## Chancellor's Fund Proposals, 2015-16

<table>
<thead>
<tr>
<th>Committee &amp; Proposals</th>
<th>Continuing</th>
<th>New Cost</th>
<th>2014-15 Allocation</th>
<th>Enclosure</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Freedom</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>None.</td>
</tr>
<tr>
<td><strong>Academic Personnel</strong></td>
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<tr>
<td>Mentoring Project - Year 2</td>
<td>X</td>
<td>$57,733</td>
<td>1</td>
<td></td>
<td>It is anticipated that an additional $22,267 will be requested from the School Deans, bringing the total for the 2nd year of the Mentoring Project to ~$80,000.</td>
</tr>
<tr>
<td>Mentoring Project - Year 1</td>
<td></td>
<td>$15,200</td>
<td></td>
<td></td>
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<tr>
<td><strong>APB</strong></td>
<td></td>
<td></td>
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<tr>
<td>APB Committee Voted to Continue with the Faculty Learning &amp; Development Fund, would defer all decisions to the Faculty Councils.</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>See below under Faculty Councils.</td>
</tr>
<tr>
<td><strong>Clinical Affairs</strong></td>
<td></td>
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<tr>
<td>Provide stipends to increase faculty work life enrichment. $2000/individual covers 250 Senate faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not included in total below.</td>
</tr>
<tr>
<td><strong>Comm on Committees</strong></td>
<td></td>
<td></td>
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<tr>
<td>None.</td>
<td></td>
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<tr>
<td><strong>Courses of Instruction</strong></td>
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<tr>
<td>Develop a &quot;Help&quot; function in the Courses online system.</td>
<td>X</td>
<td>$2,000</td>
<td>2</td>
<td></td>
<td>To develop new training materials and &quot;help&quot; features for the online UCSF Course Review system.</td>
</tr>
<tr>
<td><strong>Educational Policy</strong></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Learning &amp; Technology Grants</td>
<td>X</td>
<td>$10,000</td>
<td>$11,450</td>
<td></td>
<td>Approximately the same as last year.</td>
</tr>
<tr>
<td><strong>Equal Opportunity</strong></td>
<td></td>
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</tr>
<tr>
<td>$80K pledge CTSI Research Awards via RAP.</td>
<td>X</td>
<td>$80,000</td>
<td>$76,300</td>
<td>3</td>
<td>Continued $80K pledge to towards funding under-represented faculty &amp; senior fellows in Clinical &amp; Translational Research Awards via RAP. Sufficient to fund two RAP grants.</td>
</tr>
<tr>
<td>Diversity Training Theater Series</td>
<td>X</td>
<td>$20,000</td>
<td></td>
<td>3</td>
<td>For a series of diversity trainings using an interactive theater presentation and discussion to allow for participation by a broad faculty audience.</td>
</tr>
<tr>
<td>NCFDD Boot camp (<a href="http://www.facultydiversity.org/event/fspsprings2016">http://www.facultydiversity.org/event/fspsprin</a>)</td>
<td>X</td>
<td>$10,000</td>
<td>$2,000</td>
<td>3</td>
<td>Subsidized participation in NCFDD’s Faculty Success “Boot Camp”. Senate would partner with VPAA, ODO, Grad Div, &amp; UCOP. Associated with trial membership with NCFDD from 2014-15.</td>
</tr>
<tr>
<td><strong>Faculty Welfare</strong></td>
<td></td>
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<tr>
<td>Request to Maintain the Enrichment Fund</td>
<td>X</td>
<td>$120,000</td>
<td>$91,000</td>
<td>4</td>
<td>Requesting $120K to cover the demand in 2014-15. See CFW letter for proposed parameters of Enrichment grants.</td>
</tr>
<tr>
<td><strong>Graduate Council</strong></td>
<td></td>
<td></td>
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<tr>
<td>None.</td>
<td></td>
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<tr>
<td><strong>Library &amp; Scholarly Communication</strong></td>
<td></td>
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<tr>
<td>The UCSF Open Access Publication Fund seeks $100,000 from the Chancellor’s Fund to enable UCSF faculty to publish in open access and hybrid journals.</td>
<td>X</td>
<td>$100,000</td>
<td>$45,800</td>
<td>5, 6, &amp; 7</td>
<td>COLASC is requesting continued investment from the Chancellor’s Fund to continue the Open Access Publishing Fund and is requesting seed funding to pilot the first or second project listed in the list below.</td>
</tr>
<tr>
<td>Data Visualization Wall</td>
<td>X</td>
<td>$50,000</td>
<td></td>
<td></td>
<td>Rank #1 (after Open Access).</td>
</tr>
<tr>
<td>1 Year Trial of Embase</td>
<td>X</td>
<td>$36,000</td>
<td></td>
<td></td>
<td>Rank #2 (after Open Access).</td>
</tr>
<tr>
<td>Software Licenses</td>
<td>X</td>
<td>$40,000</td>
<td></td>
<td></td>
<td>Rank #3 (after Open Access).</td>
</tr>
<tr>
<td>Innovation Lab</td>
<td>X</td>
<td>$75,000</td>
<td></td>
<td></td>
<td>Rank #4 (after Open Access).</td>
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</tbody>
</table>

Coordinating Committee, November 5, 2015
<table>
<thead>
<tr>
<th>Committee &amp; Proposals</th>
<th>Continuing</th>
<th>New Cost</th>
<th>2014-15 Allocation</th>
<th>Enclosure</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Process Papers of UCSF Faculty</td>
<td>X</td>
<td>$75,000</td>
<td></td>
<td></td>
<td>Rank #5 (after Open Access). Two collections would be $150K.</td>
</tr>
<tr>
<td>Privilege &amp; Tenure</td>
<td>None</td>
<td></td>
<td></td>
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<tr>
<td>Research</td>
<td>None at this time.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Rules &amp; Jurisdiction</td>
<td>Ongoing CLS support for child/elder care</td>
<td>X</td>
<td>$16,538</td>
<td>$16,538</td>
<td>Funds slots for 3 children of faculty. Currently, there are 238 faculty in the wait pool for one or more UCSF child care center. This would be the first year in a multi-year project; the first year would consist mainly of research.</td>
</tr>
<tr>
<td></td>
<td>&quot;One stop shop&quot; website - i.e., &quot;Cal Answers&quot;</td>
<td>X</td>
<td>$50,000</td>
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<td>8</td>
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<tr>
<td>Sustainability</td>
<td>Sustainability Fund</td>
<td>X</td>
<td>$10,000</td>
<td>$15,000</td>
<td>Sustainability only used ~$7,000+ of their monies from their 2014-15 allocation. It would be used for travel grants to sustainability conferences, with up to $2K being used to sponsor a sustainability speaker at UCSF.</td>
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<tr>
<td></td>
<td>SOM Faculty Council</td>
<td>X</td>
<td>$22,500</td>
<td>$22,500</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SON Faculty Council</td>
<td>X</td>
<td>$22,500</td>
<td>$22,500</td>
<td></td>
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<tr>
<td></td>
<td>SOP Faculty Council</td>
<td>X</td>
<td>$62,000</td>
<td></td>
<td>A focused preceptor development will better provide the skills necessary for more efficient precepting and the utilization of pharmacy students as extenders of practice.</td>
</tr>
<tr>
<td></td>
<td>Bridge Funding</td>
<td>X</td>
<td>$22,500</td>
<td>$22,500</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SOD Faculty Council</td>
<td>X</td>
<td>$22,500</td>
<td>$22,500</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
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<td>$904,271</td>
</tr>
</tbody>
</table>

