

School of Medicine Faculty Council
Matthew Amans, MD, Chair

ANNUAL REPORT
2020-2021

Primary Focus Points for the Year:

- Increasing the number of full faculty meetings from one to three
- Improving clinician engagement and representation
- Distributing the Faculty Learning and Development Fund

Goals and Plans for 2021-2022:

- Holding three engaging, well attended full faculty meetings that provide valuable information on education, clinical care, and research.
- Strengthening the relationship of the faculty council with the School of Medicine administration
- Re-establishing SOMFC's role reviewing and approving the membership of the SOM's Standing Committees
- Collaborating with other Faculty Councils and Senate Committees
- Distributing the Faculty Learning and Development Fund

2020-2021 Members

Matthew Amans, MD, Chair
Marta Margeta, MD, PhD,
Vice Chair

Joan Hilton, DSc, MPH
Tatiana Kelil, MD
Jialing Liu, PhD
Priya Prasad, PhD, MPH
Motasem Refaat, MD
Christoph Schreiner, MD, PhD
Priya Shete, MD, MPH
Elizabeth St. Lezin, MD
Mia Williams, MD, MS

Ex-Officio Members

Renee Binder, MD, Associate Dean, Academic Affairs
Elena Fuentes-Afflick, MD, MPH, Vice Dean for Academic
Affairs
Katherine Julian, MD, Associate Dean, Graduate Medical
Education
Talmadge King Jr., MD, Dean
Catherine Lucey, MD, Vice Dean for Education and
Executive Vice Dean
Rebecca Shunk, MD, Chair of the Committee on Curriculum
and Educational Policy

Number of Meetings: 10, including 3 full faculty meetings

Senate Analyst: Kristie Tappan

Committee Website: <https://senate.ucsf.edu/committee/19>

Systemwide Business

The School of Medicine Faculty Council (SOMFC) began the year by commenting on a systemwide issue, a proposed curtailment plan from UC President Drake. The proposal was a response to the actual and anticipated financial harm of the COVID-19 pandemic on the University. The plan suggested having UC employees curtail their work to save money. SOMFC wrote a letter to UCSF Academic Senate Division Chair Sharmila Majumdar raising nine questions about the proposal. SOMFC stressed that any curtailment program must allow clinical care to continue without interruption, and the Council's questions pointed to critical areas that needed clarification before moving forward. The SOMFC letter was incorporated into the Division's response to the proposal, and the University ultimately did not impose a systemwide curtailment program. The SOMFC letter is included as Appendix 1 to this report.

Divisional Business

Throughout the year, the SOMFC collaborated with a grass roots group of physicians that became the Physician Engagement and Representation Work Group. The Work Group organized around a UCSF Health decision to shift its scribe workforce to a remote workforce outside of California. Faculty were concerned about the impact on the scribes who would lose their jobs and on faculty well-being. The Work Group's advocacy efforts prompted UCSF Health to change how it implemented its decision so that the adverse impacts would be mitigated. The Work Group then continued meeting to address larger issues of clinician engagement and representation in decision-making at UCSF Health.

In November, SOMFC welcomed Work Group leader Patricia Robertson to discuss the group's work. SOMFC Chair Amans began attending Work Group meetings. Member Mia Williams then took over representing the SOMFC, with member Tatiana Kelil as an alternate. Work Group leader David Hwang ran for and was elected to serve as a member of SOMFC in 2021-2022, and SOMFC looks forward to collaborating with the Work Group in the coming year.

In November, SOMFC wrote a letter offering a qualified endorsement of the Work Group's proposal to establish a Physician Assembly within UCSF Health. Appendix 2 contains a copy of that letter. While SOMFC had some reservations about creating a separate group of elected faculty members to represent School of Medicine faculty, SOMFC strongly supports having more faculty involvement in decision-making and welcomed the Work Group's success engaging clinical faculty and opening lines of communication with UCSF Health to make the University a better place.

In February, SOMFC partnered with the Family Services Committee on the issue of increasing teacher access to the COVID-19 vaccines to expedite a return to in-person instruction for the San Francisco Unified School District. SOMFC wrote a letter to the Family Services Committee and SOMFC eventually cosigned a letter to the Chancellor's Executive Team advocating for giving SFUSD teachers and staff access to vaccinations at UCSF. The two letters are included as Appendix 3.

School of Medicine Business

Full Faculty Meetings: The SOMFC held three full faculty meetings in 2020-2021. The SOMFC had been having one full faculty meeting per year, and the Council worked to bring the Council back into compliance with its bylaws by having three full faculty meetings. The meetings were well-attended and provided the School of Medicine faculty with valuable information about compensation, advancement and promotion, IT security, and deceptive publishing practices.

