

UCSF Faculty Climate Survey Results

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Academic Senate Executive Council Meeting

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Office of Diversity
and Outreach

2021 Climate Survey

Administered by Emma White Research, LLC for
The University of California, San Francisco

Faculty Results

August 2022



Goals of the Survey

- Gather data related to institutional climate to enable UCSF to be better informed about the learning and working environments for learners (students, fellows, postdocs, and residents), faculty, staff, in areas including:
 - Diversity, equity, inclusion (encompassing belonging, respect, engagement)
 - Mentorship/sponsorship
 - Anti-racism
 - Experience of Harassment/Discrimination
 - Campus services, initiatives and resources
- Identify strengths to build upon and gaps that can be addressed to promote a campus of inclusive excellence to ensure a healthy, safe and welcoming climate for *all* at UCSF.
- Based on the findings, the expectation is that campus leadership will develop action plans and strategic initiatives to improve the overall campus climate for all employees and learners.

Survey Administration

- The 2021 UCSF Climate Survey was conducted among faculty, staff, and learners from October 11 to December 3, 2021.
- It was administered online in English, Spanish, and Chinese (simplified) via emailed links.
- An independent research firm, Emma White Research, administered the survey. A full methodology will be available in the written report.

Survey Response

- A total of 14,579 responses included 2,416 academics (1,809 full time faculty, 607 others), 9,921 staff members, and 2,242 learners.
- Response rates among:
 - Faculty: 56%
 - SOD-68%; SOM-54%; SON-79%; SOP-81%
 - Staff: 44%
 - SOD-60%; SOM-52%; SON-72%; SOP-52%
 - Learners: 35%
 - SOD-29%; SOM-35%; SON-40%; SOP-48%
- As the next slides show, the survey data are close to demographically representative of the community.

Demographics of Faculty Survey Responses

	Number of responses	% of unweighted responses	% of weighted responses
Men	725	40%	40%
Women	1,019	56%	50%
White	925	51%	48%
Asian	479	26%	26%
Hispanic	128	7%	7%
Black/African American	62	3%	3%
Multiracial	95	5%	5%
LGBTQ+	192	11%	11%
Heterosexual	1,556	86%	81%

Demographics of Faculty Survey Responses

	Number of responses	% of unweighted responses	% of weighted responses
Age 40 or younger	472	26%	31%
40-49	644	36%	35%
50-59	436	24%	21%
60+	257	14%	13%
Has a disability	211	12%	11%
School of Medicine	1,592	88%	89%
School of Dentistry	65	4%	3%
School of Nursing	84	5%	5%
School of Pharmacy	59	3%	3%

Summary of Faculty Findings

- Overall, faculty view the UCSF climate positively.
- Faculty are familiar with PRIDE Values, see them as important, and rate UCSF's implementation of them positively.
- Majorities of faculty feel connected to (62%), accepted at (72%), and generally listened to (73%) at UCSF.
- Faculty also describe UCSF as respectful (72%), friendly (69%), and inclusive (63%).

Summary of Faculty Findings

- Challenges remain, however, regarding the experiences of historically underrepresented groups.
- In particular, Black/African American faculty, women, and those with disabilities report less comfortable climates and higher levels of discrimination.

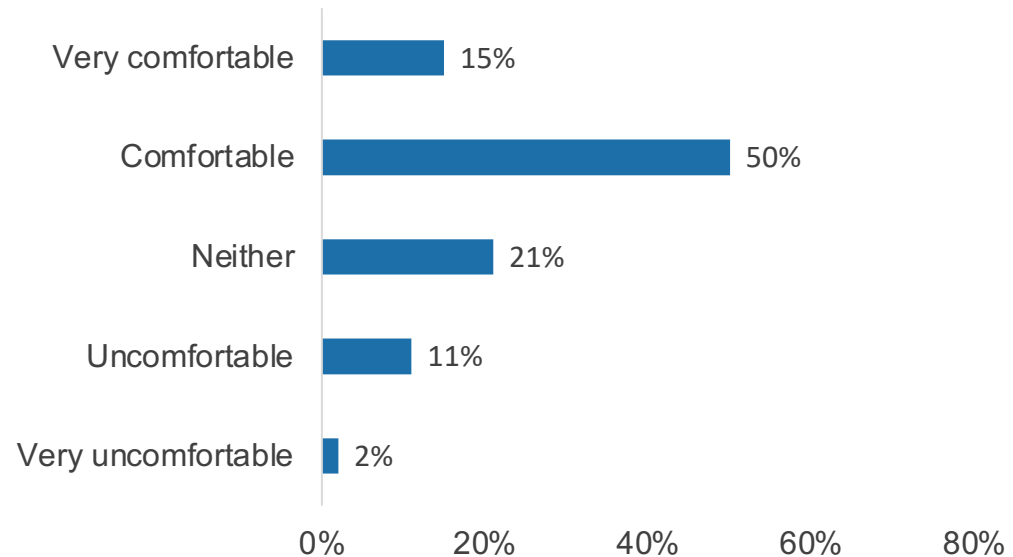


Overall Climate for Faculty

A majority of faculty view the UCSF climate positively.

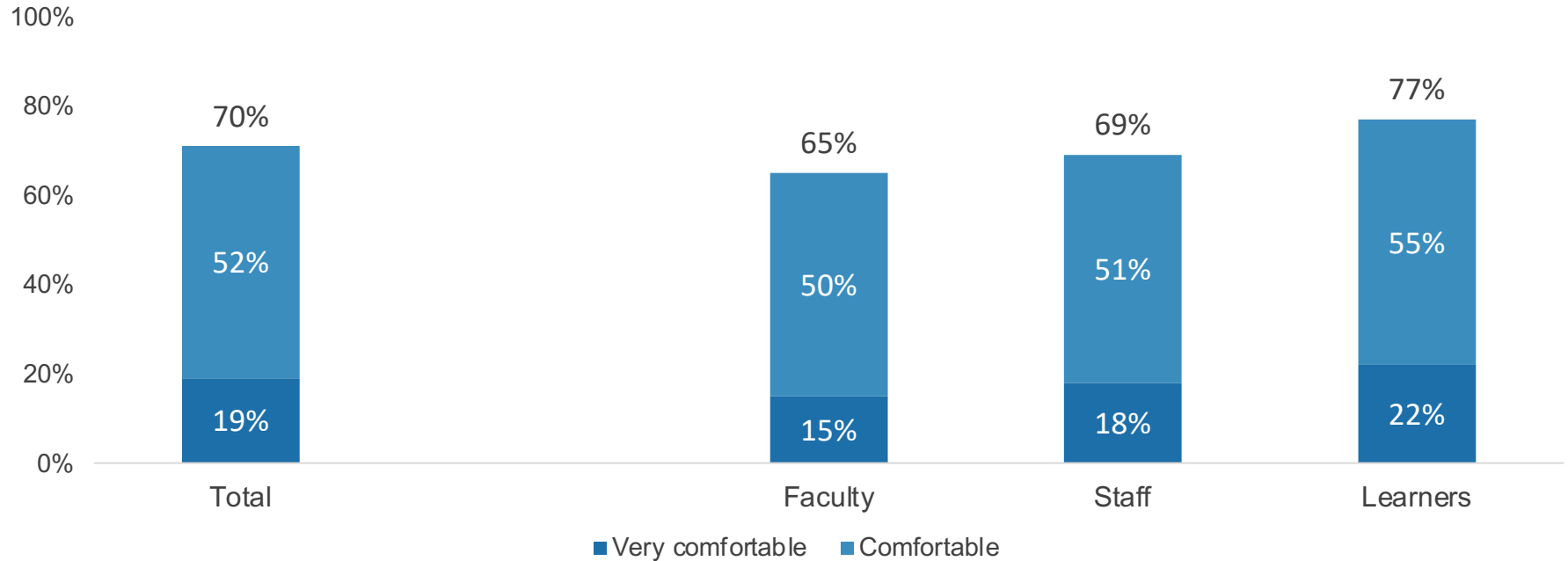
- 65% of faculty say the climate at UCSF is “comfortable” or “very comfortable”.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



Faculty report slightly lower levels of comfort than staff or learners.

Overall, how comfortable are you with the climate at UCSF?

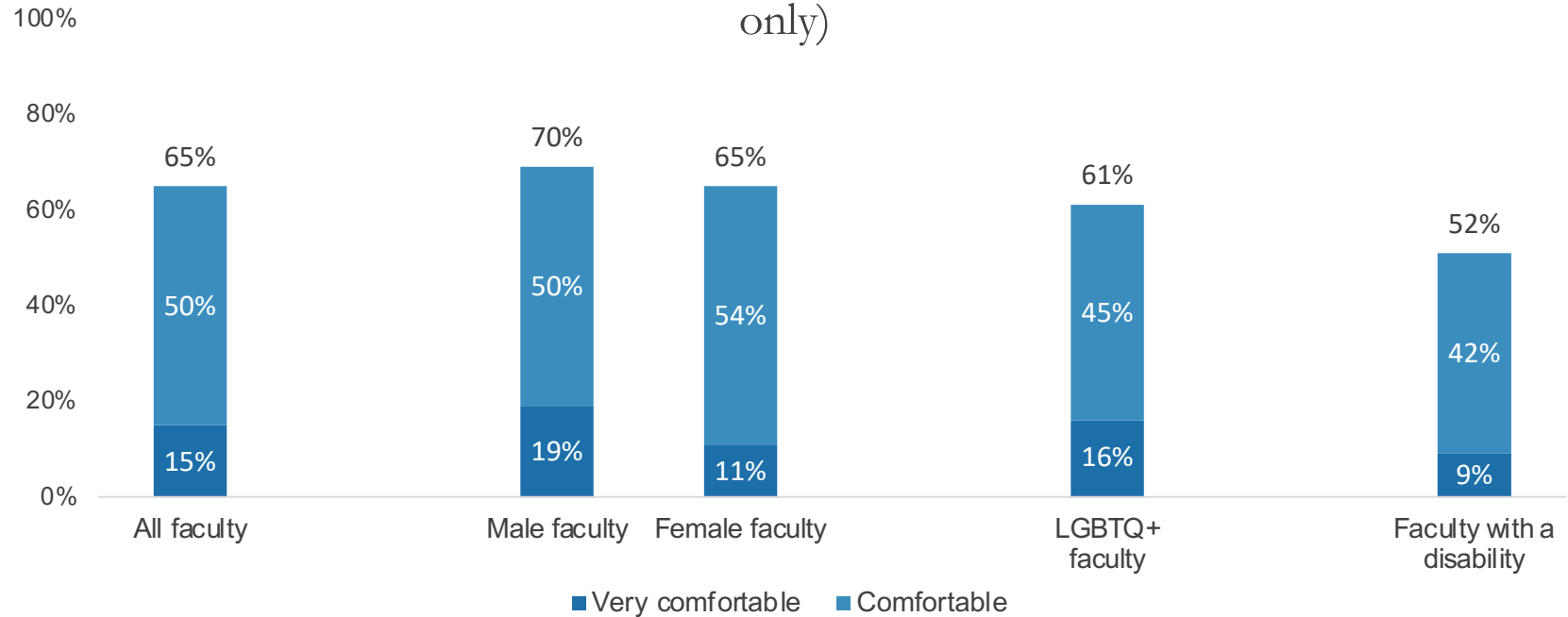


There is variation in evaluation of the UCSF climate among faculty by demographic characteristics and Schools.

- Ratings are less positive among historically underrepresented groups including:
 - Those with disabilities
 - Black/African Americans

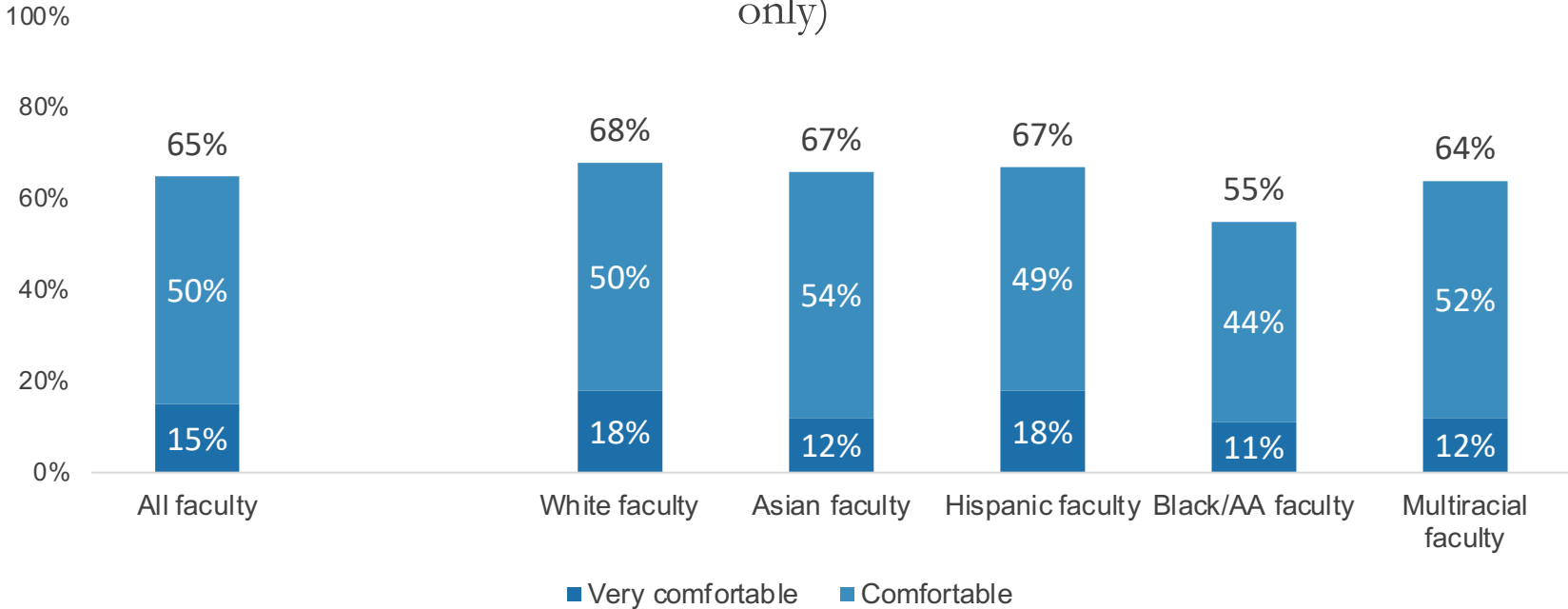
Faculty with a disability and LGBTQ+ faculty say the climate is less comfortable.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



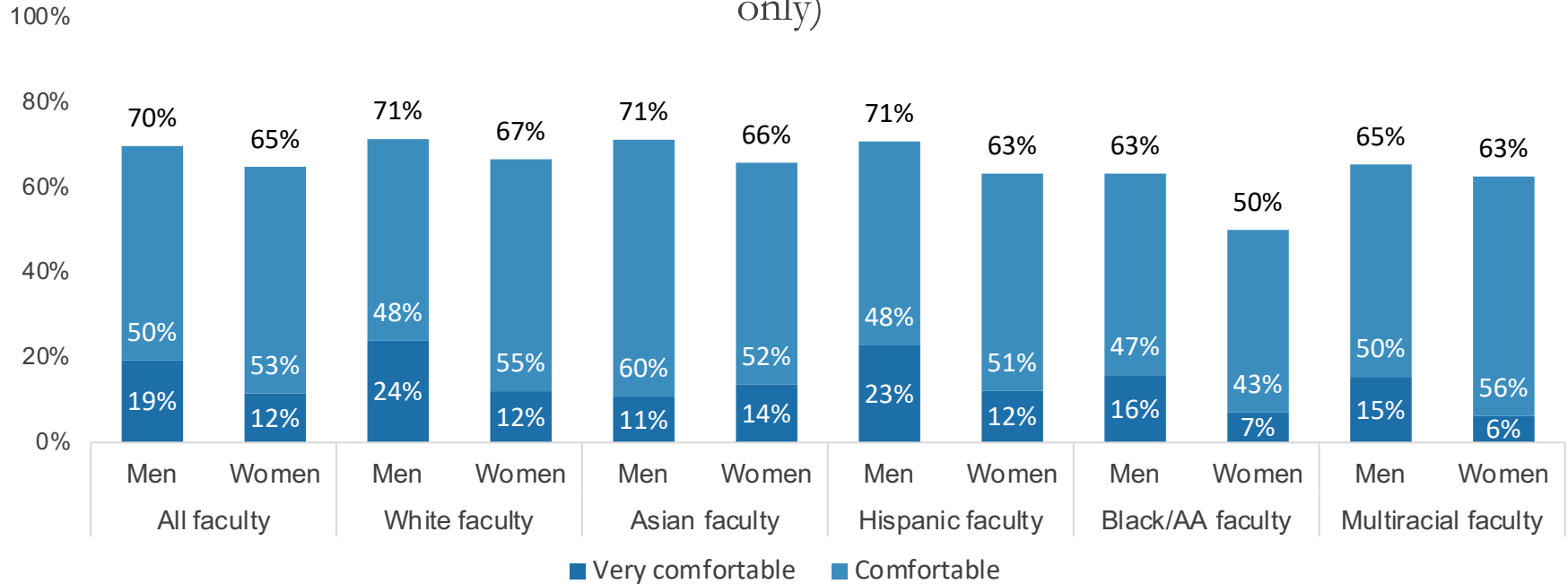
Black/African American faculty members say the climate is less comfortable.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



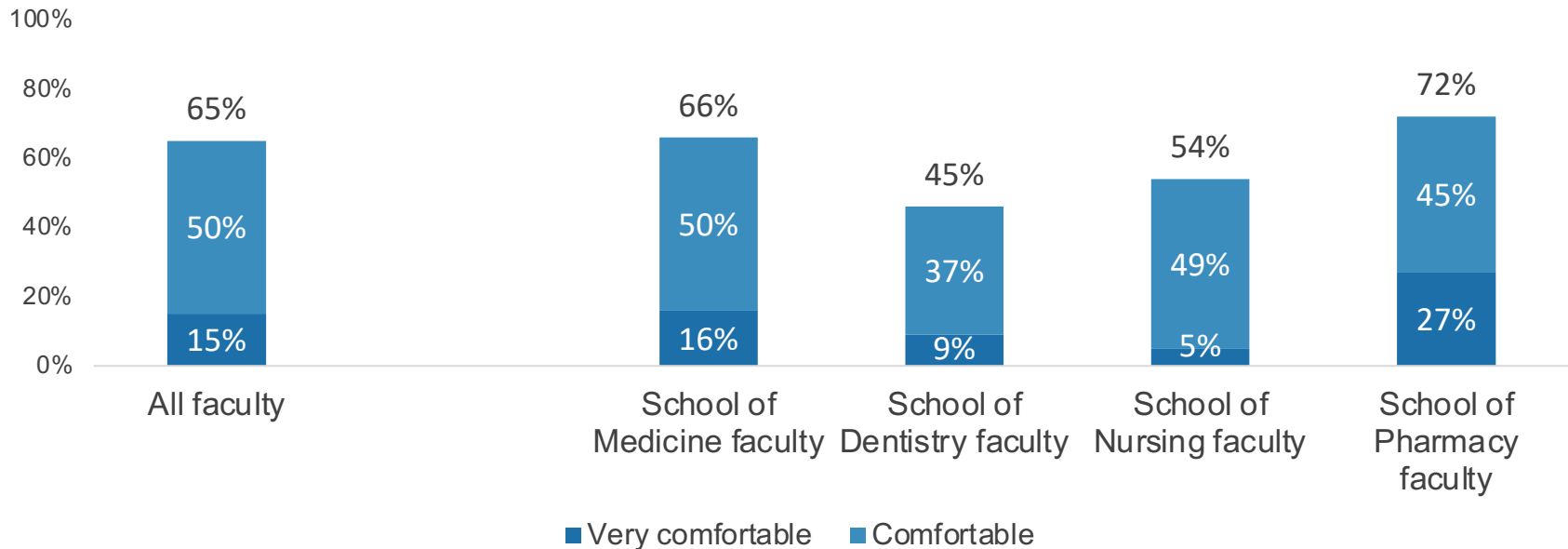
The gender gap is larger among Black/AA faculty.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



