



Default Question Block

Pilot 2017 Epidemiology Capacity Assessment

The Council of State and Territorial Epidemiologists (CSTE) appreciates your support in completing the pilot version of the 2017 Epidemiology Capacity Assessment (ECA). These instructions are provided in order to assist you with preparing to complete this assessment.

Instructions:

Assessment Functionality: The assessment is designed so that it can be completed in multiple sittings and/or by several people. It is possible to move back and forth throughout the assessment. The link received by the State Epidemiologist may be forwarded to other health department staff to complete. It should not be shared outside of the State Health Department. The assessment cannot be completed by two individuals simultaneously. Some questions will request a response before allowing you to move forward. This message will continue to appear until the question has been answered.

Who completes the ECA? Some State Health Departments will want different staff members to complete various sections of the assessment, such as program leads or the Human Resources director.

If multiple staff will assist with completing the assessment, please adhere to the following guidelines:

- Initial recipient opens the assessment, moves through the assessment, and records responses. Upon completion, the browser tab should be closed.
- Once the browser tab is closed, the responses will be saved within the assessment. The email containing the assessment link can be forwarded to other recipients.
- One recipient at a time can record responses. The browser tab must close in order for each recipient's responses to be recorded. Only one recipient at a time can access the assessment.

Only the State Epidemiologist or their designee should review and submit the completed assessment.

Who should be counted? Some questions will require an enumeration of the current epidemiology workforce within the health department. Please count each epidemiologist only once. State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Further instructions on who should be counted as an epidemiologist can be found [here](#).

The following is an outline of the assessment sections:

1. Epidemiology leadership within the State Health Department
 - If needed, please seek the guidance of other State Health Department staff within program specific areas when completing Question 3.
2. Epidemiology funding sources within the State Health Department
 - If needed, please use the 2017 ECA Instructional Toolkit to complete Question 7.
3. Epidemiology and surveillance capacity within the State Health Department
 - If needed, please seek the guidance of other State Health Department staff within program specific areas when completing this section.
4. Civic service annual salary ranges for epidemiologists in your State Health Department
 - Please consult with your Human Resources or other hiring director when completing this section.
 - If needed, please use the 2017 ECA Instructional Toolkit to complete Questions 11 and 12.
5. Epidemiology training and the Applied Epidemiology Competencies (AECs)
 - Please consult other State Health Department epidemiologists for questions pertaining to domains not under your area of responsibility.
6. Existing practices, incentives and barriers aimed at strengthening the state epidemiology workforce
 - All questions within this section should be completed by the State Epidemiologist or a senior level health official within this agency. It may be helpful to consult with a Human Resources or other hiring director.
 - If needed, please use the 2017 ECA Instructional Toolkit to complete Question 17.
7. Retention of the state epidemiology workforce
 - All questions within this section should be completed by the State Epidemiologist or a designated senior level health official within this agency. It may be helpful to consult with a Human Resources director or other State Health Department staff by specific program area when completing Question 21.
8. Preparedness within the State Health Department
9. Review assessment

- All questions within this section should be completed by the State Epidemiologist or a senior level health official within this agency.

The following tools have been created to assist you with completing the assessment. They are entirely optional.

- [2017 ECA Instructional Toolkit Overview](#)
- [2017 ECA Instructional Toolkit Worksheet 1](#)
- [2017 ECA Instructional Toolkit Worksheet 2](#)
- [2017 ECA Instructional Toolkit Worksheet 3](#)

The assessment must be completed in its entirety before it can be submitted. A confirmation that all parts of the assessment have been completed will be required.

Please complete the entire assessment by 11:59pm on Friday, February 24, 2017.

Thank you again for piloting the 2017 ECA. For questions, contact Jessica Arrazola at ECA@cste.org.

Section 1: Questions 1-4

This section is intended to focus on epidemiology leadership within the State Health Department.

If needed, please seek the guidance of other State Health Department staff within program specific areas when completing Question 3.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q1. How long has the State Epidemiologist been in his/her current position?

Years in current position (Indicate half years in increments of 0.5).

Q2. Is the state epidemiologist an appointed position in your state?

Yes

No

Q3. Is there a formal lead epidemiologist for each program area below?

