

**Medical College of Wisconsin
Office of the Senior Associate Dean for Community Engagement
MCW Staff Community Engagement Survey
August 2015 Survey Results
Overview**

CBPR/CEnR



Survey Overview

In August 2015, the Office of the Senior Associate Dean for Community Engagement conducted a *Staff Community Engagement Survey*, which was distributed to all MCW staff members. The purpose of the survey was to help ascertain how divisions in particular, and staff members in general, are furthering their community engagement (CE) mission via their interactions with community partners.

The survey was open for staff to submit responses from August 10th to September 9th, 2015. The survey consisted of 6 questions, focusing on different aspects of community engaged work, including: community engaged research (CEnR) and community-based participatory research (CBPR); publications; community-engaged coursework; community engaged awards, and; community outreach. Definitions and examples were provided within the survey regarding each activity type. Staff members were asked to report on activities only within the past year, from August, 2014 to July, 2015. The online survey was distributed via a unique survey link sent directly to each staff member's MCW email address, and was supported by MCW Educational Services and the Office of the Senior Associate Dean for Community Engagement.

With support from MCW executive leadership and MCW division chairs and administrators, there was considerable response from MCW staff members, which provide insights into the breadth and depth of community engagement carried out by MCW staff. The broad scope of the data collection and the insights gained by survey submissions are a first for MCW, and are an important step in furthering the Community Engagement Mission at MCW.

Survey Limitations

Definitions

MCW has not distributed detailed criteria for MCW staff to determine what qualifies as a community-engaged activity. The Office of the Senior Associate of Community Engagement has started a conversation that is ongoing with MCW executive leadership, divisional chairs, community partners and other stakeholders, to identify definitions and standards for community engagement activities that will be most relevant, accurate and descriptive. Loose definitions and specific examples were provided within the *MCW Staff Community Engagement Survey* to help guide staff in assessing whether their activities qualify as community-engaged. Staff members were also provided contacts if they had questions about definitions or specific activities. Survey responses, however, have not been vetted and validated as qualifying to meet a specific standard of what is community-engaged. Rather, this survey will offer MCW insights into how MCW staff members interpret community engagement. This information will be a valuable contribution to the ongoing dialogue, as MCW gets closer to setting more specific parameters in defining community engagement activities.

Volume of Activities Reported

The *MCW Staff Community Engagement Survey* limited staff in the number of community engaged activities that could be entered. Each activity type was limited to a maximum of five entries. This is due to a limitation of the software used to administer the survey. The survey provides greatest insights into how many staff members are community engaged, and the types of community-engaged activities they participate in. However, as noted, it is limited in how many activities in total, staff members are engaged in.

Time Frame

Staff members were asked to report only on activities from the last 12 months, from August, 2014 to July, 2015. Some CEnR projects or other activities are temporary, and for some staff, may have been inactive during the time period they are reporting on, despite there being activity in community engagement prior to this time period. As such, some staff who are typically community-engaged may not have been able to report such activities in this survey due to this limitation.

Survey Question Categories

The Office of the Senior Associate Dean of Community Engagement led the design of the survey, gathering input from college & divisional leadership and individual staff across the College. After reviewing comparative community engagement frameworks and assessment tools, survey questions were narrowed down to include five community engagement activity types: CenR and CBPR projects, publications, courses, awards and outreach. These categories were chosen in an effort to include activities of most interest and value to MCW, while being as brief as possible to encourage staff participation. As a result, some community engagement activities may not have been included. Staff feedback remarked that there was no opportunity to report on community service activities. This type of activity was not included in the survey, as it was deemed less relevant to MCW and its community engagement interests.

Survey Results

MCW sent survey links to all 3026 of MCW's staff members. Of those staff, **1690 MCW staff members submitted survey responses**. Survey links were sent only to full-time MCW staff.

