Chair Grant called the meeting of the Faculty Council to order at 4:51 p.m.

Minutes of November 20, 2002

The minutes of November 20, 2002 were approved.

Announcements

- Chair Grant announced that Dr. Andrew Ries was elected to represent the School of Medicine on the Committee on Committees.

- A general faculty meeting will be held on Tuesday, March 11, 2003 beginning at 5:00 p.m. in Garren Auditorium.

- The graduation speaker for the SOM this year will be Nobel Laureate, Sidney Brenner.

- Dr. Savoia announced that the LRC staff installed AV systems together.

Accreditation Update

Dr. Covell reported that a mock site visit with Harry Jonas will be conducted on Monday and Tuesday, January 13-14, but will not cover all areas. The formal site visit is scheduled for January 27-30, 2003. Dr. Covell stated that although we submit a huge data base, after review, the agenda is set by the site visit team. She referenced an email that members should have received from her office that gives a direct link to the accreditation report as well as the student report. The objectives are also included. Approximately 100 copies of the report were distributed.

The site visit team meets with 3rd and 4th year students and residents. An earlier task force report recommended the development of institutionalized standards and criteria. One remaining issue to be addressed is the Biomedical Library.

In terms of the SPPS, one of the concerns will be its impact on medical students. Dr. Grant noted that we have experience with streamlining other disciplines; however, additional problems may arise pertaining to facilities, i.e., small group study rooms. Dr. Covell reported that there are no other issues of concern. Dr. Grant commented that the self-study report is outstanding.

Vice Chancellor’s Report

CEO, UCSD Medical Center - Dr. Holmes informed the Faculty Council that the Medical Center Director’s search was chaired by Dr. William Bradley, Chair of the Department of Radiology. An external firm was commissioned and approximately six candidates were quickly screened. The search committee recommended two of the six candidates and reverse site visits were conducted. The search is proceeding quite well. This position will be entitled CEO of UCSD Medical Center. Dr. Holmes concluded by stating that a new CEO should be appointed in approximately two weeks.
**Cancer Center Search** – Dr. Holmes reported that four candidates are being interviewed thus far, and additional CVs are still being submitted. It is hoped that reverse site visits may be conducted within the next month. Dr. Gordon Gill is currently serving as Interim Director of the Cancer Center.

**Chair of the Department of Pharmacology** – Dr. Joan Heller Brown is currently serving as Interim Chair of the Department of Pharmacology. Drs. Holmes and Schneider met with the Department of Pharmacology, and it is hoped that the search will be underway soon. Dr. Tony Yaksh is serving as Chair of the search committee.

**Chair of the Department of Pathology** – This search committee is chaired by Dr. Peter Wagner. Dr. Grant requested the search committee membership lists for the departments of Pharmacology and Pathology.

**State Budget** – Dr. Holmes noted that the Governor reported a State deficit, but the long-term and short-term implications for the University are not clear. Some of the research programs got were heavily affected, particularly SIO. We may be giving consideration to significant lay-offs.

Chief of Staff Jackiewicz reported that UC was hit with $74M in budget cuts, $700K mid-year and $350K to research programs. Although OP has approved the budget cuts, the proposed cuts have yet to be approved by the legislature. With the exception of research, which will experience a permanent ten percent cut, these are one-time budget cuts. Overall for UCSD, there is a $7M cut, of which $700K will be applied to Health Sciences. Dr. Bailey noted that this reflects how little we receive from the State – nine percent.

An issue for the hospital pertains to lowering MediCal qualifications. One impact will be undercompensated care, and unfortunately, the real loser is the patient. It is unclear as to what will happen with GME dollars, particularly those attached to Medicare funds, and there is no encouragement that this will increase. Mr. Jackiewicz commented that we must determine how to compensate and address this. He added that thus far this year the hospital is doing okay. Dr. Savoia reported that when attempting to admit a patient today, there were no available beds at Thornton or the Medical Center. Dr. Holmes noted there are not enough people to staff the beds, and Dr. Bailey added that wings are vacant because we cannot staff them. Children’s Hospital is experiencing similar problems with nursing staff as well.

