



CDIM

MEMBER OF THE ALLIANCE  
*for* ACADEMIC INTERNAL MEDICINE

# Lunch Business Meeting **Survey and Scholarship Committee**

## Bi-Annual Survey Results-2017

# Thank you!

- **Survey and Scholarship Committee Members:**

Cleon Ryland, Jr., Ann Marie Hunt, Mesky Lloyd, Martha Chandler and Valerie Collins

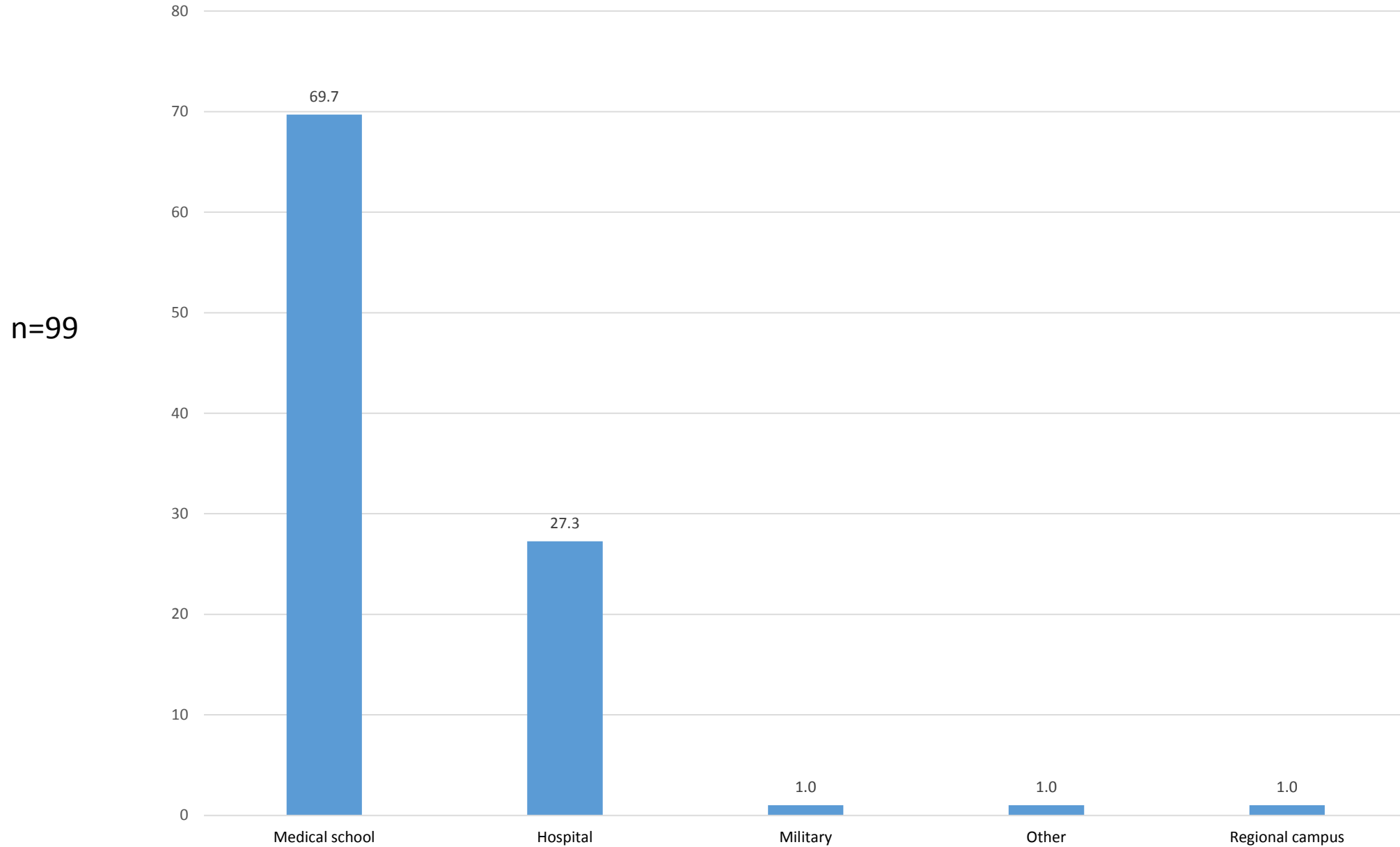
- Special thanks to Michael Kisielewski
- AAIM
- CAAC

Active members, like you! Thank you

# 2016-2017 Survey of Clerkship Directors

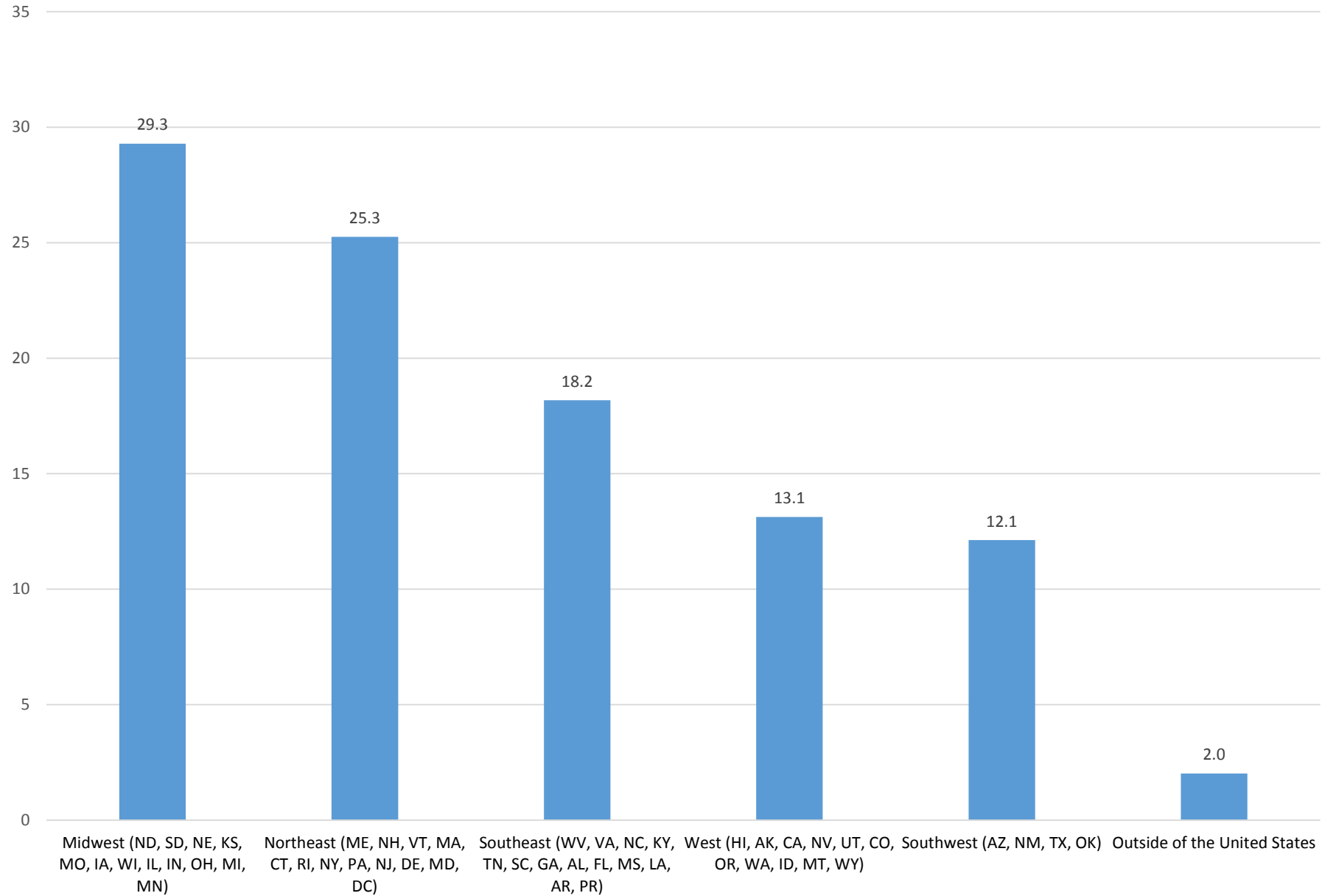
- Survey of 227 CDIM “clerkship administrator” members as of December 2016.
- Launched December 8, 2016; closed January 31, 2017.
- Three email reminders to non-respondents.
- 99 valid responses: 44 percent response rate.
- 62 closed- and open-ended questions.

## Respondents by Institution Type (Percent)



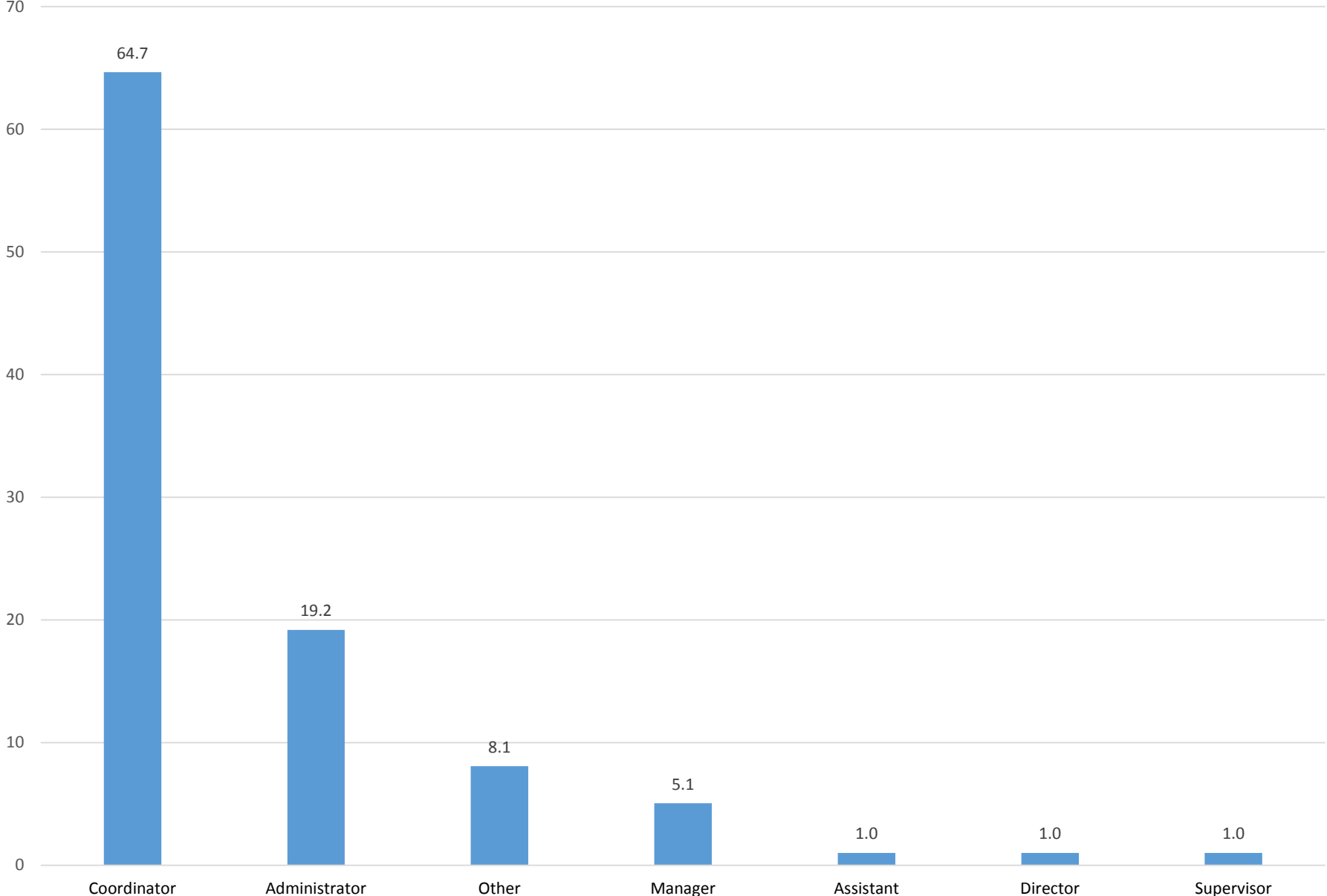
# Geographic Region of Respondents (Percent)

n=99



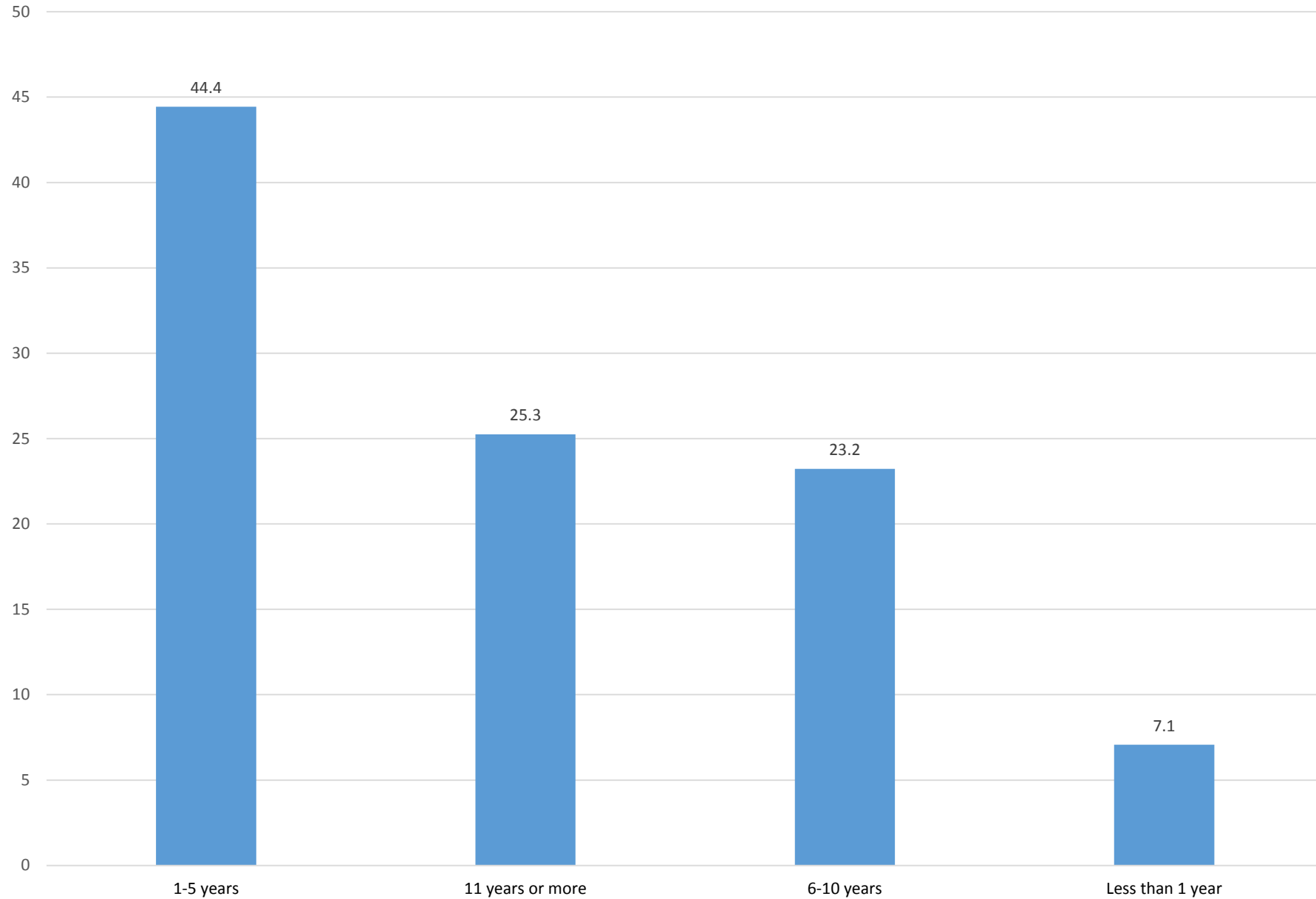
# Respondents by Position Title/Type (Percent)

n=99



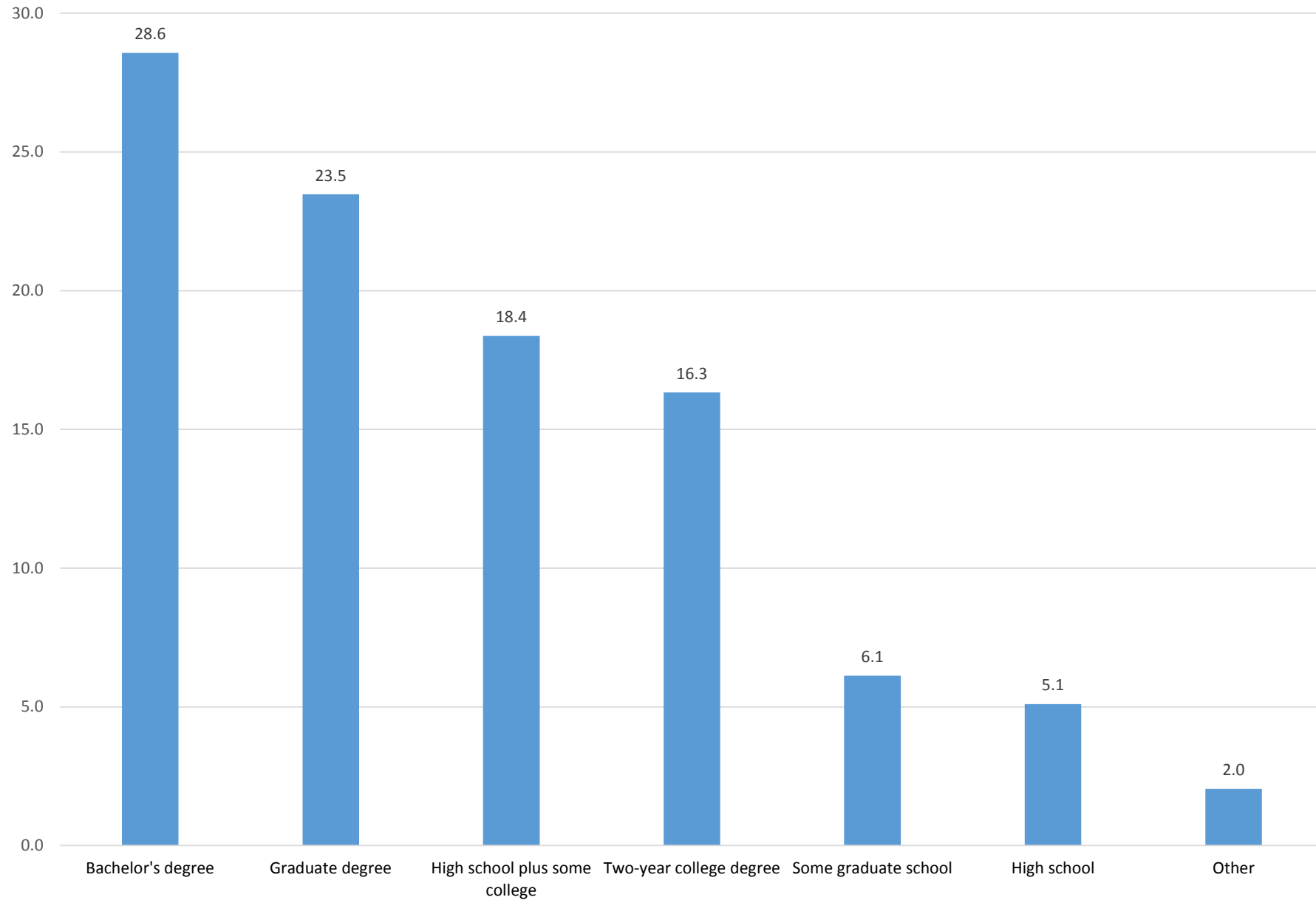
### Length of Time in Current Position (Percent)

n=99



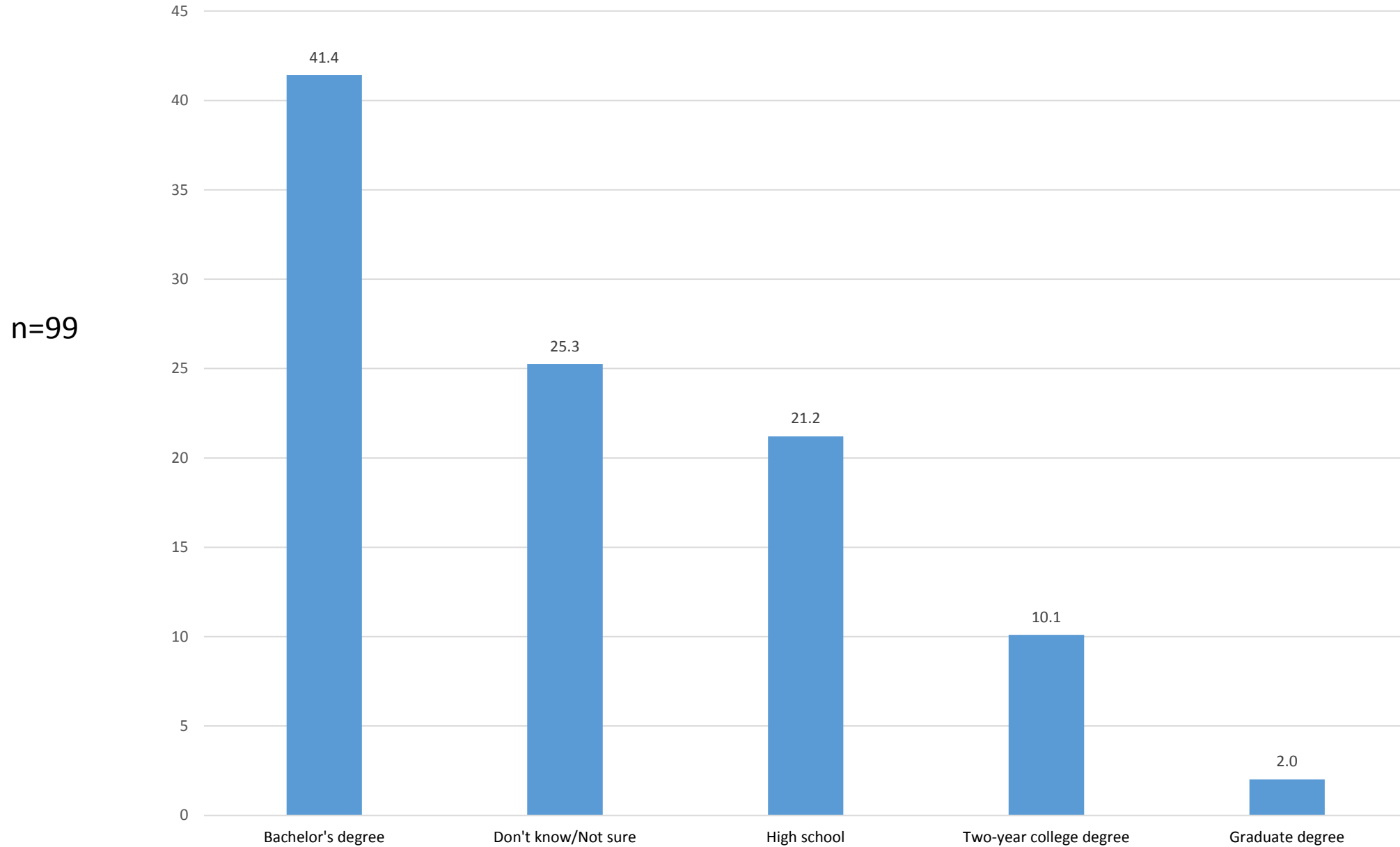
## Highest Level of Education Completed (Percent)

