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

**Volume 2
Facility-Level Results:
VISN 21**

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 21**

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2002 National Survey of VA Researchers

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2002 Survey of VA Researchers Facility-Level Results: VISN 21

Introduction

This third and final section of the 2002 Survey of VA Researchers report presents results at the facility level for VISN 21. 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 21 Facilities

Characteristic	Categories	VANCHS: Martinez (n=19)	VAPAHCS: Palo Alto (n=79)	San Francisco (n=55)	VISN 21 (n=171*)
		Percent	Percent	Percent	Percent
Principal Research Affiliation	Medical	84	44	89	66
	Rehabilitation	5	19	0	9
	Health Services	5	23	7	15
	Cooperative Studies	0	5	2	3
	Other	5	8	2	7
Years in VHA	0 to 5	16	21	13	17
	6 to 10	32	18	9	16
	Over 10	53	61	78	67
Clinical Affiliation	Surgery	0	8	6	6
	Rehabilitation	0	11	0	5
	General Internal Medicine	11	3	15	8
	Medical Subspecialty	37	20	35	28
	Psychiatry / Psychology	16	30	9	23
	Dentistry	0	0	2	1
	Other	37	22	31	25
	None	0	7	2	4
Gender	Female	21	29	22	26
Ethnicity	African-American	0	1	0	1
	Asian or Pacific Islander	21	8	11	10
	Hispanic	0	0	2	2
	White	79	89	83	83
	Other	0	1	4	4
Research Project Funding	Any	84	85	98	89
	VA	53	71	62	64
	Other Federal	53	39	78	53
	Foundation	32	16	27	22
	Pharmaceutical / Business	32	33	45	37
Principal Investigator Funding	Any	84	84	96	88
	VA	47	58	60	55
	Other Federal	42	33	71	44
	Foundation	26	14	25	19
	Pharmaceutical / Business	21	25	44	32
Degree	PhD only	50	49	26	40
	MD (MD only or MD/PhD)	50	51	74	60

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

Exhibit 2. VISN 21 Overview: Facility Scores on 2002 Summary Scales

	Research Work	Local Support	VISN Leadership Support	Overall VISN Support	National Research Program	Protected Time for Research
VANCHS: Martinez, CA	3.73	2.98	2.56	2.52	2.79	3.00
VAPAHCS: Palo Alto, CA	3.76*	3.24	2.78	2.60	3.19	3.25
San Francisco, CA	3.71	3.10*	2.75	2.43	2.89*	3.16
VISN Average	3.66	3.11	2.67	2.49	2.99	3.05
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 21

