

# IntegratedEthics

Improving Ethics Quality in Health Care

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# IntegratedEthics Staff Survey



### Privacy Act Statement:

In accordance with Public Law 93-579 (Privacy Act of 1974), **providing the personal information asked in this survey is completely voluntary.** Collection of this information is requested to allow the Department of Veterans Affairs, and its subdivisions, **to assess employees' views and experiences of ethics in their work environment.** Sections 1302, 3301, and 3304 of Title 5, US Code authorize collection of this information. **Completed surveys will be returned directly to Sirota Consulting Corporation for tabulation. All information you provide will be treated confidentially.** The information you provide will be compiled, analyzed, and reported for the whole population and certain subgroups. Future disclosures may involve releases of statistical data and other non-identifying data for the improvement of employee work environments and associated administrative purposes. **No identifiable, individual responses will be reported or revealed.**

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## ABOUT THIS SURVEY

This survey asks for your views of ethics in your work environment. It also asks about your knowledge of ethics and your facility's support for ethics. The data collected will be used to improve the work environment in your facility and throughout the Veterans Health Administration.

**The survey is completely confidential and anonymity is protected throughout the process.** To protect your anonymity, data will never be reported for any group when there are less than 10 employees who responded to the survey from that group. It is not possible to link individuals with their responses. Completing the survey is completely voluntary, but your help in responding to the survey is very important. By voicing your opinion you can help to make change in your facility and throughout VHA.

## INSTRUCTIONS

Please read each question carefully and choose the answer that best matches how you think or feel.

Respond to the questions based on your experiences or observations at your current VHA facility.

Most respondents take less than 30 minutes to complete the entire survey.

### **For Multiple-Choice Questions:**

Click one answer for each question unless you are instructed to "click one or more."

For example:

**The instructions for completing this survey are clear.**

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree
- Don't Know/Not Applicable

To select the response "Agree" as your answer, you would simply click on "Agree" as shown above.

Please use the "Don't Know" answer only if you feel you do not have enough information to answer the question.

When you have completed the survey, click on "Submit" to send your answers directly to Sirota Consulting's confidential survey system.

**Please complete the survey only once.**

## YOUR WORK IN VHA

**Please do not begin the survey until you have completed the next three questions about your work in VHA.** Answering yes or no to these questions will determine which sections of the survey apply to your work. To protect your anonymity, data will never be reported for any group when there are less than 10 employees who responded to the survey from that group.

Please complete the following questions regarding your role in VHA.

**Note: if respondents answer no to items 1-3 below, respondents should see questions identified for all staff (sections W, M, G) and then the background items (Section D).**

1. **Does your work in VHA involve direct patient care (e.g., as a physician, nurse practitioner, registered nurse, psychologist, chaplain, social worker, resident, fellow, counseling staff, rehabilitation therapist, respiratory therapist, nutritionist)?**

Yes.....	1	<i>If yes to Item 1, respondents should see questions identified for all staff (sections W, M, G,) then the items for Clinical Staff (sections DM, E, PC, P, RA and items D8 &amp; D9) and then background items (section D).</i>
	→	
No.....	2	<i>If no, respondents should see questions identified for all staff (sections W, M, G) and then the background items (section D)</i>
	→	

2. **Does your work in VHA involve administrative or service operations such as Revenue, Fiscal, Health Information Management (HIM), Logistics, or Compliance and Business Integrity (CBI) functions (e.g., patient registration, eligibility, billing, coding, accounts receivable, utilization review, MCCR/MCCF, budget, purchasing and contracting, auditing, monitoring, or compliance)?**

Yes.....	1	<i>If yes to Item 2, respondents should see questions identified for all staff (sections W, M) and then items for Compliance and Business Integrity (Section CB) and then all staff item (section G) and then the background items (section. D)</i>
	→	
		<i>If yes to Item 1 &amp; 2, respondents should see the questions identified for all staff (sections W, M), then items for Compliance and Business Integrity (Section CB), and then all staff item (section G), then the items for Clinical Staff (sections DM, E, PC, P, and RA and items D8 &amp; D9), and then the background items (section. D)</i>
No.....	2	<i>If no to item 2, respondents should see questions identified for all staff (sections W, M, G) and then the background items (section D)</i>
	→	

3. Does your work in VHA involve research (e.g., conduct of research, managerial or administrative responsibility for research, research oversight, or service on a research related committee or group)?

