

## RESEARCH ADVISORY BOARD (RAB)

June 7, 2016

8:30-10am

Medical Sciences Building, Chancellors Conference Room S-118

**Attendees:** Jane Czech, Pam Den Besten, John Ellis, MC Gaisbauer, Xiao Hu, Vanessa Jacoby, Mounira Kenaani, Jim Kiriakis, Larisa Kure, Georgina Lopez, Synthia Mellon, Teresa Moeller, Suzanne Murphy, Michael Nordberg, Christine Razler, Bill Seaman, Brian Smith, James Sorensen, Paul Volberding, Winona Ward

**On Phone:** Clarice Estrada, Gretchen Kiser, Matt Springer

**Not here:** Chip Chambers, Jennifer Grandis, Jean Jones, Steven Lazarus, Wallace Marshall, Irene McGlynn, Thomas Neylan, Theresa O'Lonegan, Nirao Shah

**Guests:** Lori Yamauchi

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Dan Lowenstein introduced Pam Den Besten as the new RAB co-chair, starting in September 2016. Bill Seaman will be stepping down at that time.

Indirect Cost Rate Primer, Dan Lowenstein

Link to URL:

[https://public.tableau.com/views/APrimeronIndirectCostsatUCSF/Introduction?:embed=y&:display\\_count=yes&:showTabs=y](https://public.tableau.com/views/APrimeronIndirectCostsatUCSF/Introduction?:embed=y&:display_count=yes&:showTabs=y)

- Dan Lowenstein, Janhavi Bonville (Associate EVCP) and Nina Wang (UCSF Library) have been working on addressing the issue of indirect costs at UCSF. They have developed a tool so that faculty can have a better understanding of their use.
- Via the tool, you can look at rates in comparison to other institutions
- The negotiation process is extremely important, especially when dealing with the federal government. Not all indirects costs, however, are recovered. Thus, the current federal indirect cost rate for UCSF is 58.5%, but actual indirect costs are 76.8%
- 10% of total indirect costs goes to a given faculty members home department
- We need to ensure that funds are being used as strategically as possible

### Next Steps:

- Dan will be presenting this tool to the Academic Senate. Additionally, he would like feedback from RAB members

Neurosciences Building Project: The Program and Building Design & Funding, Jane Czech & Lori Yamauchi

See PowerPoint presentation attached

- The \$185 million gift from the Weill Family Foundation to establish the UCSF Weill Institute for Neurosciences is the largest ever gift to UCSF, with a major portion of the gift going to the construction of the building
  - Weill has been very specific on the funding's usage, if UCSF was not in alignment, the gift would not have been made

### Questions/Comments:

- Are there plans on how the new faculty will be supported?
  - The gift will include program support for new faculty.
- There is some concern that this entire project is just meeting the donor's needs, rather than thinking strategically for UCSF especially when certain departments that are not under the general umbrella of research are being left behind
- How much usable square footage?
  - The building is 270,000 GSF, and that approximates to about 55-605 assignable; 150,000 ASF
- What type of patients will be seen in the clinical space?
  - There are some themes that align in the research being conducted within. The themes include recovery and repair, Neuroimmunology, neurodegenerative disease, movement disorders, and others
- Are the two major structures being built (this building and the Warriors Stadium) anticipating each other?
  - Yes, there is a working group focused on construction coordination between UCSF and the Warriors. Also, the City has convened a construction coordination group, which also includes the SF Giants, who are developing the Mission Rock project near AT&T Park.
- Where is the staging area for construction and where will the parking on the site go?

- That is still in progress, it will be a challenge. Most likely it will be Block 16 for trailers. New surface parking will be developed north and west of the Sandler Center, Rock Hall, and Smith Cardiovascular to accommodate contractor parking for this project and other new UCSF building projects.
- Jane commented that there are other components funded by the gift. Approximately \$500,000 will be go to the Neurosciences graduate program (to cover the 3<sup>rd</sup> year of study). In addition, there will be Innovation and Scholar awards. These proposals will be solicited through the Research Development Office (RDO).

