

Faculty Senate Meeting Minutes
September 17, 2019

President Nicole Draper provided an overview of the responsibilities of the Faculty Senate, as well as the timing of meetings.

Minutes from the last meeting were approved.

Dean Reilly Updates:

A new marketing campaign was announced, and videos will be on TV, web, social media and print ads in the New York Times, Wall Street Journal, and medical journals. Swag will be available from Kathy Green as part of this campaign. This is the first marketing campaign that has been done. The new chair of Biochemistry and Molecular Genetics will be announced soon. The Anschutz Health Sciences Building is on schedule and within budget; it is set to open summer 2021. The library is also planning an expansion. The Chair of Medicine currently has an active search committee in place. The Chair of Family Medicine search will start soon. They are looking for potential candidates for both those positions.

First-year medical students started classes and started anatomy lab; they are doing well. This is an active year for the state legislature on health issues. The campus provides lots of value to the community and needs to be recognized by state lawmakers. State appropriation money is steady; however, some of the money is being taken away from the University of Colorado. The University is trying very hard to do everything in their power to override this.

Shanta Zimmer, M.D. and Chris Smith provided an update on salary benchmarking and gender equity:

- Rolled out a year ago for department chairs to look at gender, ethnicity, years at rank. The salary review is part of the faculty member's annual review process. Changes were made to provide equality adjustments across departments.
- Benchmarks are hard to access due to different responsibilities and duties, but common standards are used.
- Total compensation = fixed pay and call pay, bonuses, and so forth.
- The data looks at AAMC and internal salaries.
- If equity is a concern, talk to your department administrator. If uncomfortable or not well received, the Office of Equity can help reach out to get salary data. Office of Diversity and Inclusion can also get involved. Finance Office can help as well, but they will reach out to department administrator so it is not as confidential.
- Inequities usually have a simple answer such as job duties.
- Dean Reilly signed on to the "Time's Up Healthcare" to work on preventing sexual harassment and gender inequalities.
- The Regents set raising salary amounts; last year the amount approved was 3%.

The Dean commented that salary equality has been looked at and addressed at this point; he feels comfortable this has been resolved. We need to tackle non-clinical roles and make sure everyone has equal access.

President Draper asked if any senators had topics of interest for the Senate to address this year. One senator asked if we could talk about mental health help for graduate students as well as undergraduate, since that issue was addressed last year for medical students.

The meeting was adjourned at 5:20 p.m.