



Nicolas Webster
Vice Chair, University Committee on Privilege and Tenure
Email: nwebster@ucsd.edu

Academic Senate
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 29, 2019

DRAFT

**ROBERT MAY, CHAIR
ACADEMIC COUNCIL**

Re: UCSF/Dignity Affiliation

Dear Council Chair Robert May,

The University Committee on Privilege and Tenure (UCPT) members discussed the proposed affiliation between UCSF and Dignity Health at its April 19, 2019 meeting. UCPT understands that the proposed expansion of UCSF's hospital services is to provide additional healthcare. However, UCPT faculty members are unanimous in its opinion that the Ethical and Religious Directive (ERD) required is irreconcilable with core UC values. UC partnering with an organization that, as a fundamental policy, severely limits reproductive and gender rights is a boundary that should not be crossed, irrespective of any potential counter-benefits.

If an affiliation is to exist, UCPT strongly suggests that the relationship between UCSF and Dignity Health is subject to the non-discrimination values of UC that is described on page 3 of the document titled, "UC Statement of Ethical Values"

(<https://www.ucop.edu/ethics-compliance-audit-services/files/stmt-stds-ethics.pdf>):

3. Respect for Others

The University is committed to the principle of treating each community member with respect and dignity. The University prohibits discrimination and harassment and provides equal opportunities for all community members and applicants regardless of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran.

Sincerely,

A handwritten signature in black ink, appearing to read "Nicolas Webster", with a long horizontal flourish extending to the right.

Nicolas Webster
Vice Chair, UCPT

cc: Kum-Kum Bhavnani, Academic Council Vice Chair
Hilary Baxter, Academic Senate Executive Director
UCPT members