Presidential Finalist Saliman meets with campus communities in public forums[1]
[2]

CU Presidential Finalist Todd Saliman engaged with faculty, staff, students and other community stakeholders in a series of public open forums hosted by the Board of Regents on all four campuses this week. Saliman, who has served as CU's interim president since his appointment by the board in July 2021, will meet with system administration staff in an open forum scheduled for 11 a.m. today.

The campus open forums were held April 18-21 with each moderated by Board of Regents Chair Jack Kroll. Regent Lesley Smith, who served as chair of the presidential search committee, offered an overview of the search process[3] to audience members who attended both in person and via livestream.

Saliman, a Colorado native and CU alumnus, took the stage following an introduction from Kroll and offered a brief synopsis of his career[4]. "I'm honored and humbled to have been selected as interim president, and to potentially have the opportunity to lead CU into the future," he said before fielding audience questions. CU stakeholders were able to submit questions for Saliman in advance of each forum, and attendees posed questions of Saliman in person and online during the forums.

Diversity, equity and inclusion, fiscal challenges and his decision to apply for the presidency were just a handful of topics Saliman addressed in response to audience questions.

When asked by an audience member at CU Denver how he would prioritize improving the working conditions and equitable treatment of non-tenure-track faculty at CU, Saliman said that faculty and staff compensation is one of three "big, expensive things" Colorado higher education institutions need to work to improve. Increasing financial aid for students – Saliman noted that CU has $3 million in documented unmet need systemwide for resident undergraduate students – and maintaining and improving university facilities are other areas of priority according to Saliman.

"To be able to pay for all this and make meaningful progress in these areas requires us to change the conversations about funding and higher education in Colorado, and that's what our outreach work is all about," Saliman said. "When we're talking about our annual compensation increases, we need to make sure we're including (non-tenure-track) faculty in the conversation. That's a priority for me. But to make really meaningful progress, we're going to need additional funding from that state. We're going to all need to work on this together and have conversations with voters about this challenge."

CU's presidential search launched in September 2021 when the Board of Regents began holding listening sessions with more than 40 stakeholder groups across CU and the state, in addition to soliciting written comments. Describing the process as "very inclusive from the get-go," Smith briefly discussed selecting a search firm[5] with a track record of success in attracting high-caliber, diverse candidates, and forming the search committee[6] that included "19 individuals who reflect the diversity of our great state." Finally, Smith urged all attendees to provide their feedback on Saliman via the candidate survey[7], which will remain open through 5 p.m. April 26.

In his introduction of Saliman, Kroll noted his collaborative style and the respect he has earned across CU and statewide over the course of his career. "Mr. Saliman stood out during the (search) process for his experience, his knowledge of Colorado and CU, and his ability to work with multiple stakeholder groups to advance the mission of our university," Kroll said. "Mr. Saliman's career has prepared him for the position of president."

Saliman's participation in the campus open forums this week is one of the final stages in the presidential search process before the Board of Regents takes a final vote next week to elect CU's next president.

To watch videos of the campus public forums, please click on the links below:
UCCS: Watch video[8] of the public forum held April 18 **CU DENVER:**Watch video[9] of the public forum held April 19 **CU BOULDER:**Watch video[10] of the public forum held April 20 **CU ANSCHUTZ:**Watch video [11]of the public forum held April 21
To provide your input on presidential finalist Todd Saliman, complete the candidate survey[7] **before 5 p.m. April 26.**

2021-22 President's Diversity, Equity and Inclusion Award recipients announced[12]

The President's Diversity, Equity and Inclusion Award selection committee has announced its 2021-22 award and honorable mention recipients. The annual awards honor individuals and units demonstrating outstanding commitment and making significant contributions to advancing diversity, equity and inclusion (DEI) within the University of Colorado community.

Awardees will be honored at a reception Monday, April 25, at 1800 Grant St. Questions: Contact the system DEI Office, systemdei@cu.edu[13].

