The meeting of the School of Nursing Full Faculty was called to order by Chair Rankin on May 17, 2002 at 1:05 PM in Room S-214.

Approval of the Minutes of February 22, 2002

The minutes of the Full Faculty Meeting, February 22, 2002 were approved.

Chair’s Report

Faculty Retreat Update
Chair Rankin discussed the results of the All-School Retreat held on Friday, April 5, 2002. The Faculty Council reviewed information compiled at the retreat and agreed to post the information on the School’s website for the faculty to review during the summer quarter and provide feedback. A meeting will be planned for the Fall to produce a report. Chair Rankin asked that all feedback be sent to Associate Dean Zina Mirsky at: Zina.Mirsky@Nursing.ucsf.edu.

Health Sciences Retirement Task Force Report
Chair Rankin presented an overview of a draft proposal submitted by the UC Health Sciences Faculty Retirement Task Force. The proposal addresses a compensation level and an escrow fund that are not used by the School of Nursing. Details of this report may be obtained from the Office of the Academic Senate. Once a decision has been made regarding implementation a forum will be arranged with Dr. Pitts or another informed source.

Faculty Council Accomplishments for 2001-02
Chair Rankin reviewed the accomplishments of the Faculty Council over the last year including:
- An improved working relationship with the Office of the Academic Senate.
- Increased faculty participation in the budget review process.
- Revisions to the School of Nursing’s Mission Statement.
- Identification of the need to increase faculty nominations for awards.
- Facilitation of the development of a strategic plan for the School.

Dean’s Announcements

Dean Dracup thanked Dr. Sally Rankin for serving as Chair of the Faculty Council.

Dean Dracup made the following announcements:
• Alumni day was a great success with a sizable turnout from the Class of ’52. The Class presented a ten-thousand dollar donation to Sandra Weiss to promote her research.

• Susan Janson has been awarded the Mary Harms/Alumni Chair.

• The “stellar faculty” search committee put forward six names for consideration. Two people were invited back for additional interviews. The Dean will meet with Department representatives to determine departmental interests and get feedback on the recruitment.

• The latest proposal from the Academic Planning and Budget (AP&B) Committee to increase faculty input in the campus budget and planning processes will be coordinated with the Dean, Faculty Councils, Senate AP&B, and the campus Executive Budget Committee.

• The search for a Chair of the Department of Community Health Systems is still in progress. Betty Davies is chairing the search committee.

• The Dean is planning a trip to New York to visit foundations to promote the School of Nursing.

Announcements – Zina Mirksy and Rob Slaughter

Z. Mirsky, Associate Dean reviewed the results of the staff survey in the School of Nursing. The primary issue raised by staff members is the need for improvement in communications between different departments. Many staff members indicated that communication between supervisors and staff also needs improvement and emphasized the need for all staff to be treated with respect. Improved communication and respect between faculty and staff has been identified as a priority and will be reviewed by the Dean’s Office.

R. Slaughter presented a list of tips and techniques for communicating via email. Additional information is available on the attached document entitled “Email Tips and Techniques.pdf”.

Report on Inpatient Care Services: Jane Hirsch

Members of the California Nurses Association are planning a one day strike on May 29, 2002. One of the outstanding issues is that performance evaluations are subjective and can influence an employee’s merit increase.

Recruitment efforts for nurses are going well. A new summer nursing internship program was recently developed. Last year 60 student nurses were hired as interns of those 60, 30 were hired as nurses following completion of the program.

The Medical Center strategic planning process is underway, following the completion of a consultant study that took approximately six months. A consulting firm was used to help identify how best to organize hospital services and to develop strategies to develop high revenue generating procedures. The Medical Center is reviewing how Mt. Zion can be used more effectively.

Department Reports

Physiological Nursing – Christine Miaskowski

Nancy Donaldson was elected to fellowship with the American Academy of Nursing.
Barbara Drew was presented the Distinguished Nurse Researcher Award at the American Association of Critical Care Nurses.