Coordinating Committee, November 5, 2015
1. Project Title: CAP Personalized Mentoring/Advancement/Promotion (PMAP) Module

2. Amount Requested: $80,000 (if due to other requests this full amount cannot be supported, CAP requests no less than $57,733)

3. Programs/Offices Involved:
   - UCSF Academic Senate
   - Faculty Mentoring Program, Academic Affairs
   - CTSI Mentoring Development Program

4. Abstract:

Mentoring in the academic sciences has an important influence on productivity, personal development and career guidance. This project is aimed to assist faculty and their mentors by removing some of the guesswork out of determining if a faculty packet being put in for advancement and promotion fulfills expected criteria. Included in this will be conversations with Department and Division Chairs to assess what differences exist between Schools, Departments, and Divisions, and how they can best be addressed.

It also aims to provide mentees with some best practices on how to get the most of their professional mentor-mentee relationship. UCSF has several pre-existing programs focused on developing mentors, but not as many for mentees.

5. Initial Overview and Next Steps:
   - Access to the PMAP module: will be through the Senate Service Portal – which is already populated by information via Academic Affairs.
     - That way what information comes up for the individual faculty member will be pertinent to them
   - Mentee Checklist: PMP Subcommittee will begin developing checklist to assist mentees on how to develop mentoring/mentee professional relationship including questions to ask, when to check this module and other steps in the AP process.
   - Qualtrics Survey: will be released early 2016 to assess from Asst, Assoc, and Full Professor faculty what their needs are for mentoring at each level and in each series.
     - The results will guide the PMAP Subcommittee to insure development of the module fits the audience’s needs
6. Partners:

- Mitch Feldman, Associate Vice Provost
  Faculty Mentoring Program
  Director, CTSI Comprehensive Mentoring Program

- Mandana Khalili
  Co-Director
  CTSI Comprehensive Mentoring Program

- Current Committee on Academic Personnel Liaison:
  Jeffrey Lotz, PhD, CAP Chair (2015-2016)

- Former-CAP Advisory Subcommittee:
  Goal is seven members total from variety of UCSF sites. Below represent former
  CAP members who have expressed interest in participating:

  - Judy Yee, Chair, Radiology, VAMC (M)
  - Ann Bolger, Cardiology, SFGH (M)
  - James Cleaver, Pharmaceutical Chemistry, Mt Zion (P)
  - David Glidden, Epidemiology & Biostatistics, Mission Bay (M)
  - Art Miller, Orofacial Sciences, Parnassus (D)
  - Lynn Pulliam, Laboratory Medicine, VAMC (M)
  - Rita Redberg, Cardiology, Parnassus (M)

Input will also be sought from departments not represented especially Social
and Behavioral Sciences and faculty from Laurel Heights. **A SON representative is still
being sought.**

7. Project Manager:

Alison Cleaver
UCSF Academic Senate
415.476.3808
alison.cleaver@ucsf.edu
8. PROPOSAL

This project was envisioned to have three different components:

1. An online module for each of the three primary Senate series, and at least one if not two for non-Senate (one for Adjunct, and one for Health Sciences Clinical faculty)
   a. These modules should address criteria for advancement and promotion which by doing, would allow faculty to know for themselves if they’re “on-track”;
      i. It would behoove faculty to check these modules one year prior to putting in for an academic personnel action. This way they would have sufficient time to address any potential issues or gaps;
      ii. Within the module will be a Checklist and FAQ to assist faculty in making that self-determination.

2. A committee comprised of former-CAP members and CAP Chairs who are willing to both:
   a. Work with current CAP members, the VPAA Office, and Mitch Feldman, Associate Vice Provost, Faculty Mentoring and Director, CTSI Comprehensive Mentoring Program (CMP) and Mandana Khalili, Co-Director, CMP, in development of the module described in # 1 above; and
   b. Meet with Department Chairs and eventually attend Department Meetings to address questions from faculty in re advancement and promotion
      i. It's anticipated and such former CAP members would start with their own Departments;
      ii. Such a committee would also agree to attend trainings lead by VPAA Office to educate them on any relevant changes to advancement and promotion since their service on the Committee for Academic Personnel.
      iii. Other potential ideas include creation of a videotaped Q&A with former CAP members answering basic information – this would be made available to all on the Senate Service Portal

3. A "mentee cheat sheet" of best practices for junior faculty or new UCSF faculty on how to get the most out of the mentor-mentee professional relationship.
9. **Financial Breakdown:**


<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3,500</td>
<td>Initial development efforts - AVP Feldman and Co-Director Khalili ($1,750 each)</td>
</tr>
<tr>
<td>$2,000</td>
<td>Meeting materials, IT services, lunch, printings, related to meetings, and initial funding to programmer for development of module framework inside of pre-existing UCSF systems</td>
</tr>
<tr>
<td>$9,267</td>
<td>Stipends for 2015-2016 PMAP Advisory Committee (anticipate 7 members)</td>
</tr>
<tr>
<td><strong>$15,267</strong></td>
<td><strong>Total Received</strong></td>
</tr>
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</table>

### Phase 2 - $50,000 - 80,000 (2015-2016)

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>$50,000</td>
<td>Programmer Efforts</td>
</tr>
<tr>
<td></td>
<td>A. Initial Design and Layout – fall 2015 to spring 2016</td>
</tr>
<tr>
<td></td>
<td>B. Initial Programming – summer 2016</td>
</tr>
<tr>
<td></td>
<td>C. Midstage Programming – late summer 2016</td>
</tr>
<tr>
<td>$22,000</td>
<td><em>Production Testing - Programmer Adjustments post-testing – fall 2016</em></td>
</tr>
<tr>
<td></td>
<td><em>(Phase 3)</em></td>
</tr>
<tr>
<td>$5,000</td>
<td>Development efforts - AVP Feldman and Co-Director Khalili ($2,500 each)</td>
</tr>
<tr>
<td>$2,000</td>
<td>Meeting materials, lunch, IT services (Jabber), related to meetings in 2015-2016 (anticipate 8-9 meetings) – first meeting scheduled for December 2015</td>
</tr>
<tr>
<td>$733</td>
<td>Additional funds to round up stipends to provide to 2015-2016 PMAP Committee (7 members)</td>
</tr>
<tr>
<td><strong>$79,733</strong></td>
<td><strong>Total Requested</strong></td>
</tr>
</tbody>
</table>

### Phase 3 - $22,000 (Fall 2016)

No anticipated additional costs unless funded at less than the full amount in 2015-2016.

Phase 3 request would be solely for programmer production testing and adjustments, which research has shown should be budgeted at around $22,000.

