



Faculty Climate and Collaboration

Faculty Consultative Committee
School of Public Health
University of Minnesota
Spring 2009

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Presentation Topics

- FCC
 - To ascertain, represent, discuss, and seek action on concerns of the faculty of the School of Public Health.
 - <http://www.sph.umn.edu/sphfcc/home.html>
- FCC activities
 - Collaboration analysis
 - Faculty Work Life Survey



SPH Collaboration Analyses

- Co-publication networks
 - Publications from 2003 to 2007
- Co-funding networks
 - Fiscal year 2008
- A report will be available on the FCC website by early summer



FCC Survey Purpose

- Designed to measure faculty perceptions of divisional climate and support
- Goal of survey is to help identify issues that may need to be addressed to improve the quality of work life for faculty



FCC Survey Methods

- FCC, Dean of SPH, and division heads developed this survey
- Administered by the FCC using Survey Monkey in early 2009
- Survey was anonymous
- No cross-tabulation analyses with cell sizes of fewer than six respondents



FCC Survey Sample

- Survey sent to all SPH faculty except for Division Heads, the Dean, and adjuncts
- The FCC plans to administer this survey on a bi-annual basis to track quality of work life issues among SPH faculty and to identify issues that the FCC may need to address

Response Rates

Division	Sampled	Responded	Percent
Biostatistics	17	16	94.1
Environmental Health Sciences	19	17	89.5
EPI & Community Health	47	35	74.5
Health Policy & Management	29	21	72.4
School of Public Health	1	1	100
Total	113	90	79.6

There are 118 Faculty (adjuncts were not included). The Dean and Division Heads were excluded, leaving 113. 3 opted out of Survey Monkey (their division is unknown), leaving 110 available to respond.



Overall Conclusions

- Gender
 - Few differences
- Level
 - Associates – differences in satisfaction, performance evaluation
- Division
 - Differences in climate, performance evaluation, and support



Satisfaction

- Overall, how satisfied are you with:
 - Position (average 3.1)
 - Your position in your division
 - Your position in the School of Public Health
 - Performance (average 3.2)
 - Your performance in your division
 - Your performance in your profession
 - Your performance in the School of Public Health

Scale: 1=Very dissatisfied; 2=Somewhat dissatisfied; 3=Somewhat satisfied; 4=Very satisfied

Satisfaction Means

	Satisfaction with Position	Satisfaction with Performance
Alpha	0.80	0.84
Biostatistics	3.16	3.23
Envir. Health Sciences	2.88	3.31
EPI & Community Health	3.31	3.16
Health Policy & Mgmt	2.93	3.33
P	0.09	0.87
Assistant	3.29	3.24
Associate	2.92	3.01
Full	3.38	3.56
P	0.02	0.01
Female	3.14	3.17
Male	3.15	3.31
P	0.78	0.84
* - p < 0.1		
Scale: 1 = low item, 4 = high item		



Climate Cronbach Alphas

- Constructive controversy (0.88)
- Low Conflict (0.79)
- Helping (0.82)
- Psychological safety (0.90)
- Inclusiveness (0.92)
- Distributional Fairness (0.88)



Climate

- **Constructive Controversy**
 - faculty in my division collaborated constructively to resolve academic and teaching issues.
 - faculty in my division collaborated constructively to resolve administrative issues.
 - when conflict between faculty in my division arose, the faculty communicated civilly and respectfully about the conflict.
- **Conflict**
 - personality clashes were evident among the faculty in my division.
 - there was conflict about research quality or priorities among the faculty in my division.
 - there was conflict about performance evaluation criteria among the faculty in my division.
 - there was conflict about academic programs among the faculty in my division.



Climate

- Help
 - I can easily obtain help related to research from other faculty in my division.
 - I can easily obtain help related to teaching from other faculty in my division.
- Inclusiveness - how much do you agree with the following statements about the issues you brought up to your division's faculty
 - were taken into account in my division's decision-making.
 - had an impact on my division's organization and work processes.
 - were addressed by my division adequately.
 - had an impact on my division's educational programs.

