[What we're learning from the Virtual Human][1]

[Forums with presidential finalist Kennedy begin Monday][2]
[3]

Mark Kennedy, University of Colorado presidential finalist, will visit each of the four campuses and system administration offices to meet with CU community members beginning Monday and continuing through April 26.

The CU Board of Regents last week [named Kennedy as its finalist][4] for president. He will spend one day at each location, meeting with representatives from faculty, staff and student governance groups, and campus leadership teams. He also will speak at a series of open forums (schedule below).

Kennedy will tour each campus and participate in receptions with key business and community members, as well as donors.

Participants in the meetings and events will be invited to provide feedback via an online form. All comments on the finalist will be provided to the Board of Regents.

In advance of his arrival, Kennedy on Friday issued a letter to the CU Community.

"I am honored and humbled that the Board of Regents has named me as finalist for the CU presidency and I look forward to visiting each campus to meet as many of you as possible," Kennedy wrote. "I am excited about the prospect of working together to elevate the positive impact and reputation of CU." See the full letter here: https://www.cu.edu/news/open-letter-university-colorado-community-presidential-finalist-mark-kennedy[5]

On Saturday, CU Board of Regents Chair Sue Sharkey and Vice Chair Jack Kroll issued a statement regarding the search process that resulted in the board voting unanimously to name Kennedy as finalist. See the full statement here: https://www.cu.edu/news/statement-cu-board-regents-chair-sue-sharkey-and-vice-chair-jack-kroll[6]

See Kennedy's CV here: https://www.cu.edu/finalist-cv[7]

The campus forum schedule, subject to change, is:
CU system administration and CU Foundation: 3:15-4:15 p.m. Monday, Warwick Hotel, Capitol Ballroom, 1776 Grant St., Denver **University of Colorado Colorado Springs:** 1:30-2:30 p.m. Tuesday, University Hall, Room 180, 1420 Austin Bluffs Parkway, Colorado Springs **University of Colorado Anschutz Medical Campus:** 3:30-4:30 p.m. Wednesday, Education 2 South, Room 1102, 13121 E. 17th Ave., Aurora **University of Colorado Denver:** 3-4 p.m. April 25, Lola and Rob Salazar Student Wellness Center, gymnasium, 1355 12th St., Denver **University of Colorado Boulder:** 10:15-11:15 a.m. April 26, Macky Auditorium, 1595 Pleasant St., Boulder
For those unable to attend in person, video of the forums will be available either via livestreaming or recording. CU Colorado Springs and CU Boulder plan livestreams; video of the other three forums will be made available at later dates.

Note: Times, dates and locations of forums are subject to change. Before attending, please confirm current details at https://www.cu.edu/presidential-search/finalist-open-forum-schedule[8].

[Presidential finalist Kennedy responds to Faculty Council letter][9]

An open letter issued Monday from Faculty Council leadership received a response from Mark R. Kennedy, finalist for president of the University of Colorado.

The letter criticizes some aspects of the presidential search process and calls for Kennedy to commit to upholding specifics of shared governance, academic freedom and faculty's role in originating academic policy, courses and curriculum as articulated in the revised Article 5 of Regent Laws and Policies. Kennedy has agreed to the council's recommendations, which also include a call to administer the Board of Regents' nationally normed and validated climate survey.

The letter and Kennedy's statement in response are below:

Open letter from Faculty Council

Dear members of the CU Community,

As we prepare for Mark Kennedy's campus visits, many questions and concerns have been raised about the search process. Faculty Council remains truly disappointed that our search committee did not include one of our Chief Diversity Officers (CDO). In fact, this past October, Faculty Council petitioned the Board of Regents to include Dr. Brenda J. Allen, who was willing to serve in this capacity on the committee. While the Board added additional members to the committee, it did not add a CDO. This left the committee without a member with the specific training and knowledge that best practices in Diversity and Inclusion require us to have on search committees. The effects of this decision continue to reverberate.

Regardless, Mark Kennedy has been chosen by the Board as our finalist and will be given multiple opportunities to be heard.

Many of our leaders are encouraging us not to judge Kennedy on his past voting record but rather to judge him on his record since leaving Congress. We are inclined to do so except where his actions as a congressional candidate and elected official contribute to a pattern of behavior that has carried over into his academic career.

Much of the unrest the CU Community is currently experiencing can be addressed in two ways. First, make the rest of the search process as transparent as possible. In order to do so, we call on our leaders to limit Kennedy's formal presentation at our forums to 10 minutes so that we have ample time to ask questions on a wide range of issues. We also call on our leaders to make every single feedback form involving Mr. Kennedy available for public review.

