Updates to Article 5: Faculty and related policies now in effect[1]

As part of the formal review of all regent laws and policies, the administration, in collaboration with the faculty, undertook a thorough review of Article 5: Faculty and the related regent and administrative policies (except regent policy 5.J and 5.K, relating to intellectual property).

The Board of Regents previously approved revisions to Article 5: Faculty; Policy 5: Faculty; and the rescissions of Article 9.A: Designations and Appendix 4.1: Dismissal of Faculty as a Result of Academic Unit or Degree Program Discontinuance in September 2018 – but the implementation was delayed to allow the administration time to update all related administrative policy statements (APSs). The APS updates are now complete.

The following new, revised, restructured and rescinded regent laws, regent policies and associated administrative policy statements relating to faculty took effect on July 1:

Regent Laws

Action

Article 5: Faculty

Revisions

Article 9: Designations

Rescission

Regent Policies

Action

Policy 5: Faculty

Policy 5.A: Faculty Governance

Revisions

and

Restructured

Policy 5.B: Academic Freedom

Policy 5.C: Faculty Appointments

Policy 5.D: Reappointment (to a tenure-track position), Tenure, and Promotion

Policy 5.E: Tenured and Tenure-Track Faculty Dismissal for Cause

Policy 5.F: Termination of Faculty Appointments Following Program Discontinuance

Policy 5.G: Faculty Grievance

Appendix 4.1: Dismissal of Faculty as a Result of Academic Unit or Degree Program Discontinuance

Rescission

Administrative Policy Statements

Action

1006-Differentiated Annual Workloads for Faculty

Revisions

1007-Misconduct in Research, Scholarship, and Creative Activities

1009-Multiple Means of Teaching Evaluation

1015-Implementing Academic Unit or Degree Program Discontinuance (formerly, Implementing Program Discontinuance)

1017-Procedures for Implementing Regent Actions on Distinguished Professorships

1018-Justification for Appointment with Tenure (Outside Hire with Tenure)

Rescissions

1021-Mentoring for Tenure-Track and Tenure-Eligible Faculty

1022-Standards, Processes and Procedures for Reappointment, Tenure, Promotion, and Post-Tenure Review (formerly, Standards, Processes and Procedures for Comprehensive Review, Tenure, Post-Tenure Review and Promotion)

Revisions

1024-Approval of Sabbatical Assignments

1026-Roles and Responsibilities of Department Chairs

Rescission

1043-Independent Teaching and Scholarly/Creative Work

New

1044-Faculty Consulting and External Professional Activities

1045-Transfer of a Tenured Appointment

5005-Faculty Recruitment and Hiring

Rescission

5008- Faculty Performance Evaluation (formerly, Performance Ratings for Faculty)

Revisions

5012-Conflicts of Interest and Commitment in Research and Teaching

5053-Multi-Year Contracts for Instructional, Research and Clinical Faculty with Teaching Responsibilities or Librarian Appointments (formerly, Multi-Year Contracts for Non-Tenure-Track Faculty Members)

5060-Faculty Appointments

New

5063-Leave for Faculty Serving in Elected Office

This review and revisions of Article 5: Faculty and associated policies were undertaken carefully and with input from key constituents. At each stage in the review process, proposed changes were discussed with the Faculty Council, the Faculty Council Educational Policy and University Standards (EPUS) Committee, and the faculty assemblies on each campus. All documents were also posted on a public website that allowed individuals to submit direct feedback.

The resulting documents are reorganized to better align regent laws, regent policies and administrative policies; and to ensure policy statements are captured at the appropriate level (i.e., regent law, regent policy, or APS). Because of the extensive restructuring, changes and updates are a mix of rescissions, revisions and new content, and previous section names may be different or updated in many cases.

For more information on these regent laws and policies, go to https://www.cu.edu/regents/rlpreview#tabs-2[2].

For more information on these administrative policy statements, go to https://www.cu.edu/ope/aps/latest-changes[3].

Chancellor Marks eager to listen and learn at CU Denver[4]
[5]

Michelle Marks, Ph.D., on July 1 began her new role as chancellor of the University of Colorado Denver.

