

## **Exit Survey for UCSF Faculty**

Thank you for taking the time to share your opinions about your decision to leave UCSF. The survey takes about ten minutes to complete. Your responses will be kept confidential.

Once completed, please mail this survey to the Academic Senate Office, Attn; Faculty Exit Survey, 500 Parnassus Avenue, Box 0764, San Francisco, CA 94143-0764

You may also participate in this survey via the web. For more information, please contact Heather Alden in the Academic Senate Office: [Heather.Alden@ucsf.edu](mailto:Heather.Alden@ucsf.edu) or (415)476-8827

### **Recipients**

This survey has been sent to all faculty who have changed their status at UCSF, including those who have retired and/or reduced their appointment from full-time. If you continue to work at UCSF as a Recall, Emeritus or Volunteer faculty member, please complete this survey based on your experiences as a full-time faculty member.

### **Purpose**

The summaries of these exit interviews will be used by the University, the Academic Senate, the Deans' Offices and Chancellor's Office to address issues that may have influenced your experience at UCSF, and if appropriate to help correct any problems or deficiencies that may have prompted your decision to leave.

### **Preparers**

Your faculty colleagues on the Academic Senate Clinical Affairs Committee prepared this survey.

### **Data Analysis**

Your responses will be treated confidentially and will not become part of your personnel file. All data will be analyzed anonymously and presented in aggregate.

### **Time frame**

Please complete this survey within two weeks of receiving it.

### **Duplicate Mailings**

If you have already completed this survey, please do not complete it again. We thank you for your participation.

*If you have any questions, please contact Heather Alden in the Academic Senate Office: [Heather.Alden@ucsf.edu](mailto:Heather.Alden@ucsf.edu) or (415)476-8827.*



Academic Senate  
senate.ucsf.edu

## UCSF FACULTY EXIT SURVEY

<b>1. Do you currently maintain or plan to maintain an affiliation with UCSF after your recent faculty position?</b>										
<input type="checkbox"/> Yes, I retired and currently work or plan to work at UCSF as an Emeritus or a Recall faculty member. <input type="checkbox"/>										
<input type="checkbox"/> Yes, I am or plan to be a volunteer faculty member.										
<input type="checkbox"/> No. <input type="checkbox"/>										
<input type="checkbox"/> Other, please specify:										
<b>2. Please select your School.</b>										
<input type="checkbox"/> Dentistry <input type="checkbox"/>		<input type="checkbox"/> Medicine <input type="checkbox"/>			<input type="checkbox"/> Nursing <input type="checkbox"/>			<input type="checkbox"/> Pharmacy		
<b>3. Please select your main campus location.</b>										
<input type="checkbox"/> China Basin <input type="checkbox"/>		<input type="checkbox"/> Laurel Heights <input type="checkbox"/>			<input type="checkbox"/> Mission Bay <input type="checkbox"/>			<input type="checkbox"/> Mount Zion		
<input type="checkbox"/> Parnassus <input type="checkbox"/>		<input type="checkbox"/> San Francisco <input type="checkbox"/>			<input type="checkbox"/> Veteran's Affairs <input type="checkbox"/>			<input type="checkbox"/> Other, Please Specify:		
<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> General Hospital <input type="checkbox"/>			<input type="checkbox"/> Medical Center					
<b>4. Please select your gender.</b>										
<input type="checkbox"/> <input type="checkbox"/> Female <input type="checkbox"/> <input type="checkbox"/> Male										
<b>5. Please indicate your ethnic/racial background.</b>										
<input type="checkbox"/> American Indian or <input type="checkbox"/>		<input type="checkbox"/> Asian/Pacific Islander <input type="checkbox"/>			<input type="checkbox"/> Black					
<input type="checkbox"/> Alaskan Native										
<input type="checkbox"/> Hispanic <input type="checkbox"/>		<input type="checkbox"/> White <input type="checkbox"/>			<input type="checkbox"/> Other, please specify:					
<b>6. Do you identify as LGBTI?</b>										
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No										
<b>7. Please select your Academic Title.</b>										
<input type="checkbox"/> Adjunct <input type="checkbox"/>		<input type="checkbox"/> Clinical X <input type="checkbox"/>			<input type="checkbox"/> Clinical (Health Sciences)					
<input type="checkbox"/> In Residence <input type="checkbox"/>		<input type="checkbox"/> Ladder Rank								
<b>8. Please select your Rank.</b>										
<input type="checkbox"/> Instructor <input type="checkbox"/>		<input type="checkbox"/> Assistant Professor <input type="checkbox"/>			<input type="checkbox"/> Associate Professor <input type="checkbox"/>			<input type="checkbox"/> Professor		
<b>9. Please select your Step.</b>										
<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> Above Scale										
<b>10. Were you a member of the Academic Senate?</b>										
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No										