The 2021-22 CU President's DEI Awardees are:

Donna Mejia, associate professor of dance, CU Boulder

Donna Mejia's contributions to the CU community in the areas of diversity, equity and inclusion are far reaching and deeply impactful. As noted in her nomination, her work spans "four primary domains: student-centered work; leadership that supports the recruitment, retention and development of faculty, staff and students from historically underrepresented groups; research that centers DEI; community outreach that inspires collaborative learning across race, culture, language, history and more."

Mejia invites, supports and inspires individuals and groups through her warmth, approachability, honesty and humor while encouraging them to "fumble forward" as they navigate nuanced and sensitive topics in their DEI learning and practices. She has successfully launched countless initiatives and programs, including a six-session series, Conversations About Race; digital course Health, Society and Wellness in COVID-19 Times; Grounded Knowledge Panels and others.

Mejia's contributions to DEI extend across the Boulder campus through her numerous official and unofficial roles, including as a faculty fellow and member of the Executive Committee of the Renée Crown Wellness Institute; the Inaugural Chancellor's Scholar of Health and Wellness; affiliation with the Center for Teaching and Learning; a 2021-22 member of the Excellence in Leadership program; engagement with the Infrastructure and Sustainability team; and her partnerships and collaboration with 20 units at CU Boulder.

Christy Angerhofer, health equity education and training program manager, Office of Diversity, Equity, Inclusion and Community Engagement, CU Anschutz

During her time with CU, Christy Angerhofer has worn many hats and has been a foundational part of countless DEI initiatives that have been replicated across the CU Anschutz campus and in the larger higher education community. Dating back to 2012, she spearheaded a diversity externship program in Emergency Medicine, which encouraged applicants from historically minoritized groups and was one of the first of its kind nationally.

Angerhofer has been involved with many initiatives in units across campus, including the first diversity recruitment group, which has become a national model; an innovative health equity simulation program with the Center for Advancing Professional Excellence (CAPE); the B.A./B.S. to M.D. pipeline program; DEI training within the Graduate Medical Education community; developing resources around creating inclusive classrooms and syllabi, among others.

Her work around holistic review in recruitment processes has supported diversification of students and she has developed a national reputation as a leader and educator in the DEI space. As stated in her nomination material, "Christy has demonstrated her overwhelming commitment to being a part of the transformation many hope to see on our campus when it comes to diversity, equity and inclusion."

Paige Massey, Ph.D. student, Department of Philosophy, CU Boulder

Paige Massey joined CU as a philosophy Ph.D. student in August 2019 and has devoted her time, talents and skills to advancing DEI. Her work centers on supporting students from historically minoritized groups and increasing access to higher education and the field of philosophy.

She serves as the chapter president of CU Boulder's Minorities and Philosophy (MAP). In this role, she founded and continues to coordinate a mentorship program that pairs undergraduate mentees with graduate students and faculty mentors. It serves about 60 students, 80% of whom identify as belonging to groups that are underrepresented in philosophy. She designs and facilitates student success workshops to address the barriers and unique needs of students, demystify the graduate program application process, and build community.

Massey helped establish an interdisciplinary team of graduate students and faculty in philosophy, sociology and economics to host the "Giving Games," educational activities designed to inspire students to learn more about nonprofits and their work, charitable giving and bias. She promotes access to philosophy through her involvement in the department's outreach program, assisting with the creation of two free public reading groups in partnership with local public libraries.

Sociology Department, UCCS

The UCCS Sociology Department embeds and embodies DEI throughout its research, teaching, service and strategic actions. The department centers DEI in its curriculum and teaching, approaching the history of marginalization and oppression with an intersectional lens.

The department offers a certificate in Sociology of Diversity and Disability Studies and contributes 24 courses that fulfill the inclusiveness and diversity flag for the UCCS Compass Curriculum. Department members have taken intentional, deliberate action to diversify the faculty, graduate and undergraduate student populations.

The department is foundational in leading and supporting DEI efforts across the UCCS campus, with department members serving as representatives on the CU system-level Committee for Racial and Ethnic Equity (CREE), the campus Faculty Minorities Affairs Committee and the Inclusiveness Advisory Committee of the Compass Curriculum. Department members provide training to the Reappointment, Promotion and Tenure committees on identifying and combatting implicit bias; assist others with diversifying their curriculum; organize DEI-related workshops; serve as Mosaic mentors; advise student groups focused on DEI; and collaborate with other departments and units.

