

# Basic Science Faculty: How Do We Keep Them Engaged in Today's Climate?



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The Faculty Forward Learning Community

# Understanding Basic Science Faculty Perceptions

**Importance...** Faculty engagement drives excellence in research and teaching missions, yet outside factors may impede full engagement

**Goal...** Improved understanding of what drives basic science faculty engagement

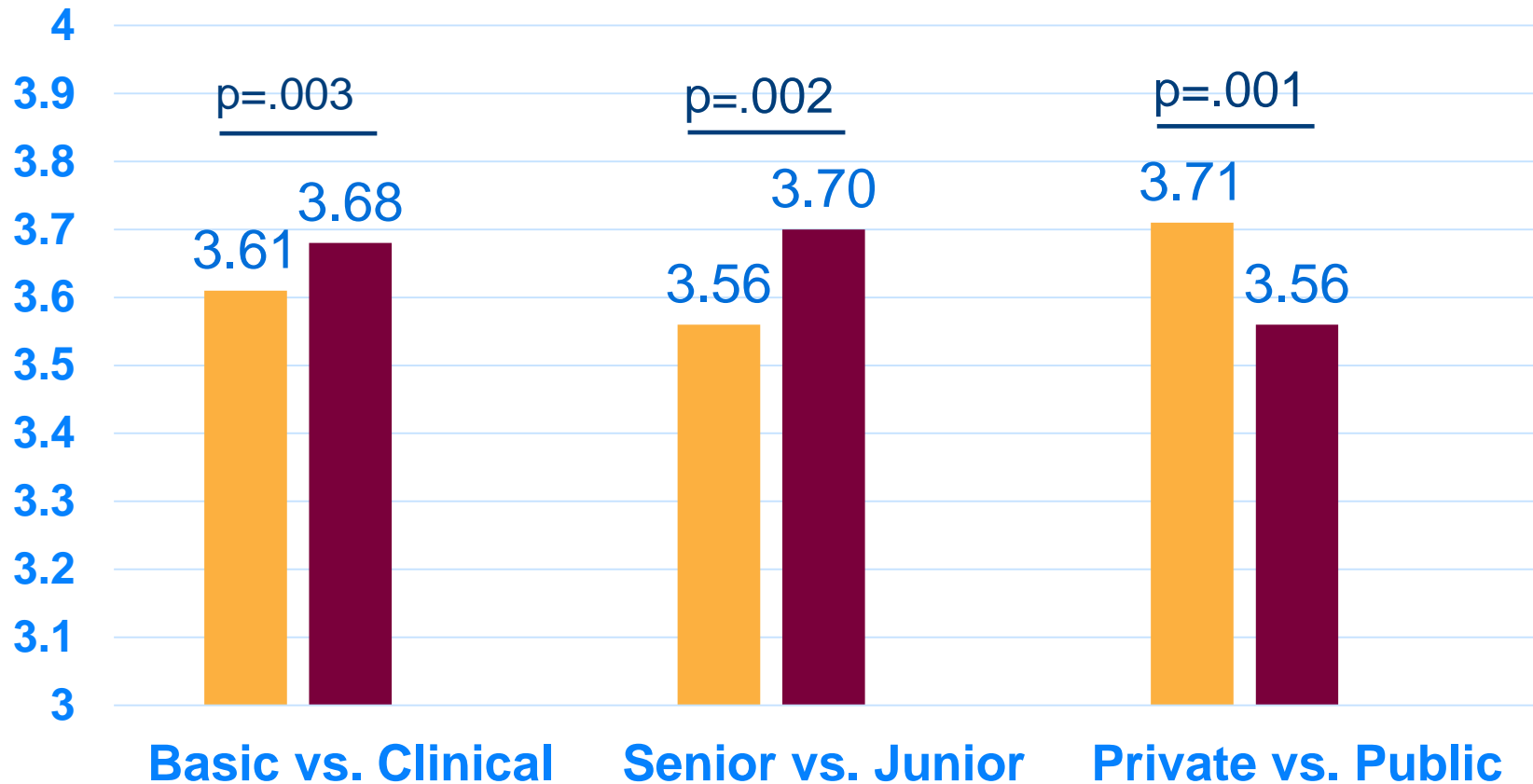
**How...** Analysis by race, gender, rank, & exploration of environmental factors

# Respondent Population at a Glance

- Response rate of 70.5% (n=2073/2940)
- 25 schools: 7 Private vs. 18 Public
- 67% Men vs. 33% Women
- 73% Tenured/On track vs. 27% not on track
- 95% Majority vs. 5% Minority race/ethnicity
- 70% Full or Assoc. vs. 30% Asst. Professor
- 32% age 28-45, 58% age 46-65, 10% over 65
- Descriptive statistics and t-tests used