**11. What were your reasons for coming to UCSF?**

- |                          |   |                                     |                        |
|--------------------------|---|-------------------------------------|------------------------|
| <input type="checkbox"/> | Academic environment <input type="checkbox"/> | Colleagues <input type="checkbox"/> | Support for work       |
| <input type="checkbox"/> | (research, teaching)                          |                                     |                        |
| <input type="checkbox"/> | Geographic location <input type="checkbox"/>  | Family <input type="checkbox"/>     | Other, please specify: |

**12. What were your specific reasons for coming to UCSF?****13. What did you like most about working at UCSF?****14. Length of Faculty service at UCSF.**

- |                          |             |           |            |             |             |
|--------------------------|-------------|-----------|------------|-------------|-------------|
| <input type="checkbox"/> | < 11 months | 1-5 years | 6-10 years | 11-15 years | > 16+ years |
|--------------------------|-------------|-----------|------------|-------------|-------------|

**15. Amount of time since leaving UCSF.**

- |                          |            |                      |                       |              |
|--------------------------|------------|----------------------|-----------------------|--------------|
| <input type="checkbox"/> | < 6 months | 7 months - 12 months | 13 months - 24 months | > 25+ months |
|--------------------------|------------|----------------------|-----------------------|--------------|

**16. How much notice did you give your supervisor that you were considering leaving?**

- |                          |  |  |                      |
|--------------------------|--|--|----------------------|
| <input type="checkbox"/> | < 3 months <input type="checkbox"/>            | 4 months - 6 months <input type="checkbox"/> | 7 months - 12 months |
| <input type="checkbox"/> | 13 months - 24 months <input type="checkbox"/> | > + 25 months                                |                      |

**17. Please mark as many as five of the most important reasons that you left UCSF.**

- |                          |  |   |
|--------------------------|--|---|
| <input type="checkbox"/> | Low compensation <input type="checkbox"/>                    | Unrealistic workload                                      |
| <input type="checkbox"/> | Difficult working conditions <input type="checkbox"/>        | Lack of appreciation for your work                        |
| <input type="checkbox"/> | Lack of opportunities for promotion <input type="checkbox"/> | Insufficient mentoring                                    |
| <input type="checkbox"/> | Lack of professional collegiality <input type="checkbox"/>   | Interpersonal conflict                                    |
| <input type="checkbox"/> | Loss of funding <input type="checkbox"/>                     | Inability to support salary                               |
| <input type="checkbox"/> | Gender inequalities <input type="checkbox"/>                 | Inequalities due to sexual orientation or gender identity |
| <input type="checkbox"/> | Lack of racial diversity <input type="checkbox"/>            | High cost of living                                       |
| <input type="checkbox"/> | Lack of affordable housing <input type="checkbox"/>          | Lack of good local public K-12 education                  |
| <input type="checkbox"/> | Family need to relocate <input type="checkbox"/>             | Personal or family issues                                 |
| <input type="checkbox"/> | Health issues <input type="checkbox"/>                       | Offered a better position elsewhere                       |
| <input type="checkbox"/> | Retirement <input type="checkbox"/>                          | Asked to leave  |
| <input type="checkbox"/> | Too much administrative work/lack <input type="checkbox"/>   | Other, please specify                                     |
| <input type="checkbox"/> | of admin support   |   |

**18. Please elaborate on the most important reason for your departure from UCSF.**

**19. Additional comments related to any reason indicated as one of the reasons you left UCSF.**

**20. Please rate the following statements on a scale of 1 to 5**

**(1 = Strongly Disagree; 5 = Strongly Agree)**

**If your answer is not 4 or 5, please feel free to comment after each question.**

**(Please check)**

I was appropriately recognized and rewarded for my clinical activities.

1  2  3  4  5  N/A

**Comments:**

I was appropriately recognized and rewarded for my education activities.

1  2  3  4  5  N/A

**Comments:**

I was appropriately recognized and rewarded for my research activities.

1  2  3  4  5  N/A

**Comments:**

My clinical, teaching, and research responsibilities were well balanced according to the requirements of my series.

1  2  3  4  5  N/A

**Comments:**

Clinical responsibilities interfered with my research and teaching responsibilities.

