

# UC San Francisco 2017-2018 Faculty Exit Survey Report

## Executive Summary

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This report provides an update to the 2016-2017 UC San Francisco Faculty Exit Survey Report released in March 2018 by the Office of Academic Affairs and contains data from 2017-2018 in addition to four prior reporting periods spanning 2012-2017.

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 (2017-18), 159 faculty separated from UCSF. Sixty-eight percent (N=108) of those who separated were non-retirees and 32% (N=51) percent were retirees. Seventy-one faculty members responded to the survey (45% percent response rate). Of those, 57 (80% of respondents) were non-retirees.

### Non-retirees - Gender/URM:

Women left UCSF at a higher rate than their representation among the faculty at large (57% and 51%, respectively) and men left at a lower rate than their representation among the faculty at large (43% and 49%, respectively).

The number of URM faculty who left UCSF in 2017-18 was small (10). In contrast to prior reporting periods, URM faculty left at a slightly lower rate than their representation among the faculty at large.

- For the first time, women were slightly more likely than were men to receive a counter offer (14% v. 11% of men), however the overall number of counter offers extended was low (four for women, two for men).
- Women were slightly more likely than were men to indicate that they would not accept a counter-offer, although the total number of responses was small (five women and four men).

### Non-retirees - Series/Rank:

- As in all prior exit survey reporting periods, Health Sciences (HS) Clinical series faculty left UCSF at a rate higher than their representation among the faculty at large (53% and 39%, respectively in 2017-18.)
- As in all prior reporting periods, Adjunct series faculty left UCSF at a rate higher than their representation among the faculty at large, (16% and 13%, respectively in 2017-18).
- As in all prior reporting periods, Assistant rank faculty left UCSF at rates substantially higher than their representation among the faculty at large (62% and 35%, respectively in 2017-18).

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

- Forty-nine percent of faculty left UCSF for an academic position at another institution.
- Of those who responded to a question regarding how they found their new position, 45% indicated that they were looking for a new job prior to their departure (compared to 47% in 2016-17, 33% in 2015-16, 43% in 2014-15 and 62% in 2012-14).
- Among non-retirees, salary, and cost-of-living issues were paramount reasons for leaving UCSF.

- In 2017-18, insufficient salary was the contributing factor most often cited as a reason for faculty departures (cited by 51% of respondents).
- High cost of living was the second most common factor cited as a reason for leaving UCSF in 2017-18.
- While high cost of living was the second most common factor cited in 2017-18, it was cited more frequently (49% of respondents) than in previous reporting periods: 47% in 2016-17, 40% in 2015-16, 26% in 2014-15, and 19% in 2012-14.
- High cost of living is the only factor cited that has increased with each reporting period.
- Lack of administrative support continues to be a significant factor contributing to the decision to leave UCSF (cited by 31% of respondents in 2017-18 and 2016-17, 21% in 2015-16, 22% in 2014-15 and 27% in 2012-14).
- Twenty percent of respondents cited “job at UCSF did not meet my expectations” as a reason for leaving. This represents a decrease from the thirty-five percent rate in 2016-17 and is in-line with 2015-16 (15%) and 2012-14 (23%) reporting periods.

Comments from 2017-18 indicate that a high cost of living, difficult commute and challenges associated with raising a family in the San Francisco Bay Area were important factors in faculty members’ decisions to depart UCSF. As noted by one faculty member, “I would have needed more money, less work stress and a shorter commute” in order to remain at UCSF.

#### Non-retirees - Perceptions about UCSF:

Across many survey domains (e.g., feeling valued, financial support, work conditions, career stewardship, climate), 2017-18 responses indicate a decrease or stalling in some of the improvements noted in 2016-17 and prior years. There were decreases in the percentages of faculty who reported feeling valued for their clinical activities, research, teaching/mentoring and service activities. Comments highlighted concerns about work conditions such as a lack of administrative support, challenges associated with working at multiple sites, and feeling overworked and under-compensated. Comments also suggest that some faculty do not feel valued, in part due to receiving limited or no feedback on their work. As in 2016-17, a majority of respondents 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 current 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. These data are currently being considered by a faculty climate survey task force with broad representation to: (a) identify efforts that may already be underway to address issues of concern; and (b) identify and prioritize specific actions to improve the successful recruitment and retention of faculty at UCSF.