Minutes
FACULTY SENATE
UNIVERSITY OF COLORADO SCHOOL OF MEDICINE

September 8, 2015
4:30 - 5:30 p.m.
Location: Anschutz Medical Campus – Academic Office 1 Building, Room 7000

Welcome – Faculty Senate President Jennifer Richer, PhD. Introduction of New Board Members

Approval of Minutes from June 9, 2015, meeting. Motion to approve Kerrie Moreau, PhD, seconded by Tem Morrison, PhD. Approved as dispensed.

Announcement of Departmental Updates
Times are available for Faculty Senator from each Department to deliver a brief biennial update. The following departments have all delivered updates recently and have satisfied the requirement for the coming 2 year period: Immunology & Microbiology, Pediatrics, Surgery, Emergency Medicine and Ophthalmology.

Dean Reilly’s Comments
Status of searches and affiliations
Interviews of candidates are ongoing for the Chair of Anesthesiology. Impending opening in the position of Senior Associate Dean for Clinical Affairs, as Dr. Doug Jones plans to step down later this fall. Interviews continue to fill the new position of Associate Dean for Diversity. Search is ongoing to fill the chairs of the Department of Surgery and the Department of Medicine at Denver Health.

Discussion Items
At-Will Appointment Update – Cheryl Welch, Director of Faculty Affairs

A task force was assembled in 2014 to examine the state of at-will appointments in the SOM. The findings include the relative increase in the number of at-will appointments in the SOM despite this category of appointment being unusual in institutions across the US.

Given these results, the task force suggested changes to the SOM rules, and developed guidelines to assist departments in determining when faculty positions should be classified as at-will.

New faculty can hold any type of appointment, but if they are classified as at-will, they should be transitioned to limited status by the end of their first year.
New faculty hires currently demonstrate only modest improvement in the rate of at-will appointments, with current rates of at-will appointments covering a broad distribution across departments.

4 different types of appointments (At-will, Limited, Indeterminate, Tenured)

John Cohen MD, PhD: “Will this information be on line so that faculty can review this information specifically?”

Cheryl Welch: “Yes, the presentation will be included in the summary that is sent out, but it won’t necessarily be posted on the website.”

Tem Morrison, PhD: “Have the new guidelines been disseminated?”

Cheryl Welch: “They have, to the DFAs”

Steve Lowenstein, MD: “The rules change still needs formal approval, but the guidelines are available, and probably more useful, because this is all about changing practice. Cheryl, what do you think the Senators can do to help, because there are departments here that have not really changed, despite the work of the task force?”

Cheryl Welch: “They can remind faculty and leadership in their department of the increased attention and importance of the issue.”

Jennifer Richer, MD: “That’s an important point that faculty should be bringing the information from the Faculty Senate meetings back to their departments to improve communication with these issues.”

Graduation Questionnaire Survey Results – Robert Anderson, MD. Sr. Associate Dean for Education

Dr. Anderson reviewed the results of the Graduate Questionnaire Survey. This survey is completed by graduating senior medical students at the end of their fourth year, after they’ve matched and are typically certain they will be graduating. This survey is regarded as dependable and is often reviewed by the LCME as it provides individual school information compared to 13,000-15,000 graduating medical students nationally. Key findings for the UCSOM include:

Our graduates are typically older than the average graduating medical students in the US. National studies suggest that older students do not perform as well academically, in contrast to commonly held beliefs. We do not have internal
Our students are satisfied with their medical education, and 93% either agree or strongly agree with the statement, “I am satisfied with my medical education.” Dr. Anderson suggests a goal of increasing the rating of “strongly agree” to over 50%. Additionally, the quality of education as endorsed by the students is very good, comparable to the national average.

The LCME pays attention to improvements and Surgery and Obstetrics/Gynecology have made significant improvements.

Mid course feedback is an important attribute of high quality rotations and we strive to reach 100% in this category by giving constructive feedback in a nonthreatening manner.

Continued improvement in reported student mistreatment has again been demonstrated though we are only now approaching the national average, after falling short for several preceding years. This continues to be an important area for improvement for academic leaders.

Awareness and accessibility of the Dean’s offices, student financial counseling and in academics, such as tutoring, health care and mental health counseling, as well as diversity of the environment and programs to maintain student wellness all were regarded as areas in need of improvement. We will likely be cited by the LCME in 18 months if we do not improve in these areas.
Senator: “What defines mistreatment?”

Robert Anderson, MD: “There is a long list of things that qualify as mistreatment.”

Steve Lowenstein, MD: “Gender bias and racist comments are the main driver of this statistic. Public humiliation is the biggest one reported in these questions.”

Senator: “What proportion of the infractions are due to resident interactions?”

Robert Anderson, MD: “It’s both faculty and residents, about a 60/40 split.”

**Faculty Assembly Update** – David Port, Chair, AMC Faculty Assembly

The AMC Faculty Assembly has membership that represents the CU system for shared governance across the 4 campuses in the CU system.

The SOM has 10 positions on the Faculty Assembly, whereas Dentistry, Nursing and others have 2 positions.

The Faculty Council subcommittees appoint members include Budget, Ethnic Minority Affairs, GLBTI, Personnel and Benefits, Communications, Educational Policies and Standards, Women’s, Privilege and Tenure committees.

Current issues include treatment of tenured vs. non-tenured members. Benefits and tuition benefits are another issue being dealt with. Actively engaged in the constitution of search committees. Implementation of Title IX requirements. Input and deployment of the Healthcare Center and Health and Wellness facility delivering medical and mental health services to students.

**Medical School Admissions Report**

Nicole Zehnder, MD Assistant Dean for Admissions, Office of Student Life.

Dean Zehnder provided data for incoming class and observations, as well as updates on the recent changes to the interview process.
Demographics of incoming class of 2019
67% in state
46% women
30% underrepresented in medicine
   When rural, economically disadvantaged, and alternate sexual
identity/orientation students are included, this population represents well over
50% of the entering class
   Mean GPA: 3.876
   Mean MCAT: 34 (up from 32 last year)
   MSTP 9 students
   MD students 175
Average age entering 25 years old
12 presidential scholars

Changes to the interview process included semi-structured interviews reviewed by
a stable executive committee to examine competencies set up by the AAMC. These
and other changes contributed to an increase in interview scores of women and
populations underrepresented in medicine.

Dean Reilly: How does the new interview structure impact the makeup of the
incoming class, such as age, academic achievement (GPA, MCAT scores)?

Dr. Zehnder: It is a complex answer, but one of the things in favor of this interview
process is that it levels the playing field for applicant groups we seek to emphasize.
The additional impact of the executive committee, with a stable membership on this
committee which can be more thorough, more systematic, and more consistent in a
manner that was not a strength of the prior process.

Senator: What fraction of the applicants who are offered positions here actually
accept and matriculate?

Dr. Zehnder: This year, we extended 316 offers for 184 positions.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Michael Overbeck, MD
Faculty Senate Secretary