[The 10 most-read CU Connections features of 2022][1]
[2]
[CU at the Winter Olympics in Beijing][3]
Jan. 27 – University of Colorado Boulder, CU Colorado Springs and CU Anschutz Medical Campus athletes are on their way to Beijing for the XXIV Olympic Winter Games and XIII Paralympic Winter Games. As of Friday, 10 CU students and alumni – representing five countries in six sports – are expected to be competing in the Olympics, Feb. 4-20, and Paralympics, March 4-13.
[Seven faculty members join ranks of CU Distinguished Professors][4]
Nov. 10 – The University of Colorado has announced seven new members joining its roster of Distinguished Professors, a title signifying the highest honor awarded to faculty across the CU system's four campuses. CU Distinguished Professors are tenured faculty members who demonstrate exemplary performance in research or creative work; a record of excellence in promoting learning and student attainment of knowledge and skills; and outstanding service to the profession, the university and its affiliates.
[Staff Council celebrates exceptional employees][5]
Oct. 27 – The University of Colorado Staff Council (UCSC) recently presented the 2022 Staff Excellence Awards, honoring 11 exceptional employees across the system. The Oct. 7 event at the Hilton Denver Inverness honored two staff members from each campus and from system administration (a tie resulted in three award recipients from CU Denver). The annual recognition, presented to employees who go above and beyond their job duties and consistently surpass expectations, includes a plaque and a $250 award, presented by a member of each campus's leadership team.
[2021-22 President's Diversity, Equity and Inclusion Award recipients announced][6]
April 22 – 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.
[Regents announce annual slate of honorees][7]
March 17 – The University of Colorado Board of Regents has announced its selection of recipients of Honorary Degrees, Distinguished Service Awards and University Medals for 2022. Upon the recommendation of the board's Awards Committee, the regents in November approved the nominees. Each recipient has been invited to attend a campus commencement ceremony to accept an award; the dates and locations are to be announced.
[University of Colorado faculty attract $1.46 billion in sponsored research funding and gifts][8]
Sept. 22 – University of Colorado faculty this year attracted $1.46 billion in sponsored research funding and gifts supporting research. The support powers wide-ranging discovery and impact, ultimately benefiting Colorado, the nation and the world. This marks the sixth consecutive year that CU's annual sponsored research funding and gifts supporting research have topped $1 billion.
[Once rivals, now partners: Regents Smith, Montera take on leadership roles for Board of Regents][9]
July 21 – Regents Lesley Smith and Ken Montera competed against each other for the statewide at-large seat on CU's Board of Regents during the 2018 election, but now they look forward to collaborating in leading the board as the recently elected chair and vice chair. Smith, who won the 2018 election, and Montera both ran positive campaigns that focused on moving the university forward, so there was none of the lingering animosity that is often part and parcel of political campaigns. That focus will help them work together as leaders of the board, they said.
[Four CU faculty join ranks of President's Teaching Scholars][10]
March 3 – University of Colorado President Todd Saliman on Monday welcomed the four newest members of the President's Teaching Scholars Program (PTSP), which recognizes CU faculty who skillfully integrate teaching and research at an exceptional level. The title of President's Teaching Scholar recognizes excellence in and commitment to learning and teaching, as well as active, substantial contributions to scholarly work.
[Five questions for Valerie Simons: CU system's Title IX leader aims to sustain a safe learning and working environment][11]
July 7 – The recent 50th anniversary of Title IX and the federal announcement of proposed changes to the regulations made for fresh headlines on the topic. Regardless of the news cycle, the matter always is on the mind of Valerie Simons, the Chief Compliance Officer and System Title IX Coordinator for the University of Colorado.
[CU shines at Denver Pride][12]
June 30 – Last weekend's Denver Pride, fully in person for the first time since 2019, drew participants from across CU to help celebrate the LGBTQ+ community. This was the seventh consecutive year that CU proudly sponsored the festival.

State FAMLI program expands paid leave to all workers in 2024[13]

Colorado's Paid Family and Medical Leave Insurance (FAMLI) program[14] will provide all Colorado workers a portion of their weekly salary for up to 12 weeks of leave to care for themselves or their families, with an additional four weeks leave for pregnancy or childbirth complications. The FAMLI program will begin paying benefits Jan. 1, 2024.

