



Opinion Research
Strategic Communication

A Decade of Improvements

2011 Faculty Climate Survey

Analysis of a survey of 1,352 faculty members

For the University of California, San Francisco

July 2011

Table of Contents

Introduction	1
Executive Summary	2
Detailed Findings.....	7
A. Faculty profile	7
B. Satisfaction with work, careers, and support	12
C. Balancing work and family.....	21
D. UCSF efforts to communicate with and support faculty	27
E. Mentoring and nurturing faculty	34
F. Gender equality	42
G. Racial equality.....	62
H. Equality for LGBT faculty	69
I. Equality for faculty with disabilities or health conditions	73
J. Attracting and retaining high quality faculty	76

Appendices

- A. Crosstab Tables
- B. Questionnaire with Response Totals
- C. Detailed Methodology

Introduction

In 2001, due to growing concerns about the status of women faculty in university settings, the Chancellor of the University of California, San Francisco asked Belden Russonello & Stewart LLC to evaluate the climate for female faculty members at UCSF. The survey revealed several areas of potential improvement, and UCSF has implemented a number of programs over the past decade in response to the findings.

As a follow up to the 2001 research, UCSF has asked BRS to conduct a second survey with the objectives of reassessing the quality of life for faculty – both men and women, measuring how the climate has changed over time, assessing whether efforts over the past decade have had an impact, and looking for changes that should still be made to improve the environment.

The research reported here is from an online survey of 1,352 UCSF faculty members, conducted from April 27 – May 19, 2011. An invitation to the web-enabled survey was sent to all faculty members with an available, working e-mail address, 61% of whom took part. The following report includes a summary, detailed findings, crosstab tables, questionnaire with response totals, and detailed methodology.

Reading this report

Tables and graphs included in this report highlight selected relevant survey findings and are expressed in percentages. The base for each table is all respondents (n=1,352) unless otherwise noted. In reading the tables, when the percent sign (%) appears at the top of a column, the numbers add vertically; when % appears at the left of a row, the numbers add horizontally. An asterisk (*) indicates less than 1%; a double hyphen (--) indicates zero. Due to weighting, rounding, omission of “don’t know,” “refused,” or other responses, percentages may add to more or less than 100%.

Executive Summary

A. Overview

The 2011 UCSF Faculty Climate Survey reveals a great deal of improvement over the last decade since the 2001 Climate for Women study indicated a number of areas for potential improvement. In particular, women's views of the climate for women and prevalence of discrimination against women have improved a great deal. UCSF also receives positive marks among the faculty as a whole and among underrepresented minorities (African American, Hispanic, and Native Americans) for promoting a climate free from discrimination. Lesbian, gay, bisexual and transgender faculty as well as the faculty more broadly also report satisfaction with efforts to prevent discrimination against LGBT individuals.

Additionally, efforts to promote mentoring on the faculty in the wake of the 2001 survey appear to have paid off, with a significant increase in satisfaction about the available mentoring and a high proportion of faculty members who say that having a mentor has made an important difference in their careers.

Two sources of dissatisfaction identified in 2001 continue to be raised, namely concern about financial compensation and support from the university, and complaints about the difficulty of finding time to meet family and other personal needs.

B. Key Findings

1. Satisfaction with many aspects of careers and life at UCSF

- Three quarters of faculty members describe themselves as fairly or very satisfied overall with their careers at UCSF, and a majority would like to stay at UCSF throughout their careers. As we found in 2001, substantive areas of the work tend to be especially satisfying. Faculty members speak highly of the intellectual stimulation of the work, their relationships with students and colleagues, and the mix of research, clinical practice and teaching required. Faculty members are also generally satisfied with the support they get from supervisors, and aspects of the environment such as their commute and their work space.
- Most are also satisfied with their career progress, including their rank and academic series, and their potential for moving ahead. There has been substantial jump among

both men and women in their satisfaction with the prospects for advancement, although this continues to be an area where men are more optimistic than women.

- In most of these categories, satisfaction is much higher among higher-ranking faculty, and those who have appointments in Academic Senate series, particularly Tenure Track faculty.

2. Financial support generates more discontent

- As in 2001, faculty members express less satisfaction with their salaries than with other aspects of life at the university. They continue to give UCSF low marks for the resources it makes available for start-up projects or the ongoing work of faculty members.

3. Concerns remain about work-life balance, despite some improvement

- This year's data show some improvement in views of work-life balance, but faculty members continue to report low levels of satisfaction with the time they have for themselves and their families, and to say that success at UCSF requires working more than is healthful.
- Faculty members do not primarily place the blame for the work-life difficulties on particular administrative UCSF policies, however. They offer praise to UCSF's efforts to offer scheduling flexibility, and those who have opinions about parental leave policies tend to view them favorably.
- Responses to open-ended questions suggest that UCSF could make some difference in satisfaction in this area with programs that help make childcare easier or more affordable, both for infants and young children and for older children during school vacations or after school.

4. Positive, but not wildly enthusiastic, ratings for UCSF efforts to communicate with and support the faculty

- Faculty members are twice as likely to see UCSF efforts to provide information on the different academic series and the promotion process as effective than as ineffective. Although few see these efforts as very effective, nonetheless, this is a dramatic change from 2001, when faculty were more likely to offer negative than positive ratings of UCSF in this area. Efforts to welcome new faculty and create a collegial environment are also rated more positively than not.

- Many of the programs offered to the faculty through the Chancellor's Council on Faculty Life are well-known and well-used. Two thirds of the faculty participates in one or more programs, with the Mentoring Program attracting nearly half of the faculty. Programs that are less well-known and well-used include the New Faculty Biographies and the UCSF-Coro Faculty Leadership Collaborative. Participation in any of the CCFL programs is associated with more positive perceptions of UCSF's efforts to create a welcoming, collegial atmosphere and to inform faculty about the academic series and the promotion process.
- Although few participate in the Wellness Grand Rounds Series, most are aware of it, and the faculty sees the efforts UCSF makes to promote wellness as more effective than not.

5. Mentoring makes a large impact

- UCSF's efforts to put a high priority on mentoring have paid off, as satisfaction with opportunities to receive mentoring is much more positive than it was in 2001.
- More than six in ten faculty members report that they currently have a mentor, including nearly nine in ten Assistant Professors and eight in ten of those who have been at UCSF for less than five years.
- A majority agrees that junior faculty in their departments find good role models, and ratings of UCSF's efforts to provide mentoring for junior faculty are much more positive than negative. Both of these scores show great improvement since 2001.
- Those who do have mentors are generally very satisfied with their mentoring experience and show more satisfaction with their career and the university than those of similar rank who do not have mentors.

6. Women's views of gender equality have improved dramatically, but there is still room to grow

On nearly every measure in the survey, women feel more positively about conditions for women at UCSF than they did ten years ago. At the same time, there is room for more growth in many areas, particularly when it comes to perceptions of preferential treatment for men in salary and leadership opportunities.

- A majority of women says that UCSF is effective at promoting a climate free of gender discrimination.

- Seven in ten women now call the climate for women good or very good at UCSF, their schools, and their departments. The number of women who believe there is a great deal or some unequal treatment for women at each level has dropped by half since 2001.
- The number of women who feel they have experienced discrimination at UCSF based on their gender has dropped by sixteen percentage points, leaving three in ten who believe they have faced discrimination.
- There is now little perception, even among women, that women are limited from participating in formal committees or informal social events, or that women are assigned to committees only as a token. The view that women face a glass ceiling for promotion, already low in 2001, has dropped even further.
- Women are less likely to believe than they were in 2001 that men receive preferential treatment in many areas. However, majorities or pluralities of women still say that men get preferential treatment in salary, decision making, leadership opportunities, allocation of resources, and promotion.
- In nearly all of the areas above, although there has been great improvement over the last decade, the change in women's attitudes has not erased the gap in perception between women and men. Male faculty members continue to be much less likely than women to perceive problems related to gender inequity.

7. Little perception of inequality based on race, LGBT status, or disability

- According to the survey, UCSF does well at minimizing discrimination or mistreatment based on race. Faculty members give high ratings to efforts to create a climate free of racial discrimination. Majorities across racial groups say that the climate for underrepresented minorities is good at every level of the university. The only minority group for which we had enough interviews to examine on its own is Asians, of whom only 12% say they have faced discrimination based on their race. Among underrepresented minorities, including African Americans, Hispanics, and Native Americans, 14% report racial discrimination. Few believe that there is much unequal treatment for underrepresented minorities at UCSF or their schools or departments, and few believe that promotion and participation of minorities in the work of the school is limited by race.
- Faculty also offer praise for efforts regarding LGBT status, where most say that UCSF is effective at creating a climate free of discrimination. LGBT faculty offer even more positive assessments of the climate than does the faculty as a whole, and few among

LGBT faculty perceive a high level of inequity or unequal treatment based on their LGBT status.

- Most members of the faculty do not hold opinions as to what the climate is like for faculty with disabilities or health conditions or how well UCSF does at providing accommodations. However, those who have opinions generally hold positive views, and few criticize the university's efforts in these areas.

8. Views of recruitment efforts reflect faculty satisfaction generally

- The views of faculty members regarding how UCSF is doing generally are mirrored by how well they believe it uses various factors in recruitment. For example, they are happy with opportunities for advancement and the climate for women, people of color, and LGBT faculty, and believe UCSF is doing well at using career development, leadership opportunities, and a diverse climate to recruit and retain good faculty.
- On the other hand, reflecting their dissatisfaction with these areas in their own lives, faculty members are critical of UCSF's efforts to use salaries, financial assistance with housing, and childcare as recruitment tools.
- Although a majority of faculty members would like to stay at UCSF for the rest of their careers, the top two factors that they say would drive them away are the same factors that top the list of concerns elsewhere: lower salaries than they would like, and persistent problems related to work-life balance.

Detailed Findings

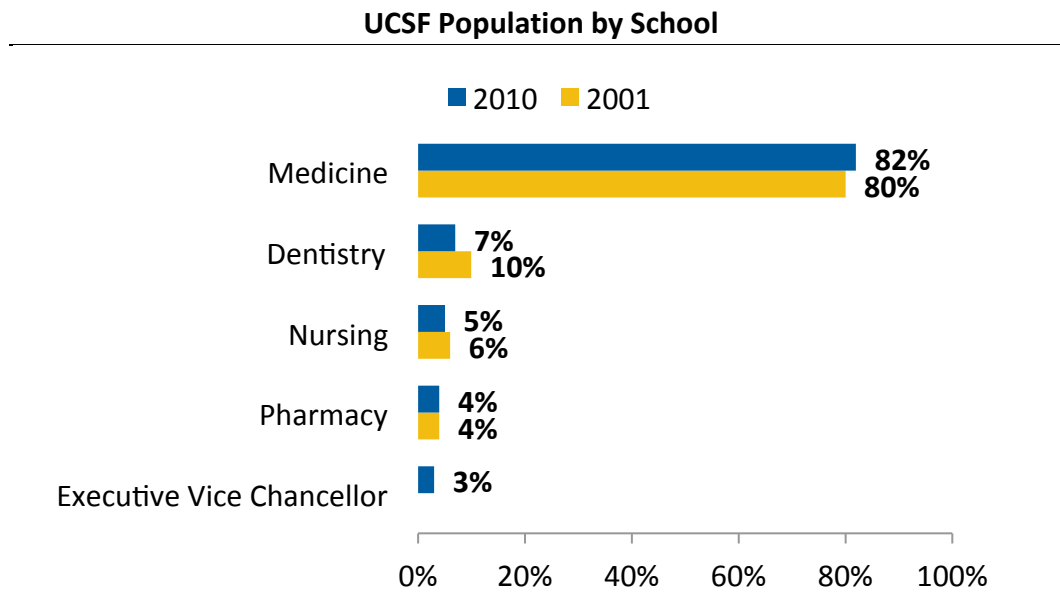
A. Faculty profile

Before in-depth exploration of the findings of the survey, it may be helpful to briefly review the composition of the faculty at the University of California, San Francisco, and how the population has changed since we last conducted a faculty climate survey in 2001.

1. School and series

The size of the UCSF faculty has grown since the last research in 2001; according to the Office of Academic Affairs, there were 2,382 faculty members as of October 2010, compared to 1,787 in July 2001.

The distribution of faculty among the schools has remained constant, however. Again according to the Office of Academic Affairs, the great majority of faculty members at UCSF belong to the School of Medicine (82%); seven percent are in the School of Dentistry; five percent are in the School of Nursing; and four percent belong to the School of Pharmacy. Another three percent are in the office of the Executive Vice Chancellor.

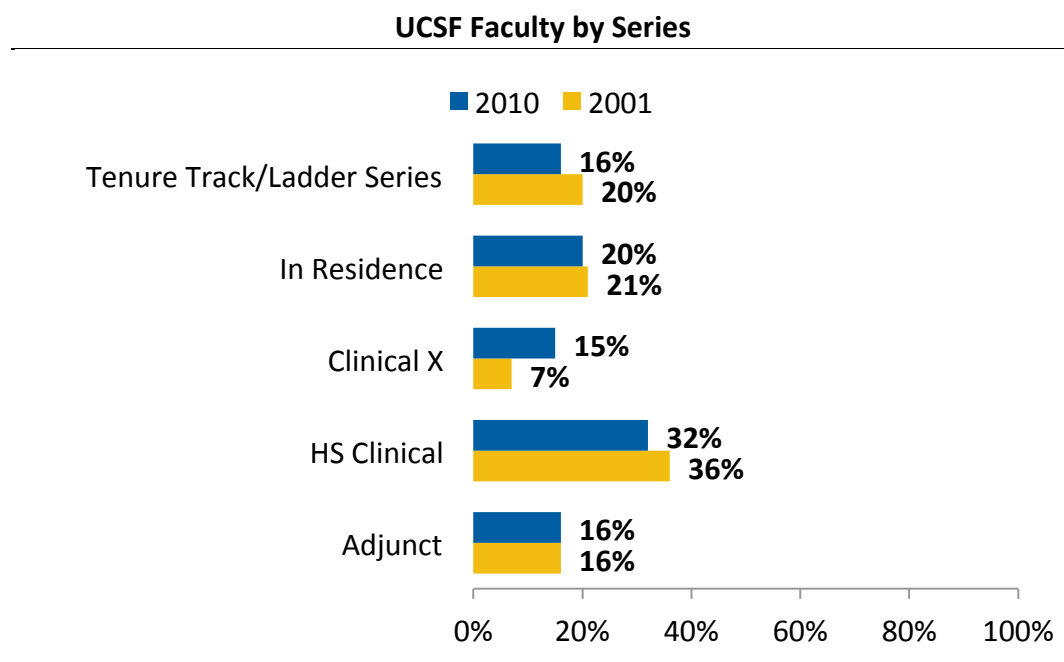


Source: Office of Academic Affairs, UCSF, October 2010.

Roughly half of the faculty at UCSF has an appointment in a series which conveys membership in the Academic Senate:

- Sixteen percent are in the Professor (Ladder/Tenure Track) series;
- Twenty percent in the In Residence series; and
- Fifteen percent in the Clinical X series.

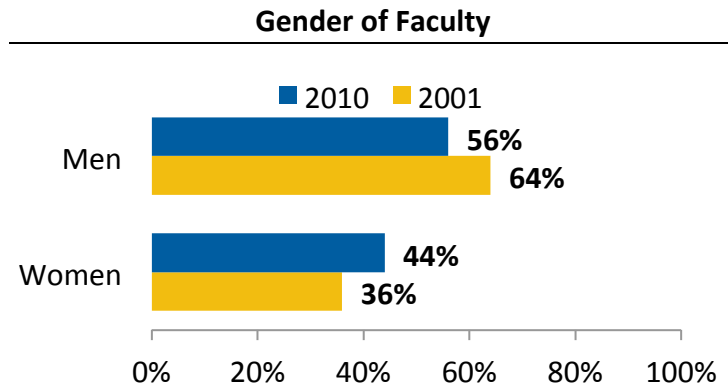
A third of the faculty (32%) is in the Health Sciences Clinical series, and the remaining 16% have Adjunct appointments.



Source: Office of Academic Affairs, UCSF, October 2010.

2. Gender

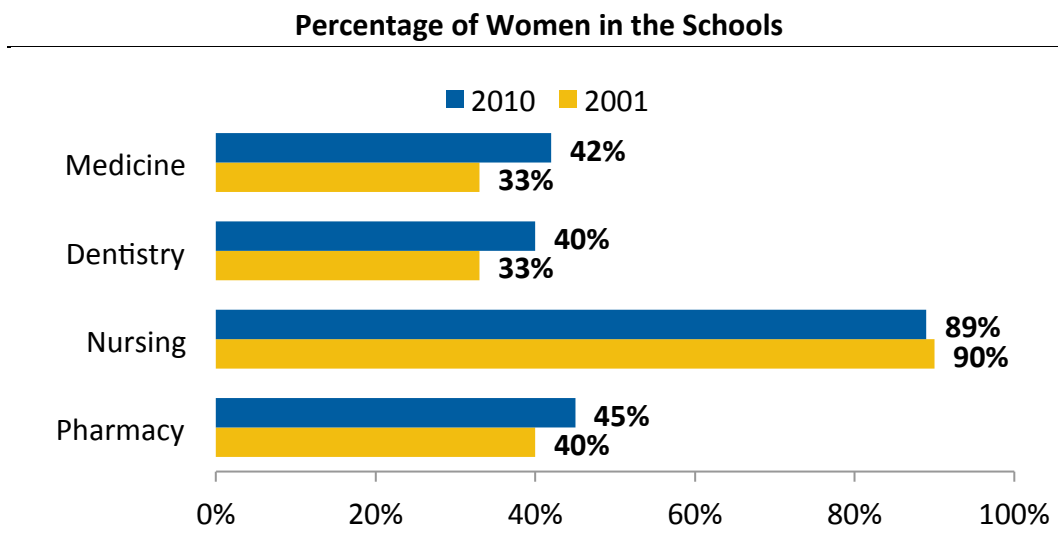
While men still compose a majority of the faculty, the proportion of women has grown substantially since 2001. According to the Office of Academic Affairs, 44% of the faculty are women, and 56% are men. In 2001, there were nearly twice as many men (64%) as women (36%).



Source: Office of Academic Affairs, UCSF, October 2010.

Gender by school: The growth in female faculty members has come in those schools that were traditionally male-dominated. Since 2001, all schools besides Nursing have seen growth in the percentage of women faculty members. According to 2010 data from the Office of Academic Affairs, the current gender breakdown by department is as follows:

- School of Medicine: 41% women, 59% men;
- School of Dentistry: 40% women, 60% men;
- School of Nursing: 89% women, 11% men; and
- School of Pharmacy: 45% women, 55% men.

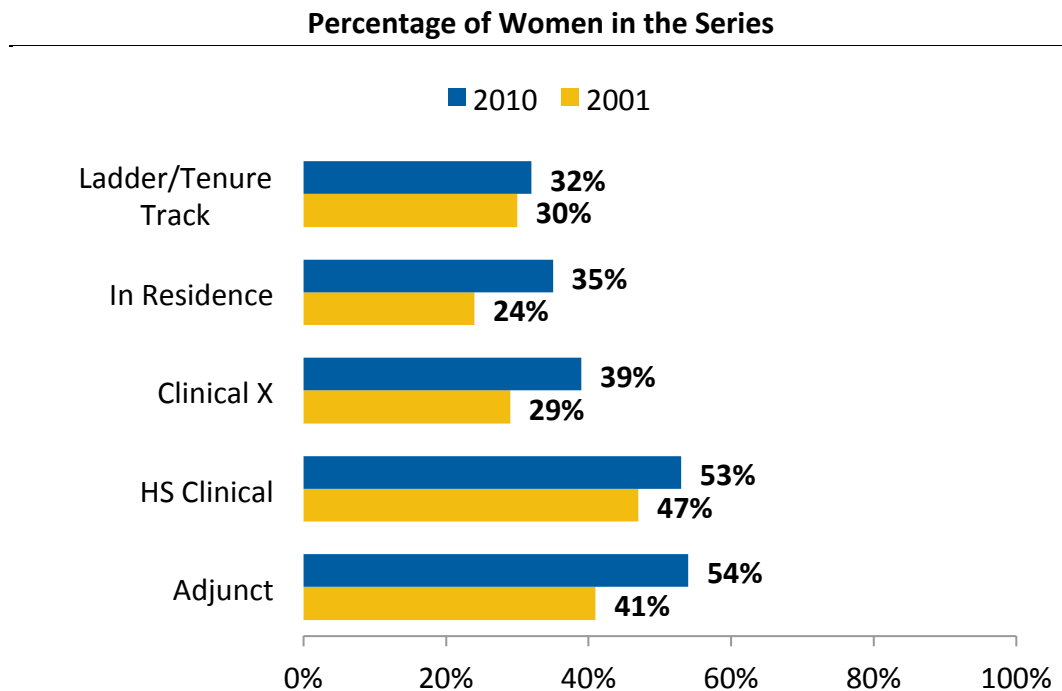


Source: Office of Academic Affairs, UCSF, October 2010.

Gender by series: Women make up more than half of the Adjunct faculty (54%) and the faculty in the Health Sciences Clinical series (53%). They make up less than four in ten of the other three series:

- Ladder/Tenure track (32% women);
- In Residence (35%); and
- Clinical X (39%).

While many of the series have seen substantial growth in their percentage of women faculty since 2001, the percentage of women in the Ladder/Tenure Track series has increased only slightly.

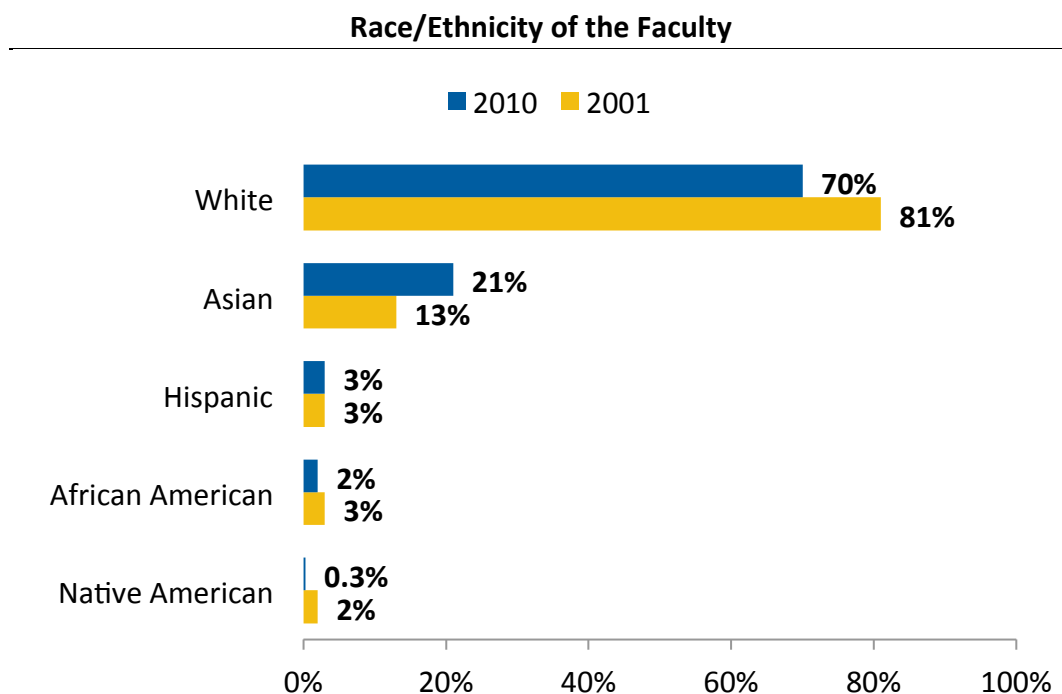


Source: Office of Academic Affairs, UCSF, October 2010.

3. Race and ethnicity

According to the Office of Academic Affairs, the large majority of the UCSF faculty is white (70%), and another sizeable proportion is Asian (21%). Smaller percentages are Hispanic (three percent), African American (two percent) or Native American (less than one percent). The race of three percent of the faculty is not known.

The biggest change since 2001 in the racial composition of the faculty has been an increase in the percentage of Asians.



Source: Office of Academic Affairs, UCSF, October 2010.

4. Other demographic characteristics

LGBT status and gender identity: According to our survey, seven percent of the faculty identify as lesbian or gay, and another one percent identify as bisexual. Less than one percent says they are transgender.

Parental status: About half of UCSF faculty members have children 18 or younger, according to our survey. Nearly four in ten (38%) have children under 12, and 15% have children between 12 and 18. Forty-five percent have no children under 18.

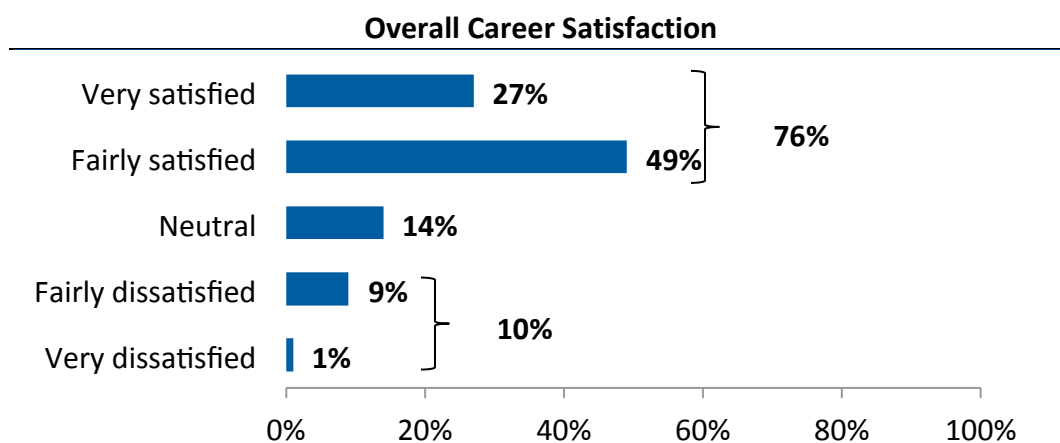
B. Satisfaction with work, careers, and support

The survey explored a wide range of aspects of the faculty experience at UCSF, and majorities of the faculty say they are very or somewhat satisfied with nearly every element. The substance of the work itself is particularly satisfying, according to the survey data, as are relationships with colleagues and students. The areas of the most dissatisfaction relate to the availability of financial resources. The largest differences in satisfaction are according to series and rank, with higher levels of satisfaction among Tenure Track and other Academic Senate series and Full Professors.

In most aspects for which we track attitudes from 2001, there has been very little change over the last decade. The areas that show the most growth in satisfaction include mentoring, opportunities for advancement, and interactions with students and trainees. We did not find large drops in satisfaction over the past decade in any of the areas tested.

1. Most UCSF faculty members are satisfied with their careers

UCSF faculty members express general satisfaction with their experience at UCSF, with three quarters (76%) saying they are satisfied in their careers. They are more likely to report themselves as fairly satisfied (49%) than very satisfied (27%), however. Only one in ten report that they are dissatisfied (1% very dissatisfied, 9% fairly dissatisfied) and 14% say they are neutral.



Q1. Thinking overall, how satisfied are you with your career at UCSF...very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

Differences among the faculty: The groups more likely to be **very** satisfied with their careers at UCSF include the following (see Table 1 in Appendix A):

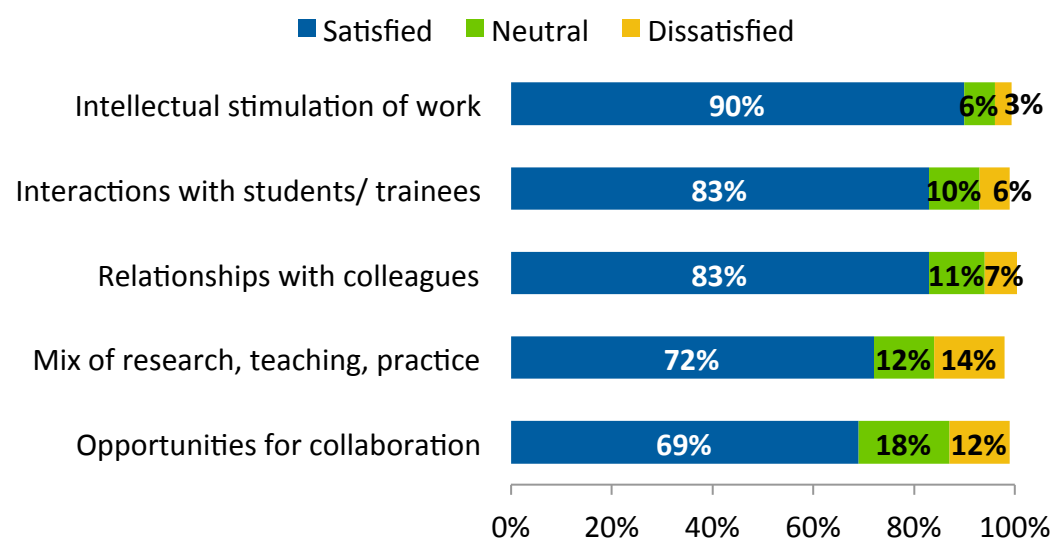
- Those who are members of underrepresented minorities (40% very satisfied, compared to 27% overall);
- Faculty in the Schools of Pharmacy (49%) and Dentistry (39%);
- Tenure Track faculty (40%); and
- Full Professors Step 6+ (51%).

2. Satisfaction with the work itself

Faculty members are highly satisfied by the content of their individual work and the relationships they have with colleagues and students at the university.

- A great majority (90%) is satisfied with the **intellectual stimulation of their work**, and most are very satisfied in this area (59% very satisfied, 31% fairly).
- Eight in ten are also satisfied with **relationships with their colleagues** (83%), and **their interactions with students or trainees** (83%). However, satisfaction is somewhat less enthusiastic in these areas, with 45% very satisfied with colleague relationships and 42% very satisfied with student interactions.
- Seven in ten express satisfaction with their **mix of research, teaching and clinical practice** (72% total satisfied) and with **opportunities for collaboration** (69%). Three in ten are very satisfied with the mix of work (31%), and the opportunities for collaboration (32%).

Satisfaction with the Work Itself



Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, fairly satisfied, neutral, fairly unsatisfied, very unsatisfied, N/A? m. The intellectual stimulation of your work; e. Your interactions with students/trainees; h. Relationships with your colleagues; d. Your mix of research, teaching, and clinical practice; j. Opportunities for collaboration

Differences among the faculty: There are some differences in satisfaction with the substantive elements of the work (see Tables 2-6)

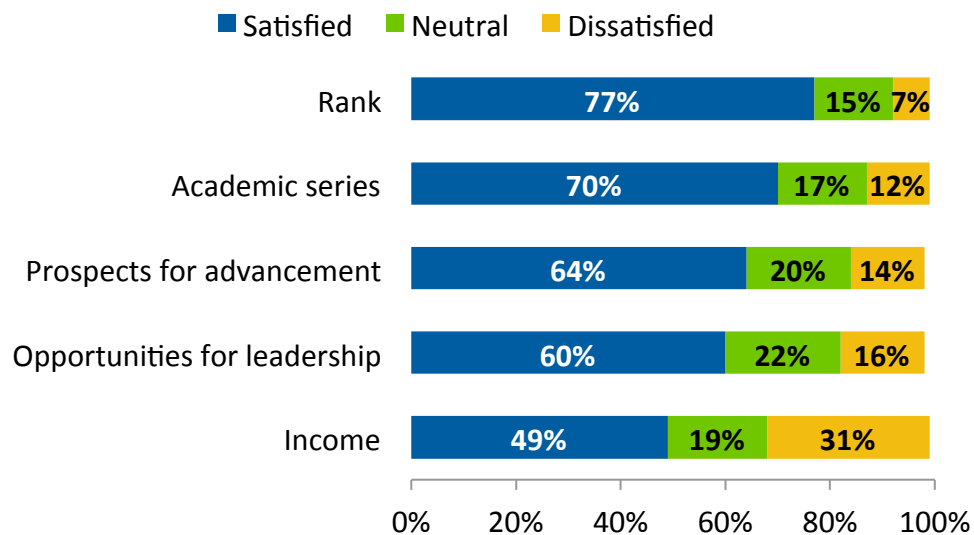
- **Satisfaction rises along with rank**, with Full Professors Step 6+ showing extremely high levels of satisfaction with each category.
- Academic series plays an important role as well. The **Tenure Track and In Residence series stand out for their high levels of satisfaction** with the intellectual stimulation of the work, the mix of research, teaching, and clinical work, and the opportunities for collaboration.
- Men are more satisfied than women with their mix of **research, teaching, and clinical work**.
- Underrepresented minorities are more satisfied than the faculty generally with the **intellectual stimulation of their work** and their **interactions with students**.
- School of Pharmacy faculty show especially high levels of satisfaction with **opportunities for collaboration**.

3. Career progress

Considering their own careers, UCSF faculty members exhibit high levels of satisfaction with their current status and are fairly content with their potential for advancement and leadership, but are much less happy with their incomes.

- Three quarters (77%) express satisfaction with their **rank** and 40% are very satisfied. Seven in ten (70%) are satisfied with their **academic series**, and 37% are very satisfied.
- Six in ten or more are satisfied with their **prospects for advancement** (64%) and their **opportunities for leadership positions** (60%). However, only around a quarter is very satisfied with each (advancement: 26%; leadership: 27%). In addition, the faculty rejects the view that the process for promotion in their departments is based on social ties more than on merit (59% disagree, only 12% agree).
- Only half (49%) are satisfied with their **income**, and only two in ten are very satisfied (18%), while three in ten (31%) are dissatisfied.

Satisfaction with Career Progression and Opportunity



Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, fairly satisfied, neutral, fairly unsatisfied, very unsatisfied, N/A? b. Your rank; a. Your academic series; f. Your prospects for advancement; g. Your opportunities for leadership positions; c. Your income

Differences among the faculty: As with the substantive elements of the work, there are significant differences regarding satisfaction with career progression (see Tables 7-11).

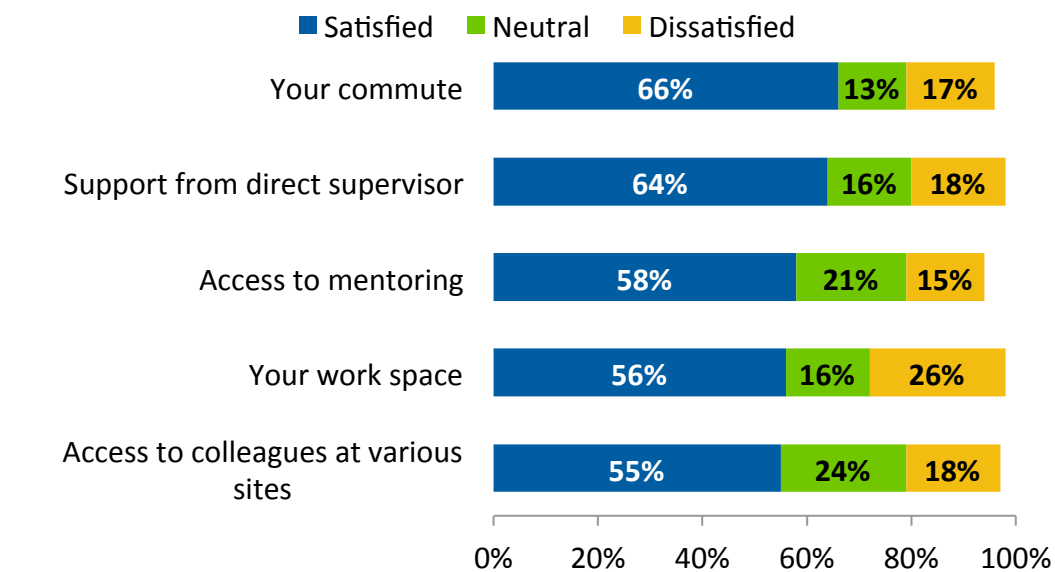
- **Satisfaction rises with rank**, as one might expect of those further along in their careers.
- Series also play a significant role in satisfaction with one's career progression. **Adjunct and HS Clinical faculty are generally less satisfied** than the others with all aspects of their career, while Tenure Track faculty are more satisfied. In Residence faculty are more likely than Adjunct and HS Clinical faculty to be satisfied with their rank, prospects for advancement, and income, but are not especially satisfied with their series and opportunities for leadership. Clinical X faculty are more satisfied with their rank, series, and prospects for advancement, but not especially so with opportunities for leadership and income.
- **Women are less satisfied than men** with all aspects of their career progression, and **Asian faculty less satisfied** than whites and members of underrepresented minorities. This is a function of the fact that women and Asians are overrepresented in the lower ranks and the non-Academic Senate series; when you control for rank, the differences are erased.
- Faculty in the Nursing and Pharmacy schools are more satisfied than those in the Dental and Medical schools with their **academic series**.

4. Support, work conditions, and resources

Work-conditions and non-financial support: Basic conditions of their jobs, including commute and work space, meet with satisfaction from a majority of the faculty. In addition, the UCSF faculty is at least fairly satisfied with personal forms of support they receive at the school, including supervision and mentoring. However, the numbers who say they are very satisfied with each of these categories is much smaller.

- Two thirds (66%) are satisfied with their **commutes** (38% very satisfied), and a majority (56%) shows satisfaction with their **work spaces** (25% very).
- Nearly two thirds (64%) are satisfied with **overall support from their direct supervisors** and nearly six in ten (58%) are satisfied with **access to mentoring**. Only a quarter (25%) is very satisfied with access to mentoring and 36% very satisfied with direct supervisors.
- A majority (55%) is at least somewhat satisfied with **access to colleagues based at various UCSF sites**, though only 21% are very satisfied.

Satisfaction with Work Conditions and Non-Financial Support

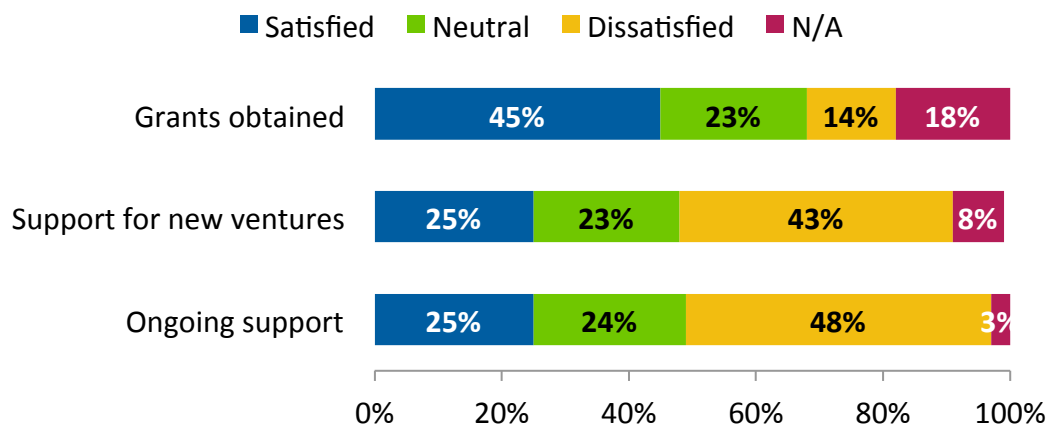


Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, fairly satisfied, neutral, fairly unsatisfied, very unsatisfied, N/A? u. Your commute; k. Overall support from your direct supervisor; l. Access to mentoring; n. Your work space; i. Access to colleagues based at various UCSF sites

Financial support and resources: Members of the faculty are less pleased with the financial support available, such as grants and the resources UCSF makes available for new and ongoing projects.

- Fewer than half (45%) are satisfied with **grants they have been able to obtain to support their work and/or their lab**, and only 14% are very satisfied. Dissatisfaction with this aspect of the work is low, however (14%), and nearly two in ten (18%) say this does not apply to them.
- Only a quarter (25%) is satisfied with **support, including financing staff, and equipment, from UCSF for start-up or new ventures**, while four in ten (43%) are dissatisfied. Nearly two in ten (17%) are very dissatisfied.
- Similarly, only a quarter (25%) is satisfied with **ongoing support, including funding, staff, and equipment from UCSF**, while half (48%) are dissatisfied. Two in ten (19%) are very dissatisfied.

Satisfaction with Financial Support and Resources



Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, somewhat unsatisfied, very unsatisfied, N/A? q. Grants you have been able to obtain to support your work and/or your lab; o. Support, including financing, staff, and equipment, from UCSF for start-up or new ventures; p. Ongoing support, including funding, staff, and equipment from UCSF

Differences among the faculty in their satisfaction with work conditions and support include the following (see Tables 13-17):

- The groups expressing most satisfaction with their **commutes** include Tenure Track faculty, Full Professors, LGBT faculty, and those without children at home;
- Newer faculty, those at the Pharmacy school, and underrepresented minorities express the most satisfaction with **support from their direct supervisor**;
- Feelings about **work space** largely correlate with feelings about career progression, with the most satisfaction among Tenure Track and In Residence faculty and the highest-ranking Professors; and
- Full Professors Steps 6+ are most satisfied with **access to colleagues at other sites**.

Satisfaction is low across the board with the support received for ongoing and new projects, while satisfaction with grants obtained seems to relate largely to whether obtaining grants is important to a person's job function, with high numbers of clinical faculty saying this area does not apply to them (Tables 18-20).

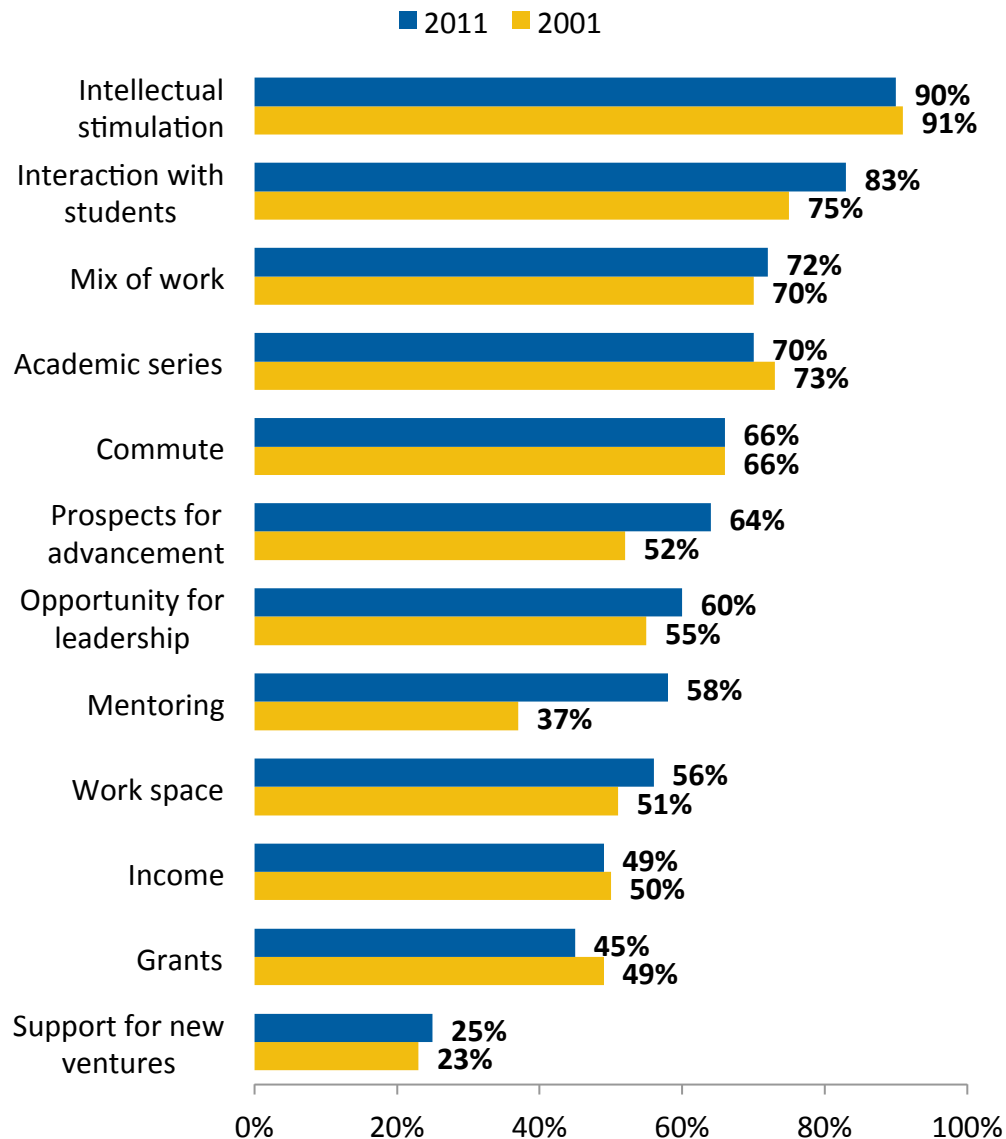
5. Changes since 2001

In most areas for which we have data from 2001 and now, current satisfaction closely tracks what we found in the prior survey. Where attitudes have changed, it is mostly in a positive direction. The most significant changes occurred in the following areas:

- Although the wording has changed, making direct comparison impossible, the faculty now shows a high level of satisfaction with mentoring whereas in 2001 they were unhappy. At that time only 37% were satisfied with “the mentoring now available” to them; now, nearly six in ten (58%) are satisfied with their “access to mentoring.”
- Nearly two thirds (64%) are satisfied with their prospects for advancement, compared to only 52% in 2001, a gain of 12 percentage points; and
- Eighty-three percent are satisfied with their interactions with students/trainees, compared to 75% in 2001, a gain of eight points.

Changes in Satisfaction since 2001

% saying very or fairly satisfied



Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, fairly dissatisfied, very dissatisfied, N/A? m. The intellectual stimulation of your work; e. Your interactions with students/trainees (2001: your interaction with students); d. Your mix of research, teaching, and clinical practice; a. Your academic series (2001: your academic series or title); u. Your commute (2001: amount of time it takes you to get to work) f. Your prospects for advancement; g. Your opportunities for leadership positions (2001: your potential for leadership positions); l. Access to mentoring (2001: the mentoring now available to you); n. Your work space; c. Your income; q. Grants you have been able to obtain to support your work and/or your lab (2001: grants you have been able to obtain to support your work and/or lab); o. Support, including financing, staff, and equipment from UCSF for start-up or new ventures (2001: support including financing, staff, and equipment from the university for start-up or new ventures)

C. Balancing work and family

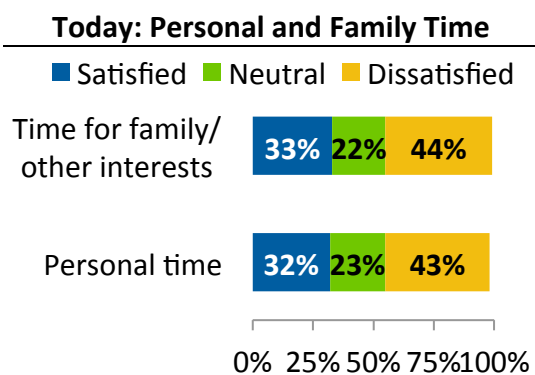
Striking a balance between work and family life continues to be a problem for the faculty at UCSF, although perceptions are not quite as negative as they were in 2001. Dissatisfaction with personal and family time is driven by the perception of the amount of work required to succeed at UCSF, and not by a lack of scheduling flexibility, for which UCSF receives good marks.

Parental leave is an important element of work-life balance, and overall, many faculty members approve of UCSF's efforts on maternity and paternity leave. While in 2001 there was a great deal of concern about a career pause for childbirth being held against faculty, we do not find a great deal of concern this year about parental leave being held against those who use it.

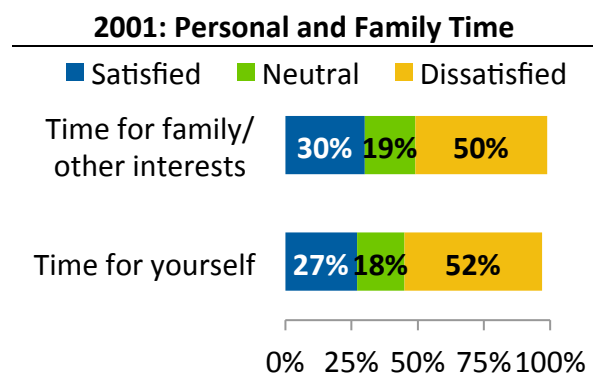
1. Time for family and personal needs

Satisfaction with personal and family time: Faculty members are more likely to be dissatisfied than content with the amount of time they have for spending with family and outside interests and the amount of time they have for themselves. In 2001, dissatisfaction was even higher, although the questions were asked slightly differently.

- At this time, 33% are satisfied and 44% dissatisfied with **the amount of time they have for spending with family and/or outside interests**. In 2001, half were dissatisfied (50%) and three in ten satisfied (30%).
- Similarly, right now 32% are satisfied and 43% dissatisfied with **the amount of personal time they have**. In 2001, dissatisfaction with the amount of time they had for themselves outpaced satisfaction nearly two to one (27% satisfied, 52% dissatisfied).



Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, somewhat dissatisfied, very dissatisfied, N/A? s. The amount of time you have for spending with family and/or outside interests; r. The amount of personal time you have

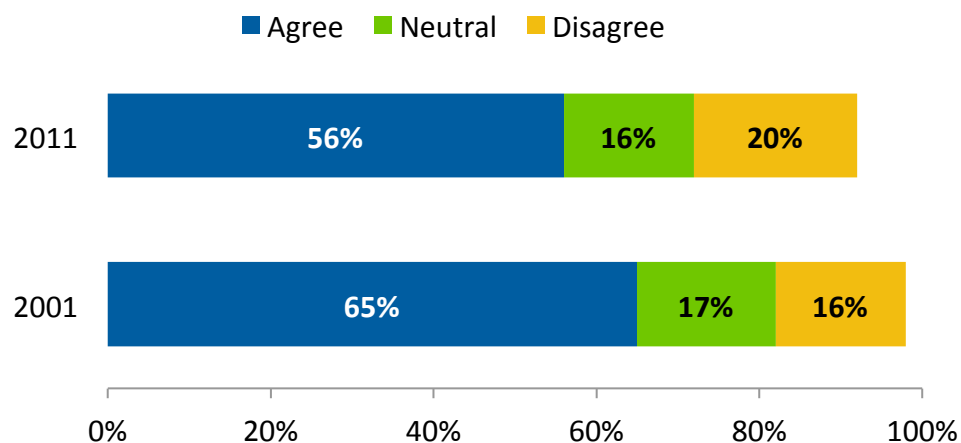


Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, somewhat dissatisfied, very dissatisfied, N/A? s. amount of time you have for spending with your family and/or outside interests; r. amount of time you have for yourself

Work required for success: One factor in faculty dissatisfaction with personal and family time is their belief that success at UCSF requires working more than is healthy. A majority believes that they “have to work an unreasonable and unhealthy number of hours to succeed at UCSF” (56% agree, including 23% who strongly agree). Only 20% disagree with this statement.

Attitudes on this statement, however, have improved somewhat since 2001, when nearly two thirds (65%) agreed, including 29% strongly, with a nearly identical statement.

Have to Work Unreasonable and Unhealthy Hours to Succeed



Q15. To what extent do you agree or disagree with each of the following (2001: *do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? I. I have to work an unreasonable and unhealthy number (2001: *amount*) of hours to succeed at UCSF

Differences among the faculty: Several groups among the faculty are more likely than others to express dissatisfaction with the personal and family time they have and to say that success at UCSF requires unreasonable hours of work (See Tables 21-23). Those more likely to be unhappy in this area include the following:

- Women;
- LGBT faculty;
- Faculty in the HS Clinical series; and
- Those in the middle of their careers, namely Associate Professors and Full Professors Steps 1-5.

2. Flexibility

While many faculty members do not feel they have enough hours in the day to attend to their personal and family needs and succeed at work, they do generally feel that UCSF allows for flexibility in how those hours are arranged. Six in ten faculty members (60%) say they are satisfied with the **degree of flexibility they have to tend to family or personal needs**, while only 20% say they are dissatisfied. There remains room for improvement here, however, as only two in ten (21%) are very satisfied.

Flexibility to Tend to Family/Personal Needs

■ Satisfied ■ Neutral ■ Dissatisfied



0% 20% 40% 60% 80% 100%

Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, somewhat dissatisfied, very dissatisfied, N/A? t. The degree of flexibility you have to tend to family or personal needs

In 2001, 55% were satisfied and 24% dissatisfied with “the degree of flexibility in the system” for them to tend to family or personal needs.

In addition, nearly half of faculty members feel that UCSF is effective at **providing scheduling flexibility for personal or family needs** (49% total effective) and just two in ten say the university is ineffective (19% total ineffective).

