University of Colorado Anschutz Medical Campus
Faculty Assembly
Academic Office 1, 7th Floor Board Room, L15-7000
Anschutz Medical Campus (AMC)
August 30, 2011
11:30A - 1:30P
Minutes

Attending: LaToya Braun-Jones, Brian Brada, Ana Elashvili, Paula Meek, Gina Moore, Jerry Perry, David Thompson.

Guests: Laura Goodwin

11:35A David Thompson, Chair
- Minutes of June meeting (Appendix A) not approved due to failure to achieve a quorum.

11:40A Provost's report (Roderick Nairn, Provost)
- University accreditation is officially over. Our accreditation has been reaffirmed with no concerns or follow-ups.
- The Skaggs School of Pharmacy and Pharmaceutical Sciences has its building dedication yesterday (August 29).
- Raises: The university will not know about the size of student enrolment on the downtown campus until census day (September 8 or 9). On October 1, we will know if the campus has achieved its student number targets and, hence, if raises are a possibility. If the target is achieved and raises approved, they would be implemented starting October 1.
- 2013 budget: It is hard to predict how good or bad the budget will be. However, there is some concern about the next fiscal year.
- Colorado School of Public Health dean search: Four finalist candidates will be visiting campus in September/early October.
- Associate Vice Chancellor for Student Affairs: Raul Cardenas Jr., Ph.D. has been appointed to this position and has responsibility for the downtown campus and AMC.
- Vice Chancellor for University advancement: Andy Jhanji has stepped down to take a job at Florida State University. He will not be replaced right away. In the interim, his responsibilities will be reassigned to others.
- Faculty ombudsperson: A part-time person will be hired for each campus. Currently, retired faculty members have been hired as mediators when needed. We are looking for a more permanent solution.
- Education Support Services: Betty Charles has been named permanent director.
- Associate Vice Chancellor for Academic Resources and Services: Talking about replacing Marguerite Childs. Some of her responsibilities are currently being assumed by Terry Potter.
- Associate Vice Chancellor for Diversity & Inclusion: Looking for a replacement after the retirement of Zen Comacho. AMC representative is currently Dominic Martinez.
- Campus master plan: This is being reviewed. Phase 1 is looking at what has changed over the last 10 years. Phase 2 will be the plan for the next 10 years and include the hospitals. It will look at such things as infrastructure, parking, etc.
Wellness initiative (Risa Heywood): 1% of CU Health & Wellness Trust to be budgeted for wellness (= $1.56M). It focuses on prevention and strengthens a culture of wellness (financial, emotional, physical, intellectual aspects). They are currently in discussions with Johnson & Johnson (supplier of one of the vendor programs) to establish collaborative research opportunities for faculty. It includes funding for wellness pilots, e.g., formulary evaluation, medication therapy management. There will be health assessment/on-site biometric screenings (Sept – Oct), digital coaching, America on the move holiday challenge (Nov – Jan), Colorado weight classes. The goal is to have 30-50% participation in on-line health assessment (iPad prizes). They are asking for feedback on how to get faculty members to participate.

CU connections (Jay Dedrick): The university has a new and improved website (http://connections.cu.edu). The news is based on Thursday morning publication cycle. They have included the opportunity to comment on individual stories. They are working positively with Faculty Council communications committee. They are also considering mobile apps to improve readership. They are looking for suggestions for story ideas.

Attributes of a CU grad (Kathleen Bollard): The document developed by the EPUS committee was considered at August Regents retreat. Regents appreciated the work the EPUS committee had done. It is exactly what they wanted. They made some modifications (see Appendix A). Feedback will be requested by EPUS & Faculty Council from each of the campuses so that a final document can be prepared for Regents by January. For the AMC campus, this document is most relevant for the College of Nursing who have undergraduate students. The document will then be circulated to other stakeholders, e.g., public, before a final version is created by the Regents.

Human resources (Jill Pollock):
- Tuition plan: It is likely to be 9 credits/yr. It will include dependents. Enrolment will be on a space-available basis (except UCCS where they have their own plan in place). It is projected to start in Summer 2012. If the economy picks up, the university may consider tuition discount so you can enroll in courses without the space-available constraint.
- Medication therapy management: SOP clinical faculty will hold private consultations with individual enrollees to review drugs, e.g., identify potential interactions, etc.
- HR self-service feature: allows on-line ability to change W4 and electronic payroll deductions.

