

School of Dentistry Faculty Council
J. Gwen Essex, RDH, MS, EdD, Chair

**ANNUAL REPORT
2020-2021**

Focus Points for the Year:

- Divisional Business
 - Chancellor's Fund: Learning & Development Awards
 - Proposed Systemwide Revisions to Senate Bylaw 336.F.8 Sexual Violence & Sexual Harassment Standards to Bring into Compliance with Federal and State Law
 - SOD Interested in the Campuswide COVID-19 Equitable Recovery Task Force
- School Business
 - Dean's Reports
 - Education & Student Matters
 - Approval of the 2021 Graduating Class
 - Proposed Modifications to the Dental Public Health Postgraduate Program
 - Proposed Separation of Master's Program from Residency Program
 - Proposal to Reduce Size of Class of 2025
 - Student Learner Success Center Policy Changes
 - Full Faculty Retreats & Meetings
 - Report From Affiliates
 - Staffing Within Clinics
 - Student Reports and Concerns
- School-specific Committees

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| <ul style="list-style-type: none"> * Academic Planning & Budget * Admissions * Admissions Executive Committee Pilot * Educational Policy | <ul style="list-style-type: none"> * Scholarship * Student Status |
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2020-2021 Members

Gwen Essex, RDH, MS, EdD, Chair
Sarah Knox, PhD, Vice Chair
 Nejleh Abed, DDS
 Benjamin Chaffee, DDS, MPH, PhD
 Sunil Kapila, BDS, MS, PhD
 Elizabeth Mertz, PhD, Chair
 Jennifer Perkins, DDS, MD
 Mark Roper, DDS, MS
 Alessandro Villa, DDS, MPH, PhD

Ex-Officio Members

Michael Reddy, Dean

Permanent Guest(s)

Rishi Gupta, DDS, MD
 Affiliate Representative
 Laura Hubacek (2020-2021)
 Vinh Hoang (2021-2022)
 ADS Student Representatives

Number of Meetings: 8 (6 meetings; 1 Faculty Winter Retreat; 1 Full Faculty Spring Meeting)
Senate Analyst: Alison Cleaver

Divisional Business

The School of Dentistry Faculty Council took up the following Divisional issues this year:

Chancellor's Fund

In June 2014, the Chancellor announced that he would be awarding the Academic Senate with a reoccurring annual \$500,000 fund for faculty life. The fund administration would be at the Senate's discretion. After discussion, each of the four schools were given a similar amount. The School of Dentistry was awarded \$25,000, with the Dean's Office matching up to \$15,000.

As the funds were not used up in spring 2021, a second call for additional applications will go out in early September 2021. Of the spring 2021 received applications, three were funded. Topics were:

- Completion of a Biostatistics Certificate through UC San Diego (train the trainer)
- Development of an Elective Health Policy Course within School of Dentistry
- Leadership Coaching for Female Faculty in the Orofacial Sciences Department

Proposed Revisions to Systemwide Senate Bylaw 336.F.8.

Members discussed these changes, which are bringing UC Sexual Violence & Sexual Harassment (SVSH) standards into compliance with Federal and State law. The changes largely will affect UCSF Privilege & Tenure cases by altering the standard of evidence. Upon review, members supported the revision of UC's SVSH Policy with conversion of a two-tiered system to a single evidentiary standard in all cases alleging Department of Education-Covered Conduct, regardless of the respondent's identity, in order to end a system of privilege for certain members of the university.

SOD Interests in the Campuswide Equitable Recovery Task Force

Guest SOD faculty member Stuart Gansky provided an overview of this task force. Membership is varied and large, so the topics range widely. Professor Gansky represents both SOD and researchers.

For the latter, there is concern about clinical researchers, and they're using the 2008-2009 economic turndown as an exemplar. It will result in fewer publications and therefore affect faculty members' ability to get the next grant, which will then also impact the economics of their group, resulting possibly in layoffs. Example, eight faculty campuswide have had grants pulled by foundations — with 12 grants overall — but the fallout was immediate: layoffs, reduction in hours, etc.

