

Council on Campus Climate, Culture and Inclusion  
February 16, 2012  
S-118  
3-4:30PM

Vice Chancellor Navarro chaired the meeting and welcomed the group. Introductions followed.

Faculty Climate Survey

Vice Provost Academic Affairs Marshall presented on the faculty climate survey results launched in spring 2011. Her presentation focused on comparisons between the 2001 and 2011 data. Overall, there were many improvements - for example, in the areas of mentoring, leadership, and the academic process. Concerns include, financial/compensation and financial support, time for personal and family needs, and work space. Highlights follow:

Those who plan to stay at UCSF for the rest of their career is 67% of URMs, overall 54%, 6% don't plan to stay at UCSF. Results for overall career satisfaction is 76%; and the same for URM faculty. 70% overall are satisfied with their academic series (Dr. Marshall noted that she found this data surprising). Highest level of satisfaction corresponded to intellectual satisfaction. Satisfaction with income was not a high number at 49%. Time for personal issues is something we should try to improve.

Gender issues: 64% feel we have a climate free of gender discrimination, 68% of women perceived the climate is free of discrimination for women (big jump from 36% in 2001).

Racial groups: all racial groups felt climate was good for minorities. Those who experienced discrimination dropped by 1/3 – much lower in junior faculty.

LGBT, the overall climate is good at UCSF. LGBT said UCSF climate was good more often than the total faculty.

Disability: reveals - more than half the people don't know about climate issues and initiatives for disabled employees.

CCFL Programs: 2/3 of faculty have participated in one or more programs. Mentoring very successful. Faculty Development Day is known. However, the leadership program is not well known, but appreciated. Women, new faculty, Asst/Assoc Professor, and Asians are most likely to participate in these programs.

Effectiveness of UCSF in recruiting top faculty - We don't do well with childcare availability, competitive salaries, and financial assistance for housing.

Next steps: The committee will finalize the one page introduction, post article on main website and post results on the Academic Affairs website in the next two weeks. The committee will solicit comments and will have CCFL review results and propose issues to address.

Suggestions: Although we don't currently have benchmark data, we may be able to do this on a department level. This data will be very important for the Chancellor's Advisory Committees on Diversity to have. We should drill down on URM data and develop action plans accordingly. We may also want to

present these findings in an abstract for the AAMC – to be held in November in San Francisco. Contact VPAA Marshall for additional information.

#### Student/Trainee Data

Dr. Chris Cullander presented on the student/trainee data. He produces these reports annually for VC Navarro for discussion with admissions and diversity directors. He explained that the reports are based on a hierarchy of race. The data from the graduate application system and central application system is reported to the registrar's office. There have been issues regarding the categories in the IPEDS system (U.S. Dept. of education's reporting system) and trying to match them to the UC categories. Dr. Cullander moved data from one category to another when possible (e.g. Hawaiian/Pacific Islander vs. Other Asian). There was a recommendation to separate out the Declined to State and the true "Others".

Progress in diversifying our students/trainees - We have seen an increase in Black, Native American and Hispanic. We have more women than man overall. Of note, self-supporting programs aren't required to report on data such as Global Health Sciences. We are increasing diversity on the student level. We could do better on the PD and housestaff level. We ask Deans to compare their data to the national benchmark data in their annual diversity reports. The group feels this data is useful.

Suggestions: The Council requests for the "other" category to be broken out between declined to state and the true "Other." Also, we should be reaching out to the smaller demographic groups who need greater support. VC Navarro plans to hold a diversity retreat in May with diversity stakeholders and that would be a good forum for discussion on this topic. Also, the UCDPI conference is a program aimed at students of color to learn about pursuing an academic career. Ultimately, we can't ignore the cost of living issue. Contact Misty Loetterle for copies of the demographic charts.

#### Staff Workforce Data

Don Diettinger presented the staff workforce data and leadership opportunities for staff. The data is collected from the employee applicant form. The charts compare the demographic data from 2006 and 2012. For all career staff (excluding managers and senior professional), there was not much of a dramatic difference between gender, and there were incremental increases and decreases across all groups (this data closely matches the population of SF). For Managers and Senior Professionals, the results were similar to the PSS chart, but with a decrease in Whites and incremental increases for other groups. There was also a slight dip in males and an increase in females. Asian is the largest category for growth. For the SMG group: the numbers have stayed about the same since 2006 with 81% of the population identifying as White. It is clear that the ethnic diversity and gender diversity decreases significantly in this classification.

Mr. Diettinger also reported on staff development initiatives: 1) The Staff Leadership Development Program, now in its fourth year, aims to create a diverse pipeline for future leaders at UCSF. This program is open to MPSs only (all ranks). 2) HR recently completed a pilot program for succession management and the Chancellor has given a mandate to spread this program across the institution over the next three years. The critique on the pilot will be out soon. 3) There is also the Supervisor Certificate program. The continued need for this program was highlighted by the results of the Gallup survey – having good managers has a direct impact on staff engagement. HR is planning to break these classes down in to two-hour modules so they are more accessible and practical. In addition, they will train their business partners to conduct these two-hour seminars with their client groups. 4) There is also a systemwide program for staff development and core competency training. UCOP's management program is targeted towards managers of managers (e.g. Directors). Other topics include, managing

people, change management, and employee engagement. The Council agrees that it would like to see cultural competence as an integral part of staff training at UCSF. Mr. Diettinger will meet soon with VC Navarro to discuss this further.