# HEALTH SCIENCES FACULTY COUNCIL
## Minutes
### October 4, 2016

**Present:**
- E Beck
- D Brenner
- D Conrad
- J Hirsch
- S Huang
- D Kimber
- H Kimmons
- D Lillie
- G Mehta
- R Pilz
- A Ries
- M Savoia
- W Wachsman
- C Yashar

**Unable to attend:**
- D Bazzo
- G Blanchard
- M Brown
- B Carter
- G Casola
- J Dixon
- K Kim
- J Mckerrow
- T Handel
- T Moore
- S Ramamoorthy

**Guests & Speakers:**
- P Maysent
- L Eckmann
- J Mandel
- J Kingston

**Recorder:**
- C Dooley

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<thead>
<tr>
<th>Call to Order and Approval of Minutes</th>
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<tbody>
<tr>
<td>Chair Dr. Wachsman called the meeting to order at 5:16 p.m.</td>
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<tr>
<td>Minutes for the September 6, 2016 meeting were submitted for approval.</td>
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<tr>
<th>Dr. David Brenner, Vice Chancellor/Dean-Announcements</th>
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<tr>
<td>Jacobs Medical Center (JMC) Ribbon cutting ceremony was well done.</td>
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<td>Update of the Tri-City Medical Center affiliation going well.</td>
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<td>Clinical Translation Research Institute (CTRI) new building on East campus is approximately half occupied and rest will move in within coming months.</td>
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<td>NIH Funding reported by the Regents stated UCSD ranks 6th grant funding in US Medical Schools and ranks 3rd in funding per faculty member.</td>
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<td>Announced Faculty recruitments: Dr. Howard Feldman, as dean for Alzheimer’s and Related Neurodegenerative Research in Neurosciences Department.</td>
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- Minutes were approved.
## HEALTH SCIENCES FACULTY COUNCIL
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### Dr. William Wachsman, Chair - Announcements
- Reminder that January 2017 HSFC meeting takes place on 1/10/17 (2nd Tuesday) due to Campus Holiday.
- Discussed topics for future meetings of the HSFC which will include status of RA issues with Dr. Thomas Moore. Other suggestions for meetings include HS/SOM committee updates and reports, and a budget presentation/discussion with VC/CFO Pierre Ouillet. Dr. Wachsman also encouraged the council to suggest future agenda items.

### Patty Maysent, CEO
- Update on Jacobs Medical Center (JMC) 500 new hires and 1300 staff/faculty to occupy the hospital. California Department of Public Health (CDPH) licensing in progress. Plan is to open JMC the Sunday before or after Thanksgiving 2016.
- Update on UC Health Strategic Plan developed by UCOP, EVP Jack Stobo is largely is a business model for the clinical enterprise. The strategic plan looks at the collaboration between UC campuses, the plan for UC health, and how we are viewed by the Regents. Its focus is to bring together the culture of the UC medical centers and bring clinical enterprise in alignment with one another. This will impact how we practice, compensation, and the teaching and educational mission.
- Major goals are that all UC Systems to stand together as a network and other is leveraging value of scale to enhance cost savings.
- It was discussed that the letter/plan misses big points on education and research.

- Comments from HSFC were that the research and educational attributes of the UC Health System are inextricable to UC’s mission and values and should be integrated into the tactics section of the Plan.
Dr. Cathryn Yashar, Professor of Radiation Medicine and Applied Sciences; Chair, Committee on Educational Policy,

Dr. Lars Eckmann, Professor of Medicine; Vice Chair, Committee on Educational Policy,

- Dr. Cathryn Yashar gave a PowerPoint presentation highlighting data from the following sources: CCC survey, ACGME survey, Comp plans under RA 2016, Prior Task Forces and FTE. Concerns were addressed about declining integrity of the teaching mission of the University.
- Concerns are difficulty in recruiting teaching faculty and volunteers to teach medical students and reduced quality of clinical training due perhaps to recent changes in the faculty compensation model have disincentivized teaching activity.
- Faculty who declined to teach cited clinical schedules that leave no room/time to teach due to obligations to fulfill a clinical productivity target.
- Recent Residency program data from ACGME shows that truncated time for faculty teaching is impacting the experience of our residents.
- Results show 16 programs at UCSD drop below national mean in areas of appropriate level of faculty supervision, environment of inquiry, interest in trainee education and sufficient instruction.
- CEP believes that recent changes in faculty compensation plans (RA2016) for clinicians may be contributing to these downward trends in the availability and quality of teaching at UCSD.
- A review of recent UCSD Departmental compensation plans highlighted that the educational mission is given low priority or often remains unmentioned. Only 3 of the departments currently discuss how time spent on education fits within the RA2016 model
- Suggested recommendations from CEP include: Amend current departmental

Comments: Do incentives work? Yes and No

- HSFC added that other challenges include time hindrances with EPIC, Parking challenges, busier times etc.
- Additional comments: ACGME duty hour restrictions, sicker patients, EPIC is time consuming. Many pressures = loss of faculty/resident/learners facetime
Continued…

Dr. Cathryn Yashar, Professor of Radiation Medicine and Applied Sciences; Chair, Committee on Educational Policy

Dr. Lars Eckmann, Professor of Medicine; Vice Chair, Committee on Educational Policy

compensation plans that emphasize that teaching is encouraged and to circulate “best practices” in this regard to all departments so that we can share strategies.

- Another suggestion is to implement “educational specialists or master teachers” who are given time to teach and are compensated for their work in education the goal is getting the “right” educators.
- Suggestion of Education RVU’s, CARE payment with, meaningful tax.

- Comments were made regarding what sources support education: FTE, clinical income, Medicare tax, tuition increases and was suggested that course directors should go to their Department Chair for financial support options.

- What can we do? Opening of JMC should help with teaching as it is a great space and holds great teaching environments, Improve faculty development, GME group recommendations, Comp plans changed by working with Clinical Comp Committee (CCC), Mock Survey results with help identify needs.

Dr. William Wachsman, Chair HSFC

- Need more time to discuss the above topic, will be tabled to next meeting.
- Apologies to Dr. Jess Mandel as we did not have time to hear his Undergraduate Medical Curriculum update and he will be invited to present in November.

Adjournment

- The meeting was adjourned at 6:33 p.m.

Action Items

- HSFC members should send comments regarding the HS Strategic Plan to Dr. Wachsman and/or Cat before October 7th deadline.
- Cat Dooley, HSFC Secretary to invite Dr. Jess Mandel to November meeting as time lapsed and we did not get to his agenda item.
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Next Meeting

- Tuesday, November 1, 2016 – 5:00 p.m.