

UC San Francisco 2020-21 Faculty Exit Survey Report

Executive Summary

This report provides an update to the 2018-19 UC San Francisco Faculty Exit Survey Report released in March 2019 by the Office of Faculty and Academic Affairs. This report contains data from 2020-21 in addition to the five prior reporting periods spanning 2014-19.

Data from 2019-20 was not reported as various data collection issues related to the UCSF transition to UC Path compromised the analysis.

While the report focuses on non-retiree circumstances and factors relating to leaving UCSF and perceptions of UCSF, the findings for retirees from the five reporting periods are included as appendices.

During the current analysis time period (2020-21), 152 faculty separated from UCSF. Seventy-six percent (N=116) of those who separated were non-retirees and 24% (N=36) were retirees. Eighty-three faculty members responded to the survey (54% percent response rate). Of those, 61 (73% of respondents) were non-retirees.

Non-retirees - Gender/URM:

Women left UCSF at a slightly higher rate than their representation among the at-large faculty (55% and 49%, respectively; gender not indicated in the remainder), with the delta increasing from the prior reporting period. Men left at a slightly lower rate than their representation among the at-large faculty (39% and 45%, respectively).

The number of URM faculty who left UCSF in 2020-21 was small (15). URM faculty left UCSF at a rate similar to their representation among the at-large faculty (13% and 12%, respectively).

Women were less likely than men to receive a counter-offer prior to leaving UCSF. However the overall number of counter-offers extended was low (four for women, three for men). Twelve percent of women and 28% of men said they would not consider a counter-offer in 2020-21.

Non-retirees - Series/Rank:

- As in all prior reporting periods, Health Sciences (HS) Clinical series faculty left UCSF at a rate higher than their representation among the at-large faculty (60% and 44%, respectively in 2020-21).
- As in all prior reporting periods, Adjunct series faculty left UCSF at a rate higher than their representation among the at-large faculty, (22% and 12%, respectively in 2020-21).
- As in all prior reporting periods, Assistant rank faculty left UCSF at rates substantially higher than their representation among the at-large faculty (63% and 34%, respectively in 2020-21).

Non-retirees - Circumstances around and reasons for leaving UCSF:

- Forty-seven percent of faculty left UCSF for an academic position at another institution.
- Of those who responded to the question regarding how they found their new position, 36% indicated that they were looking for a new job prior to their departure; this is similar to 2018-19 (35%) but a lower percentage than in most prior reporting periods.
- Among non-retirees, salary and cost-of-living issues were paramount reasons for leaving UCSF.
 - In 2020-21, high cost of living and insufficient salary were the contributing factors most often cited as a reason for faculty departures (cited by 47% of respondents), followed by lack of administrative support (40%).
 - Personal or family reasons continue to be a significant factor contributing to the decision to leave UCSF as it was one of the three most cited factors (32%) by respondents
 - For the first time, across all prior reporting periods, the feeling of being unfairly treated due to gender was cited as one of the top six reasons for leaving (17%). Some comments indicated that faculty experience with gender bias was not specific to UCSF, but a more systemic concern.

As in prior reporting periods comments from 2020-21 indicate that the high cost of living and challenges associated with raising a family in the San Francisco Bay Area were important factors in faculty members' decisions to depart UCSF. Perhaps due to the pandemic there were no mentions of commutes in this reporting cycle.

Non-retirees - Perceptions about UCSF:

Compared to 2018-19 where responses indicated improvements across all domains, most notably in work conditions and career stewardship responses, in 2020-21 there was a reversal of that trend in some areas. Notable exceptions were that faculty reported they felt valued for their clinical and mentoring activities and they indicated their jobs were rewarding.

The Vice Provost Academic Affairs administered the UCSF Faculty Climate Survey in Spring 2017 to better understand the experiences of our faculty; particularly those of women and members of under-represented groups. Results of the climate survey support many of the findings of recent faculty exit surveys. In response to the September 2017 Faculty Climate Survey, a Faculty Climate Task Force with broad representation from across UCSF was convened. The Task Force's charge was to review the survey results, seek stakeholder input, identify problems that need to be addressed and recommend specific actions. The Climate Task Force's report was released in September 2019. In October 2021, a campus-wide climate survey was conducted and the results are expected soon. The Vice Provost Academic Affairs is committed to reviewing and developing action plans to address areas of concern and improve the climate for our faculty.

Web page: [Faculty Climate Survey](#)