### UCSF Academic Senate Membership Summary

**Robert Powell, PhD, Division Chair**

*as of December 1, 2012*

Membership in the UC Academic Senate is currently defined by the *Standing Order of the Regents (SOR)* 105.1a by the series to which a faculty member is appointed. Five faculty title series are used at UCSF: Ladder Rank, In Residence, Clinical X, Adjunct and Health Sciences (HS) Clinical. Three series, Ladder Rank, In Residence and Clinical X, are included in the Academic Senate. Two series, Adjunct and HS Clinical, are not included in the Academic Senate by omission of those titles from SOR 105.1a.

The list of titles included in SOR 105.1a is the basis for determining faculty rights and privileges defined in the *Academic Personnel Manual*, the UC Systemwide *Academic Senate Bylaws, Regulations, Legislative Rulings*, as well as Divisional *Bylaws* and *Regulations*. Aggregated, these rules result in the following practices, issues and discrepancies among the five series at UCSF.

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<th>Academic Senate faculty</th>
<th>Non-Academic Senate faculty</th>
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<td>1. Faculty voting on departmental actions and having their actions voted upon</td>
<td>Applies to all three series (Ladder Rank, In Residence and Clinical X)</td>
<td>Although practices vary by department at UCSF, Adj/HS Clinical faculty often do not vote on Senate faculty personnel actions, and their actions are not voted upon by Senate colleagues</td>
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<td>2. CAP (Committee on Academic Personnel) Review of Advancement and Promotions</td>
<td>UCSF CAP reviews Senate and non-Senate teaching faculty (i.e., Adjunct, HS Clinical, Professor, Professor in Residence and Professor of Clinical X).</td>
<td>For Adjunct and HS Clinical, CAP reviews appointments at Assistant Step three or higher and all promotions to the Associate level.</td>
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<td>3. Eligibility for all UCSF Academic Senate committees (including CAP, P&amp;T, R&amp;J)</td>
<td>Senate faculty are eligible to serve on all Academic Senate committees</td>
<td>At UCSF Adj/HS Clinical faculty are included on all UCSF Academic Senate committees except CAP, P&amp;T and R&amp;J</td>
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<td>4. Eligibility to serve as UCSF Academic Senate Officers and/or committee chairs</td>
<td>Senate faculty are eligible to serve as UCSF Academic Senate officers and/or committee chairs</td>
<td>Starting in 2012-13, COC appointed Adj and HS Clinical faculty members as Chairs of UCSF Academic Senate Committees.</td>
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<td>5. Eligibility to represent UCSF on UC Systemwide Committees</td>
<td>Senate faculty are eligible to represent UCSF in any UC Systemwide Academic Senate context</td>
<td>The UC Systemwide Academic Senate will accept UCSF Adj/HS Clinical faculty members as UCSF representatives but with limited voting rights.</td>
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*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.
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<th>6. Eligibility for sabbatical</th>
<th>Only Ladder Rank faculty may take department-funded sabbatical. In Residence and Clinical X faculty may self-fund professional leave.</th>
<th>Adj/HS Clinical faculty may self-fund professional leave.</th>
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<td>7. Guarantee of one year of funding</td>
<td>By designating that one year of notice must be given for ending the appointment of In Residence faculty members, resulting in a ‘guarantee’ of one year of funding should other funding sources lapse. This practice has been extended at UCSF to also include Clinical X faculty.</td>
<td>Adj/HS Clinical faculty renew their one-year contracts annually.</td>
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<td>8. Mortgage and recruitment funds (i.e. MOP, SHLP and SHLP)</td>
<td>Per UC Systemwide rules, only Senate faculty are eligible for MOP and SHLP funds. Per UC Systemwide rules, Adj/HS Clinical faculty are not eligible for MOP or SHLP funds. In Spring 2012, UCSF began to allow FRAP funding to be used for recruitments of Adj/HS Clinical faculty members.</td>
<td>The Mortgage Origination Program (MOP) is a UC Systemwide program for faculty mortgages. UCSF receives $28 million every two years. Each UCSF faculty mortgage is about $1 million, yielding approximately 28 UCSF faculty MOP mortgages every two years. The MOP program is currently only available to Academic Senate members per UC Systemwide rules. SHLP is a UCSF loan program intended to help with faculty mortgage down payments. 6-8 loans are granted each year at ~$100,000 each. Sally Marshall is working with UCSF leadership to make this available to non-Senate faculty. FRAP is a faculty recruitment fund available to department chairs. Sally Marshall is working with UCSF leadership to make these funds available to non-Senate faculty. These funds are made available to faculty members at the discretion of deans and/or department chairs.</td>
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<td>9. Student degree committees</td>
<td>Senate faculty members may serve as a member or chair of a student degree committee.</td>
<td>Adj/HS Clinical faculty must be approved by the Graduate Dean to serve as a member. Adj/HS Clinical faculty may only serve as co-chair with an Academic Senate faculty member. They may not serve as sole chair.</td>
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<td>10. Emeritus status upon retirement</td>
<td>Emeritus status automatically conferred on Senate faculty upon retirement.</td>
<td>Adj/HS Clinical faculty must apply for emeritus status upon retirement. Applications are reviewed by the Provost, Academic Affairs.</td>
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<td>11. Maintain the exemption from the eight-year rule for Assistant Adjunct and HS Clinical faculty members</td>
<td>Assistant-level Ladder Rank, In Residence and Clinical X faculty members must advance to Associate within eight years.</td>
<td>UCSF Adj/HS Clinical faculty members are exempted from the “eight-year rule” and may take longer than eight years to reach the Associate level.</td>
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<td>12. Conducting national searches for open faculty positions</td>
<td>All open Ladder Rank, In Residence and Clinical X faculty positions must include a national search.</td>
<td>Academic Affairs currently considers Adjunct and HS Clinical positions to not be ‘permanent’ until they have been at UCSF for five years.</td>
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Per the [Federal Equal Employment Opportunity/Affirmative Action Executive Order 11246](https://www.whitehouse.gov/federal-equal-employment-opportunity-affirmative-action-executive-order-11246), appointments to permanent positions (i.e. without an end date at the time of hire) require a search.