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

**Volume 2
Facility-Level Results:
VISN 12**

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 12**

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2002 Survey of VA Researchers Facility-Level Results: VISN 12

Introduction

This third and final section of the 2002 Survey of VA Researchers report presents results at the facility level for VISN 12. 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 12 Facilities

Characteristic	Categories	CHCS (n=28)	Hines (n=50)	Madison (n=24)	Milwaukee (n=29)	VISN 12 (n=140*)
		Percent	Percent	Percent	Percent	Percent
Principal Research Affiliation	Medical	70	50	74	71	65
	Rehabilitation	11	15	4	14	11
	Health Services	15	22	0	4	12
	Cooperative Studies	4	11	13	11	10
	Other	0	2	9	0	2
Years in VHA	0 to 5	14	11	17	11	13
	6 to 10	21	24	4	14	19
	Over 10	64	65	78	75	69
Clinical Affiliation	Surgery	0	13	19	25	13
	Rehabilitation	7	11	0	11	8
	General Internal Medicine	30	9	0	14	14
	Medical Subspecialty	48	17	43	25	31
	Psychiatry / Psychology	11	17	10	0	11
	Dentistry	0	0	0	0	0
	Other	4	20	29	21	18
None	0	13	0	4	5	
Gender	Female	18	37	13	14	22
Ethnicity	African-American	0	0	0	0	0
	Asian or Pacific Islander	25	13	14	7	16
	Hispanic	4	2	0	0	4
	White	68	80	86	89	76
	Other	4	4	0	4	5
Research Project Funding	Any	89	86	92	93	89
	VA	82	60	50	52	59
	Other Federal	50	32	50	55	42
	Foundation	11	20	38	24	21
	Pharmaceutical / Business	21	28	46	38	35
Principal Investigator Funding	Any	86	84	96	79	85
	VA	79	58	50	45	56
	Other Federal	29	34	33	41	32
	Foundation	7	20	42	24	21
	Pharmaceutical / Business	21	20	46	31	30
Degree	PhD only	19	47	9	27	29
	MD (MD only or MD/PhD)	81	53	91	73	71

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

Exhibit 2. VISN 12 Overview: Facility Scores on 2002 Summary Scales

	Research Work	Local Support	VISN Leadership Support	Overall VISN Support	National Research Program	Protected Time for Research
CHCS: Chicago, IL	3.50	3.34	2.32	2.19	3.29	3.46
Hines, IL	3.59	3.71**	2.35*	2.42	3.58**	3.09
Madison, WI	3.72	3.70*	2.48	2.36	3.13	3.22
Milwaukee, WI	3.59	3.51	1.96**	2.03*	2.89	3.04
VISN Average	3.56	3.57	2.28	2.28	3.30	3.12
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 12

