

**School of Pharmacy Full Faculty Meeting**

**Patrick Finley, PharmD, Chair**

**MINUTES as ammended**

**Thursday June 16, 2016**

Chair Finley called the School of Pharmacy Full Faculty Meeting to order on June 16, 2016 at 3:09 p.m. in room N 225. A quorum was present.

**Chair's Report**

Chair Finley reported on the following items:

1. Review of items to be included on the e-ballot
2. Review of new Faculty Council members for 2016-2017

**Dean's Report**

Dean Joe Guglielmo reported on the following items:

1. NIH Funding across top 10 Schools of Pharmacy; UCSF again receives more NIH funding than any other pharmacy school in the nation.
2. Indirect cost recovery of over \$120 or lower. Pharmacy exceeded this threshold, partly due to its \$2million in available funds above the other schools.
3. New VC of Finance and Administration is Paul Jenny
4. Recipient of Dean's Innovation in Education Award: Tracy Fulton, PhD. Created interactive map of biochemical reactions
5. Introduction of Nakisha Rice –beginning position in Dean's office as Office Manager and Communications Analyst
6. The Dean announced Kim Bivens' retirement next month and thanked her for her many years of dedication to the School of Pharmacy.

**Academic Senate Report**

Chair Ruth Greenblatt reported on the following items:

1. Active issues:
  - a) Space. Patterns of donors funding portions of buildings often drive campus planning
  - b) Modifications of existing space
  - c) Formation of new space committees
  - d) Cost of space
2. Faculty compensation
  - a) Review of UCOP initiatives; largely an unfunded mandate; increase in X prime
  - b) New issue of revision of Federal 5% rule. In Pharmacy, School fills this gap to support unfunded faculty activities.

- c) Prominent issues related to sexual harassment and misconduct at UC. New policy includes tighter timelines for action & expands mandatory reporter status to all employees. Chancellor stated he wanted more discussion outside the existing review of the Chancellor's appointees.
- d) Senate Website functionality. The Senate office will be hiring a new staff member to highlight active faculty and engage them on issues that are important to them on profiles he/she will create and publish.
- e) Chancellor's Fund. The Chair clarified the "non-denominational" nature of Senate membership, when asked if the Chancellor's Fund was open to non-Senate faculty. She stated: "If you have *faculty member* in your title, you are a member of the Senate."

### **Compensation Plan Advisory Committee**

Associate Dean Kearney reported on the following items:

1. Issues impacting Faculty
  - a) Academic Actions- From 7.2013 to 7.2015, there has been an increase in Pharmaceutical Chemistry faculty appointments, coincidental with a drop in the total number of Clinical Pharmacy faculty, and the number of faculty in Bioengineering and Therapeutic Sciences has remained relatively steady. The SOP has had a net increase of 1 faculty member over this time period. There are only 3 Underrepresented Minorities included in the SOP faculty- so the lack of faculty diversity in the SOP is an issue.
  - b) The faculty salary structure is as follows: X=base salary on approved rate of Health Sciences Compensation Plan (SOP-scale 3)  
Y=Negotiated with optional additional compensation (no benefit covered)  
Z=Salary awarded to Deans and other administrative appointments
  - c) Dean Kearney will analyze changes in salary comparisons between genders for the period between 2014 and 2015.
  - d) On a school-wide level and by series, Ladder Rank male/female salaries are relatively equal. However at the School-wide level, there is a male preference in Y salaries by rank and a Department-level analysis is underway to determine if gender salary imbalances are explainable by non-discriminatory and legitimate business practices.
  - e) The analysis of faculty salary salaries will also be reviewed by the Comp Plan Advisory committee which consists of faculty that represent several series, ranks and all departments.
  - f) Examples of Category I and II outside professional activities (OPAs) have been added to the abbreviated Compensation plan FAQs that is posted on the UCSF SOP Academic Affairs website.
  - g) Outside Professional Activities-the SOP achieved 100% compliance last year. This year, all disclosures of OPAS will be due Oct 31, 2016.
  - h) Faculty Salary Program 2016-2017. The HSCP salary scale has been increased by 1.5% and faculty with no Y component will get an increase in total salary; while faculty with a Y, will have a portion of their Y shifted to cover the new salary scale X component- therefore will not receive an increase in total salary ( as per this program). Y salary negotiations are not linked to this program and will proceed according to Department-level processes. The salary program is an unfunded mandate and the SOP Dean's office has funded salaries of faculty with no Y component, so departments are not incurring unforeseen expenses.

- i) The retirement benefit has changed for New Hires after July 2016 to include 2 options: a UCRP covered salary cap of \$117K plus a supplemental DCP up to \$265k or a DCP program with UC contributions. We will need to monitor the impact of this new program on new faculty hires and retention.

### **Educational Policy & Curriculum (EPC) update**

EPC Chair Conan MacDougall reported on the following items:

1. Pathways Modification Proposals:
  - a) Addition of 14 units of APPEs in core curriculum. All pathways will now provide a minimum of 6 APPEs. (1440 hours)
  - b) Modifications to Health Services and Policy Research (HSPR) and Pharmaceutical Sciences pathways were presented
  - c) Pharm Chem/Pharmacology courses merger was presented and discussed

### **Curriculum Transformation Update**

Vice Dean Sharon Youmans presented a proposal to transform the PharmD curriculum to P/NP grading system.

Discussion:

1. There was considerable discussion regarding this topic by some faculty during the meeting. Before voting on this proposal, faculty would like to see another draft of the proposal that addresses some of their concerns, including:
  - a. To which courses would the P/NP apply
  - b. Description of the narrative that would accompany the P/NP grade. e.g. School of Medicine includes Pass with Honors grade and allows for a robust narrative.
  - c. Without letter grades, how APPE readiness would be planned.
2. Next steps: Next steps: EPC/Assessment Committee will form a work group to draft language, which will be reviewed by the Council before a faculty vote.

### **Department Reports**

**Bioengineering & Therapeutic Sciences**-James Fraser, PhD, reported on behalf of Chair Desai.

#### **Clinical Pharmacy- Lisa Kroon, PharmD, Chair**

1. \$600K Walgreens award for specialty medicines
2. Oncolytics-Campus Innovation Grant winners for high-cost analytics
3. Betty Dong is the recipient of the 2016 Distinguished Person of the Year Award by Pharmacists Planning Service, Inc.
4. Robin Corelli-received the *Public Health Excellence Award* for her work on tobacco cessation curricula, from the U.S. Public Health Service.

#### **Pharmaceutical Chemistry-Matt Jacobson Chair**

1. Highlighted research on M2 Channel from influenza.
2. Shu, X. Design of florescent proteins, in imaging tumors
3. Altschuller, S. Improving drug discovery with high content phenotypic screens by systematic selection of reporter cell lines

### **Standing Committee Reports**

## Admissions

122 entering students

Major shifts include:

- URM accepted @ 13 %
- Upcoming Projects/Discussions:
  - PCAT
  - Prerequisite Course requirements
  - Nat'l AACP

Applicants declining offers were very gracious. Quality of responses was positive.

## **Old/New Business**

Chair Finley adjourned the meeting at 5:05 p.m.

Karla Goodbody, Senate Analyst  
415.476.9683 karla.goodbody@ucsf.edu