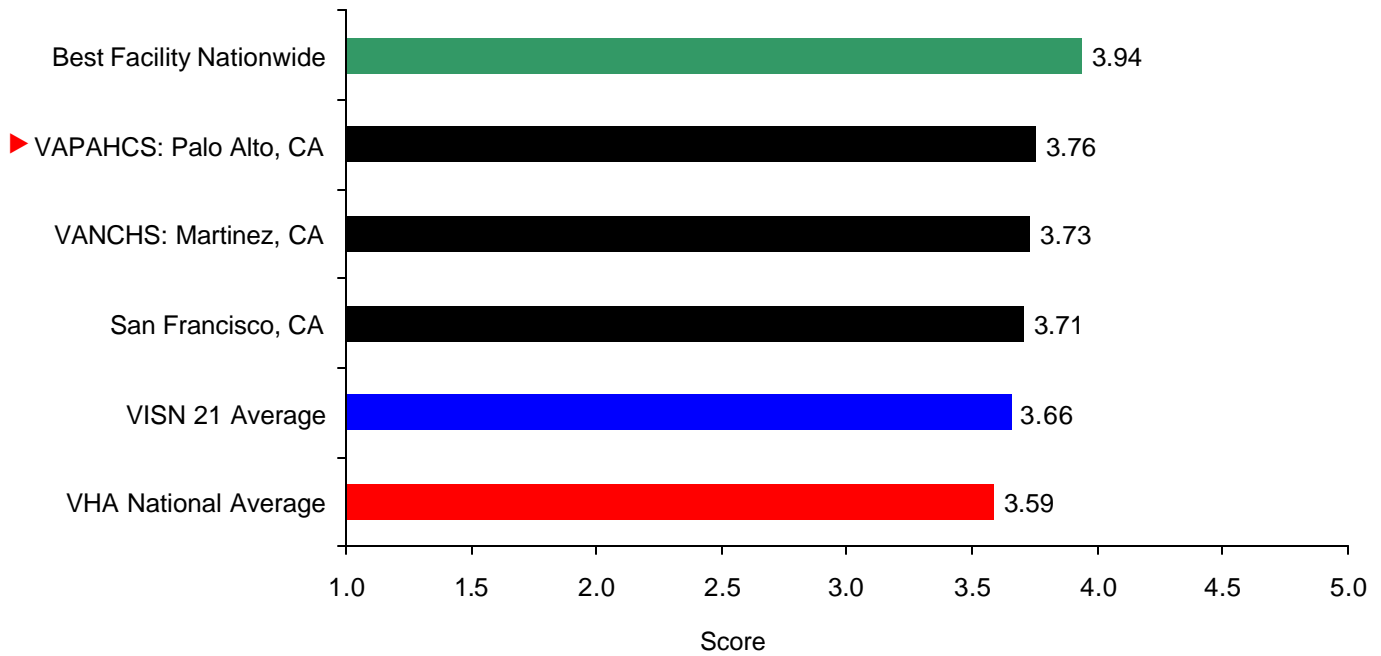
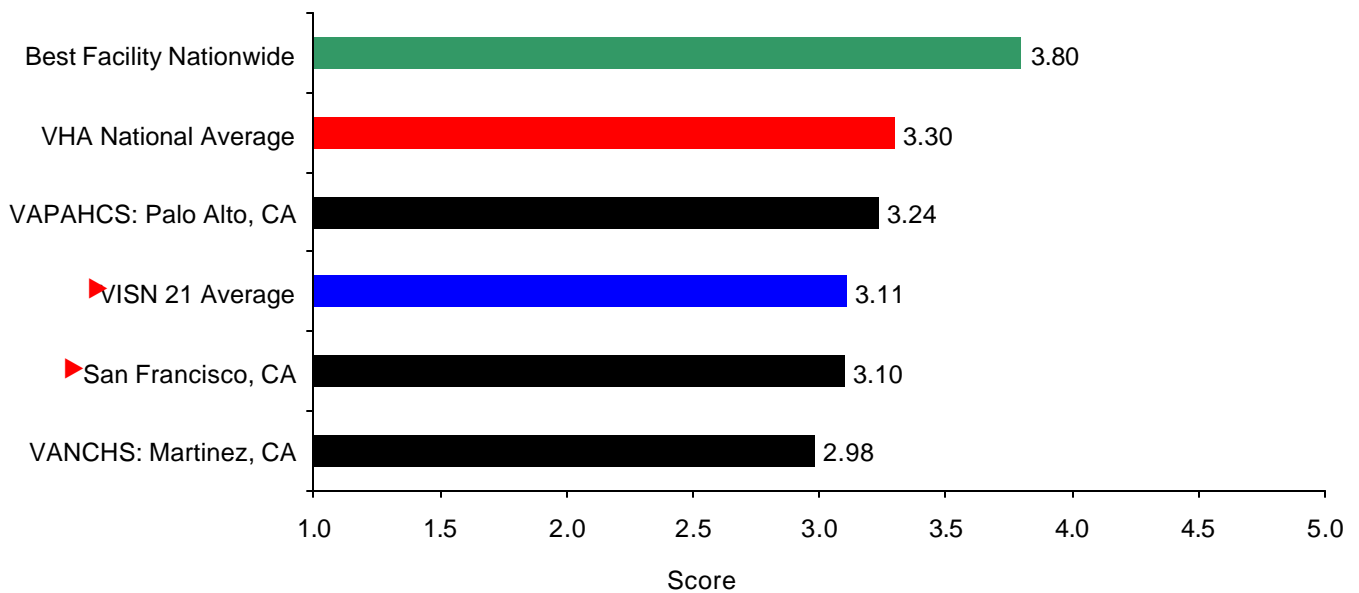