#
Communication from the Committee on Courses of Instruction
Pam Bellefeuille, RN, MN, CNS, Chair

October 27, 2015

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate
FROM: Pam Bellefeuille, Chair of the Committee on Courses of Instruction
CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office
RE: COCOI’s 2015-2016 Chancellors Fund Proposal

Dear Chair Greenblatt:

The members of the Committee on Courses of Instruction seek $2,000 of the $500,000 Chancellors Fund to develop new training materials and help features for the online UCSF Course Review system. Specifically, members want to create an instructional video for beginners, and develop an integrated help system for experienced users who need assistance on a particular issue. The committee members feel the video and new instructional resources will improve the orientation process and make the course review process more efficient.

Currently, the orientation requires the Programmer to orient a new member in person and, there is no “help line” when problems or questions occur.

The $2000 budget would go to compensate Academic Senate Office Programmer George Michael. The project would take approximately a year to complete.

Sincerely,

Pam Bellefeuille, RN, MN, CNS
Chair of the Committee on Courses of Instruction
COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

October 30, 2015

Ruth Greenblatt, MD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Re: 2015-2016 Chancellor's $500K Allocation

Dear Chair Greenblatt:

The Committee on Equal Opportunity is grateful for the funding received during the 2014-15 Academic Year from the Chancellor's Allocation. $59,521 of the allotted funds went to fund two research grants for faculty members whose work is related to diversity and/or underrepresented populations. The remaining funds were used to fund the Diversity Facilitator Training for the School of Nursing Faculty (these funds were applied for through the faculty enrichment fund) and to partner with the Vice Provost of Academic Affairs (VPAA) to pay for UCSF’s subscription for institutional membership to the National Center for Faculty Development and Diversity (NCFDD). NCFDD provides online training resources for all UCSF faculty, postdoctoral fellows and graduate students. (Appendix 1)

In our communication dated June 29, 2015, we requested that the RAP/CTSI funds be continued into the 2015-16 year. (Appendix 2) We renew that request here. Additionally, since funding of the NCFDD subscription, over 175 UCSF faculty have signed up for the program. Going forward, EQOP would like to continue the momentum towards these important diversity initiatives. Specifically, we strongly urge the Senate leadership to continue to endorse our partnership with RAP/CTSI in sponsoring the Underrepresented Faculty Award mechanism for the coming funding cycle 2015-2016.

In conclusion, EQOP has the following requests:

1) Continued $80K pledge towards funding Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Awards via RAP
2) $20K for a series of Diversity Training using Interactive Theater Presentation and Discussion to allow participation of a broad faculty audience
3) $10K for the NCFDD Boot Camp. On October 16, 2015, the VPAA approached the Senate requesting $10K to partner with the Office of Diversity and Outreach, the Graduate Division and UCOP to fund faculty member attendance to this boot camp which focuses on faculty success. The VPAA will offer staff support to administer this program.

Thank you for your support of EQOP in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity
COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

August 6, 2015

Brian Aldredge
Vice Provost, Academic Affairs (VPAA)
Box 0401

Re: National Center for Faculty Development and Diversity (NCFDD)

Dear Vice Provost Aldredge:

Thank you for bringing to our attention membership to the NCFDD at our March 9, 2015 meeting. The Committee on Equal Opportunity (EQOP) has discussed this membership at length. The overarching concern is that we are the only University of California campus that does not hold a membership to this organization. After receiving feedback that this membership is not relevant for our campus due to our health sciences focus and lack of an undergraduate population, members of EQOP reviewed the programs offered through the NCFDD. Upon reviewing the resources the committee agreed that there are legitimately relevant resources which allow faculty the opportunity to broaden their mentoring and professional network. This membership also addresses the need for more mentoring and faculty development opportunities that were identified in prior campus surveys. Accordingly, members of EQOP endorsed a one-year trial run. For reference, comprehensive committee member and past chair comments are attached. (Appendix 1)

While the committee feels that a full commitment from the administration would go a long way, until that is possible, EQOP proposes and has endorsed a $2K investment for a 1-year trial run. Following the trial year, EQOP would be willing to partner with the Office of Diversity and Outreach (ODO) and the VPAA to evaluate usage and utility to faculty and leadership during the first year of the subscription. If results of the evaluation support membership to the NCFDD, going forward, the institution should fund the membership fully.

EQOP is in strong support of a year trial-run of this institutional subscription and urges UCSF leadership to consider this opportunity in an effort to continue to enforce their commitment to develop and expand diversity at UCSF.

Thank you for considering this important opportunity. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair

UCSF Committee on Equal Opportunity
Janice Tsoh, PhD, Chair (M)
Audrey Lyndon, PhD, RN, FAAN, Vice Chair (N)
Paula Braveman, MD, MPH (M)
Linda Centore, RN, PhD (D)
Kim Dau, RN, MS, CNM (N)
Gordon Fung, MD, MPH, PhD (M)
Appendix 1: Comments from EQOP Members on the National Center for Faculty Development and Diversity Resources

I just looked at the materials myself, which I hadn't done earlier. They look great. I think this would be a good use of the funds. I agree that the cost should be picked up by the institution and covered ongoing, but I think we are more likely to be successful with that if we can give some comments from people who have used the materials for a year. (Paula Braveman, MD, MPH, EQOP Chair 2010-2011)

The resources seem stellar. If we get a membership- I look forward to using them! (Linda Centore PhD APRN)

In regard to membership, I think that the numbers on other campuses is impressive, although it is difficult to tell how those numbers have increased over time and how those numbers relate to actual engagement or satisfaction. I agree with others that a pilot phase is essential (1 year), but timely dissemination of the resource will also be important--- whose responsibility will that be? Renee's office? I would also recommend that a handful of early adopters be directly asked to help us trial the resource and help determine it's utility. (Kim Q Dau, CNM, MS)

I think it would be crucial for UCSF institutional subscription. I think that the more resources that are available to us and it seems so many other UC campuses are already using it then we won't feel like we are always trying to reinvent the wheel or treading new ground that may have so much rich experience and resource available. Also, it would seem that we would be able to network with others dealing with similar issues both to create a forum for discussion or strategies to resolve these issues. (Gordon L. Fung, M.D., Ph.D, EQOP Chair 2012-2014)

This seems like an interesting opportunity. As we discussed at our last meeting, I don’t know how widely it would be adopted at UCSF, but I do think it would be worth a trial run. We really don’t know until we try. There definitely seem to be some legitimately useful things here, so I’m supportive of a 1 year subscription, and we have a debate with some data in 6-8 months. (Ryan Hernandez, PhD)

Looks to be an excellent resource in my opinion. I agree an institutional subscription would be ideal. It will be likely that there will need to be some description or direction about the benefits of the website and resources that are available. I suspect that folks might not think it’s relevant because we’re in a soft money, non-tenure environment (and some of it appears targeted on tenure related issues), but there looks to be many other relevant resources for our faculty. Plus it allows folks the opportunity to broaden their mentoring and professional network. It also addresses the need for more mentoring and faculty development opportunities that was identified in prior campus surveys, with a limited response by the university (I’m sure driven by lack of financial resources). Maybe we could suggest trying it for a year and seeing if faculty access it and find it useful. (Marguerita Lightfoot, PhD)