Effectiveness of UCSF at Providing Flexibility

■ Effective ■ Neutral ■ Ineffective



0% 20% 40% 60% 80% 100%

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? f. Providing scheduling flexibility to faculty for personal or family needs

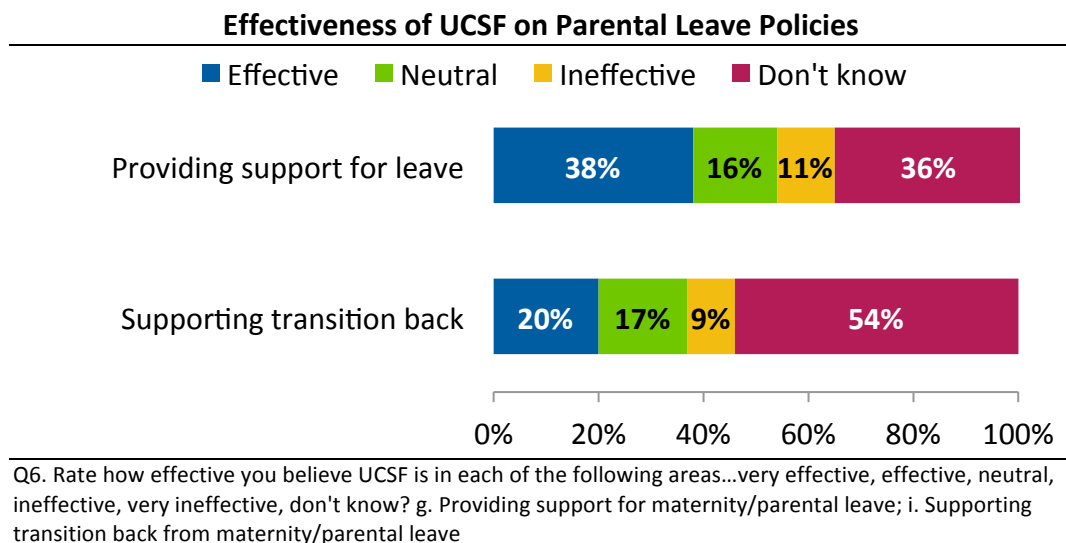
In 2001, 32% gave ratings of excellent or good to UCSF’s job at “providing scheduling flexibility for faculty with young children, elderly parents, or other family needs,” and 24% rated those efforts poor or very poor.

Differences among the faculty: Majorities across demographic groups are satisfied with the flexibility they have and rate UCSF positively (Tables 24-25), and there are few distinctions among the faculty in their rating of UCSF’s effectiveness in this area. The exception is that

Nursing and Pharmacy faculty offer higher ratings of UCSF's effectiveness in providing flexibility and show higher satisfaction in this area than Medical or Dental faculty.

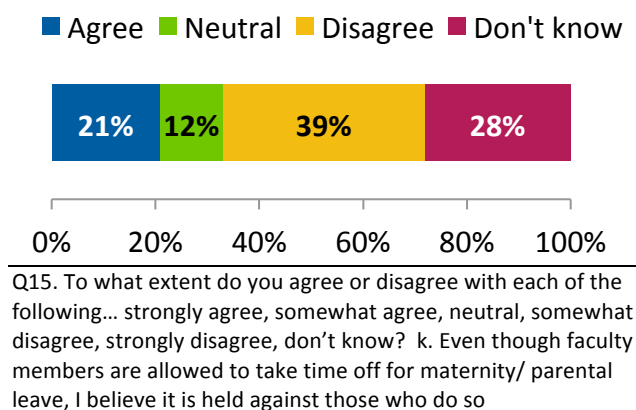
3. Parental leave

Looking at one particular aspect of work-life policies, faculty members are more likely to approve of UCSF's efforts on maternity and paternity leave than not, though many say they do not know about these policies. A plurality of the faculty says UCSF is effective at providing support for parental leave (38% total effective), with 36% who say they do not know and only 11% who say UCSF is ineffective. On supporting the transition back from leave, a majority says that they do not know (54%), but those who have opinions are more likely to be positive (20%) than negative (9%).



Currently, faculty members are unlikely to believe that taking parental leave is held against those who use it. Four in ten (39%) disagree that "even though faculty members are allowed to take time off for maternity/parental leave, I believe it is held against those who do so," while only 21% agree.

Taking Leave is Held against Faculty Members



This is a more positive attitude toward the impact of taking time to care for children than we found ten years ago, when the number of faculty who agreed that “stopping the tenure clock for childbearing” was held against those who did so outnumbered those who disagreed by more than a two-to-one margin (40% agree vs. 14% disagree). In both surveys, about three in ten say don’t know to this question (2011: 28% don’t know, 2001: 31%).

Differences among faculty: Faculty members with children under 12 years old are more likely to have opinions about UCSF’s parental leave policies than those who have older children or no children – unsurprisingly, as they are the most likely to have recent experience with this aspect of life at UCSF.

- Among this group, 45% see UCSF’s efforts to provide support for parental leave as effective and 17% see them as ineffective.
- Twenty-eight percent of this group says that UCSF is effective at supporting return from leave, and 16% say it is ineffective in this area.
- Those with young children are slightly more likely than the faculty as a whole to agree that parental leave is held against the faculty who use it (28% agree, 41% disagree). A third (32%) of **women** with young children agrees that taking leave is held against faculty members.

Examining other differences among the faculty, the following groups offer higher ratings of UCSF’s efforts regarding parental leave (see Tables 26-27):

- School of Pharmacy faculty; and
- Higher-ranking faculty.

The following groups are more likely than others to express concerns about parental leave being held against those who use it (see Table 28):

- Women; and
- Adjunct faculty.

4. Summary of attitudes 2001 and today

Many of the questions we asked this year are not identical to the questions asked in 2001. The overall picture, however, as summarized in the table below, is that the faculty has slightly more positive views of work-life balance at UCSF than they did in 2001.

Work Life Balance				
	2011		2001	
	Satisfied	Dissatisfied	Satisfied	Dissatisfied
2011: The amount of personal time you have <i>2001: Amount of time you have for yourself</i>	32%	43	27%	52
The amount of time you have for spending with family <i>(2001: your family)</i> and/or outside interests	33%	44	30%	50
2011: The degree of flexibility you have to tend to family or personal needs <i>2001: Degree of flexibility in the system for you to tend to family or personal needs</i>	60%	20	55%	24
	Effective	Ineffective	Excellent/good	Poor/very poor
2011: Providing scheduling flexibility to faculty for personal or family needs <i>2001: Providing scheduling flexibility for faculty with young children, elderly parents, or other family needs</i>	49%	19	32%	24
	Agree	Disagree	Agree	Disagree
I have to work an unreasonable and unhealthy number <i>(2001: amount)</i> of hours to succeed at UCSF	56%	20	65%	16
Even though faculty members are allowed to take time off for maternity/parental leave <i>(2001: stop the tenure clock for child bearing)</i> , I believe it is held against those who do so	21%	39	40%	14

D. UCSF efforts to communicate with and support faculty

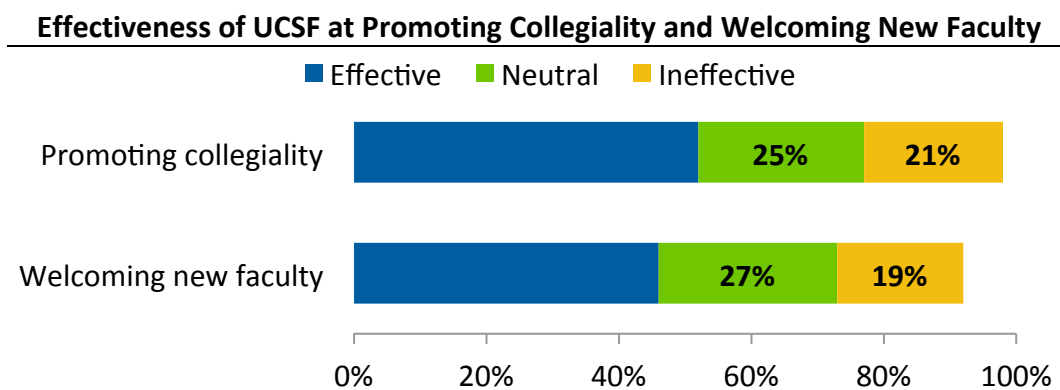
In contrast to the negative views offered in 2001 of UCSF's efforts to provide information, today the faculty generally gives mostly positive evaluations of efforts to create a collegial and welcoming climate, to offer information, and to provide wellness and other development programs. There continues to be room for improvement in these areas, however, as the number who rate UCSF as **very** effective is generally small.

In particular, many of the faculty members are aware of the Chancellor's Council on Faculty Life programs, and about two thirds report taking advantage of at least one of the programs offered. The faculty appears to be satisfied with the existing array of offerings, as few faculty members suggest other programs they would like to see.

1. Creating a collegial and welcoming environment

Evaluations of UCSF for the environment for faculty on campus are more positive than negative. Half of the faculty says that UCSF is doing well at **promoting an atmosphere of collegiality among the faculty** (52% total effective) and **welcoming new faculty** (46%), while two in ten call efforts in these areas ineffective (collegiality: 21% total ineffective, welcoming: 19%). There is room for improvement, however, in that few offer very positive evaluations. Only 15% report that the school's promotion of collegiality is very effective and only eight percent say the same about welcoming new faculty.

In 2001, in response to somewhat different questions, about four in ten said that UCSF was doing well in these areas while a quarter offered negative evaluations (welcoming new faculty of your gender: 35% excellent or good, 26% poor or very poor; promoting an atmosphere of collegiality among the faculty: 43% excellent or good, 27% poor or very poor).



Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? e. Promoting an atmosphere of collegiality among the faculty; a. Welcoming new faculty

Differences among the faculty: In 2001, women were substantially less happy than men with UCSF's efforts to welcome faculty and create a collegial atmosphere. Today women are **more** likely than men to say that welcoming efforts are effective and about equally likely to say that efforts to promote collegiality are effective (Tables 29-30).

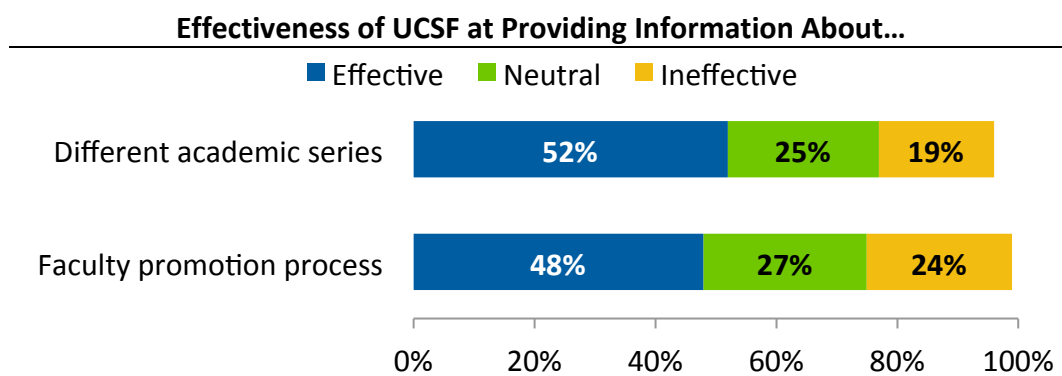
The following groups are more likely than others to say UCSF is effective at both creating a collegial atmosphere and welcoming new faculty:

- Faculty members with a mentor;
- Those who have been at UCSF less than five years;
- Tenure Track faculty;
- Assistant Professors;
- Full Professors Steps 6 and above; and
- Faculty in the Pharmacy school.

2. Providing information to faculty

About half of the faculty says that UCSF is effective at **providing information about the different academic series** (52% total effective) and **providing clarity about the faculty promotion process** (48%), and less than a quarter of faculty members say that information efforts are ineffective on each issue (different academic series: 19% total ineffective, faculty promotion process: 24%). There is still room for growth, as only one in ten faculty members says UCSF is very effective at either task.

In 2001, providing information was an area that received a great deal of criticism from the faculty in response to similar questions. Nearly half gave poor or very poor evaluations to clarity about the faculty promotion process (47%) and "providing information about the options that will be open to new faculty, and the advantages and disadvantages of the series" (45%).



Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? b. Providing information about the different academic series; c. Providing clarity about the faculty promotion process

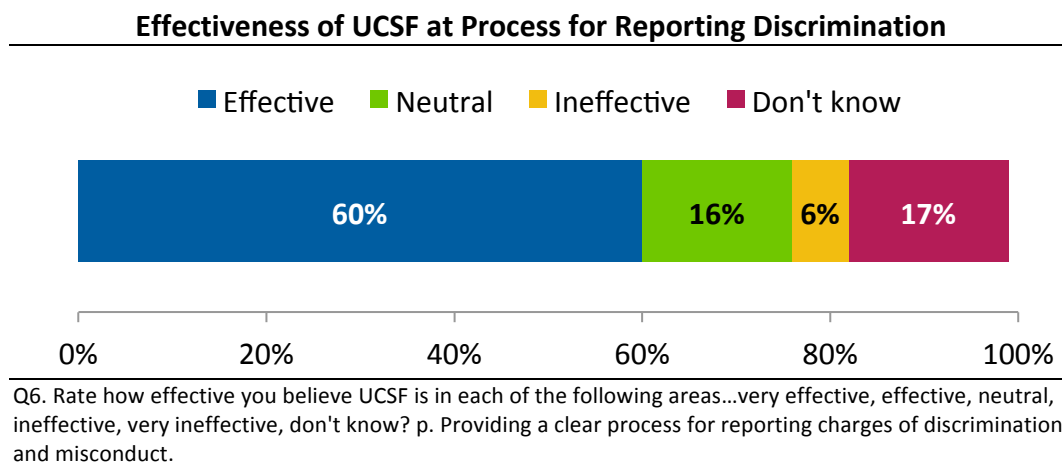
Differences among faculty: In contrast to 2001, when women were far more likely to give negative ratings to the information UCSF provides, women are now more likely than men to say the university is effective in these areas (Tables 31-32).

In addition, these groups are more likely to say the university is effective at providing information about the different academic series and the promotion process:

- Non-white faculty members;
- Faculty who have been at UCSF less than 10 years; and
- Those who have a mentor.

3. Process for reporting discrimination

Very few faculty members find fault with UCSF's process to address claims of discrimination. Six in ten (60%) say that UCSF is effective (39%) or very effective (21%) at **providing a clear process for reporting charges of discrimination or misconduct** while only six percent say it is ineffective in this area. However, nearly two in ten (17%) do not have enough knowledge in this area to give an opinion.



Differences among the faculty: Majorities of all groups call UCSF effective in this area. These are the groups most likely to give high ratings (Table 33):

- Dentistry (68% total effective) and Pharmacy faculty (76%); and
- Full Professors (Step 1-5: 64%, Step 6: 75%).

4. Summary of attitudes 2001 and today

Although questions are not directly comparable, the 2011 data shows that the faculty now offers few complaints about UCSF's efforts to create a good environment and provide appropriate information, while in 2001, the faculty was not happy with UCSF's efforts to provide information.

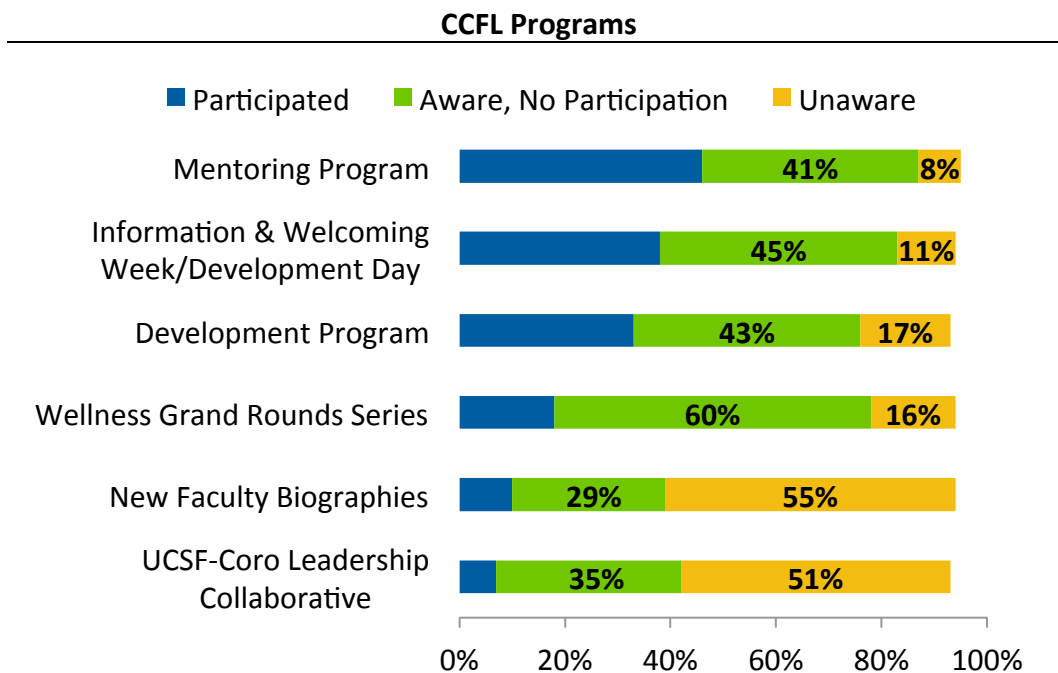
Communication and Support				
	2011		2001	
	Effective	Ineffective	Excellent/good	Poor/very poor
Welcoming new faculty (2001: <i>of your gender</i>)	46%	19	35%	26
Promoting an atmosphere of collegiality among the faculty	52%	21	43%	27
Providing information about the different academic series (2001: <i>Providing information about the options that will be open to new faculty and the advantages and disadvantages of the series</i>)	52%	19	22%	45
Providing clarity about the faculty promotion process	48%	24	24%	47

5. Programs for development and wellness

Many of the Chancellor's Council on Faculty Life programs are well-known and well-used, with two thirds of the faculty reporting participation in at least one program (66%). In addition, many of the faculty members the programs are aimed at – those who are newer to UCSF or lower-ranked – are more likely to participate.

The **Faculty Mentoring Program** is the most well-known CCFL program (87% aware), and has the highest reported participation (46%). Other well-known programs include the **Faculty Information & Welcoming Week/Faculty Development Day** (83% aware, 38% participated), the **Faculty Development Program** (76%, 33%), and the **Faculty Wellness Grand Rounds Series** (78%, 18%). The Faculty Wellness Grand Rounds Series is unique among the CCFL programs in that while most are aware of it, few have participated.

Less well-known and used programs include the **New Faculty Biographies** (39% aware, including 10% participated) and the **UCSF-Coro Faculty Leadership Collective** (42%, 7%).



Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply...I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. d. Faculty Mentoring Program; c. Faculty Information & Welcoming Week/Faculty Development Day; a. Faculty Development Program; b. Faculty Wellness Grand Rounds Series; e. New Faculty Biographies; f. UCSF-Coro Faculty Leadership Collaborative

Differences among the faculty: In general, the following groups are more likely to participate in CCFL programs (see Tables 34-39):

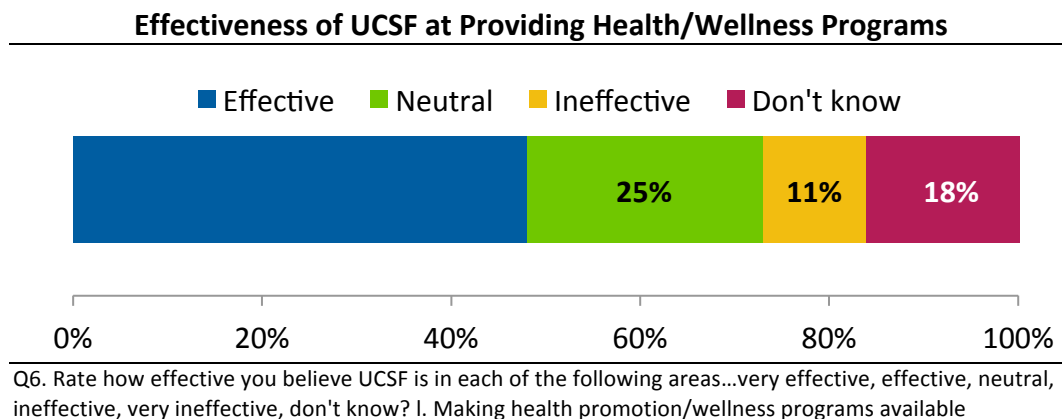
- Women;
- Faculty who have been at UCSF less than 10 years;
- Assistant and Associate Professors; and
- Those in the Schools of Nursing and Pharmacy.

In addition, the following differences stand out:

- Asian faculty are more likely than those of other races to participate in the Faculty Development Program and Welcoming Week/Development Day; and

- While new faculty members are generally more likely to participate, they are less likely to be aware of or participate in the Wellness Grand Rounds Series and the UCSF-Coro Leadership Collaborative.

Evaluating wellness efforts: Regarding wellness in general, a plurality of faculty members says UCSF is effective at making health promotion/wellness programs available (48% total effective), with only 11% saying UCSF is ineffective. Nearly two in ten (18%) do not know.



Differences among the faculty: There are few differences in rating the success of UCSF's wellness efforts (see Table 40). The largest is that School of Dentistry faculty members rate the efforts as more effective than others.

6. Impact of CCFL programs

Getting faculty involved with the CCFL programs may help to improve their attitudes overall about UCSF. Those who have participated in at least one CCFL program are more likely to say UCSF is effective in the following areas (see Tables 29-32):

- Promoting an atmosphere of collegiality (57% total effective, compared to 52% overall);
- Welcoming new faculty (53%, compared to 46%);
- Providing information about the different academic series (62%, compared to 52%); and
- Providing information about the faculty promotion process (56%, compared to 48%).

7. Demand for other programs

When asked what other programs UCSF could offer to improve the climate for faculty, only one in ten suggests a specific program or improvement. The most common ideas are improved access to the current programs (two percent) or programs to help with work-life balance, such as help with childcare or housing (two percent). Typical comments taken verbatim from the questionnaires are below, and full verbatim responses are included in a separate document.

“ I simply have no time for these programs. Most are conducted at the same time of the week, so I never get a chance to attend because of work commitments and clinic schedules. They need to rotate, and there needs to be more recognition of the importance of these programs such that absence from clinics is allowed to attend these programs.

Childcare/camps and support for other aspects of your life that need to get done...go a long way toward improving the faculty climate. Having common experiences in our regular lives with other faculty builds community, and helps develop ties and friendships that transcend the institution.

Someone should create a summary of "what UCSF can do for you" and work through it with each new faculty member individually. Many faculty don't know UCSF can help with housing, etc. As the parent of young children, I can also think of a dozen other ways that UCSF could make parenting easier, including screened referrals for sitters/mother's helpers, sick childcare, more recreation options at the gyms for 3-6 year olds, a charter school for faculty (a few other universities do this; when I heard that, I was so jealous!), more childcare slots (supply is nowhere near matching demand), an afterschool program on-campus for kids in school, especially if it were science-based, and so on.

Some have asked for a program to help new mothers ease into return to work, kind of like mentoring around this issue. ”

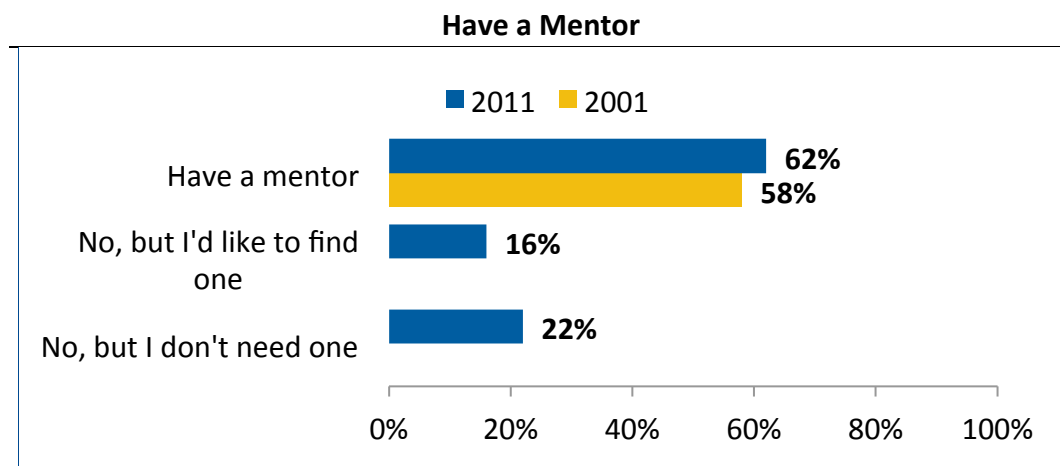
E. Mentoring and nurturing faculty

Faculty mentoring programs appear to have been a great success over the last ten years. As reported in the chapter on faculty satisfaction, six in ten now say they are very or fairly satisfied with the mentoring available. The survey data also tell us that faculty members are satisfied with the mentoring they have had and believe that mentoring has had a positive impact on their careers. Having a mentor correlates with increased satisfaction across many areas of faculty life.

1. Who has mentors

A majority (62%) of faculty members at UCSF reports having a mentor. Many of the mentoring relationships reported are likely to be informal rather than through a structured setting, as fewer, 46%, say they have participated in the Faculty Mentoring Program. Those who do not have mentors were asked whether they want a mentor or not. Sixteen percent of faculty members say that they would like to find a mentor, while 22% say that they do not need one.

It is not clear whether there has been an increase since 2001 in the number of faculty members who have current mentors. In 2001, a similar number (58%) said that they had had a mentor since arriving at UCSF, but some of the responses may have been describing past mentoring relationships, as respondents were not asked whether they had a mentor **at that time**.



Q3. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional life? (2001: Since arriving at UCSF, have you had what you would consider a mentor, that is, a person to whom you can turn for help with your professional life.)

Differences among faculty: As one might expect, lower-ranking faculty are more likely to have mentors than those of higher rank: 87% of Assistant Professors have a mentor, 68% of Associates, 41% of Professors at ranks 1-5, and only 27% of Professors of rank 6+ (See Table 41).

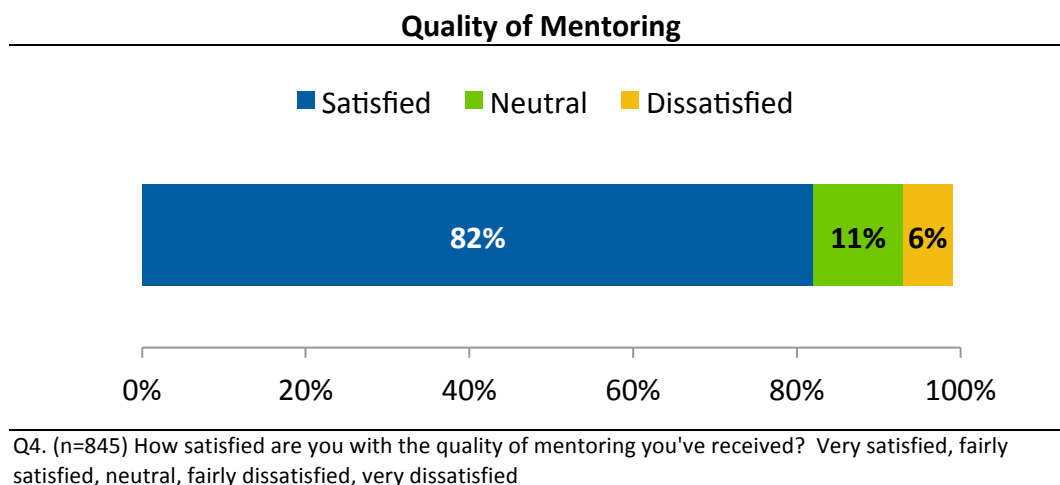
In addition, the following groups of the faculty more likely than their peers to report having a mentor:

- Women (69%, compared to 62% overall);
- Asians (74%);
- Nursing faculty (69%);
- Adjunct Professors (80%); and
- Those who have been at UCSF less than 5 years (81%) or between 5 and 9 years (75%).

2. Quality of mentoring

Among those who currently have mentors, eight in ten (82%) say they are satisfied with the quality of mentoring they have received, and four in ten (42%) are very satisfied. One in ten (11%) is neutral about their experience, and only six percent are dissatisfied (1% very dissatisfied, 5% fairly dissatisfied).

There are few reportable differences among groups of the faculty regarding satisfaction with the mentoring they have received (see Table 42).



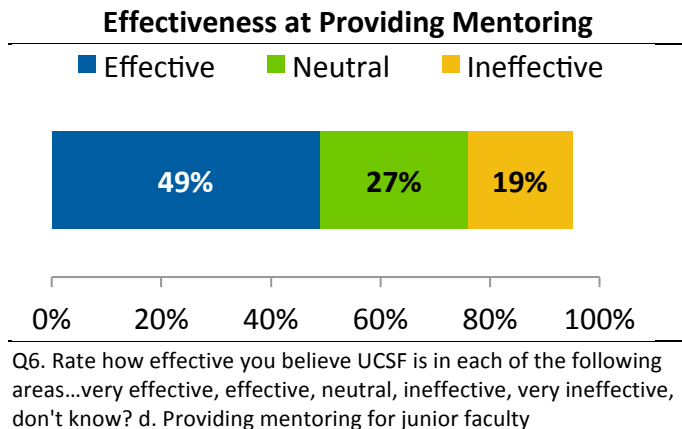
3. Rating UCSF's efforts to provide mentoring and role models for junior faculty

Effectiveness of UCSF efforts: The faculty is generally more positive than negative about mentoring at UCSF. As reported in the chapter on faculty satisfaction, six in ten (58%) are now satisfied with their access to mentoring. In 2001, this was an area of concern, as only 37% were satisfied with the mentoring then available to them.

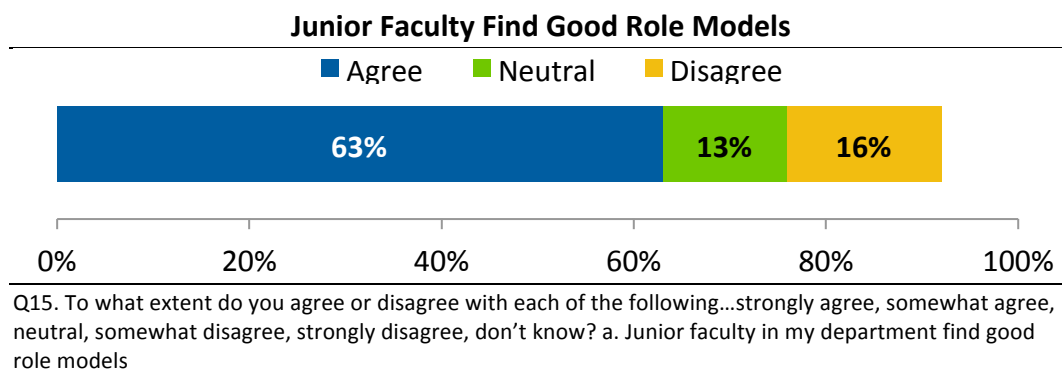
In addition, half (49%) describe UCSF as effective at providing mentoring for junior faculty, although only 12% say it is very effective. Two in ten describe UCSF as ineffective in this area (19%), and a quarter offers neutral views (27%).

In 2001, the faculty had negative views of how well UCSF did at providing **formal** mentoring (12% excellent or good, 56% poor or very poor) and was divided about how well it did at providing **informal** mentoring or help from other

faculty (35% excellent/good, 30% poor/very poor).



Providing role models: When considering informal as well as formal relationships, the faculty is even more likely to offer positive assessments. Over six in ten (63%) agree that “junior faculty in my department find good role models” (21% strongly agree, 42% somewhat agree), while only 16% disagree (5% strongly, 11% somewhat). In 2001, 53% agreed that “young” faculty find good role models, and 30% disagreed.



Differences among the faculty: Although in general we find satisfaction with mentoring at UCSF broadly cuts across all areas of the faculty, those in the middle of their careers, those in the HS Clinical series, and part-time faculty tend to be more likely than others to see room for improvement (see Tables 41-44, and Table 15).

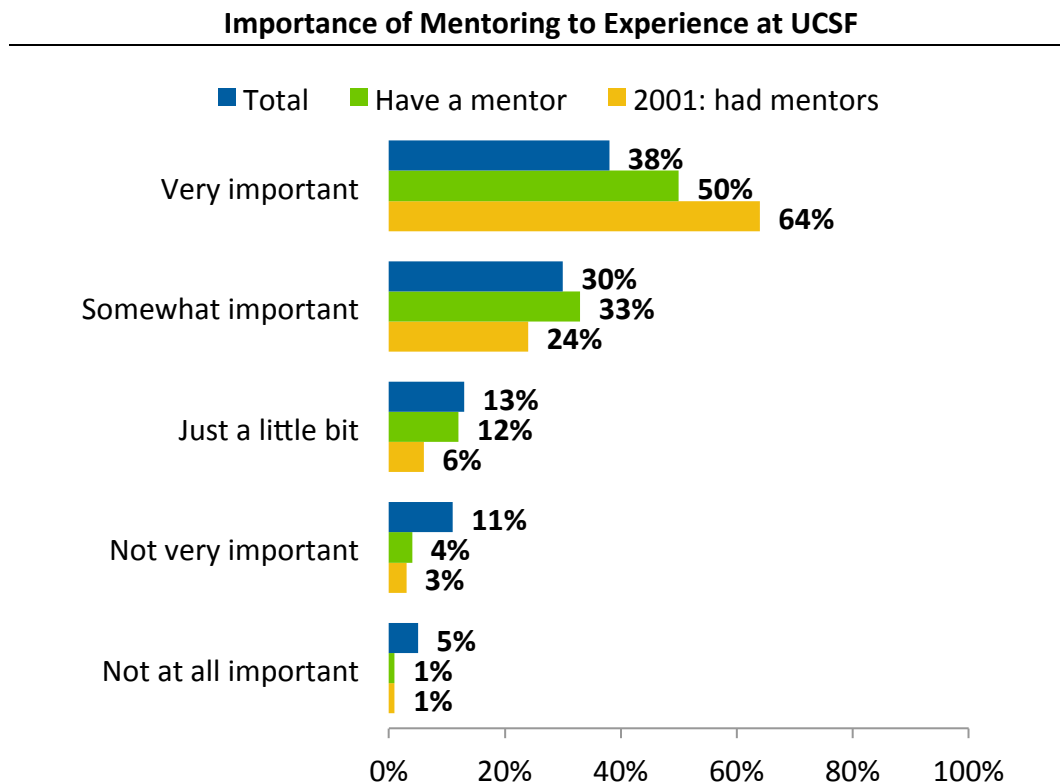
- Associate Professors and Full Professors Steps 1-5 are more likely than those on either side to say they **would like to have a mentor but do not currently**, as do HS Clinical faculty and those who work part-time.
- Associate Professors, those who have been at UCSF between 5 and 9 years, and HS Clinical faculty are more likely than others to say **UCSF is ineffective at providing mentors for junior faculty**.

Tenure Track faculty and those who are Full Professors Step 6+ generally offer more positive assessments of mentoring at UCSF. In addition, School of Pharmacy faculty members are more likely to see UCSF as effective at providing mentors and agree that junior faculty find good role models. The School of Nursing faculty is also particularly enthusiastic about the role models available.

4. Mentoring and the experience at UCSF

Self-reported impact of mentoring on experience: There is a general consensus among the faculty as a whole that mentoring plays an important role in career satisfaction. Among the faculty as a whole (including those who do not currently have mentors) two thirds (68%) say that mentoring has been very (38%) or somewhat (30%) important in making their experience at UCSF positive, while many fewer say that mentoring has been just a little bit (13%), not very (11%), or not at all important to them (5%).

Among those who currently have a mentor, the importance is even greater: 50% say it has been very important in making their experience at UCSF positive, and 33% say it has been somewhat important, while only five percent say it was not very or not at all important to them. This is something of a drop from 2001, however, when 64% of those who had mentors said it was very important to their experience.



Q5. How important is, or has been, mentoring to you in making your experience at UCSF positive? (2001: [n=614 who had mentors] How important was having a mentor to you in making your experience at UCSF positive?)...very important, somewhat important, just a little bit, not very important, not at all important?

Differences among the faculty: Among the faculty as a whole, the most likely to report that mentoring has been very important to their experience include these groups (see Table 45):

- Women (45% say very important, compared to 38%);
- Asian (46%) and African-American, Hispanic, and Native American faculty (59%);
- Adjunct faculty (55%);
- Assistant (48%) and Associate Professors (42%);
- Those who have been at UCSF less than five years (48%); and
- Those who have children under 12 (44%).

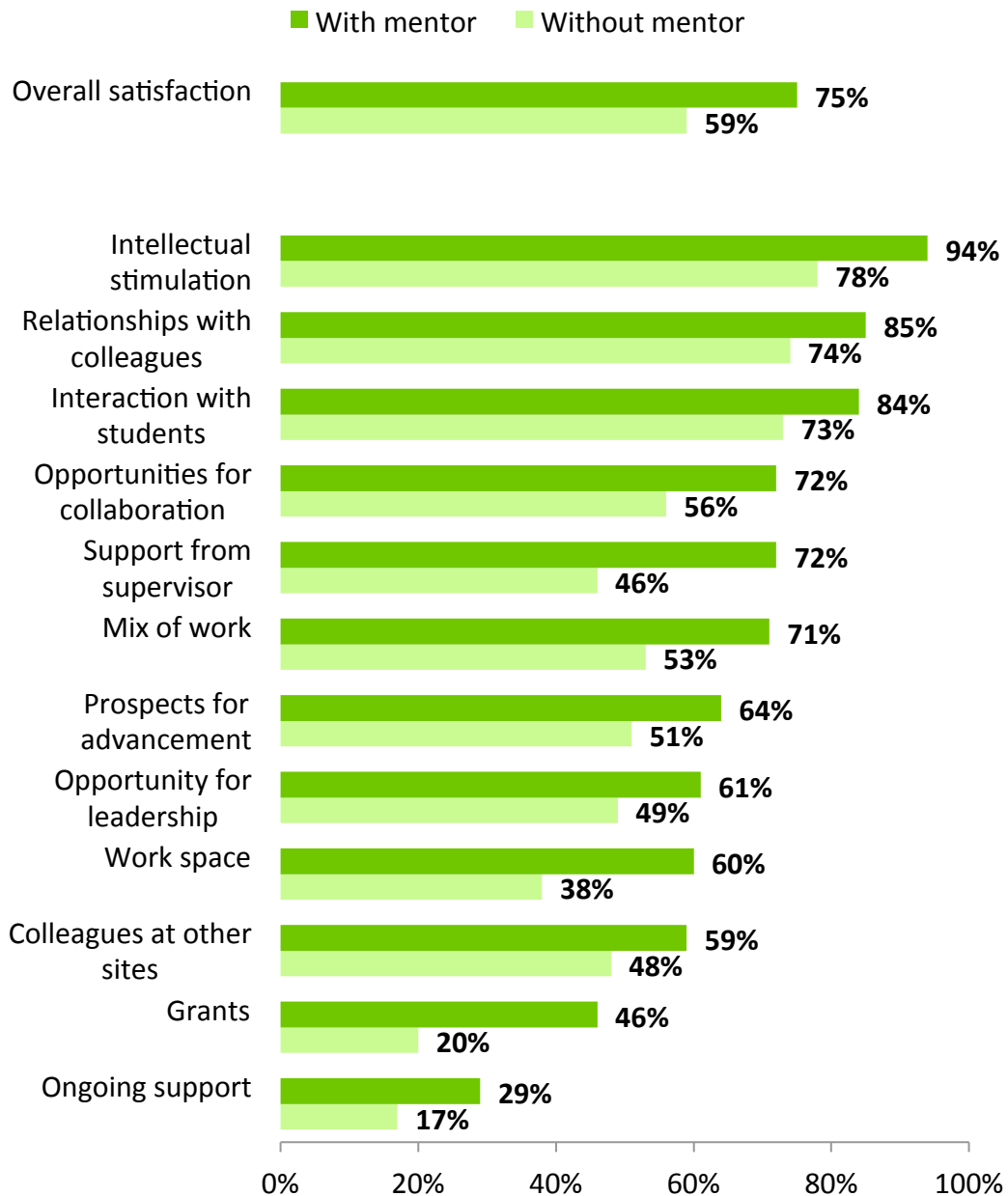
Having a mentor and satisfaction in other areas: In addition to the fact that faculty describe mentoring as important to their experience, having a mentor is associated with higher satisfaction in other areas. Those who have mentors are more likely than those of the same rank without mentors to report positive assessments of their experience at UCSF. For example, 75% of Assistant and Associate faculty who have mentors express satisfaction overall with their career at UCSF (22% very satisfied, 53% fairly) compared to only 59% of faculty of those ranks

who do not have mentors (12% very, 47% fairly). Among Full Professors, 89% of those who have mentors are satisfied (45% very, 44% fairly), compared to 79% of those who do not have mentors (32% very, 47% fairly)

Those who have mentors report higher satisfaction than their peers across nearly all areas in the survey, with exceptions for the amount of person and family time available. Many of the areas where we find the largest differences are those areas that deal with relationships of various kinds, such as support from one's supervisor. In addition, however, those who have mentors are also more likely to express satisfaction with areas such as the intellectual satisfaction of their work and their own opportunities for advancement. The chart on the following page illustrates the areas where there is more than a ten-point difference in satisfaction between junior faculty who have mentors and those who do not.

Satisfaction among Junior Faculty by Mentor Status

% of Assistant and Associate Professors saying very or fairly satisfied



Q1. Thinking overall, how satisfied are you with your career at UCSF? Q2. Currently, how satisfied are you with each of the following at UCSF...very satisfied, somewhat satisfied, neutral, fairly dissatisfied, very dissatisfied, N/A? m. The intellectual stimulation of your work; h. relationships with your colleagues; e. Your interactions with students/trainees; j. Opportunities for collaboration; k. Overall support from your direct supervisor; d. Your mix of research, teaching, and clinical practice; f. Your prospects for advancement; g. Your opportunities for leadership positions; n. Your work space; i. Access to colleagues based at various UCSF sites; q. Grants you have been able to obtain to support your work and/or your lab; p. Ongoing support, including funding, staff, and equipment from UCSF

5. Summary of attitudes 2001 and today

Although the questions are not all directly comparable, the data taken as a whole shows that the faculty is fairly pleased with UCSF's mentoring efforts at this time, whereas in 2001 mentoring was even more important to those who were able to access it, but UCSF's efforts were not as well-regarded.

	Mentoring			
	2011		2001	
	Yes	No	Yes	No
Do you currently have a mentor...?				
<i>2001: Since arriving at UCSF, have you had what you would consider a mentor...?</i>	62%	38	58%	42
	Satisfied	Dissatisfied	Satisfied	Dissatisfied
Access to mentoring				
<i>2001: the mentoring now available to you</i>	58%	15	37%	26
The quality of mentoring you've received	82%	6	n/a	n/a
	Effective	Ineffective	Excellent/good	Poor/very poor
Providing mentoring for junior faculty	49%	19	n/a	n/a
Providing formal mentoring	n/a	n/a	12%	56
Providing informal mentoring or help from other faculty	n/a	n/a	35%	30
	Agree	Disagree	Agree	Disagree
Junior (<i>2001: young</i>) faculty in my department find good role models	63%	16	53%	30
	Very important		Very important	
Among those who have/had mentors: importance of mentoring in making experience at UCSF positive	50%		64%	

F. Gender equality

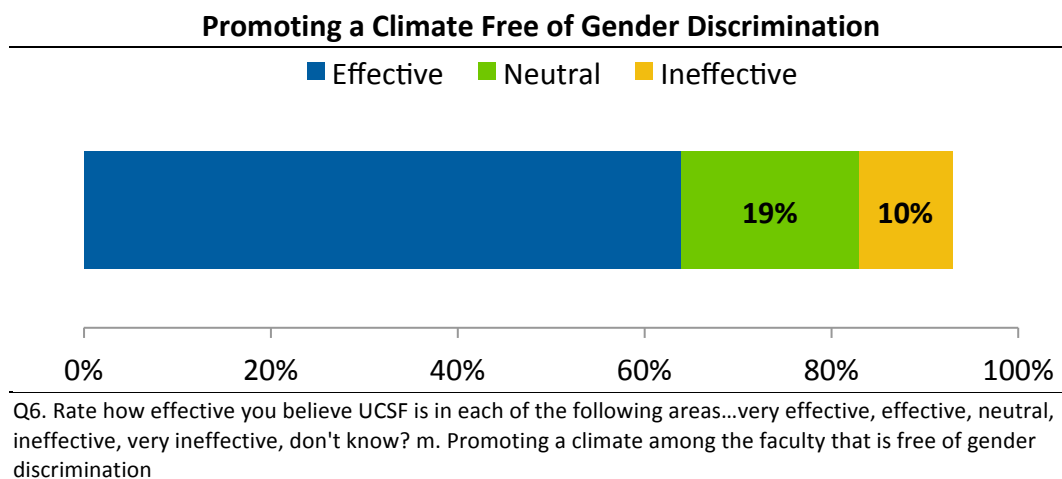
UCSF has made great strides over the last ten years in improving perceptions among its faculty, particularly its female faculty members, about the climate for women on campus. At the same time, there continue to be areas, such as salary and opportunities for leadership, where significant percentages of women believe that men routinely receive preferential treatment.

1. Climate

UCSF receives relatively high marks for creating a climate that is free of gender discrimination and positive for both women and men.

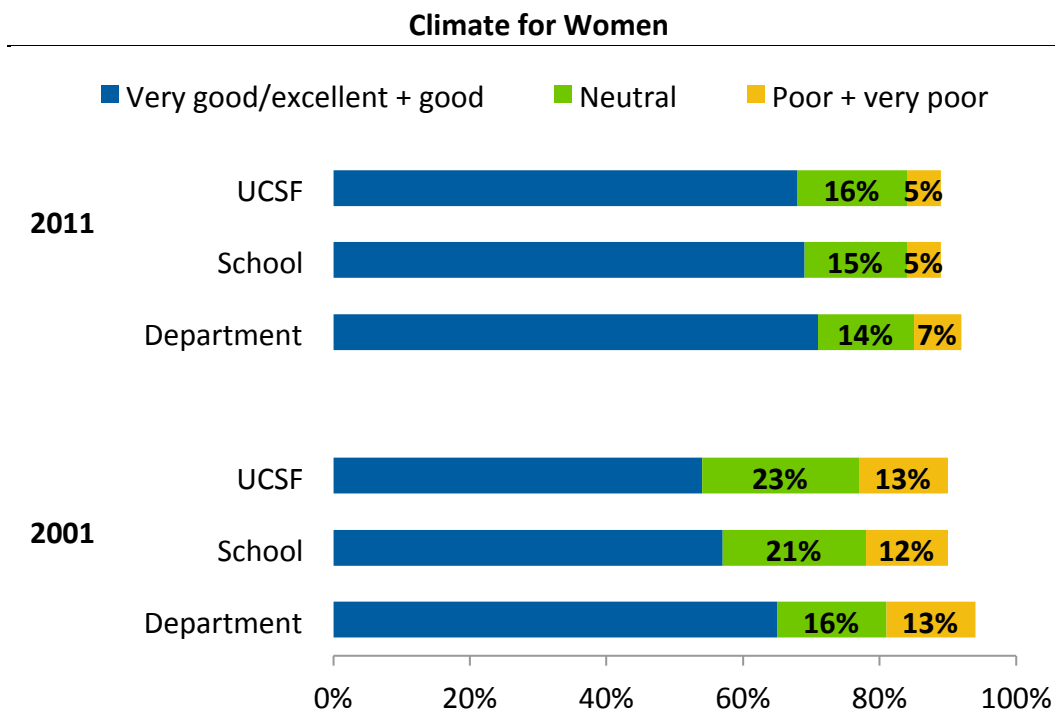
UCSF efforts: Nearly two thirds (64%) say that UCSF is effective (39%) or very effective (25%) at promoting a climate among the faculty that is free of gender discrimination. Only one in ten says that UCSF is ineffective (seven percent) or very ineffective (three percent) in this area. The remainder either offer a neutral rating (19%) or do not offer a view (seven percent).

In 2001, we asked a slightly different question, and at that time 56% reported that UCSF was doing an excellent or good job “providing a climate among the faculty that is free of sex discrimination” while thirteen percent gave ratings of poor or very poor.



Climate for women: Looking at the climate for women specifically, majorities of the faculty say it is good or very good in UCSF as a whole, in their schools, and in their departments. Positive assessments have grown and negative assessments dropped at every level since 2001.

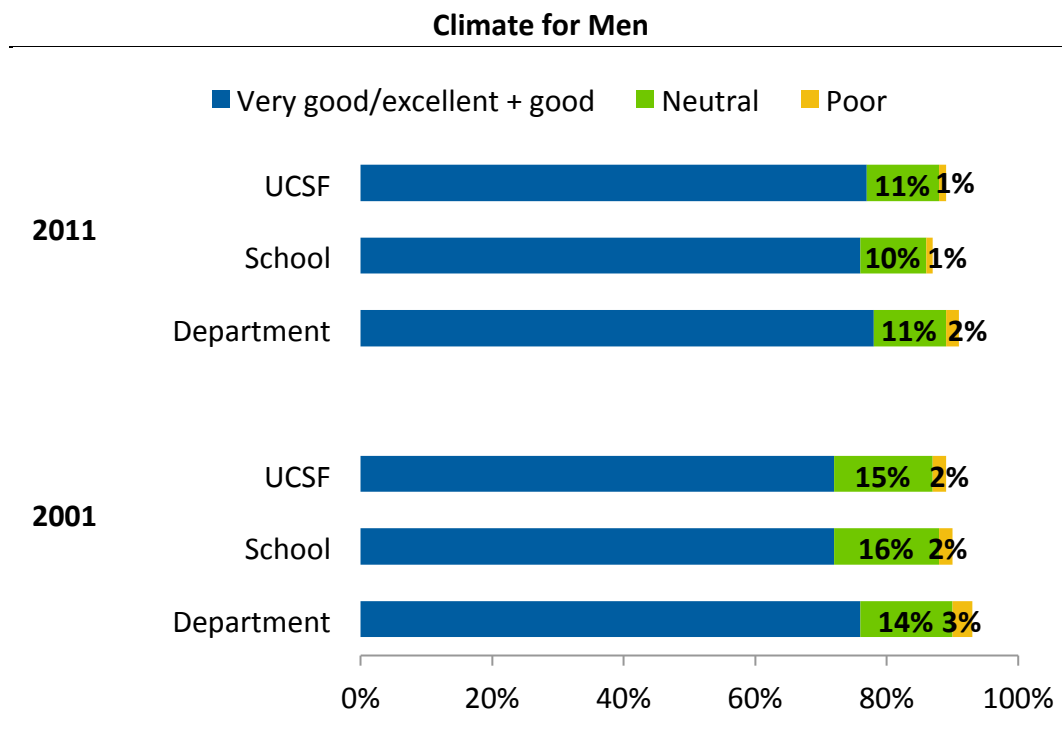
- At UCSF in general, 68% of the faculty as a whole say the climate is very good (27%) or good (41%), while only five percent describe it as poor (four percent) or very poor (one percent). Positive ratings have increased by 14 percentage points since 2001, while negative ratings have dropped by eight points.
- In their schools, 69% say the climate is very good (31%) or good (38%), while only five percent describe it as poor (four percent) or very poor (one percent). Positive ratings have increased by 12 percentage points while negative ratings have decreased by seven.
- In their departments, 71% describe the climate for women as very good (38%) or good (33%), while seven percent offer poor (five percent) or very poor (two percent) opinions. Positive ratings have climbed by six points and negative views have dropped by six.



Q7. How would you describe the climate overall for WOMEN...very good (2001: *excellent*), good, neutral, poor, very poor, don't know? a. at UCSF in general; b. In your school; c. In your department

Climate for men: As in 2001, the faculty offers very positive assessments of conditions for men. This year three quarters give positive ratings and two percent or fewer give negative assessments of the climate for men at each level of the school's structure.

- At UCSF in general, 77% say the climate for men is good (36%) or very good (41%). In 2001, 72% said the climate was excellent or good.
- In their schools, 76% say the climate is good (35%) or very good (41%). In 2001, 72% gave positive ratings.
- In their departments, 78% say the climate is good (35%) or very good (43%), while 76% said it was excellent or good in 2001.



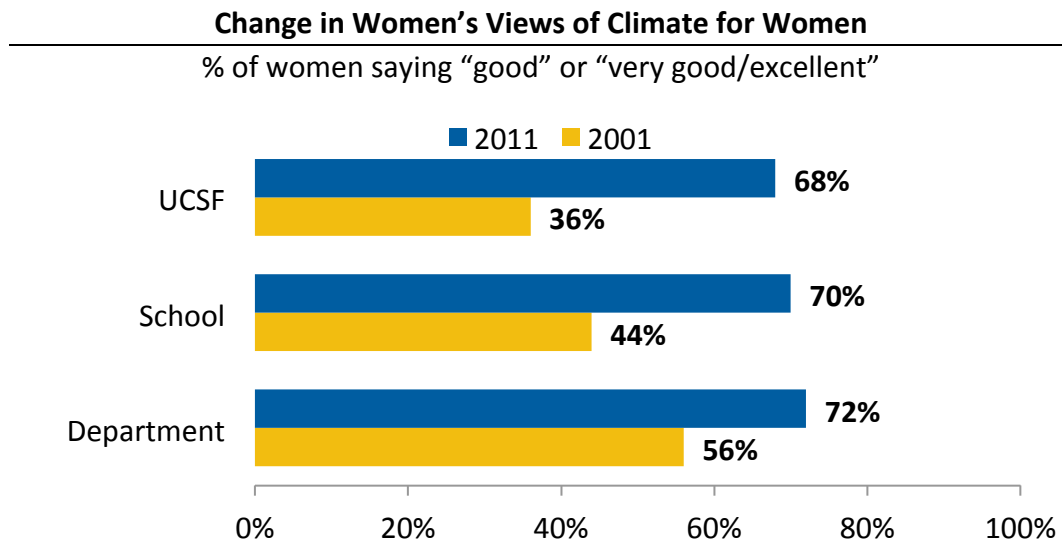
Q8. How would you describe the climate overall for MEN...very good (2001: *excellent*), good, neutral, poor, very poor, don't know? a. at UCSF in general; b. In your school; c. In your department

Differences between men and women: Both men and women have positive impressions of the climate for women and UCSF's efforts to prevent gender discrimination, although men's views are more positive than women's.

