Instructions:

The Health Sciences Faculty Equity Committee, under the leadership of Dr. Vivian Reznik and Dr. Deborah Wingard, is conducting a HS Faculty Climate survey. You are invited to participate in this anonymous web-based climate survey because you are a Health Sciences faculty member. The purpose of this survey is to evaluate the climate for faculty at UCSD. Some of the data will also be used as part of a research study evaluating faculty development programs.

The survey should take no more than 15 minutes and be completed in one sitting to insure confidentiality. Please complete your survey by June 24, 2011. There is a slight risk of loss of confidentiality, however the web-based survey will be anonymous and data will only be published in aggregate form so that identities cannot be deduced. Raw data will be stored on a secure computer and only be accessible to research staff. By responding to this anonymous survey you are providing your implied consent. A high response rate is essential to provide reliable data.

While there is no direct benefit to you, the information will be used by the Health Sciences Faculty Equity Committee to make recommendations for changes in faculty development/leadership programs and policy and procedures that might improve the Health Sciences Climate.

As a way of thanking you for your time and cooperation, we will provide you a $5.00 UCSD Bookstore/Perks/Sunshine Market gift card. Information on how to receive the card is provided at the end of the survey.

Please select the answer that best applies for each statement. N/A = no answer or not applicable.

**Academic Unit:** Many questions in this survey refer to your "unit." Please consider your academic unit to be the initial group that makes decisions regarding your academic advancement. For most faculty, this will be your department. Some faculty in the School of Medicine may find it more appropriate to respond in regard to your division.

**Time Frame:** This survey attempts to capture the current climate at UCSD, not a distant point in the past. Therefore, please answer the questions in regard to your current situation (department, dean, and so forth), unless a different time frame is specified.

If you have any questions, please contact Dr. Vivian Reznik (vreznik@ucsd.edu) or Dr. Deborah Wingard (dwingard@ucsd.edu).

Thank you very much for your participation!

The HS Faculty Equity Committee, Vivian Reznik, MD, MPH, and Deborah Wingard, PhD
4. I am comfortable with expressing views on departmental matters that may differ from the majority.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

5. My unit head seeks broad faculty input for important decisions.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

6. I am able to influence the academic direction of my unit.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

7. My unit allows flexibility for personal/family responsibilities.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

8. I have received adequate mentoring/guidance from other faculty in my unit.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

9. I feel comfortable working in my office or lab at night.
   - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

10. The criteria by which my unit evaluates my research and scholarly work are appropriate.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

11. The criteria by which my unit evaluates my teaching are appropriate.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

12. The criteria by which my unit evaluates my service contributions are appropriate.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

13. The criteria by which my unit evaluates my clinical activities are appropriate.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

14. The process for determining compensation in my unit is fair and transparent.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

**CURRENTLY at UCSD:**

15. I feel well informed about expectations for academic advancement.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

16. I feel well informed about the university criteria for determining compensation.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

17. I feel well informed about negotiating for salary, space, and other resources.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

18. If I had a problem with inequitable treatment, I would know where to turn.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

19. Colleagues in my field at UCSD have identified me for career recognition opportunities.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

20. There is a fair distribution of service load.
    - Strongly Agree  Somewhat Agree  Somewhat Disagree  Strongly Disagree  N/A

21. There is a fair distribution of teaching load.
22. Employee benefits (such as health care, pension, vacation) are competitive with other Schools of Medicine/Pharmacy.
   ○ Strongly Agree ○ Somewhat Agree ○ Somewhat Disagree ○ Strongly Disagree ○ N/A

23. Faculty compensation is competitive with other Schools of Medicine/Pharmacy.
   ○ Strongly Agree ○ Somewhat Agree ○ Somewhat Disagree ○ Strongly Disagree ○ N/A

24. My research activities are important in my career advancement.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

25. I have adequate time in my professional career to carry out research.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

26. The School of Medicine/Pharmacy provides appropriate shared large equipment items to support research activities.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

27. I have adequate resources/clerical support to be productive in research and scholarly activities.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

28. My research activities are rewarded appropriately at UCSD.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

29. Teaching is an important part of my role at UCSD.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

30. I have adequate time to teach.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

31. I have adequate resources to teach effectively.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

32. My unit values my teaching time.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

33. The School of Medicine/Pharmacy values my teaching time.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A

34. My opinion is sought prior to significant decisions that affect my clinical practice.
   ○ Definitely Yes ○ Probably Yes ○ Probably Not ○ Definitely Not ○ N/A
35. My clinical work is an important part of UCSD's vision for clinical service.
- Definitely Yes  - Probably Yes  - Probably Not  - Definitely Not  - N/A

