Board of Regents names presidential search committee, announces search firm [1]
[2]

The University of Colorado Board of Regents[3] took significant steps on Thursday to advance the search for CU's next president, naming members of the search committee and announcing a national search firm.

The regents met for one hour on Thursday and voted to approve 16 members of the presidential search committee. The committee members were chosen from a pool of 110 diverse nominees that included faculty, staff, students, alumni, donors and community members from across the state.

The regents also voted to name Regent Sue Sharkey vice chair of the search committee. She joins Regent Lesley Smith, who the regents voted as chair of the committee in September.

Additionally, the regents announced on Thursday they have selected Storbeck Search[4], an executive search firm based in Media, Pa., to assist with the search process.

"Today's actions move us into the next phase of the presidential search and position the university for a successful search," said Regent Smith. "The board is committed to creating an inclusive process that will attract the best talent and deliver the next president who will lead our university forward. We are ready and eager to get to work."

The regents will next meet on Dec. 8, when they are expected to finalize the position description and the search committee's charge. The search committee will then begin meeting regularly in January with Storbeck Search to begin the active search.

The committee's composition is guided by Regent Policy 3-C[5]. The members are as follows:
Faculty representatives: Emily Yeh (CU Boulder); Cindy O'Bryant (CU Anschutz); Maryam Darbeheshti (CU Denver); Mary Coussons-Read (UCCS) **Dean representative:** Paul Teske (CU Denver) **Staff representatives:** Jasimine Evans (CU Boulder); Darren Chavez (CU Boulder) **Student representatives:** Christopher Hilton, undergraduate (CU Denver); William Mundo, graduate (CU Denver and CU Anschutz) **Alumni representatives:** David Foster; Velveta Golightly-Howell **Community representatives:** Javier Soto; La Titia Taylor; Sara Blackhurst; Nadine Bridges **CU Foundation Board of Directors representative:** Nan Joesten
Storbeck Search was chosen from a competitive process that attracted more than a dozen national firms. The firm is led by Shelly Weiss Storbeck, who has conducted more than 500 searches for public and private universities, liberal arts colleges, independent schools and nonprofit organizations during her career.

Thursday's actions followed a months-long outreach effort by the regents to gather input and perspectives from a range of internal and external stakeholders on what they would like to see in CU's next president.

The regents have met with more than 40 groups to gather input on the search. This includes shared governance groups across the system, including faculty assemblies, staff councils and student governments. It also includes community leaders and stakeholder groups from across Colorado, including underrepresented minority groups, members of the Southern Ute Indian Tribe, state lawmakers and the business community. Cortez, Durango, Fort Morgan, Pueblo and Sterling are among the locations regents have visited so far.

"The board has spent many hours over the past few months listening to our stakeholders from across Colorado," said Board Chair Jack Kroll. "All of us share a commitment to finding the best president for the University of Colorado. Ultimately, when the board makes its decision, it will be greatly influenced by the input we have received."

Regents encouraged stakeholders who would like to share their thoughts and ask questions to contact individual regents[6] or fill out the form on the Presidential Search[7] website.

Performance cycles to shift for most CU staff[8]

The University of Colorado's performance review and merit cycles will move into closer alignment for most university staff and all classified staff over the next two years.

CU staff members participate in an annual performance review process to gauge their success within their roles, identify areas for improvement and set goals for professional growth. Performance review results are a factor considered during the subsequent merit process.

In May, the university announced a shift in the merit raise cycle to align with the calendar year (January-December) instead of the fiscal year (July-June). This change aligned base-building salary increase decisions with each fall's semester enrollment, a key component of CU's annual budget.

However, this merit date change resulted in an 11-month gap between performance reviews and potential pay increases. To address this, staff performance cycles will shift to align performance reviews more closely with merit reviews and shorten the gap between performance reviews and merit increases to within six months.

University Staff

The current performance cycle for University Staff, which began early 2021, will be extended to conclude on June 30, 2022.

After that, the new performance cycle will match the fiscal year and run from July 1-June 30 of the following year.

These changes will apply to all CU campuses, except CU Anschutz.

Classified Staff

The state of Colorado determines the merit and performance cycles for Classified Staff. This group also will see an extended cycle that will start in 2022.