Exhibit 4
Satisfaction with Research Support at the Local Facility
2002 Survey of Researchers, VISN 21



▶ 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 21

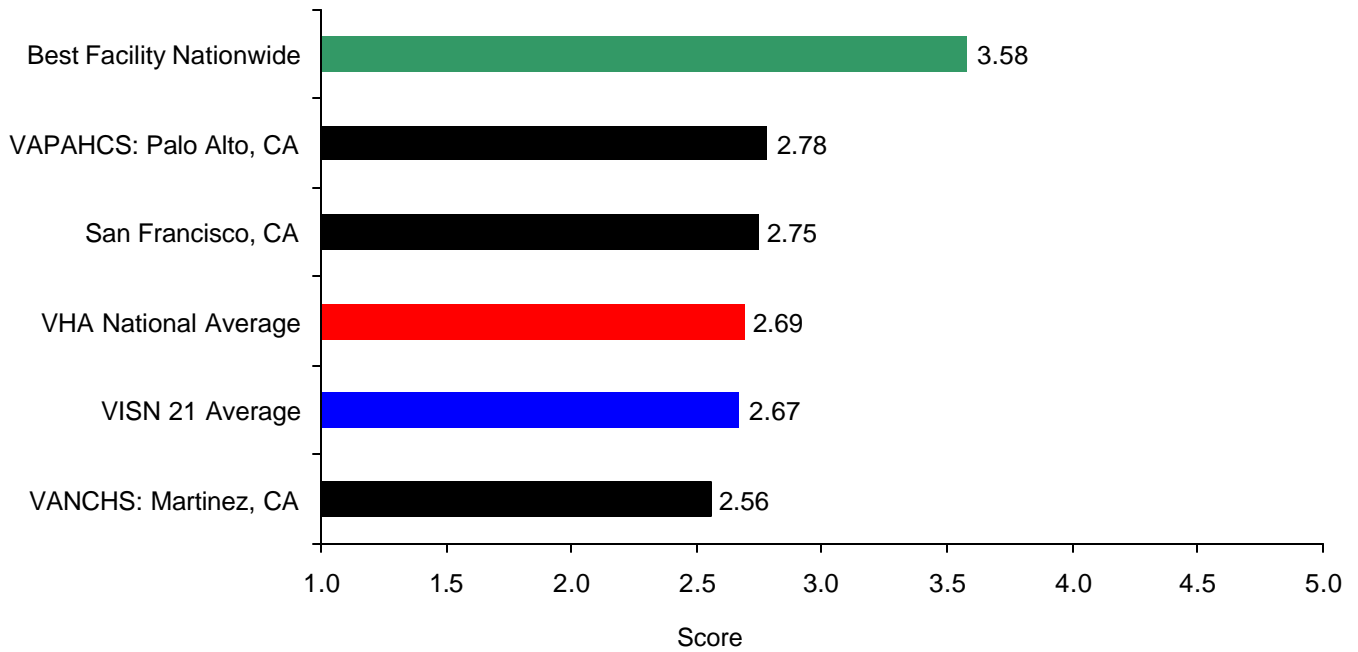
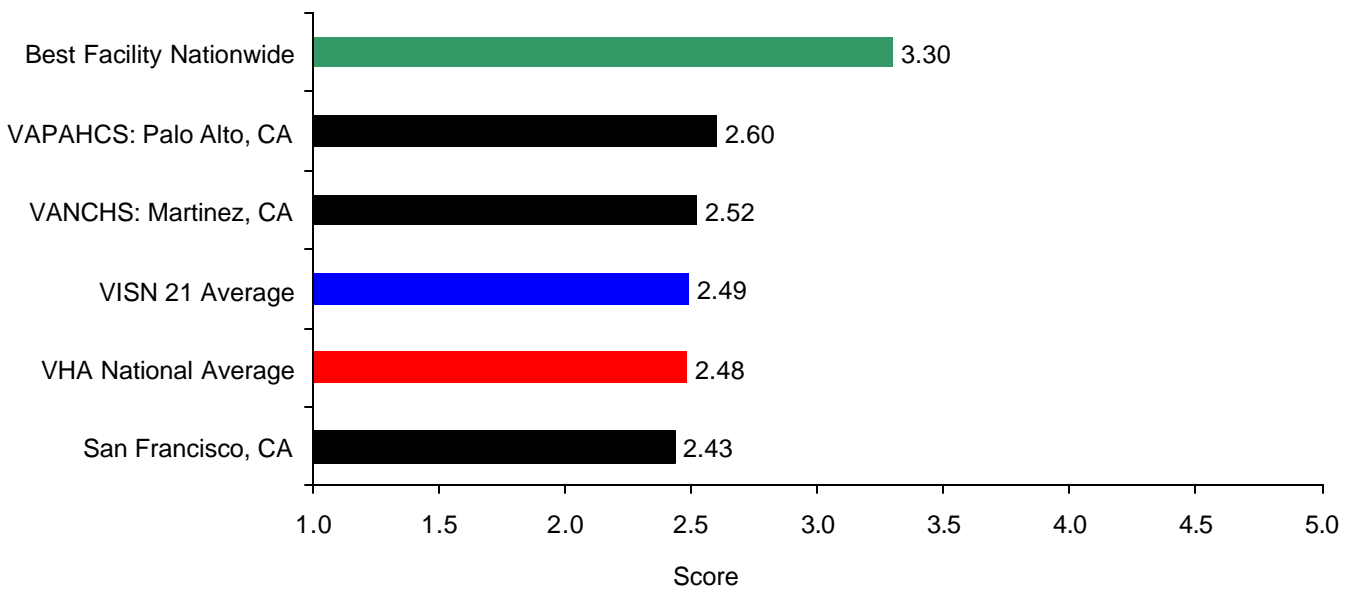


