University of Colorado Anschutz Medical Campus
Faculty Assembly
Academic Office 1, 7th Floor Board Room, L15-7000
Anschutz Medical Campus (AMC)

September 27, 2011
11:30A - 1:30P

Minutes

Attending: Brian Brada, Sheana Bull, Lilian Hoffecker, Paula Meek, Gina Moore, David Port, David Thompson, Mary Weber.


11:35A David Thompson, Chair
• Minutes of June and August meetings approved.

11:40A Provost’s report (provided by David Thompson, Chair)
• Budget: Haven’t finalized the revenue budget. It is looking good and pay raises are looking more likely. However, they require Regent approval. If raises are approved, they would begin October 1.
• CSPH dean search: Proceeding nicely. Two candidates have already come to interview. Another two candidates remain to be interviewed.
• Associate Vice-Chancellor for Academic Affairs: In process of making an offer to an internal candidate.
• Director of Education Support Services: The current interim director, Betty Charles, has been made the director.
• Faculty Ombudsperson: A budget has been established to pay for part-time representatives on downtown and AMC campuses. The job descriptions are being developed and the search will proceed when these are finalized.

11:50P Dismissal for cause and severance pay (Mark Malone (Chair, Faculty Council [FC]), Bill Emery (Chair, FC Personnel committee), RL Widmann (Chair, FC EPUS committee), Bruce Neumann (Chair, FC Budget committee), Skip Hamilton (Secretary, FC))

Dr. Malone presented background on the Faculty council (FC) and how it relates to the campus faculty assemblies. He noted that FC representatives visit the individual assemblies when a contentious issue arises, such as dismissal for cause and severance pay. As a result, the FC group was visiting all CU campus Faculty Assemblies to discuss this issue and receive feedback. Dr. Malone discussed the history of the issue and why the Regents want to change the rule that currently requires one year of pay upon severance for cause. He outlined the history of the wording developed by the FC (see Appendix A for original wording developed by FC). He noted that the existing wording relating to termination and pay was included in the minutes of the August 27 (1966) Regents meeting and was not actually in Regent laws. Dr. Malone presented the new wording developed at the September 2011 FC meeting (see Appendix B). Members of the FC in attendance outlined the pros and cons of developing wording for the Regents to consider. Dr. Malone requested that faculty from each of the campuses
provide feedback to FC by October 13. The policy could be reviewed at www.cu.edu/facultycouncil/dismissal.html.

12:30P Chair’s report (David Thompson, Chair):
- Faculty council at-large representatives: Our campus has three at-large positions on the Faculty Council. Paula Meek (CON) was voted as one representative. Request nominations for two additional members.
- 2011 Diversity & Inclusion summit: This will be held at CU-Boulder on November 8-10. Deadline for proposal submissions close on September 30.
- AMC ombudsperson: Services offered by the campus Ombuds office were presented in the form of a handout (additional information can be obtained from http://www.ucdenver.edu/about/departments/OmbudsOffice/Pages/OmbudsOffice.aspx). Given that there is funding available, assembly members were asked to recommend retired AMC faculty members who might consider serving as an ombuds part-time. It was noted that the job description (draft provided in Appendix C) was being developed.

12:40P School reports:
- College of Nursing (Paula Meek):
  - College is in the middle of a curricular revision. It is targeting excellence in teaching so as to maximize faculty abilities to teach in the classroom and on-line.
- Library (Lilian Hoffecker):
  - Library has changed the system for accessing journals and requests feedback.
- School of Dental Medicine (James Woolum):
  - Construction is continuing. Adding more clinical space. Anticipate occupying new space in early January.
  - Enrolment has increased from 52 to 82.
  - Recruiting multiple faculty positions. New restorative and endodontic faculty members have been hired.
- School of Medicine: no report
- School of Pharmacy (Gina Moore):
  - Two new faculty members have been hired.
  - School is providing medicine management services to heath care trust. Members can have their medications evaluated, e.g., to reduce adverse drug effects.
- School of Public Health (Sheana Bull):
  - Dean candidates are continuing to come for interviews. Expect this process to be completed by the end of October.
  - School is working on teaching excellence and mentoring.
- Retired Faculty Association (RFA) (Judy Igoe):
  - RFA had a meeting last week. Lisa Corbin (from Center for Integrative Medicine) discussed alternative therapies in the benefits package.
- Graduate School: no report

