Minutes

FACULTY SENATE

UNIVERSITY OF COLORADO SCHOOL OF MEDICINE

January 9th, 2018

4:30pm – 5:30 p.m.

Location: Anschutz Medical Campus – Academic Office 1 Building, Room 7000

I. Welcome:

Faculty Senate President Kathleen Torkko, PhD, called the meeting to order.

II. Approval of Minutes from December 15, 2017 meeting

Faculty Senate President, Dr. Kathleen Torkko, made a motion to approve the minutes. Minutes were approved as presented.

III. Dean Reilly’s Comments (made for Dean by Mark Couch, Communications Director)

A. Status of searches and affiliations

1. Searches:
   - Dean is giving State of the School Speech tomorrow (January 10th)
   - PM &R Chair has been named
   - Department of Psychiatry position has been narrowed to two finalists
Renewed Immunology and Microbiology Search Committee has formed
The Orthopedics Search Committee has also been formed

2. Affiliations:

• No affiliate updates today

IV. Discussion/Approval Items

A. Overview of New SOM Faculty Directory
Michael Miller, Application Development and Business Intelligence Director presented

1. Why?
• Currently no complete public listing for all faculty and this would serve as one main directory for campus faculty
• The many profiles on department website are not accurate and difficult to maintain
• Profiles will be rebuilt with one framework for all profiles for all providers on campus
• This will be the framework for all of the profiles for all providers on campus

2. Timeline?
• Aim to go live in January 2018
• Much data was sourced from the faculty affairs database
• PRiSM access makes updating information easy
• Populated with data from SOM Faculty and Staff resources as well as PRiSM

3. Q&A
• Q: How about affiliates that don’t do PRiSM?
• A: They will still have an opportunity to enter information via other avenues.
• Q: What if you only want limited information?
• A: It is limited thus far - pretty much like CU Doctors with some minimal rearrangement - willing to build things in or out - working very iteratively.
• Q: How about the picture?
• A: Privacy and safety issues drive our goal to be able to hide anything you’d like.
• Q: Can you embed videos - or lectures?
• A: Profiles support links but not embedded information.

4. Demonstration

<table>
<thead>
<tr>
<th>School of Medicine Directory</th>
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<table>
<thead>
<tr>
<th>Departments (23)</th>
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<tbody>
<tr>
<td>Anesthesiology</td>
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<tr>
<td>Biochemistry &amp; Molecular Genetics</td>
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<tr>
<td>Cell &amp; Developmental Biology</td>
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<td>Dermatology</td>
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<td>Emergency Medicine</td>
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<td>Family Medicine</td>
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<td>Immunology and Microbiology</td>
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<td>Medicine</td>
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<td>Neurology</td>
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<td>Neurosurgery</td>
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<td>Obstetrics</td>
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<td>Ophthalmology</td>
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<td>Orthopedics</td>
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<td>Otorhinolaryngology</td>
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<td>Pathology</td>
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<td>Pediatric</td>
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<td>Pharmacology</td>
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<tr>
<td>Physical Medicine &amp; Osteopathic Medicine</td>
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<tr>
<td>Physiology &amp; Biophysics</td>
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<td>Psychiatry</td>
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<td>Radiation Oncology</td>
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<td>Radiology</td>
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<tr>
<td>Surgery</td>
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<tr>
<td>View All</td>
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</tbody>
</table>

• Segmented by department - not division
• Recognize that divisional segmentation will be an ask
• Also did locations (Childrens, Denver Health, VA etc)
• Bare bones & utilitarian
• Emails used were only ‘safe’ (official work) emails
• An A-Z filter exists
• No staff are listed- only faculty

5. Q&A
• Q: Does easy access to email addresses increase our risk for spam, or direct patient contact etc?
  • A: Faculty will have option to OPT IN or OUT. One of the challenges associated with an all faculty database is that different faculty have different needs/wants. Researchers want to collaborate and be reachable. Faculty will be able to opt in or out of ANY ITEMS (including CV)
• Q: Is there an opportunity to centralize teaching evaluations from all schools?
  • A: There is not currently an ability to centralize teaching evaluations from different schools.
• Q: Can we link to ‘my NCBI’?
  • A: We looked at Stanford and did lots of research- ultimately, you can add manually when necessary.
• Q: Can you highlight specific publications? (i.e major, within 5 years etc-
  • A: Yes- this will be part of the new system.

6. Closing
• Give other feedback to Steve or Cheryl. Major concerns can slow the roll out. Just remember that much of this content is already available online- [just not in one location].

