

Coordinating Committee

Ruth Greenblatt, MD, Chair

Monday, November 5, 2015

2:00 – 4:00 pm

Room MH 2109 or by phone

1-866-394-9509; 87 52 185 #

PRESENT: Ruth Greenblatt (Chair), Pamela Bellefeuille (T), Lisa Murphy (T), Jae-Woo Lee, Steven Chung, Patricia McDaniel, Janet Myers, Rena Fox, Janice Tsoh, Janine Cataldo, John Feiner, Timothy Kelly, Leslie Zimmerman, Art Miller, Leah Karliner, Michael McMaster, Michelle Arkin, Laura Wagner, Brian Alldredge, Paul Garcia, Joseph Guglielmo, Donald Kishi, Todd Giedt, Alison Cleaver, Artemio Cardenas, Shilpa Patel, Ken Laslavic, and Karla Goodbody

ABSENT: Farid Chehab, George Rutherford, Henry Sanchez, Liz Watkins, and Sharon Youmans

Chair Greenblatt called the meeting to order at 2:05 pm in room MH 2109. A quorum was present.

Chair's Report – Ruth Greenblatt

Chair Greenblatt briefed members of systemwide and local issues:

UC Systemwide update

- **UC Retirement Plan Task Force:** This task force is working on developing a new UCRP 2016 tier, which would apply to new faculty and staff hired after July 1, 2016. Under consideration within the new tier is a higher employee/UC contribution ratio, as well as a reduced salary cap (PERPA cap of ~\$117K).
- **Interest in self-supporting programs:** Academic Planning Council is interested in the faculty burden of these programs and whether these activities compete with academic activities that relate to core curricular teaching.
- **Expanding Student Enrollment:** The State Legislature has approved a plan to provide UC with \$25M in exchange for the enrollment of 5,000 new California resident undergraduates over two years. Each campus has also proposed growth targets over the eight year planning period (outside of the Legislative targets). UCSF is proposing 615 students new students, including at least 145 graduate students, at least 60 professional students and at least 410 residents and house staff. It is possible post docs are included in the 410.
- **Sexual Harassment:** President Napolitano is forming a Joint Committee to examine systemwide and individual campus policies and practices for addressing incidents of sexual misconduct involving faculty and academic personnel, which systemwide Senate Chair Hare will co-chair. In the past, there had been a reduction in the complaint rate at UCSF, which may mean that it is going under-reported. This issue might be articulated for a future "question of the month." EQOP could invite the Title IX officer and get data.
- **New Proposal for "Equity for Access":** Interim Vice President for Research and Graduate Studies William Tucker has responded to the Senate's concerns over the *Draft Guidelines for a Program to Accept Equity for Access to University Facilities or Services*. A new proposal will be coming out soon, which will be reviewed. Especially at UCSF, this represents another area of revenue generation that may impact the academic missions and academic freedom.

UCSF update

- **Question of the Month:** Chair Greenblatt and the Senate staff are developing an "Answer of the Month" mini-mag. The next month's question will be "Did the benefits offered by the current UC Retirement Plan influence your decision to come to work at UCSF or to remain at UCSF?"
- **Mid-Career Mentoring:** One issue that emerged from last month's question of the month is the importance of mid-career mentoring. There is not any one at UCSF who is responsible for mid-career mentoring; the Senate could suggest to the Administration about the need to create a position for this.

- Space Planning Committees: The Senate has submitted suggestions for faculty representatives for five UCSF building planning committees including representatives of bench, non-bench researchers, educators, and clinicians.
- Mission Hall Task Force (D. Teitel & J. Myers): Professor Janet Myers noted that this task force is charged with collecting lessons learned and principles for future space planning for new buildings, as well as correcting current problems with Mission Hall. She added that there is a representative from each floor of Mission Hall. The planning process for the new buildings is moving forward quickly; this task force will inform that process by the end of the month.

Consent Calendar

- *Approval of the Minutes from the October 8, 2015 meeting*
- *Revisions to Bylaw 85.B.*: This bylaw revision was removed from the consent calendar. Members noted that it should read “department chairs” at the beginning of the second sentence. It will be sent out for review.
- *Revisions to Bylaw 140.A., Committee on Academic Freedom Bylaw*

ACTION: With the exception of Bylaw 85.B, members approved the consent calendar.

Report from the Committee on Faculty Welfare (CFW)

Leah Karliner, CFW Chair, noted that David Odatto, Associate Vice Chancellor for Human Resources, presented before a joint meeting of CFW and APB. He talked about the new “HR” and the new retirement tier.