Honorable Mentions
Angel Sanchez, First-Year Academic Advising Supervisor, CU Boulder **Areyana Proctor**, undergraduate journalism student, College of Media, Communication and Information, CU Boulder **CIRES Education & Outreach Team**, CU Boulder

Explore Open Enrollment webinars, courses and virtual content to maximize your benefits[14]

During Open Enrollment, April 18 to May 6, it is more important than ever to make sure your benefits plan works the best for you. Choosing a benefits plan can seem like a daunting task. There are many resources to guide you along the way, all of which can be found on the Open Enrollment Sessions & Fairs website[15].

If you're already enrolled in a benefits plan, it is incredibly important to be aware of any upcoming plan changes that might affect how you use your current plans or lead to options that better fit your life. Many CU Health Plans are updated every year, and the Open Enrollment sessions and vendor resources are your path to making the best health care decisions for you.

“I would recommend that each benefit-eligible employee take a few moments during Open Enrollment to assess their benefit plans and learn about any plan changes for the upcoming plan year,” said Deborah Lowe, outreach program manager for Employee Services. “That way, you can make sure your current plans meet your current needs.”

Strike out for Open Enrollment

Two on-demand courses provide a comprehensive overview of CU Health Plans and upcoming changes.

The Basics of CU Health Plans on-demand course will help you choose a medical plan by considering three variables: plan network (including covered providers and possible out-of-state coverage), cost to have the plan and cost to access care. It also guides participants through CU’s dental and vision plans, plus pretax savings account options.

The Open Enrollment Overview on-demand course highlights changes for the new plan year, which begins July 1.

“Since CU offers such a rich benefits package, with multiple plan options to fit the diverse needs of the university’s faculty and staff, it’s important for eligible employees to take a moment and assess their choices each year,” Lowe said.

Both courses are offered in English and Spanish.

There’s plenty to see along the trail

Webinars

Open Enrollment season is not just an opportunity for you to learn about the details of CU’s benefits package but is your time to ask questions.

During the second week of Open Enrollment, Employee Services will host a variety of informational webinars through the Open Enrollment Sessions[16] series. It’s designed to give you the best opportunity to learn how each plan might fit your unique circumstances and to explore how to maximize your benefits.

From April 25 to 29, you can join representatives from Anthem, Kaiser Permanente and Delta Dental to learn about new plan features and discover what each CU Health Plan has to offer. You can also catch a session from CU Health Plan and Sleepio, which provides information on the link between healthy sleep and a healthy mindset as well as an overview of mental health resources available to the CU community.

Additionally, if you’re beginning to plan for retirement, join the “Getting Started” webinar session hosted by TIAA to learn how to create a retirement strategy and save more money.

Digital resources

Beyond the webinars, you can visit the Open Enrollment fair[15] where we’ve curated digital resources — including videos, guides and FAQs — from these and other plan options such as mental health, fertility treatment, pharmacy, health savings accounts, life insurance and more.

Prizes

Anyone visiting the virtual sessions and fair can enter to win one of 42 prizes, including Instant Pots, $25 Target gift cards, Yeti Tumblers and more.

More resources

Visit the Open Enrollment website[16] to access all the resources you need. Take action before Open Enrollment ends at **5 p.m.May 6**.

University to replace timekeeping platforms with PeopleSoft Time and Labor[17]

The University of Colorado is beginning a project to replace its current, homegrown timekeeping system, My Leave, and all third-party timekeeping systems with a more standard, modernized and user-friendly platform. The transition will take place over the next two years.

Timekeeping is one of the most crucial components for any organizational workforce, and there are many reasons why this change is necessary at CU. The university's My Leave platform is a custom-built platform, meaning the university is responsible for maintaining and updating with each new regulatory change in leave or wage policy. This presents a substantial cost for the university.

The My Leave platform's limitations and incompatibilities with other platforms made it impractical for many university departments to use. Those departments instead adopted alternative systems and, as a result, there are nearly 20 different third-party timekeeping systems in use across the four campuses.

