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MANAGEMENT DECISION
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**National Survey of VA Researchers
2002**

**Volume 2
Facility-Level Results:
VISN 11**

HEALTH SERVICES RESEARCH AND DEVELOPMENT SERVICE

**OFFICE OF RESEARCH AND DEVELOPMENT
DEPARTMENT OF VETERANS AFFAIRS**

**National Survey of VA Researchers
2002**

**Volume 2
Facility-Level Results:
VISN 11**

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3. Facility-Level Results: VISN 11

	Page
Introduction.....	2
Exhibits	
1. Respondent Demographics.....	3
<i>Summary Scale Score Results</i>	
2. Overview: Scores on Summary Scales.....	4
3. Research Work at Local VA.....	5
4. Support at the Local Facility.....	5
5. VISN Leadership Support.....	6
6. Overall VISN Support	6
7. Support from National Research Office.....	7
8. Adequacy of Protected Time.....	7
<i>Item-by-Item Results</i>	
9. Support at the Local Facility.....	8
10. Research Work at Local VA.....	9
11. Support from the VISN.....	10
12. Support from National Research Office.....	11
13. Attractiveness of VA Position.....	12
Appendix: Scale Definitions.....	13

2002 Survey of VA Researchers Facility-Level Results: VISN 11

Introduction

This third and final section of the 2002 Survey of VA Researchers report presents results at the facility level for VISN 11. For reasons of score reliability and respondent confidentiality, results are reported only for those facilities with 10 or more respondents. In the case of integrated facilities, results are reported separately for each campus that met this sample size criterion. In the case of integrated facilities where no single campus had 10 or more respondents, a score for the integrated facility overall is reported if the cumulative total of respondents at all campuses combined was 10 or more.

For those facilities that met these criteria, the survey results are presented in 13 exhibits. Characteristics of the respondents are presented in Exhibit 1. Note that the individual facility sample sizes reported in Exhibit 1 will typically not sum to the overall VISN sample size. This is because the VISN sample size includes all respondents from that VISN, whereas only those individual facilities that met the sample size criteria are reported separately.

In Exhibit 2, a performance overview is provided in the form of a table of summary scale scores for each facility. Facilities with scores that are significantly different from the VHA national average are noted. This is followed by a series of bar graphs (Exhibit 3 through Exhibit 8) depicting facility scores on each summary scale along with the VISN and VHA national averages. Each graph also includes as a benchmark the score at the best facility nation-wide on the scale in question.

Beginning with Exhibit 9, the focus shifts from the summary scales to the individual survey questions. For each facility that met the sample size criterion, the percentages of dissatisfied, neutral and satisfied respondents are reported for each survey question that contributed to one of the summary scales.

The section concludes with an appendix that lists the individual survey items that compose each of the summary scales.

Exhibit 1. Characteristics of 2002 Respondents in VISN 11 Facilities

Characteristic	Categories	Allen Park (n=27)	Ann Arbor (n=60)	Indianapolis (n=17)	VISN 11 (n=109*)
		Percent	Percent	Percent	Percent
Principal Research Affiliation	Medical	81	64	69	67
	Rehabilitation	7	2	0	4
	Health Services	0	29	19	21
	Cooperative Studies	7	0	13	5
	Other	4	5	0	4
Years in VHA	0 to 5	8	34	31	26
	6 to 10	35	19	38	26
	Over 10	58	47	31	49
Clinical Affiliation	Surgery	15	9	7	10
	Rehabilitation	4	3	0	4
	General Internal Medicine	23	14	20	16
	Medical Subspecialty	35	31	60	36
	Psychiatry / Psychology	4	16	7	12
	Dentistry	4	2	0	3
	Other	12	21	7	15
	None	4	5	0	5
Gender	Female	12	36	25	28
Ethnicity	African-American	4	2	0	3
	Asian or Pacific Islander	12	14	6	11
	Hispanic	0	0	6	1
	White	81	78	88	80
	Other	4	7	0	5
Research Project Funding	Any	96	92	94	89
	VA	74	60	47	59
	Other Federal	41	52	53	47
	Foundation	22	40	29	32
	Pharmaceutical / Business	33	33	47	34
Principal Investigator Funding	Any	100	88	94	88
	VA	70	58	47	57
	Other Federal	30	38	47	36
	Foundation	26	27	29	26
	Pharmaceutical / Business	30	27	59	31
Degree	PhD only	28	16	12	20
	MD (MD only or MD/PhD)	72	84	88	80

