

**UNIVERSITY OF KENTUCKY COLLEGE OF MEDICINE
FACULTY EXIT SURVEY**

PROFESSIONAL RELATIONSHIPS

				(1)	(2)	(3)	(4)	(5)	(6)
(Q1)	I get along well with colleagues <u>from my department</u> .	-	-	SA	A	N/O	D	SD	N/A
(Q2)	I get along well with colleagues <u>throughout the COM</u> .	-	-	SA	A	N/O	D	SD	N/A
At the present time, there is a sense of cooperation among the COM faculty in terms of:									
(Q3)	a. Research	-	-	SA	A	N/O	D	SD	N/A
(Q4)	b. Clinical Duties	-	-	SA	A	N/O	D	SD	N/A
(Q5)	c. Service	-	-	SA	A	N/O	D	SD	N/A
(Q6)	d. Teaching	-	-	SA	A	N/O	D	SD	N/A

(QProfRelatComments) Comments:

PROFESSIONAL STATUS

				(1)	(2)	(3)	(4)	(5)	(6)
(Q7)	I am well respected by the local medical community.	--	-	SA	A	N/O	D	SD	N/A
(Q8)	As a whole, <u>COM faculty</u> are well respected by the local community.	-	-	SA	A	N/O	D	SD	N/A
(Q9)	The COM has a positive national reputation.	-	--	SA	A	N/O	D	SD	N/A

(QProfStatusComments) Comments:

PROFESSIONAL ADVANCEMENT

				(1)	(2)	(3)	(4)	(5)	(6)
(Q10)	I understood the requirements for promotion in my title series.	-	--	SA	A	N/O	D	SD	N/A
(Q11)	I was given appropriate <u>department</u> support to advance in my title series.	-	-	SA	A	N/O	D	SD	N/A
(Q12)	I was given appropriate <u>COM</u> support to advance in my title series.	-	-	SA	A	N/O	D	SD	N/A
(Q13)	I was provided the resources (e.g., space, time allocation, startup funds) outlined in my initial offer letter.	-	-	SA	A	N/O	D	SD	N/A
(Q14)	I was given useful advice in my <u>2 year review</u> .	-	-	SA	A	N/O	D	SD	N/A
(Q15)	I was given useful advice in my <u>4 year review</u> .	-	--	SA	A	N/O	D	SD	N/A

(QProfAdvComments) Comments:

COMPENSATION

				(1)	(2)	(3)	(4)	(5)	(6)
(Q16)	My <u>salary</u> was comparable to that of colleagues in benchmark institutions.	-	-	SA	A	N/O	D	SD	N/A
(Q17)	My <u>benefits package</u> was comparable to that of colleagues in benchmark institutions.	-	-	SA	A	N/O	D	SD	N/A
(Q18)	I was well paid for the amount of work that I did.	-	-	SA	A	N/O	D	SD	N/A
(Q19)	Compensation was distributed <u>equitably</u> within <u>my department</u> .	-	-	SA	A	N/O	D	SD	N/A
(Q20)	(FOR CLINICAL FACULTY ONLY): Compensation was distributed <u>equitably</u> within my <u>clinical division</u> .	-	-	SA	A	N/O	D	SD	N/A

(QComp4aComments) Comments:

INSTITUTIONAL GOVERNANCE

				(1)	(2)	(3)	(4)	(5)	(6)
(Q21)	I had sufficient opportunities for input into <u>COM policy development</u> .	-	-	SA	A	N/O	D	SD	N/A
(Q22)	At the present time, the <u>UK administration</u> is responsive to COM faculty concerns.	-	-	SA	A	N/O	D	SD	N/A
(Q23)	At the present time, the <u>COM administration</u> is responsive to COM faculty concerns.	-	-	SA	A	N/O	D	SD	N/A
(Q24)	At the present time, faculty concerns are considered before the COM adopts new policies and procedures.	-	-	SA	A	N/O	D	SD	N/A

(QInstGovernComments) Comments:

DEPARTMENTAL GOVERNANCE (Note that the next section deals with clinical division governance)