n=98



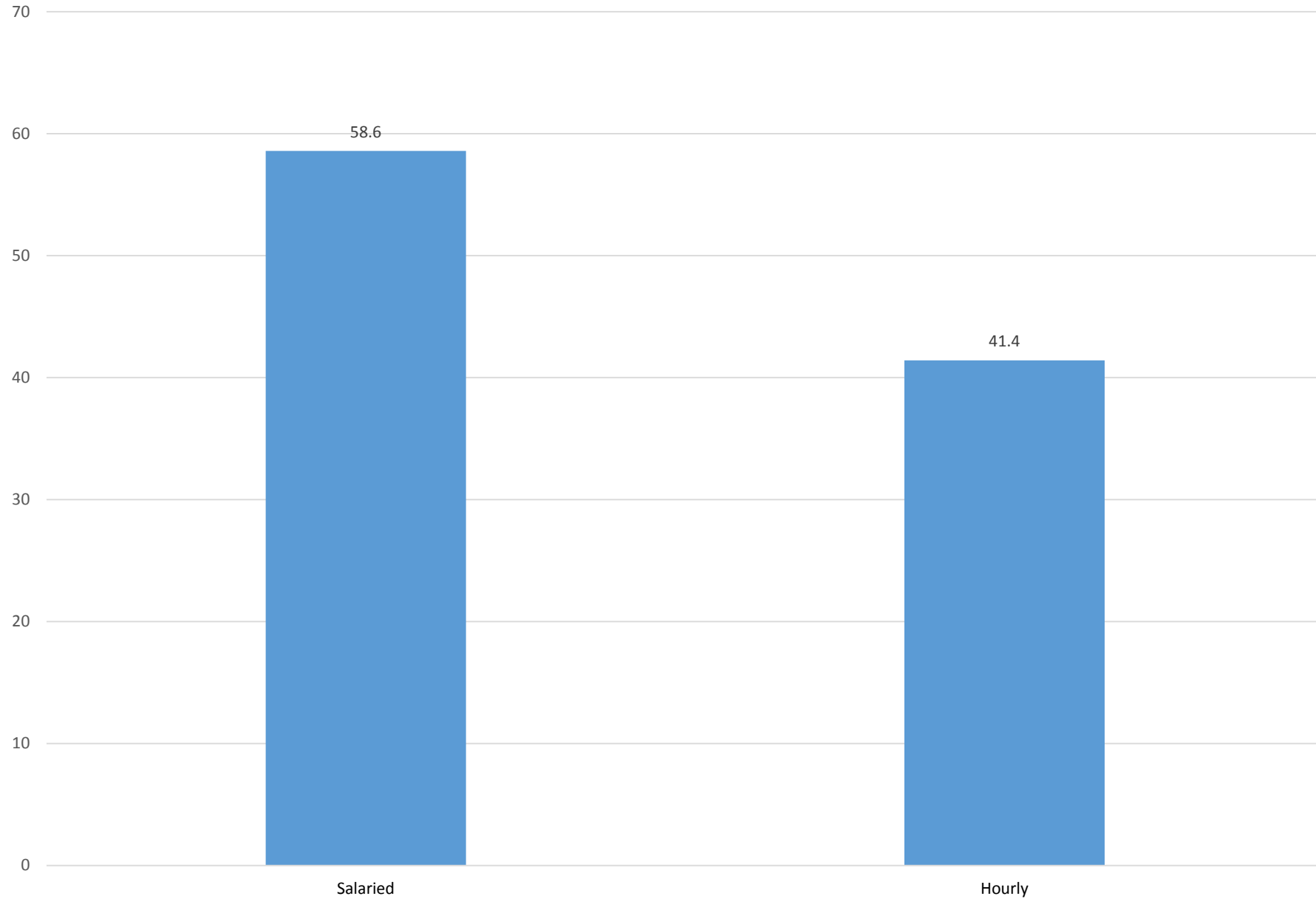


### Minimum Level of Education Required for Position (Percent)



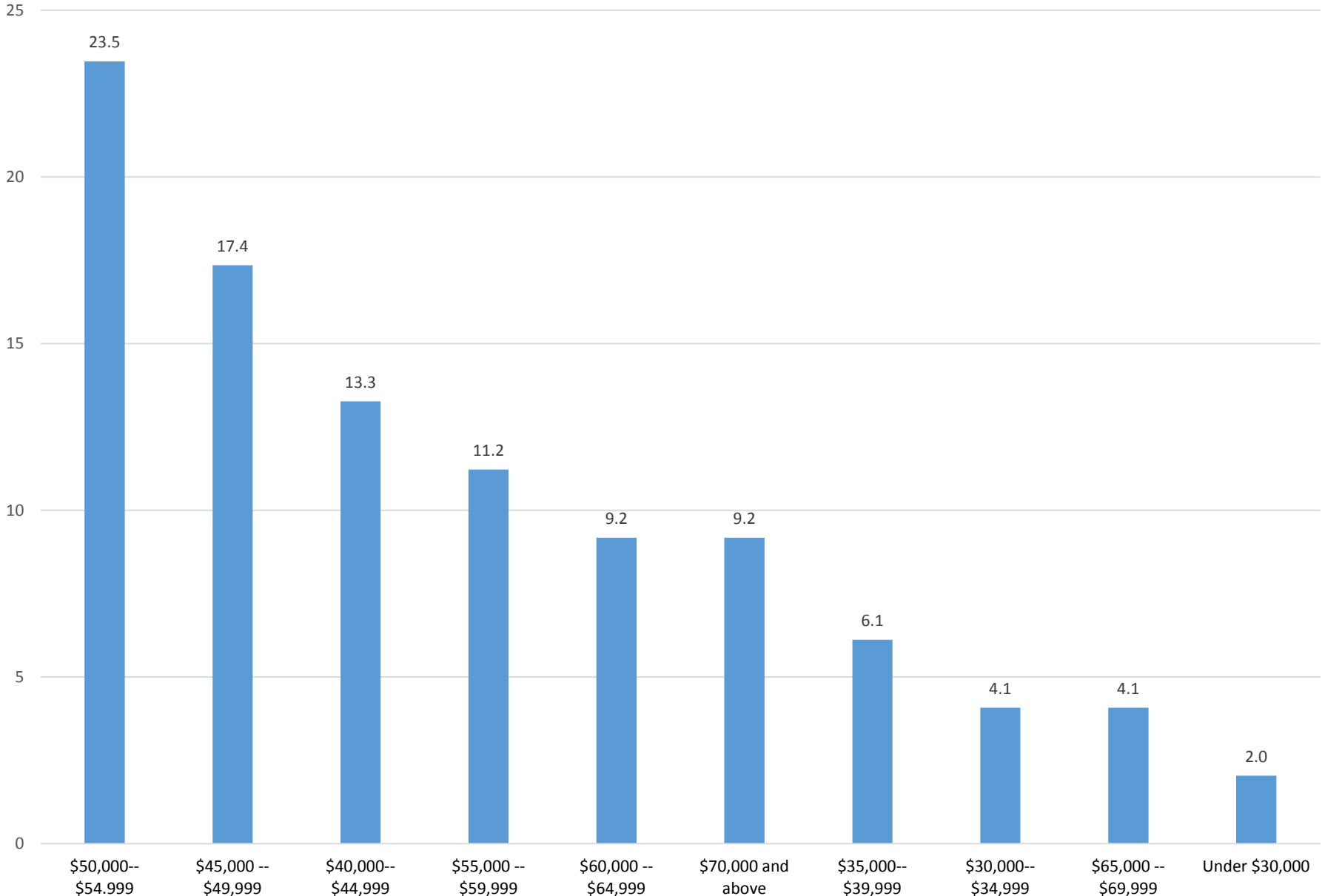
# Hourly or Salaried Employee (Percent)

n=99



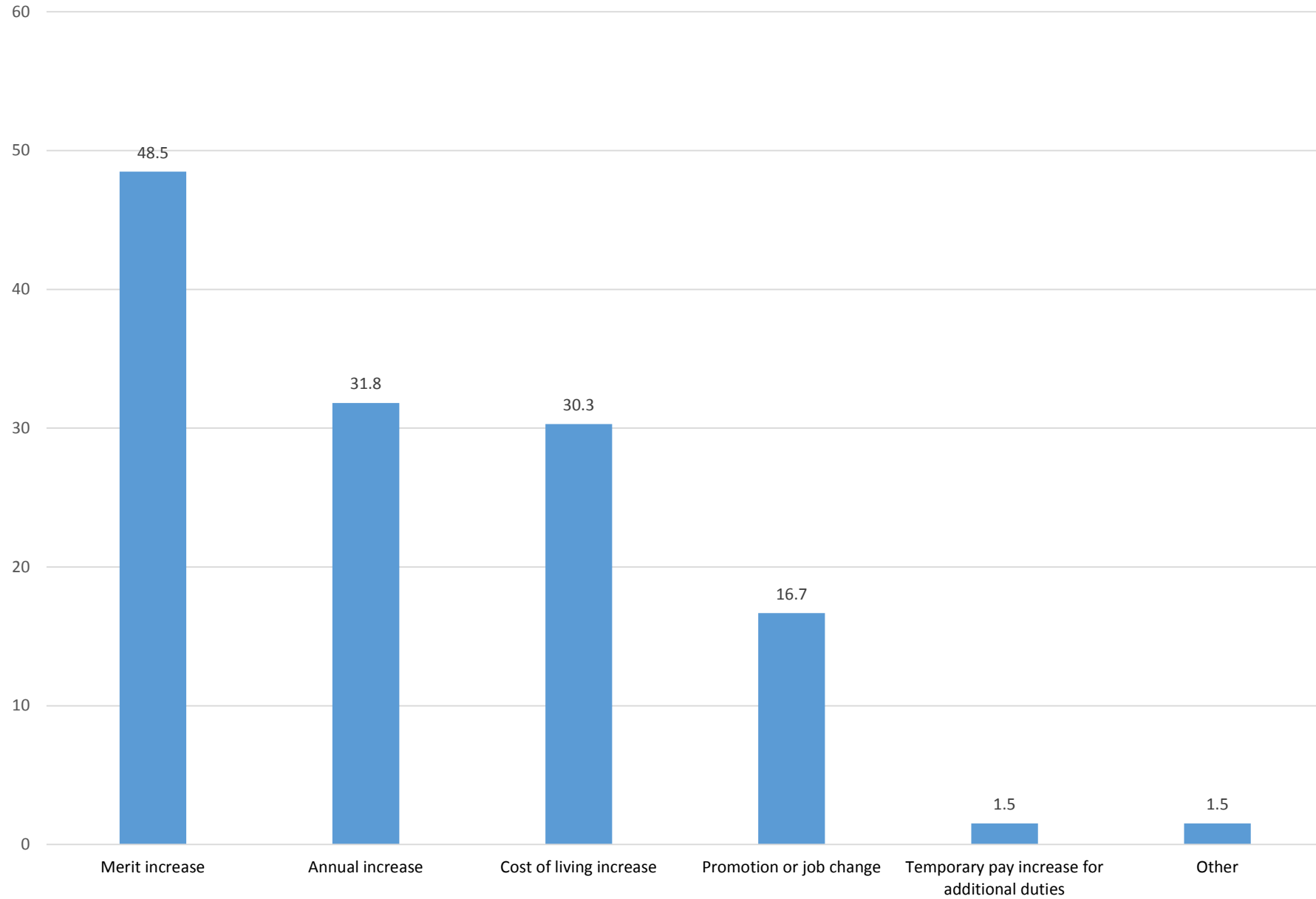
# Salary Range (Percent)

n=98



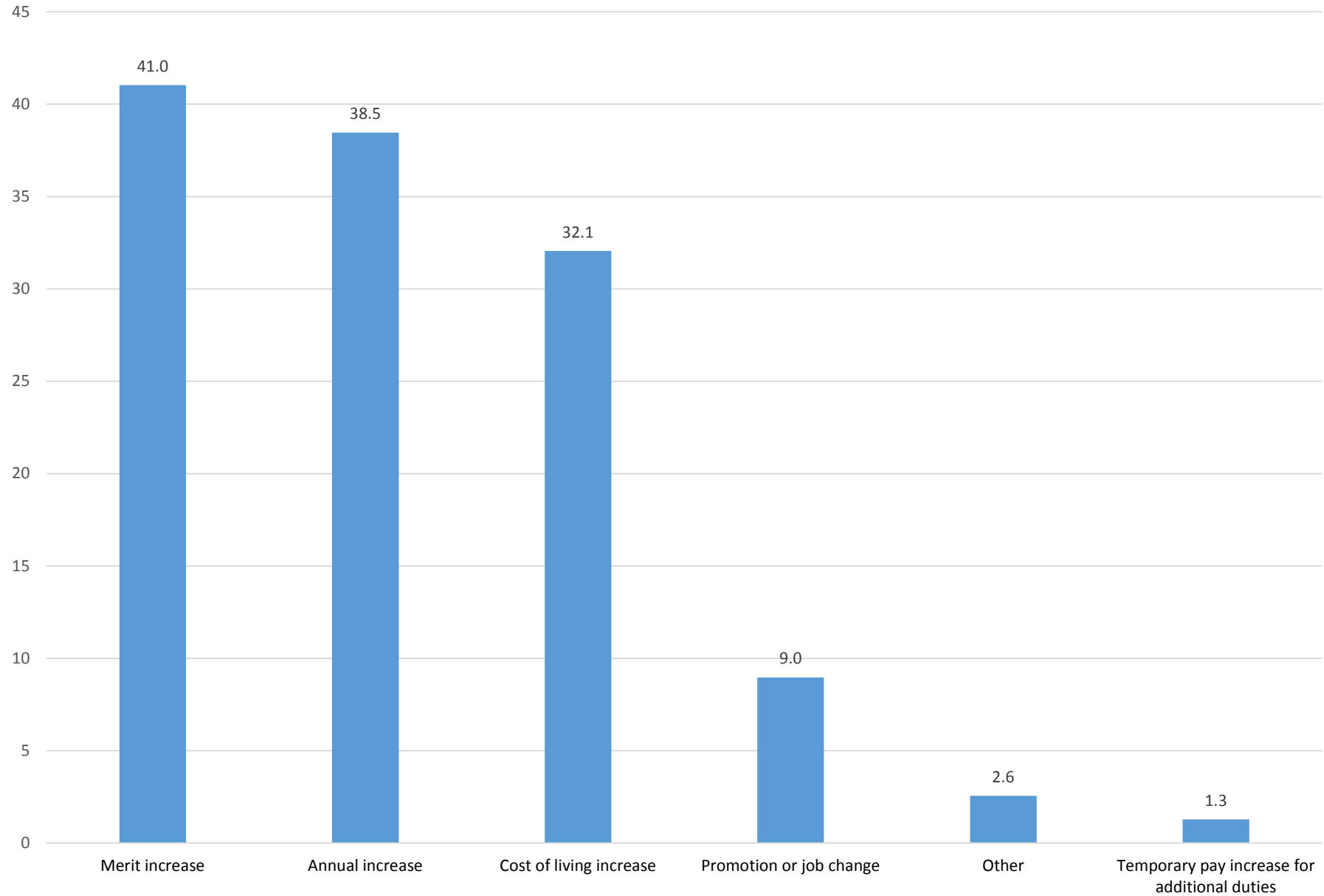
# Reasons for Salary Increase: 2014 (Percent)

n=66



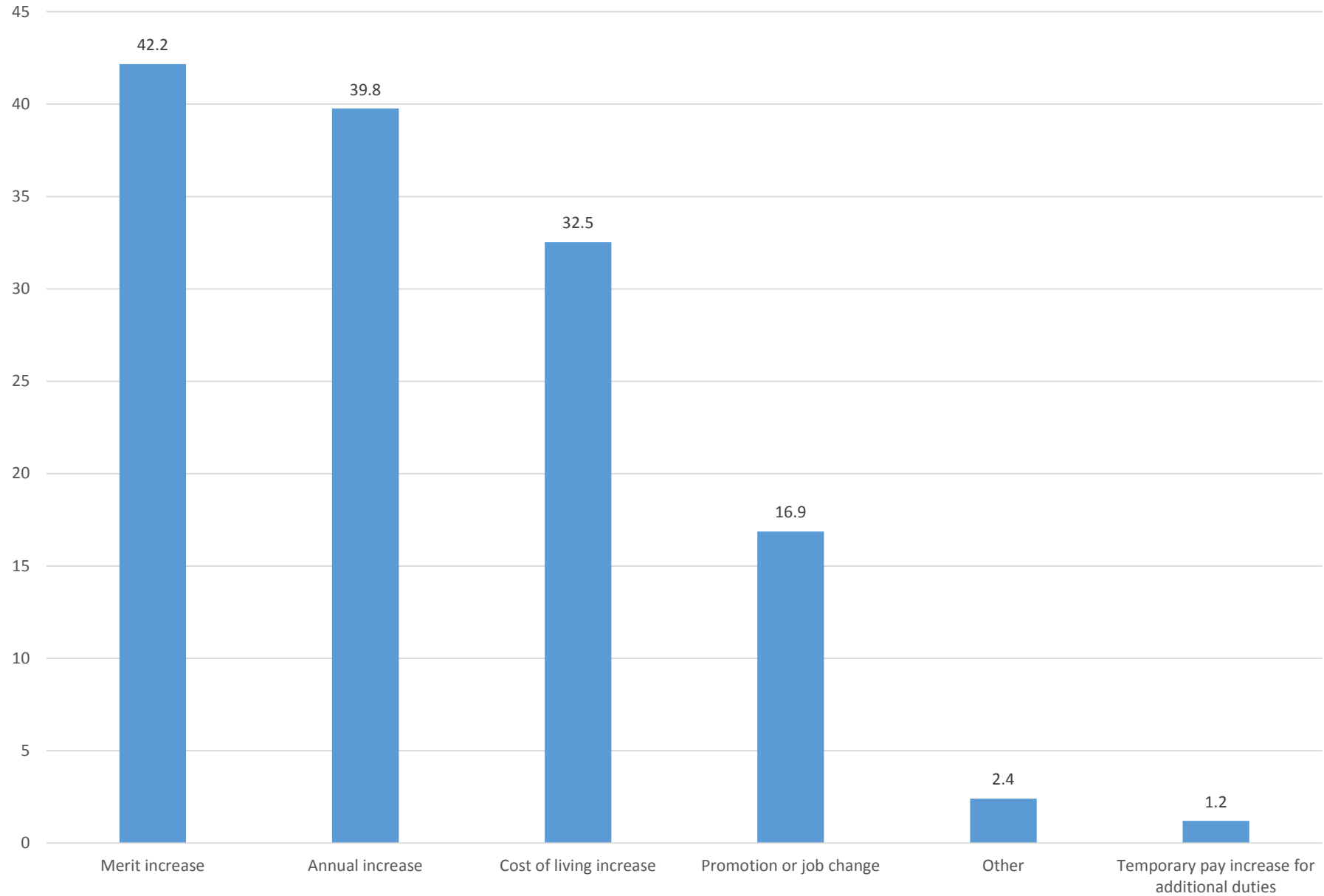
### Reasons for Salary Increase: 2015 (Percent)

