

Survey Information

OMB No: 0925-0642

Exp date: 3/31/2026

The public reporting burden for this information collection is estimated to average 20 minutes per response, including reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the information collection. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden to NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0642). Do not return the completed form to this address.

Thank you for taking the time to provide your feedback regarding your experience as an NCI Trainee. The information you provide will remain secure, to the extent provided by law - no individual responses will be shared with staff and your responses are not associated with your name. All information will be reported in aggregate and will be used to make improvements to the trainees' program as appropriate and possible. All questions are optional and you may close the survey at any time. If you have any questions you may contact Erika Ginsburg at ginsbure@mail.nih.gov.

1. How long have you been a fellow/trainee at NCI?

- ☐ < 1 year
- ☐ 1 - 2 years
- ☐ 2 - 3 years
- ☐ 3 - 4 years
- ☐ 4 - 5 years
- ☐ > 5 years

2. Have you been a fellow/trainee in more than one laboratory or research group while at NIH?

- ☐ Yes
- ☐ No

3. Please explain why you have worked in more than one laboratory or research group.

4. Did you attend an orientation at NCI?

- ☐ Yes, attended orientation and it was adequate
- ☐ Yes, attended orientation but it was not adequate
- ☐ No, did not attend orientation

5. Did you complete an initial individual development plan (IDP) upon your arrival at NCI?

- ☐ Yes
- ☐ No
- ☐ I don't know what an IDP is

NCI Training Environment

6. Do you continue to update your IDP on an annual basis?

- ☐ Yes
- ☐ No
- ☐ Not applicable because I am in my first year of training

7. Please describe your level of agreement with the following statements.

My IDP has helped me to:

	Strongly Agree	Agree	Disagree	Strongly Disagree
Develop my scientific plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Think about next steps in my research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepare for my future career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Current Fellowship Experience

8. Do you consider your PI to be your primary mentor? (A mentor's responsibility to their fellow includes setting expectations, communicating regularly and often, monitoring progress and making recommendations for change as needed, and ensuring visibility for the fellow to gain maximum exposure in the scientific community.)

☐ Yes

☐ No

Current Fellowship Experience

9. Why don't you consider your PI to be your primary mentor? (check all that apply)

- ☐ PI has different project than me and/or PI works in a different field
- ☐ PI is not interested in my project
- ☐ I am expected to work independently
- ☐ Other (please specify)

10. Who do you consider to be your primary mentor?

- ☐ Another PI
- ☐ Staff Scientist
- ☐ Another post-doc
- ☐ Former supervisor/employer
- ☐ No one in particular
- ☐ Other (please specify)

11. Please indicate your level of agreement with the following statements about your PI:

	Strongly agree	Agree	Disagree	Strongly disagree
Generally available/responsive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engages in scientific discussion with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shows interest in my career after my current fellowship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offers constructive critique and help with my research (for example, clear expectations on research productivity)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fosters constructive communication between us (for example, clear expectations on how we would work together)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an excellent mentor (for example, provides opportunity for visibility, making connections)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. How do the following impact your working relationship with your PI?

	Very positive impact	Somewhat positive impact	No impact	Somewhat negative impact	Very negative impact	There are no differences
Cultural differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. How do the following impact your working relationship with your PI?

	Very positive impact	Somewhat positive impact	No impact	Somewhat negative impact	Very negative impact
PI's communication style	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PI's management style	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PI's scientific expertise in my project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Current Fellowship Experience

14. Please indicate the types of trainee(s) you supervise(d) or wish to supervise.

- ☐ Summer student
- ☐ Post-baccalaureate
- ☐ Pre-doctoral
- ☐ Post-doctoral, visiting, or research fellow
- ☐ Other (please specify)

- ☐ None of the above

15. Please indicate your level of agreement with the following statement:

I would recommend the training in my current research group to a colleague.

