FACULTY ASSEMBLY
University of Colorado Denver (UCD)
Minutes
July 29, 2003 Meeting

Attendees: Mike Glode, Chair, John McDowell, Past Chair, Laurie Shroyer, Claire Collins representing Dr. Gatseos, Elizabeth D’Antonio-Gan, Kim Glasscock, Jay Gershen, Jim Shore, Kendra Smith, Clyde Tucker, Kathleen Stringer, John Sbarbaro, Dennis Lezotte, Marilyn Krajicek, Others
Guests: Dr. Stuart Schneck, Maarguerite Childs, Jim Huff

I. Meeting was called to order at 11:35 a.m., and Dr. Glode reported that he was sending a letter to the 5 deans regarding Faculty Assembly membership and commitment. He will meet with each dean and that school’s representatives prior to the Faculty Assembly Retreat. The Faculty Assembly Bylaws will be distributed to the committee for review prior to the retreat.

II. Chancellor Shore’s Report
   a. Written copies of the Fitzsimons’ Redevelopment Authority to for restaurants and shops at the “The Square”. The sketching of this development were circulated around the table.
   b. Chancellor Shore and the Associate Vice Chancellor, Maarguerite Childs had attended the University Leadership Development Institute
   c. Chancellor Shore shared that there had been a compliance update for UCD that looked very favorable. For further questions or information, faculty can contact Dr. John Sladek for details of the four COMIRB panels and their progress. There were 18 FTEs with about 1,000 participants attending COMIRB 101/NIH tutorials each year. The COMIRB database was $1.2 Million.
   d. Newsletters were circulated from each of the different schools
      i. In “Hyperstat”, several issues key to faculty were noted.
      e. Challenges with the toughest budget cycle in the past
         i. Unclassified exempt administrators – 0% increases (campus choice)
         ii. Unclassified staff increase for retention (0.3% selected)
         iii. All Schools were reduced by 15%, Academic Affairs reduced by 28%, and Central Administration reduced by 20% -- such that less and less of the budget are placed upon State of Colorado resources
         iv. Faculty base and supplement compensation (no change) 53% received no increase, 4% received a decrease, 14% received an increase of 5% or more
         v. PRAs funded by sponsored programs 60% received an increase of 2% or less.
         vi. In addition, the layoffs and unfilled vacancies (approximately 200) most from academic affairs and central administration.
         vii. The foundation had also underwent major budget cuts reducing their staff from 47 people (of 185) going from $20.5 M to $14.5 M
         viii. The VA national proposal to move to Fitzsimons was going forward with a decision to appropriate budget for design of around $13-$15 M. So possibly around a second research complex floor for around 8,000 square feet.
         ix. The TCH lease for 30+ acres has been completed with $700,000 to abrogate the land (and retain DOE out of the loop), with negotiations simplified to go forward expeditiously.
         x. All 12 of the buildings planned (other than TCH) must be built and completed by FY 2006 to not lose the funding for the Certificate of Participation (bidding on the bonds which went to Wall Street today).
   f. Reorganization of CU and HSC administration will be discussed at upcoming Faculty Assembly at the upcoming retreat. Additionally, re-organization of the planning process at Fitzsimons will be addressed next month with a new UFO (University Facilities Oversight) with an accelerated time table planned. Thus, announcements of upcoming changes will be discussed.

III. Associate Maarguerite Child’s Office of Academic Affairs
   a. Approximately 35 FTEE were reduced (out of around 100 FTEE) with a 30% reductions.
   b. The original two rounds of reductions were across the board, as well a defined core functions for the future of the Fitzsimons – where the most services are impacting the largest groups. She noted where revenue generation might be identified.
   c. The major impact:
      i. Colorado central funding for AHEC was not renewed, due to the focused mission related to rural Colorado. Robin Harvan has been named as the Interim Acting Director.
      ii. Denison reductions were offset by Chancellor budget sharing, but there were challenges to due inflationary increases and loss of one time funding. Chancellor Shore noted that this was a top priority to retain high quality services from Denison. Funds for refurbishing classrooms
      iii. Telehealth and Teleeducation (Betty Charles – now the Associate Director for Media Production Services) has been incorporated into Media Production Services (looking to consolidation and a fee schedule)
      iv. The International Student Services Program has been moved to the Human Resources/Personnel Services and seemed to be a better fit than in student services.
      v. There has been a 0.5 FTEE retained in the Office of Diversity to assure diversity.
      vi. In the video arena (the largest video network in the State of Colorado), with the goal to maintain a network to meet the needs of the community and serve future needs. The connectivity needs to be maintained both with a great vision and financial support with service and support that meets the expectations of users. There was a dues/users contribution to the Telehealth/Tele-education Services. Tie the use of the services to the utilization, the program has grown 20%/year (with connections and number of connections/complexity). An enhanced tracking system will be developed. Access fees were last year costs on the marginal costs. Given the auxiliary approach for this service, the costs/fees are associated with the regular users. Specialized users may need to pay an access fee occasionally. The goal is to train individuals to coordinate to set-up/coordinate the connections. IS is looking to develop a desk-to-desk top service with multi-point service will always be part of the Media Productions Services. Congratulations for the new online course evaluations were applauded as a new and important addition.
      vii. Ray Gilmarini, President and CEO of Merck is coming out to visit the Fitzsimons campus to explore options for potential placement.
      viii. Carolyn Clancy – AHRQ – will be visiting Fitzsimons on September 11, 2003 – and faculty were invited.