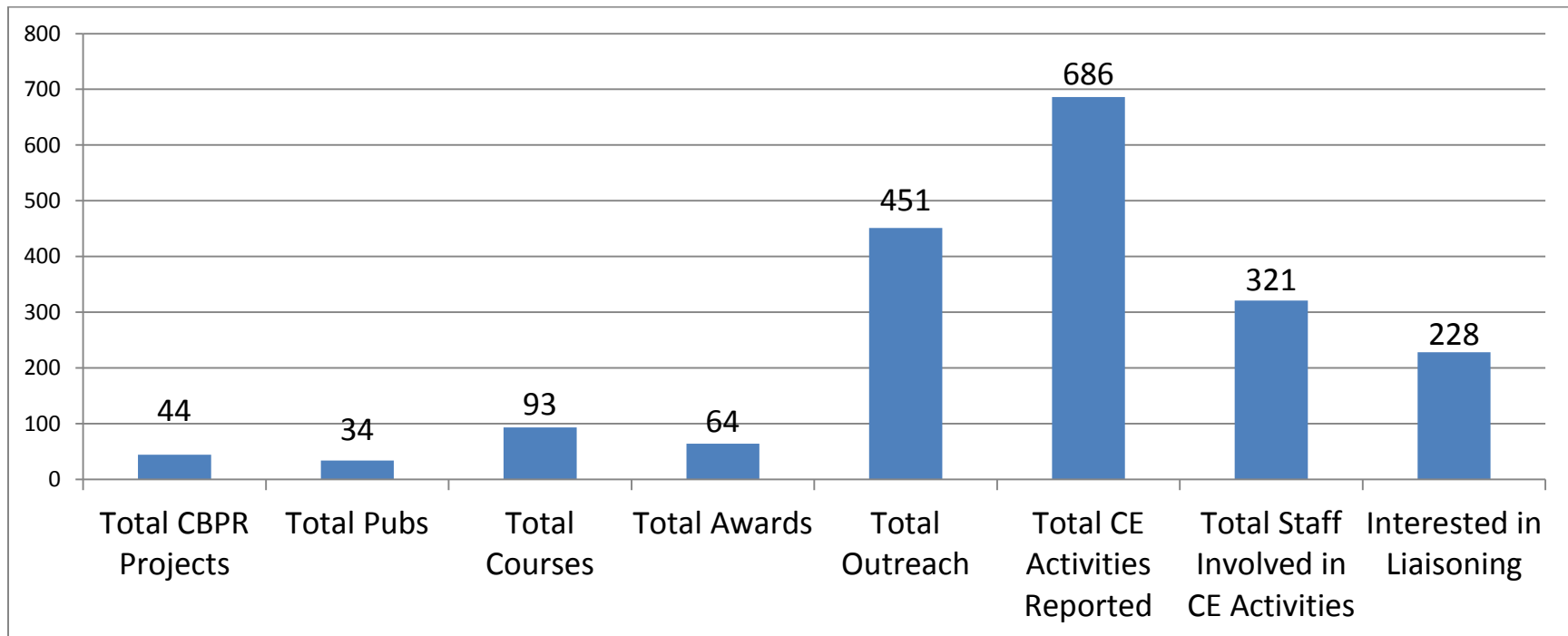
Survey Results: How Community-Engaged are MCW Staff?

For divisions to garner more insights into the performance of their divisions, divisions were categorized by number of staff. The criteria for each divisional category and breakdown of staff distribution can be seen in the table below.

Category	# Depts. Per Category	# Total Staff Per Category	# Staff Responding Per Category
Divisions with 1-25 Staff	22	240	180
Divisions with 26-75 Staff	25	1009	629
Divisions with 76+ Staff	7	1776	881

Of the 1690 MCW staff members who submitted survey responses, **321 staff members, or 18.99% of all respondents, reported community-engagement activities** over the past 12 months. This percentage cannot be assumed to be reflective of all MCW staff, as it is assumed those staff who are community-engaged would be more likely to submit survey responses than those staff who are not. V

