**Senate COVID Faculty Support Committee  
Lindsay Hampson, MD, Chair**

**DRAFT Minutes**

**Monday, August 28, 2023**

**12:05 – 1:00 p.m.**    
**Zoom videoconference**

Chair Lindsay Hampson called the meeting to order at 12:05 p.m. via Zoom. A quorum was present.

1. **Chair’s Report**
2. Chair Hampson asked Bright Horizons about their policy that children must stay home after 24 hours of upper respiratory symptoms unless they receive a negative PCR test. This policy creates issues for faculty, who then must either miss work to care for their children or miss work to access a PCR test. Bright Horizons explained that this policy is set nationally and acknowledged that the policy is outdated because PCR tests are not readily available. Bright Horizons is now reviewing this national policy, but UCSF facilities cannot change it at the local level.
3. **Draft Letter - Themes from Listening Sessions**

The committee discussed a draft letter summarizing the themes that came up during the three listening sessions. The committee plans to discuss the letter in a future meeting of the Academic Senate Executive Council and encourage other Senate committees to take up relevant issues.

1. A committee member suggested recommending that UCSF bring back the PCR vending machines on campus. Faculty still need to test regularly, and the costs of these tests add up. Other members agreed that removing the vending machines from clinical settings has been detrimental. Clinicians who are symptomatic are not always testing because they are working long shifts and do not have easy access to tests. Members agreed that, at a minimum, clinicians should be able to easily access rapid tests. The committee also agreed to raise this issue with the administration separately from the listening session letter because of its urgency.
2. A committee member recommended noting in the letter that staff need to stay home for ten days if they contract COVID. Staff must take this time unfunded if they do not have sufficient leave built up. This requirement continues to create issues for faculty, who rely on staff.
3. A committee member highlighted that UCSF administration is reallocating space in some buildings, such as the Valley Center for Vision, based on current usage, but many faculty with children can only come to campus sporadically because of the unpredictability of children getting sick or being exposed to COVID. Some groups have designated in-person days, and faculty are following these schedules, but they feel pressured to come to campus even more so that they do not lose their space. Other faculty members noted that clinical faculty prefer to use their office space when offices are relatively empty to avoid being exposed to COVID or exposing others. Members agreed that UCSF should aim to understand how space needs are evolving rather than reacting quickly to changes that may prove to be temporary.
4. In the section of the letter about parking, members suggested highlighting that safety issues on public transportation may be compelling more faculty, staff, and trainees to drive to campus, exacerbating the ongoing parking challenges.
5. Members asked whether the themes listed in the letter should be prioritized. The letter makes many different recommendations, and the administration is unlikely to have capacity to act on all of them at once. However, other members noted that the intention of the listening sessions was to hear and amplify the participants’ concerns; thus, the letter should express those concerns. Ultimately, the committee agreed to be expansive in the letter and provide more guidance on prioritization if such guidance is requested.
6. **Draft Report Section on Recommendations 1 and 2**

The committee discussed a draft of the section of the committee’s final report that will focus on Recommendations 1 and 2 from the systemwide report on opportunities and challenges statements and holistic review. This section lays out the recommendations from the systemwide report, evaluates UCSF’s implementation of the recommendations, and provides some opportunities for further improvement. The evaluation and opportunities for improvement are based on the discussion with campus leaders in the July meeting; overall, UCSF is implementing the recommendations well.

1. A committee member noted that a major improvement area related to opportunities and challenges statements and holistic review.is continued communication to the faculty via Town Halls and electronic communications.
2. Members recalled that the some of the July meeting participants suggested that this committee organize a Town Hall. However, it may be more effective to discuss this issue at events that faculty are already attending rather than holding a separate event that may or may not draw faculty.
3. A committee member suggested that opportunities and challenges statements and holistic review would be good topics for Faculty Development Day on September 21. The committee agreed to check in with the VPAA Office about their plans for Faculty Development Day presentations.
4. Committee members also suggested discussing these topics at other Senate meetings. Incoming Senate Chair Steve Hetts will consider including them in a Division Meeting this year. The Faculty Councils may also want to consider discussing them at full faculty meetings.
5. A committee member noted that the messaging on opportunities and challenges statements and holistic review needs to reach Department Chairs as well. Providing standardized messaging about both accelerations for contributions during the COVID pandemic and challenges that may have hindered productivity would be helpful for Department Chairs and would help ensure that the faculty are receiving the same messaging.
6. **Revisions to the Standard Email to Faculty Regarding Promotions**

The committee reviewed draft revisions to the standard email prompting faculty to submit their promotion packets. Committee members did not suggest any major changes to the draft language. The suggested revisions will be submitted to the VPAA Office.

Chair Hampson adjourned the meeting at 12:45 p.m.