Yes.....

1  
→

*If yes to item 3, respondents should see questions identified for all staff (sections W, M, G), then the research items (section R) and then the background items (section. D)*

*If yes to item 1 & 3, respondents should see questions identified for all staff (sections W, M, G), then the items for Clinical Staff (sections DM, E, PC, P, RA and items D8 & D9), then the research items (Section R) and then the background items (section D)*

*If yes to Item 1 & 2 & 3, respondents should see the questions identified for all staff (sections W, M), then items for Compliance and Business Integrity (Section CB), and then all staff item (section G), then the items for Clinical Staff (sections DM, E, PC, P, RA, and items D8 & D9), then the research items (section R) and then the background items (section. D)*

No.....

2  
→

*If no to item 2, respondents should see questions identified for all staff (sections W, M, G) and then the background items (section D)*

## DEFINITIONS

Please use the following definitions when answering questions referring to these terms.

**Ethics**: what is right or what should be done.

**Ethical concern**: uncertainty or conflict about values.

**Facility**: the physical location where you work.

- For most, your facility is a **VA Medical Center**. If you work at a medical center with multiple divisions, your facility is the particular campus where you work.
- If you work at a **CBOC**, your facility is the **parent VA Medical Center**.
- If you work in a **VISN office**, your facility is the **VISN office**.
- If you work in **Central Office**, your facility is **Central Office**.
- If you work in a **virtual department or offsite**, your facility is the one where your **department is based or that you report to**.

**BEGIN THE SURVEY**

## ETHICAL PRACTICES IN THE EVERYDAY WORKPLACE

Please use the following definitions when answering questions in this section.

**Manager(s):** an individual who has administrative authority for a unit, department, service line or entire facility. Managers include senior managers (e.g., medical center director, chief nurse executive), middle managers (e.g., associate chiefs, service line managers) and first line managers (e.g., unit supervisors, team leaders) all of whom are responsible for making policy, fiscal or operational decisions.

Respond to the following questions based on your experiences or observations at your current VHA facility.

At this facility, <u>how often</u> :		Almost		About		Almost	Don't
		Never	Occasionally	Half the Time	Usually	Always	Know
W1.	Are patients treated fairly?.....	1	2	3	4	5	99
W2.	Are employees treated fairly?.....	1	2	3	4	5	99
		Completely Disagree	Disagree	Agree		Completely Agree	Don't Know
W3.	At this facility, there is more emphasis on following "the rules" than doing what is best for patients.....	1	2	3		4	99
W4.	At this facility, I am reluctant to raise ethical concerns .....	1	2	3		4	99
W5.	This facility follows up on ethical concerns that are reported by employees.....	1	2	3		4	99



## ETHICAL PRACTICES IN BUSINESS AND MANAGEMENT

Please use the following definitions when answering questions in this section.

**Manager:** an individual who has administrative authority for a unit, department, service line or entire facility. Managers include senior managers (e.g., medical center director, chief nurse executive), middle managers (e.g., associate chiefs, service line managers) and first line managers (e.g., unit supervisors, team leaders) all of whom are responsible for making policy, fiscal or operational decisions.

**Supervisor:** first line supervisor, typically those who are responsible for employees' performance appraisals and approval of their leave.

Respond to the following questions based on your experiences or observations at your current VHA facility.

At this facility <u>how often</u> :		Almost		About		Almost	Don't
		Never	Occasionally	Half the Time	Usually	Always	Know
M1.	Do you get "mixed messages" from managers that create ethical uncertainty or ethical concerns?.....	1	2	3	4	5	99
M2.	Do supervisors omit information about poor performance from an employee's evaluation?.....	1	2	3	4	5	99
M3.	Do personal relationships between employees unfairly influence important management decisions?.....	1	2	3	4	5	99
At this facility:		Completely Disagree	Disagree	Agree		Completely Agree	Don't Know
M4.	Managers raise and discuss ethical concerns..	1	2	3		4	99
M5.	Managers care more about meeting performance goals (i.e., "getting to green") than doing the right thing.....	1	2	3		4	99
M6.	Employees can talk with supervisors about ethical concerns without fear of having their comments held against them.....	1	2	3		4	99
M8.	Hiring and promotion decisions meet the ethical standards in VA and VHA policies.....	1	2	3		4	99

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Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>How well do your <u>facility's</u> managers:</b>		<b>Not At All</b>	<b>Not Very</b>	<b>Moderately</b>	<b>Very</b>	<b>Don't</b>
		<b>Well</b>	<b>Well</b>	<b>Well</b>	<b>Well</b>	<b>Know</b>
M11.	Communicate that ethics is a priority?.....	1	2	3	4	99
M12.	Take into account staff perspectives when making decisions with important ethical implications?.....	1	2	3	4	99

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## COMPLIANCE AND BUSINESS INTEGRITY

Please use the following definitions when answering questions in this section.