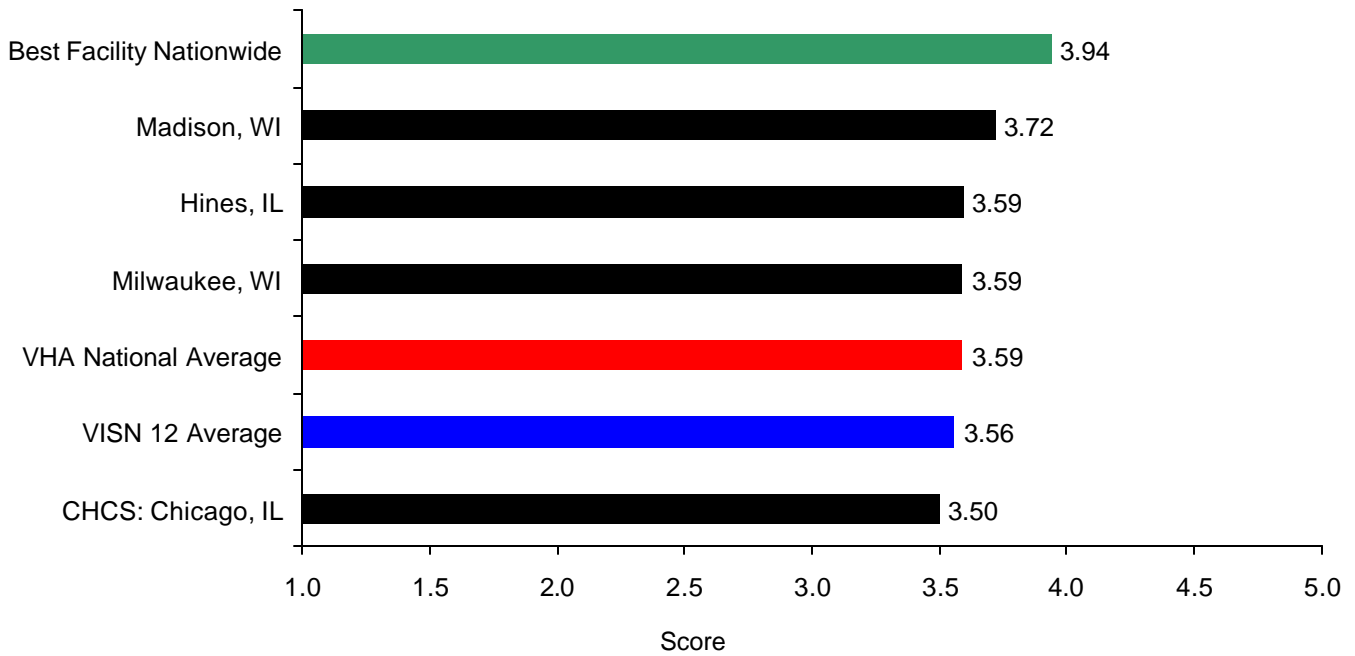
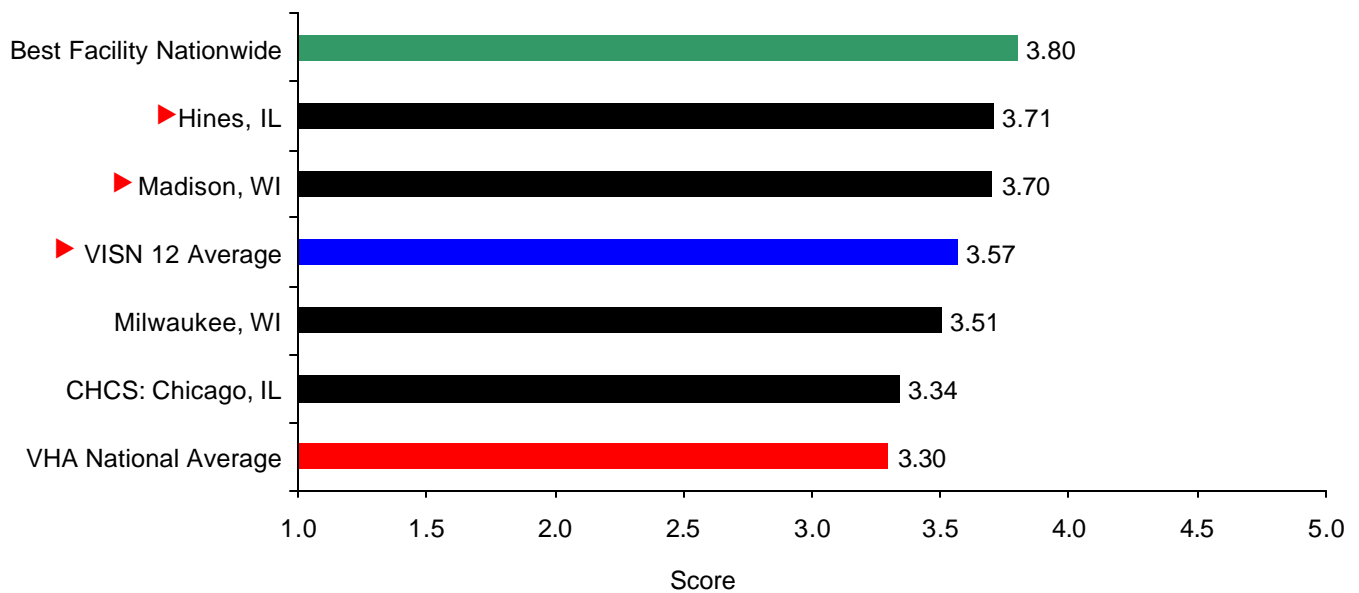


Exhibit 4
Satisfaction with Research Support at the Local Facility
2002 Survey of Researchers, VISN 12



