

## **Coordinating Committee**

### **Ruth Greenblatt, MD, Chair**

**Thursday, April 7, 2016**

**2:00 – 4:00 pm**

**Parnassus, S-30 or by phone**

**PRESENT:** Ruth Greenblatt (Chair), Marek Brzezinski, Patricia McDaniel, Jeff Lotz, David Saloner, Pamela Bellefeuille (T), Torsten Wittman, Janine Cataldo, Roland “Dyche” Mullins, Patrick Finley (T), Steven Cheung, John Feiner, Janet Myers, Leah Karliner, Don Kishi, Janice Tsoh, David Vlahov, Sheila Brear, Brian Alldredge, Joseph Guglielmo, Paul Garcia, Elizabeth Watkins, Annette Carley, Todd Giedt, Alison Cleaver (T), Artemio Cardenas, Ken Laslavic, Shilpa Patel, and Karla Goodbody

Chair Greenblatt called the meeting to order at 2:07 pm in Parnassus, S-30. A quorum was present.

#### **I. Chair’s Report & Executive Session – Ruth Greenblatt**

Chair Greenblatt briefed members of systemwide and local issues:

##### **Systemwide Updates:**

- *UCRP 2016 Tier:* This new tier is entirely prospective; the retirement plans for current faculty (and any appointed prior to July 1, 2016) have not changed. President Napolitano did respond to input from the Senate and others in response to the UCRP task force however. 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:* This proposal had been a contentious issue for several years following reports of anti-Semitic bigotry on several UC campuses. 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. Rather, UCAF recommended that anti-Zionism be specified as an anti-Semitic form of anti-Zionism, as Zionism itself is viewed by some as a political and nationalistic movement. In addition, some UC faculty experts on politics might weigh in critically on some aspects of Zionism, and thus could be cited for intolerance, per the original wording of the policy and preamble. The Regents accepted the modified wording of anti-Semitic forms of anti-Zionism, thereby approving the policy.

##### **UCSF Issues**

- *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. FireEye has extensive experience in cyber security, and has done forensic work for SONY studios and Target. Given all the significant activity in the IT realm, and the level of interest expressed via our question of the month, the June Division meeting will focus on this issue.
- *Development Issues:* The Senate continues to discuss the “UCSF Medal,” which is given out at the Founders’ Day Dinner. The Senate has suggested that a faculty UCSF Medal be created that would be bestowed on a faculty member who has made significant contributions to one of the key missions, and/or could identify important young faculty, who would be highlighted at this annual event.

- *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. Please forward any suggestions to Executive Director Todd Giedt ([todd.giedt@ucsf.edu](mailto:todd.giedt@ucsf.edu)). Marek Brzezinski volunteered for the Senate Website Task Force.

## II. Consent Calendar

Members approved the consent calendar:

- 1) Approval of the Minutes from the March 3, 2016 meeting
- 2) Charter of the Academic Committee on Space Planning

## III. Chancellor’s Fund Update -- Executive Director Todd Giedt

*This item was postponed until the May Coordinating Committee meeting.*

## IV. Exit Interview Presentation, 2012-14 -- Vice Provost for Academic Affairs Brian Alldredge

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.

**DISCUSSION:** Members remarked that benchmarking the results of this survey with other institutions is problematic, as this survey is rather unique to UCSF. That said, 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). Another issue concerns the fact that this survey does not distinguish between faculty who left the UCSF voluntarily and those who were forced to leave. Members also commented that the data on the faculty that who did receive counter offers is too small to draw any conclusions, noting that more data on this phenomenon is needed. Assessing the cost of recruitment is a necessary step in fully analyzing these data, as well as the scope of the problem. Chair Greenblatt offered to work with Academic Affairs to send out an email encouraging separated faculty to complete the next iteration of the survey. Members suggested that respondents to the survey receive an email from Academic Affairs, outlining the action steps that UCSF is undertaking to address the issues identified in the survey.

## V. DNP Graduate Program Proposal

Annette Carley, who is the chair of the workgroup that developed this proposal, noted that the precursor to this proposal was a systemwide DNP proposal, which ultimately faltered. The School of Nursing (SON) decided to move forward with a modified proposal on the UCSF campus. In brief, this is a clinically-based, self-supporting program, which includes a significant on-line component. It is designed as a post-Masters program, which will include leadership coursework along with additional clinical hours. It would be the first DNP in the UC system. At this point in time, the proposal envisions growth of up to 30 students. For the time being, the Masters of Science Nursing program and the DNP would be run side-by-side, as their foci are distinct. Nursing Dean David Vlahov added that the DNP is offered by almost 300 Schools of Nursing nationwide.

**DISCUSSION:** Members asked about the numbers of anticipated students in the program. Concerns were expressed over the lack of a financial offset to students; however Nursing representatives responded the SON is planning for future fund-raising efforts to financially support needy DNP students. One member asked how graduates of degree would be addressed in the clinical arena (e.g., if they are addressed as “Doctor” in clinical settings). Professor Carley responded that most graduates continue to consider themselves ‘nurses,’ but did indeed say that holders of the DNP would indicate that they have a doctorate in more formal settings. Graduate Dean Liz Watkins added that the introduction of this degree in the field of Nursing follows a trend already present in other allied health professional degrees (e.g., the DPT and the PharmD). That said, the PhD Nursing program remains a popular program. Data from American Association of Critical-Care Nurses does not indicate that the existence of DNP programs has significantly detracted from the enrollments of PhD Nursing programs. One member commented on relative salary equity – would this degree lead to greater inequities between faculty who hold DNPs and those with PhDs? Dean Vlahov responded that the \$20K difference relates to nurses with Masters degrees and those with DNPs, not those with PhDs and DNPs.

**ACTION:** Members unanimously approved the DNP.

## VI. Systemwide Reviews

- a. [Proposed Revisions to APM - 360, Librarian Series and APM - 210-4, \(UCSF comments due May 10, 2016\)](#)
- b. [Proposed Revisions to APM Sections 278, 210-6, 279, 112 and New APM - 350 \(UCSF comments due May 10, 2016\)](#)

## VII. Old Business

None.

## VIII. New Business

None.

## IX. Adjournment

Chair Greenblatt adjourned the meeting at 4:05 p.m.

*\*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.*

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