



CU Connections Issue: May 3, 2018

Faculty Council celebrates contributions to shared governance

The Faculty Council last week celebrated one of its longtime members and two administrators for their contributions to the success of shared governance across the University of Colorado.

Two Administrator of the Year Awards – Michelle Martinez and William Kaempfer, Ph.D. – were announced, while David Thompson, Ph.D., received the Distinguished Service Award. The awards were presented at the April 26 meeting of Faculty Council and Faculty Senate at 1800 Grant St.

Martinez, director of benefits at the CU system, was recognized for the leadership and knowledge she has shared throughout her 18-year career at the university. The council’s resolution honored her for showing genuine care and understanding for the needs of faculty and staff, and for cultivating a culture of excellence in service. Specifically, she was cited for her outstanding support of Faculty Council and its Personnel and Benefits committee. She and members of her family, including parents Lee and Adele Martinez, were present for the award presentation.

Kaempfer, who has served CU Boulder for 36 years as professor of economics and senior administrator for budget and planning, will receive his award at today’s Faculty Council meeting at 1800 Grant St. The resolution spotlighted his service to the Boulder Faculty Assembly and tireless work at promoting and improving the working conditions and professional profiles of teaching faculty at CU Boulder.

Thompson is associate dean for Academic Affairs and associate professor in the Department of Clinical Pharmacy at the CU Skaggs School of Pharmacy and Pharmaceutical Sciences at CU Anschutz. He was praised for unsurpassed guidance and service to the council’s Educational Policy and University Standards (EPUS) committee, which he chaired, and to the Regents Awards committee. His leadership and vision helped inform the critical review of Article 5 from the Regents Laws and Policies. The resolution also thanked Thompson for how he “has enlightened us all with his Australian humor.”

President Bruce Benson presented the awards with Faculty Council Chair Ravinder Singh.

In other business at last week’s meeting of the Faculty Council and Faculty Senate: Regent John Carson discussed matters of interest with the council, including his concern about the “very high level of civic ignorance in America today.” He has said he’d like CU to consider civic education a graduation requirement. As chair of the board’s University Affairs committee, he said he’ll lead a review of a report on civics requirements at 54 peer institutions, 17 of which already have such requirements in place. Carson also said he’d like the board to be more involved in budget matters several years in advance. “As a regent, I’m not as engaged in that budget process as I’d like to be,” he said. A [proposed Administrative Policy Statement](#) that addresses bullying in the workplace is working its way forward, reported Patrick O’Rourke, vice president of University Counsel and secretary to the board. “A lot of this is cultural and will take the efforts of you, faculty representatives, to spread the gospel,” he said. The council approved a memo that lists changes advised by the council’s executive committee. Michael Lightner, vice president for academic affairs, said proposed changes to Article 5, a review of which the council has contributed to for the past several months, will be presented to the president and campus



chancellors today. The regents' Governance committee is expected to begin reviewing the document at its May 23 meeting. The council elected new officers for the next academic year. They are: **Joanne Addison**, chair **Maja Krakowiak**, vice chair **Tamara Terzian**, secretary

Survey results give Staff Council food for thought and action

In an effort to more effectively serve its constituents, the University of Colorado Staff Council sent out a Working Climate Survey in fall 2016 to ask how university staff and classified staff members felt about their work environments in three areas: benefits, professional development and university policies.

The results of that survey recently were posted at [the UCSC website](#).

"It's hard for (a council) to come up with goals if you don't know what is on peoples' minds, and we decided to create the survey as a way to engage staff," said Annie Melzer, a member of the UCSC committee who helped prepare the survey information for release.

Some of the survey results:

About three-quarters of respondents said they understood the benefits offered to them by CU and said some most-valued benefits were health insurance, retirement pension, paid time off and flexible work schedules. 57 percent said a paid parental leave benefit would be important to them. 84 percent of university staff and 80 percent of classified staff said they have pursued professional development opportunities as a CU employee. Those who have not participated in professional development opportunities said they were unable to take time away from their duties, they were not supported by their supervisors or they did not have the funding to pursue opportunities. About 66 percent of respondents said they used the dependent tuition benefit, and 36 percent of university staff and 30 percent of classified staff said they plan to use the benefit in the future. (Note: The survey was taken prior to the implementation of the pilot tuition benefit program.)