To date, much discussion has been focused on the effects that COVID and remote work has had on faculty who are caregivers of children, elders, and special needs individuals. Female faculty largely are responsible, plus there seems to be an age component; junior or associate professor-level faculty have taken the brunt.

This national issue – not just UCSF — has led to 1 million women dropping out of the workforce so far. UCSF is operating with a severely limited clinical workforce. There's no redundancy of employees, especially faculty, at this point. For SOD, if a faculty member is out due to COVID exposure — which is medically recommended — then a clinic has to shut down. Faculty are very committed, so if they know that their departure will be a source of pain for others, they just won't go on vacation or take time off.

A broader issue is the mental health of employees, including faculty. Further, as this remote model will be in place for a year or more, SOD needs to put parameters in place so that we're not handling business at midnight, for example. With flu season approaching, it's important to have floater and sufficient coverage.

The Senate's Faculty Welfare Committee is looking at the inequality of hiring and promotion/advancement between the schools. Some schools aren't honoring the hiring freeze, receiving exemptions to hire faculty or staff with specialized skills. While there have been salary freezes across the board, various departments also have given salary raises (in the Y component of their salaries).

School Business

Dean's Reports

Throughout the academic year, Dean Reddy or Chief of Staff E. Stephens provided an overview on the below topics, among others:

Dean's Open Access Meetings

These are resuming on Monday afternoons to facilitate more regular communication between students and faculty. In the clinics, the Dean supports faculty being empowered to be proactive when they see an issue, especially if it can be resolved quickly.

Integration with UCSF Health

SOD is largely dependent on UCSF Health to handle the APEX integration for SOD. UCSF Health uses its staff – contracted and reduced during the pandemic – to do this, so we're dependent on their timeline.

In recent discussions, we're developing a full strategic plan to build out our integrated clinics. The plan will need to be beneficial to both parties (SOD and UCSF Health) and to the campuswide health enterprise. Once it's approved, we can start on the first clinic. Benefit is seen clearly but logistics, operations, etc., must be addressed at the start.

The strategic plan is for UCSF Health Enterprise to build out the clinic, with them having to make the investment. The concept is strong, but questions remain: How will it be run, operations, logistics are still to be determined. Further, how will you build the second clinic? It's the same approach as for other strategic partnerships and alliances. They would like SOD to develop a draft plan for them to buy into. It's also clear that businesses are hesitant to invest in a new area, but they can see the potential, they just need the school to demonstrate it for them in advance.

Morale Within the School

Faculty Council members thanked the Dean for open and honest communication about status of the school. Positive projections about the school's future contrast with lived experience during recent years. Several FC members advised that it's been a different issue annually with faculty being asked to give up just a little more each year.

The Dean acknowledged the challenges of the last 18 months, and the financial situation of the school.

New Assistant Dean for Basic Science Research

This emerged due to prior Associate Dean of Research Tom Lang sitting on numerous research-related committees. Because of the importance of research at UCSF, there are simply too many committees for one administrator to sit on, while also conducting a research program. Since Associate Dean Lang's retirement, this has created a need for two faculty to fill this position: one a SOD lab researcher, and one a SOD people researcher. Current Associate Dean for Research Stuart Gansky will represent people researchers, while Assistant Dean Sarah Knox will represent lab researchers.

As UCSF has structured research along SOM lines, one of the SOD associate deans must be able to speak to lab research protocols. This will allow SOD to grow its research efforts. The school needs more dentistry research leaders across the campus with the right titles, recognized as leaders. This structural change is about growing the leadership pipeline at UCSF for SOD.

Pre-Doc Dentistry Clinic Changes

Background

For past two years, we've been working to improve patient and student experience for clinical education. We studied the root cause of our operation issues. If you examine a dental practice – supplies, labs, staffing, infrastructure — most practices run about a 75-80% overhead, including renting the space. Our clinics, accounting-wise, were running at about 190%. That's the background to the restructuring of the clinics at Parnassus and Buchanan: check-in procedures, dispensary timing, etc.

The dyad model simply means there's two components: a clinical arm on one side, and an administrative one on the other. The school has had two major issues: the 2019 accreditation, and clinical operation finances.

