

From: UCCS Faculty Assembly List <FA-I@lists.uccs.edu>

Sent: Friday, November 05, 2021 4:14 PM

To: FA-I <FA-I@lists.uccs.edu>

Subject: [FA-I]November President's Report

Today probably feels less like a confluence of momentous events to most of you than it does to me because **I have the privilege of serving on the provost search committee and know that the candidates will be announced very soon.** With so much of my week occupied by that, it feels almost surreal to have **the announcement of a surprisingly meaningful pay increase drop this morning (see attachment).** I know that, historically, the size of this increase is only average, but in the circumstances, it seems practically miraculous. What it definitely is, though, is **clear evidence that our elected and appointed leaders truly do support us.** That's a good thing.

Speaking of the regents, when this Board says they want to know what we are thinking, there is good reason to believe them. The regents have been diligently collecting input on the presidential search from the various CU constituencies for well over a month now. If you weren't able to participate in any of their earlier sessions, **there's another listening session on what we are looking for in a new president scheduled for Monday, November 8, from 10-11 am in Berger Hall** (that's right, in person!). Don't worry though, if you can't make it to Berger Hall, **it will also be live on You Tube (see attachment).**

There is plenty else going on, as well.

We will be talking about a professional rights and responsibilities document for UCCS at this month's Representative Assembly meeting. I will be dropping **the survey for next month's special topic, teaching evaluation, on Monday** to compensate for the Thanksgiving break. **It is much shorter than the first two (well under five minutes),** so that's good. Since I am asking you to spend time on this Faculty Assembly survey, it is really important that I ask you to **remember to complete the [Campus and Workplace Culture survey](#), too.** I know that most of you have not done so, yet, and that's a problem if we want to have useful information at the college or department level. **E-mail rmarschk@uccs.edu to get your personalized link to take the survey.**

There is also **a motion from the sustainability committee** that the Representative Assembly will be taking up (see the attached agenda).

COVID update: **All but three (AKA, noise in the data) faculty and staff members have completed the attestation of vaccination, with over 91% reporting having been vaccinated.** We are up to **84% of students reporting and holding steady at 80% of those reporting being vaccinated.** **Confirmed cases on campus remain low.** All good news, but **in the words of Mad-Eye Moody, "Constant vigilance!"** As Europe is currently demonstrating, this ain't over yet. We are doing as well as we are on campus because we continue to wear masks and to improve our vaccination rates. **The incidence and positivity rates in El Paso County remain alarmingly high (thankfully, hospitalization rates are falling).**

Finally (and there was great rejoicing), **I urge you to read the committee reports for this month.** **Your colleagues on the various Faculty Assembly committees are working very hard on your behalf and it is important you understand what's happening and share your thoughts and concerns as appropriate.** It will be well worth your time.

Hanging in there,

A handwritten signature in black ink, appearing to read "C. Moon", with a long horizontal flourish extending to the right.

C. David Moon

Professor of Political Science

MPA Director

School of Public Affairs

Compass Curriculum Director

Accreditation Liaison Officer

University of Colorado Colorado Springs

ACAD 324

719-255-3566

New NOTE: Committees and representatives wishing time to report **in the meeting** need to contact the secretary (nmazel@uccs.edu) at least 48 hours before the meeting begins. Thank you!

UCCS Faculty Representative Assembly Meeting
Friday November 12, 2021
12:00-2:00 pm in Hyflex Format
Dwire 201 or MS Teams

Approval of the Minutes (12:00-12:05)

Please see the October minutes: <https://facassembly.uccs.edu/october-2021>

Reports

- A. Reports of Visitors (12:05-12:35)
 - a. Venkat Reddy, Chancellor
 - b. Kelli Klebe, Interim Provost and Executive Vice Chancellor for Academic Affairs
 - c. Chuck Litchfield, Vice Chancellor for Administration and Finance
- B. Reports of Officers (12:35-12:50)
 - a. Report of the President — David Moon
 - b. Report of the President-Elect — Minette Church
 - c. Report of the Past-President – David Weiss
- C. Committee Reports (12:50-1:00)
 - a. Educational Policy and University Standards
 - b. Personnel & Benefits
 - c. Faculty Advisory Committee on the Budget
 - d. Faculty Minority Affairs Committee
 - e. Faculty Assembly Women’s Committee
 - f. Non-Tenure Track Faculty
 - g. Teaching with Technology
 - h. PRIDE
 - i. Intercollegiate Athletics
 - j. Sustainability
 - k. Committee on Disability
 - l. Misconduct in Research, Scholarship & Creative Activities
 - m. Committee on Research
- D. Representative’s Reports (1:00-1:10)

Unfinished Business (None)

New Business (1:10 – 2:00)