		(1)	(2)	(3)	(4)	(5)	(6)
(Q25dept)	I had sufficient opportunities for input into <u>departmental</u> decision-making.	SA	A	N/O	D	SD	N/A
(Q26dept)	The department chair responded to faculty concerns. - - -	SA	A	N/O	D	SD	N/A
(Q27dept)	The department chair distributed resources (e.g., space, staff support, discretionary funds, protected time) <u>equitably</u> . - - -	SA	A	N/O	D	SD	N/A
(Q28dept)	The department chair distributed <u>responsibilities</u> (e.g., committee work, teaching, clinical work) <u>equitably</u> . - - -	SA	A	N/O	D	SD	N/A
(Q29dept)	The department chair treated me as a colleague. - - -	SA	A	N/O	D	SD	N/A

(QDeptGovernComments) Comments:

UNIT/DIVISION GOVERNANCE ***(FOR CLINICAL FACULTY ONLY)*******

		(1)	(2)	(3)	(4)	(5)	(6)
(Q25div)	I had sufficient opportunities for input into <u>unit/division</u> decision-making.	SA	A	N/O	D	SD	N/A
(Q26div)	The division chief responded to faculty concerns. - - -	SA	A	N/O	D	SD	N/A
(Q27div)	The division chief distributed resources (e.g., space, staff support, discretionary funds, protected time) <u>equitably</u> . - - -	SA	A	N/O	D	SD	N/A
(Q28div)	The division chief distributed responsibilities (e.g., committee work, teaching, clinical work) <u>equitably</u> . - - -	SA	A	N/O	D	SD	N/A
(Q29div)	The division chief treated me as a colleague. -- - -	SA	A	N/O	D	SD	N/A

(QUnitDivComments) Comments:

CLINICAL RESOURCES AND ACTIVITIES*** (FOR CLINICAL FACULTY ONLY)*******

		(1)	(2)	(3)	(4)	(5)	(6)
(Q30)	The clerical/administrative staff of <u>my department</u> effectively managed our operations. - - -	SA	A	N/O	D	SD	N/A
(Q31)	The clerical/administrative staff of <u>my division</u> effectively managed our operations.	SA	A	N/O	D	SD	N/A
(Q32)	I got the help I needed from ancillary support staff (e.g., nursing, PT, etc.).	SA	A	N/O	D	SD	N/A
(Q33)	KMSF effectively managed our billings and collections. - -	SA	A	N/O	D	SD	N/A
(Q34)	I had the equipment and supplies needed in the clinic. - - -	SA	A	N/O	D	SD	N/A
(Q35)	I had enough time to provide my patients with quality care. -- -	SA	A	N/O	D	SD	N/A
(Q36)	Colleagues in other specialties were readily accessible to help me manage my patients. - - -	SA	A	N/O	D	SD	N/A
(Q37)	My “on call” duties were reasonable. - - -	SA	A	N/O	D	SD	N/A
(Q38)	I had sufficient opportunities to update or develop new clinical knowledge/skills.	SA	A	N/O	D	SD	N/A
(Q39)	My DOE accurately reflected my clinical workload. - - -	SA	A	N/O	D	SD	N/A
(Q40)	The patient/physician ratio <u>in my clinical division</u> is reasonable. -	SA	A	N/O	D	SD	N/A
(Q41)	Taxation on clinical revenue is fair and equitable. - - -	SA	A	N/O	D	SD	N/A

(QClinResActComments) Comments:

TEACHING ACTIVITIES

		(1)	(2)	(3)	(4)	(5)	(6)
(Q42)	My DOE accurately reflected my teaching workload. - -- -	SA	A	N/O	D	SD	N/A
(Q43)	I had the opportunity to develop my teaching skills. -- - -	SA	A	N/O	D	SD	N/A
(Q44)	I enjoy teaching. - - - -	SA	A	N/O	D	SD	N/A
(Q45)	I was rewarded appropriately for my teaching activities. - -	SA	A	N/O	D	SD	N/A
(Q46)	My teaching activities interfered with other work assignments that are more highly rewarded. - - - -	SA	A	N/O	D	SD	N/A

(QTeachActComments) Comments:

SERVICE TO COM/COMMUNITY

						(1)	(2)	(3)	(4)	(5)	(6)
(Q47)	My DOE accurately reflected my service workload.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q48)	I served on too many committees.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q49)	Clinical outreach was encouraged.	-	-	-	-	SA	A	N/O	D	SD	N/A

(QSerCOMCommComments) Comments:

RESEARCH ACTIVITIES

						(1)	(2)	(3)	(4)	(5)	(6)
(Q50)	My DOE accurately reflected my research time.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q51)	I had enough time to do my scholarly work (e.g., data collection, grants, publications)					SA	A	N/O	D	SD	N/A
(Q52)	I had the opportunity to develop my research skills.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q53)	I had the opportunity to supplement my salary based on my ability to obtain grant funding.	-	-	-	-	SA	A	N/O	D	SD	N/A