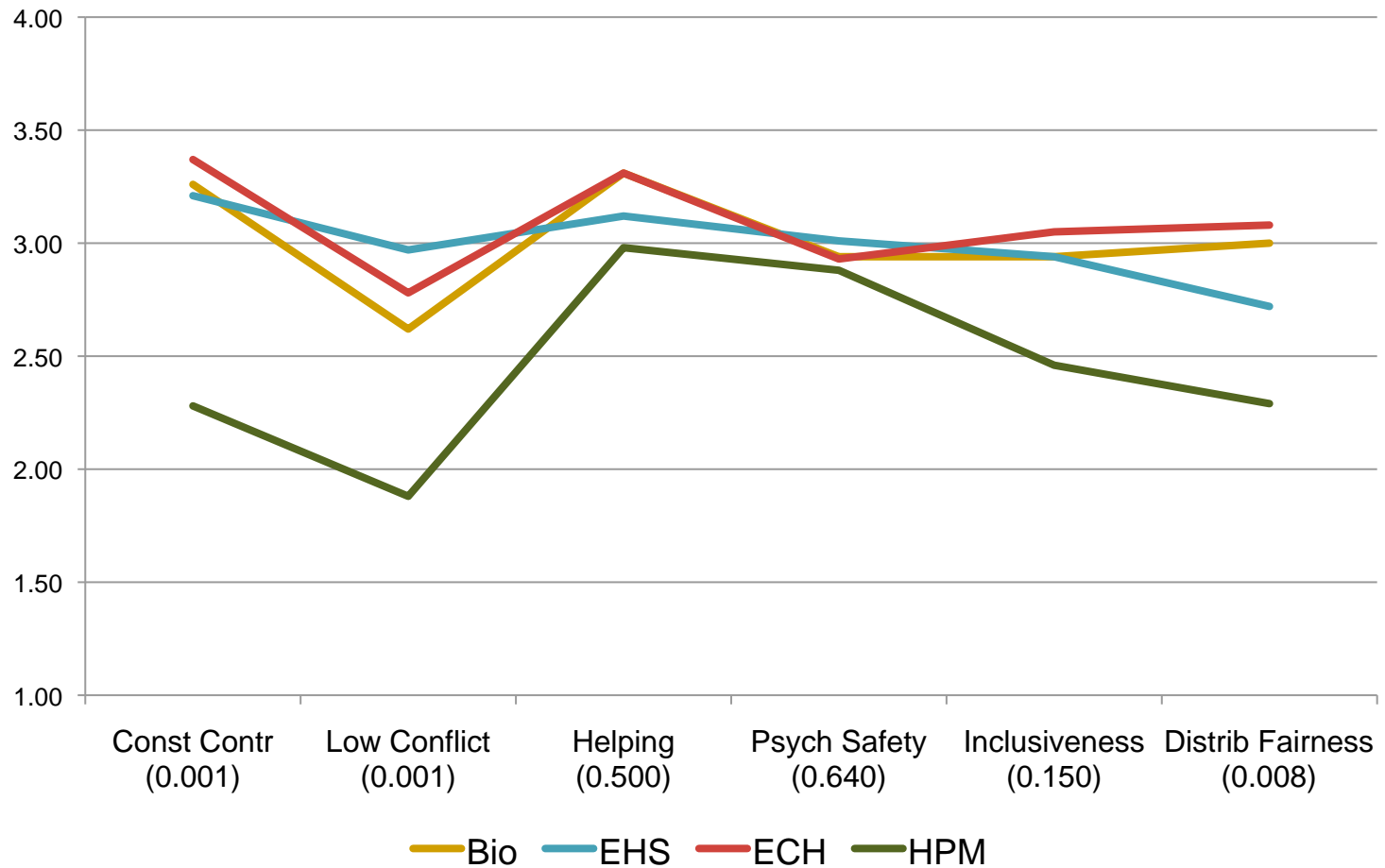


Climate & Distributional Fairness

- Psychological Safety
 - I could bring up concerns up with my work-related duties.
 - I could bring up concerns with time pressures associated with grant writing and funding responsibilities.
 - I could bring up issues such as disrespectful communication among faculty members.
 - I could bring up issues such as poor teaching or advising.
 - It was safe to suggest new research ideas/approaches to other faculty.
- Distributional Fairness
 - my compensation and support fairly reflected my research contribution to my division
 - my compensation and support were fair compared with other faculty in my division.
 - faculty compensation and support in my division fairly reflected the contribution of each faculty member to the division