n=78

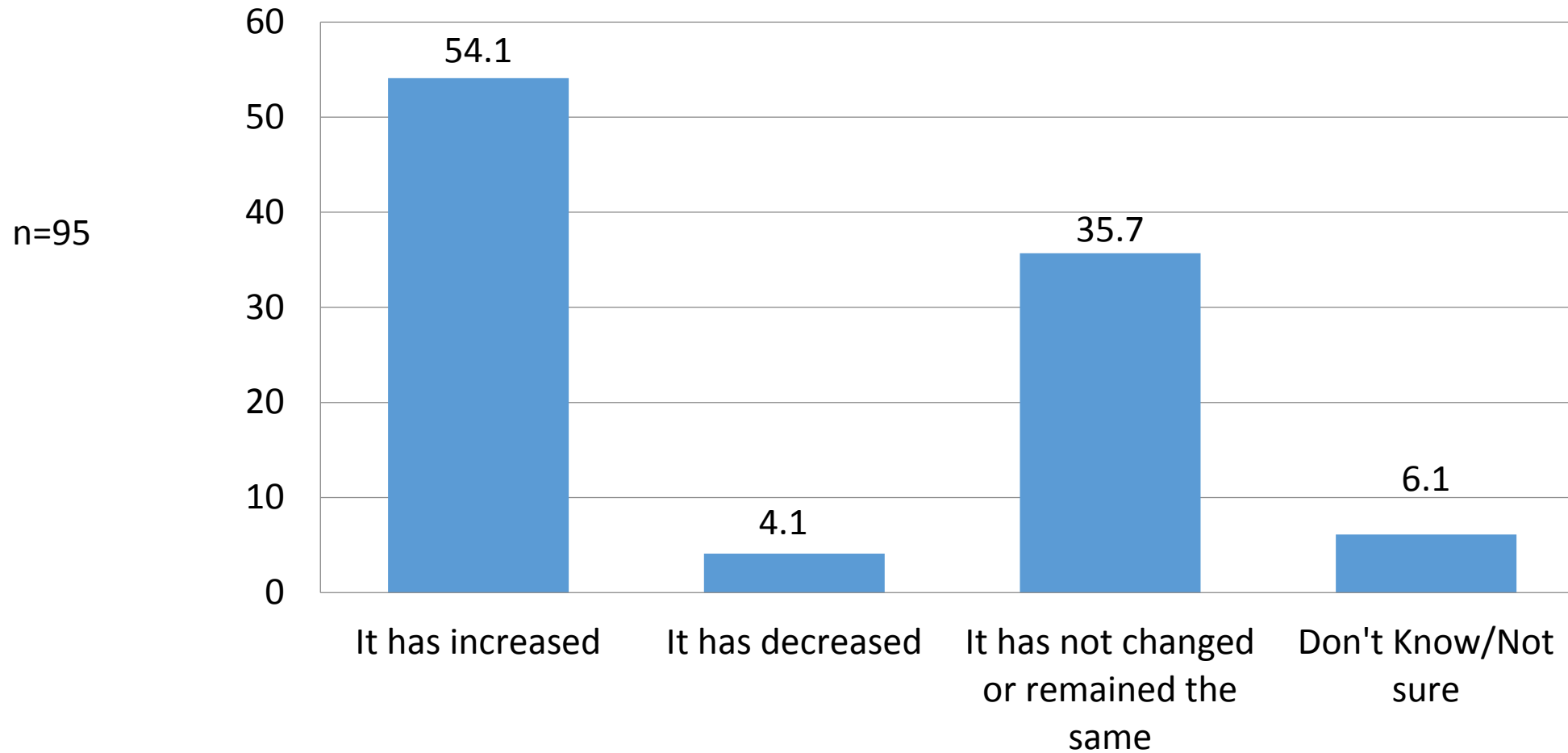


### Reasons for Salary Increase: 2016 (Percent)

n=83

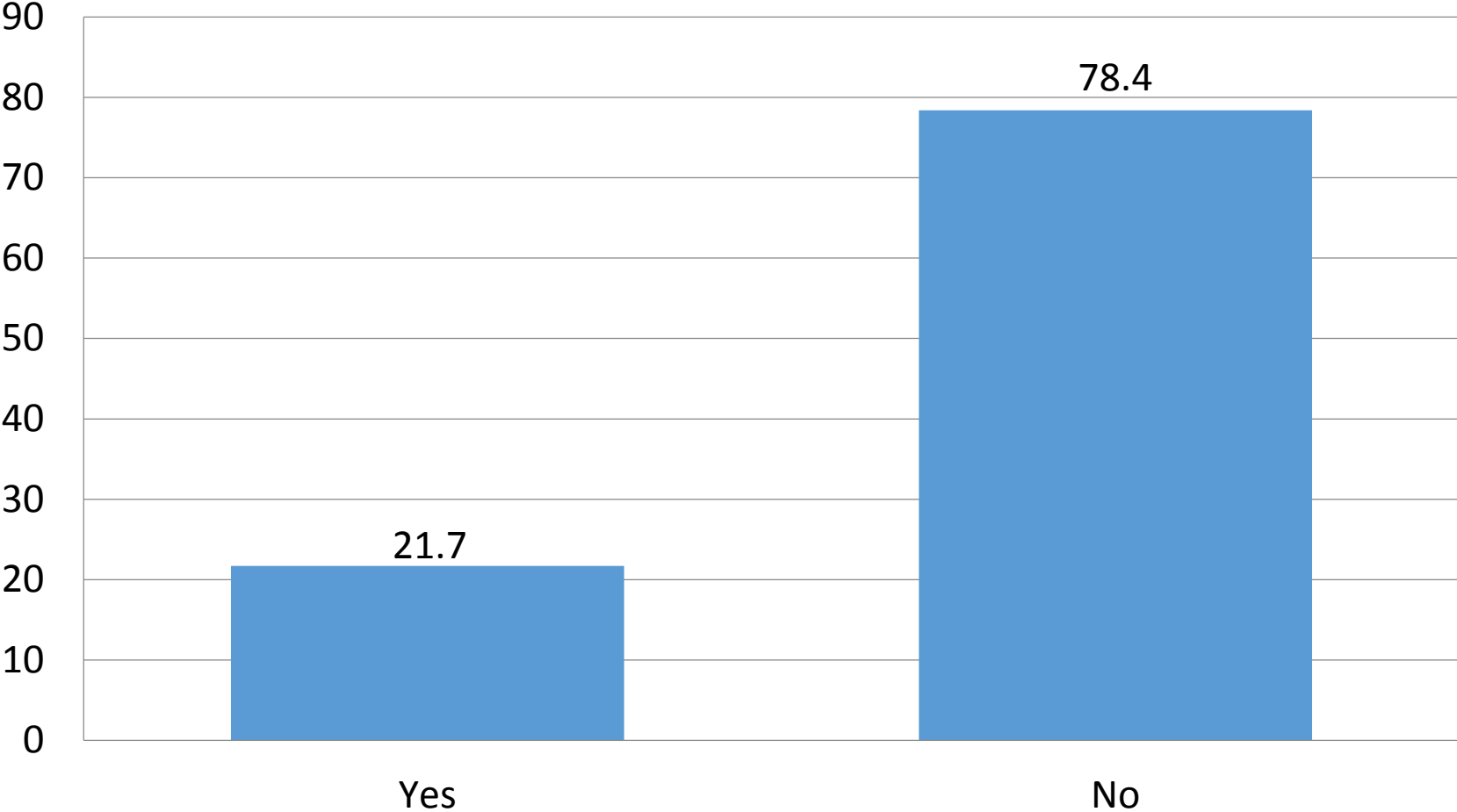


## The Average # of Students who Rotate on Medicine (Percent)



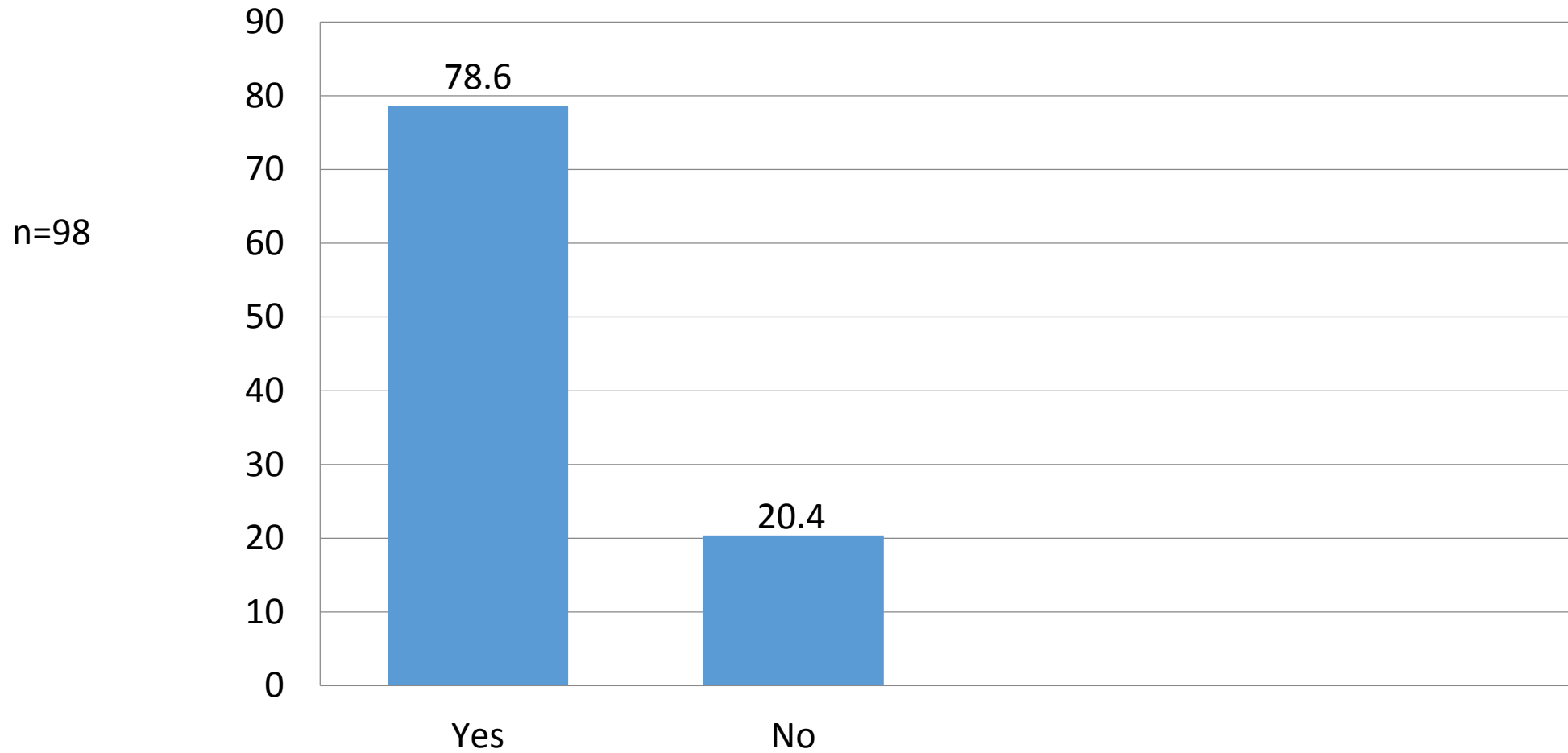
**Coordinate non-Medical Students  
(Percent)**

n=97



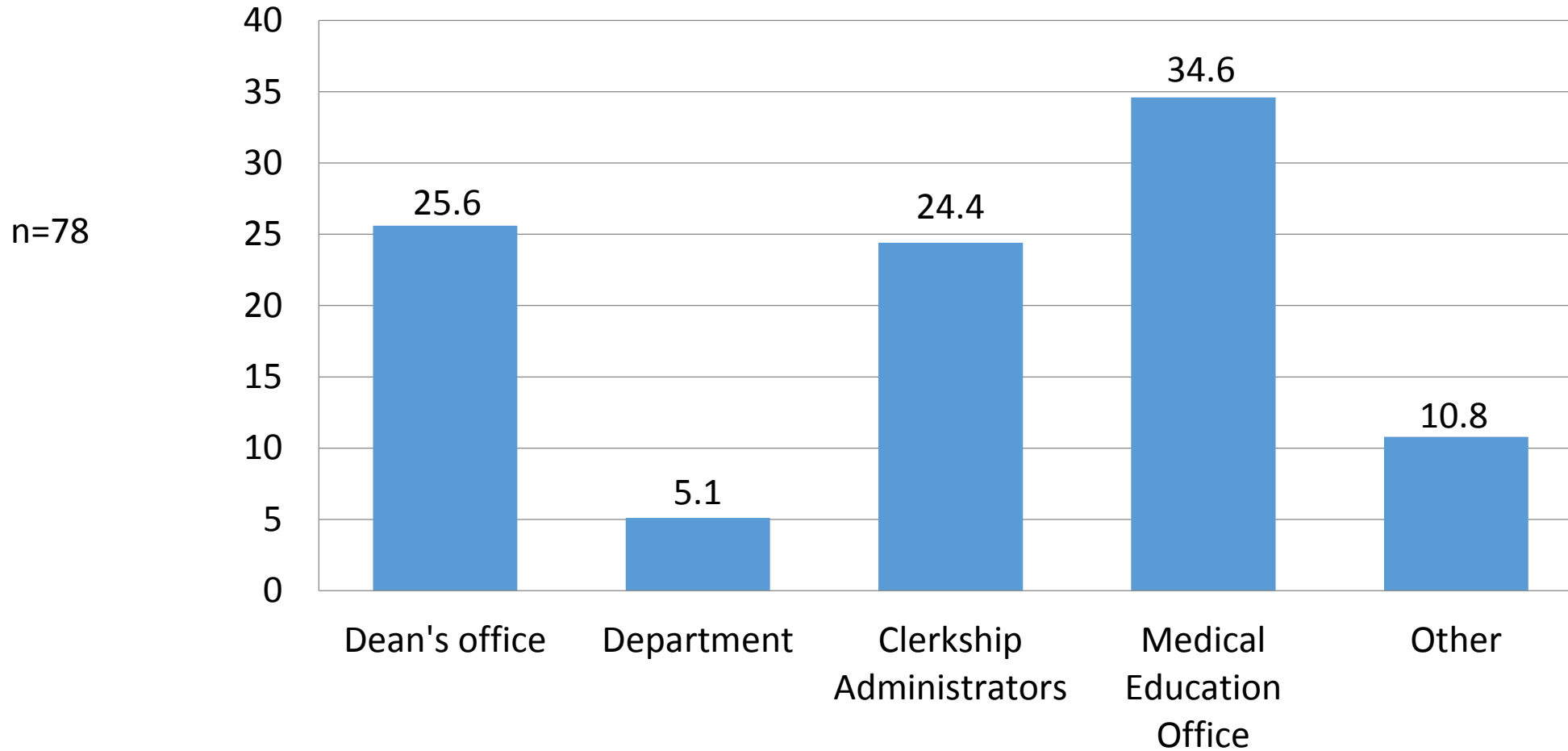


## Schedule Clerkship Coordinator Meetings (Percent)



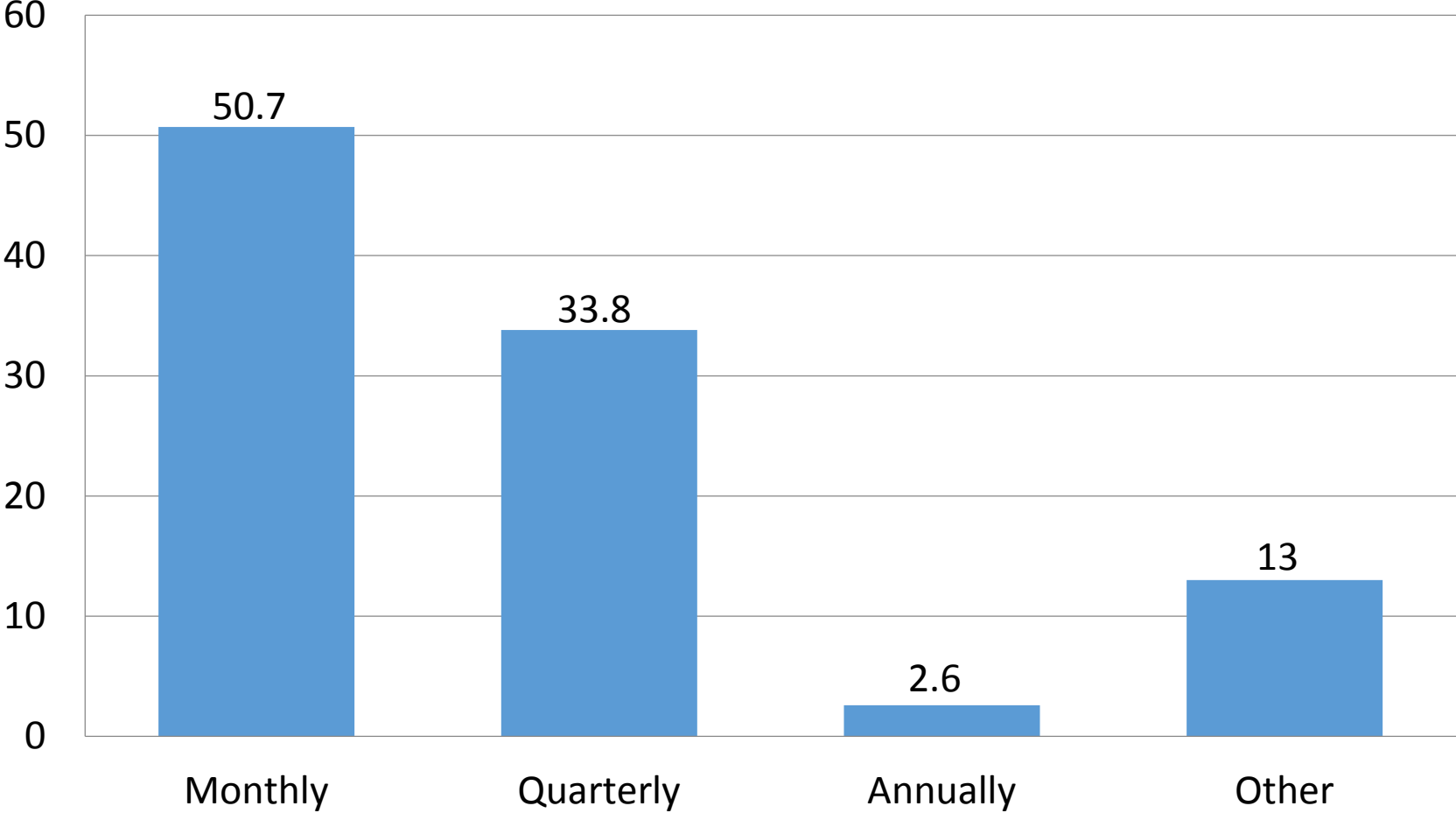
Note: One respondent reported "Don't know/Not sure."

## Who Schedules/Hosts the Meetings (Percent)



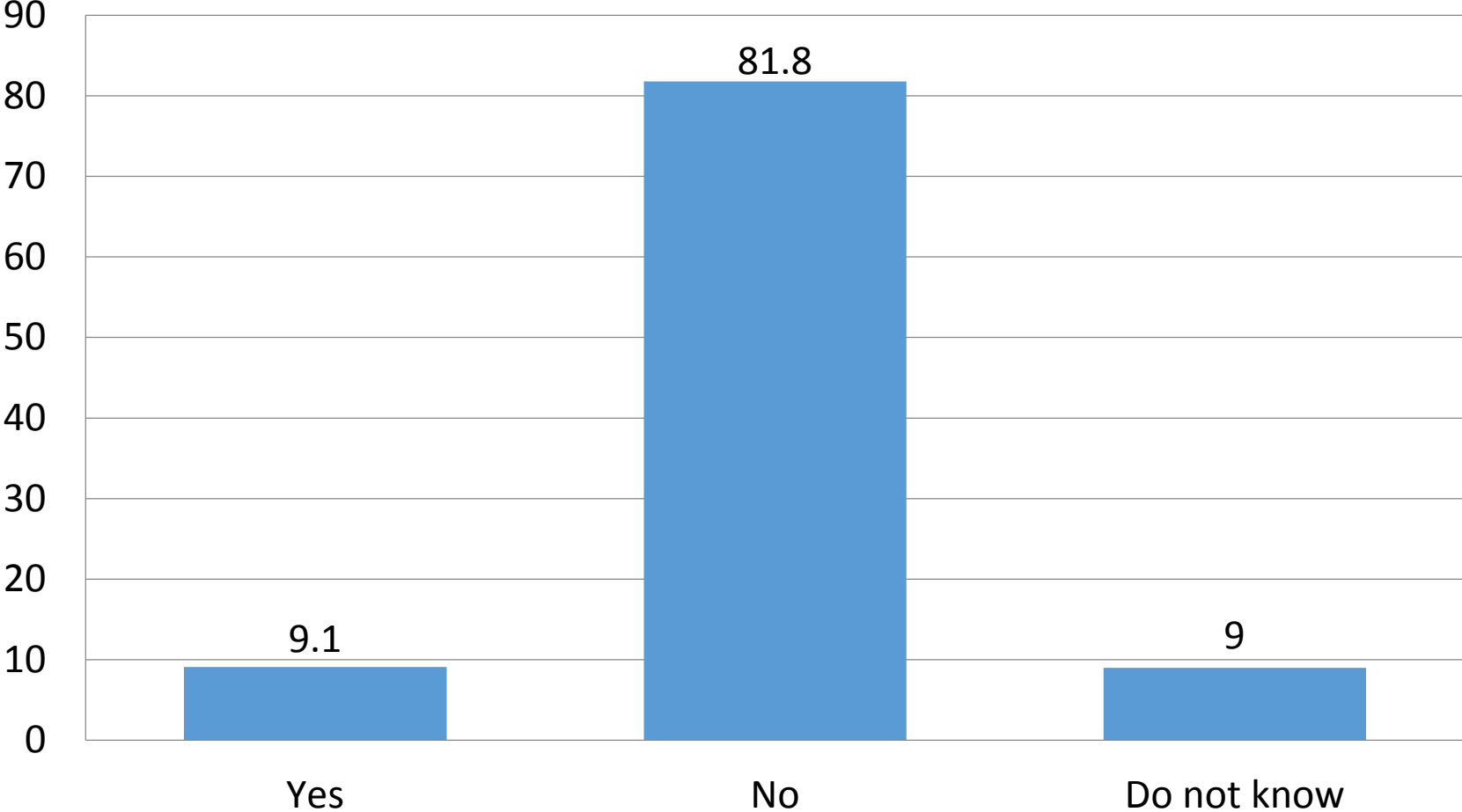
# Frequency of the Meetings (percent)

n=77



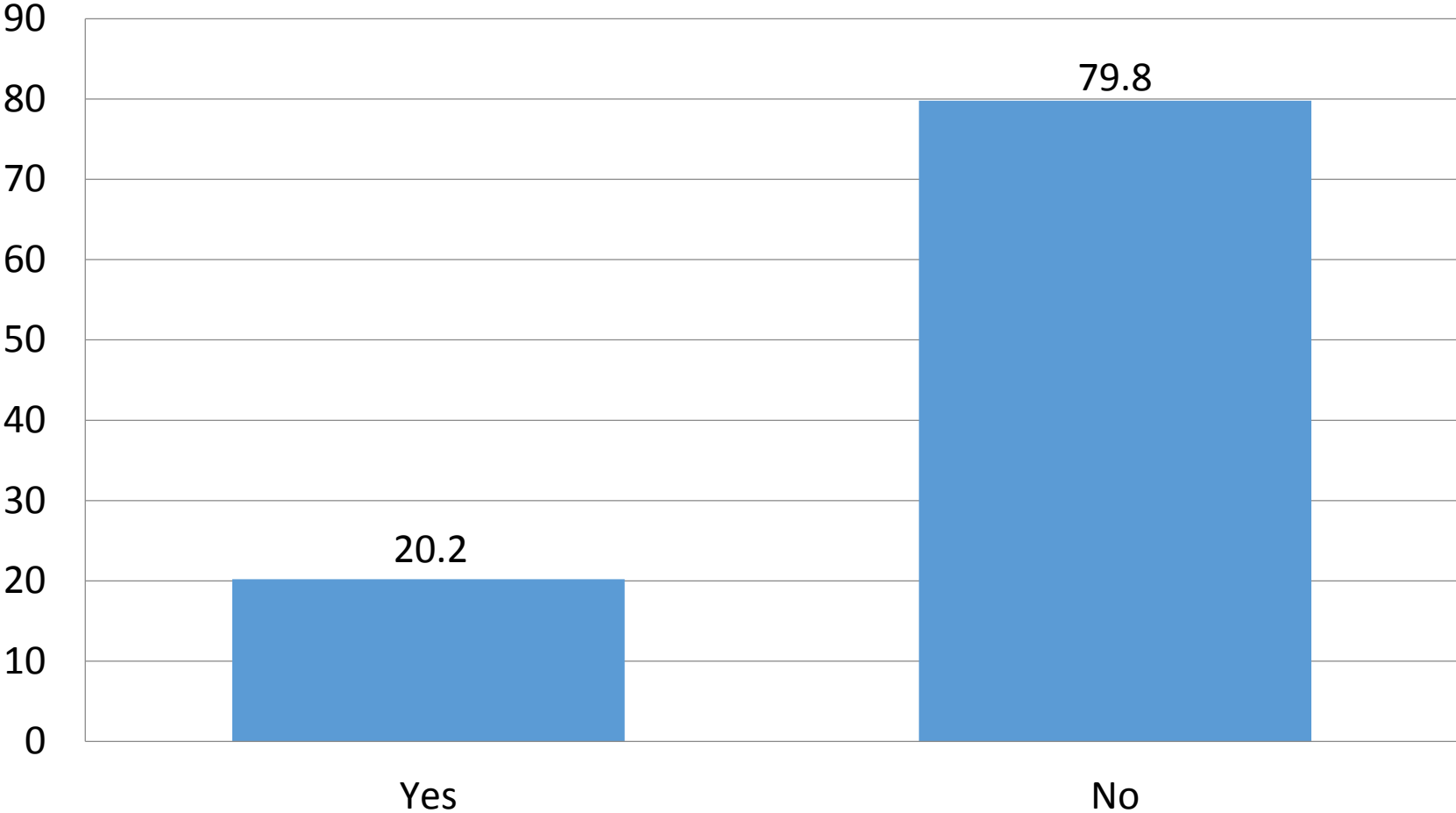
# Place of Employment Has a Mentoring Program for Administrators (Percent)

n=99



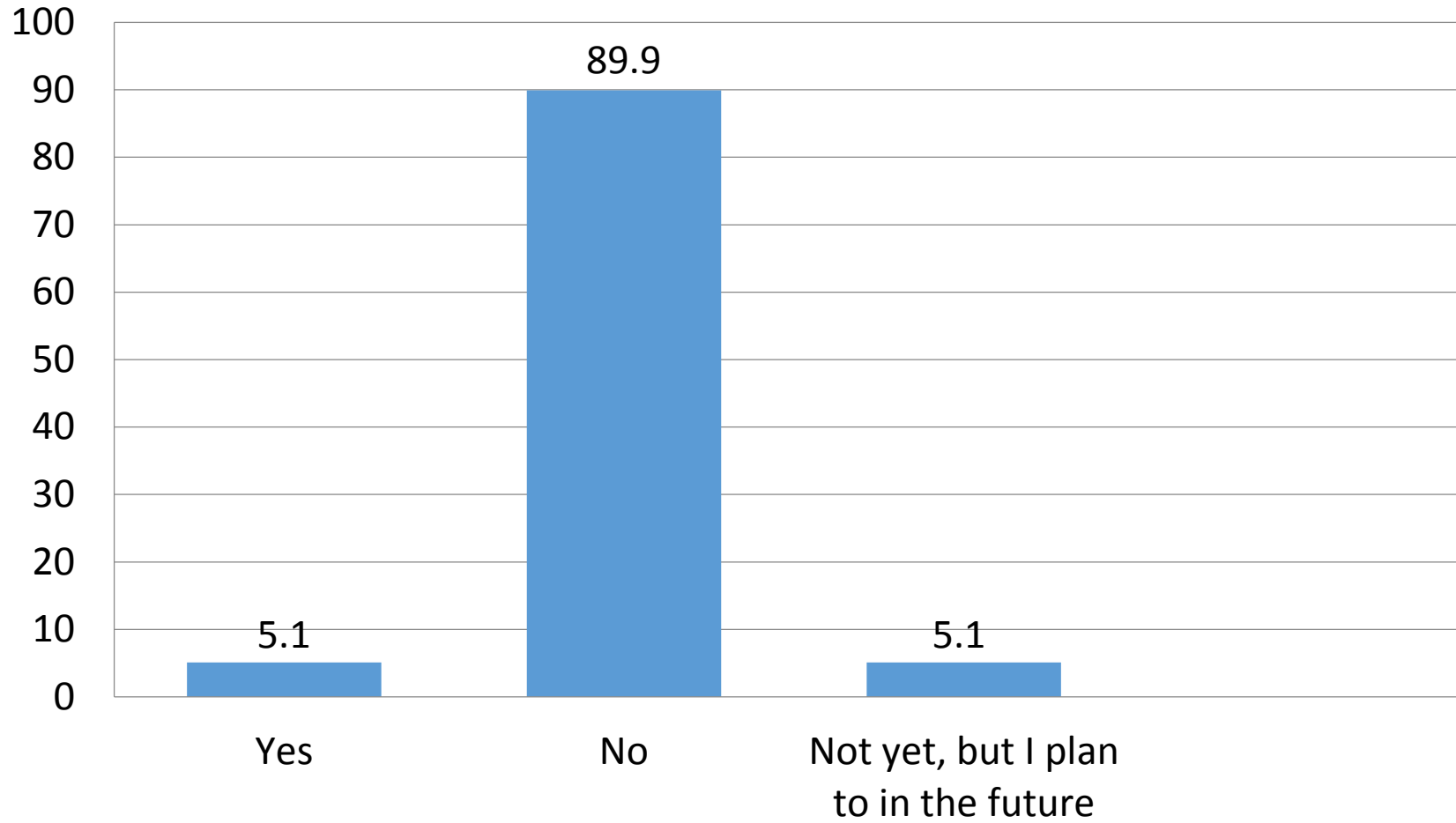
# Do you have a mentor at your institution? (Percent)

