

Provost Report to Faculty Council

October 3, 2023



COLORADO STATE UNIVERSITY

New Record for Research Expenditures

CSU SPONSORED PROJECT EXPENDITURES 2014-2023

SPONSORED PROJECT EXPENDITURES HAVE INCREASED

62%

IN 10 YEARS

MILLIONS of DOLLARS



Provost's Ethics Colloquium – Fall 2023

Save the Date

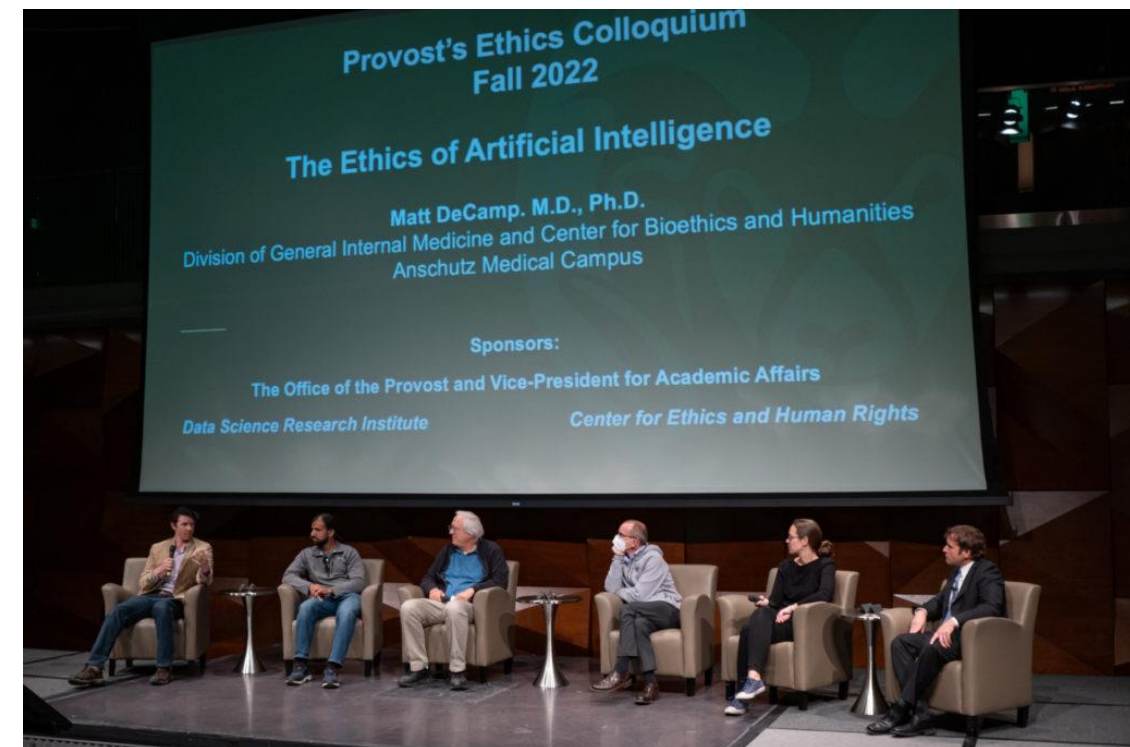
- Wednesday, November 8, 4-6 p.m., LSC Theatre
- Topic: Artificial Intelligence
- Keynote: Dr. Abram Anders, Iowa State University
- Panel discussion with Q&A
- More information coming later this month

Provost's Ethics Colloquia 2022-2023:

FA22: The Ethics of Artificial Intelligence

SP23: The Academic Impact of ChatGPT

<https://ethics.colostate.edu/>



Administrative Professional Compensation

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



Recruitment

- New faculty search chair training and recruitment resources

Review, promotion, tenure

- Best Practices Fora
- Workload Equity Task Force
- Tool kit from college Advocates

Culture & Climate

- EnCircle Mentoring Network
- Identifying and Interrupting Bias Workshops

Leadership

- CHIIE: Chair/Head Institute for Inclusive Excellence
- IDEA Grants

Data

- Tracking retention, COACHE exit/retention study
- Outcomes for programing: qualitative, quantitative

Why Faculty Success?



The faculty drives research & education

- Central to CSU's mission

Research

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

Student Success

- GPA and graduation rates of underrepresented students increase with faculty diversity^{3,4,5}

1. AlShebli et al. 2018 Natura Communications, 2. Freeman & Huang 2014 Nature, 3. Stout et al. 2018 Intercultural Education, 4. Cross & Carman 2021 Community College Journal of Research and Practice, 5. Llamas et al. 2021 Race Ethnicity & Education

