

EXECUTIVE SUMMARY

The *AAMC-COACHE Medical School Faculty Job Satisfaction Survey* was administered online from April through June, 2009. This executive summary highlights faculty responses to most items in the survey, which fall into nine primary survey domains:

Survey Themes	# of items
Nature of Work	24
Climate, Culture, Collegiality	19
Collaboration/Mentoring/Feedback	9
Promotion	13
Compensation/Benefits	13
Recruitment & Retention	10
Governance & Operations	15
Clinical Practice	12
Global Satisfaction	4

BACKGROUND DATA

Population data and completion rates:

	N at your school		Completion rates		
	Population size	Valid completers	Your school	Peers	Cohort
Total Population	376	246	65.4%	51.2%	50.4%
Male	246	160	65.0%	51.4%	49.7%
Female	130	86	66.2%	50.7%	52.8%
Majority (i.e., White, Asian)	335	222	66.3%	59.8%	54.3%
Minority	41	24	58.5%	28.8%	41.2%
Basic Science	72	50	69.4%	57.5%	63.1%
Clinical	304	196	64.5%	49.8%	48.2%

Peer group

Your institution selected four institutions as peers against which to compare your survey results. The results of AAMC-COACHE survey administration at these peer institutions are included throughout this report in the aggregate. Your peer institutions are:

- ◆ University of California, Davis, School of Medicine
- ◆ University of Florida College of Medicine
- ◆ University of Massachusetts Medical School
- ◆ University of Texas Health Science Center at San Antonio, School of Medicine

Cohort institutions

The medical colleges comprising this report's Faculty Forward cohort data are:

- ◆ 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

PEER/COHORT COMPARISONS

Areas of strength

Your faculty's ratings of the following survey dimensions placed your institution **first or second** (out of five) compared to your group of four peers **and in the top half** of the cohort (all 23 participating medical schools).

Nature of Work

- Value your Division Chief places on your contributions in: Teaching/education
- Value your Division Chief places on your contributions in: Research/scholarship
- Value your Division Chief places on your contributions in: Patient care/client services

Climate, Culture, Collegiality

- My work is appreciated by: Patients
- My work is appreciated by: Students/residents
- The workplace culture at this medical school cultivates: Entrepreneurialism

Collaboration/Mentoring/Feedback

- Quality of mentoring you receive

Promotion

- Minority and non-minority faculty members have equal opportunities to be promoted in rank.
- The pace of your professional advancement at your medical school

Compensation/Benefits

- Tuition benefits for dependents (rated by those who have utilized)
- Parental leave (rated by those who have utilized)
- Availability of childcare offered by your medical school (rated by those who have utilized)
- Quality of childcare offered by your medical school (rated by those who have utilized)

Recruitment & Retention

- My division is successful in retaining high quality faculty members

Clinical Practice

- Space available for your clinical practice

Availability of supplies for your clinical practice
 You ability to provide a high quality of care

Global Satisfaction

If I had it to do all over, I would again choose an academic career.

Areas of potential weakness

Your faculty's ratings of the following survey dimensions placed your institution **fourth or fifth** (out of five) compared to your group of four peers **and in the bottom half** of the cohort (all 23 participating medical schools).

Nature of Work

The number of hours you work in an average week
 Time you spend on: Research/scholarship
 Time you spend on: Patient care/client services
 Value your medical school places on: Teaching/education
 Value your medical school places on: Research/scholarship
 Value your medical school places on: Patient care/client services
 Value your medical school places on: Community service
 Value your department places on: Teaching/education
 Value your department places on: Community service
 Value your Department Chair places on your contributions in: Teaching/education
 Value your Department Chair places on your contributions in: Research/scholarship
 Value your Department Chair places on your contributions in: Patient care/client services
 Value your Department Chair places on your contributions in: Administration
 The control you have over your schedule
 Your autonomy in your work

Climate, Culture, Collegiality

The quality of professional interaction you have with departmental colleagues
 The quality of personal interaction you have with departmental colleagues
 The intellectual vitality in your department
 My departmental colleagues are respectful of my efforts to balance work and home responsibilities
 The faculty in my department usually get along well together.
 My work is appreciated by: Faculty
 The workplace culture at this medical school cultivates: Collegiality
 The workplace culture at this medical school cultivates: Interdisciplinary work
 The workplace culture at this medical school cultivates: Excellence
 The workplace culture at this medical school cultivates: A supportive climate for balancing work and home responsibility
 My medical school offers equal opportunities to all faculty regardless of their: Gender
 My medical school offers equal opportunities to all faculty regardless of their: Race/Ethnicity

