

Proceedings of the CUSOM Faculty Senate

September 2024

Zoom ID: 992 2003 9561

Introductions and Communication

Officers include Tyler Anstett (President), Patrick Henn (past President), Elizabeth Kudron (President-elect), and Jill Alldredge (secretary)

Our Shared Email = FacultyOfficersSOM@cuanschutz.edu

- Jill's Digest will be brief post-meeting highlights to guide your department communications and clarify action items/timelines for you
- An outlook group for your department faculty senate representatives will be created

What is the Faculty Senate?

As stated in the CUSOM Rules, the senate contributes the faculty-perspective within a shared governance model to decisions affecting the academic welfare of the School of Medicine. Focus on educational design, clinical scholarly decisions, and certain administrative decisions. The faculty senate is inclusive of clinical and basic sciences and includes all faculty members, regardless of their affiliation or department. We are charged with voting and making recommendations to the Dean or Executive Committee. The faculty senate does not handle faculty/personnel issues, disciplinary action or have a role in approval of promotions.

Who is a senator?

Each department has 1 senator: 40 dept members with a max of 7
Basic science complement

Your responsibilities?

- Solicit issues from your dept and represent them
- Take initiatives and information back to your department
- Attend senate meetings
- Join task forces or committees

Dean Sampson Updates

Joining University of Colorado from Duke, where similar academic institutional issues exist. He will join for updates during each faculty senate meeting and is eager to engage with us. Joining us from Duke, he sees many ubiquitous problems in academic medicine that will need work here at University of Colorado, including examples such as space issues, financial constraints, faculty dissatisfaction, and lack of data for decision making.

Mentorship Academy

Event on November 4th from 8am – 6pm at Hyatt Regency Denver
Theme of “Teaming Up for Mentorship Wins”
Joint initiative with University of Michigan

<https://medschool.cuanschutz.edu/medicine/calendar/mentorshipacademy>

Series of keynote speakers, talks and breakout sessions focused on maximizing the mentee-mentor relationship. In person attendance only. Intended for resident and fellow trainees, researchers, early-to-mid career faculty and staff



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Senator Tasks:

- ☐ Designate a “lead” senator from within your department’s representatives to streamline communication and ensure at least one senator from each department attends each meeting
- ☐ Speak with your department chair --> establish within your department how/when you will have a platform to share faculty senate updates and how you will solicit issues
- ☐ Please send desired changes, topics you would like addressed, or any issues solicited from your department to the FacultyOfficersSOM@cuanschutz.edu address

Officers will analyze breakout session feedback to incorporate into future Senate operations

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Deans Office Updates:

- Jean Kutner elected to new role as Chief Academic Officer for UCHHealth
- Children's Hospital recognized as top 10 in the country by US News and World Report!
- CU Anschutz sponsored research totaled \$910 million → increased SoM scholarship funding to \$1.5 million approved by the board
- Colorado Department of Health Care, Policy, and Financing released its hospital facility fee report, which could lead to legislation controlling facility fees

Maintaining Professionalism and Political Neutrality

- Informed by Federal Hatch Act, public servants will serve the people of Colorado regardless of political affiliation. Concurrently, freedom of speech and expression is recognized.
- When expressing personal political views, university employees should be clear that they are NOT representing a university position and endeavor to maintain the principle of university impartiality in political campaigns.
- Private political activities, including campaign work must be conducted on personal time, not during work hours, except during breaks and without using university resources (computers, copiers, email addresses, promotional materials).
- **Do NOT:** Public employees should not use university resources or time for political activities, and should avoid expressing political views in their professional capacity
- **Ok to do:** Discuss issues with others while on breaks, wear political buttons/clothing IF NOT regularly interacting with the public, bumper stickers on personal vehicles, participating in campaign-activities on personal time only

CU employees are entitled to 2 hours of paid time off to vote if they have less than 3 hours before or after their scheduled work hours to do so

<https://connections.cu.edu/stories/reminder-university-guidelines-affect-political-campaign-activity-expression-0>

CU Faculty Assembly

- Campus wide, members are elected by their school/college
 - o There are open School of Medicine spots!
 - o Elected or appointed by the Faculty Senate
- Committees include Budget/Finance, Racial and Ethnic Diversity, Communications, Educational Policy, LGBTQ, Personnel and Benefits, and Women's Committees
 - o Ex: enforcing website and classroom accessibility standards under HB 210

Revisiting Faculty Senate Roles: Breakout Room Summary

Why did you volunteer:

- Harness power of the faculty more effectively, stay informed about institutional developments, improve faculty experience, closer connections, better understands governance and rules of academic medicine better, represent and advocate for underrepresented group, bridge the admin and faculty

Expectations:

- Provide insights into broader issues that will eventually impact departments.
- Set clear expectations on how to engage in ongoing projects and upcoming votes or selections.
- Offer timely updates on changes before it's too late to influence them.
- Provide clear guidance on how faculty can get involved in senate activities.
- *From Faculty Affairs*: bring forward issues that faculty face and how the office can help

What should the senate do?