▶ 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 12

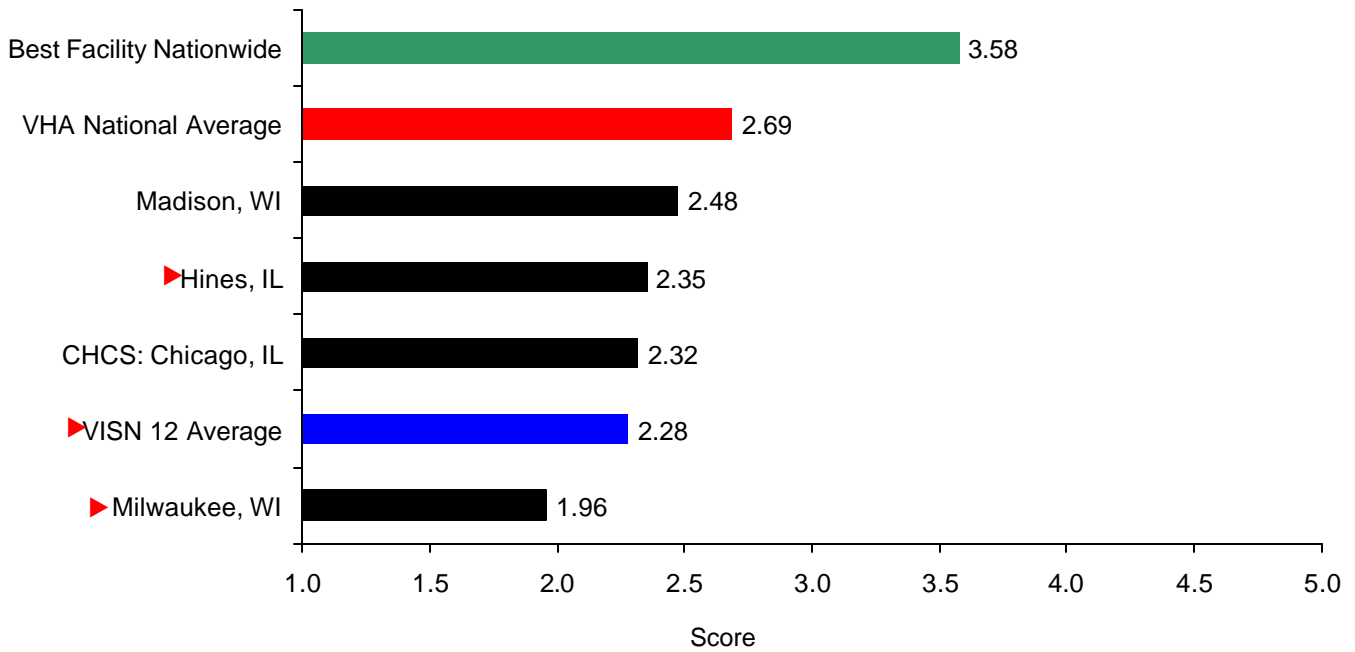
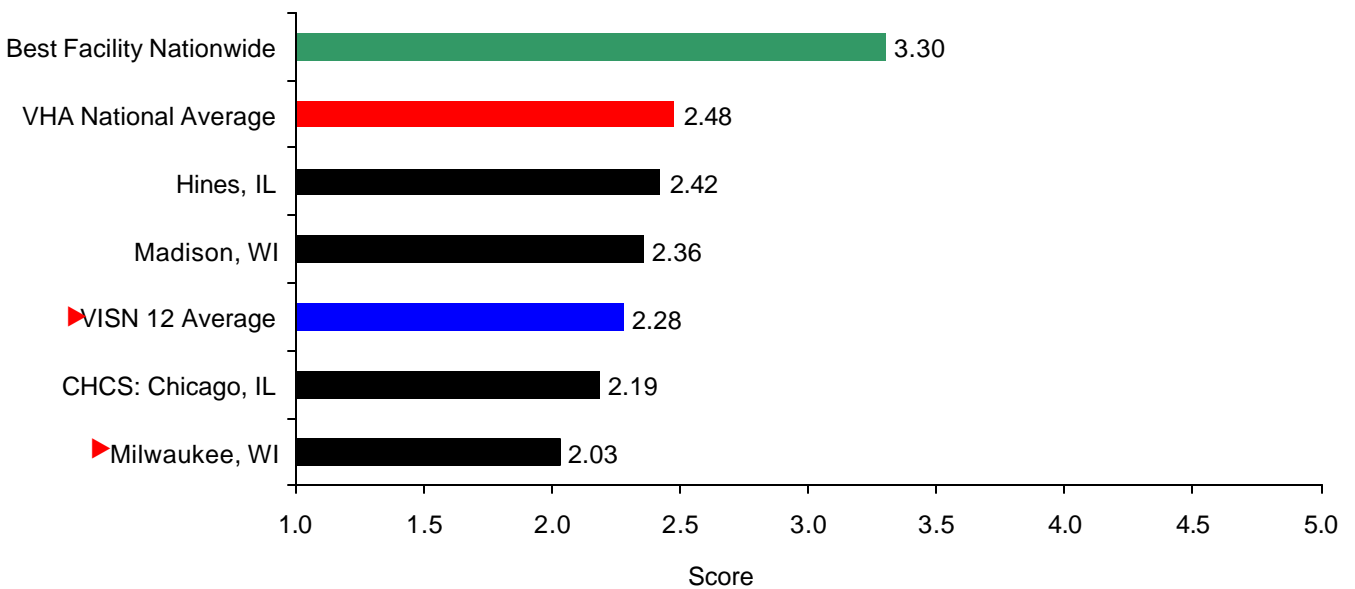


