Stepping back in time to the Virtual Immersive Global Middle Ages[1]

Regents presented with Campus and Workplace Culture Survey results[2]

The Board of Regents on Thursday heard initial results of the Campus and Workplace Culture (CWC) Survey[3], in which University of Colorado students, faculty and staff provided information about their academic, workplace and residential environments.

At the direction of the board, university leadership launched the survey last fall, seeking to listen and understand the experiences of community members across the university. The initiative emphasizes CU's commitment to creating an inclusive environment where all community members feel respected, supported and valued.

"Our goal is to establish and sustain a just, equitable and inclusive culture at the University of Colorado where everyone can thrive," said CU President Todd Saliman. "The first step in this process is the survey, which asked some tough questions. That allows us to set baselines for progress. We can only move forward by understanding how our community is feeling now."

The CU system worked collaboratively with diversity, equity and inclusion (DEI) leaders, institutional research professionals, and compliance officers across the campuses to support the survey launch. Each campus and system administration administered its own survey independently and is leading its own survey analysis and action planning.

Diversity, equity and inclusion are integral parts of CU's systemwide strategic plan[4]. Thursday's presentation to the board focused on a small portion of the CWC Survey findings, specifically those responses to questions directly relating to metrics in the strategic plan.

From now into April, local survey results will be shared internally with campus stakeholders. Leadership will use survey results to better understand the current culture and to identify strengths and areas of concern. Responses will inform recommendations for actions aimed at creating and sustaining a just, equitable and inclusive culture at CU.

"The CWC Survey is a brave beginning to a process where each campus will now be able to better understand where to focus its efforts," said Sharon Matusik, dean of CU Boulder's Leeds School of Business, who co-chaired the system's strategic planning process with Saliman. "At each campus, leadership will bring together individuals to evaluate survey results and develop steps for unit and campus level action plans, which will be crucial to achieving meaningful progress."

The survey results establish a baseline for each of the campuses so they will be able to measure progress going forward through monitoring of metrics and administration of future surveys.

The Board of Regents will review campus-level results – including highlights, key demographics and the action planning process – during a presentation planned for the April board meeting. A further update to regents on campus action plans is set for July.

Regents support expanded access to lactation spaces; campuses increase availability of menstrual products[5]

The University of Colorado Board of Regents today formally stated its support for expanded access to lactation spaces across CU's four campuses and system administration, as well as the pursuit of robust lactation policies exceeding all federal, state and local policies and guidelines.

In another ongoing effort addressing health and wellness needs across the university, CU's campuses are taking

action to make menstrual hygiene products more widely available in public restrooms. The endeavor follows the lead of state lawmakers who last year established a grant program to provide menstrual products at no expense to students in qualifying K-12 schools.

Rep. Brianna Titone, one of the House sponsors of the legislation, and Sen. Faith Winter, the Senate sponsor, praised the university's actions.

"I am excited to see that the University of Colorado has made it a priority to ensure that its community has access to menstrual products as well as additional lactation spaces," Titone said. "This is an example that I hope other universities in Colorado follow."

Said Winter, "I applaud the University of Colorado for being a leader in this space by supporting access to both of these critical needs for its community members, building upon our legislation last year to improve access to menstrual products in K-12."

Board members passed the resolution during their meeting at the University of Colorado Boulder. The action amplifies goals included in CU's systemwide strategic plan as adopted by the regents, specifically lactation policy development and the creation of additional lactation spaces across the system.

"I'm committed to a people-first philosophy," said Regent Callie Rennison, who also is a professor in the School of Public Affairs at CU Denver. "Expanding the availability of lactation facilities at our campuses is one meaningful way of acting on that philosophy, so I'm pleased our board is boosting this process. Our campus community members are engaged in that same spirit by taking the initiative to make menstrual products more accessible."

The board resolution notes that dedicated lactation spaces and policies promote the health of parents and infants. Making the spaces available demonstrates the university's support for parents who are students, faculty, staff or visitors to a CU campus.

According to the Colorado Department of Public Health and Environment, leading health organizations recommend infants receive breastmilk for the first six months of life to protect the health of the lactating parent and the infant.

In the workplace, lactation policies are expected to lower absenteeism, reduce turnover and increase the productivity of new parents.

"At CU, one of the many ways we value our community members is by supporting their health and wellness," said CU President Todd Saliman. "The campuses are taking steps to make menstrual products available in more locations, which speaks to inclusion. And with today's passage of a resolution, the Board of Regents reaffirms our commitment to our people. Our campuses are expanding the availability of lactation spaces, which help maintain a community that's welcoming and inclusive of families."

Here's how CU campuses are providing access to private, comfortable lactation spaces:

University of Colorado Boulder: The campus has 18 lactation spaces, exceeding the 15 deemed necessary based on campus population. However, it also has identified the potential need for additional lactation spaces to increase availability in underserved areas of the campus. CU Boulder is completing a new campus lactation policy, which will be posted this spring.

University of Colorado Colorado Springs: The campus currently has three lactation spaces, with plans for the immediate construction of four more. Another 11 spaces are planned for construction in the next three years. UCCS is completing a new campus lactation policy, which will be posted this spring.

