

Committee on Rules and Jurisdiction

Katherine Yang, PharmD, MPH, Chair

ANNUAL REPORT 2019-2020

In 2019-2020, the Rules and Jurisdiction Committee (R&J) prepared amendments to the UCSF Senate Division Bylaws to achieve gender neutrality, and R&J encouraged the Schools' faculty councils to review their bylaws and remove gendered language. To further advance gender equity, R&J proposed and received \$17,000 in funding from the Chancellor's Fund to establish workshops on language inclusivity in bylaws and regulations. Unfortunately, the COVID19 pandemic prevented R&J from hosting these in-person workshops. R&J will explore whether these workshops can be hosted in 2020-2021 online or in person. Lastly, R&J worked extensively with the Clinical Affairs Committee (CAC) to revise a proposal to amend Division Bylaw 175 to include review of affiliations of UCSF Health with other health care providers in their scope of work.

2019-2020 Members

Katherine Yang, PharmD, MPH, Chair

Sheila Brear, DDS, Vice Chair

Spencer Behr, MD

Jahan Fahimi, MD, PhD

Leela Ghaffari, DMD MS

Mijung Park, PhD, MPH, RN

Matthew Springer, PhD

Elaine Tseng, MD

Ex-Officio Members

Doug Carlson, JD, Registrar

Jae-Woo Lee, MD, Parliamentarian

Number of Total Meetings: 6; electronic discussion as needed

Senate Analysts: Alison Cleaver (September – March) and Kristie Tappan (April – August)

<http://senate.ucsf.edu/0-committee/m-rules.html>

Going Forward

In 2020-2021, the Academic Senate Committee on Rules and Jurisdiction plans to work on the following issues:

- Workshops on gender equity and inclusivity in Bylaws and Regulations
- Improving clarity in the Division Bylaws about quorum and voting rights for *ex officio* members
- Clarifying the role of guests in the Division Bylaws and making language about guests consistent throughout Division Bylaws
- Working with the Ad-Hoc Committee on Sustainability to establish the Sustainability Committee as a standing committee in the Division
- Working with the Committee on Faculty Welfare and the Committee on Committees to create a procedure for addressing temporary committee vacancies (e.g. family leave)

Divisional Business

Gender Neutrality in Senate Bylaws: R&J reviewed the San Francisco Division Bylaws and proposed changes to eliminate gendered language. The changes went beyond simply replacing terms like “Chairman” with “Chair” to also replacing language like “his/her” with terms or pronouns that would include non-binary people.

Workshops on Language Inclusivity and Gender Equity in Bylaws and Regulations: R&J submitted a proposal to the Chancellor’s Fund to develop a UCSF RJC Workshop Series – Using Inclusive Language and Promoting Gender Equity. R&J planned to collaborate with the Berkeley Center on Comparative Equity and Anti-Discrimination Law to create four small group workshops to learn about how bylaws and regulations can be used to promote language inclusivity and gender equity. Possible topics included: *Best Practices for Composition of Inclusive and Gender Equitable Language*, *Revising Language to be Inclusive and Gender Equitable*, and *How to Train Yourself and Others on Positive/Inclusive Interpretation*. The workshops were going to be open to any interested UCSF faculty, and all Senate staff analysts and office leadership would have been invited to attend.

The San Francisco Division Executive Council approved a \$17,000 award for R&J to develop and implement its proposed gender equity workshop series. R&J was searching for potential speakers and facilitators when the COVID-19 pandemic made in-person events like workshops unsafe. R&J considered shifting the workshop series to an online format, but members were hesitant to do so. Ultimately, the Committee decided to postpone the workshops until 2020-2021 in hope of having workshops in person as originally planned.

Letter Grading and Pass/Not Pass Grading During the COVID19 Pandemic: R&J engaged in discussions about letter grading and pass/no pass grading during the COVID-19 pandemic. The abrupt move to online classes across the UC system raised questions about how grades should be handled and whether some should be switched to passed/not passed (P/NP). Chair Yang explained that questions about attendance, grades, academic probation, and general compliance with Senate rules in the new online environment were raised at the systemwide University Committee on Rules and Jurisdiction (UCRJ). At the Division level, the School of Nursing Faculty Council (SONFC) raised concerns with R&J about allowing students to opt into P/NP grading. SONFC was interested in whether it could make this grading change using a temporary policy under emergency authority or if it needed to amend regulations. SONFC also inquired as to whether R&J had insight into the conflict between P/NP and Satisfactory/Unsatisfactory (S/U) grading. The Graduate Division Grading Policy allows the SON to use S/U grading, where satisfactory is an A or B and unsatisfactory is a C, D, or F. In contrast, under P/NP, a

passing grade is an A, B, or C. There could be a problem if a nursing student elects to do S/U because of the emergency policy, gets a C, which is marked as a U, and doesn't pass the class. If the student had not elected to do S/U, the student would have earned a C but would have passed the class and could move on. R&J directed the SONFC to Systemwide resources and to Systemwide Regulations 784 and 788 for guidance.

Clinical Affairs Committee Proposal to Amend Division Bylaw 175: The Clinical Affairs Committee (CAC) proposed a revision to Division Bylaw 175 that redefined CAC's membership and duties. CAC sought to add the duty of reviewing UCSF Health's affiliations with other health care providers to its responsibilities and to include the Chairs of the Committees on Faculty Welfare and Equal Opportunity in affiliation reviews. CAC worked with R&J to revise the proposal. The collaboration resulted in additional proposed changes to Division Bylaw 175 that clarified the roles of members and guests and strengthened the voice of Senate-appointed faculty on CAC.

Appendices

Appendix 1: R&J's Proposal to Amend Division Bylaws to Advance Gender Equity

Appendix 2: CAC's Proposal to Amend Division Bylaw 175 SOD Faculty Council request for RJC

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