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Sent: Thursday, September 19, 2019 11:07 AM
To: CLIN-ADJ@LISTSRV.UCSF.EDU; senate@listsrv.ucsf.edu
Subject: 2019 Faculty Climate Task Force Report Now Available

SUMMARY: The 2019 Faculty Climate Task Force Report is now available. Click [here](#).

Dear Colleagues,

As you may recall, UCSF conducted a survey of campus climate for faculty in the spring of 2017. Prior faculty climate surveys were administered in 2001 and 2011. Between 2011 and 2017, the overall size of the faculty increased by more than 20% and the percentage of women faculty increased from 44% to 50%. Results from the [2017 Faculty Climate Survey](#) demonstrated persistence of many positive aspects of the climate for faculty overall. However, progress that had been found in 2011 towards improving the climate for women and underrepresented minorities either stalled, or in some cases, worsened.

A Faculty Climate Task Force was convened to review the survey results, seek additional input from various stakeholders, identify problems that need to be addressed, and recommend specific actions. Eight major themes were identified from the survey results, and within each theme, sub-themes were identified as important drivers of climate. Three major guiding principles were identified to frame the recommendations.

Figure 3: Framework for Task Force Consideration of Climate Survey Results



The Task Force has submitted their report to campus leadership. [The Report](#) recommends a broad range of actions to improve the climate for all faculty and to address particular areas of concern for women

and underrepresented minorities. Recommendations, by theme, were vetted by various stakeholder groups and are categorized as:

PRIORITIZE – specific actions that require substantive commitment from the institution

JUST DO IT – actions that require comparatively minimal effort and can be enacted quickly

ENDORSE – expressed support for ongoing initiatives that address key survey findings

OTHER – actions that do not fall under any other category above and address issues related to climate.

The Task Force submitted their report with the intent that campus leaders will engage collaboratively with faculty to consider and implement the recommendations. If left unaddressed, UCSF risks “turning back the clock” on faculty satisfaction with the climate and increasing challenges to recruitment and retention. By increasing our commitment to faculty climate, we reaffirm our PRIDE values and position UCSF to be a leader among academic health campuses in terms of faculty equity, opportunity, and well-being.

I am deeply grateful to the [members of the Faculty Climate Task Force](#) who met regularly for over a year to carry out this important work and to those of you who provided input and feedback to inform our recommendations.

As always, I welcome your feedback and suggestions.

Best regards,

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