

Facilities and Equipment	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Personal office	4.20	3.11	3.71	3.20	4.50	3.57
Conference rooms	3.20	3.00	3.43	3.40	3.50	3.25
Seminar room (02DC VTH – new room in basement)	4.40	3.89	4.29	4.40	4.00	4.18
Small animal clinical facilities (exam rooms, wards, treatment areas, surgical suites, procedure rooms)	1.75	2.00	2.40	1.67	No Opinion	2.00
Large animal clinical facilities (exam rooms/areas, treatment areas, surgical suites, procedure rooms, barn)	2.25	2.29	3.00	2.25	3.00	2.42
Equipment to perform medical procedures/surgery – small animal	2.25	3.00	4.50	2.50	No Opinion	2.92
Equipment to perform medical procedures/surgery – large animal	3.00	2.67	3.50	2.33	3.00	2.82
Radiology facilities and equipment	2.60	2.11	2.40	2.60	1.50	2.46
Anesthesia facilities and equipment	2.60	2.22	3.50	3.00	2.00	2.64
Dispensary	2.80	2.38	3.60	2.60	2.50	2.76
Rounds rooms	1.80	1.44	2.20	1.80	1.50	1.73
Reception area – small animal	2.00	1.88	2.43	1.75	3.00	2.08
Reception area – large animal	1.60	1.67	3.25	3.80	2.00	2.00
Junior surgery/shelter surgery	2.67	2.50	2.25	No Opinion	3.00	2.50
Break/eating areas, food and drink options/availability	1.20	1.33	1.57	1.20	1.00	1.32
Restrooms	1.60	1.56	2.29	2.00	2.50	1.89
Parking availability	2.40	2.00	3.29	2.60	2.00	2.25
Parking lots	2.20	1.67	2.57	2.20	2.00	2.11
Total Facilities and Equipment	2.48	2.24	2.90	2.46	2.53	2.49
Services and Personnel	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Department Head (Dr. Burba)	3.20	2.44	3.43	2.40	2.00	2.81
Hospital Director (Dr. Studer)	2.80	2.44	3.20	2.40	3.00	2.69
Hospital Administrator (Shannon Harlow)	3.75	3.00	3.00	4.00	5.00	3.64
Technology support (computers, wifi, printers, etc.)	2.20	2.11	3.14	2.20	1.50	2.36
Faculty mentors	2.80	3.88	3.00	3.00	2.00	3.24
Employee Assistance Program/ComPsych	1.00	2.67	No Opinion	3.00	No Opinion	2.50
VCS support staff	1.20	2.89	3.61	4.50	3.50	3.44
VTH business office	2.80	2.56	3.17	3.00	3.00	2.85
VTH technical staff (RVTs and assistants)	3.60	2.89	3.50	3.80	3.00	3.33
VTH reception staff	2.60	2.00	3.14	3.00	3.50	2.67
VTH medical records staff	1.80	2.11	3.25	1.75	3.00	2.49
Total Services and Personnel	2.82	2.60	3.28	3.05	2.94	2.88
Hospital Culture	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Communication	2.80	2.33	2.43	3.80	2.00	2.32
Respect	2.80	2.44	2.29	2.20	1.50	2.36
Teamwork	3.20	2.89	2.29	2.80	1.50	2.68
Taking responsibility/ownership	2.60	2.33	2.29	2.60	1.50	2.36
Empathy toward others (faculty, staff, house officers, students)	2.80	2.22	2.00	2.40	2.00	2.29
Care of resources/business awareness	2.60	2.56	1.71	2.20	1.50	2.21
An environment which encourages leadership	2.80	2.29	2.00	1.60	1.00	2.13
Total Hospital Culture	2.80	2.44	2.15	2.23	1.62	2.34
Clinical Service Culture	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Communication	3.40	3.22	2.43	3.20	3.00	3.04
Respect	3.40	3.44	2.43	3.80	3.00	3.24
Teamwork	4.00	3.56	2.71	3.80	2.50	3.39
Taking responsibility/ownership	3.60	3.33	2.29	3.80	3.00	3.18
