

Coordinating Committee Ruth Greenblatt, MD, Chair

Thursday, March 3, 2016

2:00 – 4:00 pm

Parnassus, S-30 or by phone

PRESENT: Ruth Greenblatt (Chair), Michelle Arkin, David Saloner, David Teitel, Jae-Woo Lee, Marek Brzezinski, Janice Tsoh, Cynthia Darling, Janine Cataldo, Sheila Brear, Lisa Murphy (T), Michael McMaster, Pamela Bellefeuille, Hope Rugo, Rena Fox, Leah Karliner, Leslie Zimmerman, Paul Garcia, Patrick Finley (T), Janet Myers, John Feiner, Joseph Guglielmo, Todd Giedt, Alison Cleaver, Ken Laslavic, Shilpa Patel, and Karla Goodbody

Chair Greenblatt called the meeting to order at 2:07 pm in Parnassus, S-30. A quorum was present.

I. Chair's Report & Executive Session – Ruth Greenblatt

Chair Greenblatt briefed members of systemwide and local issues:

Systemwide Updates:

- *New UCRP 2016 Tier:* UC President Napolitano was impressed with the systemwide Senate responses; she will be responding with her own set of recommendations. The new 2016 Tier is scheduled for hearing at the March Regents meeting.
- *Report of the Joint Committee on Faculty Discipline* (e.g., sexual violence and sexual harassment): This report is now out for review. It shows that UC campuses have been largely compliant with the existing policies, which were deemed adequate. There are recommendations for additional clarifications however. Additionally, the report suggests tightening the time from imposition of an involuntary paid leave to file charges against the faculty member to only five days. One new recommendation is the requirement that the Chancellor's designee provides updates to the complainant during the investigation and discipline process. Other discussions have centered on whether findings of harassment should impact considerations of promotion or tenure.

UCSF Issues

- *Campus Fundraising Policy:* Committee chairs will be meeting to come up with themes with respect to fundraising.
- *Exit Survey Data:* Vice Provost for Academic Affairs Brian Alldredge has received data from the exit surveys of faculty who left UCSF. The response rate is in the mid 40% range, and departing faculty mentioned several contributors to their decision, including that 61% of those who did leave were actively searching for a new position. Many of these cited low salary or lack of a significant salary increase, while others mentioned high cost of living, lack of community and/or support. Compensation was clearly a leading issue. VP Alldredge will present the results of the exit surveys to CAC on March 28, Coordinating Committee on April 7, and CFW on April 14.
- *Patterns in the Question of the Month Responses:* The January Question of the Month focused on impact of the NIH salary cap, and differences between types of work activity and support. This is a major issue in academic health sciences and one that we might want to consider in some detail. To develop this NIH [Answer of the Month](#), Chair Greenblatt completed a literature search of papers related to faculty compensation and areas of activity, which yielded some efforts made by other institutions to measure faculty productivity in order to link it to compensation. While some of measures include clinical RVUs, other institutions have also addressed teaching, administration and/or service. Some campuses have established self-nominated and unlimited teaching recognition awards; these do not provide a financial award, but rather an endorsement one's teaching effort and activity.
- *UCSF Medal:* Senate leaders recently met the UCSF Development Office in charge of Founder's Day, and noted that many UCSF Medal awardees have not been active faculty at UCSF. One option

on the table would allow for the Senate to nominate active faculty members for one of these awards, as is apparently done at some of the other UC campuses.

- *Senate Website:* The Senate office is currently updating its website. With this update, the Senate office is looking to addressing some of the concerns about the lack of community at UCSF, key linkages for faculty, as well as other enhancements. Please forward any suggestions to Executive Director Todd Giedt (todd.giedt@ucsf.edu).

