



Faculty Forward

A Brief History & Pilot Results Highlights

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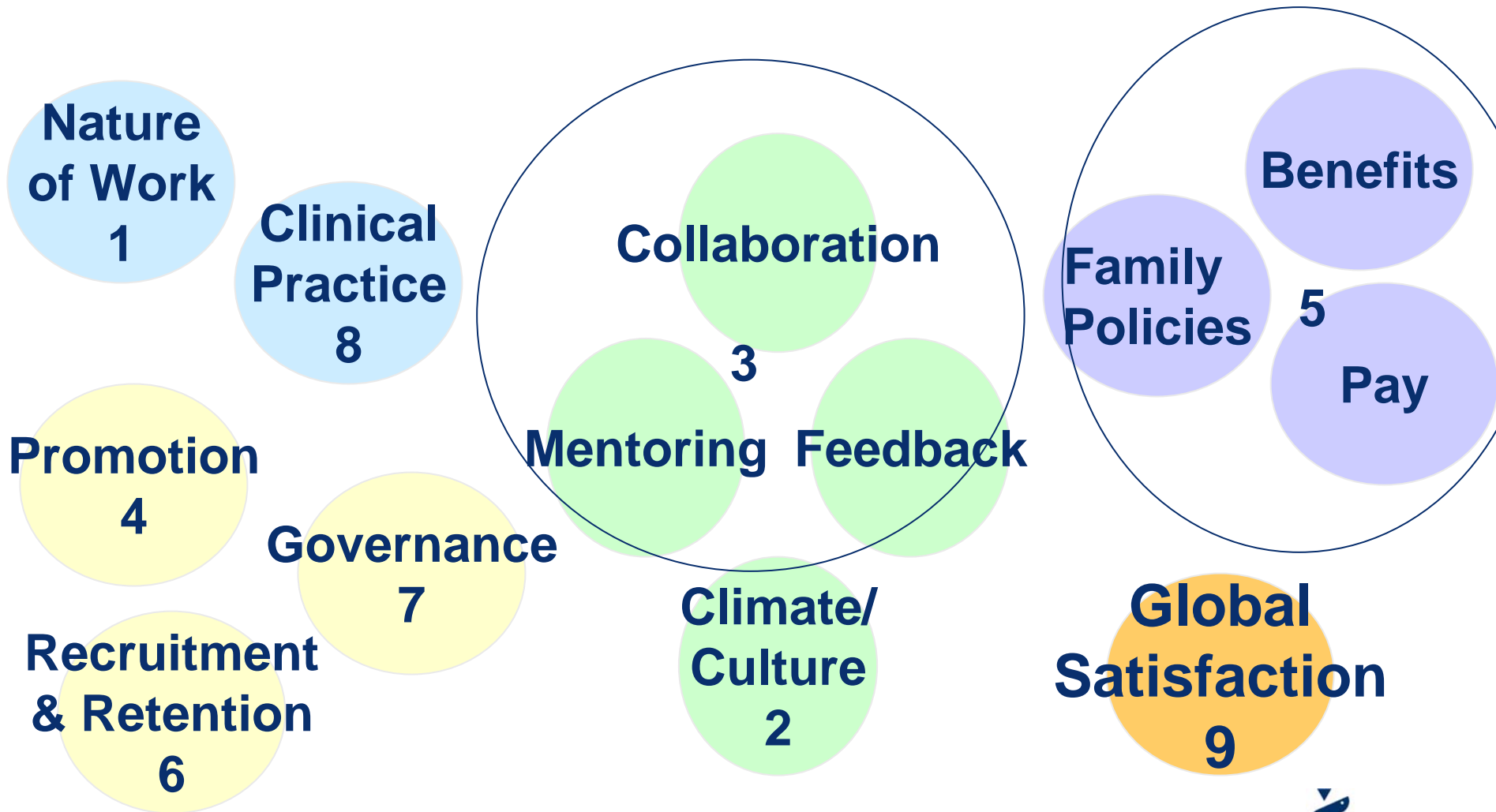
AAMC-COACHE Medical Faculty Job Satisfaction Survey and Benchmarking Report

What?