Faculty Council chair report (Mark Malone):
- Retreat: This will be held for Faculty Council members on September 8 from 6-9P. It will be used to develop ideas about what Faculty Council should be working on.
- Severance for dismissal for cause: Have been working with Dan Wilkerson (CU legal) on wording of this Regent law. EPUS committee has developed wording (see Appendix A for more discussion of this) that will be distributed to Faculty Assemblies for feedback. The FC chair (Mark Malone) and EPUS chair (RL Widmann) will be discussing the policy at our September meeting and receiving comments. Based on the comments from the FAs, FC will develop a final document for Regents to consider in January 2012.
- FC website: It has been updated to be a lot more user-friendly (www.cu.edu/facultycouncil)

EPUS committee (RL Widmann):
- **Severance for dismissal for cause:** meeting with Personnel committee to decide on final wording for policy which will be circulated to FAs for comment.
- **Social media policy:** will be looking at developing a system-wide policy on this.

**12:50P Library information services survey (Jerry Perry):**
AMC library collaborating with J. Otto Lottes Health Sciences library (U. Missouri) on National Library of Medicine/NIH-sponsored project to investigate value of library as information services resource for health care providers. Found 85% of respondents indicated library resources were important for patient care. 65% respondents reported library information confirmed patient management decision. 13.7% respondents indicated information helped reduce patient length of stay. The barrier to using library resources was (i) finding time to look up answers, (ii) knowing right place to look and difficulty in using broad spectrum of information resources. The UptoDate resource was used daily by 33% respondents. Based on these findings, the library is negotiating with UptoDate for off-campus access and developing clinical information tools resource guide.

**12:50P AMC representation on Faculty Council committees (David Thompson, Chair):**
The perspective of AMC needs to be provided at the system level. This is achieved by involvement in Faculty Council committees (see Powerpoint slides). Currently, on each of the following committees, AMC has as follows:

<table>
<thead>
<tr>
<th>Committee</th>
<th>(# current /requested AMC members)</th>
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<tbody>
<tr>
<td>Faculty council executive</td>
<td>(1/1)</td>
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<tr>
<td>Faculty council</td>
<td>(0/3)</td>
</tr>
<tr>
<td>Budget</td>
<td>(1/2)</td>
</tr>
<tr>
<td>Communications</td>
<td>(1/2)</td>
</tr>
<tr>
<td>Education Policy &amp; University Standards (EPUS)</td>
<td>(2/3)</td>
</tr>
<tr>
<td>Ethnic &amp; minority affairs (EMAC)</td>
<td>(1/3)</td>
</tr>
<tr>
<td>Gay, Lesbian, Bisexual, Transgender &amp; Intersex (GLBTI)</td>
<td>(0/3)</td>
</tr>
<tr>
<td>Personnel</td>
<td>(2/2)</td>
</tr>
<tr>
<td>Women's</td>
<td>(3/3)</td>
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</tbody>
</table>

The times at which these committees meet are shown on the slides, as are the descriptions of their activities. Some meetings allow attendance by conference call. Anyone interested in joining a committee should contact me (David Thompson).

**1:10P AMC Faculty Assembly plans (David Thompson, Chair):**
Our assembly needs to have develop some plans for the coming year. Input from AMC faculty is requested. Possible ideas include:
- creation of a non-tenured faculty association (similar to the one established on the downtown campus)
- representation on campus research committees, e.g., space committee.
- creation of an education committee, e.g., for faculty members who have a special interest in education and would like to serve as a conduit to the AMC administration.

No decisions were made regarding these possibilities.

In addition, some discussion arose around how the Faculty Assembly could improve faculty participation. Suggestions included Wednesday afternoon club, faculty get-togethers (starting with faculty members involved in interprofessional education?), AMC singles faculty get-together. Again, no decisions were made to follow-up on these suggestions. Faculty member input is requested.
1:20P School reports:

**College of Nursing** (Paula Meeks):
- Ph.D. curriculum starting this semester.
- Self-study was completed in May. Working on results and recommendations. Interprofessional education is an important part of this.