I recently had a recruiting conversation with a promising potential URM faculty candidate. One of the person's main concerns was that we might be talking a lot about diversity without actually supporting diverse junior faculty to be successful. This group (NCFDD) seems to have a variety of well-developed resources that might help provide a strong support net for URM faculty, and indeed many of the resources could be of benefit to non-URM faculty as well. It is unclear to me why people think the content is not relevant to UCSF. It seems to me that membership might be one of several "good faith" efforts we could make as a campus to ensure that URM faculty feel supported in our institution. (Audrey Lyndon, PhD, RNC, FAAN)

In view of the predominate opinion, I think these would certainly be worth a subscription. I think the materials look good and useful. I do remain skeptical about how much resources like these really help. The Institution spends some money, check off a box and makes them feel good. However, does it really change anything? I would try and evaluate usefulness to the faculty and leaders. (Eliseo Perez-Stable, MD, EQOP, EQOP Chair 2011-2012)

When I reviewed the resource page looking at the library resources, I found many topics quite appealing and they would be relevant to faculty and trainees across schools and disciplines at our campus. These are also great resources for teaching postdocs - from publishing/research productivity to work-life balance. More relevant to our diversity mission, though limited, there were a few online recordings on this topic, e.g., successful strategies for faculty diversity. (Janice Tsoh, PhD)
COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

June 30, 2015

Farid Chehab, PhD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Ruth Greenblatt, MD, Vice Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Re: Approval to Include Academic Senate as a Sponsor on the 2015-16 Resource Allocation Program (RAP) RFA

Dear Chair Chehab and Vice Chair Greenblatt:

The Committee on Equal Opportunity (EQOP) submits supplemental materials to our communication dated June 29, 2015. These materials are provided to augment our request for continued Senate sponsorship of two Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Awards via (RAP). EQOP is requesting a total of $80,000 from the Chancellor’s $500K Allocation for both awards in 2015-2016 academic year, should the funds become available.

With your support, the 2014-15 Chancellor’s $500K Allocation was used to fund two faculty members who submitted their research grants via the Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Program for the Spring 2015 RAP funding cycle. EQOP has continued to partner with CTSI to refine and expand the award criteria for this award mechanism. Appended is the revised RFA, which includes the following modifications for the 2015-16 RAP cycle:

1. Increased award amount from $30,000 to $40,000 a year;
2. Expanded eligibility to all paid faculty at 50% time or more, including K scholars, in any faculty series;
3. Reincorporation of eligibility criteria to explicitly include persons who are under-represented minorities, members of groups towards whom there have been historic patterns of discrimination, or who are under-represented in their fields in the call for nominations, with the goal of advancing faculty diversity and equity;
4. Expansion of criteria for fundable projects that lead to a tangible product such as a grant application, paper and/or new or revised curriculum with an emphasis on research.

EQOP seeks continued support of the Senate’s sponsorship of the RAP award by approving the inclusion of the Academic Senate as a sponsor of the Under-Represented Faculty Award RFA. Pleased provide your approval by July 7, 2015, the due date of the RFA.

EQOP believes that the Senate’s continued sponsorship of the Under-Represented Faculty Awards will amplify UCSF’s efforts to nurture diversity. This effort will make a significant difference toward improving recruitment and retention of under-represented faculty and advancing equity and inclusion at UCSF. We strongly urge you to support this request.

Thank you for your support in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity
COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY

Janice Tsoh, PhD

June 29, 2015

Farid Chehab, PhD, Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Ruth Greenblatt, MD, Vice Chair
UCSF Academic Senate
500 Parnassus Avenue, Box 0764
San Francisco, CA 94143

Re: 2014-2015 Chancellor’s $500K Allocation

Dear Chair Chehab and Vice Chair Greenblatt:

The Committee on Equal Opportunity is happy to report that $59,521 of the $76,336 allotted to EQOP from the Chancellor’s $500,000 Allocation were used to fund two research grants for faculty members whose work is related to diversity and/or underrepresented populations. These funds were effectively folded into the already established RAP/CTSI funding mechanisms which resulted in an efficient disbursement of effort and funds.

EQOP has passed the motion to use the remaining $16,815 to support the following:
1) Faculty proposals submitted to the Academic Senate Chancellor’s funds that have some diversity emphases or implications;
2) UCSF’s subscription of the institutional membership to the National Center for Faculty Development and Diversity (NCFDD) that provides online training resources for all UCSF faculty, postdoctoral fellows and graduate students.

Going forward, EQOP would like to continue the momentum towards these important diversity initiatives. Specifically, we strongly urge the Senate leadership to continue to endorse our partnership with RAP/CTSI in sponsoring the Underrepresented Faculty Award mechanism for the coming funding cycle 2015-2016.

Thank you for your support of EQOP in pursuing these important opportunities to develop and expand diversity at UCSF. If you have additional questions, please do not hesitate to contact me.

Sincerely,

Janice Tsoh, PhD, Chair
UCSF Committee on Equal Opportunity
Under-Represented Faculty & Senior Fellows in Health Sciences Research

Participating Funding Agencies

Academic Senate
CTSI

Project Award Amount $40,000

Description
This grant mechanism provides support for senior fellows, instructors, assistant, associate and full professor faculty from historically disenfranchised racial and ethnic groups that are under-represented in health sciences, or from economically or educationally disadvantaged backgrounds. The goal is to encourage fellows and faculty from these groups to remain in academia for their career and thus increase the diversity of our faculty.

For CTSI funding: Research can be any area relevant to clinical and translational research which includes bench-to-bedside/laboratory-to-human (T1) translational research, clinical research and bedside-to-community/evidence-to-practice (T2/T3) research. Social, behavioral and economic research as it affects health are included. If not directly involving the study of people or populations, the proposed research must be clearly justified as being on the path to potential use in humans.

For Academic Senate funding: Proposed projects must lead to a tangible product such as a grant application, paper and/or new or revised curriculum with an emphasis on research.

Eligibility
Who's Eligible:
Senior Postdoctoral or Clinical Fellows, Specialists or faculty (instructor, assistant, associate and full professors in any faculty) who meet the under-represented group definitions described below.

At least 75% active time (Postdoctoral or Clinical Fellows) or 50% active appointment in all faculty series.

Who's Not Eligible:
Residents.

Under-represented Group Definition:
Please review the definition of under-represented groups below. Each candidate will be asked to submit a half-page explanation of how they meet the definition below with their proposal.

The UCSF Office of Diversity and Outreach uses the NIH definition included in "Section I. Funding Opportunity Description" and is summarized here:

The following racial and ethnic groups have been shown to be underrepresented in biomedical research: Black or African Americans, Latino or Hispanic Americans, American Indian or Alaskan Natives, Native Hawaiians, and natives of the US Pacific Islands.

Individuals with disabilities, defined as those with a physical or mental impairment that substantially limits one or more major life activities.

In addition, we welcome applications with Veteran Status.

Criteria for Review

Fulfillment of eligibility criteria.
Quality of the research proposal and its relevance to clinical-translational research.
Clear statement from the Department Chair in writing that if an award is made, the fellow (postdoctoral or clinical fellows) recipient will have at least 50% time devoted to research or the faculty recipient will have the percent time effort as stated on the application to devote to the proposed research activities.