IV. UBAB RFP Update – Dr. Stu Schneck
   a. The RFP process was established, criteria, and selection process used according to the CU process. Buck Consulting was used to provide expertise to guide this process. Six different faculty/staff from all campuses participated in this review process.
   b. RFP was released on April 11th, with 113 questions responded.
   c. Seven vendors have proposals (with one discarded due to an administrative oversight rather than payor proposal was received)
      i. Cigna made an error and discontinued their coverage as of January 1, 2004 and not considered due to this technical oversight
      ii. Great West noted that they had made an error on their HMO and direct plans
      iii. Kaiser noted that their prices were incorrect, but elected to keep their proposal as submitted.
iv. On June 5th, with meetings on June 10-11th all day. The proposals were scored and weighted all information other than pricing figures – to assure that the proposals were scored appropriately. Dr. Schneck reviewed the criteria used for ratings.

v. Price was considered last.

vi. The plans are similar to the current plans:
1. HMO
2. Direct
3. Choice
4. Staff Model HMO
5. Catastrophic
6. Medicare Supplement

vii. The estimate is that it cost each vendor around $100,000 per proposal to submit for the RFP.

viii. A full day of interviews with remaining vendors was coordinated.

ix. After interviews, the decision was made to go with the UPI (a 55M savings) – which is a 9% savings over other vendor options. Working with the UANet was in the best cost-effective interest of the University.

x. A decision was made not to go with a sole source vendor, where the competition of different types of vendors. Hence, Kaiser was retained due to strong group of support.

1. Pacific Care
   a. Basic, Direct, and Choice Plans (1,000/13,000 insured under Cigna may have some relocation of PCP
2. Kaiser will be retained as an HMO provider offering
3. Great West will still retain the catastrophic and Medicare supplement

xi. Consumer-driver or defined contribution plans – where a fixed sum of funds are given to each the employee, where choices are made by the employee on how to manage these options. Given the limited responses – it would be very likely to be re-evaluated next year.

1. Overall premium increases are estimated are around 6% next year
2. A request for a supplemental increase for CU-based contribution is being considered.

xii. Dr. Sbarbaro noted that a new formulary will be in place for the new year.

xiii. Pricing will be set in October, with open enrollment scheduled for November.

xiv. The entire Faculty Assembly commended Dr. Schneck on his outstanding performance to keep premiums down and commended his entire UBAB committee.

V. UCD/UCD Consolidation will be deferred until the retreat agenda

Chancellor Shore reported that President Hoffman would return to the Board of Regents for a resolution to conduct a planning process this Fall. The Board of Regents will return for Wednesday at the Committee Report, to discuss opportunity related to consolidation planning. Thus, the Faculty Assembly can consider this an ongoing process with much left to do.

VI. Action Item – Auditor Report

a. Questions had been raised related to the auditor report recommended language.

b. Two steps were suggested by Chancellor Shore
   i. Questions of compatibility with University policy
      1. Ask for full legal review
      2. Ask for risk assessment team

b. The Faculty Assembly noted that all the schools were impacted

d. The document needs to be re-reviewed prior to further discussion.

VII. President Hoffman’s State of the School Address Shared

VIII. Faculty Severance Pay as part of Compensation Principles

IX. President Hoffman’s Faculty Retirement Options Ad Hoc Committee

X. School Reports – Due to time limitations this topic was deferred to the retreat. Each of the following Schools were encouraged to bring an update for the retreat.

   a. School of Medicine
   b. School of Pharmacy
   c. School of Nursing
   d. School of Dentistry

XI. Adjournment

XII. Retreat to be held on Friday, September 19, 2003, 8 a.m.-12:00 p.m., Room 304/305, Nighthorse Campbell Native Health Building at Fitzsimons to establish the plan for the coming year.

On behalf of the Faculty Assembly, Vicky will look for the Faculty Assembly bylaws to circulate to all members prior to the retreat.

The meeting was adjourned at 1:40 p.m.