Next Steps:

- None specifically noted

Graduate Student Researcher & Trainee Funding Workgroup Update, MC Gaisbauer

See PowerPoint presentation attached

- Following the April RAB presentation on this topic, a workgroup, chaired by MC Gaisbauer was formed to address this issue
- We are doing a market survey to raise our base salary levels
  - Working with HR
- US Department of Labor just updated overtime limits, which now affects our bargaining with Post-Docs
- We can supplement salaries with other sources
- The University of Washington puts people on other grants to cover other costs (up to 20 hours a week)

Questions/Comments:

- Why can't clinical dollars be used to supplement vs. making them work 120-150% time?
  - We need to evaluate the base salaries They should be paid for what we are asking them to do

Next Steps:

- None specifically noted



University of California  
San Francisco

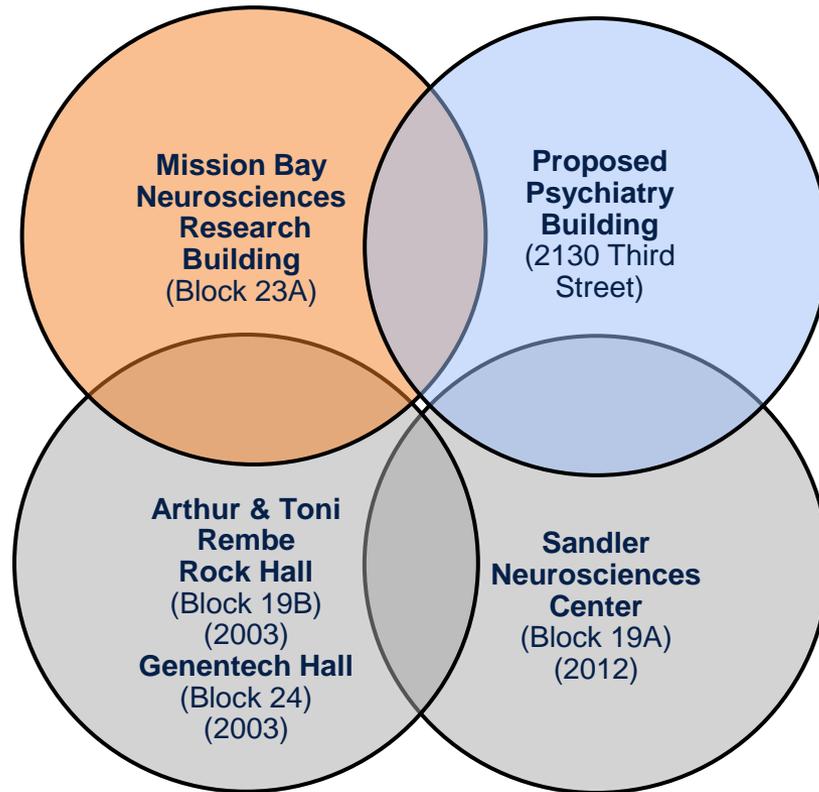
Mission Bay Neurosciences  
Research Building (23A)  
San Francisco Campus  
*Research Advisory Board*  
*June 7, 2016*

# UCSF Neurosciences at Mission Bay

- The Sandler Neurosciences Center was completed in 2012 and along with nearby Arthur and Toni Rembe Rock Hall, makes Mission Bay one of the largest neuroscience complexes in the world.
- Additional space for neuroscience research is sorely needed to provide for expanded research programs and capture advances in the field.
- The Psychiatry department would also like to grow their wet lab space in order to provide state of the art facilities for research on the biological and genetic components of psychiatric disorders.

# UCSF Neurosciences at Mission Bay: Integrating Basic, Clinical, and Translational Research

- *Neurosciences Institute: translational neurosciences*
- *Global Brain Health Institute*
- *UCSF Memory and Aging Center*
- *Neurology ambulatory care clinics and clinical research*



- *Psychiatry outpatient clinics and clinical research*
- *Psychiatry dry research*
- *Psychiatry education and administration*

- *Basic neurosciences*

- *Neuroinflammation research*
- *Neuroimmunology research*
- *Institute for Neurodegenerative Diseases*
- *Center for Integrative Neurosciences*
- *Neuroscape Lab*
- *Clinical research*

## Results of New Mission Bay Neurosciences Research Building

- **Increased Indirect Cost Recovery (ICR) from New Principal Investigators (PIs)**
- **New Research Aligned with Philanthropic Interests**
- **Increased Clinical Revenues**

