

**MEDICAL COLLEGE OF VIRGINIA/
VIRGINIA COMMONWEALTH UNIVERSITY
SCHOOL OF MEDICINE FACULTY SURVEY**

Thank you for taking the time to complete this survey.

1. First, what is your current academic rank: instructor, assistant professor, associate professor, professor, or research associate? (Please check one box.)

- ₁ Instructor
₂ Assistant professor
₃ Associate professor
₄ Professor
₅ Research Associate
₆ Other (Please explain) _____

2. Would you describe your position as full time (100%), 80 to 99 percent, 50 to 79 percent, or less than 50 percent? (Please check one box.)

- ₁ Full time (100%)
₂ 80-99%
₃ 50-79%
₄ less than 50%

3. What is your current academic track? (Check all that apply.)

- _a Tenured
_b Tenure-eligible (tenure track)
_c Non-tenure eligible (collateral) (**GO TO Q 3a**)
_d Adjunct/volunteer
_e Administrative
_f Another category (Please specify) _____

IF NON-TENURE ELIGIBLE



- 3a. Do you intend to pursue a tenure track position in the future?

- ₁ Yes
₂ No
₃ Don't know

4. What degrees have you earned? (Check all that apply.)

- ₁ Ph.D./Sc.D.
₂ M.D.
₃ Pharm.D.
₄ J.D.
₅ M.S / M.A.
₆ M.PH.
₇ Other (Please specify) _____

5. How many years of house officer, post doc, or medical fellowship training have you had?

a. House officer (intern, resident) _____ years

b. Post doc _____ years

c. Fellowship (medical specialty or basic science training) _____ years

6. How many years have you served on the faculty at VCU/MCV?

_____ years

7. Please estimate the percent of your professional time you currently spend in the following activities (Should total 100%).

- a. Administrative _____%
- b. Clinical _____%
- c. Research _____%
- d. Teaching (didactic, lab/clinical) _____%
- e. Advising _____%
- f. Other (specify: _____) _____%

TOTAL 100%

(If you feel that answering questions 8 and 9 would violate the confidentiality of your answers, skip to question 10.)

8. In which **department** do you hold your **primary** appointment?

9. In which **division** do you hold your **primary** appointment?

10. What is your gender?

- ₁ Male
- ₂ Female

11. What is your age? _____

12. Do you consider yourself...

- ₁ African-American
- ₂ Asian/Pacific Islander
- ₃ Hispanic
- ₄ Native American
- ₅ White, Non-Hispanic
- ₆ Other

13. Are you currently...

- ₁ Married or living with a partner (GO TO Q13a)
- ₂ Single (GO TO Q14)
- ₃ Divorced/separated (GO TO Q14)
- ₄ Widowed (GO TO Q14)

IF MARRIED/LIVING WITH PARTNER:

13a. Which of the following describes your spouse or partner's employment situation?

- ₁ Not employed for pay
- ₂ Works full time (80 percent or more)
- ₃ Works part time (less than 80 percent)

13b. How much of an influence have your spouse or partner's work or career considerations been in your choices in academic career development?

- ₁ A major influence
- ₂ A moderate influence
- ₃ A minor influence
- ₄ No influence
- ₅ Don't know

13c. Have you changed your career plans because of the plans of a partner or spouse?

- ₁ Yes
- ₂ No

14. Do you have children?

- ₁ Yes
- ₂ No

IF YES: → 14a. How many children do you have in each of the following age ranges?

_____ Less than 5 years old

_____ 5-18 years old

_____ More than 18 years old

15. How difficult do you feel it has been, currently or in the past, for you to balance your family responsibilities and your career development at MCV?

- ₁ Very difficult
- ₂ Somewhat difficult
- ₃ Slightly difficult
- ₄ Not difficult
- ₅ Don't know
- ₆ Not applicable

16. Below is a list of services or strategies, some of which currently exist at MCV, some of which do not. In column 1 please rate how effective each of the following strategies would be in **decreasing** your stress related to balancing family and work responsibilities. In Column 2, please indicate if you would use these services or strategies. Circle the number corresponding to your answer.

