Agenda:

I. Welcome from the Chair

II. Compensation Plan Advisory Committee

III. Dean’s report

IV. Upcoming Faculty Development Activities

V. Committee Reports

VI. UC Retiree Health Benefits Working Group Briefing

VII. Department Reports
Welcome and Informational Updates

- **Faculty Council Activities in 2017-18**
  - Largest focus on approval of bylaws and regulations for 3 year curricular model
  - Several rounds of editing to the initial language occurred over the year as it passed thru different approval channels
  - Our variance is on the June 13 meeting agenda for the Academic Assembly. If approved, the pass/no pass regulations become effective July 1. The Assembly includes 60 faculty members and President Napolitano.
Overview of Electronic Ballot Items

Electronic link following today's meeting to ballot measures on:
1. Approval of minutes from January 16th full FC meeting
2. 2018-19 recommendations for Faculty Council members
3. 2018-19 recommendations for Compensation Plan Advisory Committee members
4. Resolution from the Sustainability Committee

A yes vote means: You support the committee’s resolution for all UCSF departments to commit to not serving red meat at department sponsored functions (e.g. seminars, receptions, dinners)

A no vote means: You do not support this resolution and SOP FC may not be included in the list of supportive entities if this moves forward

5 June 2018
# 2019-2019 Faculty Council Nominees

<table>
<thead>
<tr>
<th>Full Name</th>
<th>Title</th>
<th>Position</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Rada Savic</td>
<td>Chair</td>
<td>Bioengineering &amp; Therapeutic Science Representative</td>
<td>2017-2019</td>
</tr>
<tr>
<td>2 Adam Abate</td>
<td>Member</td>
<td>Bioengineering &amp; Therapeutic Science Representative</td>
<td>2018-2020</td>
</tr>
<tr>
<td>3 Jason Gestwicki</td>
<td>Member</td>
<td>Pharmaceutical Chemistry Representative</td>
<td>2017-2019</td>
</tr>
<tr>
<td>4 John Gross</td>
<td>Member</td>
<td>Pharmaceutical Chemistry Representative</td>
<td>2018-2019</td>
</tr>
<tr>
<td>5 Valerie Clinard</td>
<td>Vice Chair</td>
<td>Clinical Pharmacy Representative</td>
<td>2017-2019</td>
</tr>
<tr>
<td>6 Robin Corelli</td>
<td>Member</td>
<td>Clinical Pharmacy Representative</td>
<td>2018-2020</td>
</tr>
<tr>
<td>7 Stephanie Hsia</td>
<td>Member</td>
<td>Clinical Pharmacy Representative</td>
<td>2018-2020</td>
</tr>
<tr>
<td>8 Cathi Dennehy</td>
<td>Member</td>
<td>SOP Faculty At-Large Representative</td>
<td>2018-2020</td>
</tr>
<tr>
<td><strong>8 elected members</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1 Permanent Guest, ASSP Student Body President Rosalind Tom</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rosalind Tom</td>
<td>ASSP President</td>
<td>Student Representative</td>
<td>2018-2019</td>
</tr>
</tbody>
</table>

**Ex Officio Members**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas Kearney</td>
<td>Ex Officio, Assoc. Dean</td>
<td>Academic Affairs</td>
</tr>
<tr>
<td>Michael Nordberg</td>
<td>Ex Officio, Assoc. Dean</td>
<td>Finance &amp; Administration</td>
</tr>
<tr>
<td>Cynthia Watchmaker</td>
<td>Ex Officio, Assoc. Dean</td>
<td>Student Affairs</td>
</tr>
<tr>
<td>Eleanor Vogt</td>
<td>Ex Officio, Chair</td>
<td>Admissions Committee</td>
</tr>
<tr>
<td>Marcus Ferrone</td>
<td>Ex Officio, Chair</td>
<td>Education Policy Committee</td>
</tr>
<tr>
<td>B. Joseph Guglielmo</td>
<td>Ex Officio, Dean</td>
<td></td>
</tr>
</tbody>
</table>

* per bylaws: at least 2 reps from BTS & PC and 3 reps from CP; at least 5 of 8 representatives must be Senate members
** per bylaws: for continuity of department representation, 2 year terms expire in alternate years
Resolution on Not Serving Red Meat at Institutionally Sponsored Functions

Proposed by the UCSF Academic Senate Committee on Sustainability
June 8, 2017

Whereas:

• UCSF aspires to advance health worldwide and to be on the cutting-edge of health care discoveries, health care delivery, and health care reforms.
• Global climate change is an enormous health threat, both in the United States and worldwide. 1,2
• Observational epidemiologic studies have found that greater red meat consumption is associated with increases in cardiovascular, cancer, and all-cause mortality. 7,9
• Meat production (particularly that from ruminant animals) is a major contributor to climate change, due to land use changes and the production of carbon dioxide and other greenhouse gases, most notably methane and nitrous oxide. 7,9
• Meat production is associated with a variety of other negative environmental consequences including excessive water use, land and water pollution from manure runoff, and excessive antibiotic use. 7,9,10
• Consequences of global climate change fall disproportionately on poor people and poor countries, those least responsible for the excess greenhouse gases causing it. 11
• As the impact of red meat consumption on health and the environment has become clear, continuing to serve red meat at university-sponsored functions makes a statement that is inconsistent with UCSF’s mission and values.

Therefore, be it hereby resolved that the University of California, San Francisco Academic Senate Committee on Sustainability:

• Recommends that all departments at UCSF commit to not serving red meat at department-sponsored functions such as department seminars, receptions and dinners.
• Recommends that UCSF as an entire institution commit to not serving red meat at university-sponsored functions.
Faculty Development Funding

Available funds: 25 K from Academic Senate and 25 K from the Dean

<table>
<thead>
<tr>
<th>Projects</th>
<th>Sponsor</th>
<th>Project intent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resiliency Training</td>
<td>Crystal Zhou</td>
<td>Create and deliver a faculty development workshop on resiliency (Crystal, Ellie and Monica Miller from ACCP)</td>
</tr>
<tr>
<td>Motivational Interviewing</td>
<td>Crystal Zhou</td>
<td>Dr. Bruce Berger (specialist in MI) e-learning modules, 8 hrs CPE, and live webinars for up to 40 participants</td>
</tr>
</tbody>
</table>
## Faculty Development Funding

