



Innovation Culture Survey Results

Number of Respondents: **309**

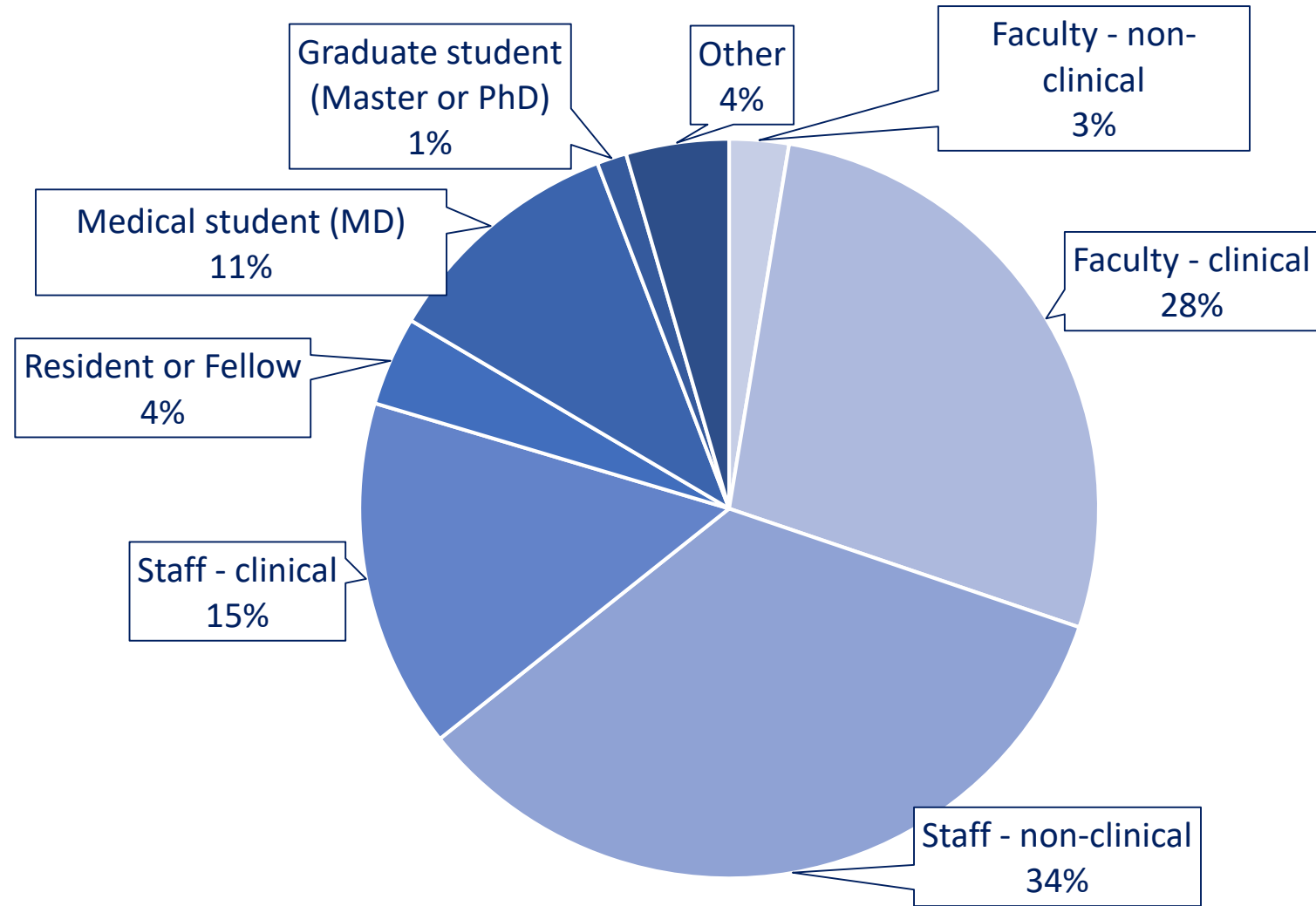
Survey Period: February 14, 2019-June 2, 2019

Executive Summary

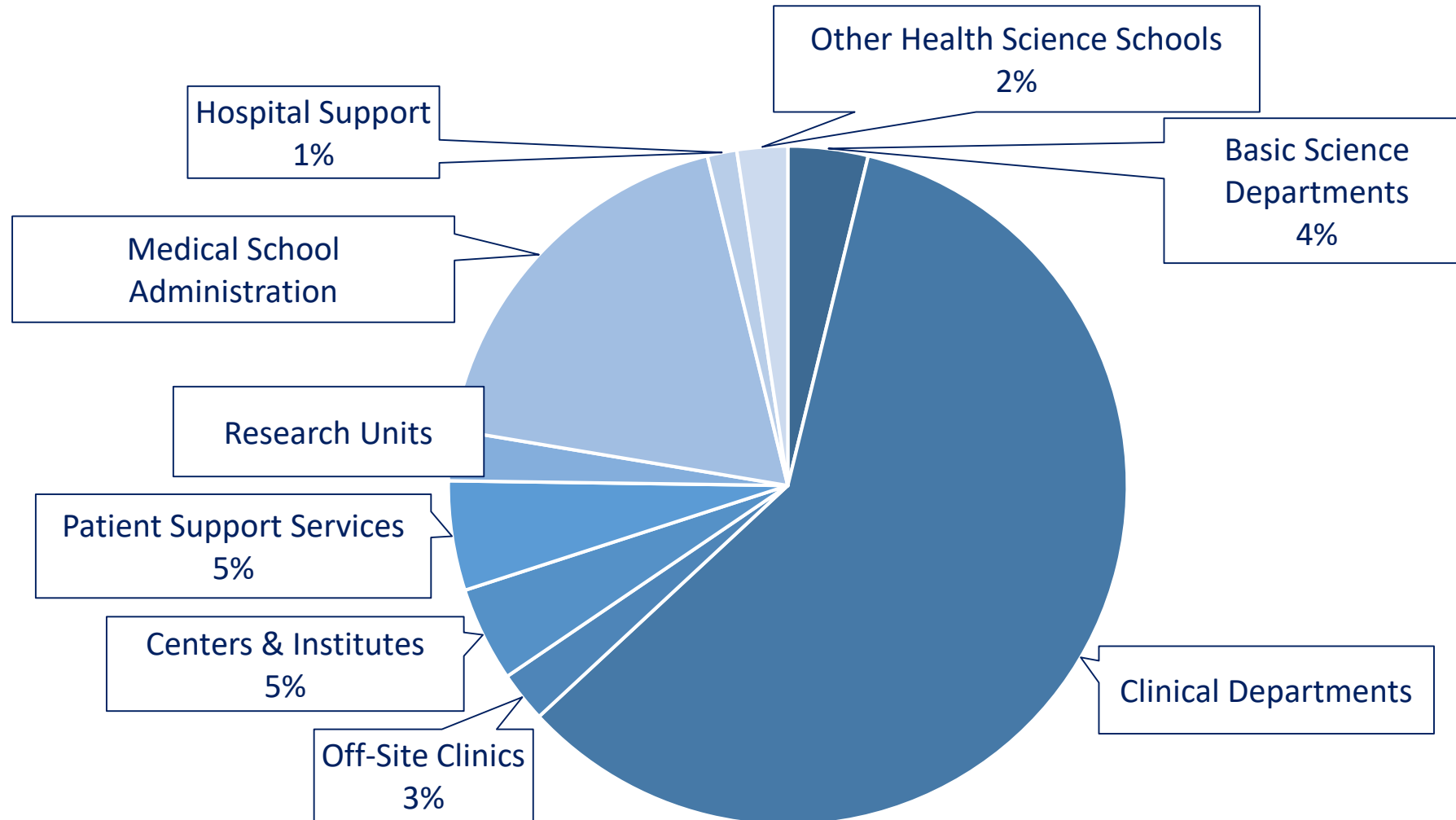
These survey results suggest that Michigan Medicine (MM) **has the potential to lead innovation that will make a difference in health care.** While MM encourages employees to attend activities to gain new knowledge, innovation could be improved by providing more resources (technological and financial) and creating an environment where employees are able to work creatively during work hours. MM could also do a better job promoting behaviors that inspire innovation (e.g., positive risk-taking) and fostering a work environment that breaks down barriers. Although many respondents have observed innovation at MM, fewer reported having participated in innovation.