*Facility sample sizes may not sum to VISN sample size because only those facilities with 10 or more respondents are reported.

Exhibit 2. VISN 11 Overview: Facility Scores on 2002 Summary Scales

	Research Work	Local Support	VISN Leadership Support	Overall VISN Support	National Research Program	Protected Time for Research
Allen Park, MI	3.51	3.45	2.84	2.52	3.18	2.96
Ann Arbor, MI	3.72	3.64**	2.98	2.64	3.26	3.71**
Indianapolis, IN	3.22*	2.83*	2.08*	2.03	2.54*	3.12
VISN Average	3.57	3.47	2.84	2.53	3.13	3.39
VHA Average	3.59	3.30	2.69	2.48	3.14	3.08

For reasons of data reliability and respondent confidentiality, only sites with 10 or more respondents are reported. In the case of integrated facilities and health care systems, separate results are reported for each campus/division that had 10 or more respondents.

All measures reported in this table utilized a 1-5 response scale with a higher score indicative of higher levels of satisfaction. Scale definitions are provided in the appendix to this chapter; scale development is described in the national summary chapter.

VISN Leadership Support is a single-item measure of the supportiveness of VISN leadership (Q3a).

Overall VISN Support is a more comprehensive scale that includes the VISN leadership item (Q3a) and seven others (Q3b through Q3h) representing a variety of VISN-based research support activities.

VISN Average = VISN average in 2002.

VHA Average = VA national average in 2002.

* A single asterisk indicates a difference between the facility and national average that was significant ($p < .05$) without a Bonferroni adjustment for multiple comparisons, but was not significant when the Bonferroni adjustment was applied.

** Double asterisks indicate a difference between the facility and national average that was significant ($p < .05$) even after the Bonferroni adjustment for multiple comparisons was applied (i.e., a difference that was significant both with and without the Bonferroni adjustment).

Exhibit 3
Satisfaction with Research Work at Local VA
2002 Survey of Researchers, VISN 11