**Manager(s):** an individual who has administrative authority for a unit, department, service line or entire facility. Managers include senior managers (e.g., medical center director, chief nurse executive), middle managers (e.g., associate chiefs, service line managers) and first line managers (e.g., unit supervisors, team leaders) all of whom are responsible for making policy, fiscal or operational decisions.

**Supervisor(s):** typically those who are responsible for employees' performance appraisals and approval of their leave.

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility <u>how often</u>:</b>		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
CB1.	Do you get mixed messages from managers about <u>business practices</u> that create ethical uncertainty or ethical concerns?.....	1	2	3	4	5	99
<b>At this facility:</b>		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know	
CB2.	Managers raise and discuss ethical concerns related to business practices and compliance issues.....	1	2	3	4	99	
CB3.	I would feel comfortable reporting a compliance and business integrity violation to a supervisor.....	1	2	3	4	99	
<b>How well do your <u>facility's</u> managers:</b>		Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know	
CB4.	Communicate that business integrity is a priority?.....	1	2	3	4	99	

# ETHICAL PRACTICES IN GOVERNMENT SERVICE

Please use the following definition when answering questions in this section.

**Government Ethics:** Standards of conduct applicable to all Federal employees including criminal statutes on bribery and financial conflicts of interest, and administrative rules on topics such as gift acceptance and use of Government resources.

Respond to the following questions based on your experiences or observations at your current VHA facility.

**G1. Are you aware that there are officials in the Office of General Counsel or in Regional Counsel Offices whose job responsibilities include providing advice to employees on government ethics issues?**

Yes..... 1  
No..... 2

**G2. During the past 12 months, have you personally observed conduct that you believed violated government ethics rules or laws?**

Yes..... 1  
No..... 2  
Don't Know..... 99

Respond to the following questions based on your experiences or observations at your current VHA facility.

**G4. In the last 2 years, have you sought government ethics-related advice about your work from the Office of General Counsel or a Regional Counsel office?**

- Yes..... 1      ●————→ IF YES, continue to Questions 4a and 4b.
  - No..... 2
  - Don't Know..... 99
- } ●————→ IF NO or DON'T KNOW, go to Question 5.

**G4a. If yes, why did you seek government ethics-related advice? Select all that apply.**

- Sought general information..... 1
- Sought education or training..... 2
- Had specific concern about my own conduct..... 3
- Had specific concern about another employee's conduct.. 4
- Other..... 5
- Don't Know..... 99

**G4b. If yes, how helpful was the person or resource?**

- Not At All Helpful..... 1
- Not Very Helpful..... 2
- Moderately Helpful..... 3
- Very Helpful..... 4
- Don't Know..... 99

**G5. At your facility, in the last 2 years, have you received government ethics training (e.g., instructor-led training, computer-based training, video, written materials)?**

- Yes..... 1      ●————→ IF YES, CONTINUE TO NEXT QUESTION, Q#G5a.
  - No..... 2
  - Don't Know..... 99
- } ●————→ IF NO or DON'T KNOW, GO TO QUESTION Q#G6.

Respond to the following questions based on your experiences or observations at your current VHA facility.

**G5a. If you received government ethics training, in general, how useful was it in guiding your decisions and conduct in connection with your work?**

- Not At All Useful..... 1
- Not Very Useful..... 2
- Moderately Useful..... 3
- Very Useful..... 4
- Don't Know..... 99

<b>At this facility:</b>		<b>Completely Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely Agree</b>	<b>Don't Know</b>
G6	Employees at all levels are held accountable for adhering to government ethics rules, VHA policy and the law .....	1	2	3	4	99

## CLINICAL STAFF SECTIONS

Please use the following definitions when answering questions referring to these terms.