# Donor Vision

- Largest-ever gift to UCSF from the Weill Family Foundation for \$185 million to establish the UCSF Weill Institute for Neurosciences, accelerating the development of new therapies for diseases affecting the brain and nervous system, including psychiatric disorders.
- Will bring together world-class researchers with top-ranked physicians to solve some of the most complex challenges in the human brain.
- Led by Stephen Hauser, the UCSF Weill Institute leverages UCSF's unrivaled bench-to-bedside excellence in the neurosciences. It unites three UCSF departments - Neurology, Psychiatry and Neurological Surgery - that are highly esteemed for both patient care and research as well as the Neuroscience Graduate Program, a cross-disciplinary alliance of nearly 100 UCSF faculty members from 15 basic-science departments, which awards doctoral degrees in a variety of research areas.
- Also included is the UCSF Institute for Neurodegenerative Diseases, a multidisciplinary research center focused on finding effective treatments for Alzheimer's disease, frontotemporal dementia, Parkinson's disease, and other neurodegenerative disorders.
- By bringing basic research in psychiatry into the fold of the neurosciences, the UCSF Weill Institute will be especially impactful. This new vision promises to transform mental health, where there has been so little progress for so many decades.
- The Weills' gift will drive innovation by supporting young faculty investigators and graduate students, and funding high-risk, high-reward research. It also will bolster recruitment of the best and brightest faculty and students.

# Mission Bay Neurosciences Research Building (Block 23A)



- Proposed Neurosciences Research Building
- Other Existing and Proposed Buildings with Neurosciences Research

