University of Colorado Anschutz Medical Campus  
Faculty Assembly  
Skaff Conference Room, 4th Floor Room V20-4000  
March 27, 2012  
4:30 – 6:00 PM  
Minutes

Attending: Sheana Bull, James Davidson, Colleen Dingmann, Ronald Gill, Hari Koul, Judy Igoe, Paula Meek, David Port, David Thompson and Jim Woolum

Guests: Henri Jupille, Regina Kilkenny, Neil Krauss, Rod Nairn, Jerry Perry, Stuart Schneck, and Karin Rees

4:00 pm David Thompson, Chair

• Introduction & Announcements: none
• February Minutes: No quorum – defer to next meeting. (4/24/12)

4:35 pm Provost’s Report (Dr. Nairn):

• Dean’s Review: A question came up regarding the process by which deans are reviewed. Per Regents law, deans are reviewed every 5 years. HR notifies the Provost who follows up with those in need of review. This year, the deans of the Schools of Pharmacy and Dental Medicine are up for review at AMC. The dean submits a self-evaluation. Faculty and staff within their school or college are invited to complete a confidential questionnaire. A random cross-section of students are chosen to also complete the questionnaire. The dean can also request that the questionnaire be sent to a list of peers as well. The responses are kept confidential, compiled in a bound book by HR, and reviewed by the Provost with the dean. This becomes a part of their permanent employee record. The Provost Nairn then informs the dean about re-appointment by letter.

• Search updates:
  - CSPH Dean: David Goff has accepted the position and will begin June 1st, 2012. An official announcement will be coming out later today. Dr. Albino has done a great job as the Interim Dean.
  - CON Dean: Candidates are in the confidential phase and will be brought in for airport interviews. Anticipate getting the names of finalists soon.
  - Diversity candidates: Arthur Gutierrez Hartman and Brenda Allen are meeting with people. Discussions are still in process for this tentative job-sharing opportunity. Candidates are still in the review process and lots of feedback is being received.
  - Faculty Ombudsperson: Provost Nairn and Regina Kilkenny are working together to get funding. Provost Nairn will work with the Faculty Assembly chairs. The position will start as 1 day/week.
  - Campus Architect: This position is being advertised and candidates will be selected soon.

• Health and Wellness Center: The center opens in April. Look for announcements and join in the celebration at their highly anticipated grand opening. For questions or prices, call 303-724-WELL. Neil Krauss will also be looking into employee access from other campuses. JI asked how retired faculty members could find out about membership. RK suggested calling 303-724-WELL.
• **April Board of Regents Meeting:** Discussion of tuition increases will occur. The budget should be finalized in June. The focus has been on undergraduate programs. DP expressed concerns that an increase in graduate student tuition would impact NIH grants because these students are paid from grants. RN indicated that the dean of the graduate school is playing an important role in these discussions.

4:45 pm **Regina Kilkenny, Associate Vice-Chancellor for Academic Resources & Services**

- **Master Plan update:** Discussion at the recent ASAL meeting focused on how to capture feedback from faculty and staff on needs and future needs for academic space at AMC.
- **Faculty OMBUDS update:** Melissa Connell will reach out to Faculty Assembly Chairs to assist on the search committee. Faculty input is wanted. There will be one ombudsperson on each campus at 20% time (=1 day/week).
- **Technology Review committee:** There is a need to get an idea on academic, administrative and research technology needs. The group is currently working with the deans and Faculty Assembly to get feedback from necessary groups. Also working with SOM to consider affiliated hospital issues. The committee is planned to include individuals from ITS, ATEL, ESS, Faculty, Health Sciences Library and Auraria Library.

4:55 pm **Stuart Schneck (UBAB representative):** snischneck@earthlink.net...

- **University Benefits Advisory Board (UBAB) Update.** Dr. Schneck updated the group on the background and history of past Faculty and Staff Benefits and development of UBAB. He requested support and participation from the Faculty Assembly and UBAB.

      A motion in support of the following resolution was made (nominated by David Port; seconded by Judy Igoe).

      **The AMC Faculty Assembly supports UBAB in its desire for a collaborative relationship with the health and welfare trust and in its recommendation that one faculty member and one staff member will be appointed to the trust as non-voting members.**

      The resolution was supported by a unanimous vote.

- **A request was made for UBAB to present more regularly at Faculty Assembly.** Updates will be given in future meetings.

5:10 pm **Chair’s Report (David Thompson, Chair)**

- **Faculty Council elections:** The Chair, Vice-chair and Secretary Positions of Faculty Council are all open at this time. Nominations are being taken until **April 26th.** All new chairs and Faculty Council members should be attendance for the voting at the meeting on 4/26/2012.

- **Social Media policy:** The EPUS committee has been reviewing issues and concerns with the uses of social media. The committee decided to leave it up to each individual campus. It was concluded that faculty, students and staff always remain professional, even when posting online. A clarification of Campus and System policies regarding the use of social media is needed.

- **President’s Report to Faculty Council:**
  - **Salary Pool:** It is currently under discussion. The recent concern regarding the Chancellor’s pay raise on the Boulder campus raised this as a major issue to the general public and regents. Updates will be given in future meetings.
  - **Retirement announcement(s):** Dan Wilkerson. Wayne Hutchins (head of CU Foundation) will be moving to another position within the Foundation. Rick Lawrence will be taking the helm at the CU Foundation.
  - **Ninth avenue campus:** It is close to being sold.
• **System HR update**: Vice President Pollock is reviewing the possibility of the university self-funding students to help reduce their health care costs.

