

School of Nursing Faculty Council
Soo-Jeong Lee, RN, PhD, ANP, Chair

ANNUAL REPORT 2018-2019

Primary Focus Points for the Year:

- Strategic Plan Process
- 2018-19 Faculty Development Fund
- Bylaw Revisions
- Inclusive Learning
- Facilities/Space
- Faculty Teaching Awards
- Posthumous degree
- Commencement Ceremony
- UCSF Faculty Climate Survey Taskforce Recommendations
- Student Reports

Issues for Next Year (2019-2020)

- Strategic Plan Process
- Bylaw and Regulation Revisions
- Space
- Diversity and Inclusive Learning Environment
- CCNE & ACME Accreditation

2018-19 Members

Soo-Jeong Lee, Chair

Michelle Pelter, Vice Chair

Abbey Alkon (Fall)

Kim Dau

Rosalind De Lisser

Kristen Harknett

Jenny Liu

Linda Mackin

Mijung Park

Ex-Officio Member

Catherine Gilliss, Dean

Permanent Guests & Representatives

Alison Davis, Student Representative

Number of Meetings: 13 (10 Faculty Council meetings and 3 Full Faculty meetings)

Senate Analyst: Karla Goodbody, Lilly Fine, Todd Giedt, & Kirstin McRae

Systemwide Business

The School of Nursing Faculty Council (NFC) took up the following Systemwide issue this year:

Dignity Health Affiliation

The UCSF Senate approved a proposed affiliation with Dignity Health during its meeting in November. During the May Executive Council meeting, Divisional Chair David Teitel addressed the growing controversy that continued to surround the proposed Dignity Health affiliation with UCSF. A number of other Senate Divisions had expressed opposition to the proposed affiliation, despite a long history of consultation between the UCSF Senate and UCSF Health. In June, systemwide Senate Chair Robert May planned to present the various Divisions' views on the Dignity affiliation before the Regents Committee on

Health Services, however, in late May, Chancellor Hawgood announced a decision to “not [to] continue to pursue the affiliation as it had originally been envisioned.”

Divisional Business

The NFC took up the following Divisional issues this year:

Space

In October, NFC reviewed six design concepts developed by the Parnassus Heights Master Plan Steering Committee, which addressed:

1. Millberry Union as the hub of the campus
2. Complementary districts concept
3. Connections for converging people
4. “Park to Peak” concept between Golden Gate Park and the campus
5. “Main St.” environment on Parnassus Ave
6. Revitalization of Irving St. entrance to repurpose it as the campus’ main entrance

In March, the NFC also heard a presentation from the Education Space Working Group, which included guidelines for a twenty-year plan that would eventually centralize all educational activities at UCSF on the Parnassus campus.

CAF Town Hall

On May 17, 2019, the Committee on Academic Freedom (CAF) sponsored a Town Hall focusing on revenue generating partnerships; NFC served as a cosponsor for the event.

School Business

The NFC took up the following school issues this year:

Strategic Plan

The SON Strategic Planning processes continued in 2018-2019 and the Strategic Plan was presented at the Full Faculty meeting of the NFC on 2/15/19, as well as the faculty-staff Town Hall later that month. An online volunteer survey was further emailed to faculty and staff seeking interest in participating in implementation work groups to advance the goals of the Strategic Plan. The SON Strategic Plan was designed with three thematic areas: 1) Education and Training Programs; 2) Research and Innovation; and 3) Innovation and Developing a Clinical Income Model.

Moreover, it designated six working groups, which correspond to the six Imperatives of the Strategic Plan:

1. Deepen involvement in clinical practice and innovation: Gina Intinarelli, Associate Dean for Clinical Affairs
2. Create thematic research foci: Julene Johnson, Associate Dean for Research
3. Optimize our educational offerings: Maureen Shannon, Associate Dean for Academic Programs
4. Deepen our Commitment to Diversity: Judy Martin-Holland, Associate Dean for Diversity, Inclusion & Community Outreach
5. Simplify our Organization: Dave Rein, Associate Dean for Finance and Administration
6. Pursue opportunities for Strategic Philanthropy: Trish Davenport, Director of SON Development

Between May 1 and June 1, 2019, Working Groups composed of faculty and staff volunteers for six imperatives convened to develop tactical plans for how the SON may implement the above initiatives over the next few years.

