



Summary Report by Gender (2/14/17)

Office of Faculty Affairs, Medical School
Women in Leadership Faculty Development Survey, Fall 2016



1. How important were each of the following factors in your decision to come to the University of Minnesota?

Female

#	Question	Very important		Somewhat important		Only a little important		Not important at all		Total
1	Scientific environment	60%	160	29%	77	7%	19	4%	10	266
2	Administrative/leadership role	24%	60	32%	80	22%	54	22%	56	250
3	Clinical program	60%	142	24%	57	10%	23	7%	16	238
4	Teaching opportunities	38%	99	38%	99	15%	39	9%	24	261
5	I trained here	42%	64	28%	43	18%	28	12%	18	153
6	Reputation and history of the University of Minnesota	33%	86	47%	124	14%	37	6%	16	263
7	Desire to work in the Twin Cities area	58%	144	16%	40	14%	34	12%	30	248
8	Salary/benefits	22%	57	44%	113	29%	75	5%	12	257
9	Work-life balance	43%	110	36%	92	13%	34	7%	17	253
10	Other (please describe)	94%	33	3%	1	0%	0	3%	1	35
11	Desire to work in the Duluth area	22%	10	4%	2	7%	3	67%	30	45

Male

#	Question	Very important		Somewhat important		Only a little important		Not important at all		Total
1	Scientific environment	66%	104	26%	41	8%	12	1%	1	158
2	Administrative/leadership role	24%	36	30%	46	23%	34	23%	35	151
3	Clinical program	42%	62	33%	49	14%	21	11%	17	149
4	Teaching opportunities	29%	45	39%	61	20%	31	12%	19	156
5	I trained here	26%	24	42%	39	11%	10	22%	20	93
6	Reputation and history of the University of Minnesota	30%	47	52%	81	14%	21	4%	6	155
7	Desire to work in the Twin Cities area	39%	60	32%	50	15%	23	14%	21	154
8	Salary/benefits	11%	17	51%	79	29%	45	8%	13	154
9	Work-life balance	23%	36	46%	71	23%	36	8%	13	156
10	Other (please describe)	93%	13	0%	0	0%	0	7%	1	14
11	Desire to work in the Duluth area	3%	1	8%	3	14%	5	76%	28	37

2. How important are each of the following career concerns to you?

Female

#	Question	Very important		Somewhat important		Only a little important		Not important at all		Total
1	Access to resources to support research	73%	193	21%	55	6%	16	1%	2	266
2	Career development/growth	80%	214	18%	48	2%	4	0%	0	266
3	Access to mentorship	66%	174	28%	73	5%	14	1%	3	264
4	Salary	48%	128	48%	127	4%	12	0%	0	267
5	Work-life balance	74%	196	20%	52	5%	13	1%	3	264
6	Gender equity	81%	215	15%	40	3%	8	0%	1	264
7	Race/ethnicity equity	71%	185	22%	57	5%	14	2%	4	260
8	Salary equity	86%	229	13%	36	1%	2	0%	0	267
9	Clinical environment	69%	161	20%	46	8%	19	3%	8	234
10	Ability to be close to family/friends	56%	139	24%	59	11%	28	9%	23	249
11	Leadership opportunities	40%	107	39%	104	16%	43	5%	12	266

Male

#	Question	Very important		Somewhat important		Only a little important		Not important at all		Total
1	Access to resources to support research	64%	100	25%	40	9%	14	2%	3	157
2	Career development/growth	65%	102	28%	44	6%	9	1%	2	157
3	Access to mentorship	40%	63	40%	62	17%	26	3%	5	156
4	Salary	29%	45	58%	91	13%	20	1%	1	157
5	Work-life balance	44%	69	42%	65	12%	18	3%	4	156
6	Gender equity	44%	68	35%	53	15%	23	6%	9	153
7	Race/ethnicity equity	51%	78	30%	46	14%	21	6%	9	154
8	Salary equity	50%	78	36%	56	10%	16	3%	5	155
9	Clinical environment	51%	74	31%	45	12%	17	6%	8	144

10	Ability to be close to family/friends	35%	53	29%	44	18%	27	17%	26	150
11	Leadership opportunities	34%	52	41%	63	19%	30	6%	9	154

