Figure 1A. Characteristics of the UC Berkeley Faculty

Characteristic	Spring 2003	Spring 2009	Spring 2019	Survey Respondents
Asian	10%	12%	15%	12%
Underrepresented minority*	6%	8%	10%	10%
Female	24%	29%	32%	35%
Assistant professor	14%	18%	16%	16%
Associate professor	18%	19%	21%	21%
Age 65 or older	9%	13%	16%	15%
Under age 40	19%	21%	18%	17%
Arts and humanities	16%	16%	16%	16%
Social sciences	18%	18%	18%	18%
Life sciences	15%	15%	14%	17%
Physical sciences, math, engineering	30%	30%	30%	28%
Professional schools	21%	21%	21%	22%
Total number of faculty	1541	1580	1496	842 respondents

*Includes Hispanic, African American, and American Indian.

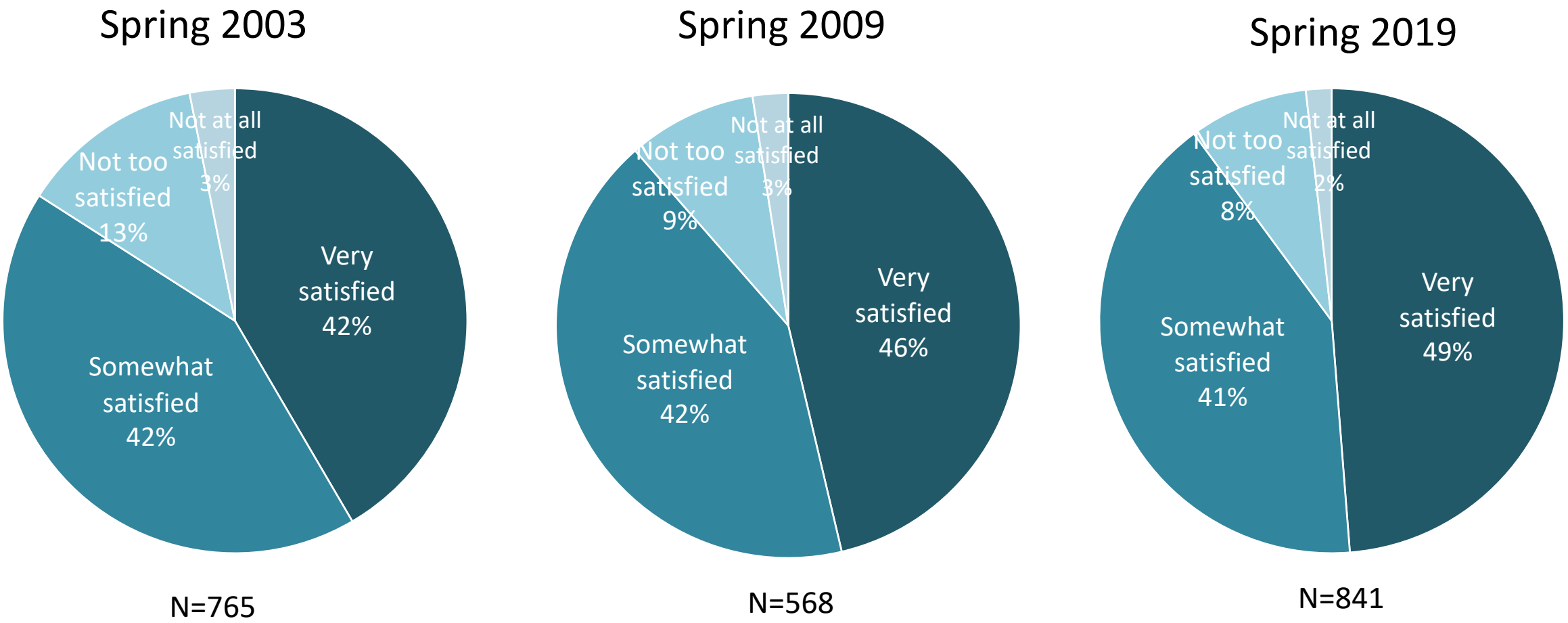
Source: UC Berkeley Faculty Climate Survey, 2003, 2009, & 2019 UC Berkeley faculty personnel records.

Figure 1B. Additional Characteristics of the Survey Respondents

Characteristic	Survey Respondents
U.S. citizen	85%
Married/partnered	86%
Divorced/separated/widowed	8%
Disabled	22%
Heterosexual	90%
LGTBQ	10%
Decline to state/no response	17%
Children, providing substantial care	68%
Adult(s), providing substantial care	18%

Source: UC Berkeley Faculty Climate Survey, 2019.

Figure 2: *All in all, how satisfied would you say you are with your job?*



Source: UCB Faculty Climate Survey, 2003, 2009, 2019.

Figure 3A: UCB Faculty Degree of Satisfaction		Percent Very or Somewhat Satisfied		
		2003	2009	2019
1	Benefits (e.g., health care, retirement)	--	*95%*	*91%*
2	Quality of graduate students	*87%*	*90%*	*91%*
3	Current faculty rank	*84%*	*83%*	*90%*
4	Advising responsibilities	*91%*	*90%*	*89%*
5	Course assignments	--	--	89%
6	Teaching load (e.g., number of courses)	--	--	82%
7	Support for diversity, equity, and inclusion in department	--	*79%*	*80%*
8	Opportunities to collaborate with faculty in home unit	*78%*	*72%*	*79%*
9	Merit and promotion process	--	*77%*	*78%*
10	Opportunities to collaborate with faculty in other UCB units	*79%*	*77%*	*78%*
11	Support for work-family balance in my unit/department	--	*79%*	*77%*
12	Course size (i.e., number of students)	--	--	77%
13	Committee responsibilities	*82%*	*80%*	*75%*
14	Salary	*62%*	*63%*	*73%*
15	Current housing situation	*59%*	*72%*	*72%*
16	Additional compensation (e.g., summer salary, etc.)	--	*65%*	*70%*
17	The way you were welcomed to the UC Berkeley campus	*71%*	*72%*	*70%*
18	Quality of space for research	*59%*	*67%*	*63%*
19	Staff support	42%	54%	47%

Note: Shaded cells of green and red indicate significant differences based on chi-square ($p<.05$), comparing the responses of 2019 faculty to pooled 2009 and 2003 respondents; greens indicate a higher degree of satisfaction and reds a lower degree of satisfaction.

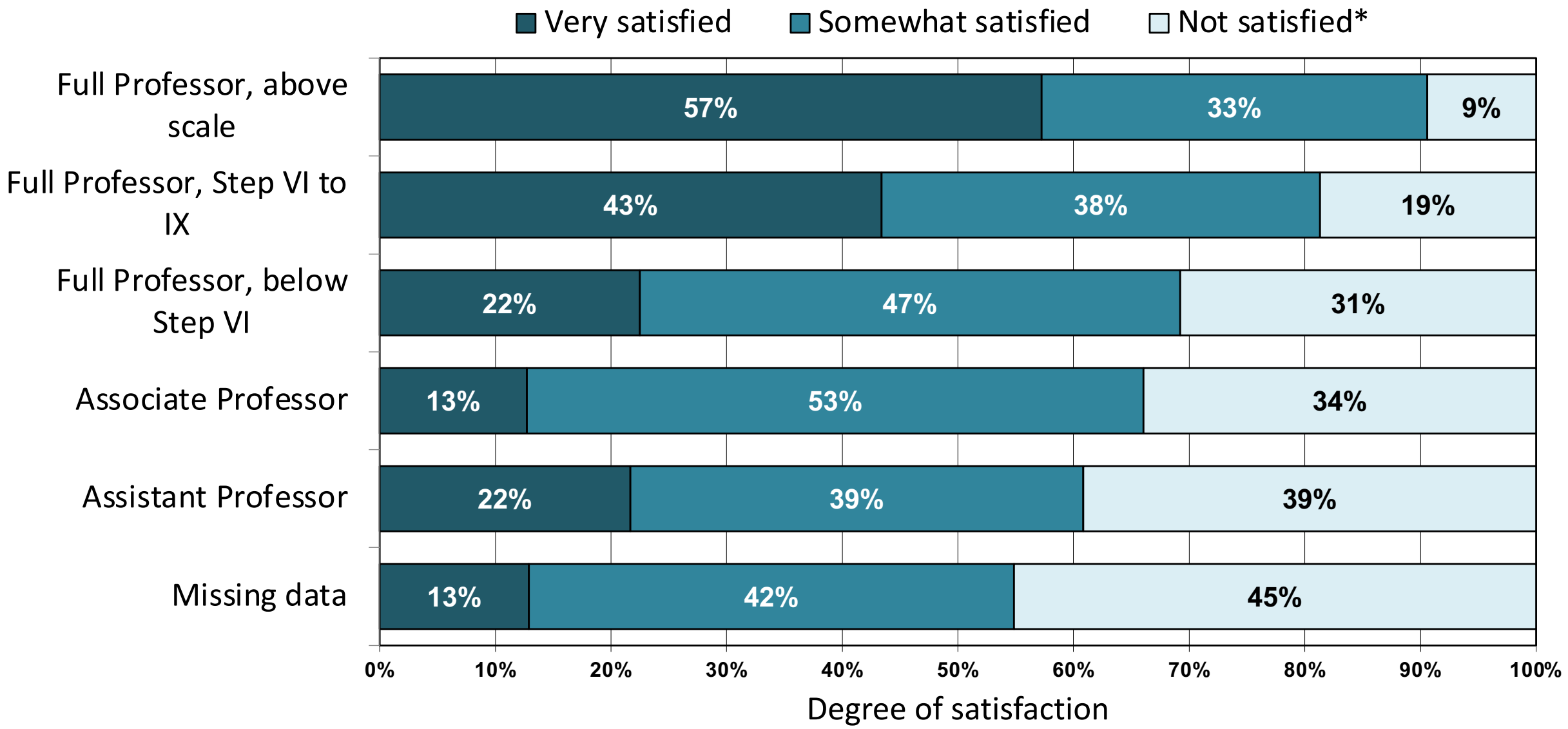
Source: UCB Faculty Climate Survey, Spring 2003, 2009, 2019.

Figure 3B: UCB Faculty Degree of Satisfaction		Percent Very Satisfied		
		2003	2009	2019
1	Current faculty rank	*52%*	*46%*	*60%*
2	Quality of graduate students	*48%*	*54%*	*58%*
3	Course assignments	--	--	*53%*
4	Benefits (e.g., health care, retirement)	--	*53%*	*52%*
5	Teaching load (e.g., number of courses)	--	--	*49%*
6	Opportunities to collaborate with faculty in home unit	*38%*	*30%*	*46%*
7	Advising responsibilities	*38%*	*38%*	*45%*
8	Support for diversity, equity, and inclusion in my department	--	*30%*	*43%*
9	Current housing situation	*18%*	*37%*	*43%*
10	Merit and promotion process	--	*36%*	*42%*
11	The way you were welcomed to the UC Berkeley campus	*36%*	*36%*	*38%*
12	Course size (i.e., number of students)	--	--	*38%*
13	Opportunities to collaborate with faculty in other UCB units	*33%*	*29%*	*37%*
14	Support for work-family balance in my unit/department	--	*27%*	*35%*
15	Salary	*20%*	*20%*	*31%*
16	Committee responsibilities	*25%*	*24%*	*29%*
17	Quality of space for research	*23%*	*31%*	*29%*
18	Additional compensation (e.g., summer salary, etc.)	--	*27%*	*28%*
19	Staff support	*13%*	*19%*	*19%*

Note: Shaded cells of green and red indicate significant differences based on chi-square ($p<.05$), comparing the responses of 2019 faculty to pooled 2009 and 2003 respondents; greens indicate a higher degree of satisfaction and reds a lower degree of satisfaction.

Source: UCB Faculty Climate Survey, Spring 2003, 2009, 2019.

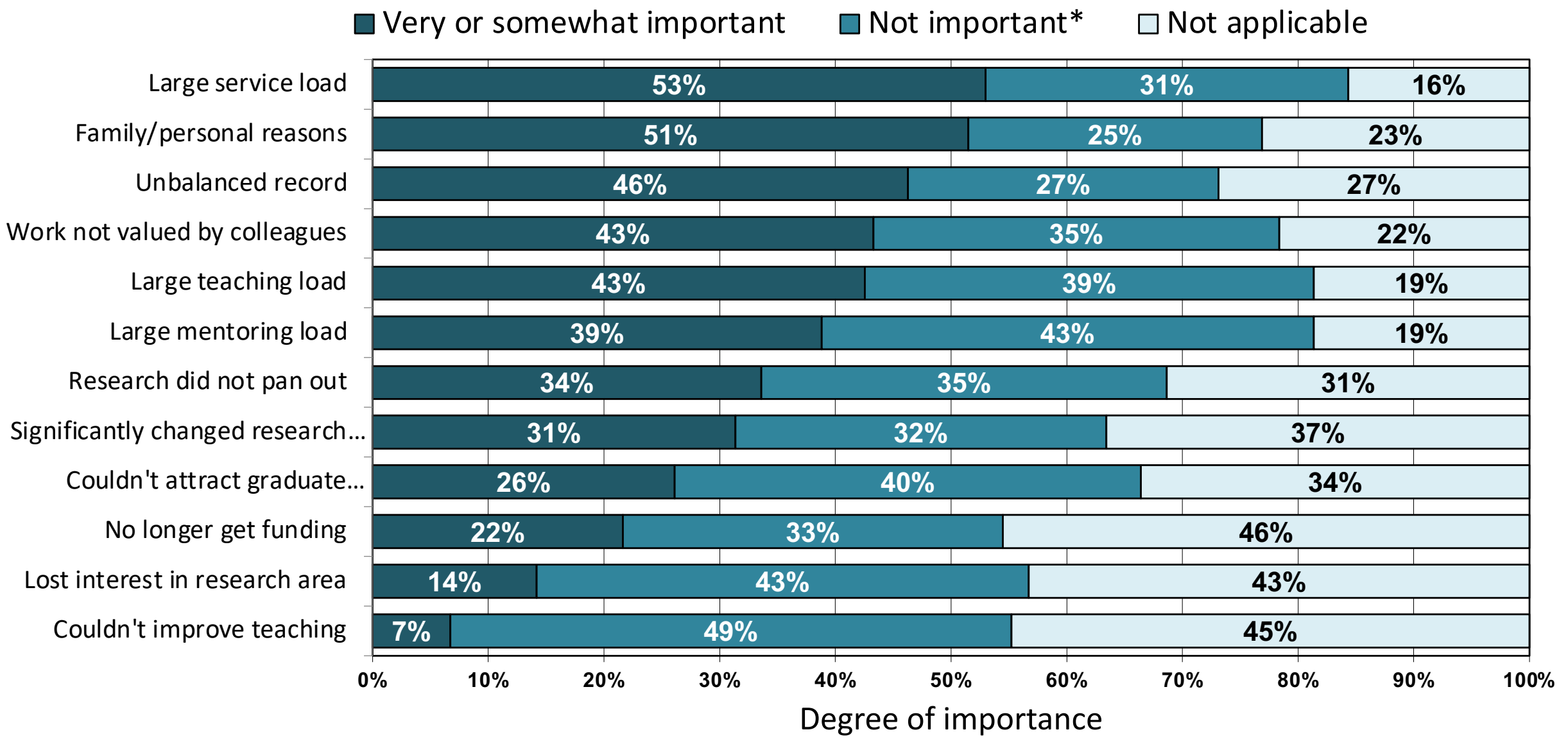
Figure 4: Degree of Satisfaction with Salary by Rank/Step



*Includes "Not too satisfied" and "Not at all satisfied."