**Library** (Jerry Perry):
- Web engineering. Used work study students to evaluate the website. Marketing students from UCD suggested raising the profile of resources and making it easier to get to the resources.
- FINDIT tool searches all (96%) of library's digital assets at one time. This is the default on the library search page.
- On September 12, a team from the University of Florida will be visiting to look at how our library interfaces with CCTSI.
- On October 12, hosting an event for IT individuals on identity management. This will include people from the federal government.
- Call for art from across UCD campuses for October showing.

**School of Dental Medicine** (James Woolum):
- Have a predoctoral class of 80 students.
- Construction is ahead of schedule. It should be finished by the first of the new year.

**School of Medicine**: no report

**School of Pharmacy** (Gina Moore):
- Dedication of the new Pharmacy and Pharmaceutical Sciences building was held yesterday (August 29). It was attended by the Chancellor, Regent Sharkey, Representative DeGette and Aurora Mayor Ed Tauer. $11M was donated to the building fund by the Skaggs family and ASAL Foundation.
- 157 students are in the in-coming class of the Pharm.D. program.

**School of Public Health** (written report submitted by Sheana Bull):
- Four finalists in the dean search. More information can be found at [http://ucdenver.edu/academics/colleges/PublicHealth/About/Administration/Office oftheDean/Documents/CSPH_DeanFinalists.pdf](http://ucdenver.edu/academics/colleges/PublicHealth/About/Administration/Office oftheDean/Documents/CSPH_DeanFinalists.pdf). They will be visiting AMC, UNC and CSU campuses in September and October.
- Planning faculty retreat for October 21. The focus will be consideration of critical issues relevant to faculty as our five-year strategic plan is revised and updated. Some considerations are the growing student body and caps on class size; mentorship opportunities for faculty; and opportunities for collaborations in research, both across our three campuses and across schools at AMC.
- Fall semester has started and, with our new enrollees, we are close to having 500 students in residence. This includes students already matriculating in Public Health and new students, and students in the certificate programs. It does not include students in our joint degree programs.

**Retired Faculty Association**: no report

**Graduate School**: no report

1:30P Adjournment
Appendix A

University of Colorado
AMC Faculty Assembly
Academic Office 1, 7th Floor Board Room, L15-7000
Anschutz Medical Campus (AMC)
June 28, 2011
11:30A - 1:30P

Minutes [draft]

Attending: Nichole Carlson, Ana Elashvili, Mike Glode, Lillian Hoffecker, LaToya Jones-Braun, Karen King, Paula Meek, David Port, Tod Sloan, Chesney Thompson, David Thompson.

Guests: Mike Harper, Laura Goodwin, Pamela Laird, Lilly Marks, Ron Sokol.

11:35A David Thompson, Chair
- Introductions: Pam Laird & Mike Harper (UCDALI)
- Minutes of March approved
- Faculty Council May meeting:
  - Tuition plan: Human Resources is working on this. Currently, 9 credits/yr. Still tackling how to fund the plan. More details will be coming in the near future.
  - Higher Education efficiency bill (HB1301) passed. This allows higher education institutions to offer benefit plans in addition to (or as an alternative to) what is offered by the state.
  - Classified staff incentive plan: being investigated to see if one-time incentive or recognition plan for classified staff, i.e., who are not eligible for pay raises from compensation pool.
  - Task Force on Efficiency: updated web site, list of rescinded policies, links to handbooks, expanded search tools and ability to sign-up for OPE distribution list.
  - Dismissal for Cause Severance Pay issue: Regents were prepared to remove one year pay from policy for faculty members being dismissed for cause. EPUS committee recommended changes to the policy wording (THE FACULTY PANEL ON PRIVILEGE AND TENURE MAY RECOMMEND, IN CONSIDERATION OF MITIGATING CIRCUMSTANCES, THAT THE CU REGENTS VOTE AFFIRMATIVELY TO GIVE ONE YEAR OF SEVERANCE PAY TO THE FACULTY MEMBER DISMISSED FOR CAUSE) to account for mitigating circumstances. The Regents’ action was not interpreted by University legal counsel as constituting a change in contract. EPUS and the Personnel committees will revisit wording of the policy in August. The chair of Faculty Council, Mark Malone, and of the EPUS committee, RL Widmann, chair will visit all campuses to get feedback on the new policy wording before it is finalized by the EPUS committee and Faculty Council and presented to the Regents. This meeting will take place with AMC FA during the September 27 meeting.
11:40A  UCDALI (University of Colorado Denver Association for Lecturers and Instructors) (Pam Laird & Mike Harper)

