The meeting of the School of Nursing Full Faculty was called to order by Chair Rankin on February 22, 2002 at 1:20 PM in Room N-729.

**Approval of the Minutes of October 19, 2001**

The minutes of October 19, 2001 were approved.

**Chair’s Report**

Chair Rankin informed the Faculty that the All-School Retreat will be on Friday, April 5, 2002 at The Lighthouse at Rockaway Beach. Wendy Everett, director of Institute for the Futures in Palo Alto, will be the keynote speaker at the event and Ed O’Neil will be the facilitator.

Chair Rankin encouraged Faculty members to attend the next Academic Senate Division Meeting on Thursday, February 28, 2002 from 4:00 to 5:30 PM in Toland Hall.

**Plan for providing input on budget**

Chair Rankin informed the Faculty of the Academic Senate’s intent to increase Faculty involvement in the budget review process. The Faculty Council agreed to assist the Dean’s Office in the budget process and will seek input from the School of Nursing Faculty regarding the allocation of discretionary funds.

**Responding to the need for greater primary care providers on campus**

Chair Rankin acknowledged need for additional primary care providers is an issue that has been recognized across the campus. The Faculty Council will discuss options to involve the School in the amelioration of the situation.

**Dean’s Announcements**

Dean Dracup announced that the School of Nursing will introduce a new tradition of having the Faculty Emeriti attend the Community of Scholars on April 24, 2002.

**Report on Inpatient Care Services: The State of the Hospital**

Jane Hirsh, Director of Nursing & Patient Care, offered the following information on the state of the Hospital.
• All Leadership positions have been filled including the new Chief Operating Officer Tomi Hadfield, Chief Information Officer, Larry Lotenero, and Chief Financial Officer, Ken Jones.
• Projections were for a $10 million loss for the fiscal year which would indicate a $7 million loss to date. The department is currently working with a $3 million surplus.
• The Hospital is seeing an increase in overall volume in the Emergency Department, surgical volume, and increased transfers from other facilities.
• Nursing recruitment remains a challenge. Staffing overall is doing well because of the large number of travelers. The issues of commuting and high cost of living are impacting recruitment efforts geared towards candidates outside the bay area.
• The hospital has a strong cadre of clinical nurse specialists in Adult and Children’s Services.
• Continuing collaboration efforts with the School of Nursing.
• She stressed faculty and staff to apply for collaborative grants.
• The hospital is a strong supporter and advocate of the MEPN program and hopes to double the number of MEPN students with scholarships.

Department Reports

Physiological Nursing – Christine Miaskowski
The Department of Physiological Nursing was invited to submit a proposal to import the Acute Care Nurse Practitioner program to a Nursing School in Singapore. Delegates for the school will be visiting the UCSF School of nursing in two weeks.

A workshop on the Introduction to Genomics and Genomics Nursing is scheduled for April 25, 2002 from 1:00 to 4:00 PM and will be open to all Faculty and students. The location will be determined based on the response.

Family Health Care Nursing
No report.

Community Health Systems – Sandra Weiss
There will be a dinner for Bill Holzemer, Department Chair, in April to thank him for all of his contributions to the Department. Guests will be limited to Community Health Systems Faculty and staff.

Social & Behavioral Sciences
No report.

Committee/School Reports: School of Nursing (also see written reports)

Doctoral Program Council (DPC) – Jane Norbeck

Dr. Norbeck reminded the Faculty about an email that was distributed announcing the two opportunities for Faculty to attend a Doctoral Advising Forum. The Council will discuss how advanced Nursing Seminars are being developed. The Council will also review a set of policies to approve a specific course that is not on the list to qualify for the socio-cultural requirement.

UC Davis Doctoral Program in Nursing
Dr. Norbeck offered the following information regarding the collaboration with UC Davis to form a Doctoral Program in Nursing:
The program would serve areas where there are no doctoral programs such as Reno, NV but would not compete directly with UCSF’s applicant pool.

There are many courses in the School of Medicine that could also serve as courses for the PhD students. UCSF School of Nursing’s potential role would be concentrated in the Nursing Science courses.

The DPC suggested that a joint task force be formed to review the program. The School of Nursing agreed to participate in the task force with the understanding that their participation is not a commitment to the program.

Recruitment and Retention – Linda Mackin

The Committee on Recruitment and Retention is working to foster relationships with Minority Nursing Associations including the Hispanic Nursing Association, the Black Nursing Association, and the Philippino Nursing Association.

A downloadable application for the UCSF School of Nursing will soon be available for perspective students.

The Committee recently met with Aife Murray, Student Funding Coordinator, to discuss her experiences counseling students and to invite her to be an ex-officio member of the Committee.

The Association of California Nurse Leaders distributed a document the provided an overview of pending legislation associated with improving nursing education, training opportunities, and incentives to institutions to improve their clinical ladder programs.

The committee is discussing methods for transitioning ADN (Associates Degree in Nursing) Nurses to Master’s degree program. Discussions are still in the early stages and nothing has been formalized at this time.

