Minutes
December 13, 2004

Guests: Mary Croughan, Lee Goldman

The School of Medicine Faculty Council convened at 3:40 p.m. on Monday, December 13, 2004 in Room S30. A quorum was present.

Recruitment and Retention of Faculty: Options for Flexible and Part-Time Work
Mary Croughan, PhD

Dr. Croughan outlined to the Council that several mechanisms are in place which allow faculty to achieve a balance between having a family and maintaining a career at UCSF. She emphasized however, that faculty remain uninformed as to the availability of options such as part-time work in the Senate series and accelerated promotions. These options are often of particular value to women faculty, but few women request accelerated promotions and only an estimated 10% - 15% of UCSF women faculty currently work less than 100% time.

Chair Smith raised the question of whether a part-time faculty member could achieve promotion at the same rate as full-time faculty providing that similar levels of productivity were maintained. Committee members agreed that accelerated promotion is available to all faculty (at or below 100% time) at the discretion of the department chair. However, this is not a widely publicized option and L. Goldman noted that widespread accelerated promotions would detract from the prestige currently associated with such promotions.

Council members agreed to discuss this issue further at a future meeting. They will specifically discuss the need for the development of a “Frequently Asked Questions” pamphlet or web page which educated faculty as to the promotion and part-time work options available to them.

Parity Between Clinical and Basic Research at UCSF
Lee Goldman, MD, MPH

Dr. Goldman provided the Council with an overview of the generation of indirect costs by basic and clinical researchers at UCSF. He noted the following:

- Different funding sources generate different levels of indirect costs.
- Approximately 50% of indirect costs funds facilities and maintenance and 50% funds administration; indirect costs are distributed between the University Office of the President (UCOP), the Chancellor, the Department and the Principal Investigator.
• Indirect costs generated by clinical research at UCSF are primarily dedicated to the development of the Mission Bay campus.
• Individuals are not allocated space based on the amount of indirect costs which they generate.

During discussion following Dr. Goldman’s presentation, Council members noted that a separate issue of space allocation exists in addition to issues surrounding indirect cost generation and distribution: space that is being vacated by researchers moving to the Mission Bay campus is not currently being filled by faculty currently renting space off-campus.

The Council could not identify an immediate or easy solution to this issue: free space at Parnassus is largely wet-lab space and inappropriate for clinical research; funds do not exist for the building of new clinical research facilities.

Issues surrounding space allocation will be the focus of the School of Medicine leadership retreat to take place at the end of January. At Dr. Goldman’s suggestion, the Council will discuss this issue further with School of Medicine Dean David Kessler following this retreat.

Chair’s Report
None.

APB Report
None.

Restrictions of Research Funding at UCSF

Each UC campus has been requested by the Academic Council to review and provide comments on the Academic Council Resolution on Restrictions on Research Funding Sources. At the direction of Senate Chair Leonard Zegans, a task force has been created to conduct this review. The task Force will consist of members from the committees on Research, Academic Planning and Budget, Academic Freedom, and each of the four Faculty Councils, with the member from Research Committee serving as Chair of the Task Force. The charge of the Task Force will be to review the report and recommendations of UCORP related to Restrictions on Research Funding Sources and assess the impact on the UCSF campus and faculty.

The Council selected Quinn Cheng to serve on this task force.

Approval of Minutes

The minutes of November 22, 2004 were approved with no changes.

CCEP Report
None.

GME Report
None.
New Business

None.

Old Business

None.

The meeting adjourned at 5:13 p.m.

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