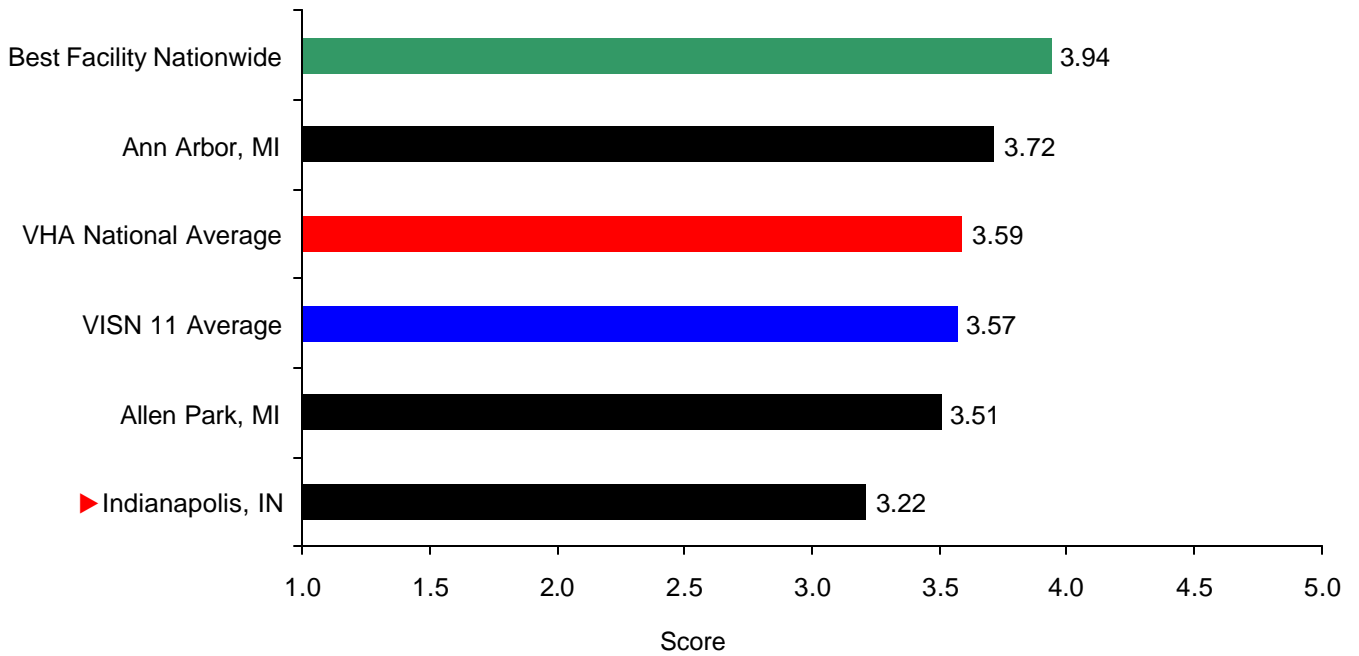
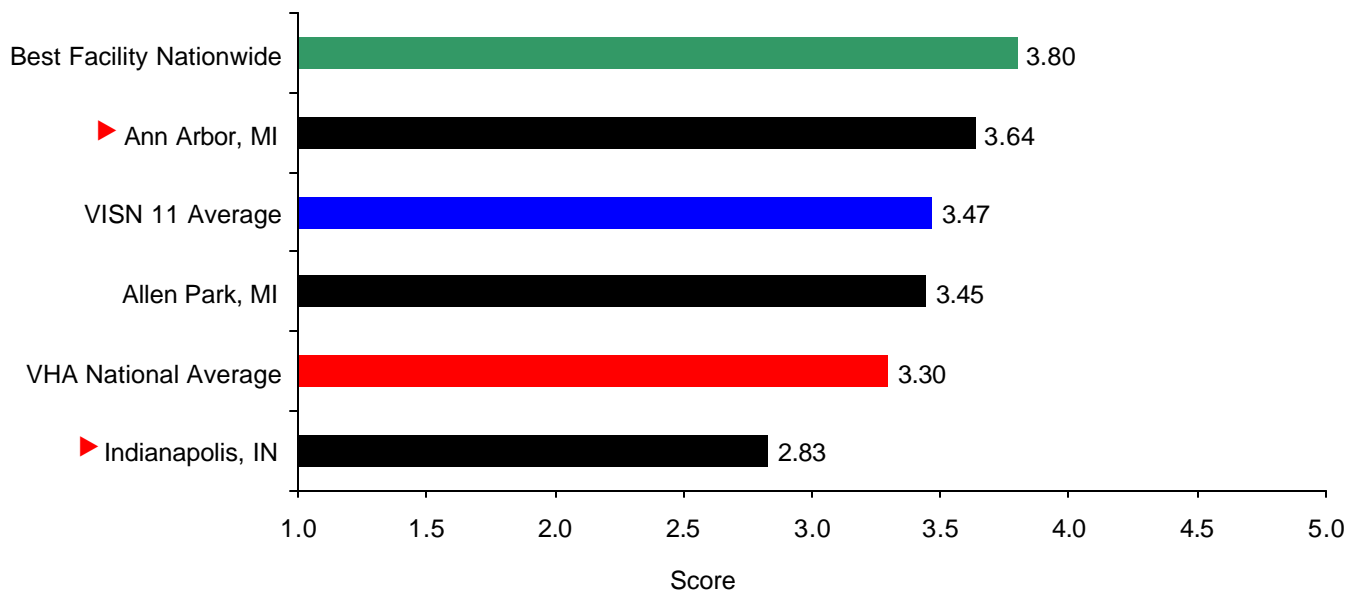


