Academic Senate Coordinating Committee  
Robert Newcomer, PhD, Chair

**DRAFT Minutes**  
March 4, 2013

**Present:** Robert Newcomer (Chair), Farid Chehab (Vice Chair), Jyu-Lin Chen*, Renee Binder (for Sam Hawgood), Shari Dworkin*, Patrick Finley, Gordon Fung, David Gardner, Paul Green, Ruth Greenblatt*, Janice Humphreys, Tom Kearney* (for Pat Fox), Thuan Le (for Mohana Amirtharajah), Janice Lee, Sharmila Majumdar* (for David Teitel), Sally Marshall, Phil Rosenthal, Henry Sanchez, Peter Sargent, Rich Schneider*, Joe Sullivan*, Torsten Wittmann, *by phone

**Absent:** Tejal Desai, Heather Fullerton, Joseph Guglielmo, Bonnie Halpern-Felsher, Brad Hare, Jeff Lansman, Errol Lobo, Steve Morin, Sri Nagarajan, Robert Nissenson, Susan Promes, George Rutherford, Anne Slavotinek, David Vlahov, Elizabeth Watkins, Beth Wilson

**Guests:** Paul Garcia, Chair, UCSF Academic Senate Membership Task Force  
Alan Venook, Mission Bay Academic Building Advisory Committee

Chair Robert Newcomer called the meeting to order at 2:10 pm in room S 30. A quorum was present.

**Approval of Minutes of February 4, 2013**  
The minutes from the February 4, 2013 meeting were approved.

**Chair’s Report – Robert Newcomer**

- UC will work on reducing the time to degree for undergraduates.
- Rebenching discussions are ongoing at the UC Systemwide level. UCSF and UC Merced are excluded from the negotiations.
- Sandra Weiss will represent UCSF on the UC President Academic Advisory Committee.

**Academic Senate Staff Update – Heather Alden**  
Faculty Research Lecture in Basic Science – John Rubenstein, MD, PhD  
“Development of the Forebrain: Exploring its Genetic Architecture”  
Wednesday March 13, 2012, 3:30-5:00 pm in Cole Hall  
See the poster and more information at [http://senate.ucsf.edu](http://senate.ucsf.edu)

**UCSF Academic Senate Membership Task Force Recommendations - Paul Garcia**  
Task Force Chair Paul Garcia presented an update on the results of the UCSF Academic Senate membership survey and proposed recommendations for the next steps (see Attachment). Coordinating Committee members discussed and endorsed the recommendations.

**Faculty Workplace Update - Alan Venook and Robert Newcomer**  
The Academic Senate wrote a [letter to campus leaders on December 18, 2012](http://senate.ucsf.edu) outlining faculty concerns about the activity-based workplace plan for the new Mission Bay Academic Building. The Committee on Academic Planning and Budget (APB) convened a subcommittee/task force including members of APB,
the Committee on Research and faculty members slated to move to the Mission Bay Academic Building. That group met with Dean of the School of Medicine Sam Hawgood on January 3 to discuss the concerns described in the December 18 communication. On February 8, 2013, the Academic Senate sent a communication to the UCSF academic community describing faculty concerns, the Academic Senate work to date on the issue and proposed next steps. Faculty members were also invited to provide comment on the Academic Senate’s website. Since February 8, R. Newcomer, APB Chair David Teitel and A. Venook worked with S. Hawgood to make progress on the issues of concern for the faculty, including a meeting between R. Newcomer D. Teitel, and S. Hawgood on March 4. Faculty members were invited to join Academic Senate tours of the mock-up activity-based workspace on April 16 and April 18, housed in the Mission Bay Diller Building (see images here).

A. Venook noted that faculty issues raised have not been addressed by campus leaders, most importantly concerns about privacy, including HIPAA regulations. On March 8, A. Venook met with Mark Laret to discuss faculty concerns regarding the activity-based workplace plan. Peter Carroll is drafting a letter to indicate that the lack of consultation with faculty has not been acceptable. That the campus leaders are not engaging with faculty demonstrates a lack of respect. They have had three months or longer to respond and they have done nothing.