The current performance cycle began April 1 and will end March 31. Beginning April 1, 2022, Classified Staff will have an extended performance cycle until July 2023, which is designed to shift them to the new performance schedule.

Future performance cycles will run Aug. 1-July 31.

Faculty

Decisions on faculty performance cycles are made on a campus-by-campus basis.

At this time, only UCCS and CU Boulder have set their faculty cycles, while CU Anschutz will not modify faculty performance cycles.

At UCCS, 12-month faculty members, including research faculty, will be moving to the same performance cycle as University Staff, July 1-June 30. For nine-month faculty members, the performance cycle is under review by academic leadership.

At CU Boulder, teaching and research faculty will see no change to their performance cycle. Research faculty already are on a cycle that runs July 1-June 30, and Teaching Faculty will remain on their calendar year cycle of Jan. 1-Dec. 31. These policies apply to faculty on nine-month and 12-month contracts.
New performance cycles University Staff CU Boulder, CU Denver, UCCS and System Administration Extended cycle: Feb. 1, 2021-June 30, 2022 New cycle: July 1-June 30 CU Anschutz Performance cycles will not change for university staff. Classified Staff Extended cycle: April 1, 2022-July 31, 2023 New cycle: Aug. 1-July 31 Faculty CU Boulder Research Faculty No change: July 1-June 31 Teaching Faculty No change: Jan. 1-Dec. 31 UCCS 12-Month faculty (both Research and Teaching Faculty) Extended cycle: Feb. 1, 2021-June 30, 2022 New cycle: July 1-June 30 Nine-

Month Faculty (both Research and Teaching Faculty) Under review by academic leadership

UCCS' Bachelor of Innovation boldly goes where none have gone before [9]

Exceptional staff members recognized by Staff Council[10]

The University of Colorado Staff Council (UCSC) recently honored 10 exceptional employees across the system during the 2021 Staff Excellence Awards.

The CU staff members – two from each campus and from system administration – received the honors, which annually recognize those who go above and beyond their job duties and consistently surpass expectations. Each received $250 award presented by a member of each campus's leadership team at the Oct. 1 ceremony at the Hilton Denver Inverness.

The 2021 honorees are:

CU Boulder

Phillip "Barry" Sparks: "I've been employed by CU since 2013. I missed being a native Coloradan by three months. My first experience with CU was as a freshman in 1972, graduating with (bachelor's degrees) in psychology and philosophy, in CU's centennial year, 1976. Thanks to the CU staff tuition benefit, and especially my incredible partner's patience and support, I earned a master's degree in engineering management in 2017. I love working at CU: Amazing leaders, colleagues and the students who continually teach me, are what made this award possible, and they all equally deserve this recognition. When not working I love spending time with my family and being outdoors."

Luz Irene Villalobos: She is the first one to ask if everyone is OK or if they need a shift covered to help. We all appreciate Irene! If you are a coworker, supervisor, faculty, customer or student worker at CU and you have the privilege of meeting Irene you are extremely lucky because she will always make you feel welcomed and appreciated. "I have worked at CU Boulder for almost 23 years and I love my job. I really like to adapt to the client and serve them with a smile!"

CU Denver l Anschutz Medical Campus

Sean Koto: He currently serves as the department administrator for visual arts, providing support to the department chair, faculty and students. With over 21 years of service to CU and the College of Arts and Media, he also serves as the "institutional memory" for the college. He enjoys the daily interaction with the faculty and students. As one of the faculty shared, "Sean is 'that colleague' who has managed to sort out every detail, remember every office and initiative, and meticulously keep track of what needs to happen in order for each request to be fulfilled." Koto is a Denver native who earned degrees in culinary arts and marketing. He enjoys traveling the world and trying out new restaurants.

Noreen Khan: "I was born and raised in Oslo, Norway, and moved here for the first time as an exchange student in high school in 2008. Since then, I've moved back and forth between Oslo and Denver, attending both CU Boulder and CU Denver. I began working in the Office of Case Management at CU Denver as a graduate assistant in April 2019. Once I graduated with my master's in multicultural clinical counseling, I began working full time in the Office of Case

Management in January 2020. I love working at CU Denver because of the incredibly supportive coworkers and supervisor that I have. They make me excited to come to work every day. In my spare time, I enjoy spending time with friends, exploring new hobbies like paddle boarding and racquetball, going on walks in the park and traveling."

