

COLORADO COMMISSION ON HIGHER EDUCATION

September 2, 1999
University of Colorado at Colorado Springs
Colorado Springs, Colorado

MINUTES

Commissioners Present: J. Lamar Allen; Raymond T. Baker; Alexander E. Bracken, Chair; Terrance Farina; Marion Gottesfeld; David Greenberg; Robert Hessler; Peggy G. Lamm; Ralph Nagel; and Dean Quamme.

Advisory Committee Present: Penelope Bauer; Senator James Dyer; Aaron Houston; Sandy Hume; and Representative Keith King.

Commission Staff Present: Timothy E. Foster, Executive Director; Jeanne Adkins; Greg Appling; JoAnn Evans; James Jacobs; Raymond Kieft; and Sharon Samson.

I. Call to Order

The regular meeting of the Colorado Commission on Higher Education was called to order at 10:05 a.m. in the Lodge at the Housing Village at the University of Colorado at Colorado Springs.

Action: Commissioner Hessler moved approval of the minutes of the July 1, 1999, regular meeting. Commissioner Greenberg seconded the motion. Representative Keith King made a correction to the minutes on page 225 line three (3) – to reflect that he suggested that the public institutions get out of the facility business. He recommended that the students rent the facility rather than the institution fund the facility. He recommended minimization of institutions owning buildings. The motion to approve the minutes as corrected carried unanimously.

II. Reports

A. Chair's Report

Chair Bracken thanked Chancellor Bunnell Shade and the El Polmar Foundation for hosting a dinner for the Commission the previous evening. Prior to the dinner, two Commissioners and an Advisory Committee member toured three high technology companies in Colorado Springs. They discussed the span of high tech industry in Colorado Springs as well as the industry's need for qualified employees.

The Chair reported that Commissioner William Vollbracht was excused absent. He introduced newly appointed Commissioner Dean Quamme. Commissioner Quamme was appointed in July but was unable to attend that meeting. Mr. Quamme is the manager of an environment technology company on the Western Slope.

B. Commissioners' Reports

None

C. Advisory Committee Reports

Dr. Penelope Bauer, representative of the Colorado Faculty Advisory Council (CFAC), reported that CFAC will hold its annual meeting in October. She will provide the Commission with a report of the CFAC meeting.

III. Consent Items

None

IV. Action Items

A. Election of Commission Officers

Commission Bylaws require that at the September meeting the Commission elect a chair and vice-chair to serve for the next year.

Staff Recommendation

That the Commission elect a chair and vice-chair to serve through its September 2000 meeting.

Action: Commissioner Farina nominated Commissioner Bracken as Chair and Commissioner Nagel as Vice Chair. Commissioner Gottesfeld seconded the motion. Commissioner Gottesfeld stated that there could not be a better team and they had the full support of all the Commissioners. The motion carried unanimously.

B. Affirmative Action

Dr. Sharon Samson and Dr. Greg Appling co-presented the Policy on Affirmative Action Plan (I-Q 4.00). In April 1999, the Commission tabled action on the governing board diversity plans, pending the submission of clarifying information from the governing boards. The revised policy, adopted October 1, 1998, requires each governing board to develop and submit a diversity plan that, at minimum, includes a leadership statement, timelines for strategic plans, and lines of accountability. Dr. Samson stated that the Affirmation Action Plan has moved to one of action. It challenges and creates a different approach toward diversity in which the governing boards are the motivators for the institutions to create an affirmative action plan and put it into action. The revised policy responded to a shared belief of the six governing boards that the original CCHE policy and corresponding methodology for implementation were flawed. The primary characteristics of the revised policy include:

- A continuous improvement model rather than absolute goals or targets

- Multiple indicators of institutional progress toward diversity rather than the single undergraduate graduation goal
- Institution-defined measures rather than the state-defined measure
- An expanded role for the Commission to seek funds to support precollegiate programs

Dr. Samson concluded that governing boards must submit progress reports on January 15 of each year describing institutional success in achieving diversity. Then, consistent with its Policy on Affirmative Action (I-Q 4.00), CCHE will publish a report in the March agenda monitoring data related to the statewide diversity goals, including information on student enrollment, retention, and graduation rates, as well as faculty and staff hiring, promotion, and tenure.

Dr. Appling highlighted several trends that CCHE proposes to monitor long-term, including student retention, faculty hiring, and student graduation rates.

Responding to the Commission's question about the disproportionate number of GOS recipients at various institutions, CCHE staff stated that the dollars were distributed based on institutional requests.

A concern was raised by the Commission that recruitment of minority faculty is low. Commissioner Gottesfeld pointed out that there is a great deal of competition for well-educated minority faculty. She recommended that in an effort to increase the number of minority students at the college level, the efforts must begin at the grade school levels and involve the community.

The Commission would like additional data explaining that less than ten percent of minority students attend college on a full-time basis.

George Walker, a citizen and graduate of the University of Colorado, criticized staff for developing a plan that is only about minorities.

