

Improving Ethics Quality in Health Care

2010 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' perceptions and level of satisfaction with 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 an outside vendor for tabulation. All information you provide about your job and about yourself 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.**



ABOUT THIS SURVEY

This survey asks for your views of ethics in your work environment 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 (VHA).

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 voluntary, but your help in responding to the survey is very important. By voicing your opinion you can help to make changes 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 perceptions and experiences at your current VHA facility. We want your input based on what you know or believe. You do not have to have complete knowledge of all activities at your facility to provide important, useful information.

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

For multiple-choice questions: click one answer for each question. Sample question:

The instructions for completing this survey are clear.

- Strongly Agree
- Agree
- Neither Agree Nor Disagree
- Disagree
- Strongly Disagree
- Don't Know

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

When you have completed the survey, click on "Submit" to send your answers directly to an outside vendor's confidential survey system. **Please complete the survey only once.**

Note: For some questions, only an abbreviated version of the question is included here due to a licensing agreement with the Ethics Resource Center for questions that are copyrighted. These questions are indicated by an asterisk (). The full versions of the questions were used in the administration of the survey*

YOUR WORK IN VHA

Please do not begin the survey until you have completed the next three questions about your work in VHA. Answering 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 a group.

Please complete the following questions regarding your role in VHA.

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 → *If yes to Item 1, respondents should see questions identified for all staff (sections W, PC, M, G, and RA), then the items for Clinical Staff (sections DM, P, E, and items CD1 and CD2), and then background items (section D).*
 - No → *If no, respondents should see questions identified for all staff (sections W, PC, M, G, and RA) and then the background items (section D).*

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 → *If yes to item 2, respondents should see questions identified for all staff (sections W, PC, and M), then items for Compliance and Business Integrity (section CB), then remaining all staff items (sections G and RA), and then the background items (section D).*

If yes to items 1 and 2, respondents should see the questions identified for all staff (sections W, PC, and M), then items for Compliance and Business Integrity (section CB), then all staff items (sections G and RA), then the items for Clinical Staff (sections DM, P, E, and items CD1 and CD2), and then the background items (section D).
 - No → *If no to item 2, respondents should see questions identified for all staff (sections W, PC, M, G, and RA) and then the background items (section D).*

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

If yes to items 1 and 3, respondents should see questions identified for all staff (sections W, PC, M, G, and RA), then the items for Clinical Staff (sections DM, P, E, and items CD1 and CD2), then the research items (section R), and then the background items (section D).

If yes to items 1, 2, and 3, respondents should see all items including the questions identified for all staff (sections W, PC, and M), then items for Compliance and Business Integrity (section CB), then all staff items (sections G and RA), then the items for Clinical Staff (sections DM, P, E, and items CD1 and CD2), then the research items (section R), and then the background items (section D).

- No → If no to item 3, respondents should see questions identified for all staff (sections W, PC, M, G, and RA) and then the background items (section D).

DEFINITIONS

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

Ethics: what is right or what should be done.

Ethics 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

- A. Please select your facility. (Drop down list of VHA facilities)
- B. What is your occupation? (Drop down list of VHA occupation codes)

ETHICAL PRACTICES IN THE EVERYDAY WORKPLACE

Please use the following definition 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.

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

At this facility, <u>how often</u>:		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
W1.	Are patients treated fairly?	<input type="checkbox"/>					
W2.	Are employees treated fairly?	<input type="checkbox"/>					
		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.	<input type="checkbox"/>					
W4.	This facility follows up on ethical concerns that are reported by employees.	<input type="checkbox"/>					
W5.*	Coworkers consider ethics in decision making.	<input type="checkbox"/>					
W6.*	Trust management to keep promises and commitments.	<input type="checkbox"/>					
W7.	At this facility, I am reluctant to raise ethical concerns.	<input type="checkbox"/>					
		Not At All Familiar	Not Very Familiar	Moderately Familiar	Very Familiar	Don't Know	
W8.	How familiar are you with your facility's ethics consultation service, a service to help patients, providers and staff resolve ethical concerns in the health care setting?	<input type="checkbox"/>					

		Not At All Likely	Not Very Likely	Moderately Likely	Very Likely	Don't Know
W9.	If you had an ethical concern related to health care, how likely are you to use your facility's ethics consultation service?	<input type="checkbox"/>				

