## Office of Digital Education making progress on campus agreements, leadership search[1] [2]

An overarching service agreement between the four CU campuses and the systemwide Office of Digital Education (ODE) is expected to be completed soon, Faculty Council was told last week.

Michael Lightner, vice president of Academic Affairs, updated the governance group during its March 18 meeting, held virtually. Consultant Gregory Finkelstein of the firm Talent Development also appeared.

“We’re right at the finish line to try to get this thing signed,” Finkelstein said. The service agreement will detail roles, responsibilities and financial details of the relationship between campus units and ODE.

Lightner said the campus Faculty Assemblies have been involved in developing the service agreement.

Ongoing online education efforts have two streams of work: One continues the evolution of ODE, while the second focuses on academic program efforts on campuses. Programs and ODE – which provides online support services such as recruiting, marketing, learning solutions and student success – will mutually agree on when to partner.

A search for a permanent leader of ODE, announced in January[3], is underway, Lightner said. Lightner and Faculty Council Vice Chair Maja Krakowiak are among the members of the search committee, which is chaired by CU Boulder Chief Operating Officer Patrick O’Rourke.

As described by President Mark Kennedy, the new leader of ODE will “help focus its role as a service center for the campuses. The academic focus will clearly remain anchored at the campuses, with ODE supporting those efforts by providing services in marketing, student success and more.”

The online education effort had been led on an interim basis by Scot Chadwick, who served as interim associate vice president for online learning, and Sheana Bull, who served as interim senior faculty fellow for online learning. Bull has returned to her faculty position in the Colorado School of Public Health and Chadwick resigned after completing his assignment.

As for the ramifications related to intellectual property developed for digital education, Lightner said current practices differ dramatically among campuses, schools and colleges. “We don’t see this coming into shape until January 2022,” he said.

In other business at last week’s Faculty Council meeting:
Diana White, chair of the Budget Committee, reported progress on achieving greater engagement for the committee in the annual systemwide budgeting process. The system Budget and Finance Office will communicate details with the committee as it does for the Board of Regents. The committee also is at work on a revised charge; the council approved revised charges submitted by the Communication Committee and Personnel and Benefits Committee. The council also began reviewing a proposed charge submitted by an ad hoc (Dis)ability and Access Committee, the formation of which is being considered. The council continued its Diversity, Equity and Inclusion (DEI) work with Brenda Allen, professor emerita and former Vice Chancellor for Diversity and Inclusion (Chief Diversity Officer) at CU Denver | CU Anschutz Medical Campus. Her presentation on Cultivating Inclusion may be viewed here[4]. Faculty Council Chair Joanne Addison reminded council members that the April 22 Faculty Senate meeting will include elections of officers – chair, vice chair and secretary – for 2021-22.

## CU leaders share support resources following mass shooting in Boulder[5]

Voices of leaders from across CU are among those expressing sympathy following Monday’s mass shooting, an event that unfolded unnervingly close to the CU Boulder campus. Leadership also is reminding the CU community of available resources to help with coping in the emotional aftermath.

“The events in Boulder are heartbreaking and horrific,” CU President Mark Kennedy wrote Monday on Twitter. “An attack on one of us in our community is an attack on all of us. My thoughts and prayers are with all of Colorado and especially with the families and loved ones directly affected.”

Click here[6] for President Kennedy’s full statement, released Tuesday, which includes these links to support services: CU Boulder: Traumatic Event Resources and Support[7] UCCS: Mental Health Services[8] CU Denver: Counseling Center[9] CU Anschutz: Mental Health Resources[10] CU system: Colorado State Employee Assistance Program[11] or The Real Help Hotline, 833-533-2428
“Our hearts go out to those who lost their lives, their families and the many others directly impacted by this devastating act of violence in our own backyard,” CU Boulder Chancellor Phil DiStefano wrote. “We know that many of our students, faculty and staff reside in the Table Mesa neighborhood and often shop at that King Soopers store.” Read the chancellor’s full statement here[12].

CU Boulder offers this guide[13] to supporting yourself and others after a traumatic experience. More information and leadership reaction is available here[14].

“As the campus and surrounding community grieve, we send our deepest support and condolences, and will continue to offer our support in the days to come,” UCCS Chancellor Venkat Reddy wrote. “Support is also available to any members of the Mountain Lion family who may need it.” Read the chancellor’s full statement here[15].

At CU Denver, Chancellor Michelle Marks wrote, “In the face of unspeakable tragedy, it is easy to become desensitized. But it’s important to retain our sense of shock and horror at horrendous events and to continue to define ourselves not by these aberrations but by the goodness, compassion and care in our community and in our lives. It’s also important that we take care of ourselves, reach out to others with empathy and compassion, and ask for help when we need it.” Read the chancellor’s full statement here[16].

“Please know that, whatever you are feeling, you are not alone,” CU Anschutz Chancellor Don Elliman wrote. Read the chancellor’s full statement here[17].

The Boulder Office of Emergency Management (OEM) reported that it received an outpouring of support from across the nation since the tragic shooting. A list of organizations accepting donations is available here[18].

