

**The California Wellness Foundation Violence Prevention Initiative
An Evaluation of Three Leadership Programs**

Surveys and Protocols

The following surveys and interview protocols were developed for an evaluation of three leadership programs that were part of the Violence Prevention Initiative funded by The California Wellness Foundation. Included in this file are the following:

- **VPI Leadership Program Survey for Academic Fellows**
- **VPI Leadership Program Survey for Community Fellows**
- **VPI Leadership Program Survey for Peace Prize Awardees**
- **Interview Questions for California Peace Prize Awardees**
- **Interview Questions for Community Fellows**
- **Interview Questions for Academic Fellows**
- **Interview Questions for Academic Fellowship Program Coordinators**
- **Interview Questions for Community Fellow Coordinators**
- **Interview Questions for Principal Investigators of the Academic Fellowship Program**

The full report on the Violence Prevention Initiative evaluation of three leadership programs is available at the LLC Evaluation Learning Circle Knowledge Pool.

Appendix B: TCWF Leadership Program Survey Instruments

VPI Leadership Program Survey for Academic Fellows

The purpose of this survey is to obtain information about your fellowship experience so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for The California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts, and opinions; there are no right or wrong answers.

This survey should take approximately 20 to 30 minutes to complete. This is a very important step in truly understanding the individual differences in the fellowship experience. Your participation is voluntary, and you may decline to answer any question for any reason. Your individual responses will be kept strictly confidential; however, the evaluators will be able to match responses to specific individuals for follow-up purposes. Your responses will be combined with those of other fellows and won't be released in any way that would identify you or your specific response to any question.

At the end of the survey, you will have an opportunity to provide anonymous input about your fellowship experience. These responses will be separate from your other survey responses and will not be linked to your name in any way, even to the evaluators.

If you have questions about the content of the survey, please contact Kim Ammann Howard at the Leadership Learning Community, 510-559-9939.

Name: _____

Fellowship Start
Date: _____

Fellowship End
Date: _____

A. Descriptive Information

A1. Gender: Male Female

A2. Age: 20-29 30-39 40-49 50-59 60+

A3. Ethnicity: African American Latino/Hispanic Native American
 Caucasian Asian
 Pacific Islander Other

specify: _____)

Multi-ethnic (specify: _____ (_____))

A4. Please list your graduate degree(s) and associated major(s) (for example, PhD in public health): _____

A5. Current workplace or work status (Please check the one that best applies):

- Community-based Private Government University
 Foundation Self-employed Unemployed
 Medical care facility Clinical practice
 Other (specify: _____)

A6. In what way(s) have you been involved in violence prevention since the end of your fellowship (mark all that apply)?

As part of paid work position(s) (Briefly describe:

_____)

Volunteer opportunities (Briefly describe:

_____)

A7. Are you currently involved in violence prevention? Yes No

B. Recruitment

B1. How did you hear about the academic fellowship program?

B2. Please indicate the reason(s) that you wanted to participate in the fellowship (mark all that apply):

- Personal experience with violence Violence in your community
 Previous work experience Learning opportunities
 Networking opportunities Funding to pursue violence prevention work
 Recognition of your violence prevention work

o Interest in gaining research experience

o Other

(specify: _____)

C. Involvement in Fellowship

C1. On average, how much time did you spend on fellowship activities each week?

- o <10 hours o 11-20 hours o 21-30 hours o 31-40 hours o 40+ hours

C2. What types of activities or strategies did you pursue as part of your fellowship and how often did you use them?

	Did not use this strategy	Used this strategy rarely	Used this strategy sometimes	Used this strategy often	This strategy was core to my work
a. Provide clinical care or another type of direct service					
b. Develop new projects or products					
c. Mobilize others to join efforts to prevent violence					
d. Advocate for changes in policies to prevent violence					
e. Expand the resources available to my organization or community					
f. Influence public opinion about violence prevention					
g. Develop ways to measure tangible results					
h. Other (specify):					

C3. By your own standards, how successful do you think you were in pursuing each of these activities or strategies?

	No success	Little Success	Moderately Successful	Extremely successful	Did not use this strategy
a. Provide clinical care or another type of direct services					
b. Develop new projects or products					
c. Mobilize others to join efforts to prevent violence					
d. Advocate for changes in policies to prevent violence					
e. Expand the resources available to my organization or community					
f. Influence public opinion about violence prevention					
g. Develop ways to measure tangible results					
h. Other (specify):					

C4. Did the focus of your individual fellowship goals and activities change over time?

- Yes No

If Yes, how much did each of the following contribute to this change?

	Not at All	Only a Little	A Lot	Cannot Answer
a. Personal issues				
b. Work commitments				
c. New violence prevention opportunities arose				
d. Underestimated time to achieve original goals				
e. Lack of funds				
f. Change in perspective about violence prevention				
g. Other (specify):				

	Not at All	Only a Little	A Lot	Cannot Answer

C5. During your fellowship, to what extent were each of the following issues a challenge?

	Not a Challenge at All	A Little Challenging	Somewhat Challenging	A Significant Challenge
a. Limited time				
b. Lack of financial support				
c. Lack of technical support				
d. Lack of supervision or coaching				
e. Unclear expectations				
f. Personal commitments				
g. Geographical distance between fellows and meetings				
h. Professional commitments				
i. Other (specify):				

C6. During your fellowship, to what extent were each of the following an important source of support?

	No Support	A Little Support	Some Support	Lots of Support	Not Applicable
a. Principal investigator at your fellowship site					
b. Fellowship program coordinators Liz McLoughlin and Peggy Skaj					
c. Other VPI grantees					
d. Other fellows in your cohort					
e. Colleagues					
f. Family members					
g. Friends					

	No Support	A Little Support	Some Support	Lots of Support	Not Applicable
h. Other (specify):					

D. Sources of Fellowship Support

Your principal investigator

- D1. On average, how many hours a month did you spend with your principal investigator? _____
- D2. In what way(s) did your principal investigator assist you (mark all that apply)?
- Provided input about my fellowship plans
 - Helped me with the development and implementation of my fellowship project
 - Provided me with information about violence prevention
 - Introduced me to colleagues
 - Took me to meetings
 - Provided me with a personal example of someone with leadership or values
 - Assisted me with my career pursuits
 - Other (specify: _____)
- D3. Overall, how effective was your principal investigator at providing guidance and support to you during your fellowship?
- Very effective
 - Moderately effective
 - A little effective
 - Not effective

Other individuals at your fellowship site

- D4. Were any other individuals at your fellowship site an important source of support during your fellowship?
- Yes

- No (If no, skip to D8)

If yes, please specify name(s) and position(s): _____

D5. On average, how many hours a month did you spend with this individual (or these individuals)?

D6. In what way(s) did you spend time with this individual (or these individuals) (mark all that apply)?

- Provided input about my fellowship plans

- Helped me with the development and implementation of my fellowship project

- Provided me with information about violence prevention

- Introduced me to colleagues

- Took me to meetings

- Provided me with a personal example of someone with leadership or values

- Assisted me with my career pursuits

- Other (specify:

_____)

D7. Overall, how effective was this individual (or these individuals) at providing guidance and support to you during your fellowship?

