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 March Minutes
Council members approved of the March Minutes

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

- **Speed-networking Event:** While highly anticipated, the research-networking event was cancelled due to a lack of faculty attendance.
- **Faculty Council Elections:** The Community and Family departments are currently working through the election process. Social and Behavioral Sciences should have a selection named soon. The current representatives from Physiological Nursing, Janine Cataldo and Xiao Hu, will remain on the Council next year.
- **Faculty Remuneration Study and Faculty Salaries:** In December, it was announced that the university was considering a proposal to increase all faculty salaries. Since the initial announcement, little information has been released. At the current moment, the Office of the President is considering using the funds to raise the salary scales.

Dean’s Report
Associate Dean of Finance and Administration Lynda Jacobsen provided the Dean’s report:

- **White Paper:** The UC School of Nursing White Paper has been submitted to Senior Vice President Jack Stobo at the Office of the President. The next step is to have the Provost and the Academic Affairs office review the document. The Deans remain optimistic that the Office of the President will support reforms. In the future, we are hoping for further discussions between the Deans and the CEOs of the Medical Centers regarding access to clinical positions. Associate Dean Jacobsen is working to have the paper posted to the UCSF DropBox. Once it is posted, Council members and faculty will be able to review it.
- **Review of Student Affairs Office:** Associate Dean Judy Martin-Holland will be reviewing the business processes in the Student Affairs Office to determine how staffing and responsibilities can best be organized. Once her review is complete she will issue a recommendation to the Dean.
• Commencement: Plans for the commencement ceremony are underway. All faculty members are encouraged to attend.

Associate Dean's Report
Associate Dean of Finance and Administration Lynda Jacobsen reported on the following items:
• Communications Director: The search for a new Communications Director continues. Phoebe Byers previously held the director position. Until a new person is selected, faculty members are directed to contact Mattice Harris for support.
• 2015-2016 Budget: The departments are currently formulating their proposed budgets for the next year. There should be a report on these within the next couple of months.

Student Report
Student representative Marge Suda informed the Council that students are concerned with the lack of available clinical placements. Many students have to wait to be placed and this delay can lead to a lot of personal and academic stress. Council members responded that they are also concerned with the status of clinical placements. Associate Dean Jacobsen informed the group that there is a glimmer of hope as the School has hired a new Clinical Placement Coordinator, Lynne Pazzolo. Council members requested that the new coordinator be invited to a Council meeting to meet faculty and discuss the placement issue.

Chancellor’s Fund
Senate Analyst Artemio Cardenas informed the Council that the Chairs of the Faculty Councils, Clinical Affairs and Academic Planning and Budget have all agreed to use the $91,604 allocation of the Chancellor’s Fund to develop a new Faculty and Learning Development Fund. Under this plan, the funds will be divided equally across the schools ($22,901 per school) and will give all faculty members an opportunity to participate in a broad range of development activities. These include, but are not limited to, formal training courses to improve teaching or to develop new professional skills; leadership development programs; academic and training courses; leadership programs; and external professional development consultation. Preference will be given to applications that benefit other faculty and/or the school. Chair Waters added that since the last Council meeting, Dean Vlahov has offered to match the Chancellor’s Fund allocation, increasing the amount available to SON faculty from $22,901 to $45,802. Council members were asked to inform their departments of this fund and to encourage colleagues to apply.

Faculty Welfare Report
Chair Waters informed the Faculty Council that the UC Faculty Association recently sent out a communication regarding potential changes to faculty health and retirement benefits - http://cucfa.org/2015/04/protect-healthcare-options/. To provide more details on this issue, Roberta Rehm, UCSF’s representative to the UC Faculty Welfare Committee, was invited to attend a Council meeting to provide more information. Representative Rehm introduced herself and informed the Council that there are several benefits rumors that she has heard. The first is that UC will be cutting the Blue and Gold PPO and the Kaiser HMO. The theory is that these cuts would be made so that the number of enrollees in UC Care would increase. Representative Rehm stated that it is true that UCOP and the Regents are considering getting rid of Health Net Blue and Gold in hopes that more faculty and staff will enroll in UC Care. However, it is not true that OP is considering getting rid of Kaiser. In a recent UC Faculty Welfare meeting, it was discussed that the university is currently in negotiations with Health Net to create a partnership with UC Care. In this potential model, Health Net would run a new UC Care HMO. While a decision is anticipated soon, it does not look like anything will change this year.