<table>
<thead>
<tr>
<th>Projects</th>
<th>Sponsor</th>
<th>Project intent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Preceptor Program (ongoing)</td>
<td>Valerie Clinard</td>
<td>Continuation of program targeting 8 WOS faculty (APPE/IPPE preceptors) to develop advanced precepting skills and deliver on-site preceptor development activities</td>
</tr>
<tr>
<td>Large group active learning</td>
<td>Conan Macdougall and Katherine Gruenberg</td>
<td>Program for WOS and paid faculty to increase use of evidenced based large group active learning strategies</td>
</tr>
</tbody>
</table>
### Faculty Development Funding

<table>
<thead>
<tr>
<th>Projects</th>
<th>Sponsor</th>
<th>Project intent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hallucination Simulation</td>
<td>Stephanie Hsia</td>
<td>A training session for faculty and resident facilitators using a “hearing voices simulation toolkit” to reduce mental health stigma and facilitate student learning on schizophrenia</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pharm D curricular consultant</td>
<td>Marcus Ferrone</td>
<td>Consultation services from Dr. Sue Stein who specializes in educational leadership, educational development and management as new curriculum roles out</td>
</tr>
</tbody>
</table>
## Faculty Development Funding

<table>
<thead>
<tr>
<th>Projects</th>
<th>Sponsor</th>
<th>Project intent</th>
</tr>
</thead>
<tbody>
<tr>
<td>PC/PD Software</td>
<td>Rada Savic</td>
<td>Software and license needed for development of new PC/PD curricular content</td>
</tr>
<tr>
<td>Tools</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5 June 2018
Academic Affairs
Report to Faculty

Thomas E. Kearney, PharmD, DABAT
Associate Dean for Academic Affairs
Professor of Clinical Pharmacy
School of Pharmacy

6/6/2018
Issues Impacting Faculty

• Faculty salary review – equity and transparency in pay?
• Salary program – $$
• Compensation plan – highlights of Faculty Advisory committee.
## Number of Paid Faculty

By department over past 4 academic years:

<table>
<thead>
<tr>
<th>Department</th>
<th>July 2014</th>
<th>July 2015</th>
<th>July 2016</th>
<th>July 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>BTS</td>
<td>25</td>
<td>24</td>
<td>21</td>
<td>21</td>
</tr>
<tr>
<td>CP</td>
<td>41</td>
<td>39</td>
<td>39</td>
<td>35</td>
</tr>
<tr>
<td>PC</td>
<td>21</td>
<td>31</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Total</td>
<td>87</td>
<td>94</td>
<td>91</td>
<td>87</td>
</tr>
</tbody>
</table>
Committee consensus on action plan

- *The SOP should continue an annual faculty salary analysis* to highlight trends and gender comparisons based on new faculty recruits, turnover and retention pressures for existing faculty, and impact on constraints and ability to acquire extramural grant funding.

- *Each Department should continue to employ transparent and well-reasoned processes* for determining negotiable faculty salary components.

- *The Departments should strive for effective and fair criteria for accelerations in academic advancement*, considering the impact on UCSF’s competitiveness and our ability to recruit and retain our outstanding faculty.
X, Y, Zs of faculty salaries

X = Base Salary on approved rate of Health Sciences Compensation Plan (SOP – scale 3)

Y = Negotiated and optional additional compensation (not benefit covered)

Z = Incentive/bonus compensation (Administrative stipends, Comp Plan allows for OPAs that exceed $40K)
School-wide Results:

Adjusted Female/Male log X + Y Pay Ratio-SOP and URM

<table>
<thead>
<tr>
<th></th>
<th>Ratio</th>
<th>Confidence Interval</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully adjusted</td>
<td>0.99</td>
<td>(0.892, 1.099)</td>
</tr>
<tr>
<td>URM/non-URM</td>
<td>1.003</td>
<td>(0.783, 1.284)</td>
</tr>
</tbody>
</table>

Adjusted Female/Male log X + Y Pay Ratio-SOP stratified by Department

<table>
<thead>
<tr>
<th>Department</th>
<th>Ratio</th>
<th>Confidence Interval</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Pharmacy</td>
<td>1.01</td>
<td>(0.9, 1.12)</td>
</tr>
<tr>
<td>BTS</td>
<td>1.00</td>
<td>(0.80, 1.26)</td>
</tr>
<tr>
<td>Pharm Chem</td>
<td>0.88</td>
<td>(0.72, 1.09)</td>
</tr>
</tbody>
</table>
## School-wide

**FY 2018 scheduled X + Y Pay:**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>X + Y</strong></td>
<td><strong>N</strong></td>
</tr>
<tr>
<td>Mean</td>
<td>$179,801</td>
<td>34</td>
</tr>
<tr>
<td>Median</td>
<td>$169,125</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>$42,906</td>
<td></td>
</tr>
<tr>
<td>Range</td>
<td>$127,000</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>-326,400</td>
<td></td>
</tr>
</tbody>
</table>
Department-level Results

Box-Whisker plot for comparison of Departments for distribution of X + Y pay by gender.
School-wide Results

