



INTRODUCTION

1. How many years have you been employed as a public health professional?

- 0-2
- 3-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-30
- 31+

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?

- 0-2
- 3-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-30
- 31+

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

- 0-2
- 3-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-30
- 31+

6. Where were you immediately prior to entering the governmental public health workforce?

- 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 or Equivalent
- Other Governmental Agency
- Healthcare Services
- Nonprofit Organization
- Private Industry
- Other. Please Specify: _____

7.	<u>I chose to work in my current organization because of...</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	
i.	Salary and Benefits						Comment [PS2]: Censullo et al. (2008). The Nursing Shortage. <i>Advances in Nursing Science</i> , Vol 31, #4, p.E11-E18. Suggests that nonresponsiveness wage hikes affects supply of nurses.
ii.	Geographic Location						
iii.	Job Security						Comment [PS3]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. <i>Journal of Public Health Mgmt & Practice</i> , 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.
iv.	Flexibility of Work Schedule						
v.	The Fact that I Needed a Job						Comment [PS4]: Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. <i>Wisconsin Med</i> ... [1]
vi.	Personal Commitment to Public Service						
vii.	Family Member/Role Model was/is working in Public Health						Comment [PS5]: Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. <i>Journal of Dental Educ</i> , ... [2]
viii.	Employee Empowerment/Autonomy						
ix.	Identify with the Mission of the Organization						Comment [PS6]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors ... [3]
x.	Promotion						
xi.	Opportunities for Advancement						Comment [PS7]: Censullo et al. (2008). The Nursing Shortage. <i>Advances in Nursing Science</i> , Vol 31, #4 p.E11-E18 –suggests that nonresponsiveness ... [4]
xii.	Opportunities for Training/Continuing Education						
8.	<u>I remain in my current organization because of...</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	
i.	Salary and Benefits						Comment [PS8]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors ... [5]
ii.	Geographic Location						
iii.	Job Security						Comment [PS9]: Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. <i>Wisconsin Med</i> ... [6]
iv.	Flexibility of Work Schedule						
v.	The Fact that I Need the Job						Comment [PS10]: Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. <i>Journal of Dental Educ</i> , ... [7]
vi.	Personal Commitment to Public Service						
vii.	Family Member/Role Model was/is working in Public Health						Comment [PS11]: Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors ... [8]
viii.	Employee Empowerment/Autonomy						
ix.	Identify with the Mission of the Organization						
x.	Promotion						
xi.	Opportunities for Advancement						
xii.	Opportunities for Training/Continuing Education						

9.	<u>Please rate how strongly you agree or disagree with the following statement about leadership in your organization:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
	a. There is an atmosphere of trust and mutual respect within the organization					
	b. Management and staff have a shared vision					
	c. Employees are held to high professional standards for the work they do					
	d. Employee performance evaluations are handled in an appropriate manner					
	e. The procedures for employee performance evaluations are consistent					
	f. Employees receive information that can help them improve their performance					
10.	<u>Management in the organization makes a sustained effort to address employee concerns about:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
	a. Facilities and resources					
	b. Professional development					
	c. Employee empowerment /Autonomy					
	d. Leadership issues					
	e. New employee support					
11.	<u>Please rate how strongly you agree or disagree with the following statements about professional development in your organization:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
	a. Sufficient funds and resources are available to allow employees to take advantage of professional development activities					
	b. Adequate time is provided for professional development					
	c. Employees have sufficient training to fully utilize technology needed for their work					
	d. Employees are provided with opportunities to learn from one another					
	e. Professional development provides employees with the knowledge and skills most needed to do their work effectively					

DEMOGRAPHICS

I. Gender:

- Male
- Female

II. Race (Select all that apply):

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

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

- Yes
- No

Comment [PS12]: Data Harmonization- Center Of Excellence – University of KY

IV. Age Group:

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

V. 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

- None of the Above

VI. Professional role (select all that apply):

- Administrative Support Staff
- Administrator/Director/Manager
- Allied Health Professional
- Biostatistician/Epidemiologist/Statistician
- Computer Specialist
- Environmental Health Specialist
- Emergency Responder
- Faculty/Educator
- Health Educator
- Informatician
- Laboratory Professional
- Nurse
- Physician
- Public Health Service Provider (non-clinical)
- Other

Comment [PS13]: Adapted from Core Competencies demographics questions (2008).

VII. What was the highest level of education you had 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 or Equivalent

Comment [PS14]: Adapted from Core Competencies demographics questions (2008) + NEA Survey.