The second issue is around health benefits in retirement. It has been rumored that UC is planning cuts to benefits for retirees that move out of California. Representative Rehm investigated the issue and found out that there haven’t been any relevant discussions on cuts. She detailed that a few years ago, when UC reformed benefits, it was announced that the university would be reducing contributions to retirement savings to 70% for out-of-state retirees. Under this system, a $3000 grant would be given to out-of-state
retirees to purchase a plan on a health exchange market. As far as representative Rehm has heard, there have not been any discussions about changing the $3000 stipend.

In addition to the health care benefit issues, Professor Rehm wanted the Council to know that a new version of the UC Sexual Harassment policy is under systemwide review. It now makes all faculty and staff mandatory reporters for student complaints about assault. UC Provost Amiee Dorr has indicated that they have been receiving a considerable amount of feedback. Council members were directed to review the final draft of the policy and let the Senate Office know if there are any concerns.

**Education Hub/Curriculum Project**

Education Technology and Innovation Lead and faculty member Annette Carly attended the Council meeting to review proposed plans for course management and course visioning. As Council members know, faculty members are in desperate need for instructional and educational technology support. To help resolve this issue, the school will be considering the development of a new curriculum and education hub. The idea to create a hub came from a review of how the other schools on campus organize their education resources. This hub will be a new staff position. This person will be the main contact and project manager, and hands-on person to help also faculty with instructional and educational technology needs. Lead Carley informed the Council that the organization of resources will be a two-year pilot. After the test period, the school will perform an evaluation and determine whether to make changes or further investments. The Council was then provided with an overview of the principles for the new structure and the metrics by which the new organization will be evaluated. After the review, Council members offered their support and thanked Lead Carley for all the work she has been doing to further the use of educational technology resources at the school.

**Teaching Awards**

The report was tabled.

**Course and Faculty Evaluations**

Students recently provided feedback to administration and faculty on course and faculty evaluations. Student leaders pointed out that the evaluations take too long and there are too many evaluations to fill out. While most students don’t mind performing the evaluations, the process has become onerous. For example, just one questionnaire, out of many, had 96 questions. Furthermore, students are asked to evaluate so many instructors and guest lecturers that they often forget and may not provide accurate responses. After discussion, Council members and Student representative Marge Suda agreed that there could be real-time evaluations.

The Council then discussed whether faculty should be allowed to review and withhold student’s open-ended responses before the comments are submitted to the merit and promotions committee. Chair Waters noted that several years ago, faculty at UCSF retained the right to withhold particular comments. It was noted that the reason for withholding some of the comments is that some comments may lack important context.

After discussing the issue, Council members requested that Associate Dean Judy Martin-Holland should be invited to a future meeting to discuss reviews and evaluations.

**Department Reports**

**Community Health Systems**

- The department continues its search for a ladder rank faculty with expertise in psychiatric mental health nursing.
- There is a clinical faculty search.
- Suzan Stringari-Murray will be retiring.
Family Health Care Nursing

• Melissa Bender accepted a tenure track position.
• There is an ongoing search for another tenure track position.
• A chair search will begin soon.

Institute for Health and Aging

• The Advance Care Symposium went very well. A lot of community partners were in attendance.
• The California Health Care Foundation is offering grants for the screening of a film. Awardees will put on a workshop and a discussion on end of life planning.

Physiological Nursing

• The search for a department chair is ongoing
• Yoshimi Fukuoka has accepted a tenure track position at the Associate Professor rank
• A couple of faculty retirements are upcoming

Social and Behavioral Sciences

• There are no faculty searches going on at the moment.
• Ruth Malone will continue to serve as chair.

Old Business

None

New Business

None

The meeting adjourned at 11:30 a.m.

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