

Committee on Research
Janet Myers, PhD, MPH Chair

Monday, April 18, 2016
10:00 a.m. – 12:00 p.m.
S-30
Parnassus

MINUTES

PRESENT: Janet Myers (Chair), Stuart Gansky (Vice Chair), Jing Cheng, Lea Grinberg, Galen Joseph, Alka Kanaya, Dieter Meyerhoff, Susanne Mueller, Edward Murphy, Suzaynn Schick

ABSENT: John Imboden, Heather Leutwyler, Stephen Massa,

The meeting was called to order at 10:00 a.m. A quorum was present.

Minutes

The minutes of the March 2016 meeting were approved.

Chair's Report – Janet Myers, PhD, MPH

UCRP 2016 Tier

This new tier is entirely prospective. President Napolitano did respond to input from the Senate and others in response to the UCRP task force. She decided on a separation of plans for faculty and staff for the first time in UC history (although the Senate recommended that faculty and staff be given the same retirement benefits). For faculty, the approved plan calls for increased employer contributions (13%) to the PEPRA cap of \$117,000 for the defined benefit plan and employer contribution of 5% on salaries above \$117,000 up to \$265,000 for a defined contribution supplement. New employees are also given the option of a defined contribution plan (retirement savings account).

Regents Intolerance Statement

The statement of policy is neutral with regard to any specific forms of bigotry, but a preamble provoked controversy in that it cited anti-Semitism as the only example, and also indicated that anti-Zionism is also unacceptable. The Senate's comments, which included letters from UCAADE, UCAF, and a joint statement from the Division Chairs, suggested that citing a single example was not productive.

IT Planning

Joe Bengfort met with the APB IT subcommittee and discussed changes in the IT system, as well as several outages to clinical systems this past month. UCOP announced that the cyber security firm FireEye will be used by the UC system to detect and prevent intrusions into UC systems.

Senate Website

The Senate office is currently updating its website. With this update, the Senate office is looking at addressing the following: 1) Using the new UCSF templates and photos to provide more color and interest; 2) featuring a weekly front page news item "Health Sciences Pulse" from UCSF, UCOP, the Chronicle of Higher Ed, etc.; 3) featuring a banner listing of key senate events of the week; 4) including an "I am interested" button on each page that prompts the completion of an entry into the Senate volunteer data base; and 5) featuring key faculty profiles.

Exit Interview Presentation

Vice Provost Brian Alldredge remarked that CAC initiated this survey originally in 2008, and provided a summary of information from assistant professors among the Academic Senate. Subsequently, CAC suggested that future survey administration reside with Academic Affairs. This summary includes the first two years of data (2013-14), and was administered by a third-party vendor and was sent to faculty who separated from any of the four Schools. In these two years, 206 faculty members separated, and largely mirror the demographics of those faculty retained at the University (this represents a 4-5% attrition rate from the total faculty population at UCSF). 45% of those separated faculty members responded to the survey. With respect to the new position or setting that these respondents left UCSF for, 34% noted that they went to another academic institution, 14% went into private practice, and 11% took a position in the private sector. Top reasons for leaving UCSF included personal and family issues (39%), insufficient salary (33%), lack of administrative support (27%), the UCSF position did not meet expectations (23%), high cost of living (19%), and a lack of a feeling of inclusion (13%). Regarding feeling valued and having adequate financial support, 59% felt valued for their clinical activities, 51% felt valued for their service-related activities, 59% felt valued for their teaching and mentoring activities, and 43% felt valued for their research activities. Opinions on work conditions at UCSF varied, but 32% felt that there are adequate resources to support their administrative duties, 33% said that there were adequate resources to support research duties, and 49% said that their clinical activities often interfered with their success in research. That said, 61% felt that they were treated fairly by their division or department however. Respondents were fairly favorable of the climate at UCSF, and while 78% of respondents did find their job at UCSF rewarding, only 49% felt a strong sense of community at UCSF. There were also no remarkable differences in the responses between men and women (both groups cited personal/family issues and insufficient salary as top reasons for leaving). Academic Affairs is currently focusing on family friendly policies and is forming a special task force to work on these issues. Regarding the number of counter offers made, twice as many men received counter offers than women did (3 women; 6 men). However, these numbers are too small to be statistically significant in any way.

Old Business

None

New Business

UCSF Development Campaign

Chancellor Hawgood and University Development and Alumni Relations are developing a UCSF development campaign. The Academic Senate Committee on Research has been asked to provide comments on potential themes for the fundraising effort.

Adjournment

The meeting was adjourned at 12:00 p.m.