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From: faculty-l@lists.uccs.edu [mailto:faculty-l@lists.uccs.edu] On Behalf Of UCCS Announcements Do Not Reply

Sent: Wednesday, November 12, 2014 9:00 AM

To: faculty-l

Subject: [faculty-l] President's REport for November

Message from: Michele Companion mcompani@uccs.edu

Hello all!

As we slog our way through this blast of winter weather, I want to start this missive by thanking all who attended the Diversity Summit. It was a wonderful event! Kudos to all of the wonderful people who volunteered at the event. Great job one and all! A special shout out goes to our intrepid Chancellor – she has been putting in long hours on the HB 14-1319 (aka Ferandino Bill) taskforce. Other important issues for you to consider:

1. Shared Governance

The key word here is “Shared.” I want to remind everyone that faculty assembly is a two-way street. We are not merely passive absorbers of information flowing down from the administration. Yes, it is the role of College-level representatives to take information from the Faculty Assembly meetings back to their constituency (hint, hint). However, Faculty Assembly is also designed to be a clearing house for information that flows from the faculty to the administration. We cannot have a functional shared governance structure if we are not communicating our concerns and issues. I was recently shocked and a bit saddened by a conversation with a representative who was not aware of this. So, Colleagues, I urge you to communicate with your college representatives. Remember them? If not, here is the link to find out who represents you:

<http://www.uccs.edu/~facassembly/>

Remember, we have no voice if we are silent. With the goal of encouraging more communication amongst ourselves and with the administration, I have added an item to our monthly agenda under “New Business” called “Representative’s Report.” This is designed to remind and encourage representatives to bring issues forward. With that in mind,

2. Tuition Benefits:

Attached to this email, you will find a one page write-up of some proposed changes to the current tuition benefit plan. In the right hand column, you will find some discussion questions. PLEASE take some time and thoughtfully consider these questions. The CU System Administration is seeking feedback from the faculty. Major issues: cost – how much do we want to spend on this benefit and where will the money come from? This becomes an individual vs. collective good issue in many ways. Collective good = our ability to attract and keep faculty who are interested in using this benefit and keeping the additional costs associated with enrollment in our system. Individual impact = the money has to come from somewhere. If you are not planning on using this benefit, how does the need to pay for it impact you? This is not a small issue – it can be a highly contentious one.

So, I am assigning all of you a task:

Please take a few moments and write out your responses to these questions. Send your responses to one of your college reps by no later than November 30th. Please only email one rep so that we do not end up double counting.

REPS, please organize all of these responses into a report for me that is due December 3rd. Faculty Council is meeting on December 4th and I would like to bring the responses forward at that time. Please do keep track of numbers (total number of responses, total number for or against an issue, etc). I will be discussing this more at our faculty assembly meeting, so please feel free to ask questions.

3. P & B and External Market Analysis of Salaries:

P & B has submitted a report on the progress of the selection of a model to use for the analysis. Please read the report carefully. The Chancellor and Tom Zwirlein, Chair of P & B, will be discussing this process and its progress at the Faculty Assembly meeting on Friday.

4. Mentorship:

The final mentorship report is mostly collated. Thank you to all who responded! I would like to remind you that this started as a fairly informal survey of younger faculty that got much larger than I had anticipated! It was designed to get at what information faculty and instructors need to help with the RPT process and their overall success at UCCS. This information will be compared to programs we already offer and to help identify where the slippage is between need and use. There were 61 respondents, most from the 2nd year – 12th year cohorts. In general, some were assigned formal mentors, but many were not. Most respondents liked the idea of having identifiable mentors that they could turn to to help with a variety of issues and questions. However, most were leery of having an assigned mentor. For some, assigned mentors were wonderful. For others, their experience ranged from indifference and lack of concern with meeting with them to examples of bad advice. I will be working with Kelli Klebe and Mary Coussons-Read on how we can match need with programming and how we can incorporate some of this into the Spring Retreat.

As a reminder, the Campus Mentorship Committee has been formed. Currently, it consists of Tom Huber (GES), Paul Harvey (History), Andrea Herrera (WEST), Gene Abrams (Mathematics), and Raphi Sassower (Philosophy). These are volunteers from the President's Teaching Scholars program. While they are from LAS, they have experience reading and reviewing dossiers from other colleges as well. They will be expanding their ranks in the future. This is a tremendous group of folks with tons of experience. These members have served on Dean's Review Committees, as Department Chairs, and on a wide array of committees. They can help to answer questions regarding what a teaching statement in your dossier should look like. How should this differ from your research statement? How should you frame Leadership and Service? And much much more!! Look for more information from them.

5. CU Women Succeeding Symposium

Registration has opened for the 13th Annual CU Women Succeeding Symposium!

<https://www.cu.edu/faculty-council/womens-symposium>

This year's theme is "Pioneering Women." This two day event will be held on the Anschutz Medical Campus. There will be a Pre-Symposium Networking event at 5:00 PM on February 26th, which includes dinner. The Professional Development Symposium runs from 7:30-4:30 on the 27th. The registration fee is \$25 and includes dinner on Thursday and breakfast and lunch on Friday. That is a great deal!! Feel free to ask your colleges if faculty development funds are available. This event is open to faculty AND staff, so please help spread the word! I would love to see more UCCS folks take advantage of this great symposium.

6. Changes to the Add/Drop policy:

An email regarding changes to these policies that will be implemented in the Spring semester was sent out last week. Please be aware of these changes.