2018-19 Faculty Development Fund

The NFC was granted \$25,000 in Chancellor’s Funding for the SON Faculty Learning and Development Fund, as well as \$25,000 in matching funds from the SON Dean’s Office, for a total of \$50,000. The NFC

received a total of 11 grant applications for this fund. All applications fit the funding criteria and NFC was able to fund them all for a total of \$45,934.

Proposals awarded and topics:

Kord Kober	Attendance at a 3-week Systems Biology short course at UCI
Katherine Hettinger & Pam Bellefeuille	Attendance at National Teaching Institute and Critical Care Exposition
Andrea Kuster	Travels to complete her DNP degree (U Minnesota)
Milo Santos	Offering of a media workshop for Dept. of Community Health Systems faculty
Victoria Keeton	Offering of 3 courses for online teaching through Quality Matters Consortium
Carolina Noya & Kim Dau	Offering 4 workshops (25 faculty) on structural competency training add to current courses
Annette Carley	Attendance at the DNP National conference
Elena Flowers	Training in advanced biostatistical methods with Brad Aouizerat (NYU)
Michelle Buchholz	Attendance at the National Organization of NP Faculties conference
Sandra Staveski	Attendance at the NINR Summer Genetics Institute to learn about genetics and molecular therapeutics of pediatric delirium
Tracy Lln	Attendance at the 2-day GIS workshop at Columbia University

Full Faculty Meetings

The NFC held three full faculty meetings during the 2018-2019 academic year. Each meeting highlighted a particular “hot topic”: Creating an Inclusive Environment (fall); Responsibility Charting (winter); Space (spring).

NFC Workgroup on Inclusive Learning Environment

The NFC Workgroup on Inclusive Learning Environment was formed in June 2018 to address student concerns related to negative and stigmatized student experiences in the SON. The NFC Workgroup worked with Judy Martin Holland and student representatives. Classroom issues and students concerns related to inclusive learning environment and key recommendations and resources were presented and discussed at Hot Topic, faculty discussion forums, and department meetings. In December, Member Kim Dau and Judy Martin Holland presented on the activities of the NFC Workgroup, including a draft memo of student concerns and recommendations for faculty and administration. In February, the NFC reviewed and provided feedback for the memo. ([Appendix 1](#)) In April, the NFC shared the revised memo with SON faculty via email and held a faculty forum to gather feedback. NFC also held discussions with Ed Policy Coordinating Council Co-Chairs, Maureen Shannon and Elizabeth Gatewood, regarding how to improve the course and program evaluations to measure students’ perception on inclusivity of learning environment. The workgroup plans to draft final guidelines for review by NFC in fall 2019.

Diversity in Action (DIVA) Committee Presentation

In February, Teresa Scherzer presented the results from the 2018 SON Student Climate Survey. The goals of the student climate survey were to document important information about the climate for students and provide actionable data to enable the SON leadership to improve the learning environment. A total of 164 students (36% response rate) completed the survey. The results were later presented during the May full faculty meeting. In response to the report, DIVA proposed several recommendations, which were subsequently considered for inclusion in the Imperative for Strategic Planning.

Facilities/Space

The Dean’s Office developed SON Space use guidelines to provide a framework for uniform, equitable and effective governance of SON space. The NFC and the Dean’s Council provided comments and the final guideline document was distributed to faculty via email on January 10, 2019.

Memorandum on Visiting Scholars, International Visitors, Special Studies Students, and International Affiliations

The Dean developed a new policy on Visiting Scholars, International Visitors, Special Studies Students, and International Affiliations. The draft memorandum was distributed at the February Full Faculty meeting for faculty review and comment, and the final policy was distributed to faculty via email on March 1, 2019. ([Appendix 2](#)) Responses from the faculty included concerns on the increased TOEFL minimum score requirement for special study students, need for clarifying different categories of visitors, and a question about fund distribution. Chair Lee received a request from concerned faculty that the NFC discuss concerns about the new policy of ending a funding mechanism to faculty. It was noted that this mechanism is one of the few ways that faculty can generate revenue and a lack of proper compensation for faculty time and effort would negatively affect faculty motivation to take new special study students. NFC submitted a memo on faculty concerns to the Dean.

TOEFL Score for Admission

The Educational Policy Council decided that SON change the required TOEFL minimum score for international applicants from 84 to 92. The rationale is that this aligns with the California Board of Registered Nursing (BRN) requirements. Faculty discussions for this change were made at program councils, departments, and NFC.

