SCHOOL OF MEDICINE FACULTY COUNCIL
Wade Smith, MD, PhD – Chair

Minutes
March 28, 2005

Present: W. Gold, D. Irby, D. Kessler, L. Pitts, P. Robertson, W. Smith

The School of Medicine Faculty Council convened at 3:33 p.m. on Monday, March 28, 2005 in Room S30. A quorum was not present.

Approval of Minutes

A quorum was not present to approve the minutes of January 24, 2005 and February 14, 2005. Senate staff will coordinate a vote via e-mail.

Dean’s Report

Campus Planning
Dean Kessler provided an update on departments likely to be relocated from Parnassus to other campuses. The Department of Epidemiology will likely move to China Basin and the Cardiovascular Research Institute (CVRI) to Mission Bay. In addition, the Department of Ophthalmology may be relocated to China Basin in order to accommodate a stem cell research facility at Parnassus. Departmental relocation will benefit UCSF in a number of ways, including: 1) creating more bed space at Parnassus, which will generate income; 2) helping to define Mission Bay as something more than a basic sciences campus; and 3) increasing the potential for stem cell research at UCSF.

L. Pitts raised the concern that “rank and file” faculty may not be receiving adequate information about key planning decisions that will affect them. He inquired about ways in which the Dean’s Office is disseminating such information. D. Kessler responded that the School of Medicine Leadership Retreat was one means of communicating with faculty, albeit mostly with those in leadership positions. Town Hall meetings have also helped to communicate major campus planning decisions. Finally, the Dean’s Office plans to release a series of letters to all Medicine faculty that will provide up to date information on planning decisions as they develop. Council members were satisfied that these letters will ensure that rank and file faculty receive the information they need.

CCEP Communication
Chair Smith circulated a communication that was sent to Dean Kessler from Harry Hollander, Chair of the Committee for Curriculum and Educational Policy. The communication articulated the concern that Leadership Retreat discussions failed to address the pressing need for educational space at Parnassus. D. Kessler responded that if Parnassus is to be a clinical campus, hospital beds must take priority over teaching space. However, efforts are underway to explore the possibility of freeing up educational space in the
library, as increased reliance on electronic journals may allow for existing stack space to be converted to classrooms.

D. Irby commented that he currently serves on the Parnassus Planning Group, which was recently formed by the Executive Vice Chancellor. A primary function of this group is to examine ways in which we can better utilize library space. In light of this goal, the group plans to hire a consultant to help rethink use of the library. Consultant interviews will commence this spring.

Update on Departmental Chair Searches
Dean Kessler concluded his report with an update on the status of recruitment of chairs for several School of Medicine departments, including Epidemiology and Biostatistics; Obstetrics, Gynecology and Reproductive Sciences; Orthopedics; Laboratory Medicine; and Ophthalmology.

Advancement Opportunities for Part-Time Faculty
Joseph Guglielmo, PharmD

Joseph Guglielmo, Chair of the Committee on Academic Personnel, joined the Council to discuss advancement opportunities for part-time faculty members. The topic was timely in light of proposed changes to the systemwide Academic Personnel Manual (APM) Policies Related to Work and Family. J. Guglielmo presented a handout summarizing proposals that seek to make the UC a more “family friendly” institution. The proposed APM revisions suggest, in part, that campuses should develop methods to promote part-time appointees that are commensurate with promotion schemes for full-time faculty. Two major concerns were raised in response to this proposal:

1) How would the UCSF Division balance the desire to support faculty who choose to work part-time to raise a family with fairness to those faculty who have worked full-time while raising a family? Is it unfair to provide certain benefits to new generations of faculty when their predecessors did not enjoy the same opportunities?
2) This proposal only applies to the tenure-track Professor series. How can we ensure that these policies will affect faculty across the board? Will UCSF departments/divisions have discretion to apply policies regardless of series?

J. Guglielmo stated that he supports the proposal to stop the tenure clock for eligible faculty for a period of up to two years. He believes that this is a fair means to support faculty who wish to take time off for family reasons without penalizing those who have continued to work full-time while raising a family.

L. Pitts suggested that the Medicine Faculty Council consider endorsing more liberal use of accelerated promotion to assist part-time appointees in “catching up” with their full-time peers in the tenure track. J. Guglielmo expressed concern that this may create unfairness for those faculty who are promoted on an accelerated basis due to merit alone. Chair Smith commented that department chairs have a great deal of discretion to use accelerated promotion and could likely devise ways to work around this problem.

The proposed APM revisions are currently being vetted to various faculty councils and committees of the Academic Senate. The faculty must forward any feedback to the Executive Vice Chancellor by June 1, 2005. Chair Smith proposed drafting a communication to Chair Zegans for transmittal to the EVC summarizing the Medicine Faculty Council’s comments and recommendations regarding these proposals. In addition, Chair Zegans has created a Senate Task Force to review the APM Policies Related to Work and Family and provide feedback to the Academic Council. A representative from the Medicine Faculty Council will serve on this Task Force.
**CCEP Report**

D. Irby reported that the CCEP recently held a retreat to brainstorm ways to improve clinical education. Specifically, participants discussed ways to tailor teaching to different learning styles, stabilize the variability of the clinical environment, and restructure the early clinical immersion program.

**Proposed Policy on the Posthumous Award of Degrees**

The Council considered a draft policy on the posthumous award of medical degrees. Members felt that a written policy is preferred to awarding posthumous degrees pursuant to past precedent. Chair Smith met with UCSF Registrar Douglas Carlson regarding this initiative. Registrar Carlson expressed concern that having an established protocol for granting posthumous degrees might pose an administrative burden. He suggested considering the granting of honorary degrees instead. D. Kessler commented that he does not believe that divisions of the UC have the ability to grant honorary degrees.

After agreeing that the School of Medicine should have a written policy on posthumous degrees, the Council considered whether the standards set in the draft policy were appropriate. Overall, the Council approved the policy as drafted with minor changes. Senate staff will make revisions and present an updated version of the policy for a formal vote at the next meeting.

**Candidates for Replacement Clinical Representative**

The Council briefly discussed a list of Clinical series faculty candidates to fill Helen Chen’s vacated seat. P. Robertson encouraged the Council members to consider ethnic diversity when voting. Chair Smith will check each candidate’s credentials to ensure they qualify as Clinical series faculty and then work with Senate staff to conduct an e-mail vote.

**New Business**

**Limits of UCSF Malpractice Coverage**

P. Robertson brought forward the new issue of limitations to UCSF’s malpractice coverage plan. Based on a recent case, it appears that faculty members are only covered when sued by individual plaintiffs. Faculty must cover their own defense in proceedings initiated by government agencies such as the Medical Board of California or the California Department of Consumer Affairs. In addition, there may be instances (particularly egregious cases or cases in which the UC has a conflict of interest) where Campus Counsel may opt out of representation.

P. Robertson asked what the Medicine Faculty Council can do to address such limitations in coverage. L. Pitts noted that insurance riders are available to faculty to extend coverage under extenuating circumstances. Faculty should be encouraged to invest in such policies. The Council agreed to continue discussion of this item at the next meeting and identify speakers from administration or the Office of Legal Affairs who could shed light on current practices and areas where faculty may be vulnerable.

**Old Business**

**Elections**

Chair Smith reminded members to being thinking about Council leadership for the upcoming term and announced that he will not be running for reelection.
The meeting adjourned at 5:01 p.m.

Prepared by:  
Alice Kessler  
Senate Analyst/Coordinator  
476-8827  
akessler@senate.ucsf.edu