- Women are less likely than men to say UCSF is effective in promoting a climate free of discrimination, but even among women, more than twice as many offer positive evaluations (56%) than negative ones (17%). Among men, 72% call UCSF effective and only four percent ineffective (see Table 46).
- Roughly equal numbers of men and women give positive assessments of the climate for women at each level, but men are more likely than women to say the climate at the UCSF and school level is **very** good. Women are also more likely than men to say that the climate at every level is poor or very poor – but even among women negative ratings are rare, with only one in ten women offering a poor assessment of the climate at each level (see Tables 47-49).

Women's views 2001 and today: As the chart on the next page shows, female faculty members' impressions of the climate for women are very positive today, and were less so in 2001.

- Among women in 2001, 36% rated **UCSF** in general positively for its climate toward women; this has nearly doubled and is now 68%. In 2001, 26% of women offered negative views of the climate for women at UCSF, compared to only nine percent today.
- Only 44% of women gave their **schools** positive ratings in 2001. Seven in ten (70%) now rate the climate positively, while negative evaluations have dropped from 21% to just eight percent today.
- Just over half of women (56%) gave their **departments** positive ratings for the climate for women in 2001, while now 72% do.



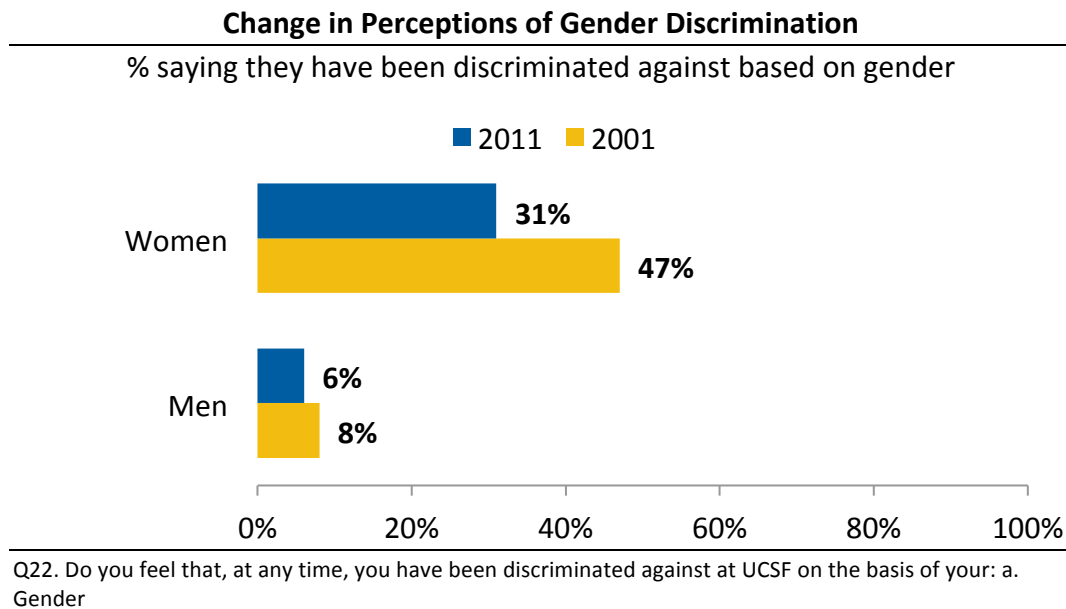
Q7. How would you describe the climate overall for WOMEN...very good (2001: *excellent*), good, neutral, poor, very poor, don't know? a. at UCSF in general; b. In your school; c. In your department

Other differences among the faculty: Higher-ranking professors and those in the Tenure Track series have highly positive impressions of the climate across the board, while those in the Adjunct series tend to be less complimentary. In addition, we find the following differences by school (see Tables 46-49).

- Pharmacy and Dentistry faculty both have more positive impressions of UCSF's efforts to promote a climate free of discrimination;
- Pharmacy faculty are highly likely to say that the climate for women is positive at every level; and
- Nursing faculty offer very positive assessments of their school and departments compared to other faculty but less positive ratings of UCSF as a whole.

2. Perceptions of discrimination and inequity based on gender

Personal experience of discrimination: Nearly one in five faculty members (17%) feel that they have been discriminated against at UCSF on the basis of their gender. Three in ten women (31%) say they have experienced gender discrimination, which represents a substantial drop from 2001, when nearly half (47%) said they had. The number of men who say they have been discriminated against based on their gender has stayed roughly constant, from eight percent in 2001 to six percent today (see Table 53).



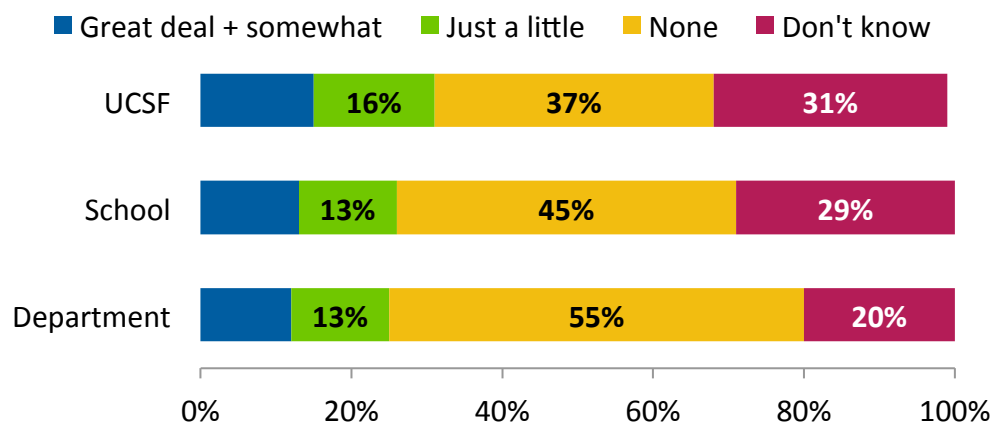
In another sign of progress, those who came to UCSF within the last five years are less likely to report gender discrimination in their time at the school (14%) than those who have been at UCSF for 10 years or more (22%).

Inequity for women: In evaluating the presence of inequity for women, pluralities say there is no unequal treatment for women at the university or school level and a majority says there is no unequal treatment for women in their departments. In each case, another two to three in ten do not know whether there is unequal treatment, and no more than three in ten affirmatively say that there is even a little inequity.

- At UCSF in general, only two percent say that there is a great deal of inequity or unequal treatment for women, and another 13% say there is somewhat. Another 16% say there is just a little. Nearly four in ten (37%) say there is none, while 31% do not know or do not answer.

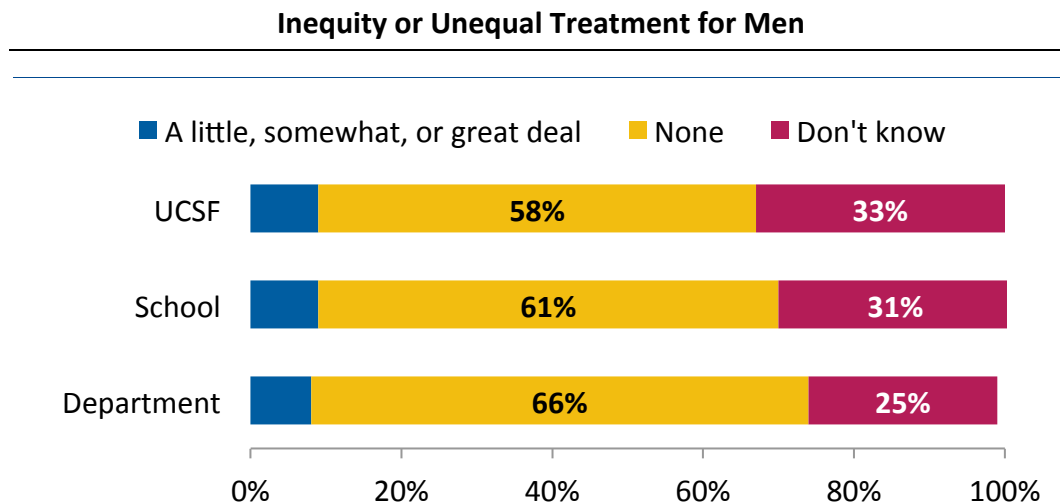
- At the **school** level, the numbers are very similar. Two percent say there is a great deal of inequity for women, 11% somewhat, 13% just a little, and 45% say there is none. Three in ten (29%) do not know.
- In the **departments**, three percent say there is a great deal of inequity for women, nine percent somewhat, 13% just a little, and 55% none. Two in ten (20%) do not offer an opinion.

Inequity or Unequal Treatment for Women



Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general; b. In your school; c. In your department

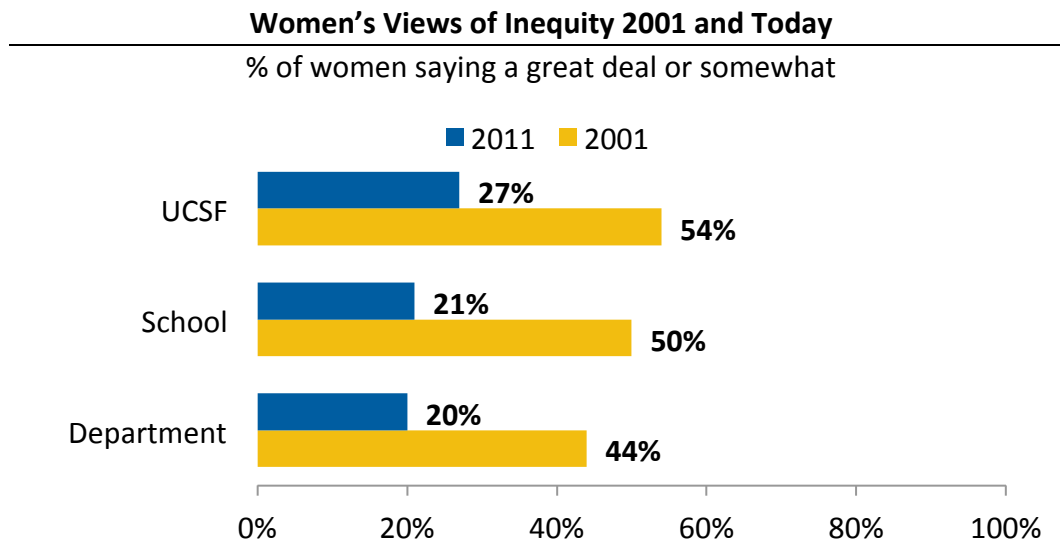
Inequity for men: Even fewer see inequity or unequal treatment for men. Fewer than ten percent of the faculty see any inequity for men at any level, while six in ten or more say there is none and a quarter to a third do not know.



Q17. Is there inequity or unequal treatment for MEN...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general; b. In your school; c. In your department

Differences between men and women: Women are more likely than men to perceive unequal treatment for women at every level (see Tables 54-56). While half or more men say that there is no inequity or unequal treatment for women at UCSF (48%), their schools (54%), and their departments (61%), far fewer women say the same at every level (UCSF: 24%, schools: 34%; departments: 48%). Majorities of both men and women say there is no inequity for men at each level.

Women's views 2001 and now: In 2001, rather than asking about inequity for women or men, our survey asked about "gender inequity." At that time, a majority of women (54%) said UCSF generally had a great deal or some inequity, half (50%) said the same for their school, and 42% said so of their department. At this time, fewer than three in ten see a great deal or some inequity for women at each level.



Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general; b. In your school; c. In your department (2001: Is there gender inequity...a great deal, somewhat, just a little, none, don't know a. In your department; b. In your school; c. At UCSF generally?)

Other differences among the faculty: As rank rises, the number saying that there is no unequal treatment. However, those of lower ranks are more likely to say they do not know, and are not especially likely to say there is inequity. In addition, school plays a big role in attitudes about inequity just as it does regarding the climate for women (see Tables 54-56).

- School of Nursing faculty are more critical than those in other schools of UCSF in general but are very positive about their school and departments.
- School of Pharmacy faculty members are less likely to see inequity in their school and departments than the School of Dentistry and School of Medicine faculties.

3. Manifestations of inequity and discrimination

On the level of specific areas where discrimination or inequity could manifest itself, pluralities or slim majorities of the faculty as a whole believe that there is no preferential treatment for either gender in a wide array of categories, and another quarter to a third does not know if men or women are likely to be preferred. Those who do think there is preferential treatment are generally more likely to believe that men are preferred, except when in the area of flexibility for dealing with family needs, where the impression is more likely to be that women are preferred. The areas the faculty is most likely to see preferential treatment for men include salary, decision making, and opportunities for leadership.

In most of the areas for which we tracked attitudes from 2001, the findings show that fewer now see preferences for men in most areas, but the faculty is just as likely to believe men are preferred when it comes to salary as they were in 2001.

Attitudes toward the specific areas we examined are as follows:

- Four in ten (37%) believe there is no preferential treatment in **salary and compensation**, while 32% believe men are preferred and two percent women. In 2001, 32% believed men were preferred in “salary and compensation package.”
- Forty-six percent say there is no preference regarding **inclusion in important decision making**, a quarter (25%) believe men are preferred and 3% believe women are. In 2001, 36% believed men were preferred in “being included in decision-making.”
- **Opportunities to assume leadership positions** are seen by 45% as an area without preference, while five percent say women are preferred and 24% say men are. In 2001, 39% saw preferences for men
- Forty-four percent say neither gender is preferred in **promotion**, while 22% say men are – this was 31% in 2001 – and six percent say women are.
- Half (48%) say there is no preference in **allocation of space and resources**. Two in ten (21%) say men are preferred, and three percent say women are. Three in ten (29%) said men were preferred in 2001.
- Half (49%) say there is no preference in **assignments to important committees**, five percent say women are preferred and 17% say men are. A quarter (26%) believed there were preferences for men in 2001.

- Half (48%) say neither gender is preferred when it comes to **desirable work assignments**. Sixteen percent say men receive preferential treatment, compared to 22% in 2001, and four percent say women are preferred.
- Forty-seven percent see no preference in **hiring** while 15% say that men are preferred (26% saw preference for men in 2001) and nine percent say that women are.
- Half say that there is no preference in **nomination for awards** (52%) and **conferring of awards** (53%), 10% believe men are preferred in each area, and about half that number see preferences for women (nomination: six percent, conferring: five percent). In 2001 we asked one question that combined these two areas, and at that time 17% believed men were preferred in nomination and conferring of awards, eight percent believed women were and 52% saw little preference.
- Faculty members are more likely to believe that women (24%) than men (four percent) receive preferences regarding the **flexibility to meet personal or family needs**, while 44% believe there is no preference. In 2001, 30% believed women were preferred in flexibility for family needs.

Answers to an open-ended question about discrimination reveal a similar pattern. Respondents were asked – if they believe there is inequity or unequal treatment at UCSF – to report what form it takes. The answers are as follows:

- Unequal pay and distribution of resources (five percent);
- Discrimination in promotion and leadership opportunities (five percent);
- Exclusion from collaboration or social networks (two percent);
- Difficulties for those with families, particularly women (two percent);
- Inequality in hiring (one percent);
- Unequal workloads (one percent); and
- Lack of accommodation for those with health problems (one percent).

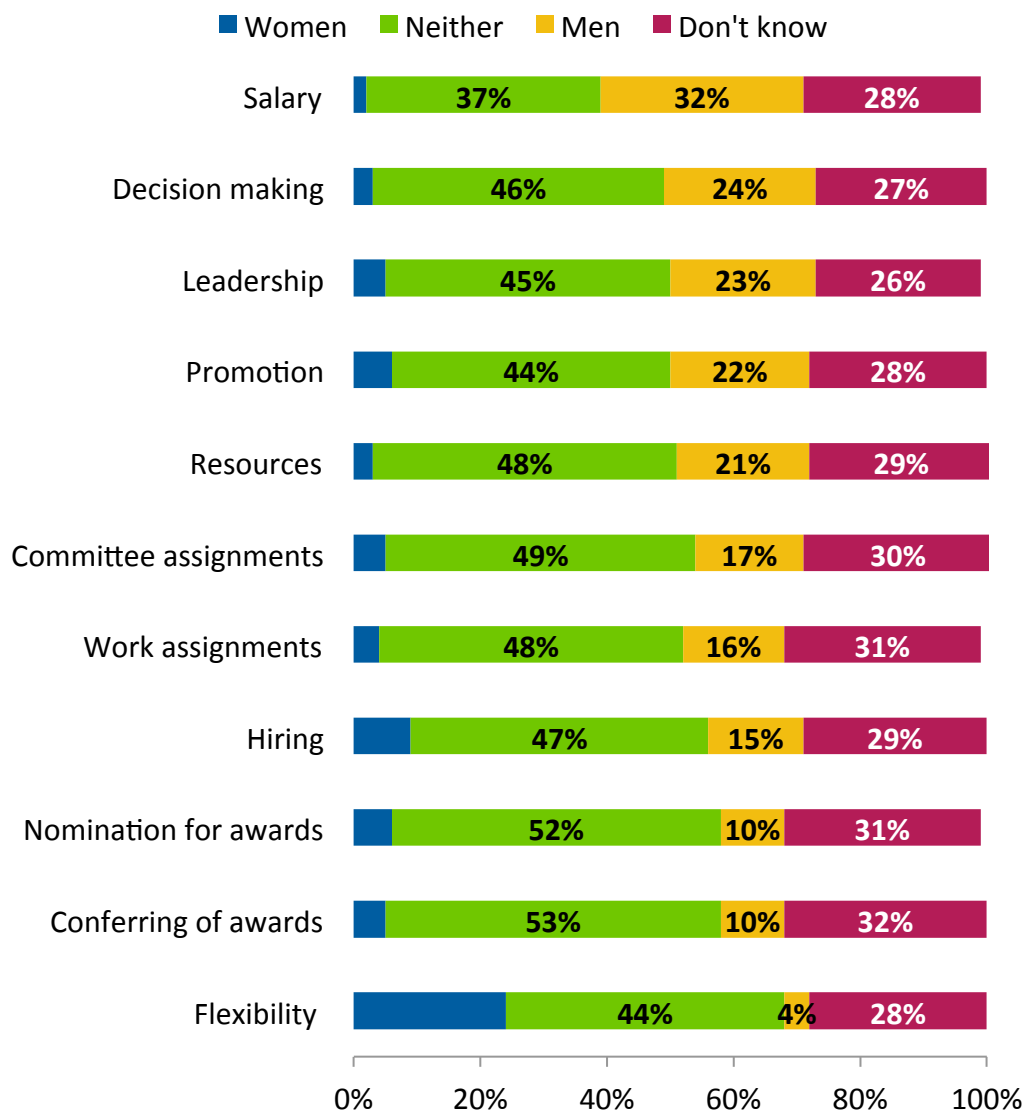
These statements reflect common concerns reported in the open-ended question:

“ Most of the top salaries are still among men. The male-dominated specialties tend to be the higher paying.

Although we now have a woman Chancellor which is great, you can't point to as many leadership positions for women faculty as men.

”

Who is Perceived as Getting Preferential Treatment at UCSF



Q14. 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? a. Salary and compensation; g. Inclusion in important decision making; k. Opportunities to assume leadership positions; c. Promotion; h. Allocation of space and resources; f. Assignments to important committees; d. Desirable work assignments; b. Hiring; i. Nomination for awards; j. Conferring of awards; e. Flexibility to meet personal or family needs

Differences between men and women: As we found in 2001, men and women on the faculty hold different perceptions of the existence of preferential treatment based on gender (see Tables 60-70).

Men are unlikely to perceive inequity at all, and unlikely to believe that men benefit from any inequity that does exist.

- Majorities of men say that there is no preferential treatment in nearly every area.
- Men are more likely to believe women receive preferential treatment in family flexibility, hiring, award nominations, and conferring of awards than to believe men do. Equal numbers say women and men receive preferential treatment in work and committee assignments, promotion, and leadership opportunities.
- There are only two areas where (by narrow margins) men are more likely to believe their own gender is preferred: salary and inclusion in decision making.

In contrast, while many women say there is no preferential treatment in a number of areas, pluralities or majorities see men as receiving preference in key functions such as salary and leadership.

- A majority of women (55%) believes that men receive preferential treatment in salary, and pluralities of women believe that men are preferred regarding inclusion in decision-making, leadership opportunities, allocation of resources, and promotion.
- Pluralities of women see no preferential treatment in work and committee assignments, hiring, and awards, but substantial minorities of two to three in ten believe men are preferred in these areas.
- A plurality of women also believes there is no preferential treatment in flexibility for personal and family needs, but those who see preferential treatment are more likely to believe it is accorded to women than to men.

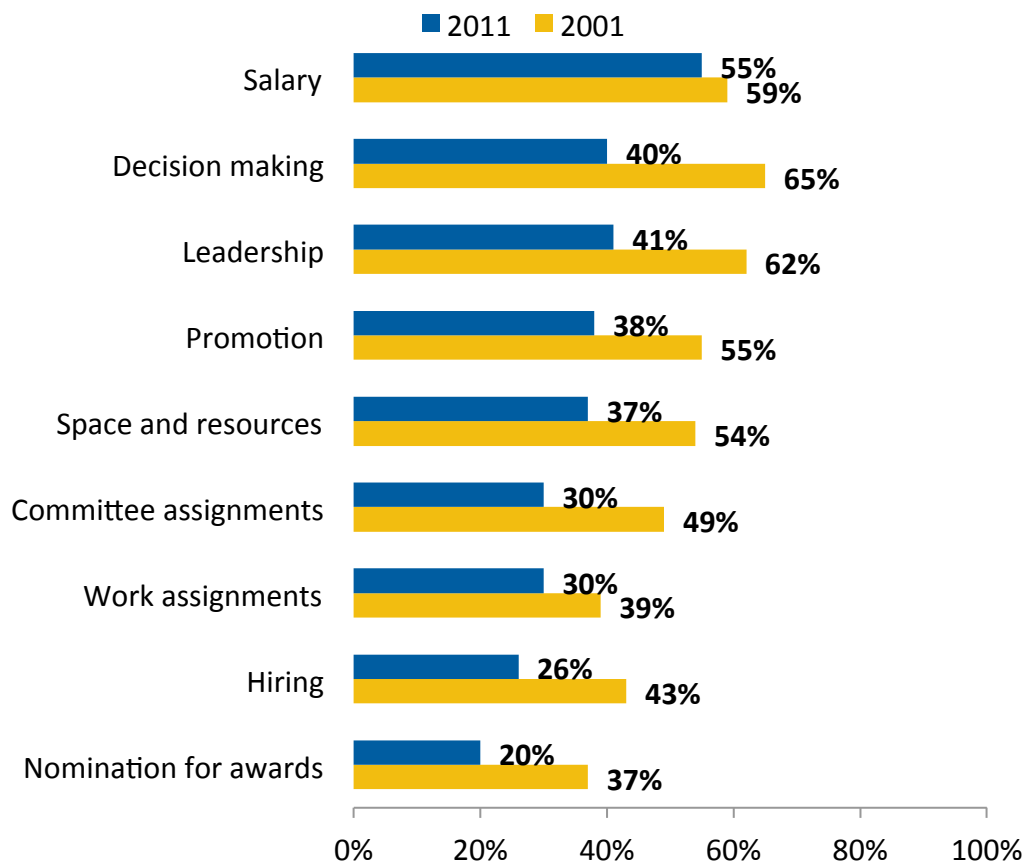
Who Receives Preferential Treatment: Views Among Women and Men

	Views among women			Views among men		
	Men receive	Women receive	Difference	Men receive	Women receive	Difference
Salary and compensation	55%	1	+54	12%	4	+8
Inclusion in important decision making	40%	1	+39	12%	4	+8
Opportunities to assume leadership positions	41%	1	+40	10%	9	+1
Allocation of space and resources	37%	1	+36	7%	4	+3
Assignments to important committees	30%	1	+29	6%	8	-2
Promotion	38%	1	+37	9%	9	0
Desirable work assignments	30%	1	+29	6%	7	-1
Hiring	26%	3	+23	6%	14	-8
Nomination for awards	20%	2	+18	3%	11	-8
Conferring of awards	19%	2	+17	3%	8	-5
Flexibility to meet personal or family needs	6%	17	-11	3%	30	-27

Women's views 2001 and now: In most areas, female faculty members are much less likely than they were in 2001 to believe men receive preferential treatment. In 2001, pluralities or majorities of women believed that men received preferential treatment in all areas examined, with the exception of flexibility to meet family needs.

Women's Perception of Preferential Treatment 2001 and today

% of women saying men receive preferential treatment



Q14. 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? 2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, Women some of the time, Little preferential treatment of either, men some of the time, men most of the time, don't know a. Salary and compensation (2001: Salary and compensation package); g. Inclusion in important decision making (2001: Being included in decision making); k. Opportunities to assume leadership positions; c. Promotion; h. Allocation of space and resources; f. Assignments to important committees; d. Desirable work assignments; b. Hiring; i. Nomination for awards (2001: Nomination and conferring of awards);

Other differences among the faculty: In general, higher ranking professors and those in the Tenure Track and Clinical X series are highly likely to say that there is no preferential treatment in each area, while Assistant and Associate faculty, as well as Adjuncts and those in the HS Clinical series are more likely than others to say they do not know (Tables 60-70).

4. Perception of limits to women's participation

A series of agree/disagree statements about the lack of opportunities for women also demonstrates that faculty members are unlikely today to see major limitations for women at UCSF. Few on the UCSF faculty believe that women are excluded altogether from formal meetings or important social events or that women are only included on committees as tokens. Furthermore, although one in five believes men receive preferential treatment in promotion, only half that number says that women are altogether limited in opportunities for promotion by a "glass ceiling." Half or more disagree and fewer than two in ten agree that:

- Women at UCSF do not have the same opportunities to participate in formal meetings where important business is transacted as other faculty do (48% disagree, 16% agree);
- Women at UCSF are often assigned to committees only as a token gesture (51% disagree, 11% agree);
- Women at UCSF do not have the same opportunities to participate in social events where important information is exchanged as other faculty do (49% disagree, 10% agree); and that
- A glass ceiling for promotion of women exists in their departments (60% disagree, nine percent agree).

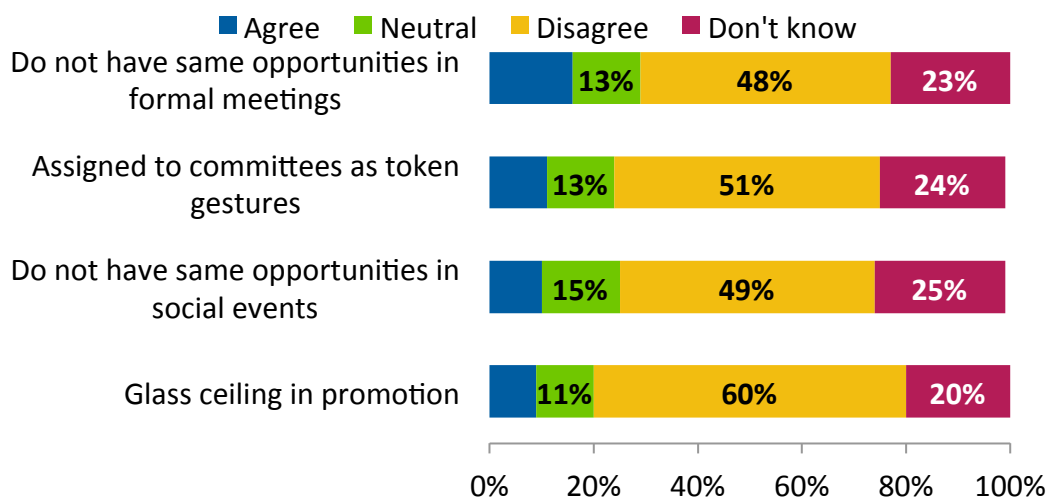
For each statement, between two in ten and a quarter does not offer an opinion.

In 2001, the questions were worded slightly differently but we found roughly similar results, with more disagreement than agreement about each concern.

- Nearly half (47%) disagreed that women faculty members are often left out of, or cannot participate in, formal meetings where important business is transacted (22% agreed).
- Half (50%) disagreed that women faculty members are often assigned to committees at UCSF only as a token gesture (16% agreed).

- Half (47%) disagreed that women faculty members are often left out of, or cannot participate in, informal social events where important information is transacted (18% agreed);
- A majority (58%) disagreed with the same question asked this year about a glass ceiling for women while 14% agreed.

Perception of limits to women's participation



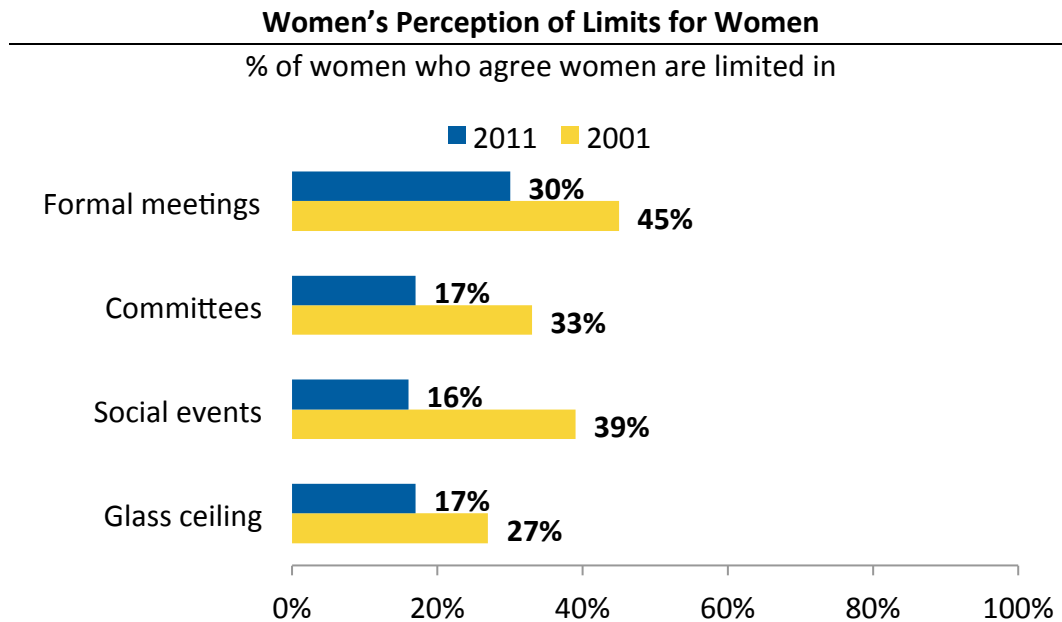
Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? b. WOMEN at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do; f. WOMEN at UCSF are often assigned to committees only as a token gesture; d. WOMEN at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do; i. A glass ceiling for promotion of WOMEN exists in my department

Differences between men and women: In every case, pluralities of women also disagree that women face these obstacles at UCSF. However, they are more likely than men to agree that these are concerns, particularly regarding formal meetings, where 30% of women agree that women do not have the same opportunities to participate as other faculty do (see Tables 72-75).

Perception of Limits to Women's Participation

	Total % Agree		Total % Disagree	
	Women	Men	Women	Men
Women at UCSF do not have the same opportunities to participate in formal meetings where important business is transacted as other faculty do	30%	6%	45%	58%
Women at UCSF are often assigned to committees only as a token gesture	17%	7%	43%	59%
Women at UCSF do not have the same opportunities to participate in social events where important information is exchanged as other faculty do	16%	5%	39%	59%
A glass ceiling for promotion of women exists in my department	17%	4%	53%	66%

Women's views 2001 and today: In 2001, pluralities of women agreed that women did not have the same opportunities for formal and informal participation. At that time, women were divided about whether women were assigned to committees as tokens. This year, we find much less concern about these issues among women.



Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? b. WOMEN at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do. (2001: Women faculty members are often left out of, or cannot participate in, formal meetings where important business is transacted) f. WOMEN at UCSF are often assigned to committees only as a token gesture. (2001: Women faculty members are often assigned to committees at UCSF only as a token gesture) d. WOMEN at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do. (2001: Women faculty members are often left out of, or cannot participate in, informal social events where important information is transacted) i. A glass ceiling for promotion of WOMEN exists in my department

Other differences among the faculty (see Tables 72-75):

- Dental and Pharmacy faculty are more likely to disagree with each statement, as are Tenure Track and Full Professors.
- Agreement with each is slightly higher among those who have been at UCSF for ten years or more.

5. Summary of attitudes 2001 and today

Faculty views of the climate for women are generally more positive than they were 10 years ago. The table below illustrates some of the key questions from 2001 and today.

Gender Equality				
	2011		2001	
	Effective	Ineffective	Excellent/good	Poor/Very poor
Promoting (2001: providing) a climate among the faculty that is free of gender (2001: sex) discrimination	64%	10	56%	13
	Very good/good	Poor/very poor	Excellent/good	Poor/very poor
How would you describe the climate overall for women at UCSF in general?	68%	5	54%	13
	Percent of women reporting discrimination		Percent of women reporting discrimination	
Percent of women who report being discriminated against on the basis of gender	31%		47%	
	A great deal/somewhat	None	A great deal/somewhat	None
Is there inequity or unequal treatment for women at UCSF in general? 2001: Is there gender inequity at UCSF generally?	15%	37	39%	15
	Men receive preference	No preferential treatment	Men receive preference	Little preferential treatment
Salary and compensation (2001: ...package)	32%	37	32%	42
Inclusion in important decision making 2001: being included in decision-making	25%	46	36%	44
Opportunities to assume leadership positions	24%	45	39%	39
Promotion	22%	44	31%	43

G. Racial equality

According to faculty members, including underrepresented minorities, UCSF is doing well on promoting a positive racial climate and preventing unequal treatment. They say that the racial climate is good at all levels of the university, they see little to no unequal treatment either in general or in specific areas of their work environment, and very few report being discriminated against based on their race or ethnicity.

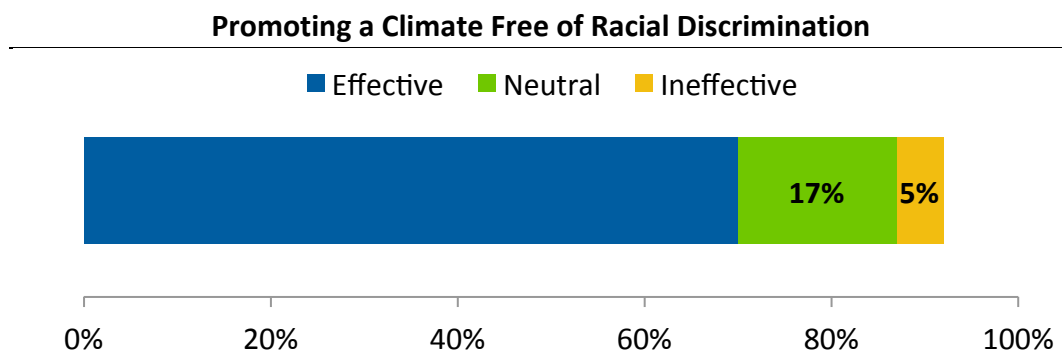
There are small differences by race and ethnicity among the faculty members. Whites are less likely to report any views on many of these questions. Those faculty members who are members of underrepresented minorities (African American, Hispanic, or Native American) are somewhat more likely to see unequal treatment and bias, though even among this group the percentages who have complaints are small.

This is not an area that the 2001 survey investigated in much depth, so we cannot speak to how attitudes and perceptions may have changed over the last ten years.

1. Climate

UCSF efforts: A broad majority of faculty members say that UCSF effectively promotes a climate free of racial or ethnic discrimination (70% total effective, including 28% very effective), with only five percent saying it is ineffective.

In 2001, in response to a slightly different question, 62% said UCSF did an excellent (18%) or good (44%) job at providing a climate among the faculty that is free of racial discrimination, while only nine percent described efforts in this area as poor or very poor.

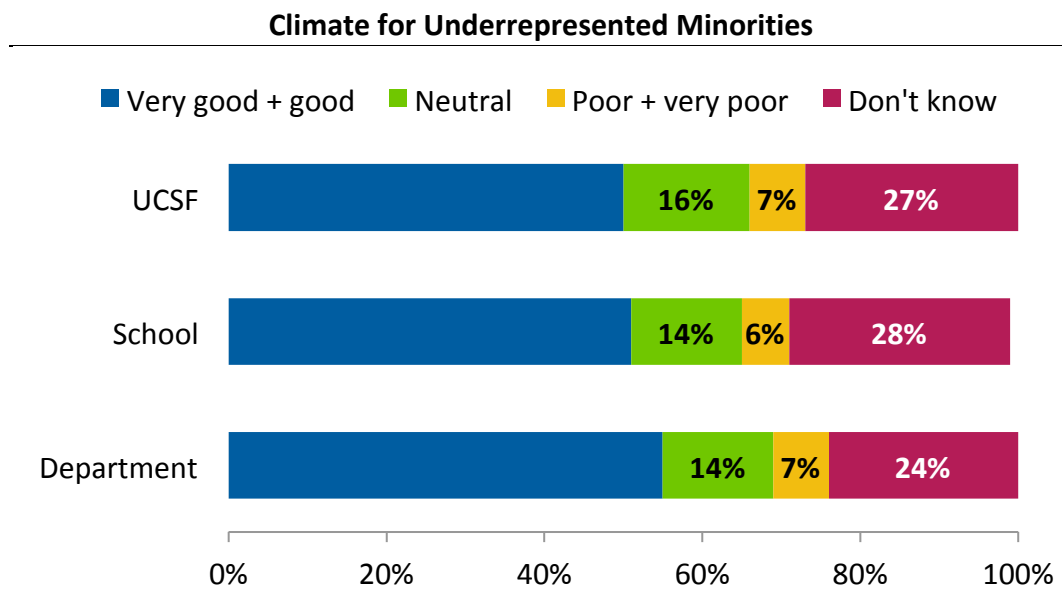


Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? n. Promoting a climate among the faculty that is free of racial or ethnic discrimination.

Climate for underrepresented minorities: Majorities of the faculty as a whole also say that the climate overall for underrepresented minorities is good at each level of administration and few say that the climate is poor, although about a quarter does not know enough to offer an opinion.

- At UCSF in general 50% say the climate is very good (20%) or good (30%) while only seven percent say it is poor or very poor.
- At the school level, 51% describe the climate as very good (21%) or good (30%), compared to six percent poor or very poor.
- At the department level, 55% say the climate is very good (24%) or good (31%), while seven percent say it is poor or very poor.

About a quarter of the faculty does not offer a view about the climate at each level.

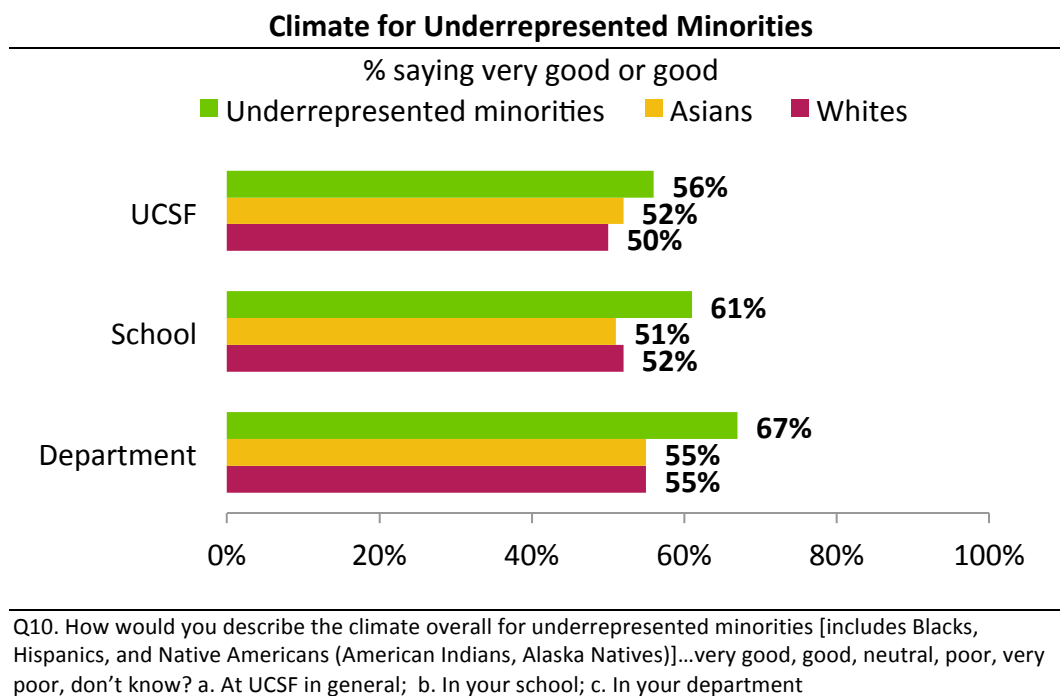


Q10. How would you describe the climate overall for underrepresented minorities [includes Blacks, Hispanics, and Native Americans]...very good, good, neutral, poor, very poor, don't know? a. at UCSF in general; b. In your school; c. In your department

Differences by race: There is little difference in attitude by race and ethnicity on UCSF's efforts to promote a climate free of discrimination, with about three in ten of each group describing efforts as very effective (see Table 76):

- Whites (28% very effective);
- Asians (31%); and
- Underrepresented minorities (27%).

Those who identify as members of underrepresented minority groups are more likely than whites or Asians to say there is a positive climate for underrepresented minorities at the school and department level, as the chart below illustrates (Tables 77-79).



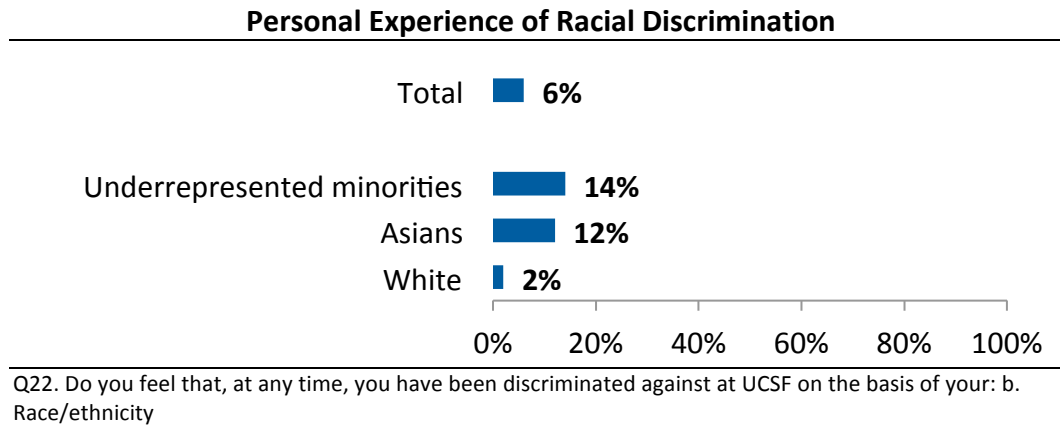
Other differences among the faculty: In addition to racial differences, the following groups are more likely to say UCSF is very effective at promoting a positive climate and to say the climate is very good at each level (see Tables 76-79)

- Tenure Track faculty; and
- Full Professors Steps 6+.

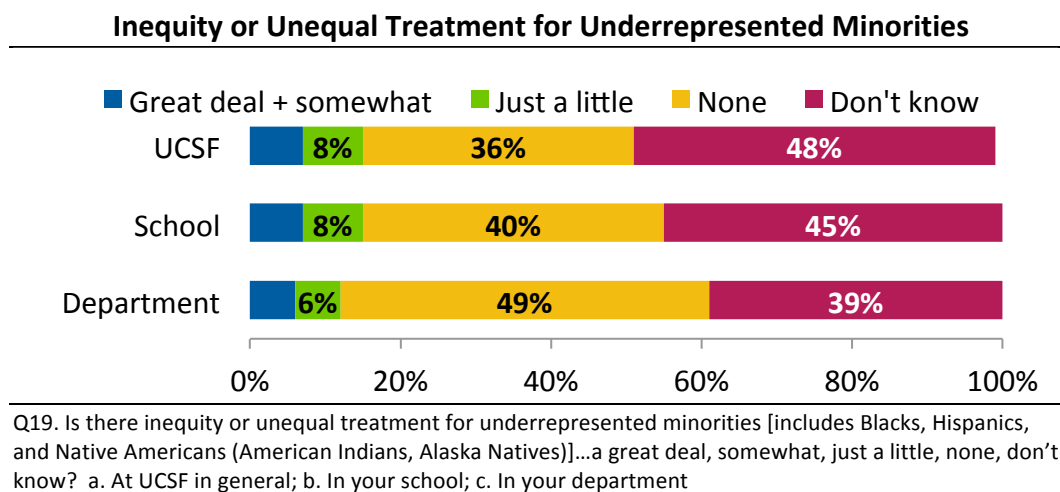
At the school and department level, those in the Nursing, Pharmacy, and Dental schools are nearly twice as likely as those in the Medical school to say the climate is very good.

2. Perceptions of discrimination and inequity based on race

Personal experience of discrimination: Overall, only six percent of faculty members say they have been discriminated against because of their race or ethnicity; among Asians (12%) and members of underrepresented minorities (14%) the percentages are higher, though still low (see Table 53).

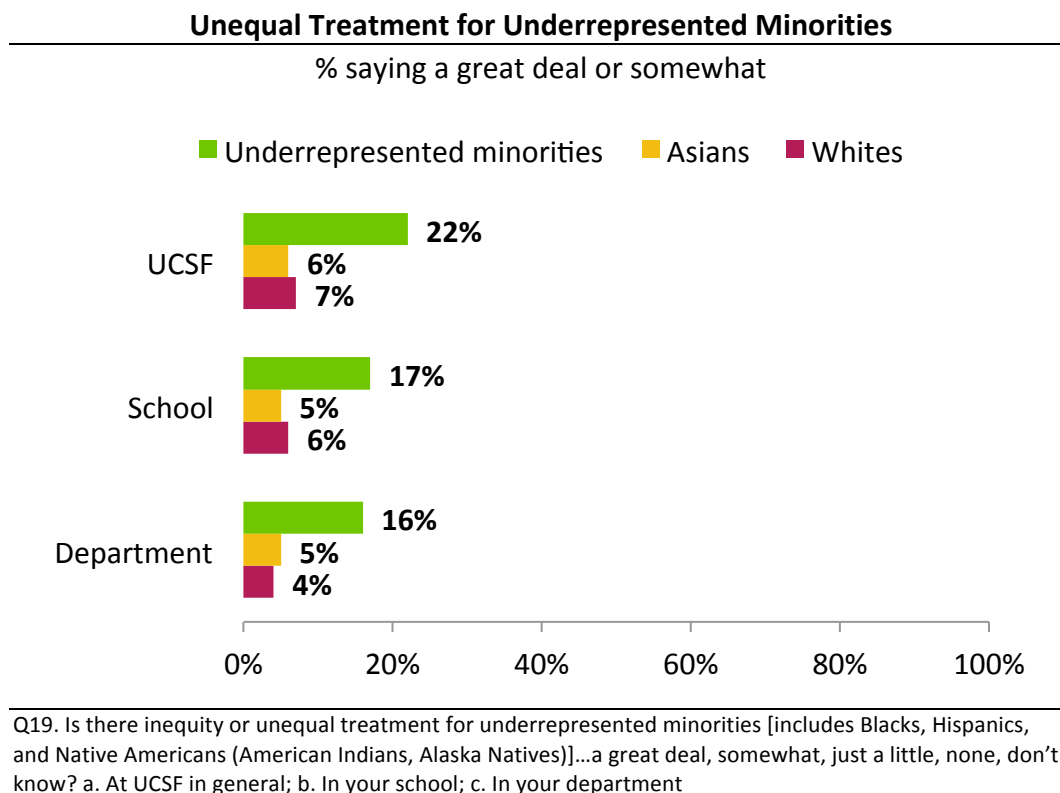


Inequity: Few faculty members say that they see unequal treatment for underrepresented minorities across the university. At UCSF in general, only seven percent of the faculty say there is a great deal or some unequal treatment; similar percentages say the same about their school (seven percent) and their department (six percent). As with the racial climate, many faculty, around four in ten, say they do not know if there is unequal treatment at each level.



Differences by race: There are some differences by race and ethnicity in perceptions of unequal treatment. Around two in ten underrepresented minorities say that there is some or a great deal of unequal treatment at each level. Asians and whites are less likely to say the same, and white faculty, in particular, are more likely to say that they do not know.

Nonetheless, pluralities of faculty from underrepresented races and ethnicities say that there is just a little unequal treatment or none at all at each level (see Tables 80-82).



Other differences among the faculty (Tables 80-82):

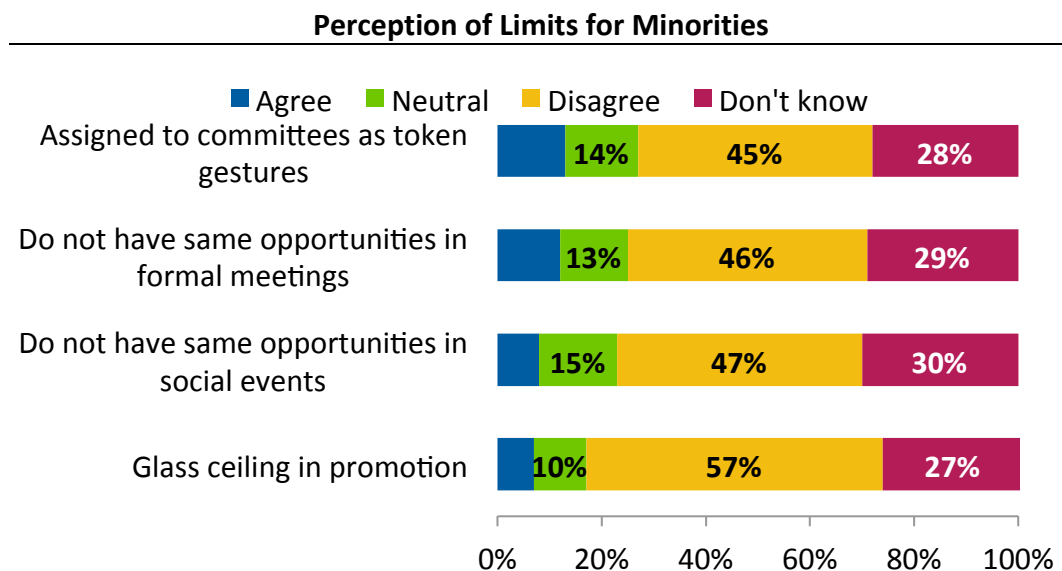
- School of Nursing faculty are more likely to report that there is at least somewhat unequal treatment each level;
- Tenure Track faculty are more likely to have strong opinions than others – more report that there is at least some at the UCSF and school level, but more also say that there is none at each level – while those in the other series are more likely to be unsure; and
- As rank rises, confidence grows that there is no unequal treatment.

3. Perception of limits to minority faculty members' participation

Faculty members report very little discrimination or bias in specific areas of their work experience. More than four in ten disagree that:

- Minorities at UCSF are often assigned to committees only as a token gesture (45% disagree);
- Minorities at UCSF do not have the same opportunities to participate in formal meetings where important business is transacted as other faculty do (46%);
- Minorities at UCSF do not have the same opportunities to participate in social events where important information is exchanged as other faculty do (47%); and that
- A glass ceiling for promotion of minorities exists in their departments (57%).

In each case, few agree, and a quarter to three in ten do not offer an opinion.



Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? g. MINORITIES at UCSF are often assigned to committees only as a token gesture. c. MINORITIES, including Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives) at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do. e. MINORITIES at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do. j. A glass ceiling for promotion of MINORITIES exists in my department

Differences by race: Members of underrepresented minorities are somewhat more likely to see bias – especially on opportunities to participate in formal meetings (25% agree) – but the differences between racial and ethnic groups are small (see Tables 83-86).

Perception of Limits on Minorities						
	Total % Agree			Total % Disagree		
	White	Asian	Other	White	Asian	Other
MINORITIES at UCSF are often assigned to committees only as a token gesture	11%	13%	19%	50%	42%	45%
MINORITIES, including Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives) at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do	9%	15%	25%	49%	49%	46%
MINORITIES at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do	7%	8%	13%	50%	51%	54%
A glass ceiling for promotion of MINORITIES exists in my department	4%	10%	18%	63%	55%	46%

Other differences among the faculty: The following groups are more likely to be confident that minority faculty do not face limits on their participation (Tables 83-86):

- Men;
- Those in Schools of Dentistry and Pharmacy;
- Tenure Track faculty; and
- Those of higher rank.

Other groups such as women, faculty in Nursing and Medicine, and lower-ranking faculty are generally more likely to say they are unsure rather than to agree that faculty are limited in these ways.