- Advocate for equitable processes across different settings
- Explore campus policies to ensure they align with current work practices and challenge outdated rules.
- Speed up the process of change
- **Do enough to necessitate monthly meetings**

Opportunities for the future?

- **Advocate for simplifying and standardizing the promotion process**
- OR time
- Patient access
- RN retention
- APP Salaries and retention
- Possibly in collaboration with faculty assembly: Explore tuition benefit equity across University of Colorado campuses and people, Parking, Childcare

Senator Tasks:

- ☐ Faculty senate officers to discuss how to prioritize and address issues brought to light by senators on behalf of their departments
- ☐ Consider replying to the upcoming request for a representative from faculty senate for the Curriculum Steering Committee (ONE senator needed) *Will be emailed shortly*
- ☐ Please send desired changes, topics you would like addressed, or any issues solicited from your department to the FacultyOfficersSOM@cuanschutz.edu address
- ☐ Consider attending listening session of faculty promotions process with Dr. Dyrbye:
This session will provide an opportunity to hear your feedback, discuss current processes, and explore ways to improve our promotion system to better support faculty members at all stages of their careers.

Date: Wednesday, 10/23/2024 from 4-5pm

Location: <https://ucdenver.zoom.us/j/9876543210>

Faculty Assembly Meeting 10/29/24

- Retired faculty Microsoft updates – currently only have web-access to application, being revisited re: change in licensing.
- ChatGPT not approved → Microsoft CoPilot is similar to ChatGPT but is not storing data. There is a paid version that faculty have access to that integrates into Microsoft programs → OIT website re: available documents at faculty:
 - o CUAnschutz OIT AI Information
Page: <https://www.cuanschutz.edu/offices/iss/artificial-intelligence>
 - o CUAnschutz OIT Faculty Tools and Services (including applications): <https://www.cuanschutz.edu/offices/office-of-information-technology/tools-services/for-faculty>
- School of Medicine Updates:
 - o Graduate school update for T32 grantees – NIH requirement now that faculty must be trained in mentorship
 - Department of medicine sponsors a yearly Mentoring academy.
 - NIH hosts training and most of the basic science graduate programs are running some sort of training for their faculty.
 - o School of Pharmacy is updating promotions track models
- Campus police update on new signage and buttons in new education buildings
 - o Imminent threat if pushed → lock down to allow exit but no entry
 - o PUSH then call to alert on what is happening

Curriculum Steering Committee 11/6/2024

- Policy updates
 - o Language included re: nighttime and extended hour requirements and student selection/transfer policy
 - o LCME self-study documents to be submitted in Nov 2024

Educational Toolbox Series: State Legislative Processes at CU Anschutz

- o Register to attend
- o November 20 2024, 12 – 1pm



Committee Nominations

- 1) CU Anschutz Faculty Assembly Candidate Vote
 - a. Kami Schneider → Approved
 - b. Karen Ream → Approved
 - c. NOTE: 6 spots for other faculty senators remaining
 - i. Interest expressed by Tyler Anstett as president
 - ii. Interest expressed by Lavanya Kondapalli
- 2) CUSOM Curriculum Steering Committee
 - a. Notify us if interested, no self nominations received

Promotions Updates

- Presented by Miriam Post
- Faculty survey and promotions taskforce with broad SOM representation have been generating reports and collecting feedback
- How do changes happen?
 - o Propose amendments to Dean and Rules/Governance Committee
 - o Will be brought to Faculty Senate for approval
- Brief summary of proposed changes:
 - o Allow a waiver for avoidance of the 7 year time clock for assistant → associate professor
 - o Eliminating narratives for each subsection, instead condensing to one 3-5 page “cover letter” narrative in which candidates highlight their work
 - o Limit to 25 page limit and limitation of supplemental materials to only those within the sections of excellence (except for teaching evaluations)
 - o Title changes, including removing words like “regular”, allowing a title modifier of “of clinical practice” to be dropped in all but formal documentation
 - o Guides with examples will be made available
 - o Reorganized and streamlined promotions matrix
- OFE Promotion Task Force Recommendations and Response: <https://medschool.cuanschutz.edu/faculty/promotion-taskforce-recommendations>

