Faculty Senate Meeting Minutes
December 11, 2018

• Welcome by Dr. Raben
• Minutes from previous meeting were not available for review and approval.
• Review of topics discussed at November: reinforcing importance of resilience and outreach and
  efforts of Jenny Reese, reminder of SOM Resilience Program; brief comments about student
  resiliency.
• Dean’s comments:
  o Announcement of new chair of Immunology and Microbiology.
  o Active search for next chair of BMG.
  o Final stages of recruitment of new Health and Wellness Center Director.
  o Active search for Jane Schumaker’s position. Leadership has met with the search
    committee, and there is a strong roster of candidates set for interviews in January.
  o Successor to Will Cook for CEO of UC Health, Chris Gessner, from UPMC, with broad
    responsibilities for UCH and operations across Denver metro region.
  o Strategic planning by and with CHCO and opportunities for co-investments in investigators
    and infrastructure.
  o DH has embarked on search for new OB-Gyn Service Director, also DOS for Psychiatry.
• OPE Report – Abbey Lara, MD, Co-Director, Office of Professional Excellence
  o Presentation of results of Climate Survey; anonymous, similar to 2016 survey, external
    survey company utilized, reviewed process of ensuring anonymity.
  o Race and gender question was added to this survey.
  o Sent to 4,242 faculty with 40% response rate.
  o Demographic data, rank, race and gender, ethnicity, degrees held were the characteristics of
    participants reviewed.
  o Survey measured persistent stress levels, observations of mistreatment, observed
discrimination,
  o Improvements in recruitment of and inclusivity for women and high level of pride in
    department membership were observed.
  o Climate questions reviewed and responses were compared with 2016 responses. We still
    have reports of observing mistreatment and discrimination.
  o Opportunities for improvement in resources for stress, well-being and depression and
    communication and engagement.
  o Planned next survey is 2020.
  o Addressed questions related to national benchmarking as well as whether changes from
    2016 were statistically significant.
  o Dr. Lara reviewed outreach efforts by OPE to meet with and assist chairs to address
    problems uncovered by the survey.
  o There was extensive discussion about anonymity and other concerns that may lead to lower
    response rate.
• Legislative Report - Tanya Kelly-Bowry, Vice President, CU Government Relations
  o Ms. Kelly-Bowry reviewed her history and role as a lobbyist for CU and the campus.
- Current trends reviewed: additional women, changed the majority in the Senate, gain to 411 democratic representatives, new governor, Lt. Governor.
- Recent meetings and tour with Congressman-Elect Crow.
- Current issues include many healthcare issues, rural costs, new cabinet leadership (especially HCPF), and opioid crisis bills.
- Reviewed Healthcare Committee new Chair (Rhonda Fields) and other leaders.