I. Welcome

Dr. Todd Larabee, President of the Faculty Senate for 2012-13, called the meeting to order.

II. Approval of Minutes from November 13, 2012 Faculty Senate Meeting

Minutes from the November 13, 2012 Faculty Senate Meeting were unanimously approved.

III. CME Annual Report – Ronald S. Gibbs, MD, Associate Dean for CME

Dr. Gibbs presented an annual report from the office of Continuing Medical Education (CME). He presented a set of slides to address the ongoing changes to the area of accredited CME. CME is changing a great deal. 60% of efforts on this campus are focused internally, while 40% is external. There is an increased focus on QI activities. Industry support for CME has decreased 31% in the last few years, which is not necessarily bad, but this needs to be taken into account as our campus budgets for CME. CME is an asset to the School of Medicine, it helps fulfill the mission of the School. Currently we enjoy a 6 year accreditation from the Accreditation Council for Continuing Medical Education, which is very good.

There has been an increased focus on integrating CME with QI efforts, with three main areas of engagement. The first is a standardized, integrated patient safety-focused M&M form. This is intended to transform M&M from education only to addressing system-based problems. There is a standard M&M form that was approved in 2011-12, and is available to all clinical services at UCH (not yet at DHHA, CHCO, or the VA). The second is using grand rounds as a forum to shift from education only to a performance focus. Grand rounds can be used to assess a clinical unit’s performance to a quality measure.

The third area of engagement with QI is developing an institutional program for approval of Part IV of Maintenance of Certification. Essentially this is where ABMS Boards are allowing Part IV of MOC to local institutions. This would affect 70% of our full-time faculty. CU was approved to do this on 10/1/2012 (one of 10 programs nationally). This is also important as next year the State of Colorado Legislature is expected to draft legislation for Maintenance of Licensure. There are good reasons for this centralized approval body within the School. It will help physicians select quality projects with high organizational priority, decrease administrative burden on physicians, and give physicians credit for projects
currently being done. It will require projects be of high priority to the faculty, it may be multidisciplinary or a single discipline, and it must have the appropriate leadership and management. Many QI projects currently being done are able to translate easily into this program.

*Question from a Senator*: What about people in specialties not affected by this change?
*Dr. Gibbs*: I think eventually all PATH programs will be taken over by the ABMS, so eventually all people will be affected.

*Question from a Senator*: Will your group work with the Colorado Legislature to help draft the proposed legislature for Maintenance of Licensure?
*Dr. Gibbs*: Yes.

*Question from a Senator*: Many QA projects have a lack of scientific and statistical rigor; have a poorly organized study design. Is there a means through this structure to involve people with backgrounds in science to these projects?
*Dr. Gibbs*: The bar for these projects is much higher than the bar for some boards. This is to be high level with run charts, etc. Many physicians currently can do a trivial QI project and get credit. However this is a much higher bar for the reasons you identified.

IV. **BETA Team Overview**

Dr. Samantha Moreno, Chris Puckett (Assistant University Counsel), Dr. Brian Rothberg (Psychiatry), and Lynn Whitten (University Police) presented an overview of the BETA Team, which stands for Behavioral Evaluation Threat Assessment. To start with, Dr. Moreno acknowledged that there are many who have questions from what happened over the summer with the Aurora theater shootings, and there isn’t much the BETA Team is able to discuss. This team was created a few years ago as a subdivision of the Emergency Management Operations Group. They are dealing with increasing levels of concerning behaviors by students. There is representation on the team from legal, law enforcement, psychiatric services, and student affairs. They take reports from people all across campus (anyone from faculty member to students to maintenance staff). They don’t have authority over any process; that belongs to Schools and Colleges. But they do work with the Schools and Colleges as a resource for investigating potential threats and determining the right way to address the situation.

Common questions that arise include what to report and when to report. In general the BETA Team recommends reporting early and often. They underscore that a person should call 911 or University Police at 303-724-4444 if there is an immediate problem or threat. The issues BETA Team deals with range from domestic violence to an immediate threat on campus.
Chris Puckett from legal mentions specifically how the BETA Team addresses issues of confidentiality due to FERPA (Family Educational Rights and Privacy Act). FERPA restricts our ability to share educational records outside our institution, but doesn’t make this restriction for sharing within the institution. He underscores that we want to do what the right thing to protect students, even if it violates FERPA. Your personal observations of a student, conversations, etc. are important to share, but grades and evaluations are more in line with FERPA. You should contact the BETA team when you feel things have risen to a certain level that your gut instinct is to report it.