	Yes	No	Unknown
Chronic Disease	☐	☐	☐
Environmental Health	☐	☐	☐
Genomics	☐	☐	☐
Infectious Disease	☐	☐	☐
Informatics	☐	☐	☐
Injury	☐	☐	☐
Maternal and Child Health	☐	☐	☐
Mental Health	☐	☐	☐
Occupational Health	☐	☐	☐
Oral Health	☐	☐	☐
Preparedness	☐	☐	☐
Substance Abuse	☐	☐	☐
Vital Statistics	☐	☐	☐
Other (please specify) 	☐	☐	☐

Q4. Do epidemiologists at the State Health Department have easy access to peer-reviewed literature? (*Can search for and retrieve an article within 72 hours*).

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Select one.

Always

Sometimes

Never

Section 2: Questions 5-8

This section is intended to focus on epidemiology funding sources within the State Health Department.

If needed, please use the 2017 ECA Instructional Toolkit to complete Question 7.

- [2017 ECA Instructional Toolkit Overview](#)
- [2017 ECA Instructional Toolkit Worksheet 1](#)
- [2017 ECA Instructional Toolkit Worksheet 2](#)
- [2017 ECA Instructional Toolkit Worksheet 3](#)

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q5. What are the funding sources for all epidemiology activities within the State Health Department?

Total must equal 100%. Please do not leave any box blank- if necessary, indicate 0%.

Federal Funds %	0
State Funds %	0
Other %	0
Total	0

Q6. What are the funding sources for all epidemiology personnel within the State Health Department? Please include only civic service employees.

Total must equal 100%. Please do not leave any box blank- if necessary, indicate 0%.

Federal Funds %	0
State Funds %	0
Other %	0
Total	0

Q7. Please indicate the total number of epidemiologists currently working for your State Health Department by Program Area and Funding Source. If an epidemiologist has responsibilities divided over more than one program area, please attribute the fraction of the time the

epidemiologist works in any given program area to the nearest 0.1 FTE (e.g. 0.2 ID, 0.4 PR, 0.4 EH).

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Note: The default value for each cell is "0." Please ensure that you delete/remove the "0" from each cell as you input your data into this table.

Total number of employees per program area will sum from responses below. If no "Other" is specified, please keep the values as "0."

	Number supported with federal funds from CDC	Number directly funded by CDC (e.g., CEFO, EIS, PHAP, etc.)	Number supported with federal funds from other agencies	Number supported with state funds	Number supported with funds from other sources (e.g., foundations)	Total
Chronic Disease	0	0	0	0	0	0
Environmental Health	0	0	0	0	0	0
Genomics	0	0	0	0	0	0
Infectious Disease	0	0	0	0	0	0
Informatics	0	0	0	0	0	0
Injury	0	0	0	0	0	0
Maternal and Child Health	0	0	0	0	0	0
Mental Health	0	0	0	0	0	0
Occupational Health	0	0	0	0	0	0
Oral Health	0	0	0	0	0	0
Preparedness	0	0	0	0	0	0
Substance Abuse	0	0	0	0	0	0
Vital Statistics	0	0	0	0	0	0
Other (please specify)	0	0	0	0	0	0
	0	0	0	0	0	0

Q8. Please estimate of ideal number of additional epidemiologists needed to reach full capacity for your State Health Department by Program Area (*the number of epidemiologists in addition to the current number regardless of resources- it may be helpful to reference Question 7).*

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Note: The default value for each cell is "0." Please ensure that you delete/remove the "0" from each cell as you input your data into this table.

If no "Other" is specified, please keep the values as "0."

Estimate of ideal number of additional
epidemiologists needed to reach full capacity

Chronic Disease	0
Environmental Health	0
Genomics	0
Infectious Disease	0
Informatics	0
Injury	0
Maternal and Child Health	0
Mental Health	0
Occupational Health	0
Oral Health	0
Preparedness	0
Substance Abuse	0
Vital Statistics	0
Other (please specify)	0

Section 3: Questions 9-11

This section is intended to focus on epidemiology and surveillance capacity within the State Health Department.

If needed, please seek the guidance of other State Health Department staff within program specific areas when completing this section.

Q9. Does your State Health Department have adequate epidemiological capacity to provide the following four Essential Public Health Services (EPHS)?

