Minutes
UCD Faculty Assembly
January 30, 2001


Guests: Ed Abraham, Liz D'Antonio-Gan, Kim Glasscock, Paula Nelson-Marten James Shore,

I. Call to order

The Chair, Judith Igoe, called the meeting to order at 11:35 a.m.

II. Chancellor's Report – Dr. James Shore

A. Dr. Shore reported there are currently six candidates for the position of Vice President for Research. All of the candidates are external. They are being scheduled for visits and interviews during the month of March. Dr. Shore hopes that the interviews can be completed by the end of March. The candidate visits will last one and ½ days and will include interviews with the Deans, the search committee, and other campus research leaders. Presentations are scheduled for the 2nd day and will address leadership challenges. The exact dates of their visits will be announced as they are scheduled. The start date goal for the new Vice President for Research is the fall of this year.

B. Upon the recommendation of Dr. Jay Gershen, the Regents authorized interim funding through June 30 to add staffing in the University Technology Corporation office. In past instances where temporary funding has been authorized, the campuses have had to pick up all of the funding once the interim period expired. The Chancellor is reluctant to make this commitment without more clarification about the budget implications for UCD. The President’s office is re-examining the funding formula at this time.

In the meantime, an excellent candidate from NIH has completed three rounds of visits and interviews for the position of co-director of the UTC office. It is the Chancellor’s hope to resolve the funding questions by end of March in time for the additional staffing to be included in the budget process.

A key audit report forms the basis for other recommendations made by Dr. Gershen to the CU Regents. The recommendations address a complicated reorganization of the UTC office to include fiscal flexibility, shared positions and better communication between campuses.

III. Faculty Research Infrastructure Committee report - Dr. Robert Schooley

Dr. Schooley reported that he and Ms. Igoe have discussed ways to involve researchers campus-wide in the work of the Faculty Research Infrastructure Committee (FRIC), originally organized by the School of Medicine. He reviewed the history of the committee and reiterated their current desire that this committee represent all five schools. He introduced the new chair of the committee, Ed Abraham.

Dr. Abraham discussed the current agenda before the committee. They are still dealing with COMIRB issues but will also want to address the research infrastructure, especially in terms of the Fitzsimons move, the allocation and division of indirect costs, the auditing of research funds, and issues related to reimbursement to UCH for research space. Another important function of the committee will be communication with the new Vice President for Research. The Chancellor has appointed Dr. Abraham to the search committee for the Vice President for Research. Dr. Jim Murphy no longer represents the FRIC on the search committee since he assumed new responsibilities at National Jewish.

There was discussion about making the FRIC a standing committee of the Faculty Assembly, but the bylaws state that there are no standing committees. Consequently, the committee will be designated as an ad hoc committee. Dr. John McDowell presented the following motion:

MOVED: To establish an ad hoc faculty assembly committee to identify issues, become advocates, and coordinate efforts on behalf of research on the University of Colorado Denver campus.

The motion was seconded and passed unanimously

Representation on the committee was discussed at length, as it is important to fairly and actively represent all researchers on the campus. Proportional representation is one model that may be considered. Another option might be an unlimited number of participants but equal voting representation for each school. Dr. Schooley expressed concern that members without voting rights might not be sufficiently invested in the work of the committee.

Dr. Abraham was asked by the Chair to bring recommendations concerning committee structure and representation to the Faculty Assembly for consideration, discussion and approval.

Dr. Igoe asked Faculty Assembly representatives to notify their constituencies about the new ad hoc committee and ask for endorsement from the governing bodies.

IV. Committee on Women – Dr. Paula Nelson-Marten

Dr. Nelson-Marten distributed information concerning the activities of the Women’s Committee including the web site and membership information. The committee has recently finished preparing a brochure. There are two representatives from each campus on the committee. Dr. Nelson-Marten and Dr. Laurie Harken represent UCD. The chair is Abby Ferber from the UCCS campus.

The committee sponsors a speaker on women’s issues twice per year and also sponsors the Elizabeth Gee award. The next speaker will be Martha West from the University of California at Davis. Nominations have just closed for the Gee award. The committee has also recently completed work on the parental leave plan. Their recommendations will go to Faculty Council.
They are also planning a research symposium to highlight women in research on each campus.

“Trailing spouse” policies at UC-Boulder and in the SOM are also of interest to the committee for possible broader application. Dr. Schooley will check with Dean Krugman about the existence and location of the policy and inform Dr. Nelson-Martien.

There were additional questions about the specifics of the parental leave policies for faculty and staff, but these will be addressed at a future meeting.

V. Approval of the minutes

The minutes of the December meeting were approved as written.

VI. Faculty Council Report – Dr. Bakemeier

Dr. Bakemeier reported on the Jan 9th joint meeting of the Faculty Senate and the Faculty Council. A group has been organized to work on a revision of the Faculty Council bylaws and constitution. Michel Dahlin gave the Presidential address, as President Hoffman was attending a CCHE meeting @ Fitzsimons.

