

**STATE OF COLORADO
DEPARTMENT OF HIGHER EDUCATION
PERFORMANCE CONTRACT**

This Performance Contract, effective the date of approval by the Colorado Commission on Higher Education (hereinafter referred to as the "Commission"), is by and between the Department of Higher Education (hereinafter referred to as the "Department") and the State Board for Community Colleges and Occupational Education (hereinafter referred to as the "Governing Board").

RECITALS

WHEREAS, in its passage of SB 04-189, known as the College Opportunity Fund, the General Assembly has found that it is imperative that an increased number of Coloradans pursue education beyond high school.

WHEREAS, the General Assembly has determined that a postsecondary educational experience for Coloradans is essential for the State to compete in the new global economy and to develop a new generation of leaders and active participants in state and local civic affairs.

WHEREAS, the General Assembly has found that it is critical that the rate of postsecondary participation by low-income Coloradans, males, and minorities, who are currently under-represented, be increased at every State institution of higher education.

WHEREAS, the General Assembly has determined that it is appropriate to support programs that are designed to encourage participation in postsecondary education, that increase citizens' awareness of the value of and need for a postsecondary education, and that make citizens aware of the financial support provided by them through the General Assembly to students and institutions of higher education.

WHEREAS, the General Assembly enacted the College Opportunity Fund Act, Title 23, Article 18, Section 101 *et seq.*, Colorado Revised Statutes, which states that performance contracts should provide for greater flexibility and a more focused accountability for institutions of higher education to students and the people of Colorado.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes requires each governing board of a State institution of higher education to negotiate a performance contract with the Department that specifies the performance goals the institution shall achieve during the period that it operates under the performance contract.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes provides that a State institution of higher education's compliance with the goals specified in the performance contract may be in lieu of requirements in Article 1 and Article 13 of Title 23, Colorado Revised Statutes.

WHEREAS, Title 23, Article 5, Section 129, Colorado Revised Statutes requires that the specified procedures and goals set forth in the performance contract must be measurable and tailored to the role and mission of each institution and may include, but shall not be limited to: (1) improving Colorado residents' access to higher education; (2) improving quality and success in higher education; (3) improving the efficiency of operations; and (4) addressing the needs of the State.

AGREEMENT

NOW THEREFORE, in consideration of the foregoing and intending to be bound hereby, the Parties agree as follows:

1. Scope of Contract. This contract and Addenda A and B, which are hereby expressly incorporated herein (the "Performance Contract"), sets forth the performance goals of the Colorado Community College System (hereinafter referred to as the "System"), with the statutory role and mission to serve Colorado residents who reside in their service areas by offering a broad range of general, personal, vocational, and technical education programs. Each college in the System is a two-year college and no college may impose admission requirements upon any student. This contract sets forth the agreement regarding the services provided by the System, including the offering of educational programs to fill the occupational needs of youth and adults in technical and vocational fields; two-year transfer educational programs to qualify students for admission to the junior year at other colleges and universities; basic skills, workforce development, and a broad range of personal and vocational education for adults; and all services as defined in the Performance Contract Goals and Assessments set forth in Addendum A.

2. Term of Contract. This Performance Contract shall be effective after execution by the Governing Board and the Department and on the date the Performance Contract is approved by the Colorado Commission on Higher Education and shall remain in effect until June 30, 2009.

3. Statutory Requirements Exempted by This Performance Contract. Title 23, Article 5, Section 129(2)(a), Colorado Revised Statutes provides that a State institution of higher education's compliance with the goals specified in the performance contract may be in lieu of the requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23, Colorado Revised Statutes, for the term of the Performance Contract. As of the Effective Date of this Performance Contract, the System's compliance with the terms set forth in this performance contract will be in lieu of the requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23, Colorado Revised Statutes, set forth in Addendum B.

