



University of Colorado  
Anschutz Medical Campus

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

September 28<sup>th</sup>, 2021  
11:30 p.m. – 1:30 p.m.  
Zoom

**Attendees:** Melissa De Santis, Karen Sousa, Cindy O'Bryant, Jan Gascoigne, Greg Kinney, Wlad Labeikovskiy, Catherine Flaitz, Roderick Nairn, David Port, Ethelyn Thomason, Toby Trujillo, Randy Repola, Kristine Gauthier, Tamara Terzian, Elizabeth Ramos, Regina Richards, Laura Borgelt, Yumin Jiang, Sophia Khan, Dana Abbey, Michael Gallagher, Timothy Oakberg

**11:30 a.m. Roderick Nairn, Executive Vice Chancellor for Academic and Student Affairs**

- APS 5060 on Faculty Titles is being looked at. Jill Taylor is working with Associate Deans right now to look at that. There are a lot of exceptions to how Anschutz uses those titles. There is movement to formalize a professor of practice.
  - The Provost hopes that there is clarification on some of the overlap in areas of faculty who primarily teach.
- The Boulder Faculty Assembly just updated its Faculty Professional Rights and Responsibilities, and the Provost is looking at starting that work here.
- There is some discussion about COVID-19 accommodations that could be extended, specifically around annual evaluations.
- The graduate school is still consolidated across both campuses. There are 13 PhD programs that are moving operationally out of the graduate school to the school of medicine.

**11:40 a.m. Regina Richards, Vice Chancellor of Diversity, Equity, Inclusion, and Community Engagement**

- They will be launching a campus wide climate survey that will be launching October the 18<sup>th</sup>.
- They have established the campus-wide Chancellor's Diversity, Equity, and Inclusion and Community Engagement Leadership Council. They have representation from all the schools and colleges. There is a push to add FTE to these DEI and CE positions as they want participants to focus on this work and not have it come secondary.
  - There are currently 6 main initiatives for the council. They are utilizing a sustainable DEI Design to achieve these priorities.
    - Confidential reporting resources.

- Centralized Anti-Racist Curriculum and Training.
- Equitable Admissions Practices (Holistic Review Practices)
- Recruitment and Retention Practices.
- Mentorship for staff, students, and trainees – Implementing training and campus-wide dissemination on the CIMER Model.
- Faculty Affairs
- There are three work groups. Work group one (Attract) is focused on equitable recruitment practices, equitable admission practices and equitable hiring practices.
  - Implement holistic admissions process across the programs on the campus by December 2022.
  - Increase financial support for students to address needs beyond tuition by December 2021
  - Support existing and create new pipeline programs to the programs on our campus by 2021.
- Workgroup two (Attain) is focused on equitable curriculum/training, equitable clinical care/research, equitable, promotion practices, and equitable tenure practices.
  - A campus where all learners, staff, and faculty feel a sense of belonging and being valued.
  - All campus programs curricula incorporate health equity and are inclusive for all learners.
  - Demographics in all ranks of faculty and staff will mirror those found in the United States.
- Workgroup three (Retain) is focused on confidential reporting, data analysis, evaluation, and advancement/success.
  - By August 1, 2021, create a logic model (using a standardized template) linking efforts to outcomes for each of the strategic priorities outlined by workgroups 1 and 2.
  - By September 1, 2021, create standardized templates and timelines for routinely reporting agreed-upon metrics and short-term outcomes specified in the logic models aligned with each workgroup's strategic goals.
  - By October 1, 2021, conduct a use case to determine the feasibility of collecting and meaningfully reporting data on a key metric/outcome prioritized by each workgroup.

**12:00 p.m. Laura Borgelt, Associate Vice Chancellor of Strategic Initiatives**

- They have started some focused work on one of the strategic priorities, Investing in our People.
  - There are 3 key initiatives for this priority. Each of the key initiatives will get a task force to develop recommendations for the areas.
    - Holistic Hiring and Campus Climate
    - Staff Initiative: Career Pathways
    - Faculty Initiative: Promotion and Tenure Process

**12:10 p.m. Randy Repola, Chief of University Police**

- Perimeter doors will remain secured. This does help prevent unaffiliated people from getting into buildings.
- They are rolling out a badge expiration notification program. They are experimenting with an email notification.
- They are also working on moving ID Cards to be less information and more so a key.
- Emergency Management team has started doing more outreach again. They have started their stop the bleed trainings again.

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

- Last Tuesday they had a second-year student reception. It was a great success, welcoming those students to campus. They had an attendance of around 200 students. They think they may keep that event moving forward.
- This is the time of the year that we've seen our students start to struggle. If you run into students who are struggling, please connect them with case management.

**12:30 p.m. Neil Krauss, Assistant Vice Chancellor for Initiatives and Community Engagement**

- We're anticipating rain in the next few days, so we've identified locations for students to eat in various buildings in the Education quad if they cannot eat outside. There are posters with a QR code that indicates the locations. Also, the 600-seater and bridge will be open for people to eat there too.

**12:45 p.m. Cindy O'Bryant, CU Anschutz Faculty Assembly Chair**

- The Minute Approval
  - Greg Motion to Approve
  - Kristine Gauthier Second
  - Unanimously Approved
- Timothy Oakberg will be joining us from the Staff Council.
- The Campus Climate survey will be coming out October 18<sup>th</sup> and will run through November.
- Cindy is looking at starting to develop a similar document to CU Boulder's Roles and Responsibilities Document. This document is used to highlight the roles and rights of faculty.
- There are still a few Faculty Council Committees that have openings for Anschutz.
  - Two for the Budget Committee
  - Two for the Communications Committee
  - One for the Committee for Racial and Ethnic Equity
  - One for the Personnel Benefits Committee
  - One for the Women's Committee

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

- School and College Reports
- College of Nursing: Settling into the fall semester and sorting through the student vaccine exemption requests. They have an active DEI Committee, and a small FTE position for a DEI Coordinator position that is in the process of being filled.
- School of Dental Medicine: They had their white coat ceremony outdoors. They moved along their third years and international advanced placement students to their clinical years. They are continuing with their admissions process for next year and early numbers are looking good.
- Colorado School of Public Health: Is moving forward with classes and following CDPHE recommendations.
- School of Medicine: Proposed changes to the roles within the school of medicine, and faculty are asked to vote by September 30<sup>th</sup>.
- Personnel Benefits Committee – Faculty Council: Record keeping, and administrative fees were reduced for retirement on 401a, 03b, voluntary retirement plan and student employee retirement plan. The reduction was around 50%.
- Graduate School: New Chair of medicine. Chair searches for pharmacology and physiology.
- Skaggs School Pharmacy: Recently hired an associate dean for education. The school is managing some upcoming retirements and transitions. The associate dean academic affairs is going to be retiring. The department chair for pharmaceutical sciences and associate dean for research will be stepping down from both roles within the next year. They are looking for a 30-40% role that is DEI focused.
- Library: They have a new deputy director. There is a concern about open source (APC), they asked whether they should try to create a fund that would help pay for open source publications. There was also conversation about creating funding sources or advocating to publishers for their support for open source submissions.