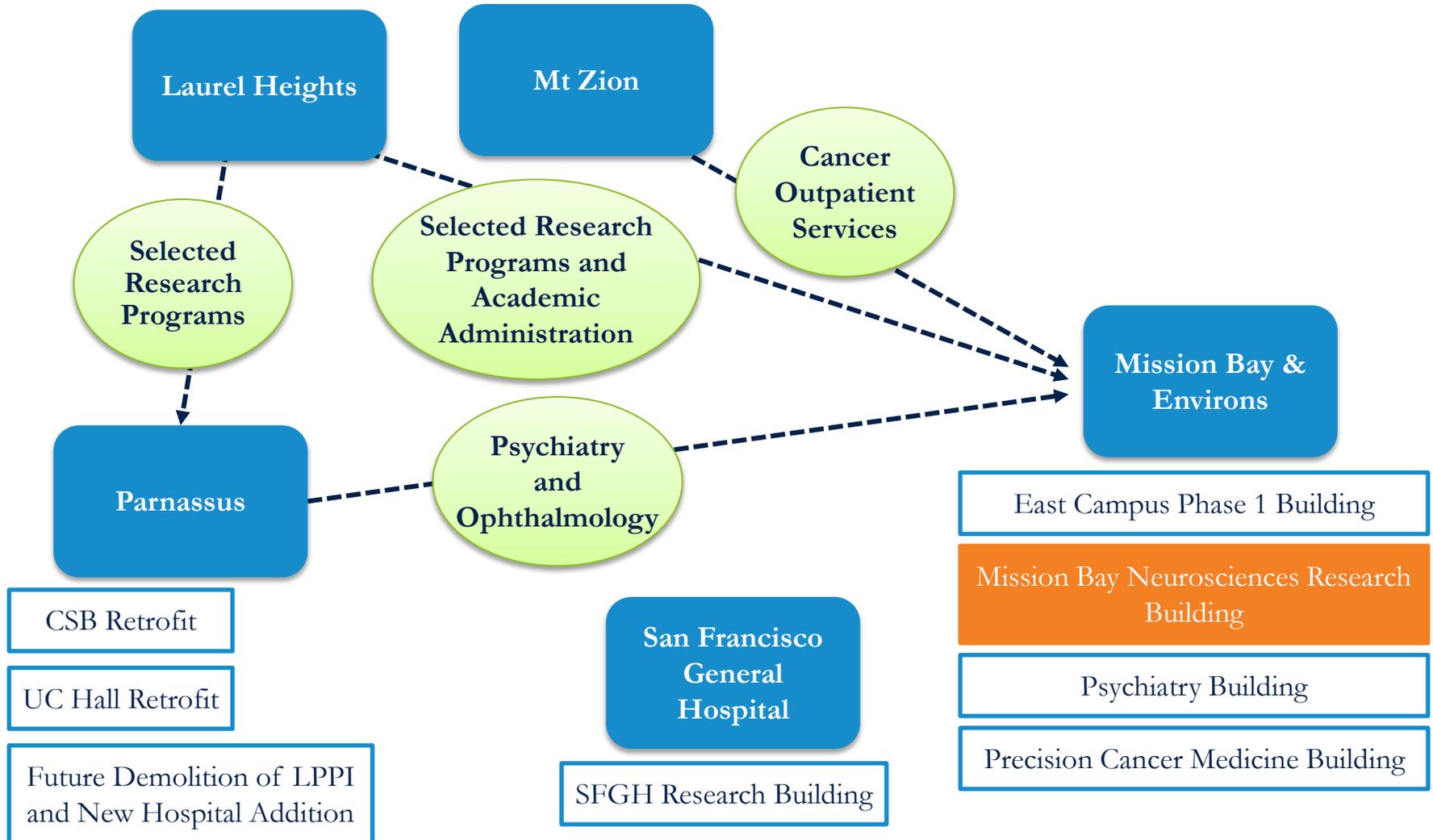
# Translational Neuroscience Research

- Programming committee members expressed a desire for a cutting edge research and clinical care center where technology and interdisciplinary collaboration will transform the discovery of cures and therapies for the field of Neuroscience.
- The Institute will be a magnet to bring the neuroscience community together with a translational focus and maximizing collaborative opportunities among Neurology, Psychiatry, Neurosurgery, the Institute for Neurodegenerative Diseases (IND), and basic neurosciences.
- The new research building will provide tightly integrated space for both bench and computational research.
- Close collaboration between wet and dry researchers to accelerate the development of new therapies for diseases affecting the brain and nervous system, including psychiatric disorders.

## Global Brain Health Institute

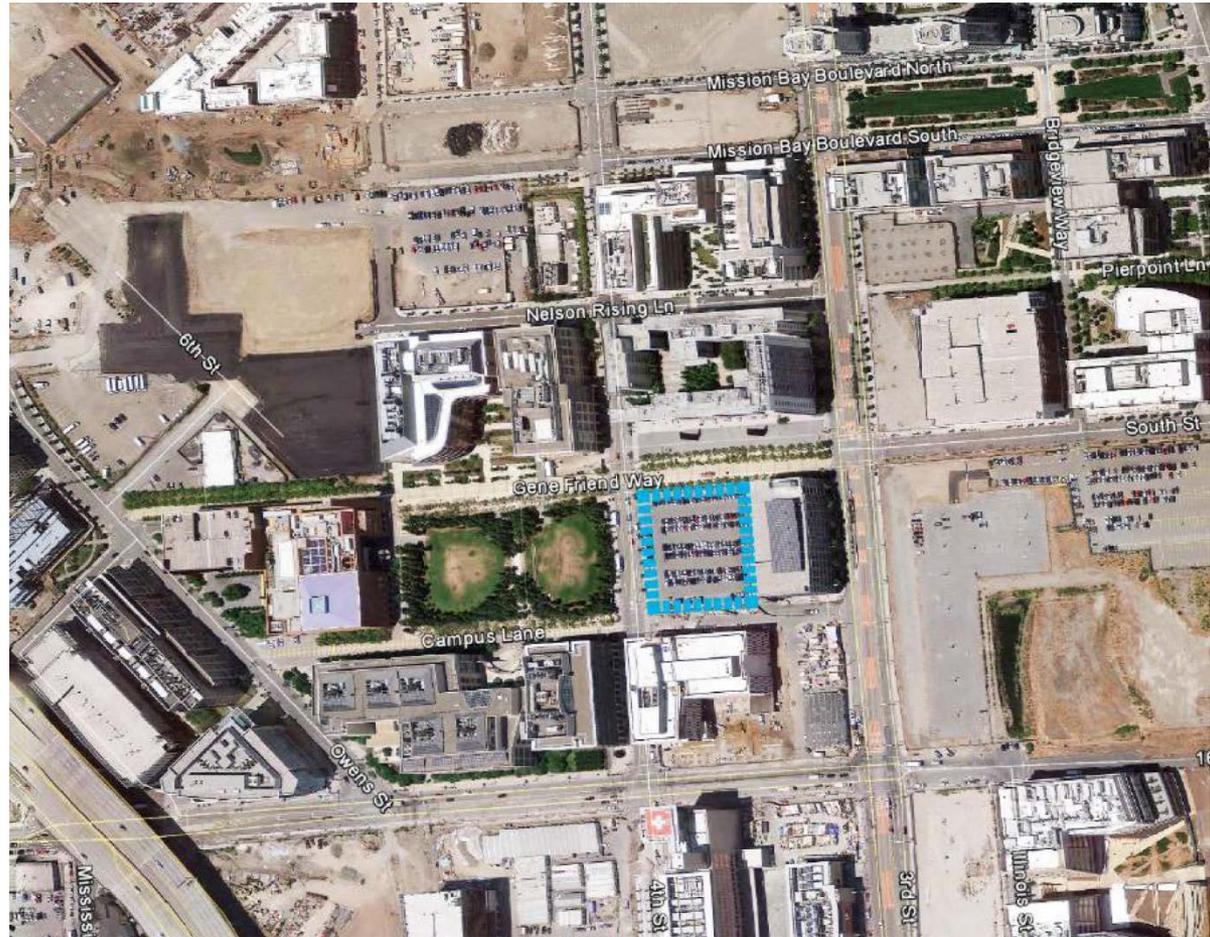
- Atlantic Philanthropies awarded UCSF and Trinity College Dublin \$177 million, their largest award ever.
- A groundbreaking venture to stem the precipitous rise in dementia by training and connecting a new generation of leaders worldwide.
- The GBHI initiative will train 600 global leaders over 15 years in the U.S., Ireland and across the world, including in Cuba and other Latin American countries, Vietnam and elsewhere in Asia, South Africa and Australia – to carry out dementia research, deliver health care, and change policies and practices in their regions.
- The GBHI Fellows Program will train eight fellows a year – four each at UCSF and Trinity College Dublin – for up to two years. An Exchange Scholars Program will engage up to 32 multidisciplinary scholars at UCSF and Trinity for up to a year.