3. Which of the following describes your current feelings about seeking a leadership position?

#	Question	Female		Male	
1	I am actively seeking a leadership position now	8%	20	10%	16
2	I would consider a leadership position now if it was available	26%	68	17%	27
3	I would consider a leadership position in the future but I am too busy now	40%	105	19%	31
4	I am not interested in a leadership position	11%	28	19%	31
5	I currently have a leadership position in the Medical School	16%	42	34%	54
	Total	Total	263	Total	159

4. How are you currently mentored? (Select all that apply)

#	Question	Female		Male	
1	Regular meeting with assigned faculty mentor in my department/division	33%	88	26%	41
2	I seek out mentors on my own	58%	154	53%	85
3	Mentoring through an extramural career development award	1%	4	3%	4
4	Mentoring through a UMN CTSI career development award	4%	10	1%	2
5	Mentoring through a leadership training program	7%	19	6%	10
6	Annual meeting with Department/Division head	49%	130	44%	71
7	Other (please describe)	11%	29	9%	14
8	I have no mentors	10%	28	13%	21
	Total	Total	267	Total	160

5. Do you agree or disagree with the following statements about mentoring?

Female

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	The mentoring I receive is meeting my needs.	23%	60	40%	106	22%	58	15%	40	264
2	The Medical School should develop mentoring programs specifically for women.	49%	131	39%	103	9%	23	3%	8	265

Male

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	The mentoring I receive is meeting my needs.	28%	45	47%	75	16%	26	9%	14	160
2	The Medical School should develop mentoring programs specifically for women.	36%	57	46%	72	9%	15	9%	14	158

6. Before you were first hired by the University of Minnesota, did you attempt to negotiate a higher salary for yourself than the salary initially offered?

#	Question	Female		Male	
4	Yes, and I was successful	12%	31	14%	23
3	Yes, but I was only partially successful	13%	34	16%	26
2	Yes, but I was not successful	18%	47	9%	14
1	No	58%	155	61%	97
	Total	Total	267	Total	160

7. Since you began your employment at the University of Minnesota have you attempted to negotiate a better salary for yourself (without changing roles)?

#	Question	Female		Male	
4	Yes, and I was successful	13%	34	19%	30
3	Yes, but I was only partially successful	20%	53	19%	30
2	Yes, but I was not successful	14%	37	8%	13
1	No	54%	143	54%	87
	Total	Total	267	Total	160

8. Overall, how satisfied are you with your current salary?

#	Question	Female		Male	
4	Very satisfied	14%	37	28%	44
3	Somewhat satisfied	46%	122	47%	75
2	Somewhat dissatisfied	31%	82	18%	29
1	Very dissatisfied	10%	26	8%	12
	Total	Total	267	Total	160

9. Overall, how satisfied are you with your current total compensation, including bonuses?

#	Question	Female		Male	
4	Very satisfied	16%	43	27%	43
3	Somewhat satisfied	46%	124	49%	79
2	Somewhat dissatisfied	31%	83	17%	27
1	Very dissatisfied	6%	17	7%	11
	Total	Total	267	Total	160

10. Compared to the average faculty member in your department with similar rank and workload, do you think you are paid more, paid about the same, or paid less?

#	Question	Female		Male	
3	Paid more	5%	13	14%	22
2	Paid about the same	43%	113	60%	96
1	Paid less	52%	138	26%	41
	Total	Total	264	Total	159

11. Are you aware of any databases that you can use to check your salary against your peers?

#	Question	Female		Male	
2	Yes	43%	115	59%	94
1	No	57%	152	41%	66
	Total	Total	267	Total	160

12. Have you ever used one?

#	Question	Female		Male	
2	Yes	83%	95	86%	81
1	No	17%	20	14%	13
	Total	Total	115	Total	94

13. Did you find it helpful?

#	Question	Female		Male	
2	Yes	88%	84	81%	66
1	No	12%	11	19%	15
	Total	Total	95	Total	81

14. Have you ever considered leaving the University of Minnesota due to another job offer?

#	Question	Female		Male	
2	Yes	62%	163	64%	102
1	No	38%	102	36%	58
	Total	Total	265	Total	160

15. Why have you considered leaving? (Select all that apply)

#	Question	Female		Male	
1	Concerns with access to resources to support research	42%	69	49%	49
2	Concerns with career development/growth	70%	114	65%	64
3	Concerns with access to mentorship	25%	40	12%	12
4	Concerns with salary	63%	102	56%	55
5	Concerns with work-life balance	45%	74	25%	25
6	Concerns with gender equity	29%	47	3%	3
7	Concerns with race/ethnicity equity	6%	10	6%	6
8	Concerns with salary equity	48%	78	23%	23
	Total	Total	163	Total	99

