Chair Catherine Waters called the meeting of the School of Nursing Faculty Council to order at 9:00 a.m. in room N-319D. A quorum was present.

Approval of the December Minutes
Council members approved of the December 2014 minutes, with revisions.

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

- **Research Speed-networking and Seed Funding Event**: Associate Dean of Research Kathy Lee is planning a research speed-networking event. The hope is to increase collaborative research. Council members expressed support and asked that clinicians participate with researchers.

- **Faculty Onboarding Process**: Chair Waters has invited Associate Deans Shari Dworkin and Judy Martin-Holland to attend the next Council meeting to discuss the faculty onboarding process.

- **Faculty Morale**: Chair Waters asked Council members if faculty morale has improved since last year. Members noted that morale in their departments has not improved much, but there has not been any further decline. Overall, faculty members still feel overstretched and overworked.

Associate Dean’s Report
Lynda Jacobsen, Associate Dean of Finance and Administration, reported on the following items:

- **SON Academic Planning and Budget Committee**: Associate Dean Jacobsen recommended that the Council consider creating a new Academic Planning and Budget Committee to allow for her and the finance staff to engage faculty on the finances of the school. It was mentioned that other schools have, or have had, similar committees. Council members responded that they would consider the idea.

- **New Typhon Coordinator**: The School of Nursing has hired a new staff member from the School of Pharmacy to work with students, staff and faculty on how to use the Typhon system. This person will be responsible for coordinating and improving Typhon. At the same time, the School has engaged the UCSF Project Management office to analyze Typhon and to recommend whether the school should invest in improving the application or move over to an alternative application.
Chancellor Sam Hawgood’s Visit
Chancellor Sam Hawgood, Associate Chancellor Terry O’Brien, and Senior Project Manager Maureen Gomes attended the Council meeting to engage with School of Nursing and to learn more about the most pressing issues to the faculty. To start the conversation, Council members provided the Chancellor with the following talking points:

School of Nursing Strengths

Excellence in Research, Innovation, and Education

- SON Ranks #1 among Schools of Nursing in NIH funding
  - Multiple research initiatives align with UCSF 2.0
  - SON faculty are developing and marketing innovative, commercially-viable technological products to improve consumer health, safety, and quality care
- One of the top 5 schools of nursing nationally
  - 7 clinical programs rank in the top 10 nationally
- The only School of Nursing in the country that has a medical sociology PhD program
- Meets many of the educational and health needs of California’s diverse populations
- Expert faculty well positioned to continue innovation in research, teaching, patient care, and public policy

Opportunities to build on vibrancy and competitiveness

Recruit and retain a diverse and inclusive panel of the best academicians, clinicians and scientists

- Achieve market-competitive faculty salaries
- Resolve barriers to compensation for advanced practice nurses within UCSF Health
- Ensure sustainment of faculty numbers and expertise to support educational, clinical, and research programs across project wave of senior faculty retirements
- Establish best practices and measures that promote excellence in diversity and inclusion
- Leverage existing and new resources to build diverse faculty more representative of the population of California

Enhance clinical pathways between the UCSF School of Nursing and UCSF Health

- Increase opportunities for faculty clinical appointments to:
  - Support interprofessional teaching, learning, clinical practice, and research
  - Support clinical placements for students
  - Support UCSF Health clinical nurses to improve patient outcomes; improve patient safety and quality; and support clinical program expansion and Magnet recognition by pursuing advanced degrees
- Improve faculty recruitment and retention with avenues for faculty practice
- Build new education programs and expand existing programs to maximize alignment between clinical education programs, health care system needs, and clinical and translational research initiatives

Support and enhance educational innovation

- Develop financial model that addresses inadequacy of state funding for educational programs
- Continue support of educational programs that transcend individual professional schools in the health sciences and expand access to educational resources across campuses and schools
- Develop funding mechanisms for student preceptorships, teaching assistantships, clinical internships and research residencies
- Support and expand curricular innovation and integration of effective technologies that support student learning and effective transitions to practice

After the presentation, the following issues were discussed with the Chancellor:

- Compensation Plan: Council members informed the Chancellor of their concerns with the current version of the UC Health Sciences Compensation Plan. Limitations on faculty clinical appointments have made it difficult for the School of Nursing to recruit and retain faculty. Unless
parity is established between what the School can offer and what is paid in the clinic, the problem will only get worse. Council members also noted that this is a systemwide issue impacting the other UC nursing programs. In response, the Chancellor acknowledged the faculty’s concerns and noted that he had reviewed the Dean’s white paper. To support, he stated that he will champion the document at the Office of the President. He also asked faculty for more details on how the School would function if the Health Sciences Compensation Plan barriers were removed. Council members noted that there would be a change in the culture and that faculty would take on more workload. However, the additional funding would help to hire and retain faculty, which should improve the situation.

- **Relationship with the Medical Center:** The student representative and Council members expressed their concerns with the relationship between the School of Nursing and the Medical Center. The Chancellor was informed that most of the UCSF nursing students do their placements in the community rather than at the UCSF Medical Center. Chancellor Hawgood thanked the members for the details and will look into ways to improve joint appointments between the SON and UCSF Health facilities.

- **Future Plans for UCSF:** When asked about ideas he is currently considering, Chancellor Hawgood informed the Council that he is investigating ways for more interprofessional collaboration and would like to have more focus and emphasis on population health. He feels that the School of Nursing will certainly have a big role in both efforts. He is also thinking about the development of a robust financial model that will help meet the needs of the entire campus. Finally, he noted that he is working on the development of a state-wide UC Health Care System. This means that all of the UC campuses with health sciences will need to scale up to meet the growing health care demand.

**Student Report**

Student Representative Marge Suda reported that the MEPNs are still going through a transition and meeting with the MEPN program director as needed.

**Department Reports**

**Community Health Systems**
- There is a search for a tenure track faculty member

**Family Health Care Nursing**
- The department is having trouble filling vacant clinical and tenure faculty positions
- A SWOT Analysis was done in preparation for the chair search

**Institute for Health and Aging**
- The department created a new fact sheet. Council members applauded the resource and suggested a similar document should be created for the other departments and the school.

**Physiological Nursing**
- The department is continuing their search for a chair

**Social and Behavioral Sciences**
- The faculty are looking forward to the new graduate students coming in this year
- The department is having trouble making offers to out of state students due to the high-cost of non-resident tuition

**Old Business**

None

**New Business**

None

The meeting adjourned at 11:00 a.m.