New CU Faculty Guide gathers resources in convenient spot[1]

By the Faculty Council Communications Committee
[2]

Ever wonder where to get a headshot, if you can access another campus's library, what an APS is, or how to get media coverage of your research? The University of Colorado Faculty Council (CUFC) is excited to help you easily find those answers through the new CU Faculty Guide[3].

The idea for the multi-campus, systemwide, updated Faculty Guide emerged when CU Employee Services asked the Faculty Council Communications Committee (FCCC) for advice on reaching faculty about their programs and resources. To respond to their request, committee members solicited faculty input, both informal (conducted polls with colleagues) and formal (collected data via an electronic survey from faculty and paper surveys from Faculty Assembly members on each campus).
[4]

Through this outreach, we discovered that faculty members already were satisfied with communication from Employee Services. What they really needed was an easy way to get answers to so many other questions, from the mundane (booking a room for an official event) to the crucial (finding primary unit tenure criteria).

Over a 24-month process, we scanned the campus and system websites for existing information on a wide range of topics identified through our research. Much of the information already exists, but it is scattered across department website pages that may not be easily identified, and the location varies by school, college and campus.
[5]

The Faculty Guide now hosts links grouped into eight main areas; 1) System Administration and Faculty Governance, 2) External Relations, Communications and Media, 3) Faculty Administrative and IT supports, 4) Human Resources, 5) Research Support, 6) Teaching, 7) Student Resources, 8) RTP and Sabbaticals, and 9) Regent Policy and Academic Policy Statements.

To make the guide appealing and easy to use, we worked with a graphic design student in the College of Arts and Media at CU Denver, Gabrielle David, who designed the image and visual identity, and Jonelle Henning, the Faculty Council administrator, who designed and built the website.

Check it out, and let us know[6] what you think! Please note that it is not a comprehensive collection of all information and policies, but we hope it is a helpful collection of resources most commonly of interest. And please let us know if something is missing or a link is not working by emailing facultycouncil@cu.edu[6]. The FCCC will be auditing the site each year to ensure it is current and accurate.

Faculty Council honors exceptional administrator, educator[7]

A human resources professional in the CU system offices and a marketing professor at CU Denver are this year's honorees receiving Faculty Council Awards[8].
[9]

The Faculty Council's May 6 meeting, held virtually, featured the presentation of the Administrator of the Year Award to Felicity O'Herron, while the Distinguished Service Award went to Lawrence Cunningham.

The Administrator of the Year Award recognizes significant contributions to the university, to Faculty Council and/or to shared and faculty governance.

O'Herron, associate vice president and chief human resources officer for CU system administration, was recognized in

a resolution stating that she modeled shared governance by cultivating a culture of excellence in service, inspiring collaboration among administrators, executive leadership, faculty and staff.

“O’Herron has exemplified the best of administration with her exceptional leadership in Employee Services and her unsurpassed guidance and service to the University of Colorado system during a time of unprecedented challenges,” the resolution states, adding that she “provided invaluable counsel to faculty in dealing with a variety of complex projects including the Equal Pay Act.”

O’Herron praised her team members for their contributions and thanked Faculty Council for the recognition.

“I am very humbled and honored,” O’Herron said. “I am just awed by the work the faculty does and I’m honored to support you in any way I can.”

The Distinguished Service Award recognizes the service of faculty to CU. It is designed to highlight contributions through participation in faculty governance, particularly through activities in Faculty Council and its committee structures.
[10]

Cunningham, professor of marketing in the CU Denver Business School, was lauded as an advocate for faculty and shared governance who takes part in multiple Faculty Council committees.

“Cunningham has made significant contributions to faculty affairs through his involvement with revision of the Regents laws and policies, numerous administrative policy statements, and consolidation of the faculty retirement plans,” the resolution states. “(He) is recognized for his commitment and dedication to the quality and integrity of faculty rights, responsibilities and fairness in shared governance.”

Cunningham thanked Faculty Council colleagues for their support, and recalled how CU Boulder’s R L Widmann recruited him to the council many years ago.

“R L explained to me that it would be a lot of hard work and a lot of time,” Cunningham said. “What she didn’t emphasize was how great the relationships would be that I’d make because of this.”