Climate & Distributional Fairness

Climate & Distributional Fairness - Averages
(1=Strongly disagree, 4=Strongly agree)



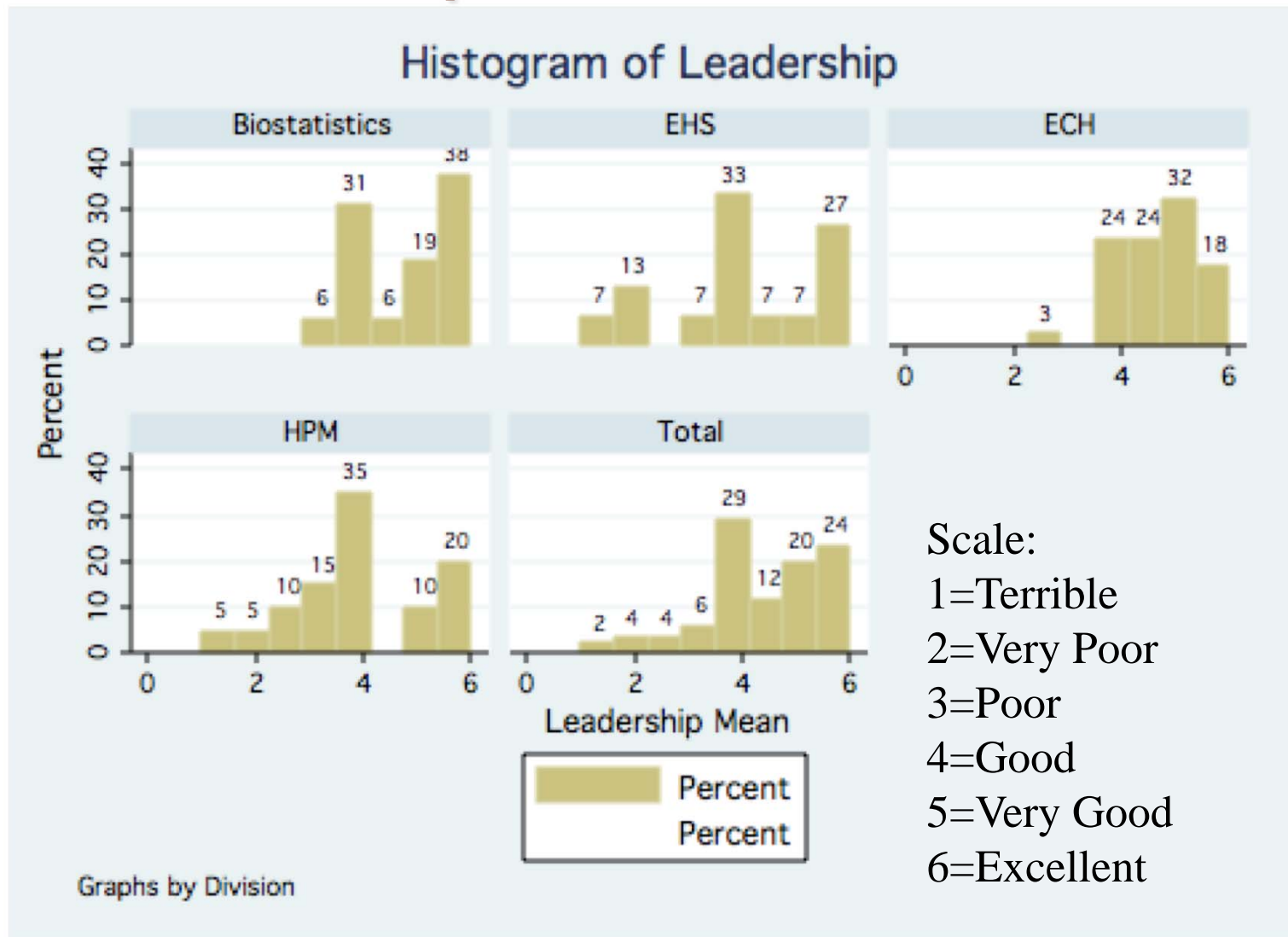


Leadership

- In the past twelve months, how good of a job do you feel your division's leadership has done leading your division's activities in:
 - Education
 - Research
 - Overall
- Alpha .94, Average – 4.43