n=99



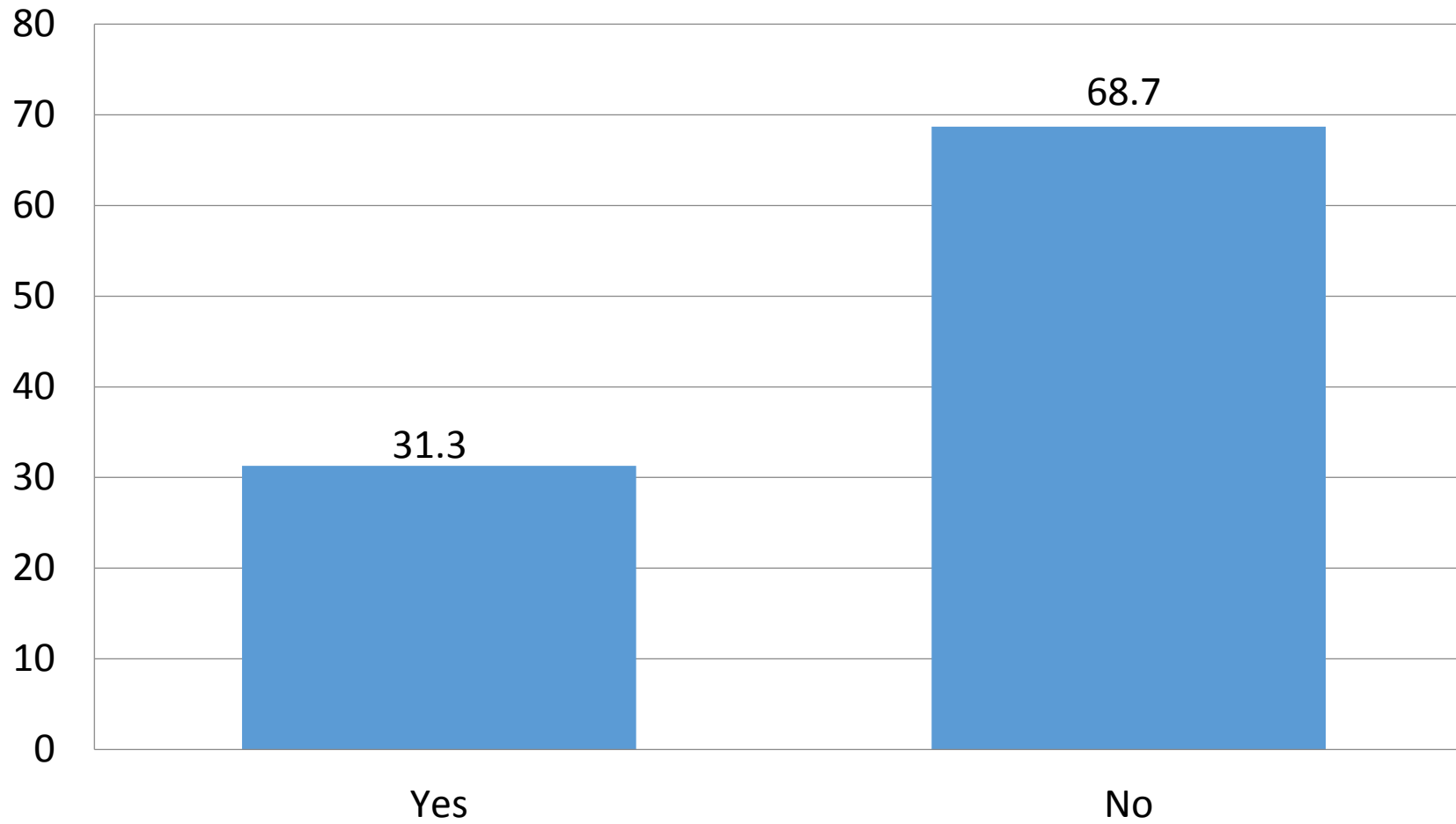
## Do you have a Mentor within CDIM? (Percent)

n=99



## Has Your Position title changed in the past 3 years? (Percent)

n=99



# Previous Position Title

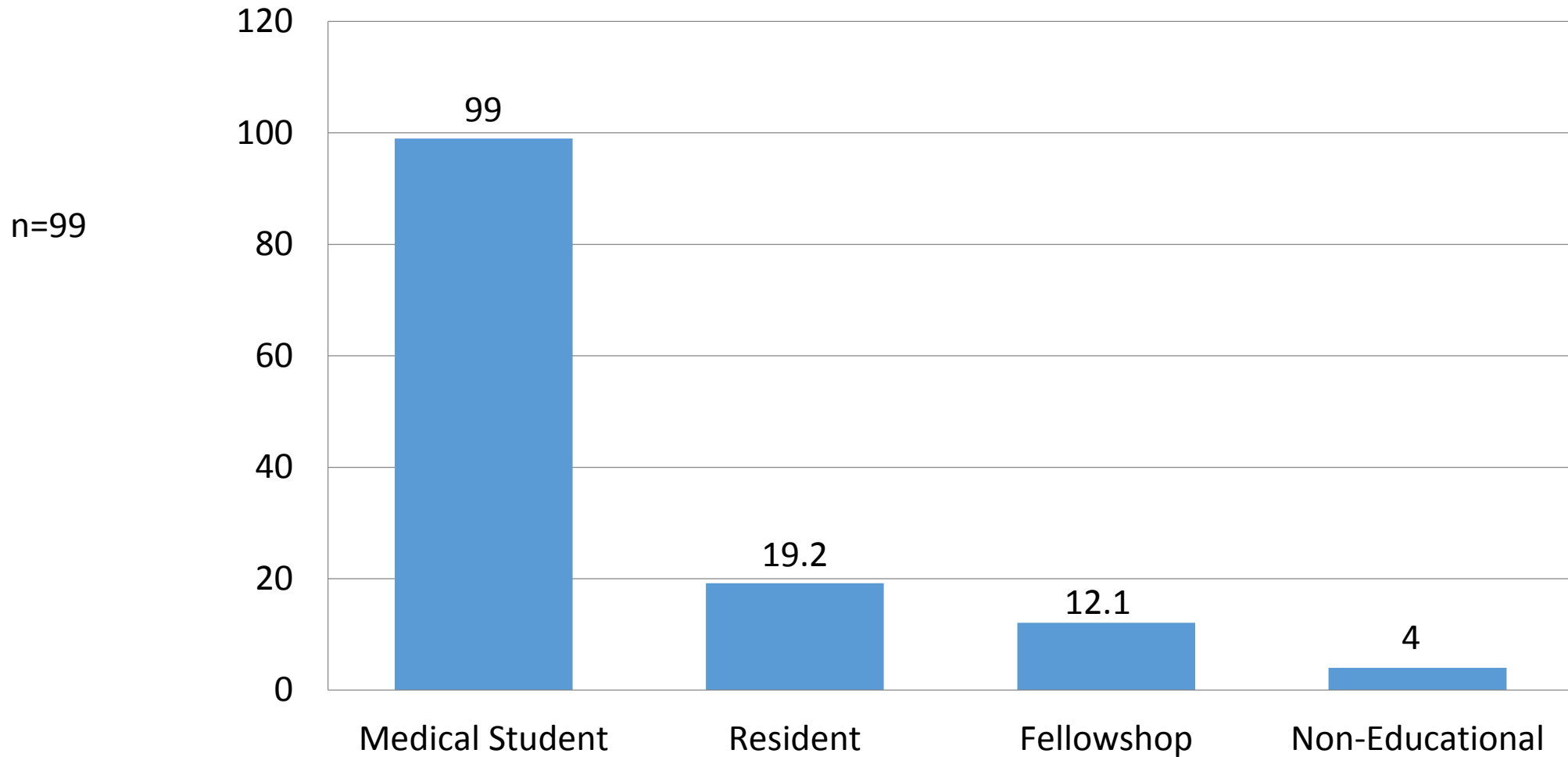
- Program Administrator Team Advisor
- Administrative Support Associate
- Community Clerkship Assistant
- Coordinator<Manager<Director
- Undergraduate Medical Education Coordinator
- Educational Management Specialist



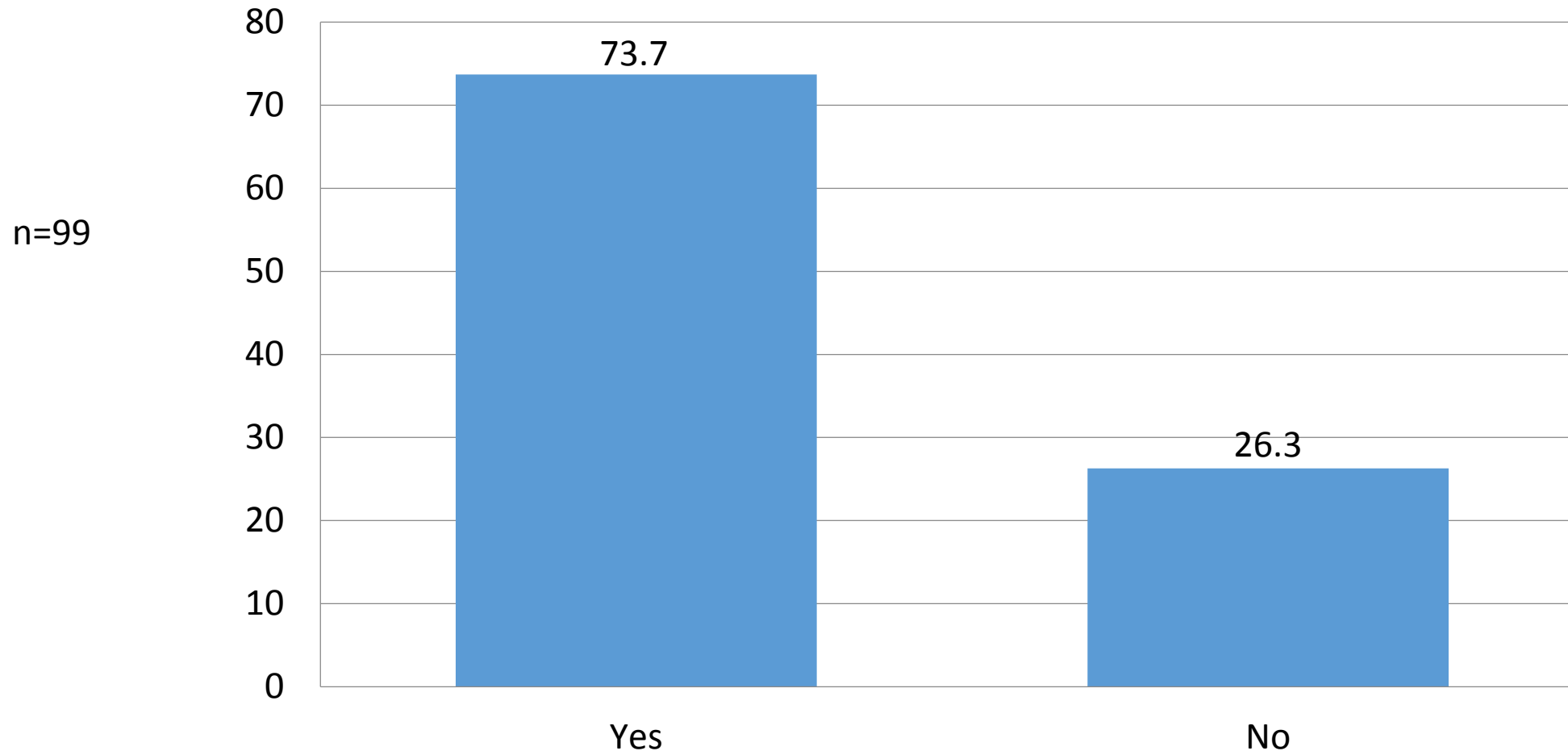
# Current Position Title

- Application Phase Manager
- Associate Director of UME
- Medical Education Program Manager
- Director of Medical Education
- Education Program Coordinator
- Program Administration Specialist

## Programs CA's are Responsible for (Percent)

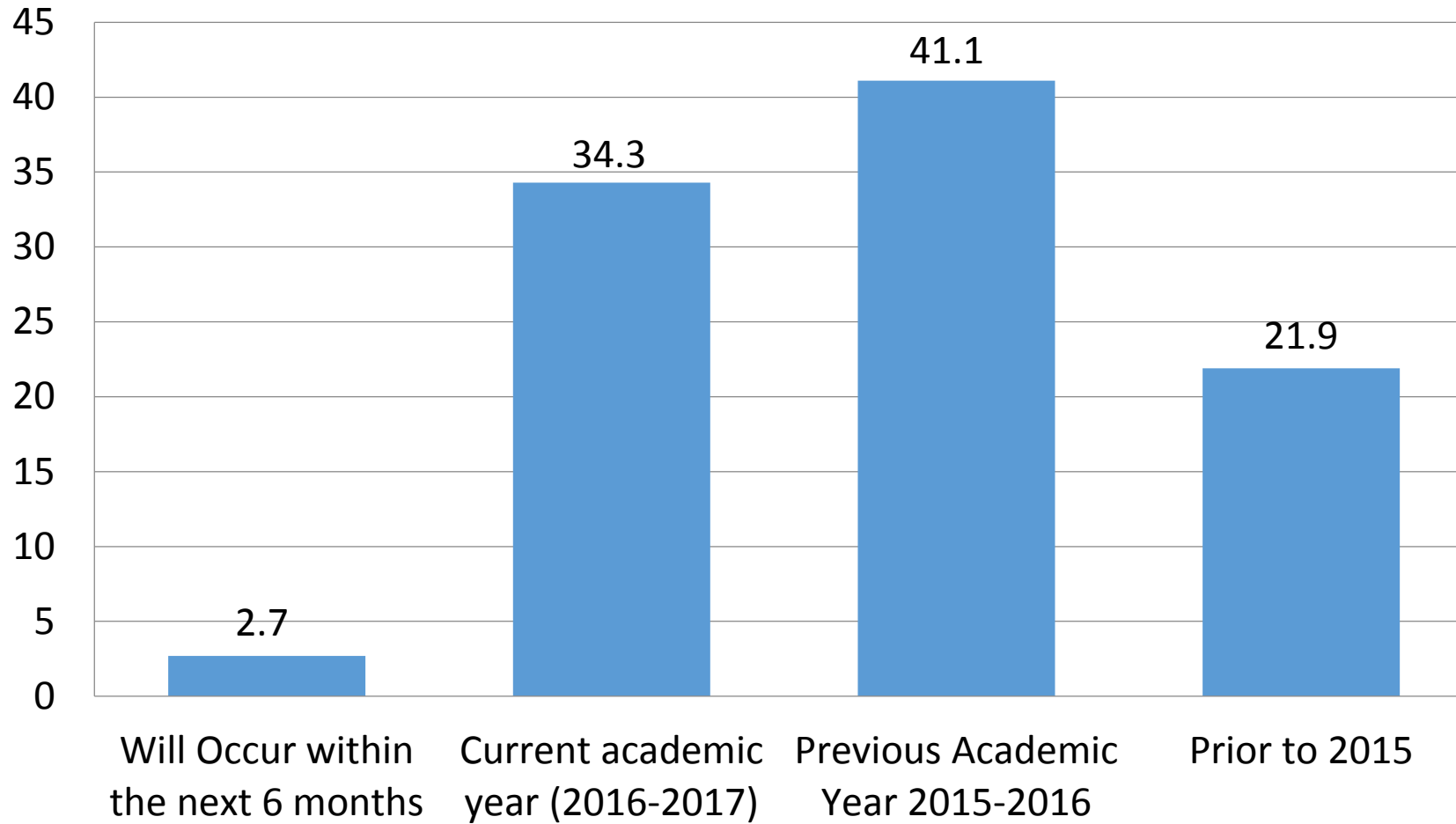


## Increase in Job Responsibilities (percentage)



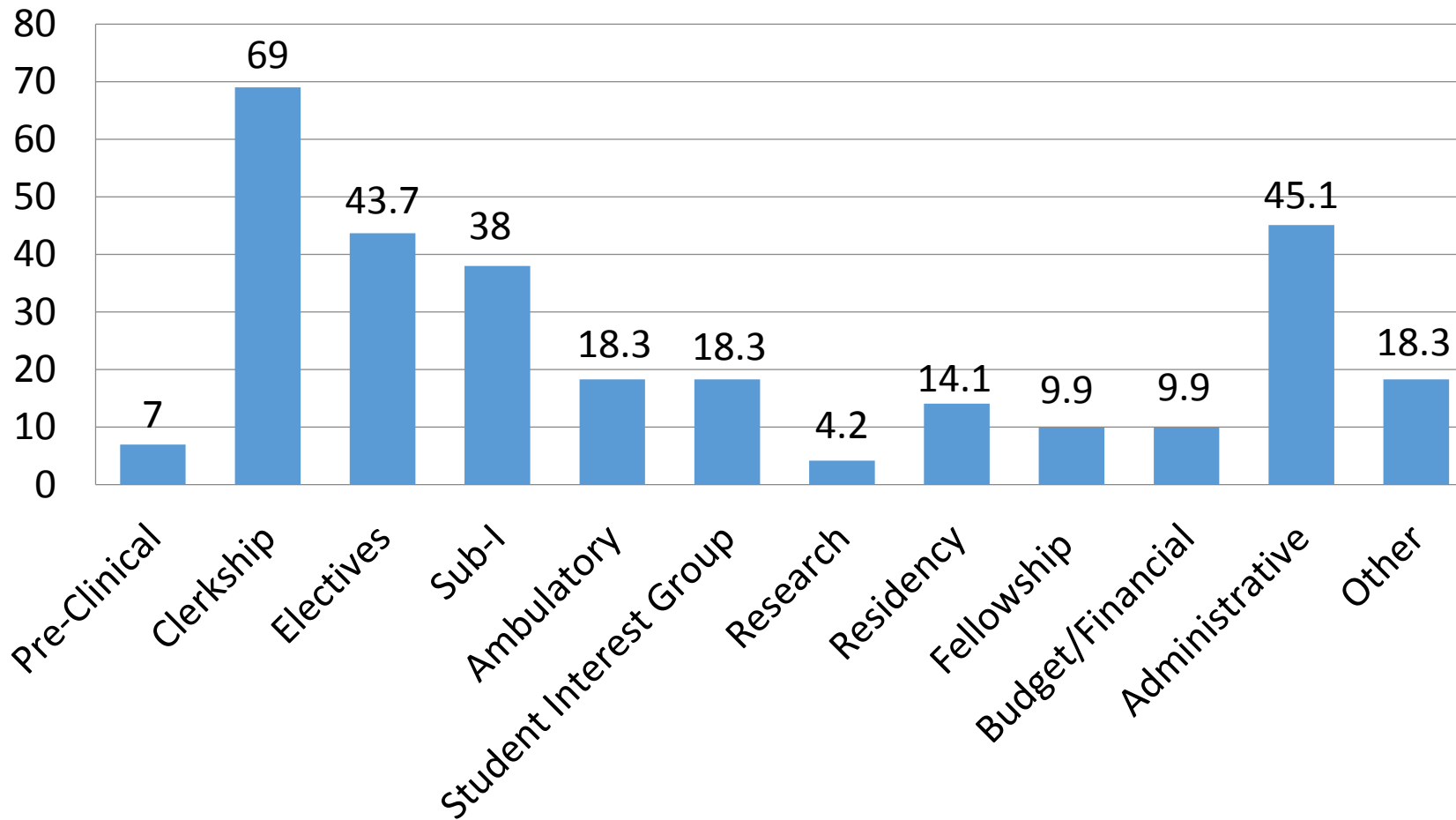
## When Did or When Will Additional Responsibilities be Assumed? (Percent)