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

Please comment on your response

16. What do you like best about your fellowship? (check all that apply)

- ☐ Freedom to focus on scientific interests
- ☐ Opportunities for scientific training
- ☐ Flexible schedule/working hours
- ☐ Stipend
- ☐ Benefits
- ☐ Networking
- ☐ Opportunities for professional and career development

Other (please specify)

17. If you could change some aspects to improve your training experience, what would they be? (check all that apply)

- ☐ Better mentoring
- ☐ More opportunities for scientific training
- ☐ More opportunities for professional and career development
- ☐ More networking with peers
- ☐ More networking with PIs and senior scientists
- ☐ Increased communication with PI
- ☐ Greater flexibility to work in area of interest
- ☐ Stipend amount

Other (please specify)

18. How often do you meet with your PI to discuss

	Daily	Once a week	Once a month	Rarely	Never
your research projects?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your career development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Are your discussions with your PI

	Too frequent	Often enough	Not frequent enough
about research projects.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
about career development....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How useful do you find these discussions about

	Highly useful	Somewhat useful	Not at all useful
your research projects?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
your career development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Preparation and Goals

21. Do you feel your PI supports your participation in career development activities during normal working hours?

☐ Yes

☐ No

22. If you responded "no" to the above question, please explain

23. Are you aware the following organizations offer career development workshops?

Yes

No

NIH Office of
Intramural Training
and Education
(OITE) (eg., writing
courses, teaching
and mentoring
workshops,
communications
workshops, grant-
writing training, and
leadership courses)

☐

☐

NCI Center for
Cancer Training
(eg., writing grant
applications,
preparing for private
sector careers,
scientific
communications)

☐

☐

NCI Division of
Cancer
Epidemiology and
Genetics (DCEG)
(eg., grantsmanship,
media inquiry
training)

☐

☐

24. Have you taken part in any of the career development workshops mentioned above?

☐ Yes

☐ No

Career Preparation and Goals

25. What were the reason(s) you did not participate in career development workshops?
(select all that apply)

- ☐ Your PI doesn't support this activity
- ☐ You didn't know they existed
- ☐ Would like to, but don't have time
- ☐ Not interested in anything offered
- ☐ Location not convenient/length of travel time
- ☐ Cost

Other (please specify)

26. What recommendations do you have for career development workshops not currently offered at NIH?

27. Are you aware the following organizations offer scientific training courses?

	Yes	No
Foundation for Advanced Education in the Sciences (FAES) (eg., biochemistry & biophysics, biotechnology, immunology & microbiology, pharmacology & toxicology)	<input type="radio"/>	<input type="radio"/>
NCI Center for Cancer Training (eg., translational research in clinical oncology, statistical analysis of research data, cancer biotechnology)	<input type="radio"/>	<input type="radio"/>
NCI Cancer Prevention Fellowship Program (eg., summer curriculum in cancer prevention, molecular prevention)	<input type="radio"/>	<input type="radio"/>
National Library of Medicine (eg., biomedical informatics)	<input type="radio"/>	<input type="radio"/>

28. Have you taken part in any of the scientific training courses mentioned above?

- ☐ Yes
- ☐ No

Career Preparation and Goals

29. What were the reason(s) you did not participate in scientific training courses? (select all that apply)

- ☐ Your PI doesn't support this activity
- ☐ You didn't know they existed
- ☐ Would like to, but don't have time
- ☐ Not interested in anything offered
- ☐ Location not convenient/length of travel time
- ☐ Cost

Other (please specify)

30. What recommendations do you have for scientific training courses not currently offered at NIH?

31. During your NCI fellowship, have you ever participated on a committee such as CCR-FYI, FELCOM, D-Fel or served on a meeting planning committee?

- ☐ Yes
- ☐ No

Career Preparation and Goals

32. What was the primary reason you did not participate in a committee?

- ☐ Your PI doesn't support this activity
- ☐ You didn't know they existed
- ☐ Would like to, but don't have time
- ☐ Not interested in anything offered

Other (please specify)

33. What is your level of interest in participating in one-day site visits to explore multiple career tracks? (These could include one-day visits to local industries, professional societies, other government agencies, journals, etc).

