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Staff Council to ask for consideration of alternative work arrangements

Policies pertaining to flexible schedules need consistency, group says

The University of Colorado Staff Council will ask President Bruce D. Benson to begin the process that would allow campuses and departments to implement alternate work arrangements on a more formal basis.

Flexible schedules include compressed work weeks, performing duties from outside the office, or working nontraditional hours.

The Staff Council was asked in August 2008 to draft the resolution because of concerns about inconsistent policies at the university, said Lori Krug, Staff Council chair.

In some cases, departments exercised informal arrangements for flexibility, but in other situations, employee requests were turned down because supervisors believed work flexibility would not be allowed or was not appropriate. At CU, work flexibility "requests often are subject to a degree of bias with regard to which employees or departments are permitted to participate what are perceived to be 'special' work arrangements," according to the Staff Council's statement.

Employees increasingly continue to request flexible work plans to enhance work/life balance. Also, energy concerns, including high gas prices, have made alternative work arrangements more appealing, according to research.

The Staff Council's request for action also cites budget limitations and staff reductions as factors that favor allowing flexible work schedules. The circumstances have "created an urgent need to restructure and define employee work arrangements in the most effective and innovative manner possible," according to the request.

The council's proposal, discussed during a Nov. 5 meeting, maintains the University of Colorado has the infrastructure available to allow more alternative work arrangements. At the University of Colorado at Colorado Springs, for instance, a pilot program allowed employees to work either a four-day week of 10-hour days, or to work one day each week outside the office. Because of the program's success, the UCCS human resources office is drafting a policy for use throughout the institution.

A variety of public and private institutions and companies also have implemented successful flextime policies. A study of 13 peer institutions around the nation found that nine of those universities have formal flexible schedule programs now while the rest are formalizing official processes.

Staff Council plans to deliver the request for action and supporting documents to Benson this week.

If the president approves the request, an administration policy statement will be drafted and then discussed by the policy committee. Other university groups will vet the policy before it would take effect.

Student information system adds financial aid functions

Monday launch will lead to improved tool for matching students with scholarships

The new Integrated Student Information System (ISIS) on Monday takes another step forward as users in financial aid offices begin setting up scholarship functions. Users will be able to input scholarship information, including due dates and eligibility criteria, and students will be able to access online applications starting next month.



More flexible and robust than the existing Student Information System, the ISIS scholarship application is better able to determine student scholarship eligibility and match students to specific aid based on interests.

The new online application will be available for newly admitted students in Boulder and Colorado Springs on Dec. 1; Denver will open its application Jan. 19. Continuing students still will use the legacy scholarship application and will have access to the new scholarship application when the campuses launch existing student portals early next year.

Another added feature of ISIS is integrated external award reporting capabilities, which enable students to report outside sources of aid such as private scholarships (for example, a local Rotary scholarship) to financial aid offices. The offices may then process the information in ISIS, eliminating the need to collect the information separately and manually update a student's record. The function will enable financial aid offices to make adjustments early and avoid situations where total aid exceeds the cost of attendance.

The new \$50 million Student Information System will be rolled out in stages through the end of 2010. Next year's rollouts will include registration and financial aid award notices, and will process transfer credits for new students in degree audit and transfer articulation system in February. Support of fall 2010 registration is scheduled for April, when most faculty, staff and existing students will begin using the new system. That will be followed by student financials in July, financial aid disbursement in August, and transcripts and end-of-term processing between September and December.

For more, see the project's [Web site](#).

Faculty, staff councils discuss fine points of presidential search process

'Sole finalist,' makeup of search committee examined at most recent meetings

Possible revisions to the university's presidential search process inspired discussion at separate meetings last week of the Faculty Council and Staff Council, with some Boulder faculty expressing dissatisfaction with the depth of information provided in an advisory report.

Joe Rosse, chair of the Boulder Faculty Assembly, said the group's executive committee found the presidential search notebook to be "a pretty disappointing document."