Second, any person seeking to be the next president of CU should be willing to make a written and public statement supporting three defining principles laid out in the revised Article 5 of Regent Laws and Policies[10]. The first concerns shared governance: "It is a guiding principle of the shared governance recognized by the Board of Regents that the faculty and the administration shall collaborate in major decisions affecting the academic welfare of the university." The second is the right of faculty to academic freedom: "Academic freedom is the freedom to inquire, discover, access, publish, disseminate, and teach truth as the individual understands it, subject to no control or authority save the control and authority of the rational methods by which knowledge is established in the field." The third is the right of faculty to the curriculum: "The faculty shall have the principal role in originating academic policy and standards related to: the initiation and direction of all courses, curricula, and degree offerings."

Finally, we call on the person selected as our new president to administer the nationally normed and validated climate survey already approved by our Board every two years and to take personal responsibility for ensuring a climate of equity and inclusion for all members of our community.

Sincerely,

The Executive Committee of Faculty Council, 2018-2019

Joanne Addison, Chair, Faculty Council
Maja Krakowiak, Vice Chair, Faculty Council
Tamara Terzian, Secretary, Faculty Council
Jacqueline Jones, Chair, Anschutz Faculty Assembly

Robert Ferry, Boulder Faculty Assembly
Melissa Benton, President, UCCS Faculty Assembly
Peter Anthamatten, Chair, Denver Faculty Assembly

Statement from Mark R. Kennedy, finalist for CU president:

I appreciate the Faculty Council's suggestion and I am happy to make a written and public statement affirming my commitment to each of the principles contained in Article 5 of the Laws of Regents, including the shared governance process, academic freedom, and the role of the faculty in originating academic policy, courses and curriculum. These are fundamental principles of a great university that I strongly believe in and have practiced throughout my time in higher education, whether it was teaching, directing the Graduate School of Public Policy at George Washington University or as president of the University of North Dakota.

I also believe in the importance of regular climate surveys. At UND, I worked with faculty and staff to initiate a regular climate survey and I commit to administering the nationally normed and validated climate survey the Board of Regents has approved. As president, I would take personal responsibility for working with the chancellors and campuses in fostering a climate of equity and inclusion for all members of the university community.

CU celebrates its most generous donors at Benson Society gala[11]
[12]

CU saluted the vision and passion of its top donors at the recent Benson Society black-tie gala.

Benson Society members have each committed at least $1 million in lifetime gifts across CU's four campuses and its system, and in many important areas like scholarships, research, health care, athletics and the arts.

"Thank you for your partnership with this amazing institution," CU Foundation President Jack Finlaw told guests. "We are grateful for your passion for what matters to you and for your vision for a better world."
[13]

The Benson Society, which recognizes President Bruce and Marcy Benson for their dedication to philanthropy, inducted 23 new members this year, bringing the society's total to 309 donors and family foundations. New members and first-time guests received engraved sterling silver compasses to signify their philanthropic journey with CU.

More than 200 guests attended the March 30 gala at the Four Seasons in downtown Denver. They heard from Frank H. Wu, a University of California professor and expert in the value of higher education, about the indispensable role universities play in our lives and how philanthropy amplifies what institutions like CU do.

"Higher education transforms each of us," Wu said. "That transformation fundamentally alters the future trajectory for our families. And because the benefits of higher education improve the fortunes of our families, those incredible effects expand throughout our communities, cultures and industries. Universities accelerate what is best."
[14]

Guests enjoyed performances by the Buffoons, an a cappella group from CU Boulder, and singer-songwriter Emmylou Harris, who capped the night with a surprise musical performance.

They also learned more about Essential CU[15], the university-wide philanthropic campaign that launched earlier this year.

"You are essential to CU," Finlaw said. "And CU is essential to our world. It is a vital component of a Colorado that is economically powerful, physically healthy, culturally rich and socially cohesive for generations to come."

Minimal rate increases expected for most CU Health Plans[16]
[17]

University of Colorado faculty and staff will see small increases to monthly health care premiums for the 2019-20 plan year, the first rate increase for CU Health Plans since July 2017.

The overall cost of CU's 2019-20 benefits plans – coupled with the university's 90% contribution to employees' health care premiums – means faculty and staff will not pay significantly more for their health care this plan year. Comparatively, Colorado employers contribute on average 79% for a single member health plan, according to a 2017 survey[18].

The University of Colorado Health and Welfare Trust attributes these low increases, in part, to an emphasis on preventative care and a comprehensive slate of wellness services, targeted to the needs of CU faculty, staff and their families.