- Brief history of UCDALI: It was formed from a system-wide task force beginning in 1999. After system-wide taskforce, bi-annual report on non-tenure track faculty (NTTF) was required from all campuses. It is not a sub-committee of the UCD FA.
- UCDALI is not an advocacy group. It points individuals to the appropriate processes. It strives to improve communication between units and address issues through meetings with the administration.
- UCDALI does not make policy, but it does influence it. Communication is the key to this association. Identify, explore, and forward on issues.
- UCDALI has monthly meetings (≈7-8 people) and, each semester, there is a larger meeting.
  It was pointed out that NTTF responsibilities differ between AMC schools and colleges. In this respect, SOM may not fit into the UCDALI model.

12:15P Profiles Database (Ronald Sokol)

- PowerPoint presentation on “Harvard Catalyst”
- Profiles is designed to reduce obstacles to research conduct and facilitate collaborative research.
- One can search under subject or name to see who at AMC is working where and on what
- 2 sources of data used by Profiles: PeopleSoft and PubMed
- Creates social networks: passive & active visual networks
- Faculty do not have to log on to edit anything if they choose not to, but can add more information and edit publications if necessary.

12:45P Lilly Marks, AMC Executive Vice Chancellor

- AMC budget: Cut of $1.6M made to CU budget. No cuts have been made to school base budgets. Expressed concerns about potential NIH budget cuts.
- Research space
  - deciding on how much researchers should be charged per sq. ft. for laboratory space
  - investigating feasibility of R3. How much building is needed? How much can be afforded from indirect costs?
- Building occurring on campus
  - $821M of building going on (Childrens Hospital, Health & Wellness Center, UCH, Cancer Center expansion, VA hospital). The VA hospital is planning on having its own research facilities.
  - Master plan is being updated. It is now outdated because new building has occurred without overall perspective, e.g., 3 parking garages on Wheeler Street = 10,000 cars.
- Science & technology park/Town Center
  - Number of apartments to double.
  - A new hotel is being planned to be located just west of UPI building.
  - Fitzsimons Redevelopment Authority governance structure and strategic plan is being revised. People are being brought on board who can help develop the biotechnology aspects of the property.
  - Plans afoot to expand research incubator building.
• **Child care center**
  - opened in March
  - currently undersubscribed

• **Ecopass**
  - started this month
  - allows unlimited use of RTD bus and light rail (surcharge for transport to DIA).

• **Peoria Street modifications**
  - above grade routing will be built over Peoria for train & light rail (near Smith street)

• **AMC signage**
  - being built around the perimeter of the campus

**1:30P  School Reports**
• tabled until August meeting

**1:30P  Adjournment**
## Abilities & attributes of a CU grad  
**Regents' draft**  
*7/24/11*

<table>
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<tr>
<th>Learning Outcome</th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>Understand and practice ethical standards in all endeavors</td>
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<tr>
<td>2</td>
<td>Think critically, analytically, and creatively.</td>
</tr>
<tr>
<td>3</td>
<td>Identify, evaluate, and apply appropriate information, evidence, and technologies to solve problems.</td>
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<tr>
<td>4</td>
<td>Master relevant technologies (new)</td>
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<tr>
<td>5</td>
<td>Apply independent rational inquiry and self directed learning to create new ideas.</td>
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</tbody>
</table>
| 6                | Communicate clearly and effectively, both verbally and in writing, for varied audiences (new)  
(Previously: Write and communicate clearly and effectively.) | Communication |
| 7                | Possess knowledge and understand current conventions and modes of inquiry in disciplinary areas of study | Disciplinary knowledge |
| 8                | Work collaboratively while respecting professional and individual differences. | Collaboration |
| 9                | Serve and be actively engage actively with local and global communities. | Engagement |
| 10               | Demonstrate civic literacy | Civic literacy |
| 11               | Appreciate and respect diverse experiences, perspectives, and realities. | Diversity |
| 12               | Pursue learning with enduring curiosity.  
(Previously: Pursue knowledge with enduring curiosity.) | Intellectual pursuit |

Red text indicates Regents' changes