Committee on Academic Personnel
Stephen Kahl, PhD, Chair

ANNUAL REPORT
2009-2010

Total Files Reviewed: 526 (an all-time CAP record)
Stewardship Reviews: 4 completed, 13 in process

Statistical Information:

<table>
<thead>
<tr>
<th>Total Files Reviewed</th>
<th>09-10</th>
<th>08-09</th>
<th>07-08</th>
<th>06-07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merits</td>
<td>98</td>
<td>87</td>
<td>66</td>
<td>64</td>
</tr>
<tr>
<td>Promotions</td>
<td>195</td>
<td>149</td>
<td>151</td>
<td>130</td>
</tr>
<tr>
<td>Accelerations</td>
<td>71</td>
<td>57</td>
<td>61</td>
<td>52</td>
</tr>
<tr>
<td>Decelerations</td>
<td>23</td>
<td>27</td>
<td>33</td>
<td>36</td>
</tr>
<tr>
<td>Change In Series</td>
<td>110</td>
<td>84</td>
<td>53</td>
<td>45</td>
</tr>
</tbody>
</table>

| Ad Hoc Committees    | 4     | 2     | 7     | 11    |
| Merits to Step 6     | 47    | 29    | 23    | 30    |
| Appraisals           | 31    | 28    | 26    | 20    |
| Merits to Above Scale| 16    | 13    | 6     | 4     |

These numbers are not expected to calculate to the total files reviewed as a file may feature more than one descriptor, and these descriptors do not represent all forms of review.

Policy Review Items:
- Technical Changes to the APM
- Policies regarding the Senior Management Group
- Implementation of the Advance System
- Waiver of searches for SON faculty recommended to change to Clinical X
- Language regarding letters of reference for those in the Clinical X series
- Potential support of and response to possible UC/CDL boycott of the Nature Publishing Group

Task Forces:
- Chair Kahl served on the Advance System Steering Committee

Issues for Next Year (2010-2011)
- Possible resubmission to UCAP to review authority of departments to enact criteria for advancement more onerous than those set in the Academic Personnel Manual

2009-2010 Members

Stephen Kahl, Chair (SOP)  Nola Hylton (SOM)
Russell Pieper, Vice Chair (UCAP Rep) (SON)  Art Miller (SOD)
Claire Brett (SOM)  William Shore (SOM)
Jeanette Brown (SOM)  Margaret (Peggy) Walsh, ex officio, UCAP Rep
Paul Garcia (SOM)  

Number of Meetings: 31 (three canceled for furloughs)
Senate Analyst: Wilson Hardcastle
Systemwide Business

Regarding system-wide concerns, the Committee (CAP) reviewed proposed amendments to the Academic Personnel Manual (APM), either as members of a divisional task force or as a committee reviewing matters on behalf of the Division.

Systemwide Review of Changes to the SMG Policies
The Committee reviewed and recommended approval of the proposed SMG policies governing absence from work, including transition leave, outside professional activities, and termination of SMG appointments (October 9, 2009) and sent a communication to the Chair of the Division (dated December 2, 2009) expressing its approval of these recommendations (Appendix 1).

Systemwide Review of Technical Changes to the APM
CAP reviewed the Proposed Technical Revisions to Academic Personnel Policies 015, Part II; 036-0; 140-33-b; 160, Appendix A; 220-4b; 230-20-h; 310-17-c submitted to the San Francisco Division for review and comment and send a communication to the Chair of the Division (dated December 2, 2009) recommending supporting the approval of these proposed modifications (Appendix 2).

Divisional Business

This year, Members of the Academic Senate Committee on Academic Personnel worked closely with the Vice Provost Academic Affairs Sally Marshall and the Office of Academic Personnel on several policy issues.

The Advance System
Members of the Advance Design team gave an informational presentation regarding the developing Advance system for online academic advancement process management, and the Committee continues to be engaged in the development process for the Advance system and enthusiastically recommends its continued financial support from the University.

