

DRAFT School of Nursing Full Faculty Meeting

Janine Cataldo, RN, PhD, FAAN, Chair

MINUTES

Friday, November 13, 2015

Chair Janine Cataldo called the meeting of the School of Nursing Full Faculty to order at 1:00 p.m. in room HSW-302. A quorum was present.

Approval of Consent Calendar

Faculty voted to approve of the fall consent calendar.

Approval of May Minutes

Faculty voted to approve of the May minutes.

Approval of Tobacco Resolution

Faculty voted to endorse a new School of Nursing Tobacco Policy. The policy will be posted to the school's website.

Chair's Report

Chair Cataldo reported on the following items:

- **Chancellors Council**: The Chancellor recently held a meeting with faculty, student and staff leaders. During the meeting, the faculty representatives informed the Chancellor that faculty salaries and diversity are some of the most important issues facing our campus.
- **School-wide Communication**: The School leadership is working on the development of a newsletter. The hope is that this will improve communication and reduce emails for faculty.
- **Construction**: Chair Cataldo informed the faculty that ongoing construction noise and air pollution has been a major concern. During the working hours, faculty members have noted that noise levels have been very disruptive. To mitigate negative impact on the school, SON administration has asked for hours of construction to be changed.
- **School of Nursing Climate Survey**: In October, at the recommendation of the Associate Dean of Academic Affairs Shari Dworkin, the Faculty Council agreed to develop a climate survey that would be specific to SON. The goal was to use the 2012 systemwide Climate Survey as a template and add questions that would be more useful at obtaining the climate in the school. Chair Cataldo informed the Council that Teresa Scherzer has agreed to chair the survey planning committee.
- **MEPN Representation**: Currently, MEPN faculty members are not represented on the faculty council. In order to gain a seat is to be elected by their department. To ensure representation, the Council is considering the addition of a MEPN ex officio member.

Dean's Report

Dean David Vlahov reported on the following items:

- **Sally Bates Endowed Chair**: The Dean proudly announced that Professor Catherine Waters was awarded the Sally Bates Endowed Chair position.
- **Diabetes Minor**: The Betty Moore foundation has approved additional funding for the diabetes minor program. The next step will be to develop online courses to further provide access to educational materials.

- Palliative Care Minor: Since its initial offering, the palliative minor has been very popular. To further expand the offering, the School of Medicine is working to make the minor inter-professional.
- VA Position: The School of Nursing is working hard to fill a clinical position in the San Francisco VA center.
- UC School of Nursing White Paper Update: The UC SON White Paper was drafted by all School of Nursing Deans and was sent to the Office of the President for review. The report focused on issues relating to salary, faculty practice and student placements. The question now is how to implement the paper's recommendations. Former Dean Kathy Dracup has volunteered to lead the effort to develop a strategy and advocate for the schools.

Associate Deans' Reports

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

- Evalue: The school is in the process of expanding the use of the Evalue system. The first stage of the process is to slowly move the first and second year students onto the system. Once that is complete, there will be designing of the course evaluations function. To ensure that system administrators can implement the system properly, Associate Dean Jacobsen asked for the Council's help in identifying key system stakeholders who should be included on the implementation team.
- Search for Associate Dean of Research: The Dean's Council is working to create a search committee. A total of 10 members should be included on the group. The first review of candidates for the AD position should occur in February.
- School Finance Report: Associate Dean Jacobsen provided the faculty with a review of the school's overall finances. She began the presentation by showing the school's performance over the past several years and how the school has steadily improved in overall financial health. However, even given the recent improvement, the school still struggles with increasing costs. With constricted access to clinical appointments and only a limited number of ways to raise revenue, the school needs to find ways to further the cause. The systemwide white paper is one way to inform the UC leadership of the School of Nursing's salary and recruitment concerns. Another option is to appeal to donors.

Associate Dean of Academic Affairs Shari Dworkin reported on the following items:

- Audit of the Health Science Compensation Plan: To ensure proper compliance with the Health Science Compensation Plan, the Office of the President conducted random audits of departments within all four schools at UCSF. In the School of Nursing, the Department of Family and Health Care Nursing was selected. Auditors read thorough all documentation and policies, pulled reports and interviewed faculty members who serve on the HSCP advisory committee. Overall, the results of the audit was great. The report says we did well, but there were several suggestions for improvement. Recommendations included: A request that there be better electronic reporting and reminders, and a note that newly hired faculty should receive an orientation for the new health science compensation plan.
- 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.
- Climate Survey: Associate Dean Dworkin offered her support to the climate survey task force. She noted that it would be helpful to have more detailed School of Nursing results.
- 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.
- CV Workshop: There will be a CV workshop on January 17.

Associate Dean of Academic and Diversity Initiatives

Associate Dean of Academic and Diversity Initiatives Judy Martin-Holland reported on the following items

- **Office of Student Affairs**
 - Staffing
 - Eva Wamay has taken a new position in the student academic affairs department. She will serve as the first liaison with campus affairs and financial aid. Eva is the new contact for one stop shopping referral. More details on her role will come out soon.
 - Tony Varel is back part time. She is filling in for Eva's former position.
- **Accreditation:** Mary Lynch and Karen Duderstadt have been working on accreditation. It has been an incredible amount of work. There will be a back to school event. She video taped it.
- **U.S World and News Report:** Teresa Scherzer is preparing the packet for U.S World and New Report review.

DNP Update

DNP working group lead Annette Carley provided an update on the DNP degree. She reported on the following items:

- **Background:** When UCSF started the efforts to establish the DNP degree two years ago, the vision was to have a joint program among the four schools of nursing in the UC system. Despite strong efforts, the leaders of the school decided to end efforts to establish a cross-campus program after running into significant challenges.
- **New Effort:** After discussions, the UCSF School of Nursing leadership decided to continue with the efforts to offer a DNP. However, unlike the previous proposal, the program would only be offered at UCSF. In order to supplement for the loss of the other campuses, more loan funding would need to be acquired. Project lead Carley noted to the faculty that the curriculum would not change.
- **New Model:** In the new model, the UCSF budget will include:
 - Proposed optional teaching electives
 - New teaching support model
 - Full time curriculum designer
 - Full time IT support
 - Full time administrative support
 - All program faculty will be compensated from DNP budget

After the program review was complete. Faculty asked the following questions:

Q: How will the DNP program affect teaching loads?

A: Faculty will not be required to teach; interested and eligible faculty must negotiate with their department chairs.

Q: Will there be support for Master's Program faculty to obtain the DNP?

A: While the DNP working group would love to offer support, the current budget of the program does not allow for MS faculty support at this time.

Q: What if this program does not work? How will we repay the loans?

A: If the program encounters problems then adjustments and cuts will be made to ensure the school can repay the loan.

Finally, faculty commented that they think the program should receive more upfront funding to ensure that it will be successful.

Old Business

None

New Business

None

The meeting adjourned at 3:00p.m.

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