- Very effective

- Moderately effective

- A little effective

- Not effective

Fellowship program coordinators

D8. Below is a list of ways in which the fellowship program coordinators, Liz McLoughlin and Peggy Skaj, provided support to fellows. How important was each of the following activities or actions to your fellowship experience?

	Not Important	Slightly Important	Moderately Important	Very Important	Not Applicable
a. Orientation to the fellowship					
b. Understanding the core competencies					
c. Knowledge about the VPI					
d. Integration into the VPI					
e. Monthly updates of fellowship projects					
f. Advocacy trainings					
g. Personal mentoring (help with personal or professional issues)					
h. Other (specify):					

D9. Overall, how effective were Liz and Peggy at providing guidance and support to you during your fellowship?

- Very effective
- Moderately effective
- A little effective
- Not effective

E. Effectiveness of Overall Program and Specific Program Activities

E1. The goal of the academic fellowship program is to increase the number of professionally trained health professionals committed to violence prevention. Keeping this goal in mind, how effective was the overall fellowship program:

- Not effective
- A little effective
- Moderately effective
- Very effective

E2. Again keeping this goal in mind, please rate the effectiveness of each of the following fellowship activities:

	Not Effective	A Little Effective	Moderately Effective	Very Effective	Did not participate
a. Individual fellowship project					
b. Monthly meetings					
c. Annual VPI conferences					
d. Fellows retreats					
e. Policy advocacy training					
f. Media advocacy training					
g. Involvement and support at site level					
h. PCVP library					
i. UCSF violence prevention course					
j. Being part of the VPI					
k. Collaboration with communities outside of VPI					
l. Opportunity to develop relationships with others in my cohort					
m. Academic fellows fund					
n. Fellowship portfolio					
o. Other (specify):					
Comments:					

F. Developing Relationships and Collaborating with Other VPI Grantees

F1. How important to your fellowship were relationships with individuals from each of the following groups?

	Not Important	Slightly Important	Moderately Important	Very Important	Did not interact with anyone from this group
a. Community fellows					
b. Peace Price awardees					

	Not Important	Slightly Important	Moderately Important	Very Important	Did not interact with anyone from this group
c. Pacific Center for Violence Prevention					
d. Community Action programs					
e. The California Wellness Foundation staff					
f. Fellows from your cohort					
g. Berkeley Media Studies Group					
h. Public Education Campaign					
i. Other VPI grantees (specify):					
Comments:					

G. Effect of participation in the fellowship program

The next set of questions asks about the effect of participation in the fellowship program on your personal growth, knowledge gains, skills development, and your profession or specialty.

To take into account different experiences prior to the fellowship, we offer two different response options related to “no effect.” The first option, “no effect due to experience prior to the fellowship,” may be used to indicate no effect if you entered the fellowship program with a high level of aptitude, knowledge, or skill related to the specific statement. The second option, “no effect as a result of the fellowship program,” can be used to indicate that you did not experience any change in this particular area due to the program itself. For example, an individual who had been working in gun violence prevention for many years may not think that the program had an effect on his knowledge about gun violence due to his prior experiences rather than what was offered as part of the program; as a result, he would choose the “no effect due to experience prior to the fellowship.”

Personal growth

G1. For each of the following statements, rate the effect that participation in the fellowship program has had on your personal growth?

	No effect due to experience prior to the fellowship	No effect as a result of the fellowship program	Little Effect	Moderate Effect	A Large Effect
a. I am more comfortable around people who are different from me					
b. I have more clarity about my own values and what is important to me					
c. I am more comfortable expressing my beliefs					
d. I am better at acknowledging the contributions of others					
e. I have a deeper appreciation of my culture and community					
f. I have a deeper appreciation of other cultures and communities					
g. I have a greater recognition that conflict is an inherent and desirable part of change					
h. My commitment to violence prevention work has been strengthened					
i. I am more realistic about what I can accomplish in my work.					
j. I have a stronger support network for my violence prevention work					
k. Other (specify):					

G2. What **single aspect of the program** most contributed to your personal growth and why?

Knowledge Development

G3. For each of the following statements, rate the effect your participation in the fellowship program has had on your knowledge development?

	No effect due to experience prior to the fellowship	No effect as a result of the fellowship program	Little Effect	Moderate Effect	A Large Effect
a. I know more about the public health approach to violence prevention					
b. I know more about the epidemiology of violence					
c. I know more about the causes of violence and potential policy interventions					
d. I know more about the causes of firearm injuries and potential policy interventions					
e. I know more about different community perspectives on violence and its prevention					
f. I know more about ways to use the media to promote violence prevention efforts					
g. I know more about ways to sustain violence prevention work					
h. I have a better understanding of the policy and political process of change					
i. Other (specify):					

G4. What **single aspect of the program** most contributed to increasing your knowledge why?

Ability to Enhance Violence Prevention Efforts

G5. For each of the following statements rate the effect your participation in the fellowship program had on your ability to enhance violence prevention efforts?

	No effect due to experience prior to the fellowship	No effect as a result of the fellowship program	Little Effect	Moderate Effect	A Large Effect
a. I am better able to share what I learn with others					
b. I am better at engaging others in violence prevention activities					
c. I am more effective working with a diverse group					
d. I am more effective at obtaining support for violence prevention work (financial, political, community)					
e. I am more effective in using research to support violence prevention efforts					
f. I am better able to develop and implement violence prevention activities					
g. I am more capable of using the media to promote violence prevention					
h. I have increased access to leaders who can assist with my work					
i. My capacity to formulate a clear plan of action has improved					
j. Other (specify):					

G6. What single aspect of the program most contributed to your ability to enhance violence prevention efforts and why?

Impact on your profession or specialty

G7. In what ways has the academic fellowship program impacted your profession or specialty (mark all that apply)?

Please think about the impact on your profession as a result of your involvement as well as the involvement of others individuals who participated in the program.

- Interest in violence prevention among my colleagues has increased.
- Presentations about violence prevention have increased.
- Publications about violence prevention have increased.
- Opportunities to pursue violence prevention work has improved.
- The involvement of under represented groups has increased.
- Other (specify: _____)

H. Post-fellowship Transition or Involvement in Violence Prevention

H1. To what extent is each of the following a challenge to your ongoing work in violence prevention?

	Not a Challenge at All	A Little Challenging	Somewhat Challenging	A Significant Challenge
a. Lack of rewards (for example, professional or personal)				
b. Lack of financial resources				
c. Lack of opportunities				
d. Other professional commitments				
e. Personal commitments				
f. Other (specify):				

H2. In what way(s) are you still involved with the VPI (mark all that apply)?

- Communicate with other academic fellows
- Communicate with other community fellows

- o Communicate with fellowship program coordinators, Liz McLoughlin and Peggy Skaj
- o Communicate with TCWF staff
- o Collaborate on VPI-related activities
- o Receive written information from VPI grantees (for example, meeting minutes, newsletter or email updates)
- o Attend VPI conferences or meetings
- o Utilize fellowship fund
- o Utilize Pacific Center Web site
- o Utilize VPI Listserv
- o Other (specify:

_____)

H3. How helpful has each of the following post-fellowship activities been in facilitating your ongoing work in violence prevention?