- ☐ Very interested
- ☐ Somewhat interested
- ☐ Not interested
- ☐ Interested but do not have the time
- ☐ Interested but PI would not support

34. What is your level of interest in on-the-job detail opportunities to explore multiple career tracks in the types of organizations mentioned above?

- ☐ Very interested
- ☐ Somewhat interested
- ☐ Not interested
- ☐ Interested but do not have the time
- ☐ Interested but PI would not support

35. To what extent does your PI encourage you to present your research in the following scientific forums?

	Great Extent	Some Extent	Little Extent	No Extent
Lab/Branch Seminars:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal lab meetings:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National/International Meetings:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellows and Young Investigators Colloquium:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Preparation and Goals

36. Have you ever attended the CCR-FYI Colloquium or the DCEG Fellows Training Symposium?

☐ Yes

☐ No

Career Preparation and Goals

37. What is the primary reason that you have never attended the Colloquium or Symposium?

- ☐ You were unaware of the Colloquium or Symposium
- ☐ You were aware of the Colloquium or Symposium, but were not interested
- ☐ You were aware of the Colloquium or Symposium, but didn't have time to attend
- ☐ Your PI doesn't support this activity
- ☐ Other (please specify)

Career Preparation and Goals

38. Have you attended/taken part in the fellows' scientific seminar series (Bethesda: Presentation Skills Seminar (PASS), Frederick: Post-doctoral seminar series, DCEG Career Development Seminar Series (CDSS))?

☐ Yes

☐ No

39. What is the primary reason that you never attended the seminar series?

- ☐ You were unaware of the seminar series
- ☐ You were aware of the seminar series, but were not interested
- ☐ You were aware of the seminar series, but did not have time to attend
- ☐ Your PI doesn't support this activity
- ☐ Other (please specify)

Career Preparation and Goals

40. What is your future plan regarding your preferred area of primary employment? (select up to 3 choices in priority order with 1 = highest and 3 = lowest)

Priority (1, 2, or 3)

Academia

Clinical setting
(hospital, private
practice)

Government

Industry (pharma,
biotech)

Consulting firm

K-12 institution

Non-profit
organization

Self-employed

41. What position type you would like to obtain? (select all that apply)

- ☐ Academia (for example, tenure-track faculty, instructor)
- ☐ Faculty (other)
- ☐ Research or staff scientist
- ☐ Clinical staff/private practice
- ☐ Scientific review officer or program manager
- ☐ Analyst, advisor, or consultant
- ☐ Writer, editor
- ☐ Patent examiner, lawyer, or technology transfer specialist
- ☐ Entrepreneur
- ☐ Non-profit organization
- ☐ Policy
- ☐ Industry (of profit)
- ☐ NIH Intramural
- ☐ NIH Extramural
- ☐ Other government agency (for example, FDA, EPA, etc.)
- ☐ non-US government agencies
- ☐ International agencies (outside the US)
- ☐ Other (please specify)

42. What major activities would you like to conduct in your future position? (select all that apply)

- ☐ Research
- ☐ Teaching
- ☐ Clinical practice
- ☐ Scientific administration (scientific program management, grants administration, scientific review)
- ☐ Science policy and analysis
- ☐ Communications (writing, editing, journalism, marketing)
- ☐ Intellectual property or patent law
- ☐ Business development or sales
- ☐ Other (please specify)

Work/Life Balance

43. On average, approximately how many hours a week do you work?

- ☐ < 30
- ☐ 30 - 40
- ☐ 41 - 50
- ☐ 51 - 60
- ☐ > 61

44. How frequently do you work on a Saturday or Sunday?

- ☐ Every week
- ☐ Several times a month
- ☐ Once a month
- ☐ Several times a year
- ☐ Never

45. How frequently do you telework?

- ☐ Every week
- ☐ Several times a month
- ☐ Once a month
- ☐ Several times a year
- ☐ Never

46. Are you familiar with the NIH Advanced Trainee Handbook?

- ☐ Yes
- ☐ No

47. Are you familiar with the CRTA Manual (or Visiting Fellows policy, if applicable)?

- ☐ Yes
- ☐ No

48. Do you know the guidelines for vacation, sick, and/or parental leave?

- ☐ Yes
- ☐ No
- ☐ Have not discussed with my PI.