4. Academic and Vocational Program Approval. While operating pursuant to this Performance Contract, the Governing Board will not be required to obtain approval from the Commission to create, modify, or eliminate academic and vocational programs offered by the System, so long as such creations, modifications, and eliminations are consistent with the System's statutory role and mission. The Commission shall have the authority pursuant to Title

23, Article 5, Section 129(6)(b), Colorado Revised Statutes, to override any creation or modification of an academic or vocational program if the change made by the Governing Board is inconsistent with the System's statutory role and mission. The Governing Board will comply with the Commission's Policy and Procedures for the Approval of New Academic Programs in Public Institutions of Higher Education in Colorado Operating Under a Performance Contract adopted on October 7, 2004:

5. Reporting of Budget and Proposed Tuition Increases. Title 23, Article 5, Section 129(6)(c), Colorado Revised Statutes requires the Governing Board to report to the Commission its plans for any tuition increases for the following academic year for the Commission to forward to the General Assembly during the annual budget process. The Governing Board shall submit this information in accordance with the requirements of the Title 24, Article 37, Colorado Revised Statutes and in the form and manner prescribed by the Commission. The General Assembly has expressly retained the authority in Title 23, Article 5, Section 129, Colorado Revised Statutes, to approve tuition spending authority for the Governing Board of the System.

6. Resident Applicant Admission Requirements. While operating pursuant to this Performance Contract, Title 23, Article 5, Section 129(7)(b), Colorado Revised Statutes, directs that the Governing Board shall continue to require the System to admit Colorado resident applicants within the requirements of Title 23, Article 1, Section 113.5, Colorado Revised Statutes, who meet the admissions criteria of the System.

7. Data Reporting Requirements. The Governing Board shall transmit to the Department all annual reports and data required in this Performance Contract including that specified in Addendum A, attached hereto, in the form and manner prescribed herein or as required by Commission Policy. The System shall continue to provide all data required by the Student Unit Record Data Systems (SURDS) and the United States Department of Education through the Department. When possible, the Department shall provide notice and consult with the institutions before requiring any additional or new SURDS data. All reports required of the Governing Board under this Performance Contract will be provided to the Department through the Colorado Community College System Office. All data must be handled by the Commission and Department consistent with the statutory requirements set forth in Title 23, Article 1, Section 108(9), Colorado Revised Statutes.

8. Performance Goal Achievement. This Performance Contract sets forth those goals, standards and requirements upon which the Department and the Governing Board have mutually agreed. The ability of the Governing Board to fulfill the terms of this Performance Contract, including providing basic skills courses; educational services associated with the Postsecondary Enrollment Options Act and the high school fast track program; educational services in rural areas; educational services to increase economic development opportunities in the state, including courses to assist students in career development and retraining; specialized educational services such as nursing and allied health professions programs; and obligations under reciprocal agreements with other states for waiving the non-resident differential in tuition rates, expressly assumes funding at levels which approximate the Department funding appropriated by the General Assembly during fiscal year 2003-04. Any material change in the

aggregate level of general funds available to students as stipends, to institutions under fee-for-service contracts under the College Opportunity Fund, and state general fund financial aid allocated through the Commission, shall cause the parties to this agreement to meet and discuss whether a change in any provisions of this agreement is appropriate. The actions undertaken by the Governing Board and Institution pursuant to this Performance Contract shall be performed consistently with applicable state and federal law.

9. Funding Provision. Pursuant to Article VIII, Section 5(2) of the Colorado Constitution and Title 23, Article 60, Section 107, Colorado Revised Statutes, the Governing Board has the sole and absolute control of all current and future assets and revenues, regardless of source, including but not limited to direct and indirect appropriations, grants, contracts, College Opportunity Fund stipends, gifts, Fee-for-service Contracts, tuition and fees of the system and of the institutions that are a part thereof ("Revenue") unless otherwise expressly provided by law. The parties agree and acknowledge that the Governing Board has the sole authority and responsibility to allocate Revenue in such amounts to each institution and system activities that it deems in its absolute discretion to be appropriate, establish reserve accounts and direct revenue to comply with the terms of this Performance Contract and to meet the other statutory responsibilities and the obligations vested with the SBCCOE Board.

As provided by C.R.S. §23-5-129(7)(a), during the period that the Colorado Community College System is operating under a performance contract, it shall remain eligible for state-funded capital construction projects and controlled maintenance projects as provided in C.R.S. § 23-1-106. The System also shall remain eligible for direct state support, including but not limited to general fund appropriations for unfunded enrollment growth as provided by C.R.S. § 23-5-129(8) and fee-for-service contracts as provided by C.R.S. §23-5-130. The Department agrees that it will not take the position that the System's status as an enterprise should adversely affect its eligibility for such funding.

