Public Health Workforce Interests and Needs Survey

Section I: Workplace Environment

Q1. Does your health department do any of the following? Check all that apply.
- Require continuing education
- Include education and training objectives in performance reviews
- Allow use of working hours to participate in training
- Pay travel/registration fees for trainings
- Provide on-site training
- Have staff position(s) responsible for internal training
- Provide recognition of achievement
- Other ____________________
Q2. Please rate your level of agreement with the following items:

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I know how my work relates to the agency's goals and priorities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The work I do is important.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Creativity and innovation are rewarded.</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Communication between senior leadership and employees is good in my organization.</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>○</td>
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<tr>
<td>Supervisors/team leaders work well with employees of different backgrounds.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Supervisors/team leaders in my work unit support employee development.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>My training needs are assessed.</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Employees have sufficient training to fully utilize technology needed for their work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>○</td>
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<tr>
<td>Employees learn from one another as they do their work.</td>
<td>○</td>
<td>○</td>
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<tr>
<td>My supervisor supports my need to balance work and family</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>issues.</td>
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<tr>
<td>My workload is reasonable.</td>
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<tr>
<td>My supervisor/team leader provides me with opportunities to</td>
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<tr>
<td>demonstrate my leadership skills.</td>
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<td>I am inspired to meet my goals at work.</td>
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<td>I feel completely involved in my work.</td>
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<tr>
<td>I am determined to give my best effort at work every day.</td>
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<tr>
<td>I am satisfied that I have the opportunities to apply my</td>
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<tr>
<td>talents and expertise.</td>
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<tr>
<td>My supervisor and I have a good working relationship.</td>
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<tr>
<td>My supervisor/team leader treats me with respect.</td>
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<tr>
<td>My co-workers and I have a good working relationship.</td>
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<tr>
<td>I recommend my organization as a good place to work.</td>
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</tbody>
</table>

Q3. If you wish, you may provide comments about your workplace environment below.
Q4. Considering everything, how satisfied are you with:

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither dissatisfied nor satisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your job?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Your organization?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Your pay?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Your job security?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Q5. If you wish, you may provide comments below about your level of job satisfaction.
Q6. Think of your job in general. All in all, what is it like most of the time? For each descriptor please indicate yes if it describes the job, no if it doesn't describe the job, or cannot decide.

<table>
<thead>
<tr>
<th>Descriptor</th>
<th>No</th>
<th>Yes</th>
<th>Cannot decide</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Undesirable</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Better than most</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Disagreeable</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Makes me content</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Excellent</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Enjoyable</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Poor</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
Q7. Please indicate how important EACH of these factors was in making your ORIGINAL decision to work in public health

<table>
<thead>
<tr>
<th>Factor</th>
<th>Not at all important</th>
<th>Somewhat unimportant</th>
<th>Somewhat important</th>
<th>Very important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Desire to work in public health</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Desire to make a difference</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Importance of public health</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Status of public health practitioners</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Learning about public health in college</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunity to use my skills</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Beginning salary &amp; benefits</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Advancement opportunities</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Job security in public health</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Extensive variety of job opportunities in public health</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Lack of other career options</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Other (please specify)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Section II: Workforce Priorities
Q8. Please rate the following items in terms of importance to your current position and your current skill level. These items have been adapted from the Core Competencies for public health professionals. Please note, skill levels are defined as follows:

- Not applicable: current position does not require performing this item
- Unable to perform: lacking the necessary skills to perform
- Beginner: able to perform with assistance
- Proficient: able to perform independently
- Expert: able to assist or teach others

<table>
<thead>
<tr>
<th>Item</th>
<th>How important is this item in your day-to-day work?</th>
<th>What is your current skill level for this item?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicating ideas and information in a way that different audiences can understand.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communicating in a way that persuades others to act.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborating with diverse communities to identify and solve health problems.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Addressing the needs of diverse populations in a culturally sensitive way.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessing the broad array of factors that influence specific public health problems.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Understanding</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

```markdown
<table>
<thead>
<tr>
<th></th>
<th>Not important</th>
<th>Somewhat unimportant</th>
<th>Somewhat important</th>
<th>Very important</th>
<th>Not applicable</th>
<th>Unable to perform</th>
<th>Beginner</th>
<th>Proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicating ideas and information in a way that different audiences can understand.</td>
<td></td>
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<tr>
<td>Communicating in a way that persuades others to act.</td>
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<tr>
<td>Collaborating with diverse communities to identify and solve health problems.</td>
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<tr>
<td>Addressing the needs of diverse populations in a culturally sensitive way.</td>
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<tr>
<td>Assessing the broad array of factors that influence specific public health problems.</td>
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<tr>
<td>Understanding</td>
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</tbody>
</table>
```
the relationship between a new policy and many types of public health problems.

