

Faculty Advancement Survey

OVERVIEW. Your participation in this Faculty Advancement Survey is needed. The survey, conducted at Dean Dalen's request, is part of the GRACE (i.e., Generating Respect for All in a Climate of academic Excellence) Project. The purpose of this survey is to identify factors that contribute to faculty productivity, advancement and leadership. Survey results will be used to make policy recommendations to the leadership of the College of Medicine in order to solve any barriers identified. Results will be available on this web site in the spring and will be presented at a College of Medicine faculty meeting.

Your participation is entirely voluntary. All information will be kept confidential, and participants will be identified only by study ID number. By completing and submitting the survey you are giving your consent for use of the data. The deadline for survey completion is January 15.

You may obtain further information about the study from Anne Wright, PhD at (520) 626-6686 or awright@resp-sci.arizona.edu. If you have questions concerning your rights as a research subject, you may call the University of Arizona Human Subjects Committee office at (520) 626-6721.

DRAWING. In appreciation of your time and effort, you will be automatically entered into a drawing for a gift certificate for a restaurant of your choice. One gift certificate of \$100 will be given for each 100 surveys completed.

I NSTRUCTIONS. We will be asking you to complete approximately 80 short items. Anticipated time to answer the items is about 15 minutes. If you encounter any problems using this on-line questionnaire, or if you prefer a paper-and-pencil version, please contact Leslie Schwindt at schwindt@u.arizona.edu or (520) 626-3432.

Please answer all the items. If you do not wish to answer a particular item, please skip the item and continue with the survey. Space has been provided to make written comments at the end of each section, as well as at the end of the survey, if you so desire. Instructions for submitting your answers appear at the end of the survey.

Thank you for taking the time to complete the survey!

FACULTY ADVANCEMENT SURVEY

1. Please rank (1 = most; 4 = least; 0 = does not apply) these activities in order of their value to YOU.

- _____ Teaching
- _____ Research
- _____ Clinical work
- _____ Service (e.g., committees, administrative duties)

2. Please rank (1 = most; 4 = least; 0 = does not apply) these activities in order of their value to your SECTION or DIVISION.

- _____ Teaching
- _____ Research
- _____ Clinical work
- _____ Service (e.g., committees, administrative duties)

3. Please rank (1 = most; 4 = least; 0 = does not apply) these activities in order of their value to your DEPARTMENT.

- _____ Teaching
- _____ Research
- _____ Clinical work
- _____ Service (e.g., committees, administrative duties)

LEADERSHIP ISSUES

4. How important to you is having a departmental or college leadership position?

- Unimportant
- Of little importance
- Moderately important
- Important
- Very important

5. How willing are you to take on time-consuming service tasks (e.g., chairing an important committee)?

- Very unwilling
- Somewhat unwilling
- Slightly unwilling
- Slightly willing
- Somewhat willing
- Very willing

6. How effective are you in influencing decisions in your department?

- Very ineffective
- Somewhat ineffective
- Slightly ineffective
- Slightly effective
- Somewhat effective
- Very effective

7. Do you have (or did you ever have) decision-making authority for the promotion of colleagues?

- Yes
- No

8. Have you ever been asked to serve in any of these positions?

- Chair of a committee
- Yes No Not Applicable

Head of a section or division

Yes No Not Applicable

Head of a department or center

Yes No Not Applicable

9. Have you ever served in any of these positions?

Chair of a committee

Yes No Not Applicable

Head of a section or division

Yes No Not Applicable

Head of a department or center

Yes No Not Applicable

10. Have you ever resigned from any of these positions?

Chair of a committee

Yes No Not Applicable

Head of a section or division

Yes No Not Applicable

Head of a department or center

Yes No Not Applicable

11. Do you feel you have the qualities of a good leader?

Yes

No

12. Are there leadership positions to which you aspire?

Yes

No

13. Have you ever been undermined in a leadership role?

Yes

No

Not Applicable

- Optional Item: Please elaborate on any LEADERSHIP items or issues of concern.

COMMUNICATION ISSUES

14. How often does your department chair consult you on important decisions?

- Never
- Rarely
- Sometimes
- Very often
- Always
- Not applicable

15. How often do you offer advice to your department chair?

- Never
- Rarely
- Sometimes
- Very often
- Always
- Not applicable

- Optional Item: Please elaborate on any COMMUNICATION items or issues of concern.

