Updates: The Department of Medicine Executive Promotions committee has our recommended changes in the promotion criteria. Can we promulgate these to all the schools in the SOM? Bill to bring up at RAB. The promotions criteria in OB/Gyn have for years supported collaborations. DOM doing this could act as the catalyst for other departments following suit.

UCSF Physician Scholars Program: Shaun Coughlin and Kevin Shannon are heading the committee. Funding for one individual at 250K/year or two candidates at 125K/per year. This will be announced in the fall so individuals can apply.

DOM Faculty of Physician Biologists - Bench Science Trainees

Home for basic science trainees and basic science faculty. This is an opportune time because we have 6 Molecular Medicine (MM) students entering this year. Mark Anderson update – trying to build a community and trying to connect the MM students w/ the faculty. Need to create a community where the trainees get to meet faculty but also get career advise. Planning or have initiated:
  • Small welcoming dinner next week at Bob Nussbaums’ house
  • Create a core group of bench physician/ scientists in the department
  • Large and inclusive dinner at the end of August. Talmadge and Neil will attend. Rotate tables at each course in the meal so all can meet

Expectations of DOM bench science faculty:
  • Attend 1 – 2 dinners /year
  • As a group put on ~6 Medical Grand Rounds per year (infrequent requirement for individual faculty)
  • Be involved in the interview and screening process for MM residents.

Dinners later on will have a programmatic theme, such as, choosing a lab, how to write a K grant, and how to connect with the right channels at UCSF. At the large fall dinner, will, invite UCSF MSTP students who are close to chosing a clinical field to connect with the faculty in department.

Issues re trainees from fellowship to In Residence appointment

Decisions currently reside at the level of DOM divisions. It is intended that both support and decisions regarding support will remain with the divisions. Part of the discussion will be to define the role of the DOM, but there are several areas of potential interest to the Department:

1. That the criteria and rules for appointments and salary are fair and transparent. (this does not mean that they will be identical across divisions or even within divisions.)
2. That trainees understand the departmental policies and regulations regarding their current and possible future appointments
3. That trainees have uniform access to resources at UCSF for training (e.g., training in grant writing or statistics).
4. That the DOM has accurate information about the status of trainees.

Specific Questions to guide our discussion:
1. Should we limit the number of K applications in the department?
2. What are the obligations to K awardees beyond salary and benefits?
3. Should there be a minimum level of appointment for K awardees?
4. When should individual trainees be selected for an In Residence appointment and when that should happen?
5. What are the obligations to trainees who have completed a K award but are not yet appointed to the faculty?

National Data for K awardees (~3 years ago):
- K08/K23 Awardees - 23% will get an R01 by the 5th year of their K award, 10 years after the K ~48% will get an R01. Thus, of those who get an RO1, half of the time they will receive an R01 award before the end of a K award, the other half will do so after, but about ~50% will never receive an R01 award. Women are statistically less likely to get an R01 award thru a K award (more true for K08 awardees).
- It is possible that the 50% who don’t get awarded with an R01 have chosen other ways to be successful in their careers other than research - maybe this is fine and necessary with the DOM.

Most MDs starting as an Asst. Professor don’t get their R01’s until after 5-7 years, hence they don’t advance to the Associate level until after 5-7 years with an R01 is in hand.

It was suggested that the Department of Medicine should ally with Kirsten and CTSI to create a formal process for the purpose of monitoring and tracking the K awardees in the department, review data periodically and look at salary and appointment issues. Christine is already gathering data and spoke on the data she is currently collecting.

Problem: individuals who come from multiple divisions into Mike McCune’s division occasionally have K awards proposed in another division and get salary/ benefits set up by that division, this is a problem because of salary disparities.

Two different models: Invest in future faculty members early or wait until trainees have proved themselves. Hard to predict and assure a position to a person later. The job is to train in skills of research, not always as a member of the UCSF faculty. It helps our reputation when we train someone well to go somewhere else.

How does each division use the K awardees? Overall, everyone benefits from K awardees, but some pay better than others. Only some K awardees have the potential to stay.

We could have explicit guidelines on how K awardees are handled. Mike McCune is open to sharing his guidelines with the council and all of the divisions.

Next Meeting
Tuesday, July 9, 2013, 8:00 – 9:00 am in room HSE 1303