School of Medicine Faculty Council
Robert Nissenson, PhD, Chair

MINUTES
Thursday, December 15, 2011

PRESENT: Robert Nissenson (Chair), Joseph Sullivan (Vice Chair), Marcelle Cedars, Neal Cohen, Cynthia Curry, Teresa De Marco, Harry Hollander, Celia Kaplan, Jeffrey Lotz, Alma Martinez, Phil Rosenthal (CAC Rep), Ellen Weber

ABSENT: Samuel Hawgood (Dean), Robert Baron, Heather Fullerton, Heather Nye, Catherine Reinis Lucey, Joseph Speidel

GUESTS: Michael Hindery, Vice Dean, Administration, Finance & Clinical Affairs

Chair Nissenson called the meeting of the School of Medicine Faculty Council to order at 3:36 p.m. in room CL 222. A quorum was present.

Approval of Minutes from November 17, 2011

The minutes from November 17, 2011 were approved.

Chair’s Report – Robert Nissenson

Chair Nissenson updated the committee on the Academic Senate Membership Task Force and the recent Executive Committee meeting at which the group decided to reconvene Sustainability Task Force.

Academic Senate Membership Task Force
Chair Nissenson reported that the UCSF Senate is likely to move ahead with the Task Force’s proposal to incorporate Associate and Full Adjunct and Health Sciences Clinical faculty members into the Academic Senate, despite the fact that this will be unique to UCSF. The Chair assured the Council that UCSF felt that a revised interpretation of the Standing Orders of the Regents supports this action.

Chair Nissenson explained that the Senate asked the Deans for support, but some concerns had been raised by Dean Hawgood and so the Council was now being asked to weigh in on behalf of the faculty.

The main issue raised relates to loans currently available for Academic Senate faculty for housing assistance (i.e. Mortgage Origination Program or MOP and others), which are provided to a finite number of applicants annually. Expanding Senate membership will likely increase the number of qualified applicants and could have an adverse effect on the loan availability for current Senate members.
Despite this issue, Council members expressed support for including new faculty because the Council felt they deserved loan assistance as much as anyone else, especially since they have been waiting a long time for equitable treatment.

The Council was disappointed that Assistant Professors are not included in the Task Force’s proposal, undermining the equitable rationale of the change. Chair Nissenson explained that the Senate did not want to treat anyone differently but that the Task Force did not want to jeopardize the current exception to the 8-year rule for UCSF Assistant Adjunct and Health Sciences Clinical faculty. The Council agreed to support the current proposal, but want to better understand these issues and to push for full inclusion of all faculty as soon as possible.

**Executive Committee Report**

Following a presentation from Epidemiology and Biostatistics faculty member Tom Newman advocating for the revival of the Academic Senate Sustainability Task Force, the Executive Committee decided to both reconvene the Sustainability Task Force and asked staff to look at the possibility of making it a Standing Committee. The reconvened Sustainability Task Force will accept one person from each school and each Faculty Council. If anyone is interested, please contact Shilpa Patel at Shilpa.Patel@ucsf.edu.

During his presentation, T. Newman informed the group that the University of California’s goal is to reduce greenhouse gas emissions to 1990 levels by 2020. He argued that Methods for accomplishing that goal are encouraging faculty to reduce commuting and travel (especially airfare), reforming clinical practice, and conserving energy.

**Analyst’s Report – Carolyn Wylie**

1. **Medical Center – Academic Senate Leadership Meeting** – A meeting took place between Sam Hawgood, Dean, School of Medicine, Mark Laret, Chief Executive Officer, Medical Center, Robert Newcomer, Chair, Academic Senate, Maxwell Meng, Chair, Clinical Affairs Committee, Heather Alden, Executive Director, Academic Senate, and Carolyn Wylie, Senior Senate Analyst, regarding improving the relationships and communication between clinical faculty and the Medical Center and School of Medicine, via the Clinical Affairs Committee (CAC).
   a. This meeting revealed that many of the concerns raised by CAC members and UCSF clinicians were similar to concerns and priorities of the SOM FC and SOM faculty, including improving communication and seeking increased faculty participation in the decision-making process.
   b. Ideas for improving the communication involved the possibility of sponsoring joint events with CAC and having speakers attend SOM FC meetings earlier in the process.