Scale: 1=Terrible; 2=Very Poor; 3=Poor; 4=Good; 5=Very Good; 6=Excellent

Leadership



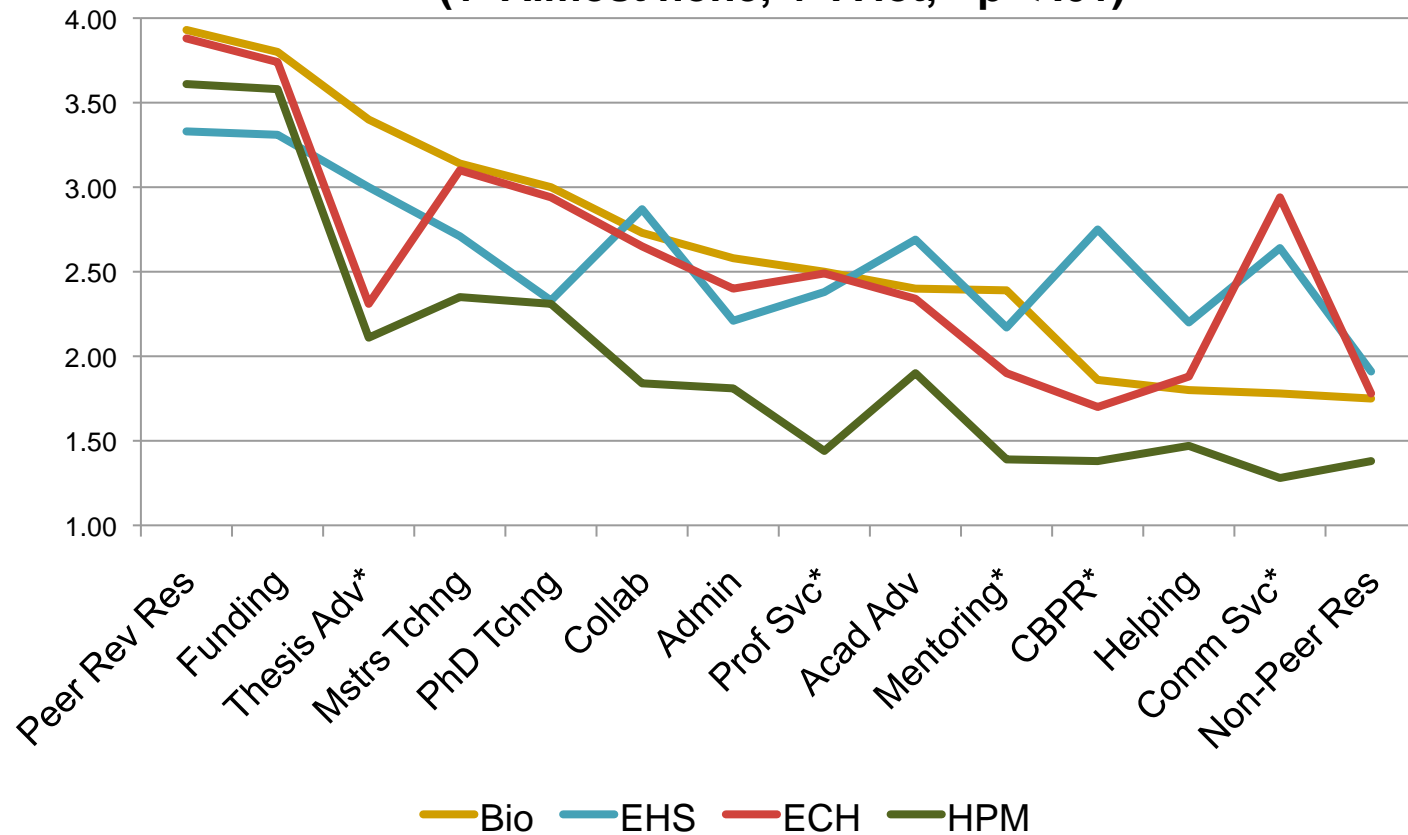


Performance Evaluation

- Overall
 - Highly valued activities: Funding, Peer reviewed publications, teaching
- Divisional Differences
 - HPM significantly lower in valuing professional service, community service, CBPR, academic advising, research thesis advising, helping and mentoring colleagues, and collaborating

