

School of Medicine Faculty Council
Thomas Chi, MD, Chair

ANNUAL REPORT
2018-2019

Primary Focus Points for the Year:

- Faculty Climate Survey Task Force Update
- SOM Faculty Council Listservs
- Clinical Faculty Engagement
- Faculty Learning and Development Fund
- SOM Strategic Planning Goals
- Differences Matter Town Hall

Issues for Next Year (2019-2020)

- Recruitment Strategies for Senate Service
- Parking Services
- Faculty Salary Support & Equity
- Diversity Equity and Inclusion

2017-2018 Members

Thomas Chi, Chair

Jialing Liu, Vice Chair

Matthew Amans

Cynthia Curry

Rena Fox

Seema Gandhi

James Harrison

Marta Margeta

Gabriel Sarah

Nisha Parikh

Christoph Schreiner

Ex-Officio Members

Robert Baron, Associate Dean, Graduate Medical Education

Renee Binder, Associate Dean, Academic Affairs

Talmadge King, Dean

Catherine Lucey, Vice Dean, Education

Lowell Tong, Executive Vice Chair, Department of Psychiatry

Number of Meetings: 9

Senate Analyst: Kirstin McRae

Divisional Business

This year, the School of Medicine Faculty Council took up the following issues related to the San Francisco Division:

Faculty Climate Survey Task Force

In November, Vice Provost Brian Alldredge presented an update to the Council on the activities of the Faculty Climate Task Force following the publication of the 2017 survey results. The Task Force includes representatives from all four schools at UCSF, includes a range of male and female junior-, mid-, and senior-level faculty, as well as a dept. chair. The task force is charged with reviewing the survey report and propose future analysis/data if necessary, seek input from appropriate campus units, identify and prioritize problems that need to be addressed, identify relevant efforts that may already be underway, and produce a comprehensive report and recommend specific actions to be taken. In addition to the published report findings that can be accessed online, the task force also has access to 200 pages of verbatim comments from respondents, which provide additional insight and context for the task force to consider. Moving forward, the Task Force will be working towards ongoing initiatives that address faculty compensation and salary support.

UC Negotiations with Elsevier Publishing

The Faculty Council was briefed on the on-going contract negotiations between UC and Elsevier Publishing by representatives from the Elsevier Task Force, UC Libraries, UCOLASC (systemwide) and UCSF COLASC in November and December. UC's contract with Elsevier ended on December 31, 2018 with negotiations continuing into January 2019. Negotiations failed in early spring, however UC campuses continued to have access to Elsevier articles through July.

School of Medicine Business

This year, the Faculty Council took up the following issues related to the School of Medicine:

SOM Strategic Planning

In December, the Council heard an update on SOM Strategic Planning from Ex Officio Catherine Lucey. The SOM Strategic Plan serves to help identify the areas in which SOM leads and understanding where SOM should work to amplify and/or adopt other unit's strategies. To this point, SOM was working to strengthen and build collaborations with other schools, clinical partners, and SOM depts. in the future. The presentation highlighted SOM's commitment to helping make UCSF the most desirable place to work, learn, care and discover in the Bay Area and beyond. The strategic plan will be supported via five pillars--develop and empower diverse talents; advance and harness technology, lead innovation and discovery; establish and sustain meaningful, collaborative community partnerships; and transform communications and operations. It will generally follow a similar implementation process as the 'Differences Matter' initiative. ([Appendix 1](#))

More information and updates concerning the SOM Strategic Plan can be found here:

<https://medschool.ucsf.edu/strategicplan>

UCSF Faculty Family-Friendly Initiative (3FI)

Council Members sought to learn more about the UCSF's Faculty Family-Friendly Initiative (3FI), which launched in 2016 after VPAA Brian Alldredge convened a committee to assess existing policies and practices that impact the climate and environment for faculty with families, and make recommendations for improvement. Cynthia Lynch Leathers, who served on the 3FI Committee, provided a detailed overview of the 3FI report and the Committees' ongoing work. ([Appendix 2](#)) For the current year (2018-2019), 3FI focused on the first recommendation—enhancing and making more equitable the family-friendly benefits provided by HSCP. Next year, the focus will shift towards communication and outreach.

