School of Dentistry Faculty Council
Torsten Wittmann, PhD, Chair

MINUTES
Thursday, December 20, 2012

PRESENT: Torsten Wittmann (Chair), Linda Centore, John Featherstone, Stefan Habelitz, Daniel Ramos, Sophia Saeed, Sunita Ho

ABSENT: Abraham Tang, Mehran Hossaini (Vice Chair), Peter Loomer, Maria Orellana

GUEST: Peter Sargent, Associate Dean of Academic Affairs, and Noelle L'Etoile, Associate Professor

The School of Dentistry Faculty Council was called to order by Chair Torsten Wittmann on Thursday, December 20, 2012 at 8:08 a.m. in room U-506. A quorum was present.

Approval of Minutes from the November 15, 2012 Meeting
Council Members approved the minutes with revisions (Attachment 1).

Chair's Report
Chair Wittmann reported on his recent receipt of a letter from Paul Green, Chair of the Faculty Welfare Committee, regarding faculty concerns about changes to 19900 Fund Distribution. According to Dean Featherstone, 19900 funds, also type of state funds, originally flowed to the campus and were retained in a campus-wide pool. Each of the schools would then charge benefit costs against the pool. Under the new model, the 19900 funds will flow directly to the school and be prorated to the departments based on who is being paid salary. The concern is that schools and departments will be receiving less with the new model. Council members requested that Faculty Welfare Chair Paul Green be invited to provide more information on the changes.

Dean's Report
None.

Student Representative Report
None.

Review of Privileging and Credentialing Policy
The Council reviewed a draft of the Privileging and Credentialing policy for the School of Dentistry (Attachment 2). Council was informed that the draft policy is currently under review by campus counsel and the vice provost’s office. Chair Wittmann noted that the Faculty Council will have the opportunity to review a more complete draft in February.

Council member Sophia Saeed expressed concerns with the draft and noted that clinical faculty should have an opportunity to review the document. The concerns she noted include:

- What will happen to the faculty that currently have privileges with the Medical Center? Will those faculty have to undergo review again?
- Could other specialty departments curtail other general dentists from performing certain procedures?
Will the application form be shared with clinical faculty?
The AHP Appeal Process at Article 3.73 and 3.7.3.1 could not be found. Will attachments be, such as the AHP Appeals Process be included?

Dean Featherstone acknowledged Member Saeed’s comments and encouraged her, and others, to make their concerns known to Richard Smith.

**Operational Excellence Survey Review**
On November 28, the Faculty Council Chairs met with Operational Excellence Oversight Director, Susanne Hildebrand-Zanki, and Claire Brindis, OE Survey Designer to talk about OE oversight and evaluation. After discussion about previous evaluation efforts, the SOD, SON and SOP decided to move forward with the administration of the SON survey. SOM decided not to proceed. The survey will only be for pre-award.

**Health Science Compensation Plan and Advisory Committee**
Associate Dean Peter Sargent reviewed the Academic Personnel Manual (APM) Policy 670 – Health Science Compensation Plan (Attachment 3) and the new language for “Good Standing.” After the review, Associate Professor L’Etolie discussed the concern that numerous faculty have had with the lack of time that was allotted for faculty comment on policy language.

After discussion and review of the APM language, the Council noted text that should be revised. Specifically, faculty had concerns with Good Standing language which could be misused by department chairs: “Failure to meet expectation related to the generation of salary support and/or shared expenses.” Council members were concerned that the language could be used to set an impossible expectation for faculty that rely on income research grants. Dean Featherstone suggested that faculty could work to develop supplemental language that would address faculty concerns and be adopted for SOD. This change would not require a revision of the APM 670, but could still address concerns. Chair Wittmann stated that he will send an email to the other Faculty Council Chairs to find out if the other Councils are concerned about the APM language and whether the schools could collectively comment together.

**Department Representative Reports**

- Cell and Tissue Biology – None
- Oral and Maxillofacial Surgery – None
- Preventative and Restorative Dental Sciences – None
- Orofacial Science – None

**Old Business**
None.

**New Business**
None.

Chair Wittmann adjourned the meeting at 9:10 am.

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