



Survey Content and Item Examples

Following is a list of the different domains and the content of all of the items contained in our faculty satisfaction survey. Because the survey instrument is copyrighted, and because we co-own the instrument with Harvard's Collaborative on Academic Careers in Higher Education (COACHE) program, we have made the decision not to publish the survey in full. From this list, however, you should be able to see the focus and scope of the survey. The full survey contains approximately 50 items (just over 150 data points). Following this item by item summary, you will find several example survey items. Please contact us with any questions at: facultyforward@aamc.org

SURVEY ITEM CONTENT

Appointment and Demographic Information

- Appointment status
- Academic rank
- Department
- Year of first faculty appointment at medical school
- Tenure status
- Administrative roles
- Degree
- Sex
- Race/ethnicity

Nature of Work

- Hours worked
- Satisfaction with hours worked
- Assessment of time spent in various activities
- Satisfaction with time in various activities
- Satisfaction with medical school's value on various activities
- Satisfaction with department's value on various activities
- Satisfaction with how activities are valued by department chair
- Satisfaction with how activities are valued by division chiefs
- Satisfaction with schedule control
- Satisfaction with autonomy

Climate, Culture, Collegiality

- Fit in department
- Professional interactions
- Personal interactions
- Intellectual vitality
- Balance of work and home
- Faculty getting along
- Appreciation of work by various people
- Medical school culture
- Equal opportunities for faculty

Collaboration

- Importance of and satisfaction with collaboration with departmental faculty
- Importance of and satisfaction with collaboration with faculty in other departments/schools at the university

Mentoring

- Importance of formal mentoring
- Satisfaction with formal mentoring

Feedback

- Importance of performance feedback from a unit head
- Satisfaction with receiving performance feedback

Promotion

- Clarity of various requirements for promotion
- Equal opportunities and consistent criteria for promotion
- Satisfaction with professional advancement and development

Pay and Compensation

- Overall satisfaction with compensation and bonuses
- Satisfaction with salary relative to other faculty

Benefits/Family Policies

- Satisfaction with various benefits (e.g., health, retirement)
- Satisfaction with various parental leave/childcare policies

Faculty Recruitment and Retention

- School and department success in hiring and retaining high-quality faculty
- School and department success in hiring and retaining minority faculty

Institutional Decision-Making, Governance, and Operations

- Satisfaction with faculty participation in governance
- Satisfaction with communication between faculty and department chairs/deans
- Satisfaction with the pace of decision-making
- Satisfaction with the priorities of department chairs/deans
- Satisfaction with research space given to faculty
- Satisfaction with financial transparency

Clinical Practice

- Type of clinical location
- Support from other staff for clinical practice
- Teamwork and communication between physicians, staff, and administrators
- Satisfaction with space and supplies for clinical practice
- Satisfaction with quality of patient care

Global Satisfaction

- Satisfaction with department
- Satisfaction with medical school
- Plans to retire
- Plans to leave medical school
- Choosing medical school again
- Choosing academic career again



SURVEY ITEM EXAMPLES

Nature of Work

Please indicate your level of satisfaction or dissatisfaction with the value your medical school places on each of the following mission areas:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
Teaching/education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research/scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patient care/client services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The amount of emphasis your medical school places on each of the following mission areas is:

	Far too much	Too much	Too little	Far too little	Not applicable
A. Teaching/education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Research/scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Patient care/client services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Community Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Climate, Culture, Collegiality

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	I don't know
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Institutional Decision-Making, Governance, and Operations

Please indicate your level of satisfaction or dissatisfaction with the following items:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	I don't know
The opportunities for faculty participation in the governance of your medical school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Clinical Practice

Please indicate your level of satisfaction or dissatisfaction with the following items at the clinical practice location that you identified in the previous two questions:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
Opportunities for physician input in management decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>