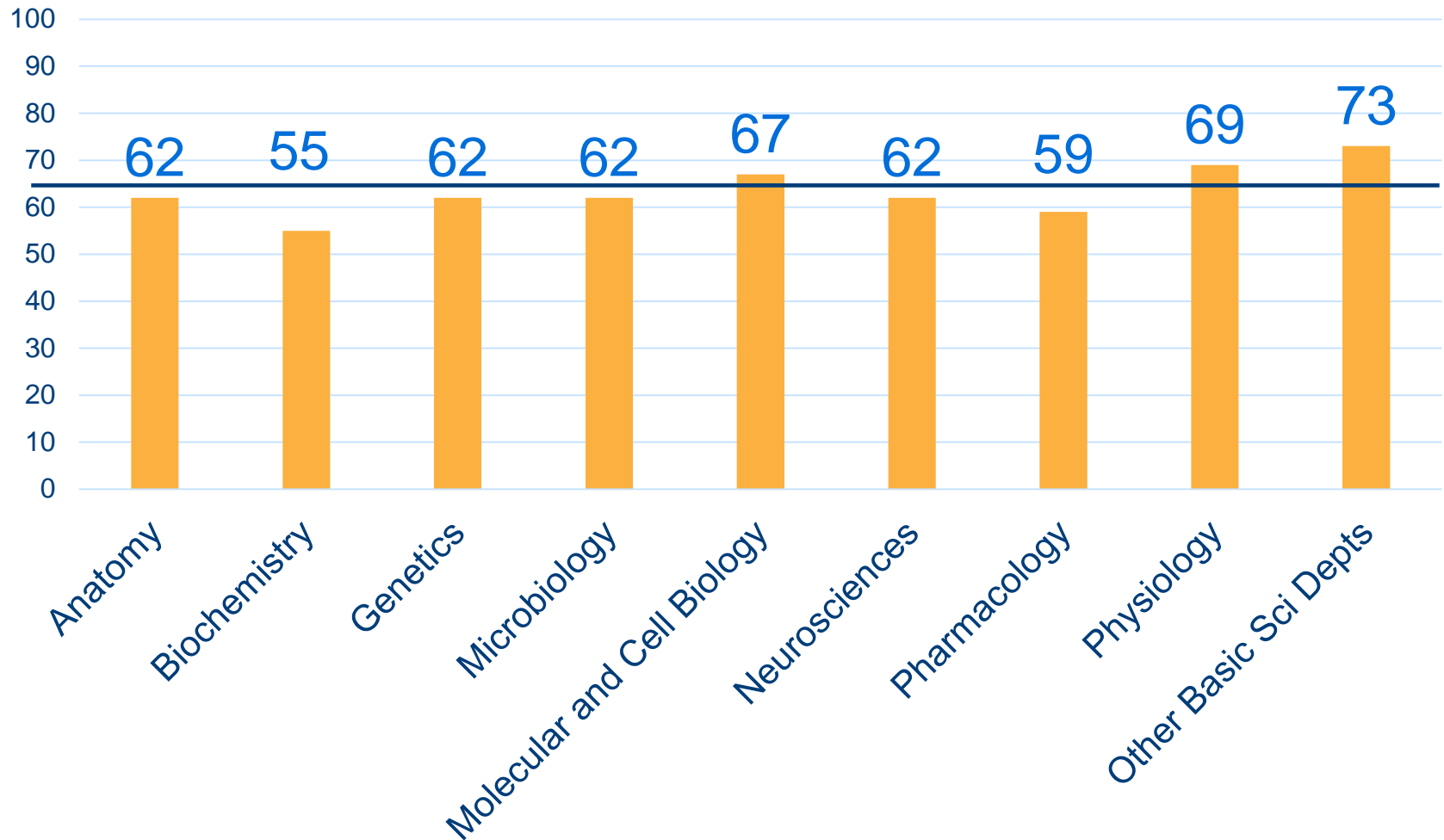
# Results Overview

## Overall Satisfaction with Medical School as a Place to Work



# Satisfaction with Medical School by Department

% Satisfaction with School as a Place to Work



# Areas of engagement that drive basic science faculty satisfaction with medical school:

## Collegiality

- Develop interdepartmental relationships

## Medical School Governance

- Have basic science faculty sit in on deans' meetings involving the medical school curriculum

## Focus on Medical School Mission

- More clearly articulate the value of basic sciences in the future of the medical school

## Workplace Culture

- Create a culture where all views are respected and heard, especially when different from the dominant view

## Compensation and Benefits

- Provide gap funding for faculty with a good record of attracting external grants

# Basic Science Engagement – Share Your Ideas!

- Are there **additional environmental factors** impacting engagement for basic science faculty?
- How can we **engage** basic science faculty?
- How can we **support** basic scientists **given reduced funding**?
- How do we ensure **basic science faculty feel valued** by the institution as equal contributors to achieving our core missions?

# Project Contributors

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