

2016 SOM CLIMATE SURVEY RESULTS

SUMMARY AND KEY FINDINGS:

The survey was sent out to 3,660 full time faculty. There were 1478 respondents (40.3%) although **not every respondent answered every question.**

Overall 61% either agreed or strongly agreed that the work environment was stressful. The range in departments is from 27 to 80%.

Overall 18% either agreed or strongly agreed that they had observed mistreatment. The range in departments is from 0 to 35%.

Overall 8% either agreed or strongly agreed that they had observed discrimination. The range in departments is from 0 to 23%.

Overall 76.8% either agreed or strongly agreed that the chair provides an inclusive climate for women. The range is from 63 to 100%.

Overall 73.2% either agreed or strongly agreed that the chair provides an inclusive climate for minorities and faculty of color. The range in departments if from 57 to 100%.

The question with the highest level of agreement overall at 84% either agreed or strongly agreed was, "I am proud to be a member of my department."

In departments with divisions the division chiefs had a more positive score than did chairs most likely due to closer association.

INTRODUCTION AND DATA INTERPRETATION:

Four departments have divisions – Medicine, Pediatrics (sections counted as divisions), Surgery and Radiology and anyone who selected these departments was offered a set of questions related to divisions. Other departments were not offered these questions.

Questions 1 – 9 dealt with departments and were offered to all respondents.

Questions 10 – 18 dealt with divisions and were only offered to respondents in 4 departments.

Questions 19 – 27 dealt with environment and were offered to all respondents.

Remaining questions were offered to all respondents but not every respondent chose to answer every question.

- 1) Data is presented in multiple formats.
 - a. Response Rates shows the numbers of responses for each of the five options both as an absolute number and as a percentage.
 - b. If there were less than 5 responses the data has been suppressed to insure anonymity.
- 2) Level of Agreement and Level of Agreement by Demographic – reports are presented with a bar graph showing percent agreement. This is calculated from all those responses to the question ONLY selecting Agree or Strongly Agree. Faculty Rank and Years of Service are shown separately.
- 3) Likert Scale – This is calculated from Strongly Disagree = 1 point to Strongly Agree = 5 points where the total for each question is then divided by the number of responses.
- 4) Comparison to CU SOM Overall (Level of Agreement) Reports comparing the department or division to the overall CU SOM score also show differences as a percent and as a Likert score.
- 5) Examples:
 - a. 100% means all responses selected Agree or Strongly Agree – the Likert scale will be between 4 and 5 depending upon how many selected each of these.
 - b. 0% means no one selected Agree or Strongly Agree – the Likert scale will be between 1 and 3 depending upon how many selected Strongly Disagree, Disagree or Neither Agree nor Disagree
 - c. 50% means half of all responses selected Agree or Strongly Agree – the Likert scale will be between 1 and 5 depending upon the selection
 - d. NOTE: The Likert scale may be different even if the % is the same.
- 6) For most questions a higher % and higher Likert score is a more desirable result.
- 7) Some questions are inverted – a lower score means more disagreement such as the questions relating to mistreatment, race and ethnicity or stress and a negative result is more desirable.

Demographic data was processed separately from survey data to preserve anonymity.

DEMOGRAPHIC DATA:

Demographic data were collected and tabulated in a separate database by the survey vendor so that anonymity could be preserved. Separate reports of departmental and divisional data have been provided to each department. For questions with less than 5 respondent's data were suppressed to protect anonymity.

The table below indicates the number of participants from each Department. NOTE: the number of respondents is actual and the % is calculated from the total 1478.

	Faculty Respondents	Total Number of Faculty (at time of survey)	Percentage of respondents from departments	Percentage of total respondents
Medicine	368	936	39%	24.81%
Pediatrics	291	862	34%	19.62%
Anesthesiology	104	281	37%	7.01%
Psychiatry	103	279	37%	6.95%
Surgery	89	178	50%	6.00%
Emergency Medicine	61	85	72%	4.11%
Obstetrics and Gynecology	57	91	63%	3.84%
Family Medicine	52	159	33%	3.51%
Pathology	52	85	61%	3.51%
Radiology	47	107	44%	3.17%
Otolaryngology	35	46	76%	2.36%
Orthopedics	28	97	29%	1.89%
Physical Medicine and Rehabilitation	27	71	38%	1.82%
Neurology	25	68	37%	1.69%
Neurosurgery	22	52	42%	1.48%
Immunology and Microbiology	22	51	43%	1.48%
Biochemistry and Molecular Genetics	18	29	62%	1.21%
Ophthalmology	17	47	36%	1.15%
Cell and Developmental Biology	16	30	53%	1.08%
Pharmacology	15	31	48%	1.01%
Radiation Oncology	13	21	62%	0.88%
Dermatology	11	40	28%	0.74%
Physiology and Biophysics	10	14	71%	0.67%

