Communication from the Chair of the School of Medicine Faculty Council

December xx, 2010

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

Re: Review of the UC Systemwide Task Force Report on Senate Membership

Dear Chair Fuentes-Afflick,

As requested the School of Medicine Faculty Council reviewed the Task Force Report on Senate Membership (April 15, 2010) submitted to the San Francisco Division for review and comment. The Faculty Council discussed the Report on November 18, 2010 and provided the following responses to the four recommendations.

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

Response: The Faculty Council did not agree with this recommendation. At UCSF, Senate and non-Senate faculty have similar and overlapping responsibilities as they work together to advance the teaching, research and clinical care missions of the University. Excluding some faculty from having a voice in shared governance creates a two-tiered system that has been a source of frustration for faculty in non-Senate series. One Faculty Council member explained,

“The purpose of the Academic Senate is to include the voices of the faculty about the academic programs at the University. Dividing the faculty into Senate and non-Senate weakens the faculty voice in shared governance because not all teaching faculty can participate in the decisions regarding curriculum. It doesn’t make sense in terms of the way we work together; it doesn’t facilitate our collaborative work as a faculty and is not transparent.”

Furthermore, non-Senate faculty are excluded from the Mortgage Origination Program (MOP) home loan program. Although the MOP program can only offer a limited number of loans, being excluded outright from the program impacts UCSF’s ability to recruit new faculty and contributes to the non-Senate faculty perception that they are second-class citizens among their colleagues.

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: The Faculty Council agrees with this recommendation and recognizes that this practice is already in use by the Committee on Academic Personnel and the Office of Academic Personnel at UCSF. Some departments are unwilling or unable to implement recommended changes in series for one or more of the following three reasons:

• Department budgets are not sufficient to provide one year of support for additional faculty members in Senate series.
• Hiring faculty into an Academic Senate series requires that the department conduct a search for the position.
• Hiring faculty into the Adjunct series may provide additional protected time for the faculty member to establish their research before being recommended for an Academic Senate series appointment.

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

Response: Without undergraduates at UCSF, this recommendation translates to a separation between curricula for professional degrees (DDS, MD and PharmD) and curricula for graduate degrees (MS and PhD). UCSF is currently reconfiguring its course review practices to better separate Academic Senate oversight for graduate and professional degree courses.

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

Response: The Faculty Council did not reach a consensus on this issue. Some members thought it was important to continue to include the University Librarian and the Registrar in the Academic Senate, as they play important roles in the educational mission of the University. Other members agreed with the Report’s recommendation that as those positions have become professionalized, their membership in the Academic Senate could be revisited.

The Faculty Council appreciated the opportunity to respond to the Report. If the recommendation to not extend the list of titles conferring Academic Senate membership stands at the UC Systemwide level, the Faculty Council strongly recommended that the Division form a task force to determine line-by-line possibilities for mitigating the differences between Senate and non-Senate faculty at UCSF.

Sincerely,

Heather Fullerton, MD, MAS
School of Medicine Faculty Council Chair 2010-2011