ETHICAL PRACTICES IN PATIENT PRIVACY AND CONFIDENTIALITY

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

At this facility, <u>how often</u>:		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?	<input type="checkbox"/>	<input type="checkbox"/>				
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?	<input type="checkbox"/>	<input type="checkbox"/>				
PC3.	Are computers left unattended with medical/health record information visible on the screen?	<input type="checkbox"/>	<input type="checkbox"/>				
						I Have Not Received Education On This Topic	
		Not At All Well	Not Very Well	Moderately Well	Very Well		
PC4.	How well has your facility educated you about privacy and confidentiality?	<input type="checkbox"/>					

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 perceptions and experiences** at your current VHA facility.

		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
At this facility <u>how often</u>:							
M1.	Do you get "mixed messages" from managers that create ethical uncertainty or ethical concerns?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
M2.	Do personal relationships between employees unfairly influence important management decisions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At this facility:		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know	
M3.	Employees can talk with supervisors about ethical concerns without fear of having their comments held against them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
M4.	Managers place more emphasis on staff meeting performance goals (i.e., "getting to green") than doing the right thing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
M5.*	Management stresses ethical behavior even when under pressure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
M6.	Hiring and promotion decisions meet the ethical standards in VHA policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
M7.*	Management gives positive feedback for ethical behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
M8.*	Management does not tolerate retaliation for reporting a potential violation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

How well do your facility's managers:			Not Very	Moderately	Very	Don't
		Not At All Well	Well	Well	Well	Know
M9.	Communicate that ethics is a priority?	<input type="checkbox"/>				
M10.	Take into account staff perspectives when making decisions with important ethical implications?	<input type="checkbox"/>				
M11.	Take into account Veterans' perspectives when making decisions with important ethical implications?	<input type="checkbox"/>				
M12.* Supervisor evaluates ethical conduct in performance appraisals.						
	<input type="checkbox"/> Yes					
	<input type="checkbox"/> No					
	<input type="checkbox"/> Don't Know					

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 perceptions and experiences** at your current VHA facility.

- G1. Are you aware that there are officials in the Office of General Counsel or at Regional Counsel Offices whose job responsibilities include providing advice to employees on government ethics issues?
- Yes
- No

G2.* Observed conduct that violated government ethics rules or laws.

- Yes
- No
- Don't Know

	Not At All Familiar	Not Very Familiar	Moderately Familiar	Very Familiar	Don't Know
G3. How familiar are you with the rules of ethical conduct for government employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Completely Disagree	Disagree	Agree	Completely Agree	Don't Know
G4. Employees at all levels are held accountable for adhering to government ethics rules, VHA policy and the law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Not At All Useful	Not very Useful	Moderately Useful	Very Useful	I Have Not Received Training
G5. How useful was the Government Ethics Training (e.g., instructor-led training, computer-based training, video, written materials) you received in the past two years in guiding your decisions and conduct in connection with your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ETHICAL PRACTICES IN RESOURCE ALLOCATION

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

At this facility, <u>how often</u>:		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
RA1.	Does the focus on controlling costs come at the expense of providing quality patient care?	<input type="checkbox"/>					
RA2.	Does management communicate the reasoning behind local resource allocation decisions?	<input type="checkbox"/>					
RA3.	Are resource allocation decisions considered business decisions that have little to do with ethics?	<input type="checkbox"/>					
			Not At All Fairly	Not Very Fairly	Moderately Fairly	Very Fairly	Don't Know
RA4.	How fairly does your facility allocate resources among programs and services?		<input type="checkbox"/>				
			Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
RA5.	How well does your facility make resource allocation decisions that are consistent with its mission and values?		<input type="checkbox"/>				
RA6.	How well do you understand your facility's decision-making process for allocating resources?		<input type="checkbox"/>				
			Not At All Well	Not Very Well	Moderately Well	Very Well	I Have Not Received Education On This Topic
RA7.	How well does your facility educate you on the ethical aspects of resource allocation?		<input type="checkbox"/>				

COMPLIANCE AND BUSINESS INTEGRITY

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: typically those who are responsible for employees’ performance appraisals and approval of their leave.