Faculty Ranks

The table below indicates the number of participants from various faculty ranks. NOTE: the number of respondents is actual and the % is calculated from the total 1478.

Professor	295	19.89%
Associate	353	23.80%
Assistant	505	34.05%
Instructor	310	20.90%
Other	20	1.35%

Years of Service

The table below indicates the number of participants from various years of service. NOTE: the number of respondents is actual and the % is calculated from the total 1478.

Less than 1 Year	151	10.18%
1 through 5 years	527	35.54%
6 through 10 years	341	22.99%
11 through 20 years	292	19.69%
21 or more years	172	11.60%

Affiliations

Participants were asked: "Are you affiliated with any other University of Colorado Center, Institution or Program outside your department?" NOTE: the number of respondents is actual and the % is calculated from the total 1478.

Has Affiliation Outside of Department	Count	Percent
No	1068	72%
Yes	413	28%

Hospital Credentials

Participants were asked: "Do you have Hospital Credentials?" NOTE: the number of respondents is actual and the % is calculated from the total 1478.

Has Hospital Credentials	Count	Percent
Yes	1112	75%
No	371	25%

Patient Contact

Participants were asked: "Do you have direct contact involving the care or evaluation of patients?" NOTE: the number of respondents is actual and the % is calculated from the total 1478.

Has Patient Contact	Count	Percent
Yes	1150	78%
No	333	22%

Employment Type

Participants were asked to indicate: "Employment Type" NOTE: the number of respondents is actual and the % is calculated from the total 1478.

At Will	668	45%
Limited	86	6%
Intermediate	32	2%
Tenured	193	13%
Do not know	504	34%

EDUCATIONAL DEGREES

NOTE: These are not mutually exclusive (e.g. MD PhD) and not all participants answered.

MD/DO or equivalent	928
PhD	356
MS	152
Other	87
MPH	68
MSN	63
MA	39
BSN	36
DNP	15
CRNA	15
MSW	9
PSYD	8
DPT	7
ScD	2

Note: There were small numbers reported (<2) of several other types of degrees.

Level of Agreement

The table below shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree). The purpose of this graph is to easily compare the different items on this survey to identify those with higher or lower levels of agreement. This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "Agree" (4) to "Strongly Agree" (5). The amount of agreement as a percentage of all responses is shown below in descending order.

Item	n	Avg	Level of Agreement	Scale Used:				
				Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
21. I am proud to be a member of my department.	1466	4.27	84.0%	12%	36%	48%		
14. The division, section chief or center director evaluates my performance using PRISM or other methods in a fair and constructive manner.	719	4.29	82.8%	10%	28%	55%		
12. The division, section chief or center director provides a positive and inclusive climate for women.	744	4.26	80.8%	13%	27%	54%		
10. The division, section chief or center director makes an effort to create a collegial and collaborative environment.	764	4.21	80.6%		29%	52%		
27. My department maintains high ethical and professional standards.	1457	4.15	80.0%	12%	35%	45%		
5. The chair evaluates my performance using PRISM or other methods in a fair and constructive manner.	1090	4.13	78.2%	14%	33%	45%		
1. The chair makes an effort to create a collegial and collaborative environment.	1175	4.11	78.0%	13%	33%	45%		
11. The division, section chief or center director provides an opportunity for me to participate in decision making and encourages an honest exchange of views.	756	4.08	76.9%	10%	28%	48%		
3. The chair provides a positive and inclusive climate for women.	1133	4.17	76.8%	16%	27%	50%		
13. The division, section chief or center director provides a positive and inclusive climate for minorities and faculty of color.	711	4.20	76.4%	19%	27%	49%		
17. I can disagree with the division, section chief or center director and not feel intimidated or threatened.	749	4.04	75.4%	13%	32%	44%		
15. The division, section chief or center director actively encourages my career development.	744	4.10	74.1%	14%	22%	52%		
4. The chair provides a positive and inclusive climate for minorities and faculty of color.	1089	4.11	73.2%	22%	29%	44%		
19. I feel supported in my work as clinician, teacher or scholar.	1460	3.85	72.6%	13%	12%	42%	31%	
18. The division, section chief or center director makes efforts to help me attain promotion and/or tenure.	702	4.04	72.4%	15%	25%	47%		
22. I feel that my work is appreciated.	1469	3.81	69.6%	12%	15%	39%	31%	

