

Senate Minutes: CUSOM Faculty Senate – 2/10/26

January Minutes Approval → passed

President's Updates

- 1/26 SOM Executive Council Meeting Summary: Dr. Elizabeth Kudron, Faculty Senate President
 - Base Salary Incentives Updates passed – previously presented to Faculty Senate
 - GME Annual Institutional Review – reduced turnover of program directors/coordinators
 - Office of Research Affairs update - Bridge funding doubled (\$1 million -> \$2 million per year); department matches school 1:1; application process now 3x instead of 2x per year

Deans' Office Updates – Dr. Shanta Zimmer, Executive Vice Dean for Education

- Search Committee Updates:
 - Two finalists recently on campus for Anesthesia Chair: Paul Pitkin (UM) and Ruth Waterman (UCSD)
 - Surgery and Cancer Center searches in early stages and progressing
- House staff appreciation week with increasing recognition and voice of the residents
- CME Office Closing
 - Increased diversity in availability of CME; CHCO, DH, and UCHHealth have their own CME offices
 - Will continue to support current courses for now
 - Reach out to Dr. Brad Winslow for ongoing questions

Consulting Income Policy – Dr. Miriam Post, Assistant Dean for Faculty Affairs

- Faculty voted to shift consulting income collection away from CU Medicine to CU Innovations
- Written approval required for consulting agreements (DFA vs Supervisor/Chair)
- Compliance: Must update COI disclosures within 30 days of any change
- <https://www.cuanschutz.edu/innovations/campus-innovator/faculty-consulting>

Faculty Assembly Updates – Dr. Tyler Anstett, Faculty Senate Past President

- Board of Regents AI Policy Comment Window Open: <https://www.cu.edu/ope/aps/6012>

Wellbeing Survey Results – Dr. Lotte Dyrbye, Senior Associate Dean for Faculty Well-being

- Large variability by department, but overall CUSOM at benchmark, with some improvement compared to 2024 Survey
- Intent to leave and/or desire to reduce clinical FTE higher than benchmark for Physicians and APPs
- Work design, culture, and individual development/support
 - Favorable to neutral in all categories (nothing below benchmark) with collegiality and sense of belonging improved for physicians and APPs
 - Bystander support is inconsistent and an opportunity for improvement, along with peer support
 - Preferred recognition: One-on-one and support for professional development preferred
 - Satisfaction is high for those who have a mentor, but opportunity to increase mentorship for APPs
- Timeline: Data sharing currently ongoing; wellbeing leaders to present to faculty and engage in action planning

https://ucdenverdata.formstack.com/forms/som_faculty_senate_issue_submission