"We were underwhelmed," said Rosse, adding the committee wanted to see summaries of the presidential search processes from a longer list of peer universities. The report includes descriptions of methods used at Texas, Missouri, North Carolina and Michigan.

The Boulder Faculty Assembly's executive committee also objects to the practice of naming a sole finalist during a presidential search, rather than publicly identifying multiple candidates for the job, Rosse said.

"Our concern is that, with a single candidate, there's no opportunity for anyone outside the search committee to have input," Rosse said after the Nov. 4 meeting.

Others pointed out apparent impracticality in naming more than one finalist for the president's post. R L Widmann, immediate past chair of the Faculty Council, said the council's Educational Policy and University Standards (EPUS) Committee is aware of examples of university presidential candidates who suffered in their current jobs after being announced publicly. "We're not in a position of wanting to ruin anyone's career," she said.

Should the presidential search process not be changed to allow for the public announcement of multiple candidates, Rosse said he would like to have "plenty of faculty on the search committee."

Widmann said it's important that the presidential search committee represent several constituencies, including faculty, staff, students and retired faculty and staff. But she cautioned against requesting the establishment of too large a body, which is appointed by the Board of Regents. "It was hard enough with 16 people on the search committee last time," she said, noting demands on members' time and the difficulty of scheduling meetings when so many people are needed.

However, at their Nov. 5 meeting, members of the Staff Council said there is value to a larger, broad-based committee. Under current procedures, the search committee includes one staff member, one student and one university alumni. The Board of Regents has the discretion to change the committee's size and composition.

But the Staff Council agreed a better representation of views and ideas would come from additional members. They suggested the search committee include one classified and one exempt staff member, and an undergraduate and graduate student along with an alumni member. Search procedures also should ensure a representative from each campus is on the committee.

The [Board of Regents'](#) Laws and Policies Committee plans discussion about the presidential search process at its Nov. 18 meeting. At the committee's recent meeting, Faculty Council, Staff Council and other governance groups were asked to provide recommendations in advance of the next meeting. Proposals will be reviewed and prioritized for consideration before the entire Board of Regents at its Feb. 10-11 meeting.

Regent Tom Lucero, chair of the Laws and Policies Committee, said he would wait until being presented with input from Staff Council and Faculty Council before commenting on the possibilities. He did, however, point to the challenges inherent in naming multiple finalists for the presidency.

"Having been on two of the chancellor search committees, I've seen that you just can't do it," Lucero said. "As you are interviewing individuals, if you ask, 'Would you be willing to be one of many finalists?', the answer is always no. If you have a requirement that two, three or four names be made public, you're going to limit the pool of individuals who are willing to apply."

In other business at the Nov. 4 Faculty Council meeting, E. Jill Pollock, senior associate vice president and chief human resources officer, discussed her review of the university's early retirement programs. Under consideration is a new addition to the faculty's phased retirement program: an early retirement incentive, tied to immediate retirement on a date agreed upon by the faculty member and university administration. The incentive might be paid in a lump sum or over a period of time, and the amount would depend on what each campus can afford, Pollock said.

Procurement Service Center names partners for lab supplies

Strategic sourcing program continues; details to be presented at forums in Denver, Boulder

Upon completion of a rigorous Request for Proposal (RFP) process, Fisher Scientific and VWR International, providers of lab supplies and equipment, are the latest firms to be named strategic partners with the University of Colorado. Both vendors have long relationships with CU's [Procurement Service Center](#), but the new partnerships add exceptional value because they assure significant cost savings, a streamlined Internet ordering process, new lab start-up programs, and a managed contract program.

