Clinical Affairs Committee
Kathleen Liu, MD, PhD, Chair

2021-2022 Annual Report

The Clinical Affairs Committee (CAC) elevated clinician voices throughout the year at UCSF and systemwide. CAC commented on five systemwide reviews on (1) sexual violence and sexual harassment, (2) abusive conduct and bullying, (3) conflict of commitment and outside activity, (4) department political statements, and (5) affiliations with healthcare organizations with policy-based restrictions on care. CAC members also participated in a systemwide clinical affairs group to strengthen ties with other health sciences campuses and to coordinate advocacy efforts. CAC hosted a successful communication training for faculty that received very positive feedback, and CAC has another training planned. CAC welcomed three new guests to the committee as representatives the grassroots group Physicians for Engagement, Representation, and bi-directional Communication (PERC). CAC also strengthened its relationship with UCSF Health by meeting with senior leaders and involving a new representative from UCSF Health on the committee. CAC looks forward to continuing that relationship and advocating for clinicians at UCSF and systemwide in 2022-2023.

2021-2022 Members

Kathleen Liu, MD, PhD, Chair
Matt Tierney, MS, NP, FAAN, Vice Chair
Bilal Hameed, MBBS
Efrat Lelkes, MD
Brent Lin, DMD
Conan Macdougall, PharmD
Steven Polevoi, MD
Carlin Senter, MD
Rupal Shah, MD
Bradley Sharpe, MD
Malini Singh, MD, MPH, MBA

Permanent Guests
Sue Carlisle, MD
Zuckerberg San Francisco General
Kenneth Feingold, MD
Veteran’s Affairs Medical Center
Ted Abraham, MD
UCSF Health
Kelley Meade, MD
Benioff Children’s Hospital Oakland

Physicians for Engagement, Representation, and Bidirectional Communication Guests
David Hwang, MD
Kirsten Kangelaris, MD
Patricia Robertson, MD

Number of meetings: 10
CAC Senate Homepage
Academic Senate Staff: Kristie Tappan
Systemwide Business

CAC continued to support improving representation of clinical faculty in the Senate systemwide. Chair Kathleen Liu, Vice Chair Matt Tierney, and permanent guest David Hwang served on the systemwide Clinical Affairs Advisory Group (CAAG). CAAG is an informal forum for clinical faculty from all health science campuses to meet, discuss common issues, and support the faculty representative to the Regents Health Services Committee. CAC members will continue to join CAAG meetings in academic year 2022-23.

In addition to this engagement, CAC commented on five systemwide reviews this academic year. The committee’s comments are summarized below.

Sexual Violence and Sexual Harassment: CAC commented on the systemwide review of proposed revisions to the UC Presidential Policy on Sexual Violence and Sexual Harassment in November. CAC supported adding an appendix to the policy detailing prohibited conduct in the context of patient care and making sexual assault during a clinical encounter an aggravated assault. CAC also suggested that the policy reference chaperones who should be offered to patients during sensitive exams. CAC letter making these comments is included as Appendix 1 of this report.

Abusive Conduct and Bullying: CAC next commented on the systemwide review of the proposed Presidential Policy on Abusive Conduct and Bullying in the Workplace. CAC offered its support for the proposed policy and complimented how the proposed policy balanced free speech with the need for a safe and supportive workplace. CAC’s letter of support is included as Appendix 2.

Outside Activity: Proposed revisions to APM 025 and APM 671 related to conflict of commitment and outside activities of faculty members. CAC commented on the proposed revisions and expressed concern that the changes would have a chilling effect on global collaborations and could foster xenophobia and racism. CAC expressed particular concern about how faculty know whether activities involve foreign-owned entities or occur outside the U.S. CAC recommended that the University provide faculty with guidance on this topic. CAC’s letter on conflict of commitment and outside activity is Appendix 3.

Department Political Statements: CAC then participated in the systemwide review of Recommendations for Department Political Statements prepared by the University Committee on Academic Freedom (UCAF). CAC reluctantly endorsed UCAF’s recommendation that departments not be precluded from issuing or endorsing statements on political issues. CAC expressed its opinion that department statements on political issues are almost always ill-advised, but CAC did not believe they should be prohibited. CAC also recommended that any future policy stemming from the recommendations acknowledge that statements about scientific information and scientific consensus can provide valuable context for debates about commercial, religious, or political issues. CAC believes that departments should be free to provide information about their fields of study that informs public discourse. CAC’s letter on department political statements is Appendix 4.