Lydia Garey: She moved to Colorado from New Jersey while in first grade and grew up in Littleton. "I have four wonderful children and a great husband. I have been working for CU since February 2006 and work under the School of Medicine, Department of Psychiatry, at ARTS (Addiction Research and Treatment Services). I started my career as a medication-dispensing nurse and worked my way up to my current position of program director of MAT/Nursing. What I love most about working for CU is the awesome people I work with, including my supervisor Angela Bonaguidi, ARTS outpatient director. As a nurse, I really enjoy helping patients with their road to recovery. What I like to do for fun is puzzle games on my phone and watching home improvement shows with my husband."

Chloe Bennion: "I was born and raised in Colorado. My first ever job was at the CU School of Medicine, 13 years ago, as a high school student, helping to inventory labs to help move from Ninth and Colorado to the Anschutz campus. Seven years ago, after attending CU Boulder, I began my career with the Colorado School of Public Health and have truly found a home at CU Anschutz. Above all, I am so grateful for the incredible mentorship I've received at CU from women in leadership who have extended themselves time and again to give me every opportunity for growth and success. When I'm not working, I love listening to indie music (live, if safely possible), cooking and spending time with my largely Denver-based family."

CU system

Shirley Eaves: Shirley started with CU system administration in April 2019, serving on the University Information Services (UIS) service desk in the capacity of Service Desk Tier II Technician/Application Administrator. In June this year, she was selected to fill the role of Identity and Access Management Security Technician, remaining in UIS. Shirley considers herself a "transplant native," relocating from Iowa to Colorado in 1960 with her parents. Colorado is the only home she knows and will always love. Two grandbabies, ages 2.5 years and 4 months, are the focus of any time away from Denver. Spending time on the Western Slope with her two adult children and their families brings the most rewarding fun, with so much to do and experience in the Colorado mountains. Her passion always has been to be part of something bigger than herself, which would provide positive change locally, statewide and nationally. As Buzz Lightyear might have said, "To the University … and beyond!"

Michelle Travis: Michelle returned to CU in 2016 after spending 15 years at the University Corporation for Atmospheric Research (UCAR). Prior to UCAR she worked in CU Boulder's Applied Math department, CU Boulder's Licensing department and the CU Treasury department as a temporary employee. She is a proud graduate of CU Boulder. In her free time, she enjoys skiing any runs with Colorado powder on them and riding easy mountain bike trails.

UCCS

Alex Baker: Alex currently serves as the case manager in the Office of the Dean of Students at UCCS. He is a proud alum of UCCS and has lived in Colorado for a little over six years. Creating a culture of compassion, kindness and connection is the core focus of his leadership and student engagement philosophy. For fun, you can often find Alex performing karaoke, crafting and exploring all that Colorado has to offer.

Jesse Perez: Jesse has worked on the UCCS campus for 15 years, nine as professional staff, and is currently interim director of the Excel Languages Center. His passion for CU stems from his experiences as a first-generation college student from rural southern New Mexico, where he developed a passion for helping other students transform their lives through education. Jesse earned undergraduate and graduate degrees from UCCS and is currently a doctoral student

in the CU Denver School of Education and Human Development. Aside from his staff duties, he is a faculty instructor for the Gateway Program Seminar, an adviser to various cultural and identity-centered student organizations; he also volunteers for nonprofit organizations that provide resources and support for undeserved communities.

In memoriam: Regent Emeritus Richard Bernick[11]

University of Colorado Regent Emeritus Richard J. “Dick” Bernick, who provided 26 years of service as a board member, died Sept. 30, 2021, in Denver. He was 92.

Bernick is believed to be the longest-serving regent in CU history, a feat that cannot be matched in the era of term limits.

An alumnus of CU Boulder, Bernick first won election to the board in 1958, serving a two-year term, followed by four six-year terms: 1960-66; 1974-80; 1980-86; and 1986-92. He served as board chair in 1976-77 and as vice chair in 1975, 1982 and 1984-88.