Comparison of X plus Negotiated Y Salary, by Rank, Step and Gender:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Step</th>
<th>Gender</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant - 2</td>
<td></td>
<td>Female</td>
<td>$100,000</td>
</tr>
<tr>
<td>Assistant - 3</td>
<td></td>
<td>Female</td>
<td>$150,000</td>
</tr>
<tr>
<td>Assistant - 5</td>
<td></td>
<td>Female</td>
<td>$200,000</td>
</tr>
<tr>
<td>Associate - 1</td>
<td></td>
<td>Female</td>
<td>$250,000</td>
</tr>
<tr>
<td>Associate - 2</td>
<td></td>
<td>Female</td>
<td>$300,000</td>
</tr>
<tr>
<td>Associate - 2</td>
<td></td>
<td>Male</td>
<td>$350,000</td>
</tr>
<tr>
<td>Associate - 3</td>
<td></td>
<td>Male</td>
<td>$300,000</td>
</tr>
<tr>
<td>Associate - 3</td>
<td></td>
<td>Male</td>
<td>$350,000</td>
</tr>
<tr>
<td>Associate - 3</td>
<td></td>
<td>Male</td>
<td>$400,000</td>
</tr>
<tr>
<td>Associate - 3</td>
<td></td>
<td>Male</td>
<td>$450,000</td>
</tr>
<tr>
<td>Associate - 4</td>
<td></td>
<td>Male</td>
<td>$500,000</td>
</tr>
<tr>
<td>Associate - 5</td>
<td></td>
<td>Male</td>
<td>$550,000</td>
</tr>
<tr>
<td>Full - 1</td>
<td></td>
<td>Female</td>
<td>$100,000</td>
</tr>
<tr>
<td>Full - 1</td>
<td></td>
<td>Male</td>
<td>$150,000</td>
</tr>
<tr>
<td>Full - 2</td>
<td></td>
<td>Female</td>
<td>$200,000</td>
</tr>
<tr>
<td>Full - 2</td>
<td></td>
<td>Male</td>
<td>$250,000</td>
</tr>
<tr>
<td>Full - 2</td>
<td></td>
<td>Male</td>
<td>$300,000</td>
</tr>
<tr>
<td>Full - 2</td>
<td></td>
<td>Male</td>
<td>$350,000</td>
</tr>
<tr>
<td>Full - 2</td>
<td></td>
<td>Male</td>
<td>$400,000</td>
</tr>
<tr>
<td>Full - 3</td>
<td></td>
<td>Female</td>
<td>$450,000</td>
</tr>
<tr>
<td>Full - 3</td>
<td></td>
<td>Male</td>
<td>$500,000</td>
</tr>
<tr>
<td>Full - 4</td>
<td></td>
<td>Female</td>
<td>$550,000</td>
</tr>
<tr>
<td>Full - 4</td>
<td></td>
<td>Male</td>
<td>$600,000</td>
</tr>
<tr>
<td>Full - 4</td>
<td></td>
<td>Male</td>
<td>$650,000</td>
</tr>
<tr>
<td>Full - 5</td>
<td></td>
<td>Male</td>
<td>$700,000</td>
</tr>
<tr>
<td>Full - 6</td>
<td></td>
<td>Male</td>
<td>$750,000</td>
</tr>
<tr>
<td>Full - 8</td>
<td></td>
<td>Male</td>
<td>$900,000</td>
</tr>
<tr>
<td>Full - 9</td>
<td></td>
<td>Male</td>
<td>$950,000</td>
</tr>
<tr>
<td>Full - A/S</td>
<td></td>
<td>Male</td>
<td>$1000,000</td>
</tr>
</tbody>
</table>
Average Negotiated Y Salary by Department and Gender as of 7/1/2017:

<table>
<thead>
<tr>
<th>Department</th>
<th>Female Average</th>
<th>Male Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOP</td>
<td>24,696</td>
<td>31,099</td>
</tr>
<tr>
<td>BTS</td>
<td>47,437</td>
<td>45,654</td>
</tr>
<tr>
<td>CP</td>
<td>19,028</td>
<td>18,714</td>
</tr>
<tr>
<td>PC</td>
<td>17,800</td>
<td>29,076</td>
</tr>
</tbody>
</table>
School-wide Results

Median Negotiated Y Salary, by Rank and Series:

![Bar chart showing median negotiated Y salaries by rank and series as of 07/01/2017. The chart compares Assistant, Associate, and Full ranks across Adjunct, Clinical X, HS Clinical, In Residence, and Ladder series.]
Department-level Results

Median Negotiated Y Salary by Rank as of 7/1/2017:

<table>
<thead>
<tr>
<th>Department</th>
<th>Assistant</th>
<th>Associate</th>
<th>Full</th>
</tr>
</thead>
<tbody>
<tr>
<td>BTS</td>
<td>33,900</td>
<td>59,200</td>
<td>39,620</td>
</tr>
<tr>
<td>CP</td>
<td>31,700</td>
<td>23,450</td>
<td>10,000</td>
</tr>
<tr>
<td>PC</td>
<td>24,262</td>
<td>38,321</td>
<td>33,533</td>
</tr>
</tbody>
</table>

Median Negotiated Y Salary by Rank and Department as of 07/01/2017

- **BTS**
- **CP**
- **PC**
Department-level Results

Y Salary trend as a percent of total salary:
Conclusions:

• All gender imbalances were explained at the Department-level by non-discriminatory legitimate business practices.

• School should strive for consistency in salary negotiations for faculty with similar emphasis (clinical or basic research).

• All faculty should be apprised of leadership opportunities.

• Salary trajectories vary between clinical and research faculty. Clinical- higher Y initially then diminishes with rank; research- Y peaks at associate rank.

• Determinants of Y salaries are varied by multiple external variables: teaching, administrative & service contributions, sources of funding, retention incentives, scope of research program, and generation of extramural support.
Faculty Salary Program – 2018-2019

• 1\textsuperscript{st} part of 3 year program to rebuild competitive salaries.

• 2018-2019 salary program: HSCP scale increased by 4.0 %.

• SOP – 4 % net salary increase for faculty without a Y. Could be variable for other faculty with a Y.

• Y salary negotiations will occur at the Department level.

• Unfunded mandate.

• Dean’s office has funded the salary increases of faculty with no or insufficient Y to avoid unexpected costs to Departments.
# APU Scale 3 - New UCOP Salary Scales