Postdoctoral or clinical fellows and junior faculty need to identify a research mentor in the content area: include NIH bio-sketch for your mentor and mentor’s letter of support. Associate and full professors do not need to identify a research mentor unless this application represents a major change in direction for their research program.
Award Administration
Projects are for one year and are not renewable. To determine what is and is not allowable, please refer to the instructions. Projects that involve human subjects will require human research committee approval before funding is released.

A progress report is required of all recipients of an award at the end of the funding period and at one year and five years following the funding period, identifying resulting publications and subsequent funding obtained to support expanded/extended projects. Any resulting publication must directly cite funding by UCSF CTSI and/or UCSF Academic Senate according to the funding source.

More on individual funding agencies
(Please note, this is provided for informational purposes only since the review process is centralized).

CTSI-SOS
CTSI-SOS cannot fund any international projects or expenses.

Current K scholars are not eligible to receive salary support from CTSI-SOS. K2 awardees are not eligible for CTSI-SOS awards.

Academic Senate
All paid faculty at 50% time or more, including K scholars, in any faculty series (Ladder Rank, In Residence, Clinical X, Health Sciences Clinical, Adjunct, Instructor, and Professional Research) are eligible to receive salary support from the Academic Senate.

Fellows or non-faculty applicants including Specialists are not eligible for support from the Academic Senate.

International projects are not preferred but may be considered under exceptional circumstances.
Communication from the Faculty Welfare Committee
Leah Karliner, MD, Chair

October 30, 2015

TO: Ruth Greenblatt, Chair of the UCSF Academic Senate
FROM: Leah Karliner, Chair of the Faculty Welfare Committee
CC: Todd Giedt, Executive Director of the UCSF Academic Senate Office
RE: Chancellor’s Fund: Faculty Enrichment

Dear Chair Greenblatt:

The Committee on Faculty Welfare would like to propose a continuation of the Faculty Enrichment fund for this fiscal year. We have discussed potential parameters as a committee and propose the following:

1. Small grants $250-$2,000 focused on enhancing work-life and/or well-being at work for a UCSF faculty member;
2. For requests for furniture (e.g., sit-stand desks) and computers, applicants must attest that they are unable to get these through their department/unit, or through an ergonomics evaluation (where relevant) -- but no signature will be required from department Chair or representative. These also must be for the faculty member's use, not for staff (research or otherwise) use;
3. For requests for software, applicants must first check MyResearch to see if it is available for free (if it is, we will not fund);
4. Requests that will benefit multiple faculty – e.g., to support a group of faculty who meet regularly around a theme like a writing group, a leadership group, etc., including to pay for speakers/consultants for that group will be considered. This can be in the form of a single request from one faculty member to support a group (max $2,000), or a bundled request from multiple faculty members for the same activity (with a limit of $10,000 total for the group);
5. Requests for personal expenditures, for example personal entertainment or personal travel, will be excluded from funding;
6. Faculty funded in FY 2015 will not be funded again this year as individual faculty may only be funded once every 3 years in order to make the funds available to as many faculty as possible over time.

Last year the Faculty Enrichment Fund received requests from 102 individual faculty members totaling $146,000. Given this demand, we are requesting that at least $120,000 be allocated from the Chancellor’s Fund to the Faculty Enrichment Fund in FY 2016.

Sincerely,

Leah Karliner, MD
Chair of the Faculty Welfare Committee
ACADEMIC SENATE CHANCELLOR’S FUND
Academic Senate Committee on Library and Scholarly Communication
FY 2015/16

1) A data visualization wall. We propose installing a data visualization wall in the Parnassus Library. Visualization walls are used to understand complex data by visualizing processes and structures – both for teaching and research. Scientists can use these tools to virtually “fly through their data,” summon 3-D images into existence, and expand, shrink and rearrange data sets at will. A moderate size wall is in the range of 7x13’ and requires space for servers and ancillary equipment, work areas for staff who manage them, and small group gathering space for users.

- [http://www.ted.com/talks/neil_gershenfeld_on_fab_labs](http://www.ted.com/talks/neil_gershenfeld_on_fab_labs)

COST: $50,000

2) 1 year trial of Embase – a database to support faculty publishing/research in systematic reviews and meta-analyses. Today journals/publishers require that reviews and meta-analysis include a search of Embase, a database not licensed by the UC Libraries. In the past 18 months, UCSF authors have published 114 meta-analyses or systematic reviews. The trial will allow us to gauge interest and to develop a business model for ongoing support.

COST: $36,000

3) Software Licenses to reduce the cost for faculty to use expensive software packages. The Library currently licenses packages such as SAS, SPSS and JMP and faculty are able to obtain a yearly license at a much lower cost than going directly to the vendor. We are currently working on a business model for MatLab and Tableau has been suggested as well. Temporary funds will allow us to bring current users into a new package and perhaps to lower the yearly cost for all. As a first step we would survey faculty to see what they need while continuing to work out the details of the MatLab license.

COST: $40,000

4) Develop an Innovation Lab to promote collaboration, creativity and “allow anyone to make anything.” It is a technological sandbox though may also provide low tech materials to encourage collaboration and creative thinking. It would feature components of digital creation, like multimedia-equipped computers, scanners, laser-powered cutters, and 3D printers and staff to assist in using the resources. Funding would support purchase of materials and equipment. The most well-known of these spaces is the MIT Fab Lab but it’s much elaborate that what we propose here.

Cost: $75,000

5) Process papers of UCSF faculty. This involves reviewing, organizing and describing the papers and creating an index.

- MSS 98-37, David A. Wood papers, 50 cartons (63 linear feet). Dr. Wood was a cancer researcher and advocate, former head of the Cancer Research Institute at UCSF, president of the American Cancer Society, adviser to the National Cancer Institute.
- MSS 85-18, Julius Comroe papers, 46 cartons, 3 boxes (59 linear feet). Bio files; administrative records from his roles as a director of the Cardiovascular Research Institute at UCSF (1958-1972); correspondence; photographs; miscellaneous subject files; pedagogical materials; lecture notes; conference and presentation materials; diaries and laboratory data. Dr. Comroe was a medical educator, expert on the

September 16, 2015
functions and physiology of the human heart and lungs, founder and former director of the Cardiovascular Research Institute at UCSF.

COST: $75,000 per collection (both would be $150,000)
Questions from Academic Senate:
- Data Visualization Wall: Does the Library have other plans/sources of funding? What is the impact? From the description provided, it might only impact a small segment of faculty.
- Software Packages: The same issues apply. Are there alternate sources of funding? What is the impact? Could departments pay for this?
- 3D Printers: How many faculty need 3D printers?
- Papers of UCSF Faculty: What is the impact? Will they be used by large groups of faculty? Alternate sources of funding?

