

# MUSC Career Development Survey

## SCTR Career Development & Faculty Mentoring Survey

This brief survey sponsored by SCTR is about your career development and any experience you have with faculty mentoring services at MUSC. Your response will help us to understand where improvements or new services are needed. Thus, we ask that all faculty regardless of rank please take a few moments to complete the survey. The survey only takes 5-10 minutes to complete, and you can track your progress as you move through questions. Please know that your honest feedback is greatly appreciated and CONFIDENTIAL. Summary aggregate data will be shared with each department, but not your individual responses. Thank you for taking the time to complete this survey.

Please use the navigation buttons on the bottom of each page, this saves your responses before leaving the page. Do not use the web browser's navigation buttons or your responses will not be saved before you leave the page.

Survey Timestamp \_\_\_\_\_

What College/Unit is your primary academic home?

- Dental Medicine
- Health Professions
- Medicine
- Nursing
- Pharmacy
- Library Science & Informatics
- Other

Please indicate Other College \_\_\_\_\_

please specify other \_\_\_\_\_

What Department is your primary academic home?

- Craniofacial Biology
- Oral and Maxillofacial Surgery
- Oral Rehabilitation
- Pediatric Dentistry and Orthodontics
- Stomatology

What Department is your primary academic home?

- Department of Health Professions
- Department of Healthcare Leadership and Management
- Department of Health Sciences and Research

What Department is your primary academic home?

- Anesthesia and Perioperative Medicine
- Biochemistry and Molecular Biology
- Biomedical Imaging
- Cell and Molecular Pharmacology and Experimental Therapeutics
- Clemson-MUSC Bioengineering Program
- Comparative Medicine
- Dermatology
- Family Medicine
- Medicine
- Microbiology and Immunology
- Molecular and Cellular Biology and Pathobiology Program
- Neurology
- Neurosciences
- Neurosurgery
- Obstetrics and Gynecology
- Ophthalmology
- Orthopedic Surgery
- Otolaryngology-Head and Neck Surgery
- Pathology and Laboratory Medicine
- Pediatrics
- Psychiatry and Behavioral Sciences
- Public Health Sciences
- Radiation Oncology
- Radiology
- Regenerative Medicine and Cell Biology
- Surgery
- Urology

Do you also have an appointment in the College of Graduate Studies?

- Yes
- No

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**What is your CURRENT % effort on different activities (should add up to 100)?**

Clinical \_\_\_\_\_

Research \_\_\_\_\_

Administration \_\_\_\_\_

Service \_\_\_\_\_

Teaching \_\_\_\_\_

Are you familiar with criteria for promotion in your college/unit?

- Yes
- No

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**Please rate your satisfaction with:**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
The progression of your career at MUSC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your department's support of your career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Why are you dissatisfied with your career progression?

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Why are you dissatisfied with your department's support?

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What can be done to improve the situation?

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Are you considering leaving MUSC in the next 2 years?

- Yes
- No

Where are you considering going? (Check all that apply.)

- Another academic institution
- Private Practice
- Industry
- Government Agency
- Retirement
- Other

Please specify Other

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**FACULTY MENTORING**

Please complete these questions regardless of whether you are a mentee, mentor, both, or neither.

"A mentor is a person who has achieved career success and counsels and guides another for the purpose of helping him or her achieve like success. A mentor should be more than simply a role model or advisor." [NIH; Garard 2003]

Does your department/unit have a specific faculty mentoring plan?

- Yes
- No
- Don't know

Do you have a designated MUSC faculty mentor? A designated mentor is someone who you have asked or has been assigned to be your mentor.

- Yes, I asked someone to be my designated mentor.
- Yes, I was assigned a designated mentor.
- No, I do not have a designated mentor.

Please indicate the reasons why you do not have a designated mentor. (Check all that apply.)

- The pool of receptive designated mentors is limited
- My department does not require me to have a designated mentor
- I don't feel I need a designated mentor
- Other

Please specify Other

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How many designated mentors do you have?

