



School of Nursing Faculty Council
Shari L. Dworkin, PhD, MS, Chair

ANNUAL REPORT 2013-2014

Primary Focus Points for the Year:

- Welcoming President Napolitano
- Reviewing the UC Self-Supporting Professional Graduate Degree Program Policy Proposal
- Reviewing the Campus Climate Survey
- Ensuring Nursing Faculty Representation in the Chancellor Selection Process
- Advising on Gift and Endowment Assessment
- Reviewing the Indirect Cost Waiver Task Force Recommendations
- Reviewing Plans for the Retrofit of the Clinical Sciences Building
- Supporting the Dean's Incentive Program
- Supporting DIVA
- Supporting DNP Approval
- Improving Shared Governance and Communication
- Addressing Faculty Morale

Task Forces, Special Committees and Subcommittees

- Academic Planning and Budget, Shari Dworkin

Issues for Next Year (2014-2015)

- Gift and Endowment Tax
- Clinical Sciences Building Design
- Faculty Morale
- Support DIVA
- Support the DNP Approval Process

2013-2014 Members

Shari Dworkin, Chair (SBS)

Catherine Waters, Vice Chair (CHS)

Tina Baggott (Physio)

Janine Cataldo (Physio)

Kit Chesla (FHCN)

Yoshimi Fukuoka (IHA)

Naomi Schapiro (FHCN)

Suzan Stringari-Murray (CHS)

Ex-Officio Member

David Vlahov (Dean)

Permanent Guests/Representatives

Lynda Jacobsen (Associate Dean of Administration
Finance)

Rebecca Sedillo (Student Representative)

Number of Meetings: 13

Senate Analyst: Artemio Cardenas

Systemwide Business

The School of Nursing Faculty Council took up the following Systemwide issues this year:

Campus Tour Event with New President Napolitano

In November, Chair Dworkin was invited to represent UCSF's Academic Senate in a meeting with new UC President Napolitano. Chair Dworkin informed the President of the major role the School of Nursing (SON) plays in educating a highly-qualified health care workforce in California and beyond. She encouraged the President to lobby in Sacramento for more funds to support UCSF and the SON. President Napolitano was receptive to the idea and offered her support.

Review of the Proposed Self-Supporting Professional Graduate Degree Program Policy

In January, UC Systemwide Provost Aimee Dorr and members of the Office of the President requested that the Academic Senate review revisions to the Self-Supporting Professional Graduate Degree Program Policy (Attachment 1). Changes were made to the policy to recognize the growth of self-supporting degree programs and to provide necessary guidance to the campuses. Upon review of the revised policy, the Faculty Council provided the following feedback to UCSF Graduate Council:

1. Shared Governance:
 - The Council finds that the policy does not provide enough details on the Senate's oversight and decision-making associated with the self-supporting degree programs. In the School of Nursing, the oversight of the MS-HAIL program, a self-supporting degree, is done by the Dean's Office and not by the Academic Senate. Council members believe the policy should contain more details on the Senate's authority of not only the development and approval process, but also the ongoing implementation and evaluation of the self-supporting degree programs.
2. Time Limit to Become Self-Supporting:
 - The Council asked whether three years is enough time for a program to become completely self-supporting?
3. Funding for Clinical Faculty:
 - State-supported programs have always had challenges with providing support for the clinical faculty who are essential to many of the programs. With new self-supporting degree programs, there might be a possibility for resources that can support clinical faculty. Council members would like to know if the language can accommodate clinical faculty?

Divisional Business

The School of Nursing Faculty Council took up the following Divisional issues this year:

Campus Climate Survey

In early 2013, faculty, students and staff of UCSF and the UC System were asked to respond to a survey evaluating campus climate. In March, the results of the report were presented to the Regents and the campuses. Through April and May the results were shared with faculty and the Faculty Council. In June, Chair Dworkin noted that the results showed that while most members of the UCSF community are satisfied with the campus, there are subgroups who feel more uncomfortable than others on campus. The UCSF administration is currently working on analyzing the data more and will develop initiatives on how to ensure that no one feels uncomfortable or unaccepted on campus. The most concerning result to the Senate was that around 47 percent of faculty who responded stated that they had considered leaving UCSF within the past year.

Chancellor Selection

In November, Chancellor Sue Desmond-Hellmann informed the campus that she would be leaving UCSF to become the CEO of the Gates Foundation. In January, a selection committee was formed and the process began to collect community feedback and search for nominees.