Source: UC Berkeley Faculty Climate Survey, 2019.

Figure 5: How important are each of the following factors in accounting for your slow/delayed advancement?

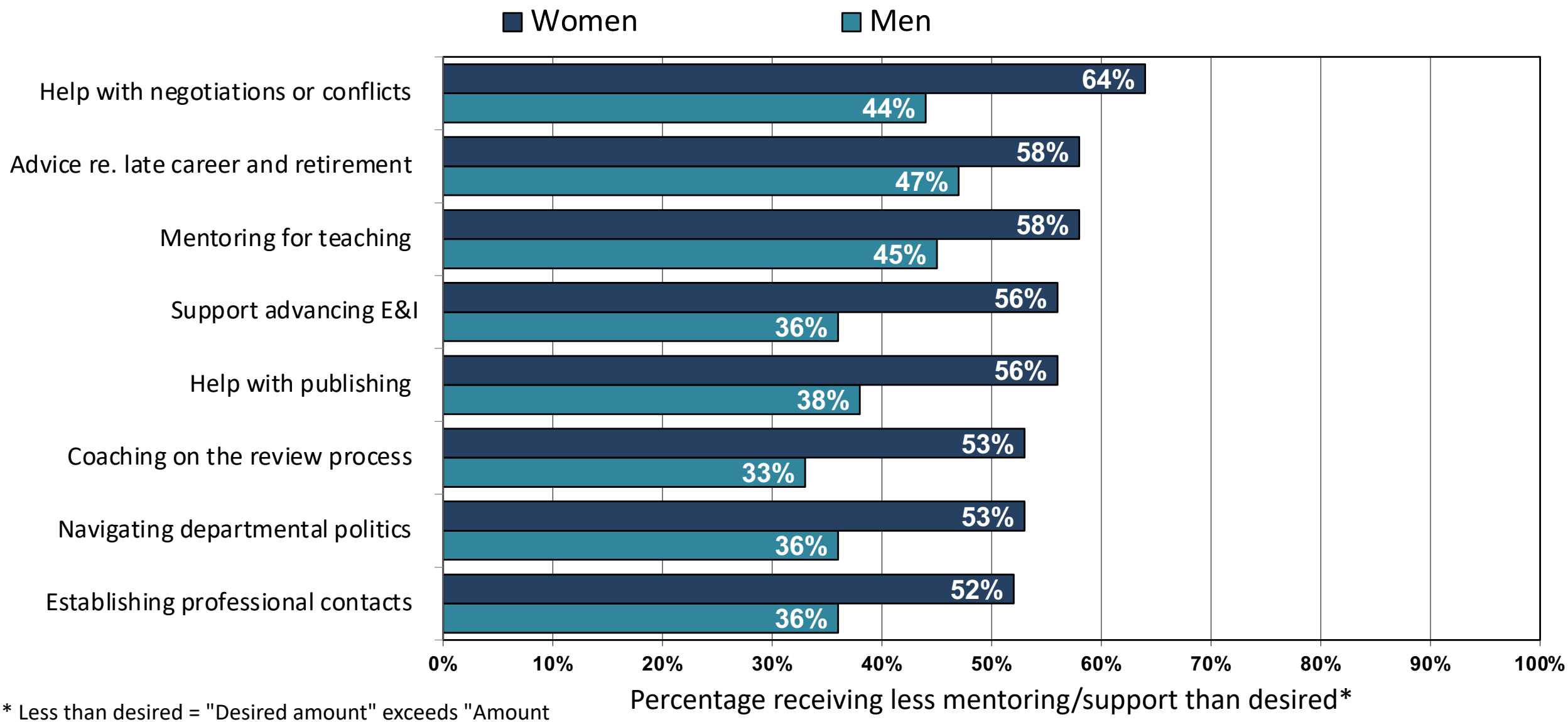


*Includes “Not too important” and “Not at all important.”

Source: UC Berkeley Faculty Climate Survey, 2019.

Table 6 is embedded in report.

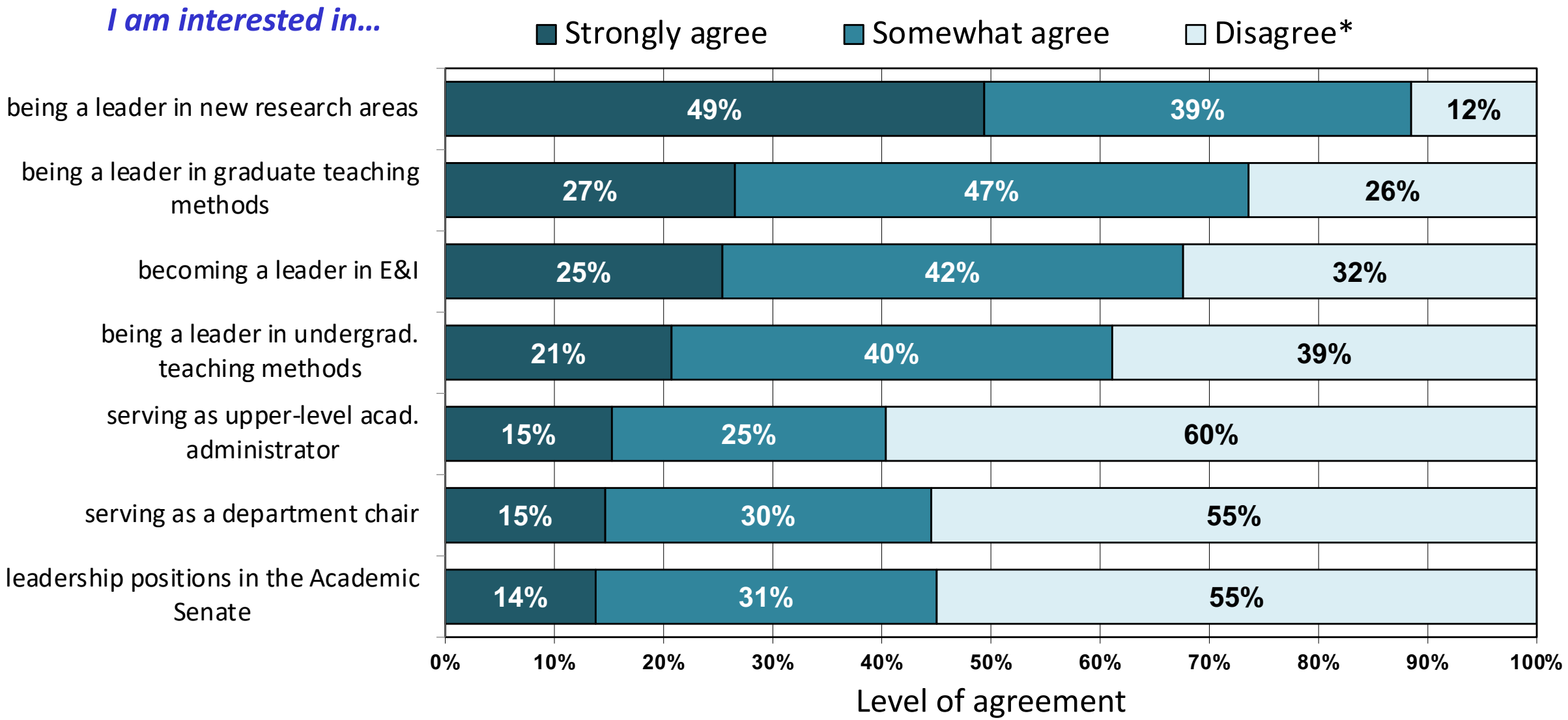
Figure 7. Percentage Receiving Less* Mentoring/Support Than Desired, Women Compared to Men



* Less than desired = "Desired amount" exceeds "Amount receiving." Not applicable and missing excluded.

Source: UC Berkeley Faculty Climate Survey, 2019.

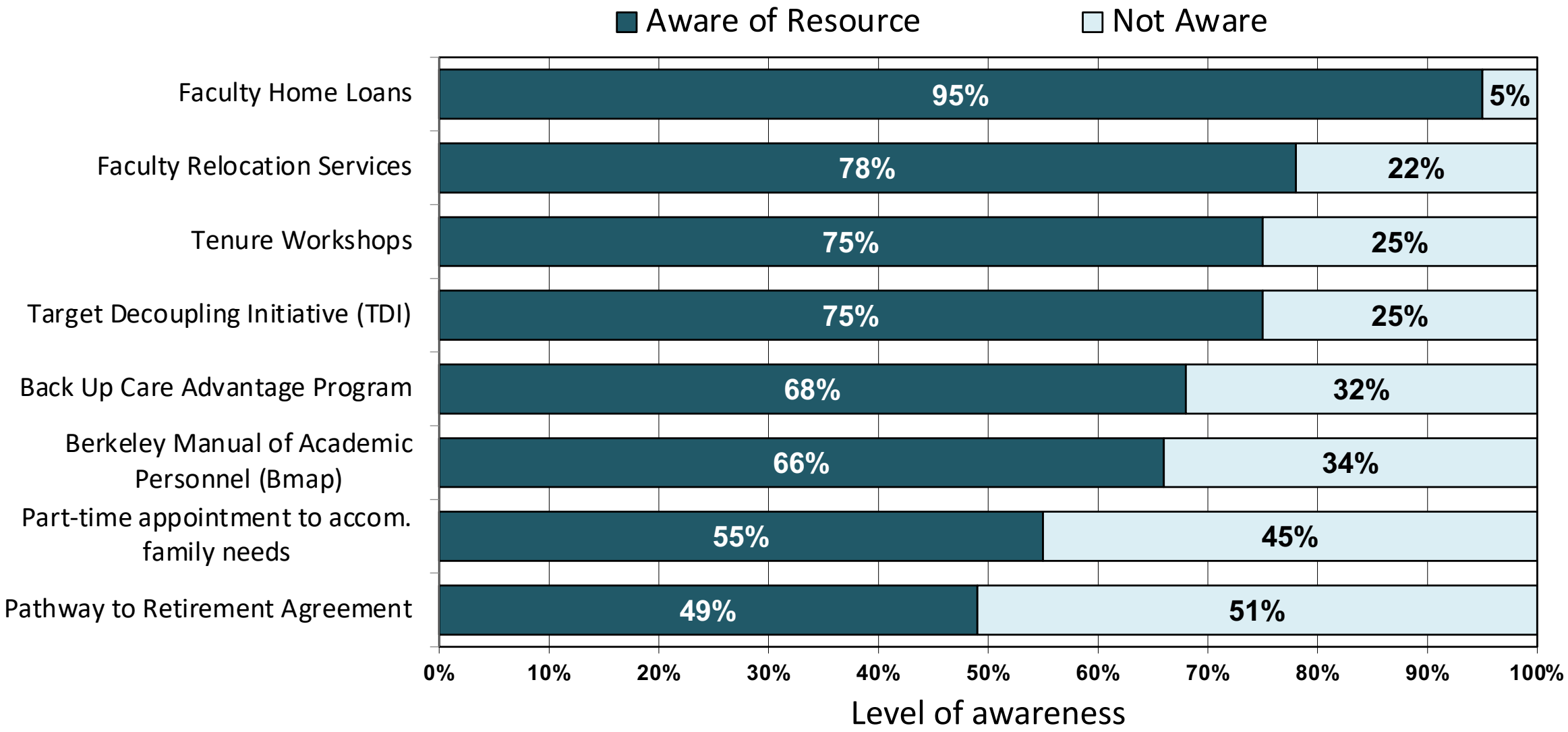
Figure 8: Percent Agreeing with Leadership Questions



*Includes "Somewhat disagree" and "Strongly disagree"

