Coordinating Committee
Farid Chehab, PhD, Chair

Monday, November 3, 2014
2:00 – 4:00 pm
Room CL 215/216 or by phone
1-866-394-9509; 87 52 185 #


ABSENT: Brian Alldredge, Marcelle Cedars, Russ Cucina, Ruth Greenblatt, Conan MacDougall, Robert Newcomer, Maria Orellana, Hope Rugo, George Rutherford, Henry Sanchez, Peter Sargent

GUESTS: Sally Rankin, Associate Dean, Global Health & International Programs, Karen Nelson, Academic Planning, Global Health Sciences, and Molly Cooke, Director of Education, Global Health Sciences

Chair Chehab called the meeting to order at 2:05 pm in room CL 215/216. A quorum was present.

CONSENT CALENDAR*
Approval of Minutes of October 10, 2014 (Attachment 1) with editorial changes.

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

UC Systemwide update

• Chief Investment Officer – Jagdeep Singh Bacher, CIO and Vice President, Investments, addressed the Academic Council on divestment from fossil fuels. The UC System has deep financial investment in these areas and to divest would have impact on UCRP. A focus group examined this and instead proposed future investing guided by environmental and social governance issues.

• Office of Research & Graduate Studies – Former VP, Research Steven Beckwith has stepped down to return to research. However there are UCOP plans to reorganize the Office of Academic Affairs (OAA) and its units, including the Office of Research and Graduate Studies (ORGS). Recent discussion has included adding an Innovation & Entrepreneurship position that would independent from ORGS. Systemwide Academic Council strongly supports ORGS remaining in the OAA. A letter is being drafted from the Council to UC President Napolitano expressing this.

• Open Enrollment – UC Care is intended to be the major healthcare program for UC employees. Pharmacy benefits have been expanded this year, although the premium is higher. Being
examined is whether UC Care is delivering on being the best option for UC employees. Comparisons to the Kaiser system in place for employees was raised. Coordinating Committee member raised the idea that PPO would work best for faculty.

- **Total Remuneration Study** – A task force has been developed to examine how to bolster faculty salary and make them competitive with other comparable campuses. Of particular focus are issues for faculty who are off-scale. More information is forthcoming when available.

- **UC President Napolitano’s Challenge Grants** - UC President Napolitano has earmarked $10M over three years for these particular initiatives. There are multiple components (Healthcare, Education, Environment, Nutrition, Research, among others). The requirement is that the initiatives must benefit the entire UC System or several UC campuses. The intention is that $300K will go to each campus for these initiatives.

- **UC President Napolitano’s Global Chat with Faculty** – Occurred October 14, 2014. Turnout not as strong as hoped but fielded positive responses.

**UCSF update**

- **Chancellor’s Retreat** - Teresa Costantinidis, Associate Vice Chancellor, Budget & Resource Management presented on the Ten Year Plan. She will be invited to give a similar presentation to a future Coordinating Committee meeting.

- **Executive Vice Chancellor & Provost (EVCP) Bluestone** – EVCP Bluestone is stepping down to return to research, and a search has been created to find the new EVCP.

- **Philanthropy** – There is still ongoing debate if a faculty campaign would be undertaken by the Development Office. While good ideas have been developed, there is still uncertainty if this is a good use of that office’s time. The amount that will go into creating the campaign v. the amount generated by it may end up being equal, whereas you actually want it to be heavily weighed on amount coming in. Inquiry to UDAR would be for a ballpark figure on upfront cost v. how much they anticipate bringing in.

- **Privacy Issues at Mission Hall** – Deborah Yano-Fong, Privacy Officer, is developing guidelines and FAQs for Mission Hall. These are in ongoing development as more faculty move into the building. Current and developing guidelines are subject to change as the climate changes. This is anticipated being an issue Coordinating Committee will address in the future.

