

**School of Pharmacy Faculty Council**  
**Rada Savic, PhD, Chair**

**ANNUAL REPORT**  
**2018-2019**

For the 39<sup>th</sup> consecutive year, UCSF School of Pharmacy received more National Institutes of Health (NIH) funding than any other pharmacy school in the nation. This year, they received \$40 million.

**Primary Focus Points for the Year:**

- Chancellors Fund projects
- PharmD curriculum
- Legislative modifications
- Space changes at UCSF for SOP faculty
- UC/Elsevier negotiations

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**2018-2019 Members**

**Radojka Savic, PhD, Chair**  
**Cathi Dennehy PharmD, Vice Chair**  
**Adam Abate, PhD**  
**Valerie Clinard, PharmD**  
**Robin Corelli, PharmD**  
**Stephanie Hsia, PharmD**  
**Jason Gestwicki, PhD**  
**John Gross, PhD**

**Ex-Officio Members**

**Mitra Assemi, PharmD**  
Chair, Assessment & Evaluation Committee  
**Jennifer Cocohoba, PharmD**  
Chair, Academic Standards Committee  
**Marcus Ferrone, PharmD, JD**  
**Michael Grabe, PhD**  
*Chair and Interim Chair of Curriculum & Educational Policy Committee*  
**B. Joseph Guglielmo, PharmD**  
*Dean*  
**Thomas Kearney, PharmD**  
*Associate Dean of Academic Affairs*  
**Michael Nordberg, MPA/HSA**  
*Assistant Dean of Finance and Administration*  
**Eleanor Vogt, PhD, RPh**  
*Chair of Admissions Committee*  
**Cynthia Watchmaker, MBA, Med**  
*Associate Dean of Student Affairs*

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**Number of Meetings: 10**

Academic Senate Staff:

Karla Goodbody, Senior Analyst  
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## Division Business

This year, the School of Pharmacy (SOP) Faculty Council addressed the following issues related to the San Francisco Division:

### **Chancellor's Fund**

The Academic Senate awarded the School of Pharmacy (SOP) \$25,000 in learning and development funds, supplemented by a \$25,000 match from Dean Guglielmo. For the second year in a row, Council members prioritized funded proposals that supported the new PharmD curriculum and reached the greatest number of faculty. Six proposals were funded.

### **True North**

The UCSF adoption of the LEAN philosophy has encouraged each department and school within the campus to analyze where it fits within the True North goals. Within LEAN, "True North" is the top of the pyramid, followed by mission, vision, and values. Each unit will create its own true north and then internalize it. For UCSF-wide, the pillars of True North include: empowered people, operational strength(s), innovation and discovery, learning and leadership, exceptional care, and community engagement. While the Senate was invited to participate in the campuswide True North development, it doesn't track the same metrics so cannot benchmark itself against these same pillars.

## School Business

### **2017 Faculty Climate Survey**

SOP faculty member Kathy Yang, also a member of the Faculty Climate Task Force, provided an overview on major findings from the 2017 Survey, with special attention to the widening gap in satisfaction between male and female faculty. Council members were encouraged to share their concerns with guest Yang, who would communicate it back to the Task Force.

### **2018 PharmD Curriculum and Beyond**

The 2018-2019 year began July 1 and marked the beginning of the School's new 3-year competency-based PharmD curriculum, and its newly implemented pass/no pass grading system. The 4-year PharmD Pathway curriculum will sunset in 2021. The Council had previously identified the following benefits under such a pass/no pass grading system:

- Reduced stress and a greater focus on learning
- Enhanced well-being and a less competitive learning environment
- Better collaboration. In addition, assessing Pharmacy students under a pass/no pass grading construct is more reflective of principles of inter-professional learning and practice.

### **Assessment of New Curriculum**

Council members discussed at length how to determine the extent of student satisfaction in both curriculums. Suggestions included:

- Gather feedback from student focus groups collected by OSACA
- Hold town halls for students enrolled in the legacy curriculum
- Determine how new curriculum is serving external stakeholders
- Reach out to faculty preceptors

### **Dean's Educational Proposals**

Dean Guglielmo awarded \$50K worth of proposals received through an RFA offered to source assessment methods for the new curriculum and impact on faculty. These proposals and their results will be published once complete. They will also prepare the school for accreditation in 2021.

### **Full Faculty Meeting**

The School had two full faculty meetings in 2018-2019 academic year: January 15, 2019, and May 13, 2019. Topics from those meetings included:

