From: Internal Communications
To: Med Center - All Exchange Users; Other UCSF Users; UCSF MDs;
Subject: MEDICAL CENTER UPDATE -- March 6, 2009
Date: Friday, March 06, 2009 2:02:18 PM
Attachments: oledata.mso

Medical Center Update

News for employees of UCSF Medical Center
March 6, 2009

Inside Today's Update

- **January Earnings Strong, Recession's Impact Expected**
- **Cost-Saving Labor Reduction Initiatives**
- **Progress for UCSF Medical Center at Mission Bay Project**
- **UCSF in the News**
- **HR News — Resume Writing Workshop; START Sessions; Chancellor's Award; HR Self-Service Station; Everyday Errands; Privacy and Confidentiality Update; Staff Appreciation Day; UCSF Black Caucus Gala**
- **Events — Book Sale; Moffitt Café March Events; Health Information Fair; 6th Annual Garden Tour; Vermont Photography Sale**
- **Did You Know…**

January Earnings Strong, Recession's Impact Expected in Coming Months

UCSF Medical Center and UCSF Children's Hospital had another strong month in January, earning $6.1 million or about $2.6 million more than projected. Keith Farmer, interim financial director, said the good performance may be due in part to the intensive care unit beds at Parnassus that became available this year, increasing

the hospital's capacity. The profitable December and January put the medical center's year-to-date income at $34.2 million, about $7.6 million more than anticipated.

Farmer said that the recession's impact on the medical center may be delayed. Health care tends to lag the economy by six to nine months since patients who lose jobs often retain health care coverage for several months. It's likely that the medical center will face declining revenues later this year and must prepare, Farmer said. Ken Jones, chief operating officer, said the medical center is considering cutting about 160 full-time jobs or the equivalent in labor costs. That's about 2 percent of the medical center's 7,000 employees. Programs such as the Staff and Academic Reduction in Time (START) program; employee hiring freeze excluding patient care staff; and voluntary "separation" program that offers employees severance pay could help achieve the labor expense target. Business plans for staff reductions are being developed in March and April, Jones said.

Cost-Saving Labor Reduction Initiatives

With the current economic downturn and looming financial projections, the medical center has implemented additional initiatives, Staff and Academic Reduction in Time (START) and the Internal Recruitment Effort programs, to lessen the burden and to protect more jobs for UCSF Medical Center employees. START is a program that allows eligible employees, with manager approval, to voluntarily reduce their work hours, and subsequent pay, from a minimum of 5 percent to a maximum of 50 percent. Participants, however, will continue to accrue UCRP service credit, vacation/PTO and sick/EST at the pre-START rate. This labor reduction will help the medical center build savings during this current economic shortfall. To participate in START, eligible employees must enroll by March 31. For more information about START, visit http://hr.ucsfmedicalcenter.org/benefits/START.htm. Questions can also be answered by Michael Waldman, at 353–4422 or michael.waldman@ucsfmedctr.org.

Effective immediately, the medical center will implement the Internal Recruitment Effort program, where the medical center will limit recruitment for all current and future positions to internal candidates for the first three weeks of a job opening. In January, a hiring freeze for non-clinical employees was established to control labor expenses. The goal of the Internal Recruitment Effort program is to provide career development opportunities to medical center employees, while ensuring the medical center is operating effectively and fiscally responsibly. Current internal job postings can be viewed at http://hr.ucsfmedicalcenter.org/jobopportunity.htm. HR staff will

be available to assist in answering questions about job openings and provide online application assistance. For more information, please call an employment specialist at 353–4688, option 4, option 3.

Progress for UCSF Medical Center at Mission Bay Project

The contractor, subcontractors, architects and engineers will soon be on the construction site of UCSF Medical Center at Mission Bay with the installation of the "big room" near the corner of 16th and Fourth streets. The "big room" is a construction term used to describe the command center where the project team members work together to build a 3-D model of the project blueprint. The purpose is to solve possible conflicts during the design phase rather than on the field where changes are more expensive and can often lead to delays. All coordination between the design and the construction teams is done in the "big room." In addition, all construction documents will be generated from this room. The trailers will be completely equipped over the next six to eight weeks and will be fully occupied by the project team by April. For more information about UCSF Medical Center at Mission Bay, visit www.missionbayhospitals.ucsf.edu.

UCSF in the News

UCSF Makes Nanotechnology Breakthrough — Led by Dr. Tejal Desai, director of the UCSF Lab of Therapeutic Micro and Nanotechnology, researchers have created the nanoporous biocapsule, a breakthrough device that acts as a protective covering over artificial cells. This device, though a few years away from use in humans, could help to better the lives of millions worldwide. See the March 5 story on KGO-TV San Francisco.
http://abclocal.go.com/kgo/story?section=news/health&id=6692480

Blood Test for Newborns Could Reduce Genetic Disease Risks — UCSF Children's Hospital doctors and a Daly City family push to pass state legislation that would add a test for Severe Combined Immunodeficiency Disease (SCID), developed by Dr. Jennifer Puck, professor in Pediatrics Immune/Rheumatology at UCSF, to newborn screening panel. See the Feb. 19 story on KTVU.com.
http://www.ktvu.com/video/18755258/index.html?taf=fran

