Strategic Plan implementation accelerating[1]
[2]

The University of Colorado is taking steps to accelerate efforts around its systemwide 2021-2026 Strategic Plan as well as campus strategic plans. Action steps are being launched that will deliver on the pillars in the system plan, advance CU's long-term mission and benefit students, faculty and staff.

President Todd Saliman updated the Board of Regents Wednesday, saying the university is making good progress and that it will use one-time funds to help accelerate strategic initiatives.

"The strategic plan is a road map for CU's future that focuses on students, faculty, staff, research and operations," said Saliman, who co-chaired the strategic planning process. "Like many organizations, CU has benefited from a historic year with its investments, which will enable us to accelerate progress toward systemwide and campus specific goals. I appreciate that the regents recently supported this accelerated approach and look forward to seeing this effort help move the university forward."

The university experienced a 24.4% return on its investments over the past fiscal year. A portion of those gains — $436 million — is available for projects, of which approximately $225 million will be used on strategic initiatives over the next two years. Another portion of the gains will be used to build a treasury pool to buffer against market fluctuations.

The Strategic Plan[3] goals include:
Making CU more affordable and accessible for Colorado students and families Increasing graduation rates to help meet Colorado's workforce needs Increasing efforts to ensure the university welcomes the diverse communities and perspectives of Colorado to CU Making a one-time investment to support and retain faculty and staff Advancing research, healthcare and discovery Making critical investments in technology and infrastructure
The strategic plan was developed over the past two years in collaboration with the university's four campuses and with continued engagement and support from the Board of Regents.

"The strategic plan was the product of a universitywide conversation on the long-term health of CU," said Sharon Matusik, dean of the Leeds School of Business, who co-chaired the strategic planning process with Saliman. "These investments are important for our future and ensure that we stay focused on our goals."

'Embracing Joy': Donor impact report underlines how giving sparks joy at CU[4]

The CU system Office of Advancement is proud to share its annual Impact Report to Donors[5]. Each year, the online report features financials information and stories of philanthropic impact across CU's four campuses.

This year's central theme is "Embracing Joy" and sets forth the idea that joy is what motivates individuals to do more at CU – in academics or research, health care or the arts.

Last fiscal year, 29,793 donors made 54,543 gifts for a total of $371.2 million. The report demonstrates the impact of those numbers by telling four stories about how philanthropy drives joy and motivation in the lives of CU's students, doctors, faculty and alumni.

The report features stories about:
An oncologist, surgeon and palliative care expert at CU Anschutz who helps patients live rich, joyful and fulfilling lives in spite of cancer. A speech pathologist at CU Denver who uses assistive technology to help non-speaking patients express their wants and needs, set boundaries and live happier, more independent lives. A first-generation college student at UCCS who is lifting his community while pursuing his dream of being a physician's assistant. A young actor and CU Boulder alumna who is teaching violence-prevention techniques in Colorado schools while also sharing a love of Shakespeare.

Read the 2021 Impact Report to Donors[5].

The report is built from collaboration across CU's four campuses, the CU Foundation and the CU system.

We invite all CU employees to share the report[5] and stories[6] in your communications channels and with your constituents, as well as add a link to the report to your email signature[7].

Revisions to two systemwide administrative policy statements relating to equal pay approved[8]

The Office of Policy and Efficiency (OPE) announces changes to two administrative policy statements (APSs), as related to the Colorado Equal Pay for Equal Work Act:
5001-Equal Employment Opportunity and Affirmative Action 5008-Faculty Performance Evaluation
In 2019, Colorado passed the Equal Pay for Equal Work Act[9], which took effect Jan. 1, 2021. The law is designed to reduce the compensation gap that exists based on sex or gender identity, or sex or gender identity plus another protected status, between workers doing substantially similar work.

Each Colorado employer is responsible for implementing practices and procedures required by the act to achieve greater parity in employee compensation. Existing university and campus policies and procedures are being reviewed and revised to ensure compliance with Colorado's Equal Pay for Equal Work Act.

These changes were reviewed by the campus chancellors and approved by President Todd Saliman on Dec. 2, 2021. The changes are made retroactive to Jan. 1, 2021.

For more detailed information, go to https://www.cu.edu/ope/aps/latest-changes[10].

For additional information on systemwide APSs, go to: http://www.cu.edu/ope[11].

CU Board of Regents delivers charge to Presidential Search Committee[12]

New CU Next award: Supporting academic innovation by faculty across the system[13]
[14]

The Office of Academic Affairs will be accepting proposals for the new systemwide CU Next award this upcoming spring semester 2022.

By supporting faculty pedagogical innovation, especially with technology support, CU Next aims to increase the efficacy and efficiency of student learning in courses and degree programs.

This CU Next award is focused on bridging the support gap for individual faculty seeking additional resources to innovate their courses and programs. The award aims to reduce barriers to hardware, software, programming, vendor contracts and other resources to individual and small groups of faculty pursuing projects that campus or department funding cannot cover.

This initiative requires that faculty from at least two campuses are collaborating in the project and that there is some level of campus commitment. Further details regarding this new award are available on the CU Next website[15].

Project proposal requirements include:
Plan with multiple assessments across at least three class repetitions in different terms, up to three years Submission by a Principal Investigator (PI) that is either a tenured faculty, tenure-track faculty, clinical teaching faculty, or senior or principal instructor Identifying all lead campus participants and collaborators from other campuses Budget that includes all funding requests across all participating campuses Commitment from all participating campuses to support the role of their participants
Individual awards will not exceed $300,000, with a range from $100,000 to $300,000. The budget range takes into account expenses across all campus participants.