On February 20, President Napolitano, several of the UC Regents, and some members of the UCSF Chancellor Selection Committee invited representatives from campus constituencies to attend a Campus Day event. The day was held to provide the opportunity for different sectors of campus to give feedback on what the committee should consider when selecting the new chancellor. Chair Dworkin participated in this event and provided the selection committee with a summary of the feedback she had received from faculty in the School of Nursing and across the four schools. Chair Dworkin felt that the comments were well received by President Napolitano and the members of the selection committee.

In March, the Faculty Council was informed that the Chancellor Search Committee did not have a formal representative from the School of Nursing or the School of Dentistry. The only representative on the group that had a nursing background is Susan Walczak, a nurse in the Medical Center and the individual representing the UCSF Alumni Association. In April, Susan attended the Council meeting to strategize on how the School of Nursing could offer solid input to the selection committee that represents their views. Council members informed Susan of the qualities they would like the selection committee to consider when reviewing possible candidates. Susan assured Council members that although she was appointed to represent the Alumni Association, she is a nurse and ensure that the concerns of Nursing School faculty are represented.

Gift and Endowment Assessment Proposal

In December, the Faculty Council and Dean's Council learned of a new proposal from campus leadership to increase the amount assessed to the spending of donor gifts and endowments from 1% to 6%. Council members acknowledged the need to increase the assessment, but recommended that increase not be retroactively charged on all prior gifts given to the university. The concern was that faculty would have to go back to donors and explain to them that UCSF will be reducing the effective amount of the gift to pay for administrative fees.

Over the course of the year, the Faculty Council offered support to the other Academic Senate committees reviewing the issues. In April, a set of recommendations were drafted by the Academic Planning and Budget Committee. The five recommendations included

- 1) ease the tax in progressively;
- 2) tax smaller gifts less;
- 3) take funds being cut from any faculty-related programs and invest it back into faculty;
- 4) reject a tax on gifts related to student support; and,
- 5) grandfather existing gifts and endowments and tax only new gifts.

In June, Executive Vice Chancellor and Provost Jeff Bluestone informed the Senate that the administration agreed to the following changes: To phase in the assessment, at 2% each year; to exempt all student support; and to grandfather existing gifts, with the exception of endowments.

Indirect Cost Waiver Presentation

In September, the Council learned that campus was considering drafting a new policy for the collection of indirect costs. Specifically, the leadership wanted to examine new policies for grants that don't pay any indirect costs. To learn more about the issue, the Council invited Associate Dean of Research Kathy Lee to present on the recommendations from the Indirect Cost Waiver Task Force (Attachment 2).

Retrofit and Remodel of Clinical Sciences Building

At the February Full Faculty meeting, Associate Vice Chancellor of Capital Programs Michael Bade presented the plans for the retrofit and remodel of the Clinical Sciences Building (CSB). He informed the faculty that construction will first start with the CSB as it is the most seismically challenged building on campus. Inside the building, the new CSB will feature completely redesigned floor plans. With a new floor plan, the corridors between the Medical Sciences Building, Clinical Sciences Building, Nursing Building and UC Hall will be severed. Due to security concerns, the floors would require restricted access and thus the transport between the buildings would not resemble what faculty use today. In regards to how faculty will get to the Nursing Building from Parnassus, he informed the group that there will be a lobby in the first floor of the CSB that will be more welcoming and that faculty will take an elevator to the 3rd floor. After the

report, faculty expressed concern with the entrance pathway and requested Faculty Council's involvement in the design of the plans.

At the May full faculty meeting, Chair Dworkin informed the faculty that in reaction to concerns with the design of CSB, the Dean's Council and Faculty Council contacted campus planners and have been working with them to incorporate necessary changes. The planning office has been receptive and there should be a report to the faculty in Fall 2014.

School Business

Dean's Incentive Initiative

At the Fall Faculty Rally, Dean Vlahov announced his idea to create a new incentive program. This program would provide funding for faculty to propose, plan and develop new certificate programs, projects, and degree programs for the school. Under the program, faculty ideas selected for possible investment would be awarded \$9,000. To help the Dean with the administration of the program, the Council drafted a Request for Proposal and assembled a faculty review committee. In December, the Faculty Council received six proposals. After revisions, all proposals were accepted.

DIVA Presentation

In January, Co-Chair of the DIVA committee, Erica Monasterio, reported to the Council on the work of the DIVA committee over the past year and the efforts of the members to increase participation in the DIVA training modules. Council members were thanked for encouraging faculty to attend the modules and requested continual support for this. Council members were also informed that a substantial number of faculty instructing core courses still have not taken the modules training and that assistance will be needed to get as many people to participate. After discussing possible ways to increase participation, the Council recommended that scheduling of the modules to more convenient times or using a web option for live participation could improve the situation. Co-Chair Monasterio noted the comments and that she would take the suggestions back to the committee for consideration

DNP Program Approval

In June, Chair of the DNP working group, Annette Carley, provided the faculty with an update on the multi-campus DNP program approval process. She informed the group that the program recently received approval from the UCSF Graduate Council and the proposal is now awaiting Division approval. At UC Irvine, they are currently working with their Graduate Council for approval. UCLA will work with their Graduate Council soon and UC Davis will start last. Once all campuses have approved, one final proposal will go to the systemwide senate for review and approval. The hope is to have all approvals by the Fall of 2015.

