PRESENT: G. Armitage (Chair), M. Bogetz, N. Cohen, T. Daniels, S. Glantz

ABSENT: B. Alldredge, D. Dillon, J. Guglielmo Z. Mirsky, M. Wallhagen (sabbatical)

The Task Force on Faculty Recruitment, Retention, and Promotion was called to order by Chair Armitage on May 6, 2003 at 3:00 p.m. in S-630.

Chair’s Report

The Committee on Academic Personnel has implemented several of the Task Force’s recommendations on the “Important Points for Discussion between Department Chairs and New Faculty Appointees” and will transmit a communication to the Task Force on those revisions.

The Academic Personnel Manual (APM) Sections 278, 279, and 210 are undergoing formal review at systemwide Academic Senate. APM 278 proposes to add new a Clinical Professor Series, APM 279 proposes to add a new Voluntary Clinical Professor Series, and APM-210-6 proposes to add instructions to review committees which advise on actions concerning the Clinical Professor Series. A discussion amongst academic vice deans at UCSF has resulted in strong support for the elimination of “voluntary” in the title of the without salary clinical professor series (APM 279). It is anticipated that these proposals will be reviewed by the San Francisco Division in the near future.

Chair Armitage will attend a future Coordinating Committee meeting to update the committee on the Task Force’s progress.

Draft Letter to Chair Dan Bikle Regarding Increasing Senate Membership

After discussion of the draft letter, the Task Force agreed to delay transmission of the letter until completion of the report on the faculty phone surveys. Members agreed that priority should be given to analyzing reasons faculty members are appointed into inappropriate series and working towards affecting improvements in appointments. After completion of the report on faculty in inappropriate series the issue of Academic membership for full-time faculty in the Clinical series should be revisited. Many full-time faculty in the Clinical series make major contributions to the teaching and service components of our mission and consideration of Academic Senate membership for them should be discussed.

Results from Faculty Phone Surveys

The Senate Office staff and S. Glantz presented data from the 100 phone surveys. The main findings include:
• Results were similar amongst the four schools.
• Forty percent of clinical and adjunct faculty are engaged in activities which meet APM criteria for the Ladder Rank and In Residence series. These criteria consisted of at least 10% of teaching activities, publication in peer-reviewed journals, extramural support, and service or willingness to serve on university committees.

A Task Force member mentioned that the faculty surveyed included faculty with appointments at 50% or more and because the Senate series ordinarily require 100% appointments, the data should be further analyzed by identifying appointment percentages of each faculty member in the survey. This would provide information on those who are appointed at 100% and meet the APM criteria for the Ladder Rank and In Residence series. It was raised that in the School of Medicine the basic science departments do not consist of Clinical series faculty although the clinical departments may include both Clinical and Adjunct series faculty. The Task Force agreed to separate the data results between these types of departments to clarify the analysis.

Ideally a case-by-case analysis of the 100 faculty members surveyed would provide clearer information on the types of publications (some faculty may have considered case reports peer-reviewed publications), the duration of time at UCSF, and whether these faculty have experienced the merit review process. Because confidentially was guaranteed, this type of study would not be possible. Instead, the Task Force agreed to conduct a review of the publication records of 75 randomly selected faculty who participated in the phone surveys using PubMed’s citation database. For each faculty selected, the Senate Office staff will record type of publication (case report or original publication), the order in which the faculty’s name is listed, and the name of the journal. Only publications from 2000 to 2002 will be noted.

The meeting adjourned at 3:45 p.m.

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