**Health Sciences Faculty Council**

**Minutes December 2, 2003**

**TOPIC** | **DISCUSSION** | **ACTION**
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**Present:** Chair, D Trauner; R Pedowitz; D Roth; M Sawyer  
**Unable to attend:** S Baird; D Blanchard; J Corey-Bloom; P Fedullo; I Grant; S Harrity; R Lieber; K Prisk; M Weinger  
**Absent:** H Chin; D Easter; R Mehta;  
**Guests present:** Speaker: Dr Marsha A Chandler, Acting Chancellor  
**Recorder:** P Lock

**Call to Order and Approval of Minutes**

- Dr. Trauner called the meeting to order at 5:06 p.m.  
- Minutes were deferred to January Meeting

**Chair Announcements**

- Chairs of all UC Schools of Medicine meeting at UCSD  
- Announcements interrupted to permit Dr. Chandler to speak, after which the meeting continued  
- Guest Relations service  
- All Chairs are gathering on Dec 19. Topics to be discussed include Retirement and Project Scientists  
- Everyone received the email announcement of this

**Guest Speaker**

- Dr Marsha A Chandler addressed HSFC and took questions. The focus was:  
  - Spectacular growth of UCSD and SOM over past several years; difficulty of moving from, for example, “# 9 to #2” versus moving so quickly to “#9”; Leadership is key, especially leaders who encourage collaboration outside their area  
  - Recognition of interaction of Education, Research and Patient Care; glad to see increasing collaboration, joint degrees, etc.; COILS is an excellent way to recognize superb clinicians; while research is important, so is clinical, and balance must be found; HS/CAP needs a tool to measure clinical excellence; collaboration and mentoring could be among factors measured  
  - Budget is major issue facing UCSD. Can no longer be termed “State supported” as a result of budget cuts that make “State assisted” more appropriate; definitely looking for other sources of income; recognized SOM produces 40% of other funding received by entire campus; do not know how budget deficit will effect us yet; need SOM to continue to be innovative  
  - “Question”: Not having hospital on Campus is major distraction from collaboration; ideally (money no

- ACTION: It was agreed HS/CAP will make a formal request to the Board of COILS requesting that they design/develop criteria to measure Clinical Excellence
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<td>object), UCSD needs first rate Medical Education Facility with “everything” in one location and a single campus-located hospital; also need more and better advertising, marketing and packaging</td>
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<td>“Question”: How to attract very best Med Students; perceived as a “research” school with fragmented clinical system; suggested gather great MD’s for students to work with who are not necessarily faculty; need more resources applied to teaching, incentives and follow-through for great teaching; suggested if we make our system enticing to patients it will automatically be enticing to students</td>
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<td>“Question”: Project Scientists and concept of off-scale salaries; Dr. Chandler said this is “very much in process” and is currently being discussed with SIO and physical/bio scientists as well -- then will go to Academic Senate; also said the concern about needing to request off-scale every 2 years is unfounded: most Project Scientists move to another rank in average of 2.6 years, while career Project Scientists would only have off scale salaries reviewed every 6 years and the criteria needed for the Chair to validate continuation are very simple</td>
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<td>“Question”: Chair Term Limits; HSFC needs to make its views known to Academic Senate; discussion ended on the note that “you want to recruit the best Chairs”</td>
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<td>Dr Chandler was asked what key things she felt were necessary to get SOM from “# 9 to # 2”?: Leadership of the Departments and the School; Culture of productivity; leaders facilitating Collaboration; reinforce those things that bring National Recognition; hire only those top people who will “build a node for the future”, i.e., result in overall improvement of department and School.</td>
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**Old Business**  
- Chair Term Limits were discussed further
- Agreed Chair of HSFC should send her letter of Oct 20, 2003 to Chair Academic Senate, insuring that it emphasizes this is a change in position from 2 years ago and stressing that chairs should be renewed only based on successful, and exacting, review process.
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<td>• Retirement was discussed further: There is the possibility (not in writing as yet) that the faculty contribution might be a VARIABLE amount. Until this plan is put in writing, the decision facing HSFC is to either 1) support no change to the current retirement plan or 2) accept the plan with 7% mandatory faculty contribution (which HSFC has agreed could be difficult for junior faculty)</td>
<td>• It was agreed that Chair of HSFC will send a letter to Academic Senate stating HSFC finds the option of no change unacceptable, however in consideration of our junior faculty HSFC would endorse the “no change” option over the 7% mandatory contribution option. Letter should also state “if an option with a variable, and much lower, mandatory contribution were available, it would be entertained”</td>
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| New Business  | • One of the items for the January General Faculty Meeting will be a presentation of the reorganization of Medical Education  
• Chair expressed concern that so few members attended and set balance of HSFC 2003-2004 meeting schedule on First Wednesday of each month                                                                                                                                                     | • Patrice to request Dr Bailey (or his designee) to speak at the General Faculty meeting  
• It was agreed that Patrice will send out agendas and reminders a full week ahead of the meeting                                                                                                                  |
| Committee Reports | • Nominating Committee  
  o Surgery Chair Search Committee is forming  
  o Eyal Raz proposed as replacement of unexpected vacancy on Electives Committee                                                                                                                                                                                                                   | • Names were requested, especially Senior Ph.D. faculty – names should be emailed to Patrice Lock plock@ucsd.edu no later than Fri 9:00 am Dec 5, 2003  
• MOTION: Dr Raz’s appointment to Electives Committee was approved unanimously                                                                                                                                                   |
| Adjournment    | • The meeting was adjourned at 6:30 p.m.                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                           |
| NEXT MEETING   | • Wednesday, Jan 7, 2004, 5:00 p.m., SOM, Dean’s Large Conference Room                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                           |