Pathways2Teaching makes strides to diversify, grow-your-own teachers[1]

Regents hear budget proposals for 2022-23[2]

The Board of Regents on Friday heard details of three potential budget scenarios for the 2022-23 fiscal year.

Chad Marturano, acting chief financial officer for the CU system, introduced the overview during the second day of the board's two-day meeting[3] at CU Boulder. The presentation offered a first look at potential state funding, tuition, compensation and fee scenarios for the 2022-23 budget.

The board in April will receive budget resolutions with recommended tuition, compensation and fee changes, with a final vote on the budget scheduled for the June meeting.

Proposals for the board to consider include increases for undergraduate resident tuition ranging from 0%, 3% or 2% for CU Denver, UCCS and the CU Anschutz Medical Campus. At CU Boulder, new tuition tiers and continuation of the four-year tuition and mandatory fee guarantee for first-time undergraduate resident students received approval from the Board of Regents last year[4], and is pending legislative approval. The adopted changes will go into effect for new incoming students in fall 2022.

Proposed fees vary by campus.

Compensation for classified employees would increase 3% in all three scenarios, while the 3% increase would apply to faculty and non-classified employees in scenarios where additional state funding and tuition increases are present.

Preliminary enrollment projections for 2022-23 vary across the campuses as pandemic-related disruption continues. Overall enrollment increases are projected at CU Boulder (0.6%) and CU Anschutz (2.3%). Overall enrollment decreases are projected at UCCS (0.05%) and CU Denver (1.3%).

In other business at last week's meeting:
The board awarded the Regent Emeritus designation to Regent Chance Hill, who resigned last November to pursue new professional opportunities outside the state. Last week's meeting was the first regular, in-person meeting for Regent Ken Montera[5], whom Gov. Jared Polis named to the board in December. Montera represents the 5th Congressional District. The board welcomed five CU Boulder honorees who last fall were named Distinguished Professors[6], a title signifying the highest honor awarded to faculty across the CU system's four campuses. Appearing for the formal recognition were: Andreas Becker, Diane McKnight, Gifford Miller and Helen Norton; joining via video was José-Luis Jimenez. CU Boulder's Ruth Ellen Kocher will be honored at a later date, as will the most recent Distinguished Professor designees from CU Denver and CU Anschutz. Regents heard initial results[7] of the Campus and Workplace Culture (CWC) Survey, in which CU students, faculty and staff provided information about their academic, workplace and residential environments. The board formally stated its support[8] 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. Regents learned how CU Boulder is nurturing its research and innovation environment. The board also approved[9] the 2021 Campus Master Plan. Read more in CU Boulder Today[10]. Regents approved two new bachelor's degrees and a certificate program at UCCS. Read more in Communique[11]. The board approved a new degree in the College of Liberal Arts and Sciences at CU Denver beginning fall 2022. Read more in CU Denver News[12].

Don't just leap into retirement: Make a plan with Retirement Ready[13]

Like any new adventure, retirement can be exciting — and intimidating. Many of us welcome the ability to shift focus toward our loved ones and hobbies or the potential to find new interests and explore wider possibilities. But the process of retiring and ensuring our financial and medical needs will be met can feel opaque and overwhelming.

Employee Services is here to help take the mystery out of the retirement planning process. Each year, we host Retirement Ready — a series of educational sessions designed to help employees nearing retirement age make a solid plan before they take the big leap into retirement.

Anyone within five years of retirement should begin planning as soon as possible, and our Retirement Ready virtual series is a great way to jump right in. This year's Retirement Ready presentations include webinars hosted by TIAA, PERA, Social Security and Medicare.

On-demand courses

Employees should prepare for the speaker series by visiting the Retirement Ready website to access retirement guides and checklists and by watching one of our retirement prep courses: **CU's Process for Retiring: 401 (a) Participants** [14] or **CU's Process for Retiring: PERA Participants**[15]. These courses are available year-round on the Retirement Ready homepage[16].

