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MANAGEMENT DECISION  
AND RESEARCH CENTER

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**National Survey of VA Researchers  
2002**

**Volume 2  
Facility-Level Results:  
VISN 18**

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**HEALTH SERVICES RESEARCH AND DEVELOPMENT SERVICE**

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

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**National Survey of VA Researchers  
2002**

**Volume 2  
Facility-Level Results:  
VISN 18**

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## 2002 National Survey of VA Researchers

### 3. Facility-Level Results: VISN 18

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## **2002 Survey of VA Researchers Facility-Level Results: VISN 18**

### **Introduction**

This third and final section of the 2002 Survey of VA Researchers report presents results at the facility level for VISN 18. 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 18 Facilities**

| Characteristic                 | Categories                | Albuquerque<br>(n=22) | Phoenix<br>(n=22) | Tucson<br>(n=16) | VISN 18<br>(n=62*) |
|--------------------------------|---------------------------|-----------------------|-------------------|------------------|--------------------|
|                                |                           | Percent               | Percent           | Percent          | Percent            |
| Principal Research Affiliation | Medical                   | 64                    | 50                | 75               | 63                 |
|                                | Rehabilitation            | 0                     | 9                 | 0                | 3                  |
|                                | Health Services           | 18                    | 0                 | 13               | 10                 |
|                                | Cooperative Studies       | 14                    | 14                | 0                | 10                 |
|                                | Other                     | 5                     | 27                | 13               | 15                 |
| Years in VHA                   | 0 to 5                    | 18                    | 45                | 6                | 24                 |
|                                | 6 to 10                   | 18                    | 23                | 31               | 23                 |
|                                | Over 10                   | 64                    | 32                | 63               | 53                 |
| Clinical Affiliation           | Surgery                   | 0                     | 14                | 19               | 10                 |
|                                | Rehabilitation            | 0                     | 5                 | 0                | 2                  |
|                                | General Internal Medicine | 9                     | 5                 | 19               | 10                 |
|                                | Medical Subspecialty      | 45                    | 41                | 25               | 39                 |
|                                | Psychiatry / Psychology   | 27                    | 5                 | 13               | 15                 |
|                                | Dentistry                 | 0                     | 0                 | 0                | 0                  |
|                                | Other                     | 18                    | 32                | 13               | 23                 |
| None                           | 0                         | 0                     | 13                | 3                |                    |
| Gender                         | Female                    | 38                    | 32                | 25               | 33                 |
| Ethnicity                      | African-American          | 0                     | 0                 | 0                | 0                  |
|                                | Asian or Pacific Islander | 9                     | 5                 | 0                | 5                  |
|                                | Hispanic                  | 9                     | 5                 | 6                | 6                  |
|                                | White                     | 82                    | 91                | 88               | 87                 |
|                                | Other                     | 0                     | 0                 | 6                | 2                  |
| Research Project Funding       | Any                       | 73                    | 77                | 94               | 81                 |
|                                | VA                        | 55                    | 36                | 38               | 42                 |
|                                | Other Federal             | 27                    | 18                | 38               | 29                 |
|                                | Foundation                | 14                    | 18                | 38               | 24                 |
|                                | Pharmaceutical / Business | 23                    | 50                | 63               | 44                 |
| Principal Investigator Funding | Any                       | 68                    | 77                | 94               | 79                 |
|                                | VA                        | 41                    | 36                | 38               | 37                 |
|                                | Other Federal             | 18                    | 9                 | 13               | 15                 |
|                                | Foundation                | 14                    | 9                 | 31               | 19                 |
|                                | Pharmaceutical / Business | 18                    | 45                | 56               | 39                 |
| Degree                         | PhD only                  | 35                    | 20                | 17               | 27                 |
|                                | MD (MD only or MD/PhD)    | 65                    | 80                | 83               | 73                 |

