### Chancellor's Fund Proposals, 2015-16

<table>
<thead>
<tr>
<th>Committee &amp; Proposals</th>
<th>Continuing</th>
<th>New</th>
<th>Revised Cost</th>
<th>Initial Allocation</th>
<th>2014-15 Allocation</th>
<th>Enclosure Notes</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Freedom</strong></td>
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<td>None.</td>
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<tr>
<td><strong>Academic Personnel</strong></td>
<td>X</td>
<td></td>
<td>$50,000</td>
<td>$57,733</td>
<td></td>
<td>1</td>
<td>See proposal.</td>
</tr>
<tr>
<td>Mentoring Project - Year 2</td>
<td></td>
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<tr>
<td>Mentoring Project - Year 1</td>
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<tr>
<td><strong>APB</strong></td>
<td>X</td>
<td></td>
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<td>See below under Faculty Councils.</td>
</tr>
<tr>
<td>APB Committee Voted to Continue with the Faculty Learning &amp; Development Fund, would defer all decisions to the Faculty Councils.</td>
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<tr>
<td><strong>Clinical Affairs</strong></td>
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<tr>
<td><strong>Comm on Committees</strong></td>
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<td>None.</td>
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<tr>
<td><strong>Courses of Instruction</strong></td>
<td>X</td>
<td></td>
<td>$2,000</td>
<td>$2,000</td>
<td></td>
<td>2</td>
<td>To develop new training materials and &quot;help&quot; features for the online UCSF Course Review system.</td>
</tr>
<tr>
<td>Develop a &quot;Help&quot; function in the Courses online system.</td>
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<tr>
<td><strong>Educational Policy</strong></td>
<td>X</td>
<td></td>
<td>$10,000</td>
<td>$10,000</td>
<td>$11,450</td>
<td>3</td>
<td>Approximately the same as last year.</td>
</tr>
<tr>
<td>Learning &amp; Technology/Travel Grants</td>
<td></td>
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</tr>
<tr>
<td><strong>Equal Opportunity</strong></td>
<td>X</td>
<td></td>
<td>$40,000</td>
<td>$80,000</td>
<td>$76,300</td>
<td>4</td>
<td>Continued $80K pledge to towards funding unter-represented faculty &amp; senior fellows in Clinical &amp; Translational Research Awards via RAP. Sufficient to fund two RAP grants.</td>
</tr>
<tr>
<td>$80K pledge CTSI Research Awards via RAP.</td>
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<tr>
<td>Diversity Training Theater Series</td>
<td>X</td>
<td></td>
<td>$7,000</td>
<td>$20,000</td>
<td></td>
<td>4</td>
<td>One diversity trainings using an interactive theater presentation and discussion to allow for participation by a broad faculty audience. Partnership with ODO.</td>
</tr>
<tr>
<td><strong>NCFDD Boot camp</strong></td>
<td>X</td>
<td></td>
<td>$9,600</td>
<td>$10,000</td>
<td>$2,000</td>
<td>4</td>
<td>Subsidized participation in NCFDD's Faculty Success &quot;Boot Camp&quot;. Senate would partner with VPAA, ODO, Grad Div, &amp; UCOP and pay half the cost for 6 URM faculty. Associated with trial membership with NCFDD from 2014-15.</td>
</tr>
<tr>
<td>(<a href="http://www.facultydiversity.org/event/fspspring2016">http://www.facultydiversity.org/event/fspspring2016</a>)</td>
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<tr>
<td><strong>Faculty Welfare</strong></td>
<td>X</td>
<td></td>
<td>$120,000</td>
<td>$120,000</td>
<td>$91,000</td>
<td>5</td>
<td>Requesting $120K to cover the demand in 2014-15. See CFW letter for proposed parameters of Enrichment grants.</td>
</tr>
<tr>
<td>Request to Maintain the Enrichment Fund</td>
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<tr>
<td><strong>Graduate Council</strong></td>
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<tr>
<td>None.</td>
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<tr>
<td><strong>Library &amp; Scholarly Communication</strong></td>
<td>X</td>
<td></td>
<td>$45,800</td>
<td>$100,000</td>
<td>$45,800</td>
<td>6</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>The UCSF Open Access Publication Fund seeks 45,800 from the Chancellor's Fund to enable UCSF faculty to publish in open access and hybrid journals.</td>
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<tr>
<td>1 Year Trial of Embase</td>
<td>X</td>
<td></td>
<td>$36,000</td>
<td>$36,000</td>
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<td>6</td>
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<tr>
<td><strong>Privilege &amp; Tenure</strong></td>
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<tr>
<td>None.</td>
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<tr>
<td><strong>Research</strong></td>
<td>X</td>
<td></td>
<td>$10,000</td>
<td>$10,000</td>
<td></td>
<td>7</td>
<td>Travel grants of $1,500 each; augments Senate's existing travel grant program with different criteria.</td>
</tr>
<tr>
<td>Travel Grants</td>
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</table>