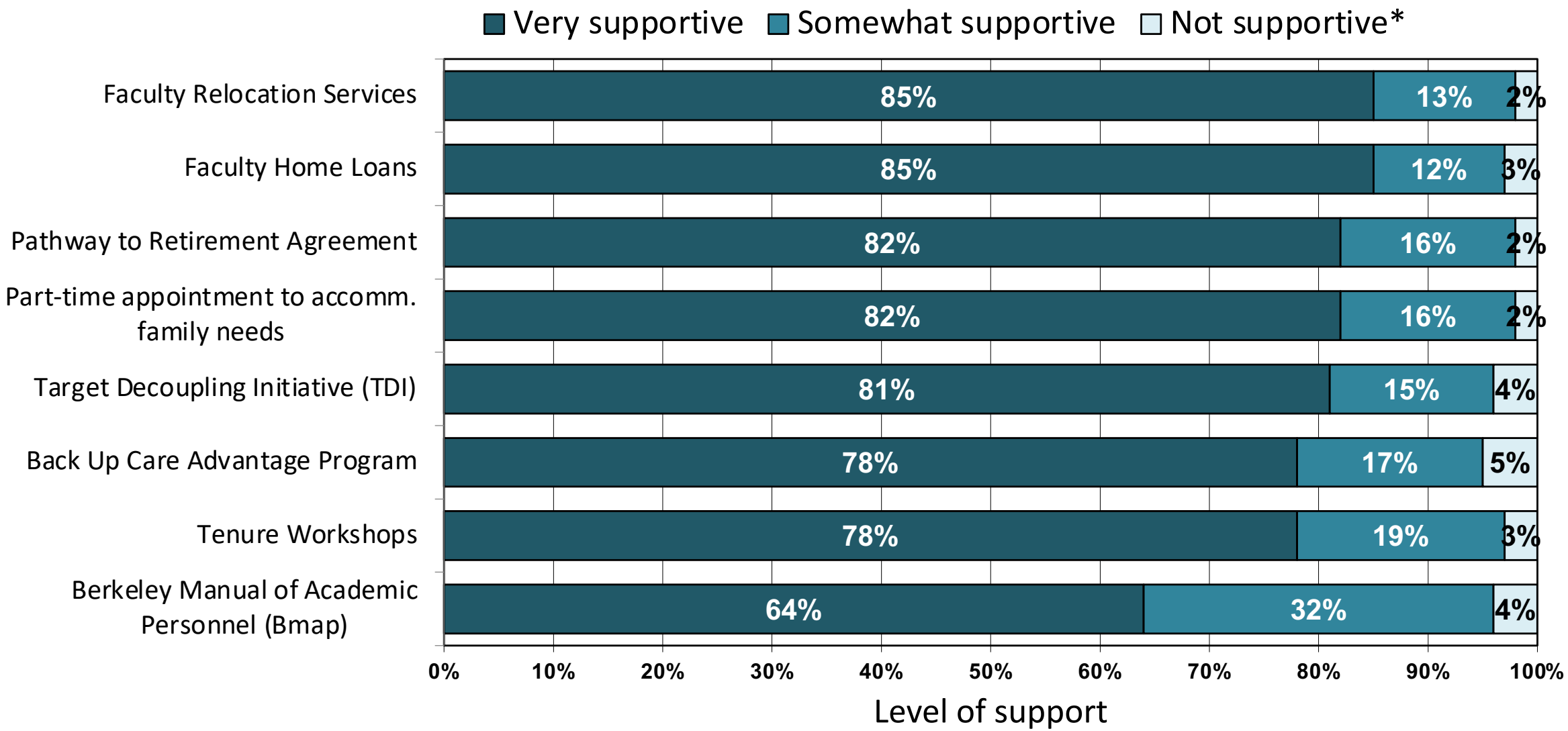
Source: UC Berkeley Faculty Climate Survey, 2019.

Figure 9A: Percent Aware of Resources



Source: UC Berkeley Faculty Climate Survey, 2019.

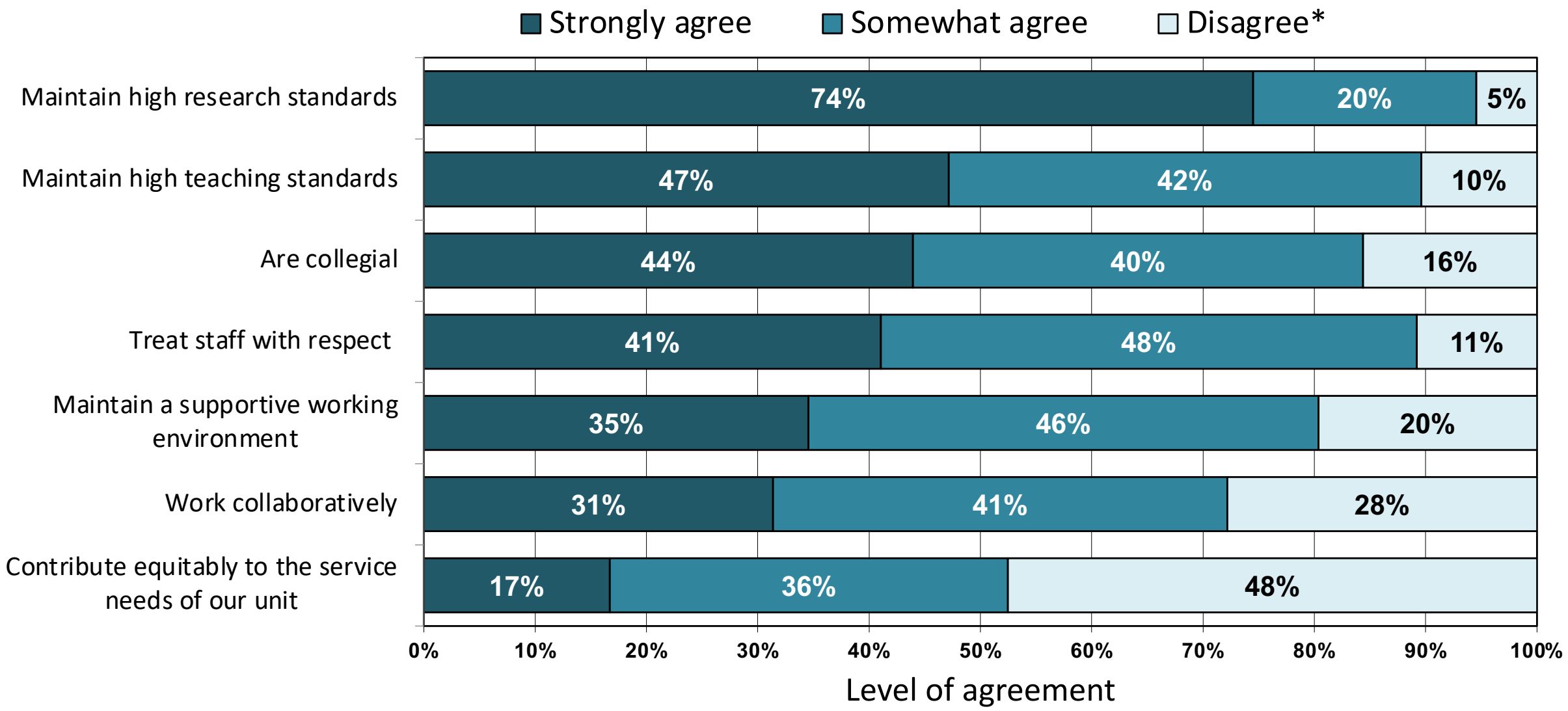
Figure 9B: Percent Supportive of Resource



*Includes “Not too supportive” and “Not at all supportive”

Source: UC Berkeley Faculty Climate Survey, 2019.

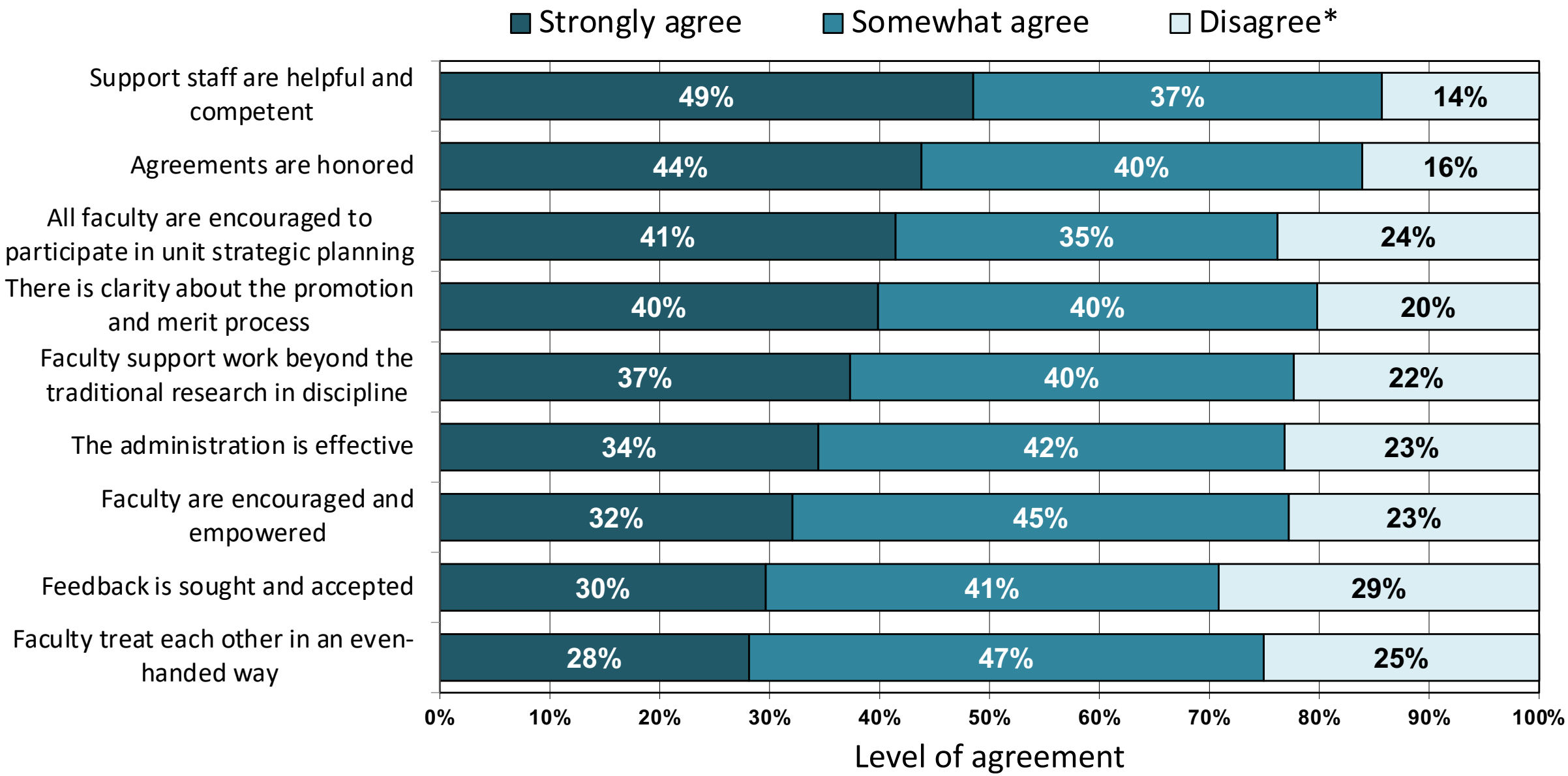
Figure 10: *In general, my faculty colleagues in my unit:*



*Includes "Somewhat disagree" and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

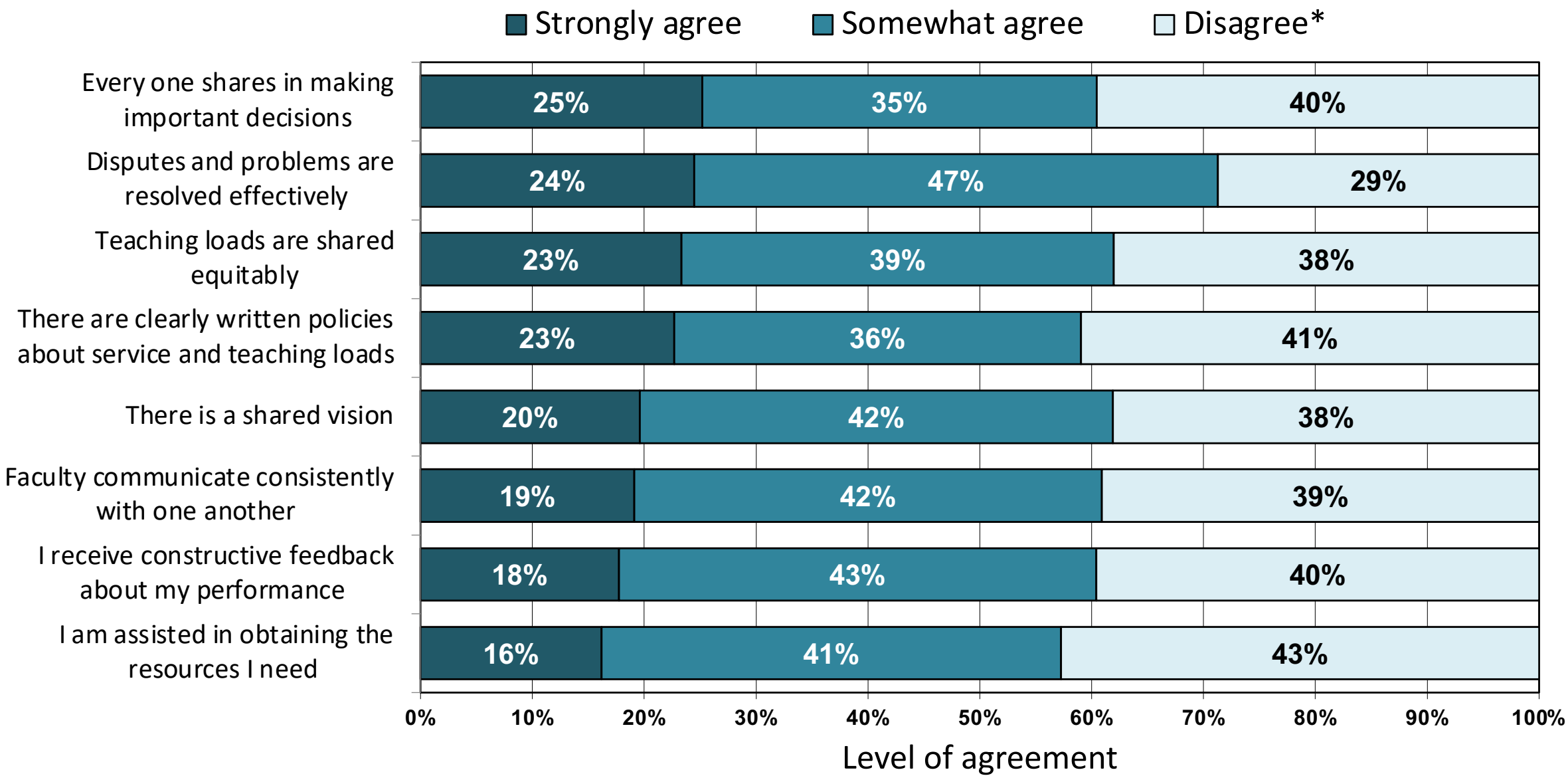
Figure 11A: *In my department:*



*Includes "Somewhat disagree" and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

