The School of Dentistry Faculty Council was called to order by Chair Maria Orellana on Thursday, April 23, 2015 at 8:03 a.m. in room S-616. A quorum was present.

Approval of Minutes from the March 2015 Meeting
Council Members approved the minutes.

Coordinating Committee Report
Member Howard Pollick reported on his attendance of the Coordinating Committee. Items discussed at the meeting included:

- **Faculty Salary Increase:** In 2014, the UC Office of the President released a study showing that UC faculty salaries lag faculty at competitor institutions by 12%. In an effort to compensate, President Napolitano announced a proposed plan to increase faculty salaries by 3% a year for the next 3 years. While this proposal looks good, there are several major concerns for UCSF faculty. First, the systemwide study assessing the cost of increasing salaries only proposed increases to Ladder Rank series faculty. In addition, UCOP has not shown a way to pay the campuses for the increase, thus making it an unfunded mandate. The UCSF Academic Senate drafted a letter and submitted it to systemwide for consideration. The campus is now waiting for a response.

- **Mission Hall Survey:** After listening to faculty concerns with Mission Hall, university leadership agreed to commission a Mission Hall pre and post-occupancy study to evaluate the space and its effect on productivity. Since the agreement, UCSF selected a research firm to conduct the survey. Survey PI, Nancy Adler attended the Coordinating Committee meeting to provide an update. After reviewing the work that has been done on the survey, Dr. Adler agreed to send out a draft to the Academic Senate for review. Feedback will be collected and submitted back to the survey administrators.

- **UC Care:** It has been reported that UC leadership is considering discounting the Health Net Blue and Gold program and moving all faculty and staff over to a UC Care managed insurance product. The effort would be done to increase the number of people in the UC Care program. President Napolitano will make a decision in the coming months to determine whether UC will end its offering of the Health Net Blue and Gold this year, or next year.

Dean’s Report
Dean Featherstone reported on the following items:
New Associate Dean Positions: The school has started the process of searching for three new Associate Dean positions. These include:

- Associate Dean for Academic Affairs
- Associate Dean for Research
- Associate Dean for Diversity and Inclusion

The search process has started and Dean Featherstone believes the school should have all the appointments made within the next two months.

School of Dentistry Strategic Planning

Strategic Planning Consultant Dennis Reker provided the Council with an update on the school’s efforts to develop a new strategic plan. His presentation included an overview of the planning process to date:

- **Why Do Strategic Planning**
  - To set direction and priorities
  - To get everyone on the same page
  - To simplify decision-making
  - To drive alignment
  - To communicate

- **Step 1: Validate and Update Mission, Vision, and Values**
  - **Mission**
    - Based on feedback provided, the proposed Mission Statement is *Advancing health through excellence in Patient Care, Education and Discovery*
  - **Vision**
    - Updated version *To be preeminent in oral and craniofacial health worldwide*
  - **Values**
    - Current discussion on the values
      - Diversity: Faculty, students and staff would like to add diversity and inclusion as a new value
      - Humanism: ADEA meeting regarding humanism and accreditation. CODA expected of us in defining and creating humanism in the institution or a humanistic environment.

To continue the work on the values, a three-person ad hoc committee has been assembled to review and make recommendations for other wordsmithing of all values.

- **Proposed Values**
  - Diversity and Inclusion
  - Excellence Integrity
  - Respect
  - Innovation
  - Accountability
  - Leadership
  - Social Responsibility

- The next question is how can values be reinforced within an organization?
  - Lead by example
  - Consciously use the values in your daily decision making
  - Include the Values in performance coaching and written evaluations
  - Celebrate team members when their action embody the values
  - Tell stories worth sharing
  - Openly talk about your values internally. Highlight each values each month

- **Step 2: Updating the Strategic direction**
  - UCSF campus-wide strategies that will inform the School of Dentistry
- UCSF Clinical Enterprise Strategic Plan for 2014-2019
  - School of Dentistry’s 2010-2014 Strategic Plan
    - Current discussion is whether or not to renew the strategies, tactics and metrics. Probable path is to use the new strategic objectives under the campus key areas, clarify and streamline where possible.
  - Proposed Strategic Objectives 2015-2020
    - Patients and Health: Provide outstanding, integrated patient-centered care, under the banner of a UCSF Dental Center.
    - Discovery: Be a world leader in scientific discovery and its transition into improved patient care and public health
    - Education: Prepare the next generation of clinicians and scientist for the new health care system and equip them to be future leaders in the health care profession.
    - People: Promote a supportive learning and work environment that attracts the best students, faculty and staff.
    - Business: Achieve a culture of Continuous Process Improvement

- Step 3: Update Strategies, Tactics and Metrics
  The school is still working on the process to properly outline the strategies, tactics and metrics. Once this is complete, the last step is to continue to work on plans for evaluation and to work with the departments and groups for department level strategic plans.

**Old Business**
None

**New Business**
None

Chair Orellana adjourned the meeting at 9:30 am.

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