Coordinating Committee
Farid Chehab, PhD, Chair

MINUTES
Monday, June 8, 2015
2:00 – 4:00 pm
Parnassus Rm CL-213 & 214 or by phone (*)
1-800-559-1091; 8652 157#


GUESTS: Michael Bade, Associate Vice Chancellor and Chief Architect; and Janice Barnes, Principal and Global Discipline Leader for Planning and Strategies, Perkins and Will, and Nancy Adler

San Francisco Division Chair Farid Chehab called the meeting to order at 2:05 pm in room CL 213 & 214. The minutes of the May 4, 2015 meeting (Attachment 1) were approved.

Chair’s Report
• Academic Planning Committee: Provost Dorr’s Academic Planning Council discussed the following systemwide policies:
  o Presidential Open Access policy, which would apply to non-Senate faculty. This policy would apply not only to journal articles, but also chapters in books, theses, etc.
  o Self-Supporting Academic Program Policy: The financial review would be started during the first year, with especially emphasis on revenues. The first academic review would take place after three years.
• School of Nursing: SON Dean David Vlahov has noted the need to double the number of PhDs in Nursing, and has emphasized the rising stature of the Doctor of Nursing Practice Program (DNP). The question is whether it can be done systemwide. Dean Vlahov has also raised the issue of faculty salaries within the HSCP – there is need to normalize nursing faculty salaries across the system.

Academic Council
• State Budget: The base budget was increased 4% annually for four years ($580M over 4 years); $25M for deferred maintenance and $25M in funds from the state’s cap-and-trade program to support energy efficiency was also included; and $436M for UCRP from the State (amortized over four years); approval of PDSTs with appropriate Regental approval. President Napolitano also agreed in principle to create a new pension tier for faculty hired July 1, 2016. This new tier will limit pension income to $117K (PEPRA cap), and includes the creation of a defined-benefit plan and a defined-contribution plan, or a combination of the two plans.
• Tuition: There is no in-state increase for undergraduate students; there will be an increase for non-resident undergraduate tuition. The student activity fee can be increased by up to 5%. Governor Brown did not add any money for undergraduate enrollment growth. However, the State Legislature has the option to increase funding for enrollment growth in the final budget (up to 10,000 new
undergraduate students). The Governor also wants UC to consider three-year undergraduate degree programs and new transfer pathways, which the systemwide Senate is facilitating.

- Salary Increase: Although a 3% salary increase for ladder rank faculty has been allocated across the system, a 1.5% increase is being added to ladder rank faculty salary scales. While this will benefit UCRP, it will not impact current salaries significantly. The other 1.5% could be used to address diversity, gender inequality issues, etc. A small workgroup is being formed to address the X and X\(^1\) components of the HSCP. In his meetings with Chancellor Hawgood, Chair Chehab has stressed equity in the application of the salary increase through all ranks and series of the UCSF Faculty.

- UC Path: The delayed UC-wide HR IT system will be implemented by the end of the calendar year.

- APM 210-d: UCSF supported a small wording change that would have “recognized” faculty involved in mentoring and advising of students and faculty members from underserved backgrounds, but Academic Council passed the wording change that such faculty should be given “due recognition” in merit reviews.

- Proposed Amendments to Bylaw 182: This bylaw would have expanded the University Committee on International Education’s (UCIE) charge to include the broad range of international activities, including research. Academic Council did not endorse this bylaw change principally on the basis that it would encroach on other committees’ scope of authority.

- Draft Equity Guidelines: This would allow UC to accept stock for private company access to UC facilities. This generated a lot of concern and resistance from faculty, and was not endorsed.

**Mission Hall Post-Occupancy Survey**

Chair Chehab outlined CFW’s concerns regarding the post-occupancy survey of Mission Hall (MH): 1) the length of the survey; 2) rewording some of the questions at the beginning of the survey (e.g., age, etc.); and 3) the elimination of vague terms to better fit formal UCSF definitions (e.g., job titles). Other concerns include work productivity, and privacy. The CFW letter also reiterated the initial purpose of the survey – to evaluate faculty productivity in this novel workplace. Instead, the survey has focused on architectural aspects of the building. While MH could be a great working environment for staff, it is not conducive for the type of work that faculty engage in. At this point, faculty are not going to the MH, but are increasingly working from home, and this has damaged faculty morale and efficiency. The MH space also suffers from the lack of secure locations to leave personal belongings for any length of time; semi-permanent access to white board space; and appropriate parking.