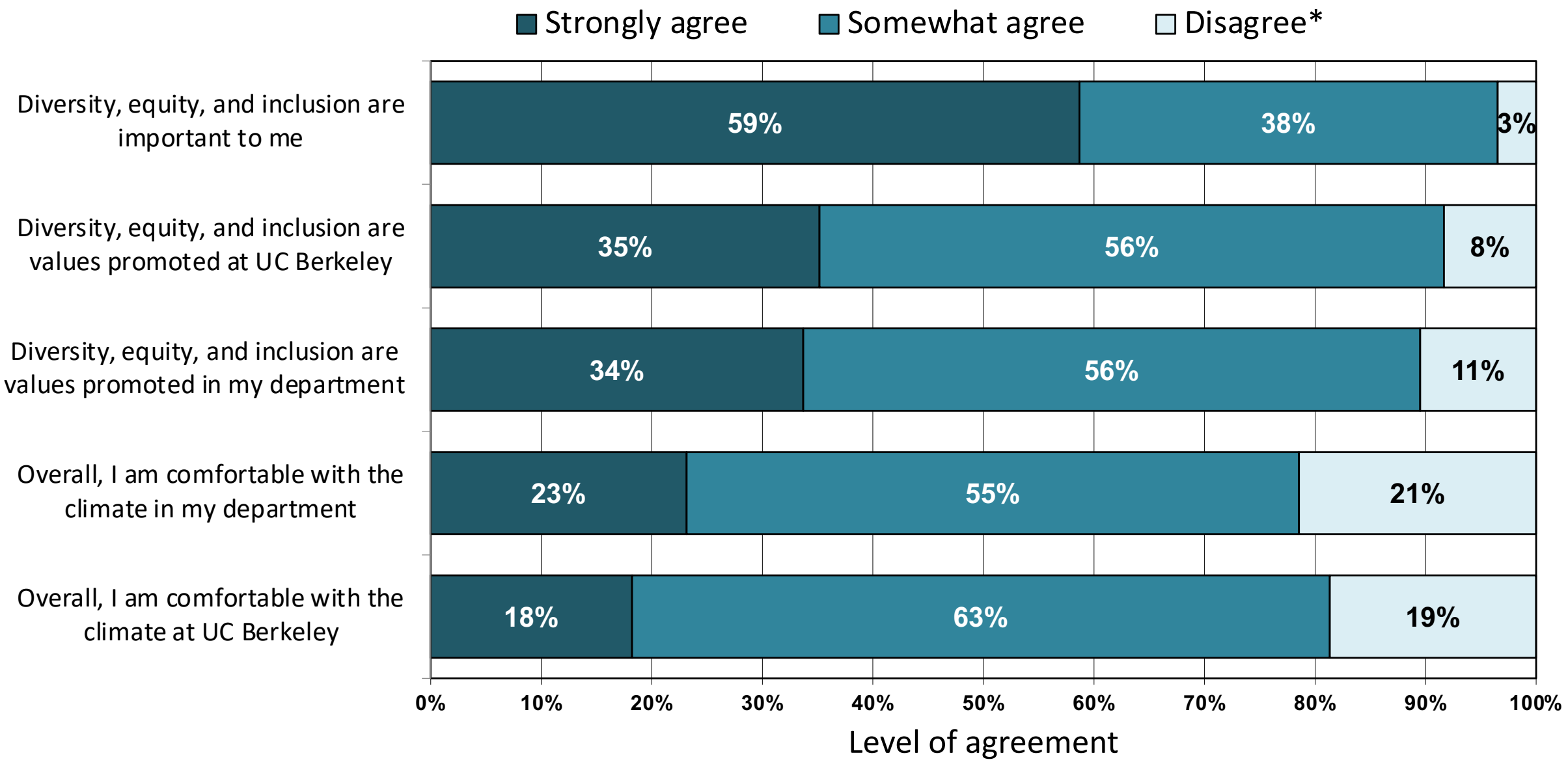
Figure 11B: *In my department:*



*Includes "Somewhat disagree" and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

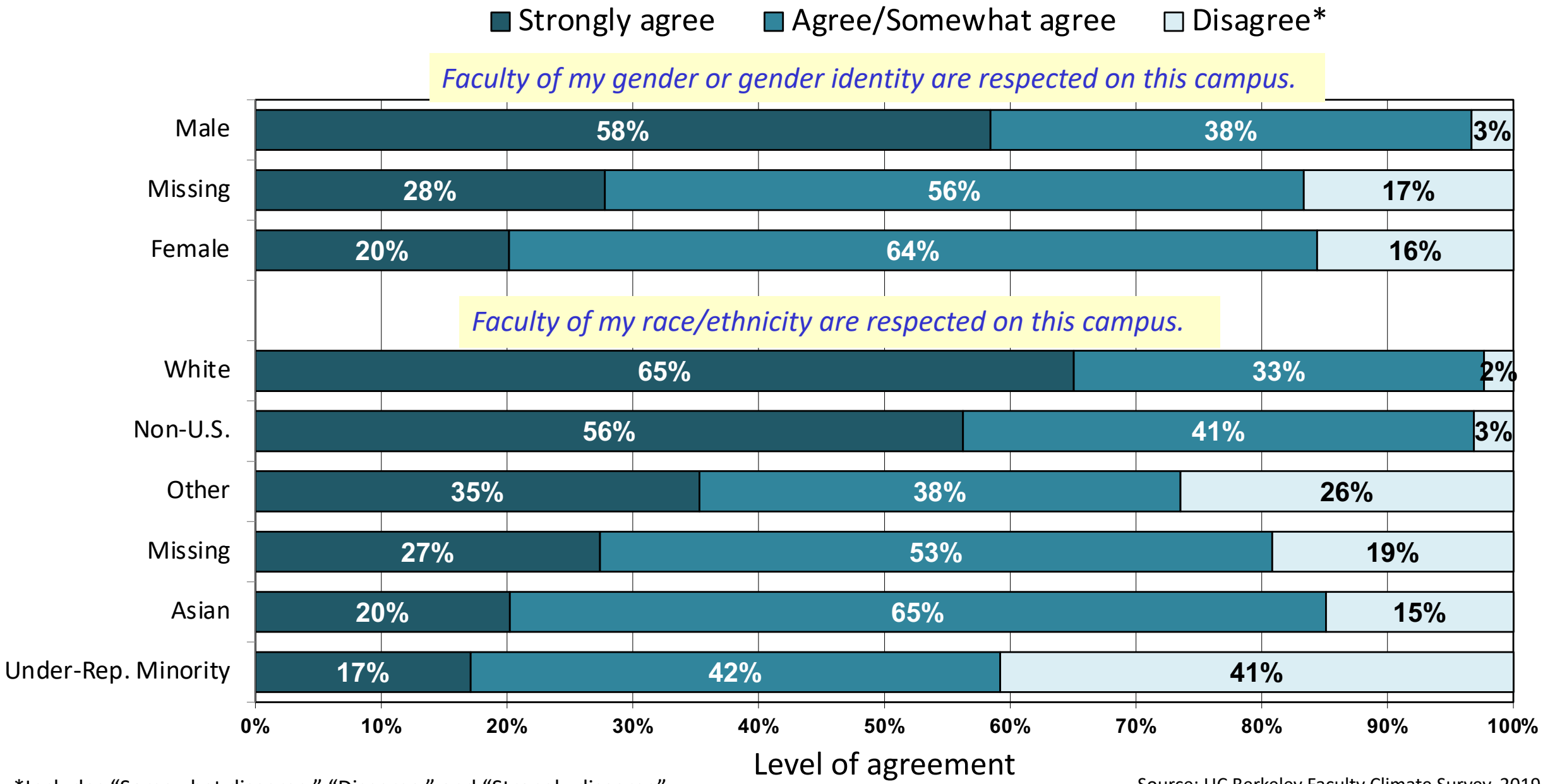
Figure 12: Percent Agreeing with Climate Questions



*Includes "Somewhat disagree" and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

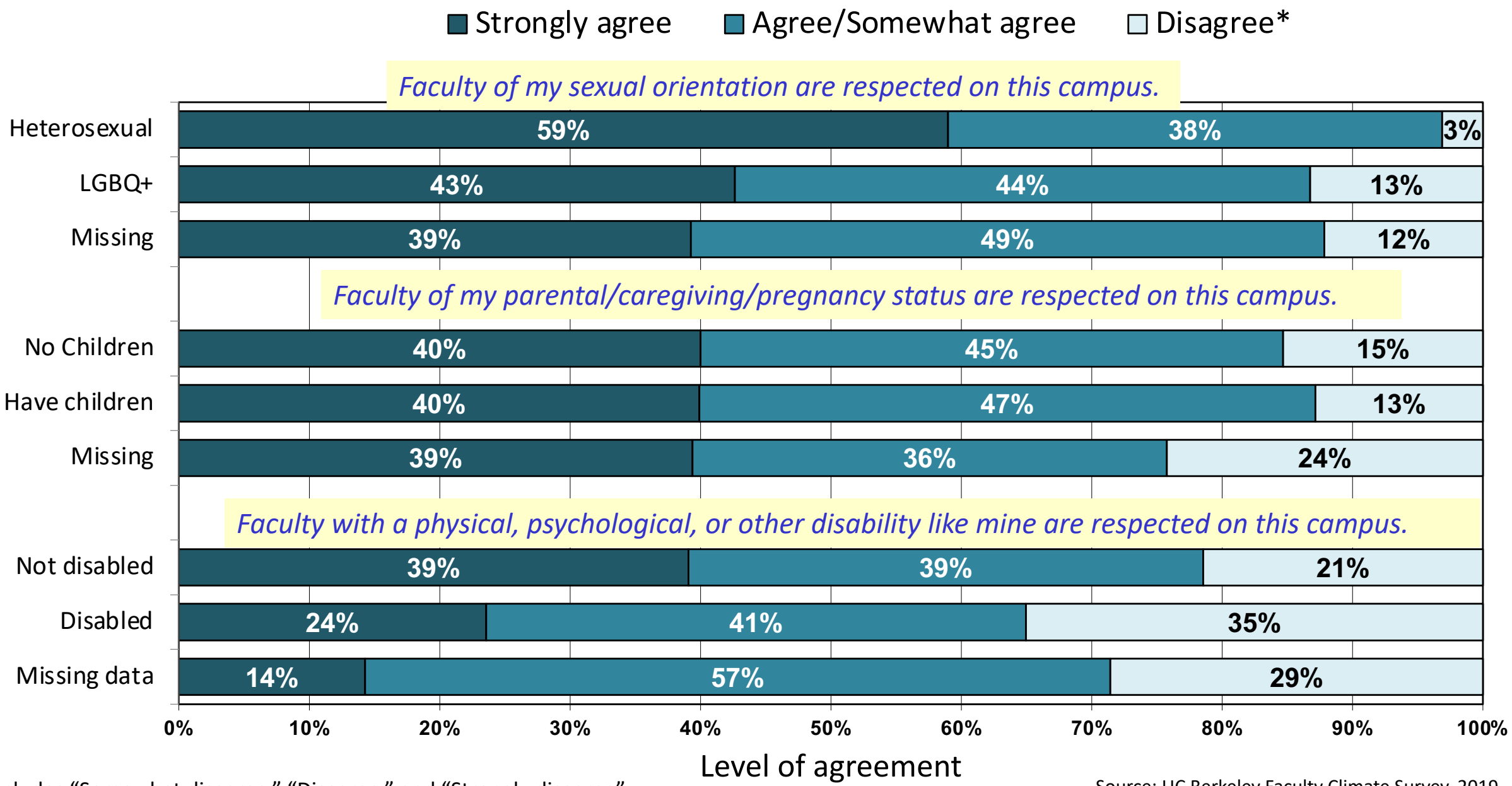
Figure 13A: Level of Agreement with Respect Issues



*Includes "Somewhat disagree," "Disagree," and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