Data Visualization Wall:
The Data Visualization Wall is intended to provide faculty with a tool to transform the way they teach and analyze research data. A data visualization wall allows a group, collectively, to dig into information in a deeper way. Everyone is experiencing the same image, in extreme detail, at the same time. It is so large you are actually surrounded by it, which fosters a deeper understanding of the information. It’s the antithesis of our cell phone/tablet culture where individuals view tiny images on their own private screens. This approach is suitable for some segment of the teaching and research community but if we start with a handful of professors, show some success and expand from there, this has the potential to significantly impact pedagogy and research at UCSF. There is no additional source of funding.

Software Packages:
We intend to add new software packages to a recharge so that faculty and others who license the packages will pay. We are asking for 1 time funds to transition a couple of packages from individual user licenses to a campus wide license. This would reduce the cost overall for MatLab, a software package of growing interest for analyzing data.

3D Printer:
We have no idea how many faculty need them and expect they will be of interest to students. This is one component in building an Innovation Lab where faculty (and students) will have the opportunity to explore a variety of new technologies and use them in combination with traditional arts and crafts to transform teaching methods. Research shows that students retain much more knowledge by actually making something than they do just by reading about it or attending a lecture. The potential applications here are endless – from building molecular structures to organs to therapeutic devices to scientific instrumentation. This kind of experiential learning has also been shown to foster creativity and can lead to finding new solutions to longstanding problems. Once again, a single Innovation Lab won’t have the capacity to reach every faculty member, but it has the potential to be a catalyst for pedagogical transformation.

Papers of UCSF Faculty:
These archival collections are treasured for their high scholarly research value and ability to broaden research perspective. However, they are lacking intellectual control and have no or minimal descriptive data. The goal of this project is to create detailed finding aids and digitize a significant part of this material to create comprehensive on-line collections. The digital objects and metadata will be published through the California Digital Library’s (CDL) site Calisphere and added to the UC Libraries Digital Collection (UCLDC). The UCLDC interface will allow us to create a contextualized environment where each digital object will have extensive metadata and will be linked to the finding aid. The metadata records for these collections will be accessible through the Digital Public Library of America. Just in the last year there were several requests for the use of both collections from UCSF faculty and outside researchers. The cataloging and digitization of these collections will make them open to anyone with web
access. We do not have alternate sources of funding at this point and the use is not large but of significant historical value.

1) **A data visualization wall.** We propose installing a data visualization wall in the Parnassus Library. Visualization walls are used to understand complex data by visualizing processes and structures – both for teaching and research. Scientists can use these tools to virtually “fly through their data,” summon 3-D images into existence, and expand, shrink and rearrange data sets at will. A moderate size wall is in the range of 7x13’ and requires space for servers and ancillary equipment, work areas for staff who manage them, and small group gathering space for users.

http://news.psu.edu/story/306236/2014/03/06/research/health-researchers-build-bridges-penn-state%E2%80%99s-new-visualization
http://www.lib.ncsu.edu/spaces/teaching-and-visualization-lab

COST: $50,000

2) **1 year trial of Embase** – a database to support faculty publishing/research in systematic reviews and meta-analyses. Today journals/publishers require that reviews and meta-analysis include a search of Embase, a database not licensed by the UC Libraries. In the past 18 months, UCSF authors have published 114 meta-analyses or systematic reviews. The trial will allow us to gauge interest and to develop a business model for ongoing support.

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COST: $75,000 per collection (both would be $150,000)
UCSF Open Access Policy Implementation review report
October 14, 2015
Anneliese Taylor, UCSF Library

The UCSF Open Access Policy was passed by unanimous vote by the UCSF Academic Senate on May 21, 2012. The UC Academic Council approved a similar policy for all UC Senate faculty the following year, effective July 24, 2013. UCSF’s policy differs in two ways from the UC-wide policy, and thus COLASC (Committee on Library & Scholarly Communications) voted to abide by the terms in the UCSF Policy.

The UC Academic Senate secured funds through UCOP to license a publication management system (PMS) to provide as seamless an experience as possible with managing the policy. Following an RFP process, the California Digital Library (CDL) licensed the PMS from the company Symplectic. Symplectic’s PMS is called Elements. CDL populates Elements with faculty names from the appropriate Senate series via HR data feeds. Elements then harvests (searches) publications from a number of data sources and matches them to each faculty member’s profile.

CDL designed the Elements workflow to lead faculty through the process of first claiming publications matching their name, and then depositing manuscripts, which then appear in UC’s open access institutional repository, eScholarship.

Complete background information about the policy and support resources are available on the Library’s website at http://tiny.ucsf.edu/oapolicy.


➢ Launch and use of the Publication Management System (PMS), aka Symplectic’s Elements
  o Prior to the official launch, in August 2014 two UCSF faculty members (Rich Schneider and Geoffrey Bush) spent an hour each with CDL staff getting a tour of Elements and providing valuable feedback as to how to improve the workflow and language to streamline participation in the OA Policy.
  o The PMS went live for UCSF Senate Faculty on October 20, 2014
  o Notifications were turned on March 31, 2015, at which point all 1,648 faculty in Elements received their first email from the system with a link to their profile.
  o By two weeks after notifications went out (April 14, 2015):
    ▪ 453 people had logged in to Elements
    ▪ 101,751 publications were claimed
    ▪ 378 deposits were completed (113 links; 265 file uploads)
  o As of September 3, 2015:
    ▪ 723 people had logged in to Elements
    ▪ 128,084 publications were claimed
    ▪ 1053 deposits were completed (378 links, 675 file uploads)
This map shows the distribution of readership across the world of all UC articles deposited in eScholarship since the Open Access Policy passed, representing 73,595 views. Of the total, UCSF has 6,366 views:

Campus support for the policy

- Two UCSF librarians, Anneliese Taylor and David Owen, provide support to UCSF faculty and their delegates. The support is triaged based on day of week.
- Questions come in primarily to the oapolicy@ucsf.edu email address since that is the “From” address on the Elements notifications, as well via CDL’s oapolicy-help@universityofcalifornia.edu queue.
- University Librarian Karen Butter and Academic Senate staff members Shilpa Patel and Michelle Sanko (through July 2015) are also on the UCSF email distribution address. Karen receives and responds to some emails directly as well.
- Anneliese and David handled 40 consultations about the OA Policy via email and phone in fiscal year 2014-15, comprising approximately 24 hours on investigation and response time. All but 8 of these consultations occurred after the notifications were turned on, indicating significantly more engagement with the policy since individuals started receiving personalized emails.
- Nature of questions asked:
  - General/overview of policy details: 11
  - Use of Elements or eScholarship: 20
  - Waiver/opt out for an article: 5
  - Copyright with regards to the policy and publisher agreements: 4
- In addition to direct support to queries about the policy, Anneliese spent approximately 80 hours in FY 2014-15 on these activities:
  - testing Elements pre- and post-launch
  - preparing the text in the notification email from the PMS and updating the letter sent by the EVCP and Academic Senate Chair
corresponding with CDL, Library staff, campus partners, and COLASC members about the policy, the PMS, and supporting resources such as the 90-second video updated by CDL

- presenting to COLASC
- coordinating the PMS roll-out plan and schedule for UCSF with Senate staffers Michelle Sanko and Shilpa Patel
- updating the Library’s documentation about the Policy, primarily via the web page http://tiny.ucsf.edu/oapolicy
- preparing for and presenting at departmental meetings (details below)
- training David Owen to take on support for the policy

