The School of Medicine Faculty Council was called to order by Chair Nissenson on April 19, 2012 at 3:35 pm in Room CL 222. A quorum was present.

Approval of the March 15, 2012 Meeting Minutes
The minutes of the March 15, 2012 meeting were approved (Attachment 1).

Chair’s Report

Academic Senate Distinction in Teaching Awards
Chair Nissenson offered congratulations to Harry Hollander for receiving the 2012 Academic Senate Distinction in Teaching Award, along with David Kim Duong. This year’s Distinction in Mentoring Awards will be given to Tracy Weitz and Bruce Miller. The ceremony for these awards will be held on April 27, 2012. More information may be found on the Academic Senate website: http://senate.ucsf.edu/2011-2012/dit-2011-12.html

Academic Senate Membership
On April 19, the UCSF Task Force on Academic Senate Membership and the Academic Senate Executive Committee met with UC Systemwide leaders regarding the UCSF initiative to include 100% time Associate and Full Adjunct and Health Sciences Clinical faculty members in the Academic Senate on July 1, 2012. UCSF thinks this is important and plans to move ahead. The issue is currently under review by the UC Systemwide Academic Senate. The next steps will include a review of UCSF’s action by the University Committee on Rules and Jurisdiction on May 8, 2012.

School of Medicine Compensation Plan Task Force
Chair Nissenson reported that the Task Force made significant progress in the last meeting, in which Sam Hawgood participated.

Analyst’s Report
On behalf of Faculty Council Analyst Alison Cleaver, Heather Alden provided the following information:
School of Medicine Faculty Council Elections for 2012-13
Both votes for the 2012-13 Faculty Council vacancies have launched. The vote for the Adjunct faculty position will close on April 27, 2012 and the vote for the Academic Senate positions will close on May 3, 2012.

Faculty Council members requested that additional notices about the ballots be sent to the faculty to remind them to participate.

Faculty Research Lecture Nominations Needed
Additional nominations are needed for the Academic Senate Faculty Research Lectures, specifically for the Basic and Translational sciences. The nomination deadline is currently May 11, 2012, but may be extended to May 18, 2012, if necessary.

Academic Senate Distinguished Faculty Awards
This year all four recipients of the Academic Senate Distinguished Faculty Awards for Distinction in Teaching and Distinction in Mentoring will be given to faculty in the School of Medicine. The award ceremony will be held on Friday April 27, 2012, 3:30-5:00 pm in HSW 303. More information can be found on the Academic Senate website: http://senate.ucsf.edu/2011-2012/dim-2011-12.html

UCSF Open Access Policy (Attachment 2) - Richard Schneider, Chair, Committee on Library and Scholarly Communication and Karen Butter, University Librarian
R. Schneider presented information about the proposed Open Access Policy for UCSF (Attachment 2). Following the presentation, Faculty Council members discussed the following issues:

Q: What if faculty do not have funds to pay to publish their articles?
A: We imagine that payments will come up front rather than at the end, from a variety of sources, for example from the NIH. For faculty who do not have these types of fund available, UCSF may be able to create a fund like the one at UC Berkeley which provides publication funds for faculty via an application process.

Q: Should information about costs be included in the policy?
A: Those details will be worked out in the implementation phase.

ACTION: Faculty Council members agreed to write a letter of support for the proposed UCSF Open Access Policy. Committee on Library and Scholarly Communication Analyst Shilpa Patel will follow up with Chair Nissenson.

Diversity in Faculty Recruitment and Retention at UCSF – Renee Navarro, Vice Chancellor for Diversity and Outreach and Elena Fuentes-Afflick, Vice Dean for Academic Affairs
R. Navarro and E. Fuentes-Afflick discussed UCSF faculty diversity issues with the Faculty Council and responded to their questions. E. Fuentes-Afflick noted that in her new role as Vice Dean for Academic Affairs, she wants to be sure that diversity is part of the School of Medicine efforts to recruit and retain faculty and that Dean Sam Hawgood has indicated that diversity needs to be part of department reports.