1:00P Adjournment
Appendix A

A faculty member may be dismissed when, in the judgment of the Board of Regents and subject to the Board of Regents constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, insubordination, conviction of a felony or any offense involving moral turpitude upon a plea or verdict of guilty or following a plea of nolo contendere, or sexual harassment, or other conduct which falls below minimum standards of professional integrity. The faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the Board of Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause.

Appendix B

A faculty member may be dismissed when, in the judgment of the Board of Regents and subject to the Board of Regents constitutional and statutory authority, the good of the university requires such action. The grounds for dismissal shall be demonstrable professional incompetence, gross or repeated neglect of duties, insubordination, conviction of a felony or any offense involving moral turpitude upon a plea or verdict of guilty or following a plea of nolo contendere, or sexual harassment, or other conduct which falls below minimum standards of professional integrity. After consultation with the faculty panel on Privilege & Tenure and in consideration of the circumstances, the Board of Regents may vote to deny severance pay for a faculty member dismissed for cause.
Appendix C

DRAFT
POSITION DESCRIPTION

Title: Faculty Ombudsperson

Reports to: Director, Ombuds Office

Responsibilities: The Faculty Ombudsperson provides confidential assistance in the informal management and/or resolution of university-related conflicts involving faculty members. S/he assists in managing interpersonal disputes, improving collegiality and communication, addressing classroom issues, brainstorming options, and providing information about university policies/procedures. S/he is not a current member of the administration. S/he functions as a neutral problem-solver and has no administrative or decision-making authority for the University of Colorado Denver/Anschutz Medical Campus.

Qualifications:

UNIVERSITY OF COLORADO DENVER/ANSCHUTZ MEDICAL CAMPUS EXPERIENCE:
The Faculty Ombudsperson should be an emeritus or senior faculty member at the University of Colorado Denver/Anschutz Medical Campus who has been active in University affairs (e.g., faculty governance, departmental, college, campus, or system-wide committees, etc.).

KNOWLEDGE:
The Faculty Ombudsperson should be knowledgeable about the administrative structure, procedures, rules, expectations, policies, regulations, and formal and informal norms affecting faculty members at the University of Colorado Denver/Anschutz Medical Campus.

PERSONAL CHARACTERISTICS:
The Faculty Ombudsperson should be widely recognized as having:
- unquestionable integrity
- genuine compassion for others
- the ability to consider multiple, conflicting points of view without making snap judgment
- personal composure while dealing with stressful situations

SKILLS:
The Faculty Ombudsperson should have:
- excellent communication (especially listening) skills
- analytical and problem-solving skills
- the ability to establish and maintain effective working relationships with faculty, administrators, and staff

Minimum Educational Requirement:
The Faculty Ombudsperson must hold the terminal degree in her/his academic field of study.

Duties:
- Listen to faculty members’ university-related administrative, academic, or interpersonal concerns and help them identify possible options for managing or resolving them
- Facilitate communication between individuals in situations involving one or more faculty members
- Responds to requests for information about campus policies and procedures
- Make presentations or give workshops for faculty on conflict-related topics
- Refer faculty to appropriate campus resources
- Consult with appropriate administrators on the effect of proposed policies and procedures and recommends changes
- Maintain confidentiality and neutrality in all case interactions
- Report the number of people assisted and types of issues for which assistance was provided annually to the Director of the Ombuds Office and to the Provost
- Meet regularly with the Director of the Ombuds Office to discuss case activities
- Follow the Standards of Practice of the International Ombudsman Association