COMMITTEE ON FACULTY WELFARE
Candy Tsourounis, PharmD, Chair

MINUTES
March 22, 2007
12:30 P.M. – 2:00 P.M., Room S-118

Present: C. Tsourounis, Chair, D. Kishi, C. Portillo, T. Raine-Bennett, C. Shiboski

Excused: S. Majumdar, A. Kahn, D. Rempel, B. Siegel

Guests: Larry Pitts, Cynthia Leathers, Robert Frank

The meeting was called to order at 12:42 P.M. in Room S-118. Minutes of the meeting in January 18th, 2007 were e-mailed to members for approval.

UCAF Report – Sharmila Majumdar

Sharmila reported that UCSF discussed the following issues:

• Family Friendly Policies: Adoption, back-up childcare and emergency childcare.
• Systemwide Senate review of the UCAP report on the UC Merit and Promotion system and principles of, and policy recommendations for, UC faculty compensation.

Voluntary Catastrophic Leave Sharing – Cynthia Leathers, Director of Academic Personnel.

Currently, UCSF staff may donate leave time to other staff, but faculty may not donate leave time to staff. Originally faculty were excluded from the policy as faculty did not have a campus-wide vacation leave tracking policy (faculty do not accrue sick time).

UC policy allows for campuses to make their own policies regarding leave sharing and this matter may be decided locally without approval from Systemwide.

It was decided that Cynthia Leathers would meet with deans and vice deans and/or write a letter to MSOs for information on current departmental policies.

ACTION: The Committee on Faculty Welfare will draft a Communication as a formal proposal for consideration by Academic Council to allow faculty to donate vacation time to staff and non-faculty academics.
**UCSF Child Care Issues – Robert Frank, Director of Child Care**

Robert Frank attended this meeting to answer questions regarding child care at UCSF. He also discussed the long term goals (2007-2012) for UCSF Child Care which include the implementation of affordable program model (tuition support) with the objective of increasing affordability & access for UCSF student families, operating campus youth and school age camps as an extended childcare option, as well as increasing programming to include family options for students in the Mission Bay housing complex and expanded care at alternative locations.

**Health Sciences Comp Plan – Retirees and Recall – Candy Tsourounis**

The committee reviewed the issue brought to the attention of Faculty Welfare by a retired faculty member who was recalled to active service. The faculty member brought up three specific issues for the committee to consider that occurred in the School of Medicine.

1. As part of the UC policy on recalled faculty, a faculty member can not be recalled for more than 46% time. This faculty member was appointed at 46% or less time and was then informed that he was required to contribute a percentage of his income to the Health Sciences Compensation Plan (HSCP). The HSCP applies to faculty who are employed at 50% or greater time (although it may be applied to others as approved by the Dean). The faculty member raised the question as to whether this was the best policy for retirees who are recalled.

2. The HSCP for retirees applies limitations to ALL outside income (even if the employee is contributing less than 46% time to the University). Should all outside income for retirees be subject to the same HSCP rules (such as non-clinical consulting, business ventures even if medically related)?

3. If a retired faculty member was recalled and chose not to remain part of the HSCP. By not remaining in the HSCP, the employee would be paid for their time at Scale 0. This would apply even if the employee is bringing in more than their salary cost. Since the maximum of 46% time at Scale 0 is far below a clinician’s salary, there is a great disincentive for faculty to be recalled. Recalled faculty would essentially be generating a profit for their department. Recall is entirely voluntary, but if the Chair and the faculty member can’t reach an agreement on the tasks and what they are worth, then the value of recall is diminished.

The Committee reviewed the current policy surrounding the Health Sciences Compensation Plan as it relates to retirees and recall. The Committee was not able to identify the history behind this policy.

**ACTION:** A communication will be sent to Chair Greenspan recommending that this policy be brought before the faculty for consideration and revision where necessary. We recommend the policy be circulated for faculty input throughout the various campus committees and faculty councils.

**Old Business**

None

**New Business**

None

There being no additional business, Chair Tsourounis adjourned the meeting at 11:36 a.m.
### Meeting Attendance Record

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<th>MEMBERS</th>
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<td>Sharmila Majumdar&lt;br/&gt;&lt;i&gt;Vice Chair&lt;/i&gt;</td>
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<td>Don Kishi</td>
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<td>Carmen Portillo</td>
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X – Attended
EX – Excused
A - Absent