

DRAFT Faculty Welfare Committee

Leah Karliner, MD, Chair

Minutes

Thursday, April 14, 2016

PRESENT: Leah Karliner (Chair), Roberta Rehm (Vice Chair), Robin Corelli, Doranne Donesky, Paul Green, Margot Kushel, Shuvo Roy

ABSENT: Michael Disandro, Thuan Le

GUESTS: Brian Alldredge, Vice Provost of Academic Affairs; Linda Centore, Member of the Equal Opportunity Committee; Shilpa Patel, Senior Academic Senate Analyst staffing the Equal Opportunity Committee; Janice Tsoh, Chair of the Equal Opportunity Committee

Chair Leah Karliner called the Faculty Welfare Committee meeting to order at 1:00 p.m. in room S-936. A quorum was present.

Approval of Minutes

Committee members approved of the February minutes.

Chair's Report

Chair Leah Karliner reported on the following items:

- Preparing for the Faculty Exit Survey Discussion: Since the Exit Survey has already been reviewed by most faculty and multiple Academic Senate Committees, Chair Karliner requested that the Faculty Welfare committee use their time with Vice Provost Brian Alldredge to focus on how to make improvements. Committee members agreed that they had reviewed the report and would like to focus on a potential action plan.
- Welcome of EQOP members: Chair Karliner welcomed several faculty and staff guests from the Academic Senate committee on Equal Opportunity (EQOP). Chair Janice Tsoh informed the Faculty Welfare Committee members that she was appreciative of the invite to attend the exit survey discussion and would like EQOP to partner with Faculty Welfare whenever possible.
- Enrichment Fund: Chair Karliner informed the committee that the enrichment fund went very well this year. The committee awarded over \$90,000 in requests. Additional proposals were received, but many applicants were deemed ineligible because they had received funding last year.

UC Faculty Welfare (UCFW) Committee Report

None

Enrichment Fund Review

Committee members reviewed the remaining applications for the 2016 Enrichment Fund. After discussion, members asked for more information from applicants. Analyst Artemio Cardenas will follow up to collect the additional details.

Review of Faculty Exit Survey

Vice Provost of Academic Affairs Brian Alldredge attended the meeting to provide a review of the 2012-2014 UCSF Faculty Exit Survey Report -

<http://academicaffairs.ucsf.edu/ccfl/media/Faculty%20Exit%20Survey%202012-2014.pdf>. He informed the committee that the Faculty Exit Survey 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). A total of 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%). Vice Provost Alldredge noted that he would like there to be more analysis on the results from Underrepresented Minority faculty; however, the number of URM faculty was too low to draw inference.

Vice Provost Alldredge informed the group that, at the systemwide level, the UC Office of the President (UCOP) is developing a similar survey that will be piloted by six UC campuses (UCSF is not participating in this survey but may adopt the UCOP survey at a later date). Vice Provost Alldredge informed the group that there would be a conference at UCOP to discuss the new survey. Equal Opportunity committee member Robin Correlli volunteered to attend the event.

After the review by the Vice Provost, the Faculty Welfare committee members focused on the following top reasons for departure:

Family Issues: All committee members noted that family issues are a top issue in the recruitment of new faculty and retention of current faculty. Limited and expensive childcare resources at UCSF have been a long-standing problem. Vice Provost Alldredge acknowledged the issues and informed the group that Academic Affairs is currently focusing on family friendly policies and is forming a special task force to work on these issues. Currently the group is looking at topics such as part-time options for Senate series faculty, HS Clinical leave, and parental leave.

Insufficient Salary: Members noted that in prior years, the lower salary provided by UCSF was fine because the university offered generous retirement and health benefits. With recent cuts to the UC Retirement Plan, the fringe benefits offered are no longer a draw for prospective faculty. In order to offset the retirement plan cuts, the university needs to do something to supplement compensation. Otherwise, if no action is taken, the university's ability to recruit and retain high-level faculty will be significantly hindered.

Administrative Support: Vice Provost Alldredge and the committee members agreed that administrative support for faculty is a considerable issue for UCSF. With increased cost of living, below market salaries and increasing workload, it is difficult for the university to recruit and retain high-performing staff. The implementation of the Operational Excellence model did not improve conditions. Instead of providing better services, the faculty have become frustrated with an overburdened pre-award and HR office. Vice Provost Alldredge informed the committee that he and other leaders at UCSF need to take a look at options for how to improve administrative support. He would also like more information on what exact issues faculty are having with their support to determine where the university should commit limited resources.

Space: Faculty Welfare Committee and Equal Opportunity Committee members noted that faculty feelings on workspace should be a metric that is tracked on future exit surveys. As UCSF continues to move away from private offices and implements more activity-based work stations, more and more faculty may find that their working conditions are a significant issue in leading them to leave the university.

After the discussion was over the committee members made the following recommendations:

Task Force: During the report, Vice Provost Alldredge noted that he was considering the formation of a task force to come up with potential actions. Members noted that while they would like actions to occur as soon as possible, if a task force is formed they would like Academic Senate representation.

Faculty Advocate: Committee members suggested that there should be a campus-wide office that is available for faculty who are considering leaving UCSF. The person serving in this position could help to understand the underlying issues and work with the respective Dean or Department Chair to come to a resolution. This office would be a last resort for a faculty member considering leaving. Vice Provost Alldredge noted that he would consider the idea.

Survey Improvements: Members noted that there are several issues that they would like to be improved in future iterations of the UCSF survey:

- Timing of Survey Request: The survey should be sent out to faculty before they leave the university
- Determine Involuntary Retirements: The survey should ask questions to determine whether retiring faculty departed the university by choice or because they were forced.
- Comparison Data: There should be way to benchmark the data to one or more universities.

Old Business

None

New Business

Family Friendly Initiative: The Academic Affairs Office has created a working group to recommend ways to make existing policies more family friendly.

Chair Karliner adjourned the committee at 2:30pm.

Senate Staff:

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