Performance Evaluation – By Division

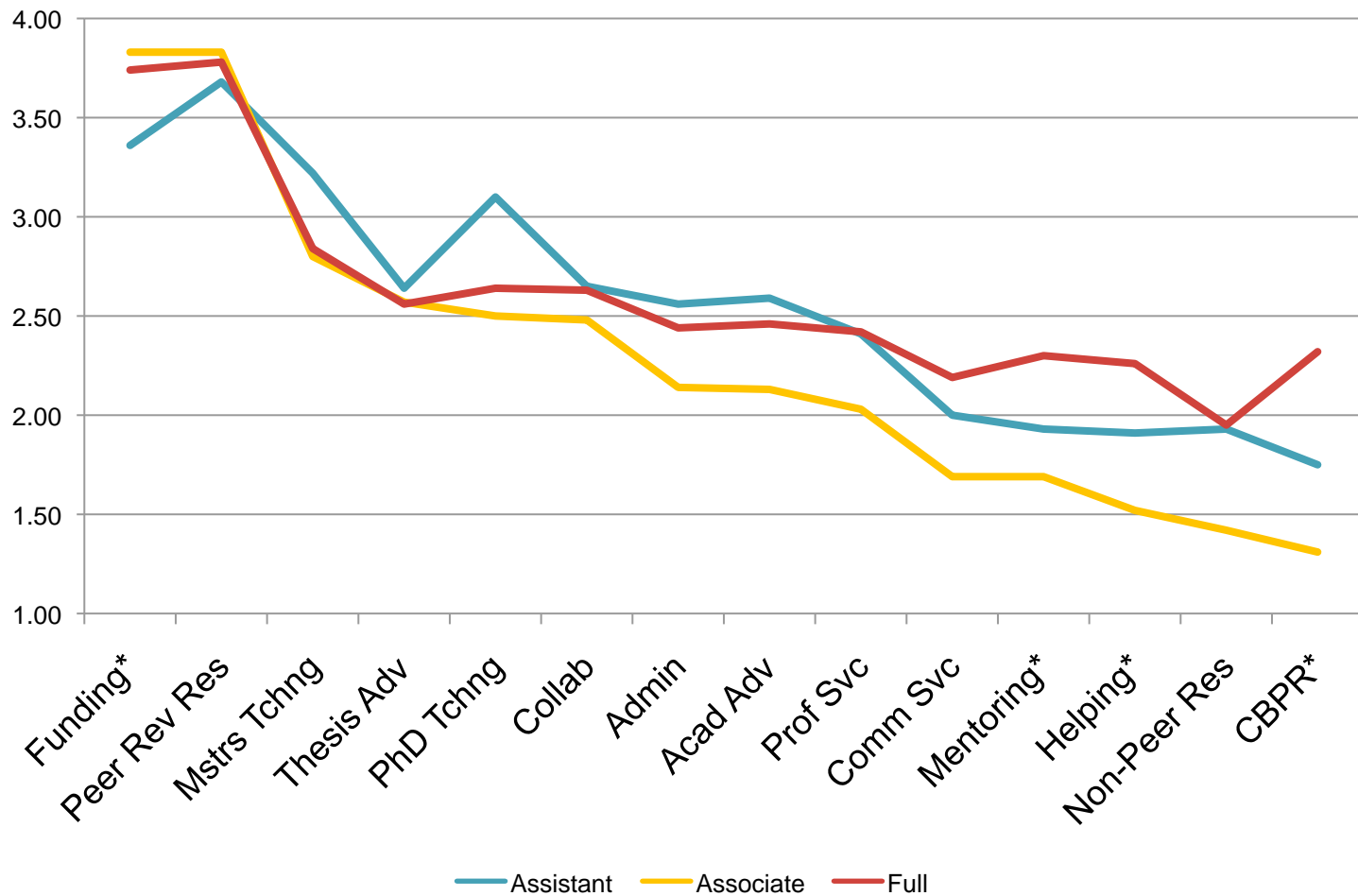
Performance Evaluation Criteria - Averages
 (1=Almost none, 4=A lot, * p < .01)