Collaboration/Mentoring/Feedback

Opportunities to collaborate with faculty in department
 Opportunities to collaborate with faculty in department (among those who rate such opportunities as important)
 Opportunities to collaborate with faculty in other departments in the medical school
 Opportunities to collaborate with faculty in other departments in the medical school (among those who rate such opportunities as important)
 Opportunities to collaborate with faculty in other schools/colleges in your university
 Opportunities to collaborate with faculty in other schools/colleges in your university (among those who rate such opportunities as important)

Usefulness of feedback from unit head on career performance

Frequency of feedback from unit head on career performance

Promotion

What I must do is clear to me: Research/scholarship

What I must do is clear to me: Patient care/client services

What I must do is clear to me: Institutional service

What I must do is reasonable to me: Teaching/education

What I must do is reasonable to me: Research/scholarship

What I must do is reasonable to me: Patient care/client services

What I must do is reasonable to me: Institutional service

Criteria for promotion are consistently applied to faculty across comparable positions

The opportunities for professional development at your medical school

Compensation/Benefits

Your overall compensation

Incentive compensation, such as bonuses

Your salary compared to colleagues with similar qualifications in your department

Your salary compared to colleagues with similar qualifications in other departments

Spousal/partner hiring assistance (rated by those who have utilized)

Recruitment & Retention

My medical school is successful in hiring high quality faculty members

My department is successful in hiring high quality faculty members

My division is successful in hiring high quality faculty members

My medical school is successful in retaining high quality faculty members

My department is successful in retaining high quality faculty members

My department is successful in retaining female faculty members

Governance & Operations

The opportunities for faculty participation in the governance of your medical school

The communication from the dean's office to the faculty about the medical school

The communication from your department chair to the faculty about the department

The department chair's priorities for the department

The pace of decision-making by your department chair

The availability of space for your research

The condition of space for your research

The equity in distribution of research space among faculty

Faculty can express their opinions about the medical school without fear of retribution

This medical school does a good job explaining its overall finances to faculty

My department does a good job explaining departmental finances to faculty

I have the administrative support I need to do my job well

Clinical Practice

Support from administrative or office staff for your clinical care activities

Support from non-physician clinical staff for your clinical care activities

Opportunities for physician input in management decisions

Communication to physicians about this location's financial status

Teamwork between physicians and other clinical staff

Communication between physicians and senior administrators

Responsiveness in meeting physician requests

Global Satisfaction

Your department as a place to work

Your medical school as a place to work

CLINICAL FACULTY COMPARISONS (faculty in clinical departments of all degree types)

Your clinical faculty's ratings of the following survey dimensions placed your institution **first or second** (out of five) compared to clinical faculty at your group of four peers **and in the top half** of all clinical faculty within the cohort (all 23 participating medical schools).

Nature of Work

- Value your Division Chief places on your contributions in: Teaching/education
- Value your Division Chief places on your contributions in: Research/scholarship
- Value your Division Chief places on your contributions in: Patient care/client services

Climate, Culture, Collegiality

- My work is appreciated by: Patients
- My work is appreciated by: Students/residents
- The workplace culture at this medical school cultivates: Entrepreneurialism

Collaboration/Mentoring/Feedback

- Quality of mentoring you receive

Promotion

- Female and male faculty members have equal opportunities to be promoted in rank
- Minority and non-minority faculty members have equal opportunities to be promoted in rank.
- The pace of your professional advancement at your medical school

Compensation/Benefits

- Retirement benefits
- Tuition benefits for dependents (rated by those who have utilized)
- Availability of childcare offered by your medical school (rated by those who have utilized)
- Quality of childcare offered by your medical school (rated by those who have utilized)

Recruitment & Retention

- My division is successful in retaining high quality faculty members
- My department is successful in recruiting female faculty members

Governance & Operations

- The opportunities for faculty participation in the governance of your department

Global Satisfaction

- If I had it to do all over, I would again choose an academic career.

Your clinical faculty's ratings of the following survey dimensions placed your institution **fourth or fifth** (out of five) compared to clinical faculty at your group of four peers **and in the bottom half** of all clinical faculty within the cohort (all 23 participating medical schools).