Exhibit 6
Satisfaction with Overall VISN Support
2002 Survey of Researchers, VISN 12



▶ 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 12

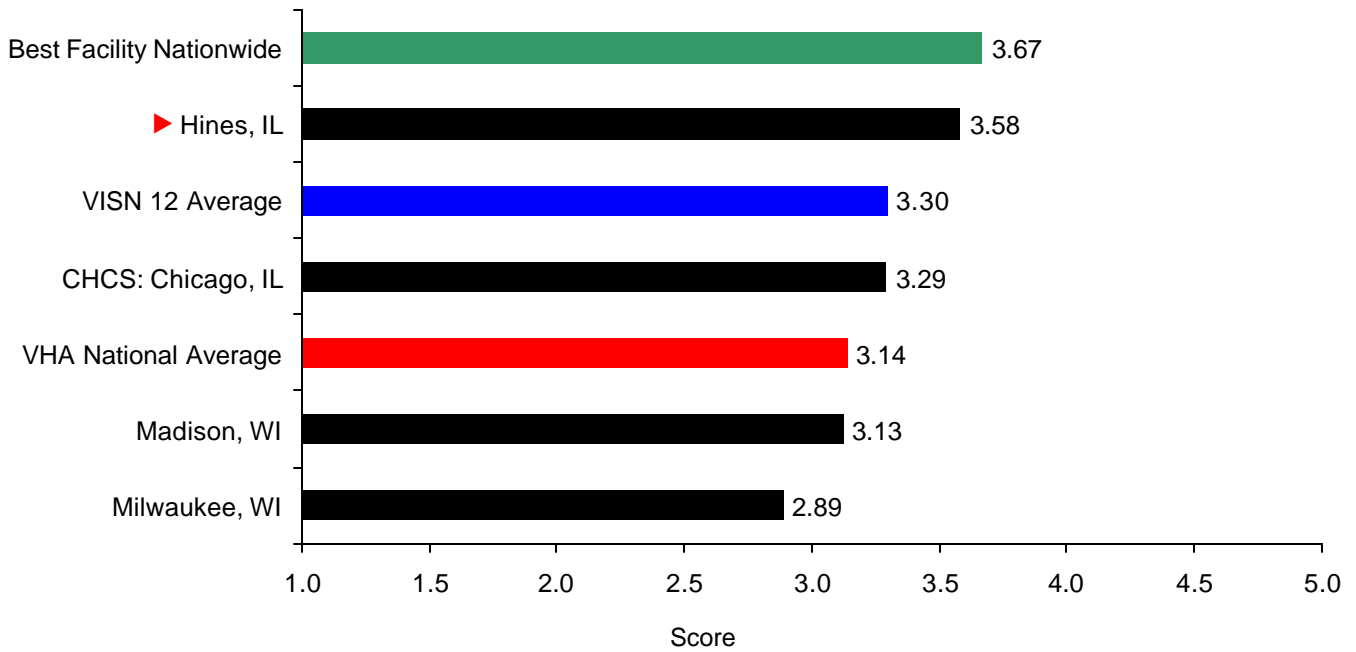
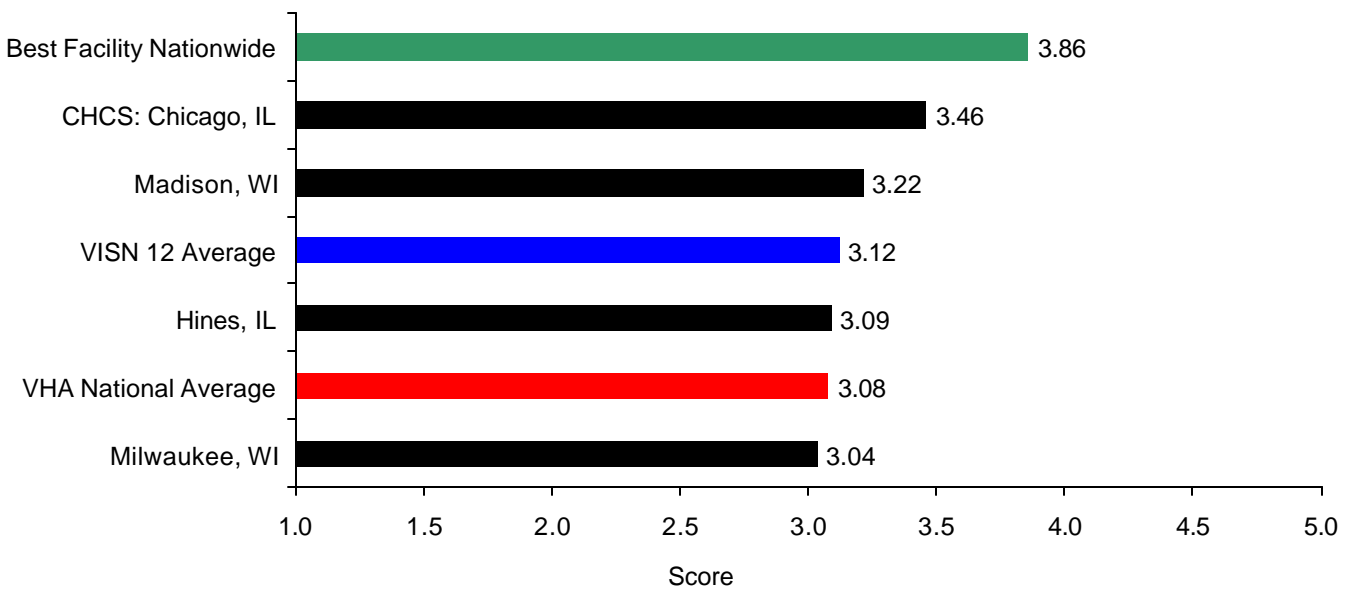


Exhibit 8
Adequacy of Protected Time for Research
2002 Survey of Researchers, VISN 12



▶ 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	CHCS (n=28) Percent			Hines (n=50) Percent			Madison (n=24) Percent			Milwaukee (n=29) Percent		
	D*	N*	S*	D	N	S	D	N	S	D	N	S
a Availability of RAs / technologists	24	36	40	35	20	46	28	17	56	33	41	26
b Availability of clerical support	40	44	16	35	17	48	26	32	42	44	33	22
c Competence of support staff	26	33	41	0	28	72	9	17	74	16	16	68
d Assistance with research project management	21	36	43	7	26	67	0	27	73	15	11	74
e Availability of collaborators	22	22	56	13	19	69	9	13	78	18	36	46
f Mentoring / collegial support	20	32	48	17	23	60	9	22	70	14	38	48
g Office space / facilities	15	19	65	13	18	69	17	13	70	38	28	34
h Laboratory space / facilities	16	11	74	13	26	61	11	17	72	26	26	48
i Animal care facilities	0	20	80	5	20	75	11	17	72	0	22	78
j Supportiveness of local VA leadership	29	14	57	28	22	50	23	9	68	7	10	83
k Supportiveness of affiliated university	18	18	64	29	24	47	4	9	87	11	14	75
l Adequacy of protected research time	19	27	54	30	23	47	35	22	43	39	25	36
m Computer systems / support	21	21	57	14	22	64	18	14	68	33	11	56
n Libraries	14	25	61	10	20	70	27	41	32	29	18	54