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

## Exhibit 2. VISN 18 Overview: Facility Scores on 2002 Summary Scales

|                 | Research Work | Local Support | VISN Leadership Support | Overall VISN Support | National Research Program | Protected Time for Research |
|-----------------|---------------|---------------|-------------------------|----------------------|---------------------------|-----------------------------|
| Albuquerque, NM | 3.50          | 3.34          | 2.85                    | 2.54                 | 3.20                      | 2.81                        |
| Phoenix, AZ     | 3.76          | 3.24          | 3.00                    | 2.88*                | 3.23                      | 3.25                        |
| Tucson, AZ      | 3.18*         | 2.97          | 2.27                    | 2.14                 | 3.38                      | 2.21*                       |
| VISN Average    | 3.47          | 3.16          | 2.70                    | 2.49                 | 3.26                      | 2.79                        |
| 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 18

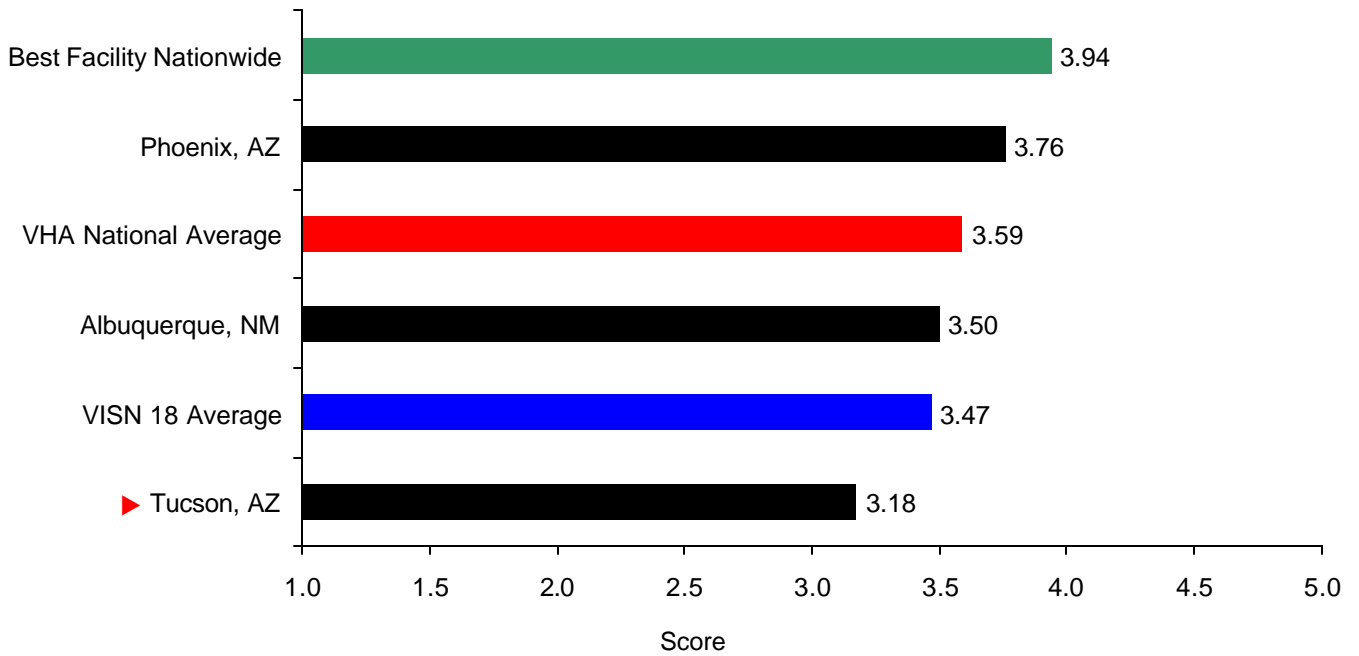
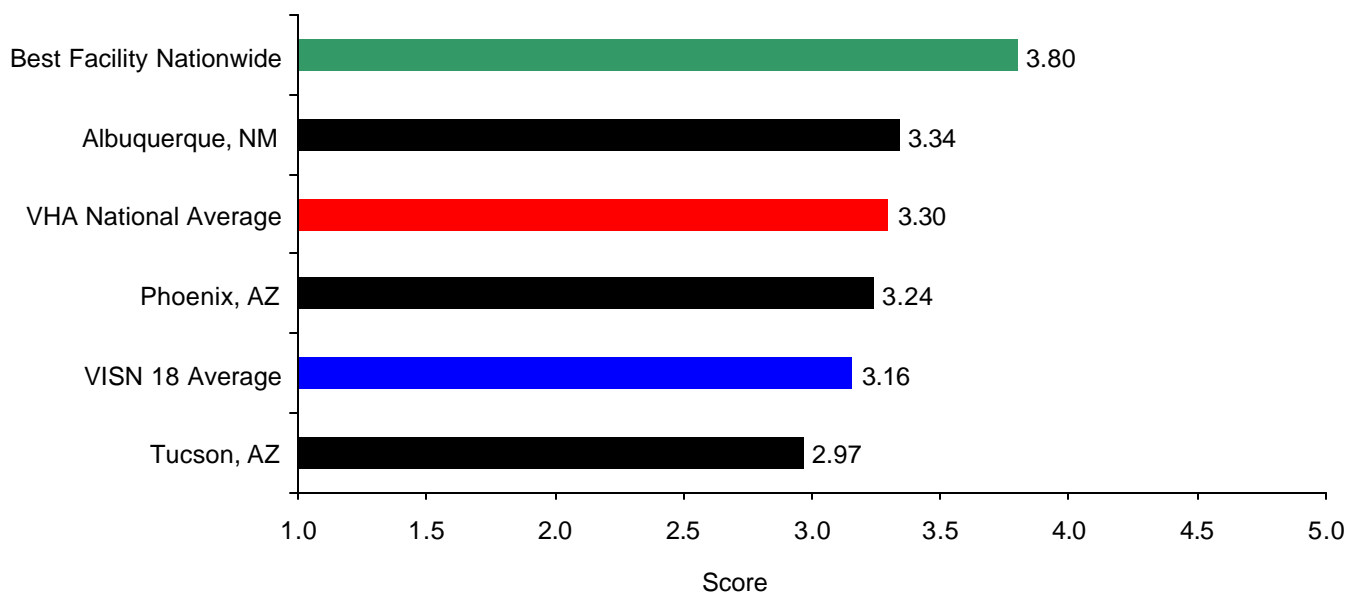