**Family Health Care Nursing**
The Department is sponsoring an End of Life Care Symposium on December 5 and 6, 2002 at Laurel Heights to honor Dr. Ida Mortinson.

Katherine Lee was selected to receive the Margaretta Styles Award.

**Community Health Systems – Sandra Weiss**
The Department will have a retreat in early June to discuss how the department plans to develop over the next few years.

**Social & Behavioral Sciences**
No report.

**Committee/School Reports: School of Nursing**

**Doctoral Program Council (DPC): Voting Item – Noreen Facione**
The external reviewers of the doctoral graduate program recommended that one member of the dissertation committee be from outside the School of Nursing. DPC concurred with the value of disciplinary diversity on the committee, but identified many difficulties with the proposed requirement. Moreover, other schools on campus do not have such a requirement. DPC will add the following to the faculty and student manuals in the Doctoral Progression guidelines:

“To provide exposure to diverse perspectives, it is highly recommended that at least one member of the dissertation committee be outside the discipline of nursing or outside the School.”

**Recruitment and Retention – Lynda Mackin**

The Committee submitted a proposal to the Dean for consideration of a program designed to bring graduates with an Associates Degree in Nursing, to Master’s degree programs via an outside institution such as Golden Gate University. The Committee is still awaiting a response.

The Committee continues to meet with Minority Nursing Associations including the Hispanic Nursing Association, the Black Nursing Association, and the Philippino Nursing Association to increase the recruitment of under represented students.

The Committee requested that the Alumni Board have an ex-officio member from the Committee on the Recruitment and Retention Committee to foster communication between the two groups.

**Search Committee for Community Health Systems Chair – Linda Chafetz**
The search committee for the Chair of the Department of Community Health Systems is progressing and plans to begin interviewing candidates in June.

**Student Awards**
Chair Rankin reported that the Committee has $130,000 to disperse in the form of student awards. Selection of recipients will be made in June 2002.

**Faculty Practice Committee**
The workshop on quality improvement scheduled for June 12, 2002 has been rescheduled to June 20, 2002. Another workshop is scheduled for fall 2002.

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

**Conflict of Interest Task Force – Ruth Malone**
The Academic Senate Conflict of Interest Task Force, Chaired by Mike Weiner, MD, is currently examining possible changes to the UCSF Policy on Conflict of Interest. The Task Force was appointed by Senate Chair Dan Bikle to examine issues associated with Conflict of Interest in light of calls from some clinical faculty to make the policy less restrictive with respect to financial reimbursement for industry sponsored clinical trials. The Task Force will continue its work throughout the summer and hopes to forward a report detailing its recommendations to D. Bikle by September 2002. Further information on Conflict of Interest policies is available at [http://www.ucsf.edu/ora/coiac/](http://www.ucsf.edu/ora/coiac/). Details of the Task Force’s work are available from the Academic Senate Office, R. Malone or Task Force Chair, M. Weiner.

**Approval of Consent Calendar: Voting Item**

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

One error was corrected:

- Course N469, Management of Psychotropic Regimens, was erroneously listed as having a one hour seminar. The course has a two hour seminar.

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

**Discussion of Anti-Smoking Petition – Neal Benowitz**

Dr. Benowitz provided an overview of the “Petition for UCSF Policy Not to Accept Tobacco Industry Funding” circulated by the Tobacco Control Group of the UCSF Comprehensive Cancer Center. The petition recommends adoption of a policy that would restrict researchers from accepting funding from the tobacco industry. The UC System has not adopted such a policy, however that does not prohibit UCSF from enacting the policy.

Dr. Benowitz stated that the petition does not impact academic freedom in that it does not restrict what is taught at the University nor does it limit what is published by faculty members. Dr. Benowitz added that UCSF currently receives no funding from the tobacco industry so, in his opinion, at present, UCSF faculty would be unaffected by the adoption of such a policy.

The meeting was adjourned at 3:03 pm.

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