*Coordinating Committee, December 3, 2015*
## Chancellor's Fund Proposals, 2015-16

<table>
<thead>
<tr>
<th>Committee &amp; Proposals</th>
<th>Continuing</th>
<th>New</th>
<th>Revised Cost</th>
<th>Initial Proposed Cost</th>
<th>2014-15 Allocation</th>
<th>Enclosure</th>
<th>Notes</th>
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<tbody>
<tr>
<td><strong>Rules &amp; Jurisdiction</strong></td>
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<tr>
<td>Ongoing CLS support for child/elder care</td>
<td>X</td>
<td></td>
<td>$16,538</td>
<td>$16,538</td>
<td>$16,538</td>
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<tr>
<td>“One stop shop” website - i.e., “Cal Answers”</td>
<td>X</td>
<td></td>
<td>$15,000</td>
<td>$50,000</td>
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<td><strong>Sustainability</strong></td>
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<tr>
<td>Sustainability Conference Travel Grants &amp; Visiting Scholar Stipends</td>
<td>X</td>
<td>$7,500</td>
<td>$10,000</td>
<td>$15,000</td>
<td>9</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><strong>Faculty Engagement</strong></td>
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<tr>
<td>Faculty Engagement Fund</td>
<td>X</td>
<td></td>
<td>$20,000</td>
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<tr>
<td><strong>SOM Faculty Council</strong></td>
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<tr>
<td>Continue the Faculty Learning &amp; Development</td>
<td>X</td>
<td></td>
<td>$25,000</td>
<td>$22,500</td>
<td>$22,500</td>
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<tr>
<td><strong>SON Faculty Council</strong></td>
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<tr>
<td>Continue the Faculty Learning &amp; Development</td>
<td>X</td>
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<td>$25,000</td>
<td>$2,500</td>
<td>$22,500</td>
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<td><strong>SOP Faculty Council</strong></td>
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<tr>
<td>Volunteer Clinical Faculty Preceptor Development</td>
<td>X</td>
<td>$15,000</td>
<td>$62,000</td>
<td>10</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>
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<tr>
<td>Bridge Funding</td>
<td>X</td>
<td></td>
<td>$25,000</td>
<td>$22,500</td>
<td>$22,500</td>
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<tr>
<td><strong>SOD Faculty Council</strong></td>
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<tr>
<td>Continue the Faculty Learning &amp; Development</td>
<td>X</td>
<td></td>
<td>$25,000</td>
<td>$22,500</td>
<td>$22,500</td>
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<td><strong>Sub-Total</strong></td>
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<td>$504,438</td>
<td>$654,271</td>
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<td><strong>L&amp;D Carry-Over</strong></td>
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<td>$5,336</td>
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<td><strong>Total</strong></td>
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<td>$499,102</td>
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<tr>
<td><strong>Extra</strong></td>
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<td></td>
<td></td>
<td>$896</td>
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</tbody>
</table>
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 $50,000)

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:

   - 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.**

   The majority of the work will be accomplished by members of the Advisory Subcommittee. They will be receiving regular updates from the following people as well:

