The Clinical Affairs Committee (CAC) was called to order by Chair Phil Rosenthal on September 19, 2012 at 4:40 p.m. in room S-118. A quorum was present. Introductions were made.

**Approval of Minutes from June 27, 2012 Meeting**
The minutes were approved.

**Chair's Report**
Chair Rosenthal provided an overview of the committee's charge and structure. He then briefly reviewed the 2012 - 2013 topics for the committee to review. These included:

- Addressing clinical faculty representation in the UCSF Academic Senate
- Addressing concerns about Mission Bay operations planning
- Finding ways to engage with the Medical Center, including CEO Mark Laret
- Following up on diversity issues
- Staying up to date on faculty benefits and retirement issues

The committee's work will start with the presentation from Paul Green, Chair of the Committee on Faculty Welfare. Paul will present on Salaries, Benefits and Retirement.

**Reports from the Schools**

**School of Dentistry**
Zahid Ahmed stated that there is nothing to report at this time. He told the committee that he has established the necessary communication lines within the school to stay informed on school business. He looks forward to reporting to the committee in the future.

**School of Medicine**
Chair Rosenthal reported on his recent attendance of the School of Medicine Faculty Council meeting. Joe Sullivan was named as the new Chair of the Council. There was a presentation by Heather Alden, Executive Director the Academic Senate Office, on the structure and role of the Senate. There was an
update on Senate Membership issues, including information on the progress of expanding membership to Adjunct and HS Clinical members.

Chair Rosenthal pointed out to the committee that the UCSF Academic Senate has plans to send a clinical, non-senate, representative to a systemwide meeting in place of the regular representative who cannot make the meeting. He noted that this will be an interesting challenge to the systemwide Senate and that the committee should watch closely to see what happens.

The School of Medicine Faculty Council is also working on establishing oversight of the School of Medicine’s Standing Committees. According to the SOM Faculty Council bylaws, the Council is responsible to appoint all standing committee members and oversee the committees’ actions and policies. To address the current lack of oversight, Council has decided to establish once-a-year committee presentations that will allow the Council to stay informed and ask questions.

Another bylaw change that the Council is considering is to extend the terms of the Chair. A post-Chair will be established to create overlap and maintain a level of institutional knowledge. Finally, the Council agreed that bylaws should be revised to allow non-senate members to become Chairs and Vice Chairs.

School of Nursing
No Report

School of Pharmacy
No Report

Planning the Committee’s Work for 2012 – 2013

- Academic Senate Membership
  - This will be an ongoing hot topic for the UCSF Academic Senate and is an issue that has an effect on clinical faculty. Chair Rosenthal suggested that the committee should pay close attention and participate in discussions if the opportunity presents itself.

- Mission Bay Hospital
  - The committee feels that Mission Bay Hospital plan is not well thought out. According to the plans there will not be private offices. This can lead to patient confidentiality issues, as well as potential HIPPA violations. The planning of Mission Bay will affect both clinicians moving to Mission Bay and those who are staying at Parnassus.

- Engagement with the Medical Center Representative
  - Currently no one from the Medical Center attends the Clinical Affairs Committee meetings. According to the roster, David Morgan is the ex officio representative. This year the committee should work to reestablish Medical Center representation.

- Funds Flow
  - Related to engagement with the Medical Center is the issue of funds flow. Currently the Medical Center is piloting a model where the Center takes over clinic administrative costs and in return, the Center receives the referrals in hopes that there will revenues generated “downstream.” With the Medical Center taking over the clinical enterprise, the committee should work to ensure that educational mission of the University is also considered.

- Potential Merger
  - Chair Rosenthal noted that there might be a merger in the works for UCSF. This merger includes taking over some of the operations of a nearby Children’s Hospital. This merger is not complete and is still being vetted by legal counsel. Committee members would like to get involved, if possible, to find out more details before the merger goes through. Committee members and the faculty should know what the Medical Center is planning.
• Diversity Issues
  o Follow-up on the discussion from last year.

• Faculty Hours
  o Committee members want to know if anyone at the University has studied faculty work hours and work hour overload. A survey might need to be developed to produce results that could be presented to the administration. This is a quality of life issue for the faculty. Chair Rosenthal suggested that the committee might want to invite Sally Marshall, Vice Provost of Academic Affairs, to attend a meeting and present on the results of the similar survey on faculty welfare.

Presentation on Salaries, Benefits and Retirement

Paul Green, Chair of the Committee on Faculty Welfare, presented to the committee on the status and future of UC Faculty Salaries, Benefits and the Retirement Plan. Highlights of this presentation include:

• Salaries
  o The University has not fulfilled their promise to increase faculty salaries. To compensate for this problem, some of the campuses are going off-scale, while other campuses remain on-scale. UCSF is not part of the scale system because it is part of the Health Science Compensation Plan. Potential raises might be contingent on the passage of Proposition 30.

• Health Benefits
  o Health benefit costs are increasing. Paul Green and committee members agreed that the University should look into offering incentives as part of the health benefit plans. Committee members mentioned that offering incentives is common practice at other businesses and institutions.

• Retirement
  o Retirement costs are increasing. As a result, the University is now requiring contributions.

• Other Issues
  o Affirmative Action and Diversity – the University is tracking faculty salary equity. Soon a systemwide UC report will be released on this issue.
  o As a result of a recent tragedy at UCLA, the University is taking action by requiring new compliance training. Faculty should anticipate new training modules.

Old Business
Committee members reviewed the 2011-2012 Annual Report.

New Business
None.

Chair Rosenthal adjourned the meeting at 5:39 p.m.

Senate Staff:
Artemio Cardenas, Senate Analyst
Artemio.Cardenas@ucsf.edu; 415/ 476-4245