Exhibit 4
Satisfaction with Research Support at the Local Facility
2002 Survey of Researchers, VISN 11



▶ Denotes score is significantly different from national average.
Score. The response scale ranged from 1 (strongly disagree) to 5 (strongly agree).

Exhibit 5
Satisfaction with VISN Leadership Support
2002 Survey of Researchers, VISN 11

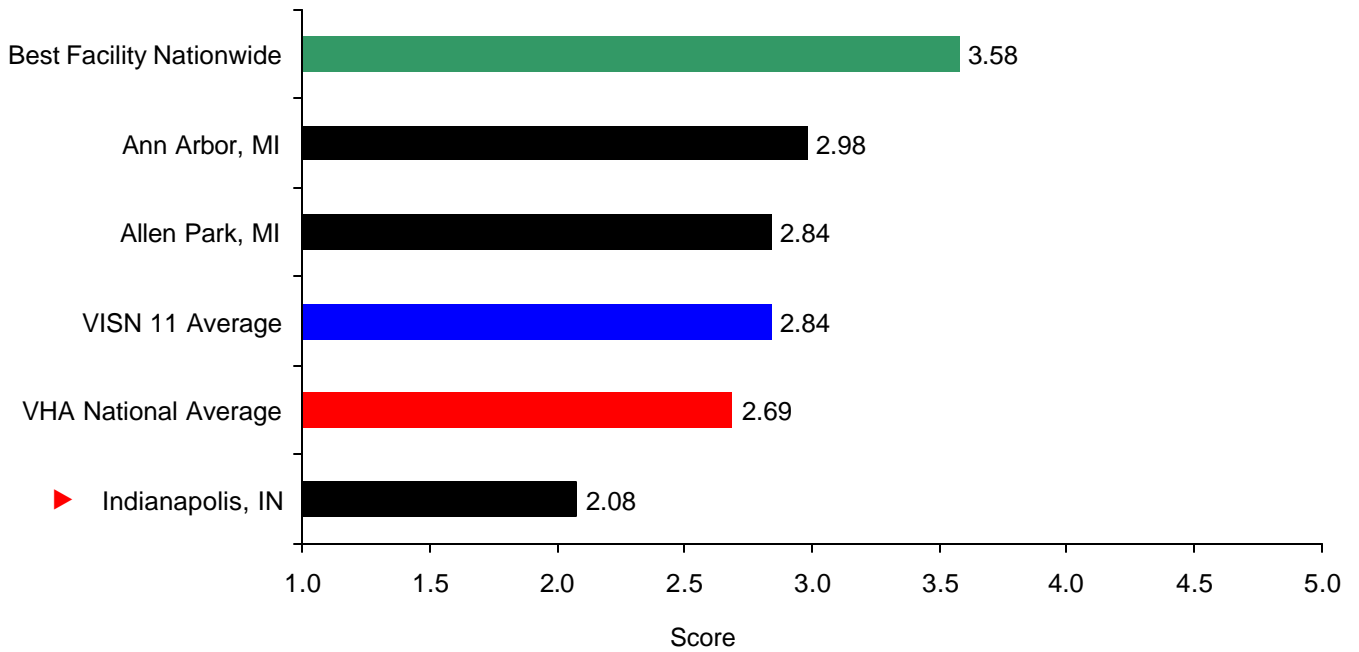
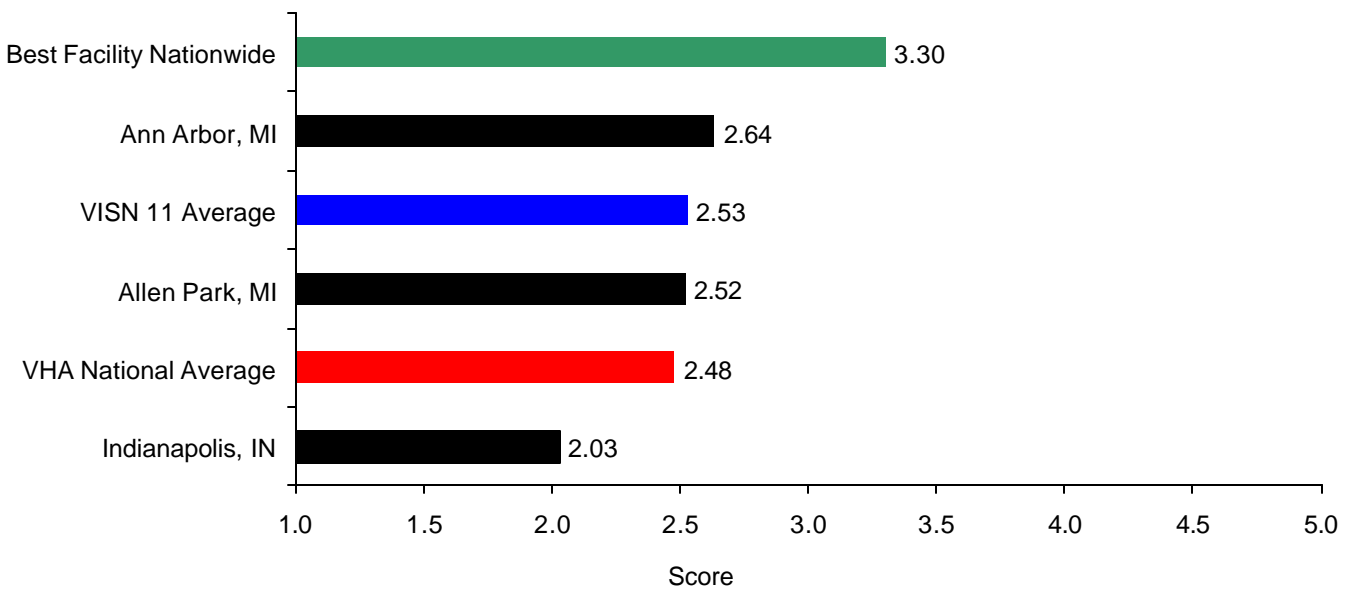


