Clinical Affairs Committee
Steven Pletcher, MD, Chair

MINUTES
Wednesday, October 27, 2010

PRESENT: Steve Pletcher (Chair), Shoshana Arai, Ruth Goldstein, Mehran Hossaini, Susan Janson, Jeff Meadows, Phil Rosenthal

ABSENT: Chris Barton, John Feiner, Marcus Ferrone, Miguel Hernandez-Pampaloni, Maxwell Meng, David Morgan, Hope Rugo

The Clinical Affairs Committee (CAC) was called to order by Chair Pletcher on September 22, 2010 at 4:34 p.m. in room S 30. A quorum was not present.

Approval of Minutes from September 22, 2010 Meeting
The minutes were not approved as we do not have a quorum. They will be posted to the Academic Senate website once approval via email has been established.

Chair’s Report
Chair Pletcher announced the upcoming Sustainability Stakeholder Workshop Day on November 4, 2010 at Mission Bay Campus. UCSF Sustainability Manager Gail Lee seeks volunteers for this one-time all-day involvement, with follow-up involvement as desired. Focus will be developing a UCSF strategy to achieve five-, ten-, and twenty-year goals around four objectives:

1. Carbon neutrality
2. Water conservation
3. Toxics reduction
4. Shifting UCSF culture toward sustainability

CAC Member John Feiner will serve as the representative from this committee to the School of Medicine Faculty Council. He will provide reports back to throughout the year.

Presentation on Post-employment Benefit Changes for Clinicians
Steven Cheung, Chair, Academic Senate Academic Planning & Budget Committee presented on the implications of proposed post-employment benefits for clinicians.

He explained the differences between the defined benefit vs. contribution plans. The latter is the primary plan used at most companies and universities at present. He provided an overview of the history of how the UC system got here.

He explained the various options and also spoke to the results of the PEB Survey, and how Senate, Clinical, and Adjunct Faculty answers varied.
**Q&A from Members of the Clinical Affairs Committee**

* How will these changes affect recruitment?
Most recruits don’t think of retirement from the get-go. They have a grace period or guarantee of several years; at most they may be curious what will happen after their guaranteed time ends. At the onset of recruitments, we should be honest with them what may happen down the road. Right now, retirement isn’t a deal-breaker. But five years down the road, it could result in people leaving.

* Six months ago, when these PEB discussions began, the outlook was more gloomy. Does it still appear to be that, or are things improving?
Things are improving. Return on investments is currently at 13%. Plus there are other positive factors like the improving general economy which make the outlook a bit ‘sunnier.’

* How might changes affect call-back rules?
At present there are no changes planned that would impact people who retired with full-benefits, and then were called back at 40% salary. No changes are being discussed.

* How do these changes compare to UC’s competitors?
In comparison, UC does comparatively well except on salary compensation; this is for general campuses. However our competitors haven’t handled PEB right now. Ultimately, Dr. Cheung believes we will end up looking even better, as UC is tackling this now.

* Issue of intergenerational transfer—with current employees paying for older and younger employees?
How we mitigate financial burden with that transfer hasn’t been addressed.

* Options for out-of-state employees? Calpers vs. UCRP?
The State provides funding for CALPERS but not UCRP. I hope this will change soon.

* Can the benefits of the actual pension be changed?
Once vested, pension benefits cannot be changed. There is no solvency problem with UCRP. The $13 B unfunded liability is the real problem.

* If the State continues to see more “sunshine,” will the employees have their burdens reduced?
UCOP believes that if the State supports UCRP and/or UCRP pension assets recover in valuation, then a drop in employee contribution will be possible.

**Reports from the Schools**

**Medicine**
None

**Nursing**
The Interim Dean has been determined. There are ongoing negotiations with candidates for the permanent Dean position, however that information hasn’t been released.

Ongoing clinical issues continue for School of Nursing. There exist some barriers between the needs of SON clinical research and practice, and the Campus’s understanding this, such that SON needs haven’t been met. This has been an ongoing matter but with the financial crunch, it is becoming more problematic.

**Dentistry**
The School’s future looks very strong. There has been some loss of faculty, however SOD has implemented a faculty development plan hoping to curb such attrition.
SOD Anesthesia standards require inspection and calibration of all equipment, at minimum, on an annual basis. Traditionally, SOD has relied on the Medical Center Clinical Engineering department for these services. Due to financial and staffing issues, this service has been terminated, leaving SOD to identify outside independent contractors to perform this task.

To ensure utilization of the campus-wide safety standards, SOD requests CAC’s support in discussions related to encouraging the Clinical Engineering Department to reinstate their equipment inspection and calibration services to the SOD with the appropriate financial recharge/reimbursement.

**Pharmacy**
None.

**Old Business**
Members discussed ongoing issues with the Hill Physicians merger. Down the road, members determined it would be beneficial to receive an update on how UCSF overall views the status and/or success of the HP merger.

**New Business**
None.

Chair Pletcher adjourned the meeting at 5:49 p.m.

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