Minutes

Attending: Brian Brada, Sheana Bull, Ron Gill, Lilian Hoffecker, Judy Igoe, Paula Meek, Gina Moore, David Port, David Thompson, and Mary Weber.

Guests: LaToya Braun, Colleen Dingmann, Risa Haywood, Leslie Jameson, and Rus MacCurin

11:35A David Thompson, Chair

• Minutes of September meeting approved.

11:40A Provost’s report (Dr. Nairn via videoconference)

• President’s visit: CU is sponsoring President Obama’s visit to the Auraria Campus on Wed, Oct 26, so there has been a flurry of activity downtown in preparation for this.

• Pay Raises: Three percent salary increases have been approved for faculty and exempt professional staff, and a one-time “bonus” of 3% will be paid to classified staff. This will show up in October’s pay.

• Search updates:
  - AVC Academic Affairs: Regina Kilkenny will be the new Assoc Vice Chancellor, Office of Academic Resources and Services. Regina is familiar with the AMC and its issues, since she worked for many years in the SOM dean’s office. She will begin on Nov 14.
  - CSPH dean: Dr. Nairn is negotiating with one of the four finalists for the position of CSPH dean, and hopes to have this person return for another campus visit with spouse in tow. He has confidence that the university’s record of hiring top dean candidates will continue.
  - CON dean: Pat Moritz, CON dean, will be retiring, so Dr. Nairn has met with college faculty and staff, and a search committee is being formed to find her replacement. Denise Kassebaum will chair this search.
  - The search to find Jerry Scezney’s replacement is at the point of narrowing the list of candidates.

• Classroom technology: After polling the deans, it was determined that there is a need to improve classroom technology. Administration is looking for funds to replace and update classroom equipment.

• Space issues: Since the AMC is already at capacity, administration is looking at what the needs may be in a few years’ time. The campus Master Plan is due for an update, and needs to be renewed with the State and CCHE. Jerry Scezney has returned to help develop a new Master Plan, as has Noel Copeland.

12:05P “Be Colorado” presentation (Risa Haywood, Manager of University Health):

Ms. Haywood is responsible for creating a wellness program for CU employees. When CU decided to self-fund their health insurance programs (along with University Hospital) a few years ago, the
Health and Welfare Trust was established. One percent of the funds put into the Trust is designated for health and wellness programs, and this funds the “Be Colorado” initiative. Information about the program includes:

- “Be Colorado” is taking a holistic approach to employee well-being, including emotional, intellectual, physical, social and financial aspects. Initially, the primary focus is on physical health.
- “Be Colorado” is encouraging everyone to participate in health assessments through Oct 28. One goal of the health assessments is to gather good data, and that requires an 80-90% participation rate. Other benefits of participation are: raising awareness about health concerns for employees, improving CU’s health plans to be responsive to the needs of participants, and possibly providing reductions in health care costs. There is a possibility that such monitoring could lead to premiums linked to risk factors.
- The URL http://www.becolorado.org/ provides much information about the program.
- “Be Colorado” is consulting with Jim Hill and his Health and Wellness Center. Results of his research will be applied to programs on all campuses, not just AMC.

Ms. Haywood requested feedback about the program. Her contact information is risa.haywood@cu.edu and (303) 860-5645.

12:30P Chair’s report (David Thompson, Chair):

• **Dismissal for cause and severance pay.** The proposed change to the policy on the dismissal for cause and severance pay was reviewed by the faculty Council EPUS and the Personnel committees. The bottom line on proposed changes is that the Regents would need to vote to withhold one year’s pay from tenured faculty terminated with cause; otherwise, a faculty member dismissed for cause would receive one year’s salary. This issue will be discussed and voted on at the Faculty Council meeting scheduled for Thursday, Oct 27.

• **Web site issues:** Chancellor Wartgow has requested feedback about the effectiveness and utility of the new university website. What message do we need to communicate to the administration about it, aside from the fact that the requirements for uniformity and branding have limited what units can do with their web sites? Comments included:
  - Schools need to be able to develop websites that best fit their needs, rather than adapting to the “one size fits all” approach.
  - CU Denver’s search engine leaves a lot to be desired, so that must be improved. Google does a better job than the university search engine.
  - The academic side of the website needs improvement. For example, the new ISIS system is very difficult to navigate, and there is insufficient help available for students, faculty and staff to accomplish tasks in ISIS.
  - It was suggested that the financial impact of the web site design (e.g., decreasing the ability of patients to find SOM physicians) be conveyed to President Benson so that he is aware of how the new website could be costing the university money.

This topic generated a great deal of discussion including the perception that IT staff seem to be driving web content at the expense of academics and the needs of the various programs. Also, the AMC is buried under the CU Denver website, and the unique needs of AMC are not being addressed or even considered. Dr. Thompson suggested we define these unique needs and the chair asked chairs of each school and college faculty senates to provide the names of those in their areas who can explain problems they've encountered with the website. Dr. Thompson plans to discuss web site problems at the Faculty Council meeting on 10/27.

• **Non-tenure track faculty (NTTF) group:** Should our Assembly should proceed with forming this group, which would be a venue for discussing and tackling NTTF issues. The number of NTTF continues to grow. It is true that there are many different kinds of NTTF at the AMC, but that is
insufficient reason not to form such a group. At the very least, it would help to define the types of NTTF at AMC. Dr. Thompson asked the school chairs to spread the word about the possibility of forming an NTTF group so that the level of interest can be gauged. It was mentioned that a report about NTTF was prepared ≈10 years ago, and Michelle Dahlin would be the person to contact about this report. Dr. Igoe will follow up with Michelle and try to get a copy of the report.

- **Faculty Council at-large members**: AMC FA has three at-large positions on the Faculty Council that have not been filled for quite some time. It is important that the perspectives of our campus be heard at the system levels. We still need to fill the remaining two at-large member positions. This is a good opportunity for AMC faculty members interested in how faculty is represented at the system level. Faculty Council meets downtown (1800 Grant Street) for 3 hrs each month. Transport and parking is reimbursed.

### 12:40P School reports:

**College of Nursing** (Paula Meek):
- As the search for a new dean gets underway, CON is working to define what they want in this person. This will be a national search.
- CON continues to revise their curriculum.

**Library** (Lilian Hoffecker):
- Nothing to report

**School of Dental Medicine**:
- No report

**School of Medicine** (Ron Gill):
- SOM is moving to re-define faculty promotion criteria, and potentially going to a two-track system. Specifically, they are considering eliminating scholarship as a criterion for those in the clinical track or redefining scholarship.
- Conflict of Interest rules are evolving, particularly in relation to the specific issue of speakers’ bureaus. In particular, SOM is still developing definitions of permissible exemptions to the rule, and establishing consequences for those who flout the rules.

**School of Pharmacy** (Gina Moore):
- Foundation funding agencies are often now requesting that the university name one contact person. This will likely have an impact on schools other than Pharmacy.

**School of Public Health** (Sheana Bull):
- Nothing to report.

**Retired Faculty Association (RFA)** (Judy Igoe):
- The next meeting will take place on Nov 15, and Lilly Marks will be the speaker.
- The number of participating retired faculty is growing.

**Graduate School** (David Port):
- Consolidation of certain graduate programs is being considered at this time.

### 1:19P New business:
none

### 1:20P Adjournment