**Ethics**: what is right or what should be done.

**Clinicians**: staff who provide direct patient care including physicians, nurse practitioners, registered nurses, psychologists, chaplains, social workers, residents, fellows, counseling staff, rehabilitation therapists, respiratory therapists, etc. Clinicians do **not** include students.

**Facility**: the physical location where you work.

- For most, your facility is a **VA Medical Center**. If you work at a medical center with multiple divisions, your facility is the particular campus where you work.
- If you work at a **CBOC**, your facility is the **parent VA Medical Center**.
- If you work in a **VISN office**, your facility is the **VISN office**.
- If you work in **Central Office**, your facility is **Central Office**.
- If you work in a **virtual department or offsite**, your facility is the one where your **department is based or that you report to**.

## SHARED DECISION MAKING WITH PATIENTS

For all questions in this section, assume that patients have decision-making capacity unless otherwise noted.

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often are patients:</u></b>		<b>Almost Never</b>	<b>Occasionally</b>	<b>About Half the Time</b>	<b>Usually</b>	<b>Almost Always</b>	<b>Don't Know</b>
DM1.	Informed of the probability of a recommended treatment's success?.....	1	2	3	4	5	99
DM2.	Asked, where their family cannot overhear, about how they want their family involved in treatment decisions?.....	1	2	3	4	5	99

<b>At this facility, <u>how often:</u></b>		<b>Almost Never</b>	<b>Occasionally</b>	<b>About Half the Time</b>	<b>Usually</b>	<b>Almost Always</b>	<b>Don't Know</b>
DM3.	Do physicians give patients sufficient time to discuss treatment recommendations?...	1	2	3	4	5	99
DM4.	Are surrogate decision makers promptly identified for patients who lack decision-making capacity?.....	1	2	3	4	5	99
DM5.	Do clinicians instruct surrogate decision makers to make decisions on the basis of what the patient would have wanted?.....	1	2	3	4	5	99

Respond to the following questions based on your knowledge of ethics.

		<b>Completely Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely Agree</b>	<b>Don't Know</b>
DM6.	Patients may lack the capacity to make one type of health care decision, but have the capacity to make other types of health care decisions.....	1	2	3	4	99
DM7.	If a patient has been diagnosed with dementia, then the patient lacks decision-making capacity.....	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

**DM8. How effective are your facility's clinicians at integrating a patient's values and preferences into health care recommendations?**

- Not At All Effective..... 1
- Not Very Effective..... 2
- Moderately Effective... 3
- Very Effective..... 4
- Don't Know..... 99

**DM9. How well do your facility's clinicians help patients prepare advance directives?**

- Not At All Well..... 1
- Not Very Well..... 2
- Moderately Well..... 3
- Very Well..... 4
- Don't Know..... 99

**DM10. How well does your facility educate patients about their role in making health care decisions?**

- Not At All Well..... 1
- Not Very Well..... 2
- Moderately Well..... 3
- Very Well..... 4
- Don't Know..... 99

## ETHICAL PRACTICES IN END-OF-LIFE CARE

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often do clinicians:</u></b>		<b>Almost Never</b>	<b>Occasionally</b>	<b>About Half the Time</b>	<b>Usually</b>	<b>Almost Always</b>	<b>Don't Know</b>
E1.	Decrease their interaction with dying patients when the goal of care is comfort only?.....	1	2	3	4	5	99
E2.	Place feeding tubes in patients near the end of life without presenting the option to forego artificial nutrition?.....	1	2	3	4	5	99

Respond to the following questions based on your knowledge of ethics.

		<b>Completely Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely Agree</b>	<b>Don't Know</b>
E3.	If a patient has an advance directive, then the patient does not wish to receive life-sustaining treatment.....	1	2	3	4	99
E4.	It may be appropriate for a patient with a DNR/DNAR (Do Not Resuscitate/Do Not Attempt Resuscitation) order to receive life-sustaining treatments such as tube feedings...	1	2	3	4	99
E5.	In terminally ill patients, analgesics including opioids should be prescribed in dosages sufficient to control pain even at the risk of hastening death.....	1	2	3	4	99
E6.	For a dying patient, intravenous hydration should be continued even if other treatments have been stopped.....	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>How well do <u>your facility's clinicians</u>:</b>		<b>Not At All Well</b>	<b>Not Very Well</b>	<b>Moderately Well</b>	<b>Very Well</b>	<b>Don't Know</b>
E7.	Treat pain in dying patients?.....	1	2	3	4	99
E8.	Manage the psychological distress of dying patients?.....	1	2	3	4	99
E9.	Attend to the spiritual needs of dying patients?	1	2	3	4	99
<b>How well does your <u>facility</u>:</b>		<b>Not At All Well</b>	<b>Not Very Well</b>	<b>Moderately Well</b>	<b>Very Well</b>	<b>Don't Know</b>
E10.	Address the psychosocial needs of family caregivers of dying patients?.....	1	2	3	4	99
E11.	Educate staff about ethical issues in end-of-life care?.....	1	2	3	4	99

