



**SCHOOL OF MEDICINE FACULTY COUNCIL**  
**Daniel Bikle, MD, PhD, Chair**

**ANNUAL REPORT 2005-2006**

The School of Medicine Faculty Council enjoyed a productive year during which it met nine times. The Council nominated representatives/liaisons to the following committees for 2005-06 in order to facilitate communication to the Council regarding the work of these committees:

- Academic Planning and Budget – Elyse Foster, Warren Gold
- Clinical Affairs Committee – Quinn Cheng
- Committee on Curriculum and Educational Policy – Wade Smith, Harry Hollander
- Student Welfare Committee – Wade Smith

As a faculty board member for the Executive Vice Chancellor's Strategic Planning Initiative, Rebecca Jackson agreed to report on its progress to the Council. Issues reviewed and acted on by the Council during 2005-2006 are summarized in this report.

Additionally, Faculty Council Chair Bikle meets monthly with Dean Kessler to discuss matters of concern to the School and the Council and Academic Senate.

The Committee considered a variety of issues over the year including:

- Balancing Academic Careers with Superb Patient Care (SOM FC Town Hall Meeting with UCSF Medical Center Administration)
- Ambulatory Care Clinic Task Force Recommendations
- UCSF Campus and School of Medicine Budget Processes
- PRIME-US Initiative
- Hospital Replacement Planning
- Status of Women Faculty at UCSF
- UCSF Liability Programs
- School of Medicine Leadership Retreat

**Balancing Academic Careers with Superb Patient Care**

The Faculty Council convened a town hall-style meeting for faculty to discuss their concerns with the Medical Center Administration. The meeting was titled "Balancing Academic Careers with Superb Patient Care: How do we do it? A Dialogue with Mark Laret and Ernest Ring." The meeting began with clinical faculty speakers Glenn Chertow, MD, MPH; John Engstrom, MD; and Elena Gates, MD who presented their experiences as clinician educators. UCSF Medical Center Chief Executive Officer Mark Laret and Chief Medical Officer Ernest Ring, MD then presented to the assembled group their perspectives on Medical Center efforts to balance patient care with clinician needs. After the presentations, the panel fielded

questions from the audience. Overall, the clinician faculty find that the demands of clinical practice, teaching and research are too great. They seek support in finding a better balance in their workload. The Medical Center administration's objective is to create a better clinical experience for patients, starting with better communication between departments and divisions. All agreed that the clinical experience at UCSF needs to be improved for patients, clinicians and students/residents. [\[Appendix 1\]](#)

### **Ambulatory Care Clinic Task Force Recommendations**

Executive Director of Ambulatory Care Services David Morgan presented to the Council the Recommendations of the Ambulatory Care Clinic Task Force. The primary focus for improving ambulatory care at UCSF will be to create an integrated care delivery system. The Council will participate by staying informed about the process and by offering suggestions based on faculty input as the process moves forward.

### **UCSF Campus and School of Medicine Budget Processes**

Associate Vice Chancellor for Finance Eric Vermillion and Vice Dean of Administration and Finance Jed Shivers presented information to the Council on Campus and School of Medicine budget processes. Their presentation emphasized that UCSF is increasingly reliant on extramural grants and contracts and less reliant on tuition and state aid. Associate Vice Chancellor Vermillion and Vice Dean Shivers encouraged Faculty Council communication with the Dean's Office with regard to School of Medicine budget issues.

### **PRIME-US Initiative**

The Committee on Curriculum and Educational Policy (CCEP) sent a letter to the Faculty Council requesting support for the proposed Program in Medical Education for Urban Underserved Populations (PRIME-US). The Council voted to approve the concept and will draft a letter of support that will also request further detailed information about the program. [\[Appendix 2\]](#)

### **Hospital Replacement Planning**

In September 2005, Associate Vice Chancellor for Advancement and Planning Bruce Spaulding joined the Faculty Council to discuss hospital replacement planning. He addressed four points: the relocation of San Francisco General Hospital (SFGH), Mission Bay land acquisition, Mt. Zion planning, and strategic planning.

At the October meeting, Dean and Vice Chancellor for Medical Affairs David Kessler, Chief Executive Officer of the Medical Center Mark Laret and Vice Dean for Education David Irby presented further information on the topic. Dean Kessler provided background and historical information. CEO Laret discussed the key issues for the planning process which include: seismic issues, functional obsolescence and capacity. Vice Dean Irby described the educational considerations for the hospital replacement planning.

The speakers emphasized that faculty input during the planning process is essential.

### **Status of Women Faculty at UCSF**

To learn more about the ongoing efforts to improve the status of women at UCSF, the Council heard presentations from Mary Croughan, PhD, Professor in Residence, Department of Obstetrics, Gynecology and Reproductive Sciences; Donna Ferriero, MD, Professor and Vice Dean for Academic Affairs; Jane Koehler, MD, Professor of Medicine, Division of Infectious Diseases; Diane Wara, MD, Professor, Department of Pediatrics.