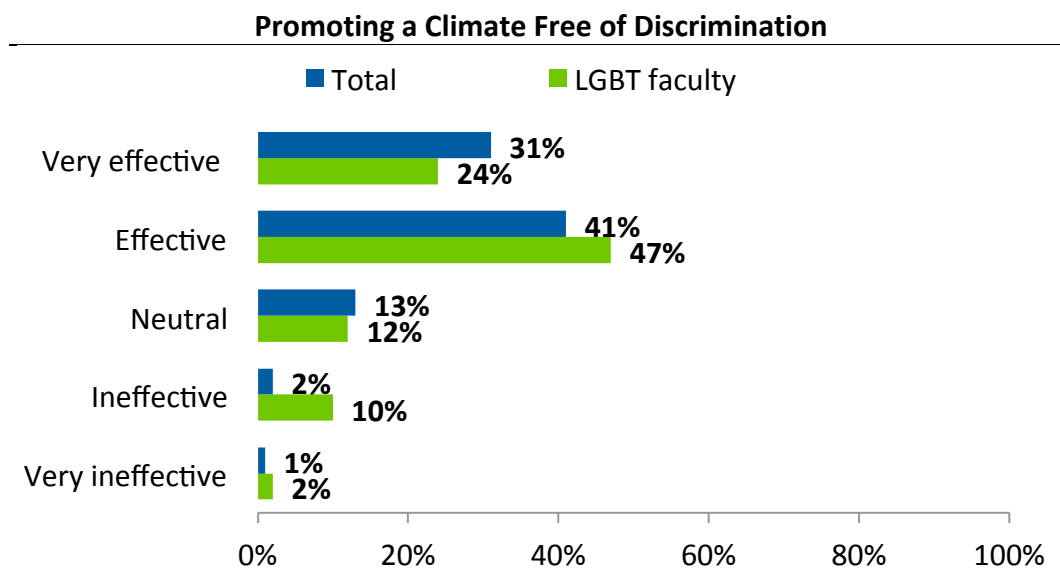
H. Equality for LGBT faculty

Members of the UCSF faculty, including those who are themselves LGBT (lesbian, gay, bisexual, and transgender) largely offer positive evaluations of the climate for LGBT faculty and UCSF's efforts to promote a climate free of discrimination in this area. This area was not explored in-depth in 2001, so our ability to report change is limited.

1. Climate

UCSF efforts: UCSF receives a positive evaluation for its efforts to discourage discrimination based on LGBT status. At this time, seven in ten faculty members say that UCSF is very effective (31%) or effective (41%) at promoting a climate among the faculty that is free of discrimination based on LGBT status, while only three percent say UCSF is very ineffective or ineffective in this area. Among LGBT faculty (see Table 87), the marks are very positive as well: Seven in ten say that UCSF is very effective (24%) or effective (47%) in this area, while only 12% say it is ineffective (10%) or very ineffective (two percent).

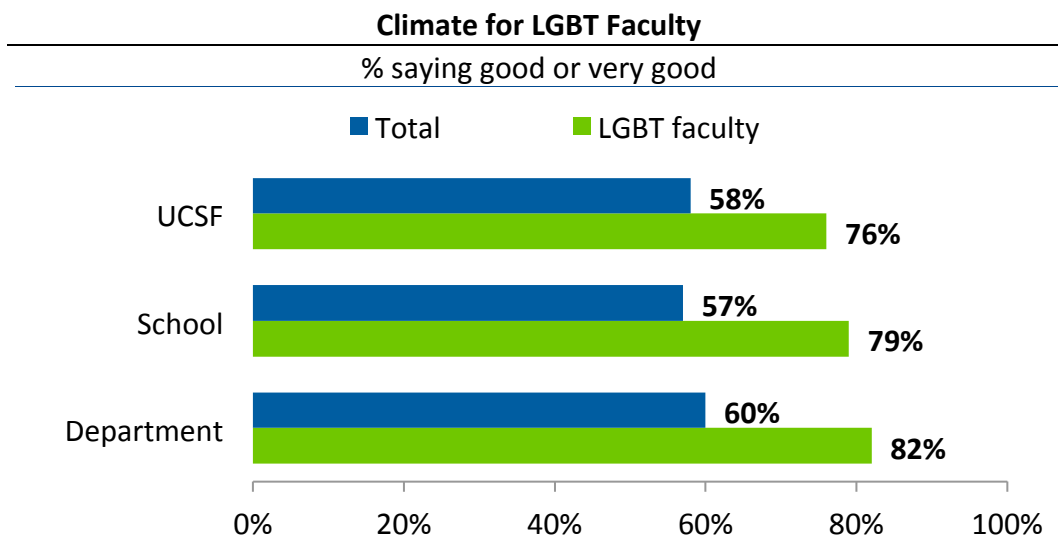
In 2001, UCSF also received high marks in this area: nearly two thirds said UCSF did an excellent (21%) or good job (43%) at "providing a climate among the faculty that is free of discrimination based on sexual orientation" while very few said it did a poor (four percent) or very poor job (one percent).



Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? o. Promoting a climate among the faculty that is free of discrimination based on sexual orientation.

Climate for LGBT faculty: Additionally, the faculty as a whole is enthusiastic about the climate for LGBT individuals across the university and the views of LGBT faculty are even more positive.

- Among the faculty overall, six in ten offer excellent or good ratings for the climate for LGBT individuals at UCSF (27% very good, 31% good – 58% total), in their schools (28%, 29% – 57% total), and in their departments (33%, 27% – 60% total). A third does not offer an opinion for each
- Among LGBT faculty, the ratings are higher at each level, including UCSF (33% very good, 46% good – 76% total), school (40%, 39% – 79% total), and department (56%, 26% – 82% total).



Q9. How would you describe the climate overall for LGBT [Lesbian, gay, bisexual, and transgendered] individuals...very good, good, neutral, poor, very poor, don't know? a. at UCSF in general; b. In your school; c. In your department

Other differences among the faculty: Other distinctions among the different groups in evaluating the climate for LGBT faculty and UCSF's efforts to promote a climate free of discrimination in this area include these (see Tables 87-90):

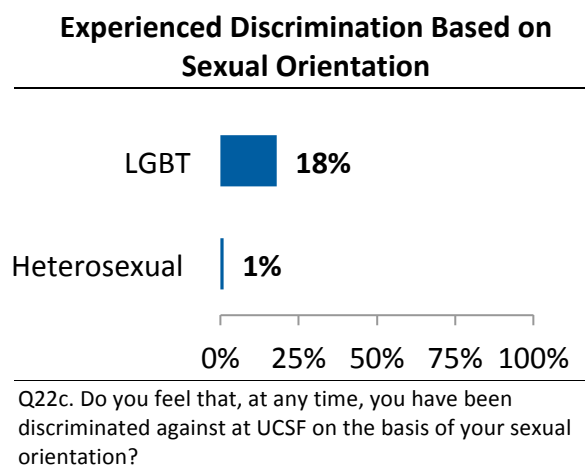
- Men are more likely than women to see the climate as very good at every level and to see UCSF's efforts at promoting a discrimination-free climate as very effective;

- Tenure Track and higher ranking faculty are more enthusiastic about the climate at all levels and about UCSF's efforts;
- Nursing faculty feel particularly strongly that the climate at their school is positive (52% very good, compared to 28% overall) as do Pharmacy faculty (41%). Nursing faculty are also particularly enthusiastic about the climate in their departments (57% very good, compared to 33%).

2. Perceptions of discrimination and inequity based on LGBT status

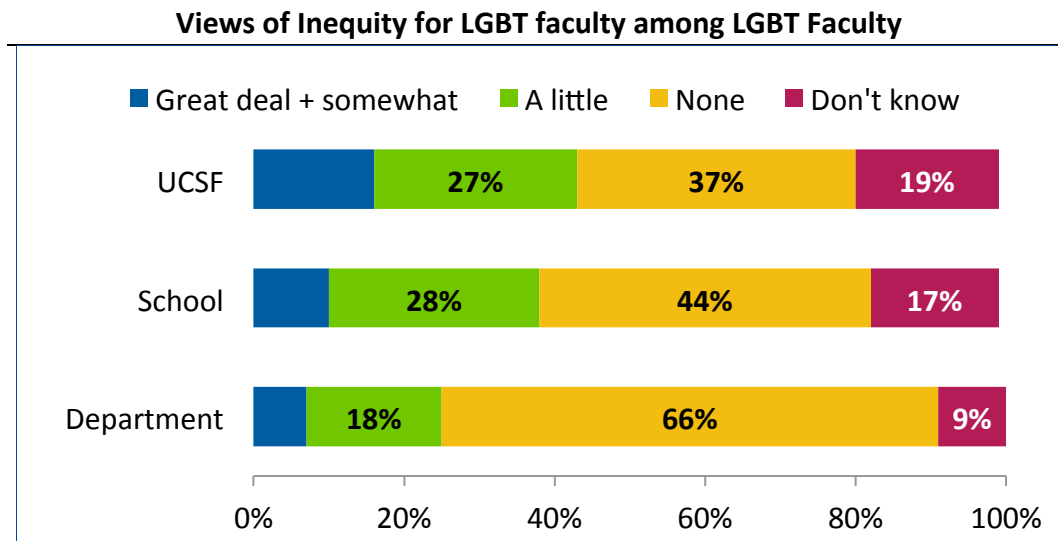
Personal experience of

discrimination: The total portion of the faculty who feels they have been discriminated against at UCSF on the basis of their LGBT status, or sexual orientation, is small – two percent. However, among LGBT faculty members, about one in five (18%) reports experiencing discrimination on this basis. Among heterosexual faculty, one percent has faced discrimination based on LGBT status (see Table 53).



Inequity: Among the faculty as a whole, there is little perception of unequal treatment for LGBT faculty. LGBT faculty members, although few perceive significant problems, are more likely to say there is at least a little unequal treatment, particularly in UCSF as a whole (see Tables 91-93).

- Among the faculty overall, at least nine in ten either offer no opinion of the treatment of LGBT faculty or say there is no unequal treatment at UCSF in general (52% no opinion, 38% no unequal treatment), their schools (49%, 42%), and their departments (43%, 49%).
- Among LGBT faculty, around four in ten perceive at least a little unequal treatment at UCSF (5% a great deal, 11% somewhat, 27% just a little) and their schools (3% a great deal, 7% somewhat, 28% just a little), while a quarter perceives at least a little unequal treatment in their departments (2% a great deal, 5% somewhat, 18% just a little).



Q18. Is there inequity or unequal treatment for LGBT, or lesbian, gay, bisexual and transgendered individuals a. at UCSF in general; b. In your school; c. In your department

Other differences among the faculty (see Tables 91-93):

- Nursing and Pharmacy faculty are more positive than others that there is no discrimination in their schools (Nursing 64% no unequal treatment, Pharmacy 57%); and
- Men, Tenure Track and higher-ranking faculty are more likely to say there is no unequal treatment at every level.

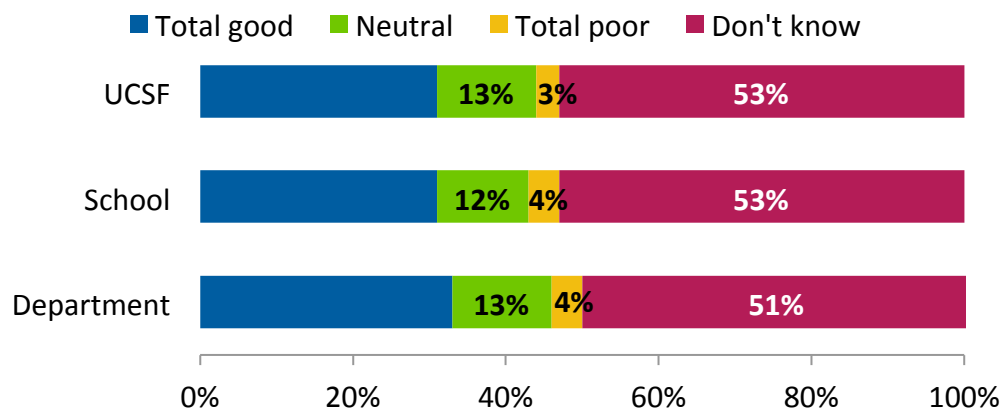
I. Equality for faculty with disabilities or health conditions

In general, the UCSF faculty does not have strong views about how good a job the university does in meeting the needs of those with disabilities or medical conditions or the climate it creates in this area. Those who do have opinions about UCSF's efforts, however, generally hold views that are more positive than negative. The 2001 survey did not investigate these questions in-depth, so we cannot offer a great deal of data on how views have changed.

1. Climate

About half of the faculty has no opinion as to the climate for “disabled persons/those with chronic health conditions” at UCSF in general (53%), their schools (53%), and their departments (51%). Those who do have opinions are much more likely to have positive views of the climate at each level (UCSF: 31% very good or good; school: 31%; department: 32%) than negative views (UCSF: three percent poor or very poor; school: four percent; department: four percent).

Views of Climate for Faculty with Disabilities/Health Conditions



Q11. How would you describe the climate overall for disabled persons/those with chronic health conditions...very good, good, neutral, poor, very poor, don't know? a. At UCSF in general; b. In your school; c. In your department

Differences among the faculty: Groups more likely to perceive the climate as good or very good include the following (Tables 94-96):

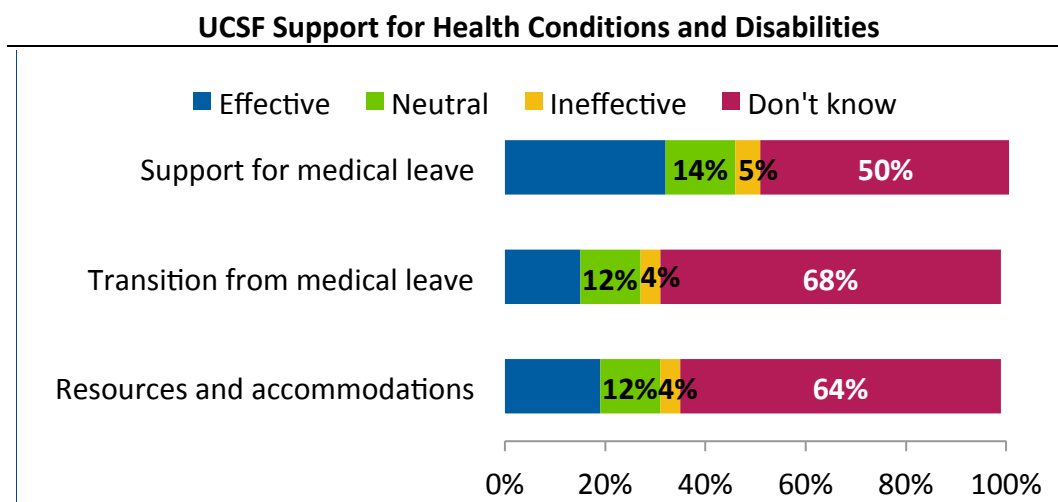
- Men;
- Higher-ranking faculty; and
- Those in the Dental and Pharmacy schools.

2. UCSF efforts to support people with disabilities and health conditions

Faculty impressions of UCSF's policies and resources for people with health conditions and disabilities are similar to views of the climate for this group. Few have opinions about the support and resources UCSF offers those who have disabilities or need to use medical leave. However, those who have opinions are more likely to see UCSF's efforts as effective than ineffective.

- Half (50%) does not offer a view about how effective UCSF is at providing support for medical/disability leave. A third (32%) sees these efforts as very effective or effective, while only five percent see them as ineffective or very ineffective.
- Two thirds (68%) have no view about UCSF's effectiveness at supporting transition back from medical/disability leave. Fifteen percent see these efforts as effective or very effective and four percent see them as ineffective or very ineffective.
- Nearly two thirds (64%) do not know how effective UCSF is at providing appropriate resources or accommodations for persons with disabilities or chronic health conditions, while 19% view it as effective and four percent view it as ineffective.

In 2001, we asked how well UCSF was doing at providing appropriate resources for persons with disabilities, and found that a plurality did not know (46%), while a quarter (26%) said UCSF was doing an excellent or good job and eight percent said it was doing a poor or very poor job.



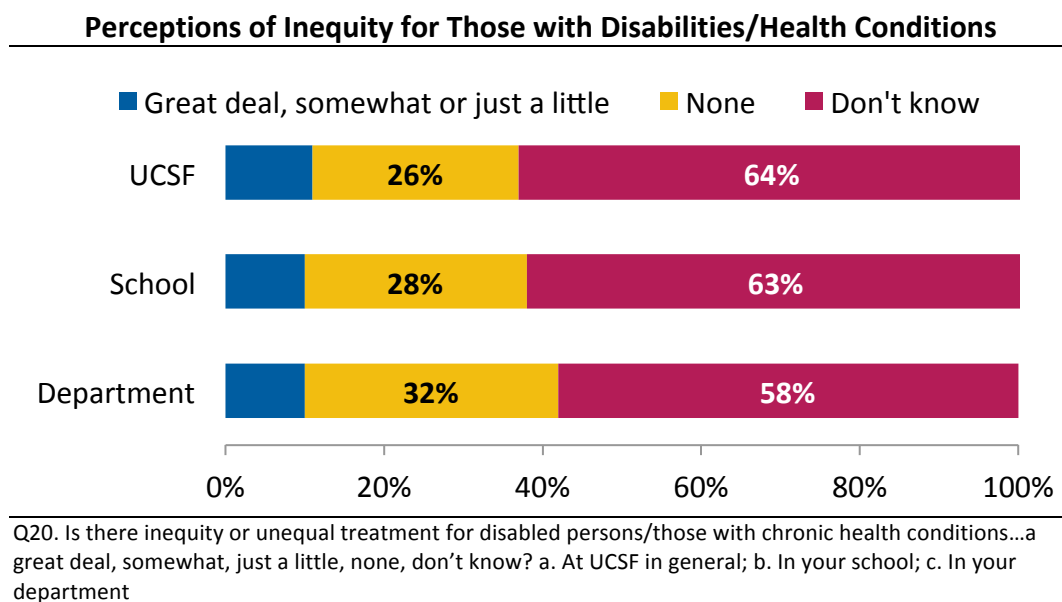
Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? h. Providing support for medical/disability leave; j. Supporting transition back from medical/disability leave; k. Providing appropriate resources or accommodations for persons with disabilities or chronic health conditions

Differences among the faculty: Higher-ranking faculty and those who have been at UCSF for longer periods of time are more likely to have opinions at all – both positive and negative – than those who are newer and lower-ranking (see Tables 97-99).

3. Perceptions of discrimination and inequity based on health or disability

Personal experience of discrimination: Only two percent of faculty members say they have been discriminated against at UCSF on the basis of a disability or chronic health condition. This number does not rise especially among any subgroups of the faculty (see Table 53).

Inequity: Majorities of the faculty have no opinion as to whether there is inequity or unequal treatment for disabled persons or those with chronic health problems at UCSF in general (64%), in their schools (63%) and in their departments (58%). In each level, about one in ten believes there is a least a little inequity and a quarter to a third says there is none.



Differences among the faculty: Some are generally more confident than their peers that there is no discrimination based on health or disability status, including these groups (see Tables 100-102):

- Men;
- Dentistry and Pharmacy faculty; and
- Higher-ranking professors.

J. Attracting and retaining high-quality faculty

1. Attracting top-notch faculty

UCSF's current efforts: Survey respondents were asked about how effective UCSF is at using a variety of methods to recruit and retain top-notch faculty. UCSF receives positive marks on how well it uses opportunities for growth and career development in recruitment and retention for faculty. It also receives good reviews for using diversity in recruitment. However, few are strongly enthusiastic, with most offering ratings of "effective" rather than "very effective." Majorities say UCSF is very effective or effective in each of the following areas:

- Opportunities for professional development (64% total effective, 18% very);
- Opportunities for leadership (54%, 12%);
- Opportunities for promotion (53%, 9%);
- Promoting diversity amongst students, staff, and faculty (60%, 17%); and
- Presence of diverse faculty (54%, 15%).

Ratings for how well UCSF does at using information and support to recruit faculty are more positive than negative, though it is pluralities, rather than majorities, that rate these efforts as effective, and again, few believe the university is very effective in these areas.

- Access to information about resources available to new and junior faculty (49% total effective, 10% very); and
- Assistance preparing for promotion process (39%, 7%).

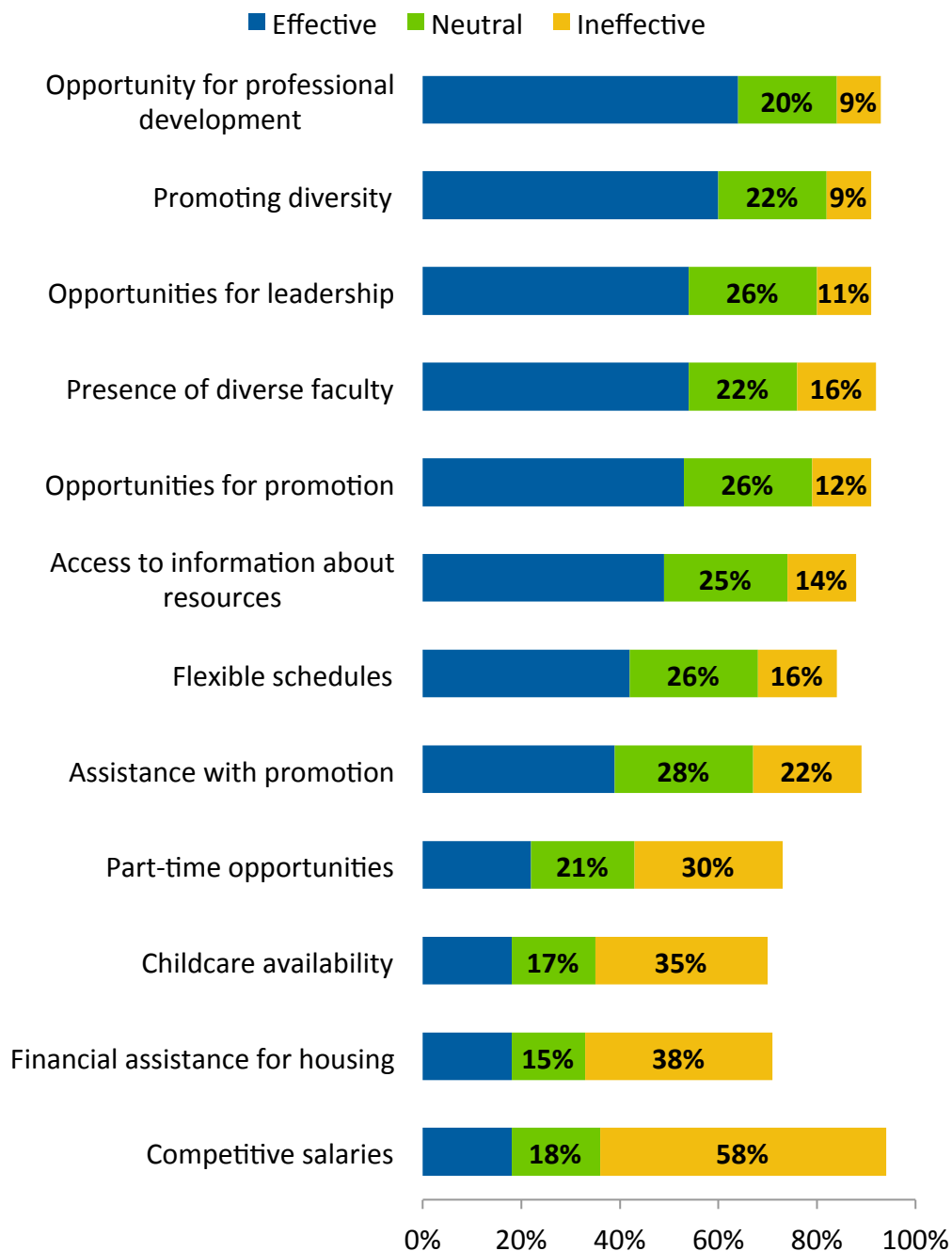
Looking at areas concerning work-life balance and family needs, the faculty is more likely than not to believe that UCSF uses flexible schedules effectively, though fewer see the university as using part-time opportunities or availability of childcare well.

- Flexible schedule (42% total effective, 11% very);
- Opportunities for working part-time (22% total effective, 30% total ineffective); and
- Availability of childcare (18% effective, 35% ineffective).

Few believe UCSF is doing well at using financial resources to attract top-notch faculty, either regarding salary or assistance with housing costs.

- Financial assistance for housing (18% total effective, 38% total ineffective); and
- Competitive salaries (18% total effective, 58% total ineffective).

Effectiveness of UCSF in Recruiting Top-Notch Faculty



Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. h. Opportunities for professional development; i. Promoting diversity amongst students, staff, and faculty; g. Opportunities for leadership; k. Presence of diverse faculty; f. Opportunities for promotion; i. Access to information about resources available to new and junior faculty; a. Flexible schedules; j. Assistance preparing for promotion process; b. Opportunities for working part-time; d. Availability of childcare; e. Financial assistance for housing; c. Competitive salaries

Other potential efforts to recruit faculty: Respondents were asked in an open-ended question to identify if there is anything else UCSF could do to recruit top-notch faculty. The top responses, by far, reflect the faculty's view that UCSF is not currently doing well at the financial aspects of attracting candidates.

- Two in ten (20%) say that better salaries and benefits would help attract top-notch faculty;
- Eight percent identify financial assistance with housing or the high cost of living in the area; and
- Another four percent suggest that UCSF could provide more assistance with schools and childcare (four percent);

“A more competitive financial package for one of the most expensive cities in the country would be greatly helpful.

Because of cost of living in San Francisco, housing assistance, salaries, and childcare are important for recruiting faculty with or planning families.”

Other suggestions made by a few include the following:

- More support and funding for research (three percent);
- More supportive leadership and less bureaucracy (three percent);
- Better administrative support (three percent);
- Improvements to the physical environment such as more work space (two percent);
- Improved schedule flexibility or work-life balance (two percent);
- Efforts to improve retention and take care of current faculty (two percent).

Differences among the faculty: Looking at those efforts that are generally rated positively, we find the following general trends (Tables 103-110):

- School of Pharmacy faculty offer more positive assessments of nearly every item, while the School of Medicine is generally least positive;
- Assistant Professors and Full Professors Steps 6+ tend to offer more positive views, while Associate Professors and Full Professors Steps 1-5 are more likely to say they do not know; and
- Faculty who have mentors and those who have participated in CCFL programs also tend to hold more positive views, while junior faculty who do not have mentors have especially low opinions.

In addition, the following distinctions appear on particular items:

- When it comes to the **diversity of the faculty**, men, Asians, and newer faculty offer particularly positive assessments of UCSF's efforts, and this area differs from the general pattern in that Nursing faculty have more negative views while Dentistry faculty are the most positive;
- Tenure Track, Clinical X, and HS Clinical faculty offer more praise for the **opportunities for leadership**, as do newer faculty, and those with mentors and those who have participated in CCLF programs;
- **Opportunities for promotion** and **assistance preparing for the promotion process** receive higher marks among underrepresented minorities and Tenure Track faculty; and
- Regarding **flexible schedules**, Tenure Track and Adjunct Professors are more likely to say UCSF is effective, while HS Clinical faculty are less so.

Regarding the efforts that are not generally viewed as effective, there are some differences as well, such as (Tables 111-114):

- Women are more likely to rate efforts to use **part-time opportunities** as ineffective;
- A majority of those with children under 12 say UCSF is ineffective in using **childcare availability** in recruitment;
- School of Medicine faculty are more likely than those in other schools to complain about **housing assistance**, and faculty with young children are more likely to be critical of UCSF's efforts in this category as well; and
- Nursing faculty, and those in the two clinical series, offer more complaints about **competitive salaries** than others do.

2. Desire to stay at UCSF

In thinking about their long term goals, more than half of faculty members (54%) say they would like to stay at UCSF for the rest of their careers. While one third is still undecided, only six percent say they do not want to stay at UCSF.

In 2001, the question was slightly different. At that time, 60% said they would like to stay at UCSF for “most of your career,” while 25% did not know and eight percent said they would like to “spend it elsewhere.”

Faculty members at this time who are most likely to want to stay at UCSF for the rest of their careers include the following (Table 116):

- Men (59%);
- Underrepresented minorities (67%);
- Those in the Schools of Dentistry (74%) and Pharmacy (72%);
- Those on the Tenure Track (64%), In Residence (62%), or in Clinical X (61%);
- Full professors (steps 1-5: 67%, step 6 and above: 79%); and
- Those who have been employed at UCSF for 10 or more years (10-19 years: 63%, 20+ years: 80%).

3. What could drive faculty to leave?

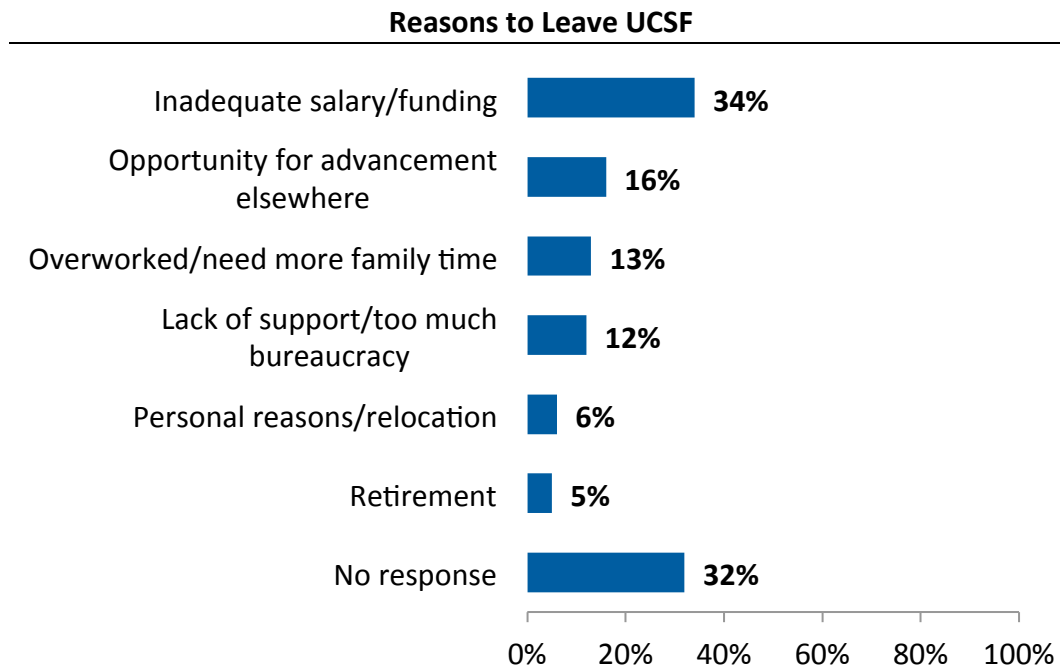
In an open-ended question, when asked what factors might cause them to leave the university, a third (34%) of faculty members says they would leave because of financial reasons, such as low income or lack of funding. Sixteen percent say they would leave if a better opportunity came along and 13% say that they would leave because they lack a good work-life balance and another 12% because they are unhappy with their work environment and say there is too much bureaucracy. Personal reasons, such as re-locating for a spouse’s job or moving closer to family, could be a factor for six percent.

Five percent say they will only leave UCSF when they retire.

Some typical comments are below:

“ I would love to stay at UCSF forever IF it could work for me financially. We think all the time about moving somewhere more affordable. My partner makes decent money but is not an investment banker. It is challenging to raise two kids here on the UCSF salary scale.

Funding stability. Most other universities would provide someone with my CV more intramural support. Right now I am wholly dependent on grants. If my grants do not hit, I cannot pay my salary or the salaries of any of my staff. I see none of my (\$>1M) in indirect costs, and when I need access to unrestricted funds, there are none available without haggling with other faculty. ”



D14. If you were to leave UCSF, it would be for the following reason(s)...[VERBATIM RESPONSES RECORDED]

There are a few differences of note among groups of the faculty (Table 117).

- Nursing faculty are especially likely to cite inadequate salaries or funding (48%).
- Women are more likely than men to mention feeling overworked or the need for more family time (Women: 17%, Men: 10%). This is also more of a factor for clinical faculty, particularly the HS Clinical series (Clinical X: 15%, HS Clinical 25%).
- In Residence faculty are more likely than others to say they would leave for a better opportunity for advancement (23%).

Appendix A: Crosstab Tables

Table 1: Overall Satisfaction with Career at UCSF

Q1. Thinking overall, how satisfied are you with your career at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

	Satisfied		Neutral	Dissatisfied	
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied
Total	27%	49	14	9	1
Men	29%	49	13	8	1
Women	24%	49	15	10	2
White	28%	49	12	10	1
Asian	21%	55	16	5	2
Other	40%	47	6	4	2
Heterosexual	27%	51	12	8	1
LGBT	28%	48	8	11	3
Full-time	28%	49	13	8	1
Part-time	17%	54	14	13	2
Nursing	29%	47	11	10	3
Dentistry	39%	43	12	4	2
Pharmacy	49%	32	13	5	--
Medicine	24%	51	14	10	1
Tenure Track	40%	42	9	6	2
In Residence	29%	54	11	6	*
Clinical X	29%	49	13	8	1
HS Clinical	22%	52	14	10	2
Adjunct	16%	49	18	13	2
Assistant	17%	53	17	11	2
Associate	25%	49	16	8	2
Professor, Steps 1-5	32%	49	10	8	1
Professor, Step 6 +	51%	40	3	6	1
<5 years at UCSF	16%	57	14	11	1
5-9 years	24%	48	16	8	3
10+ years	35%	46	9	8	1
Asst/Assoc have mentor	22%	53	15	9	1
Asst/Assoc no mentor	12%	47	23	14	4
Full Prof have mentor	45%	44	6	4	*
Full Prof no mentor	32%	47	9	9	1
Have children <12	22%	54	15	8	1
Children 12-18	25%	52	13	9	--
No children <18	30%	46	12	10	2
Participated in CCLF program	27%	50	13	8	1
No participation	24%	48	15	11	3

Table 2: Satisfaction with Intellectual Stimulation of Work

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? m. the intellectual stimulation of your work

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	59%	31	6	3	*	1
<i>2001 total</i>	<i>59%</i>	<i>32</i>	<i>5</i>	<i>3</i>	<i>1</i>	<i>--</i>
Men	60%	31	5	2	*	1
Women	59%	32	6	2	1	1
White	62%	29	6	2	*	1
Asian	49%	41	6	2	1	1
Other	66%	31	--	2	1	--
Heterosexual	61%	31	5	2	*	1
LGBT	58%	31	3	5	1	3
Full-time	60%	30	5	3	*	1
Part-time	52%	39	7	1	1	--
Nursing	54%	35	3	5	3	--
Dentistry	56%	33	5	5	1	--
Pharmacy	63%	27	5	5	--	--
Medicine	60%	31	6	2	*	1
Tenure Track	71%	21	4	3	1	1
In Residence	69%	24	3	2	*	1
Clinical X	62%	29	7	2	*	*
HS Clinical	51%	38	7	3	1	1
Adjunct	53%	37	5	2	--	2
Assistant	56%	36	6	2	*	1
Associate	57%	31	7	3	1	1
Professor, Steps 1-5	60%	29	5	4	1	2
Professor, Step 6 +	78%	16	4	1	1	1
<5 years at UCSF	53%	39	5	2	*	1
5-9 years	61%	30	8	1	--	*
10+ years	64%	27	4	4	1	1
Asst/Assoc have mentor	60%	34	4	2	--	*
Asst/Assoc no mentor	42%	36	15	4	2	1
Full Prof have mentor	73%	22	3	1	--	1
Full Prof no mentor	61%	27	5	4	1	2
Have children <12	63%	30	5	1	*	*
Children 12-18	63%	29	4	2	*	2
No children <18	55%	33	6	4	1	2
Participated in CCLF program	62%	29	5	2	*	1
No participation	54%	35	6	3	1	1

Table 3: Satisfaction with Interactions with Students/Trainees

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? e. Your interactions with students/trainees (2001: your interaction with students)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	42%	41	10	5	1	2
2001 total	37%	38	14	5	1	4
Men	41%	40	10	5	2	2
Women	43%	40	11	4	1	1
White	44%	40	10	5	1	1
Asian	37%	47	9	3	2	3
Other	51%	35	7	4	1	2
Heterosexual	45%	40	9	4	1	1
LGBT	40%	41	9	9	1	1
Full-time	42%	41	10	5	1	1
Part-time	46%	37	4	5	1	7
Nursing	58%	31	8	3	--	1
Dentistry	45%	34	8	6	1	6
Pharmacy	57%	37	4	2	--	--
Medicine	40%	41	11	5	1	1
Tenure Track	55%	32	8	3	1	--
In Residence	42%	41	10	7	*	*
Clinical X	44%	42	7	5	1	--
HS Clinical	45%	42	8	3	1	2
Adjunct	23%	45	18	7	3	5
Assistant	35%	46	12	4	1	2
Associate	44%	37	10	5	3	1
Professor, Steps 1-5	43%	40	10	5	1	1
Professor, Step 6 +	61%	29	4	4	1	1
<5 years at UCSF	34%	49	10	4	1	3
5-9 years	42%	38	12	5	2	1
10+ years	49%	36	8	5	1	1
Asst/Assoc have mentor	39%	45	10	4	1	2
Asst/Assoc no mentor	37%	36	14	6	5	2
Full Prof have mentor	57%	35	5	2	--	1
Full Prof no mentor	43%	38	10	6	1	1
Have children <12	42%	41	12	3	1	1
Children 12-18	43%	40	9	5	2	1
No children <18	42%	40	9	5	1	3
Participated in CCLF program	44%	40	10	4	1	2
No participation	38%	40	10	7	3	2

Table 4: Satisfaction with Relationships with Colleagues

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? h. Relationships with your colleagues

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	45%	38	11	4	3	1
Men	47%	37	10	3	3	*
Women	43%	38	12	4	2	1
White	47%	35	11	4	3	*
Asian	40%	43	9	4	2	1
Other	47%	41	6	4	2	--
Heterosexual	46%	38	10	4	3	*
LGBT	48%	33	13	3	3	--
Full-time	46%	37	11	4	3	*
Part-time	44%	42	9	1	2	1
Nursing	45%	37	14	3	1	--
Dentistry	46%	36	6	4	8	--
Pharmacy	48%	29	15	2	6	--
Medicine	45%	38	11	4	2	1
Tenure Track	49%	33	10	3	5	--
In Residence	47%	35	14	3	1	--
Clinical X	51%	32	11	5	1	*
HS Clinical	42%	42	9	4	2	1
Adjunct	39%	40	11	5	4	1
Assistant	41%	42	11	3	3	1
Associate	42%	40	11	5	2	1
Professor, Steps 1-5	45%	35	12	5	2	--
Professor, Step 6 +	62%	28	5	3	2	1
<5 years at UCSF	41%	38	13	4	3	1
5-9 years	45%	41	8	3	2	--
10+ years	48%	35	10	4	2	*
Asst/Assoc have mentor	44%	41	11	3	2	--
Asst/Assoc no mentor	32%	42	13	7	5	2
Full Prof have mentor	57%	34	6	1	2	--
Full Prof no mentor	46%	33	12	6	2	*
Have children <12	49%	37	9	3	2	1
Children 12-18	47%	37	9	4	4	--
No children <18	43%	37	12	5	2	1
Participated in CCLF program	46%	37	11	3	2	*
No participation	42%	39	9	5	4	1

Table 5: Satisfaction with Mix of Research, Teaching, and Practice

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? d. Your mix of research, teaching, and clinical practice

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	31%	41	12	11	3	3
<i>2001 total</i>	<i>32%</i>	<i>38</i>	<i>13</i>	<i>10</i>	<i>3</i>	<i>4</i>
Men	34%	40	11	11	2	2
Women	26%	42	14	10	3	4
White	32%	40	11	12	2	3
Asian	31%	41	14	8	4	2
Other	33%	44	12	7	--	3
Heterosexual	33%	41	12	10	2	3
LGBT	27%	40	11	19	1	2
Full-time	31%	40	13	11	2	2
Part-time	21%	44	12	9	5	8
Nursing	28%	33	14	19	-	6
Dentistry	26%	45	11	10	1	6
Pharmacy	41%	42	8	6	2	-
Medicine	30%	41	13	11	3	2
Tenure Track	46%	32	11	8	2	1
In Residence	40%	42	8	6	2	2
Clinical X	27%	40	15	13	3	3
HS Clinical	22%	42	15	15	3	3
Adjunct	24%	47	12	9	2	5
Assistant	25%	44	14	13	2	3
Associate	27%	37	14	14	3	4
Professor, Steps 1-5	31%	44	11	8	3	2
Professor, Step 6 +	54%	34	5	5	2	-
<5 years at UCSF	26%	41	16	12	3	4
5-9 years	31%	42	12	11	2	2
10+ years	35%	41	10	9	2	2
Asst/Assoc have mentor	29%	42	14	10	2	3
Asst/Assoc no mentor	14%	39	13	24	7	4
Full Prof have mentor	42%	40	9	6	1	1
Full Prof no mentor	36%	42	10	8	3	2
Have children <12	29%	42	13	10	3	2
Children 12-18	32%	45	12	8	2	1
No children <18	32%	38	11	12	3	4
Participated in CCLF program	31%	42	13	10	2	3
No participation	30%	39	11	13	5	3

Table 6: Satisfaction with Opportunities for Collaboration

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? j. Opportunities for collaboration

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	32%	37	18	9	3	1
Men	34%	37	17	8	3	1
Women	29%	37	19	10	2	2
White	34%	38	16	8	3	1
Asian	27%	38	20	7	2	5
Other	29%	34	19	13	5	--
Heterosexual	32%	38	18	8	2	1
LGBT	33%	34	14	10	7	2
Full-time	33%	38	17	8	3	1
Part-time	21%	39	24	12	1	2
Nursing	26%	37	21	12	4	--
Dentistry	33%	38	14	10	4	1
Pharmacy	48%	22	12	10	4	3
Medicine	31%	38	19	8	2	1
Tenure Track	44%	32	11	9	3	1
In Residence	44%	33	15	5	2	*
Clinical X	32%	38	19	8	2	*
HS Clinical	19%	38	26	11	3	3
Adjunct	28%	48	11	9	3	2
Assistant	30%	40	18	8	2	2
Associate	28%	39	17	11	3	1
Professor, Steps 1-5	31%	36	19	9	3	1
Professor, Step 6 +	47%	31	17	2	2	1
<5 years at UCSF	30%	38	19	9	2	3
5-9 years	31%	41	16	9	3	1
10+ years	33%	36	18	9	3	1
Asst/Assoc have mentor	31%	41	17	8	1	1
Asst/Assoc no mentor	21%	35	22	13	6	3
Full Prof have mentor	41%	38	15	6	*	*
Full Prof no mentor	32%	33	20	8	4	1
Have children <12	33%	37	19	8	2	1
Children 12-18	35%	34	18	10	3	1
No children <18	29%	39	17	9	3	2
Participated in CCLF program	32%	37	18	9	3	1
No participation	31%	38	18	8	3	2

Table 7: Satisfaction with Rank

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? b. Your rank

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	40%	37	15	5	2	1
Men	45%	34	15	4	2	*
Women	35%	40	15	7	2	1
White	45%	35	12	6	1	1
Asian	27%	43	22	3	4	1
Other	40%	41	13	4	1	--
Heterosexual	41%	37	14	5	2	*
LGBT	40%	35	16	6	3	1
Full-time	41%	36	15	5	2	1
Part-time	29%	46	14	7	4	--
Nursing	44%	37	9	6	3	2
Dentistry	40%	38	11	6	5	--
Pharmacy	47%	38	8	6	--	2
Medicine	39%	37	16	5	2	1
Tenure Track	61%	27	7	3	1	--
In Residence	48%	34	13	3	1	*
Clinical X	50%	32	11	5	1	1
HS Clinical	31%	42	18	6	2	1
Adjunct	19%	43	26	8	3	1
Assistant	20%	45	26	7	2	1
Associate	35%	39	16	7	2	*
Professor, Steps 1-5	54%	33	7	4	2	1
Professor, Step 6 +	79%	18	2	1	--	--
<5 years at UCSF	27%	42	24	5	1	1
5-9 years	32%	39	18	7	3	--
10+ years	54%	32	7	5	2	*
Asst/Assoc have mentor	26%	44	21	6	2	*
Asst/Assoc no mentor	25%	36	24	11	4	--
Full Prof have mentor	68%	27	4	1	--	--
Full Prof no mentor	58%	30	6	5	2	1
Have children <12	34%	41	19	4	2	*
Children 12-18	46%	38	10	4	1	1
No children <18	43%	33	14	7	2	1
Participated in CCLF program	40%	37	16	5	2	1
No participation	39%	35	15	8	2	1

Table 8: Satisfaction with Academic Series

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? a. Your academic series (2001 wording: your academic series or title)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	37%	33	17	9	3	1
2001 total	39%	34	12	9	5	1
Men	41%	33	15	8	2	1
Women	33%	34	18	10	3	1
White	41%	33	14	8	2	1
Asian	30%	37	21	9	2	1
Other	40%	31	17	11	1	--
Heterosexual	38%	35	15	8	2	1
LGBT	38%	30	16	15	2	--
Full-time	39%	32	17	9	2	1
Part-time	17%	52	13	9	5	3
Nursing	49%	32	4	12	1	2
Dentistry	43%	29	9	11	4	4
Pharmacy	57%	22	13	8	--	--
Medicine	35%	34	18	9	2	1
Tenure Track	81%	13	3	1	1	1
In Residence	40%	37	14	7	2	--
Clinical X	49%	34	10	6	*	1
HS Clinical	25%	42	22	8	1	2
Adjunct	7%	31	29	23	9	1
Assistant	22%	35	26	13	3	1
Associate	33%	39	16	8	3	1
Professor, Steps 1-5	48%	31	11	7	3	1
Professor, Step 6 +	73%	19	3	2	1	2
<5 years at UCSF	26%	36	24	12	2	2
5-9 years	31%	38	19	8	4	--
10+ years	50%	30	9	7	2	1
Asst/Assoc have mentor	27%	38	21	11	3	1
Asst/Assoc no mentor	23%	36	27	11	3	1
Full Prof have mentor	61%	29	6	4	1	--
Full Prof no mentor	52%	27	10	6	3	2
Have children <12	31%	40	17	10	2	*
Children 12-18	41%	37	11	7	4	--
No children <18	42%	28	17	8	2	2
Participated in CCLF program	38%	33	17	9	2	1
No participation	35%	34	17	8	4	2

Table 9: Satisfaction with Prospects for Advancement

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? f. Your prospects for advancement

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	26%	38	20	10	4	1
<i>2001 total</i>	<i>21%</i>	<i>31</i>	<i>23</i>	<i>13</i>	<i>8</i>	<i>3</i>
Men	29%	40	18	8	4	1
Women	23%	36	23	12	4	1
White	29%	37	20	10	4	1
Asian	17%	48	23	7	4	1
Other	32%	36	24	6	2	--
Heterosexual	27%	39	21	9	4	1
LGBT	30%	38	18	12	2	--
Full-time	27%	39	20	9	4	1
Part-time	17%	37	25	16	3	2
Nursing	28%	34	19	15	4	--
Dentistry	31%	30	17	15	3	4
Pharmacy	36%	39	10	6	7	2
Medicine	25%	39	22	9	4	1
Tenure Track	40%	35	11	6	5	2
In Residence	30%	41	19	6	2	1
Clinical X	32%	37	20	8	2	1
HS Clinical	22%	43	21	12	2	1
Adjunct	10%	34	32	14	10	*
Assistant	16%	41	26	11	5	1
Associate	26%	41	18	12	2	1
Professor, Steps 1-5	30%	39	18	8	5	--
Professor, Step 6 +	49%	29	13	2	1	6
<5 years at UCSF	20%	41	26	9	3	1
5-9 years	24%	44	17	12	4	*
10+ years	33%	35	18	9	4	1
Asst/Assoc have mentor	21%	43	23	10	3	*
Asst/Assoc no mentor	16%	35	25	16	7	1
Full Prof have mentor	45%	34	15	5	1	*
Full Prof no mentor	30%	37	18	8	5	2
Have children <12	24%	42	21	9	4	*
Children 12-18	29%	36	20	12	3	1
No children <18	27%	37	21	9	5	2
Participated in CCLF program	28%	38	21	9	3	1
No participation	22%	39	20	11	6	1

Table 10: Satisfaction with Opportunities for Leadership

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? g. Your opportunities for leadership positions (*2001: your potential for leadership positions*)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	27%	33	22	11	5	1
<i>2001 total</i>	<i>23%</i>	<i>32</i>	<i>23</i>	<i>11</i>	<i>7</i>	<i>3</i>
Men	30%	33	21	10	5	1
Women	23%	34	25	12	5	1
White	30%	34	21	11	4	1
Asian	19%	35	27	11	6	2
Other	36%	33	17	7	5	1
Heterosexual	29%	33	22	10	4	1
LGBT	25%	34	21	12	6	1
Full-time	28%	34	21	11	5	1
Part-time	22%	30	34	8	5	1
Nursing	25%	42	20	9	2	2
Dentistry	34%	31	22	4	8	--
Pharmacy	42%	24	23	6	5	--
Medicine	26%	33	23	12	5	1
Tenure Track	38%	30	17	8	7	1
In Residence	26%	36	22	10	4	2
Clinical X	32%	31	19	12	4	1
HS Clinical	27%	37	21	10	4	1
Adjunct	13%	33	33	14	6	1
Assistant	20%	40	25	10	4	1
Associate	23%	33	23	15	4	1
Professor, Steps 1-5	29%	33	21	10	6	1
Professor, Step 6 +	51%	24	12	5	6	1
<5 years at UCSF	22%	40	26	7	3	1
5-9 years	24%	36	20	13	5	1
10+ years	33%	29	21	11	6	1
Asst/Assoc have mentor	23%	38	24	10	3	1
Asst/Assoc no mentor	15%	34	25	18	8	1
Full Prof have mentor	45%	30	15	6	3	1
Full Prof no mentor	30%	30	21	10	7	1
Have children <12	25%	39	23	10	3	1
Children 12-18	29%	33	22	11	4	1
No children <18	28%	30	22	11	7	2
Participated in CCLF program	28%	35	22	9	4	1
No participation	24%	28	24	15	7	1

Table 11: Satisfaction with Income

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? c. Your income

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	18%	31	19	20	11	1
<i>2001 total</i>	<i>16%</i>	<i>34</i>	<i>17</i>	<i>22</i>	<i>10</i>	<i>1</i>
Men	22%	32	20	17	9	1
Women	14%	30	19	23	14	1
White	22%	30	18	18	11	1
Asian	10%	31	23	23	12	2
Other	12%	39	16	25	8	1
Heterosexual	19%	31	19	20	10	1
LGBT	15%	36	19	14	16	1
Full-time	19%	32	19	19	11	1
Part-time	7%	20	29	28	16	--
Nursing	13%	27	17	21	21	1
Dentistry	21%	27	16	29	7	1
Pharmacy	21%	32	21	20	4	2
Medicine	18%	31	20	19	12	1
Tenure Track	35%	25	15	15	8	2
In Residence	27%	36	18	11	8	*
Clinical X	16%	25	24	23	11	2
HS Clinical	8%	30	21	27	14	*
Adjunct	13%	34	20	20	11	1
Assistant	10%	30	22	23	13	1
Associate	11%	33	20	22	14	1
Professor, Steps 1-5	21%	31	20	19	8	1
Professor, Step 6 +	48%	29	9	8	5	1
<5 years at UCSF	14%	31	22	20	12	1
5-9 years	13%	28	22	20	15	1
10+ years	24%	31	16	20	9	1
Asst/Assoc have mentor	11%	32	22	21	13	*
Asst/Assoc no mentor	9%	29	18	28	15	1
Full Prof have mentor	30%	33	13	16	6	2
Full Prof no mentor	28%	29	18	16	8	1
Have children <12	11%	31	21	23	12	1
Children 12-18	16%	35	22	21	4	1
No children <18	23%	29	18	17	12	1
Participated in CCLF program	18%	32	18	21	11	1
No participation	19%	28	22	17	13	1

Table 12: Promotion Based More on Social Ties Than Merit

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? (2001: Do you agree or disagree with the following...strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know?) h. The process for promotion in my department is based on social ties more than on merit

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	3%	9	12	19	40	18
<i>2001 total</i>	<i>4%</i>	<i>11</i>	<i>11</i>	<i>19</i>	<i>44</i>	<i>11</i>
Men	2%	6	11	17	45	19
Women	4%	11	13	22	34	15
White	2%	8	11	19	45	15
Asian	5%	11	16	22	32	14
Other	2%	11	10	23	36	19
Heterosexual	3%	8	12	19	44	14
LGBT	3%	7	18	25	33	14
Full-time	3%	9	13	20	42	14
Part-time	7%	5	5	16	40	27
Nursing	9%	7	9	20	37	19
Dentistry	10%	8	6	12	45	19
Pharmacy	3%	13	13	5	62	3
Medicine	2%	9	13	21	40	15
Tenure Track	4%	6	9	14	59	8
In Residence	1%	5	12	23	44	14
Clinical X	4%	10	12	24	41	9
HS Clinical	3%	8	14	20	37	18
Adjunct	5%	15	15	16	29	20
Assistant	3%	10	17	17	31	21
Associate	5%	9	12	27	30	17
Professor, Steps 1-5	3%	10	9	19	52	7
Professor, Step 6 +	1%	4	7	13	69	7
<5 years at UCSF	2%	9	16	18	32	23
5-9 years	3%	8	11	21	41	15
10+ years	4%	9	10	20	49	8
Asst/Assoc have mentor	3%	10	16	22	32	18
Asst/Assoc no mentor	9%	9	15	18	28	21
Full Prof have mentor	1%	6	9	20	57	7
Full Prof no mentor	3%	9	9	15	57	7
Have children <12	3%	8	13	22	38	16
Children 12-18	3%	7	13	24	43	10
No children <18	3%	10	12	18	43	14
Participated in CCLF program	3%	9	12	21	42	13
No participation	4%	9	14	16	41	16

