

## **Communication from the Executive Council**

**David Teitel, MD, Chair**

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Dean John Featherstone  
School of Dentistry, UC San Francisco  
513 Parnassus Avenue  
San Francisco CA 94117

Dean Catherine Gilliss  
School of Nursing, UC San Francisco  
2 Koret Way  
San Francisco CA 94143

Dean B. Joseph Guglielmo  
School of Pharmacy, UC San Francisco  
513 Parnassus Avenue  
San Francisco CA 94117

Dean and Vice Chancellor Talmadge King  
School of Medicine, UC San Francisco  
513 Parnassus Ave, Medical Sciences  
San Francisco CA 94122

RE: Part-time Appointments in the Academic Senate Faculty Series

Dear UCSF School Deans:

Last year, the UCSF Committee on Faculty Welfare (CFW) investigated into whether Academic Senate series faculty (Clinical X, Ladder Rank, and In Residence) could seek appointments at less than 100% time. The review was prompted by numerous faculty complaints, which noted that their School, Division, or Department would not allow a change in series to a Senate Series, despite otherwise meeting the specified criteria, because their appointment was less than 100%. The affected faculty were primarily women with childrearing responsibilities. The commonly cited policy for these decisions is Academic Personnel Manual (APM) Policy 220 (<http://www.ucop.edu/academic-personnel-programs/files/apm/apm-220.pdf>). However, a careful reading of APM 220-16, APM 220 Appendix B, and APM 760-29 makes clear that the University recognizes that faculty may hold less than full-time appointments in Senate Series, either temporarily or permanently, in order to accommodate family caregiving responsibilities. The APM states that, in general, part-time appointments must be the faculty member's sole professional responsibility, and that each request, either for appointment or for change to part-time, must have the approval of the Chancellor.

CFW also consulted with UCSF Vice Provost of Academic Affairs Brian Alldredge in October of 2017 on this matter. VP Alldredge noted that the Family Friendly (3FI) Initiative group also identified the part-time Senate appointment issue, along with other policies relating to leave, that are not well known to the general faculty population. VP Alldredge informed committee members that the Chancellor has delegated the approval authority cited in APM 220 to his office, and that he would be willing to approve requests on a case-by-case basis. He added that he is supportive of part-time appointment agreements as a way to create a more accommodating and family-friendly workplace, and to address some of childbearing support concerns highlighted in the most recent Faculty Climate Survey.

In order to counter the misconception that all Senate series faculty must hold 100% appointments, the Executive Council believes it is important to better inform the faculty and administration at the School-wide level about this issue and APM 220. We believe that such a change would have an important and positive impact on fostering a family-friendly environment at UCSF and, due to the disproportionate impact of these policies on women faculty, and represents an important opportunity to move closer toward equity.

Sincerely,



David Teitel, MD, Chair  
Chair of the UCSF Academic Senate Division



Margot Kushel, MD, Chair  
Chair of the UCSF Committee on Faculty Welfare

CC: Brian Alldredge, Vice Provost of Academic Affairs  
Abbey Alkon, Chair of the Nursing Faculty Council  
Cathi Dennehy, Chair of the Pharmacy Faculty Council  
Nisha Parikh, Chair of the Medicine Faculty Council  
Elizabeth Mertz, Chair of the Dentistry Faculty Council