B. Update from Equity Office

Shanna Petersen, Coordinator of Remedies and Protective Measures, Office of Equity; and William Dewese, Deputy
Title IX Coordinator of Remedies and Protective Measures, Office of Equity presented

1. **What we do**

   ![What We Do](image)

   - Office of equity aims to stop, prevent, and remedy discrimination and harassment
   - Education Arm
   - Also involved with designing policies

2. **Nondiscrimination Policy:**

   - 15 protected characteristics
   - Folks that have them are protected against discrimination and harassment
   - Discrimination is differential treatment and a failure to accommodate (pregnancy and disability)
• Hostility (harassment) needs to be severe or pervasive. Not all insults are severe or pervasive- but if it is life altering (i.e. not coming to class, avoidance behavior etc.) then we get involved.

3. Terminology:
   • Q: Gender ID vs. Gender Expression?
   • A: Gender ID is how you feel inside; expression is how you present yourself (you can gender identify as a woman and also like to gender express by wearing a tie).
   • Q: Does anyone have an idea about Creed?
   • A: A belief system that you live by. Rastafarianism is an example- or veganism.

4. Discrimination, Harassment, or Neither?

• An academic advisor tells a pregnant student that she probably isn’t cut out for the science program.
• Could be discrimination or neither—depends on context

> The hiring manager for your department wants to project an “All-American” image, so they are not hiring anyone who speaks with a foreign accent.

• This is clear discrimination

> A research lab requires that men wear full length pants but women are allowed to wear skirts above the knee.

• Women and men should be allowed to wear the same articles of clothing

3. **Sexual Misconduct Policy**

4. **Sexual misconduct or not?**

> A boss frequently compliments only the women in the office on “how nice they look.”

• Harassment maybe
• You overhear one of your coworkers telling another that their spouse doesn’t allow them to access their joint bank account and has threatened to cancel their cell phone plan.

• Maybe a red flag for domestic violence

• A faculty member frequently stands very close to students, often putting their hand on a student’s lower back when explaining a problem to them.

• Harassment

• A staff member asks their colleague out on a date.

• Depends

Being a “Responsible Employee”

Anyone who has the authority to…

- Hire
- Promote
- Discipline
- Evaluate
- Grade
- Formally advise or direct … faculty, staff, or students

…also has the authority to take action to redress discrimination, harassment, and sexual misconduct!

• Please note name of victim, perpetrator, alleged witnesses, and relevant facts-includes word of mouth even off campus involving one of our people (i.e. can I turn this in late because…)
• Involvement can prevent re-victimization
and re-trauma- provides resources- etc.

5. How do we do this?

- We can do a little or a lot after an initial intake and safety establishment etc.
- We need to decide if we can we reach out to the reporting party- is it safe?
- We do not want to put people in danger
- Small "i"- means we take statements and examine the evidence
- If a large I is warranted it may rise to a policy violation?
  - If yes- we have investigators come up with an outcome- based on evidence that it is more like to have happened than not-

7. Responding to a disclosure:
• Important to say thank you for entrusting me with this information
• Also important to remind victims that they didn’t deserve this
• DON’T try to be a fact finder
• See canned phrase on slide above

8. Q&A:
• Q: Can you dismiss a tenured faculty on these grounds?
  o We defer to the department chair- up to the department how they want to handle it.
• A: (Per Dr. Lowenstein) The University also has a stake- it depends on the nature of the offense Unprofessional conduct can allow for dismissal for cause against tenured faculty. It goes to President’s office and Regents.
• Q: Where do we go at what time? Office of Professionalism? HR? We need more clarity around the process.
• A: Starting with us is a safe place. We have relationships with the other offices. (Per Dr. Lowenstein) Also- ‘whistleblower status’ is another protected status.
C. Dr. Kosnett & Campus Cannabis Research Update

Michael J. Kosnett, MD, MPH
Associate Clinical Professor of Medicine
Division of Clinical Pharmacology & Toxicology
Department of Medicine presented

1. Potential Policy Changes
   - Last week Jeff Sessions issued a directive saying he would change the policy around involvement with states that have legalized marijuana.
   - Bills are being written and debated soon on a bipartisan basis.
     - The primary question is whether we need to do things differently. Do we need to regulate differently based on this change?
     - I have a grant to do cannabis research and I am heavily restricted to use of only cannabis from DEA in powder form - 6-12% TCH. There is no provision for obtaining different strengths, oils, transdermal, or any other products. Several faculty members have created a sign on letter (See below) We'd like to ask university leadership to bring the perspective of faculty research to politics so our voice and presence is heard during this time of re-writing the rules.

*Cheryl will circulate to senators- look and then decide in the next week if you decide to support the letter*