Center for Research and Innovation in Patient Care – Nancy Donaldson

Clinical Access for Faculty/Student Research

The Center facilitates investigator access to patient care research areas at UCSF Medical Center, Stanford Hospital & Clinics and Lucile Salter Packard Children’s Hospital. They contact managers, negotiate with directors, facilitate Chief Nursing Officer (CNO) approvals and coordinate studies within Patient Care Services (PCS) to avoid inadvertent saturation or competition for subjects.

The Center expedites PCS review and approval for proposals and does not require additional “proposal” material other than a Committee for Human Research (CHR) packet and a single page Center Face Sheet.

The Center helps investigators trouble shoot access/setting issues and concerns.

Funds for Faculty Collaborative Clinical Projects

The following funds are available for collaborative clinical projects:

UCSF Medical Center sponsors $75,000 in funding to support faculty-staff collaborative studies.

Stanford University School of Nursing Alumnae Legacy research & Demonstration Grants 2002.

Research Day 2002

**Venous Access Safety and Effectiveness Course**

The new Venous Access Safety and Effectiveness Course, an interdisciplinary 1 unit clinical course will begin in the Fall Quarter of 2002. The course will be state of the science and use web-based and automation instructional strategies. It was developed through the Health Resources and Services Administration (HRSA) Patient Safety Interdisciplinary Education Grant Funds.

**Patient Safety Research Project/Study Development**

The Center coordinates and facilitates the School of Nursing Patient Safety Study Interest Group that works with faculty to integrate patient safety variable into various programs of research.

**Research – Geri Padilla, Associate Dean for Research**

- Since July 1, 2001 the School has been awarded 86 awards totaling $21.4 million of which $7.5 million comes from NIH.

- The central Research Database has been updated and all future contract and grants submission forms must be generated through the database. Training is in progress on how to input the data using the new reporting tools.

- The Dean’s Council has reviewed the elements of a mentorship program and made revisions based on the Council’s recommendations. The document will go to all Department Chairs for review by all Departments.

**Committee Reports/Academic Senate/Campus-wide**

**Status of the 5th School – Jane Norbeck**

Jane Norbeck provided the Faculty with an overview of the procedures involved with submitting the 5th School proposal. A subcommittee, comprised of AP&B and Graduate Council Committee members, was formed to provide guidance on the development of the Fifth School. The subcommittee interviewed people on campus who would likely be involved with the school, reviewed policies on the establishment of new schools, and summarized their findings.

**Committee on Academic Freedom – Pat Fox, Chair Committee on Academic Freedom**

Pat Fox, Chair of the Committee on Academic Freedom, announced that the Committee recently revised the Divisional bylaws. He discussed two issues before the Committee that are also under review at the system wide level:

**Student Evaluations of Faculty Teaching:**

Student evaluation of Faculty teaching is under review as a result of inappropriate remarks on Faculty evaluations including sexist and racist remarks. There is a sense that students are unaware of the impact these evaluations play in Faculty merits and promotions.

There is currently no consistency in the student evaluation process. Some schools provide unedited feedback while others edit the content before it is disseminated to the Faculty. The concern, as it relates
to Academic Freedom, is that Faculty members may modify their methods of teaching for fear of a negative student evaluation.

Faculty Promotion:
Select Departments have specific requirements for a R01 or equivalent in order to be promoted from Assistant to Associate Professor. Very few departments have written guidelines on the criteria for promotion. The concern is that emphasis on R01 funding to the exclusion of other sources of funding may limit an individual faculty member’s ability to pursue research in certain areas because the funding of that type of research may be sources other than an R01 grant. The Committee is reviewing options to broaden departmental requirements.

At the request of several Faculty members, Dr. Fox addressed concerns regarding the proposal to adopt a University policy restricting the use of Tobacco funds for the purpose of research. General faculty concerns include:

- A policy governing a common ethic could be viewed as a restriction of an individual’s Academic Freedom.
- The decision to ban Tobacco funds at UCSF was questioned because funds from alcohol and other potentially questionable organizations are allowed.
- It was suggested that Tobacco funds could be distributed via the Legacy Foundation or the NIH to distance the Tobacco industry from directly funding Universities.
- The Committee on Academic Freedom will continue to review the proposed Policy restricting the use of Tobacco funds and the potential impact academic freedom.

Approval of Consent Calendar: Voting Item

There was an addendum to the deletions distributed with the consent calendar.

Two errors were corrected:
1. Under the deletions there was an error: Course N280.02 was inadvertently placed on the deletion list and should not be deleted.
2. Course N-284: Introduction to Radiology has already been assigned a number and thus should not have been on the consent calendar.

After acknowledging the two corrections to the Consent Calendar the Faculty unanimously APPROVED the corrected Consent Calendar.

Other Business

System Wide Report on Academic Freedom – Meg Wallhagen
A symposium to discuss Academic Freedom issues is under consideration for October of 2002. The history of Academic Freedom system-wide and current Academic Freedom issues will be reviewed. Faculty members are invited to submit cases or issues for discussion at the symposium.

The meeting was adjourned at 3:03 pm.