Dr. Rothberg mentioned that mental health services are provided if needed, but the need for mental health intervention is not required to be part of a BETA report.

**Question from a Senator:** What are the options of the BETA team is there is a real threat?

**Lynn Whitten (Police):** We will determine if there is criminal misconduct, but more likely we will use mental health services unless a threat is imminent.

**Chris Puckett (Legal):** We work on addressing workplace safety; including what can be done about safety to and from work.

**Dr. Moreno:** We can facilitate removing the student from campus immediately.

**Question from a Senator:** What is a threshold to call (can you give an example)?

**Dr. Moreno and Chris Puckett:** As for a threshold to call; there is no hard and fast rule. We can help point you in the right direction if it’s not appropriate for BETA Team. You should call if you have a weird feeling in your gut.

**Question from a Senator:** Is BETA Team only for students?

**Dr. Moreno:** Yes, students only. Others (residents, fellows, faculty, employees) should be referred to HR if not an immediate threat or University Police if there is a threat.

**Question from a Senator:** How busy are you?

**Chris Puckett:** Busier than we’d like. We have been here 3 years on this campus, at any given time there are 4-5 cases active on this campus, compared to 20-40 cases at the downtown cases. We have noticed that there tend to be more issues with pharmacy and nursing students that from other schools, likely due to their younger age.

**Question from a Senator:** What is a faculty member’s legal liability for turning in a BETA threat?

**Chris Puckett:** If you use the Ethics Line it’s anonymous, but if you contact BETA Team directly, we can’t promise a person won’t find out who filed the report. If you’re worried about real risk to your person, the police will help.

**Response from a Senator:** But if a student sues us or a faculty member, what will the University do to help the faculty member?
Chris Puckett: The University indemnifies you from any action you take as part of your job. If needed, we will provide you with your own attorney. You’re protected for doing the right thing.

Question from a Senator: What about your responsibility in the case you don’t report and something happens?  
Lynn Whitten: Statutes require you to report, you’re strongly encouraged to report. This is very important in the case of mental illness. However there is very little liability if you don’t have a clinical relationship with the person being reported. But the community may know you didn’t report.

Question from a Senator: What about concealed carry?  
Lynn Whitten: We must follow the law, which allows concealed carry on campus. But if you see a weapon call police and we will sort it out.
Dr. Moreno: If you see someone who has a weapon out in the open who looks “official” you can call police to sort out if they’re legitimate.

Dr. Moreno finished by stating that there would be brochures available to Senators after the meeting, and that they will have a single phone number and email after the new year.

V. Update on Standards for Notice of Non-reappointment for Non-tenured Faculty Policy – Steven Lowenstein, Associate Dean for Faculty Affairs

Dr. Lowenstein went over a handout that covers Faculty Appointment Types and Notice Requirements. First there are four different faculty appointment types recognized by the University. The first is a Tenured appointment which continues until resignation or retirement or until termination (pursuant to Regents laws and policies). The second is Indeterminate, which is for an indefinite period of time, typically where continuance of the appointment is dependent on availability of salary support from specified grants, contracts, or other sources. The third is At-Will, which is indefinite and can be terminated at any time without notice (although University policy states “as a courtesy, university administrators may provide advance notice of non-reappointment to at-will employees, when feasible”). The fourth, and most common type of appointment is Limited. These are usually for specified periods of time, from less than one year to four years. These are the types of appointment for which there are new Notice Requirements.

Effective July 1, 2012, if a department chair decides not to renew a faculty member’s limited appointment, the faculty member is entitled to a period of notice, based on time served at the University. Three months’ notice is required for faculty members in their first year of service. Six months’ notice is required for faculty members in their second or third year of service. One year’s notice is for full time faculty members after three or more years of service to the University. Any time left on a contract, if longer than the required notice period, will be in effect and the faculty member is entitled to the length of the contract. More information can be found in
the *Rules of the School of Medicine*, on the Faculty Affairs website, www.medschool.ucdenver.edu/faculty.

VI. Dean's Comments

Dean Krugman has only minimal updates today. The State of the School address is tomorrow (12/12/2012). Rob Winn, MD, is departing the School of Admissions, but will work with the admissions committee this year to find a replacement.

The meeting was adjourned at 5:40pm.

Respectfully submitted,

Bruce Landeck, MD
Faculty Senate Secretary