36. Ancillary services/clerical support maximize my efficiency in caring for patients.
- Definitely Yes  - Probably Yes  - Probably Not  - Definitely Not  - N/A

37. The remuneration I receive for clinical work at UCSD is competitive with other academic medical centers.
- Definitely Yes  - Probably Yes  - Probably Not  - Definitely Not  - Don't know

38. The benefits I receive are competitive with other academic medical centers.
- Definitely Yes  - Probably Yes  - Probably Not  - Definitely Not  - Don't know

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**RESEARCH**

Do you conduct research?
- Yes  - No

39. I am familiar with the functions of the Office of the Vice Chancellor for Research.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

40. I would know whom to contact if I had a question regarding Scientific Ethics and Training in the Responsible Conduct of Research.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

41. I would know whom to contact if I had a question regarding Technology Transfer, Licensing and Intellectual Property.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

42. I would know whom to contact if I had a question regarding Contracts and Grants.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

43. I would know whom to contact if I had a question regarding Conflicts of Interest.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

44. I would know whom to contact if I had a question regarding Animal Acquisition and Care.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

45. I would know whom to contact if I had a question regarding Animal Welfare concerns.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

46. I would know whom to contact if I had a question regarding Postdoctoral and Visiting Scholar Appointments.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

47. I would know whom to contact if I had a question regarding Large Proposal Development Assistance and Limited Submissions.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

48. I would know whom to contact if I had a question regarding Government and Research Relations.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A

49. I would know whom to contact if I had a question regarding Core Research Facilities.
- Strongly Agree  - Somewhat Agree  - Somewhat Disagree  - Strongly Disagree  - N/A
Compared to my UCSD colleagues with equivalent accomplishments, I believe...

50. My advancement has been:
   ○ Much Slower ○ Slower ○ About the Same ○ Faster ○ Much Faster ○ Don't know

51. My salary is:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

52. My rank/step is:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

53. My service responsibilities are:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

54. My teaching effort is:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

55. My student advising/counseling time is:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

56. My time available for research/scholarly work is:
   ○ Much Lower ○ Lower ○ About Right ○ Higher ○ Much Higher ○ Don't know

IN THE PAST YEAR...

How frequently have you observed or experienced inappropriate behaviors or comments in your unit regarding:

57. Age
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

58. Gender
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

59. Race or ethnicity
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

60. Sexual orientation
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

61. Disability
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

62. Religion
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

63. National origin
   ○ Never ○ Once or twice ○ 3-6 times ○ More often

I would know where to turn, if I experienced or witnessed:

64. Sexual Harassment
   ○ Strongly Agree ○ Somewhat Agree ○ Somewhat Disagree ○ Strongly Disagree ○ Don't know
65. Racial/ethnic harassment
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't know

66. Other harassment
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't know

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In my opinion, UCSD provides a supportive environment for...

67. Me
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - N/A

68. Older faculty
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

69. Female faculty
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

70. Male faculty
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

71. Ethnic/racial minority faculty
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

72. Lesbian, gay, bisexual, and transgender faculty
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

73. Faculty with disabilities
   - Strongly Agree
   - Somewhat Agree
   - Somewhat Disagree
   - Strongly Disagree
   - Don't Know

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How gratifying or rewarding are each of the following for you?

74. Research/scholarly activity
   - Very Rewarding
   - Somewhat Rewarding
   - Somewhat Not Rewarding
   - Very Not Rewarding
   - N/A

75. Instructional activities (all aspects of teaching, preparation, research supervision, etc)
   - Very Rewarding
   - Somewhat Rewarding
   - Somewhat Not Rewarding
   - Very Not Rewarding
   - N/A

76. UCSD committee service (academic unit, school, campus and/or system-wide)
   - Very Rewarding
   - Somewhat Rewarding
   - Somewhat Not Rewarding
   - Very Not Rewarding
   - N/A

77. Professional and community service (professional societies, etc)
   - Very Rewarding
   - Somewhat Rewarding
   - Somewhat Not Rewarding
   - Very Not Rewarding
   - N/A

78. Clinical work/patient care
   - Very Rewarding
   - Somewhat Rewarding
   - Somewhat Not Rewarding
   - Very Not Rewarding
   - N/A

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Infrastructure and Resources for Research and Teaching

Note: Respond ONLY in terms of the ALLOCATION FROM YOUR ACADEMIC UNIT.

