

Appendix C: Interview Guide for Key Informants

PHLI Key Informant INTERVIEW GUIDE - Interviewer Version

Participant ID: _____ Interview Date: _____

Hello, my name is _____ and I'm a doctoral student in the SPH at UNC. How are you today? The purpose of this evaluation is to help us understand the influence that PHLI may have had on the field of public health, and to get your suggestions on the future of PHLI.

This interview should take about 45 minutes and we'd like to record the interview. Is that ok? All information will be kept confidential. You are one of about fifteen graduates that we plan to interview; and we'll combine the information you give us with their information in our reports. Do you have any questions? Great - let's start. Is it ok for me to turn on my recorder?

PHLI KEY INFORMANT INTERVIEW GUIDE

Part One. Demographics

1. Are you a PHLI graduate?

No

Yes

2. What type of organization do you work for now, mainly?

- Governmental public health – local
- Governmental public health – state
- Governmental public health – federal
- Health Care
- Academic
- Foundation
- Non-profit/NGO
- Private consulting – public health related
- Other (specify) _____

Part Two. Your Views of PHLI

3. What type of involvement have you had with PHLI over the years?

4. **Benefits:** What are the benefits of PHLI that you have observed, at any level of the public health system?

- Probe for details of things shared. Ask respondent to be specific and to give concrete examples wherever possible.
- For each benefit: Why is this benefit important, in your view?

If not mentioned by the respondent, ask about any benefits seen at these levels:

Individual leader development

Network development and network activities

Program Improvements or New Programs, Organizational Improvements, or System Changes

5. **Expectations:** a. Overall, would you say that this program is meeting your expectations?

Yes

No

Partly

Not sure

b. Why or why not? How do you know?

c. What evidence would you like to see about its outcomes? What evaluation questions should be addressed in the future?

6. **Concerns:** What concerns have *you* had, or do *others* have, about PHLI? Please tell us in some detail about them.

Part 3. The Future of Public Health Leadership Development

Many people are trying to make decisions about the future of public health leadership development in the U.S.

7. Do you believe that there should be a National Public Health Leadership Development Program like PHLI in the years to come?

- No – Please explain why not.
- Not sure – Please explain
- Yes

If Yes or Not sure:

9. What should be its main goals? Why?
10. Who should be the main target audience(s)? Explain why those audiences are important. (Emerging? Senior? Specific fields? General?)
11. What types of development opportunities should the program offer to the field? (One big program? Menu of different programs and opportunities? Other?)
12. After the “program” is concluded? What kind of ongoing activities would be most helpful to the graduates or to the field of public health?
13. What should be its relationship to the existing State and Regional public health leadership development programs and other similar leadership programs?
14. How, if at all, should the program be linked to national public health priorities (such as specific infrastructure improvement initiatives, or specific public health problems such as avian influenza or heart disease)?
15. Is there anything else you would like to add?

If time permits (for graduates):

You mentioned xx personal benefits. Are there any other benefits you'd like to mention?

I also wanted to let you know that you can contact Karl Umble, who is the Principal Investigator at (919)966-8214 with questions about this research study.

Thank you very much!