	Not at all Helpful	A Little Helpful	Moderately Helpful	Extremely Helpful
a. Fellows fund				
b. VPI listserv				
c. Receive meetings of monthly meetings				
d. Library help				
e. Gifts of books on violence prevention (“Lost Boys” and “Preventing Violence”)				
f. Personal mentoring (help with personal or professional issues)				
g. Other (specify):				
Comments:				

H4. How helpful would each of the following post-fellowship activities have been in facilitating your ongoing work in violence prevention?

	Not at all Helpful	A Little Helpful	Moderately Helpful	Extremely Helpful
a. Ongoing ways to stay involved in the VPI (e.g., financial support to attend conference after fellowship ended)				
b. Help to find a violence prevention-related job				
c. Help to obtain funds to pursue violence prevention research or programs				
d. Ongoing training opportunities				
e. Ongoing networking opportunities				
f. Ongoing information updates to support violence prevention work (newsletters, Web site)				
g. Other (specify):				
Comments:				

I. Closing Questions

I1. What do you think is the most significant achievement that can be attributed to your fellowship experience?

I2. If you had to do it again, would you participate in the program? Yes No

Anonymous Portion of the Survey:

This next section of the survey is completely anonymous, even to the evaluators. Your responses in this section will not be linked to any personal identifiers.

I3. Please comment on anything else that you think is important for us to know.

VPI Leadership Program Survey for Community Fellows

The purpose of this survey is to obtain information about your fellowship experience so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for the California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts and opinions; there are no right or wrong answers.

This survey should take approximately 20 to 30 minutes to complete. This is a very important step in truly understanding the individual differences in the fellowship experience. Your participation is voluntary, and you may decline to answer any question for any reason. Your individual responses will be kept strictly confidential; however, the evaluators will be able to match responses to specific individuals for follow-up purposes. Your responses will be combined with those of other fellows and won't be released in any way that would identify you or your specific response to any question.

At the end of the survey, you will have an opportunity to provide input about your fellowship experience that will be kept separate from your other survey responses and will not be linked to your name in any way.

If you have questions about the content of the survey, please contact Kim Ammann Howard at the Leadership Learning Community, 510-559-9939.

Name: _____

Fellowship Start
Date: _____

Fellowship End
Date: _____

A. Descriptive Information

A1. Gender: Male Female

A2. Age: 20-29 30-39 40-49 50-59 60+

A3. Ethnicity: African American Latino/Hispanic Native American
 White Asian
 Pacific Islander Other

(specify: _____)

Multi-ethnic

(specify: _____)

- A4. Education: Less than high school Some high school
 High school degree or GED Technical degree
 Some college Undergraduate degree Graduate degree

A5. Type of agency currently work in:

- Community-based Private Government University
 Foundation Self-employed Unemployed
 Other (specify:

_____)

A6. In what way(s) have you been involved in violence prevention since the end of your fellowship (mark all that apply)?

- As part of paid work position(s) (Briefly describe:

_____)

- Volunteer opportunities (Briefly describe:

_____)

A7. Are you currently involved in violence prevention? Yes No

B. Recruitment

B1. Please indicate the reason(s) that you wanted to participate in the fellowship (mark all that apply):

Personal experience with violence Violence in your
community

Previous work experience Learning
opportunities

- Networking opportunities
 - Funding to pursue violence prevention work
 - Recognition of your violence prevention work
 - Other
- (specify: _____)
- _____)

C. Involvement in Fellowship

- C1. Were your fellowship activities part of your job? Yes No
- C2. On average, how much time did you spend on fellowship activities each week?
- <10 hours
 - 11-20 hours
 - 21-30 hours
 - 31-40 hours
 - 40+ hours
- C3. How did you spend your fellowship funds (mark all that apply)?
- Your own salary
 - Programmatic expenses (for example, start or augment violence prevention services or programs; salary of staff)
 - Stipend for mentees
 - Training or professional development opportunities
 - Technical (computer equipment and related technical training)
 - Travel
 - Other (specify: _____)
- _____)

C4. What types of activities or strategies did you pursue as part of your fellowship and how often did you use them?

	Did not use this strategy	Used this strategy rarely	Used this strategy sometimes	Used this strategy often	This strategy was core to my work
a. Provide direct services					
b. Develop new projects or products					
c. Develop new and emerging leaders (for					

	Did not use this strategy	Used this strategy rarely	Used this strategy sometimes	Used this strategy often	This strategy was core to my work
example work with mentees)					
d. Mobilize others to join efforts to prevent violence					
e. Advocate for changes in policies to prevent violence					
f. Expand the resources available to my organization or community					
g. Bring together individuals from diverse backgrounds to engage in dialogue or action to prevent violence					
h. Influence public opinion about violence prevention					
i. Develop ways to measure tangible results					
j. Other (specify):					

C5. By your own standards, how successful were you in pursuing each of these activities or strategies?

	No success	Little success	Moderately Successful	Extremely successful	Did not use this strategy
a. Provide direct services					
b. Develop new projects or products					
c. Develop new and emerging leaders (for example with mentees)					
d. Mobilize others to join efforts to prevent violence					
e. Advocate for changes in policies to prevent violence					

f. Expand the resources available to my organization or community					
g. Bring together individuals from diverse backgrounds to engage in dialogue or action to prevent violence					
h. Influence public opinion about violence prevention					
i. Develop ways to measure tangible results					
j. Other (specify):					

C6. If you began a direct service program, what type of service program did you initiate?

C7. Did the focus of your individual fellowship goals and activities change over time?

Yes No

If Yes, how much did each of the following contribute to this change?

	Not at All	Only a Little	A Lot	Cannot Answer
a. Personal issues				
b. Work commitments				
c. New violence prevention opportunities arose				
d. Underestimated time to achieve original goals				
e. Lack of funds				
f. Change in perspective about violence prevention				
g. Other (specify):				

C8. During your fellowship, to what extent were each of the following issues a challenge?

	Not a Challenge at All	A Little Challenging	Somewhat Challenging	A Significant Challenge
a. Limited time				
b. Lack of financial support				
c. Lack of technical support				
d. Lack of supervision or coaching				
e. Unclear expectations				
f. Personal commitments				
g. Other professional commitments				
h. Geographical distance between fellows and meetings				
i. Other (specify):				

C9. During your fellowship, to what extent were each of the following an important source of support?

	No Support	A Little Support	Some Support	Lots of Support	Not Applicable
a. Your employer					
b. VPI community fellow program coordinators (Eureka or Community Partners)					
c. Other VPI grantees					
d. Other fellows in your cohort					
e. Colleagues					
f. Family members					
g. Friends					
h. Other (specify):					

D. Being a Mentor

D1. Did you mentor youth as part of your fellowship?

