Chair Catherine Waters called the meeting of the School of Nursing Full Faculty to order at 1:00 p.m. in room N-217. A quorum was present.

Approval of the February Minutes
Faculty approved of the February Full Faculty minutes.

Approval of the Consent Calendar
Faculty approved of the consent calendar.

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

- **Thanks to the Faculty:** Chair Waters thanked the faculty for the honor and privilege of serving as their chair for the past year.

- **Committee of Two:** Governor Brown and President Napolitano have come to an agreement on a budget plan for the university. Under the plan, UC will receive additional state funding for operations and for 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 revealed 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 members. 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 to the chancellor to address salary inversions and inequities. Since this is an unfunded mandate, it will be up to the administration to determine what to do and how to pay for it.

- **New HMO Plan:** As reported by UC Faculty Welfare representative Roberta Rehm 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.

- **New UCOP Chief Operations Officer:** UCOP recently selected a new COO to run systemwide operations initiatives. The new person is Rachel Nava. Rachel comes from a health care insurance industry background.

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

- **John Plotts To Retire:** Senior Vice Chancellor of Finance and Administration announced that he will be retiring this year. A search committee has been formed.

- **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 publically announced that he and UCSF are in support of the Warriors Arena as long as there is a plan to address traffic and transportation.

- **Clinical Science 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 the survey consultants on revising the Mission Hall post-occupancy study. Faculty are concerned that the survey is too long and does not ask questions that will inform whether the space works for faculty.
- **Planning for Next Year’s Faculty Council Agenda**: Chair Catherine Waters informed the faculty 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 Process
  - Generalist Masters Degree

**Dean’s Report**

Dean Vlahov provided the following report:

- **A Thank you to the Faculty Leaders**: Dean Vlahov thanked Faculty Council Chair Catherine Waters and welcomed the new chair Janine Cataldo.
- **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 faculty 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 SON.
- **DIVA**: Recently, there was a meeting at the UC Office of the President for the Deans and Department Chairs on diversity. 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.
- **PhD Program Review**: Associate Dean Judy Martin-Holland and her staff worked to prepare and assist with the university’s review of the PhD program. The review went well and the staff’s hard work showed. The final recommendations from the reviewers will be drafted and submitted to the Graduate Council.

**Associate Deans’ Report**

**Academic Programs and Diversity Initiatives**

Associate Dean of Academic Programs and Diversity Initiatives Judy Martin-Holland provided the following report:

- **PhD Program Review**: Over the past couple of months the university has been conducting a review of the School of Nursing’s PhD program. Now complete, the reviewers recently meet with Associate Dean Martin-Holland and her staff to discuss the results. A total of 17 recommendations for improvement were provided to the staff. Plans are now in the works to address the areas for improvement. The next step in the process is to send the results of the review to the Graduate Council for further discussion and review.

**Academic Affairs**
Associate Dean of Academic Affairs Shari Dworkin provided the follow report:

- **Health Science Compensation Plan:** Recently, Academic Personnel Manual Policy 671, the policy on outside professional activities, was revised and it is now up to the school to implement the new policy. At this point, the school has approved the implementing procedures and Associate Dean Dworkin is now working on a school-level plan. A compensation advisory committee has been formed to review all of the compensation documents. All policies should be finalized by July 1, 2015.
- **Faculty Salary Equity Study:** At the beginning of the year, the Academic Affairs department released the UCSF Salary Equity Report. To address the results, a salary equity taskforce has been formed for the School of Nursing. Results should be presented to the faculty council. The final report is due to the chancellor in July.
- **Ongoing Chair Searches:** The school is in the process of searching for two department chair positions and associate dean positions. In the coming months, faculty listening sessions will be held to gather more information.
- **New Endowed Chairs:** The school will be accepting applications for endowed chair positions.
- **Academic Affairs Consultation:** Many faculty have been meeting with Associate Dean Dworkin to discuss the tenure and promotions process, as well as other academic affairs educational items. Associate Dean Dworkin is thinking about creating a video or other materials that would help faculty.