## PATIENT PRIVACY AND CONFIDENTIALITY

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often</u>:</b>		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
PC1.	Is private information about a patient discussed within earshot of others who are not involved in that patient's care?.....	1	2	3	4	5	99
PC2.	Are notes or papers with identifiable patient information left in areas where they might be viewed by patients, family or non-treating staff members?.....	1	2	3	4	5	99
PC3.	Are computers left unattended with medical/health record information visible on the screen?.....	1	2	3	4	5	99

Respond to the following questions based on your understanding of procedures at your facility.

		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know
PC4.	This facility has more stringent confidentiality protections for information about HIV, drug and alcohol abuse, and sickle cell anemia than other types of health information.....	1	2	3	4	99
PC5.	This facility has procedures that allow patients to request changes in their medical/health record.....	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>How well does your <u>facility</u>:</b>		Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
PC6.	Educate staff about privacy and confidentiality?	1	2	3	4	99
PC7.	Restrict access to patient records so that staff members have access to only the information they need to perform their jobs?.....	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

**PC8. How well do your facility's computer aids help protect patient confidentiality (e.g., pop-up privacy reminders, automatic log-off)?**

- Not At All Well..... 1
- Not Very Well..... 2
- Moderately Well..... 3
- Very Well..... 4
- Don't Know..... 99

**PC9. At your facility, how well does the design of patient interview and examining areas protect patient privacy?**

- Not At All Well..... 1
- Not Very Well..... 2
- Moderately Well..... 3
- Very Well..... 4
- Don't Know..... 99

# PROFESSIONALISM IN PATIENT CARE

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often</u>:</b>		<b>Almost Never</b>	<b>Occasionally</b>	<b>About Half the Time</b>	<b>Usually</b>	<b>Almost Always</b>	<b>Don't Know</b>
P1.	Are known medical errors that have caused harm disclosed to patients or surrogates?...	1	2	3	4	5	99
P2.	Do clinicians treat patients who practice undesirable behaviors (e.g., drug abuse, non-compliance) with less sympathy than other patients?.....	1	2	3	4	5	99
P3.	<b>At this facility, how often are medical students explicitly introduced as “students”?</b>						
	Almost Never.....	1					
	Occasionally.....		2				
	About Half the Time.....			3			
	Usually.....				4		
	Almost Always.....					5	
	Not Applicable.....						55
	Don't Know.....						99
P4.	<b>At this facility, I am reluctant to raise concerns when I think a colleague’s clinical abilities are impaired.</b>						
	Completely Disagree.....	1					
	Disagree.....		2				
	Agree.....			3			
	Completely Agree.....				4		
	Don't Know.....						99

Respond to the following questions based on your knowledge of ethics.

	Completely Disagree	Disagree	Agree	Completely Agree	Don't Know
P5. Patients should be informed of all reasonable treatment options including those that are not available at your facility.....	1	2	3	4	99
P6. A staff member who accepts a meal provided by a drug or medical device company faces a conflict of interest.....	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

	Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
<b>How well does your <u>facility</u>:</b>					
P7. Educate staff on incorporating patients' cultural customs into clinical practice?.....	1	2	3	4	99
P8. Provide clinicians with clear guidance on how to respond to patients' demands for interventions that are not medically indicated?..	1	2	3	4	99
P9. Provide clinicians with clear guidance on how to maintain professional boundaries in their relationships with patients?.....	1	2	3	4	99

