Update to Faculty Assembly
9/9/22

From Provost Nancy Marchand-Martella

1. We will know about **how our enrollment numbers impact our budget** soon—hopefully by the end of next week. More to come on this one.
2. We continue to **roll out and offer discussion sessions on the incentive based budget model**. Budget team is working diligently with college and university area administrators (like the Provost's office, student affairs) and financial folks to ensure questions are asked and answered and difficulties are worked through.
3. **Update on search for our new Vice Provost & AVC for Faculty Affairs** – thanks again to Interim Provost Klebe for securing funding for this through a President's Initiative grant. **Provost Marchand-Martella Notes the proactive nature of this position** – including
   o supporting faculty achievement, enrichment, development, mentoring and programming for IRC faculty and tenure track and tenured faculty;
   o policy guidance and development;
   o faculty-related assessment and evaluation, review, promotion;
   o professional development programs and trainings including for deans/associate deans/department chairs and others and development and support a cadre of academic leaders.
   o Priority date for applications was earlier this week and the search committee is reviewing applications.
   o Please watch for announcements regarding campus presentations and open forums with finalists; thank you in advance for participating in these and we will welcome your feedback.
4. We are actively putting together a **plan for IR**. Robyn Marschke's last day is today and we want to express **appreciation for all of her contributions to campus**. We will **roll out a plan of action next week**. Jessi Smith is the search chair for the new IR director and the committee includes:
   o Tracy Barber (registrar)
   o Wendi Clouse (admissions, former IR)
   o Dan DeCelles (faculty in college of education)
   o Rame Hanna (VC DEI)

- o David Moon (faculty, shared governance rep)
- o Debi O'Connor (compliance)
- o Jerilyn Taylor (HR)

We will have a **point person for IR assistance** so we hope for little to no delay in service for folks who need data.

5. We are focused on **policies and procedures surrounding a differential work load for faculty**. This will likely be by college under a general campus policy. We have to be mindful that work load impacts colleges differently and there are different needs by college. Again, more to come on this one.

6. The **Office of Research and OSPRI** want to let everyone know that there are new people and resources available to support grant writing activity, including a new contract specialist and a new part time institutional grant writer, both funded with CU President funding.
   - o OSPRI is also exploring bringing new software to campus to support proposal submissions and working on major changes to the routing form.
   - o As they work on process improvements, it's also important to remember OSPRI due dates require that your complete proposal be uploaded to the submission portal and your budget approved by OSPRI 5 business days before the agency deadline.
   - o There is a **A Timeline to UCCS Grant Submission** that you might find helpful on the research.uccs.edu website (and linked here). Part of the process improvement plan includes new levels of review required for projects over $1M or involves curriculum or apprenticeships for students, so please allow plenty of time for your submissions.
   - o The Vice Provost for Research, Jessi Smith, organizes a number of bootcamps, workshops, and has a deep website with templates and other resources to support your grant seeking. Please reach out to her with questions or ideas.

7. **Colleges and campus-wide areas have been asked to work on a DEI initiative that works for them** (setting a few goals) to ensure DEI is front and center to ensure student belonging and success. You will be hearing about this from your dean/area administrator.

8. Cluster hiring—the **Provost has asked colleges to work together to submit ideas related to cluster hiring initiatives**. More to come on this one.

9. We continue to look for ways to **increase our online presence, particularly at the graduate level**. Keep those good ideas coming on new and

innovative certificates and other programs that are online/hybrid/hyflex based.

10. Academic Affairs would also like to **thank Project CREST** for their support in organizing the evidence-based workshop on ***Creating an Inclusive and Equitable Retention, Promotion and Tenure Review Process.*** Deans Review Committee and Vice Chancellor Review Committee members will start engaging in the workshops next week, and there will be a drop in session for anyone interested later this semester. The workshops are organized by faculty fellow, Dr. Jeff Montez de Oca, and content is adapted from Georgia Tech University. You can learn more on the website: https://research.uccs.edu/rpt-bias-literacy