Communication from the Committee on Committees  
Candy Tsourounis, PharmD, Chair  

February 15, 2011  

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

Dear Chair Fuentes-Afflick,  

As requested, the Committee on Committees reviewed the Report and Recommendations of the Task Force on Senate Membership (April 15, 2010) submitted to the San Francisco Division for review and comment. The report makes four recommendations, to which we respond below.  

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

COC opposes this recommendation as it deprives nearly half of the UCSF full time faculty direct access to the Academic Senate as a body representing their interests. At UCSF the non-Senate faculty hold titles in the Adjunct and Health Sciences Clinical series. These colleagues serve the local and international community by training researchers, physicians, nurses, dentists, and pharmacists in clinical care and research to advance science and cure disease.  

Furthermore, at UCSF, Health Sciences Clinical faculty help generate the revenue that make up the largest component (50%) of our campus resources. In 2009-10 they shouldered the same salary furloughs as Academic Senate colleagues, yet had limited opportunities to officially express their opinions on this topic via the Academic Senate.  

Not including Adjunct and Health Sciences Clinical faculty on Academic Senate committees is particularly challenging for the UCSF Committee on Committees. Each year as we work to include the broadest faculty representation possible, we are constrained by only being able to include a fraction of our non-Senate colleagues in active committee service. Furthermore, our non-Senate colleagues must be told that while their voices are important and included in our campus processes, their votes will not be counted when reported to the UC Systemwide Academic Senate. This imposes an artificial divide among our colleagues who work side-by-side to educate, conduct research and treat patients.  

We understand and appreciate the concerns being voiced on other campuses that the growth of health sciences programs (because they are less dependent on state general funds than undergraduate programs) has led to disproportionate growth of the health sciences campuses. We recognize that adding all current non-Senate faculty members to the Academic Senate would change the representation in the Academic Assembly. This change is precisely what is needed as the current membership of the Academic Senate does not represent the voices of all faculty in the UC system. We maintain that all faculty should have an equal voice in shared governance.
Therefore, we recommend:

1. That the Systemwide Senate bylaws be amended to delegate to the campuses the authority to determine which faculty series could be appointed as voting members of campus committees and serve in positions of faculty leadership on that campus, with these decisions and recommendations having full force when passed up to the Systemwide Senate.

2. That the Systemwide Senate Bylaws be changed so that Adjunct and Health Sciences Clinical faculty can serve on Systemwide committees (including in leadership positions) in those areas where they can provide appropriate expertise and experience or when the committees deal with issues that directly affect their personal welfare as members of the faculty.

3. That UCOC and the Systemwide Senate develop a new formula for assigning Academic Assembly seats that provides a reasonable voice for 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 into appropriate series, e.g. from “Clinical Professor” to “Professor of Clinical X”**.

Response: We agree, as this is essentially the recommendation in a 2003 report generated by the UCSF Task Force on Faculty Recruitment, Retention and Promotion. Faculty should be hired into the series that best suits their responsibilities, the series in which they are likely to remain, and the series which best meets their career goals. It is our understanding that the UCSF Committee on Academic Personnel already consistently reviews appointments for appropriateness of series. COC acknowledges and supports their efforts and continues to encourage departments and schools to appoint faculty into academic series appropriate to their work. It is important that this review be extended to all appointments, not just appointments at Assistant Professor III and above, as is the current practice.

Recommendation #3: **Retain the historical separation of curricular authority for undergraduate and professional school education**.

Response: We concur. While this recommendation seems to have been developed to “protect” the general campuses from the growth of the Health Sciences Clinical faculty, it might also form the basis for the kind of local option on Academic Senate membership we recommend in response to Recommendation #1.

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

Response: We concur with the exception of the position of University Librarian. At UCSF the University Librarian is a major advocate for student education.

In addition to these concerns, we are troubled that the task force did not consult with the faculty who are disenfranchised by their series. These colleagues are most directly impacted by these recommendations.

We appreciate the opportunity to review and comment.

Sincerely,

Candy Tsourounis, PharmD
Chair, Committee on Committees

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