MINUTES OF THE APRIL 20, 2011 BUSINESS MEETING

UNIVERSITY OF COLORADO RETIRED FACULTY ASSOCIATION

The annual spring meeting of the University of Colorado Retired Faculty Association was held on Wednesday, April 20, 2010, in the University Memorial Center, Boulder Campus, Room 235.

1. The meeting was called to order by President Norton Steuben at 10:05 AM.

2. The President read the names of retired faculty members and of spouses who died in the past six months. The following names were read:
   - Herbert H. Sauer (Herb), UCB
   - Robert McCurdy, MD, Health Sciences
   - Caroline Corkey Bollinger, Med Center
   - Henry F. Goodnow, UCB
   - James Telgen Peterson, UCB
   - John K. Prentice, UCB
   - Katherine Smith Welch (wife of William), UCB
   - Roberta Marie Bonde (wife of Eric), UCB
   - Pauline A. Parrish (Polly), UCB
   - Dorothy M. Rosenberger, UCB
   - Ivar Pearson, UCB
   - Elise Boulding (helped found Peace Studies), UCB
   - Raymond Castleton, UCB
   - Neal Hartley Sadler, UCB
   - Gerard Arthur Holien, UCB
   - Martha K. Johnson (founded Buffalo Belles)
   - Donald John Patton Sr., UCB
   - John Wesley Thaxton, UCB
   - Clyde Martz, UCB Law
   - James Patterson Frank, UCB
   - Marie Louise Oswald Griffitts (first female Geology Ph.D.), UCB
   - Klaus D. Timmerhaus, UCB
   - Clark W. Bouton, UCB
   - John D. Demaree, UCB
   - David Marshall Prescott, UCB
   - Thomas Hollweck, UCB
   - Louis Brewer Hall, UCB
   - George Edward Less Jr., UCB
   - Jim Mattoon, UCCS
   - Louis Cicotello, UCCS
   - Gerald Broce, UCCS

Those in attendance observed a moment of silence in memory of the deceased.
3. The minutes of the meeting of October 20, 2010, were approved.

4. President Steuben introduced system Vice President Kathleen Bollard, who reported that the President’s Office would continue to support the activities of CURFA and who promised ongoing assistance in obtaining up-to-date lists of recent retirees for the association. In response to a suggestion that the university consider the establishment of an “Emeritus College” that would draw on the resources of retired faculty, Vice-President Ballard noted the Medical Center’s existing “Mini-Med School” initiative that utilized Medical faculty, and suggested that CURFA members consider participation in the President’s Distinguished Lecture Series.

5. CURFA Vice-President Richard Blade discussed future programs of the association. He explained that the spring Tea-Time had been moved to May because of weather concerns, and took note of the observation that April 20 (the date of the annual marijuana smoke-in on the Boulder campus) was an inauspicious date for a CURFA meeting. When he solicited suggestions for member preferences in regard to future programs, “a little bit of everything” was the one response offered.

6. Gloria Main delivered the Treasurer’s report. The association’s finances are solid, the current balance of over $20,000 is more than sufficient to handle present and anticipated future expenses. She thanked the President’s Office for its assistance with CURFA printing and mailing expenses. The Treasurer reminded members that, in order to bring CURFA financial procedures in line with those of the university, the membership year now runs from July to June (rather than from January to December as in the past), and thus that membership dues are due in the fall rather than at year’s end.

7. Membership Secretary Bill Jones reiterated that dues are now due on August 1. He asked members to notify him if they required parking permits for the Association’s semi-annual meetings, and also to inform him of any changes in their addresses. The perennial problem of obtaining lists of new retirees from all three campuses was noted.