All campus department personnel who order lab supplies and equipment are encouraged to attend an upcoming forum presented by the center and the Office of University Controller. Staff members will provide updates on a variety of subjects and representatives of Fisher Scientific will review details of the new primary scientific supplier contract. The forums are set for:

- **Anschutz Medical Campus**, Tuesday, Nov. 17, Ben Nighthorse Campbell Building, auditorium, 1:30-2:45 p.m. forum, 3-4 p.m. Fisher Scientific
- **CU-Boulder**, Wednesday, Nov. 18, Wolf Law Building, Wittmyer Court, main floor, 1:30-2:45 p.m. forum, 3-4 p.m. Fisher Scientific

Forums already have taken place at the University of Colorado at Colorado Springs and University of Colorado Denver campuses, but the remaining two events are open to employees from all campuses.

Advance registration for the forums is requested; [click here](#) to sign up.

About a year and a half ago, the Procurement Service Center began a dedicated sourcing program to develop overall procurement strategies. Michael Fox, strategic sourcing manager, began by analyzing university spending data and focused on high-volume, high-spend commodities. The PSC improved the university's office supply contract with Staples, resulting in an annual savings of more than \$800,000.

The center continues to identify areas of improvement. An RFP for photocopiers is under way. The evaluation committee, consisting of subject matter experts from all CU campuses, expects to begin evaluating responses from suppliers by the end of this month. Future plans include RFPs for document storage and shredding services.

For more information on the Procurement Service Center, please contact Duane Tucker, Duane.Tucker@cu.edu or 303-315-2150.

PERA officials offer plan for sustainability

Executive director: Changes needed to save retirement fund

PERA officials last week presented their proposal to rescue the ailing retirement fund to the Legislative Audit Committee.

The draft legislation, called 2/2/2 Plus, includes a 2 percent increase in employee contributions, a 2 percent increase in employer contributions, and a 2 percent cap on cost of living increases for retirees.

More than 438,000 people belong to the Public Employees Retirement Association, which faces a multi-billion-dollar deficit over the long-term because of high payouts and stock market instability. PERA includes four independent trusts covering different segments of the labor market: judicial, state, schools and local government workers. In January, Denver Public Schools will be added as a fifth division.

"Change has to occur to ensure the system is sustainable to all of our members," Meredith Williams, PERA's executive director, has said.

According to the plan, solvency would be reached in 30 years. Previously, the association operated on a 60-year amortization plan.

To reach that goal, return on investments would be reduced to 8 percent, from the current 8.5 percent.

The increase in employer contributions would begin in 2013 and continue through 2017, while the employee increase would begin in 2014 and run through 2017. Cost of living increases (COLA) would be capped at 2 percent and would be dependent on the Consumer Price Index. (The index, CPI-W, is generally used to determine cost of living raises for labor contracts.) Currently, the COLA raise for members is 3.5 percent annually.

PERA's plan also contains a funding corridor that would automatically adjust changes, depending on how well the plan is funded. For instance, if the plan is 90 percent funded, the employee and employer contributions would begin to rise. If the plan reached 110 percent funding, the contributions would be reduced. The adjustments would be made according to each division's needs.

The cost of living increases, however, would be determined by the stability of the entire fund.

Also included in the plan:

- A provision that would use a 5-year salary average rather than a 3-year average to calculate benefits.
- A 5-year vesting period for eligibility to receive a 50 percent match upon refund.
- Imposition of an 8 percent employee contribution for those choosing to work after retirement for a PERA employer.
- Early retirement provision that would pay out a smaller benefit for a larger period of time.

Gregory Smith, general counsel/chief operating officer of PERA, has said the plan does not affect those who are eligible to retire on the effective date of the legislation. Those retirees will have locked in benefits.

PERA continues to draft the legislation it hopes would be "first out of the hopper" in January when the Legislature begins its session, said Katie Kaufman, director of communications.

For more information about specifics of the plan, visit www.copera.org.

People

Physics professor earns prestigious prize



University of Colorado Photo

Jin

Deborah Jin, an adjoint professor of physics at the University of Colorado at Boulder and a fellow of the National Institute of Standards and Technology, will receive the prestigious William Procter Prize for Scientific Achievement. It recognizes her research, described as the crucial first step in developing superconductors that work at room temperature. Such superconductors could lead to faster computers and other advances.