HIRING ISSUES

If you are married or partnered, please answer items 16 to 19. If you are not married or partnered, please skip to Item 20.

16. Are you employed at the College of Medicine/College of Public Health as a result of your spouse/ partner's hire?

- Yes
- No

17. Is your spouse/partner's employment a result of your hire?

- Yes
- No

18. Did the College of Medicine/College of Public Health assist in your appointment as the result of your spouse/partner's hire?

- Yes
- No

19. Did the College of Medicine/College of Public Health assist in your spouse/partner's hire as the result of your hire?

- Yes
- No

- Optional Item: Please elaborate on any HIRING issues.

PROFESSIONAL AND PERSONAL CAREER ISSUES

20. How important to you is your career advancement?

- Unimportant
- Of little importance
- Moderately important
- Important
- Very important

21. How important to you is balancing work with your personal life?

- Unimportant
- Of little importance
- Moderately important
- Important
- Very important

22. To what extent does your work (e.g., amount of work, timing of meetings) conflict with your personal life?

- Never conflicts
- Very rarely conflicts
- Rarely conflicts
- Occasionally conflicts
- Very frequently conflicts
- Always conflicts

23. Do you work full-time?

- Yes
- No. Please skip to Item 25.

24. Would you consider working less than full-time if that option were available?

- Yes
- No

25. To what extent does your current department chair take an interest in your career?

- Never takes an interest
- Very rarely takes an interest
- Rarely takes an interest
- Occasionally takes an interest
- Very frequently takes an interest
- Always takes an interest
- Not Applicable

26. Do you feel your salary is competitive with peers at other medical academic institutions?

- Yes
- No

27. Would you be willing to move to take a better job elsewhere?

- Yes
- No

28. Do you feel like you "fit in?"

- Yes
- No

29. While a faculty member at the UACOM, have you ever received any type of teaching award?

- Yes
- No
- Not Applicable

30. How many publications or credits do you have in each of the following categories?

- _____ Peer reviewed papers
- _____ Books
- _____ Chapters
- _____ Instructional materials (including software)

• Optional Item: Please elaborate on any PROFESSIONAL AND PERSONAL CAREER issues.

SUPPORT ISSUES

31. With approximately how many other faculty members do you share secretarial/administrative staff?

32. Does the University provide you with adequate (non-grant supported) secretarial/administrative services?

- Yes
- No

33. How difficult is it for you to get secretarial/administrative support?

- Never difficult
- Rarely difficult
- Sometimes difficult
- Very often difficult
- Always difficult

34. How difficult is it for you to get technical (e.g., research, computer) support?

- Never difficult
- Rarely difficult
- Sometimes difficult
- Very often difficult
- Always difficult
- Not Applicable

35. How difficult is it for you to get support for clinical activities (e.g., nursing staff, technicians)?

- Never difficult
- Rarely difficult
- Sometimes difficult
- Very often difficult
- Always difficult
- Not Applicable

• Optional Item: Please elaborate on any SUPPORT issues.

PHYSICAL SPACE ISSUES

36. Do you share **office** space with other faculty?

- Yes
- No
- Not Applicable

37. How much effort, as measured in memos, meetings, phone calls, etc., does it take to secure non-grant supported **office** space?

- No effort
- Little effort
- Some effort
- Much effort
- A great deal of effort
- Not Applicable

38. Do you share **research** space with other faculty?

- Yes
- No
- Not Applicable

39. How much effort, as measured in memos, meetings, phone calls, etc., does it take to secure non-grant supported **research** space?

- No effort
- Little effort
- Some effort
- Much effort
- A great deal of effort
- Not Applicable

40. Given the space constraints in the College of Medicine, do you feel you are given appropriate non-grant supported space?

- Yes
- No

- Optional Item: Please elaborate on any PHYSICAL SPACE issues.

RESOURCE PROCUREMENT ISSUES

41. How difficult is it for you to get accurate advice/reports about fiscal matters?

- Never difficult
- Rarely difficult
- Sometimes difficult
- Very often difficult
- Always difficult
- Not Applicable

42. How difficult is it for you to get operating resources?

- Never difficult
- Rarely difficult
- Sometimes difficult
- Very often difficult
- Always difficult
- Not Applicable

43. Do you have (or ever had) decision-making authority for the allocation of non-grant related resources (e.g., personnel, finances, space)?

