

Faculty Family-Friendly Initiative (3FI) Policies Survey

Results Summary

Overview

On January 31, 2018, EVCP Dan Lowenstein announced his support of the recommendations that emerged from the [Faculty Family-Friendly Initiative \(3FI\) report](#), including a three-year investment of campus funds to implement these recommendations.

Jennifer Kerns, MD, MS, MPH led a workgroup to conduct a formal assessment (survey) to better understand the experiences, awareness and perceptions of faculty regarding family-friendly policies and practices at UCSF. The goal of this survey was to inform our work in this area and to establish a baseline from which we might measure the impact of our progress. The survey was open for responses from June 18 to August 6, 2018. This report summarizes key results from the faculty respondents.

Survey Respondents

The survey was sent to UCSF faculty who are members of a Health Sciences Compensation Plan (HSCP) in all schools (Dentistry, Medicine, Nursing, Pharmacy) (N=2686). Small incentives were provided for completion of the survey. The response rate was 37% (988/2686).

Description of faculty survey respondents

- Median age was 43 years, 64% identified as female, 33% as male, and 0.2% as genderqueer
- 59% White, 23% Asian, 2% Black; 7% Hispanic
- Median of 6 years at UCSF and 89% from School of Medicine
- 20% In residence and Clinical X, each; 37% were HS Clinical; 14% Adjunct and 9% Ladder rank
- 40% were Assistant Professors, 26% Associate, 32% Professor, and 2% Instructor

Among all faculty who responded, 75% had at least 1 child, with a median of 2 children.

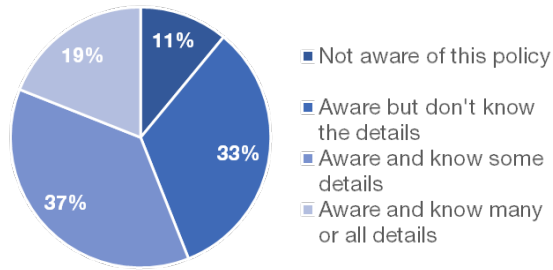
- 46% have primary school aged children
- 22% infant
- 30% preschool-aged
- 16% middle school
- 16% high school
- 16% college or older

Childbearing and Childrearing - Awareness and Experience

The following are our findings about the awareness and the experience of faculty respondents with childbearing and childrearing policies at UCSF.

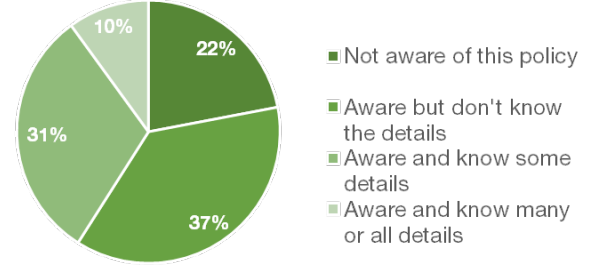
Eleven percent of respondents were not aware of childbearing leave policies, and 22% were not aware of childrearing leave policies.

Awareness of Childbearing Policies



- 27% have used childbearing
 - Median time was 8 weeks
 - 2/3 said it was not adequate

Awareness of Childrearing Policies

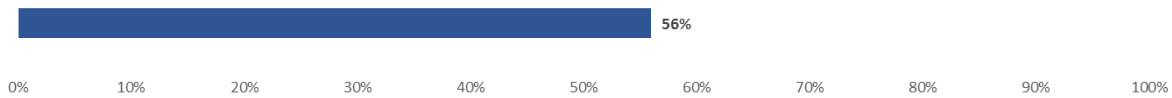


- 9% have used childrearing
 - Median time was 2 weeks
 - 3/4 said it was not adequate

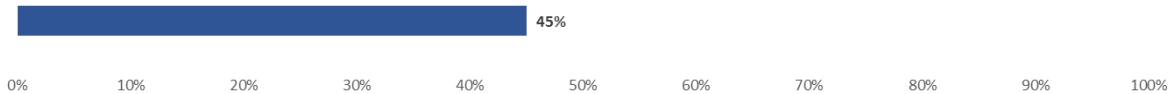
Other Family-friendly Policies- Awareness/Use/Need

Many respondents were not aware of the current availability of other family-friendly policies, specifically:

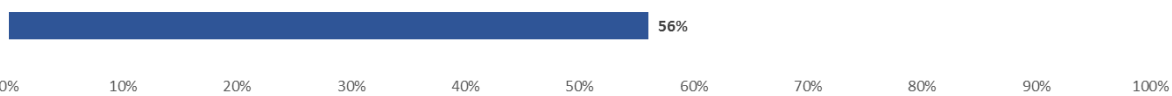
Not aware of provisions for Active-Service Modified Duties (ASMD)



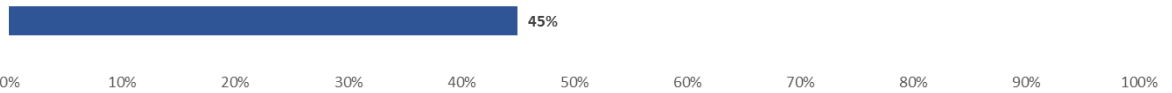
Not aware of opportunity to defer merit/promotion reviews for family needs



Not aware of opportunity to temporarily reduce percent effort for family needs



Not aware of opportunity "stop the clock" for promotion to the Assistant Professor rank



- 25% of respondents are using or intend to use childbearing leave within the next 3 years (approximately half of women respondents)
- 13% of respondents are using or intend to use childrearing leave in next 3 years
- Nearly 25% of respondents are using now or intend to use active-service modified duties (ASMD) and reduction in time within next 10 years
- Over 3/4 of respondents agree that family-friendly policies increase career satisfaction at UCSF “regardless of whether I use them or not”
- Nearly 2/3 agree that family friendly policies “make it more likely that I will stay at UCSF”

Prevalence of Caregiving of Ill Family and Friends

In addition to describing familiarity with current family-friendly policies, we sought to understand how many faculty members were caring for other ill family members or friends outside of work (Table 1).

The prevalence of caregiving in the UCSF population is similar to the prevalence in a [national study](#) of physician mothers (16.4%).

- We found that 11% of respondents provide regular care to a friend or family member
- Among these caregivers, more than 90% were caring for either a child or parent/in-law
- The caregiving demands included:
 - physical health problems (60%)
 - developmental disability (14%)
 - mental health disorders (11%)

These caregiving demands were associated with higher age ($p < 0.0001$) and rank (professor mostly likely) ($p = 0.03$)

Table 1. Description of caregiving duties among respondents (N=75)

Characteristic	N (%)
Person who requires caregiving*	
Child	36 (48.0)
Parent or in-law	33 (44.0)
Other relative	10 (13.3)
Partner	9 (12.0)
Friend	1 (1.3)
Reason for caregiving^	
Medical problems	45 (60.8)
Developmental disability	10 (13.5)
Mental health	8 (10.8)
Substance use	0 (0)
Other	11 (14.9)

*Some faculty (16%) are providing informal caregiving to more than one person

^One respondent did not answer this query

The findings from this survey will inform our ongoing 3FI-related work as we support faculty as they balance the needs of their careers and families. The data will also serve as a baseline from which we might measure the impact of our progress. We plan to conduct a follow-up survey in 2020.