We did examine it for upwards of nine months before determining how the clinical model should be changed. How we were operating was serving no one, let alone patients, student docs and faculty, to continue in the same manner. Making such changes in the current climate has been even more difficult: a pandemic, absence of loved ones, plus a national race relations crisis.

Overview

Since accounting expanded its look to focus on the clinics overall, SOD has had eight years of multi-million-dollar losses in clinic operations. We cannot continue to deficit spend at the school, especially with inadequate systems and processes. We need to address these concerns, plus invest in faculty, technology, and in game-changing curriculum. All of this is expensive. The funds to implement all that come from clinic operations. But right now, we're trying to find money to subsidize those operations.

We're looking at redesigning systems and processes to enable this all to occur. This is a tried-and-true model used throughout UCSF Health and across the nation.

Q: What is the role of an executive director within the dyad model? Can you expand as to why a DDS isn't in that role, or the perceived lack of dental knowledge currently held by the individual in that role currently?

A: The current Executive Director is examining all clinics, not a single clinic. Her background is in taking care of patients in a clinical setting. The expectation is that faculty share information, although it's unclear if that expectation has been shared with faculty. People on the ground have the knowledge, and we, the school, need to examine how things have been done historically to see what can or should be changed.

SOD Faculty Leaders Reporting Back to School

For those SOD faculty serving on various campus committees as a representative of the school, they should be reporting back to the school. The Academic Senate Office can facilitate reports out to faculty, as can the SOD Communication team.

Members spoke to the last recession, with numerous retirements and open FTE positions that were never filled; this has created a dearth of open positions with the funds being used for something else. If the school is going to pursue this as part of its broader development structure, then there needs to be support for faculty stepping into these leadership roles. The former pipeline for faculty leadership was eliminated.

The SOD Dean's Office is examining the 19900 funds and how they're being used. They used to be tied to FTEs, and that is no longer the case. This needs to be examined in context of the last recession, and some of it should have been undone as the school emerged from it. There are lots of opportunities to change things.

Because of the limited number of faculty in some SOD departments, committee service participation is heavy. Member Perkins advised that most SOD faculty are HSC series, which limits the options available for systemwide participation in the Academic Senate. This isn't true at a divisional level, but does impact and is a deterrent for SOD faculty participating in the Senate. The school potentially could restructure its bylaws and regulations to allow for some flexibility here.

Education & Student Matters

Approval of the 2021 Graduating Class

In June 2021, Associate Dean Sara Hughes provided the Council with a roster of proposed 2021 graduates for approval. All candidates who had met the requirements to graduate by the Spring Ceremony were approved.

Proposed Modifications to the Dental Public Health (DPH) Postgraduate Program

Guests Enihomo Obadan-Udoh, DDS, MPH, Dr. Med. Sc., Director, DPH Postgraduate Program, and Kate Conklin, PPA, PRDS, presented on the proposed revisions to the Dental Public Health postgraduate program.

This one-year, full-time certificate program is accredited by the Commission on Dental Accreditation (CODA). It was established in 1980, and is the only DPH program on the West Coast. In 2016 the DPH program obtained approval from the UCSF SOD FC to proceed with offering a joint program with the one-year interdisciplinary MPH program at UCB (two-year track). For more detailed information, please see Appendix 1

Goals of the Program

- Attract competitive pool of applicants interested in advancing dental public health through research, education, and practice.
- To enable residents to develop competency in the following 10 areas outlined by the ABDPH for dental public health specialists.
- To prepare residents to become eligible for the ABDPH Certification Exams and to encourage them to attain diplomate status within five years of completing their training.
- To produce graduates who will actively contribute to dental public health education, research, and practice in their chosen job positions upon graduation.

Justification and Reason for Proposed Changes

- Despite receiving a commendation from CODA during its 2019 accreditation site visit, the DPH has experienced challenges that mirror the perennial challenges faced by the DPH specialty nationwide.
- There is an urgent need to expand the pipeline of DPH professionals who are trained and equipped to effectively lead oral health programs at the local, state, and national levels to address the burden of oral diseases in the US population.
- Furthermore, prospective applicants have regularly expressed a desire to maintain their clinical skills while pursuing DPH training. They didn't want to stop clinical training to pursue DPH education.