Exhibit 4  
Satisfaction with Research Support at the Local Facility  
2002 Survey of Researchers, VISN 18



▶ 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 18

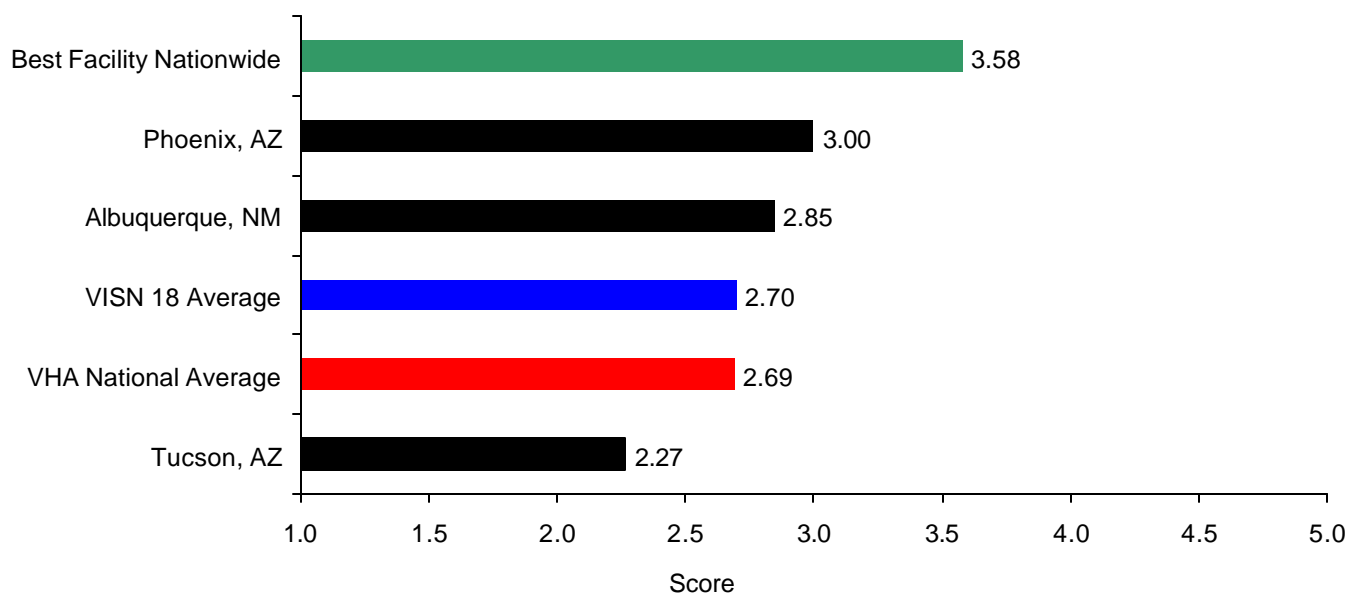
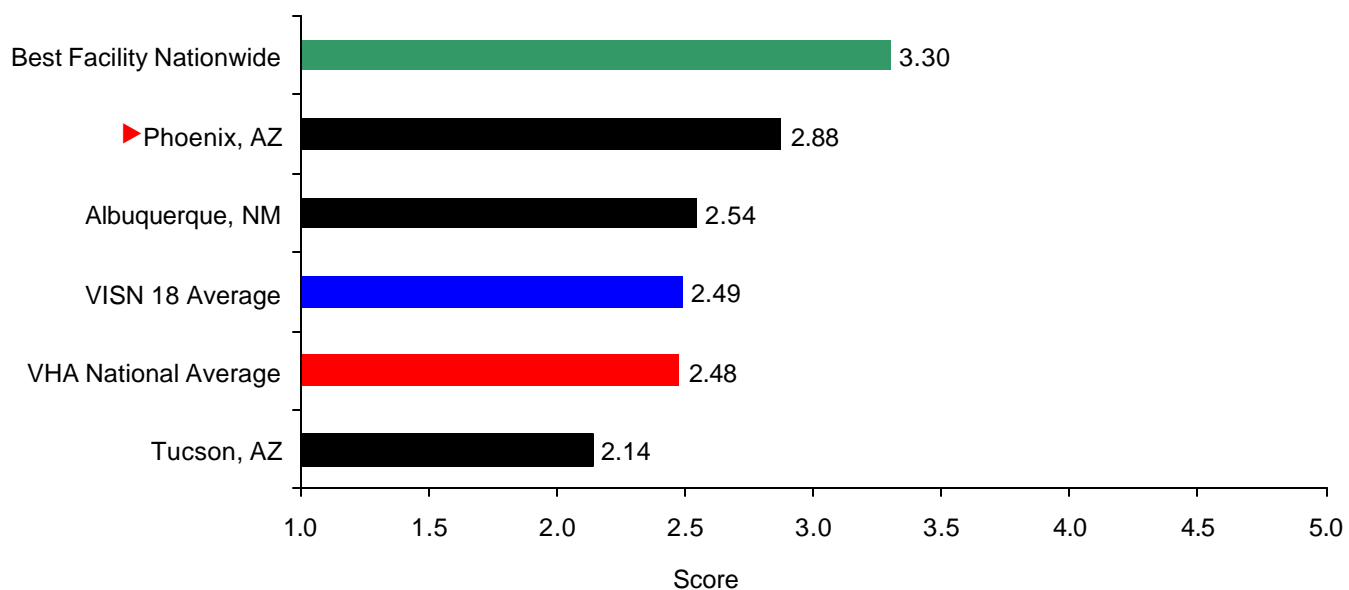


