Attendees: Mike Glode (Chair), Laurie Shroyer (Secretary), Rob Berg, Jay Gershen, David Port, Elizabeth D’Antonio–Gan, Donna Stach, Clyde Tucker, Marilyn Krajicek, Robert Schooley, and Daniel Wilson

Excused Absences: Denny Lezotte (Vice Chair), Richard Bakemeier, Carlos Catalano, Claire Collins, Steve Dubovsky, Roxie Foster, Edward Abraham, Marie Hastings-Tolsma, Madeleine Kane, Lewis Pizer, John Sbarbaro, David Thompson, Mike Vasil, Carla Vandenberg, and Chancellor James Shore.

Guests: Rod Muth, Faculty Council Chairperson, joined the Faculty Assembly as a special guest. Unfortunately, Kim Glassock from Silver and Gold was not able to attend.

I. Call to order: Meeting was called to order at 11:30 a.m. Dr. Glode welcomed all participants and thanked them for coming.

II. Minutes Approved: The minutes of the May 25, 2004 previous meeting were reviewed and approved.

III. System-wide Faculty Governance Issues

Dr. Glode introduced Dr. Rod Muth, the new Chair of Faculty Council. Dr. Muth began by noting that the approval of the UCD/UCHSC consolidation was imminent. Pending approval, the UCD campus would have under enterprise status a variety of new financial opportunities. There were initiatives for new funding proposals, to evaluate how to leverage these funds towards better serving the community. Discussions were being planned about how to coordinate mission-specific objectives and administrative/infrastructure consolidation into an implementation strategy. Legal issues, such as naming discussions, would be initiated pending Board of Regent approval tomorrow.

Dr. Glode raised the question of faculty governance in the consolidation plans, as well as the changes proposed for administrative, leadership, and organizational structural changes. Dr. Glode noted that it was his opinion that the most crucial decision related to the leadership structure planned. Dr. Muth suggested that a meeting be coordinated at least quarterly for the two respective campus faculty assembly members to explore new options to work more closely together.

Dr. Muth discussed both the program discontinuance and retirement changes planned, where the age and years of service combination would be lowered from 85 to 80 years to 75 years. Pending Board of Regent approval of the new retirement policy (at the August meeting), enhanced options for early retirement may be offered and potential incentives for early retirement may be forthcoming.

Dr. Muth discussed a new proposal where the six credits of tuition credit may be offered to dependents and domestic partners. Given enterprise status, this type of benefit opportunity may be possible to consider as a resource allocation strategy. The Faculty Assembly noted that any opportunity to provide this type of enhanced tuition support to faculty would be greatly appreciated.

Dr. Muth noted that the Faculty Council reported to the President’s Office. He described the different Faculty Council Committees and their respective purposes. He suggested that it was important to be clearer about the system-wide Faculty Council Committee relationships with
administration. Dr. Glode noted that new Faculty Assembly members would be welcomed to select a Committee and get involved.

Dr. Muth indicated that the faculty representation had grown in terms of active faculty governance. He noted that this was the opportunity for faculty to have a strong voice that ensures the welfare of the institution and represent faculty appropriately to administration as part of shared governance. There is credibility in setting policy or organizational changes, when faculty impact important initiatives proactively rather than reactively.

Executive Vice Chancellor Gershen noted that Chancellor Shore had left the choice as to whether the faculty assemblies change the way they operate to be entirely determined by their own decision.

Dr. Glode noted that Assembly members were volunteers, and they donated their own time. These service roles are part of tenure/post-tenure review.

Dr. Muth said that there should be some level of incentive or recognition for faculty governance participation. Vice Chancellor Gershen noted that the importance was recognized, but the time requirements were challenging. This time commitment is increasingly challenging as fiscal requirements to generate salary support continues to increase. Dr. Muth noted that many challenges need to be addressed. The HSC Faculty Assembly agreed that it would be helpful to coordinate a joint meeting with the UCD Faculty Assembly members prior to Fall.

IV. Chancellors Report

Executive Vice Chancellor Gershen noted that enterprise status may not be fully recognized in the short-term. Questions related to student tuition increases may be addressed in the future, to offer the opportunity to raise funding differentially and provide some type of independence to the CU system. Given the court case pending for COP, he noted that the Supreme Court’s decision to take the case would likely be deferred to Fall. Given the increases in interest rates and construction costs, the $203 million will probably purchase less of the original educational buildings planned.

Dr. Glode questioned what was the “fall-back” plan. Vice Chancellor noted that there were a variety of options to reduce costs. For example, a variety of interior design features related to special amenities may need to be reduced. There will be enough offices, lecture space, and labs to meet the minimum needs so that the educational building can be occupied by Fall 2007. If the COPs did not receive Supreme Court approval, the possibility of a split campus existed. However, Vice Chancellor Gershen noted that the CU system was optimistic about receiving a positive court decision to go forward with the COP initiative.

Vice Chancellor Gershen indicated that the Fitzsimons Redevelopment Authority [FRA] approved a new mission statement and hired a search firm in the search for an Executive Director. The new principles approved guide the FRA to take a more entrepreneurial approach for future development, with an emphasis on leveraging outside resources to achieve its goals, target uses that are relevant and compatible to the CU campus, and finally recruit experts both for staff and advisory panels to guide the implementation strategy. The planned base salary is up to $175,000 with an incentive system included related to meeting build out goals. The new national Advisory Panel would also be established to capitalize on expanding the network of the FRA team beyond the Fitzsimons campus borders. Dr. Glode requested for the FRA’s new vision statement be posted on the web site for ease of faculty access.

The IOM of the NAS study entitled “In the Nation’s Compelling Interest: Ensuring Diversity in the Workforce” looked at diversity challenges to ensure the health workforce of the future was more representative. There are two mentions of the University of Colorado related to the Omsbudman
office and the School of Dentistry’s initiatives for their Lazara activities related to public/private collaboration towards a more diverse workforce.

Vice Chancellor noted that if the Board of Regents approves the consolidation, then the discussion of the School of Public Health will go forward as a proposal. The challenges relate to funding resources, as private and outside funds would probably be required. Given tight resource constraints for all Schools currently, there were several options for a Regional School of Public Health that would be explored.

Dr. Glode requested a formal request reporting the number of faculty and their associated funding that have left over the past 24 month period. Correspondingly, a report was requested describing the new faculty recruits and the funding that was brought with them. Executive Vice Chancellor Gershen agreed to present this request to the chancellor.

V. School Reports

School of Medicine: No report provided. It was noted that a new SOM Faculty Senate President was elected, as this individual ran unopposed.

School of Nursing: Dr. Krajicek reported that 3 offers for new faculty members were all turned down, so the recruitment initiatives were not successful.

Retired Faculty: No report provided.

School of Pharmacy: No report provided.

Graduate School: No report provided.

School of Dentistry: The School of Dentistry has voted to approve the BSI plan. The details for the new BSI plan will be forthcoming.

Library: No report provided.

The meeting was adjourned at 1:00 pm. He welcomed new members, as well as thanked all outgoing members for dedication and service to Faculty Assembly.