



PIPELINE SURVEY

BE A PART OF HISTORY—LET YOUR VOICE BE HEARD!!!

The Council on Linkages Between Academia and Public Health Practice (Council) is conducting this survey in order to determine how, when, and why individuals enter, stay in, and leave the public health workforce. Your participation and perspectives will help us strengthen our nation's public health workforce.

A survey of this nature has never been attempted before! The information you provide will assist the Council and other organizations with developing effective recruitment and retention strategies for the US public health workforce!

PLEASE NOTE: Your responses to these questions are voluntary and will be confidential.

INSTRUCTIONS: It should take you approximately **20** minutes to complete the survey. **[START SURVEY!!!](#)**

QUESTIONS? Please email: workforcesurvey@phf.org. Thank you for your time!

DRAFT

1. **How many years have you been employed as a public health professional (e.g. government, private organization, academia)?**

Comment [PS1]: Adapted from a National Education Association (NEA) Survey.

2. **Have you ever been employed by a GOVERNMENTAL public health agency?**

- Yes
- No (Go to **question #7**)

3. **Are you currently employed by a GOVERNMENTAL public health agency?**

- Yes
- No (Go to **question #5**)

4. **How many years have you been employed by the GOVERNMENTAL public health agency for which you are currently working?**

Comment [PS2]: Adapted from NEA survey

5. **In total, how many years have you spent as an employee of a GOVERNMENTAL public health agency?**

Comment [PS3]: Adapted from NEA survey.

6. **Where were you immediately prior to entering the GOVERNMENTAL public health workforce? (SELECT ALL THAT APPLY)**

- High school
- Associate degree program
- Undergraduate program in Public Health
- Other undergraduate program
- Graduate program in Public Health
- Other graduate program
- Doctoral program in Public Health
- Other doctoral program
- Other advanced degree program (e.g. MD, JD, etc.)
- Other governmental agency
- Healthcare services
- Nonprofit organization
- Private industry
- Was employed by an academic institution

- Retired from a prior position
- Other (specify): _____

Internal Organizational Factors

7.	How much did these factors influence your decision to work with your current employer?	No Influence	1	2	3	4	5	6	7	8	9	A lot of Influence
		0										10
○	Job security											
○	Flexibility of work schedule											
○	Ability to telecommute											
○	Employee empowerment/autonomy											
○	Specific work functions or activities involved in your current position											
○	Identifying with the mission of the organization											
○	Immediate opportunity for advancement/promotion											
○	Future opportunities for promotion											
○	Opportunities for training/continuing education											
○	Competitive salary											
○	Competitive benefits											
○	Other (specify): _____											

Comment [PS4]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. *Journal of Public Health Mgmt & Practice, Vol. 15, #3, p.246-252.* Rural areas more likely to report losing staff because of inability to meet continuing education requirements & because of burn out.

External Factors

8.	How much did these factors influence your decision to work with your current employer?	No Influence	1	2	3	4	5	6	7	8	9	A lot of Influence
		0										10
○	Enjoy living in the area (e.g. climate, amenities, culture)											
○	Wanted to live close to family and friends											
○	I wanted a job in the public health field											
○	Needed a job, but it didn't matter if it was in public health											
○	Personal commitment to public service											

Comment [PS5]: Censullo et al. (2008). The Nursing Shortage. *Advances in Nursing Science, Vol 31, #4, p.E11-E18.* Suggests that nonresponsiveness to wage hikes affects the supply of nurses.

Comment [PS6]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. *Journal of Public Health Mgmt & Practice, Vol. 15, #3, p.246-252.* Rural EMTs more likely to cite desire to help others as influencing decision to do work in EMS as opposed to good pay & benefits.

<input type="radio"/>	Family member/role model was/is working in public health													
<input type="radio"/>	Other (specify): _____													

Comment [PS7]: Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. *Journal of Dental Educ*, 73 (2_suppl.) 23-36. Role models, and interest in underserved populations cited as affecting career choice of dental students.