The prize, the highest honor from international honor society Sigma Xi, also has been awarded to animal behaviorist Jane Goodall, oceanographer Robert Ballard, paleontologist Stephen Jay Gould and anthropologist Margaret Mead.

Jin will receive the prize this week at the society's annual meeting, Nov. 12-15 in Houston. The award, presented since 1950, includes \$5,000 for Jin and an additional \$5,000 given to a researcher of Jin's choosing.

Jin has been at JILA, a joint institute of CU-Boulder and NIST, since 1995.

Business assistant named leader in community, arts



Theus-Lee

Linda Theus-Lee, program assistant in the University of Colorado Denver Business School, recently was awarded the African-American Leadership Institute (AALI) Unsung Hero Mountain Award for her commitment to the community and outstanding service in the arts. AALI develops leadership skills that help people become influential citizens who successfully create and use solutions meeting the needs of businesses and the community.

'Lost book' inspires paper presented at international conference



Hildebrand

David Hildebrand, associate professor of philosophy at the University of Colorado Denver, presented a paper on "Dewey's Last Lost Book: Initial Impressions and Reflections" at John Dewey's 150th birthday celebration. In New York at last month's International Conference on Dewey's Impact on America and the World, a panel discussed the contents and significance of a recently discovered book manuscript that Dewey wrote late in his career, and which was long presumed lost in a New York City taxi.

Assistant professor helps develop Smithsonian computer game

Laurel Hartley, assistant professor of integrative biology at the University of Colorado Denver, contributed to a new computer interactive on display at the Smithsonian National Museum of Natural History exhibition, "Dig It! The Secrets of Soil." The interactive game, which also is accessible on the museum [Web site](#), teaches about greenhouse gas emissions from soil and was developed using real data and simulation models created by ecological researchers.

Want to suggest a colleague — or yourself — for People? Please e-mail information to Jay.Dedrick@cu.edu

Forum

Forging twin paths of giving

As we enter the traditional season of giving, I respect the contributions the Colorado Combined Campaign (CCC) makes to our community. United Way, its partner organizations with tight budgets, donors and volunteers do so much good to help so many that I have always felt my small contribution was a good investment in our community.

I have always been torn by the Chinese proverb, "Give a person a fish and you feed him/her for a day. Teach a person to fish and you feed her/him for a lifetime," and I have usually devoted my community efforts to both areas. I believe in CU's community role as much as United Way's and therefore this year I am going to give to both CCC and CU.

I have started giving monthly to the University of Colorado Foundation. It has several programs to choose from and Jeni Webster was very helpful in getting me set up. Who knows? A member of CU's community might discover the secret to how Santa's reindeer can transport all those presents around the world in one night. My car could sure use that source of power.

Greg Roers

Accounting and Business Services
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Letter Submission Guidelines

The *Faculty and Staff Newsletter* welcomes letter submissions from current or retired University of Colorado faculty and staff about issues of interest to the university community. Submissions may be edited for length, style and clarity. Anonymous submissions will be neither considered nor published. Please send submissions to newsletter@cu.edu.

Please indicate whether or not you would like to see your comment published in the newsletter as a letter to the editor. Thank you.

Obituary

Krista Correll Butler, longtime employee of CU Foundation, CU-Boulder



Krista Correll Butler, an employee of the University of Colorado Foundation for 13 years and the University of Colorado at Boulder for nine years, died at the Hospice Care Center in Louisville on Nov. 4, 2009, after a long battle with ovarian cancer. She was 58.

Her family said she will be remembered for her dedication to higher education and her unselfish generosity and kindness.

