

2016 Big Cities Health Coalition/ de Beaumont Workforce Project Survey

Q1 You are invited to take part in a research survey about the governmental public health workforce. You will be asked to complete an online survey. Your participation will require approximately 25 minutes and will be completed online at your computer. There are no known risks or discomforts associated with this survey. Taking part in this study is completely voluntary. If you choose to not participate in the study you can withdraw at any time without adversely affecting your relationship with anyone at your health department or the Big Cities Health Coalition. Your responses will be kept strictly confidential, and digital data will be stored in secure computer files. Any report of this research that is made available to the public will not include your name or any other individual information by which you could be identified. If you have questions or want a copy or summary of this study's results, you can contact the principal investigator, Meghan McGinty at mmcginty@naccho.org or the New York City Department of Health and Mental Hygiene's Institutional Research Board at 347-396-6118 or irbadmin@health.nyc.gov. Please feel free to print a copy of this consent page to keep for your records.

Q2 Clicking the "Yes" button below indicates that you are 18 years of age or older, and indicates your consent to participate in this survey. Click "No" if you do not consent to participate in this survey. Then click the "Next" button.

- ☐ Yes
- ☐ No

Q3 Do you currently directly supervise any staff?

- ☐ Yes
- ☐ No

Q4 How many staff do you currently supervise?

Q5 How many staff do you directly supervise whose highest level of education is a master's degree? Do not include staff you indirectly supervise. Do not include any staff that you supervise who have completed any education beyond a master's degree (e.g., exclude employees who have earned a master's degree and a doctoral degree such as PhD, DrPH, MD, JD, etc.). (Enter a whole number only).

Q6 To the best of your knowledge, for the staff members that you directly supervise whose highest level of education is a master's degree, please identify the degrees your staff members possess. Please indicate an answer for each degree listed below. If you are unsure whether any of the staff you directly supervise have earned a particular degree, select "Don't Know."

	Yes	No	Don't Know
Master of Public Health (MPH)/Master of Science in Public Health (MSPH)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Health Services Administration (MHSA)/Master of Health Administration (MHA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Health Science (MHS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Health Informatics (MHI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Social Work (MSW)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Science in Nursing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Public Policy (MPP)/ Master of Public Administration (MPA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Arts (MA)/Master of Science (MS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Master of Business Administration (MBA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Master's Degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7 The aim of this survey is to identify essential skills needed by professional staff to perform programmatic work and to characterize existing gaps in the knowledge, skills, and abilities of these professionals. The following questions pertain to the professional staff members you directly supervise whose highest level of education is a master's degree. In your responses, do not include staff who have completed any education beyond a master's degree (e.g., exclude employees who have earned doctoral degrees such as PhD, DrPH, MD or JD in addition to a master's degree). If you directly supervise more than one employee, select the answer that applies to your staff overall.

Q8 Of the staff you directly supervise whose highest level of education is a master's degree, please rate the importance of the following skills to their current position and indicate their ability level. If you directly supervise more than one employee who meets this criteria, indicate the importance of each skill and the ability level overall across your staff.

Overall, how <u>essential</u> is this skill to your staff's day-to-day work? If they do not need the skill at all to do their job, it is <i>not applicable</i> . If your staff cannot do their job without this skill, it is <i>essential</i> .				<u>If this skill is somewhat important or essential</u> , what is your staff's current ability (overall) to perform this skill? Ability levels are defined as follows: <i>Not applicable</i> - not required to perform this skill. <i>Unable to perform</i> - lacking the capability to perform. <i>Beginner/Novice</i> - able to perform with assistance. <i>Proficient</i> - able to perform independently. <i>Expert</i> - able to assist or teach others.				
Not Applicable	Not at all important	Somewhat Important	Essential	Not applicable	Unable to perform	Beginner/ Novice	Proficient	Expert

- Orally communicating ideas and information in a way that different audiences can understand.
 - Communicating ideas and information in writing in a way that different audiences can understand.
 - Orally communicating in a way that persuades others to act.
 - Communicating in writing in a way that persuades others to act
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- Gathering reliable information to answer questions.
 - Assessing the broad array of factors that influence specific public health problems.
 - Finding evidence on public health efforts that work.
 - Interpreting public health data to answer questions.
 - Applying evidence-based approaches to solve public health issues.
 - Understanding the non-health consequences of public health policies or programs
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- Developing policies and program options.
 - Understanding the relationship between a policy and a public health problem.
 - Determining the feasibility of policies, services and programs.
 - Understanding the political system within which health departments operate.
 - Selecting policies, services and programs for implementation.
 - Implementing policies, services and programs.
 - Assessing and evaluating the effectiveness of policies, services and programs.
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- Demonstrating racial humility.
 - Collaborating with diverse communities to identify and solve health problems.
 - Addressing the needs of diverse populations in a culturally sensitive way.
 - Engaging staff throughout the health department to collaborate on projects
 - Engaging health and medical partners outside the health department to collaborate on projects.
 - Engaging multi-sector partners (e.g., business, transportation, housing, education) to collaborate and solve problems.
 - Assessing and building the capacity of community partners.
 - Anticipating changes in the environment (physical, political, environmental) that may influence their work.
 - Adapting in response to dynamic, evolving circumstances.
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- Developing and managing contractual agreements with external parties (e.g., grants and contracts).
 - Ensuring that programs are managed within the current and forecasted budget constraints.
 - Applying quality improvement concepts in their work.