Over 200 faculty members attended the December full faculty meeting on "Demystifying Compensation." Vice Dean for Administration and Finance Maye Chrisman, Vice Dean for Academic Affairs and Faculty Development Elena Fuentes-Afflick, Assistant Provost for Academic Affairs Emerald Light, Department of Anatomy Chair Allan Basbaum, and Department of Medicine Associate Chair for Finance Michael Chen provided the faculty with an overview of how compensation works and answered questions about equity, the salary freeze, outside activity, and departmental discretion.

The meeting prompted SOMFC to write a letter to the School of Medicine Compensation Committee advocating for easier access to departments' implementation plans for the Health Sciences Compensation Plan (HSCP). That letter is included as Appendix 4 to this report. In response, Dean Talmadge King asked all departmental chairs to post their compensation plans in a secure location accessible to departmental faculty. SOMFC plans to follow up on this issue in 2021-2022 to ensure faculty have easy access to their departmental plans.

At the April full faculty meeting, panelists Associate Dean for Academic Affairs Renee Binder, Vice Dean for Academic Affairs and Faculty Development Elena Fuentes-Afflick, Associate Dean for Academic Affairs Paul Garcia, Employee Relations Specialist Amy Friedli, Laboratory Medicine Departmental Committee on Promotions Chair Ted Kurtz, and former Chairs of the Academic Senate's Committee on Academic Personnel Kirsten Fleischman and Lundy Campbell provided over 200 faculty members with information about advancement and promotion. The panel fielded questions about equity, the impact of COVID-19 on advancement and promotion, and special actions like accelerations, decelerations, career reviews, and salary equity reviews.

The final full faculty meeting in June was planned as a regular SOMFC meeting that the full faculty was invited to attend. Approximately 25 additional faculty members joined the meeting. Chief Information Security Officer Patrick Phelan presented on IT security, and Library Head of Scholarly Communication Anneliese Taylor presented on deceptive publishing practices and how to avoid deceptive journals and conferences. The three full faculty meetings were successful, and SOMFC will build on this success to have three informative, engaging, and well attended full faculty meetings in 2021-2022.

SOM Standing Committee Annual Reports: SOMFC is responsible for approving appointments to the School of Medicine's standing committees: the Committee on Curriculum and Educational Policy (CCEP), the Committee on Admissions, the Committee on Academic Progress for the School of Medicine Undergraduate Medical Education Programs (CAP), and the Committee on Academic Standards (CAS). Additionally, CCEP should report to SOMFC for curricular oversight and educational policy changes. (See <https://senate.ucsf.edu/appendix-IV>.)

In recent years, the School of Medicine has not consulted with the SOMFC to confirm memberships on the standing committees. In 2020-2021, SOMFC began the work of reestablishing its oversight role. In October, Associate Dean for Assessment / Assessment, Curriculum, Evaluations Karen Hauer gave SOMFC a report from the Committee on Academic Progress and the Committee on Academic Standards. In May, CCEP Chair Rebecca Shunk reported on CCEP, and SOMFC was able to briefly review and approve the 2021-2022 membership for CCEP. In 2021-2022, SOMFC will work to reestablish its relationship with the Committee on Admissions and to develop a meaningful process for reviewing and approving the memberships of all the standing committees.

Learning and Development Fund: The SOMFC distributed \$58,043 out of \$85,000 from the Learning and Development Fund to 17 applicants. The program was funded by \$45,000 from the Academic Senate's Chancellors Fund and \$40,000 from the School of Medicine Dean's Office. Applications to the various Senate funds were down this year because of COVID-19. SOMFC and the other schools' faculty councils requested and received approval to do another round of funding in the fall of 2021.

Filling Vacancies on the Council: Last year, the SOMFC successfully filled all of the vacant seats on the Council in an election held at the end of the academic year. In 2020-2021, SOMFC had a full Council and worked to keep interest in SOMFC service high. SOMFC recruited eight qualified candidates to run for three open seats for faculty in the Ladder Rank/In Residence/Clinical X series. The full faculty had the difficult privilege of choosing between these candidates in an election held over the summer. The faculty elected Lisa Fortuna, David Hwang, and Sarah Whetstone to replace Chair Matthew Amans, former Chair Jailing Liu, and member Christoph Schreiner who completed their service this year.

The 2020-2021 SOMFC successfully engaged with campus leaders and faculty systemwide, across UCSF, and within the School of Medicine. The SOMFC is well positioned to continue making the council a

more active group of leaders who represent the faculty and work together to improve the university in 2021-2022.

Appendices

- Appendix 1: [SOMFC Letter to Division Chair Sharmila Majumdar regarding Curtailment](#)
- Appendix 2: [SOMFC Physician Assembly Endorsement Letter](#)
- Appendix 3: [SOMFC Letter to Committee on Family Services regarding Teacher Vaccinations and Joint Letter to the Chancellor's Executive Team from the Committee on Family Services, the Committee on Faculty Welfare, the Committee on the Status of Women, and SOMFC](#)
- Appendix 4: [SOMFC Letter to SOM Compensation Committee re Implementation Plans](#)
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