The meeting of the San Francisco Division of the Academic Senate was called to order by Chair Zegans on November 18, 2003 at 3:10 p.m. in Room N-225 on the Parnassus Heights Campus. A quorum was present.

Minutes

The minutes of the Divisional meeting of June 19th, 2003 were approved without discussion.

Announcements from the Chair

- Chair Zegans recently met with the consultants (Kurt Salmon Associates) who have been hired by the Medical Center to assist with formulating recommendations for hospital planning and the proposed changes to the campus Long Range Development Plan (LRDP). Zegans informed the Division that he had clearly communicated to the consultants that the faculty voice needed to be an integral part of their collection of information prior to making formal recommendations about future hospital placement. Zegans indicated that the consultants assured him that they have every intention to interview the faculty. Further, the Senate is going to organize a series of faculty focus groups representing junior and senior faculty from all sites to assist in giving input. Chair Zegans emphasized that no useful progress can be made on this front without a single unifying vision for UCSF.
- Budget negotiations will start early this year as there is no anticipation of new funds or increased enrollment. AP&B is already meeting in order to strategize.
- Proposed Defined Contribution Plan for UC Health Science faculty. A proposal is being circulated amongst the campuses with Health Science faculty which would allow an additional 7% salary pre-tax deposit into a defined contribution plan. UCSF Faculty Welfare Committee is considering the proposal.
- The Academic Senate’s proposal for a formal Mentorship program has received wide-spread support from the campus. The next phase is to propose modest funding for implementation in 2004-05. The Faculty Search Ambassador Program will be launched this year.
- Immediate Past Chair Dan Bikle is now the Chair of the Senate’s Task Force on Conflict of Interest and should have a report forthcoming.
- Gary Armitage, Chair of the Senate’s Task Force on Faculty Recruitment, Retention and Promotion is working to complete the Task Force’s report, which is expected to be complete by year’s end.
Special Orders

Presentation By Vice Chancellor Dorothy Bainton, Chair - Chancellor’s Council on Faculty Life

VC Bainton reported that she had been asked by the Chancellor to Chair the Council on Faculty Life, which has been tasked with advising the Chancellor on the implementation of recommendations contained in the report of the Task Force on Faculty Life (February 2003), overseeing implementation of recommendations, and considering further measures that might be appropriate on behalf of faculty welfare.

VC Bainton provided the Division with a brief overview and history of the surveys, reports and other activities leading up to the report on the Task Force on Faculty Life (http://chancellor.ucsf.edu/).

VC Bainton identified the membership of the Council and identified its focus as: 1) Flexibility in Careers at UCSF – addressing policies that allow faculty to make career adjustments without fear of penalty; 2) Transparency of Review Process – where each department will have written materials available for all faculty to understand the promotion and review process and expectations; 3) Mentoring – Departmental, Individual and Campus; 4) Mandatory attendance by new faculty at Welcome Orientations – to ensure that newly arrived faculty are informed about campus life and policies; 5) Implementation of a Faculty Search Ambassador Program to improve the faculty search process to achieve diverse pools of outstanding candidates; 6) Providing leadership opportunities, including training and specialized mentoring and 7) Making a concerted effort to introduce new and existing faculty to each other.

VC Bainton indicated that one of the primary issues of concern was work-life related – where both men and women at UCSF are dissatisfied with time available for their families and their excessive work hours. The women also felt that child-bearing is working against them. The Council recommended that there be an increased effort in welcoming, mentoring, and having family friendly policies. Vice Chancellor Bainton pointed out that UC has some of the most family friendly policies in the United States and that it is important to advertise them and encourage department chairs and faculty to use them more effectively. VC Bainton’s Powerpoint presentation can be viewed at http://www.ucsf.edu/senate/0-committee/index.html#

Presentation - Karen Butter, University Librarian
Collection Management Initiative

Under this initiative, the library put books into storage to see how often they were recalled. The books were recalled far less than the electronic journals were used.

In recent years, the price of periodicals in the US has increased substantially (227% Serial Price Increase and 65% Book Price Increase) more than the consumer price index (57% increase). Further, the number of books being published has increased while funding to buy all of these new titles has not. To try to remedy the budget shortfalls the library has experienced as a result of these increases, the library undertook a selective cancellation process which entailed canceling print duplicates and retaining the electronic version.

Elsevier Negotiations

Earlier this month a letter was sent to all UCSF faculty from the Chair Zegans, Library Committee Chair David Rempel and myself regarding the University’s negotiations with Elsevier (http://www.ucsf.edu/senate/2003-2004/ASO-11-01-03-Publications.pdf) Elsevier is a large publisher with over 1600 journals. The University’s license from Elsevier is systemwide. Up until now, negotiations between the University and Elsevier have not been successful – Elsevier is proposing a cost increase that is beyond the University’s budget. There continues to be a concerted effort on behalf of the Academic Senate, University Librarians, Office of the President to negotiate a contract with Elsevier.
which is fair for everyone. Butter reported that because UC faculty serve on editorial boards of 15% of top tier publications, this has given UC leverage with the negotiations. The Library Committee is also encouraging faculty to look at alternative methods of publishing their materials in “open source” online journals that would allow free access. Under open access publishing, authors pay to publish, but once published, there is free access to anyone who wants it. The eScholarship repository also allows authors to place their papers in a repository for others to use.

Presentation from Pamela Hayes, UCSF Health Care Facilitator Regarding Health and Other Benefit Changes/Open Enrollment

Hayes provided a brief overview as follows of proposed changes to health benefits for 2004 and encouraged faculty to:

• Go to ucsfhr.ucsf.edu for online enrollment;
• ARAG Group will replace Signature Legal as the University’s legal insurance carrier;
• This year, there are increased costs for all medical plans. In order to make the increased costs more equitable for all UC employees, the amount employees will pay each month, depending on coverage will be determined by which of the four salary bands an employee is in.
• Adult Dependent Care Program is frozen effective 1/1/04;
• Difinity Health Plan: A Consumer Driven Health Plan (CDHP) was piloted here and at UC Santa Barbara and is a plan designed for people who rarely need medical care and which gives the member more responsibility and control over their care. More information can be found at the UCSF HR website (ucsfhr.ucsf.edu/benefits/definity.htm) or contact Difinity directly at 1-800-U-DEFINE

Presentation from David Gardner, Chair Academic Senate Committee on Academic Planning and Budget and Senate Task Force on Hospital Planning

Senate Chair Zegans created a Hospital Replacement Task Force (HRTF) in October 2003. The HRTF is a Senate committee formed to parallel and shadow the Clinical and Research subcommittee of the LRDP in order to ensure that the faculty have a voice in these planning efforts. The Task Force’s charge is to make recommendations regarding Hospital Replacement. The goal of the HRTF is to maximize the flow of discussion on critical topics by meeting with the consultants, and hand-selecting faculty focus groups in order to facilitate a more synoptic view. So far, the Task Force has generated a short list of questions which the consultants can use as talking points when facilitating focus group sessions; and worked to identify a broad cross section of faculty to participate in Senate-sponsored faculty focus groups.

In the coming weeks, the HRTF will begin assembling these focus groups.

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

Respectfully submitted,

Jon Levine, MD, PhD
Professor and Division Secretary