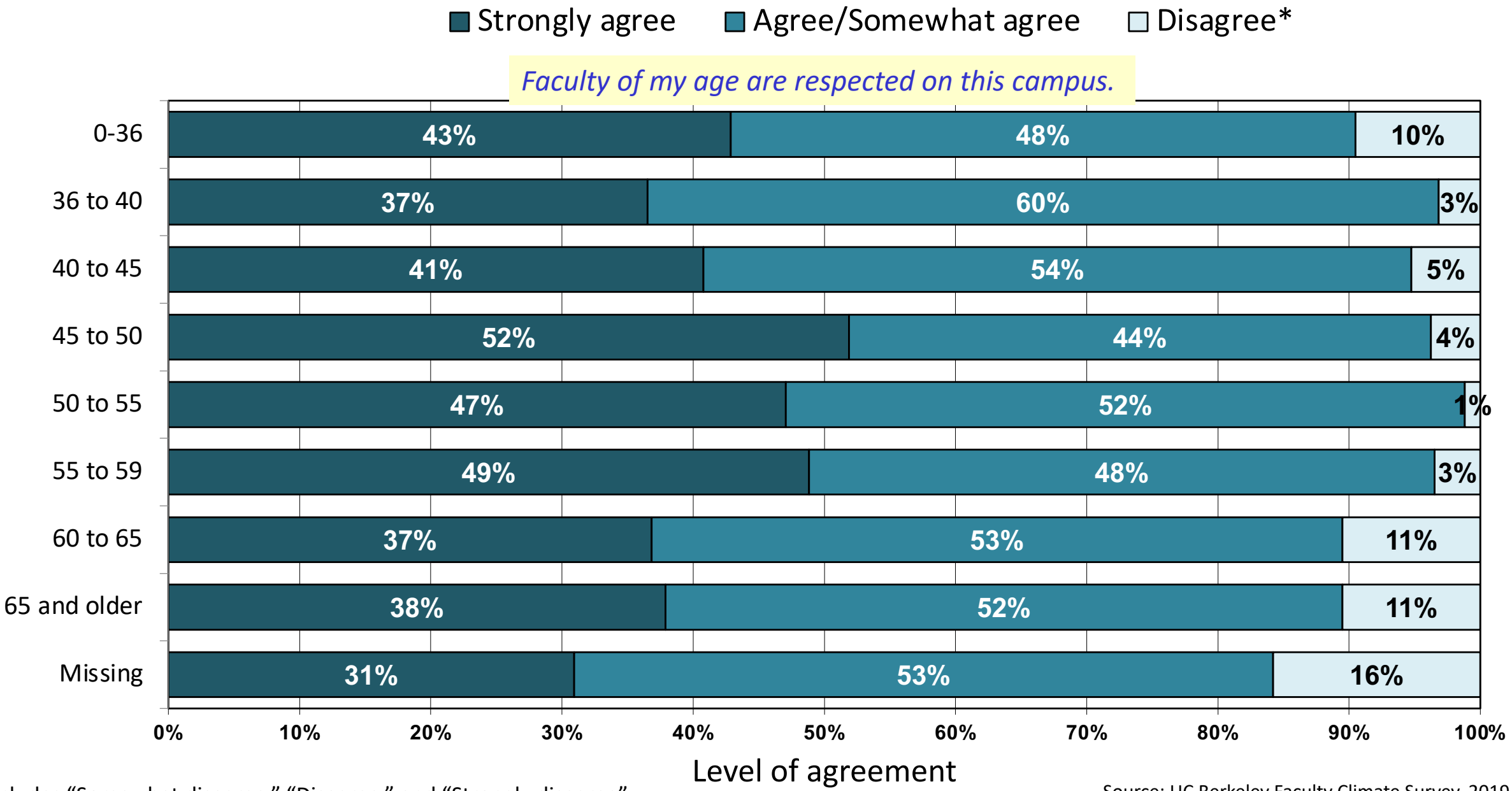
Figure 13B: Level of Agreement with Respect Issues



*Includes "Somewhat disagree," "Disagree," and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

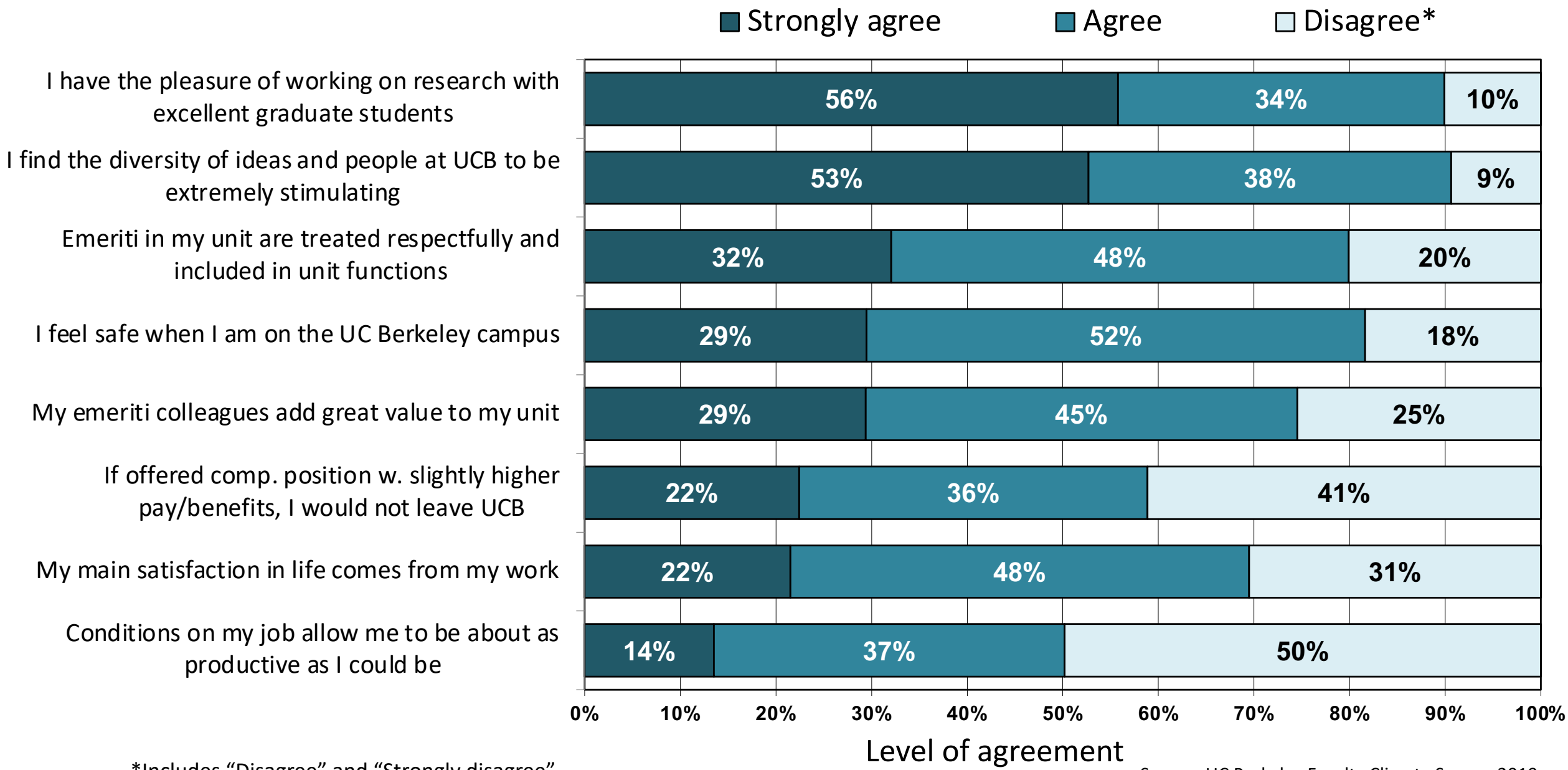
Figure 13C: Level of Agreement with Respect Issues



*Includes "Somewhat disagree," "Disagree," and "Strongly disagree"

Source: UC Berkeley Faculty Climate Survey, 2019.

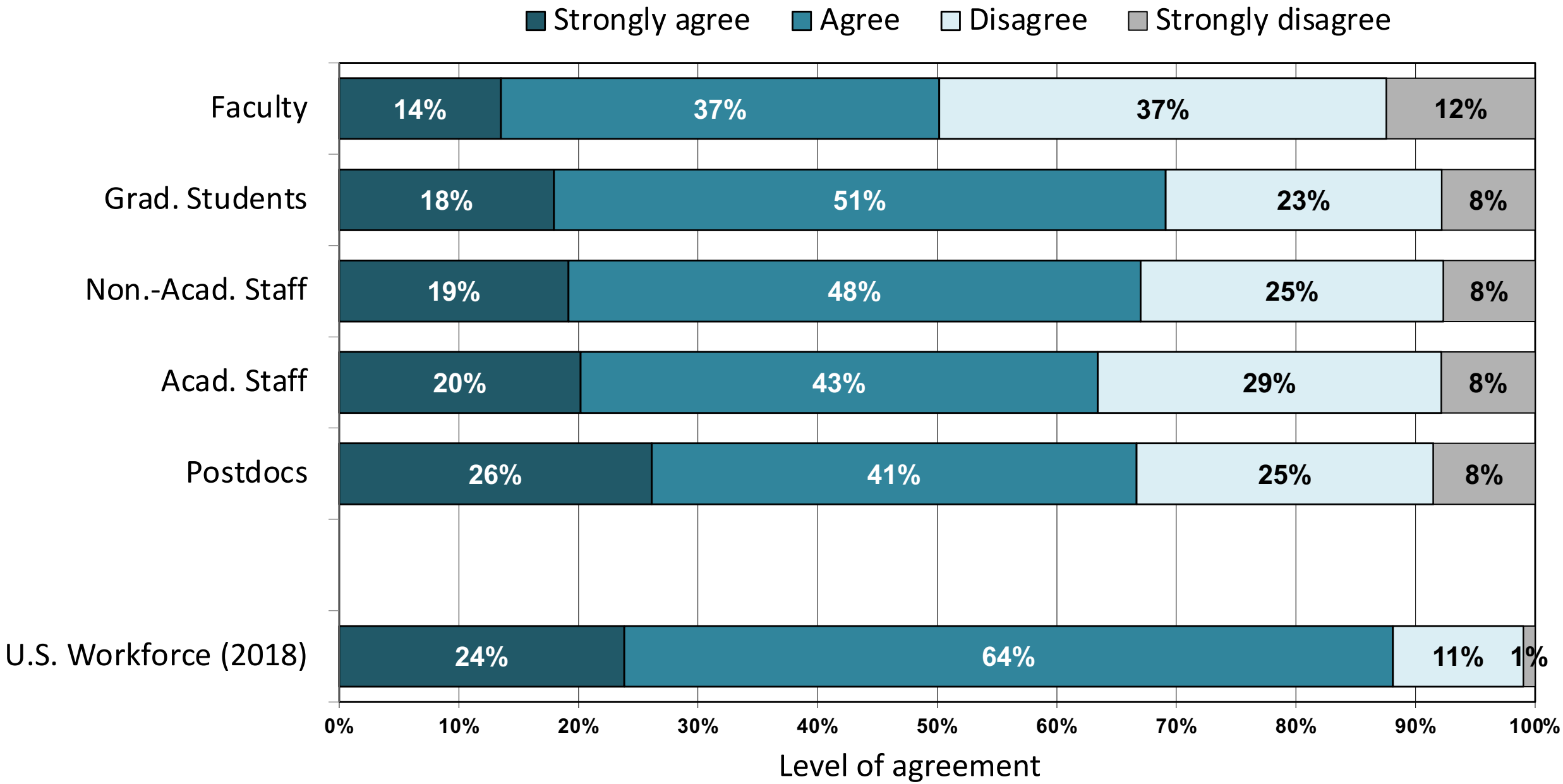
Figure 14: Percent Agreeing with Climate Questions



*Includes “Disagree” and “Strongly disagree”

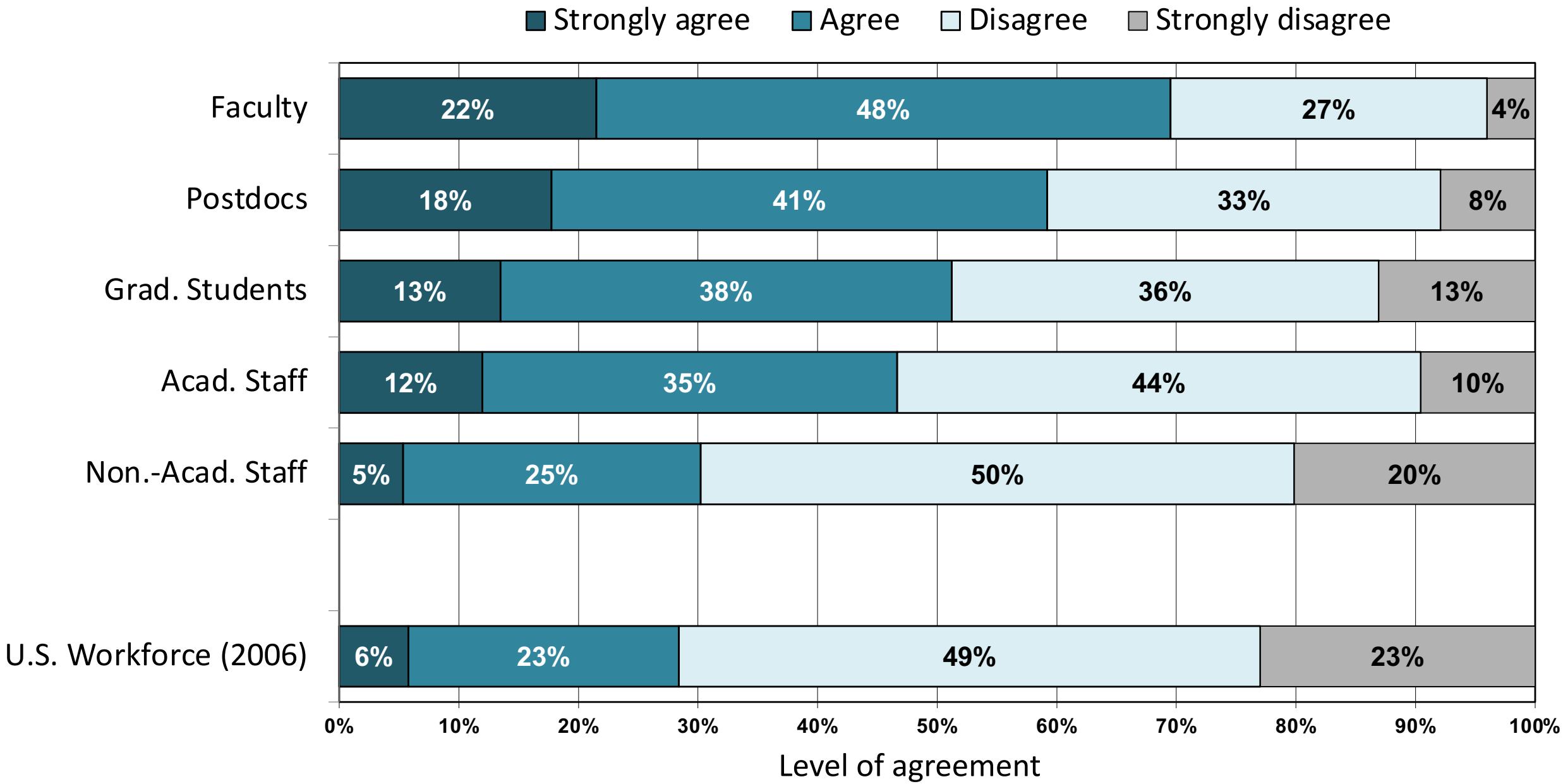
Source: UC Berkeley Faculty Climate Survey, 2019.