MM can expand innovation efforts by increasing awareness of opportunities for innovation support. MM should also work to ensure all employees see themselves as part of this innovation initiative, since many respondents indicated that senior leadership and faculty were primarily responsible for driving innovation.

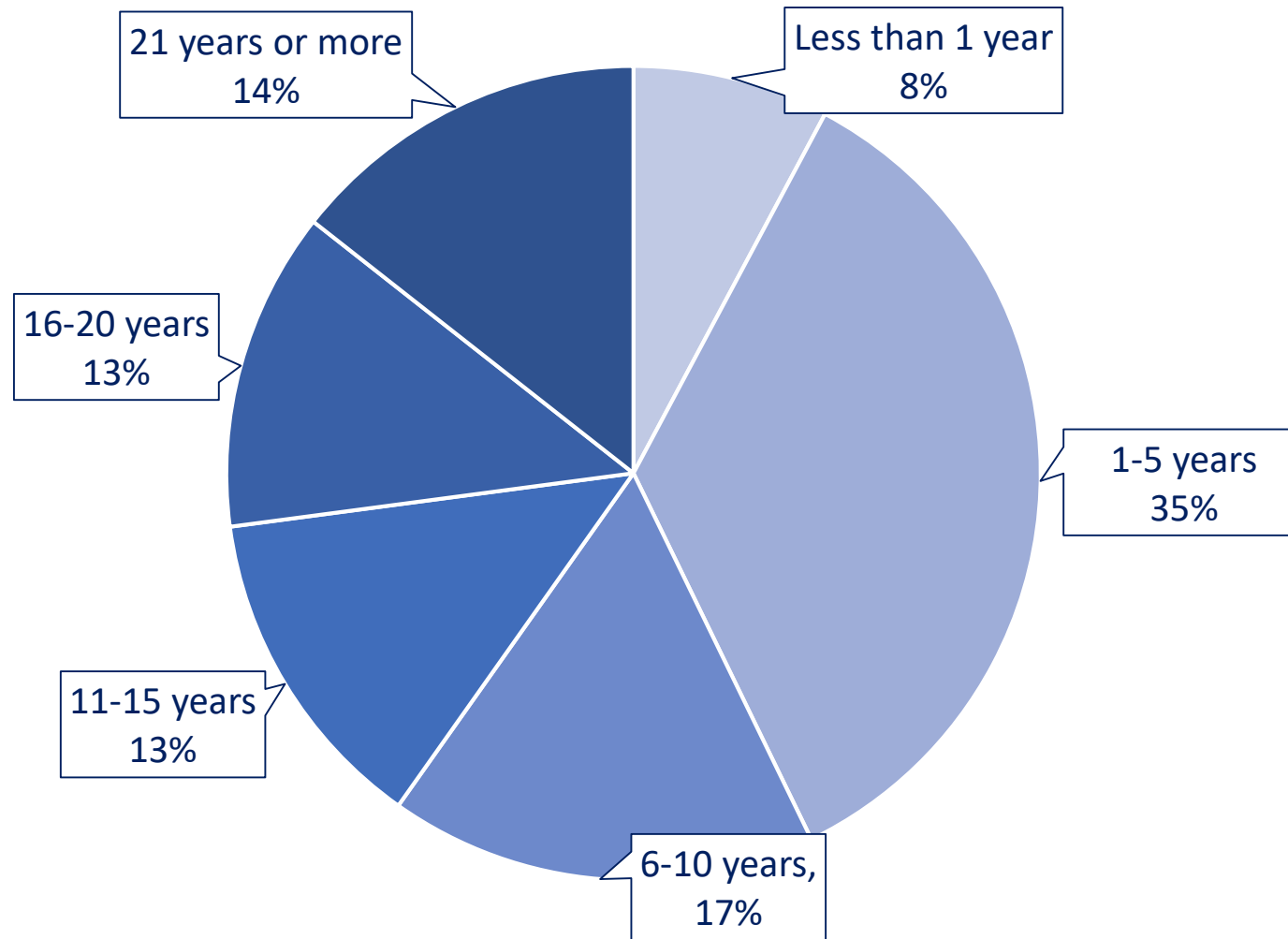
What is your employment classification?



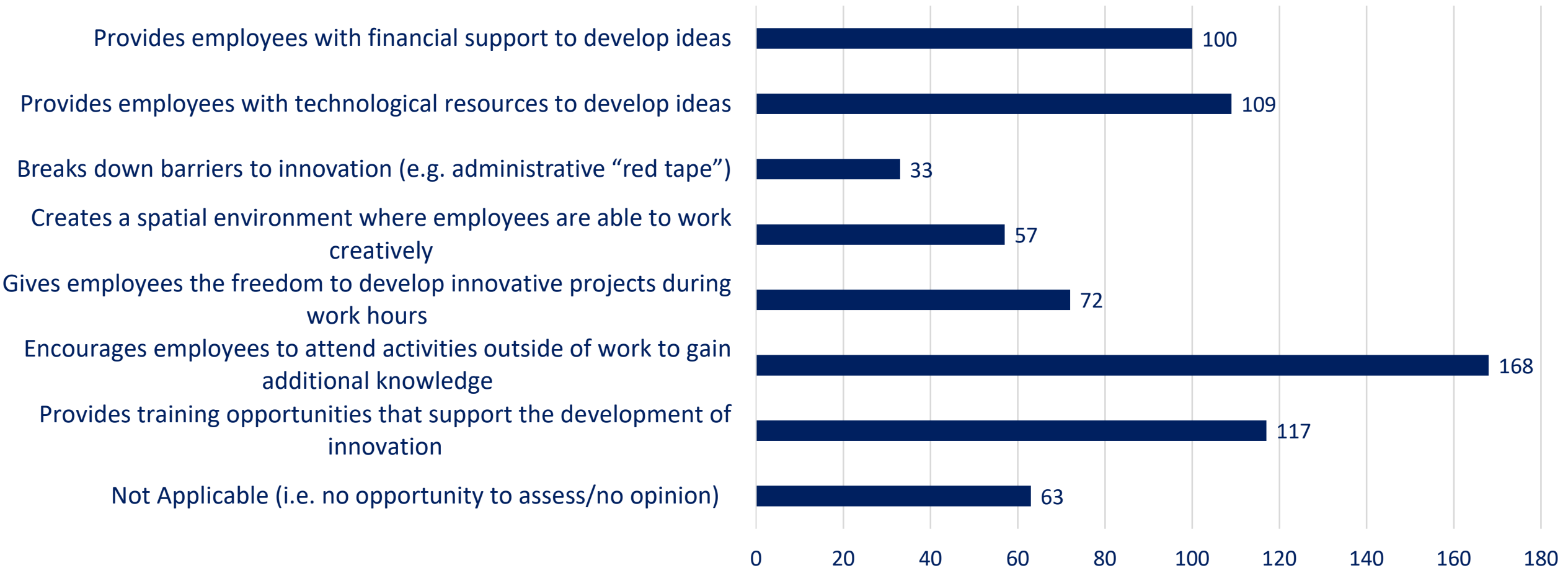
What is your home department?



How many years have you worked at the University of Michigan?