*A 15 minute breakout session was then undertaken to solicit faculty senator input for these changes – this input will be compiled and shared at future sessions and with Promotions Taskforce members *

Senator Tasks:

- ☐ Solicit feedback from your departments on promotions and share with us via email
- ☐ Please alert us in the coming weeks if interested in submitting a self nomination for:
 - o CU Anschutz Faculty Assembly Candidate Vote
 - o CUSOM Curriculum Steering Committee

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Dean Sampson's Updates

- Upcoming January 6 2025 Priorities Retreat planned for Clinical Sciences to allow CUSOM and UCHHealth investment and goals partnerships. By invitation only with current invites already sent to department leadership → if attendance desired, send CV to Dr Sampson for consideration
- Neurosurgery Chair position in final stages of negotiation
- Center for Personalized Medicine chair search on hold while funding and role clarifications resolved

Faculty Assembly Updates 11/26/2024

- Digital Accessibility: Organizational Development Information Strategy and Services team will be attending our January 2025 meeting
- Statement against the state proposed 3Y bachelor's degree made on behalf of CU Anschutz

Faculty Senate Voting Procedures

- CUSOM rules that only those in attendance may vote, proxy voting not allowed
- Proposal:
 - o Votes for minutes approval and position nominations will utilize passive agreement – if no opposition raised within 15 seconds, motion will pass
 - o Votes of recommendation and approval (outside of minutes) will require a simple majority vote for or against, will use an integrated software within the Senate Zoom meeting
- **FORMAL VOTE:** 100% vote in support of the above structure – 59 In favor, 0 Opposed, 0 Abstentions

CHA/PA Master of Health Sciences (presented by Jonathan Bowser)

- Current structure of the PA program is 35 months, with year 1+2 in didactics (93 credits)
- Proposal: For the small proportion of PA students who cannot complete the year 3 clinical portion of the degree, creation of a Master of Health Sciences would allow recognition of their successful completion of the 2 didactic years.
 - o “Offramp” for learners struggling clinically but recognizes completed didactic work
 - o Would require passing the 2 years of didactic work, completing capstone project and voluntarily withdrawing from the CHA/PA program
 - o Would not be eligible for PA-C boards/licensure
 - o Rare, anticipated to apply to 2-3 students per 10 years, no cost to program
- Name “Masters of Health Sciences” may undergo revision given lack of standard nomenclature in this space.
- **FORMAL VOTE:** 100% vote in support of approving, feedback provided re: naming – 49 In favor, 0 Opposed, 0 Abstentions

Housestaff Association Recognition Request (presented by Allison Martin and Nicholas Kaufman)

- 92% of current housestaff are members of the HSA, though not a formal union

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- HSA goal is to codify their role and establish a formal recognition/written agreement with the CUSOM as the sole representative for trainees in negotiations/conflict management
- Seeking public by the Faculty Senate → due to time, issue tabled for now

Promotion Timeclock Discussion

- Current CUSOM rule: Faculty who are not promoted to Associate Professor during the 7th year at rank of assistant professor will be given appropriate notice that faculty appointment won't be renewed
- Small breakout group thoughts shared from Nov 2024 Faculty Senate meeting
- The Rules and Governance committee will develop a final proposal on promotion timeclock changes which will then be brought to the faculty senate to vote on in the future → a vote during this meeting was tabled until verbiage of the actual proposal could be more specifically shared and processes for faculty senate voting is clarified with CUSOM administration

FOR Timeclock maintenance

Equity and Accountability

- Promotes recognition and mentorship by ensuring leadership addresses promotion timelines.
- Helps prevent inequities related to a lack of sponsorship or oversight within divisions.
- Maintains accountability by addressing underperformance explicitly.
- Provides clarity for faculty who are unlikely to be promoted, potentially sparing them prolonged uncertainty.

Alignment with Academic Mission:

- Reinforces the distinct nature of academic institutions compared to private practice.
- Upholds benchmarks that encourage faculty development and advancement.

Structure and Motivation:

- Provides explicit guidance and motivation for faculty to pursue promotion within a defined timeframe.
- Encourages departments to support timely extensions while maintaining structure.

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FOR Timeclock removal

Reduced Administrative Burden:

- Clinical-focused faculty, may not desire promotion and find associated paperwork unnecessary or burdensome, particularly if promotions do not guarantee salary increases.
- Advanced Practice Providers (APPs) may not align with current expectations or see value in advancement given limited incentives.

Flexibility and Professional Diversity:

- Recognizes the varying career trajectories and contributions of different professionals (e.g., clinical vs. academic).
- Allows for tailored expectations for departments based on roles and focuses.