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

At this facility:		Completely Disagree	Disagree	Agree	Completely Agree	Don't Know	
CB1.	Managers raise and discuss ethical concerns related to business practices and compliance issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
CB2.	I would feel comfortable reporting a compliance and business integrity violation to a supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
At this facility, <u>how often:</u>		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
CB3.*	Advice seeking from organizational resources if faced with a difficult decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CB4.*	Pressure to compromise standards of ethical workplace conduct.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CB5.* Observed conduct that violated the law or organization’s standards of ethical conduct.

- Yes→ (continue)
- No→ (skip to question CB6)
- Don't Know→ (skip to question CB6)

CB5a.* Reported observation of misconduct.

- Yes→ (continue)
- No→ (skip to question CB6)
- Don't Know→ (skip to question CB6)

		Very Dissatisfied	Dissatisfied	Neither Satisfied Nor Dissatisfied	Satisfied	Very Satisfied	Don't Know
CB5b.*	Satisfaction with response to report.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	Don't Know
CB6.*	Managers held accountable if caught violating VHA business and fiscal policies or the law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CB7.*	Non-management employees held accountable if caught violating VHA business and fiscal policies or the law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CB8.*	Supervisor held accountable if caught violating VHA business and fiscal policies or the law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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, social workers, physician assistants, psychologists, chaplains, 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 perceptions and experiences** at your current VHA facility.

At this facility, <u>how often</u>:		Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
DM1.	Do clinicians talk to patients about the pros and cons of each choice for their treatment or health care?	<input type="checkbox"/>					
DM2.	Do clinicians give patients sufficient time to discuss treatment recommendations?	<input type="checkbox"/>					
DM3.	Are surrogate decision makers promptly identified for patients who lack decision-making capacity?	<input type="checkbox"/>					
		Not At All Effective	Not Very Effective	Moderately Effective	Very Effective	Don't Know	
DM4.	How effective are your facility's clinicians at integrating a patient's values and preferences into health care recommendations?	<input type="checkbox"/>					

		Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
How well:						
DM5.	Do your facility's staff help patients prepare advance directives?	<input type="checkbox"/>				
DM6.	Does your facility educate patients about their role in making health care decisions?	<input type="checkbox"/>				

PROFESSIONALISM IN PATIENT CARE

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

		Completely Disagree	Disagree	Agree	Completely Agree	Don't know
At this facility:						
P1.	If a medical error caused harm, the error would be disclosed to the patient or surrogates.	<input type="checkbox"/>				
P2.	I am reluctant to raise concerns when I think a colleague's clinical abilities are impaired.	<input type="checkbox"/>				
P3.	If a clinician displays intimidating, abusive, or disruptive behavior toward others, managers will intervene.	<input type="checkbox"/>				
						I Have Not Received Education On This Topic
How well does your facility:		Not At All Well	Not Very Well	Moderately Well	Very Well	
P4.	Educate you on incorporating patients' cultural customs into clinical practice?	<input type="checkbox"/>				
						I Have Not Received Guidance on This Topic
		Not At All Well	Not Very Well	Moderately Well	Very Well	
P5.	Provide you with clear guidance on how to maintain professional boundaries in your relationships with patients?	<input type="checkbox"/>				

At this facility, how often:	Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
P6. Do clinicians treat patients who practice undesirable behaviors (e.g., drug abuse, non-compliance) with less sympathy than other patients?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ETHICAL PRACTICES IN END-OF-LIFE CARE

Respond to the following questions **based on your perceptions and experiences** at your current VHA facility.

Does your practice ever include working with dying patients?

- Yes → (continue with this domain)
- No → (skip to next section)

How well do your facility's clinicians:	Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
E1. Treat pain in dying patients?	<input type="checkbox"/>				
E2. Manage the psychological distress of dying patients?	<input type="checkbox"/>				
E3. Attend to the spiritual needs of dying patients?	<input type="checkbox"/>				
How well does your facility address the psychosocial needs of family caregivers of dying patients?	Not At All Well	Not Very Well	Moderately Well	Very Well	Don't Know
E4. How well does your facility address the psychosocial needs of family caregivers of dying patients?	<input type="checkbox"/>				

	Not At All Well	Not Very Well	Moderately Well	Very Well	I Have Not Received Education On This Topic	
E5. How well does your facility educate you about ethical issues in end-of-life care?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Almost Never	Occasionally	About Half the Time	Usually	Almost Always	Don't Know
E6. How often do clinicians decrease their interaction with dying patients when the goal of care is comfort only?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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.