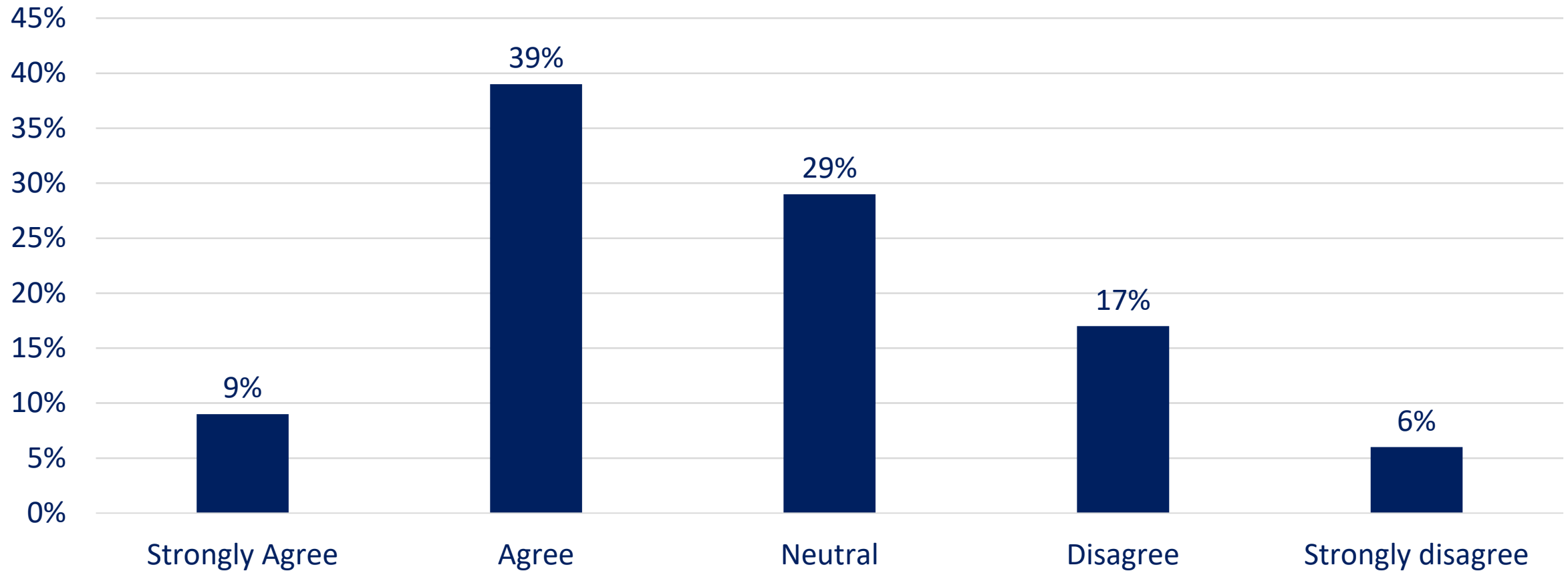


Which measure(s) does Michigan Medicine take to promote innovation in medical education?*

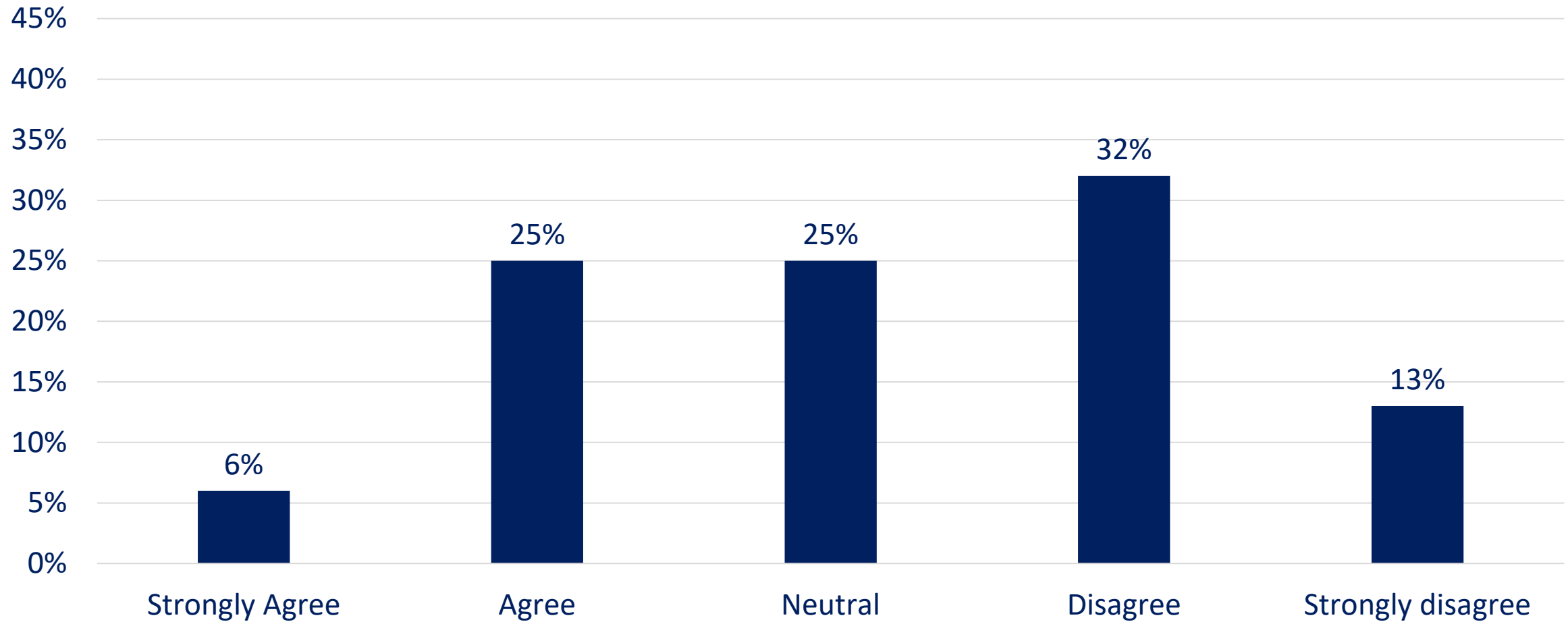


*Data presented represents total responses for each selection; respondents were asked to “check all that apply”

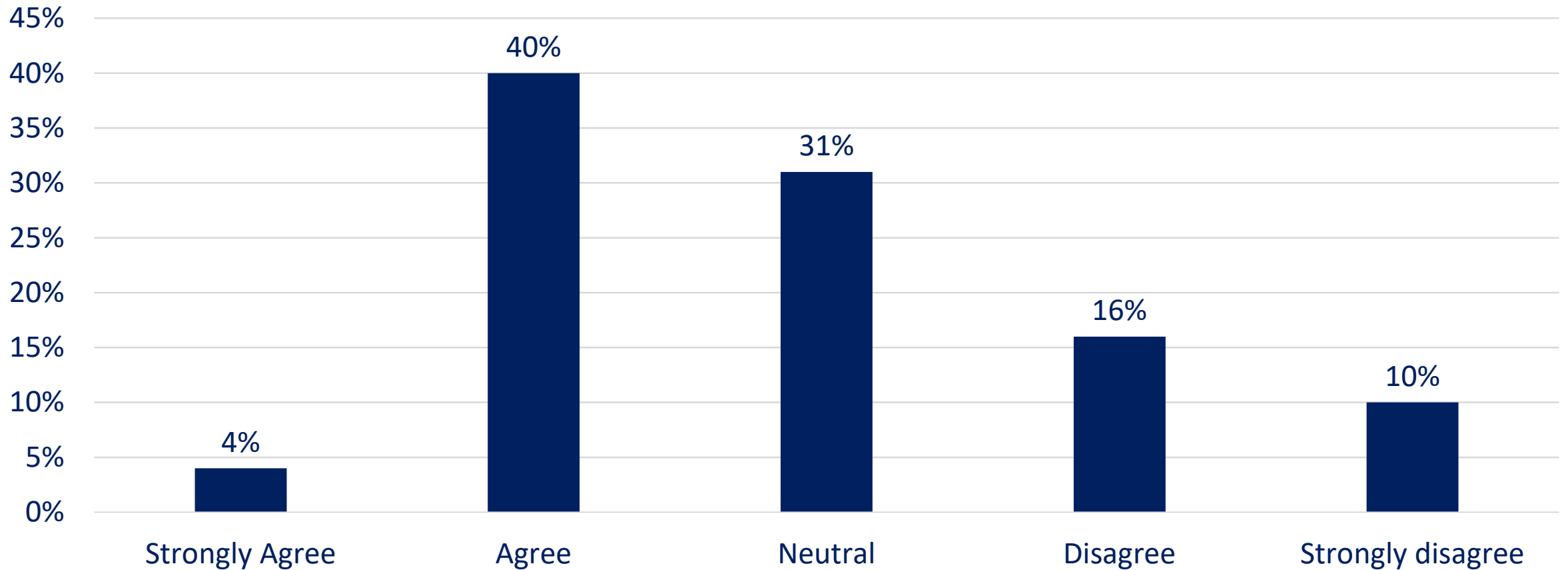
I understand Michigan Medicine's goals for innovation in medical education.



