Initial Results

Posted 12/10/09
Faculty Forward

- Faculty Satisfaction Survey developed by AAMC and Harvard Collaborators – Collaborative on Academic Careers in Higher Education (COACHE)
- Based on a 4-school pilot survey conducted in 2007
- Designed to provide a national, benchmarked survey of job satisfaction in academic medical centers
Faculty Forward Cohort 2009
n = 23

- The Brody School of Medicine at East Carolina University
- Jefferson Medical College
- Louisiana State University Health Sciences Center School of Medicine at New Orleans
- Medical College of Georgia
- New York Medical College
- Northwestern University Feinberg School of Medicine
- Saint Louis University School of Medicine
- Stanford School of Medicine
- Stony Brook School of Medicine at Stony Brook University Medical Center
- Texas Tech University Health Sciences Center School of Medicine
- Uniformed Services University of the Health Sciences
- University of California, Davis, School of Medicine
- University of Florida College of Medicine
- University of Massachusetts Medical School
- University of Mississippi Medical Center School of Medicine
- University of Missouri School of Medicine
- University of New Mexico School of Medicine
- University of Oklahoma College of Medicine
- University of Pennsylvania School of Medicine
- University of South Carolina School of Medicine
- University of South Florida College of Medicine
- University of Virginia School of Medicine
- University of Texas Health Science Center at San Antonio, School of Medicine
Survey Instrument

• 51 questions and sub questions
• 15 UF-specific “custom” questions
  – 10 with selected answers
  – 5 open-ended
• Administered online with link sent by email to all full-time and part-time COM faculty at Gainesville and Jacksonville (list provided by UF0)
• First administration – week of April 10-14, with a total of three follow-ups through June 5, 2009
Results

• Sent out in November
• 998 page document plus Executive Summary
• Report of responses to each question
  – Junior/senior faculty
  – Basic vs. Clinical faculty status
  – Gender, minority status
  – Departments (AAMC defined)
# Departments for Initial Report

<table>
<thead>
<tr>
<th>Basic science departments:</th>
<th>Clinical departments:</th>
</tr>
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<tbody>
<tr>
<td>Anatomy</td>
<td>Dermatology</td>
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<tr>
<td>Biochemistry</td>
<td>General Internal Medicine</td>
</tr>
<tr>
<td>Genetics</td>
<td>Subspecialty Medicine</td>
</tr>
<tr>
<td>Microbiology</td>
<td>OB/GYN</td>
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<tr>
<td>Molecular &amp; Cellular Biology</td>
<td>Pathology</td>
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<tr>
<td>Neurosciences</td>
<td>Pediatrics - General</td>
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<tr>
<td>Pharmacology</td>
<td>Pediatrics - Subspecialty</td>
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<tr>
<td>Physiology</td>
<td>Radiology</td>
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<tr>
<td>Other Basic Science</td>
<td>Surgery - General</td>
</tr>
<tr>
<td></td>
<td>Surgery - Other</td>
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<tr>
<td></td>
<td>Anesthesiology</td>
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<td>Emergency Medicine</td>
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<td>Family Medicine/Practice</td>
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<td></td>
<td>Neurology</td>
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<td>Ophthalmology</td>
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<td>Otolaryngology</td>
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<td></td>
<td>Psychiatry</td>
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<td></td>
<td>Other Clinical Sciences</td>
</tr>
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</table>
Peer Group (UF Selected)

• University of California, Davis
• University of Massachusetts
• University of Virginia
• University of Texas health Science Center at San Antonio
# Survey Response

- Peers: UC, Davis, U Mass, UVA, UT San Anton

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Completers</th>
<th>UF</th>
<th>Peers</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>1220</td>
<td>772</td>
<td>63.3</td>
<td>45.7</td>
<td>49.9</td>
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<tr>
<td>Male</td>
<td>865</td>
<td>549</td>
<td>63.5</td>
<td>44.9</td>
<td>49.0</td>
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<tr>
<td>Female</td>
<td>355</td>
<td>223</td>
<td>62.8</td>
<td>47.5</td>
<td>52.5</td>
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<tr>
<td>Majority</td>
<td>1096</td>
<td>711</td>
<td>64.9</td>
<td>53.4</td>
<td>53.8</td>
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<tr>
<td>Minority</td>
<td>123</td>
<td>61</td>
<td>49.6</td>
<td>26.1</td>
<td>41.0</td>
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<tr>
<td>Basic</td>
<td>185</td>
<td>134</td>
<td>72.4</td>
<td>52.1</td>
<td>62.6</td>
</tr>
<tr>
<td>Clinical</td>
<td>1035</td>
<td>638</td>
<td>61.6</td>
<td>44.2</td>
<td>47.6</td>
</tr>
</tbody>
</table>
Executive Summary