II. Consent Calendar

Members approved the consent calendar:

- 1) Approval of the Minutes from the February 3, 2016 meeting

III. Coordinating Committee Bylaw 130 -- Marek Brzezinski, R&J Chair

Chair Brzezinski briefed members on the issue of quorum at Coordinating Committee meetings. R&J has discussed this matter and thinks it is appropriate to set the quorum at 15, which is allowable per Sturgis. R&J also removed any restrictions on membership (e.g., Parliamentarian, Graduate Dean, Vice Provost for Academic Affairs, etc.) that were suggested earlier, as the quorum solves the problem that these restrictions were intended to address.

ACTION: 1) Members agreed that a change in the name of the Coordinating Committee to “Executive Council” is appropriate, but voted to set the quorum at 13. Note: This bylaw change will be voted upon at the June 2, 2016 Senate Divison meeting.

IV. Chancellor’s Fund -- Chair Greenblatt

Chair Greenblatt noted that the Senate has only received 20 applications thus far. Both last year and this year, the Senate has largely utilized a model of individual awards. The Coordinating Committee could increase the size and scope of the award in order to fund larger projects.

DISCUSSION: One key question is how to use the resources provided through the Chancellor’s Fund to benefit faculty? There are projects that both benefit faculty collectively and support to individual faculty members. In the former category, these could include awards given to individual faculty that benefit the faculty collective. Principal issues include increasing faculty engagement, building community, and driving change. For instance, the Senate could ask for one CORO slot and fund time release – this would be targeted at future Senate leaders.¹ Another idea is to develop resources that would benefit faculty, such as educational value units (EVUs). One member asked for issues that really annoy faculty. Towards that end, Chair Greenblatt suggested the following options:

- Update to the Senate website’
- Faculty Profiles (the Senate would develop a communications position to write faculty profiles);
- Best practices that address the NIH cap;
- Create methods for recognizing faculty administration and service;
- Development of a mission-based productivity data collection mechanism;
- A new faculty welcome event; and
- Various child care solutions

In general, members applauded these ideas, but were especially interested in increasing the Senate’s ability to write enhanced faculty profiles, while remarking that most faculty members simply do not have the time to promote oneself (e.g., social-networking).

ACTION: A proposal relating to a Senate communications staff position will be developed for further consideration by the Coordinating Committee.

V. Special Committee on Space

¹ A CORO award is part of the UCSF Faculty Leadership Collaborative, which offers leadership training for faculty members. The training is provided by the Coro Center for Civic Leadership, a nationally-known leadership training organization.

COC members agreed that the Chair of the Special Committee on Space Planning shall also be also be the Senate's representative on the over-arching UCSF Campuswide Space Governance Committee. Members noted that the description of the "Open Plan" should be amended in the background section of the document. It was clarified that the chair of this committee should **not** be the Chair or Vice Chair of the UCSF Academic Senate. Members agreed that this committee should remain in existence until 2020.

DISCUSSION: Members also briefly discussed the Mission Hall Task Force and the remedies recommended by the task force's report. Vice Chair David Teitel remarked that the task force proposed two different kinds of remedies – quick fixes and longer-term remedies. There is some debate over which entities will eventually pay for these remedies, but the Task Force is arguing for responsibility falling to local governmental units.

ACTION: Members agreed to change the name of this special task force the "Senate Committee on Space Planning," extend its charge to 2020, and invite the chair of this committee as a permanent guest to all future Coordinating Committee meetings.

VI. Systemwide Reviews

a. [Report of the Joint Committee of the Administration and Academic Senate](#)

EQOP will submit comments on this report.

b. [Guiding Principles: Search Waivers for Academic Appointees at the University of California](#)

Senate committees have declined to comment on the Guiding Principles.

VII. Old Business

None.

VIII. New Business

None.

IX. Adjournment

Chair Greenblatt adjourned the meeting at 4:05 p.m.

**Agenda items deemed noncontroversial by the Chair, may be placed on a Consent Calendar agenda item. Approval of all business on the Consent Calendar requires a single unanimous vote. At the request of a committee member, any Consent Calendar item may be extracted for consideration under "New Business" later in the agenda.*

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