Marks[6], who previously served as the vice president for academic innovation and new ventures at George Mason University in Virginia, succeeds Dorothy Horrell, who retired in June[7] after serving as chancellor for nearly five years.

“Michelle Marks is a proven, visionary leader with an excellent track record of fostering student success. She has an innovative mindset that will help the campus make strides serving its students, the community, and state,” said CU President Mark Kennedy[8]. “She also has a deep commitment to the diversity that is a hallmark of CU Denver. We are thrilled to have her join the CU family.”

In an email communication last month, Kennedy noted how Marks was critical in helping shape George Mason’s response to the COVID-19 pandemic.

Earlier this year, Chancellor Marks took part in a virtual Q&A[9] with CU Denver’s University Communications.

During her first few days on campus, she took time to answer questions from CU Connections:

Q: Your arrival at CU Denver comes shortly before a fall semester that will look unlike any previous fall semester at the university. What are your priorities in your first several weeks as chancellor?

A: I'm thrilled to be here, even under these less-than-ideal circumstances. It's true that the world has changed just since I was appointed in March. The current public health and economic crises pose a never-before-faced set of challenges to higher education and at the same time there's a strong call for accountability on issues of racial justice and equity. There's no doubt in my mind that CU Denver can — and must — rise to meet these challenges, and as a university be a force for good.

My first priority is to listen and learn as much as I can from the CU Denver community and friends about the university's values, culture, programs, partnerships, what's working well and what can be improved. I've launched a 100 Days of Listening[10] campaign to that end. My first 10 days of listening — from now through July 10 — will focus on equity[11], with a particular emphasis on racial justice.

Another early priority is to meet with many of CU Denver's key allies, including our community partners, donors, and friends.

And finally, I'm focused on how we manage our safe return to campus[12] for the fall semester in a way that fully supports our students, keeps our community safe, and innovates for the future.

Q: In your role, you'll not only be leading CU Denver, but you'll be part of a leadership team that oversees a four-campus system. What are your early impressions of the CU system and how do you expect to be involved at that level?

A: I'm excited to be part of a four-campus system that plays such a vital role in this state. I've had a chance to meet with the other three chancellors already, as well as CU system leadership. It's clear that although each campus has a distinct role and mission, all of leadership is united in a commitment to helping CU's public research universities provide education that is high-quality, accessible, and transformative.

I'm looking forward to deepening our partnership with CU Anschutz and to figuring out ways to work collaboratively with them, CU Boulder, and UCCS, to further our collective focus on our online offerings and entrepreneurship.

Q: What moment are you most looking forward to?

A: The day a COVID-19 vaccination arrives! Seriously, being new here, I do miss the opportunity to get to meet students, faculty, and staff in person, to see their smiles and share a connection that just doesn't come as naturally or easily with a Zoom call. I'm looking forward to when people can feel safe coming to campus and interacting directly, nonvirtually, with each other again. But the moment I'm looking forward to most of all is a future commencement when I can look our students in the eyes while celebrating their accomplishments, and know that they've been provided with all the resources they need to walk across the commencement stage.

President Kennedy, Board of Regents set leadership goals for 2020-21[13]
[14]

CU President Mark Kennedy and the Board of Regents on Wednesday took stock of successes from the system leader's first year on the job and outlined goals for the coming year.

Like all board meetings since March, the discussion was held remotely via Zoom, taking the place of what ordinarily would have been the regents' annual summer retreat.

Board Chair Glen Gallegos said the regents recently completed their review of President Kennedy's first year at CU, and put forth the list of completed goals for the year just ended as well as corresponding goals for the coming year. In presenting the lists, Kennedy stressed that achievements are the result of work among the president, board, administration, faculty, staff and students.

“I believe the No. 1 thing that’s going to lead to our success is our unity,” Kennedy said.

Issues tied to the coronavirus pandemic and the heightened movement against racial injustice frame the key challenges for the coming year.

Kennedy said CU led the state in responding to the coronavirus, and in the coming year must lead the state in returning to campus. He said the challenge will require many pivots and adjustments along the way.

In addressing diversity, Kennedy pointed to the creation of a new system administration position, chief diversity officer, which led to the hiring of Theodosia Cook. “She’s got a big set of goals for the year ahead,” Kennedy said, in leading to greater diversity among students, faculty and staff. For 2020-21, the goal is to set benchmarks via a diversity, equity and inclusion survey, “and to have campus action plans that flow from that.”