Exhibit 6
Satisfaction with Overall VISN Support
2002 Survey of Researchers, VISN 21



▶ 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 21

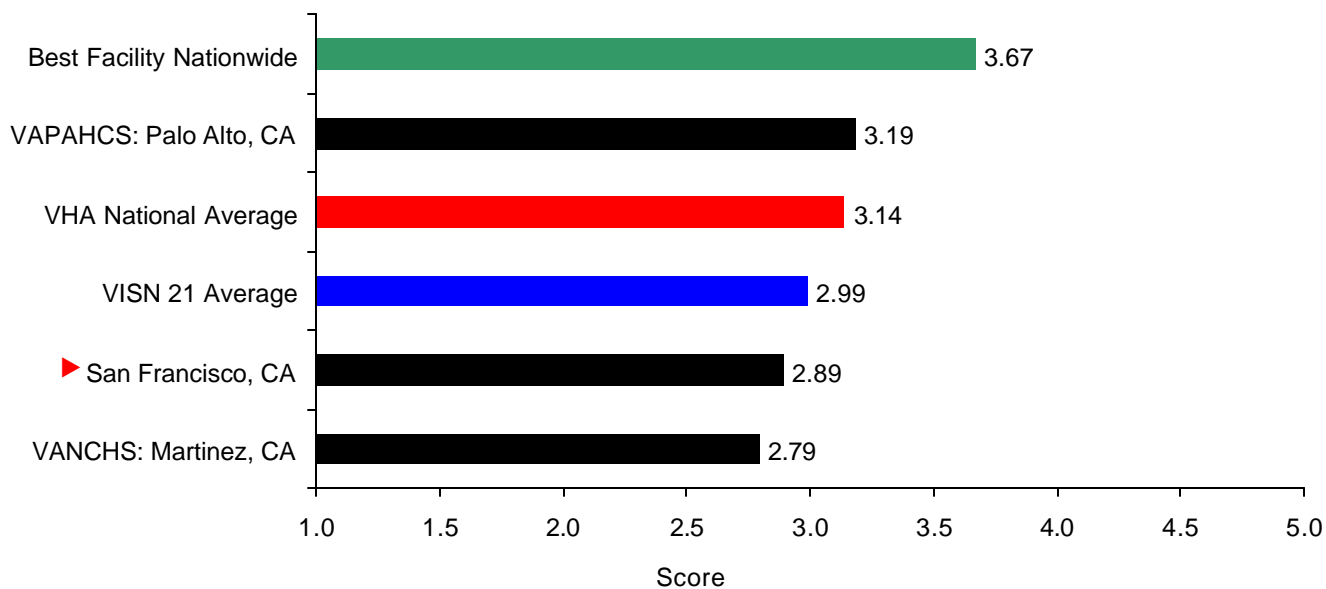
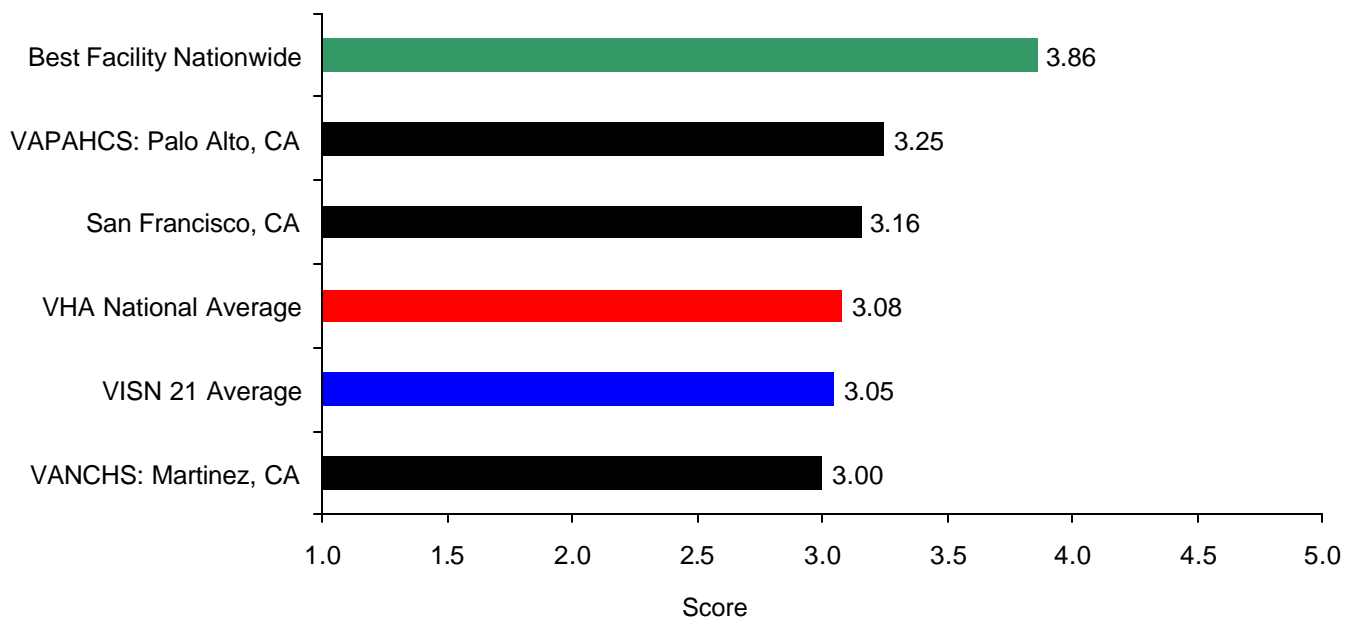


Exhibit 8
Adequacy of Protected Time for Research
2002 Survey of Researchers, VISN 21