Why?

Why now?

Key Components of Faculty Worklife



The Report: Dashboard



Sample University School of Medicine
DASHBOARD

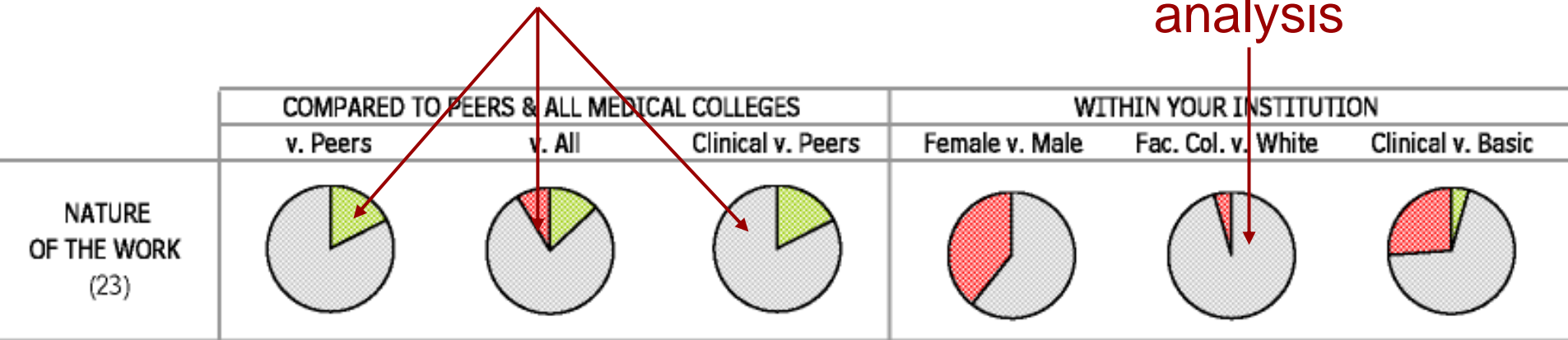
These charts show the percentage of items within each survey theme with results better (green) or worse (red) than comparison group, by a statistically significant margin ($p < 0.05$). Statistical equity (grey) is the ideal state for results "Within Your Institution".

		COMPARED TO PEERS & ALL MEDICAL COLLEGES			WITHIN YOUR INSTITUTION		
		v. Peers	v. All	Clinical v. Peers	Female v. Male	Fac. Col. v. White	Clinical v. Basic
1	NATURE OF THE WORK (23)						
2	CLIMATE, CULTURE, COLLEGIALITY (19)						
3	COLLABORATION/ MENTORING/ FEEDBACK (6)						
4	PROMOTION (13)						
5	PAY & COMPENSATION/ BENEFITS/ FAMILY POLICIES (13)						
6	FACULTY RECRUITMENT & RETENTION (10)						
7	INSTITUTIONAL DECISION- MAKING, GOVERNANCE, & OPERATIONS (15)						
8	CLINICAL PRACTICE (12)			*			n/a
9	GLOBAL SATISFACTION (4)						

The Report: Dashboard

**Comparisons
to peer institutions
+ nationwide benchmarks**

**Gender,
race/ethnicity, and
other intergroup
analysis**



How does my institution compare to its peers?

Are there significant differences by gender, race or field?

Are there areas where we do especially well? Especially poorly?

The Report: Means Tables

CLIMATE, CULTURE, COLLEGIALITY		Your Mean	vs. Peers	sig?	vs. All	sig?	F vs. M	sig?
18A	How well you "fit" (i.e., your sense of belonging) in your department	3.59	-1.25%		-2.78%		-11.10%	
18B	The quality of professional interaction you have with departmental colleagues	3.84	-1.01%		-0.14%		3.33%	
18C	The quality of personal interaction you have with departmental colleagues	3.78	-0.22%		-0.30%		-1.59%	
18D	The intellectual vitality in your department	3.86	-2.48%		3.76%	✓	-1.30%	

1. Presented as a mean along a 5-point scale with % above/below comparison group mean
2. Statistically significant differences
3. Differences 5% > or < comparison group mean

