Chair Catherine Waters called the meeting of the School of Nursing Full Faculty Meeting to order at 1:00 p.m. in room HSW-302. A quorum was present.

**Approval of the November Minutes**
Council members approved of the November Minutes

**Chair’s Report**
Chair Waters provided the following report:

- **Faculty Remuneration Study and Faculty Salaries:** Last year, the Office of the President released the results of a UC systemwide study which showed the UC faculty salaries and benefits lag in comparison to eight other national research universities. To address concerns about a 12% salary lag, the President proposed, and the Regents approved, a plan to increase all faculty salaries over the next several years. The funding for this proposal would come from tuition increases, potential state funding increases and cost efficiencies. While the Office of the President has noted that the salary increases will be a funded mandate for the campuses, the UCSF Senate and administration are concerned because the three funding proposed funding sources – tuition, state funding and cost efficiencies – will not provide enough money to cover an increase in all faculty salaries. The Academic Senate has sent a communication to the President detailing the concerns (Attachment 1).

- **Faculty Equity Study:**

- **Chancellors Fund:** In early February, the UCSF Academic Senate formally adopted a plan to distribute the Chancellor’s Funds. With a plan now established, the Council was asked to provide ideas for how their cluster, consisting of the Academic Planning and Budget Committee, Clinical Affairs and the Faculty Councils, should award their portion, $91,000, of the $500,000 fund. Once all committees and councils have provided proposals, the chairs of each group will meet to decide how to divide the cluster’s allocation to one or multiple faculty life initiatives. The Council was informed that the School of Dentistry Faculty Council will be proposing that a portion of the funds go to a faculty development fund. The reasoning for this proposal stemmed from the fact that the Dean has offered to match all development funding provided to their school. The Council agreed that the faculty development fund would be helpful, as one does not currently exist in the School. Council members asked Dean Vlahov if he could match the funds as well. Dean Vlahov noted that he would have to look into the matter and consult the other Deans to determine where potential matching funds were provided

- **Meeting with Chancellor Hawgood:**

**Dean’s Report**
Dean Vlahov reported on the following items:

- **UCOP White Paper:** The UCSF School of Nursing continues to work with other UC Schools of Nursing on a white paper that will be sent to the Office of the President for review. Faculty
salaries are a core part of this paper. The hope is that once the document is submitted, a systemwide health and services committee will be asked to take a deeper dive into the issues.

- **CV Submission**: The Dean requested the members of the Faculty Council remind their colleagues to send their CVs to the Associate Dean of Research, Kathy Lee. All publications will be pulled from the documents and added to the new School of Nursing website profiles.
- **Faculty Diversity**: The School is going through a time of great transition in faculty retirements and hiring. The Dean believes that this transition time has provided the school with the opportunity to address a well-documented lack of diversity in the faculty population. The Recruitment and Retention Committee has worked hard this year to analyze the issue and provide recommendations that will help the School do a better job in the recruitment and hiring process.
- **Education and Technology Innovation Fund**: The Dean and the Faculty Council recognized the hard work of Annette Carley to push forward innovation initiatives in the curriculum. Once an education and technology plan is complete, the School will invest in improving the available resources. This plan for investment came out of the 2014 retreat where faculty prioritized funding ideas.

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

- **New Staff Members**:
  - Finance Director: This month the School welcomed Cecilia Chang as the new finance director. Cecilia has come from UC Berkeley and she has extensive experience with UC finance projects.
  - 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.

- **Education and Curriculum Support**: Annette Carley has been working hard on developing a plan. Once this has been developed, it can be used to assess the cost of support. The additional question will be on how do we integrate Annette’s work with the work of the departments.

**Associate Dean of Student Affairs and Outreach Report**
Associate Dean Judy Martin-Holland reported on the following items:

**Associate Dean of Research Report**
Associate Dean Kathy Lee reported on the following items:

**SON Needs for the Chancellors 500K Fund**

**Department Reports**

**Community Health Systems**
- The department is searching for a ladder rank faculty with expertise in psychiatric mental health nursing.

**Family Health Care Nursing**
- The Chair search has not begun.

**Institute for Health and Aging**
- None
Physiological Nursing
• At the most recent retreat a facilitator was hired to assist faculty members discuss the plans and aspirations for the department. Faculty felt this meeting was effective in identifying the goals and needs of the department.
• There is a planned renovation of the department conference room.
• The Chair search is ongoing.

Social and Behavioral Sciences
• None

Development Presentation
Development Director Justin Marsh reported on the following items:

Old Business
None

New Business
None

The meeting adjourned at 3:00p.m.

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