- Yes
- No (If no, skip to Section E)

D2. If Yes, how many youth did you mentor? _____

D3. In choosing mentees, how important were the following?

	Not at All Important	A Little Important	Somewhat Important	Very Important
a. Age				
b. Gender				
c. Leadership experience				
d. Youth at high risk				
e. Other (specify):				

D4. On average, how many hours per week did you spend with your mentees?

D5. In what way(s) did you spend time with your mentees (mark all that apply)?

- Involved them in my organization
- Brought them to the VPI conference or retreats
- Brought them to other VPI activities
- Introduced them to key people who work in violence prevention
- Assisted them with their educational pursuits
- Talked to them about their leadership strengths and weaknesses
- Discussed or demonstrated leadership and values
- Provided support for personal issues
- Other (specify:

_____)

D6. In what way(s) did you spend the money allocated for mentees (mark all that apply)?

- Work stipend
- Attendance at a VPI conference or retreat
-

Training

- Other (specify:

_____)

- Did not have money for mentees

D7. Do you still mentor your mentee(s)? Yes No

D8. Is your mentee(s) still involved in violence prevention work? Yes No

D9. How did you learn to be mentor (mark all that apply)?

- From my mentor
- From my previous experience
- VPI training

- Other (specify:

_____)

E. Effectiveness of Overall Program and Specific Program Activities

E1. The goal of the community fellows program was to support community leaders in their violence prevention efforts through leadership and professional development. Keeping this goal in mind, how effective was the overall fellowship program:

- Very effective
- Moderately effective
- A little effective
- Not effective

E2. Again keeping this goal in mind, please rate the effectiveness of each of the following fellows activities:

	Not Effective	A Little Effective	Moderately Effective	Very Effective	Did not participate
a. Learning plan					
b. Financial compensation					
c. My work to prevent violence in the community					
d. Policy advocacy training					
e. Media advocacy training					
f. Annual VPI conferences					
g. Fellows retreats					
h. Overall coordination of community fellows program by the fellowship coordinator (Eureka or Community Partners)					
i. Training and technical assistance provided by the fellowship coordinator (Eureka or Community Partners)					
j. Being part of the broader VPI					
k. Opportunity to develop relationships with other fellows in my cohort					
l. Mentoring youth					
m. Other (specify):					

Not Effective	A Little Effective	Moderately Effective	Very Effective	Did not participate
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Comments:

F. Developing Relationships and Collaborating with Other VPI Members

F1. How important to your fellowship were relationships with individuals from each of the following VPI groups?

	Not Important	Slightly Important	Moderately Important	Very Important	Did not interact with anyone from this group
a. Academic fellows					
c. Peace Price awardees					
d. Pacific Center for Violence Prevention					
e. Community Action programs					
f. The California Wellness Foundation staff					
g. Fellows from your cohort					
h. Berkeley Media Studies Group					
i. Public Education Campaign					
j. Other VPI grantees (specify):					
Comments:					

G. Effect of participation in the fellowship program

The next set of questions asks about the effect of participation in the fellowship program on your personal growth, knowledge gains, and skills development.

To take into account different experiences prior to the fellowship, we offer two different response options related to “no effect.” The first option, “no effect due to experience

prior to the fellowship,” may be used to indicate no effect if you entered the fellowship program with a high level of aptitude, knowledge, or skill related to the specific statement. The second option, “no effect as a result of the fellowship program,” can be used to indicate that you did not experience any change in this particular area due to the program itself. For example, an individual who had been working in gun violence prevention for many years may not think that the program had an effect on his knowledge about gun violence due to his prior experiences rather than what was offered as part of the program; as a result, he would choose the “no effect due to experience prior to the fellowship.”

Personal Growth

G1. For each of the following statements, rate the effect that participation in the fellowship program has had on your personal growth?

	No Effect due to experience prior to the fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect
a. I am more comfortable around people who are different from me					
b. I have more clarity about my own values and what is important to me					
c. I am more comfortable expressing my beliefs					
d. I am better at acknowledging the contribution of others					
e. I have a deeper appreciation of my culture and community					
f. I have a deeper appreciation of other cultures and communities					
g. I have a greater recognition that conflict is an inherent and desirable part of change					
h. My commitment to violence prevention work has been strengthened					
i. I am more realistic about what I can accomplish in my work.					
j. I have a stronger support network for my violence prevention work					
k. Other (specify):					

	No Effect due to experience prior to the fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect

G2. What single aspect of the program most contributed to your personal growth and why?

Knowledge Development

G3. For each of the following statements, rate the effect your participation in the fellowship program has had on your knowledge development?

	No Effect due to experience prior to the fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect
a. I know more about the public health approach to violence prevention					
b. I know more approaches to conflict mediation and resolution					
c. I know more about the causes of violence and potential policy interventions					
d. I know more about the causes of firearm injuries and potential policy interventions					
e. I know more about different community perspectives on violence and its prevention					
f. I know more about ways to use the media to promote violence prevention efforts					
g. I know more about ways to sustain violence prevention work					
h. I have a better understanding of the policy and political process of change					
i. Other (specify):					

G4. What single aspect of the program most contributed to your knowledge development and why?

Ability to Enhance Violence Prevention Efforts

G5. For each of the following statements rate the effect your participation in the fellowship program had on your ability to enhance violence prevention efforts?

	No Effect due to experience prior to the fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect
a. I am better able to share what I learn with others					
b. I am better at engaging others in violence prevention activities					
c. I am more effective working with a diverse group					
d. I am more effective at obtaining support for violence prevention work (for example, financial, political, community)					
e. I am better able to develop and implement violence prevention activities					
f. I am more capable of using the media to promote violence prevention					
g. I have increased access to leaders who can assist with my work					
h. My capacity to formulate a clear plan of action has improved					
i. Other (specify):					

G6. What single aspect of the program most contributed to your ability to enhance violence prevention efforts and why?

Organizational Impact

G7. During your fellowship, were you working in an organization?

- o Yes
- o No (If no, skip to question G10)

G8. For each of the following statements, rate the effect your program participation in the fellowship program has had on your organization?

	No Effect due to experience prior to fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect
a. The existing violence prevention work (programs, training) has been strengthened					
b. New violence prevention work (programs, training) has been implemented					
c. The capacity to communicate a desired future to colleagues has improved					
d. Our ability to project what programs will cost has improved					
e. Our ability to measure impact of programs on violence reduction has improved					
f. Our ability to attract or leverage funds has improved					
g. Recognition of our work has increased					
h. Our ability to determine what our organization or community needs or wants has improved					
i. Our organizational capacity to address violence prevention has improved					
j. Other (specify):					

	No Effect due to experience prior to fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect

G9. What single aspect of the program most contributed to your fellowship's impact on your organization and why?

Community or Social Impact

G10. What effect did your program participation have on your community?