Flexibility and Extensions:

- Advocates emphasize the importance of extensions, particularly for clinical faculty balancing family or early career transitions.
- Suggestions include timelines tied to FTE status or a finite number of easily applied extensions (e.g., a 5-year period).

Concerns About "Indefinite" Promotion Processes:

- Risks of basic scientists being underpaid or indefinitely delayed in rank advancement due to lack of a push for promotion.
- Fear of normalization of extended assistant professor roles (e.g., 10+ years) in departments resistant to early advancement.

Administrative Simplicity:

- Calls for reduced administrative burdens while maintaining clear benchmarks for progression, particularly for basic scientists.

Other considerations

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Faculty Senate Presidents Updates

- Tabled items from 12/17/2024 meeting will remain so as voting process clarified
 - o Promotion timeclock removal/modification
 - o Housestaff Association public support
- Still need a faculty representative for Curriculum Steering Committee
 - o Monthly zoom meetings, 2-year appointment
 - o CSC oversees design, evaluation, implementation revision of med school curriculum

Deans Updates (by Mark Couch)

- Neurosurgery chair search down to few finalists, likely decision in coming weeks
- Upcoming state legislative changes anticipated - CU Office of Government Relations will assist and share here as they develop – likely issues include facility fees
- Kim Muller is now the Vice Chancellor for Innovation and Biotechnology after the retirement of Steve VanNurden
- Clinical chairs meeting monthly with Dean Sampson, formulating several committees for optimized school operations
- January 2025 Priorities Retreat was held to review CUSOM and UCHHealth investments and goals
- 2025 School of Medicine State of the School with Dr Sampson
 - o Wed January 29 4-5pm LiveStream or Health Sciences Building
 - o <https://medschool.cuanschutz.edu/deans-office/leadership/2025-state-of-the-school>

Continuing Medical Education Office and Updates

Presented by Bradford Winslow (Associate Dean for CME)

- Defining CME: Category 1 credit educational activity, category 2 self-directed/self-claimed
- CME requirement in Colorado as per 2024 legislation (will be enforced for 2025-2026 license renewal applications, not for Spring 2025):
 - o Physicians: 30h of Category 1 every 2 years + 2 hours of substance abuse disorder training every 2 years (unless exempt)
 - o Physician Assistant: 100h of CE every 2 years to include at least 50 Category 1 + 2 hours of substance abuse disorder training every 2 years + 10 hours pharmacology every 2 years
- DEA renewal: Requirement for anyone managing opioids/controlled substances: one-time verification of at least 8 hours of approved training
- Office of CME certifies activities/events as qualifying for CME, does not generate content. Review of all content to ensure no commercial bias or marketing to include live activities, regularly scheduled series (grand rounds/tumor board), and enduring materials. This incurs cost depending on the activity.
- Questions – contact omecme@cuanschutz.edu

- <https://medschool.cuanschutz.edu/education/cme>

CME Passport: Free online provider account for tracking of all CME =

<https://cmepassport.org/>

Digital Accessibility

- Presented by Kali Karakasidou
- Accessibility is degree to which a product, device, service facility or environment can be used by as many people as possible including those with disability
- HB21-1110 Colorado Law for Persons with Disabilities: Began July 1, 2024
 - o Civil rights violation for a government agency (CU Anschutz) to exclude people with disabilities because of lack of accessibility
 - o Includes both externally-facing and internally-facing technology (ex: websites, multimedia content, posted documents, phones/computers, computer software)
 - o Liability for non-compliance lies with the content owners
- Digital Accessibility Resource: <https://www.cuanschutz.edu/accessibility/digital-accessibility/digital-accessibility-standards-and-resources>

Senator Tasks:

- ☐ Share 2025 School of Medicine State of the School invitation for 1/29/25
- ☐ Share CME expectations, CME Office support, and CMEpassport resources
- ☐ Share digital accessibility legislation and resources
- ☐ Faculty Senate voting on the promotions timeclock will be revisited once finalized verbiage/proposal is prepared by Rules and Governance Committee as well as voting on public support of the GME Housestaff Association
 - o Continue to discuss these issues with your department and share with us via email
- ☐ Please alert us if interested or consider submitting a self-nomination for:
 - o CUSOM Curriculum Steering CommitteeApply here:
<https://forms.office.com/Pages/ResponsePage.aspx?id=yjczVhelGkKq4BqltBT9f2WUMiB1K1NGtlqiZ9ERCF1UMjQ5QINGMVU0S09aNU1WWktDWTY4WVRBUC4u>

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February 18, 2025

Faculty Senate Presidents Updates

- Tabled items from 12/17/2024
 - o Promotion timeclock removal/modification – removed from table as this will be addressed during review of Rules & Governance changes
 - o Housestaff Association public support request – *remains tabled*