16. What was the PRIMARY retention factor that kept you at the University of Minnesota?

#	Question	Female		Male	
1	Career advancement into an administrative/leadership role	11%	18	24%	24
2	Increase in salary	4%	6	4%	4
3	Increase in research resources or space	12%	19	11%	11
4	Renegotiation of job flexibility	8%	12	5%	5
5	Other (please describe)	65%	103	55%	54
	Total	Total	158	Total	98

17. Since you began your employment at the University of Minnesota, have you EVER tried to negotiate a retention package?

#	Question	Female		Male	
4	Yes, and I was successful	6%	15	11%	18
3	Yes, but I was only partially successful	5%	13	7%	11
2	Yes, but I was not successful	2%	5	3%	4
1	No	88%	233	79%	127
	Total	Total	266	Total	160

18. Would you be interested in receiving training in negotiation skills?

#	Question	Female		Male	
3	Yes	60%	161	27%	43
2	Maybe	31%	83	33%	53
1	No	9%	23	40%	64
	Total	Total	267	Total	160

19. Do you agree or disagree with each of the following statements about opportunities for professional advancement and leadership positions for women faculty members at the University of Minnesota?

Female

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	The culture is favorable towards women in leadership	7%	18	41%	109	38%	102	14%	36	265
2	There are too few opportunities for women to achieve leadership positions	24%	63	47%	125	25%	65	4%	11	264
3	There are good role models for women in leadership positions	12%	32	50%	134	26%	70	11%	30	266

Male

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	The culture is favorable towards women in leadership	21%	33	55%	87	21%	33	4%	6	159
2	There are too few opportunities for women to achieve leadership positions	14%	23	35%	56	37%	59	14%	22	160
3	There are good role models for women in leadership positions	29%	46	44%	71	24%	39	3%	4	160

20. What ONE single thing do you feel needs to change in order to enable more women in the Medical School to professionally advance and assume leadership positions?

Comments removed to ensure anonymity of the participants.

21. Do you agree or disagree if the following potential mentoring programs are likely to be helpful for women faculty?

Female

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	A formal one-on-one mentor-mentee relationship with an assigned faculty member (male or female) specifically trained on how to help women navigate and succeed in academia, and who understands the multiple pressures on women in academia	49%	130	43%	114	6%	17	2%	6	267
2	Access to a standing mentoring committee on an "as needed" basis	19%	51	45%	118	27%	72	8%	22	263
3	Access to a "roster" of mentors that women faculty can choose from	29%	77	48%	128	17%	45	6%	15	265
4	A seminar/workshop series designed specifically for this purpose	33%	87	47%	124	16%	43	3%	9	263
5	Other (please describe)	58%	11	21%	4	0%	0	21%	4	19

Male

#	Question	Strongly agree		Somewhat agree		Somewhat disagree		Strongly disagree		Total
1	A formal one-on-one mentor-mentee relationship with an assigned faculty member (male or female) specifically trained on how to help women navigate and succeed in academia, and who understands the multiple pressures on women in academia	44%	68	45%	70	8%	12	3%	4	154
2	Access to a standing mentoring committee on an "as needed" basis	19%	30	50%	77	23%	36	7%	11	154
3	Access to a "roster" of mentors that women faculty can choose from	36%	55	49%	76	11%	17	4%	6	154
4	A seminar/workshop series designed specifically for this purpose	20%	31	49%	75	24%	37	7%	10	153
5	Other (please describe)	40%	6	33%	5	0%	0	27%	4	15

DEMOGRAPHICS

22.What is your gender?

#	Answer	%	Count
1	Female	63%	268
2	Male	37%	160
	Total	100%	428

23.What is your current faculty rank?