2. **Academic Senate Faculty Research Lecture in Basic Science** will be presented by Louis Ptacek, MD and Ying-Hui Fu, PhD on February 15, 2011 from 3:30 – 5:00 p.m. in Rock Hall at the Mission Bay campus. A reception will follow. It will also be offered via simulcast. For more information, please refer to the Academic Senate website: http://senate.ucsf.edu/2011-2012/frl-basicscience-2011-12.html

3. **APM 670 & APM 668** – The final copy of the letter was approved by the Executive Committee, incorporating changes from other Councils and Committees, and was sent to the UC Systemwide Academic Council for review alongside the comments from the other UC Campuses. (Attachment 1).

4. **Committee on Curriculum and Educational Policy (CCEP)** – The CCEP agendas for October, 2011 and November, 2011 will be forwarded along with attachments to the Council for review. The Council asked Analyst Wylie to arrange to have a CCEP update and a general SOM education update at a Council meeting soon.

**School of Medicine Compensation Plan Project Presentation – Michael Hindery, Vice Dean, Administration, Finance & Clinical Programs**
Vice Dean Hindery provided an overview and status report on the UCSF School of Medicine (SOM) Compensation Plan Project (Attachment 2). Additional topics covered included:

1. The genesis of the project and its objectives:
   a. Approximately three years ago, Dean Hawgood appointed a Budget & Finance Committee to advise him on financial matters.
   b. In fall, 2010, the Committee was asked to evaluate issues of compensation, which had not been reviewed recently.
   c. The Committee undertook an extensive review process and made recommendations for objectives necessary to protect UCSF’s excellence and guidelines to meet today’s needs.

2. Fairness, equity and transparency are key principles underlying the Committee’s process. The Committee concluded that:
   a. Where there is variation, it should be understandable and explainable.
   b. While there is a need for flexibility within departments, there should also be standard guidelines explaining the policies underlying those variations.
   c. There is wide variation among the departments in how they treat, recognize and allocate revenue. The various treatments are often referred to as taxation. This area should be evaluated and, ultimately the policies should be clear and understood.
   d. The current compensation plan lacks a mechanism for airing concerns and complaints. There needs to be reform to implement regular rigor in looking at whether departments stay within the guidelines that are developed.
   e. Clarity and accountability will help with financial sustainability.

3. General Guiding Principles
   a. The School of Medicine (SOM) needs to find a responsible way to define equitable compensation.
      i. The SOM wants to pay equitable and fair income and recruit and retain excellent faculty, but has to do so in responsible way that balances the larger picture.
      ii. The SOM must look at questions of total compensation - how to spend any one dollar - Should that dollar be put into cash compensation (e.g., salary and incentives) or in funding retirement? If so, what type?
   b. UCSF provides a generous retirement program, and for nearly twenty years (1991 to 2010) there was no cost either to the employer or employee. Now that both the employer and employee are making payments to fund the retirement program, the cost of the program is more evident and will highlight discussions between funding current cash compensation or retirement benefits. UCSF needs to do a better job of highlighting the attractive retirement benefit program and how it is more generous than those provided at our competitors.

4. Committee Schedule and Next Steps
   a. The Committee is looking at all equity issues, including internal equity within UCSF for faculty at SFGH and at the VAMC.
   b. The Committee will develop its final recommendations in January and submit them to Dean Hawgood.
   c. Revisions to APM 670 will be reconciled with the Committee’s recommendations.
   d. The Committee would like to return to the SOM Faculty Council in early 2012 or when information is available.
   e. Throughout the winter the Committee plans to review recommendations, guidelines and the implementation plan with Chairs/Directors, Faculty Councils and faculty.

Members raised the following questions:

1. Does being in the compensation plan automatically make you eligible for UC retirement?
   a. Typically it does if you are over fifty percent; however, departments have wide discretion – some FC Members stated that they are less than 50% but are in the compensation plan
   b. Note: You can be in the compensation plan outside of the retirement plan, but you can’t be in the retirement plan outside of the compensation plan.
2. Are other funding sources available?
   a. Unfortunately, the revenue from education and research do not cover their full costs.
   b. The clinical enterprise and philanthropy provide the financial resources to fund education, research and administration and there is a lot of competition for those dollars. UCSF must work to ensure that the clinical enterprise is robust and profitable.

3. Members asked to be included in the development of any future web-based tools. Some of the recent tools and their implementations have been problematic.

**Old Business**
None

**New Business**

APeX
Any faculty members who are having any issues or problems with Apex (the learning management system), please let Ellen Weber know via email, even just one sentence. Her email address is ellen.weber@ucsf.edu.

Chair Nissenson adjourned the committee at 5:59 p.m.

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