Minutes: Faculty Assembly Retreat  
Friday, October 29, 2004  
10:00 am to 1:30 pm  
Ben Nighthorse Campbell Building, Room 204  

I. Participants

Mike Glode (President), Dennis Lezotte (President-Elect), Laurie Shroyer (Secretary), Dick Bakemeier (via tele-video), Rob Berg, Carlos Catalano, Liz D’Antonio-Gan, Sue Hagedorn, Madeleine Kane, Marilyn Krajicek, David Port, John Sbarbaro, Donna Stach, David Thompson, Clyde Tucker, Rod Muth, and Roxanne Byrne.

Special Invited Guests: Dean Richard Krugman, Vice Chancellor Jay Gershen, Dean John Freed, Dean Pat Moritz, Vice Chancellor Tim Romani, and Vice Chancellor Teresa Berryman. Additionally, Jonathan Kurche and Tamaan Osbourne-Roberts (Student Senate), Kim Glasscock (Silver and Gold) and Tonya Ewers (Public Relations) were present.

II. Welcome and Introductions

Review and approval of minutes from September 28, 2004.

III. Dean Richard Krugman (School of Medicine)

Dean Krugman encouraged the members to attend the State of the School talk for more details on the School, but added that the School of Medicine had another very successful year (with the exception of state support). With regard to the proposed blue ribbon committee, Dean Krugman voiced opposition to it. Dean Krugman stated that the selection of a vice-chancellor for health affairs is the chancellor’s call, and the faculty assembly should work with the chancellor to frame the position. He expressed concern that if the assembly does this outside of the Chancellor’s announced process, it will slow the discussion and decisions.

IV. Vice Chancellor Teresa Berryman

Ms. Berryman presented the proposed “Alternative Faculty Compensation Plan for the Health Sciences Schools” that will be going forward to the CU Board of Regents in November 2004. Pending approval, there would be common framework for those schools with alternative faculty compensation plans that includes basic parameters for the base component, the supplemental component, and the incentive component. The common framework provides the Chancellor the authority to approve conforming school-based faculty compensation plans, which heretofore required approval by the Regents.

Dr. Glode thought the 1/6th rule protects faculty to allow the CU-Denver faculty the opportunity for outside consulting. The 1/6th rule was established to allow faculty to engage in activities outside of the School, independent of their academic role. The 1/6th rule was taken away of the School of Medicine, so that a practitioner of medicine would set up a private practice to compete with the University Hospital. The faculty provision related to the constitutional issues of the University of Colorado faculty academic freedom – to participate in external consultant activities.

Dr. Sbarbaro noted that he was an arch antagonist against the 1/6th rule. His concerns focused on the historical cross-subsidization internal to paying the full-time faculty who were making money per the 1/6th rule but not earning sufficient income to support their own salary. As a result, their SOM salary had to be supported from the clinical earnings of others. School’s practice plan is important to consider, as it applies the 1/6th rule.

Dr. Muth described the CU-Denver, as well as the fact the CU-wide Faculty Council Personnel Committee to re-evaluate the 1/6th rule across all campuses. Vice Chancellor Berryman noted that she did not believe that the CU Board of Regents would approve the new policy with the 1/6th. She noted that the new policy’s goal was to facilitate mid-year increases to faculty. As future policy changes may occur, the 1/6th rule will definitely need to be addressed.

These changes were presented for informational purposes rather than for approval. Given that Dr. Muth is going to move it up to higher level, towards the goal of addressing the 1/6th rule across campuses.
V. Vice Chancellor Tim Romani

Vice Chancellor Romani provided an update; he noted that he was disheartened to say that there was not more progress made since the last report. In the first 1.5 years, there was tremendous progress (both important political achievements and fiscal accomplishments). Although there are many substantial projects underway on the Fitzsimons campus, the frustration stems from the fact that there are 8 buildings including the majority of the education quad and library that are on hold due to the lawsuit relating to the COP funding legislation. The COP delay impact is now projected to be around 15% of the total COP authorization ($203 M) or $30 million. This amount is based on the issue being resolved by November 2004 and will grow if the delay continues. Concerns are that the litigation may not be resolved before May 2005 – or possibly after that date. The original goal was to have all of the buildings finished by 2007, but may now be extended possibly into 2008. For RC2 was originally programmed for $205 M (400,000 sq. ft.). Our planning and projects staff have found a way to expand that program by an additional 100,000 sq. ft. to give us a new plan for RC2 of 499,000 sq. ft. while maintaining the same budget. This additional space will provide the option for the School of Pharmacy to be housed completely within RC2. The School of Pharmacy has asked the Chancellor to consider building a separate building for SOP as another option which we have been evaluating on a parallel path. The decision is before the Chancellor and Dean Diamond. Dr. Carlos Catalano noted that to-date no School of Pharmacy faculty involvement had been included. Dean Diamond has put forward several different scenarios, but the future decisions should be forthcoming. Dr. Glode noted that creative discussions need to be held with resolution forthcoming soon.