10. Issue Resolution. In the event that a party to this Performance Contract fails to take those actions agreed upon herein or perform as set forth in this Performance Contract, the other party shall notify the first party of the failure to act or perform (a "Performance Failure"). The notice shall indicate the nature of the Performance Failure and request that responsive action be taken to correct the alleged Performance Failure. If the party fails to use its best efforts to resolve the alleged Performance Failure within a reasonable period of time, the official representatives of the parties, as designated in the Performance Contract, shall promptly meet to discuss a remediation plan for resolution of the alleged Performance Failure or modification of this Performance Contract as may be required by the circumstances.

11. Performance Report. Performance on this Performance Contract shall be reported by the Department to the Governor and General Assembly pursuant to Title 23, Article 5, Section 129(5), Colorado Revised Statutes.

12. Point of Contact and Notices. For the purposes of this Performance Contract, the individuals identified below are hereby designated as the official representatives of the respective parties. Either party may from time to time designate in writing new or substitute

representatives. All notices given hereunder shall be deemed given and sufficient if delivered in writing by (i) United States mail or (ii) overnight delivery such as Federal Express to:

For the Department:

Richard F. O'Donnell
Executive Director
Colorado Department of Higher Education
1380 Lawrence Street, Suite 1200
Denver, CO 80202

For the Governing Board:

Nancy McCallin
President
Colorado Community College System
9101 East Lowry Boulevard
Denver, Colorado 80230-6011

13. No Third-Party Beneficiary. Nothing in this Performance Contract shall be construed or implied to confer third-party beneficiary status on any person or entity.

14. Severability. To the extent that this Performance Contract may be executed and performance of the obligations of the parties may be accomplished within the intent of the contract, the terms of this Performance Contract are severable, and should any term or provision hereof be declared invalid or become inoperative for any reason, such invalidity or failure shall not affect the validity of any other term or provision hereof.

15. Governing Law. This performance Contract shall be governed by and construed in accordance with the laws of the State of Colorado.

16. Entire Agreement. This Performance Contract is intended as the complete integration of all understandings between the parties regarding performance contracts authorized by Title 23, Article 5, Section 129, Colorado Revised Statutes. No prior or contemporaneous addition, deletion or other amendment hereto shall have any force or effect whatsoever, unless embodied herein in writing. No subsequent novation, renewal, addition, deletion or other amendment hereto shall have any force or effect unless embodied in a writing executed and approved by both parties to this Performance Contract.

17. Approval Required. Pursuant to Title 23, Article 5, Section 129(3), Colorado Revised Statutes, this Performance Contract and any modification or addition thereto shall not become effective until reviewed and approved by the Commission.

IN WITNESS WHEREOF, the parties have executed this Performance Contract this 11th day of May, 2005.

For the System:

By Nancy J. McCallin
Dr. Nancy McCallin
System President

For the Department of Higher Education:

By Richard F. O'Donnell
Richard F. O'Donnell
Executive Director

APPROVED:

Governing Board

By: PA Eyams
Chair

Dated: 5-11-05

APPROVED:

Colorado Commission on Higher Education

By: Judy Weaver
Chair

Dated: June 2, 2005

ADDENDUM A

Goal #1: Access and Success

WHEREAS, the Commission has determined that it is a highest priority of the State to ensure widespread access for Colorado residents to Colorado's public colleges and universities with particular focus on expanding the number of students who are prepared, apply and enroll, and increasing retention and graduation rates with particular emphasis on increasing the participation and success of underserved students.

WHEREAS, the Department will develop and deliver a statewide marketing campaign with the goal of convincing every student and parent in the State of Colorado that college is accessible and affordable and that it is important to prepare academically for it in order to increase the college-going and completion of students, especially underserved students, which include low-income, male and minority students.

WHEREAS, the Department will work with the State and institutions to design efficient and effective financial aid strategies.

WHEREAS, the Department will work to make CollegeinColorado.org a fully integrated and user-friendly Pre-Collegiate Online Guidance System.

WHEREAS, the Department will lead the organization and operation of the Colorado College Access Consortium to coordinate and support K-12, pre-collegiate and college preparation programs.

WHEREAS, the State Board for Community Colleges and Occupational Education is charged with the direction and operation of the Colorado Community College System and is designated as the state board for vocational education.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Retention Rates

1.1 By December 31, 2008, the System shall increase its fall-to-fall retention rate for first-time, full-time certificate or degree-seeking freshman from 52.4% to 54.4%. The System shall increase its fall-to-fall retention rate for first-time, full-time certificate or degree-seeking freshmen, including transfers to other institutions, from 61.3% to 63.3%.