Improving Shared Governance and Communication

In February, Chair Dworkin informed the Faculty Council that at last year's Shared Governance Retreat, a recommendation was made to improve faculty-to-faculty communication. One idea was to leverage the skills of a soon-to-be hired communications coordinator. Since last year, Phoebe Byers was hired on to the new position. Phoebe was welcomed to a Faculty Council meeting and she was asked for her recommendations to find suitable solutions to ensuring effective communication with faculty.

Faculty Awards

Faculty Awards for 2014 included:

- Helen Nahm Research Lecture Award – Ruth Malone
- Overall Teaching Award – Abbey Alkon
- Creating and Supportive Learning Environment – Victoria Keeton
- Research Mentoring – Oisaeng Hong
- Educational or Curricular Innovation – None

Faculty Practice Committee Bylaw Changes

In January, Chair Dworkin informed the Council that the Faculty Practice Committee had requested a bylaw revision to update the rules to their current practices and to add a student representative. Council members voted to approve the new bylaws. The bylaws were approved by all faculty at the May Full Faculty meeting.

MS Generalist Program

Following up on work from the previous year, the Faculty Council continued to support faculty efforts to analyze the redesign the MS Program. In September, MS Redesign Task Force member Suzan Stringari-Murray provided the Council with an update on the status of the group's work. In October, MS Program Redesign Task Force Chair Roxanne Garbez and Task Force member Suzan Stringari-Murray provided the Council with the proposals for reform (Attachment 3). Dr. Garbez reviewed the following items:

- Rationale for the changes
 - Student Needs
 - Faculty Needs
 - Employer Demand
 - Workforce/Policy Changes
- Background information on work that had been done by the Masters Program Council
 - Education Strategy Subcommittee
- Financial assumptions of changes
- Structure of the MS Redesign Task Force
 - Representation
 - Charge
 - Issues group was not requested to address
 - Timeline
- Review of current SON programs
- Next steps for the Task Force's work

In November, the faculty reviewed and discussed the proposed MS program changes at the Full Faculty meeting. In Early December, faculty members voted to endorse moving forward with the development of a curriculum (Attachment 4).

At the May Full Faculty meeting, Karen Duderstadt and Barbara Burgel provided faculty with an update on the faculty's work to develop a MS Generalist Master Program curriculum. Following the Hot Topic discussion that had occurred earlier in the day, faculty reviewed and discussed the proposed curricular changes. While faculty acknowledged the need for the program, many were concerned with the following issues:

- Course Capacity: Currently offered courses are already impacted. If a new generalist program is created, how will the school deal with the additional number of students enrolled?
- Student Employability: Faculty noted concern with the lack of data on student employability. They would like to gather more information to determine if this is a significant issue.
- Clinical Residences: Will there be enough residences for students? What type of residences will students designated?
- Availability of Necessary Financial Resources: With capacity issues, faculty would like to know if the school has plans to provide the necessary resources to ensure that the program can be implemented and be successful.

After discussion, faculty requested that a vote be postponed until more information on financial resources is provided.

At the June meeting, Chair Dworkin informed the Council that the members of the MS Generalist subcommittee have suggested that the Faculty Council postpone the vote until a financial plan can be developed. Due to the subcommittee concerns, Council members decided to postpone the vote to approve the curriculum.

Faculty Morale

Over the course of the year, Faculty Council members noted poor faculty morale and worked to try to address the issue. In March the Council discussed possible solutions that could be recommended to administration. As a suggestion, Associate Dean Lynda Jacobsen encouraged the Faculty Council to embrace and promote a faculty survey. She noted that if faculty can prioritize what will help them the most, then the school can allocate assistance accordingly to improve morale.

In June, the Faculty Council reviewed the common themes from the faculty survey. Based on the results, members identified three areas where they felt would make the biggest difference to faculty. These included:

- Improving Instructional Support
 - Faculty feel there is a significant need for instructional support, especially when it comes to online instruction.
- Developing Faculty-to-Faculty Connections and Relationship Development
 - Faculty would like more opportunities to develop relationships with their peers. Faculty members also feel there is a lack of peer-to-peer mentorship.
- Improving Faculty-to-Administration Communication
 - Communication from the Dean's Office has improved recently. However, faculty still feel that decision-making is top down and more could be done to ensure faculty feel they have a voice.

