

Coordinating Committee Chair Update

March 2016



ITEM ONE. Exit Survey Data becoming available. Vice Provost Brian Alldredge has received data from the exit surveys of faculty who left UCSF. He reports that he is planning to present these to the Faculty Welfare Committee. The response rate was in the mid 40s, and the departing faculty mentioned several contributors to their decision, including: 61% had actively searched for a new position, many cited low salary or significant salary increase, others mentioned high cost of living, some cited lack of community, others noted a lack of support. Compensation was clearly a leading issue.



ITEM TWO. Patterns in Question of the Month Responses. The January Question of the Month focused on impact of the NIH salary cap, and differences between types of work activity and support. This is a major issue in academic health sciences and one that we might want to consider in some detail. To develop an Answer of the Month, I did a literature search for papers related to faculty compensation and areas of activity. I found some interesting reports that demonstrate efforts made by other institutions to measure faculty productivity and then make a linkage to compensation. Some of this is clinical RVUs, but some institutions have addressed teaching, administration and/or service. We should discuss the potential value of assessing how UCSF faculty divide their effort, and how this is related to sources of funding. The assessment of effort might be helpful to CAP. Certainly data produced by an activity reporting system would be quite interesting. Some campuses have established self-nominated and unlimited teaching recognition awards; these do not provide a financial award, but rather an endorsement after third party review, that the faculty member engaged in significant teaching activity and did it well. The endorsement then can be used as a criterion in CAP review. Individuals can receive the recognition multiple times.



ITEM THREE. Senate Website. The Senate is working on a revision of our website. We should consider using the site to address some of the concerns about lack of community at UCSF, key linkages for faculty and other enhancements. Think about what we might add or change in the website to enhance community and address other issues of interest to faculty; bring your ideas forward.



ITEM FOUR. Report of the Joint Committee on Faculty Discipline (related to sexual violence and sexual harassment, SVSH). This report is now out, and comments on it are due March 15. It is my overall impression that this campus has been compliant with the existing policies, which are adequate, for the most part. There are recommendations for specific editing for clarification. Additionally, the report suggests tightening the time from imposition of involuntary paid leave to file charges against the faculty member to 5 days. A new feature is a recommendation to require the Chancellor's designee to provide updates to the complainant during the investigation and discipline

processes. Discussion has included whether findings of harassment should impact considerations of promotion or tenure, and if this should depend on whether the dispute was addressed via informal or formal disciplinary processes.



ITEM FIVE. Founders Day Luncheon. Our division has three seats available for the annual Founders Day Awards Luncheon that is hosted by Chancellor Hawgood to honor UCSF staff and faculty for outstanding service. The event is on Friday May 20 from noon to 1:30 and includes lunch. Last year it was held at the Faculty Alumni House, not sure about this year. Please let us know before March 11 if you are interested in attending.



ITEM SIX. UCSF Medal- Senate arm. We met with members of the UCSF Development Office in charge of Founder's Day, and noted that many UCSF Medal awardees have not been active faculty at UCSF when they receive the award. One option would be that the Senate make a selection for one of the awards, as is apparently done at some of the other UC campuses. We might aim for people who have put UCSF on the map as agents of transformational change (related to any of the key missions).