	<u>COLUMN 1</u>						<u>COLUMN 2</u>			
	How effective?						Would you use them?			
	NOT AT ALL EFFECTIVE		EXTREMELY EFFECTIVE		DON'T KNOW		PROBABLY WOULD	MAYBE	PROBABLY NOT	DON'T KNOW
a. Flexible work schedule	1	2	3	4	5	8	1	2	3	8
b. Opportunities for part-time work	1	2	3	4	5	8	1	2	3	8
c. Pro-rated benefits for part-time work	1	2	3	4	5	8	1	2	3	8
d. Family leave policy for all faculty.....	1	2	3	4	5	8	1	2	3	8
e. Leave-of-absence with pause in tenure time clock	1	2	3	4	5	8	1	2	3	8
f. Personal days for family care	1	2	3	4	5	8	1	2	3	8
g. Improved overall pay scale...	1	2	3	4	5	8	1	2	3	8
h. Extended-day day care facilities	1	2	3	4	5	8	1	2	3	8
i. Nursing/lactation room	1	2	3	4	5	8	1	2	3	8
j. Fitness/athletic facilities nearby	1	2	3	4	5	8	1	2	3	8
k. A mentor who understands family responsibilities	1	2	3	4	5	8	1	2	3	8
l. Greater secretarial support	1	2	3	4	5	8	1	2	3	8
m. Availability of a research assistant.....	1	2	3	4	5	8	1	2	3	8

n. Please comment on any of the above services or strategies or add others that you think are appropriate:

The next section of the questionnaire deals with your perceptions of your career progress and goals.

17. Please circle the number below which best describes your assessment of your academic career progress relative to your peers, where 1 means your career progress has been **much slower** and 5 means it has been **much faster** than your peers.

1 2 3 4 5 8
 Much slower Much Faster Don't Know

18. On average, how many hours would you say you spend on your own scholarly pursuits each **month**? By this we mean your research and writing (non-teaching, non-clinical, non-administrative).

_____ hours

19. Please circle the number below which best describes your commitment to a career in **academic medicine**, where 1 means you are **not at all committed** and 5 means you are **extremely committed**.

1 2 3 4 5 8
 Not at all Extremely Don't (GO TO q20)
 Committed Committed Know



IF YOU CIRCLED 3, 4 OR 5:

19a. Please rank the importance **you** feel each of the following areas plays in your future career development. Number 1 means most important; number 4 means least important. If a category is not applicable to you, please write NA in the blank.

- _____ Clinical
- _____ Research
- _____ Teaching
- _____ Administration

20. How adequate are the resources available to you to do your job, on the scale below where 1 means **completely inadequate** to 5 which means **completely adequate**. By resources we mean such things as space, staff support and equipment.

1 2 3 4 5 8
 Completely Completely Don't
 Inadequate Adequate Know

The following section of questions deals with any relationships you might have had with one or more *mentors*, in other words, someone who has advised you, informally or formally, and has guided you and promoted your training and career.

21. Either now or at anytime in the past have you had someone, either at VCU/MCV or elsewhere, you have considered to be a mentor?

- ₁ Yes (GO TO Q21a)
- ₂ No (GO TO Q36)
- ₃ No, but never wanted one (GO TO Q36)
- ₄ Don't know (GO TO Q36)

IF YES: → 21a. How did you find this mentor?

- ₁ Was assigned to me in a formal mentoring program
- ₂ He/she took an interest in me informally
- ₃ I chose my mentor informally
- ₄ Other (Please explain) _____
- ₅ Don't know

22. Please answer the following questions about your most recent mentor. If you have/had more than one mentor, answer the questions in terms of your primary or most important mentor.

How often do/did you meet formally or informally with your mentor to discuss your work or career issues?

- ₁ Once a week or more often
- ₂ Once a month
- ₃ Several times a year
- ₄ Once a year or less
- ₅ Don't know

23. Does/did this mentor actively foster your career goals, independent of his or her own career goals?

- ₁ Yes, rarely
- ₂ Yes, sometimes
- ₃ Yes, often
- ₄ No
- ₅ Don't know

24. Does/did this mentor critique your professional work for you?

- ₁ Yes, rarely
- ₂ Yes, sometimes
- ₃ Yes, often
- ₄ No
- ₅ Don't know

25. Does/did this mentor promote your participation in professional activities that would enhance your visibility outside VCU/MCV?