8. Stuart Schneck, CURFA representative to UBAB, reported on medical benefits.
   * Open enrollment for medical benefits will run from May 2 to May 27. Further information can be obtained at [www.cu.edu/pbs/openenrollment](http://www.cu.edu/pbs/openenrollment). This year, no action is required by retirees who wish to retain their current plans.
   * As always, medical insurance rates are dependent on the legislature’s Long Bill. It is likely but not certain that there will be no increase in rates for the Medicare Premium Plan for retirees.
   * Schneck commended the university on its comparative generosity in regard to contributions to retiree medical costs: whereas many universities now contribute a fixed sum but require retirees over age 65 to seek out a commercial supplement for Medicare, CU pays 89% of the premium for a single retiree over age 65 and 74% for retiree plus spouse in the Medicare Premium Plan.
   * The AMP amount and the dental insurance premium is also unlikely to change in the new fiscal year.
* The cost effectiveness of CU’s experience with self-insurance of medical plans in its first year is still to be determined. The CU Health and Welfare Trust currently has over $6.2 million in reserves, and the University is fortunate that it has not to have had to pay any medical claim over $250,000. Trust minutes can be assessed at [www.cu.edu/trust](http://www.cu.edu/trust).

* Anthem will continue to administer our medical plans in the coming year. Thereafter CU will probably seek bids from other providers.

* There have been many complaints about the mail order prescription service run from the pharmacy of the University of Colorado Hospital. Schneck estimates that measures will be taken to improve the service.

* Prescription drug costs have risen dramatically in the past year, and Schneck has been unable to obtain a satisfactory explanation from Anthem.

* The Health Risk Assessment Program is scheduled to begin this fall. Initially, CU will not offer incentives for individuals to enter the wellness portion of the program, although the University of Colorado Hospital will offer incentives for its employees.

* A review of CU benefits offerings by an outside consultant is also under way. Its report is now under discussion. Its finding that what CU pays for life insurance premiums may be excessive may result in the university exploring changes in programs.

* UBAB is currently defining its role in relation to the University’s Health and Welfare Trust.

* Portions of the Affordable Care Act (“Obamacare”) are gradually coming into effect. A section of the law named the Community Living Assistance Services and Support Act (CLASS) that creates a voluntary long-term care insurance program will become operational in October 2012. Details are available at [www.healthcare.gov](http://www.healthcare.gov).

9. CUFRA’s representative on the Faculty Council Personnel Committee, Gloria Main, reported on a number of topics that are under consideration by the committee:

* While changes in the health care insurance program that would place greater emphasis on wellness and prevention are under discussion, substantive changes are not likely in the immediate future.

* Discussion of an incentive program to encourage early retirement is underway.

* The effort to find a way to provide employment protection for non-tenured teaching staff is proving difficult because of state regulations mandating year-to-year employment. The BFA, the Faculty Council, and the University Counsel’s office are all involved in the discussion of the issue.

* Raising faculty tuition waivers from 6 to 9 hours and possibly extending tuition waivers to dependents are under consideration, as is the possibility of extending waivers across all university campuses.

* The possibility of professional liability insurance is being explored.

* Considerable opposition to the institution of severance pay for faculty dismissed for cause was expressed at the March Faculty Council meeting. A motion is due to be presented to the Regents at their April meeting, to be voted on in June. The Faculty Council may request postponement for further consideration.

10. Sandra Moriarty reported on the status of the CURFA’s Kisslinger graduate student research awards.
* This year’s two winners (Shelley A. Durazzo, Pharmaceutical Sciences, AMC, and Jennifer Thornton, Neuroscience, AMC), will present brief summaries of their research at today’s luncheon. A list of previous winners and a form making donations will also be made available at the luncheon.

* The Kisslinger Endowment has now reached $61,000, an increase from $25,000 in 2006. With this sum, the hope is to make one award for each of the three campuses in future years.

* In the ensuing discussion of the distribution of Kisslinger awards in the future, it was noted that the two components of the UCDenver (the UCDenver downtown campus and the Health Sciences Center) had distinct academic cultures, and that this should be recognized by the grant of two separate graduate student awards, one to the downtown campus, the other to the Health Sciences Center. Professor Moriarty noted that the problem in doing so was that UCDenver operated with a unitary graduate school, and that it was the UCDenver Graduate School’s prerogative as to how to make graduate awards. One suggestion resulting from the discussion was the possibility of making two $1000 awards, one to each component of UCDenver. A further complication in Kisslinger awards was the fact that retirees at UCCS had their own graduate student research award program, and that they preferred to make their own separate awards. The issue of separate awards will be explored further with the new dean of the UCDenver Graduate School.