She was born April 15, 1951, in Tachikawa, Japan, to Thomas and Mary Hellen (Graves) Correll. Her father was stationed in Japan in the Air Force at the time. She married Chris Butler on Oct. 1, 1982, at Flagstaff Mountain in Boulder.

At the University of Colorado Foundation, Ms. Butler worked as a development officer from 1986 to 1990 and in stewardship since 1999. On the Boulder campus, she worked in client and scholarship services from 1990 to 1999.

Most recently as director of stewardship at the CU Foundation, she served an integral behind-the-scenes, donor-relations role. Her passion for connecting donors with students in need, deep knowledge of the CU scholarship landscape, and breadth of relationships throughout CU and the foundation earned her deep respect from colleagues and donors.

She is survived by her husband, Chris, and daughter, Kassi, of Longmont, and her sisters Holly Antoun of Genesee and Lauren Cole of Santa Rosa, Calif.

A celebration of Ms. Butler's life will be at 4 p.m. Thursday, Nov. 12, at the Spice of Life Event Center, 5706 Arapahoe Ave., Boulder. Memorial contributions are requested by her husband to be given to the Anschutz Cancer Research Center in Denver to help fight ovarian cancer.

News from the CU system - CU-Boulder

Hank Brown to lead students on tour of U.S. Capitol's art

Hank Brown, University of Colorado at Boulder political science professor and CU president emeritus, will lead his fall semester class on a Nov. 13-15 trip to Washington, D.C., to study art in the U.S. Capitol Building.

The trip is part of his "Icons of the American Republic" class, which introduces students to the founding period of the United States through the events, concepts and individuals depicted in art exhibited in the U.S. Capitol Building. The class — 25 students from the Boulder campus and six from the Colorado Springs campus — will get an extremely rare opportunity to visit the floors of both the U.S. House and U.S. Senate.

This is the second consecutive year Brown has led students on the trip, which is made possible by financial contributions from external donors.

According to Professor Ken Bickers, chair of the CU-Boulder political science department, "This is a remarkable opportunity for our students. They learn about the American experiment in national self-governance in the heart of the government itself from someone who has been an influential participant in that experiment."

Brown has 30 years of public policy experience as a legislator, congressman, U.S. senator and higher education executive. He served in the House of Representatives from 1981 to 1991 and in the Senate from 1991 to 1997.

He joined the CU-Boulder faculty last year after serving as president of the University of Colorado from 2005 to 2008. Besides his political science appointment, he holds the Quigg and Virginia S. Newton Endowed Chair in Leadership at CU-Boulder and is an adjunct professor in the CU School of Law.



University of Colorado
Photo

News from the CU system - UCCS

Colorado Springs economy recovering slowly

The Colorado Springs economy is in recovery and in better shape than the U.S. as a whole, according to College of Business faculty who spoke at a recent forum of community leaders.

Tom Zwirlein, professor, and Fred Crowley, senior instructor, both from the College of Business, presented the state of the local economy as part of the 13th Annual Southern Colorado Economic Forum at the Antlers Hilton hotel.

"Stability came strictly for one reason: presence of the military," Crowley said. "The military is responsible for 100,000 jobs in a community where we have 330,000 people actually employed. That's an incredible impact on our community.

"One of every five dollars in this community is generated through the military."

Clearly, Colorado Springs is in recovery, Crowley said, pointing to multiple data sources including unemployment numbers that are more than 2 percentage points better than the national average.

"This is not going to be a rapid recovery," Crowley said, "but a recovery that we hope is without a double dip."

Still, not all the numbers presented were encouraging. In a recent survey, 36 percent of those who responded said they planned to spend less money this holiday season; 60 percent said they planned to spend the same as last year.

Crowley and Zwirlein both pointed to declining sales taxes revenue as a substantial problem for local government, which depends on such taxes to fund services. Growth of Internet sales; new retailers in Falcon, Monument and Fountain; and general consumer malaise have caused large drops in tax revenue for Colorado Springs. Sales and property taxes lost to suburban communities cost the city an estimated \$32 million in revenue.