Select capacity option from the following scale.

	<u>Not at all:</u> none of the activity, knowledge or resources described within the question are met	<u>Minimal:</u> Less than 25 percent (but greater than 0 percent) of the activity, knowledge or resources described within the question are met	<u>Partial:</u> 25 percent or greater (but less than 50 percent) of the activity, knowledge or resources described within the question are met	<u>Substantial:</u> 50 percent or greater (but less than 75 percent) of the activity, knowledge or resources described within the question are met	<u>Almost Fully:</u> 75 percent or greater (but less than 100 percent) of the activity, knowledge or resources described within the question are met	<u>Full:</u> 100 percent of the activity, knowledge or resources described within the question are met
EPHS #1 Monitoring health status to identify and solve community health problems	☐	☐	☐	☐	☐	☐
EPHS #2 Diagnosing and investigating health problems and health hazards in the community	☐	☐	☐	☐	☐	☐
EPHS #9 Evaluating effectiveness, accessibility and quality of personal and population-based health services	☐	☐	☐	☐	☐	☐
EPHS #10 Researching for new insights and innovative solutions to health problems	☐	☐	☐	☐	☐	☐

Q10. By program area, please identify the need to improve capacity for each of the following four Essential Public Health Services (EPHS).

Select all that apply.

	Need to improve capacity for EPHS #1: Monitoring health status to identify and solve community health problems	Need to improve capacity for EPHS #2: Diagnosing and investigating health problems and health hazards in the community	Need to improve capacity for EPHS #9: Evaluating effectiveness, accessibility and quality of personal and population-based health services	Need to improve capacity for EPHS #10: Researching for new insights and innovative solutions to health problems
Chronic Disease	☐	☐	☐	☐
Environmental Health	☐	☐	☐	☐
Genomics	☐	☐	☐	☐
Infectious Disease	☐	☐	☐	☐
Informatics	☐	☐	☐	☐
Injury	☐	☐	☐	☐
Maternal and Child Health	☐	☐	☐	☐
Mental Health	☐	☐	☐	☐
Occupational Health	☐	☐	☐	☐
Oral Health	☐	☐	☐	☐
Preparedness	☐	☐	☐	☐
Substance Abuse	☐	☐	☐	☐
Vital Statistics	☐	☐	☐	☐
Other (please specify)	☐	☐	☐	☐

Q11. What is the extent of the current epidemiology and surveillance capacity in the following program areas in your State Health Department?

If no "Other" is specified, please select "None."

	<u>None</u> : none of the activity, knowledge or resources described within the question are met	<u>Minimal</u> : Less than 25 percent (but greater than 0 percent) of the activity, knowledge or resources described within the question are met	<u>Partial</u> : 25 percent or greater (but less than 50 percent) of the activity, knowledge or resources described within the question are met	<u>Substantial</u> : 50 percent or greater (but less than 75 percent) of the activity, knowledge or resources described within the question are met	<u>Almost Fully</u> : 75 percent or greater (but less than 100 percent) of the activity, knowledge or resources described within the question are met	<u>Full</u> : 100 percent of the activity, knowledge or resources described within the question are met
Chronic Disease	☐	☐	☐	☐	☐	☐

	<u>None:</u> none of the activity, knowledge or resources described within the question are met	<u>Minimal:</u> Less than 25 percent (but greater than 0 percent) of the activity, knowledge or resources described within the question are met	<u>Partial:</u> 25 percent or greater (but less than 50 percent) of the activity, knowledge or resources described within the question are met	<u>Substantial:</u> 50 percent or greater (but less than 75 percent) of the activity, knowledge or resources described within the question are met	<u>Almost Fully:</u> 75 percent or greater (but less than 100 percent) of the activity, knowledge or resources described within the question are met	<u>Full:</u> 100 percent of the activity, knowledge or resources described within the question are met
Environmental Health	☐	☐	☐	☐	☐	☐
Genomics	☐	☐	☐	☐	☐	☐
Infectious Disease	☐	☐	☐	☐	☐	☐
Informatics	☐	☐	☐	☐	☐	☐
Injury	☐	☐	☐	☐	☐	☐
Maternal and Child Health	☐	☐	☐	☐	☐	☐
Mental Health	☐	☐	☐	☐	☐	☐
Occupational Health	☐	☐	☐	☐	☐	☐
Oral Health	☐	☐	☐	☐	☐	☐
Preparedness	☐	☐	☐	☐	☐	☐
Substance Abuse	☐	☐	☐	☐	☐	☐
Vital Statistics	☐	☐	☐	☐	☐	☐
Other (please specify)	☐	☐	☐	☐	☐	☐

Section 4: Questions 12-13

This section is intended to focus on civic service annual salary ranges for epidemiologists in your State Health Department.