# ETHICAL PRACTICES IN RESOURCE ALLOCATION

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often</u>:</b>		Almost		About		Almost	Don't
		Never	Occasionally	Half the Time	Usually	Always	Know
RA1.	Does the focus on conserving resources come at the expense of providing quality patient care?.....	1	2	3	4	5	99
RA2.	Does management communicate the reasoning behind local resource allocation decisions?.....	1	2	3	4	5	99
RA3.	Are resource allocation decisions considered business decisions that have little to do with ethics?.....	1	2	3	4	5	99
RA4.	<b>How well do you understand your facility's decision-making process for allocating resources?</b>						
	Not At All Well.....	1					
	Not Very Well.....	2					
	Moderately Well.....	3					
	Very Well.....	4					
	Don't Know.....	99					
RA5.	<b>How influential are clinicians in resource allocation decisions at your facility?</b>						
	Not At All Influential.....	1					
	Not Very Influential.....	2					
	Moderately Influential....	3					
	Very Influential.....	4					
	Don't Know.....	99					

Respond to the following questions based on your experiences or observations at your current VHA facility.

**RA6. How fairly does your facility allocate resources among programs and services?**

- Not At All Fairly..... 1
- Not Very Fairly..... 2
- Moderately Fairly... 3
- Very Fairly..... 4
- Don't Know..... 99

<b>How well does <u>your facility</u>:</b>		<b>Not At All Well</b>	<b>Not Very Well</b>	<b>Moderately Well</b>	<b>Very Well</b>	<b>Don't Know</b>
RA7.	Make resource allocation decisions that are consistent with its mission and values?.....	1	2	3	4	99
RA8.	Educate staff on the ethical aspects of resource allocation?.....	1	2	3	4	99

**BACKGROUND: CLINICAL EXPERIENCE**

Your answers in this survey are anonymous. It is not possible to link individuals with their responses.

Respond to the following questions based on your work at your current VHA facility.

**D8. Where do you perform the majority of your patient care activities?**

- 1 Inpatient: Intensive Care Unit
- 2 Inpatient: Acute Care Hospital, Non-ICU
- 3 Inpatient: Other
- 4 Outpatient: Community-Based Outpatient Clinic
- 5 Outpatient: Hospital-Based Outpatient Clinic
- 6 Outpatient: Readjustment Counseling (Vet Centers)
- 7 Outpatient: Other
- 8 Extended Care: Community Living Centers (Nursing Homes)
- 9 Extended Care: Home Care Programs

- 10 Extended Care (Mental Health): Residential Rehabilitation Treatment Programs (Domiciliaries)
- 11 Extended Care: Other (e.g., Transitional Care Programs, Adult Day Health Care Programs)
- 88 Other (Specify): [Branch to another section to capture the response in a .wav file. Allow 50 characters for response.]
- 55 Not Applicable

D9. Which one of the following **best** describes your **service** or **clinical area**?

- 1 Medical and Subspecialty Care (e.g., Acute Care, Ambulatory Care, Primary Care)
- 2 Geriatric and Extended Care/Rehabilitation Medicine
- 3 Mental Health (e.g., Psychiatry, Psychology)
- 4 Surgical and Anesthesia
- 5 Administration (e.g., Chief of Staff, Service Chief, Nurse Executive, Quality Management, Utilization Management, Infection Control)
- 88 Other (Specify): [Branch to another section to capture the response in a .wav file. Allow 50 characters for response.]
- 55 Not Applicable

## ETHICAL PRACTICES IN RESEARCH

Please use the following definitions when answering questions in this section.

**Research Subjects:** individuals (including veterans, VA employees, and others) who are enrolled in a research study or whose private information is used for a research study (sometimes referred to as “research participants” or “study participants”).

**Research Office, Service or Program:** the office, service or program that manages all of a VA facility’s research activities as overseen by the local Research and Development (R&D) Committee.

Respond to the following questions based on your experiences or observations at your current VHA facility.

