"FAIRNESS AND EQUITY IN THE MERIT REVIEW PROCESS"

Thank you for your willingness to complete this survey. The Faculty Council invites you to share your thoughts and comments on the merit review process at the SON. The purpose of this brief 5-10 minute survey is to examine the merit review process in your department and to see whether UCSF SON faculty find these processes to be fair and equitable. This information is being compiled in order to a) determine whether there is a need to seek improvements in the merit review process and b) understand whether faculty need more information about their rights in the merit review process.

Please note that this survey is not focused on issues of advancement related to your RANK (assistant, associate, full); rather it is only focused on issues related to MERIT advancement; that is, movement through the step system.

All data will be aggregated and no individual identifier will be used. ONLY the Faculty Council will have access to the data. The Council will review results and make recommendations to the School.

1. Do you think that there are any discrepancies between your perception that you are ready for merit advancement and your department’s assessment of your readiness for merit advancement? In other words, do you believe that you have met the requirements for merit but your department’s assessment suggested that you have not met the requirements for merit advancement?
   a. YES  [Go to #2]
   b. NO   [Go to #4]
   c. UNSURE/Don’t know  [Go to #4]

2. If you answered yes on #1, how concerned are you about the discrepancies between your perception of readiness for merit advancement and your department’s assessment?
   A. very unconcerned
   B. unconcerned
   C. neither concerned or unconcerned
   D. somewhat concerned
   E. very concerned
3. If you answered “very concerned” above in #2, why do you believe there are discrepancies between your perception of readiness and your department chair/peer review committee’s assessment? (list up to 3 reasons)

4. How fair do you think the merit review process is in your department?
   A. Don’t know
   B. very fair
   C. fair
   D. neither fair nor unfair
   E. Unfair
   F. Very unfair

5. If you think the merit review process in your department is unfair (e.g. if you answered “very unfair” or “unfair” above in #4), what do you think are the top reasons for this occurrence? (list up to 3 reasons)

6. How fair do you think the merit review process is in your department when compare to other departments?
   A. Don’t know
   B. very fair
   C. fair
   D. neither fair nor unfair
   E. Unfair
   F. Very unfair
7. Are you aware that you have the right to request that your merit advancement be re-reviewed by your department and the Associate Dean for Academic Personnel if your department does not agree with you?
   a. YES
   b. NO
   c. UNSURE/Don't know

8. Do you have any other comments about how the merit review process could be made more fair or equitable?
   a. YES _(please fill in)_______________________________________
   b. NO

9. What is your faculty position?
   a. clinical faculty
   b. tenure track faculty
   c. Adjunct faculty

10. What is your current RANK?
    a. Assistant
    b. Associate
    c. Full

11. What department are you in?
    a. Family Health Care
    b. Community Health System
    c. Physiological Nursing
    d. Social and Behavioral Science
    e. Institute of Health and Aging