Internal Organizational Factors

9.	<u>How much do these factors influence your decision to remain with your current employer?</u>	No Influence	1	2	3	4	5	6	7	8	9	A lot of Influence
		0										10
<input type="radio"/>	Job security											
<input type="radio"/>	Flexibility of work schedule											
<input type="radio"/>	Ability to telecommute											
<input type="radio"/>	Employee empowerment/autonomy											
<input type="radio"/>	Specific work functions or activities involved in your current position											
<input type="radio"/>	Identifying with the mission of the organization											
<input type="radio"/>	Immediate opportunity for advancement/promotion											
<input type="radio"/>	Future opportunities for promotion											
<input type="radio"/>	Opportunities for training/continuing education											
<input type="radio"/>	Competitive salary											
<input type="radio"/>	Competitive benefits											
<input type="radio"/>	Other (specify): _____											

Comment [PS8]: Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. *Wisconsin Medical Journal*, 107, #8, p. 1-6. Family member/role model that works in the field noted as affecting career choice.

Comment [PS9]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. *Journal of Public Health Mgmt & Practice*, Vol. 15, #3, p.246-252. Rural areas more likely to report losing staff because of inability to meet continuing education requirements & because of burn out.

External Factors

10.	<u>How much do these factors influence your decision to remain with your current employer?</u>	No Influence	1	2	3	4	5	6	7	8	9	A lot of Influence
		0										10
<input type="radio"/>	Enjoy living in the area (climate, amenities, culture, etc.)											
<input type="radio"/>	Wanted to live close to family and friends											
<input type="radio"/>	I wanted a job in the public health field											
<input type="radio"/>	Needed a job, but it didn't matter if it was in public health											
<input type="radio"/>	Personal commitment to public service											

Comment [PS10]: Censullo et al. (2008). The Nursing Shortage. *Advances in Nursing Science*, Vol 31, #4, p.E11-E18. Suggests that nonresponsiveness to wage hikes affects the supply of nurses.

Comment [PS11]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. *Journal of Public Health Mgmt & Practice*, Vol. 15, #3, p.246-252. Rural EMTs more likely to cite desire to help others as influencing decision to do work in EMS as opposed to good pay & benefits.

<input type="radio"/>	Family member/role model was/is working in public health																			
<input type="radio"/>	Other (specify): _____																			

Comment [PS12]: Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. *Wisconsin Medical Journal*, 107, #8, p. 1-6. Family member/role model that works in the field noted as affecting career choice.

11. Please rate how strongly you agree or disagree with the following statement about leadership in your organization:	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/> There is an atmosphere of trust and mutual respect within the organization					
<input type="radio"/> Management and staff have a shared vision					
<input type="radio"/> Employees are held to high professional standards for the work they do					
<input type="radio"/> Employee performance evaluations are handled in an appropriate manner					
<input type="radio"/> The procedures for employee performance evaluations are consistent					
<input type="radio"/> Employees receive information that can help them improve their performance					

Comment [PS13]: Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. *Journal of Dental Educ*, 73 (2_suppl.) 23-36. Role models, and interest in underserved populations cited as affecting career choice of dental students.

12. Management in the organization makes a sustained effort to address employee concerns about:	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/> Facilities and resources					
<input type="radio"/> Professional development					
<input type="radio"/> Employee empowerment /Autonomy					
<input type="radio"/> Leadership issues					
<input type="radio"/> New employee support					

Comment [PS14]: 7-10 Adapted from NEA survey

Comment [PS15]: Adapted from NEA survey

13. Please rate how strongly you agree or disagree with the following statements about professional development in your organization:	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/> Sufficient funds and resources are available to allow employees to take advantage of professional development activities					
<input type="radio"/> Adequate time is provided for professional development					
<input type="radio"/> Employees have sufficient training to fully utilize technology needed for their work					
<input type="radio"/> Employees are provided with opportunities to learn from one another					
<input type="radio"/> Professional development provides employees with the knowledge and skills most needed to do their work effectively					

Comment [PS16]: Adapted from NEA survey

DEMOGRAPHICS

Your responses to these questions will help us better understand the characteristics of the individuals completing this survey. Demographic information will **NOT** be linked to any identifier data and will only be used in summary manner.