Modification to the Language Used to Request Letters of Peer Support for Faculty in the Clinical X Series
The VPAA and the Director of the Office of Academic Affairs recommended that the language previously drafted with CAP in the “Descriptions of Academic Series and Instructions for Use In Correspondence with Internal and External reviewers” be updated to address specific and necessary areas of review for faculty in the Clinical X series. The request for this modification is attached as Appendix 3, and the Committee’s Communication expressing its support for the changes is attached as Appendix 4.

Distinguished Faculty Awards: The Distinction In Teaching and the Distinction In Mentoring Awards
This year’s Distinction In Teaching Award Selection Committee was Chaired by CAP Chair Stephen Kahl. The 2009-2010 recipients of the Distinction In Teaching Awards were A. Andrew Josephson, MD in the Department of Neurology (Category 1) and Nora Goldschlager, MD in the Department of Medicine and Division of Cardiology (Category 2).

This year’s Distinction In Mentoring Award Selection Committee was Chaired by CAP member Paul Garcia. The 2009-2010 recipients of the Distinction In Mentoring Awards were Louise Walter, MD in the Department of Medicine, Division of Geriatrics (Category 1) and Ralph Gonzales, MD, MSPH, in the Department of Medicine, Division of General Internal Medicine (Category 2).

The poster announcing the awards ceremony is attached as Appendix 5.
**CAP Retreat**
The Committee held its annual retreat with the Vice Provost of Academic Affairs, Director of the Office of Academic Personnel, and the academic deans from the four schools on March 31, 2010. All CAP members were present as were S. Marshall, Vice Provost Academic Affairs; Cynthia Leathers, Director of the Office of Academic Personnel; Brian Allredge, Associate Dean Academic Affairs, School of Pharmacy; Renee Binder, Associate Dean Academic Affairs, School of Medicine; Donna Ferriero, Vice Dean Academic Affairs, School of Medicine; Chris Miaskowski, Associate Dean Academic Affairs, School of Nursing; Zina Mirsky, Associate Dean Administrative Affairs, School of Nursing; Peter Sargent, Associate Dean Academic Affairs, School of Dentistry.

Many issues were discussed, and the significant items are presented below. Minutes from the 2010 CAP Retreat are linked as [Appendix 6](#).

**School and Department Criteria for Advancement in the Health Sciences Clinical Professor Series**
The Committee requested that the respective Dean’s offices review the criteria for advancement in the Health Sciences Clinical Professor Series for their school, and any departments who have specific criteria differing from that of the schools. These should be reviewed and updated by the schools, who should ensure that departments have and refer to these. CAP would like schools to specifically address the issue of national or international reputation as currently required by the School of Medicine. It is often not expected for a pure clinician educator to have a national or international reputation. If such a reputation is to be required, letter writers should be asked to specifically address that criteria in the sample letters or instructions to letter writers.

**Determination of “Accelerated” Status to an Action**
The Committee notes that historical policy has been that for faculty who have been granted an acceleration within rank, promotion actions after the standard two years at subsequent steps are not considered accelerated promotions. Likewise, faculty appointed to a level higher than step 1 at the rank of Assistant or Associate are not considered for accelerated promotion if they have spent two years at step. CAP considers actions put forth before two years at step in the Assistant and Associate ranks and three years at Step at the rank of Full Professor to be accelerated actions. The Committee does not consider promotion actions for faculty who have spent less that six years at rank to be accelerated, unless there has been less than the typical number of years since the last step action (two years at Assistant or Associate, three years at the rank of Full Professor).

The sections of the APM which govern this timing are as follows:

**APM 220-17-c Associate Professor**
(2) The normal term of service as Associate Professor is six years, but there is no obligation on the part of the University to promote an Associate Professor to the rank of Professor solely on the basis of years of service at the lower rank. Accelerated promotion is possible if achievement is exceptional.

