New Record for Research Expenditures

CSU SPONSORED PROJECT EXPENDITURES 2014-2023

SPONSORED PROJECT EXPENDITURES HAVE INCREASED 62% IN 10 YEARS

MILLIONS OF DOLLARS

---|---|---|---|---|---|---|---|---|---
$308 | $317 | $332 | $338 | $375 | $398 | $407 | $447 | $457 | $498
Provost’s Ethics Colloquium – Fall 2023

Save the Date

- Wednesday, November 8, 4-6 p.m., LSC Theatre
- Topic: Artificial Intelligence
- Keynote: Dr. Abram Anders, Iowa State University
- Panel discussion with Q&A
- More information coming later this month

Provost’s Ethics Colloquia 2022-2023:

FA22: The Ethics of Artificial Intelligence
SP23: The Academic Impact of ChatGPT

https://ethics.colostate.edu/
Friday, September 29: University-wide email announcement on administrative professional compensation adjustments for lowest paid employees.

Part of CSU’s multi-year effort to address compensation and enhance market competitiveness of CSU. In addition to salary adjustments, impacted employees will also receive a lump sum salary adjustment calculated using the beginning of the fiscal year, July 1.
Administrative Professional Compensation

Exempt Employees
- Exempt AP employees with an annual salary under $50,000 will be raised to $50,000.
- Exempt AP employees with an annual salary between $50,000 and $55,000 will receive a 1% increase.
- Exempt AP employees with an annual salary between $55,000 and $55,500 will receive some minor smoothing to ensure there is not a compensation jump of one exempt employee over another exempt employee.

Non-Exempt Employees
- All non-exempt AP employees with an annual salary under $50,000 will receive an increase in their annual compensation. Employees with the lowest annual salary will receive the highest percentage and dollar amount. This was calculated to ensure there is not a compensation jump of one non-exempt employee over another non-exempt employee.

Adjustments Pending for Some Employees
(See Sept. 29 email announcement for more information.)
### Faculty Success Priorities

<table>
<thead>
<tr>
<th>Category</th>
<th>Programs/Initiatives</th>
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<tbody>
<tr>
<td><strong>Recruitment</strong></td>
<td>• New faculty search chair training and recruitment resources</td>
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<tr>
<td><strong>Review, promotion, tenure</strong></td>
<td>• Best Practices Fora</td>
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<td></td>
<td>• Workload Equity Task Force</td>
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<td></td>
<td>• Tool kit from college Advocates</td>
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<td><strong>Culture &amp; Climate</strong></td>
<td>• EnCircle Mentoring Network</td>
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<td>• Identifying and Interrupting Bias Workshops</td>
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<tr>
<td><strong>Leadership</strong></td>
<td>• CHIIE: Chair/Head Institute for Inclusive Excellence</td>
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<td>• IDEA Grants</td>
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<tr>
<td><strong>Data</strong></td>
<td>• Tracking retention, COACHE exit/retention study</td>
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<td></td>
<td>• Outcomes for programing: qualitative, quantitative</td>
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</tbody>
</table>
Why Faculty Success?

The faculty drives research & education
- Central to CSU’s mission

Research
- Diverse groups (gender, ethnicity) publish and are cited more\textsuperscript{1,2}

Student Success
- GPA and graduation rates of underrepresented students increase with faculty diversity\textsuperscript{3,4,5}

Why Faculty Success?

Losing faculty members is costly

- 90-200% of salary to replace faculty members¹
- $2.76 to $6.56 million in each of the last two years

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1. Society for Human Resource Management
Why Faculty Success?

- Losing faculty members is costly
  - 90-200% of salary to replace faculty members\(^1\)
  - $2.76 to $6.56 million in each of the last two years

- Sense of belonging & mentoring
  - Strengthen intention to stay, and improve scholarly output and quality of teaching\(^2,3,4\)

- Bias can be addressed
  - Improved culture and structures short circuits bias\(^5,6\)

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Faculty Success Web Page: https://facultysuccess.colostate.edu/

Interfolio RPT Promotion & Tenure Workflow

**Candidate**
- Receives notification that a P&T case has been created for them.
- Reviews the instructions for their case and uploads required documents and forms using Interfolio Faculty Activity Reporting.
- Submits the candidate packet, and the case moves forward to the Department Chair.

**Department Chair**
- Requests external letters through Interfolio.
- External Reviewers upload letters directly to Interfolio.
- Sends the case forward to the P&T Committee.

**P&T Committee**
- Uploads the committee memo.
- Shares the memo with the Candidate and Department Chair.
- Rebuttals are uploaded, if any.
- Sends the case forward to the Dean’s Office.

**Dean**
- Uploads the Dean’s memo.
- Shares the memo with the Candidate, P&T Committee and Chair.
- Rebuttals are uploaded, if any.
- Sends the case forward to the college-specific committee.

**College-specific Committee (if applicable)**
- Reviews dossier.
- Sends the case forward to the Provost’s Office.

**Provost’s Office**
- Applicable committees review.
- Uploads the Provost’s memo to be shared with the Candidate, P&T Committee Chair, Department Chair and Dean.
- Rebuttals are uploaded, if any.

**Final Approval by the President; Board of Governors Notification**
Interfolio

The CSU implementation team is currently working with Interfolio to configure and implement Faculty Activity Reporting.

**December 2023:** all users will gain access to Interfolio. Faculty Activity Reporting will be live.
- Digital Measures data in Faculty Activity Reporting, current to July 1st.
- Faculty will not lose access to Digital Measures.

**Spring 2024:** Interfolio Review, Promotion, & Tenure (workflow system) will be used for faculty evaluations. Use of Faculty Activity Reporting is encouraged, not required.

Virtual training sessions will be provided by the Provost’s Office, and recordings posted online. Dates for training sessions will be announced soon and updated on the [Provost’s Office website](https://provost.colostate.edu/interfolio/).

For more information about Interfolio, visit this link: [https://provost.colostate.edu/interfolio/](https://provost.colostate.edu/interfolio/).
Interim Provost Nerger will provide updates on enrollment data and student success at the November Faculty Council meeting.
Next:
Jim Bradeen
Associate Vice President for Spur Strategy