

ZSFG CHIEF OF STAFF ACTION ITEMS
Presented to the JCC-ZSFG March 23, 2026
March 2026 MEC Meetings

Clinical Service Report and Rules and Regulations:

1. Surgery Service Report
2. Surgery Rules and Regulations and summary of changes

Credentials Committee:

1. Emergency Department (ED) Standardized Procedures 2026, ED initial and reappointment criteria, and ED summary of changes
2. Revised Anatomic Pathology Privilege List and summary of changes
3. Privilege list and standardized procedure-Insertion and removal of contraceptive implant and summary of changes

Other

1. SFHN Ambulatory Standing Order Protocol (SOP) and summary of changes

Division of Surgery, Zuckerberg San Francisco General

Joseph Cuschieri, MD FACS FSIS
Professor of Surgery and Laboratory Medicine, UCSF
Vice Chair of Surgery, Department of Surgery, UCSF
Chief of Surgery, ZSFG

March 2026

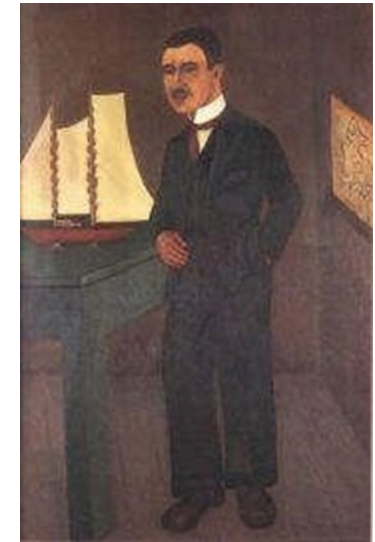


ZUCKERBERG
SAN FRANCISCO GENERAL
Hospital and Trauma Center

Mission Statement

The surgical faculty at Zuckerberg San Francisco General are dedicated to providing exceptional clinical care to the citizens of San Francisco and the surrounding areas, regardless of their social or financial status.

Our purpose is to deliver an outstanding training environment to students and residents, to make significant advances in scientific knowledge and clinical practice through basic and clinical research, and to produce the next generation of leaders in surgery.



Strengths

Faculty Members

- **Emergency General Surgery and Trama**

- Marissa Boeck
- Tasce Bongiovanni
- **Timothy Browder**
- **Andre Campbell**
- **Caitlin Collins**
- **Joseph Cuschieri**
- Rochelle Dicker
- Kent Garber
- Rachel Koch
- **Lucy Kornblith**
- **Rebecca Plevin**
- **Amanda Samman**
- **Nichole Starr**
- **Ronal Tesoriero**



Faculty Members

- **Minimally Invasive Surgery**

- Sandhya Kumar

- **Surgical Oncology**

- Adan Alseidi
- Jasmin Wong

- **Cardiothoracic Surgery**

- Melissa Coleman
- Amy Fiedler

- **Colorectal Surgery**

- Edward Kim



Faculty Members

- Plastic Surgery
 - Scott Hansen
 - Alex Lin
 - Jason Pomerantz
 - **Gloria Sue**
 - **Micheal Terry (Chief)**
 - David Young
- Vascular Surgery
 - **Ahmed Naiem**
 - **Adam Oskowitz (Chief)**
 - **Shant Vartanian**



Clinical data used in the reappointment process

| Core Competency | Proposed Metric | Thresholds | Data Source |
|---|---|---|--|
| Patient care | Attributable/ Preventable Mortality | Acceptable – Any 1A or < 2 1B Marginal – 1-2 1B Unacceptable >2 1B, and 1 C or 1D | Epic and M&M |
| | Complications & related errors | Marginal >1 class 3, any class 4 Unacceptable >1 class 4, any class 5 Uses classification scheme for errors (0-5) | M&M, trauma registry |
| | Unplanned readmissions | Marginal > 1 STD above mean % for faculty Unacceptable >2 STD above mean % for faculty | Epic and M&M |
| Medical/Clinical Knowledge | Board Certification/recertification | Meets/fails to meet. | Med Staff Office |
| | Attendance at Departmental Grand Rounds | Marginal <50% Unacceptable <25% | Department of Surgery Office |
| Practice-Based Learning and Improvement | Completion of required annual DPH training | Meets/fails to meet | Med Staff Office |
| | CME | Meets/fails to meet | ACS, surgeon provided |
| Interpersonal and Communication Skills | Resident Evaluations | Marginal > 1 STD above mean % for faculty Unacceptable >2 STD above mean % for faculty | Department of Surgery Education Office |
| | UOs about interpersonal and communication skills | Marginal 2-3 valid UOs RE: interpersonal and communication skills Unacceptable >3 valid UOs RE: interpersonal and communication skills | Review by Chief only |
| Professionalism | UOs about professionalism | Number with thresholds that would need to be developed | Review by Chief only |
| | Unexcused absences at assigned committee meetings | Marginal <50% Unacceptable <25% | Med Staff office |
| Systems based Practice | OP notes dictated and signed within 72 hours | NEED THRESHOLDS | Epic |
| | H&Ps signed within 3 days | <80% Marginal | Epic |

Physician Leadership - UCSF



Vice Chair for
Diversity, Equity, and
Inclusion

Program Director
Surgical Critical Care



Chief of Surgery,
ZSFG

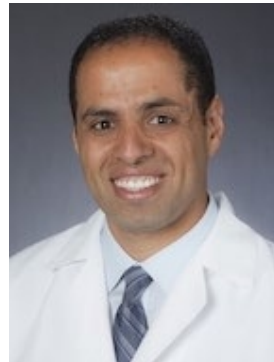
Vice Chair of ACS



Chief Experience
Officer



Section Head ACS,
UCSF



Associate Dean, SOM



Director of Research,
ZSFG

Co-Chair Muriel
Steele Society

Director of Gender
Equity



Chief of Plastic
Surgery, Program
Director Plastic
Surgery Residency
Program



Program Director, Acute
Care Surgery

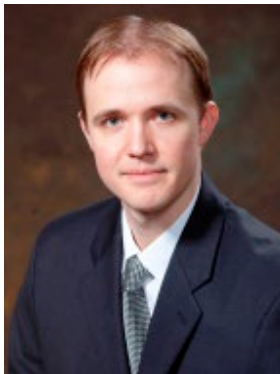
Physician Leadership - ZSFG



Chief of Surgery



Chief of Vascular
Surgery



Chief of Plastic Surgery
Associate Medical Director
Ambulatory Specialty Care
Medical Director Surgery Clinic



Trauma Medical
Director



Wrap Around Medical
Director



SICU Medical Director



Physician Director for
Quality Management



Medical Director
OASIS Clinic



Medical Director
Utilization