Two award recipients named at Excellence in Leadership Luncheon and Lecture[1]

The 2019 Excellence in Leadership Lecture and Luncheon celebrated two winners of the Excellence in Leadership Award: Regina Kilkenny, chief of staff at CU Denver, and Kelly Fox, executive vice chancellor and chief operating officer at CU Boulder.

The Nov. 22 event at Denver's Brown Palace Hotel was presented by the Excellence in Leadership Program (ELP), which provides opportunities for University of Colorado faculty and staff to become more effective leaders who can successfully address the challenges of a dynamic university. More than 640 fellows have completed the program since 2000.

The annual luncheon brings together program alumni to foster continued collaboration, networking and leadership development. The event was partially sponsored by TIAA[2].

"Higher education is changing, and the networking that you do now is more important than ever," said Felicity O'Herron, chief human resources officer and associate vice president of Employee Services. "That's why bringing together faculty and staff from across the university is essential. The Excellence in Leadership Program facilitates collaboration and the creation of meaningful and enduring relationships."

Two awards for two exceptional leaders
[3]

CU Denver Chancellor Dorothy Horrell and Shane Hoon, the assistant dean of Student Affairs and Diversity at CU Anschutz, presented the first award to Regina Kilkenny.

"Regina is engaging," Horrell said. "She is warm and personable. Her connections run deep and wide, and I don't think she knows a stranger. She is generous. She is a lifelong learner and is curious about everything. She is the real deal. She is an incredible gift to all of us who know and love her."

Working in the Office of the Chancellor since 2016, Kilkenny supports multiple initiatives and projects to meet strategic campus priorities and to improve the student experience. From 2011-16, she was associate vice chancellor of Academic Resources and Services at CU Denver and CU Anschutz Medical Campus, where she oversaw the Auraria and Health Sciences libraries, the Office of International Affairs, Ombuds Office and the federally funded National Veterans Training Institute.

In accepting the award, Kilkenny thanked Chancellor Horrell for her guidance.

"This award is thanks to Dorothy, who I want to say is the first leader I have been fortunate to work with at CU who understands and appreciates the soft skills I bring to the position," Kilkenny said. "It is a treat to be in a place that celebrates people for their heart as well as their mind."
[4]

Kelly Fox received the second ELP award, presented by CU Boulder Chancellor Phil DiStefano and Terri Carrothers, CU Anschutz executive vice chancellor and chief financial officer.

Carrothers expressed awe for all that Fox has provided to the university over her 20-year tenure.

"I have watched Kelly as she navigates the deep waters and the challenging world of the COO in a complex research university with a multi-billion dollar budget, which she does with grace, poise, deep intellect and ultimate professionalism," Carrothers said. "She makes it looks easy, when it could not be further from the truth."

Fox was a driving force behind the CU Boulder Tuition Guarantee Program. She also implemented an innovation seed grant program, created the Esteemed Scholars program and oversaw the construction of nearly $1 billion in new and renovated campus buildings.

While accepting the award, Fox not only wanted to thank those who nominated her but those who have helped along the way.

“I love my job, and the projects that were mentioned within my nomination packet,” Fox said. “When I read these, I see others who were responsible for their success. I think about their efforts as what makes it possible to do the things we have done together. I feel like I am accepting this on behalf of all of you who I have worked with over the years and everyone I have partnered with.”

Leadership lecture

Janet Lowe, director of Employee Learning and Development at Employee Services, introduced keynote speaker Lauren Casteel, president and CEO of The Women’s Foundation of Colorado.

Casteel is nationally recognized for her leadership in inclusivity and diversity in philanthropy. Her lecture, “Reflections,” analyzed her journey from growing up with her father, Whitney Young, and other civil rights leaders to moving to Colorado and attending CU Denver, which shaped her into the leader she is today. She emphasized the importance of empathy, compassion and understanding when working with vulnerable populations. After a traditional lecture, Casteel sat down with Kilkenny for a short question and answer session.

As RFPs conclude, future of technology and online education at CU begins to take shape[5]

As two recent Requests for Proposals (RFPs) conclude with contracts being awarded, the University of Colorado is leaning into the future of its technological landscape and online education environment.

Since joining CU earlier this year, President Mark Kennedy has prioritized efforts to enhance CU’s ability to deliver high-quality, effective and cost-efficient online education. Two RFPs were launched in August:
One effort will assess CU’s enterprise-wide technology landscape, looking at the university’s major applications, data, infrastructure and processes and recommend opportunities to improve the university’s technology approach now and in the future. The technology assessment is expected to underpin and advance many elements of the strategic plan, both as it relates to student success and to university systems. The other effort addresses online education, gauging CU’s current capabilities, reviewing national and regional markets, assessing the competitive environment, and recommending successful operating structures.
“Technology is fundamental to our enterprise, whether in how we deliver online education or in how our large technology platforms facilitate an effective teaching, learning, research or work environment,” said CU President Mark Kennedy. “These projects will help us make optimal use of technology.”