NOTE: Questions are ranked by Level of Agreement % which includes only Agree and Strongly Agree (continued next page)

Item	n	Avg	Level of Agreement	Scale Used:				
				Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
6. The chair actively encourages my career development.	1142	3.91	68.9%	11%	16%	26%	43%	
16. The division, section chief or center director provides valuable feedback regarding my work.	749	3.91	68.8%	10%	17%	28%	40%	
23. There is a sense of academic community and collaboration in my department.	1467	3.80	68.6%	11%	16%	37%	31%	
2. The chair provides an opportunity for me to participate in decision making within the department and encourages an honest exchange of views.	1159	3.79	65.9%	12%	17%	30%	36%	
8. I can disagree with my chair and not feel intimidated or threatened.	1111	3.77	64.0%		21%	30%	34%	
9. The department chair makes efforts to help me attain promotion and/or tenure.	1010	3.78	62.9%		22%	28%	35%	
20. My work environment is stressful. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1466	3.57	60.6%	19%	18%	40%	21%	
24. I know where to go for help if I feel stressed, burned out or depressed.	1436	3.54	57.8%	16%	21%	36%	22%	
7. The chair provides valuable feedback regarding my work.	1125	3.60	56.6%	16%	21%	25%	32%	
25. In my department I have observed faculty, residents, fellows, students or staff being mistreated. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1458	2.14	18.2%	37%	34%	10%	14%	
26. In my department I have observed discrimination due to race, ethnicity, gender or sexual orientation. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1449	1.74	8.0%	53%	31%			

NOTE: Questions are ranked by Level of Agreement % which includes only Agree and Strongly Agree.

NOTE: These three tables list all questions showing the percent answering each of the 5 options and the average is the Likert score calculated by summation of all Likert scores divided by the total n for each question.

Data Table

The tables below show the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from Strongly Disagree to Strongly Agree. The responses were given values from 1 to 5 where Strongly Disagree was scored as a 1 and Strongly Agree was scored as a 5. The average score shown in the tables below represents the average response for that item.

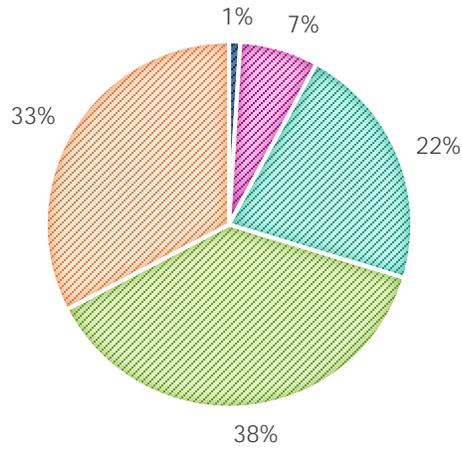
<i>Item</i>	<i>n</i>	<i>Avg</i>	<i>Strongly</i>		<i>Neither</i>		<i>Strongly</i>	
			<i>Disagree</i>	<i>Disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Agree</i>	
1. The chair makes an effort to create a collegial and collaborative environment.	1175	4.11	37 3%	72 6%	149 13%	389 33%	528 45%	
2. The chair provides an opportunity for me to participate in decision making within the department and encourages an honest exchange of views.	1159	3.79	61 5%	142 12%	192 17%	350 30%	414 36%	
3. The chair provides a positive and inclusive climate for women.	1133	4.17	20 2%	64 6%	179 16%	308 27%	562 50%	
4. The chair provides a positive and inclusive climate for minorities and faculty of color.	1089	4.11	15 1%	36 3%	241 22%	315 29%	482 44%	
5. The chair evaluates my performance using PRISM or other methods in a fair and constructive manner.	1090	4.13	30 3%	52 5%	156 14%	357 33%	495 45%	
6. The chair actively encourages my career development.	1142	3.91	55 5%	121 11%	179 16%	299 26%	488 43%	
7. The chair provides valuable feedback regarding my work.	1125	3.60	68 6%	185 16%	235 21%	279 25%	358 32%	
8. I can disagree with my chair and not feel intimidated or threatened.	1111	3.77	68 6%	103 9%	229 21%	333 30%	378 34%	
9. The department chair makes efforts to help me attain promotion and/or tenure.	1010	3.78	55 5%	96 10%	224 22%	280 28%	355 35%	