Work/Life Balance

49. To what extent are you satisfied with your work/life balance?

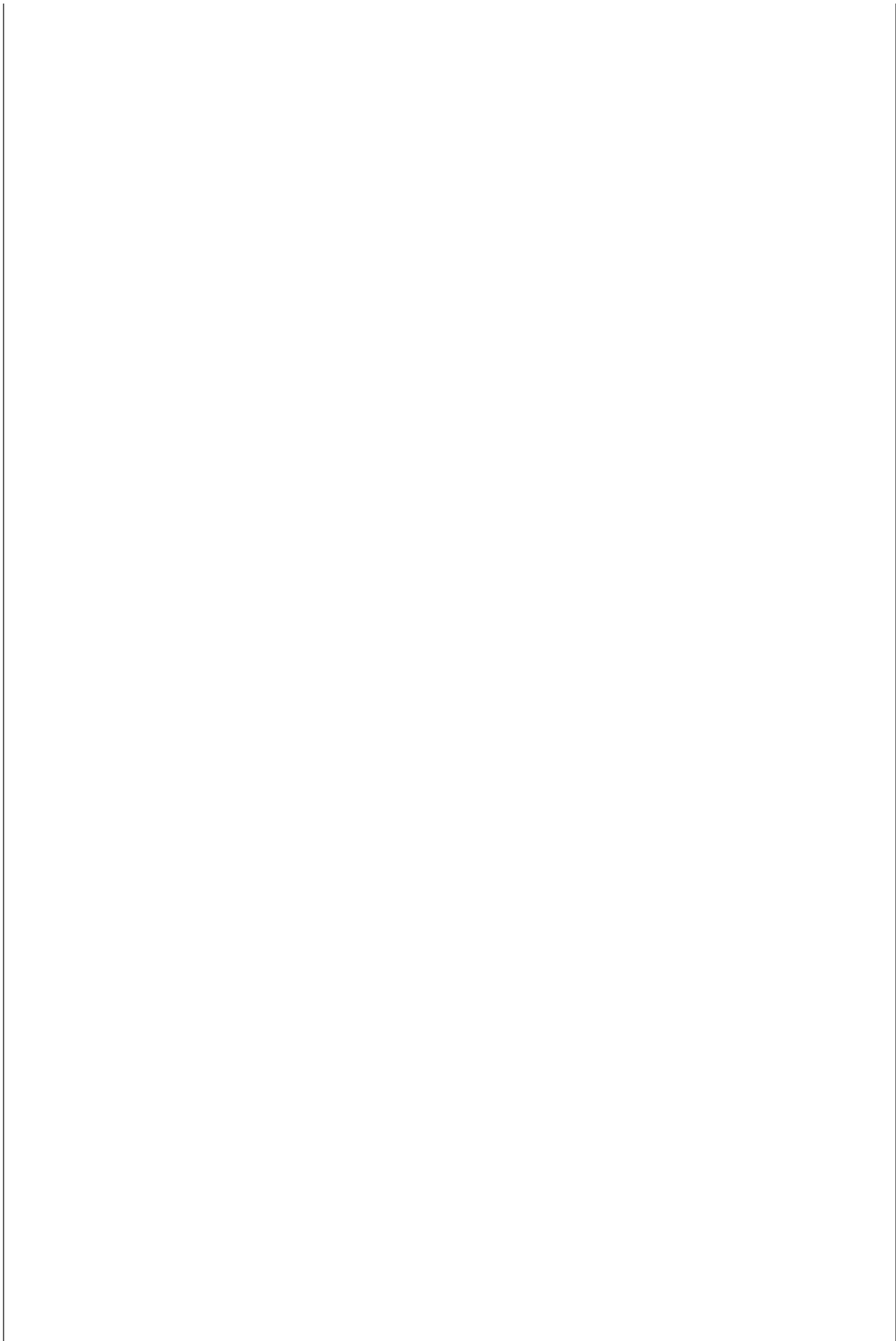
- ☐ Extremely satisfied
- ☐ Somewhat satisfied
- ☐ Dissatisfied
- ☐ Extremely dissatisfied

