UCSF Academic Senate Membership Information Summary
Robert Newcomer, PhD, Division Chair

As of April 12, 2012

Estimated Number of 100% time Faculty by Series as of April 2012
UCSF has approximately 1,933 100% time faculty, the majority of whom (1,694 ±) are in the School of Medicine. The number of full-time faculty is an approximation and may be a slight undercount as some individuals with joint appointments may be have been missed. About half of the 500 ± part-time faculty have appointments at 50% or more.

Using the number of estimated 100% time faculty as the base, the distribution of faculty by series is shown below. Faculty in the Adjunct and Health Sciences Clinical series account for 43% of the full time UCSF faculty. This percentage reduces to 18% when only Associate or higher rank faculty in these series are considered (about 343 faculty).

<table>
<thead>
<tr>
<th>Faculty Series</th>
<th># at 100% Time</th>
<th>% of Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ladder Faculty</td>
<td>346</td>
<td>18%</td>
</tr>
<tr>
<td>In Residence</td>
<td>418</td>
<td>22%</td>
</tr>
<tr>
<td>Clinical X</td>
<td>344</td>
<td>18%</td>
</tr>
<tr>
<td>HS Clinical</td>
<td>537</td>
<td>28%</td>
</tr>
<tr>
<td>Adjunct</td>
<td>288</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Total @ 100%</strong></td>
<td><strong>1,933</strong></td>
<td></td>
</tr>
</tbody>
</table>

¹There are also about 507 part time faculty

UCSF Faculty Concerns
UCSF Adjunct and Health Sciences Clinical faculty experience the following exclusions:

- Adjunct and Health Sciences Clinical faculty may not vote on departmental, school, campus and UC Systemwide issues related to faculty, including the advancements and promotions of departmental colleagues.
- Adjunct and Health Sciences Clinical faculty may not participate in most Privilege and Tenure grievance processes.
- Adjunct and Health Sciences Clinical faculty may not serve on some Academic Senate committees (i.e., Academic Personnel, Privilege & Tenure, Rules & Jurisdiction).
- Adjunct and Health Sciences Clinical faculty may not serve as Division Officers, Chairs of UCSF Academic Senate committees or UCSF Representatives to UC Academic Senate Committees.
- Adjunct and Health Sciences Clinical faculty may not serve on UC Academic Senate committees as At Large members.
- Adjunct faculty are not permitted to act as the sole Chair for student oversight committees. They may only co-chair with an Academic Senate member or serve as a member of the committee.
- Adjunct and Health Sciences Clinical faculty are excluded from the Mortgage Origination Program (MOP) and other funding opportunities providing monetary support for faculty.
- Adjunct and Health Sciences Clinical faculty must request Emeritus status upon retirement.

At UCSF, faculty work side-by-side to teach, research and provide clinical care without regard for academic title. Denial of voting rights and other opportunities contributes to a two-tiered system in which Academic Senate faculty titles are perceived as “better” than non-Academic Senate faculty titles. Furthermore, women and ethnic minorities disproportionately hold Adjunct and Health Sciences Clinical faculty titles at UCSF. This two-tiered system may be perceived as institutional discrimination.
Action
Given that all UCSF faculty are members of faculties of professional schools offering courses at the graduate level only (Standing Orders of the Regents 105.1 (a)), and given that the Academic Senate can determine its membership (SOR 105.1 (b)), the UCSF Academic Senate Membership Task Force recommended that as of July 1, 2012, all full-time UCSF faculty at the Associate or higher will be included in the UCSF Academic Senate.\(^1\) The following actions would take effect on that date:

- The votes of all 100% time Associate and Full Adjunct and Health Sciences Clinical faculty would be counted, including votes for departmental actions such as the hiring and promotion of colleagues.
- All UCSF 100% time Associate and Full Adjunct and Health Sciences Clinical faculty members would be given access to all Privilege and Tenure procedures.
- The UCSF Academic Senate Committee on Committees would initiate a practice of appointing faculty in the Adjunct and Health Sciences Clinical series to all UCSF Academic Senate committees as members, Chairs or Vice Chairs and/or UCSF Representatives to UC Systemwide Committees.
- All UCSF 100% time Associate and Full Adjunct faculty will have the opportunity to serve as Chair of student oversight committees.\(^2\)
- All UCSF 100% time Associate and Full Adjunct and Health Sciences Clinical Faculty will become eligible for the Mortgage Origination Program and other similar faculty financial programs.\(^3\)
- All UCSF 100% time Associate and Full Adjunct and Health Sciences Clinical faculty would automatically receive Emeritus status upon retirement.\(^4\)

To assure timely implementation of these actions, the UCSF Academic Senate Coordinating Committee voted to (a) notify the UC Systemwide Academic Senate of our intended actions, and (b), if necessary, to seek a formal review by the Regents to clarify the meaning of SOR 105.1 (a) as related to SOR 105.1 (b) such that UCSF may determine Academic Senate membership for its faculty, specifically for UCSF 100% time Associate and Full Adjunct and Health Sciences Clinical Professors.