   - 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)

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>
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<tbody>
<tr>
<td>$2,000</td>
<td>Initial Development Efforts Advisors - AVP Feldman and Co-Director Khalili ($1,000 each)</td>
</tr>
<tr>
<td>$13,267</td>
<td>Stipends for 2015-2016 PMAP Advisory Committee (anticipate 7 members)</td>
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<tr>
<td><strong>$15,267</strong></td>
<td>Total Received</td>
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**Phase 2 - $50,000 (2015-2016)**

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
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<tbody>
<tr>
<td>$45,000</td>
<td>Computer programmer efforts</td>
</tr>
<tr>
<td>A. Initial Design and Layout – fall 2015 to spring 2016</td>
<td></td>
</tr>
<tr>
<td>B. Initial Programming – summer 2016</td>
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<tr>
<td>C. Midstage Programming – late summer 2016</td>
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<tr>
<td>$2,000</td>
<td>Development Advisors - AVP Feldman and Co-Director Khalili ($1,000 each)</td>
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<tr>
<td>$3,500</td>
<td>Additional funds to round up stipends to provide to 2015-2016 PMAP Committee (7 members)</td>
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<tr>
<td><strong>$50,000</strong></td>
<td>Total Requested</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 Adjustments post-testing, 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
Educational Technology Needs for Faculty

Committee on Educational Policy

Applications accepted and reviewed on a rolling basis and awarded first come, first served.

Amount: up to $1,500

Description:

Funds are available to assist faculty obtain educational technology for classroom or clinical instruction or produce visual media to use during presentations at organized conferences and meetings.

Criteria:

Educational Technology for Classroom or Clinical Instruction

Funds are available to support the procurement of educational technology for existing or proposed classroom or clinical instruction.

Examples:

- Institutional license/subscription for educational materials
- Educational Technology Services costs
- CD drive for laptop

Visual Media for Conference Presentations

Funds are available to support the production of visual materials (e.g., posters, videos, etc.) necessary to present educational innovation at organized conferences and meetings.

Examples:

- Documents & Media costs
- Educational Technology Services costs

Application Process:

Applications must be sent as a PDF and include:

- Amount of funding requested, budget justification, and supporting documentation.
- Description of the education technology for classroom or clinical instruction or visual media for conference presentation.
- Description of the classroom or clinical instruction or the organized conference or meeting.
- Description of a singular focus of the educational technology or visual media that gives the request an identifying rationale.
- Explanation that another source of funding is lacking.
- The date by which the funding will be needed (e.g., either the date when the educational technology would first be used or the date when the visual media would be presented).

Applications are limited to 300 words and will be reviewed by members of the Academic Senate Committee on Education. You will be notified by email if your grant application has been approved or denied. Incomplete applications cannot be processed and will not be reviewed. Please click here for access to the online application.

Contact: Ken Laslavic (415) 476-8827
Travel Grants for Educational Purposes

Committee on Educational Policy

Applications accepted and reviewed on a rolling basis and awarded first come, first served.

Amount: up to $1,500

Description:

Funds are available to assist faculty attend meetings of learned societies, organized conference and meetings to present original product showcasing educational work.

Criteria:

1. UCSF faculty appointment must be at 50% or greater.
2. Applications must be submitted at least eight weeks prior to your planned travel.
3. Award is for airfare and hotel only up to $1,500.
4. Applicants may receive one grant in any 12 month period.
5. The meeting of learned societies, organized conferences and meetings must be education focused.
6. Applicant must be attending to present original product showcasing educational work.

Application Process:

Applications must include:

- Signature of both the applicant and the Department Chair.
- Copy of the confirmed flight reservation/ticket purchase including the total amount of the airfare cost.
- Copy of the confirmed hotel reservation including the total amount of the hotel cost.
- Documentation of invitation or letter of acceptance to present educational materials or for conference attendance, a copy of conference announcement/invitations which includes information about the learned society and dates which match dates for which travel has been requested.