Deans Updates

- Dr Santoro from Dept of OBGYN retiring Jan 1, 2026, national search planned
 - o Please email Dr Sampson if you would like to be on the search committee
- Executive Orders and how they work?
 - o An executive order can be challenged by temporary restraining order (TRO), may be state specific, last 2 weeks until a formal case is made to a judge to allow for a permanent injunction. This then climbs courts until determined to be law or not. The executive branch can choose not to engage this decision and instead withhold funding or alter tax law to achieve their goals instead.
 - DEI: What qualifies as “illegal DEI” is not defined, “Dear Colleague letter” is requiring attestation of no illegal DEI within 14 days for receipt of federal funds
 - Gender affirming care: CU statement in conjunction with TruClinic, TRO in process, noting conflicting state and federal perspectives
 - NIH: Permanent injunction ignored by administration however federal funding flowing again without interruption of indirect costs at CU currently

CU Anschutz Government Relations Website for most up to date information:

<https://www.cu.edu/blog/government-relations>

<https://www.cu.edu/office-government-relations/federal-relations>

DAWN Clinic (presented by Dr. Brian Wolfe)

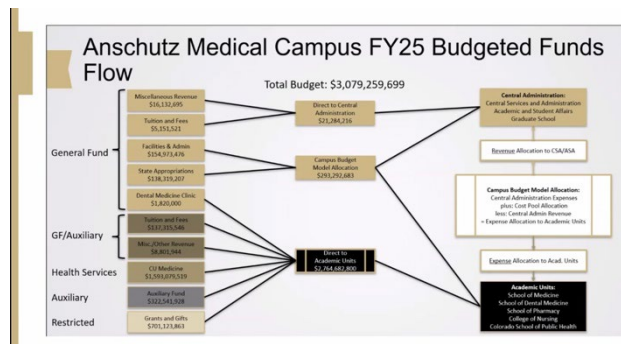
- Mission is to care for uninsured individuals >18yo in Aurora, provide education for learners, giving back to the community
- Located at CU Anschutz Health and Wellness Center 2nd floor, 5:30-10pm weekly or twice weekly for primary care, monthly for specialty case
- Volunteer to engage the community, teach students and for service for promotion
- Contact brian.wolfe@dawnhealth.org or brian.wolfe@cuanschutz.edu

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Faculty Assembly Updates

- Review of Campus funding flow 2025
- Library Updates: NEJM AI journal now approved for purchase
- Campus Police: CU Anschutz will comply with ICE for criminal warrants – please involve campus police for any ICE interaction, call at 303-724-4444
- Campus goal to new zero by 2050 with Climate Action Plan
 - o Next Townhall on April 3, 2025



Review of Proposed Promotions SOM Rules Amendments (presented by Dr. Post)

- Process involves:
 - 1) Taskforce + Faculty Survey + Listening Tours + Leadership Input
 - 2) Proposed amendments drafted and vetted by legal, Deans, etc
 - 3) Rules and Governance committee review and voting
 - 4) Document to Faculty Senate and Exec Committee for review and voting
 - a. This is expected to come to us in March 2025
 - b. Will include clean copy and “track-changes” from current as well as a memorandum detailing rationale and discussions to date
 - c. **Attend March 18 Faculty Senate Meeting for voting**
 - d. Attend April 15 Faculty Senate Meeting for vote review, ratification
 - 5) Document to faculty for final vote
 - 6) Approval by Dean and EVC → Rules to ideally take effect July 1, 2025

Expected changes proposed:

- 1) Renaming
 - a. Former “series” now “tracks”
 - b. Former “Regular” now “Tenured and tenure-eligible”
 - c. Former “clinical faculty” to adjunct faculty”
- 2) Addition of ranks for “Clinical Practice Track”: Instructor, Senior Instructor, Assistant Professor in addition to existing Associate and Professor
 - a. Eliminate “time-clock” probationary period for this track and research
- 3) Streamline dossier contents
 - a. No CV abstract for assistant → associate
 - b. 4 narrative portfolios replaced by a single cover letter
 - c. 4 matrix tables replaced by a single Personalized Promotions Matrix

Senator Tasks:

- ☐ Email Dean Sampson if you desire to be on the OBGYN Chair search committee
- ☐ Share mission of DAWN clinic with your department and encourage volunteering
- ☐ Share Government Relations website with your departments
- ☐ Review proposed rules changes and indicate approval/disapproval and add comments electronically by 3/14/2025
- ☐ Please attend March 18 meeting to allow for voting on proposed rules amendments

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Curriculum Steering Committee