	No Effect due to experience prior to the fellowship	No Effect as a result of the Fellowship Program	Little Effect	Moderate Effect	A Large Effect
a. Public awareness about violence prevention has increased					
b. There is more frequent dialogue about the ways to address violence					
c. There is more confidence that violence in my community can be prevented					
d. More people are involved in local efforts to prevent violence					
e. There is increased collaboration among key players or organizations to address violence					
f. There is an increased capacity to tolerate conflict of ideas					
g. Policy makers are more knowledgeable about the needs of the community					
h. Other (specify):					

G11. What single aspect of the program most contributed to your fellowship's impact on your community and why?

Post-fellowship Transition or Involvement in Violence Prevention

H1. To what extent is each of the following a challenge to your ongoing work in violence prevention?

	Not a Challenge At All	A Little Challenging	Somewhat Challenging	A Significant Challenge
a. Lack of professional or personal rewards				
b. Lack of financial resources				
c. Lack of opportunities to pursue violence prevention				
d. Other professional commitments				
e. Personal commitments				
f. Other (specify):				

H2. In what way(s) are you still involved with the VPI (mark all that apply)?

- Communicate with other academic fellows
- Communicate with other community fellows
- Communicate with VPI community fellows program coordinators from Eureka or Community Partners
- Communicate with The California Wellness Foundation staff
- Collaborate on VPI-related activities
- Receive written information from VPI grantees (for example, meeting minutes, newsletter or email updates)
- Attend VPI conferences and meetings
- Utilize Pacific Center Web site
- Utilize VPI listserv
- Other (specify:

_____)

H3. How helpful would each of the following post-fellowship activities have been in facilitating your continued work in violence prevention?

	Not at all Helpful	A Little Helpful	Moderately Helpful	Extremely Helpful
a. Ongoing ways to stay involved in the VPI (for example, financial support to attend conference once fellowship ended)				
b. Help to find a violence prevention-related job				
c. Help to obtain funds for violence prevention work				
d. Ongoing training opportunities				
e. Ongoing networking opportunities				
f. Ongoing information updates to support violence prevention work (newsletters, Web site)				
g. Other (specify):				
Comments:				

H. Closing General Questions

I1. What do you think is the most significant achievement that can be attributed to your fellowship experience?

I2. If you had to do it again, would you participate in the program? oYes oNo

Anonymous Portion of the Survey:

For this next section of the survey, you will have the opportunity to provide input that is kept separate from your other survey responses and will not be linked to your name in anyway.

1. Please comment on anything else that you think is important for us to know.

VPI Leadership Program Survey for Peace Prize Awardees

The purpose of this survey is to obtain information about your experience being a California Peace Prize Awardee and how it impacted your work in violence prevention. This information will help us better understand and document the impact of the California Peace Prize Award Program and the lessons learned for The California Wellness Foundation and for others interested in leadership recognition efforts nationwide. Thank you for taking the time to share your experiences, thoughts and opinions; there are no right or wrong answers.

This survey should take approximately 15 to 20 minutes to complete. Your participation is voluntary, and you may decline to answer any question for any reason. Your individual responses will be kept strictly confidential; however, the evaluators will be able to match responses to specific individuals for follow up purposes. Your responses will be combined with those of other California Peace Prize Awardees and won't be released in any way that would identify you or your specific response to any question.

If you have questions about the content of the survey, please contact Kim Ammann Howard at the Leadership Learning Community, 510-559-9939.

Name: _____

Year received reward: _____

A. Descriptive Information

1. Gender: Male Female

2. Age: 20-29 30-39 40-49 50-59 60+

3. Ethnicity: African American Latino/Hispanic Native American
White

Asian

Pacific Islander Other

(specify: _____)

Multi-ethnic

(specify: _____)

4. Education: Less than high school Some high school

High school degree or GED Technical degree

- Some college
- Undergraduate degree
- Graduate degree

5. Current workplace or work status (Please check the one that best applies)

- Community-based
- Private
- Government
- University
- Foundation
- Self-employed
- Unemployed
- Other (specify:

_____)

6. Are you currently involved in violence prevention? Yes No

7. Total years working on violence prevention? ____ years

8. Number of years working on violence prevention since receiving the California Peace Prize Award?

_____ years

9. What led you to devote your time and energies to violence prevention? (Please mark all that apply)

- Personal experience with violence
 - Violence in my community
 - Professional opportunity
 - Other
- (specify: _____)

B. Media coverage

1a. Did you receive media coverage as a result of being a California Peace Prize Awardee? (If no, skip to question B2)

- Yes
- No

1b. If yes, how many times did you receive some type of recognition in the media?

- Once
- Twice
- Three times
- More than four times

1c. What types of media coverage did you receive? (Please mark all that apply)

- Daily mainstream newspaper (e.g., SF Chronicle, LA Times)
- Local community newspaper
- Newsletter
- Television
- Radio
- Magazine
- Other (specify: _____)

2. Had you received media coverage of your work prior to becoming a California Peace Prize Awardee?

- Yes
- No

3. Has any of the following happened to you as a result of being a California Peace Prize Awardee? (Please mark all that apply)

- Invited to be a speaker at a meeting or conference
- Responded to requests for information about my work
- Presented legislative testimony
- Appointed to a leadership position (for example, on a commission or board)
- Served as a consultant
- Other (specify: _____)

C. Impact of Receiving California Peace Prize Award

1. As a result of receiving the California Peace Prize Award, did the focus of your violence prevention work change?

- Yes
- No

If Yes, in what ways did your work change?

—

2. For each of the following statements, rate the effect that being a California Peace Prize Awardee has had on your personal growth.

	No Effect	Little Effect	Moderate Effect	A Large Effect
a. I have a deeper appreciation of my culture and community				
b. I have more clarity about my own values and what is important to me				
c. I am more comfortable expressing my beliefs				
d. My commitment to violence prevention work has been strengthened				
e. I have a stronger support network for my violence prevention work				
f. Other (specify):				

	No Effect	Little Effect	Moderate Effect	A Large Effect

3. What was the most significant impact of being a California Peace Prize Awardee on your personal growth?

4. For each of the following statements, rate the effect that being a California Peace Prize Awardee has had on your ability to enhance the violence prevention efforts.

	No Effect	Little Effect	Moderate Effect	A Large Effect
a. I am better able to influence people to get involved in violence prevention efforts				
b. I am better able to gain the support of influential people such as elected officials and policy makers				
c. I am more effective at obtaining support for my violence prevention work (financial, political, community)				
d. I have increased access to leaders who can assist with my work				
e. I receive more requests for input about violence prevention				
f. Other (specify):				

5. What was the most significant impact of being a California Peace Prize Awardee on your ability to enhance violence prevention efforts?

6. For each of the following statements, rate the effect that being a California Peace Prize Awardee has had on your organization.

	No Effect	Little Effect	Moderate Effect	A Large Effect
a. The existing violence prevention work (programs, training) has been strengthened				
b. New violence prevention work (programs, training) has been implemented				
c. Our organization is more influential with elected officials and policy makers				
d. Our ability to attract or leverage funds has improved				
e. Recognition of our work has increased				
f. We have been able to attract more volunteers				
g. Our organizational capacity to address violence prevention has improved				
h. Other (specify):				

7. What was the most significant impact of being a California Peace Prize Awardee on your organization?

8. For each of the following statements, rate the effect that being a California Peace Prize Awardee has had on your community.