Monthly premium increases vary by plan and coverage level. The highest increase is $25 for family coverage on CU Health Plan – Kaiser. Other plans will see no changes. CU continues to offer the High Deductible medical plan and the Essential dental plan with no monthly premium for employee-only coverage. Review rate sheets for the coming plan year.[19]

Dental plan coverage will add two new cavity treatments for the coming year. Learn more about the changes to dental coverage[20].

Rates will remain the same for CU Health Plan – Vision, but coverage will increase. The plan has increased the annual amount covered for frames and contact lenses and has decreased the copay for vision exams.

Learn more

To learn more about plan changes and Open Enrollment sessions and fairs, chart your plan and ensure your coverage meets your needs, visit www.cu.edu/oe[21].

Employee Services' benefits professionals are available to answer additional questions at 303-860-4200, option 3.

Faculty Council Committee Corner: Ethnic and Minority Affairs[22]

Editor's note: This is part of an ongoing CU Connections series in which the Faculty Council[23] highlights each of its committees and their efforts. See past installments here.[24]
[25]

The Faculty Council Ethnic and Minority Affairs Committee (EMAC) has prioritized connecting with and developing strong understandings and working relationships with individuals, teams, committees and groups who consider the concerns of, and advocate for, CU's ethnic minority faculty.

We believe these efforts give us a longer reach, deeper connection, and power in numbers. But we sense there are many "unsung heroes" that our committee and the larger CU community may be unaware of. We'd like to know about you and partner with you to help advocate for and meet the University of Colorado's diversity goals. Below, you will find the link to a short poll that will help us to connect with you.

Throughout the year, EMAC has made progress toward our goals through several other actions. When the presidential

search commenced, EMAC wrote a memo of support to the Board of Regents to include Chief Diversity Officer Dr. Brenda J. Allen on the Presidential Search Committee. We believed in the "importance of including one of CU's Chief Diversity Officers (CDOs) on the Presidential Search Committee in order to practice Regent Law Article 10: Nondiscrimination. The CU system has committed itself to diversity and each CU campus has incorporated inclusivity and diversity in its strategic plan in some form. Including a CDO on the Presidential Search Committees would help ensure that this commitment to diversity and inclusion be communicated to candidates as well as the larger CU Community." Although our request was denied, we believe that it has paved the way for the CU Faculty Council and EMAC to recommend the inclusion of a CDO on future Presidential Search committees.

To show appreciation for and build community among CU's faculty of color, we have budgeted for and planned appreciation luncheons for each campus. We partnered with the CU Boulder Faculty of Color group, the Boulder Faculty Assembly (BFA) Diversity Committee, and the LEAP office to host a faculty of color appreciation luncheon on Nov. 2, 2018, on the Boulder Campus. Similar efforts are underway for CU Anschutz this spring. CU Denver and UCCS will have their EMAC-hosted appreciation luncheons in the 2019-2020 senate year.

Thus far in the 2018-2019 senate year, EMAC hosted key administrators at our monthly meetings, including UCCS's chief diversity officer Dr. Andrea Herrera (Sept. 7, 2018); Dr. Bob Boswell, vice chancellor and chief diversity officer (Oct. 5, 2018); vice president, university counsel and secretary of the Board of Regents, Patrick O'Rourke (Dec. 7, 2018); vice chancellor for diversity and inclusion on the CU Denver and CU Anschutz campuses, Dr. Brenda J. Allen (Feb. 1, 2019); Dr. Carlos Duarte, co-chair of the UCCS Faculty Minority Affairs Committee (March 1, 2019); and Dominic Martinez, senior director of the CU Anschutz Office of Inclusion and Outreach (April 5, 2019). We plan to meet with Carissa Smith, chair of the CU Staff Council, for more connections and collaboration opportunities.

These efforts help us to understand each campus's diversity plans and challenges, and open avenues for partnership opportunities with individuals and groups from each campus so that we advance our – and your – missions and goals.

Take our poll to connect with the EMAC Committee

If you, your team, group, office or committee also incorporates diversity-related missions, we would love to hear from you!

From this survey, we would like to create an informal directory that lists individuals or groups who work to advance the university's diversity goals.

We would like to know: how to contact you, what you (or your team) are working on, what kind of supports you need, whether you have opportunities for partnerships, and how we can get in touch with you. Please answer these questions in this short Qualtrics poll:

https://cuboulder.qualtrics.com/jfe/form/SV_ezZNYuyYtO01IBD[26]

Regent law, policy changes took effect April 5[27]

The Board of Regents approved changes to Regent Law (Article) 9.B: Regent Awards and Regent Policy 9.A: Regent Awards, effective April 5, 2019, to change the timeline of the Regent Awards process.