**APM 220-18 (2) Assistant Professor**
The first four steps in rank and corresponding salary levels are for normal use. Steps V and VI may be used in exceptional situations and with proper justification. Service at Assistant Professor, Step V, may be in lieu of service at Associate Professor, Step I, for which the published salary is slightly higher. Likewise, service at Assistant Professor, Step VI, may be in lieu of service at Associate Professor, Step II.

In those instances of service at Assistant Professor, Step V, followed by service at Associate Professor, Step I, the normal period of combined service with both titles at the steps indicated is two years. The same normal two-year period of combined service applies when service at Assistant Professor, Step VI, is followed by service at Associate Professor, Step II.

**APM 220-18 (3) Associate Professor**
The normal period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps IV and V may be used in exceptional situations and with proper justification. Service at Associate Professor, Step IV, may be partly or entirely in lieu of service at Professor, Step I, for which the published salary is slightly higher.

Likewise, service at Associate Professor, Step V, may be partly or entirely in lieu of service at Professor, Step II.

The normal period of service at Associate Professor, Step IV, is three years if such service is fully in lieu of service as Professor, Step I. In those instances of service at Associate Professor, Step IV, followed by service at Professor, Step I, the normal period of combined service is three years. The situation for Associate Professor, Step V, and Professor, Step II, is exactly analogous to that for Associate Professor, Step IV, and Professor, Step I.

APM 220-18 (4) Professor

The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V.

APM 220-18 includes language supporting the following: For appointments, Assistant/Associate Step 4 is equivalent to Associate/Full Step 1, and an on-time advancement from Assistant/Associate Step 4 is to Associate/Full Step 2. For promotions, Assistant/Associate Step 5 is equivalent to Associate/Full Step 1, and an on-time advancement from Assistant/Associate Step 5 is to Associate/Full Step 2. The Committee and the academic Deans discussed standard practices for lateral levels for appointments and actions and appropriate rank and step for on-time advancements when moving forward on a promotion action from a step above Step 3 in the lower rank.

Academic Affairs officers may consider advancement with fewer than six years at the Assistant or Associate rank to be an “accelerated” action. CAP will consider equivalent service at other institutions and/or appointment step when determining if additional justification is warranted to promote a candidate with fewer than a total of six years at Assistant or Associate at UCSF.

CAP understands that the theoretical progression is Assistant 1, 2, 3 then promotion Associate 1, 2, 3 then promotion to full Professor, and that service at Assistant or Associate Step 4 is equivalent to Step 1 of the higher rank. Promotion to Associate or Full Step 1 from Assistant or Associate may be from Step 3 or Step 4 or the lower rank and still be considered an “on-time” advancement.

Proposed Delegated Actions to Improve Efficiency

VPAA Sally Marshall and Director of Academic Personnel Cynthia Leathers led those present at the CAP Retreat in a discussion of academic personnel actions delegated by the Chancellor and Vice Provost for Academic Affairs to the Deans and the Departments at the ten campuses in the UC system, and proposed delegated actions for UCSF.

CAP had no objections to the proposed delegated actions and these changes will not alter the reviews currently performed by CAP, which remain as follows:

• Appointments and/or Changes in Series
• All Appraisals (in preparation for promotion to Associate rank)
• All Promotions (to Associate and Full Professor rank)
• Accelerated and Decelerated Actions of Two Years or More
• Merit Advancements from Professor Step 5 to Step 6
• Merit Advancements from Professor Step 9 to Above Scale
• Five Year Reviews
• Stewardship Reviews
• Career Reviews
Task Forces and Other Committee Service

This year members of the Academic Senate Committee on Academic Personnel served on the following Academic Senate task forces or other campus committees as representatives of CAP or the Academic Senate.

- VPAA’s Steering Committee for Academic Affairs Information Systems Initiatives (Advance)

Going Forward

Ongoing issues under review or actions which the Committee will continue into 2010-2011:

**Implementation of the Advance System**
The 2010-2011 year will see the first packets reviewed through the Advance System. The Committee will continue to offer recommendations regarding the form and function of the system and will begin to develop best practices and new workflow for the assignment, review, report and recommendation process of CAP academic review.