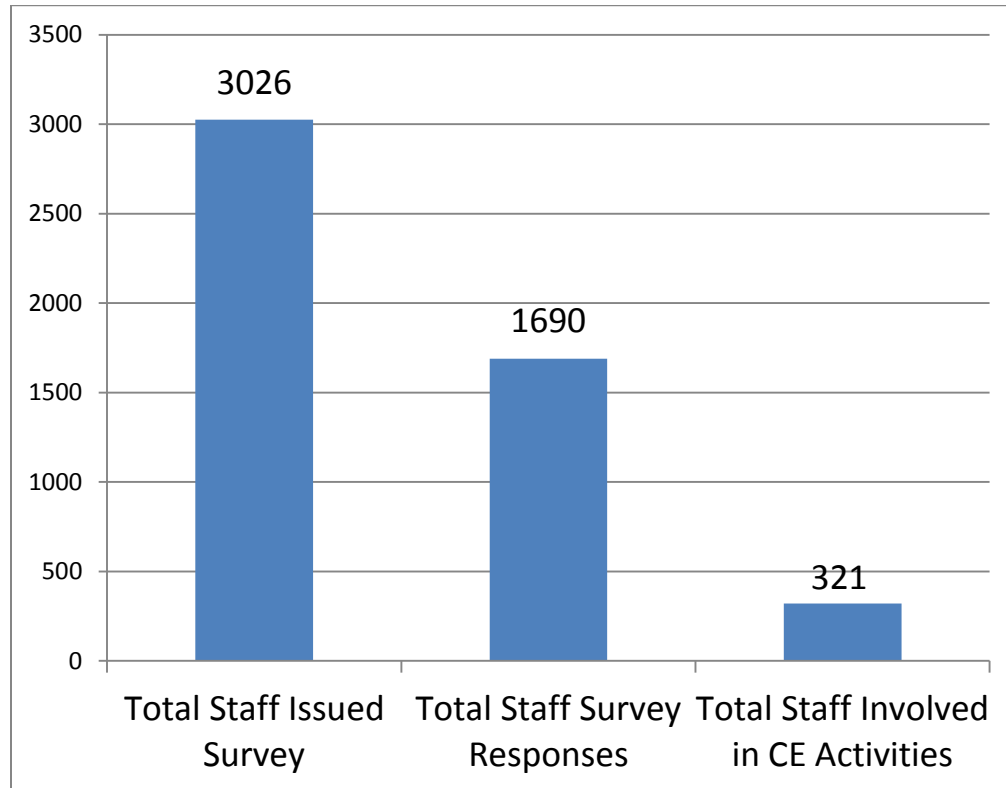
Survey Results: Survey Question Response Rates



The MCW Staff Community Engagement Survey included six questions. Five questions focused on five different types of community engagement activities, namely: CEnR & CBPR Projects, Publications, coursework, awards and outreach activities. The sixth asked if staff would be interested in being a community engagement liaison. The chart above shows **a notably higher number of staff members reporting community outreach activities than any of the other CE activity types -- even 4.8 times more frequently reported than the next most common CE activity, CE coursework.**