n=73



## Job Responsibilities Pertain to the following Areas (Percent)

n=71

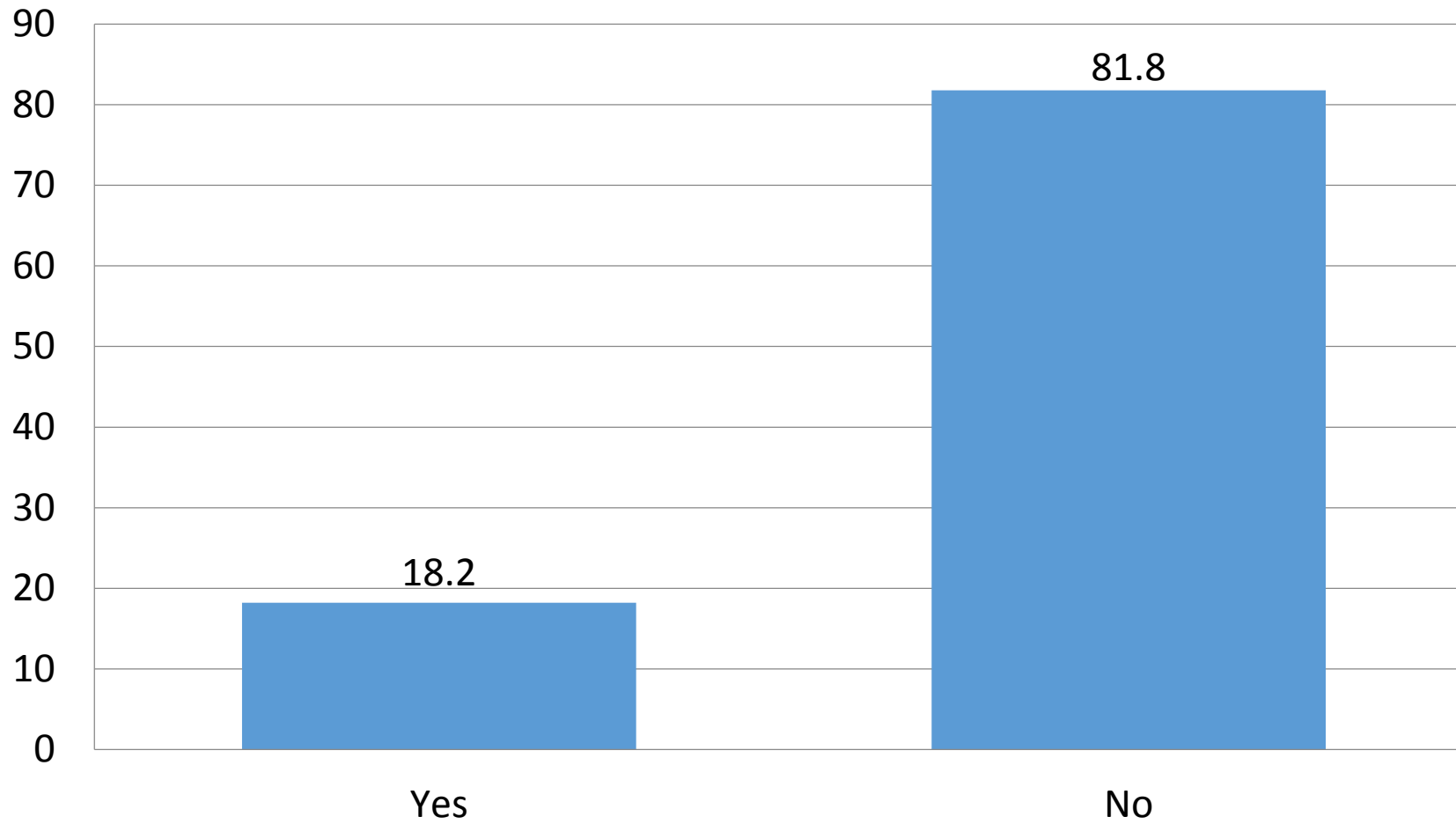


# Other Responsibilities

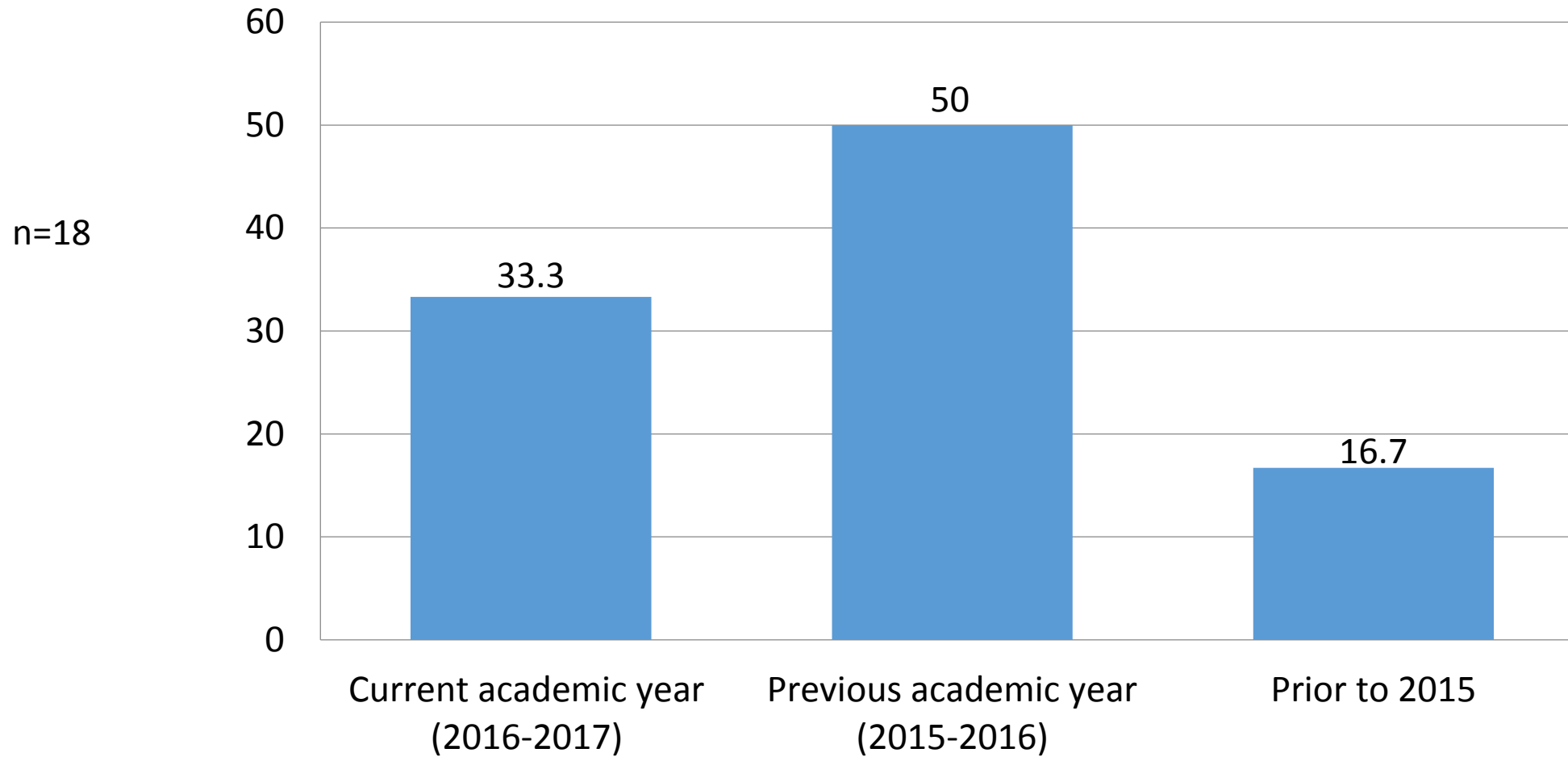
- Resident Teaching Program
- Curriculum
- Faculty Appointment and Development
- Visiting Students
- Volunteer Faculty

## Have Job Responsibilities Transitioned Away? (Percent)

n=99



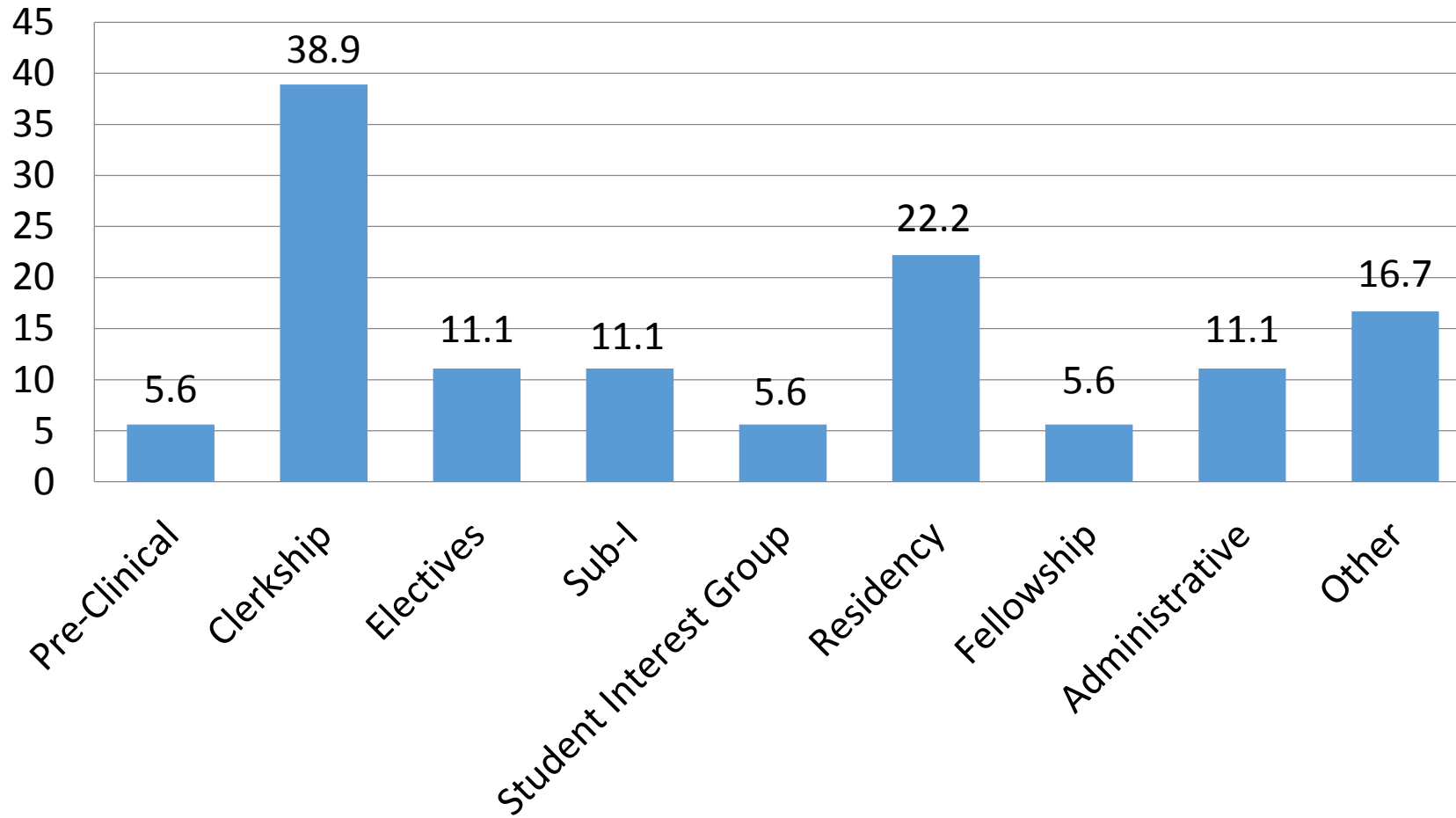
## When Did or Will this Transition Occur? (Percent)





## What were these responsibilities related to? (Percent)

n=18



# Other Responsibilities

- Department Newsletter
- E\*Value
- Faculty Development

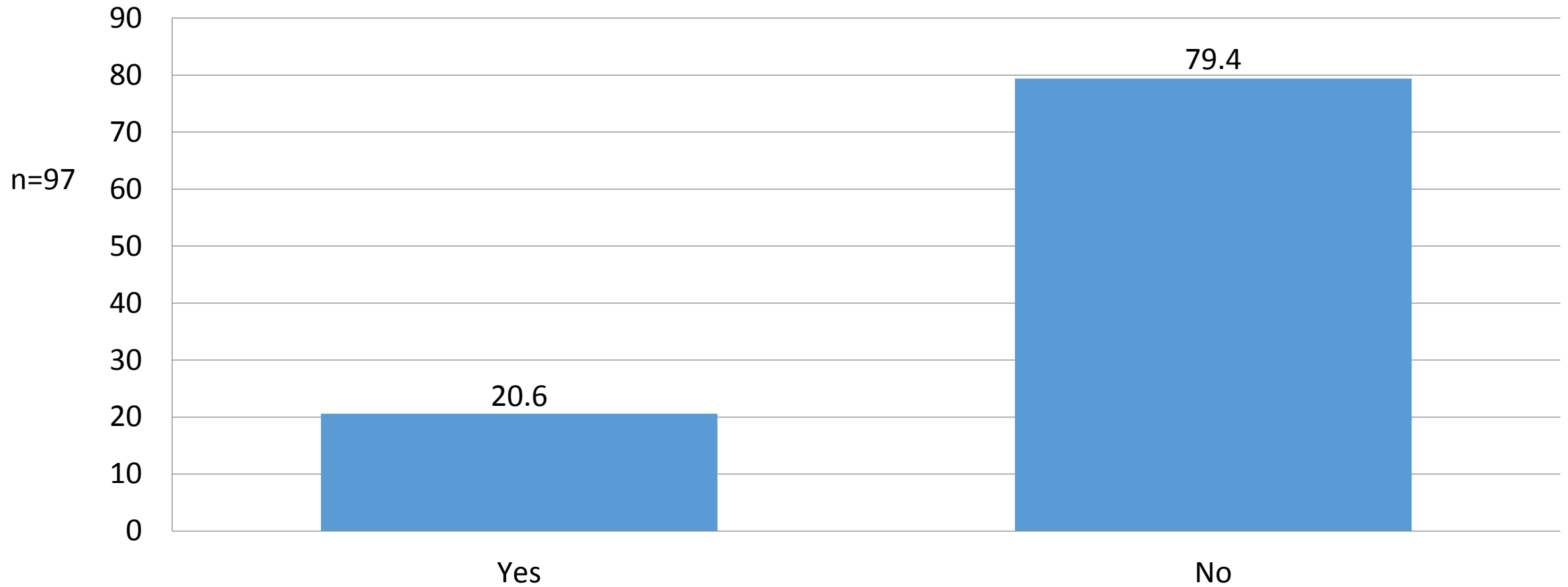
# Total Number of Administrative Support in UME

- Full-Time            2.1 (mean); n=88
- Part-Time            0.3 (mean); n=28

# What is the total number of administrative Support for GME in your Department?

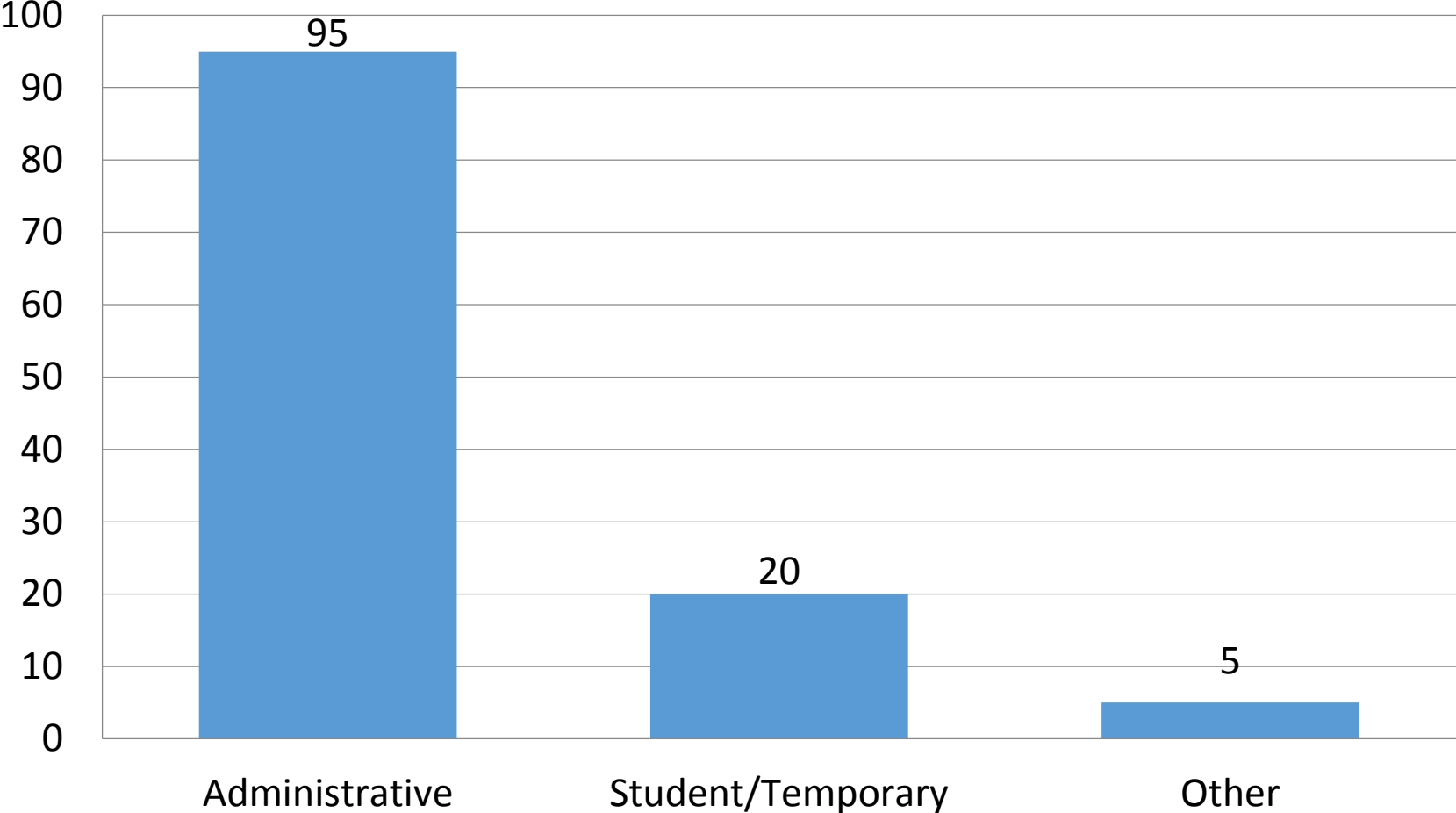
- Full-time                      3.7 (mean); n=77
- Part-time                        0.3 (mean); n=24

# Do you supervise any employees? (percent)



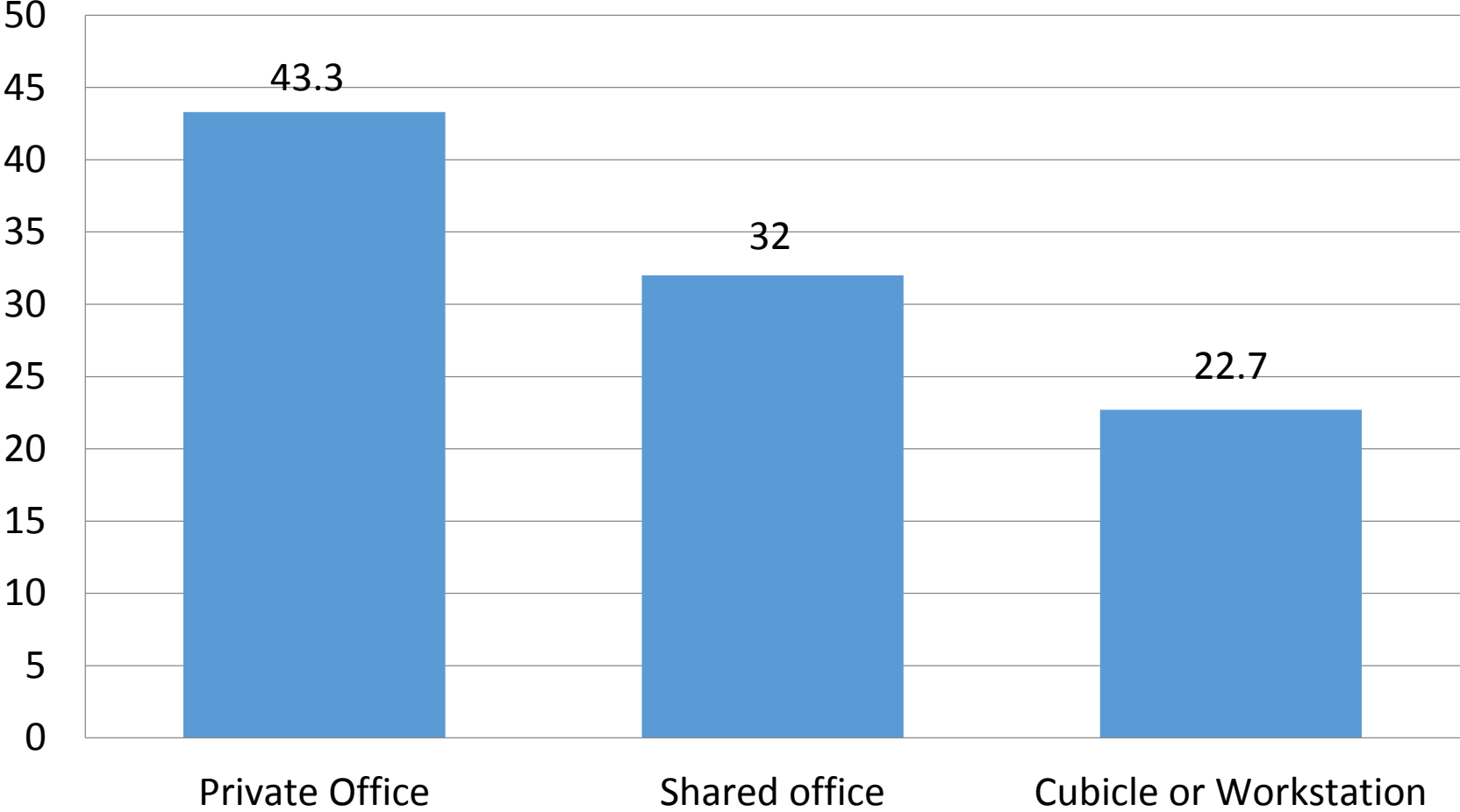
### Type(s) of employees that members supervise (Percent)

n=20



# Work Space (Percent)

n=97



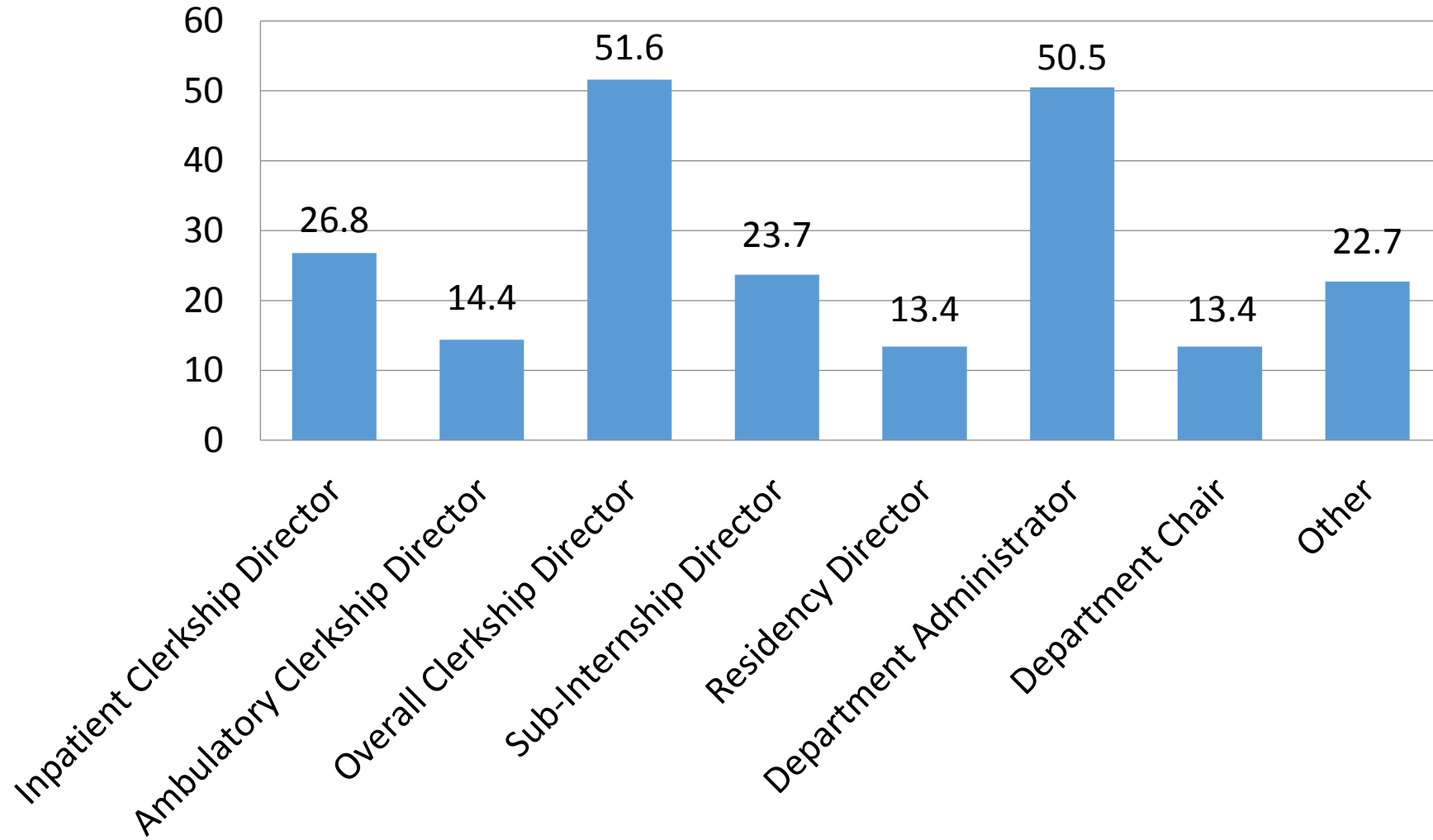
# Comments Regarding Work Space

- Hard to concentrate in shared space
- Semi-private room that was converted into an office
- Old exam room
- I am very lucky to have private space with a door.
- It is hard to have private conversations with students in shared opened space.
- My office is currently being renovated and I hope to keep our private office and not a cubicle.