University of Colorado Denver: The campus goal is one lactation room in every CU Denver-owned building with more than 50 full-time occupants. There are currently eight lactation rooms in CU Denver-owned buildings and another nine rooms in buildings owned by the Auraria Higher Education Center and MSU Denver. CU Denver published a lactation policy in March 2021 and reviewed the policy in January 2022.

University of Colorado Anschutz Medical Campus: The campus currently has 21 dedicated lactation spaces. By March, it will add another eight dedicated rooms in the Anschutz Health Sciences Building. The campus also will add Mamava Pods, freestanding lactation spaces, at the Anschutz Health and Wellness Center and the Barbara Davis Center for Diabetes. CU Anschutz published a lactation policy in March 2021 and reviewed the policy in January 2022.

Community members at all four campuses also are acting to make menstrual hygiene products more widely available in public restrooms.

Student government at CU Boulder, where the products are currently widely available, is leading a pilot project to expand availability into more locations. Student, staff and faculty governance groups at CU Colorado Springs are involved in a pilot project at four buildings. At CU Denver and CU Anschutz, where menstrual products currently are available in many restrooms, the campuses will stock the items in all women's and gender-neutral restrooms by this summer.

2022 CU Innovation and Efficiency Awards program launches[6]

For better or for worse, COVID has irrevocably altered the way we work. For better, it has shown us how resourceful and adaptable we can be when confronted with extraordinary circumstances, and although the transition to remote work was not without its challenges, the administrative transformation was remarkably seamless.

Last year, the Office of University Controller's CU Innovation and Efficiency program featured several prize-winning submissions showing how our employees came together to tackle problems and work smarter in this largely remote work environment. Whether it was automating the billing process for sponsored projects, arranging for remote medical consultations, or taking an elaborate computing environment to the cloud, we proved that we could rise to the occasion and make good things happen quickly.

Now that we're almost two years into the pandemic, we'd like to hear from others who have come up with unique takes on advancing remote – or any – business processes.

The 2022 CU Innovation and Efficiency program recently kicked off with an updated website and submission form, as well as a somewhat condensed timeline. This year's submission period will end March 31, after which we'll begin the difficult process of selecting semi-finalists, and ultimately our five winners.

Those five winners will receive cash awards ranging from $1,000 to $1,500 (all subject to taxes and withholding). Our goal is to have the winners announced and to hold an expo (remote or otherwise) before the end of the fiscal year June 30.

Read more about the program at CU Innovation & Efficiency Awards | University of Colorado[7].

We look forward to hearing from you and sharing your submissions system-wide with our CU colleagues.

-- Office of University Controller

Tom Costello of NBC News to give commencement address[8]

Ent Center for the Arts at UCCS awarded $200,000 grant from Colorado Arts Relief[9]

CU Denver startup an awardee of NFL helmet challenge to improve design, reduce concussions[10]

University of Colorado Anschutz Medical Campus named 'Rare Disease Center of Excellence'[11]

Ho'a, vice chancellor and chief financial officer, to retire in November[12]

Orth helps develop pharmacy protocols for pediatric initiative[13]

Employee of the Quarter Burkart finds her voice[14]

New nursing degree brings Fort Lewis College, CU Anschutz together to teach Indigenous-focused health curriculum [15]

Marshall Fire: CU Boulder, Naropa host second healing collective trauma workshop[16]

Should You Venture or License Your Invention Idea?[17]

Links
[1] https://connections.cu.edu/spotlights/stepping-back-time-virtual-immersive-global-middle-ages[2] https://connections.cu.edu/stories/regents-presented-campus-and-workplace-culture-survey-results[3] https://www.cu.edu/campus-and-workplace-culture-survey[4] https://www.cu.edu/strategic-plan[5] https://connections.cu.edu/stories/regents-support-expanded-access-lactation-spaces-campuses-increase-availability-menstrual[6] https://connections.cu.edu/stories/2022-cu-innovation-and-efficiency-awards-program-launches[7] https://www.cu.edu/controller/innovation-efficiency-awards[8] https://connections.cu.edu/stories/tom-costello-nbc-news-

give-commencement-address[9] https://connections.cu.edu/stories/ent-center-arts-uccs-awarded-200000-grant-colorado-arts-relief[10] https://connections.cu.edu/stories/cu-denver-startup-awardee-nfl-helmet-challenge-improve-design-reduce-concussions[11] https://connections.cu.edu/stories/university-colorado-anschutz-medical-campus-named-rare-disease-center-excellence[12] https://connections.cu.edu/people/ho-vice-chancellor-and-chief-financial-officer-retire-november[13] https://connections.cu.edu/people/orth-helps-develop-pharmacy-protocols-pediatric-initiative[14] https://connections.cu.edu/people/employee-quarter-burkart-finds-her-voice[15] https://connections.cu.edu/itn/new-nursing-degree-brings-fort-lewis-college-cu-anschutz-together-teach-indigenous-focused[16] https://connections.cu.edu/itn/marshall-fire-cu-boulder-naropa-host-second-healing-collective-trauma-workshop[17] https://connections.cu.edu/itn/should-you-venture-or-license-your-invention-idea