- Campus events sponsored by the library or other units
  - Faculty Development Day, September 11, 2014 – the Library had a table, staffed by Anneliese and another staff member. We provided information about the Policy and had several faculty asking questions.
  - The UCSF Library participated in an Open Access Week event on October 23, 2014 in downtown Berkeley, sponsored by several publishers and open access information companies such as PeerJ and ScienceOpen. Anneliese Taylor presented a 5-minute lightning talk about the UC Open Access Policy and the launching of the publication management system. There were approximately 50 people in attendance from UC Berkeley, UCSF, UC Davis, and from the wider community.
  - Library Pop-Ups at Mission Bay, starting October 2014. These are scheduled, three-hour shifts by librarians at the new Library Mission Hall space The Hub, offering one-on-one drop-ins on various topics. Anneliese offers help for the NIH Public Access Policy, the UC OA Policy, and publishing during her Pop-Ups, scheduled once monthly (an example listing). Most drop-ins were for help with the NIH Policy, however questions about the OA Policy started to come up in Spring 2015.

- Departmental meetings – invited presentations
  - Department/date/presented by/# of attendees:
    - General Pediatrics/February 11, 2015/Karen and Anneliese/3
    - Ob Gyn Bixby Global Health/April 28, 2015/Anneliese/5
    - Institute for Health & Aging/June 22, 2015/Anneliese/15

- Meetings with the library committee, or other Senate committees
  - Updates were provided to UCSF COLASC on a regular basis during the 2014-15 year both during in-person meetings and by email. COLASC members provided feedback on the content of the EVCP letter as well as the PMS notification emails. One COLASC member participated in a PMS testing session with CDL staff.

- Collateral such as flyers, postcards, etc.
  - No promotional materials were sent out during this report period. The Library is in the process of printing up a 5x7 inch card with the “Exercise your Rights” flyer previously designed. These cards will be mailed to individuals to their physical box number.
  - Synapse (UCSF student paper) column
Newsletters/mailings, videos, etc.
- The Library put up a web news item in November 2014 when the PMS was first made available. This announcement was also included in the monthly Library newsletter that goes to all academic faculty and staff.
- Per UCSF request, CDL updated the 90-second video ([https://vimeo.com/121511619](https://vimeo.com/121511619)) to include screen shots and instructions for the PMS (thanks Justin!)
- Anneliese wrote a piece in the UCSF student newspaper on November 5, 2014 called *Green and Gold: an Open Access Primer*. The OA Policy is featured in the article.

FAQs, library guides or other forms of guidance
- The Library updated the UCSF-specific decision tree and the Library web page covering the policy ([http://tiny.ucsf.edu/oapolicy](http://tiny.ucsf.edu/oapolicy)). Information differentiating how to deposit for both Senate faculty and everyone else is much clearer now.

Ongoing Issues
- UCSF adjunct faculty participate in Academic Senate and participate in AS activities, so when explaining the OA Policy we must delineate who is covered and provide details on how to deposit materials for those not in official Senate series. The departmental meetings we’ve attended to date had mostly adjuncts present.
- Many UCSF faculty have hundreds of unclaimed publications, and are struggling with how to resolve their Pending lists without taking up too much time. Sometimes it’s because they are prolific authors, others there are false matches on searches for their name.
- Some authors are uploading the final, published PDF instead of the final manuscript, and others provide a link to PMID instead of the full text PMCID. Modification of the language in the notification email should help provide clarity.
- Faculty are already managing their publications in My Bibliography (My NCBI), UCSF Profiles and Advance, Google Scholar Profiles, and other tools. They (and their delegates) need to be able to match these lists up to the publications in Elements to avoid duplicating their work.
- Anneliese has tested exporting publications from My Bibliography and importing them into Elements, and will document the steps. Even with these steps outlined, it will require dedication on the part of the person doing the process.
- Users can configure their Elements profile to link to their ORCiD record. Additional testing with ORCiD, the persistent, unique digital identifier is needed so that it can be promoted as a method to improve matches and reduce “not mine” matches.
- Since so many UCSF faculty receive NIH awards, they have to comply with the NIH Public Access Policy. There is a fair amount of confusion as to how the OA Policy differs, and how to provide a link to a PMCID when available. Integration of that data element as soon as it’s available via PubMed would help, so that authors don’t have to seek it out.
October 22, 2015

Ruth Greenblatt, MD  
Chair 2015-2017  
UCSF Academic Senate  
500 Parnassus Ave, MUE 231  
San Francisco, CA 94143

Re: Rules & Jurisdiction Committee Request/Position on Chancellor’s/FAR Funds 2015-2016

Dear Senate Chair Greenblatt:

Thank you for requesting feedback from UCSF Senate Standing Committees on the use of the 2015-2016 Chancellor’s/Faculty Academic Renewal (FAR) Funds

The Rules & Jurisdiction Committee (RJC) discussed this at its September 2015 meeting and via email and has the below requests for funding. RJC members have two requests for funding this year: one related to a continued funding item from the 2014-2015 FAR Funds allocation, and another related to a new “big idea”.

This proposal relates to the new idea.

This year RJC members understand the funds will remain in a single pool and not be divvied out to standing committees or councils. However, committees can still petition for a portion of the funds to be used for specific purposes.

**Big Idea – Funding Request $50,000**

RJC members discussed the need for many faculty to handle things previously managed by administrative assistants, with little assistance or direction provided by UCSF.

RJC members recommend the development of a “one-stop shop” website similar to Family@UCSF but focused on Faculty@UCSF. The intention would be to have this site be searchable via Google – and upon it becoming the go-to site for faculty information.

The intention would be to have information currently residing on a myriad of department- or center-specific websites consolidated behind the scenes such that it is searchable from one location. This would assist faculty in finding answers quickly and in a manner that provides clear next steps.

UCSF has several sites—UCSF Pulse and the in-development UCSF Life—which are aiming to become this type of location. However this still presents the same problem of faculty needing to go to various sites to find relevant information. The goal would be to have just one location.

RJC members did appreciate discovering that doing a Google search for “Faculty at UCSF” produces www.ucsf.edu/pulse as the top answer. However at present, neither Pulse nor UCSF Life possesses the kind of robust search engine that we’re seeking to have developed.

The UC Berkeley site “Cal Answers” (calanswers.berkeley.edu) is one such University-affiliated example. Although we recognize that it’s sourced through the Planning & Analysis Office at UC Berkeley; so its intended use is different than what RJC members are envisioning.
Argument for Financial Ask
Preliminary discussion with programmers about this project yielded a three-phase timeline. The $50K ask is for:

1. determining if a stand-alone website is the right path; or
   a. if development of a robust search engine within the pre-existing UCSF Pulse would suffice.
2. to partner with ITS to develop a program compatible with UCSF
3. determine next steps for 2016-2017 development and implementation

Initial communication with CIO J. Bengfort advised that the overall cost of developing such a site is dependent on scope, and would most likely be around $200k in total.

This initial cost request also includes the hiring of a programmer (either from within UCSF or beyond) to develop the search engine or bolster a pre-existing one.