VI. Dean John Freed (Graduate School)

Dean Freed noted that many of the issues are not quite as relevant as those for schools with direct faculty appointments. The Graduate school has the largest student body on campus (with 585 M.S. and 440 Ph.D. students). The school has 367 regular faculty members, as well as 142 special faculty members; these are "borrowed" from the four professional schools on campus. There are 6 M.S. programs and 19 Ph.D. programs, and in addition, there are two umbrella admissions tracks (MSTP and BSP) for the M.D./Ph.D. program and basic science Ph.D. programs “housed” in the School of Medicine, respectively. The newest degree-granting program is the Ph.D. in Reproductive Sciences, which will admit its first new students in August 2005. The first goal of the Graduate School is to increase enrollment in the basic science programs, while longer-range goals include adding new programs to train Ph.D. students in clinical and translational research. The Graduate School gets 90% of its support from the State of Colorado general fund; 70% of the Graduate School’s budget goes toward direct student support. A new collaboration between the Graduate School and the School of Medicine Dean’s office and Departments will pool funds to support first-year Ph.D. students; this year the pool is nearly $1.7 million and is supporting 62 students. Hopefully this mechanism will increase efficiency and provide a mechanism for increasing the number of students that can be supported. It is likely that tuition increases will be forthcoming, especially for those programs that do not pay students to attend school. The goals for the UCD/HSC consolidation are to understand each other’s Graduate School so that potential consolidation can be discussed at a later date. Finally, the Graduate School will be converting from quarters to semesters beginning in June 2005.

VII. Dean Pat Moritz (School of Nursing)

Dean Moritz noted that they were almost nearly on 12 month faculty who want academic year appointments, where a few (7) faculty were on 9 month appointments. She shared several School of Nursing being recognized in the Colorado Nursing Hall of Fame. She noted that their PNP program had been ranked #1 throughout the US. The faculty practice fund had increased with last year (for the first time) having the possibility of incentives being considered. She noted that they are very actively recruiting for nursing faculty, where the all positions offered were turned down. A review of nursing faculty salaries is proceeding through to have a better understanding that $20 - $25K the HSC SON salaries. The five positions continue to remain open. There 61 faculty (52 FTE) appear to be growing in interest in part-time employment. There approximately 125 adjunct faculty, which participate in the clinical site supervision of trainees. There were 165 undergraduates admitted last year, with a total of 300 undergraduates. There is a large number of special students (almost 400 students), where an articulation degree model may be possible to consider a B.S.N. degree. There is a major effort to support the BSN training nationally by AAN. There is a new accelerated pilot program where a BSN may be obtained in 18 months. Moreover, the SON is fully accredited.

VIII. Blue Ribbon Discussion
Dr. Glode read the resolution from the Faculty Assembly of the University of Colorado Health Sciences Center. He read background from the “Time to Heal”, Kenneth Ludmerer’s book. Dr. Sbarbaro suggested that this not be conducted as an independent initiative, but rather as part of a collaborative endeavor with the Chancellor’s office to reflect the institutional commitment as a joint administrative/faculty governance process. After discussion, there was not agreement on the following motion (but an agreement that Drs. Glode and Gershen would work together to further support these concerns raised appropriately).

The UCDHSC Faculty Assembly proposes to the Chancellor that his office consider creating a new administrative/faculty shared governance panel as part of the consolidation implementation activities to be charged with advancing the goal of sound financial management, academic excellence in teaching, research, and exceptional patient care. It is suggested by UCDHSC Faculty Assembly that this shared administrative/faculty shared governance panel would be charged to:

1. Examine the current interdependent relationships between the UCHSC, UPI, UCD system and hospitals that contribute to the UCHSC mission;

2. Recommend goals and objectives related to the optimal administrative structure and component agreements;

3. Restoration of the value of the academic mission and core values for health professionals and clinician-scientists; and

4. Recommend creative avenues to develop new collaborative initiatives.

Executive Vice Chancellor Gershen noted that perhaps an initial conversation with Chancellor Shore’s office may be a more fruitful approach as part of the process for consolidation – related to the implementation component? As there is key challenge related to the proposed governance structure for administration and faculty for the HSC campuses. It was suggested that Drs. Glode, Lezotte, Gershen, and Shore meet to discuss. The Faculty Assembly agreed with this early dialogue approach to plan to develop a small working group of administrative/faculty may be organized to address this topic. Dr. Gershen will coordinate this meeting, bringing back additional suggestions for consideration.

XI. Students: Jonathan Kurche and Tamaan Osbourne-Roberts

Representatives from Student Senate brought up the following issues for discussion: Faculty/student housing and student center; legislative affairs update: How long until we start losing faculty; what has been cut/how has it affected the institution; would the faculty be willing to help with community outreach; survey of research areas in all departments to help connect students and faculty: UCHSC search engine is rather poor, and interdepartmental collaboration is difficult; consideration of students as at-large members of the UH-HSC-Fitzsimons integration committee; how can we help; what info may we provide; what questions do the faculty have?

XII. Executive Vice Chancellor, Jay Gershen

Dr. Gershen provided an updated on the FRA search for the Executive Director. The FRA Board will be interviewing the final candidate this upcoming Wednesday, so news may be forthcoming soon. Once a finalist is selected, then the finalist(s) will have the opportunity to meet with groups internal and externally – including faculty governance groups and FRA Research Advisory Committee (which consists, in part, of faculty). There is support in the business community for supporting higher education, as well as assisting CU with TABOR and budget related issues in the next legislative session.

XIII. Dr. Roxanne Byrne (UCD)

Dr. Roxanne Byrne thanked the HSC faculty for invitation to participate. The UCD faculty looked forward to future collaborations with HSC faculty.

The meeting was adjourned at 1:30 pm.
Respectfully submitted;
Laurie W. Shroyer, Ph.D.