UCCS' Bell wins Excellence in Leadership Award[1]
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Megan Bell, executive director of Community Learning and Assessment and assistant professor at the College of Education at UCCS, received the annual Excellence in Leadership Award given by the university-wide Excellence in Leadership Program[3] (ELP).

The award was presented Nov. 30 during the 10th annual Excellence in Leadership Luncheon and Lecture at Denver's Brown Palace, with more than 150 program alumni in attendance.

ELP provides opportunities for CU faculty and staff to become more effective leaders who can successfully address the challenges of a dynamic university. More than 600 fellows have completed the program since 2000. Each year, the luncheon and lecture brings together program alumni to foster continued collaboration, networking and leadership development.

President Bruce Benson made a surprise luncheon appearance, offering his congratulations to Bell and stating his admiration for the program.

UCCS Chancellor Venkat Reddy and Associate Vice Chancellor for Student Success Carlos Garcia presented the award to Bell. Garcia began by noting Bell's commitment to students and her determination to help solve issues CU faces.

"She truly cares about college students and about the university," Garcia said. "As we know, simply caring about something is different from actually doing something about it. That's where Megan really differs and really shines. She always puts into action the things she cares about and offers suggestions on addressing issues that present the university."

Bell manages a $16 million budget and oversees more than 30 staff and 145 student employees in Residential Life and Housing, Family Development Center and other units.

One recent challenge the university faced: Freshmen who lived in university housing had lower retention than commuter students. To address this, Bell led a cross-functional team to increase academic engagement for this group. Several new housing programs were created to tackle this issue: an intensive residential housing curriculum, the Academic Learning Commons, as well as living learning communities. This academic year, housing freshmen had a higher retention rate than commuter students.

Reddy presented the ELP award to Bell, describing her as a first-generation student and an effective leader who practices the techniques she teaches students.

"Megan is humble but is not afraid to speak up when she sees a concern or does not agree. She is going to speak up because she cares about this organization and cares about our people and students," Reddy said. "She is creative, collaborative, uses strategic initiative and a style of leadership that practices inclusivity."

In accepting the award, Bell described her appreciation for the Excellence in Leadership Program.

"What I value most about this program falls into two main themes: reflection and connection," Bell said. "I really appreciated being given dedicated time each month to reflect on my own leadership. I also really love the chance to connect with all of you and to have dialogue about the challenges of leadership in higher education with such talented and motivated colleagues who share my passion."

Felicity O'Herron, chief human resources officer and associate vice president of Employee Services, introduced this year's leadership lecture keynote speaker, Pam Shockley-Zalabak. The former UCCS chancellor and emerita communications professor is president of CommuniCon Inc.

Shockley-Zalabak's lecture, "Building Trust in Turbulent and Uncertain Times," emphasized what it means for leaders

and organizations to have trust and why it matters.

“The data across our nation revealed a remarkable decline in trust in most institutions and individual leaders,” said Shockley-Zalabak, who described five practical actions leaders can take to increase their trustworthiness, including genuine concern for employees, openness and honesty, self-identification of mistakes, reliability and competence.

Shockley-Zalabak credited the ELP program with building strong leadership, saying “(it) truly is one of my favorite programs that the University of Colorado does. Developing leaders on all four campuses and having the kinds of experiences and interactions that you have in this program is fundamental to a healthy organization.”

The event was partially sponsored by TIAA[4].

Internal Audit-hosted event brings together compliance community[5]
[6]

Among the University of Colorado’s guiding principles is the commitment to “promote and uphold the principles of ethics, integrity, transparency and accountability.” Fostering a culture of ethics and compliance is a shared responsibility across the university community.

While “compliance” is a component of each employee’s job, in their particular roles many are more deeply engaged in promoting compliance with an increasingly wide variety of regulatory and other obligations in support of the university’s mission. The compliance community of practice is disbursed across many functional and academic units; community members work in a wide variety of management and front-line roles.

In August 2017, Internal Audit convened the first gathering of compliance community members from across the CU system in an informal setting with the goal of further developing collaborative relationships, sharing timely information, and supporting one another in their endeavors and professional growth. The three-hour event hosted at the system administration offices was very well received, with room capacity attendance of 45 individuals from across the university system. The agenda included a series of short presentations, interspersed with discussion facilitated by the audit manager for compliance.
[7]

In light of the enthusiastic response to the inaugural CUC2 event, Internal Audit hosted a second gathering with an expanded program in November 2018 on the CU Anschutz Medical Campus.

The intent of these events is not to duplicate the efforts of dedicated compliance working groups on the campuses and at system administration. Rather, CUC2 offers a collective venue for open discussion of various efforts to address compliance infrastructure, implementation and training issues, and for sharing expertise, experience, informational resources and practical tools across organizational “silos.”

The agenda for these discussions is driven by the expressed interests of the community and coordinated with designated campus compliance leaders. CUC2 gatherings are open to any employee who wishes to participate. Attendance is not predicated on holding a formal compliance role within the university.

CUC2 2018 built on the energy of the 2017 event, with 65 participants. The full-day program featured speakers from system administration and each of the campuses.

Vice President and University Counsel Patrick O’Rourke set the tone for the day with a presentation on the challenges of responding to emerging legal and regulatory risks in a volatile and uncertain environment, followed by a wide-ranging Q&A session. Topics discussed during the day included policy development, data privacy and security, addressing sexual misconduct, the operation of CU EthicsLine, and strategies for giving voice to values in engaging with ethical dilemmas.

CU Boulder Vice Provost William Kuskin wrapped up the event, pulling the many themes of the day together in a participative exploration of a passage from Chaucer's "Canterbury Tales."

Senior campus compliance leaders from across the system contributed to planning the event, and each had the opportunity to speak to the group assembled in the Gossard Forum in the Fulginiti Pavilion for Bioethics and Humanities. The fully in-the-round venue facilitated genuine interaction among community members throughout the program, as did opportunities to network informally during breaks and over lunch held in the Pavilion lobby and on the outdoor terrace.

Internal Audit anticipates developing future programs centered on a variety of timely themes. Preliminary discussion is taking place regarding a future gathering that may focus on ethics and compliance considerations relative to the university's expanding global footprint and international engagement.

Submitted by Kathleen Sutherland, Department of Internal Audit.

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