- One
- Two
- More than two

On average, how frequently do you meet with at least one of your designated mentors?

- More than once a week
- Every Week
- Every two weeks
- Every month
- Every three months
- Every six months
- annually

On average, how long are your mentoring sessions?

- 30 minutes or less
- 1 hour
- 90 minutes
- 2 or more hours

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**How satisfied are you with the mentoring you receive in the following areas?**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	N/A
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration or other service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Balancing work and personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**Having a designated mentor has helped me in the following areas:**

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
Research productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Balancing work and personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**Please rate your agreement with the following statements about barriers for faculty mentees.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
There are no barriers to being a faculty mentee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is insufficient time to be a faculty mentee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pool of receptive designated mentors is limited.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are insufficient department or institutional resources to support a faculty mentorship program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other comments about barriers for mentees: \_\_\_\_\_



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**MENTORS**

Do you serve as a designated mentor to other MUSC faculty? A designated mentor is someone who has been asked or assigned to be a mentor. Mentoring of students, residents, and fellows is not applicable to this survey.

- Yes
- No

How many faculty mentees do you have?

- 1
- 2
- 3
- 4
- 5 or more

On average, how frequently do you meet with your faculty mentees?

- More than once a week
- Every Week
- Every two weeks
- Every month
- Every three months
- Every six months
- annually

On average, how long are your mentoring sessions?

- 30 minutes or less
- 1 hour
- 90 minutes
- 2 or more hours

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**Please rate your agreement with the following statements.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
Mentoring faculty is a very satisfying part of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department values my role as a designated mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentoring has added to the productivity of my faculty mentees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

List up to 3 factors that facilitate your role as a designated mentor.

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**Please rate your agreement with the following statements about barriers for designated mentors.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
There are no barriers to being a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is insufficient time to be a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is insufficient salary support to be a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have limited training and expertise as a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pool of receptive mentees is limited.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are insufficient department or institutional resources to support mentors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other comments about barriers for mentors: \_\_\_\_\_

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**Please rate your agreement with the following statements about barriers that have prevented you from becoming a mentor.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am not interested in being a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is insufficient time to be a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is insufficient salary support to be a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have limited training and expertise as a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pool of receptive mentees is limited.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are insufficient department or institutional resources to support mentors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other comments about barriers that prevent you from mentoring:

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**TRAINING**

Are you interested in attending a mentor training program?

- Yes
- No

Are you aware MUSC's SCTR Institute (CTSA) offers a mentor training program?

- Yes
- No

List up to 3 suggestions to improve faculty mentoring in your department and on campus

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Additional general comments:

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**BACKGROUND QUESTIONS FOR ANALYSIS**

These questions will help us analyze the data to determine if certain subgroups have different experiences. While individual survey responses are confidential, you can skip a question if you are concerned it potentially might identify you.

Number of Years at MUSC:

- 3 years or less
- 4-7 years
- 8-15 years
- More than 15 years

Rank:

- Instructor
- Assistant Professor
- Associate Professor
- Professor
- Other

Please specify Other Rank

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Tenure Status:

- Tenured
- Tenured track
- Non-tenured/Modified track

Academic Track:

- Academic Investigator
- Academic Investigator/Educator
- Academic Clinician
- Clinician Educator
- Other

Please specify Other COM Track

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Academic Track:

- Academic Clinician
- Academic Educator
- Academic Researcher
- Other

Please specify Other CHP Track

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Academic Track:

- Academic Clinician
- Research
- Research Clinician (Hybrid)
- Non-Clinical Educator
- Other

Please specify CDM Other Track

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Academic Track:

- Educator/Clinician
- Educator/Researcher
- Preceptor
- Adjunct Faculty
- Other

Please specify Other CON Track

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Gender:

- Male
- Female

Age:

- Younger than 30
- 30-39
- 40-49
- 50-59
- 60 or older

Race:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or other Pacific Islander
- Caucasian

Ethnicity:

- Hispanic/Latino
- Not Hispanic/Latino