## Table 5

<table>
<thead>
<tr>
<th>Faculty -- Ladder Ranks -- Professor Series</th>
<th>Health Sciences Compensation Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scale 3</td>
<td>1.30</td>
</tr>
<tr>
<td>7/1/17 (Salary Scale)</td>
<td>7/1/18 (Salary Scale)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rank</th>
<th>Step</th>
<th>Years at Step</th>
<th>Annual 7/1/17</th>
<th>Monthly 7/1/17</th>
<th>Annual 7/1/18</th>
<th>Monthly 7/1/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>--</td>
<td>--</td>
<td>78,400</td>
<td>6,533.33</td>
<td>81,500</td>
<td>6,791.67</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>I</td>
<td>2</td>
<td>91,000</td>
<td>7,583.33</td>
<td>94,600</td>
<td>7,883.33</td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>2</td>
<td>96,600</td>
<td>8,050.00</td>
<td>100,500</td>
<td>8,375.00</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>2</td>
<td>101,800</td>
<td>8,483.33</td>
<td>105,800</td>
<td>8,816.67</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>2</td>
<td>107,700</td>
<td>8,975.00</td>
<td>111,900</td>
<td>9,325.00</td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>2</td>
<td>113,100</td>
<td>9,425.00</td>
<td>117,700</td>
<td>9,808.33</td>
</tr>
<tr>
<td></td>
<td>VI</td>
<td>2</td>
<td>119,100</td>
<td>9,925.00</td>
<td>123,900</td>
<td>10,325.00</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>I</td>
<td>2</td>
<td>113,300</td>
<td>9,441.67</td>
<td>117,800</td>
<td>9,816.67</td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>2</td>
<td>119,300</td>
<td>9,941.67</td>
<td>124,000</td>
<td>10,333.33</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>2</td>
<td>125,400</td>
<td>10,450.00</td>
<td>130,400</td>
<td>10,866.67</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3</td>
<td>132,900</td>
<td>11,075.00</td>
<td>138,200</td>
<td>11,516.67</td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>3</td>
<td>143,200</td>
<td>11,933.33</td>
<td>148,900</td>
<td>12,408.33</td>
</tr>
<tr>
<td>Professor</td>
<td>I</td>
<td>3</td>
<td>133,000</td>
<td>11,083.33</td>
<td>138,300</td>
<td>11,525.00</td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>3</td>
<td>143,300</td>
<td>11,941.67</td>
<td>149,000</td>
<td>12,416.67</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>3</td>
<td>154,200</td>
<td>12,850.00</td>
<td>160,300</td>
<td>13,358.33</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3</td>
<td>165,500</td>
<td>13,791.67</td>
<td>172,100</td>
<td>14,341.67</td>
</tr>
<tr>
<td></td>
<td>V</td>
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Comp Group A04
For faculty on the minimum scale, please see Table 5M.

UCOP: Office of Academic Personnel and Programs
Committee Members, **effective 7/1/2017**

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Savic, Rada</td>
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<td>Szoka, Frank *</td>
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<td>England, Pamela</td>
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<td>Tamraz, Bani *</td>
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* New committee members approved by Dean for 3 year term (07/2017 – 06/2020)
Compensation Plan Advisory Committee

Topics discussed at 5/31/2018 meeting:

- Faculty Salary Equity report
- Childbearing/Childrearing funding assessment
- Faculty survey on Comp Plan
- Video for website
- Extended Illness Benefits
Compensation Plan Advisory Committee

My thanks to:

• Pam England & Kirsten Balano

• Up for a faculty vote & approval to serve a 3 year term:
  • Rada Savic- BTS/ Ladder Rank/ Associate
  • Al Burlingame- Pharm Chem/ Ladder Rank/ A/S
  • Crystal Zhou- Clin Pharm/ HS Clin/ Assistant
office of academic affairs

The Office of Academic Affairs provides leadership to the dean and department chairs on academic matters related to faculty personnel, policies, and procedures. The unit is managed by the associate dean of academic affairs, who reports directly to the dean.

It is part of the Dean's Office.

Areas of responsibility include

- Sharing potential and actual changes in academic personnel policies and procedures with the dean and department chairs and recommending courses of action
- Analyzing and advising on issues pertaining to faculty merits, promotion, discipline, compensation, benefits, diversity, equity, and problem resolution
- Reviewing proposals for academic promotion and appointments
- Serving as a liaison with campus-level academic affairs offices and governing bodies

Areas of expertise include

- Academic personnel policies and procedures
- UCSF and University of California systemwide academic personnel governance
- Faculty work/life issues
- Faculty diversity and equity
- Academic Senate processes
- Faculty compensation and benefits
- Faculty promotion and retention

Contact us

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fax: 415-476-6032
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fax: 415-476-9707
UCSF Box 0684
2 Koret Way Rd 331F
San Francisco CA 94143

Links and PDF documents

Faculty Resources
SYSTEMWIDE POLICIES
APM - 670 - Health Sciences Compensation Plan
APM - 671 - Conflict of Commitment and Outside Activities
SCHOOL OF PHARMACY
\School of Pharmacy Compensation Plan
\School of Pharmacy Implementation Procedures
\Compensation Plan FAQ
Dean’s report

B. Joseph Guglielmo

June 5 2018
Student Status & Honors Committee

Les Benet & Jennifer Cocohoba, Co-Chairs

June 5 2018
Educational Policy Committee:
2017-2018 Report

Marcus Ferrone, EPC Chair

Tuesday, June 5, 2018
Agenda

Course Approvals / Modifications
Curriculum Map
Bylaw / Regulation Ratification Update
Syllabus Standardization
Course Approvals

- PharmIS-110  Foundations I
- CP-170     Applied Patient Care Skills I
- PharmIS-111 Cardiovascular Science & Therapeutics
- CP-171     Applied Patient Care Skills II
- CP-181     IPPE- Community A
Minor Course Changes

- CP-170.6  Critical Care  Unit Change
- CP-154.01  Leadership  Fall/Winter Offering
- CP-120  Therapeutics I  Instructor Change
- CP-137  Adv Topics Clinical Care  Instructor Change
- CP-152.15  EarthHealth  Instructor Change
- PC-115  Pharm Chem  Fall Offering
Curriculum Map

- Evaluates existing and/or creates new curriculum

- Documents the following:
  - what’s taught (learning objectives & course content)
  - how it’s taught (methodology & learning opportunities)
  - when it’s taught (timetabling and sequencing)
  - what’s learned (LO’s & student assessment)
  - connections among the components
Interactive Report

Appendix 1 by Course

Count of Course Objectives by Course Name and Appendix 1 Topics

- 1.2 Biostatistics
- 1.3 Human Anatomy
- 1.4 Human Physiology
- 1.5 Immunology
- 1.6 Medical Microbiology
- 1.7 Pathology/Pathophysiology
- 2.1 Clinical Chemistry
- 2.2 Extemporaneous Compounding
- 2.3 Medicinal Chemistry
- 2.4 Pharmacokinetics
- 2.5 Pharmacology
- 2.6 Pharmacogeneomics/genetics
- 2.7 Pharmacokinetics
- 2.8 Toxicology
- 3.1 Cultural Awareness
- 3.10 Professional Development/Social and Behavioral Aspects of Practice
- 3.11 Research Design
- 3.3 Healthcare Systems
- 3.6Pharmacoeconomics
- 3.7 Pharmacy Law and Regulatory Affairs
- 3.8 Practice Management
- 3.9 Professional Communication
- 4.1 Clinical Pharmacokinetics
- 4.10 Self-Care Pharmacotherapy
- 4.2 Health Informatics