Empathy toward others (faculty, staff, house officers, students)	3.40	3.11	2.57	4.00	3.00	3.18
Care of resources/business awareness	3.40	3.33	2.71	3.40	4.00	3.22
An environment which encourages leadership	3.60	3.00	2.50	3.00	4.00	3.04
Total Clinical Service Culture	3.54	3.29	2.52	3.57	3.08	3.18
Educational	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Instructional technology (rounds room, ward area, exam rooms, etc.)	1.80	1.67	2.40	1.80	2.00	1.88
Model	3.00	2.44	3.00	2.60	2.00	2.69
Small animal caseload (number and variety)	3.25	2.67	2.33	2.75	4.00	2.83
Large animal caseload (number and variety)	2.50	2.67	2.00	3.00	1.00	2.44
Current assessment tool(s) in place for students	2.20	2.22	2.40	1.80	1.00	2.08
Current assessment tool(s) in place for house officers	2.40	2.11	2.75	2.25	1.50	2.25
Path/walk verification/sign-off	2.00	2.23	1.83	1.80	1.00	1.93
Total Educational	2.42	2.25	2.43	2.23	1.58	2.26
Growth	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Leadership seminars/workshops	2.60	2.17	3.00	2.00	1.50	2.29
Teaching and learning seminars/workshops	2.25	2.78	3.33	2.60	1.00	2.64
Advanced clinical training workshops	2.00	2.00	2.33	1.60	1.00	1.91
Communication seminars/workshops	2.50	2.11	2.67	2.20	1.00	2.17
Diversity, inclusion, wellness seminars/workshops	2.75	2.33	3.00	2.40	1.00	2.45
Total Growth	2.43	2.29	2.87	2.16	1.14	2.29
Review Procedures	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Annual review of junior faculty by the VCS Reappointment, Promotion and Tenure committee	3.20	3.33	2.40	2.75	4.00	3.04
Annual appraisal and development (A&D)	2.80	3.00	2.20	1.75	No Opinion	2.57
Chair review (Note: the 3 year review timeline is required by the University)	1.00	3.00	2.67	2.25	1.00	2.60
Five year post-tenure review	No Opinion	2.80	3.00	3.00	4.00	3.00
Total Review Procedures	3.00	3.07	2.43	2.40	3.00	2.79
Faculty Life	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Campus/VTH safety	2.80	3.25	3.67	3.80	3.50	3.38
CVM/VCS/VTH commitment to well-being	2.20	1.67	2.67	2.40	2.50	2.19
Faculty diversity	2.20	2.38	2.33	3.00	4.00	2.58
Inclusive environment (everyone welcome/everyone has a voice)	2.20	2.67	2.29	2.60	3.00	2.50
Balance of Clinical Service and Professional Development Time	1.40	1.33	1.83	1.80	1.50	1.56
Total Faculty Life	2.16	2.23	2.55	2.72	2.90	2.43
Willingness to Recommend	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
a VCS faculty position to a colleague?	2.80	2.67	3.14	2.00	2.50	2.68
How willing are you to recommend the VTH for small animal and exotic animal services?	4.00	4.11	4.00	3.40	3.50	3.89
the VTH for equine and farm animal services?	3.60	4.00	4.11	4.00	4.00	3.93
Total Willingness to Recommend	3.47	3.59	3.76	3.07	3.33	3.50
Overall Satisfaction	Assistant Professor (5)	Associate Professor (9)	Clinical Assistant Professor (7)	Clinical Associate Professor (5)	Other (2)	ALL (28)
Overall, how satisfied are you with your role in the clinical year (clinical service and clinical teaching)?	3.40	3.56	3.25	2.40	3.50	3.25
TOTAL ALL QUESTIONS	2.73	2.57	2.78	2.64	2.43	2.65