- Josina Romero O'Connell confirmed

SOM Rules Changes

- Voting prior to this meeting shows 95% approval for proposed revisions
 - o Two areas in which further discussion desired by senators
 - Confirmed voting structure, requiring 60% (52 senators) to represent a quorum. Simple majority (>51%) will be utilized for approval/disproval.
- 1) Faculty Ranks and Track Changes
 - o Proposed changes include 3 main tracks, tenure/tenure-eligible, clinical practice and research, renaming nomenclature to exclude "regular", and removing timeclock for non-tenure tracks.
 - Research professor: no change to ranks, proposed removal of time clock
 - Clinical practice track: Addition of "Instructor" and "Assistant Professor", allows for hiring to track, data for tracking, proposed removal of time clock from assistant → associate professor
 - Tenure and Tenure-Eligible: Maintain time clock for assistant → associate professor
 - o Concern expressed about inequality between tracks → tracking for potential future changes or revision planned, impacts will be closely monitored
 - o Clarification that "K" is removing the "time-clock" in the non-tenure eligible tracks
 - 2) Faculty Promotion Process Changes
 - o Proposed changes include a less cumbersome submission, including a 3-5 page cover letter (except for tenure) to replace the CV abstract and 4 portfolios, and personalized matrix to replace to 4 matrix tables.
 - o Criteria for meritorious and excellent have NOT substantively changed
 - o Clarification that the matrix template is modifiable to accommodate as many page references as needed for the data to support the candidate
 - o Clarification that promotion criteria must be explicit though are intentionally broad, thus categories such as "other" cannot be utilized. Seeking mentor support for identification of correct category selection for where activities may fit is advised.

Senator Tasks:

- ☐ A Faculty Senate eBallot of the finalized items for voting will be shared
- ☐ Teams will include an open link of resources for your review
- ☐ Please solicit input from your department
 - o Miriam Post is willing to meet with depts to discuss if desired
- ☐ eBallot Votes must be submitted by April 11
- ☐ Once Faculty Senate input obtained:
 - o All full time faculty will vote by May
 - o Final approval anticipated to follow
 - o Rules anticipated active started July 1, 2025

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Deans Updates

- Chair search:
 - o Neurosurgery search finalized Dr Peter Fecci as new chair, starts July 2025
 - o OBGYN search underway with committee headed by Dr Yuri Agarwal
 - o Emergency Medicine search underway, any leads/interest email Dr Mark Couch
- Chancellor Elliman announcements on hiring and travel
 - o In preparation for possible funding reductions globally, Dean Sampson has asked all departments to reduce overall expenditures by 10% in non-clinical areas through resource consolidation, attrition, and holds on non-essential hiring
 - o Encouraged to pause unfunded research hires but proceed with essential/funded hire → will be at departmental chair discretion
 - o Travel limitations encouraged to avoid unnecessary expenses where possible → will be at departmental chair discretion, expect all travel requests will be reviewed

Faculty Senate Presidents Updates

- Tabled item re: Housestaff Association public support will be removed from the tabled list of issues – this is under review from the CU Regents and thus beyond the purview of the CUSOM Faculty Senate
- No Faculty Assembly updates
- Curriculum Steering committee LCME visit completed

Proposed CUSOM Rules Changes

- April 2025, quorum reached with 70 voting faculty senate members
- All 7 measures passed (94 – 100%)
- Of votes against measures, reasons cited included concern for premature institution of policy without full consideration of unintended consequences, disagreement of time clock removal, concern for lengthening of the review process for reviewers
- Voting will be sent in April/May to the faculty at large
 - o Encourage faculty to vote on this issue in a timely fashion
 - o If you voted in the Faculty Senate ballot, please do not vote again in the general faculty vote. Only once needed.
- New request → With ongoing and rapidly evolving political edicts regarding “buzzwords” that must be removed to ensure compliance while courts address, Dean’s office requests the ability to make minor changes to wording to be compliant with federal regulations with a goal of not influencing the underlying intent of the policy
 - o Dr Steve Zweck-Bronner and Dr Miriam Post addressed questions
 - o Feedback from Faculty Senate was that a quarterly update to us about what changes were made would be requested so that we can track changes
 - o VOTE = 92% AGREE, 2% DISAGREE, 6% ABSTAIN → MOTION PASSED

Faculty Senate Issue Submission and Review Process (Dr Elizabeth Kudron)

- There is not currently a formal process by which senators can bring an issue to the senate’s attention
- Proposed form and process below
- Breakout sessions undertaken to allow for faculty senator feedback on this

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April 15, 2025

University of Colorado SOM Faculty Senate Resolution Proposal Form

Please complete the form below to propose a resolution (or issue) that you would like the SOM Faculty Senate to consider taking a position on.

