Board of Regents February meeting coverage[1]
[2]

Regents begin considering tuition, salary increases**[3]**
Efficiency was the catchword during the budget and compensation presentation at Friday's CU Board of Regents meeting at CU Denver. The board was given three possible scenarios for the university's 2020-21 budget, including tuition increases and employee raises.

Strategic planning: Regents explore state's future workforce needs**[4]**
Rapidly changing demographics and disruptive technology will drive profound change in Colorado's workforce over the next decade, providing challenges and opportunities for education across CU. The Board of Regents mulled that forecast during an economic outlook overview and panel discussion at Friday's meeting at CU Denver.

Civics literacy to be subject of annual report to board**[5]**
Civics literacy among CU students will be the topic of an annual report to be delivered to the Board of Regents beginning next year. The board on Feb. 13 voted 7-2 in favor of a resolution calling for the report and its details, the result of a pursuit begun by Regent John Carson, R-Highlands Ranch, in 2017.

Regents roundup: Three policy changes approved**[6]**
During its meeting last week at CU Denver, the Board of Regents approved changes to the following Regent Policies, effective Feb. 13, 2020

Regents begin considering tuition, salary increases[3]

Efficiency was the catchword during the budget and compensation presentation at Friday's CU Board of Regents meeting at CU Denver. The board was given three possible scenarios for the university's 2020-21 budget[7], including detail on tuition increases and employee raises. Todd Saliman, vice president for budget and finance and chief financial officer, noted this was the first look at the possibilities: The budget will be presented for preliminary approval at April's board meeting, followed by final approval in June.

Saliman, the campus CFOs and their teams explored budget scenarios, all of which include a 3% tuition increase for undergraduate students (other than current undergraduate students at CU Boulder, who have a four-year tuition guarantee). Saliman noted the tuition rate change would help to cover inflationary cost changes.

Scenario A considers a state funding increase of 4% and a 3% tuition increase for undergraduate, resident students. It includes a 2% salary increase for classified staff (all campuses), a 3% merit pool for faculty/exempt at CU Boulder and CU Anschutz, and a 1% merit pool faculty/exempt at CU Denver and CU Colorado Springs.

Scenario B looks at a state funding increase of 2.5% and a 3% tuition increase for undergraduate, resident students. It calls for a 2% salary increase for classified staff (all campuses), a 3% merit pool for faculty/exempt at Boulder and CU Anschutz, and 1% merit pool for faculty/exempt at Denver and Colorado Springs.

Scenario C assumes a possible state funding increase of 6% and a 3% tuition increase for undergraduate, resident students. It includes a salary increase of 3% for classified (all campuses), and a 3% merit pool for faculty/exempt at Boulder and CU Anschutz, and 1% merit pool for faculty/exempt at Denver and Colorado Springs.

Budget reductions for CU Colorado Springs and CU Denver are planned due to enrollments coming in lower than expected. CU Colorado Springs has had a recent decline in enrollments and projects another decrease in the fall. CU Colorado Springs is planning for ongoing base cuts of $2.1 million. CU Denver is planning for ongoing base cuts of $2.5 million. It reported that some declines were caused by a tuition revenue shortfall in the current fiscal year. Both campuses are looking at strategies to secure future enrollments.

“When we were talking about the budget, we focus most on being efficient. We have to be efficient when it comes to the state funding.” Saliman said. “While the state has been working hard to make up for lost ground, the reality is that when you look at state funding compared to the year 2000, the per-student funding that CU gets for Colorado students has declined by over 50%.”

The other important piece of that is keeping operating expenses low, Saliman said.

“Even with the budget requests that we’re presenting to you, we’re going to have to rearrange resources internally to address many critical needs.”

Board Chair Glen Gallegos, R-Grand Junction, encouraged the university to dig deep and determine how to best serve its students with less funding over the long run.

“There’s never enough money and the state doesn’t know what it’s going to do with us. The future has been uncertain forever,” Gallegos said. “Every year I get tired of seeing that we’re 48th in the states (in per-student funding), but it's really up to us to change that dynamic. Because we have four campuses, 65,000-or-so students to graduate, we’ve got to find out how to do that without making the excuses that we make.”

President Mark Kennedy agreed on the importance of efficiencies.

“We’re going to be having to constantly be more efficient, even with an inflationary adjustment,” Kennedy said. “Without that, it's going to harm our ability to deliver on the talent and the discovery that the state needs, and that our students need, in order to succeed in their lives.”

