

# Faculty Satisfaction Survey 2015 (v. 1.7a)

## 1. Introduction

The Faculty Development Committee of the Department of Medicine is conducting its third survey of faculty satisfaction in follow-up to its 2012 campaign, the [overview and highlights of which were previously published in MediNews](#).

These surveys are part of a longitudinal plan to monitor faculty academic culture, or, colloquially, general happiness. Knowing what “works” and what doesn’t for our faculty members can assist the Faculty Development Committee in determining where change is needed.

This short and concise tool has been personalised to you as a faculty member. Your particular academic job description is referenced in your email for your consideration in completing relevant items.

Participation in this survey is voluntary, and you may withdraw from it at any time. However, please note that information collected will be treated in strict confidence. Survey data will be securely collected, merged with departmental Census demographic information, and will be stripped of personally identifying information for analysis and storage. Analysis will be conducted anonymously and in aggregate only.

By completing this survey, you grant permission to use your anonymised data in aggregate form only for presentation and publication purposes.

This survey requires approximately 10 minutes of your time to complete.

Thank you for helping us serve you better.

Sincerely,

Laurie Morrison on behalf of the Faculty Development Committee

### **\* 1. Confirmation:**

- I wish to continue and complete the survey to help the Department in its planning efforts to develop Faculty Development programming.
- I wish to opt-out of this survey.

## 2. Your Job Description

**2. I understand my current academic job description in the Department of Medicine and its benchmarks.**

- Yes  
 No

**3. I am satisfied with the amount of time I have to meet and fulfil the obligations of my job description.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

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## 3. Overall

The next set of items explores your day-to-day activities as a faculty member.

### 4. Overall, I am satisfied with my career.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

### 5. I am satisfied with my income.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

### 6. I am satisfied with my benefits (e.g., health insurance).

\*Includes consideration of pension benefits, if applicable.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

### 7. I am comfortable with the following physical spaces at my primary hospital or institution:

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

	1	2	3	4	5	0
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 8. I am satisfied with the following infrastructure at my primary hospital or institution for my academic activities:

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

	1	2	3	4	5	0
Human resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 4. Promotions Process

This set of items addresses various aspects of the promotion process.

### 9. Promotion is important to me\*.

\*i.e., whether personally, professionally, or both.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1    
  2    
  3    
  4    
  5    
  0

### 10. Please rate the degree of clarity on the following items:

	Unclear	Fairly Clear	Very Clear
Promotion process:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions (evaluation) criteria:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions standards (i.e., performance threshold):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence to be considered for promotion decision:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 11. I am satisfied with the WebCV interface...

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

	1	2	3	4	5	0
overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for 3 year review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for annual review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for generating a CV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for common CV for grant applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment on your experience with WebCV.

## 5. Promotions Process (cont'd)

**\*12. Were you promoted in the last 2 to 3 years?**

- Yes
- No

**13. Based on my experience or from what I observe, promotion decisions are based primarily on...**

**1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree**

	1	2	3	4	5
Performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demographics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14. Please comment on any changes you would like to see implemented to encourage and support faculty applying for promotion.**

## 6. Teaching

### 15. I am satisfied with the level of the courses I teach.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

### 16. I am satisfied with the content of my teaching.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

### 17. I am satisfied with the amount of teaching that I do.

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

## 7. Research

**\*18. Does your work include research activities in accordance with your job description?**

(For reference to research activities by Academic Job Description, [click here](#), then return to this survey window).

Yes

No

## 8. Research (cont'd)

**19. I am satisfied with the influence I have over the focus of my research.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**20. I think the balance of time for scholarly work (teaching, research, creative professional activity) and clinical work is appropriate.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**21. I am satisfied with opportunities to collaborate with senior faculty.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**22. I am satisfied with opportunities to collaborate with faculty in other units at U of T.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**23. I am satisfied with the recognition I receive for my research activities in terms of funding for research (e.g., operating dollars, infrastructure, pilot or seed funding).**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5



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## 24. I am satisfied with the recognition I receive for my research activities in terms of personal salary support from:

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

	1	2	3	4	5	0
my institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the Practice Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the U of T Department of Medicine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 9. Collegial Culture

This set of questions addresses the climate, culture and collegiality of your workplace.

**25. My unit at my primary hospital or institution strives to create a collegial and supportive environment.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**26. My colleagues at my primary hospital or institution value my academic scholarship (research, education, creative professional activities).**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**27. For the most part, I enjoy my professional interactions with senior colleagues at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**28. I am satisfied with how well I "fit" (e.g., my sense of belonging, my comfort level) in my workplace at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

## 10. Collegial Culture (cont'd)

**29. I feel excluded from an informal network in my workplace at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**30. The people I work with at my primary hospital or institution interact with me in a respectful and civil manner.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**31. There are policies and procedures in place at my primary hospital or institution to effectively address issues of disrespect.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**32. I am confident that I can take action to address incivility at my primary hospital or institution without concern for reprisal.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**11. Collegial Culture (cont'd)**

**33. If you have any general remarks on the issue of incivility or standards of behaviour in the workplace, please note them below.**

## 12. Professional Development

**34. I am satisfied with my hospital leadership's commitment to my success at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**35. I am satisfied with the commitment to my success shown by the University Department of Medicine.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

**36. I am satisfied with the interest senior faculty take in my professional development at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

**37. Your mentors:**

	Yes	No	Not Applicable
I have a formal mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have at least one informal mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**13. Professional Development (cont'd)**

**38. I am satisfied with the quality of mentoring I receive from senior faculty at my primary hospital or institution.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

- 1       2       3       4       5       0

**39. I have to work harder than some of my colleagues at my primary hospital or institution to be perceived as a legitimate scholar.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

## 14. Setting & Resources

This set of items concerns your development as a faculty member.