Contact: Ken Laslavic (415) 476-8827
COMMUNICATION FROM THE CHAIR OF COMMITTEE ON EQUAL OPPORTUNITY
Janice Tsoh, PhD

November 24, 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.

On October 30th, 2015, we forwarded to you our funding requests for this academic year. Since then, After both the November Coordinating Committee Meeting and the November EQOP meeting. Accordingly, EQOP has revised it’s proposal.

EQOP’s revised requests are as follows:

(1) A $40K pledge towards funding Under-Represented Faculty and Senior Fellows in Clinical and Translational Research Awards via RAP. EQOP has learned that the funding towards RAP/CTSI will now be expanded to included faculty in all ranks, thereby reaching a greater number of faculty. Further, CTSI is currently at its last fiscal year and is in the process of undergoing a competing renewal of the CTSI, according to CTSI, their RAP budget has reduced significantly by $200K for this cycle and it is possible that no URM grants will be funded in the spring cycle due to funding cuts. EQOP believes that the long-term impact of funding even just one faculty member is substantial in terms of mentoring and opening up the pipeline for URM faculty.

(2) $7,500 to fund one performance of Diversity Training using Interactive Theater Presentation and Discussion to allow participation of a broad faculty audience. In order to address concerns regarding attendance and reach, faculty serving on Academic Senate committees from all schools will be given priority attendance and food will be served. EQOP will be partnering with the Vice Chancellor of Diversity and Outreach to offer one Diversity Theater Training focusing on
It has come to our attention that there is significant demand within the faculty for this kind of training (e.g., the School of Nursing).

(3) $9,600 for the NCFDD Boot Camp (Faculty Success Program). 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. EQOP is requesting $9,600 to subsidize half of the cost of enrollment ($1600) for six faculty members for the Summer Session (May-August, 2016) with registration starting late March 2016. EQOP plans to issue a separate call for applications and to request attendees to give feedback on the program including impact on diversity. If additional funds are available from the Chancellors Faculty Funds, we would like to provide full scholarships to eligible faculty for their enrollment in the program. We have communicated our revised proposal to VPAA Alldredge and will explore potential partnership with Academic Affairs in expanding the reach to faculty members and in evaluation of the sponsorship effort.

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

1 ODO is offering only one Diversity Theater Training with a sole focus on departmental division chiefs and departmental diversity leaders. Partnering with ODO to offer a training focused on faculty will expand the reach of this training.

2 On November 6, VPAA Alldredge has informed us that Academic Affairs has selected the first 8 faculty applicants (out of more 40 who has expressed interests for the Program) and would subsidize eight faculty members for $1K each for the 2016 Spring Session (January-April 2016). Each faculty member will still have to pay $2200 out of pocket (total cost is $3200). VPAA Alldredge has expressed interest in partnering with Academic Senate/ EQOP for sponsoring faculty members to the program for the next cycle based on feedback from this pilot round of faculty participants. With permission from a faculty member, we are including her request submitted to EQOP for additional funds to support her enrollment in the NCFDD Faculty Success Program (Appendix 3).
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)
Ryan Hernandez, PhD (P)
Manisha Israni, MD (M)
Marguerita Lightfoot, PhD (M)
Eliseo Perez-Stable, MD (M)
Anil Sapru, MD (M)
Enrique Terrazas, MD (M)

Cc: Farid Chehab, PhD, Chair, UCSF Academic Senate
    Ruth Greenblatt, MD, Vice Chair, UCSF Academic Senate
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                             Ruth Greenblatt, MD, Vice Chair
UCSF Academic Senate                                  UCSF Academic Senate
500 Parnassus Avenue, Box 0764                        500 Parnassus Avenue, Box 0764
San Francisco, CA 94143                               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. Appendix 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,

[Signature]

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


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.
Hi, Janice.

Thank you in advance for your help. I will be enrolling in the National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program bootcamp, and would love to know if there are sources of funding available from the academic senate to help defray the costs of this program.