Staff Recommendation (Revised)

That the Commission accept the diversity plans of Adams State College, Colorado School of Mines, Colorado State University, Fort Lewis College, Mesa State College, Metropolitan State College of Denver, University of Colorado at Boulder, University of Colorado at Colorado Springs, University of Colorado at Denver, University of Colorado Health Sciences Center, the University of Northern Colorado, the University of Southern Colorado, Western State College, and the Colorado Community College and Occupational Education System.

Action: Commissioner Hessler moved approval of the staff recommendation. Commissioner Quamme seconded the motion and the motion carried unanimously.

C. B.S. in Computer Engineering at the University of Colorado at Colorado Springs

D. M.S. in Computer Engineering at the University of Colorado at Colorado Springs

The Regents of the University of Colorado requested Commission approval to offer a Bachelor of Science degree and a Master of Science degree in Computer Engineering at the University of Colorado at Colorado Springs. Dr. Samson summarized the main points of the staff analysis but presented the staff recommendations separately for the two proposals. In her presentation, Dr. Samson noted that the Commission had an opportunity to discuss this issue with the Regents in November 1998, July 1999, and meet with the Colorado Springs community leaders at last night's dinner and tour. Given the decline in graduate engineering enrollment and the flat enrollment level at the baccalaureate level, no evidence has been presented to document the market demand for additional engineering programs. The proposed curriculum itself duplicates the existing Electrical Engineering program curriculum offered by UCCS. Colorado Springs has access to three Computer Engineering programs offered in their region – Colorado Technical University, National Technical University, and University of Colorado at Denver. The input from local employers substantiated a demand for advanced courses but not degrees.

Dr. Michel Dahlin, Assistant Vice President for Academic Affairs at the University of Colorado, stated that although the electrical engineering degree program overlaps the computer engineering degree curriculum, UCCS believes that students desire a Computer Engineering degree. She added that if the program is approved and the demand is low, the Regents would discontinue the programs. She stated that by utilizing the same courses the proposed degree programs are cost-effective and the B.S. degree would provide a pipeline into the M.S. allowing students to continue their professional studies.

The Commission requested elaboration on the demand for courses versus the demand for graduate degrees. Dr. Dahlin explained that employers seek employees with skills. Students know they are more employable with a degree. She said most engineering students at UCCS are degree-seeking students. She distributed letters of support for the programs from the Colorado Springs business community.

Pat Byrne, General Manager of Hewlett Packard, speaking in support of the degree proposals, stated that Hewlett Packard is a major employer in Colorado Springs. Currently, five percent of employed engineers leave the field every year. The company counts on universities to increase the supply of engineers. Responding to questions from the Commission, Mr. Byrne stated that Hewlett Packard hires 20 new engineers per year -- fifty percent with a bachelor's degree and fifty percent with a master's degree. Approximately one-third of those holding a bachelor's degree intend to complete a graduate degree. He added that many Hewlett Packard employees participate in continuing education and are not degree-seeking students.

Commissioner Greenberg explained that the CCHE staff analysis show a low demand for the program while the anecdotal information the Commission received from the Colorado Springs community indicates a demand for the degree programs. He asked if the private sector community would be willing to underwrite any shortfall in the degree programs if the enrollment demand from the private sector does not materialize. Mr. Byrne responded that Hewlett Packard does not have resources to underwrite degree programs.

Responding to capacity questions, Dr. Linda Bunnell Shade, Chancellor of UCCS, clarified that the B.S. and M.S. Computer Engineering degrees would require only ten percent of the space requested for the new engineering building.

Peter Steinhauer, Chair of the Board of Regents, testified that the University of Colorado at Colorado Springs does not intend to become an MIT or UCLA, rather to be a college focused on excellence and teaching in a rapidly changing technology environment. He affirmed that the Regents are enthusiastic about the two degrees, consider them essential to UCCS's Engineering School, but that the Regents will abide by the Commission's decision.

Commissioner Lamar Allen spoke in support of the Computer Engineering proposals. He has observed an evolving drive for technology programs nationally, citing Georgia Tech's Computer Engineering programs. Representative Keith King of Colorado Springs spoke in support of the two degree proposals.

Weighing the needs of a local region with the insufficient evidence of demand, the Commission discussed several options, including approving the B.S. program and reviewing its success rate in three years before reconsidering the M.S. program. The Commission commended companies like Hewlett Packard for their support of higher education. The majority of the Commission members concurred that addition of the master's program does not appear justified in light of the four students currently enrolled in a graduate Computer Engineering program in Colorado Springs.

Staff Recommendation

That the Commission deny the request to offer a B.S. in Computer Engineering at the University of Colorado at Colorado Springs.

Action: Commissioner Farina moved to combine action on items IV, C and D to approve the B.S. in Computer Engineering at UCCS and disapprove the M.S. in Computer Engineering. Commissioner Gottesfeld seconded the motion. Upon further discussion it was decided to act on each degree program proposal separately. Commissioners Farina and Gottesfeld withdrew the joint motion.

Commissioner Greenberg moved to approve the B.S. in Computer Engineering at the University of Colorado at Colorado Springs. Commissioner Hessler seconded the motion and the motion carried unanimously.

Staff Recommendation

That the Commission deny the request to offer a M.S. in Computer Engineering at the University of Colorado at Colorado Springs.