	No Effect	Little Effect	Moderate Effect	A Large Effect
a. Public awareness about violence prevention has increased				
b. There is more frequent dialogue about the ways to address violence				
c. More people are involved in local efforts to prevent violence				
d. My community has strengthened its laws and policies that prevent violence				
e. There is increased collaboration among key players or organizations to address violence				
f. Other (specify):				

9. What was the most significant impact of being a California Peace Prize Awardee on your community?

D. Your involvement with the VPI

1. Prior to receiving the California Peace Prize Award, were you involved in The California Wellness Foundation's Violence Prevention Initiative?

- Yes
- No

If Yes, in what ways?

2. As a result of receiving the California Peace Prize Award, were you involved in the Violence Prevention Initiative?

- Yes No

If Yes, in which of the following ways? (Please mark all that apply)

- Continued to attend VPI annual conference or other VPI meetings after receiving my award
- Participated in conversations with other VPI grantees
- Collaborated with other VPI grantees (for example, on projects, policy efforts, funding)
- Served as a resource to VPI grantees
- Received information from VPI grantees (for example, newsletters, e-mail updates)
- Other (specify: _____)

E. Closing questions

1. What was most rewarding about receiving the California Peace Prize Award?

2. What was most challenging about being a California Peace Prize Awardee?

3. What was most unexpected or surprising about being a California Peace Prize Awardee?

4. What recommendations would you make to improve the California Peace Prize Award Program?

5. Please discuss anything else that you think is important for us to know.

Appendix C: TCWF Leadership Program Interview Questions

California Peace Prize Awardees
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[Read to interviewee prior to starting the survey] Thank you for agreeing to participate in this interview. The purpose of this interview is to obtain information about your fellowship experience so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for The California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts, and opinions; there are no right or wrong answers.

This interview should take no longer than 60 minutes to complete. Your participation is voluntary, and you may decline to answer any question for any reason or to stop the interview at any time. If you give your permission, I would like to tape record the interview. Your individual responses will be kept strictly confidential. Your responses will be combined with those of other fellows and won't be released in any way that would identify you or your specific response to any question. If you would like me to turn off the recorder at anytime I would be happy to do so.

Post-award involvement in violence prevention

1. (Review survey prior to interview) Clarify their involvement in violence prevention since receiving their California Peace Prize Award including current work.

Impact of award

2. In what ways has receiving the California Peace Prize Award impacted (or influenced) the following (Probe: positive and negative effects):
 - a. Yourself (Probe: changes in perception of self and self by others, impact on work such as personal sustainability and commitment)
 - b. Your family
 - c. Your organization
 - d. Your community
 - e. Efforts to prevent violence
3. What did the award enable you to accomplish that you would not have, had you not received the award? (Probe: impact on personal sustainability and commitment)
4. What do you do differently as a result of receiving the California Peace Prize Award? (Probe: new strategies, collaboration, new or expanded programs, innovations)

5. What could have made your award experience more successful or positive? (Probe: what Foundation could have done differently)

Media

6. How did the increased media attention impact your work (e.g., to promote your message, influence public opinion, and attract new resources such as volunteers, funding, or partners)?

Support, Development, and Learning

7. What are the specific qualities and skills you need for doing violence prevention work?
8. What supports the development of these qualities and skills?

Leadership

9. Has your ability to effectively lead violence prevention work changed as a result of the recognition from the award? If so, in what ways?
10. Have your own perceptions of your leadership changed as a result of receiving this award? And if so, in what ways?
11. Did the award change community perceptions about your leadership role in this work? And if so, with what impact?
12. Do you think of yourself as someone involved in leading violence prevention work? Why or why not? (Probe: what role they see themselves playing in the leadership process)

Social Capital

13. (Prior to interview, look at survey to see the ways in which they were involved in the VPI and ask as applicable) In what specific ways did being part of a larger group affect your work? Specifically, how about being part of a cohort with other fellows? Being part of the VPI - The Academic Fellows? Community fellows? Other VPI groups? (Probe: specific examples regarding different levels of networking, collaboration, impact, and learning)
14. Do you see signs or examples of a developing violence prevention movement or field? If so, what caused it to happen? If not, what have been the barriers?
15. Is there anything else that you would like to discuss?

Community Fellows

[Read to interviewee prior to starting the survey] Thank you for agreeing to participate in this interview. The purpose of this interview is to obtain information about your

fellowship experience so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for The California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts, and opinions; there are no right or wrong answers.

This interview should take no longer than 60 minutes to complete. Your participation is voluntary, and you may decline to answer any question for any reason or to stop the interview at any time. If you give your permission, I would like to tape record the interview. Your individual responses will be kept strictly confidential. Your responses will be combined with those of other fellows and won't be released in any way that would identify you or your specific response to any question. If you would like me to turn off the recorder at anytime I would be happy to do so.

Post-fellowship involvement in violence prevention

1. (Prior to the interview, review written survey about involvement in violence prevention involvement since the end of their fellowship – paid and volunteer) Ask for clarifying information as needed. If it is not explicit, also ask for specifics about the ways in which they consider their work to be violence prevention.

Impact of fellowship

2. What are the main ways that your fellowship experience has impacted (or influenced) the following? (Probe: positive and negative effects) How about for:
 - a. Yourself (Probe: changes in perception of self and self by others, impact on work such as personal sustainability and commitment)
 - b. Your family
 - c. Your organization
 - d. Your community
 - e. Efforts to prevent violence
3. What has changed most for you as a result of being involved in the fellowship? (Probe: new strategies, collaboration, new or expanded programs, innovations, what couldn't have accomplished)

Leadership

4. In what ways has the fellowship supported your leadership or helped you to more effectively lead violence prevention work in your organization, community or field?
5. What kind of leadership is needed to strengthen violence prevention? (Probe: what's missing from the understanding of leadership as typically practiced, positive models of leadership in violence prevention based on fellows' experiences, and ways this type of leadership can be supported and developed)
6. In your work, how do you support the leadership of others?

Mentoring

Prior to interview, review survey information to determine whether they had a mentee. Also ask for clarifying information as needed (e.g., who they mentored, what they did, and whether their mentor is still involved in violence prevention).

7. What was the impact of your mentoring relationship on your mentee(s)? How about on you? (Probe: learning)

Support, Development, and Learning

8. What are the three most important qualities and skills you need for doing violence prevention work?
9. What supports the development of these qualities and skills? (Probe: whether or not supported by program)

Community/Social Capital/Movement

10. In what specific ways did being part of a larger group affect your work? Specifically, how about being part of a cohort with other community fellows? Being part of the VPI - The Academic Fellows? Peace Prize Awardees? Other VPI groups? (Probe: for specific examples regarding different levels of networking, collaboration, impact, and learning; examples of group accomplishments and leadership qualities and skills of the group)
11. As a result of your participation in the fellowship program, do you feel as though you are part of a violence prevention movement or field? What specifically makes you feel this way?
12. Do you see signs of a developing violence prevention movement or field? If so, what caused it to happen? If not, what have been the barriers?