- Core & Inquiry - Foundations I
- Core & Inquiry - Cardiovascular
- Core & Inquiry - Respiratory
- Core & Inquiry - Renal
- Core & Inquiry - Gastrointestinal
- Core & Inquiry - Foundations II
- Core & Inquiry - Endocrinology
- Core & Inquiry - Psychology/Neurology
- Core & Inquiry - Oncology
- Core & Inquiry - Infectious Disease
- Experiential Education - Community
- Experiential Education - Health Systems
- Applied Patient Care Skills - Foundations I
- Applied Patient Care Skills - Cardiovascular
- Applied Patient Care Skills - Respiratory
- Applied Patient Care Skills - Renal & Gast...
- Applied Patient Care Skills - Endocrinology
- Applied Patient Care Skills - Psychology/...
- Applied Patient Care Skills - Oncology & I...
Interactive Report

CPJE Topics by Course

Count of Course Objectives by Course Name and CPJE Topics

- Collect, Organize, and Evaluate Information
- Determine a Course of Action
- Dispense Medications
- Educate Patients and Health Care Professionals
- Manage Formulary and Medication Use Systems
- Manage Operations, Human Resources and Information Systems
- Perform Quality Assurance/Improvement
- Pharmaceuticals, Devices and Supplies, and Inventory Control
- Promote Public Health

Core & Inquiry - Foundations I
Core & Inquiry - Cardiovascular
Core & Inquiry - Respiratory
Core & Inquiry - Renal
Core & Inquiry - Gastrointestinal
Core & Inquiry - Foundations II
Core & Inquiry - Endocrinology
Core & Inquiry - Psychology/Neurology
Core & Inquiry - Oncology
Core & Inquiry - Infectious Disease
Experiential Education - Community
Experiential Education - Health Systems
Applied Patient Care Skills - Foundations I
Applied Patient Care Skills - Cardiovascular
Applied Patient Care Skills - Respiratory
Applied Patient Care Skills - Renal & Gastro...
Applied Patient Care Skills - Endocrinology
Applied Patient Care Skills - Psychology/Neu...
Applied Patient Care Skills - Oncology & Inf...

Map Type
- Primary Competency
- Secondary Competency

Click for Details (Drill Down)
Curriculum Map Initial Summary

• Need to fine-tune course objectives
  - language inconsistent (harmonize)
  - language unclear
  - course ↔ skills

• Validate initial map with theme directors
• Address unmapped standards
• Elucidate and analyze spiraling
  [easier w/ session objectives]
Legislative Process / Ratification Update

- Senate Executive Council
- Division Vote
- Systemwide Senate Committee
- Academic Council
- Academic Assembly
Standardized Syllabus

- Content and format/structure inconsistent

- Effective summer/fall 2018 → syllabus template
  - EPC approval of all course syllabi
Standardized Syllabus Content

• IOR / Co-Course Directors / Instructors / TAs / Coordinators
• Course Description
• Required Textbooks / Materials
• Recommended Textbooks / Materials
• Course Assessment / Remediation
• Course Attendance
• Policy on Technology
• Learning Management System (CLE)
Standardized Syllabus Content

• Academic Misconduct
• Mental Health / Wellness
• UCSF Learning Resource Services
• Academic Advising
• Accommodations / Student Disability
• Student Help Desk
• Course Schedule
Standardized Syllabus Format

- Initial assistance provided by EPC / OEIS

### PHARMIS-110 FOUNDATIONS I COURSE SYLLABUS

**Instructor of Record:** Deanna L. Kroetz (deanna.kroetz@ucsf.edu)
**Office Phone:** (415) 476-1159  
**Office Location:** 1550 4th Street, Bldg 19B, Rm 584E  
**Office Hours:** By Appointment

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<tr>
<td>Kathy Yang</td>
<td><a href="mailto:katherine.yang2@ucsf.edu">katherine.yang2@ucsf.edu</a> / 415-502-6511</td>
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<tr>
<td>Nancy Hessol</td>
<td><a href="mailto:nancy.hessol@ucsf.edu">nancy.hessol@ucsf.edu</a> / 415-476-3848</td>
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<tr>
<td>Alexa Tan</td>
<td><a href="mailto:alexa.tan@ucsf.edu">alexa.tan@ucsf.edu</a> / 415-514-0414</td>
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Tuesday, June 5, 2018
2017-2018 Educational Policy Committee

- Su Guo, Bioengineering & Therapeutic Sciences
- Jaekyu Shin, Clinical Pharmacy
- Michael Grabe, Pharmaceutical Chemistry

- Don Kishi, *ex-officio*
- Rebecca Miller, *ex-officio*
- Cindy Watchmaker, *ex-officio*
- Sharon Youmans, *ex-officio*
PharmD Class of 2021

Who are these 95 students?
Who are they?

70% Female / 30% Male
Average age = 23 (range is 20-38)
65% Asian/Asian-American
18% Underrepresented in pharmacy
   *Hisp-Mex-Span / AmerIndian / Filipino / Black-AA*
6% reported LGBT-identity
1 undocumented student
1 military veteran
1 sibling of current student
Where do they come from?

88% California Residents

10 Out-of-State Students

- FL (2) / GA / HI / IL / NY / OR (2) / TX / WI

International

- China

69% from UC system / 13% from CSU system

Top feeder schools

- UCLA (18)
- UC Berkeley (14)
- UCSD (12)
What credentials do they come with?

2 – No Degree

93 – Bachelor’s Degree

- 60% = Biochemistry/Biology/Chemistry/Pharmaceutical Sciences majors
- 30% earned degrees in 2016 or before
- 70% coming to UCSF directly from undergrad

4 – Master’s Degree

- Marine Biodiversity & Conservation
- Molecular Biology
- Public Health (2)

Composite PCAT = 88th Percentile *(National = appx 60th percentile)*

Undergrad Total GPA = 3.43 / Undergrad Science GPA = 3.34
How are some funding a PharmD?