- Yes
- No

• Optional Item: Please elaborate on any RESOURCE PROCUREMENT issues.

MENTORING ISSUES

44. How valuable has the mentoring you received been for your professional development?

- Of no value
- Of little value
- Slightly valuable
- Somewhat valuable
- Very valuable
- Not Applicable

• Optional Item: Please elaborate about your MENTORING experiences.

SAFETY CONCERNS

45. Have safety concerns deterred you from working at certain times?

- Yes
- No

46. Have safety concerns deterred you from working at certain places?

- Yes
- No

47. Have safety concerns deterred you from working with certain people?

- Yes
- No

• Optional Item: Please elaborate on any SAFETY CONCERN issues.

PROMOTION AND TENURE ISSUES

48. Have you ever considered changing academic tracks?

- Yes
- No

49. Have you ever changed academic tracks?

- Yes
- No

50. Are you aware of the requirements for being promoted?

- Yes
- No
- Not Applicable

51. Have you ever delayed the tenure clock?

- Yes
- No
- Not Applicable

- Optional Item: Please elaborate on any TENURE AND PROMOTION issues.

Equitable Treatment

Directions: Please answer equitable treatment items 52 through 63 based upon the treatment you have received in your professional life since becoming a College of Medicine/College of Public Health faculty member.

52. How often are you given appropriate credit for your contributions and achievements?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always
- Not applicable

53. How often have your colleagues questioned your expertise or authority?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always

54. How often have your colleagues criticized your appearance or style of communication?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always

55. How often has your supervisor(s) questioned your expertise or authority?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always

56. How often has your supervisor(s) discouraged you from pursuing advancement?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always

57. How often has your supervisor(s) criticized your appearance or style of communication?

- Never
- Very rarely
- Rarely
- Occasionally
- Very frequently
- Always

58. To what extent are you treated respectfully by subordinates?

- Not at all
- Very little
- Somewhat
- To a great extent
- Not Applicable

59. To what extent do you think that people in your department are treated differently based on gender?

- Not at all
- Very little
- Somewhat
- To a great extent
- Not Applicable

60. Have you ever been discriminated against on the basis of your gender in the College of Medicine?

- Yes, but I did not seek recourse.
- Yes, and I did seek recourse.
- No

61. To what extent do you think that people in your department are treated differently based on ethnicity?

- Not at all
- Very little
- Somewhat
- To a great extent
- Not Applicable

62. Have you ever been discriminated against in the College of Medicine/College of Public Health on the basis of your ethnicity?

- Yes, but I did not seek recourse.
- Yes, and I did seek recourse.
- No

63. In general, do you feel the College of Medicine/College of Public Health responds appropriately to charges of discrimination?

- Yes
- No
- Don't know

- Optional Item: How, if at all, has the manner in which you have been treated affected either your ability or desire to serve in a leadership position?

- Optional Item: Please elaborate on any EQUITABLE TREATMENT issues.

PERSONAL INFORMATION

To put your responses in context, we need to gather some personal information from you. This information is needed for the statistical analysis and will be used only for group analysis. Your answers will be kept strictly confidential.

69. What is your gender?

- Female
- Male

70. Which professional degree do you hold?

- MD
- PhD
- MD/PhD
- MD, MPH
- PhD, MPH
- MD/PhD/MPH
- Other (please specify): _____

71. What is your track?

- Clinical
- Research
- Tenure

73. Which is your primary appointment?

- Basic Science Department
- Clinical Department
- College of Public Health

73. Which is your current rank?

- Lecturer
- Instructor
- Assistant Professor
- Associate Professor
- Professor

74. Are you currently a department head or center director?

- Yes
- No

75. If applicable, how many years have you been (or were you) at the assistant professor rank?

76. If applicable, how many years have you been (or were you) at the associate professor rank?

77. If applicable, how many years have you been at the professor rank?

78. How many years have you been a faculty member at the College of Medicine (include years at the College of Public Health if applicable)?

79. What is your age?

- 20-29 years
- 30-39 years
- 40-49 years
- 50-59 years
- 60-69 years
- 70 years and above

80. Are you a member of an ethnic minority?

- Yes
- No

81. To what ethnic minority do you belong? _____

Thank you for your cooperation and assistance.