#	Question	Female		Male	
1	Assistant professor	59%	159	34%	55
2	Associate professor	23%	61	21%	33
3	Professor	18%	48	45%	72
	Total	Total	268	Total	160

24.What faculty track are you on?

#	Question	Female		Male	
1	Clinical scholar track	42%	113	31%	49
2	Research track	12%	32	8%	12
3	Teaching track	13%	34	9%	15
4	Tenure track (probationary)	9%	24	9%	15
5	Tenured	24%	63	43%	68
	Total	Total	266	Total	159

25. What is your percent effort in each of the following areas?

Female

Field	Mean	Std Deviation	Count
Clinical/translational/population research	19.48	26.36	264
Basic research	15.04	29.08	266
Education	15.21	18.29	267
Clinical practice	39.12	32.98	267
Administrative	11.93	16.28	264

Male

Field	Mean	Std Deviation	Count
Clinical/translational/population research	11.45	20.57	159
Basic research	25.43	32.96	159
Education	15.72	15.09	160
Clinical practice	28.06	28.98	160
Administrative	19.56	21.18	160

26. Which department are you in?

#	Question	Female		Male	
1	Anesthesiology	3%	8	3%	4
2	Biochemistry, Molecular Biology, and Biophysics	2%	4	2%	3
3	Biobehavioral Health and Population Sciences	0%	1	1%	1
4	Biomedical Sciences	3%	7	1%	1
5	Dermatology	3%	7	0%	0
6	Emergency Medicine	0%	1	0%	0
7	Family Medicine and Community Health	6%	14	12%	15
8	Family Medicine and Community Health - Duluth	1%	3	1%	1
9	Genetics, Cell Biology and Development	2%	4	3%	4
10	Integrative Biology and Physiology	1%	2	2%	3
11	Laboratory Medicine and Pathology	5%	11	5%	6
12	Medicine	23%	54	24%	30

13	Microbiology	1%	2	3%	4
14	Neurology	0%	1	2%	2
15	Neuroscience	1%	2	4%	5
16	Neurosurgery	0%	1	0%	0
17	Obstetrics, Gynecology and Women's Health	5%	11	2%	3
18	Ophthalmology	2%	5	0%	0
19	Orthopaedic Surgery	1%	2	3%	4
20	Otolaryngology	2%	5	0%	0
21	Pediatrics	17%	40	11%	14
22	Pharmacology	1%	2	3%	4
23	Rehabilitation Medicine	4%	10	2%	2
24	Psychiatry	5%	11	1%	1
25	Radiation Oncology	0%	1	1%	1
26	Radiology	3%	6	7%	9
27	Surgery	3%	8	6%	7
28	Urology	0%	1	0%	0
29	Prefer not to answer	4%	9	2%	2
	Total	Total	233	Total	126

27. How long have you been a faculty member at the University of Minnesota Medical School?

#	Question	Female		Male	
1	Less than 3 years	27%	72	13%	20
2	3-5 years	17%	46	11%	18
3	6-10 years	24%	64	19%	31
4	11-15 years	10%	26	15%	24
5	16-20 years	9%	23	10%	16
6	21-25 years	6%	17	13%	20
7	More than 25 years	7%	18	19%	30
	Total	Total	266	Total	159

28.What is your age?

#	Question	Female		Male	
1	21-30 years	1%	2	1%	1
2	31-40 years	34%	90	19%	29
3	41-50 years	35%	93	22%	33
4	51-60 years	19%	49	29%	44
5	61-70 years	10%	27	27%	42
6	>70 years	0%	1	3%	4
	Total	Total	262	Total	153

29.Are you Hispanic or Latino?

#	Question	Female		Male	
3	Yes	3%	7	2%	3
2	No	94%	247	91%	142
1	Prefer not to answer	4%	10	7%	11
	Total	Total	264	Total	156

30.What is your race? (Select all that apply)

#	Question	Female		Male	
1	American Indian or Alaskan Native	0%	1	1%	2
2	Asian	9%	25	10%	15
3	Black or African American	1%	3	3%	5
4	Native Hawaiian or other Pacific Islander	0%	0	0%	0
5	White	83%	221	77%	120
6	Prefer not to answer	8%	20	11%	17
	Total	Total	265	Total	156