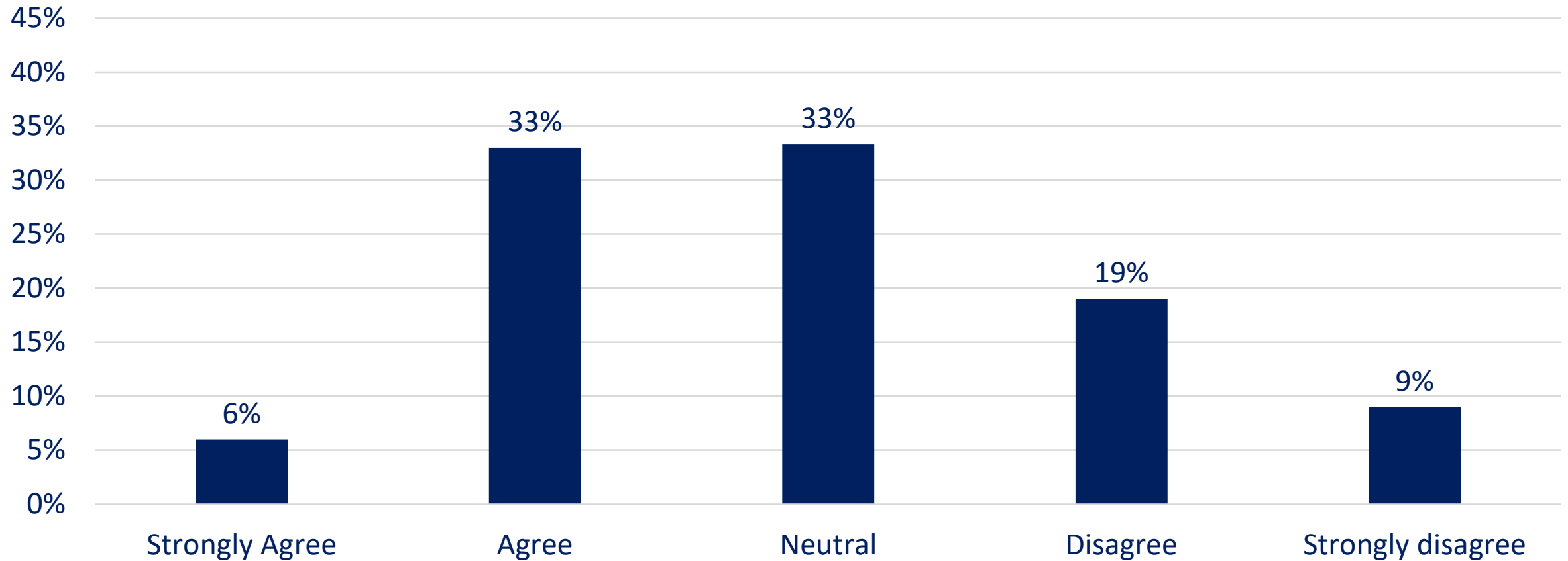
I know how to get involved in innovation in medical education at Michigan Medicine.



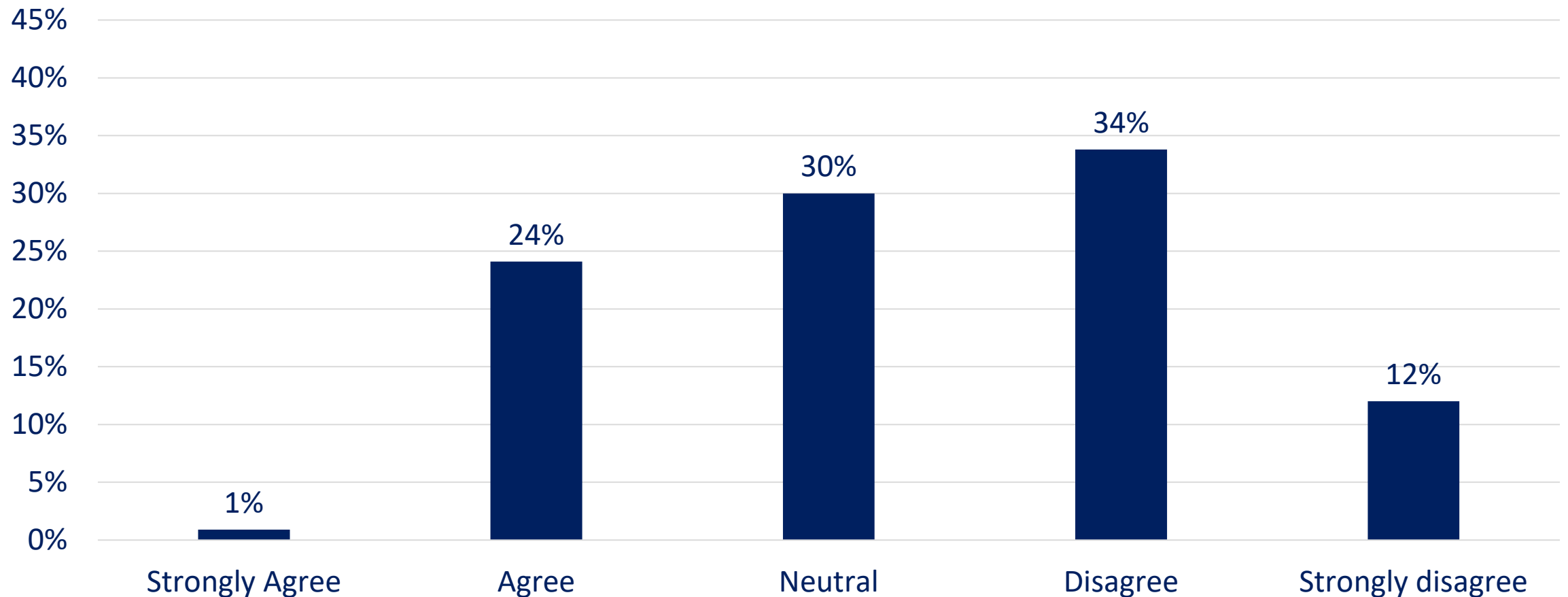
Michigan Medicine supports employee engagement in innovation in medical education.