Please evaluate whether each resource is ADEQUATE for you:
79. Personal office space  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

80. Research Space  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

81. Equipment and supplies  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

82. Clerical/administrative support  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

83. Technical staff support (for computers, labs, studios)  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

84. Clinical staff support  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate  
   - N/A

85. Other (please specify)  
   - Very Adequate  
   - Somewhat Adequate  
   - Somewhat Inadequate  
   - Very Inadequate

Please indicate whether the distribution of each resource is EQUITABLE among faculty in your academic unit:

86. Personal office space  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

87. Research space  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

88. Equipment and supplies  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

89. Clerical/administrative staff  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

90. Technical staff (for computers, labs, studios)  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

91. Clinical support staff  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

92. Other (please specify)  
   - Very Equitable  
   - Somewhat Equitable  
   - Somewhat Inequitable  
   - Very Inequitable  
   - N/A

FACULTY DEVELOPMENT

Since starting your faculty position, please indicate whether you have participated in any of the following:
93. Professional development through NCLAM
   ○ Yes ○ No

94. Other UCSD Professional Development Program
   ○ Yes ○ No

95. Regional Professional Development Program
   ○ Yes ○ No

96. National Professional Development Program
   ○ Yes ○ No

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**FACULTY MORALE**

97. If I had the opportunity to choose again, I would still choose to work at UCSD.
   ○ Definitely Yes ○ Probably Yes ○ Maybe ○ Probably Not ○ Definitely Not

98. I would recommend UCSD to others as a place to work.
   ○ Definitely Yes ○ Probably Yes ○ Maybe ○ Probably Not ○ Definitely Not

99. The environment at UCSD makes it possible to achieve my highest career aspirations.
   ○ Definitely Yes ○ Probably Yes ○ Maybe ○ Probably Not ○ Definitely Not

100. In five years, I expect to be at UCSD.
    ○ Definitely Yes ○ Probably Yes ○ Maybe ○ Probably Not ○ Definitely Not

101. In five years, I expect to be in academic medicine.
    ○ Definitely Yes ○ Probably Yes ○ Maybe ○ Probably Not ○ Definitely Not

102. Thinking about all aspects of my professional life at UCSD, my current morale is:
    ○ Excellent ○ Very good ○ Fair ○ Poor ○ N/A

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**DEMOGRAPHIC INFORMATION**

Remember, your anonymity will be protected. Report summaries will NOT compromise confidentiality or allow individual identification. To accurately assess the institutional climate for different groups of faculty, the following demographic information is requested.

103. Gender
    ○ Male ○ Female

104. Current Series
    ○ Ladder ○ In-Residence ○ Adjunct ○ Clinical X ○ Health Sciences Clinical ○ Project Scientist
    ○ Research Scientist ○ Other
    If other, please specify.

105. Current Rank
    ○ Assistant ○ Associate ○ Full ○ N/A

106. Year hired to a FACULTY position at UCSD
107. Primary Work Location
  ○ Hillcrest ○ La Jolla Campus ○ Thornton Hospital ○ Children's Hospital ○ VA ○ Other Location

108. Age
  ○ Under 35 ○ 35 to 49 ○ 50 to 64 ○ 65 or older

109. School
  ○ School of Medicine ○ Skaggs School of Pharmacy and Pharmaceutical Sciences

110. If SOM - primary/home department
  Please select...

111. Ethnic/racial group (optional)
  ○ African American, Hispanic/Latino, Native American, Pacific Islander
  ○ Non-Hispanic White, Asian, Other

112. Gender Orientation (optional)
  ○ Gay/lesbian ○ Heterosexual ○ Bisexual ○ Self-identify

113. What do you VALUE MOST about working at UCSD?

114. If you could make one change at UCSD that would improve your professional life, what would it be?

115. What specific policy or procedure changes would you recommend to improve professional life at UCSD?

116. What additional thoughts, concerns, or suggestions do you have about the climate at UCSD?

Please click the "SUBMIT" button below to complete the survey. Thank you for completing the Faculty Climate Survey.