<b>At this facility, <u>how often</u>:</b>		Almost		About		Almost	Don't
		Never	Occasionally	Half the Time	Usually	Always	Know
R1.	Are research subjects treated with respect and dignity?.....	1	2	3	4	5	99
R2.	Do you get “mixed messages” about research ethics requirements?.....	1	2	3	4	5	99
R4.	Are research subjects encouraged to ask questions prior to consenting to participate in research?.....	1	2	3	4	5	99

R5. For questions regarding research ethics, how comfortable would you feel going to the following sources for help?		Not At All Comfortable	Not Very Comfortable	Moderately Comfortable	Very Comfortable	Don't Know
a.	ACOS/R&D or equivalent (e.g., Research Coordinator)	1	2	3	4	99
b.	AO/R&D	1	2	3	4	99
c.	Research Compliance Officer	1	2	3	4	99
d.	IRB or IRB Coordinator	1	2	3	4	99
e.	Research and Development Committee	1	2	3	4	99
f.	Your Office for Research Oversight (ORO) Regional Office	1	2	3	4	99
g.	The ORO National Office	1	2	3	4	99
h.	The Office of Research and Development (ORD) (e.g., PRIDE, COACH)	1	2	3	4	99
l	National Center for Ethics in Health Care	1	2	3	4	99
j.	Other (Specify):	1	2	3	4	99

Respond to the following questions based on your experiences or observations at your current VHA facility.

At this facility, <u>how well:</u>		Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
R6.	Are the risks or harm associated with research explained to research subjects?.....	1	2	3	4	99
R7.	Is private information about research subjects protected?.....	1	2	3	4	99
R8.	Does the research office, service or program collaborate with other offices (e.g., privacy office, information security) to protect study participants' private information?.....	1	2	3	4	99
R9.	Does the research office, service or program communicate that research ethics is a priority?	1	2	3	4	99
At this facility:		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know
R11.	I am reluctant to raise ethical concerns related to research.....	1	2	3	4	99
R12.	Investigators, regardless of their status (e.g., funding, national reputation), are held accountable for adhering to research requirements.	1	2	3	4	99

## BACKGROUND INFORMATION

Definitions: Please use the following definitions when answering questions in this section.

**Manager(s):** an individual who has administrative authority for a unit, department, service line or entire facility. Managers include senior managers (e.g., medical center director, chief nurse executive), middle managers (e.g., associate chiefs, service line managers) and first line managers (e.g., unit supervisors, team leaders) all of whom are responsible for making policy, fiscal or operational decisions.

**Senior Manager/Executive(s):**

- Those in executive positions who supervise managers.
- If you work at a VA **Medical Center**, your senior managers are the leadership team, typically consisting of the Director, Associate Director, Chief of Staff and Chief Nurse or Executive/Associate Director for Nursing or Patient Care Services.
- If you work in a **VISN office**, your senior managers include the Network Director, Deputy Network Director, Chief Medical Officer, Chief Financial Officer, Chief Logistics Officer and Quality Management Officer.
- If you work in **Central Office**, your senior managers are the Under Secretary, Deputy Under Secretary and Chief Officers.

**Supervisor(s):** first line supervisor; typically those who are responsible for employees' performance appraisals and approval of their leave.

**Team Leader(s):** those who lead a team of employees but who may not be responsible for employee's performance appraisals or approval of their leave.

Your answers in this survey are anonymous. It is not possible to link individuals with their responses.

Respond to the following questions based on your work at your current VHA facility.

D1. **What is your gender?**

- 1 Male
- 2 Female

D2. **What is your age?**

- 1 Less than 20 years old
- 2 20-29
- 3 30-39
- 4 40-49
- 5 50-59
- 6 60 years or older



**D3. Are you Spanish, Hispanic, or Latino?**

- 1 Yes
- 2 No

**D4. What is your race? (Select all that apply)**

- 1 White
- 2 Black or African American
- 3 American Indian or Alaskan Native
- 4 Asian
- 5 Native Hawaiian or other Pacific Islander

**D5. How long have you been with VA?**

- 1 Less than six months
- 2 Six months to one year
- 3 One to three years
- 4 Four to five years
- 5 Six to ten years
- 6 11 to 20 years
- 7 More than 20 years

**D6. What is your level of supervisory responsibility?**

- 1 None
- 2 Team leader
- 3 First line supervisor
- 4 Manager
- 5 Senior manager/executive

**D7. What are your financial disclosure responsibilities?**

- 1 I file a Public Financial Disclosure Report (SF 278).
- 2 I file a Confidential Financial Disclosure Report (OGE Form 450 or 450-A).
- 3 I am not required to file a financial disclosure report.
- 4 I don't know my filing status.

Please indicate whether you agree or disagree with the following statement.

		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know
D10.	Overall, my facility is an ethical organization. .... .....	1	2	3	4	99

**Thank you for participating in the IntegratedEthics Staff Survey.  
Your input is very important. Have a nice day and goodbye.**