UCSF Academic Senate Membership Task Force Report to the Coordinating Committee

July 11, 2011
Paul Garcia, Vice Chair, Committee on Academic Personnel

The Academic Senate was established to oversee curricula and the faculty experience at the University of California. Faculty in Adjunct and Health Sciences Clinical are engaged in teaching and curriculum oversight at UCSF, and a number of UCSF faculty believe they should be included in the Academic Senate. Per Standing Order of the Regents 105.1, Adjunct and Health Sciences Clinical faculty are not currently members of the Academic Senate. The UCSF Academic Senate Membership Task Force recommends (see attachment) inclusion of UCSF Adjunct and Health Sciences Clinical faculty in the Academic Senate and seeks the Coordinating Committee’s endorsement of the recommendation.

Chair Fuentes-Afflick noted that the Chancellor conceptually supports including more faculty in the Academic Senate, as exclusion of Adjunct and Health Sciences Clinical faculty from the Academic Senate also presents challenges for administration.

School of Medicine Faculty Council Chair Heather Fullerton indicated that the School of Medicine Faculty Council and Dean also support the concept of including UCSF Adjunct and Health Sciences Clinical faculty in the Academic Senate to help create equity and fairness among colleagues.

The most significant suggestion to emerge from the discussion was to further limit the criteria for inclusion in the Academic Senate to full-time (100%) faculty members in the Adjunct or Health Sciences at the Associate rank or higher.

The Task Force has identified at least four issues for further discussion. They include:
1. Reception of the recommendation among UCSF faculty
2. Reception of the recommendation among UC faculty
3. Allocation of Assembly seats
4. Waiver of the eight-year rule for Assistant rank faculty in the Adjunct and Health Sciences Clinical series

Coordinating Committee members discussed these issues and raised the following points:
1. Reception of the recommendation among UCSF faculty: Coordinating Committee members supported the plan of action in the Task Force’s report and advocated for surveying all UCSF faculty on this issue. The survey should include information about Academic Senate benefits and exclusions and the distinction the recommendation makes between full and part time faculty (i.e. full-time (100%) UCSF faculty would be included in the Academic Senate). The final proposed action should be aligned with the Chancellor, Vice Provost and Deans.

2. Reception of the recommendation among UC faculty: UCSF faculty who have participated in UC Systemwide discussions about Academic Senate membership have uniformly encountered resistance to the idea of including Adjunct and Health Sciences Clinical faculty. On some campuses the resistance may result from a high variability in the nature of appointments to the Adjunct faculty series. Other campuses are concerned about a large influx of health sciences
faculty overwhelming the votes of academic faculty who focus on teaching undergraduates. This influx could translate into a very different distribution of Academic Assembly votes among the campuses. However, in a number of UC Systemwide discussions, colleagues have suggested that UCSF should act independently to address its own needs.

Once Coordinating Committee member was concerned that if UCSF implemented a policy to include UCSF Adjunct and Health Sciences Clinical faculty in the Academic Senate, the UC Systemwide Academic Senate could refuse to accept UCSF responses to UC Systemwide policy changes, etc.

During the discussion about how UCSF should proceed included the following points:
- Should UCSF proceed with including Adjunct and Health Sciences Clinical faculty in the Academic Senate without discussing with the Academic Council?
- UCSF should seek to align with other health sciences UC campuses.
- If UCSF finds a viable solution, presenting the outcome to colleagues across the system may facilitate finding a Systemwide solution.
- Would the UC faculty be more open to including the subset of full-time UCSF Associate Adjunct and HS Clinical faculty?
- What is UCSF's position if UC Systemwide refuses to accept Adjunct and/or Health Sciences faculty members at UC Systemwide meetings?

3. Allocation of Assembly seats: Some faculty across the UC System fear that including large numbers of Adjunct and/or Health Sciences Clinical faculty would change the distribution of Academic Assembly votes across the campuses. The number of votes per campus is currently allocated proportionally to each campus based on its number of Academic Senate members.

4. Waiver of the eight-year rule for Assistant rank faculty in the Adjunct and Health Sciences Clinical series: Coordinating Committee members discussed the application of the rule that limits a faculty member’s appointment at the Assistant rank to eight years. This currently applies to faculty in the Clinical X, In Residence and Ladder Rank series, but is not applied to UCSF faculty in the Adjunct or Health Sciences Clinical series. If UCSF were to further limit Academic Senate membership for full-time (100%) Adjunct and Health Sciences Clinical faculty to the Associate level or higher, then the impact on the Committee on Academic Personnel (CAP) and/or the Committee on Privilege and Tenure (P&T) could be minimal. Furthermore, that would allow UCSF to continue to waive the eight-year-rule for Adjunct and Health Sciences Clinical faculty.

One committee member expressed concern about excluding Assistant Adjunct and Health Sciences Clinical faculty from access to P&T. P&T Analyst Shilpa Patel clarified that non-Academic Senate faculty can currently grieve early termination cases. This could be extended to grievance and grievance-termination hybrid cases.

Further discussion included the following:
- Per Standing Order of the Regents 105.1, Lecturers are already members of the Academic Senate. Although UCSF has few faculty appointed in the Lecturer series, comparing their contributions to UCSF with those of Adjunct and Health Sciences Clinical could help support UCSF’s case for inclusion.
- Another important issue to discuss and clarify among the UCSF community will be the criteria by which departments guarantee one year of funding for faculty members. It currently only applies to faculty in the In Residence series.

MOTION: Endorse the UCSF Academic Senate Membership Task Force Recommendation, requesting consideration of all points discussed (above).
ACTION: Unanimous approval