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

Exhibit 10. Satisfaction with Research Work at Local VA

Question 2	CHCS (n=28) Percent			Hines (n=50) Percent			Madison (n=24) Percent			Milwaukee (n=29) Percent		
	D*	N*	S*	D	N	S	D	N	S	D	N	S
a Salary / fringe benefits	17	46	38	26	26	49	24	19	57	38	38	25
b Future security of research opportunities	42	42	15	35	26	39	36	27	36	46	29	25
n Job security	23	23	54	19	19	62	0	26	74	18	21	61
c Workload	33	30	37	23	31	46	30	30	39	21	39	39
d Level of stress	41	41	19	34	36	30	35	17	48	39	32	29
e Opportunities for creativity	21	21	57	18	18	64	9	39	52	14	21	66
f Opportunities to use my skills	7	25	68	10	27	63	4	30	65	14	21	64
g Opportunities to expand my skills	14	32	54	20	18	61	9	43	48	22	26	52
h Enjoyment of the research	4	7	89	2	12	86	0	8	92	7	10	83
i Autonomy to choose research direction	4	18	79	2	16	82	0	0	100	4	11	86
j Amount of paperwork	64	29	7	49	29	22	33	54	13	66	28	7
k Communication within local research services	33	37	30	16	16	67	4	30	65	17	17	66
l Overall satisfaction with local research environment	14	39	46	14	24	62	0	25	75	24	14	62
m Attractiveness of my position compared to other job opportunities	31	23	46	15	35	50	9	26	65	17	28	55

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

Exhibit 11. Satisfaction with Research Support from the VISN

Question 3	CHCS (n=28) Percent			Hines (n=50) Percent			Madison (n=24) Percent			Milwaukee (n=29) Percent		
	D*	N*	S*	D	N	S	D	N	S	D	N	S
a Supportiveness of VISN leadership	56	36	8	52	33	15	48	43	10	75	21	4
b VISN support for protected time	52	35	13	53	35	13	62	38	0	76	24	0
c VISN educational programs	55	32	14	29	51	20	32	64	5	45	50	5
d VISN support for specific projects	59	32	9	47	43	11	65	30	5	57	38	5
e Opportunities to contribute to decisions	67	25	8	63	28	9	67	29	5	77	18	5
f VISN rewards and recognition for research	60	32	8	54	37	9	59	32	9	86	14	0
g Synergy among researchers in VISN	58	38	4	45	30	26	57	38	5	68	27	5
h VISN recognition of work at university	60	32	8	54	33	13	70	20	10	64	36	0

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

Exhibit 12. Satisfaction with Support from the National Research Office

Question 4	CHCS (n=28) Percent			Hines (n=50) Percent			Madison (n=24) Percent			Milwaukee (n=29) Percent		
	D*	N*	S*	D	N	S	D	N	S	D	N	S
a Supportiveness of VA research headquarters	12	42	46	11	29	60	20	45	35	33	26	41
b Communications w/VA research headquarters	16	44	40	20	29	51	20	45	35	37	37	26
c VA letter of intent process	8	33	58	5	37	58	22	39	39	26	44	30
d VA grant review process	16	28	56	5	39	57	24	18	59	30	41	30
e Funding level, VA investigator initiated grants	52	24	24	28	26	47	39	28	33	44	33	22

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

Exhibit 13. Attractiveness of VA Position

Questions 6-11, 13 ⁴	CHCS (n=28) Percent			Hines (n=50) Percent			Madison (n=24) Percent			Milwaukee (n=29) Percent		
	No ¹	Neutral	Yes ²	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?	25	18	57	14	24	62	0	39	61	25	11	64
7 Would you recommend a research career in the VA to a colleague?	29	14	57	20	30	50	21	29	50	18	29	54
8 Do you think you will look for a job outside of the VA in the next year?	61	11	29	54	20	26	92	8	0	57	29	14
9 Is it likely that you will retire from the VA in the next five years?	39	25	36	57	12	31	71	8	21	68	4	29
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?	36	NA	64	37	NA	63	38	NA	63	59	NA	41
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?	61	NA	39	52	NA	48	63	NA	38	85	NA	15
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	54	NA	46	58	NA	42	58	NA	42	55	NA	45

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