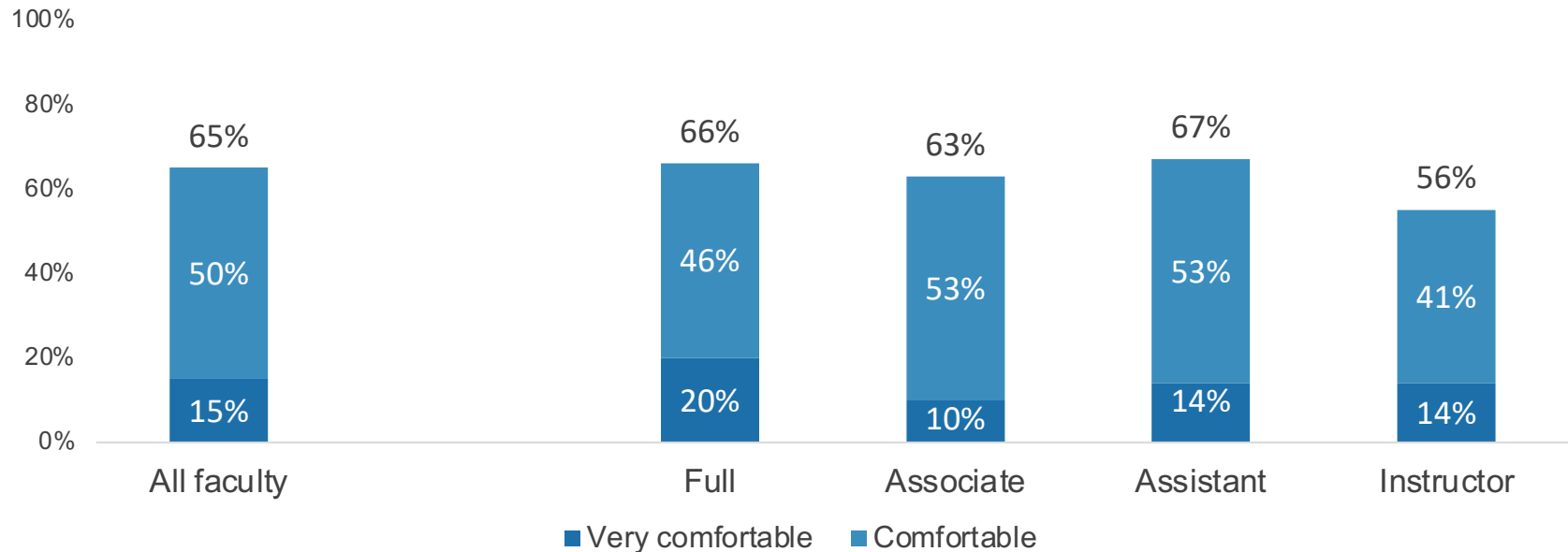
Faculty at the Schools of Pharmacy and Medicine are more comfortable with the climate.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



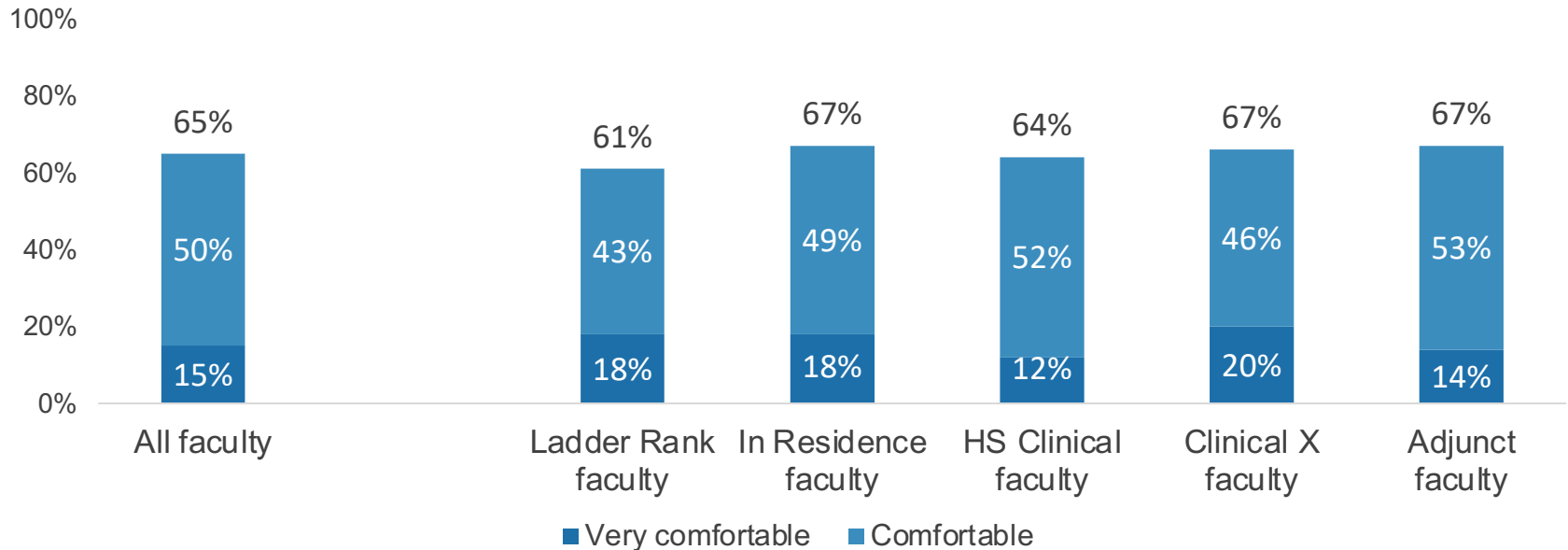
There is little difference by rank in comfort with the climate, though Instructors are less comfortable.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)



Differences by academic series are also small.

Overall, how comfortable are you with the climate at UCSF? (Faculty only)





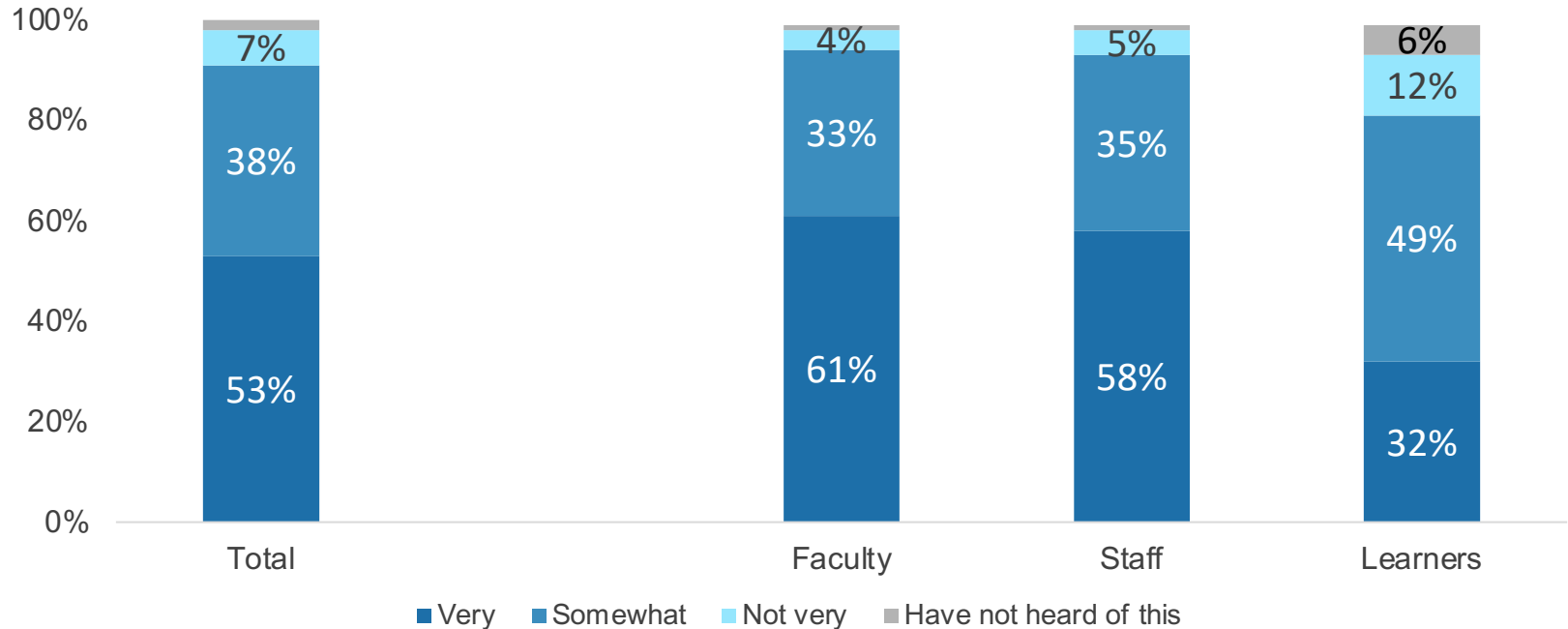
PRIDE Values

Faculty are aware of PRIDE Values and see them as important

- Nearly all faculty are familiar with UCSF's PRIDE Values (Professionalism, Respect, Integrity, Diversity, Excellence).
- Large majorities rate each of the PRIDE Values as extremely important.
- Faculty rate UCSF highly on creating a climate to embody those values.

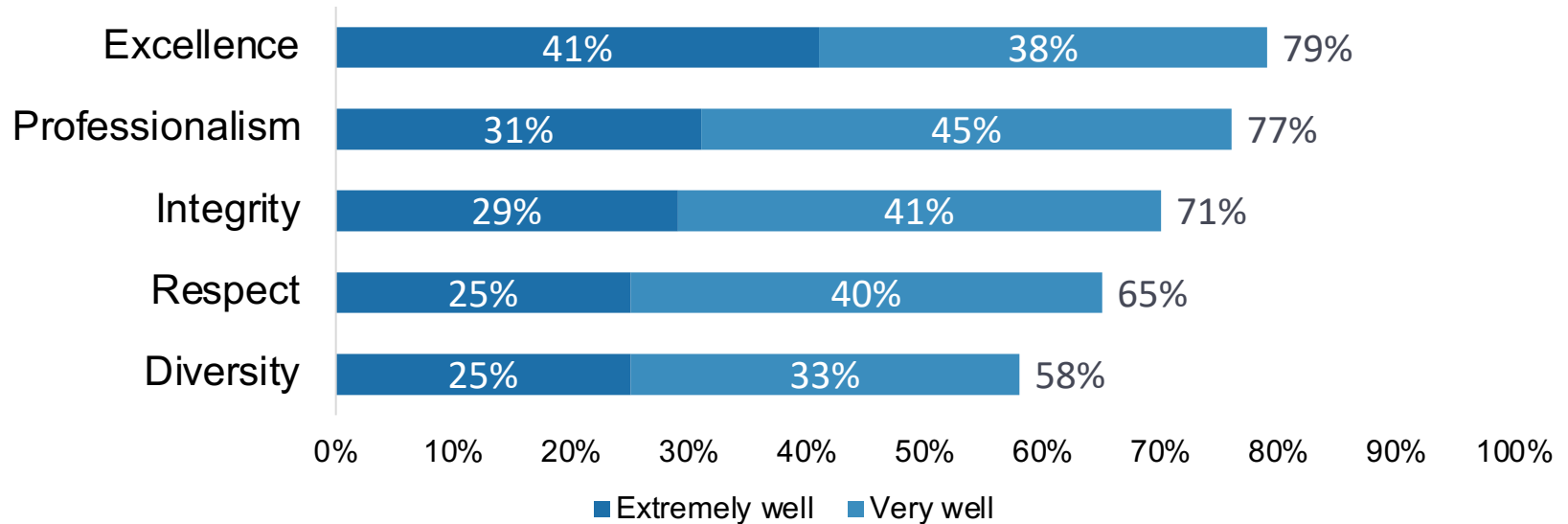
Faculty are highly familiar with UCSF's PRIDE Values.

How familiar are you with UCSF's PRIDE Values?



Faculty rate UCSF positively on all of these dimensions with diversity rated lowest.

How well do you think UCSF is doing at creating a climate that embodies each of the PRIDE Values? (Faculty only)





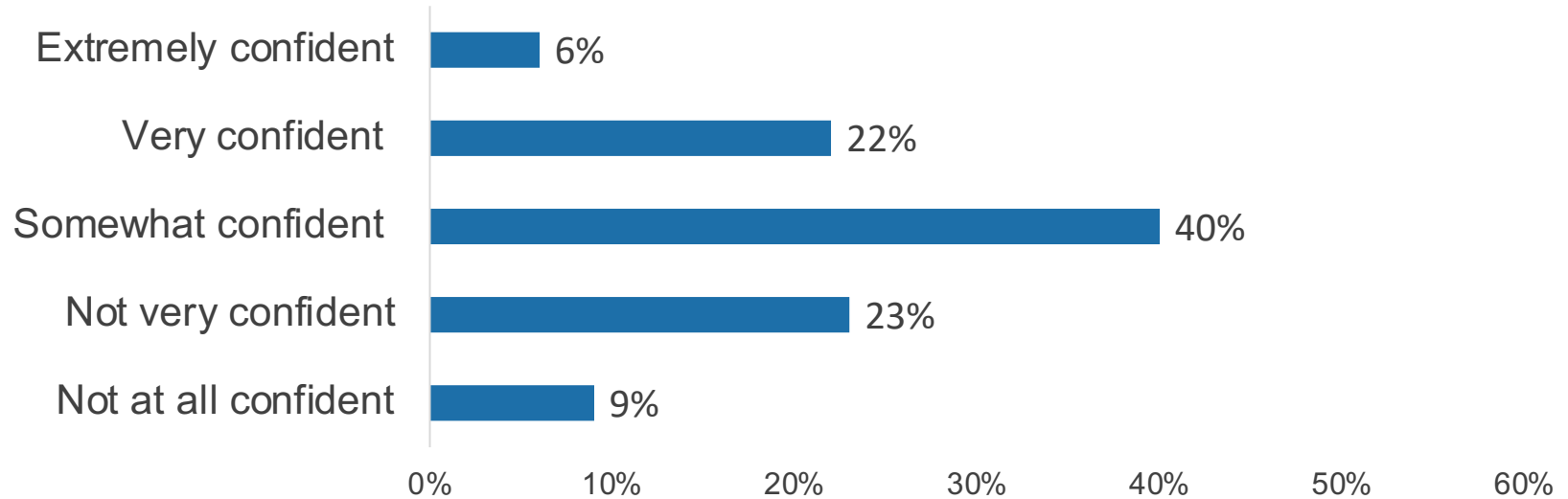
Faculty Views of UCSF Efforts to Improve Climate

Faculty find climate initiatives valuable.

- A majority of faculty feel they can positively influence the UCSF climate.
- The climate initiatives faculty most value include:
 - Providing affordable childcare
 - Mentorship programs for new faculty
 - Access to counseling for people who have experienced sexual or racial harassment
- Faculty also value improved hiring processes, diversity and equity training, and supervisory training for faculty.

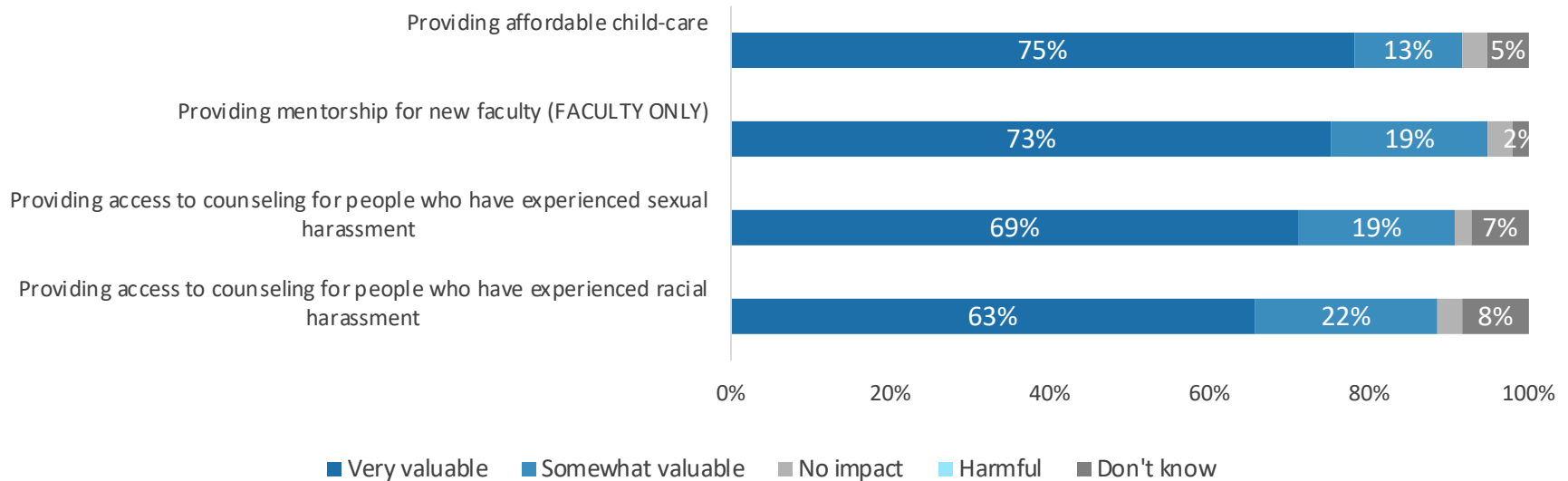
68% of faculty are at least somewhat confident that they can positively affect the climate at UCSF.