The awards are a staple of the Faculty Council’s final meeting of the academic year. Last week’s meeting was the last to be presided over by Joanne Addison, who is concluding three years as chair. Council officers typically serve two years, but last year’s onset of the pandemic spurred leadership to stay in place an additional year. Maja Krakowiak, who is concluding her term as vice chair, thanked Addison for “tireless and amazing” leadership in a “tremendously difficult year.”

CU presidential transition: What’s next[11]
[12]

Following Monday’s announcement[13] by President Mark Kennedy that he had entered into discussions with the CU Board of Regents regarding an orderly transition of the presidency in the coming months, next steps are expected soon.

Board Chair Glen Gallegos said the regents will meet soon to discuss how to proceed. That meeting could happen as early as Wednesday[14], tentatively being held for a half-day event.

Still to be determined are the terms of the president’s separation from the university, his date of departure and the naming of an interim president. The board then will launch a national search for the next permanent president.

“The Board of Regents will move quickly to determine our next steps and will work closely with President Kennedy in

the coming months to ensure an orderly transition of the presidency. He has led CU though the pandemic and has been making progress on key initiatives we agreed to, so the university is in good position," said Gallegos and Vice Chair Lesley Smith. "We appreciate President Kennedy's contributions and dedication."

Kennedy, who was selected as CU's president in May 2019, said the university community has made significant progress, including strategic planning; online education; diversity, equity and inclusion; fundraising; and technology transformation. He said the progress is notable given the challenges of the pandemic.

"I appreciate the many smart and dedicated people who work hard every day to help the university meet its mission to serve its students and the state," Kennedy said. "CU is one of the country's great public universities and I have every confidence it will continue to build on its strong reputation and upward trajectory."

Click here[15] for a joint statement from the four campus chancellors.

Faculty Council moving to boost diversity among its leadership ranks[16]

Facing formal criticism from three of its committees, the Faculty Council last week voted to pursue a proposed course of action for addressing a lack of diversity within its leadership ranks.
[17]

During the May 6 Faculty Council meeting, held virtually, Chair Joanne Addison presented a request from three council committees calling on the Executive Committee to make a greater commitment to diversity in its leadership.

"If Faculty Council hopes to be an equitable and inclusive body, it must insist upon equitable and inclusive leadership among its committee chairs and especially on its Executive Committee," states the letter[18], which was signed by the chairs and several members of the Committee on Racial and Ethnic Equity[19] (CREE), the Women's Committee[20] and the LGBTQ+ Committee[21], as well as by Addison.

"Our Executive Committee next year will be less diverse, and this is really problematic for all of us," Addison said. "I think we have some real issues around us on Faculty Council."

The Faculty Council Executive Committee[22] consists of the council chair, vice chair and secretary, as well as the four leaders of the campus-based Faculty Assemblies. The group identifies goals and priorities for the year, sets Faculty Council meeting agendas and more.

The council voted to make the call to action a formal resolution, which it also voted in favor of adopting. It calls for the Executive Committee to create an action plan to be presented at the first Faculty Council meeting of the 2021-22 academic year.

The resolution asks that the action plan be reviewed by all Faculty Council committees, which will provide feedback, followed quickly by implementation. The document also asks that the Executive Committee immediately be expanded to include one voting Faculty Senate member who is nominated from among the CREE, Women's and LGBTQ+ committees, "in order to make space right now for someone who can represent our intersectional interests."

"We believe in the power and value of shared governance as well as the importance of our committees to Faculty Council. For far too long, however, minoritized faculty have not been actively encouraged to participate in shared governance nor elected to leadership positions when they do, disenfranchising many of us," states the resolution. "It is clear Faculty Council has much work to do around inclusive leadership practices."

The resolution points to how the incoming Executive Committee as elected on April 22 will be less diverse than in recent years, "especially in those positions elected directly by Faculty Council[23]." The council elects a chair, vice chair and secretary.

The resolution also states that Faculty Council never has had a chair from CREE. Only two chairs in the past 30 years were from the LGBTQ+ Committee, and only two chairs were women-identified members of the Women's Committee; none of those four was a person of color.

Incoming Faculty Council Chair Mary Coussons-Read said she's hopeful that council and committee members can collaborate and "figure this out together."

"I agree this is incredibly important," Coussons-Read said.

Systemwide Campus and Workplace Culture Survey to launch in fall[24]
[25]

The CU system and campuses in October will launch the Campus and Workplace Culture (CWC) Survey[26], designed to gather information about community members' academic, workplace and residential environments.