Nature of Work

- The number of hours you work in an average week
- Time you spend on: Research/scholarship
- Time you spend on: Patient care/client services
- Value your medical school places on: Teaching/education
- Value your medical school places on: Research/scholarship
- Value your medical school places on: Patient care/client services
- Value your department places on: Teaching/education
- Value your department places on: Research/scholarship
- Value your department places on: Community service
- Value your Department Chair places on your contributions in: Teaching/education
- Value your Department Chair places on your contributions in: Research/scholarship
- Value your Department Chair places on your contributions in: Patient care/client services
- Value your Department Chair places on your contributions in: Administration

The control you have over your schedule

Your autonomy in your work

Climate, Culture, Collegiality

The quality of professional interaction you have with departmental colleagues

The quality of personal interaction you have with departmental colleagues

The intellectual vitality in your department

My departmental colleagues are respectful of my efforts to balance work and home responsibilities

The faculty in my department usually get along well together.

The workplace culture at this medical school cultivates: Collegiality

The workplace culture at this medical school cultivates: Interdisciplinary work

The workplace culture at this medical school cultivates: Excellence

The workplace culture at this medical school cultivates: A supportive climate for balancing work and home responsibility

My medical school offers equal opportunities to all faculty regardless of their: Gender

Collaboration/Mentoring/Feedback

Opportunities to collaborate with faculty in department

Opportunities to collaborate with faculty in department (among those who rate such opportunities as important)

Opportunities to collaborate with faculty in other departments in the medical school

Opportunities to collaborate with faculty in other departments in the medical school (among those who rate such opportunities as important)

Opportunities to collaborate with faculty in other schools/colleges in your university

Opportunities to collaborate with faculty in other schools/colleges in your university (among those who rate such opportunities as important)

Frequency of feedback from unit head on career performance

Promotion

What I must do is clear to me: Research/scholarship

What I must do is clear to me: Patient care/client services

What I must do is clear to me: Institutional service

What I must do is reasonable to me: Research/scholarship

What I must do is reasonable to me: Patient care/client services

What I must do is reasonable to me: Institutional service

The opportunities for professional development at your medical school

Compensation/Benefits

Your overall compensation

Incentive compensation, such as bonuses

Your salary compared to colleagues with similar qualifications in your department

Your salary compared to colleagues with similar qualifications in other departments

Spousal/partner hiring assistance (rated by those who have utilized)

Recruitment & Retention

My medical school is successful in hiring high quality faculty members

My department is successful in hiring high quality faculty members

My division is successful in hiring high quality faculty members

My medical school is successful in retaining high quality faculty members

My department is successful in retaining high quality faculty members

My department is successful in retaining female faculty members

Governance & Operations

The communication from your department chair to the faculty about the department

The department chair's priorities for the department

The pace of decision-making by your department chair

The availability of space for your research

The condition of space for your research
 Faculty can express their opinions about the medical school without fear of retribution
 This medical school does a good job explaining its overall finances to faculty
 My department does a good job explaining departmental finances to faculty
 I have the administrative support I need to do my job well

Global Satisfaction

Your department as a place to work
 Your medical school as a place to work

DIFFERENCES BY GENDER AT YOUR INSTITUTION

Female faculty at your institution rated the following survey dimensions **at least 10 percent higher** than did male faculty at your institution.

Compensation/Benefits

Tuition benefits for dependents (rated by those who have utilized)

Clinical Practice

Communication to physicians about this location's financial status

Male faculty at your institution rated the following survey dimensions **at least 10 percent higher** than did female faculty at your institution.

Climate, Culture, Collegiality

My medical school offers equal opportunities to all faculty regardless of their: Gender

Promotion

Female and male faculty members have equal opportunities to be promoted in rank

Compensation/Benefits

Your salary compared to colleagues with similar qualifications in your department
 Your salary compared to colleagues with similar qualifications in other departments

DIFFERENCES BY RACE/ETHNICITY AT YOUR INSTITUTION

Minority faculty at your institution rated the following survey dimensions **at least 10 percent higher** than did majority faculty at your institution.

Climate, Culture, Collegiality

My work is appreciated by: The medical school dean's office

Collaboration/Mentoring/Feedback

Opportunities to collaborate with faculty in other departments in the medical school (among those who rate such opportunities as important)

Promotion

What I must do is clear to me: Patient care/client services

Governance & Operations

The opportunities for faculty participation in the governance of your medical school
 This medical school does a good job explaining its overall finances to faculty

Clinical Practice

Availability of supplies for your clinical practice

Majority faculty at your institution rated the following survey dimensions **at least 10 percent higher** than did minority faculty at your institution.