11. Reporting on behalf of Tom Duncan, Sandra Moriarty thanked the President’s Office for its support of research grants for retirees. Only two research grant proposals had been received in this academic year. The recipients of the two $500 awards this year were Rick Gardner, Psychology, UCDenver, and Jack Weihaupt, Geology, UCDenver. Applications for research awards are to be submitted in the fall, with awards made in the spring. Discussion of the faculty research award program focused on the need to advertize the program to CURFA members.

12. Oliver Ellsworth, CURFA representative on the Faculty Council, reported Faculty Council affairs.

* The new university retirement incentive program has now taken effect. The program provides an incentive of two years salary for immediate retirement, the funds for this incentive are placed in a 403B account; benefits are lost if the retiree resumes university employment. Approximately 50 people have participated to date.

* The university is changing the health benefits enrollment system. The new system will not include retirees in its first year.

* The possibility of extending the tuition-free program for faculty to 9 hours is under discussion, as is that of extending tuition-free privileges to dependents of faculty.

* On the issue of severance pay for dismissal for cause, the Faculty Council prefers that severance pay be granted only on the recommendation of the Faculty Council Personnel Committee. Given the controversial nature of the issue, the Council is requesting the Regents to delay implementation of a severance pay program.

13. David Kassoy, CURFA co-representative on the BFA, reviewed BFA doings.

* In regard to non-tenured faculty, the question of employment guarantees for these faculty continues under discussion. At present, non-tenure-track faculty can only be
given a statement of intent (non-binding) for continued employment. Establishing an evaluation process for senior instructors is also under consideration.

* Academic cheating is currently under the jurisdiction of the Honors Council. The BFA is exploring ways of increasing faculty involvement in the investigation of academic cheating.

* The BFA approves of the university’s move from the Big 12 to the Pacific 12 athletic conference, regarding Pac 12 institutions as a more suitable peer group for CU. The Athletic Director has been responsive to BFA input regarding athletics. One concern is the possibility of televised games during the week; the BFA would like to see controls over the determination of television appearances.

* Thanks in part to the initiative of CURFA co-representative to the BFA Frank Beer, the BFA has now established an outreach or communication committee entrusted with the task of advocating on behalf of higher education in the state of Colorado. In order to reverse the decline in state support for higher education, the committee is charged with publicizing the many benefits (external grants, economic stimulation, etc.) generated by the state’s institutions of higher education. The ensuing discussion emphasized the need to counter the misleading image of UCB as primarily a “party school.” It was noted that the Chancellor has recently hired an individual to promote the interests of the Boulder campus with the wider public, and that the new committee would work with that individual in fostering a better public image for UCB.

14. Wes LeMasurier, CURFA liaison for UCDenver, reported that the consolidated UCDenver unit (the downtown campus and the Medical center) had successfully undergone an accreditation review on April 4-5 2011. The accreditation committee found the self-study submitted by UCDenver to be one of the best it had reviewed, praised the unit’s “culture of assessment,” and was impressed with student evaluations of the “good education” they were receiving at UCDenver. Other positive features were the fact that 39% of students who started as freshmen graduated within six years, that a high percentage of students repaid their student loans, and that the unit’s higher graduation rate among ethnic minorities than among whites was relatively unique. The board regarded the consolidation of the Health Sciences Center and the downtown campus as positive. UCDenver is now fully accredited for the next ten years.

15. Richard Blade, CURFA liaison for UCCS, reported on the activities of the UCCS campus faculty-staff retirement association. The group holds monthly meetings as well as hosting two luncheons a year, the latter paid for by the university. All dues went into the association’s scholarship fund. Blade went on to suggest that CURFA members might enjoy a field trip to see the UCCS campus and the retirement community, much of which is new. When the suggestion received a positive response, he said he would attempt to organize such a trip.


17. New business: Professor Main moved (Jankowski seconding) that CURFA congratulate UCDenver on its accreditation review. Approval was unanimous.
The meeting adjourned at 12:00 and retirees retired to get their bongs.

Respectfully submitted

Jim Jankowski