This workshop will be extraordinarily helpful as a professional development training opportunity because it provides concrete recommendations on how to address specific challenges I am currently facing as a new faculty member. The NCFDD Faculty Success Program is a 15-week intensive mentoring program designed to increase writing productivity and retention, as well as build community among under-represented faculty. I would like to use this program to become a more effective clinician-scientist with the goal of progress UCSF’s mission to advance health worldwide. Participating in this intensive mentoring program will increase my productivity and propel my career forward more effectively than figuring these things out on my own. You can review additional information about the program by visiting the Center’s website: [http://www.facultydiversity.org/?FSProgramDescription](http://www.facultydiversity.org/?FSProgramDescription).

Tuition for the program is $3550. I have already received a $1000 subsidy so that the total cost will be just $2550. I am wondering if the faculty senate would be willing to support my participation in the program as part of our commitment to faculty diversity and early career mentoring. I am hoping that after participating in the program, I will be able to create a similar community of support on our campus. Specifically, I will pass on my newfound knowledge to the Women in Neurology group I am involved in.

Thanks for your consideration and I look forward to hearing from you!

Best,

Audrey
Audrey Brumback, MD, PhD

Assistant Professor of Neurology and Pediatrics

Center for Integrative Neuroscience (Vikaas Sohal lab)

University of California, San Francisco

pediatrics.ucsf.edu/faculty/audrey-brumback-md-phd

"Light Years Ahead" - Hope for MECP2 Disorders
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
November 23, 2015

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

Dear Chair Greenblatt:

The Committee on Library & Scholarly Communication (COLASC) is pleased to submit two proposals for funding from the Academic Senate Chancellor’s Fund 2015-2016: 1) $36,000 to help support a 1-year trial subscription to Embase, a database used by faculty conducting systematic reviews and meta-analyses; and 2) $45,800 (rather than $100,000 as originally proposed) to help support the library’s Open Access Publication Fund. The library will be contributing in-kind costs to both projects.

During fiscal year 2014-2015, 100 systematic reviews and meta-analyses were published by UCSF authors, and we anticipate an increase in publications as health care delivery systems consolidate and strengthen their implementation of evidence-based practices.

At the conclusion of the 1 year trial subscription, library staff will report its findings on the trial subscription to COLASC that will include business models to sustain the subscription. The Library will continue to provide an annual report to COLASC on use of Open Access funds. We look forward to partnering with the Academic Senate on this pilot and to the continuation of the OA fund.

Sincerely,

Patricia McDaniel, PhD, Chair
UCSF Committee on Library and Scholarly Communication

Patricia McDaniel, PhD, Chair
Cynthia Darling, PhD, Vice Chair
Pedram Aleshi, PhD
Paul Blanc, MD
Wayne Enanoria, PhD
Wu Li, MD
Mark Seielstad, PhD

Ex-Officio Members
Karen Butter, University Librarian and Associate Vice Chancellor
Jacob Simon, Student Representative
Sarah McClung, LUAC Representative
Proposal summary

The UCSF Open Access Publication Fund seeks $45,800 from the Chancellor’s Fund to enable UCSF faculty to publish in open access and hybrid journals. The Fund was established with a $45,802 award from the Academic Senate in May 2015 and is administered by the UCSF Library. UCSF faculty authors (in the Professor, Professor in Residence, Professor of Clinical X, Health Sciences Clinical Professor, Adjunct Professor, and Professional Researcher series) who lack grant or department funds to pay for open access publication fees are eligible to receive a maximum of $2,000 from the Fund once per year.

The Fund’s goals are to:

- Foster greater dissemination of the work of UCSF scholars.
- Encourage author control of copyright.
- Provide opportunities for librarians, faculty, and other scholars to engage in discussion about open access publishing models and wider scholarly communication topics.
- Demonstrate an institutional commitment to open access publishing models.

Unmet need to be addressed

From May 7 to September 17, 2015, 13 articles were approved for funding (see table). The average article processing charge was $1,649.

