

UCSF 2017 Faculty Climate Survey Results: Some Improvements, but More Challenges

Background: The 2017 UCSF Faculty Climate Survey was a follow-up to the 2011 and 2001 surveys conducted by the same independent opinion research firm. Based on the results of the original (2001) survey, 10 recommendations were endorsed by former Chancellor Bishop. The first was the formation of the Campus Council on Faculty Life (CCFL), which was specifically charged with addressing the other nine recommendations as well as the broader charge of improving faculty life at UCSF. Since then, the CCFL, other UCSF committees and organizations, and the UCSF campus leadership have been enacting new programs, policies, and initiatives to improve the quality of the faculty's academic and professional experience at UCSF, and to support faculty in their career advancement and personal life. Notable improvements were revealed when comparing the 2011 survey results with the 2001 results.

The 2017 survey results indicate that overall, three-quarters of the faculty continue to express general satisfaction with their careers at UCSF. Intellectual stimulation, opportunities for collaboration and interactions with others especially contribute to satisfaction. However the 2017 survey also indicates that much of the progress in improving the climate for women and others that was evident between the 2001 and 2011 surveys appears to have stalled and in some cases worsened. Selected findings include:

- The majority of faculty members are satisfied with their rank, academic series and prospects for advancement, and the levels of satisfaction rise as faculty advance in their careers.
- The perception of inadequate compensation, along with concerns about difficult commutes, is a theme throughout the survey, as cost of living in the Bay Area continues to rise. Fewer than half of respondents express satisfaction with their incomes; satisfaction with income has declined compared to the 2001 and 2011 surveys.
- A plurality of faculty members expresses satisfaction with the amount of time they have for family and outside interests, continuing an upward trend that began in 2011.
- The view that UCSF has been effective in providing support for childbearing and rearing leave has declined since 2011. Only two in ten respondents say the institution is effective in supporting transition back from childbearing and rearing leaves.
- Six in ten individuals report that they have taken part in one or more CCFL programs. Of note, the faculty mentoring program at UCSF is associated positively with almost every need and issue tested throughout the survey findings.
- In general, UCSF is seen as promoting a good climate for women. However, there are signs of a reversal from the growth in positive views that were found between 2001 and 2011, particularly among women themselves. The view that men get preferential treatment has grown, as have negative views in how women see their opportunities to participate in formal meetings and committees and for advancement.
- The 2017 survey indicates there is an increase in perceptions that UCSF is

promoting a healthy climate for faculty of all races, including the opinions for the most part of URM faculty themselves. However, in other specific areas URM faculty are less likely than their colleagues to hold positive views. A third of the URM faculty say they face unequal treatment at every level of the organization (campus, school and department) – a sentiment shared by only about one in ten white and Asian members. These negative views among the URM members also appear to have grown since 2011.

- The faculty overall sees UCSF as successful in promoting a climate free of discrimination based on sexual orientation and gender expression. Indeed, positive assessments on discrimination based on sexual orientation have grown in the last six years, and today three quarters give UCSF favorable marks in this area. Among LGBTQ faculty, there appears to be an improvement in perception of the climate since 2011.
- Half the faculty say they want to stay at UCSF for the remainder of their careers; only one in ten indicated that he/she would prefer to move elsewhere. Factors identified as barriers to joining or staying at UCSF include lack of flexible scheduling, childcare, and availability of part time employment. Additionally, there is a perception that salaries are not competitive and that financial assistance for housing in the Bay Area is inadequate.
- Further analysis was done on the experience of women faculty at UCSF to see if there was a correlation between responsibilities and time commitments associated with having children or by the length of time faculty members have worked at UCSF. The more negative views on issues, such as the overall climate for women and the existence of unequal treatment, are related to having been at UCSF for five to nine years, rather than being a parent. However, having children does impact views more directly connected to successful career progress, such as leadership opportunities. Mothers of young children are considerably more critical about the institution's efforts around childbearing/rearing leave.

A faculty committee, convened and chaired by Vice Provost Brian Alldredge, will meet over the next several months to review the survey findings in detail and develop recommendations and an action plan to be presented to campus leadership.

The full 2017 Faculty Climate Survey Report, as well as previous reports and action plans, are available [here](#).

Our thanks go to the Faculty Climate Survey Committee who reviewed and updated the survey instrument as well as the faculty who provided their feedback on the climate at UCSF by participating in the survey.

