Committee on Faculty Welfare
Grayson W. (Bill) Marshall, DDS, PhD, MPH, Chair

MINUTES
Thursday, April 7, 2011

PRESENT: G. Marshall (Chair), P. Green (Vice Chair), P. Bellefeuille, C. Cheng, M. Dall’Era, A. Rudolph, L. Thompson

ABSENT: C. Calfee, B. Lin (Clinical Representative), J. Sevelius (Adjunct Representative)

GUESTS: Mary Gray, Vice Chair, Committee on Academic Planning and Budget; Ellen Haller, MD, Director, Residency Training Program in Psychiatry and Co-Director of the Lesbian Health & Research Center; and Patricia Robertson, MD, Co-Chair UCSF LGBT Center on Excellence

The Committee on Faculty Welfare (FW) was called to order by Chair Marshall on April 7, 2011 at 2:00 p.m. in room S 30. A quorum was present.

The minutes of February 10, 2011 were approved with minor corrections.

Chair’s Report and Report from the University Committee on Faculty Welfare (UCFW)

Chair Marshall reported on the following topics:

• UCFW Health Care Questionnaire for the Health Care Task Force.
• UCOP reports regarding the state budget cuts and expected tuition increases.
• The first foreclosure ever on a UC faculty housing loan (MOP loan)
• New tier of reduced disability benefits in the Post Employment Benefits program “inadvertently” passed when presupposed to be excluded from new regulations.
• Report on faculty recruitment success statistics and misrepresentations of the data

Agendas and minutes of UCFW meetings are posted to the UCFW web page.

Analyst’s Report
The Academic Senate Faculty Research Lecture in Translational Science will be held April 19 in Cole Hall at 3:30 p.m. with a reception following at the Nobel Wall. The Lecture, “Womb with a View: The Fetus Becomes a Patient” will be given by Dr. Michael Harrison of the Division of Pediatric Surgery.

Presentation from the Committee on Academic Planning and Budget Proposing modifications to APM 025 and APM 670 Governing to the Health Sciences Compensation Plan to Allow for Greater External Activity
Mary Gray, Vice Chair of the Committee on Academic Planning and Budget (APB) and Vice Chair of the APB Subcommittee Investigating Possible Changes to the Health Sciences Compensation Plan to Allow for Greater External Activity presented the APB recommendations for modification to APM sections 025
and 670 governing the Health Sciences Compensation Plan to increase benefits for faculty, particularly in light of the recent reduction in Post Employment Benefits and limited salary increases. (Attachments 1 and 2).

The major issue under examination is regarding external clinical care. There is significant historical evidence and precedent necessitating limiting external practices. Points requiring clarification include the exclusion of the Clinical Professor, Volunteer faculty from the Health Sciences Compensation Plan, the definition and enforcement of the requirement to be a faculty member “in Good Standing,” and the significance of liability issues regarding outside patient care.

Questions and discussion included:

- Could clinical care remain excluded but allowing aspects such as consulting or legal expertise?
- How is “full time” defined and would there be proportionate allowances for faculty between 51% and 100% time?
- Could a clinical specialist at UCSF be allowed to work in the same specialty in an external practice?
- Perhaps the threshold, currently $20,000 and proposed $40,000, could be tied to a time factor or language included that it be revisited and adjusted every X (e.g. 10) years. The current limit was approved in 1999.

The most problematic facet is the business end of the academic-versus-private clinical care practices. There absolutely needs to be some mechanism to control and regulate this. Such language may exist within the membership criteria of the Health Sciences Compensation Plan, specific restrictions to being considered a faculty member in good standing, an honor code against external self-referrals, or review and approval of the department chair to allow for eligibility.

Overall, the Committee on Faculty Welfare was enthusiastic regarding this proposal and will draft a communication back to the Committee on Academic Planning and Budget articulating its questions and concerns. Every effort will be made to draft his communication in time for the next APB meeting on Thursday.

**Request for a Resolution from the Academic Senate in Support of Marriage Equality (Same-Sex Marriage)**

Prompted by an published opinion piece by a professor at Stanford University, Brad Hare, MD, Associate Professor of Clinical Medicine; Medical Director, UCSF Positive Health Program, San Francisco General Hospital and James W. Dilley, MD, Vice-Chair, UCSF Department of Psychiatry; Chief of Psychiatry, San Francisco General Hospital; Executive Director, UCSF AIDS Health Project sent a request to Academic Senate Chair Elena Fuentes-Afflick requesting that the UCSF Academic Senate draft a similar resolution in support of marriage equality as an issue of heath care access disparity and faculty welfare. Chair Fuentes-Afflict directed them to the Committee on Faculty Welfare to present a proposed resolution which could be discussed and vetted by the Committee before review by the Coordinating Committee and the Division.

James Dilly and Patty Robertson drafted the attached statement as Co-Chairs of the LGBT Center on Excellence Committee, appointed by Vice-Chancellor Barbara French (Attachment 3). Patty Robertson and Ellen Haller, MD, Director, Residency Training Program in Psychiatry; and Co-Director of the Lesbian Health & Research Center presented this request to the Committee.

E. Haller presented an outline for this resolution and the history and context of this proposal (Attachment 4), a FAQ from the Gay and Lesbian Medical Association Marriage Equality Initiative, “Frequently Asked
Questions about Marriage Equality and LGBT Health” (Attachment 5), and a report from the American Psychological Association “Marriage Equality and LGBT Health” (Attachment 6).

The primary concern is that any resolution from the Academic Senate not be perceived in any way as a political statement, particularly in light of the ongoing battle regarding Proposition 8 in California. However, there is a desire to make a statement in favor of marriage equality as a matter of good health policy. In light of the recent Institute of Medicine Report regarding inequities in health care for LGBT citizens, the Committee will continue to wordsmith a statement supporting marriage equality for UCSF faculty and staff while steering clear of any political and legal implication.

Current draft language for editing is something similar to the following:
“The San Francisco Division of the Academic Senate of the University of California recognizes the significant health care disparities facing its LGBT faculty, staff and their families and expresses their support for LGBT marriage-equality as a means to address inequities in access to and delivery of health care and a positive health environment for their faculty, staff and their families.”

The Analyst will continue editing this statement and submit it to the Chair and Vice Chair for continued improvement before submission to the entire committee for approval. It was suggested that the Institute of Medicine’s recent report on inequity of health care for LGBT persons be referenced.

Update:
The final language drafted by the committee and vetted by campus counsel was the following:

“The San Francisco Division of the Academic Senate of the University of California recognizes the significant disparity in both access to health care and a positive health environment for its LGBT faculty, staff, students and their families. Evidence has shown that marriage-inequality is a significant factor in this health care disparity and the Academic Senate expresses its support for marriage equality for its LGBT faculty, staff, students and their families.”

This language was submitted to Academic Senate Chair Elena Fuentes-Afflick for review by the Coordinating Committee before submission for approval by the Division (Attachment 7).

Old Business
None

New Business
The Committee continued its discussion regarding the UCFW questionnaire regarding health care plans which it began online. Chair Marshall will take these responses to the UCFW meeting tomorrow.

P. Green reported the elimination of the Yellow shuttle service (SFGH to BART) which will be folded into another shuttle line, and an adjustment to the transit time from Mount Zion to SFGH. There will be an increase in parking permit rates from $127 to $138 per month. Public parking rates will increase from $3.00 to $3.50 per hour.

Chair Marshall adjourned the meeting at 3:25 p.m.

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