How confident are you that you can take actions that will positively affect the climate at UCSF? (Faculty only)



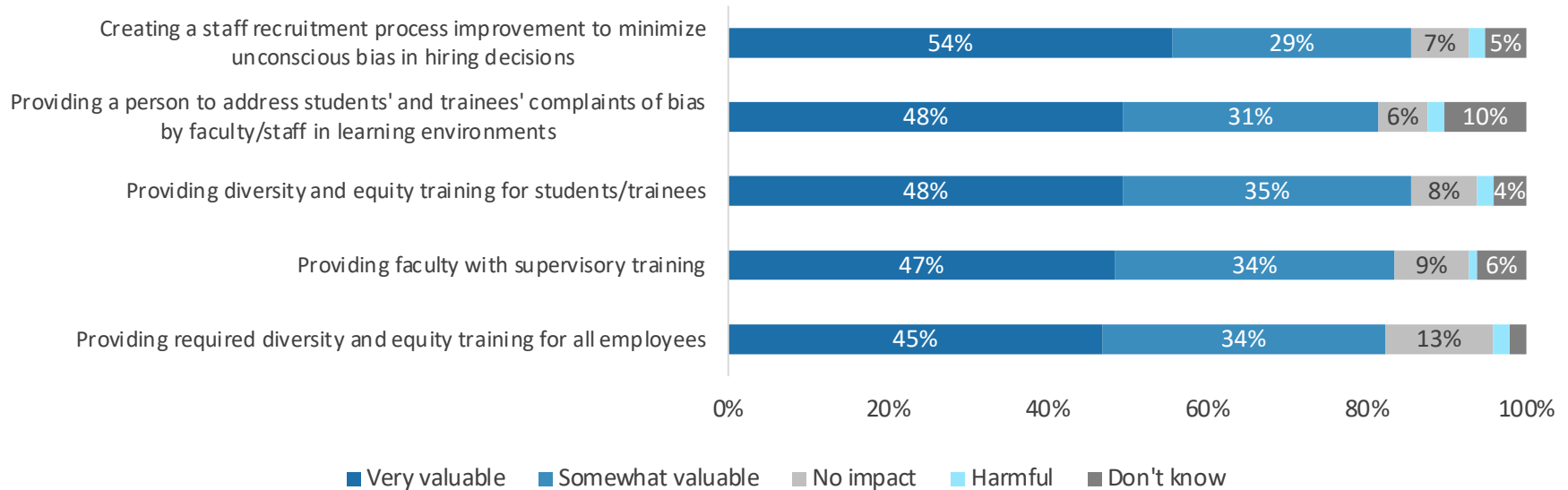
Faculty highly value child care, mentorship, and counseling for those who experience harassment.

For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF. (Faculty only)



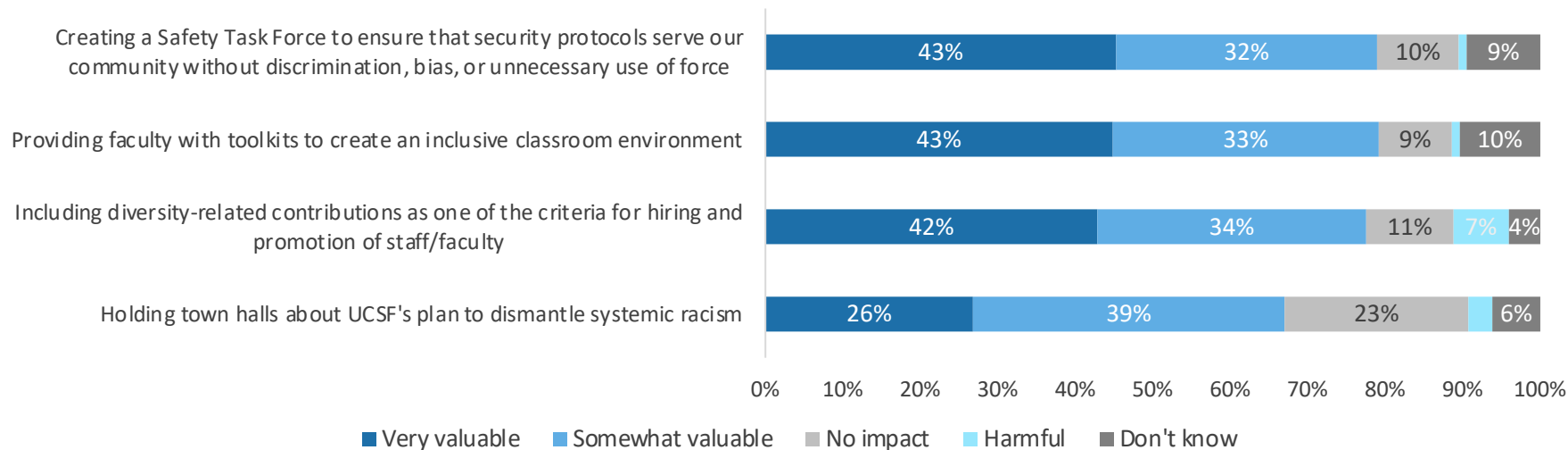
Faculty view other initiatives – including diversity and equity training – as valuable also.

For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF. (Faculty only)



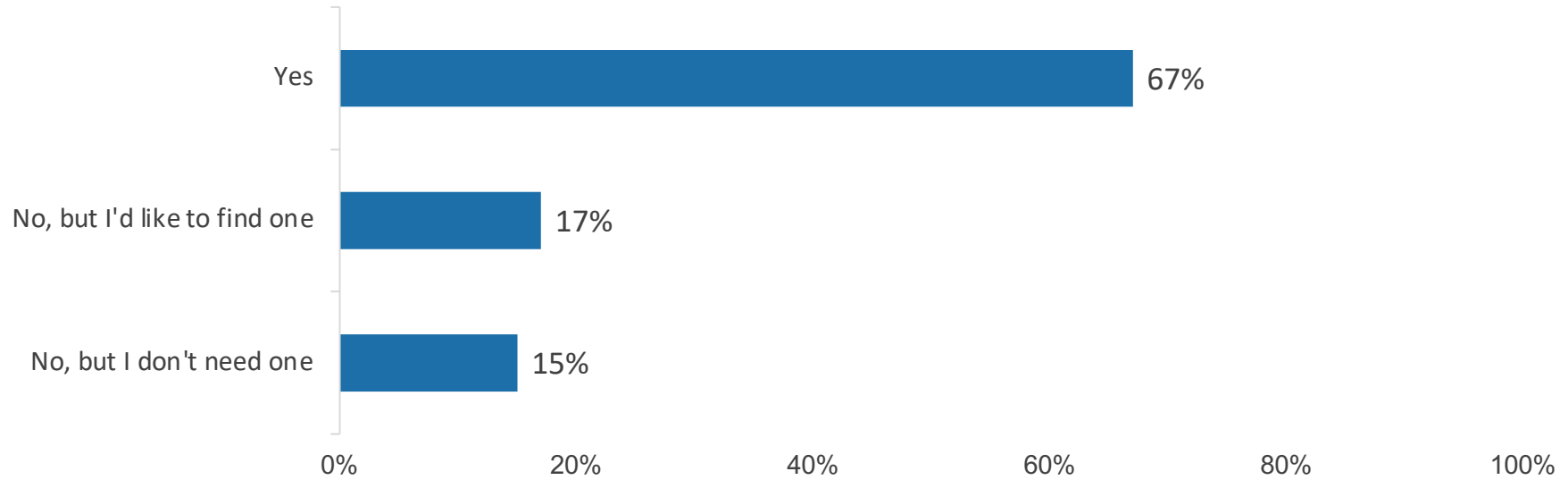
Faculty rate town halls and including diversity-related contributions in hiring lower, though these are still valued.

For each of the following initiatives, please mark whether you believe it is very valuable, somewhat valuable, has no impact or is harmful to the climate at UCSF. (Faculty only)



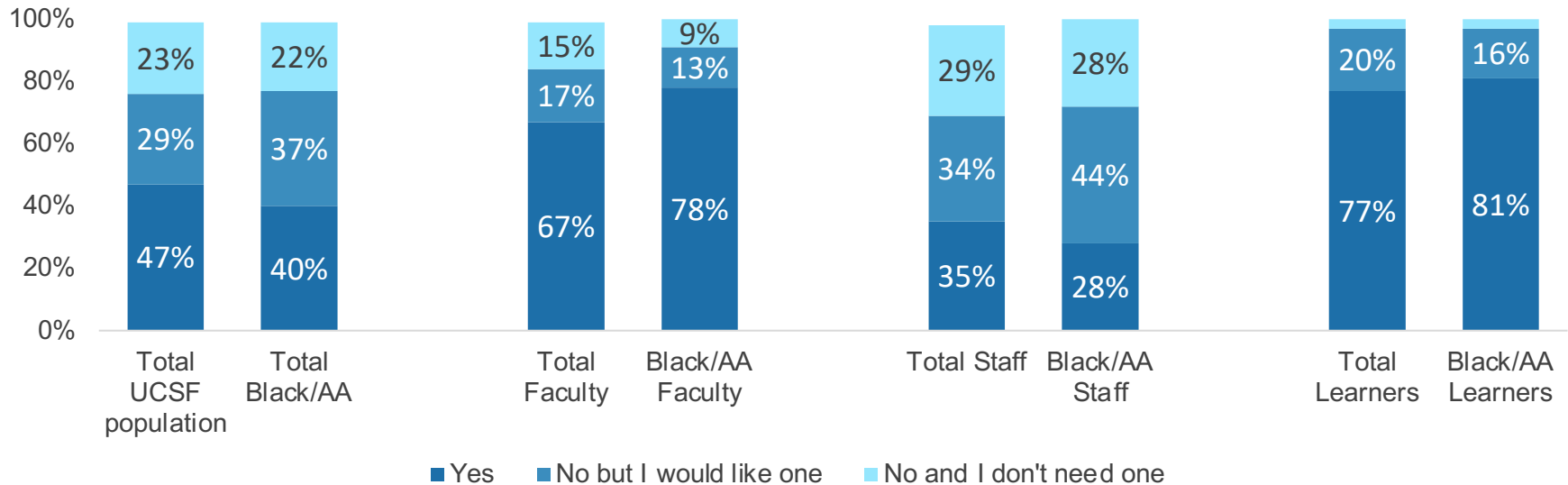
Two-thirds of faculty have a mentor, with those without one split on whether they want a mentor.

Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life? (Faculty only)



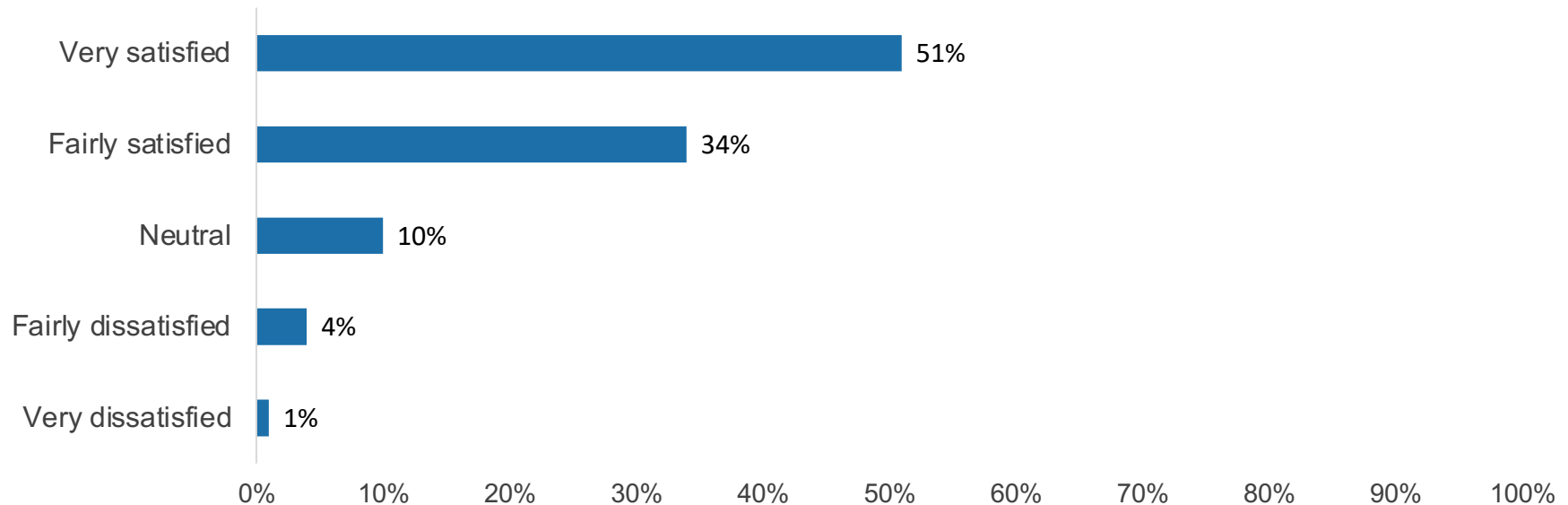
Black/AA faculty are more likely than others to have a mentor; Black/AA staff more likely to want one

Do you currently have a mentor, that is, a person to whom you can turn for help with your professional or scholastic life?



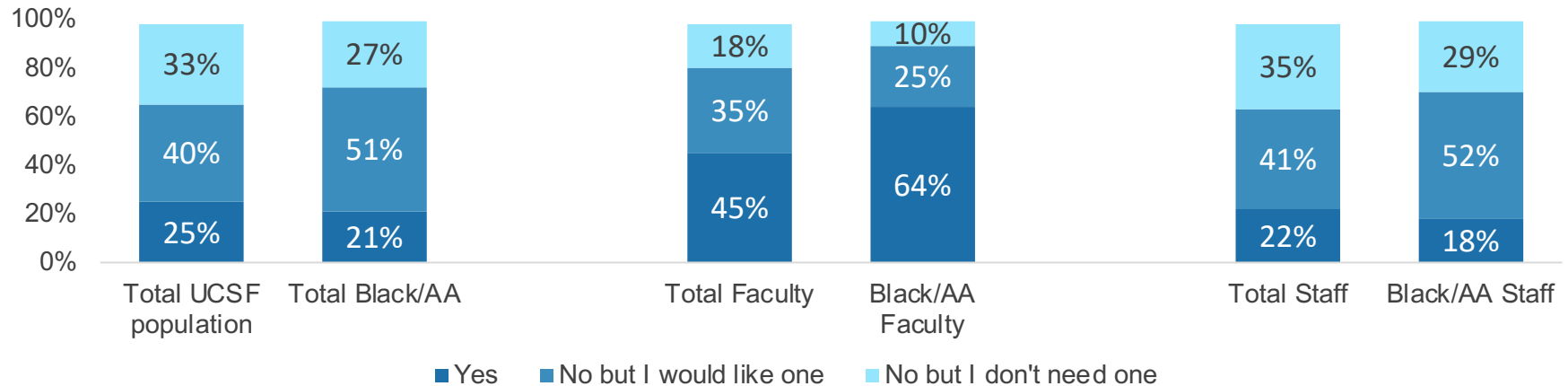
Faculty who have a mentor are generally satisfied with their experience.

How satisfied are you with the quality of mentoring you've received?
[AMONG FACULTY WITH A MENTOR; N=1,205]



Black/AA faculty are more likely than others to have a sponsor; Black/AA staff more likely to want one

Do you currently have a sponsor at UCSF, that is, a person who is a leader and/or powerfully positioned champion who can or has used their position to actively support your career to help you obtain visibility, promotion, recognition, or positions?



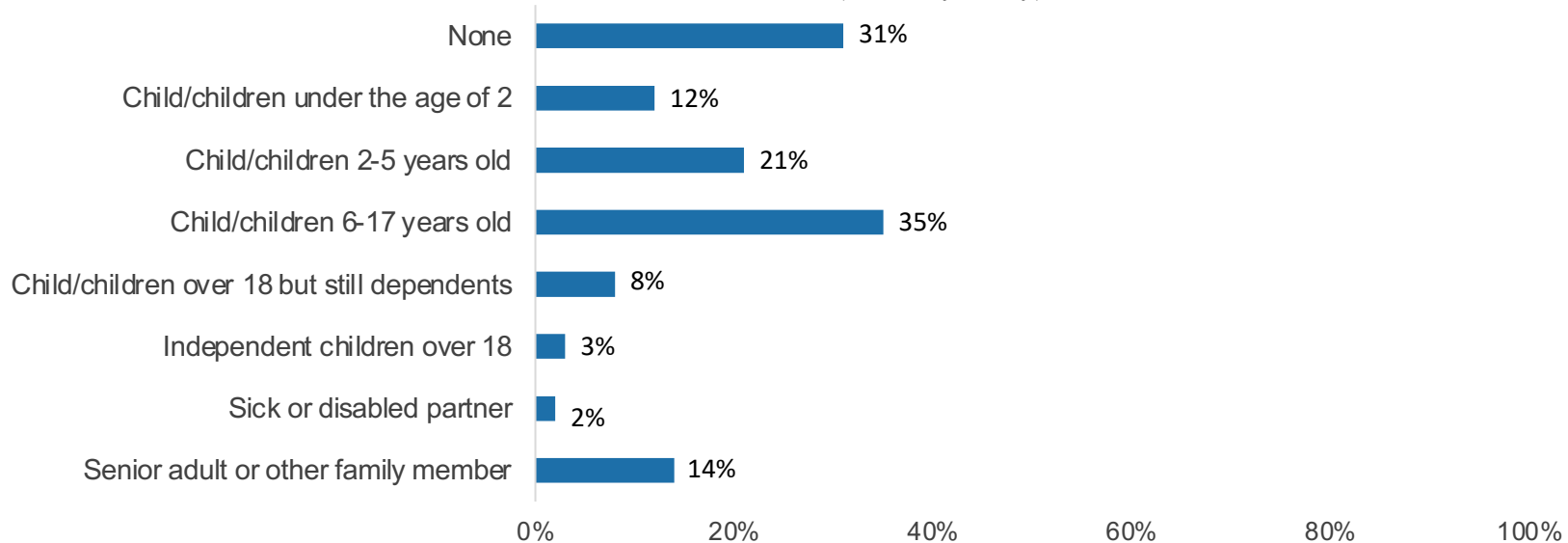
Since the COVID-19 pandemic, caregivers among faculty have experienced negative impacts on their work.

- 67% of faculty report caregiving responsibilities
- Caregiving faculty describe negative impacts on their work since the COVID-19 pandemic.
- The impacts are most frequently seen on productivity, ability to concentrate, and work schedule.

Faculty are likely to have caregiving responsibilities, particularly for children under 18.

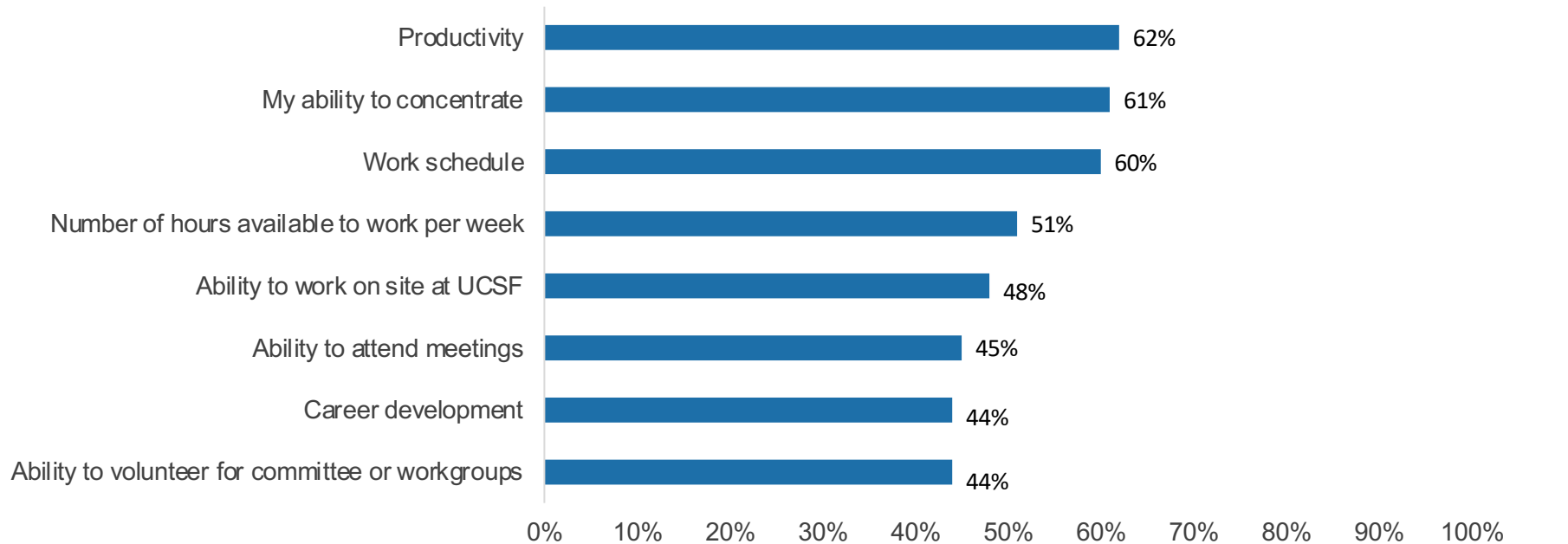
Do you have substantial parenting or caregiving responsibility?