## CU system DEI roundtables to highlight work of local nonprofits[19]
[20]

The University of Colorado system Office of Diversity, Equity and Inclusion (DEI) has announced its first quarterly Nonprofit Roundtables[21], set for April 1.

Led by Theodosia Cook, Chief Diversity Officer for the CU system, and Emily Osan, DEI Specialist, the roundtables will serve as an opportunity for the CU community to become more aware of and invested in the important work happening at nonprofits to support individuals, families and communities across Colorado.

During the events, attendees will hear from organizations about their mission, populations served, programs and impact. Audience members will have the opportunity to ask questions of the presenters.

Two sessions are set for April 1:
9 a.m.-10:30 a.m. with Atlantis Community Inc.[22]Bridge House[23]The Black Business Initiative[24]Center for Community Wealth Building[25]Peak Parent Center[26]Una Mano, Una Esperanza[27] 11 a.m.-12:30 p.m. with Curls on the Block[28]El Centro de las Familias, Mental Health Center of Denver[29]Envision: You[30]La Cocina[31]Tilt West[32]
CU faculty, staff, students and community members are encouraged to attend. Please register here[21] if you are

interested and share with others.

Questions: systemdei@cu.edu[33]

Faculty Council Committee Corner: Personnel and Benefits[34]

Editor's note: This is part of an ongoing CU Connections series in which the Faculty Council[35] highlights each of its committees and their efforts. See past installments here.[36]
[37]

The Faculty Council Personnel and Benefits committee[38] (PBC) serves as an advisory group to system administration on policies that pertain to faculty personnel and benefits concerns.

PBC strives to ensure that all faculty are adequately, appropriately and fairly compensated. Among the policies that are relevant to the committee's charge are those affecting faculty salary, benefits, travel, tenure and promotion.

We address diversity, equity and inclusion relating to compensation, retirement plans and educational programs. PBC firmly believes that supporting employee recognition and reward, health and safety, growth and development, advances the mission of the University of Colorado in achieving "a diverse teaching and learning community that creates, discovers and applies knowledge to improve the health and well-being of Colorado and the world."

PBC has been working closely for several years with system administrators including Kathy Nesbitt, former VP of Administration, CU system; Felicity O'Herron, Chief Human Resources Officer, CU system; Jeremy Hueth, VP University Counsel and Secretary of the Board of Regents; Michelle Martinez, Director of Benefits, CU system; as well as other Faculty Council committees and Staff Council to accomplish this goal.

PBC has advocated for the implementation and/or expansion of policies including Workplace Bullying (APS 5059[39]), Parental Leave (APS 5062[40], Section 11), Tuition Assistance Benefits (APS 5024[41]) and Retirement Benefits, among others. PBC also actively participated in the revisions of Article 5 of Regents Law, Faculty Course Questionnaire (FCQ) and Administrative Policy Statements (APS) regarding Multiple Means of Teaching Evaluation (APS 1009[42]), Sexual Misconduct, Intimate Partner Violence, and Stalking (APS 5014[43]), and Reappointment, Tenure, Promotion, and Post-Tenure Review (APS 1022[44]).

These efforts demonstrate shared governance in operation and the effectiveness of partnering with other Faculty and Staff Council committees to reach a positive work environment and culture. Based on websites such as Glassdoor[45] and indeed[46], CU maintains a rating for pay and benefits of 4.5/5 and 4/5, respectively.

**Among the committee's key goals for academic year 2020-2021 are:**
Revising the committee charge in collaboration with Brenda J. Allen, Professor Emerita and former Vice Chancellor for Diversity and Inclusion at CU Denver and Anschutz Medical Campus Strengthening representation and participation of CU retired faculty in the system Faculty Council and on campuses Protecting faculty intellectual property rights Supporting and advising University of Colorado efforts to implement Colorado's Equal Pay Act that protects employees against sex-based pay discrimination, including gender identity alone or combined with other protected statuses Creating a true, independent and strong Faculty Affairs and Advocacy office at the system level that connects to all four campuses Encouraging the competitive renewal of health insurance and retirement plans for the benefit of all faculty, including instructional and retired faculty and staff Encouraging greater participation in the process of shared governance Assessing the impact of the COVID-19 pandemic on women and primary caregivers and formulating recommendations to mitigate projected and foreseeable adverse effects on research, teaching, promotion and tenure PBC draws on skilled and like-minded faculty from all campuses who are determined to best represent faculty interests and to counsel system administration on how to best adhere to CU's academic mission, vision and values.

We are recruiting for two positions on the committee representing the Boulder campus. If interested, please contact

Tamara Terzian[47].

PBC would like to thank the administrators mentioned above, in addition to Todd Saliman, Senior Vice President for Strategy, Government Relations and Chief Financial Officer, CU system; Dan Wilson, former Treasurer of CU; and all our partnering CU system administrators for their consistent and tireless collaboration over the years.

