HSC FACULTY ASSEMBLY
University of Colorado at Denver and Health Sciences Center
November 30, 2004
MINUTES

Attendees: Mike Glode (Chair), Ed Abraham, Richard Bakemeier, Carlos Catalano, Elizabeth D’Antonio-Gan, Sue Hagedorn, Marie Hastings-Tolsma, Leslie Jameson, Marilyn Krajicek, Dennis Lezotte, David Port, John Sbarbaro, Laurie Shroyer, Donna Stach, Clyde Tucker, and Daniel Wilson.

Excused Absences: Claire Collins, Madeleine Kane, Dennis Lezotte, David Thompson, Carla Vandenberg and Mike Vasil

Guests: Chancellor Shore, Executive Vice Chancellor Jay Gershen, Vice Chancellor John Sladek, Special Assistant to the Chancellor Hollie Stevenson, and Associate Vice Chancellor Marguerite Childs. Additionally, Kim Glasscock (Silver and Gold) was present.

I. Call to order: Dr. Glode called the meeting to order at 11:38 a.m. and welcomed all participants and thanked them for coming. The minutes from the October Strategic Planning meeting were reviewed and with Dr. Sbarbaro’s changes incorporated, the minutes were approved.

II. Five-year comprehensive evaluation of President Elizabeth Hoffman

Dr. Glode opened discussion by exploring Faculty Assembly member’s preferences related to the planned evaluation for President Hoffman. Different approaches, both formal and informal, were discussed. The approach to be used by Boulder, to formally survey individual faculty members, was raised as a possibility. Dr. Port expressed concern that the HSC faculty may possibly not be as familiar with President Hoffman directly, but only know what they read or what their perceptions may be from occasional interactions – so the accuracy of HSC faculty feedback was questioned? Dr. Shroyer noted that she was impressed by the consolidation faculty survey approach taken (using Zoomerang software) providing helpful guidance. Dr. Shroyer noted the major categories commonly used by the Chancellor’s office for Dean evaluations included:

1. Effectiveness of working relationships, both internal and external to the University of Colorado
2. Respect for, accessibility to, and communication with peers and other constituents
3. Open, timely, and effective decision-making processes
4. Leadership in administering the role and mission of the University of Colorado
5. Administration of fiscal resources
6. Management and support of personnel
7. Commitment to professional growth and encouragement of innovation and creativity for faculty and staff
8. Implementation of affirmative action and equal opportunity policies and leadership in promoting diversity within the University of Colorado community

Pending review of the Boulder-based survey instrument planned, Dr. Shroyer offered to prepare a first draft survey using these topics as a template for further discussion. Given that multiple approaches may be used to triangulate this approach, Dr. Glode suggested that questions be deferred until more information on what other campuses may be doing (as well as any guidance from the Faculty Council) may be received. He welcomed all Faculty Assembly members to bring their suggestions with them to the January Faculty Assembly meeting for further discussion.

Regent Michael Carrigan requested to attend the January 2005 HSC Faculty Assembly meeting. Dr. Glode noted that comments related to President Hoffman’s performance appraisal might be presented, as well as an Executive Session may be planned for a private discussion with Regent Carrigan.

III. Faculty Recruitment and Retention – John Sladek, Ph.D., Vice Chancellor for Research

Dr. Sladek presented a brief summary related to faculty recruitment and retention and provided an update that a report related to faculty recruitment and retention would be forthcoming soon. Hollie Stevenson, as Special Assistant to the Chancellor received data from each Dean and the post-awards manager in the Office of Grants and Contracts. She compiled it into a report and then had each Department verify the
final data. The report summarized the number of faculty recruited and terminated and the grant dollars that moved in/out of the HSC campus (based on the annual residual amounts that moved between academic institutions).

Overall, more faculty and dollars were added in aggregate. A total of 229 new faculty were added, while 163 faculty left. Additionally, $3.9 million of residual funding came into the institution while approximately $3.2 million of residual funding left the institution (based on the specific year). He noted that transitions related to faculty turnover are routine and should be anticipated within academic institutions, but that overall the outlook for grant support appeared very positive.

Dr. Glode thanked Dr. Sladek for his report. He requested that an annual update to this report be provided, so that trends over time might be evaluated. Dr. Sladek graciously agreed to provide this update again next year.