Nature of Work

- The number of hours you work in an average week
- Value your Department Chair places on your contributions in: Research/scholarship
- Value your Division Chief places on your contributions in: Research/scholarship
- Value your Division Chief places on your contributions in: Administration
- The control you have over your schedule

Promotion

- What I must do is clear to me: Research/scholarship

Recruitment & Retention

- My division is successful in hiring high quality faculty members
- My division is successful in retaining high quality faculty members

DIFFERENCES BY RANK AT YOUR INSTITUTION

Junior faculty (assistant professors) at your institution rated the following survey dimensions **at least 10 percent higher** than did senior faculty (associate and full professors) at your institution.

Nature of Work

- Value your Department Chair places on your contributions in: Patient care/client services

Climate, Culture, Collegiality

- The intellectual vitality in your department
- The workplace culture at this medical school cultivates: Collegiality
- The workplace culture at this medical school cultivates: Interdisciplinary work
- The workplace culture at this medical school cultivates: Excellence
- The workplace culture at this medical school cultivates: A supportive climate for balancing work and home responsibility

Recruitment & Retention

- My medical school is successful in hiring high quality faculty members
- My department is successful in hiring high quality faculty members
- My department is successful in recruiting racial/ethnic minority faculty members

Governance & Operations

- This medical school does a good job explaining its overall finances to faculty

Clinical Practice

- Space available for your clinical practice

Senior faculty (associate and full professors) at your institution rated the following survey dimensions **at least 10 percent higher** than did junior faculty (assistant professors) at your institution.

Nature of Work

- Value your Division Chief places on your contributions in: Administration

Compensation/Benefits

- Availability of childcare offered by your medical school (rated by those who have utilized)
- Quality of childcare offered by your medical school (rated by those who have utilized)

DIFFERENCES BY DEPARTMENT TYPE/DEGREE AT YOUR INSTITUTION

Clinical faculty with M.D. (or equivalent), M.D./Ph.D., and D.O. degrees at your institution rated the following survey dimensions **at least 10 percent higher** than did basic science faculty at your institution.

Recruitment & Retention

My department is successful in recruiting female faculty members

Governance & Operations

The opportunities for faculty participation in the governance of your medical school

The communication from the dean's office to the faculty about the medical school

Basic science faculty at your institution rated the following survey dimensions **at least 10 percent higher** than did clinical faculty with M.D. (or equivalent), M.D./Ph.D., and D.O. degrees at your institution.

Nature of Work

The number of hours you work in an average week

Time you spend on: Research/scholarship

Value your department places on: Research/scholarship

Value your Department Chair places on your contributions in: Research/scholarship

The control you have over your schedule

Collaboration/Mentoring/Feedback

Opportunities to collaborate with faculty in other departments in the medical school (among those who rate such opportunities as important)

Opportunities to collaborate with faculty in other schools/colleges in your university

Opportunities to collaborate with faculty in other schools/colleges in your university (among those who rate such opportunities as important)

Promotion

What I must do is clear to me: Research/scholarship

Q45. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

DEPARTMENT	Overall Mean	Satisfied	Dissatisfied
ANATOMY	n<5		
BIOCHEMISTRY	4.20		
GENETICS	n<5		
MICROBIOLOGY	n<5		
MOLECULAR & CELLULAR BIOLOGY	4.22		
NEUROSCIENCES	4.50		
PHARMACOLOGY	3.67		
PHYSIOLOGY	4.25		
OTHER BASIC SCIENCES	3.71		
ANESTHESIOLOGY	n/a		
DERMATOLOGY	n<5		
EMERGENCY MEDICINE	n<5		
FAMILY MEDICINE	4.25		
GENERAL INTERNAL MEDICINE	3.22		
SUBSPECIALTY MEDICINE	3.28		
NEUROLOGY	3.58		
OB/GYN	4.16		
OPHTHALMOLOGY	n<5		
OTOLARYNGOLOGY	3.71		
PATHOLOGY (CLINICAL)	3.71		
GENERAL PEDIATRICS	2.00		
SUBSPECIALTY PEDIATRICS	3.64		
PSYCHIATRY	3.31		
RADIOLOGY	n<5		
GENERAL SURGERY	3.57		
SURGERY (OTHER)	4.19		
OTHER CLINICAL DEPARTMENTS	3.38		

KEY TO GRAPH OF MEANS

- 5 = Very satisfied
- 4 = Satisfied
- 3 = Neither satisfied nor dissatisfied
- 2 = Dissatisfied
- 1 = Very dissatisfied

AAMC-COACHE Medical Faculty Job Satisfaction Survey
Mean Satisfaction with Department as a Place to Work