Engaging staff within your health department to collaborate on projects.

Engaging partners outside your health department to collaborate on projects.

Managing change in response to dynamic, evolving circumstances.

Anticipating the changes in your environment (physical, political, environmental) that may influence your work.

Gathering reliable information to answer questions.

Interpreting public health data to answer questions.

Finding evidence on public health efforts that
<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applying evidence-based</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>approaches to solve public</td>
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<tr>
<td>health issues.</td>
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<tr>
<td>Applying quality improvement</td>
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<tr>
<td>concepts in my work.</td>
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<tr>
<td>Influencing policy development.</td>
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<tr>
<td>Preparing a program budget with</td>
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<tr>
<td>justification.</td>
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<tr>
<td>Ensuring that programs are</td>
<td></td>
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<tr>
<td>managed within the current and</td>
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<tr>
<td>forecasted budget constraints.</td>
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</tbody>
</table>

Q9. What (if any) additional skills would you like to gain or strengthen to achieve your career goals?

Section III: Trends
Q10. How much, if anything, have you heard about the following trends in public health?

<table>
<thead>
<tr>
<th>Trend</th>
<th>Nothing at all</th>
<th>Not much</th>
<th>A little</th>
<th>A lot</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cross-jurisdictional sharing of public health services</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Fostering a culture of quality improvement (QI)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leveraging electronic health information</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Public Health Systems and Services Research (PHSSR)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Public health and primary care integration</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Evidence-Based Public Health Practice (EBPH)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Health in All Policies (HiAP)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Implementation of the Affordable Care Act</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q10.1 Please rate the following trends in terms of importance, impact on your work, and perceived level of emphasis.

Q11. In the past year, have you personally served as a preceptor or host for a student completing a practicum. A practicum can be defined as a planned, supervised, and evaluated practice experience that is part of a professional public health degree program.

○ Yes
○ No
Q11.1 Considering the work involved in arranging the practicum and supervising the student, as well as the contributions the student made to the department, how would you rate the overall value of the practicum to the health department?
- The work required to host the practicum outweighed the benefit a lot.
- The work required to host the practicum outweighed the benefit a little.
- The work required to host the practicum was equal to the benefit.
- The benefit to the department outweighed the work required to host the practicum a little.
- The benefit to the department outweighed the work required to host the practicum a lot.

Q12. In the past year, have you worked with members of the academic community (faculty/staff/students) on public health practice issues?
- Yes
- No

Q12.1 To what extent was this collaboration helpful to you in your work?
- Not at all helpful
- Not very helpful
- Somewhat helpful
- Very helpful

Q13. In your opinion, to what extent will the Affordable Care Act result in the following?

<table>
<thead>
<tr>
<th>It will change the day-to-day operations of my health department</th>
<th>Not at all</th>
<th>Not too much</th>
<th>A fair amount</th>
<th>A great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td>It will change the skills I need to do my job</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>My health department focus more on clinical care</td>
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</tr>
<tr>
<td>My health department focus more on population-oriented services</td>
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<td></td>
</tr>
</tbody>
</table>

Section IV: Demographics
Please remember that your responses will remain anonymous.

Q14. What is your supervisory status? Please note, supervisory levels are defined as follows:
-- Non-supervisor: you do not supervise other employees;
-- Team leader: you provide employees with day-to-day guidance in work projects, but do not have official supervisory responsibility or conduct performance appraisals;
-- Supervisor: you are responsible for employees’ performance appraisals and approval of their leave, but you do not supervise other supervisors;
-- Manager: you are in a management position and supervise one or more supervisors; and
-- Executive: member of Senior Executive Service or equivalent.

☐ Non-supervisor
☐ Team leader
☐ Supervisor
☐ Manager
☐ Executive
Q14.1 How many staff do you oversee as direct reports? (whole numbers only)
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- Over 20

Q14.1a Please specify how many staff do you oversee as direct reports? (whole numbers only)
Q14.2 Please specify how many staff you oversee overall (whole numbers only), including direct reports, those who report to the direct reports, etc.

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
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- 26
- 27
- 28
- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36
- 37
- 38
- 39
- 40
- 41
Q14.2a Please specify how many staff you oversee overall (whole numbers only), including direct reports, those who report to direct reports, etc.

- 86
- 87
- 88
- 89
- 90
- 91
- 92
- 93
- 94
- 95
- 96
- 97
- 98
- 99
- 100
- Over 100

Q15. What is your gender?
- Male
- Female

Q16. Are you Hispanic or Latino?
- No
- Yes

Q17. Please select the racial category or categories with which you most identify.
- White
- Black or African American
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaska Native
- Two or more races
Q18. What is your age in years? Please round to the nearest whole year.
- 18 or below
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
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- 60
Q19. Please move the sliders to indicate how long you have been in each of the following (in years). Please round to the nearest year.