The Fund’s current balance is $24,366, which will cover approximately 14 faculty publications in open access journals. Once more faculty become aware of the Fund through Library publication efforts, it is likely that the Fund will be depleted by the end of 2015. Additional funding will translate into approximately 30 faculty publications.
Table. List of articles funded by the UCSF Open Access Publication Fund

<table>
<thead>
<tr>
<th>Article Count</th>
<th>School</th>
<th>Department</th>
<th>Publication Title</th>
<th>Amount Approved</th>
<th>Date Approved</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medicine</td>
<td>Epidemiology/Biostatistics</td>
<td>Journal of the International AIDS Society</td>
<td>$2,000</td>
<td>5/7/2015</td>
</tr>
<tr>
<td>2</td>
<td>Pharmacy</td>
<td>Bioengineering &amp; Therapeutic Science</td>
<td>ChemBioChem</td>
<td>$2,000</td>
<td>5/8/2015</td>
</tr>
<tr>
<td>3</td>
<td>Pharmacy</td>
<td>Clinical Pharmacy</td>
<td>BMC Nutrition</td>
<td>$1,823</td>
<td>6/11/2015</td>
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<tr>
<td>4</td>
<td>Nursing</td>
<td>Community Health Systems</td>
<td>Harm Reduction Journal</td>
<td>$2,000</td>
<td>7/1/2015</td>
</tr>
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<td>5</td>
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<td>7</td>
<td>Medicine</td>
<td>Medicine (SFGH)</td>
<td>BMC Infectious Diseases</td>
<td>1898.25</td>
<td>7/14/2015</td>
</tr>
<tr>
<td>8</td>
<td>Medicine</td>
<td>Psychiatry</td>
<td>Collabra</td>
<td>$875</td>
<td>7/21/2015</td>
</tr>
<tr>
<td>9</td>
<td>Medicine</td>
<td>General Internal Medicine (SFGH)</td>
<td>PLOS ONE</td>
<td>$1,350</td>
<td>7/27/2015</td>
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<td>10</td>
<td>Medicine</td>
<td>Emergency Medicine (SFGH)</td>
<td>PLOS Medicine</td>
<td>$1,100</td>
<td>7/31/2015</td>
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<tr>
<td>11</td>
<td>Medicine</td>
<td>Ob-Gyn Bixby SFGH</td>
<td>PLOS ONE</td>
<td>$1,350</td>
<td>8/5/2015</td>
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<tr>
<td>12</td>
<td>Medicine</td>
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<td>PLOS ONE</td>
<td>$1,350</td>
<td>8/24/2015</td>
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<tr>
<td>13</td>
<td>Medicine</td>
<td>Infectious Diseases</td>
<td>Journal of the International AIDS Society</td>
<td>$1,893</td>
<td>9/2/2015</td>
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</table>

Revised 11.2.2015
November 23, 2015

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

Dear Chair Greenblatt:

The Committee on Library & Scholarly Communication (COLASC) is pleased to submit two proposals for funding from the Academic Senate Chancellor’s Fund 2015-2016: 1) $36,000 to help support a 1-year trial subscription to Embase, a database used by faculty conducting systematic reviews and meta-analyses; and 2) $45,800 (rather than $100,000 as originally proposed) to help support the library’s Open Access Publication Fund. The library will be contributing in-kind costs to both projects.

During fiscal year 2014-2015, 100 systematic reviews and meta-analyses were published by UCSF authors, and we anticipate an increase in publications as health care delivery systems consolidate and strengthen their implementation of evidence-based practices.

At the conclusion of the 1 year trial subscription, library staff will report its findings on the trial subscription to COLASC that will include business models to sustain the subscription. The Library will continue to provide an annual report to COLASC on use of Open Access funds. We look forward to partnering with the Academic Senate on this pilot and to the continuation of the OA fund.

