School of Nursing Full Faculty Meeting
Janine Cataldo, RN, PhD, FAAN, Chair

MINUTES
Friday, February 12, 2016

Chair Janine Cataldo called the meeting of the School of Nursing Full Faculty to order at 1:10 p.m. in room S-217. A quorum was present.

Approval of Consent Calendar
Faculty voted to approve of the proposed consent calendar.

Approval of November Minutes
Faculty voted to approve of the November minutes.

Chair's Report
Chair Cataldo reported on the following items:
- Workspace: At the end of the January, the UCSF Academic Senate held their bi-annual Division meeting. The focus of the event was on the future of faculty workspace. The results of the Mission Hall survey and a workspace task force report were shared. Chancellor Sam Hawgood attended the event and respond to faculty questions and concerns. The event was very well attended.
- New Retirement Tier: The UC Retirement Options Task Force released their final report on January 15. After review, the systemwide Academic Senate voted to reject the new retirement tier and ask that the President find an alternative solution. If interested, Council members still have the opportunity to comment on the task force recommendations on the Office of the President's website - http://ucnet.universityofcalifornia.edu/compensation-and-benefits/2016-retirement-benefits/comments.html. The comment period ends on February 18.
- Healthy and Happy UCSF: At the last Chancellors Council meeting, attendees learned of a new UCSF initiative titled Healthy and Happy UCSF. The aim of the new program is to not only focus on wellness activities, such as being active and eating well, but also focus on other issues that contribute to community wellness such as housing and transportation.
- Council Meeting with EVCP Dan Lowenstein: EVCP Lowenstein attended the Council meeting recently to introduce himself to the Faculty Council and learn more about the top issues facing the School of Nursing. During the discussion, the group discussed the following issues:
  - Housing:
  - Interprofessional Education
  - Nursing Student Access to UCSF Health Clinics
  - School of Nursing Involvement with UCSF Health
- Teaching Awards: The Faculty Council is currently taking nominations for teaching awards.

Dean's Report
Dean David Vlahov reported on the following items:
- Commencement Speaker: The Dean is excited to have AACN President Karen McQuillian as the commencement speaker this year. The day before ceremonies, President McQullian will also be giving a lecture on trends in nursing education. All faculty are encouraged to attend.
- SON's Involvement with the UCSF Health: Over the last year, the UCSF Medical Center and the UCSF campus have worked hard to transition to the new UCSF Health model and develop a new

Accountable Care Organization. With the health enterprise undergoing a significant reorganization, leadership is considering new opportunities for increased collaboration with the School of Nursing. For example, several members of the School of Nursing are proposing the development of a new NP residency program.

- Parnassus Zion 2020: EVCP Dan Lowenstein has charged a group with developing a strategic plan for the future of the Parnassus and Mt. Zion campuses. The title of the new project is Parnassus Zion 2020. Currently the School of Nursing has one representative on committee, Libby Smith from Social and Behavioral Sciences. The Faculty Council has asked for another seat on the committee.
- Gifts and Endowments: The Dean updated the Council on his efforts to increase scholarships and financial support for students. Recently the school received a million dollar gift for scholarships. The School of Nursing is the only school that has a foundation board member on Dean's Council. To take advantage of the resource, school leadership is working with the board member to advocate for the schools greatest needs. The question is what needs should the school rally around.
- Meeting with Foundations: The Dean recently met with several foundation leaders to discuss funding opportunities. Foundations included, the California Foundation, the Blue Shield of California Foundation, and the California Wellness Foundation. The Dean noted that the biggest challenge with foundation representatives is explaining the complexity of the University of California and UCSF. In recent conversations with the foundations, representatives stated that they are excited with all of the work faculty have been doing to further diversity.

Associate Deans' Reports

Associate Dean of Administration and Finance Lynda Jacobsen reported on the following items:
- Workspace Planning: The School of Nursing has submitted to important requests to the Campus Planning department. The first is to have Social and Behavioral Sciences and the Institute of Health and Aging move to the Parnassus campus once the Laurel Heights campus closes. The second is to have the School of Nursing building marked for renovation.
- Acute Care Fellowship: The School is working to find ways to fund a new Acute Care NP Fellowship. Faculty member Roxanne Garbez has been a big part of this effort. She has been working closely with the Med Center.
- Teaching Professor Series: UC President Janet Napolitano is seeking to create a new faculty series titled Teaching Professor. Associate Dean Jacobsen sees the potential new series as an opportunity for the School of Nursing. The addition of a new series that allows faculty to practice will be tremendously helpful in the recruitment and retention.
- Evalue: The school is in the process of expanding the use of the Evalue system. A stakeholders group has been formed and they are currently working on an implementation plan.