Figure 15: *Conditions on my job allow me to be about as productive as I could be*



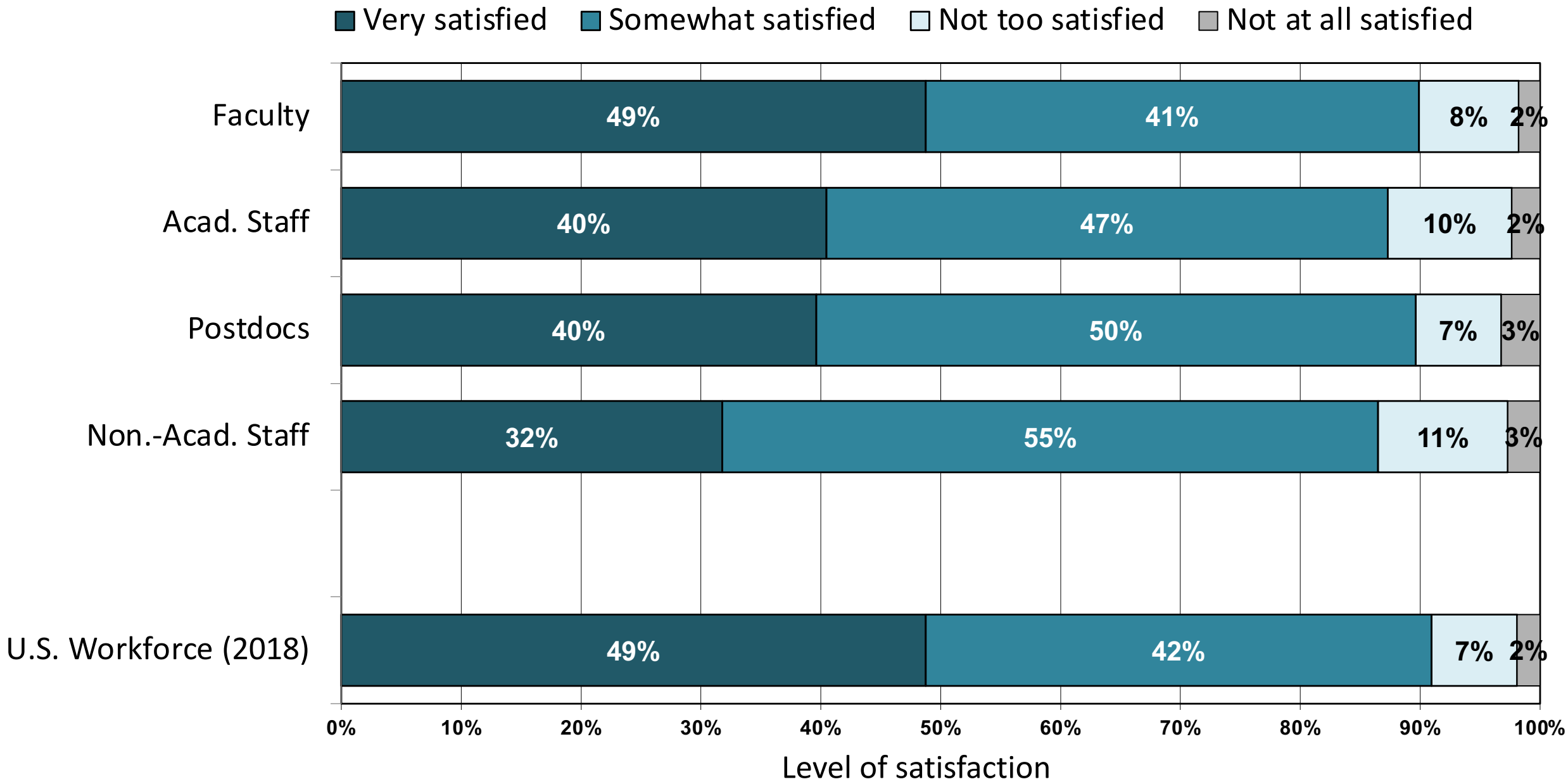
Source: UC Berkeley Climate Survey, 2019; General Social Survey, 2018.

Figure 16: *My main satisfaction in life comes from my work*



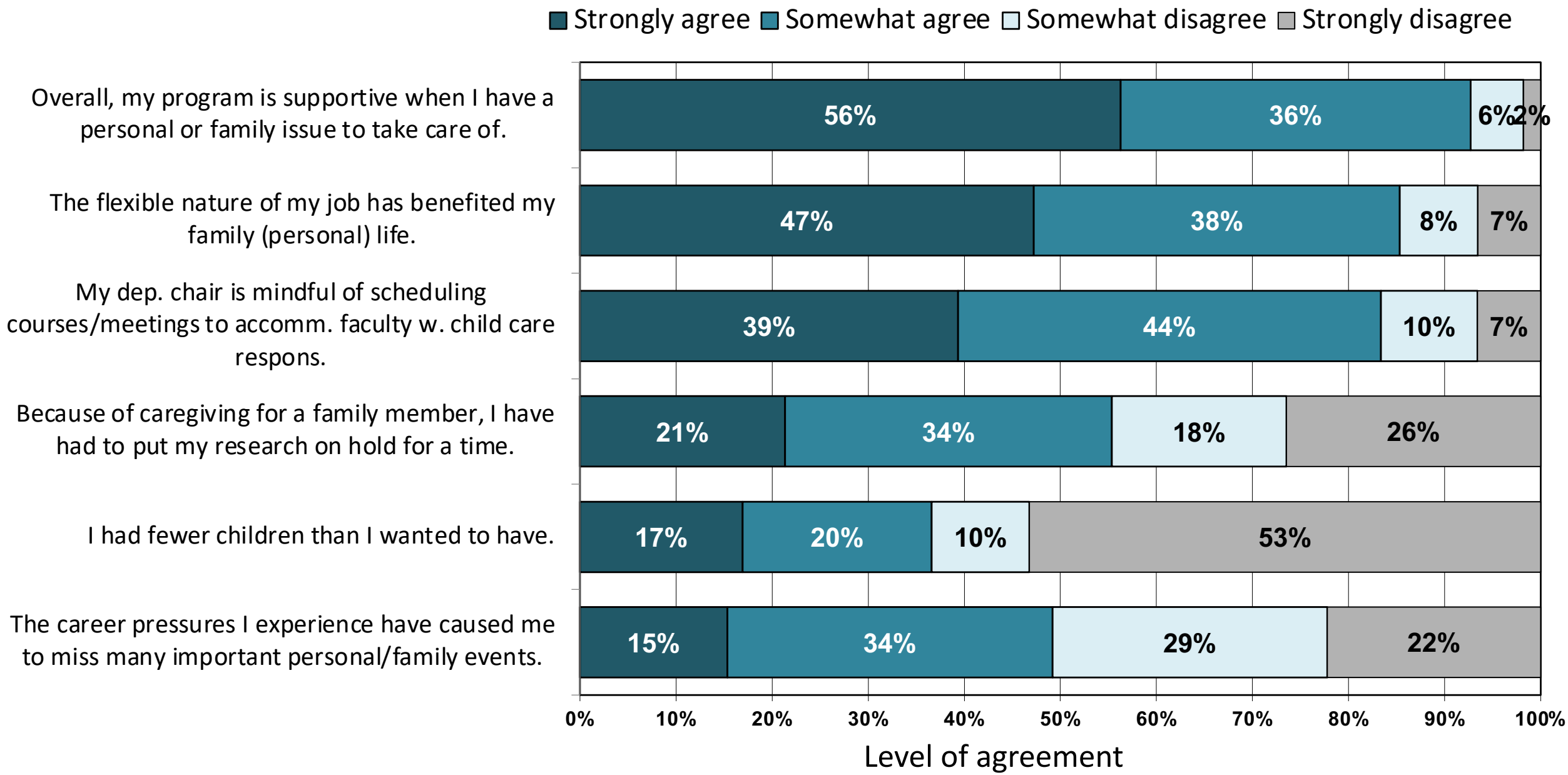
Source: UC Berkeley Climate Survey, 2019; General Social Survey, 2006.

Figure 17: *All in all, how satisfied would you say you are with your job?*



Source: UC Berkeley Climate Survey, 2019; General Social Survey, 2018.

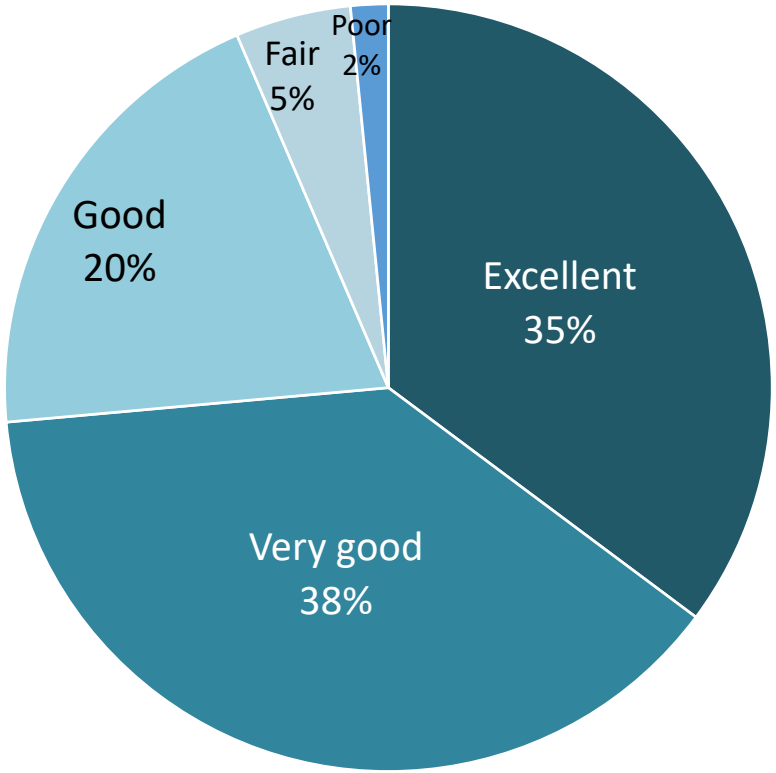
Figure 18: Percent Agreeing with Work-Life Questions



Source: UC Berkeley Faculty Climate Survey, 2019.

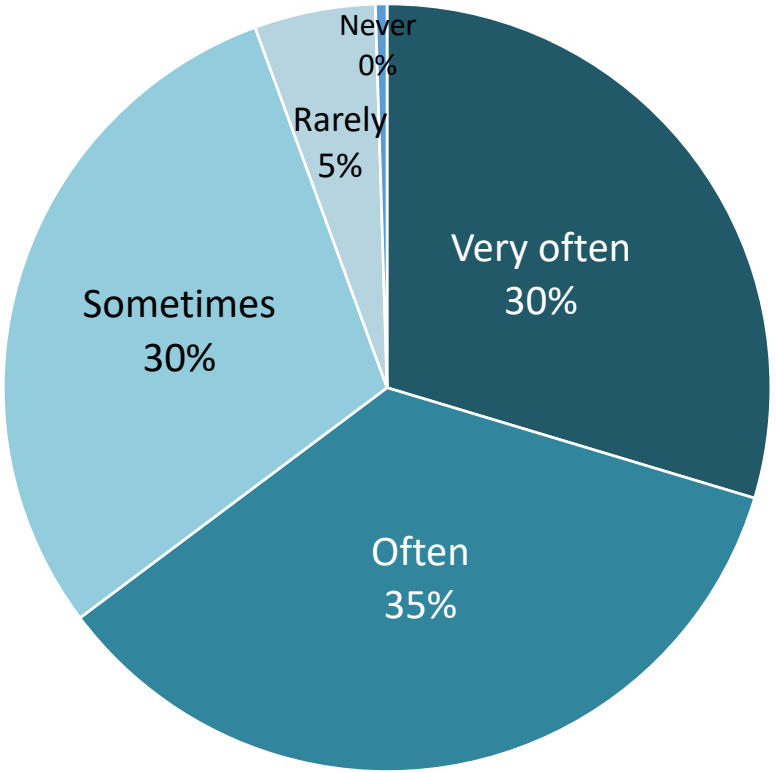
Figure 19: Faculty Ratings of Personal Health and Stress

Would you say that in general your health is Excellent, Very good, Good, Fair, or Poor?