The technology assessment contract has been awarded to Deloitte[6], which has worked with more than 200 higher education clients, including nine of the top 10 universities. Roy Mathew, who is a leader in the Deloitte Higher Education practice, will lead the project.

“Deloitte’s IT Transformation Framework offers a menu of areas to align CU’s technology approach with leading practices,” said Kathy Nesbitt, vice president for administration, who is coordinating the effort. “Our aim is to better position the CU system to efficiently and effectively deliver technology services to students, faculty, researchers and staff. We want to strike the right balance of centralized and distributed IT across the four campuses and system administration.”

Deloitte’s Framework covers the four major components of IT – IT Governance, IT Finance, Technology Capabilities, IT Services – drawing from industry-accepted practices. It will enable a comprehensive view of CU’s IT setup, with an understanding that while certain parts of an organization’s IT may be studied or assessed separately, they still have dependencies on other facets and that none of them exist in a vacuum.

Plans call for Deloitte consultants to be onsite through March, when an executive report will be delivered.

CU also has awarded a consulting contract to EY-Parthenon[7], which will advise the university in its efforts to advance online education across the CU system.

EY-Parthenon prevailed after a competitive bidding process that drew responses from the country's leading educational consulting firms. The online consulting project will be led by Kasia Lundy and Haven Ladd, both of whom are managing directors of EY-Parthenon and members of Parthenon's education group.

The consulting engagement will focus on assessing CU's current and anticipated online capabilities across the system; analyzing the competitive market for online educational services in Colorado and across the United States to determine where CU can best focus its efforts; and advising CU's leadership on the governance, financial and technological structures that university systems can employ to best deliver online education.

A steering committee of leaders in online education from across the CU campuses and led by Patrick O'Rourke, vice president, general counsel and secretary to the Board of Regents, will guide EY-Parthenon's work.

"Beginning in the coming weeks and continuing into the first quarter of 2020, EY-Parthenon will broadly engage with faculty, staff and administration officials to gain an understanding of CU's needs and capabilities," O'Rourke said.

Kennedy said EY-Parthenon's engagement will complement CU's efforts to become more competitive in online education while also maximizing the existing strengths of the CU system.

"CU delivers a high-quality education to students across our campuses, but we need to reach more learners beyond the boundaries of our campuses," Kennedy said. "Too many potential students – in Colorado, across the country and even around the world – are choosing to enroll in online programs with other institutions. CU needs to be a university of choice for online learners."

Members of CU Denver chancellor search committee announced[8]

A 14-member search committee tasked with identifying the next chancellor of CU Denver was announced Monday by CU President Mark Kennedy, who will give the committee its charge when it meets for the first time Friday.

"It is a strong and diverse committee and I appreciate all the input received to get us to this point," Kennedy said. "I received and reviewed nominations from members of campus governance groups, the alumni organization, the campus community and the external community."

The next chancellor will succeed Chancellor Dorothy Horrell, who has served in the post since January 2016. She announced in September[9] her intent to step down in June 2020.

"I appreciate Chancellor Horrell's ongoing leadership as we make the transition," Kennedy said. "I am confident we have an excellent search committee and that we will be successful in finding the next great leader to continue the momentum of the CU Denver campus."

The committee comprises 14 members of the CU Denver community, internally and externally. In addition to the membership required by Regent policy 3(E), Kennedy added a graduate student, two additional staff members and three alumni/community members. The committee includes tenure-track and non-tenure-track faculty. There are representatives from every school and college and at least one nominee from each campus governance group.

The committee members are:
Chair: **Venkat Reddy**, UCCS chancellor Dean representative: **Pam Jasma**, CU Denver, dean and professor of geography and environmental sciences, College of Liberal Arts and Sciences Faculty representatives: **Carlos Hipolito-Delgado**, associate professor, School of Education and Human Development | Counseling, CU Denver; **Stephanie**