Exhibit 6
Satisfaction with Overall VISN Support
2002 Survey of Researchers, VISN 11



▶ Denotes score is significantly different from national average.

Score. The response scale ranged from 1 (strongly disagree) to 5 (strongly agree).

Exhibit 7
Satisfaction with Support from the National Research Office
2002 Survey of Researchers, VISN 11

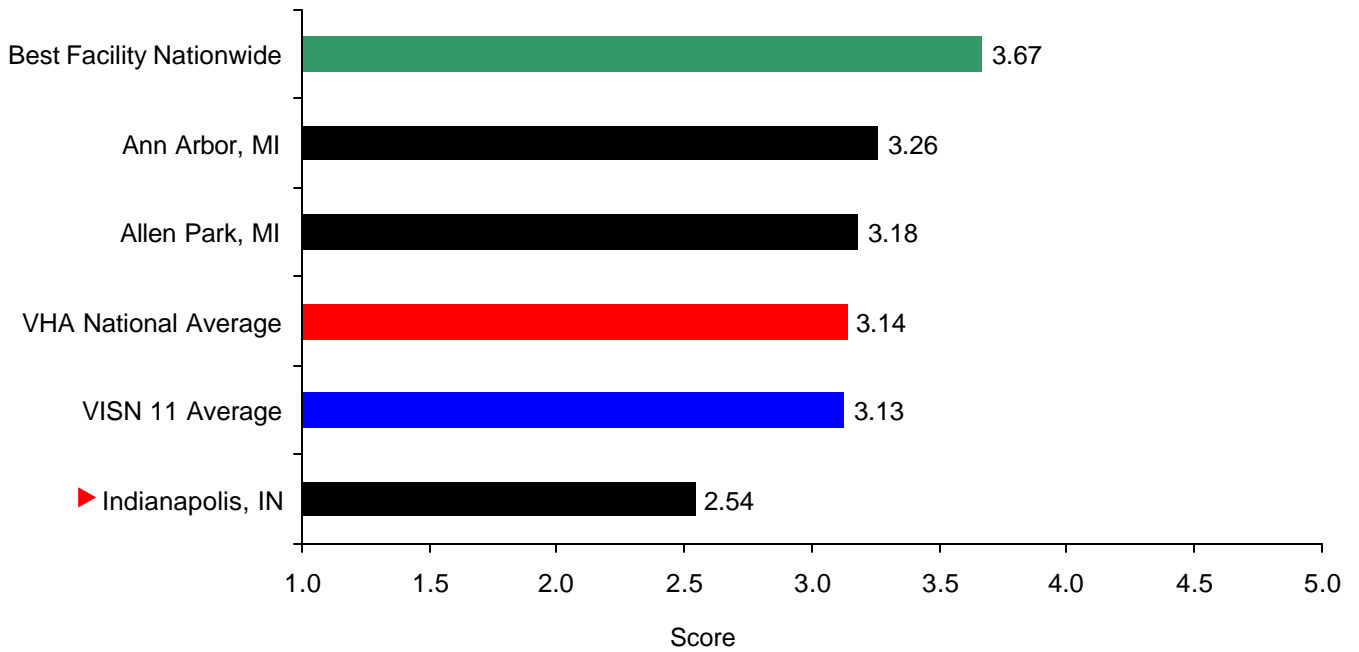
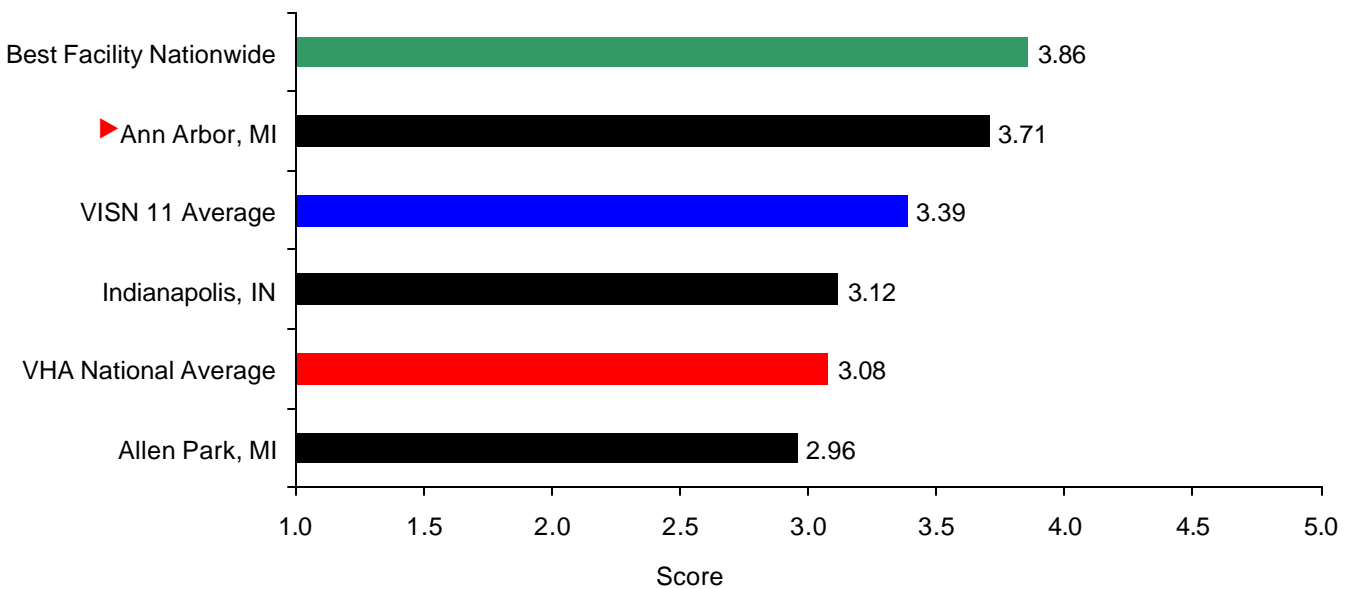


