

Executive Summary

A. Overview

The 2011 UCSF Faculty Climate Survey reveals a great deal of improvement over the last decade since the 2001 Climate for Women study indicated a number of areas for potential improvement. In particular, women's views of the climate for women and prevalence of discrimination against women have improved a great deal. UCSF also receives positive marks among the faculty as a whole and among underrepresented minorities (African American, Hispanic, and Native Americans) for promoting a climate free from discrimination. Lesbian, gay, bisexual and transgender faculty as well as the faculty more broadly also report satisfaction with efforts to prevent discrimination against LGBT individuals.

Additionally, efforts to promote mentoring on the faculty in the wake of the 2001 survey appear to have paid off, with a significant increase in satisfaction about the available mentoring and a high proportion of faculty members who say that having a mentor has made an important difference in their careers.

Two sources of dissatisfaction identified in 2001 continue to be raised, namely concern about financial compensation and support from the university, and complaints about the difficulty of finding time to meet family and other personal needs.

B. Key Findings

1. Satisfaction with many aspects of careers and life at UCSF

- Three quarters of faculty members describe themselves as fairly or very satisfied overall with their careers at UCSF, and a majority would like to stay at UCSF throughout their careers. As we found in 2001, substantive areas of the work tend to be especially satisfying. Faculty members speak highly of the intellectual stimulation of the work, their relationships with students and colleagues, and the mix of research, clinical practice and teaching required. Faculty members are also generally satisfied with the support they get from supervisors, and aspects of the environment such as their commute and their work space.
- Most are also satisfied with their career progress, including their rank and academic series, and their potential for moving ahead. There has been substantial jump among

both men and women in their satisfaction with the prospects for advancement, although this continues to be an area where men are more optimistic than women.

- In most of these categories, satisfaction is much higher among higher-ranking faculty, and those who have appointments in Academic Senate series, particularly Tenure Track faculty.

2. Financial support generates more discontent

- As in 2001, faculty members express less satisfaction with their salaries than with other aspects of life at the university. They continue to give UCSF low marks for the resources it makes available for start-up projects or the ongoing work of faculty members.

3. Concerns remain about work-life balance, despite some improvement

- This year's data show some improvement in views of work-life balance, but faculty members continue to report low levels of satisfaction with the time they have for themselves and their families, and to say that success at UCSF requires working more than is healthful.
- Faculty members do not primarily place the blame for the work-life difficulties on particular administrative UCSF policies, however. They offer praise to UCSF's efforts to offer scheduling flexibility, and those who have opinions about parental leave policies tend to view them favorably.
- Responses to open-ended questions suggest that UCSF could make some difference in satisfaction in this area with programs that help make childcare easier or more affordable, both for infants and young children and for older children during school vacations or after school.

4. Positive, but not wildly enthusiastic, ratings for UCSF efforts to communicate with and support the faculty

- Faculty members are twice as likely to see UCSF efforts to provide information on the different academic series and the promotion process as effective than as ineffective. Although few see these efforts as very effective, nonetheless, this is a dramatic change from 2001, when faculty were more likely to offer negative than positive ratings of UCSF in this area. Efforts to welcome new faculty and create a collegial environment are also rated more positively than not.

- Many of the programs offered to the faculty through the Chancellor's Council on Faculty Life are well-known and well-used. Two thirds of the faculty participates in one or more programs, with the Mentoring Program attracting nearly half of the faculty. Programs that are less well-known and well-used include the New Faculty Biographies and the UCSF-Coro Faculty Leadership Collaborative. Participation in any of the CCFL programs is associated with more positive perceptions of UCSF's efforts to create a welcoming, collegial atmosphere and to inform faculty about the academic series and the promotion process.
- Although few participate in the Wellness Grand Rounds Series, most are aware of it, and the faculty sees the efforts UCSF makes to promote wellness as more effective than not.