Human Resources News

Resume Writing Workshop — HR will hold a resume writing workshop for medical center staff considering internal job opportunities on Wednesday, March 11, from noon to 1 p.m., at 3360 Geary Blvd, 3rd Floor, Training Room B. Come discuss how to improve your resume and learn new interview techniques. Space is limited; however, based on demand, future sessions may be scheduled. To register, call 353–4688, option 4, option 3. The Purple Shuttle has regular services from Parnassus and Mount Zion to the Geary location. To view the schedule, visit http://campuslifeservices.ucsf.edu/transportation/shuttles/timetables/pdf/purple.pdf.

START Sessions — UCSF Medical Center recently implemented the Staff and Academic Reduction in Time (START) program. HR has set up four sessions to answer all questions regarding this new program. The meeting times are:

- Thursday, March 12, from 10:30 to 11:30 a.m., , 513 Parnassus Ave, Medical Sciences Building, Room S163
- Friday, March 13, from 12:30 to 1:30 p.m., 513 Parnassus Ave, Medical Sciences Building, Room S163
- Monday, March 16, from 12:30 to 1:30 p.m., at 3360 Geary Blvd, 3rd Floor
- Friday, March 20, from 11:30 a.m. to 12:30 p.m., 1701 Divisidero St., Mount Zion, Room R110

Chancellor's Award for Gay, Lesbian, Bisexual, and Transgender (GLBT) Leadership — Nominations are being requested for the Chancellor's Award for Gay, Lesbian, Bisexual and Transgender Leadership. This award recognizes contributions to the advancement of the GLBT communities at UCSF. Three individuals one faculty or academic, one staff and one student, resident or postdoctoral scholar, will be selected and receive this award at a special ceremony on Wednesday, June 10. Individuals who meet one or more of the award criteria are eligible to be nominated. Nominations must be submitted by 5 p.m. on Monday, March 23. For more information, visit the Office of the Chancellor Office Web site at http://chancellor.ucsf.edu/awards/GLBT/contents.htm.

HR Self-Service Station at Parnassus — The Human Resources Satellite Office, at 350 Parnassus Ave., Suite 210 has been converted into a self-service kiosk station. The kiosk will be open Monday through Friday from 8:30 a.m. to 4 p.m., with in-person assistance from 8:30 to 10:30 a.m. Employees will be able to use the newly installed telephones with a direct connection to the Employment, Benefits and Employee Relations units. In addition, several standard HR forms will be available for employees.

To meet with an HR specialist in person, visit the Geary location at 3360 Geary Blvd., Suite 301, Monday through Friday, from 8 a.m. to 4 p.m. HR specialists can be contacted at the following numbers: Employee Relations, 353–4012; Benefits, 353–4545; and Employment 353–4688, option 4. For more information, contact Nannette Diokno at nannette.diokno@ucsfmedctr.org or visit http://hr.ucsfmedicalcenter.org/.

Free Photo Processing at Everyday Errands — Beginning March 9, each time you use any Everyday Errands service, at any location, you will be given a voucher that gives you five free digital prints at the Everyday Errands at Mount Zion location. Simply bring in the vouchers, your camera's memory card or stick and receive your prints in minutes. Check in with your site representative to find out how you can print your photos for free. For more information, call Everyday Errands at Mount Zion at 885–7345, Parnassus at 353–9135 or at 2300 Harrison St. at 353–4431 or visit http://serviceexcellence/everyday_errands/ to learn more about all the available Everyday Errands services.

Privacy and Confidentiality Update — To help answer common questions about risk reduction, the Privacy Office has provided a plan outlining how to protect yourself and UCSF from a breach of patient confidentiality. To view the guide, visit http://hipaa.ucsf.edu/news/Privacy%20Newsletter%20Feb%202009.pdf. For questions or comments, please contact the Privacy Office at 353–2750 or visit http://hipaa.ucsf.edu/default.html.

Staff Appreciation Day at Laurel Heights — Chancellor J. Michael Bishop and campus leaders will be sponsoring a staff appreciation luncheon at Laurel Heights on Friday, March 13, from 11 a.m. to 12:30 p.m., in The View. There will be complimentary food for the first 400 attendees and a raffle for great prizes. Future staff appreciation days are scheduled at Mission Center Building on May 28 and UCSF Parnassus on June 12.

UCSF Black Caucus Gala — Congratulations to the following winners of the drawing sponsored by Medical Center Administration where 11 winners received tickets, worth $75, to attend the Black Caucus Annual Heritage Gala Dinner Dance on Feb. 28.

- Antoine Crowder, Sterile Processing
- Venice Ayala, OB/GYN
- Mark Phillips, Facilities Management and Capital Projects
- Fereshteh Garoussian, California Children's Services Support
- Scott Stanley, Radiology Information

- Kevin Tucker, Nutrition – Food Service
- Yvonne Bouligny, Cancer Center
- Paul Panganiban, Purchasing
- Andrea Sun, Privacy Office
- Michael Stewart (1 ticket), General Surgery
- Margarita P. Ilumin (1ticket), Adult Transplant

Religious Holidays — A list of religious holy days, maintained by Spiritual Services, is posted each month on the medical center Intranet site at http://serviceexcellence/spiritual_care_services/religious_holy_days/.