In the 1970s, Bernick served on the board with Judge Jim Carrigan, father of Michael Carrigan, who also is a lawyer and regent emeritus.

“It’s a cliché, but with Regent Bernick it is true: He bled black and gold,” Carrigan said. “It’s amazing for me to realize Regent Bernick served on the Board of Regents more than twice as long as my 12 years. Such service comes at great personal and financial sacrifice for any professional, but especially for lawyers.”

Carrigan recalled a time when he and fellow Regent Stephen Ludwig took Bernick to lunch. “He told us amazing stories about the integration of the football team and the early civil rights fights to help CU start down the path of diversity and inclusion 50 years earlier,” Carrigan said.

Bernick was born Jan. 12, 1929, in Denver and remained in the region throughout his life. He served as a lieutenant colonel in the U.S. Air Force Reserves and earned bachelor’s and law degrees at CU Boulder.

Admitted to the Colorado Bar in 1952, he began his practice with Rothgerber & Appel, subsequently practiced as a partner with Gould, Moch & Bernick and later Bernick & Moch. While he eventually reduced his practice, he never fully left his vocation. He maintained his license and continued to perform pro bono legal work for an extensive network of generational family members and friends.

Bernick was active in state and national politics. While he served on numerous boards, his most notable pursuit was in service to CU. He was a politically astute leader, good-natured, fair-minded and respected by his colleagues.

“Dick Bernick was one of the kindest, wisest men I’ve ever known,” Carrigan said. “He was never one for the spotlight, but he always was a focused, sage voice for the university.”

A memorial service will be planned when all can gather safely, likely early in the new year, and will be announced via the Drinkwine Family Mortuary legacy pages: https://www.drinkwinemortuary.com/obituary/Richard-Bernick[12]

Read more on the life of Regent Emeritus Richard Bernick here[13].

Chief Diversity Officer Cook steps down from role to return to consulting[14]

Theodosia Cook has resigned from her role as the system administration's chief diversity officer. She will be transitioning full time to her organizational development and diversity, equity and inclusion consulting practice, Groundswell Change, LLC.

"We are grateful for Theodosia's service to the university and wish her the best in her new endeavor," said President Todd Saliman.

Emily Osan, who has been managing the DEI office during Theodosia's parental leave, has agreed to continue in that role while we consider how we will fill this position.

President Saliman will be meeting in the coming weeks with the chancellors and the campus diversity officers to discuss how to advance this position and help the university accelerate work in this area.

"Diversity, equity and inclusion are critical priorities for the university and me personally," Saliman said. "I look forward to engaging our community on this important aspect of our mission."

Student success in focus for regents during strategic plan presentation[15]

The Board of Regents heard updates on student graduation rates and retention during the board's most recent look at progress in CU's systemwide strategic plan[16].

The presentation at the Nov. 4 board meeting at CU Denver focused on information relevant to the strategic plan's first of four pillars, Affordability and Student Success.

At CU Denver, the freshman retention rate rose from 72.8% in 2019-20 to 74.9% in 2020-21. Monique Snowden, senior vice chancellor for strategic enrollment and student success, said the retention rate increase was greatest for minority students, up from 73.7% to 76.8%, and that all subgroups saw increases except for Pell Grant recipients, where retention dipped from 74% to 72.4%.

UCCS Chancellor Venkat Reddy said a dip in retention for first-year students between fall 2019 (70.7%) and fall 2020 (65.3%) is linked to the effects of the pandemic, while six-year graduation rates held relatively steady, with 45% for the fall 2014 cohort and 44.1% for the fall 2015 cohort. He expects new programs, including a pilot mentoring initiative, to make inroads at increasing graduation and retention.

Katherine Eggert, CU Boulder senior vice provost for academic planning and assessment, said the cohort of first-year students who began in fall 2020 equaled the campus's all-time high of 87% retention. Underrepresented minorities, first-generation students and Pell Grant recipients had lower retention rates than the overall cohort, she said. Four-year graduation rates increased from 46% for the 2013 entering class to 58% for the 2017 entering class, while six-year graduation rates increased from 69% for the 2013 entering class to 74% for the 2015 entering class. Read more in CU Boulder Today[17].

