

**From:** Executive Vice Chancellor [mailto:ExecutiveViceChancellor@UCSF.EDU]  
**Sent:** Wednesday, January 31, 2018 10:22 AM  
**To:**  
**Subject:** 2017 Faculty Climate Survey – Next Steps

Dear Colleagues,

In mid-August, Vice Provost Brian Alldredge released the [results of the 2017 Faculty Climate Survey](#). Overall, the 2017 survey results indicate that three-quarters of the faculty who responded continue to express general satisfaction with their careers at UCSF. While this is indeed positive feedback, the 2017 survey also shows that progress made towards improving the climate for women and underrepresented minorities has either stalled or, in some cases worsened, since the 2001 and 2011 faculty climate surveys.

As I mentioned in my [October EVCP Expresso](#), these survey results are quite disappointing and the perceptions of unequal treatment are contrary to the values that we all share. Chancellor Sam Hawgood and I recently met with the deans of the Schools of Dentistry, Medicine, Nursing, and Pharmacy to discuss these issues, and I'd like to outline the steps we will be taking in response to the Climate Survey:

1. We fully support the recommendations outlined in the [Faculty Family Friendly Initiative \(3FI\) Report](#) as follows:
  - a. Campus and School leaders agree that ensuring equitable faculty childbearing and childrearing leave is an important priority (Recommendation 1). Accordingly, all school/department Compensation Plans will be amended to provide 12 weeks of paid childbearing leave and 4 weeks of paid childrearing leave no later than July 1, 2019. It turns out that the actual implementation of this new policy is more complicated than it may seem due to differences across departments and schools, so we will use the coming months to develop a strategy to ensure that this new standard is achieved in a manner that is equitable and in full alignment with our goal of building an inclusive environment that is supportive of faculty as they balance their professional and family responsibilities.
  - b. A three-year investment of campus resources will be provided to the Vice Provost's office to implement Recommendations 2 through 5 of the 3FI report. The first year's investment includes: funding for a staff resource who will be responsible for putting in place the recommended programs; and, an investment in technology to ensure that data are collected that will support the analysis of benefits utilization and trends. In the second year, the budget includes funds for a campaign designed to raise awareness regarding available benefits and make explicit our commitment to a family-friendly climate.
2. Vice Provost Brian Alldredge will convene and chair a Faculty Climate Task Force with broad representation to look at the issues raised in the survey. The charge of the Task Force will be to:
  - review the survey report and propose any further analyses or data gathering that might be appropriate;
  - seek input from appropriate campus units (committees, organizations, offices) and individuals;
  - identify efforts that may already be underway to address issues of concern identified in the survey;
  - identify, by priority, problems that need to be addressed; and
  - recommend specific actions.

The Task Force will be expected to submit an Action Plan to Chancellor Hawgood and me for review by April 2019.

I will provide periodic updates to the faculty as these initiatives progress. As I've previously acknowledged, there are no easy answers to some of the issues raised in these reports. Nonetheless, the achievement of a climate at UCSF where *everyone* is treated with respect and kindness, and given truly equal opportunity to pursue their dreams, is our highest priority. I am confident we can work together to make major progress in providing a supportive and inclusive work environment for our faculty.

Sincerely,

Daniel H. Lowenstein, MD  
Executive Vice Chancellor and Provost  
Dr. Robert B. and Mrs. Ellinor Aird Professor of Neurology