The meeting of the San Francisco Division of the Academic Senate was called to order by Chair Zegans on June 1st, 2004 at 3:10 p.m. in Room HSW-300 on the Parnassus Heights Campus.

Minutes
The minutes of the Divisional meeting of March 23rd, 2004 were approved without discussion.

Announcements from the Chair
• Chair Zegans reported that the new compact between the Governor and the University of California (http://www.governor.ca.gov/govsite/pdf/press_release/Higher_Education_Compact.pdf) represents an improvement for the University over the Governor’s original budget. He reported that it promises no additional cuts beginning in 2005-06, and resumes funding for salary increases and enrollment growth at that time as well. The compact would increase undergraduate student fees by 14%, 8% and 8% over the next three years and graduate student fees by 20%, 10% and 10%, and these increases would represent net new funding to the University beginning in 2005-06 (approximately $50 million for that year). The Governor would also promise to support any new bond measures for capital programs.

• Chair Zegans voiced his concerns regarding the ongoing displacement and replacement of campus units in response to the new structures at Mission Bay. He pointed out that the Clinical Research Subcommittee was only charged to review the effect on clinical programs – not academic programs. In response to this, Chair Zegans proposed that an Academic Impact Report be generated.

• Martin Bogetz, MD, Professor, Department of Anesthesiology and Perioperative Care was presented with an Academic Senate Certificate of Appreciation in recognition of his extraordinary commitment to the Academic Senate and the Committee on Academic Personnel.

Presentation from Haile Debas, MD, Executive Director of Global Health Sciences
Dean and Chancellor Emeritus Haile T. Debas presented his new program, UCSF Global Health Sciences, an umbrella organization that brings together an array of faculty who represent programs throughout the School of Medicine. The program brings basic scientists working on developing drug targets for parasitic diseases together with clinicians, epidemiologists, and social and policy scientists to think creatively about how to harness the talent and expertise of UCSF to improve health and reduce the burden of disease in individuals and populations.
A degree program is a first major initiative. The training program (degree-granting) has been devised with two major components as its first priority: One component will be based at UCSF and include a master's and PhD degree program in global health sciences offering different areas of concentration. Course work would be done here but at least some research would be conducted at a partner institution in the developing world.

The other component is a “sandwich” program with partner universities in developing countries. Students will be selected by, and enrolled in, the degree program in the partner university in their country. They will come to UCSF for additional formal training and then return to their home country to complete a thesis and receive their degree. The two programs would share much of the same curriculum. Faculty and student interactions both at UCSF and abroad will be strongly encouraged.

The PowerPoint slides of this presentation are attached (Attachment A).

Presentation by Alma Sisco Smith, Director, UCSF Work Life Resources on Workplace Civility

A. Sisco Smith explained to the group that the purpose of her presentation was to focus on a conceptual proposal in regards to organizational changes at UCSF to improve workplace civility. She talked about sexual harassment -- an example of an issue where successful organizational change achieved at UCSF. After discussing the lessons learned from the sexual harassment experience, she laid out her conceptual proposal for consideration:

- Explore the feasibility of a UCSF Faculty Staff Compact that will address the UC F/S Partnership;
- Embrace UCSF Principles of Community by demonstrated actions (willing not weighted; commitments not compliance);
- Determine the UCSF organizational partner(s) with which to collaborate.

The PowerPoint slides of this presentation are attached (Attachment B).

Reports Of Standing Committees

Committee on Academic Personnel – Proposal to Remove Barrier from Promotion to Step VI --
Joseph Guglielmo, PharmD, Chair

J. Guglielmo reported that he is participating on the Professorial Step System Task Force, a systemwide task force charged with reviewing the placement or number of special reviews or “barrier” steps within the full professor ranks, with particular emphasis on the barrier review between Professor, Step V and Professor, Step VI. In March of 2004, the Task Force made a number of recommendations about UC’s current process for advancement in the Professorial series. Included were recommendations to eliminate the special criteria associated with the review for advancement from Step V to Step VI, to retain the special criteria used in review for advancement from Step IX to Above-Scale, and that all campuses should institute regular, non-delegated review of personnel cases of full professors by CAP, including a full CAP review of at least every other merit following promotion to full professor (full report located at http://www.universityofcalifornia.edu/senate/underreview/profstep_report.pdf).

In reviewing this report, UCSF CAP noted that UCSF was not included in the survey “due to the special medical school orientation of the campus.” In fact, the survey data only included four campuses (Irvine, Santa Barbara, San Diego and Santa Cruz) with respect to the length of time served at Step V. Additionally, the survey only included ladder rank professors, and thus did not include data for the In-residence, Clinical X, Clinical, or Adjunct series, or any other series.
As a result, UCSF CAP responded that the incompleteness of the survey data do not allow for meaningful conclusions regarding elimination of the Step V to VI review, and that systemwide data (including UCSF) are needed for all series (Ladder rank, In-residence, Clinical X, Clinical, and Adjunct), including years at step and rank to evaluate the need for special criteria at Step VI review. The PowerPoint slides of this presentation are attached (Attachment C).

There being no further business, the meeting was adjourned at 4:30 p.m.

Respectfully submitted,

Jon Levine, MD, PhD
Professor and Division Secretary