Nationally, there are low enrollment rates and a dearth of people continuing in the arena of public health upon graduation. HRSA put together this grant announcement urging programs to envision how to overcome these challenges. UCSF developed an initiative to collaborate with residency programs, a recruitment program to target those with an interest in public health, especially from disadvantaged or rural backgrounds. Dr. Obadan-Udoh and her team were successful in obtaining a HRSA grant.

Current Program Outline

Based on the 2018 CODA Accreditation Standards for Advanced Dental Education Programs in DPH:

1. Instructions in Ethics and Professionalism
2. Instruction in General PH or MPH degree requirement for one-year programs [3 sections]
3. Instruction in DPH
4. Individualized student curriculum plan
5. Supervised Field Experience
6. Research program

Proposed Program Changes (second indented bullet points)

- Enhance the Didactic Curricula for PD and DPH Trainees by:
 - Incorporating DPH topics into the PD curriculum, including cultural competency, oral health literacy & promotion, social determinants of health, and advocacy.
- Expand the Experiential Learning of PD and DPH Trainees in Federally Qualified Health Centers (FQHCs) by

- Adding to clinical training sites for 2-4 PD trainees per year at Petaluma Health Center (2021) and La Clinica de la Raza (2022) serving predominantly low-income, underserved children.
- Expand Experiential Learning of DPH and PD Trainees in Rural Local Oral Health Programs (LOHPs) by
 - Adding field site rotations for 4 DPH trainees in rural LOHPs in partnership with the CA Office of Oral Health (OOH).
 - Piloting the virtual dental home/school-based telehealth model in Tuolumne County. This is in partnership with Pediatric Dentistry
- Expand the DPH Recruitment Pipeline
 - Targeted recruitment of UCSFPD, AEGD, and GPR trainees, FQHC dentists from 21 UCSF externship sites, military dentists, veterans, and predoctoral students from all CA dental schools. Focus on US-trained dentists.
 - Offering financial assistance to 1-2 DPH trainees per year from rural, disadvantaged and/or underrepresented minority backgrounds.
- Evaluate and Report Program Outcomes
- Implement a Hybrid In-Person and Virtual Oral Health Program for children with special health care needs, such as autism spectrum disorder (ASD) and other neurodevelopmental disorders (NDDs), using virtual consults, pre-visit imagery, desensitization programs, and home oral hygiene coaching in the UCSF Service, Training, Advocacy and Research (STAR) Smiles Clinic, as well as offer behavior management workshops by STAR psychiatry faculty and behavior therapists.

Next Steps

- Obtain signed affiliation agreements for all training sites including rural local oral health programs, FQHCs, school-based programs, and the UC Berkeley MPH program.
- Obtain approvals for new course and existing course modifications.

ACTION: SOD FC members voted to approve the proposed modifications to the DPH Program.

Proposed Separation of Master's Program from Residency Program

The school is in the process of separating the Master's program from the Residency programs in Orofacial Sciences. The Master's will be completed within one year, and residencies will be completed separately. If just doing a Master's, then students will pay for just one year. This will impact those coming in, not those currently in the program. The MPH program will be linked with San Jose State University. That will be a hybridized curriculum.

Proposal to Reduce Size of Class of 2025

Members reviewed and approved — with an addendum — the proposal to reduce the size of the Class of 2025. The addendum adds language that the reduction in class size will not affect or impact ongoing or increased DEI efforts. It further specifies that the reduction of students by approximately one-third — down to 60 domestic and 20 international — is directly related to the number of dental chairs the school has. The new maximum number will allow for each dental student (DDS and IDP) to have their own dedicated dental chair, which will also enable the clinics to run continuously.

Member Perkins advised that the prior student domestic count wasn't determined by examining budget/finance or space/clinic volume. The new count takes all of that into account. The goal for the Class of 2025 is that each student has their own dedicated chair. The actual language on the website will acknowledge the school is admitting up to 65 SOD DDS, to allow flexibility for CODA. This pertains to students who extend a year and therefore add one to the future classes. This is a temporary drop in the number of students.