Exhibit 6  
Satisfaction with Overall VISN Support  
2002 Survey of Researchers, VISN 18



▶ 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 18

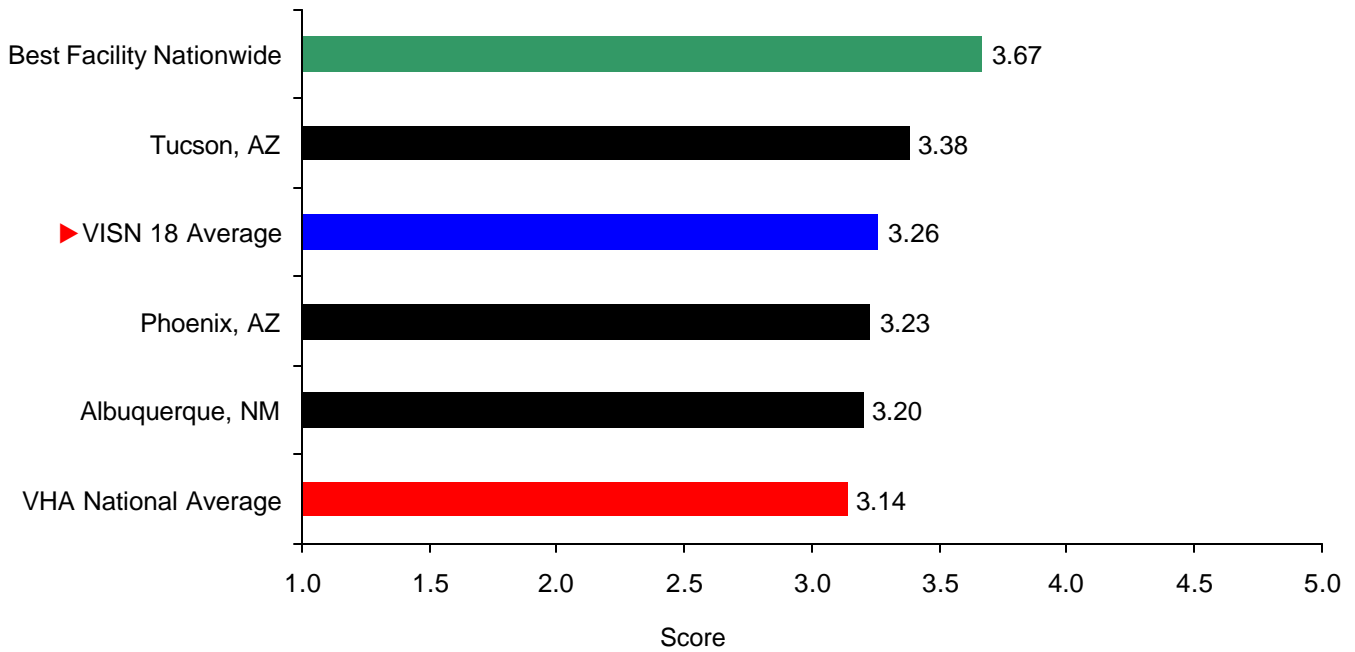
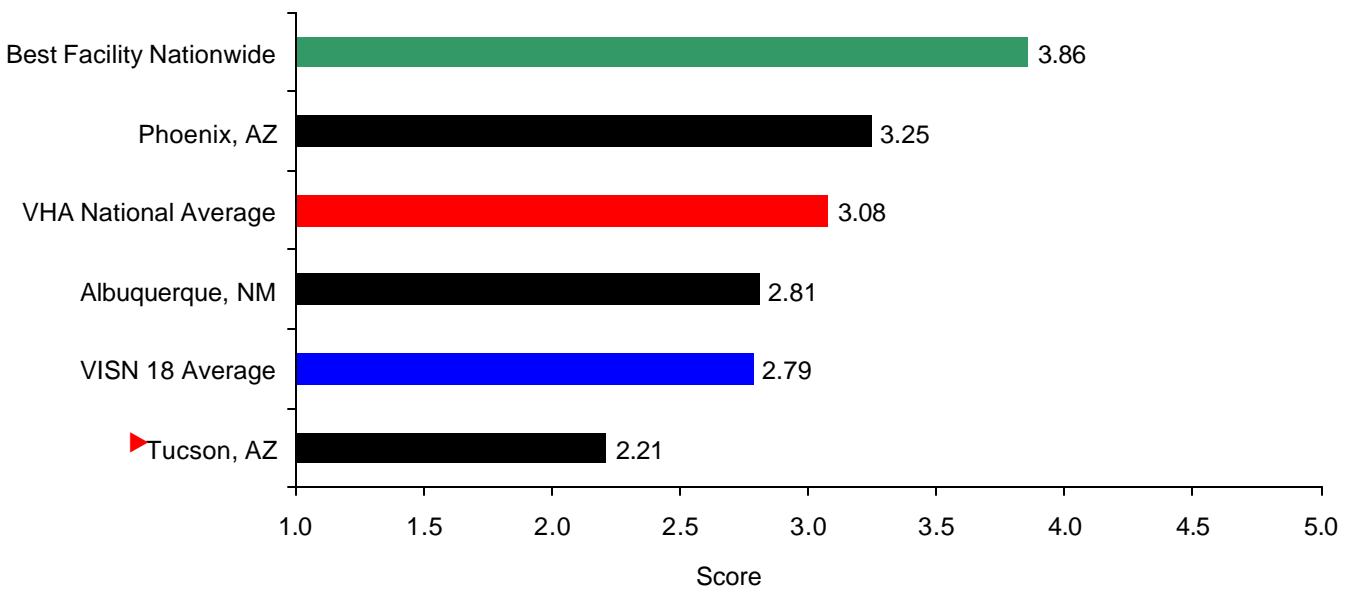


