Committee on Faculty Welfare
Paul Green, PhD, Chair

MINUTES
Thursday, December 6, 2012

PRESENT: P. Green (Chair), L. Karliner (Vice Chair), O. Plesh, R. Rehm, S. Roy, L. Thompson

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

GUESTS: Bruce Wintroub, Co-Chair, Chancellor’s Space Planning Committee

The Committee on Faculty Welfare (FW) was called to order by Chair Green on December 6, 2012 at 2:05 p.m. in room U 506. A quorum was present.

The minutes of October 4, 2012 were approved.

Chair’s Report

Lab Safety Settlement (UCLA Case) and Faculty Indemnity
Elizabeth Boyd presented an update to the lab safety settlement outlined below to the Committee on Research:

In 2008, a researcher at UCLA died due to a tragic laboratory accident. Following the accident, the District Attorney brought criminal charges alleging that the faculty member did not provide adequate safety procedures. The Regents settled the criminal case, although the civil case against the professor is ongoing having refused to settle on grounds that this would create a far-reaching precedent.

UC does indemnify and defend UC employees named in civil action as long as the employee is acting in good faith and without malice. There is no such policy in criminal actions.

The terms of the Regents’ settlement include three essential requirements for UC laboratories to implement September 2012 – February 2013:

1. Adequate training
2. Detailed lab-specific Standard Operating Procedures (SOPs)
3. Use of Personal Protective Equipment (PPE)

Many of the required terms are already in place at UCSF.

In September, the Regents were required to commence training for lab managers for basic lab safety, a practice that has been standard at UCSF.
UCSF will need to provide written certification by the Director of Environmental Health & Safety (EH&S) confirming that the campus has begun implementation of these procedures in compliance with Title 8 of the CAL OSHA safety code.

The settlement also requires UCSF to provide a list of all lab facilities on campus. The settlement has been strictly applied to Departments of Chemistry. Since UCSF does not have a Department of Chemistry, UCSF has identified two departments that are analogous -- the Departments of Biochemistry and Biophysics (School of Medicine) and Pharmaceutical Chemistry (School of Pharmacy). These departments are the first to implement the new laboratory requirements.

UCSF must develop a formal safety manual and chemical hygiene plan and ensure that they are maintained and that all personnel have reviewed them. UCSF must certify compliance with the state two times a year. If a violation is reported to the Vice Chancellor of Research, it must be addressed within 30 days or the campus will be levied fines. The goal for UCSF is to roll out these practices campus-wide.

**Implementation Status:**

During the first phase of implementation, EH&S initiated a complete inventory of chemicals in the Departments of Biochemistry and Biophysics and Pharmaceutical Chemistry EH&S is working to upgrade those inventory systems to better track these chemicals. Additionally, UCSF is working on a list of chemicals that fall under the agreement. UCLA has been charged with creating a library of chemicals. Completion of Phase One is targeted for January 2013.

The committee discussed the delay in notification by Environmental Health and Safety (EH&S) in providing information on non-compliance in training.

**ACTION:** If there is still inefficiency in notification when the new process is in place, the Committee may take up this issue.

**19900 Funding Change**

A letter defining changes in 19900 funding went to Faculty Councils for comment on November 15, 2012. The Committee on Faculty Welfare hopes to get a timely response from the Deans.

**Salary**

Systemwide negotiated salary plan does not affect UCSF’s Health Science Compensation.

**Diversity**

Diversity Survey – Reminder to take the survey.

APM 210 – The inclusion of citing contributions to diversity in your promotion packet is optional. Not including this information should not affect promotions.

**Open Access Policy**

Journal publishers are accepting 96% of articles submitted by UCSF faculty to be automatically made available under the new Open Access policy. Some publishers (notably Nature, PNAS and Science) are still requesting waivers from individual faculty members to allow their article to be made freely available. It is hoped that these publishers will eventually fully accept the Open Access policy.

**Space Planning – Bruce Wintroub, Chair, Space Planning Committee**

The Chancellor’s Space Planning Committee, Chairs Jeff Bluestone, Executive Vice Chancellor and Provost and Bruce Wintroub, Vice Dean of the School of Medicine, is responsible for assessing the need for and assigning space resources in an effective and efficient manner. The Chancellor’s direct reports (i.e. Deans, senior administrators, Medical Center leaders, faculty leaders and/or their representatives) are responsible for identifying the needs of the schools and assessing the use of this space in a report to the Space Planning Committee every three years to assure the space is managed and used efficiently.
The principles that the Committee are following are:
- General space accountability and governance would require the same economic performance for the same type of space.
- Fairness, consistency, transparency, economic sustainability and strategic prioritization in the deployment of space.
- Non-permanence of space allocation, retention and use. Space may be released by the school when new space is allocated, (Chancellor may retain 10% of the space for future use), or relinquished for non-use, such as program closure.
- Operation cost responsibility for space - Units will be responsible for covering the operation costs of the assigned space, approximately $90.00/sq. ft.

Current data on the use of space has been submitted by the departments/schools. Space analysis and agreement of space use should be done by the end of this transition year. The policy goes into effect January 1, 2013.

The committee requested a tool for individual faculty to request space, noting that this function is not transparent.

The complete slide presentation was made available to the members of the Committee.

**UCFW – Leah Karliner, Vice Chair**
- Salary and Benefits continues to be discussed.
- Prop 30 passed. Therefore a 3% raise should be forthcoming with specific method of calculation to be determined.
- Health Benefits will be discussed at future meetings.

**Old Business**

**Endowment Proposal**
Sally Marshall will be invited to present to the committee at the February 7th meeting.

**New Business**

Chair Green adjourned the meeting at 3:35pm