School of Medicine Faculty Council  
Joseph Sullivan, MD, Chair

MINUTES  
Thursday, February 14, 2013

PRESENT:  Joseph Sullivan (Chair), Ellen Weber (Vice Chair), Renee Binder, Elena Fuentes-Afflick, Ruth Goldstein, Celia Kaplan, Catherine Lucey, Phil Rosenthal, Lydia Zablotska

ABSENT:  Robert Baron, Marcelle Cedars, Cynthia Curry, Teresa De Marco, Judith Ford, Sam Hawgood, Harry Hollander, Alma Martinez, Heather Nye

GUEST:  None

Chair Joseph Sullivan called the Faculty Council meeting to order at 3:40 p.m. in room S -30. A quorum was present.

Approval of Minutes from January 10, 2013
Chair Sullivan motioned for approval of the minutes. Council members approved (Attachment 1).

Chair's Report
Chair Sullivan reported on his recent attendance of the February Coordinating Committee meeting. At this meeting, the Committee reviewed the following items:

• Medical Center Presentation: Medical Center CEO, Mark Laret, gave a presentation to the faculty on the current financial state of the Medical Center. He informed members that while the Medical Center is doing well now, if changes are not made soon, the Center is set to lose money within the next few years. According to a Medical Center financial forecast, there will be a large deficit once the new Hospital goes on-line at Mission Bay. Additional costs drivers include future increases in the cost of labor and benefits. In anticipation of this deficit, the Medical Center has developed a mitigation strategy to keep the Medical Center out of deficit. The mitigation strategy includes a plan to increase efficiencies and reduce costs.

• Faculty Council Chairs Meeting: The Schools of Dentistry and Nursing recently administered a survey to learn more about faculty experiences with Operational Excellence’s Pre-Award services. The results from Nursing show that, overall, faculty are unhappy with the OE reforms. The results from Dentistry varied with department, with some departments very satisfied and others were very dissatisfied.

• Human Resources Presentation: Administrative leaders from HR reported on the results of the OE reforms that occurred in the department. According to HR, the startup costs were more than anticipated. While the HR department feels the fiscal situation will get better, they will be asking the Chancellor for compensation to make up for the costs incurred.
Chair Sullivan and Vice Dean Fuentes-Afflick introduced Associate Dean of Student Affairs Renee Binder to the Council. Associate Dean Binder will be replacing Vice Dean Elena Fuentes-Afflick as the academic affairs representative.

**Vice Chair's Report**

None.

**Update on the Implementation of the Academic Personnel Manual - Section 670**

Elena Fuentes-Afflick, Vice Dean for Academic Affairs, updated the Council on the implementation of APM 670, the policy governing UC's Health Science Compensation Plan.

Vice Dean Fuentes-Afflick reviewed the history of the policy, the justification for changes and how the policy will be implemented at UCSF and the School of Medicine (Handout is Attachment 2). She informed the Council that since the policy was approved by the system-wide senate, the School of Medicine has established the required Advisory Committee and developed an implementation plan. This plan was recently submitted to the Office of the President for review and a decision should be expected soon. Once the school is given approval, the Vice Dean will come back to the Council and present a policy template that will be sent out to departments for review, editing and comment. The goal is to have all policies approved and implemented by July 2013.

**Report on the Committee on Curriculum and Educational Policy**

Vice Dean for Undergraduate Medical Education, Catherine Lucey, reported on the recent work of the Committee on Curriculum and Educational Policy.

Over the past year, the Committee on Curriculum and Educational Policy has worked on some of the following items:

- Updating the Undergraduate Medical School Curriculum
- Reviewing policies relating to career decision making
- Determining eligibility for research funding
- Addressing issues relating to student's time to degree
- Reviewing graduation competencies and milestones
- Working to ensure there is student engagement with the new health record systems
- Implementing a longitudinal competency pilot

Vice Dean Lucey then reviewed a list of proposed changes to the CCEP bylaws (Attachment 3). The purpose of the revisions is to be more inclusive by establishing a broader relationship between Undergraduate Medical Education, Graduate Medical Education and Continuing Medical Education. After review, Chair Sullivan motioned for the Council to approve the changes to the bylaws, with the revision that the terms of CCEP members should be extended to three years and be staggered. The Council approved.

**Old Business**

None.

**New Business**

None.

Chair Sullivan adjourned the committee at 5:00pm.

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