# Site consolidations, seismic safety and program expansions are driving our capital project needs



# Building and Program Information

- Located on Block 23A, bounded by 4<sup>th</sup> Street, Gene Friend Way, and Campus Way, west of the Third Street Parking Structure
- Close to other bench laboratory research buildings and the neuroscience wet labs
- One block from the Medical Center at Mission Bay
- 270,000 gsf
- 6 floors above grade
- Co-location of wet and dry space to maximize collaboration
- Clinic and clinical research space
- Vivarium to include replacement space for Hunters Point vivarium



# Site Planning Considerations

- Courtyards and Entries
- Relationship to Gene Friend Way
- Pedestrian Circulation – 4<sup>th</sup> Street, Campus Way
- Loading, Patient Access
- Relationship to Koret Quad
- Replacement of surface parking on Blocks 14, 15, 16, 18



## Mission Bay Neurosciences Research Building (Block 23A) Projected Population and Revenue

<b>Total Projected Occupancy</b>	<b>700 total</b>
<b>Projected Number of Wet/Dry Research Principal Investigators (PIs)</b>	<b>45 total (75% new)</b>
<b>Estimated Staff per Wet/Dry PI:</b>	<b>~10 research staff/ post docs per PI</b>
<b>Other Faculty/PIs/Staff in Dry Only Space:</b>	<b>200</b>
<b>Clinical Staff/Clinical Research:</b>	<b>50</b>
<b>Patient Visits Per Year</b>	<b>50,000</b>
<b>Projected New Indirect Cost Recovery</b>	<b>~\$12 million/year</b>

# Mission Bay Neurosciences Research Building (Block 23A) Project Approvals

<b>Regents Discussion Item</b>	<b>January 2016</b>
<b>Regents Preliminary Plan Funding Approval</b>	<b>March 2016, \$21 million</b>
<b>Regents Full Budget, Design, and CEQA Approval</b>	<b>March 2017</b>
<b>Expected Funding Sources</b>	<b>Gifts, External Financing</b>

# Mission Bay Neurosciences Research Building (Block 23A) Project Schedule

<b>Building Programming</b>	<b>March 2016 – August 2016</b>
<b>Building Design</b>	<b>August 2016 – April 2017</b>
<b>Building Infrastructure Construction</b>	<b>April 2017-April 2018</b>
<b>Building Construction</b>	<b>August 2017 – March 2020</b>
<b>Building Occupancy and Move-In</b>	<b>March 2020 – June 2020</b>