**Ongoing Review of Department Authority in Setting Criteria for Advancement.**
After review of the Chancellor’s response to the Report from the Task Force following up on the Armitage Report, CAP may request that UCAP formally discuss and make a recommendation regarding the authority of campus departments to set criteria for advancement that differ from the Academic Personnel Manual.

**Stewardship Reviews**
Several Stewardship reviews are still underway and CAP members are required to participate and ensure that proper procedures are followed in these reviews.
Appendices

Appendix 1: Communication to the Chair of the Division expressing Committee approval of the proposed SMG policies governing absence from work, including transition leave, outside professional activities, and termination of SMG appointments (12/02/09)

Appendix 2: Communication to the Chair of the Division expressing Committee approval of the Proposed Technical Revisions to Academic Personnel Policies 015, Part II; 036-0; 140-33-b; 160, Appendix A; 220-4b; 230-20-h; 310-17-c (12/09/09)

Appendix 3: Communication to CAP from the Vice Provost Academic Affairs recommending modification to the “Descriptions of Academic Series and Instructions for Use in Correspondence with Internal and External Reviewers” dated June 24, 2010.

Appendix 4: Communication from CAP to the Vice Provost Academic Affairs supporting modification to the “Descriptions of Academic Series and Instructions for Use in Correspondence with Internal and External Reviewers” dated June 25, 2010.

Appendix 5: Poster Announcing the 2010 Distinction In Teaching and Distinction In Mentoring Awards


Appendix 7: CAP Meeting Attendance Record
Communication from the Committee on Academic Personnel
Stephen Kahl, PhD, Chair

December 2, 2009

Elena Fuentes-Afflick, MD
Chair, UCSF Academic Senate
500 Parnassus Avenue, Box 0764

Re: Systemwide Review of Proposed New SMG Policies

Dear Chair Fuentes-Afflick,

The UCSF Committee on Academic Personnel has met and reviewed the three new proposed SMG policies governing absence from work, including transition leave, outside professional activities, and termination of SMG appointments submitted to the San Francisco Division for review and comment (October 9, 2009).

The Committee recommends supporting the approval of these proposed modifications.

Sincerely,

The Committee on Academic Personnel

Stephen Kahl, PhD, School of Pharmacy, Chair
Russell Pieper, PhD, School Medicine, Vice Chair
Claire Brett, MD, School of Medicine
Jeanette Brown, MD, School of Medicine
James Cleaver, PhD, School of Pharmacy
Pat Fox, PhD, School of Nursing
Paul Garcia, MD, School of Medicine
Nola Hylton, PhD, School of Medicine
Arthur Miller, PhD, School of Dentistry
William Shore, MD, School of Medicine
Communication from the Committee on Academic Personnel
Stephen Kahl, PhD, Chair

December 2, 2009

Elena Fuentes-Afflick, MD
Chair, UCSF Academic Senate
500 Parnassus Avenue, Box 0764

Re: Systemwide Review of Proposed Technical Revisions to Academic Personnel Policies 015, Part II; 036-0; 140-33-b; 160, Appendix A; 220-4b; 230-20-h; 310-17-c

Dear Chair Fuentes-Afflick,

The UCSF Committee on Academic Personnel has met and reviewed the Proposed Technical Revisions to Academic Personnel Policies 015, Part II; 036-0; 140-33-b; 160, Appendix A; 220-4b; 230-20-h; 310-17-c submitted to the San Francisco Division for review and comment.

The Committee recommends supporting the approval of these proposed modifications.