A revised accountability policy requires that supervisors complete evaluations of classified staff by Mar 31, 2001. If evaluations are not submitted in timely manner, a warning is given with an additional 30 day timeline for completion of the evaluation. Ultimately, a supervisor who doesn’t complete the review is subject to suspension for five days without pay. The CU Regents have approved this policy. Dr. Igoe commented that at their recent meeting, the Regents interpreted concern expressed by the faculty about the policy as lack of concern for staff. Faculty Assembly members do not agree with this interpretation. They feel that the UCD faculty highly value the contributions of classified staff on this campus and appreciate the importance of the evaluation process.

Questions were raised about whether or not the rules cover employees at UPI, VA, UCH? Since further clarification seems to be needed about the policy, Ms. Igoe will invite Ms. Betsy Rodriguez to the next meeting for further discussion.

A small group of CU-Boulder faculty is looking at collective bargaining. Dr. Bakemeier reported that the salary survey indicated that they are behind in salaries on a national level. CU-Boulder is also looking at alternate sources of faculty income to help equalize salaries.

A Faculty Awards Committee has just been organized. Two members from the UCD campus are on the committee. The first meeting will take place next week.

VII. University Committee on Intellectual Policy (UCIP) – Ms. Judy Igoe

Ms. Igoe distributed the draft policy for intellectual property prepared by UCIP committee and asked the Faculty Assembly members to seek feedback from their constituencies. The draft policy and supporting documentation has been compiled into a resource book and copies were available for each of the schools. The EPUS committee is also looking at the policy from the faculty point of view. The two committees are interested in feedback on two specific issues:

- The acceptability of the proposed formula regarding ownership of copyright
- Should there be separate policies for educational materials and technology materials or should they be integrated?

The UCIP committee reports to the Office of the Vice President for Academic Affairs and Research. There are two UCD members on the committee: Dr. Ben Perryman and Dr. John Carpenter.

VIII. Old Business

A. Budget

Ms. Igoe reported that the Faculty Assembly budget is on track. Money will be available to send a representative to the Association of Academic Health Science Centers meeting in June.

B. Non-tenure track faculty committee recommendations

Ms. Igoe asked the members to again address the recommendations of the NTTF committee. Dr. John Sbarbaro raised the following MOTION:

MOVED that we support the recommendations of the ad hoc NTTF committee.

The motion was seconded and passed unanimously;

Ms. Igoe stated that the recommendations are supported by the UCD administration, although the circumstances differ considerably on this campus.

C. University Benefits Advisory Board

There is still confusion about why the UCD dental faculty is not included in basic CIGNA dental coverage. The UCD providers are included in dental coverage under the Delta’s Premier dental option, but many people were not aware of this, and a switch to the Premier plan is only possible during open enrollment. Ms Igoe has heard faculty complain that they are not “allowed” to go to the dental clinic. Dr. Sbarbaro suggested that faculty do not understand their health plan options because so few of them actually read the explanatory materials. But Dr. Congdon said that the
Cigna booklet that explains coverage is not kept up to date.

Dr. Sbarbaro presented to the UBAB at their last meeting. He explained how the insurance process works, the evaluation study conducted by UPI, and how the premium rates can be kept low. He will present to the Faculty Assembly at a future meeting.

In response to a question concerning nurse practitioners at the Boulder Clinic, Dr. Sbarbaro said that a nurse practitioner would be re-employed in the Boulder Clinic, hopefully by March 1. But Dr. Igoe heard from Dean Walker that the contract is not yet signed.

IX. School Reports

- **SOD – Dr. Norman Stoller**
  The SOD is planning for the move of some faculty to the Fitzsimons campus.

- **SOM – Dr. Robert Schooley**
  The Faculty Clinical Affairs committee is planning a forum on supporting the medically indigent to be held within the next 8 to 12 weeks. He will provide more information at the next assembly meeting.

- **SON – Dr. JoAnn Congdon**
  Space problems were somewhat alleviated when ten faculty members moved to Fitzsimons in January. The faculty retreat was held in January and a draft 5-year strategic plan was approved.

- **SOP – Dr. Al Malkinson**
  The SOP is adding faculty in response to the expansion of the new PharmD curriculum.

- **Library – Ms. Sandi Parker**
  Denison Library is working on a program plan that is due May 1. The site for the new library is undecided. It will be either near the Education Complex or near the Town Center. The Deans and Chancellor will meet to decide the location on February 12. The Library Director, Rick Forsman, will present information about the planning process to the SOM Faculty Senate on Thursday.

  Ms. Parker introduced a new member of the library faculty, Liz D’Antonio-Gan. Ms. D’Antonio-Gan described her responsibilities as the Research Support Specialist and distributed the URL for a web page that she has compiled which includes common UCD abbreviations and their meanings. The page is intended to assist new faculty to the UCD campus.

- **Retired Faculty – Dr. Carter Ballinger**
  The next meeting will be held on February 20. Dr. Ballinger asked faculty assembly members to advise their Dean about faculty who are close to retirement. Retiring faculty will be invited to a reception for newly retired faculty that is sponsored by the Chancellor.

XI. Announcement

Chair Igoe announced that the CU Promotion and Tenure Committee is seeking faculty members at the rank of Associate Professor or Professor to serve on a committee for “third tier review”. The Deans have also been asked for a similar list of names. The exact purpose of the committee is unclear, but there was general consensus that third level review seems to imply a problem or a dispute concerning the promotion application. Ms. Igoe will get clarification about the function of the committee.

XII. Adjournment

The meeting adjourned at 1:45 p.m.