



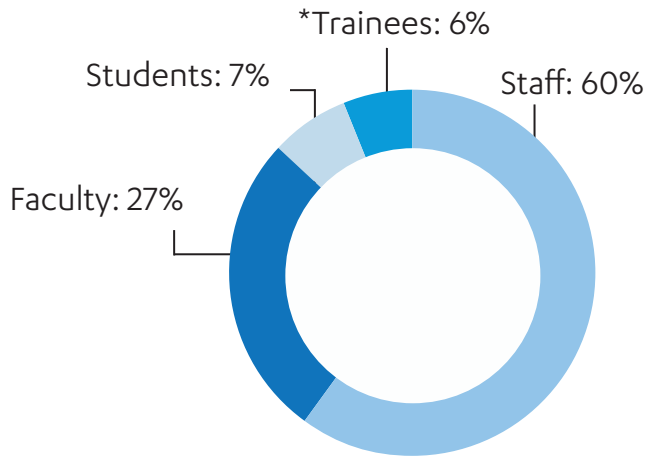
DGSOM Quarterly Culture Survey 2



Nov 6 - 26, 2019

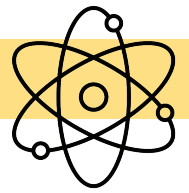
1,814 respondents

*Trainees include residents, interns, post-docs and fellows.



1.

How connected do you feel to DGSOM's mission?



51%
feel connected or very connected

Feelings of mission connectedness unchanged from survey 1 (July 2019), with staff reporting significantly higher scores than faculty, trainees and students.

2.

Overall, I feel like my work/learning environment is:

A respectful and inclusive place.

65%
agree or strongly agree

15%
disagree or strongly disagree

20%
neither agree or disagree

Student views most positive, followed by staff, trainees and then faculty.

No significant changes to perceptions of work/learning environment since July 2019.



Positive and team-oriented.

64%
agree or strongly agree

19%
disagree or strongly disagree

17%
neither agree or disagree

Student views most positive, followed by trainees, staff and then faculty.

3.

67% of all respondents have heard of the Cultural North Star.

An 18% increase since July 2019.

Those who had were asked: "How often do one or more of the Cultural North Star principles enter your thinking, work, studies, interactions or decision-making?"

64%
Daily/weekly

18%
Monthly/yearly

18%
Never

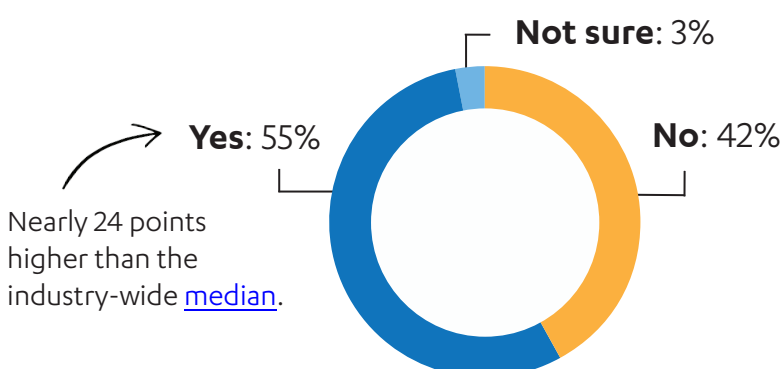
A 25% increase since July 2019.

Highest engagement by staff, followed by faculty, trainees and students.

4.

Have you recommended DGSOM as a place to work/learn in the past 12 months?

Breakdown excludes respondents who said they had not had an opportunity to do so.



This question measures our Employee Net Promoter Score (eNPS) – the gold standard in employee engagement – and **is strongly correlated with numbers 1 and 2 above.**

No significant changes to eNPS score since July 2019.