Bylaws and Regulations Revisions

NFC Members conducted a review and audit of NFC bylaws to update and clarify general practices of the Council and remedy factual and grammatical errors. The proposed revisions were submitted to the Senate’s Rules and Jurisdiction Committee for review and comment on June 7, 2019. ([Appendix 3](#))

Faculty Teaching Awards

Each year, the NFC recognizes outstanding faculty for excellence in teaching, innovation and mentoring. In 2019, the Council’s award committee received a total of ten nominations and selected the following awardees:

Faculty	Award
Rosalind De Lisser	Overall Teaching Award
Lynda Mackin	Excellence in Creating a Supportive Learning Environment
Deborah Johnson	Excellence in Clinical Mentoring
Ulrike Muench	Excellence in Research Mentoring
Jyu-Lin Chen & Annette Carley	Excellence in Educational or Curricular Innovation

Posthumous Degree

1. **SON Policy:** NFC identified a discrepancy in the policies of posthumous degree between SON and the Graduate Division. NFC discussed to change the SON policy and the corresponding Bylaws to conform to the policy of the Graduate Division. The Senate Executive Council advised to wait until a system-wide posthumous policy for graduate program is developed, which is currently discussed at the system level.
2. **Posthumous Degree Award:** NFC Members voted to approve a posthumous Master’s of Science in Nursing to Emma Deboncoeur, and is recommending that the Graduate Division to award the posthumous degree at the SON graduation ceremony on June 14, 2019.

Commencement Ceremony

The Dean proposed a change in the format of the SON’s commencement ceremonies. The Mistress of Ceremonies will now be the Dean, not the SONFC Chair, which is consistent with University practice. NFC solicited faculty comments on this change and submitted a memo to the Dean.

UCSF Faculty Climate Survey Taskforce

Sara Ackerman presented as the SON representative to Faculty Climate Survey Taskforce to the NFC and the full faculty meetings and solicited faculty comments. The taskforce was a response to the 2017 climate survey. The strengths found in the survey were that most faculty are satisfied, 50% want to stay forever and there is great mentoring. Some weaknesses included lack of improvement in climate for

Women and Underrepresented Minority Faculty and concerns on commute, compensation and housing. The taskforce made recommendations prioritized by themes (financial support, leadership/career development, inclusion, work/life integration, infrastructure & administration) and three areas of Equity, Opportunity and Wellbeing. Some of the recommendations were to provide a guaranteed percentage of salary support to all faculty, enhance mentorship programs and increase support for researchers.

Student Reports

1. **Transgender Care Panel:** ASSN member Sean Luong coordinated a successful informational session focusing on transgender care in January. This was the first event in a series, with the next one planned to address caring for undocumented patients.
2. **Commencement Petition:** In June, NFC Members heard a petition presented by ASSN representatives Denise Porter and Haley Davies on behalf of two students in the Midwifery Program who sought review of a discrepancy in the student handbook policy and the Midwifery program handbook affecting their eligibility to participate in the 2019 commencement ceremony. Per SONFC bylaws, the Council serves as a representative body for the full faculty with authority to make a decision on behalf of faculty as to how these policy discrepancies are interpreted and applied in the current context. NFC Members reviewed the policy language and heard statements submitted by the affected students and ASSN in support of the petition. Council members moved to grant exception for the affected students to be allowed to participate in the graduation ceremony, including the privilege of walking across the stage and having their names read in accordance with the ceremony and their fellow cohort members.

Going Forward

Ongoing issues under review or actions that the NFC will continue into 2019-2020:

- Strategic Plan Process
- Bylaw and Regulation Revisions
- Space
- Diversity and Inclusive Learning Environment
- CCNE & ACME Accreditation
- WASC Accreditation

Appendices

This Annual Report is posted on the [School of Nursing Faculty Council Web page](#) on the [Academic Senate Web site](#).

[Appendix 1:](#) NFC Workgroup Memo on Inclusive Learning Environment

[Appendix 2:](#) Memorandum on Visiting Scholars, International Visitors, Special Studies Students, and Institutional Affiliations

[Appendix 3:](#) NFC Proposed Bylaw Revisions

[Appendix 4:](#) 2018-2019 MPC Program Council Report

[Appendix 5:](#) 2018-2019 DNP Program Council Report

[Appendix 6:](#) 2018-2019 MEPN Program Council

[Appendix 7:](#) 2018-2019 PhD Program Council Report

[Appendix 8:](#) 2018-2019 Faculty Practice Committee Report

[Appendix 9:](#) 2018-2019 Global Health Committee Report

Senate Staff:

Kirstin McRae, Senior Senate Analyst

kirstin.mcrae@ucsf.edu; 415/514-0315