The presentation also included an overview of what some of these recommendations will look like for SOM faculty going forward:

- SOM **increased minimum paid CBL/CRL for HSCP faculty** to 12 weeks/4 weeks as of 7/1/18
- A **childbearing/childrearing leave assessment** will be implemented, moving from the current system--individual faculty and their departments identify funding sources for CBL/CRL-- to a system whereby funds are pooled through a benefits assessment to fund CBL/CRL, akin to vacation leave assessment. (effective 7/1/19)
- A **SOM Task Force** was formed to promote faculty family-friendly environment by improving consistency in practices and increase faculty understanding of these practices. This task force will be made up of different chairs/faculty/dept. heads/managers and will launch in January 2019 to develop guiding principles and communication tools for addressing questions around how work is covered during leave, how work/productivity expectations are adjusted for the individual taking leave, and how incentives are affected by leave.

Faculty Learning and Development Fund

In November, the Council submitted its annual request to the UCSF Executive Council for Chancellor's Funding toward the SOM Faculty Learning and Development Fund. In response to the rising number of faculty members seeking funding through this program, the Council chose to increase its funding request to \$35,000 for 2019, which was granted. The Council also requested matching funds from the SOM Dean's Office, which was later approved, for a total of \$70,000 in available L&D funding for SOM faculty.

The Council received over 40 applications for L&D grants for 2018-2019. Each application was reviewed and independently scored by two randomly assigned Council Members. Those applications with a disparity between the two reviewer's scores were reviewed by the committee as a whole, and scores were adjusted when relevant. Ultimately, the Council was able to fund 22 grants this year, up from 13 in 2017-2018. All awardees of the funds will be required to provide a summary of their experience and notes on the usefulness of the conference, course, or activity they participated in using the funds.

Faculty Council Listservs

Throughout the fall, Council Members discussed ways in which they could better communicate with SOM faculty about issue and initiatives that arise within Senate and Faculty Council meetings. In an effort to streamline information while also personalizing it for various constituencies, the Council set up several email listservs that correspond to a given SOM faculty series and can be used to distribute information and announcements that are relevant to its members. As the Council is structured to have representatives from each series serving at any given time, each listserv will be managed by the current Members who represent that series. Analyst McRae worked with UCSF IT to set up the technical framework and coordinated the data analysis for inputting and assigning SOM faculty emails to the proper series. In December, Council Members began utilizing the listservs by sending an introductory letter to all SOM faculty members within their respective series; the listservs were also used to inform SOM faculty about the 2019 Learning and Development Fund and the Differences Matter Town Hall.

Differences Matter Town Hall

In April, the SOM Faculty Council sponsored a Town Hall addressing "*How Faculty Can Achieve Diversity, Equity, and Inclusion Through the Differences Matter Initiative*". The event featured a keynote speech by SOM Dean Talmadge King, who also moderated a panel discussion with Renee Navarro, VC Diversity and Outreach; Christopher Hess, Chair, Dept. of Radiology & Biomedical Imaging; and S. Andrew Josephson, Chair, Dept. of Neurology. The event was held at Parnassus and was also broadcast via Zoom. In total, approximately fifty faculty members, representing a range of perspectives within the SOM and UCSF-at large, attended and engaged in a thoughtful dialogue about how the Differences Matter initiative can be used to support and inspire new, broader conversations about diversity, equity, and inclusion (DEI) within the SOM and UCSF at-large.

School of Medicine Standing Committees

CCEP Bylaw Changes

In May, the Council reviewed the Committee on Curriculum and Education Policy's (CCEP) proposal to amend its bylaws to reflect current membership ([Appendix 3](#)). The Council reviewed the changes and voted to approve them.

Committee on Curriculum and Education Policy Report

Ex Officio Lowell Tong presented the CCEP Annual Report from 2017-2018, which due to scheduling had not been presented to the council earlier in the year. The presentation also included updates from the current year. Key highlights from the presentation included:

- Completed LCME Accreditation Review preparation for site visit that occurred in January 2019
- Developed, Revised and Approved 38 educational policies to align with the new curriculum, including the Continuous Quality Improvement Policy that guides our ongoing review of the key LCME accreditation standards across our curriculum. Examples are below and for a complete list of policies
- Enhanced the 2016 curriculum operations governance structure under the CCEP to support more effective operations and curricular review.
- Updated the SOM Graduation Milestones to improve the language across the competencies to better reflect equity and inclusion
- Charged a task force to review and revise the clerkship faculty evaluation tool
- Recruited three new at-large members and one student to the CCEP

Appendices

[Appendix 1](#): 2018 SOM Strategic Planning Report

[Appendix 2](#): 3FI Committee Report

[Appendix 3](#): CCEP Proposal to Amend Bylaw Appendix IV.II.2.A.2