Present: Richard Bakemeier, Carter Ballinger, Rob Berg, Anna Drews, Marybeth Hutchins, Judith Igoe, Catherine Jarvis, Madeline Kane, Dennis Lezotte, James Murphy, Sandi Parker, Lewis Pizer, John Sbarbaro, Henry Sondheimer, Margaret Topf.

Guests: Dr. James Shore, UCHSC Chancellor, Michel Dahlin, Sarah Ellis, Kim Glassock, Pat Nelson, Peter Schneider, Laurels Sessler, Tom Zwirlein.

The meeting was called to order by Chairperson Judith Igoe at 11:00 a.m.

Chairperson Igoe presented Dr. Richard Bakemeier with a plaque to show the Assembly’s gratitude for all the hard work and time that Dr. Bakemeier has provided as the chair of the Faculty Assembly.

Chairperson Igoe presented Dr. Henry Sondheimer with a plaque to show the Assembly’s gratitude for his continued support, and for serving as the representative for the Budget Committee.

Chairperson Igoe turned the meeting over to Dr. Richard Bakemeier (incoming chair of Faculty Council). Dr. Bakemeier explained that since Faculty Council does not usually meet in July, he thought that the Assembly could use this opportunity to have a Campus Priority Discussion. It was Dr. Bakemeier’s hope that this meeting would be a “meeting of the minds” to decide what topics are truly important for the coming year. A list of projects was given to the Assembly. The members were instructed to number the projects in order of importance. A ranking of #1 would be considered a high priority, while a ranking of #10 would give the project a low priority.

Peter Schneider summarized what came from a similar meeting of the Faculty Assembly at UCD on July 24, 2000. The primary concerns from the Faculty Assembly meeting held at UCD, as well as those added from the UCHSC meeting are as follows:

Faculty Compensation:

A) Are faculty members paid at a rate that is current with inflation and the marketplace?
B) How are UCHSC and CU as a whole, compared to peer institutions?
C) Are all campuses consistent in their treatment of faculty members?
Intellectual Property: Guest Peter Schneider stated that in light of what CCHE is contemplating, there is a need to have a policy to be pro-active rather than reactive in this area. Dr. Bakemeier added that clarifying Intellectual Property and the relationship between Faculty Members and the University, and Faculty Members and their departments is critical.

Allocation of Budget: How will individual campuses generate income outside of state funding? UCHSC’s University Physicians is a good example of how to enhance funding, which other campuses cannot use because of the 1/6 rule.

Strategic Plan: Is there a need to develop a strategic plan to define the responsibilities of Faculty Council and Faculty Assembly, over a five year period?

Unit Merit/Differential Merit: Dr. Sondheimer shared his observation that the salary and merit system of UCHSC is very different from that of the other three campuses. The Health Sciences Center has the flexibility to obtain income from many resources other than the legislature. Dr. Sondheimer stated that with flexibility has come increased performance measurements. In addition, with the possibility of salary reductions, merit evaluations on the UCHSC campus will be viewed more closely. The questions created from this discussion are as follows:

A) Should the performance assessments of the units be performed in the same way that faculty members are assessed?
B) Will these assessments make reallocations easier to understand?

Information Technology and Electronic Journals: All faculty members need to be given access to the necessary journals they need for their research.

Effective and Timely Communication: Establish effective and timely communication with all faculty members regarding new policies and policy changes.

Orientation of new leadership: Chancellor Shore added the topic of Faculty and Administration responsibility in the transitional orientation of new leadership. Chancellor Shore believes that both Faculty Governance and Administration have a special responsibility to help Dr. Elizabeth Hoffman (if appointed) become oriented as quickly as possible.
Post Tenure Review process:

A) Should the Post Tenure Review process be streamlined?
B) Is it necessary to further educate Faculty members, as to what documentation is actually needed?

Faculty Housing: Does the housing market in the Denver area, prevent young faculty from joining the University of Colorado? A possible solution to this problem would be shared equity in start up housing for young faculty.

Environmental Issues:

A) Is there a need to establish an extensive recycling system?
B) Is there a need to “green” our campus?
C) How would the initial costs be paid?
D) Would the University recognize profits in the future?

TLE Initiative: Should Faculty Council and Faculty Assembly, push this initiative with the new president? Chancellor Shore responded that he believes council should hold on to the strengths of the initiative, but allow the new president to put their “own stamp” on the University of Colorado.

ASP: What is the status? Peter Schneider informed the Assembly that there have been “glitches” in the system, but that the cost savings that were promised are being realized. The Assembly was also informed that the decision was made not to proceed with the student portion of the system at this time. The faculty concerns regarding this issue are as follows:

A) Are cost savings truly being recognized, or are the costs simply being sifted to another area?
B) Do administrative retirements and terminations represent the savings that are now being recognized?
C) Does it best serve the University to have centralized Payroll/Benefits and Procurement Service Centers?

MOTION: Dr. Madeleine Kane moved that Faculty Assembly ask the Executive Committee of Faculty Council to address the issue of orientation and education for the new University President and the Vice President for Academic Affairs. The motion passed unanimously.
Chairperson Igoe informed Faculty Assembly members that the latest statement regarding Faculty Leave Policies is now posted on the web. Michele was hopeful that this statement would respond to all concerns with the exception of leave record keeping. At this point an informal agreement between administrators and faculty members, showing an appropriate amount of leave, is all that is required.

The meeting was adjourned at 1:00 p.m.

Submitted by,

Marybeth Hutchins
Administrative Assistant