MINUTES
Thursday, October 4, 2012

PRESENT: P. Green (Chair), L. Karliner (Vice Chair), P. Bellefeuille, M. Dall’Era, G. Marshall, R. Rehm, S. Roy, L. Thompson

ABSENT: B. Lin (Clinical Representative), O. Plesh, A. Rudolph, J. Sevelius (Adjunct Representative)

GUESTS: Gordon Fung, Chair, Equal Opportunity Committee

The Committee on Faculty Welfare (FW) was called to order by Chair Green on October 4, 2012 at 2:00 p.m. in room U 506. A quorum was present.

The minutes of April 5, 2012 were approved. Introductions were made.

Chair’s Report
Chair Green went over the charge to the committee. He reminded members that professional research staff and students are included in the “faculty welfare” charge.

Chair Green also gave an overview of the UCSF Governance Policy being reviewed. One aspect of this policy is a space planning initiative. Initially intended to just affect the SOM, it is being rolled out to all of UCSF in January 2012. Analyst Cleaver will contact Bruce Wintroub who is spearheading the initiative to see if he’s available to present to this committee in December 2012.

In general, all space must have a financial plan allotted to it. Without one, the space can be pulled back into a broader pool of available space. FW Member Roy asked if faculty will be judged on these plans. Chair Green commented that the initial plan is for an average of $90p/sq. foot, and it will be re-reviewed every year or upwards to every three years.

Chair Green asked for a FW to serve as an alternate to the Operational Excellence Human Resources Committee (UCSF). Member Roy will serve in that capacity.

Chair Green also presented on ongoing UCFW issues still under review:
- Health Benefits and Salaries
- Senate Membership Efforts

Diversity Efforts
Gordon Fung, Chair of the Senate’s EQOP Committee spoke to efforts to improve the status of underrepresented groups at UCSF. It is hoped that EQOP and Faculty Welfare will work together in the future on this topic. Chair Fung mentioned as part of an overview that LGBT and disability issues aren’t part of the issues discussed by EQOP at this time.
APM 210 is still being reviewed by EQOP. The Advancement process overall should be more supportive of diversity efforts to assist those not regularly exposed to such underrepresented populations through their research, i.e. pathology or basic science research labs. They’re looking to do an orientation for faculty who aren’t aware they should be highlighting these things in their CVs.

FW Members asked that EQOP develop guidelines for CAP and Departments/Schools to support diversity efforts be developed for those faculty not involved in underrepresented populations through their research.

Separately, the Office of Diversity is releasing a survey in November which will address some EQOP issues. This Systemwide survey is titled “Inclusion: We Take It Seriously. You Should Too.”

EQOP will be developing a salary equity survey addressed to all the health sciences campuses. This survey will focus on all the different schools (broken down by series, gender, age, and ethnicity) plus on-campus/off-campus. This will create a template for the other campuses for this too.

Vice Chair Karliner said the Chancellor’s Advisory Council on the Status on the Women is also exploring salary equity issues. VC Karliner sits on the Council and will further the discussion as needed.

Chair Green encouraged EQOP Chair Fung to return to Faculty Welfare for assistance as needed.

**Lab Safety Settlement (UCLA Case) and Faculty Indemnity**

Chair Green went over the current legal protection for faculty in criminal cases. FW Member Marshall advised that the new requirements are labor-intensive for the faculty member requiring extensive sign-offs. These new requirements arose out of the settlement of the UCLA legal case where an untrained lab technician died in an explosion. The case was settled in June 2012 and the compliance trainings are starting to roll out now at a Systemwide level and being implemented at UCSF by a joint team involving VC Boyd, Compliance & Ethics, and EVC&P Bluestone.

Members will hear a presentation in December 2012 from faculty members or administration involved in the implementation of the new compliance measures.

FW Members wondered if a type of “lab insurance” or malpractice insurance could be developed. Faculty didn’t want to separately purchase it, but have it included as part of the packet included with being a faculty member.

FW Members raised issues of research staff who decline to do trainings even if they’ve been asked to do so, and how it can sometimes take upwards of a year to get notification from EH&S that someone has accomplished such trainings.

**Old Business**

None

**New Business**

Chair Green encouraged FW members to vote in November 2012.

Chair Green also mentioned the issue raised by Vice Provost Marshall, to Vice Chancellor John Ford, Development, of salary stability being a top priority for faculty. VP Marshall asked VC Ford to put some efforts toward developing large faculty endowments, with the ultimate goal of each faculty having twenty percent salary paid for from them.

VC Ford advised that such a figure would amount to $29M annually. He also advised that at the moment, the Development Office is still focused on funding the Mission Bay Hospital.
Chair Green and other members supported promoting this idea around campus, and also drafting a communication to VC Ford.

Chair Green adjourned the meeting at 3:35pm

Senate Staff:
Alison Cleaver, Senior Analyst
Alison.cleaver@ucsf.edu; 415/476-3808