- In your current position
- With your current agency in total (in any position)
- In public health practice in total (in any agency, in any position)

Q20. In years, please indicate how long you have been in public health management in total (in any agency, in any public health Manager or Executive position). Please round to the nearest year.

- 1
Q21. I am planning to retire in:
- 2014
- 2015
- 2016
- 2017
- 2018
- 2019
- I am not planning to retire before 2020

Q22. Are you considering leaving your organization within the next year, and if so, why?
- No
- Yes, to retire
- Yes, to take another governmental job (in public health)
- Yes, to take another governmental job (not in public health)
- Yes, to take a non-governmental job (in public health)
- Yes, to take a non-governmental job (not in public health)
- Yes, other ____________________

Q23. Which of the following better describes your employment status?
- Contractor employed by third party rendering services to the health department
- Permanent staff employed directly by the health department
- Intern employed directly by the health department
- Temporary staff employed directly by the health department

Q24. Is your position a bargaining unit (union) position?
- Yes
- No

Q25. Are you currently employed full-time at the public health department?
- Yes
- No

Q25.1 Please indicate what percent time you are working at the public health department. (e.g., 50% for half-time [.5 FTE], 100% for full-time [1.0 FTE])
______ Part-time percentage

Q26. Is your pay based on an annual salary or hourly wage?
- Annual salary
- Hourly wage
Q26.1 What is your current annual salary?
- Less than $25,000
- $25,000 - $35,000
- $35,000.01 - $45,000
- $45,000.01 - $55,000
- $55,000.01 - $65,000
- $65,000.01 - $75,000
- $75,000.01 - $85,000
- $85,000.01 - $95,000
- $95,000.01 - $105,000
- $105,000.01 - $115,000
- $115,000.01 - $125,000
- $125,000.01 - $135,000
- $135,000.01 - $145,000
- More than $145,000

Q26.1 What is your current hourly wage?
- Less than $12.50
- $12.51 - $17.50
- $17.51 - $22.50
- $22.51 - $27.50
- $27.51 - $32.50
- $32.51 - $37.50
- $37.51 - $42.50
- $42.51 - $47.50
- $47.51 - $52.50
- $52.51 - $57.50
- $57.51 - $62.50
- $62.51 - $67.50
- $67.51 - $72.50
- More than $72.50
Q27. Please identify the classification that best represents your role in the organization.

- Animal Control Worker
- Behavioral Health Professional
- Business Support - Accountant/Fiscal
- Clerical Personnel - Administrative Assistant
- Clerical Personnel - Secretary
- Community Health Worker
- Custodian
- Department/Bureau Director
- Deputy Director
- Engineer
- Environmentalist
- Epidemiologist
- Grant and Contracts Specialist
- Health Educator
- Home Health Worker
- Health Officer
- Human Resources Personnel
- Information Technology Specialist
- Laboratory Aide/Assistant
- Laboratory Developmental Scientist
- Laboratory Scientist - Manager
- Laboratory Scientist/Medical Technologist
- Laboratory Scientist - Supervisor
- Laboratory Technician
- Licensed Practical/Vocational Nurse
- Medical Examiner
- Nutritionist
- Other
- Other Business Support Services
- Other Facilities/Operations worker
- Other Management and Leadership
- Other Physician
- Other Professional and Scientific
- Other Oral Health Professional
- Other Registered Nurse - Clinical Services
- Other Veterinarian
- Physician Assistant
- Program Director
- Public Health Agency Director
- Public Health Dentist
- Public Health Informatics Specialist
- Public Health Manager/Program Manager
- Public Health/Preventative Medicine Physician
Public Health Veterinarian
Public Information Specialist
Registered Nurse - Community Health Nurse
Registered Nurse - Unspecified
Sanitarian/Inspector
Social Services Counselor
Social Worker
Statistician
Student - Professional and Scientific
Technician

Q27.1 Please specify the classification that best represents your role in the organization:

Q28. Please specify your setting.
City/Town Health Agency
County Health Agency
Other Public Health Local Agency
Multi-city Health Agency
Multi-county Health Agency
State Health Agency - Central Office
State Health Agency - Local or Regional Office
Other State Agency, not Health Agency
Hospital or Primary Care Clinic
Inpatient or Outpatient Clinical Setting
Other

Q28.1 Please specify your setting:

Q29. Please specify your employer.
Local government
State government
Federal government
Non-governmental
Q30. Please indicate which degrees you have attained. Check all that apply.