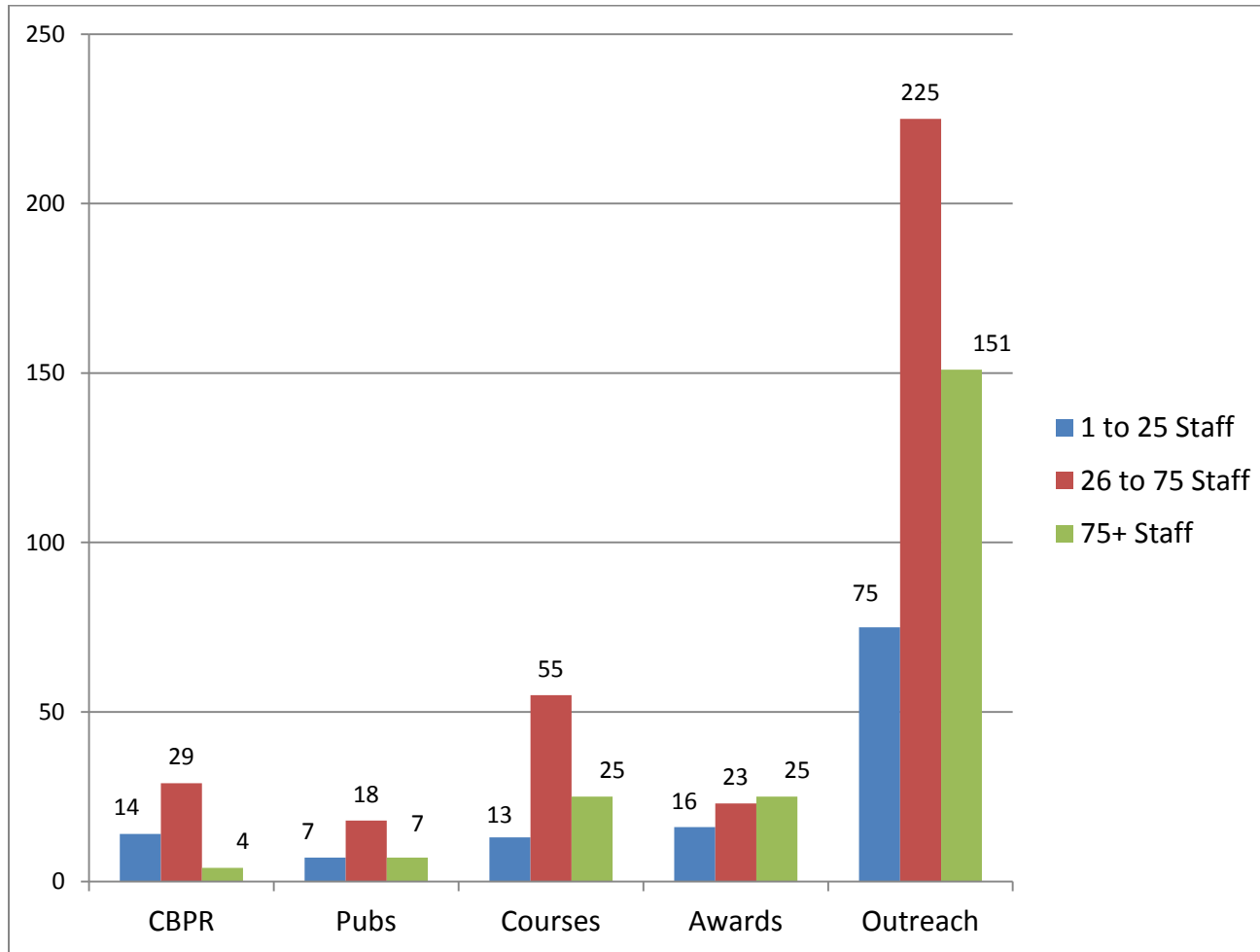
Further analysis of community outreach data entries tells more of the story of the breadth and depth of MCW's community engagement.

Detailed Analysis of CE Outreach Activities



Data analysis of the reported amount of time spent by staff while engaged in these activities was **22,553 hours** .

Staff Reporting CE Activities by Division Size



Staff reporting activities are viewed by the division category in the chart above. This provides divisions with a better idea of how divisions in their category are currently performing in each of these activity areas.

Survey Results: Community Engagement by Division

Division	Total Staff	Survey Respondents	Staff Reporting CE Activities
Academic Outreach	11	10	5
Biotechnology and Bioengineering Center	8	7	7
Cardiovascular Center	1	1	0
Cell Biology	17	8	2
Center for Imaging Research	1	1	1
Center for Patient Care and Outcomes Research	17	15	4
Children's Specialty Group	13	13	3
Clinical Informatics	15	11	2
Community Engagement	1	1	1
Corporate Compliance	16	12	3
Dean	6	5	2
Dermatology	18	13	5
Graduate Medical Education	14	13	1
Graduate School	10	6	1
Institute for Health and Society	21	12	7
Institutional	1	1	0
Joint Clinical Quality	6	5	1
Medical School Regional Campuses	7	4	2
Microbiology and Molecular Genetics	19	10	3
Neuroscience Research Center	1	1	0
Pharmacology and Toxicology	23	21	5
Physical Medicine and Rehabilitation	14	10	4
Total	240	180	59
Academic Affairs	41	28	8
Anesthesiology	50	29	4