MULTI-SELECT (Faculty only)



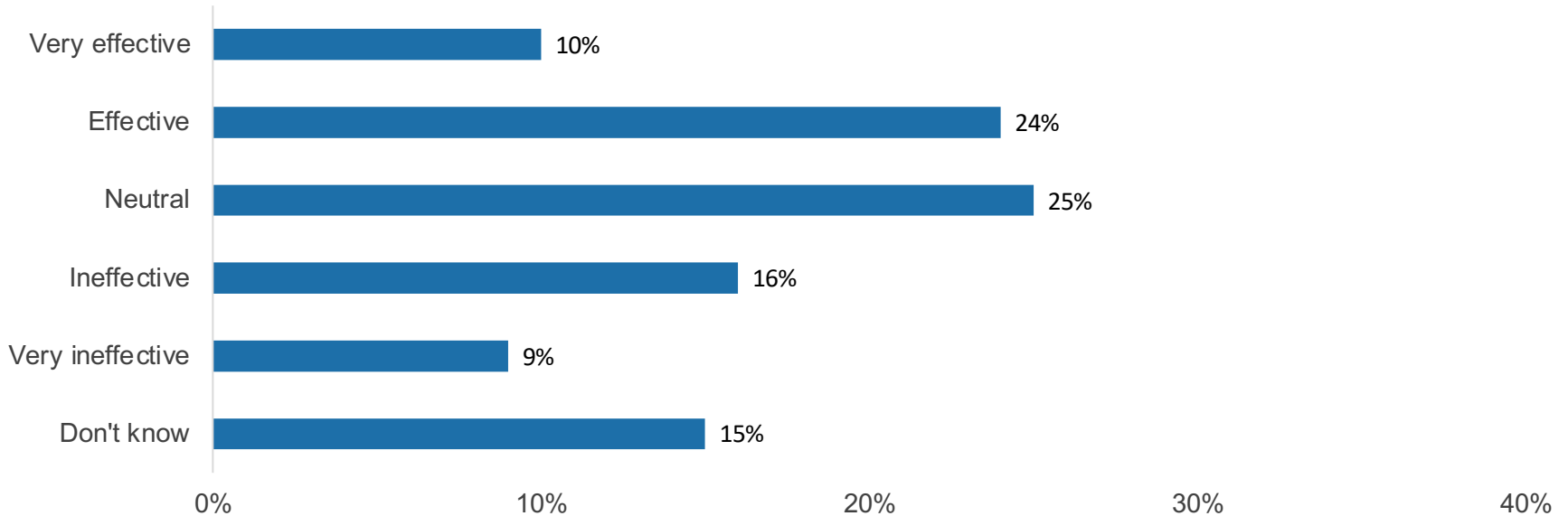
Since the COVID-19 pandemic, faculty with caregiving responsibilities describe negative impacts on their work.

Since the COVID-19 pandemic, my caregiving responsibilities (child or other dependent) have negatively impacted:
[AMONG FACULTY WITH CAREGIVING RESPONSIBILITIES, N=1,235]



34% of faculty rate UCSF as effective in providing support for caregivers.

Rate how effective you believe UCSF is in each of the following areas:
Providing support for those with caregiving responsibilities (Faculty only)





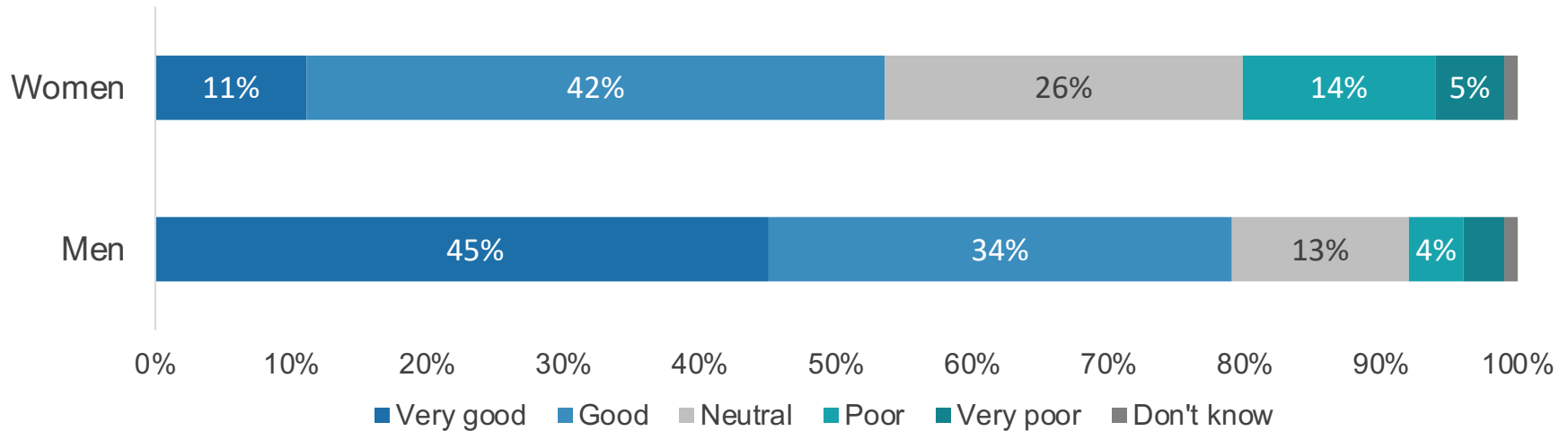
Climate for Faculty Groups at UCSF

When asked to rate the climate for their own groups, historically underrepresented groups of faculty give less positive ratings.

- Fewer than half of faculty rate the climate positively for their group among:
 - Faculty with disabilities
 - Faculty of color, especially Black/African American but also including Hispanic/Latinx, Southeast Asian, and Middle Eastern/North African
- Women faculty rate the climate for women much less positively than men rate the climate for men – especially in the Ladder Rank series

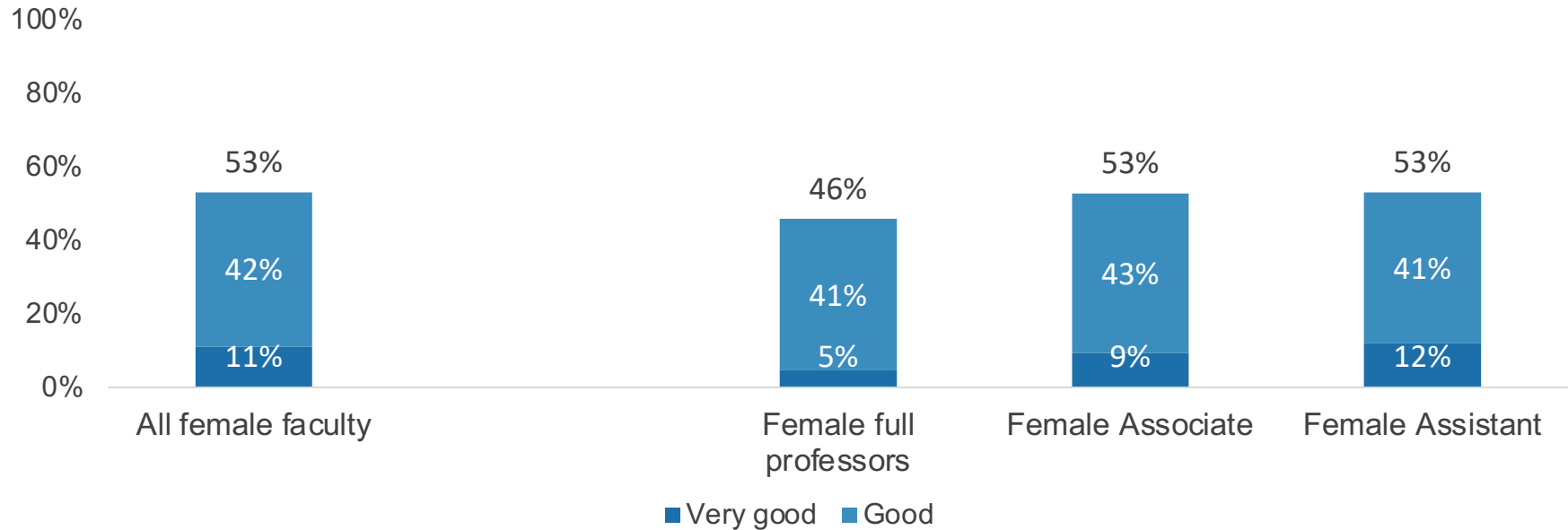
Women faculty describe a much less positive climate for women than men do for themselves.

How would you describe the climate overall for each of the following groups at UCSF in general? (Faculty only, shown among members of that group)



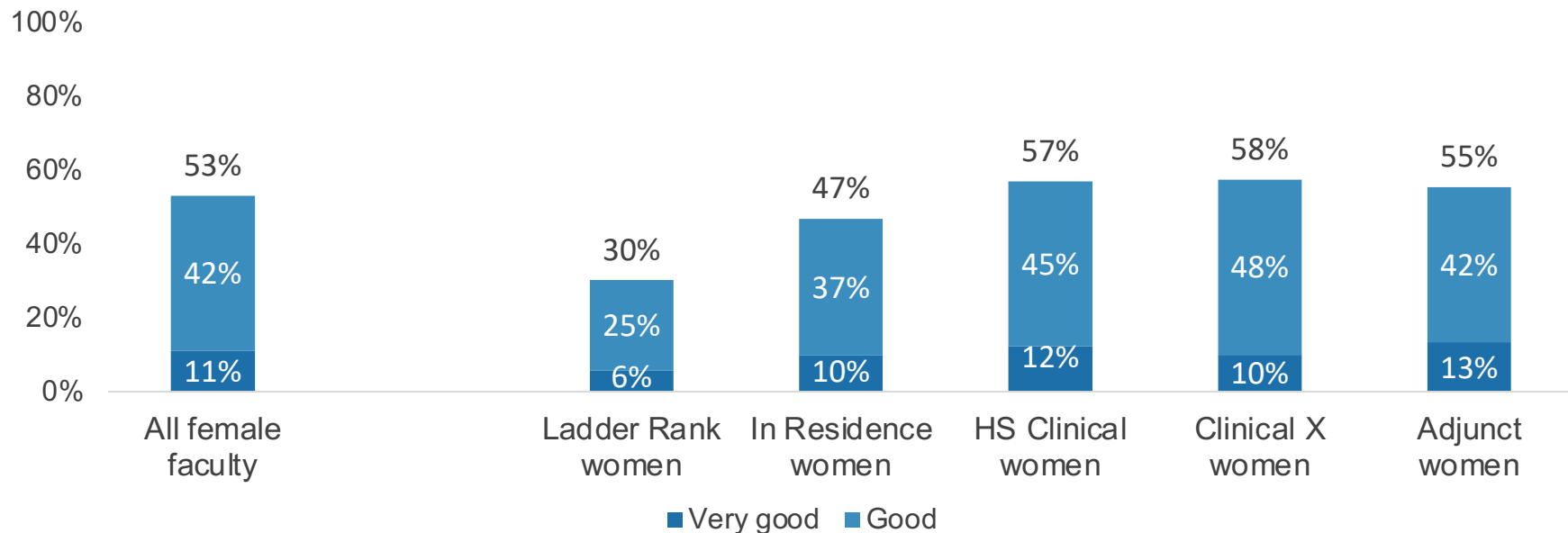
Women who are Full Professors are slightly less positive about the climate for women.

How would you describe the climate overall for each of the following groups at UCSF in general? Women (Among Female Faculty)



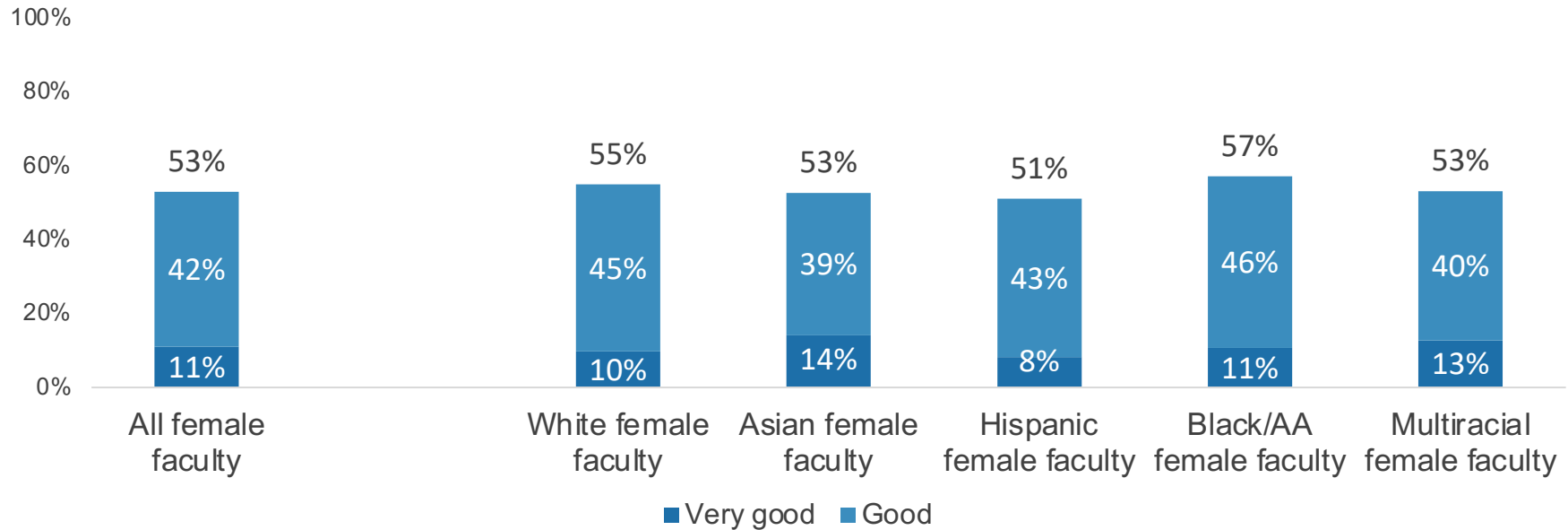
Women in the Ladder Rank series are least positive about the climate for women.

How would you describe the climate overall for each of the following groups at UCSF in general? Women (Among Female Faculty)



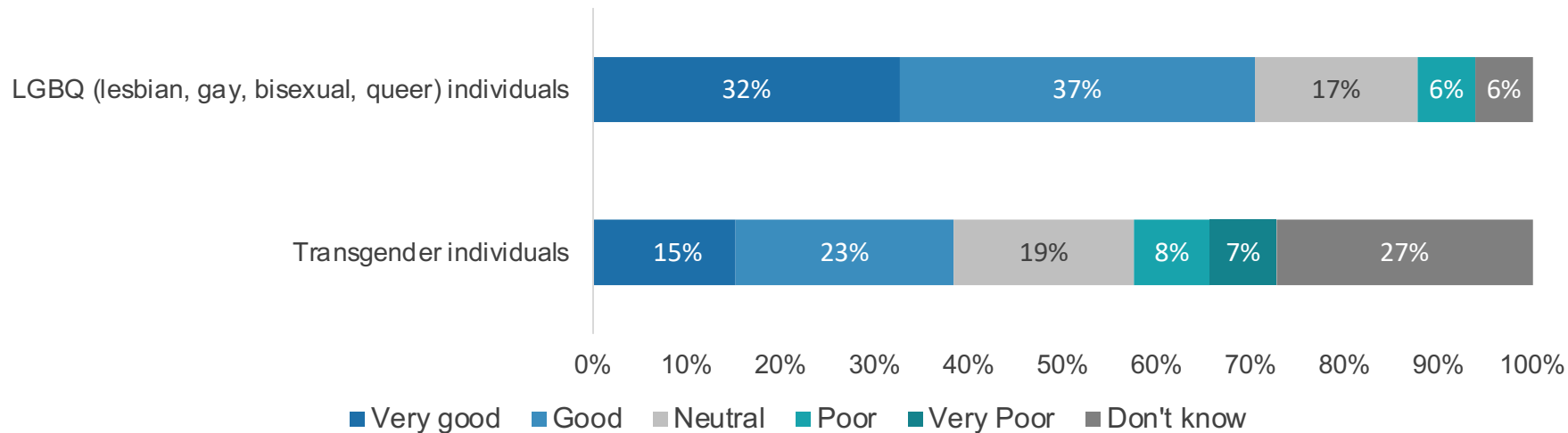
Women faculty rate the climate for women similarly regardless of race/ethnicity.

How would you describe the climate overall for each of the following groups at UCSF in general? Women (Among Female Faculty)



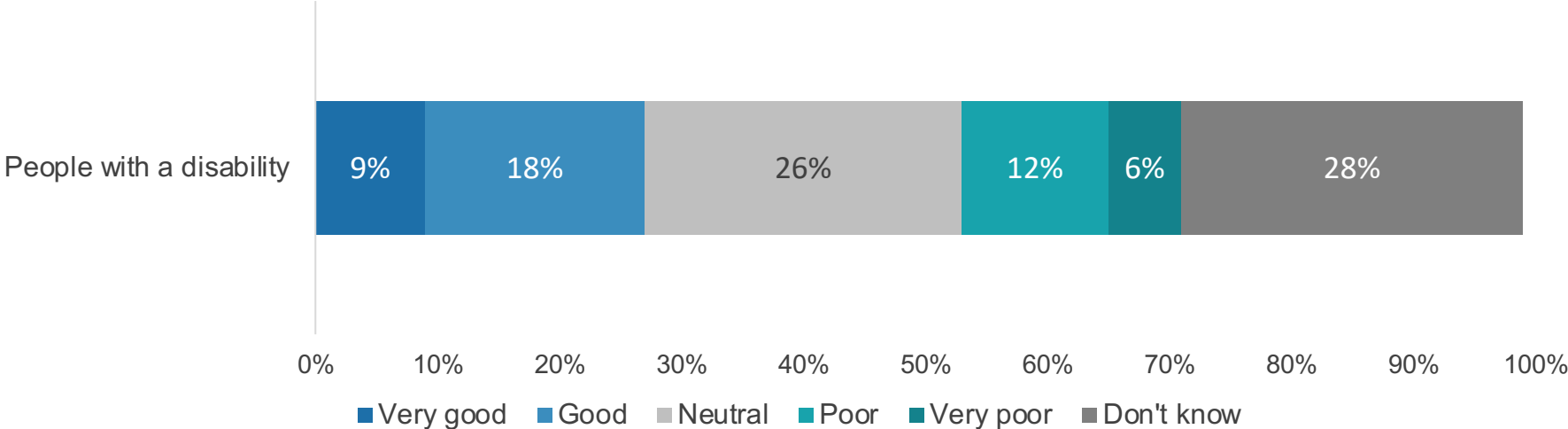
LGBTQ+ faculty rate the climate for LGBTQ individuals positively but perceive as less positive climate for transgender individuals.

