

Motivation for teaching, work engagement and adaptability of Faculty at UMC Utrecht

Welcome

UMC Utrecht considers job satisfaction and quality of education important. That is why research is being conducted into the ideal conditions to realize this.

Therefore, we would appreciate it if you would complete this questionnaire. Also, and perhaps especially when you are busy with other tasks, we would like to hear your opinion. It takes about 20 to 30 minutes to complete this questionnaire.

Once you start answering the questionnaire, we strongly advise you to finish it in one go. We cannot guarantee the possibility to save interim results because the questionnaire is completely anonymous. There is no link with your email address, for example. If you decide at any point that you no longer wish to participate, you can of course stop. If you stop, available answers will be used for the research.

Your answers will be processed anonymously. The reports corresponding to the results of this questionnaire will not contain information that can be traced back to individuals. The primary objective is policy making on education, but the information collected may be instructive for a wider audience. Therefore, we ask you for agreement to use this anonymous data for possible publication in a scientific journal.

Informed Consent

- I have read the information letter (added to the invitation email). I could also ask questions. My questions have been sufficiently answered. I had enough time to decide whether to participate.
 - I give permission for the anonymous collection, storage and use of my data to answer the research question in this study.
 - I want to participate in this research and know that my data will be processed completely anonymously.
 - I know that taking part is voluntary and that I can stop during the study. I know that already data collected might be used.
 - I understand that my answers might be used for publication.
- * 1. I agree to take part in this study and allow my answers to be used for research.
Yes/No

Education

Beforehand: this questionnaire is about education. By education we mean teaching students within the curricula at UMC Utrecht. Supervision of interns and residents also is considered teaching. Supervising PhD students is considered a research task and therefore not part of an education task in this research. If you do not teach, please answer the question below with "no". The questionnaire is then stopped.

- * 2. Do you teach?
Yes/No

Factors Influencing Your Motivation For Education

Please indicate for each factor how it influences or can influence your motivation for teaching.
(5-pt scale: 1=very negative, 2=negative, 3=makes no difference, 4=positive, 5=very positive)

- 1) Teaching large groups (For example, in the lecture hall)
- 2) Teaching to small groups (~12 students)
- 3) Teaching to medium-sized groups (~40-60 students)
- 4) Teaching with an emphasis on the learning process
- 5) Teaching in which the transfer of content is paramount
- 6) Teaching about my own specialty
- 7) Teaching with colleagues from other disciplines
- 8) Noticeable appreciation for teaching from my direct supervisor
- 9) Noticeable appreciation for teaching from my immediate colleagues
- 10) Feedback on my teaching performance
- 11) Numerical rating/scores from student evaluations
- 12) Freedom to determine *what* I teach
- 13) Freedom to determine *how* I teach
- 14) More secretarial support for my educational tasks
- 15) More educational assistance from the UMCU Education department
- 16) The possibility of a teaching career
- 17) Easing procedures of basic and senior teaching qualification
- 18) Financial reward for obtaining a teaching qualification
- 19) Give more publicity to good teachers
- 20) Wider range of teacher training courses
- 21) Feedback from other teachers or teacher teams
- 22) Conducting research and publishing about education

Please indicate any other factors that increase your motivation for education.

1. ...
2. ...
3. ...

Please indicate any (other) factors that decrease your motivation for education.

1. ...
2. ...
3. ...

Work Engagement

The first set of questions is intended to get an impression of how you experience your work as a whole. You will then be asked about your work experience for the individual main tasks that you have.

Work Engagement for job as a whole

The following statements relate to how you experience your work and how you feel about it. Please indicate how often each statement applies to you.

7-pt scale: 1=never, 2=sporadically (a few times a year or less), 3=occasionally (once a month or less), 4=regularly (a few times a month), 5=often (once a week), 6=very often (a few time a week), 7=always (daily)

- 1) At my work, I feel bursting with energy
- 2) At my job, I feel strong and vigorous
- 3) I am enthusiastic about my job
- 4) My job inspires me
- 5) When I get up in the morning, I feel like going to work
- 6) I feel happy when I am working intensely
- 7) I am proud on the work that I do
- 8) I am immersed in my work
- 9) I get carried away when I'm working

Work Engagement for separate work activities

Please indicate separately for each of your work activities how often each statement applies.

If research or patient care does not apply to you, leave your choice blank.

(drop-down menu with 7 choices per cell and option N/A for research and patient care)

	Teaching	Research	Patiënt care
1) At my work, I feel bursting with energy			
2) At my job, I feel strong and vigorous			
3) I am enthusiastic about my job			
4) My job inspires me			
5) When I get up in the morning, I feel like going to work			
6) I feel happy when I am working intensely			
7) I am proud on the work that I do			
8) I am immersed in my work			
9) I get carried away when I'm working			
10) At my work, I feel bursting with energy			

10. If you could choose completely freely which of the tasks below would you most like to spend more time on in the coming years? Indicate percentages that add up to 100%.

- ☐ Education
- ☐ Research
- ☐ Patient care
- ☐ Management
- ☐ Total

11. What contribution could UMCU make to increase your motivation for teaching?

[open text box]

Facts about you as a teacher

1. For which division/management do you mainly work?
[drop down with all divisions/directors]
2. What is your age?
 - ☐ 20-30
 - ☐ 31-40
 - ☐ 41-50
 - ☐ 51-60
 - ☐ 61+
3. How much teaching experience do you have?
 - ☐ Less than a year
 - ☐ 1-5 years
 - ☐ 5-10 years
 - ☐ 10-20 years
 - ☐ more than 20 years
4. In what type of education are you involved as a teacher? (multiple answers possible)
 - ☐ Medical students in face-to-face education
 - ☐ Medical students as interns
 - ☐ Doctors in training to become specialists (AIOS)
 - ☐ Students of Biomedical Sciences (Bachelor)
 - ☐ Students Biomedical Sciences (Master)
 - ☐ Clinical Health Sciences students
 - ☐ Nursing students
 - ☐ Students operating assistants, anesthetists, X-ray technicians
 - ☐ Researchers in training (courses, seminars, etc.)
 - ☐ Refresher training
 - ☐ Other, nl [open text box]
5. How much time per week do you spend on average on education throughout the year (including preparations and coordination, excluding individual PhD supervision)?
 - ☐ less than an hour a week
 - ☐ one to two hours a week
 - ☐ two hours to half a day per week
 - ☐ half a day to a whole day a week
 - ☐ one to two days a week
 - ☐ more than two days a week
6. Space for additional comments on this questionnaire:
[open text box]

End

You have reached the end of the questionnaire. We would like to thank you for taking time to participate!

If you have any additional comments on this questionnaire, you can use the text box below.