

**Appendix C:
Questionnaire Mailed
to Faculty Members**

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Dear UCSF Faculty Member:

We hope you will fill out and mail the questionnaire for the UCSF Climate Survey in the enclosed envelope as soon as possible. Your answers are completely confidential, and you may of course skip any question. Participation by all faculty members is very important so we thank you for taking part in the survey. – Nancy Belden, Partner, Belden Russonello & Stewart

Your Personal Satisfaction

Currently, how satisfied are you with each of the following aspects of your situation at UCSF?
(Please circle the number that corresponds to your answer in each question.)

	Satisfied		Neu- tral	Dissatisfied		Does Not Apply
	Very	Fairly		Fairly	Very	
1. Your current position	1	2	3	4	5	6
2. Your academic series or title	1	2	3	4	5	6
3. Your income	1	2	3	4	5	6
4. Your mix of research, teaching and clinical practice (if relevant)	1	2	3	4	5	6
5. The type of work/research you currently do	1	2	3	4	5	6
6. Your interaction with students	1	2	3	4	5	6
7. Your prospects for advancement	1	2	3	4	5	6
8. Your potential for leadership positions	1	2	3	4	5	6
9. Cooperation you receive from colleagues	1	2	3	4	5	6
10. The mentoring now available to you	1	2	3	4	5	6
11. The intellectual stimulation of your work	1	2	3	4	5	6
12. Your work space	1	2	3	4	5	6
13. Support including financing, staff, equipment, from the univ. for start up or new ventures	1	2	3	4	5	6
14. Grants you have been able to obtain to support your work and/or your lab	1	2	3	4	5	6
15. The amount of time you have for yourself	1	2	3	4	5	6
16. Amount of time you have for spending with your family and/or outside interests	1	2	3	4	5	6
17. The degree of flexibility in the system for you to tend to family or personal needs	1	2	3	4	5	6
18. Amount of time it takes you to get to work	1	2	3	4	5	6

Mentoring

19. Since arriving at UCSF, have you had what you would consider a mentor, that is, a person to whom you can turn for help with your professional life? (*Circle correct number.*)
- No (*Skip to question 24.*)..... 1
- Yes (*If you have had more than one, answer the following for the most significant mentor you had*)..... 2
20. Did you find this mentor:
- through your own efforts, 1
- was the person assigned to you, 2
- or did something else occur?..... 3
(*Please explain.*)
-
21. Was this person:
- the same sex as you, or1
- the opposite sex?2
22. Was this person:
- the same ethnicity as you, or1
- not of the same ethnicity?2
23. How important was having a mentor to you in making your experience at UCSF positive?
- Very important1
- Somewhat2
- Just a little bit.....3
- Not very4
- Not at all important5

The Climate at UCSF

In your view, today, how good a job does UCSF do in each of the following areas:

	Excel- lent	Good	Neutral	Poor	Very Poor	Don't Know
24. Welcoming new faculty of your gender.....	1	2	3	4	5	6
25. Providing information about the options that will be open to new faculty, and the advantages and disadvantages of the academic series.....	1	2	3	4	5	6
26. Providing clarity about the faculty promotion process	1	2	3	4	5	6
27. Providing formal mentoring	1	2	3	4	5	6
28. Providing informal mentoring or help from other faculty.....	1	2	3	4	5	6
29. Promoting an atmosphere of collegiality among the faculty.....	1	2	3	4	5	6
30. Providing scheduling flexibility for faculty with young children, elderly parents or other family needs	1	2	3	4	5	6
31. Providing appropriate resources for persons with disabilities.....	1	2	3	4	5	6
32. Providing a climate among the faculty that is free of sex discrimination	1	2	3	4	5	6
33. Providing a climate among the faculty that is free of racial or ethnic discrimination.....	1	2	3	4	5	6
34. Providing a climate among the faculty that is free of discrimination based on sexual orientation.....	1	2	3	4	5	6
35. Addressing perceived discrimination	1	2	3	4	5	6
36. Responding to charges of sexual harassment.....	1	2	3	4	5	6

37. When you decided to join the faculty, how aware were you about the career and advancement options available to you within your academic series?	Completely aware.....1
	Somewhat aware.....2
	Somewhat <i>unaware</i>3
	Completely <i>unaware</i>4
	Don't recall5

How would you describe the climate overall for women...	Excel- lent	Good	Neutral	Poor	Very Poor	Don't Know
38. At UCSF in general?	1	2	3	4	5	6
39. In your school?.....	1	2	3	4	5	6
40. In your department?.....	1	2	3	4	5	6
How would you describe the climate overall for men...	Excel- lent	Good	Neutral	Poor	Very Poor	Don't Know
41. At UCSF in general?	1	2	3	4	5	6
42. In your school?.....	1	2	3	4	5	6
43. In your department?.....	1	2	3	4	5	6

Many factors influence an individual's decision to accept a position at an institution such as UCSF. Please use the following codes to indicate how important you think each of these would be in attracting and keeping top-notch women on the UCSF faculty.