How would you describe the climate overall for each of the following groups at UCSF in general? (Faculty only, shown among LGBTQ+)



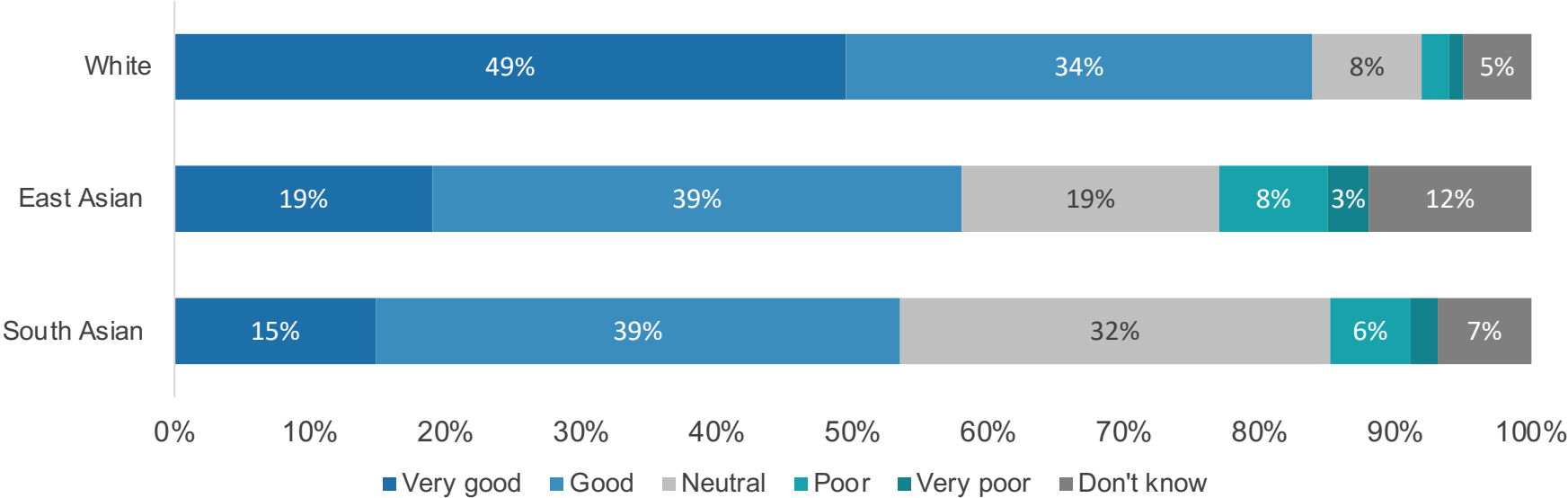
27% of faculty with a disability say the climate for people with disabilities at UCSF is good.

How would you describe the climate overall for each of the following groups at UCSF in general? (Faculty, only, shown among members of that group)



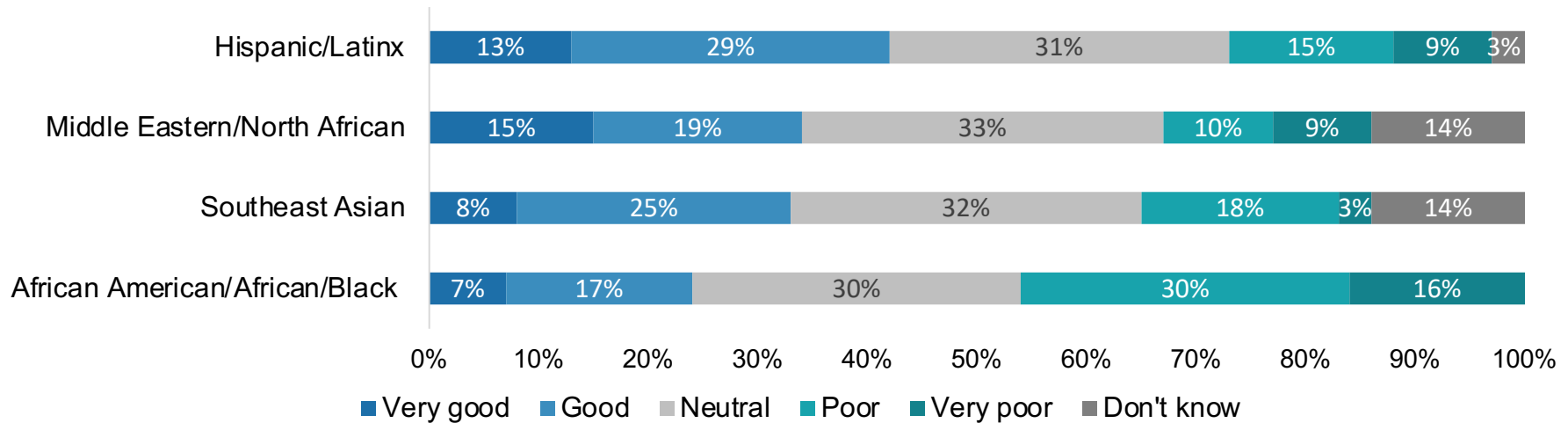
White faculty rate the climate for their ethnic group very highly while East and South Asian faculty are positive but less so.

How would you describe the climate overall for each of the following groups at UCSF in general? (Faculty only, shown among members of that group)



Black/AA faculty are the least positive about the UCSF climate.

How would you describe the climate overall for each of the following groups at UCSF in general? (Faculty only, shown among members of that group)





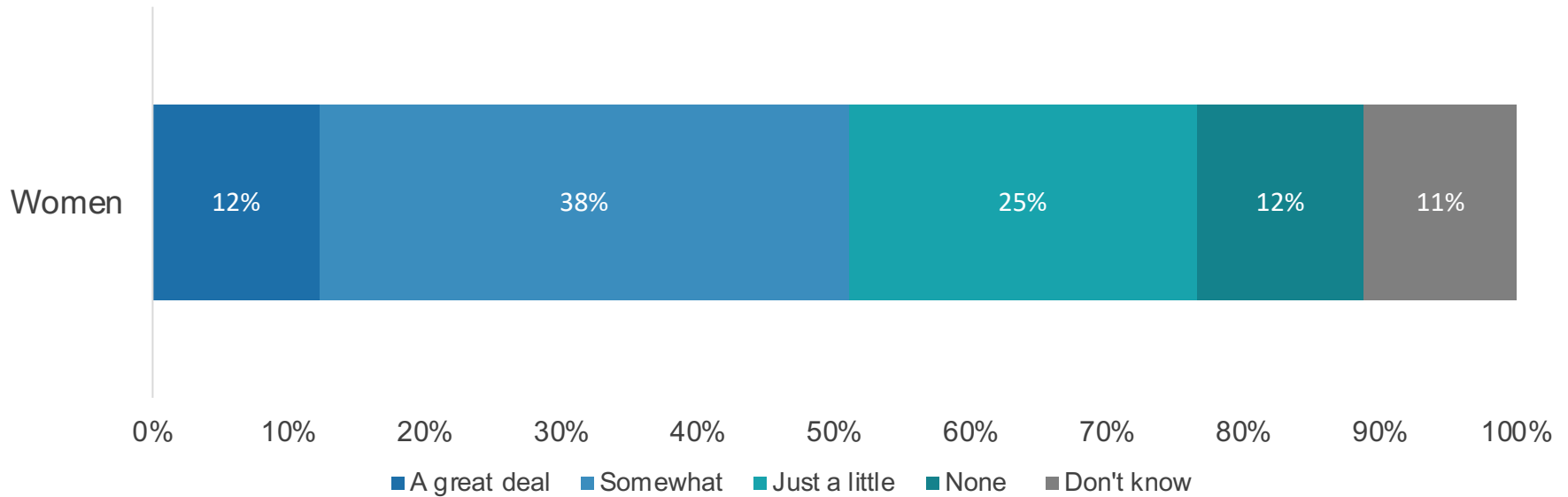
Experiences of Discrimination among Faculty

Experiences of unequal treatment and discrimination among faculty vary by group.

- The climate survey asked whether individual subgroups have received any unequal treatment.
- The climate survey also asked whether individuals were discriminated based on their:
 - Gender
 - Gender identity or expression
 - Disability
 - Race/ethnicity
- Wide variation in unequal treatment and discrimination exists among faculty by gender identity, race/ethnicity, and disability status.
- Majorities of female faculty report preferential treatment of men in a number of areas, including salaries/compensation, leadership, and promotion.

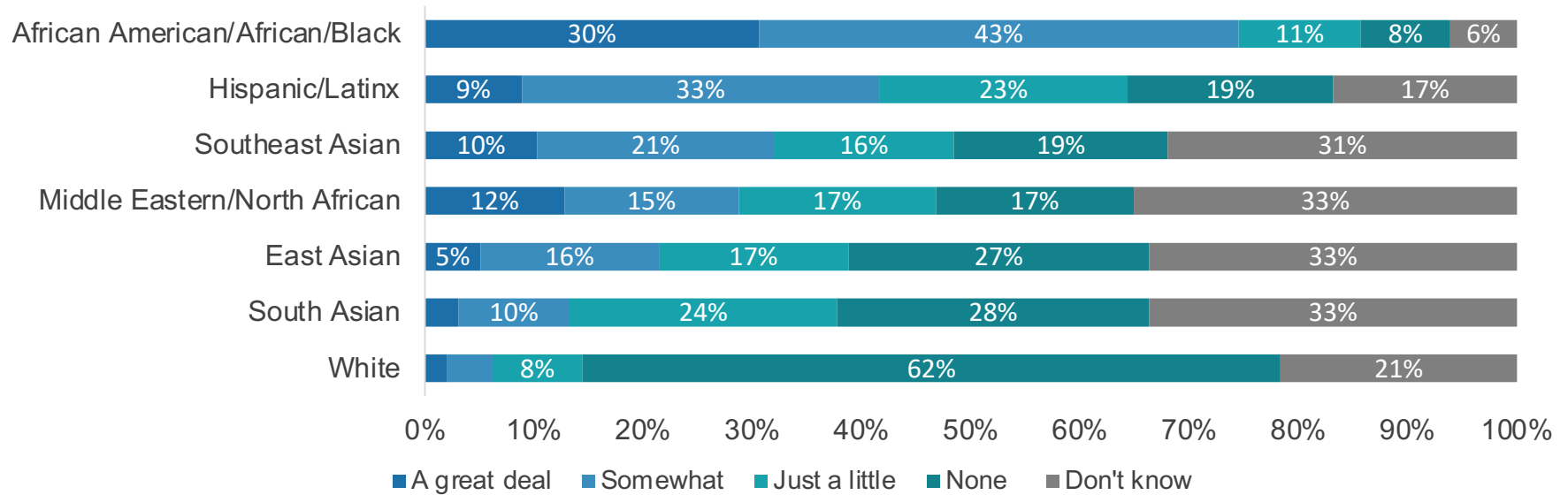
Around half of female faculty say that there is at least somewhat unequal treatment against them at UCSF.

Is there unequal treatment against each of the following groups at UCSF in general?
(Shown among female faculty)



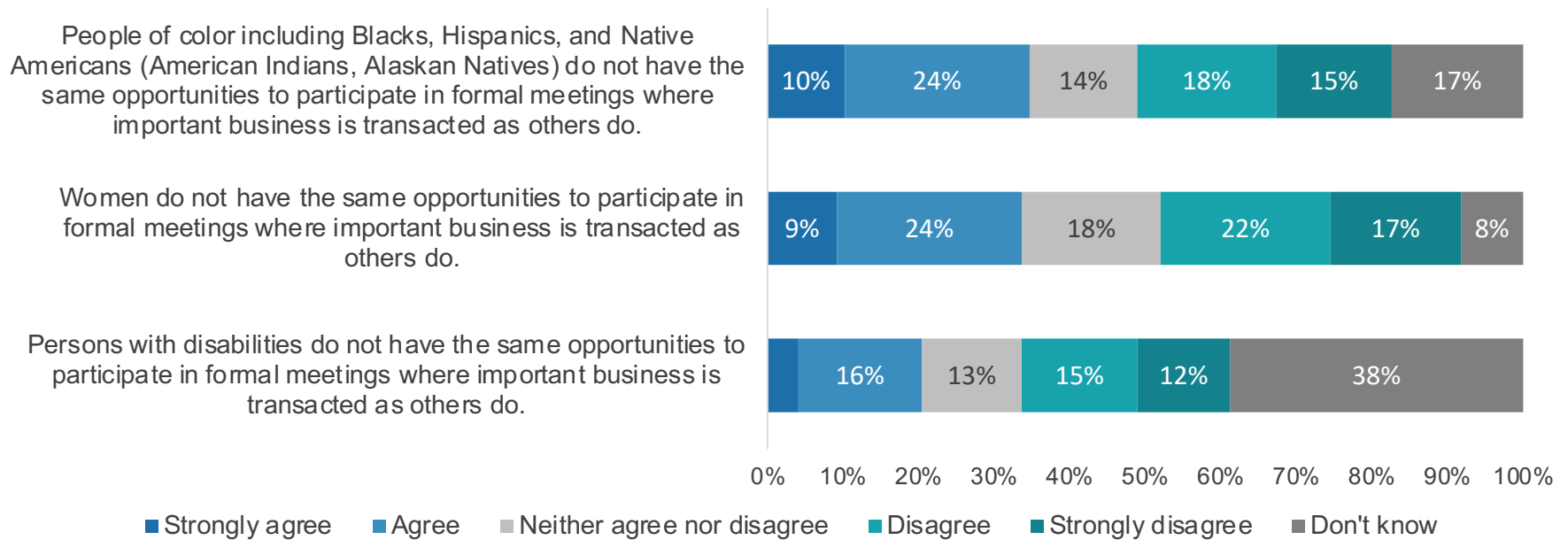
73% of Black/AA faculty report unequal treatment against African American/African/Black people.

Is there unequal treatment against each of the following groups at UCSF in general?
(Faculty only, shown among members of that group)



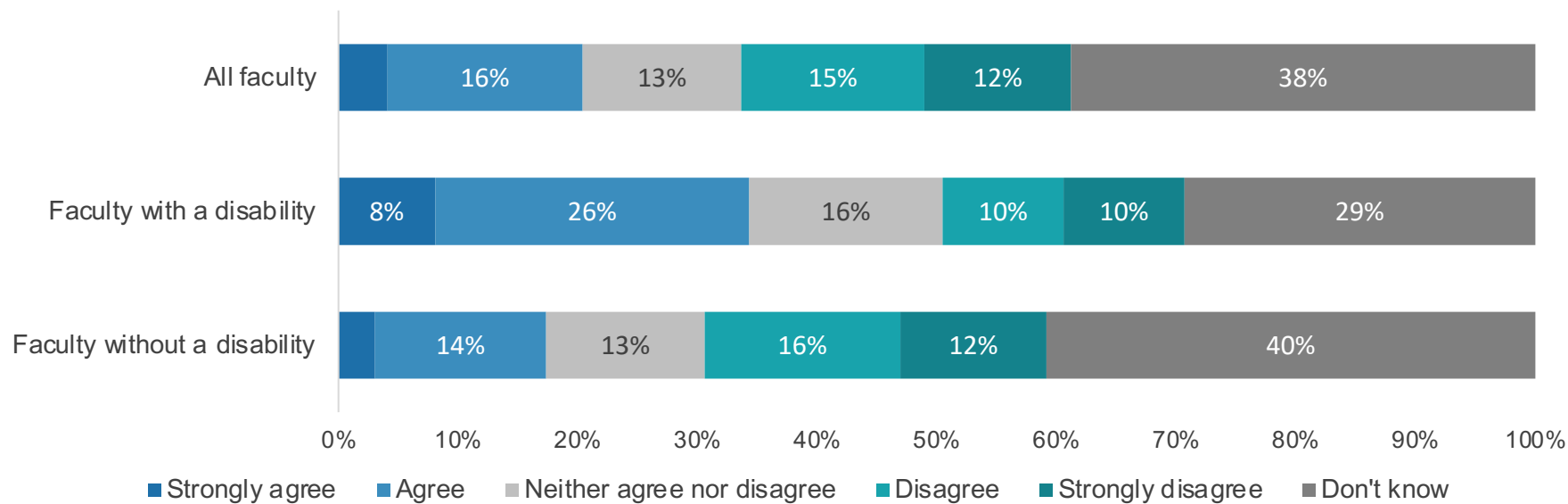
Faculty as a whole are divided about whether underrepresented groups are given equal opportunities in formal business meetings.

To what extent do you agree or disagree with each of the following? (Faculty only)



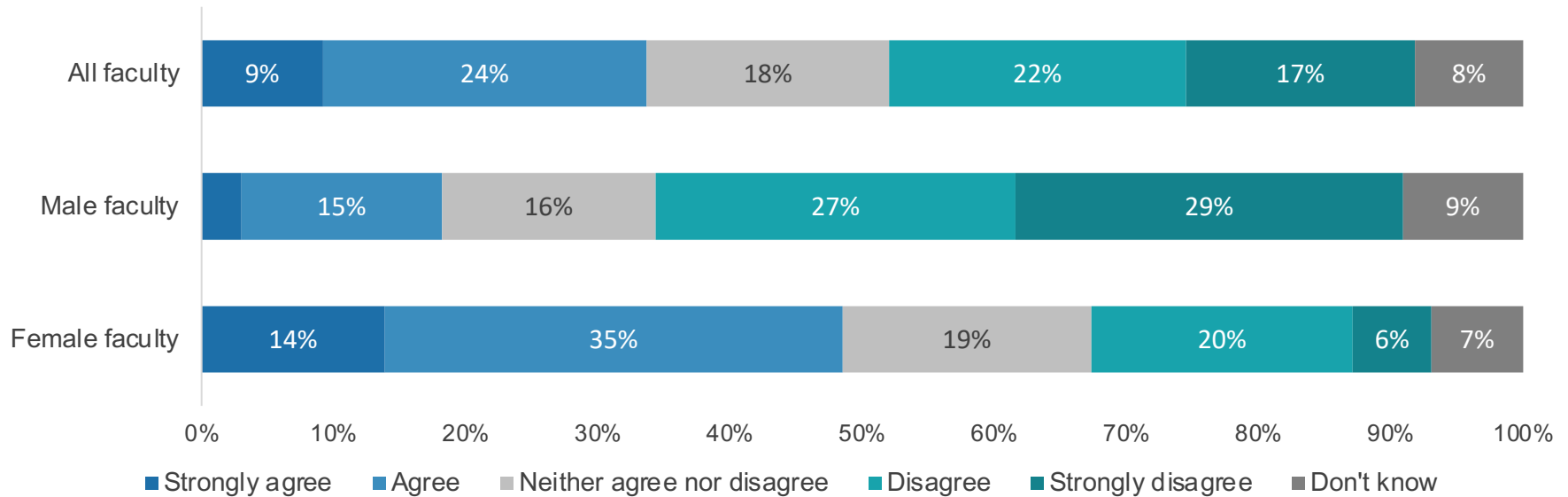
Faculty with a disability are more likely to agree that they do not have equal opportunities in business meetings.

