COMMUNICATION FROM THE TASK FORCE REVIEWING APM POLICIES RELATED TO WORK AND FAMILY
Candy Tsourounis, PharmD, Chair

May 4, 2005

Leonard S. Zegans, MD
Professor and Chair
UCSF Academic Senate

Re: Faculty Comments on APM Policies Related to Work and Family

Dear Dr. Zegans:

At your request, we have reviewed the proposed revisions to the APM Policies Related to Work and Family that were submitted to the San Francisco Division for feedback by the Academic Council. Overall, the Task Force was very pleased with revisions to the APM that would make UCSF a more “family friendly” institution. The systemwide Senate should be applauded for undertaking this very important issue. The Task Force believes that these policies will not only increase satisfaction among existing faculty, but they will also assist in efforts to recruit talented new faculty.

The Task Force identified a number of areas where the proposed APM revisions could be strengthened to ensure fairness and equity for all UC faculty. Our comments and recommendations are outlined below.

1) As drafted, the APM Policies Related to Work and Family only apply to Ladder rank Academic Senate series faculty. The Task Force feels that these policies should apply to all faculty regardless of rank or series. This is especially true at UCSF, where a vast number of faculty are in the Clinical series. Family concerns are not unique to tenure-track Senate faculty. On the contrary, junior faculty just starting their careers and families are most likely to need the accommodations provided by the policies.

2) The policy language should be neutral in order to encompass diverse family situations. The APM Policies Related to Work and Family should apply equally to all families, regardless of gender, sexual orientation or other factors. For example, gender-specific pronouns should not be used and the term “parent” should be favored over “mother” or “father.” In addition, the policy language should reflect the needs of same sex parents, adoptive parents and faculty members caring for an elderly parent or teenager with special needs. Finally, child rearing responsibilities should be treated
similarly to those associated with child birth. The Task Force recommends a line by line review of the policies to ensure this type of neutrality and fairness throughout.

3) **UC faculty promotion criteria should not be weakened in terms of quantity or quality of scholarly work. However, the 8-Year Rule should be extended more than two years.** There is a clear possibility for conflict between the desire to maintain the academic integrity of UC and the goal of these policy revisions to allow faculty greater opportunity to focus on family. In order to maintain the excellence of the UC faculty, the Task Force feels strongly that the promotion criteria currently used by Divisional Committees on Academic Personnel must not be altered. All faculty being considered for promotion must be held to the same high standards regarding quantity and quality of work.

The Task Force proposes that the 8-Year Rule be extended more liberally as a means to achieve some measure of flexibility for faculty who reduce scholarly activity due to family obligations. The current proposal would extend the 8-Year Rule up to two years. The Task Force recommends that the Senate consider an extension of up to four years. In addition, it may be helpful to institute some mechanism for further extension of the 8-Year Rule under extenuating circumstances. Such a mechanism should be codified in a written policy.

Appendix B to APM – 220, Appointment and Promotion offers guidelines to address issues that may arise during the review and evaluation of part-time appointees. The Task Force feels that these guidelines are too vague to provide individual campuses with meaningful guidance regarding promotion of part-time faculty. *To the extent that these guidelines permit each campus to devise its own promotion scheme for part-time appointees, the Task Force further recommends that you create an ad hoc committee to develop UCSF Divisional promotion criteria for part-time faculty.*

4) **The revised policy language equates a quarter-based system to a semester-based system.** As drafted, the policies would provide for leave and other benefits on a disproportionate basis depending on whether the specific institution operates on a semester or quarter basis. The Academic Council should thus consider policy revisions that would account for the differences between quarter and semester-based systems.

5) **Review of the APM Policies Related to Work and Family should be included in the Checklist for New Faculty Appointments.** As a Divisional recommendation, the Task Force suggests that the Committee on Academic Personnel (CAP) be asked to modify the Checklist for New Faculty Appointments to include a mandatory review of the APM Policies Related to Work and Family. This will help to ensure that Department Chairs provide new faculty with information about these important policies. It would also be helpful to post the final versions of the APM Policies Related to Work and Family on the UCSF Academic Senate website.

The members of the Task Force believe that the above recommendations will strengthen the APM Policies Related to Work and Family significantly by ensuring that policy language is neutral and applicable to all faculty series, academic systems and unique family circumstances. Thank you again for the opportunity to review these important policies. Should you have any questions or concerns, please do not hesitate to contact Candy Tsourounis at (415) 502-5091.
Sincerely,

Candy Tsourounis

Task Force Reviewing APM Policies Related to Work and Family,
Candy Tsourounis, PharmD, Chair (Committee on Faculty Welfare, Pharmacy Faculty Council)
Joseph Guglielmo, PharmD, Task Force Member (Committee on Academic Personnel)
Arnold Kahn, PhD, Task Force Member (Dentistry Faculty Council)
Carmen Portillo, PhD, RN, FAAN, Task Force Member (Nursing Faculty Council)
Lydia Santiago, PhD, Task Force Member (Committee on Equal Opportunity)
Wade Smith, MD, PhD, Task Force Member (Medicine Faculty Council)