I. Welcome:
   Faculty Senate President Rebecca Braverman, MD, called meeting to order.

II. Minutes from June 2016 meeting were not included but will be available shortly.

III. Dean Reilly’s Comments:

Affiliate News
1- SOM is in discussions with UC Health and Children’s Hospital about participating in clinically integrated networks that they are putting together.

2- UCH closed their financial year at the end of June with a healthy operating margin. In October funds will be transferred per academic support agreement after the release of audited financial statements. Funds are substantial but less than last year.

3- Children’s Hospital groundbreaking in November 2016 of new hospital in Colorado Springs.

4- UCH is building a hospital in Highlands Ranch. SOM is working with UCH on staffing plan for the facility.

5- Denver Health (DH):
   - DH identified Edward Havranek, MD, Professor of Medicine, as its new Chief of Service for Medicine. Dr. Havranek has been the acting Chief of Service and their cardiologist and has been faculty for many years and. Dr. Havranek has interest in health services research.
   - Mitchell Jay Cohen, MD, new director of surgery at Denver Health the hospital and professor in the School’s Department of Surgery arrived on Aug 15 from the University of California San Francisco.

Search updates
1- Denver Health:
   1st meeting of the search committee looking for a CEO to succeed Dr. Arthur Gonzalez has occurred. Dr. Bill Burman, director of Denver Health, is serving as interim CEO while search is going on for a permanent successor.
2- National Jewish Health (NJH)
NJH identified a new chief of Pediatrics, Pamela Zeitlin, MD, PhD, a pediatric pulmonologist from Johns Hopkins University with interest in Cystic Fibrosis that starts on Dec 1st, 2016. Her Husband is a pediatric anesthesiologist and he is meeting with people in search professional opportunities on AMC campus.

3- Chair Searches:
- Anschutz Health and Wellness Center
- Physical Medicine and Rehabilitation
- Immunology and Microbiology
- Psychiatry

Alison Heru, MD, was named interim chair of the Dept. of Psychiatry while the SOM conducts a search for a successor. All search committees are constituted and started their work. It is anticipated that in a month some candidates will start their interviews for each of these positions.

Faculty Climate Survey
Aggregate data from survey showed substantial variability in responses between departments. Some department chairs have already met with their faculty and shared specific data while others are examining the best way to do this.

The purpose of the survey was:
- Understanding current strength and weaknesses
- Development of set plans to identify areas that need improvement
- Implementations of plans
- Repeat survey to see if progress was made where problems were identified.

Positive responses:
Survey had 1,175 respondents which correspond to 40% of faculty. Overall positive picture of the environment emerged while some areas of improvement were identified. Most faculty feel good working at SOM. Example 78% of respondents agreed or strongly agreed that their chair is making an effort to create a collegial and collaborative environment. This was not shared across departments.

Substantial progress to improve mistreatment on campus was made. Rates of mistreatment are considerably lower than historical rates but still more work needs to be done.

Progress on inclusion and advancement of women’s careers was made but still more work needs to be done. We are around the national average in proportion of women full professor.
Limitations and remediation:

1- Did not ask for gender. It is not possible to differentiate what the women think about the atmosphere of employment vs. the men. The Dean noted that we need to provide a more extensive list of gender identity options. This will be rectified in the next survey.

2- In big departments, faculty feel disconnected from their chairs in terms of meaningful and individual feedback. Therefore, in some departments and divisions annual review needs to be a more meaningful exercise.

3- Substantial anxiety about a perceived lack of knowledge about promotion and tenure process at the University. Dean noted that we will need to educate faculty on the process while making sure that part of the annual performance review includes a discussion where faculty are on the trajectory towards promotion and career advancement.

Future directions:
Next survey will have enough similarity to the present survey to enable data comparison while correcting the limitations of the current survey. It will be administered after an appropriate interval of time. A period of 20-24 months after initial survey may be required to target culture and climate before the second survey and allow department chairs to address the identified issues.

Questions/Comments
In response to a question from a senator, the dean mentioned that as a group the basic scientists were happier than clinicians. This may be due to the nature of the work or the fact that basic science departments are smaller, fostering closer relationships with colleagues. Summary of comments were shared with department chairs to preserve anonymity. The main anxiety of basic science departments is around institutional support since hard money is limited ~1.8% of the budget so there is not much to go around. There are no differences in intramural fund distributions between clinical and basic science faculty. For research intensive faculty, more than 60% of salary comes from intramural sources and ~ 35-39% from extramural grants.

The department of family medicine has assigned Jodi Holtrop, a faculty senator with interest in large qualitative research studies to look into the stress that faculty feel in their work environment based on the climate survey. She is currently gathering data by interviewing each faculty of the department. As a response, the dean proposed a rewording of the question in the next survey from “Is your job stressful?” to “Is your job more stressful than it should be?” The dean made an important distinction between inherent stresses from the chosen occupation to that attributable to the dysfunction of the work environment.
IV- Faculty Senate Orientation by the President Rebecca Braverman

President Rebecca Braverman provided an orientation and an overview of faculty senator responsibilities. FS supports the mission of the SOM to ensure fair and consistent treatment of the faculty according to the Rules of the SOM. In the past, FS made important decisions including the curriculum for medical students, faculty professionalism policies and faculty evaluation processes.

Governance structure within the SOM:
- Executive Committee
- Dean of the SOM
- Faculty Senate

Senators are elected by their departments for a period of 2 years and the number of senators per department depends on its size. FS meets from September to June the 2nd Tuesdays from 4:30 to ~ 6 pm of each month. The responsibility of senators is to represent their department, participate in discussions and relay pertinent information back to their department.

