DRAFT School of Nursing Faculty Council
Catherine Waters, RN, PhD, FAAN, Chair

MINUTES
Friday, June 19, 2015

PRESENT: Catherine Waters (Chair), Janine Cataldo (Vice Chair), Rosalind De Lisser, Brooke Hollister, Xiao Hu, Lynda Jacobsen, Audrey Lyndon, Marge Suda, Zachary Zimmer

ABSENT: Naomi Schapiro, David Vlahov

GUESTS: Renee Navarro, Vice Chancellor for Diversity and Outreach; Lynne Palazzolo, Clinical Placement Coordinator

Chair Catherine Waters called the meeting of the School of Nursing Faculty Council to order at 9:30 a.m. in room N-319D. A quorum was present.

Approval of the May Minutes
Council members approved of the May Minutes

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

- Faculty Morale: Chair Waters has been concerned and distressed with faculty morale over the past academic year. She hopes that next year the school can find solutions and that the situation will improve.

- 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
  - Faculty Morale
  - DNP
  - Clinical Sciences Building Renovations
  - Faculty Onboarding Process
  - Generalist Masters Degree

Vice Chair Cataldo agreed with the list and informed the Council that she would like to devote the first Council meeting next year to the development of a charge and the development of a plan to work on each issue.

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

- New Staff Announcements
  - Communications Director: The school recently hired Courtney Anderson to serve as the new communications director.
  - Educational Technology Hub Coordinator: March Hajre was hired to serve as the new technology hub coordinator.
  - Clinical Placement Coordinator: Lynne Palazzolo was recently hired to serve as the new clinical placement coordinator. She has a background in systems analysis and structure.
• **Fall Event:** The Dean has asked that all faculty save September 16 and October 2 for a school-wide event. More information will be released soon.

• **Faculty Practice Model:** New School of Medicine Dean Tallmadge King is working on the development of a new faculty practice model. The proposal mainly focuses on salary coverage for part-time faculty.

• **Faculty Practice Locations:** The School of Nursing is currently in talks with the VA offices in San Francisco and Oakland to establish a faculty practice agreement.

• **Chancellor’s Executive Retreat:** The Dean is preparing for the June Chancellor’s Executive Retreat. The Dean will be presenting the business plan.

• **Decant of Laurel Heights:** The Dean and administrators are working with campus and medical center leadership to identify opportunities for the School of Nursing to be involved in the John Muir partnership. The School was left out of the negotiations and planning, so efforts are underway to make up for the lost opportunity.

• **Chancellor’s Fund:** Associate Dean Jacobsen requested the SON proposals that were not funded. The hope is that there might be themes that could be considered for funding in the future.

---

**Student Report**

Student representative Marge Suda informed the Council that she had been reelected as the student liaison with the Faculty Council. Council members thanked Marge for her service over the past year and informed her that they look forward to working with her next year.

---

**Diversity Presentation**

Vice Chancellor of Diversity and Outreach Renee Navarro attended the Council meeting to present on faculty diversity best practices. Her report covered the following points:

- **Ways to Support Faculty Diversity**
  - Outreach: Target national organizations with large minority and or male membership
  - Search Process Improvement: Focus on advertisement, composition of committee, training, diversity of applicant pool, and recruitment funds
  - Nurture Internal Pipeline
  - Retention Strategies: Mentoring, professional development, research funding, climate

- **Search Process**
  - It is the responsibility of the dean and the department chair and all faculty to ensure that there is proper outreach, diverse search committee and that recruitment efforts are made.

- **Unconscious Bias**
  - What is unconscious bias?
    - Social stereotypes about certain groups of people that individuals form outside their own consciousness
    - Patterns based on small bits of information
    - Certain scenarios can activate unconscious stereotypes and attitudes
  - Compelling body of scientific evidence shows unconscious bias pervasively influences
    - Daily interactions
    - Hiring
    - Evaluation
    - Selection of leaders
    - Patient care
  - Ways to overcome unconscious bias
    - In the search process ensure a fair and through review of candidates and implement an effective interview process
    - When evaluating candidates slow down and do not rank order immediately. Instead insist on evidence, no anecdotal stories
    - Utilize a standardized evaluation form

- **Academic Values that Support Diversity**
Have each candidate provide a diversity statement, indicating what work they have done that demonstrates their commitment to diversity, equity and inclusion.

- **School of Nursing Faculty**
  - According to faculty census data, there have been little gains in faculty diversity over the past several years.

- **Climate within the School of Nursing**
  - According to the UC Climate Survey
    - 47% of SON Faculty feel comfortable with the UCSF Climate
    - 25% of URMs in the SON do not feel comfortable with the UCSF Climate
    - 33% of SON faculty feel there is exclusionary behavior

**Conversation with the New Clinical Placement Coordinator**

Chair Catherine Waters introduced Lynne Palazzolo as the new Clinical Placement Coordinator for the School of Nursing. The Council welcomed Lynne and informed her that they were looking forward to her arrival, as clinical placements have become a significant challenge for faculty. Lynne started the conversation by providing her background. Before joining UCSF, she was a registered nurse in Ohio and an adjunct faculty member at Xavier University. While serving in her former position, she was given the responsibility of administering the rollout of a new electronic health records systems. The responsibility and experience that she gained from her previous positions will be of benefit to the School of Nursing. For example, one of her first tasks is to review Typhon and E-value for the school and come up with a recommendation on how to proceed.

In regards to clinical placements, she is working with contacts at the San Francisco and Oakland VA offices to determine whether there are opportunities for student placements. At this point there have only been a couple of meetings, but she has hope. She is also looking at developing relationships that don’t currently exist with providers in the Bay Area. One of the ideas she has is keeping a student at one location to reduce the difficulty of replacing them somewhere else. In response, student representative Marge Suda informed Lynne that she would recommend against keeping students at one location. The diversity of locations shows students how care is delivered differently at different clinics. Lynne accepted the idea and noted that she would consider it. The Council members then explained clinical placement issues within their specific departments. Lynne offered to meet with Council members personally to discuss more details.

**Department Reports**

**Community Health Systems**
- Barbara Burch has been hired. She has expertise in psychiatric mental health nursing.
- The department will be searching for a mental health faculty member to serve at the VA or Langley Porter
- Suzan Stringari-Murray will be retiring.

**Family Health Care Nursing**
- A chair search will begin soon.
- Kit Chesla was named as the Interim Department Chair
- Melissa Bender accepted a tenure track position.
- There is an ongoing search for another tenure track position.

**Institute for Health and Aging**
- The department is working on planning a 30th anniversary party

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

**Social and Behavioral Sciences**
• Council member Zachary Zimmer received a grant from the Templeton Foundation. He is the first person from UCSF to receive the grant.

**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