School of Nursing Faculty Council Report  
Catherine Waters, Chair  
**May 15, 2015 Full Faculty Meeting**

**University of California (UC) Systemwide**

**Governor Brown/UC President Napolitano “Committee of Two” Meeting.** The “committee of two” meetings are ongoing. To insure the UC System receives its allotted funding from the State of California, Governor Brown has insisted upon no more increases in the numbers of non-resident students, nor any increase in student tuition. The only impact on UCSF is the prohibition against increasing professional fees.

**Healthcare Changes.** UC Office of the President (UCOP) is considering the development of a new HMO product with UC Care. A joint workgroup that includes members of the UC Faculty Welfare Health Care Task Force is investigating the feasibility of a proposed self-funded UC Care HMO plan. Connected to this is the elimination of the HealthNet plan; this is not a completed deal, but remains an item of exploration. If realized, health care accessibility is a larger issue for such campuses as UC Berkeley, UC Santa Barbara, and UC Santa Cruz. For UCSF, accessibility would not be a major issue. The stated purpose of such an HMO is to save money, and capture the approximate $1.5B in health care benefits by the UC medical centers. Currently, Optum provides behavioral health and substance abuse coverage for UC employees; UC Care is exploring other options for future coverage.

**Faculty Salary Raises.** The 3% increase has been split in two: 1.5% will go on the scale of each faculty salary; the other 1.5% will go to the Chancellor for various administrative fees and taxes. Future years for potential salary increases are aspirational. Thus far, the 1.5% increase in faculty salary will be only for one year, will likely be added to X and X’, and implementation is at the discretion of the Chancellor and department chairs.

**UCOP Chief Operating Officer.** Rachael Nava has been appointed as the UCOP’s new Executive Vice President and Chief Operating Officer. She has a background in health care and will manage a staff of 500 people and a budget of $100M at UCOP. She will oversee systemwide Human Resources, Information Technology Services, Energy and Sustainability, UCOP’s Program Management Office, the UC Path Center and all Administrative Services within UCOP.

**Systemwide Bylaw & Policy Reviews**

- **Academic Freedom.** The statement on academic freedom from the systemwide University Committee on Academic Freedom will be released soon.

- **Presidential Policy on Sexual Harassment & Violence:** The Equal Opportunity Committee is currently reviewing the presidential policy on sexual harassment and violence. The proposed policy includes a process of appeal for persons being investigated; updates in policy terminology as required by the Violence Against Women Act (VAWA); clarifies appropriate paths for reporting incidents; updates definition of consent; includes “amnesty” provision (De Leon); and, incorporates “abuse” as included in sexual violence or sexual harass policy only addresses “sexual harassment” as required by VAWA.

- **UC Policy on Copyright & Fair Use:** Currently known as the 1986 Policy on the Reproduction of Copyrighted Materials for Teaching and Research, the revised UC Policy on Copyright & Fair Use is intended to support both copyright law and defend the “fair use” policy. This revision removes guidelines on fair use that are now obsolete. Such guidelines are now located on the UC Copyright website.
• **APM 080, Medical Separation:** APM 080 provides a non-disciplinary way to medically separate a faculty member or academic appointee who has exhausted his or her leave and who remains unable to perform the essential functions of the position for which the appointee is qualified due to a disability or medical condition. The new language clarifies that all elements of the interactive process must be exhausted before medical separation is initiated. If vested the academic appointee may opt to retire rather than be medically separated. Leave policies are not changing; APM 080 may only be applied after all leaves are exhausted.

**Human Resources (HR) Reforms.** HR reforms include the merging of service centers into one, the creation of a new service center solely devoted to postdoctoral fellows, and investment in new technologies. The Academic Senate Coordinating Committee recommended to the HR Department that providing faculty members with an accurate timeline for all HR transactions should be a priority.

**C. Feeney $100M Gift to UCSF.** 50% of the $100M C. Feeney gift will go to the Memory & Aging Center; 20% to the Neurosciences Building; and the remaining amount will be spread to other groups, including junior faculty specifically at Mission Bay Campus.

**Posthumous Degree Policy.** The posthumous degree policy was approved.

**Chancellor’s 500K Fund.** Requests for proposals have been disseminated via Academic Senate multiple pathways.

**School of Medicine Dean.** The School of Medicine Dean is known, but the Chancellor is awaiting a decision from the UC Office of the President.

**Vice Chancellor of Finance.** The search is ongoing for a replacement for John Plotts.

**Vice Chancellor of Innovation.** A search will begin for a new position for someone with a strong business background.

**Chancellor’s Five Pillars.** Chancellor Sam Hawgood has identified five pillars: (1) public-private partnerships, including community partnerships, (2) precision medicine, (3) education, (4) inclusion and equity, and (5) culture of innovation.

**Executive Vice Chancellor’s Foci.** Executive Vice Chancellor Dan Lowenstein foci include standards of excellence, common vision, and power of community—which includes diversity and inclusion, cost of living in the Bay Area, transportation and childcare, attracting graduate students, and protecting research faculty.

**UCSF-Warriors.** Chancellor Hawgood reported that UCSF is supportive of and welcome the Warriors’ arrival and that UCSF is not associated with the Mission Bay Alliance group, which opposes the Warriors’ presence in Mission Bay. Although the Mission Bay Alliance group consists of people who have UCSF affiliation, UCSF is not aligned with this group. The City of San Francisco will be releasing its environmental impact report on May 21.