If needed, please use the 2017 ECA Instructional Toolkit to complete this section.

- [2017 ECA Instructional Toolkit Overview](#)
- [2017 ECA Instructional Toolkit Worksheet 1](#)
- [2017 ECA Instructional Toolkit Worksheet 2](#)
- [2017 ECA Instructional Toolkit Worksheet 3](#)

It may be helpful to consult with your Human Resources or other hiring director. It may also be

helpful to reference the **Applied Epidemiology Competencies (AECs)**.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q12. Describe the civic service annual salary range for epidemiologists working in your State Health Department by degree (state employees only). If you have more than one position for a given degree below, please use the low end of the lowest position in that level to the high end of the highest position in that level. Example: If an entry level epidemiologist with an MD makes \$75,000 to \$100,000 and a senior level epidemiologist with an MD makes \$125,000 to \$150,000 the salary scale is: \$75,000-\$150,000.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

	Salary Range		Check if position doesn't exist
	From	To	
MD, DO			☐
DVM			☐
PhD, DrPH, other doctoral			☐
MPH, MSPH, other Master			☐
BA, BS, BSN, other Bachelor			☐
Associate or no post high school degree			☐

Q13. Describe the official Human Resources civic service annual salary range for epidemiologists working in your State Health Department by career level according to the Applied Epidemiology Competencies (AECs).

If you have more than one position in a given career level below, please use the low end of the lowest position in that level to the high end of the highest position in that level.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

	Salary Range		
	From	To	Check if position doesn't exist
State Epidemiologist			☐
Deputy State Epidemiologist			☐
Senior Level Epidemiologist			☐
Mid Level Epidemiologist			☐
Entry Level Epidemiologist			☐

Section 5: Questions 14-18

This section is intended to focus on epidemiology training and the Applied Epidemiology Competencies (AECs). Please consult other State Health Department epidemiologists for questions pertaining to domains not under your area of responsibility.

If needed, please use the 2017 ECA Instructional Toolkit to complete Question 18.

- [2017 ECA Instructional Toolkit Overview](#)
- [2017 ECA Instructional Toolkit Worksheet 1](#)
- [2017 ECA Instructional Toolkit Worksheet 2](#)
- [2017 ECA Instructional Toolkit Worksheet 3](#)

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q14. Does your public health agency do the following in order to provide access to training in epidemiology?

	Yes	No	Unknown
Have staff position(s) responsible for internal training?	☐	☐	☐
Include education and training objectives in performance review?	☐	☐	☐
Pay for formal training or education outside your organization (conferences or seminars)?	☐	☐	☐

	Yes	No	Unknown
Provide epidemiology training or education to epidemiologists at the local level?	☐	☐	☐
Provide on-site training (epidemiology seminars, etc)?	☐	☐	☐
Require continuing education in epidemiology and surveillance?	☐	☐	☐

Q15. Does your public health agency do the following in order to provide access to cross-training in informatics?

	Yes	No	Unknown
Have staff position(s) responsible for internal informatics cross-training?	☐	☐	☐
Pay for formal informatics training or education outside your organization (conferences or seminars)?	☐	☐	☐
Provide informatics cross-training or education to epidemiologists at the local level?	☐	☐	☐
Provide on-site informatics training (seminars, etc)?	☐	☐	☐
Require cross-training in informatics?	☐	☐	☐

Q16. Does your public health agency provide epidemiology training in collaboration with any of the following organizations/groups?

If no "Other" is specified, please select "Unknown."