**Academic Senate Overview and Information Items**

Interim Executive Director Cleaver advised members of the following:

**Faculty Research Lecture: Clinical Science** being given by A. James (Jim) Barkovich, MD, Pediatric Neuroradiology which will focus on *Brain Malformations: from Pathology to Pathways with MRI as a Guide*. Lecture is Wednesday, November 5, 2014 in Cole Hall, Parnassus Campus and will also be a live simulcast and recorded for future viewing.

**Space Planning & Projects Town Hall**, Wednesday, November 5, 2014 in HSW 302 from 3pm – 4pm. This will also be available via webcast and recorded for future viewing.

**Total Remuneration Study**

Faculty Welfare Committee Chair Karliner provided an overview of this study’s findings. It was originally intended to encompass all faculty, however metrics were reduced to focus on specifically ladder rank when comparing it to market and the ”Comparable 8” (Comp8) campuses. These campuses were also used in the 2008 Remuneration Study.
The survey results only apply to fifteen percent of faculty at UCSF, and only those with FTEs. It is also only reviewing the X factor in salaries, not the X', nor the Y. Also Health Sciences faculty weren’t included in the study.

The overall results demonstrate that benefits at the UC System are no longer as good as the impression of them – they no longer are the key selling item they have been in the past.

Of particular note within the report was page 19, “Total Retirement – Market v. UC”, which showed a +27% ranking for full Professors v. a -46% ranking for Associate Professors, or a -71% ranking for retirement benefits. Some of the skew was due to full Professors not paying into UCRP until recently – yet being the primary body of faculty who were benefitting from UCRP benefits.

The total REM needs to be explored rather than just salary (which was the focus per Human Resources). Of particular note to UCSF is that health sciences faculty aren’t included in the assessment.

Coordinating Committee members also raised issue that Comp8 campuses weren’t located in high cost of living areas like San Francisco. Stanford is the closest equivalent.

Members also posed the following questions:
- What happens to this data next?
- How will it impact UCSF faculty?
- How can we insure that any changes put in place benefit, or don’t impact, UCSF?

FW Chair Karliner noted that if results of this survey lead to changes in the salary scales, then it does impact UCSF faculty—as it affects retirement. UCSF defines scale as X, the X' factor is determined by the department. Plus Health Sciences faculty also have a Y component. Neither X' nor Y is assessed in this survey. Separately, undergraduate campuses have an off-scale salary which counts toward their faculty retirement.

There are two separate UCFW Subcommittees – one on investments and one on retirement – examining this survey. So this is an early discussion and will be expanded upon at a Systemwide Senate level in months to come.

Even if UCSF isn’t included, the survey serves as a sample which could affect recruitment and retention.

Coordinating Committee members’ proposed UCSF conduct its own remuneration study, from the angle of attrition. Is there a way to link attrition to outcome from the climate survey data? This has yet to be determined but can be explored once that report comes out in January 2015.

**Faculty Salary Equity Report Update – Janice Tsoh, Chair, and Audrey Lyndon, Vice Chair, EQOP**

Chair Tsoh and Vice Chair Lyndon provided an overview of the survey to date. The Equal Opportunity Committee (EQOP) is working closely with Brian Alldredge, Vice Provost, Academic Affairs in development of a campus response to the survey. They are making good progress toward formulating a response to UCOP by January 2015.

The methodology at UCSF is only to compare us internally, not to compare between UC campuses. Guidelines are also being developed around what is a “diverse population” as each campus defines it differently.

Some campuses are complete with their reports already:
- UC Davis (planning to include X, Y, and Z salary components and expanding on number of faculty included. Previously just did ladder rank)
- UC Merced (completed October 2014)
- UC Riverside (report available online, click [here](#))
UC San Diego (completed general survey. Now developing one just on Health Sciences. All compensation forms are included).

Once UCSF is complete, the report will be loaded on the Academic Affairs website.