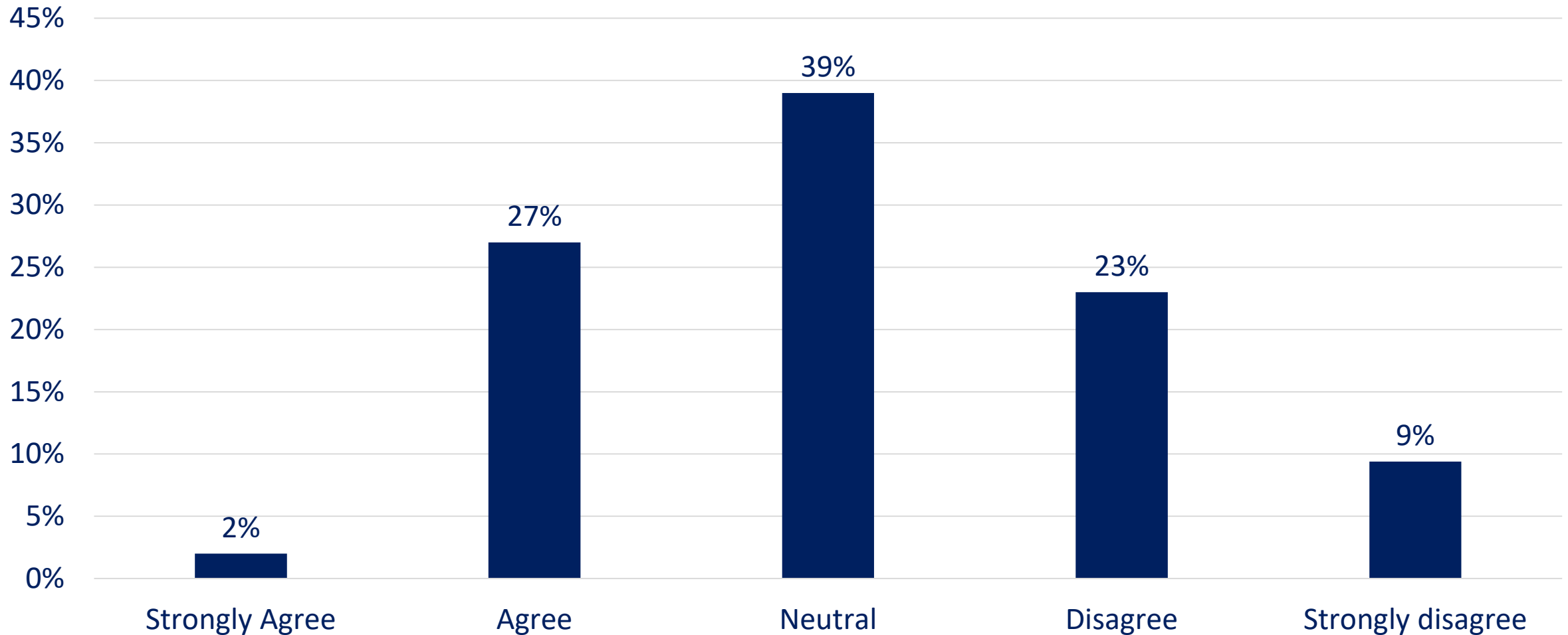
Michigan Medicine fosters a work environment that allows employees to break new ground (i.e. transcend barriers/constraints) in order to try new things *within* one's prescribed role.



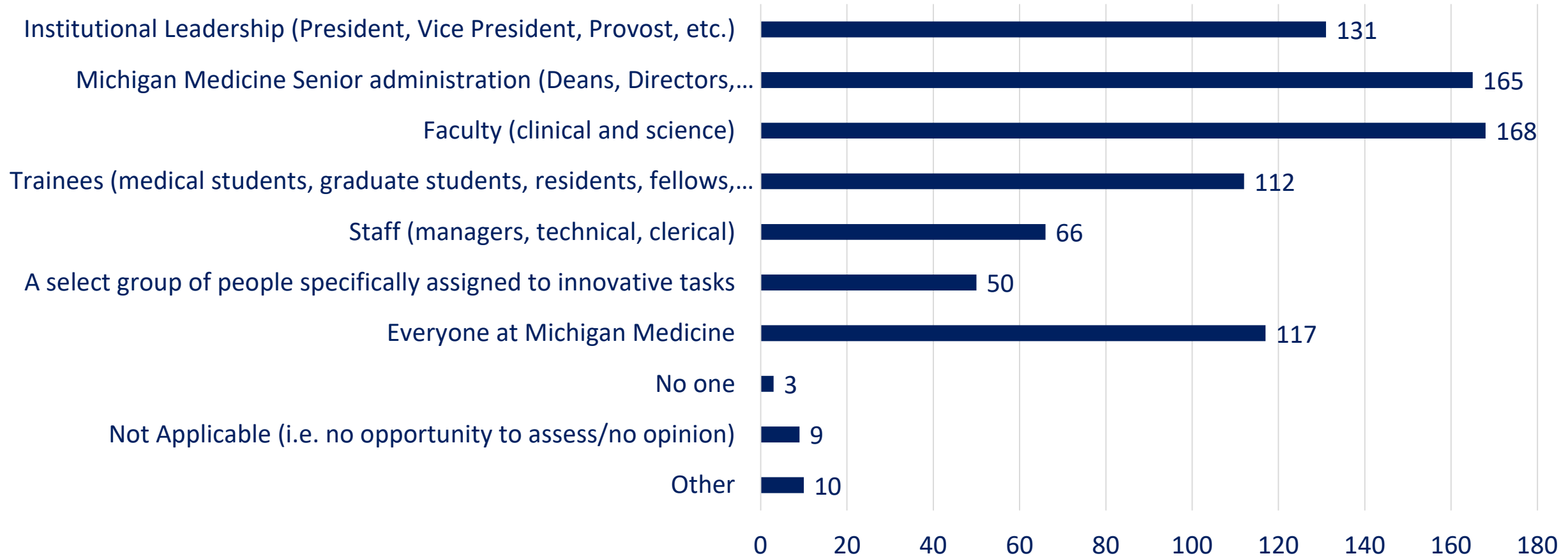
Michigan Medicine fosters a work environment that allows employees to break new ground (i.e. transcend barriers/constraints) in order to try new things *outside* one's core work responsibilities.



Michigan Medicine promotes positive risk-taking behavior to support innovation in medical education.