Please Note: You can select more than one response for the following categories: race, work setting, and professional role.

Comment [PS17]: From CCs feedback site 2008

14. Gender:

- Male
- Female

15. Race (SELECT ALL THAT APPLY):

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

16. Ethnicity (Hispanic, Latino or Spanish origin):

- Yes
- No

Comment [PS18]: Data Harmonization- Center Of Excellence – University of Kentucky

17. Age Group:

- 18-24
- 25-34
- 35-44
- 45-54
- 55+

Comment [PS19]: Core Competencies demographics questions (2008).

18. Current work setting (SELECT ALL THAT APPLY):

- Academic institution
- Government-federal
- Government-state
- Government-local
- Government-territory

- Government-tribal
- Healthcare services
- Nonprofit organization
- Private industry
- Other (specify): _____

Comment [PS20]: Core Competencies demographics questions (2008).

19. Primary professional role(s) (SELECT ALL THAT APPLY):

- Administrative Support Staff
- Administrator/Director/Manager
- Allied Health Professional
- Biostatistician/Epidemiologist/Statistician
- Data Analyst
- Environmental Health Specialist
- Emergency Responder
- Faculty/Educator
- Health Educator
- Laboratory Professional
- Nurse
- Physician
- Public Health Service Provider (non-clinical)
- Researcher
- Other (specify): _____

Comment [PS21]: Core Competencies demographics questions (2008).

20. What was the highest level of education you had completed WHEN YOU FIRST BECAME A PUBLIC HEALTH PROFESSIONAL?

- High school
- Associate degree
- Bachelor's degree in Public Health
- Other bachelor's degree
- Master's degree in Public Health
- Other master's degree
- Doctoral degree in Public Health
- Other doctoral degree
- Other advanced degree (e.g. MD, JD, etc.)

Comment [PS22]: Core Competencies demographics questions (2008) and NEA Survey.

21. Current education level (HIGHEST ATTAINED):

- High school
- Associate degree
- Bachelor's degree in Public Health
- Other bachelor's degree
- Master's degree in Public Health
- Other master's degree
- Doctoral degree in Public Health
- Other doctoral degree
- Other advanced degree (e.g. MD, JD, etc.)

22. In your current position you are a:

- Full time employee
- Part time employee
- Contractual worker
- Volunteer

23. State/territory where you WORK:

Comment [PS23]: Drop down menu of states and territories will be provided.

24. Zip code of where you WORK:

Comment [PS24]: Respondents will be given the option to type in their zip code

25. The jurisdiction served by your current employer is:

- Local (e.g. county, municipality, township) (Go to **question #26**)
- District/region within a state (Go to **question #26**)
- State (Go to **question #27**)
- Multi-state (Go to **question #27**)
- National (Go to **question #27**)

26. How large is the jurisdiction served by your organization?

- <25,000 people
- 25,000-49,999
- 50,000-99,999
- 100,000-249,000
- 250,000-499,999
- 500,000-999,999

Comment [PS25]: A drop-down menu with the ranges listed below can be provided

- o 1,000,000+

27. How large is your organization?

- o Not sure/Unknown
- o Less than 25 people
- o 25-99
- o 100-499
- o 500-999
- o 1,000-9,999
- o 10,000 or more

Comment [PS26]: Ranges adapted from 2008 NACCHO profile of local health departments

28. Is there anything else you would like to tell us that we did not ask?

Comment [PS27]: Open-ended (FOR PILOT).

Thank you for taking the survey!!!

DRAFT