Colorado voters in 2020 approved the creation of the FAMLI enterprise fund by passing Proposition 118. The measure is funded by employers and employees in a 50/50 split.

The legislation set the premium rate through 2025 at 0.9% of employees' wages, with CU paying 0.45% and faculty and staff paying 0.45%.

Colorado employers and employees will begin paying premiums Jan. 1, 2023. Classified staff employees will not contribute in 2023, as the state requires CU to pay classified staff employee premiums during 2023. The program does not apply to out-of-state employees.

Starting in 2024, individuals can use FAMLI leave to take time away from work to:
care for a new child, including adopted and fostered children care for themselves or a family member if they have a serious health condition make arrangements for a family member's military deployment address the immediate safety needs and impact of domestic violence and/or sexual assault
Colorado employees will become eligible to take paid leave after they have earned at least $2,500 in wages within the state over a one-year period. FAMLI provides paid job-protected leave once an employee has worked at their position for more than 180 days (about six months), as well as legal protections against retaliation.

The state's premium calculator[15] can be used to estimate your paycheck deductions and benefits paid if you take leave under the state's plan.

The law allows employers to substitute a private plan that offers the same or better benefits and protections as the state's FAMLI program. Any plan must be reviewed and approved by the state's FAMLI Division before it takes effect. State applications for private plan approval will open during the first quarter of 2023.

The university will examine self-insurance options to determine if this approach could result in lower costs while continuing to provide a robust paid leave package. The university will continue to share FAMLI program details and any updates.

See the FAMLI webpage[16] for additional information.

Research and creative work highlights from 2021-22 showcase CU Boulder's ecosystem of discovery[17]

CU continues assessment of market downturn on strategic plan accelerations[18]

A team of campus and system chief financial officers, representatives of the CU treasury and others is continuing its work to determine the impact of the financial market downturn and disconnects in information provided by the CU treasury on planned accelerations to the systemwide strategic plan, as reported[19] in last week's CU Connections.

What is clear is that many of the accelerations, planned last fiscal year and supported by one-time funds from the then-strong financial markets, will have to be delayed, paused or stopped. In addition to the adjustments, the finance team is also identifying what revenue is available to put toward the planned accelerations, said system Vice President and Chief Financial Officer Chad Marturano.

While a number of factors make arriving at the precise amount of funding available complicated, Marturano said the team's best estimate is that a total of about $120 million for the strategic plan accelerations will be paused, delayed or stopped this year. The finance team is still dissecting what revenues are available and what planned accelerations need to be adjusted. When it completes its work, more campus-specific information will be provided.

In a letter to the CU community, President Todd Saliman said that while the news is unfortunate, readjusting is necessary.

"While it's painful to not fund anticipated new expenses, it would be worse to carry on with spending plans for which the source of funding has declined. We must live within our means. When revenues decline, we must spend less," Saliman wrote. "This is disappointing. I was looking forward to working with the campuses to make progress on the plan's priorities."

Saliman met with the Faculty Council Budget Committee on Thursday to provide information and answer questions about the issue. He plans to meet with other university groups in the near future.

The effects do not impact core university or campus budgets, only strategic plan accelerations across the four campuses. Many of the efforts had not started. Some funding from early market gains, about $140 million, has been spent.

Marturano said the team is taking a painstaking approach to determine how to adjust. "The market downturn and compounding challenges in the treasury means we will have less than expected to accelerate implementation of the strategic plan," he said. He stressed that the university's treasury is secure and can support the ongoing operations of campuses.

The challenge was exacerbated by a disconnect between information the former CU treasurer (who resigned from CU) provided the system administration that affected the university's ability to respond to the market downturn and intervene in a timely way. The disconnect involved overestimating the amount of funds that should have been made available to campuses, detail about liquid assets, how funds were realized and reinvested, and inaccurate assurances about funds available once markets began to decline).