Clinical Faculty Highlights

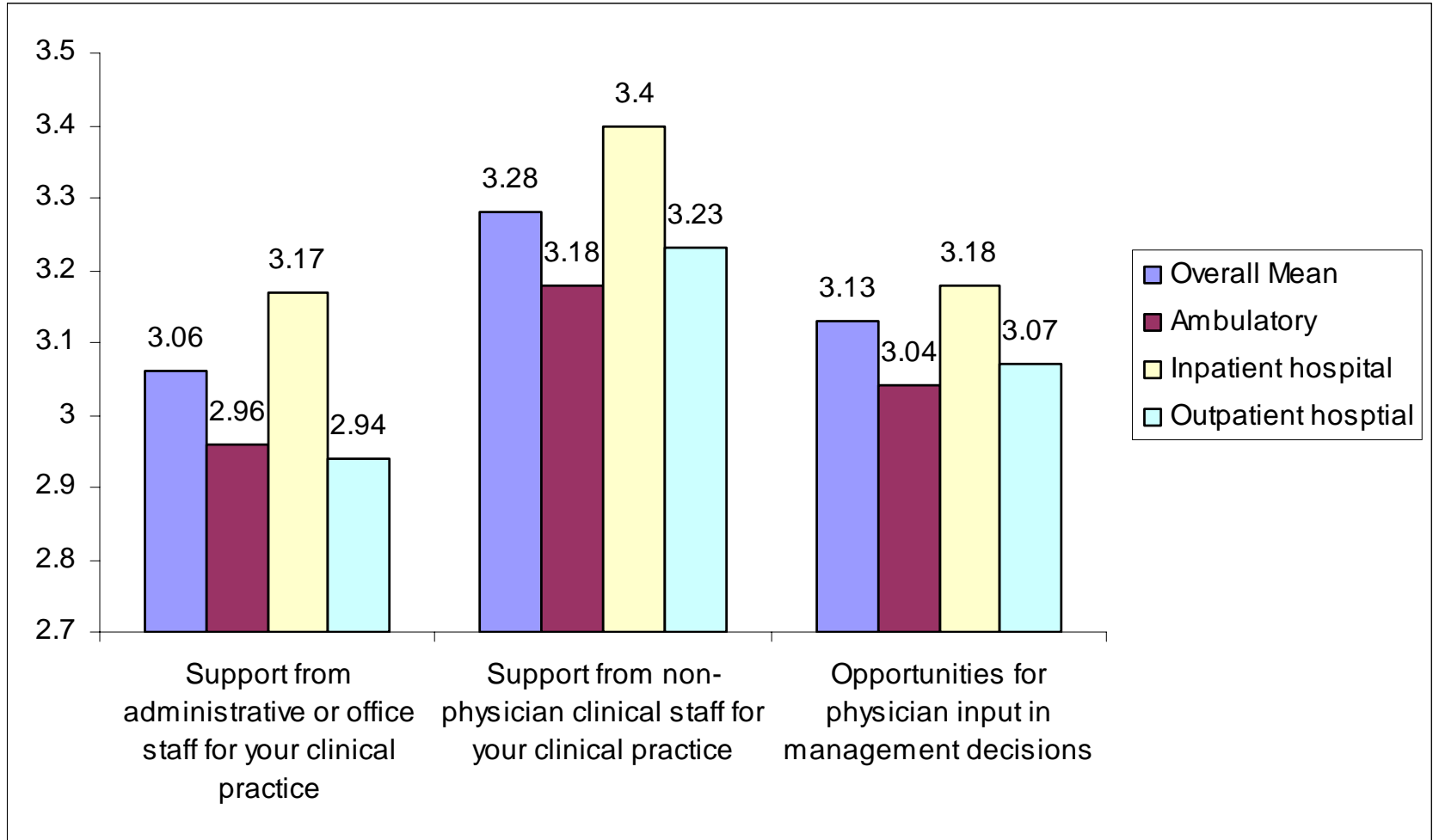
Most Satisfaction

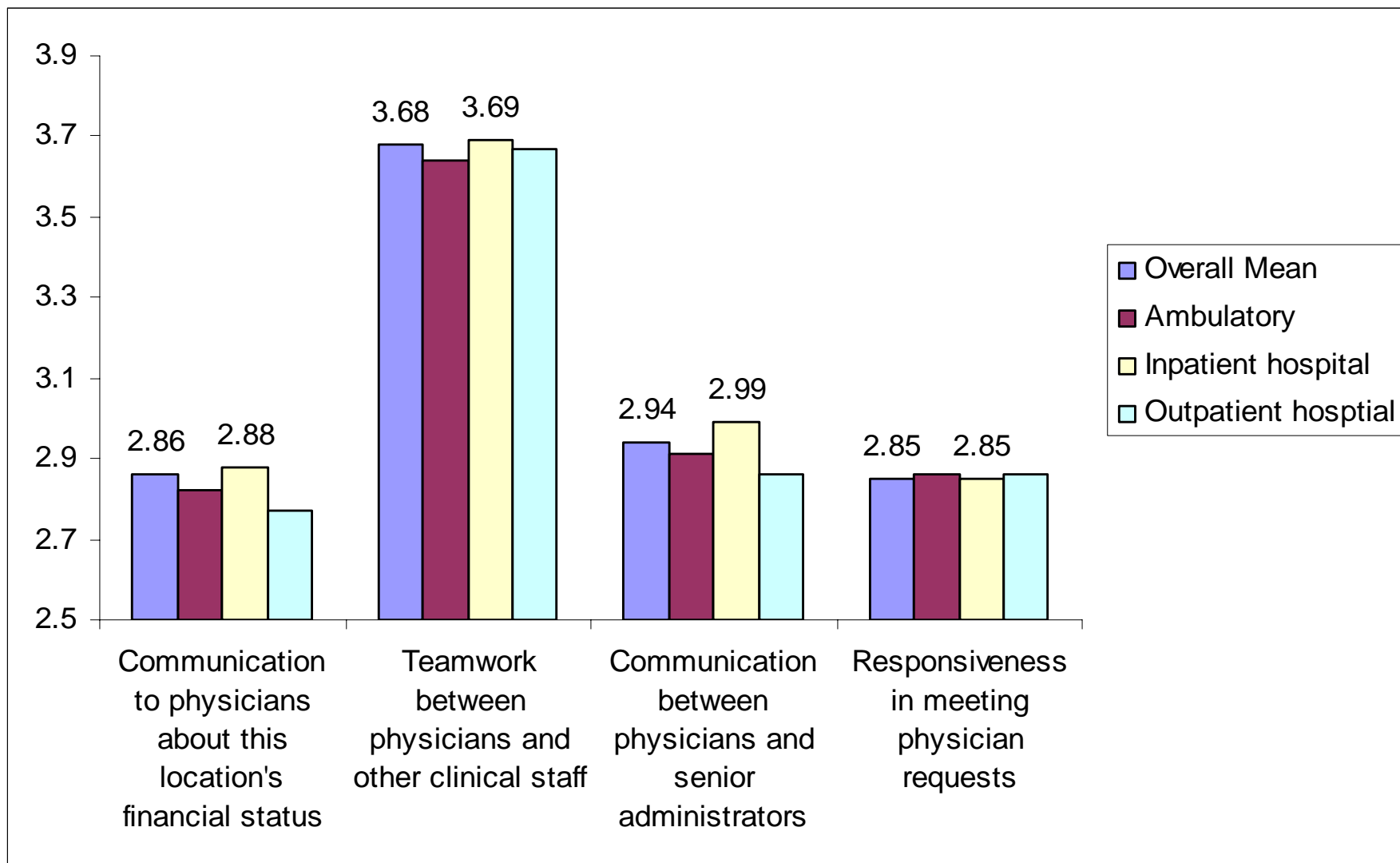
- Retirement benefits (4.05)
- Quality of patient care provided (4.00) **
- Autonomy (3.94) **
- Health benefits (3.94)