Sincerely,

Patricia McDaniel, PhD, Chair
UCSF Committee on Library and Scholarly Communication

Patricia McDaniel, PhD, Chair
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Ex-Officio Members
Karen Butter, University Librarian and Associate Vice Chancellor
Jacob Simon, Student Representative
Sarah McClung, LUAC Representative
Embase Pilot Proposal

Committee on Library and Scholarly Communication (COLSAC)
Patricia McDaniel, PhD, Chair patricia.mcdaniel@ucsf.edu 415.514.9432
November 23, 2015

Background:
This program will support UCSF’s goal to educate and communicate scientific advances to the worldwide community and to advance UCSF as a leading health institution worldwide. COLASC is requesting funding to support the analysis and publication of systematic reviews. Increasingly, journals are replacing traditional narrative reviews and expert commentaries with systematic reviews as a structured method to summarize research evidence.

Statement of need:
A systematic literature review is focused on a research question that tries to identify, appraise, select and synthesize all high quality research evidence relevant to the question. Typically, an expert in the field is asked to evaluate high quality evidence to answer the question and thus to ultimately confirm or change medical practice leading to improved patient care. A systematic review summarizes the results of available carefully designed healthcare studies (controlled trials) and provides a high level of evidence on the effectiveness of healthcare interventions. Judgments may be made about the evidence and inform recommendations for healthcare.

As a leading healthcare institution, UCSF faculty are called upon frequently to undertake this type of analysis. Currently, UCSF does not have access to Embase, one of the databases often required in a systematic review.

Proposal summary:
Embase is a database of choice for faculty who are conducting systematic reviews and meta-analyses. Today many journals/publishers require that reviews and meta-analyses include a search of Embase, a database not licensed by the UC Libraries. In both 2014 and 2015, UCSF authors published over 100 meta-analyses and systematic reviews. We expect these numbers to continue to increase as healthcare delivery moves toward evidenced-based practice. The trial of Embase will allow the Library to gauge interest in this database, to evaluate its use and value to faculty, and to develop a business model for ongoing support.

We are seeking $36,000 from the Chancellor’s Fund as partial support to implement this pilot. These funds will pay for the cost of the database license for 1 year for the UCSF community. The Library will contribute additional in-kind contributions specified below.

We explored the possibility of paying for each search without an annual license. The costs quickly add up: a $149.89 per hour connection fee, and an additional fee, ranging from $1.64 to $2.01, for each citation viewed. We don’t recommend this approach.
**Budget narrative:**
The funds we are requesting will pay for the cost of an Embase license. We are sending 2 librarians to special systematic review training this month at a cost of $3,000. The librarians will assist in developing faculty guides in using Embase, advise faculty on how to conduct systematic reviews, and develop publicity to alert faculty to the existence of the resource and value of the database. The Library’s subsidy to support Embase is around $75,000.

**Evaluation of 1-year pilot:**
Library staff will develop a plan to evaluate Embase (including number of searches) and to survey faculty about Embase use and satisfaction. The Library will present its findings to COLASC and propose a possible business plan for continuing the service. Possible business models include establishing a recharge that would allow the Library to charge for a search, or distributing passwords on a fee-for-service basis.
Travel Grants for Mid-Level Faculty and Family

Committee on Research

Applications accepted and reviewed on a rolling basis and awarded first come, first served.

Amount: $2,000

Description:

Funds are available to assist faculty attend meetings of learned societies, conferences, and meetings to present important results of original research. Funds may be used to support a temporary caregiver to take care of family (child care, elderly care) while the faculty member travels.

Criteria:

1. UCSF faculty appointment must be at 50% or greater with more than five years at UCSF.
2. Applications must be submitted at least eight weeks prior to your planned travel.
3. Award is for conference fee, airfare, and hotel, and local transportation up to $2,000. Award for hotel limited by University of California Policy BFB-G-28.
4. Award may also be used to support a temporary caregiver for family while the faculty member travels.
5. Applicants may receive one grant in any 12 month period.
6. International travel is permitted under this funding opportunity.