Persons with disabilities do not have the same opportunities to participate in formal meetings where important business is transacted as others do. (Faculty only)



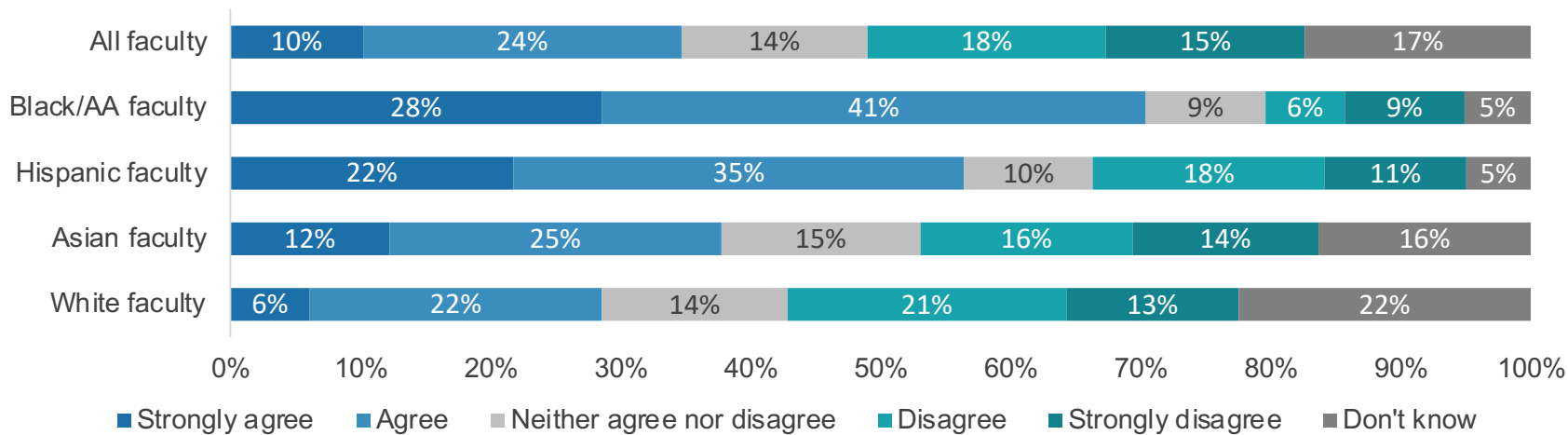
Around half of female faculty agree that they do not have equal opportunities in formal business meetings.

Women do not have the same opportunities to participate in formal meetings where important business is transacted as others do. (Faculty only)



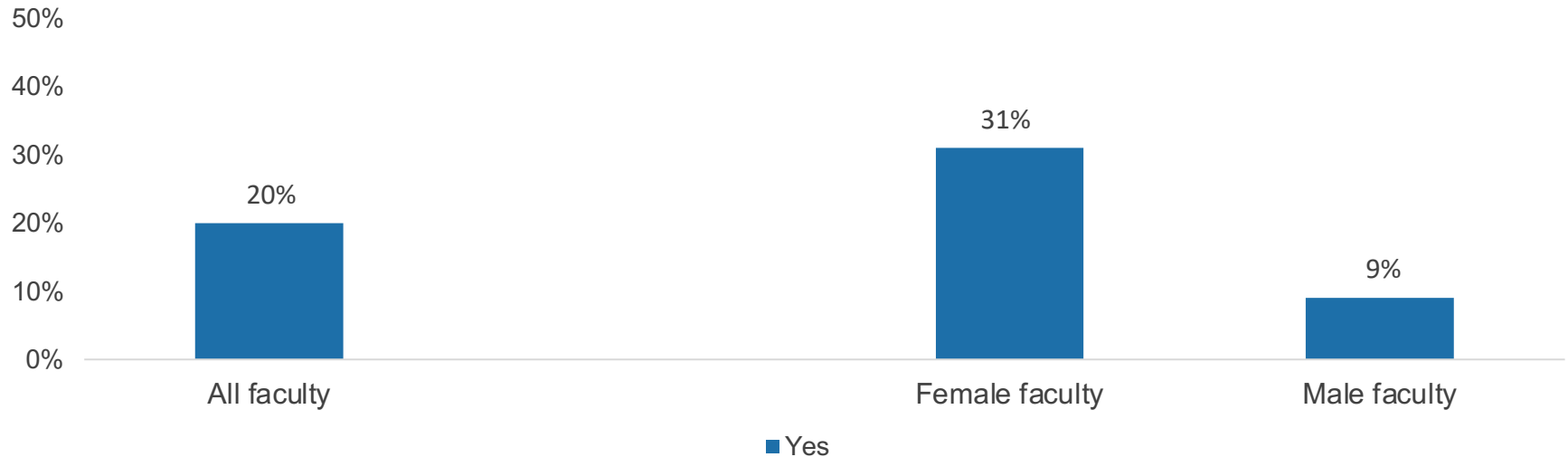
Well over half of Black/AA and Hispanic faculty agree that they do not have equal opportunities in business meetings.

People of color including Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives) do not have the same opportunities to participate in formal meetings where important business is transacted as others do (Faculty only)



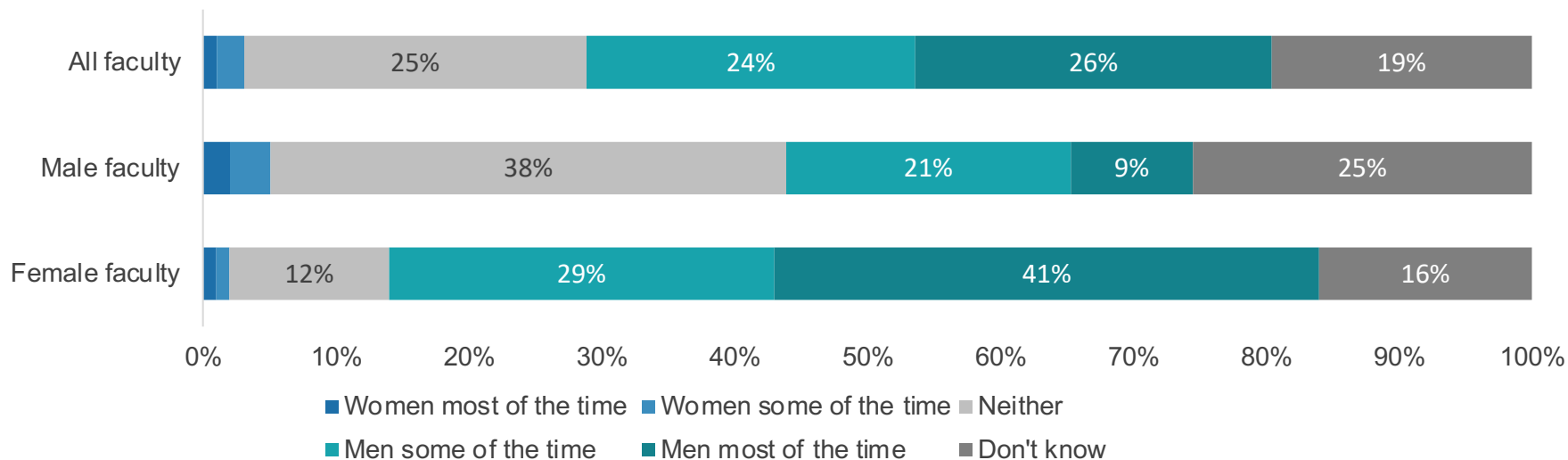
31% of female faculty say they have experienced gender discrimination.

Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Gender? (Faculty only)



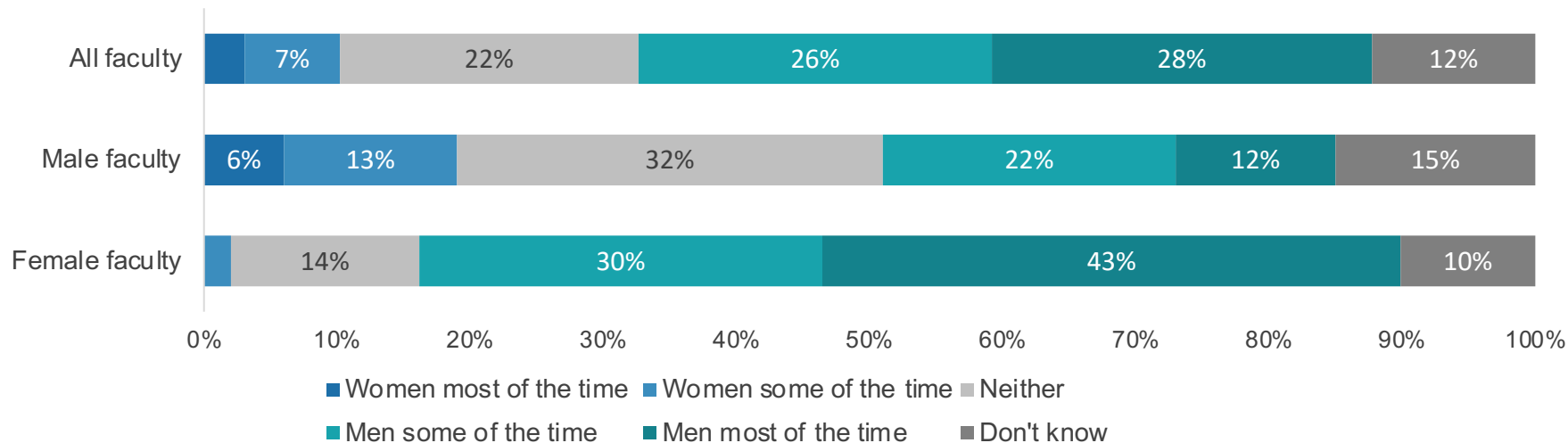
Thirty-percent of male faculty and 70% of female faculty say men receive preferential treatment when it comes to salary/compensation.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: salary/compensation?
(Faculty only)



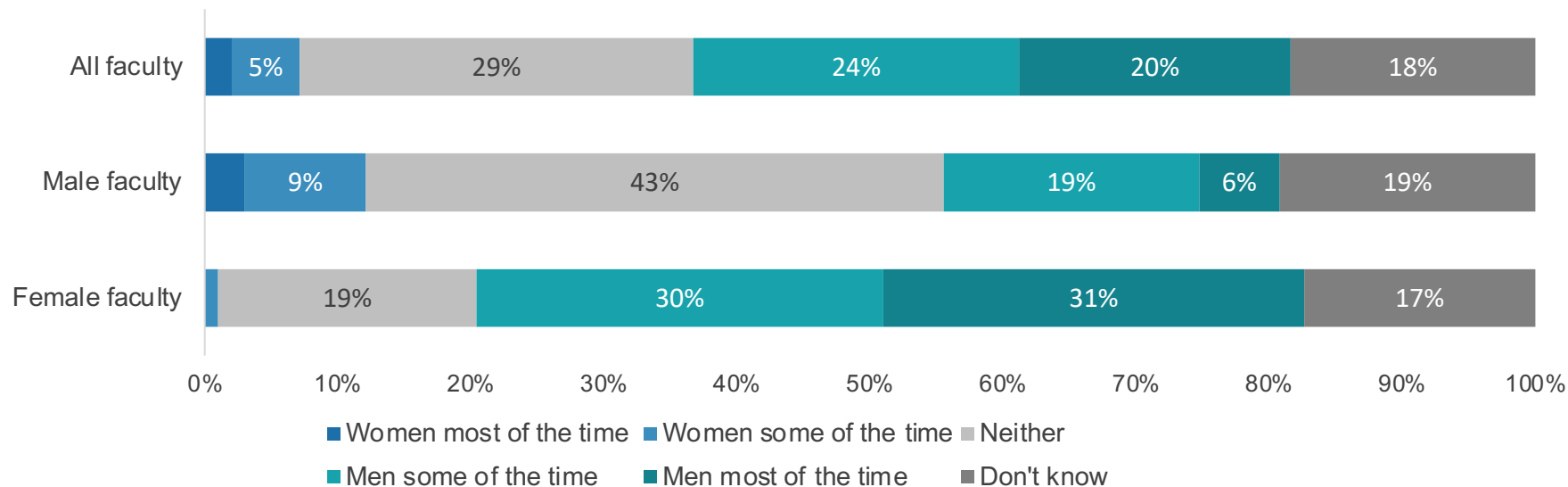
Thirty-four percent of male faculty and 73% of female faculty say men receive preferential treatment when it comes to leadership positions.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: opportunities to assume leadership positions? (Faculty only)



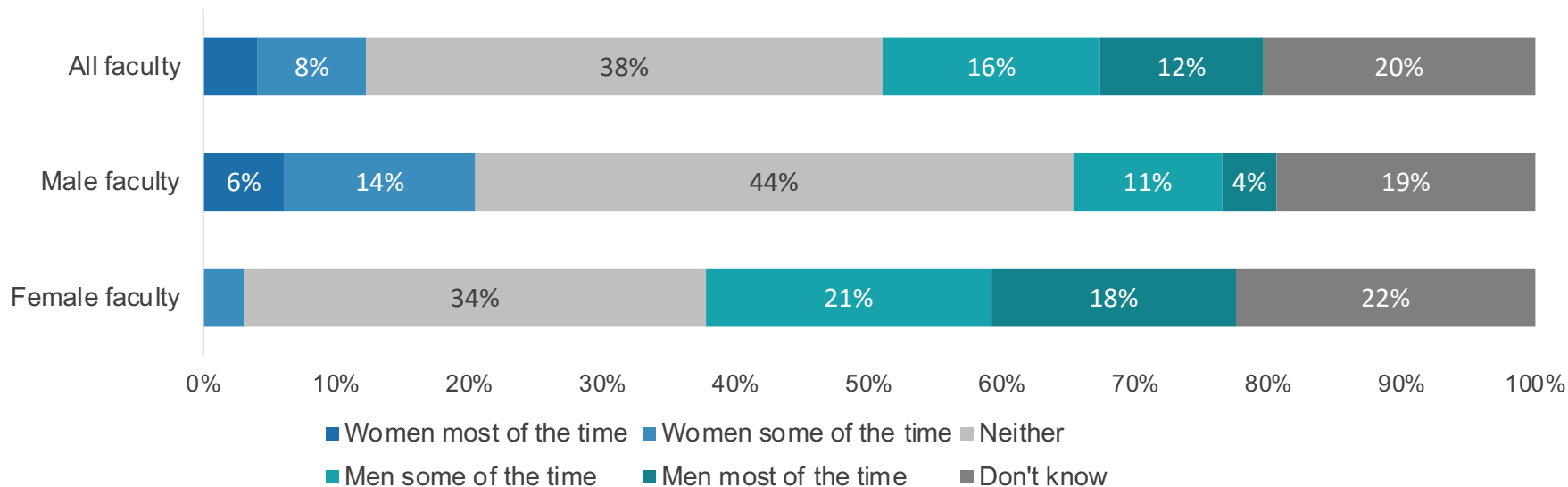
Sixty-one percent of female faculty say men receive preferential treatment for promotions, while 43% of men say there is no preferential treatment.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: promotion? (Faculty only)



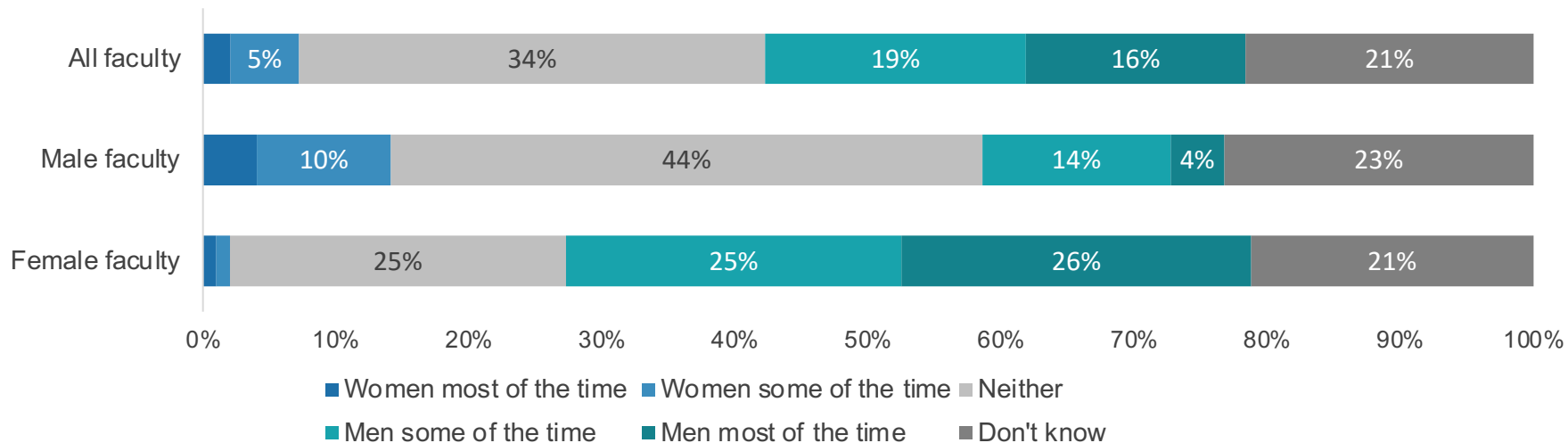
Thirty-nine percent of female faculty say men receive preferential treatment for hiring, while 44% of men say there is no preferential treatment in the process.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: hiring? (Faculty only)



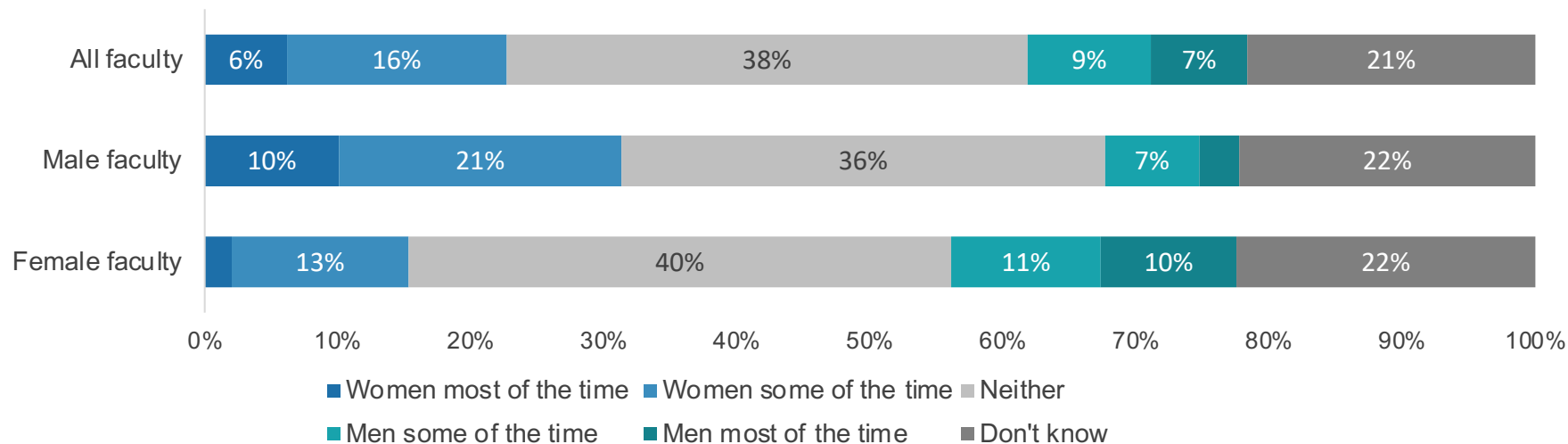
Just over half of female faculty say men receive preferential treatment for the conferring of awards, while 44% of men say there is no preferential treatment in the process.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: conferring of awards?
(Faculty only)



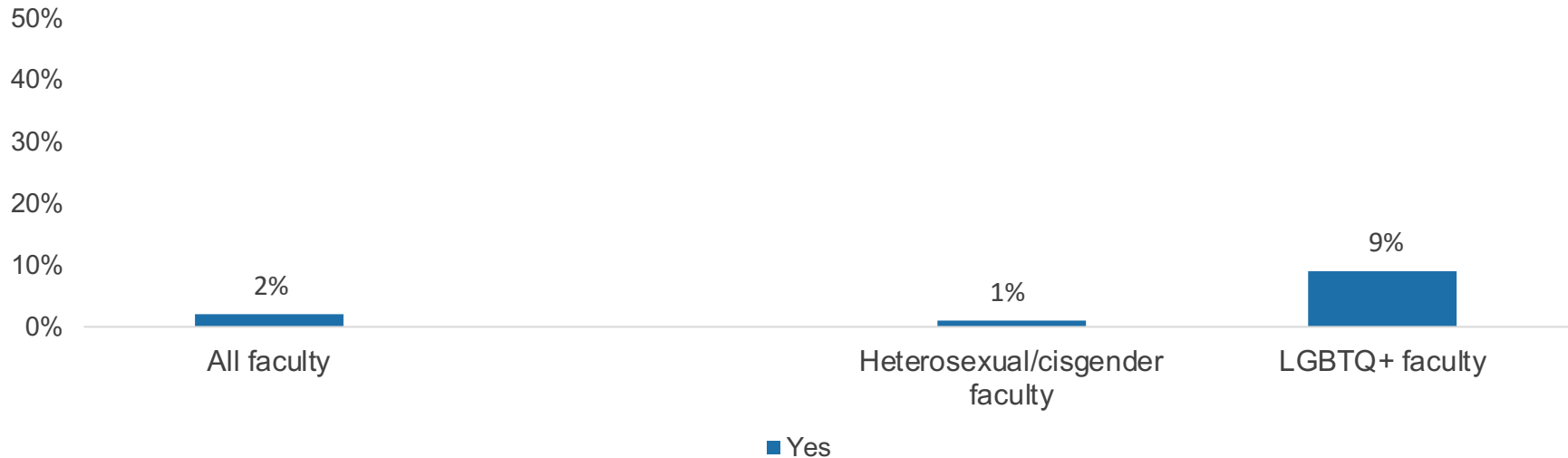
Thirty-six percent of male faculty and 40% of female faculty say there is no preferential treatment when it comes to the flexibility of meeting personal/family needs.

Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories: flexibility to meet personal or family needs? (Faculty only)



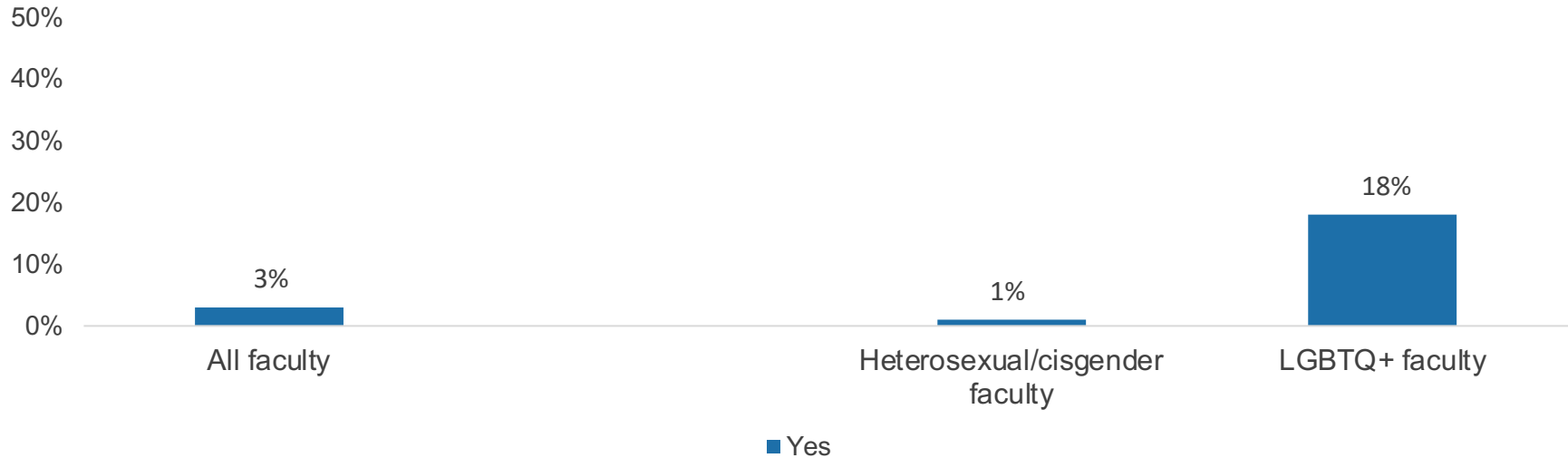
9% of LGBTQ+ faculty have experienced discrimination because of their gender identity or expression (i.e., for being transgender/non-binary).

Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Gender identity or expression? (Faculty only)



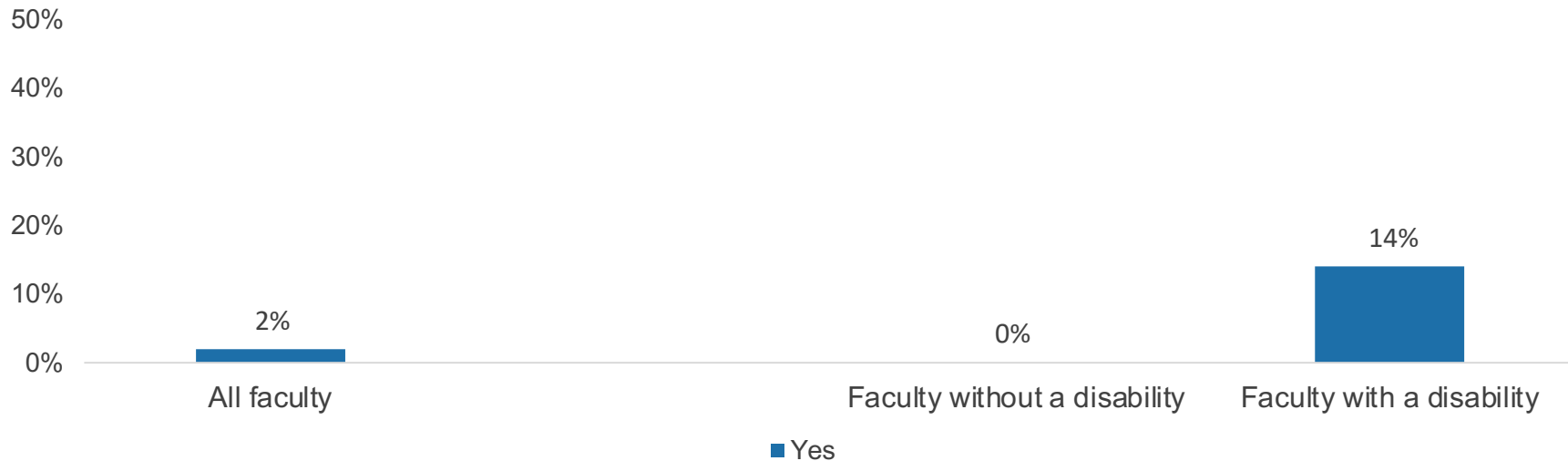
18% of LGBTQ+ faculty say they have been discriminated against based on their sexual orientation.

Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Sexual orientation?
(Faculty only)



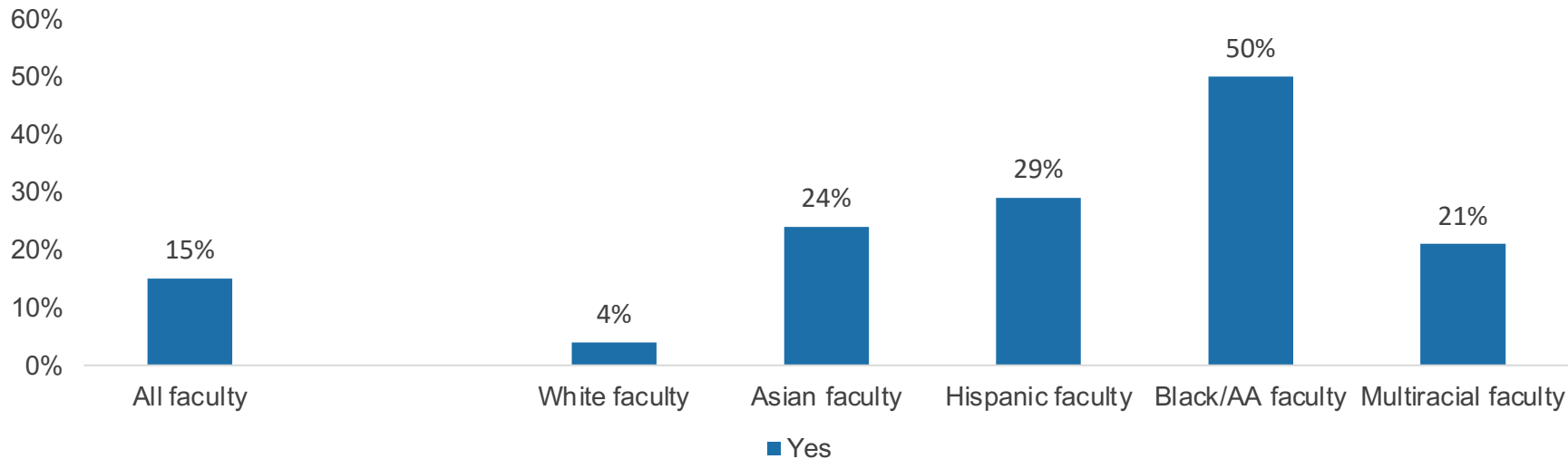
14% of faculty with a disability say they have been discriminated against based on their disability.

Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Disability? (Faculty only)



50% of Black/African American faculty say they have experienced discrimination based on race/ethnicity.

Do you feel that, at any time in the last three years, you have been discriminated against at UCSF on the basis of your: Race/ethnicity?
(Faculty only)





Experiences of Exclusionary Behavior among Faculty

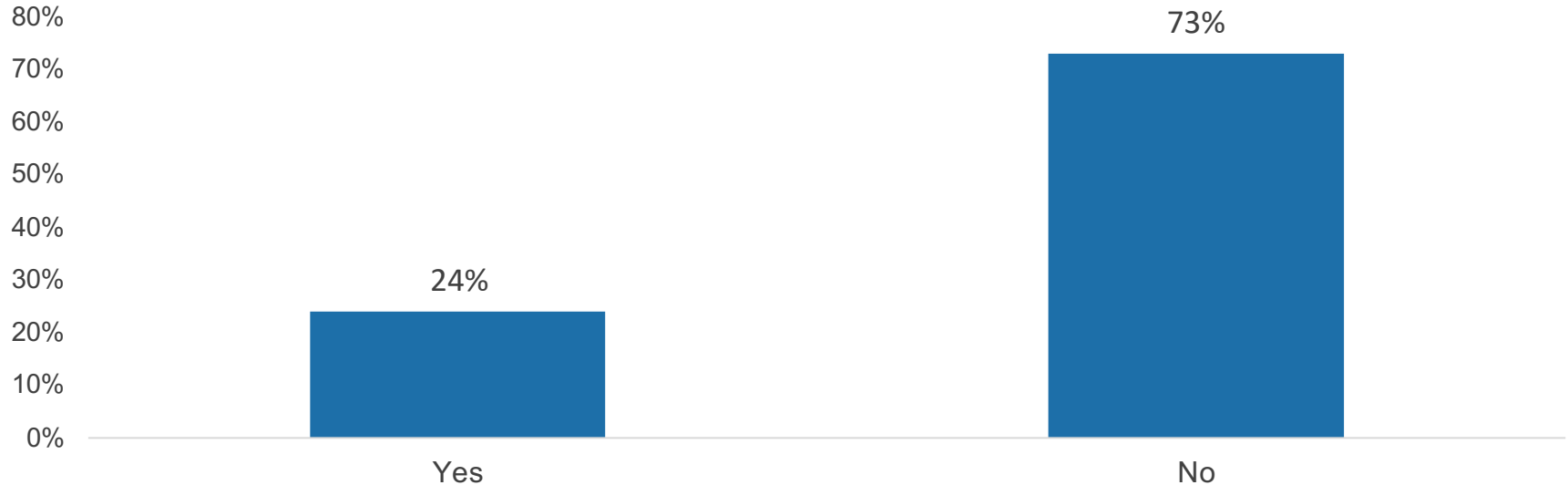
Experiences of exclusionary behavior vary among faculty and are more common for historically underrepresented groups.

Have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?

- Faculty (and staff) are more likely to experience than learners
- Women faculty more likely than men to experience.
- Rates highest among Black/African American faculty.
- LGBTQ+ faculty and those with disabilities more likely to experience.

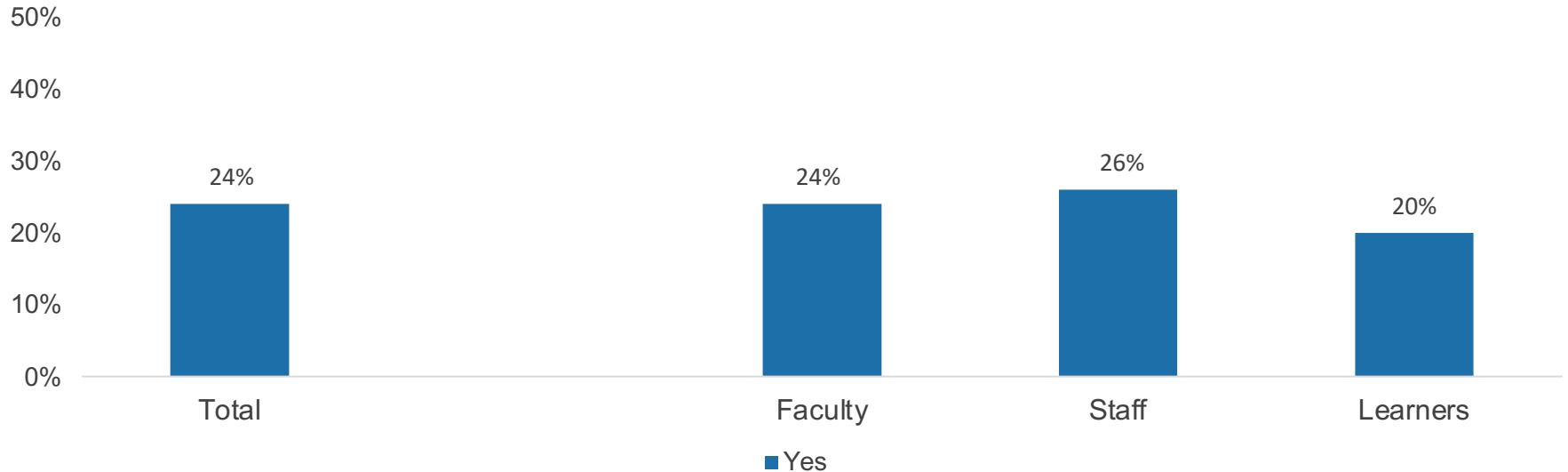
24% of faculty say they have experienced exclusionary behavior at UCSF in the past year.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



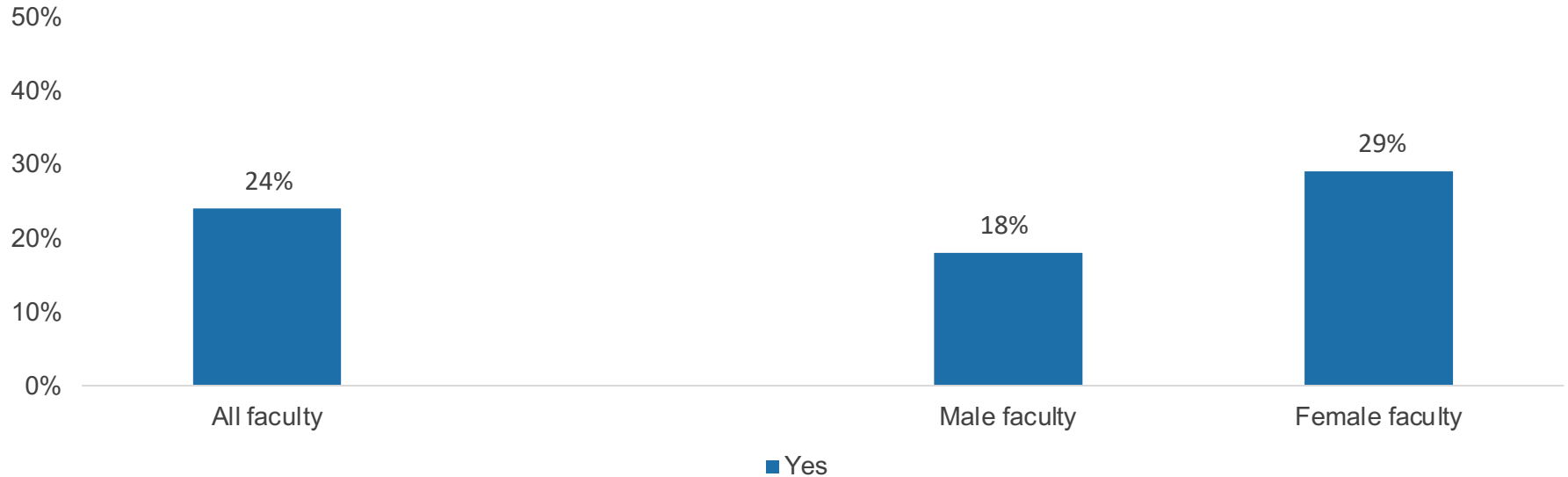
Faculty are more likely to experience exclusionary behavior than learners.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?