The 2020-21 count (combined DDS and IDP) is 108 students with 80 dental chairs. This leads to students having a maximum of two days a week of clinical experience. This change will benefit both students and satisfy CODA accreditation requirements. The School recognizes that it will lose upwards of \$4M annually with this student reduction. This will be replenished through a variety of methods. One aspect of that is

eliminating Buchanan Dental as a predoc clinic. Faculty practices will be put in Buchanan or residency programs. More information will be shared when it is available.

Student Learner Success Center Policy Changes

Learner Success Center (LSC) Director Pamela Schultz provided an overview on policy and procedural updates on the topic of unexcused absences. The changes aim to clarify definition of an unexcused absence: both no attendance and not been approved to be absent. It further aimed to clarify that it was up to the student to make the effort to get caught up and to address professionalism issues.

It doesn't alter the policy if students miss a didactic exam. There will still be a zero score and they'll have one chance to make that up. They cannot remediate over and over.

Director Schultz advised that the school was codifying its policy as it had been unclear to students and faculty alike. The policy will be in effect for D3 and D4 students. It will be up to the course director's assessment whether it will apply to D1 and D2 students. That remains to be made clearer.

Chair Essex asked about consistency about attendance. If students are aware that we're only tracking some absences but not others, we're creating an incentive to ghost. There are some ways to take attendance via clicker or the old-fashioned way. But we need to convince course directors that attendance is something they should track.

Student Representative Hubacek asked about family events. They are technically not excused, so students opt not to fill out the required form. If there is a way to increase the discretionary days, or to highlight non-discretionary days, that will make the required form more readily used. Appendix 2

VOTE: Motion to approve the amendment to the unexcused absence portion of the engagement policy. Approved unanimously.

Full Faculty Retreats and Meetings

Winter Anti-Racism Retreat

This half-day retreat focused on presentations – individual and panel – examining DEI efforts to date and students of color experiences within UCSF School of Dentistry. Keynote address was given by former graduate student Shaun Abrams, DDS, PhD: “*Surviving and Thriving(?): Reflections Along My Journey to and Through the DDS/PhD Program at UCSF.*”

Spring Full Faculty Meeting

This midday meeting presented on changes throughout the year from Dean Reddy, Student Representative Hubacek, and included a presentation on Partnership with UCSF Affiliates (VAMC) from Affiliate Representative Rishi Gupta, DDS, MD. Information presented was accurate as of May 2021.

Report from VAMC Affiliate

J. Rishi Gupta, DDS, MD, HS, associate clinical professor based at VAMC, served as an affiliate representative guest during the 2020-2021 academic year. He provided an overview on VAMC Affiliate:

- a. There are four VAMC faculty interested in participating in education and other opportunities at UCSF SOD (classes or lectures). Member Perkins and Guest Gupta will speak offline to establish these more formally for affiliate faculty.
- b. VAMC Guest Gupta advised of the D4 rotation. Students are having a good experience on the prosthodontics and implant rotation and providing solid feedback as well; two students, one week at a time. They're learning about ground delivery and implants and then spending a day in the OR, especially looking at the interplay with the anesthesiologist.

Separately, the VAMC received \$20M for a regional sleep apnea program; if want to incorporate the education aspect of this program with dental students around the OR, VAMC would be open to it.

Staffing Within Clinics

Chief of Staff (CoS) Stephens advised on the SOD Faculty Council inquiry on clinical staffing levels and other matters. CoS was interested in knowing what paths SOD FC members had taken with Department and Division Chairs to address this.

Background

SOD FC member Kapila advised that it's been raised with Tatiana Urisman and Joseph Casarez in OFS, who have brought it up with the Chairs/Chiefs. They were subsequently advised by the Department Chairs/Chiefs that there's no budget, which was then relayed to Prof. Kapila. Dean Reddy and CoS Stephens weren't involved in how the budget cuts were actualized in any of the departments. Fiscal plans that were developed for staff and for faculty were separate.

Current Status

CoS Stephens asked if faculty were at the table when the decisions were made? Member Kapila advised that they were simply informed. Overall, we're unable to respond to patients in a timely manner. Other factors impacting this are the Dental Center phone system, which is antiquated. As SOD is working more collaboratively with UCSF Health, they're looking at how to address this as a partnership. A real solution could be adding in a new call center, or having UCSF Health help SOD by using the UCSF Health phone system.

