

2017 Faculty Climate Survey

Gender equity

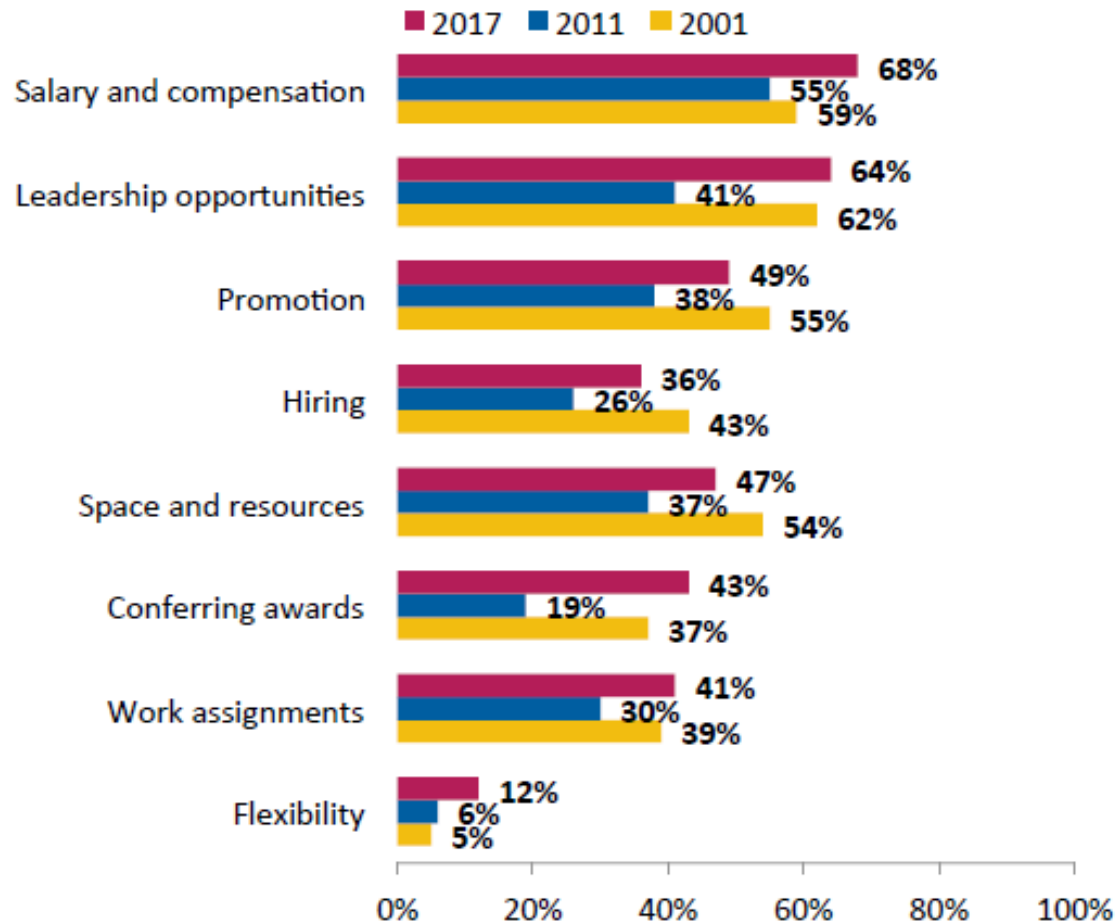
2/3 of *all* faculty state that UCSF promotes a climate free of gender discrimination; however, the perspectives of men and women on climate and gender-based advantages differed more in 2017 than in prior surveys

Women more likely to report that they have been discriminated against at any time at UCSF based on gender as compared with the prior survey in 2011

Perceptions of unequal treatment for women have increased at department, school and campus levels as compared with the prior survey in 2011

Change in Women's Perception of Preferential Treatment

% of women saying men receive preferential treatment



Q15. Based on your observations, how often do women or men receive preferential treatment at UCSF in each of the following categories? Women get preferential treatment most of the time, women get preferential treatment some of the time, there is no preferential treatment of either, men get preferential treatment some of the time, or men get preferential treatment most of the time, don't know? :

2017 Faculty Climate Survey

Racial and ethnic equity

3/4 of *all* faculty state that UCSF promotes a climate free of racial discrimination

URM faculty themselves less likely to hold positive views (1/3 rate the climate as good or very good)

40% URM faculty report that they have been discriminated against at any time at UCSF on basis of race/ethnicity; an increase from 14% in 2011

1/3 URM faculty perceive unequal treatment for racial/ethnic minorities at UCSF

2017 Faculty Climate Survey

Compared to White faculty, URM faculty are:

More likely to have a mentor and more likely to report a positive impact of mentoring on elements of career satisfaction

More likely to participate in:

- Faculty Development Day
- Faculty diversity/development programs (NCFDD)
- UCSF-Coro Faculty Leadership Program

All of the above statements are also true for women faculty as compared to men faculty

2019 Faculty Climate Task Force Report

IN RESPONSE TO 2017
FACULTY CLIMATE SURVEY




UCSF

Office of the Vice Provost
Academic Affairs

Mentoring

- ✱ **Prioritize:** Enhance mentoring program elements specific to the needs of women and underrepresented minority faculty.
- ✱ **Prioritize:** Introduce a robust and broad sponsorship element to the current mentoring program.

Mentoring

 **Prioritize:** Enhance mentoring program elements specific to the needs of women and underrepresented minority faculty.

Chancellor and EVCP response to Task Force report:

“We have charged the VPAA, in collaboration with ODO, the schools, and the relevant committees, to advise on ways existing mentoring programs can be augmented to address career and professional development needs of all faculty, particularly those of women and underrepresented minorities. ”