- ₁ Yes, rarely (GO TO 25a)
- ₂ Yes, sometimes (GO TO 25a)
- ₃ Yes, often (GO TO 25a)
- ₄ No (GO TO Q26)
- ₅ Don't know (GO TO Q26)

IF YES: 25a. Please indicate whether or not your mentor helped you participate in any of the following:

- | | | |
|--|------------------------------|-----------------------------|
| 1. Membership on editorial boards | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 2. Receiving invitations to participate in conferences | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 3. Chairing of conferences | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 4. Invitations to submit manuscripts | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 5. Membership in NIH grant review committees | <input type="checkbox"/> yes | <input type="checkbox"/> no |
| 6. Other (Please specify) _____ | | |

26. Do you **now** have someone you consider to be a mentor? (Check as many as are necessary.)

- a. Yes, in my department
- b. Yes, outside my department
- c. Yes, outside VCU/MCV
- d. I do not have a single mentor, but I have two or more mentors
- e. No (GO TO Q36)
- f. No, but I do not want one (GO TO Q36)
- g. Don't know (GO TO Q36)

27. If you currently have someone you consider a mentor please answer Q27-35. Otherwise go to Q36. If you currently have more than one mentor, answer Q27-35 in terms of your primary or most important mentor.

Are there ways in which you think your mentor could be promoting your career but has not?

- ₁ Yes
- ₂ No
- ₃ Don't know

IF YES: ➔ 27a. What could your mentor be doing that he/she is not currently doing?

28. Have you been invited to an informal, work-related social gathering with this mentor during the past year?

- ₁ Yes ➔ 28a. How many times? _____
- ₂ No
- ₃ Don't know

29. Do you feel that your mentor has a good, fair, poor or no understanding of the competing demands on your time made by your family responsibilities?

- ₁ Good understanding
- ₂ Fair understanding
- ₃ Poor understanding
- ₄ No understanding
- ₅ Don't know
- ₆ Not applicable

30. Has your mentor helped you understand how to balance family and professional demands, either by example or with advice?

- ₁ Yes, by example
- ₂ Yes, with advice
- ₃ Yes, by example and with advice
- ₄ No
- ₅ Don't know
- ₆ Not applicable

31. Has your mentor advised you about criteria for your promotion and your progress towards promotion well in advance of promotion decisions.

- ₁ Yes, advised about criteria
- ₂ Yes, advised about progress
- ₃ Yes, advised about both criteria and progress
- ₄ No
- ₅ Don't know

32. Does your mentor review your career development annually?

- ₁ Yes
- ₂ No
- ₃ Don't know

33. Have you ever thought that your mentor has used your work to advance his or her own career, rather than your career.

- ₁ Yes
- ₂ No
- ₃ Don't know

34. Is this mentor male or female?

- ₁ Male
- ₂ Female

35. Is the academic rank of your mentor...

- ₁ Assistant professor
- ₂ Associate professor
- ₃ Professor
- ₄ Other (Please explain) _____
- ₅ Don't know

36. For each of the following items, please circle the number that best reflects how important you think it is for a successful mentoring relationship, where 1 means **not at all important** and 5 means **extremely important**.

A Mentor...	NOT AT ALL IMPORTANT		EXTREMELY IMPORTANT			DON'T KNOW
a. meets with you on a regular basis	1	2	3	4	5	8
b. is of the same race or ethnic group.....	1	2	3	4	5	8
c. is of the same gender	1	2	3	4	5	8
d. is available for discussion of scientific issues.	1	2	3	4	5	8
e. is available for career counseling.....	1	2	3	4	5	8
f. is generous with ideas for research projects	1	2	3	4	5	8
g. is generous with authorship	1	2	3	4	5	8
h. offers personal support.....	1	2	3	4	5	8
i. understands family responsibilities	1	2	3	4	5	8
j. is supportive of protected time.....	1	2	3	4	5	8

37. Using the same scale, please circle the number that best reflects how important you think mentoring is in reaching each of the goals listed below.