Webinar schedule

In addition, be sure to register for the Retirement Ready virtual sessions that apply to your retirement plan enrollment. **Feb. 24 — Within Reach: Transitioning from Career to Retirement**[17] (401(a) plan enrollees only): This TIAA-hosted session will cover the basic rules that govern the most common retirement accounts, when to tap into different assets and flexible income choices offered by TIAA. The presenter will also touch on estate planning, health care and the emotional impact of retirement among other topics. **March 2 — Pre-Retirement Planning**[18] (PERA plan enrollees only): Designed for people who are four years to six years from retirement, this webinar details everything you need to apply for retirement with confidence. You'll learn about the details you should be considering as you come down the home stretch to retirement. **March 3 — Social Security Basics**[19]: Social Security is a large part of retiring — one that often leaves people confused. This presentation provides clarity on Social Security retirement benefits, pre-retirement planning and more. **March 11 — Medicare 101**[20]: This presentation covers the four basic parts of Medicare: hospital insurance, medical insurance, Medicare Advantage plans and prescription drug plans. Experts will detail how Medicare works with other insurances and provide helpful informational resources. **March 17 — PERACare**[21] (PERA plan enrollees only): Learn about the PERACare health benefits program, including eligibility, pre-Medicare and Medicare plan choices, prescription benefits and other subjects. **March 25 — Estate Planning Basics**[22]: This TIAA-hosted session is open to all retirement plan enrollees and is designed to help you think through important lifetime planning issues and estate planning techniques, including an overview of basic planning documents, making beneficiary designations, preparing for a time when health care and financial decisions may have to be made on your behalf, knowing what questions to ask an attorney and more. **March 30 — Retirement Process Meeting**[23] (PERA plan enrollees only): Designed for people who are one year to two years from retirement, this webinar outlines everything you need to apply for retirement with confidence. You'll learn about the forms you'll need to complete, how and when to submit your forms, option selection, taxes and more.
Just like any new adventure, you don't want to leave your retirement up to chance. Take advantage of these CU Retirement Ready resources and begin preparing today to make the most of your retirement.

Registration is open: Visit the Retirement Ready website[24] to view full event information and register.

Regent policy update: Revisions relate to naming facilities, equal pay, more[25]

The Board of Regents last week approved revisions to several policies.

Regents approve revisions to regent policies 2.F and 11.F, effective Feb. 10, 2022

The board formally approved revisions to Regent Policy 2.F: Board Meetings (formerly Posting of Meetings) and 11.F: Benefits.
Regent Policy 2.F: Board Meetings revisions will incorporate best governance practices for agenda-setting for the board. Click here[26] for a full summary of changes. Regent Policy 11.F: Benefits revisions will provide additions to the retirement plans and savings programs; provide better clarification on the University of Colorado's post-retirement benefits; and will add a section for employees who are terminated for cause resulting in ineligibility of post-retirement health and welfare benefits. Click here[27] for a full summary of changes.
For more detailed information, go to https://www.cu.edu/regents/rlpreview#tabs-2[28].

Revisions to policies on naming of university facilities and programmatic units approved

The Office of Policy and Efficiency (OPE) announces revisions to Regent Policy 14.J: Naming University Facilities and a new administrative policy statement 3004-Functional and Honorary Naming of University Facilities and Programmatic Units, effective Feb. 10, 2022.

As part of the formal review of regent laws and policies, revisions were proposed to Regent Policy 14.J: Naming University Facilities which would include moving some provisions to a new administrative policy statement: 3004-Functional and Honorary Naming of University Facilities and Programmatic Units; updating definitions; adding to the criteria used to evaluate honorary naming opportunities; and creating a process to change or discontinue honorary namings.

For more detailed information, go to https://www.cu.edu/ope/aps/latest-changes[29] and https://www.cu.edu/regents/rlpreview#tabs-2[28].

Regents approve revisions to equal pay-related policies

The Board of Regents formally approved conforming revisions to the following policies for compliance with the Colorado Equal Pay for Equal Work Act:
Policy 3.C: Searches for Administrators and Guidelines for the Appointment of Chief Officers of the University Policy 3.E: Appointments of Officers of the University and Officers of the Administration Policy 3.F: Evaluations for Officers of the University and Officers of the Administration Policy 6.B: Staff Recruitment Policy 6.C: Appointments of Staff Policy 10.E: Compensation Principles (formerly Salary Review to Determine Inequities) Policy 11.B: Faculty Salary Policy 11.C: University Staff Salary
In 2019, Colorado passed the Equal Pay for Equal Work Act, which took effect on Jan. 1, 2021. The law is designed to reduce the compensation gap that exists based on sex, or sex 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 equity in employee compensation. Over the past year, existing university and campus policies and procedures have been reviewed and revised to ensure compliance with Colorado's Equal Pay for Equal Work Act.

These changes were approved by the Board of Regents at its Feb. 10, 2022, meeting and will be made retroactive to Jan. 1, 2021.

For more detailed information, go to https://www.cu.edu/regents/rlpreview#tabs-2[28].