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1. These recommendations were accepted on January 9, 2012 by the UCSF Academic Senate Coordinating Committee and the Chancellor's Executive Council on January 16, 2012, including concurrence from UCSF Campus Counsel.
2. Subject to further revision by the Graduate Council and individual academic departments.
3. Subject to further discussion with the University Office of Loan Programs.
4. Implementation under review by the Vice Provost for Academic Affairs.
University of California Rules
UCSF faculty concerns about Academic Senate membership largely stem from the Senate’s historical interpretation of Standing Order of the Regents 105.1(a). This section specifies several faculty titles included in the Academic Senate. Among those expressly listed are Ladder Rank, In Residence and Clinical X. Adjunct and Health Sciences Clinical titles were excluded by omission. However, there is substantial ambiguity in the language the Standing Orders language and consequently in the Regents’ intention. For example:

Standing Order of the Regents 105.1(a) further states:
Members of the faculties of professional schools offering courses at the graduate level only shall be members also of the Academic Senate, but, in the discretion of the Academic Senate, may be excluded from participation in activities of the Senate that relate to curricula of other schools and colleges of the University.

Adding to the ambiguity, Standing Order of the Regents 105.1(b) states:
The Academic Senate shall determine its own membership under the above rule, and shall organize, and choose its own officers and committees in such manner as it may determine.

We interpret SOR 105.1(a) to confer Senate membership on faculty members in the professional schools at UCSF. Faculty are defined by the APM and include the series of Ladder, In Residence, Clinical X, Health Sciences Clinical, and Adjunct Professor. Under 105.1(b), the UCSF Senate has the authority to determine its own membership, which we have elected to do in the case of the HS Clinical and Adjunct Professor series, by limiting membership to those in these series who are working 100% time and at Associate or Full Professor rank.

Other Standing Orders and Senate bylaw provisions were discussed by our Senate Membership Task Force as we examined the barriers and options available in formulating recommendations ultimately endorsed by the UCSF Senate Coordinating Committee and Campus Administration. The following is a brief on key sources and sections:

- The Academic Senate is regulated by Systemwide Bylaws, Systemwide Regulations, Systemwide Legislative Rulings (by UCRJ) and Division Bylaws
- Parameters for each academic title are established in the Academic Personnel Manual (APM)
- SOR 103.2 grants any member of the Academic Senate the privilege of a hearing by any appropriate Academic Senate committee.
- APM 005 presumes a full-time commitment to the University of California for members of the Academic Senate.
- Lecturer with Potential for Security of Employment – SOR 103.10 is not a viable option for UCSF faculty as those in this title are union represented. Further, Lecturer with Security of Employment requires a State-funded FTE position as the funding base.
- Departmental voting rights: UC Systemwide Senate Bylaw 55 excludes non-Senate faculty from departmental votes
- Searches for permanent positions: per the Federal Equal Employment Opportunity/Affirmative Action Executive Order 11246, appointments to permanent positions require a search.
- All UCSF faculty may offer courses. Senate Regulation 750 authorizes Professors, Professors in Residence, Professors of Clinical X and Adjunct Professors to give courses. A UCSF Variance to SR 750 allows HS Clinical faculty to give courses.
- Regulations and Procedures of the Graduate Council V. state that Committees for Higher Degrees must be composed of Academic Senate members (with exceptions granted by the Graduate Dean), and that non-Senate members may not be the sole chair of a committee. They may co-chair with an Academic Senate member.
- Non-Senate faculty have access to the grievance procedure in APM 140, which defines a separate process from those in the Senate.
- UC Systemwide Senate Bylaw 35.C.2. and UC Systemwide Legislative Ruling 12.75 specify that only Academic Senate members may vote in Academic Senate agencies
- SOR 105.2 provides for the following duties, powers and privileges of the Academic Senate
  - Education: conditions for admission, certificates and degrees; recommend candidates for degrees; authorize and supervise all courses and curricula
Faculty: membership (per SOR 105.1) and organization
Budget: advisory to the Chancellor on campus budgets and to the President on the University budget
Right to communicate to the Board of Regents: the Academic Senate may bring its views on any matter pertaining to the conduct and welfare of the University before the Board of Regents via the President
Libraries: The Academic Senate may advise the President and Chancellors regarding the administration of the University libraries
UC Press: The Academic Senate may select a committee to approve UC Press publications.

- Academic Units and Functions, Affiliated Institutions and Related Activities of the University: SOR 110.1 provides that the Academic Senate shall advise the President on the establishment and disestablishment of colleges, schools, graduate divisions and organized multicampus research units.
- Time limit on the Assistant Professor appointment: SOR 103.9 and APM 133-0 specify that faculty shall not remain in Assistant Professor longer than eight years (with the possibility of a two year extension by exception – see SOR)
- The Faculty Code of Conduct (APM 015) includes the Professional Rights of Faculty, among which are the following, with most of these rights being restricted to those defined as Senate members:

4. participation in the governance of the University, as provided in the Bylaws and Standing Orders of The Regents and the regulations of the University, including
   (a) approval of course content and manner of instruction,
   (b) establishment of requirements for matriculation and for degrees,
   (c) appointment and promotion of faculty,
   (d) selection of chairs of departments and certain academic administrators,
   (e) discipline of members of the faculty, and the formulation of rules and procedures for discipline of students,
   (f) establishment of norms for teaching responsibilities and for evaluation of both faculty and student achievement, and
   (g) determination of the forms of departmental governance;

5. the right to be judged by one’s colleagues, in accordance with fair procedures and due process, in matters of promotion, tenure, and discipline, solely on the basis of the faculty members’ professional qualifications and professional conduct.