Item	n	Avg	Neither Agree Nor Disagree				
			Strongly Disagree	Disagree	Disagree	Agree	Strongly Agree
10. The division, section chief or center director makes an effort to create a collegial and collaborative environment.	764	4.21	16 2%	57 7%	75 10%	220 29%	396 52%
11. The division, section chief or center director provides an opportunity for me to participate in decision making and encourages an honest exchange of views.	756	4.08	27 4%	78 10%	70 9%	215 28%	366 48%
12. The division, section chief or center director provides a positive and inclusive climate for women.	744	4.26	11 1%	38 5%	94 13%	201 27%	400 54%
13. The division, section chief or center director provides a positive and inclusive climate for minorities and faculty of color.	711	4.20	8 1%	23 3%	137 19%	194 27%	349 49%
14. The division, section chief or center director evaluates my performance using PRISM or other methods in a fair and constructive manner.	719	4.29	15 2%	34 5%	75 10%	199 28%	396 55%
15. The division, section chief or center director actively encourages my career development.	744	4.10	32 4%	55 7%	106 14%	163 22%	388 52%
16. The division, section chief or center director provides valuable feedback regarding my work.	749	3.91	28 4%	77 10%	129 17%	212 28%	303 40%
17. I can disagree with the division, section chief or center director and not feel intimidated or threatened.	749	4.04	28 4%	58 8%	98 13%	238 32%	327 44%
18. The division, section chief or center director makes efforts to help me attain promotion and/or tenure.	702	4.04	24 3%	65 9%	105 15%	176 25%	332 47%

Item	n	Avg	Neither Agree Nor Disagree				
			Strongly Disagree	Disagree	Disagree	Agree	Strongly Agree
19. I feel supported in my work as clinician, teacher or scholar.	1460	3.85	42 3%	190 13%	168 12%	609 42%	451 31%
20. My work environment is stressful. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1466	3.57	34 2%	285 19%	258 18%	587 40%	302 21%
21. I am proud to be a member of my department.	1466	4.27	15 1%	49 3%	171 12%	526 36%	705 48%
22. I feel that my work is appreciated.	1469	3.81	58 4%	172 12%	216 15%	572 39%	451 31%
23. There is a sense of academic community and collaboration in my department.	1467	3.80	60 4%	168 11%	233 16%	548 37%	458 31%
24. I know where to go for help if I feel stressed, burned out or depressed.	1436	3.54	66 5%	234 16%	306 21%	518 36%	312 22%
25. In my department I have observed faculty, residents, fellows, students or staff being mistreated. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1458	2.14	545 37%	499 34%	149 10%	201 14%	64 4%
26. In my department I have observed discrimination due to race, ethnicity, gender or sexual orientation. <i>Please note: A low score or disagreement with this item should be viewed as a favorable response.</i>	1449	1.74	766 53%	444 31%	123 8%	83 6%	33 2%
27. My department maintains high ethical and professional standards.	1457	4.15	38 3%	74 5%	179 12%	509 35%	657 45%

OVERALL EMPLOYMENT EXPERIENCE WITH SCHOOL OF MEDICINE

■ Extremely Poor ■ Below Average ■ Average ■ Above Average ■ Excellent



NOTE: the number of respondents is actual and the % is calculated from the total 1478.

What one improvement would you suggest to make your department a better place to work?