1.2 The Governing Board shall report to the Department on or before December 31st of each year the results of its current efforts and any new or additional plans or programs to increase its fall-to-fall retention rates for first-time, full-time certificate or degree-seeking freshman.

Section 2: Graduation Rates

2.1 By December 31, 2008, the System shall increase its three-year degree completion rate for first-time, full-time certificate and associate degree-seeking freshmen from 20.1% to 21.2%.

2.2 The Governing Board shall report to the Department on or before December 31st of each year on the results of its current efforts and any new or additional plans or programs to increase its 3 year degree completion rate for first-time, full-time certificate and associate degree-seeking freshmen.

Section 3: Underserved Students

3.1 Title 23, Article 5, Section 129, Colorado Revised Statutes requires that each performance contract address "increasing enrollment of underserved students, including low-income individuals, males and minority groups." For purposes of this performance contract, "underserved students" shall be defined as students who are: (a) low-income (would satisfy income requirements for a Federal Pell Grant); (b) members of an ethnic or racial minority group; and/or (c) males. The System is committed to improving the recruitment, retention and graduation of underserved students. The System will address the underserved students through the following programs that will be available within the Colorado Community College System, but not necessarily at each community college:

- a. Solicitation of grants for scholarships for underserved populations;
- b. "Early warning" programs that will help students who are struggling, receive out-of-classroom assistance;
- c. Distance learning instructional opportunities to provide access for students needing more flexible course offerings, and for those in isolated communities;
- d. Programs that identify students at risk for unsatisfactory progress and offer them special assistance.

3.2 Individual colleges within the System shall offer programs designed to increase enrollment, retention and graduation of underserved students.

3.3 The Governing Board shall submit an annual report in a narrative format on or before December 31st that details the results of programs to increase enrollment, retention and graduation of underserved students.

3.4 The System shall collect and report data to the Department, in the form and manner to be agreed upon by the parties, on students who need to be assessed, students needing remediation, areas for remediation, successful completion of remediation.

3.5 The Governing Board shall ensure that the goals in this section are accomplished without decreasing the quality of education provided or achievement rates of students included herein as resources allow.

Section 4: Stipend Application Process

4.1 The Department's goal is to maintain an easily accessible, user-friendly application process for stipends, and in furtherance of that goal, the Department and the System shall cooperate with each other to remedy any problems with the stipend allocation process that may arise. The Department also will work with the System to help establish connecting links to the College Opportunity Fund application site.

Goal #2: Quality in Undergraduate Education

WHEREAS, the Commission has determined that it is a highest priority of the State to: (1) improve academic competencies and provide learning experiences that foster the development of skills and abilities that prepare students for the global economy; (2) prepare students for continuing, graduate or postgraduate professional studies; (3) ensure the transferability of general education courses; and (4) establish critical thinking and logic skills essential to full participation in a democratic society.

WHEREAS, the State should provide meaningful and user-friendly information on the quality of undergraduate education to consumers about each institution that will drive market decisions by parents, students, and employers.

WHEREAS, the State should implement a general education core curriculum for students and faculty that ensures consistent quality and the transferability of general education courses.

NOW, THEREFORE, the Parties agree as follows:

Section 1: General Education Requirements

1.1 By January 1, 2006, the Governing Board shall adopt a fully transferable, foundational general education core curriculum that corresponds with GT Pathways, Colorado's statewide guaranteed transfer program for general education that was created and endorsed by the General Education Council ("GE 25 Council") and the Commission. The System's general education core curriculum shall consist of between 35 and 37 credit hours in the academic areas and corresponding credit hour requirements established by the GT Pathways curriculum.

1.2 The Student Bill of Rights, Title 23, Article 1, Section 125, Colorado Revised Statutes, provides that the completion of core general education courses, regardless of the delivery method, should satisfy the general education core course requirements of all Colorado public institutions of higher education. In order to meet this requirement, by July 1, 2005, all courses in the System's general education core curriculum shall be submitted, according to Commission policy, to the GE 25 Council or its successor, for approval and inclusion in GT Pathways for guaranteed transfer. Any course not submitted or not approved by the GE 25 Council for GT Pathways may not be included in the general education core curriculum. The Department shall convene the GE 25 Council and provide sufficient resources to ensure that all courses submitted to the GE 25 Council, or its successor, are reviewed prior to January 1, 2006.