Replacing all these third-party systems alone is anticipated to save the university approximately $500,000 a year.

The new timekeeping system

The system chosen to replace My Leave is PeopleSoft Human Capital Management's Time and Labor. This timekeeping module is a complement to the platform CU already uses to run payroll, PeopleSoft Human Capital Management (HCM).

The Time and Labor (T&L) module was chosen, in part, for its native compatibility with the existing payroll system. T&L's implementation will eliminate potential errors created by miscommunications between the two disparate platforms. This, in turn, will reduce manual review and corrective actions and save on manpower needed to process accurate payroll.

Additionally, PeopleSoft will develop the software updates needed to keep the software current with state and federal regulations. Currently, with the custom-built My Leave platform, this responsibility and related expense rests with the university. Responsibility for updates to the many third-party timekeeping systems rests with the department owners, adding cost and complexity there, too.

What this means for you

The new timekeeping system will be rolled out in two stages. First, T&L will be tested at CU Boulder and the system office over the next year with an anticipated implementation go-live date in Spring 2023. Second, the platform will be implemented on the remaining campuses — CU Denver, CU Anschutz Medical Campus and CU Colorado Springs — later in 2023, though a specific go-live date has yet to be established.

For end users, including employees and supervisors, the new system will offer greater flexibility, a more user-friendly interface, navigation and utility. The T&L module includes an optional app, through which employees and supervisors can log time, request or approve leave, and approve timecards from their mobile devices.

For more detailed information, CU faculty and staff are encouraged to visit the Time and Labor Project webpage[18], which outlines the project's scope and provides a list of FAQs. This page will be updated as the project progresses with more answers to FAQs, information on timelines, training opportunities and user guides as those materials become available.

Faculty invited to apply for funding as Timmerhaus Ambassadors[19]

Full-time faculty across CU are invited to submit proposals for projects to be supported by the Timmerhaus Fund, which awards grants of $5,000 to $50,000 for endeavors promoting the public understanding of higher education's value in Colorado and beyond.

Deadline for the next quarterly consideration of proposals by the President's Teaching Scholars Program (PTSP) Council is midnight April 30.

Klaus Timmerhaus (1924-2011) was professor of chemical engineering at CU Boulder and a charter member of the President's Teaching Scholars Program[20]. After a long career dedicated to higher education, he left a bequest to support activities that promote public understanding of the value of higher education in Colorado and elsewhere.

The President's Teaching Scholars Program is looking to fund CU faculty who would be interested in becoming Timmerhaus Ambassadors[21] to undertake projects that incorporate these aims.

Because Timmerhaus asked that the bequest be connected to the President's Teaching Scholars Program, proposals will be considered by the PTSP Council.

Annual funding of projects ranges from $5,000 up to $50,000 each.

To apply, submit a preliminary application of no more than two pages outlining the proposed activities, including a rough budget for costs not customarily covered by CU. The unit chair's approval is needed if offloads, for example, are expected.

Promising proposals will be invited to submit a full proposal, including a detailed budget, by midnight of the following quarterly deadline. Preliminary applications and full proposals will be considered during each of the council's quarterly meetings in February, May, August and November.

The following considerations will guide the selection of projects:
Projects must aim to strengthen the understanding of higher education by audiences outside the university. Projects internal to CU will not be funded. Projects should avoid any duplication of other related CU efforts and focus on specific faculty initiatives. Projects should inform audiences, from K-12 students and teachers to citizen-scientists and potential supporters of CU about CU's role and mission.
The program will consider renewing funding for successful projects in future years.

Examples of responsive projects:
Public events in Colorado in which CU faculty discuss their work and the university's role with members of the public, such as a lecture or panel in a local library. Outreach to schools in which teachers are given support for participation in a program related to CU opportunities for them and their students, such as coordinating with high school students to track and report wildlife movements in urban settings or collect data on snowmelt and water levels. Activities aimed at connecting CU to industry initiatives that seek to strengthen higher education, such as music or theater programs that include set design or multilingual proficiency when interpreting media productions.
"These are only examples," said PTSP Council Chair Raphael Sassower. "We are interested in supporting any promising ideas faculty may have, especially novel ones that have high impact in promoting CU's research and pedagogical practices across the four campuses."