Exhibit 8  
Adequacy of Protected Time for Research  
2002 Survey of Researchers, VISN 18



▶ 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                                    | Albuquerque<br>(n=22)<br>Percent |    |    | Phoenix<br>(n=22)<br>Percent |    |    | Tucson<br>(n=16)<br>Percent |    |    |
|---|----------------------------------|----|----|------------------------------|----|----|-----------------------------|----|----|
|   | D*                               | N* | S* | D                            | N  | S  | D                           | N  | S  |
| a Availability of RAs / technologists         | 43                               | 24 | 33 | 25                           | 31 | 44 | 43                          | 29 | 29 |
| b Availability of clerical support            | 70                               | 15 | 15 | 44                           | 33 | 22 | 73                          | 13 | 13 |
| c Competence of support staff                 | 5                                | 30 | 65 | 16                           | 37 | 47 | 14                          | 36 | 50 |
| d Assistance with research project management | 11                               | 16 | 74 | 46                           | 46 | 8  | 13                          | 27 | 60 |
| e Availability of collaborators               | 18                               | 32 | 50 | 5                            | 53 | 42 | 31                          | 38 | 31 |
| f Mentoring / collegial support               | 20                               | 40 | 40 | 0                            | 57 | 43 | 50                          | 38 | 13 |
| g Office space / facilities                   | 41                               | 14 | 45 | 30                           | 15 | 55 | 56                          | 25 | 19 |
| h Laboratory space / facilities               | 36                               | 14 | 50 | 44                           | 19 | 38 | 50                          | 33 | 17 |
| i Animal care facilities                      | 0                                | 50 | 50 | 67                           | 33 | 0  | 0                           | 20 | 80 |
| j Supportiveness of local VA leadership       | 27                               | 18 | 55 | 14                           | 24 | 62 | 73                          | 13 | 13 |
| k Supportiveness of affiliated university     | 38                               | 29 | 33 | 22                           | 44 | 33 | 53                          | 13 | 33 |
| l Adequacy of protected research time         | 43                               | 33 | 24 | 30                           | 25 | 45 | 64                          | 7  | 29 |
| m Computer systems / support                  | 38                               | 19 | 43 | 0                            | 33 | 67 | 38                          | 31 | 31 |
| n Libraries                                   | 9                                | 36 | 55 | 9                            | 18 | 73 | 13                          | 25 | 63 |