## Who Do you Report to? (Percent)

n=97

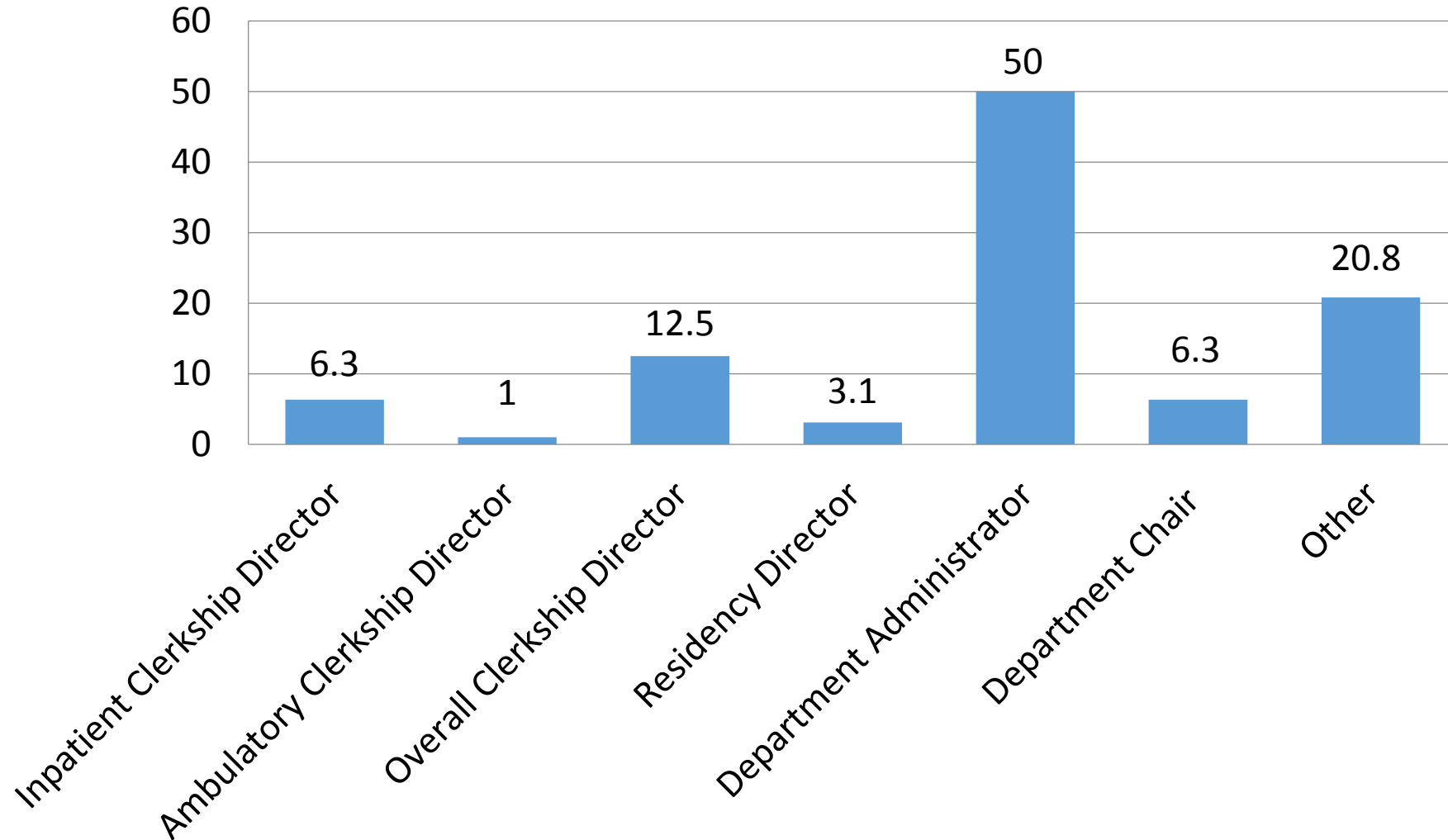


# Other Direct Reports

- Associate Dean of Medical Education
- Department Vice Chair
- Director of Student Affairs
- Residency Coordinator
- Residency Program Administrator
- Senior Vice-President for Academic Operations

## Designated Supervisor (Percent)

n=96

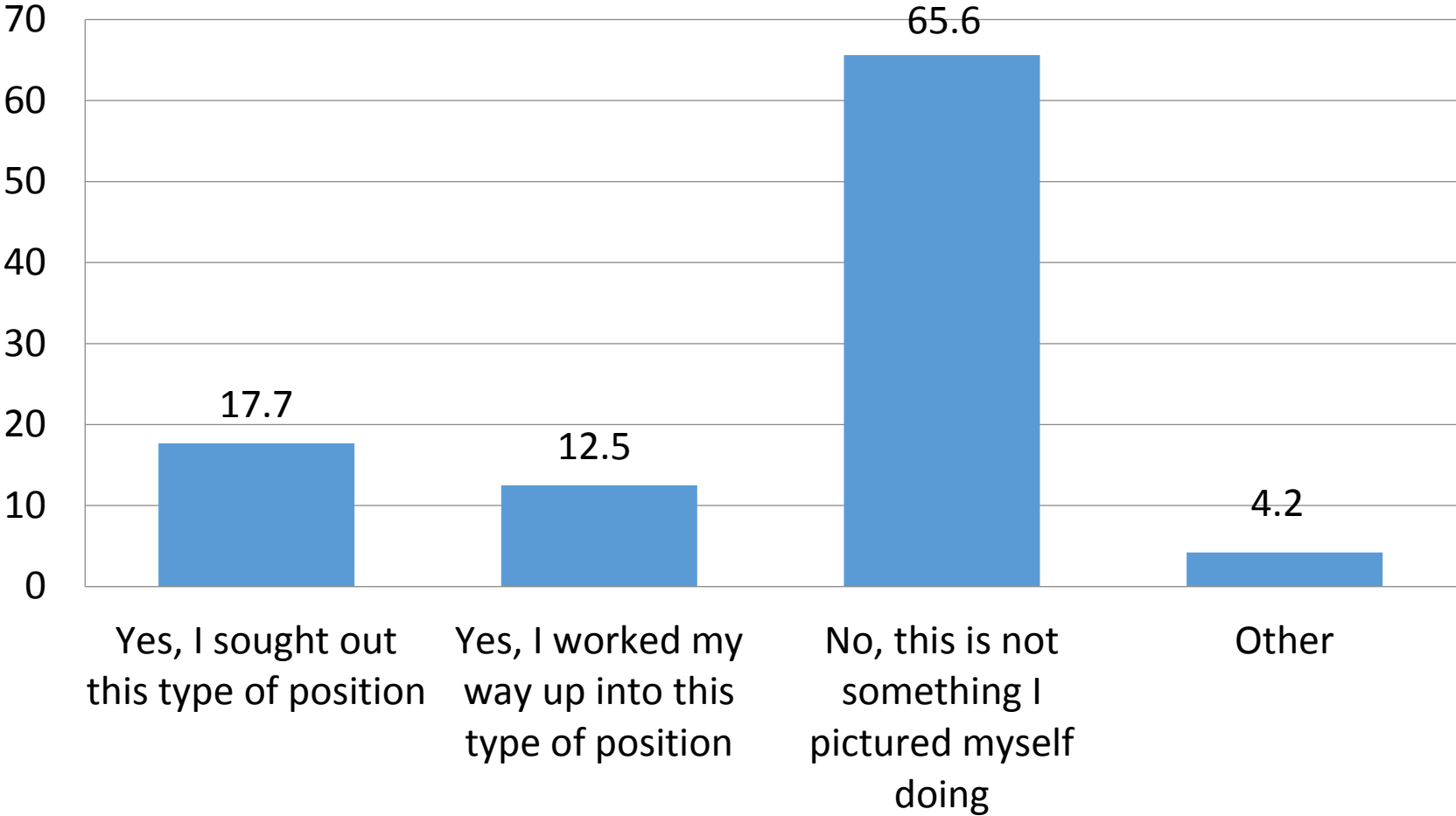


# Other Designated Supervisor

- GME Staff Supervisor
- Senior VP Clinical Officer
- Fellowship Administrator
- Department Administrative Aid

### Did you plan for a career in this position? (Percent)

n=96

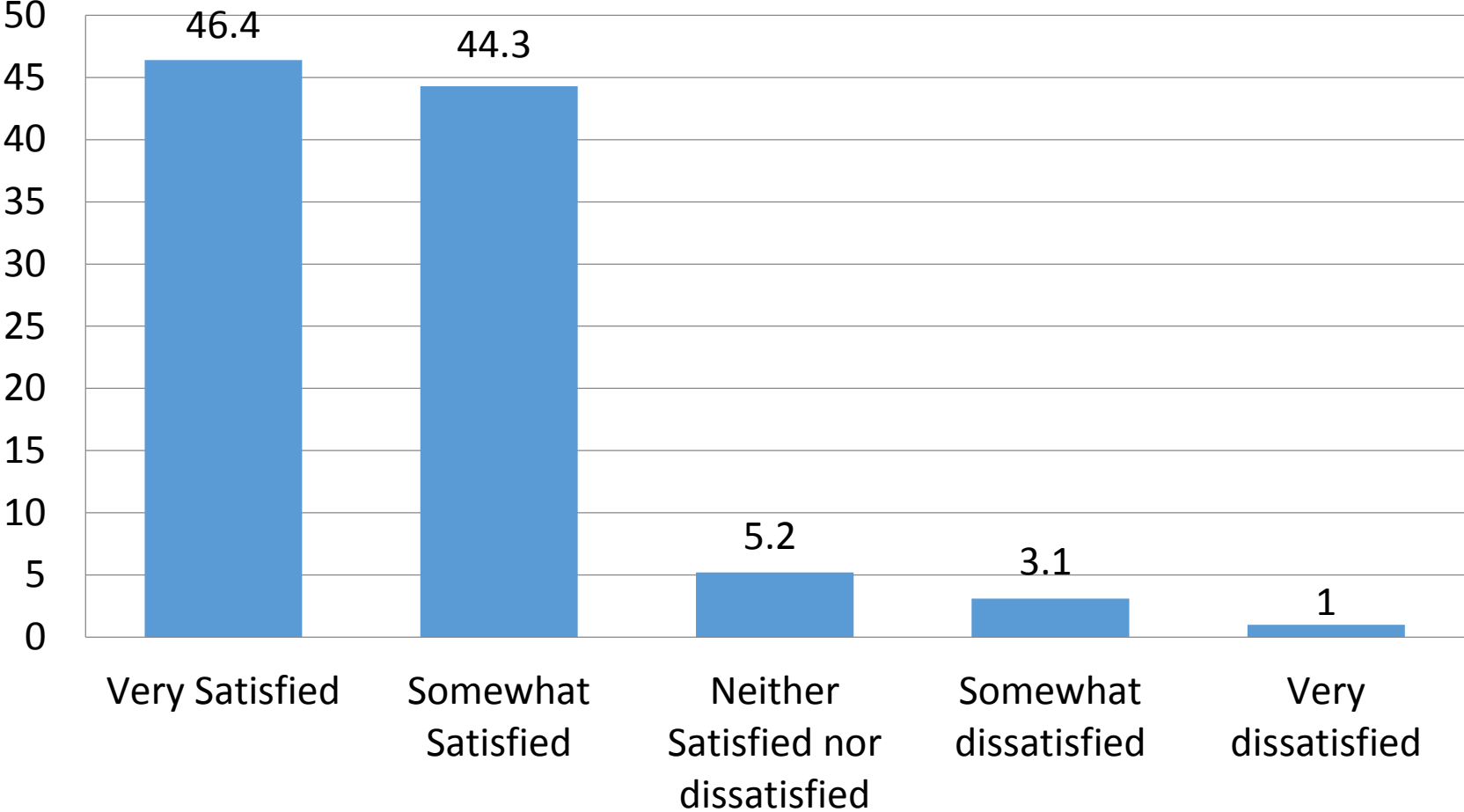


# Other Comments

- I have previously worked in graduate education but not in medical education
- I planned for a career in higher education, not specifically UME
- I didn't know such positions existed

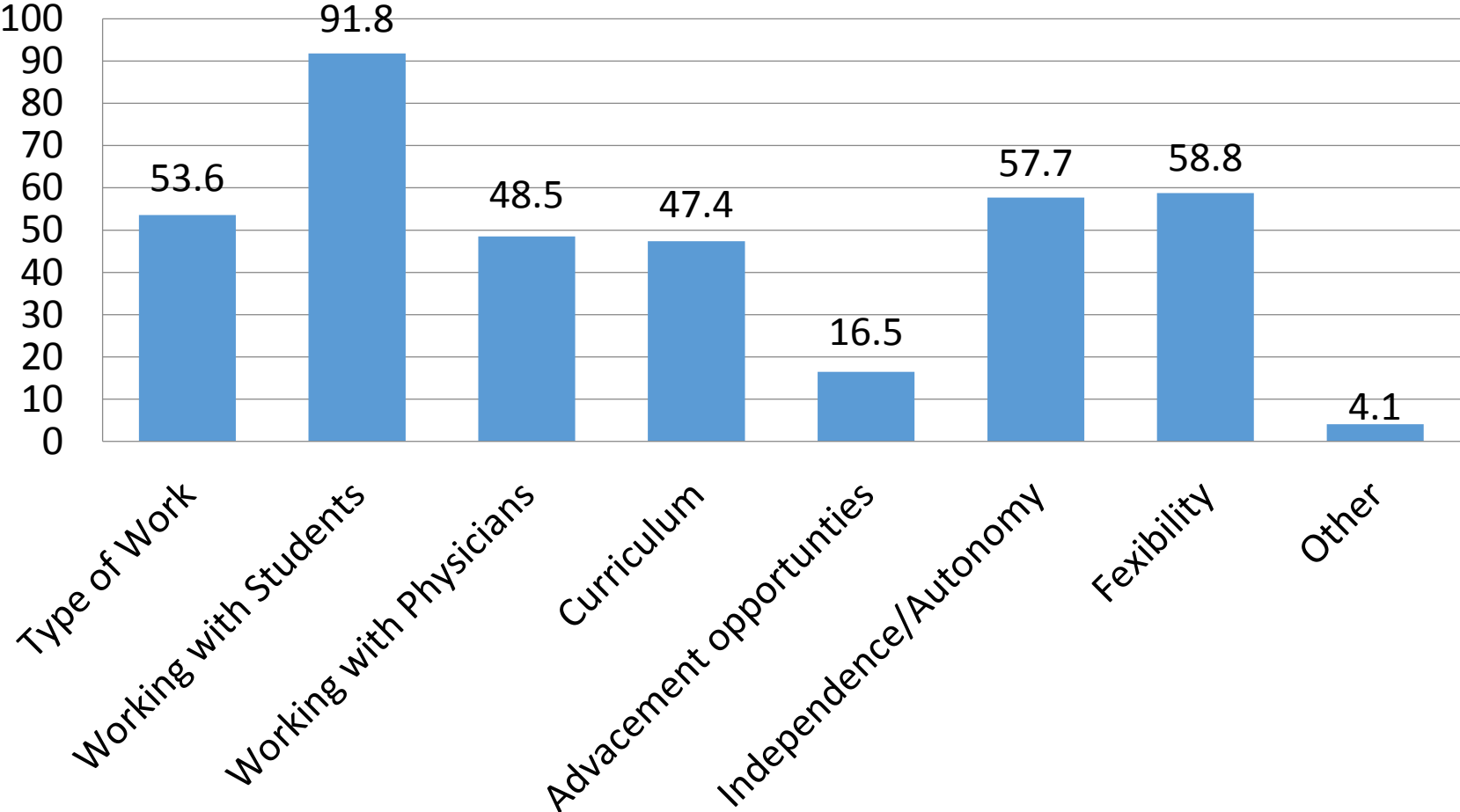
# Satisfaction (Percent)

n=97



# What Brings Satisfaction in Position (Percent)

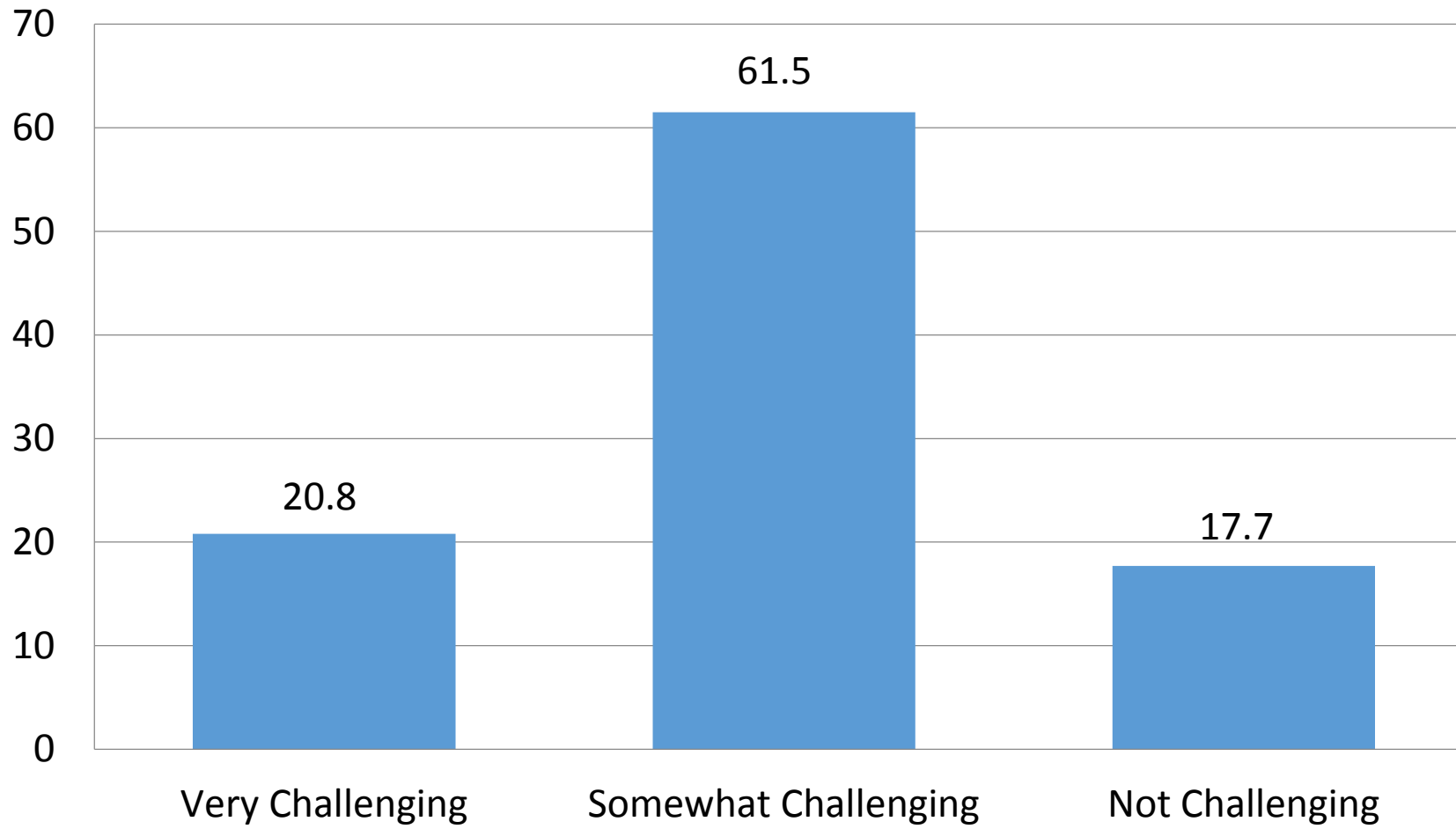
n=97





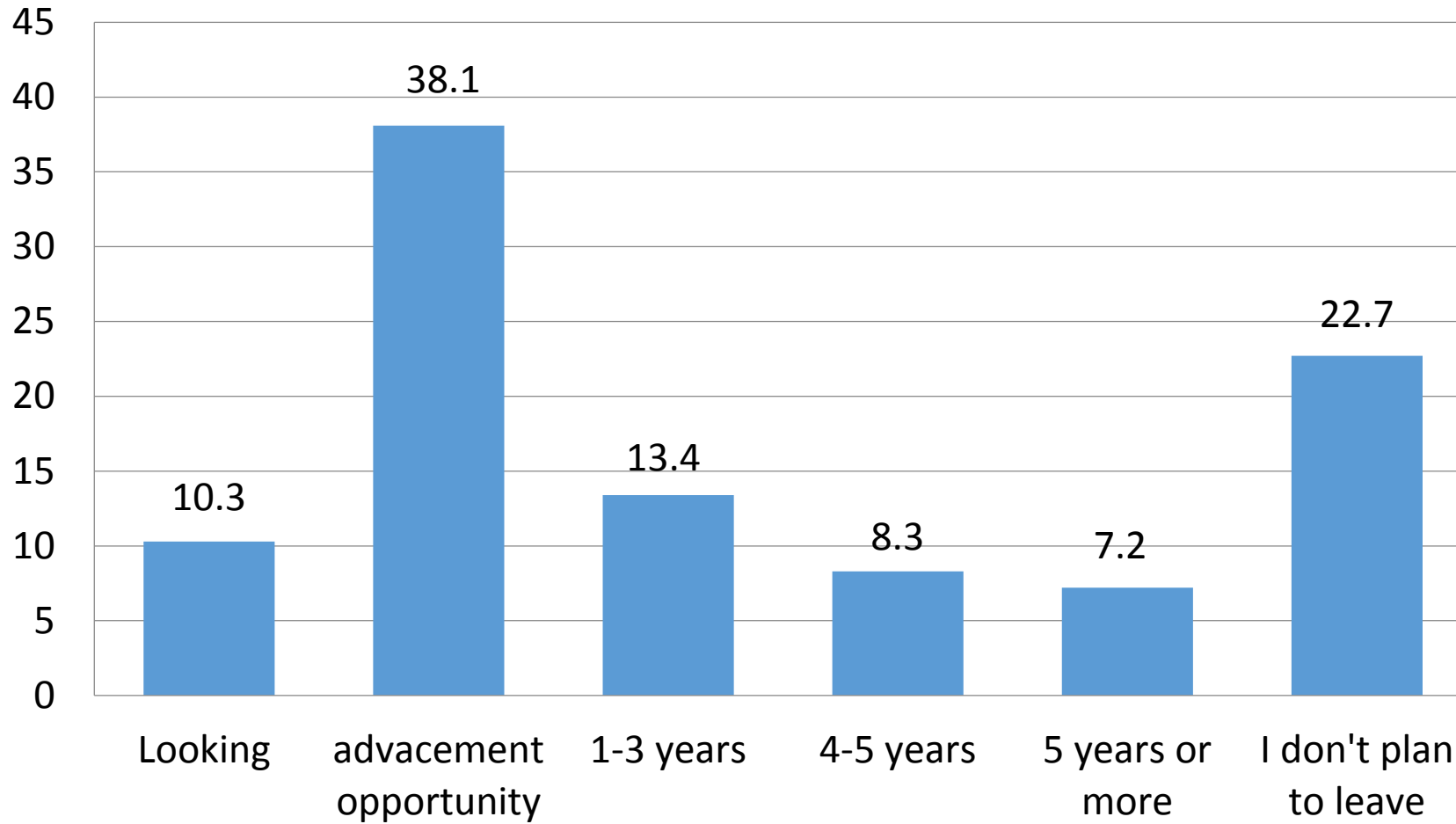
## Job Responsibility (Percent)