## Preliminary Budget: \$316,000,000

Weill Bequest for building		\$125,000,000
Oberndorf Foundation		\$15,000,000
Other Gifts		\$10,000,000
To Be Raised		<u>\$25,000,000</u>
	Total Gifts	\$175,000,000
	External Financing	<u>\$141,000,000</u>
	<b>TOTAL</b>	<b>\$316,000,000</b>

# Mission Bay Neurosciences Research Building (Block 23A) Timeline

WE ARE HERE



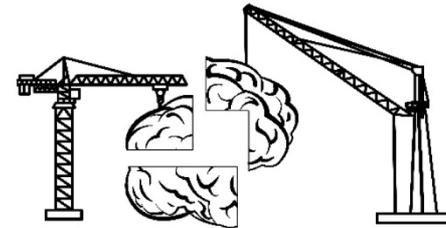
4 months

**PROGRAMMING**



12 months

**DESIGN**



34 months

**CONSTRUCTION**

# Mission Bay Neurosciences Research Building (Block 23A) Programming Process Approach



# Mission Bay Neurosciences Research Building (Block 23A) Programming Committee

Chair Stephen Hauser  
Chair Mitchell Berger  
Chair Matthew State  
Professor Roger Nicoll  
Director Bruce Miller  
Professor Stanley Prusiner  
Professor Kristine Yaffe  
Director Jane Czech  
Associate Vice Chancellor Michael Bade  
Associate Vice Chancellor Lori Yamauchi  
Planner Sharon Priest  
Project Manager Wenbo Yuan

## **Roles and Responsibilities**

1. REPRESENTATION of departments and programs
2. COMMUNICATION back to departments and programs
3. TRANSITION leadership
4. SPACE ALLOCATION recommendations to the UCSF Space Committee

# Mission Bay Neurosciences Research Building (Block 23A)

## Data Collection Activities

### Best Practices and Research

Evaluate and incorporate best practice research and Workplace Research Study being done in parallel by P+W.



### Focus Groups/Work Sessions

- Work process and activities
- Enablers and hindrances

### User Groups/Work Sessions

- Operational Needs
- Patient Flow
- Functional Program



### Working Group Interviews

- Orientation
- Interviews
- Space requirements forms
- Clinical/Functional Surveys
- Informal walkthroughs

Space Requirement Form - Building 33

School/Department: SD 4001 Location: Level: High/Low/End Zone

Division: Division of General Internal Medicine

Contact: Kelly H. Park Email: Kelly.H.Park@ucsf.edu

#### 1. Current and Projected Headcount

Please provide current and projected headcount requirements by title.

	Projected Headcount			* present indicate the % of day in the following locations for staff associated (debit accounts) with existing space
	Current	YE 2007	YE 2008	
Staff				
Chair				
Associate Chair				
Chair				
Assistant Chair				
Clinical Faculty	15	17	20	80-90
Research Faculty	3	3	11	80-90
Staff	35	45	44	100
Research Fellow	3	3	3	50
Associate	2	2	2	60
Resident				
Other/Specify:				
<b>Total</b>	<b>64</b>	<b>77</b>	<b>78</b>	

#### 2. Description

Please describe your department, its work process and typical daily activities.  
 DCIM is a nationally recognized research group and host to a number of clinical, interventional, behavioral, and social scientific research programs.

# Mission Bay Neurosciences Research Building (Block 23A)

## Working Groups

1. Core Facilities (S. Hauser, S. Prusiner, M. State)
2. Clinical (A. Josephson)
3. Vivarium (D. Ramsay)
4. Labs (R. Nicoll)
5. Misc. Facilities (R. Nicoll, J. Czech, C. Shinnerl)

**UCSF**

University of California  
San Francisco



University of California  
San Francisco

# Supplementation of Fellows on NIH T32 Grants

Research Advisory Board  
June 7, 2016

# Situation

- + Clinical Fellows on T32's see drop in income ([Exhibit A](#))
- + University of Washington has addressed the challenge
- + Rules are laid out in NIH Policy Statement
- NIH restricts ability to supplement using federal dollars
- UCSF has shied away from this approach



# Target

- Come up with a procedure and guidelines
- Design process flow for approval for supplementation
- Decide how many levels of approval there should be
- Keep within the NIH guidelines



# Proposal

- What is possible?
  - Do nothing. Continue to have problems filling T32 slots
  - Come up with a brand new UCSF plan
  - Come up with a modified plan based on Univ. of Washington
- What is best?
  - Doing nothing is not a viable option
  - Coming up with a new plan – designing our own wheel
  - Using parts of Univ. of Washington's wheel.