(QResActComments) Comments:

INFRASTRUCTURE ISSUES

						(1)	(2)	(3)	(4)	(5)	(6)
(Q54)	I had research space equivalent to colleagues at benchmark institutions.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q55)	I had research space equivalent to colleagues at UK with similar levels of funding.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q56)	<u>Research equipment and maintenance</u> was given adequate priority at UK.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q57)	<u>Hospital equipment and maintenance</u> was given adequate priority at UK.	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q58)	<u>Clinic equipment and maintenance</u> was given adequate priority at UK. --	-	-	-	-	SA	A	N/O	D	SD	N/A
(Q59)	The patient care environment met the standards for quality patient care in the:					SA	A	N/O	D	SD	N/A
	(a)-clinic					SA	A	N/O	D	SD	N/A
(Q59b)	(b) hospital					SA	A	N/O	D	SD	N/A
(Q59c)	(c) OR					SA	A	N/O	D	SD	N/A

(QInfrIssComments) Comments:

DEMOGRAPHICS

(Q60)	Gender:					M (1)				F (2)	
(Q61)	Race:	African American (1)		Asian American/Pacific Islander (2)						Latino/Latina (3)	
		Native American/Alaskan Native (4)		Caucasian (non-Latino/a) (5)							
(Q61Specified_6)	Other:	_____									
(Q62)	Marital Status:	Married (1)	Single (2)	Divorced (3)	Separated (4)	Widowed (5)					
(Q63)	Are there children in the home?					Y (1)				N (2)	
(Q64)	Department Type:	Basic Science (1)		Clinical (2)							
(Q65)	Academic Rank:	Instructor (1)	Asst. Professor (2)		Assoc. Professor (3)					Full Professor (4)	
(Q66)	# years at above rank:	_____									
(Q67)	Title series:	Regular (1)		Special (2)		Research (3)				Clinical (4)	
(Q68)	# years on faculty:	_____									
(Q69_1)	Department:	_____									
(Q69_2)	(If applicable, Unit:	_____)									
	Degree(s):										
(Q70_1)	MD					(Q70_2)				PhD	
(Q70_3)	DVM					(Q70_4)				DMD	
(Q70_5)	PharmD					(Q70_6)				Other	
(Q70_Specified_6)	Other Specified										

TELL US MORE ABOUT YOURSELF AND YOUR SITUATION:

- | | (1) | (2) |
|---|-----|-----|
| (Q71) Are you retiring? ----- | Y | N |
| (Q72) If #71 is YES, do you plan on continuing to work in medically/acadmically related position? | Y | N |

THOSE RETIRING PLEASE SKIP TO QUESTION # 80.

- | | | |
|---|---|---|
| (Q73) Can you cite one overriding reason for your leaving?
If YES, what is it? | Y | N |
| (Q74) Are you leaving for another academic institution? | Y | N |
| (Q75) If NO, what type of position are you taking? | | |

Do any of the following issues figure in your decision to leave UK-COM? (Circle all that apply)

- | | | | |
|------------------|-------------------------|--|--|
| (Q77_1) | Family issues | | |
| (Q77_2) | Gender issues | | |
| (Q77_3) | Racial issues | | |
| (Q77_4) | Illness/disability | | |
| (Q77_5) | Other | | |
| (Q77Specified_5) | (please specify): _____ | | |

- | | | |
|---|---|---|
| (Q78) Do you currently have extramural funding? | Y | N |
| (Q79_1) If YES, what is the funding source(s)? (e.g., NIH, NSF, etc.) | | |

- (Q80) How many peer reviewed publications have you had in the past 3 years?
- None (1) 1-3 (2) 4-10 (3) 11-15 (4) > 15 (5)

- | | | |
|---|---|---|
| (Q81) Do you have a partial administrative appointment? | Y | N |
| (Q82_1) If YES, what percentage of your effort is administrative? _____ % | | |

- | | | |
|---|---|---|
| (Q83) Is there a single, overriding thing that could have been done to prevent your leaving UK-COM? | Y | N |
| (Q84) If YES, can you tell us what could have been done? | | |

COMMENTS SECTION:

- (QUntitled1) Are there any comments you'd care to make regarding this survey, your departure, or UK-COM?

THANK YOU KINDLY FOR YOUR TIME AND INPUT!