

**Committee on Equal Opportunity**  
**Jae Sevelius, PhD, Chair**

May 30, 2019

TO: David Teitel, Chair, UCSF Academic Senate  
FROM: Jae Sevelius, Chair, Committee on Equal Opportunity  
RE: Shared Governance & Clinical Affiliations

Dear Chair Teitel,

The Academic Senate Committee on Equal Opportunity (EQOP) recently held a discussion regarding the proposed affiliation between UCSF Health and Dignity Health. EQOP acknowledges and appreciates the University's attempt to expand and increase access to critical health services at UCSF and generally supports the expansion of UCSF's network in the Bay Area. However, our members also join in the concerns expressed by many UCSF faculty members regarding this affiliation and its potential conflict with the mission and values of the University<sup>1</sup>. While it has since been announced that UCSF will no longer be pursuing its affiliation with Dignity as envisioned<sup>2</sup>, we believe it is necessary to continue this discussion with a focus on future affiliation proposals.

In its 2017 report, the [Joint Senate-Administration Review Committee on Campus Policy 100-10](#) provided a set of guiding principles and recommendations to strengthen and improve the implementation of affiliation policies in accordance with UCSF's culture of excellence. The report's two primary recommendations advised UCSF to do the following:

1. Establish a new centralized affiliation office that would house Professional Service Agreements (PSAs) including clinical affiliations originating from UCSF Health and the School of Medicine (SOM); and
2. Establish a standing affiliation review committee, inclusive of Senate faculty, UCSF Health, and campus leadership.

As the Executive Council is aware, UCSF Health leadership has not agreed to either of the Joint Committee's recommendations. EQOP strongly encourages the Executive Council to re-engage UCSF Health CEO Mark Laret on these recommendations, which we believe are necessary for UCSF to establish sound, thoughtful processes for the formation of affiliations in the future.

Sincerely,



Jae Sevelius, PhD, Chair, Committee on Equal Opportunity

CC: Todd Giedt, Executive Director, Academic Senate  
Alison Cleaver, Associate Director, Academic Senate  
Kirstin McRae, Senior Analyst, Academic Senate

<sup>1</sup> [UCSF faculty petition](#), March 9, 2019

<sup>2</sup> <https://chancellor.ucsf.edu/blog/update-proposed-affiliation-dignity-health>