- UCSF Human Resources. AVC Odatto remarked one of the main stumbling blocks towards improving human resources is a current lack of staff, but they are making progress.
- UC Retirement Plan Task Force and the new retirement tier: This task force was formed as one outcome of the budget deal between President Napolitano and Governor, which pays down the UCRP’s unfunded liability by \$486M, but calls for a new retirement tier for 2016. There are three systemwide Senate members on the task force: Senate Chair Dan Hare, Senate Vice Chair Jim Chalfant, and UCPB Chair Shane White. The new tier will be subjected to an income cap of approximately \$117K (PEPRA). Given this cap, there is a plan to supplement the new UCRP tier with a defined contribution plan. The lack of a comprehensive defined benefit plan (e.g., UCRP) raise issue of faculty recruitment and retention. Potential “cost savings” associated with the new tier has also been inserted into the conversation and/or the task force charge. While there have been comparisons from UC’s retirement benefit(s) to other universities, and UC’s retirement program indeed looks favorable, UC’s lower salaries negate this benefit. The task force will send its recommendations to President Napolitano by December. Faculty councils are encouraged to contact AVC Odatto to express their concerns.

2015-2016 Chancellor’s Fund/Faculty Academic Renewal (FAR) Funds

The total requested amount from all committees and faculty councils is almost twice what is available, at about \$914K. Members discussed the need to be more proportional with the funds, which does not necessarily mean proportionality by committee, but by the numbers of total Senate faculty served per proposal. Chair Greenblatt reviewed *some* of the individual proposals:

- EQOP:
 - \$80K in CTSI/RAP awards: There is not any matching component to this award and each award is approximately \$40K/person.
 - \$10K for the NCFDD Faculty Boot Camp: This organization offers a “boot camp”, which a number of faculty have expressed interest in. \$2K from the 2014-15 Chancellor’s Fund was invested into a one-year trial institutional membership in the NCFDD.
 - \$20K for Diversity Theater training workshops, which is a partnership with the ODO.
- CFW -- \$120K for Enrichment Grants: This is an extension of last year’s Enrichment Fund, which had 102 requests last year (\$140K requested). Priority would be placed on benefiting multiples of faculty members, which expands grants from single applicants to groups. The same exclusions apply from last year. It may be wise to exclude the standing desk, as departments are purchasing a large number of standing desks.

- COLASC:
 - \$100K for Open Access: This is an increase from ~\$45K in the 2014-15 Chancellor's Fund.
 - \$36K for a one-year trial of Embase: EMBASE as a database indexes papers and is often used for literature searches related to meta-analysis. UCSF faculty have access to SCOPUS, which indexes the same titles but does not utilize a thesaurus for key words. Chair Greenblatt suggested utilizing a number of one-week subscriptions at \$750 per subscription rather than a one-year institutional trial.
- R&J -- \$16,538 Child/Elder Care – increases child care slots by three. Chair Greenblatt reported that she spoke with EVCP Lowenstein about creating a child care coordinator, which wouldn't impact Chancellor's Fund monies. When Laurel Heights closes, this will impact UCSF's child care capacity significantly.
- Travel grants: 1) \$10K for COR travel grants; 2) \$10K for Sustainability travel grants (and stipend to cover visiting scholars); 3) \$10K for Learning & Technology travel grants (CEP): It is recommended that one travel fund be set up to subsume these different categories.
- \$90K in Learning & Development: It is important that L&D does not lose its matching funding; therefore, the L&D aims should be better articulated.
- Pharmacy Faculty Council -- \$22K for a Preceptor Development Program: Up to four preceptors from the UCSF Medical Center, two preceptors from the VA, and two preceptors from SFGH would be selected as "Master Preceptors". These monies would fund travel and related materials to train preceptors. Members commented that this might more appropriate for the individual travel grants, or go to the Pharmacy Dean to fund a preceptor training program. Chair Greenblatt noted that funds could not be used for WOS non-full-time faculty if they are indeed the targets of this preceptor program. Chair Greenblatt advised the Pharmacy Faculty Council to revise its proposal for UCSF Senate faculty.

Discussion: Members discussed ways to reconcile and cut the budget. Chair Greenblatt remarked that sometime in the future, the Senate could ask for a larger amount, but the proposal(s) must be better streamlined than they are now. She observed that there seems to be a theme around mid-career bridging emerging. Perhaps this could be alleviated by a proposal for mid-career mentoring for the 2016-17 Chancellor's Fund. Two big-ticket items in 2015-16 include EQOP's and COLASC's proposals in the sense that aggregated they represent a high proportion of the Chancellor's Fund. With respect to the RAP/CTSI awards, EQOP is advocating for at least one single award of \$40K, arguing that the RAP awards make a special statement on diversity; and the Boot Camp funding. COLASC agreed to budget last year's amount for Open Access (\$45K), and will discuss the Embase proposal.

ACTION: Create new budget for the Chancellor's Fund, which will be voted on at the December Coordinating Committee meeting.

Old Business

None.

New Business

None.

Adjournment

Chair Greenblatt 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.*

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