**Personnel and Benefits Committee Members, 2020-21**
Tamara Terzian, Chair, CU Anschutz, Dermatology Jeff Zax, Vice Chair, CU Boulder, Economics Larry Cunningham, Secretary, CU Denver, Business Inge Wefes, CU Anschutz, Graduate School Lindsey Yates, CU Anschutz, Dental Medicine Joe Craig, CU Colorado Springs, College of Letters, Arts and Sciences Matt Metzger, CU Colorado Springs, College of Business Sherry McCormick, CU Colorado Springs, College of Nursing and Health Sciences Tom Zwirlein, CU Colorado Springs, Finance, Emeritus Dorothy Garrison Wade, CU Denver, Education and Human Development, Emeritus Michael Harper, CU Denver, Business Jeffrey Schrader, CU Denver, College of Arts and Media Michelle Martinez, CU system, Employee Services Liaison (nonvoting member)

Students testify for test optional bill at Colorado House [48]

Chancellor Reddy announces fall semester plans: ‘We are beginning to see light on the horizon’[49]

Four women leaders make higher education history[50]

Medical School students celebrate virtual Match Day[51]

O’Neill wins Grammy[52]

Employee of the Quarter Chubb transforms online learning for School of Public Affairs[53]

Fell named executive director of Real Estate Services[54]

**Links**

[1] https://connections.cu.edu/spotlights/office-digital-education-making-progress-campus-agreements-leadership-search[2] https://connections.cu.edu/sites/default/files/digital_education_feat.jpg[3] https://connections.cu.edu/stories/cu-search-leader-online-initiative[4] https://connections.cu.edu/sites/default/files/fac-council_dei_presenta.pdf[5] https://connections.cu.edu/stories/cu-leaders-share-support-resources-following-mass-shooting-boulder[6] https://president.cu.edu/statements/message-about-mass-shooting-boulder[7] https://www.colorado.edu/today/2021/03/23/traumatic-event-resources-support[8] https://recwellness.uccs.edu/mental-health-services[9] https://www.ucdenver.edu/counseling-center[10] https://www.cuanschutz.edu/mental-health-resources[11] https://cseap.colorado.gov/[12] https://www.colorado.edu/chancellor/newsletter/chancellor/message-our-community[13] https://www.colorado.edu/health/ways-support-yourself-and-each-other-through-traumatic-experience[14] https://www.colorado.edu/today/2021/03/23/traumatic-event-resources-and-support-available[15] https://communique.uccs.edu/?p=131320[16] https://www.ucdenver.edu/about/leadership/chancellor/communications/messages/supporting-each-other-during-another-senseless-tragedy[17] h ttp s://www.cuanschutz.edu/about/leadership/chancellor/communiques/our-hearts-are-with-boulder-and-our-cu-family[18] https://www.boulderoem.com/donations/[19] https://connections.cu.edu/stories/cu-system-dei-roundtables-highlight-work-local-nonprofits[20] https://connections.cu.edu/sites/default/files/dei_nonprofit-roundtables_poster.png[21] https://web.cvent.com/event/84c65a46-6c74-4466-89dd-4b2723728598/summary[22] https://atlantiscommunity.org/[23] https://boulderbridgehouse.org/[24] https://bbiprofessional.com/[25] https://www.communitywealthbuilding.org/[26] https://www.peakparent.org/[27] http://www.unamanounaesperanza.org/[28] https://www.curlsontheblock.com/[29] https://mhcd.org/el-centro-de-las-familias-spanish/[30] https://www.envision-you.org/[31] https://www.lacocinahome.org/[32] https://www.tiltwest.org/[33] mailto:systemdei@cu.edu[34] https://connections.cu.edu/stories/faculty-council-committee-corner-personnel-and-benefits[35] https://www.cu.edu/faculty-council[36] https://connections.cu.edu/tag/faculty-council-committee-corner[37] https://connections.cu.edu/sites/default/files/fac-cncl-cmte_benefits_top.png[38] https://www.cu.edu/faculty-council/committees/personnel-committee[39] https://www.cu.edu/ope/aps/5059[40] https://www.cu.edu/ope/aps/5062[41] https://www.cu.edu/ope/aps/5024[42] https://www.cu.edu/ope/aps/1009[43] https://www.cu.edu/ope/aps/5014[44] https://www.cu.edu/ope/aps/1022[45] https://www.glassdoor.com/Reviews/University-of-Colorado-Denver-good-benefits-Reviews-EI_IE151729.0,29_KH30,43.htm[46] https://www.indeed.com/cmp/University-of-Colorado-Medicine/reviews?fcountry=US&ftopic=paybenefits[47] mailto:tamara.terzian@cu.edu[48] https://connections.cu.edu/stories/students-testify-test-optional-bill-colorado-house[49] https://connections.cu.edu/stories/chancellor-reddy-announces-fall-semester-plans-we-are-beginning-see-light-horizon[50] https://connections.cu.edu/stories/four-women-leaders-make-higher-education-history[51] https://connections.cu.edu/stories/medical-school-students-celebrate-virtual-match-day[52] https://connections.cu.edu/people/o-neill-wins-grammy[53] https://connections.cu.edu/people/employee-quarter-chubb-transforms-online-learning-school-public-affairs[54] https://connections.cu.edu/people/fell-named-executive-director-real-estate-services