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

Susan Chubinskaya Ph.D. on behalf of 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

<table>
<thead>
<tr>
<th>Category</th>
<th>Basic vs. Clinical</th>
<th>Senior vs. Junior</th>
<th>Private vs. Public</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic</td>
<td>3.61</td>
<td>3.56</td>
<td>3.56</td>
</tr>
<tr>
<td>Clinical</td>
<td>3.68</td>
<td>3.70</td>
<td>3.71</td>
</tr>
<tr>
<td>p-value</td>
<td>.003</td>
<td>.002</td>
<td>.001</td>
</tr>
</tbody>
</table>

Basic vs. Clinical: p = .003
Senior vs. Junior: p = .002
Private vs. Public: p = .001
Satisfaction with Medical School by Department

% Satisfaction with School as a Place to Work

<table>
<thead>
<tr>
<th>Department</th>
<th>Satisfaction (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anatomy</td>
<td>62</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>55</td>
</tr>
<tr>
<td>Genetics</td>
<td>62</td>
</tr>
<tr>
<td>Microbiology</td>
<td>62</td>
</tr>
<tr>
<td>Molecular and Cell Biology</td>
<td>67</td>
</tr>
<tr>
<td>Neurosciences</td>
<td>62</td>
</tr>
<tr>
<td>Pharmacology</td>
<td>59</td>
</tr>
<tr>
<td>Physiology</td>
<td>69</td>
</tr>
<tr>
<td>Other Basic Sci Depts</td>
<td>73</td>
</tr>
</tbody>
</table>
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?
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