Diversity

13. In what specific ways did the program impact your understanding of other cultural perspectives and your ability to work with others who were different from you?

Recommendations

14. In what ways could the fellowship have been improved?

Probe:

- Mentoring relationships
- Types of support and development during and after the fellowship
- Ways to address race and class issues
- Design and goals of the community fellows' program
- Selection criteria and how participants may differ from those who have been chosen in the past

15. Is there anything else that you would like to discuss?

Academic Fellows

[Read to interviewee prior to starting the survey] Thank you for agreeing to participate in this interview. The purpose of this interview is to obtain information about your fellowship experience so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for The California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts, and opinions; there are no right or wrong answers.

This interview should take no longer than 60 minutes to complete. Your participation is voluntary, and you may decline to answer any question for any reason or to stop the interview at any time. If you give your permission, I would like to tape record the interview. Your individual responses will be kept strictly confidential. Your responses will be combined with those of other fellows and won't be released in any way that would identify you or your specific response to any question. If you would like me to turn off the recorder at anytime I would be happy to do so.

Post fellowship experience and impact of fellowship

1. Prior to the interview, review written survey about violence prevention involvement since the end of their fellowship (paid and volunteer) and ask for clarifying information as needed. If it is not explicit, also ask for specifics about the ways in which they consider their work to be violence prevention. Also clarify their involvement in violence prevention work prior to the fellowship.
2. What are the main ways that your fellowship experience has impacted (or influenced) the following (Probe: specific changes, positive and negative effects)?
 - a. Your work (Probe: impact on work such as personal sustainability and commitment)
 - b. Yourself (Probe: changes in perception of self and self by others)
 - c. Your fellowship site
 - d. Your field or professional specialty
3. (Ask when applicable based on responses to written surveys) As you probably know, one of the main goals of the fellowship program was to increase the number of women and persons of color who work to prevent violence in their role as health professionals. In what ways has your fellowship experience helped you to share or apply your perspectives as a woman and/or person of color?

Mentoring

4. What was most meaningful to you personally about your relationship with your principal investigator? How about professionally? What would you have changed?

Diversity

5. In what specific ways did the program impact your understanding of other cultural perspectives and your ability to work with others who are different from you? (Probe: challenges and benefits)

Social Capital/Community/Movement

6. In what specific ways did being part of a larger group affect your work? Specifically, how about being part of a cohort with other academic fellows? Being part of the VPI – The community fellows? Peace Prize Awardees? Other VPI groups? (Probe: for specific examples regarding different levels of networking, collaboration, impact, and learning)
7. As a result of your participation in the fellowship program, do you feel as though you are part of a violence prevention movement or field? If so, what specifically makes you feel this way?
8. Do you see signs or examples of a developing violence prevention movement or field? If so, what caused it to happen? If not, what have been the barriers?

Support, Development, and Learning

9. What are the three most important qualities and/or skills you need for doing violence prevention work?
10. What supports the development of these qualities and skills? (Probe: whether or not supported by program, infrastructure at the site level,)

Leadership

11. In what ways has the fellowship supported your development as a leader? (or helped you to more effectively lead violence prevention work in your organization or field)
12. What kind of leaders or leadership is needed to strengthen violence prevention? (Probe: what's missing from the understanding of leadership as typically practiced, positive models of leadership in violence prevention based on fellows' experiences, and ways this type of leadership can be supported and developed)

Recommendations

13. In what ways could the fellowship have been improved?

Probe:

- Specific changes at fellowship site level
- Mentoring relationship with principal investigator
- Types of support and development during the fellowship
- Types of support and development after the fellowship
- Ways to address race and class issues

- Design and goals of the academic fellows program

14. Is there anything else that you would like to discuss?

Academic Fellowship Program Leadership Coordinator Questions

Early Engagement and Vision

1. How were you (the Trauma Foundation) involved in shaping the VPI Initiative?
2. What was the Trauma Foundation hoping through its involvement in this effort?
3. What assumptions do you think the foundation made about how to influence change in regards to policy, discourse, and the practice of violence prevention that shaped the design and implementation of the initiative? In what ways do you think these assumptions have held up and in what ways have they been challenged?

Foundation Assumptions and Goals regarding AF Program

4. What were the foundation's assumptions about why academic fellowships were an important component of this initiative?
5. What did you understand TCWF's goals to be in launching the academic fellowship program? In what ways did these goals evolve over time?
6. Do you think the foundation's original intent was accomplished? How or how not? (Probe: site vs. overall program, conceptually and practically, and goal of fellowship to increase number of women and persons of color in the health professions who incorporate violence prevention into their careers)

AF Program

7. Given your experience as the academic fellowship program coordinator, what would you say were the program's primary strengths? What were its weaknesses?
8. How did the academic fellowship program evolve and change over time? Probe:
 - Goals
 - Requirements (Probe: overall program vs. site)
 - Recruitment (Probe: what worked and didn't work, selection criteria such as disciplines represented and place in career, length of fellowship, and external issues such as affirmative action and high cost of living)
 - Communication between the coordinators and fellows; coordinators and sites
 - Site selection
 - Its relationship to other components of the VPI
 - Contextual or external factors (e.g., focus on criminal justice, economics, etc.)

9. How did issues of race and class emerge in the academic fellowship program and the VPI? How were these addressed? What changes, if any, would you make in the way these issues were addressed?
10. In what ways did money become an issue in the fellowship program? How were these issues addressed? What changes, if any, would you recommend in how money should be allocated and distributed?

Your role

11. How would you describe your role as a program coordinator? (Probe: challenges, rewards, surprises) How did it evolve over time?
12. How would you describe your mentoring role? What impact did mentoring have on fellows? How about for you? (Probe: learning, strengths and weaknesses, what would have done differently, geographic and other issues that may have interfered with developing strong mentoring relationships)

Institutional relationships

13. How would you describe your relationship with the site coordinators? (Probe: how each was a resource to the other; collaboration; points of tension; strengths and weaknesses of sites)
14. How would you describe your relationship with the foundation's leadership for this initiative? (Probe: strengths, weaknesses, issues of continuity, vision)

Impact of the fellowship program

15. What were the most significant ways that fellows were impacted by their involvement in the fellowship program? (Probe: changes in attitudes, knowledge, and skills; personal and professional development, etc.)
16. What indicators were used to determine the success of the fellowship program? Or what are the best indicators of success of the program? (Probe: for fellows, principal investigators, and coordinators)?
17. How did the academic fellowship institutions change as a result of the having the fellowship program at their site? (Probe: interest and involvement in violence prevention, new practices or programs, institutionalization of fellowship activities, etc.)
18. In what specific ways did the fellowship program have an impact on the specialties or fields in which fellows work? (Probe: increase in violence prevention presentations, publications, career opportunities, number of women and persons of color, etc.)

19. In what ways was the fellowship program impacted by the recruitment of women and people of color (e.g., ways it impacted what fellows pursued, theories or models of violence prevention pursued, etc.)