• Based on overall mean responses
  – (for Gainesville and Jacksonville combined)

• UF ranks 1\textsuperscript{st} or 2\textsuperscript{nd} among peers and in top half of cohort
  – Compensation and Benefits
  – Some aspects of Governance and Operations
Executive Summary

• UF ranks 4\textsuperscript{th} or 5\textsuperscript{th} of peers and in bottom half of cohort
  – Nature of work
  – Climate, culture, collegiality
  – Collaboration, mentoring, feedback
  – Promotion (all 13 items)
  – Faculty recruitment and retention (all 10 items)
  – Clinical Practice
  – Global Satisfaction (all 4 items)
Summary - UF

• Strengths - Compensation/Benefits
  – Health benefits
  – Retirement benefits
  – Housing benefits (for those who utilized)
  – Tuition benefits (for those who utilized)
  – Spouse/partner hiring assistance (for those who utilized)
  – Parental leave (for those who utilized)
  – Availability of childcare offered by COM (for those who utilized)
  – Quality of childcare
  – Institutional assistance in finding offsite childcare
Summary - UF

• Strengths - Governance & Operations
  – Communication from dean’s office to faculty
  – Explanation of overall finances to faculty
  – My dept does a good job explaining departmental finances to faculty
Summary - UF

- Relative Weaknesses
  - Hours of work
  - Value leadership places on contributions
  - Departmental interactions, intellectual vitality
  - Opportunities for collaboration
  - Mentoring
  - What is needed for promotion
  - Salary compared to colleagues
  - Recruiting and retaining high quality faculty
  - Research space
  - Communication/interaction with Hospital
UF - Gender differences

• Men rated at least 10% higher than women
  – COM offers equal opportunities to all faculty regardless of gender
  – What I must do for promotion is reasonable to me for research/scholarship
  – Female and male faculty have equal opportunities to be promoted in rank
  – Minority and non-minority faculty have equal opportunities to be promoted in rank
  – Pace of professional advancement at COM
  – Parental leave
  – Availability of childcare
  – Quality of childcare
UF Differences by Race/Ethnicity

• Minority faculty rated at least 10% higher than majority faculty
  – Tuition benefits for dependents
  – Parental leave
  – Support from administrative or office staff for your clinical activities
  – Responsiveness in meeting physician requests
  – Quality of equipment needed for your clinical practice
UF Differences by Race/Ethnicity

• Majority faculty rated at least 10% higher than minority faculty
  – Value Division Chief places on your contributions in Administration
  – Minority and majority faculty members have equal opportunities to be promoted in rank
UF differences by rank

• Junior faculty rated at least 10% higher than senior faculty
  – Tuition benefits for dependents

• Senior faculty rated at least 10% higher than junior faculty
  – Pace of professional advancement
  – If I had it to do all over, I would again choose an academic career
UF differences by Basic/Clinical Role

• MD/Clinical faculty rated at least 10% higher than basic science faculty
  – Health benefits
  – Parental leave
UF differences by Basic/Clinical Role

• Basic faculty rated at least 10% higher than clinical faculty
  – Nature of work (time, value by Com, Dept, Chair, control over schedule, autonomy)
  – Climate, culture, collegiality
  – Collaboration, mentoring, feedback
  – Promotion
  – Incentive compensation
  – Recruitment/retention
  – Governance
  – Global satisfaction for dept as place to work
Scale

• 5 = very satisfied
• 4 = satisfied
• 3 = neither satisfied nor dissatisfied
• 2 = dissatisfied
• 1 = very dissatisfied
Overall Mean Scores

• Highs
  – 4.37 my work is appreciated by my patients
  – 4.16 If I had to do it all over, I would again choose an academic career
  – 4.15 spouse hiring assistance
  – 4.14 my work is appreciated by students/residents
  – 4.04 Health Benefits
  – 4.03 Quality of childcare
Overall Mean Scores

- **Lows**
  - 2.70 COM is successful in retaining high quality faculty members
  - 2.83 Communication between physicians and senior administrators
  - 2.86 for incentives/bonuses and salary compared to other colleagues
  - 2.92 Responsiveness in meeting physician requests
  - 2.94 for criteria for promotion are applied consistently
  - 2.95 for my dept is successful in retaining high quality faculty members
Additional Reports Requested:

• Analysis by Location (Gainesville and Jacksonville)
  – To be delivered early December
• Analysis for full-time and part-time faculty
• Analysis by each UF Dept and large Division (rather than the groupings pre-specified by AAMC)
Task Force Recommendations

• Report Results to Chairs
• Each Department could develop strategies to address top areas of concern
• COM to propose college-wide initiatives for areas that college could have the most impact and align with Strategic Plan
  – Promotion
  – Space
  – Retention
• Plan timeline to implement strategy, assess impact and report to College, Depts and Faculty