Another interesting finding, said Carissa Smith, another member of UCSC's survey committee who helped organize survey data for presentation, was that respondents said they wanted improved communication regarding policy changes as well as input into any changes before they happen.

"I think (the survey) was a nice reflection of some of the things (UCSC) was working on," Melzer said. "For instance, about two years ago, someone mentioned the parental leave issue to System Staff Council, and I and Ashley Eschler decided to start researching it. The more we dug into it, the more we realized people were really passionate about it." Questions about parental leave were added to the survey at the last minute.

"When we got the results, we were really shocked about how passionate people were about wanting that particular policy," Melzer said. More than 500 of the respondents added written comments about the subject. "The survey noted that CU did not have a paid parental leave policy for staff, and that sparked a fire. Many people, whether or not they have kids, think a university this size should offer it."

The 37-question survey was sent to 9,992 staff employees; 2,824 responded. The Boulder Institutional Research group helped UCSC compile survey results.

"The response rate was fairly high," Smith said. "We also collected a pretty good sample from most demographics."

More than 4,600 write-in comments from respondents, either about survey issues or other concerns, also were compiled. Some comments dealing with issues not addressed in the survey, for instance, included parking availability and fees, other transportation issues, wages and workplace culture.

"We were really excited about (the comments) because we were able to categorize those and come up



with more statistics and will try to make these concerns as actionable as possible,” Melzer said. “This is really just the starting point for coming up with goals.” UCSC will discuss those goals and an agenda for the upcoming year during their annual retreat this fall.

Overall survey results already have been presented to administration officials, the Board of Regents and campus staff councils. The survey information will be broken into campus-specific responses and passed on to individual campus staff councils, allowing those groups to also consider taking actions on a more micro level, Melzer said.

Apply now for summer Tuition Assistance Benefit

Faculty and staff who want to save money on their or their dependent’s summer tuition bill may begin submitting the [Tuition Benefit Application](#) through the [employee portal](#). If a dependent will be using the benefit, the CU employee must submit the form on their behalf.

Learn how to access and submit it [here](#), then review application deadlines for each campus below.

CU’s tuition benefit provides eligible employees with tuition waiver assistance for up to nine credit hours per academic year.

Dependents have two options: attending a CU employee’s home campus and receiving nine waived credit hours or attending a different CU campus and receiving a tuition waiver of \$270 per credit hour, up to nine hours. Dependents of CU Boulder employees receive a 30 percent tuition discount when attending CU Boulder.

An employee must waive their benefit for the academic year if they wish to give it to their eligible dependent to use, and dependents must be verified.

Note: Tuition Assistance Benefit applies only to the cost of credit hours. Employees and dependents are responsible for all non-waived tuition, campus student fees and taxes.

Follow these steps to begin using the benefit

Step 1: Apply to your campus as a student before the semester begins

CU Boulder Sessions A, C and D deadline: May 21, 2018 Julymester, Session B deadline: June 26, 2018 Augmester deadline: July 23, 2018 CU Denver - [Contact Admissions](#) CU Anschutz - [Contact your school or college](#)

Step 2: Submit the Tuition Assistance Benefit application - Late applications will not be accepted

CU Boulder - Aug. 10, 2018 CU Denver | Anschutz Maymester: May 14, 2018 Summer semester: June 12, 2018 CU Colorado Springs - June 18, 2018

Step 3: Register for your courses

Dependents - On their registration day

Employees - First day of session

CU Boulder sessions: Maymester: May 14, 2018 Sessions A, C and D: June 4, 2018 Julymester, Session B: July 10, 2018 Augmester: Aug. 6, 2018 CU Denver | Anschutz sessions: Maymester (CU Denver campus only): May 14, 2018 Summer semester (CU Denver and Anschutz campuses): June 4, 2018 CU Colorado Springs session: June 11, 2018