n=96



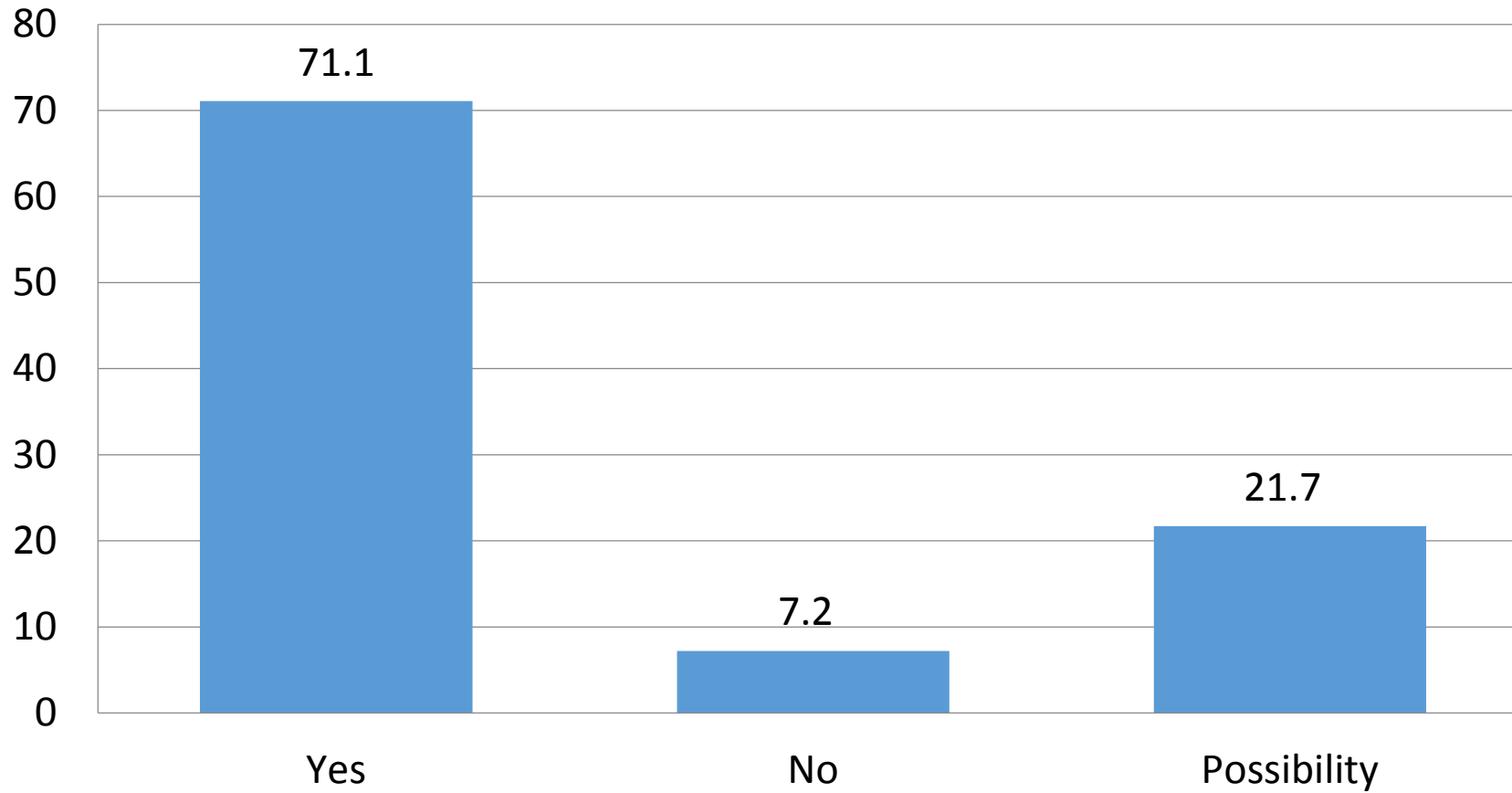
### Remaining in the position (Percent)

n=97



# Would you Recommend your position to a friend or colleague? (Percent)

n=97

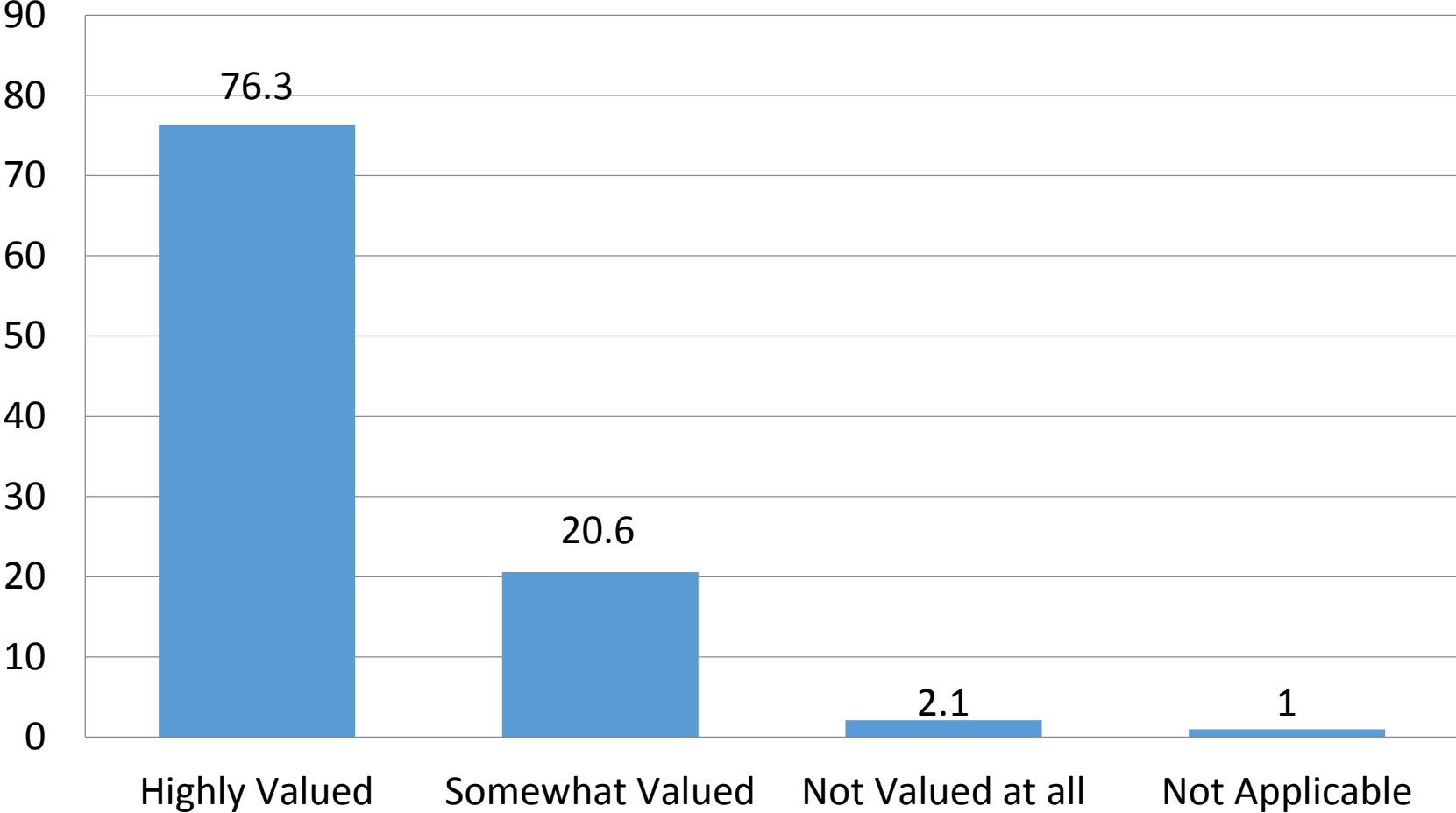


# Additional Comments

- Workload continues to increase with the number of medical students increasing.
- I enjoy working with the students, faculty, and the support staff--I would think others would enjoy the job, as well...
- I would recommend it because there is a high level of autonomy and I am currently pursuing my masters part time in the evenings and I find it to be manageable with this position.
- It is challenging, constantly changing, lots of learning opportunities
- Job in itself is inspiring and rewarding. However, recognition and compensation do not match the actual responsibilities/expectations of the job. No opportunities for advancement within the Department.

### Feeling Valued by the Clerkship Director (Percent)

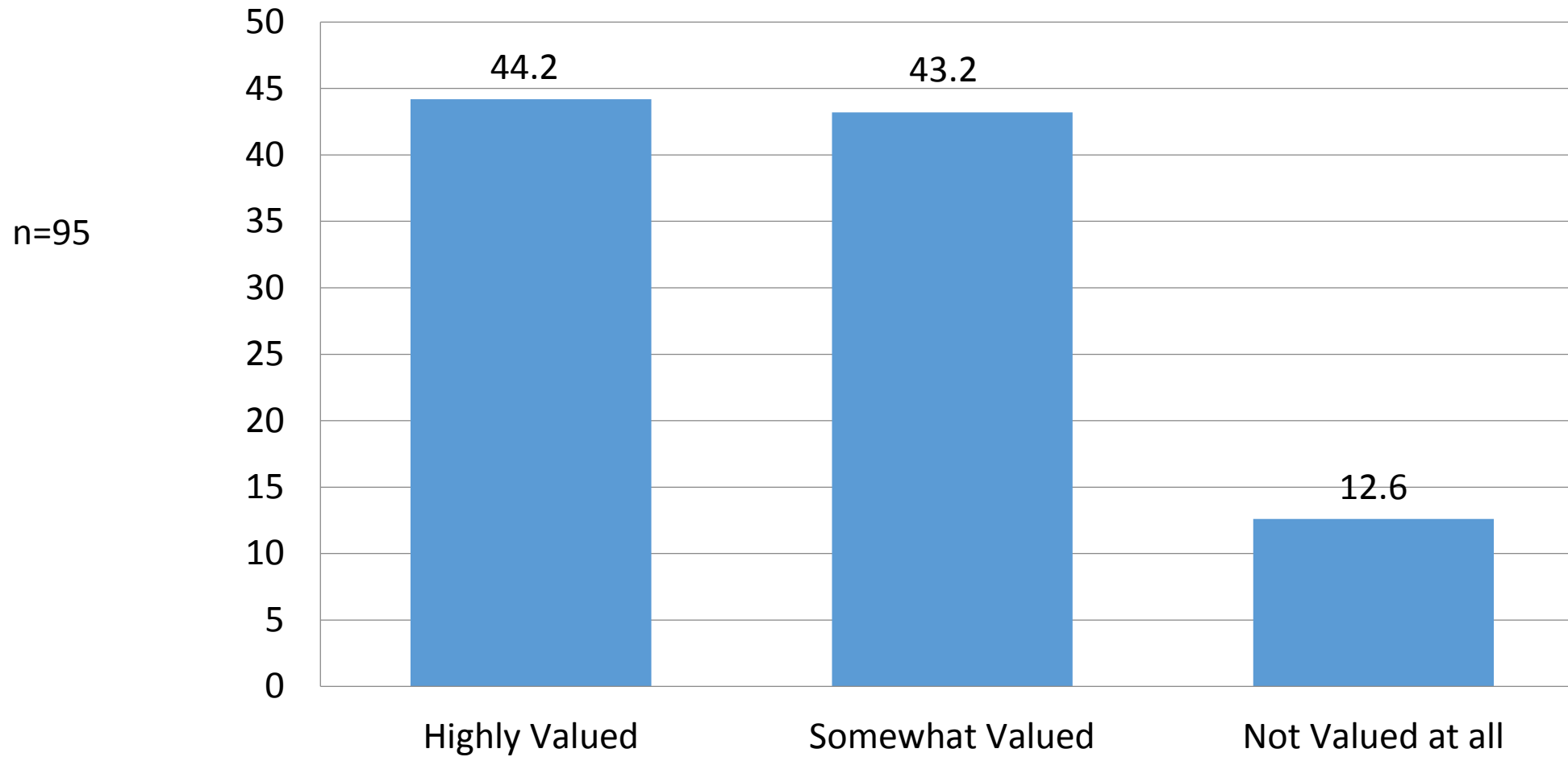
n=97



# Additional Comments

- I have had 3 different clerkship directors for my Ambulatory course over the last 3 academic years. My current director is by far the worst. She does not seem to value my educational experience or abilities; working with her is difficult. My clerkship director and the UME program director allow me much autonomy and truly respects my abilities.
- I believe I have the best CD ever. I have learned a lot and enjoy working for him.
- The Clerkship Director and I work very well together, we have a very close relationship.
- My clerkship director is very kind, thoughtful and great to work for.

## Feeling Valued by the Department (Percent)



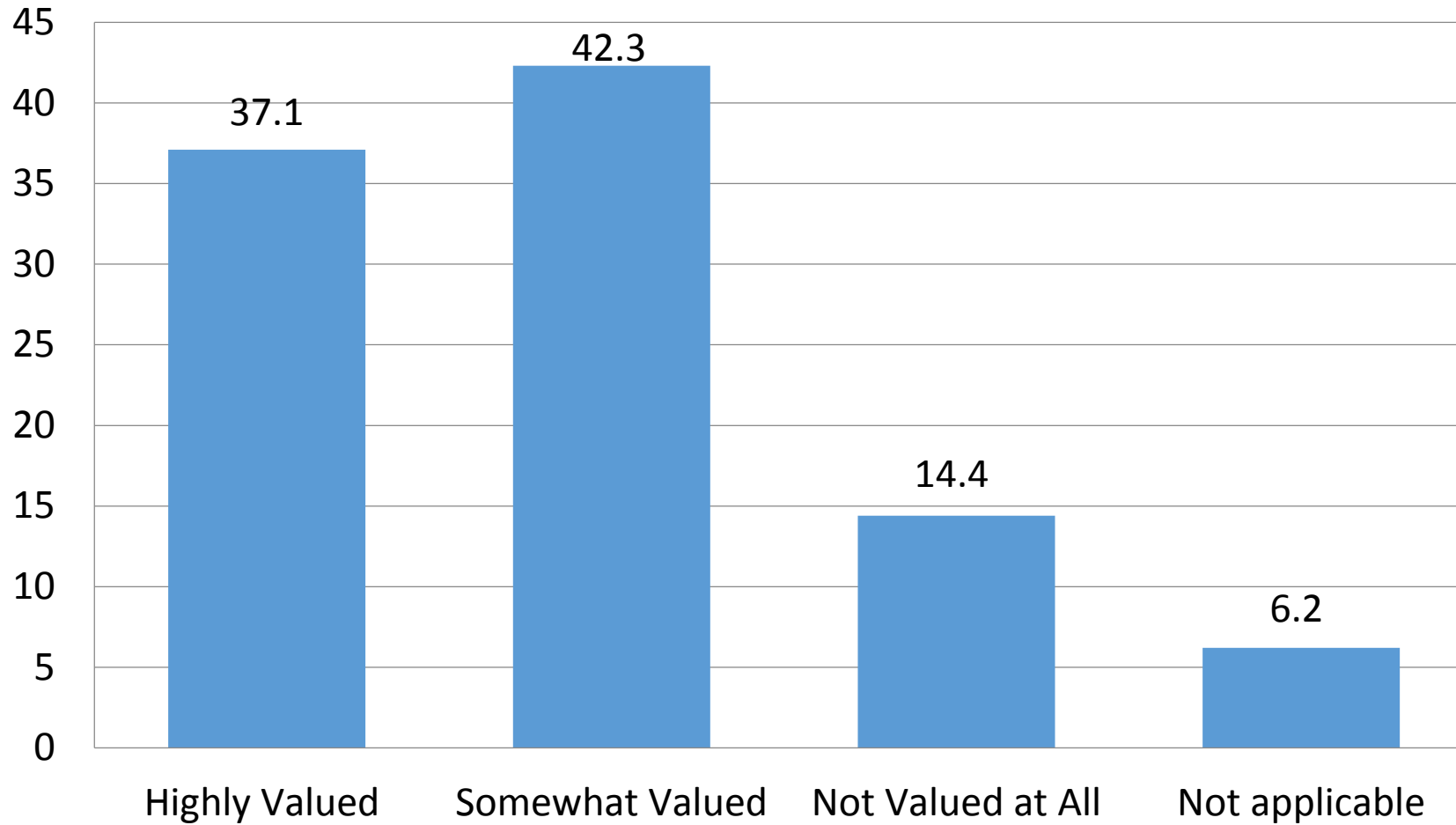
# Additional Comments

- My department has always made me feel very valued. They have been very supportive in endeavors to help advance my career.
- My department is actively working with me to re-categorize my position because they realize the need to better align the duties and responsibilities to what I have been able to do with this position.
- Next to residency it doesn't feel like we exist.
- My department is not very involved in individual employees and does not seem to know what I do. The only time I interact with my department manager is during my annual performance review and she is only able to conduct the performance review.



## Feeling Valued by the Medical School (Percent)

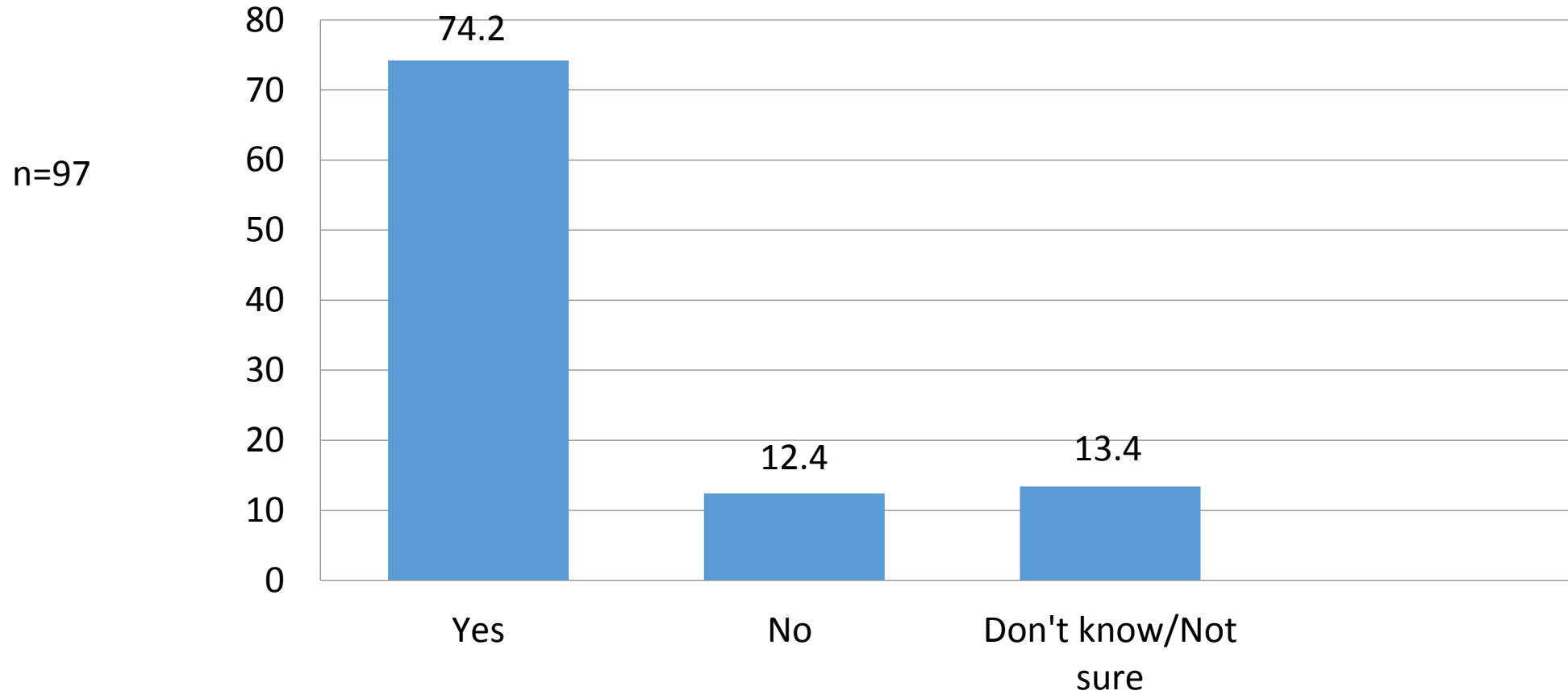
n=97



# Additional Comments

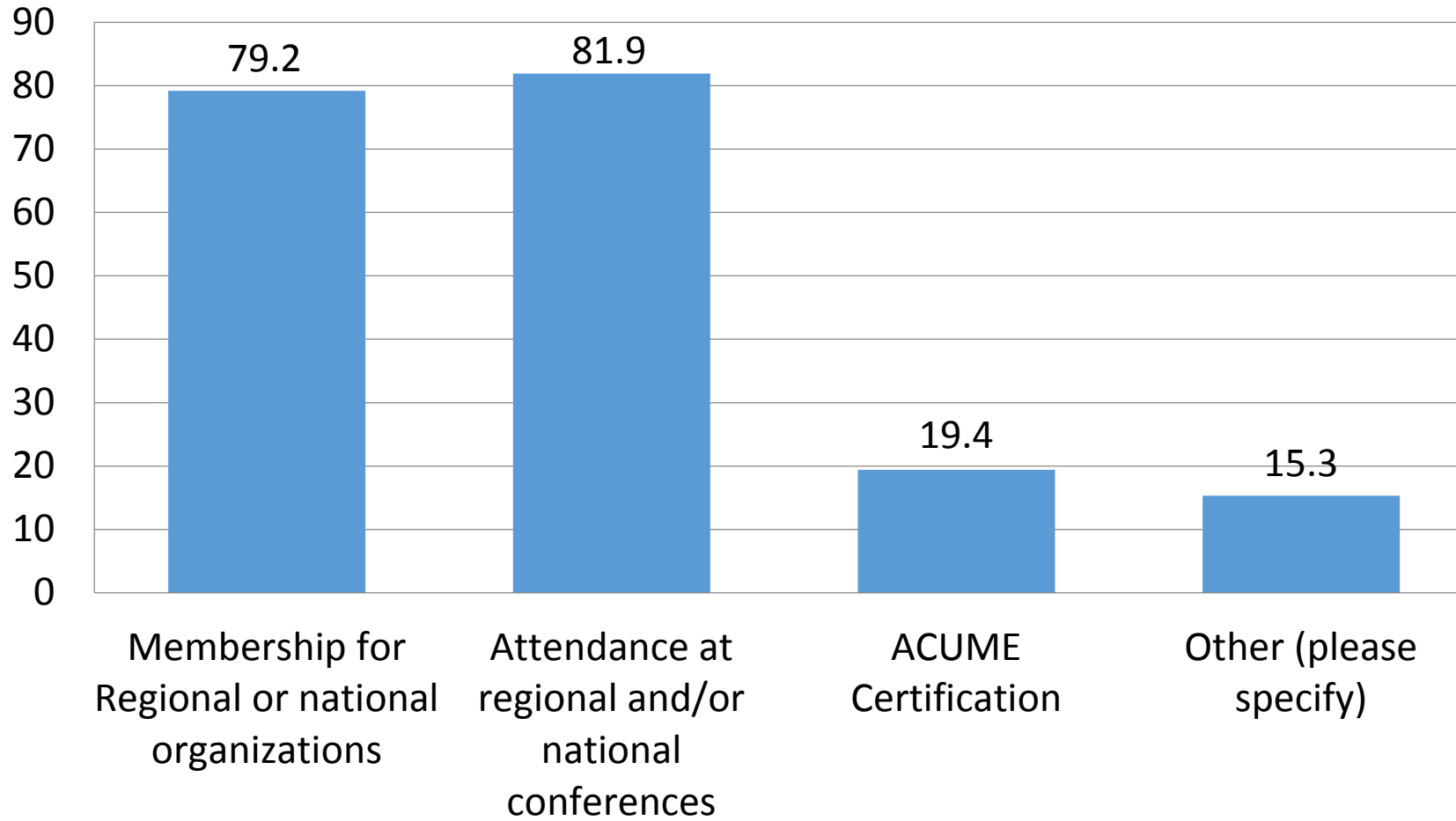
- Student coordinators hold very little value with the university. Even though they have been told numerous times that it can't be done without us, very little of what we have to say or any input that we may have is not recognized.
- We have a fabulous working relationship and they are aware of the challenges that departments are faced with.