Another issue at play is that those frontline staff are union employees. As such, they cannot be given special projects to complete which takes them away from doing the function that their job description details they do. SOD cannot request union employees take a laptop home to work on something, or stay later to work on something. There is a lot of room for improvement. But at present the lack of staff in a variety of areas needs to be examined – to understand why cuts were made in the manner they were. This also includes examining the predoc clinics where budget cuts have been made unilaterally, rather than examining use and function and need. The Dean's Office will be examining this more closely, but they will be working with the Chairs to become part of the solution.

Having invested in a lot of immediate matters, like COVID-19 testing, and with clinic scheduling now ramping back up, the school can now start to look at what— in six months —we need to build back up. There is hope of something happening soon, but due diligence is needed first.

School of Dentistry leadership aims to resume patient surveys, as required by CODA. These surveys can be used as a data point when discussions with the Chairs/Division Chiefs are taking place.

School-specific Committees

Academic Planning & Budget (APB)

- Budget: Dean Reddy has reported that the first quarter deficit will be worse than anticipated; however, NIH funding is strong. Increased costs around COVID have been substantial (e.g., \$500K for COVID testing alone). Lower patient volumes also have taken their toll, and the practice community has shifted all of its Medicaid patients to UCSF, which has further lowered revenue.
- Accreditation: With respect to the Dental School's accreditation, Dean Reddy and Jennifer Perkins recently argued for increased reporting contributions (Standard 29) in the CODA report. However, formal CODA approval for the Dental School is pending until the year-end data for the class of 2021 is received.
- Cost-Curtailment: At this time, the school is not laying off staff but redeploying them to UCSF Health.
- Procurement: The SOD is trying to reduce procurement costs and eliminate duplications.
- Fee Structure: The goal is to collapse the multiple fee structures into a singular fee structure.

Admissions

Chair Abed provided an update on the committee's actions to date for this academic year and on the DDS 2020 applicant status, as well as IDP

- *DDS Program:* SOD has 89 admits, with 53 deposits (\$1,000); students can put down various deposits at multiple institutions at the moment, but come April they must commit to a single institution. There remain seven open slots but Admissions is meeting this afternoon. At present, 51% of admits are California residents, and 62% of the deposits.
- *IDP Program:* The school made 23 offers including waitlist: eight were deferred from last year. Quite a few students from a variety of countries, other than India. For domestic students, the Executive Council is meeting today to accept recommendations for student offers. They anticipate sending out 80-85 offers for the first round; so it is anticipated there will be a second round. To date, 20 have made a deposit. Those deposits include 12 deferred students from the 2019-2020 cycle.

Admissions Executive Committee Pilot

School administration proposed an admissions committee procedural change focused on ensuring a global view of the applicant pool that is currently missing. The concern is that with committee members reviewing their own applications, and a lack of high-level oversight, this it may result in less diverse admissions. With ensuring equity and inclusion of the profession so critical to access to care, and the great need to ensure we aren't inadvertently losing the opportunity to offer admissions to qualified diverse applicants, the creation of an executive admissions committee was proposed. The goal of this executive committee is to ensure that all qualified applicants are considered even if within the specific application batch to one committee member that applicant was up against significant competition yet were they in a different batch they would be offered admission. All admissions decisions from the general admissions committee are reviewed by the executive committee and the final decision is made by a vote of the executive committee.

Educational Policy Committee (EPC) Priorities

EPC Chair Joyce assumed leadership of this committee mid-year. The council had a few inquiries to EPC that will be addressed during the 2021-2022 academic year. These include:

- Status of Administrative Curriculum Committee and its interaction with EPC and FC bylaws/regulations
- Changes/Modifications to Education Curriculum Delivery in post-COVID Environment

Scholarship Committee

Incoming Student Awards

FY 2020-2021 Awards

11 awards given
Total of \$700,000
60% accepted; 100% for top award

FY 2021-2022 Awards

10 awards given
Total of \$649,000
71% accepted; 50% for top award

*Continuing Student Awards **

FY 2019-202 for graduating / FY 2020-2021 for continuing students

29 awards given
\$24,000 award maximum

FY 2020-2021 for graduating / FY 2021-2022 for continuing students

31 awards given
\$24,000 award maximum
Total of \$193,600

Total of \$268,150 (includes multi-year awards)

* Starting FY 2019-2020, SOD moved all need-based scholarships to UCSF Financial Aid Office to be awarded with other need-based grants.