2018 Curriculum Pioneer Grant ($500,000)

$5,200 total offered to each member of entering class

Dispensed over three years

Included in admission offer:

As a member of the 2018 entering class, you are a partner with us in launching a bold new vision for PharmD education at UCSF. In the spirit of this collaboration, we are pleased to offer each member of the entering class a $5,000 grant --- the 2018 Curriculum Pioneer Grant -- as our way of congratulating you on choosing to join us in this innovative venture. This $5,000 grant is separate from and in addition to Financial Aid Awards and will be disbursed to you in three installments over the three years of the program through the Financial Aid office. Watch for more details about the arrangements; for now, it is our way of acknowledging you as an education pioneer.

Golden Gate Scholarship ($100,000)

$12,245 offered to 8 top out-of-state students / 3 accepted

Regents/Deans Scholarships ($90,000)

$15,000 offered to 4 students

$7,500 offered to 4 students
Assessment and Evaluation Committee (AEC) Report

School of Pharmacy Faculty meeting
Tuesday, June 5, 2018
AEC REFRESHER

• Founded Fall 2016

• 2017-18 Membership

• School of Pharmacy By-laws 8.2.4

This committee is charged with formulating, refining, implementing and managing an overall assessment and evaluation plan for the professional degree program; identifying critical assessment needs, processes, tools and data sources; ensuring assessment and evaluation data of student, teaching, and program performance informs quality assurance and continuous quality improvement of the professional degree program; and defining the infrastructure and resources needed to manage the plan. The committee shall report to the faculty at each regular meeting. (amended January 2016)
AEC’S EVOLVING ROLE WITHIN PHARMD GOVERNANCE

**OEIS**
- Collects, stores, and manages PharmD assessment and evaluation-related data
- Summarizes and analyzes data into reports for use by others

**AEC**
- Reviews assessment and evaluation data/reports
- Contextualizes and interprets information
- Synthesizes recommendations and action items
- Communicates recommendations and action items to others
- Follows up on recommendations and action items

**OSACA**
- Faculty
- Council
- Subcommittee

**ADMISSIONS**
- A&E
- Reports such as Results of Course and Curriculum Review Processes

**ADMINISTRATION** (leadership/depts)
- Inputs for QA/QI Around Systems and Processes related to A&E

**FACULTY COUNCIL**
- Inputs for QA/QI Around Systems and Processes related to A&E

**CAS - CAP Subcommittee**
- Inputs for QA/QI Around Systems and Processes related to A&E
MAJOR ACCOMPLISHMENTS TO DATE (2016-18)

• Revised PharmD Assessment and Evaluation Plan (adopted June 2017)
• Provided a framework to CTT and builders for Assessment and Evaluation of Student Learning and Performance in the new curriculum (September 2018)
• Participated in policy review and revision with EPC (fall 2018)
• Developed a White Paper regarding Teaching and Course Evaluation for the current and new curriculum (July 2018)
MAJOR ACCOMPLISHMENTS TO DATE (CONT)

• Examinations Subcommittee (2017-18; Chair Igor Mitrovic)
  • P1 Theme Directors and others developed principles and approaches related to assessments (ie, assignments, examinations), student evaluation, and grading for integrated theme blocks and the applied patient skills lab course

• OSCE Subcommittee (2017 – ongoing; Co-chairs Robin Corelli and Crystal Zhou)
  • Building upon the School's existing experience and in collaboration with UCSD to develop validated performance assessments, implementing OSCEs within the applied patient care skills lab course and for the end-of-P1/P2 year progression-related points within the new curriculum

• Experiential Education Subcommittee (2017 – ongoing; Chair Mitra Assemi)
  • Developing and implementing new IPPE and APPE student performance evaluations that incorporate Entrustable Professional Activities (EPAs) for the profession (starting with P1 Community IPPE student performance evaluation form pilot Spring 2018)
Department reports

Matt Jacobsen-Pharmaceutical Chemistry
Tejal Desai-Bioengineering & Therapeutic Sciences
Lisa Kroon-Clinical Pharmacy

June 5 2018
CP’s New Faculty

Akinyemi Oni-Orisan, PharmD, PhD, joined the department as an assistant adjunct professor, effective October 1, 2017. He recently completed a postdoctoral fellowship in the Clinical Pharmacology Training Program at UCSF. Oni-Orisan will be investigating therapies for cardiovascular disease using precision medicine approaches.

When he is not conducting research, he enjoys playing soccer and traveling out of state to visit his nieces.
Rosa Rodriguez-Monguio, PhD, Professor of Clinical Pharmacy in the Department of Clinical Pharmacy, UCSF School of Pharmacy, has been appointed director of the Medication Outcomes Center, effective February 1, 2018.

Rodriguez-Monguio succeeds Bret Brodowy, PharmD, who served as director since August 2013 and retired in January 2018. Rodriguez-Monguio will work closely with Lisa Kroon, PharmD, chair of the Department of Clinical Pharmacy and executive director of the Medication Outcomes Center, and with the leadership of the UCSF Medical Center Department of Pharmaceutical Services, to advance the Center’s important work.

Rodriguez-Monguio is a health economist with over 15 years of experience in pharmaceutical economics and policy and health outcomes research. Prior to joining the faculty at UCSF, she was an associate professor (2007-2017) and head of the Health Policy and Management Program at the University of Massachusetts, Amherst. She was an associate researcher at the Center for Health Outcomes, Policy, and Evaluation Studies at the College of Public Health, Ohio State University, from 2004 to 2006.


Her current research interests include post-marketing drug safety, addressing the health and economic impacts of adverse drug events, drug shortages and interchangeability of therapeutic alternatives, and appropriateness of prescription and utilization patterns of pharmaceuticals, particularly opioid analgesics, antipsychotics, and systemic antibiotics. The overarching goal of her research is to enhance prescription drug safety and improve health outcomes while containing the cost of care.
The Department of Clinical Pharmacy welcomed four new faculty members at a reception on September 18, 2017, on the Parnassus campus.

Katherine Gruenberg, PharmD, BCPS, joins the department as an assistant professor of Clinical Pharmacy. She recently completed a PGY2 residency in Infectious Diseases and Education at UCSF and a PGY1 residency at Northwestern Memorial Hospital. Gruenberg’s focus will be in evaluating instructional methods in pharmacy education and infectious diseases.