	NOT AT ALL IMPORTANT		EXTREMELY IMPORTANT			DON'T KNOW
a. Helping understand the promotion process .	1	2	3	4	5	8
b. Finding a network of colleagues	1	2	3	4	5	8
c. Making professional introductions and nominations.....	1	2	3	4	5	8
d. Facilitating research contacts.....	1	2	3	4	5	8
e. Submission of abstracts and grant proposals.....	1	2	3	4	5	8

38. Please rate how you **personally** value the following accomplishments as indicators of your career success, where 1 means **not at all important for you** to feel **your** career is successful and 5 means **extremely important** for you to feel your career is successful.

	NOT AT ALL IMPORTANT				EXTREMELY IMPORTANT		DON'T KNOW	NOT APPLICABLE
a. Giving high quality patient care.....	1	2	3	4	5		8	9
b. A good relationship with my patients.....	1	2	3	4	5		8	9
c. A good relationship with my peers.....	1	2	3	4	5		8	9
d. Continuing to learn new skills.....	1	2	3	4	5		8	9
e. Making innovations in patient care that improve outcomes or the care process.....	1	2	3	4	5		8	9
f. Providing innovative, high quality clinical practice management.....	1	2	3	4	5		8	9
g. Being an outstanding teacher.....	1	2	3	4	5		8	9
h. Effectively mentoring students, residents or postgraduate trainees.....	1	2	3	4	5		8	9
i. Conducting outstanding basic research.....	1	2	3	4	5		8	9
j. Conducting outstanding clinical research.....	1	2	3	4	5		8	9
k. Achieving high billing goals for clinical effort.....	1	2	3	4	5		8	9
l. Having a salary in the top 30% in my department.....	1	2	3	4	5		8	9
m. Administering programs innovatively and successfully.....	1	2	3	4	5		8	9
n. Publishing an article in my field.....	1	2	3	4	5		8	9
o. Membership on important VCU/MCV committees.....	1	2	3	4	5		8	9
p. Chairing important VCU/MCV committees.....	1	2	3	4	5		8	9
q. Membership on regional committees.....	1	2	3	4	5		8	9
r. Chairing regional committees.....	1	2	3	4	5		8	9
s. Membership on national committees.....	1	2	3	4	5		8	9
t. Chairing national committees.....	1	2	3	4	5		8	9
u. Membership on grant review committees.....	1	2	3	4	5		8	9
v. Chairing grant review committees.....	1	2	3	4	5		8	9

38. (Continued)

	NOT AT ALL IMPORTANT		EXTREMELY IMPORTANT			DON'T KNOW	NOT APPLICABLE
w. Membership on editorial boards	1	2	3	4	5	8	9
x. Editing a journal	1	2	3	4	5	8	9
y. Receiving funding of your work by private sources outside VCU/MCV	1	2	3	4	5	8	9
z. Receiving NIH funding of your research	1	2	3	4	5	8	9
aa. Receiving funding of your research from pharmaceutical companies	1	2	3	4	5	8	9
bb. Being invited to participate in conferences	1	2	3	4	5	8	9
cc. Chairing conferences	1	2	3	4	5	8	9
dd. Publishing books	1	2	3	4	5	8	9
ee. Being offered position as Division director	1	2	3	4	5	8	9
ff. Being offered position as Department chair	1	2	3	4	5	8	9
gg. Being offered position as associate dean at a medical school or university ..	1	2	3	4	5	8	9
hh. Receiving tenure	1	2	3	4	5	8	9
ii. Being promoted	1	2	3	4	5	8	9

39. How important to you is it that each of the following groups recognizes the value of your work, on a scale where 1 means **not at all important** and 5 means **extremely important**?

	NOT AT ALL IMPORTANT		EXTREMELY IMPORTANT			NOT APPLICABLE
a. Patients	1	2	3	4	5	9
b. VCU/MCV peers	1	2	3	4	5	9
c. Local physicians.....	1	2	3	4	5	9
d. Medical College administrators.....	1	2	3	4	5	9
e. Medical students.....	1	2	3	4	5	9
f. Residents	1	2	3	4	5	9
g. National peers.....	1	2	3	4	5	9

Please answer the following questions about Division/Department activities.