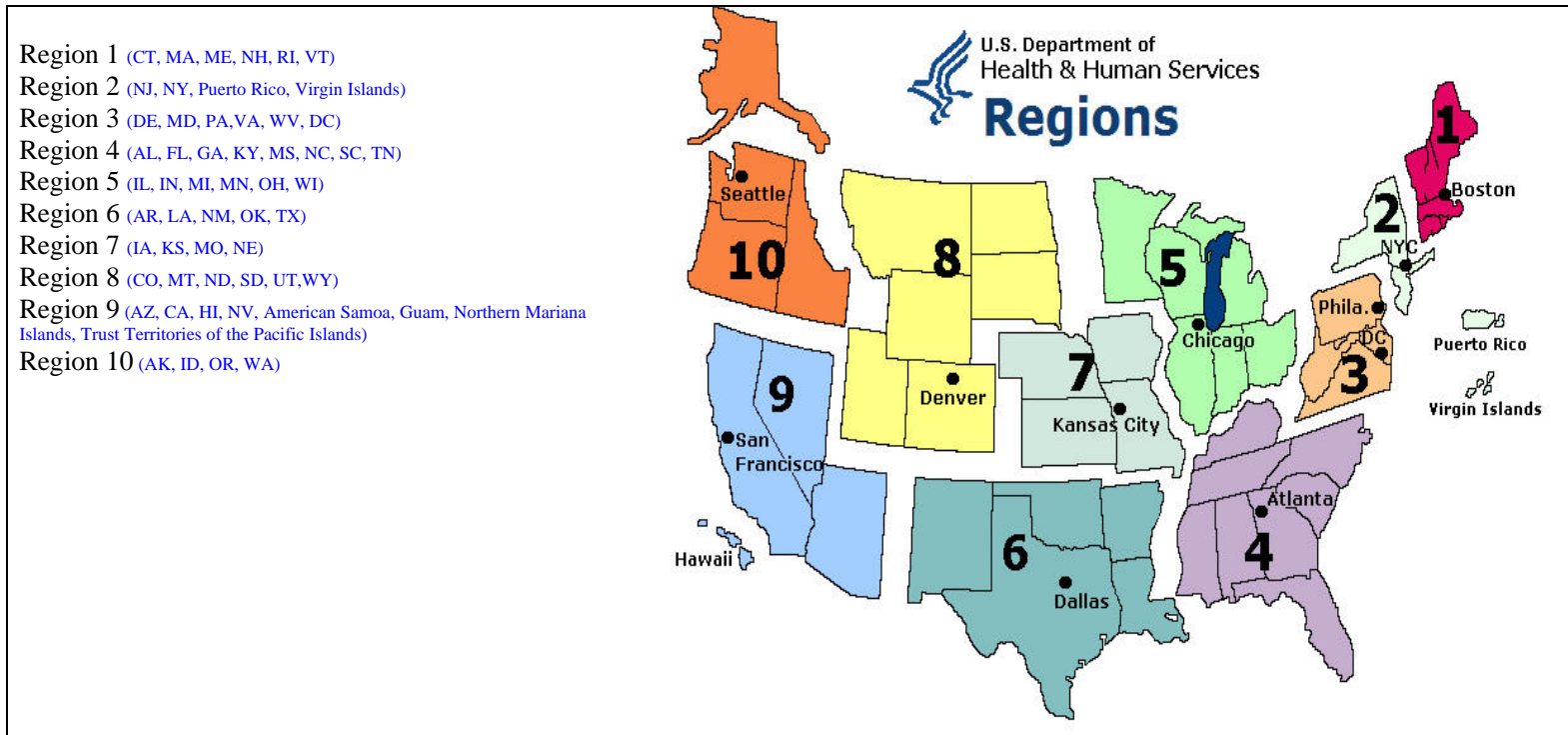
VIII. Education level (highest attained):

- High school
- Associate degree
- Bachelor's degree

- Master's degree
- Doctoral degree or Equivalent
- Other advanced degree

IX. Please indicate which US Department of Health and Human Services (HHS) region you work in:

Comment [PS15]: Jennifer Stanley's idea to include this question to help us identify areas where best practices are enforced & show us where gaps lie.



Source: <http://www.hhs.gov/about/regionmap.html>

X. In my current position I am a:

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

XI. The community served by my current employer is primarily (check all that apply):

- Rural
- Urban
- Suburban

Thank you for taking the survey!!!

Page 3: [1] Comment [PS4]	Pamela Saungweme	5/29/2009 8:05:00 PM
Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. <i>Wisconsin Medical Journal</i> , 107, #8, p. 1-6. Family member/role model that works in the field noted as affecting career choice.		
Page 3: [2] Comment [PS5]	PSaungweme	5/29/2009 7:47:00 PM
Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. <i>Journal of Dental Educ</i> , 73 (2_suppl.) 23-36. Role models, and interest in underserved populations cited as affecting career choice of dental students.		
Page 3: [3] Comment [PS6]	PSaungweme	5/29/2009 8:06:00 PM
Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. <i>Journal of Public Health Mgmt & Practice</i> , 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.		
Page 3: [4] Comment [PS7]	PSaungweme	5/29/2009 7:44:00 PM
Censullo et al. (2008). The Nursing Shortage. <i>Advances in Nursing Science</i> , Vol 31, #4 p.E11-E18 – suggests that nonresponsiveness to wage hikes is affecting supply of nurses		
Page 3: [5] Comment [PS8]	PSaungweme	5/29/2009 7:45:00 PM
Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. <i>Journal of Public Health Mgmt & Practice</i> , 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.		
Page 3: [6] Comment [PS9]	Pamela Saungweme	5/29/2009 8:06:00 PM
Knox et al. (2008). Short Report: Factors That Affect Specialty Choice & Career Plans of WI Medical Students. <i>Wisconsin Medical Journal</i> , 107, #8, p. 1-6. Family member/role model that works in the field noted as affecting career choice.		
Page 3: [7] Comment [PS10]	PSaungweme	5/29/2009 7:47:00 PM
Carreon et al. (2009). Evaluation Framework for the Dental Pipeline Program with Literature Review. <i>Journal of Dental Educ</i> , 73 (2_suppl.) 23-36. Role models, and interest in underserved populations cited as affecting career choice of dental students.		
Page 3: [8] Comment [PS11]	PSaungweme	5/29/2009 8:06:00 PM
Freeman et al. (2009). Recruitment and Retention in Rural and Urban EMS: Results from a National Survey of EMS Directors. <i>Journal of Public Health Mgmt & Practice</i> , 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.		