- 1 = *Essential – without this UCSF won't be able to attract the best female faculty*
- 2 = *Very important*
- 3 = *Relatively important*
- 4 = *Not very important*
- 5 = *Not important at all – it makes no difference in the ability of UCSF to attract the best*

	Essential	Very	Rela- tively	Not Very	Not At All	Don't know
44. More flexible schedules	1	2	3	4	5	6
45. Higher salaries	1	2	3	4	5	6
46. Availability of childcare.....	1	2	3	4	5	6
47. More financial assistance for housing.....	1	2	3	4	5	6
48. More opportunities for advancement	1	2	3	4	5	6
49. Availability of elder care	1	2	3	4	5	6
50. More possibilities for working part time.....	1	2	3	4	5	6
51. More help negotiating initial startup packages	1	2	3	4	5	6
52. More help assembling promotion packages	1	2	3	4	5	6

53. Is there anything else you would suggest UCSF could do to recruit the best and the brightest women as faculty?

Differences for Women and Men

Based on your observations, do women or men tend to get preferential treatment at UCSF in each of these categories?

	Women Get Preferential Treatment		There is Little Preferen. Treatment of Either	Men Get Preferential Treatment		
	Most of the Time	Some of the Time		Some of the Time	Most of the Time	Don't Know
54. Salary and compensation package	1	2	3	4	5	6
55. Hiring	1	2	3	4	5	6
56. Promotion	1	2	3	4	5	6
57. Desirable work assignments.....	1	2	3	4	5	6
58. Flexibility in allowing for family needs	1	2	3	4	5	6
59. Assignments to important committees	1	2	3	4	5	6
60. Being included in decision making	1	2	3	4	5	6
61. Allocation of space and resources	1	2	3	4	5	6
62. Nomination and conferring of awards.....	1	2	3	4	5	6
63. Opportunities to assume leadership positions.....	1	2	3	4	5	6

Do you agree or disagree with the following?

	Agree			Disagree		
	Strongly	Some-what	Neutral	Some-what	Strongly	Don't Know
64. Young faculty in my department find good role models	1	2	3	4	5	6
65. Women faculty members at UCSF are often left out of, or cannot participate in, formal meetings where important business is transacted.....	1	2	3	4	5	6
66. Women faculty members at UCSF are often left out of, or cannot participate in, informal, social events where important information is exchanged.....	1	2	3	4	5	6
67. Women faculty are often assigned to committees at UCSF only as a token gesture.....	1	2	3	4	5	6
68. Women are asked to serve more often than men on the less important committees.....	1	2	3	4	5	6
69. The process for promotion in my department is based on social ties more than on merit.	1	2	3	4	5	6
70. A glass ceiling for promotion of women exists in my department.....	1	2	3	4	5	6

	Agree			Disagree		Don't Know
	Strongly	Somewhat	Neutral	Somewhat	Strongly	
71. The academic senate should change the rules system-wide to allow academic senate faculty to work part time.....	1	2	3	4	5	6
72. Even though faculty members are allowed to stop the tenure clock to take time off for child bearing, I believe it is held against those who do so.....	1	2	3	4	5	6
73. I have to work an unreasonable and unhealthy number of hours to succeed at UCSF.	1	2	3	4	5	6

74. Do you feel that at any time at UCSF, you have been discriminated against on the basis of your gender?	Definitely yes.....	1
	Probably yes.....	2
	Probably not.....	3
	Definitely not.....	4
	Don't know.....	5

Is there gender inequity....

	A Great Deal	Some what	Just a Little	None	Don't Know
75. In your department?	1	2	3	4	5
76. In your school generally?	1	2	3	4	5
77. At UCSF generally?	1	2	3	4	5

78. If gender inequity takes place at UCSF, what form does it take? _____

Please tell us about yourself so we can analyze the findings by these variables (REMEMBER, YOUR QUESTIONNAIRE IS ANONYMOUS.)

- A. Degree: *(Circle all that apply.)*
- Master's degree 1
 - PhD.....2
 - MD3
 - DDS4
 - PharmD.....5
 - DNSc6
 - Other *(Please specify.)*

- C. Series:
- Tenure Track.....1
 - In Residence2
 - Clinical X3
 - Clinical.....4
 - Adjunct.....5
 - Other *(Please specify.)*

- B. School:
- Nursing 1
 - Dentistry..... 2
 - Pharmacy..... 3
 - Medicine 4

- D. Rank:
- Assistant.....1
 - Associate.....2
 - Professor, Steps 1 - 5.....3
 - Professor, Step 6 or above.....4

E. Assign a rough estimate of your mix of teaching, research, administrative or committee service, and clinical practice over the course of a year.

Teaching %
Research %
Clinical %
Administrative %
Committee service %
Total 100%

F. Race/ethnicity (*Circle all that apply.*):

American Indian or Alaskan Native 1
Asian or Pacific Islander 2
Black (not of Hispanic origin) 3
Hispanic 4
White (not of Hispanic origin) 5
Other (*Please specify.*)
Decline to state 9

G. Gender:

Female 1
Male 2

H. Year you were born: 19_____

I. Sexual orientation:

Heterosexual 1
Lesbian/gay/homosexual 2
Bisexual 3
Other 4
Decline to state 5

J. Do you have (*Circle all that apply.*):

children under 12 living with you? 1
children 12 to 18 living with you? 2
other dependents living with you
(parents, grandchildren, etc.) 3

K. How many years have you been employed at UCSF? _____

L. Would you like:

to stay at UCSF for most of the rest of
your career, or 1
to spend most of it somewhere else?... 2
Don't know 3

M. If you were to leave UCSF, it would be for the following reason: _____

N. Are you working:

Full time 1
Part time 2
On sabbatical 3
On family leave 4
Other (*Please explain.*) _____

O. What other important factor that we did not address in this questionnaire, if any, impacts the climate for *women* at UCSF? _____

P. What other important factor that we did not address in this questionnaire, if any, impacts the climate for *men* at UCSF? _____

**Thank you for your help. Please return to Belden Russonello & Stewart,
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