Annual Evaluation (In the past twelve months, how much do you feel the following criteria POSITIVELY affected your annual performance evaluation: Scale: 1=Almost none; 2=A little; 3=Some; 4=A lot)

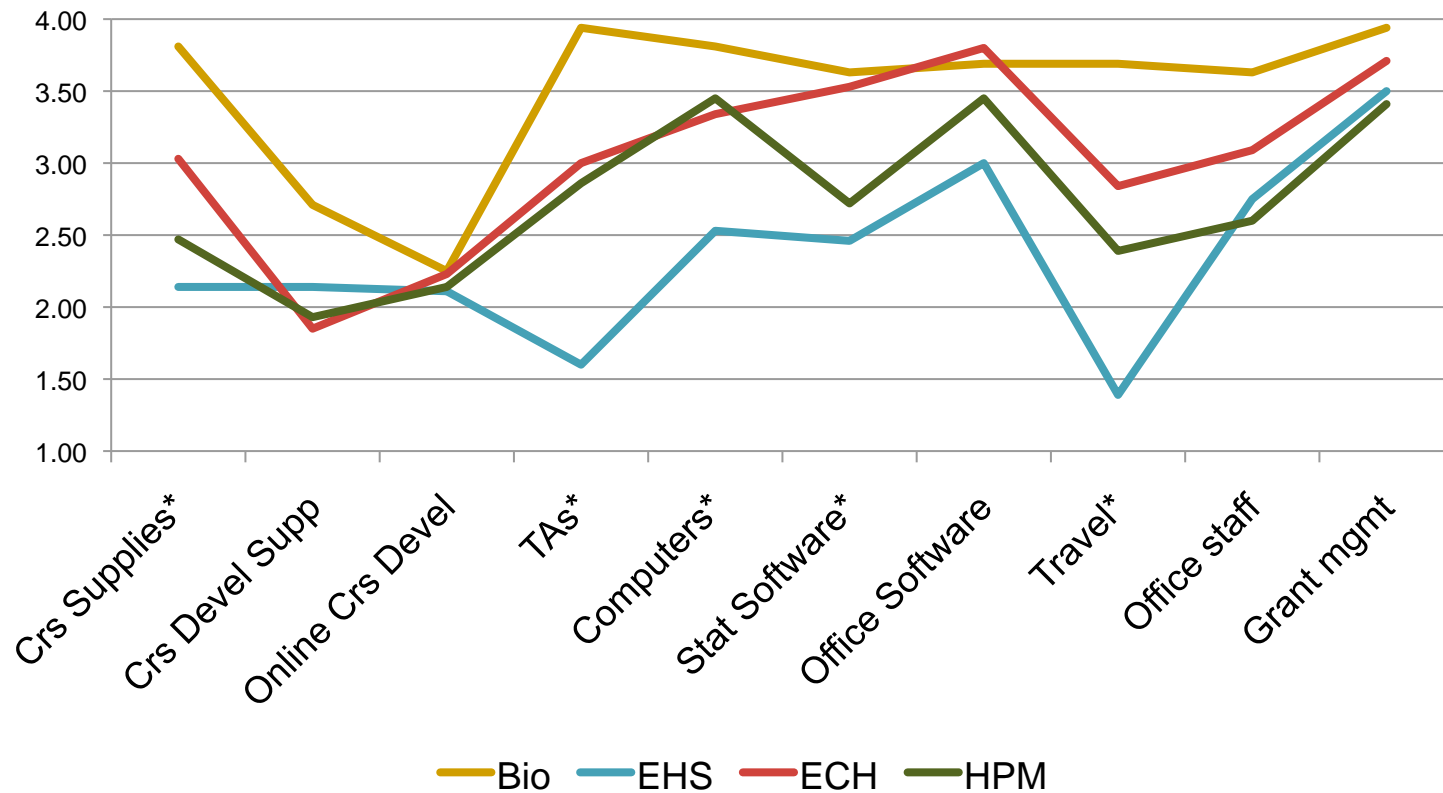
Performance Evaluation – By Level

Performance Evaluation by Level
 (1=Almost none, 4=A Lot, * - p <.01)



