

May 29, 2020

Dan Lowenstein, MD
Executive Vice Chancellor and Provost
UCSF Office of the Executive Vice Chancellor & Provost, Box 0400
513 Parnassus Avenue, S115
San Francisco, CA 94143

RE: Committee on Faculty Welfare's Support for A Proposal for Equitable Recovery at UCSF

Dear Executive Vice Chancellor and Provost Lowenstein,

The Committee on Faculty Welfare (CFW) writes to join the Executive Council of the San Francisco Division of the Academic Senate in supporting a document entitled "Proposal for an Equitable Recovery at UCSF" prepared by Seemay Chou, PhD; Tejal Desai, PhD; Hana El-Samad, PhD; Danica Fujimori, PhD, Noelle L'Etoile, PhD; Susanna Rosi, PhD; and Lauren A. Weiss, PhD.

CFW believes the Proposal raises important issues about faculty welfare, equity, and diversity. CFW shares the authors' and signatories' concerns about how dependent care responsibilities significantly impact faculty and disproportionately impact female faculty. CFW supports the Proposal's recommendations of (1) creating a task force to help UCSF advance equity through its recovery, (2) exploring options to expand dependent care; and (3) modifying the tenure clock extension to be "opt-out". CFW writes separately to emphasize that the issues raised by the Proposal affect all faculty, not only those who focus on basic science research.

CFW invites you and others working on these issues to use CFW as a resource. This would not only advance shared government, but it would also take advantage of the Academic Senate's infrastructure and staff. CFW stands ready to assist UCSF as it charts a path forward in this difficult time.

Sincerely,



Snehlata Oberoi, DDS, MS
Chair, Committee on Faculty Welfare
UCSF Academic Senate
2019-2020