Figure 1: Changes in Satisfaction Responses

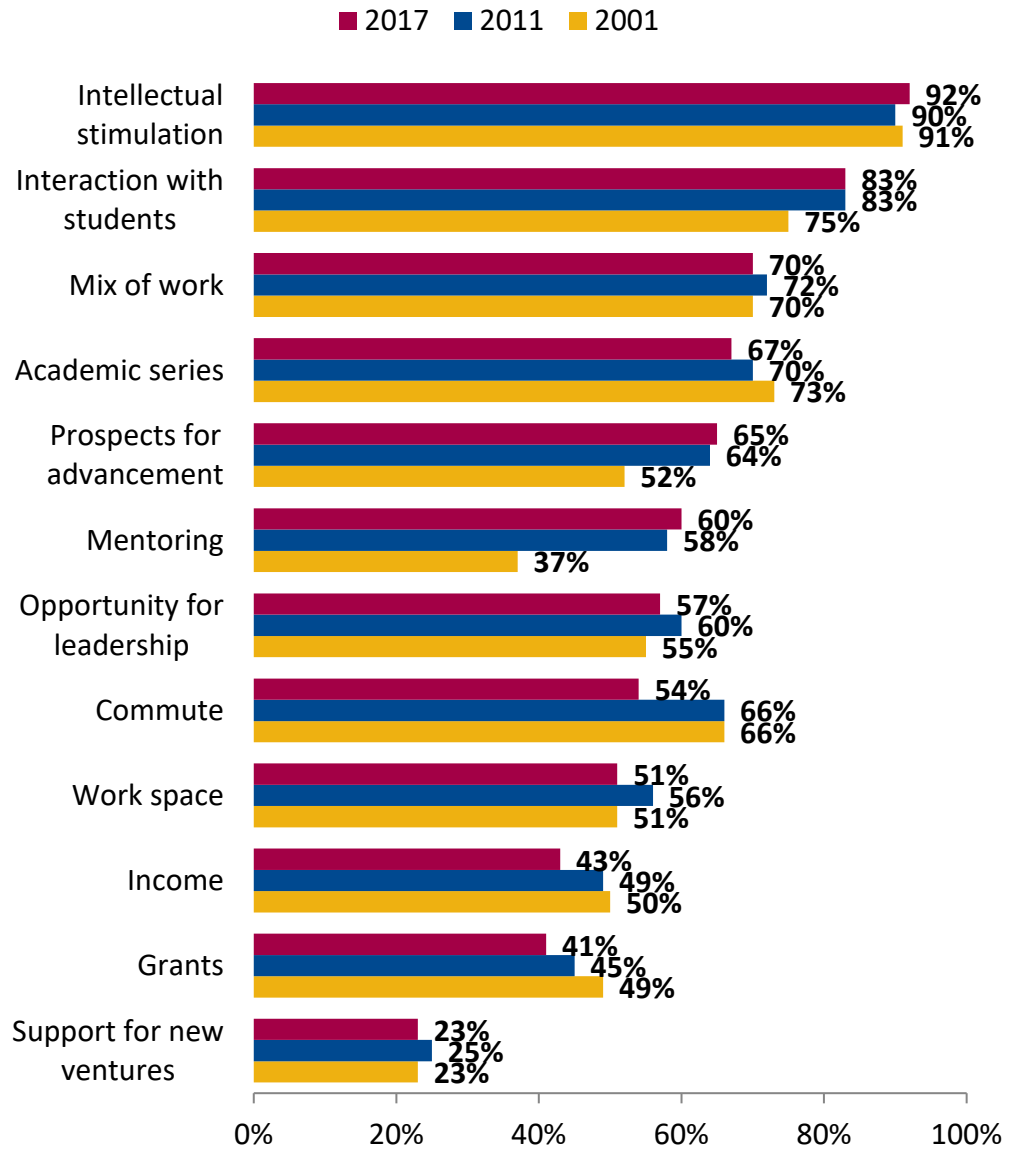


Figure 2: Balancing Work and Family

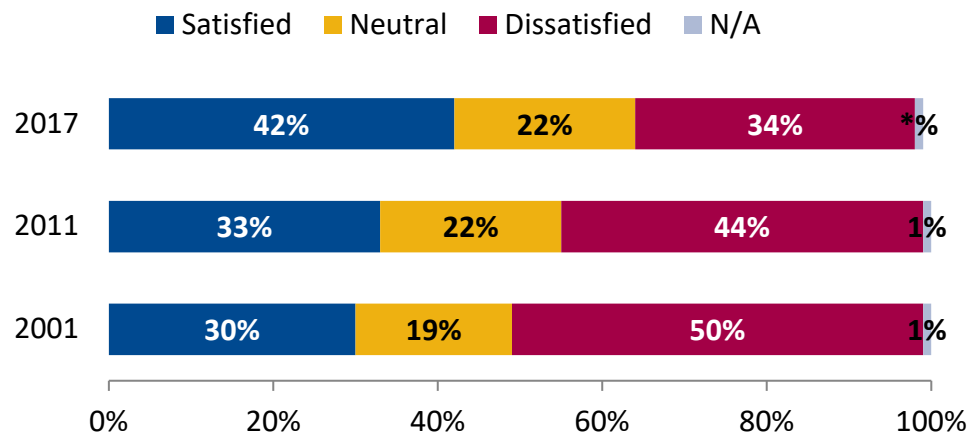


Figure 3: Gender Equality (% of all respondents saying men receive preferential treatment)