Proposals will go through a campus vetting process by the principal investigator's campus. The system CU Next committee will conduct a review of campus-vetted proposals and make final award decisions.

The CU Next request for proposals will open for submissions in mid-January 2022 and will be announced in CU Connections. The submission deadline will be April 4, 2022, with awardees to be announced by the end of spring semester 2022.

Questions regarding CU Next may be sent to academicinnovation@cu.edu[16].

AB Nexus grant program announces fall 2021 awards[17]

Faculty Council Committee Corner: Racial and Ethnic Equity[18]
[19]

The CU Committee for Racial and Ethnic Equity (CREE) considers the needs and priorities of Faculty of Color and Students of Color in collaboration with student governance bodies i.e. Intercampus Student Forum (ICSF). The scope of this committee includes racially and ethnically minoritized faculty, including international faculty of color and indigenous faculty.

To address our purpose, CREE seeks to assess and enhance the experiences of the Faculty of Color as related to issues of advancement, productivity, recognition, compensation and agency. We are working to provide a best practice guide on recruiting, retaining and promoting Faculty and Students of Color. We began this work in consultation with Professor Emerita Brenda J. Allen and will continue this year to work toward creating a guide that can be adapted for use by each of the four campuses. During this academic year, 2021-2022, CREE has led the development of a resolution[20] addressing the need to protect academic freedom.

We are also seeking to create increased connections across the four campuses. We want to build closer ties to each of the campus-level committees to foster an exchange of ideas and a CU network of individuals focused on diversity, equity and inclusion (DEI).

Please see our website[21] for more information about the committee.

Our committee currently consists of nine members representing each of the four campus. We have two available positions for representatives from CU Boulder and one for a representative from CU Anschutz. If you are interested in joining our committee, please contact the committee co-chairs.

Here are our representatives from each campus:
Jorge Chavez, Co-Chair. CU Denver, School of Education and Human Development. Cerian Gibbes, Co-Chair. CU Colorado Springs, Geography and Environmental Studies. Carlos Reali, Secretary. CU Denver, Sociology. James Carter. CU Anschutz, Medicine. Linds Roberts. CU Boulder, University Libraries. Kathy Prue-Owens. CU Colorado

Springs, Nursing. Regina Richards, CU Anschutz, Medicine. Lei “Frank” Zhang. CU Colorado Springs, Sociology. Adriana Alvarez. CU Denver, School of Education and Human Development.
The committee invites questions or comments via CU Connections[22].

New take on runner’s high: Study explores how marijuana affects workouts [23]

‘Raphael Sassi: A Retrospective’ to celebrate one of Colorado’s most significant contemporary artists[24]

CU Denver earns Hunger Free Campus Designation[25]

CU Anschutz researchers to lead multi-institution effort to study long COVID [26]

Fulbright sends O’Bryant to Nigeria[27]

Rove, Randhawa celebrate ‘herstoric’ moment [28]

Olesnicky named 2021 Outstanding Research Mentor[29]

Links
[1] https://connections.cu.edu/stories/strategic-plan-implementation-accelerating[2] https://connections.cu.edu/sites/default/files/strat-plan_top.jpg[3] https://www.cu.edu/strategic-plan[4] https://connections.cu.edu/spotlights/embracing-joy-donor-impact-report-underlines-how-giving-sparks-joy-cu[5] https://essential.cu.edu/impact-reports/joy/?utm_campaign=IR21&utm_source=connections&utm_medium=email&utm_content=general[6] https://essential.cu.edu/impact-reports/joy/#stories?utm_campaign=IR21&utm_source=connections&utm_medium=email&utm_content=stories[7] https://essential.cu.edu/impact-reports/joy?utm_campaign=IR21&utm_source=signature&utm_medium=email&utm_content=general[8] https://connections.cu.edu/stories/revisions-two-systemwide-administrative-policy-statements-relating-equal-pay-approved[9] https://leg.colorado.gov/bills/sb19-085[10] https://www.cu.edu/ope/aps/latest-changes[11] http://www.cu.edu/ope[12] https://connections.cu.edu/stories/cu-board-regents-delivers-charge-presidential-search-

committee[13] https://connections.cu.edu/stories/new-cu-next-award-supporting-academic-innovation-faculty-across-system[14] https://connections.cu.edu/sites/default/files/cunext_top.jpg[15] https://www.cu.edu/oaa/academic-innovation-programs/cu-next-award[16] mailto:academicinnovation@cu.edu[17] https://connections.cu.edu/stories/ab-nexus-grant-program-announces-fall-2021-awards[18] https://connections.cu.edu/stories/faculty-council-committee-corner-racial-and-ethnic-equity-1[19] https://connections.cu.edu/sites/default/files/fc_cmte_top.jpg[20] https://www.cu.edu/doc/fc-resolution-academic-freedomfinal5pdf[21] https://www.cu.edu/faculty-council/faculty-council-committee-racial-ethnic-equity[22] mailto:connections@cu.edu[23] https://connections.cu.edu/stories/new-take-runner-s-high-study-explores-how-marijuana-affects-workouts[24] https://connections.cu.edu/stories/raphael-sassi-retrospective-celebrate-one-colorado-s-most-significant-contemporary-artists[25] https://connections.cu.edu/stories/cu-denver-earns-hunger-free-campus-designation[26] https://connections.cu.edu/stories/cu-anschutz-researchers-lead-multi-institution-effort-study-long-covid[27] https://connections.cu.edu/people/fulbright-sends-o-bryant-nigeria[28] https://connections.cu.edu/people/rove-randhawa-celebrate-herstoric-moment[29] https://connections.cu.edu/people/olesnicky-named-2021-outstanding-research-mentor