

New Faculty Interests/Concerns/Priorities

Survey done 11-18-19, Updated 1-8-2020, 14 respondents

Concern/Priority: Yellow = Highest priority (1-7) Green = Next Highest priority (8-14)	High	Some	Little	A 'Highest Priority' Item (Responses)	Rank (top 5 in bold)
Navigating hierarchy of the organization		10	2		19
Clarity of job duties, expectations	4	7	2	1	12
Receiving structured & regular feedback	6	5	2		14
Developing, maintaining clinical activity, confidence	5	2	4	1	18
Interactions with co-faculty	7	4	3	1	7
Identifying, pursuing academic/research interests	4	6	2	5	3
Identifying, pursuing academic career directions	4	8		3	5
Promotion	5	8		3	4
Desire for mentorship	6	6	1	1	10
Knowledge gaps in					
Administration and Management	2	5	1	1	20
Leadership skills	4	5	4	1	16
Research/scholarship	4	6	2	3	9
Curriculum development	2	10	1	1	13
Political Advocacy	3	7	3		15
Teaching skills	8	3	2	5	2
Balancing work & family goals/ time	9	3	1	5	1
Maintain, improve personal health	8	4	1	1	6
Time management	6	4	3	2	8
Learning about faculty development fellowships	3	7	3	2	11
Financial concerns	6	4	3		17

Other:

Scholarship (a Priority/Interest)

Concerns with identifying academic /research interest, getting stuff started; "I have ideas, need direction!"

Concerns over finding a relatable mentor

"Not always sure about expectations with the residency and teaching" (Note: from a non-clinician)

Re: clarity of job duties- "Up in the air; we are working on this"

"Those Loans!" (Financial concerns); Loans to pay off;

Big Interest- political advocacy and teaching skills; "little background in this, need more experience;"

"Big concern – time management and balance (not just home vs work, but teaching students and clinical duties)"

"I am [concerned over needing feedback.]. Not sure I am doing well or not!"

Re: feedback – "Need this!"

"I feel there is always pressure to do research in academics, but I am not sure I want to do research."

"I am uncertain of my goal in an academic career."

"It would be helpful to have mentors for certain aspects"

"Difficult to have a job/career/work, be a wife, and mommy PLUS have time to take care of myself."

"I want to be a great faculty member/teacher."

"Is anyone doing research I could contribute to as a psych NP?"

"Is there an established career path for NPs in CCHS?...What are possible leadership roles for NPs?"

"What are [research/scholarship] productivity expectations?"

"I have significant student loan debt still."