MINUTES
Meeting of October 9, 2001

PRESENT:  L. Ferrell (Chair), L. Pitts (Vice-Chair), W. Smith, S. Wall, N. Cohen, D. Irby, P. Robertson, R. Filly, P. Patterson, R. Jacobs

ABSENT: R. Warren, R. Krieg, J. Etzell, N. Adler,

GUESTS: M. Cheitlin, J. Guglielmo, D. Bainton, D. Dillon

The meeting of the School of Medicine Faculty Council was called to order by Chair Ferrell on October 9, 2001 at 3:50 p.m. in Room S118. A quorum was present.

Approval of Minutes

The minutes of August and September 2001 were approved without change.

Announcement from the Chair

• Chair Ferrell announced the results of the election of officers of the Council: Chair Ferrell will serve as Chair for another year and Larry Pitts, MD will serve as Vice-Chair. The term of office for both officers will end on August 31, 2002.

• Chair Ferrell congratulated Council members P. Robertson P. Patterson, and W Smith on their recent election to the UCSF School of Medicine Academy of Medical Educators.

• Chair Ferrell informed the Council that Joan Etzell will resign her membership on the Council and that the Council will need to select a replacement. In order to comply with membership regulations outlined in the bylaws of the Council, Dr. Etzell’s replacement must be an Assistant Professor in a Senate series appointment. Chair Ferrell asked Council members to submit nominations of faculty to replace Dr. Etzell prior to the next meeting.

Approval of Membership of Committee on Curriculum and Educational Policy

The 2001-2002 membership of the CCEP as recommended was approved without change.
Report of Committee on Curriculum and Educational Policy

In the absence of D. Irby and N. Adler, Chair Ferrell gave a brief report of the meeting of the CCEP which took place on Sept 19, 2001. Chair Ferrell informed the Council that CCEP will alert faculty to the fact that there is a need to address the concerns of all students at UCSF and to promote their well-being. Second year Medical students relayed to CCEP members their concerns about experiencing increased pressure because they do not have the option to repeat the academic year should they fail to pass a course. Students also relayed concerns that faculty are increasingly devoting more time to the needs of first year students who are studying under the new curriculum and that less time is therefore being dedicated to other students. Some second year students also noted that there is a need to further discuss the terrorist attacks of September 11, 2001. Some students felt that it was inappropriate that several classes continued on the day of the attacks and feel that the campus needs to provide further support for students who may feel traumatized or depressed following the attacks.

Discussion of Draft APM Language for the Clinical Professor Series

The Council discussed new draft policies for the Clinical Professor Series (APM-210-6, 278) as published by the University Office of the President (http://www.ucop.edu/acadadv/in-rvw/rev-210-etc.html). These draft policies relate to addressing potential titles and various promotion criteria for salaried and volunteer Clinical Professor Series faculty. The Council welcomed Dorothy Bainton, Vice-Chancellor for Academic Affairs, Mel Cheitlin, M.D. faculty emeritus, Diane Dillon, Director of Academic Personnel, and Joe Guglielmo, Member of the Academic Senate Committee on Academic Personnel to the meeting to provide information regarding these draft policies. Vice-Chancellor Bainton requested that the meeting also serve as an opportunity for her to gain informal feedback from the Council on this topic.

Vice-Chancellor Bainton requested that the Council consider two issues:

• Whether promotion criteria for Clinical faculty is sufficiently distinct from promotion criteria for Clinical X faculty;
• How best to distinguish between volunteer clinical faculty and salaried clinical faculty in the titles used by each group.

Promotion Criteria

The Council noted that there are currently no clear promotion criteria for faculty in the Clinical series and that existing criteria for faculty in the Clinical X series requires further delineation. Furthermore, promotion criteria vary across departments. The Council indicated that current APM criteria that requires “scholarly/creative accomplishments” or “creative activity” should be further clarified. The Council expressed concern that “scholarly and creative accomplishments” can and do vary (sometimes substantially), and that especially with respect to clinical science that these accomplishments are often not as easy to quantify as they are with basic science. The Council also indicated that consideration of an individual’s commitment to UCSF and the length of their stay at the University should supplement criteria related to scholarly accomplishments. The Council believes that further discussion of the proposed criteria is needed and that further consideration will provide the Academic Senate with an invaluable opportunity to recommend ways in which clarification of promotion criteria can be made. The Council believes that the Committee on Academic Personnel should take the lead in this endeavor and strongly supports the
recommendations made by CAP in its communication to Dan Bikle, Academic Senate Chair, of October 2, 2001.

Vice-Chancellor Bainton reminded the Council that consideration of the draft APM proposals are currently in the initial phase. The Council will be asked, at a later date, to submit formal recommendations to Senate Chair Bikle.

**Titles Used by Clinical Faculty**
The Council noted the need to differentiate between salaried and volunteer clinical faculty and believes it imperative that Clinical Faculty be fully recognized for their valuable work. The Council expressed concern that no combination of words in a faculty title could adequately express the exact position of the faculty member or could satisfy the parallel needs for recognition and demarcation of position. Following extensive discussion, the Council conveyed to Vice-Chancellor Bainton that it would recommend the use of “Clinical Professor” for salaried clinical faculty and “Affiliate Clinical Professor” for volunteer clinical faculty. The Council emphasized that the use of any title must be supported by further examination of other ways in which UCSF can fully recognize the valuable roles played by all clinical faculty.

*The meeting adjourned at 5:15 p.m.*

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