**HEALTH SCIENCES FACULTY COUNCIL**  
*Minutes*  
*May 3, 2016*

**Present:**  

**Unable to attend:**  
D Brenner, M Brown, B Carter, D Conrad, B Cosman, V Hook, D Kimber, H Kimmons, G Light, J McKerrow, T Moore, C Saenz, R Smith, C Yashar

**Absent:**

**Guests & Speakers:**  
Vivian Reznik, Harvey Checkoway, Randy Brooks

**Recorder:**  
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<th>Call to Order and Approval of Minutes</th>
<th>Dr. Vivian Reznik, Assistant Vice Chancellor, Faculty Affairs</th>
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| • Vice Chair Wachsman called the meeting to order at 5:19 p.m.  
• Minutes for the April 5, 2016 meeting were submitted for approval. | • Dr. Vivian Reznik provided an overview of the Annual Health Sciences Faculty Demographic for 2015.  
• Dr. Reznik presented data on the total number of faculty by rank, series, gender, and ethnicity.  
• Dr. Reznik stated that of the 38% of new hires in the School of Medicine (SOM), 45% of new faculty were women. The Skaggs School of Pharmacy and Pharmaceutical Sciences (SSPPS) percentage is a little higher. The AAMC national average is 36%, so UC San Diego is doing okay nationally.  
• Compared to the AAMC national data for under-represented minority faculty, SOM is 11% and SSPPS is 12% compared to the AAMC national average of 7.8%.  
• Dr. Reznik discussed gender numbers by department. Thirty-nine percent of SOM faculty are women. Some departments have a high percentage of women, but there is not a high number in leadership.  
• There was not a quorum present at the meeting, so minutes will be distributed via email with the request to approve. |
• Dr. Reznik stated that this is the first year that our data is compared to AAMC.
• Dr. Reznik also presented demographic data by rank. She stated that there is growth in the assistant level and the percentage is rising at the full professor level. UC San Diego is better than the national average and also has a low attrition rate.
• Looking at the faculty series data, there is growth in the adjunct and clinical series. Twenty-three percent of FTE are women. In looking at the total composition of women in SOM, only 13% of women have FTEs. However, last year 25% of FTEs were women.
• Dr. Reznik also discussed the URM faculty distribution of the departments. UC San Diego is in the ballpark of the national average. Seven percent of FTE are URM, and 20% of URM women hold FTEs.
• In regards to faculty attrition, faculty leave the clinical side though not in large numbers. Attrition statistics have only been done for two years, but the 10-year survival rate shows that 59% of women faculty from 2005 are still at UC San Diego. Faculty like the collegial atmosphere, professionalism, and feel like their work is respected. Statistics indicate that more faculty are being hired than those who are leaving. A few leave for academics, but more are leaving for industry.
• Dr. Reznik stated that when faculty retire, over half of the newly retired come back to work both clinically and on the research side. Only 5% return to active duty.
• Dr. Reznik discussed academic leadership by gender. Twenty percent of department leadership are women, but this varies by department.

Q: How do we compare to other UC schools (in regards to attrition)?
A: We don’t have the statistics for attrition.
Q: Do you have projections of who will be retiring?
A: No, we don’t have those stats.
For MSP staff, 21% of MSP doctors work at the Medical Center.
Awareness of demographic data has a maximum effect on the hiring side. If the data shows that we hire women, this has a positive effect. The data shows improvement each year and we are working towards parity.

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Dr. Bess Marcus, Chair – Department of Family Medicine and Public Health

- Dr. Marcus presented a proposal for a Master of Public Health (MPH) degree.
- Dr. Marcus gave an overview of public health and the department. She discussed the seven divisions and the undergraduate and graduate degree programs. This year, there will be 130 students graduating with a BS in Public Health.
- The research mission of PH is to conduct innovative public health research at the intersection of all areas. Graduate students and PhD students work in the research centers, and the department wants to add a MPH to have a full slate of the program.
- The motivation for creating the program includes huge upcoming challenges in health, the need for prevention, and the need for PH professionals. Additionally, applications and acceptance to accredited public health programs (primarily MPH) doubled between 2001 and 2011. Dr. Marcus stated that the proposed MPH will build upon and complement the Department’s existing programs.
- There is leadership support for the program, and chairs feel that an MPH will bring better students and fellows.
- Dr. Marcus discussed the specific aims and target audience for the program. They will develop an integrated curriculum starting off with specialization in two areas, but will eventually grow to five.
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- Dr. Marcus compared the MPH program with the CREST/MAS program showing that the MPH is a full-time program, and thus has a different target audience.
- UC San Diego is collaborating with SDSU so that the programs do not overlap. There will be differences between the programs, including costs.
- Dr. Marcus discussed the impact on faculty for the program. There are recruitment plans for the new FTEs dedicated to teaching the program and the existing faculty members are committed to the program and to teaching courses that are necessary in order to meet the curriculum requirements.
- The accreditation process will take place as soon as there are graduates. The goal is to start the program in Fall 2017.
- There was a motion to endorse and support the program.

**Old Business**  
- NO OLD BUSINESS WAS DISCUSSED

**New Business**  
- Dr. Savoia invited HSFC members to the memorial service for body donations. The service has had positive feedback from families.

**Adjournment**  
- The meeting was adjourned at 6:31 p.m.

**Action Items**  
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**Next Meeting**  
- Tuesday, July 5, 2016 – 5:00 p.m.

- There was not a quorum present at the meeting, so a vote to approve/endorse the program will be requested via electronic vote.