When Dr. Trauner suggested forming a closer affiliation with nursing schools that send students to UCSD to do their clinical work, Dr. Holmes replied that Mary Middleton has been doing exactly some of these things. We are giving consideration to incentive plans, but competition is really tough. He noted that UCSD meets the union regulations for staffing nurses.

**Deputy Vice Chancellor’s Report**

**Clinical Investigation Institute** – Drs. Holmes, Bailey and Olefsky will present an overview to the Development office in February. Vice Chancellor Woods and Chief of Staff Jackiewicz are working on accruing a building on the west campus. Thus far, it looks very promising.

**Academy of Clinician Scholars** – This group will meet formally on January 14. This will be the first meeting for the inaugural members. They will approve the bylaws, try them out for a year and formally vote on them at the end of the year. Elections will be held in the summer and the fall for charter members.

**Pre-Med Students** - Drs. Holmes, Resnik, Savoia and Bailey will travel to Stanford, Berkley and UCLA in February and March to meet with pre-med students to encourage them to apply and attend UCSD. IT was noted that the number of students we attract form those institutions has been declining.

**Proposed Revisions to APM-740 Sabbatical Leave & Pension Plan**

Dr. Joel Dimsdale, Chair of the Academic Senate, was invited to meet with the Faculty Council to address the proposed revisions to APM-740. Dr. Dimsdale thanked Faculty Council for the meeting invitation. Referencing a letter received from Chair Grant regarding the SOM Pension Plan, Dr. Dimsdale stated that
this is one of those things that will progress in geological time, and he urged Faculty Council to continue to place “gentle” pressure on the Academic Senate along these lines.

Dr. Dimsdale stated that our pension arrangement is unusual. The standard pension coverage is based on age, years of service and the high 3 multiplier. This is true for all UCSD employees. However, what is different about our salary structure is that it is pegged on X or an APU multiple of X. The Academic Council is comprised of approximately 40% MDs, but this is not a good budgetary year for the University. Consideration is being given to a couple of proposals, such as raising the default multiplier to 1.5 and working on a defined contribution aspect. Faculty with considerable Z revenue would be able to more easily park their revenue in a defined contribution.

Dr. Dimsdale stated that this issue was presented to the Senate Council last year, to the Academic Council this year and Systemwide is reviewing it this year. He commented that the odd thing with APUs is that we do not know how they work, and he suggested that the Faculty Rights and Welfare Committee may want to address the problem. Dr. Schneider opined that it is his understanding that APUs were established for IRS purposes. Dr. Bailey stated that there can be interdepartmental APUs, and that a Systemwide Task Force chaired by Larry Pitts is looking at a revamping of the retirement system, doing away with APUs and introducing a defined contribution and defined benefits plan. A change may take place within the next couple of years.

One fundamental question is why should there be a system where retirement is not based on an individual’s salary? Dr. Dimsdale noted that we have a consistent plan, and the application is the same Systemwide. The only difference would pertain to APUs. He reiterated that faculty should apply discreet pressure.

Dr. Powell stated that when we had a presentation from UCOP a year ago on this issue, it was his understanding that UCOP understood the point we raised regarding why we could not contribute based on our entire salary. Mr. Jackiewicz commented that the committee is working through the process and looking at raising APUs, eliminating APUs, and raising salaries, etc., however, this would create a $100M liability in retirement funds. No matter what, IRS limits apply. Dr. Holmes noted that it is his sense that there is movement to do something about that portion of Y that is not covered.

When Dr. Grant asked why doesn’t the school go to 1.9 APU and cover everyone’s salary, Dr. Holmes replied that there should be some supplemental coverage plan. Dr. Grant opined that our new Planning and Budget Subcommittee will meet with Mr. Jackiewicz regularly and perhaps this issue can be addressed in those meetings. Dr. Rapaport suggested that this issue be placed on the agenda for the March general faculty meeting and that Dr. Stanley Mendoza, who is the representative to the Systemwide committee, be asked to attend and make a presentation.

