Chair Catherine Waters called the meeting of the School of Nursing Faculty Council to order at 9:02 a.m. in room N-319A. A quorum was present.

Approval of the November Minutes
Council members approved of the November 2014 Minutes

Chair’s Report
Chair Waters provided the following report:

• Systemwide Update
  o Faculty Salary Increases: As part of the University Sustainability Plan passed by the Regents in November, UC faculty should be expecting to receive 3% annual increases for the next 3 to 5 years, although it is unclear whether faculty will actually receive a salary increase. Determination and implementation processes of this plan will be done at the campus level. The systemwide Academic Senate is now working to determine how the funds will be distributed across the campuses. This money was provided in response to a systemwide total remuneration study that was recently released. This study showed that ladder rank faculty salaries are 12% below its national competitors.
  o UC Challenge Grants: The President recently announced a new grant program for faculty. Awards are provided to project proposals that involve multiple campuses and benefit the UC system.

• UCSF Update
  o Executive Vice Chancellor and Provost Appointment: Former EVCP Jeff Bluestone recently announced that he would be stepping down from his position after five years of service. Chancellor Hawgood is now in the process of vetting potential candidates for appointment. Currently the search is internal and reserved for UCSF faculty. If Council members have any suggestions for potential candidates, they should contact Dean Vlahov and the name will be forwarded on to the Chancellor’s Office.
  o Development Update: Earlier in the year, the Academic Planning and Budget Committee formed several subcommittees to work on various issues concerning faculty. One of these subcommittees is focused on university development. In recent meeting of this subcommittee, faculty discussed the possibility of having a significant fundraising campaign. Members of the Development Office informed faculty that they are considering the idea, but have not made a decision at this time. They believe that it might be a better idea to focus efforts around specific ideas. More will be discussed in the coming months.
Chancellor’s Fund for Faculty: Upon recommendation of the Academic Senate, Chancellor Hawgood informed the Senate that $500,000 annually would be set aside for faculty and administered by the Academic Senate, which is currently developing a process for how the funds will be distributed as soon as possible.

Total Remuneration Study: A task force was developed to examine how to bolster faculty salaries, which are 12% below national average, and make them competitive with other comparable campuses, “Comparable 8” (Comp8). It focused only on ladder rank faculty. Survey results apply to only 15% of UCSF faculty, addresses only the X factor in salaries, not X’ nor Y, does not take into account the high cost of living in San Francisco, and Health Sciences faculty were not included in the study. Results indicate that benefits at the UC System are no longer as good as the impression of them. Coordinating Committee members’ proposed UCSF conduct its own remuneration study, from the angle of attrition.

Faculty Salary Equity Report: Audrey Lyndon reported that the Equal Opportunity Committee (EQOP) is working closely with Brian Alldredge, Vice Provost, Academic Affairs in development of a campus response to the survey to provide to UC Office of the President by January 2015.

Global Health Sciences: The Global Health Sciences PhD program was recently approved. The program will be accepting four students a year, with more possible depending on funding. Sally Rankin is the Associate Dean of Global Health & International Programs and she will be overseeing the PhD program.

School of Nursing Update

Changes in Administrative Leadership: The school is in the process of conducting two department chair searches. The two departments include Physiological Nursing and Family Health Care Nursing. In addition to the two searches, the school will soon start the process of searching for a new Associate Dean of Research.

Compensation Plan Revisions: In 2013, systemwide revisions were made to Academic Personnel Manual (APM) 670 that sets the Health Sciences Compensation Plan (HSCP). The revisions, referred to now as APM 671, require each school to update its Implementing Procedures for the HSCP. Associate Dean (Academic Personnel) Shari Dworkin sent an email to faculty asking for feedback on the proposed procedures. APM 671 provides guidance to identify and manage HSCP faculty’s outside professional activities in order to avoid conflicts of commitment to the university. A draft of the SON policy was reviewed by faculty and submitted to the Vice Provost’s Office.

February Hot Topic: The topic for the February event will be on Innovation, Technology, and Entrepreneurship. This presentation will be done by Debbie Alexander, Senior Licensing Officer, in the UCSF Office of Innovation, Technology, and Alliances. The focus will be on SON faculty who have invented products that are either on the market or are actively being developed by a company for commercial sale. More information will be provided soon.

Dean’s Report

Dean David Vlahov provided the following report:

University Development and Campaign: The School of Nursing is consistently making an effort to raise funds. In regards to the idea of having a possible campaign, the Dean noted that if an effort is considered in the future, it would first require faculty consultation and buy-in before any formal announcement is made.

Update on the DNP: The four Schools of Nursing have come together to work on the DNP degree proposal. This is first time that this number of campuses has joined together in one effort. In order to have the proposal approved, each Academic Senate on the four campuses must agree and approve of one proposal. Currently UCLA is going through the process of putting it forward to their Graduate Council. Their campus should approve by April or June 2015. With the approval process, the planned start date of the program has been moved back to the 2016-2017.