Application Process:

Applications must include:

- **Signature** of both the applicant and the Department Chair.
- Documentation of the confirmed flight reservation/ticket purchase, hotel reservation, and local transportation costs. Documentation of temporary caregiver.
- Documentation of invitation or letter of acceptance to present educational materials or for conference attendance, a copy of conference announcement/invitations which includes information about the learned society and dates which match dates for which travel has been requested.

Contact: Ken Laslavic (415) 476-8827
Rules & Jurisdiction Committee Request/Position on Chancellor’s/FAR Funds 2015-2016

RJC members have discussed the need for many faculty to handle things previously managed by administrative assistants, with little assistance or direction provided by UCSF. Or for those who’ve never had such assistance, to increase the ease with which they can find necessary information.

RJC members recommend the development of either:

- a "one-stop shop" website similar to Family@UCSF but focused on Faculty@UCSF with a robust search engine to facilitate finding such information; or

- the boosting of the current general UCSF website or UCSF-related webpages to produce the same results

A proposal is currently being vetted by R&J members; it will be available later in December 2015. At this point in time, R&J is requesting $15,000 from the Chancellor’s Fund to conduct the initial research for this multi-year project.
Travel Grants for Sustainability Conference Grants

Sustainability Committee

Applications accepted and reviewed on a rolling basis and awarded first come, first served.

Amount: $2,000

Description:

Funds are available to assist faculty attend meetings of learned societies, conferences, and continued education that address sustainability in health science research, education, or patient care.

Examples of past conferences attended with support from this funding opportunity:

- CleanMed Conference
- California Higher Education Sustainability Conference
- International Institute for Sustainable Laboratories Annual Conference
- Association for the Advancement of Sustainability in Higher Education Conference and Expo
- Global Climate and Health Summit

Criteria:

1. UCSF faculty appointment must be at 50% or greater.
2. Applications must be submitted at least eight weeks prior to your planned travel.
3. Award is for conference fee, airfare, and hotel, and local transportation up to $2,000. Award for hotel limited by University of California Policy BFB-G-28.
4. Applicants may receive one grant in any 12 month period.
5. Faculty members are encouraged to use Connexxus Travel Portal which automatically tracks emissions related to airfare/rental car and provides data for UCSF to report business travel emissions as required by UCOP policy http://controller.ucsf.edu/travel/.
6. The meetings of learned societies, conferences, or continued education must be sustainability focused.
7. Faculty who attend these meetings are expected to report back to the Committee on Sustainability and their Department regarding how what they learned might lead to improvements, changes, or the implementation of new policies regarding sustainability efforts.
8. International travel is permitted under this funding opportunity.
Application Process:

Applications must include:

- Documentation of the confirmed flight reservation/ticket purchase, hotel reservation, and local transportation costs.
- Brief statement about learning objectives and plan to report back to the Committee on Sustainability and your Department.
- A copy of conference announcement/invitations which includes information about the learned society and dates which match dates for which travel has been requested.

Contact: Ken Laslavic (415) 476-8827
Visiting Scholar Stipends

Sustainability Committee

Applications accepted and reviewed on a rolling basis and awarded first come, first served.

Amount: $2,000

Description:

Funds are available to faculty to invite and host visiting scholars for the purpose of engaging UCSF faculty in sustainability issues.

Criteria:

1. Visiting scholar must focus on sustainability in health sciences research, education, or patient care.
2. Funding can be used for an existing seminar series.
3. Applications must be submitted at least four weeks prior to scholar’s visit.
4. Award is for either a stipend for the visiting scholar or program costs associated with the scholar’s visit up to $2,000.

Application Process:

Applications must be sent as a PDF and include

- Documentation of invitation to visiting scholars
- Description of the purpose of the scholar’s visit including target audience (1/2 page maximum).
- Project budget

Contact: Ken Laslavic (415) 476-8827
Pharmacy Faculty Council 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).

A proposal is currently being vetted by Pharmacy Council members; it will be available later in December 2015. At this point in time, the Pharmacy Faculty Council is requesting $15,000 from the Chancellor's Fund for this project.
Proposal to use Chancellor’s Fund for Pharmacy 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.