Chair Shari Dworkin called the meeting of the School of Nursing (SON) Faculty Council to order at 9:02 a.m. in Rm N-319D. A quorum was present.

Approval of the May 16, 2014 Minutes
Council members approved the May minutes.

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

- **Academic Senate Division Meeting**:
  - Gift and Endowment Assessment Update:
    - The past practice of UCSF was to tax all gifts at 4% upon receipt and 1% on the spending. The new proposal is to increase the 1% assessment on spending to 6%. This would equate to a 5% increase.
    - In response to the proposal, the Academic Senate offered the following 5 recommendations: 1) to ease the tax in progressively; 2) to tax smaller gifts less; 3) to take funds being cut from any faculty-related programs and invest it back into faculty; 4) to reject a tax on gifts related to student support; and, 5) to grandfather existing gifts and endowments and tax only new gifts.
    - Executive Vice Chancellor and Provost Jeff Bluestone informed the Senate that the administration would be willing to phase in the assessment, at 2% each year; to exempt all student support; and grandfather existing gifts, with the exception of endowments.
  - Shared Governance in the Distribution of Space:
    - With the number of space planning decisions set to be made in the near future, the Academic Senate would like to be consulted more in the decision-making process.
  - Campus Climate Survey
    - The results of the survey have been presented to the faculty in a series of meetings. Overall, members of the UCSF community are satisfied with the campus climate. However, there are subgroups of the population who feel more uncomfortable than others on campus. The administration is currently working on analyzing the data more and will develop initiatives on how to ensure that no one feels uncomfortable or unaccepted on campus.
A surprising result was that around 47 percent of faculty who responded stated that they had considered leaving UCSF within the past year.

Operational Excellence Survey
- The UCSF Faculty Association recently administered a survey to faculty to learn more about the quality of service on campus. The Association published the results that show that faculty members are still concerned about pre-award and IT services on campus. The qualitative responses really outlined the frustrations of faculty with the services.

New Chancellor Selection
- The announcement regarding the new chancellor should be made soon.

Meeting with Northwestern Dean
- Members of the School of Nursing recently invited the Dean of the Northwestern University School of Nursing to come present on ways to increase philanthropic interest in the school. She held a couple of workshops that were extremely helpful. She also offered several tips on how to develop a very inclusive culture of shared governance and trust within the school. Chair Dworkin will meet with Vice Chair Catherine Waters and Laura Wagner to discuss how some of these tips could be integrated at UCSF.

Dean's Report
Dean David Vlahov reported on the following items:
- Leadership Transition: Dean Vlahov thanked Chair Dworkin for her work over the past two years on the Faculty Council. He also thanked all of the members rotating off the council this year for their work as well. Finally, he welcomed Catherine Waters as the new Chair and Janine Cataldo as the new Vice Chair.
- Faculty Morale: The Dean thanked all faculty who participated on the recent faculty survey. The results were very useful in helping the Dean’s Office set priorities for future investment. With the information, the next step is to develop a plan to provide the needed resources. Two of the top priorities areas for investment include educational technology and instructional support.
- Educational Evaluation: In collaboration with the School of Medicine, SOM Vice Dean of Education Catherine Lucey has been asked to carry out an evaluation of the educational structure of the school. In the coming months, Vice Dean Lucey will be interviewing faculty and staff. A set of recommendations will be provided and shared with the Council in the coming months.

Associate Dean’s Report
Associate Dean Lynda Jacobsen reported on the following items:
- External Evaluations: As reported by the Dean the external evaluations have resulted from the recent survey. Some of the areas under evaluation include:
  - Educational Evaluation: The school is working with SOM Vice Dean for Education Catherine Lucey
  - Fiscal Systems: The School has been talking about evaluating the financial systems of the school and how these could be improved.
  - IT Security: The School is working with CIO Bengfort to do a security analysis.
- Results from the Faculty Survey: Chair Dworkin worked with Associate Dean Jacobsen to review and analyze the survey results. While the results varied, the three main themes of responses involved instructional support, educational technology and financial support. To address these concerns, SON has reached out experts at UCSF who can provide an evaluation of the current services and provide recommendations for how to improve.
- Collaboration with UC Nursing Schools and UCOP: Dean Vlahov and Associate Dean Jacobsen met with the other Nursing School Deans in the UC System to discuss how the schools can collaborate to address shared issues and concerns and reduce costs. As a result of the discussions, a white paper has been drafted and submitted to UCOP for review. One of the issues highlighted in the draft included the relationship between Medical Centers and Schools of Nursing. There is a perception systemwide that there is a closer relationship than is actually present.
• **Agreement with SFGH:** On a positive note, the school recently signed an agreement with SFGH regarding the compensation plan. This is great news as it opens up a relationship with the hospital to allow the school to place faculty there. The goal is to follow this agreement up with negotiations to place faculty at the VA.