N=821

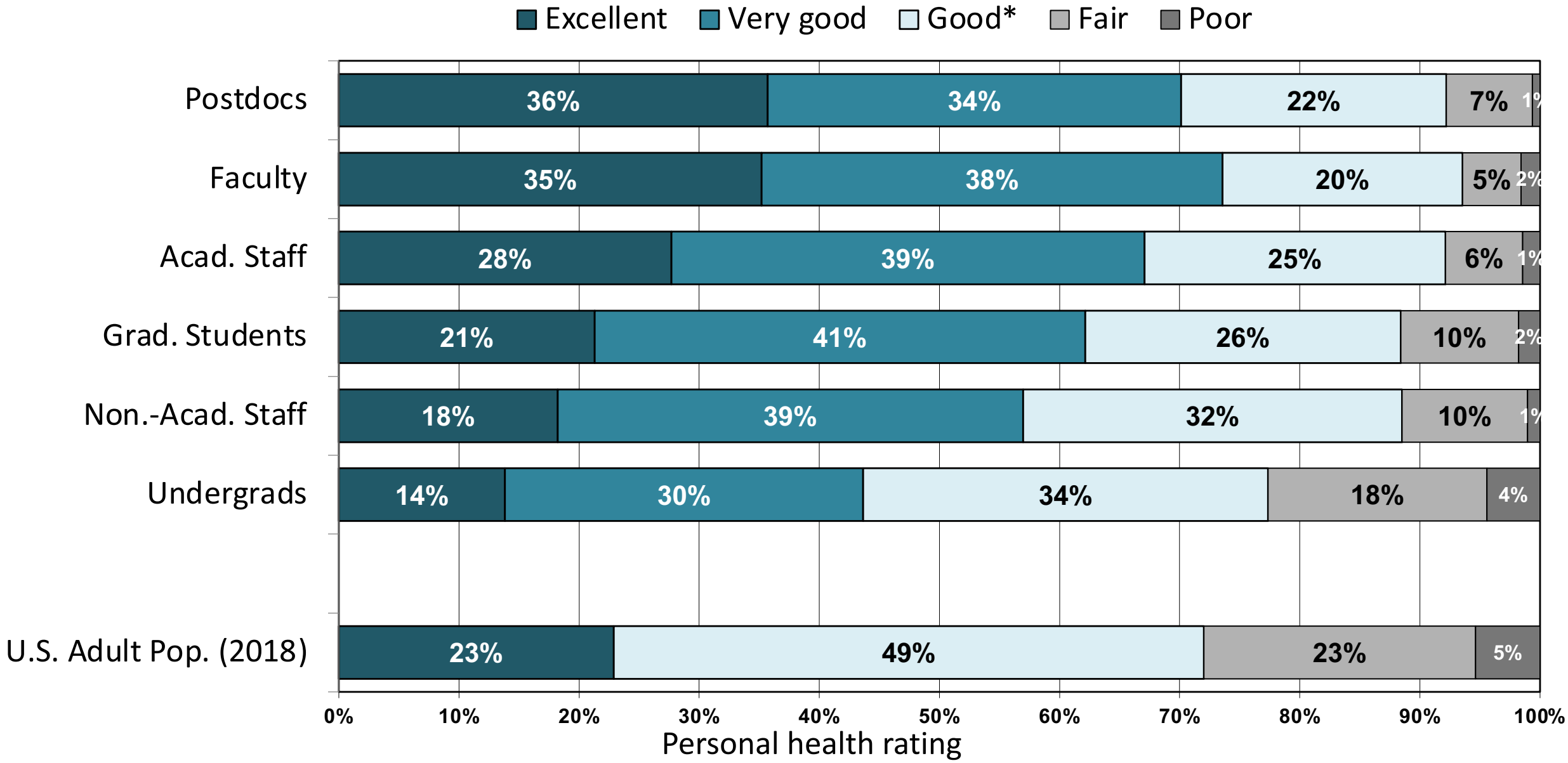
How often do you find your work stressful?



N=823

Source: UCB Faculty Climate Survey, 2019.

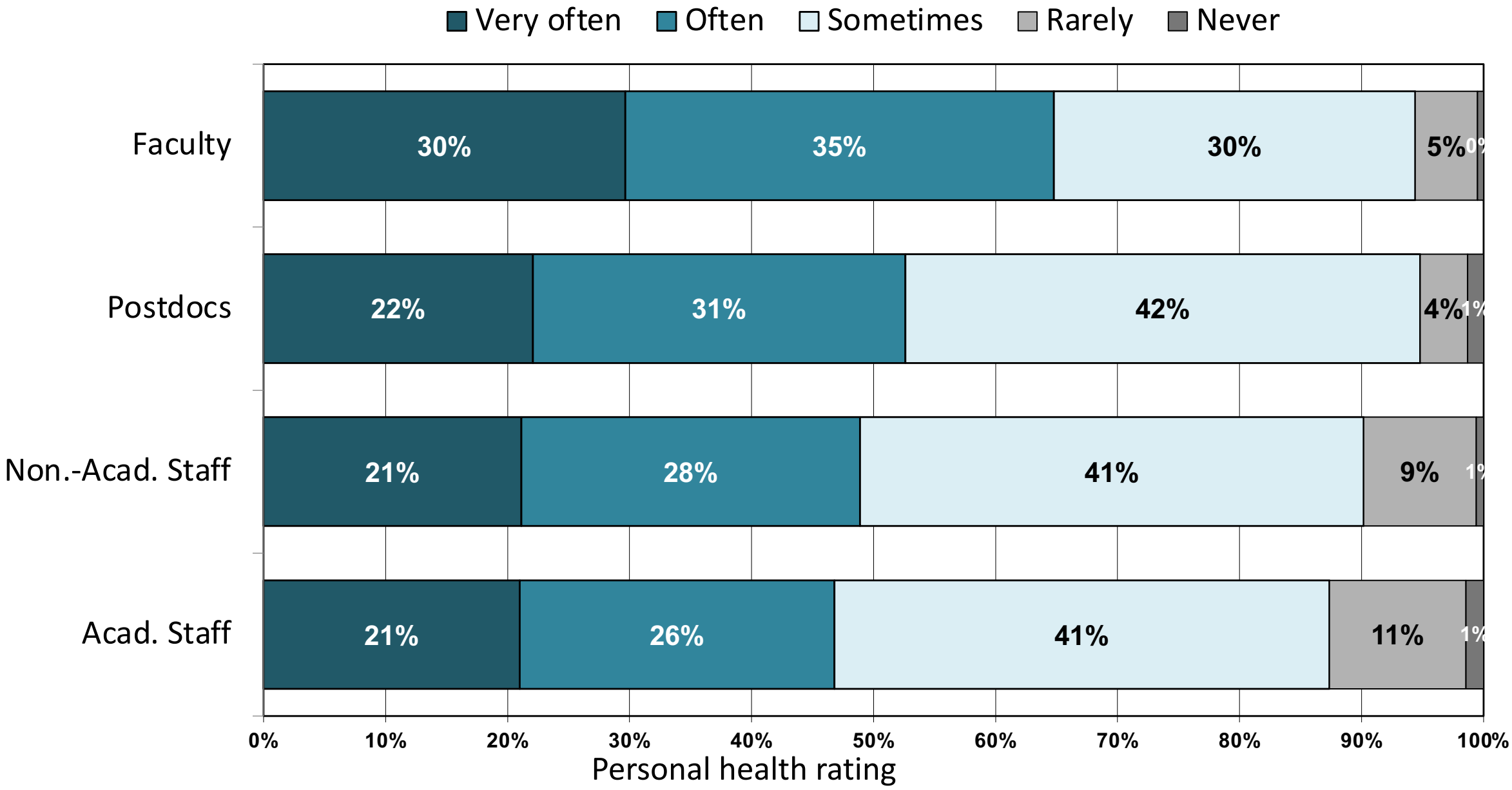
Figure 20: *Would you say that in general your health is Excellent, Very good, Good, Fair, or Poor?*



In the 2018 GSS, the health self-assessment did not contain "Very good" as a scaled option.

Source: UC Berkeley Climate Survey, 2019; General Social Survey, 2018.

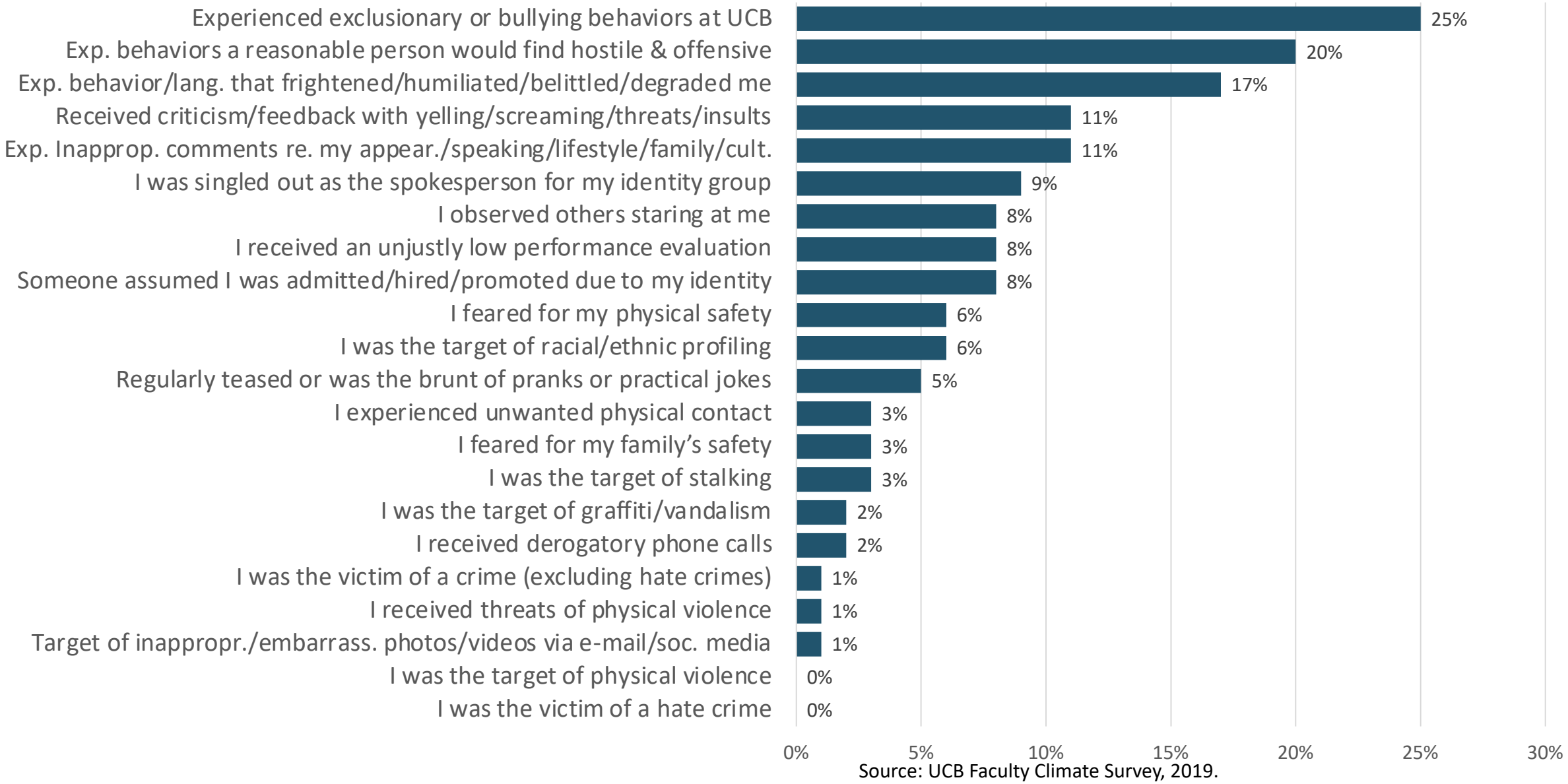
Figure 21: *How often do you find your work stressful?*



In the 2018 GSS, the health self-assessment did not contain "Very good" as a scaled option.

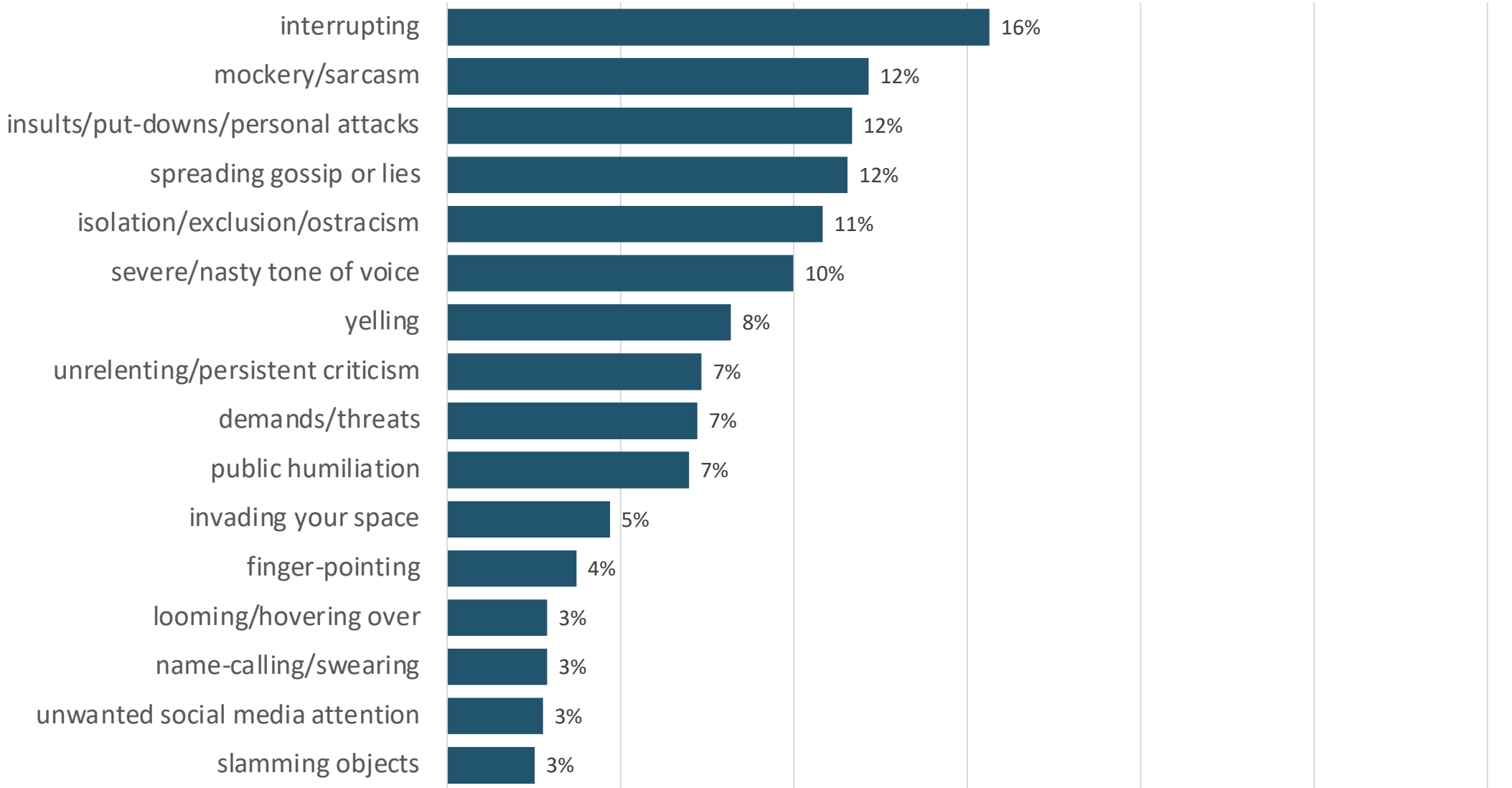
Source: UC Berkeley Climate Survey, 2019; General Social Survey, 2018.