40. Were you advised about criteria for your promotion well in advance of the promotion date?

- ₁ Yes
- ₂ No
- ₃ Don't know
- ₄ Not applicable

41. Does someone formally review your career development **annually**?

- ₁ Yes, rarely
- ₂ Yes, sometimes
- ₃ Yes, often
- ₄ No (GO TO Q42)
- ₅ Not applicable (GO TO Q42)
- ₆ Don't know (GO TO Q42)

IF YES: → 41a. Does this review include advice on progress toward promotion?

- ₁ Yes, rarely
- ₂ Yes, sometimes
- ₃ Yes, often
- ₄ No
- ₅ Don't know
- ₆ Not applicable

41b. Who gives you the most thorough review?

- ₁ Department chair
- ₂ Division chair/head
- ₃ Section head
- ₄ Senior colleague
- ₅ Other mentor
- ₆ Other (Please specify) _____
- ₇ Don't know

41c. How helpful would you say this review usually is?

- ₁ Not at all helpful
- ₂ Slightly helpful
- ₃ Somewhat helpful
- ₄ Very helpful
- ₅ Don't know

42. How well do you understand the criteria by which you will be judged for promotion?

- ₁ Very well
- ₂ Somewhat
- ₃ Not very well
- ₄ Don't know
- ₅ Not applicable

43. How well do you feel **your professional goals** are understood by your Division Director and/or Department head?
If you have both a Division Director and a Department Head, please answer for both.

a. Division Director

- ₁ Has no understanding
- ₂ Has poor understanding
- ₃ Has fair understanding
- ₄ Has good understanding
- ₅ Don't know
- ₆ Not applicable

b. Department Head

- ₁ Has no understanding
- ₂ Has poor understanding
- ₃ Has fair understanding
- ₄ Has good understanding
- ₅ Don't know
- ₆ Not Applicable

44. How well do you feel your Department Head or Division Director understands **your contributions**?

a. Division Director

- ₁ Has no understanding
- ₂ Has poor understanding
- ₃ Has fair understanding
- ₄ Has good understanding
- ₅ Don't know
- ₆ Not applicable

b. Department Head

- ₁ Has no understanding
- ₂ Has poor understanding
- ₃ Has fair understanding
- ₄ Has good understanding
- ₅ Don't know
- ₆ Not Applicable

45. How well do **you** understand what your Department Head and/or Division Director **expects of you**?

a. Division Director

- ₁ I have no understanding
- ₂ I have poor understanding
- ₃ I have fair understanding
- ₄ I have good understanding
- ₅ Don't know
- ₆ Not applicable

b. Department Head

- ₁ I have no understanding
- ₂ I have poor understanding
- ₃ I have fair understanding
- ₄ I have good understanding
- ₅ Don't know
- ₆ Not Applicable

46. Have you seriously considered leaving your position at VCU/MCV in the last 5 years?

- ₁ Yes (GO TO Q46a)
- ₂ No
- ₃ Don't know

IF YES: → 46a. Which of the following reasons contributed to your desire to leave? (Check all that apply.)

- ₁ Inadequate working conditions
- ₂ Limited possibility for career advancement
- ₃ Tenure is unlikely/too difficult to achieve
- ₄ Family/personal considerations
- ₅ Dissatisfaction with academic medicine in general
- ₆ Salary/financial considerations
- ₇ Lack of job security
- ₈ Conflict with colleagues or administration
- ₉ Other (Please explain) _____

46b. Please explain in as much detail as you wish why you were considering leaving.

47. What factors have most influenced your decision to stay at VCU/MCV? (Check all that apply)

- a. Opportunity to teach
- b. Opportunity to provide patient care to all income groups
- c. Flexible hours
- d. Opportunity to do research
- e. Opportunity to do intellectually challenging work
- f. Administrative opportunities
- g. Opportunity to direct my career
- h. Financial reasons
- i. Desire to avoid running the business aspects of a clinical practice
- j. Lack of other opportunities
- k. Other (specify: _____)