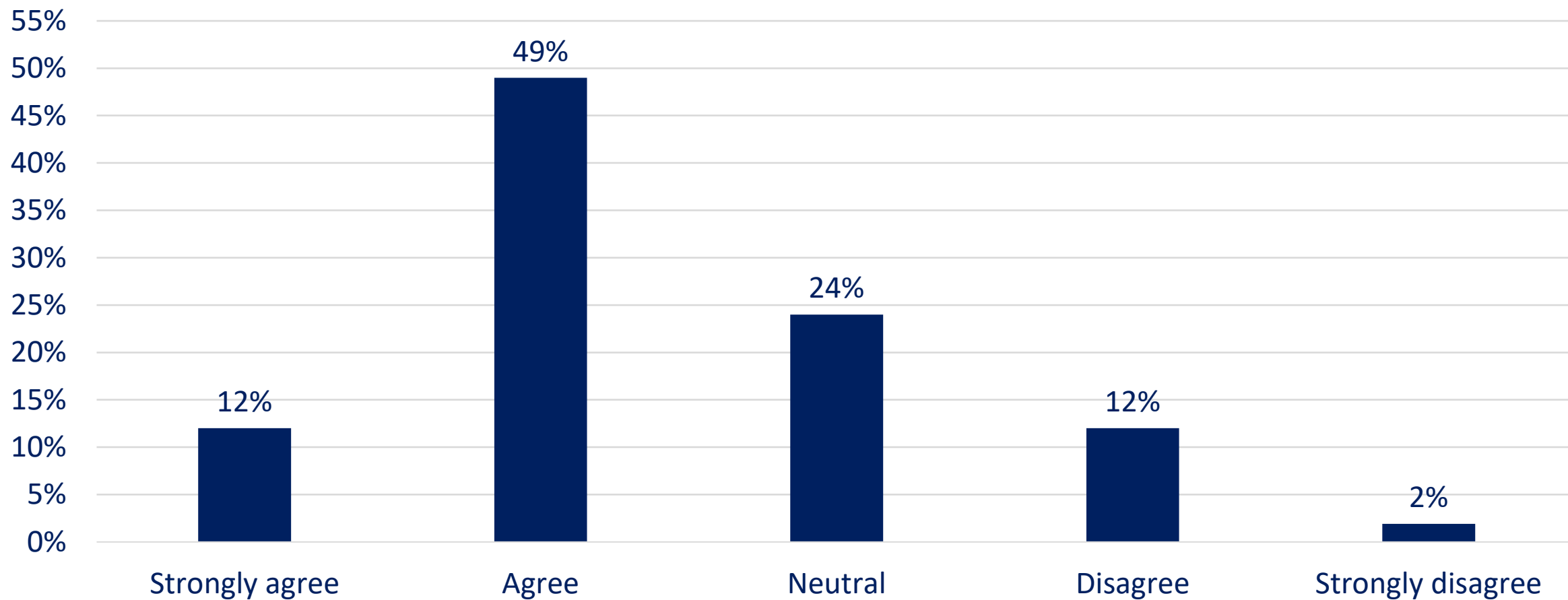


In your opinion, who is responsible for driving innovation in medical education at Michigan Medicine?*

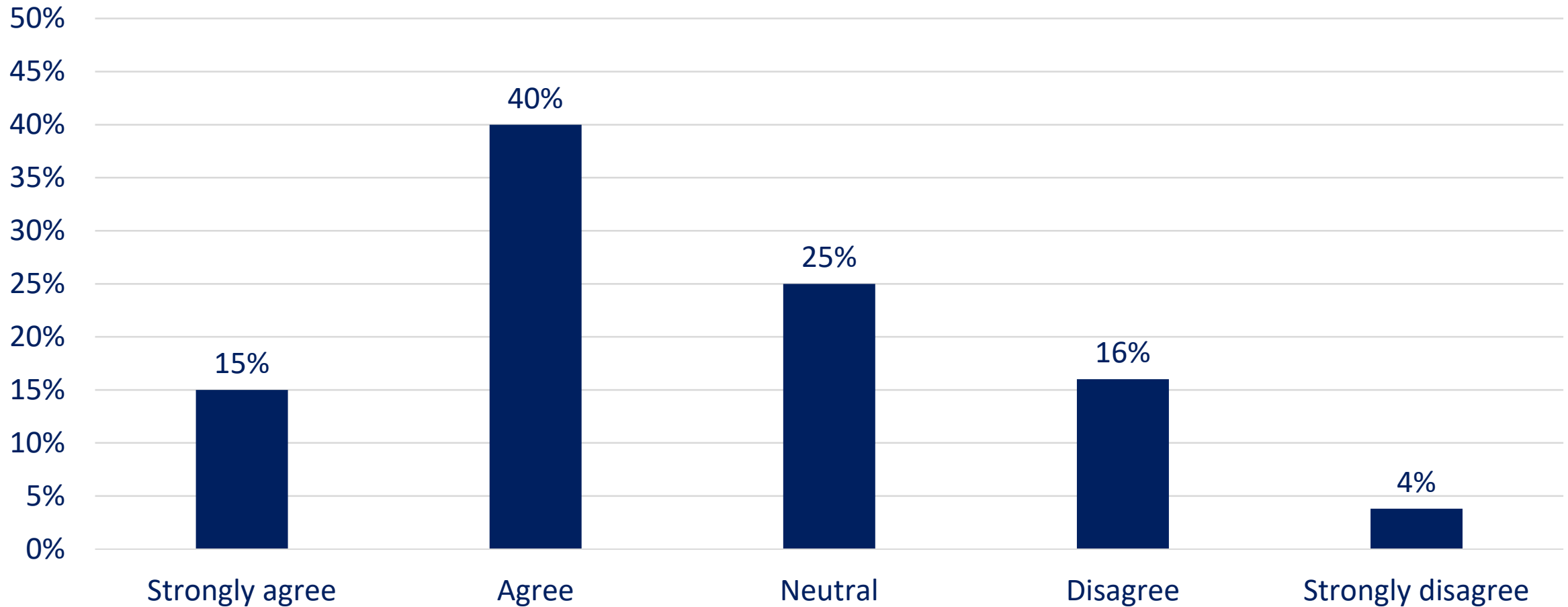


*Data presented represents total responses for each selection; respondents were asked to “check all that apply”

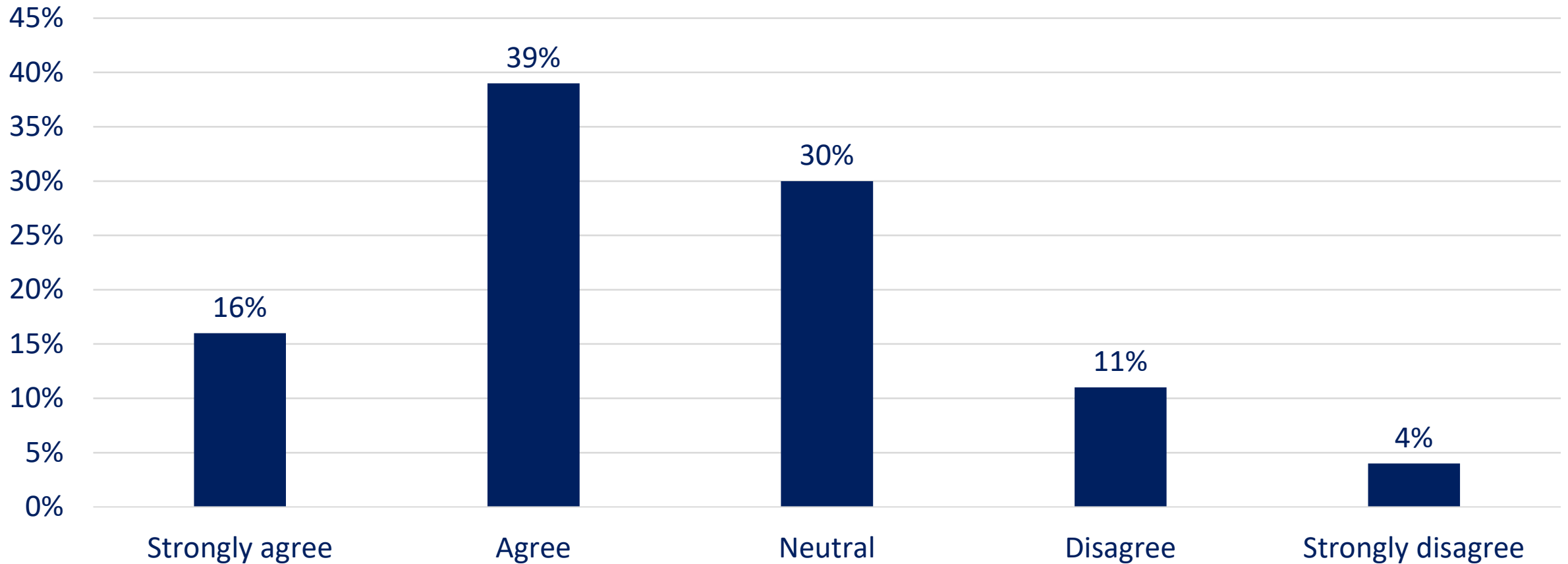
I observe(d) innovation in medical education happening within Michigan Medicine.