The board will meet April 2-3 at CU Colorado Springs[8], where it will vote on tuition rates, fee rates and compensation.

Strategic planning: Regents explore state’s future workforce needs[4]

Rapidly changing demographics and disruptive technology will drive profound change in Colorado’s workforce over the next decade, providing challenges and opportunities for education across CU.

The Board of Regents mulled that forecast during an economic outlook overview and panel discussion at Friday’s meeting at CU Denver. The topic is tied to the ongoing development of CU’s new systemwide strategic plan.

“We have big challenges in front of us,” President Mark Kennedy said following discussion by groups of board members, CU leaders and business experts. “Almost everything reported out from the various groups says we need to change, we need to be more nimble.”

Eyeing a period of “growth with uncertainty,” Richard Wobbekind – executive director of the Business Research Division and associate dean for business and government relations, and senior economist at CU Boulder – summarized trends[9] that framed presentations from a panel of experts.

Discussing “The Future of Colorado’s Workforce Needs” were Kelly Brough, president and CEO, Denver Metro Chamber of Commerce; Chris Gessner, president and CEO, University of Colorado Hospital; Joelle L. Martinez, executive director of the Latino Leadership Institute; and Christian Reece, executive director, Club 20. Sharon Matusik, dean and professor of Strategy and Entrepreneurship at CU Boulder’s Leeds School of Business, and co-chair of the strategic planning effort, moderated.

Martinez described the opportunity provided by a “rapidly growing Latino superpower,” fueled by a post-millennial Latino population that is earning college degrees at a higher rate than previous generations. “It’s rapid growth and untapped potential,” said Martinez, who also cautioned that such students don’t necessarily feel a sense of belonging at campuses such as CU Boulder.

Latinos already in the job market – along with American Indians and African Americans – are the current job holders most likely to be replaced by automation, Brough said. Automobile drivers, clerks, food preparers and machine operators all are more likely than others to lose jobs to automation in the coming years.

Artificial Intelligence (AI) poses a bigger threat to Asian Americans and whites currently holding similar jobs, Brough said.

“Soon, your head of your chamber will be a machine telling you way better information than I can tell you,” she said. “The speed of these changes is eye-opening, and thinking about that reality has to be a critical part of how you think about the future.”

The rise of automation and AI also brings jobs, Brough said, “but probably not the ones people have been trained for.”

Grand Junction’s Reece highlighted economic shifts beyond the Front Range, including the evolution of natural resource extraction, diminished farming and an aging population. The latter is true for demographics across the state, Gessner said, “which will have a huge impact on health care. We need to gear up for that here in Colorado.”

Gessner identified nursing – “a knowledge worker job that’s very physically demanding” – as a critical workforce need in the coming decade, as well as primary care physicians, systems engineers and genetic counselors.

Brough said CU will need to work to maintain and build the pipeline from Colorado’s schools to the university, all the more crucial in light of a birthrate drop that has the pool of graduating high school seniors shrinking in the coming decade. She also pointed to the growing need for education of the current workforce.

“Lifelong learning is fully here,” she said. “Throughout your career, you must be retrained. How do you provide more skills, more ongoing training? We have to get innovative.”

At the meeting, Matusik and Todd Saliman, system vice president for finance and chief financial officer, updated the board on progress of the strategic planning process[10]. The co-chairs of the strategic planning committee said key metrics recently were delivered by working groups, and leadership has been processing that information with the steering committee. Action steps associated with those metrics are forthcoming.

“The metrics have been really interesting,” Saliman said. “One of the big challenges has been picking which ones we want to focus on – we don’t want to have 120 metrics.

“We’re already seeing some action steps starting to emerge and they’re very exciting. We’re making good progress and we’re on time.”

Civics literacy to be subject of annual report to board[5]

Civics literacy among CU students will be the topic of an annual report to be delivered to the Board of Regents beginning next year.

The board on Feb. 13 voted 7-2 in favor of a resolution calling for the report and its details, the result of a pursuit begun by Regent John Carson, R-Highlands Ranch, in 2017[11].

“I think (this resolution) is very consistent with the laws of the regents and the guiding principles of the University of Colorado,” Carson said. “If you listen to President Kennedy’s presentation on the strategic plan on cu.edu[10], he talks about 2026 being the 150th anniversary of the University of Colorado. It’s also the Semiquincentennial of the United States of America – the 250th anniversary of the country. … This is a good chance to rededicate ourselves to civics literacy.”

