

UC San Francisco 2018-2019 Faculty Exit Survey Report

Executive Summary

This report provides an update to the 2017-18 UC San Francisco Faculty Exit Survey Report released in March 2019 by the Office of Academic Affairs and contains data from 2018-19 in addition to five prior reporting periods spanning 2012-18.

While the report focuses on non-retiree circumstances and factors relating to leaving UCSF and perceptions of UCSF, the findings for retirees from the five reporting periods are included as appendices.

During the current analysis time period (2018-19), 134 faculty separated from UCSF. Seventy-eight percent (N=104) of those who separated were non-retirees and 22% (n=30) percent were retirees. Seventy-four faculty members responded to the survey (55% percent response rate). Of those, 55 (74% of respondents) were non-retirees.

Non-retirees - Gender/URM:

Women left UCSF at a slightly higher rate than their representation among the at-large faculty (53% and 50%, respectively), although the delta decreased from the prior reporting period. Men left at a slightly lower rate than their representation among the at-large faculty (47% and 50%, respectively).

The number of URM faculty who left UCSF in 2018-19 was small (9). As in the prior reporting period (and in contrast to the first four reporting periods), URM faculty left at a slightly lower rate than their representation among the at-large faculty.

As in the most recent reporting period, women continued to be more likely than men to receive a counter offer. The percent of women receiving counter offers increased from 14% in 2017-18 to 24% in 2018-19 and the percentage of men receiving counter offers increased from 10% to 19%. However the overall number of counter offers extended was low (four for women, three for men). Fifteen percent of women and 41% of men said they would not consider a counter-offer in 2018-19.

Non-retirees - Series/Rank:

- As in all prior reporting periods, Health Sciences (HS) Clinical series faculty left UCSF at a rate higher than their representation among the at-large faculty (49% and 43%, respectively in 2018-19).
- As in all prior reporting periods, Adjunct series faculty left UCSF at a rate higher than their representation among the at-large faculty, (24% and 12%, respectively in 2018-19).
- As in all prior reporting periods, Assistant rank faculty left UCSF at rates substantially higher than their representation among the at-large faculty (59% and 37%, respectively in 2018-19).

Non-retirees - Circumstances around and reasons for leaving UCSF:

- Forty-four percent of faculty left UCSF for an academic position at another institution.
- Of those who responding to a question regarding how they found their new position, 35% indicated that they were looking for a new job prior to their departure; this is a lower percentage than in most prior reporting periods.
- Among non-retirees, salary, and cost-of-living issues were paramount reasons for leaving UCSF.
 - In 2018-19, high cost of living and insufficient salary were the contributing factors most often cited as a reason for faculty departures (cited by 47% of respondents), followed by personal or family reasons (37%).
 - Lack of administrative support continues to be a significant factor contributing to the decision to leave UCSF as it was one of the third most cited factors (27%) by respondents
 - Twenty-seven percent of respondents also cited “job at UCSF did not meet my expectations” as a reason for leaving. This represents an increase from most other reporting periods..

Comments from 2018-19 indicate that the high cost of living, long commutes and challenges associated with raising a family in the San Francisco Bay Area were important factors in faculty members’ decisions to depart UCSF:

- *“The cost of living in SF is astronomical.*
- *“Salary was not adequate to cover housing cost in the [B]ay [A]rea.”*

- *“Commuting 2-3 hours per work day.”*

Non-retirees - Perceptions about UCSF:

Whereas across many survey domains (e.g., feeling valued, financial support, work conditions, career stewardship, climate), 2017-18 responses indicated a decrease or stalling in some of the improvements noted in prior reporting periods, 2018-19 responses indicated improvements across all domains, most notably in work conditions and career stewardship. Of note, there was an increase in the number of faculty reporting that they had adequate resources to support their research and a decrease in the number of faculty who reported feeling that their clinical responsibilities interfered with their research.

The Vice Provost Academic Affairs administered the UCSF Faculty Climate Survey in Spring 2017 to better understand the experiences of our faculty; particularly those of women and members of under-represented groups. Results of the climate survey support many of the findings of recent faculty exit surveys. In response to the September 2017 Faculty Climate Survey, a Faculty Climate Task Force with broad representation from across UCSF was convened. The Task Force’s charge was to review the survey results, seek stakeholder input, identify problems that need to be addressed and recommend specific actions. The Climate Task Force’s report was released in September 2019.

Web page: [Faculty Climate Survey](#)