Motion 1: The Sustainability Committee moves that the Faculty Representative Assembly approve the following resolution:

“Whereas UCCS has established itself as a leader in Sustainability education, research and programs; and

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Whereas campus sustainability efforts bear directly upon the core mission of the institution, including education, research, student and community engagement, recruitment, and retention; and

Whereas the UCCS Office of Sustainability since 2005 has been a key partner in planning and implementing sustainability-related education, research, and programs on campus and in the community; and

Whereas the UCCS Office of Sustainability has led UCCS to three Gold ratings—in 2015, 2018, and 2021 respectively—in the Sustainability Tracking, Assessment, and Rating System (STARS), a transparent, self-reporting framework for colleges and universities to measure their sustainability performance, a program of the Association for the Advancement of Sustainability in Higher Education; and

Whereas the UCCS Strategic Plan 2030 identifies sustainability as a core value of UCCS: “We value dynamic responsible growth while continuing to be financially responsible, academically

sound and environmentally sustainable.”; and

Whereas the CU System Strategic Plan defines sustainability as a strategic focus area under “Pillar 4: Fiscal Strength”; and

Whereas since March 2020 the Office of Sustainability has seen its paid staff reduced from 3 to 1 and has been operating with an Interim Director as its sole full-time, paid employee;

Be it therefore resolved, that we urge Chancellor Venkat Reddy and the UCCS leadership to move immediately to hire a full Director and to fund additional University positions to support key activities necessary for sustainability education, research and programs to be maintained and promoted at UCCS, continued improvement in our STARS rating, and to strengthen our commitment to one of the campus’s core values.”

Discussion 1: Faculty Rights & Responsibilities

NEXT MEETING Dwire 201/MS Teams December 10, 12:00-2:00

From: Office of the Chancellor <exec1@uccs.edu>
Sent: Wednesday, November 03, 2021 7:31 AM
To: David Moon <cmoon@uccs.edu>
Subject: Reminder! CU Presidential Search Open Forum

[View in Browser](#)



UCCS University of Colorado
Colorado Springs



CU PRESIDENTIAL SEARCH OPEN FORUM



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NOVEMBER 8
10:00-11:00 AM
BERGER HALL OR
YOUTUBE

You're Invited!

Dear Charles,

The Board of Regents is pleased to invite you to an open forum to discuss the presidential search for CU's next president.

This is a great opportunity to provide input on what you would like to see in CU's next president and on the search process. Members of the board will be on hand to hear your perspective and insights.

If you are not able to attend in person, please submit your perspective and insights using the link above. This open forum will be live streamed.

Light refreshments provided!

We look forward to seeing you on:

**Monday, November 8, from 10:00 to 11:00 a.m.
Live from Berger Hall OR YouTube**

Register Now

Send Us Your
Perspective and Insights



University of Colorado Colorado Springs

Office of the Chancellor
1420 Austin Bluffs Pkwy
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For event questions, please contact the Chancellor's Office

Phone: 719-255-3436

E-mail Address: chancellor@uccs.edu



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From: Office of the Chancellor <exec1@uccs.edu>
Sent: Friday, November 05, 2021 10:48 AM
To: David Moon <cmoon@uccs.edu>
Subject: Regents Approve Compensation Increases

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Regents Approve Compensation Increases



Dear members of the UCCS community,

The President, fellow chancellors and I all recognize the hard work and commitment you have demonstrated over the past year in helping our students succeed. Even though we didn't meet the revenue thresholds that would have triggered automatic compensation increases, we felt it was important that we find a way to provide this increase.

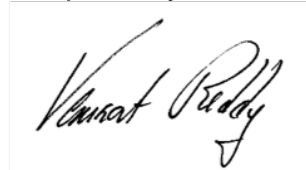
As you saw in the message from President Todd Saliman, during this week's Board of Regents meeting, the Regents approved compensation increases for

eligible faculty and university staff (non-classified) at UCCS. You may recall the Regents already approved the increase that went into effect on July 1 for classified staff. I'm very pleased that the Regents wholeheartedly supported this compensation increase.

The compensation plan includes a 3 percent base-building salary increase and a one-time non-base payment equal to 1 percent of an employee's annual salary. This applies to all eligible faculty and university staff (non-classified). To be eligible for both the 3 percent salary increase and 1 percent one-time payment, employees must have started working at UCCS prior to July 1, 2021 and received a score of 3 or above on their most recent performance review. The salary increase and the one-time payment will be calculated off of your salary amount as of Dec. 31. The 3 percent base-building salary increase will be applied effective Jan. 1, 2022. The 1 percent one-time payment will be made in your January 2022 paychecks.

Again, thank you for all you do to transform lives for the better,

Respectfully,



Venkat Reddy
Chancellor



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