Q: How is UCSF improving diversity on search committees? Are search committees provided guidelines for improving diversity?
R. Navarro: The composition of the search committee is the first issue to consider, including the gender, race and ethnicity makeup of the committee. Several years ago we revised the checklist for the search process, including information intended to help the process seek diverse candidates. The CTSI-Funded Search Ambassador program is intended to help search committees seek candidates from under-represented groups. As far as training the search committees themselves, we have started reaching out
to the search committees. More resources are available from the Academic Affairs website. I try to reach out to search committee chairs to provide assistance in seeking diverse candidates.

Q: How is UCSF developing the pipeline?
R. Navarro: We continue to work on pipeline development by seeking to diversify the training programs, by helping faculty members to seek diverse candidates for graduate student and postdoctoral scholar positions. We need to nurture the extramural and intermural pipelines. There is less support in the basic sciences community for hiring intermural graduates as postdocs. One opportunity is to cross-pollinate postdocs at UCSF with graduates of other UC campuses. It’s also important to create a community for diverse trainees. We want our trainees to support our students.

Q: How big is the problem in terms of faculty diversity? The data from UCSF is impressive.
R. Navarro: UCSF is 42% female- above the Association of American Medical Colleges (AAMC) standards, but this breaks down when we look by series. For race and ethnicity, UCSF has 35 African-American faculty, 52 Hispanic faculty members and five Native American faculty.

Q: How does UCSF compare with peer institutions?
R. Navarro: AAMC diversity data shows that UCSF is better than the average on gender, but worse on Hispanic and African-Americans.

Q: Do the data factor in local demographics?
R. Navarro: AAMC defines under-represented for the geographic region.

Q: Should we be looking at the demographics of people who graduate from college?
R. Navarro: UCSF is not hiring at the national availability rate.

Q: Is a search required for every HS Clinical faculty? Is that happening?
R. Navarro: Yes it is required, but it is not happening. Last year there were 18 searches for which there was only one candidate.

Q: What do you envision for implementation?
R. Navarro: We are working with departments to find low-cost or no-cost support for the search process.

Q: Do we train our search committees? It is required at UCLA. In any case, isn’t it the department chair who ultimately decides who is hired?
R. Navarro: Chairs are evaluated every five years in their stewardship reviews and diversity is now part of the stewardship review process.

Q: What are the data on our fellowship programs?
R. Navarro: We do a lot of outreach to bring in diverse fellowship candidates.

Q: Who is leading the charge to improve diversity in our fellowship programs? Fellowship program directors can work with their department chairs on to improve diversity in individual fellowship programs, but this should be a campus-wide effort.
R. Navarro: Agreed, and diversity should also be part of the Faculty Development efforts.

Q: In recruiting postdocs, it has been disturbing to have so few candidates. I would like to learn more about how to find more candidates. As an individual PI, I would like to have more tools. Have you worked with NCIRE.
R. Navarro: I haven’t yet spoken with NCIRE. We do a flow analysis annually to look at the applicant pool to determine where diversity drops out of the process.

Q: Why would there be few applicants from underrepresented groups?
R. Navarro: The cost of living in the Bay Area may be part of the issues, as well as its small communities of underrepresented minorities. Often underrepresented minorities have a high debt burden.

Comments: We need to make sure that the culture at UCSF is friendly to diversity and to make that well known to applicants. We can't attract the best minority students because UCSF is not offering the best packages.
R. Navarro: UCSF is starting a capital campaign for scholarships for diverse students.
Q: Are physical disabilities included in diversity criteria?
R. Navarro: Our broad definition of diversity includes LGBTQI, disability, as well as race, gender and ethnicity. The Federal Audit team will be here next week to look at our disability employees.

Comment: The University of Rochester medical school is now free, paid for by graduates of the medical school.
R. Navarro: Working on improving the alumni giving.

R. Navarro: The Equity Advisor program includes members who are trained on unconscious bias and other aspects of seeking diversity. Each search should have an Equity Advisor. We will seek faculty members to participate as Equity Advisors.

**Old Business**
None

**New Business**
None

**Adjournment**
Chair Nissenson adjourned the meeting at 5:00pm.

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