Dr. Sladek shared the first draft printing of the “Annual Report: Sponsored Programs and Other Restricted Fund Activity” with the Faculty Assembly. In fiscal year 2004, sponsored awards exceeded $299 million. Restricted fund expenditure activity exceeded $304 million. During 2004 fiscal years, the total number of awards received for sponsored programs was 1,521 with a total $299.8 million in awards. This was an increase of $13.7 million more than the prior fiscal year's awards, which represented an overall 4.8% over the previous year (with an even larger increase in non-federal awards). In the most recent years, there was an overall 8% increase for all sponsored programs, student aid and gift activity. Dr. Gershen noted that the fiscal picture looked positive and compared to NIH national estimates – the ranking for the school appears to have slightly increased. The reasonable goal would be to keep up with the net average increase of the top 20 institutions – maintaining HSC rank. Ideally, the overall ranking might rise to the top 10 institutions. If affiliates (VA, DHMC, and NJC) were to be included in the grants and contracts, the HSC ranked the SOM as the fourth public institution nationally. Chancellor Shore noted that from a productivity viewpoint, the HSC faculty had the smallest State base for educational support for health professionals – which the Faculty Assembly members agreed was quite remarkable.

Chancellor Shore noted that it might be time to be more strategic in focusing on growth in the future. Executive Vice Chancellor Gershen noted the growth in industry sponsorship was also remarkable. Chancellor Shore referenced the School of Medicine Research Retreat approximately 3 years ago, in attempting to find an opportunity to solicit comments about the future vision, mission, and objectives for each School to help the future direction of the Health Sciences Center. Dr. Shroyer suggested that there was a need to have both the internal discussions within each School; it would be ideal if the programs within Schools and Schools within campuses, and campuses within a consolidation of two campuses might together build a greater vision – synergistically together. From her limited perspective, she noted that it would be terrific if everyone worked together in a more integrated approach – in which everyone might win.

Chancellor Shore noted that his office would be providing future start-up support for funding interdisciplinary collaborations across programs, across Schools, and across campuses. Additionally, Executive Vice Chancellor Gershen noted that opportunities may be emerging to preserve and to enhance the academic relations with industry.

IV. HSC Faculty Women's Committee – Marguerite Childs, Associate Vice Chancellor for Academic Affairs

Associate Vice Chancellor Marguerite Childs provided an update to Faculty Assembly on the newly formed HSC Faculty Women's Committee. Historically, HSC was the only campus not to have an active Women's Committee. Thanks to the efforts of many new Committee members, she noted that many barriers had been overcome successfully towards coordinating a meeting of representatives from all Schools – and requested a representative from the Faculty Assembly. Over the past year, she noted that many organizational issues had been coordinated and that there was a lot of positive enthusiasm and energy. Associate Vice Chancellor Childs noted the Women’s Committee’s primary topic was a family/parental leave issue. Carla Vandenberg volunteered to serve as the Faculty Assembly representative to the HSC Faculty Women’s Committee.

V. Chancellor's Report (Presented by James Shore, M.D., Chancellor)

Chancellor Shore provided a copy of the Rocky Mountain News report for the proposed School of Public Health, where three Universities having potential synergies across multiple programs was in the planning
Chancellor Shore provided a brief update on the consolidation – strides had been made to integrate a small office of institutional research (5 individuals). Dr. Glode agreed to request them to come to provide an update. Several other areas were being consolidated: legal office, information technology, student financial services, and financial aid. The communications between these offices has been mostly electronic, so changes related to the consolidation are unlikely to be noticed. The only likely visible change is the space in Building 500 at Fitzsimons may be freed up as early as April 2005.

VII. School Reports
Library: Ms. D’Antonio-Gan provided an update of several new clinical decision support tools (which could be downloaded from the library home page). The goal to provide electronic journal access was being explored by the Barriers Busters Committee.

School of Nursing: Dr. Krajicek noted that recruitment activities were ongoing. The Faculty Assembly wished her and the entire School of Nursing the best in this endeavor.

School of Medicine: Dr. Leslie Jameson noted a new approach to assist in coordination and encouragement for greater participation by use of Tele-conferencing across campuses – as well as using a Tele-education with a database to facilitate emails and communication.

School of Pharmacy: Dr. Vandenberg and Dr. Catalano noted that positive events were occurring throughout the School with growth in student applicants and new faculty additions. Moreover, they expressed enthusiasm that Chancellor Shore would be meeting with the School of Pharmacy faculty related to Fitzsimons Campus space questions raised.

Graduate School: The first recruiting endeavor collaborative is being coordinated to showcase the Fitzsimons campus – although glitches are likely to occur.

Adjournment: Dr. Glode reminded members of the cancellation for the December 28th meeting and that the next meeting would be January 25th, 2005. Dr. Glode adjourned the meeting at 1:15 pm and wished all Faculty Assembly members a happy holiday!

Respectfully submitted,

A. Laurie W. Shroyer, Ph.D.