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 April Minutes
Council members approved of the April Minutes

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

- **Committee of Two:** Governor Brown and President Napolitano have come to an agreement on a budget plan for the university. Pending state legislature approval, UC will receive additional state funding for general operations, deferred maintenance and UCRP. In return, UC has agreed not to increase tuition for the next two years. At the moment it is unclear whether the School of Nursing will be unable to raise professional degree fees.

- **Faculty Salary Plan:** Last year, a systemwide total remuneration study reveled that Ladder Rank faculty salaries lagged competitor universities by 12%. To address this lag, President Napolitano announced plans for a 3% faculty increase over the next few years, for all faculty. A task force was formed to determine how this could be done at the campus level. Since the original announcement, the proposal has dwindled down to a one-year increase, with a multi-year plan only aspirational. The final decision is to break apart the 3% increase into two portions. 1.5% will go to increasing the salary scales and the other 1.5% will go for faculty salary increases. Since this is an unfunded mandate, it will be up to the campus administration to determine what to do and how to administer it.

- **New HMO Plan:** As reported by UC Faculty Welfare representative Roberta Rhem at the April Faculty Council meeting, UC is considering the development of a new UC HMO product that will replace Health Net Blue and Gold. The aim of the reform is to recoup more of the funds that UC spends on health care benefits each year. While it does not look like the change will happen this year, it has been confirmed that reform will happen next year.

- **New UCOP Chief Operations Officer:** UCOP recently selected Rachel Nava, to serve as the new COO to run systemwide operations initiatives.

- **Chancellors Fund:** Chair Waters informed the Council that the funding from the Chancellor Fund is still available. If faculty are interested in applying, they are to go to the Academic Senate website.

- **John Plotts To Retire:** Senior Vice Chancellor of Finance and Administration John Plotts announced his retirement. Campus leadership has formed a search committee.
• **Mission Bay Alliance Group:** An independent group has been formed to oppose the Warriors Arena development in Mission Bay. While the membership of the group includes UCSF donors and former administrators, the group is not formerly affiliated with the university. Chancellor Hawgood has publicly announced that he and UCSF are in support of the Warriors Arena, as long as there is a plan for traffic and transportation.

• **Clinical Sciences Building:** The clinical sciences building retrofit and remodel should begin soon. Faculty should start to move out of the building in the summer and fall.

• **Mission Hall Survey:** The Academic Senate is working with the campus architect and consultants to revise the Mission Hall post-occupancy study. Faculty are concerned that the survey is too long and does not use questions that will inform leadership whether the space works for faculty.

• **Planning for Next Year's Faculty Council Agenda:** Chair Catherine Waters informed the Council that the following issues will roll over into the next academic year:
  - Supporting Diversity Initiatives
  - Faculty Succession Planning
  - Compensations Plan Revisions
  - DNP
  - Clinical Sciences Building
  - Faculty Onboarding the Process
  - Generalist Masters Degree

**Dean’s Report**

Dean Vlahov provided the following 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, the hope is for further discussions between the Deans and the CEOs of the Medical Centers regarding access to clinical positions. The Dean will keep the Council updated.

• **Diversity Funding:** The Dean noted that the School of Medicine has committed 8 million dollars to help promote diversity. While the School of Nursing does not have similar resources as Medicine, he would like to announce $200,000 of funding for the diversity initiatives in the School of Nursing.

• **DIVA:** Recently there was a diversity conference at the UC Office of the President for the Deans and department chairs. The DIVA modules were brought to the attention of systemwide leadership and they were impressed. Council member Audrey Lyndon noted that faculty are now working to package the information and send it to systemwide for review.

**Associate Dean’s Report**

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

• **2015-2016 Budget:** The departments have finished their 2015-2016 budgets and the Chairs are now moving onto planning for 2016-2017. The big question is how will the school fund technology initiatives.

• **Administrative Searches**
  - **Communications Director:** The search for a new Communications Director continues. Phoebe Byers previously held the director position.
  - **Educational Technology Hub Coordinator:** Candidates for this position are being interviewed and a selection should be made soon.

• **White Paper:** Vice President for Academic Personnel Sue Carlson informed the SON Dean’s that before the white paper can be considered systemwide, there must be letters of endorsement from the respective campus Provosts. The Dean noted that this should not be a problem. The main ask from the white paper is for a faculty salary survey. An implementation plan is now being drafted.
• **Decant of Laurel Heights:** Within the next few years, all research and administrative units must move out of the Laurel Heights Building. In planning for the move, the School of Nursing is investigating whether it is possible for Social and Behavioral Sciences and IHA can move into the Nursing building. While there is no space available at this time, there could be if changes are made to the 7th floor.

**Student Report**

Student representative Megan Rathfon informed the Council that Marge Suda could not attend this month’s meeting. Megan reported that students are concerned with clinical placements. Students have noted that delays in placements can have serious personal and academic consequences. Chair Waters informed Megan and the Council that she a new clinical placement coordinator has been hired and invited to attend a Council meeting. She added that hopefully the new staff member can help.

**Recruitment and Retention Committee Presentation**

Recruitment and Retention Committee Co-Chair Barbara Burgel updated the Council on the school’s recent efforts to promote faculty diversity.

• **Dean’s Initiatives:** The Dean has been working with the department chairs to importance of considering diversity in the faculty search process. In the short-term, there will be changes to the website to showcase that diversity is important at UCSF and within SON. While the school does not currently have a communications director, faculty and staff are working hard to have changes to the site up by July 15.

• **Guest Faculty Support Initiative:** Faculty have proposed, and the Dean supports, the idea of having underrepresented minority faculty come to UCSF and give a guest lectures, or to teach. The Recruitment and Retention Committee feel that a guest faculty program could serve as a soft-recruitment strategy. With the Dean’s financial support, the hope is to have 3 to 6 guest faculty members each year. Allocated funds will go to refreshments, a photographer, and meals.

**Teaching Awards**

Council member Audrey Lyndon informed the Council of the follow award recipients:

- Excellence in Clinical Innovation – Roxanne Garbez
- Research Mentoring Award – Roberta Rehm
- Clinical Mentoring Award – Laura Kee
- Teaching Excellence Award – Erica Monasterio

**Department Reports**

**Community Health Systems**

- Barbara Burch has been hired. She has 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**

- None

**Physiological Nursing**

- The search for a department chair is ongoing.
- Brad Aouizerat has announced that he will be moving to NYU.
- Glenn Dowling has announced her retirement.
- Yoshimi Fukuoka has accepted a tenure track position at the Associate Professor rank.

**Social and Behavioral Sciences**

- None
Old Business
None

New Business
None

The meeting adjourned at 11:30a.m.

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