1.3 After the Governing Board adopts its general education core curriculum, it may continue to nominate new and/or additional courses that satisfy pertinent guidelines and requirements of GT Pathways to be included in its general education core curriculum. The System shall continue to recognize and provide full credit for all core courses approved for statewide transfer completed at other Colorado state colleges and universities, including credits earned through Commission approved competency tests.

1.4 Beginning in July 1, 2006, the Governing Board shall require the completion of its approved general education core curriculum by all newly enrolled, first-time students who are seeking an Associate of Arts or Associate of Science degree and ensure the following:

(a) All course catalogs and academic transcripts shall clearly designate courses eligible for statewide guaranteed transfer.

(b) All course catalogs and related materials shall clearly designate lower division courses that are not eligible for statewide guaranteed transfer.

(c) All academic transcripts shall certify if a student has completed a transferable general education core curriculum, regardless of whether the academic degree program has been completed or conferred.

1.5 Lower division general education course requirements that are not part of the general education core curriculum are acceptable and need not be submitted to the GE 25 Council for inclusion in GT Pathways. However, a student must be able to complete any such requirements within the 40 credit hour lower division general education limit established by the Student Bill of Rights. If a transfer student has satisfactorily completed the transferable core curriculum at another Colorado state college or university, the System shall not require the completion of any additional lower division general education courses by that student that would exceed the 40 credit hour lower division general education limit.

1.6 Beginning July 1, 2006, and each year thereafter, the Governing Board shall report statistics on the enrollment System-wide in each course that satisfies the general education core curriculum.

1.7 The Department's goal is to continue its efforts to implement a general education core curriculum for all Colorado state institutions of higher education.

Section 2: Grade Distribution

2.1 Once the integrated administrative data system (ERP) in Goal #3, Subsection 4 is operational and to the extent the data is available, the Governing Board shall provide data to the Department on all course grades conferred in courses that satisfy its general education core curriculum during the previous academic year, disaggregated by academic subject and course level. The Governing Board will report separately on Career and Technical

Education courses and non-Career and Technical Education courses, due to differences between those categories of programs.

Section 3: Faculty

3.1 The Governing Board maintains policies for evaluation of faculty performance in which teaching effectiveness has the greatest weight in the overall evaluation. By Governing Board policy, all salary increases are merit based. The Governing Board shall provide copies of all such policies to the Department.

3.2 To the extent possible, the Colorado Community College System shall provide information annually on faculty salaries in the same format that such information is made available to the Governing Board.

Section 4: Evaluation and Assessment of Student Learning

4.1 To the extent possible and based upon available data, the System shall report annually on student achievement by providing data from outside recognized accreditation bodies such as the Higher Learning Commission on Career and Technical Graduates Employed or Continuing Their Education.

4.2 The Governing Board agrees to cooperate with the Department in developing and implementing standard methods to assess students' knowledge and improve the delivery of content taught in courses approved for the general education core curriculum. These programs shall be in place no later than January 1, 2007. The Department and the Governing Board agree that implementation of these assessment methods is contingent on additional resources being made available for these purposes.

Goal #3: Efficiency of Operations

WHEREAS, the Commission has determined that a highest priority of the State is to provide for the efficient and effective stewardship of resources, be they tuition dollars, state or federal tax dollars, or other sources of funding.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Costs

1.1 As part of the Commission's annual budget process, the Governing Board shall provide, through the Budget Data Book, information to the Department that identifies mandatory cost increases or decreases.

1.2 The Department shall use the information submitted by the System to determine the base funding increase necessary for cash fund and cash fund exempt increases that at a minimum shall consider changes in mandatory costs, such as salary, insurance and utility costs, as well as enrollment growth and inflation.

1.3 The Governing Board may submit requests for tuition differentials, specialized fees, or other tuition increases to improve quality, expand access or address capital needs above the base funding amount as decision items through the normal budget process. The Commission shall forward these decision items to the General Assembly and the Office of State Planning and Budgeting during the budget process.