Leadership is made of:
- Dean of the School of Medicine John J. Reilly MD
- Associate Dean for Faculty Affairs Steven Lowenstein, MD, MPH
- Director of Faculty Affairs Cheryl Welch

Officers for 2016-2017 are:
- Past-president Jennifer K. Richer, PhD not present at the time
- President Rebecca S. Braverman, MD
- President elect Kathleen Torkko, PhD
- Secretary Tamara Terzian, PhD

Dr. Lowenstein explained that FS is a faculty governance body and that the leadership staff the senate and are not voting members.

To check what was discussed in the last several years, please visit: http://www.ucdenver.edu/academics/colleges/medicalschool/facultyAffairs/Governance/Pages/FacultySenate.aspx

V- Campus update by Neil Krauss- Director of Inclusion and Outreach in the Chancellor’s office

Light rail
Light rail will start by December 31st. Campus Shuttle will pick up at the northern stop at Fitzsimons Plwy and drive through campus. Agreement was reached with both hospitals and VA for a start on Jan 1st with a 1st stop at 17th place and then 17th Ave with a drop off behind Children’s hospital just north of the CHCO. It will go between the Research buildings and UCH then to the Health and Wellness Center.
and across Montview. Whole loop will take ~ 9min, see map and RTD travel times (attachment) for various stops. For instance, Lincoln Ave. to Fitzsimons shuttle stop will take 45 min and to Downtown to Fitzsimons stop will take 30 min. University will offer Ecopass at a considerable discount $25/month which normally costs $144/month. Ecopass will cover all zones.

Questions/Comments:
The light rail will run on the traditional copper not electric therefore fewer troubles are anticipated than with the airport line. To go to the airport we will need to change trains at the Peoria/Smith Road stop.

Parking lot north of RC2:
The parking was designed for 190 spots. Initial soil testing was Ok but a big heating vault built in 1940-1950 was found after further digging. This vault was left from the Army and is made with asbestos. Expensive to remediate and Colorado Department of Public Health and Environment needs to approve the necessary steps needed for cleanup. Therefore the project is currently on hold but once work restarts, it will take 4 weeks to finish.

Block Party
From 11-2 pm, the block party tomorrow will feature a good a cappella group from CU Denver and the band “Pandas and People”. They have been recently voted as “Best Folk Band in Colorado” by Westword Magazine.

Hotel
FRA Board of directors will be selecting a developer to build an Element hotel, which is Westin type hotel, by 2018 in between UPI and Cedar Pub.

Community Campus Partnership
Several SOM faculty and staff are involved in the Community Campus partnership, which is part of the Department of Family Medicine. One of the main projects is “learn local” where our students will able to do service learning in Aurora Public Schools and bring students from Aurora Public Schools into the campus to learn about health sciences. Neil will be looking for faculty and staff that are able to offer shadowing opportunities and work with various community organizations.

Homeless shelter
City of Aurora has announced that it would like to transform the former police training facility on the south side of Montview into a homeless day shelter. It will offer assistance to homeless people that stay at Comitis, which is the city's largest homeless shelter. Initial plans have been approved but the city of Aurora will need to fund the rehabilitation of several buildings before opening. Neil will join a committee on behalf of the Chancellor to become involved in this process. City of Aurora asked the campus for input on perspectives about working in the city that is called "Aurora Places workshop".
Interdisciplinary building
The IB will be built in between AOC and RC1S. It is at the top of the list for state funding. Building has tentatively been named the “Interdisciplinary building”. University is asking the state for $46 million dollars while setting aside funds and trying to fund-raise for the rest.

Questions/Comments:
What is the plan for the golf course? The University would like to house future buildings on this property. However, the U.S. Army holds a lien on the property because of costly asbestos mitigation. University would like to purchase 25 acres from FRA for future development. University leadership is working on a settlement with Army and Congressional leadership.

VI- Admissions Update by Nichole Zehnder, MD, Assistant Dean for Admissions
A record number of applications (7,324) were received by the medical school admission office despite the introduction of a new MCAT and an earlier application deadline. Applicants competed for 184 spots in the Class of 2020 and the interviewing committee spent more than 1,000 hours meeting with hundreds of applicants.
Dr. Zehnder outlined the details of the incoming class of MD students. The majority of the incoming students were from the state of Colorado (73%) with an average GPA of 3.7. The age at acceptance was of 24 years old, down from 27 in the past year (Figure 1). The incoming students were almost equally divided between men and women (49% female, 51% male) and 29% were from backgrounds underrepresented in medicine including 11% from rural background (Figure 2).

<table>
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<tr>
<th>Accepted Applicants</th>
<th>From:</th>
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<tr>
<td>73% In State</td>
<td>Baylor University</td>
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<tr>
<td>27% Out of State</td>
<td>Duke University</td>
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<tr>
<td>49% Female and 51% Male</td>
<td>Rochester Institute of Technology</td>
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<tr>
<td>Median GPA 3.7</td>
<td>Brigham Young University</td>
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<tr>
<td>Median MCAT 32/511</td>
<td>Brown University</td>
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<td>10 MStP Students</td>
<td>Stanford University</td>
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<td>174 MD Students</td>
<td>Williams College</td>
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<td>Ft Lewis College</td>
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<td>Colorado State University</td>
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Efforts for policy updates and processing have been employed as well as website updates.

Dr. Zehnder announced that President Benson agreed to continue his office’s support for School of Medicine scholarships for another year, pledging $2.5 million for the upcoming year which is $1 million more than what was received last academic year.

**Questions/Comments:**
Students mainly make a decision to join a particular school over another based on their finances but also geography particularly for students with personal ties to a region.
Are students with disability included in the analysis? This information is only asked after acceptance.

Meeting adjourned 5:35 pm by President Rebecca Braveman.

Respectfully submitted,

Tamara Terzian, PhD
Secretary, Faculty Senate.