GBAnalytics #4: Faculty Workforce Planning Capabilities

The fourth GBAnalytics survey was distributed to Principal Business Officers in mid-February 2016. The survey closed in mid-March 2016. Thirty-five schools provided data at a minimum to Question 1. Twenty-nine schools provided their contact information; six schools did not.

Question 1. Does your medical school currently have a method for collecting information related to projected (i.e. next 2-5 years) faculty recruitment and turnover costs associated with those events (start-up funding, salary and benefits, equipment, etc.?)

If the response to Question 1 was “Yes”, schools were asked to respond to five follow-up questions – 2a – 6a. If the response to Question 1 was “No, but the AMC plans to collect this information in the near future”, schools were asked to respond to five different follow up questions – 2b – 6b. If the response to Question 1 was “No”, schools did not respond to any additional questions. The eleven schools that answered “Yes” and the eleven schools that answered “No, but the AMC plans to collect this information in the near future”, responded with varying consistency to questions 2-6. Because schools were asked to select all choices that apply, the number of responses to questions 2a-6a and 2b-6b does not equal the number of schools that responded to a given question. Also, some schools provided data to every question; some schools only provided data to Question 1.
Responded “Yes” to Question 1

**Question 2a. How frequently is this information gathered?**

- Monthly: 0
- Quarterly: 3
- Annually: 8
- Other: 0

**Question 3a. How is this information gathered (select all that apply)?**

- Online Tool: 1
- Interviews: 8
- Other: 6

Other: Excel (x2); annual budget submission; system data; routine departmental survey and recruitment review committee.

**Question 4a. Who provides this information as it relates to individual departments (select all that apply)?**

- Department Chairs: 8
- Department Administrators: 9
- Other: 2

Other: Dean’s Office
**Question 5a. Which office with in your medical school is responsible for collecting this information (select all that apply)?**

Other: Dean, Executive Dean

**Question 6a. How is the information used (select all that apply)?**
Responded “No, but the AMC plans to collect this information in the near future” to Question 1

**Question 2b. How frequently will this information be gathered?**

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly</td>
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</tr>
<tr>
<td>Quarterly</td>
<td>1</td>
</tr>
<tr>
<td>Annually</td>
<td>5</td>
</tr>
<tr>
<td>Unsure</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
</tr>
</tbody>
</table>

**Question 3b. How will this information be gathered (select all that apply)?**

<table>
<thead>
<tr>
<th>Method</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Tool</td>
<td>5</td>
</tr>
<tr>
<td>Interviews</td>
<td>2</td>
</tr>
<tr>
<td>Unsure</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
</tr>
</tbody>
</table>

**Question 4b. Who will provide this information as it relates to individual departments (select all that apply)?**

<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department Chairs</td>
<td>7</td>
</tr>
<tr>
<td>Department Admins</td>
<td>5</td>
</tr>
<tr>
<td>Unsure</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>

Other: Practice plan
**Question 5b. Which office within your medical school will be responsible for collecting this information (select all that apply)?**

- Strategic Planning Office: 1
- Faculty Affairs Office: 0
- Finance Office: 6
- Unsure: 2
- Other: 1

Other: Human Resources

**Question 6b. How will the information be used (select all that apply)?**

- Modeled and incorporated into financial frameworks: 5
- Primarily a discussion point among Deans and Chairs: 5
- Unsure: 2
- Other: 1

**Participating Schools**

- Albert Einstein COM
- Boston University SOM
- Case Western Reserve University SOM
- Chicago Medical School at Rosalind Franklin University of Medicine & Science
- Creighton University SOM
- East Tennessee State Quillen COM
- Eastern Virginia Medical School
- Loyola University Chicago Stritch SOM
- Medical University of South Carolina
- Michigan State University College of Human Medicine
- Ohio State University COM
- Pennsylvania State University COM
- Rutgers New Jersey Medical School
- Texas A&M COM
- The Commonwealth Medical College
- University of California San Francisco SOM
- University of California, Los Angeles David Geffen SOM
- University of California, San Diego COM
- University of Hawaii John A Burns SOM
- University of Illinois COM
- University of Michigan Medical School
- University of Minnesota Medical School
- University of North Carolina at Chapel Hill SOM
- University of Oklahoma COM
- University of South Alabama COM
- University of Texas Southwestern Medical Center
- University of Virginia SOM
- West Virginia University SOM
- Wright State University - Boonshoft SOM

*Six schools did not provide contact information*