Consultant Janice Barnes spoke to the issue of conducting two surveys, which had been previously suggested. She said that one survey would have captured opinions from two or three terms of occupancy, along with a second survey to judge progress on important issues of faculty concern. A decision has now been made to conduct only one survey in fall 2015. The development schedule of the other building projects is being slowed down (Blocks 33 and 34). Noting that UCSF is designing multiple facilities for up to 1,500 people at a time, Chief Architect Michael Bade remarked that he envisions that the survey will be used not as a one-time tool, but as a continuous feedback loop. Focus group activities are ongoing and will continue as well. He agreed to come back to Coordinating Committee for a second expedited review of the final survey before it is released in fall 2015.

Coordinating Committee members asked if there is a moratorium on building future activity-based workspaces. Michael responded that it is outside his authority to impose a moratorium of this sort, but he continues to look for ways to build workplaces within UCSF’s means that fits its needs. Budget is an important component as well as building capacity (as UCSF’s personnel population increases). Faculty stressed their concern that their advice not only is heard, but is also considered proactively, rather than reactively. Chief Architect Bade responded that a report on the process and the survey results will be produced, which will be disseminated to the faculty. Members also asked for the receipt of the original data from the survey in its full form, and whether faculty members would be allowed to participate in the analysis of the survey data. Chief Architect Bade agreed to both requests, noting that incoming Divisional Vice Chair David Teitel and Nancy Adler would remain on the working group. Nancy Adler added that a plan needs to be drafted on how the survey data will be used, which should inform the decisions of MH remediation and key design options in future buildings. Chief Architect Bade responded that he is uncertain if the survey will answer those questions directly, but UCSF architects will need to interpret the answers to the survey questions appropriately.
ACTION(S): The survey will be revised over the summer after consideration of the APB and CFW letters. A revised survey will be distributed to Coordinating Committee in late September for an expedited review, with a deadline early October.

Manhattan Institute and Restrictions on the Use of University Resources and Facilities for Political Activities

This issue was postponed until the July 6, 2015 meeting.

Systemwide Bylaw & Policy Reviews

A. APM 133-17-g-i Final Review: This review concerns the revision of language within APM 133-17-g-i, which relates to limitations on total period of service with certain academic titles (e.g., extending the eight year limitation on service). While current policy provides for an automatic exclusion from service limitations when leave is related to childbearing and childrearing (see APM - 133-17-g-(3)), the proposed revisions specify that campus Academic Personnel procedures will establish how a faculty member may apply for an extension of the eight-year rule when the request is related to a serious health condition including disability or bereavement, or other significant circumstance or event. UCSF participated in the initial review, and will not be making further comments in the final review of APM 133-17-g-i.

Academic Senate Information Items

A. Chancellor’s Fund: Chair Chehab gave a short presentation of the Chancellor’s Fund, which includes the following categories:
   - Existing Pathways: $91,600 for supplemental bridge funding; $76,300 for under-represented faculty and senior fellows; $45,800 for the Open Access Fund; $45,800 for the Library Special Collections Fund; $15,200 for child/elder care; and $15,200 for the mentoring project.
   - Senate Funding Pathways: $91,600 for Faculty Learning and Development ($22,900 per School); $91,600 for Faculty Enrichment ($22,900 per School); $15,300 for Sustainability; and $11,450 for Educational Technology. The individual Schools matched the Senate’s allocation in the Faculty Learning and Development fund ($22,900 per School). Applications for Faculty Learning & Development and Faculty Enrichment grants from SOM and SON faculty outstripped supply.

B. Other Announcements: The Clinical Sciences Building will be fully vacated and inaccessible by early August 2015 for its retrofit. Way-finding maps will be posted on every floor of UC Hall, MSB, Nursing, and in various other locations to direct staff, faculty and visitors. Ongoing impact will be shared via flyers and posters, the http://space.ucsf.edu website and by communicating directly with departments.

Committee Updates

There were not any committee updates.

Old Business

There was not any old business.

New Business

There was not any new business.

Adjournment

Chair Chehab adjourned the meeting at 4:00 p.m.

*Agenda items deemed noncontroversial by the Chair, may be placed on a Consent Calendar agenda item, and a single unanimous vote for approval. At the request of a committee member, any Consent Calendar item may be extracted for consideration later.

Academic Senate Staff:
Todd Giedt, Executive Director
todd.giedt@ucsf.edu, (415) 476-1307