SCHOOL OF PHARMACY FACULTY COUNCIL
Betty-ann Hoener, PhD, Chair

MINUTES
Meeting of January 15, 2004

PRESENT: B. Hoener (Chair), L. Kroon (Vice Chair), L. Benet, A. Burlingame, C. Cullander, P. Finley, S. Heard, S. Kahl, K. Lem, H. Lipton, L. Rice, N. Oppenheimer, C. Tsourounis, K. Yang

ABSENT: B. Alldredge, M. Koda-Kimble

GUESTS: Robert Day, Associate Dean (for M. Koda-Kimble); Rob Duca, Associate Dean of Administration; Ruth Greenblatt, Co-chair, Chancellor’s Task Force on Faculty Life

The School of Pharmacy Faculty Council was called to order by Chair Hoener on January 15, 2004 at 2:30 pm in S-936. A quorum was present.

Minutes
The minutes of the meeting of December 18, 2003 were approved.

Chair’s Report
None.

Dean’s Report
Associate Dean Day reported that the School’s retreat recently held on January 8 and 9, 2004 was a success.

Associate Dean Day announced that discussion has begun on establishment of a school of pharmacy in the College of Osteopathic Medicine of Touro University located on Mare Island in Vallejo.

The number of internships for pharmacy students has decreased as a result of an increase in new schools of pharmacy, which produces increasing the number of students applying for internships.

Council on Faculty Life and Chancellor’s Task Force on Faculty Life at UCSF – Ruth Greenblatt

R. Greenblatt provided background information on the task force by stating that UCSF conducted a survey regarding the campus’ climate for faculty among all paid faculty during the fall of 2001. After publication of the results in April 2002, Chancellor Bishop convened the task force to review the report and provide recommendations based on those results. In 2003 the Chancellor convened the Task Force on Faculty Life to implement these recommendations. The faculty survey found the following results:

- Most faculty find the intellectual stimulation at UCSF rewarding
- Female faculty members express less optimism about their future than male faculty members
- Both women and men indicate that they experience high stress and pressure to be available to work all the time
- Mentoring should be improved
- Women were more critical of the lack of a welcome when they arrived at UCSF
- Women saw the university system as less fair than men, and noted that sexual discrimination was still evident

The task force then created the following recommendations:

- Campus leaders must take an active role in implementing the recommendations from the Faculty Climate Survey
- UCSF must make full use of flexibility options that have been established by UC to permit faculty to adjust work demands according to personal lives. The health science campuses have the lowest rate of usage of these options and the Office of the President has begun to initiate requirements that campuses notify their faculty members of these options. Because smaller departments face an increased burden when their faculty members opt to take family or medical leave, the Chancellor has provided funds to these departments to alleviate this burden. In addition, the Office of the Vice Chancellor for Academic Affairs recently distributed a simplified document that outlines the family leave policies. This document should be distributed to new faculty.
- Advancement and promotion process should be transparent and new faculty members should be informed of the series structure
- A mentoring program should include not only a scientific mentor but also a career strategies mentor. To address the need for training faculty on administrative duties, Human Resources is creating a program to train faculty on supervision of staff members.
- Clear guidelines regarding the conduct of searches should be provided and the Search Ambassador Program should be implemented. This program has received two years of funding to hire a part-time faculty position and a full-time staff position.

R. Greenblatt also indicated that the Council on Faculty Life will focus on mentoring, welcoming, and leadership as its core areas. The Office of the Vice Chancellor for Academic Affairs will host a consolidated website to combine information on resources for faculty. A Faculty Council member noted that because faculty in the Clinical and Adjunct series are not in the Academic Senate, these faculty members do not receive the same privileges to vote and participate in shared governance. It was noted that the School of Pharmacy has moved many Clinical faculty into the Clinical X series since the cap had been removed for appointments to this series.

Asked how the Faculty Council may provide assistance to the Council on Faculty Life, R. Greenblatt suggested ensuring that family-friendly policies should be made readily available, social welcoming of new faculty should be prioritized, ensuring that Pharmacy faculty receive a copy of the family leave policies document from the Office of the Vice Chancellor for Academic Affairs, and notifying faculty of the “Important Points For Discussion Between Department Chairs/ORU Directors and New Faculty Appointees” document. This checklist, required of all new appointments, is a tool for discussing the department/ORU chair’s and faculty member’s expectations for a new appointment.

The Faculty Council requested that Senate Analyst J. Dang obtain a copy of the family leave document and the checklist for distribution to the faculty and department chairs.

**Student’s Report**

A. Huwe reported that the curriculum review for fall quarter was conducted yesterday with students and faculty. In previous years, these review sessions consisted of reports from students who formally solicited feedback from their classmates to present. The Faculty Council suggested resumption of this structured format in order to obtain more organized information.

A. Huwe also raised the issue of students’ decision to not enroll in a clerkship course in the spring quarter of their last year due to the need to pay tuition fees for the full quarter even though the clerkship takes place only half the quarter. The Faculty Council requested that Huwe solicit information from the
students whether they would prefer to divide this spring quarter into two sections. If the students respond positively to this change, the Faculty Council agreed to examine solutions to the structural problems in the curriculum as a result.

The Faculty Council raised the issue of inappropriate language used by students in evaluations of courses. The Faculty Council requested that A. Huwe consult with the student association on students’ perceptions of the evaluation process and obtain feedback on this issue. A. Huwe agreed to report his findings to the Faculty Council at the next meeting.

Nomination of Faculty Council Representative to Early Conditional Admission Program Committee

The Faculty Council selected C. Cullander as the representative to the Early Conditional Admission Program Committee. This committee is charged with creating a proposal to promote high school student applications to the School of Pharmacy from the California Central Valley. Those students accepted into the proposed program would be guaranteed admission to the School of Pharmacy.

Report from Admissions Committee

S. Heard reported that 1226 applications were received for the Fall 2005 quarter and 289 of these applicants will be invited for interviews. The committee continues to discuss raising the grade point average for admission from 2.0. S. Heard commended the admissions office staff for their hard work and faculty participation in the selection process.

New Business

Associate Dean Duca called attention to Governor Schwarzenegger’s proposed cut of $372 million to support for the University of California, which equates to eight percent of the total UC budget. The Governor’s plan also calls for reducing freshman admission by 10%, a five percent reduction in faculty support. The proposal calls for shifting the student to faculty ratio from 19.7 to 1 to 20.7 to 1. Because this ratio applies only to undergraduate campuses, it is still unclear how this proposal would affect the campuses with professional and graduate students. In addition, a 7.5% reduction to the library, no cost of living allowance, elimination of K-12 outreach, elimination of the Institute for Labor and Employment at UC Berkeley, increase in student fees, and the delay of the opening of UC Merced are also part of the proposal. Nursing programs have been exempted from the reductions due to the shortage of nurses in the profession. The state legislature will review the Governor’s proposal and it is anticipated that a final budget will be available in the spring.

Former Governor Davis' budget last year contained support from the State General Fund for poison center services in 2003-04 and legislative support for this proposal has confirmed financial support for this program.

The meeting adjourned at 4:25 p.m.
### Meeting Attendance Record

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