New commercialization report shows record-breaking results for CU Boulder innovations[30]

Marshall Fire CONVERGE forum set for 2 p.m. today[31]

$550,000 to fund UCCS community-focused healthcare, wellness and resilience programs[32]

CAP students help re-envision recreation space in Telluride region town of Norwood[33]

Solving the puzzle of rare diseases through data and teamwork[34]

Dyrbye joins CU School of Medicine to lead faculty development efforts[35]

Sokol to become inaugural Chief Scientific Officer, Child Health[36]

'Weapons of Math Destruction' author O'Neil to give virtual keynote[37]

Despite being more 'mild,' omicron continues recent spike in deaths[38]

Businesses struggle between high prices and low employment numbers[39]

When employees don't have psychological safety at work, it costs their bosses the most[40]

Links
[1] https://connections.cu.edu/spotlights/pathways2teaching-makes-strides-diversify-grow-your-own-teachers[2] https://connections.cu.edu/stories/regents-hear-budget-proposals-2022-23[3]

https://cu.new.swagit.com/videos/154379[4] https://www.colorado.edu/today/2021/06/17/board-regents-approves-2021-22-budget-tuition-changes-board-also-elects-new-chair[5] https://connections.cu.edu/stories/regent-ken-montera-officially-joins-board[6] https://connections.cu.edu/stories/new-class-cu-distinguished-professors-leaders-research-education-service[7] https://connections.cu.edu/stories/regents-presented-campus-and-workplace-culture-survey-results[8] https://connections.cu.edu/stories/regents-support-expanded-access-lactation-spaces-campuses-increase-availability-menstrual[9] https://www.colorado.edu/today/2022/02/11/regents-approve-2021-campus-master-plan[10] https://www.colorado.edu/today/2022/02/11/regents-hear-research-successes-budget-proposals-and-approve-master-plan[11] https://communique.uccs.edu/?p=137470[12] https://news.ucdenver.edu/feb-10-board-of-regents-roundup/[13] https://connections.cu.edu/stories/don-t-just-leap-retirement-make-plan-retirement-ready[14] https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/retirement-ready/retiring-cu[15] https://www.cu.edu/employee-services/benefits-wellness/current-employee/retirement-plans/retirement-ready/retiring-cu-0[16] https://www.cu.edu/employee-services/benefits-wellness/retirement-ready[17] https://event.on24.com/wcc/r/3572896/161221B0FBE7B96BE9C859A3F77D1882[18] https://copera.zoom.us/webinar/register/WN_M5bn8OBcSYqgXaI0uoPBfA[19] https://cusystem.zoom.us/webinar/register/WN_TwSO_Y9uTqayVq_9WxDsvw[20] https://cusystem.zoom.us/webinar/register/WN_IWCC1bJ2RqGipellrIo5Ug[21] https://copera.zoom.us/webinar/register/WN_U0lsl7T0TX-2cRVd1Oyt3Q[22] https://event.on24.com/wcc/r/3594811/C7A402E0A98D83132D0B79B7EF3D8C29[23] https://copera.zoom.us/webinar/register/WN_SEaktK4gR5-H0WBbgF0m8w[24] https://www.cu.edu/retirement-ready[25] https://connections.cu.edu/stories/regent-policy-update-revisions-relate-naming-facilities-equal-pay-more[26] https://www.cu.edu/doc/policy-2f-justification2pdf[27] https://www.cu.edu/doc/policy-11f-justificationpdf[28] https://www.cu.edu/regents/rlpreview#tabs-2[29] https://www.cu.edu/ope/aps/latest-changes[30] https://connections.cu.edu/stories/new-commercialization-report-shows-record-breaking-results-cu-boulder-innovations[31] https://connections.cu.edu/stories/marshall-fire-converge-forum-set-2-pm-today[32] https://connections.cu.edu/stories/550000-fund-uccs-community-focused-healthcare-wellness-and-resilience-programs[33] https://connections.cu.edu/stories/cap-students-help-re-envision-recreation-space-telluride-region-town-norwood[34] https://connections.cu.edu/stories/solving-puzzle-rare-diseases-through-data-and-teamwork[35] https://connections.cu.edu/people/dyrbye-joins-cu-school-medicine-lead-faculty-development-efforts[36] https://connections.cu.edu/people/sokol-become-inaugural-chief-scientific-officer-child-health[37] https://connections.cu.edu/people/weapons-math-destruction-author-o-neil-give-virtual-keynote[38] https://connections.cu.edu/itn/despite-being-more-mild-omicron-continues-recent-spike-deaths[39] https://connections.cu.edu/itn/businesses-struggle-between-high-prices-and-low-employment-numbers[40] https://connections.cu.edu/itn/when-employees-dont-have-psychological-safety-work-it-costs-their-bosses-most