

COMMENTS: SERVICE ON FACULTY MISCONDUCT INVESTIGATION COMMITTEES

"I found chairing an ad hoc committee investigating faculty misconduct to be a valuable experience. I was reassured and impressed that procedures surrounding such allegations are taken so seriously at UCSF, and I found that the process of having faculty guide the process to be fair and respectful. I saw the time commitment as well worth it to see how the system works and to ensure a full and fair investigation. I would be willing to serve again if called upon in the future." – **Mallory Johnson**, PhD, Professor in Residence, Dept. of Medicine (former chair of an investigation committee)

"Serving in this capacity to ensure "both sides" are getting a fair and unbiased representation during an investigation is a critical role for faculty in shared governance such as UCSF. The level of staff support was outstanding and off-loaded the administrative burden as much as possible for the faculty committee members." – **Lisa Kroon**, PharmD, Professor of Clinical Pharmacy and Chair, Dept. of Clinical Pharmacy (former chair of an investigation committee)

"Serving on a faculty misconduct committee is a substantial time commitment, but in the end, it is worth it. It's a rare chance to work closely with faculty from other departments and schools, learn about a new domain of academics, and provide meaningful service to the university." – **Gurpreet Dhaliwal**, MD, Professor of Clinical Medicine (former member of investigation committee)

"The experience was overall extremely positive. A faculty misconduct charge is serious and may be career changing, and this underscores the meaning and importance of having a stringent and fair process in place. I met new people, learned a lot along the way, and I would want this standard of due process exhibited by our committee if I was ever subject to a faculty misconduct charge." – **Barbara Burgel**, RN, PhD, FAAN, Professor of Clinical Nursing, Dept. of Community Health Systems (former chair of investigation committee)

"I chaired an ad hoc investigation committee a few years ago. I was initially hesitant to accept the role, but afterwards was glad that I did. The hesitancy was because we would be discussing sensitive and personal issues of great importance (and impact) to those involved. On the positive side, I was motivated to be of service to the University, and to learn about the particular policies that were relevant to the investigation as well as the due process that had taken place so far. The staff support was superb, and I was able to interact with faculty colleagues I would not otherwise have met." – **Manuel Pardo**, MD, Professor of Clinical Anesthesia (former chair of investigation committee)

"The faculty misconduct investigatory process gave me interesting insight into several aspects of the Academic Personnel Manual and was a rewarding experience. Although the whole process took several months to complete, due to the complexity of this case, the time commitment was never onerous and the committee had excellent support from Academic Affairs staff." – **Paul Green**, PhD, Adjunct Professor, Dept. of Preventive & Restorative Dental Sciences (former member of investigation committee)

"The opportunity to serve on an ad hoc committee convened by the Office of Academic Affairs represented a most positive and valuable professional experience for me. It revitalized not only my confidence in the University—that it was committed to its faculty and the procedural due process to which they are entitled—but also in the Office of Academic Affairs which so deftly organized a productive committee that was supplied with ample guidance and appropriate resources throughout its entire tenure." – **Marcus Ferrone**, PharmD, JD, Associate Professor of Clinical Pharmacy (former member of investigation committee)

“I took part in faculty misconduct committees on three different occasions. Personally, I found my experience working with the committee to be a valuable part of my growth as a faculty. It was very valuable for me to learn about what pitfalls are out there that we as faculty are all subject too and to remind ourselves what new requirements we must be sure we follow and that we pass on to our students and fellows. I am happy to contribute again in the future if called upon.” – **Leslie Wilson**, Adjunct Professor, Dept. of Clinical Pharmacy (former member of investigation committee)

I thought my ad hoc committee was very well organized and the members were very thoughtful and respectful. The legal advisor was especially helpful in understanding the range of things we might recommend should we find evidence of misconduct. The committee I was on was very high-functioning, and we all felt that the recommendations we made were fair. – **Louise Walter**, MD, Professor in Residence, Dept. of Medicine and Chief, Division of Geriatrics (former member of investigation committee)

“In the past couple of years, I have served on two *ad hoc* committees to investigate allegations of faculty misconduct. In both cases, the staff support for our committee was excellent. In fact, the key staff was a lawyer who was willing to investigate answers to our many questions. Every attempt was made to minimize the need for face-to-face meetings and to schedule them in convenient locations for the committee faculty members. I found both cases were interesting and I learned lessons about how to avoid making mistakes that were revealed by each case.” – **Barbara Drew**, RN, PhD, FAAN, Professor Emerita, Dept. of Physiological Nursing (former member of investigation committee)

“This opportunity allowed me to learn more about the procedures regarding investigations of allegations for faculty misconduct. The process was thorough and fair and the administrative support for this committee was exemplary.” – **Susan Chang**, MD, Professor in Residence, Dept. of Neurological Surgery (former member of investigation committee)