Regent Callie Rennison asked whether students indicate reasons for not returning in the following academic year. Personal and family circumstances top the list at CU Boulder, Eggert said, along with finances and seeking a sense of belonging. Similar reasons hold true at the other campuses.

The student success pillar also includes a focus on innovations in learning and teaching. Michael Lightner, vice president of academic affairs, detailed one such effort, a program in development called CU Next. Campus leadership is working on details of the $1.5 million fund from the president's office aimed at supporting initiatives for innovative classroom activities improving student success. A call for proposals, which will be required to entail collaboration across at least two CU campuses, is expected in the coming weeks, with decisions on awards coming in spring 2022.

CU faculty researchers invited to apply for Boettcher Investigator status[18]

The University of Colorado and the Boettcher Foundation announce the 2022 Boettcher Webb-Waring Biomedical Research Awards[19] program.

About the program

The Boettcher Foundation has established the Boettcher Webb-Waring Biomedical Research Awards program, which will provide up to five grants of $235,000 each covering up to three years of research activity with the intent to provide independent research opportunities to promising and talented early career investigators. Awardees will carry the title of Boettcher Investigator in acknowledgement of the prestige of the award.

The biomedical research, supported pursuant to this grant program, will be designed to find ways to prevent disease and improve human health through basic and applied biomedical research. The intent of the program is to fund meritorious research that has the potential for new discoveries or advances a discovery to the proof of its potential value as an application to improve human health. This research will improve the understanding, treatment and prevention of human disease.

Since the first awards granted in July 2010, the Boettcher Foundation has awarded CU's 54 current Boettcher Investigators[20] more than $12.5 million.

Pre-submission webinar

Potential applicants can learn more information about the award program, the application and selection process, application tips, and participate in a Q&A with the chair of the 2022 selection panel.

REGISTER HERE[21]

How to apply

Eligible faculty researchers from all four CU campuses are encouraged to apply. For purposes of this program, an eligible early career investigator (ECI):
Is within four years of appointment to their career-track academic position (i.e., whose career-track appointments began no earlier than Jan. 1, 2017); Has not previously received a major independent research award; Has received a terminal degree or completed their medical residency within the 10 years preceding the application (i.e., on or after Jan. 1, 2011); and Is either a U.S. citizen or permanent resident (at the time of application).
For more details, go to: http://www.cu.edu/bfww/eligibility[22]

Applications must be submitted to your campus grants office by the deadlines included in the following campus-specific instructions:
University of Colorado Boulder[23]University of Colorado Colorado Springs[24]University of Colorado Denver | Anschutz Medical Campus[25]
Do not contact the Boettcher Foundation directly.

Sleepio offers incentive for eligible users through Nov. 30[26]
[27]

Better health starts with better sleep, and if you've been struggling with sleep, that can affect your mental and physical well-being. CU Health Plan offers a benefit to eligible plan members that may be able to help.

Sleepio is an online sleep-improvement program proven to help you clear your mind, improve your sleep and have better days in just six weeks.

The program uses cognitive behavioral techniques that are backed by decades of clinical research. It has been shown in studies to help people fall asleep 54% faster, spend 62% less time awake at night and have 45% better functioning the next day. Try Sleepio today and start sleeping better tonight. The program is available at no additional cost to members enrolled in any CU Health Plan administered by Anthem/CVS.

Through Nov. 30, Sleepio is offering an incentive for eligible users: Anyone completing session one of the Sleepio program and one sleep diary between Sept. 20 and Nov. 30 will receive a $25 gift card of their choice.

Learn more about Sleepio here[28].

Publication note: No CU Connections on Thanksgiving, Dec. 23 and 30[29]

CU Connections will not publish new issues on Thanksgiving Day (Nov. 25), Dec. 23 and 30.

Deadline for submissions for the Thursday, Dec. 2, issue is noon Wednesday, Nov. 24.

The final new issue before the winter holiday break will appear Thursday, Dec. 16; deadline for submissions is noon Friday, Dec. 10.

CU Connections returns after the winter break on Thursday, Jan. 6. Deadline for submissions is noon Thursday, Dec. 23.

During the holiday breaks, the website will be updated with news should events warrant.