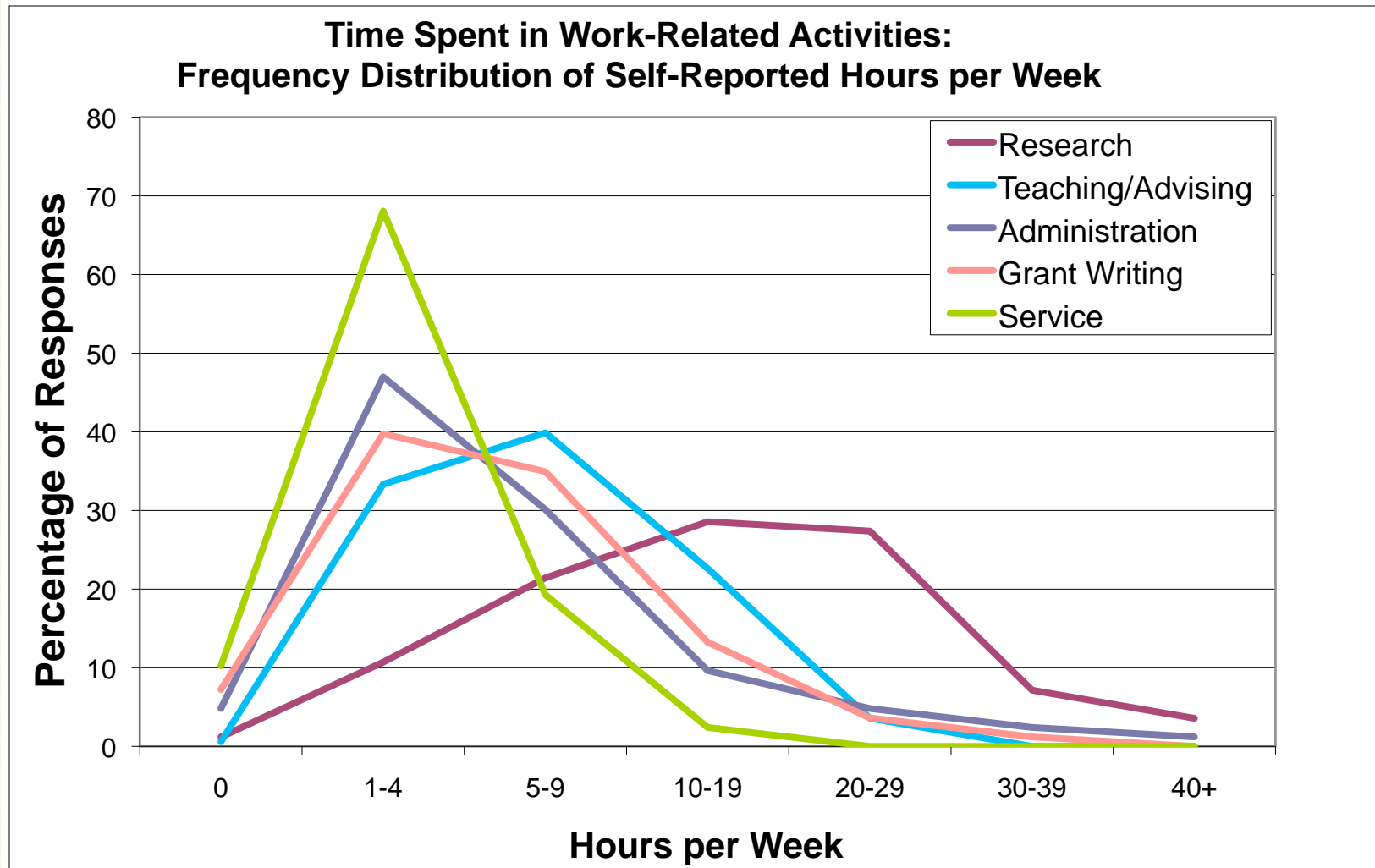
Support

Support - Averages
 (1=Strongly disagree, 4=Strongly agree, p < .01)

