contributed to your change in plans?

Final Thoughts about the Postbac Program

53. What are your long-term career goals?

54. What are the strengths of the Postbac Program at the NIH?

55. What areas would you like to see improved?

56. Would you recommend the Postbac Program to a friend?

- Yes
- No

Please explain why you would or would not recommend the Postbac Program to a friend.

57. Would you consider coming back to NIH for another research opportunity?

- Yes
- No

Please indicate why you would or would not come back to the NIH for another research opportunity.

58. Please share any other comments you think would be helpful.