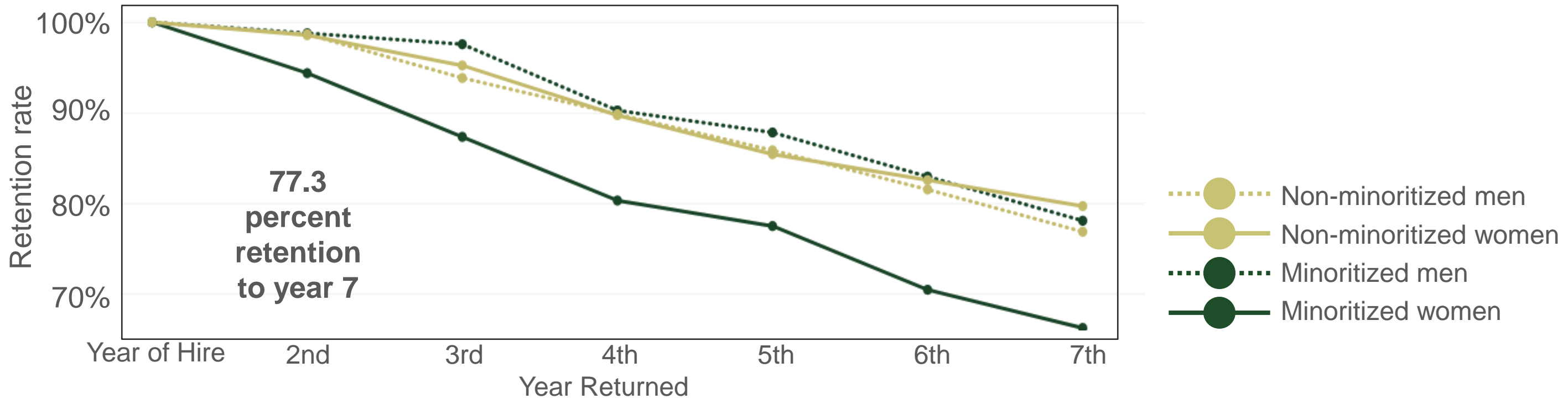


Why Faculty Success?



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



1. Society for Human Resource Management

Why Faculty Success?



Losing faculty members is costly

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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}

1. Society for Human Resource Management, 2. Sakurai & Mason 2023 Asia Pacific J. of Education, 3. Calkins et al. 2019 International J. of Education Research, 4. Williams et al. 2022 J Clinical Translational Science. 5. Moss-Racusin et al. 2021 Policy Insights from the Behavioral and Brain Sciences, 6. Weisshaar 2017 Social Forces

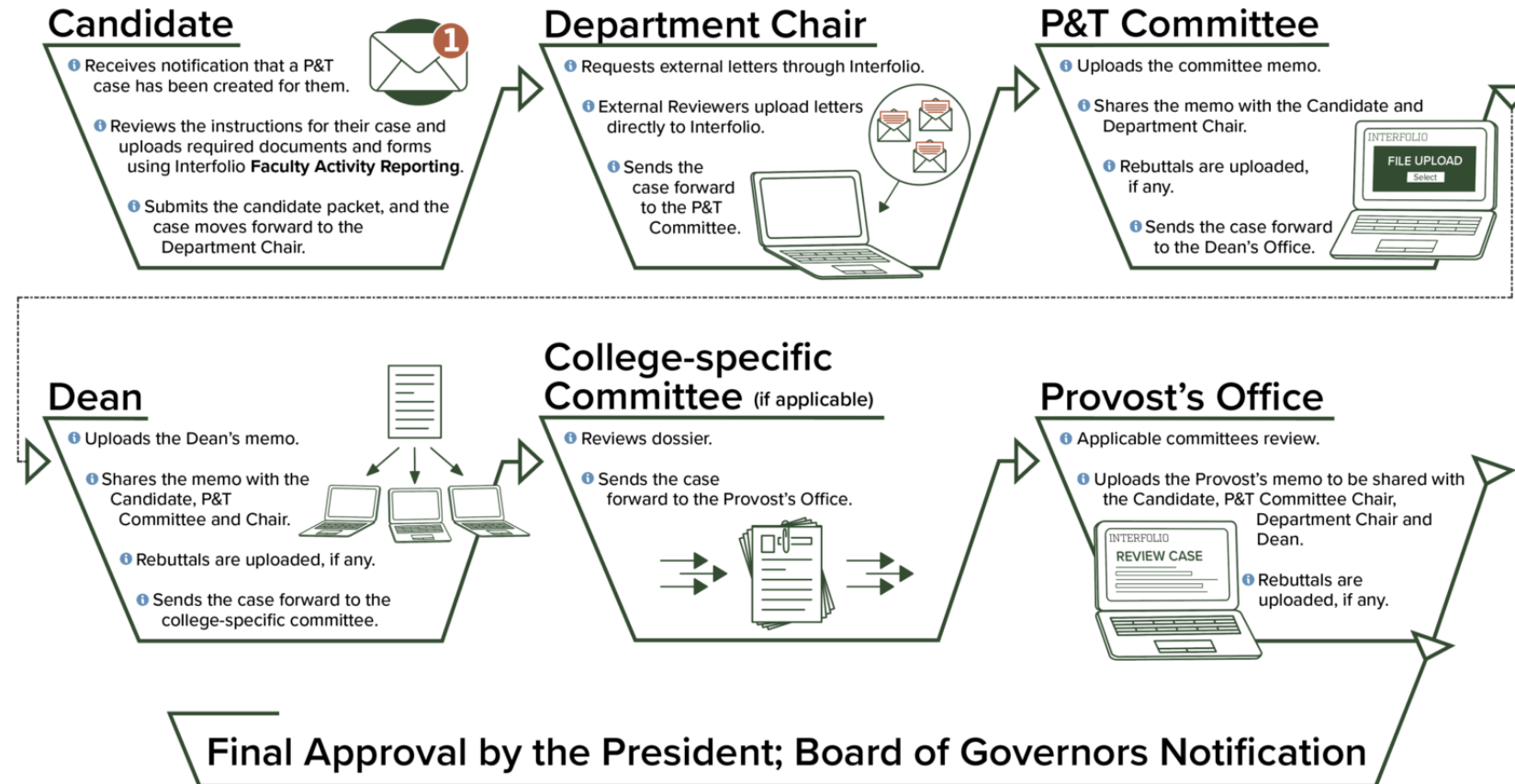


Faculty Success

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



Interfolio RPT Promotion & Tenure Workflow



Interfolio

Interfolio Web Page:

<https://provost.colostate.edu/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](#).

For more information about Interfolio, visit this link: <https://provost.colostate.edu/interfolio/>.



November Faculty Council

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**



COLORADO STATE UNIVERSITY