Table 13: Satisfaction with Commute

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? u. Your commute (2001: Amount of time it takes you to get to work)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	38%	28	13	11	6	4
2001 total	39%	27	10	13	10	--
Men	40%	30	12	9	4	5
Women	36%	27	14	12	8	3
White	42%	27	12	11	5	4
Asian	29%	34	16	9	7	4
Other	42%	17	19	9	10	3
Heterosexual	38%	28	14	11	6	4
LGBT	56%	25	4	10	3	3
Full-time	39%	28	13	11	6	4
Part-time	33%	30	11	13	9	4
Nursing	27%	23	18	17	12	5
Dentistry	42%	24	14	10	9	1
Pharmacy	30%	34	21	9	4	1
Medicine	40%	28	12	10	6	4
Tenure Track	46%	24	14	8	3	4
In Residence	38%	32	11	10	5	5
Clinical X	39%	30	15	9	3	3
HS Clinical	39%	25	13	14	7	3
Adjunct	33%	30	11	9	12	5
Assistant	39%	29	11	10	8	4
Associate	32%	28	16	15	6	3
Professor, Steps 1-5	42%	26	12	10	5	5
Professor, Step 6 +	43%	32	12	3	4	6
<5 years at UCSF	39%	29	11	10	8	3
5-9 years	37%	25	16	14	5	2
10+ years	40%	28	12	9	5	5
Asst/Assoc have mentor	36%	28	14	11	7	3
Asst/Assoc no mentor	37%	29	9	14	7	4
Full Prof have mentor	43%	27	11	9	5	4
Full Prof no mentor	42%	28	13	7	4	6
Have children <12	34%	28	15	13	8	3
Children 12-18	37%	27	18	9	6	3
No children <18	44%	28	9	9	5	5
Participated in CCLF program	38%	27	13	12	6	4
No participation	40%	30	11	9	5	5

Table 14: Satisfaction with Support from Supervisor

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? k. Overall support from your direct supervisor

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	36%	28	16	10	8	2
Men	39%	27	15	8	8	2
Women	33%	29	17	11	8	2
White	37%	26	16	10	9	2
Asian	35%	34	15	8	6	2
Other	48%	27	12	5	7	2
Heterosexual	37%	28	16	9	7	2
LGBT	40%	27	12	7	13	1
Full-time	38%	27	15	10	8	2
Part-time	21%	43	20	6	8	2
Nursing	36%	20	19	13	9	1
Dentistry	37%	28	19	5	8	3
Pharmacy	52%	25	8	5	5	5
Medicine	35%	29	16	10	8	2
Tenure Track	34%	26	13	10	11	6
In Residence	36%	32	12	11	6	3
Clinical X	40%	24	16	11	7	1
HS Clinical	35%	29	19	7	10	1
Adjunct	38%	28	15	12	4	2
Assistant	40%	31	14	9	4	1
Associate	32%	27	17	10	12	2
Professor, Steps 1-5	34%	29	14	10	10	2
Professor, Step 6 +	37%	24	16	8	7	8
<5 years at UCSF	42%	30	15	7	4	2
5-9 years	38%	28	15	10	8	1
10+ years	32%	28	16	10	11	3
Asst/Assoc have mentor	42%	30	14	8	6	1
Asst/Assoc no mentor	19%	27	21	16	14	2
Full Prof have mentor	45%	31	11	6	5	1
Full Prof no mentor	29%	26	17	12	12	5
Have children <12	40%	28	14	11	6	1
Children 12-18	36%	28	15	10	8	2
No children <18	34%	29	16	8	10	3
Participated in CCLF program	38%	29	15	9	7	2
No participation	32%	27	16	11	12	3

Table 15: Satisfaction with Access to Mentoring

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? I. Access to mentoring (2001: the mentoring now available to you)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	25%	33	21	10	5	6
2001 total	15%	22	25	14	12	12
Men	25%	33	24	7	4	7
Women	26%	34	18	14	6	3
White	27%	31	21	10	4	7
Asian	25%	40	20	7	5	3
Other	28%	40	14	11	3	4
Heterosexual	26%	34	21	9	4	6
LGBT	32%	30	19	8	11	1
Full-time	26%	34	20	10	4	5
Part-time	19%	25	33	7	9	7
Nursing	29%	28	23	11	8	1
Dentistry	27%	31	19	6	6	12
Pharmacy	26%	36	20	6	5	7
Medicine	25%	34	21	11	4	5
Tenure Track	29%	28	22	5	4	12
In Residence	30%	34	21	7	2	6
Clinical X	27%	35	20	9	4	4
HS Clinical	21%	32	23	14	7	3
Adjunct	26%	37	18	10	5	4
Assistant	31%	39	16	9	4	1
Associate	24%	32	21	13	7	2
Professor, Steps 1-5	21%	30	26	10	6	6
Professor, Step 6 +	26%	25	22	4	--	23
<5 years at UCSF	31%	36	17	10	3	2
5-9 years	24%	34	25	10	4	2
10+ years	23%	31	22	9	5	10
Asst/Assoc have mentor	34%	41	15	7	2	*
Asst/Assoc no mentor	5%	20	30	24	17	4
Full Prof have mentor	39%	39	14	4	*	2
Full Prof no mentor	13%	22	32	11	6	16
Have children <12	29%	38	19	11	3	1
Children 12-18	26%	31	27	9	4	4
No children <18	23%	31	21	10	6	9
Participated in CCLF program	30%	35	18	10	3	4
No participation	15%	29	29	10	7	8

Table 16: Satisfaction with Work Space

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? n. Your work space

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	25%	29	14	14	9	1
<i>2001 total</i>	<i>22%</i>	<i>29</i>	<i>15</i>	<i>17</i>	<i>16</i>	<i>1</i>
Men	25%	31	19	16	9	1
Women	26%	32	12	16	12	2
White	28%	30	14	18	9	1
Asian	21%	35	20	11	11	2
Other	28%	33	12	10	18	--
Heterosexual	28%	31	15	16	9	1
LGBT	23%	33	15	18	8	2
Full-time	27%	31	15	16	9	1
Part-time	19%	28	21	16	16	-
Nursing	31%	36	10	14	8	1
Dentistry	28%	29	22	11	10	-
Pharmacy	35%	31	15	11	2	5
Medicine	25%	31	15	17	11	1
Tenure Track	39%	25	15	13	6	1
In Residence	35%	33	15	13	3	1
Clinical X	23%	35	17	15	10	1
HS Clinical	17%	33	16	19	14	1
Adjunct	24%	29	13	20	12	2
Assistant	25%	30	16	18	10	1
Associate	22%	33	16	14	14	1
Professor, Steps 1-5	25%	32	17	17	8	1
Professor, Step 6 +	44%	28	10	12	5	2
<5 years at UCSF	26%	27	14	19	12	2
5-9 years	22%	34	18	16	9	0
10+ years	29%	33	14	14	8	2
Asst/Assoc have mentor	26%	34	16	14	9	1
Asst/Assoc no mentor	16%	22	17	24	21	-
Full Prof have mentor	33%	30	18	14	4	2
Full Prof no mentor	29%	31	13	16	8	2
Have children <12	26%	31	16	16	11	0
Children 12-18	27%	33	16	16	6	2
No children <18	26%	31	14	16	11	2
Participated in CCLF program	27%	31	15	15	10	1
No participation	24%	30	16	19	10	1

Table 17: Satisfaction with Access to Colleagues at Various UCSF Sites

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? i. Access to colleagues based at various UCSF sites

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	21%	34	24	13	5	2
Men	21%	37	23	12	5	2
Women	22%	31	26	14	5	3
White	22%	35	23	12	6	3
Asian	16%	39	27	13	2	2
Other	23%	27	22	21	5	1
Heterosexual	22%	35	24	12	4	2
LGBT	19%	39	19	11	11	1
Full-time	22%	35	23	13	5	2
Part-time	17%	33	32	12	3	4
Nursing	22%	27	31	15	1	4
Dentistry	22%	36	23	13	2	3
Pharmacy	33%	27	18	13	8	-
Medicine	21%	35	24	13	6	2
Tenure Track	23%	29	23	15	8	1
In Residence	27%	33	21	13	4	1
Clinical X	22%	36	23	12	5	2
HS Clinical	16%	35	28	13	4	4
Adjunct	22%	39	22	10	6	1
Assistant	22%	37	25	10	3	2
Associate	19%	35	24	13	7	2
Professor, Steps 1-5	20%	33	25	15	5	2
Professor, Step 6 +	29%	31	17	14	7	2
<5 years at UCSF	21%	36	24	14	3	3
5-9 years	20%	36	28	9	5	2
10+ years	22%	33	21	14	7	2
Asst/Assoc have mentor	22%	37	24	11	4	2
Asst/Assoc no mentor	14%	34	27	12	10	2
Full Prof have mentor	26%	31	20	14	5	3
Full Prof no mentor	21%	33	24	15	6	1
Have children <12	24%	34	24	12	4	2
Children 12-18	22%	31	27	11	8	1
No children <18	19%	36	23	14	6	3
Participated in CCLF program	21%	35	24	14	5	2
No participation	21%	33	25	11	7	3

Table 18: Satisfaction with Grants

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? q. Grants you have been able to obtain to support your work and/or your lab (2001: grants you have been able to obtain to support your work and/or lab)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	14%	31	23	10	4	18
2001 total	20%	29	10	10	4	19
Men	15%	31	24	9	4	17
Women	13%	31	21	11	5	19
White	14%	30	23	11	5	18
Asian	10%	34	22	9	4	21
Other	16%	30	24	6	4	20
Heterosexual	13%	31	23	10	5	18
LGBT	15%	30	17	11	4	22
Full-time	14%	33	23	10	5	16
Part-time	5%	13	22	11	3	46
Nursing	12%	31	20	10	8	18
Dentistry	13%	21	18	6	2	40
Pharmacy	24%	29	26	7	8	6
Medicine	13%	32	23	10	4	17
Tenure Track	24%	40	18	9	5	4
In Residence	23%	47	15	9	4	2
Clinical X	8%	26	30	11	3	22
HS Clinical	4%	16	26	10	5	40
Adjunct	16%	39	23	10	6	6
Assistant	12%	30	24	11	4	19
Associate	7%	30	29	11	5	17
Professor, Steps 1-5	13%	30	19	10	6	22
Professor, Step 6 +	30%	40	15	4	1	8
<5 years at UCSF	11%	25	26	10	3	24
5-9 years	12%	32	26	10	6	14
10+ years	16%	33	19	9	5	18
Asst/Assoc have mentor	12%	34	23	11	5	16
Asst/Assoc no mentor	3%	17	39	11	4	27
Full Prof have mentor	18%	33	20	8	3	17
Full Prof no mentor	18%	33	16	9	5	19
Have children <12	11%	33	26	10	5	16
Children 12-18	16%	34	19	12	4	14
No children <18	15%	29	21	10	4	22
Participated in CCLF program	13%	33	23	10	5	16
No participation	15%	25	24	8	5	23

Table 19: Satisfaction with Support for Start-Up/New Ventures

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? o. Support, including financing, staff, and equipment, from UCSF for start-up or new ventures (2001: support including financing, staff, and equipment from the university for start-up or new ventures)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	7%	18	23	26	17	8
2001 total	5%	18	19	25	25	8
Men	8%	19	25	25	16	7
Women	5%	17	21	28	19	10
White	6%	17	22	28	19	8
Asian	8%	22	30	18	12	10
Other	9%	23	13	35	11	10
Heterosexual	7%	19	23	26	17	9
LGBT	7%	17	19	31	18	8
Full-time	6%	19	23	27	17	7
Part-time	9%	13	25	18	17	18
Nursing	9%	9	18	32	22	10
Dentistry	9%	20	15	26	19	11
Pharmacy	7%	27	23	19	13	11
Medicine	6%	18	24	27	17	8
Tenure Track	9%	20	21	23	20	7
In Residence	7%	23	23	27	15	6
Clinical X	7%	17	25	30	15	6
HS Clinical	5%	17	24	29	15	10
Adjunct	8%	15	20	24	23	10
Assistant	8%	21	25	25	13	9
Associate	4%	19	22	26	20	8
Professor, Steps 1-5	6%	17	21	30	19	7
Professor, Step 6 +	9%	14	24	26	19	9
<5 years at UCSF	8%	21	24	24	13	10
5-9 years	6%	19	23	27	18	6
10+ years	6%	16	24	27	20	8
Asst/Assoc have mentor	7%	22	25	24	13	9
Asst/Assoc no mentor	6%	14	17	30	26	7
Full Prof have mentor	10%	21	18	31	14	6
Full Prof no mentor	5%	13	24	28	22	8
Have children <12	6%	21	24	26	16	7
Children 12-18	7%	18	21	29	19	7
No children <18	7%	16	23	27	19	9
Participated in CCLF program	7%	19	22	28	15	8
No participation	5%	16	25	23	23	8

Table 20: Satisfaction with Ongoing Support

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? p. Ongoing support, including funding, staff, and equipment from UCSF

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	6%	19	24	29	19	3
Men	7%	22	25	27	17	3
Women	6%	16	22	30	21	4
White	6%	18	22	30	22	3
Asian	8%	24	31	22	11	5
Other	10%	24	19	30	12	4
Heterosexual	6%	20	24	28	18	4
LGBT	2%	18	24	30	25	1
Full-time	6%	20	24	29	18	3
Part-time	5%	11	24	26	23	11
Nursing	8%	9	21	37	21	5
Dentistry	8%	22	18	32	16	6
Pharmacy	14%	23	21	28	14	--
Medicine	5%	19	24	28	19	3
Tenure Track	7%	19	22	33	18	1
In Residence	5%	25	21	26	21	3
Clinical X	7%	16	26	32	17	2
HS Clinical	6%	20	25	29	16	4
Adjunct	7%	16	22	27	23	4
Assistant	7%	23	26	28	13	4
Associate	4%	18	25	25	24	5
Professor, Steps 1-5	5%	19	20	31	23	2
Professor, Step 6 +	9%	15	23	33	18	2
<5 years at UCSF	8%	23	27	25	13	4
5-9 years	5%	20	24	26	22	2
10+ years	5%	17	22	32	21	3
Asst/Assoc have mentor	6%	23	28	27	13	3
Asst/Assoc no mentor	5%	12	18	25	33	7
Full Prof have mentor	8%	23	18	31	19	*
Full Prof no mentor	5%	14	23	32	23	3
Have children <12	6%	21	24	28	18	3
Children 12-18	7%	17	23	30	20	2
No children <18	6%	18	23	28	21	4
Participated in CCLF program	7%	19	23	31	16	3
No participation	5%	18	24	22	26	4

Table 21: Satisfaction with Time for Family/Outside Interests

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? s. The amount of time you have for spending with family and/or outside interests (2001: amount of time you have for spending with your family and/or outside interests)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	7%	26	22	27	17	1
2001 total	7%	23	19	28	22	1
Men	9%	29	24	24	14	1
Women	5%	23	19	30	21	1
White	7%	25	20	27	19	1
Asian	10%	26	25	27	12	1
Other	3%	31	29	21	14	2
Heterosexual	8%	26	21	27	16	1
LGBT	3%	27	20	24	25	1
Full-time	7%	25	21	29	18	1
Part-time	16%	35	25	11	12	1
Nursing	3%	25	16	27	25	3
Dentistry	20%	35	16	19	10	--
Pharmacy	7%	22	34	21	15	2
Medicine	7%	25	21	28	18	1
Tenure Track	9%	29	25	21	14	1
In Residence	8%	29	24	27	12	*
Clinical X	7%	27	16	30	18	--
HS Clinical	7%	23	21	28	22	1
Adjunct	5%	26	20	29	18	*
Assistant	7%	26	19	32	15	*
Associate	5%	21	24	29	20	1
Professor, Steps 1-5	7%	28	19	25	20	*
Professor, Step 6 +	12%	31	27	17	12	1
<5 years at UCSF	6%	28	21	27	17	1
5-9 years	7%	22	17	36	18	*
10+ years	8%	28	24	23	17	1
Asst/Assoc have mentor	6%	24	20	32	17	1
Asst/Assoc no mentor	7%	24	25	25	19	--
Full Prof have mentor	10%	34	18	22	16	*
Full Prof no mentor	8%	25	23	24	19	1
Have children <12	6%	26	20	29	18	*
Children 12-18	7%	27	19	27	18	1
No children <18	8%	27	22	25	18	1
Participated in CCLF program	7%	25	20	30	18	1
No participation	9%	31	23	20	16	*

Table 22: Satisfaction with Personal Time

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? r. The amount of personal time you have (2001: amount of time you have for yourself)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	6%	26	23	26	17	1
2001 total	8%	19	18	30	22	1
Men	7%	29	24	25	14	1
Women	4%	22	23	28	21	1
White	6%	25	23	27	18	1
Asian	7%	29	26	24	13	1
Other	3%	28	28	24	16	--
Heterosexual	7%	26	24	26	17	1
LGBT	3%	28	17	25	26	1
Full-time	6%	25	22	28	18	1
Part-time	6%	38	26	13	16	1
Nursing	3%	24	20	32	21	1
Dentistry	10%	33	26	16	15	--
Pharmacy	5%	26	33	20	16	--
Medicine	6%	26	23	27	18	1
Tenure Track	7%	29	25	26	13	--
In Residence	7%	30	26	23	13	*
Clinical X	5%	27	17	29	20	1
HS Clinical	5%	22	23	26	22	1
Adjunct	6%	26	25	29	14	*
Assistant	5%	27	24	27	16	1
Associate	4%	20	26	28	20	1
Professor, Steps 1-5	7%	27	21	26	19	*
Professor, Step 6 +	10%	33	22	21	13	1
<5 years at UCSF	5%	28	26	23	16	1
5-9 years	7%	21	22	34	17	--
10+ years	6%	28	22	24	18	1
Asst/Assoc have mentor	5%	25	24	28	18	*
Asst/Assoc no mentor	4%	22	27	25	19	2
Full Prof have mentor	8%	32	22	22	15	*
Full Prof no mentor	7%	26	20	27	19	1
Have children <12	6%	26	23	25	20	1
Children 12-18	9%	27	20	27	17	1
No children <18	5%	27	23	26	17	1
Participated in CCLF program	6%	24	23	28	18	1
No participation	8%	32	22	21	17	*

Table 23: Working Unhealthy Hours

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? I. I have to work an unreasonable and unhealthy number of hours to succeed at UCSF (2001: *I have to work an unhealthy and unreasonable amount of hours to succeed at UCSF*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	23%	33	16	11	9	8
2001 total	29%	36	17	10	6	3
Men	17%	32	17	11	13	11
Women	30%	35	15	10	5	5
White	24%	34	17	11	9	4
Asian	16%	36	20	11	11	6
Other	24%	42	8	13	6	6
Heterosexual	21%	35	18	12	10	5
LGBT	37%	34	13	6	9	1
Full-time	23%	35	17	11	9	5
Part-time	23%	31	16	12	11	7
Nursing	33%	33	11	6	10	7
Dentistry	21%	22	19	15	14	9
Pharmacy	17%	41	18	11	14	--
Medicine	23%	35	17	11	9	5
Tenure Track	23%	33	15	10	16	2
In Residence	16%	35	22	12	9	6
Clinical X	20%	35	17	12	10	6
HS Clinical	28%	32	16	10	9	5
Adjunct	23%	41	13	10	6	7
Assistant	21%	38	19	9	7	7
Associate	29%	34	13	14	7	4
Professor, Steps 1-5	26%	32	18	11	10	4
Professor, Step 6 +	15%	34	16	13	18	4
<5 years at UCSF	21%	35	18	10	9	6
5-9 years	25%	34	18	10	9	5
10+ years	24%	35	15	12	10	4
Asst/Assoc have mentor	22%	39	17	10	7	5
Asst/Assoc no mentor	33%	28	14	12	5	8
Full Prof have mentor	22%	31	17	14	13	3
Full Prof no mentor	23%	33	17	10	12	4
Have children <12	21%	35	18	12	9	5
Children 12-18	22%	32	19	14	9	5
No children <18	25%	35	15	10	10	5
Participated in CCLF program	25%	37	15	11	8	3
No participation	21%	29	20	10	13	8

Table 24: Satisfaction with Flexibility to Tend to Family/Personal Needs

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied? t. The degree of flexibility you have to tend to family or personal needs (2001: degree of flexibility in the system for you to tend to family or personal needs)

	Satisfied		Neutral	Dissatisfied		NA/Skip
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied	
Total	21%	39	19	12	8	2
2001 total	18%	37	20	15	9	1
Men	21%	37	21	12	7	1
Women	20%	41	17	12	8	2
White	22%	39	18	12	8	2
Asian	20%	41	21	12	5	1
Other	17%	40	19	15	7	1
Heterosexual	21%	40	18	12	7	1
LGBT	25%	41	13	10	10	2
Full-time	20%	39	19	12	8	2
Part-time	26%	40	16	11	6	1
Nursing	21%	49	12	11	5	1
Dentistry	29%	33	19	11	8	--
Pharmacy	31%	39	16	9	4	--
Medicine	20%	38	19	13	8	2
Tenure Track	28%	38	19	9	4	1
In Residence	21%	43	18	12	4	2
Clinical X	19%	37	19	15	10	*
HS Clinical	16%	36	19	17	11	1
Adjunct	24%	44	19	5	5	3
Assistant	22%	37	18	14	8	2
Associate	15%	42	19	12	10	3
Professor, Steps 1-5	20%	40	19	12	8	*
Professor, Step 6 +	30%	37	19	9	3	2
<5 years at UCSF	19%	39	20	12	8	2
5-9 years	22%	38	18	12	8	1
10+ years	22%	40	18	11	8	1
Asst/Assoc have mentor	19%	39	19	12	8	2
Asst/Assoc no mentor	16%	38	18	16	11	2
Full Prof have mentor	26%	46	13	10	4	1
Full Prof no mentor	21%	35	23	12	8	1
Have children <12	22%	39	18	12	7	1
Children 12-18	22%	44	16	10	8	*
No children <18	20%	37	20	12	9	2
Participated in CCLF program	21%	39	19	11	7	2
No participation	20%	38	17	14	9	1

Table 25: Effectiveness at Providing Scheduling Flexibility for Personal/Family Needs

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? f. Providing scheduling flexibility to faculty for personal or family needs

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	14%	35	27	13	6	6
Men	15%	32	29	12	6	6
Women	13%	38	24	14	6	6
White	14%	35	25	13	7	6
Asian	13%	36	28	12	6	4
Other	22%	30	29	11	3	5
Heterosexual	15%	35	27	12	6	6
LGBT	14%	39	21	13	9	4
Full-time	14%	35	26	12	6	6
Part-time	15%	33	22	14	9	6
Nursing	24%	40	18	10	4	4
Dentistry	18%	27	24	14	8	8
Pharmacy	29%	39	21	5	4	2
Medicine	12%	35	27	13	7	6
Tenure Track	22%	35	24	9	5	5
In Residence	13%	36	29	10	3	9
Clinical X	13%	34	27	17	5	4
HS Clinical	11%	32	27	17	9	4
Adjunct	14%	42	24	6	5	10
Assistant	15%	37	28	9	5	6
Associate	12%	32	27	17	7	5
Professor, Steps 1-5	13%	35	23	14	9	6
Professor, Step 6 +	14%	35	28	13	3	7
<5 years at UCSF	15%	36	29	10	4	6
5-9 years	17%	35	26	11	7	4
10+ years	13%	35	24	14	7	7
Asst/Assoc have mentor	15%	37	27	11	5	5
Asst/Assoc no mentor	12%	28	28	17	8	6
Full Prof have mentor	17%	44	17	14	3	6
Full Prof no mentor	12%	30	29	13	10	7
Have children <12	15%	35	29	13	6	2
Children 12-18	14%	39	24	14	4	5
No children <18	13%	35	25	11	7	9
Participated in CCLF program	15%	37	26	12	5	5
No participation	13%	31	26	13	10	7

Table 26: Effectiveness at Providing Support for Maternity/Parental Leave

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? g. Providing support for maternity/parental leave

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	13%	25	16	7	4	36
Men	12%	25	17	6	3	37
Women	14%	25	14	9	4	34
White	13%	25	15	7	4	36
Asian	9%	28	16	10	2	34
Other	19%	24	16	3	1	36
Heterosexual	14%	26	16	7	3	33
LGBT	5%	18	10	6	5	55
Full-time	13%	26	16	7	3	35
Part-time	14%	22	10	6	9	40
Nursing	15%	21	6	2	2	54
Dentistry	22%	18	11	3	5	41
Pharmacy	33%	21	8	6	--	32
Medicine	11%	26	16	8	4	34
Tenure Track	19%	24	19	3	2	33
In Residence	11%	28	16	8	3	34
Clinical X	15%	24	18	8	1	33
HS Clinical	13%	26	13	8	4	36
Adjunct	10%	21	13	7	4	46
Assistant	12%	18	14	8	3	44
Associate	8%	26	18	8	4	35
Professor, Steps 1-5	14%	31	15	6	4	30
Professor, Step 6 +	21%	32	16	4	2	25
<5 years at UCSF	9%	18	15	7	4	48
5-9 years	16%	21	13	10	4	36
10+ years	14%	32	17	5	3	28
Asst/Assoc have mentor	11%	22	16	9	3	39
Asst/Assoc no mentor	9%	21	13	5	5	45
Full Prof have mentor	22%	31	10	6	4	28
Full Prof no mentor	13%	31	18	5	3	29
Have children <12	15%	30	21	12	5	17
Children 12-18	10%	29	18	5	4	34
No children <18	12%	20	11	4	2	51
Participated in CCLF program	13%	26	15	7	3	36
No participation	12%	23	16	6	6	37

Table 27: Effectiveness at Supporting Transition Back From Maternity Leave

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? i. Supporting transition back from maternity/ parental leave

	Effective		Neutral	Ineffective		Don't know/skip
	Very effective	Effective		Ineffective	Very ineffective	
Total	6%	14	17	7	2	54
Men	6%	15	16	5	1	58
Women	6%	14	18	9	4	49
White	6%	14	16	6	2	56
Asian	4%	17	18	8	3	50
Other	7%	14	17	6	2	54
Heterosexual	6%	15	18	7	2	52
LGBT	4%	13	7	6	2	67
Full-time	6%	15	17	6	2	54
Part-time	7%	14	9	5	5	60
Nursing	6%	8	14	4	--	68
Dentistry	9%	10	9	1	1	70
Pharmacy	19%	19	9	3	4	45
Medicine	5%	15	18	7	3	52
Tenure Track	8%	12	22	4	*	53
In Residence	6%	13	17	7	2	56
Clinical X	7%	15	17	8	2	52
HS Clinical	6%	17	12	6	3	56
Adjunct	3%	13	19	8	4	52
Assistant	5%	13	15	7	3	58
Associate	3%	14	19	8	3	52
Professor, Steps 1-5	7%	15	16	5	2	55
Professor, Step 6 +	10%	21	19	5	--	46
<5 years at UCSF	3%	11	14	5	3	64
5-9 years	6%	14	16	8	3	52
10+ years	7%	17	19	6	2	50
Asst/Assoc have mentor	4%	14	17	8	3	54
Asst/Assoc no mentor	3%	12	15	7	2	61
Full Prof have mentor	7%	23	13	6	1	50
Full Prof no mentor	8%	13	19	4	2	54
Have children <12	7%	21	23	11	5	33
Children 12-18	4%	15	19	6	3	53
No children <18	5%	10	10	3	*	72
Participated in CCLF program	6%	16	17	7	2	52
No participation	6%	11	17	5	2	58

Table 28: Penalty for Maternity/Parental Leave

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? k. Even though faculty members are allowed to take time off for maternity/parental leave, I believe it is held against those who do so (2001: *Even though faculty members are allowed to stop the tenure clock for child bearing, I believe it is held against those who do so*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	5%	16	12	16	23	28
2001 total	14%	26	16	8	6	31
Men	2%	14	13	15	28	28
Women	8%	20	11	16	18	27
White	5%	17	12	16	25	25
Asian	4%	17	16	16	21	26
Other	3%	19	8	17	24	28
Heterosexual	5%	17	13	17	25	24
LGBT	4%	18	13	13	21	31
Full-time	5%	17	13	16	24	25
Part-time	7%	17	5	18	20	33
Nursing	3%	7	8	15	21	45
Dentistry	1%	13	9	8	33	36
Pharmacy	2%	13	16	11	44	15
Medicine	6%	18	13	17	23	23
Tenure Track	4%	15	12	16	34	19
In Residence	6%	15	13	14	25	26
Clinical X	4%	16	14	16	29	21
HS Clinical	5%	16	10	20	21	28
Adjunct	6%	25	17	9	15	29
Assistant	8%	16	12	15	18	30
Associate	6%	22	13	14	19	26
Professor, Steps 1-5	2%	16	12	19	29	21
Professor, Step 6 +	3%	12	13	17	37	19
<5 years at UCSF	7%	15	13	12	21	33
5-9 years	5%	17	11	19	22	26
10+ years	4%	19	13	17	28	19
Asst/Assoc have mentor	7%	18	14	16	17	27
Asst/Assoc no mentor	8%	18	7	8	24	34
Full Prof have mentor	2%	17	10	18	35	19
Full Prof no mentor	2%	14	14	19	30	21
Have children <12	7%	21	12	18	23	19
Children 12-18	5%	18	15	17	29	17
No children <18	3%	14	13	14	23	32
Part. in CCLF program	5%	18	12	17	24	23
No participation	4%	14	14	13	25	30

Table 29: Effectiveness at Promoting Collegiality

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? e. Promoting an atmosphere of collegiality among the faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	15%	37	25	15	6	1
Men	18%	35	24	16	6	1
Women	11%	40	28	13	6	1
White	15%	38	25	14	6	1
Asian	13%	42	27	11	7	1
Other	22%	35	22	15	5	1
Heterosexual	16%	38	25	14	6	1
LGBT	8%	38	26	16	10	1
Full-time	15%	39	25	14	6	1
Part-time	11%	27	28	19	11	3
Nursing	10%	33	32	13	9	3
Dentistry	19%	32	17	18	11	3
Pharmacy	18%	55	15	6	4	2
Medicine	14%	38	26	15	6	1
Tenure Track	27%	35	18	10	7	3
In Residence	15%	40	25	14	4	1
Clinical X	16%	39	25	14	5	1
HS Clinical	10%	39	27	17	7	*
Adjunct	11%	36	32	12	6	2
Assistant	14%	43	28	10	5	1
Associate	15%	30	28	17	8	2
Professor, Steps 1-5	13%	37	24	16	7	3
Professor, Step 6 +	19%	41	18	15	6	1
<5 years at UCSF	15%	44	26	9	5	1
5-9 years	15%	35	27	15	6	2
10+ years	15%	36	24	16	8	1
Asst/Assoc have mentor	16%	40	29	10	4	*
Asst/Assoc no mentor	9%	28	26	23	12	3
Full Prof have mentor	16%	48	19	11	5	1
Full Prof no mentor	14%	32	24	19	8	2
Have children <12	18%	38	27	12	4	1
Children 12-18	16%	35	28	12	7	1
No children <18	13%	38	23	16	8	2
Participated in CCLF program	16%	41	25	13	5	1
No participation	12%	30	27	18	10	3

Table 30: Effectiveness at Welcoming New Faculty

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? a. Welcoming new faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	8%	38	27	14	5	8
Men	9%	35	30	14	5	7
Women	8%	42	23	15	5	8
White	8%	38	26	15	4	9
Asian	10%	43	24	12	6	5
Other	12%	45	22	14	5	2
Heterosexual	9%	39	27	14	5	7
LGBT	6%	43	21	17	5	8
Full-time	9%	39	26	14	5	7
Part-time	7%	35	25	20	4	10
Nursing	4%	55	17	11	5	7
Dentistry	15%	42	21	14	5	3
Pharmacy	14%	51	19	10	2	6
Medicine	8%	37	27	15	5	8
Tenure Track	14%	45	26	6	4	5
In Residence	9%	40	25	13	4	10
Clinical X	8%	35	27	16	6	8
HS Clinical	6%	39	26	18	6	4
Adjunct	7%	35	25	15	4	13
Assistant	8%	45	26	13	4	4
Associate	8%	33	25	17	6	10
Professor, Steps 1-5	8%	37	23	16	6	10
Professor, Step 6 +	10%	39	32	8	2	9
<5 years at UCSF	8%	44	26	14	6	3
5-9 years	10%	37	26	17	5	7
10+ years	8%	38	26	13	5	11
Asst/Assoc have mentor	8%	44	26	13	4	6
Asst/Assoc no mentor	9%	27	25	23	10	6
Full Prof have mentor	9%	42	26	12	2	9
Full Prof no mentor	8%	35	25	15	6	10
Have children <12	9%	41	27	15	4	5
Children 12-18	9%	37	26	13	5	9
No children <18	8%	37	25	14	5	10
Participated in CCLF program	10%	43	25	12	4	7
No participation	5%	27	31	19	8	9

Table 31: Effectiveness at Providing Information about Academic Series

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? b. Providing information about the different academic series

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	10%	42	25	14	5	3
Men	9%	40	28	14	6	3
Women	11%	46	21	15	4	3
White	9%	43	24	16	5	3
Asian	9%	49	26	11	3	2
Other	17%	41	28	8	6	--
Heterosexual	10%	44	25	13	5	3
LGBT	9%	43	20	18	6	3
Full-time	10%	44	25	14	5	3
Part-time	5%	39	28	13	9	6
Nursing	8%	49	18	14	7	5
Dentistry	21%	39	20	9	6	5
Pharmacy	16%	55	15	8	4	2
Medicine	9%	42	26	14	5	2
Tenure Track	18%	41	21	13	4	3
In Residence	9%	44	26	15	3	3
Clinical X	8%	44	25	15	6	3
HS Clinical	9%	47	25	12	5	2
Adjunct	8%	40	25	16	7	3
Assistant	11%	49	24	12	4	1
Associate	9%	42	26	14	6	3
Professor, Steps 1-5	10%	35	25	18	6	6
Professor, Step 6 +	9%	51	24	10	5	2
<5 years at UCSF	9%	48	24	13	4	1
5-9 years	12%	46	24	11	4	2
10+ years	9%	40	25	15	6	4
Asst/Assoc have mentor	10%	49	25	12	3	1
Asst/Assoc no mentor	9%	37	26	16	10	2
Full Prof have mentor	11%	47	22	14	3	3
Full Prof no mentor	9%	36	27	16	7	5
Have children <12	10%	45	25	13	4	2
Children 12-18	9%	36	29	19	4	4
No children <18	9%	44	23	14	6	3
Participated in CCLF program	13%	49	22	11	3	2
No participation	5%	29	32	21	10	4

Table 32: Effectiveness at Providing Clarity About Promotion Process

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? c. Providing clarity about the faculty promotion process

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	10%	38	27	18	6	2
Men	10%	35	28	19	6	2
Women	11%	41	25	16	6	2
White	10%	38	25	19	5	2
Asian	8%	43	26	17	6	1
Other	17%	39	29	7	8	--
Heterosexual	10%	40	25	17	6	2
LGBT	14%	32	25	21	7	1
Full-time	11%	38	26	18	6	1
Part-time	4%	37	32	12	11	4
Nursing	7%	42	23	23	5	1
Dentistry	24%	34	15	14	8	4
Pharmacy	24%	51	11	9	6	--
Medicine	9%	38	28	18	6	2
Tenure Track	18%	37	24	15	5	2
In Residence	10%	41	25	19	4	2
Clinical X	9%	38	26	22	5	1
HS Clinical	11%	38	26	18	6	1
Adjunct	5%	38	30	14	10	2
Assistant	11%	43	25	14	6	*
Associate	10%	35	25	22	7	2
Professor, Steps 1-5	10%	33	27	21	6	3
Professor, Step 6 +	11%	45	27	12	3	3
<5 years at UCSF	10%	42	26	14	6	1
5-9 years	11%	40	22	22	5	1
10+ years	11%	36	28	17	6	3
Asst/Assoc have mentor	11%	43	25	16	5	1
Asst/Assoc no mentor	9%	30	27	20	13	2
Full Prof have mentor	14%	41	28	12	3	2
Full Prof no mentor	9%	34	26	22	6	3
Have children <12	10%	41	26	17	5	1
Children 12-18	12%	35	29	19	6	*
No children <18	10%	37	26	18	7	3
Participated in CCLF program	12%	44	24	15	4	1
No participation	6%	25	30	24	12	3

Table 33: Effectiveness at Providing Clear Process for Reporting Discrimination/Misconduct

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? p. Providing a clear process for reporting charges of discrimination or misconduct

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	21%	39	16	4	2	17
Men	24%	38	16	3	1	17
Women	18%	41	15	5	3	18
White	23%	42	13	4	2	17
Asian	17%	36	19	5	2	22
Other	24%	43	16	2	2	13
Heterosexual	23%	41	14	4	2	16
LGBT	16%	38	18	7	3	18
Full-time	21%	40	15	4	2	17
Part-time	27%	39	10	1	3	20
Nursing	17%	49	13	4	3	14
Dentistry	37%	31	14	5	3	9
Pharmacy	30%	46	8	2	--	14
Medicine	20%	39	16	4	2	18
Tenure Track	27%	39	15	4	3	12
In Residence	21%	43	11	5	1	19
Clinical X	22%	41	15	4	4	14
HS Clinical	23%	38	14	6	1	19
Adjunct	13%	42	21	1	2	21
Assistant	17%	41	16	3	1	22
Associate	18%	39	18	6	3	17
Professor, Steps 1-5	25%	39	14	5	2	15
Professor, Step 6 +	34%	41	9	4	3	9
<5 years at UCSF	16%	37	17	4	1	24
5-9 years	20%	41	17	2	2	19
10+ years	26%	41	13	6	3	12
Asst/Assoc have mentor	16%	42	18	3	1	19
Asst/Assoc no mentor	21%	32	13	7	5	21
Full Prof have mentor	30%	40	13	5	*	12
Full Prof no mentor	26%	40	12	5	3	14
Have children <12	21%	40	16	3	2	18
Children 12-18	20%	43	14	6	3	15
No children <18	22%	40	14	4	2	18
Participated in CCLF program	22%	42	14	4	1	17
No participation	22%	33	17	5	3	19

Table 34: Faculty Mentoring Program

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. d. Faculty Mentoring Program

	Participated	Aware	Unaware
Total	46%	41	8
Men	41%	43	10
Women	52%	39	5
White	46%	44	8
Asian	52%	39	6
Other	55%	41	4
Heterosexual	48%	43	8
LGBT	48%	44	8
Full-time	49%	42	7
Part-time	34%	51	14
Nursing	59%	30	9
Dentistry	48%	42	9
Pharmacy	51%	49	--
Medicine	47%	43	8
Tenure Track	50%	42	6
In Residence	50%	38	9
Clinical X	50%	38	8
HS Clinical	45%	46	7
Adjunct	46%	42	10
Assistant	61%	32	5
Associate	49%	42	6
Professor, Steps 1-5	33%	53	13
Professor, Step 6 +	46%	48	5
<5 years at UCSF	57%	35	7
5-9 years	56%	39	4
10+ years	38%	50	10
Asst/Assoc have mentor	65%	28	4
Asst/Assoc no mentor	22%	67	9
Full Prof have mentor	46%	49	4
Full Prof no mentor	31%	53	14
Have children <12	56%	35	6
Children 12-18	42%	44	12
No children <18	44%	47	8
Participated in CCLF program	69%	28	2
No participation	--	78	22

Table 35: Faculty Information and Welcoming Week

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. c. Faculty Information & Welcoming Week/Faculty Development Day

	Participated	Aware	Unaware
Total	38%	45	11
Men	28%	50	15
Women	51%	38	7
White	37%	50	11
Asian	51%	37	11
Other	42%	45	12
Heterosexual	40%	47	12
LGBT	35%	50	14
Full-time	41%	46	11
Part-time	28%	55	17
Nursing	53%	42	3
Dentistry	35%	54	10
Pharmacy	54%	44	--
Medicine	38%	47	13
Tenure Track	39%	52	7
In Residence	37%	50	11
Clinical X	35%	47	14
HS Clinical	40%	48	11
Adjunct	49%	34	15
Assistant	55%	31	12
Associate	41%	51	7
Professor, Steps 1-5	25%	60	13
Professor, Step 6 +	29%	58	13
<5 years at UCSF	53%	30	15
5-9 years	48%	44	6
10+ years	27%	60	12
Asst/Assoc have mentor	53%	36	9
Asst/Assoc no mentor	34%	50	14
Full Prof have mentor	33%	61	5
Full Prof no mentor	23%	58	17
Have children <12	45%	43	9
Children 12-18	36%	53	10
No children <18	37%	48	14
Participated in CCLF program	57%	37	5
No participation	--	71	29

Table 36: Faculty Development Program

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. a. Faculty Development program

	Participated	Aware	Unaware
Total	33%	43	17
Men	27%	48	18
Women	43%	38	15
White	33%	47	18
Asian	41%	41	16
Other	43%	42	15
Heterosexual	35%	46	17
LGBT	37%	40	21
Full-time	36%	45	17
Part-time	22%	51	24
Nursing	40%	38	21
Dentistry	34%	55	11
Pharmacy	41%	48	11
Medicine	35%	45	19
Tenure Track	29%	61	9
In Residence	36%	44	18
Clinical X	33%	44	19
HS Clinical	37%	43	19
Adjunct	40%	38	21
Assistant	45%	36	17
Associate	39%	42	17
Professor, Steps 1-5	27%	51	19
Professor, Step 6 +	19%	68	13
<5 years at UCSF	39%	39	20
5-9 years	44%	40	15
10+ years	29%	53	17
Asst/Assoc have mentor	47%	36	16
Asst/Assoc no mentor	30%	47	22
Full Prof have mentor	34%	52	12
Full Prof no mentor	19%	59	20
Have children <12	40%	42	16
Children 12-18	36%	47	16
No children <18	31%	48	20
Participated in CCLF program	51%	37	12
No participation	--	66	34

Table 37: Faculty Wellness Grand Rounds

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. b. Faculty Wellness Grand Rounds Series

	Participated	Aware	Unaware
Total	18%	60	16
Men	15%	61	17
Women	21%	58	16
White	20%	61	17
Asian	15%	66	17
Other	24%	57	19
Heterosexual	20%	63	16
LGBT	14%	60	26
Full-time	19%	62	17
Part-time	17%	65	17
Nursing	33%	48	14
Dentistry	19%	61	18
Pharmacy	17%	68	14
Medicine	18%	63	17
Tenure Track	20%	65	13
In Residence	18%	62	18
Clinical X	18%	65	13
HS Clinical	18%	63	18
Adjunct	22%	57	19
Assistant	18%	62	18
Associate	19%	65	14
Professor, Steps 1-5	20%	62	16
Professor, Step 6 +	21%	61	17
<5 years at UCSF	16%	62	21
5-9 years	21%	64	12
10+ years	20%	63	15
Asst/Assoc have mentor	20%	62	15
Asst/Assoc no mentor	10%	66	21
Full Prof have mentor	25%	66	8
Full Prof no mentor	18%	59	21
Have children <12	18%	65	14
Children 12-18	23%	61	13
No children <18	18%	61	20
Participated in CCLF program	27%	60	12
No participation	--	70	30

Table 38: New Faculty Biographies

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. e. New Faculty Biographies

	Participated	Aware	Unaware
Total	10%	29	55
Men	8%	32	53
Women	12%	26	57
White	10%	29	59
Asian	14%	29	55
Other	12%	38	50
Heterosexual	10%	31	58
LGBT	15%	25	59
Full-time	10%	30	57
Part-time	9%	29	61
Nursing	20%	26	49
Dentistry	14%	41	44
Pharmacy	23%	23	52
Medicine	9%	30	59
Tenure Track	11%	37	49
In Residence	11%	28	58
Clinical X	9%	30	57
HS Clinical	10%	32	57
Adjunct	10%	22	65
Assistant	16%	25	57
Associate	8%	30	59
Professor, Steps 1-5	7%	33	57
Professor, Step 6 +	8%	40	51
<5 years at UCSF	19%	25	56
5-9 years	10%	29	59
10+ years	5%	35	58
Asst/Assoc have mentor	15%	26	57
Asst/Assoc no mentor	4%	33	61
Full Prof have mentor	6%	40	53
Full Prof no mentor	8%	33	57
Have children <12	11%	29	57
Children 12-18	9%	32	57
No children <18	11%	30	59
Participated in CCLF program	15%	29	55
No participation	--	35	65

Table 39: Faculty Leadership Collaborative

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program. f. UCSF-Coro Faculty Leadership Collaborative

	Participated	Aware	Unaware
Total	7%	35	51
Men	6%	32	54
Women	9%	38	49
White	8%	38	52
Asian	7%	30	60
Other	14%	39	47
Heterosexual	8%	36	55
LGBT	10%	39	51
Full-time	8%	35	54
Part-time	4%	45	50
Nursing	9%	47	41
Dentistry	13%	56	27
Pharmacy	12%	40	48
Medicine	7%	34	57
Tenure Track	10%	42	45
In Residence	8%	35	55
Clinical X	9%	40	47
HS Clinical	8%	36	54
Adjunct	4%	28	66
Assistant	2%	26	69
Associate	10%	43	44
Professor, Steps 1-5	13%	40	44
Professor, Step 6 +	8%	46	44
<5 years at UCSF	3%	24	72
5-9 years	7%	38	53
10+ years	12%	44	43
Asst/Assoc have mentor	6%	32	59
Asst/Assoc no mentor	4%	35	59
Full Prof have mentor	16%	51	31
Full Prof no mentor	9%	36	52
Have children <12	8%	35	53
Children 12-18	12%	43	44
No children <18	7%	35	57
Participated in CCLF program	11%	36	52
No participation	--	38	62

Table 40: Effectiveness at Making Wellness Programs Available

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? I. Making health promotion/ wellness programs available

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	12%	36	25	8	3	18
Men	12%	35	24	6	2	20
Women	11%	38	26	9	3	14
White	12%	36	25	8	2	17
Asian	9%	39	30	5	2	15
Other	13%	41	19	10	3	13
Heterosexual	12%	37	26	8	2	16
LGBT	9%	40	19	8	4	20
Full-time	12%	36	25	7	2	17
Part-time	15%	35	20	6	7	17
Nursing	6%	45	21	12	5	11
Dentistry	23%	37	11	6	4	18
Pharmacy	15%	32	24	9	--	19
Medicine	11%	36	26	7	3	17
Tenure Track	13%	31	25	6	3	23
In Residence	13%	41	19	6	1	21
Clinical X	9%	34	29	10	3	15
HS Clinical	12%	38	23	10	3	13
Adjunct	12%	34	30	4	4	16
Assistant	11%	36	28	6	3	16
Associate	10%	39	23	10	2	15
Professor, Steps 1-5	14%	34	24	7	3	17
Professor, Step 6 +	12%	35	21	8	2	22
<5 years at UCSF	10%	33	29	6	3	20
5-9 years	12%	40	21	9	3	15
10+ years	12%	36	24	8	3	17
Asst/Assoc have mentor	11%	39	27	6	2	14
Asst/Assoc no mentor	11%	33	20	14	3	19
Full Prof have mentor	12%	45	21	5	1	15
Full Prof no mentor	14%	28	24	9	4	21
Have children <12	12%	35	28	9	2	14
Children 12-18	13%	34	25	10	3	15
No children <18	12%	38	22	6	3	20
Participated in CCLF program	13%	40	24	7	2	14
No participation	9%	27	26	8	5	24

Table 41: Who Has Mentors?

Q3. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional life? (2001: Since arriving at UCSF, have you had what you would consider a mentor, that is, a person to whom you can turn for help with your professional life?)

	Yes	No	No, but I would like to find one	No, but I don't need one
Total	62%	38	16	22
2001 total	58%	42	n/a	n/a
Men	55%	45	14	31
Women	69%	30	19	11
White	59%	41	15	26
Asian	74%	25	15	11
Other	65%	35	21	14
Heterosexual	62%	38	16	22
LGBT	67%	33	15	19
Full-time	64%	36	15	21
Part-time	48%	52	28	24
Nursing	69%	31	20	11
Dentistry	53%	47	15	31
Pharmacy	57%	43	17	26
Medicine	62%	37	16	22
Tenure Track	46%	54	15	39
In Residence	62%	38	11	27
Clinical X	63%	36	14	22
HS Clinical	61%	39	24	15
Adjunct	80%	20	9	11
Assistant	87%	13	12	2
Associate	68%	32	19	12
Professor, Steps 1-5	41%	59	21	39
Professor, Step 6 +	27%	73	9	63
<5 years at UCSF	81%	18	15	3
5-9 years	75%	25	15	11
10+ years	43%	56	17	40
Have children <12	76%	24	14	9
Children 12-18	58%	42	17	25
No children <18	53%	46	16	30
Participated in CCLF program	72%	28	14	15
No participation	40%	60	22	38

Table 42: Satisfaction with Mentoring

Q4. (IF HAS MENTOR: n=845) How satisfied are you with the quality of mentoring you've received? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

	Satisfied		Neutral	Dissatisfied	
	Very satisfied	Fairly satisfied		Fairly dissatisfied	Very dissatisfied
Total	42%	40	11	5	1
Men	44%	41	9	5	1
Women	40%	39	14	5	2
White	42%	41	11	5	1
Asian	40%	40	12	5	3
Other	51%	34	11	4	--
Heterosexual	42%	41	11	4	1
LGBT	51%	31	10	8	--
Full-time	44%	38	11	5	1
Part-time	29%	47	15	4	4
Nursing	44%	33	13	6	4
Dentistry	64%	32	4	--	--
Pharmacy	41%	32	18	7	2
Medicine	41%	41	12	5	1
Tenure Track	47%	43	8	1	1
In Residence	44%	41	9	3	2
Clinical X	39%	40	12	8	1
HS Clinical	41%	39	13	6	2
Adjunct	44%	33	16	6	1
Assistant	43%	35	12	7	2
Associate	35%	44	15	5	1
Full Professor	47%	42	8	2	*
<5 years at UCSF	47%	32	12	7	2
5-9 years	36%	42	17	3	2
10+ years	41%	47	7	5	*
Have children <12	42%	40	13	4	2
Children 12-18	36%	50	7	7	1
No children <18	44%	37	12	6	1
Participated in CCLF program	43%	39	12	5	2
No participation	41%	40	13	6	--

Table 43: Effectiveness at Providing Mentoring for Junior Faculty

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? d. Providing mentoring for junior faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	12%	37	27	14	5	5
Men	12%	36	29	13	5	4
Women	11%	38	26	15	4	6
White	12%	36	27	15	5	6
Asian	11%	40	28	13	5	2
Other	14%	48	21	12	4	1
Heterosexual	12%	38	27	14	4	4
LGBT	8%	35	30	16	6	5
Full-time	12%	38	27	14	5	4
Part-time	6%	28	35	15	8	8
Nursing	15%	34	21	15	7	9
Dentistry	22%	28	22	14	8	6
Pharmacy	18%	47	25	5	2	3
Medicine	10%	38	28	15	5	4
Tenure Track	20%	42	19	9	5	5
In Residence	15%	40	25	10	4	6
Clinical X	12%	37	25	17	4	5
HS Clinical	8%	31	32	20	5	4
Adjunct	8%	41	30	10	6	5
Assistant	14%	39	28	15	4	*
Associate	9%	32	29	18	6	6
Professor, Steps 1-5	12%	34	28	12	5	9
Professor, Step 6 +	14%	45	19	9	4	8
<5 years at UCSF	14%	40	27	13	4	2
5-9 years	12%	35	26	19	5	4
10+ years	10%	37	28	12	5	7
Asst/Assoc have mentor	14%	43	27	13	3	2
Asst/Assoc no mentor	4%	14	33	30	14	5
Full Prof have mentor	13%	46	26	8	--	7
Full Prof no mentor	12%	32	26	13	8	9
Have children <12	12%	39	29	14	4	2
Children 12-18	14%	39	26	13	4	4
No children <18	12%	35	25	15	6	7
Participated in CCLF program	14%	43	24	13	3	3
No participation	8%	24	33	17	10	9

Table 44: Junior Faculty Find Good Role Models

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? a. Junior faculty in my department find good role models (2001: *Young faculty in my department find good role models.*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	21%	42	13	11	5	8
2001 total	14%	39	13	20	10	2
Men	22%	41	14	9	4	10
Women	21%	42	12	14	6	5
White	22%	45	12	11	4	5
Asian	17%	41	19	14	3	5
Other	30%	39	13	11	4	2
Heterosexual	23%	43	14	11	4	4
LGBT	16%	50	13	12	6	3
Full-time	22%	43	13	11	5	5
Part-time	18%	39	20	10	7	6
Nursing	33%	35	11	12	6	3
Dentistry	25%	35	17	12	6	5
Pharmacy	33%	47	10	4	3	3
Medicine	20%	44	14	12	5	5
Tenure Track	36%	40	8	8	3	4
In Residence	23%	40	15	10	3	8
Clinical X	24%	43	13	11	4	5
HS Clinical	17%	47	14	13	7	3
Adjunct	16%	40	19	13	5	6
Assistant	17%	44	15	14	5	4
Associate	19%	39	18	12	8	5
Professor, Steps 1-5	26%	42	13	10	3	6
Professor, Step 6 +	29%	54	6	6	1	4
<5 years at UCSF	21%	41	14	13	5	5
5-9 years	22%	40	16	11	7	4
10+ years	22%	46	13	10	4	5
Asst/Assoc have mentor	20%	45	16	12	4	4
Asst/Assoc no mentor	9%	30	18	21	16	7
Full Prof have mentor	31%	48	10	6	1	4
Full Prof no mentor	25%	44	12	10	3	6
Have children <12	19%	44	15	13	4	5
Children 12-18	22%	39	18	12	4	5
No children <18	23%	44	12	11	5	5
Participated in CCLF program	24%	44	14	11	4	3
No participation	18%	40	15	13	6	9

Table 45: Impact of Mentoring

Q5. How important is, or has been, mentoring to you in making your experience at UCSF positive? Very important, somewhat important, just a little bit, not very important, not at all important?

