

## NINR Trainee Viewpoint Survey

### Welcome to the NINR Trainee Viewpoint Survey

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The National Institute of Nursing Research (NINR) at the National Institutes of Health is conducting this important survey to examine the extent to which the Division of Intramural Research is achieving its long-term goals in research. The results of this survey will allow us to adjust the training program to serve fellows better.

Current trainees of the Division of Intramural Research are being asked to complete the survey. The survey should take approximately 15 minutes to complete.

Your participation is voluntary and secure to the extent allowable permitted by law. We are not collecting personally identifiable information. You can choose not to answer questions and to stop your participation at any time without consequence. Your answers will be collated with the responses of other participants and analyzed.

Your survey results will be collected in the aggregate and remain anonymous. Aggregated results will help NINR review its intramural training programs and to share with the larger training community and future trainees. NINR plans to publicize the findings of this information collection to inform stakeholders.

If you have questions about this survey or your participation, please contact Dr. Pamela Tamez by email at [pamela.tamez@nih.gov](mailto:pamela.tamez@nih.gov) or by phone at (301) 451-5895.

Thank you for participating.


\* 1. By checking this box, I acknowledge and accept the statement.

Yes, I accept

No, end the survey



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## NINR Trainee Viewpoint Survey

### Demographics

2. Please select your fellowship type.

- Postdoctoral Fellow
- Visiting Fellow- Postdoctoral
- Graduate Student
- Postbaccalaureate Fellow – Masters Level
- Postbaccalaureate Fellow – Bachelors Level
- Summer Intern
- Other (please specify)

3. Which of these best describes your ethnicity?

- Hispanic or Latino (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)
- Not Hispanic or Latino


4. Please select the racial category or categories with which you most closely identify. Check as many as apply.

- American Indian or Alaska Native  
(A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.)
- Asian  
(A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.)
- Black or African American  
(A person having origins in any of the black racial groups of Africa.)
- Native Hawaiian or other Pacific Islander  
(A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.)
- White  
(A person having origins in any of the original peoples of Europe, the Middle East, or North Africa)

5. Are you

- Female
- Male



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### 6. My Work Experience (Please rate)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am given a real opportunity to improve my skills in my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel encouraged to come up with new and better ways of doing things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work gives me a feeling of personal accomplishment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what is expected of me on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workload is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My talents are used well in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how my work relates to the agency's goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

The people I work with cooperate to get the job done.

7. NINR, My Agency (please rate)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Employees are recognized for providing high quality products and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees are protected from health and safety hazards on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My agency is successful at accomplishing its mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I recommend my organization as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the results of this survey will be used to make my agency a better place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. My Supervisor (please rate)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My supervisor supports my need to balance work and other life issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is committed to a workforce representative of all segments of society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors in my work unit support employee development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have trust and confidence in my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Overall, how good a job do you feel is being done by your immediate supervisor?

- Very Good
- Good
- Fair
- Poor
- Very Poor

10. Leadership (please rate)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization's senior leaders maintain high standards of honesty and integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers communicate the goals of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a high level of respect for my organization's senior leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leaders demonstrate support for Work-Life programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 11. My Satisfaction

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
How satisfied are you with your involvement in decisions that affect your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How satisfied are you with the information you receive from management on what's going on in your organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How satisfied are you with the recognition you receive for doing a good job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering everything, how satisfied are you with your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering everything, how satisfied are you with your pay?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering everything, how satisfied are you with your organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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## NINR Trainee Viewpoint Survey

### COVID-19 Pandemic: Background

12. During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite?

- 100% of my work time
- At least 75% but less than 100%
- At least 50% but less than 75%
- At least 25% but less than 50%
- Less than 25%
- I have not been physically present at my agency worksite during the pandemic


13. Select those that apply

	BEFORE the COVID-19 pandemic	DURING the PEAK of the pandemic	AS OF the date you responded to this survey
I telework every workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I telework 3 or 4 days per week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I telework 1 or 2 days per week	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I telework, but only about 1 or 2 days per month	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I telework very infrequently, on an unscheduled or short-term basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not telework because I have to be physically present on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not telework because I did not receive approval to do so, even though my job allows teleworking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not telework because I choose not to telework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. During the COVID-19 pandemic, what percentage of your total work time have you used leave in order to address other aspects of your life e.g. teaching children who moved to online only classes etc?

