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.
• Three email reminders to non-respondents.
• 99 valid responses: 44 percent response rate.
• 62 closed- and open-ended questions.
Respondents by Institution Type (Percent)

n=99
Respondents by Position Title/Type (Percent)

- Coordinator: 64.7%
- Administrator: 19.2%
- Other: 8.1%
- Manager: 5.1%
- Assistant: 1.0%
- Director: 1.0%
- Supervisor: 1.0%

n=99
Length of Time in Current Position (Percent)

- 1-5 years: 44.4%
- 11 years or more: 25.3%
- 6-10 years: 23.2%
- Less than 1 year: 7.1%

n=99
Minimum Level of Education Required for Position (Percent)

- Bachelor's degree: 41.4%
- Don't know/Not sure: 25.3%
- High school: 21.2%
- Two-year college degree: 10.1%
- Graduate degree: 2.0%

n=99
Hourly or Salaried Employee (Percent)

n=99

Salaried: 58.6%
Hourly: 41.4%
Salary Range (Percent)

- $50,000--$54,999: 23.5%
- $45,000--$49,999: 17.4%
- $40,000--$44,999: 13.3%
- $35,000--$39,999: 9.2%
- $30,000--$34,999: 9.2%
- $65,000--$69,999: 4.1%
- $60,000--$64,999: 6.1%
- $55,000--$59,999: 4.1%
- $50,000 and above: 2.0%
- Under $30,000: 0%

n=98
Reasons for Salary Increase: 2014 (Percent)

- Merit increase: 48.5%
- Annual increase: 31.8%
- Cost of living increase: 30.3%
- Promotion or job change: 16.7%
- Temporary pay increase for additional duties: 1.5%
- Other: 1.5%

n=66
Reasons for Salary Increase: 2015 (Percent)

- Merit increase: 41.0%
- Annual increase: 38.5%
- Cost of living increase: 32.1%
- Promotion or job change: 9.0%
- Other: 2.6%
- Temporary pay increase for additional duties: 1.3%

n=78
Reasons for Salary Increase: 2016 (Percent)

- Merit increase: 42.2%
- Annual increase: 39.8%
- Cost of living increase: 32.5%
- Promotion or job change: 16.9%
- Other: 2.4%
- Temporary pay increase for additional duties: 1.2%

n=83
The Average # of Students who Rotate on Medicine (Percent)

- It has increased: 54.1%
- It has decreased: 4.1%
- It has not changed or remained the same: 35.7%
- Don't Know/Not sure: 6.1%

n=95
Coordinate non-Medical Students (Percent)

Yes: 21.7%
No: 78.4%

n=97
Schedule Clerkship Coordinator Meetings
(Percent)

n=98

78.6

20.4

Yes
No

Note: One respondent reported “Don’t know/Not sure.”
Who Schedules/Hosts the Meetings (Percent)

- Dean's office: 25.6%
- Department: 5.1%
- Clerkship Administrators: 24.4%
- Medical Education Office: 34.6%
- Other: 10.8%

n=78
Frequency of the Meetings
(percentage)

- Monthly: 50.7%
- Quarterly: 33.8%
- Annually: 2.6%
- Other: 13%

n=77
Place of Employment Has a Mentoring Program for Administrators (Percent)

- Yes: 9.1%
- No: 81.8%
- Do not know: 9%

n=99
Do you have a mentor at your institution? (Percent)

n=99

Yes: 20.2%
No: 79.8%
Do you have a Mentor within CDIM? (Percent)

- Yes: 5.1%
- No: 89.9%
- Not yet, but I plan to in the future: 5.1%

n=99
Has Your Position title changed in the past 3 years? (Percent)

- Yes: 31.3%
- No: 68.7%

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)

- Medical Student: 99%
- Resident: 19.2%
- Fellowship: 12.1%
- Non-Educational: 4%

n=99
Increase in Job Responsibilities (percentage)

Yes: 73.7%
No: 26.3%

n=99
When Did or When Will Additional Responsibilities be Assumed? (Percent)

- Will Occur within the next 6 months: 2.7%
- Current academic year (2016-2017): 34.3%
- Previous Academic Year 2015-2016: 41.1%
- Prior to 2015: 21.9%

n=73
Job Responsibilities Pertain to the following Areas (Percent)

- Clerkship: 69%
- Electives: 43.7%
- Sub-I: 38%
- Ambulatory: 18.3%
- Student Interest Group: 18.3%
- Research: 4.2%
- Residency: 14.1%
- Fellowship: 9.9%
- Budget/Financial: 9.9%
- Administrative: 45.1%
- Other: 18.3%

n=71
Other Responsibilities

• Resident Teaching Program
• Curriculum
• Faculty Appointment and Development
• Visiting Students
• Volunteer Faculty
Have Job Responsibilities Transitioned Away? (Percent)