Global Health Sciences PhD Program Proposal – Sally Rankin, Associate Dean, Global Health & International Programs, Karen Nelson, Academic Planning, Global Health Sciences, and Molly Cooke, Director of Education, Global Health Sciences

Guests Rankin, Nelson, and Cooke provided an overview on the proposed PhD program. It has been approved by Graduate Council and by the Basic Science Program Group.

Global Health Sciences is a freestanding program with reporting line up to the Chancellor's Office. It is housed in the Graduate Division for academic oversight purposes.

This PhD program will be one of four in the country, and addresses the surging interest in Global Health. The program is designed for those who already have an MPH or working in Public Health, or with experience working with underprivileged populations and in research settings. It's anticipated that applicants will come from across the country.

It is not designed to be for new college graduates.

They have facilities to house students and fifty-nine faculty to teach. There are four foci:

1. Clinical – tropical and non-communicable diseases, neglect, maternal health
2. Health Systems – workforce capacity international-focus, and health system strengthening
3. Policy – public policy in a global world
4. Social & Behavioral Sciences – health economics, medical sociology, and medical anthropology from a clinical background, including behavior modification

Funding will follow the same PhD model as throughout campus. The program is eligible for return-to-aid, its competitive for campus fellowships, and faculty can hire students as GSRs. Funding is secured for the anticipated small number of students. They can foresee growth but are being conservative with estimates.

CC members inquired about limited clinical focus including narrow campus expertise. The intention is to expand the program upon receipt of additional funding.

Additional questions explored why an MD/PhD isn't being offered. Guest Rankin advised that funding is currently just for PhD program. Although a joint MD/PhD could be explored in the future.

UCSF doesn't anticipate competition from other UC campuses. There is anticipated to be partnership with UC Berkeley, including allowing UCSF students to take a class through UCB’s School of Public Health if UCSF isn't offering the same course.

Graduates of this program would be suitable for positions in industry including pharmaceutical companies, CDC, foundations, and government jobs as a few examples.

ACTION: Vote to approve program proposal
OUTCOME: Unanimous vote approving program.

Interim Director Cleaver and Graduate Council Analyst Dargan will develop and distribute the electronic Division Vote within November--December 2014.

Chancellor’s Fund $500k Discussion
Chair Chehab continued discussion of this fund and focus of its disbursement. Committee on Academic Planning & Budget requested to be involved in the reviewing and disbursing of funds. Back in 2000 they were regularly involved in handling upwards of $12M of Chancellor’s Discretionary Funds annually.

Discussion culminated in the idea of Open Proposal Forum, but funding decisions made by lottery. A minimum and maximum amount could be determined for this (between $1,000 - $2,500). This would allow faculty to determine for themselves what to spend the funds on.

Overall, focus of funds could be “Academic Enrichment” and then left up to the faculty to determine what they choose to use the amount for.

Coordinating Committee members support the intention of the funds being spread around as much as is feasible, between all series and ranks of faculty and between Senate and non-Senate faculty.

Ideas proposed by various committees include:

1. Expansion of bridge funding for all schools
2. Create new targeted RAP grant for faculty between K and RO1 grants
3. Covering the funding gap caused by NIH salary cap on grants (smaller population of UCSF faculty affected by this)
4. Expansion of campus life services – elder and childcare if attending a conference
5. Faculty enrichment & professional development (executive coaching or PR consultation, workshops for research/career development)
6. Tuition waivers for faculty with kids attending college
7. Improved transportation
8. Library services: increased online access to books, faculty corral upgrade, software workshops, adding to Open Access fund
9. Expansion of travel funds (currently Senate has $20K annually to spend on travel awards)
10. Use to cover faculty portion of the Chancellor’s Challenge Sustainability Awards (awards open to faculty, staff, and students)

Committee Updates – Academic Planning & Budget
Postponed until next month due to lack of time.

Old Business
None.

New Business
None.

Adjournment
Chair Chehab adjourned the meeting at 4:00pm.

*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.