

July 28, 2011

School of Nursing Faculty and Staff: Below you will see the notes of the meeting held by the School of Nursing Steering Committee (SC) with the Shared Leadership Council (SLC). We are sending this so you will be informed about the discussion and some actions to come.

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To: UW SoN Steering Committee meeting with Shared Leadership Council

From: Eddie Uehara and Ruth Johnston

Re: First Joint Meeting of SC and SLC

The UW SoN Steering Committee (SC) met with the Shared Leadership Council (SLC) was held on Monday, July 26, 2011 to engage in discussion and exchange that will help inform the organizational development work going forward. The discussion was lively and very productive, focusing on a variety topics laid out in the SC Agenda (attached).

Attendees from Steering Committee: Eddie Uehara, Dean, School of Social Work, Chair; Ann Anderson, Associate Vice President and Controller, Financial Management, Finance & Facilities; Tom Sparks, Financial Administrator, College of Engineering; Dave Szatmary, Vice Provost for UW Educational Outreach; Ruth Johnston, Associate Vice President, Finance & Facilities and Special Assistant to the Provost; Cheryl Cameron, Vice Provost for Academic Provost; and Frank Montgomery, former Controller, University of Washington.

Attendees from SoN Shared Leadership Council: Marla Salmon, Phillippa Kassoover, Peg Heitkemper, Carol Landis, Joie Whitney, Martha DuHamel, Cindy Dougherty, Stephanie Schuler, Doris Boutain, Maggie Baker, Karen Schepp, Patti Brandt, Betty Gallucci, Gail Kieckhefer, Elaine Walsh, and Bridget Doyle.

Highlights of the Meeting:

1. *Chart on Improvement and Operations Structure:* The need was voiced for a clear graphic representation of the School's ownership of and role in the process improvement initiative; a revised version of the chart is in the works. A graphic showing the logical and sequenced links between these activities (leading with finalization of current strategic vision/plan) will be produced.
2. *Working Groups:* A call for participation will go out to all faculty and staff soon. The initial work groups (revised by the Steering Committee after Monday's meeting) will include:
 - Developing a sustainable academic and business operations model (the work being done on Budget Initiative #3 is one piece of this large effort)
 - Building understanding of governance, decision making, accountabilities and responsibilities
 - Creating Community, Improved Communication and Professionalism

Also, the strategic map was recently aligned with sub-team goals by the Strategic Planning Council and sub team members, and the Shared Leadership Council will determine priorities and create action plans at the upcoming SLC Retreat on August 18.

3. *Peer Review Process:*

We discussed: the need for clarity regarding the goals and purposes of the peer review, the criteria we use to select members (Deans of Schools/Colleges of Nursing), the questions peers will address, and the relationship between peer review report and SoN actions/improvements. The various ways in which this process could add value (e.g., introduce externally generated cutting edge and best emerging practices)—and a number of potential criteria for peer selection (e.g., experience in research-intensive programs) were suggested and discussed (Ruth has copious notes!).

Next step: Draft statement of goals, questions, and criteria list for refinement by this group, followed by an email to faculty to call for names of peer deans who meet specified criteria.

4. *Dean's Search:*

Ruth Johnston reported that the Provost has decided the search will begin no earlier than Winter Quarter. In the meantime, the Provost has agreed to talk with Faculty Council as well as Faculty and Staff.

5. *Consultants' Report:*

Feedback on the consultants' report/powerpoint was provided. SLC members provided comments on the breadth and depth of the work, raised questions about the meaning of items like "functional analysis," and asked how the recommendations will be prioritized and when the full report including survey data will be coming (no answer is available yet).

Respectfully submitted: Eddie Uehara and Ruth Johnston