1.4 The Governing Board will implement the requirements of House Bill 04-1086, regarding the efficiency and effectiveness of the Colorado Community College System. Those requirements are: a substantial reduction in the administrative costs of the Community College System office; installation and implementation of a centralized, standardized, integrated, System-wide information technology solution for the colleges; the restructuring of distance learning at all colleges requiring the System office to provide and all colleges to use a common utility infrastructure and maintain a common standard for security and accreditation; and maintaining one universal database to be used by the System office; conducting a comprehensive review of the administrative costs for career and technical education; and developing a master plan for the use, development, or sale of the Lowry campus.

Section 2: Capital Assets and Maintenance

2.1 The Governing Board has established a policy requiring each System community college to maintain a minimum balance to be held in reserve equal to four percent of the annually allocated appropriated funds. The Governing Board has directed that the colleges use some of this reserve for controlled maintenance.

2.2 The Governing Board and the community colleges will work with students as may be necessary to establish a capital and maintenance fee, or the Governing Board may submit pursuant to section 1.3 above a decision item for a tuition surcharge to address maintaining existing and constructing new facilities.

2.3 The Governing Board shall breakout in their annual Statement of Revenues, Expenses, and Changes in Net Assets the actual amount spent on Deferred Maintenance projects.

Section 3: Facilities

3.1 The Governing Board shall provide a report to the Department on the number and type (private or publicly operated) of auxiliary facilities they operate, as such facility is commonly understood under Title 23, Article 5, Sections 101.5(2) and 102, Colorado Revised Statutes, within 120 days of acceptance of a performance contract. Any material changes to the operations of previously reported auxiliaries shall be reported to the Commission during the annual budget process.

Section 4: Efficiency Through Better Information

4.1 To promote efficiencies, the Governing Board has established the implementation of an integrated administrative data system (ERP) as a priority for investment for the System and will develop and begin implementation of such a system during 2005.

Goal #4: Other State Needs -- Teacher Education

WHEREAS, the Commission has determined that it is a highest State priority to ensure that highly qualified teachers are in every K-12 classroom.

WHEREAS, educator preparation is a shared enterprise among the Commission, the Colorado Department of Education, institutions of higher education, and local school districts.

WHEREAS, teacher education programs must prepare teachers to succeed in an era of high standards and strong accountability where the expectation is that achievement levels will rise for every student.

WHEREAS, K-12 school districts have called for new teachers who are trained in critical areas, including: (1) Technology and its role in instructional delivery; (2) Ability to communicate with students, parents and guardians regarding educational progress and student behavior; (3) Ability to assess student learning and modify curriculum based on assessment results; (4) Effective classroom management techniques; (5) Ability to apply knowledge to the P-12 classroom and adapt instruction in ways that enhance the ability of achievement levels to rise for all students student learning with a particular understanding of how to close the achievement gap for children of color and boys; and (6) Ability to teach reading, math and science.

WHEREAS, the strength of a teacher preparation program is determined by the degree to which content knowledge, field experience, and professional knowledge are integrated into a performance-based model.

WHEREAS, the Commission on Higher Education has established statewide articulation agreements for teacher education between four-year teacher education programs and Colorado's community colleges.

NOW, THEREFORE, the Parties agree as follows:

Section 1: Teacher Education Programs:

1.1 The Commission shall continue to authorize and re-authorize teacher education programs pursuant to Title 23, Article 1, Section 121, Colorado Revised Statutes and existing Commission policies, including the continuance of joint on-site program reviews by the Commission and the Colorado Department of Education scheduled every fifth year.

1.2 The Commission will work to enforce teacher education articulation agreements between the community colleges and the state four-year institutions of higher education as provided for in CCHE policy.

1.3 By July 1, 2006 and each year thereafter, the System will certify to the Department that the system colleges will adhere to the GT Pathways courses required within the statewide Teacher Education Articulation Agreements.

Goal #5: Other State Needs -- Workforce and Economic Development

WHEREAS, the Commission has determined that Colorado's future competitiveness in the global economy depends on having an educated and skilled workforce. Colorado must have workers with high-level skills required for jobs in high-demand fields, workers with basic workplace skills to obtain the most desirable jobs and to continually adapt to the changes that will continue to affect our evolving economy.