Biochemistry	29	13	5
Biophysics	31	16	4
Cancer Center	62	55	15
Clinical and Translational Science Institute	32	25	6
Clinical Ventures Group	29	6	3
Emergency Medicine	41	21	7
Family Medicine	43	29	11
Human and Molecular Genetics Center	31	26	8
Institutional Advancement	37	32	8
Medical College Physicians Administration	27	22	4
Neurology	51	25	7
Obstetrics and Gynecology	36	16	1
Ophthalmology	41	35	8
Orthopaedic Surgery	62	23	3
Otolaryngology	56	45	7
Pathology	50	23	4
Physiology	43	32	4
Plastic Surgery	29	11	3
President	28	18	5
Psychiatry	51	38	14
Radiation Oncology	35	18	2
Radiology	45	21	4
Urologic Surgery	30	22	2
Total	1010	629	148
Clinical Practice Services	414	227	11
Finance and Administration	249	127	14
Medicine	336	160	19
Neurosurgery	147	46	6
Pediatrics	337	171	33
Research Office	116	67	12

Surgery	177	83	19
Total	1776	881	114
Total of All Departments	3026	1690	321

The survey results for each division reveal similar trends to the 2014 Faculty Survey. This includes broad distribution throughout MCW divisions of staff members reporting community engagement activities. This is contrary to the perception that Community engagement is done primarily by a handful or so of primary programs, located in only a few divisions. Based on the MCW Staff Community Engagement Survey results, however, **staff members from 51 of 54 divisions have reported community engagement activities** – indicating that community engagement is pervasive throughout MCW.

Office of the Senior Associate Dean for Community Engagement

MCW Staff Community Engagement Survey Report

August 2015

MCW STAFF COMMUNITY ENGAGEMENT SURVEY*

The purpose of the MCW Staff Community Engagement Survey is to create a metric system for Community Engagement. This data will provide valuable insights regarding how MCW fulfills its Community Engagement Mission

Please review the instructions below before clicking on “Next”

Instructions:

***This survey will be available from July 1st, 2014 and will close July 31st, 2014.**

***Please include any relevant information from the last 12 months**

***Entries in each field are limited up to 5. Please include individual activities in each entry, rather than summarizing multiple entries in one.**

We understand that some staff may have entries beyond the space available in the survey. We encourage you to describe excess data entry information in the comments field at the end of the survey.

**If you are unsure about including an activity, please include it and we will let you know if it is beyond the scope of what activities MCW wishes to track for Community Engagement. A good rule of thumb: consider whether the activity or project in question advances the Community Engagement mission of MCW. If so, we recommend you include it.*

**by clicking on words in [blue type](#), you will populate a text box containing additional definitions and examples of the term. Clicking on the text box will close it.*

1) Over the last 12 months, have you or do you currently participate in [Community Outreach Activities](#)?

Yes No

Name of Program or Community Partner	Frequency of Participation	Regular Activity	Hours spent
	<input type="radio"/> One-time <input type="radio"/> Ongoing	<input type="radio"/> Daily <input type="radio"/> Weekly	

		<input type="radio"/> Bi-weekly <input type="radio"/> monthly <input type="radio"/> Quarterly <input type="radio"/> Semi- Annually <input type="radio"/> Annually	
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2) Are you involved in Community Engaged Education through by teaching/instructing/mentoring students in one of MCW’s [service-learning](#) courses, or teaching/participating/attending one of [MCW’s Community-Engaged Courses](#) or trainings for students/residents/visiting faculty/staff that teach/promote/facilitate community engagement?