- What is the problem that you think should be addressed? *(Limit your answer to 1 sentence.)*
- How do you know this is a problem? *(Please include numbers and stories)*
- Who else supports this request?
- In an ideal world, how would you solve this problem?
- What is your ideal timeline for how long it would take to solve or address this issue?

Name:

Email:

Department:



Senator Tasks:

- ☐ Alert chair search teams of any leads/interest for OBGYN and Emergency Med positions
- ☐ Share hiring and travel restrictions and goals with your department
- ☐ Encourage faculty to vote on CUSOM Rules Changes
- ☐ If Faculty Senators did not vote on the CUSOM Rules Changes, please participate in general faculty vote
- ☐ Contact the Faculty Senate email with any additional suggested revisions for the Proposal Form or process presented

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Deans Updates (presented by Dr. Vineet Chopra)

- Executive Vice Dean Introductions, Vineet Chopra (clinical) and Shanta Zimmer (education)

Faculty Senate Presidents Updates

- Faculty Senate Officer Call for Nominations
 - o President-Elect = 3-year commitment
 - o Secretary = 1 year commitment
 - o President-Elect must be from a clinical department, excludes pathology
 - o Must be assistant professor or higher, can be non-physician
 - o Two nominations required each – self-nominations are accepted
- Faculty Assembly updates:
 - o Executive order 4/23/2025 re: higher education and DEI initiatives
 - o Microcredentialing = “Recognition” or certification for completion of short course
 - See CUDenver as an example: <https://www.ucdenver.edu/tips/program-strategy/microcredentials>
 - Umbrella term for small-scale skill-based recognition of completion
 - CUAnschutz is preparing a process
- CU Health and Welfare Trust
 - o Removal of “Extended Plan” for health insurance → replaced by “Pathways” plan
- Curriculum Steering committee LCME visit completed, curricular report today (below)

Proposed CUSOM Rules Changes

- Passed faculty senate and faculty at large reviews, awaiting final signatures
- Goal timeline for implementation July 1, 2025

Annual Program Evaluation (Shanta Zimmer)

- Ongoing LCME monitoring of the new campus and new curriculum
 - o Prelim letter June 2025
 - o LCME Decision meeting Oct 2025
- Major changes to Trek curriculum:
- New SOM strategic planning w/ Dr Sampson within education realm
- Focus on leadership, curiosity, commitment
- Curricular oversight and development underway, full review every 5 years (last 2017-2021)
- Non-curricular areas of concern: Mistreatment, faculty appointments, mental health resources, student debt, diversity limitations and threats 2/2 changing national landscape

Year 1 Foundational Science only, clinical skills integration with health systems science (H&S)

Year 2 Longitudinal clerkships with integrated science, H&S

Year 3
– Advanced Science Courses

– Step 1
– Step 2
– Trails

• Year 4 Advanced Selectives, Required acting internship, Critical Care

• Longitudinal Health and Society Integration
– Service Learning, Redux
– Health Systems Education

• Career Coaching and advising
– Longitudinal Faculty Relationships
– Individualized Careers
• Outcomes based assessments

Proceedings of the CUSOM Faculty Senate

May 20, 2025

Tuition Assistance Benefit (Elliot Flax)

- Who can use? Eligible employees or dependents
- Resets each fall, does not carry forward
- CU Campuses, undergrad or graduate with exclusions
 - o Exclusions are: study abroad, mini-MBA, MBA
 - o CUAnschutz employees only Public Health, RN and Grad Schools are eligible while MD/PA/Dental/Anesthesiology excluded
- Degree or non-degree – options at <http://www.my.cu.edu/node/167211>
- Benefit = A @Home Campus = 12 credits waiver per academic year, Boulder 40% discount
 - B@ Other campus = \$270 per credit, undergraduate only
- Requires a new application be completed every semester, open only Aug, Dec, May
 - o Dates and Deadlines = <http://www.my.cu.edu/node/153138>
 - o Login to Employee Portal, open CUResources and select forms to see your current status
 - o Some is taxed, will be withheld from pay

Eligible Employees

- [benefit eligibility matrix](#)
- tuitionbenefit@cu.edu

Dependents of Eligible Employees

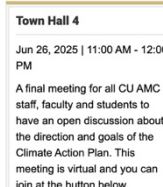
- spouse
- domestic partner
- civil union partner
- common law spouse
- children under the age of 27

Senator Tasks:

- ☐ Submit and solicit nominations for President-Elect and Secretary CUSOM Faculty Officer positions
- ☐ Share Tuition Assistance Benefits with your division
- ☐ Share upcoming Microcredentialing to allow completion recognition for short-courses
- ☐ Contact the Faculty Senate email with any additional suggested revisions for the Proposal Form or process presented

Faculty Assembly Updates:

- 1) CU Sustainability Office – CU has a climate action plan
 - a. 5% on site renewable energy on campus, Green Labs grant for EV chargers
 - b. Anschutz-site “consultations” possible if you want to integrate sustainability in a project or department initiative → June 26 townhall meeting if desired
- 2) Aurora PD+Anschutz Security Alert → Montview pedestrian crossing has resulted in near-misses, please use cross walks!



