The meeting of the School of Medicine Faculty Council was called to order by Chair Ferrell on February 12, 2002 at 3:42 p.m. in Room S30. A quorum was present.

Approval of Minutes

The minutes of the meeting of January 8, 2002 and December 11, 2001 were approved unanimously with no changes.

Announcement from the Chair

No announcement.

Report of Committee on Curriculum and Educational Policy

Helen Loeser delivered the CCEP report on behalf of Nancy Adler.

H. Loeser informed the Council that CCEP will review UCSF policy relating to the withdrawal or dismissal of students before completion of degree. Current policy is vague, and there is no policy which directly relates to the readmission of students who have previously withdrawn from the University. CCEP will report to the Council on the progress of this review in the near future.

H. Loeser reminded that Committee that UCSF Instructional Improvement Grants available to faculty currently do not provide funding for faculty salary supplementation. CCEP will recommend that faculty time be included as a fundable item in Instructional Improvement Grant budgets and will ask for the Council’s support on this issue at a future meeting.
Disability Coverage in Departmental Compensation Plans

Council members continued discussion of disability coverage available to faculty. Benefits available are wide-ranging and largely inconsistent between departments. The Council believes that there may be a need for standardization of these benefits to ensure equity between departments and discussed the possibility of creating a separate fund to finance this standardization. Each department would contribute to this fund on a yearly basis and would access it only as required.

Vice-Dean Neal Cohen outlined some of the issues surrounding disability coverage available to faculty through the compensation plan. He noted that:

- The University of California Office of the President has not mandated standardization of length of disability coverage available to faculty. Available coverage may therefore vary from department to department.
- There is currently no mandated minimum period of disability coverage available to faculty in the compensation plan.
- Extended disability leave is rarely used by faculty, but can have severe financial impacts on a department when it is.

Vice-Dean Cohen agreed that the issue of disability coverage should be discussed further at future meetings. He agreed to consider the following areas relating to disability coverage and to liaise with the Council on possible actions arising from continued discussion:

- Perceived discrepancies in minimum coverage available to faculty from department to department.
- Creation of a fund to finance possible standardization of minimum coverage available.
- Mechanisms by which to educate faculty regarding the disability coverage provisions of the Compensation plan.

Vice-Dean Cohen will join the Council for future discussions and the Council will further consider this issue at a future meeting.

Health Sciences Retirement Task Force Update – Larry Pitts, MD

Vice-Chair L. Pitts informed the Committee that the UC Health Sciences Retirement Task Force (http://www.ucop.edu/acadadv/acadpers/taskforce.html) has conducted comparative studies of UC and other health sciences institutions to determine the relative extent of retirement benefits available to UC faculty. He noted that UC largely compared favorably, but that further improvements to the retirement plan are needed. He informed the Council that the task force supports increased coverage of salary in retirement.

The Health Sciences Retirement Task Force is currently drafting a report which will detail its recommendations. L. Pitts will provide the Council with continued updates of the status of this report and the task force’s work.

New Business

Vice-Chair L. Pitts reminded the Council that decreasing numbers of faculty eligible for Senate membership remains an issue of importance and debate at both the division and systemwide levels. At L. Pitts suggestion the Council will discuss this issue in greater depth at a future meeting.
The meeting adjourned at 5:15 p.m.

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