February 12, 2002

Honorable Members of the Senate Select Committee on Government Oversight
c/o Mr. Richard Steffen, Staff Director
State Capitol, Room 2031
Sacramento, CA 95814

Honorable Members of the Senate Select Committee on Government Oversight:

I am pleased to transmit to you the following documents supporting the testimony that I will provide related to a progress report for UCSF and recommendations for initiatives designed to improve UCSF efforts for the hiring and retention of women and underrepresented minority faculty.

I think it’s important to point out that the University of California at San Francisco (UCSF) is a unique campus with unique challenges. We are distinctly set apart from all other UC campuses because we are the only UC campus dedicated solely to graduate and professional study in the health sciences. Only 20% of all UCSF faculty are in the Ladder Rank Series. Most of the salary support for all other faculty comes from clinical fees and/or research grants. The schools of Dentistry, Medicine, Nursing, and Pharmacy and the Graduate Division at UCSF award professional and doctoral degrees in the biomedical and behavioral sciences. UCSF educates and trains many of California’s future clinicians and researchers in the fields of Medicine, Nursing, Dentistry and Pharmacy. It currently has the only Pharmacy School fully operational in the UC system.

The UCSF “campus” is located primarily at the following seven (7) sites: Parnassus Heights, Mount Zion, Laurel Heights, Mission Bay, Veteran’s Affairs Medical Center, Fresno and San Francisco General Hospital Medical Center. UCSF faculty work in and/or travel to clinics and other rented space throughout the city and Bay Area.

As we address the need to increase the numbers of women and underrepresented minorities, it is important to note that projected and real shortages of academic faculty exist in all health science fields, but particularly in Dentistry, over 450 academic positions nationwide cannot be filled and Nursing, where at UCSF the average age of our Nursing faculty is 50 years. All UCSF schools experience difficulty in recruitment and retention of faculty due to the extraordinarily high cost of living and housing in the Bay Area; we have vacancies at UCSF for key faculty positions in all of our schools.

The existing problems related to recruitment at UCSF only serve to make goals for hiring more women and underrepresented minorities less attainable. The challenge of recruiting from a broad base of applicants remains a tremendous concern at UCSF. In order to educate future dentists, nurses, pharmacists and doctors to serve the ever-increasing diverse population of California, there must be sufficient diverse faculty to TEACH in these professional and graduate programs.
My goal in testifying before you today is to help identify initiatives that will assist UCSF with recruitment and retention of faculty, including more women and underrepresented minorities, to teach in professional and graduate programs.

I urge the Committee’s favorable consideration and support for the recommendations contained in the table on Page 5. I believe these efforts, if incorporated into current practices, will help to ensure more equitable hiring at the University of California and foster an environment that supports and encourages the recruitment, retention, and advancement of a more diverse faculty.

I hope you will find this information helpful and I look forward to having the opportunity to testify before your Committee.

Sincerely,

Barbara J. Gerbert, PhD
Professor