



University of Colorado  
Anschutz Medical Campus

## **CU Anschutz Medical Campus Faculty Assembly Meeting**

January 25<sup>th</sup>, 2022  
11:30 p.m. – 1:30 p.m.  
Zoom

**Attendees:** Melissa De Santis, Lee Potter, Inge Wefes, Cindy O’Bryant, Roderick Nairn, Jed Lampe, Terri Carrothers, Kyle Pelkey, Karen Sousa, Dana Abbey, Randy Repola, Toby Trujillo, Ethelyn Thomason, Kristine Gauthier, Michael Gallagher, Tamara Terzian, Wladimir Labeikovskiy, Sophia Khan, Elizabeth Ramos, Jan Gascoigne, Neil Krauss, Yee Ming Lee

**11:30 a.m. Terri Carrothers, Executive Vice Chancellor for Administration and Finance and CU Anschutz Chief Financial Officer**

- As of Monday, the leadership group decided that people who wanted to come back to campus could come back to campus. We are still moving very carefully and using the same policies as before with distancing and masking indoors.
- On Monday they will be moving people into the new building. It will be a three-month runway, but the process will begin.
- The current numbers of unvaccinated employees on campus are very low.
- As we open the new building, there will be a full-service restaurant opening in May. There will also be a grab and go in the atrium opening in early April. The Fitzsimmons restaurant called Root and Sprig will be opening in April. The Marketplace going into RC2 will be opening late April or May.
  - The Choice Market is working on getting setup up to accept EBT.
- The gates on the parking ramps have returned to normal operating status.

**11:40 a.m. Roderick Nairn, Executive Vice Chancellor for Academic and Student Affairs**

- Dr. Nairn’s office has someone on campus every day.
- There is an opportunity for additional funding called CU NEXT, which targets funding for innovation in teaching and learning. <https://connections.cu.edu/spotlights/cu-next-award-request-proposals-now-open>.
- The Office of Equity has been dealing with a lot of turn over. They are working on expanding the team, with Will Dewese stepping into the interim leadership role.
- The transition of the 13 programs to the School of Medicine is well underway, with financial and academic arrangements being finalized.
- Dr. Nairn and Cindy O’Bryant will be working on a Faculty Professional Rights and Responsibilities document for our campus.

**11:55 a.m. Cindy O'Bryant, CU Anschutz Faculty Assembly Chair**

- A year ago, the Pay Equity Act was put in place in Colorado. The system office has been working hard to look at Pay Equity across the system. There were some changes that were made from that period and impacts. They are not done looking at this topic, and they will be continuing this process. They are looking more deeply at Faculty Pay Equity.
- Tamara Terzian and the Academic Personnel Committee have been reviewing Policy 10E and 11E
  - To comply with the Equal Pay for Equal Work Act, which was implemented January 1, 2021, the University is trying to update Regent Policies to reflect the language used in the new law. The Regent Policy 10E – “Salary Review to Determine Inequities” has been rewritten as “Compensation Principles”<sup>1</sup>. The Personnel and Benefits committee (system) was wondering where the current content of 10E will go. The current content defines a detailed review process that departments were authorized to follow to identify inequities and then adjust. The administration is reviewing campus policies to understand if this information or a version of it is included at the campus level. The new policy is a complete re-write and instead of providing a specific outline of how a salary review should be completed, this policy supposed to “provide the overarching principles for salary equity” based on the appended justification<sup>2</sup>. The PB committee is meeting on Feb 4<sup>th</sup> with Mike Lightner and Maureen Durkin from System office to discuss this issue. Our committee members believe that there is no benefit for faculty to lose their rights to salary corrections and to appeal under Regent Policy to systemwide faculty governance in exchange for campus policies. Also, the committee feels that the revision to 10E does not bring anything tangible to the table in terms of helping CU meet the Equal Pay Act. Faculty at the Denver and Boulder campuses, either at the level of Faculty Assembly or committees, are raising questions and concerns about what the administration is doing to 10E. We would like to get feedback from our FA on this issue too.
  - 1 <https://www.cu.edu/doc/policy-10e-draftpdf>
  - 2 <https://www.cu.edu/doc/epa-relatedpolicies-justificationpdf>

**12:20 p.m. Jan Gascoigne, Associate Vice Chancellor for Student Affairs**

- They are changing the name of Case Management to the Office of Student Outreach and Support.
- They have been working with the office of student and resident mental health. They have been working with students who are on the waitlist, to help them navigate mental health resources on our campus.
- They have launched the Find Help Now tool.
- They are doing an assessment with a consultant group looking at their work around suicide prevention in the PhD and Lab areas.

- They are also going to be working with a consultant to start to train individuals in creating community building circles. The goal is to help individuals who are in conflict to resolve those conflicts very early on.

**12:30 p.m. Neil Krauss, Director of Initiatives and Outreach**

- There is a collective bargaining bill that may be introduced at the state legislature. CU is looking at bringing some folks together to provide input on this.

**12:35 p.m. Randy Repola, Chief of University Police**

- Theft in our area parking lots continue to be a problem. This is happening across the metro area, but when we have our gates down, we see less theft.
- If you see individuals sleeping outside or look like they need assistance please call dispatch so they can help those individuals.

**12:50 p.m. Cindy O'Bryant, CU Anschutz Faculty Assembly Chair**

- Faculty Council will be updating their Bylaws, so we will also be doing the same. We will be putting together a committee to take on this work. If you would like to volunteer, please contact Cindy.
- The Chancellor has agreed to match up to 25,000 dollars in the CU Anschutz Relief fund for Faculty, Staff, and Students.
- There will be an assessment of the promotion across our campus, which will be led by a faculty taskforce, headed by Laura Borgelt.

**1:10 p.m. School and College Reports**

- Nursing: There were quite a few students who participated in the December in person graduation. Their dean shared the state of the college address at their last faculty meeting. They are establishing a partner program with Fort Lewis College in Durango. In the next 3 – 5 years they are thinking they might be doubling their enrollment.
- Public Health: Students are coming back to campus. They are also still providing COVID modelling for the Governor's Office. There are working on a legislature grant to get funding to work on a study on high potency cannabis.
- Graduate School: It is full swing in the recruiting session. They tried to alert program directors to a more holistic approach to admissions, looking at other factors when review student applications.
- Strauss Sciences Library: <https://hslnews.wordpress.com/2022/01/07/psychtherapy-trial-through-april-2/>
- Dental Medicine: They are actively recruiting and hiring new faculty. They just launched their DEI Initiative.
- Pharmacy: They had their faculty retreat at the start of January. They focused on faculty issues during the first day. The second day they focused on education systems. They are working on filling a few open positions.
- School of Medicine: They are planning on celebrating the class of 2024 admission.
- Student Senate: Winter Fest signup: [https://ucdenverdata.formstack.com/forms/winter\\_fest\\_2022](https://ucdenverdata.formstack.com/forms/winter_fest_2022) Also! I forgot to mention, we are moving forward with community garden planning!

