Communication from the School of Dentistry Faculty Council
Janice S. Lee, DDS, MD, FACS, Chair

December 17, 2010

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

Re: Report and Recommendations of the Task Force on Senate Membership

Dear Chair Fuentes-Afflick,

Please note that the School of Dentistry has approximately 220 full-time faculty (>50% time), 50% of which are senate members, with the vast majority of the remaining 50% in the HS Clinical series and a few in the Adjunct series. With this knowledge, we are responding to the above report.

Recommendation #1: do not extend the list of titles conferring membership in the Senate.

The School of Dentistry Faculty Council opposes this recommendation.

“The Systemwide Academic Senate… enables the faculty to exercise its right to participate in the University's governance. Under the leadership of the Systemwide_Senate_Chair, the faculty voice is formed through a deliberative process…” (http://www.universityofcalifornia.edu/senate)

Several reasons have been given to explain why this inequity between faculty series exists and they include the historic purposes of senate membership, the potential imbalance of faculty proportions for campuses that have a large percentage of non-senate members (if they were to be made senate members) therefore introducing an imbalance of power and representation in the Academic Assembly, the concern for FTE and resource imbalance for campuses that would balloon if non-senate members were made senate members. None of these reasons provide a satisfactory explanation why colleagues on our campus or at any of the other UC campuses do not share the same rights to vote and to exercise shared governance. This inequality is counter to what we believe UC stands for. During the last 2 years, UC leadership has been forced to make difficult and unpopular decisions. At one point, even shared governance was questioned and the concern that faculty opinion was not being considered was expressed during the debate on faculty furloughs. We weathered that period. However, the shared governance did not extend to half our faculty, those in the Health Science Clinical and Adjunct series. On the one hand, we embrace diversity, encourage respect for all persons regardless of race, gender, and orientation, promote inclusiveness, collaboration and widespread input, fight against health disparities, and plan to promote our ideals and theories globally. Yet we have willingly allowed segregation among our faculty due to senate membership.

“With some exceptions and as defined by the Standing_Order_of_the_Regents_105.1, Senate membership is granted to anyone who has an academic appointment at the University… As mandated by the University's governing body, the Board of Regents, the faculty is empowered to determine academic policy, set conditions for admission and the granting of degrees, authorize and supervise courses and curricula, and advise the administration on faculty appointments, promotions and budgets. This delegated
authority makes the UC Academic Senate unique among faculty governments.”
(http://www.universityofcalifornia.edu/senate)

All full-time faculty should be allowed to vote. Our campus is a graduate health science campus without undergraduates, yet our faculty, including HS Clinical faculty, fulfill the mission of UC. We have HS Clinical faculty who demonstrate excellence in teaching, clinical research, and leadership (i.e., medical executive committees). Through exceptional education and mentoring, we are producing world-class academic and clinical leaders for the next generation. In the School of Dentistry, the HS Clinical faculty are an integral component in admitting and preparing trainees for their professional degrees, participate in academic policy and curricula. Our School would not function appropriately nor achieve our mission to train dental care providers and residents without our HS Clinical or Adjunct series faculty.

The School of Dentistry HS Clinical faculty serve the broader local and international community through clinical care while training dentists in patient care or young researchers to discover cures for conditions that all our community. Without question, there are similar faculty in the other three schools. To ignore this contribution of all the HS Clinical faculty is to ignore our mission, to educate. They help generate the revenue that make up the largest component (50%) of our campus resources. Their quality care attracts donors and grateful patients. They have shouldered the same salary furloughs, yet they could not express their opinion on this topic. And while half of the UC campuses do not have a medical center or clinical training programs, there is clearly a benefit to the entire UC community and the state of California to have 5 medical centers and 2 dental schools of clinical excellence as part of UC.

A potential solution may be to consider an alternative non-academic appointment, such as staff i.e., staff-clinician, staff-scientist, etc, and there is no obligation to be regulated by the same policies by which academic senate members must abide as these staff members will not vote. Staff members may consider union policies instead. Their responsibilities would not include the educational mission of UC.

In review of the Taskforce recommendations and inquiry on the composition of the committee, it is ironic that there was no non-senate input provided on this Taskforce. Yet the recommendations impact the non-senate population. Until their opinion is surveyed and discussed, it is impossible to assume that any Taskforce or Senate action will ever resolve this issue. Without broad and appropriate input, it appears elitist. This does not seem acceptable and certainly not UC.

We realize that many iterations and discussions have occurred over the issue of Academic Senate membership in the past. We realize that compromises and small steps have been made to improve the representative role of the UCSF Academic Senate while working within the by-laws of the Academic Senate. But we urge you to champion the comprehensive meaning of shared governance and faculty voice. If UCSF will not, it is unlikely that anyone else will. UC is undergoing tremendous change and careful deliberations over its future, therefore, now is the time for the Academic Senate and Council to question whether we fulfilling our role in representing our faculty and whether we can do it better. Faculty suffrage is at the core of this issue on senate membership. At UCSF, approximately 50% of our faculty cannot vote. Until 1920, 50% of the American population could not vote – the women in the US. Significant changes have occurred since that moment in history and we are undoubtedly better because of it. We hope UC will learn from that historical period, not re-enact the lengthy period of discrimination but choose to expand the right to vote to all full-time faculty.

Recommendation #2: within the divisions and campuses, review the duties and responsibilities of non-Senate academic appointees and reclassify those who should be appointed in Senate series. The School of Dentistry Faculty Council concur. Additionally, this would require that the Academic Assembly representation is reviewed and there is a balance among all UC campuses.

Recommendation #3: retain the historical separation of curricular authority for undergraduate and professional school education.
The School of Dentistry Faculty Council concur.

**Recommendation #4:** revise the list of administrative titles that automatically confer Senate membership.

The School of Dentistry Faculty Council concur.

We appreciate your time and your efforts.

Respectfully yours,

**Janice S. Lee DDS, MD, MS**

on behalf of the School of Dentistry Faculty Council