• **EVC meeting**: The TedMed Conference (TED - Technology, Education and Design) will be broadcast on April 10th – April 13th. Look for announcements and attend any of the presentations that you can. Go to [www.tedmed.com](http://www.tedmed.com) to see the speakers that will be available.

• **House Bill 1252**: Faculty Council has asked our Faculty Assembly for feedback regarding the proposed transparency on-line project bill (House Bill 1252). Faculty Council has requested feedback from our Faculty Assembly regarding House bill 12-1252 (available at [http://www.leg.state.co.us/CLICS/CLICS2012A/csl.nsf/fsbillcont3/016FEC3A544F5A2D8725798107F1807?Open&file=1252_01.pdf](http://www.leg.state.co.us/CLICS/CLICS2012A/csl.nsf/fsbillcont3/016FEC3A544F5A2D8725798107F1807?Open&file=1252_01.pdf)).

The bill is being proposed to be included as part of the state’s transparency on-line project. The bill requires each state institution of higher education to develop, maintain, and make publicly available a searchable on-line revenue and expenditure database. A state institution is required to include and exclude in its database the same information relating to each revenue and expenditure transaction that the department of transportation is required to include in its revenue and expenditure database. In addition to requiring transparency of all employee salaries, anonymously, for each professor, a state institution is required to include information related not only to salary, but also the number of classes the professor personally taught, benefits paid by the institution, travel-related expenses, and grants received.

In a nutshell:

1. this bill will apparently now apply to the majority of higher education institutions in Colorado (not just state institutions).
2. the database must be updated at least every 5 business days
3. for each professor, the following information will be documented (and updated): (a) annual salary, (b) total contributions by the state institution of higher education for benefits for the professor, (c) any reimbursements to the professor for expenses incurred, with travel-related expenses listed separately, (d) any other payments made by the state institution of higher education to the professor, (e) number of classes personally taught, and (f) the amount of grant moneys received by the professor. The state institution of higher education shall separately identify each professor and the associated information required to be listed (i.e., a. - f., above).
4. the cost of implementation of this database is estimated to be ≈ $1-2M. This includes the estimated costs by the institutions to keep the database updated at the intervals required.

Concerns expressed related to the:

1. **UNIQUE NATURE OF THE EDUCATIONAL EXPERIENCE ON OUR CAMPUS.** Counting the number of classes personally taught by an AMC professor is not an accurate means of determining total educational effort. How can time spent by a student in a practice-based rotation under the tutelage of an AMC faculty member be accurately quantified? The same consideration applies to graduate students. How can time associated with formative assessments be accounted for? To just count class hours would grossly underestimate and inappropriately misrepresent the educational efforts of AMC faculty members. As such, the database needs to provide a means of accurately portraying the full spectrum of educational activities conducted at AMC.
2. **SOURCES OF SALARY SUPPORT.** The majorities of AMC faculty members generate their salary through clinical income or grant support. As the bill is currently worded, there is no means of identifying the source of salary support. As such, a member of the public accessing this database will likely assume that each faculty member’s salary is derived from state funds and tuition. Clearly, this would be an incorrect assumption based on an error of omission. Minimally, if this database proceeds, there needs to be some indication about what proportion of the faculty member’s salary is derived from the
combination of state and tuition funds. (Parenthetically, having such information about our faculty may be an eye-opener to the public.)

3. SOURCES OF REIMBURSEMENTS. As was the case for salary support, sources of reimbursements of AMC faculty members are commonly derived from sources other than state funds or tuition. The same considerations that apply to database presentation of salary support also applies to reimbursements.

The overarching concern is that the database will fail to accurately capture and represent the efforts of AMC faculty and, in so doing, promote misinterpretation of database information by the public. The hard work of AMC faculty members to support their salary and professional endeavors (through means other than tuition or state general funds) should not be minimized or overlooked by an overly-simplistic database. Other concerns included the rationale for linking a person’s name people’s name with salaries and whether this should only apply to undergraduate campuses. Questions or concerns should be emailed to your current Chair.

• AMC Faculty Assembly Elections: It is time for the AMC Faculty Assembly to elect new officers to our assembly. In theory, the next chair should come from CON. Unfortunately, qualified candidates are not able to commit the necessary time to the position. Two SOM faculty members have expressed interested in the AMC FA Chair position. We should select new officers at the AMC FA prior to the meeting in April. This will give the current Chair time to work with the new Chair and take him to meetings. If you would still like to be considered for any of the positions, i.e., Chair, Vice-chair or Secretary, contact your current chair. Please look for an e-mail with voting instructions.

• Revised English Language Proficiency policy: The AMC Faculty Assembly had no issues or suggestions for revision for the proposed revised document.

6:00 pm College / School Reports:

College of Nursing:
• No report

Library: (Jerry Perry, Lillian Hoffecker):
• Flowing Through Conflict - April 5th @ 2:30 pm. Karin Rees will distribute the flyer.

School of Dental Medicine (James Woolum):
• No report

School of Medicine (Hari Koul):
• No report

School of Pharmacy (Gina Moore):
• No report

School of Public Health:
• No report

Graduate School (David Port):
• No report

Retired Faculty Association (RFA) (Judy Igoe):
• No report

6:05 pm New business:
• None

6:10 pm Adjournment