Supplemental Digital Appendix 1: Global Health EPA Delphi Survey (Round 1)

Entrustable professional activities (EPAs) are units of professional practice, defined as tasks or responsibilities to be entrusted to the unsupervised execution by a trainee once he or she has attained sufficient competence. EPAs are independently executable, observable, and measurable in their process and outcome, and therefore, suitable for entrustment decisions. EPAs have already been developed for some health professions as a way to evaluate trainee competence. For example, in medicine, EPAs for entering residency include “document a clinical encounter in the patient record” and “collaborate as a member of an interprofessional team”, among others. With the growth of global health activities across health professions, there is an opportunity to develop EPAs for global health as a means to facilitate competency assessment.

The purpose of this study is to determine how established global health competencies across health professions translate into EPAs for essential global health work. You have been invited to participate in this study because of your knowledge and experience in global health activities.

Your participation in this research study is voluntary and you may withdraw at any time without penalty. If you agree to take part in this research, you will be asked to complete a survey that will take approximately 15 minutes for each survey round with a total of 3-4 rounds. Your responses will be confidential and we will not ask you to disclose any identifying information.

You have the right to ask and have answered, any questions you may have about this research. If you have questions about the study, please contact the primary investigator at dsteeb@email.unc.edu or +1-(919)-966-9789. For questions about your rights as a research participant, please contact the University of North Carolina Institutional Review Board at IRB_Questions@unc.edu or +1-(919)-966-3113. Other steering committee members of this study include:

- Tina Brock (Monash University – Pharmacy)
- Stuart Haines (University of Mississippi – Pharmacy)
- Robin Tittle (Oregon Health and Sciences University – Medicine)
- Allison Squires (New York University – Nursing)
- Melissa Thumm (Management Sciences for Health – Public Health)
- Sarah Dascanio (University of North Carolina at Chapel Hill – Pharmacy)
- Paul Drain (University of Washington – Medicine)
Proceeding to the next page indicates that you have read the above information and voluntarily agree to participate in this study. The next page will ask you a few demographic questions followed by several open ended questions regarding essential global health work activities.

Q1 Which of the following professional disciplines do you most closely identify with based on your background and training? (Pick one)

- Medicine
- Nursing
- Pharmacy
- Public Health

Q2 Which best describes your current work setting/organization?

- Academic Institution
- Non-governmental Organization (NGO)
- Government Organization
- Healthcare Facility
- Other (please describe) ________________________________________________

Q3 How many years of global health experience do you have (including any years spent training to perform global health work)?

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Q4 Regarding your global health work, what relative percentage is spent on the following activities (must total 100%)

| Relative Percentage                                      |
|-----------------------------------------------------------|
| Education/training of others on global health issues      |
| Supervising others on global health experiences           |
| Leading/participating in practice and program delivery    |
| Leading/participating in research                         |
| Leading/participating in policy development               |
| Other (please describe)                                  |
| Total                                                     |
Q5 Recognizing that those who work in global health have certain defined areas of expertise, what are your top three areas of expertise for your global health work?

- Expertise Area 1 ________________________________________________
- Expertise Area 2 ________________________________________________
- Expertise Area 3 ________________________________________________

Q6 Below are three open ended questions asking about core essential global health work activities. Your responses to the open ended questions below will be compared against known global health competencies to develop draft EPA statements for review in subsequent rounds. After completing these three questions, you will be done with Round 1.

Q7 Some have defined global health as "an area for study, research, and practice that places a priority on improving health and achieving health equity for all people worldwide" (by Koplan et al., Lancet 2009). Based on this definition, what do you believe are core essential global health work activities?

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Q8: Recognizing that there are other definitions and interpretations of global health, what are other core essential global health work activities that you have not already mentioned?

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Q9: Looking at your responses for Q1 and Q2, which of these activities are unique to those who work in global health?

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Supplemental Digital Appendix 2

**Coded Themes for Responses in Round 1**

| Domain Category               | Coded Theme                                                                 |
|-------------------------------|----------------------------------------------------------------------------|
| Domain 1: Partnership Developer| Collaboration - general                                                   |
|                               | Collaboration - interprofessional                                          |
|                               | Communication                                                             |
|                               | Community engagement                                                     |
|                               | Partnership development                                                   |
|                               | Strategic planning                                                        |
| Domain 2: Capacity Builder    | Capacity building                                                          |
|                               | Conducting needs assessments                                              |
|                               | Knowledge – health systems                                                |
|                               | Program planning - design                                                 |
|                               | Program planning – management                                             |
|                               | Program planning – monitoring and evaluation                              |
|                               | Resource utilization/allocation                                            |
|                               | Supply chain management                                                   |
|                               | Workforce development                                                     |
| Domain 3: Data Analyzer       | Analyzing data                                                            |
|                               | Education                                                                  |
|                               | Evidence-based practice                                                   |
|                               | Health systems thinking/strengthening                                     |
|                               | Knowledge – global disease burden                                          |
|                               | Research                                                                   |
|                               | Sharing of best practices                                                 |
| Domain 4: Equity Advocate     | Advocacy – environmental                                                  |
|                               | Advocacy – health equity                                                  |
|                               | Advocacy – health profession                                              |
|                               | Ethical conduct                                                           |
|                               | Policy development                                                        |
|                               | Prioritizing community needs                                              |
|                               | Recognizing health disparities                                            |
| Domain 5: Health Promoter          | Disease prevention |
|-----------------------------------|--------------------|
|                                   | Patient care       |
|                                   | Technical support  |
|                                   | Quality improvement|
| Other                             | Business development|
|                                   | Cultural awareness |
|                                   | Cultural respect   |
|                                   | Humanitarian response|
|                                   | Leadership         |
|                                   | Leading change     |
|                                   | Problem-solving    |