Q9 Please list any other cross-cutting skills, knowledge, or abilities not listed above that you believe are required of the employees you directly supervise whose highest level of education is a master's degree. Cross cutting skills, knowledge, and abilities are those that are broadly applicable (i.e., are not specific to a particular programmatic area).

Q10 If you supervise multiple masters-level staff, do their job responsibilities vary widely? If their responsibilities vary widely, please explain how they are different.

Q11 If you supervise multiple masters-level staff, do their skill levels vary widely? If their skills vary widely, please describe how and why.

Q12 The following questions pertain to you, not your employees. Please tell us about your role as a supervisor, your experience and education, and your demographics.

Q13 What is your title?

Q14 Briefly describe your role in the health department (2-3 sentences).

Q15 From the list below, please select the program area(s)* that you supervise (select all that apply).

- ☐ Communicable/infectious disease (HIV, STD, TB, other)
- ☐ Non-communicable disease/chronic disease
- ☐ Injury/violence
- ☐ Environmental health (vector control, food protection, lead poisoning/prevention, other)
- ☐ Maternal and child health (non-clinical activities)
- ☐ Oral health (non-clinical dental services)
- ☐ Clinical services (Specifically: TB, STD, HIV, family planning, immunizations, dental, mental health or primary care)
- ☐ Informatics/information technology
- ☐ Administration/administrative support (finance, human resources, facilities, fleet management, etc.)
- ☐ Mental/ behavioral health
- ☐ Substance abuse (includes tobacco control programs)
- ☐ Refugee health
- ☐ Vital records
- ☐ Laboratory
- ☐ Medical examiner
- ☐ Animal control
- ☐ Emergency preparedness
- ☐ Epidemiology/surveillance
- ☐ Program evaluation
- ☐ Health education
- ☐ Health promotion or wellness
- ☐ Community health assessment or planning
- ☐ Training or workforce development
- ☐ Other (specify) _____

Q16 What is the approximate annual budget of the program area(s) you supervise? Enter a number only. Do not include the \$ symbol. (e.g. 1,500,000)

Q17 How many years of experience do you have working in public health?

Q18 How many years of experience do you have as a supervisor?

Q19 What is the highest degree or level of school you have completed? (select one)

- ☐ High school or less
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctoral degree
- ☐ Other (please specify) _____
- ☐ Decline to answer

Q20 Do you have training in public health from a school or program of public health?

- ☐ Yes
- ☐ No
- ☐ Don't Know

Q21 Is your training in public health from a Council on Education for Public Health (CEPH)-accredited program or school of public health? Accreditation is an effort to assess the quality of universities and their academic programs by measuring them against and ensuring they meet agreed-upon standards and criteria. The CEPH accredits public health schools and programs. [Click here for a list of CEPH accredited schools and programs.](#)

- ☐ Yes
- ☐ No
- ☐ Don't know

Q22 What public health degree(s), certificates, or training have you earned from a CEPH-accredited program or school of public health? (check all that apply)

- ☐ Bachelor's degree in Public Health (BPH, BSPH, BAPH, BA or BS)
- ☐ Master of Public Health (MPH)
- ☐ Master of Health Services Administration (MSPH)/Master of Health Science (MHS)
- ☐ Master of Health Administration (MHA)/Master of Health Services Administration (MHSA)
- ☐ Master of Health Informatics (MHI)
- ☐ Master of Science (MS)
- ☐ Master of Arts (MA)
- ☐ Doctor of Philosophy (PhD)
- ☐ Doctor of Public Health (DrPH or DPH)
- ☐ Doctor of Science (ScD)
- ☐ Other public health doctoral degree (fill in) _____
- ☐ Dual Degree (fill in) _____
- ☐ Public health and preventative medicine residency
- ☐ Certificate program (fill in) _____
- ☐ Other public health training from an CEPH-accredited school or program of public health (fill in) _____

Q23 What was your area of study?

- ☐ General Public Health
- ☐ Epidemiology
- ☐ Biostatistics
- ☐ Environmental health sciences
- ☐ Health policy and management
- ☐ Health services administration
- ☐ Health behavior, education and promotion
- ☐ Mental health
- ☐ Maternal and child health
- ☐ Informatics
- ☐ Emergency preparedness
- ☐ Global health
- ☐ Other _____

Q24 What is your gender?

- ☐ Male
- ☐ Female
- ☐ Trans Male
- ☐ Trans Female
- ☐ Not listed, please specify _____
- ☐ Decline to answer

Q25 What was your sex at birth?

- ☐ Male
- ☐ Female
- ☐ Decline to answer

Q26 What is your ethnicity? (Select one)

- ☐ African-American
- ☐ Asian
- ☐ Native Hawaiian or other Pacific Islander (NHOPI)
- ☐ Native American
- ☐ Latino/a
- ☐ White
- ☐ Multi-ethnic
- ☐ Decline to answer

Q27 How old are you? (Enter whole numbers only.)

Q28 Is there anything else you would like to tell us? (open comment box)