Job Opportunities — For a listing of jobs at UCSF Medical Center, please visit www.ucsfhealth.org/jobs.

THANKS Program — Recognize a fellow employee by submitting a THANKS form at www.ucsfhealth.org/thanks.

Events

Books Are Fun Sale, March, 16, 17, 19 and 20 — UCSF Hospitals Auxiliary is sponsoring the Books Are Fun sale on Monday and Tuesday, March 16 and 17 and Thursday and Friday, March 19 and 20 in the Ambulatory Care Center breezeway (near the elevators) on Parnassus Avenue. Books are Fun is a new vendor for the auxiliary's quarterly book sales. Save up to 70 percent on the price of books and other merchandise including: calendars, photo albums, stationery and music CDs. Proceeds benefit patients through the auxiliary's Special Wishes program, which funds services and amenities for patients and their families.

Moffitt Café March Events — March is National Nutrition Month, and the Moffitt Café will be launching a new "Smart Choice" program to help customers identify a healthy pick of the day. Look out for new "Smart Choice" Grab-N-Go salads developed by Irene Regala, recipe development chef, and Jennifer Chang, registered dietitian. For the month of March, all "Smart Choice" items will be discount by 20 percent. The café also has new menu items: Monday, March 9, Vegetarian Zuni Stew with Polenta and Thursday, March 12, Moroccan Chicken served with Couscous. If you want these new items to stay on the menu, be sure to tell the café staff. **920 Express**, the convenience store in M920 is now offering 15 percent off on most food items and beverages. The store is open Monday through Friday from 8 a. m. to 2 p.m.

Health Information Fair at Mount Zion, March 26 — This is a unique opportunity to explore the resources and services available at UCSF Medical Center at Mount Zion including: assistance with finding health and medical information, cancer support services, women's health, integrative medicine, options for medical decision-making, cardiovascular services for Asian Americans and art therapy. Raffle prizes and give-a-ways will be available. This event is sponsored by the Mount Zion Health Information Alliance. For more information, call 885–7378.

6th Annual Garden Tour, May 2 — Moraga Junior Women's Club will be celebrating the arrival of spring with a tour of six captivating gardens in Lafayette, Moraga and Orinda on May 2 from 10 a.m. to 3 p.m. (rain or shine). UCSF Children's Hospital Child Life Services will receive all proceeds from this year's event. Tickets are on sale now. To purchase tickets, visit www.moragajuniors.org/gardentour. For more information, contact Kana Ryan, event tri-chair, at (925) 377–0601 or kana@steveandkana.com.

Vermont Photography Sale — The UCSF Hospitals Auxiliary is sponsoring a photography sale of original works to benefit patient amenities at the medical center. The photographs are of scenes in Vermont and are on display next to the Moffitt elevators and in the display case in the east cafeteria on the east wall.

Richard Snow, the artist, was a dairy farmer in Vermont for over 40 years where he relished the rural beauty around him each day. After retiring from farming, he and his wife took up traveling to Maine to see boats and light houses, which he always found fascinating. At this time, he discovered his love of photography. Now in his later years, as his health has deteriorated, he travels less, but still enjoys capturing the beauty of his home. Most of the pictures in this exhibit were taken right outside Snow's front door in the panoramic view he has of the mountains, forests and wildlife that he can enjoy and share through his camera.

All prints are for sale for $25, frames included. For more information, contact Kathryn Snow at nursesnow@sbcglobal.net.

To submit events for the medical center Web site at www.ucsfhealth.org/calendar, send information to Korry Scott at korry.scott@ucsfmedctr.org.

Did You Know…

UCSF Medical Center at 2300 Harrison St. will be the pilot for a new recycling program that begins Monday, March 9. The goal of this project is to reduce the

amount of trash we send to the landfill by 50 percent in hopes of helping the environment and lowering sanitation costs for the medical center. All employees at Harrison will receive their own blue recycling bins for items like paper, glass, certain plastics and aluminum cans. A green composting bin will be available on each floor for food waste. The program's achievements will be measured at the 90-day, six-month and one-year marks. If this pilot program is successful, it is expected to be the model for future recycling throughout the medical center.

The deadline for the next issue of Medical Center Update is ***Wednesday, March 18****. Past issues are available on the Web at marketing.ucsfmedicalcenter.org/publications/medical_center_updates/.*

UCSF Medical Center | UCSF Children's Hospital

Internal Communications, UCSF Medical Center

2300 Harrison St., San Francisco, Ca 94110
Phone: 353–4948 Fax: 353–4916
Internal.Communications@ucsfmedctr.org

www.ucsfhealth.org

Intranet: intranet.ucsfmedicalcenter.org

Caring comes first

Please distribute this newsletter to employees who don't have email. Thanks.