The system has been working collaboratively with diversity, equity and inclusion (DEI) leaders, compliance officers and institutional research professionals across the campuses to support the launch.

CU leadership is committed to creating an inclusive environment where all feel respected, supported and valued. Survey results will be used to better understand our existing culture and to identify strengths and areas of concern in order to make recommendations for creating and sustaining a just, equitable and inclusive culture at CU.

Diversity, equity and inclusion are integral parts of the CU strategic plan; specific metrics will result from the initial survey, followed by action plans to be developed post-survey. Progress will be monitored through metrics, action plans and future survey administration.

When the survey launches this fall, a unique link will be sent to your CU email address. The link will connect to the online survey, which will require 10-20 minutes to complete.

In 2019, CU launched the Diversity Engagement Survey (DES), an initiative of the Board of Regents and administered by a third party. The survey had a low participation rate of 14% overall and 15.4% for CU Boulder, 8.8% for UCCS, 9% for CU Denver, 18.8% for CU Anschutz, and 48.3% for system administration. In testing the upcoming survey, response rates across units have ranged from 60% to 100%.

This survey builds on the CU Boulder undergraduate and graduate student 2014 Social Climate Surveys[27] and the CU Boulder 2015 Sexual Misconduct Survey[28]. These surveys' student-focused questions then were used to create comparable questions for faculty and staff in order to gather a more complete picture of university culture. The Office of Institutional Equity and Compliance (OIEC) and the Office of Data Analytics (ODA) at CU Boulder, along with many campus partners, collaborated to develop and refine the survey; over 5,000 CU Boulder students, staff and faculty participated in the three-year pilot testing phase of development.

After responses are gathered through November, the Board of Regents will review initial results for questions related to the strategic plan, followed by the development of action plans later in 2022.

Click here[26] for more information on the survey.

Faculty Council Committee Corner: Women[20]

Editor's note: This is part of an ongoing CU Connections series in which the Faculty Council[29] highlights each of its committees and their efforts. See past installments here.[30]
[31]

The Rodgers and Hammerstein song "Getting to Know You, Getting to Know all About You" exemplifies the work that the Womxn's/Women's Committee[32] (FCWC) has undertaken this academic year.

The committee has spent the past several years analyzing our charge to assess "the cultural climate of the university as it pertains to opportunities of women faculty for academic advancement, productivity and appropriate compensation," and closely studying the ways in which our activities in the past have or have not related to this mission. We presented these findings, as well as the committee's goals for changes, to the Executive Committee in early 2021.

Our task was to complete the historical narrative of the FCWC that we have engaged with since 2019, holding meetings via Zoom with the leadership of the faculty assemblies from the four campuses to understand their similar missions, as well as our colleagues in other Faculty Council committees dedicated to equity, diversity and inclusion.

Our overarching goal this past year has been to determine ways the FCWC can be more collaborative and intersectional. This proved to be extremely helpful as we move into 2021-22 with plans to rededicate our activities toward being more responsive to and inclusive of the most pressing needs of all womxn-identified faculty across the system.

We feel changes to the FCWC activities will be crucial moving forward in the wake of dramatic shifts to our interrelated work and personal lives during the COVID-19 pandemic, CU's ongoing conversations about the many harms and manifestations of white supremacy, patriarchal violence and domestic terrorism, and the myriad ways womxn faculty have been affected by these issues.

One additional task that we were extremely pleased with was attracting new members from diverse backgrounds and research interests – which has contributed to the richness of perspectives and forward-thinking planning in our committee.

As we go into the 2021-22 academic year, we have re-elected CU Boulder Media Studies scholar Polly McLean to serve another term as chair, and elected CU Denver art historian Maria Elena Buszek as vice chair and UCCS historian Samantha Christiansen as secretary.

