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UCSF 2011 Faculty Climate Survey Results: A Decade of Improvements and Challenges

Overview

Findings from a 2011 faculty climate survey reveal that overall, faculty are satisfied with most aspects of their career and work life at UCSF (see Figure 1 below). The survey, conducted by an independent firm, found that among satisfaction rates, intellectual stimulation ranked the highest at 91%. At least two-thirds of faculty respondents were satisfied with almost all aspects of their career, with the notable exception of income, with only 49% satisfied. Satisfaction with work conditions and non-financial support ranged from 57% to 69%. Substantially fewer faculty (just over 25%) were satisfied with financial support. With regards to personal life, 60% of faculty reported satisfaction with the flexibility of working at UCSF (see Figure 2 below), but only one-third were satisfied with personal or family time. Selected figures depicting the status of faculty life on campus, as well as areas of success and opportunities for improvement, are included at the end of this overview. The 2011 survey response rate was 61%.

The 2011 survey was a follow-up to the 2001 survey conducted by the same firm. Based on the results of the 2001 survey, 10 recommendations were endorsed by former Chancellor Bishop. The first was the formation of the Chancellor's 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. Over the past decade, the CCFL, other UCSF committees and organizations and the UCSF senior administration 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. Areas of focus include:

- Leadership development and leadership opportunities
- Mentoring
- Supporting collaborative research
- Expanding family-friendly policies including leaves
- Work/life balance
- Increasing transparency of the advancement process
- Faculty development
- Faculty enrichment
- New faculty welcoming

The 2011 climate survey report includes a comparison with the 2001 survey results across a range of areas and provides a measure of the relative success of CCFL programs and other campus initiatives to improve the quality of life for UCSF faculty (see Figure 3 below). Notable improvements were revealed when comparing the 2001 and

2011 results, particularly in the areas of mentoring, advancement, and interactions with students. Important areas that still need improvement include job security, workspace, grants, and financial support (for ongoing and for new ventures). Selected figures that describe the quality of faculty work-life, improvements over time, and areas of success and opportunities for enhancement are included at the end of this overview. The CCFL will assess the results of the 2011 survey and formulate an action plan to address issues raised in the survey in relation to Chancellor Desmond-Hellmann's priorities for the campus. To address some areas raised by faculty (e.g. salaries and grants), the CCFL will need to partner with other UCSF leaders and stakeholders.

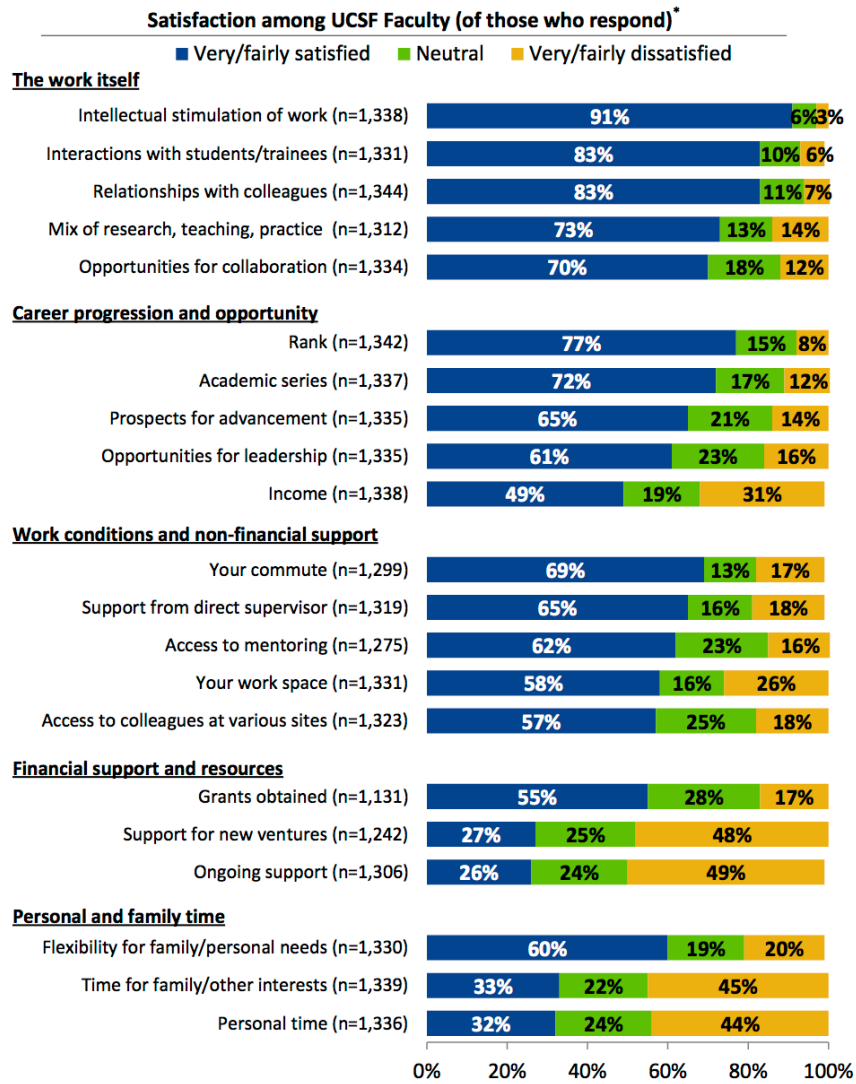
From the results of the survey, it is clear that there is a high personal cost to career success at UCSF, but faculty are willing to take the necessary steps to succeed in their careers here. This is reflected in the data, which indicate that the majority of faculty would like to remain at UCSF for the remainder of their careers.

Over the past decade there have been a number of improvements in the quality of faculty life at UCSF, but challenges remain and efforts toward improvement will be approached with renewed vigor. The CCFL is committed to continually responding to faculty feedback and working with the UCSF community to develop initiatives and programs to enhance faculty well being.

The full 2011 Faculty Climate Survey Report can be opened as a PDF [here](#), and the Executive Summary (also a PDF) can be accessed by clicking [here](#).

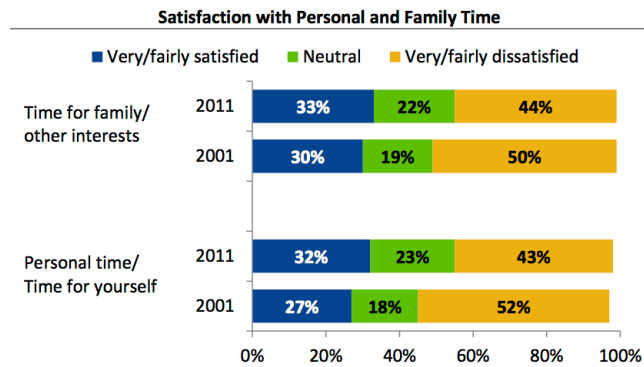
Figure 1: Satisfaction Among UCSF Faculty

Of those who responded. Due to rounding, percentages may add to more or less than 100%.



* Due to rounding, percentages may add to more or less than 100%.

Figure 2: Attitudes Regarding Work/Life Balance



Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? s. The amount of time you have for spending with family and/or outside interests (2001: amount of time you have for spending with your family and/or outside interests); r. The amount of personal time you have (2001: amount of time you have for yourself)

Figure 3: Changes in Satisfaction Responses

