Executive Summary

This report provides an update to the 2015-16 UC San Francisco Faculty Exit Survey Report released in March 2017 by the Office of Academic Affairs.

During the current analysis time period (2016-17), 149 faculty separated from UCSF. Seventy percent of those who separated were non-retirees and 30% were retirees. Sixty-eight faculty members responded to the survey (46% response rate). Comparisons among non-retiree faculty showed some differences when compared to the three prior reporting periods (2012-14, 2014-15 and 2015-16):

Non-retirees - Gender/URM:
- Women and men left UCSF at the nearly the same rate as their representation among the at-large faculty. In one prior reporting period (2014-15), women had left at a higher rate.
- The number of URM faculty who left UCSF in 2016-17 was small (10), however consistent with all prior periods, URM faculty left at rates higher than their representation among the at-large faculty.
- For 2016-17, women and men were more similar with regard to consideration and receipt of counter offers as compared to prior reporting periods.
  - Men were more likely than women to indicate that they would not accept a counter offer, although the total number of responses was small (10).
  - Women and men were equally likely to receive a counter offer (25%). In prior reporting periods women were consistently less likely than men to receive a counter offer (e.g., in 2015-16, 19% of women and 40% of men received counteroffers). The total number of counter offers made was small across all reporting periods (10 in 2016-17; 13 in 2015-16; 6 in 2014-15; 9 in 2012-14).

Non-retirees - Series/Rank:
- As in all prior reporting periods, Health Sciences (HS) Clinical series faculty left UCSF at rates higher than their representation among the at-large faculty (42% and 39%, respectively in 2016-17).
- As in all prior reporting periods, Adjunct series faculty left UCSF at rates higher than their representation among the at-large faculty (24% and 14%, respectively in 2016-17).
- As in all prior reporting periods, Assistant rank faculty left UCSF at rates substantially higher than their representation among the at-large faculty (61% and 35%, respectively in 2016-17).

Non-retirees - Circumstances around and reasons for leaving UCSF:
- Fifty percent of faculty left UCSF for an academic position at another institution.
- Of those who responded to a question regarding how they found their new position, 47% indicated that they were looking for a new job prior to their departure (compared to 33% in 2015-16, 43% in 2014-15 and 62% in 2014-15).
- Among non-retirees, salary and cost-of-living issues were paramount as reasons for leaving UCSF.
  - As in 2015-16, high cost of living was the reason most often cited as responsible for faculty departures. Cost of living was cited as a reason for leaving UCSF by 47% of respondents in 2016-17; 40% in 2015-16; 26% in 2014-15; and 19% in 2012-14).
  - As in 2015-16, insufficient salary was the second most common reason for leaving UCSF (cited by 37% of respondents in 2016-17).
  - Thirty-five percent of respondents cited “job at UCSF did not meet my expectations” as a reason for leaving. This represents an increase compared to prior reporting periods.
Non-retirees - Perceptions about UCSF:
Across many survey domains (e.g., feeling valued, financial support, work conditions, career stewardship, climate), 2016-17 responses indicate a stalling in some of the improvements noted in 2015-16. Comments highlighted concerns about work conditions (lack of administrative support; challenges associated with working at new/multiple sites) and climate (fairness, ethics, respect and sense of community).

The Vice Provost Academic Affairs administered the UCSF Faculty Climate Survey in Spring 2017 to better understand the experiences of current faculty; particularly those of women and members of under-represented groups. Those data, along with data from the present and prior faculty exit surveys, will be used by a faculty committee with broad representation to develop specific action plans to improve the successful recruitment and retention of faculty.