▶ 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	VANCHS: Martinez (n=19) Percent			VAPAHCS: Palo Alto (n=79) Percent			San Francisco (n=55) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Availability of RAs / technologists	35	12	53	32	30	38	33	31	35
b Availability of clerical support	69	13	19	70	16	14	78	13	9
c Competence of support staff	61	11	28	32	20	48	56	25	18
d Assistance with research project management	50	19	31	38	17	45	56	20	24
e Availability of collaborators	26	11	63	10	13	77	4	9	87
f Mentoring / collegial support	37	11	53	15	17	68	4	19	78
g Office space / facilities	16	16	68	17	14	69	38	20	42
h Laboratory space / facilities	22	11	67	9	22	69	45	21	34
i Animal care facilities	50	0	50	4	20	76	13	16	71
j Supportiveness of local VA leadership	37	16	47	26	25	49	26	25	49
k Supportiveness of affiliated university	18	29	53	25	27	48	17	24	59
l Adequacy of protected research time	44	6	50	34	18	49	33	22	45
m Computer systems / support	37	32	32	43	19	38	36	16	47
n Libraries	39	17	44	38	23	38	5	16	78

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

Exhibit 10. Satisfaction with Research Work at Local VA

Question 2	VANCHS: Martinez (n=19) Percent			VAPAHCS: Palo Alto (n=79) Percent			San Francisco (n=55) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Salary / fringe benefits	25	25	50	31	15	54	30	30	41
b Future security of research opportunities	37	42	21	22	26	51	31	31	38
n Job security	12	24	65	9	12	79	20	18	62
c Workload	21	42	37	22	21	57	20	37	43
d Level of stress	53	11	37	31	21	48	48	22	30
e Opportunities for creativity	21	5	74	10	14	75	4	22	75
f Opportunities to use my skills	21	5	74	9	10	81	11	15	74
g Opportunities to expand my skills	21	16	63	18	14	68	13	25	62
h Enjoyment of the research	0	11	89	1	12	87	2	5	93
i Autonomy to choose research direction	0	11	89	5	8	87	2	4	94
j Amount of paperwork	58	26	16	56	29	14	71	24	5
k Communication within local research services	53	26	21	31	26	43	34	21	45
l Overall satisfaction with local research environment	56	0	44	19	26	55	27	27	45
m Attractiveness of my position compared to other job opportunities	22	22	56	11	24	65	17	31	52

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

Exhibit 11. Satisfaction with Research Support from the VISN

Question 3	VANCHS: Martinez (n=19) Percent			VAPAHCS: Palo Alto (n=79) Percent			San Francisco (n=55) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Supportiveness of VISN leadership	56	17	28	33	49	17	39	37	24
b VISN support for protected time	57	7	36	41	41	18	40	38	21
c VISN educational programs	53	29	18	31	49	20	47	43	11
d VISN support for specific projects	41	35	24	38	44	17	52	42	6
e Opportunities to contribute to decisions	56	33	11	48	43	10	67	23	10
f VISN rewards and recognition for research	65	29	6	44	45	11	52	28	20
g Synergy among researchers in VISN	58	11	32	35	45	20	42	38	20
h VISN recognition of work at university	53	33	13	51	39	10	56	35	8

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

Exhibit 12. Satisfaction with Support from the National Research Office

Question 4	VANCHS: Martinez (n=19) Percent			VAPAHCS: Palo Alto (n=79) Percent			San Francisco (n=55) Percent		
	D*	N*	S*	D	N	S	D	N	S
a Supportiveness of VA research headquarters	56	17	28	18	35	47	30	34	36
b Communications w/VA research headquarters	50	31	19	19	39	42	31	39	31
c VA letter of intent process	35	29	35	16	40	43	20	43	37
d VA grant review process	41	29	29	30	27	43	28	36	36
e Funding level, VA investigator initiated grants	33	44	22	38	26	36	48	34	18

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

Exhibit 13. Attractiveness of VA Position

Questions 6-11, 13 ⁴	VANCHS: Martinez (n=19) Percent			VAPAHCS: Palo Alto (n=79) Percent			San Francisco (n=55) 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?	21	26	53	17	16	67	20	28	52
7 Would you recommend a research career in the VA to a colleague?	21	42	37	18	14	67	18	24	58
8 Do you think you will look for a job outside of the VA in the next year?	58	21	21	64	15	21	69	7	24
9 Is it likely that you will retire from the VA in the next five years?	63	16	21	65	11	24	61	15	24
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?	26	NA	74	39	NA	61	29	NA	71
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?	63	NA	37	54	NA	46	29	NA	71
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	74	NA	26	73	NA	27	85	NA	15

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