Step 4: Apply for the College Opportunity Fund (COF)

CU Boulder - Aug. 22, 2018 CU Denver | Anschutz - June 29, 2018 CU Colorado Springs - July 30, 2018



Step 5: Pay fees and non-waived tuition

CU Boulder - Listed on tuition bill CU Denver | Anschutz Dependents: May 31, 2018 Employees: June 29, 2018 CU Colorado Springs - June 18, 2018

To learn more about the Tuition Assistance Benefit, policies and upcoming deadlines, [visit the Employee Services website](#).

Can cannabis kill pain without getting you stoned?

UCCS creates new dual graduate program in public administration, sociology

Master Plan envisions big projects, including residence hall

CU Anschutz wins \$46.5 million NIH grant

Dunn signs on as new engineering dean

Box receives Investigative Scientist Award

Neil Box, associate professor of dermatology in the School of Medicine at the CU Anschutz Medical Campus, recently received the Daneen and Charles Stiefel Investigative Scientist Award at the spring gala of the American Skin Association.

Box was recognized as an emerging leader in the study of melanoma risk. He has published 46 articles and has made important contributions to the understanding of melanoma risk mediated via genetic factors and environmental exposures. He's dedicated to educating a new generation of melanoma investigators.

Recent changes at the NIH have limited support for mid-career investigators, instead favoring the work of senior and early career investigators. The grants funded by the Stiefel family will offer much-needed support to mid-career investigators poised to become leaders in key areas of melanoma research.



UCCS celebrates campus leaders at annual ceremony

Ector to retire May 31

Where should you go to receive the best care for medical treatment?

All too often, illness or injury show up out of the blue. When these situations occur, we're faced with uncertainty about where to go for care, especially if the symptoms seem severe.

While the answer is not always simple, knowing the difference between when to head to the doctor's office, visit urgent care or seek emergency care could save you time and money. These guidelines may help when making the decision to seek medical treatment. (This is not a replacement for medical advice. If you are unsure about symptoms you are experiencing, please call 911.):

Visit the doctor's office when ...

You or a family member are seeking preventative care or need to treat minor illnesses. A primary provider can provide regular checkups, prescribe medication, treat seasonal allergies and more.

Visit an urgent care clinic when ...

You or a family member need quick care or after-hours care but it is not a life-threatening emergency. This includes minor burns and rashes, cuts and minor lacerations, flu, fractures and sport-related injuries.

Seek emergency care when ...

You or a family member have a life-threatening situation or medical emergency including chest pain, difficulty breathing, major trauma and other dangerous symptoms. Call 911 for an ambulance if your life is in danger.

Employee Services has created a [flier](#) with additional information regarding options for the appropriate care for your health situation. Also, CU Health Plan members can find a list of urgent care centers by using [Anthem's Find a Doctor](#) tool and [Kaiser's CU microsite](#).

Here's what CU covers, no matter which option you choose

Copayments for each ER visit for CU Health Plan's Exclusive, Extended and Kaiser plans are increasing to \$250, but will be waived if admitted to the hospital.

CU Health Plan - Exclusive and CU Health Plan - Kaiser has a \$30 copayment for each urgent care visit and to your primary care provider.

CU Health Plan - Extended has a \$40 copayment for each urgent care visit and to your primary care provider.



CU Health Plan - High Deductible has a 15 percent coinsurance payment after meeting your deductible for emergency care, urgent care and medical office visits.

View details of offered medical plans side-by-side with the new [Interactive Medical Plan Comparison Tool](#) (not recommended for Internet Explorer or mobile browsers) or the [Classic Medical Plan Comparison Tool](#).

Open Enrollment continues until **5 p.m. May 11**. [Visit the Employee Services' website and make the smart call on your benefits package.](#)