	Very important	Somewhat important	Just a little bit	Not very important	Not at all important
Total	38%	30	13	11	5
Men	32%	30	15	14	7
Women	45%	30	11	7	4
White	35%	33	14	11	6
Asian	46%	24	15	11	3
Other	59%	21	10	9	1
Heterosexual	40%	29	14	10	6
LGBT	39%	35	9	15	1
Full-time	39%	31	13	10	6
Part-time	35%	26	14	21	3
Nursing	44%	35	11	8	1
Dentistry	45%	32	8	10	5
Pharmacy	36%	27	15	18	4
Medicine	38%	30	13	11	6
Tenure Track	32%	31	15	12	10
In Residence	39%	31	14	10	5
Clinical X	34%	35	16	8	5
HS Clinical	36%	30	14	15	3
Adjunct	55%	25	7	8	4
Assistant	48%	28	14	7	2
Associate	42%	29	11	12	4
Professor, Steps 1-5	29%	34	14	13	10
Professor, Step 6 +	23%	31	15	20	10
<5 years at UCSF	48%	28	13	7	2
5-9 years	41%	29	15	11	4
10+ years	32%	32	13	14	8
Asst/Assoc have mentor	51%	30	12	5	1
Asst/Assoc no mentor	25%	22	14	25	8
Full Prof have mentor	47%	38	10	4	--
Full Prof no mentor	15%	30	17	22	15
Have children <12	44%	29	14	9	3
Children 12-18	37%	34	12	10	5
No children <18	35%	31	13	13	7
Participated in CCLF program	44%	32	12	8	3
No participation	27%	26	17	18	11

Table 46: Effectiveness at Promoting Climate Free of Gender Discrimination

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? m. Promoting a climate among the faculty that is free of gender discrimination

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	25%	39	19	7	3	7
Men	31%	41	15	4	*	9
Women	17%	39	23	12	5	4
White	25%	40	18	9	2	6
Asian	27%	40	16	4	4	8
Other	28%	41	19	4	1	8
Heterosexual	26%	41	19	6	2	6
LGBT	21%	38	18	12	2	8
Full-time	24%	40	19	7	3	7
Part-time	31%	33	17	7	2	10
Nursing	21%	41	20	6	5	7
Dentistry	43%	31	12	4	5	5
Pharmacy	28%	45	17	5	3	3
Medicine	23%	40	19	8	2	7
Tenure Track	33%	38	14	7	3	4
In Residence	24%	44	16	7	2	8
Clinical X	25%	43	16	7	3	5
HS Clinical	27%	37	20	7	3	6
Adjunct	14%	41	23	8	2	11
Assistant	23%	43	18	6	2	8
Associate	22%	39	18	9	3	8
Professor, Steps 1-5	25%	38	20	7	4	6
Professor, Step 6 +	33%	43	13	8	--	2
<5 years at UCSF	23%	39	19	5	3	10
5-9 years	28%	42	16	7	1	6
10+ years	25%	39	19	9	3	5
Asst/Assoc have mentor	22%	44	19	6	2	7
Asst/Assoc no mentor	25%	30	17	12	6	11
Full Prof have mentor	32%	39	15	9	2	3
Full Prof no mentor	25%	40	20	6	3	6
Have children <12	26%	42	19	7	2	5
Children 12-18	22%	41	19	8	4	7
No children <18	25%	38	18	7	3	9
Participated in CCLF program	25%	42	18	7	2	5
No participation	26%	33	21	7	4	9

Table 47: Climate for Women at UCSF in General

Q7. How would you describe the climate overall for WOMEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") a. At UCSF in general

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	27%	41	16	4	1	11
<i>2001 total</i>	<i>12%</i>	<i>42</i>	<i>23</i>	<i>11</i>	<i>2</i>	<i>9</i>
Men	32%	35	13	2	*	18
Women	20%	48	20	7	2	3
White	25%	43	14	5	1	11
Asian	28%	37	21	2	1	11
Other	31%	40	13	6	--	10
Heterosexual	27%	43	15	4	1	11
LGBT	27%	38	16	8	--	12
Full-time	27%	41	15	4	1	11
Part-time	23%	43	15	4	1	14
Nursing	20%	48	14	8	1	9
Dentistry	33%	41	6	1	2	17
Pharmacy	40%	33	10	3	3	11
Medicine	26%	41	17	4	1	11
Tenure Track	32%	41	12	4	2	9
In Residence	26%	42	13	4	1	13
Clinical X	31%	43	10	4	1	11
HS Clinical	25%	41	17	4	1	12
Adjunct	21%	39	23	5	1	11
Assistant	26%	42	17	3	1	10
Associate	21%	40	19	5	2	14
Professor, Steps 1-5	28%	41	12	6	1	12
Professor, Step 6 +	34%	41	13	1	1	9
<5 years at UCSF	28%	41	14	3	--	14
5-9 years	28%	40	17	4	1	9
10+ years	25%	43	15	5	2	11
Asst/Assoc have mentor	24%	42	19	3	1	10
Asst/Assoc no mentor	23%	39	14	6	3	17
Full Prof have mentor	34%	44	11	6	1	5
Full Prof no mentor	27%	40	13	4	1	15
Have children <12	27%	40	20	3	1	9
Children 12-18	23%	45	16	6	1	9
No children <18	28%	40	12	5	1	14
Participated in CCLF program	26%	45	16	4	1	9
No participation	29%	32	14	6	2	17

Table 48: Climate for Women in Your School

Q7. How would you describe the climate overall for WOMEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") b. In your school

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	31%	38	15	4	1	11
<i>2001 total</i>	<i>16%</i>	<i>41</i>	<i>21</i>	<i>10</i>	<i>2</i>	<i>8</i>
Men	35%	33	13	2	--	17
Women	27%	43	17	6	2	5
White	30%	40	14	4	1	11
Asian	30%	37	17	2	1	12
Other	40%	33	9	6	--	12
Heterosexual	31%	40	14	4	1	10
LGBT	35%	32	12	8	--	12
Full-time	32%	37	14	4	1	11
Part-time	27%	44	12	5	1	12
Nursing	60%	28	4	2	1	5
Dentistry	34%	41	8	5	3	8
Pharmacy	62%	23	5	3	--	7
Medicine	27%	39	16	4	1	12
Tenure Track	40%	37	10	4	1	7
In Residence	29%	39	14	4	1	14
Clinical X	34%	38	11	3	1	12
HS Clinical	31%	38	14	4	1	12
Adjunct	24%	38	20	4	1	12
Assistant	30%	39	16	2	1	12
Associate	25%	39	15	4	2	15
Professor, Steps 1-5	34%	36	13	6	1	9
Professor, Step 6 +	40%	39	11	3	--	7
<5 years at UCSF	31%	37	13	3	1	16
5-9 years	33%	37	15	3	1	11
10+ years	32%	39	14	6	1	9
Asst/Assoc have mentor	28%	41	16	3	1	11
Asst/Assoc no mentor	27%	32	13	5	2	20
Full Prof have mentor	42%	37	11	6	--	4
Full Prof no mentor	33%	37	13	5	1	11
Have children <12	30%	39	16	3	1	11
Children 12-18	28%	43	15	4	1	9
No children <18	34%	35	13	4	1	13
Participated in CCLF program	31%	41	15	3	1	10
No participation	32%	31	14	6	1	16

Table 49: Climate for Women in Your Department

Q7. How would you describe the climate overall for WOMEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") c. In your department

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	38%	33	14	5	2	8
<i>2001 total</i>	<i>28%</i>	<i>37</i>	<i>16</i>	<i>9</i>	<i>4</i>	<i>4</i>
Men	40%	31	12	2	1	13
Women	37%	35	16	7	4	1
White	39%	33	14	4	2	8
Asian	36%	35	14	5	2	7
Other	46%	31	9	7	1	6
Heterosexual	39%	34	13	4	2	7
LGBT	41%	31	11	4	3	10
Full-time	39%	33	14	4	3	8
Part-time	40%	30	13	7	2	8
Nursing	63%	25	4	--	4	3
Dentistry	42%	37	4	5	5	7
Pharmacy	60%	28	4	--	2	7
Medicine	35%	33	16	5	2	8
Tenure Track	49%	31	10	2	3	6
In Residence	34%	39	11	4	1	10
Clinical X	43%	29	11	4	4	10
HS Clinical	38%	31	14	7	3	7
Adjunct	32%	33	23	2	1	8
Assistant	37%	33	17	4	1	8
Associate	31%	32	15	6	5	11
Professor, Steps 1-5	41%	35	10	5	3	6
Professor, Step 6 +	50%	31	11	2	1	5
<5 years at UCSF	39%	29	15	4	1	11
5-9 years	40%	34	13	5	1	7
10+ years	39%	35	13	4	4	6
Asst/Assoc have mentor	35%	35	16	4	2	8
Asst/Assoc no mentor	33%	25	16	8	5	13
Full Prof have mentor	49%	33	11	3	1	2
Full Prof no mentor	40%	33	11	5	3	8
Have children <12	36%	32	16	6	3	7
Children 12-18	34%	39	13	6	2	6
No children <18	42%	31	12	4	2	9
Participated in CCLF program	39%	34	14	4	2	6
No participation	36%	28	15	5	4	12

Table 50: Climate for Men at UCSF

Q8. How would you describe the climate overall for MEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") a. At UCSF in general

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	41%	36	11	1	*	11
<i>2001 total</i>	<i>24%</i>	<i>48</i>	<i>15</i>	<i>2</i>	<i>--</i>	<i>9</i>
Men	37%	41	15	2	1	4
Women	45%	28	5	--	--	21
White	42%	36	9	1	*	11
Asian	38%	35	14	--	--	13
Other	51%	26	8	--	1	14
Heterosexual	42%	36	11	1	*	11
LGBT	49%	32	5	2	--	11
Full-time	41%	36	11	1	*	11
Part-time	37%	32	10	2	--	19
Nursing	54%	16	3	--	--	28
Dentistry	38%	34	15	1	--	11
Pharmacy	63%	29	2	2	--	5
Medicine	39%	37	11	1	*	10
Tenure Track	46%	36	7	1	1	9
In Residence	43%	37	10	2	--	8
Clinical X	41%	36	13	2	*	8
HS Clinical	41%	32	11	--	-	15
Adjunct	34%	36	12	2	1	15
Assistant	39%	34	9	1	1	16
Associate	38%	36	13	1	*	12
Professor, Steps 1-5	44%	34	13	1	1	8
Professor, Step 6 +	49%	39	6	2	--	4
<5 years at UCSF	43%	31	10	1	1	15
5-9 years	38%	37	10	1	*	14
10+ years	43%	36	11	1	*	8
Asst/Assoc have mentor	38%	36	11	1	*	14
Asst/Assoc no mentor	38%	32	10	2	1	16
Full Prof have mentor	50%	35	10	1	--	5
Full Prof no mentor	43%	36	11	2	1	8
Have children <12	39%	35	12	1	*	12
Children 12-18	38%	38	12	1	--	10
No children <18	44%	34	10	1		11
Participated in CCLF program	43%	35	10	1	--	12
No participation	38%	35	14	2	1	10

Table 51: Climate for Men in Your School

Q8. How would you describe the climate overall for MEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") b. In your school

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	41%	35	10	1	*	12
<i>2001 total</i>	<i>24%</i>	<i>48</i>	<i>16</i>	<i>2</i>	<i>--</i>	<i>7</i>
Men	39%	40	15	1	1	5
Women	44%	28	5	*	*	22
White	41%	36	9	1	*	12
Asian	41%	31	13	--	--	14
Other	50%	25	9	--	1	15
Heterosexual	41%	35	10	1	1	12
LGBT	50%	30	4	3	--	13
Full-time	41%	35	11	1	1	12
Part-time	39%	31	7	3	--	21
Nursing	45%	21	2	4	1	26
Dentistry	44%	34	15	1	--	6
Pharmacy	66%	23	4	--	2	5
Medicine	40%	36	11	1	*	12
Tenure Track	45%	37	8	*	1	8
In Residence	43%	36	11	1	--	9
Clinical X	42%	34	12	2	--	10
HS Clinical	41%	31	10	1	--	17
Adjunct	35%	36	10	1	1	16
Assistant	39%	33	9	1	1	18
Associate	39%	34	12	1	*	14
Professor, Steps 1-5	43%	34	12	2	1	8
Professor, Step 6 +	49%	40	8	*	--	3
<5 years at UCSF	41%	30	10	1	1	17
5-9 years	39%	34	11	1	*	15
10+ years	43%	36	11	1	1	8
Asst/Assoc have mentor	39%	34	10	1	*	15
Asst/Assoc no mentor	38%	31	9	2	1	19
Full Prof have mentor	51%	34	10	1	--	5
Full Prof no mentor	41%	37	11	2	1	8
Have children <12	40%	34	11	1	*	13
Children 12-18	40%	38	11	1	--	10
No children <18	42%	34	9	1	1	12
Participated in CCLF program	42%	34	9	1	--	13
No participation	39%	33	14	2	2	11

Table 52: Climate for Men in Your Department

Q8. How would you describe the climate overall for MEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good") c. In your department

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	43%	35	11	1	1	10
2001 total	29%	47	14	2	1	5
Men	40%	40	15	2	1	2
Women	46%	28	5	*	*	20
White	44%	35	10	1	*	10
Asian	40%	36	12	*	--	12
Other	51%	27	10	--	1	11
Heterosexual	44%	34	11	1	1	9
LGBT	49%	35	8	1	--	8
Full-time	43%	35	11	1	1	10
Part-time	41%	31	10	2	--	16
Nursing	47%	18	6	2	1	26
Dentistry	47%	32	13	1	--	7
Pharmacy	64%	23	4	--	2	7
Medicine	42%	36	11	1	1	9
Tenure Track	48%	31	9	1	1	8
In Residence	44%	36	11	1	--	7
Clinical X	43%	35	12	2	1	8
HS Clinical	45%	33	9	*	--	13
Adjunct	34%	36	13	2	1	14
Assistant	40%	32	10	1	*	16
Associate	44%	35	11	*	*	11
Professor, Steps 1-5	43%	36	13	1	1	6
Professor, Step 6 +	52%	36	7	2	--	3
<5 years at UCSF	42%	30	11	2	*	15
5-9 years	43%	35	10	*	*	12
10+ years	45%	36	11	1	1	6
Asst/Assoc have mentor	41%	34	10	1	--	13
Asst/Assoc no mentor	40%	31	10	1	1	16
Full Prof have mentor	51%	34	10	1	--	4
Full Prof no mentor	43%	38	12	2	1	5
Have children <12	42%	34	11	1	*	11
Children 12-18	42%	37	10	1	--	9
No children <18	45%	33	10	1	1	9
Participated in CCLF program	44%	34	9	1	--	11
No participation	40%	34	15	1	2	8

Table 53: Discrimination at UCSF

Q22. Do you feel that, at any time, you have been discriminated against at UCSF on the basis of your: a. Gender (2001: Do you feel that, at any time at UCSF, you have been discriminated against on the basis of your gender); b. Race/ethnicity; c. Sexual orientation; d. Disability/chronic health condition(s)

% saying "yes"	Gender	Race/ethnicity	Sexual orientation	Disability/ health condition
Total	17%	6%	2%	2%
Men	6%	5%	3%	1%
Women	31%	7%	2%	3%
White	19%	2%	3%	2%
Asian	15%	12%	1%	1%
Other	15%	14%	3%	--
Heterosexual	18%	6%	1%	2%
LGBT	15%	7%	18%	2%
Full-time	18%	6%	2%	2%
Part-time	15%	10%	2%	3%
Nursing	20%	13%	4%	6%
Dentistry	21%	9%	3%	2%
Pharmacy	25%	7%	--	4%
Medicine	18%	6%	2%	2%
Tenure Track	20%	5%	1%	2%
In Residence	18%	5%	2%	2%
Clinical X	20%	11%	4%	2%
HS Clinical	16%	5%	3%	2%
Adjunct	18%	7%	2%	4%
Assistant	14%	6%	1%	3%
Associate	23%	9%	3%	2%
Professor, Steps 1-5	20%	6%	5%	2%
Professor, Step 6 +	16%	6%	*%	1%
<5 years at UCSF	14%	3%	1%	2%
5-9 years	16%	7%	1%	3%
10+ years	22%	8%	4%	2%
Asst/Assoc have mentor	16%	6%	1%	3%
Asst/Assoc no mentor	24%	10%	5%	1%
Full Prof have mentor	18%	4%	4%	1%
Full Prof no mentor	20%	6%	3%	2%
Have children <12	18%	8%	1%	2%
Children 12-18	23%	5%	2%	3%
No children <18	18%	5%	3%	2%
Participated in CCLF program	19%	7%	2%	2%
No participation	16%	4%	3%	2%

Table 54: Unequal Treatment for Women at UCSF in General

Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	2%	13	16	37	31
Men	1%	6	10	48	35
Women	4%	23	23	24	26
White	3%	14	18	38	27
Asian	3%	11	15	41	30
Other	3%	15	16	35	31
Heterosexual	2%	13	17	40	28
LGBT	3%	21	22	32	22
Full-time	2%	14	17	40	28
Part-time	3%	14	12	30	42
Nursing	6%	29	18	12	35
Dentistry	7%	9	8	44	32
Pharmacy	7%	10	20	42	21
Medicine	2%	13	17	40	28
Tenure Track	7%	14	12	42	25
In Residence	1%	13	18	41	28
Clinical X	1%	12	21	44	22
HS Clinical	2%	13	15	39	33
Adjunct	3%	19	19	28	31
Assistant	1%	15	15	34	35
Associate	5%	13	19	35	28
Professor, Steps 1-5	3%	15	17	42	23
Professor, Step 6 +	1%	11	15	52	21
<5 years at UCSF	1%	13	13	36	37
5-9 years	3%	12	18	39	28
10+ years	3%	15	18	41	22
Asst/Assoc have mentor	2%	14	18	33	33
Asst/Assoc no mentor	6%	14	13	36	30
Full Prof have mentor	2%	17	20	41	19
Full Prof no mentor	3%	12	14	47	24
Have children <12	1%	13	21	37	28
Children 12-18	4%	15	18	39	24
No children <18	3%	15	14	40	29
Participated in CCLF program	2%	16	18	37	27
No participation	4%	10	13	43	30

Table 55: Unequal Treatment for Women in Your School

Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know? b. In your school

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	2%	11	13	45	29
Men	1%	5	8	54	32
Women	4%	17	20	34	25
White	2%	11	16	47	24
Asian	3%	9	11	47	30
Other	2%	12	14	45	27
Heterosexual	2%	11	14	48	25
LGBT	2%	13	18	45	21
Full-time	2%	11	14	47	26
Part-time	2%	11	9	47	30
Nursing	2%	5	6	71	17
Dentistry	10%	8	7	58	17
Pharmacy	2%	5	9	69	15
Medicine	2%	12	15	43	28
Tenure Track	4%	8	12	54	21
In Residence	2%	12	14	46	27
Clinical X	1%	12	17	47	22
HS Clinical	2%	10	12	48	28
Adjunct	3%	14	15	38	30
Assistant	1%	11	12	41	35
Associate	4%	10	17	43	26
Professor, Steps 1-5	2%	13	15	52	18
Professor, Step 6 +	2%	9	12	61	17
<5 years at UCSF	1%	9	11	43	36
5-9 years	3%	10	14	48	25
10+ years	3%	13	17	49	19
Asst/Assoc have mentor	2%	11	14	41	32
Asst/Assoc no mentor	6%	8	14	43	29
Full Prof have mentor	2%	14	16	51	15
Full Prof no mentor	2%	10	12	56	19
Have children <12	2%	11	16	44	28
Children 12-18	2%	13	16	47	21
No children <18	3%	11	12	49	25
Participated in CCLF program	1%	12	15	46	26
No participation	4%	8	12	49	27

Table 56: Unequal Treatment for Women in Your Department

Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know? c. In your department

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	3%	9	13	55	20
Men	2%	5	8	61	24
Women	6%	14	19	48	13
White	3%	9	15	58	15
Asian	4%	11	11	54	19
Other	2%	9	14	59	16
Heterosexual	3%	9	14	58	16
LGBT	4%	13	14	59	10
Full-time	4%	9	14	57	16
Part-time	4%	12	7	58	19
Nursing	3%	1	2	79	15
Dentistry	10%	5	4	69	12
Pharmacy	4%	1	10	78	7
Medicine	3%	11	15	53	17
Tenure Track	4%	5	9	71	11
In Residence	3%	10	12	57	18
Clinical X	5%	7	15	60	13
HS Clinical	3%	12	13	53	18
Adjunct	2%	10	18	47	23
Assistant	2%	11	15	49	22
Associate	6%	12	15	51	16
Professor, Steps 1-5	4%	8	12	64	12
Professor, Step 6 +	3%	7	9	73	8
<5 years at UCSF	2%	10	13	51	25
5-9 years	2%	10	17	57	14
10+ years	6%	9	13	61	11
Asst/Assoc have mentor	2%	11	16	50	20
Asst/Assoc no mentor	10%	11	10	50	19
Full Prof have mentor	3%	7	13	68	10
Full Prof no mentor	4%	8	10	67	11
Have children <12	3%	11	16	52	17
Children 12-18	3%	13	11	59	14
No children <18	4%	8	12	60	16
Participated in CCLF program	3%	10	15	57	15
No participation	6%	9	10	57	18

Table 57: Unequal Treatment for Men at UCSF in General

Q17. Is there inequity or unequal treatment for MEN...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	3	5	58	33
Men	1%	3	7	63	27
Women	1%	3	4	52	40
White	1%	3	6	60	30
Asian	1%	3	5	58	33
Other	--	-	4%	71	25
Heterosexual	1%	3	5	61	30
LGBT	--	3%	7	67	23
Full-time	1%	3	5	62	29
Part-time	--	3%	8	40	48
Nursing	--	4%	--	50	46
Dentistry	3%	5	9	45	38
Pharmacy	2%	5	10	61	23
Medicine	1%	3	5	62	29
Tenure Track	2%	4	5	67	23
In Residence	1%	4	5	64	25
Clinical X	--	3	7	68	21
HS Clinical	*%	1	5	57	37
Adjunct	1%	2	6	52	39
Assistant	1%	2	5	54	39
Associate	*%	3	7	58	31
Professor, Steps 1-5	1%	4	5	65	25
Professor, Step 6 +	2%	3	5	74	16
<5 years at UCSF	1%	2	5	54	39
5-9 years	1%	2	7	59	31
10+ years	1%	4	5	67	23
Asst/Assoc have mentor	1%	2	6	56	35
Asst/Assoc no mentor	1%	3	5	55	36
Full Prof have mentor	*%	4	7	65	24
Full Prof no mentor	2%	4	4	69	21
Have children <12	*%	3	6	57	34
Children 12-18	1%	4	6	58	30
No children <18	1%	3	6	63	28
Participated in CCLF program	*%	3	6	61	30
No participation	2%	4	5	60	28

Table 58: Unequal Treatment for Men in Your School

Q17. Is there inequity or unequal treatment for MEN...a great deal, somewhat, just a little, none, don't know? b. In your school

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	3	5	61	31
Men	1%	3	6	66	25
Women	*%	3	4	55	37
White	*%	3	6	64	27
Asian	1%	3	4	60	32
Other	--	3%	1	73	23
Heterosexual	1%	3	5	64	27
LGBT	--	3%	8	69	20
Full-time	1%	3	5	64	27
Part-time	--	5%	4	54	37
Nursing	--	4%	7	57	31
Dentistry	2%	8	6	61	22
Pharmacy	--	2%	9	74	15
Medicine	1%	3	5	63	29
Tenure Track	1%	4	7	69	20
In Residence	1%	4	4	66	25
Clinical X	--	4%	6	71	20
HS Clinical	*%	3	5	60	32
Adjunct	1%	2	5	55	37
Assistant	1%	3	4	55	38
Associate	*%	3	7	63	28
Professor, Steps 1-5	--	5%	5	69	20
Professor, Step 6 +	2%	2	5	78	12
<5 years at UCSF	1%	2	5	54	38
5-9 years	1%	2	6	63	27
10+ years	*%	4	5	71	20
Asst/Assoc have mentor	1%	2	5	57	35
Asst/Assoc no mentor	1%	3	5	60	31
Full Prof have mentor	--	5%	6	71	18
Full Prof no mentor	1%	4	4	73	18
Have children <12	*%	3	5	60	31
Children 12-18	1%	4	6	61	28
No children <18	1%	3	5	67	24
Participated in CCLF program	*%	3	5	64	28
No participation	2%	3	5	63	27

Table 59: Unequal Treatment for Men in Your Department

Q17. Is there inequity or unequal treatment for MEN...a great deal, somewhat, just a little, none, don't know? c. In your department

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	2	5	66	25
Men	1%	3	6	72	18
Women	*%	2	5	60	33
White	1%	3	7	68	21
Asian	1%	2	4	67	25
Other	--	2%	--	81	17
Heterosexual	1%	3	5	70	21
LGBT	--	3%	10	75	12
Full-time	1%	2	6	70	21
Part-time	--	5%	3	59	33
Nursing	--	4%	7	59	30
Dentistry	2%	4	4	69	20
Pharmacy	2%	--	5	82	11
Medicine	1%	2	5	69	22
Tenure Track	2%	2	6	78	11
In Residence	2%	2	4	72	21
Clinical X	--	2%	7	77	14
HS Clinical	*%	4	5	64	26
Adjunct	1%	2	5	60	33
Assistant	1%	2	5	59	32
Associate	1%	3	7	69	20
Professor, Steps 1-5	1%	3	5	75	15
Professor, Step 6 +	3%	2	3	84	7
<5 years at UCSF	1%	3	6	59	31
5-9 years	1%	2	7	69	21
10+ years	1%	3	4	77	15
Asst/Assoc have mentor	1%	3	6	63	28
Asst/Assoc no mentor	1%	1	8	66	23
Full Prof have mentor	1%	1	6	79	13
Full Prof no mentor	2%	4	4	77	13
Have children <12	1%	2	5	66	26
Children 12-18	1%	4	4	70	21
No children <18	1%	2	7	71	19
Participated in CCLF program	*%	2	6	70	22
No participation	2%	4	5	68	21

Table 60: Perception of Preferential Treatment by Gender in Salary and Compensation

Q14. 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? a. Salary and compensation (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know? Salary and compensation package)

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	1	37	20	12	28
2001 total	1%	2	42	17	15	20
Men	2%	2	53	11	1	31
Women	*%	*	19	31	24	24
White	1%	1	39	21	12	26
Asian	2%	1	41	17	10	29
Other	--	1%	27	26	12	34
Heterosexual	1%	1	40	19	12	26
LGBT	--	1%	29	34	9	27
Full-time	1%	1	39	21	12	26
Part-time	2%	1	36	12	10	40
Nursing	2%	--	17	20	19	43
Dentistry	2%	4	46	10	9	29
Pharmacy	2%	2	41	23	15	16
Medicine	1%	1	39	21	12	26
Tenure Track	1%	2	49	18	12	19
In Residence	1%	2	39	24	10	23
Clinical X	--	1%	45	23	13	19
HS Clinical	1%	1	37	16	13	32
Adjunct	1%	1	26	24	13	35
Assistant	1%	*	32	19	12	36
Associate	2%	2	31	22	14	29
Professor, Steps 1-5	1%	1	44	22	13	18
Professor, Step 6 +	1%	3	57	18	9	13
<5 years at UCSF	1%	1	37	18	8	36
5-9 years	1%	2	35	19	15	29
10+ years	2%	2	43	23	13	18
Asst/Assoc have mentor	1%	1	32	22	12	33
Asst/Assoc no mentor	3%	1	31	15	17	33
Full Prof have mentor	1%	2	43	27	12	16
Full Prof no mentor	1%	2	51	18	11	17
Have children <12	*%	2	38	22	12	26
Children 12-18	1%	2	39	23	13	21
No children <18	1%	1	39	20	12	28
Part in CCLF program	1%	1	35	22	14	27
No participation	2%	2	46	17	8	25

Table 61: Perception of Preferential Treatment by Gender in Decision-Making

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) g. Inclusion in important decision making (2001: being included in decision making)

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	2	46	18	7	27
2001 total	1%	3	44	20	16	14
Men	1%	3	57	11	1	27
Women	*%	1	33	26	14	26
White	*%	2	47	19	7	25
Asian	1%	3	48	15	7	26
Other	--	2%	40	20	10	29
Heterosexual	1%	2	49	17	7	24
LGBT	--	2	38	27	8	26
Full-time	1%	3	48	18	7	24
Part-time	2%	1	39	17	2	40
Nursing	--	-	26	21	14	39
Dentistry	2%	3	53	13	7	22
Pharmacy	--	4	63	14	5	14
Medicine	1%	2	47	18	7	25
Tenure Track	1%	4	52	18	11	14
In Residence	*%	3	47	21	5	22
Clinical X	*%	3	57	15	7	17
HS Clinical	1%	1	46	15	7	31
Adjunct	1%	2	35	21	5	36
Assistant	*%	1	42	15	4	37
Associate	1%	3	44	19	10	23
Professor, Steps 1-5	1%	3	52	18	9	17
Professor, Step 6 +	--	2	55	23	6	14
<5 years at UCSF	*%	2	44	15	4	35
5-9 years	--	3	47	15	7	28
10+ years	1%	2	50	21	9	16
Asst/Assoc have mentor	*%	2	44	19	5	30
Asst/Assoc no mentor	2%	1	39	10	13	35
Full Prof have mentor	1%	4	52	21	8	15
Full Prof no mentor	1%	2	53	19	9	16
Have children <12	*%	2	48	18	6	25
Children 12-18	1%	3	50	21	7	18
No children <18	1%	2	45	18	7	27
Part. in CCLF program	*%	2	46	20	7	25
No participation	2%	3	49	15	7	24

Table 62: Perception of Preferential Treatment by Gender in Leadership Opportunities

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) k. Opportunities to assume leadership positions

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	4	45	18	6	26
2001 total	1%	5	39	23	16	14
Men	2%	7	56	9	1	26
Women	*%	1	33	29	12	25
White	1%	4	47	19	6	23
Asian	1%	3	50	14	6	26
Other	--	2%	38	22	8	31
Heterosexual	1%	4	49	17	6	24
LGBT	--	4%	37	26	9	24
Full-time	1%	4	47	18	6	24
Part-time	2%	5	40	14	3	37
Nursing	--	--	25%	21	12	42
Dentistry	2%	6	62	7	4	20
Pharmacy	--	2	58	18	10	12
Medicine	1%	4	46	19	6	24
Tenure Track	1%	7	50	18	10	14
In Residence	2%	4	49	18	5	21
Clinical X	--	7%	52	16	7	17
HS Clinical	1%	2	46	17	6	29
Adjunct	1%	3	38	19	4	35
Assistant	*%	1	43	16	4	36
Associate	2%	5	42	20	8	24
Professor, Steps 1-5	2%	5	51	20	9	14
Professor, Step 6 +	1%	8	57	17	5	13
<5 years at UCSF	*%	2	43	14	4	35
5-9 years	--	2%	51	18	4	26
10+ years	2%	6	48	20	9	15
Asst/Assoc have mentor	*%	2	44	18	5	31
Asst/Assoc no mentor	2%	2	38	15	9	33
Full Prof have mentor	2%	6	50	20	9	13
Full Prof no mentor	1%	6	54	18	7	14
Have children <12	*%	3	47	21	5	24
Children 12-18	1%	4	50	18	8	19
No children <18	1%	5	46	17	6	25
Part. in CCLF program	1%	3	47	19	7	23
No participation	2%	5	47	15	5	24

Table 63: Perception of Preferential Treatment by Gender in Promotion

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) c. Promotion

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	2%	4	44	17	5	28
2001 total	2%	6	43	19	12	16
Men	3%	6	53	9	--	29
Women	*%	1	35	27	11	26
White	1%	4	47	18	5	25
Asian	1%	3	48	16	4	28
Other	--	4%	36	17	8	35
Heterosexual	2%	3	48	16	5	26
LGBT	1%	4	40	27	5	23
Full-time	1%	4	46	18	5	26
Part-time	3%	4	42	12	2	37
Nursing	3%	--	23	17	10	45
Dentistry	2%	7	50	9	2	30
Pharmacy	4%	4	58	19	4	10
Medicine	1%	4	46	18	5	26
Tenure Track	2%	5	57	12	8	16
In Residence	2%	6	46	20	3	23
Clinical X	1%	4	57	14	7	17
HS Clinical	1%	2	43	16	4	33
Adjunct	2%	2	30	24	5	37
Assistant	1%	1	37	18	4	38
Associate	2%	5	43	18	7	26
Professor, Steps 1-5	2%	5	51	17	6	18
Professor, Step 6 +	1%	7	62	13	3	13
<5 years at UCSF	1%	1	40	19	2	37
5-9 years	*%	4	45	16	6	29
10+ years	2%	6	50	18	7	17
Asst/Assoc have mentor	1%	3	39	19	5	34
Asst/Assoc no mentor	3%	2	41	16	7	31
Full Prof have mentor	2%	5	52	20	5	16
Full Prof no mentor	2%	6	56	14	5	16
Have children <12	*%	3	45	20	5	26
Children 12-18	2%	6	48	18	7	19
No children <18	2%	4	45	17	5	27
Part. in CCLF program	1%	3	44	19	6	27
No participation	3%	6	49	14	4	24

Table 64: Perception of Preferential Treatment by Gender in Space and Resources

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) h. Allocation of space and resources

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	2	48	15	6	29
<i>2001 total</i>	<i>1%</i>	<i>3</i>	<i>47</i>	<i>17</i>	<i>12</i>	<i>19</i>
Men	1%	3	61	6	1	29
Women	*%	--	34	26	11	28
White	*%	2	49	18	5	26
Asian	1%	2	53	11	4	30
Other	--	1	40	14	8	36
Heterosexual	1%	1	52	15	5	27
LGBT	--	1%	41	23	6	29
Full-time	*%	2	50	15	6	27
Part-time	2%	2	43	12	2	39
Nursing	--	--	26%	18	12	44
Dentistry	2%	3	57	12	2	24
Pharmacy	--	2	58	16	8	16
Medicine	1%	2	50	16	5	27
Tenure Track	--	2%	58	15	9	17
In Residence	*%	2	51	18	6	22
Clinical X	--	2%	55	15	7	21
HS Clinical	1%	1	49	13	4	33
Adjunct	1%	2	36	19	3	39
Assistant	*%	1	44	14	4	37
Associate	1%	2	47	17	7	27
Professor, Steps 1-5	1%	3	52	16	8	21
Professor, Step 6 +	--	1%	62	16	5	16
<5 years at UCSF	*%	2	46	15	2	34
5-9 years	--	1	50	14	5	31
10+ years	1%	2	52	17	8	20
Asst/Assoc have mentor	*%	1	46	16	5	32
Asst/Assoc no mentor	2%	2	42	13	6	36
Full Prof have mentor	1%	2	54	17	10	16
Full Prof no mentor	*%	2	56	15	6	21
Have children <12	*%	1	49	17	6	27
Children 12-18	--	3%	51	18	8	19
No children <18	1%	2	50	15	4	29
Part. in CCLF program	--	2%	48	17	6	27
No participation	2%	2	54	11	4	27

Table 65: Perception of Preferential Treatment by Gender in Committee Assignments

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) f. Assignments to important committees

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	4	49	12	5	30
<i>2001 total</i>	<i>1%</i>	<i>6</i>	<i>44</i>	<i>16</i>	<i>10</i>	<i>20</i>
Men	2%	6	57	5	1	29
Women	*%	1	39	21	9	29
White	1%	5	51	12	4	27
Asian	1%	4	50	11	4	29
Other	--	1%	39	15	8	37
Heterosexual	1%	4	52	11	4	27
LGBT	--	3%	46	19	4	28
Full-time	1%	5	51	12	5	27
Part-time	2%	1	44	8	2	44
Nursing	--	--	33%	12	11	44
Dentistry	2%	6	57	9	2	25
Pharmacy	2%	2	66	12	3	14
Medicine	1%	5	50	12	4	28
Tenure Track	2%	10	53	13	7	16
In Residence	1%	8	51	13	4	24
Clinical X	*%	4	62	10	5	18
HS Clinical	1%	1	49	11	4	34
Adjunct	1%	1	39	14	4	42
Assistant	*%	2	44	10	3	41
Associate	1%	4	46	14	6	29
Professor, Steps 1-5	1%	4	57	14	6	18
Professor, Step 6 +	1%	14	58	9	4	14
<5 years at UCSF	*%	2	45	9	4	39
5-9 years	*%	3	52	11	3	31
10+ years	2%	6	54	14	6	17
Asst/Assoc have mentor	*%	3	46	13	4	35
Asst/Assoc no mentor	2%	3	41	7	7	41
Full Prof have mentor	1%	5	56	16	6	16
Full Prof no mentor	1%	8	58	10	5	17
Have children <12	*%	4	51	13	3	29
Children 12-18	1%	5	56	15	4	19
No children <18	1%	5	48	12	5	29
Part. in CCLF program	*%	4	49	13	5	28
No participation	3%	5	52	9	5	27

Table 66: Perception of Preferential Treatment by Gender in Work Assignments

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) d. Desirable work assignments

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	3	48	12	4	31
<i>2001 total</i>	<i>1%</i>	<i>4</i>	<i>52</i>	<i>14</i>	<i>8</i>	<i>19</i>
Men	2%	5	57	6	0	31
Women	*%	1	39	21	9	30
White	*%	3	50	13	4	29
Asian	2%	3	54	11	3	28
Other	--	--	42%	18	4	35
Heterosexual	1%	3	51	13	4	28
LGBT	--	3%	49	11	6	31
Full-time	1%	3	50	13	4	28
Part-time	2%	2	45	9	2	41
Nursing	--	2%	25	16	9	47
Dentistry	2%	7	54	8	2	28
Pharmacy	2%	4	57	15	4	17
Medicine	1%	3	51	13	4	28
Tenure Track	1%	2	56	13	6	22
In Residence	1%	4	53	14	3	25
Clinical X	--	4%	60	11	5	19
HS Clinical	1%	4	46	12	5	33
Adjunct	1%	2	39	13	3	42
Assistant	1%	2	44	11	3	40
Associate	1%	3	47	14	6	29
Professor, Steps 1-5	1%	4	55	15	6	20
Professor, Step 6 +	1%	5	61	12	4	17
<5 years at UCSF	1%	2	47	11	3	37
5-9 years	*%	3	50	10	5	32
10+ years	1%	5	52	16	5	21
Asst/Assoc have mentor	*%	2	45	13	4	36
Asst/Assoc no mentor	2%	2	45	11	6	34
Full Prof have mentor	1%	3	55	19	4	18
Full Prof no mentor	1%	5	58	11	6	20
Have children <12	*%	3	50	14	4	29
Children 12-18	1%	5	52	16	5	21
No children <18	1%	3	49	12	4	30
Part. in CCLF program	1%	3	48	14	5	29
No participation	2%	4	54	10	4	27

Table 67: Perception of Preferential Treatment by Gender in Hiring

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) b. Hiring

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	2%	7	47	11	4	29
<i>2001 total</i>	<i>2%</i>	<i>10</i>	<i>44</i>	<i>17</i>	<i>9</i>	<i>16</i>
Men	3%	11	51	6	--	28
Women	*%	3	43	18	8	28
White	1%	8	48	12	4	27
Asian	1%	10	51	9	2	27
Other	1%	4	39	17	6	34
Heterosexual	2%	8	49	12	3	26
LGBT	--	6%	45	13	5	31
Full-time	2%	8	49	12	3	26
Part-time	3%	4	42	7	2	42
Nursing	2%	3	25	16	10	44
Dentistry	2%	10	55	1	1	31
Pharmacy	4%	2	68	9	6	10
Medicine	2%	8	48	12	3	27
Tenure Track	3%	11	54	11	7	16
In Residence	2%	12	45	16	2	22
Clinical X	*%	7	62	8	5	19
HS Clinical	1%	6	47	9	2	34
Adjunct	2%	3	37	16	5	38
Assistant	1%	4	44	11	3	37
Associate	1%	10	47	11	4	27
Professor, Steps 1-5	2%	8	51	14	4	21
Professor, Step 6 +	2%	12	58	12	3	13
<5 years at UCSF	1%	5	45	11	1	37
5-9 years	*%	8	51	9	5	27
10+ years	3%	10	49	14	4	20
Asst/Assoc have mentor	1%	6	47	11	3	32
Asst/Assoc no mentor	3%	6	41	9	7	35
Full Prof have mentor	1%	10	50	18	3	18
Full Prof no mentor	3%	9	54	10	4	19
Have children <12	1%	8	51	11	4	26
Children 12-18	2%	12	48	12	5	21
No children <18	2%	7	46	12	4	29
Part.in CCLF program	1%	7	47	13	4	27
No participation	2%	8	51	9	3	26

Table 68: Perception of Preferential Treatment by Gender in Award Nominations

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) i. Nomination of awards

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	5	52	7	3	31
Men	2%	9	58	3	--	28
Women	1%	1	46	13	7	33
White	1%	5	55	8	3	29
Asian	1%	5	55	8	2	29
Other	--	3%	47	8	5	37
Heterosexual	1%	5	56	7	3	28
LGBT	--	6%	45	9	4	36
Full-time	1%	5	55	8	3	28
Part-time	2%	8	38	5	2	45
Nursing	2%	1	30	9	12	46
Dentistry	2%	9	62	4	--	23
Pharmacy	4%	4	60	10	6	16
Medicine	1%	5	55	8	3	29
Tenure Track	1%	9	57	9	7	17
In Residence	2%	7	54	10	3	25
Clinical X	--	7%	62	6	4	22
HS Clinical	1%	3	53	6	2	34
Adjunct	1%	4	45	8	2	41
Assistant	1%	3	51	4	2	40
Associate	1%	5	49	8	4	32
Professor, Steps 1-5	1%	8	56	11	5	19
Professor, Step 6 +	1%	8	65	10	1	14
<5 years at UCSF	1%	3	50	4	1	41
5-9 years	*%	5	54	6	3	31
10+ years	2%	7	57	11	4	19
Asst/Assoc have mentor	1%	4	52	6	2	36
Asst/Assoc no mentor	2%	4	44	5	5	40
Full Prof have mentor	1%	9	59	11	5	16
Full Prof no mentor	1%	7	59	11	3	19
Have children <12	*%	6	54	7	3	29
Children 12-18	*%	8	55	10	4	22
No children <18	1%	5	54	7	3	30
Part. in CCLF program	1%	5	54	8	3	29
No participation	2%	7	55	6	3	28

Table 69: Perception of Preferential Treatment by Gender in Conferring Awards

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) j. Conferring of awards (2001: nomination and conferring of awards)

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	1%	4	53	7	3	32
<i>2001 total</i>	<i>1%</i>	<i>7</i>	<i>52</i>	<i>11</i>	<i>6</i>	<i>20</i>
Men	2%	6	60	3	*	29
Women	1%	1	45	12	7	34
White	1%	3	55	7	3	30
Asian	1%	3	57	7	2	29
Other	--	--	48%	12	5	34
Heterosexual	1%	3	57	7	3	29
LGBT	--	4%	45	9	4	38
Full-time	1%	4	56	8	3	29
Part-time	2%	4	43	3	2	46
Nursing	2%	1	29	7	14	48
Dentistry	2%	7	58	3	--	30
Pharmacy	--	2%	61	10	6	21
Medicine	1%	4	56	7	3	29
Tenure Track	1%	5	59	8	8	20
In Residence	2%	5	55	10	3	25
Clinical X	*%	4	63	6	5	22
HS Clinical	1%	3	53	6	2	35
Adjunct	1%	1	47	7	2	43
Assistant	1%	1	51	4	2	41
Associate	2%	4	49	8	5	33
Professor, Steps 1-5	1%	5	58	9	6	21
Professor, Step 6 +	1%	5	68	11	2	13
<5 years at UCSF	*%	2	49	5	1	42
5-9 years	1%	3	56	5	3	32
10+ years	2%	5	59	10	5	20
Asst/Assoc have mentor	*%	2	53	5	2	37
Asst/Assoc no mentor	3%	3	43	7	5	39
Full Prof have mentor	1%	5	60	11	5	17
Full Prof no mentor	1%	5	61	9	4	19
Have children <12	*%	4	55	6	3	31
Children 12-18	1%	4	58	11	4	22
No children <18	1%	4	54	7	3	31
Part. in CCLF program	1%	3	54	8	4	31
No participation	2%	5	57	5	3	28

Table 70: Perception of Preferential Treatment by Gender in Flexibility

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?) e. Flexibility to meet personal or family needs (2001: flexibility for family needs)

	Women		Neither	Men		Don't know/SKIP
	Most of the time	Some of the time		Some of the time	Most of the time	
Total	4%	20	44	3	1	28
2001 total	4%	26	45	2	2	19
Men	6%	24	41	2	1	27
Women	1%	16	48	4	2	29
White	3%	21	45	3	1	27
Asian	2%	21	50	2	1	24
Other	3%	15	42	4	1	35
Heterosexual	3%	20	47	3	1	26
LGBT	3%	28	37	--	2	30
Full-time	4%	21	45	2	1	26
Part-time	2%	19	35	4	1	38
Nursing	3%	7	37	2	1	50
Dentistry	7%	19	45	4	--	26
Pharmacy	5%	23	53	--	2	17
Medicine	3%	22	45	3	1	25
Tenure Track	5%	20	53	2	1	18
In Residence	4%	21	47	3	2	25
Clinical X	3%	34	44	--	1	16
HS Clinical	3%	17	43	3	1	33
Adjunct	2%	18	39	4	2	35
Assistant	2%	17	41	3	2	35
Associate	3%	23	44	2	1	28
Professor, Steps 1-5	3%	24	48	3	1	22
Professor, Step 6 +	7%	23	53	3	1	13
<5 years at UCSF	3%	15	42	3	2	35
5-9 years	2%	24	44	*	1	28
10+ years	4%	23	48	4	1	21
Asst/Assoc have mentor	2%	22	42	2	1	31
Asst/Assoc no mentor	6%	10	42	4	2	36
Full Prof have mentor	3%	28	50	4	1	15
Full Prof no mentor	5%	21	49	2	1	21
Have children <12	2%	23	48	2	2	23
Children 12-18	4%	21	52	1	2	20
No children <18	4%	21	40	3	1	31
Part.in CCLF program	4%	22	45	3	1	26
No participation	3%	18	46	3	2	27

Table 71: Unequal Treatment at UCSF

Q21. If there is inequity or unequal treatment at UCSF, what form does it take?