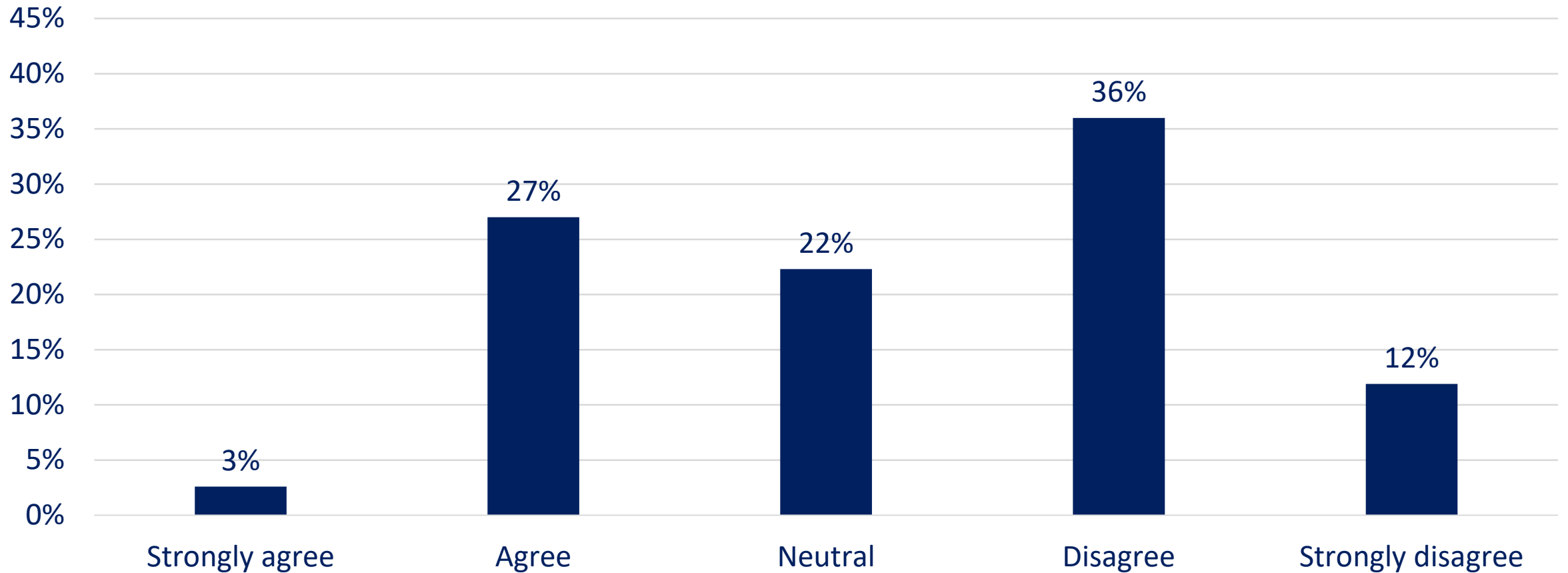
My work is positively influenced by innovations that happen in medical education.



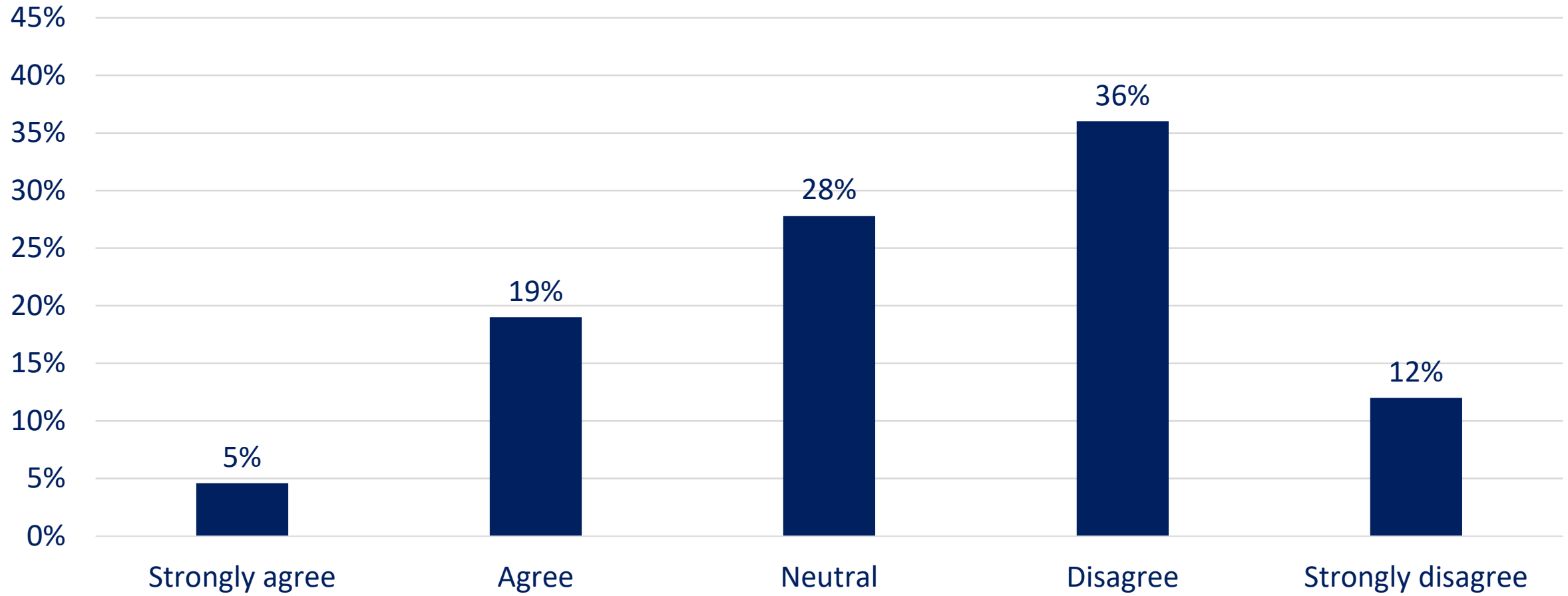
Michigan Medicine is a leader in innovation in medical education.



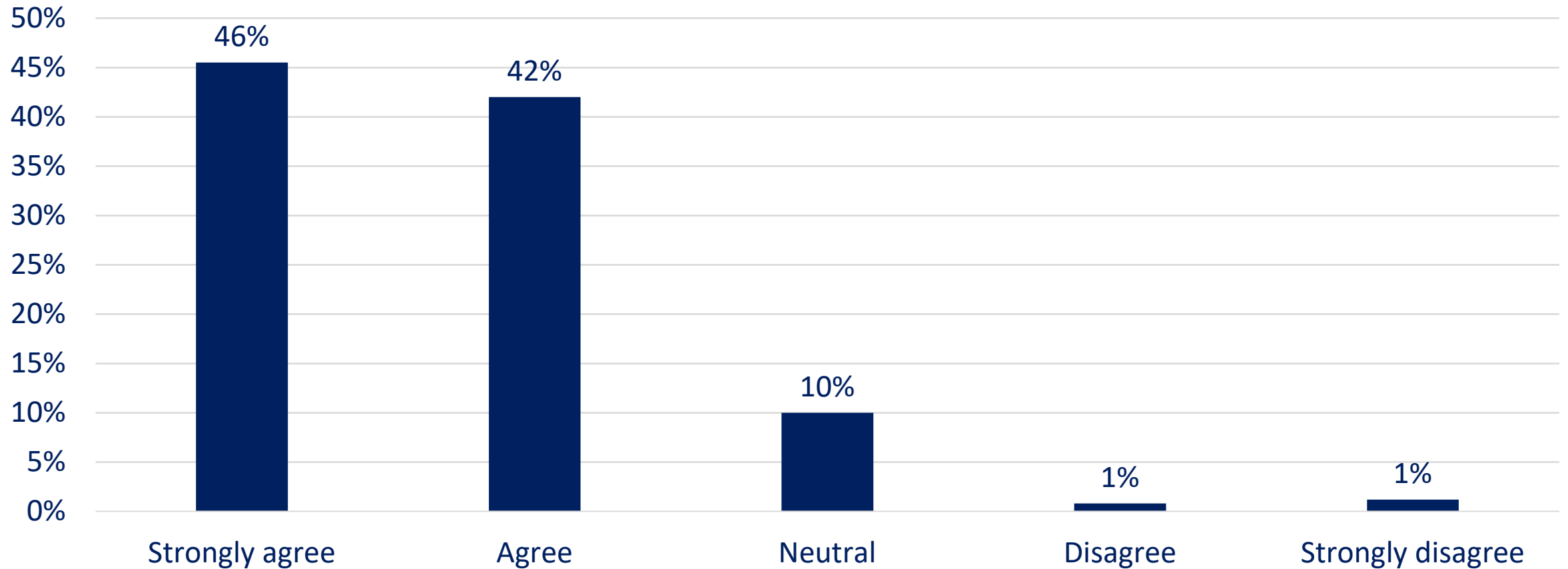
I know where to seek help for implementing an innovative idea in medical education.



