Chair Shari Dworkin called the meeting of the School of Nursing (SON) Faculty Council to order at 9:07 a.m. in the June Bailey Room – Rm N-505. A quorum was present.

Approval of the November 16, 2012 Minutes
Chair Dworkin motioned to approve the November 16, 2012 minutes. Council members approved.

Chair's Report
Chair Dworkin reported on the following items:

- **Faculty Council Chairs Meeting:** On November 28, the Council Chairs and Academic Senate Leadership met with Operational Excellence (OE) oversight director, Susanne Hildebrand-Zanki, and OE survey designer, Claire Brindis, to discuss OE communication and evaluation efforts. The three notable outcomes from this meeting were:
  1. Faculty representation on OE committees and processes for consultation need to be improved. The OE Faculty Oversight committee was disbanded several months ago and, as a result, faculty feedback to administration is lacking.
  2. The OE project segments need to be better coordinated. Faculty members perceive that OE is one coordinated effort when, in fact, OE is fragmented into several separate efforts such as, IT, HR and pre-award, and none are working together.
  3. The Council Chairs reviewed the draft of the SON survey. The Chairs of SOD, SON and SOP agreed move forward with the survey.

Chair Dworkin also reported on the Academic Planning and Budget OE Subcommittee meeting with UC Berkeley faculty. At the meeting, the Berkeley faculty explained that that the campus is still in the planning phase of the OE initiative and that Senate involvement in the process has been extensive.

- **Faculty Concerns with Strategic Planning Process:** Chair Dworkin reported that she has received numerous emails regarding faculty members concerns with the current strategic planning process. Faculty feel that they are providing input into individual committees, but not to the overall
effort across committees. Faculty members are wondering if this is truly a strategic planning process and if faculty will be allowed to vote on a final plan?

Associate Dean Lynda Jacobsen responded that once a final plan is developed, faculty will have the chance to review and vote. She commented that the administration plans to focus on the one-year plan now, and then a three-year plan will be developed later.

**Dean’s Report**
None.

**Associate Dean’s Report**
Associate Dean Jacobsen reported on the recent meeting of the Budget Strategy Team. At this meeting the group discussed the new tuition funds flow model that will soon be implemented across the campus. With the new model, the school will receive less state dollars and more tuition dollars. This means that schools’ revenue is now tied to enrollment. While each school supports the change, leadership is weary about the model since this has not been tested elsewhere.

A concern of the Dean is that a switch to the new model may create a “lag-time” problem. For example, if the school wants to increase enrollment, then new faculty must be hired. However, the school cannot hire new faculty members until students enroll. The Dean has communicated the potential problem with campus leadership.

**Supporting the Diversity in Action Committee (DIVA)**
Susan Kools, Co-Chair of the Diversity in Action Committee (DIVA), and Howard Pinderhughes, member of DIVA, updated the Council on the committee’s plans to administer new faculty training modules and work to get diversity integrated in the strategic planning process.

**New Faculty Training Modules**
A few years ago, DIVA created several training modules to help faculty understand how to support diversity at the school. At first, a significant number of faculty joined in on the training courses, but over time fewer faculty continued to participate. DIVA found it hard to institutionalize the trainings. After hearing concerns from students about diversity last year, DIVA decided to update the modules. A document listing the module topics and timeline was handed out for the 2013 Diversity in Action Faculty Training Modules (Attachment 3).

DIVA would like to use these new modules starting in early 2013. Participation will be required for all new faculty teaching courses in MEPN and that have not taken previous training. One two-hour module will be offered per month from February through May. The topics of the four modules include:

1. Promoting Cultural Humility in the Classroom
2. Inclusive Practices in Teaching
3. Integrating Diversity into Courses and Curricula
4. Mentoring to Reduce the Diversity Gap

The Faculty Council praised DIVA for their work to update the modules and train the faculty. The Council recommended that Schola Matovu, SON Ph.D. Student, should be the spokesperson for the importance of the modules. In addition, Member Aouizerat suggested that, with many faculty pressed for time, the process should be made simple and the purpose should be clearly communicated. In addition, the completion of the training should be easily linked to receiving recognition towards meeting the diversity requirement for merit and promotion purposes. The Council agreed.

**Integrating Diversity into the Strategic Planning Process**
When the school entered the process of strategic planning, DIVA proposed that the committee should make an effort to integrate diversity related strategies into the school’s final strategic plan. To this end, DIVA drafted a concept paper that modeled similar work done by each of the Strategic Working Groups (Attachment 4). The report was then submitted to the Dean’s Office for review. The Dean responded that the proposal was good, but more detail was necessary and that there may not be enough funding to
accomplish DIVA’s goals. The Council agreed that integrating diversity into the strategic plan in some way should be a priority of the school and Council offered support in finding a solution. Alternative strategies will also be discussed in another Faculty Council meeting.

**Department Reports**

**Family Health Care Nursing**
There is a high level of interest in the Diabetes minor. The first course will be offered in the winter quarter.

**Community Health Systems**
HRSA has released another call for grants. Faculty are being asked to develop proposals.

**Physiological Nursing**
The department is looking forward to the OE pre-award survey. The department is in the process of hiring three new faculty members.

**Institute for Health and Aging**
None.

**Social and Behavioral Sciences**
None.

**Student Representative Report**
None.

**Review of the OE survey**
The Council members reviewed the most recent draft of the programmed OE survey. Comments and edits will be forwarded to Analyst Cardenas.

**Hot Topic Debrief and Discussion**
Council members reviewed the Hot Topic notes and discussed their thoughts about the meeting. Chair Dworkin motioned for the Council to support changes to her plan to survey the faculty and administration on faculty governance related issues. Council members suggested that rather than conduct a survey, Chair Dworkin should visit each department meetings over the next three months to gather and compile feedback from faculty and administration. Chair Dworkin supported the idea and asked the Council members to send the department meeting dates. Until Chair Dworkin can attend each department meeting, she asked the Council to share the Hot Topics notes with the faculty colleagues to find out if there are any additional comments or suggestions.

**DNP Working Group Updates**
Annette Carley, Chair of the DNP working group, updated the Council on the recent work to develop a DNP program proposal. Chair Carley reported that there have been several cross-campus meetings to discuss how UC Davis, UCLA, UC Irvine and UCSF will collaborate. Program details that have been discussed include:
- The curriculum will be in a hybrid format. This will include some fully online courses and others face-to-face.
- The budget for the program would be unique to each campus.
- Each campus will conduct their own application and admissions process.
- For Academic Senate approval, the proposal will go through each of the campuses before going to systemwide for review.

The goal is to be able to present a full program proposal to the faculty by the spring Full Faculty meeting. Once approved, the DNP working group hopes that UCSF could begin to enroll students by the Fall of 2014.

**Strategic Working Group Reports**
Strategic Working Group members Caroline Stevens and Linda Franck presented on the work of the Practice Strategic Working Group and Barbara Burgel and Jenna Shaw-Battista presented for the Education Working Group.

**Practice**
Goal #1 is to establish an evening clinic. SON has been working to find the clinic a home since September and the school is close to finding a final location. Medical Center CEO Mark Laret is supportive of the idea. There are currently two sites under consideration: one near Mt. Zion and another at Lakeshore.

**Education**
The Education group is focused on accomplishing the Working Group’s Goal #1: Redesigning the Master’s Program, aligning it with new accreditation standards, programmatic objectives and the fiscal environment. Barbara Burgel shared a working report that included details on the tactics and recommendations to accomplish the goal which are outlined in the document (Attachment 5).

**Old Business**
None.

**New Business**
None.

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