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**Sent:** Tuesday, August 15, 2017 9:57 AM

**To:** [SENATE@LISTSRV.UCSF.EDU](mailto:SENATE@LISTSRV.UCSF.EDU)

**Subject:** 2017 UCSF Faculty Climate Survey and Faculty Family Friendly Initiative (3FI) Reports Available

Colleagues:

The results of the 2017 Faculty Climate Survey are now available on the UCSF Academic Affairs website [here](#) and are being featured in a story at UCSF.edu [here](#).

Overall, the 2017 survey results indicate that three-quarters of the faculty who responded continue to express general satisfaction with their careers at UCSF. This is attributed especially to opportunities for intellectual stimulation, collaboration, and interactions with students and colleagues. While this is indeed positive feedback, the 2017 survey also shows that progress made towards improving the climate for women and underrepresented minorities has either stalled or, in some cases worsened, since the 2001 and 2011 faculty climate surveys. Additionally, as the cost of living continues to rise in the Bay Area, the faculty perception of inadequate compensation, along with concerns about difficult commutes, are recurring themes in the survey results.

After reading Climate Survey results, you will see that several areas related to work-life balance overlap with recommendations made in the January 2017 Faculty Family Friendly Initiative (3FI) report. For this reason, we are coordinating release of both reports on the same date. The 3FI report can be accessed [here](#).

While there are no easy answers to some of the issues raised in these reports, I am confident that we can work together to make inroads on the challenges we face towards providing a supportive and inclusive work environment for our faculty.

To review and address the Climate Survey findings in detail, I have appointed a committee of faculty that will meet over the next several months to develop an action plan with recommendations that will be presented to campus leadership by the end of the year. I will also be discussing the 3FI report and specific recommendations with campus leaders in the fall.

I am grateful to all of you who took valuable time to share feedback on your experience as faculty at UCSF and to the 3FI Committee members who made invaluable contributions to the Faculty Family Friendly Initiative report and recommendations. If you have any questions, suggestions or concerns, please feel free to email me directly at [brian.alldredge@ucsf.edu](mailto:brian.alldredge@ucsf.edu)

Best regards,

-Brian

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