Please comment on your response

50. To what extent do you perceive your PI is supportive of your work/life balance?

	Great extent	Some extent	No extent
Allows and encourages me to take time off and have work/life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Checks in on my wellness and personal/social support issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Normalizes and encourages holistic health/well-being and use of wellness resources, as needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands my unique situation and mentors me accordingly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides positive feedback by emphasizing my strengths and capabilities, and motivates and encourages me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listens to me carefully and discusses concerns I have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates openly, frequently, and respectfully with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment on your response



Wellness and Personal Comfort

* 51. Have you ever been made or witnessed others being made uncomfortable because of your/their junior status or lack of scientific background?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

52. Please use the space below to qualify your response to the previous question.

53. Do you feel respected at NCI?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

54. Please use the space below to qualify your response to the previous question.

55. Have you ever been made uncomfortable because of your gender, gender identity, sexual orientation, race, religion, or other personal qualities?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

56. Please use the space below to qualify your response to the previous question.

57. How do you feel discussing a non-research, wellness, and/or personal comfort matters with the following? (Scroll right to see all the options)

	Very Comfortable	Comfortable	Neutral	Uncomfortable	Very Uncomfortable	I don't know about this resource	I'm not sure
Mentor/PI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab/Branch Chief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Training Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
OITE Wellness Counselor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program (EAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of the Ombudsman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CIVIL	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. Please use the space below to qualify your response to the previous question.

59. If you have participated in any of the following during the last year, did you find it helpful?

	Helpful	Neutral	Unhelpful	I'm not sure	I haven't done this
Civility training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitated Ombuds discussion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DEIA-related discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PI open office hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Closed trainee discussions (postbacs, postdocs, fellows safe space, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More frequent mentor/PI meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More frequent Lab/Branch meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. Please use the space below if you would like to expand on your previous response. (For example: If anything has been achieved or not due to the above, trainings that you wish you could have, or trainings you have participated in that are not listed in the above.)

Additional Comments

61. Please use the space below to provide any additional comments/suggestions regarding your training experience.

A large, empty rectangular box with a thin black border, intended for the respondent to provide additional comments or suggestions. The box is positioned below the instruction text.

Demographics

Please answer the following questions for statistical purposes only.

62. What is your gender?

- ☐ Male
- ☐ Female
- ☐ Transgender/Gender Non-Conforming
- ☐ A gender not listed here
- ☐ Prefer not to answer

63. What is your citizenship status?

- ☐ U.S. citizen
- ☐ Permanent resident
- ☐ Foreign national
- ☐ Other (please specify)

64. With which racial groups(s) do you most identify? (Choose all that apply)

- ☐ American Indian/Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Native Hawaiian/Pacific Islander
- ☐ White
- ☐ Prefer not to answer
- ☐ Other (please specify)

65. Do you consider yourself to be Hispanic or Latinx?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer
- ☐ Other (please specify)

66. Are you a first-generation (first in your family) college graduate?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

67. What is your PI's gender?

- ☐ Male
- ☐ Female

68. Select which position you hold at NCI.

- ☐ Post-baccalaureate fellow (post Bachelor's or Master's degree)
- ☐ Predoctoral fellow (graduate student)
- ☐ Postdoctoral fellow
- ☐ Research fellow or Clinical fellow
- ☐ Prefer not to answer
- ☐ Other (please specify)

69. What is your primary work location within NCI?

- ☐ Bethesda
- ☐ Frederick
- ☐ Gaithersburg
- ☐ Rockville (other than Shady Grove)
- ☐ Shady Grove

70. When did you join the NCI?

- ☐ pre-March 2020
- ☐ post-March 2020