	Yes	No	Unknown
Centers for Disease Control and Prevention (CDC)	☐	☐	☐

	Yes	No	Unknown
Centers for Public Health Preparedness/Preparedness and Emergency Response Learning Centers	☐	☐	☐
HRSA Training Centers	☐	☐	☐
Public Health Institutes	☐	☐	☐
Public Safety/First Responders	☐	☐	☐
Other Federal/Governmental Agencies	☐	☐	☐
Schools of Medicine	☐	☐	☐
Schools of Nursing	☐	☐	☐
Schools of Public Health	☐	☐	☐
Schools of Veterinary Medicine	☐	☐	☐
Other Academic Institutions	☐	☐	☐
Other Healthcare Organizations	☐	☐	☐
Other Healthcare Providers	☐	☐	☐
Other (please specify) 	☐	☐	☐

Q17. How does the state health department utilize the Applied Epidemiology Competencies (AECs) to clearly define the career path for applied epidemiologists?

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Select all that apply.

- Assess epidemiological capacity of specific positions
- Assess gaps in knowledge
- Create/update job qualification statements
- Create/update position descriptions
- Create/update promotion requirements
- Develop curricula for continued education/training programs
- Develop specific training plans to address gaps in knowledge
- Not sure if we have used the AECs
- We have not used the AECs

Q18. From your perspective, what are the most pressing training needs among your epidemiology staff?

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Please select the top two most pressing needs.

Assessment (creation, distribution, and/or evaluation of assessments)

Continuing education (basic epi refreshers, novel methodologies, updates to the field/literature, etc.)

Cultural competency (diversity and inclusion, improving knowledge and attitudes to promote culturally responsive work, community collaboration, etc.)

Data analytics (informatics, translating and applying public health data, etc.)

Fiscal management (planning, budgeting, and/or monitoring resources)

Leadership development (identifying future leaders, coaching/mentoring programs, retention of current leaders)

Persuasive communication (articulating a message to the public, communicating public health research and data, policy engagement, etc.)

Systems thinking (systems development, change management, strategic planning, and/or flexibility)

Software skills (Epi Info, SAS, SPSS, R, etc.)

Team-building (improving interpersonal relations and collaboration among staff)

Other (please specify)

Section 6: Questions 19-21

This section is intended to focus on existing practices, incentives and barriers aimed at strengthening the state epidemiology workforce.

All questions within this section should be completed by the State Epidemiologist or a senior level health official within this agency. It may be helpful to consult with a Human Resources or other hiring director.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q19. To what extent is each of these factors a problem in recruiting epidemiologists?

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

If no "Other" is specified, please select "Not a problem."

	Not a problem	Somewhat of a problem	Problem	Major Problem
Enough qualified applicants	☐	☐	☐	☐
Hiring freezes	☐	☐	☐	☐
Job benefits	☐	☐	☐	☐
Job interests/fulfillment	☐	☐	☐	☐
Job location	☐	☐	☐	☐
Limitations recruiting outside your organization	☐	☐	☐	☐
Opportunity for promotion	☐	☐	☐	☐
Opportunities for training	☐	☐	☐	☐
Personnel policies and procedures	☐	☐	☐	☐
Restrictions on choosing the best candidate	☐	☐	☐	☐
Restrictions on hiring quickly enough	☐	☐	☐	☐
Restrictions on offering competitive pay	☐	☐	☐	☐
Salary scale	☐	☐	☐	☐
Travel permitted	☐	☐	☐	☐
Travel required	☐	☐	☐	☐
Other factor? (please specify)	☐	☐	☐	☐

Q20. The following are useful recruitment settings or activities implemented by our organization:

If no "Other" is specified, please select "Unknown."

	Yes	No	Unknown
Universities/Schools of Public Health	☐	☐	☐
Recruitment job fairs	☐	☐	☐
Professional organizations (ACE, APHA, ASPPH, ASTHO, CSTE, NACCHO)	☐	☐	☐
Federal programs (CEFO, EIS, PHAP)	☐	☐	☐
Other health agencies within the state	☐	☐	☐
Local media	☐	☐	☐
Epi Monitor or periodic epidemiology newsletter	☐	☐	☐
State and/or local government websites	☐	☐	☐
Public Health career websites (Emory Public Health Employment Connection)	☐	☐	☐
LinkedIn	☐	☐	☐
Facebook	☐	☐	☐
Other social media	☐	☐	☐
Other (please specify) 	☐	☐	☐

Q21. In general (regardless of program area), what are your minimum hiring requirements for entry level epidemiology positions at the State Health Department?