**Post-occupancy Survey.** The post-occupancy survey for Mission Hall is in progress. The results will be used to provide input for planning for future buildings and occupancies.
Long Range Development Plan (LRDP)

- **Parnassus Campus:** Moffitt and Mt. Zion will be vacated and converted into something else. The Langley-Porter building will be demolished and in its place another building, with a different intended use, will be built.

- **Competitive Position of UCSF Medical Center at Parnassus:** UCSF Health is healthy. Its focus is on improving its competitive position, as there is increasing competition from Kaiser, Stanford, Sutter Health, and the California Pacific Medical Group (CPMG). One strategy is to increase the number of operating rooms. The Medical Center has a backfill plan in place for the vacancies created by the move to the Mission Bay Campus. Much of the Medical Center’s business is driven by ambulatory care, and many of those services are moving to an outpatient model. Thus, continuing to measure financial success by number of “beds” seems to be a narrow view of the changing healthcare market.

- **Clinical Sciences Building (CSB):** The renovation and retrofit of the CSB will begin this year. All wet labs are moving to the newly renovated labs in the HSW and HSE buildings, and most administrative offices will be moved into UC Hall. After renovation, the CSB will contain education and multipurpose space on the 1st floor, and workspace in the upper floors and the basement for faculty and staff based at Parnassus. The floors will be laid out with a mix of small private offices and workstations, with huddle and focus rooms for private and focused activity, as well as “town centers” with kitchens and open seating. There will be no through access on the upper floors, except by cardkey for the occupants of the building.

- **Laurel Heights Future Decant:** Members of the Campus Planning Department have met with all of the Laurel Heights departments and divisions to survey desired relocation spots. Most of the respondents expressed interest in moving to Mission Bay and Parnassus.

- **San Francisco General Hospital (SFGH):** The SFGH buildings that are currently occupied by UCSF members are seismically challenged. Since many of these buildings have historical preservation protections, the retrofit and remodel of the buildings would be of significant cost. Due to the constraints, an alternative idea that UCSF is proposing is to construct a new building on the site of the southern parking lot. There have been delays in the negotiations with the city for the property. If a plan to use the parking lot were approved, UCSF would like to develop wet and dry lab space and office space for UCSF faculty and staff. The hope is to start construction between 2017 and 2019.

- **Space Management System:** The Office of Campus Planning is working on the development and implementation of a new system to track the allocation of space across the campus. The idea is to have one system to track space so that the schools and departments have a more accurate picture of the use of space. The system will go live in February 2016 and will track both campus and Medical Center space.

Faculty Council Priorities 2014-15. Faculty Council’s priorities are excellence in diversity and inclusiveness; faculty succession planning; research funding and collaboration; development and philanthropy; compensation plan revisions; doctorate in nursing practice approval; Clinical Sciences Building redesign; educational technology; faculty onboarding process; and the generalist masters follow-up.
Faculty Council Elections. Janine Cataldo will assume the role of Chair of Faculty Council, beginning September 1, 2015.

Excellence in Teaching Awards. The awardees are Erica Monasterio (overall teaching award), Roxanne Garbez (curricular innovation), Roberta Rehm (research mentoring), and Laura Kee (clinical mentoring).

Faculty Morale: Faculty Council continues to explore strategies to build a supportive climate that enables building relationships and creating a productive work environment.

Diversity: Dean Vlahov has approved funds to support the Recruitment and Retention Committee’s efforts, along with Associate Dean of Academic Affairs Dworkin, to develop best practices for developing a diverse applicant pool.

Administrative Leadership. The SON is in the process of conducting two department chair searches—Physiological Nursing and Family Health Care Nursing, and will soon start the process of searching for a new Associate Dean of Research.

Chancellor’s Faculty Development Fund. Faculty Council encourages you to apply for the various pathways funded by the Chancellor’s Faculty Development Fund via the Academic Senate portal: https://senateserviceportal.ucsf.edu/start/start.php. The deadline date is May 31, 2015.

Status of Revisions to Student Policies. These policies are underway to help to ensure that student dismissal and professionalism policies are common across all of the schools.

Onboarding Process for New Faculty. Associate Deans Martin-Holland and Dworkin will work with the department chairs and their campus counterparts to devise a 1- to 2-page FAQ and list of resources for new faculty.

Faculty Practice Credentialing Policy and Procedures. Under the new policy, all faculty members with appointments greater than 51% and with clinical income will be required to be credentialed through the School. If the credentialing process has not started after numerous contacts, a message will be sent informing the faculty member that they can no longer practice at UCSF. The Faculty Practice Committee is investigating whether the work can be outsourced to the Medical Center, as they already have a unit dedicated to the function of credentialing. Faculty Council recommended a credentialing policy that reduces the administrative burden on both faculty and staff.

SON Student Council: Marge Suda, student representative to Faculty Council, informed 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. Faculty Council will follow-up with Lynne Palazzolo, the new Clinical Coordinator.

Education Innovation & Technology Hub. Annette Carley continues to be the faculty champion to create a new curriculum and education hub for the School of Nursing.

Clinical Sciences Building Redesign. The SON has a visitor’s address: 525 Parnassus Avenue. The SON emergency address remains as 2 Koret Way. There is SON signage posted at the 513 Parnassus Avenue entrance.

Development and Philanthropy: Representatives from the SON Development Office, Teti Lynnette and Justin Marsh, continue to give a development and philanthropy update at each SON Full Faculty Meeting. They encourage faculty to speak with them about what they do. Their mantra, “Fundraise from vision, not from need.”