Associate Dean of Academic Affairs Shari Dworkin reported on the following items:
- New Academic Affairs Website: Associate Dean Dworkin is working to design a new website for SON faculty to reference for all academic affairs questions and concerns. The site should be online soon.
- Upgrades to the Advance System: The campus has been working on an update for the CV portion of the Advance system. There will be new features to the system that should allow for easier use of the application. Associate Dean Dworkin noted that a lot of feedback was considered in the development of the system. She believes that the improvements will be better for all faculty members.
- Department Chair Searches: The departments of Family Health Care Nursing and Physiological Nursing are still searching for department chairs. Recruitment has been a challenge with the cost of living of the San Francisco Bay Area.
- Faculty Salary Equity Study: At the request of the UC leadership, each school was asked to collect and analyze data on salary equity. After review in the School of Nursing, it was concluded that there are no inequities. In the other schools, there are inequities. Data showed that women

make 3% less and minorities make 7% less. A presentation was made to the Vice Provost. To address the inequities, certain schools will need to come up with action plans to present to the Vice Provost. In addition, UCOP has asked that each school set aside funds to address the inequities.

- APM Review: A Senior Clinical Taskforce has been assembled to review our three clinical APM sections. Before the APMs can move to systemwide review, feedback must be collected on our campus. Associate Dean Dworkin is grateful to all of those who have commented. Most recent policy discussions have focused around definitions. For example, how do we define teaching? How do we stretch pass medical language? How do we make sure that that the merit and promotions guidelines reflect UCSF and SON?
- Diversity: Associate Dean Dworkin has been working with PhD Candidate Jen James and the Recruitment and Retention Committee members on the Dean's Diversity Initiative. Currently there is a discussion on department level plans.

Diversity Initiative
School of Nursing PhD Candidate Jennifer James attended the Full Faculty meeting to present on her work to further the Dean's Diversity Initiative. The following issues were reported:
- Objective: Candidate James informed the faculty that she was asked by members of the Recruitment and Retention committee to participate as a member of the Dean's Diversity Initiative. Her role in the project is to do research on best practices and develop a set of recommendations.
- Data Collection: Starting in November of 2015, Candidate James has interviewed faculty and administrators at UCSF, at other UC campuses and at other universities. Up until this point, interviews have provided the following themes:
  - Faculty members do not believe that that their school does enough to develop or nurture a pipeline from the students that they educate.
  - Faculty members want more resources so that there are best practices in encouraging underrepresented students to consider academia.
  - When underrepresented minorities become junior faculty, some feel that there is a lack of support and mentorship. Faculty members believe more resources should be committed to develop mentorship programs.
  - UCSF faculty feel that cost of living is a significant issue in recruiting underrepresented minority candidates.
  - UCSF faculty members feel that the school needs to be more active in national conferences.
  - Nationally, many believe we need to address structural racism in faculty hiring and research funding decisions. Faculty members feel that research funding only goes to particular types of research. Many believe that there needs to be a conversation.
  - Faculty members feel that the UCSF School of Nursing has a tremendous resource in their master's program students. Many believe that the school can do a better job at encouraging them to take an academic track. Some nursing schools noted that identifying students early really helps.
- Reporting: Candidate James will continue her research. Results and recommendations will be provided to the recruitment and retention committee and the dean.

DNP Update
DNP working group lead Annette Carley informed the faculty that the DNP proposal is moving through the Academic Senate approval process. Most recently, the UCSF Graduate Council approved the proposal. Once the campus review is complete, the proposal will move on to the systemwide Senate.

IT Security Presentation
IT Security Director Pat Phelan attended to provide the committee with the following report:
- UC Systemwide Monitoring

- o Director Phelan acknowledged the concerns of faculty, staff and students with the Office of the President's network monitoring efforts. He assured the committee that the actions that the university was taking did not include review of individual email accounts of web browser history. Instead, the university was focusing on suspicious network traffic such as high-volume and or high frequency data transfers from foreign countries. He noted that while the Office of the President has suspended the monitoring program, UCSF has plans to do something similar. He assured the committee that in the future there will be plenty of communication between the IT office and the Academic Senate and that the monitoring will comply with university privacy rules.
- Background of UC IT Security Improvements
  - o Due to potential security breach incidents, the UC system is taking new steps to increase security systemwide
  - o Each UC campus has assigned responsibility to cyber-security contacts on each campus
  - o The President requested that each campus design a 120-day accelerated action plan. This was developed to identify quick solutions
  - o Advisory Board was developed which included internal and external experts
  - o Framework has been established for assessing and documenting risks
- Strengthen and Modernizing our Security Environment
  - o UC accelerating plans in place
  - o Investigating new funding options for security applications
- UC Systemwide Privacy Concerns
  - o UC Academic Computing and Communications (UCACC) Response
  - o The UCACC will be closely consulted on all security efforts going forward
- UCSF to Contract External Vendor
  - o UCSF will be contracting with a network security platform
  - o This platform will provide real-time protection against many threats and most cyber attack strategies
- Immediate Efforts
  - o The UCSF Information Technology department is working on the follow efforts in the near-term
    - BigFix
    - Network Patching
    - Dual-factor authentication
    - Increasing password standards
- Upcoming Initiatives
  - o The Information Technology department will be working on password reset systems in preparation for increasing password security
  - o Once plans are complete a new password standard will be set and implemented. To ensure the new policy will not be too much of a burden, UCSF will offer premium keychain services such as LastPass.

Old Business
None

New Business
None

The meeting adjourned at 3:00p.m.