**40. Which of these provisions have you used at U of T? For each item, please mark the appropriate column.**

	Available, but I have not used	I have used	Not available
Formal mentoring program for all faculty members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Periodic, formal performance reviews for all faculty members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written summary of periodic performance reviews.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance in obtaining externally funded grants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance for improving teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds to present papers or conduct research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance with housing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stop-the-promotion-clock for parental or other family reasons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal leaves during the probationary period.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbaticals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources related to later career transitions/retirement planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**41. How helpful do you find (or would you find) each of these provisions? For each item, please mark the appropriate column.**

	Unhelpful	Somewhat helpful	Very helpful
Formal mentoring program for all faculty members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Periodic, formal performance reviews.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written summary of periodic performance reviews.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance in obtaining externally funded grants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance for improving teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds to present papers or conduct research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance with housing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stop-the-promotion-clock for parental or other family reasons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal leaves during the probationary period.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbaticals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources related to later career transitions/retirement planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## 15. Work/Life Balance

These questions concern aspects of your life outside work, and the balance between your personal and professional life.

**\*42. I am happy with the balance I have between work and family/personal time.**

**1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree**

1

2

3

4

5

## 16. Work/Life Balance (cont'd)

**43. Your previous response suggests an *imbalance* between your work and family/personal time.**

**Where is the cause of the imbalance (choose all that apply)?**

- My personal activities are the primary barrier to achieving a satisfactory balance.
- My family activities are the primary barrier to achieving a satisfactory balance.
- My work activities are the primary barrier to achieving a satisfactory balance.

## 17. Work/Life Balance (cont'd)

**44. My workplace is one where individuals may comfortably raise personal and/or family responsibilities when scheduling workplace obligations.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

**45. I am satisfied with my current work arrangement (including alternative arrangements such as flexible hours, compressed work week, etc.).**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree, 0=Not Applicable

1       2       3       4       5       0

**46. The hospital leadership seems to care about the quality of life for all faculty members.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

1       2       3       4       5

## 18. Work/Life Balance (cont'd)

We have expanded our Work/Life Balance section this year to include questions that have been used elsewhere<sup>‡</sup> (to allow for comparisons) to address measures of burnout and civility within our profession.

For purposes of this section, **burnout is defined by high emotional exhaustion and/or high depersonalization.**

These questions pertaining to burnout employ a different scale to allow this comparison. **Please take note that the anchors for these items are different.**

Thanks for considering.

### 47. I feel burned out\* from my work.

**0=Never, 1=A few times a year or less, 2=Once a month or less, 3=A few times a month, 4=Once a week, 5=A few times a week, 6=Every day**

0     1     2     3     4     5     6

### 48. I have become more callous toward people since I took this job.

**0=Never, 1=A few times a year or less, 2=Once a month or less, 3=A few times a month, 4=Once a week, 5=A few times a week, 6=Every day**

0     1     2     3     4     5     6

<sup>‡</sup> Reference: West, C., Dyrbye, L., Satele, D., Sloan, J., & Shanafelt, T. (2012). Concurrent validity of single-item measures of emotional exhaustion and depersonalization in burnout assessment.

\* Defined by high emotional exhaustion and/or high depersonalization.

## 19. Retirement

### 49. What activities would be of interest to you?

- Retirement-mentorship program
- Retirement planning workshops
- Space allocated for retirees
- Social activities
- Continuing education
- None of the above

Other (please specify)

## 20. Retirement (cont'd)

**50. Overall, retirement has a positive connotation in my mind.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**51. I am satisfied with the amount of planning I have done for my own retirement.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**52. I am confident I will have enough resources (money, planning, etc.) to retire when I want to.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**53. I feel pressure to retire soon.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

## 21. Retirement (cont'd)

**54. I have not spent any time thinking about my own retirement.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**55. I do not ever plan to fully retire.**

1=Strongly Disagree, 2=Somewhat Disagree, 3=Neither Disagree nor Agree, 4=Somewhat Agree, 5=Strongly Agree

- 1       2       3       4       5

**56. Please describe your ideal transition from practice to retirement.**

**22. Retirement (cont'd)**

**\*57. Do you plan to stop working completely or gradually?**

- Completely
- Gradually



**23. Retirement (cont'd)**

**58. As you intend to retire *gradually*, what components would you give up first?**

**24. Retirement (cont'd)**

**59. What do you plan on doing in your retirement?**

**25. Summary Questions about the Institution & the University Department of Medi...**

**60. If you could make one change in policy or practice that would improve your workplace as a place for all to work, what would it be?**

**61. Are there areas of concern or interest, or gaps in support, that should be addressed by the Faculty Development Committee of the University Department of Medicine?**