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Percent)</td>
<td>18.2</td>
<td>81.8</td>
</tr>
</tbody>
</table>

n=99
When Did or Will this Transition Occur? (Percent)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current academic year (2016-2017)</td>
<td>33.3%</td>
</tr>
<tr>
<td>Previous academic year (2015-2016)</td>
<td>50%</td>
</tr>
<tr>
<td>Prior to 2015</td>
<td>16.7%</td>
</tr>
</tbody>
</table>

n=18
What were these responsibilities related to? (Percent)

- Clerkship: 38.9%
- Electives: 11.1%
- Sub-I: 11.1%
- Residency: 22.2%
- Fellowship: 5.6%
- Administrative: 11.1%
- Other: 16.7%

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)

- Yes: 20.6%
- No: 79.4%

n=97
Type(s) of employees that members supervise (Percent)

- Administrative: 95%
- Student/Temporary: 20%
- Other: 5%

n=20
Work Space (Percent)

Private Office: 43.3%
Shared office: 32%
Cubicle or Workstation: 22.7%

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)

- Inpatient Clerkship Director: 26.8%
- Ambulatory Clerkship Director: 14.4%
- Overall Clerkship Director: 51.6%
- Sub-Internship Director: 23.7%
- Residency Director: 13.4%
- Department Administrator: 50.5%
- Department Chair: 13.4%
- Other: 22.7%

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)

- Inpatient Clerkship Director: 6.3%
- Ambulatory Clerkship Director: 1%
- Overall Clerkship Director: 12.5%
- Residency Director: 3.1%
- Department Administrator: 50%
- Department Chair: 6.3%
- Other: 20.8%

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)

- Yes, I sought out this type of position: 17.7%
- Yes, I worked my way up into this type of position: 12.5%
- No, this is not something I pictured myself doing: 65.6%
- Other: 4.2%

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
n=97

Satisfaction (Percent)

- **Very Satisfied**: 46.4%
- **Somewhat Satisfied**: 44.3%
- **Neither Satisfied nor dissatisfied**: 5.2%
- **Somewhat dissatisfied**: 3.1%
- **Very dissatisfied**: 1%
What Brings Satisfaction in Position (Percent)

- Working with Students: 91.8%
- Type of Work: 53.6%
- Working with Physicians: 48.5%
- Curriculum: 47.4%
- Advancement opportunities: 16.5%
- Independence/Autonomy: 57.7%
- Flexibility: 58.8%
- Other: 4.1%

n=97
Job Responsibility (Percent)

<table>
<thead>
<tr>
<th>Difficulty</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Challenging</td>
<td>20.8</td>
</tr>
<tr>
<td>Somewhat Challenging</td>
<td>61.5</td>
</tr>
<tr>
<td>Not Challenging</td>
<td>17.7</td>
</tr>
</tbody>
</table>

n=96
Looking advancement opportunity

1-3 years

4-5 years

5 years or more

I don't plan to leave

Remaining in the position (Percent)

n=97
Would you Recommend your position to a friend or colleague? (Percent)

- Yes: 71.1%
- No: 7.2%
- Possibility: 21.7%

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)

- Highly Valued: 76.3%
- Somewhat Valued: 20.6%
- Not Valued at all: 2.1%
- Not Applicable: 1%

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)

- Highly Valued: 44.2%
- Somewhat Valued: 43.2%
- Not Valued at all: 12.6%

n=95
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)

- Highly Valued: 37.1%
- Somewhat Valued: 42.3%
- Not Valued at All: 14.4%
- Not applicable: 6.2%

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)

- Yes: 74.2%
- No: 12.4%
- Don't know/Not sure: 13.4%

n=97
Financial Support (Percent)

- Membership for Regional or national organizations: 79.2%
- Attendance at regional and/or national conferences: 81.9%
- ACUME Certification: 19.4%
- Other (please specify): 15.3%

n=97
Other Comments

• TAGME certification

• Tuition reimbursement

• Continuing education classes
Regardless of Support, have you participated in these activities?
(Percent)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>73.2</td>
</tr>
<tr>
<td>No</td>
<td>26.8</td>
</tr>
</tbody>
</table>

n=97
Professional Development Activities (Percent)

- Internal Classes/Meetings: 69%
- National conference(s): 77.5%
- Regional conference(s): 25.4%
- Certificate programs: 19.7%
- Associate’s Degree program: 2.8%
- Bachelor’s Degree program: 4.2%
- Graduate Degree program: 14.1%
- Other (please specify): 5.6%

n=71
Why Members Haven’t Participated in Professional Development Activities (Percent)

- Work hours: 16%
- Too busy: 36%
- No opportunities: 32%
- Lack of support: 36%
- Don’t see the need: 12%
- Other (please specify): 28%

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)

- Yes: 24.7%
- No: 63.9%

Note: 11 respondents reported “Don’t know/Not sure.”
Career Advancement Opportunities (Percent)

n=23

Development within current position
GME position
Dean’s Office
Academic Affairs Office
Clinical Practice Management/Operations
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)

- Healthcare services: 43.8%
- Academic institution (e.g., college, university, community or technical college): 41.7%
- Event planning: 11.5%
- Business: 18.8%
- Finance: 10.4%
- I was not employed in any of these fields: 14.6%

n=96
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
617-732-6489