## Employer Internal or External Professional Development Support (Percent)



## Financial Support (Percent)

n=97

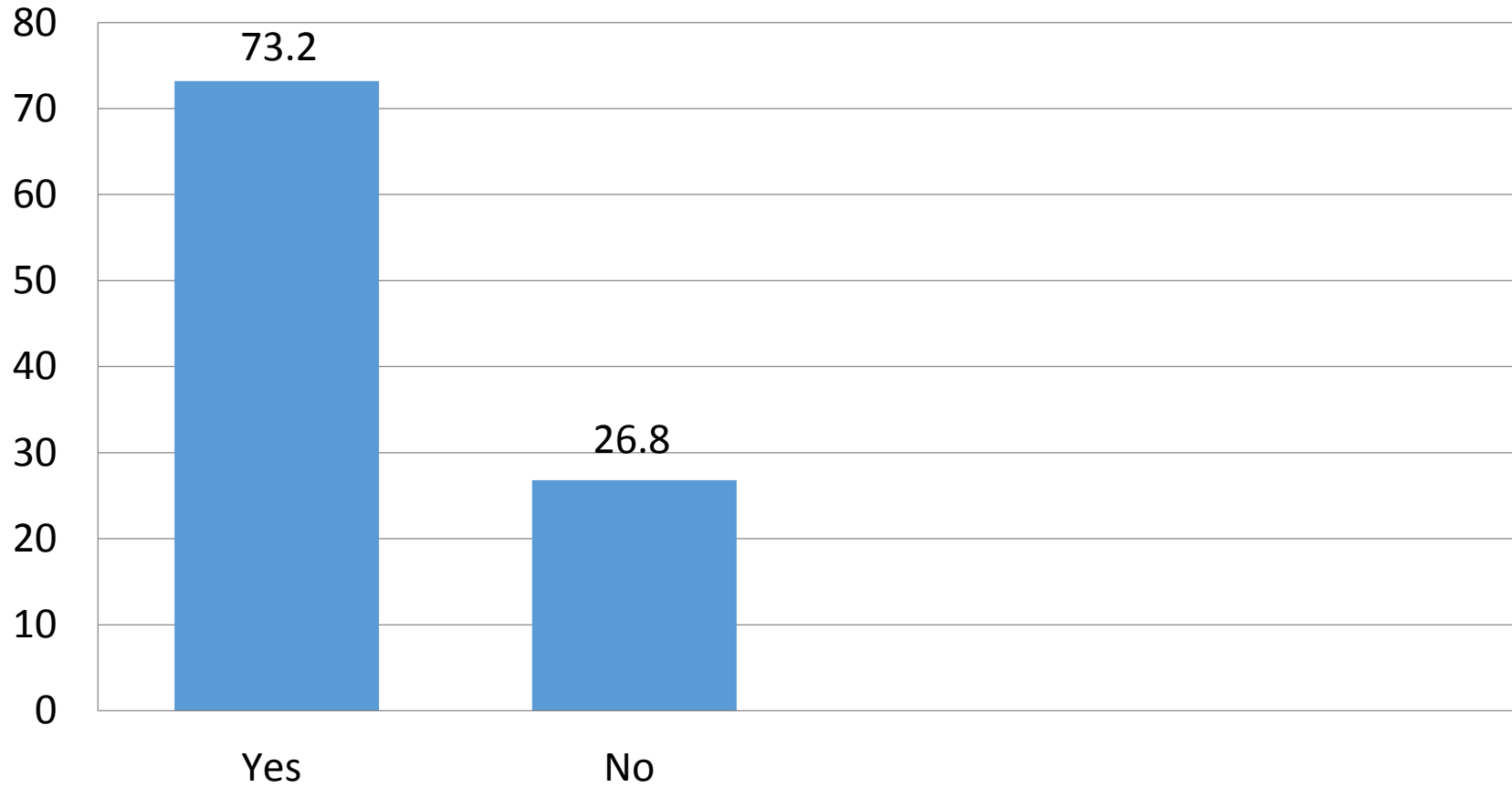


# Other Comments

- TAGME certification
- Tuition reimbursement
- Continuing education classes

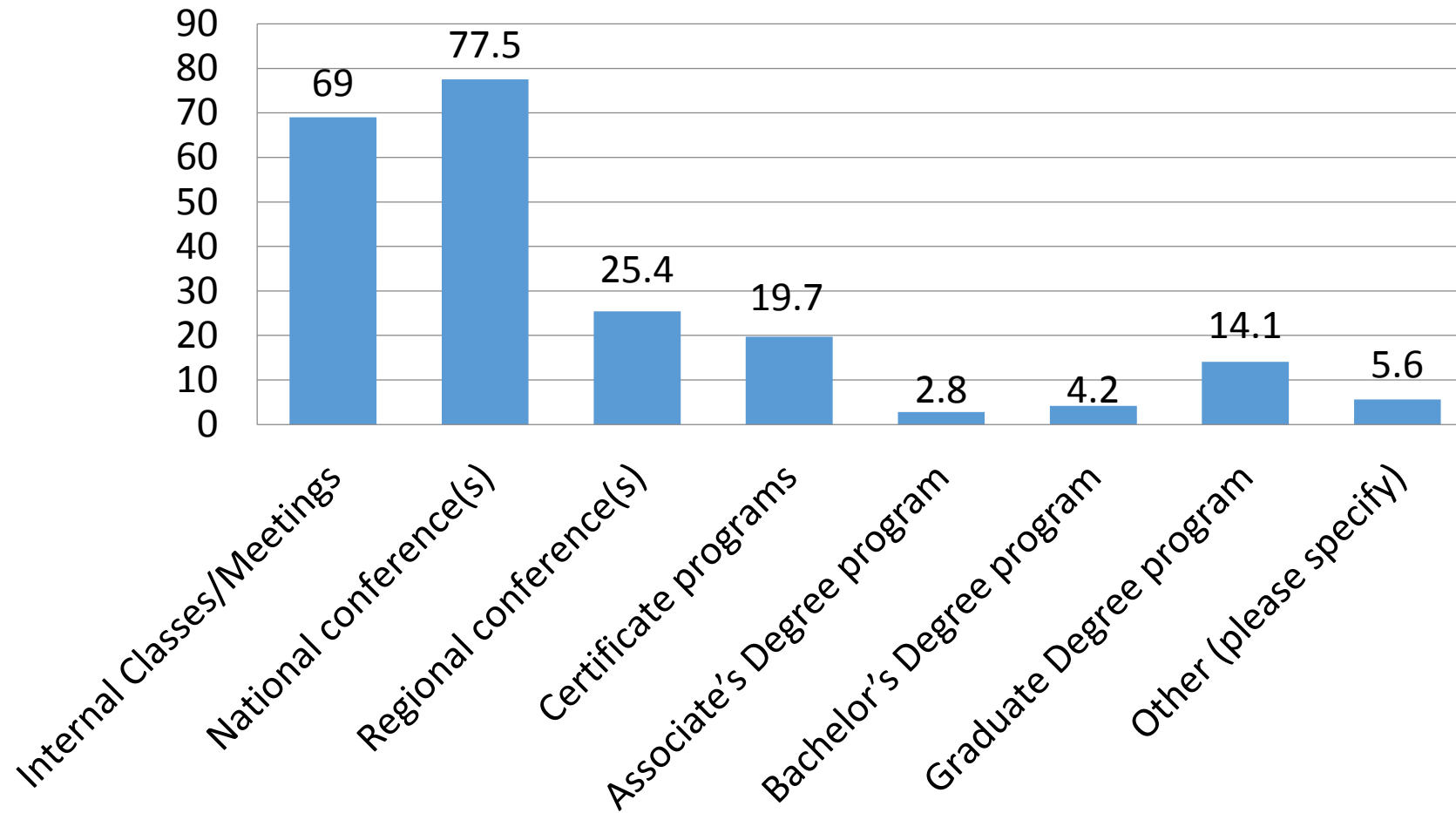
**Regardless of Support, have you participated in these activities?  
(Percent)**

n=97



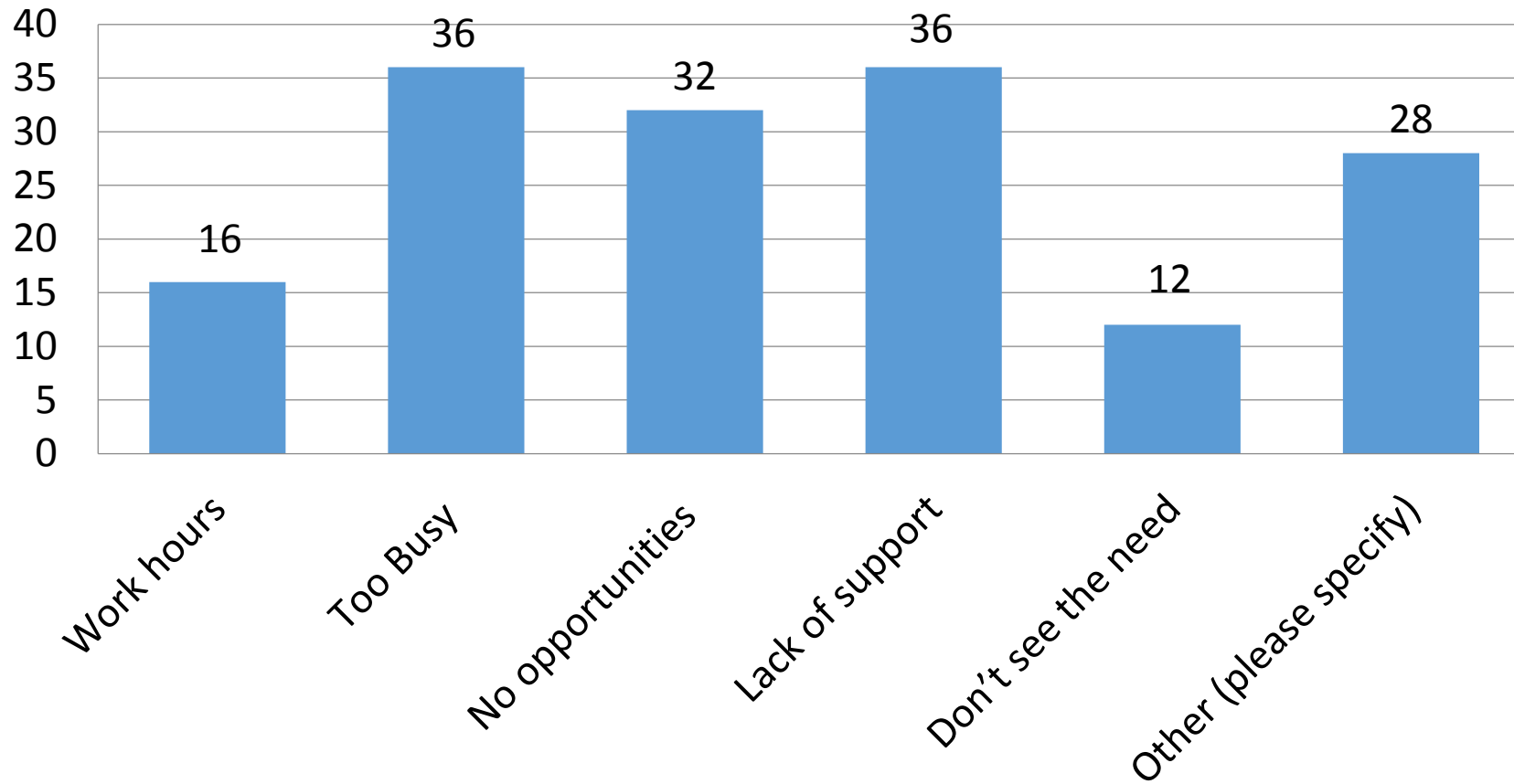
## Professional Development Activities (Percent)

n=71



# Why Members Haven't Participated in Professional Development Activities (Percent)

n=25

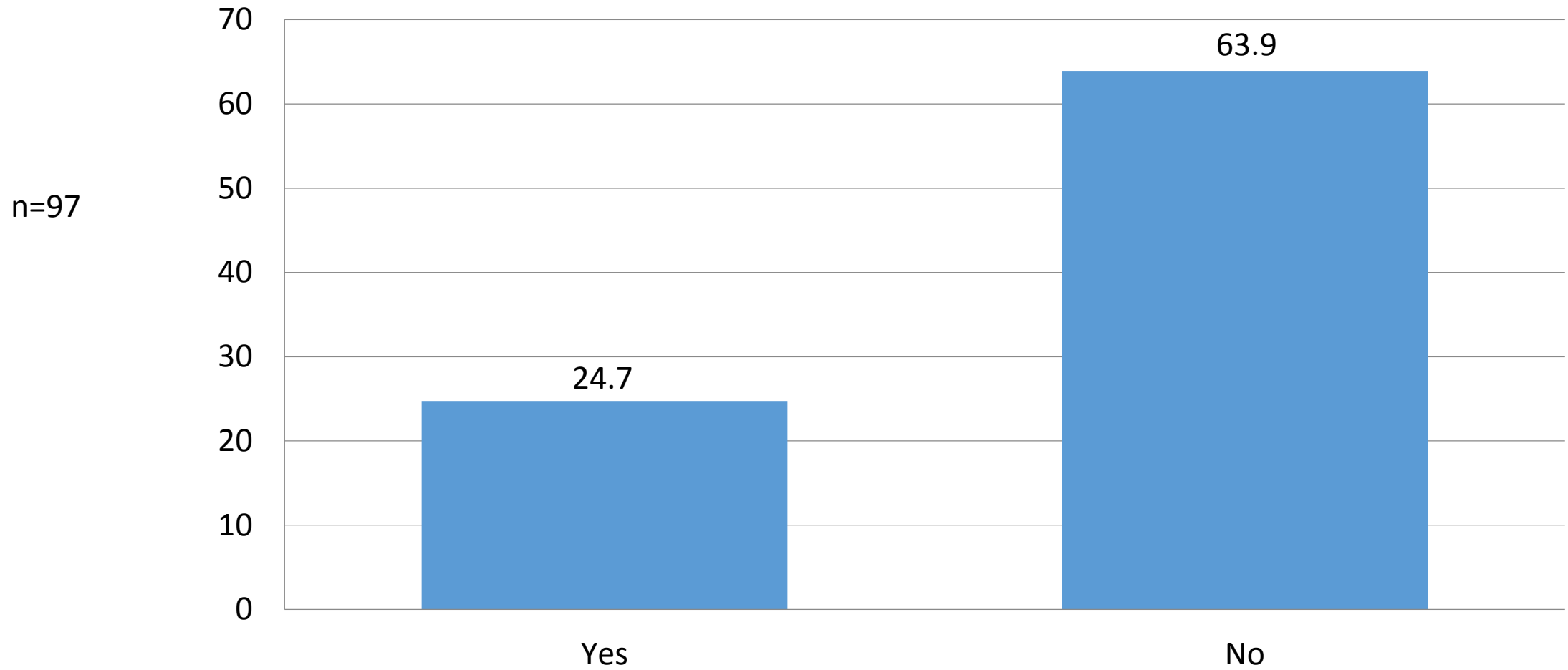




# Additional Comments

- Federal Employee Professional Development is not a priority to the institution.
- I haven't seen anything that has sparked my interest
- Limited opportunities

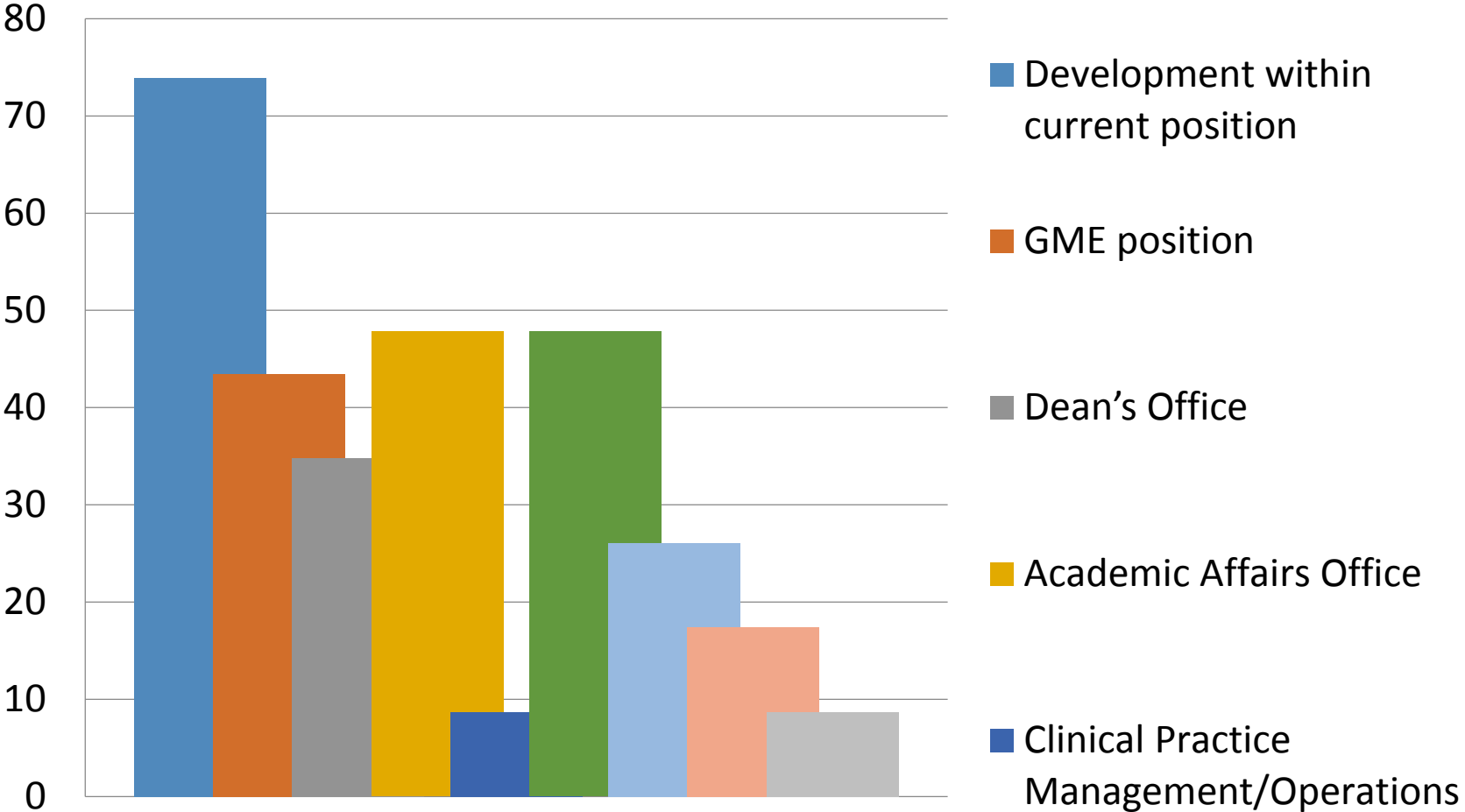
## Current Position Provides Advancement (Percent)



Note: 11 respondents reported "Don't know/Not sure."

# Career Advancement Opportunities (Percent)

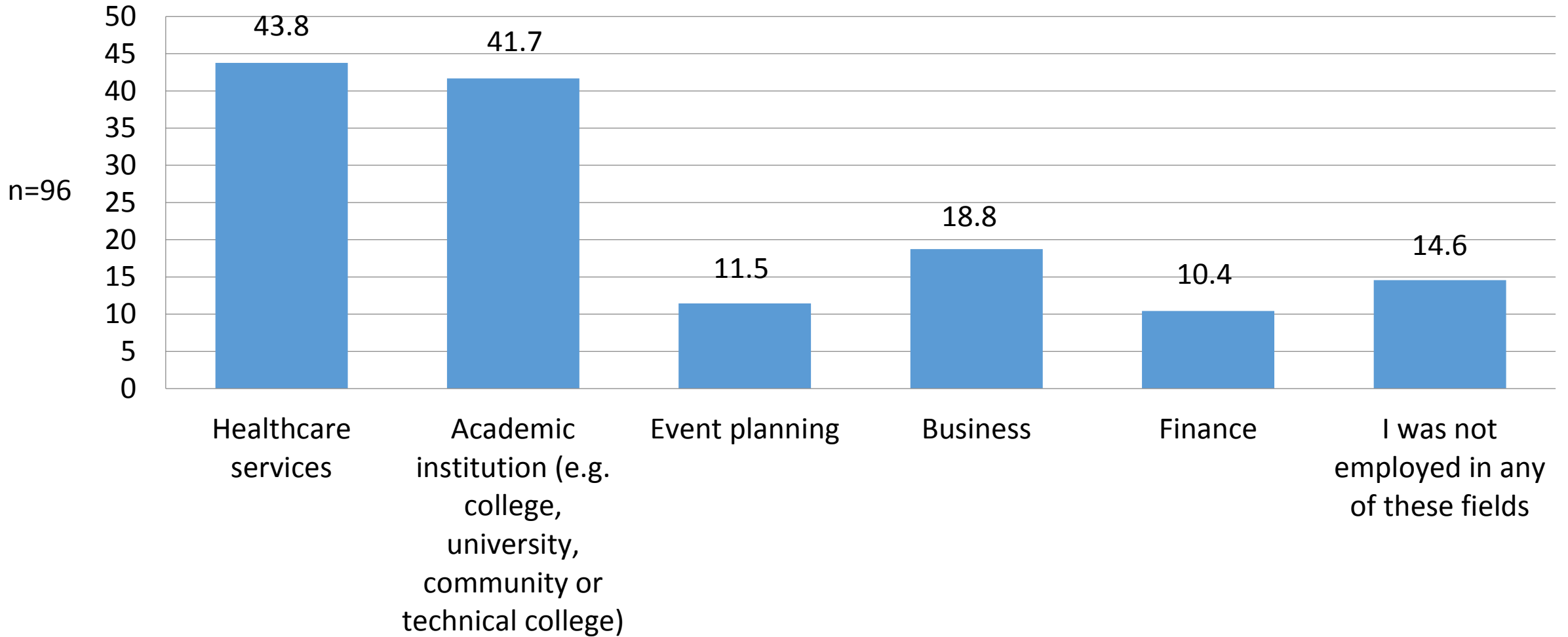
n=23



# Ranking of Professional Development Activities (1=Most important, 7=Least Important)

- 1 Better financial compensation
- 2 Support travel to national and/or regional conferences
- 3 Offer/arrange internal professional skills training
- 4 Financially support matriculation in degree programs
- 5 Offer/arrange internal computer skills training
- 6 ACUME Certification
- 7 Allow protected time for studying/classes (if enrolled in a degree program)

## Position held before entering into Medical Education (Percent)



# Additional Comments

- I really wish there would be a way to advance in our jobs or have the pay be more than what it is. I love what I do and working with the students. I stay in this position not for the pay (that's for sure) but for the students.
- Being supportive of others in the position of Clerkship Administrator is one of my highest priorities. I want them to realize their full potential, but I would also like the position to be recognized for all of the hard work and dedication that it takes to be successful in this position.

# Contact Information

Britt Simonson, M.Ed

Brigham and Women's Hospital-Harvard Medical School

Medical Education Program Manager

[Bsimonson1@partners.org](mailto:Bsimonson1@partners.org)

617-732-6489