	Unequal pay/ resources	Promotion/ leadership	Exclusion from networking	Difficulty for those with families
Total	5%	5	2	2
Men	2%	2	1	1
Women	9%	9	3	3
White	5%	5	2	2
Asian	3%	4	1	2
Other	9%	9	6	3
Heterosexual	4%	5	2	2
LGBT	10%	9	4	6
Full-time	5%	5	2	2
Part-time	3%	5	3	7
Nursing	7%	3	4	--
Dentistry	2%	1	2	--
Pharmacy	4%	2	3	2
Medicine	5%	6	2	2
Tenure Track	3%	4	2	--
In Residence	4%	5	2	*
Clinical X	6%	7	2	3
HS Clinical	5%	5	1	3
Adjunct	7%	7	3	3
Assistant	4%	4	2	3
Associate	8%	10	2	4
Professor, Steps 1-5	5%	6	3	1
Professor, Step 6 +	3%	1	1	--
<5 years at UCSF	3%	4	2	3
5-9 years	7%	7	2	2
10+ years	6%	6	2	1
Asst/Assoc have mentor	6%	6	2	3
Asst/Assoc no mentor	3%	7	2	4
Full Prof have mentor	4%	5	2	1
Full Prof no mentor	5%	4	2	*
Have children <12	5%	5	2	4
Children 12-18	6%	6	2	1
No children <18	6%	6	2	1
Participated in CCLF program	6%	6	3	2
No participation	4%	4	1	1

Table 72: Women Do Not Have Same Opportunities to Participate in Formal Meetings

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? b. WOMEN at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do (2001: *Women faculty members are often left out of, or cannot participate in, formal meetings where important business is transacted.*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	3%	13	13	19	29	23
<i>2001 total</i>	<i>5%</i>	<i>17</i>	<i>14</i>	<i>18</i>	<i>29</i>	<i>15</i>
Men	1%	5	13	18	40	23
Women	6%	24	14	20	15	22
White	3%	13	13	20	30	20
Asian	3%	12	17	19	30	19
Other	2%	22	9	14	30	22
Heterosexual	3%	13	13	19	32	19
LGBT	3%	17	16	23	24	16
Full-time	3%	14	14	19	30	20
Part-time	1%	6	11	25	28	29
Nursing	6%	17	12	18	14	33
Dentistry	--	10	10	11	46	24
Pharmacy	2%	13	15	14	48	9
Medicine	3%	14	14	21	28	19
Tenure Track	5%	15	12	14	43	11
In Residence	3%	13	15	21	27	21
Clinical X	5%	15	15	20	30	16
HS Clinical	2%	13	12	23	27	23
Adjunct	2%	12	18	19	25	24
Assistant	1%	11	15	18	25	29
Associate	5%	15	13	22	24	20
Professor, Steps 1-5	4%	15	13	21	35	12
Professor, Step 6 +	3%	15	12	17	42	12
<5 years at UCSF	2%	11	15	17	30	26
5-9 years	3%	11	13	22	28	23
10+ years	4%	16	14	20	32	13
Asst/Assoc have mentor	2%	13	15	20	24	25
Asst/Assoc no mentor	5%	12	12	19	29	24
Full Prof have mentor	5%	16	13	20	36	10
Full Prof no mentor	2%	14	13	20	37	13
Have children <12	2%	13	15	22	27	21
Children 12-18	3%	16	15	22	27	16
No children <18	3%	13	13	19	32	20
Part. in CCLF program	3%	16	14	20	29	19
No participation	4%	9	15	20	32	20

Table 73: Women Assigned to Committees as Token Gesture

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? f. WOMEN at UCSF are often assigned to committees only as a token gesture (2001: *Women faculty members are often assigned to committees at UCSF only as a token gesture.*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	2%	9	13	17	34	24
<i>2001 total</i>	<i>4%</i>	<i>12</i>	<i>14</i>	<i>16</i>	<i>34</i>	<i>18</i>
Men	1%	6	11	16	43	23
Women	3%	14	16	20	23	24
White	2%	9	13	19	37	20
Asian	2%	10	17	19	30	23
Other	--	11%	14	11	40	24
Heterosexual	2%	9	14	18	38	19
LGBT	1%	12	17	16	31	24
Full-time	2%	10	14	18	35	21
Part-time	2%	2	10	21	39	27
Nursing	2%	15	11	14	26	33
Dentistry	2%	10	7	15	51	16
Pharmacy	3%	13	12	14	51	8
Medicine	2%	9	15	19	34	21
Tenure Track	4%	16	13	15	41	11
In Residence	2%	12	16	17	32	20
Clinical X	2%	6	17	22	39	15
HS Clinical	2%	7	9	21	37	24
Adjunct	1%	8	17	14	30	30
Assistant	2%	8	13	17	31	30
Associate	2%	10	16	20	31	21
Professor, Steps 1-5	3%	11	13	19	40	14
Professor, Step 6 +	3%	14	13	16	45	9
<5 years at UCSF	1%	9	12	17	33	28
5-9 years	1%	7	13	20	36	23
10+ years	3%	11	15	18	39	14
Asst/Assoc have mentor	2%	8	15	18	31	27
Asst/Assoc no mentor	3%	11	9	20	33	25
Full Prof have mentor	1%	11	14	17	44	12
Full Prof no mentor	4%	12	12	18	40	13
Have children <12	1%	8	13	20	35	22
Children 12-18	2%	9	15	20	40	14
No children <18	3%	11	13	17	34	22
Participated in CCLF program	1%	10	14	18	36	20
No participation	4%	10	14	17	34	21

Table 74: Women Do Not Have Same Opportunities for Social Events

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? d. WOMEN at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do (2001: *Women faculty members are often left out of, or cannot participate in, informal social events where important information is transacted.*)

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	2%	8	15	19	30	25
2001 total	5%	13	15	18	29	17
Men	1%	4	13	18	41	23
Women	3%	13	19	21	18	26
White	2%	8	15	21	31	22
Asian	1%	7	18	21	33	20
Other	2%	12	16	17	31	23
Heterosexual	2%	8	16	20	34	20
LGBT	5%	8	16	24	25	22
Full-time	2%	9	16	20	31	22
Part-time	1%	2	13	20	36	29
Nursing	3%	10	14	20	17	36
Dentistry	--	1	15	15	51	18
Pharmacy	2%	15	11	13	42	18
Medicine	2%	9	16	21	30	21
Tenure Track	4%	11	14	14	44	14
In Residence	2%	11	14	21	30	22
Clinical X	4%	6	18	26	28	18
HS Clinical	1%	6	14	23	30	25
Adjunct	1%	10	21	17	27	25
Assistant	1%	7	15	18	31	28
Associate	3%	9	18	21	28	20
Professor, Steps 1-5	2%	10	15	22	32	19
Professor, Step 6 +	3%	9	13	20	40	15
<5 years at UCSF	1%	8	16	20	32	23
5-9 years	2%	7	15	18	34	26
10+ years	4%	10	17	22	31	17
Asst/Assoc have mentor	2%	9	17	18	29	25
Asst/Assoc no mentor	3%	5	14	25	30	24
Full Prof have mentor	3%	12	11	23	33	17
Full Prof no mentor	2%	8	17	20	35	18
Have children <12	2%	8	16	21	31	22
Children 12-18	3%	11	17	23	29	17
No children <18	2%	8	15	20	33	22
Part. in CCLF program	2%	10	15	20	31	21
No participation	2%	5	18	21	32	22

Table 75: Glass Ceiling for Women

Q15. To what extent do you agree or disagree with each of the following (2001: *Do you agree or disagree with the following*)... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? i. A glass ceiling for promotion of WOMEN exists in my department

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	2%	7	11	16	44	20
2001 total	4%	10	12	14	44	15
Men	*	4	9	14	52	21
Women	5%	12	12	18	35	18
White	3%	7	9	16	49	16
Asian	1%	10	14	16	40	18
Other	2%	11	12	15	38	22
Heterosexual	2%	7	10	17	48	16
LGBT	3%	13	12	16	41	16
Full-time	3%	7	11	16	46	17
Part-time	1%	7	7	14	42	27
Nursing	5%	1	6	9	56	23
Dentistry	4%	4	7	7	57	21
Pharmacy	2%	2	5	17	71	3
Medicine	2%	9	12	17	43	17
Tenure Track	4%	3	7	11	68	8
In Residence	2%	9	11	18	44	17
Clinical X	5%	5	12	19	46	13
HS Clinical	2%	9	9	16	42	21
Adjunct	1%	8	15	18	35	23
Assistant	1%	9	12	16	36	25
Associate	4%	10	10	20	40	17
Professor, Steps 1-5	4%	6	10	15	54	11
Professor, Step 6 +	1%	2	8	12	69	8
<5 years at UCSF	2%	8	10	14	40	25
5-9 years	2%	8	8	21	43	18
10+ years	4%	7	12	16	52	10
Asst/Assoc have mentor	2%	9	13	18	38	20
Asst/Assoc no mentor	5%	13	5	15	35	26
Full Prof have mentor	2%	3	10	15	60	10
Full Prof no mentor	3%	6	9	14	57	10
Have children <12	2%	8	11	19	41	18
Children 12-18	4%	8	13	16	48	12
No children <18	2%	7	10	14	49	18
Participated in CCLF program	3%	8	10	17	46	16
No participation	3%	7	12	15	46	18

Table 76: Effectiveness at Promoting Climate Free of Racial/Ethnic Discrimination

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? n. Promoting a climate among the faculty that is free of racial or ethnic discrimination

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	28%	42	17	4	1	8
Men	34%	42	15	2	1	7
Women	20%	42	19	6	2	10
White	28%	44	15	3	*	9
Asian	31%	37	21	2	2	6
Other	27%	43	20	5	3	1
Heterosexual	30%	43	17	3	1	7
LGBT	21%	39	15	8	1	16
Full-time	28%	42	17	3	1	8
Part-time	34%	37	14	4	2	9
Nursing	16%	46	14	7	5	12
Dentistry	41%	35	11	8	2	4
Pharmacy	37%	44	13	3	--	3
Medicine	28%	42	18	3	1	8
Tenure Track	36%	40	13	4	2	5
In Residence	26%	46	15	3	--	9
Clinical X	28%	45	17	3	1	6
HS Clinical	31%	39	17	4	1	8
Adjunct	20%	42	21	5	2	11
Assistant	28%	45	15	2	1	8
Associate	23%	42	19	5	2	9
Professor, Steps 1-5	29%	40	17	4	1	9
Professor, Step 6 +	36%	42	16	3	1	2
<5 years at UCSF	29%	44	17	2	*	9
5-9 years	28%	43	15	3	*	10
10+ years	28%	40	18	5	2	7
Asst/Assoc have mentor	26%	45	16	3	1	9
Asst/Assoc no mentor	28%	39	17	5	5	8
Full Prof have mentor	34%	41	15	3	*	7
Full Prof no mentor	30%	40	18	4	1	7
Have children <12	30%	42	18	3	1	6
Children 12-18	26%	42	18	4	2	8
No children <18	29%	41	15	4	1	10
Participated in CCLF program	28%	44	16	4	1	7
No participation	29%	37	20	3	1	10

Table 77: Climate for Underrepresented Minorities at UCSF in General

Q10. How would you describe the climate overall for underrepresented minorities [includes Blacks, Hispanic, and Native Americans (American Indians, Alaska Natives)]...very good, good, neutral, poor, very poor, don't know? a. At UCSF in general

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	20%	30	16	6	1	27
Men	25%	32	15	5	1	22
Women	15%	27	17	6	2	33
White	20%	30	15	4	1	31
Asian	21%	31	20	5	*	22
Other	19%	37	18	9	4	13
Heterosexual	21%	31	16	4	1	26
LGBT	8%	29	20	9	3	31
Full-time	21%	30	16	5	1	27
Part-time	14%	31	18	6	--	31
Nursing	19%	32	11	7	5	26
Dentistry	28%	29	10	7	2	23
Pharmacy	29%	33	10	5	--	22
Medicine	19%	30	17	5	1	28
Tenure Track	29%	28	13	7	3	21
In Residence	21%	31	17	3	1	27
Clinical X	22%	32	15	5	*	26
HS Clinical	17%	32	15	6	1	29
Adjunct	17%	25	19	4	2	33
Assistant	18%	31	15	5	1	30
Associate	14%	31	19	7	1	27
Professor, Steps 1-5	24%	27	14	6	2	27
Professor, Step 6 +	27%	35	13	3	1	20
<5 years at UCSF	21%	29	15	3	1	32
5-9 years	21%	30	18	4	1	27
10+ years	20%	31	16	7	2	24
Asst/Assoc have mentor	17%	31	17	5	1	29
Asst/Assoc no mentor	14%	33	16	7	1	28
Full Prof have mentor	28%	29	14	3	1	25
Full Prof no mentor	23%	30	13	6	2	25
Have children <12	20%	29	19	5	1	26
Children 12-18	21%	31	17	5	1	24
No children <18	21%	30	14	5	2	28
Participated in CCLF program	21%	30	17	5	1	27
No participation	19%	30	15	6	1	28

Table 78: Climate for Underrepresented Minorities in Your School

Q10. How would you describe the climate overall for underrepresented minorities [includes Blacks, Hispanic, and Native Americans (American Indians, Alaska Natives)]...very good, good, neutral, poor, very poor, don't know? b. In your school

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	21%	30	14	5	1	28
Men	26%	32	14	5	1	23
Women	17%	28	15	6	2	33
White	21%	31	13	4	1	31
Asian	22%	29	19	4	2	25
Other	23%	38	13	9	4	12
Heterosexual	23%	31	14	4	1	27
LGBT	12%	30	16	9	2	31
Full-time	22%	30	14	5	1	28
Part-time	20%	25	18	6	3	28
Nursing	29%	36	7	6	4	18
Dentistry	30%	32	9	5	7	16
Pharmacy	40%	34	8	2	--	16
Medicine	19%	29	15	5	1	30
Tenure Track	29%	33	11	6	2	19
In Residence	21%	30	15	4	1	29
Clinical X	22%	32	13	5	*	28
HS Clinical	19%	32	13	6	2	28
Adjunct	19%	23	19	4	2	34
Assistant	20%	29	14	5	1	32
Associate	14%	33	17	5	2	29
Professor, Steps 1-5	25%	28	13	5	2	26
Professor, Step 6 +	30%	35	10	5	1	18
<5 years at UCSF	21%	26	14	4	1	34
5-9 years	21%	32	14	4	1	28
10+ years	22%	32	15	6	2	23
Asst/Assoc have mentor	19%	29	15	5	1	31
Asst/Assoc no mentor	13%	37	14	5	2	29
Full Prof have mentor	29%	31	13	3	1	22
Full Prof no mentor	26%	30	12	6	2	25
Have children <12	21%	29	17	4	1	28
Children 12-18	23%	34	16	5	*	22
No children <18	22%	30	12	5	2	29
Participated in CCLF program	22%	30	14	4	1	28
No participation	21%	29	15	6	2	27

Table 79: Climate for Underrepresented Minorities in Your Department

Q10. How would you describe the climate overall for underrepresented minorities [includes Blacks, Hispanic, and Native Americans (American Indians, Alaska Natives)]...very good, good, neutral, poor, very poor, don't know? c. In your department

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	24%	31	14	6	1	24
Men	27%	32	14	5	1	21
Women	20%	30	14	6	2	28
White	23%	32	13	5	1	28
Asian	26%	29	19	6	1	19
Other	30%	37	13	8	3	8
Heterosexual	25%	32	14	5	1	23
LGBT	14%	33	17	9	2	25
Full-time	24%	31	14	5	1	24
Part-time	25%	28	12	10	1	24
Nursing	35%	35	5	5	3	17
Dentistry	32%	31	7	7	2	20
Pharmacy	39%	34	9	2	--	16
Medicine	22%	30	15	6	1	26
Tenure Track	32%	35	10	5	2	17
In Residence	23%	33	15	4	*	25
Clinical X	25%	31	13	6	1	24
HS Clinical	23%	32	13	7	2	23
Adjunct	21%	23	19	3	1	33
Assistant	22%	29	15	5	1	29
Associate	17%	33	16	8	2	24
Professor, Steps 1-5	28%	32	12	5	2	22
Professor, Step 6 +	31%	37	9	6	1	16
<5 years at UCSF	23%	27	14	4	1	31
5-9 years	25%	30	16	5	1	24
10+ years	25%	35	13	7	2	19
Asst/Assoc have mentor	21%	29	16	5	1	27
Asst/Assoc no mentor	18%	34	13	8	2	25
Full Prof have mentor	32%	32	13	4	*	19
Full Prof no mentor	27%	34	10	6	2	21
Have children <12	24%	29	18	6	1	22
Children 12-18	25%	34	16	4	--	21
No children <18	24%	31	12	6	2	25
Participated in CCLF program	25%	30	14	5	1	24
No participation	22%	32	15	6	1	24

Table 80: Unequal Treatment for Minorities at UCSF

Q19. Is there inequity or unequal treatment for underrepresented minorities [includes Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives)]...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	6	8	36	48
Men	1%	4	7	46	42
Women	2%	9	10	25	55
White	1%	6	8	38	48
Asian	1%	5	9	42	43
Other	3%	19	15	31	33
Heterosexual	1%	6	8	40	45
LGBT	1%	19	10	21	50
Full-time	1%	7	9	39	45
Part-time	--	6	8	30	56
Nursing	3%	16	7	24	49
Dentistry	3%	5	4	45	44
Pharmacy	--	5	9	57	29
Medicine	1%	6	9	37	46
Tenure Track	3%	10	5	45	36
In Residence	1%	5	10	39	46
Clinical X	--	8	12	38	42
HS Clinical	2%	5	7	38	48
Adjunct	1%	8	10	30	51
Assistant	1%	6	7	33	53
Associate	1%	7	10	31	51
Professor, Steps 1-5	2%	8	10	43	38
Professor, Step 6 +	2%	5	9	55	29
<5 years at UCSF	1%	5	5	36	53
5-9 years	1%	7	8	36	47
10+ years	1%	8	11	41	39
Asst/Assoc have mentor	1%	6	8	32	52
Asst/Assoc no mentor	3%	6	7	32	52
Full Prof have mentor	1%	7	12	44	36
Full Prof no mentor	2%	7	8	48	35
Have children <12	1%	5	10	36	48
Children 12-18	1%	7	8	39	45
No children <18	2%	8	7	40	43
Participated in CCLF program	1%	8	9	36	46
No participation	2%	5	7	43	43

Table 81: Unequal Treatment for Minorities in Your Schools

Q19. Is there inequity or unequal treatment for underrepresented minorities [includes Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives)]...a great deal, somewhat, just a little, none, don't know? b. In your school

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	6	8	40	45
Men	1%	4	6	50	39
Women	2%	8	9	29	53
White	1%	5	8	42	45
Asian	1%	4	9	45	41
Other	2%	15	14	39	30
Heterosexual	1%	5	8	45	41
LGBT	2%	14	11	23	50
Full-time	1%	6	8	42	43
Part-time	--	6%	7	41	47
Nursing	3%	12	8	45	32
Dentistry	3%	4	6	59	28
Pharmacy	--	1%	5	73	21
Medicine	1%	6	8	39	46
Tenure Track	3%	9	7	50	31
In Residence	1%	5	8	42	45
Clinical X	*%	6	12	41	40
HS Clinical	1%	5	7	43	45
Adjunct	2%	7	8	34	49
Assistant	1%	5	6	36	52
Associate	1%	6	10	36	47
Professor, Steps 1-5	1%	7	10	48	35
Professor, Step 6 +	1%	6	7	62	24
<5 years at UCSF	1%	4	4	39	53
5-9 years	1%	7	8	40	44
10+ years	1%	7	11	47	34
Asst/Assoc have mentor	1%	6	7	36	50
Asst/Assoc no mentor	4%	5	7	36	48
Full Prof have mentor	1%	7	11	50	31
Full Prof no mentor	1%	6	8	53	32
Have children <12	*%	4	10	39	47
Children 12-18	1%	5	8	43	43
No children <18	2%	7	7	45	39
Participated in CCLF program	1%	7	8	41	43
No participation	2%	4	7	47	40

Table 82: Unequal Treatment for Minorities in Your Department

Q19. Is there inequity or unequal treatment for underrepresented minorities [includes Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives)]...a great deal, somewhat, just a little, none, don't know? c. In your department

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	5	6	49	39
Men	1%	3	5	58	33
Women	1%	6	7	39	46
White	*%	3	6	51	40
Asian	1%	4	7	54	33
Other	2%	14	10	52	22
Heterosexual	1%	4	6	55	35
LGBT	1%	12	13	29	45
Full-time	1%	4	7	52	36
Part-time	--	8%	3	48	41
Nursing	2%	10	4	54	31
Dentistry	1%	6	4	62	26
Pharmacy	--	1%	2	82	15
Medicine	1%	4	7	48	39
Tenure Track	2%	5	5	65	23
In Residence	*%	4	7	50	40
Clinical X	1%	5	8	53	34
HS Clinical	1%	4	6	51	38
Adjunct	1%	7	8	39	45
Assistant	1%	5	4	44	46
Associate	1%	4	9	44	41
Professor, Steps 1-5	1%	5	7	59	28
Professor, Step 6 +	1%	3	7	73	16
<5 years at UCSF	*%	3	3	47	46
5-9 years	1%	6	8	48	37
10+ years	1%	5	8	58	29
Asst/Assoc have mentor	1%	5	6	43	45
Asst/Assoc no mentor	2%	3	8	44	42
Full Prof have mentor	--	6%	9	61	24
Full Prof no mentor	2%	4	6	64	25
Have children <12	*%	5	8	47	40
Children 12-18	--	5%	6	53	36
No children <18	2%	5	6	54	33
Participated in CCLF program	1%	6	7	50	36
No participation	2%	3	5	55	35

Table 83: Minorities Assigned to Committees as Token Gesture

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know. g. MINORITIES at UCSF are often assigned to committees only as a token gesture

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	3%	10	14	15	30	28
Men	2%	7	13	15	39	25
Women	4%	13	14	16	20	33
White	2%	9	13	16	34	26
Asian	2%	11	20	17	25	25
Other	6%	13	10	10	35	26
Heterosexual	2%	10	15	15	34	24
LGBT	5%	13	12	17	22	32
Full-time	3%	10	14	15	32	26
Part-time	2%	8	11	18	29	32
Nursing	5%	16	10	15	20	34
Dentistry	3%	9	15	12	45	15
Pharmacy	2%	14	16	9	50	9
Medicine	2%	10	14	16	30	27
Tenure Track	7%	13	15	13	39	13
In Residence	1%	12	15	15	30	27
Clinical X	2%	13	15	18	34	19
HS Clinical	3%	6	12	18	32	29
Adjunct	1%	10	16	13	24	36
Assistant	2%	8	13	15	25	37
Associate	3%	10	17	17	27	26
Professor, Steps 1-5	4%	10	13	17	38	19
Professor, Step 6 +	3%	18	12	15	42	9
<5 years at UCSF	1%	8	11	16	28	36
5-9 years	2%	7	14	18	31	27
10+ years	4%	13	15	15	35	18
Asst/Assoc have mentor	1%	9	16	15	26	34
Asst/Assoc no mentor	6%	8	12	19	27	28
Full Prof have mentor	3%	12	14	15	41	16
Full Prof no mentor	4%	13	12	17	38	16
Have children <12	1%	9	14	16	31	28
Children 12-18	3%	10	16	15	37	19
No children <18	4%	11	14	16	30	25
Participated in CCLF program	2%	10	14	15	32	26
No participation	4%	10	16	17	30	24

Table 84: Minorities Do Not Have Same Opportunities to Participate in Formal Meetings

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? c. MINORITIES, including Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives) at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	3%	9	13	18	28	29
Men	2%	6	13	17	38	24
Women	4%	13	13	19	17	34
White	2%	7	12	19	30	30
Asian	4%	11	19	20	29	18
Other	5%	20	12	20	26	16
Heterosexual	3%	9	13	19	31	25
LGBT	--	13	18	17	23	29
Full-time	3%	10	14	18	30	26
Part-time	2%	7	12	22	25	31
Nursing	5%	11	9	22	19	34
Dentistry	4%	3	15	13	47	18
Pharmacy	5%	5	9	16	50	17
Medicine	2%	10	14	19	27	27
Tenure Track	4%	13	11	11	44	17
In Residence	2%	9	13	20	28	28
Clinical X	1%	11	16	24	28	20
HS Clinical	4%	8	12	20	26	30
Adjunct	2%	8	19	18	24	30
Assistant	2%	8	14	17	26	33
Associate	4%	9	13	24	22	28
Professor, Steps 1-5	3%	10	14	19	34	21
Professor, Step 6 +	3%	12	14	14	43	15
<5 years at UCSF	1%	8	13	17	30	32
5-9 years	2%	9	11	22	26	29
10+ years	4%	11	16	18	32	19
Asst/Assoc have mentor	2%	8	14	19	23	33
Asst/Assoc no mentor	4%	9	11	23	29	25
Full Prof have mentor	4%	13	11	19	35	20
Full Prof no mentor	2%	9	16	17	37	19
Have children <12	2%	9	13	21	26	29
Children 12-18	3%	10	15	22	30	21
No children <18	3%	10	14	17	31	25
Participated in CCLF program	3%	11	13	19	29	26
No participation	3%	6	16	19	31	25

Table 85: Minorities Do Not Have Same Opportunities for Social Events

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? e. MINORITIES at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	2%	6	15	18	29	30
Men	2%	3	13	18	39	25
Women	2%	8	17	19	17	37
White	2%	5	14	20	30	30
Asian	2%	6	20	20	31	21
Other	5%	8	13	18	36	20
Heterosexual	2%	5	15	19	32	26
LGBT	2%	9	14	19	27	30
Full-time	2%	5	15	19	31	27
Part-time	2%	6	12	19	29	33
Nursing	4%	9	10	20	19	37
Dentistry	4%	--	13	15	50	17
Pharmacy	--	8	12	14	40	26
Medicine	2%	6	16	19	29	28
Tenure Track	4%	6	13	13	43	20
In Residence	2%	6	14	19	30	29
Clinical X	1%	6	16	25	28	24
HS Clinical	3%	4	13	21	29	29
Adjunct	1%	7	21	17	24	30
Assistant	1%	5	14	16	30	34
Associate	3%	6	16	22	24	28
Professor, Steps 1-5	2%	6	16	21	32	24
Professor, Step 6 +	4%	5	12	21	39	19
<5 years at UCSF	2%	4	14	17	31	31
5-9 years	1%	6	13	19	31	30
10+ years	3%	6	17	21	31	22
Asst/Assoc have mentor	1%	6	15	17	27	33
Asst/Assoc no mentor	5%	4	14	24	29	25
Full Prof have mentor	3%	6	12	20	36	23
Full Prof no mentor	2%	6	16	21	33	22
Have children <12	1%	5	16	19	29	29
Children 12-18	2%	6	21	23	28	20
No children <18	3%	5	13	19	32	27
Participated in CCLF program	2%	7	15	19	30	28
No participation	3%	3	16	21	31	26

Table 86: Glass Ceiling for Minorities

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? j. A glass ceiling for promotion of MINORITIES exists in my department

	Agree		Neutral	Disagree		Don't know/SKIP
	Strongly agree	Somewhat agree		Somewhat disagree	Strongly disagree	
Total	1%	6	10	15	42	27
Men	--	5%	9	13	50	24
Women	1%	7	11	19	32	30
White	*%	4	8	17	46	25
Asian	1%	9	15	15	40	20
Other	--	18%	11	10	36	23
Heterosexual	1%	5	10	16	45	23
LGBT	--	9%	13	16	37	25
Full-time	*%	6	10	16	44	23
Part-time	--	5	10	12	39	34
Nursing	1%	4	8	14	47	26
Dentistry	--	8	7	8	55	22
Pharmacy	--	--	5%	15	73	7
Medicine	1%	6	11	17	41	25
Tenure Track	*%	5	8	9	63	15
In Residence	*%	5	7	20	41	25
Clinical X	1%	6	13	16	44	20
HS Clinical	1%	5	9	16	42	26
Adjunct	--	8	16	17	30	30
Assistant	*%	6	12	15	35	32
Associate	2%	8	9	20	35	26
Professor, Steps 1-5	1%	4	11	17	51	16
Professor, Step 6 +	--	5%	6	10	68	12
<5 years at UCSF	*%	6	10	13	39	31
5-9 years	*%	3	8	20	39	28
10+ years	1%	7	11	16	50	16
Asst/Assoc have mentor	*%	6	12	17	35	30
Asst/Assoc no mentor	3%	11	5	16	36	29
Full Prof have mentor	--	4%	8	15	58	14
Full Prof no mentor	1%	4	10	15	55	15
Have children <12	1%	5	10	19	39	26
Children 12-18	1%	9	8	17	48	18
No children <18	*%	5	10	14	47	24
Participated in CCLF program	*%	6	9	17	43	25
No participation	1%	5	12	14	46	22

Table 87: Effectiveness at Promoting Climate Free of Discrimination on Sexual Orientation

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? o. Promoting a climate among the faculty that is free of discrimination based on sexual orientation

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	31%	41	13	2	1	12
Men	37%	39	12	2	*	9
Women	24%	43	15	3	1	15
White	33%	42	13	3	1	9
Asian	31%	37	15	1	--	17
Other	26%	50	8	2	1	13
Heterosexual	33%	41	13	1	*	11
LGBT	24%	47	12	10	2	5
Full-time	31%	42	13	2	1	11
Part-time	36%	34	8	3	1	19
Nursing	28%	42	12	4	1	13
Dentistry	38%	38	11	4	--	10
Pharmacy	36%	39	12	3	--	11
Medicine	31%	42	13	2	1	11
Tenure Track	39%	37	11	3	1	10
In Residence	31%	46	10	2	*	11
Clinical X	34%	43	11	2	1	8
HS Clinical	32%	39	14	3	*	12
Adjunct	23%	41	17	1	1	16
Assistant	30%	41	12	*	*	16
Associate	28%	43	14	4	1	11
Professor, Steps 1-5	32%	41	14	3	1	9
Professor, Step 6 +	42%	39	12	2	--	4
<5 years at UCSF	31%	39	14	--	*	16
5-9 years	31%	42	12	2	*	12
10+ years	32%	42	13	4	1	8
Asst/Assoc have mentor	29%	44	12	1	*	13
Asst/Assoc no mentor	32%	32	15	4	2	16
Full Prof have mentor	39%	42	11	2	--	7
Full Prof no mentor	32%	40	15	4	1	8
Have children <12	33%	41	12	2	*	12
Children 12-18	31%	43	13	3	1	9
No children <18	31%	41	13	3	1	11
Participated in CCLF program	32%	44	12	2	*	10
No participation	30%	34	17	4	2	14

Table 88: Climate for LGBT People at UCSF in General

Q9. How would you describe the climate overall for LGBT [Lesbian, gay, bisexual, and transgendered] individuals...very good, good, neutral, poor, very poor, don't know? a. At UCSF in general

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	27%	31	8	1	*	33
Men	31%	32	8	*	1	28
Women	21%	31	8	1	--	39
White	28%	33	8	1	1	29
Asian	23%	27	9	*	--	40
Other	27%	30	8	--	--	35
Heterosexual	27%	31	7	*	--	34
LGBT	33%	43	13	2	3	6
Full-time	27%	32	8	1	*	32
Part-time	28%	31	6	--	--	35
Nursing	30%	34	7	2	--	26
Dentistry	26%	33	4	--	--	36
Pharmacy	38%	19	5	--	--	38
Medicine	26%	32	9	1	*	32
Tenure Track	34%	26	7	2	--	31
In Residence	27%	32	7	*	*	33
Clinical X	29%	37	6	*	*	27
HS Clinical	25%	32	7	*	*	35
Adjunct	21%	28	13	*	1	37
Assistant	24%	28	8	*	*	39
Associate	23%	38	8	1	1	30
Professor, Steps 1-5	30%	32	8	1	*	29
Professor, Step 6 +	33%	30	10	--	--	28
<5 years at UCSF	27%	25	7	*	1	40
5-9 years	27%	34	7	1	*	31
10+ years	28%	34	9	*	*	29
Asst/Assoc have mentor	24%	34	8	*	*	34
Asst/Assoc no mentor	22%	26	8	1	2	41
Full Prof have mentor	39%	31	9	1	--	20
Full Prof no mentor	26%	31	8	1	*	34
Have children <12	27%	31	9	1	--	32
Children 12-18	24%	34	8	2	--	32
No children <18	27%	31	8	1	1	33
Participated in CCLF program	29%	32	8	*	*	30
No participation	23%	29	9	1	1	38

Table 89: Climate for LGBT People in Your School

Q9. How would you describe the climate overall for LGBT [Lesbian, gay, bisexual, and transgendered] individuals...very good, good, neutral, poor, very poor, don't know? b. In your school

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	28%	29	7	1	*	34
Men	32%	29	8	*	1	29
Women	23%	29	7	1	*	40
White	30%	32	7	1	1	30
Asian	23%	25	9	1	--	42
Other	28%	28	8	--	--	37
Heterosexual	28%	30	6	*	*	35
LGBT	40%	39	12	2	3	5
Full-time	28%	30	7	1	*	34
Part-time	28%	28	5	2	--	38
Nursing	52%	24	4	--	--	21
Dentistry	29%	23	6	3	2	37
Pharmacy	41%	13	4	--	--	42
Medicine	26%	31	8	1	*	34
Tenure Track	37%	26	7	1	--	29
In Residence	26%	30	7	1	*	36
Clinical X	29%	34	7	*	1	28
HS Clinical	27%	30	5	1	*	36
Adjunct	24%	27	10	*	1	38
Assistant	27%	24	7	*	*	41
Associate	23%	37	7	1	1	31
Professor, Steps 1-5	31%	31	7	1	*	29
Professor, Step 6 +	35%	28	9	1	--	27
<5 years at UCSF	28%	22	6	*	*	42
5-9 years	28%	32	7	*	1	32
10+ years	29%	32	7	1	*	29
Asst/Assoc have mentor	26%	31	7	*	*	35
Asst/Assoc no mentor	23%	23	8	1	1	44
Full Prof have mentor	38%	32	7	2	--	21
Full Prof no mentor	29%	29	8	1	*	33
Have children <12	28%	29	9	1	*	34
Children 12-18	25%	34	6	2	--	33
No children <18	29%	28	7	*	1	35
Participated in CCLF program	30%	30	6	*	*	32
No participation	24%	26	10	1	1	38

Table 90: Climate for LGBT People in Your Department

Q9. How would you describe the climate overall for LGBT [Lesbian, gay, bisexual, and transgendered] individuals...very good, good, neutral, poor, very poor, don't know? c. In your department

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	33%	27	8	1	*	31
Men	37%	26	8	1	*	27
Women	29%	28	7	1	*	36
White	36%	28	7	1	*	27
Asian	26%	24	9	1	--	40
Other	35%	27	5	1	--	32
Heterosexual	32%	28	7	*	*	32
LGBT	56%	26	9	4	1	4
Full-time	34%	28	7	1	*	30
Part-time	36%	22	5	2	--	36
Nursing	57%	21	4	--	--	18
Dentistry	32%	17	5	4	1	40
Pharmacy	43%	13	4	--	--	41
Medicine	32%	29	8	1	*	30
Tenure Track	39%	26	7	1	--	28
In Residence	32%	29	7	1	*	32
Clinical X	36%	29	8	1	*	26
HS Clinical	35%	26	6	2	--	31
Adjunct	27%	26	10	--	1	36
Assistant	30%	25	7	*	*	38
Associate	30%	31	9	2	1	27
Professor, Steps 1-5	37%	28	7	1	*	26
Professor, Step 6 +	42%	25	7	1	--	26
<5 years at UCSF	31%	22	7	*	*	39
5-9 years	35%	29	8	1	*	27
10+ years	35%	29	8	1	*	27
Asst/Assoc have mentor	30%	28	8	*	*	33
Asst/Assoc no mentor	29%	24	7	3	--	38
Full Prof have mentor	47%	26	7	2	--	18
Full Prof no mentor	34%	28	7	1	*	31
Have children <12	32%	27	9	1	*	31
Children 12-18	31%	34	6	1	--	28
No children <18	36%	24	6	1	*	32
Participated in CCLF program	37%	27	7	1	*	29
No participation	27%	26	10	2	*	36

Table 91: Unequal Treatment for LGBT People at UCSF in General

Q18. Is there inequity or unequal treatment for LGBT, or lesbian, gay, bisexual, and transgendered, individuals...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	3	7	38	52
Men	1%	2	6	46	45
Women	*%	3	7	28	61
White	1%	3	8	40	48
Asian	1%	2	3	36	57
Other	--	3%	10	33	54
Heterosexual	*%	2	5	40	53
LGBT	5%	11	27	37	19
Full-time	1%	3	7	40	49
Part-time	--	3%	5	32	60
Nursing	--	8	6	33	53
Dentistry	2%	5	1	40	51
Pharmacy	--	--	8%	42	50
Medicine	1%	2	7	40	50
Tenure Track	1%	4	5	45	45
In Residence	1%	2	7	37	52
Clinical X	*%	4	10	43	43
HS Clinical	1%	3	8	38	51
Adjunct	1%	3	6	35	56
Assistant	1%	2	5	32	60
Associate	1%	2	10	37	50
Professor, Steps 1-5	1%	5	7	44	43
Professor, Step 6 +	1%	2	8	54	36
<5 years at UCSF	*%	2	5	34	58
5-9 years	1%	3	7	38	51
10+ years	1%	3	8	45	43
Asst/Assoc have mentor	*%	2	7	34	56
Asst/Assoc no mentor	2%	3	7	35	54
Full Prof have mentor	1%	6	8	50	35
Full Prof no mentor	1%	3	7	45	45
Have children <12	*%	2	7	37	54
Children 12-18	1%	3	7	43	47
No children <18	1%	3	8	40	48
Participated in CCLF program	*%	3	8	39	49
No participation	2%	2	5	41	50

Table 92: Unequal Treatment for LGBT People in Your School

Q18. Is there inequity or unequal treatment for LGBT, or lesbian, gay, bisexual, and transgendered, individuals...a great deal, somewhat, just a little, none, don't know? b. In your school

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	2	7	42	49
Men	1%	2	6	50	41
Women	*%	2	7	33	58
White	1%	2	8	45	44
Asian	1%	2	3	39	56
Other	1%	1	10	42	46
Heterosexual	*%	2	5	44	49
LGBT	3%	7	28	44	17
Full-time	1%	2	7	44	46
Part-time	--	2%	5	43	51
Nursing	--	3	4	64	29
Dentistry	3%	4	4	50	38
Pharmacy	--	--	--	57%	43
Medicine	*%	2	8	41	49
Tenure Track	1%	2	6	53	38
In Residence	1%	3	6	41	49
Clinical X	*%	2	9	47	41
HS Clinical	--	2%	8	42	47
Adjunct	1%	1	5	38	55
Assistant	1%	2	5	35	58
Associate	--	2%	9	42	47
Professor, Steps 1-5	1%	3	8	50	38
Professor, Step 6 +	1%	2	7	61	29
<5 years at UCSF	*%	2	5	36	58
5-9 years	1%	2	8	43	47
10+ years	*%	3	9	51	37
Asst/Assoc have mentor	*%	2	6	38	54
Asst/Assoc no mentor	--	3%	7	36	54
Full Prof have mentor	*%	5	8	57	30
Full Prof no mentor	1%	1	8	51	38
Have children <12	*%	2	7	39	52
Children 12-18	1%	2	7	47	43
No children <18	1%	2	8	46	43
Participated in CCLF program	*%	2	8	43	46
No participation	1%	2	5	45	46

Table 93: Unequal Treatment for LGBT People in Your Department

Q18. Is there inequity or unequal treatment for LGBT, or lesbian, gay, bisexual, and transgendered, individuals...a great deal, somewhat, just a little, none, don't know? c. In your department

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	2	5	49	43
Men	1%	2	5	57	36
Women	1%	2	4	42	52
White	1%	2	6	53	38
Asian	1%	2	2	44	51
Other	1%	--	6	54	40
Heterosexual	*%	1	4	51	43
LGBT	2%	5	18	66	9
Full-time	1%	2	5	52	41
Part-time	--	2%	2	51	45
Nursing	--	3	1	68	28
Dentistry	3%	2	4	55	36
Pharmacy	--	--	--	60%	40
Medicine	1%	2	6	50	43
Tenure Track	1%	2	4	63	31
In Residence	1%	3	5	47	45
Clinical X	1%	2	7	56	35
HS Clinical	*%	2	5	51	42
Adjunct	1%	1	4	44	50
Assistant	1%	2	3	41	53
Associate	*%	2	8	49	41
Professor, Steps 1-5	1%	2	6	58	34
Professor, Step 6 +	1%	2	4	70	23
<5 years at UCSF	*%	2	3	42	53
5-9 years	1%	2	6	51	40
10+ years	*%	2	6	60	33
Asst/Assoc have mentor	1%	2	4	45	47
Asst/Assoc no mentor	--	2%	8	41	49
Full Prof have mentor	--	3%	6	65	26
Full Prof no mentor	1%	1	5	60	33
Have children <12	1%	2	4	47	46
Children 12-18	*%	2	4	56	38
No children <18	1%	2	6	53	38
Participated in CCLF program	*%	2	5	52	40
No participation	1%	2	5	50	42

Table 94: Climate for Disabled Persons at UCSF in General

Q11. How would you describe the climate overall for disabled persons/those with chronic health conditions...very good, good, neutral, poor, very poor, don't know? a. At UCSF in general

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	12%	19	13	2	1	53
Men	15%	21	15	2	*	46
Women	9%	16	11	3	1	60
White	12%	19	12	3	1	53
Asian	12%	18	16	2	1	51
Other	12%	19	13	--	--	55
Heterosexual	12%	19	13	2	*	53
LGBT	10%	18	13	5	1	53
Full-time	13%	19	13	2	1	53
Part-time	8%	20	10	2	1	59
Nursing	12%	21	15	5	2	46
Dentistry	20%	19	14	1	--	46
Pharmacy	24%	21	8	--	--	48
Medicine	11%	18	13	3	1	54
Tenure Track	17%	16	15	3	1	48
In Residence	15%	17	12	1	*	55
Clinical X	13%	22	12	2	--	50
HS Clinical	11%	20	12	3	*	54
Adjunct	9%	17	14	2	2	57
Assistant	10%	16	11	3	*	59
Associate	8%	19	13	3	1	55
Professor, Steps 1-5	15%	19	15	1	1	49
Professor, Step 6 +	20%	24	13	3	--	40
<5 years at UCSF	10%	18	11	2	*	59
5-9 years	14%	18	11	4	1	54
10+ years	14%	21	14	2	1	49
Asst/Assoc have mentor	10%	18	12	3	*	57
Asst/Assoc no mentor	8%	15	12	5	2	58
Full Prof have mentor	21%	22	12	2	1	43
Full Prof no mentor	14%	20	15	2	1	48
Have children <12	12%	17	13	2	*	56
Children 12-18	11%	19	16	2	1	50
No children <18	13%	20	12	3	1	51
Participated in CCLF program	13%	18	12	3	*	54
No participation	12%	20	15	1	1	50

Table 95: Climate for Disabled Persons in Your School

Q11. How would you describe the climate overall for disabled persons/those with chronic health conditions...very good, good, neutral, poor, very poor, don't know? b. In your school

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	13%	18	12	3	1	53
Men	16%	20	14	2	1	47
Women	10%	16	10	3	1	60
White	12%	19	11	3	1	53
Asian	13%	17	14	2	1	52
Other	15%	15	13	1	--	56
Heterosexual	13%	19	12	2	*	53
LGBT	11%	17	12	4	2	53
Full-time	14%	18	12	2	1	53
Part-time	8%	21	8	4	1	58
Nursing	20%	19	10	6	3	43
Dentistry	22%	23	11	3	1	40
Pharmacy	27%	22	4	2	--	44
Medicine	11%	17	13	2	1	55
Tenure Track	18%	17	13	4	2	47
In Residence	15%	16	11	1	*	57
Clinical X	13%	21	13	2	--	51
HS Clinical	12%	20	11	3	1	53
Adjunct	9%	16	14	2	2	57
Assistant	11%	16	10	3	*	60
Associate	8%	17	13	3	2	57
Professor, Steps 1-5	16%	19	13	2	1	49
Professor, Step 6 +	20%	26	13	3	--	37
<5 years at UCSF	11%	16	10	2	*	61
5-9 years	14%	17	10	3	1	55
10+ years	14%	21	13	2	1	47
Asst/Assoc have mentor	11%	17	11	3	*	58
Asst/Assoc no mentor	7%	15	11	4	4	59
Full Prof have mentor	22%	22	12	2	1	42
Full Prof no mentor	15%	21	13	3	1	47
Have children <12	12%	16	12	2	*	57
Children 12-18	13%	19	15	2	1	50
No children <18	14%	19	11	3	1	51
Participated in CCLF program	13%	18	11	3	1	54
No participation	12%	20	15	2	1	50

Table 96: Climate for Disabled Persons in Your Department

Q11. How would you describe the climate overall for disabled persons/those with chronic health conditions...very good, good, neutral, poor, very poor, don't know? c. In your department

	Good		Neutral	Poor		Don't know/SKIP
	Very good	Good		Poor	Very poor	
Total	15%	18	13	3	1	51
Men	17%	21	15	2	1	44
Women	11%	15	11	3	1	58
White	14%	19	12	3	1	51
Asian	15%	17	15	2	2	49
Other	15%	16	12	2	--	55
Heterosexual	15%	18	13	2	1	51
LGBT	13%	19	13	4	2	49
Full-time	15%	18	12	2	1	50
Part-time	11%	16	11	3	2	56
Nursing	23%	15	11	4	5	42
Dentistry	24%	21	10	--	3	41
Pharmacy	27%	24	4	--	2	42
Medicine	13%	18	13	3	1	52
Tenure Track	21%	16	14	3	3	44
In Residence	15%	18	12	1	*	54
Clinical X	13%	21	14	3	--	49
HS Clinical	15%	19	11	3	1	50
Adjunct	10%	17	13	3	2	55
Assistant	13%	15	10	3	1	57
Associate	9%	17	14	2	2	55
Professor, Steps 1-5	17%	19	14	2	2	46
Professor, Step 6 +	22%	27	13	3	--	35
<5 years at UCSF	14%	16	10	2	1	58
5-9 years	15%	18	10	4	1	52
10+ years	15%	20	14	3	2	46
Asst/Assoc have mentor	13%	16	12	2	1	56
Asst/Assoc no mentor	8%	15	12	4	5	56
Full Prof have mentor	22%	20	12	3	1	42
Full Prof no mentor	16%	22	15	2	2	43
Have children <12	14%	16	13	2	1	55
Children 12-18	14%	19	14	3	1	48
No children <18	15%	20	12	3	2	48
Participated in CCLF program	15%	17	12	3	1	52
No participation	14%	21	14	2	3	47

Table 97: Effectiveness at Providing Support for Medical/Disability Leave

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? h. Providing support for medical/disability leave

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	9%	23	14	3	2	50
Men	10%	24	16	2	2	45
Women	7%	21	11	4	2	55
White	9%	23	12	3	2	51
Asian	5%	20	19	4	2	49
Other	13%	26	5	3	3	51
Heterosexual	9%	23	14	3	2	49
LGBT	6%	26	9	1	1	57
Full-time	9%	23	13	3	2	50
Part-time	10%	21	9	1	5	55
Nursing	9%	24	9	6	2	50
Dentistry	20%	19	14	4	4	39
Pharmacy	19%	18	4	5	2	52
Medicine	8%	23	14	3	2	51
Tenure Track	12%	28	13	4	2	40
In Residence	10%	24	15	3	2	47
Clinical X	9%	22	16	5	1	47
HS Clinical	8%	21	11	3	2	55
Adjunct	5%	19	15	2	2	59
Assistant	6%	14	11	2	2	65
Associate	5%	20	13	4	3	54
Professor, Steps 1-5	12%	27	17	5	3	36
Professor, Step 6 +	14%	40	13	2	1	29
<5 years at UCSF	5%	12	12	3	2	67
5-9 years	9%	21	11	2	3	54
10+ years	11%	31	15	3	3	37
Asst/Assoc have mentor	6%	16	12	2	2	62
Asst/Assoc no mentor	6%	19	10	7	4	53
Full Prof have mentor	18%	28	16	4	2	33
Full Prof no mentor	10%	33	16	4	3	35
Have children <12	8%	20	15	3	2	52
Children 12-18	8%	26	16	4	3	45
No children <18	10%	23	12	3	2	51
Participated in CCLF program	9%	23	12	2	2	53
No participation	10%	21	17	5	3	44

Table 98: Effectiveness at Supporting Transition Back From Medical Leave

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? j. Supporting transition back from medical/ disability leave

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	5%	10	12	3	1	68
Men	6%	11	14	2	1	65
Women	4%	9	10	4	2	71
White	5%	10	12	3	1	69
Asian	3%	12	13	3	2	67
Other	9%	11	11	5	1	64
Heterosexual	5%	10	13	3	2	67
LGBT	5%	14	5	3	--	72
Full-time	6%	11	12	3	1	68
Part-time	4%	9	8	1	3	74
Nursing	5%	12	11	4	3	65
Dentistry	9%	9	7	3	3	68
Pharmacy	18%	15	4	2	2	60
Medicine	5%	10	13	3	1	68
Tenure Track	7%	12	16	4	2	59
In Residence	6%	10	11	2	2	69
Clinical X	5%	10	16	4	1	65
HS Clinical	5%	11	8	4	1	72
Adjunct	3%	8	16	1	3	69
Assistant	4%	7	9	1	2	77
Associate	2%	11	12	4	2	69
Professor, Steps 1-5	8%	10	15	4	2	61
Professor, Step 6 +	8%	19	16	2	1	53
<5 years at UCSF	3%	6	8	1	1	81
5-9 years	5%	10	11	2	1	71
10+ years	7%	13	15	4	2	58
Asst/Assoc have mentor	4%	8	11	1	1	75
Asst/Assoc no mentor	2%	11	9	7	3	68
Full Prof have mentor	8%	14	14	4	1	59
Full Prof no mentor	9%	12	16	4	2	58
Have children <12	4%	9	14	2	2	68
Children 12-18	5%	10	12	6	2	65
No children <18	6%	11	11	2	1	69
Participated in CCLF program	5%	10	11	2	2	69
No participation	6%	10	14	4	2	65

Table 99: Effectiveness at Providing Resources for Persons with Disabilities

Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know? k. Providing appropriate resources or accommodations for persons with disabilities or chronic health conditions

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	6%	13	12	3	1	64
Men	8%	15	13	1	1	62
Women	4%	11	11	5	3	66
White	6%	13	12	3	2	64
Asian	3%	14	13	3	1	67
Other	7%	17	9	4	1	62
Heterosexual	6%	12	13	3	1	64
LGBT	6%	21	7	2	1	64
Full-time	6%	13	12	3	1	64
Part-time	5%	10	8	1	3	73
Nursing	8%	20	15	8	6	43
Dentistry	17%	13	13	3	1	52
Pharmacy	17%	20	10	2	2	50
Medicine	5%	12	12	3	1	67
Tenure Track	9%	15	18	4	3	52
In Residence	6%	17	8	2	1	65
Clinical X	6%	12	12	2	1	67
HS Clinical	7%	10	12	4	1	66
Adjunct	3%	13	13	1	3	67
Assistant	3%	9	9	2	1	76
Associate	5%	12	13	4	1	64
Professor, Steps 1-5	8%	15	14	4	4	55
Professor, Step 6 +	11%	21	15	5	1	47
<5 years at UCSF	3%	10	10	1	1	75
5-9 years	6%	12	10	3	1	69
10+ years	8%	16	15	4	2	55
Asst/Assoc have mentor	4%	10	11	2	*	73
Asst/Assoc no mentor	5%	12	10	6	3	64
Full Prof have mentor	9%	20	12	2	2	54
Full Prof no mentor	9%	16	15	5	3	52
Have children <12	5%	12	13	2	1	68
Children 12-18	5%	13	13	5	2	61
No children <18	7%	14	11	3	2	64
Participated in CCLF program	6%	13	11	3	1	66
No participation	8%	13	13	3	2	61

Table 100: Unequal Treatment for Disabled People at UCSF in General

Q20. Is there inequity or unequal treatment for disabled persons/those with chronic health conditions...a great deal, somewhat, just a little, none, don't know? a. At UCSF in general

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	4	6	26	64
Men	*%	2	7	34	57
Women	1%	5	5	16	73
White	1%	4	7	25	64
Asian	1%	4	4	30	61
Other	--	3%	5	29	62
Heterosexual	*%	4	6	28	62
LGBT	1%	7	9	16	67
Full-time	1%	4	6	27	62
Part-time	1%	4	3	23	69
Nursing	3%	9	7	12	69
Dentistry	1%	5	3	38	54
Pharmacy	--	2%	8	40	50
Medicine	*%	3	6	27	64
Tenure Track	1%	5	7	31	56
In Residence	--	3%	7	25	64
Clinical X	--	7%	8	26	59
HS Clinical	1%	3	5	29	63
Adjunct	2%	3	4	20	71
Assistant	*%	2	5	23	69
Associate	1%	5	6	22	66
Professor, Steps 1-5	1%	6	6	30	58
Professor, Step 6 +	--	3%	9	39	49
<5 years at UCSF	*%	2	5	25	68
5-9 years	1%	3	6	26	64
10+ years	1%	6	6	29	58
Asst/Assoc have mentor	*%	3	6	22	69
Asst/Assoc no mentor	2%	4	4	25	65
Full Prof have mentor	1%	5	8	30	56
Full Prof no mentor	*%	5	6	33	55
Have children <12	*%	3	6	26	66
Children 12-18	1%	5	9	25	60
No children <18	1%	4	5	28	62
Participated in CCLF program	1%	4	6	25	64
No participation	1%	3	6	31	59

Table 101: Unequal Treatment for Disabled People in Your School

Q20. Is there inequity or unequal treatment for disabled persons/those with chronic health conditions...a great deal, somewhat, just a little, none, don't know? b. In your school

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	3	6	28	63
Men	*%	2	6	36	55
Women	1%	5	5	18	71
White	*%	4	7	27	62
Asian	1%	3	5	32	59
Other	--	3%	4	34	59
Heterosexual	*%	4	6	30	60
LGBT	2%	4	9	17	67
Full-time	1%	4	6	29	61
Part-time	1%	3	4	28	64
Nursing	--	9%	10	25	55
Dentistry	1%	6	3	47	43
Pharmacy	--	--	6%	49	45
Medicine	1%	3	6	27	64
Tenure Track	*%	5	8	35	51
In Residence	--	3%	7	27	63
Clinical X	--	6%	8	29	57
HS Clinical	*%	3	5	30	61
Adjunct	2%	2	4	21	70
Assistant	1%	2	4	25	68
Associate	1%	4	6	24	66
Professor, Steps 1-5	*%	6	7	32	55
Professor, Step 6 +	--	3%	11	42	44
<5 years at UCSF	*%	1	4	27	67
5-9 years	*%	3	6	27	63
10+ years	1%	5	7	32	55
Asst/Assoc have mentor	*%	3	5	23	68
Asst/Assoc no mentor	2%	2	4	27	64
Full Prof have mentor	--	6%	9	35	51
Full Prof no mentor	*%	4	7	35	53
Have children <12	1%	2	5	27	65
Children 12-18	1%	4	9	27	59
No children <18	1%	4	6	31	59
Participated in CCLF program	*%	4	6	28	62
No participation	1%	3	6	33	57

Table 102: Unequal Treatment for Disabled People in Your Department

Q20. Is there inequity or unequal treatment for disabled persons/those with chronic health conditions...a great deal, somewhat, just a little, none, don't know? c. In your department

	A great deal	Somewhat	Just a little	None	Don't know/SKIP
Total	1%	3	6	32	58
Men	*%	2	6	40	51
Women	1%	4	5	23	66
White	1%	3	7	32	57
Asian	*%	3	5	37	54
Other	--	3%	4	38	55
Heterosexual	1%	3	6	35	55
LGBT	2%	3	9	21	65
Full-time	1%	3	6	34	56
Part-time	1%	3	5	30	61
Nursing	2%	8	7	34	49
Dentistry	1%	5	3	51	39
Pharmacy	--	--	6%	50	44
Medicine	1%	3	6	31	59
Tenure Track	1%	5	7	44	44
In Residence	--	3%	7	31	59
Clinical X	1%	5	9	35	50
HS Clinical	*%	3	6	33	58
Adjunct	2%	2	3	25	67
Assistant	1%	1	6	27	65
Associate	1%	4	6	27	62
Professor, Steps 1-5	1%	5	6	39	49
Professor, Step 6 +	--	3%	10	49	38
<5 years at UCSF	*%	2	5	31	62
5-9 years	*%	3	7	31	59
10+ years	1%	5	6	38	50
Asst/Assoc have mentor	1%	2	6	26	65
Asst/Assoc no mentor	2%	4	5	30	59
Full Prof have mentor	--	6%	8	43	44
Full Prof no mentor	1%	3	7	41	47
Have children <12	1%	3	5	32	60
Children 12-18	*%	6	7	35	53
No children <18	1%	3	6	35	54
Participated in CCLF program	*%	3	6	33	57
No participation	1%	3	5	36	53

Table 103: Effectiveness of Using Professional Development Opportunities in Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. h. Opportunities for professional development

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	18%	46	20	7	2	7
Men	18%	46	22	7	1	6
Women	18%	47	17	7	4	8
White	18%	47	20	6	2	7
Asian	18%	49	20	6	2	5
Other	17%	52	20	5	5	1
Heterosexual	19%	48	20	6	2	5
LGBT	14%	49	22	5	3	6
Full-time	18%	48	20	6	2	6
Part-time	17%	42	25	6	2	7
Nursing	14%	51	11	11	6	7
Dentistry	20%	49	11	10	3	7
Pharmacy	27%	46	22	--	2	3
Medicine	17%	47	22	6	2	5
Tenure Track	19%	47	21	8	2	4
In Residence	19%	44	24	5	2	6
Clinical X	19%	48	23	5	2	2
HS Clinical	16%	51	17	7	3	7
Adjunct	17%	46	19	7	3	8
Assistant	19%	52	18	5	3	4
Associate	15%	46	22	8	2	6
Professor, Steps 1-5	16%	45	21	7	3	8
Professor, Step 6 +	23%	45	24	4	1	3
<5 years at UCSF	20%	49	18	6	2	5
5-9 years	19%	50	21	4	2	5
10+ years	15%	46	21	8	3	7
Asst/Assoc have mentor	19%	52	19	4	1	4
Asst/Assoc no mentor	10%	39	22	14	7	8
Full Prof have mentor	25%	48	16	2	1	7
Full Prof no mentor	14%	43	25	9	3	6
Have children <12	18%	51	20	5	2	3
Children 12-18	14%	50	21	9	1	5
No children <18	19%	44	20	7	3	8
Participated in CCLF program	21%	49	18	6	2	4
No participation	11%	43	25	8	4	8

