HEALTH SCIENCES FACULTY COUNCIL
Minutes
March 7, 2017


Unable to attend: D Bazzo, M Brown, T Handel, J Hirsch, K Kim, D Kimber, D Lillie, J Mckerrow,

Guests & Speakers: T Savides, Faculty Rights and Welfare combined meeting to include H Hofflich, J Trejo
Recorder: C Dooley

| Call to Order and Approval of Minutes | Thomas Savides, MD  
Chief Experience Officer |
|--------------------------------------|-------------------------|
| • Chair Dr. Wachsman called the meeting to order at 4:05 p.m.  
• Announced this meeting is combined with HS Faculty Rights and Welfare Committee as both committees were interested in hearing Dr. Tom Savides’ presentation. | Presentation: Physician Surveys 2016: Press Ganey Results on Physician Morale  
• 1st survey of clinical physicians practicing at UC San Diego Medical Centers Medical Staff in >10 years  
• 600 UCSD Med Staff physicians in Press Ganey Database surveyed  
  • 33% survey return (485/1470* surveys)  
• Quantify physician engagement and alignment to benchmark versus other physician groups and academic medical centers  
  • Allows self-assessment  
  • Metric to track in future  
• Will allow comprehensive look at data using physician, staff, and patient data using similar domain questions to give global organizational assessment – in progress |
Review of PG MD Comments – Not Working Well

- Lack of confidence in “leadership”
  - Not listening
  - Not MD oriented
  - Too many “leaders”
  - Too focused on money
- Unhappy with RA2016 shifting attention to salary/productivity from quality/scholarly activity
- Burnout – poor work life balance / hostile work environment
- Infrastructure problems – esp bed shortages, ED crowding, communication
- Patient experience problems – access for their families and their patients

Trying to find a solution: Focus Group of 10 late Assistant/early Associate Clinical Professors
- Medicine, surgery faculty
- Wanted to talk to “the person in charge”
- They drafted summary of their issues
- Presented at dinner with Patty Maysent, Tom Moore, and Tom Savides

2017 AOCS Retreat – Faculty Survey Pre-Retreat
- Input of the clinical faculty, both AoCS member and non-member, is critical to planning the future
- OSI conducted two types of surveys:
  - A 6-question survey delivered to over 1,469 clinical faculty at UCSD, Rady Children’s Hospital, and the VA
  - In-person interviews with Health Sciences leaders, founding AoCS members, and members of the AoCS Executive Committee
- Surveys were designed to obtain the following information:
Continued….  
*Thomas Savides, MD*  
*Chief Experience Officer*

- What factors are most important to support clinical faculty  
- Are there any barriers to the AoCS accomplishing its goals  
- What could or should the AoCS be doing  
- What else is going on  
  - Survey response rate = 26%  
    (386/1469)

AOCS Survey Summaries: The top 5 factors reported as most important to support clinical faculty:

- **#1 Grants**  
  Funds to support career development, research, and/or efforts that help to encourage and support clinical faculty participation in research
- **#2 Advocacy**  
  Advocacy of academic clinical faculty needs to senior leadership
- **#3 Well-Being**  
  A focus on nurturing the well-being of clinician scholars (e.g., to prevent fatigue and burn-out)
- **#4 Mentorship**  
  Mentorship from senior clinical faculty
- **#5 Recognize Outstanding Scholarship**

AOCS 2017 Pre-Retreat – Physician Survey Comments:

1. Not feeling valued as clinical academic physicians (“research faculty valued more at UCSD”)
2. Emphasis on wRVU rather than balance with academics (teaching or clinical research)
3. Being treated well – i.e. support infrastructures, free food for physicians, other things to make MD life easier

AOCS Retreat – 2/25/2017  
Strategic Directions (under consideration):

1. Define Clinical Excellence for academic
| Continued….  
**Thomas Savides, MD**  
Chief Experience Officer |
|---|
| **promotions** (Clin Prof of Med)  
2. Evaluate Clinical Scholar Academic Track (Professor of Clinical X)  
3. Modify compensation models to support non-clinical wRVU work (teaching and committee work). This is the concept of “Academic wRVU”  
4. Unify and connect clinical faculty - Not enough social events for faculty and their spouses to meet each other  
5. Invest $ in clinician scholars  
  - Small pilot grants of $5-10K  
  - Outside speakers  
  - Pay for master teachers  
  - Train how to mentor residents  

**Potential Solutions:**  
- Communications – Meet with busy clinicians  
  - Department/division meetings  
  - Small dinner meetings (1/12/2017 – Patty Maysent/Tom Moore)  
  - Large dinner meeting  
  - Direct communication to rank and file physicians from Tom M and others  
- Leading the Way – modified for physicians  
- Leadership training for all physicians  
- Leverage Academy of Clinician Scholars (AOCS)  
  - Strategic retreat (leverage physician funds for joint goals) |
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<th><strong>Dr. David Brenner, Vice Chancellor/Dean</strong> - Announcements</th>
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<td>• Five-Year Review of the Department of Radiation Medicine and Applied Sciences and its Chair, Arno Mundt, completed and feedback coming</td>
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<td>• 2 Big faculty searches: Neurosurgery and Neurosciences ongoing</td>
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<td>• Masters of Public Health process ongoing</td>
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<td>• March 25th The Campaign for UC San Diego Celebration will celebrate the announcement of the public phase of our $2 billion Campaign. The event will make the case for philanthropic support as well as acknowledge and thank campaign volunteer leadership and donors. The goals are:</td>
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<td>• Raise $2 billion through private philanthropy</td>
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<td>• Generate engagement by reinforcing relationships with all constituents</td>
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<td>• Strengthen the recognition and distinction of UC San Diego as a groundbreaking leader among research universities worldwide</td>
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<td>The Campaign for UC San Diego will help fund three key priorities:</td>
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<td>• Enhancing the student experience</td>
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<td>• Enriching our campus community</td>
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<td>• Sparking research and innovation</td>
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<th><strong>Dr. William Wachsman, Chair - Announcements</strong></th>
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<td>• Minutes for the February 7, 2017 HSFC meeting were submitted for approval.</td>
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<td>• Minutes were approved.</td>
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<th>Adjournment</th>
<th>• The meeting was adjourned at 5:21 p.m.</th>
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<td>Next Meeting</td>
<td>• Tuesday, May 2, 2017 – 5:00 p.m.</td>
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