After the treasurer resigned from the university, the Board of Regents appointed retired CU Treasurer Dan Wilson to serve in the interim position. While the market downturn did not threaten the principal in CU's treasury pool (due to built-in buffers) Wilson has been looking at all of the university's investment revenue streams to determine the extent of the impact on strategic plan accelerations. "The team in the CU Treasury, along with the CFOs and others, is diligently working on the issue," Marturano said.

Additionally, the university is taking steps to ensure a similar scenario does not happen again. University officials are in the process of engaging an independent external firm to level set its market return spending plans going forward and to validate its assumptions. Additionally, an independent review will also determine what added measures need to be put in place to ensure appropriate controls in the treasury operation.

CU Social Justice Summit registration opens; author and educator Bettina L. Love to give keynote talk[20]

UCCS appoints first Director of DEI Education and Outreach[21]

Historic sounds: As CU Denver turns 50, the university is creating an alma mater to honor its past and celebrate its future[22]

CU Anschutz ranked globally as a top university for innovation [23]

Jefferson elected vice chair of the WICHE Commission [24]

Bender named UCCS Assistant Vice Chancellor of Human Resources[25]

McDuffie named interim associate vice chancellor for enrollment management[26]

Parents can teach children to battle anxiety like learning to ski[27]

2022 brought supply chain issues, what does it actually mean for the holiday season?[28]

CU Denver launches Smart Futures Lab[29]

Links
[1] https://connections.cu.edu/spotlights/10-most-read-cu-connections-features-2022[2] https://connections.cu.edu/sites/default/files/top10_2022_list.jpg[3] https://connections.cu.edu/spotlights/cu-winter-olympics-beijing[4] https://connections.cu.edu/stories/seven-faculty-members-join-ranks-cu-distinguished-professors[5] https://connections.cu.edu/spotlights/staff-council-celebrates-exceptional-employees[6] https://connections.cu.edu/stories/2021-22-president-s-diversity-equity-and-inclusion-award-recipients-announced[7] https://connections.cu.edu/spotlights/regents-announce-annual-slate-honorees[8] https://connections.cu.edu/spotlights/

university-colorado-faculty-attract-146-billion-sponsored-research-funding-and-gifts[9]
https://connections.cu.edu/stories/once-rivals-now-partners[10] https://connections.cu.edu/spotlights/four-cu-faculty-join-ranks-president-s-teaching-scholars[11] https://connections.cu.edu/spotlights/five-questions-valerie-simons[12]
https://connections.cu.edu/spotlights/cu-shines-denver-pride[13] https://connections.cu.edu/stories/state-famli-program-expands-paid-leave-all-workers-2024[14] https://famli.colorado.gov[15] https://famli.colorado.gov/individuals-and-families/premium-and-benefits-calculator[16] http://www.cu.edu/famli[17] https://connections.cu.edu/stories/research-and-creative-work-highlights-2021-22-showcase-cu-boulder-s-ecosystem-discovery[18]
https://connections.cu.edu/stories/cu-continues-assessment-market-downturn-strategic-plan-accelerations[19]
https://connections.cu.edu/stories/market-downturn-forces-adjustments-strategic-plan-acceleration[20] https://connections.cu.edu/stories/cu-social-justice-summit-registration-opens-author-and-educator-bettina-l-love-give-keynote[21]
https://connections.cu.edu/stories/uccs-appoints-first-director-dei-education-and-outreach[22] https://connections.cu.edu/stories/historic-sounds-cu-denver-turns-50-university-creating-alma-mater-honor-its-past-and[23]
https://connections.cu.edu/stories/cu-anschutz-ranked-globally-top-university-innovation[24]
https://connections.cu.edu/people/jefferson-elected-vice-chair-wiche-commission[25]
https://connections.cu.edu/people/bender-named-uccs-assistant-vice-chancellor-human-resources[26]
https://connections.cu.edu/people/mcduffie-named-interim-associate-vice-chancellor-enrollment-management[27]
https://connections.cu.edu/itn/parents-can-teach-children-battle-anxiety-learning-ski[28]
https://connections.cu.edu/itn/2022-brought-supply-chain-issues-what-does-it-actually-mean-holiday-season[29]
https://connections.cu.edu/itn/cu-denver-launches-smart-futures-lab