Crystal Zhou, PharmD, joins the department as a health sciences assistant clinical professor. Her passion lies in primary care and preventative medicine. Zhou comes to us from the University of Washington, where she completed a PGY2 residency in ambulatory care, after completing a PGY1 pharmacy residency at UCSF.
Faculty in the News

Katherine Gruenberg: 2018 Sustainability Award winner (faculty category)
Vogt named president of American Pharmacists Association Foundation board

By Grant Burningham / Thu Apr 26, 2018

Eleanor Vogt, PhD, RPh, has been named the president of the board of directors for the American Pharmacists Association Foundation (APhAF).

Vogt has had a distinguished career working in clinical pharmacy practice, the pharmaceutical industry, health policy and planning, regulatory affairs, and patient safety and advocacy, and even as a TV pharmacist, answering questions for the public in the 1970s.

She was the first consumer representative on an FDA technical review committee, and served as Senior Fellow for the AMA’s National Patient Safety Foundation, testifying before Congress on this
Moving back home after a stay in the hospital or other acute-care setting is a precarious time, especially for an elderly patient or one who is living alone. With so many people underinsured and underserved by transportation, medical care, and other social services, it’s no surprise that nearly 20 percent of Medicare patients discharged from the hospital are readmitted within 30 days.

On the front lines of this perilous territory is Marilyn Stebbins, PharmD ’88, who joined the UCSF Clinical Pharmacy faculty in 1998 and in 2013 became vice chair for clinical innovation. Applying

“For our patients, knowledge is power. Anything we can do to engage them in their own care gives them tools to take charge of their well-being.”
DOM 2017 Annual Report: Inventing the Future of Medicine
Rose Pavlakos, PharmD, BCACP

Reimagining Outpatient Care

It is now widely appreciated that the health care system is moving from volume to value. In the outpatient world, this means a much greater focus on population health, prevention, and the use of technology to manage patients with chronic conditions and comorbidities across settings. While few argue with the need for such reforms, the multiple imperatives can lead to burnout, which undermines all of reform’s best intentions.

That’s why, over the last year or two, the Department of Medicine’s outpatient efforts have focused on improving both the patient and the provider experience. In UCSF’s different health systems with very different challenges and patient populations, outpatient teams often use “learn” methodology to rigorously examine existing practices, identify new skill sets, and design new processes. The goal is to improve team-based care, advance patient management techniques, expand access to care, and communicate more effectively with patients and among clinical teams – without overburdening providers.

Advanced Patient Management

As health systems seek better ways to manage chronic conditions across entire patient populations, increasingly sophisticated mobile apps offer simple, affordable ways that, in theory, help patients and clinicians better measure and manage key clinical indicators.

“But the apps are only useful if integrated into the care delivery process and the electronic health record – with someone inside of the patient’s health care team interacting with that information,” says Nar Glennos, MD, medical director for practice innovation at UCSF Health.

Several groups in the department are taking that idea to heart, including the Division of Cardiology. Concerned that many patients were not reaching their prescribed blood pressure goals between quarterly appointments, cardiologist Rapil Rao, MD, and her team piloted the use of an app that made it easy for patients to take their blood pressure twice a day and transmit that information electronically to the cardiology team. When measurements fell outside a physician-prescribed range, the team received an alert, and a pharmacist engaged the patient to titrate his or her medications. More than 80 percent of patients reached or exceeded their prescribed goal within two weeks.

“Patients became super engaged in their own care,” says Rao. “Lifestyle changes were much more transparent to them, and they owned their number so much that we could often reduce their reliance on medications.”

Rao’s team is also bringing team-based care and technology to its Cardiac Outpatient Recovery (COR) clinic. The clinic’s nurse practitioners (NP) meet patients in the hospital who are at high risk for readmission to prepare them for their follow-up appointment and address any barriers to getting there, such as transportation and social work needs. The NP also walks families through the use of an online portal and mobile health application that facilitates patients’ abilities to communicate with providers. Using these techniques, the clinic has significantly reduced the no-show rate for follow-up appointments and successfully connected the vast majority of its patients to primary care, outpatient cardiology, or cardiac rehabilitation programs, says Rao.
Best Practice Alert and Cost Transparency Information for High Cost Oncology Medications
Poster #38: Pelin Cinar, Tracy Kuo Lin, Rosa Rodriguez-Menguio, Lisa Kroon, Kevin Rodondi, Bret Brodowy
Department of Oncology; Medication Outcomes Center, School of Pharmacy
Research outlines challenges for adoption of new genetic tests

By Levi Gadye, PhD / Fri May 11, 2018

Every day, on average, ten new genetic tests become commercially available to help doctors and patients make more informed decisions about health care. Yet few doctors know how to navigate the tens of thousands of tests that populate the genetic testing marketplace, which prevents patients from benefiting from them, according to Kathryn Phillips, PhD.

Phillips, a faculty member in the UCSF School of Pharmacy’s Department of Clinical Pharmacy and the founding director of the UCSF Center for Translational and Policy Research on Personalized Medicine (TRANSPers), has spent over two decades analyzing how advances in genetic testing are approved, adopted, and paid for. Until recently, though, no one had assessed, in its entirety, the broad array of genetic tests that doctors must now choose from if they want to provide personalized care to their patients.

“If I were a provider trying to figure out what to order, that’s where this is in some way the Wild West, because we have so many tests out there,” Phillips told the Washington Post in a recent article. “Trying to sort out what to use, when, and how much to pay for a test is pretty complicated.”

To get a handle on the scope of this problem, Phillips and her colleagues looked at 75,000 currently available genetic tests, which encompass 10,000 genes and dozens of various health conditions and diseases. The study, published recently in Health Affairs, cataloged the number and types of genetic tests available to doctors, and then investigated insurance expenditures on these tests.
Faculty in the News, cont’d

- Kathryn Phillips, PhD (PI): R01, funded by NCI July 2018 – June 2021, $2.3M total funding
  • *Financial Factors and Decision-Making for Precision Medicine: The Role of Insurance Coverage/Reimbursement and Test Price on Decision-Making for Multigene Testing for Cancer Risk Assessment and Tumor Profiling*

- Kirsten Balano, PharmD: 2017-2018 Preceptor of the Year, North Bay Program

- AACP 2018 Emerging Teaching Scholar Award Recipient
  • Conan MacDougall, PharmD

- Akin Oni-Orisan, PharmD, PhD: awarded KL2 (UCSF), AHA and K01 (NCI, pending)
An advanced practice pharmacist is a licensed pharmacist who has been recognized by the board, pursuant to Section 4210. A board-recognized advanced practice pharmacist is entitled to practice advanced practice pharmacy, as described in Section 4052.6, within or outside of a licensed pharmacy. The advanced practice pharmacist license shall be coterminal with the licensee’s pharmacist license.