- Compensation Plan Advisory Committee: Associate Dean Kearney summarized primary issues impacting faculty this year.
  - Compensation plan: Dean's Office will fund salary increases for faculty with little or no Y salary component to avoid unexpected costs to departments. There will be a net percentage salary increase for faculty with unexpected costs to departments. There will be a net percentage salary increase for faculty with no Y, but the increase will be variable that they have a Y salary.
  - Faculty salary review focusing on equity and pay transparency: Gender imbalances were explained at a Department level anchored by fair, non-discriminatory business practices.
  - Outside Activities Tracking System (OATS) portal: This will support reporting compliance for categories I & II. A new video providing an overview of the SOP's compensation plan is live and can be viewed here.
  - Salary program: Clinical faculty initially have a higher Y salary component which tapers off as they advance. Research faculty's Y salary peaks at the Associate Professor-level.
  - Volunteer faculty leave policy: Within the Department of Clinical Pharmacy, 470 volunteer faculty deliver clinical clerkships and most are teaching approximately fifty hours per year. SOP has a generous planned leave benefit package, which includes up to 180 days for extended leave.
- Curricular Changes: Vice Dean Youmans led a discussion on how faculty are experiencing implementation of the three-year curriculum. Faculty feedback focused on the following:
  - Value and success of the foundations block
  - Challenges of the accelerated timeline
  - Small group activities included in inquiry sections to foster students thinking deeper about content.
  - Team teaching for content delivery
  - Student advisor feedback
- Space: Dean Guglielmo provided updates at both full faculty meetings. These are summarized below:
  - Parnassus campus: Department of Clinical Pharmacy will move into the third floor of the Clinical Sciences building between December 2019 and January 2020. In the Medical Sciences building, Bioengineering and Therapeutic Sciences relinquished space on the eight floor to accommodate the newly formed Co-Labs. The HSW/HSE Towers will not be retrofit but instead a new research building on the southwest side of the campus, estimated at \$500M, will be built.
  - Mission Bay: Clinical Pharmacy and portions of the Dean's Office will occupy one floor of the Neuroscience Building. Move begins December 2019. Clinical Skills lab will be available March 2020.

### **Legislative modifications**

SOP faculty voted to remove voting privileges from ex officio members of the faculty council and extend the SOP's strategic plan through 2022. These will go into effect on September 1, 2019.

### **School Strategic Plan**

Council members voted to approve the extension of the School's strategic plan by 1.5 years – through to the end of the 2012-2022 academic year. This will accommodate accreditation requirements.

### **Sustainability Initiatives**

Dean Guglielmo led a School-wide effort to implement a series of sustainability efforts that included:

- Discontinuing the purchase of plastic bottles and nametags
- Using 100% recycled paper
- Mandating platinum-certified LEED labs across the school
- Freezer replacement/consolidation project at Byers and Genentech Halls. The School is covering the funding for this. It'll be comparing the baseline to the new efficiency numbers to determine true savings; it's anticipated there will be significant savings.

### **UC/Elsevier Negotiations**

University-wide negotiations with Elsevier broke down spring 2019, after UC's contract with Elsevier expired December 21, 2018. The publisher kept access to their materials open until summer 2019. Chair of COLASC Rich Schneider presented at SOP FC in fall 2018 to give members full information which they could disseminate back to other department faculty members.

### **University Medal 2018**

Three recipients of this award were SOP alumni. They were recognized for their pioneering work in utilizing 3D structures that look for receptor sites for drug design and discovery (Peter Kollman [posthumous], Irwin "Tack" Kuntz, and Robert Langridge). They were the only 2018 awardees recognized for their contribution to sciences at UCSF.

### **Standing Committee activities**

#### 1. Academic Standards

Committee Chair Jennifer Cocohoba provided an overview on both how they handled issues related to legacy courses and new curriculum courses, in light of students who failed legacy courses and now don't have the ability to repeat them – as the courses are cancelled.

#### 2. Admissions Committee

Committee Chair Eleanor Vogt advised that nationally, applications to pharmacy schools are down nineteen percent. UCSF applicant pool has also shrunk. A coordinated social media education campaign highlighted the value of the nation's pharmacists was developed in response to declining applications.

Chair Vogt provided an overview of the incoming class of 2022.

- Acceptance rate was 87%
- 84% are California residents
- 73% are female
- 17% are UIP (underrepresented in pharmacy)
- 17 are out of state students; 3 are international.
- Top three feeder schools are UCLA, UCB & UCSD
- These results are consistent with national averages. As part of the UCSF SOP outreach, analysis is underway to cultivate a stronger pipeline from state schools, rather than UC schools.

Earlier in the academic year, Chair Vogt advised that the school had ended its trial with PCAT, in part due to negative feedback from applicants. Within the state of California, only USC and Chapman University require PCAT as part of the admissions process.

#### 3. Assessment and Evaluation Committee

This committee is on hiatus in 2019-2020 as it moved into transitioning activities to the Dean's Office. During 2018-2019, Chair Mitra Assemi summarized the Committee's priorities as follows: development of quality improvement/quality assurance metrics the committee for both the new and legacy curriculums, and formatting data in a readable manner. Next steps include:

- Move assessment matters into the SOP Dean's Office, complete with an assessment/evaluation analyst and separately a coordinator who would be responsible for running data sets and reports.
- Assessment and evaluation teams would include three faculty from the PharmD program, the Vice Dean, and department chairs. Teams would review reports and complete action terms for CEPC or the Admissions Committee.
- Subcommittees would be moved under CEPC and the Faculty Council would replace the standing committee on Assessment and Evaluation.

4. Curriculum and Educational Policy (CEPC)

The committee prioritized course approvals, development of a curriculum map. Due to the ongoing buildout of the new curriculum and the flexibility it requires, this map is needed. They also recommended that didactic, small group conferences and seminars will continue ten minutes after the hour.

## Going Forward

Ongoing issues under review or actions that the Council will continue into 2019-2020:

- Continue refining operationalization of the 3-year curriculum.
- Assessment and Evaluation structure