Sincerely,

The Committee on Academic Personnel

Stephen Kahl, PhD, School of Pharmacy, Chair
Russell Pieper, PhD, School Medicine, Vice Chair
Claire Brett, MD, School of Medicine
Jeanette Brown, MD, School of Medicine
James Cleaver, PhD, School of Pharmacy
Pat Fox, PhD, School of Nursing
Paul Garcia, MD, School of Medicine
Nola Hylton, PhD, School of Medicine
Arthur Miller, PhD, School of Dentistry
William Shore, MD, School of Medicine
June 24, 2010

To: Academic Senate Committee on Academic Personnel

From: Dr. Sally Marshall, Vice Provost, Academic Affairs

On behalf of the Vice/Associate Deans, I would like to recommend a change to the language used to request references for Clinical X faculty appointment and advancement packets. Specifically, there has been concern about the perceived "requirement" for international stature for Clinical X faculty at the full professor rank.

Per the document that we publish jointly, "Descriptions of Academic Series and Instructions for Use in Correspondence with Internal and External Reviewers"* http://academicaffairs.ucsf.edu/acapers/downloads/seriesdescription.pdf:

Current Language:
At the [Assistant/Associate/full] Professor rank, candidates are expected to have achieved [local/national/international] stature in their field by virtue of their creative contributions. To achieve the rank of full Professor, exceptional stature in teaching and creative activity is required.

Proposed Language:
At the [Assistant/Associate/full] Professor rank, candidates are expected to have achieved [local/regional/national] stature in their field by virtue of their creative contributions. To achieve the rank of full Professor, exceptional stature in teaching and creative activity is required.

It should be noted that the proposed language more closely matches the criteria for appointment or advancement to the Professor rank outlined in APM 210-2: Instructions to Review Committees Which Advise on Actions Concerning the Professor of Clinical X Series. The Vice/Associate Deans also note that that the proposed language more accurately reflects the credentials of the Clinical X faculty whose packets they review.

I appreciate your consideration of this proposed change to the campus criteria. Please let me know if I can provide additional information.

*Note that the language used by Advance to generate electronic reference requests is modeled after this document. Any changes to this document will be reflected in the Advance reference module.

cc: Director Leathers
Communication from the Committee on Academic Personnel
Stephen Kahl, PhD, Chair

June 25, 2010

Sally Marshall, PhD
Vice Provost, Academic Affairs
Campus Box 0652

Re: Support for a Change to the Language Used to Request References for Faculty in the Professor of Clinical X Series

The Committee on Academic Personnel received and reviewed your letter dated June 24, 2010 regarding proposed changes to the language used to request references for Clinical X faculty and appointment packets.

The Committee fully supports this proposal and hopes that it will clarify and rectify this serious issue. Thank you for your proposal and the opportunity for review.

Sincerely,

The Committee on Academic Personnel
Stephen Kahl, PhD, School of Pharmacy, Chair
Russell Pieper, PhD, School Medicine, Vice Chair
Claire Brett, MD, School of Medicine
Jeanette Brown, MD, School of Medicine
James Cleaver, PhD, School of Pharmacy
Pat Fox, PhD, School of Nursing
Paul Garcia, MD, School of Medicine
Nola Hylton, PhD, School of Medicine
Arthur Miller, PhD, School of Dentistry
William Shore, MD, School of Medicine
Distinguished Faculty Awards

THE DISTINCTION IN TEACHING AWARDS

S. Andrew Josephson, MD,
Assistant Professor of Clinical Neurology
Department of Neurology
Category 1: At UCSF Five Years or Fewer

Nora Goldschlager, MD
Professor of Clinical Medicine
Department of Medicine, Cardiology
Category 2: At UCSF More Than Five Years

THE DISTINCTION IN MENTORING AWARDS

Louise Walter, MD
Assistant Professor of In Residence
Department of Medicine, Geriatrics
Category 1: Associate Professors

Ralph Gonzales, MD, MSPH
Professor
Department of Medicine, General Internal Medicine
Category 2: Full Professors

WEDAPRIL14 COLEHALL3:30PM
Chair Kahl called to order the annual retreat of the Committee on Academic Personnel (CAP) at 12:30 p.m. on March 31, 2010 in room S-30. A quorum was present.