To be licensed as an Advanced Practice Pharmacist in California, you must satisfy the requirements under Business and Professions Code section 4210 and Title 16, California Code of Regulations section 1730.1.

**4210. Advanced Practice Pharmacist License**

(a) A person who seeks recognition as an advanced practice pharmacist shall meet all of the following requirements:

(1) Hold an active license to practice pharmacy issued pursuant to this chapter that is in good standing.

(2) Satisfy any two of the following criteria:

(A) Earn certification in a relevant area of practice, including, but not limited to, ambulatory care, critical care, geriatric pharmacy, nuclear pharmacy, nutrition support pharmacy, oncology pharmacy, pediatric pharmacy, pharmacotherapy, or psychiatric pharmacy, from an organization recognized by the Accreditation Council for Pharmacy Education or another entity recognized by the board.

(B) Complete a postgraduate residency through an accredited postgraduate institution where at least 50 percent of the experience includes the provision of direct patient care.

(c) File an application with the board for recognition as an advanced practice pharmacist.

(d) The board shall, by regulation, set the fee for the issuance and renewal of advanced practice pharmacist recognition at the reasonable cost of regulating advanced practice pharmacists pursuant to this chapter. The fee shall not exceed three hundred dollars ($300).
Take a look in your medicine cabinet. Chances are you will find leftover pain medications from a past surgery or some prescriptions that have expired. Up until now, safe medication disposal has been an ongoing challenge because there was no easy way to return drugs. UCSF has taken a step to solve this problem.

Thanks to the partnerships between the UCSF School of Pharmacy, UCSF Health’s Department of Pharmaceutical Services and Walgreens, Lisa Kroon, Chair of the Department of Clinical Pharmacy, is pleased to share that the Walgreens at UCSF Parnassus Pharmacy (500 Parnassus J Level) now has a Safe Medication Disposal Kiosk.
DEPARTMENT OF Bioengineering & Therapeutic Sciences

Development Sciences
Pharmacokinetics/dynamics

Pharmacogenomics/Genomics
Personalized Medicines

Computational and Systems Biology/Pharmacology

Therapeutic Bioengineering
Artificial organs, new drug delivery systems, tissue engineering

June 5, 2018
Faculty Promotion: 2017-18

2017 Update:
Rada Savic to Associate Professor
## TEACHING

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### Career Program

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<td>Tsinghua</td>
<td>1</td>
<td>3</td>
</tr>
</tbody>
</table>
### BTS Funded Awards
*(rev. 6/5/18)*

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Sum of Direct Amount</th>
<th>Sum of Indirect Amount</th>
<th>Sum of Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$17,991,009</td>
<td>$8,659,404</td>
<td>$26,650,413</td>
</tr>
<tr>
<td>2016</td>
<td>$17,355,661</td>
<td>$6,405,789</td>
<td>$23,761,450</td>
</tr>
<tr>
<td>2017</td>
<td>$18,684,824</td>
<td>$7,450,134</td>
<td>$26,134,958</td>
</tr>
<tr>
<td>2018</td>
<td>$18,158,971</td>
<td>$7,632,101</td>
<td>$25,791,072</td>
</tr>
<tr>
<td>Grand Total</td>
<td>$72,190,465</td>
<td>$30,147,428</td>
<td>$102,337,893</td>
</tr>
</tbody>
</table>
Research

- Publications: 180 Articles in 2017-18

- Highlights:
  - Adam Abate – Chan-Zuckerberg Investigator, Bio-Hub
  - Tanja Kortemme—Chan-Zuckerberg Investigator, Bio-Hub

- Koda-Kimble Seed Award for Innovation:
  - Adam Abate, Nadav Ahituv, Patsy Babbitt, Esteban Burchard, Les Benet,
  - Su Guo, Leqian Liu, Hideaki Okochi, Jasleen Sodhi, Navneet Matharu,
  - Xiang Zhao
RESEARCH

Scientific Conferences/Events Sponsored

- Rosenman Symposium “Medical Devices Reimagined”
  - with QB3

- PSPG CERSI Seminar

- Engineering for Children’s Health
  - with UCSF + UCSF Benioff Children’s Hospitals
2017-18 BTS Honors and Awards

- Nadav Ahituv – ENCODE grant
- Patsy Babbitt – Fellow, International Society for Computational Biology
- Tejal Desai – Chair, AIMBE College of Fellows
- Kathy Giacomini –
  - 2017 ASCPT Scientific Award: Elliott Distinguished Service Award
  - ISSX North American Scientific Achievement Award in Honor of RW Estabrook
  - Volwiler Research Award from AACP
2017-18 BTS Honors and Awards, Cont’d.

- Shuvo Roy – Fellow, 2017 AIMBE
- Andrej Sali – Fellow, National Academy of Sciences
- Frank Szoka – AFPE Mentor of the Year from the American Foundation of Pharmaceutical Education

Grad Student Yiqi Cao wins 2018 UCSF Grad Slam and places 2nd in the 2018 UC Statewide Grad Slam Competition
OTHER BTS ACTIVITIES OF NOTE

- Launched **BTS Newsletter** in 2018, next edition in October

- BTS Staff (“BST”) volunteered at Project Open Hand, Coat Drive

- Holiday Fitness Step-It-Up Challenge
  - teams: The WildeBTS & Attitude of Pulchritude!

- Postdoc Appreciation Event

- Facebook & Twitter – over 1200 followers on Facebook, over 800 on Twitter
BTS 2017-18 Scrapbook
Bts 2017-18 Scrapbook
This is a vibrant department that is uniquely positioned to lead the explosion of discovery and translation in personalized medicine.