Other Suggestions
Members of the Rules & Jurisdiction Committee also suggested:

- Posting questions on this “one-stop shop” site – and having designated faculty answer them.
  - This could be a rotating group of faculty, or it could be one of the Senate Officers.
- Further, this could be combined this also with the Senate’s Question of the Month – have it be an Answer of the Month.
  - Example, “did you know that if you’re returning to research after sabbatical or personal time off, the Senate has the Re-entry Grant available through Research Allocation Program (RAP) specifically designed to assist you in resurrecting your research program.”
- If funding is approved, RJC would hope to partner with the Faculty Welfare Committee (and others) on the development of the content.

Discussions on 2015-2016 Funding Decisions
Separately, RJC requests to opt out of ongoing 2015-2016 FAR Funding discussions, but retains the right to vote on final funding decisions.

Committee members had no comment on the type of review body for new applications.

Finally, RJC members did agree that:

- Faculty with 50% appointment or higher are eligible to apply
- No volunteer faculty should be eligible to apply
- As both the Learning & Development and Enrichment Funding pathways are expected to be offered again this year, they did agree that if a faculty member received an award from either in 2014-2015, they should not be eligible to receive that same award in the same pathway in the current funding year.

Thank you for considering the RJC funding request for 2015-2016.
Sincerely,

**Rules & Jurisdiction Committee**

Marek Brzezinski, MD, PhD, Chair  
Linda Angin, DDS  
Dorothy Apollonio, PhD  
Michele Bloomer, MD  
Sheila Brear, BDS  
Mark Seielstad, PhD  
Katherine Yang, PharmD  
Douglas Carlson, JD, Registrar (Ex Officio)  
Jae Woo Lee, MD, UCRJ Representative (Ex Officio)
Chancellors Faculty Development Funding Request: Volunteer Clinical Faculty Preceptor Development

Situation:

- The UCSF School of Pharmacy is affiliated with more than 100 sites, has approximately 100 paid faculty and over 600 volunteer clinical faculty.
- UCSF graduates 122 Doctor of Pharmacy students annually and offers post-graduate residency programs in pharmacy practice and various specialties. Nearly all experiential education is provided by volunteer clinical faculty.
- The UCSF Doctor of Pharmacy program was placed on probation after the last accreditation cycle for failing to meet Standard 14: Experiential Education. The deficiency was related to the lack of Introductory Pharmacy Practice Experiences (IPPE) for PharmD students.
- The UCSF School of Pharmacy is undergoing curricular reform. A significant change in the new curriculum includes robust IPPE experiences for all students in the first and second year of the professional program that meet ACPE standards.
- The Class of 2019 and 2020 will start IPPE experiences in the fall of 2016. This will impact all affiliated sites in the San Francisco bay area as more than 120 students from each class will participate in IPPE experiences annually (120 students in P1 class and 120 students in P2 class for a total of 240 students).
- Preceptor development is integral to the success of the educational mission of the school and to fulfill the requirements of ACPE. Continuous professional development for preceptors, faculty, and affiliated sites is critical to the success of the Experiential program and to ensure success of the new IPPE offerings.
- Many preceptors report the need for additional training and education in the areas of preceptor development (Corelli et al AJPE, Bridges Experiential workgroup).

Target:

- Focused preceptor development will better provide the skills necessary for more efficient precepting and the utilization of pharmacy students as extenders of practice
- Train 8 master WOS preceptors in the areas of IPPE, APPE and IPE
- Develop new preceptor development materials for all WOS

Proposal:

Master Preceptor Designation:

- Up to 4 preceptors from the UCSF Medical Center, 2 preceptors from the VA San Francisco, and 2 preceptors from the San Francisco General Hospital will be selected as “Master Preceptors”
• VCF from the UCSF Medical Center will submit a letter of intent to the Medical Center and SOP Experiential workgroup. The Medical Center and SOP Experiential workgroup will select up to 4 preceptors to participate in the Master Preceptor Program.
• Sharya Bourdet, VCF VASF, Valerie Clinard, DEE, and Tim Cutler will review and select 2 VASF master preceptors.
• David Woods, Assistant Dean SFGH, Valerie Clinard, and Tim Cutler will review and select 2 SFGH preceptors.
• Those selected for the Master Preceptor program will receive:
  o An honorarium of $2,500 each.
  o A travel stipend of $2,000 to attend the American Association of Colleges of Pharmacy meeting in Anaheim, Ca.
  o Structured mentorship from paid faculty
  o Access to all materials from the UCSF Education Development office (e.g., Clinical Teaching Certificate: http://meded.ucsf.edu/sites/meded.ucsf.edu/files/documents/research-and-development-medical-education/certificate-flyer-clinical-teaching2015.pdf)
  o Opportunity to participate in a “teaching certificate program” provided by UCSF paid faculty
• Those selected for the Master Preceptor program will:
  o Provide feedback to DEE on the incorporation of students into IPPE experiences at their affiliated site, evaluation materials, and opportunities for program improvement
  o Provide preceptor development for staff at the affiliated site (1-2 programs)
  o Participate in either the UCSF Education Development teaching certificate program or the UCSF SOP paid faculty program

Budget: $4500 X 8 preceptors= $36,000

Preceptor Development Materials for all VCF:
• A paid SOP faculty member will oversee the development of materials relevant to all VCF at all affiliated sites
• The following 1 hour modules will be developed:
  o Introduction to Experiential Education
  o Introductory Pharmacy Practice Experiences (IPPE)
  o Advanced Pharmacy Practice Experiences (APPE)
  o Interprofessional Education (IPE)
  o Dealing with challenging situations in experiential education
  o Precepting Pharmacy Practice Residents
• All modules will include free CPE credit for participants

Budget: 10% salary support for 1 year= $18,000
Technology services support for placing modules in professional format: $8,000

Total Budget for entire proposal: $62,000
Proposal to use Chancellor’s Fund for Faculty Bridge Funding

A small but substantial number of our research-oriented faculty arrive at mid-career and realize that they either want to, or more often must change their research focus to continue as grants-supported, productive scientists. Such a change of direction, however, often demands picking up a new skill and immersing oneself in a new field. This demands a relatively small amount of financial support, which frequently they do not have because their grants have run out.

I propose that a portion’s of the Chancellor’s fund for faculty life improvement be made available to a bridge funding mechanism to allow mid-career faculty to reset their careers. The advantages are as follows:

- The funds required to do so are relatively small on a per faculty basis.
- There is already a mechanism in place in the SoP to support such bridge funding, but not enough funds in it to support all the worthy applications to it in any year. Thus, this idea could be implemented without additional administrative burden.
- The results of the bridge funding have been good thus far, it’s just underfunded.

As a campus, we have made huge investments in most of our recruited faculty, often in the range of $800,000 to $1,000,000. Sometimes these faculty, for various reasons, need to change course in mid-career, after they have tenure. Making bridge funds available to them to do so, on a merit basis, can rescue their careers, and the enormous investment already lavished upon them, at perhaps 5 to 10% of the original investment cost. Such a rescue would pay great returns.

With thanks for your consideration,

Brian Shoichet, Ph.D.