Submit preliminary proposals to professor and PTSP Council Chair Raphael Sassower at rsassowe@uccs.edu[22] by midnight April 30, July 31, Oct. 31 or Jan. 31.

How to print a robot from scratch: New 3D-printing approach melds solids, liquids[23]

UCCS researcher studies how to maximize virtual communication tools for effective teamwork[24]

CU Denver hosts city of Denver's 1880 Chinatown apology[25]

Conference brings physicians to Colorado to learn how to treat extreme sports athletes[26]

Kempe Foundation to celebrate 50 years of progress April 29[27]

Curry named a fellow of the Society for Industrial and Applied Mathematics[28]

O'Connell honored for work on behalf of medically underserved communities[29]

Monteleoni leads new journal filling Environmental Data Science gap[30]

Colorado Springs sales tax revenue shows no sign of slowing in March[31]

Mountain West stands out with inflation spike, unemployment dip[32]

Allergies, Smog & Wildfire smoke can make for a tough summer in Colorado[33]

Links
[1] https://connections.cu.edu/spotlights/presidential-finalist-saliman-meets-campus-communities-public-forums[2] https://connections.cu.edu/sites/default/files/open_forums_feat.jpg[3] https://www.cu.edu/presidential-search/search-process/timeline[4] https://www.cu.edu/presidential-search/todd-saliman[5] https://www.cu.edu/presidential-search/search-process/search-firm[6] https://www.cu.edu/presidential-search/search-process/search-committee[7] https://www.cu.edu/presidential-search/forms/cu-presidential-search-feedback[8] https://www.youtube.com/watch?v=S-frFfgzvjg[9] https://www.youtube.com/watch?v=nbPlrCT_8fA[10] https://www.youtube.com/watch?v=K9go63TBPdw[11] https://www.youtube.com/watch?v=ikS1aWslER4&t=1s[12] https://connections.cu.edu/stories/2021-22-president-s-diversity-equity-and-inclusion-award-recipients-announced[13] mailto:systemdei@cu.edu[14] https://connections.cu.edu/stories/explore-open-enrollment-webinars-courses-and-virtual-content-maximize-your-benefits[15] https://www.cu.edu/employee-services/open-enrollment-sessions-fairs[16] https://www.cu.edu/employee-services/open-enrollment/sessions[17] https://connections.cu.edu/stories/university-replace-timekeeping-platforms-peoplesoft-time-and-labor[18] https://www.cu.edu/it-gov/projects/time-and-labor-project[19] https://connections.cu.edu/stories/faculty-invited-apply-funding-timmerhaus-ambassadors[20] https://www.cu.edu/ptsp[21] https://www.cu.edu/ptsp/timmerhaus-fund-ambassadors[22] mailto:rsassowe@uccs.edu[23] https://connections.cu.edu/stories/how-print-robot-scratch-new-3d-printing-approach-melds-solids-liquids[24] https://connections.cu.edu/stories/uccs-researcher-studies-how-maximize-virtual-communication-tools-effective-teamwork[25] https://connections.cu.edu/stories/cu-denver-hosts-city-denver-s-1880-chinatown-apology[26] https://connections.cu.edu/stories/conference-brings-physicians-colorado-learn-how-treat-extreme-sports-athletes[27] https://connections.cu.edu/stories/kempe-foundation-celebrate-50-years-progress-april-29[28] https://connections.cu.edu/people/curry-named-fellow-society-industrial-and-applied-mathematics[29] https://connections.cu.edu/people/o-connell-honored-work-behalf-medically-underserved-communities[30] https://connections.cu.edu/people/monteleoni-leads-new-journal-filling-environmental-data-science-gap[31] https://connections.cu.edu/itn/colorado-springs-sales-tax-revenue-shows-no-sign-slowing-march[32] https://connections.cu.edu/itn/mountain-west-stands-out-inflation-spike-unemployment-dip[33] https://connections.cu.edu/itn/allergies-smog-wildfire-smoke-can-make-tough-summer-colorado