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

**Exhibit 10. Satisfaction with Research Work at Local VA**

| Question 2  | Albuquerque<br>(n=22)<br>Percent |    |    | Phoenix<br>(n=22)<br>Percent |    |    | Tucson<br>(n=16)<br>Percent |    |    |
|---|----------------------------------|----|----|------------------------------|----|----|-----------------------------|----|----|
|   | D*                               | N* | S* | D                            | N  | S  | D                           | N  | S  |
| a Salary / fringe benefits  | 26                               | 37 | 37 | 25                           | 25 | 50 | 27                          | 27 | 47 |
| b Future security of research opportunities                         | 38                               | 29 | 33 | 20                           | 25 | 55 | 44                          | 31 | 25 |
| n Job security  | 15                               | 15 | 70 | 5                            | 5  | 89 | 7                           | 13 | 80 |
| c Workload  | 38                               | 33 | 29 | 35                           | 25 | 40 | 44                          | 31 | 25 |
| d Level of stress   | 27                               | 41 | 32 | 24                           | 33 | 43 | 44                          | 38 | 19 |
| e Opportunities for creativity                                      | 27                               | 14 | 59 | 10                           | 29 | 62 | 44                          | 31 | 25 |
| f Opportunities to use my skills                                    | 24                               | 19 | 57 | 5                            | 18 | 77 | 50                          | 13 | 38 |
| g Opportunities to expand my skills                                 | 29                               | 19 | 52 | 5                            | 23 | 73 | 44                          | 19 | 38 |
| h Enjoyment of the research   | 5                                | 9  | 86 | 5                            | 14 | 82 | 6                           | 6  | 88 |
| i Autonomy to choose research direction                             | 0                                | 9  | 91 | 0                            | 10 | 90 | 6                           | 6  | 88 |
| j Amount of paperwork   | 41                               | 36 | 23 | 23                           | 45 | 32 | 31                          | 44 | 25 |
| k Communication within local research services                      | 9                                | 36 | 55 | 18                           | 32 | 50 | 25                          | 19 | 56 |
| l Overall satisfaction with local research environment              | 9                                | 36 | 55 | 19                           | 19 | 62 | 50                          | 25 | 25 |
| m Attractiveness of my position compared to other job opportunities | 20                               | 30 | 50 | 0                            | 47 | 53 | 20                          | 40 | 40 |