Kennedy also pointed to progress on coordinating CU’s approach to online teaching and learning; containing out-of-pocket costs for students; improving student retention; transforming the system’s information technology; sustainability efforts across the system; and bolstering CU Denver and UCCS as they face budget stress.

The strategic planning process that Kennedy launched last year was to have resulted in a completed plan for review by the board at this summer’s retreat; that work was paused in order to meet immediate challenges of COVID-19. Kennedy said his new goal is to have the completed strategic plan in place for consideration by regents at next summer’s retreat.

The president also is looking to boost revenue streams beyond state funding. He intends to have the year’s research award total, most recently $1.08 billion, beat a three-year rolling average. Fundraising is expected to be down across the country, and CU is no exception, Kennedy said. Following what is expected to be a $440 million fundraising total for the just-completed fiscal year, next year’s goal is $330 million.

Also during Wednesday’s Board of Regents retreat:
The board took part in a governance discussion, which Gallegos said was partly in response to criticism “for some of the ways we make decisions and the way we treat each other.” Regents discussed best practices for engaging in debates during public meetings. “I think the whole theme of this was, we can do better,” Gallegos said. “Let’s not use the fact that we’re political as an excuse, but let’s work together as colleagues.” Board members and leaders welcomed the newest members of CU’s leadership team: Theodosia Cook, chief diversity officer for the CU system; Michelle Marks, CU Denver chancellor; and José Padilla, vice president, University Counsel and secretary of the Board of Regents.

President's and chancellors’ statement on ICE ruling [15]

Town hall details partnership, strategies for Road Map to Fall 2020[16]

New UCCS students to receive Chromebooks in fall 2020[17]

NFL awards $491,999 to CU Denver, Impressio Inc. for helmet safety[18]

White Coats for Black Lives a movement, not a moment[19]

Idea Forge's Potts on a mask-making mission [20]

Bortz on the front lines of Colorado's coronavirus response[21]

Markel, new UCCS College of Business dean, to receive virtual introduction today[22]

Links
[1] https://connections.cu.edu/stories/updates-article-5-faculty-and-related-policies-now-effect[2] https://www.cu.edu/regents/rlpreview#tabs-2[3] https://www.cu.edu/ope/aps/latest-changes[4] https://connections.cu.edu/spotlights/chancellor-marks-eager-listen-and-learn-cu-denver[5] https://connections.cu.edu/sites/default/files/marks_feat.jpg[6] https://www1.ucdenver.edu/about/leadership/chancellor/biography[7] https://connections.cu.edu/spotlights/chancellor-horrell-leaves-her-mark-city[8] https://news.ucdenver.edu/cu-denver-welcomes-michelle-marks-as-new-chancellor/[9] https://news.ucdenver.edu/looking-ahead-with-cu-denvers-incoming-chancellor/[10] https://www1.ucdenver.edu/about/leadership/chancellor/100-days-of-listening[11] https://www1.ucdenver.edu/about/leadership/chancellor/equity-and-racial-justice[12] https://www.ucdenver.edu/safe-return-to-campus-fall-2020[13] https://connections.cu.edu/stories/president-kennedy-board-regents-set-leadership-goals-2020-21[14] https://connections.cu.edu/sites/default/files/retreat_01.jpg[15] https://connections.cu.edu/stories/presidents-and-chancellors-statement-ice-ruling[16] https://connections.cu.edu/stories/town-hall-details-partnership-strategies-road-map-fall-2020[17] https://connections.cu.edu/stories/new-uccs-students-receive-chromebooks-fall-2020[18] https://connections.cu.edu/stories/nfl-awards-491999-cu-denver-impressio-inc-helmet-safety[19] https://connections.cu.edu/stories/white-coats-black-lives-movement-not-moment[20] https://connections.cu.edu/people/idea-forge-s-potts-mask-making-mission[21] https://connections.cu.edu/people/bortz-front-lines-colorado-s-coronavirus-response[22] https://connections.cu.edu/people/markel-new-uccs-college-business-dean-receive-virtual-introduction-today