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

	Educational Attainment	Years Experience	What qualifies as experience? Select all that apply.				
			Internships	Volunteering	Paid work	Full time experience	Other
Entry Level Minimum Hiring Requirement			☐	☐	☐	☐	☐

Section 7: Questions 22-25

This section is intended to focus on retention of the state epidemiology workforce.

All questions within this section should be completed by the State Epidemiologist or a senior level health official within this agency. It may be helpful to consult with a Human Resources director or other State Health Department staff by specific program area when completing Question 22.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Q22. For epidemiology/surveillance staff at the Masters degree and above level, please estimate the number of vacancies and available positions.

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

Please do not leave any box blank- indicate "0" instead.

	By program area, what is the number of vacant epidemiology positions at the health department?	By program area, how many positions do you intend to fill (actively working with HR)? Do not include positions that are required to be left vacant due to hiring freezes or other requirements.
Chronic Disease		
Environmental Health		
Genomics		
Infectious Disease		
Informatics		
Injury		
Maternal and Child Health		
Mental Health		
Occupational Health		
Oral Health		

	By program area, what is the number of vacant epidemiology positions at the health department?	By program area, how many positions do you intend to fill (actively working with HR)? Do not include positions that are required to be left vacant due to hiring freezes or other requirements.
Preparedness		
Substance Abuse		
Vital Statistics		
Other (please specify)		

Q23. To what extent is each of these factors a problem in retaining epidemiologists?

State level epidemiologists include all those employed by the state, all those working at the state level who are either federal assignees (e.g. EISO, CEFO, PHAP) or contract employees (e.g. CSTE trainee, contracted from school of public health to work at or for the state health department), and state employees assigned to work in a regional office (e.g. to conduct investigations for a region of the state). Please include only civic service employees.

If no "Other" is specified, please select "Not a problem."

	Not a problem	Somewhat of a problem	Problem	Major Problem
Enough qualified applicants	☐	☐	☐	☐
Hiring freezes	☐	☐	☐	☐
Job benefits	☐	☐	☐	☐
Job interests/fulfillment	☐	☐	☐	☐
Job location	☐	☐	☐	☐
Limitations recruiting outside your organization	☐	☐	☐	☐
Opportunity for promotion	☐	☐	☐	☐
Opportunities for training	☐	☐	☐	☐
Personnel policies and procedures	☐	☐	☐	☐
Restrictions on choosing the best candidate	☐	☐	☐	☐
Restrictions on hiring quickly enough	☐	☐	☐	☐
Restrictions on offering competitive pay	☐	☐	☐	☐
Salary scale	☐	☐	☐	☐
Travel permitted	☐	☐	☐	☐

	Not a problem	Somewhat of a problem	Problem	Major Problem
Travel required	☐	☐	☐	☐
Other factor (please specify) 	☐	☐	☐	☐

Q24. In light of the projected public health workforce shortage, how are you currently working with staff to minimize turnover?

Select all that apply.

Internal promotions

Mentoring/informal coaching

Promoting task diversity in assignments

Providing professional development and training

Publicly recognizing employee achievements

Succession planning

Other (please specify)

Q25. In light of the projected public health workforce shortage, how are you working with staff to maintain institutional knowledge?

Select all that apply.

Documenting standard operating procedures

Participating in preceptorship/practicum programs

Providing internal training

Providing professional development

Other (please specify)

Section 8: Question 26

The following question is intended to focus on Preparedness within the State Health Department.

Q26. Do you utilize an Outbreak Management System?

An outbreak management system supports the initial characterization, investigation, response, and containment of outbreaks through the collection and analysis of data.