5. Mentoring makes a large impact

- UCSF's efforts to put a high priority on mentoring have paid off, as satisfaction with opportunities to receive mentoring is much more positive than it was in 2001.
- More than six in ten faculty members report that they currently have a mentor, including nearly nine in ten Assistant Professors and eight in ten of those who have been at UCSF for less than five years.
- A majority agrees that junior faculty in their departments find good role models, and ratings of UCSF's efforts to provide mentoring for junior faculty are much more positive than negative. Both of these scores show great improvement since 2001.
- Those who do have mentors are generally very satisfied with their mentoring experience and show more satisfaction with their career and the university than those of similar rank who do not have mentors.

6. Women's views of gender equality have improved dramatically, but there is still room to grow

On nearly every measure in the survey, women feel more positively about conditions for women at UCSF than they did ten years ago. At the same time, there is room for more growth in many areas, particularly when it comes to perceptions of preferential treatment for men in salary and leadership opportunities.

- A majority of women says that UCSF is effective at promoting a climate free of gender discrimination.

- Seven in ten women now call the climate for women good or very good at UCSF, their schools, and their departments. The number of women who believe there is a great deal or some unequal treatment for women at each level has dropped by half since 2001.
- The number of women who feel they have experienced discrimination at UCSF based on their gender has dropped by sixteen percentage points, leaving three in ten who believe they have faced discrimination.
- There is now little perception, even among women, that women are limited from participating in formal committees or informal social events, or that women are assigned to committees only as a token. The view that women face a glass ceiling for promotion, already low in 2001, has dropped even further.
- Women are less likely to believe than they were in 2001 that men receive preferential treatment in many areas. However, majorities or pluralities of women still say that men get preferential treatment in salary, decision making, leadership opportunities, allocation of resources, and promotion.
- In nearly all of the areas above, although there has been great improvement over the last decade, the change in women's attitudes has not erased the gap in perception between women and men. Male faculty members continue to be much less likely than women to perceive problems related to gender inequity.

7. Little perception of inequality based on race, LGBT status, or disability

- According to the survey, UCSF does well at minimizing discrimination or mistreatment based on race. Faculty members give high ratings to efforts to create a climate free of racial discrimination. Majorities across racial groups say that the climate for underrepresented minorities is good at every level of the university. The only minority group for which we had enough interviews to examine on its own is Asians, of whom only 12% say they have faced discrimination based on their race. Among underrepresented minorities, including African Americans, Hispanics, and Native Americans, 14% report racial discrimination. Few believe that there is much unequal treatment for underrepresented minorities at UCSF or their schools or departments, and few believe that promotion and participation of minorities in the work of the school is limited by race.
- Faculty also offer praise for efforts regarding LGBT status, where most say that UCSF is effective at creating a climate free of discrimination. LGBT faculty offer even more positive assessments of the climate than does the faculty as a whole, and few among

LGBT faculty perceive a high level of inequity or unequal treatment based on their LGBT status.

- Most members of the faculty do not hold opinions as to what the climate is like for faculty with disabilities or health conditions or how well UCSF does at providing accommodations. However, those who have opinions generally hold positive views, and few criticize the university's efforts in these areas.

8. Views of recruitment efforts reflect faculty satisfaction generally

- The views of faculty members regarding how UCSF is doing generally are mirrored by how well they believe it uses various factors in recruitment. For example, they are happy with opportunities for advancement and the climate for women, people of color, and LGBT faculty, and believe UCSF is doing well at using career development, leadership opportunities, and a diverse climate to recruit and retain good faculty.
- On the other hand, reflecting their dissatisfaction with these areas in their own lives, faculty members are critical of UCSF's efforts to use salaries, financial assistance with housing, and childcare as recruitment tools.
- Although a majority of faculty members would like to stay at UCSF for the rest of their careers, the top two factors that they say would drive them away are the same factors that top the list of concerns elsewhere: lower salaries than they would like, and persistent problems related to work-life balance.