**Presentation: The Advance System**
Members of the Advance Design team gave an informational presentation regarding the developing Advance system for online academic advancement process management.

**Screening of Files Which Do Not Meet the Criteria for the APM Before Submission to CAP**
CAP Members expressed concern regarding certain files which advance to the level of CAP review, but upon CAP review of the file, candidates to not meet the minimum requirements for the requested action as set forth in the APM. Specific files were discussed but remain confidential.

**School and Department Criteria for Advancement in the Health Sciences Clinical Professor Series**
The Committee requested that the respective Dean’s offices review the criteria for advancement in the Health Sciences Clinical Professor Series for their school, and any departments who have specific criteria differing from that of the schools. These should be reviewed and updated by the schools and ensure that departments have and refer to these. CAP would like schools to specifically address the issue of national or international reputation as currently required by the School of Medicine. It is often not expected for a pure clinician educator to have a national or international reputation. If such a reputation is to be required, letter writers should be asked to specifically address that criteria in the sample letters or instructions to letter writers.
Determination of “Accelerated” Status to an Action

The Committee notes that historical policy has been that for faculty who have been granted an acceleration within rank, promotion actions after the standard two years at subsequent steps are not considered accelerated promotions. Likewise, for faculty appointed to a level higher than step 1 at the rank of Assistant or Associate, are not considered for accelerated promotion if they have spent two years at step. CAP considers actions put forth before two years at step in the Assistant and Associate ranks and three years at Step at the rank of Full Professor to be accelerated actions. The Committee does not consider promotion actions for faculty who have spent less that six years at rank to be accelerated, unless there has been less than the typical number of years since the last step action (two years at Assistant or Associate, three years at the rank of Full Professor).

The sections of the APM which govern this timing are as follows:

**APM 220-17-c Associate Professor**

(2) The normal term of service as Associate Professor is six years, but there is no obligation on the part of the University to promote an Associate Professor to the rank of Professor solely on the basis of years of service at the lower rank. Accelerated promotion is possible if achievement is exceptional.

**APM 220-18 (2) Assistant Professor**

The first four steps in rank and corresponding salary levels are for normal use. Steps V and VI may be used in exceptional situations and with proper justification. Service at Assistant Professor, Step V, may be in lieu of service at Associate Professor, Step I, for which the published salary is slightly higher. Likewise, service at Assistant Professor, Step VI, may be in lieu of service at Associate Professor, Step II.

... In those instances of service at Assistant Professor, Step V, followed by service at Associate Professor, Step I, the normal period of combined service with both titles at the steps indicated is two years. The same normal two-year period of combined service applies when service at Assistant Professor, Step VI, is followed by service at Associate Professor, Step II.

**APM 220-18 (3) Associate Professor**

The normal period of service in the rank of Associate Professor is six years. The normal period of service at any one of the first three steps of the rank is two years. Steps IV and V may be used in exceptional situations and with proper justification. Service at Associate Professor, Step IV, may be partly or entirely in lieu of service at Professor, Step I, for which the published salary is slightly higher. Likewise, service at Associate Professor, Step V, may be partly or entirely in lieu of service at Professor, Step I.

... Likewise, service at Associate Professor, Step V, may be partly or entirely in lieu of service at Professor, Step II.

The normal period of service at Associate Professor, Step IV, is three years if such service is fully in lieu of service as Professor, Step I. In those instances of service at Associate Professor, Step IV, followed by service at Professor, Step I, the normal period of combined service is three years. The situation for Associate Professor, Step V, and Professor, Step II, is exactly analogous to that for Associate Professor, Step IV, and Professor, Step I.

**APM 220-18 (4) Professor**

The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V.

Discussion followed. Academic Affairs officers may consider advancement with fewer than six years at the Assistant or Associate rank to be an “accelerated” action. CAP will consider equivalent service at other institutions and/or appointment step when determining if additional justification is warranted to promote a candidate with fewer than a total of six years at Assistant or Associate at UCSF.