Yes No

Please provide course information below, and click all fields that apply to your type of involvement in the course:

Community Engagement Course/Training	Instructor	Lecturer	Mentor	Student	Other

3) Over the last 12 months, Have you been or are you currently involved in [Community-based Participatory Research \(CBPR\)](#) and/or [Community Engaged Research \(CErR\)](#) ?

Yes No

Please provide research information in the boxes below:

Project Name	Primary Community Partner(s)	Funding Source (If Any)	Start Date	End Date
			mo/year	<input type="radio"/> Date <input type="radio"/> Ongoing

4) Over the last 12 months, have you published work or presented related to your [Community Engagement](#) work?

Yes No

Please provide publication and presentation information in boxes below:

Citation	Year	Type
		<input type="radio"/> Presentation <input type="radio"/> Publication <input type="radio"/> Both

5) Over the last 12 months, have you received an award from a community, contributed to giving a community partner an award, or raised funds for community partners?

Yes No

Please provide the community partner, check the type of activity, and provide the name & date in the table below:

Community Partner(s)	Gave Award	Received Award	Fundraiser	(please include name of award/fundraiser below, and basic details)	Date

6) Would you be interested in serving as a [Community Engagement](#) Liaison for your department?

Yes No

If you have questions or would like direct feedback regarding your survey submission, please contact Sharon Neu Young, Program Manager of the Office of the Senior Associate Dean for Community Engagement at sneuyoung@mcw.edu.

DEFINITIONS & EXAMPLES

Clicking on [blue words](#) in the survey will populate text boxes, which will provide the following additional information:

Community Engagement

Definition: *collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.*

Community Outreach

Definition: *the ways faculty, staff, and students collaborate with external groups in mutually beneficial partnerships that are grounded in scholarship and consistent with the role and mission of their professional appointment. (Adapted from CU-Boulder Council of Deans, February 16, 2010; <http://outreach.colorado.edu/about/outreach-definition>)*

Reciprocity is a defining attribute of Community Outreach Activities. Activities are usually (but not always) outside of the scope of faculty primary job duties. It is not of consequence whether the activity was done during or outside of work hours, or the activity was done at the direction of a supervisor or by individual faculty initiative.

Examples: *speaking on specialty areas at association/society meetings, volunteering as a medical resource for school sports teams, serving on local and regional government committees/boards as a medical professional representative, participating in promoting health in communities via events, tables, editorials, or media appearances, and volunteer medical missions abroad.*

Service-Learning:

Definition: *a structured learning experience combining community service with preparation & reflection. Students provide community service addressing community-identified concerns & learn about the connection between their service & coursework, & their roles as citizens & professionals.*

Examples: *Urban & Community Health & Global Health Pathways, MPH Field Placement, Community Health Improvement III, VI, & VII, Family Medicine Clerkship*

Community Engaged Course

Definition: *courses that include learning objectives and instruction in community engagement principles for the application of Community Engagement in your professional work.*

Examples: *CTSI CEnR Course*

Community Engaged Research (CEnR)/ Community Based Participatory Research (CBPR)

CEnR Definition: *CEnR is a process of inclusive participation that supports mutual respect of values, strategies, and actions for authentic partnership of people affiliated with or self-identified by geographic proximity, special interest, or similar situations to address issues affecting the well-being of the community or focus. (Ahmed & Palermo, 2008)*

CBPR Definition: *a collaborative approach to research that equitably involves all partners in the research process and recognizes each partner's unique strengths; begins with a research topic of importance to the community & has the aim to combine knowledge with action and achieve social change.*

Examples: *AHW's Community Based Chronic Disease Management Project* promotes low-cost medicine, nutrition, and education by screening for/managing hypertension, diabetes, and obesity at churches & food pantries in Milwaukee.

* This survey has been modified to be formatted for written text. The survey in its online format was presented differently. Questions, tables, definitions and examples are true to the version provided online. Instructions and formatting relevant to web-based viewing only have been omitted.