

DRAFT School of Medicine Faculty Council

Tim Kelly, MD, Chair

Notes

Tuesday, January 12, 2016

PRESENT: Tim Kelly (Chair), Lydia Zablotska (Vice Chair), Renee Binder, Thomas Chi, Susannah Cornes, Matthew Haight, Robert Hiatt, Jialing Liu

ABSENT: Robert Baron, Marcelle Cedars, Cynthia Curry, Catherine Lucey, Talmadge King, Dana Rohde, Hope Rugo, Reza Vagefi

GUESTS: Elizabeth Ozer, Director of Research for the Office of Diversity and Outreach; Gordon Strewler, Bridges Curriculum Planning Committee Member

Chair Tim Kelly called the Faculty Council meeting to order at 3:30 p.m. in room MH-2110. A quorum was present.

Chair's Report

Chair Kelly reported on the following items:

- **UC Retirement Plan:** The UC Retirement Options Task Force will be releasing their recommendations report to the Academic Senate and the UC Community on Friday, January 15. When released, Council members are encouraged to review the report and provide feedback to the Academic Senate by February 1. Once all feedback is collected, the UCSF Division will submit an opinion to the systemwide Senate by February 10. Council members asked Senate Analyst Artemio Cardenas to submit all documentation when released.
- **UCSF Strategic Initiatives Fund:** Earlier in the month, the Council sent a communication to Dean Talmadge King requesting his support for an application for UCSF Strategic Initiative Funds. The proposal was to request and addition \$50,000 for the School of Medicine's Faculty Development Fund. Upon review of the communication, the Dean declined to support the request. He explained that the development fund does not align with the goals of the Strategic Initiative Fund. In addition he noted that his office already provides support for development fund.

Senate Analyst Report

Senate Analyst Artemio Cardenas informed the Council of the following items:

- **Academic Senate Division Meeting:** Council members are encouraged to attend the UCSF Academic Senate's Divisional Meeting on January 28, at Rock Hall. The meeting will be focused on the future of faculty workspace.
- **Faculty Development Fund:** The School of Medicine Faculty Development Fund will be open for applications on February 1. Council members are encouraged to inform their colleagues of the new funding opportunity.

School of Medicine Climate Survey Presentation

Director of Research for the Office of Diversity and Outreach, Elizabeth Ozer, provided the following report to the Council on the UC Climate Survey results:

- **Background:** The UC Climate Survey was initiated by the UC Office of the President and sent to all campuses. All UC community members received the survey in 2013 and the results were released in early 2014.

- Climate Definition: “The current attitudes, behaviors and standards of faculty, staff, administrators, and students concerning the level of respect for individual needs, abilities and potential.”
- UCSF Campus-wide Results:
 - Strengths:
 - Most respondents believe UCSF is respectful of all groups
 - Most respondents believe UCSF values diversity
 - Most respondents believe that UCSF is supportive of taking leave and utilizing flexible work schedules
 - Most graduate students, postdocs and residents feel positive about academic experience and intellectual environment at UCSF.
 - Opportunities for Improvement
 - Female respondents felt less comfortable than their male counterparts
 - Underrepresented minorities felt less comfortable with overall climate
 - Individuals with disabilities felt less comfortable with climate
 - SOM school-specific results were shared with the Council. Statistics retained by the Office of Diversity and Outreach
 - Action Plan: UCSF will be working to make the campus more inclusive. Leadership plans to expand diversity education and training programs and increase awareness. New initiatives include:
 - Chancellor’s equity and Inclusion Priority
 - Data transparency, education and training
 - Diversity, Equity and Inclusion Certification
 - Equity Advisors Program
 - Eye Opening Conversation Series
 - SOM Differences Matter Initiative
 - Additional Actions
 - UCSF must ensure equity among faculty in hiring, salary and promotion.
 - Establish equity advisor program for faculty
 - Establish ongoing assessment of faculty
 - Annual reporting of faculty leadership
 - Report on faculty exit interviews
 - Ensure transparency of salary equity analysis findings

Bridges Curriculum Update

Bridges Curriculum Planning Committee member Gordon Strewler provided the Council with the following report on the Inquiry component of the new Bridges Curriculum:

- Goals of the Inquiry Curriculum
 - Create an inquiring habit of mind
 - Integrate diverse perspectives and expertise
 - Foster exceptional skills in critical reading and evidence-based medicine
 - Provide formal training in methods of discovery
 - Give each student the opportunity for discovery
 - Unite each student and a faculty member in the discovery process, building close relationships
- Creating a Habit of Mind
 - Curious, logical, skeptical
 - Comfortable with ambiguity
 - Integrates information and applies new problems
 - Recognizes limits of existing knowledge
- We will be focusing on Six Domains for Inquiry
 - Clinical Sciences
 - Biomedical Sciences
 - Educational Sciences
 - Systems Science
 - Social and Behavioral Sciences

- Epidemiology and Population Science
- Overall Inquiry
 - What?
 - Develop Inquiring habit of mind
 - Develop tools for discovery
 - Create new knowledge
 - Where?
 - Core Inquiry Curriculum
 - Inquiry Immersion
 - Deep Explore
 - How?
 - Problem-based Learning and Journal Club
 - Designing Clinical Research course, Mini-courses
 - Research or Scholarship
- Core Inquiry Curriculum Components
 - Inquiry Skill Builders (ISB): Didactic or Interactive
 - Inquiry Cases (IQ Cases): PBL
 - Frontiers in Medicine (FIM): Cutting edge
 - Evidence-Based Inquiry Question (EBIQ): Journal Club
- Deep Explore
 - Opportunity for a mentored experience in original scholarship
 - Diversity of fields of inquiry
 - Advanced curriculum as appropriate
 - Required of all students.
 - Transition from Pathways (underway)
- Challenges
 - Required faculty participation is substantial
 - Must engage students by interlacing with clinical learning
 - Must emphasize diversity of opportunity and match each student to a desired project
 - Must adequately support Inquiry leadership

Old Business

None

New Business

None

Chair Kelly adjourned the Council meeting at 5:00pm.

Senate Staff:

Artemio Cardenas; Senate Analyst;

Artemio.Cardenas@ucsf.edu; 415/476-4245