7. Change to Regent's Law - APS 1022

I sent out an email regarding this policy, which became effective July 1, 2014.

<http://www.cu.edu/regents/laws-and-policies/regent-laws>

"Appendices - 1. Standards, Processes, and Procedures Document Rescinded 01/14/ 2009 - Replaced by Administrative Policy Statement: Standards Processes and Procedures for Appointment, Reappointment, Tenure and Promotion."

In the appendix of this document, you will find the following statement:

"Appendix A: Examples of Appropriate Criteria for Faculty Evaluation

C. LEADERSHIP AND SERVICE

1. University committees and administrative leadership and service 2. Leadership and service to profession and discipline (state, national, international level) 3. Consultation and public leadership and service 4. Skill and devotion in the care of patients"

This link will take you to the document:

<http://www.cu.edu/sites/default/files/1022.pdf>

This change from "service" to "Leadership and service" is designed to encourage greater participation in Campus and system-level committee work and to recognize this work as a valuable contribution to the University that should be acknowledged and rewarded in the RPT Process and in Merit evaluations. It is also designed to acknowledge and reward the work that people are doing in administrative leadership.

Respectfully submitted this 12th of November, 2014

Michèle Companion, FA President 2014-2015

TUITION ASSISTANCE BENEFIT
DISCUSSION POINTS – FACULTY ASSEMBLIES
NOVEMBER 2014

(Submitted by Laura Borgelt, Chair of Faculty Council)

CURRENT TUITION BENEFIT (APS 5024)	PROPOSED TUITION BENEFIT	POINTS OF DISCUSSION
Not interchangeable or transferable between campuses (available at campus employment only except System employees may choose)	Interchangeable and transferable between campuses	Faculty and administration are supportive of interchangeability
Space available registration on first day of class	Remove space available for Denver/AMC	<i>Is this change desired? Why or why not?</i>
EMPLOYEE BENEFIT		
Eligible employee benefit: Active, ≥50% appointment, satisfied admission requirements, apply and authorize COF (any pay difference if COF exhausted)	Eligible employee benefit: Active for 12 consecutive months, ≥50% appointment, satisfied admission requirements, apply and authorize COF (any pay difference if COF exhausted)	<i>Proposed benefit requires employment for at least 12 months. Is this desired? Why or why not?</i>
Eligible employee benefit: 9 credits available each year (in one semester or split among two semesters)	Eligible employee benefit: 75% tuition assistance <i>*Note: other models will be explored [e.g., percentage-based (25%, 50%, 75%), dollar-based (set amount available for employees)]</i>	<i>For employees taking <9 credits per year, benefit may not be as robust. Is this desired? Why or why not?</i>
Eligible employee benefit: Undergraduate or graduate credit-granting courses, complying with restrictions set within the course *requirements may not be applied to any course offered by an auxiliary-funded program, (Continuing Education, Extended Studies, Executive MBA program, and the 11-month MBA program, or to MD, DDS, and PharmD courses on the Anschutz Medical Campus)	Eligible employee benefit: Undergraduate, graduate, and professional degree programs	<i>Is this change desired? Why or why not?</i>
<p>DEPENDENT BENEFIT (PARTNER): spouse, same gender domestic partner, civil union partner</p> <p>DEPENDENT BENEFIT (CHILD): Biological child, child for whom there are parental responsibility documents issued by a court, legally adopted child, child of a current same-gender domestic partner or current civil union partner, child legally placed for adoption or foster care, child for whom there is a Qualified Medical Child Support Order (QMCSO), stepchild as long as the employee and parent are married</p>		
<p style="text-align: center;"><u>Denver and AMC employees:</u></p> <p>9 credits available each year (in one semester or split among two semesters); space-available basis for undergraduate or graduate credit-granting courses (excludes auxiliary-funded programs)</p> <p style="text-align: center;"><u>Colorado Springs:</u></p> <p>Regular enrollment in undergraduate or graduate courses up to 9 credit hours (may receive up to 18 hours if both partner/parents are employed at UCSS) in one semester or split among semesters</p> <p style="text-align: center;"><u>Boulder employees:</u></p> <p>10% tuition benefit for all coursework and for all semesters in an academic year with regular enrollment *Note: employee cannot use 9-credit tuition waiver during academic year in which dependent utilizes 10% discount</p> <p style="text-align: center;"><u>System:</u></p> <p>May choose between using the tuition waiver credits at Denver, AMC, or Colorado Springs, or the 10% discounted tuition option in lieu of tuition waiver on the Boulder campus for undergraduate or graduate credit-granting courses (excludes auxiliary-funded programs)</p>	<p style="text-align: center;"><u>All employees for dependents:</u></p> <p>-25% tuition benefit after 12 consecutive months of employment; -50% tuition benefit after 36 consecutive months of employment; -75% tuition benefit after 60 consecutive months of employment. -Dependent tuition benefits are available to each eligible dependent for a maximum of 150 credits per dependent. <i>*Note: other models will be explored [e.g., percentage-based (25%, 50%, 75%), dollar-based (set amount available for employees)]</i></p>	<p><i>1) Is proposed benefit desired for all dependents? Why or why not?</i></p> <p><i>2) Should benefits for employees, dependents (partner), and dependents (child) as 3 distinct groups be similar or different? If so, how? Why or why not?</i></p> <p><i>3) If this proposed benefit costs the system and/or campuses several million additional dollars, would you support this proposed benefit in its current form? Why or why not?</i></p>

**Note: waiver is credited against financial aid eligibility*