Professor Croughan's presentation focused on a survey conducted at UCSF, which found that women faculty perceived a "glass ceiling" at UCSF. Several initiatives resulted from the survey including the checklist for new faculty hires, the Search Ambassador Program, faculty welcoming events, the Faculty Mentoring Program, the Collaborative Research Initiative, lactation rooms, and the CORO Leadership Training Program. The Chancellor's Committee on Faculty Life is charged with overseeing many of these initiatives.

As Chair of the Chancellor's Advisory Committee on the Status of Women (CACSW), Professor Koehler updated the Council on issues under consideration by CACSW. They include developing a uniform maternity leave policy, establishing lactation centers, and creating salary equity for women faculty.

Vice Dean Ferriero reported that the greatest part of the salary gap between men and women faculty is derived from sources of income other than the University salary such as bonuses, grants and private practice revenue.

Professor Wara provided detailed information on the evolution of maternity leave, child care and lactation facilities at UCSF, as well as data from the Association of American Medical Colleagues (AAMC) report on the advancement of women faculty nationwide.

### **UCSF Liability Programs**

Marcia Canning, Chief Campus Counsel, Office of Legal Affairs and Virginia Fleming, Director, Office of Risk Management presented to the Council an overview of the University's Professional and General Liability Programs.

Their presentation topics included:

- Coverage of Claims
- Defense and Indemnification
- Elements of Professional Liability Claim
- Provider's Duty in the Event of a Claim
- Claims Management
- Litigation Process
- Litigation Strategy

- Risk Management Office
- Risk Management Committee
- Reporting Requirements
- Allocation Process

### **School of Medicine Leadership Retreat**

The Faculty Council discussed various topics from the retreat, particularly training for future leaders, identification of future leaders during the admissions process, financial issues for students, financial support financially and leadership mentorship for researchers, fellows, and post-docs, the potential of the clinical skills center, and issues related to GME. [[Appendix 3](#)]

### **Issues for 2006-2007**

In 2006-07 the Council will continue to respond to issues brought before it and will address the following ongoing issues:

- Continued Dialogue With Medical Center Administration To Better Balance Clinical, Academic And Research Demands For Faculty.
- Continued Participation In The Process To Improve The Ambulatory Care Clinics.
- Continued Dialogue with the Dean's Office on Budgetary Issues.

Respectfully Submitted,

Daniel Bikle, MD, PhD, Chair  
 Wade Smith, MD, PhD, Vice Chair  
 Hugo (Quinn) Cheng, MD  
 Elyse Foster, MD  
 Warren Gold, MD  
 Michael Gotway, MD  
 Rebecca Jackson, MD  
 Krysia Lindan, MD, MSc  
 Lawrence Pitts, MD  
 Patricia Robertson, MD  
 Wade Smith, MD, PhD  
 Bobby Baron, MD *Ex Officio*  
 Neal Cohen, MD *Ex Officio*  
 Harry Hollander, MD *Ex Officio*  
 David Irby, PhD *Ex Officio*  
 David Kessler, MD *Ex Officio*

**School of Medicine Faculty Council Attendance Record**

Council Member	09/19	10/28	11/28	12/19	01/23	02/27	04/17	06/19	07/17
D. Bikle	X	X	X	X	X	X	X	X	X
W. Smith	X	X	RSVP'd Absent	X	X	X	X	X	RSVP'd Absent
B. Baron	Absent	Absent	RSVP'd Absent	Absent	Absent	X	Absent	X	RSVP'd Absent
H. Cheng	X	RSVP'd Absent	X	X	X	X	X	X	RSVP'd Absent
N. Cohen	Absent	X	X	X	X	RSVP'd Absent	X	Absent	RSVP'd Absent
E. Foster	X	X	X	X	X	X	X	X	RSVP'd Absent
W. Gold	X	X	X	X	X	X	X	RSVP'd Absent	X
M. Gotway	Absent	Absent	Absent	--	--	--	--	--	--
H. Hollander	Absent	X	X	X	Absent	Absent	RSVP'd Absent	X	X
D. Irby	Absent	X	Absent	X	X	Absent	Absent	Absent	RSVP'd Absent
R. Jackson	X	X	X	X	RSVP'd Absent	Absent	X	RSVP'd Absent	RSVP'd Absent
D. Kessler	Absent	X	Absent	X	X	X	Absent	RSVP'd Absent	RSVP'd Absent
K. Lindan	RSVP'd Absent	RSVP'd Absent	X	X	RSVP'd Absent	Absent	X	X	
M. Peterson / C. Curry	Absent	Absent	RSVP'd Absent	C. Curry	M. Peterson	Absent	C. Curry	C. Curry	Absent
L. Pitts	X	RSVP'd Absent	X	X	X	Absent	X	Absent	X
P. Robertson	X	RSVP'd Absent	X	X	X	X	X	X	X

## Appendices

- Appendix 1: School of Medicine Faculty Council Town Hall Meeting Summary (May 8, 2006)
- Appendix 2: Communication from Harry Hollander, Chair of Committee on Curriculum and Educational Policy to Daniel Bikle, Chair of School of Medicine Faculty Council Regarding PRIME-US (February 1, 2006)
- Appendix 3: *Pathways to Discovery: Creating a Culture of Inquiry, Discovery and Innovation at UCSF* Summary of UCSF School of Medicine Leadership Retreat (January 27-28, 2006)

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