Research

Associate Dean of Research Kathy Lee provided the following report:

- **Retirement:** Associate Dean Lee informed the faculty that she plans to retire this year.
- **Research Accomplishments:** The faculty members were thanked for all of their hard work in making the School of Nursing a leader in research. For example, over the past several years, the school has grown the number of F31 grants from 1 to 4 to 5 a year.
- **Pilot Study Program:** The pilot study program has been successful. It has been calculated that for the $42,000 that the school invests each year, the faculty are able to acquire $2.2 million in grants.
- **Patient Database:** The Medical Center has developed a new patient records database where faculty can access health data. This is a will be a tremendous resource for future research.

Finance and Administration

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

- **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.
- **APU Reforms:** Last year, the School of Nursing faculty agreed to make changes to the APU structure. However, the school has not yet determined a way to pay for the changes. More review into options will be necessary before reforms can be complete.
- **Mission Bay:** The School of Nursing is requesting a “hotel” space on the Mission Bay for faculty to work when visiting.

Education Innovation and Technology Hub Report

Education Technology and Innovation lead Annette Carley reviewed the proposed plans for the development of a new educational technology hub. The development of the new resource has come as a result of numerous faculty requests for more instructional support. The presentation (attached) covered the following points:

- **Development of a Hub**
  - Faculty have expressed an immediate need for support for the education mission
  - In Fall of 2014, a faculty champion role was developed. Annette volunteered to
serve as the first champion
  o An educational technology and innovation hub was proposed
  o The hub will be staffed by the faculty champion, hub coordinator, and educational technologist
  o Hub team members will coordinate with school administration and faculty
• Success Measures
  o The hub will be evaluated annually. To conduct the evaluation a set of short-term and mid-term success measure have been developed.
  o The measures are broken out by population - students, faculty and administration
• Year 1
  o In the first year there will be several pilot courses
• Challenges and Successes
  o It is anticipated that there will be challenges with consistent communication, deadlines and ensuring sustainability of the work
  o Successes to date
  o Upfront clarity of roles

Faculty Practice Credentialing Policy and Procedures
Associate Dean Martin-Holland informed the faculty that the school is working to ensure all clinical faculty associated with the university undergo a credentialing process. The aim of this policy is to protect the institution. Currently the administration is looking for a business unit that can take on the responsibilities of reviewing faculty credentials. The Medical Center offers a service, but the school would rather retain most of the rights. There are negotiations to see if the Medical Center can serve in an advisory role.

School of Nursing Tobacco Policy
Faculty member Ruth Malone presented a draft SON Tobacco Policy for consideration and potential adoption. She informed the group that the School of Pharmacy recently adopted a similar policy, and that all the schools should join with them in the effort to speak out against the use of tobacco products. Before considering the policy, Professor Malone would like to gather more information on all of the research that the SON is doing on tobacco. If people have any related research, they are directed to contact her directly.

Teaching Awards
Audrey Lyndon informed the faculty of the follow award recipients:
  • Excellence in Clinical Innovation – Roxanne Garbez
  • Excellence in Research Mentoring Award – Roberta Rehm
  • Excellence in Clinical Mentoring Award – Laura Kee
  • Excellence in Teaching 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
  • Jyu-Lin Chen recently received a Fulbright award for her sabbatical. She will be traveling to Taiwan to research childhood obesity.
  • Melissa Bender and Monica McLamore accepted tenure track positions.
  • Lisa Thompson accepted the directorship for Global Health Sciences PhD program.
  • There is an ongoing search for another tenure track position.
  • A chair search will begin soon. Kit Chesla will serve as the Interim Chair.
Institute for Health and Aging
Physiological Nursing
  • The search for a department chair is ongoing
  • Brad Aouizerat has announced that he will be leaving
  • Glenna 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 3:05p.m.

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