Challenges and recommendations

20. What were the three biggest challenges of the fellowship program for fellows? For PIs and their institutions? For yourself?
21. What have been the biggest challenges for fellows to continue to work in violence prevention? What has facilitated continued work?
22. What would you do differently as the fellowship coordinator if you were to start the program over again? (Probe: mentoring of fellows, institutional support, involvement with broader VPI, etc.)
23. In what other ways could the fellowship have been improved? (Probe: role of Foundation and fellowship coordinators, interaction with other VPI members, design and structure of fellowship including what the fellowship would have looked like if it was more structured)
24. Is there anything else that you would like to discuss?

Community Fellowship Program Leadership Coordinator Questions

Foundation Assumptions and Goals regarding CFP

1. What did you understand the foundation's goals to be in launching the community fellowship program? In what ways did these goals evolve over time?
2. What were the foundation's assumptions about why the community fellowship program was an important component of this initiative?
3. Do you think the foundation's original intent was accomplished? How or how not?

Your role

4. How would you describe your role as a community fellowship program coordinator? (Probe: challenges, rewards, surprises) How did it evolve over time?
5. What was the perspective (or perspectives) that you brought to the program? What contribution did you want to make? To what extent do you feel as though you were successful in doing so?
6. How would you describe your mentoring role? What impact did mentoring have on fellows? How about for you? (Probe: learning, strengths and weaknesses,

what would have done differently, geographic and other issues that may have interfered with developing strong mentoring relationships)

Institutional relationships

7. How would you describe your relationship with the foundation's VPI leadership? (Probe: Strengths, weaknesses, issues of continuity, vision)
8. Were you aware of different agendas, perspectives, and goals? If so, how were these dealt with? (Probe: areas of tension or disagreement, how conflict played out, and who was involved such as foundation staff, other staff from coordinating agencies, fellows, etc.)

CF Program

9. Given your experience as the community fellowship program coordinator, what would you say were the program's primary strengths? What were its weaknesses?
10. What do you think were the most important skills for fellows to attain as part of their fellowship experience? To what extent did this occur? Why or why not?
11. How did the community fellowship program evolve and change over time? Probe:
 - Goals
 - Requirements (Probe: individual fellows vs. coordinators)
 - Recruitment
 - Communication between the coordinators and fellows
 - Its relationship to other components of the VPI
 - Other factors external to the VPI that may have impacted the fellowship program
12. Was money an issue in the fellowship program? If so, how were these issues addressed? What changes, if any, would you recommend in how money should be allocated and distributed?
13. Did issues of race and class emerge in the fellowship program and the VPI? If so, how were these addressed? What changes, if any, would you make in the way these issues were addressed?

Impact of the fellowship program (Probe: success stories)

14. What indicators were used to determine the success of the fellowship program? Or what are the best indicators of success of the program? (Probe: for overall program, individual fellows, coordinators)
15. What were the most significant ways that fellows were impacted by their involvement in the fellows program? (Probe: changes in attitudes, knowledge, and skills; personal and professional development, etc.)

16. What were the most significant ways that fellows' organizations and communities were impacted by their involvement in the fellows program? (Probe: changes in focus, programs, levels of support, funding, institutionalization, etc.)
17. In what specific ways did the fellowship impact you professionally? How about personally? (Probe: what do differently as a result of the program, learning from being part of the broader VPI, etc.)

Challenges and recommendations

18. What were the three biggest challenges of the fellowship program for fellows? For yourself?
19. What have been the biggest challenges for fellows to continue to work in violence prevention? What has facilitated their continued work?
20. What would you do differently as the fellowship coordinator if you were to start the program over again? (Probe: mentoring of fellows, types of support, involvement with broader VPI, etc.)
21. In what other ways could the fellowship have been improved? (Probe: role of Foundation and fellowship coordinators, interaction with other VPI members, design and structure of fellowship, etc.)
22. Is there anything else that you would like to discuss?

Principal Investigators of Academic Fellowship Program

[Read to interviewee prior to starting the survey] Thank you for agreeing to participate in this interview. The purpose of this interview is to obtain information about The California Wellness Foundation's VPI Academic Fellowship Program so that we can better understand and document what the fellowship program has accomplished and the lessons that can be learned for The California Wellness Foundation and for others interested in leadership programs nationwide. Thank you for taking the time to share your experiences, thoughts, and opinions; there are no right or wrong answers.

This interview should take no longer than 60 minutes to complete. Your participation is voluntary, and you may decline to answer any question for any reason or to stop the interview at any time. If you give your permission, I would like to tape record the interview. Your individual responses will be kept strictly confidential. Your responses will be combined with those of other principal investigators and won't be released in any way that would identify you or your specific response to any question. If you would like me to turn off the recorder at anytime I would be happy to do so.

Opening question

1. Given your experience as principal investigator of the academic fellowship program at your site, what would you say are the program's primary strengths and weaknesses for you and your institution?

Recruitment

2. How did the recruitment of fellows at your site evolve over time? (Probe: what worked and didn't work, selection criteria such as disciplines represented and place in career, length of fellowship, and external issues such as affirmative action and high cost of living)

Mentoring

3. What was the impact of your mentoring relationship on your fellows? How about on you? (Probe: learning, strengths and weaknesses, what would have done differently)
4. To what extent are the fellows from your site still working in violence prevention? (Probe: facilitators and barriers)

Site specific

5. What types of institutional support are important for you to successfully implement the fellowship program at your site? To what extent did you receive those types of support?
6. What were the three biggest challenges of the fellowship program for fellows? How about for yourself and your institution?
7. (If applicable) How did this fellowship differ from other fellowships at your site? (Probe: strengths and weaknesses)

Impact of the fellowship program

8. What were the most significant ways that fellows were impacted by their involvement in the fellowship program? (Probe: changes in attitudes, knowledge, and skills; personal and professional development, etc.)
9. In what specific ways did the fellowship impact you professionally? How about personally? (Probe: what do differently as a result of the program, learning from being part of the broader VPI, etc.)
10. How did your institution change as a result of the having the fellowship program at your site? (Probe: interest and involvement in violence prevention, new practices or programs, institutionalization of fellowship activities, etc.)
11. In what specific ways did the fellowship program impact your specialty or field? (Probe: increase in violence prevention presentations, publications, career opportunities, number of women and persons of color, etc.)

Program goals

12. What do you think the goals of the academic fellowship program were when you started? How did they evolve for you?
13. Do you think The California Wellness Foundation's original intent was accomplished? How or how not? (Probe: site vs. overall program, conceptually and practically, and goal of fellowship to increase number of women and persons of color in the health professions who incorporate violence prevention into their careers)

Recommendations

14. What would you do differently if you were going to start the fellowship at your site again? (Probe: mentoring of fellows, institutional support, involvement with broader VPI, etc.)
15. In what other ways could the fellowship have been improved? (Probe: role of Foundation and fellowship coordinators, interaction with other VPI members, design and structure of fellowship including what the fellowship would have looked like if it was more structured)
16. Is there anything else that you would like to discuss?