NOW, THEREFORE, the Parties agree as follows:

1.1 The System remains committed to program development efforts in fields that address statewide and regional opportunities and priorities. High-demand programs shall be defined by two primary elements: (1) instructional programs or fields in which student enrollment applications exceed available slots, and (2) career fields in which employers are unable to find enough skilled graduates to fill available jobs.

1.2 In accordance with the unique role and mission of the System, the System shall: (1) offer a broad range of vocational and technical degree programs that meet labor needs; (2) fill the occupational needs of youth and adults in technical and vocational fields; (3) meet work force development demands of the state and communities served; and (4) offer a broad range of vocational education for adults.

1.3 The Governing Board shall annually report to the Department on or before December 31st on the status of the Perkins Act State Plan indicators for postsecondary education.

1.4 The colleges in the System may change their programs and efforts to address local workforce and economic development priorities without approval from the Department or the Commission.

ADDENDUM B

RESOURCE, PROGRAMMATIC AND MANAGEMENT FLEXIBILITY

This Addendum B describes the resource, programmatic, and management flexibility which the Department agrees to provide or support for institutions operating under performance contracts.

As of the Effective Date of this Performance Contract, compliance with the terms set forth in this Performance Contract will be in lieu of the following statutory requirements of Article 1 of Title 23 and the "Higher Education Quality Assurance Act," Article 13 of Title 23 and Commission Policies:

STATUTORY REQUIREMENTS

Section 23-1-105. Duties and powers of commission with respect to appropriations – repeal.

All subsections waived except for (1), (4), (5) and (8).

Section 23-1-107. Duties and powers of the commission with respect to program approval, review, reduction, and discontinuance

All subsections waived except for (2), (4), (5). With respect to subsection 4, the Department agrees to authorize the Governing Board to establish early retirement, retraining and severance programs for faculty in programs to be discontinued subject to consultation with the Commission prior to the Governing Board's approval of such programs.

C.R.S. §23-1-109. Duties and powers of the commission with regard to off-campus instruction.

The System shall continue to be subject to the statutory requirements of this section. The System shall also continue to follow the policy and procedures for Service Area Exemption requests between community colleges in the System. However, exemptions approved by the System office shall be considered final and not subject to review and disposition by the Commission. The System shall timely notify the Commission of each Service Area Exemption it approves.

Section 23-1-124. Commission directive – sophomore assessments

Section 23-13-105. Quality indicator system - development - implementation -reports.

Section 23-13-107. Funding incentives to achieve the statewide goals and expectations

COMMISSION POLICIES

Academic Affairs:

Part B: Approval of New Academic Programs

Part D: Approval of New Vocational Degree Programs in State-Supported Institutions of Higher Education in Colorado

- Sections 2.00 (d), 2.01.03, 2.02.01, 3.01.05, Appendix A

Part H: Designating Programs of Excellence

Part I: Review of Proposals for Coordinated Academic Programs

- Sections: 4.02 (limited to review of role and mission), 4.02.02, 4.02.03, 4.02.05.

Part O: Academic Planning

- Sections: 3.02, 4.00

Part Q: Policy on Affirmative Action

Capital Assets:

Part D – Guidelines for Long-Range Facilities/Infrastructure Master Planning

- 1.00 – Scope of a Long- Range Facilities/Infrastructure Master Plan
 - I. Institutional Data (to become guidelines only)
 - II. Facilities Master Plan
 - A. Planning Concepts (to become guidelines only)
 - B. Facilities Construction and Renovation Economic Studies and Project Cost Estimates
- 2.00 – Publication of a Long-Range Facilities, Infrastructure Master Plan.
- 5.00 – Relation to Statewide Plan

Part I – Instructions & Forms For Completing Physical Plant Inventory

Part L – Policies & Criteria For Capital Construction Priority Setting.

- 1.00 – Policies & Criteria Requests.

- 2.00 – CCHE Priorities Among Capital Construction Funding
- 3.00 & 3.01 – Process for Recommending Funding Priorities.

Part O – Policy Guidelines for Capital Outlay Expenditures.

Part P – Policies for Construction Projects Administration.

Budget Data Book:

Organization Chart

Campus Map

General information page

Format 40: Reporting of ASC II data

Format 9999

Consolidated Supplemental Financial Information

- Format A
- Format B
- Format C
- Format D
- Format E

Administrative Salary Survey report

Decision Items requests for mandatory cost increases

CCHE approval of decision items above mandated costs