- 100% of my work time
- At least 75% but less than 100%
- At least 50% but less than 75%
- At least 25% but less than 50%
- Less than 25%
- None



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## NINR Trainee Viewpoint Survey

### COVID-19 Pandemic: Employee Supports


How has your organization supported your well-being needs during the COVID-19 pandemic?

15. For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	Needed and available to me	Needed, but not available to me	Not needed by me now
Expanded telework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded work schedule flexibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded leave policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More information on available leave policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded mental health resources (e.g., assistance with stress of COVID-19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Timely communication about possible COVID-19 illness at my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection of employees at higher risk for severe illness from COVID-19 exposure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rearranged workspaces to maximize social distancing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training for all employees on health and safety protocols	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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### During the COVID-19 pandemic my organization's senior leaders have...

Senior leader is defined as "the heads of departments/agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment and typically a member of the Senior Executive Service or equivalent."

16. During the COVID-19 pandemic my organization's senior leaders have...


	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
...demonstrated commitment to employee health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...supported policies and procedures to protect employee health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provided effective communications about the pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. During the COVID-19 pandemic my supervisor has...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
...shown concern for my health and safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...supported my efforts to stay healthy and safe while working.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...created an environment where I can voice my concerns about staying healthy and safe.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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## NINR Trainee Viewpoint Survey

### COVID-19 Pandemic: Work Supports

For each support listed choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those you needed but not available to you, and (3) those supports you have not currently needed.

18. How has your organization supported your work during the COVID-19 pandemic?

	Needed and available to me	Needed, but not available to me	Not needed by me now
Consistent communication (e.g., organizational status, what to expect)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training for new/changed work or work processes because of the pandemic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with commuting issues (e.g., alternatives to public transportation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Options for work/business travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information on remote work policies, procedures, and expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training on how to work remotely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded collaboration tools (e.g., video conferencing, teleconferencing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded training for using remote work tools and applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded Information Technology (IT) support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about data security policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Does the type of work you do require you to be physically present at a worksite?

- Yes
- No
- Other (please specify)



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## NINR Trainee Viewpoint Survey

### COVID Pandemic: Work Effects

20. How disruptive has the COVID-19 pandemic been to your ability to do your work?

- |                                 |   |
|---------------------------------|---|
| <input type="radio"/> Extremely | <input type="radio"/> Slightly          |
| <input type="radio"/> Very      | <input type="radio"/> Not at all        |
| <input type="radio"/> Somewhat  | <input type="radio"/> No Basis to Judge |

21. How have your work demands changed because of the COVID-19 pandemic?

- |  |  |
|--|--|
| <input type="radio"/> Greatly increased  | <input type="radio"/> Somewhat decreased |
| <input type="radio"/> Somewhat increased | <input type="radio"/> Greatly decreased  |
| <input type="radio"/> About the same     | <input type="radio"/> No Basis to Judge  |



24. In the phased return of employees to the agency worksite (i.e., opening up government), my organization has made employee safety a top priority.

- Strongly agree
- Disagree
- Agree
- Strongly disagree
- Neither agree nor disagree
- No basis to judge

25. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

- Strongly agree
- Disagree
- Agree
- Strongly disagree
- Neither agree nor disagree
- No basis to judge

26. During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

- I do not have responsibility for school-aged children
- Slightly
- Extremely
- Not at all
- Very
- Does not apply
- Somewhat

27. During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

- I do not have responsibility for children who need day care
- Slightly
- Extremely
- Not at all
- Very
- Does not apply
- Somewhat



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✓ Thank you for taking the survey.