

DCEG Fellows Survey 2023

Thank you for contributing to this year's DCEG Fellows' Survey.

This year's survey consists of 62 items divided into the following themes:

- **Demographics** - 7 items
- **Fellowship Experience** - 40 items (covering Onboarding, Joining Research Group, Research Development, etc.)
- **Wellness and Personal Comfort** - 9 items
- **Fellows Survey Discussion Follow-Up** - 2 items
- **Transition Back to Office** - 3 items
- **Final Comments** - 1 item

OMB Clearance Information

*Data from this survey are collected anonymously, and results are reported only in aggregate in order to protect anonymity of respondents. Individual data are only seen by Ms. Cara Murray in the DCEG Office of Education.

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Demographics

Please note - The questions in this section have been worded according to OMB guidelines.

Additionally, OE utilizes the demographic information to ensure that we are collecting a survey response representative of our fellow population. This information is not used to isolate individual responses but is instead used to inform all survey responses collectively.

Data from this survey are collected anonymously, and results are reported only in aggregate in order to protect anonymity of respondents. All questions are optional and you may exit the survey at anytime. Individual data are only seen by Ms. Cara Murray in the DCEG Office of Education.

1. How do you currently describe yourself?

Mark all that apply

- ☐ Female
- ☐ Male
- ☐ Transgender, non-binary, or other gender

2. Are you a US citizen or Permanent Resident?

Mark only one oval.

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

3. Which of these best describes your ethnicity (choose one)?

Mark only one oval.

- ☐ Hispanic or Latino
- ☐ Not Hispanic or Latino
- ☐ Prefer not to answer

4. Which of these best describes your race (choose one or more)?

Check all that apply.

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Prefer not to answer

5. Are you a first-generation (the first in your family) college student?

Mark only one oval.

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

6. What is your current position in DCEG?

Mark only one oval.

- ☐ Post-baccalaureate fellow: Post Bachelor's or Master's degree
- ☐ Predoctoral fellow: Doctoral candidate
- ☐ Postdoctoral fellow: 1st or 2nd year
- ☐ Postdoctoral fellow: 3rd year and beyond
- ☐ Research fellow / Clinical fellow
- ☐ Prefer not to answer
- ☐ Other: _____

7. What are your current career goals? You can select up to three options.

Check all that apply.

- ☐ NIH Intramural
- ☐ NIH Extramural
- ☐ Non-profit organization
- ☐ Policy
- ☐ Industry (for-profit)
- ☐ Academia
- ☐ Other government agency (e.g., FDA, EPA, etc.)
- ☐ Non-US Government agencies
- ☐ International agencies (Outside the US)
- ☐ Other: _____

Fellowship Experience - Onboarding

Since this section refers to onboarding, please consider your personal experience even if it was outside of 12 months ago.

When I joined my research group, my PI/mentor:

8. I received the information I needed during my onboarding process to onboard successfully and in a timely manner.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

9. I received the support I needed to get started successfully in DCEG (office materials, laptop/software, housing guide, etc.).

Mark only one oval.

Strongly Disagree

1

☐

2

☐

3

☐

4

☐

5

☐

Strongly Agree

10. I obtained the training required to do my job.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

11. I was given standard operating procedures and the information I needed to navigate DCEG.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

12. Please use the space below if you would like to expand upon questions 8 - 11.

Fellowship Experience - Joining my Research Group

Since this section refers to joining your research group, please consider your personal experience even if it was outside of 12 months ago.

When I joined my research group, my PI/mentor:

13. Helped me meet and connect to DCEG colleagues when I joined my Lab/Branch/Program.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

14. Explained their expectations on research productivity clearly.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

15. Explained their expectations on how we would work together clearly (expected hours, meetings, leave, etc).

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

16. Helped me clarify my research objectives.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

17. Connects me with the colleagues and research resources needed to do my projects.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

18. Please use the space below if you would like to expand upon questions 13 - 17.

Fellowship Experience - Research Development

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow, my PI/mentor:

19. Discusses, either in the context of my eIDP or in some other capacity, whether I am making progress towards my research goals at least every 6 months.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

20. Provides consistent, timely, considerate, and constructive feedback.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

21. Provides me with specific resources to help with areas on which I need to work.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

22. Enables me to become actively involved with brainstorming research solutions, responses, and techniques.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

23. Is helpful in critiquing report/manuscript/other writing.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

24. Please use the space below if you would like to expand upon questions 19 - 23.

Fellowship Experience - Professional Development

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow, my PI/mentor:

25. Discusses, either in the context of my eIDP or in some other capacity, whether I am making progress towards my career and professional goals at least every 6 months.

Mark only one oval.