Compensation Plan: The Dean continues his work to improve faculty compensation. For the past several months, the Dean’s Office has been collaborating with the other three UC Nursing Deans.
to review and make recommendations on how the Health Sciences Compensation Plan can be revised to benefit nursing faculty. To make the case, the Deans collaborated on a white paper document that will be eventually submitted to the Office of the President. The estimated completion of the white paper is early 2015. In addition to the white paper update, Dean Vlahov informed the Council that he had provided the draft document to Chancellor Hawgood for consultation. After review, the Chancellor stated that he supported the idea of moving the document up to UC Office of the President. The Chancellor is actively thinking with the school leadership on how to achieve what is needed to improve faculty access to clinical appointments. The Dean recommended that the Council members bring up the compensation plan when the Chancellor attends the Council meeting in January.

• Future Leadership Hires: The School is currently in the process of searching for Associate Dean of Research position and two Department Chair positions. For the Associate Dean of Research and the Family Health Care Nursing Department Chair positions, the School is in the early stages of planning the search process. For the Physiological Nursing Department, the faculty have provided feedback and the school is the middle of the search process.

• Website Redesign: The Dean informed the Council that the website has undergone a complete redesign. So far, faculty, students and staff are pleased with the changes and the ease of navigation. He encouraged all to visit the school's homepage to see review.

Associate Dean's Report
Lynda Jacobsen, Associate Dean of Finance and Administration, reported on the following items:
• Information Technology Hire: UCSF recently hired Mattice Harris to be a new information technology contact for the school. This position is shared between the School of Nursing and the UCSF Chief Information Officer's Office. The benefit of this collaboration is that this staff member will not only have an understanding of school technology systems, but also the campus technology resources. Associate Dean Jacobsen encouraged faculty to meet with Mattice in the coming months so that he can be a great advocate for faculty technology needs.

• New Finance Director: The school recently hired Cecilia Chang to be the new Finance Director. This is a new position that will help provide needed financial analysis and assistance to the Dean's Office and the departments.

• White Paper: Associate Dean Jacobsen added to the Dean's report that the white paper not only reviews issues with the compensation plan, but also advocates for more inter-professional collaborations and increased faculty diversity.

• Additional Hires: The school recently hired a new person to become the systems administrator of the Typhon system. The staff member will do userorientations for faculty and students. Another position that has been hired is a project manager to review the use of the Typhon system and determine whether the school should continue with the use of the system, or transition to a different system. Associate Dean Jacobsen noted that in order for the school to consider a change, the benefits of an alternative system would have to be considerable, as the faculty and staff in the school have undergone such considerable changes over the past year.

Student Report
Student Representative Marge Suda provided the following report:
• MEPN Update: The student representatives concerned about recent changes to the MEPN program have had several meetings with administration. Some changes are planned and the students feel they were listened to on this issue.

Planning for the January Chancellor’s Visit
To prepare for the January Chancellor’s visit, Chair Waters asked the Council to compile a list of topics and issues they would like to review with the Chancellor. Members discussed the following topics:
• Review of the Recent Accomplishments and Successes of the School of Nursing: Council members agreed that the meeting with the Chancellor should start with a review of all the great things that the School of Nursing faculty and students have done.

• Faculty Salaries: Most significant to faculty is the issue of salaries and the compensation plan. In particular, the issue of allowing Nursing faculty to have clinical placements in the Medical Center.
Council members noted that across the country, Nursing faculty are allowed to practice and collect clinical revenue in their respective Medical Centers. However, in the UC system, Nursing faculty members do not have this privilege. Without access to clinical placements, the School has had significant challenges with the hiring of clinical faculty. If not changes are made in the near future, this problem will only be exacerbated.

- **Research**: Council members agreed that there should be a review of the great research the faculty and student perform. It was noted that the former chancellor found a review to be very helpful when advocating for funds.
- **Focus on the Teaching Mission**: Chair Waters noted that from her experience Chancellor Hawgood values the teaching mission of the university and that the Council should emphasize teaching over the course of the meeting.

**Retention and Recruitment Committee Faculty Diversity Discussion**
Recruitment and Retention Committee Chair Barbara Burgel and member Howard Pinderhuges attended the Council meeting to discuss the committee’s work to increase faculty diversity. Member Pinderhuges informed the Council that over the past 10 years, faculty diversity at the school had not changed. To determine why this was the case, the committee reviewed the hiring practices and determined that they were not useful or effective in developing a diverse hiring pool. To address this problem, the committee, along with support from the Dean’s Office is working to develop short-term and long-term plans. Some of the potential solutions being considered include creating additional endowed chair and faculty scholar positions that focus on diversity. Finally, on the retention side, the committee is trying to bring light to the fact that minority faculty are being asked serve on committees more than their peers in addition to an already full workload. Council members stated that they will be sure to bring this up to the Chancellor when he visits next week.

**Department Reports**

**Community Health Systems**
- None

**Family Health Care Nursing**
- None

**Institute for Health and Aging**
- None

**Physiological Nursing**
- None

**Social and Behavioral Sciences**
- None

**Old Business**
None

**New Business**
None

The meeting adjourned at 11:06 a.m.