**UCSF Branding Presentation**
Chair Dworkin informed the Council that Vice Chancellor for Communication Barbara French recently contacted her requesting her suggestion for how to best present to the School of Nursing Faculty on UCSF's recent efforts to re-brand the university. Chair Dworkin asked the Council which event would be the best for this type of presentation? Council members suggested that the presentation could occur either at the fall Nursing Rally or the November Full Faculty meeting.

**MS Generalist Discussion**
Chair Dworkin informed the Council that the MS Generalist subcommittee has been working hard to develop a curriculum proposal in the hopes to have the faculty review a draft by the June Full Faculty meeting. However, due to concerns with an absence of funding for a possible MS Generalist program, faculty involved have reservations on putting up a proposal for a vote in June. The members of the MS Generalist subcommittee have suggested that the Faculty Council postpone the vote until there is a financial plan that can accompany the proposal. Due to the subcommittee concerns, Chair Dworkin asked the Council to weigh in on whether to continue with the vote after the Full Faculty meeting, or postpone the vote indefinitely until a financial plan can be developed. Council members discussed and voted to postpone the vote.

**Strategizing to Improve Faculty Morale**
To follow up on previous conversations on Faculty Morale, Council members discussed what steps the group should take to support administration in improving morale. After discussion, members identified three areas where they felt would make the biggest difference to faculty. These included:

- **Improving Instructional Support**
  - Faculty feel there is a significant need for instructional support. Especially when it comes to online instruction.
- **Developing Faculty-to-Faculty Connections and Relationship Development**
  - Faculty would like more opportunities to develop relationships with their peers. Faculty members also feel there is a lack of peer-to-peer mentorship.
- **Improving Faculty-to-Administration Communication**
  - Communication from the Dean’s Office has improved recently. However, faculty still feel that decision-making is top down and more could be to ensure faculty feel like they have a voice.

Council members agreed to inform the Dean that the Fall Nursing Rally should not produce new action items for faculty. In previous years, faculty have felt that the rallies have resulted in additional work.

**Agenda Planning**
Council members discussed and recommended the following topics be addressed in the 2014 -2015 academic year:

- **Communication with Students:** Over the past year, the Faculty Council has worked hard to ensure that students were more integrated in the governance process. However, Chair Dworkin feels that a lot more can be done. She feels that in the past the faculty members have protected the student by not sharing information early. The Council agreed.

- **Educating Faculty about Shared Governance:** Chair Dworkin believes that many faculty in the school don’t understand that they are entitled to have a voice in the decision-making processes. The Councils should spend time next year working to educate faculty about shared governance and how to get involved.

- **Online Instruction:** Council members also agreed that next year, the Council should work to ensure that effective instructional resources should be shared by faculty.
**Student Report**
Student Representative Maggie Suda reported on the following items:
- Students recently ratified a student government merger
- Doctoral students are concerned about the number of TA-ships available.
- The Dean’s Town Hall event was well attended and well received by students.
- The Alumni weekend held in May was a fantastic event. Students felt it was a great opportunity to hear from nursing leaders and faculty.

**Department Reports**

**Family Health Care Nursing**
- Several faculty were recently awarded doctoral degrees
- Faculty searches continue.

**Community Health Systems**
- The department recently hired two new clinical faculty members

**Physiological Nursing**
- Janine Cataldo was recently awarded tenure

**Institute for Health and Aging**
- None

**Social and Behavioral Sciences**
- Shari L. Dworkin will be the new Associate Dean of Academic Affairs starting on July 1, 2014

**New Business**
None

**Old Business**
None

Meeting adjourned at 10:57am

Senate Staff:
Artemio Cardenas, Senate Analyst; Artemio.Cardenas@ucsf.edu (415) 476-4245