Abby Benson departs CU after nearly a decade of service in Colorado and Washington, D.C. [30]

CU Boulder named 2021 Innovation Award winner by APLU [31]

Q&A: Fulbright scholar Krenar Këpuska reflects on cybersecurity research at UCCS[32]

Provost Constancio Nakuma discusses multilingualism, diversity, lifelong learning[33]

The science of super athletes[34]

Haggerty on CU Denver's budget, priorities and life off campus[35]

Jacobsen to continue as interim chief HR officer; Landis appointed deputy chief HR officer [36]

UCCS Employee of the Quarter Reeves: 'Keeping hope is the best way to move forward' [37]

Links
[1] https://connections.cu.edu/stories/board-regents-names-presidential-search-committee-announces-search-firm[2] https://connections.cu.edu/sites/default/files/regents_search_feat.jpg[3] https://regents.cu.edu/[4] https://www.storbecksearch.com/?gclid=Cj0KCQiAkNiMBhCxARIsAIDDKNXs_hJxDMRNrFLPM7adhyI0XESQ99mUs3uxXmcnrbENZxJK_WpwB6kaAmKKEALw_wcB[5] https://www.cu.edu/regents/regent-policy-0[6] https://regents.cu.edu/meet-the-regents[7] https://www.cu.edu/presidential-search[8] https://connections.cu.edu/stories/performance-cycles-shift-most-cu-staff[9] https://connections.cu.edu/spotlights/uccs-bachelor-innovation-boldly-goes-where-none-have-gone[10] https://connections.cu.edu/stories/exceptional-staff-members-recognized-staff-council[11] https://connections.cu.edu/stories/memoriam-regent-emeritus-richard-bernick[12] https://www.drinkwinemortuary.com/obituary/Richard-Bernick[13] https://www.legacy.com/us/obituaries/denverpost/name/richard-bernick-obituary?id=31526362[14] https://connections.cu.edu/stories/chief-diversity-officer-cook-steps-down-role-return-consulting[15] https://connections.cu.edu/stories/student-success-focus-regents-during-strategic-plan-presentation[16] https://www.cu.edu/strategic-plan[17] https://www.colorado.edu/today/2021/11/05/cu-regents-approve-compensation-plan-discuss-academic-freedom-more[18] https://connections.cu.edu/stories/cu-faculty-researchers-invited-apply-boettcher-investigator-status-3[19] http://www.cu.edu/bfww[20] https://www.cu.edu/bfww/cu-investigators[21] https://cusystem.zoom.us/webinar/register/WN_x4zfPO5xSU--qb8zdTuW5w[22] http://www.cu.edu/bfww/eligibility[23] https://www.cu.edu/doc/bfww-applicantinstructions-cu-boulder.pdf[24] https://www.cu.edu/doc/bfww-applicantinstructions-uccs.pdf[25] https://www.cu.edu/doc/bfww-applicantinstructions-cu-denver-amc.pdf[26] https://connections.cu.edu/stories/sleepio-offers-incentive-eligible-users-through-nov-30[27] https://connections.cu.edu/sites/default/files/sleepio_top.jpg[28] https://www.becolorado.org/2021/11/09/exploring-seasonal-affective-disorder-sad/[29] https://connections.cu.edu/stories/publication-note-no-cu-connections-thanksgiving-dec-23-and-30[30] https://connections.cu.edu/stories/abby-benson-departs-cu-after-nearly-decade-service-colorado-and-washington-dc[31] https://connections.cu.edu/stories/cu-boulder-named-2021-innovation-award-winner-aplu[32] https://connections.cu.edu/stories/qa-fulbright-scholar-krenar-k-puska-reflects-cybersecurity-research-uccs[33] https://connections.cu.edu/stories/provost-constancio-nakuma-discusses-multilingualism-diversity-lifelong-learning[34] https://connections.cu.edu/stories/science-super-athletes[35] https://connections.cu.edu/people/haggerty-cu-denver-s-budget-priorities-and-life-campus[36] https://connections.cu.edu/people/jacobsen-continue-interim-chief-hr-officer-landis-appointed-deputy-chief-hr-officer[37] https://connections.cu.edu/people/uccs-employee-quarter-reeves-keeping-hope-best-way-move-forward