



University of California  
San Francisco

CAMPUS COUNCIL ON *Faculty Life*

# Faculty Development Day 2023



## Tips for Faculty Success from Departmental Leaders

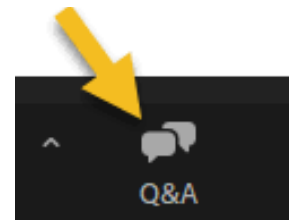
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# Panel Discussion Goals

- Provide participants with specific and concrete tips and tools they will be able to use when they experience barriers or unanticipated issues that may impede their ability to accomplish their goals for promotion and advancement or fulfill their roles and responsibilities.

# Panel Discussion Format

- Questions submitted by faculty during the online registration
- Case-based vignettes that describe typical areas of concern
- Questions from faculty participants
  - Please use Q&A function to enter your questions live!



# Questions submitted in advance:

## Transparency in salary determination/negotiation

- *Is there transparency for all the different salaries in a department?*
- *How are departments working to make salary determination more transparent?*
- *When (and how) does existing (senior) faculty get a chance to negotiate their salary when newly hired junior faculty are being offered higher salary package than the senior faculty within the same series?*
- *How does consulting affect Y in the salary calculation?*

# Vignette 1: Funding Shortage

- **Faculty X** is an **Associate Professor, Step 2, with an In Residence series** appointment. She has been successful and productive in prior years with a high level of scholarly and creative productivity, including a strong program of research with publications and grant funding, an exceptional teaching record, and consistent Academic Senate and Department service at a high level.
- Over the last three years, Faculty X has had **difficulty covering her salary through grants**. The COVID-19 pandemic significantly affected her productivity as her lab had to close during the shelter-in-place, she was sharing home-school responsibilities with her partner, and she continued to face lab staffing shortages and frequent absences related to COVID infections and exposures until late in 2022. Her most recent RO1 was favorably scored but not funded and she plans to resubmit in July.
- Faculty X is committed to staying at UCSF and would like to remain in academia, but she's now worried about job security and wishes to discuss this with her Chair.
- From your perspective, what should Faculty X do prior to going to her Chair?
  - *What specific tools or advice would you give to Faculty X in moving forward?*
  - *If you were Faculty X's Chair, what can you do support her?*
  - *Are there options to provide monetary support to Faculty X?*

# Questions from Audience



# Questions submitted in advance:

## Too much funding?

As an **In-Residence** faculty, I always need **100% plus** funding since funded studies sometimes are cut funding or need to be extended due to recruitment goals not being met. So I need to always have insurance that I can maintain at 100% due to uncertainty of funding (cuts etc). But I do not want to leave projects early when I receive *new funding* since that would cause me to have a bad reputation for not completing projects.

- *Can I reduce my FTE for ALL projects when new funding rolls in? But Dept only likes to do this once per year*
- *Can I add funds to Comp Plan? But no longer allowed to carry too much money in there*
- *How can I keep a reserve since the Dept pays 5% for my faculty activities?*

# Vignette 2: My Chair Wants Me to Take on More Administrative Responsibilities

- **Faculty Y** is an **Assistant Professor, Step 2**, in the **HS clinical series**. He has a very busy clinical practice, leads two blocks in the SOM Bridges curriculum, and directly mentors 3 residents and 2 fellows. He is concerned that he may be suffering burnout – he feels exhausted all the time, no longer feels engaged with patient care, and is having trouble supporting his two school-age children as a single parent.
- Without warning or prior conversation, Faculty Y's Department Chair has requested that he **lead the Department's new QI program**. Faculty Y is willing to pitch in for the short-term, but he feels his Chair's request is unreasonable and may potentially jeopardize his ability to pursue other creative interests and support his family's needs.
- Faculty Y wants to be a "good citizen," but does not know how to communicate his concerns to his Chair in a productive way.
- *What would be helpful for Faculty Y to do prior to meeting with his Chair?*
- *What is your advice for Faculty Y?*
- *What approach could he use to respectfully discuss and decline, or renegotiate, his Chair's request?*
- *Are there resources or support opportunities that you feel might benefit Faculty Y?*



# Questions from Audience



# Questions submitted in advance:

## Part Time Mid-Career Faculty

*How do you envision creating an attractive part-time faculty program to attract candidates or keep mid-career faculty who may have viable career opportunities with an attractive part-time position at UCSF?*

Seems like we have a "brain drain" problem with mid-career faculty members who need a **flexible career pathway** coupled with **fair compensation** for their part-time work.

# Vignette 3: I Want to Change My Academic Series

- **Faculty Z** is an **Assistant Professor, Step 3, in the Adjunct series**. They will be eligible for on-time **promotion** to the rank of Associate Professor in the coming year and wants change their academic series from Adjunct to the In Residence series at the time of promotion. Faculty Z cites new R01 funding and increased departmental teaching responsibilities since their last merit review to support the request. Another factor that is on Faculty Z's mind is that they are expecting a child within the next academic year and anticipates taking childbearing/childrearing leave during the first year that the change in series would be in effect.
- When meeting with the Chair, Faculty Z will request a **change to the In Residence** series and laboratory space to accommodate planned research activities.
- *Does Faculty Z have a strong case for seeking a change in academic series?*
- *If you were Faculty Z's Chair, would you support their requests? If yes, why? If no, why not?*
- *What specific advice would you give to Faculty Z?*
- *How will the faculty member's upcoming planned childbearing leave impact this request?*
- *How might your general considerations about a change in series request differ if the scenario were instead to move a successful faculty member from the HS Clinical series to the Clinical X series (presuming the individual meets the academic qualifications)?*

# Questions from Audience



# Evaluations