# Proposal

- What is important
  - Stay inside NIH guidelines
  - Create a process that insures objective evaluation
  - Not create an overly bureaucratic process
- When, where, who, what
  - When - As soon as possible
  - Where – Approval process within the Schools
  - Who – Sponsors, PI of training grant, Assoc. Dean Research
  - What – DocuSign process for approval

# Mentor Letter

(Date)

Dear (Mentor Name),

Congratulations on the selection of your student (trainee name) for a position on the (training grant name). This traineeship provides a stipend at the standard NIH rate of (amount). If the rate of compensation for students in your trainee's program is higher than this, NIH policy allows a couple of options:

Option 1: You can supplement the trainee's stipend from non-federal funds. There can be no expectation of additional work associated with this type of supplement, and the budget must be one on which stipends are an allowable charge.

Option 2: Your trainee can take on additional duties for additional pay. One way to do this is an RA appointment. If your trainee's compensation rate is (amount), then an **RA appointment at (percent) FTE**, representing **(number) hours per week** would provide the appropriate additional pay. The duties you assign the trainee for this time:

- Must be demonstrably separate from the trainee's research training
- Cannot be within the scope of planned research for the traineeship
- Cannot be cited in the training grant progress report
- Cannot disrupt, delay, or interfere with the trainee's research experience

Examples are glass washing, autoclaving or purchasing lab supplies.

Per School of Medicine guidelines, which apply to our training grant and its trainees *regardless of the school or college in which the trainee is enrolled*, either option for additional compensation must be approved by the PI of the training grant.

Please complete the attached form to let us know whether you intend to compensate your trainee above the level of the training grant stipend, and if so, how you propose to provide this additional compensation.

Thank you,  
(PI Signature)

# Sample additional compensation form

## Additional Compensation for Pre-doctoral Trainees

PROGRAM NAME

Trainee:

Trainee Mentor:

Dates of Appointment:

Per School of Medicine guidelines, all compensation received by trainees on NRSA training grants above the level provided by the traineeship must be approved by the PI of the training grant.

Please complete and sign the below form to indicate how your trainee's additional compensation, if any, will be handled:

My trainee will not be receiving compensation above the level of the training grant

My trainee will receive a supplement from a non-federal source on which student stipends are an allowable charge. There is no expectation of additional duties or service associated with this supplement.

My trainee has requested additional duties for additional compensation. This work assignment will be in the form of a (fill in position type) at \_\_\_\_\_% FTE. This represents \_\_\_\_\_ hours per week, and duties for this time are as described below:

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These additional duties are unrelated the trainee's research training, do not fall within the scope of planned research for the traineeship, and will not be cited in the training grant progress report.

This work assignment will not disrupt or delay the trainee's research experience.