The resolution[12] calls for an annual report, the first of which will be due June 30, 2021. It will measure current student enrollment in civics-related courses and programs. Beginning in fall 2021, the university will begin measuring civics literacy among incoming CU students; that data also will be part of the annual report, as will analysis of potential barriers that impede students from gaining civics literacy.

The board first voted on the expansion of civics efforts across the system a year ago[13], followed by a spirited discussion last November[14]. Throughout the process, some board members and the Faculty Council, while not objecting to civics literacy, had expressed concern about the regents disregarding faculty oversight of curriculum.

Ultimately, Regents Irene Griego, D-Jefferson County, and Linda Shoemaker, D-Boulder, voted against the resolution. In her work in Colorado's Pre K-12 system, Griego said, she has seen how the state has worked to create diligent standards for civics. Both she and Shoemaker expressed concerns over the cost of gathering data for the annual report, with Shoemaker adding that the resolution "is unnecessary and goes too far in infringing on our campuses."

Regents roundup: Three policy changes approved[6]

During its meeting last week at CU Denver, the Board of Regents approved changes to the following Regent Policies, effective Feb. 13, 2020:
Policy 2.I: Political and Social Expression by Regents (formerly Institutional Neutrality) Policy 13.D: Defense and Indemnification of University of Colorado Employees Policy 14.I: Weapons Control
For details, go to https://www.cu.edu/doc/policy-2i-13d-14i-justificationpdf[15].

For more information on the ongoing review of Regent Laws and Policies, go to https://www.cu.edu/regents/rlpreview [16].

In other business at the Board of Regents meeting, which took place Feb. 13-14 at CU Denver:
The board voted unanimously to approve the UCCS 2020-2030 Strategic Plan. Read more in Communique.[17] The board approved a new bachelor's degree in Human Physiology and Nutrition at UCCS; it's designed to prepare students for careers as health professionals. Read more in Communique.[18] The board approved four facility-related items at CU Boulder and a rollover of men's basketball head coach Tad Boyle's current contract, extending the agreement for one additional year, through June 30, 2025. Read more in CU Boulder Today.[19] The board approved a resolution of appreciation[20] for Patrick O'Rourke, vice president, University Counsel and Secretary of the Board of Regents since 2012, who this week takes a new post[21] as interim executive vice chancellor and chief operating officer at CU Boulder. "You've made me a better lawyer and a better person," O'Rourke told the board. "I'm really grateful for it." The board offered a livestream of its two-day meeting and will continue to do so at future meetings. Video recordings of past meetings also will be posted and linked[22] from the Board of Regents website.

CU names chief diversity officer [23]

Tenure list: February 2020[24]

The CU Board of Regents on Feb. 13 approved four appointments of tenure.

CU Boulder

Effective Feb. 14, 2020, unless otherwise noted.

Ryan Hayward, professor, Chemical and Biological Engineering, College of Engineering and Applied Science (effective Aug. 17, 2020) **Jennifer Ho,** professor, Ethnic Studies, College of Arts and Sciences **Andrew McAdam,** associate professor, Ecology and Evolutionary Biology, College of Arts and Sciences **Wilson Smith,** associate professor, Chemical and Biological Engineering, College of Engineering and Applied Science

Online workshop by Jhangiani launches Open Education Week[25]
[26]

Kick off Open Education Week[27] by attending Rajiv Jhangiani's online workshop, "Beyond Free: Supporting Social Justice Through Open Educational Practices."

Keynote speaker at the 2018 COLTT Conference, Jhangiani is presenting a Colorado-focused workshop at 2 p.m. March 2. The interactive, online event will explore the impact of open educational practices on access, affordability and innovation in higher education.

Click here[28] for more information and registration.

Through overviews from Jhangiani and facilitated activities, attendees will consider how educators can move beyond merely making use of free resources to save students money to availing of the freedoms of open licensing to truly transform teaching and learning.

Whether by adopting an open textbook or co-creating assessments with students via open pedagogy, or as part of the governor's ZTC (zero textbook cost) Challenge or in response to UNESCO's recent recommendation on open educational resources, this workshop will showcase a wide range of practices that support both equitable access and pedagogical innovation.

Many campuses and the CU system offices are hosting watch parties for this webinar with a half-hour of post-webinar discussion.