Strongly Disagree

1

☐

2

☐

3

☐

4

☐

5

☐

Strongly Agree

26. Supports my attendance at training events to help with my work and career goals.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

27. Identifies and encourages networking opportunities.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

28. Please use the space below if you would like to expand upon questions 25 - 27.

Fellowship Experience - Fostering a Supportive Environment

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow, my PI/mentor:

29. Communicates openly, frequently, and respectfully with me.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

30. Listens to me carefully and discusses concerns I have.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

31. Provides positive feedback by emphasizing my strengths and capabilities, and motivates and encourages me.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

32. Can accept feedback from trainees.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

33. Understands my individual training needs and mentors me accordingly.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

34. Encourages meaningful discussions related to DCEG EDI/DEIA (Diversity, Equity, Inclusion, and Accessibility) efforts and the authenticity of those efforts.

Mark only one oval.

Strongly Disagree

1

☐

2

☐

3

☐

4

☐

5

☐

Strongly Agree

35. Ensures that cultural differences don't negatively impact our work.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

36. Ensures that language differences don't negatively impact our work.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

37. Please use the space below if you would like to expand upon questions 29 - 36.

Fellowship Experience – Work/Life Balance

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow, my PI/mentor:

38. Allows and encourages me to take time off (utilizing Paid Time Off) and have work/life balance.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

39. Checks in on my wellness and personal/social support issues.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

40. Normalizes and encourages holistic health/well-being and use of wellness resources as needed.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

41. Please use the space below if you would like to expand upon questions 38 - 40.

Fellowship Experience - Individual Action

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow, I:

42. Have a responsibility to contribute to my training.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

43. Am able to take the actions I need to be successful.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

44. Feel empowered to direct the course of my fellowship.

Mark only one oval.

Strongly Disagree

1 ☐

2 ☐

3 ☐

4 ☐

5 ☐

Strongly Agree

45. Am able to access and navigate to the support resources (social, professional, scientific, etc.) I need

Mark only one oval.

Strongly Disagree

1

☐

2

☐

3

☐

4

☐

5

☐

Strongly Agree

46. Please use the space below if you would like to expand upon questions 42 - 45.

Fellowship Experience - Mentor Meetings

When responding to the following questions, please consider your experience within the past 12 months.

As a current fellow:

47. How often do you meet one-on-one with your mentor?

Mark only one oval.

- ☐ At least once per week
- ☐ Once every other week
- ☐ Once per month
- ☐ Less often than once per month
- ☐ Prefer not to answer

48. How often would you like to meet one-on-one with your mentor?

Mark only one oval.

- ☐ At least once per week
- ☐ Once every other week
- ☐ Once per month
- ☐ Less often than once per month
- ☐ Prefer not to answer

Wellness and Personal Comfort

When responding to the following questions, please consider your experience within the past 12 months.

The purpose of this section is to understand the environment in which fellows currently work, and their feelings and experiences in regards to the efforts related to last years survey. The goal is to identify areas of concern and where DCEG can improve.

49a. Within DCEG, have you ever been made or witnessed others being made uncomfortable because of your/their junior status or lack of scientific background?

Mark only one oval.

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

49b Please use the space below if you would like to expand upon 49a.

50a. Do you feel respected in DCEG?

Check all that apply.

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

50b. Please use the space below if you would like to expand upon 50a.

- 51a. Within DCEG, have you ever been made uncomfortable because of your gender, gender identity, sexual orientation, race, religion, disability, age, or other personal qualities?

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Prefer not to Answer

- 51b. Please use the space below if you would like to expand upon 51a.

- 52a. Within DCEG, have you ever observed others being made uncomfortable because of their gender, gender identity, sexual orientation, race, religion, disability, age, or other personal qualities?

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Prefer Not to Answer

52b. Please use the space below if you would like to expand upon 52a.

53. Is there a specific mental health/wellness support resource or training that you would like to see in DCEG?

Fellows Survey Discussion Follow-Up

The below questions are for those who participated in the most recent facilitated discussions of the previous Fellows' Survey (Dec 2022 – Feb 2023) that were designed to help foster continued improvements in the DCEG community.

54. If you participated, please comment on what worked and/or what didn't work with the branch facilitated discussions (Dec 2022 - Feb 2023).

55. After the branch facilitated discussions (Dec 2022 - Feb 2023), the branches/labs/programs were charged with developing an action plan for fostering community, please comment on your perspectives on that process within your branch.

Transition Back to Office

This section asks questions related to the transition back to the office. In addition to NIH resources like transportation, child/adult care, moving, and wellness support (find out more [here](#)), please share what addition resources DCEG can provide.

56. What can your PI do to help address challenges related to transitioning back to the office?

57. What can your branch do to help address challenges related to transitioning back to the office?

58. What can the Office of Education do to help address challenges related to transitioning back to the office?

Final Comments

59. Please use this space to provide any additional comments regarding the topics covered in the survey or other topics.

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