

UC San Francisco

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC San Francisco (UCSF) survey contained 102 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English, Spanish and Mandarin and distributed from November 5, 2012 through January 14, 2013 through a secure on-line portal.ⁱⁱ Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UCSF

UCSF community members completed 9,434 surveys for an overall response rate of 47%. Response rates by constituent group varied: 23% for Graduate/Professional Students ($n = 1,187$), 57% for Post-Doctoral Scholars ($n = 617$), 25% for Health Sciences Campus Trainees ($n = 420$), 45% for Faculty ($n = 1,158$), 26% for Union Staff ($n = 2,630$), and 51% for Non-Union staff ($n = 3,037$). Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.ⁱⁱⁱ Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. High levels of comfort with the climate at UCSF

- 76% of all respondents ($n = 7,144$) were “comfortable” or “very comfortable” with the climate at UCSF while 9% ($n = 827$) were “uncomfortable” or “very uncomfortable.”
- 72% of all respondents ($n = 6,798$) were “comfortable” or “very comfortable” with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 13% ($n = 1,256$) were “uncomfortable” or “very uncomfortable” with the climate in their classes.
- 78% of Graduate/Professional Students ($n = 923$) were “comfortable” or “very comfortable,” while 6% Graduate/Professional Students ($n = 76$) were of “uncomfortable” or “very uncomfortable.”

Table 1. UC San Francisco Sample Demographics

Characteristic	Subgroup	<i>n</i>	% of Sample
Position Status	Graduate/Professional Students ^v	1,187	13%
	Faculty ^{vi}	1,158	12%
	Staff ^{vii}	6,052	64%
	Post-Doctoral Scholars/Trainees ^{viii}	1,037	11%
Gender Identity	Women	6,030	64%
	Men	3,272	35%
	Transgender ^{ix}	26	<1%
	Genderqueer ^x	58	1%
Racial Identity	White	4,396	47%
	Underrepresented Minority ^{xi}	1,496	16%
	Other People of Color ^{xii}	3,173	34%
	Multi-Minority ^{xiii}	133	1%
Sexual Identity	Heterosexual	7,533	83%
	Lesbian, Gay, Bisexual, Queer	1,143	12%
	Questioning ^{xiv}	36	<1%
	Asexual ^{xv}	285	3%
Citizenship Status	U.S. Citizen	9,008	96%
	Non-U.S. Citizen	380	4
	Undocumented	2	<1%
Disability Status	No disability	7,555	80%
	Disability (physical, learning, mental health/ Psychological condition)	1,436	16%
Religious/Spiritual Affiliation	Christian affiliation ^{xvi}	3,103	33%
	Other Religious/Spiritual affiliation ^{xvii}	592	6%
	Muslim ^{xviii}	80	1%
	Jewish ^{xix}	401	4%
	No affiliation ^{xx}	4,121	44%
	Multiple affiliations ^{xxi}	638	7%
	Unknown	499	5%

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. Faculty, Staff, Post-Docs/Trainees, Graduate/ Professional Student - Positive attitudes about work-life issues

- 78% of all Faculty, Staff, Post-Doc/Trainee respondents ($n = 7,277$) “strongly agreed” or “agreed” that UCSF values a diverse faculty while 24% of respondents ($n = 1,302$) “disagreed” or “strongly disagreed.”
- 85% of all Faculty, Staff, Post-Doc/Trainee respondents ($n = 7,857$) offered that UCSF values a diverse staff while 12% of respondents ($n = 1,084$) “disagreed” or “strongly disagreed.”
- 66% of all Faculty, Staff, Post-Doc/Trainee respondents ($n = 6,105$) respondents “strongly agreed” or “agreed” that UCSF was supportive of their taking leave while 18% of respondents ($n = 1,700$) “disagreed” or “strongly disagreed.”
- 63% ($n = 5,897$) of all Faculty, Staff, Post-Doc/ Trainee respondents “strongly agreed” or “agreed” that UCSF was supportive of flexible work schedules while 25% of respondents ($n = 2,347$) “disagreed” or “strongly disagreed.”
- 78% of Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents ($n = 7,277$) “strongly agreed” or “agreed” that they had colleagues or co-workers at UCSF who gave them career advice or guidance when they needed it while 15% of respondents ($n = 1,399$) “disagreed” or “strongly disagreed.”

3. Graduate/Professional Students, Post-Docs/ Trainees - Positive attitudes about academic experiences

- 77% of Graduate/Professional Student respondents ($n = 912$) and 73% of Post-Doc/Trainee respondents ($n = 753$) were satisfied with their academic experience at UCSF.
- 81% of Graduate/Professional Student respondents ($n = 957$) and 74% of Post-Doc/Trainee respondents ($n = 758$) reported that they were satisfied with the extent of their intellectual development since enrolling at UCSF.

