Task Force on Faculty Recruitment, Retention, and Promotion

Minutes
Meeting of March 4, 2003

Present: G. Armitage (Chair), B. Alldredge, N. Cohen, T. Daniels, D. Dillon, J. Guglielmo, Z. Mirsky

Absent: M. Bogetz, S. Glantz, M. Wallhagen (sabbatical)

Guests: Ruth Greenblatt, Co-chair, Chancellor’s Task Force on Faculty Life at UCSF; Tamara Maimon, Director, Office of the Academic Senate; William Margaretten, Co-chair, Chancellor’s Task Force on Faculty Life at UCSF

The Task Force on Faculty Recruitment, Retention, and Promotion was called to order by Chair Armitage on March 4, 2003 at 8:00 a.m. in S-118.

Chair’s Report
The Task Force had received a request to examine issues related to cross-unit (departments, ORUs, schools) faculty appointments. Chair Armitage had informed Dan Bikle, Chair of the Academic Senate, of the Task Force’s decision that these issues should be reviewed by school deans according to school-specific concerns. Chair Bikle agreed to the decision and may propose more specific duties to the Task Force in the future.

Update on Faculty Phone Surveys
The Senate Office staff has completed 83 out of 108 (eight faculty members were selected to test the survey) phone surveys so far.

Results of Department/ORU Chairs Surveys
The Task Force reviewed the draft Report on Survey of Department Chairs on Hiring Practices and will continue discussion at the next meeting. A final report will be transmitted to Dan Bikle and department chairs.

Several issues were presented and discussed relating to faculty recruitment: state-mandated reduction in resident hours will likely require clinical faculty to increase clinical duties; private practice has become more attractive to younger faculty members than academia; the adjunct series is viewed as less attractive than other series. The Task Force discussed options to allow Academic Senate membership to all faculty members appointed at 50% time or more. Because UCSF is unique in its use of the adjunct and clinical series, the Task Force agreed that those faculty at UCSF should be allowed membership. Chair Armitage agreed to create a draft motion to Dan Bikle to provide Academic Senate membership to all faculty members appointed at 50% time or more.
The Task Force also discussed the “Important Points for Discussion between Department Chairs and New Faculty Appointees” and appropriate mechanisms to ensure that the discussions will occur. It was suggested to include the list in the mentoring program being developed by the Academic Senate Task Force on Mentoring in order for faculty members to be aware of the list and to discuss the list with their mentors.

Chancellor’s Task Force on Faculty Life at UCSF – Ruth Greenblatt, William Margaretten

W. Margaretten provided background information on the task force by stating that UCSF conducted a survey regarding the campus’ climate for faculty among all paid faculty during the fall of 2001. After publication of the results in April 2002, Chancellor Bishop convened the task force to review the report and provide recommendations based on those results. The task force’s report (Attachment 1) included the following recommendations:

- Campus leaders must take an active role in implementing the recommendations from the Faculty Climate Survey
- UCSF must make full use of flexibility options that have been established by UC to permit faculty to adjust work demands according to personnel lives
- Written materials describing departmental merit appraisal process should be readily available
- Mentoring should be provided by department leadership to all new faculty, assistant professors, associate professors at step 2 and to professors at step 4
- UCSF should provide an on-line orientation program for faculty
- Clear guidelines regarding the conduct of searches should be provided and the Search Ambassador Program should be implemented
- Positions should be identified to provide leadership skills for faculty members
- Social welcoming programs should be provided to new faculty
- UCSF should foster a balanced professional and personal life
- Faculty who perform clinical work should be recognized; identify mechanisms to assess clinical scientists that does not expect clinicians to have equal research productivity as faculty with no clinical duties

The report has been submitted to Chancellor Bishop and the task force hoped for funding and implementation of its recommendations.

The meeting adjourned at 10:00 a.m.

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