Exhibit 8
Adequacy of Protected Time for Research
2002 Survey of Researchers, VISN 11



▶ Denotes score is significantly different from national average.
Score. The response scale ranged from 1 (strongly disagree) to 5 (strongly agree).

Exhibit 9. Satisfaction with Research Support at the Local Facility

Question 1	Allen Park (n=27) Percent			Ann Arbor (n=60) Percent			Indianapolis (n=17) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Availability of RAs / technologists	38	31	31	21	27	52	59	35	6
b Availability of clerical support	44	22	33	48	14	38	82	6	12
c Competence of support staff	26	22	52	10	31	59	40	27	33
d Assistance with research project management	33	11	56	18	18	64	38	38	25
e Availability of collaborators	12	15	73	5	21	74	20	27	53
f Mentoring / collegial support	12	36	52	9	18	74	40	20	40
g Office space / facilities	19	12	69	10	20	69	31	31	38
h Laboratory space / facilities	13	9	78	18	23	60	23	38	38
i Animal care facilities	6	22	72	7	10	83	0	40	60
j Supportiveness of local VA leadership	22	30	48	7	19	74	41	18	41
k Supportiveness of affiliated university	32	12	56	8	13	79	12	29	59
l Adequacy of protected research time	44	12	44	24	9	67	29	29	41
m Computer systems / support	40	12	48	25	23	53	47	20	33
n Libraries	15	15	70	24	15	61	12	18	71

*D=Dissatisfied / N=Neutral / S=Satisfied

Exhibit 10. Satisfaction with Research Work at Local VA

Question 2	Allen Park (n=27) Percent			Ann Arbor (n=60) Percent			Indianapolis (n=17) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Salary / fringe benefits	36	23	41	25	30	46	44	38	19
b Future security of research opportunities	32	44	24	26	41	33	50	31	19
n Job security	12	35	54	7	22	71	19	31	50
c Workload	35	27	38	24	32	44	38	56	6
d Level of stress	35	31	35	33	32	35	33	53	13
e Opportunities for creativity	19	23	58	9	29	62	25	38	38
f Opportunities to use my skills	15	19	65	5	27	68	31	19	50
g Opportunities to expand my skills	26	30	44	8	34	58	20	40	40
h Enjoyment of the research	4	7	89	3	5	92	13	19	69
i Autonomy to choose research direction	12	8	81	0	8	92	0	13	87
j Amount of paperwork	48	22	30	52	32	17	50	50	0
k Communication within local research services	22	22	56	5	39	56	40	33	27
l Overall satisfaction with local research environment	30	19	52	7	25	68	50	19	31
m Attractiveness of my position compared to other job opportunities	31	23	46	14	37	49	13	56	31