\_\_\_\_\_  
Trainee Signature

\_\_\_\_\_  
Date

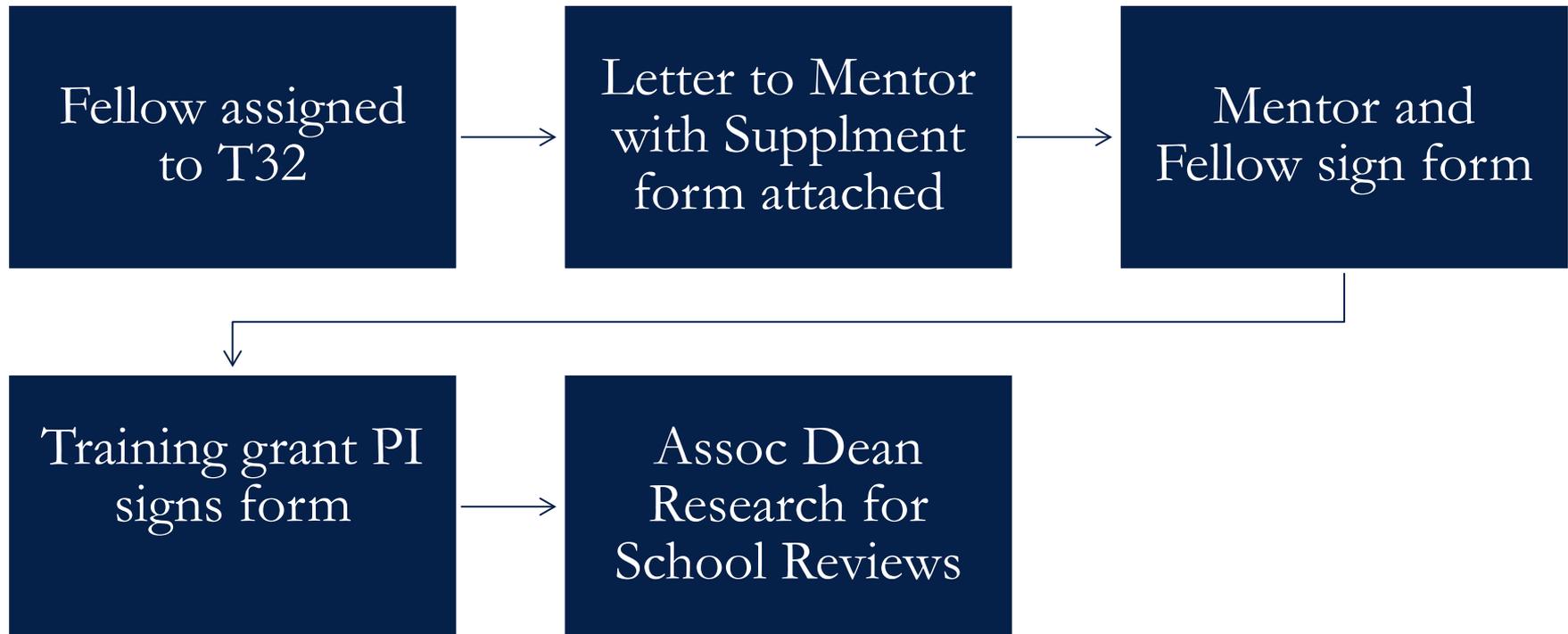
\_\_\_\_\_  
Trainee Mentor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Training Grant PI Signature

\_\_\_\_\_  
Date

# Straw Man Process



# Evaluate the Process at Six Months

- Internal Audit Reviews Process
- Internal Audit Walks through scientific evaluation with Assoc. Dean of Research
- Potential audit issues identified
- Process modified
- Review again in six months

# Exhibit A: Clinical Training Salary Scales

## UCSF CLINICAL TRAINING TITLE CODES / SALARY SCALES

Effective July 1, 2015

Residencies - Approved Programs (ACGME/ABMS)	PAYROLL TITLE / RFS	PGY LEVEL	Monthly Rate	Annual Rate
	2708 / R	I	\$4,411.75	\$52,941.00
2724 / R	II	\$4,558.00	\$54,696.00	
	III	\$4,737.08	\$56,845.00	
	IV	\$4,924.08	\$59,089.00	
	V	\$5,125.58	\$61,507.00	
	VI	\$5,316.08	\$63,793.00	
	VII	\$5,492.92	\$65,915.00	

# Exhibit B – NIH Policy

- 11.2.10.2 Compensation NIH recognizes that Kirschstein-NRSA fellows may seek part-time employment incidental to their training program to offset further their expenses. Funds characterized as compensation may be paid to fellows only when there is an employer-employee relationship, the payments are for services rendered, and the situation otherwise meets the conditions for compensation of students as detailed in Cost Considerations—Selected Items of Cost—Fringe Benefits / IHE Tuition/Tuition Remission in IIA. In addition, compensation must be in accordance with organizational policies applied consistently to both federally and non-federally supported activities and must be supported by acceptable accounting records that reflect the employer-employee relationship. Under these conditions, the funds provided as compensation (salary, fringe benefits, and/or tuition remission) for services rendered, such as teaching or laboratory assistance, are not considered stipend supplementation; they are allowable charges to Federal grants, including PHS research grants. However, NIH expects that compensation from research grants will be for limited part-time employment apart from the normal full-time training activities. Compensation may not be paid from a research grant that supports the same research that is part of the fellow's planned training experience as approved in the Kirschstein-NRSA individual fellowship application. Stipend Supplementation & Compensation. Under no circumstances may the conditions of stipend supplementation or the services provided for compensation interfere with, detract from, or prolong the fellow's approved Kirschstein-NRSA training program. Fellowship sponsors must approve all instances of employment on research grants to verify that the circumstances will not detract from or prolong the approved training program



UCSF