Department Reports

Community Health Systems

- MS HAIL was approved
- The department discussed plans for strategic planning
- Linda Chafetz announced her retirement.
- The department hired two new clinical faculty members

Family Health Care Nursing

- Angel Chen became the department's Vice Chair
- Karen Duderstadt is the new Pediatrics Coordinator
- Elizabeth Marlow received a grant from Alameda County Innovations in Reentry Fund
- Abbey Alkon became the administrator for the CA Sudden Infant Death Syndrome Program
- Karen Duderstadt's book, Pediatric Physical Examination was released with chapters authored by several FHCN faculty
- Lisa Thompson was awarded tenure
- The department is currently in the process of actively searching for new faculty

Institute for Health and Aging

- The department welcomed a new Director and Associate Director
- A large grant proposal was submitted. If the department is awarded the grant, it will provide a lot of funding for the whole school
- The department held three seminars to promote education on aging

Physiological Nursing

- Xiao Hu and his post-docs have arrived on campus
- Kathy Dracup retired
- Glenna Dowling stepped down as department chair – Margaret Wallhagen was named as the interim chair
- Council member Tina Baggott informed that department that she would be leaving UCSF for Stanford

Social and Behavioral Sciences

- Adele Clarke retired, but is still attending department meetings as is the case for several retirees

- Rina Bliss transitioned into her new role with the department in the area of STS and qualitative methods
- Ruth Malone will continue as department chair for another two years
- The department worked on a proposal for a qualitative methods summer institute
- Shari L. Dworkin was appointed as the new Associate Dean of Academic Affairs starting on July 1, 2014
- The department will need to rework plans for Chair and Vice Chair

Student Reports

Student representatives Rebecca Sedillo and Maggie Suda reported on the following items:

- Reaction to Potential Changes to the MS Program: In November, students were surveyed regarding their thoughts on the proposed changes to the MS Program
 - 23% of students were interested in a MCHN degree
 - 93% of masters students responded that they would not have applied to a generic masters program.
- Student Grievances: Students are wondering to whom they should talk to if they are having problems with faculty or administrators. Previously there was a person to contact with the school, but that person has left and position still remains vacant.
- Lack of TA-ships: Students continue to express frustration that there are not more TA-ships and teaching opportunities available at the SON due to budget cuts. This primarily affects Ph.D. students.
- Concerns with Online Instruction: Students across specialties are concerned about the decision to move the core curriculum online from the results of the MS Program Redesign vote. Many are voicing that they came to UCSF to have face-to-face time with the faculty at the SON and that some of the online classes they have already taken have been disappointing. It might be helpful to request student feedback as the online courses are designed.
- New Student Government: In February, UCSF students approved the creation of a new United Student Government. Next year, the Graduate Student Association and the Associated Students of UCSF will be replaced by a new student body government called the Graduate and Professional Student Association (GPSA). 50% of nursing students voted on this measure, compared to thirty percent of the entire UCSF student body. Overall, 87.7% who voted were in favor of the merger.
- School Resources: Students are really noticing that there is a scarcity of resources in the school. Students are also discussing the first year curriculum and the amount of time spent on the core courses. Students attended UCSF to interact face-to-face with faculty and they want to make sure that a quality education is maintained.
- Town Hall Events: The Dean's Town Hall event in May was well attended and well received by students.
- Alumni Weekend: The Alumni weekend event held in May was a fantastic event. Students felt it was a great opportunity to hear from nursing leaders and faculty.

Task Forces and Other Committee Service

This year, members of the School of Nursing Faculty Council served on the following Academic Senate task forces or other campus committees:

- Academic Planning and Budget (Shari Dworkin, Catherine Waters)
- Coordinating Committee (Shari Dworkin, Catherine Waters)
- Chancellor's Council (Shari Dworkin)

Going Forward

Ongoing issues under review or actions which the School of Nursing Faculty Council will continue into 2014-2015:

- Gift and Endowment Tax
- Clinical Sciences Building Design
- Faculty Morale
- Supporting DIVA
- Supporting the DNP Approval Process

Appendices

This Annual Report is posted on the [School of Nursing Faculty Council Web page](#) on the [Academic Senate Web site](#). Appendices are embedded into this PDF document.

Appendix 1: [UC Systemwide Self-Supporting Degree Policy Proposal](#)

Appendix 2: [Indirect Cost Waiver Task Force Recommendations](#)

Appendix 3: [MS Program Re-design Slide Deck](#)

Appendix 4: [MS Program Re-design Faculty Vote Results](#)

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