*D=Dissatisfied / N=Neutral / S=Satisfied

Exhibit 11. Satisfaction with Research Support from the VISN

Question 3	Allen Park (n=27) Percent			Ann Arbor (n=60) Percent			Indianapolis (n=17) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Supportiveness of VISN leadership	36	44	20	25	44	31	62	31	8
b VISN support for protected time	57	29	14	30	39	32	36	57	7
c VISN educational programs	43	48	10	31	56	13	57	43	0
d VISN support for specific projects	30	52	17	37	43	20	57	43	0
e Opportunities to contribute to decisions	33	52	14	38	46	16	50	43	7
f VISN rewards and recognition for research	43	48	9	47	45	8	57	43	0
g Synergy among researchers in VISN	33	50	17	39	49	12	79	21	0
h VISN recognition of work at university	45	50	5	42	48	10	71	29	0

*D=Dissatisfied / N=Neutral / S=Satisfied

Exhibit 12. Satisfaction with Support from the National Research Office

Question 4	Allen Park (n=27) Percent			Ann Arbor (n=60) Percent			Indianapolis (n=17) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Supportiveness of VA research headquarters	19	23	58	21	31	48	29	64	7
b Communications w/VA research headquarters	17	38	46	11	45	43	43	57	0
c VA letter of intent process	23	23	55	10	42	48	29	64	7
d VA grant review process	22	17	61	17	30	54	33	40	27
e Funding level, VA investigator initiated grants	43	22	35	43	23	34	50	43	7

*D=Dissatisfied / N=Neutral / S=Satisfied

Exhibit 13. Attractiveness of VA Position

Questions 6-11, 13 ⁴	Allen Park (n=27) Percent			Ann Arbor (n=60) Percent			Indianapolis (n=17) Percent		
	No ¹	Neutral	Yes ²	No ¹	Neutral	Yes ²	No ¹	Neutral	Yes ²
6 If you had to decide all over again, do you think you would choose a career in the VA?	19	30	52	7	30	63	35	29	35
7 Would you recommend a research career in the VA to a colleague?	26	33	41	10	28	62	41	35	24
8 Do you think you will look for a job outside of the VA in the next year?	67	15	19	63	18	18	59	29	12
9 Is it likely that you will retire from the VA in the next five years?	63	22	15	75	13	12	71	12	18
10 Do you personally know of any individual whose recruitment to VA was made possible by the availability of research opportunities and support in the VA?	42	NA	58	30	NA	70	56	NA	44
11 Do you personally know of an individual who could not be recruited to the VA because opportunities and support for research in the VA were insufficient?	56	NA	44	77	NA	23	56	NA	44
13 If research opportunities were <u>not</u> available in the VA, how likely do you think it is that you would currently be working in the VA system? ³	56	NA	44	70	NA	30	65	NA	35

NA = Not applicable; no neutral response category for this question.

¹Includes “probably not” and “no.”

²Includes “probably yes” and “yes.”

³Respondents indicating that there was less than or equal to a 5% chance that they would work in VA if research opportunities were not available were defined as “No.”

⁴Question 12 not included in this table because of differences in response scale.

Appendix. Scale Definitions

Scale	Definition	Survey Items
Research Work	Satisfaction with own research work (e.g., levels of stress, opportunities for creativity, attractiveness of my position compared with other available job opportunities).	Q2c - Q2i and Q2m
Local Support	Satisfaction with local VA facilities and support (e.g., availability of support staff, computer systems/support, laboratory space).	Q1b - Q1d, Q1f - Q1j, Q1m, Q1n, Q2k and Q2L
VISN Leadership Support	Satisfaction with supportiveness of VISN leadership	Q3a
Overall VISN Support	Satisfaction with VISN support and opportunities (e.g., VISN rewards and recognition supporting research, VISN support for specific research projects, supportiveness of VISN leadership)	Q3a - Q3h
National Research Program	Satisfaction with support and opportunities in VA national research system (e.g., supportiveness of research headquarters, satisfaction with grant review process)	Q4a - Q4e
Protected Time for Research	Adequacy of own protected time for research	Q1L