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

**Exhibit 11. Satisfaction with Research Support from the VISN**

| Question 3                                  | Albuquerque<br>(n=22)<br>Percent |    |    | Phoenix<br>(n=22)<br>Percent |    |    | Tucson<br>(n=16)<br>Percent |    |    |
|---|----------------------------------|----|----|------------------------------|----|----|-----------------------------|----|----|
|   | D*                               | N* | S* | D                            | N  | S  | D                           | N  | S  |
| a Supportiveness of VISN leadership         | 35                               | 40 | 25 | 29                           | 47 | 24 | 53                          | 40 | 7  |
| b VISN support for protected time           | 29                               | 59 | 12 | 29                           | 53 | 18 | 73                          | 20 | 7  |
| c VISN educational programs                 | 26                               | 53 | 21 | 12                           | 47 | 41 | 60                          | 27 | 13 |
| d VISN support for specific projects        | 32                               | 47 | 21 | 27                           | 47 | 27 | 40                          | 40 | 20 |
| e Opportunities to contribute to decisions  | 42                               | 47 | 11 | 36                           | 64 | 0  | 67                          | 27 | 7  |
| f VISN rewards and recognition for research | 50                               | 40 | 10 | 27                           | 67 | 7  | 80                          | 13 | 7  |
| g Synergy among researchers in VISN         | 40                               | 45 | 15 | 33                           | 60 | 7  | 67                          | 20 | 13 |
| h VISN recognition of work at university    | 53                               | 42 | 5  | 10                           | 90 | 0  | 71                          | 14 | 14 |

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

**Exhibit 12. Satisfaction with Support from the National Research Office**

| Question 4  | Albuquerque<br>(n=22)<br>Percent |    |    | Phoenix<br>(n=22)<br>Percent |    |    | Tucson<br>(n=16)<br>Percent |    |    |
|---|----------------------------------|----|----|------------------------------|----|----|-----------------------------|----|----|
|   | D*                               | N* | S* | D                            | N  | S  | D                           | N  | S  |
| a Supportiveness of VA research headquarters      | 14                               | 43 | 43 | 6                            | 56 | 38 | 38                          | 31 | 31 |
| b Communications w/VA research headquarters       | 14                               | 48 | 38 | 14                           | 57 | 29 | 23                          | 46 | 31 |
| c VA letter of intent process                     | 5                                | 63 | 32 | 0                            | 67 | 33 | 0                           | 21 | 79 |
| d VA grant review process                         | 0                                | 50 | 50 | 7                            | 60 | 33 | 14                          | 36 | 50 |
| e Funding level, VA investigator initiated grants | 37                               | 47 | 16 | 25                           | 50 | 25 | 29                          | 29 | 43 |

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

**Exhibit 13. Attractiveness of VA Position**

| Questions 6-11, 13 <sup>4</sup>  | Albuquerque<br>(n=22)<br>Percent |         |                  | Phoenix<br>(n=22)<br>Percent |         |                  | Tucson<br>(n=16)<br>Percent |         |                  |
|--|----------------------------------|---------|------------------|------------------------------|---------|------------------|-----------------------------|---------|------------------|
|  | No <sup>1</sup>                  | Neutral | Yes <sup>2</sup> | No <sup>1</sup>              | Neutral | Yes <sup>2</sup> | No <sup>1</sup>             | Neutral | Yes <sup>2</sup> |
| 6 If you had to decide all over again, do you think you would choose a career in the VA?   | 14                               | 38      | 48               | 14                           | 0       | 86               | 31                          | 25      | 44               |
| 7 Would you recommend a research career in the VA to a colleague?  | 24                               | 33      | 43               | 32                           | 14      | 55               | 38                          | 31      | 31               |
| 8 Do you think you will look for a job outside of the VA in the next year?   | 67                               | 0       | 33               | 82                           | 14      | 5                | 44                          | 19      | 38               |
| 9 Is it likely that you will retire from the VA in the next five years?  | 48                               | 5       | 48               | 86                           | 10      | 5                | 38                          | 6       | 56               |
| 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?         | 43                               | NA      | 57               | 27                           | NA      | 73               | 38                          | NA      | 63               |
| 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?        | 52                               | NA      | 48               | 59                           | NA      | 41               | 50                          | NA      | 50               |
| 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? <sup>3</sup> | 50                               | NA      | 50               | 32                           | NA      | 68               | 56                          | NA      | 44               |

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

<sup>1</sup>Includes “probably not” and “no.”

<sup>2</sup>Includes “probably yes” and “yes.”

<sup>3</sup>Respondents 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.”

<sup>4</sup>Question 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   |