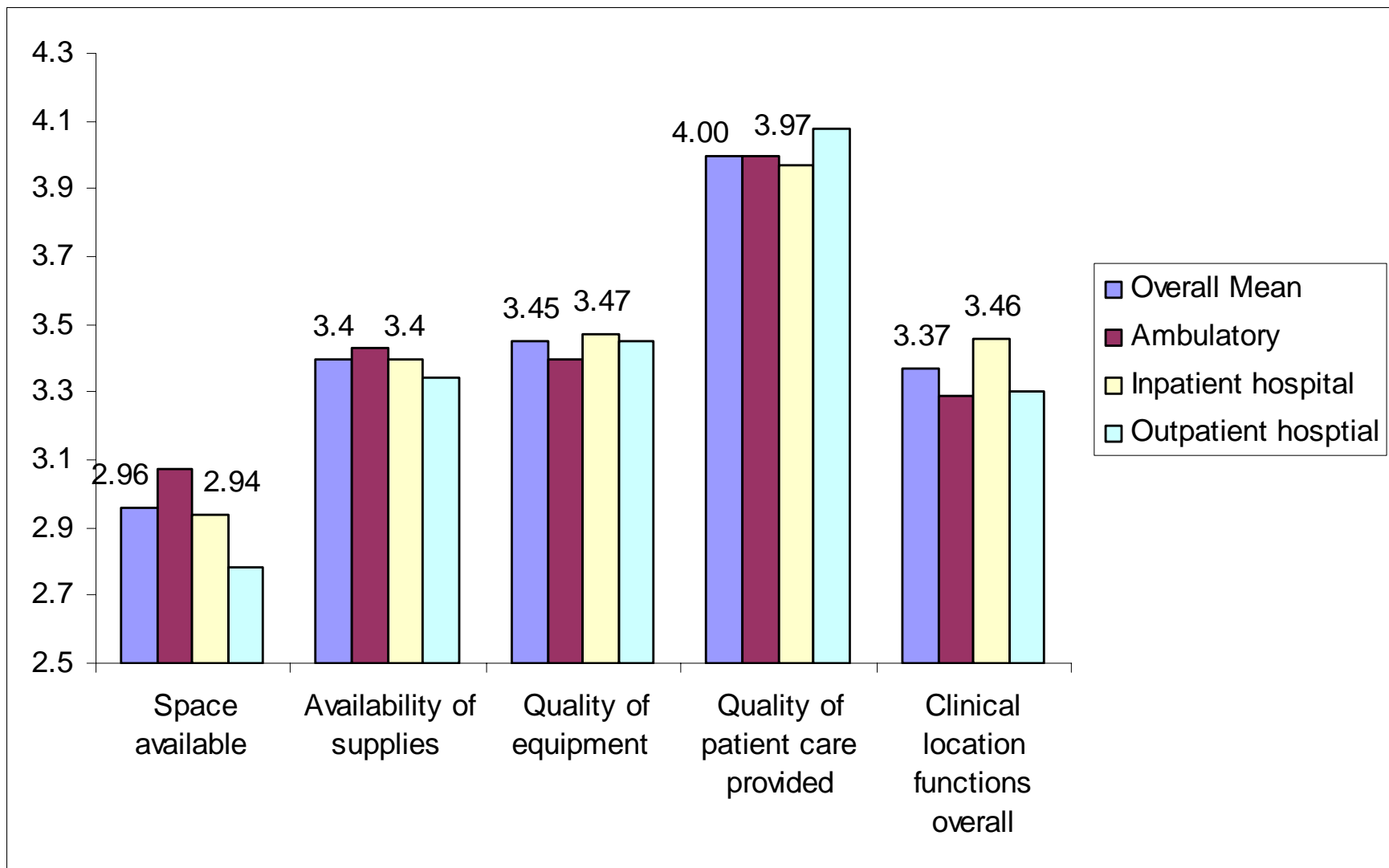
Least Satisfaction

- Institutional assistance finding offsite childcare (2.40)
- Availability of childcare offered by institution (2.56)
- One's salary compared to colleagues with similar qualifications in other departments (2.77)
- Incentive compensation, including bonuses (2.77)

** Mentioned earlier for all faculty







Questions

Is it a useful tool?

YES, but...

Is it a valid tool?

YES, but...

Does it meet the need?

YES, but...