Santorico, professor and director of statistical programs, co-director of graduate programs for the Department of Mathematical and Statistical Sciences, CU Denver; **Vivian Shyu**, associate professor, clinical teaching track, Department of Psychology, CU Denver Staff representatives: **Laurie Baefsky**, associate dean of research of strategic partnerships, College of Arts and Media, CU Denver; **Celina Duran**, director of financial analysis, Office of the President, CU system; **Natalie Yslas**, operation services admission specialist, Office of Undergraduate Admissions K-12 Outreach, CU Denver Student representatives: **Daniel Casillas**, undergraduate student, biology, CU Denver; **Kai Eldredge**, graduate student, architecture, CU Denver Alumni/community representatives: **Chris Herndon**, Denver City Council, District 8, CU Denver alumni, MPA; **Gary Meggison**, construction adviser, CU Denver alumni, CU Foundation Board of Directors member; **Patty Imhoff**, managing partner, Katherine Grace Investments LLC, CU Denver alumni, MBA; **Dan Lewis**, executive director, Denver Metro Chamber Leadership Foundation, chair, CU Denver Business School Board of Advisers Search Committee staff: **Leonard Dinegar**, search administrator, senior vice president and chief of staff, Office of the President, CU system; **Kathy Nesbitt**, vice president, employee and information services, Office of the President, CU system; **Regina Kilkenny**, chief of staff, Office of the Chancellor, CU Denver
The chancellor search website[10] has details on the search committee members, information on the search firm, an online survey soliciting input on desired traits for the next chancellor, and directions on how to nominate someone for the position.

After Friday's first search committee meeting at CU Denver, UCCS Chancellor Venkat Reddy, chair of the committee, and members of Parker Executive Search will meet with key campus constituent groups to continue to gather insight about the characteristics and experiences desired of the next chancellor.

"We have a great committee and I'm looking forward to a successful outcome from the search. I will be providing updates to the CU Denver campus community as this search progresses," Reddy said. "Both President Kennedy and I are committed to giving ample opportunities for stakeholders to provide input on this important process."

The chancellor search website[10] allows stakeholders to provide input or ask questions, to complete an online survey [11] about the uniqueness of the campus and desired attributes of candidates, and to nominate[12] candidates.

Members of the CU Denver community are encouraged to attend events to meet finalists during the campus visit portion of the process.

Staff Council hears update on strategic planning process[13]

Initial reports enumerating best practices as determined by working groups in the University of Colorado Strategic Planning process have been submitted, Todd Saliman told members of the CU Staff Council during their meeting Nov. 21 in Colorado Springs.
[14]

Saliman, system vice president for finance and chief financial officer, is co-chair of the strategic planning committee. He said reports from each of the working groups associated with topics defined in the four pillars of focus will be compiled then uploaded to the strategic planning website. The report will focus on systemwide issues as well as individual campus differences.

The reports from working groups are the beginning of a process that will ultimately end with a final plan intended to be a roadmap for determining CU priorities over the next five years and beyond.

In January, working groups will identify the metrics they recommend be used to measure success in particular topic areas. Later in 2020, the working groups will prioritize actionable steps forward.

To learn more about the strategic planning process, as well as working group member lists and contact information, visit the strategic plan website at https://www.cu.edu/strategic-planning[15].

In other council business:
Chair Ryan Untisz told council members he met with Michelle Martinez, director of strategic benefits initiatives, and Felicity O'Herron, chief human resources officer, to discuss the tuition benefit. Untisz said the "listening session" was meant to convey feedback received from staff members about the benefit. Untisz next will meet with CU Boulder's Kelly Fox, executive vice chancellor and chief operating officer. Members reported that university staff have expressed confusion about the parental leave benefit and how to best use the time available to them. Council discussed ways to encourage campuses and/or administration to better explain the benefit.

CU's new 403(b) ROTH option enables after-tax savings for retirement[16]
[17]

The University of Colorado 403(b) Voluntary Retirement Plan is expanding to include a ROTH option, which allows employees to make after-tax contributions to their retirement savings. Employees can enroll in this option starting Dec. 11, with contributions beginning Jan. 1.

With CU's new ROTH option, after-tax contributions have the potential to accumulate tax-free, and withdrawals after age 59½ are tax-free, as long as you've met a five-year holding period. Plus, providing the ROTH option in a qualified retirement plan allows for higher contribution limits than a ROTH IRA.

"This has been an exciting project. The addition of ROTH offers another option for employees to supplement their income during retirement," said Michelle Martinez, director of strategic benefits initiatives. "Especially exciting is being able to deliver something that the faculty and staff have been asking for."

Compare plans

What exactly is the difference between a ROTH option, a ROTH IRA and a traditional IRA? The terms are similar enough to cause confusion. See the chart below to see how the features of the CU 403(b) ROTH option compare to these other plans.
[18]

Is the 403(b) ROTH contribution option right for you?