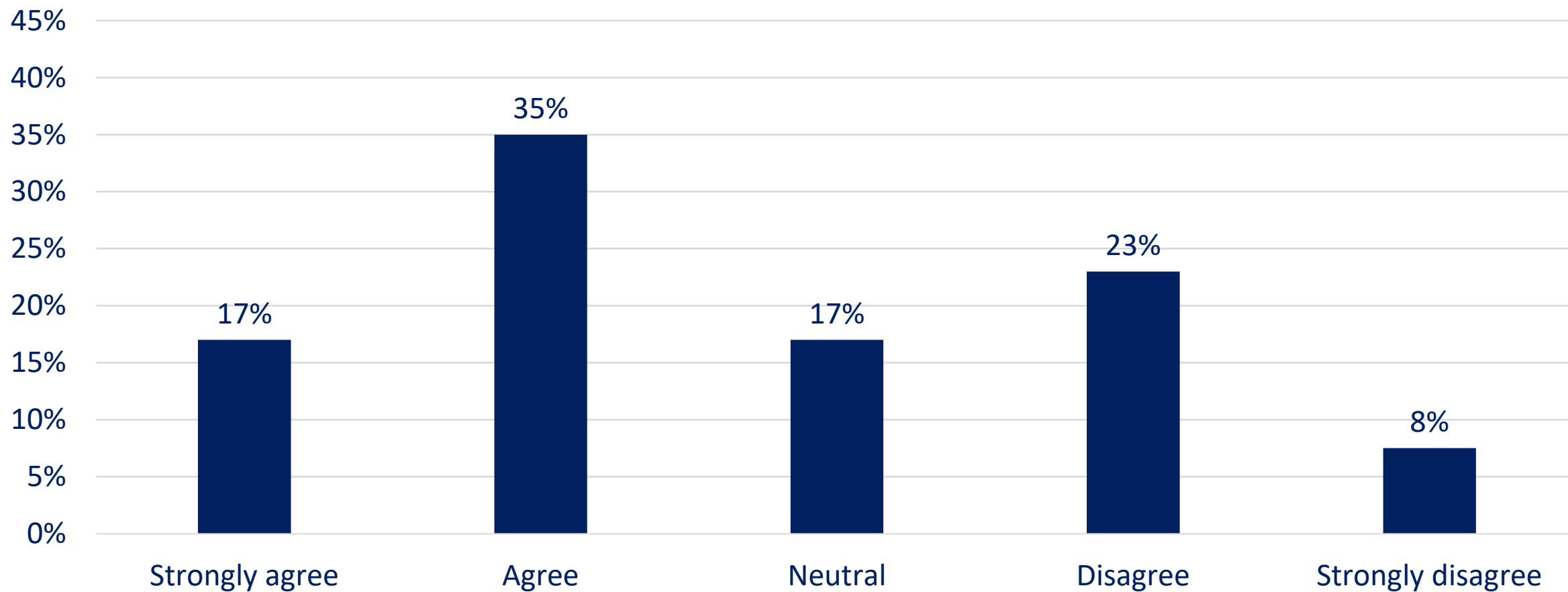
I am made aware of the effectiveness (e.g. outputs/results) of innovation in medical education initiatives at Michigan Medicine.



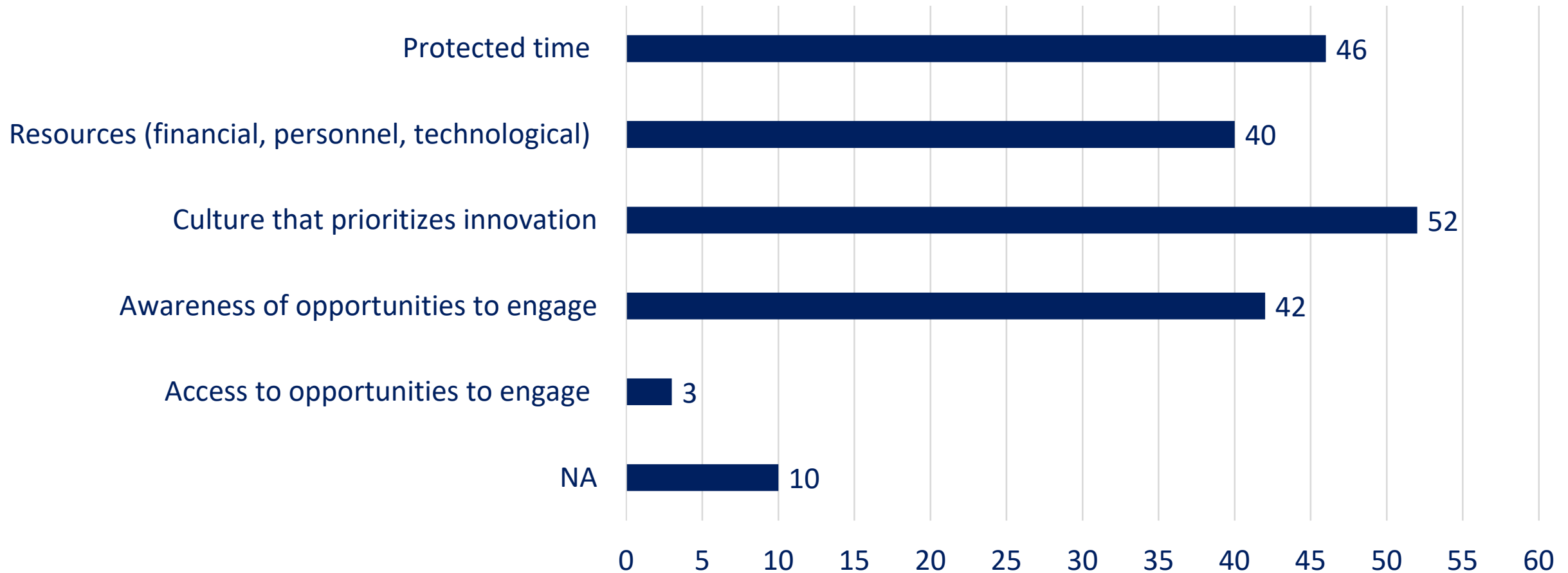
Innovation in medical education at Michigan Medicine can make a difference in health.



I participate(d) in innovation in medical education happening within Michigan Medicine.



What factor(s) can support your involvement in innovation in medical education at Michigan Medicine?*



*Open-ended responses from respondents were recoded into these six categories; data presented represents total responses for each selection.

What do you perceive to be the most pressing health issue(s) facing our society today?*



*Other issues represent the remaining 14% (e.g. physician shortage, provider burnout, insufficient education/training, etc.)