4. Graduate/Professional Students and Trainees – A majority of respondents found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation)

Key Findings - Opportunities for Improvement

1. Some members of the community experience exclusionary conduct

- 29% of respondents ($n = 2,274$) believed that they had personally experienced exclusionary, intimidating, offensive or hostile conduct.
- 12% of respondents ($n = 1,129$) indicated that the conduct interfered with their ability to work or learn.^{xxii}

-
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
 - o A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty or Students.
 - o A higher percentage of ethnic and racial minorities reported experiencing this conduct as compared to non-minorities.
- 2. Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate**
- Staff and Faculty respondents were less comfortable when compared with Graduate/ Professional Students and Post-doc /Trainee respondents with the overall campus climate at UCSF and with the climate in their departments/ work units.
 - Underrepresented Minority respondents and Multi-Minority respondents were less comfortable than White respondents and Other People of Color respondents with the overall climate, the climate in their departments/work units, and the climate in their classes at UCSF.
- 3. Small percentage of respondents experienced unwanted sexual contact**
- a. 2% of respondents ($n = 140$) believed they had experienced unwanted sexual contact while at UCSF within the last five years.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

UC San Francisco

SUMMARY PREPARED BY UC

Recent efforts in campus climate

- The **UCSF Campus 2014-2015 Plan** includes goals to attract and support the most talented and diverse trainees in the health sciences and to be the workplace of choice for diverse, top-tier talent. This is consistent with the **UCSF Strategic Plan priorities of Nurturing Diversity** and promoting a supportive work environment.
- Through the **Campus Diversity Committees** (Status of Women, Disability Issues, LGBT, and Diversity) faculty, students, and staff provide input to the Chancellor on issues of climate, community, and engagement.
- The **Campus Council on Faculty Life** is charged with implementing programs that improve the climate for faculty. Programs include faculty development programs, the Faculty Mentoring Program (assuring a mentor for all new and junior faculty), Wellness Grand Rounds, and the Coro Leadership Collaborative.
- The **Council on Campus Climate, Culture, and Inclusion (CCCCI)** appointed in June 2010 to advise the Chancellor and UCSF community on campus climate conditions, practices, and policies is co-chaired by the Chancellor and Vice Chancellor of Diversity and Outreach and includes faculty, staff, students, post-docs, and trainees. The committee revised and launched a **campus initiative on the Principles of Community** in 2011.
- UCSF established the **Office of the Vice Chancellor, Diversity and Outreach** in December 2010 to serve as the campus leader in building diversity in all aspects of the UCSF mission including climate, curriculum, research, retention, outreach, and recruitment.
- UCSF established a campus-wide **Multicultural Resource Center** in August 2011 to cultivate community and cultural awareness by providing space and resources to support inter-professional faculty, staff, and student collaborations. The MRC partners with the long-established **LGBT Resource Center** to provide supportive campus programming.
- **The UCSF Office of the Ombuds** was established in 2011 as a safe place where all are welcome to discuss concerns in confidence.
- The **First Generation program** at UCSF provides support, mentorship, workshops, and community for first-generation college/professional students and faculty.
- UCSF has increased integration of climate and diversity indicators into campus metrics and leadership accountability such as the **UCSF faculty climate survey** in 2011 and **staff engagement surveys** in 2011 and 2013. Support for mentorship, leadership development, and management training opportunities for UCSF staff has been increased.

-
- Now in its seventh year, the **Chancellor’s Annual Leadership Forum on Diversity** is an opportunity for leadership (the Chancellor and executive cabinet) to update the campus and report on progress on diversity goals. Additional leadership accountability is facilitated through the **Deans’ annual report on diversity**, and as a component of stewardship reviews.
 - Recent expansion/improvement of **UCSF childcare and lactation facilities**, including **emergency back-up child/elder care**.
 - **The UCSF CTSI Career Development Program** and **Academic Affairs** support underrepresented minority and women faculty participation in AAMC-sponsored Minority and Early/Mid –Career Women Professional Development Programs.
 - **UCSF funding to foster educational initiatives** such as: NIH Director’s Biomedical Research Workforce Innovation Award to foster diverse career pathways; American Medical Association Accelerating Change in Medical Education grant to support innovative medical school curriculum; and NIH-supported research to build a diverse biomedical and behavioral research workforce.
 - UCSF has launched the **Unconscious Bias Initiative** with a focus on awareness of bias and implementing mitigation strategies.

Process and next steps for developing actions and initiatives based on survey findings

Survey results will help to highlight areas in which current initiatives may have been successful and others that provide challenges and opportunities. UCSF plans to utilize the survey findings to prioritize two or three important areas to develop UCSF action items and campus strategic initiatives. A Campus Climate Council has been established to provide initial guidance with regard to survey findings to the Chancellor and Vice Chancellor of Diversity and Outreach. Feedback also will be sought from the Council on Campus, Climate, Culture & Inclusion (CCCCI), the Academic Senate, and associated staff, student, post-doc and trainee groups, as well as diversity committees and the Council on Faculty Life. Additional input from UCSF community members will be solicited with the goal of finalizing identification of priority areas.

CONTACT

<https://diversity.ucsf.edu>