Committee on Faculty Welfare
Paul Green, PhD, Chair

MINUTES
Thursday, February 7, 2013

PRESENT: P. Green (Chair), L. Karliner (Vice Chair), P. Bellefeuille, G. Marshall, O. Plesh, S. Roy, L. Thompson

ABSENT: M. Dall’Era, B. Lin (Clinical Representative), A. Rudolph, J. Sevelius (Adjunct Representative)

GUESTS: Gary Forman, Assistant Vice Chancellor, Campus Life Services

The Committee on Faculty Welfare (FW) was called to order by Chair Green on February 7, 2013 at 2:05 p.m. in room U 506. A quorum was present.

The minutes of December 6, 2012 were approved.

Chair’s Report
Chair Green reminded members to fill out the Academic Senate Membership survey.

Mission Bay Academic Building
Chair Green updated the committee members on the Mission Bay Academic Building debate. FW members wanted feedback on the HIPPA issues and just how effective the “white noise” will be in covering up conversations. FW members raised further clinical issues of receiving patient calls throughout the day, and the inability of having to reserve private rooms for such calls.

Other issues raised include no space for bench scientists to conduct research at the new Mission Bay Academic Building. The hospital is set up to be just that. Research is to be conducted at pre-existing locations. If those spaces aren’t at the MBC, faculty will have to shuttle back to their other campus location.

The Academic Senate has drafted several Communications to the administration on the plans, and is maintaining an open Communication on the Senate homepage. Faculty are encouraged to review the open letter and contribute comments.

Update on Benioff Children’s Hospital
Chair Green gave an update on the financial status of the Benioff Children’s Hospital. CEO Laret gave a report at Monday’s Senate Coordinating Committee detailing the financial status, and what will be happening at the other locations once MB Children’s Hospital opens.

UCFW – Leah Karliner, Vice Chair
• A Salary Remuneration Report is being done. This is after a UCOP Analyst Report was conducted which stated that UC Faculty were doing “well.” There’s insufficient funds to conduct
this survey for all faculty; for now, just ladder faculty at general campuses will be covered in the survey. This means that scales will be examined.

- Changing of the “stopping of the clock” rules. For Assistant Professors, you can stop the clock for child-rearing or child-bearing cases. There are other cases where it would be equitable to stop the clock—caring for an ill family member (child or adult) or the loss of a spouse. UCSF FW supports these instances as being allowable reasons to allow.

- CALPers is divesting from gun manufacturers. UCSF has quietly divested from gun manufacturers. VC Karliner raised the question of whether UC should divest from gun retailers that sell military- and assault-style guns? For now, VC Karliner will present that as her opinion and we will discuss this at a later committee meeting.

Faculty Endowment Proposal
Vice Provost Sally Marshall provided an overview of the proposed Faculty Endowment Program. The idea for this arose out of the 2009 Faculty Climate Survey which spoke to “salary stability” and “salary equity based on gender” as being two major concerns. The latter is largely, at present, a perception and not a reality at UCSF. It is still being explored at a Systemwide level. UCSF will examine methodologies for measuring salary equity (one committee per school).

A subcommittee met over the past eighteen months with the following results:

The idea of a Faculty Endowment Program may be morphed into a “Life Cycle of a Faculty Member” endowment program. This Program would result in twenty percent salary support—which could allow for faculty to use that protected time in any way they choose and provide some salary stability.

An endowment of this size would need to be around $20M annually.

Some of the subcommittee focus is now turning to Associate Professors and focusing the endowment on Associate-level Professors and above.

FW members agreed to draft a Communication lending support to the idea of FEP for Associate-level Professors and above. Overall, they will promote protected time with a limited number of faculty involved at the start. VP Marshall will send talking points to Chair Green who will then draft Communication and circulate for FW member review.

Proposed New Policies for Housing – Gary Forman, Assistant Vice Chancellor, Campus Life Services
AVC Forman gave an overview of current housing situations, current limits, and proposed new housing limits. Housing term limits were suspended in FY2009. They’re now being re-implemented.

This has proved problematic for incoming students due to the cost of living in San Francisco. Schools are pushing to have a two-year limit for professional students and to have a reserved set of housing units which are constantly rotating—so that they can be offered to incoming students.

Moving forward, the following term limits are being proposed:

- Five-year limit for post-docs, fellows, and professional students.
- Six-year limits for PhD students.
- Three-year limits for faculty.

After discussion, FW members agreed with the proposed limits except for the three-year limit for faculty. Instead, FW members proposed a two-year limit for faculty. An official Communication will be drafted next week and sent to Gary Forman.
**Old Business**
None.

**New Business**
None.

Chair Green adjourned the meeting at 3:40pm

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