A request had been made to provide awardees more lead time prior to the May commencement ceremonies so that more awardees will be able to attend. The proposed changes would move the timeline up by approximately two months.

As part of the formal review of Regent Laws and Policies, the Board of Regents also approved renumbering the revised Article 9.B: Regent Awards and Regent Policy 9.A: Regent Awards to Article 2.D: Regent Awards and Regent Policy

2.D: Regent Awards, respectively.

For more information, go to https://www.cu.edu/regents/rlpreview#tabs-2[28].

For more information concerning the ongoing review of Regent Laws and Policies, go to https://www.cu.edu/regents/rlpreview[29].

Air Quality Inquiry teaches K-12 students to ask and answer their own questions with science and engineering[30]

UCCS Downtown hosts first Anthropology Day [31]

Bidding adieu to a dedicated student ally [32]

Did these researchers develop a cure for orphan disease homocystinuria?[33]

Faculty awardees recognized for advancing CU Boulder, the academy[34]

Havlick receives AAG Jackson prize, named finalist for Colorado Book Award[35]

Reagan named a 2019 Truman Scholar[36]

Links
[1] https://connections.cu.edu/spotlights/what-we-re-learning-virtual-human[2] https://connections.cu.edu/stories/forums-presidential-finalist-kennedy-begin-monday[3] https://connections.cu.edu/sites/default/files/open-forums_01_0.jpg[4] https://connections.cu.edu/spotlights/university-colorado-names-mark-r-kennedy-presidential-finalist[5] https://www.cu.edu/news/open-letter-university-colorado-community-presidential-finalist-mark-kennedy[6] https://www.cu.edu/news/statement-cu-board-regents-chair-sue-sharkey-and-vice-chair-jack-kroll[7] https://www.cu.edu/finalist-cv[8] https://www.cu.edu/presidential-search/finalist-open-forum-schedule[9] https://connections.cu.edu/stories/presidential-finalist-kennedy-responds-faculty-council-letter[10]

https://www.cu.edu/doc/article-5-policy-5-finalpdf[11] https://connections.cu.edu/stories/cu-celebrates-its-most-generous-donors-benson-society-gala[12] https://connections.cu.edu/sites/default/files/benson_01.jpg[13] https://connections.cu.edu/sites/default/files/benson_02_0.jpg[14] https://connections.cu.edu/sites/default/files/benson_03_0.jpg[15] https://giving.cu.edu/essentialcu[16] https://connections.cu.edu/stories/minimal-rate-increases-expected-most-cu-health-plans[17] https://connections.cu.edu/sites/default/files/oe_feat.jpg[18] https://www.kff.org/other/state-indicator/single-coverage/?dataView=1&currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22colorado%22:%7B%7D%7D%7D&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D[19] https://www.cu.edu/employee-services/open-enrollment/monthly-rates[20] https://www.cu.edu/employee-services/open-enrollment/whats-new[21] http://www.cu.edu/oe[22] https://connections.cu.edu/stories/faculty-council-committee-corner-ethnic-and-minority-affairs-1[23] https://www.cu.edu/faculty-council[24] https://connections.cu.edu/tag/faculty-council-committee-corner[25] https://connections.cu.edu/sites/default/files/fac_cncl_emac_01.jpg[26] https://cuboulder.qualtrics.com/jfe/form/SV_ezZNYuyYtO01IBD[27] https://connections.cu.edu/stories/regent-law-policy-changes-took-effect-april-5[28] https://www.cu.edu/regents/rlpreview#tabs-2[29] https://www.cu.edu/regents/rlpreview[30] https://connections.cu.edu/stories/air-quality-inquiry-teaches-k-12-students-ask-and-answer-their-own-questions-science-and[31] https://connections.cu.edu/stories/uccs-downtown-hosts-first-anthropology-day[32] https://connections.cu.edu/stories/bidding-adieu-dedicated-student-ally[33] https://connections.cu.edu/stories/did-these-researchers-develop-cure-orphan-disease-homocystinuria[34] https://connections.cu.edu/people/faculty-awardees-recognized-advancing-cu-boulder-academy[35] https://connections.cu.edu/people/havlick-receives-aag-jackson-prize-named-finalist-colorado-book-award[36] https://connections.cu.edu/people/reagan-named-2019-truman-scholar