CAP understands that the theoretical progression is Assistant 1, 2, 3 then promotion Associate 1, 2, 3 then promotion to full Professor, and that service at Assistant or Associate Step 4 is equivalent to Step 1.
Promotion to Associate or Full Step 1 from Assistant or Associate may be from Step 3 or Step 4 or the lower rank and still be considered an “on-time” advancement.

**Discussion of Non-Standard Advancements: What shall be the standard practice?**
APM 220-18 includes language supporting the following: For appointments, Assistant/Associate Step 4 is equivalent to Associate/Full Step 1, and an on-time advancement from Assistant/Associate Step 4 is to Associate/Full Step 2. For promotions, Assistant/Associate Step 5 is equivalent to Associate/Full Step 1, and an on-time advancement from Assistant/Associate Step 5 is to Associate/Full Step 2. The Committee and the academic Deans discussed standard practices for lateral levels for appointments and actions and appropriate rank and step for on-time advancements when moving forward on a promotion action from a step above Step 3 in the lower rank.

Discussion followed.

**Proposed Delegated Actions to Improve Efficiency (Attachment 1)**
VPAA Sally Marshall and Director of Academic Personnel Cynthia Leathers led those present in a discussion of academic personnel actions delegated by the Chancellor and Vice Provost for Academic Affairs to the Deans and the Departments at the ten campuses in the UC system, and proposed delegated actions for UCSF (Attachment 1).

Discussion followed and CAP had no objections to the proposed delegated actions. These changes will not alter the reviews currently performed by CAP:

- Appointments and/or Changes in Series
- All Appraisals (in preparation for promotion to Associate rank)
- All Promotions (to Associate and Full Professor rank)
- Accelerated and Decelerated Actions of Two Years or More
- Merit Advancements from Professor Step 5 to Step 6
- Merit Advancements from Professor Step 9 to Above Scale
- Five Year Reviews
- Stewardship Reviews
- Career Reviews

Chair Kahl adjourned the meeting at 2:30 p.m.

---

Senate Staff:
Wilson Hardcastle, Senior Analyst
wilson.hardcastle@ucsf.edu; 415/476-4245
## Attendance Record 2009-2010

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Stephen Kahl</td>
<td>X</td>
<td>Canceled</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Russell Pieper</td>
<td>X</td>
<td>Canceled</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Claire Brett</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Jeanette Brown</td>
<td>RSVP</td>
<td>Canceled</td>
<td>X</td>
<td>X</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>2b Late</td>
<td>X</td>
<td>2b Late</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Pat Fox</td>
<td>X</td>
<td>Canceled</td>
<td>X</td>
<td>X</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Paul Garcia</td>
<td>X</td>
<td>Canceled</td>
<td>X</td>
<td>X</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Nola Hylton</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Arthur Miller</td>
<td>Canceled</td>
<td>X</td>
<td>RSVP</td>
<td>RSVP</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>William Shore</td>
<td>Canceled</td>
<td>X</td>
<td>RSVP</td>
<td>Furlough</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Feb 10</th>
<th>Feb 17</th>
<th>Feb 24</th>
<th>Mar 3</th>
<th>Mar 10</th>
<th>Mar 17</th>
<th>Mar 24</th>
<th>Mar 31 Retreat</th>
<th>Apr 7</th>
<th>Apr 21</th>
<th>Apr 28</th>
<th>May 5</th>
<th>May 26</th>
<th>June 2</th>
<th>June 9</th>
<th>June 16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stephen Kahl</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Russell Pieper</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Claire Brett</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Jeanette Brown</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Pat Fox</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Paul Garcia</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Nola Hylton</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>RSVP</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Arthur Miller</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>William Shore</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>RSVP</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

April 14: Award Ceremony
Furlough dates: Oct 21, May 12, 19