Communication from the Clinical Affairs Committee
Steven Pletcher, MD, Chair

February 24, 2011

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

Re: Review of the UC Systemwide Report and Recommendations of the Task Force on Senate Membership (April 15, 2010)

Dear Chair Fuentes-Afflick,

As requested, on November 17, 2010, the Clinical Affairs Committee reviewed the Report and Recommendations of the Task Force on Senate Membership (April 15, 2010) for comment.

In reviewing the report, members focused on recommendation two, requesting that UCSF non-Senate faculty members who are doing Senate-level work with Senate-level responsibilities undergo file review for a re-classification of series. Members felt this dovetailed on other recommendations involving adjunct faculty made by the Task Force Reviewing the Recommendations of the Task Force on Faculty Recruitment, Retention, Promotion, and New Faculty Appointments.

Members also suggest that if campuses are to shift such non-Senate faculty into series like Professor of Clinical X, then the UC Systemwide regulation of having a 1:6 ratio of non-clinical to clinical faculty should be re-examined for its effectiveness and value. Policies that require a new faculty search for a change in series and potentially limit the senate positions available for clinical faculty are not compatible with the task force’s goal of reclassifying health sciences faculty performing Senate-level work to a Senate series.

This recommendation arises primarily with respect to the health sciences and the Professor of Clinical X series. The APM defines a limit of 1:6 of the current Senate membership of clinical departments for appointment to the Professor of Clinical X series. However, this is not an absolute cap but a trigger of a review of further appointments to this series. Some campuses have viewed this limit as a cap, while others have viewed it as a limit requiring review. As a consequence, some faculty perform the duties of Professor of Clinical X series who are appointed to non-Senate titles. These faculty need to be reviewed and placed into the correct series as dictated by their actual duties.

We further recommend that a committee of faculty from the five Health Sciences complexes be formed to evaluate the use of these and related title codes on their campuses and identify the extent to which inappropriate titles have been used at the point of hire, and to develop a consistent practice with respect to the use of title codes. Further, the 1:6 cap as a trigger for review appears somewhat arbitrary.

If such a new clinical committee is established, UCSF Clinical Affairs Committee members support the Task Force on Senate Membership recommendation that a separation be maintained between review of undergraduate and professional school curriculum.
Sincerely,

Clinical Affairs Committee
Steven Pletcher, MD, Chair, (Otolaryngology - Head and Neck Surgery)
Maxwell Meng, MD, Vice Chair (Urology)
Shoshana Arai, RN, PhD (Physiological Nursing)
Chris Barton, MD (Emergency Medicine)
John Feiner, MD (Anesthesia)
Marcus Ferrone, PharmD (Clinical Pharmacy)
Ruth Goldstein, MD (Radiology)
Miguel Hernandez-Pampaloni, MD, PhD (Radiology)
Mehran Hossaini, DMD (Oral and Maxillofacial Surgery)
Shelley Hwang, MD (Surgery)
Susan Janson, RN, DNS, ANP, FAAN (Community Health Systems)
Jeff Meadows, MD (Pediatrics - Cardiology)
Phil Rosenthal, MD (Pediatrics - Gastroenterology)
Hope Rugo, MD (Hematology/Oncology)

Cc: David Morgan, Executive Director, Ambulatory Services