Category	Count
Communication	74
Leadership	50
Training/Development	45
Recognition & Rewards	41
Teamwork/Teambuilding	41
Compensation	39
Promotion/Opportunities	31
Meet with Employees	31
Hiring	30
Organizational Structure	29
Working Environment	24
Clinical Support	22
Support for Research	21
Academics	19
Faculty Support	15
Financial Support	15
Engagement	14
Process & Procedure	13
Activities	12
Job Security	12
Expectation of the Job	12
Culture	11
Customer Focus	9
Diversity	9
Equity	8
Resources	8
Grand Rounds	7
Accountability	6
Decision Making	6
Performance/Reviews	6
Recent Hire	6
The Mission	6
Work/Life Balance	5
Facilities	4
Feedback	4
Incentive	4
Scheduling & Time	4
Workload	4
CRNAs	4
Departments	4
Human Resources	3
Innovation	3
Stress	3
Research Support	3
Benefits	2
Co-workers	2
Global Impact	2
Quality	2
Safety	2
Technology	2
Retention	1
Retirement	1
Marketing	1

What one improvement would you suggest to make your division a better place to work?

Category	Count
Leadership	50
Hiring	43
Communication	32
Recognition & Rewards	22
Training/Development	19
Working Environment	15
Teamwork/Teambuilding	13
Organizational Structure	12
Compensation	11
Promotion/Opportunities	11
Academics	11
Clinical Support	10
Meet with Employees	9
Activities	8
Financial Support	8
Process & Procedure	8
Research Support	8
Culture	6
Performance/Reviews	6
Resources	6
Support for Research	6
Accountability	5
Faculty Support	5
Work/Life Balance	5
Job Security	4
Technology	4
Expectation of the Job	4
Customer Focus	3
Decision Making	3
Equity	3
Scheduling & Time	3
Stress	3
Administrative Support	3
Benefits	2
Diversity	2
Feedback	2
Incentive	2
Workload	2
Departments	2
Co-workers	1
Engagement	1
Global Impact	1
Innovation	1
Quality	1
Retention	1
The Mission	1

What one improvement would you suggest to make your Section a better place to work?

Category	Count
Hiring	11
Leadership	6
Organizational Structure	5
Recognition & Rewards	5
Teamwork/Teambuilding	4
Financial Support	3
Training/Development	3
Academics	3
Communication	2
Equity	2
Innovation	2
Promotion/Opportunities	2
Resources	2
Working Environment	2
Activities	1
Culture	1
Engagement	1
Faculty Support	1
Job Security	1
Performance/Reviews	1
Support for Research	1
The Mission	1
Workload	1
Clinical Support	1
Meet with Employees	1
Administrative Support	1

What one improvement would you suggest to make your Center a better place to work?

Category	Count
Leadership	23
Financial Support	11
Hiring	8
Communication	7
The Mission	7
Benefits	4
Teamwork/Teambuilding	4
Meet with Employees	4
More Support	4
Activities	3
Culture	3
Organizational Structure	3
Training/Development	3
Marketing	3
Research Support	3
Engagement	2
Equity	2
Job Security	2
Promotion/Opportunities	2
Recognition & Rewards	2
Support for Research	2
Technology	2
Clinical Support	2
Expectation of the Job	2
Planning	2
Compensation	1
Customer Focus	1
Diversity	1
Faculty Support	1
Feedback	1
Global Impact	1
Process & Procedure	1
Quality	1
Resources	1
Stress	1
Workload	1
Academics	1
Departments	1

Final Comments?

Participants were asked to enter any final comments. The comments entered were categorized based on content.

Category	Count
Satisfied Here	70
Recognition & Rewards	38
Leadership	32
Working Environment	22
Academics	18
Hiring	16
Training/Development	16
Promotion/Opportunities	14
Stress	14
Benefits	12
Compensation	11
Communication	11
Performance/Reviews	9
Culture	8
Recent Hire	8
Departments	8
Process & Procedure	7
Teamwork/Teambuilding	7
Financial Support	6
Global Impact	6
Meet with Employees	6
Job Security	5
Scheduling & Time	5
Engagement	4
Equity	4
Faculty Support	4
Co-workers	3
Customer Focus	3
Organizational Structure	3
The Mission	3
Work/Life Balance	3
Clinical Support	3
Activities	2
Facilities	2
Quality	2
Retention	2
Grand Rounds	2
Research Support	2
Decision Making	1
Family Friendly	1
Innovation	1
Support for Research	1
Workload	1
Expectation of the Job	1
Marketing	1
Administrative Support	1
More Support	1
Planning	1