Action: Commissioner Allen moved to approve the M.S. in Computer Engineering at the University of Colorado at Colorado Springs. Commissioner Bracken seconded the motion. The motion failed by a vote of three in favor (Allen, Bracken, and Greenberg) and seven opposed.

V. Items for Discussion and Possible Action

A. Performance Funding

A performance funding system is being developed by the CCHE staff, along with the Chief Financial Officers (CFOs) of the six governing boards. Another group, the Quality Indicator System (QIS) Advisory Committee, also representing the governing boards, has been assisting CCHE in identifying the measures which will be used in the performance funding process.

James Jacobs reported that CCHE is operating under statutes adopted by the Colorado General Assembly. These statutory provisions require CCHE to implement a funding process that encompasses performance measures in allocating new funds. Mr. Jacobs briefly outlined the process.

The CCHE staff, the CEOs and the CFOs of the governing boards, and the QIS Advisory Committee have agreed on a set of performance measures. After the collection of data, some of the measures may be modified. The list includes:

- a. graduation rates and credits for degree at four-year institutions
- b. graduation rates and credits for degree at two-year institutions
- c. faculty instructional productivity
- d. freshmen persistence
- e. achievement rates
- f. lower division class size
- g. approved and implemented diversity plan
- h. institutional support costs
- i./j. two indicators chosen by each institution and approved by the governing board and CCHE staff.

Dr. Christine Johnson, Vice President for Educational Services at the Colorado Community College and Occupational Education System (CCCOES), on behalf of CCCOES expressed the support for the performance funding process and the performance measures. She stated that CCHE staff have responded to all their questions. The discussions with governing boards and staff were very productive and CCCOES is supportive.

Dr. Lawrence Lopez, Professor at Metropolitan State College of Denver (MSCD) and representing the MSCD faculty senate, stated that the first quality indicator of graduation rate is based on four years and out. Metropolitan State students do not generally graduate in four years and the MSCD faculty members are concerned that funding for the institution will be decreased. Dr. Kieft responded that the graduation rates are based on four, five and six years to recognize institutions like MSCD, which have a large portion of part-time students. Attachment 1 in the agenda addressed the question. Mr. Foster also responded that the measure was adapted to address the Metropolitan State College student population.

Dr. Penny Bauer, faculty representative of the Advisory Committee, asked for a clarification about points assignment. Dr. Kieft responded that the QIS advisory committee would determine

points based on various data. The faculty members are represented on the QIS Advisory Committee through their appropriate governing board representatives.

Jane Duncan, representative of the Colorado Student Association, reported that students initially had concerns about the measures but CCHE staff have done an excellent job of responding to student concerns in establishing the measures.

Staff Recommendation

That the Commission adopt the performance measures and the performance funding process for FY 2000-2001.

Action: Commissioner Farina moved to accept the staff recommendation. Commissioner Baker seconded the motion, and the motion carried unanimously.

VI. Written Reports for Possible Discussion

A. Degree Program Name Changes

The Commission accepted the degree program name changes as approved by the Executive Director as follows:

Institution:	Colorado State University
Current Program Name:	Agronomy (M.S. and Ph.D.)
New Program Name:	Soil and Crop Science (M.S. and Ph.D.)
Approved by:	The State Board of Agriculture (June 11, 1999)
Scope of Proposed Change:	No substantive change of curriculum or negative impact on students.

B. Implementation of SB 99-229 – Quality Indicator System

The Commission accepted the report on the implementation of SB 99-229 – Quality Indicator System.

C. Report on Out-of-State Instruction

The Commission accepted the report on out-of-state instruction.

To be delivered by Adams State College:

ED 582, Teaching Spanish/Lozanov Method Beginning I; Intermediate; and Advanced be delivered June 14-28, 1999, in Wisconsin.

ED 589, The New Zealand Schools Experience to be delivered July 8 - 24, 1999, in New Zealand.

To be delivered by Western State College:

RECR 474, Outward Bound to be delivered at various times and sites in the United States during 1999-2000. Details are to be reported on dates and delivery sites.

To be delivered by the University of Colorado Health Sciences Center:

CME Grand Rounds Videoconferencing Program, 30 teleconferences related to the topic of management of hospital infections sponsored by the School of Medicine to be delivered initially from Connecticut and Florida after June 1, 1999;

Current Trends in Clinical Urology, a series of symposia to be delivered in various cities throughout the United States during the latter half of 1999;

Protease Inhibitors in Practice Symposia: Myth vs. Reality, a course to be delivered in various cities in spring 1999, beginning May 5, 1999; and

Medical Oncology - State of the Art, a course to be delivered in Georgia September 29-October 3, 1999.

To be delivered by the University of Colorado at Colorado Springs:

Master of Engineering, aerospace/space operations track, to be delivered worldwide via technology in 1999-2000.

Action: Commissioner Greenberg moved to adjourn the meeting. Commissioner Farina seconded the motion and the motion carried unanimously. The meeting adjourned at 12:15 p.m.

Chancellor Bunnell Shade made a presentation about the UCCS campus immediately following the adjournment of the meeting.