CUSOM Rules Changes (Miriam Post)

- New rules passed CUSOM Executive Faculty 93-100%, Exec Faculty 97%, At large faculty 96%
- Dean and Vice Chancellors have approved
 - o Minor wording changes around diversity and inclusivity
- Takes effect July 1, 2025
- Promotion Changes
 - o 2025 applicants can use new or old formatting, new formatting required 2026
 - o Within the “Leadership and Service” domain, the only way to now earn “Excellence” in this category “Exceptional Service Award”, all matrices updates
 - o Supplemental materials should focus on your planned domain(s) of Excellence
 - o Resources for “Dossier Prep” website are being built
 - o Dr Post happy to talk to any dept/division if desired
- Looking for new promotion committee members
 - o Must be Associate or Full Professor, Clinical Practice, at Anschutz or other sites
 - o No chair or section head or division head
 - o 3-year commitment in which you cannot apply for promotion
 - o Contact dept chair or OFA if interested
- Please read “Faculty Matters” Newsletter monthly

Gratitude for Steve Lowenstein, transitioning from Associate Dean of Faculty Affairs to Senior Advisor

Deans Office Updates (Shanta Zimmer)

- LCME letter should be received mid-June
- Medical school graduation since last meeting
- GME – New interns welcomed last week, official start June 23
- Committee for Educational Funds Flow started in Dec 2024, goal of transparency in flow of money for trainees to allow for increased education support, will take affect July 2026
 - o A research funds flow process is also being initiated
- Chair of OBGYN underway, expected finalization fall 2025
- Chair of Anesthesia search will commence in near future
 - o Faculty Senator opportunity to serve on search committee
 - If interested and not in the dept of Anesthesia, contact Mark Couch

These meeting minutes serve as a standing report to the CUSOM Executive Committee on the activities and actions of the CUSOM Faculty Senate



Proceedings of the CUSOM Faculty Senate

June 17, 2025

Faculty Senator Officer Selection

- President-Elect: No nominations received, minimum 2 needed
 - o 3-year commitment (president-elect, president, past-president advisory role)
 - o Must be from a Clinical Department, Assistant Professor or above
 - Non-physicians eligible and encouraged
 - o Time commitment 1-2 hours weekly
 - o Does not have to be an active senator
 - o If interested, please contact Faculty Senate or Tyler Anstett directly
- Secretary candidates: Adam Beitscher and Zachary Asher
- Candidates will be sent for voting to the CUSOM Executive Faculty in mid-July

CUSOM Faculty Senate Issues Submission Process

- Feedback review underway
- Submission link will be shared once live
- Goal for this to be live ~4 weeks prior to resumption of Faculty Senate meetings in Fall 2025

2024-2025 Year in Review

- Clarification of senator roles and aims
- Improved access and information sharing
 - o Faculty office email, Jill's Digest, voting protocols and procedures, attendance tracking
 - o Senate issue submission process
- Information Sharing
 - o Political campaigning rules
 - o CME Office and changes
 - o DAWN clinic
 - o Faculty Tuition Assistance Program
 - o Digital Accessibility
- How to get involved
 - o Faculty Assembly → increased senate presence
 - o Curriculum Steering Curriculum
- Active engagement
 - o New Dean and Executive Vice Deans welcomed
 - o CHA/PA Masters of Health Sciences approved
 - o Promotions process input and voting → CUSOM Rules Change
 - o LCME 10-year review completed

Senator Tasks:

- ☐ No meetings planned July and August, resume in September
- ☐ If interested in serving on Anesthesiology Chair Search Committee, contact Mark Couch
- ☐ Self + friend nominations to Tyler or Faculty Senate email for if interested in Faculty Senate officer position
- ☐ Consider attending June 26 town hall for sustainability
- ☐ Contact the Faculty Senate email with any issues you would like discussed in future meetings or suggested revisions for the Issues Proposal Form, expected to be live in August 2025
- ☐ If interested in being on Faculty Affairs Promotions Committee, contact your department chair or OFA
- ☐ Advise faculty on expected role out and resources for new promotions process on July 1

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