CD1. Where do you perform the majority of your patient care activities?

- Inpatient: intensive care unit
- Inpatient: acute care hospital, non-ICU
- Inpatient: other
- Outpatient: community-based outpatient clinic
- Outpatient: hospital-based outpatient clinic
- Outpatient: readjustment counseling (Vet Centers)
- Outpatient: other
- Extended care: community living centers (nursing homes)
- Extended care: home care programs
- Extended care (mental health): residential rehabilitation treatment programs (domiciliaries)
- Extended care: other (e.g., transitional care programs, adult day health care programs)
- Other (specify):
- Not applicable

CD2. Which one of the following best describes your service or clinical area?

- Medical and Subspecialty Care (e.g., Acute Care, Ambulatory Care, Primary Care)
 - Geriatric and Extended Care/Rehabilitation Medicine
 - Mental Health (e.g., Psychiatry, Psychology)
 - Surgical and Anesthesia
 - Administration (e.g., Chief of Staff, Service Chief, Nurse Executive, Quality Management, Utilization Management, Infection Control)
 - Other (specify):
 - Not Applicable
-

ETHICAL PRACTICES IN RESEARCH

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

Human 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”).

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

	Completely Disagree	Disagree	Agree	Completely Agree	Don't Know	
R1. At this facility, investigators, regardless of their status (e.g., funding, national reputation), are held accountable for adhering to research standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
R2. At this facility, I am reluctant to raise ethical concerns related to research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
R3. I would feel comfortable reporting an ethical violation related to research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
			About Half the Time		Almost Always	Don't Know
At this facility, <u>how often</u>:	Almost Never	Occasionally		Usually		
R4. Do researchers interact with private industry in ways that could inappropriately influence their research?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R5. Do researchers engage in activities or relationships (including personal, academic, or financial) that could inappropriately affect their research?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R6. Do you feel pressured to compromise federal regulations, VHA policy, or ethical standards related to research?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R7.* Observed misconduct related to research.						
<input type="checkbox"/> Yes						
<input type="checkbox"/> No						
<input type="checkbox"/> Don't Know						

	Not At All Well	Not Very Well	Moderately Well	Very Well	Not Applicable To My Research
R8. How well do researchers at this facility ensure that human subjects understand the research study, including the potential risks, before they consent to participate?	<input type="checkbox"/>				
					I Have Not Received Education On This Topic
R9. How well does this facility educate you about ethical issues in research?	<input type="checkbox"/>				

BACKGROUND INFORMATION

Definitions: 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.

Senior manager/executive:

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

Team leader: those who lead a team of employees but who may not be responsible for employees' 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 perceptions or experiences** at your current VHA facility.

	Not At All Ethical	0	1	2	3	4	5	6	7	8	9	Exceptionally Ethical
D1. How would you rate your facility as an ethical organization?	<input type="checkbox"/>		<input type="checkbox"/>									

D2. **What is your gender?**

- Male
- Female

D3. **What is your age?**

- Less than 20 years old
- 20-29
- 30-39
- 40-49
- 50-59
- 60 years or older

D4. **Are you Spanish, Hispanic, or Latino?**

- Yes
- No

D5. **What is your race? (select all that apply)**

- White
- Black or African American
- American Indian or Alaskan Native
- Asian
- Native Hawaiian or other Pacific Islander

D6. How long have you been with VA?

- Less than six months
- Six months to one year
- More than one to three years
- Four to five years
- Six to ten years
- 11 to 20 years
- More than 20 years

D7. What is your level of supervisory responsibility?

- None
- Team leader
- First line supervisor
- Manager
- Senior manager/executive

D8. What are your financial disclosure responsibilities?

- I file a Public Financial Disclosure Report (SF 278).
- I file a Confidential Financial Disclosure Report (OGE Form 450 or 450-A).
- I am not required to file a financial disclosure report.
- 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
D9. Overall, my facility is an ethical organization.	<input type="checkbox"/>				

**Thank you for participating in the Summer Voice of VA – IntegratedEthics™ Staff Survey.
Your input is very important. Have a nice day.**