Dr. Grant asked are there some points we want to input to the Systemwide committee. Mr. Jackiewicz replied that the committee wants to get as much compensation covered through UCRP as possible.

Again, Senate Chair Dimsdale urged faculty to write him every month or two so that he may raise this issue at the Senate Council meeting.

APM-740 Policy on Sabbatical Leave – This policy may have some implications for SOM faculty series. Members of the Faculty Rights and Welfare Committee were asked to review the policy and report back to the Faculty Council.

Dr. Dimsdale stated that the new proposed policy allows one to do a sabbatical-in-residence and substitute University service for teaching. It would also allow recipients of a sabbatical leave at less than full salary to receive additional compensation for research from other universities. It would also allow a faculty member who holds a full-time administrative position for five years more to take a sabbatical immediately after that service based on the pay rate of the administrative position. There is a question of funding. The policy does not address compensation from biotech companies, and it appeared to rule out adjuncts and salaried clinicals from sabbatical, but Clinical X or In-Residence faculty are eligible as long as they pay for it. This raised the question of why can’t adjunct faculty pay for it. Dr. Bailey stated that only Academic
Senate faculty are eligible for sabbaticals; however, non-Senate faculty may have leave in lieu of sabbaticals, which is basically the same thing.

Concerns of Neuroimaging Faculty

Dr. Jernigan stated that she represents approximately 17-20 faculty members in the SOM and additional M.D./Ph.D. research staff and people interested in neuroimaging research. She requested Faculty Council’s assistance in solving problems regarding integration of research programs. She reported that a survey of the field indicated that there are a few groups that set the standard in terms of innovation, quality of work and productivity. They have adopted a model whereby scientists from different disciplines work in integrated research teams with close interaction on a regular basis. In looking at UCSD, some problems were noted.

Dr. Jernigan cited the new FMRI research center and the magnets, etc., but noted that unfortunately, this leaves the program fragmented in different places around campus. There is a need to achieve integration and proximity of programs. Problems exist in the integration of UC, VA and VMRF programs because of fragmented space planning. Thus far, VMRF has made largest commitment toward integration. This is important because they have combined resources and built core resources such as engineering and software. All resources must be able to interact.

A number of problems have arisen; one being that stranded programs exist that won’t fit into this plan. On the administrative side, there is little potential to add new investigators or increase size of integrated program, and we will not be able to offer new people access to the core. Transfer of most UC-based programs to VMRF may undermine SOM commitment to clinical neuroimaging. Forced dual administrative oversight of VMRF programs incurs undue costs (higher recharges for imaging, dual training and reporting requirements, restrictions on research with minors). Current regulations restrict support for UC staff from VMRF-administered grants (adversely affecting retention and recruitment).

Dr. Jernigan concluded by stating that the neuroimaging faculty would like to see an ad hoc committee formed to develop long-term plans to help us address problems and become more competitive, and the support of the Faculty Council is requested.

Dr. Grant asked was not one issue the physical space and the idea that there should be some joint VA, VMRF, UC space.

Dr. Holmes noted that this is a serious issue and catastrophic for our FMRI Center. If these grants leave, the FMRI will go under. Further, it appears that VMRF is giving up the space to get the grants which will, again, be detrimental to the FMRI Center. He added that we definitely need to have an ad hoc committee address this issue, and urged that task force be assembled to address this issue.

Dr. Holmes concluded by stating that a message should be sent to VMRF that if they have a plan in which they anticipate a fraction of UC grants will leave here and go to VA to pay for the modular building, that has dire consequences for UC programs and the FMRI Center. He stressed that grants will not leave UC and go to VMRF.

Chief of Staff Jackiewicz will phone VMRF regarding this issue.

Committee Reports

Committee reports were deferred to the next meeting.

Adjournment

There being no further business, the meeting adjourned at 6:50 p.m.
Respectfully submitted,

Gail Gipson