Coordinating Committee
Farid Chehab, PhD, Chair

Monday, January 5, 2015
2:00 – 4:00 pm
Room S 30 or by phone
1-866-394-9509; 87 52 185 #


ABSENT: Karen Duderstadt, Carol Miller, Robert Newcomer, Robert Nissenson, Maria Orellana, George Rutherford, Henry Sanchez

GUESTS: Teresa Costantinidis, Associate Vice Chancellor, Budget & Resource Management

Chair Chehab called the meeting to order at 2:05 pm in room S 30. A quorum was present.

CONSENT CALENDAR*
Approval of Minutes of December 1, 2014 (Attachment 1) with editorial changes were approved via email following the meeting.

Chair’s Report – Farid Chehab
Chair Chehab provided an update on the recent Academic Council and other ongoing matters.

UC Systemwide update

Academic Assembly
• Constitutional Amendment – California Senator DeLaro has asked the UC governing body to be switched from the UC Regents to the California legislators. This hasn’t raised much traction but the Senate should be aware this is out there.

• Faculty Salaries Increase Recommendations – Recommendations from UCFW were that these salary increases affect all faculty and not just those highlighted in the Total Remuneration Study.

• Long-term Financial Plan – Governor Brown appointed two new Regents then called another meeting with UC President Napolitano. The Governor has scheduled another meeting to discuss the financial plan.

• UCOP Strategic Re-organization – Provost Dorr advised that UCOP is going through another re-organization. Reg Kelley has been appointed Senior Advisor on Entrepreneurship & Innovation. He has set up three principles: (1) ideas cannot be focused on money; (2) ideas must be for social good; (3) they must involve science and scientists. He remains at UCSF twenty-five percent of the time and at UCOP seventy-five percent time.
• UC Regents Visit to UCSF – This is occurring on January 20, 2015. No Senate involvement is planned with this visit.

Academic Council

• **APM Revisions** –
  o APM 080 (Medical Separation) proposed revisions were approved. UCSF requested that similar revisions be made to APM 710 for HSCP faculty.
  o APM 133 (Stopping-the-clock and extending the eight-year rule for extenuating circumstances) proposed revisions were approved.
  o APM 210-d (Diversity) proposed revisions weren’t approved by the Council.
  o APM 330 (Specialist Series) proposed revisions are still undergoing review. UCSF raised questions related to specialists’ salaries if they’re on an NIH grant’s budget.

• **Catalyst Awards** – UC President Napolitano has donated $10M to these multi-campus awards. This UC President Initiative was launched at each campus. The UCSF Committee on Sustainability reviewed both applications submitted to Student Academic Affairs. Both applications were deemed fundable.

• **Proposed UCOP Faculty Salary Raises** – Nathan Brostrom, Executive VP, Business Operation, advised that this is included in the 2015-2016 budget as a funded mandate. Those on the Academic Council call deemed HSCP faculty salary plan too complicated to include in the immediate teleconference discussion. A canvas of other UC campuses with HSCP faculty revealed they have not included such faculty in their consideration of faculty salaries.

UCSF update

• **Child/Elder Care** – The Bright Horizons child and elder care program has been expanded from 130 to 170 people per year. Junior faculty and residents have been the largest population using the service.

• **Executive Vice Chancellor & Provost (EVCP) Search** – The Senate’s Committee on Committee provided recommendations for three candidates to the Executive Vice Chancellor’s Office for their ongoing search. This search committee is still being put together.

• **UCP&T Communication** – This Systemwide Committee disseminated a Communication aimed at Department Chairs seeking to educate and highlight the three-year time limitation rule.
  o This rule states: No grievance may be considered by the P&T Committee if more than three years have passed between the time the grievant knew or should have known about the violation of his/her rights and privileges and the resulting injury there from, and the filing during which faculty must file a grievance, and the filing of a grievance with the Committee. [SBL 335(B)(6)].
  o UCSF has disseminated the Communication to the Associate Deans in the respective Schools for them to forward onto Department Chairs. As of today, only one UC campus has disseminated the Communication – most are reviewing with the notion of adding a cover memo providing context and highlighting the full P&T process, which isn’t included in the Communication.
  o Academic Affairs LED Specialist Melanie Fisch will review the Communication as well, in advance of its dissemination.

**Academic Senate Overview and Information Items**

Interim Director Cleaver advised members that the Division Meeting will be held on Monday, January 26, 2015 from 2pm – 4pm in room N-225 on the Parnassus Campus.

It is intended that the February 2, 2015 meeting will be re-instituted to discuss and approve the Business Plan for the distribution of the 2014-2015 Chancellor’s Fund.

**Faculty Salaries Discussion**
Coordinating Committee members discussed the UCOP proposal to raise faculty salaries three percent for three consecutive years. (Attachments 2-4)

Asst EVCP Bonville and VP Alldredge, Academic Affairs, were also present for the conversation.

AVC Costantinidis advised that after looking at the budget, there is no additional money slated to come to the campuses for this initiative. The funds designated for it are pulled from the State of California, plus the tuition increase, and efficiencies savings: UCOP is just advising campuses what to spend future funds on.

Asst EVCP Bonville advised that obtaining flexibility for each campus to implement as is appropriate for them is being explored at a Systemwide level. She also supported the idea put forth by Chair Chehab that the campuses with HSCP faculty should discuss this proposal amongst themselves to develop a cogent combined response to Systemwide – thereby strengthening the overall HSCP argument.

Committee members discussed that it’s not realistic to insist that all departments implement the salary increase in the same manner – some departments have clinical faculty bringing in revenue. However it was further expressed that if implemented differently, it could increase disparity in salary equity.

Members discussed that in prior across-the-board salary increases, only those receiving state funds actually received raises – while everyone else had to ante up from existing funds.

Members offered up that UCOP could contribute to UCRP on faculty’s behalf. They also reiterated that an increase should be visible in the faculty paychecks. It should also include an increase in benefits. Committee members also proposed that raise be increased to five percent—with three percent going to the faculty and two percent going to investments on behalf of the faculty for future use.

As the Total Remuneration Study (TRS) focused on covered compensation, then it was proposed the three percent increase should affect these same components of a faculty member’s salary – the X and X’.

AVC Costantinidis will provide the Senate with that combined figure, so as to include in the campus response to UCOP.

**Ten-Year Financial Plan**
Teresa Costantindis, Associate Vice Chancellor, Budget & Resource Management, provided an overview of the ten-year financial plan. (Attachment 5)

**Chancellor’s Fund $500k Discussion**
Discussion postponed due to lack of time.

**Old Business**
None.

**New Business**
None.

**Adjournment**
Chair Chehab adjourned the meeting at 4:07pm.

*Agenda items deemed noncontroversial by the Chair, may be placed on a Consent Calendar agenda item. Approval of all business on the Consent Calendar requires a single unanimous vote. At the request of a committee member, any Consent Calendar item may be extracted for consideration under “New Business” later in the agenda.*