1  2  3  4  5  N/A

**Comments:**

There were adequate resources to support my clinical work.

1  2  3  4  5  N/A

**Comments:**

I received supportive and sufficient mentoring.

1  2  3  4  5  N/A

**Comments:**

I received regular feedback about my performance and how it could be improved.

1  2  3  4  5  N/A

**Comments:**

<p>Please rate the following statements on a scale of 1 to 5  (1 = strongly disagree; 5 = strongly agree)  If your answer is not 4 or 5, please feel free to comment after each question.</p>	<p>(Please check)</p>
<input type="checkbox"/> <input type="checkbox"/> My Department/Division was run in a fair and equitable manner. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> I was treated fairly by my Division Chief. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> I was treated fairly by my Department Chair. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> The academic and intellectual climate at UCSF was both challenging and rewarding. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> The academic ethics at UCSF were outstanding. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> The research ethics at UCSF were outstanding. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> The clinical ethics at UCSF were outstanding. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> The multiple affiliate sites (China Basin, Laurel Heights, Mount Zion, Parnassus, <input type="checkbox"/> <input type="checkbox"/> SFGH, VAMC, etc.) were an advantage of working at UCSF. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> Inter-site transportation at UCSF was adequate. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> Parking at UCSF was adequate. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<input type="checkbox"/> <input type="checkbox"/> My UCSF benefits were adequate. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A

<b>Please rate the following statements on a scale of 1 to 5            (1 = strongly disagree; 5 = strongly agree)            If your answer is not 4 or 5, please feel free to comment after each question.</b>	<b>(Please check)</b>
<input type="checkbox"/> <input type="checkbox"/> The UCSF retirement system was adequate. <input type="checkbox"/> <input type="checkbox"/> <b>Comments:</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> N/A
<b>21. Were you aware of family and parenting resources at UCSF?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No	
<b>22. What is your perception or experience with the services provided by the family and parenting resources at UCSF?</b>	
<input type="checkbox"/> Poor <input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/> No opinion	
<b>23. Were you aware of the resources on campus to help resolve workplace issues such as the Problem Resolution Center, Work~Life Resource Center and the Faculty Staff Assistance Program?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No	
<b>24. What is your perception or experience with the UCSF resources that help address workplace issues? These resources include the Problem Resolution Center, Work~Life Resource Center and the Faculty Staff Assistance Program.</b>	
<input type="checkbox"/> Poor <input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/> No opinion	
<b>25. Were you aware of the UC programs to assist UCSF with home ownership?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No <i>(Please go to question 26)</i>	
<b>26. What is your perception or experience with the programs to assist UCSF with home ownership?</b>	
<input type="checkbox"/> Poor <input type="checkbox"/> Fair <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/> No opinion	
<b>27. Were you aware of the formal and informal mechanisms to express your input into the appointment, promotion and compensation review process?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No <i>(Please go to question 29)</i>	
<b>28. Did you utilize these mechanisms?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> No <i>(Please go to question 29)</i>	
<b>29. What was your impression of the formal and informal mechanisms to express your input?</b>	
<b>30. What is your new position?</b>	
<input type="checkbox"/> Academic position at another institution <input type="checkbox"/> Industry <input type="checkbox"/> Private practice <input type="checkbox"/> Additional education/training <input type="checkbox"/> Career change (please specify below) <input type="checkbox"/> Other, please specify:	
<b>31. Are you leaving the San Francisco Bay Area?</b>	
<input type="checkbox"/> <input type="checkbox"/> Yes <i>(Please go to question 32)</i> <input type="checkbox"/> <input type="checkbox"/> No	
<b>32. Where is your new position?</b>	
<input type="checkbox"/> Different city in California? <input type="checkbox"/> Different state? <input type="checkbox"/> Different country?	

**33. What did you like least about working at UCSF?**

**34. What could UCSF have done to keep you from leaving?**

**35. Additional comments:**

**36. If you would like to discuss any of the issues raised in this survey or any other issue related to your separation from UCSF with a member of the Academic Senate, please provide your name and contact information below. This information will be kept confidential by the Academic Senate Office and will not be linked with the data provided in the survey.**

Name:

Email:

**37. How could this survey be improved?**

**Thank you for your feedback.**

Please mail this survey to: Academic Senate Office  
Attn: Faculty Exit Survey  
500 Parnassus Avenue, Box 0764  
San Francisco, CA 94143-0764

If you have any questions, please contact  
Heather Alden in the Academic Senate  
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(415) 476-8827.