The ROTH option might be right for you if:
You expect a higher tax rate in the future You are not eligible to make ROTH IRA contributions due to high income You want to make contributions larger than the ROTH IRA limit You feel con?dent that your retirement income needs are met and want to leave a potential tax-free inheritance You want to help protect retirement assets from possible tax penalties
For more information, you may want to consult your tax adviser or book an appointment with a TIAA financial consultant[19] on campus.

How do I enroll or update my contributions?

Starting Dec. 11, you can enroll in the employee portal with contributions beginning Jan. 1. Employees have the option to split their CU 403(b) contributions between pre-tax and ROTH options.

Access the enrollment form
Log in to the employee portal[20] Go to the **CU Resources** area Open the center dropdown menu and select **Forms** Select the **Retirement** tile, then pick **Enroll in the CU 403(b)** and complete the form.
If you have additional questions about the CU 403(b) ROTH contribution option, call TIAA at **800-842-2252** from 6 a.m. to 8 p.m. (MST) weekdays and 7 a.m. to 4 p.m. (MST) Saturdays, or visit them online[21].

Lab Venture Challenge awards $900,000 to promising bioscience, physical science and engineering ventures [22]

Vanishing ice puts reindeer herders at risk[23]

College of Education teams up with Colorado school districts to find solutions to rural teacher shortage [24]

Millennials and the next recession [25]

State of the Campus: Why our work matters[26]

'It's OK to cry': Viral nurse photo highlights a sometimes forgotten toll [27]

Asteroid named for researcher Sánchez[28]

Reagan awarded prestigious 2020 Rhodes Scholarship[29]

Sutter book receives advocacy award[30]

Paul S. Sutter, professor of history at CU Boulder, and Paul M. Pressly, director emeritus of the Ossabaw Island Education Alliance, recently received an Award for Advocacy from the Georgia Historical Records Advisory Council (GHRAC) for the book "Coastal Nature, Coastal Culture: Environmental Histories of the Georgia Coast" (2018).

The award recognizes outstanding efforts in archives and records work in Georgia. GHRAC works to promote the educational use of Georgia's documentary heritage and to support efforts to improve the condition of records statewide.

Links
[1] https://connections.cu.edu/spotlights/two-award-recipients-named-excellence-leadership-luncheon-and-lecture[2] https://www.tiaa-cref.org/public/index.html[3] https://connections.cu.edu/sites/default/files/exellence-leadership_killkenny.jpg[4] https://connections.cu.edu/sites/default/files/exellence-leadership_fox_0.jpg[5] https://connections.cu.edu/stories/rfps-conclude-future-technology-and-online-education-cu-begins-take-shape[6] https://www2.deloitte.com/us/en/pages/public-sector/solutions/higher-education-services.html[7] https://www.ey.com/po/en/expertise/higher-education-and-workforce-development[8] https://connections.cu.edu/stories/members-cu-denver-chancellor-search-committee-announced[9] http://www.ucdenver.edu/about/WhoWeAre/Chancellor/CUDenver/ChancellorsCommunications/Pages/A-message-from-Chancellor-Dorothy-Horrell-2019-09-12.aspx[10] https://www.cu.edu/chancellor-search[11] https://www.cu.edu/chancellor-search/forms/survey[12] https://www.cu.edu/chancellor-search/nominations[13] https://connections.cu.edu/stories/staff-council-hears-update-strategic-planning-process[14] https://connections.cu.edu/sites/default/files/fac-cncl-strat-plan_saliman.jpg[15] https://www.cu.edu/strategic-planning[16] https://connections.cu.edu/stories/cu-s-new-403b-roth-option-enables-after-tax-savings-retirement[17] https://connections.cu.edu/sites/default/files/403b_roth.png[18] https://connections.cu.edu/sites/default/files/403b_chart.jpg[19] https://www.tiaa.org/public/support/contact-us/consultations-seminars[20] https://my.cu.edu/[21] https://www.tiaa.org/public/tcm/cu[22] https://connections.cu.edu/stories/lab-venture-challenge-awards-900000-promising-bioscience-physical-science-and-engineering[23] https://connections.cu.edu/stories/vanishing-ice-puts-reindeer-herders-risk[24] https://connections.cu.edu/stories/college-education-teams-colorado-school-districts-find-solutions-rural-teacher-shortage[25] https://connections.cu.edu/stories/millennials-and-next-recession[26] https://connections.cu.edu/stories/state-campus-why-our-work-matters[27] https://connections.cu.edu/stories/it-s-ok-cry-viral-nurse-photo-highlights-sometimes-forgotten-toll[28] https://connections.cu.edu/people/asteroid-named-researcher-s-nchez[29] https://connections.cu.edu/people/reagan-awarded-prestigious-2020-rhodes-scholarship[30] https://connections.cu.edu/people/sutter-book-receives-advocacy-award