Rajiv Jhangiani is the associate vice provost, open education, at Kwantlen Polytechnic University[29] in British Columbia. His research and practice focuses on open education, student-centered pedagogies, and the scholarship of teaching and learning. He is a co-founder of the Open Pedagogy Notebook[30], an ambassador for the Center for Open Science[31] and serves on the BC Open Education Advisory Committee. A co-author of three open textbooks in psychology, his most recent book is Open: The Philosophy and Practices that are Revolutionizing Education and Science[32] (2017). You can find him online at @thatpsychprof[33] or thatpsychprof.com[34]

Chancellor, Graduate School dean update Boulder Faculty Assembly [35]

Three reasons to attend the free Inclusive Sports Summit on Feb. 26[36]

Proapps works to add IT functionality, save money for campus units [37]

What does CU Denver want in a new chancellor?[38]

Blessing ceremony opens new genomics and health research lab [39]

Anseth earns international recognition with L'Oreal-UNESCO For Women in Science award [40]

Reich presents TEDxMileHigh talk on vaccinating children[41]

Ciancanelli named inclusive pedagogy lead at Center for Teaching and Learning[42]

Links
[1] https://connections.cu.edu/stories/board-regents-february-meeting-coverage-1[2] https://connections.cu.edu/sites/default/files/bor_coverage.jpg[3] https://connections.cu.edu/stories/regents-begin-considering-tuition-salary-increases[4] https://connections.cu.edu/stories/strategic-planning-regents-explore-state-s-future-workforce-needs[5] https://connections.cu.edu/stories/civics-literacy-be-subject-annual-report-board[6] https://connections.cu.edu/stories/regents-roundup-three-policy-changes-approved[7] https://go.boarddocs.com/co/cu/Board.nsf/files/BLSPMZ63BBCD/$file/FY%202020-21%20Budget%20Proposal%20Feb%20BOR.pdf[8] https://www.cu.edu/regents/board-meetings[9] https://go.boarddocs.com/co/cu/Board.nsf/files/BLS2J302590F/$file/04%20CU%20Regents%20Meeting%20final%20for%20deck.pdf[10] https://www.cu.edu/strategic-planning/[11] https://connections.cu.edu/stories/regents-notes-civic-literacy-tenure-approval[12] https://go.boarddocs.com/co/cu/Board.nsf/files/BLBTM877FE63/$file/UA1-17-20_CivicsResolution.pdf[13] https://connections.cu.edu/stories/regents-approve-civics-literacy-initiative[14] https://connections.cu.edu/stories/regents-have-spirited-civics-debate[15] https://www.cu.edu/doc/policy-2i-13d-14i-justificationpdf[16] https://www.cu.edu/regents/rlpreview[17] https://communique.uccs.edu/?p=119284[18] https://communique.uccs.edu/?p=119273[19] https://www.colorado.edu/today/2020/02/13/regents-hear-update-housing-assistance-program-approve-infrastructure-improvements[20] https://go.boarddocs.com/co/cu/Board.nsf/files/BLPSYX70CC25/$file/Resolution%20of%20Appreciation%20-%20Patrick%20O'Rourke.pdf[21] https://www.colorado.edu/today/2020/01/06/chancellor-appoints-patrick-orourke-interim-executive-vice-chancellor-and-chief-operating[22] https://cu.new.swagit.com/views/92/[23] https://connections.cu.edu/stories/cu-names-chief-diversity-officer[24] https://connections.cu.edu/stories/tenure-list-february-2020[25] https://connections.cu.edu/stories/online-workshop-jhangiani-launches-open-education-week[26] https://connections.cu.edu/sites/default/files/jhangiani_01.jpg[27] https://www.openeducationweek.org/[28] https://csuglobal.zoom.us/j/494440896[29] http://www.kpu.ca/[30] http://openpedagogy.org/[31] https://cos.io/[32] https://www.ubiquitypress.com/site/books/10.5334/bbc/[33] https://twitter.com/thatpsychprof[34] http://thatpsychprof.com/[35] https://connections.cu.edu/stories/chancellor-graduate-school-dean-update-boulder-faculty-assembly[36] https://connections.cu.edu/stories/three-reasons-attend-free-inclusive-sports-summit-feb-26[37] https://connections.cu.edu/stories/proapps-works-add-it-functionality-save-money-campus-units[38] https://connections.cu.edu/stories/what-does-cu-denver-want-new-chancellor[39]

https://connections.cu.edu/stories/blessing-ceremony-opens-new-genomics-and-health-research-lab[40]
https://connections.cu.edu/people/anseth-earns-international-recognition-l-oreal-unesco-women-science-award[41]
https://connections.cu.edu/people/reich-presents-tedxmilehigh-talk-vaccinating-children[42]
https://connections.cu.edu/people/ciancanelli-named-inclusive-pedagogy-lead-center-teaching-and-learning