- Associate's degree in nursing
- Other associate degree
- BS/BA
- BSN
- Other baccalaureate degree
- MA/MS
- MBA
- MHSA
- MPA
- MPH
- MSN
- MSW
- Other masters degree
- DDS/DMD
- DrPH/PhD/ScD/other public health doctorate
- DNP
- DVM/VMD
- JD
- MD/DO, or international equivalent
- PharmD
- PhD/ScD/other non-public health doctorate
Q30.1 Please indicate the primary major/concentration associated with your degrees, "eg BA Biology, MPH Health Policy, MD Internal Medicine". Write "N/A" if this is not applicable.

Q31. Please indicate which credentials you have attained. Check all that apply.
- Certified Health Education Specialist
- Certified in Public Health
- Laboratory Certification - Infection Control Certification
- Laboratory Certification - National generalist certification
- Laboratory Certification - National specialist certification
- Laboratory Certification - State licensure to practice laboratory science
- Nurse Certification - Advanced Public Health Nurse- Board Certified
- Nurse Certification - Clinical Nurse Specialist
- Nurse Certification - Nurse Executive, Advanced (NEA-BC)
- Nurse Certification - Nurse Executive RN- BC
- Nurse Certification - Nurse Practitioner
- Nurse Certification - Public/Community Health Clinical Nurse Specialist- Board Certified
- Nurse Certification - Other
- Nurse Certification - Registered Nurse Anesthetist
- Master Certified Health Education Specialist
- Physician Assistant - Certified
- Physician Certification - Aerospace Medicine
- Physician Certification - Preventive Medicine Physician
- Physician Certification - Public Health and General Preventive Medicine
- Physician Certification - Other Board Certified Physician
- Physician Certification - Specialty: Occupational Medicine
- Registered Dietitian
- Not formally certified
- Other certification ____________________
Q32. Please specify your primary program area.

- Communicable Disease - HIV
- Communicable Disease - STD
- Communicable Disease - Tuberculosis
- Other Communicable Disease
- Non-Communicable Disease
- Injury
- Environmental Health
- Maternal and Child Health
- Maternal and Child Health - WIC
- Clinical Services (excluding TB, STD, family planning)
- Clinical Services - Immunizations
- Oral Health/Clinical Dental Services
- Administration/Administrative Support
- Mental Health
- Substance Abuse, including tobacco control programs
- Public Health Genetics
- Vital Records
- Medical Examiner
- Animal Control
- Emergency Preparedness
- Epidemiology Surveillance
- Program Evaluation
- Health Education
- Health Promotion/Wellness
- Community Health Assessment/Planning
- Training/Workforce Development
- Global Health
- Other Program Area (specify)
- I work equally in multiple programs
Q32.1 Please select your program areas.

- Administration/Administrative Support
- Animal Control
- Clinical Services (excluding TB, STD, family planning)
- Clinical Services - Immunizations
- Communicable Disease - HIV
- Communicable Disease - STD
- Communicable Disease - Tuberculosis
- Other Communicable Disease
- Community Health Assessment/Planning
- Emergency Preparedness
- Environmental Health
- Epidemiology Surveillance
- Global Health
- Health Education
- Health Promotion/Wellness
- Injury
- Maternal and Child Health
- Maternal and Child Health - WIC
- Medical Examiner
- Mental Health
- Non-Communicable Disease
- Oral Health/Clinical Dental Services
- Program Evaluation
- Public Health Genetics
- Substance Abuse, including tobacco control programs
- Training/Workforce Development
- Vital Records
- Other Program Area (specify) ____________________________
Q32.2 Please indicate what percentage of your time you spend on each program area. For example, half time would be 50%, quarter-time would be 25%. The total must add to 100%.

Q32.3 Please specify your primary program area.
Q33. Please indicate your state.
  ○ AL
  ○ AK
  ○ AZ
  ○ AR
  ○ CA
  ○ CO
  ○ CT
  ○ DE
  ○ FL
  ○ GA
  ○ HI
  ○ ID
  ○ IL
  ○ IN
  ○ IA
  ○ KS
  ○ KY
  ○ LA
  ○ ME
  ○ MD
  ○ MA
  ○ MI
  ○ MN
  ○ MS
  ○ MO
  ○ MT
  ○ NE
  ○ NV
  ○ NH
  ○ NJ
  ○ NM
  ○ NY
  ○ NC
  ○ ND
  ○ OH
  ○ OK
  ○ OR
  ○ PA
  ○ RI
  ○ SC
  ○ SD
  ○ TN
  ○ TX
Thank you for participating in the survey. If you would like to review any of your answers, please hit the "Back" button at the bottom of this page. Otherwise, hit submit.