Zwirlein said concerns remain about the ability of the U.S. economy to recover. Topping his list are commercial loan defaults, mistrust of government and what he called the "one-legged stool" of municipal financing.

"Things are improving, but there are some blocks along the way where we could stub our toes," Zwirlein said.

To see more about the local economy, visit <http://www.sceforum.com/publications/SCEFPublication2009-10.pdf>

News from the CU system - UC Denver

Campus encourages volunteerism with Giving Back Campaign

As the holidays approach, the University of Colorado Denver will be celebrating in an unconventional way. In honor of the season's spirit of giving, [Chancellor M. Roy Wilson](#) is launching a Giving Back Campaign.

During the campaign, which runs through Feb. 1, all faculty and staff will be given one half-day of work time to go into the community and participate in a volunteer activity of their choice. After the activity is completed, participants will be asked to visit the Giving Back Campaign Web site to [provide a brief synopsis of accomplishments](#). These stories will be used to tell the story of the contributions the university makes to the community every day.

For more information, visit the [Frequently Asked Questions](#) page or contact Genia Larson, director of the office of outreach and events, at 303-315-2059 or Outreach.Events@ucdenver.edu.



Photo courtesy of
University of Colorado Denver



Photo courtesy of University of Colorado Denver

News from the CU system - Anschutz Medical Campus

Depression Center works to establish national network

Nearly 21 million Americans suffer from depression, bipolar illness or other mood disorders each year, with an estimated economic burden of \$83.1 billion each year. In Colorado, about 340,000 residents are affected, at a cost of over \$1.3 billion annually.

The [University of Colorado Denver Depression Center](#), a member center of the National Network of Depression Centers (NNDC), announced that on Oct. 23, U.S. Senators Debbie Stabenow (D-Mich.), Sherrod Brown (D-Ohio), Kay Bailey Hutchinson (R-Texas), John F. Kerry (D-Mass.), and George Voinovich (R-Ohio) introduced bipartisan legislation, the Establishing a Network of Health-Advancing National Centers of Excellence for Depression (ENHANCED) Act, to create national centers of excellence for the treatment of depression and bipolar disorders.

The UC Denver Depression Center is working with 15 other academic medical centers including those at the

University of Michigan, Stanford, Harvard, Duke, Cornell and Columbia to engage in translational research, standardize diagnoses, treat earlier and more effectively and prevent recurrences of depression and bipolar disorders, as well as to eradicate the stigma associated with these disorders. If passed, the ENHANCED Act would establish the first federally funded, national network of health centers specializing in treatment for depression, bipolar illness and associated mood disorders.

Rabindar Subbian, president and CEO of the National Network of Depression Centers, recently visited the Depression Center at the Anschutz Medical Campus to talk about the ENHANCED Act. "Millions of Americans suffer from depression, bipolar or other mood disorders, and as many as one-third of those suffering do not receive treatment," Subbian said. "The introduction of the ENHANCED Act and the commitment of these senators to advancing depression research and treatment is a monumental step toward conquering this debilitating and widespread illness."

The University of Colorado Denver Depression Center opened in September 2008 through the generous support of George Wiegers of Vail. Leading clinicians and researchers bring their expertise to the multidisciplinary center, which works to improve the lives of people with depression and other mood disorders through clinical excellence, innovative research, community outreach and education. The Colorado Depression Center is particularly interested in suicide prevention, because Colorado's suicide rate is among the highest in the country and has been rising steadily over the last decade.

News from the CU system - CU Foundation

Annual Report summarizes fundraising, investment performance

The University of Colorado Foundation this week released its annual report.

The 36-page document summarizes fundraising and investment performance — including that of the CU endowment — for the 2008-09 fiscal year. It features several stories describing how donors to the University of Colorado have made an impact.

The report is [posted here](#); to request a printed version, contact cu.foundation@cufund.org.

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