Affiliations: Last, CAC provided its most detailed comments on the proposed Presidential Policy on Affiliations with Certain Healthcare Organizations. The affiliations at issue are affiliations with healthcare organizations that have policy-based restrictions on care. An example would be a religious directive that prohibits abortions. CAC offered its general support for the affiliation policy while raising several issues. CAC recommended clarification of the definition of personnel, inclusion of the Berkeley School of Optometry as a health science program, including health equity language, requiring that affiliations improve access to care, requiring that affiliate sites have supplies and equipment on site to allow UC personnel to perform necessary and appropriate procedures, advance planning to identify alternative training sites, clarification about referral requirements, defining standardized quality indicators, and including clinicians from affiliate sites in on the Joint Clinical Advisory Committee. The committee’s letter is Appendix 5.
Divisional Business

Chancellor’s Fund: CAC requested and received $10,000 from the Senate Chancellor’s Fund for communication training targeting clinical faculty. CAC hosted a highly regarded training entitled “Projecting Credibility and Confidence” with the company SpeechSkills. 107 people attended the May 25 online training, and 57 requested additional training. CAC planned a second training event with SpeechSkills that will be on “Taming Adrenaline” in September 2022.

Coordination with the Physicians for Engagement, Representation, and bidirectional Communication (PERC): CAC invited David Hwang, Kirsten Kangelaris, and Patricia Robertson to be guests of the committee for the year to share their perspective as leaders of a grassroots group of physicians advocating to improve engagement, representation, and communication at UCSF (PERC). Their participation provided the Senate with a valuable connection to this group of physicians, and CAC benefitted from their thoughtful comments on issues facing the University. CAC will continue inviting them to meetings in 2022-2023.

Accommodations and Aging: A faculty member asked the Senate’s Committee on Faculty Welfare whether UCS has support in place to provide accommodative scheduling for aging faculty members. The Committee on Faculty Welfare referred the question to CAC because the faculty member was specifically interested in accommodations for clinical work. CAC researched the matter, contacted Chief Accessibility Officer Wendy Tobias, and welcome Director of Disability Management Services Judy Rosen to its January meeting. CAC learned that there are university-wide guidelines in place to support and protect aging faculty members that are inline with state and federal laws, but UCSF does not have a policy of limiting schedules or overnight work for older faculty members because that would be discriminatory. CAC’s letter summarizing its research and responding to the faculty member is included as Appendix 6.

Parking: CAC members have experienced challenges parking as faculty, staff, and patients have returned to campus as the COVID-19 pandemic restrictions eased. CAC joined the Committee on Faculty Welfare in asking Executive Council to have Parking Director Joe Braucher and Senior Associate Vice Chancellor Campus Life Services Clare Shinnerl come to a meeting to discuss concerns and ideas for improvement. CAC and CFW’s joint letter is Appendix 7. Division Chair Steven Cheung asked CAC to work with the Committee on Faculty Welfare and the Committee on Educational Policy to prepare a proposal to improve parking. CAC will work on this in the coming academic year.

CEO Questions: CAC concluded its campus work by preparing a list of questions for UCSF Health’s new CEO and President Suresh Gunasekaran. Mr. Gunasekaran joined the July Executive Council meeting, and CAC’s questions helped guide the conversation with him. CAC’s letter presenting the questions is Appendix 8.

Relationship with UC Health: CAC continued strengthening its relationship with the UCSF Health strategy team, Ted Abraham, who serves on the strategy team, joined the committee as its permanent guest representing UCSF Health. CAC also welcomed UCSF Health Chief Strategy Officer and President of the UCSF Affiliates Network Shelby Decosta, VP Strategy Shay Strachan, and COO of Affiliates Jen Sweeney to its February meeting to discuss strategies for addressing capacity issues. CAC looks forward to continuing these conversations in 2022-2023. Additionally, UCSF Health President and CEO Suresh Gunasekaran agreed to establish quarterly meetings with a USCF senior delegate and the CAC Chair.

Going Forward

The Clinical Affairs Committee will focus on the following issues in 2022-2023:

- September Communication Training on “Taming Adrenaline”
- Proposing Improvements related to Parking
- Strengthening the Senate’s Relationship with UCSF Health
- Continuing Reviews of UCSF Health’s Affiliations with Other Health Care Providers
- Supporting Clinical Faculty at Affiliate Sites
- Improving Systemwide Representation of Clinical Faculty

## Appendices

1. Letter to Executive Council regarding Sexual Violence and Sexual Harassment
2. Letter to Executive Council regarding Abusive Conduct and Bullying
3. Letter to Executive Council regarding Outside Activity
4. Letter to Executive Council regarding Department Political Statements
5. Letter to Executive Council regarding Affiliations
6. Letter to Faculty Member regarding Accommodations
7. Letter to Executive Council regarding Parking
8. Letter to Executive Council regarding Questions for New UCSF Health CEO