1. **How would you prioritize the issues CFW worked on this year in the coming year? Please rank them from the most important to work on in 2021-2022 (#1) to least in important (#11).**

**REPSONSE 1**

1. URM Recruitment and Retention
2. Salaries
3. Benefits, Retirement, and Improving the HSCP
4. Hiring
5. Affiliations
6. COVID Impacts
7. 95% Rule
8. Dependent Care
9. Childbearing Leave
10. Anti-Racism
11. Safety and Policing

**RESPONSE 2**

1. COVID Impacts
2. Affiliations
3. Anti-Racism
4. Salaries
5. Dependent Care
6. Benefits, Retirement, and Improving the HSCP
7. URM Recruitment and Retention
8. 95% Rule
9. Childbearing Leave
10. Safety and Policing
11. Hiring

**RESPONSE 3**

1. Affiliations
2. Safety and Policing
3. Anti-Racism
4. Salaries
5. Taos
6. Benefits, retirement, and improving HSCP
7. Dependent Care
8. Childbearing Leave
9. 95% Rule
10. Hiring
11. URM Recruitment and Retention

**RESPONSE 4**

1. COVID Impacts
2. Anti-Racism
3. Salaries
4. URM Recruitment and Retention
5. Hiring
6. Childbearing Leave
7. Safety and policing
8. Dependent Care
9. Benefits, Retirement, and Improving the HSCP
10. Affiliations
11. 95% Rule

**RESPONSE 5**

1. COVID Impacts
2. Anti-Racism
3. URM recruitment and retention
4. Benefits, Retirement, and Improving the HSCP
5. Dependent Care
6. Childbearing Leave
7. Salaries
8. Safety and Policing
9. Affiliations
10. 95% Rule
11. Hiring

**RESPONSE 6**

1. 95% Rule
2. Salaries
3. Benefits, Retirement, and Improving the HSCP
4. COVID Impacts
5. Dependent Care
6. Hiring
7. URM Recruitment and Retention
8. Affiliations
9. Anti-Racism
10. Safety and Policing
11. Childbearing Leave
12. **What additional issues do you think CFW should consider working on in 2021-2022?**
    1. Mentoring - mechanisms for faculty/staff at every stage to have dedicated time with individuals they identify as formative in their development AND time and resources allocated to those mentors to enable such interaction.
    2. More equity and transparency surrounding hiring processes, promotion, ability to work outside UCSF amongst the schools
    3. Equity in how HSCP is implemented across schools and departments.
13. **Are there any meeting topics or speakers you would like to recommend for next year?**
    1. Automation/IT
    2. All 4 schools' Associate Deans (in finance/administration) at the same time to compare and contrast how things are done across schools.
14. **What was the most satisfying part of your service on CFW this year?**
    1. Being a part of the group, particularly the discussions concerning COVID support mechanisms.
    2. Participating with colleagues in real issues encountered by faculty and feeling like we have a voice to make changes.
    3. The best part of CFW this year was reviewing the covid relief fund requests and being able to assist so many faculty. It was a very tangible way to see our impact.
    4. Activism of Chair and Vice Chair, and prioritizing faculty concerns
15. **What was the most frustrating part of your service on CFW this year?**
    1. Zoom - I found it difficult to share/discuss topics given the format.
    2. The level of experience and knowledge is vastly different amongst the faculty in regards to the Academic Senate. It would be beneficial to have resources to learn more about the structure and workings of the Academic Senate and maybe link junior members with senior members to ensure optimal participation.
    3. Too much work for our committee.
    4. Slack was a little difficult to work with since I have two separate outlook accounts, so when documents were linked to UCSF sharepoint, it made it difficult to access.
    5. Sometimes a lack of efficiency during meetings
16. **How could CFW be improved next year?**
    1. In person meetings, dedicate time for open discussion
    2. Promote the CFW directly to faculty so they know we exist and can be a resource to them.
    3. More members please.
    4. I think perhaps clear deliverables and assignments to members would be helpful. Also, providing some background and expectation setting for new members at the first meeting would be helpful.
    5. moving efficiently through meeting topics, going back to 1.5 hrs/meeting