UCSD HEALTH SCIENCES FACULTY ACADEMIC CLIMATE SURVEY REPORT
Grew out of Gender-Equity Task Force, which was expanded to address faculty equity issues overall
UCSD HEALTH SCIENCES
FACULTY EQUITY COMMITTEE

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BACKGROUND

- Campus-Wide Gender Equity Task Force (2002)
- Health Sciences Gender Equity Task Force (2003)
- Recommendation for Climate Survey (endorsed by Vice Chancellor for Health Sciences, Health Sciences Faculty Council)
BACKGROUND (cont.)

- Internet-Based Survey of All Salaried Professorial Appointees in Health Sciences Plus Research Scientists (early 2005)
- Some Project Scientists and Lecturers Also Completed Survey
- Similar to UCLA Campus-Wide Survey
- Addressed Working Conditions and Overall Academic Climate
Participation Rates

- 40% response overall (358/902)
- Gender (if reported)
  37% response for women (105/281), 35% response for men (215/621)
- Ethnicity/race (if reported)
  37% response for URM (13/35), 33% response for majority (282/866)
- Series:
  21% response for salaried clinical faculty (60/290)
  77% response for research scientists (38/49)
  30-45% response for all other groups
OVERVIEW

- Vast Majority of Faculty Believe They Benefit from Intellectually Stimulating, Collegial Environment
- More than Three Quarters Would Choose to Work at UCSD If They Had to Decide Again
- The Survey Provided Feedback about Needed Improvements of Faculty Morale and Overall Climate, Especially for Certain Groups of Faculty
CATEGORIES OF REPORT

I. Climate, Culture, & Academic Advancement
II. Potential Inequities
III. Faculty Development
IV. Faculty Financial Support
V. Infrastructure Issues
I. CLIMATE, CULTURE, & ACADEMIC ADVANCEMENT

THEMES:

- Enhance collegiality, community, and supportive environment
- Enhance effectiveness of communications
- Need more appreciation for clinicians (especially primary care), adjunct series, and research series
- Campus logistical problems (Hillcrest vs La Jolla)
- Enhance research and education at Children’s Hospital
- Need transparency in academic advancement and salary negotiation processes
- Need increased recognition of teaching and service in academic advancement process
II. POTENTIAL INEQUITIES

THEMES:

- Inequities remain a concern for ethnic and racial minorities; women; the Lesbian, Gay, Bisexual, and Transgender faculty; and those with disabilities
III. FACULTY DEVELOPMENT

THEMES:

- Need more mentoring of faculty, especially in areas of salary and resource negotiation and in academic advancement
- Need faculty and leadership development training
- Need more knowledge of academic advancement opportunities/expectations
- Improve knowledge of available University resources (e.g., leadership training, sexual harassment prevention training, ombuds office)
IV. FACULTY FINANCIAL SUPPORT

THEMES:

- Need to develop and articulate principles for providing “bridge” funding for faculty who lose financial support
- Need to generate own funding hinders productivity
- Need to provide appropriate financial support for “release time” to permit clinicians to participate in university and scholarly activities
V. INFRASTRUCTURE ISSUES

THEMES:

- Need to provide more staff and information technology support for faculty
- Need to provide equitable support for faculty teaching activities
- Need to improve amount and quality of office space
- Concerns about retirement benefits if employed by both UCSD and VA
SUMMARY OF ACTION PLANS
BY RESPONSIBLE ENTITY

HEALTH SCIENCES FACULTY COUNCIL

- Develop metrics for teaching and service, examining metrics that may have been successfully applied elsewhere
- Promote recognition and reward of teaching and clinical service
- Encourage opportunities for clinical scholarship
SUMMARY OF ACTION PLANS
BY RESPONSIBLE ENTITY

ACADEMIC AFFAIRS

- Improve faculty awareness of academic review and family accommodation policies
- Assure faculty appointments in academic series appropriate to job descriptions
- Organize/expand opportunities for faculty development and mentoring – special attention to underrepresented groups
- Encourage recognition of teaching and clinical service
- Encourage recognition of important contributions of Research/Project Scientists
- Support automation of academic review process
SUMMARY OF ACTION PLANS
BY RESPONSIBLE ENTITY

SENIOR ADMINISTRATION

- Articulate clearly and consistently values of collegiality, community, and supportive environment
- Recognize and reward teaching and clinical service
- Have department chairs and division heads play an active role in mentoring faculty after relevant training
- Eliminate requirement for professorial “modifiers” in grants
- Harness resources for recruitment and champion the importance of a culturally, ethnically, and gender diverse faculty
- Assure faculty compliance with required Sexual Harassment Prevention training
- Enhance faculty development resources and opportunities
- Support improvements in information technology and automation
SUMMARY OF ACTION PLANS BY RESPONSIBLE ENTITY

BUSINESS AFFAIRS

- Encourage and support opportunities for clinical scholarship
- Harness resources for recruitment of a culturally, ethnically, and gender diverse faculty
- Standardize policies for “bridge” funding (especially important as funding sources such as NIH dwindle)
- Improve faculty understanding of split UC/VA appointments
- Support improvements in information technology and automation
SUMMARY OF ACTION PLANS BY RESPONSIBLE ENTITY

ACADEMIC DEPARTMENTS

- Encourage and support opportunities for clinical scholarship
- Have department chairs and division heads to play an active role in mentoring faculty after relevant training
- Recognize and reward teaching and clinical service
- Standardize and articulate policies for “bridge” funding (especially important as funding sources such as NIH dwindle)
- Clarify and articulate process for requesting administrative support
NEXT STEPS

- Presentation of report to Faculty Council, Health Sciences Executive Committee, General Faculty Meeting, Chancellor’s Council on Status of Women, and Council of Provosts and Deans
- Assignment of action plan implementation to work groups representing the “responsible entities” (each headed by a coordinator) and providing each work group with the detailed list of action plans outlined in the full report
NEXT STEPS

- Faculty Equity Committee will monitor the progress of each work group
- Updates will be provided on a regular basis
- Climate survey will be repeated next year
The full report contains the detailed themes, findings, and the proposed action plans. Data tables and the survey instrument itself are included as appendices to the report. The full report is available on the Health Sciences Faculty Council Website at: http://facultycouncil.ucsd.edu/
QUESTIONS?