Overview

The National Science Foundation (NSF) Advance Initiative seeks to increase the participation of women in the scientific and engineering workforce through the increased representation and advancement of women in academic science and engineering careers. To meet this goal, the ADVANCE program provides award opportunities for both individuals and organizations: Fellows Awards, Leadership Awards, and Institutional Transformation Awards. With each of the three types of ADVANCE awards, the NSF seeks to support new approaches to improving the climate for women in U.S. academic institutions and to facilitate women’s advancement to the highest ranks of academic leadership.

The Institutional Transformation Awards are part of a comprehensive effort undertaken by the NSF to diversify the scientific workforce. The intent is that activities undertaken by the awardees become models to be replicated in institutions throughout the nation.

In January 2002, CU Boulder was awarded a NSF Institutional Transformation Award. The Leadership Education for Advancement and Promotion (LEAP) Program received $3.5 million in funding from the NSF as one of the first projects funded through the ADVANCE initiative. This funding was matched by a further $900,000 from CU Boulder.

LEAP works with the premise that models of effective institutional change emphasize the need to work at multiple levels of the organization on multiple aspects of the problem. LEAP therefore has programs aimed at individuals and at the department level, as well as activities promoting changes in policies at the highest levels.

As LEAP matures, it is broadening its reach and growing in influence. The program is working to formulate specific policy changes and promoting the adoption of practices that promote LEAP’s core goal of changing the environment at CU. It is our hope that LEAP will have a permanent impact on the institution and beyond by producing a set of best practices for any institution to follow in fostering an inclusive environment.

Leadership Education for Advancement and Promotion

Work / Life Policies
Work-Life Balance Policies

Dual Career Couples

As of the publication date of this document, it is recommended that chancellors and system offices assist the second party of dual career couples by providing employment information that includes university career center services or names of potential employment contacts. You can find more information on this Regent Policy at http://www.cu.edu/facultyaffairs/

Family Medical Leave for Faculty and Unclassified Staff

“The University of Colorado recognizes that its faculty and staff strive to balance their professional and personal responsibilities. The Faculty and Medical Leave Policy (‘Policy’), applicable to faculty and unclassified staff (‘staff’), is designed to support these efforts and to assist employees in the event of family or medical emergencies. This Policy is not intended to conflict with University obligations under the Americans with Disabilities Act of 1990 (‘ADA’). The rules of the State Personnel System provide classified staff with Family and Medical Leave under the Americans with Disabilities Act of 1990 (‘ADA’). Guidance associated with extended illness, accompanied by sick leave, parental leave, or disability leave, is provided in the policies and procedures of the University. These regulations, issued by the Wage and Hour Division of the Department of Labor at 29 CFR Part 825, should be consulted for clarification.

Tenure Clock Policy

“Stopping the Tenure Clock” means that the tenure clock is adjusted. It is generally referred to as “stopping the clock,” although setting back the clock is a more accurate metaphor, and moving the stop watch also happens on occasion. Leaves associated with extended illness, accompanied by sick leave, parental leave or disability leave, are the most commonly accepted reasons for stopping the clock. Stopping the tenure clock because of a known does not prejudice the tenure and promotion review in any way.

You can find more information on this Regent Policy at http://www.cu.edu/regents/LawsPolicies/. For the most accurate information, or to be advised of any changes, please visit http://www.cu.edu/regents/LawsPolicies/

Campus Climate Policies

Violence Policy

“Campus violence, including intimidation and other disruptive behavior in our community will not be tolerated, and will be taken seriously and will be dealt with swiftly and effectively. Both behavior and actions that can include oral or written statements, gestures, or physical contact that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

We need your cooperation to implement this policy effectively and to maintain a safe campus environment. Do not engage in harmful, intimidating or other disruptive behavior. If you observe or experience such behavior by anyone on campus, report it immediately to the CU Police Department at 303-492-6666 or to a supervisor, manager, Department Chair (as determined by the College) or to the Office of Support Services/Labor Relations at 303-455-9777. We take incidents of harassment and other disruptive behavior seriously.

Campus Police

CU Boulder is dedicated to providing resources, referrals, and coordinated information to families in an effort to help them find quality childcare, childcare, daycare, parenting information, and family support services. The CU CARES Program provides a wide variety of information, including links to university programs, city and county resources, and community organizations. This Program is designed to make it easier for parents/caregivers to balance work, school and family responsibilities. The CU CARES helpline is a program of the Department of Human Resources. The helpline can be reached at (303) 492-6130 or (303) 492-6466. You can also access the most accurate and up-to-date policy information on the website.

Other Policies and Resources

University Policy on Amorous Relationship Harassment

This document was published April, 2005.

Classroom Behavior Policy and Procedures

“Students are required to adhere to the behavior standards listed in the Rights and Responsibilities of Students and Standards of Conduct and to refrain from disrupting classes and other academic settings.

A faculty member is authorized to ask a student to leave the classroom or other academic area if the faculty member determines that the behavior seriously disrupts the educational process or is harmful to other students. The Office of Judicial Affairs and the Assistant/Associate Dean of the College or Department will determine by written notification whether the student may be excluded from the College or Department for the remainder of the semester, or any other period of time that the faculty member recommends.

A faculty member may also exclude the student from the classroom or other academic area if the violation of the Policy by (1) informing the student of expected review of the exclusion, and (2) by informing the matter to the Office of Judicial Affairs by completing the Disruptive Classroom Incident Report and informing the relevant Assistant/Associate Dean of the College. If such violation occurs and if the faculty member requests a review, the Office of Judicial Affairs shall review the exclusion within three business days of the date the student receives the notice. If no action is taken the student is subject to the provisions of the student conduct code.

Nothing in this policy prohibits an immediate call to the University of Colorado Police or referral of the matter to another policy office, as determined to be appropriate by the classroom instructor.

The information provided here is accurate as of the date of this publication. For the most accurate and up-to-date information on this policy, please visit http://www.cu.edu/policies/Regents/Policies. This policy has been reviewed and approved by the CU Boulder Provost, Dean’s Council and Boulder Faculty Assembly.

The information provided in this brochure was published directly from the University of Colorado Boulder website (www.colorado.edu). This brochure was published April, 2005.