Figure 22A: Percentage Experiencing Exclusionary/Bullying Behavior in Past Year at UCB



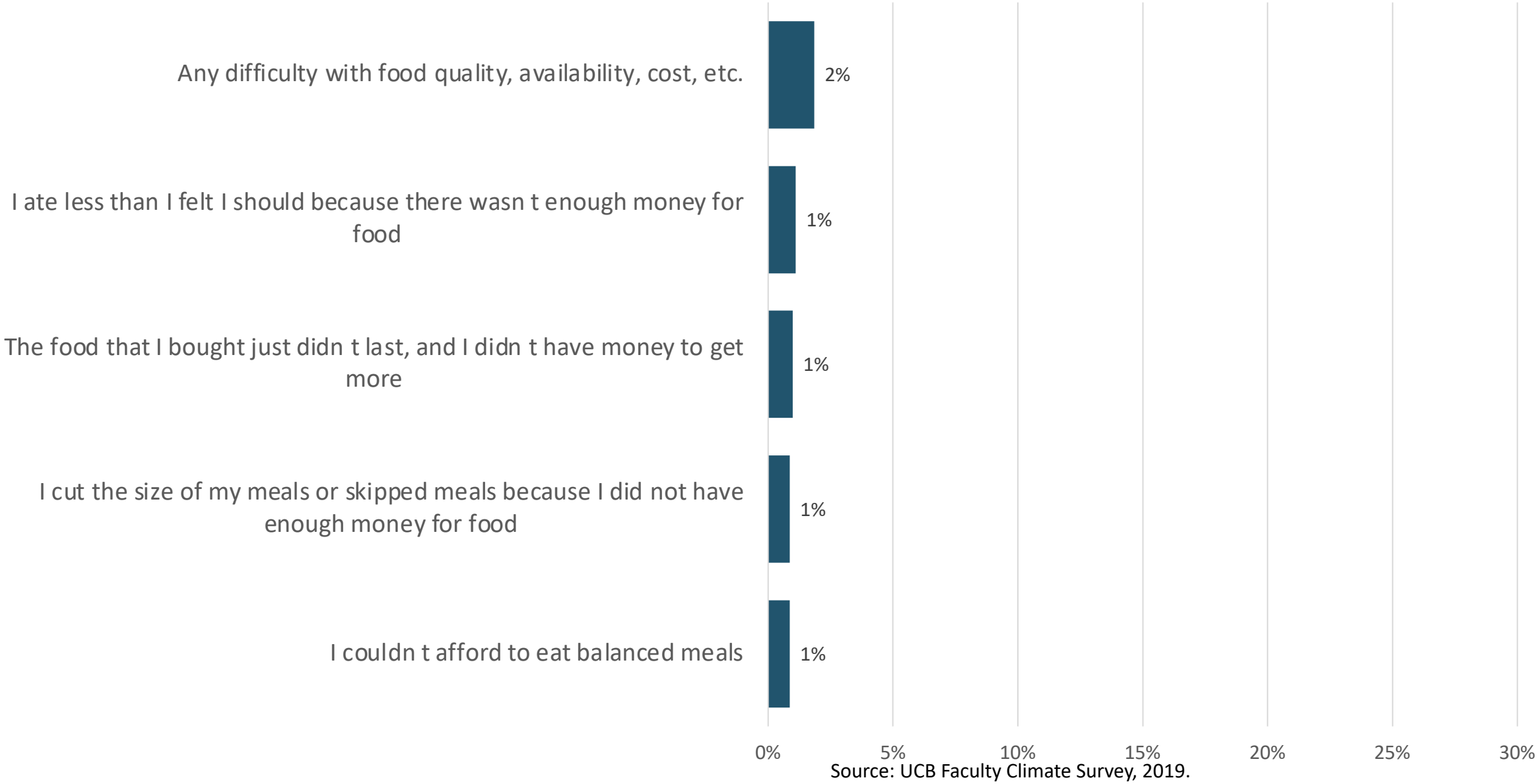
Source: UCB Faculty Climate Survey, 2019.

Figure 22B: Percentage Experiencing Exclusionary/Bullying Behavior in Past Year at UCB



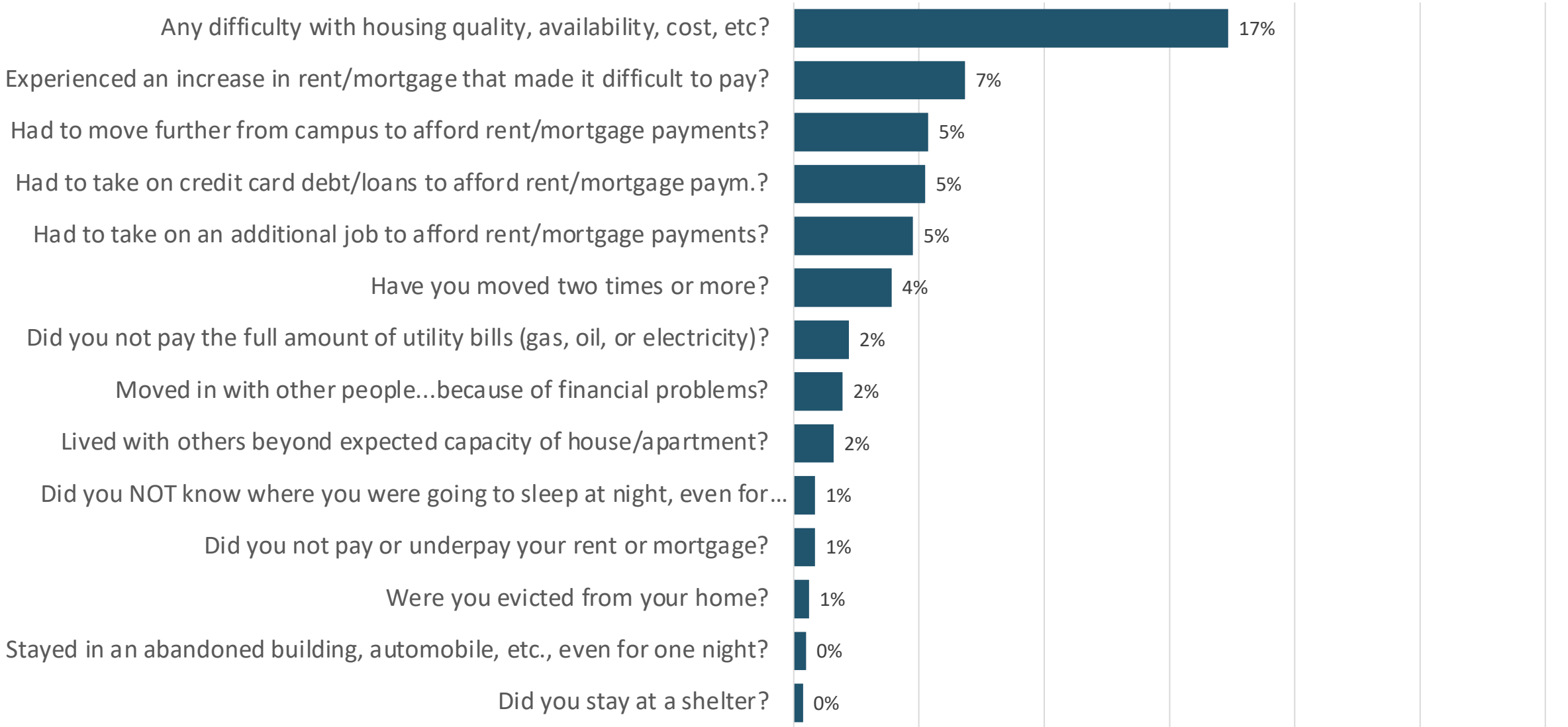
Source: UCB Faculty Climate Survey, 2019.

Figure 23A: Percentage Experiencing Food Difficulty



Source: UCB Faculty Climate Survey, 2019.

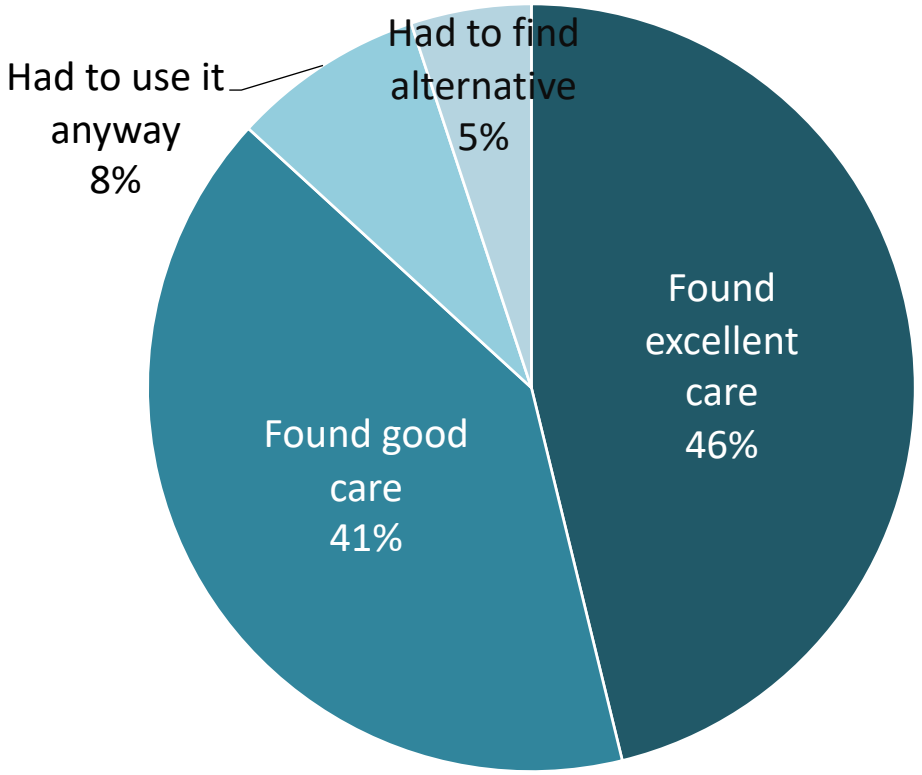
Figure 23B: Percentage Experiencing Housing Difficulty



Source: UCB Faculty Climate Survey, 2019.

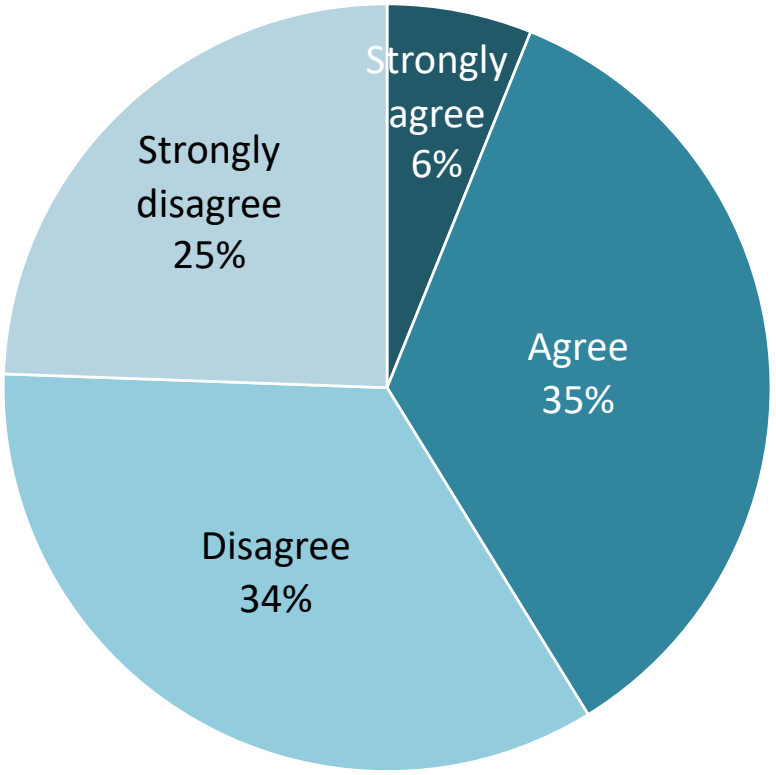
Figure 24: Faculty Seeking Childcare in the Last Five Years

Did you find care that met your child's and your family's needs?



N=197

Do you consider the current cost of care to be affordable?



N=131

Source: UCB Faculty Climate Survey, 2019.

Figure 1B: UCB Faculty Response Rate by Broad Disciplinary Field, 2019

Broad Field	# Surveyed	# Responses	Response Rate
Physical Sc., Tech., Eng. & Math	451	234	52%
Bio Sciences/Natural Resources	214	139	65%
Professional	333	184	55%
Social Sciences	273	151	55%
Humanities	248	134	54%
Total	1519	842	55%

Source: UCB Faculty Climate Survey, Spring 2019. LSOE are included in the above # of surveyed and respondents.