Table 104: Effectiveness of Using Promotion of Diversity in Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. I. Promotion of diversity amongst students, staff, and faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	17%	43	22	6	3	10
Men	18%	43	23	6	2	9
Women	16%	43	20	7	4	10
White	16%	45	22	6	2	9
Asian	19%	48	20	4	2	7
Other	20%	40	22	11	6	1
Heterosexual	18%	45	21	6	2	8
LGBT	12%	46	27	6	4	6
Full-time	18%	43	22	6	2	8
Part-time	15%	51	19	3	2	10
Nursing	11%	46	14	13	6	11
Dentistry	24%	48	10	7	5	6
Pharmacy	25%	48	15	5	4	3
Medicine	17%	43	24	6	2	8
Tenure Track	21%	40	21	10	4	5
In Residence	20%	43	21	7	1	8
Clinical X	19%	49	20	4	2	6
HS Clinical	17%	48	19	7	3	6
Adjunct	9%	39	31	3	2	16
Assistant	16%	49	21	4	2	8
Associate	14%	40	27	6	3	10
Professor, Steps 1-5	18%	44	20	7	3	8
Professor, Step 6 +	22%	42	21	10	1	4
<5 years at UCSF	17%	49	19	3	2	10
5-9 years	18%	45	23	5	1	8
10+ years	16%	42	23	9	3	8
Asst/Assoc have mentor	16%	46	24	5	1	7
Asst/Assoc no mentor	12%	44	20	3	7	14
Full Prof have mentor	24%	46	16	6	2	6
Full Prof no mentor	17%	42	23	9	3	7
Have children <12	19%	44	24	5	2	6
Children 12-18	15%	47	21	6	4	9
No children <18	17%	44	21	7	3	10
Participated in CCLF program	20%	43	22	6	2	7
No participation	11%	46	24	5	4	10

Table 105: Effectiveness of Using Leadership Opportunities for Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. g. Opportunities for leadership

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	12%	42	26	8	3	9
Men	11%	42	29	8	2	8
Women	12%	43	23	8	4	10
White	10%	46	26	8	2	9
Asian	15%	41	26	6	3	9
Other	15%	46	26	6	7	--
Heterosexual	13%	45	26	7	2	7
LGBT	10%	44	25	9	5	7
Full-time	11%	44	26	8	3	8
Part-time	13%	45	24	7	2	9
Nursing	12%	49	16	7	4	11
Dentistry	16%	49	19	6	4	6
Pharmacy	24%	49	22	--	2	3
Medicine	11%	43	28	9	3	8
Tenure Track	12%	47	25	7	4	5
In Residence	13%	37	32	8	3	8
Clinical X	13%	45	30	7	2	3
HS Clinical	11%	50	22	8	2	8
Adjunct	10%	36	27	9	3	15
Assistant	11%	48	24	7	2	8
Associate	9%	40	31	8	3	8
Professor, Steps 1-5	12%	43	26	8	3	9
Professor, Step 6 +	14%	47	26	9	1	4
<5 years at UCSF	12%	48	22	7	2	8
5-9 years	11%	44	29	6	2	8
10+ years	11%	42	27	9	4	8
Asst/Assoc have mentor	11%	49	26	7	1	6
Asst/Assoc no mentor	7%	31	31	10	8	13
Full Prof have mentor	19%	46	22	4	2	6
Full Prof no mentor	9%	42	28	10	3	8
Have children <12	12%	47	26	7	2	6
Children 12-18	11%	43	26	9	2	9
No children <18	11%	42	26	8	3	10
Participated in CCLF program	13%	47	26	7	2	6
No participation	8%	37	28	11	4	12

Table 106: Effectiveness of Using Faculty Diversity in Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. k. Presence of diverse faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	15%	39	22	12	4	8
Men	17%	42	21	11	3	7
Women	13%	36	24	14	6	8
White	13%	41	23	11	3	8
Asian	20%	44	21	9	3	3
Other	11%	35	20	19	14	1
Heterosexual	16%	41	22	12	4	6
LGBT	5%	41	24	15	9	6
Full-time	15%	40	22	12	4	7
Part-time	12%	41	26	10	6	6
Nursing	4%	29	23	26	10	8
Dentistry	22%	47	9	9	9	4
Pharmacy	17%	47	12	18	2	4
Medicine	15%	40	24	11	4	6
Tenure Track	14%	35	21	18	4	7
In Residence	17%	41	23	9	3	7
Clinical X	18%	44	19	12	3	4
HS Clinical	14%	44	21	11	6	4
Adjunct	10%	38	26	10	4	12
Assistant	15%	44	24	8	3	6
Associate	11%	39	25	12	6	7
Professor, Steps 1-5	16%	37	18	16	5	7
Professor, Step 6 +	14%	42	21	13	6	4
<5 years at UCSF	17%	44	21	8	3	7
5-9 years	16%	41	24	10	4	6
10+ years	13%	38	23	15	6	6
Asst/Assoc have mentor	14%	42	26	11	2	5
Asst/Assoc no mentor	11%	44	19	7	9	10
Full Prof have mentor	18%	34	23	15	4	6
Full Prof no mentor	15%	41	17	14	7	6
Have children <12	17%	43	24	10	3	4
Children 12-18	14%	41	22	11	5	7
No children <18	14%	38	21	13	5	8
Participated in CCLF program	17%	39	22	13	4	5
No participation	10%	43	23	9	5	8

Table 107: Effectiveness of Opportunities for Promotion in Recruiting

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. f. Opportunities for promotion

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	9%	44	26	9	3	8
Men	10%	44	28	9	2	7
Women	8%	45	24	9	4	9
White	8%	46	27	8	3	8
Asian	13%	43	24	10	3	7
Other	11%	58	20	6	4	1
Heterosexual	10%	47	26	8	2	7
LGBT	4%	52	22	7	5	10
Full-time	9%	46	27	8	3	7
Part-time	7%	44	25	10	3	12
Nursing	11%	42	21	10	5	11
Dentistry	18%	41	18	9	7	8
Pharmacy	27%	48	19	--	2	4
Medicine	8%	46	28	9	3	7
Tenure Track	18%	49	21	5	3	4
In Residence	9%	48	30	5	2	6
Clinical X	11%	50	28	6	3	2
HS Clinical	6%	44	28	11	2	9
Adjunct	5%	41	23	14	4	13
Assistant	8%	43	28	11	3	7
Associate	8%	44	28	10	3	7
Professor, Steps 1-5	9%	48	26	6	3	9
Professor, Step 6 +	15%	57	21	4	--	3
<5 years at UCSF	10%	42	26	10	3	8
5-9 years	8%	45	28	9	3	6
10+ years	9%	49	25	7	2	7
Asst/Assoc have mentor	8%	47	28	10	2	5
Asst/Assoc no mentor	8%	30	28	14	8	12
Full Prof have mentor	15%	55	22	1	1	6
Full Prof no mentor	8%	48	26	7	3	8
Have children <12	8%	50	27	8	3	4
Children 12-18	7%	50	25	10	2	6
No children <18	11%	42	25	9	3	10
Participated in CCLF program	10%	49	26	8	2	5
No participation	9%	38	28	10	4	11

Table 108: Effectiveness of Using Access to Information in Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. i. Access to information about resources available to new and junior faculty

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	10%	39	25	10	4	12
Men	10%	38	27	9	4	13
Women	11%	42	22	11	4	11
White	10%	40	25	9	4	12
Asian	10%	42	29	8	4	7
Other	11%	45	19	15	3	7
Heterosexual	10%	41	26	9	3	10
LGBT	7%	38	18	15	10	12
Full-time	10%	41	25	9	4	11
Part-time	8%	34	22	16	5	14
Nursing	7%	46	17	14	2	14
Dentistry	17%	43	13	10	5	12
Pharmacy	28%	38	22	3	2	7
Medicine	9%	40	27	10	4	10
Tenure Track	14%	40	25	7	3	10
In Residence	10%	40	28	6	2	13
Clinical X	9%	37	28	13	4	8
HS Clinical	10%	42	22	12	5	10
Adjunct	9%	41	23	9	5	13
Assistant	9%	45	27	9	5	4
Associate	9%	37	25	13	6	11
Professor, Steps 1-5	10%	37	23	9	2	18
Professor, Step 6 +	13%	43	23	6	3	12
<5 years at UCSF	10%	40	28	11	5	7
5-9 years	9%	43	25	11	3	8
10+ years	10%	40	23	8	4	15
Asst/Assoc have mentor	9%	46	26	11	3	5
Asst/Assoc no mentor	7%	25	30	10	14	14
Full Prof have mentor	14%	45	22	6	1	13
Full Prof no mentor	9%	36	24	9	3	19
Have children <12	9%	45	26	11	4	6
Children 12-18	9%	40	25	11	2	13
No children <18	11%	36	24	10	5	14
Participated in CCLF program	12%	45	24	9	3	7
No participation	7%	28	29	11	7	18

Table 109: Effectiveness of Using Flexible Schedules for Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. a. Flexible schedules

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	11%	31	26	13	3	16
Men	11%	31	29	12	3	15
Women	11%	31	23	15	4	16
White	10%	31	27	13	3	17
Asian	11%	35	26	12	6	10
Other	17%	30	25	20	--	9
Heterosexual	11%	32	26	14	3	15
LGBT	12%	34	27	8	4	15
Full-time	11%	31	28	13	3	15
Part-time	12%	35	13	13	6	20
Nursing	16%	43	17	13	--	11
Dentistry	15%	35	18	14	5	13
Pharmacy	39%	38	3	11	--	9
Medicine	9%	30	29	13	3	15
Tenure Track	18%	37	22	8	1	14
In Residence	10%	31	28	12	2	17
Clinical X	11%	32	29	16	2	10
HS Clinical	8%	24	29	18	5	15
Adjunct	10%	42	23	7	2	16
Assistant	11%	35	28	11	4	12
Associate	9%	27	27	17	4	17
Professor, Steps 1-5	10%	30	25	15	3	17
Professor, Step 6 +	12%	36	23	13	1	16
<5 years at UCSF	12%	31	30	11	4	12
5-9 years	9%	35	26	12	2	15
10+ years	11%	31	24	15	2	17
Asst/Assoc have mentor	11%	33	27	13	3	13
Asst/Assoc no mentor	8%	26	29	13	8	16
Full Prof have mentor	15%	35	21	15	2	12
Full Prof no mentor	8%	30	27	13	2	19
Have children <12	12%	34	27	15	4	8
Children 12-18	11%	28	27	15	3	15
No children <18	10%	32	25	12	2	20
Participated in CCLF program	12%	31	27	14	3	13
No participation	9%	32	28	11	4	17

Table 110: Effectiveness of Using Assistance Preparing for Promotion in Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. j. Assistance preparing for promotion process

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	7%	32	28	16	6	10
Men	7%	34	29	15	5	11
Women	7%	31	27	18	7	10
White	6%	33	28	15	6	10
Asian	8%	31	34	15	5	8
Other	9%	39	26	17	5	4
Heterosexual	7%	34	28	16	5	9
LGBT	3%	31	26	21	11	8
Full-time	7%	33	29	15	6	9
Part-time	3%	36	16	26	5	14
Nursing	7%	36	17	21	7	12
Dentistry	9%	38	16	22	3	12
Pharmacy	23%	38	27	7	2	3
Medicine	6%	32	30	16	7	9
Tenure Track	11%	34	26	14	5	9
In Residence	8%	33	28	17	5	9
Clinical X	8%	28	35	17	7	6
HS Clinical	4%	37	26	18	8	7
Adjunct	4%	30	31	12	6	16
Assistant	5%	34	32	15	6	9
Associate	5%	33	25	20	10	7
Professor, Steps 1-5	8%	32	27	16	6	12
Professor, Step 6 +	11%	35	32	12	3	7
<5 years at UCSF	5%	34	30	13	7	12
5-9 years	6%	35	27	19	6	7
10+ years	8%	33	28	16	6	9
Asst/Assoc have mentor	6%	36	31	16	5	7
Asst/Assoc no mentor	2%	24	22	23	17	12
Full Prof have mentor	10%	40	26	14	1	9
Full Prof no mentor	8%	29	29	16	7	12
Have children <12	5%	38	30	15	6	6
Children 12-18	6%	34	28	16	7	9
No children <18	8%	30	27	17	7	12
Participated in CCLF program	8%	37	29	15	5	6
No participation	4%	25	27	20	10	14

Table 111: Effectiveness of Using Part-Time Opportunities for Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. b. Opportunity for working part-time

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	5%	17	21	18	12	29
Men	5%	17	24	17	7	31
Women	5%	17	17	19	17	25
White	4%	15	20	18	13	30
Asian	6%	20	24	14	10	25
Other	4%	25	17	20	9	24
Heterosexual	4%	17	22	19	11	28
LGBT	5%	19	16	13	16	31
Full-time	4%	15	22	18	12	29
Part-time	12%	36	14	12	8	17
Nursing	8%	25	15	18	12	22
Dentistry	15%	19	30	12	8	16
Pharmacy	10%	14	17	18	19	22
Medicine	3%	17	21	18	12	29
Tenure Track	4%	12	23	20	10	30
In Residence	4%	14	20	19	10	33
Clinical X	6%	18	24	21	13	18
HS Clinical	4%	20	21	17	15	24
Adjunct	6%	17	19	12	11	34
Assistant	4%	17	20	16	13	30
Associate	5%	16	22	17	13	26
Professor, Steps 1-5	5%	18	21	19	10	26
Professor, Step 6 +	3%	13	24	21	10	29
<5 years at UCSF	4%	14	21	15	12	34
5-9 years	4%	20	21	16	12	27
10+ years	5%	17	22	20	12	24
Asst/Assoc have mentor	4%	16	21	18	12	29
Asst/Assoc no mentor	6%	18	22	11	18	26
Full Prof have mentor	7%	19	23	17	11	21
Full Prof no mentor	3%	16	21	21	10	30
Have children <12	6%	19	22	19	15	20
Children 12-18	5%	12	27	18	13	25
No children <18	3%	17	19	16	9	35
Participated in CCLF program	5%	16	22	19	12	27
No participation	6%	19	20	14	11	30

Table 112: Effectiveness of Using Availability of Childcare for Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. d. Availability of childcare

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	3%	15	17	21	14	31
Men	3%	14	20	19	12	31
Women	3%	16	12	23	16	30
White	2%	15	15	21	13	34
Asian	3%	17	20	23	13	23
Other	9%	19	16	12	21	23
Heterosexual	3%	17	18	21	14	28
LGBT	1%	7	10	20	10	53
Full-time	3%	16	17	21	14	29
Part-time	1%	10	14	18	9	48
Nursing	5%	26	5	16	6	42
Dentistry	6%	17	19	15	9	34
Pharmacy	3%	21	25	16	18	16
Medicine	2%	14	18	22	14	30
Tenure Track	4%	21	23	19	13	20
In Residence	2%	18	22	19	10	29
Clinical X	3%	14	13	27	14	28
HS Clinical	2%	10	15	21	14	37
Adjunct	4%	20	12	17	16	31
Assistant	3%	13	15	23	14	32
Associate	2%	11	17	23	16	30
Professor, Steps 1-5	4%	20	18	19	10	30
Professor, Step 6 +	2%	20	21	17	12	28
<5 years at UCSF	3%	11	15	21	14	37
5-9 years	3%	13	18	23	14	29
10+ years	3%	19	18	20	12	27
Asst/Assoc have mentor	3%	13	17	25	14	29
Asst/Assoc no mentor	3%	10	13	17	18	38
Full Prof have mentor	5%	23	18	21	11	22
Full Prof no mentor	2%	18	19	17	10	33
Have children <12	3%	15	20	28	23	11
Children 12-18	5%	17	23	19	12	24
No children <18	2%	15	13	15	7	48
Participated in CCLF program	3%	16	17	22	14	28
No participation	3%	15	16	20	11	35

Table 113: Effectiveness of Using Housing Assistance in Recruiting

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. e. Financial assistance for housing

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	4%	14	15	18	20	30
Men	5%	16	17	18	20	25
Women	3%	12	12	18	20	35
White	3%	14	15	18	19	31
Asian	6%	12	17	19	19	27
Other	6%	18	12	13	23	30
Heterosexual	4%	15	16	19	18	28
LGBT	1%	4	9	18	28	40
Full-time	4%	15	16	19	19	27
Part-time	1%	8	4	12	22	53
Nursing	1%	15	14	10	15	45
Dentistry	6%	20	14	7	18	36
Pharmacy	15%	20	18	18	7	23
Medicine	3%	14	15	19	21	28
Tenure Track	6%	30	19	21	15	9
In Residence	6%	20	20	16	15	25
Clinical X	6%	11	18	21	21	23
HS Clinical	1%	8	10	16	27	38
Adjunct	4%	9	12	21	15	39
Assistant	5%	12	12	19	23	28
Associate	4%	14	15	16	21	29
Professor, Steps 1-5	2%	17	16	17	14	33
Professor, Step 6 +	5%	18	17	20	20	19
<5 years at UCSF	5%	13	14	18	21	29
5-9 years	5%	12	16	20	19	28
10+ years	3%	16	16	17	19	30
Asst/Assoc have mentor	5%	14	14	20	21	26
Asst/Assoc no mentor	3%	7	12	13	28	37
Full Prof have mentor	3%	19	12	19	14	32
Full Prof no mentor	3%	16	19	18	17	28
Have children <12	5%	14	15	20	25	21
Children 12-18	4%	15	19	18	16	29
No children <18	3%	15	13	17	17	35
Participated in CCLF program	4%	14	15	18	21	28
No participation	4%	13	15	20	16	32

Table 114: Effectiveness of Using Competitive Salaries for Recruitment

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty. c. Competitive salaries

	Effective		Neutral	Ineffective		Don't know/SKIP
	Very effective	Effective		Ineffective	Very ineffective	
Total	5%	13	18	29	29	7
Men	5%	15	18	28	28	6
Women	4%	10	19	29	30	8
White	3%	13	18	29	29	7
Asian	8%	12	19	28	28	6
Other	8%	13	15	36	27	1
Heterosexual	5%	13	18	30	27	5
LGBT	1%	13	17	23	38	8
Full-time	5%	13	19	28	29	6
Part-time	2%	11	14	38	28	7
Nursing	4%	3	13	38	36	6
Dentistry	9%	11	15	30	29	5
Pharmacy	10%	20	21	28	18	3
Medicine	4%	14	19	28	29	6
Tenure Track	8%	17	17	27	29	3
In Residence	4%	19	26	27	18	6
Clinical X	5%	8	14	33	38	3
HS Clinical	2%	7	15	32	38	6
Adjunct	6%	20	21	24	17	12
Assistant	5%	14	19	28	29	6
Associate	3%	11	18	27	34	6
Professor, Steps 1-5	5%	11	17	33	28	7
Professor, Step 6 +	5%	18	22	27	24	4
<5 years at UCSF	5%	14	21	27	27	6
5-9 years	4%	11	21	27	32	6
10+ years	5%	14	15	32	29	6
Asst/Assoc have mentor	4%	14	18	29	30	5
Asst/Assoc no mentor	5%	8	20	24	35	7
Full Prof have mentor	5%	16	19	27	27	5
Full Prof no mentor	5%	12	17	34	26	6
Have children <12	5%	11	18	32	32	3
Children 12-18	6%	9	23	30	26	7
No children <18	4%	15	18	26	29	8
Participated in CCLF program	4%	13	20	30	29	4
No participation	5%	14	16	29	29	8

Table 115: Other Ways to Recruit Top-Notch Faculty

Q13. Is there anything else UCSF could do to recruit top-notch faculty? [OPEN ENDED]

	Better salary/ benefits	Financial assistance	Help with schools/ childcare	More funding/ research support	More supportive leadership	Admin support
Total	20%	8	4	3	3	3
Men	19%	8	3	3	3	1
Women	21%	8	5	3	3	4
White	22%	8	4	4	3	3
Asian	14%	8	4	2	2	1
Other	23%	14	7	1	4	3
Heterosexual	20%	8	4	4	3	3
LGBT	22%	8	5	2	2	1
Full-time	20%	9	4	3	3	2
Part-time	21%	4	3	1	--	3
Nursing	37%	6	5	1	2	3
Dentistry	19%	5	1	4	4	1
Pharmacy	20%	11	5	7	--	4
Medicine	19%	9	4	3	3	3
Tenure Track	22%	14	6	6	4	2
In Residence	20%	10	4	5	3	1
Clinical X	26%	11	6	4	3	4
HS Clinical	20%	5	3	1	3	3
Adjunct	15%	4	3	3	*	3
Assistant	17%	6	4	3	1	2
Associate	23%	8	5	2	4	4
Professor, Steps 1-5	22%	10	4	4	3	2
Professor, Step 6 +	22%	15	2	5	4	2
<5 years at UCSF	17%	8	4	3	3	2
5-9 years	21%	5	3	3	3	4
10+ years	23%	11	4	4	3	2
Asst/Assoc have mentor	18%	6	5	3	2	2
Asst/Assoc no mentor	25%	8	4	2	3	5
Full Prof have mentor	19%	10	4	5	--	2
Full Prof no mentor	24%	12	4	4	6	2
Have children <12	22%	10	7	3	3	1
Children 12-18	18%	10	6	4	2	1
No children <18	19%	6	2	4	3	4
Participated in CCLF program	21%	9	5	3	2	3
No participation	19%	6	2	3	3	2

Table 116: Desire to Stay at UCSF

D13. Would you like to stay at UCSF for the rest of your career?

	Yes	No	Undecided
Total	54%	6	34
Men	59%	5	30
Women	50%	7	38
White	59%	6	34
Asian	53%	6	40
Other	67%	3	30
Heterosexual	58%	6	35
LGBT	61%	8	31
Full-time	57%	6	35
Part-time	55%	8	35
Nursing	61%	8	29
Dentistry	74%	3	21
Pharmacy	72%	2	27
Medicine	54%	7	37
Tenure Track	64%	2	31
In Residence	62%	4	33
Clinical X	61%	6	32
HS Clinical	54%	8	36
Adjunct	48%	11	39
Assistant	41%	10	47
Associate	58%	4	37
Professor, Steps 1-5	67%	4	27
Professor, Step 6 +	79%	2	17
<5 years at UCSF	44%	12	44
5-9 years	54%	5	41
10+ years	70%	3	26
Asst/Assoc have mentor	48%	7	44
Asst/Assoc no mentor	48%	12	40
Full Prof have mentor	72%	3	23
Full Prof no mentor	70%	4	25
Have children <12	52%	5	42
Children 12-18	62%	3	35
No children <18	59%	8	32
Participated in CCLF program	57%	6	35
No participation	56%	7	36

Table 117: Possible Reasons for Leaving UCSF

D14. If you were to leave UCSF, it would be for the following reason(s)...[VERBATIM RESPONSES, CODED]

	Salary, funding	Better opportunity	Better work-life balance	Bad work environment
Total	34%	13%	12%	16%
Men	32%	10%	11%	16%
Women	37%	17%	13%	17%
White	36%	15%	12%	17%
Asian	32%	8%	11%	21%
Other	40%	18%	8%	16%
Heterosexual	35%	13%	12%	17%
LGBT	43%	20%	11%	18%
Full-time	36%	13%	12%	18%
Part-time	30%	13%	15%	11%
Nursing	48%	16%	11%	15%
Dentistry	33%	7%	16%	16%
Pharmacy	37%	15%	10%	11%
Medicine	35%	14%	12%	17%
Tenure Track	34%	4%	14%	18%
In Residence	35%	7%	9%	23%
Clinical X	32%	15%	15%	16%
HS Clinical	36%	25%	10%	14%
Adjunct	38%	5%	14%	16%
Assistant	38%	17%	12%	14%
Associate	42%	16%	12%	20%
Professor, Steps 1-5	32%	12%	13%	18%
Professor, Step 6 +	22%	2%	9%	20%
<5 years at UCSF	40%	17%	13%	16%
5-9 years	40%	14%	13%	17%
10+ years	32%	11%	11%	19%
Asst/Assoc have mentor	40%	17%	11%	16%
Asst/Assoc no mentor	37%	16%	19%	20%
Full Prof have mentor	34%	8%	12%	16%
Full Prof no mentor	26%	9%	11%	20%
Have children <12	46%	17%	11%	16%
Children 12-18	36%	11%	14%	20%
No children <18	27%	11%	12%	17%
Participated in CCLF program	38%	14%	11%	18%
No participation	30%	11%	14%	14%

Table 117 Continued: Possible Reasons for Leaving UCSF

D14. If you were to leave UCSF, it would be for the following reason(s)...[VERBATIM RESPONSES, CODED]

	Personal reasons, such as moving	Retirement	No response
Total	6%	5%	32%
Men	6%	5%	37%
Women	7%	4%	24%
White	6%	6%	26%
Asian	9%	1%	35%
Other	10%	6%	24%
Heterosexual	7%	5%	28%
LGBT	8%	6%	18%
Full-time	7%	5%	29%
Part-time	7%	6%	26%
Nursing	4%	7%	19%
Dentistry	7%	10%	29%
Pharmacy	11%	9%	24%
Medicine	6%	4%	30%
Tenure Track	7%	9%	29%
In Residence	5%	4%	32%
Clinical X	9%	4%	27%
HS Clinical	8%	5%	25%
Adjunct	5%	2%	31%
Assistant	7%	*%	29%
Associate	8%	3%	25%
Professor, Steps 1-5	6%	8%	26%
Professor, Step 6 +	5%	15%	39%
<5 years at UCSF	9%	1%	26%
5-9 years	7%	2%	27%
10+ years	6%	9%	27%
Asst/Assoc have mentor	9%	1%	28%
Asst/Assoc no mentor	3%	3%	23%
Full Prof have mentor	5%	9%	28%
Full Prof no mentor	6%	10%	30%
Have children <12	5%	*%	25%
Children 12-18	5%	1%	28%
No children <18	8%	9%	30%
Participated in CCLF program	8%	4%	25%
No participation	3%	6%	36%

Table 118: Other Factors Affecting Climate for Faculty

D16. What other important factors that impact the climate for faculty were not addressed in this survey? [OPEN END]

	More supportive administration	Budget cuts/ financial stress	Inequity based on series, dept, school, site	Inequity based on age, race, working mothers
Total	8%	6%	6%	2%
Men	8%	6%	5%	1%
Women	9%	5%	8%	2%
White	9%	7%	7%	2%
Asian	4%	4%	7%	1%
Other	5%	2%	10%	1%
Heterosexual	8%	6%	6%	2%
LGBT	13%	5%	13%	3%
Full-time	8%	6%	7%	2%
Part-time	12%	5%	11%	1%
Nursing	12%	9%	13%	4%
Dentistry	10%	6%	10%	--
Pharmacy	7%	4%	11%	1%
Medicine	8%	6%	6%	2%
Tenure Track	11%	7%	5%	2%
In Residence	7%	7%	7%	2%
Clinical X	9%	4%	6%	2%
HS Clinical	8%	3%	9%	1%
Adjunct	8%	10%	4%	1%
Assistant	6%	6%	6%	1%
Associate	11%	6%	7%	2%
Professor, Steps 1-5	10%	6%	9%	2%
Professor, Step 6 +	8%	7%	7%	2%
<5 years at UCSF	6%	6%	6%	1%
5-9 years	8%	4%	5%	1%
10+ years	11%	7%	9%	2%
Asst/Assoc have mentor	8%	6%	6%	2%
Asst/Assoc no mentor	9%	4%	6%	1%
Full Prof have mentor	9%	4%	7%	1%
Full Prof no mentor	10%	7%	9%	3%
Have children <12	7%	6%	6%	2%
Children 12-18	9%	7%	10%	2%
No children <18	10%	6%	7%	1%
Participated in CCLF program	8%	6%	8%	2%
No participation	9%	5%	4%	1%

Appendix B: Questionnaire with Response Totals



Opinion Research
Strategic Communication

2011 UCSF Faculty Climate Survey

April 27 – May 19, 2011; n=1,352 faculty members; participation rate=61%; questionnaires were completed on-line; data weighted by gender and series; percents may add to 99% or 101% due to rounding; * indicates less than 1% and -- indicates zero; percents are included for questions tracked from the 2001 survey.

Thank you for participating in the 2011 UCSF Faculty Climate Survey. The purpose of this survey is to identify the areas in which UCSF has been successful in improving the climate for faculty, as well as to identify the ongoing concerns of the faculty. Your feedback will help UCSF prioritize activities going forward in creating a climate conducive to attracting and retaining top-notch faculty. NOTE: The survey is confidential. The survey results will be analyzed by Belden Russonello & Stewart, and no identifying information will be connected to your responses. UCSF will receive only aggregate results of the survey.

Q1. Thinking overall, how satisfied are you with your career at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?	Very satisfied	27%
	Fairly satisfied	49
	Neutral	14
	Fairly dissatisfied	9
	Very dissatisfied	1
	SKIPPED	*

Q2. Currently, how satisfied are you with each of the following at UCSF? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?

		Very satisfied	Fairly satisfied	Neutral	Fairly dissat.	Very dissat.	N/A or SKIP
a. Your academic series (2001 wording: your academic series or title)	2011	37%	33	17	9	3	1
	2001	39%	34	12	9	5	1
b. Your rank	2011	40%	37	15	5	2	1
c. Your income	2011	18%	31	19	20	11	1
	2001	16%	34	17	22	10	1
d. Your mix of research, teaching, and clinical practice	2011	31%	41	12	11	3	3
	2001	32%	38	13	10	3	4
e. Your interactions with students/trainees (2001: your interaction with students)	2011	42%	41	10	5	1	2
	2001	37%	38	14	5	1	4
f. Your prospects for advancement	2011	26%	38	20	10	4	1
	2001	21%	31	23	13	8	3

(continued)		Very satisfied	Fairly satisfied	Neutral	Fairly dissat.	Very dissat.	N/A or SKIP
g. Your opportunities for leadership positions (2001: your potential for leadership positions)	2011	27%	33	22	11	5	1
	2001	23%	32	23	11	7	3
h. Relationships with your colleagues	2011	45%	38	11	4	3	1
i. Access to colleagues based at various UCSF sites	2011	21%	34	24	13	5	2
j. Opportunities for collaboration	2011	32%	37	18	9	3	1
k. Overall support from your direct supervisor	2011	36%	28	16	10	8	2
l. Access to mentoring (2001: the mentoring now available to you)	2011	25%	33	21	10	5	6
	2001	15%	22	25	14	12	12
m. The intellectual stimulation of your work	2011	59%	31	6	3	*	1
	2001	59%	32	5	3	1	--
n. Your work space	2011	25%	31	16	16	10	2
	2001	22%	29	15	17	16	1
o. Support, including financing, staff, and equipment, from UCSF for start-up or new ventures (2001: support including financing, staff, and equipment from the university for start-up or new ventures)	2011	7%	18	23	26	17	8
	2001	5%	18	19	25	25	8
p. Ongoing support, including funding, staff, and equipment from UCSF	2011	6%	19	24	29	19	3
q. Grants you have been able to obtain to support your work and/or your lab (2001: grants you have been able to obtain to support your work and/or lab)	2011	14%	31	23	10	4	18
	2001	20%	29	19	10	4	19
r. The amount of personal time you have (2001: amount of time you have for yourself)	2011	6%	26	23	26	17	1
	2001	8%	19	18	30	22	1
s. The amount of time you have for spending with family and/or outside interests (2001: amount of time you have for spending with your family and/or outside interests)	2011	7%	26	22	27	17	1
	2001	7%	23	19	28	22	1

(continued)		Very satisfied	Fairly satisfied	Neutral	Fairly dissat.	Very dissat.	N/A or SKIP
t. The degree of flexibility you have to tend to family or personal needs (2001: <i>degree of flexibility in the system for you to tend to family or personal needs</i>)	2011	21%	39	19	12	8	2
	2001	18%	37	20	15	9	1
u. Your commute (2001: <i>Amount of time it takes you to get to work</i>)	2011	38%	28	13	11	6	4
	2001	39%	27	10	13	10	--
Q3. Do you currently have a mentor, that is, a person to whom you can turn for help with your professional life? (2001: <i>Since arriving at UCSF, have you had what you would consider a mentor, that is, a person to whom you can turn for help with your professional life?</i>)							2011
Yes							62%
No, but I'd like to find one							16
No, but I don't need one (2001: <i>Yes or no only</i>)							22
							} 42%
Q4. (n=845) How satisfied are you with the quality of mentoring you've received? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied?							2011
Very satisfied							42%
Fairly satisfied							40
Neutral							11
Fairly dissatisfied							5
Very dissatisfied							1
SKIPPED							*
Q5. How important is, or has been, mentoring to you in making your experience at UCSF positive? Very important, somewhat important, just a little bit, not very important, not at all important?							2011
Very important							38%
Somewhat important							30
Just a little bit							13
Not very important							11
Not at all important							5
SKIPPED							1
Q6. Rate how effective you believe UCSF is in each of the following areas...very effective, effective, neutral, ineffective, very ineffective, don't know?							2011
	Very effect.	Effect.	Neutral	Ineffect.	Very ineffect.	DK or SKIP	
a. Welcoming new faculty	8%	38	27	14	5	8	
b. Providing information about the different academic series	10%	42	25	14	5	3	
c. Providing clarity about the faculty promotion process	10%	38	27	18	6	2	
d. Providing mentoring for junior faculty	12%	37	27	14	5	5	

(continued)		Very effect.	Effect.	Neutral	Ineffect.	Very ineffect.	DK or SKIP
e. Promoting an atmosphere of collegiality among the faculty		15%	37	25	15	6	1
f. Providing scheduling flexibility to faculty for personal or family needs		14%	35	27	13	6	6
g. Providing support for maternity/parental leave		13%	25	16	7	4	36
h. Providing support for medical/disability leave		9%	23	14	3	2	50
i. Supporting transition back from maternity/parental leave		6%	14	17	7	2	54
j. Supporting transition back from medical/ disability leave		5%	10	12	3	1	68
k. Providing appropriate resources or accommodations for persons with disabilities or chronic health conditions		6%	13	12	3	1	64
l. Making health promotion/wellness programs available		12%	36	25	8	3	18
m. Promoting a climate among the faculty that is free of gender discrimination		25%	39	19	7	3	7
n. Promoting a climate among the faculty that is free of racial or ethnic discrimination		28%	42	17	4	1	8
o. Promoting a climate among the faculty that is free of discrimination based on sexual orientation		31%	41	13	2	1	12
p. Providing a clear process for reporting charges of discrimination or misconduct		21%	39	16	4	2	17

Q7. How would you describe the climate overall for WOMEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good")

		Very good	Good	Neutral	Poor	Very poor	DK or SKIP
a. At UCSF in general	2011	27%	41	16	4	1	11
	2001	12%	42	23	11	2	9
b. In your school	2011	31%	38	15	4	1	11
	2001	16%	41	21	10	2	8
c. In your department	2011	38%	33	14	5	2	8
	2001	28%	37	16	9	4	4

Q8. How would you describe the climate overall for MEN...very good, good, neutral, poor, very poor, don't know? (2001: "excellent" instead of "very good")

		Very good	Good	Neutral	Poor	Very poor	DK or SKIP
a. At UCSF in general	2011	41%	36	11	1	*	11
	2001	24%	48	15	2	--	9
b. In your school	2011	41%	35	10	1	*	12
	2001	24%	48	16	2	--	7
c. In your department	2011	43%	35	11	1	1	10
	2001	29%	47	14	2	1	5

Q9. How would you describe the climate overall for LGBT [Lesbian, gay, bisexual, and transgendered] individuals ...very good, good, neutral, poor, very poor, don't know?

		Very good	Good	Neutral	Poor	Very poor	DK or SKIP
a. At UCSF in general		27%	31	8	1	*	33
b. In your school		28%	29	7	1	*	34
c. In your department		33%	27	8	1	*	31

Q10. How would you describe the climate overall for underrepresented minorities [includes Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives)]...very good, good, neutral, poor, very poor, don't know?

		Very good	Good	Neutral	Poor	Very poor	DK or SKIP
a. At UCSF in general		20%	30	16	6	1	27
b. In your school		21%	30	14	5	1	28
c. In your department		24%	31	14	6	1	24

Q11. How would you describe the climate overall for disabled persons/those with chronic health conditions...very good, good, neutral, poor, very poor, don't know?

		Very good	Good	Neutral	Poor	Very poor	DK or SKIP
a. At UCSF in general		12%	19	13	2	1	53
b. In your school		13%	18	12	3	1	53
c. In your department		15%	18	13	3	1	51

Q12. Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please indicate how effective you believe UCSF is in using each of the following to recruit and retain top-notch faculty.

		Very effect.	Effect.	Neutral	Ineffect.	Very ineffect.	DK or SKIP
a. Flexible schedules		11%	31	26	13	3	16

(continued)	Very effect.	Effect.	Neutral	Ineffect.	Very ineffect.	DK or SKIP
b. Opportunity for working part time	5%	17	21	18	12	29
c. Competitive salaries	5%	13	18	29	29	7
d. Availability of childcare	3%	15	17	21	14	31
e. Financial assistance for housing	4%	14	15	18	20	30
f. Opportunities for promotion	9%	44	26	9	3	8
g. Opportunities for leadership	12%	42	26	8	3	9
h. Opportunities for professional development	18%	46	20	7	2	7
i. Access to information about resources available to new and junior faculty	10%	39	25	10	4	12
j. Assistance preparing for promotion process	7%	32	28	16	6	10
k. Presence of diverse faculty	15%	39	22	12	4	8
l. Promoting diversity amongst students, staff, and faculty	17%	43	22	6	3	10
Q13. Is there anything else UCSF could do to recruit top-notch faculty? [VERBATIM RESPONSES]	Competitive salaries and benefits					20%
	Financial assistance with housing/ cost of living					8
	Assistance with finding schools/childcare/ tuition reimbursement					4
	More funding/research support					3
	More supportive leadership/less bureaucracy					3
	More/ better administrative support					3
	Better environment/more work space					2
	Greater time flexibility/work-life balance					2
	Improve retention/take care of current faculty					2
	Easier career advancement/switch tracks					1
	More equality/collaboration between schools					1
	Decrease budget cuts at UCSF					1
	Improve parking/reduce parking fees					1
	Improve diversity/opportunities for women, minorities					1
	Other					3
	No response					58

Q14. 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? (2001: Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories? Women most of the time, women some of the time, little preferential treatment of either, men some of the time, men most of the time, don't know?)

		Women			Men		DK or SKIP
		MOST of the time	SOME of the time	No pref. of either	SOME of the time	MOST of the time	
a. Salary and compensation (2001: salary and compensation package)	2011	1%	1	37	20	12	28
	2001	1%	2	42	17	15	20
b. Hiring	2011	2%	7	47	11	4	29
	2001	2%	10	44	17	9	16
c. Promotion	2011	2%	4	44	17	5	28
	2001	2%	6	43	19	12	16
d. Desirable work assignments	2011	1%	3	48	12	4	31
	2001	1%	4	52	14	8	19
e. Flexibility to meet personal or family needs (2001: flexibility for family needs)	2011	4%	20	44	3	1	28
	2001	4%	26	45	2	2	19
f. Assignments to important committees	2011	1%	4	49	12	5	30
	2001	1%	6	44	16	10	20
g. Inclusion in important decision making (2001: being included in decision making)	2011	1%	2	46	18	7	27
	2001	1%	3	44	20	16	14
h. Allocation of space and resources	2011	1%	2	48	15	6	29
	2001	1%	3	47	17	12	19
i. Nomination for awards	2011	1%	5	52	7	3	31
j. Conferring of awards (2001: nomination and conferring of awards)	2011	1%	4	53	7	3	32
	2001	1%	7	52	11	6	20
k. Opportunities to assume leadership positions	2011	1%	4	45	18	6	26
	2001	1%	5	39	23	16	14

Q15. To what extent do you agree or disagree with each of the following... strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know? (2001: Do you agree or disagree with the following...strongly agree, somewhat agree, neutral, somewhat disagree, strongly disagree, don't know?)

		Strongly agree	Smwt agree	Neutral	Smwt disagree	Strongly disagree	DK or SKIP
a. Junior faculty in my department find good role models (2001: Young faculty in my department find good role models.)	2011	21%	42	13	11	5	8
	2001	14%	39	13	20	10	2
b. WOMEN at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do (2001: Women faculty members are often left out of, or cannot participate in, formal meetings where important business is transacted.)	2011	3%	13	13	19	29	23
	2001	5%	17	14	18	29	15
c. MINORITIES, including Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives) at UCSF do not have the same opportunities to participate in FORMAL MEETINGS where important business is transacted as other faculty do	2011	3%	9	13	18	28	29
d. WOMEN at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do (2001: Women faculty members are often left out of, or cannot participate in, informal social events where important information is transacted.)	2011	2%	8	15	19	30	25
	2001	5%	13	15	18	29	17
e. MINORITIES at UCSF do not have the same opportunities to participate in SOCIAL EVENTS where important information is exchanged as other faculty do	2011	2%	6	15	18	29	30

(continued)		Strongly agree	Smwt agree	Neutral	Smwt disagree	Strongly disagree	DK or SKIP
f. WOMEN at UCSF are often assigned to committees only as a token gesture (2001: <i>Women faculty members are often assigned to committees at UCSF only as a token gesture.</i>)							
	2011	2%	9	13	17	34	24
	2001	4%	12	14	16	34	18
g. MINORITIES at UCSF are often assigned to committees only as a token gesture	2011	3%	10	14	15	30	28
h. The process for promotion in my department is based on social ties more than on merit	2011	3%	9	12	19	40	18
	2001	4%	11	11	19	44	11
i. A glass ceiling for promotion of WOMEN exists in my department	2011	2%	7	11	16	44	20
	2001	4%	10	12	14	44	15
j. A glass ceiling for promotion of MINORITIES exists in my department	2011	1%	6	10	15	42	27
k. Even though faculty members are allowed to take time off for maternity/parental leave, I believe it is held against those who do so (2001: <i>Even though faculty members are allowed to stop the tenure clock for child bearing, I believe it is held against those who do so</i>)	2011	5%	16	12	16	23	28
	2001	14%	26	16	8	6	31
l. I have to work an unreasonable and unhealthy number of hours to succeed at UCSF (2001: <i>I have to work an unhealthy and unreasonable amount of hours to succeed at UCSF</i>)	2011	23%	33	16	11	9	8
	2001	29%	36	17	10	6	3

Q16. Is there inequity or unequal treatment for WOMEN...a great deal, somewhat, just a little, none, don't know?

	A great deal	Some-what	Just a little	None	DK or SKIP
a. At UCSF in general	2%	13	16	37	31
b. In your school	2%	11	13	45	29
c. In your department	3%	9	13	55	20

Q17. Is there inequity or unequal treatment for MEN...a great deal, somewhat, just a little, none, don't know?

	A great deal	Some-what	Just a little	None	DK or SKIP
a. At UCSF in general	1%	3	5	58	33
b. In your school	1%	3	5	61	31
c. In your department	1%	2	5	66	25

Q18. Is there inequity or unequal treatment for LGBT, or lesbian, gay, bisexual, and transgendered, individuals...a great deal, somewhat, just a little, none, don't know?

	A great deal	Some-what	Just a little	None	DK or SKIP
a. At UCSF in general	1%	3	7	38	52
b. In your school	1%	2	7	42	49
c. In your department	1%	2	5	49	43

Q19. Is there inequity or unequal treatment for underrepresented minorities [includes Blacks, Hispanics, and Native Americans (American Indians, Alaska Natives)]...a great deal, somewhat, just a little, none, don't know?

	A great deal	Some-what	Just a little	None	DK or SKIP
a. At UCSF in general	1%	6	8	36	48
b. In your school	1%	6	8	40	45
c. In your department	1%	5	6	49	39

Q20. Is there inequity or unequal treatment for disabled persons/those with chronic health conditions...a great deal, somewhat, just a little, none, don't know?

	A great deal	Some-what	Just a little	None	DK or SKIP
a. At UCSF in general	1%	4	6	26	64
b. In your school	1%	3	6	28	63
c. In your department	1%	3	6	32	58

Q21. If there is inequity or unequal treatment at UCSF, what form does it take? [VERBATIM RESPONSES]	Unequal pay/allocation of resources	5%
	Less ability to get promotion/leadership positions	5
	Exclusion of women and minorities from collaboration/social networking/mentoring	2
	Difficulty for those with families/working moms	2
	Inequality in hiring	1
	Unequal committee assignments/work load	1
	Lack of accommodation for those with physical/mental health problems	1
	Other	5
	Don't know/Haven't seen any	5
	No response	75

Q22. Do you feel that, at any time, you have been discriminated against at UCSF on the basis of your:

		Yes	No	N/A or SKIP (2001: Don't know)
a. Gender (2001: Do you feel that, at any time at UCSF, you have been discriminated against on the basis of your gender?)	2011	17%	75	8
	2001	22%	69	8
b. Race/ethnicity	2011	6%	84	10
c. Sexual orientation	2011	2%	81	17
d. Disability/chronic health condition(s)	2011	2%	70	28

Q23. Which of the following Chancellor's Council on Faculty Life (CCFL) programs have you heard of or participated in? Select all that apply. I have participated in this program; I am aware of this program, but have not participated; I am unaware of this program.

	Participated in program	Aware, but not participated	Unaware of program	SKIPPED
a. Faculty Development Program	33%	43	17	6
b. Faculty Wellness Grand Rounds Series	18%	60	16	6
c. Faculty Information & Welcoming Week/Faculty Development Day	38%	45	11	6
d. Faculty Mentoring Program	46%	41	8	6
e. New Faculty Biographies	10%	29	55	6
f. UCSF-Coro Faculty Leadership Collaborative	7%	35	51	7

Q24. What other programs would improve the climate for faculty at UCSF? [VERBATIM RESPONSES]

Improve access to current programs; allow time for faculty to attend	2%
Work-life balance program; help with childcare, housing, community information	2
Faculty development programs (e.g. leadership, financial management)	1
Better administrative support	1
Spend less money on programs, more money for salaries/research	1
Other	1
No response	91

Please tell us about yourself so we can analyze the findings by these variables. Remember, your answers are confidential.

D1. Degree (select all that apply)	MD or equivalent	58%
	PhD	35
	Master's degree	11
	DDS or equivalent	4
	RN	4
	PharmD	2
	DNSc	*
	DO	*
	REFUSE/SKIPPED	5
D2. Primary school	Medicine	79%
	Dentistry	6
	Nursing	6
	Pharmacy	4
	REFUSE/SKIPPED	5
D3. Primary department	Medicine	22%
	Pediatrics	8
	Psychiatry	6
	Anesthesia and Perioperative Care	5
	Family and Community Medicine	4
	Neurology	4
	Preventive and Restorative Dental Sciences	4
	Obstetrics, Gynecology and Reproductive Sciences	3
	Pathology	3
	Radiology and Biomedical Imaging	3
	Clinical Pharmacy	2
	Community Health Systems	2
	Laboratory Medicine	2
	Surgery	2
	Anatomy	1
	Biochemistry and Biophysics	1
	Bioengineering and Therapeutic Sciences	1
	Cellular and Molecular Pharmacology	1
	Dermatology	1
	Emergency Medicine	1
	Epidemiology and Biostatistics	1
	Family Health Care Nursing	1
	Microbiology and Immunology	1
	Neurological Surgery	1
	Ophthalmology	1
	Orofacial Sciences	1

D3. Primary department (continued)	Orthopaedic Surgery	1
	Otolaryngology -- Head and Neck Surgery	1
	Physical Therapy and Rehabilitation Science	1
	Physiological Nursing	1
	Physiology	1
	Radiation Oncology	1
	Social and Behavioral Sciences	1
	Urology	1
	Anthropology, History and Social Medicine	*
	Cell and Tissue Biology	*
	Oral and Maxillofacial Surgery	*
	Pharmaceutical Chemistry	*
	REFUSE/SKIPPED	8
D4. Primary work site	PARN	47%
	SFGH	15
	ZION	9
	MBAY	8
	LHTS	5
	VAMC	4
	BEALE	2
	China Basin	2
	MCB	*
	REFUSE/SKIPPED	9
D5. Current series	Tenure Track/Ladder Track	15%
	In Residence	19
	Clinical X	14
	HS Clinical	30
	Adjunct	15
	DON'T KNOW/REFUSE/SKIPPED	7
D6. Current rank	Instructor	1%
	Assistant	33
	Associate	22
	Professor, Steps 1-5	26
	Professor, Step 6 or above	11
	DON'T KNOW/REFUSE/SKIPPED	7

D7. Assign a rough estimate of your mix of teaching, research, administrative work, committee service, and clinical practice over the course of a year. The sum must total 100%. Teaching/Mentoring; Research; Administrative work; Committee service; Clinical practice

	<10%	10-24%	25-49%	50-74%	75-100%	SKIP
a. Teaching/Mentoring	15%	47	21	4	3	9
b. Research	27%	18	14	20	12	9
c. Administrative work	38%	34	15	4	*	9
d. Committee service	63%	27	1	*	--	9
e. Clinical practice	33%	17	18	17	7	9

D8. Race/ethnicity (check all that apply)	White (not of Hispanic origin)	64%
	Black (not of Hispanic origin)	2
	Hispanic	3
	Asian or Pacific Islander	18
	American Indian or Alaskan Native	1
	Other	*
	Decline to state or SKIPPED	14

D9. Gender	Male	54%
	Female	45
	Transgender	*

D10. Sexual orientation	Heterosexual	76%
	Lesbian/gay /homosexual	7
	Bisexual	1
	Decline to state or SKIPPED	16

D11. Do you have...	Yes	No	SKIPPED
a. Child(ren) under 12 living with you?	38%	51	11
b. Child(ren) 12 to 18 living with you?	15%	68	16
c. Other dependent(s) living with you (parents, grandchildren, etc.)?	7%	74	19

D12. How many years have you been employed at UCSF as a faculty member?	<5 years	27%
	5-9 years	22
	10-19 years	23
	20+ years	18
	SKIPPED	10

D13. Would you like to stay at UCSF for the rest of your career?		2011	2001
	Yes (2001: most of your career)	54%	60%
	No (2001: spend it somewhere else)	6	8
	Undecided (2001: don't know)	34	25
	SKIPPED	6	7
D14. If you were to leave UCSF, it would be for the following reason(s)... [VERBATIM RESPONSES]	Salary, funding, high cost of living	34%	
	Better opportunity; advancement	16	
	Overworked; need more family time	13	
	Bad work environment; too much bureaucracy; lack of support	12	
	Personal reasons; moving	6	
	Retirement	5	
	Other/no reason	2	
	No response	32	
D15. Are you currently working...	Full time	86%	
	Part time	7	
	On sabbatical	*	
	On family leave	*	
	On medical leave	*	
	SKIPPED	6	
D16. What other important factors that impact the climate for faculty were not addressed in this survey? [VERBATIM RESPONSES]	More supportive/attentive administration	8%	
	Concern about budget cuts/financial stress	6	
	Inequality based on series, department, school, sites	6	
	Inequality based on age, race, working mothers	2	
	None	1	
	Other	3	
	No response	74	

Appendix C: Detailed Methodology

2011 UCSF Faculty Climate Survey

The 2011 UCSF Faculty Climate Survey was conducted online via self-administered survey among the faculty members at the University of California, San Francisco.

Questionnaire and data collection

The questionnaire used in this study was based in part on the 2001 UCSF Climate for Women study.

The universe is all faculty at the University of California, San Francisco who have valid email addresses. Survey invitations were sent to all members of the survey universe. BRS received a list of 2,267 faculty members from UCSF. That list contained 73 records that could not be included in the survey because of the following reasons: missing email address (8 records); invalid email address (9); duplicate email address (11); and previously opted out of receiving surveys from SurveyMonkey (45). In total, 2,194 faculty members were invited to participate in the survey. In addition to the initial survey invitation, faculty members who had not completed the survey were sent four additional reminders during the field period. A total of 1,352 questionnaires were completed for a participation rate of 61%.

Survey responses were collected from April 27 to May 19, 2011. The survey was designed using SurveyMonkey, an online survey administration service, and BRS monitored the data collection at all stages to ensure quality.

Data analysis

The data have been weighted by gender and series to match the demographics of the survey to the proper proportion of faculty at UCSF. The following table entitled “Sample Composition” shows the weighted and unweighted percentages. All tables and analysis in the text refer to the weighted data.

Reading this report

In reading the report, tables and graphs in the text highlight selected survey findings and are expressed in percentages. The base for each table is all respondents (n=1,352) unless otherwise noted. In reading these data, when the percent sign (%) appears at the top of a column, the numbers add vertically; when % appears at the left of a row, the numbers add horizontally. An asterisk (*) indicates less than 1%; a double hyphen (--) indicates zero. Due to rounding, omission of “don’t know,” “refuse,” or other responses, percentages may add to more or less than 100%.

Sample Composition Table

	Unweighted n	Unweighted %	Weighted %
Total	1352	100%	100%
Men	669	49%	54%
Women	664	49	45
White	847	63%	62%
Asian	223	16	17
Other	87	6	7
Heterosexual	1033	76%	76%
LGBT	105	8	8
Full-time	1174	87%	86%
Part-time	89	7	7
Nursing	82	6%	6%
Dentistry	72	5	6
Pharmacy	55	4	4
Medicine	1067	79	79
Tenure Track	212	16%	15%
In Residence	275	20	19
Clinical X	257	19	14
HS Clinical	302	22	30
Adjunct	205	15	15
Assistant	430	32%	33%
Associate	293	22	22
Professor, Steps 1-5	360	27	26
Professor, Step 6 +	153	11	11
<5 years at UCSF	350	26%	27%
5-9 years	293	22	22
10+ years	570	42	41
Asst/Assoc have mentor	583	43%	43%
Asst/Assoc no mentor	137	10	11
Full Prof have mentor	193	14	14
Full Prof no mentor	319	24	23
Have children <12	518	38%	38%
Children 12-18	213	16	15
No children <18	597	44	45
Participated in CCLF program	903	67%	66%
No participation	362	27	28