Present: Mark Anderson, Kirsten Bibbins-Domingo, Carl Grunfeld, Marguerita Lightfoot, Jackie Maher, Mike McCune, Christine Razler, Bill Seaman, Mike Shlipak, Ida Sim, Louise Walter, Art Weiss
Absent: Robert Nussbaum, John Fahy

Announcements (Bill and Mike McCune)

The Research Council’s recommendations for Departmental promotion criteria have been formally accepted and published. In general, the criteria are now more transparent and the content has changed, such that an individual does not need to show evidence of independent creative activity, but can contribute independently to a team. The criteria explicitly talk about how one can do this, including an expansion of the kinds of grants that are considered for promotion in the DOM. Mike McCune, Clay Johnston, Deborah Grady, and Peter Hunt have formed a task force to take the new regulations from the DOM to other departments and schools to ask them if they would be interested in similarly making their promotion guidelines more transparent and explicitly allowing promotion based on collaborative work. They will be going to Neurology, OBGYN, and Pediatrics first. The goal is to promote the amended promotion criteria across schools.

CTSI has a pot of money called Strategic Opportunity Support (SOS), which is approximately three to four million dollars per year. This has been subsequently expanded by joining with the Resource Allocation Program (RAP), which includes CTSI and many other programs that have discretionary money for pilot funding. The plan is to put the money into a big pot for grants that focus on multidisciplinary collaborative research and for training for those who have not done it in the past. This information is in the September 29th Call for RAP proposals.

UCSF Physician-Scientist Scholars Program – Handout of Guidelines

The Physician-Scientist Scholars Program is now in the School of Medicine, and the Dean is contributing to the program. Kevin Shannon is chairing the committee, with the intention of announcing the program in the near future, so people can apply as early as November 2013. There have been good modifications to the program that the Council had discussed, and a few that have not been completely resolved.

The Physician-Scientists should function independently, using shared equipment, and therefore having identified space will be critical (approximately four to six work stations). It is expected that this will attract stellar people. Departments must nominate candidates. For the Department of Medicine, this will usually be upon application for Fellowship or otherwise within a few years of starting independent basic research, but application can be as early as application for internship and as late as two years after completing clinical training. UCSF Physician Scientist Scholars will receive their full salary from the department and $250K per year from the Office of the Dean. If a outside grant is awarded, one-half of the grant amount will be deducted from support by the PSSP program.
Announcements

This Thursday night, the College of Bench Scientists will participate in an inaugural dinner. The dinner will be designed to maximize interactions among the participants. The goal of the College is to have support bench research within the Department, with a particular focus on trainees and junior faculty. The initial focus of the group will be to assist the Molecular Medicine program in recruitment and mentoring.

Departmental K-Award Analysis (Christine & Kirsten)

Christine Hsieh and Kirsten Bibbins-Domingo provided data on K awards that the department has received over the past ten years, broken down by types of K awards (155 received over the past ten years), how many received in each year, research unit, ORU’s, year, and percentage by ORU. The main campus and SFGH had the most recipients of the K awards. Seventy-seven percent of graduated K awardees are currently in the DOM or medically-related ORUs, and almost all of the rest are at academic institutions. The summary of the status of the K awardees were broken down by the start, middle, and end of the ten years, showing most still in academic positions. The NIH is currently funding K awardees at about 40% and R01’s at 11% - 15%. Our analysis shows that there are K awardees who are past the expiration of their K-award but are still in the adjunct series. The Council would like to track those specific faculty members and try to determine why they are remaining in the adjunct series.

In addition, the council would like to focus on those who have finished their K’s and have NIH funding, and how many transitioned from K awards to other competitive positions in the department. The expectation is that K awardees will succeed. The NIH expects the department to make a commitment to a future faculty appointment. Although departments are not always in a position to make a commitment, it appears that the most K awardees indeed progress to a faculty appointment. The Council will consider the recommendation that decisions regarding faculty appointments be made by the end of the third year. At the least, the standing of K individual awardees should be made clear to the awardee at all points in the process.

Next Meeting

Tuesday, October 8, 2013, 8:00 – 9:00 am in room S-226