R. Newcomer noted that the Academic Senate process to date has been low profile to give campus leaders the opportunity to act. However, they have not yet responded. R. Newcomer described that the Academic Senate efforts have focused on two issues: first, the immediate timetable for the Mission Bay building, and second the subsequent implementation of the activity-based workplace at Parnassus and SFGH. The Academic Senate requested evaluation of the Mission Bay building implementation and delay to the start of implementation at Parnassus and SFGH. S. Hawgood and Bruce Wintroub acknowledged that faculty are concerned and that they need to let faculty know that their concerns are being heard. Today, S. Hawgood conceded that there will be a formal evaluation of the model and that they need to also build in lag time so that findings from the study can be implemented for the other locations. S. Hawgood has given his word that problems will be fixed.

Coordinating Committee members discussed the following points:

- Recruiting and retaining faculty is difficult and this change will make it more difficult
- This seems like the Stanford merger and will need to be undone. The faculty can make a stand to turn this around.
- When the faculty raised concerns about Operational Excellence, all the campus leaders came to the Academic Senate Division meeting and did not act.
- We should not be faculty-centric. This will not work for staff either.
- What about costs to the faculty? Who will pay for all the extra IT? What about security?
- What about a survey? We need to learn more about the preferences within the Academic Senate to best represent its constituency. A. Venook: we did a survey in our Division. Only half of the faculty responded. Most through it was 1-2 on a scale from 1-10. A few thought it was a 3-4. What would be the disadvantage of surveying faculty? The administration would not act on the information.
- No faculty member would choose a desk over a building. One option would be to lease a number buildings.
- Will campus leaders hold off on implementing the space plan at Parnassus and SFGH? The campus leader response has been that they need to stay with their timelines. This is an issue to be negotiated.
- What about Laurel Heights? Not on the agenda at this point. We need to watch it so that plans are not made without consultation.
- The Chancellor's presentation a few years ago stated that maintaining excellence was paramount and that cuts would be made to maintain excellence. This proposal will impact UCSF's excellence.
• The Academic Senate will try to expand the scope of what they do to improve communication and options for the people moving in to the Mission Bay building.
• This is something we expect that the faculty will be working on for the next few years. We need to come up with alternate solutions.
• Want to work with the Faculty Councils to mobilize action in their schools. The school most impacted will be the School of Medicine. If it is represented by only one voice, the Faculty Council, then that does not represent all of the faculty in the School. Faculty Welfare and Clinical Affairs should take this up.

Reports from Standing Committees, Faculty Councils and UC Systemwide Committees

Faculty Welfare Update - Paul Green, Chair
Lab Safety implementation – The personal protective equipment implementation was due to on March 1, 2013. The implementation was delayed to address ambiguity in the implementation language. The implementation process is ongoing with new software, etc.
  • What about defense and indemnification of faculty involved?
    P. Green: Nothing beyond that the University is committed to protecting the rights of faculty. No specific assurances.

Faculty Housing policy (see Attachment) – the Faculty Welfare proposed a two-year limit for faculty occupation of UCSF housing to encourage turnover and better facilitate faculty recruiting efforts.

APM 700 revisions regarding a faculty member who is out of communication during a leave of absence. Faculty Welfare members endorsed the revised language. This has never been an issue for UCSF.

Sustainability Task Force – Tom Newman, Chair
The Sustainability Task Force is working with UCSF Food Services and Physicians for Social Responsibility to prepare a statement to encourage UCSF to stop buying meat treated with non-therapeutic antibiotics.
  • Would this apply to UCSF’s independent contractors?
    T. Newman: This cannot apply to current leases, but could be part of their next leases.

The Task Force is also working with CAP on guidelines for review of faculty promotions for sustainability efforts. John Plotts, Vice Chancellor for finance and Administration asked to see the guidelines so they can be considered for staff promotions.

Old Business
None

New Business
None

Adjournment
Chair Newcomer adjourned the meeting at 3:55 pm.

Senate Staff:
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