Women's Committee Members, 2020-21
Polly McLean, Chair, CU Boulder, Media Studies **Sara Wettergreen,** CU Anschutz, Clinical Pharmacy **Natalie Avalos,** CU Boulder, Ethnic Studies **Deborah Hollis,** CU Boulder, University Libraries **Kate Tallman,** CU Boulder, University Libraries **Samantha Christiansen,** CU Colorado Springs, History **Anna Kosloski,** CU Colorado Springs, School of Public Affairs **Esther Lamidi,** CU Colorado Springs, Sociology **Nikki McCaslin,** CU Denver, Auraria Library **Maria Buszek,** CU Denver, Visual Arts **Annie Melzer,** Staff Representative, CU system, Employee Services

To safely return to 'normal,' 70% of Coloradans must get COVID vaccine[33]

$600k grant fueling new LGBTQ+ initiative and partnership [34]

Town Hall recap: Chancellor Marks provides hopeful outlook on fall semester and updates on robust campuswide

initiatives [35]

Intense light may hold answer to heart treatment dilemma [36]

Makotyn joins CUbit Quantum Initiative as executive director [37]

Shernick helps students where they are[38]

CU Boulder faculty, staff recognized with student-nominated Marinus Smith Awards [39]

Links
[1] https://connections.cu.edu/stories/new-cu-faculty-guide-gathers-resources-convenient-spot[2] https://connections.cu.edu/sites/default/files/facultyguide-landing_faculty_guide_05-13-2021.png[3] https://www.cu.edu/faculty-council/faculty-guide[4] https://connections.cu.edu/sites/default/files/categorydropdownexample_faculty_guide_05-13-2021.png[5] https://connections.cu.edu/sites/default/files/facultyguide-pagepreview_faculty_guide_05-13-2021.png[6] mailto:facultycouncil@cu.edu[7] https://connections.cu.edu/spotlights/faculty-council-honors-exceptional-administrator-educator[8] https://www.cu.edu/faculty-council/faculty-council-awards[9] https://connections.cu.edu/sites/default/files/fac-cncl-award_oherron.jpg[10] https://connections.cu.edu/sites/default/files/fac-cncl-award_cunningham.jpg[11] https://connections.cu.edu/stories/cu-presidential-transition-what-s-next[12] https://connections.cu.edu/sites/default/files/fac_cncl_kennedy.jpg[13] https://president.cu.edu/statements/statement-cu-president-mark-r-kennedy[14] https://regents.cu.edu/events[15] https://www.cu.edu/news/message-chancellors[16] https://connections.cu.edu/stories/faculty-council-moving-boost-diversity-among-its-leadership-ranks[17] https://connections.cu.edu/sites/default/files/fac-boost-diversity_addison.jpg[18] https://connections.cu.edu/sites/default/files/faculty-council-dei_resolution.pdf[19] https://connections.cu.edu/stories/faculty-council-committee-corner-racial-and-ethnic-equity-0[20] https://connections.cu.edu/stories/faculty-council-committee-corner-women-1[21] https://connections.cu.edu/stories/faculty-council-committee-corner-lgbtq-1[22] https://connections.cu.edu/stories/faculty-council-committee-corner-executive-0[23] https://connections.cu.edu/stories/funding-pay-equity-dei-among-key-topics-president-kennedy-s-address-faculty-senate[24] https://connections.cu.edu/stories/systemwide-campus-and-workplace-culture-survey-launch-fall[25] https://connections.cu.edu/sites/default/files/cwc_top.png[26] https://www.cu.edu/campus-and-workplace-culture-survey[27] https://www.colorado.edu/oda/surveys/oda-sponsored-surveys/undergraduate-surveys/undergraduate-student-social-climate-survey[28] https://www.colorado.edu/oiec/assessment/survey-projects/2015-sexual-misconduct-survey[29] https://www.cu.edu/faculty-council[30] https://connections.cu.edu/tag/faculty-council-committee-corner[31] https://connections.cu.edu/sites/default/files/fc-corner_women_top_0.png[32] https://www.cu.edu/faculty-council/committees/womens-committee[33] https://connections.cu.edu/stories/safely-return-normal-70-coloradans-must-get-covid-vaccine[34] https://connections.cu.edu/stories/600k-grant-fueling-new-lgbtq-initiative-and-partnership[35] http

s://connections.cu.edu/stories/town-hall-recap-chancellor-marks-provides-hopeful-outlook-fall-semester-and-updates-robust[36] https://connections.cu.edu/stories/intense-light-may-hold-answer-heart-treatment-dilemma[37] https://connections.cu.edu/people/makotyn-joins-cubit-quantum-initiative-executive-director[38] https://connections.cu.edu/people/shernick-helps-students-where-they-are[39] https://connections.cu.edu/people/cu-boulder-faculty-staff-recognized-student-nominated-marinus-smith-awards