Yes

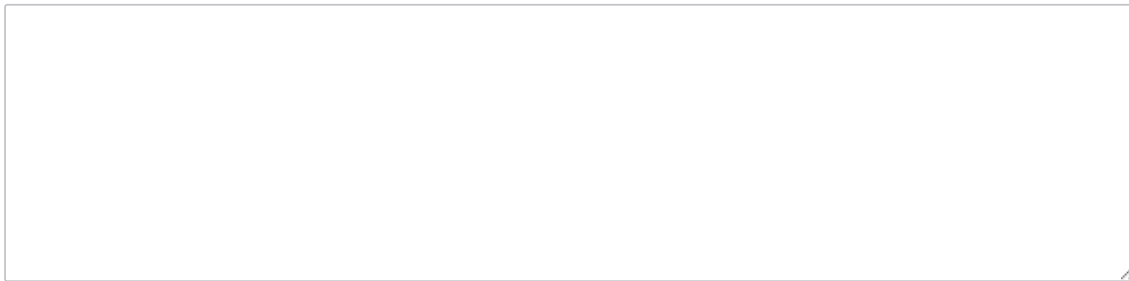
No

Unknown

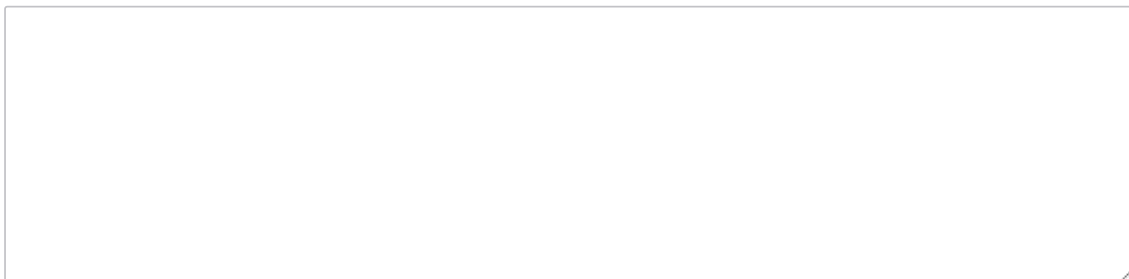
Section 9: Questions 27-34

This is the final section. All questions within this section should be completed by the State Epidemiologist or a designated senior level health official within this agency.

Q27. As the State Epidemiologist, what are the most critical issues you face?

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Q28. What other thoughts, comments, concerns or questions would you like to share with CSTE in regard to the epidemiology workforce and training?

A large rectangular text input area with a thin border and a small cursor icon in the bottom right corner.

Q29. Please indicate your level of agreement regarding this pilot assessment compared to past ECAs.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
This assessment was easy to understand.	☐	☐	☐	☐	☐
This assessment took an appropriate amount of time to complete.	☐	☐	☐	☐	☐
This assessment is important to me.	☐	☐	☐	☐	☐

Q30. Please respond regarding your State Health Department's use of the 2017 ECA Instructional Toolkit Overview and Worksheets.

	Did you use this document?		This document was helpful.					
	Yes	No	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	I did not use this document
2017 ECA Instructional Toolkit Overview	☐	☐	☐	☐	☐	☐	☐	☐
2017 ECA Instructional Toolkit Worksheet 1	☐	☐	☐	☐	☐	☐	☐	☐
2017 ECA Instructional Toolkit Worksheet 2	☐	☐	☐	☐	☐	☐	☐	☐
2017 ECA Instructional Toolkit Worksheet 3	☐	☐	☐	☐	☐	☐	☐	☐

Q31. Please estimate the total amount of time taken to complete data collection and input data into the assessment.

Round to the nearest whole hour.

0 10 20 30 40 50 60 70 80 90 100

Number of hours:

Q32. Are there any changes and/or feedback you would recommend before the full launch of the assessment?

Q33. As the State Epidemiologist, I confirm that all questions within this assessment have been answered.

[Click here to confirm](#)

Q34. As the State Epidemiologist, I confirm that all parts of this assessment have been completed accurately, to the best of my knowledge. I have consulted with other state health agency staff as necessary.

[Click here to confirm](#)

Please review the provided responses to the 2017 Epidemiology Capacity Assessment. After you have completed a review of the responses and confirm that the assessment has been completed accurately to the best of your knowledge, please click the forward arrow below to submit your responses. Your responses cannot be reviewed after submission.

Click the next arrow to submit your responses.

If you have any additional questions or comments, please email Jessica Arrazola at ECA@cste.org.

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