Committee members included faculty members Maria Thompson, Oanh Le, Yan Zhang, Julie Sneddon and Chair Vaderhobli. Admin support included staff from the Student Learner Success Center (Pamela Schultz, Julia Hwang and Heidi Chu, financial analyst). Combined, they worked closely to determine who should receive these scholarships.

Looking ahead, the school needs to raise funds to attract more competitive students. Feedback from the Student Survey revealed that those who were offered admission but declined the offer had provided some insight into their decisions. The most cited reason for attending another dental school was cost: Many students were offered more competitive scholarships elsewhere, and would be attending schools with a lower cost of living. The UCSF SOD aim is to lower our debt for all students; incoming, continuing and graduating students.

Discussion

Q: If people decline the funding, what happens next? Is there a back-up awardee?

A: The Committee ranks awardees 1-2-3. If the top choice declines, we go down the list.

Q: Is the Dean's Office looking at raising funds to become more competitive?

A: This is also an ongoing discussion point. At this point there are no metrics to provide. They will be provided at a later date. For this cycle, all continuing students accepted the funds. For the incoming D1s, it's always been roughly 50% acceptance. Last year it was 100%.

This year, Scholarship Committee had no input on the incoming D1s. They were focusing on D2s and beyond. Members advised that they spoke with students who intended to come if they were accepted, however some advised they couldn't afford it – especially in comparison with other schools.

This also speaks to the weakness of the alumni network. This may be the long plan, rather than short term. But do alumni have the experience of being valued? Many former residents give to their programs, but not to the DDS programs. Also, considering the amount of debt that DDS students graduate with, it takes time for them to be in a position to donate.

Members said that other alumni have stopped donating as there's no accountability for the funds – especially if alumni donate for a specific project and are then informed that the funds have been used in another manner. So even just a couple cases of mismanagement will be communicated to alumni network quickly. Members also advised that if people knew they were donating for a specific reason, then they're more likely to donate. If we aim to do smaller targeted funding efforts, that might be a good idea. Also noted that there's little to no acknowledgement to those that do donate.

Student Status Committee

Member Perkins advised that the processes in place are working to find recurrent student issues. The clinical SS committees are very strong with clinic administrators involved and highlighting specific areas in which some students need improvement.

There is a training session for GPLs on student professionalism measures and how to address them. Students have a negative view of PERs (Professional Evaluation Reports); namely, that they're used to keep students in line. But this is being modified to train the GPLs in what professionalism is, and to learn ways to motivate students that isn't a carrot/stick model. The first level of professionalism reports is a training opportunity: meant to be a conversation with a student and not something that is written up.

Member Perkins advised that a formal program is being developed to identify if DDS/PhD students are qualified dentists before releasing them to do research. No such process existed previously, and students just went to whichever faculty they could find to be released.

Student Concerns

During the 2020-2021 academic year, student representative Laura Hubacek and then Vinh Hoang provided an overview of issues or concerns. SOD FC also welcomed new student representative Vinh Hoang in late spring 2021. These student issues included the following:

COVID-19 & Distance Learning: Students appreciated leadership efforts around the pandemic. The School is making contingency plans through to fall 2020. For courses that are partly didactic and clinical, the didactic will be held first. When clinical does open up, students will move directly to clinic.

Going Forward

Ongoing issues under review or actions which the School of Dentistry Faculty Council will continue into 2021-2022:

- COVID-19 Impact to Education
- School Strategic Planning & Alignment with True North

Appendices

Appendix 1: Proposed Modifications to the Dental Public Health (DPH) Postgraduate Program

Appendix 2: Unexcused Absences Policy Changes (Students)

Senate Staff: Alison Cleaver, Associate Director, Alison.cleaver@ucsf.edu; 415.476.3808