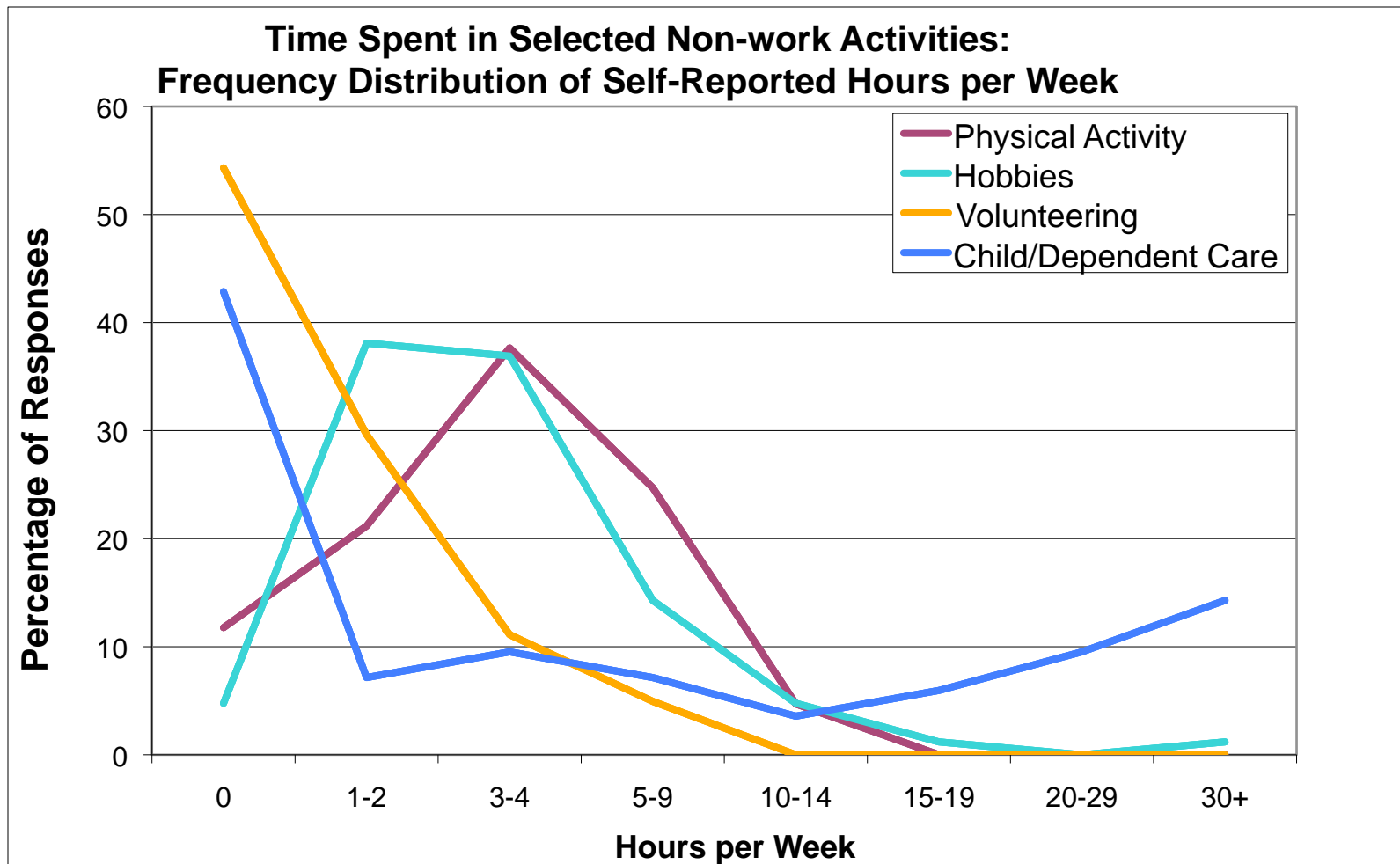


In the past twelve months, how much do you agree with the following statements about your division's support for you? I feel that my division adequately supports me in: Scale: 1=Strongly disagree; 2=Somewhat disagree; 3=Somewhat agree; 4=Strongly agree

Work Activities



Non-Work Activities





Overall

- On the whole, faculty perceive the work environment is good
- Division cultures of collaboration and reward are very different
- A full report will be on the FCC web site in early summer



Contact the FCC:

- The FCC would like very much to be more engaged with faculty
- What issues matter to you? Please submit comments and suggestions
<http://www.sph.umn.edu/sphfcc/comment/home.html>
 - Your comments can be anonymous.

Thank you!