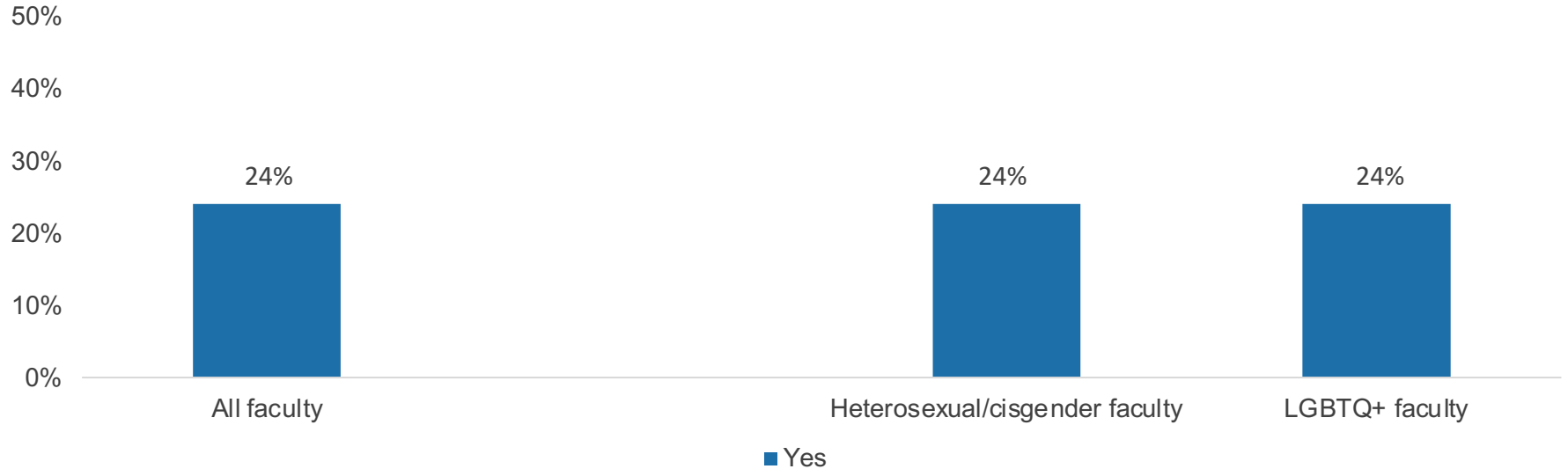
Female faculty experience exclusionary behavior more often than men.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



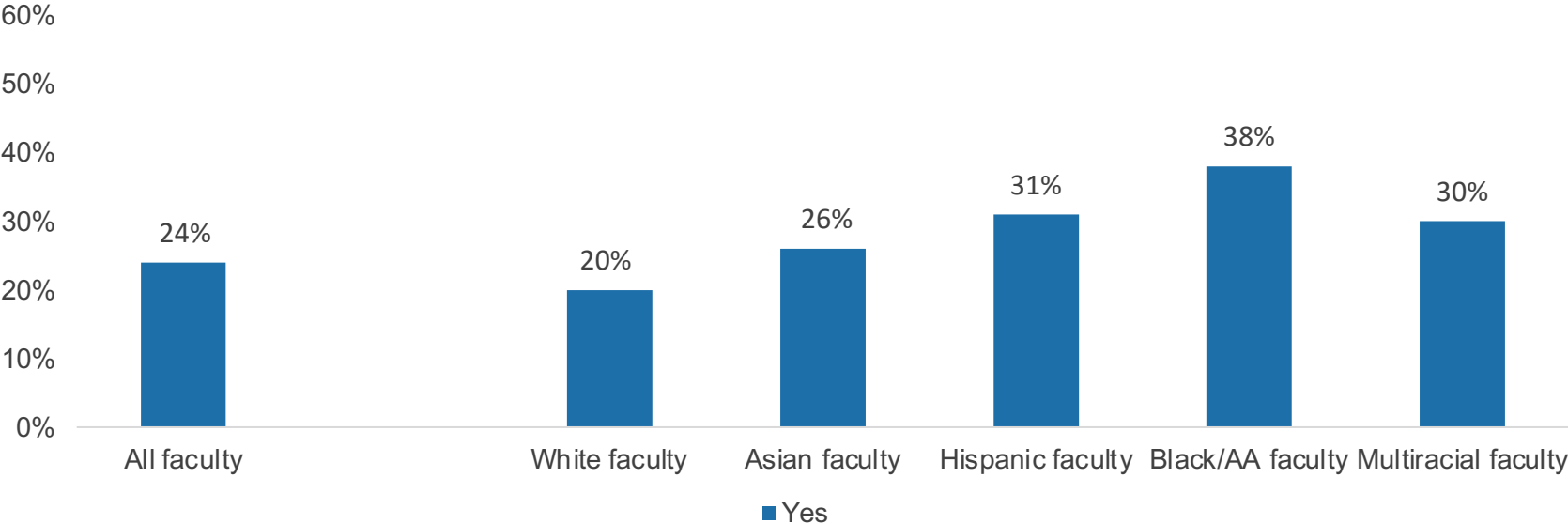
LGBTQ+ faculty experience the same rate of exclusionary behavior as their heterosexual counterparts.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



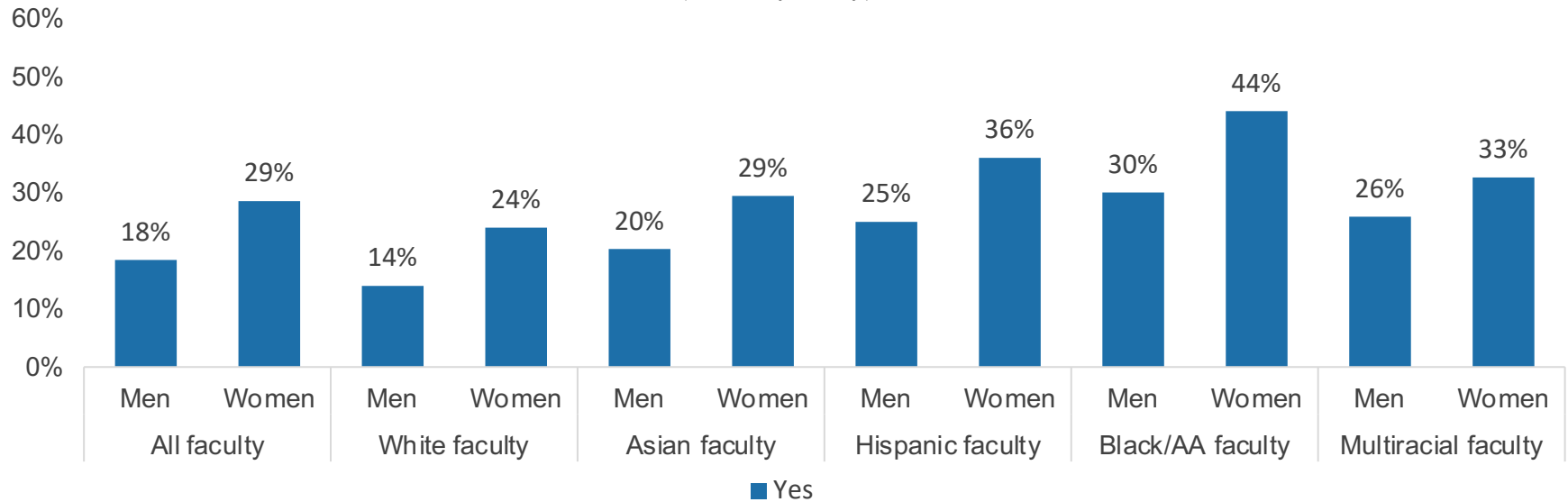
More Black/African American faculty experience exclusionary behavior.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



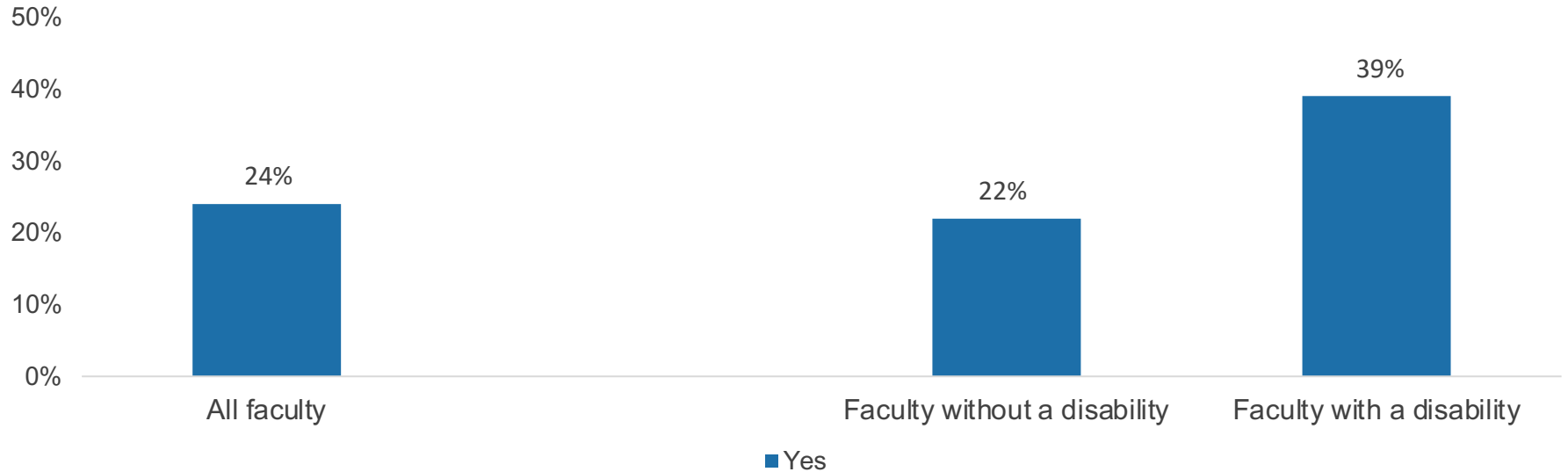
Within each racial group, women faculty experience more exclusionary behavior; the gap is largest for Black/AA

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?
(Faculty only)



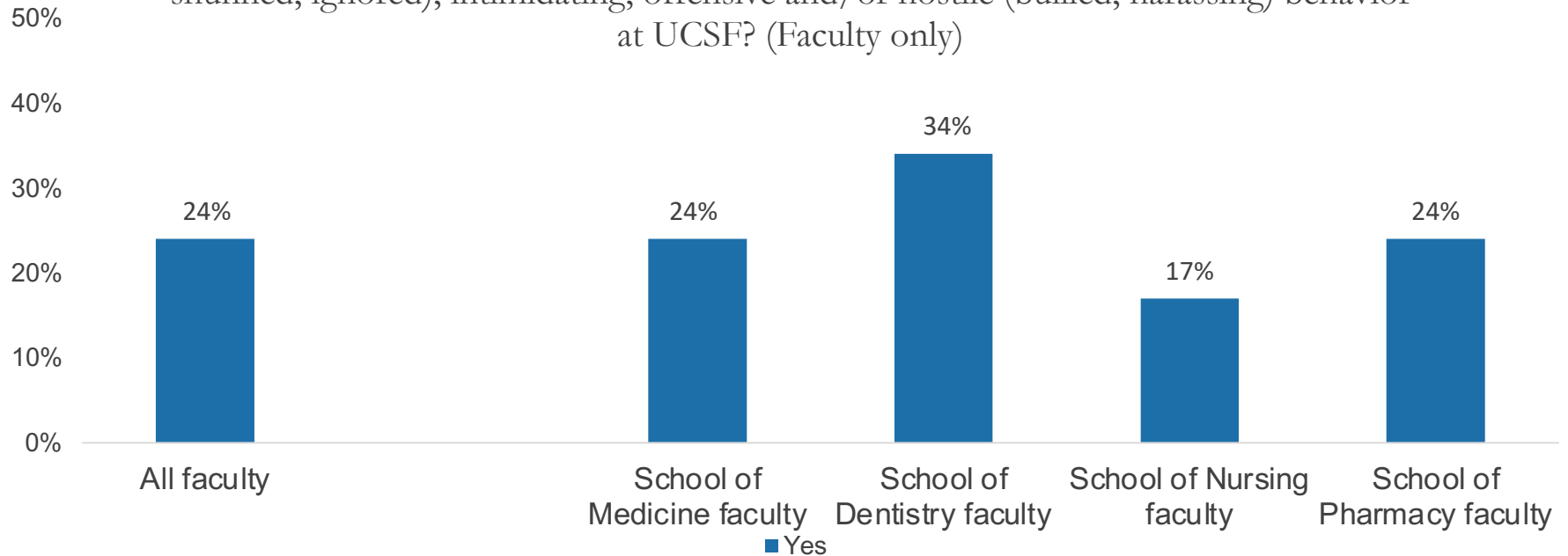
Faculty with a disability experience exclusionary behavior at higher rates than those without.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



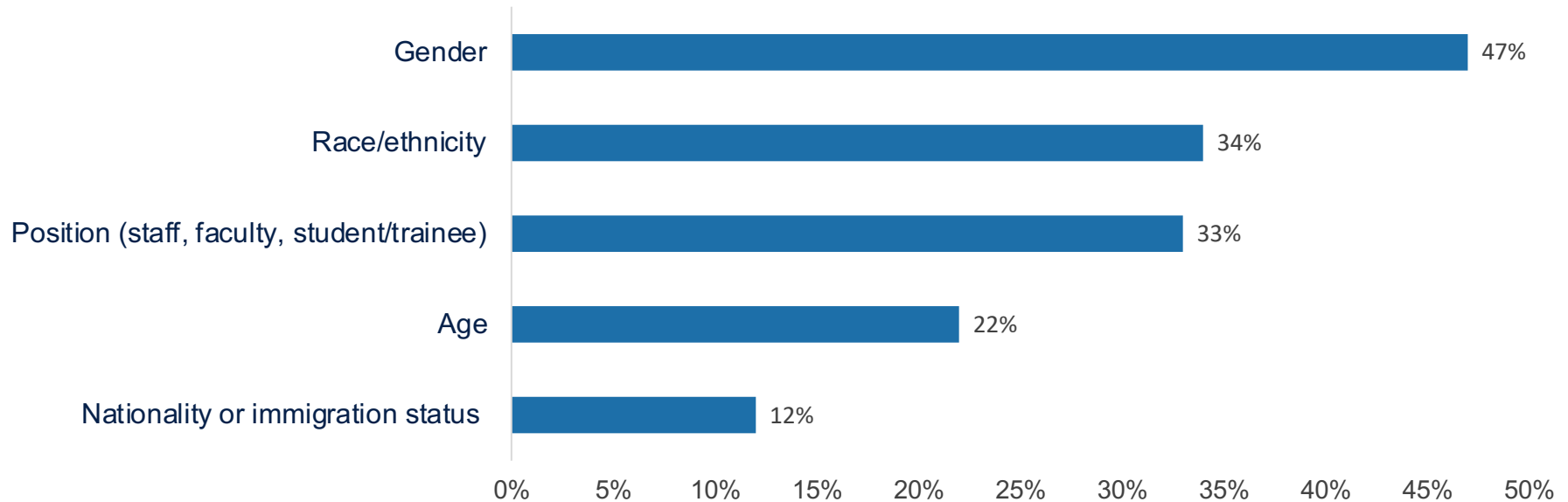
There are differences in experience of exclusionary behavior among faculty by School.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF? (Faculty only)



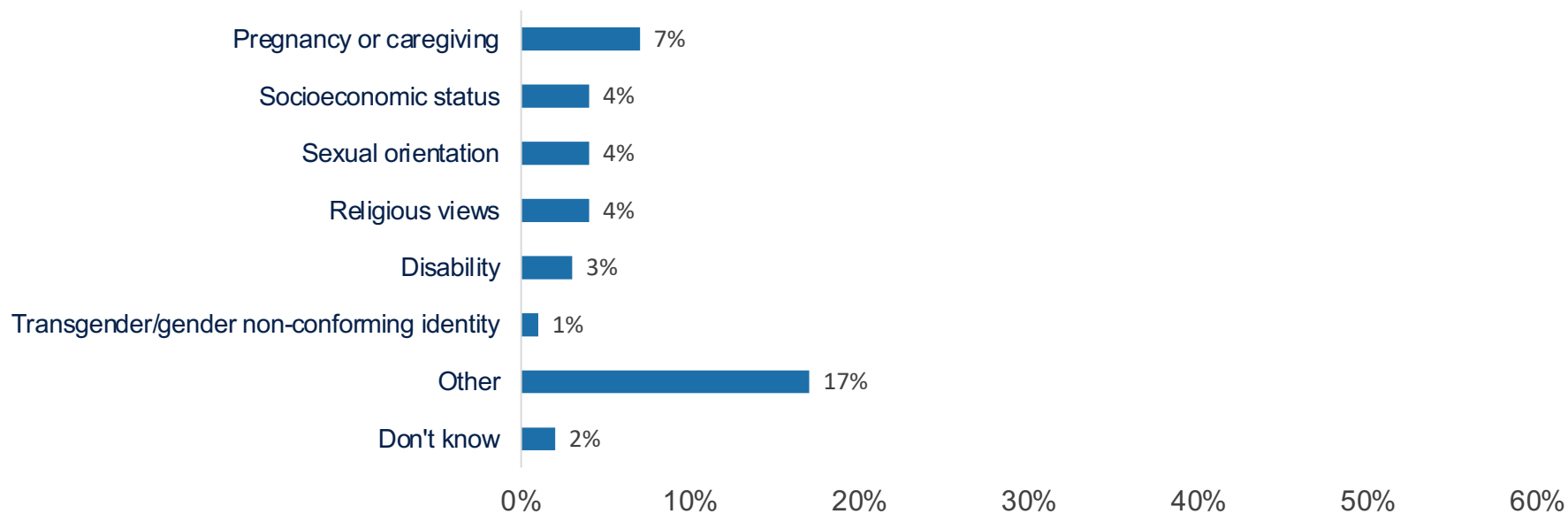
Among faculty who experienced exclusionary behavior, gender is the most frequent perceived basis, followed by race/ethnicity and position.

What do you believe the conduct was based upon? (Mark all that apply)
[AMONG FACULTY REPORTING EXCLUSIONARY BEHAVIOR; N=447]



Few faculty say the exclusionary behavior was based on factors such as SES, disability, pregnancy, religion, sexual orientation or gender identity.

What do you believe the conduct was based upon? (Mark all that apply)
[AMONG FACULTY REPORTING EXCLUSIONARY BEHAVIOR; N=447]



Summary of Faculty Findings

- UCSF's Climate is comfortable/very comfortable for 65% of our faculty.
 - Little difference in comfort with climate by series and rank among faculty overall
 - Women faculty less comfortable than male faculty
 - Ladder rank series women least comfortable
- Majority of faculty perceive UCSF as an inclusive institution and feel connected and accepted.
- PRIDE values are well known and rated positively by the majority.
- The majority of faculty have mentors and rate the experience favorably.

Summary of Faculty Findings

- Faculty who are Black/African American or have a disability are less comfortable with the UCSF climate.
- Women and historically underrepresented groups experience more discrimination and exclusionary behavior.
- Black/African American faculty experience more racial discrimination than any other group.
- Women faculty perceive preferential treatment for male faculty particularly in salary, promotion, and leadership positions.
- Caregiving responsibilities have significantly impacted faculty during Covid-19.

Climate Survey Task Force Membership

- **Renee Navarro**, Vice Chancellor, Diversity and Outreach, Task Force Sponsor
- **Janhavi Bonville**, Associate Executive Vice Chancellor and Provost, Co-Chair
- **Elizabeth Ozer**, PhD, Professor, School of Medicine, Associate Vice Provost, Faculty Equity Co-Chair
- **Nancy Hessel**, MSPH, Professor, School of Pharmacy, Former Co-Chair (May 2019 – May 2020)
- **Brian Alldredge**, PharmD, Vice Provost, Academic Affairs
- **Evolve Benton**, Equity and Inclusion Program Manager, School of Medicine
- **Maureen Brodie**, Director, Office of the Ombuds
- **Alan Carpenter**, Application Developer / Data Specialist, Office of Diversity & Outreach
- **Jeff Chiu**, Vice President, Human Resource, UCSF Health
- **Lisa Cisneros**, Senior Director, Strategic Communications
- **Nancy Duranteau**, Director and Chief Learning Officer, Learning and Organization Development
- **Brenda Gee**, Administrative Director, Executive Vice Chancellor & Provost
- **Bryan Herrera** Student, School of Pharmacy
- **Cristina Morrison**, Manager, Change Management and Facilities, School of Medicine
- **Merva Razzak** Student, School of Dentistry
- **Barbara Sanchez** Manager of Marketing & Communications, Office of Diversity and Outreach
- **Sarah Schaeffer**, MD Assistant Professor, School of Medicine
- **Teresa Scherzer**, PhD Academic Programs Evaluator, School of Nursing
- **Elizabeth Silva** Associate Dean, Graduate Programs, Graduate Division
- **Diane Sliwka** Clinical Professor of Medicine, Division of Hospital Medicine
- **George Taylor**, DMD, MPH, DrPH Professor, School of Dentistry

Additional Climate Survey Team Members

- Tiffani Chan
- Nancy Hessel, MSPH
- Anthony Kung
- Sophia Labeko
- Monica Mapa
- Christine Omata
- Jason Rivera
- Karin Rush-Monroe
- Dan Strnad
- Shelley Wong



Appendix: Additional Slides

Women are more likely to experience exclusionary behavior regardless of position; the gap between women and men is largest for faculty.

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) behavior at UCSF?
(% ANSWERING YES)

